



How Bahrain Steel
Leveraged SAP
SuccessFactors to
transform HR



With the implementation of SAP SuccessFactors HCM suite, Bahrain Steel simplified its employee lifecycle process leading to greater employee engagement.

The producer of iron ore pellets achieved 100% automation of HR processes and optimized talent management by implementing SAP SuccessFactors and SAP best practices



Client background

Client: Bahrain Steel—wholly owned by Foulath Holding

Industry: Manufacturing

Area of operation: The Middle East

Products & services: Producer of iron ore pellets used in the making of steel

Employees: More than 1000



Challenges

Bahrain Steel lacked an efficient HR system to manage workforce performance and talent. There was a need to evaluate performance of employees more than once a year with a possibility of change of goals during the period. In addition, the existing performance application did not support dashboards/reporting or KPIs for executive decision-making. The Human Resource Information System (HRIS) was decentralized with no integration across various processes. Moreover, self-service tools were not user-friendly and inaccessible on mobile devices.



Solution

Wipro implemented Cloud-based SAP SuccessFactors HCM suite, including the modules of Performance and Goals Management, Employee Central, Recruiting and Onboarding, Compensation, Learning Management, Workforce Analytics and SAP Jam; and also integrated SuccessFactors with SAP ERP HCM using SAP HCI as middleware.

- Implemented Goals and Performance Management module with complex threshold and score calculations
- Unified reporting tools for management and enabled seamless integration of Performance Management with Compensation Management and Learning module
- Enabled Continuous Performance Management feature for continuous improvement of employee performance and to build a connect with management
- Standardized HR processes and simplified execution with user-friendly self-service tools that can be accessed on mobile and hand-held devices
- Implemented Employee Central module integrating Time Management, SAP ERP HCM and Compensation Management



Business impact

With the implementation of SAP SuccessFactors HCM suite, Bahrain Steel simplified its employee lifecycle process leading to greater employee engagement. A centralized HR with cross-module integration, such as Compensation

with Performance Management, enabled efficient talent management and provided the employees, managers and leaders greater visibility across the organization.



100% automation and streamlining of hire-to-retain: Recruit Management -> Onboarding -> Employee Central -> Compensation -> Performance Management -> Learning -> Employee Central -> Offboarding



70% reduction in time for employee leave application and approval process



Increased agility and efficiency due to centralization of all HR-related transactions such as hiring, performance, learning and compensation across the organization



Greater visibility of relevant data like employment details and availability of workflow approvals over mobile apps



A centralized and integrated HRIS providing seamless integration of SuccessFactors with SAP ERP and third parties like 'Attendance System' and 'Benefit Vendor'



Alignment of employee goals to business strategy with Continuous Performance Management



Increased workforce productivity with optimized employee engagement



Improved decision making with centralized reports, embedded analytics and creation of KRAs and KPIs



Cross-company employee-project collaboration over mobile devices

We have been in partnership with Wipro for over 10 years in implementing and supporting SAP solutions. Wipro showed unwavering commitment, expertise, and passion in transforming our HR processes with SAP SuccessFactors. The project also involved deployment of SAP best practices without diluting the integrity of processes that were in place within the company. Wipro's excellent project management capabilities played a major role in making this implementation a success.

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