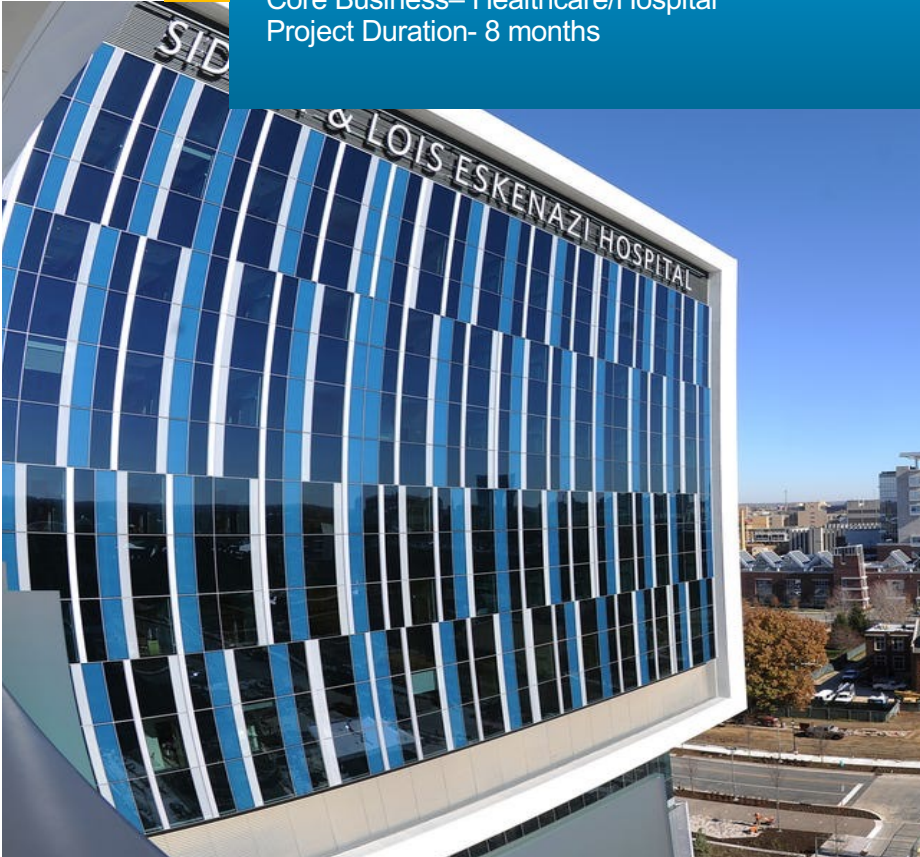


CASE STUDY

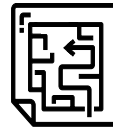
Eskenazi's HR Transformation SAP SuccessFactors Multi-Solution Implementation with Managed Services

HQ— Indianapolis, IN
Core Business— Healthcare/Hospital
Project Duration- 8 months



ESKENAZI HEALTH

For over 160 years, Eskenazi Health has offered high-quality, cost-effective and patient-focused health care to the residents of Marion County and Central Indiana. As one of America's largest essential health care systems, Eskenazi Health provides treatment and services through more than 1 million outpatient visits each year.



Scope

Eskenazi needed complete visibility into their employees. They needed a way to automate recruiting, hiring and the onboarding process, as well as maintain employee performance and goals, career and succession planning, compensation and benefits. Eskenazi needed to create a single source of truth with deeper insight into employees and better reporting for local compliance and stakeholders across the organization.



Solution Approach

Eskenazi took a phased approach with the roll-out of SAP SuccessFactors
Phase 1 – Employee Central, Onboarding, Recruitment Management, Recruitment Marketing, Custom Reporting, Job Profile Builder (JPB), Interfaces
Phase 2 –Enabling new capabilities for divisions within Eskenazi included Performance Management, Goals Management, Compensation Management, Succession Planning, Career Development Planning



Benefits & Business Outcomes

- Complete visibility into employees with one single source of truth from recruitment, onboarding, learning, compensation, benefits, performance and goal management
- Adapt and enable multiple teams with training assets (videos, quick info/cheat sheets on functionalities)
- Developed 10 interfaces with eVerify, S/4HANA, LMS, and external 3rd parties (Kronos, ADP, Benefit Focus) to coordinate go-live schedules and dependencies
- Developed custom reports to stakeholders, and public hospital (local government) compliance which requires extensive planning and discussions to align the company vision from leadership (HR Master Reports, EEO (Equal Employment Opportunity) Report, Turnover Report, % of offer Acceptance & Declined with reason.
- Continued Application Managed services for the entire SAP SuccessFactors Suite

**90% Onshore / 10% Offshore,
Fixed Price Fixed Scope
Deployment**

**AMS Support Across SAP
SuccessFactors Suite of
Solutions**

About GyanSys

Enterprise Innovation Powered by Knowledge.

GyanSys is a leading global mid-tier systems integrator supporting global enterprise customers. As a recognized innovator in digital and process transformation, we specialize in SAP and Salesforce implementations, managed services, and analytics. We integrate cutting-edge solutions in complex multi-cloud environments to optimize operations and to maximize return on investment. At over 1,500 consultants, we are headquartered in Indianapolis, USA, with delivery centers in Bengaluru, India, and Manila, Philippines.