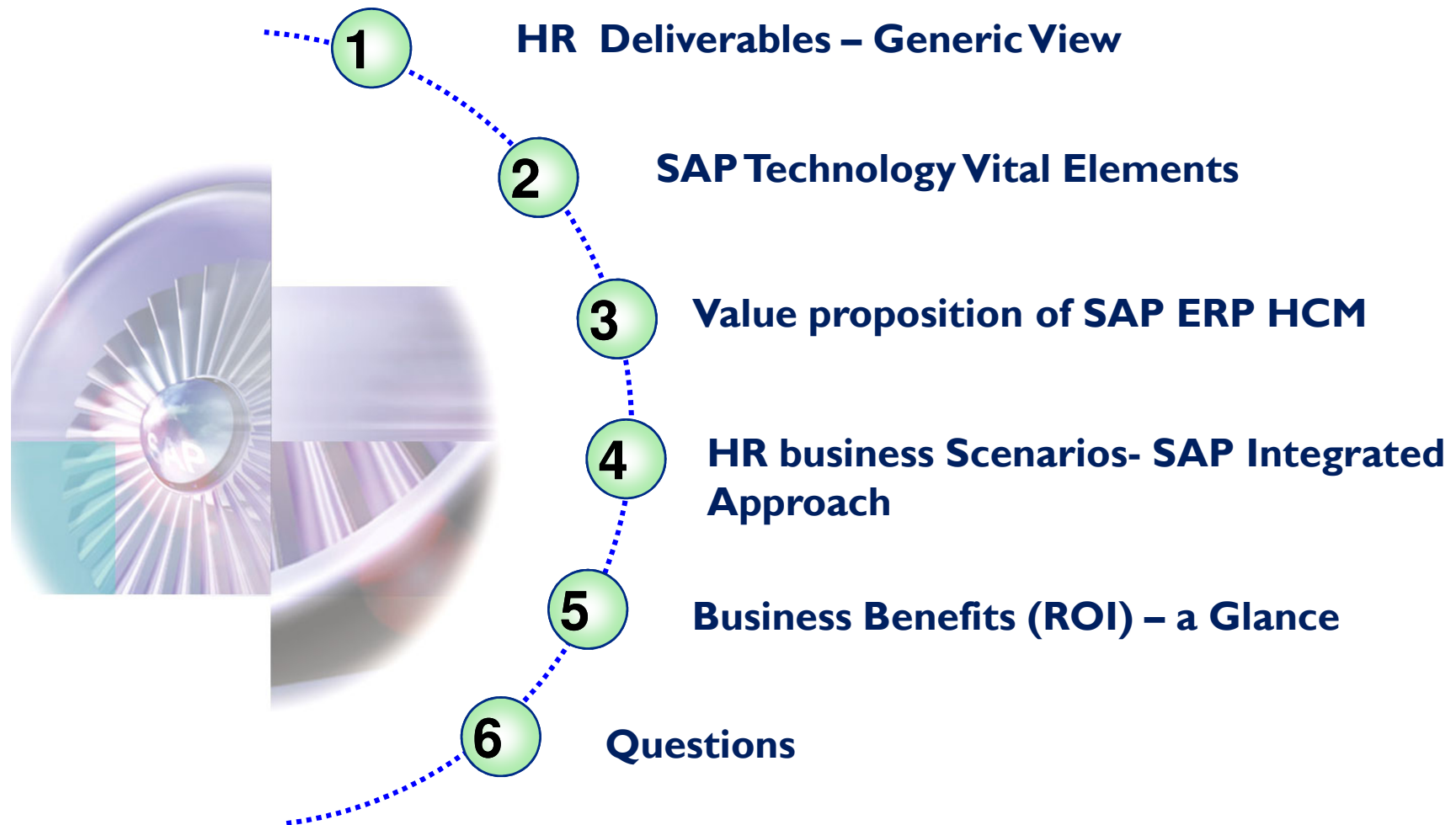


**Session...**

## **Effective Utilization of SAP ERP HCM as an Efficient & Cost Saving Tool in Business**

**Janardhan N**  
**Lead – CoE-SAP HCM**  
**Wipro**

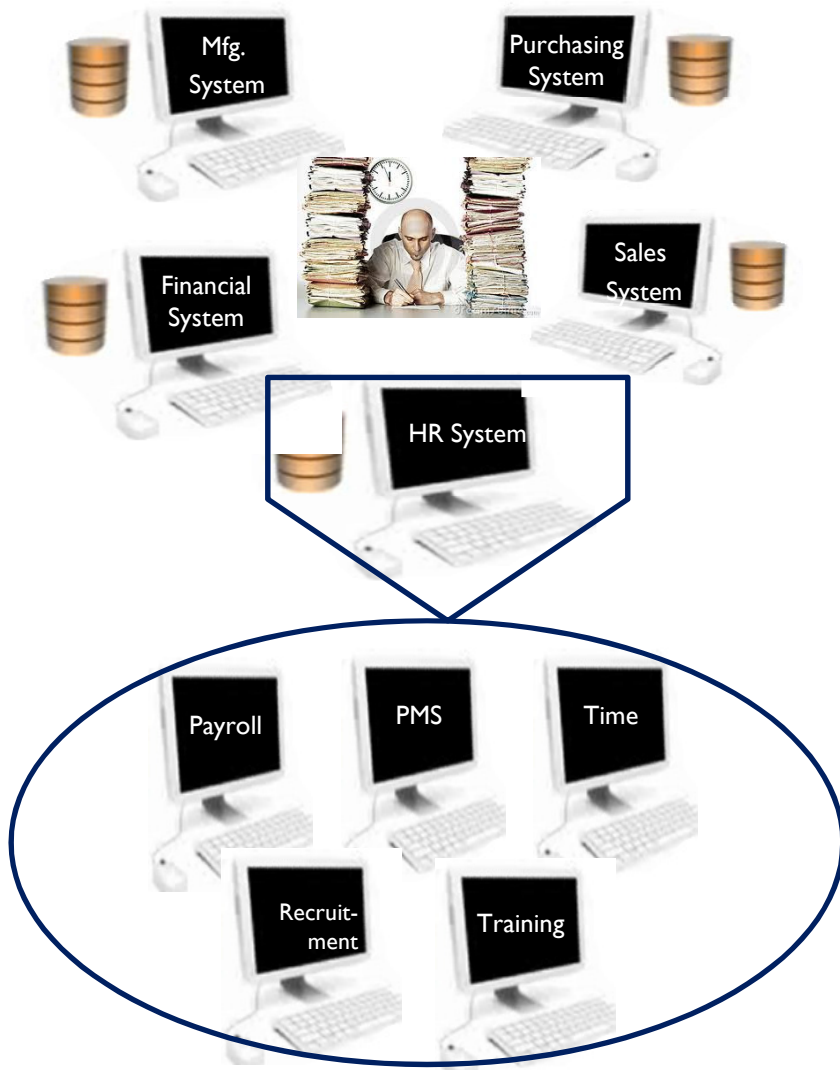
# Coverage



## HR Deliverables – Generic view

- Optimizing the value of Human Capital**  
(Right Person on the Right Job at the Right Time)
- Optimize Talent Assets across the Enterprise**  
(Aligning Individual and Team goals with Corporate Strategies)
- Improve Productivity and increase Value Add of employees**  
(Clarity in Roles & Responsibilities, Competency mapping, Skill Development)
- Increase HR efficiency thru Process Automation**  
(Automate administrative tasks to reduce time & cost)
- Improve Service Quality while Reducing Costs**  
(Access to real-time data, applications & analytical tools)

## Scenario....Disparate Systems



### Multiple Software Systems, Databases & Platforms

- No Unique Processes
- Redundant Data Entry and Processes
- No sharing Information across Enterprise
- No Streamlining processes and workflows
- Inaccuracy in Planning, Tracking & Forecasting
- Low Efficiency
- Less Customer/Employee Satisfaction

## SAP Technology Vital Elements

### Process Centric

- Facilitates a robust business process foundation
- Processes can easily be changed

### Real-time execution

- Data consistency
- Efficient Real-time planning and Decision Making

### Single Platform

- All solutions on one single integrated platform
- Reduce Total cost of IT ownership

