



SAP SuccessFactors 

## **Streamline Core HR Processes to Enhance the Employee Experience**

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THE BEST RUN





Today's evolving business climate has forced organizations to rethink their strategies. Managing through uncertainty presents challenges, but it also **presents an opportunity to innovate with technology** that improves the overall employee experience. The SAP® SuccessFactors® Employee Central solution provides flexible, global, core HR functionality to help meet the expectations of your people and the needs of your business.

It's time to think differently about core HR – not just as your system of record but also as a hub where everything in your organization comes together to transform how you manage your workforce for business goals and success. Outdated systems and processes are unable to provide the agility and experience that the modern workforce demands.

How can you provide a core HR system that meets the needs of your business and engages your workforce?



## Core HR for the Modern Workforce

SAP SuccessFactors Employee Central offers automated HR workflows and intelligent services to enable you to manage processes, not just transactions. In addition, you can implement business processes more smoothly across the HR domain for improved insight, strategic decision-making, and, ultimately, better business performance. (See Figure 1.)

Let's take a look at the key components of SAP SuccessFactors Employee Central to see how they help meet the demands of the modern workforce.

### **AUTOMATED COMPLIANCE WITH LOCAL AND GLOBAL REGULATIONS**

In today's fast-changing business and regulatory climate, it is imperative to stay up to date on the latest in compliance at a global and local level. SAP SuccessFactors Employee Central includes localization features that go beyond simple language translation.



Figure 1: Organizational Structures and Insights



It includes regularly updated compliance capabilities based on analysis of local regulations. Local experts work with legal advisors and government authorities to research and monitor each country's laws. SAP SuccessFactors Employee Central provides this localization support in more than 100 countries. By automatically reflecting regulatory changes, this solution can make it easier for you to adapt to local business practices, laws, and statutory reporting requirements. In addition, customers operating in countries that are not currently localized can configure the solutions to meet their specific needs.

## PEOPLE AND TRANSACTIONS

Increase workforce productivity with powerful self-service that provides fast, intuitive access to important tasks

across devices. The people profile functionality, as shown in Figure 2, helps you keep track of key HR information, in line with country-specific requirements, for employees and contingent labor. Use embedded localization led by our in-country product managers to help ensure compliance and deploy best practices to standardize HR processes across the globe.

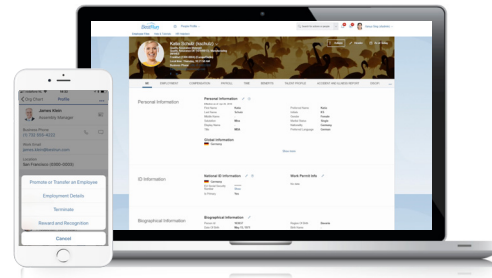


Figure 2: People Profile Overview



## ORGANIZATIONAL STRUCTURES TO SUPPORT FLEXIBILITY

Organizational management functionality helps you model and visualize your organization. (See Figure 3.) Use the embedded analytics to gain real-time insight into your workforce. Position management functionality supports administrative efficiency across the suite of SAP SuccessFactors solutions. This builds the foundation for streamlined recruiting, facilitates succession planning, improves your learning strategies, and allows for better workforce planning. All of this makes SAP SuccessFactors Employee Central the hub for information about people and talent.



**Figure 3: Organizational Structures with the Ability to Immediately Take Action**



## GLOBAL BENEFITS MANAGEMENT

To respond nimbly to the demands of a globally diverse workforce, you need a flexible, adaptable, and resilient global benefits solution. As part of SAP SuccessFactors Employee Central, the SAP SuccessFactors Employee Central Global Benefits solution features a flexible framework that standardizes the global management of benefits for your organization, including reimbursements, allowances, insurance plans, pensions, and savings accounts. (See Figure 4.) You can configure the solution to satisfy local requirements and norms applied to benefits in different countries or regions, all while maintaining centralized governance and oversight of your benefits programs.

For organizations with operations in the United States, the SAP U.S. Benefits Administration application by Benefitfocus offers even more functionality to help you address the complex benefits administration needs of your U.S.-based employees, all while integrating with SAP SuccessFactors Employee Central.

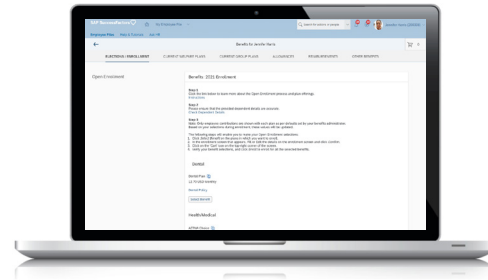


Figure 4: Global Benefits



## REIMAGINED TIME MANAGEMENT

SAP SuccessFactors Employee Central helps you manage your employees' time and attendance around the globe on a single platform, including time off (absences) and time sheets (attendances). It supports compliance with corporate policies, collective agreements, and local laws – wherever you operate. Designed to meet the needs of organizations with global operations, the solution provides absence features such as holiday calendars, accrual rules, country-specific fields, business rules, and attendance features. Take advantage of real-time, automatic calculation of time and pay information in accordance with each employee's time profile.

