

## Enhance HR Service Delivery and Everyday Work Life



The modern workforce is a global workforce. Managing a global workforce presents challenges, but it also presents an opportunity to attract, engage, and retain talent across borders using the best in technology. The SAP® SuccessFactors® Employee Central solution is a **flexible, global core HR solution** that helps you meet the expectations of your people and the needs of your business.



Dramatic business and workforce changes show us it's time to think differently about core HR – not just as the system of record but as the hub where everything in the organization comes together to transform how you manage your workforce for business goals and success. The new HR mandate is moving beyond automating processes, reducing costs, and ensuring compliance to building purposeful relationships across the business to create a modern and engaging workplace.

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

### **CORE HR FOR THE TOTAL WORKFORCE**

SAP SuccessFactors Employee Central offers smart automation, supporting intelligent services and HR workflows across system and business functions, enabling you to manage processes, not just transactions. In addition, you can implement

business processes more seamlessly across the HR domain for improved insight, strategic decision-making, and, ultimately, better business performance.



Figure 1: Core HR

Let's take a look at the key components of SAP SuccessFactors Employee Central to see how it supports core HR processes for your total workforce.



## PEOPLE AND TRANSACTIONS

Increase workforce productivity with powerful self-service that provides fast, intuitive access to important tasks across all devices. The people-profile functionality within SAP SuccessFactors Employee Central helps you keep track of all key HR information, in line with country-specific requirements, for all 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.

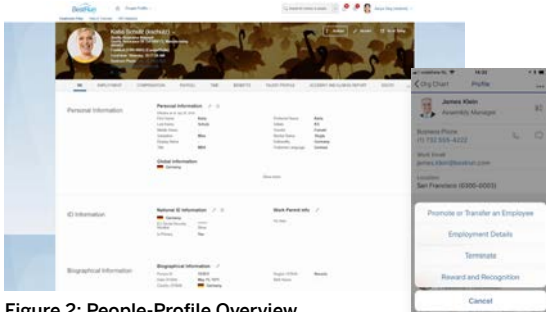
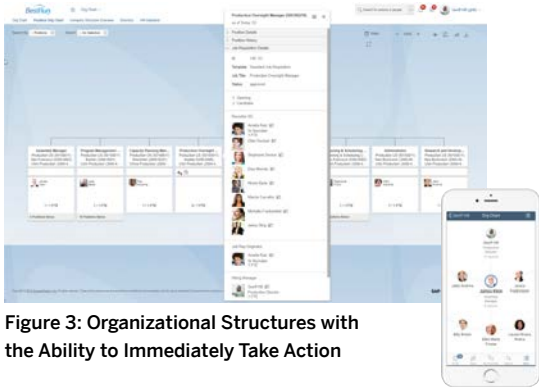


Figure 2: People-Profile Overview

## ORGANIZATIONAL STRUCTURES THAT SUPPORT FLEXIBILITY

Organizational management functionality within SAP SuccessFactors Employee Central helps you model and visualize your organization. Use the embedded analytics to gain real-time insight into your entire 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 everything about people and talent.

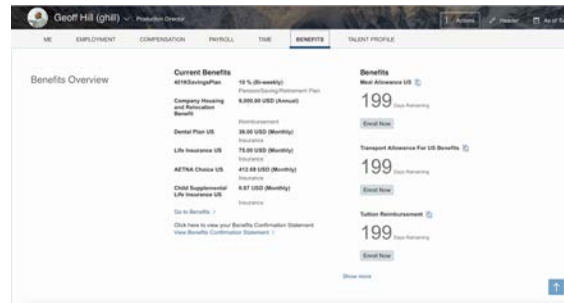


**Figure 3: Organizational Structures with the Ability to Immediately Take Action**

## GLOBAL BENEFITS MANAGEMENT

The right HR solution can free up your HR team from time-consuming benefits administration tasks. SAP SuccessFactors Employee Central helps you automate the management and differences of global benefits throughout your organization, spanning business processes,

employee eligibility criteria, and postenrollment workflows. Our global benefits functionality makes it simpler for employees to access, edit, and learn about their benefits, including reimbursements and allowances, pensions, and insurance plans. The key is to make these processes intuitive, so employees can accomplish their tasks and move on.



