SAP SuccessFactors

Solution Brief

Solving HR Transformation Complexity with SAP Model Company for HR

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The Digital Shift
Overcoming Digital Transformation Challenges in HR

Changing workplace dynamics demand that organizations accelerate digital transformation. But challenges are delaying bringing digital human resource (HR) strategies and systems to life. The SAP® Model Company for HR service helps you overcome these challenges by enabling your organization to embrace HR change, focus on what's important, and maximize the value of your digital HR system for your entire workforce.

Embracing Digital is Critical

Top talent is in demand across all industries, and the costs of acquiring and onboarding skilled workers is high. Improving retention rates results in a significant cost advantage.
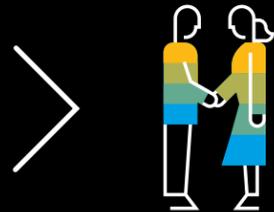
71% of leaders state that digital transformation efforts make it easier to attract and retain talent[1]

Digital tools allow employees to work more agile, efficiently, and effectively than ever before. However, companies that struggle to engage their workforce will not realize the full value of digitalization.

A 5-point increase in the Employee Motivation Index generates a

**2%** Year-on-year stock price increase[2]
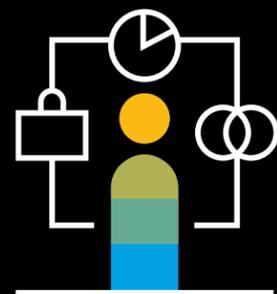
Shifting workforce demographics and changing employee expectations require companies to develop digital HR capabilities that offer intuitive and efficient ways for employees to **work, learn, engage, and deliver**. Organizations that embrace digital will be the leaders of the future.

Sources: 1. SAP and Technical University of Munich, July 2017; 2. Workplace Research Foundation; 3. Oxford Economics, Leaders 2020, 2016.
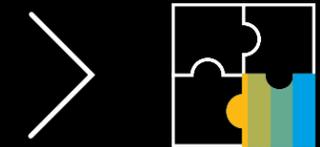
Digital Transformation in HR is Complex

The typical HR digital transformation focuses on the complete redesign of business processes to help the enterprise simplify and achieve greater efficiencies, enabling improved agility and expanded focus on high-value initiatives.
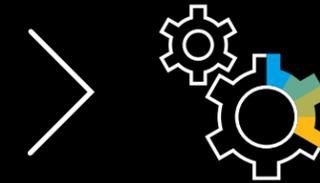
87% of leaders agree technology is a key enabler for HR simplification[3]

As organizations deploy new HR systems and redesign their HR processes, they struggle with the complexity of technology and internal resistance to change. Leading the business through an HR transformation takes the right approach not only for technology implementation but also for enterprise change management and employee adoption.

Top 3 Digital HR implementation challenges:

1. System integration
2. System configuration
3. Change management

HR Transformation Complexity can be Solved with SAP Model Company for HR

You have a destination in mind for your HR transformation. But how will you choose the right processes and practices to pave the path to digital? Let the **SAP Model Company for HR** guide your journey with a preconfigured **SAP SuccessFactors®** solution based on leading HR best practices.
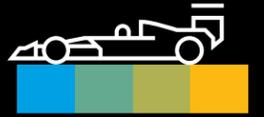
SAP SuccessFactors

SAP Model Company for HR
Accelerating Your Digital HR Transformation

Simplify and accelerate your digital HR transformation with the SAP Model Company for HR service. By analyzing data collected from over 7,000 implementations with industry-leading organizations, SAP has identified the leading HR practices and most efficient processes and has combined them into one simple, seamlessly integrated solution.

SAP Model Company for HR guides exploration, transition, and adoption of SAP SuccessFactors solutions for digital HR. For example, to improve the hiring process, the HR service includes more than 30 preconfigured workflows and over 50 automated rules to efficiently support the adoption of your transformed hiring processes. Benefit from SAP's experience and incorporate best practices and processes from recruiting, onboarding, hiring, and more into your business.

Starting a digital business system implementation from scratch can be tedious and costly. With SAP Model Company for HR, there is no need to start from zero. The preconfigured, ready-to-use solution offers end-to-end processes, a proven implementation approach, clear guidance, and predictable outcomes. It reduces cost, avoids typical implementation risks, and achieves a high-quality implementation with unmatched time to value for your digital HR transformation.

SAP Model Company for HR combines accelerators, business content, and engineered services to simplify and speed up the evaluation, design, and adoption of your SAP SuccessFactors solutions.

SAP Model Company for HR
Building Blocks

Preconfigured Solution

Support of your end-to-end HR processes, leveraging the full integration capabilities of SAP SuccessFactors solutions

Leading Practices

Comprehensive HR business process documentation, leveraging extensive knowledge of global customer projects led by SAP Digital Business Services

