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How Schaeffler Designed a Globally Coherent Job Architecture While Moving Their HCM to The Cloud

Industry: Automotive and Industrial
                   Technologies
Revenue 2022: EUR 15.8b
Employees: 83,000

Critical priority: Create a globally coherent job catalog and job architecture that represent the value chain in detail, to be applied in all regions, with the objective to enable measurable improvements of HR processes.

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Initial situation

Schaeffler faced the common situation that they decided to implement **SAP SuccessFactors** but missed a globally unified job catalog.

Generating a tailored and globally aligned and accepted job catalog and job architecture, without taking away local flexibility, would be a major boost to take advantage of the new HCM software in the cloud.

The alignment of all global locations and the software implementation process had to occur simultaneously.

How we helped

Apply COLMEIA's Global Job Catalog tool and the grading principles of the *Level-of-Work*® methodology to provide line managers and HRBP with tools to create a widely accepted structure with aligned job profiles.

Conduct pilot mappings with internal partners to train the global team in using the COLMEIA Job Mapping Tool.

Create an individual interface to frequently pass data changes (i.e., new employees) from the HCM to the mapping process.

Guarantee timely upload of complete, final data to SAP SuccessFactors.

Outcome

With support from COLMEIA, **Schaeffler:**

- **mapped 84.000 employees** in 50+ countries;

- uploaded a job architecture for **SuccessFactors** implementation;

- maintained a **high-quality customized global job catalog and architecture that reflects the value chain** and creates a joint understanding of all jobs;

- continuously lifted **HR processes** based on high-quality data.

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