



“The integration of Doxis and SAP SuccessFactors significantly enhanced process efficiency and speed in HR.”

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## Best Practice

<b>Company</b>	adesso Group
<b>Topic</b>	HR management with Doxis & SAP SuccessFactors
<b>Industry</b>	Service providers
<b>Employees</b>	10.000
<b>Headquarters</b>	Dortmund, Germany
<b>Integration</b>	SAP S/4HANA / Public C, SAP SuccessFactors, Microsoft Dynamics 365, Microsoft SharePoint, INVARIS, DocuSign
<b>Project scope</b>	Europe

### Challenges

- No digital files
- Completely paper-driven processes
- No centralized access to HR files
- Parallel launch of SAP S/4HANA / Public C, SuccessFactors and ECM

### Targets

- Digitalization of HR files
- Optimization HR processes
- Support contract creation process
- Optimization of recruiting through templates and digital signatures

### Solutions

- Doxis HR: Centralized HR files with SAP SuccessFactors connection
- Faster and easier access to digital employee files for management team
- Process to create and digitally sign employment contracts

# Project overview

## Starting point

With over 10,000 employees working from 63 locations, adesso is one of the leading IT service providers in Europe, helping its customers to digitize and more efficiently design processes. To enhance its own processes, adesso came up with an ambitious plan: to simultaneously launch SAP S/4HANA / Public C, SAP SuccessFactors and an enterprise content management (ECM) system. Up until then, adesso did not have any digital files, processes were still primarily paper-driven, which made them slow and complex. Cross-regional access to HR files was not possible. For this reason, adesso decided to implement the Doxis cloud-based HR eFile solution, including managed services, integrated with SAP SuccessFactors. Furthermore, adesso also wanted to process invoices with SAP S/4HANA Public C using Doxis.

## Solutions & integration

- Doxis Human Resources integrates with SAP SuccessFactors
- Doxis Intelligent Invoice Automation with SAP S/4HANA / Public C
- Contract Lifecycle Management, Customer & Project eFiles with SharePoint & SAP Public C integration, plus integration with Invaris and DocuSign

## Document volume

- Migration of 5 TB of documents

## Users

- Over 1,500 frequent users; 8,500 occasional users

## Why Doxis

- Comprehensive cloud offering with managed services
- Numerous business connectors and certified SAP interfaces
- Adesso departments loved usability of new client
- Excellent customer references
- Best offer and technology made the best impression

## Implementation

- **2022:** Implementation of Doxis HR including the integration of Doxis employee files with SAP SuccessFactors (adpeople); launch in four more adesso subsidiaries
- **8,000** scanned HR files imported into Doxis, incl. detailed rights and role administration, digital signature and transferral of various document types
- **2023:** Contract processes, incl. Invaris template management and DocuSign signatures Next steps: Roll out in additional countries and add further templates

## Benefits

- Location-independent access for management to digital employee files to enable faster work
- More efficient, smoother processes in HR and better user experience
- Complete overview of all employee information in the Doxis employee file, which means better employee experience
- Ability to access documents and employee files located in Doxis directly while working in SAP SuccessFactors, without switching apps, means more efficient way of working

## Doxis components in use

### Content Services

- Document management
- Workflow automation
- Intelligent archiving
- Information governance

### Content Automation

- Order confirmation
- Invoice invoices
- Classification & extraction

### Business Solutions

- Quality management
- Human resources
- Contract management

### Solution Suites

- Purchase-to-pay
- Content Bridge for SAP & Salesforce
- Healthcare

### Business-Integrationen

- SAP
- SAP SuccessFactors
- Salesforce
- Microsoft
- Microsoft Dynamics 365
- SharePoint
- Google Workspace