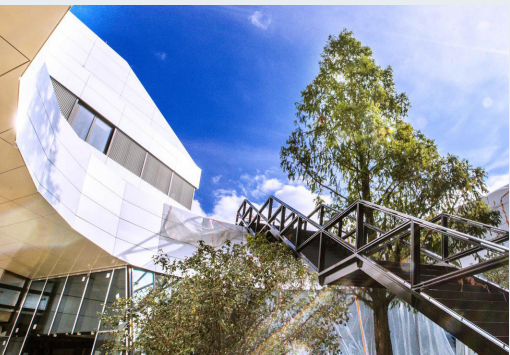




SUCCESS STORY

Fiori Launchpad and
ESS/MSS at Atruvia AG:
Gateway to the world
of HR

Atruvia AG is a German information technology service provider. The corporate group specializes in providing IT services for Volksbanken and Raiffeisenbanken as well as for other companies and central institutions of the German Cooperative Financial Network. The company was formed in 2015 through the merger of Fiducia IT and GAD. On 1 September 2021, Fiducia & GAD IT AG was renamed Atruvia AG.



The merger of Fiducia IT AG and GAD eG in 2015 created a major challenge in HR for today's Atruvia AG: to reconcile the human resources management of two different environments – from a personnel, information technology, legal, and organizational perspective.

The challenge of evolved structures

The rationale behind the project was the company merger and the new collective agreement negotiated in connection with this. As part of this process, human resources management was to be completely modernized, and this was to be reflected by the development of standardized self-services for employees and managers based on the market standard. Special emphasis was placed on time management and employee benefits scenarios.



The applications developed on the basis of SAP Fiori are completely aligned to the needs of the managers and employees and thus ensure a high level of acceptance in the target group.

Akin Aritmac, Head of Customer Engagement & Member of the Executive Board, sovanta AG

