



KARTOSA ›

FRENCH AEROSPACE MANUFACTURER

FROM HR DATA TO VALUE
ACTIONABLE INSIGHT

INTRODUCTION

A leading French aerospace manufacturer, designing and producing high-performance military aircraft and Falcon business jets. The group employs close to **14,600 people worldwide**, with continued growth and large-scale recruitment to support industrial ramp-up.

CONTEXTE

In a context of industrial growth, rapid workforce expansion, and heightened compliance demands, HR and Payroll teams faced a decisive challenge:

- Empower leadership with accurate and decision-ready workforce intelligence providing full visibility on headcount and staffing dynamics.
- Ensure immediate, traceable responses to management and audit requests, with payroll data that stands up to scrutiny.

OBJECTIVE

The mission was clear: deliver a single, reliable, and explainable source of truth on who is where, doing what, and at what cost, without manual consolidation, parallel spreadsheets, or IT bottlenecks.

SOLUTION

To meet these goals, the team selected **HR-Reports** by KARTOSA, an SAP embedded reporting solution designed for HR and Payroll operations.

HR-Reports centralizes and exploits data already present in SAP HCM, personnel administration, organizational structure, time evaluation, and payroll results in a single reporting interface. This allows Payroll and HR specialists to build and run their own analyses without custom development and without exporting sensitive data.

Key capabilities now in use:

- Consolidated headcount/Full Time Equivalent views across entities, sites, or programs, with drill-down by organizational hierarchy.
- Direct analysis of payroll results, including retroactive adjustments, using the exact same logic as payslips, legal declarations, and accounting cycles.
- Visibility on time-related indicators (absences, overtime, premiums, allowances) to support workforce planning and cost control in production environments.
- Totals and comparisons over multiple periods, so trends can be explained, not just reported.

Because **HR-Reports** inherits native SAP authorizations, every user only sees their perimeter. Payroll controllers access detailed wage-type breakdowns; central HR see consolidated indicators at group level. No data duplication. No shadow files.



RESULTS

With **HR-Reports**, HR and Payroll teams have turned reporting from a manual task into an operational asset:

01

Trusted numbers, instantly

Reports are automatically aligned with payroll truth, including retroactive calculations, so figures presented to management are immediately defensible. This removes back-and-forth between HR and Payroll and accelerates decision-making at executive level.

02

A single version of the workforce

The company can now produce a unified view of its workforce across programs and locations (industrial sites, engineering centers, support functions) and then zoom into the detail when challenged. This is especially critical in a defense/aerospace context where capacity planning, workload distribution, and cost of labor are strategic.

03

Operational autonomy

HR and Payroll teams no longer depend on ad hoc extractions or custom ABAP queries to answer urgent questions ("How many technicians on this site?", "What is the overtime cost on this program?", "Where are we seeing absenteeism spikes?"). They have the answer on demand, in SAP.

In short, **HR-Reports** by **KARTOSA** gives the HR team a **structured, dynamic, and compliant view** of its employees, so leadership can steer with facts, not approximations.



- SAP Partner for over 15 years.
- Expert in SAP HCM, SuccessFactors, and S/4HANA.
- Integrator and software provider for Cloud, On-Premise, and ABAP solutions.
- Recognized for tailored support — from advisory and implementation to maintenance.

