NTT DATA
Trusted Global Innovator
SUCCESS STANDS
FOR HUMAN FACTORS
SAP SuccessFactors

SAP® Cloud Focus Partner

NTT DATA Romania, Trusted Global Innovator, is **the leading S/4HANA implementer in Romania**, with **the largest SAP expertise center** of over **300 consultants**.

- **NTT DATA** is the **1st Cloud Focus Partner** in Romania;
- **NTT DATA** is **SAP Platinum Partner** in Romania;
- Over **50 SAP customers** in Romania;
- Over **25 SAP partner companies** from Western Europe are our customers;
- SAP expertise center with **300+ consultants "Preferred Supplier SAP SE"**;
- 1st authorized **SAP SuccessFactors partner** in Romania;
- 1st SAP Partner implementing **S/4HANA** on the Romanian market;
- **10 years of experience in implementing SAP business solutions** in Romania within various industry segments.

NTT DATA
Trusted Global Innovator

SEE ALSO...

What recommends us as a partner?

NTT DATA SAP Services and Solutions

SAP SF - Rapid Deployment Solutions

Tera: SAP SF Employee Central Extension

SAP SF – Performance and Goals

SAP SF - Learning

SAP SF – Recruiting Management

Speaking from our own experience

State of things

What recommends us as a partner?

NTT DATA Romania is Trusted Partner for more than 390 clients:

NTT DATA Romania provides development assistance and expert advice for customers across various industries, IT service providers, system integrators and software companies. These are services offered over the entire software development and management lifecycle. Currently the company serves over 390 clients, in multiple countries, including Romania, Germany, Austria, Switzerland, Netherlands, Norway, Finland and USA. The added value provided by NTT DATA Romania lies within the specific know-how of various business lines. This includes a thorough understanding of the main challenges felt by clients and the current economic environment. These aspects have significantly contributed to the growth of the company over the past 20 years, along with consistently enhancing customer experience.

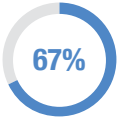
Over 50 SAP implementation projects in Romania:

Understanding the specificity of local business is a key point for a successful implementation. The various industries addressed by our solutions, the drive towards business processes transformation and use of industry best-practice, help our customers boost performance as a result of an integrated software implementation.

SAP Center of Expertise of over 300 consultants:

NTT DATA Romania supports its customers by offering innovative solutions, based on cutting edge software technology and standards. As SAP Platinum Partner, the company holds a competence center of over 300 technical and functional consultants, being certified as “Preferred Supplier” of SAP AG for Application Management and Support Services. NTT DATA Romania gained “SAP Partner Center of Expertise” credential for offering SAP support services at the highest quality level.

Key HR KPI’s



of our resources have **+5 years of experience**

of **hires** happen **by referral** of existing specialists

approval rate by the clients, for recruitments

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NTT DATA SAP Services and Solutions

SAP Solutions:

ERP and Digital Core:

- SAP S/4HANA
- SAP S/4HANA Cloud

Analytics:

- SAP Business Warehouse
- SAP Business Intelligence
- SAP Business Planning and Consolidation
- SAP Analytics in Cloud (SAC)

Customer Experience:

- SAP Customer Relationship Management
- Management Solutions

Employee Engagement:

- SAP SuccessFactors Suite and Extensions
- SAP Human Capital Management – On premise

Digital Platform:

- SAP Cloud Platform
- SAP HANA Database
- SAP Leonardo – Machine Learning, IoT, Blockchain

Digital Supply Chain:

- SAP Extended Warehouse Management
- SAP Supply Chain Management
- SAP Financial Supply Chain Management

SAP Services:

- Implementation Full Life Cycle & Roll-out
- Consultancy
- Development Services
- Administration Services
- Application Management Services
- Project Management

Clients:

Top customers from different industries such as retail, insurance, financial, software and many more.

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NTT DATA Romania's RDS

NTT DATA's Rapid Deployment Solution offer fast and innovative way to move HR process to the cloud, simplify HR operations, increasing agility and flexibility.

