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Capgemini drives digital transformation at Chugai Pharma China

Through the successful implementation of SAP SuccessFactors Human Experience Management Suite and SAP Analytics Cloud combined with RPA, Capgemini helps Chugai Pharma China to transform its HR processes to better align with local regulations and improve its strategic decision-making

Hong Kong, June 1, 2021 – [Capgemini](#) announced today that it has successfully collaborated with Chugai Pharma China, a subsidiary of Chugai Pharmaceutical based in Japan, to design and develop a customized digital solution to transform the overall HR operations in its Chinese locations. As the company spread from Japan to China, its specialized approach that had been well-suited to its country of origin needed adjustment in order to fit the local culture and needs. The solution, which includes full modules from the SAP¹ SuccessFactors Human Experience Management (HXM) Suite, and SAP Analytics Cloud, in addition to Robotics Process Automation (RPA), has helped Chugai Pharma China to achieve greater efficiency across its talent management process and deliver on strategic business outcomes.

As part of the HR transformation, Chugai Pharma China and Capgemini introduced RPA to automate a variety of essential functions, including labor cost predictions, cost sharing, regulation compliance, as well as employee bonus and attendance rate calculations. The use of SAP Analytics Cloud provided greater insight into the status of the organization's data architecture, which led to more effective support for future business management reforms based on regional requirements. In addition, Chugai Pharma China and Capgemini utilized AON evaluation to improve the recruitment process and to better identify talent.

This phase one of the successful implementation of the SAP SuccessFactors HXM Suite over a span of four months has helped Chugai Pharma China to become less reliant on manual work through its HR processes and more aligned with Chinese regulations.

With an approach and HR system now better suited to a Chinese setting, Chugai Pharma China has automated previously manual processes, can more effectively fill roles within the country that are critical to the organization's highly impactful work, quickly meet strategic needs, and pursue further innovation within the HR sphere.

"With nearly 100 years of experience, Chugai Pharmaceutical has built itself around a mission to develop advanced drugs that can help improve health and safety all around the world. In China, in line with the Group concept, we continue to attract and retain extremely high calibre talent," said Xu Li, Head at Chugai Pharma China. *"Capgemini continuously provided us with professional consulting services. Collaborating with Capgemini efficiently and innovatively, we successfully implemented the new HR integrated platform. I would like to express my heartfelt thanks to all the team members and look forward to Chugai*

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Pharmaceutical having a brighter future.”

"Capgemini provides next-gen HR digital solutions to optimize intelligent employee services with technology and accelerate the digital transformation of pharmaceutical enterprises. To deliver successfully on the client's human resources and corporate development strategies, Capgemini extended its full support to Chugai Pharma China and followed a collaborative approach," said Jeff Xu, General Manager of Cloud and HR Service at Capgemini China. "By helping Chugai Pharma China to digitize its HR operations, we have enabled it to achieve higher efficiency and accuracy while transforming its talent management and recruitment. This has resulted in a consistently high level of client satisfaction and positive client feedback."

To learn more about the project, [click here](#).

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