



USE CASE:

Historization and Legacy System Decommissioning

INDUSTRY

Bau- und Immobiliendienstleistung

COUNTRY

Switzerland



IMPLENIA DECOMMISSIONS ITS SAP HR SYSTEM IN ONLY THREE MONTHS WITH JIVS IMP

Implenia is an integrated, multinational leader in construction and real estate services, employing around 8,500 people. The company develops, builds, and operates living spaces and infrastructure in Switzerland, Germany, and additional markets. In 2024, Implenias generated revenues of CHF 3.6 billion.

“In just three months, we decommissioned our SAP HR instance with JiVS and saved more than two-thirds of the costs — DMI was a real stroke of luck for us.”

CHALLENGE

As part of the acquisition of Wincasa in 2023, Implenias had to take over an additional SAP payroll system that was operated by an external provider.

Key challenge:

- Payroll and personnel data for 1,500 employees (covering five years) had to be extracted and archived in a legally compliant manner within just a few months.
- The contract with the provider expired in April 2025 — extending it would have incurred significant additional costs.
- A technical transfer of the system was not possible because the SAP Workbench versions were incompatible.

SOLUTION

SAP recommended the JiVS IMP data and archiving platform to Implenias. After a quick decision, DMI began implementation in January 2025.

The project included:

- Complete extraction of all HR data and documents from the central SAP HR instance (carve-out)
- Historization and archiving in JiVS History in the Azure Cloud (“managed by DMI”)
- Full technical coordination between DMI and the external HR provider
- Minor UI adjustments for the payroll department
- Training and go-live in just 3 months

Key success factors:

- SAP-like user interface → minimal training required
- All technical coordination handled entirely by DMI
- High degree of automation
- Extremely pragmatic and efficient collaboration

BENEFITS



Massive cost savings

By fully retiring the SAP HR instance, Implenias saves more than two-thirds of its previous operating costs. JiVS eliminates license, hosting, and maintenance expenses for the legacy system.



100% legally compliant archiving

Alle HR-Daten und Dokumente All HR data and documents were fully extracted and archived in JiVS IMP “History” — audit-proof, compliant, and accessible at any time.



100% data access — without the legacy system

Around ten payroll employees regularly access historical data via JiVS — without the SAP HR instance and without dependence on the external provider.



SAP-like user interface = high acceptance

Only minimal UI changes were needed, as JiVS is intentionally built to resemble SAP — fast adoption, almost no training effort.



Extremely short project duration: 3 months

Thanks to high automation, SAP-aligned business objects, and close collaboration, the decommissioning was completed in record time.



Minimal effort for Implenias — maximum efficiency

DMI handled all technical coordination with the HR provider; Implenias required almost no technical resources.



Future-proof for additional decommissioning & transformation

JiVS provides the foundation for further system retirements as well as future migration and modernization initiatives (including potential S/4HANA projects).

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