

Thomas Meis - ROC Germany



Thomas Meis Managing Consultant for HR Analytics and Business Intelligence.

Thomas Meis started with ROC on April 1st, 2009 as Managing Consultant for HR Analytics and Business Intelligence. From 1996 to 2000 he studied Business Administration at the University of Siegen in Germany, with a focus on HR and Marketing. Before joining ROC he worked as a consultant at PWC and Accenture HMCS (formerly Pecos). Thomas has extensive experience of global HR projects taking responsibility for the design and implementation of complex SAP Business Intelligence Solutions.

Thomas has considerable knowledge of all of the SAP HCM modules and how to ensure global harmonized reporting as well as HR key performance indicators (KPI) and the calculation of the value of Human Capital.

Thomas is quite often asked why on earth he likes to deal with such “dry” subjects such as key performance indicators, benchmarks and statistics.

“I do indeed work a lot with HR calculations and their inherent logic, but for me, HR Analytics is one of the broadest topics in HR with a great many facets. It leads you to deal with current HR challenges, the strategies and objectives to deal with these challenges, but also with HR process chains, and the value drivers and value potentials within HR processes. Only if you cover all these subjects can you develop a well founded system of HR KPI’s for an organization. Thus, in my conceptual work I need to consider all levels of HR

service provision, from Strategy through HR objectives, down to defining the HR processes that ensure these objectives will be reached. This broad coverage of HR is what makes my work more exciting than you think!”

Thomas shares responsibility for the HR-Analytics and Business Intelligence Team at ROC with Thorsten Klingbeil who covers the more technical elements of HCM implementations.

“ROC is convinced that in the HR-Analytics and BI environment there needs to be a good balance between functional design (KPI’s & Reports) and technical design (the data model) to deliver a sustainable and high quality solution. With these combined competencies around SAP BI & HCM, ROC offers the best service and support to its customers.”

When Thomas is not working, he enjoys spending time with his wife Nadine who works for a local authority in Germany. Together they like to spend time travelling in Germany or abroad, indulging their passion for music, by going to concerts or musicals, whenever possible.

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