BENEFITS

FAST DEPLOYMENT	Go Live in a matter of few weeks
DELIVERABLES	Configuration set-up, testing, training and support
FIXED COSTS	Fixed price, features, deliverables and transparent delivery time
REDUCED RISKS	Standard processes and consultants with implementation expertise
HR OPERATIONAL SIMPLIFICATION	Flexibility and increased response time to business requirements

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State of things

NTT DATA Romania's RDS Simplify HR Operations

TALENT MANAGEMENT

COMPETENCIES | SKILLS | MOBILE

Core HR and Integration with Payroll On Premise

People and Transactions | Org. Management | Time Off | Employee Benefits

Reporting & People Analytics

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NTT DATA Romania's RDS Simplify HR Operations

Processes	Business Objectives	SuccessFactors Modules
RECRUITMENT AND RETENTION	• Attract & hire best candidates • Faster time to new hire value	• Recruiting • Onboarding 2.0 • Employee Central
EVALUATION AND COMPENSATION	• Ensure strategy & goal alignment • Continuously improve performance • Pay for performance of top talent	• Performance Management • Goal Management • Compensation • Reward & Recognition • Employee Central, including Benefits
TALENT MANAGEMENT	• Accurately and consistently identify top talent • Provide opportunities for employee growth & development	• Performance/Goal Mgt./360 Review • Career Development Planning Mentoring Succession Management Employee Central
CAREER DEVELOPMENT	• Enhance employees' skills • according to the career plan	• Learning • Career Development Planning • Employee Central

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Speaking from our own experience

State of things

Tera: Intelligent App for travel and expenses management
1'st Romanian SAP SF Employee Central Extension

Objectives

- **Workforce agility**
  Digitize manual processes through user friendly platforms which use a single source of truth and innovate administrative workflows.
- **Network of teams**
  The modern, matricial, multiple-role-based corporate environment with multiple managers demands automated approval workflows & easy process monitoring for optimal efficiency.
- **Experience of Work**
  The performance of people has great potential, since it can be influenced by the work environment. Especially millennials want to feel more productive & effective. An app which automates travel procedures empowers their flexibility.
- **Employee Expense Management**
  A centralized system to collect employee expense requests and oversee data in one place has the power streamline expenses approval flows.

Solution

- **A web-based Travel Management cloud platform**
- **Add-on to SucessFactors Employee Central**
- **Built on SAP Cloud:** database, application and communication services.
- **Travel agency*:** third party integration for accommodation, transportation and other travel arrangements.
- **Mobile app*:** request/Approve on the fly; only with tera cross platform mobile app.

**Modules not included in the standard subscription. Purchased separately.*

Benefits & KPIs

- **React fast to travel request** changes or procurement buying conditions. Manage the request across the whole travel administrative flow.
- **Monitor expenses & save costs** by following the request-to-settle process throughout the approval & administrative cycle.
- **Streamline expense management** by automating requests & refunds
- **Manage geographically distributed employees** by allowing them to make and update the travel requests wherever they are and follow the approval status of their requests.
- **Best value for money balance** granted by the narrow targeted scope

