

OneHRIS 4B Scenario



Introduction

As a large and expanding multinational, ArcelorMittal is currently confronted with a distributed and scattered HRIS landscape. At least 80 different systems with different packages and different levels of maturity have already been identified and there is no consistency of data across the systems (HR Access, PeopleSoft, Excel, SAP etc.). Lack of reliable and consistent employee data for decision support and reporting, missing identity management and exit procedure on ArcelorMittal group level (IT security!)

For above reasons the HR Leadership Team (HRLT) decided to act to reach their SG&A cost reduction targets. OneHRIS is the solution proposed after the feasibility study done in 2008. The project started in 2010 and will finish when all HR reliable and consistent employee data will be achieved.

OneHRIS Mission

Through harmonization and standardization, OneHRIS will provide reliable and consistent employee data for decision support and reporting. Working in harmony with effective and efficient global HR Administration Processes it will be a major contributor to the improvement of ArcelorMittal's competitiveness.

Objective	Module
- Have the basic skills to start, authenticate and navigate in the SAP GUI Client.	1. SAP Basic Usage
- Understand the Organizational Management (OM) in OneHRIS	2. OM Basic Concepts
- Identify the different OM objects and relationships in SAP	
- Translate and map the local OM to the OneHRIS OM	
- Maintain the OM objects and relationships in OneHRIS	3. OM Maintenance
- Understand the integration between the OM and the Personnel Administration (PA)	4. Integration and PA
- Understand the basic PA concepts in OneHRIS	
- Check the uploaded data from the scenario 4 flat file	
- Know the processes of a scenario 4B in maintenance mode	5. OM - PA Processes
- Know how to maintain transversal employees	6. Interaction DQC
- Know the golden rules of OM (and PA)	
- Understand the DQC data flows and processes	

For more information please contact us:

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Situacija sa projektom OneHRIS 4B

Uvod

Kao velika, multinacionalna kompanija koja se ziri ArcelorMittal se trenutno suoava sa vrlo rasprostranjenim a neuvezanim Informatikim sistemom za kadrove. Najmanje 80 različitih sistema sa različitim paketima i različitim nivoima kompletnosti sistema su prepoznati i nema konsistentnosti podataka u sistemu (HR Access, PeopleSoft, Excel, SAP i dr.). Nedostatak pouzdanih i postojećih podataka za zaposlenike kao podrška u donošenju odluka i izvještavanju, nedostatak upravljanja proceduom identifikacije i izlazaka iz kompanije na nivou ArcelorMittal grupe (IT obezbjeđenje!).

Iz gore navedenog razloga Tim za rukovođenje kadrovima / HR Leadership Team (HRLT) je odlučio da djeluje da bi postigao svoje ciljeve u vezi sa smanjenjem općih i administrativnih troškova. OneHRIS je rješenje koje je predloženo nakon što je napravljena studija izvodljivosti u 2008. godini. Projekt je započeo u 2010. Godini i završit će kada se ostvare svi pouzdani i konsistentni HR podaci o radnicima.

Zadatak sistema OneHRIS

Putem usklađivanja i standardizacije, OneHRIS će obezbijediti pouzdane i konsistentne podatke o zaposlenicima kao podršku u donošenju odluka i izvještavanju. Rad usklađen sa efektivnim i efikasnim globalnim procesom Administracije HR-a će biti glavni faktor koji će dati doprinos u poboljšanju konkurentnosti ArcelorMittal-a.

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- Understand the Organizational Management (OM) in OneHRIS - Identify the different OM objects and relationships in SAP - Translate and map the local OM to the OneHRIS OM	2. OM Basic Concepts
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- Understand the integration between the OM and the Personnel Administration (PA) - Understand the basic PA concepts in OneHRIS - Check the uploaded data from the scenario 4 flat file	4. Integration and PA
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- Know how to maintain transversal employees - Know the golden rules of OM (and PA) - Understand the DQC data flows and processes	6. Interaction DQC

Za više informacija molimo da nas kontaktirate:

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