Localization

Support for local legal and regulatory requirements
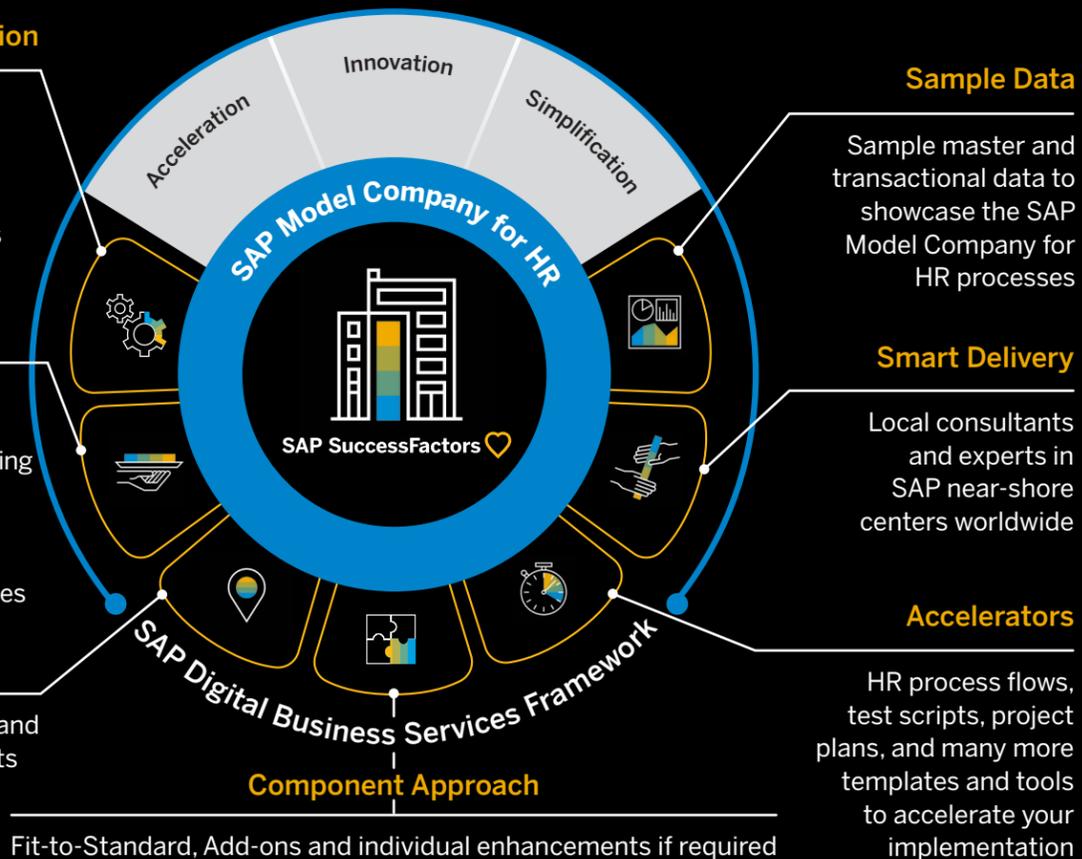
Sample Data

Sample master and transactional data to showcase the SAP Model Company for HR processes

Smart Delivery

Local consultants and experts in SAP near-shore centers worldwide

Accelerators

HR process flows, test scripts, project plans, and many more templates and tools to accelerate your implementation

Component Approach

Fit-to-Standard, Add-ons and individual enhancements if required

Click here to learn more about the SAP Model Company service

Faster Time to Value

- Implement faster with a preconfigured solution
- Profit from proven, leading practice–based end-to-end processes
- Reduce customer resource requirements from business and IT

Safer Implementation

- Use state-of-the-art solution design and leading practices
- Minimize risk and safeguard your deployment with a proven delivery model
- Reduce implementation complexity with preconfigured and fully integrated solution

Secure Adoption

- Explore, load, test, and deploy the solution using a preconfigured system
- Focus on value-adding tasks in the project
- Drive adoption with streamlined cloud access

SAP Model Company for HR
The Details

SAP Model Company for HR is a preconfigured, ready-to-use, documented, and comprehensive service for simplifying implementation and adoption of SAP SuccessFactors solutions. It includes sample data and business-process documentation from the SAP SuccessFactors process library.

Business Processes and Capabilities

SAP Model Company for HR helps you accelerate the exploration, transition, and adoption of the following HR processes:

• Manage workforce
• Attract and acquire
• Identify and grow
• Pay for performance
• Manage time off

SAP Model Company for HR is localized for these countries:

• Australia
• Brazil
• Canada
• China
• Colombia
• France
• Germany
• India
• Italy
• Mexico

• Netherlands
• New Zealand
• Saudi Arabia
• Singapore
• Spain
• Switzerland
• United Arab Emirates
• United Kingdom
• United States

SAP Model Company for HR processes contain the following SAP SuccessFactors products:

• SAP SuccessFactors Employee Central, including position management
• SAP SuccessFactors Recruiting Management
• SAP SuccessFactors Recruiting Marketing
• SAP SuccessFactors Onboarding
• SAP SuccessFactors Performance & Goals
• SAP SuccessFactors Succession & Development
• SAP SuccessFactors Compensation

SAP Model Company for HR is available in these languages:

• Chinese (simplified)
• Dutch
• English (US & UK)
• French (France & Canada)
• German
• Italian
• Portugese (Brazil)
• Spanish (Spain & Mexico)

Accelerators

• Process flows
• Sample data (for solution exploration)
• Data loading and migration templates (for organizational structure and employee data)
• Theming and branding guide
• End-to-end test scripts
• Project plan templates

SAP SuccessFactors ♡

successfactors.en@sap.com

Get Started Today

Engage with us to learn how we can help you innovate, adopt, and succeed with our services for SAP Model Company for HR.

Learn more:

www.successfactors.com/modelcompanyHR

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