### Integration Aspects

- People. Processes, Information & Application

**Provides Flexibility & Delivers High Value**

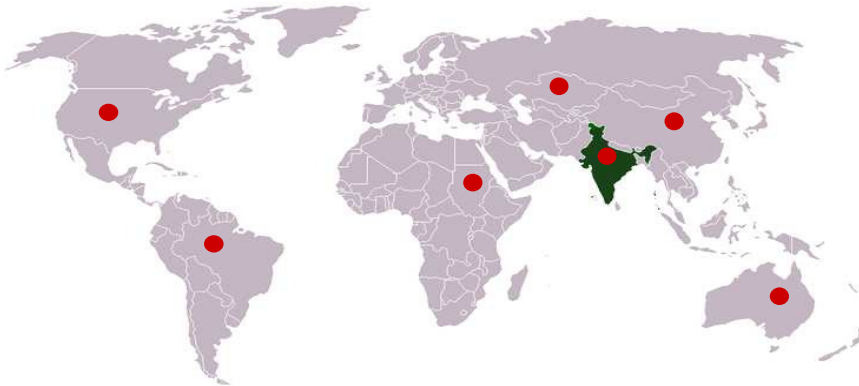
# Value Proposition of SAP HCM

## A Comprehensive Integrated Solution.....



# Enterprise vital elements?

Geography



Business Line

IT

Mfg.

