



Das Land
Steiermark

VARIAS
EFP GROUP

Personal Management for 55.000 employees with SAP-HR in Styria

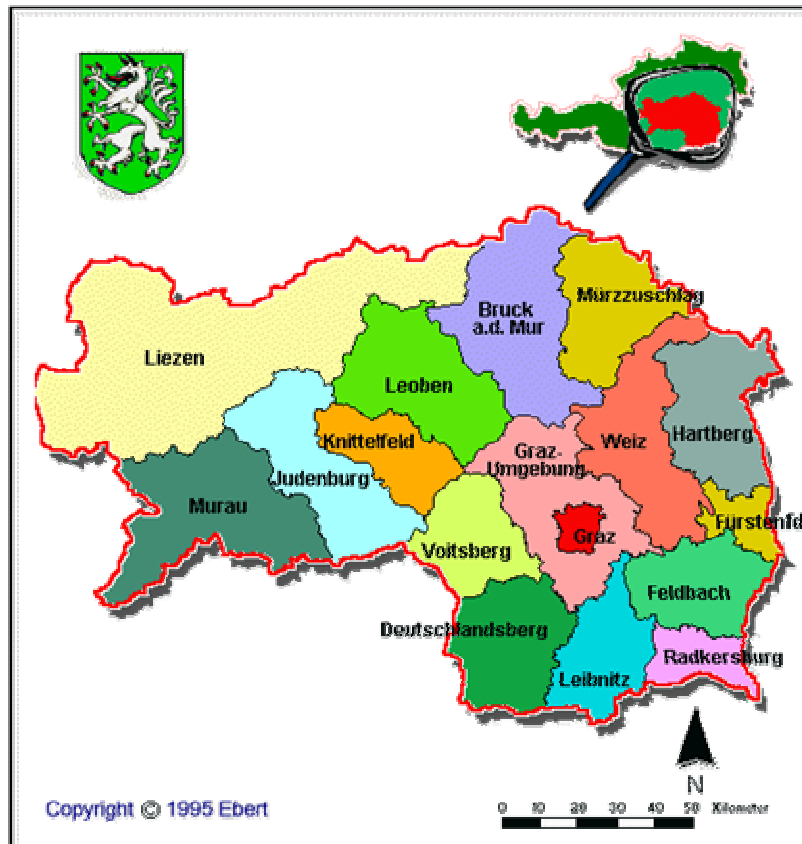
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- **Styria – a brief description**
- **How was SAP-HR selected for Styria?**
- **The course of the project – an overview**
 - Implementation phases
 - Particular challenges
 - Particular experiences
- **The partnership Styria – EFP-Group – SAP**

Important facts



Population: 1,184.720

Total area: 16.387 km²

Regions: 17

Municipalities: 543

Forest land: 8.530 km²

Universities: 4

Workforce: 45,5%

Overnight stays: 9,4 Mio.

Local agencies



Austria

- Wien
- Graz
- Klagenfurt
- Bregenz
- Dornbirn

Croatia

- Zagreb

France

- Paris

Germany

- Frankfurt

Poland

- Kraków

Switzerland

- Bern
- Nyon
- Wil

Slovakia

- Zilina
- Bratislava

Czech Republic

- Praha
- Olomouc

Starting position

4 domains

Province

KAGes

Teachers

LBH

4 systems

PIS

PAS

**Paper-based
files**

Accounting

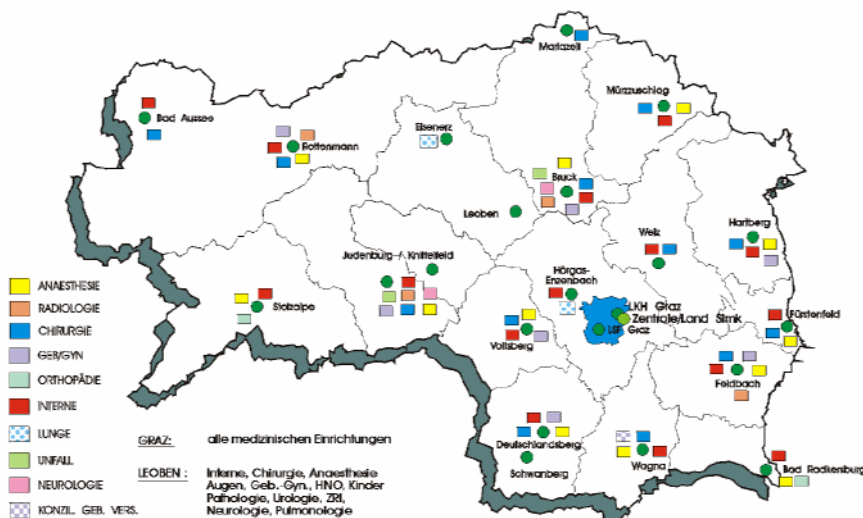


Quantitative structure

- **A total 52.000 sets of personal data are being administered (incl. pensioners).**
- **Approx. € 1.2 bn. in transfers annually (drawings and pensions)**
- **Approx. 20.000 reports to the social security authorities annually**
- **Approx. 1.3 mio changes to records annually**



Human resources mgmt. – general info



Total of 52.000 employees

**KAGes 15.000 emp, province
20.000 emp incl. pensioners
(municipality, mayor, province),
teachers 17.000 emp incl. pensioners**

9 different conditions of employment:

