

Success Story

Toyota Deutschland GmbH



TOYOTA

Company: Toyota
Deutschland GmbH

Industry:
Manufacturing /
Transportation

Employees: 310

Solution Focus:
HR Data Visualization,
Workforce Planning

Product:
OrgPlus Professional

“ With OrgPlus, we now have access to up-to-date organizational charts in seconds. Automatic data refresh is scheduled every month, so we can quickly respond and prepare for monthly org chart submissions to Toyota. We are able to provide a real headcount number at any point in time, without manually counting employee records.”

Inga Mais
HR Purchase and
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▶ **Toyota Deutschland GmbH**

Founded in 1933, Toyota Motor Corporation is one of the largest and most innovative automobile manufacturers in the world. Toyota has three manufacturing companies in 27 countries and regions and sells vehicles in more than 170 countries and regions. Its German subsidiary, Toyota Deutschland GmbH, has 310 employees.

Business Challenges

Toyota Deutschland GmbH needed to reorganize its entire German workforce and optimize data from the SAP HR system. The Cologne-based team had previously used Visio to manually create and manage org charts, which produced several challenges:

- ▶ Twice a year the HR team was expected to provide Toyota headquarters with an up-to-date org chart. With only Visio, the process was slow and complex.
- ▶ HR lacked the tools to create professional looking charts to show the entire workforce.

- ▶ Three employees from the HR Department spent three full days to complete the chart, wasting time, money and resources.
- ▶ Reductions, hires or moved positions had to be manually entered into the SAP database and then drawn with Visio.

To meet Toyota headquarters' strict deadlines and facilitate efficiencies, Toyota Deutschland needed a solution to not only create organizational charts easily, but also to help with workforce change management and provide valuable metrics and analytics.

The Solution

In an effort to reduce the time and cost associated with updating company organizational charts, the HR department set out to find a more effective charting solution. Toyota Deutschland GmbH selected OrgPlus Professional after a thorough evaluation of criteria

including ease of use, SAP compatibility and cost. The subsidiary utilized the HumanConcepts Professional Services team to rapidly implement OrgPlus and integrate it with SAP HR data.

Business Results

- ▶ HR professionals can now quickly access accurate workforce information within OrgPlus that is automatically refreshed from the SAP database.
- ▶ For the first time, Toyota Deutschland GmbH can now visualize the entire workforce and corresponding metrics, such as headcount and span of control, in a centralized location.
- ▶ HR can generate accurate and professional looking org charts within minutes, meeting the requests for org charts from Toyota executives with less time and effort – saving 18 people days per year.
- ▶ Direct, automatic and secure data import occurs automatically through the SAP HR-OCI Portal without the purchase of additional software or plug-ins, giving Toyota HR access to always up-to-date data.
- ▶ Conditional formatting provides insight into the organization, which is useful when identifying full-time, part-time or contracted employees.