



# Future-Proofing a Critical Payroll System

Modernizing operations seamlessly with Rocket® Visual COBOL®\* and Rocket® COBOL Analyzer\*



## CHALLENGE

### Modernizing to meet evolving business needs

The company relied on an intricate COBOL-based payroll solution supporting global operations. With key developers retiring, **they faced mounting pressure to modernize their development environment** to attract new talent and prepare for cloud migration without rewriting the application.

- **Shrinking talent pool**

The company needed to modernize its development environment to attract new talent as experienced COBOL developers retired.

- **Complex ecosystem**

The payroll system consisted of 700 interconnected programs, making it robust but difficult to manage.

- **Cloud migration goals**

The organization wanted to prepare its critical system for a potential cloud migration without a costly and disruptive rewrite.

## SOLUTION

### Streamlining development with Rocket® Visual COBOL and Rocket® COBOL Analyzer

#### 01 Parallel environments

Running heritage and new environments in parallel ensured consistent results, minimized risk, and maintained business continuity during the transition.

#### 02 Detailed code insights

Rocket COBOL Analyzer provided deep visibility into the heritage codebase, speeding up new developer onboarding and enabling safer, more efficient software updates.

#### 03 Intuitive interface

The modern, Visual Studio-based environment offered a user-friendly interface that allowed the team to work more efficiently without losing embedded business logic.

#### 04 Zero disruption

This strategic approach bridged the gap between old and new systems without rewriting code or disrupting critical operations.

## RESULTS

### Faster onboarding and cloud readiness

#### Rapid talent onboarding

New development talent quickly adapted and became productive within just a few weeks.

#### Optimized team workflows

Concurrent development capabilities empowered collaborative teams and reduced bottlenecks.

#### Cloud-ready infrastructure

The firm positioned its solutions for future cloud deployment and sustainable growth.

\*Formerly Micro Focus® products