

## A WORTHWHILE € 2 MILLION INVESTMENT IN THE STATE'S HR MANAGEMENT SYSTEM

### Challenge

Over the years, seven different human resources (HR) management systems—some of them specific to individual departments—were developed for the state of Baden-Württemberg under the direction of various ministries. The costs for their operation and further development could no longer be justified.

### Solution

The mainframe application DIPSY was selected as the underlying system for standard HR management for the entire state. It was converted to a service-oriented architecture and now core functions can be used by other processes.

### Benefits

The “new” DIPSY has significantly lowered costs and was already in use in late 2007 to manage 280,000 of the state's employees—or more than 90 percent of the total. And now the state of Saarland has adopted this solution as well.



### Baden-Württemberg

In addition to the DIPSY HR solution, Baden-Württemberg's state office for compensation and retirement (LBV) develops and operates two other Software AG-based solutions: DAISY for payroll accounting and BABSYS for distributing benefits. BABSYS handles about 800,000 benefit requests annually, totaling about €890 million. The state is also using a management information system data-warehouse application.

Get there faster.™



*“With DIPSYS’s service-oriented architecture, we managed to cut our statewide HR management costs significantly without losing sight of legitimate demands for decentralized autonomy.”*

Gerhard Dörr | Manager, Information and Communication Technology | Landesamt für Besoldung und Versorgung Baden-Württemberg

## HR management goes on a diet

Some years ago the government of Baden-Württemberg set a goal to standardize the information and communication infrastructure of the state’s administration using an HR system. The LBV was entrusted with the task and, in order to avoid reinventing the wheel, the office relied on proven solutions: The BABSYS benefit accounting system and the DAISY payroll accounting system, which were both already in use for all state employees, as well as the DIPSYS HR management system. This was, however, only one of a total of seven solutions of its kind.

Gerhard Dörr, manager of the LBV’s information and communication technology department, describes the biggest challenge to introducing DIPSYS as a state standard: “Some of the seven solutions reflected requirements that were very specific to certain departments within the decentralized HR management offices.” Furthermore, this character-based host application with terminal interfaces was to be converted to a user-friendly graphical user interface—all with Internet technology as a basis for communication and data exchange.

## Making efficient use of basic functions

To achieve its goals, the LBV worked with Software AG consultants to develop DIPSYS into an intranet solution with a service-oriented architecture. The core of the solution is formed by the basic HR management processes that all departments need. The project team also created process components for the client side to allow HR staff browser-supported access to these central functions from the statewide intranet. DIPSYS functions can thus be exported from a Web server to the end user’s client.

In addition, the “new” DIPSYS can easily be expanded with department-specific processes, which likewise can access the central HR management functions. Examples include individual departmental evaluations and the specific features of pool post administration for teachers.

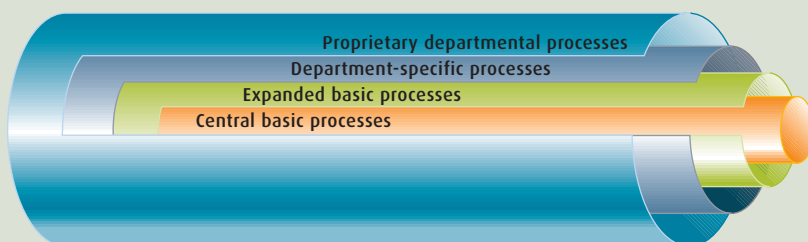
Today, thanks to standardization, all participating applications work on the basis of a standard, redundancy-free data set. As a result, collaboration and information exchange between the HR offices and the LBV as a central payment and benefits clearing house improved substantially. All in all, the investment in a standard HR management system has really paid off.

## KEY COMPONENTS

**Adabas (DBMS) and Natural** (development environment) are the basic technologies that have long been in use for Baden-Württemberg’s HR management.

**webMethods EntireX** opens up DIPSYS, the basic central process, for all other types of processes.

**DIPSYS’s layer model allows a high degree of efficiency even with very specific requirements.**



## ABOUT SOFTWARE AG

Software AG is the world’s largest independent provider of Business Infrastructure Software. Our 4,000 global customers achieve business results faster by modernizing, automating and improving their IT systems and processes to rapidly build measurable business value and meet changing business demands. Using our solutions, organizations are able to liberate and govern their data, systems, applications, processes and services – achieving new levels of business automation and transparency.

Our industry-leading product portfolio includes best-in-class solutions for managing data, developing and modernizing applications, enabling service-oriented architecture, and improving business processes. By combining this proven technology with industry expertise and best practices, our customers improve and differentiate their businesses – faster.

Software AG – Get There Faster

To find the Software AG office nearest you, please visit [www.softwareag.com](http://www.softwareag.com).

© 2008 Software AG  
All rights reserved. Software AG and all Software AG products are either trademarks or registered trademarks of Software AG. Other product and company names mentioned herein may be the trademarks of their respective owners.