



‘Future ERP’ SAP HCM transformation at the GMH Group

“Excellent quality and flexible applications are the basis for successful companies and their IT projects.”
Andreas Albers, SAP Senior Consultant & Project Manager, GMH Systems GmbH





Holistic project approach for optimised analysis phase, project implementation and testing



In-depth knowledge of SAP, including in specialist areas such as incentive wages



Complete refresh of HCM test environment in approx. 15 minutes with Data Sync Manager

About Georgsmarienhütte (GMH)

GMH is one of the leading steel producers and processors. Under the GMH Gruppe umbrella, they represent the accumulated expertise of more than 15 midsize production companies specializing in steel, forging and casting, and employ more than 6,000 people. From scrap recycling, steel production and steel processing through to the manufacture of ready-to-install components, they supply their customers worldwide with tailor-made steel solutions. They are also pioneers in sustainable steel production; thanks to their electric arc furnaces and unique value chain, they produce green steel that generates 80 percent fewer CO₂ emissions than conventionally produced steel.

Georgsmarienhütte's challenges

GMH's 'Future ERP' transformation project involves the migration of several SAP ERP systems to create the basis for a structural shift from a decentralised to a centralised organisational structure.

For the SAP HCM part, the main challenge was to consolidate and migrate the four ERP systems with different HCM clients, and to standardise the processes. To this end, some of the data needed to be transformed to fit into the new structure.

“The holistic and solution-driven project approach adopted by EPI-USE Labs has enabled a high degree of economic efficiency for the project.

Andreas Albers, SAP
Senior Consultant
& Project Manager,
GMH Systems GmbH



The solution

It was important for GMH to find a partner that had the required SAP HCM-specific expertise, and solutions that could manage the individual HCM data models. The depth of knowledge in specialised areas such as incentive wages tipped the balance in favour of EPI-USE Labs.

Another deciding factor was the holistic approach to the project, which not only supported the actual transformation, but also enabled holistic, automated testing and the required provision of current and consistent test data.

The results

Having proved their worth during project execution and demonstrated increased efficiency and quality, all these solutions (HCM Productivity Suite) will now continue to be used by GMH even after the project. Query Manager for HCM will help to make the HR department more independent in SAP HCM reporting, and improve efficiency in this area. To continue to be able to provide consistent test data in a flexible way, GMH will use the Data Sync Manager™ (DSM) suite both in SAP HCM and also in the complete SAP ERP system. Testing in SAP HCM will be optimised by Variance Monitor, a solution for determining discrepancies in HCM data.

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.

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