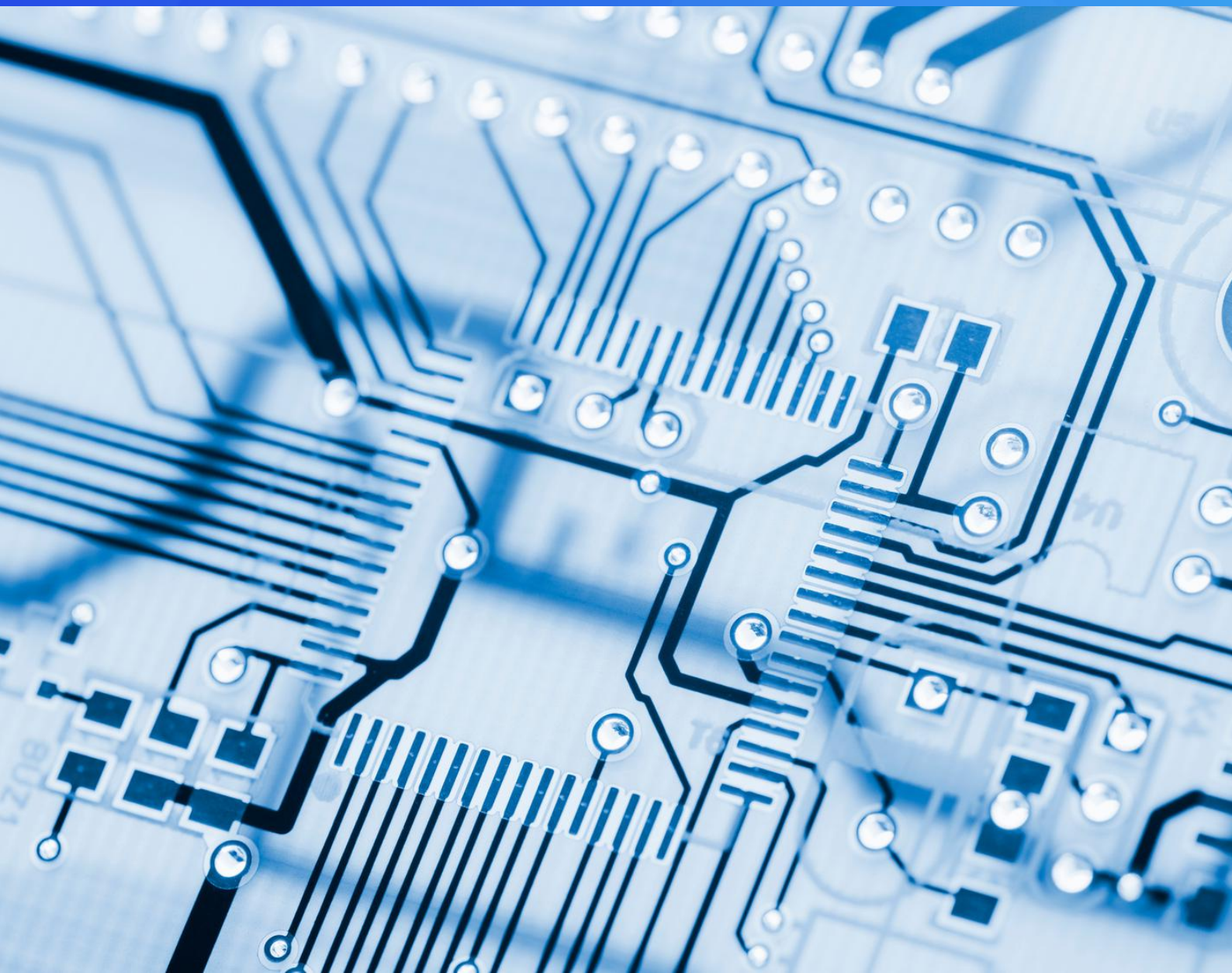


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INNOVATOR IN ELECTRONICS

One Platform, Two Journeys: Standardizing HR Content Across Murata's North American Subsidiaries



A background image showing a close-up of a person's face wearing safety goggles, with their hand holding a soldering iron and working on a complex electronic circuit board. The image is tinted with a blue color scheme.

Murata's two North American subsidiaries—**pSemi**, a semiconductor innovator, and **MENA**, a regional sales and service arm—each modernized HR document management to replace manual, disconnected processes with governed automation. Sensitive personal data was stored in secured file structures and legacy shares, but this required substantial manual effort to ensure compliance and mitigate risks. Working as one coordinated program with VersaFile, both organizations implemented **docuflow for SAP SuccessFactors** integrated with secure repositories, delivered as managed SaaS solutions. The result was a consistent and efficient content architecture that reduced manual work and strengthened governance.

Shared Challenges

Both teams faced similar issues: manual HR processes, legacy structures demanding significant effort to maintain compliance, and decentralized content across multiple systems. Audit preparation was time-consuming, and HR resources were tied up in filing and retrieval instead of strategic initiatives.

Solution Highlights

The solution automated the creation of employee folders using SuccessFactors metadata. Sensitive files such as identification records were automatically segmented into restricted areas. Delivered as fully managed SaaS deployments, the systems provided HR with centralized control and traceability while minimizing IT's role.

Scale & Key Differences

While both organizations adopted the same framework, their migrations differed in scale and complexity.

- **pSemi:** ~35 GB / 80,000 files from long-standing network shares, requiring a detailed classification model and granular security design.
- **MENA:** ~17 GB / 900 employee files from archives, enabling faster routing and simpler setup.

Together, these efforts created a unified, governed system of records adaptable to each organization's needs.

Implementation Timeline

The joint program began in October 2023, went live in April 2024, and closed in April 2025. It supported the transition from Onboarding 1.0 to 2.0 in SuccessFactors and validated enterprise-level compliance. The “one team” approach—spanning pSemi, MENA, and VersaFile—kept progress steady through open communication and agile delivery.

Outcomes

pSemi and MENA now operate with centralized, compliant repository for HR records, a smajor reduction in manual work, and clearly defined control over sensitive information. By adopting a standardized, managed SaaS platform, Murata ensures scalability and sustainability while freeing HR staff to focus on strategic priorities. The program established a strong blueprint for future standardization across the wider enterprise.



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