Livestock Improvement Corporation: Gaining Visibility into Core HR Processes with SuccessFactors® Solutions

When New Zealand’s farmers are looking for a competitive edge, they know Livestock Improvement Corporation (LIC) will assist them in achieving it. And when LIC needed to improve the efficiency and transparency of its core HR processes, the farmer cooperative turned to SuccessFactors, an SAP company. LIC now manages performance, compensation, and other key processes without paperwork or delays.
Executive overview

BUSINESS TRANSFORMATION

Top objectives
• Eliminate redundant manual data entry and duplication of HR data
• Standardize HR processes on one system of record
• Expedite reporting on the workforce

Resolution
• Purchased a suite of core HR solutions from SuccessFactors, an SAP company, including the SuccessFactors® Employee Profile, SuccessFactors Performance & Goals, SuccessFactors Succession & Development, and SuccessFactors Compensation solutions
• Worked remotely with SuccessFactors business experts to go live quickly and easily
• Gained greater visibility into performance, compensation, and succession processes

Key benefits
• Improvement in efficiency by eliminating 67 hours of delay per year for managers in calibration activities
• Cost and time savings by eliminating several days of pay calibration meetings per year
• Empowerment of HR with access to critical data about employees and the HR talent process
• Effective dashboards and reports for communicating with general managers, reducing the need for meetings

"One of our senior managers said our remuneration review process is 1,000 times better in our new system. I’ve been hearing lots of these kinds of comments about SuccessFactors."
Carmen Jacobsen, Learning and Development Manager, Livestock Improvement Corporation

Company
Livestock Improvement Corporation (LIC)

Headquarters
Hamilton, New Zealand

Industry
Professional services – agriculture

Products and Services
Information, herd testing, artificial breeding, DNA analysis, advisory, and research

Employees
750 permanent
1,500 seasonal

Revenue
NZ$211 million
(US$165.95 million)

Web Site
www.lic.co.nz

TOP BENEFITS ACHIEVED

1 employee
Headcount saved by moving HR processes online

1,800 hours
Time saved each year

67 hours
Delay eliminated for managers annually by streamlining the remuneration process

$1,500
Savings on consulting fees in the compensation matrix process
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