

# Hornbeck Offshore Services: Improving Efficiency and Visibility into Employee Credentials with Insight from SAP® Solutions

From major oil companies to offshore construction firms and U.S. military organizations, many of the world's largest and most diverse customers rely on Hornbeck Offshore Services Inc. for technologically advanced marine transportation. To manage the maritime credentials, performance, and payroll of the 1,200-person workforce that crews its 70-vessel fleet, Hornbeck Offshore relies on SAP® SuccessFactors® HCM Suite solutions, including the SAP SuccessFactors Employee Central solution. The company selected HRIZONS®, an SAP gold partner specializing in cloud HCM and SAP SuccessFactors solutions, to handle the implementation.

With its integrated SAP SuccessFactors solutions up and running, Hornbeck Offshore can quickly identify proper credentials for mariners to crew its vessels – gaining the agility to capitalize on the revenue opportunities within the fast-paced spot market. The software also enables the company to improve compliance in a highly regulated industry by providing a single, accurate, up-to-date source of employee information.



Picture Credit | SAP SE, Walldorf, Germany Used with permission.

# Optimize staffing resources and improve compliance

## Company

Hornbeck Offshore Services Inc.

## Headquarters

Covington, Louisiana

## Industry

Oil and gas

## Products and Services

Marine transportation services

## Employees

1,350

## Revenue

US\$476 million

## Web Site

[www.hornbeckoffshore.com](http://www.hornbeckoffshore.com)

## Partner

HRIZONS LLC

[www.hrizons.com](http://www.hrizons.com)

## Objectives

- Capitalize on the short-notice "spot market," which leaves less than 24 hours to crew vessels
- Accelerate business growth by adding 24 new vessels
- Ensure data integrity by eliminating islands of data for applicant tracking, HR, payroll, and performance management

## Why SAP® SuccessFactors® solutions

- SAP® SuccessFactors® HCM Suite solutions as an integrated, comprehensive, and cloud-based HR solution
- Expertise of HRIZONS®, an SAP gold partner, to implement the SAP SuccessFactors Employee Central solution to deliver the suite and capture all employee, organizational, and talent data in a single solution

## Resolution

- Created a prototype to track mariner credentials and improve compliance
- Integrated all workforce data into a single system of record
- Retrofitted the recruitment system to capitalize on the available integration with SAP SuccessFactors Employee Central
- Met Hornbeck's need for error-free reporting and industry compliance

## Benefits

- Empower mariners with self-services to access data quickly and easily
- Track mariners' credentials to improve staffing decisions and compliance
- Retrieve and validate credential data instantly to succeed in the spot market
- Improve efficiency by reducing multiple data entry points and enabling the remote approval of promotions, transfers, and other personnel actions

"Moving to an integrated HR system was a strategic initiative for our company to meet the needs of today's workforce and our unique business requirements. Our SAP SuccessFactors solutions provide a flexible, agile, and extensible HR platform. Thanks to HRIZONS, we were able to not only implement the solutions successfully, but leverage them to meet all of our unique needs."

Tim McCarthy, Executive Vice President and Chief Human Resources Officer, Hornbeck Offshore Services Inc.

## In-the-moment

Decision making to succeed in the fast-paced spot market

## Automated

Processes for staffing vessels with properly credentialed mariners

## Improved

Compliance with the International Maritime Organization

---

© 2016 SAP SE or an SAP affiliate company. All rights reserved.

No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of SAP SE or an SAP affiliate company.

SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and other countries. Please see <http://www.sap.com/corporate-en/legal/copyright/index.epx#trademark> for additional trademark information and notices. Some software products marketed by SAP SE and its distributors contain proprietary software components of other software vendors.

National product specifications may vary.

These materials are provided by SAP SE or an SAP affiliate company for informational purposes only, without representation or warranty of any kind, and SAP SE or its affiliated companies shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP SE or SAP affiliate company products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.

In particular, SAP SE or its affiliated companies have no obligation to pursue any course of business outlined in this document or any related presentation, or to develop or release any functionality mentioned therein. This document, or any related presentation, and SAP SE's or its affiliated companies' strategy and possible future developments, products, and/or platform directions and functionality are all subject to change and may be changed by SAP SE or its affiliated companies at any time for any reason without notice. The information in this document is not a commitment, promise, or legal obligation to deliver any material, code, or functionality. All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of their dates, and they should not be relied upon in making purchasing decisions.