How Can a Unified Human Capital Management System Deliver Major Cost Savings?

Running HR operations that support 76,200 employees

OJSC MMC Norilsk Nickel (Nornickel) is the world’s largest manufacturer of palladium and refined nickel and operates in locations across the globe. As late as 2015, it had no communication channels between its two sites in Moscow and Norilsk, Russia. As a result, each site was running its own separate solution for human capital management (HCM). The poor visibility of data and lack of process integration across the two locations motivated Nornickel to establish a single platform for all HCM data. To achieve this, it had to merge the two systems without disrupting business. By 2018, Nornickel had implemented an optimal communication channel between Moscow and Norilsk.
With SAP® Landscape Transformation software, OJSC MMC Norilsk Nickel (Nornickel) was able to:

- Transfer 128,000 personnel records to a new, unified human capital management (HCM) solution
- Attach employee documents to core personnel records
- Conduct the data migration over one weekend, minimizing downtime
- Reduce maintenance costs as a result of IT staff managing one HCM system instead of two
- Improve collaboration between sites due to the increased visibility of HR information
- Simplify HCM processes, enabling HR staff to work more efficiently
- Gain specialist data migration knowledge from the Data Management & Landscape Transformation (DM&LT) organization, enabling IT staff at Nornickel to handle data transfers themselves in the future

With a unified, integrated solution in place, Nornickel can run HCM operations more efficiently, gaining competitive advantage.

“We were facing a complex data migration challenge and SAP Landscape Transformation enabled us to achieve our goals with minimal disruption to the business.”

Vasily Korneychuk, Head of Corporate HR Management Systems, OJSC MMC Norilsk Nickel