

SAP Human Capital Management

The biggest challenge faced by companies today is attracting and harnessing their talent pool. The "war for talent" drives companies to compete for the best people through whom they aim to achieve greater organizational performance and competitive advantage. Typical challenges faced are: availability and quality of qualified and skilled manpower, managing the expanding footprints into newer geographies, knowledge gap divide with increased likelihood of obsolescent skills, creating a knowledge and learning driven culture and gaining acceptance towards the criticality of integrated Talent Management.

Infosys SAP Human Capital Management services are focused towards providing HR Transformation services leveraging the enormous capabilities delivered by SAP. It leverages upon its expertise of managing a large internal workforce and experience in crafting solutions that have a maximum impact. The HCM team is an impressive blend of domain and technology experience that can help organizations manage their human capital based value propositions.

Credentials

- Coverage across all SAP HCM processes like workforce administration covering personnel administration and organization management. Operational HR processes like time management and payroll. Enablement processes like employee self service and manager self service, talent management processes like performance management, learning solutions and succession management
- With special focus on EHS Health and Safety & LSO Learning Management
- Coverage across all verticals like manufacturing, telecom, software solutions, retail, life sciences healthcare, pharmaceuticals, banking and financial services
- End-to-End service offering ranging from consulting and implementation to maintenance-support
- Center of Excellence drives innovation and continuous improvements through tools and accelerators

Gartner

Infosys has been positioned in the leaders quadrant of Gartner's 'Magic Quadrant for SAP ERP Implementation Service Providers, North America.'

Authors: Susan Tan and Alex Soejarto. Report publication date: 2 November 2010.

According to Gartner, Inc., "Leaders are performing well today, gaining traction and mind share in the market; they have a clear vision of market direction and are actively building competencies to sustain their leadership position in the market."

Read this Gartner report in the Infosys SAP Insights newsletter. It features, research, from Gartner analysts, and, practical advice from our thought leaders for building tomorrow's enterprise.

Newsletter can be accessed from http://imagesrv.gartner.com/media-products/pdf/infosys/infosys_issue2.pdf

SAP Alliance - focused on co-creation

- Infosys is a global services partner of SAP
- Infosys is SAP-certified in solution implementation using the Run SAP methodology.
- Infosys is ramp up partner for various SAP new releases including CRM and SCM
- As a technology partner: Infosys is involved in a Procure-to-pay (BPO) platform, Newspaper-in-a-box(NIAB) and in All-in-one solutions for ISVs
- Infosys also partners with SAP in field engagements on various point solutions like RPM, XI and on various products including Business Objects
- SAP and Infosys are working jointly on strategic initiatives like accelerated deployment and eSOA based solutions

Client Testimonial

Infosys is a key partner of Rexam in their HR transformation program. Infosys helped create a single globally integrated HR Information system on SAP HCM for 28+ countries supporting 15000+ employees. This program ensures Rexam's vision of HR becoming a globally integrated business function, contributing both towards protecting and enhancing Rexam's brand and reputation as well as its business profitability. This program reduced the overall HR operation cost through standardizing and automating many HR business processes and replacing "paper trails" with smooth workflow activities.

Infosys Solutions

- Pre-defined process maps for core HR requirement gathering template enable faster data collection and implementation
- Payroll interface templates mapped to standard service providers facilitate prioritized approach for definition of core processes and reduce the integration effort
- Tools for Migration from other ERP systems to SAP HCM instance
- Data scrambling / Masking support enhancements for sensitive HR data
- Upgrade assessment framework for identifying the impact and reduce the overall timelines

Client Successes Client Successes Client Successes Client Successes Client Successes Client Successes Client Successes Client Successes Client Successes

CLIENT

A leading global consumer packaging group

A large agri-chemicals company with global operations

Oilfield Services Company

KEY CHALLENGES FACED

- Redesigned and globalized business processes for a unified HR system on SAP HCM for 28+ countries covering Europe, South America, North America and Asia with an employee base of 15000+. Big-bang approach with phase-wise cut-over for different geographies was followed. The solution delivered included business processes for personnel administration, compensation management, viewing of organisation structure through Nakisa, Interfacing with multiple payroll vendors. Global and local presence to ensure regional teams are aware of progress of the overall implementation and validation of the processes implemented in the new SAP HCM instance
- Transformation of legacy HR applications into a Global HR platform enabling it to manage its core employee data. End-to-end implementation in a key geography covering one of the largest employee populations for workforce administration, payroll, enabling processes like employee self-service and benefits. Implemented talent management processes like succession management in other key geographies; supporting over 90 countries
- Implementation of ESS/MSS across 55 countries across the world and redefined existing business structure to support the ESS/MSS implementation. The implementation covered multiple HR processes such as leave request, pay change request, transfer, promotion, etc. The solution leveraged existing SAP standard functionality in ESS, MSS which met customer requirements and for rest of the forms, custom solutions were built using Webdynpro ABAP and HCM Forms & Processes technology. Complex custom workflows were built to meet multiple levels of approvals and custom notifications

SOLUTION AND BENEFITS

- Reduced the overall HR operation cost through standardizing and automating many HR business processes and replacing "paper trails" with smooth workflow activities
- Leveraged the Infosys Global Delivery Model (GDM) to reduce TCO by shifting certain key activities offshore. De-risked transition through established methodology, helping clients transform HRIT applications
- Significant reduction in approval cycle time for processes with greater alignment with Shared Service center model and centralized regional support. Improvement in data quality and Integrity enabled global reporting generation capabilities



Building Tomorrow's Enterprise

About Infosys

Many of the world's most successful organizations rely on Infosys to deliver measurable business value. Infosys provides business consulting, technology, engineering and outsourcing services to help clients in over 30 countries build tomorrow's enterprise.

For more information about Infosys (NASDAQ:INFY), visit www.infosys.com.

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