



# MAN Nutzfahrzeuge AG: S&T provides SAP integration

## The customer

The MAN Nutzfahrzeuge Group is the largest company in the MAN Group and one of the leading international providers of commercial vehicles and transport solutions. The company has five production facilities in Germany and a further 170 permanent establishments, with approximately 20,550 employees. The businesses in Poland and Austria each employ 4,000 people. In 2007, MAN Nutzfahrzeuge sold more than 100,000 lorries and buses and achieved a turnover of 10.4 billion euros.

## The challenge

The S&T DACH assignment was to take the existing SAP HR Global Template and roll it out in Austria and Poland, taking into account the local requirements in those countries. At the Steyr, Vienna and VTG Southern Region facilities in Austria, S&T DACH implemented a strategy that provided MAN Nutzfahrzeuge staff a higher degree of independence when handling IT supported HR processes. A further objective was to replace the existing "Salzburger Lohn" (Salzburg Salary) system and to ensure that the local team can, within a defined framework, independently undertake the local parameterization necessary for future day-to-day operations. In Poland, the reorganization will be carried out together with key users at the facilities in Krakow, Pozna and

Starachowice, as well as at the MAN Accounting Center and the sales and marketing headquarters in Warsaw. As in Austria, it will be ensured that the local teams can independently take care of the local parameterization in the mid-term.

## The project

With their skills, experience and industry knowledge, S&T consultants convinced the decision makers at MAN Nutzfahrzeuge (Commercial Vehicles) AG that their expertise was highly suited to supporting and implementing international SAP HR rollouts. S&T assumed the project leadership at the eight MAN Nutzfahrzeuge facilities in Austria and Poland and provided the local rollout teams.

The rollouts in Poland and Austria will be completed by 2011. MAN Nutzfahrzeuge AG also has further rollouts planned for facilities in Great Britain, South Africa and Turkey.

## Benefit to the customer

- professional and local support to the rollout teams
- excellent industry and process-specific knowledge of S&T consultants



"The concept proposed by S&T DACH is very convincing. In addition, S&T provides the necessary local language support in Poland to enable efficient implementation of the project."

Joachim Dütz, Head of Personnel IT at MAN Nutzfahrzeuge AG

## S&T DACH

With around 800 employees, S&T DACH is one of the largest providers of IT consulting, solutions and services in German-speaking Europe. Bringing S&T Austria together with German, Austrian and Swiss sections of the former IMG concern, which was taken over by S&T in early 2007, to form a single organization bundles the strengths of both parts of the company. S&T DACH is targeting upper mid-sized customers in Germany, Austria and Switzerland, presenting itself as a one-stop IT shop. From management consulting and the optimization of sector-specific business processes based mainly on SAP through to operation and infrastructure optimization, S&T DACH covers the whole spectrum of IT services. S&T DACH is a part of the S&T Group, which, with around 3,100 employees in 22 countries and annual sales in 2007 of 522,2 million Euro, is the leading provider of IT consultancy, solutions and services for customers in Central and Eastern Europe, in the Germany-Austria-Switzerland (DACH) region and in China and Japan.