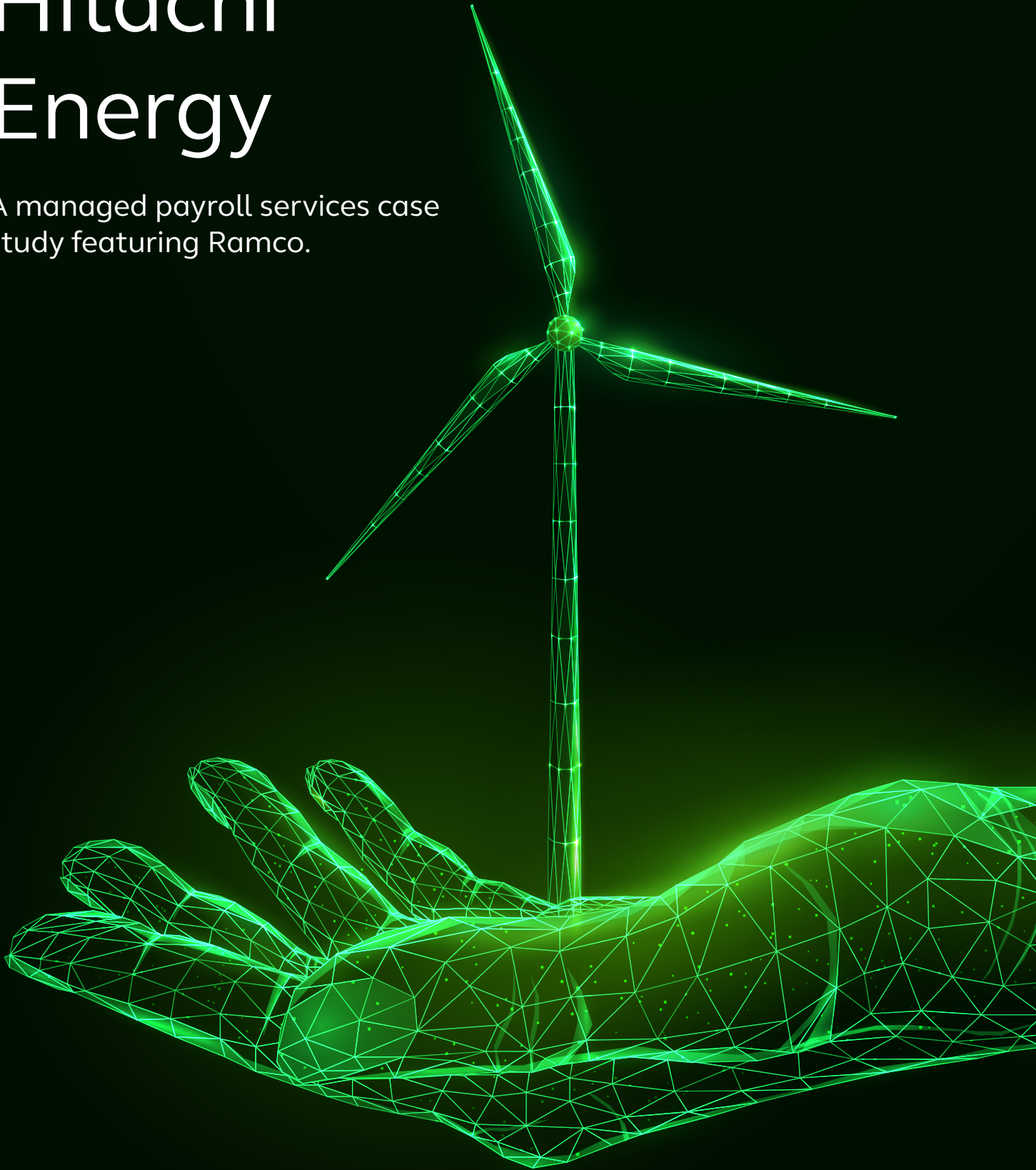


Case Study

# Hitachi Energy

A managed payroll services case study featuring Ramco.



