



## O2 Czech Republic achieves seamless SAP HCM separation from SAP ERP in under three months

EPI-USE Labs' PRISM process and Data Sync Manager™: SAP HCM separation and migration to HANA.



## About O2 Czech Republic

O2 is the largest operator in the Czech market, offering voice, internet, and data services to a diverse range of customers, including households, small and medium-sized businesses, and large corporations. O2 is at the forefront of establishing a fifth-generation (5G) network, being the first to launch it in a real-world environment. Moreover, O2 is the leading provider of home and business internet services, covering 99% of addresses. For more information, please visit: [www.o2.cz](http://www.o2.cz).

## Challenges: Lack of control and security

Prior to the project, O2 Czech Republic faced several significant challenges:

1. Complex implementation of HR Support Packs: This involved the need for extensive communication across the company, rigorous testing, managing conflicts with other projects, and manual edits.
2. Data security: O2 had to manage a large number of users, including developers, and ensure the security of complex HR data.
3. Inconsistency in historical data: The company struggled with inconsistent maintenance of historical data.
4. Upcoming end of support: The imminent end of support for their existing system was a pressing concern.

These challenges drove the need for the project, and the implementation of the solution.

## Solution: Improved SAP HCM processes

O2 partnered with EPI-USE because of their extensive expertise in HCM and Payroll. Initially, HCM was integrated into SAP ERP (ECC 6.0, no EHP) using Oracle database.

EPI-USE analysed both the system and workbench, and then, using the EPI-USE PRISM process, migrated HCM data with the help of EPI-USE Labs' Data Sync Manager™ LT (Landscape Transformation). Finally, the system was tested using our Variance Monitor™ solution.

As an outcome of this cooperation, a new separate HCM instance (two-step landscape) was created, the HR workbench transported, and all HCM data migrated. Furthermore, O2 applied the latest EHP and migrated to HANA. Remarkably, the HR system downtime was only two days at the start of 2023, followed by a seamless ramp-up and continued operation.





EPI-USE brought immense value to our company. Thanks to EPI-USE and EPI-USE Labs' solutions, we were able to decouple HCM, upgrade to EHP8 and change the database from Oracle to HANA in one step. The success of the entire project and the subsequent smooth operation has confirmed to us that separating SAP HCM into a separate instance was the right path for O2.

Ivan Šeda, Teamleader, HRIS, O2 Czech Republic a.s.

## Outcome: Significant advantages for O2

Thanks to this project, O2 has experienced significant advantages:

1. Enhanced flexibility: The HCM system is now highly flexible, enabling immediate responses to HR requirements.
2. Improved speed: The HCM system operates at a significantly faster pace.
3. Reduced development dependency: O2 now requires fewer developers for HR-related tasks.
4. Streamlined development: A separate platform provides ample room for development without conflicts with other company projects.
5. System stabilization: The original system is now more stable, eliminating the need for HR patches.
6. Data quality improvement: The project facilitated HCM data cleansing, ensuring only cleaned and consistent data was migrated.

These changes address various business drivers and bring specific benefits to O2, including enhancing efficiency and agility.



Significant acceleration in payroll reporting (2:28 to 1:07 minutes).



HR department is in control of the system and can install patches easily.



Improved data security for sensitive data in HCM system.



SAP ERP module now not impacted by HCM updates.



SAP ERP system streamlined and much more stable.

## About EPI-USE Labs

As a global software solutions and managed services company, EPI-USE Labs helps you to maximise the performance, management and security of your SAP® and SAP SuccessFactors® systems. Our clients tell us every day how we have transformed their business operations.

Contact us to find out how we can help you solve your business challenges.

[epiuselabs.com](http://epiuselabs.com) | [info@labs.epiuse.com](mailto:info@labs.epiuse.com)

EPI-USE Labs is a member of [groupelephant.com](http://groupelephant.com).