

Hyundai Motor Europe GmbH, Offenbach am Main, Germany

# SAP SuccessFactors Recruiting Management: Europe-Wide Efficient, Uniform Recruiting Processes in the Cloud



With SAP SuccessFactors Recruiting Management our national subsidiaries collaborate as a single unit. The results are a constant pipeline and structured talent recruitment. As our implementation partner itelligence has convinced us at every stage.

David Martinez, Head of Human Resources & General Affairs, Hyundai Motor Europe GmbH

## Challenges

- Optimize recruiting processes in all European national companies
- Introduce a European consistent and effective recruiting process, to attract, engage and select better
- Use a state-of-the-art toolset with an intuitive user interface

## Benefits

- Fill key positions with qualified candidates
- Accelerated selection process in accordance with the corporate objectives
- More satisfied recruiting staff due to new tools enabling perfect candidate identification
- Approaching and winning passive candidates

## Solutions

- SAP SuccessFactors project methodology to record all customer requirements
- Implementation of SAP SuccessFactors Recruiting Management
- Fully integrated into SAP ERP via SAP interface

## Why itelligence?

- Best practice method, supplemented by itelligence's Rapid Deployment Solutions
- Delivery of an industry-specific configuration
- Full-service SAP provider with high system integration competence to support Hyundai's SAP IT concept



**2** Development of a European template in only months



A customized solution even in the

cloud

### Cloud Is the Right Solution

Hyundai represents quality and design, the latter being number one buying reason for customers. This was just underlined by the Red Dot Design Awards 2016 for the Hyundai IONIQ.

Regarding the future software for personnel management, Hyundai Motor Europe GmbH had the same high demands on quality and design. These goals were achieved with the SAP SuccessFactors BizX Talent Suite.

In a short presales phase, itelligence AG convinced as implementation partner for the cloud solution. Next to the pure software solution, SAP SuccessFactors provides its own project methodology. Due to this methodology, itelligence's consultants were able to record all customer requirements in a structured way and specify them in two iteration steps.

### Different Countries – a Unique European Template

The implementation of the first module, SAP SuccessFactors Recruiting Management, should take place just as fast as the presales phase. Within two months, itelligence developed a European template for Hyundai Motor Europe GmbH. Based on this template, the recruiting solution was implemented in the UK subsidiary. Since the UK key-user team could quickly build up systemic know-how in the first project phase, about 90 percent of all activities were done remotely and only 10 percent on-site.



Thanks to the uniform recruiting processes, we fill key positions with highly qualified European candidates.

As part of SAP SuccessFactors Recruiting Management implementation, the SAP ERP master data were transferred to SuccessFactors, building the base for the Talent Management.

After the successful go-live, the European template was rolled out in nine countries – aligned to the legal bases for each country concerned. By means of the intensive support of the UK key-user team and the use of standardized templates provided by SAP SuccessFactors, all countries could productively use the new solution in only five months.

### SAP SuccessFactors as Strategy

With the strategic decision for SAP SuccessFactors, Hyundai Motor Europe GmbH now has a modern, cloud-based recruiting solution securely hosted in the SAP data center. Thanks to an intuitive user interface which can also be used on mobile devices, the employees accepted the new solution quickly.

Now the personnel management solution at Hyundai Motor Europe is as modern as its own products.



**HYUNDAI**

**Company:**  
Hyundai Motor Europe GmbH

**Industry:**  
Automotive industry

**Products:**  
Automobiles

**Number of employees:**  
1,200 (2015)

**Registrations in Europe:**  
470,130 (2015)

**Headquarters:**  
Offenbach am Main

**Website:**  
[www.hyundai.com/eu](http://www.hyundai.com/eu)