



NIGERIAN NATIONAL PETROLEUM CORPORATION

In addition to its exploration activities, the Corporation was given powers and operational interests in refining, petrochemicals and products transportation as well as marketing. Between 1978 and 1989, NNPC constructed refineries in Warri, Kaduna and Port Harcourt and took over the 35,000-barrel Shell Refinery established in Port Harcourt in 1965.



In 1988, the NNPC was commercialized into 12 strategic business units, covering the entire spectrum of oil industry operations: exploration and production, gas development, refining, distribution, petrochemicals, engineering, and commercial investments.

Currently, the subsidiary companies include:

- ❖ National Petroleum Investment Management Services (NAPIMS)
- ❖ Nigerian Petroleum Development Company (NPDC)
- ❖ The Nigerian Gas Company (NGC)
- ❖ The Products and Pipelines Marketing Company (PPMC)
- ❖ Integrated Data Services Limited (IDSL)
- ❖ Nigerian LNG limited (NLNG)
- ❖ National Engineering and Technical Company Limited (NETCO)
- ❖ Hydrocarbon Services Nigeria Limited (HYSON)
- ❖ Warri Refinery and Petrochemical Co. Limited (WRPC)
- ❖ Kaduna Refinery and Petrochemical Co. Limited (KRPC)
- ❖ Port Harcourt Refining Co. Limited (PHRC)

In addition to these subsidiaries, the industry is also regulated by the Department of Petroleum Resources (DPR), a department within the Ministry of Petroleum Resources. The DPR ensures compliance with industry regulations; processes applications for licenses, leases and permits, establishes and enforces environmental regulations. The DPR, and NAPIMS, play a very crucial role in the day to day activities throughout the industry

NNPC SAP HR was the First Phase Of transformation during the ERP Project and was ongoing for over 8 months before SAP AFRICA Called Altura's Experts to Audit and perform a High Intensity Intervention to bring the SAP HCM Project back To control From its languishing State.

SAP HCM AUDIT FOR HR AND PAYROLL:

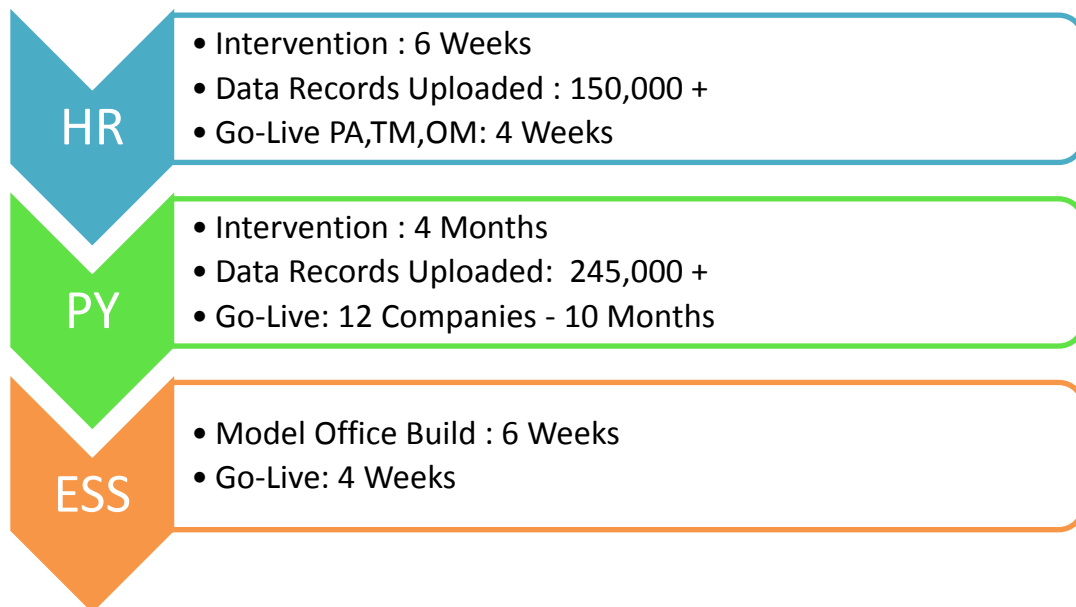
- ❖ Performed a complete quality audit for the 12 SBU SAP HR System to do gap analysis between Blueprint and the System Set Up
- ❖ Published and presented report to SAP and NNPC Management to recommend a complete overhaul of the system