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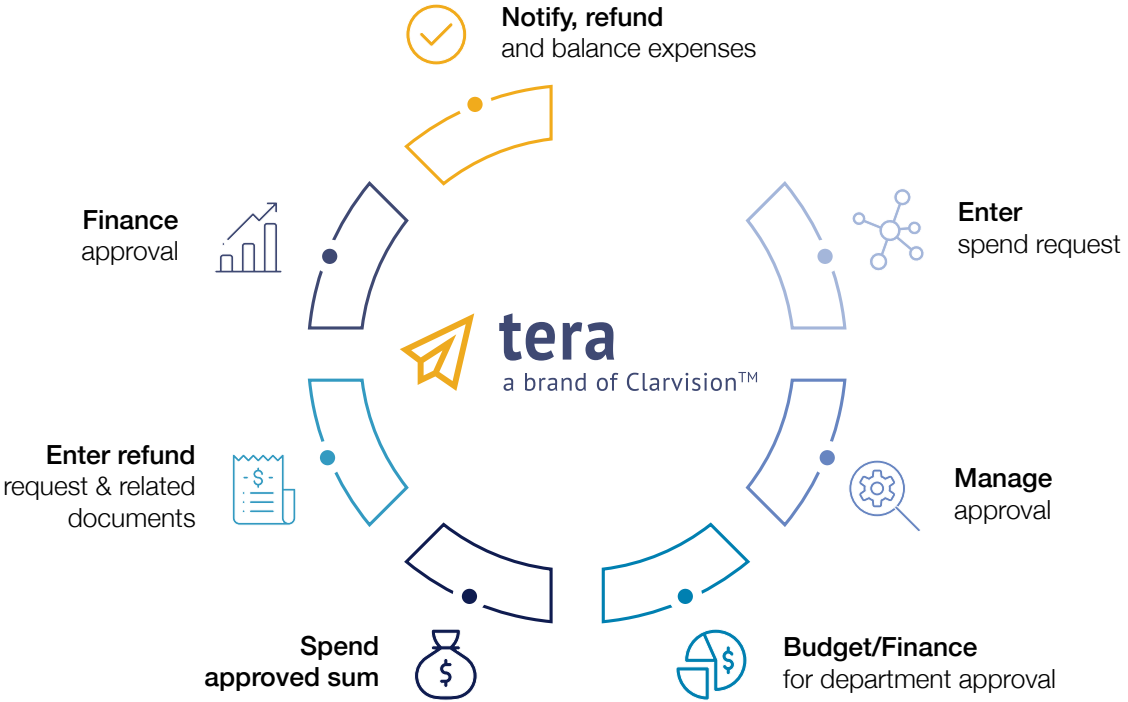
State of things

Tera: Intelligent App for travel and expenses management

The intelligent travel & expenses management app which digitizes resource booking and cost monitoring for higher workforce agility. As an application built in SAP Cloud Platform, it aims at cost reduction by swiftly operating employee flexibility processes.

Designed by
the 1st authorized
SAP SuccessFactors partner in Romania

Expenses Flow



SAP® Cloud Focus Partner

SAP Platinum Partner

NTT DATA Romania: Strengthen Corporate Culture & Employee Engagement with SuccessFactors® Solutions

NTT DATA
Trusted Global Innovator

NTT DATA Romania is your Trusted Global Innovator, with an experience which spans over almost two decades.

Company:
NTT DATA Romania

SAP Focus Location:
Bucharest

Products and Services:
IT Software development, managed information and communication technologies, IT services

Specialists:
2,000

Website:
www.nttdata.ro

Executive overview - Business Transformation

SAP SuccessFactors
First Partner

2,000+
Users

Higher
Engagement

Objectives

- Define and implement a consistent Performance Management system in order to map and improve technical skill per project;
- Improve productivity of HR management by accurate overview, faster processes and metrics on talent and development;
- Grow a consistent, performance based corporate culture;
- Engage employees through continuous learning and development, as well as coaching.

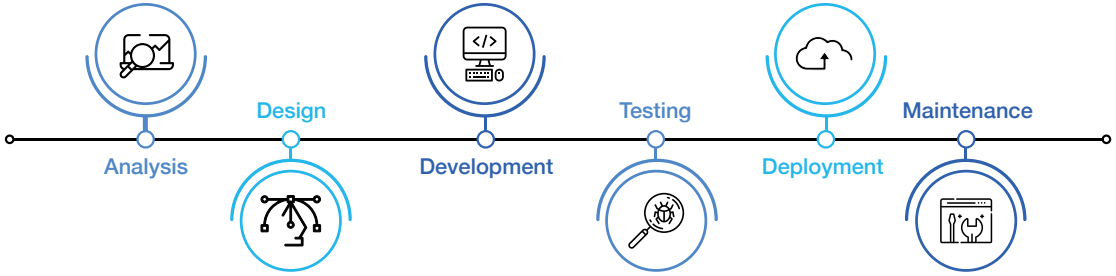
Solutions

SAP SuccessFactors:

- Performance Management and Goals;
- Recruiting Management;
- Learning and Development;
- HR Marketing;
- SAP JAM.

Benefits

- SAP SuccessFactors solution generates a strategic overview of the HR processes and employees;
- Actionable analytics that help shaping employees' careers;
- Wide adoption of SuccessFactors solutions through a simple, user-friendly HR platform;
- Velocity and responsiveness against IT workforce market demand;
- Speed-to-value translated into innovation and performance.



