



In short...

The Canal Plus Group :
 Totalling 10.5 million subscriptions for all its products, the Canal Plus Group is the reference player in publishing chains and distributing pay TV products. It is also a pioneer in new television usage.

Context

To complement the HRIS based in SAP with simple BI modules to use

Challenges

- To automate the paper administrative procedures
- To obtain a real time vision of the resources in each department

Solution

The Harry suite version 7.2 with Harry Pilot, Harry Dashboard and Harry and Harry NetServer modules

Benefits

- Faciliter et généraliser l'analyse des données
- Augmenter la productivité de l'organisation
- Accélérer les prises de décision
- Mieux anticiper les besoins
- Valoriser les ressources disponibles

BI in the service of human resources management

By using the HR module of the Coheris Harry suite, the Canal + Group automates the administrative processes and opens up the information system to a very large number of users.

The objective is two-fold: To harvest the resources and to facilitate decision-making.

Totalling 10.5 million subscriptions for all its products, the CANAL+ Group is a well-known player in publishing chains and distributing pay TV products. It is also a pioneer in new television uses, a precursor of High Definition via satellite in France and development of mobile TV. With a staff base of more than 4000, the human resources management of the Group creates several monthly reports: trend charts, reporting via legally constituted company, reporting via HR pole, mobility reporting, etc. "The human resources management is based on a HRIS (Human Resources Information System) managed by SAP. However, users consider the ERP query tools complex and reserved for specialists, which is the case for social reporting or the payroll and this in spite of training sessions and providing a reporting tree" explains Bernard Loiseau, Application Manager - ISD.



*Bernard Loiseau
 Application manager -
 ISD, Canal +*

Sharing the information on all levels

To offset the complexity of reporting functions furnished as standard in SAP, the IT division has developed specific programs to balance deficiencies in the software. Moreover, the "office" solutions from Excel are developed to manage remunerations etc... Balance sheet: non-interfaced information that makes data crossing difficult. "A context where the social reporting team is overworked very quickly due to frequent calls, including for simple extractions and at very low value addition" adds Bernard Loiseau.

Wanting a true HRIS consistent and complete with Business Intelligence functions, the ISD decided to provide human resources a solution based on the Harry suite. "Since several years, we are using the Harry software applications as part of the marketing strategy. These solutions have been chosen for their response time and the possibility to carry out sophisticated analyses. Also, naturally, we considered it pertinent to extend the suite with an HR portal based on the Harry suite" summarizes the Manager. The range of Coheris Harry products is designed to provide the company the most complete coverage of its requirements in terms of a decision-making system..

A tried and tested methodology

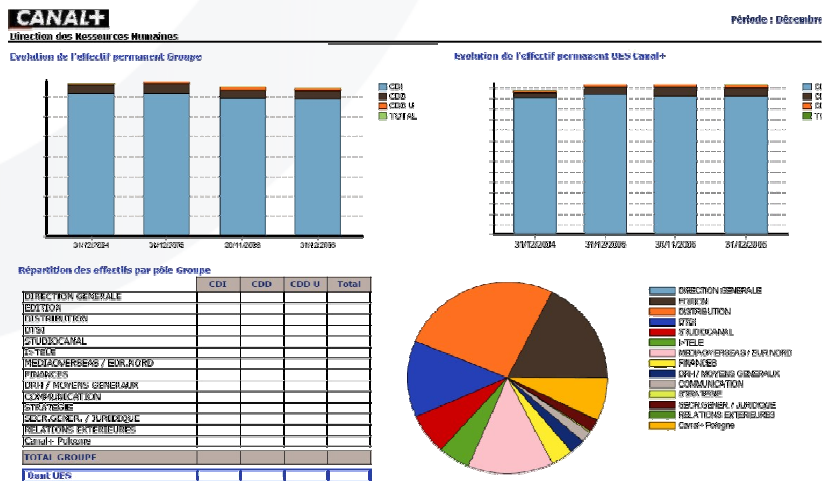
Less than six months were enough to implement the HR function in web architecture and a tried and tested project approach. To begin with, an audit was carried out with the support of Ineum Consulting to satisfy internal customers with regard to HR reporting (HRD, HRR, HR assistants, recruitment service, mobility, training, payroll and social reporting). The objective being to understand the expectations of future users and by involving them in order to promote the suitability of the tool. A second phase was then dedicated to preparation of the specifications by the ISD management decision-making team. The third step was dedicated to application development, in particular the connections for importing information with the data warehouse, Terradata. The architecture of the Coheris Harry suite is based on three levels: Harry Pilot, to question the data and to convert it into results, Harry Dashboard, generator of pages and menus, and Harry Netserver, the application server from the Harry line. It ensures the server functions for decision-making applications on the Web: publication of results, access management and batch processing...

A modern and intuitive HR portal

Today, close to 60 users are connected to the HR decision-making portal. "This portal fairly reinforces the capacity of the non-expert user to freely produce his reports and to do the multidimensional analysis in light client" reports Bernard Loiseau. "The user has an intuitive interface to analyze the data with a business vision, whether it results from relational databases or from SAP. Another benefit: a large number of paper reports are automated, which results in productivity gains by getting rid of reprocessing in Excel and each manager henceforth has a day-to-day overview of his department." he concludes.

BENEFITS

- To view the information monthly
- To anticipate the needs
- To harvest the resources
- To accelerate decision-making
- To analyze the data more easily
- To increase the productivity of the organization



HR decision-making portal