The SAP® Model Company service for Human Resources is a preconfigured, ready-to-use, documented, and comprehensive offering based on SAP SuccessFactors® solutions. The service includes sample data and business process documentation that uses the process library of SAP SuccessFactors solutions. It is offered and delivered by the SAP Digital Business Services organization.

### Business Processes and Capabilities

#### HR Business Process Bundles
- **Manage Workforce**
  - Manage organizational data, positions, hires, rehires, probation, promotions, demotions, temporary employment, dependents, leaves of absence, global assignments, contingent workers, and concurrent employment (optional)
  - Administer and maintain international and intracompany transfers, internal hires and lateral moves, off-cycle salary adjustments, terminations, personal data, and people profile

- **Attract and Acquire**
  - Create and post job requisitions
  - Perform talent search
  - Manage candidate relationship

- **Identify and Grow**
  - Pay for Performance
  -中国企业数据
  - Employee data
  - Organizational data

- **Manage Time Off**
  - Pay for Performance
  - Manage candidate experience
  - Manage candidate selection, closing, and onboarding (preboarding, first day, internal hire, and offboarding)
  - Manage salary reviews, short-term and long-term incentives, and rewards and recognition

- **Evaluate and Develop**
  - Plan career and development; provide mentoring
  - Analyze and manage learning content
  - Create scheduled offerings
  - Assign learning
  - Conduct talent reviews
  - Plan succession
  - Plan career and development; provide mentoring

- **Pay for Performance**
  - Pay for Performance
  - Identify and maintain goals
  - Review performance
  - Use continuous feedback and coaching

- **Manage Time Off**
  - Request and approve absences
  - Use continuous feedback and coaching

### Preconfigured Solution
- Exploration with sample data
- Incorporation of customer data
- Validation and launch

### Add-Ons
- **Countries and languages**
- **Integration** SAP HCM Suite, SAP SuccessFactors Employee Central, and SAP Qualtrics Employee Engagement solution

### Benefits and When to Consider

#### Benefits
- Fully integrated, comprehensive HR business processes
- State-of-the-art solution design and leading practices
- Proven implementation approach and clear guidance with predictable outcomes
- Ability to include add-ons and customer-specific requirements
- High-quality implementation with fast time to value (50%-70% faster)
- Attractive fixed-price service utilizing local and regional experts from SAP

#### When to Consider
- • Attractive fixed-price service
- • High-quality implementation
- • Fast time to value (50%-70% faster)
- • Attractive fixed-price service

### Applications and Accelerators

#### Digital Business Framework
- **SAP SuccessFactors HCM Suite**
  - SAP SuccessFactors Employee Central
  - SAP SuccessFactors Recruiting Management
  - SAP SuccessFactors Recruiting Marketing
  - SAP SuccessFactors Onboarding
  - SAP SuccessFactors Performance & Goals
  - SAP SuccessFactors Succession & Development
  - SAP SuccessFactors Compensation
  - SAP SuccessFactors Learning
  - SAP Jam Collaboration, advanced plus edition

#### Localization
- **Australia**
- **Brazil**
- **Canada**
- **China**
- **Colombia**
- **France**
- **Germany**
- **India**
- **Italy**
- **Japan**
- **Mexico**
- **Netherlands**
- **New Zealand**
- **Saudi Arabia**
- **Singapore**
- **South Africa**
- **Spain**
- **Switzerland**
- **United Arab Emirates**
- **United Kingdom**
- **United States**

#### Languages
- **Chinese (simplified)**
- **Dutch**
- **English (United States and United Kingdom)**
- **French (France and Canada)**
- **German**
- **Italian**
- **Japanese**
- **Portuguese (Brazil)**
- **Spanish (Spain and Mexico)**

#### Sample Data
- **Organizational data**
- **Employee data**

### Contact and Further Information
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