

BUILDING THE DIGITAL HR ORGANIZATION WITH SAP SUCCESSFACTORS-LED HCM TRANSFORMATION

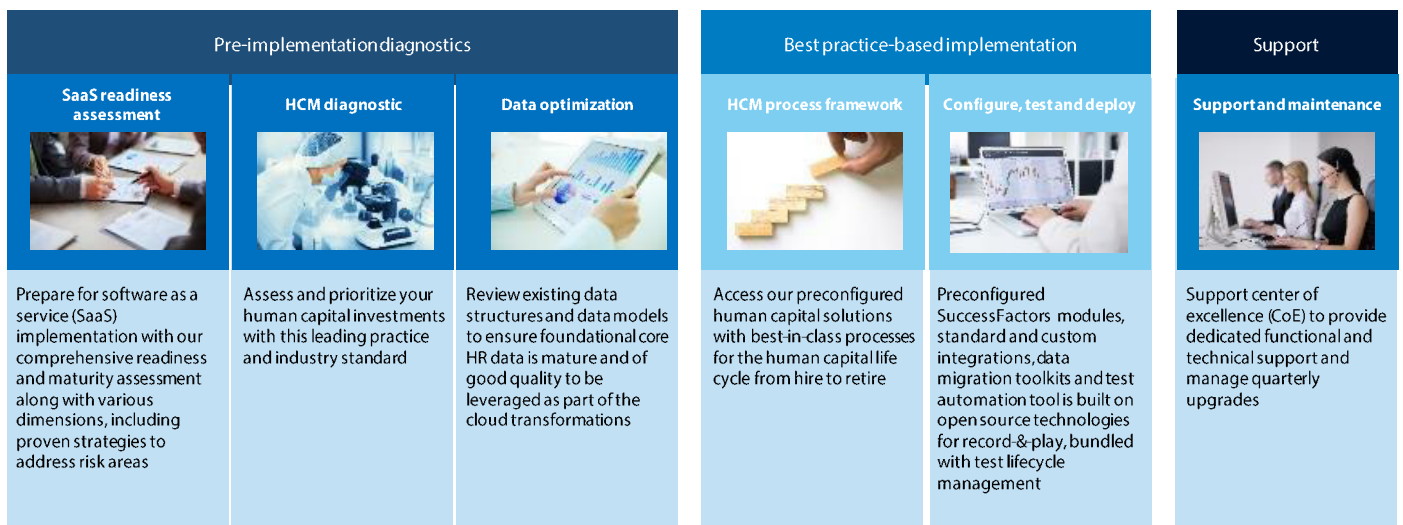
Today, the 'people' dimension is the most challenging aspect facing businesses and HR organizations. Given the pervasiveness of technology along with the pressure to find and nurture talent, HR functions are increasingly looking at being digitized and automated. As employees change with the evolving digital culture, HR functions must in parallel evolve how they acquire, manage, and retain talent. Enterprises need a flexible and extensible HR solution that achieves process standardization, streamlines workforce management tasks, supports local and global compliance needs, and aligns talent management priorities with business initiatives. SAP SuccessFactors provides enterprises with talent solutions, core HR, collaboration tools, and workforce analytics that help them to produce, measure, and improve business results through people, every day.

The Infosys SAP SuccessFactors Global practice is built atop our 15-year-old, well-established Human Capital Management (HCM) practice experience. This uniquely positions us with a full life cycle understanding of all leading HCM packages based on our work across 100 plus clients – in various countries and languages. Our HR transformation projects enable clients to increase employee productivity, reduce total cost of ownership (TCO), and provide access to easy-to-use applications along with enhanced real-time reporting. Our proactive approach using Design Thinking and consulting-led focus on HR transformation projects provides value beyond cost to our clients. Our deep and long-standing partnership with SAP enables us to bring superior value through co-innovation. With six SAP Cloud Platform-certified solutions for SuccessFactors, a BPO arm to deliver end-to-end services, process excellence, and certified resources, the Infosys SAP SuccessFactors practice is a trusted partner of our clients.



