



HR DIGITIZATION WITH FIS

**THE ALL-IN-ONE PACKAGE FOR
ADVANCED HUMAN RESOURCES MANAGEMENT**





Quality & security in the HR core competences



Data protection & audit compliance



Efficiency & advanced tools in training and education



Flexibility & innovation in talent management

SAP HCM FOR EFFICIENCY AND SECURITY IN THE HR CORE PROCESSES

The HR core competences are among the most important HR management tasks. This includes, for instance, smooth payroll and all subsequent activities as well as reliable time management down to the last detail. In order to increase **efficiency and security in the HR core processes**, it is important to map them digitally. SAP Human Capital Management (SAP HCM) is a high-performance and reliable HR solution that convinces its users by its large scope of services and relieves HR user departments in their daily work. The HR consultants at FIS have many years of wide experiences in the SAP HCM environment and will be pleased to assist you with their expertise in implementation and consulting.

SAP HCM includes the following HR core processes for instance:

- Personnel administration
- Time management
- Payroll

- Travel expenses
- Employee and organizational management
- Workforce planning
- Personnel cost planning

FIS/hrd ENSURES DATA PROTECTION AND AUDIT COMPLIANCE IN SAP HCM

SAP optimization *FIS/hrd* has been designed for anything to do with **security and auditable development in SAP HCM**, because the protection of person-related data plays a decisive role in HR, also due to the EU's GDPR requirements. The ***FIS/hrd* CCC component encrypts and anonymizes employee data** beyond standard access authorizations. These measures provide reliable protection - even in test systems and for training purposes. Furthermore, the ***FIS/hrd* SRA component ensures an audit-proof Customizing development that can be traced at any time**. Schemas and rules, but also other table sections can be versioned. With the *FIS/hrd* tool set applications, SAP HCM users benefit from audit compliance, tra-

ceability, high data quality and obtain comparable results for time evaluation and payroll for instance.

INNOVATIVE TALENT MANAGEMENT OUT OF THE CLOUD WITH SAP SUCCESSFACTORS

SAP SuccessFactors is a comprehensive HR suite out of the cloud. The SaaS solution (Software as a Service) is characterized by its strengths in **recruiting and talent management** and can be used even without an existing SAP ERP system. With SAP SuccessFactors, enterprises benefit from advanced and innovative functionalities such as release workflows in recruiting and social media connections. In this way, new talents can be found successfully and retained within enterprises. For this purpose, the comprehensive cloud solution provides different components for talent management, such as recruiting and applicant management, onboarding or learning management.

A HYBRID APPROACH - COMBINE SAP HCM AND SAP SUCCESSFACTORS

By combining SAP HCM and SAP SuccessFactors in a hybrid approach, enterprises use the benefits from on-premises and cloud environments. In doing so, the need of many users to keep the HR core functions in the proven on-premises environment can be fulfilled. At the same time, advanced and up-to-date functions out of the cloud, such as recruiting or talent management, are used. In this way, enterprises benefit from the advantages of both worlds and **are well prepared for the future in HR**. The FIS experts will be pleased to analyze with you what implementation scenario is perfectly suitable for your company.

DIGITAL APPLICATIONS FOR ADVANCED TRAINING COMPANIES

Mobile applications **relieve instructors and training supervisors** and strengthen your image as an advanced employer. Furthermore, up-to-date vocational training methods inspire our “always-on” generation. By using the digital *FIS/Berichtsheft* (report booklet), training companies save time and efforts in training and edu-

cation. Due to a fast approval process, including approval revocation, easy and mobile evidence control is achieved. Overviews of grades and the current status of the reports additionally support instructors.

By using the *FIS/Ausbildungsplaner* (training plan), instructors create operative and individual **training plans in a structured, fast and error-free manner**. Here, this intelligent application provides guidance in case of incorrect planning or overcrowding of departments. In this way, you optimally use your capacities for vocational training and always keep an overview of your trainees. Subsequently, the deployment plans are made available to instructors and trainees on mobile devices.

WHY FIS?

- Long-standing experience in the SAP HR environment
- Field-tested solutions and functions
- Everything from a single source: from consulting and implementation up to system operation and support
- SAP-certified consultants, developers and support team



REFERENZEN



HEIDELBERGCEMENT



THE FIS-GROUP

FIS Informationssysteme und Consulting GmbH is an expanding, independent company and forms the umbrella of the FIS Group. Within this group, more than 800 employees work to make companies more modern, more economical and more competitive every day.

The focus of FIS is on SAP projects and the development of efficient solutions that drive digitalization in companies. As one of the leading SAP system houses in the D-A-CH region, FIS is the market leader in technical wholesale with its complete solution *FIS/www*.

Together with its subsidiary Medienwerft, FIS covers the complete SAP range of topics for the Customer Experience (CX) area.

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