**Civil servants, contractual civil
servants, private employees,
pensioners, trainees, teachers,
politicians, contractors, province
employees (administration only)**

**21 decentralized HR departments (KAGes),
2 central HR departments
(province, teachers)**

Number of users (incl. info users):

KAGes	300 users
province	500 users



Reconnaissance phase (1989-1992)

Main phase (1993-1996)

- Options: Customer development, IPA, IPIS, SAP

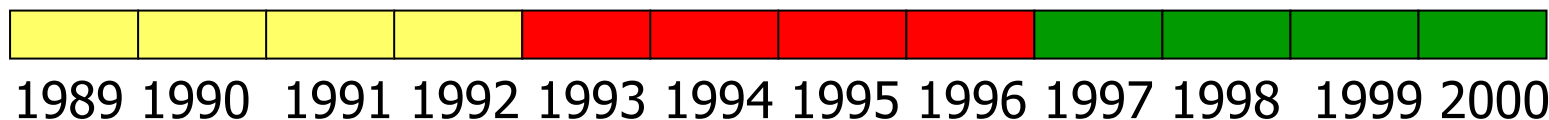
Comprehensive evaluation of SAP-HR

Invitation for tenders (1996)

Decision: SAP

Assignment of project to EFP/SAP

Dec.1996





- **Standard software in preference to customer development (costs!)**
- **Safety regarding Y2K and Euro**
- **Modern and forward-looking platform**
- **Future legal requirements are/can be met**
Flexibility in order to cope with specific requirements
- **Possibility of modular extension**
- **Integration with MS Office environment and other add-on products**

Tasks

- **Establishment of project structures**
- **Coordination of 3 parallelly working project teams**
- **Implementation of core processes in**
 - administration of master records
 - organizational management
 - time management (negative)
 - clearance of employee payments
- **January 1998 deadline for putting system in operation must be met**





Tasks

- **Consolidation !**
- **Know-how transfer: insourcing instead of outsourcing**
- **Functionality extension**
 - Mgmt. of travel expenses, mgmt. of job applications, analyses and info system, duty rota
- **New project structures (establishment of competence centers)**
- **Preparation and implementation of upgrade 3.0F → 4.5B**

Tasks

- **Ongoing maintenance and support regarding extensions of functionality (pension funds, part-time employment for seniors, company pension funds, ...)**
- **Event management**
- **Extensions for web availability (e.g. online-applications into R/3)**
- **Personnel cost planning**
- **... Integrated time management with ESS, Workflow and CATS (first role-out 11/2003)**
- **Upgrade to R/3 Enterprise in September 2003**



- **„We must find a common language“**
- **Immense pressure of time in first phase**
- **SAP standard for the public sector is under development**
- **Enormous stress on key players**
- **Additional capacities for the implementation from the outside**
- **Key factor legacy data transfer**
- **Multitude of interfaces**
- **Integration in foreign budgeting system**



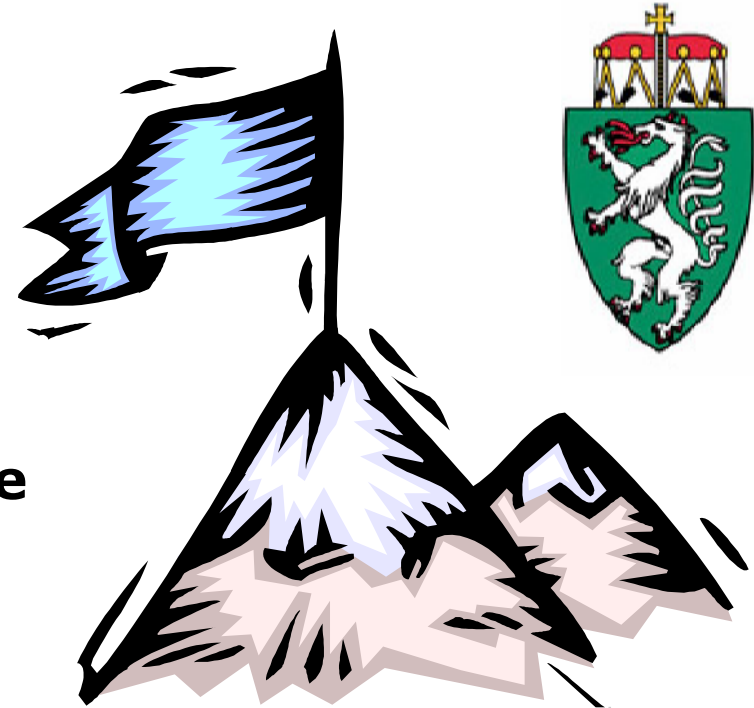
The particular experiences: in numbers

10 year overview



Costs	Mio. Euro
HW, SW, consulting	4,7
Data processing personnel	4,2
Savings	
HW, SW legacy system	0,4
Data proc. personnel legacy sys.	4,8
Qualified personnel	8,0
Profit	4,3

- **Contrary to predictions (expectations?) SAP-HR was successfully implemented in a limited period of time.**
- **With Styria as a forerunner, a significant contribution to today`s SAP-HR standard in the public sector could be made.**



- **The employees of the province of Styria as well as EFP and SAP were prepared to let go of old ways, tread new paths and find new solutions.**
- **„The public sector is much more productive than generally assumed.“**

The team



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Thank you for your attention!

More information is available at:

www.efp.cc

www.varias.sk