



# Efficient, legally compliant HR processes, thanks to digital personnel files

## The customer

The Bamberg-based Dr. Pfleger Arzneimittel GmbH manufactures, develops and markets pharmaceutical products with a workforce of more than 390 people. The medium-sized enterprise's product range includes more than 60 drugs and medical products in the fields of urology, dermatology, gynecology and the self-medication of pain, hoarseness and hair health. The company invests its surplus funds in the non-profit Dr. Robert Pfleger Foundation.



Industry: **Pharmaceuticals**



Country: **Germany**



Employees: **390**



Website: **[dr-pfleger.de](http://dr-pfleger.de)**

## Challenge

Dr. Pfleger wanted to digitize its personnel files and integrate them into its SAP HCM system.

## Solution

- Implementation of the digital personnel file (DiPA)
- Integration into the SAP HCM system



# 22,500 euros

savings through customer-implemented scanning of files with the scan client from Fujitsu

"Thanks to the digital personnel file from Fujitsu, we were able to significantly increase the efficiency of our personnel processes."

Sabine Hack, Compensation & Benefits Specialist, Dr. Pfleger Arzneimittel GmbH

## Digitizing personnel files without media breaks

Fujitsu and Dr. Pfleger GmbH have enjoyed a successful business relationship for many years. Thus, Fujitsu not only operates its customer's SAP ERP systems in its own data center but also provides its expertise as a consulting and service partner for all matters relating to the primary areas of logistics, process industry and HCM. "It was therefore a logical choice to bring Fujitsu on board when it came to digitizing our personnel files," explains Sabine Hack, Compensation & Benefits Specialist at Dr. Pfleger. Dr. Pfleger planned to introduce the digital personnel file as part of its strategic move toward a paperless office. One key requirement was to seamlessly integrate the files into the SAP HCM system without any media breaks. The company wanted to make full use of its existing archive system. Another goal was to build a file structure with a standard design across all departments and company divisions.

## Flexible adaptation of the file structure

The project began with a workshop, in which the two parties defined the basic conditions and file structure. Fujitsu then supplied FUJITSU DiPA, a preconfigured digital personnel file, including a document preview and an authorization plan with individually customizable role concepts. The solution is seamlessly integrated into the existing SAP HCM system. Storing the documents in the archive system reduces the load on the SAP database and permits an audit-proof filing system that complies with GDPR rules. Finally, the file structure was adapted to Dr. Pfleger's individual requirements, so that it can be changed at any later date during operation. The Fujitsu experts also enhanced the digitization solution with a variety of add-ons, including a scan client and a thumbnail preview. Fujitsu supplied an integrated solution and service package consisting of development, consulting, implementation and support from a single source.

## Increased efficiency and transparency in personnel processes

"Thanks to the digital personnel file from Fujitsu, we were able to significantly increase the efficiency of our personnel processes. In addition, we now benefit from greater transparency as well as optimized data protection and can better document and comply with legal requirements," confirms Sabine Hack. Another benefit: "Authorized employees are now able to access the personnel files quickly and easily. Data redundancies and shadow files are things of the past." Not least, Dr. Pfleger can save a lot of file cabinet space and lower the cost of storage and registry services. The company has used the Fujitsu solution to digitize a total of 600 personnel files of existing and former employees. "Fujitsu's SAP expertise is outstanding, so that we were able to implement the project within a very short period of time," Sabine Heck sums up. "And because we were able to digitize the files on our own, thanks to the Fujitsu scan client, we saved approximately 22,500 euros in addition."

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cic@ts.fujitsu.com

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