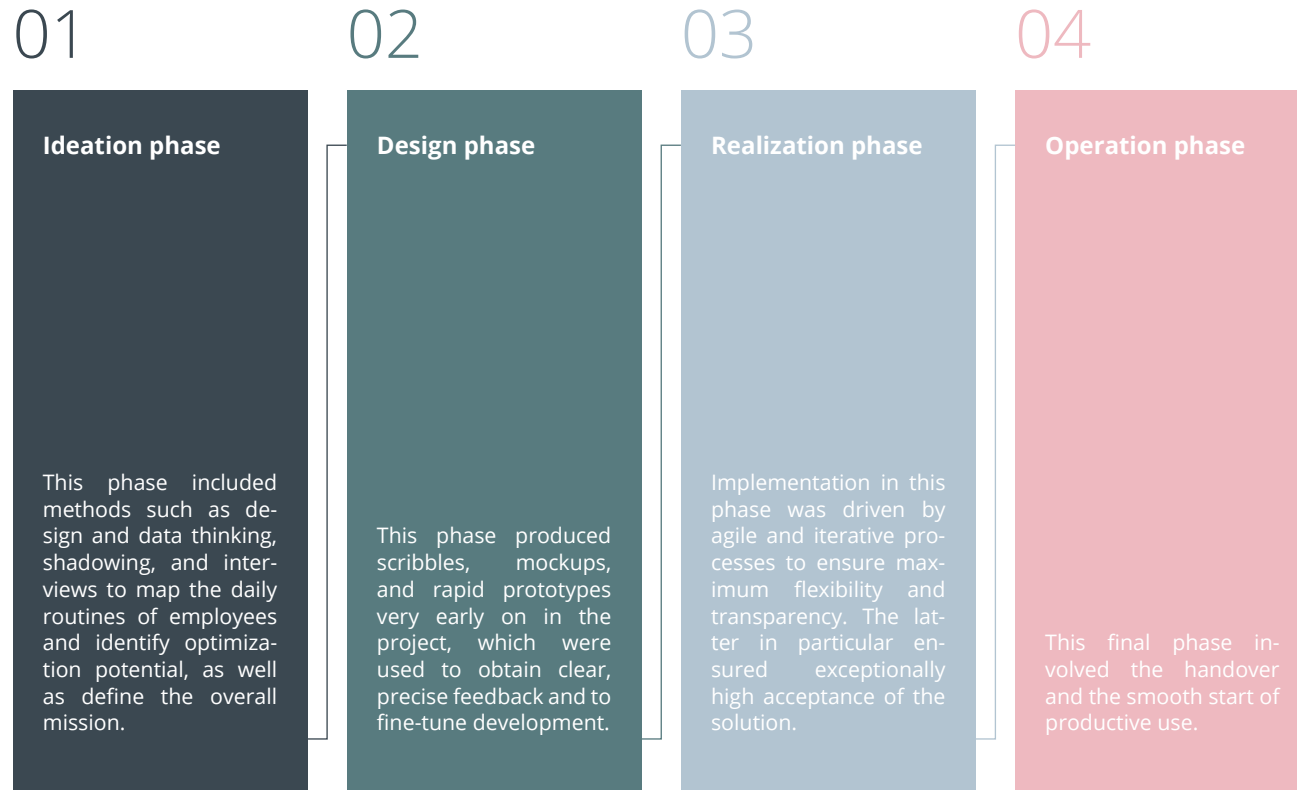


Peras GmbH (a wholly owned subsidiary of the former Fiducia & GAD IT AG specializing in human resources management) and sovanta AG were responsible for the design of the new HR environment. In a preliminary cost-saving project intended for situation analysis, a decision was made to tackle the overall project and also establish the implementation conditions recommended by sovanta directly as work specifications:

- Use of the SAP technology stack in the standard system – where available
- Central gateway for employees and managers using SAP Fiori Launchpad, providing easy access to the new HR environment through digital means
- Successive implementation to ensure continuous innovation in the organization

An employee-centric project approach is the area of expertise of sovanta AG, which also adopted an agile approach. With projects of this complexity and number of stakeholders in particular, this approach is ideal for maintaining a clear overview of the progress. It also allows corrective action to be taken or innovations to be introduced at any time.

The project was divided into four phases to make the HR environment as personalized, productive, and user-centric as possible. Any number of other Fiori scenarios can also be introduced during these phases:



The new HR environment comprises a whole range of solutions developed by sovanta. These include ESS applications for time management, which offer not only functions for bookings, leave management, and a realtime overview of the flexitime account, but also digitize the entire process of requesting and approving overtime, special work, and on-call duty. For the employees, this means considerable time savings in data entry. Furthermore, there is transparency and a standardized process throughout both companies for the first time in this area.

The solution created by sovanta for the autonomous administration of credit balances is the only one of its kind on the market. It is derived directly from the collective agreement: Employees can each receive credits in the form of time or money, according to their personal situation, be it children or a relative in need of care. Making your own selections, entering the reference basis, making changes, and managing the quota is actually an extremely time-consuming process – implementing the solution as a digital self-service has led to groundbreaking advantages in this area.

Users access the many applications using a device-independent Fiori Launchpad, which provides all the new features in one central location. Besides offering quick access to the ESS applications, Fiori also provides a collection of KPIs relevant to the respective user, such as the number of open tasks, active representatives, an overview of the team and reporting processes. Last but not least, all the requirements of the new collective agreement were fully implemented with the sovanta solutions.