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State of things

Transforming the performance evaluation process in NTT DATA Romania
SAP SuccessFactors Performance and Goals

Objectives

- Automate and customize performance ratings to meet specific business needs;
- Accelerating annual evaluation processes for more than 2,000 specialists;
- Increased visibility on the evaluation stage (Team overview);
- Aligning employee goals and performance with the company's business strategies;
- Optimizing the performance of all employees through a fast, efficient, structured and consistent process.

Solution

- Develop goals instantly with recommendations from the Goal Library of more than 500 S.M.A.R.T. goals;
- Continuously update employee effort, success probability and feedback;
- Mobile Goal Management;
- Give managers more control over goal execution with the ability to set top-to-bottom goals and see individual, team or company-wide progress.

Benefits & KPIs

- Improving the link between organizational strategies and employee performance by aligning individual competencies and objectives with those of the company;
- Real-time access to the dashboard for the objectives and performance of the teams/ verticals/organization;
- Improving the flow of evaluation by involving managers and the HR department in a self-service process;
- Providing constant feedback from both inside and outside the company.

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Speaking from our own experience

State of things

Creating a culture of continuous learning in NTT DATA Romania with SAP SuccessFactors Learning

Objectives

- Capabilities to improve regulatory compliance and reduce legal risk;
- Improving the traceability and transparency of training activities of the NTT DATA Romania team;
- Extended enterprise environments for partners, dealers, franchises, customers and the extended business network;
- Blended learning capabilities for developing employee skills.

Solution

- Provide clear, compelling career paths to better retain employees;
- Ensure development goals are aligned with learning activities that can assist in overlapping performance gaps;
- Set competency based development goals to reduce turnover and upskill the workforce;
- Create Programs to combine internal and external items and content to support self-based training;
- Compliment the formal side of learning with informal capabilities such as blogs, videos, multimedia.

Benefits & KPIs

- Better retain employees;
- Overlap performance gaps;
- Reduce turnover and upskill the workforce;
- Support self-based training;
- Encourage a culture of learning;
- Sustain continuous learning;
- Promote active and independent learning;
- Develop a growth mindset among the employees.

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State of things

Improving and simplifying HR Processes in NTT DATA Romania with SAP SF Recruiting Management

Objectives

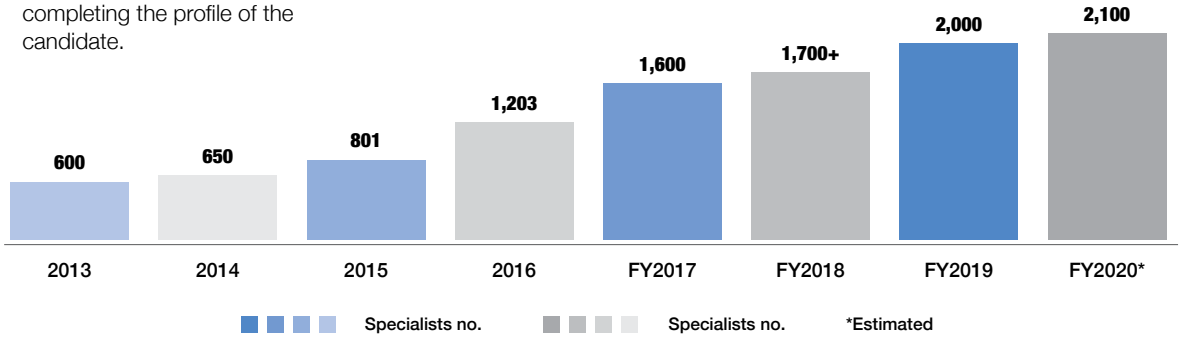
- Optimizing the workforce by simplifying the recruitment and selection process;
- Improving the traceability and transparency of recruitment activities of the Workforce Management NTT DATA Romania team;
- Reducing candidates' employment time by streamlining candidates' evaluation, but also by actively involving managers during the selection process;
- Automating some activities such as hiring approval, offering, interviewing, completing the profile of the candidate.