Retail

Utilities

Business Process Model

Enterprise specific processes

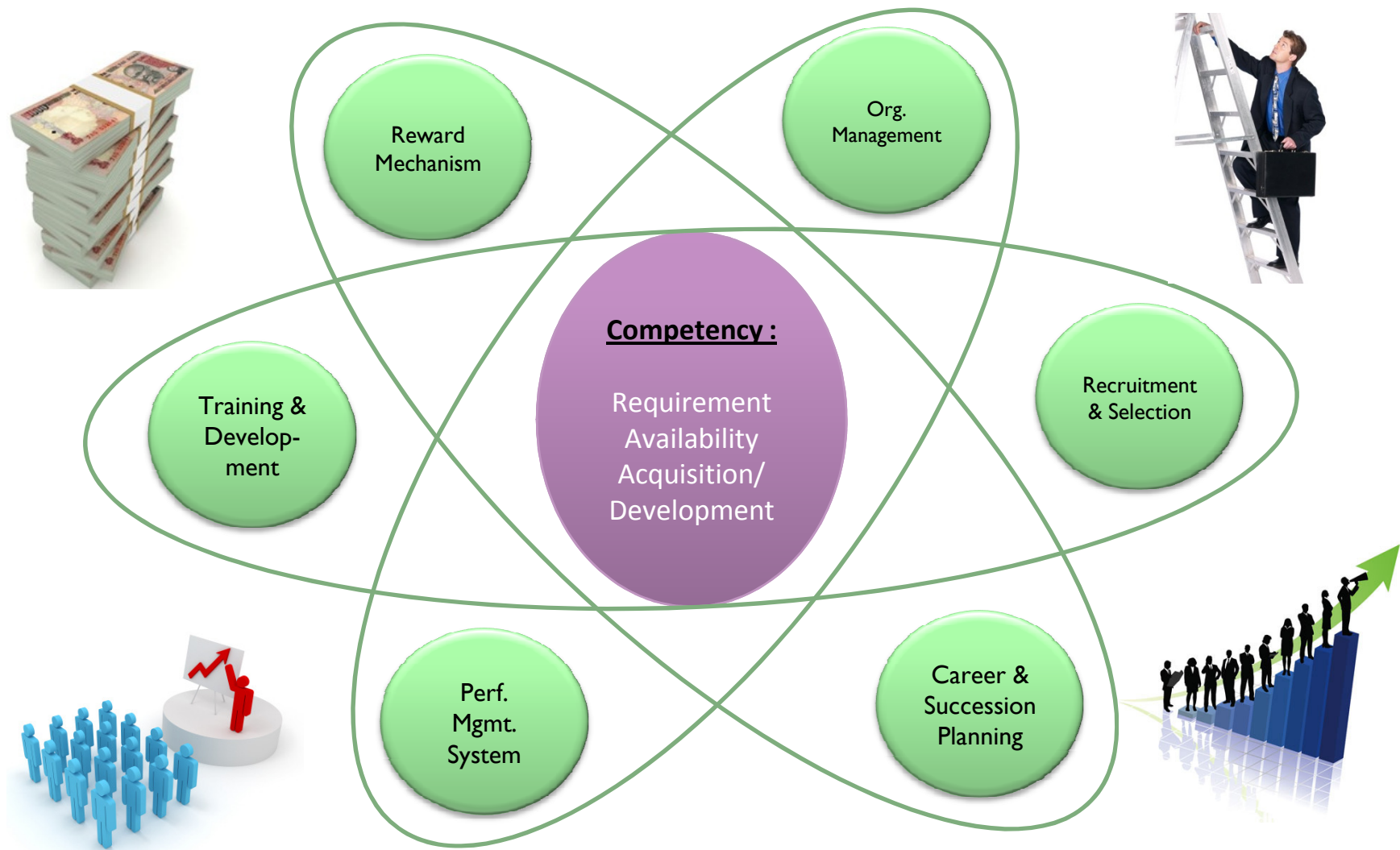
Collaborate Business processes

## **Maximize benefits from Employee information**

- **Unique master data access across enterprise using Roles & authorizations.**
- **Centralized Enterprise Organization Structure for effective workflows**
- **Effective monitoring of employee life cycle processes and follow-up by the system and alert.**
- **Global Master Data maintenance as a central repository.**
- **Effective employee transactional processes using Self-Services delivery model to eliminate manual processes.**
- **Strong native & cross functional integration in sharing unique master data.**
- **Global payroll information & local regulatory compliance.**

