

## Case Study

# Operations and Business Transformation for a Leading US-Based Auto OEM using LTIMindtree's Data Conversion Model



# Client

The client is the North American subsidiary of a global manufacturing conglomerate, manufacturing world-class automobiles, motorcycles, and power equipment.



## Challenges

The client launched a consolidation program in North America to streamline operations and business policies, impacting most personnel in the region. LTIMindtree applied a data conversion model to consolidate 12 legal entities into 2 legal entities. The transformation involved implementing regional HR policies across North America and using reusable data conversion utilities for smooth data migration of personnel, delivering uninterrupted operations, and ensuring personnel applications access and pay across organizations in addition to meeting all compliance requirements.

- Coordinate with multiple stakeholders across the organization due to the complex application portfolio.
- Avoid any impact on the day-to-day operations of 32,000+ personnel by retaining their existing applications and data access after consolidation.
- Accommodate continuous project requirement changes and meet drop-dead, go-live deadlines.
- Cleanse and validate data for 12 legal entities.
- Complex configuration and interface changes for regional HR policies.
- Enable high-volume data migration across 19,000+ associates, 13,000+ contractors, 200+ department changes, and 4 major division changes.
- Enable 100% payroll accuracy for 19,000+ associates.
- Coordinate multiple testing cycles with 50+ downstream applications and vendors.

# LTIMindtree Solution

LTIMindtree's solution was based on the reusable data conversion model, where the focus is on driving efficiencies for the client by making the data migration process smoother and more accurate. The key building blocks of the solution include:

## Configuration

User-friendly configuration to improve the efficiency of the data conversion process, optimizing (40+) downstream interfaces to reduce technical debt, and driving based on configurations.

## Data Modeling

Defined 14+ reusable SQL templates for data cleansing, extracting, and validation.

## Flexibility

Delivered 14+ reusable data conversion utilities to convert and load data within minutes, with multiple options to run.

## Documentation

Developed a utility to automate the generation of technical design documents.



# Key Benefits

## Simplified Business Functions

- One-floor approach to auto operations:
  - Centralized key business functions to boost efficiency and eliminate redundancy.
  - Executed auto development with increased speed and accuracy.
  - Improved manufacturing characteristics with a focus on quality and cost competitiveness.
  - Bolstered the compliance and ethics function.
- Ensured efficient use of resources.
- Strengthened the ability to reward talent and provide career growth opportunities to associates. Delivered greater transparency across the promotion process.
- Deployed a unified approach with standardization and effective communication across HR policies.

## Reusability

- **1,500 hours** saved and a 1-month reduction in project schedule in each phase of consolidation through a reusable data conversion model.
- **320 hours** saved in each phase of consolidation through automation of technical design document generation.

## Payroll Accuracy

- **100%** payroll accuracy achieved for **19K+** associates working across North America.

## Customer Satisfaction

- **0.6%** of ultra-low defect density for **500+** objects changed throughout consolidation.
- **94%** annual customer satisfaction index.

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