



## THE FRENCH ARMY

# ARMY GAINS A PROFESSIONAL HUMAN CAPITAL MANAGEMENT SYSTEM

### QUICK FACTS

#### Organization

- Name: French Army
- Headquarters: Paris
- Industry: Defense and security
- Mission: Intervention and security
- Employees: 130,000 soldiers
- Web site: [www.defense.gouv.fr/terre](http://www.defense.gouv.fr/terre)
- Implementation partner: Logica plc

#### Challenges and Opportunities

- Provide the French Army with a human capital management system that integrates the best HR practices
- Allow the army to better direct its evolving efforts to improve its employees' skills and flexibility within the organization and when managing missions

#### Objectives

- Put in place a unifying data collection system, with the principle of capturing individual and group data
- Simplify and optimize employees' management and administration processes

#### Solution and Services

SAP ERP Human Capital Management (SAP ERP HCM) solution

#### Implementation Highlights

- 2002: Decision to change the system
- 2003: Creation of specifications
- 2004: Government approval and selection of SAP ERP HCM
- 2006: Selection of the Logica plc system
- 2007: Implementation of the human capital management system
- Implementation on schedule and within budget

#### Why SAP

- A comprehensive offering in terms of operation, technical aspects, and budget
- A standard solution offering all the functionalities needed to manage all of the army's HR processes
- Provider's reputation and continued presence in the marketplace

#### Benefits

- Simplification of management actions
- Optimization of data capture
- Significant decrease in the use of paper forms
- Staff monitoring in real time with a view to predictive models
- Flexibility of the system; ability to respond to the exigencies of the army's operations

#### Third-Party Integration

- Hardware and operating system: Central server in HP-UX environment; workstations equipped with Windows XP

“With SAP ERP HCM, we have provided the French Army with a flexible system that enables us to meet all the challenges and face all current and future stakes head on.”

**Colonel Christian Garnier**  
Director of the Concerto Project  
French Army



“The numerous requirements of our old application and the heterogeneous nature of our systems did not facilitate the acquisition of useful information.”

Colonel Christian Garnier, Director of the Concerto Project, French Army

With 130,000 active soldiers and 80,000 reservists operating in 400 locations, the French Army has special HR

This evaluation gave birth to the Concerto project, which aimed to provide the army with a professional human capital manage-

The implementation began. The new system was to be in production in early December 2007 and fully operational on January 1, 2008. “The rolling out of the project took place with this objective in mind,” affirms Garnier. “During December we were able to check all the data and ensure that the system would be fully operational.”

“The objective was to put in place a new unifying system that rests on simple principles such as unique data capture, the use of a centralized database for all users, the simplification of processes, and the reduction of paperwork.”

Colonel Christian Garnier, Director of the Concerto Project, French Army

management needs. Those needs are now being met by the SAP® ERP Human Capital Management (SAP ERP HCM) solution.

The army, headquartered in Paris, decided in 2002 to replace its existing human capital management systems. They were judged to be inadequate for the new direction the army was taking to improve the professionalism of its staff. “It meant offsetting two obsolete elements, one operational and the other technical,” explains Colonel Christian Garnier, the director of what became known as the Concerto project. “The numerous requirements of our old application and the heterogeneous nature of our systems did not facilitate the acquisition of useful information.”

ment system. “The objective was to put in place a new unifying system that rests on simple principles such as unique data capture, the use of a centralized database for all users, the simplification of processes, and the reduction of paperwork,” says Garnier. A team of 30 people was assembled to develop specifications and manage the project.

### A Solution to Meet the Army's Needs

In 2006, Garnier announced, “We have selected Logica plc, whose proposed solution was without a doubt the best possible.” He wanted the software platform to be the SAP ERP HCM solution: “SAP contributed the best operational response and offers the continuity of a European provider and world leader.”

### A Complete Success

The system was implemented on schedule and within the defined budget. Welcomed wholeheartedly by the users, the new SAP ERP HCM solution enables the army to unify its HR management around a common framework and simplified processes. Employee monitoring with a view to predictive models is particularly valued.

Other advantages include an optimized data capture and a significant decrease in paper forms. “With SAP ERP HCM, we have provided the French Army with a flexible system that enables us to meet all the challenges and face all current and future stakes head on,” concludes Garnier.

50 093 005 (09/01)

©2008 by SAP AG.

All rights reserved. SAP, R/3, xApps, xApp, SAP NetWeaver, Duet, PartnerEdge, ByDesign, SAP Business ByDesign, and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP AG in Germany and in several other countries all over the world.

Business Objects and the Business Objects logo, BusinessObjects, Crystal Reports, Crystal Decisions, Web Intelligence, Xcelsius, and other Business Objects products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of Business Objects S.A. in the United States and in several other countries all over the world. Business Objects is an SAP company.

All other product and service names mentioned are the trademarks of their respective companies. Data contained in this document serves informational purposes only. National product specifications may vary.

These materials are subject to change without notice. These materials are provided by SAP AG and its affiliated companies (“SAP Group”) for informational purposes only, without representation or warranty of any kind, and SAP Group shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP Group products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.