

How Do You Simplify and Standardize HR Across a Large Business Conglomerate with Seven Companies?

From infrastructure to manufacturing, information technology, health, energy, and plantations, people and businesses around the world rely on the products and services of RPG Group. With more than three decades of growth, RPG now has both a domestic and international presence – employing more than 24,000 people worldwide. Managing the HR function for such a large, global conglomerate is a complex challenge that must be tackled to remain a leading employer across multiple industries.

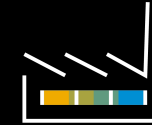
A significant increase in its workforce and radical changes in the way its businesses grow compelled RPG to modernize the way HR processes are delivered across the globe to its employees. Working with SAP partners Neeyamo and Speridian, RPG deployed SAP® SuccessFactors® solutions to change processes that were once confined to multiple independent platforms across group companies. With cross-company standardization and fully transparent access, RPG is now able to set staffing goals, as well as track and optimize employee performance groupwide. Digitalizing the HR function is helping RPG continue to meet the increasingly complex demands of its employees around the world.



“We wanted to provide a better user experience across all HR processes for our employees with greater transparency. So, we turned to cutting-edge, cloud-based technologies to simplify, standardize, and scale our HR processes.”

Vasudevan Narasimha, Executive Director of HR, KEC International, an RPG Group Company

With seven companies beneath its umbrella, RPG Group always had a hard time keeping track of its talent. With help from Neeyamo and Speridian to deploy SAP® SuccessFactors® solutions through a structured and phased implementation, it created a centralized HR process that allows for a single view of its entire talent pool. Now, RPG can share goals across its subsidiaries and track and measure the competencies needed to remain one of India's most successful companies.



6

Industries represented



>15 million

Tires produced each year



Creating a Centralized HR Process Using SAP® SuccessFactors® Solutions

RPG Group
Mumbai, India
www.rpggroup.com

Industry
Cross-industry

Products and Services
Diversified industrial group

Employees
>24,000 worldwide

Revenue
>US\$3 billion

SAP® Solutions
SAP® SuccessFactors®
Performance & Goals, SAP
SuccessFactors Recruiting,
SAP SuccessFactors
Succession & Development,
SAP SuccessFactors Learning,
SAP SuccessFactors
Employee Central, and SAP
SuccessFactors Compensation
solutions; SAP SuccessFactors
Mobile app; and SAP Jam™
collaboration platform

RPG Group is a conglomerate with a diversified portfolio in the areas of infrastructure, manufacturing, information technology, health, energy, and plantations. Faced with complex HR requirements across its companies, RPG turned to SAP SuccessFactors solutions to centralize and streamline HR.

Before: Challenges and Opportunities

- Individual companies operating home-grown solutions and multiple independent platforms
- HR processes delivered manually or on independent platforms

Why SAP SuccessFactors Solutions, Neeyamo, and Speridian

- Better integration and automation of HR functions across multiple companies and across geographies
- Introduction of transparency into HR processes
- Simple, standardized, user-friendly, and scalable solutions with mobile functionality
- HR and IT implementation expertise of SAP partners Neeyamo and Speridian

After: Value-Driven Results

- Higher employee engagement due to clarity of performance and development goals
- Completely digitized organization review, talent review, and succession planning
- Learning that is more aligned to real job requirements
- Higher efficiency due to significant time savings for HR practitioners
- Ease of access to HR documents and processes
- Usage of the SAP Jam collaboration for onboarding candidates, leading to greater engagement

“Digital transformation is the way forward for human resources, and SAP SuccessFactors solutions helped us keep it simple, standardized, and yet scalable as we grow.”

Vasudevan Narasimha, Executive Director of HR, KEC International, an RPG Group Company



SAP SuccessFactors 

Featured Partners



50%

Reduction in onboarding time for new employees

100%

Transparency of HR data, documents, and employee performance reviews

80%

Mobile implementation of employee training courses

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