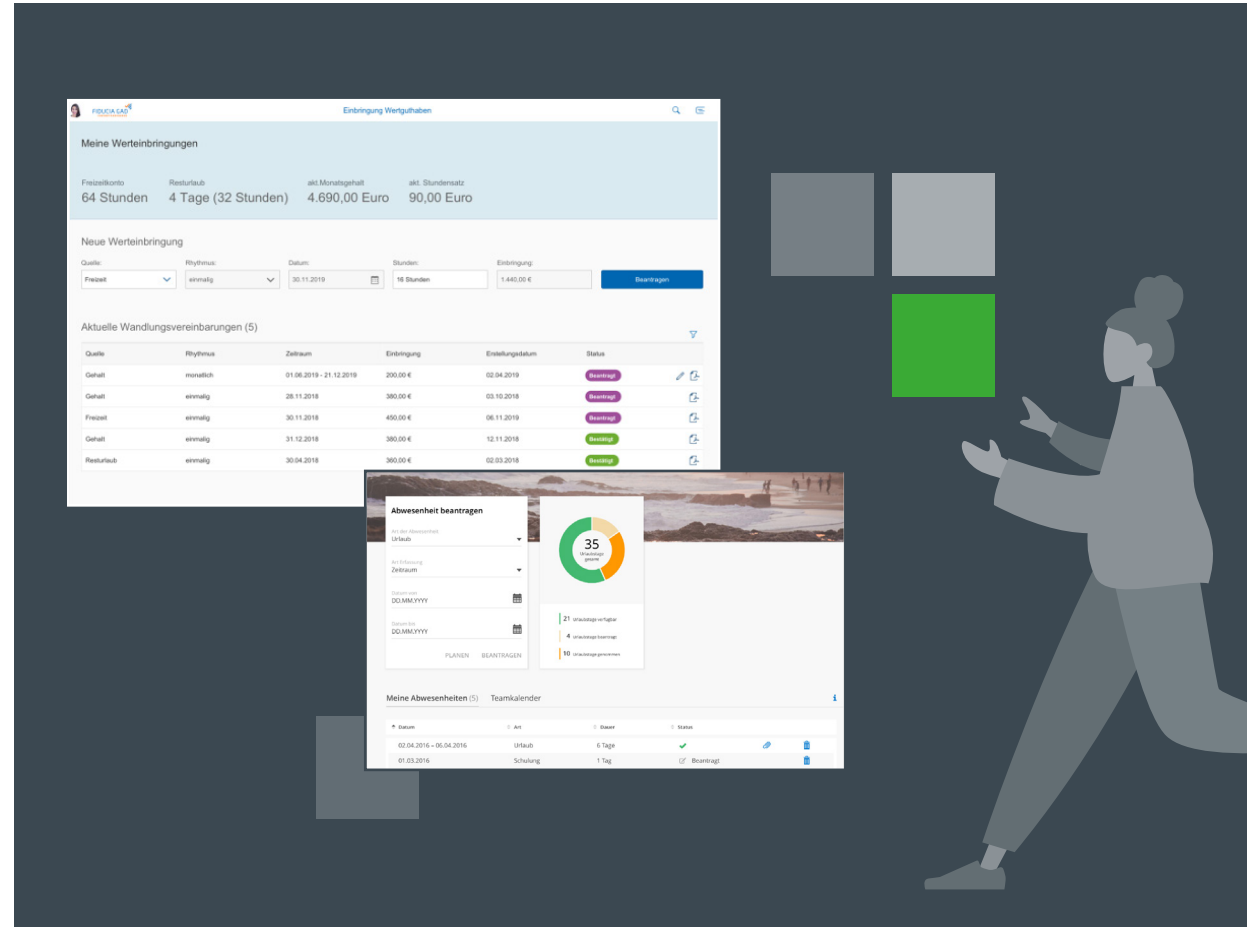
Productive from day one

The recently created HR environment of today's Atruvia AG can benefit from all the opportunities provided by the new collective agreement. It has also replaced the outdated structure with a new system that has gained exceptionally high user acceptance, while reducing support costs and using future-proof standards. In addition, it is designed to be future-proof and already forms the basis for mobile use within the framework of the digital workspace, should any such development occur.



By working together efficiently as partners, we were able to lay the foundations for Atruvia's progressive HR environment together.

Hubertus Stegemann, Head of HR Management, Atruvia AG



The decision to leave the UX development to Fiori experts sovanta, took considerable strain off Peras, as project partner with overall responsibility; freed up resources could be invested in tasks that only they could carry out. Thanks to the monitored distribution of tasks and our project architecture, there were no start-up periods after the realization phase, which meant that the entire family of new ESS solutions was ready for immediate use.

The new applications benefit from strong corporate identity:

All stakeholders felt involved in the development and implementation. By providing an unprecedented level of process transparency, the new HR environment has instilled a sense of confidence throughout the company that the mission – to replace the old HR management system by a new employee experience – has been a success.

It takes a user-friendly solution to be successful – which is why sovanta's user experience experts never lose sight of the end users and their integration with the software. This results in solutions that are quick to implement and lead to noticeable improvements in the user experience as well as user-oriented innovations that are built on the existing IT landscape.

Are you ready for your own Success Story?

Find out what we can improve:

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