

Sustaining better data accuracy and control



Call for change

A sustainable energy manufacturer has aggressive growth plans, seizing on the opportunity presented by increased global interest in renewable energy.

Their growth now requires the organizational structure and HR function to change quickly and fluidly, with no drag on performance.

Over time, executives had identified a need to facilitate mass, HR-related changes for a rapidly increasing workforce—new employment terms, the arrival of many new hires, etc.—without requiring deep technical skills on the part of HR personnel. It was especially important to provide the operational teams with a tool that would enable them to perform their tasks efficiently.

When tech meets human ingenuity

Working with the client, Accenture deployed its software solution, Accenture HR Data Loader, to perform data changes to SAP® SuccessFactors® and to manage ongoing and recurring HR processes such as promotions, new hires and terminations.

The cloud-native solution offers one-click control to mass-upload the appropriate data, giving HR teams more confidence and control. With the tool's existing templates, the company's professionals can perform configurations to prepare data, approve it and upload to SAP SuccessFactors. Guided data entry helps HR users with specific scenarios. The tool automatically manages technical dependencies and data sequencing required, enabling review and approval of mass changes in a consistent and safe way, avoiding the introduction of potential errors into the system.

A valuable difference

By using Accenture HR Data Loader within SAP SuccessFactors, the company has achieved many data-related benefits.

HR now has full control of data changes, and all mass updates are completed in one place. Before updating or changing data in SAP SuccessFactors, the tool validates records to ensure data accuracy.

The Accenture asset has enhanced operational excellence for the client, increased productivity and reduced complexity. Company personnel are now able to work on more strategic tasks because the HR data work can be handed off to operational teams. Company executives estimate that Accenture HR Data Loader has resulted in significant cost savings related to mass changes and reorganization-related activities.