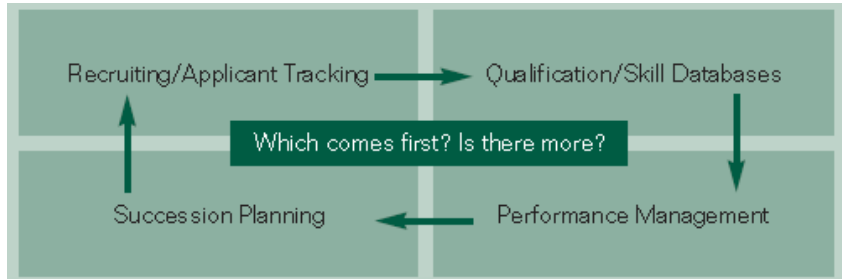


# Competency Management – Integrated Approach



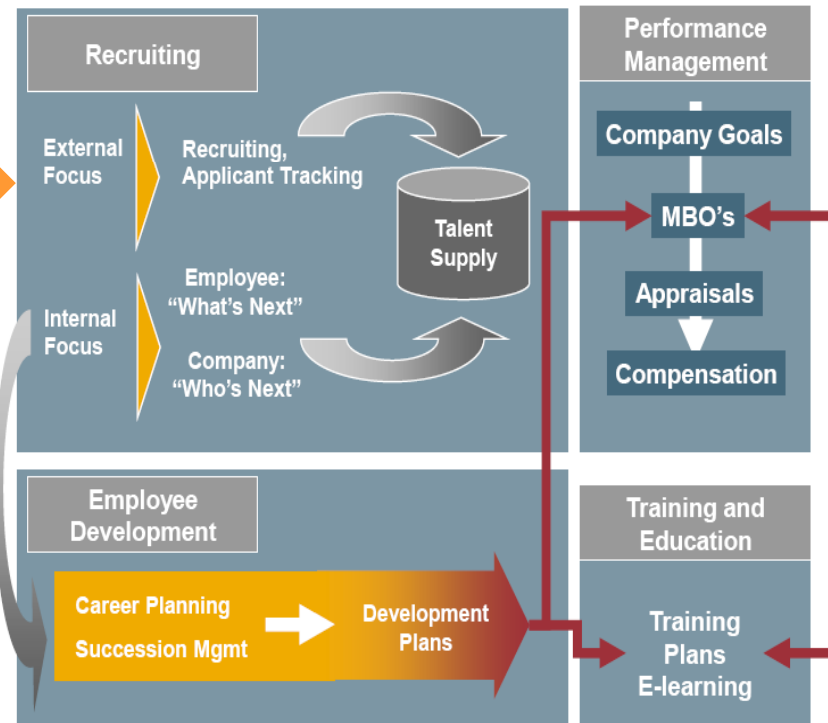
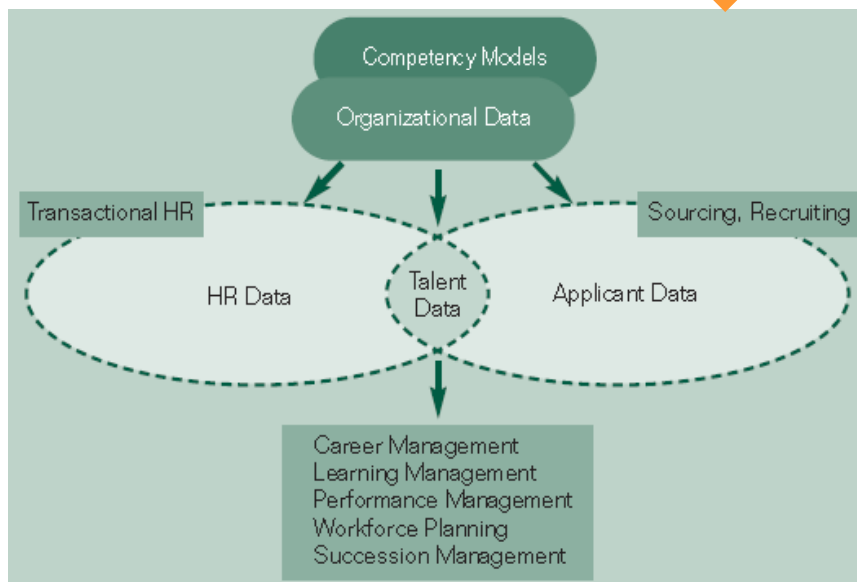
# Talent Management – SAP Integrated Approach

