SAP® Model Company for Human Resources

SAP Model Company for Human Resources service leverages the SAP Model Company for HR solution, which is a ready-to-use, pre-configured, end-to-end implementation of SAP SuccessFactors modules covering HR process bundles addressing core HR, talent acquisition, talent management, talent development, and rewards. Based on an adopt fit-to-standard approach the service includes support for customer theming and branding, data migration, and production go-live.

Business Processes and Capabilities

Manage workforce (mandatory)
- Manage: organizational data, positions, hire, rehire, probation, promotion, demotion, temporary employment, dependents, leave of absence, global assignment, contingent workers, concurrent employment (optional)
- Administer and maintain: international and intracompany transfer, internal hire and lateral move, off-cycle salary adjustment, termination, personal data and people profile, Qualtrics® onboarding and exit surveys (optional)

Identify and grow (optional)
- Set and maintain goals, review performance, continuous feedback and coaching, 360-degree review
- Identify, nominate, and review talent
- Plan succession, plan career and development, mentoring

Pay for performance (optional)
- Set and maintain goals
- Review performance
- Continuous feedback and coaching
- Manage: salary review, short-term incentives, long-term incentive granting, rewards and recognition

Manage time (optional)
- Time off: request and approve absence (not available for all countries)
- Time sheet: submit and approve time (available for Australia, Switzerland, and USA only)

Attract and acquire (optional)
- Create and post job requisition, perform talent search, candidate relationship management, candidate experience
- Manage: candidate selection, closing, onboarding (pre-onboarding, first day, internal hire and offboarding)

Educate and develop (optional)
- Plan career and development, mentoring
- Analyze and manage learning content
- Create scheduled offerings
- Assign learning
- Register / cancel for scheduled offering
- Consume learning and follow-up
- SAP Jam (optional): create start page and groups, invite participants, community and collaboration governance

General
- Localized for: Australia, Belgium, Brazil, Canada, China, Colombia, France, Germany, India, Italy, Japan, Mexico, Netherlands, New Zealand, Saudi Arabia, Singapore, South Africa, Spain, Switzerland, Thailand, UAE, UK, USA
- End-user languages for: Chinese (simplified), Dutch, English (USA and UK), French (France and Canada), German, Italian, Japanese, Portuguese (Brazil) Spanish (Spain and Mexico)

Business content and accelerators
- Adopt fit-to-standard project plan
- Business-process documentation
- Demo and test scripts
- Sample data
- Configuration and setup guides

Applications
- SAP SuccessFactors Employee Central
- SAP Success Factors Recruiting Management
- SAP Success Factors 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
- SAP Qualtrics Employee Lifecycle for Onboarding and Exit

Scope Options
- Mandatory manage workforce process bundle
- Optional process bundles
- Additional countries and languages
- SAP ERP or SAP S/4HANA on-premise integration
- SAP Qualtrics Employee Lifecycle for Onboarding and Exit

When to Consider
- For customer who wants to adopt HR leading practices and industry standards and implement SAP SuccessFactors
- Desires faster time-to-value at a lower cost, and with more predictable project execution and outcome

Benefits
- Significantly improved time-to-value (70%)
- Value adoption based on leading practices
- Reduced cost and improved TCO

Contact and Further Information
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