SAP SUCCESSFACTORS, SAP HCM AND *FIS*/hrd
THE ALL-IN-ONE PACKAGE FOR ADVANCED HUMAN RESOURCES MANAGEMENT

Advanced and safe HR management

SAP SuccessFactors is an integrated and cloud-based SaaS (Software as a Service) solution for Human Capital Management. Besides the HR core competences, SuccessFactors has its strengths particularly in the field of talent management.

It consists of the following components:

- Recruiting and applicant management
- Central HR data management
- Onboarding
- Learn management system
- Performance review and target agreement
- Succession and development planning

Besides the flexible application of the cloud, some companies still would like to use an on-premise environment in specific HR areas. The appropriate solution is a hybrid implementation model. Some of your HR processes are still provided as on-premise software while quickly changing topics, such as talent management, will be moved into the cloud.

When selecting a hybrid implementation approach, you use the sophisticated processes of the server-based SAP HCM solution and, at the same time, keep up with the times in agile areas, such as recruiting.

In SAP HCM, for instance, the following areas can be mapped:

- Personnel administration
- Time management
- Payroll
- Travel expenses
- Employee and organizational management

- Workforce planning
- Personnel cost planning

Apart from full cloud integration and a completely server-based software solution, various hybrid models are available. The FIS professionals assist you with their long-standing experience both in the on-premise area and cloud-based solutions. In a joint workshop, you analyze your business strategy and processes to select the ideal implementation model for your company.

Data protection and audit compliance with *FIS*/hrd

FIS/hrd is an SAP optimization designed for anything to do with security and auditable development and used for the particular protection of your employee data in SAP. The solution encrypts and anonymizes employee data beyond standard access authorizations. These measures offer reliable protection and can also be used in test systems for training purposes. The FIS software solution is also suitable for the cross-industry use in HR user departments that work with SAP systems on their own central servers or in the cloud.

Successful recruiting – your individual career website

Our Medienwerft subsidiary in Hamburg, the experts for digital communication concepts for brands, will support you in employer branding. An individual career page with a suitable image concept and wording will strengthen your employer brand and accompany applicants along the entire candidate journey.

Digital report booklet – scoring points as a modern employer

Our digital report booklet helps you save time in education and training and avoid wait times due to an approval of the activity report irrespective of place and time. It offers you

a structured overview of the grades and activity reports of your trainees. Moreover, you will enthuse your trainees with up-to-date technology and meet them at digital eye level. Your skilled specialists of tomorrow are accustomed to using digital technologies in everyday life. The digital report booklet offers this technology for professional life as well and enables you to strengthen your reputation as a modern employer.

REFERENCES

ALFING MASCHINENFABRIK ALFING KESSLER GMBH	RICHTER+FRENZEL	AtoS	DÜRR	HOMAG	Roto
UNIVERSITÄT HEIDELBERG ZUKUNFT SEIT 1386	s.Oliver	EnBW	Wieland	KNAUF Gips	AL-KO
Julius-Maximilians- UNIVERSITÄT WÜRZBURG	(Audi)	sto	HEIDELBERGCEMENT	RheinlandPfalz LANDESAMT FÜR FINANZEN	

HIGHLIGHTS

- SAP SuccessFactors can also be used without an existing SAP ERP system
- Vast variety of recruiting functions including Approval workflows and social media connection
- Full integration of *FIS*/hrd into your SAP system
- Professional employer branding and career page
- Digitization of vocational training
- Positioning as a modern employer

BENEFITS

- Flexibility of the cloud
- Modern talent management processes
- Security for your HR core competences
- Additional data protection and audit compliance of your employee data
- Helps your company with digital transformation
- Strengthens your employer brand
- Professional application process
- Time saving and transparency in training and education

FIS Informationssysteme und Consulting GmbH

FIS Informationssysteme und Consulting GmbH is an expanding and independent enterprise and the parent company of the FIS Group, which employs more than 700 employees making companies more modern, economic and competitive every day. FIS focuses on SAP projects and the development of efficient solutions promoting digitization within companies. As one of the leading value-added SAP resellers in Germany, Austria and Switzerland, FIS is the market leader in technical wholesale with the all-in-one *FIS*/wws solution. Together with its Medienwerft subsidiary, FIS covers the complete range of SAP topics in the field of Customer Experience (CX).

More than 100 specialists operate and administer the customers' SAP systems in the FIS-ASP subsidiary data centers in Southern Germany. The FIS-SST subsidiary is the competent partner for nearshoring projects. The FIS-iLog subsidiary develops collaborative solutions for the convenient and secure process management of different companies on shared platforms.