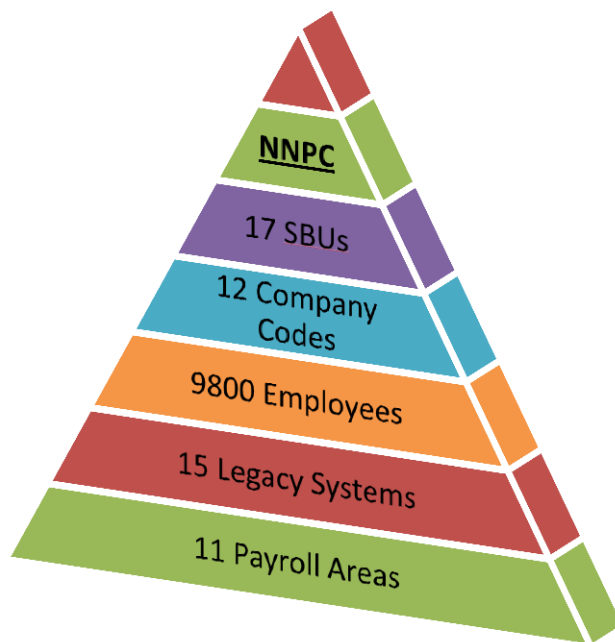
SAP HR INTERVENTION

- ❖ Conducted a Rapid Implementation workshop with all the core users and generated the revised blueprint in a week for all the 12 SBUs
- ❖ Review and Revised Configuration of the complete HR system
- ❖ Personnel Administration - Re-analyzed and Created fresh Data Load templates to ensure the 10,000 employees master data was cleaned up and uploaded correctly.
- ❖ All actions and authorizations were set-up afresh
- ❖ Time Management – Leaves and Quota configurations were reviewed and re-implemented
- ❖ Organization Management – Complete Objects Set Up, Structure position mapping and Upload

IN APRIL 2010, ALTURA CONSULTING WAS CALLED IN FOR AN FOR AUDIT AND INTERVENTION OF SAP HUMAN CAPITAL MANAGEMENT. THE PROJECT REQUIRED A COMPLETE RE-DESIGN AND RE-IMPLEMENTATION.

ALTURA TOOK OVER THE COMPLETE HCM PROJECT AND ENSURED RE-IMPLEMENTATION WAS DONE IN 6 MONTHS AND GO-LIVE FOR 11 COMPANIES IN LESS THAN A YEAR.





SAP PAYROLL INTERVENTION HIGHLIGHTS:

- ❖ Conducted a workshop with all the core users of 17 SBUs over a period of one month. The users flew in from different states in Nigeria to headquarters (CHQ) in Abuja
- ❖ Configuration of the Payroll system
 - Project was handed mid-way as only CHQ configuration was set up by earlier vendor
 - Re-Designed SAP Payroll Template Nigeria to suit 12 company codes
 - Nigeria Relief (Housing, Children, Dependents, Annual Leave etc.,) specific to SBUs
 - Transfer of employees among the SBUs
 - Set up Oil and Gas specific business rules (Allowance are paid Upfront in the year for all staff including those who are on Probation and Confirmation)
 - Bank File and Interface Requirements for all 17 SBUs
- ❖ Each SBU had a different GL File format, although their Legacy SUN Accounting Systems
- ❖ Over 15 Legacy System Wage Types and Postings needed to be mapped
- ❖ Thrifts and Contributions to various Unions – most complex part of the data was YTD Loan Balances and Thrifts
- ❖ Parallel Runs for 15 Legacy Systems for over 4 months were conducted successfully
- ❖ Payroll Reports and Interfaces – Each SBU had a different Bank File Format and GL File Format

EMPLOYEE AND MANAGER SELF-SERVICE MODEL OFFICE NNPC HEADQUARTERS CHQ

- ❖ Employee Master Data
- ❖ Travel Request and Expense reports
- ❖ Leave workflows Approvals of Leave/ Travel requests
- ❖ Salary Statement and Payslips Configuration