



KARTOSA >

LEADER IN ENGINEERING AND IT SERVICES

FROM FRAGMENTED HR DATA TO
RELIABLE, ON-DEMAND
INSIGHTFUL REPORTS

INTRODUCTION

A global leader in engineering and IT services who is employing more than **57,700 people across 30+ countries including over 13,000 employees in France.**

CONTEXTE

With rapid growth, multiple legal entities, and complex workforce structures, the HR and Payroll teams were facing major operational challenges :

- Producing reliable headcount and payroll-related reports
- Consolidating figures from multiple s
- workforce segments.
- Answering urgent questions from HR leadership, and local managers, without spending hours rebuilding Excel files.

OBJECTIVE

The objective was clear: give HR and Payroll domain a single version of the truth. The team wanted a consistent, hierarchical view of its workforce (group, country, entity, site, team), and the ability to monitor sensitive indicators such as absences, overtime, cost of labor, and retroactive payroll adjustments. This information needed to be available instantly, with the same level of trust as the payslip.

SOLUTION

To meet these objectives, the HR teams deployed **HR-Reports** by KARTOSA, an add-on natively embedded in SAP HCM that centralizes HR master data, organization structures, time data, and payroll results in one place.

HR-Reports leverages existing SAP logic (organizational management, time evaluation, payroll calculation) and does not duplicate data. This means Payroll and HR teams work directly with production-grade results, including retroactive calculations, and can immediately analyze, group, and total wage types over multiple periods. They can, for example:

- Check the impact of retro payroll runs.
- Quantify overtime by department.
- Measure the cost of absences,
- Build headcount and FTE views per legal entity, country, or business unit, all from a single screen, without custom ABAP.

Because **HR-Reports** inherits SAP authorizations, each stakeholder only sees their perimeter. Local payroll teams access the detailed view they need to operate day to day; central HR gets consolidated, group-level indicators for steering.

RESULTS

HR-Reports delivered three concrete outcomes:

01

Faster, safer reporting

HR and Payroll teams now generate validated HR and payroll figures in minutes instead of rebuilding them manually. Results are aligned with payslips and legal declarations, which reinforces confidence at executive level.

02

A single consolidated headcount view

The company can produce a unified headcount and FTE report across all subsidiaries, countries, and entities, with the ability to drill down by hierarchy when leadership challenges a number. No more parallel spreadsheets, no more version conflicts.

03

Actionable insights for decision-makers

The central HR now tracks key workforce indicators (absenteeism, overtime, internal mobility) using the same definitions everywhere. HR Directors and Payroll Managers all speak the same language when they talk about “how many people, where, and at what cost.” This supports strategic workforce planning and budget discussions at group level.

In short, **HR-Reports** turned what used to be a reporting chore into a management lever: one consistent source of truth at the speed the business needs.



- 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.