## The Challenge: Integrate Disparate Systems

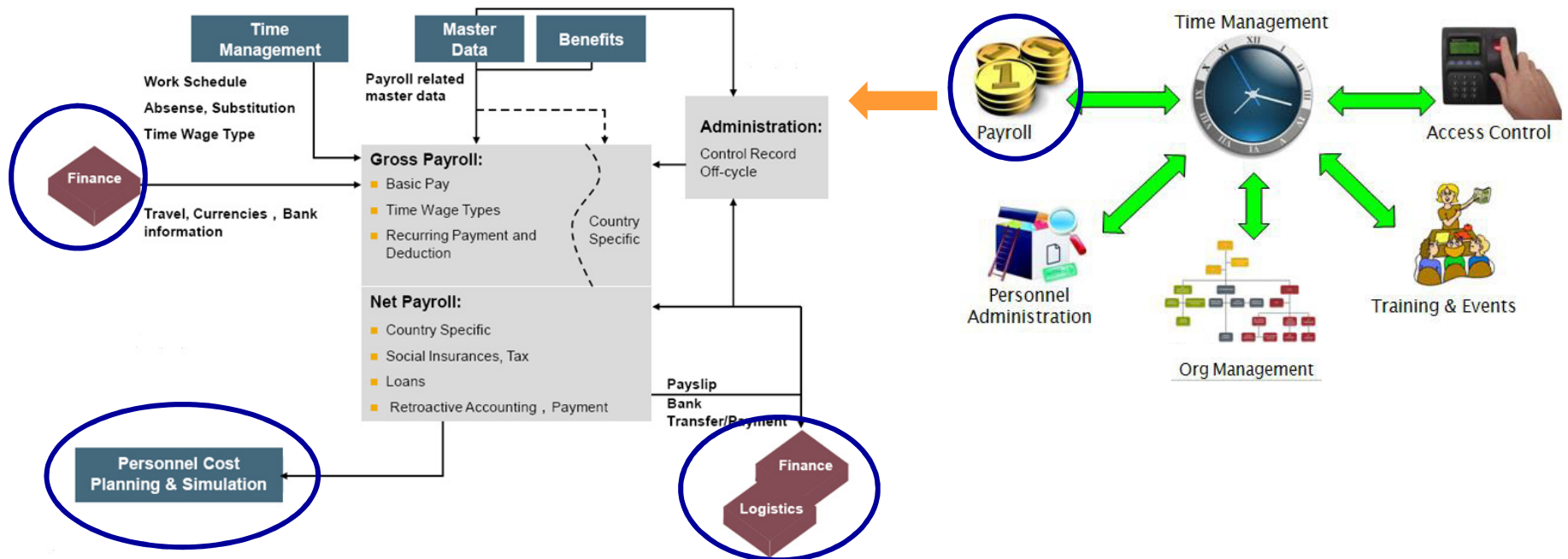


- Align workforce and organizational objectives
- Maximize the Potential of workforce
- Reduce IT complexity and achieve more business value

## The Solution: One shared Data Source



# Payroll Processing – Integrated approach



- **Compliance with >47 Countries legal regulations**
- **Global payroll processes and local regulatory compliance.**

# **SAP HR Services Delivery Framework**

**Manager Self Services**

**Employee Self Services**

**Employee Interaction Center (CRM)**

**Adobe Interactive Forms**

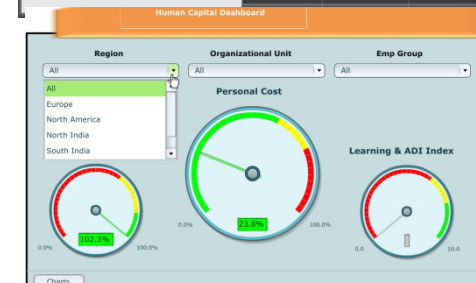
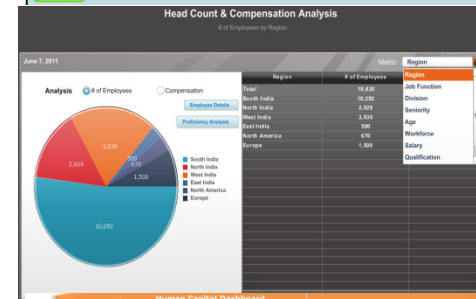
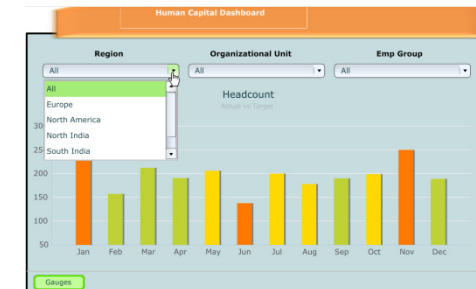
**SAP Mobility Solutions**

**Integrated paperless approach with efficient workflow –  
Reduce time & Cost**

# Workforce Analytics

Real-time insight into workforce data for effective decision making

- Headcounts
- Transactional Analysis
- Skills, Competencies & Performance metrics
- What-if analysis reports
- Dashboards ( with BI/BO)



## Display Profile Matchup

Person: Mohammed Syed ( 09000001 )  
 Position: Senior Executive  
 Key Date: 21.06.2010  
 More Settings: Alternative qualifications were not included  
 Depreciation meter was not included

Qualification group	Qualification	Essential Req	Required	Existing	Difference
Human Resources	HR Management skills	<input type="checkbox"/>	Very good	Do(es) Not Exist	-5-
Human Resources	Knowledge of Compensation & Benefits	<input type="checkbox"/>	Very good	Do(es) Not Exist	-5-
Human Resources	Knowledge of PD	<input type="checkbox"/>	Without Rating	Good	0
Human Resources	Knowledge of Recruitment policies	<input type="checkbox"/>	Very good	Very good	0
Human Resources	training and development experience	<input type="checkbox"/>	Very good	Very good	0
SAP Planning & Administration	Certificate, Recruitment	<input type="checkbox"/>	Yes	Do(es) Not Exist	-1-
University Education	MBA	<input type="checkbox"/>	Yes	Yes	0

# **Business Expansion & Growth – SAP Approach**

## **Support for Global Operations**

(Multiple Languages, Multiple Currencies, Country specific Requirements for >48 countries)

## **Innovation Without Disruption**

(Enhancement Package strategy)