## About Hitachi Energy

As part of Hitachi, Hitachi Energy is a global technology leader that is advancing a sustainable energy future for all. Hitachi Energy has a proven track record and unparalleled installed base in more than 140 countries, serving customers in the utility, industry, transportation, data centers and infrastructure sectors. Headquartered in Switzerland, the company employs around 45,000 people in 60 countries and generates revenues of approximately \$13 billion.

## Challenges

Speed, agility, and timely execution are all must-have outcomes for HR and payroll operations supporting a newly divested entity and brand and setting the foundation for its path forward. Navigating a complex carve-out for a diverse multinational organization in an active growth mode is a daunting task and one that Hitachi Energy had to deliver when carved out from ABB.

Hitachi Energy needed to move quickly to establish its own HR and payroll operations and enable a timely exit from the ABB systems and infrastructure. Hitachi Energy sought a highly scalable, resilient, future-ready global payroll operating model to support its diverse workforce along its growth journey.

The firm required a partner and solution that could extend and complement existing investments in Workday HCM and S4 HANA, while enabling a repeatable, compliant operating model that could scale with the new organization. It also required a partner to supplement and empower its retained payroll resources and amplify its expertise across countries, which would complement and enable the global centralization of its HR services.

# Solution

Ramco supported Hitachi Energy in this initiative to consolidate, harmonize, and modernize its payroll operating model through a managed services engagement in 20 Southeast Asian, Middle East, and African countries.

Ramco's global payroll solution, local expertise, and ability to meet Hitachi Energy with Workday-certified integration were essential factors in its selection and the start of the partnership together.

Key elements of the Ramco solution included:



Managed payroll services and localized last-mile compliance support for over 8,000 employees across 20 countries.



Ramco's proprietary global payroll platform technology, including native calculation engines for in-scope countries.



Certified, pre-built integrations to critical business systems, including Workday HCM, and integrations to ADP eTime (Workforce Management ) and S4 HANA (Finance and Accounting.)



Provided a scalable, compliant, and resilient payroll operating model to support future organizational growth, agility, and merger and acquisition activities.

## Impact



Facilitated speed and agility for compliant and timely carve-out execution, avoiding payroll failures and compliance penalties.



Consolidated and harmonized the employee pay experience, payroll reporting, and payroll operations across in-scope countries.



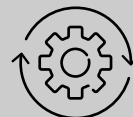
Harmonized payroll processes and consolidated payroll operations to a single vendor platform across 20 Southeast Asian, Middle East, and African countries.



Enabled a scalable center-of-excellence (CoE) operating model that complements existing resources and expertise and extends retained technology investments.

