



SAP Innovation Awards 2019 Entry Pitch Deck

People driving transformation at Farmak

Benoy LLC

Farmak Success Story



Farmak, one of the leaders of the Ukrainian pharmaceutical industry, transformed their performance & goals management and succession & career development with SAP SuccessFactors.



[Watch the video](#)



<https://farmak.ua/en/>



ABOUT THE COMPANY

Quality and innovation allowed Farmak JSC to be the leader of the pharmaceutical market of Ukraine since 2010 (Sales of medicinal products in monetary terms, according to Proxima Research data in 2016) and being the largest exporter of medicine.

* in terms of sales of medicines in monetary terms, according to Proxima Research



>20

exported to counties

20

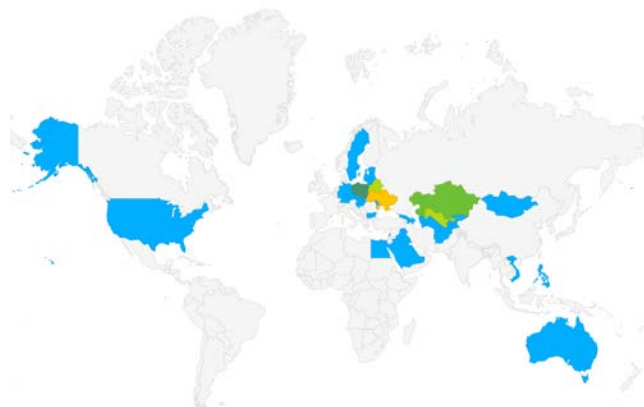
new drugs launched annually

220

product files. in the company's portfolio

2414+

employees in the company



Manufacturing

Farmak has 19 production lines with national GMP certification. 14 production lines are certified by the European regulatory authorities. The pharmaceutical quality system has been introduced and is constantly being improved according to current GMP requirements and ISO 9001, ISO 13485, ISO22000 standards. Annually the company passes approximately 15 national and international inspections and audits.



Farmak Transforming HR processes with SAP SuccessFactors



JSC «Farmak»

“Quote”

We understand that any investment in our people and their development is an investment in the future because our employees are the basis for the future development of the company.

Volodymyr Kostiuk,
Executive Director

The primary value we have gained is the conscious attitude of employees towards their work, the understanding of their work, and the understanding how their goals influence on the achievement of the results of both his/her department and the company itself.

We see that employees have become more engaged in the processes of the company.

Viktoria Kondrashykhina,
HR Director

Challenge

The need to transform HR processes for increasing employee engagement in achieving company's strategy and goals

Solution

SAP SuccessFactors Performance & Goals Management - Go-Live
SAP SuccessFactors Succession & Career Development - Go-Live
SAP SuccessFactors Validated Learning System - PoC

Outcome

Single unified system providing alignment between the company's talents and long-term business vision.

Reduction of HR data processing time

The time required to find and collect employee information reduced by 95%

Alignment of company's strategy with individual Goals

Alignment of individual goals and global KPI of the company increased from 40% to 80%

HR processes optimization

The time for the goals approval process reduced by 50%

Partner Information

Benoy LLC

Implementation partner

““”

SAP SuccessFactors solution has helped streamline the performance management process in a complex enterprise structure and elevated the HR function to strategic partner of the business. We are absolutely convinced that Farmak is an excellent example of an innovative, living organization, where every employee is focused on increasing efficiency and clearly understands his/her contribution to achieving the goals of the company.

Roman Fisun, CEO



Business Challenge & Objectives

- Paper-based processes were time-consuming.
- Email-based alignments and evaluations were too slow and ineffective.
- Company management required a new level of talent management.
- Managers did not have the information to make quick and informed management decisions.
- Employees could not see the connections with between their individual contributions and strategic business goals.



- Increased speed of response to company's strategy changing.
- Improving business efficiency through more efficient work of employees on their KPI.
- Building a transparent system for assessing the competence and potential of staff for its further development.
- Improving the accuracy of the placement of resources within the company (depending on the strategy, required skills, competencies and expectations of employees).
- Increasing the involvement of company employees in the development process.



