Project Go
Expatriate Payroll in SAP.

Organizational challenge

The organization needed to automate the process of calculating the Expatriate payroll in the SAP system. In order to eliminate manual processes, implying a reduction of man hours that were invested to carry out this activity.

Additionally, the homologation of this process with the rest of the employee payrolls in the organization, as well as streamlining the corresponding fiscal processes.

Our proposal

As our client expanded into the Republic of Mexico, the expatriate payroll and the necessary calculations were carried out manually, which implied a high investment of time and resources, with no connection to the current payroll systems.

Project management was waterfall method, as well as all documentation was based on CMMI3.

Our Client

With an estimated market share of 25%, our client is a steel plant with more than 8,000 direct employees and close to 50,000 indirect employees.

It produces diverse products for all types of industry, from steel plate for the manufacture of sheet for the production of automobiles, plate for the manufacture of gas and oil pipelines and for heavy machinery.

It has the necessary technologies to manufacture steel: ultra low carbon, micro alloy, high carbon, sour gas resistant, rebar for the construction industry from grade 42 to grade 80, and more.

- ✓ Implement the expatriate payroll to Mexico's regular payroll.

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Results

Based on the interaction with the customer at the time:

Tangible results:

A quality product was delivered in the short term, as the organization had a stipulated time frame to comply with the obligations of Law.
Being the time factor the main challenge for the optimal implementation of the new integrated platform, it was delivered as stipulated, in January 2024.



Intangible results:

- ✓ Efficiency and effectiveness in payroll preparation.

Specific benefits to highlight:

- ✓ Minimize human error and payroll preparation is done in less time.
- ✓ Have all payrolls automated in a timely manner.

Lessons learned

1. Mainly to meet the required deadline, the client required the payroll to be operational by January 2024.

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