



# MVM Group: Modernizing HR planning to drive agility, insight, and a future-ready workforce

MVM Zrt. (MVM Group) plays a vital role in shaping Hungary's energy future. Designing solutions to support the delivery of affordable, clean power, it is advancing national efforts in renewables, smart-city innovation, and digital services. With a strong vision for a sustainable future, the utility company continues to push what's possible across its growing portfolio of offerings.

Yet as HR planning grew more complex, slow processing and manual work began holding MVM Group's teams back—impacting business agility, insights, and decision-making. Outdated processes and legacy systems delayed critical workforce decisions and threatened the company's ability to move at the speed of its transformation goals. To overcome these challenges, MVM Group sought to enhance operational efficiency, enable real-time data processing, and gain the flexibility and scalability needed to support ongoing transformation.



## Advancing HR analytics and planning in the cloud with SAP Services and Support

### Before: Challenges and opportunities

- Cumbersome HR planning cycles dragged down by sluggish data processing and complex algorithms
- Manual interventions resulting in inconsistent workforce forecasts and limited business agility
- Extensive operational runtimes hampering decision-making speed and business momentum
- Critical opportunity to deliver faster insights, smarter decisions, and a future-ready workforce

### Why SAP

- SAP BW/4HANA, private cloud edition to transform HR planning with a faster, scalable data foundation built for today's needs and tomorrow's ambitions
- SAP Business Planning and Consolidation application, version for SAP BW/4HANA to enhance planning cycles with sharper insights, improved agility, and more precision
- SAP Analytics Cloud solution to provide intuitive, real-time analytics and dynamic visual storytelling
- SAP Services and Support offerings, providing expert-led assessments and guidance on intelligent architecture delivery, transformation readiness, and cloud migration

### After: Value-driven results

- Increased business agility through less manual effort and more-responsive HR planning
- Modern, cloud-based user experience that allows HR teams to plan and analyze workforce data with greater ease and speed
- Increased confidence in future transformation initiatives, thanks to a successful cloud migration

“HR planning and employee analysis can now be done flexibly and in a cloud-based environment that **keeps pace with current trends**—thanks to SAP solutions and expertise from SAP Services and Support.

Rózsa Veszélovski, Human Resources Information System Team Leader, MVM Zrt.

## Sharper

Workforce insights, leading to consistent, real-time data and more-accurate forecasting

## Faster

Planning cycles, allowing the company to run swiftly and make better decisions



# Transforming how HR works with smarter insights and expert guidance

Tapping into the deep expertise of SAP Services and Support offerings, MVM Zrt. (MVM Group) engaged in a guided transformation journey designed to reduce risk and accelerate results.

The SAP Readiness Check toolset provided a clear path forward. It helped MVM Group align stakeholders, plan effectively, and transition smoothly to the private cloud edition of SAP BW/4HANA with the SAP Business Planning and Consolidation application, version for SAP BW/4HANA, and the SAP Analytics Cloud

solution. SAP experts also worked closely with MVM Group's teams to optimize the IT architecture, streamline implementation activities, and unlock value as early as possible.

Now, HR planning cycles run dramatically faster and with greater agility. Business users have real-time insights through a modern cloud experience, while reduced manual effort and improved data consistency enable smarter, more confident workforce decisions.

“With the expertise and guidance from SAP Services and Support, our HR organization has a strong foundation for **supporting the evolving needs of our employees** as well as the ongoing digital transformation of our business.”

Rózsa Veszeloovszki, Human Resources Information System Team Leader, MVM Zrt.

