

REIMAGINE YOUR HCM. ACHIEVE #MORETOGETHER.

With Infosys

DISRUPTION IN HR ORGANIZATIONS

The role of HR is rapidly evolving from mere recruitment and workforce management to becoming a strategic driver of business value.



Thus, HR is in need of a digital revolution – one that transforms the fundamentals of business.

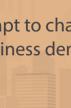
WHAT ARE THE NEW EXPECTATIONS FROM HR?



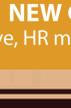
Enable strategic decision-making



Drive innovation and Design Thinking



Engage the workforce for continuous interaction and feedback



Adapt to changing business demands

NEW GOALS FOR HR

To stay ahead of the curve, HR must adopt and leverage integrated solutions

HR departments need to:



Improve productivity



Improve strategic alignment



Redesign performance management



By integrating cloud-based solutions



By developing real-time analytics



By enabling innovation

To engage the evolving workforce and benefit from the upcoming disruption, HR needs to make a shift towards Design Thinking, conversation and experimentation.

SAP® SUCCESSFACTORS® HCM SUITE

Empowering HR to simplify people, process and digital transformation



SAP SuccessFactors is the most comprehensive HCM suite that integrates, automates and customizes HCM

“SuccessFactors HCM suite increases focus on strategic priorities by up to **40%** and improves project completion by **13.8%**.”
– Customer survey conducted by top 3 management consulting firms (SuccessFactors HCM Suite Improves Business Results through People)

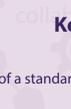
Source: <http://www.edenhousesolutions.co.uk/wp-content/uploads/2016/03/Introducing-SuccessFactors-HCM-Suite.pdf>

INFOSYS EXTENSIONS FOR SAP SUCCESSFACTORS

Enabling the modern workforce to realize its full potential

Infosys Extensions for SAP SuccessFactors on SAP Cloud Platform (SCP) is an innovative value-addition solution that helps your organization:

- Easily overcome the challenges of today's HR function
- Deploy new approaches for talent acquisition, management, engagement, and innovation



E-docket Extension



Policy Portal Extension



Approval Center



Vacation Bidding



HR Analytics Extension

E-DOCKET EXTENSION FOR RELIABLE DOCUMENT MANAGEMENT

This extension provides a mobile-enabled application for quick document upload, view, validation, and approval

Key business challenges

- Lack of a standard document repository
- Demand for a flexible and reliable document management application
- Lack of governance in current document management solutions



Business benefits

- Self-service application for employees to upload/view documents
- In-built processes for document approval, validation and governance
- Mobile-enabled application



POLICY PORTAL EXTENSION TO MANAGE EMPLOYEE POLICIES

This extension enables context-sensitive search within personalized policy information

Key business challenges

- Manual and time-consuming process of document/policy search and finding relevant information within documents
- Demand for user-friendly and personalized user views instead of having to scan the entire policy library



Business benefits

- Employee user interface allows users to select various policies and view a personalized XML version of relevant policy content
- Provides role-based access for HR professionals to upload and download policy documents
- Provides a visa application feature that launches the client's on-premise gateway application



APPROVAL CENTER FOR ONE-STOP APPROVAL MANAGEMENT

This extension provides a one-stop management solution for everyday approvals

Key business challenges

- Lack of a centralized view into all pending approvals from SAP and non-SAP applications
- Lack of approval history to verify the approval levels in each stage



Business benefits

- Provides a one-stop-center for all approvals through a common inbox
- Leverages SAP UI5 framework to streamline approvals for daily requests such as leave, time sheets, travel attendance, loan, purchase orders, purchase requisition, etc.



VACATION BIDDING TO SUBMIT AND APPROVE VACATION BIDS

This is a smart, online and automated vacation bidding solution that ensures efficient bidding, transparency and employee satisfaction

Key business challenges

- Lack of vacation bidding functionality
- Non-availability of dashboards to view vacation slots and rosters
- Lack of automated analysis of vacation bids



Business benefits

- Lowers cost and inefficiencies in vacation bidding processes
- Eliminates errors in bidding processes
- Reduces time spent on administrative tasks
- Improves visibility and employee satisfaction



HR ANALYTICS EXTENSION FOR REAL-TIME DATA VISUALIZATION

This extension drives higher conversions and better ROI

Key business challenges

- Non-availability of standard HR metrics in any HR-employee context
- Lack of real-time and data-driven insights for the HR organization



Business benefits

- Provides real-time data visualization for HR analytics
- Provides role-based data visibility for users to view context-relevant data
- Enables HR to drive employee engagement within the enterprise, thereby increasing ROI



#MORE #TOGETHER

CONNECT MORE | DO MORE | LEARN MORE

Infosys Extensions for SAP SuccessFactors on SAP Cloud Platform helps you unlock the potential of your workforce and drive better business outcomes

Our solutions help you achieve #MoreTogether by enabling your HR to:

Improve interaction and feedback



TO CONNECT MORE

Convert information into actionable insights



TO DO MORE

Redirect time saved from tedious HR processes into value-added learning



TO LEARN MORE

