

The Bosch Rexroth Data Migration Project

Since January 2009, Bosch Rexroth NL has been using SAP HR for personnel administration (PA) and payroll (PY). Transcriptum was involved for the data migration.

From October until December 2008, the final data migration of payroll-related data for Bosch Rexroth was prepared. The final data migration took place in the period from December 29 until January 2.

For this data migration project, DataTranscript (© Transcriptum B.V.) was used as a method and tooling along with MS Access (as a dedicated tool for organizational data) and LSMW (to import data into SAP). The use of method and tooling will be explained below.

Project Phases

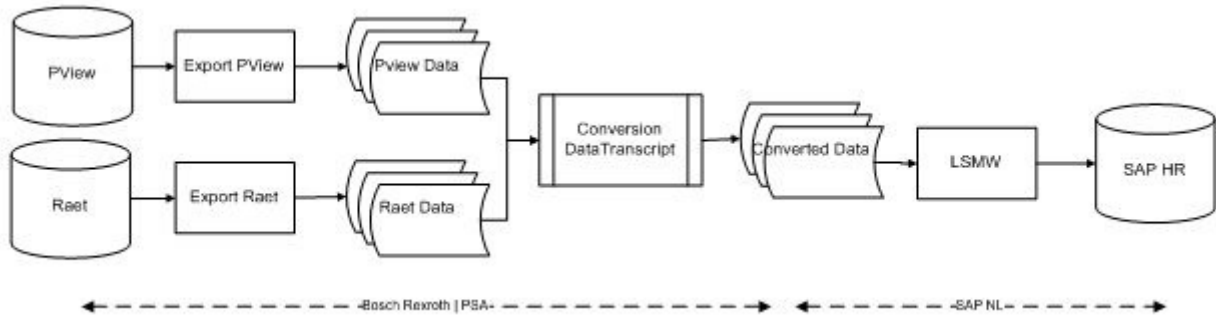
The DataTranscript method consists of several phases:

1. Preparation
2. Configuring and test migrations
 - Analyses
 - Data mapping and conversion scripts
 - Quality control
 - Test migrations
3. Final data migration

Data Migration Process

In the DataTranscript method, data migration is considered a process rather than a one-off event. It is impossible to define complete and correct data mapping in one go. Following in-depth analysis of both the legacy data and the data format of the new system, the complete data mapping is built up during several iterations (cycles). As problems must be avoided during the final data migration, various detailed trials should take place. In fact, the data migration is effected many times. The results of each iteration are used to improve the data migration in both quality and quantity of the data migration.

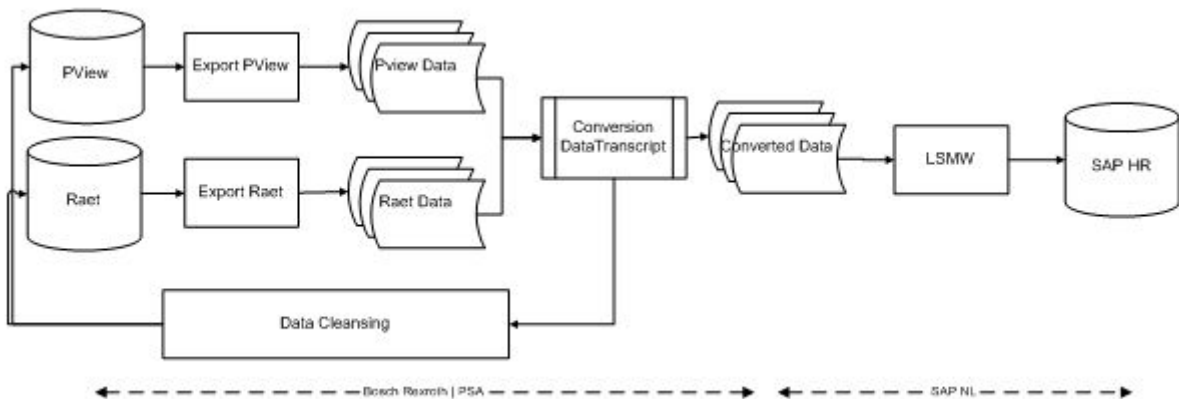
The image below depicts the data migration process from PView/Raet to SAP.



In addition to PView and Raet, numerous Excel sheets at the user department were also imported into the conversion tool.

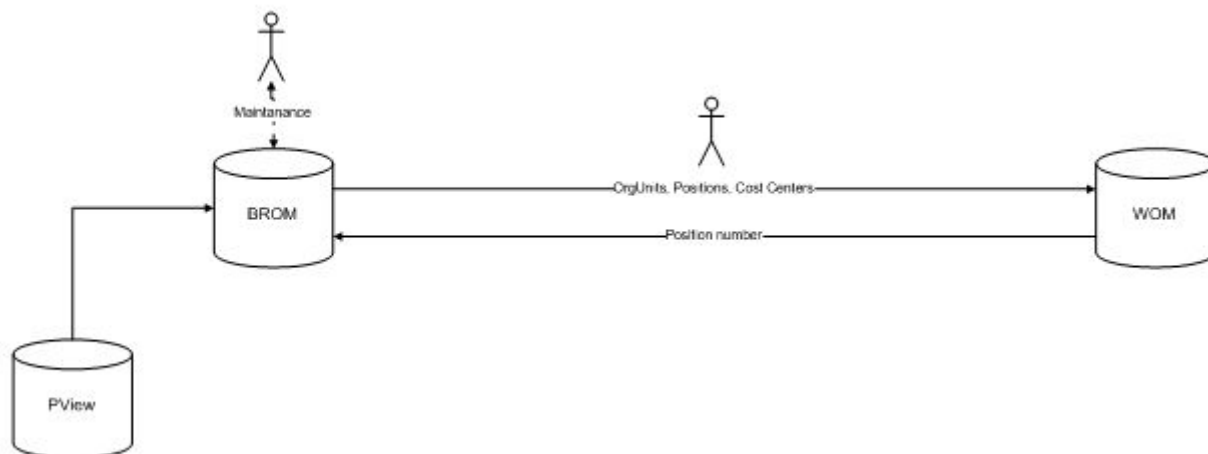
Integrated Data Cleansing

The DataTranscript method and tooling are also used to support data cleansing. Based on requirements of the SAP HR system, quality definitions have been set up in DataTranscript which result in incorrect data being blocked and warnings being given of any suspect data. Subsequently, incorrect data is corrected in the legacy systems by the user department. In this way, the risk of SAP HR being loaded with incorrect data is minimized.



Migration of Organizational Data

Organizational data (Departments, Cost Centers, Positions) follow a somewhat different route and must be entered into WOM (the worldwide Bosch master data for Departments, Positions, Cost Centers). Subsequently, the position numbers from WOM are being used to maintain OM integration (InfoType 0001) in SAP HR. At Bosch Rexroth, there was no complete and correct organizational model. Therefore, a new model was built, based on the information from PView and enhanced with information from Quality Management and the HR Business Partners. To facilitate this process, a dedicated MS Access database was created ("BROM" as in Bosch Rexroth Organizational Model). The information in BROM was entered into WOM manually. The Position numbers (assigned by WOM) were entered into BROM. See the image below.



Subsequently, the WOM Position numbers were migrated from BROM to SAP HR. The complete picture is as follows.