Solution

- Streamline and simplify the hiring process;
- Engage and nurture candidate relationships;
- Source the right talent across the globe;
- Human resources management: develop an inventory of availability by seniority, technology, status of employment, language skills, contact data and recurrence of the screening/interviewing etc.

Benefits & KPIs

- Dashboard on open positions on the vertical, for managers and management;
- Simplified stream of approval, thus reducing the blocking of applications;
- Quickly fill in relevant information for each recruitment area, specifically by using templates for resource requirements, candidate profile, employment reports, etc.



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State of things

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Statement

As one of the largest ICT companies in Romania, the challenge of the digital generations had an impact on us first, in 2013, when we decided to implement a revolutionary solution: SAP SuccessFactors. This proved to be the best method to manage the exponential growth of NTT DATA Romania team, in 7 offices from 2 countries, with the more and more pressing need to accommodate quickly growing diversity, both cultural and generational. Moreover, the highly qualified labour market is a battlefield and SuccessFactors offered us a considerable competitive advantage through the flexibility, scalability and diversity of its modules.

In 2013, when we started implementing SuccessFactors in Romania, we were the first ones to do so and thus, we took the implied risk due to the trust we had in the SAP SuccessFactors solution. Since then, our know-how of the solution has increased, so that our clients could enjoy the level of professionalism which we were targeting.

Starting 2017, we enhanced our leadership in implementing the last generations of SAP solutions and succeeded in securing projects with large calibre clients from various fields, being one of the most extended companies locally, with more than 1,900 specialists and high complexity processes.

"Above all, we believe in our people, their ongoing development and most of all in their talent. People come first. We do understand that without the value brought by people, you cannot deliver high quality services or innovation. Nowadays, people search for an experience journey more than a career and we chose SAP SuccessFactors to enable and give them the power to shape their performance, see their results and improve their skills and outcomes. Each of our colleagues feels empowered and in charge of their results, thus fostering engagement and creativity",

declared Maria Metz, Deputy CEO, NTT DATA Romania

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State of things

State of things

Millions of users benefit daily from the **NTT DATA solutions**, optimising businesses around the world, having **more than 130,000+ specialists** at a global level. The company generates **over 21 billion USD annually**, covering the whole range of **software services** and **R&D**, offering added value.

The **NTT DATA philosophy** is centred on the **client**, the **vision** and the **team**, thus serving multiple industries: **Automotive**, **Finance & Banking**, **Manufacturing** and many more. **Innovation** and **continuous improvement** are the basis of the **vision** and the **strategy** of **NTT DATA**, leading to a perpetual extension of the portfolio and the best example of this is the newly inaugurated **R&D centre in Cluj**.

Last but not least, what gives firmness to the performance is the team.

2,000+ specialists with **over 20 years of experience** in **consulting**, **application management and support**, **testing and quality assurance**, as well as **solutions development** and **system integration,** form the team of **NTT DATA Romania**.

NTT DATA Romania, **SAP Platinum Partner**, is a pioneer in implementing **SuccessFactors** and **SAP S/4HANA**.

About NTT DATA

NTT DATA Romania is an IT services provider and system integrator, with a team of over 2,000 specialists in Romania and Serbia, delivering a variety of projects across diverse industries: Automotive, Banking, Manufacturing, Energy and Utilities, Public Sector, Retail, Transportation and Logistics.

By integrating extensive experience, proficiency and constant innovation, **NTT DATA Romania** collaborates with national and international clients, in implementing IT services and solutions to help achieve performance and bring added value. The business portfolio includes the following services: development and integration of standard or customized software solutions, application management services, testing, quality assurance, IT and business consulting, IT security and infrastructure services etc.

As SAP Platinum Partner, **NTT DATA Romania** is a local market pioneer in implementing SuccessFactors and SAP S/4HANA cloud solutions.

NTT DATA – *Trusted Global Innovator* is part of NTT Group (Nippon Telegraph and Telephone), one of the global ICT leaders, with over 310,000 specialists and a large portfolio of global infrastructure solutions, communications and IT services. **NTT DATA** is Top 10* global business and IT services provider.

*Source: Gartner, "Market Share: IT Services, Worldwide 2019", Dean Blackmore, et. al, published on April 13, 2020 – NTT DATA ranked at 8th place

www.nttdata.ro

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