



Services

hrtech consulting are able to deliver a range of services to your enterprise. These comprehend consulting and technical support for the implementation of personal management and payroll systems.

Our team of committed and experienced senior consultants and project managers supports you in the process of project organization and execution. Furthermore in design of processes, as well as in selection and conception of the technical system build and in finding solutions for integration of a new system in the existing IT landscape of your firm.

Our focusing on HR projects and systems indicates that experience and available know-how are covering all aspects of such systems. Confidentiality, knowledge of the legal framework, the requirement of social security institutions, pension funds and other insurance partners in Switzerland and the UK are a matter of course.

hrtech consulting gmbh
Säntisstrasse 13
CH-9030 Abtwil
Switzerland

Tel. +41 (0)71 310 08 13
Fax +41 (0)71 310 08 14
mail@hrtech.ch
www.hrtech.ch



Personnel management systems

Today's varieties of available options to support HR personnel processes with IT system functions, being either on-site solutions or solutions in a cloud environment complicates or impedes decisions for the best suitable solution. This optimal solution should fit the specific requirements and situation of an enterprise.

Functionality, implementation and operation costs of such systems are very often difficult to overview and to arrange. To determine the specific benefit, based on increased efficiency, such as faster available and more accurate key parameters, is usually not simple to evaluate.

The team of **hrtech consulting** guides you through the system evaluation process and helps you, to transform the resulting decisions into successful system implementations. The senior consultants of our firm have been successful in over 40 HR projects, especially in the SAP HCM area. They are ready to enrich the project teams with their knowledge and competence and are also ready to take responsibility together with our whole firm.

Projects

Hirslanden Hospital Group

Novartis AG

Syngenta AG

Migros Genossenschaft

Leica Geosystems

Die Schweizerische Post

Kanton St. Gallen

Kanton Luzern

Kanton Basel Stadt

Stadt Winterthur

Kantonsspital Graubünden

ETA SA

Bobst SA

Roche AG

Siegfried AG

Coop Schweiz AG

Sulzer AG

Geberit AG

Kanton Zürich

Kanton Aargau

Kanton Wallis

Stadt Zürich

Kantonsspital St. Gallen

Universitätsspital Zürich

Schindler Aufzüge AG

Bafima AG

Eidgenössisches Personalamt

Fachhochschulen Kanton Zürich

(ZHAW)

Payroll Experts

Collective labour agreements, different forms of engagements and pay solutions, legal framework, requirements of social security organizations, of retirement plans and other insurance options determine today's conception and the build of payroll functions as part of personnel management systems.

Expert knowledge and the competence of consultants from **hrtech consulting** refers in a comprehensive way to payroll systems in Switzerland, Liechtenstein and the UK. An experience of over 40 successful projects in this area has been gained in different industry sectors. Such as pharmaceuticals, industry, trade, services, health care and public service.

Our services in past projects for payroll systems were in the analysis of processes and operation procedures, in the conception of payroll calculation models and arithmetic functions, in calculation of payments, deductions, reserve postings and other modules to build correct payroll results. Also the analysis and conception of interfaces to finance and other systems, the development of reporting and key figures besides audits of existing client payroll systems have been important parts of our work.



SAP HCM Services – Support, Implementation, Redesign

Personnel Administration, Contract Management, Recruitment, Personnel Development, Talent Management, Benefits, Personnel Cost Planning, Management of Global Employees, Management of Pension Fund, Time Management, Payroll for Switzerland, Liechtenstein and the UK, Learning Solution, Training and Event Management, Organizational Management, Travel Management – these are software items in SAP Systems with a wide range of functionality for the efficient execution of processes in personnel management.

The **hrtech consulting** team has delivered services in all of these SAP modules with success. From technical support of actual operating SAP HCM systems up to new installation of additional Modules or a full redesign of SAP HCM systems our services are delivered with expert knowledge and cost efficiency.

Project Management

For the management and execution of complex projects a large number of methods and tools are available. From standard methods like HERMES or PRINCE2, via client or industry specific methods, to specific products in project management a wide range of possibilities exists. Our specialists consult and help to evaluate the most efficient and useful methods and are ready to support and apply these methods in projects of HR system implementation.

Alongside the different procedure methods, the variety of available tools, supporting project management in supervision, communication and execution, is vast. On-site or cloud-based solutions can be used successfully, increasing efficiency and reducing project costs. Project managers of **hrtech consulting** will help you to find useful solutions and applications.

