



Business Impact

All employee data
integrated in
one global system

Real-time access to
critical business data

Streamlined processes
to make data changes

CASE STUDY

Full Core HRIS Migration to the Cloud: Global Implementation of SuccessFactors Employee Central at AMD

Situation

Advanced Micro Devices (AMD), an American multinational semiconductor company, decided to embark on a complete overhaul of their HCM system. The company implemented SuccessFactors Employee Central (EC) and Time (EC Time), with the goal of moving their functionality to the cloud, simplifying processes, including self-services, and creating seamless integrations among their core SAP SuccessFactors Employee Central platform, other previously implemented SuccessFactors talent modules, and their third-party applications.

Employee Central was poised to replace their existing SAP HCM on-premise platform as the new core HRIS system for all employee and organization master data. Employee Central Time was also selected to replace AMD's homegrown time applications, integrating well with the new EC platform, and streamlining time capture across the organization. Because AMD had previously implemented the SuccessFactors Talent modules, it was critical to integrate the new EC platform with the existing SuccessFactors technology, as well as AMD's portfolio of third-party applications.

AMD implemented SuccessFactors Employee Central, as well as user adoption services and post go-live support.



Implemented a global HRIS platform for
streamlined processes and **improved user experience**

The Challenge

The biggest challenge for AMD was moving the entire organization from an old, on-premise SAP landscape where there was no self-service functionality and the technology was outdated. The custom-built legacy applications were not sustainable or scalable, creating a lack of integration consistency and HR processes and systems that were not global or modern. The employee data was not readily accessible, making it difficult for managers and administrators to make decisions quickly and efficiently.

GP Strategies Solution

The GP Strategies team implemented the new technology with specific goals in mind:

- Simplify end-to-end processes
- Create a scalable and global HRIS
- Make data easily available for quick decision making
- Create comprehensive and consistent analytics and reporting
- Provide an intuitive user experience
- Design mobile capabilities for anytime, anywhere access

GP Strategies implemented both EC and EC Time with the integrations necessary to seamlessly link the new technology with AMD's existing talent modules. By doing this, they created a single global platform that reduced manual steps and integration errors, improving data quality.

AMD's New SuccessFactors Environment



Business Impact

After a successful implementation, AMD's fully integrated global solution provided the following benefits:

- All employee data streamlined in **one global system**
- Managers easily make **employee and contingent worker data changes**
- **Integrated data** available real time in all modules, which simplifies tasks like requisition creation
- Global Manager manages all employee time in a **single global system**
- **Employee Vacation or Leave Balance** OnDemand
- **Employee absence view** provides visibility to team's leave

- • • To learn more about GP Strategies' **full suite SuccessFactors services**, visit us at www.gpstrategies.com or contact us at HTSales@gpstrategies.com.

About GP Strategies

GP Strategies is a leading workforce transformation partner—one of the few truly dedicated global providers in the marketplace providing custom solutions. We believe our transformation focus, when paired with deep listening, a customer-centric approach, and innovative expertise, enables our clients to routinely achieve superior business and operational results from our evidence-driven and technology agnostic recommendations.

Whether your business success requires a change in employee performance and mindsets, learning technologies, or critical processes, GP Strategies is the transformation partner you can trust.

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