



org.manager



MAERSK

Building a clear organisation structure with org.manager

Maersk, one of the world's largest shipping companies, deals with enormous amounts of HR data on a daily basis. Keeping data current and accurate proved extremely difficult and time consuming for their HR teams. There was a clear need to centralise this data and produce a single org structure that contained information on all employees, positions and organisation units.

The challenge

While implementing their SAP HCM system Maersk identified that it was missing a flexible, user friendly visualisation and org charting tool. The inclusion of a clear organisation structure based on data from SAP would create transparency across the organisation. Another clear benefit was an interactive Corporate Directory that meant employees could be easily located. While assessing various tools, their SAP

Having a clear organisation structure is a critical support tool for HR departments, managers and employees in their day-to-day work. Maersk uses org.manager to visualise personnel and organisational information in an org chart for over 60,000 employees in 130 countries. At Maersk alone, org.manager is accessed more than 10,000 times per month.

implementation partner introduced org.manager as an option.

The Company

- The Maersk Group cover shipping, energy, retail and manufacturing industries
- Businesses in over 130 countries
- Over 60,000 employees

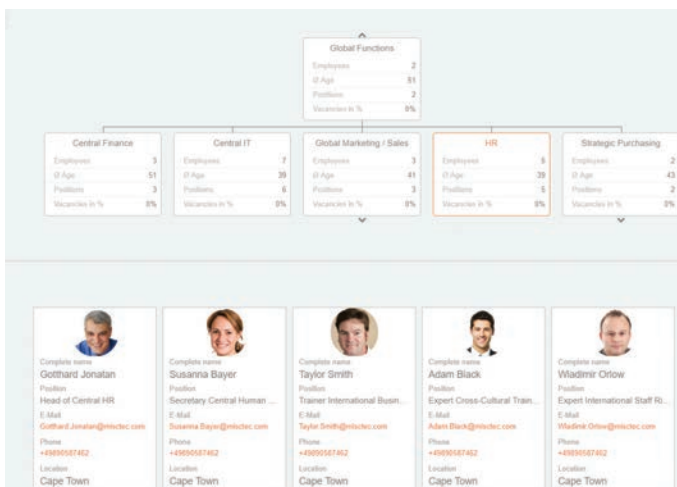
THE SOLUTION

org.manager enables managers and HR consultants at Maersk to browse the organisation structure, enabling instant access to relevant key data from SAP HCM at the same time. The organisation structure is visualised by an org chart created as an HTML page in real time.

The org chart contains information on organisation units, positions and employees. In employee lists, which can be displayed below the organisation chart, users are offered further detailed information; including location, email address and job ID. Photos of the individual managers can also be added to the organisation chart via an automated process.

Moreover, employees can be located in the organisation chart quickly using the search function (generally via their name or job ID). The function designation can also be used to search for a group of employees. The hit list can be exported and processed as an Excel document.

The success of an HRIS is heavily reliant on the established organisation and personnel structure. This allows the system to show standardised identification numbers in a clearly organised form for each organisation unit.



“ org.manager provides an increased transparency across organisational units. Daniel Meszaros, Maersk Group

Goals & Requirements

- Visualise organisation charts
- A clear organisation structure
- Quickly locate employees
- Leverage existing HRIS (SAP)

Maersk uses a Data Quality Index to visually categorise the share of clean data in SAP. The index indicates what percentage of employee master data, based on predefined rules, is correct.

The Data Quality Index is measured for categories such as personnel data or position information. The quality index for organisational units is visualised via color coding (green, yellow, red).

Results

- Browse the organisation structure and access relevant key data
- Org chart created as an HTML page in real time
- Employee lists below the organisation chart
- Data Quality Index view to visualise clean vs dirty data
- Fully automated transfer of data from SAP

For more information

Visit navigo.com.au or email our Melbourne-based team at info@navigo.com.au