**Figure 4: Global Benefits**



## USER-FRIENDLY TIME MANAGEMENT

The SAP SuccessFactors Employee Central Time Management application helps you manage your workforce around the globe on a single platform. It supports compliance with corporate agreements, collective agreements, and local law – wherever you operate. Designed to meet the needs of organizations with global operations, the application provides features such as holiday calendars, accrual rules, country-specific fields, and business rules. It calculates time and pay information automatically, according to each employee's profile.

Your employees can easily record – in an intuitive, self-service interface – any type of absence and attendance and get real-time insight into their balances, overtime, and premiums – anytime, anyplace.



Figure 5: Time Management



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

SAP SuccessFactors Employee Central demonstrates our leading expertise in localized solutions by providing extensive global features with support for over 90 countries across all industries. The solution's localization features go beyond simple language translation to include research and analysis of local regulations managed by local experts who monitor each country's laws together with legal advisors and government authorities. SAP SuccessFactors Employee Central automatically reflects any regulatory changes, making it easier for you to adapt to local business practices, laws, and statutory reporting requirements. In this way, the solution helps you comply with country-specific requirements without worrying about best practices and legal differences.

## **EMBEDDED INSIGHTS AND DASHBOARDS**

SAP SuccessFactors Employee Central gives you visibility into your entire workforce. It provides a holistic insight that supports better decision-making for both HR and management based on data-driven insights and helps you keep your finger on the organization's pulse. Embedded role-based reporting and graphical dashboards 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 get even greater value from SAP SuccessFactors Employee Central by using it in conjunction with other SAP SuccessFactors solutions offering core HR functionality, 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 over 40 countries in an offering that represents the next generation of payroll-process automation. And its features are fully integrated with the core HR, time management, and global benefits capabilities supported by SAP SuccessFactors Employee Central.

### **SAP SuccessFactors Employee Central Service Center**

The SAP SuccessFactors Employee Central Service Center solution helps you align HR service delivery with employee expectations based on a powerful HR ticketing solution. It provides easily accessible and personalized HR policy information and allows employees to reach out to HR using tickets, phone calls, or e-mail.



## **SAP SuccessFactors Visa and Permits Management**

As organizations expand into new countries and regions to increase market share and find the best talent, their local and global HR teams must keep track of constantly changing visa and permit processes to help ensure they bring the right people on board at the right time. That's why we offer the SAP SuccessFactors Visa and Permits Management solution, which helps you manage and automate these processes in line with local requirements.

## **INTEGRATION 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 for all standard 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 allows all your people to get on with what they do best – adding value to your business.





## KEY BENEFITS

SAP SuccessFactors Employee Central offers:

- A consumer-grade employee experience powered by live insights to help you make data-driven decisions
- A single global core HR platform, with consistent and standardized HR processes focused on the entire 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 over 200 countries around the globe with deep localization delivered and maintained for over 90 countries, and over 40 countries for the SAP Employee Central Payroll solution

- 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

## MORE INFORMATION

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

Follow us



[www.sap.com/contactsap](http://www.sap.com/contactsap)

Studio SAP | 58114enUS (18/06)

© 2018 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.

The information contained herein may be changed without prior notice. 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 or its affiliated companies shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP 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 platforms, 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, and they should not be relied upon in making purchasing decisions.

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. All other product and service names mentioned are the trademarks of their respective companies.

See [www.sap.com/corporate-en/legal/copyright/index.epx](http://www.sap.com/corporate-en/legal/copyright/index.epx) for additional trademark information and notices.