

Case study: E.ON

Achieving high performance with Accenture HR Audit and Compliance Tool

A large, stylized green arrow pointing to the right, composed of two parallel lines that taper towards the tip. The text "High performance. Delivered." is centered within the arrow's path.

High performance. Delivered.

One of the world's largest private utility companies, E.ON, and its 79,000 employees in more than 30 countries have one primary focus: providing competitive and reliable services that benefit citizens. The company supplies its customers with electricity, natural gas, and heat energy, combines competencies in energy procurement and product development, and strives for advancements in forward-thinking areas such as energy efficiency, potential applications of renewable energy sources, and innovative technologies. E.ON generates annual revenues of nearly €113 billion.

Business challenge

How accurate are our payroll processes and HR data? Do our processes and systems meet the relevant external requirements and internal needs? These are questions leading companies such as E.ON seek to answer quickly and with confidence. In a move to introduce simple and consistent implementation of its internal monitoring systems, reduce its inspection effort, and improve its payroll processes even further, the enterprise put its faith in the Accenture HR Audit and Compliance Tool.

How Accenture helped

Accenture HR Audit and Compliance Tool supports HR and IT departments to achieve a constantly high level of consistency and quality in their personnel data—and helps to optimize their HR systems and processes. The software also facilitates plausibility checks, reduces quality assurance expenses, and helps E.ON coordinate processes by verifying anything from data and invoices to document compliance with its internal monitoring system.

“We can now collect representative random samples and conduct tests in a way that enables several colleagues to process errors simultaneously, which saves us a great deal of time.”

Michaela Karakoc, Corporate Applications, E.ON IT GmbH.

High performance delivered

E.ON implemented the Accenture HR Audit and Compliance Tool in July 2007, followed by enhancements for the mutual insurance fund Versorgungskasse Energie (VKE) in 2010. The implementation went smoothly, and the software's user-friendly interface meant it was rapidly accepted within the company. Around 130 experts now use the productivity-enhancing solution.

One element in particular that is appreciated by the 50 HR administrators working at VKE is being able to conduct tests inside their SAP system. While Excel files were generated for master data and invoice verification using many steps in the past and could only be processed by one employee at a time, it is now possible for users to proceed in parallel in the SAP system without any intermediate steps—from test sets to correction processes.

Meanwhile, the software is able to analyze special fields and perform individual queries in just a few easy clicks with virtually no additional effort. What is more, safe checks are comparatively easy to implement: in the case of sample inspections (of travel expenses, for example), it is now possible to select more representative samples—for instance, include the 10 percent of employees who actually claimed travel expenses. In this and other scenarios, the tool enables users to generate various filters for verifying a wide range of situations.

In addition, the software's documentation functions have proven particularly useful. Even after several months, its logbooks enable users to identify precisely who conducted inspections, the results of those inspections, what errors were rectified, and who performed the necessary corrections. In this way, inspection results remain transparent and meet the requirements of the business for the long term.

By eliminating errors, improving its random samples, and being more thorough in its inspections, E.ON is now fulfilling its significant transparency and reporting requirements required on the capital market—all while achieving considerable gains in efficiency and usability.

HCM made simple

Find out how products in the Accenture Software for Human Capital Management portfolio can help enhance productivity in your organization. Ask your Accenture contact for information about:

- **Accenture HR Audit and Compliance Tool:** Bringing consistency and quality to human capital management data
- **Accenture Clone and Test:** Testing and migrating human capital management data easily, quickly and securely
- **Accenture Data Comparison Manager:** Automating human capital management data comparison to maintain consistent, high-quality data
- **Accenture HR Management Suite:** Simplifying remote access to human capital management tasks
- **Accenture Quick Document Builder:** Automating correspondence management in Human Resources
- **OrgPublisher™ for SAP® solutions:** Analyzing human capital management data for informed business decisions.

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