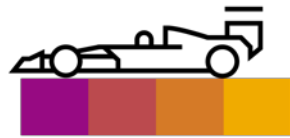
Project / Use Case Details

- The solution is used by 2600 employees. Goals are assigned to everyone from C-level to factory workers.
- Implementation period took 6 months
- Project scope included goals assignment, performance review, individual development plan, career pool, competency assessment and integration with a core-HR system.
- Active Directory-based single sign-on
- Integration with local pay-roll system
- GO-live: Jan 2018



Benefits and Outcomes

Business / Social



New role of the HR function as strategical business partner

Alignment of individual goals and global KPI of the company increased from 40% to 80%

A goals approval process has become 2x faster

IT



The time required to find and collect employee information reduced by 95%

Ensured compliance with personal data protection regulations

Simplified system support and maintenance

Human Empowerment



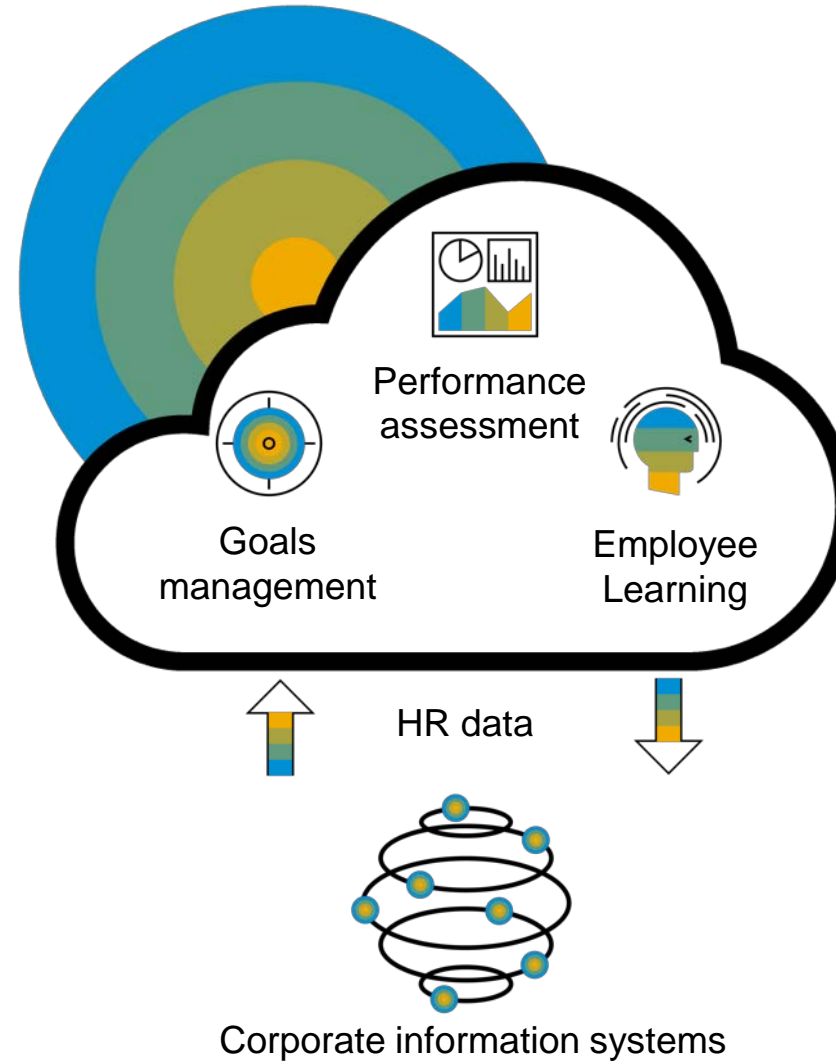
The share of manual work decreased by 95%

100% of goals are set in the system

Employees can see the connections with between their individual contributions and strategic business goals



Architecture





Deployment

Date of Deployment or POC: January 2018

Number of live users: 2600

SAP Technologies Used:

Success Factors Performance & Goals	Live
Success Factors Succession & Career Development	Live
Success Factors Validated Learning Mng System	POC

Server Processor: -

Linux Distribution: -



Emerging Technologies and Use Cases

The following Emerging Technologies and use-cases are part of the project and describe the contribution

	Technology or Use Case	Yes/No	Contribution to Project
1.	Machine Learning / Artificial Intelligence	No	
2.	IoT	No	
3.	3D printing	No	
4.	Blockchain	No	
5.	API Economy / Integrate the Intelligent Enterprise	YES	Integration with corporation systems (SAP ERP and other systems)
6.	Cloud Native / Event Based Architectures	No	
7.	Extending the digital core with SAP CP / ABAP in SAP CP	No	
8.	SAP Leonardo Application (extending SAP application, using Industry Innovation Kits or result of Design Thinking workshop)	No	