Your employees can record – in an intuitive, self-service interface – any type of absence and attendance and get real-time insight into their balances, overtime, and premiums, as shown in Figure 5. They can do this anytime, anyplace.

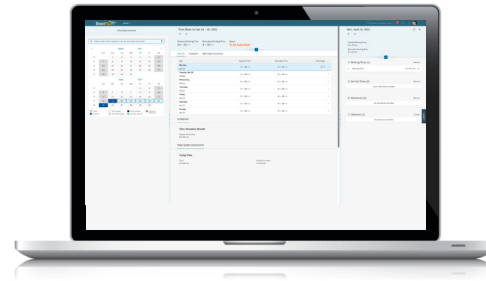


Figure 5: Time Management



In addition, the SAP SuccessFactors Time Tracking solution provides more advanced attendance functionality, including clock terminal integration, attendance tracking across midnight, and single record approval. This solution requires an additional license subscription but uses employee data from SAP SuccessFactors Employee Central. For more information on SAP SuccessFactors Time Tracking, see [this brochure](#).

## EMBEDDED INSIGHTS AND DASHBOARDS

SAP SuccessFactors Employee Central gives you visibility into your workforce. It provides holistic insight that supports better decision-making for both HR and management based on data-driven insights and helps you keep your finger on your organization's pulse. Embedded role-based reporting and graphical dashboards, as shown in Figure 6, give you a one-click bird's-eye view of context-sensitive insights – without requiring you to navigate away from whatever activity you're working on.

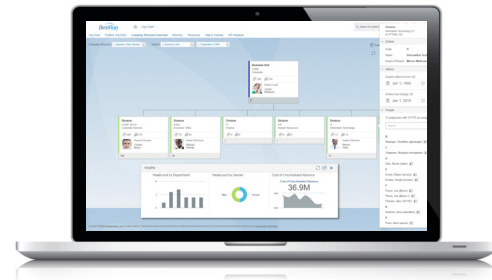


Figure 6: Embedded Insights and Dashboards





## **COMPLETE WORKFORCE ENGAGEMENT**

With SAP SuccessFactors Employee Central, you can standardize your HR processes and support global compliance with an intuitive, modern solution that engages your complete workforce.

And it doesn't stop there.

You can enjoy even greater value from SAP SuccessFactors Employee Central by using it in conjunction with other SAP SuccessFactors solutions within the core HR and payroll category, including the following.

**SAP SuccessFactors Employee Central Payroll:** Every organization wants to simplify its payroll processing and gain centralized insight while still complying with complex, ever-changing laws and regulations. The

SAP SuccessFactors Employee Central Payroll solution features embedded localization for more than 45 countries in an offering that represents a new generation of payroll process automation. And its features are integrated with the core HR, time management, and global benefits capabilities supported by SAP SuccessFactors Employee Central.

**SAP SuccessFactors Employee Central Service Center:** Utilize a powerful HR ticketing software to align HR service delivery with employee expectations. The SAP SuccessFactors Employee Central Service Center solution provides accessible and personalized HR policy information and allows employees to reach out to HR using tickets, phone calls, or e-mail.



## **INTEGRATED WITH SAP AND THIRD-PARTY SOLUTIONS**

Of course, it's not just your HR tools that must work well together. A modern organization may have hundreds of non-HR processes that depend on HR data and require integration with other SAP solutions or third-party products.

With this in mind, we provide preconfigured integrations with other SAP solutions or the systems of leading partners and HR service providers, spanning payroll, benefits, time and attendance, and document management. This significantly reduces the time, cost, and risk needed to set up and maintain integrations, and it allows your people to get on with what they do best – add value to your business.



## KEY CAPABILITIES

SAP SuccessFactors Employee Central offers:

- A consumer-grade employee experience enabled by live insights to help you make data-driven decisions
- A single, global, core HR solution, with consistent and standardized HR processes focused on the workforce (including dedicated support for contingent labor and apprentices)
- True self-service to support automation, improve data quality, and elevate HR service delivery with efficient, real-time processes
- A solution that is in use in more than 200 countries around the globe, with deep localization delivered and maintained for more than 100 countries
- Prebuilt integrations with other solutions from both SAP and leading partners to accelerate and simplify processes
- A proactive approach to worldwide regulatory compliance
- Connected HR processes enabling you to attract, develop, and retain employees using modern technologies



## LEARN MORE

To learn more about SAP SuccessFactors Employee Central, please visit us [online](#).

For more information on solutions within the [core HR and payroll](#) category, visit the links below:

- [SAP SuccessFactors Employee Central](#)
- [SAP SuccessFactors Employee Central Payroll](#)
- [SAP SuccessFactors Employee Central Service Center](#)
- [SAP SuccessFactors Employee Central Global Benefits](#)
- [SAP SuccessFactors Time Tracking](#)
- [SAP SuccessFactors Document Management Core by OpenText](#)
- [SAP U.S. Benefits Administration by Benefitfocus](#)



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