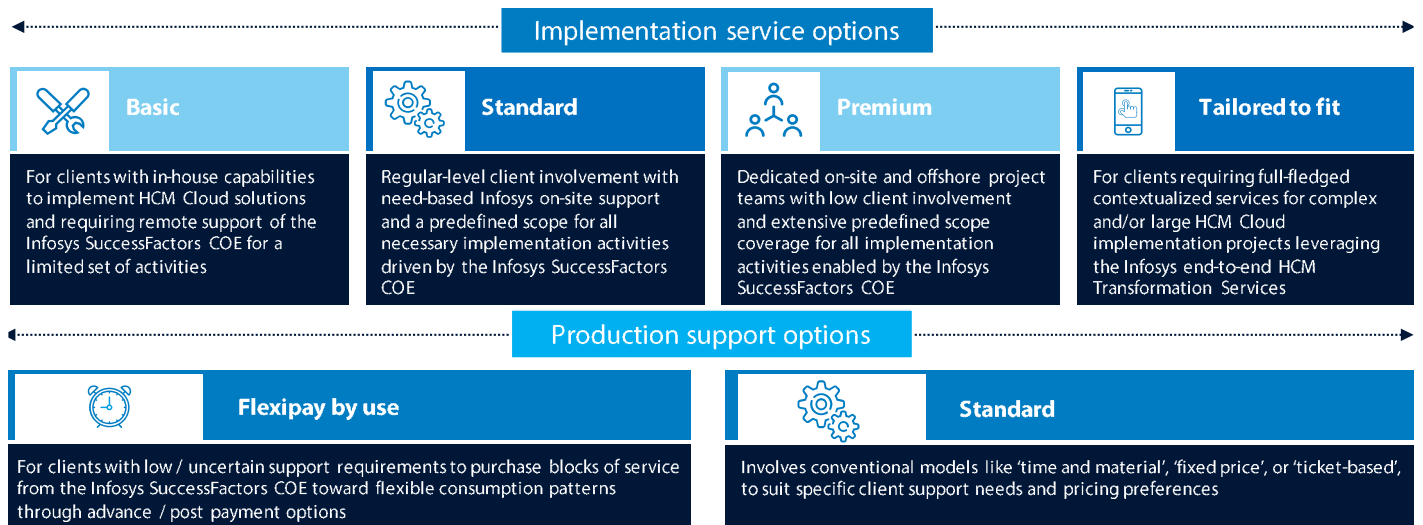
Accelerating the HCM Transformation Journey

Infosys HCM transformation framework helps businesses be cloud-ready, optimize their processes, align the HR landscape to maximize the return on investment (ROI), and achieve business goals.



With our best-in-industry service offerings, we provide various implementation and support service options to achieve business value, quality, innovation, speed, IT effectiveness, and flexibility.

Implementation Service Options



Expertise and Experience in Driving Successful Transformation

- Access to intelligent data migration and data compliance tool on the cloud
- Ready and easy-to-use reusable 500+ test cases
- Ready capability matrix and data reconciliation for Learning Management Solution (LMS)
- 100+ Successful HCM package implementations across countries and languages
- 400+ SuccessFactors certifications
- 6 SAP Cloud Platform-certified solutions
- 10+ accelerators and enablers
- Infosys BPO arm leveraged to deliver end-to-end services

Implementation Service Options

Caselet: Learning Management System implementation for a leading motorcycle manufacturer

The client was looking at a learning management solution for its employees, contractors, and dealers with focus on 'out-of-the-box' functionality and one which could easily interface with existing systems. They wanted an end-to-end implementation covering 550,000 of its worldwide users with a single instance deployment on the cloud

- Leveraging our SuccessFactors HCM capability, we conducted a package-enabled business transformation of the learning management system (LMS) platform
- Developed a best-in-class, cloud-based learning platform with robust analytics to track effectiveness of delivered training programs
- We developed custom reports using business intelligence and reporting tools (BIRT) and integration with AS400 for corporate invoice and time system
- The platform provided managers with visibility into their direct / indirect reportees' training completion of legal / compliance courses. This improved efficiency by up to 60% to determine the career and goal-setting of the employee
- We helped the client improve tracking of the on-the-job training process. The process ensured 100 percent adherence to Union Law by all manufacturing employees
- We simplified the process of managing dual roles of admin and learner roles for the learning application using a single access point into LMS thereby increasing acceptance by dealerships

Caselet: Implementation of SuccessFactors for USG Boral, a leading building and construction materials multinational company

The client was looking at building a single global HR system of record, replacing varied legacy systems for employee data to support all people processes. The client wanted to provide a seamless experience to its end users with reduced time to business change. Infosys devised an adoption strategy for the client to implement a new talent management solution, with security and support services to move into the cloud.

- We established a single integrated Human Resources Management System for the client's 11 business units
- Leveraging our capability and experience, we enabled the client to go live in 4 countries in 8 weeks, and worldwide in 10 weeks
- We provided a standardized talent management solution for performance and goal management
- Our approach helped client in automating and streamlining global compensation management with business objectives

Click [here](#) to read 'USG Boral Greasing the IT Wheels With Focus on Business Outcomes'

For more information, contact askus@infosys.com



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