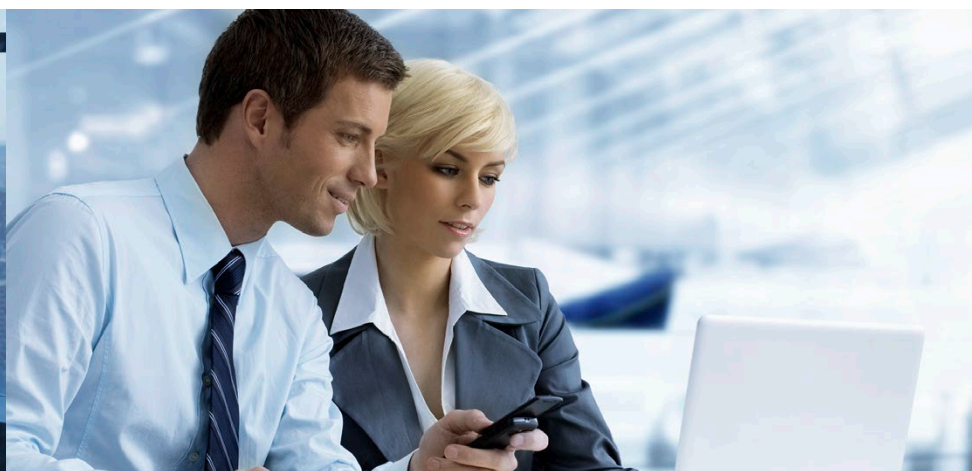
Characteristics of a successful project are not only defined by the right methods and the best used tools. Alongside a wide range of other important parameters, such as competence, committed project management by an experienced project manager, are one of the most important aspects of successful projects. Consultants of our firm represent a long experience in project management of HR projects or in their support of client's project managers.

Onshore, nearshore, offshore development of software

The given functionality of personnel management software systems is not always sufficient to the requirements of an enterprise. Gaps, opened by missing country specific or industry specific functionality, or by missing integration options, can be filled in different ways. Depending on software standards and technology, solutions can be found 'embedded' or have to be installed by way of independent add-on's or applications.

Additional development requirements in the process of implementation of HR management systems were often defined by complex data migration requirements. The necessity to develop client specific interfaces (inbound and outbound) and additional reporting requirements take up another part of development activities.

The technical competence and experience of the **hrtech consulting** partners, acquired in many development projects, especially on SAP HCM platforms, allow to find development solutions, adapted to client needs. Depending on complexity, cost, given time frame and required technology, software development can be accomplished directly through our firm or by means of partner firms, nearshore or offshore. Conception, coordination und supervision of the development will then be core parts of our engagement.



Our Team



Arthur Wäger

Manager and Partner

Arthur Wäger, lic. oec. HSG has led, as project manager and payroll expert, a large number of personnel management system projects with success. His widespread experience was acquired in national and international projects. Projects located in different business areas, in private sector and also in public service.

His long experience with developers and developing teams, which he led as project manager and responsible development manager, and his deep knowledge of possible solutions for different requirements in personnel management, helps him to assess and value open requirements. It also helps him to assess possible implementations and their impacts on cost and benefit.

Always open for new visions, he succeeds in projects not only with his communicative way and his commitment, but also with determination.



Daniel Hasenfratz

Partner

Daniel Hasenfratz, MBA - IMC is an international recognised expert for Human Resources. He has over 20 years of experience in SAP-HR and process management.

His huge experience makes him recognized business consultant. International projects in Germany, Great Britain, Netherlands, France and the USA gives him a deep understanding of intercultural behaviour and international project settings. His clients range from medium sized enterprises to global players.

As project manager he successfully leads a wide range of projects. Furthermore he conducts, leads and understands near- and offshore projects with specific needs in collaboration.



Urs Gantenbein

Partner

Urs Gantenbein has led, as project manager, payroll expert and responsible developer, a large number of human resource projects with great success. These system implementations have been completed in different business areas such as industry, airline, health care and public service.

His deep competence in all technical matters and his long standing experience with developers and development teams helps him find solutions for difficult system requirements. As a specialist for system integration his knowledge of the different possible scenarios allows him to succeed with system implementations. Finally, his widespread competence as a consultant and developer for difficult data migrations are an important and valuable asset.

His view on quality, his deep know-how on Swiss social security aspects and also his connecting way of managing are cornerstones in a successful project.



Oriano Comuzzi

Partner

Oriano Comuzzi has in the consulting area of SAP HCM, as project manager and senior consultant, a job experience of over 16 years.

He could successfully prove his high social and technical competence in a large number of complex and difficult projects. His projects were in well-known medium and large enterprises and also in public service organizations.

His experience as a leader of HR competence centres and in the management of software developers in demanding environment are completing his profile.