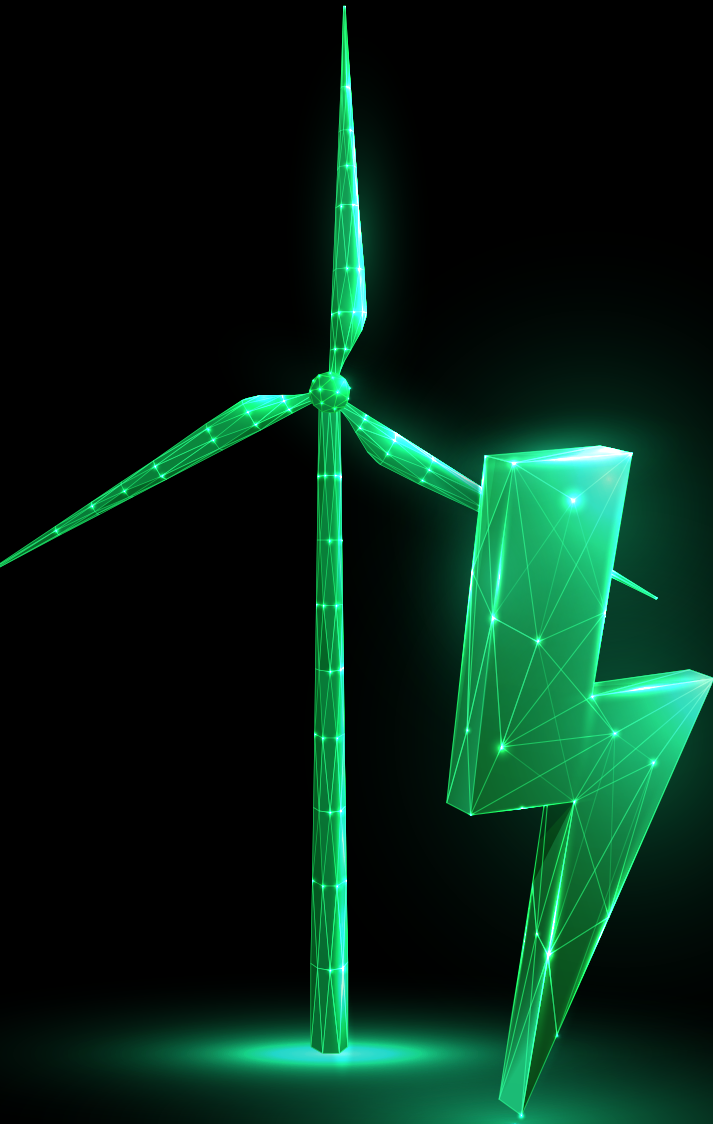


Seamlessly integrated critical business systems through pre-built, certified, and custom integrations, enabling data flow and harmonization, to activate insights across the tech stack.



Modernized and fortified payroll to support ongoing operational needs and ensure timely, accurate, and compliant payroll outcomes.

# Why Ramco?



## Looking ahead

The partnership with Ramco helped Hitachi Energy build a harmonized, repeatable, and integrated payroll operating model, which can continue to scale to support its diverse global footprint. In the longer term, Hitachi Energy expects to centralize smaller country payrolls into the Ramco managed service model and potentially leverage its centralization capability and local expertise to support the broader Hitachi organization.



Centralized managed payroll services expertise with local knowledge and presence across key geographies, including India (which holds the firm's largest workforce footprint), Southeast Asia, the Middle East, and Africa, powered by a globally capable solution.



Deep heritage of global payroll technology and innovation.



Experience and investments in certified integrations with Workday.



Payroll platform infrastructure of people, expertise, and technology to support speed and agility for carve-out execution.



Ability to provide a flexible, scalable, and resilient turnkey payroll operating model.



Ongoing partnership, guidance, and continuous improvement approach to payroll excellence.





## About Ramco Systems

Ramco Systems is a global enterprise software company that specializes in cloud-based solutions. It offers a comprehensive suite of applications encompassing enterprise resource planning (ERP), human capital management (HCM), and supply chain management. Trusted by 500+ customers worldwide and powered by continuous tech innovations, Ramco Global Payroll has been at the forefront of delivering global payroll transformation for over 25 years. With a global payroll coverage across 150+ countries, the solution offers seamless integration with leading HCM providers offering an end-to-end digital payroll solution that can be deployed on-cloud or leveraged as a managed service.



## About Pete A. Tiliakos

Pete is globally recognized for his extensive knowledge, coverage, research, and advisory in the payroll, employer of record services, payments, and HCM technology marketplace. Both practitioners and providers widely leverage his research and perspectives as he is a regular contributor to industry publications, associations, and events and the co-creator and co-host of the HR and Payroll 2.0 podcast and host of The Source by DailyPay podcast.

Pete leverages unique market expertise from over 30 years in HR and payroll technology, services, and transformation. His experience includes roles in Fortune 100 payroll leadership, HRO pre-sales and solution design, 'Big-4' consulting, and Director of HR Technology and Services Research for leading analyst firms.