How Do You Whet Employees’ Appetite to Improve Food and Health for Future Generations?

Innovating products based on more than 30,000 microbial strains more commonly known as “good bacteria”

Chr. Hansen develops natural ingredient solutions for the food, nutritional, pharmaceutical, and agricultural industries. To support research into and the development of new microbial solutions, Chr. Hansen relies on the deep scientific knowledge and expertise of its highly skilled employees. But attracting, engaging, and retaining people in the ultracompetitive bioscience sector is a constant challenge. As part of a wider move to put people at the center of its HR strategy, Chr. Hansen transformed its people processes. In doing so, it hopes to help secure the right people with the right skills and foster an inspiring work environment that motivates employees to develop innovative products that address global nutrition challenges.
Chr. Hansen digitalized HR processes to empower its people and nurture a workplace culture of collaboration and scientific curiosity.

With SAP® SuccessFactors® solutions, Chr. Hansen began its journey to elevate HR from fragmented local processes to a truly global function offering value-added services to the business, helping the company:

- Automate core HR processes by replacing the SAP ERP Human Capital Management solution with the SAP SuccessFactors Employee Central solution across 32 countries in 14 languages
- Provide a modern, consumer-grade HR experience with self-service tools
- Shift people responsibilities from HR to managers, encouraging them to engage, develop, and motivate their employees
- Enable managers to communicate and interact with employees around the world anytime, anywhere using a mobile app
- Empower employees to achieve their performance targets by limiting them to two to five discretionary goals each, compared to more than 40 unattainable targets in the past
- Encourage employees to align their personal goals with the company’s purpose and strategic ambition
- Make performance management and compensation more fair and more transparent by replacing 200 spreadsheets with a single system
- Establish a global recruitment system and build up a candidate pool of 4,000 people within six months, making it quicker and easier for managers to source and hire skilled talent

“SAP SuccessFactors solutions are helping us transform HR into a valuable partner to the business, empowering us to put our people first.”

Alice Larsen, Corporate Vice President of Human Resources, Chr. Hansen Holding A/S

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Industry
Life sciences
Employees
3,125
Revenue
€1.097 billion
Featured Solutions
SAP SuccessFactors solutions

SAP SuccessFactors 💖

THE BEST RUN

CHR HANSEN
Improving food & health
Chr. Hansen used the following SAP® SuccessFactors® solutions to transform its people processes and put its most valuable asset – its people – at the center of the company’s HR strategy:

- SAP SuccessFactors Employee Central
- SAP SuccessFactors Performance & Goals
- SAP SuccessFactors Compensation
- SAP SuccessFactors Recruiting
- SAP SuccessFactors Mobile app