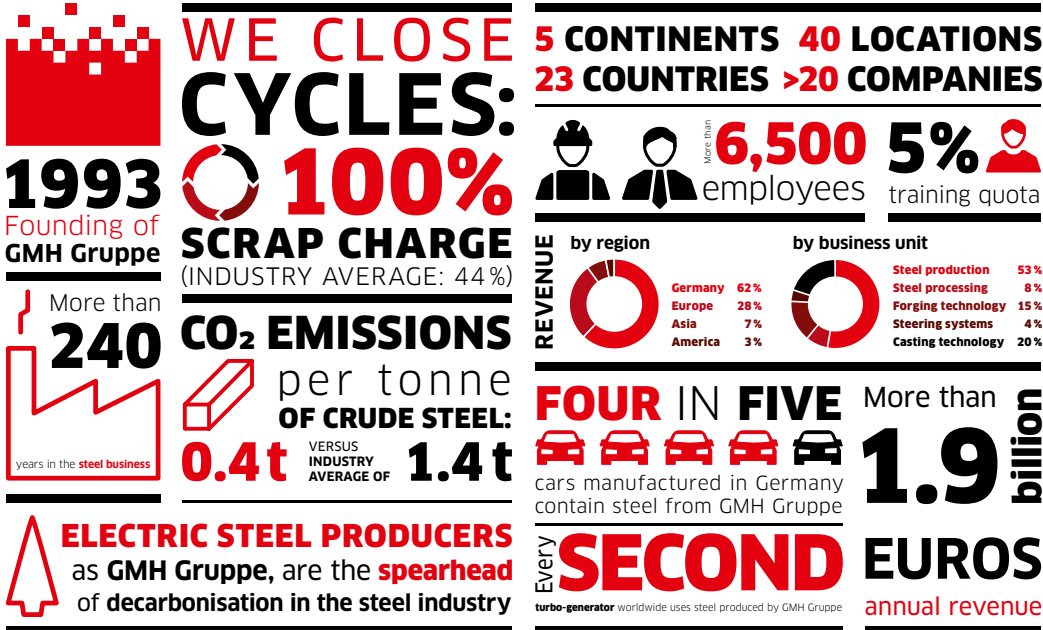# "Future ERP" SAP HCM Transformation at the GMH Group

"Excellent quality and flexible applications are the basis for successful companies and their IT projects."

1993 Founding of **GMH Gruppe**

More than **240** years in the **steel business**

WE CLOSE CYCLES: 100% SCRAP CHARGE
(INDUSTRY AVERAGE: 44%)

CO₂ EMISSIONS per tonne OF CRUDE STEEL: 0.4 t VERSUS INDUSTRY AVERAGE OF 1.4 t

ELECTRIC STEEL PRODUCERS as **GMH Gruppe,** are the **spearhead** of **decarbonisation in the steel industry**

**5 CONTINENTS 40 LOCATIONS
23 COUNTRIES >20 COMPANIES**

More than **6,500** employees

5% training quota

REVENUE

by region
Germany	62%
Europe	28%
Asia	7%
America	3%

by business unit
Steel production	53%
Steel processing	8%
Forging technology	15%
Steering systems	4%
Casting technology	20%

FOUR IN **FIVE** cars manufactured in Germany contain steel from GMH Gruppe

Every **SECOND** turbo-generator worldwide uses steel produced by GMH Gruppe

More than **1.9 billion EUROS** annual revenue

*All figures as of 2019

CHALLENGES

GMH's "Future ERP" transformation project involves the migration of several SAP ERP systems to create the basis for a structural shift from a decentralised to a centralised organisational structure.

For the SAP HCM part, the main challenge was to consolidate and migrate the four ERP systems with different HCM clients, and to standardise the processes. To this end, some of the data needed to be transformed to fit into the new structure.

SOLUTION

It was important for GMH to find a partner that had the required SAP HCM-specific expertise, and solutions that could manage the individual HCM data models. The depth of knowledge in specialised areas such as incentive wages tipped the balance in favour of EPI-USE Labs.

Another deciding factor was the holistic approach to the project, which not only supported the actual transformation, but also enabled holistic, automated testing and the required provision of current and consistent test data.

RESULTS

Having proved their worth during project execution and demonstrated increased efficiency and quality, all these solutions will now continue to be used by GMH even after the project. Query Manager for HCM will help to make the HR department more independent in SAP HCM reporting, and improve efficiency in this area. To continue to be able to provide consistent test data in a flexible way, GMH will use the Data Sync Manager™ (DSM) suite both in SAP HCM and also in the complete SAP ERP system. Testing in SAP HCM will be optimised by Variance Monitor, a solution for determining discrepancies in HCM data.

The holistic and solution-driven project approach adopted by EPI-USE Labs has enabled a high degree of economic efficiency for the project.

Andreas Albers, SAP Senior Consultant & Project Manager, GMH Systems GmbH

BENEFITS

Holistic project approach for optimised analysis phase, project implementation and testing	In-depth knowledge of SAP, including in specialist areas such as incentive wages	Complete refresh of HCM test environment in approx. 15 minutes with Data Sync Manager