## **SAP NetWeaver –SOA Architecture**

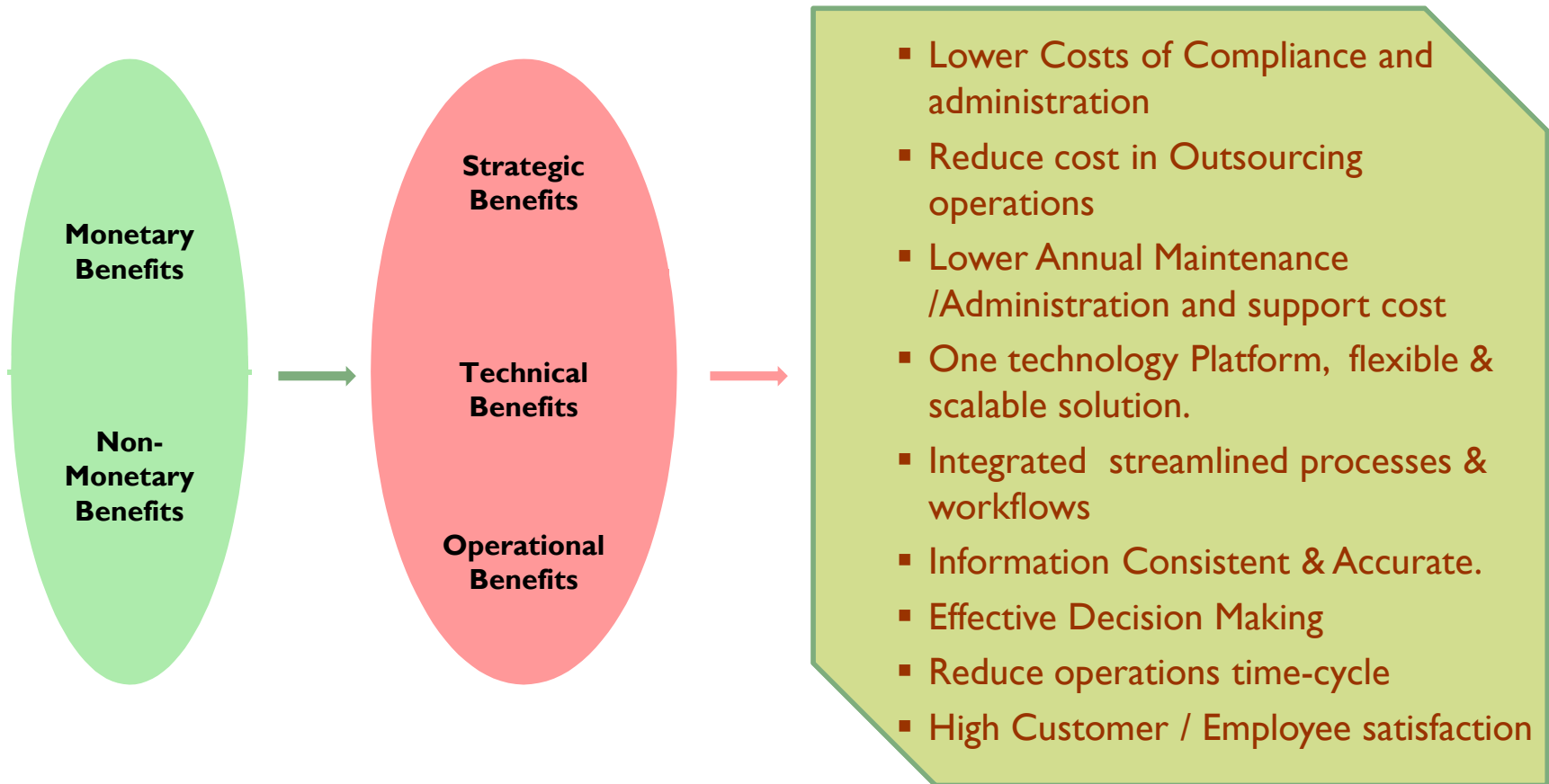
(ESS, MSS, Employee Interaction Centre)

## **Flexible Deployment Options**

(Shared Services Models)

# ROI Analysis

Return on Investment (ROI) is usually referred to the Profit & Loss against the relative investment, however much more others....



**Thank You**

