



# SAP HCM

# EXTENDED PROFILE



## OVERVIEW

SAP HCM is a global HRMS platform for integrated HR and payroll solutions offered by German multinational software providers, SAP. SAP HCM incorporates many core HR and Payroll functions including compliance, benefits, recruitment, and time and attendance. The HRMS solutions are available through a number of deployment options including on-premise, on demand, and on mobile devices.

The HRMS solution is built for global enterprises with 50 country specific versions providing legal compliance and best practices across a multinational business. This compliance is regularly maintained with over 1000 legal changes per year to the HRMS products. A further 39 country specific SAP HCM versions are available from SAP partners.

Business analytics are integrated into SAP HCM, with the recently acquired SuccessFactors providing solutions for workforce planning and HR data. SuccessFactors cloud function integration into SAP HCM allows managers and executives to visualize more than 40 HR metrics and over 90 measures to help formulate strategies for the current business climate as well as those based on “what-if” situations. Analytics functionality is also integrated with SAP HCM reporting tools.

Talent Management functionality is built into SAP HCM with cloud solutions for compensation, learning, performance and goals, recruiting, succession and collaboration. SAP HCM also offers time and attendance management which can be easily updated and monitored through employee and manager self-service. This self-service access to SAP HCM can take place on-site or through mobile devices.

Users of SAP HCM include power and automation technology group ABB, oil and gas company Statoil and portfolio and strategic holding company Haniel.



## SOFTWARE SPECIFICATION

OVERVIEW	
PRODUCT NAME	SAP HCM
SOFTWARE FEATURES	
ABSENCE MANAGEMENT	✓
BENEFITS ENROLLMENT	✓
COBRA	✓
COMPENSATION	✓
COMPLIANCE	✓
DISCIPLINARY ACTION	✓
EMPLOYEE SELF SERVICE	✓
FMLA	✓
HEALTH & SAFETY	✗
MANAGER SELF SERVICE	✓
ON & OFF BOARDING	✓
PAYROLL	✓
PERFORMANCE MANAGEMENT	✓
	✓

RECRUITMENT	
REVIEWS	✓
SOCIAL NETWORKING	✓
SUCCESSION MANAGEMENT	✓
TIME & ATTENDANCE	✓
TRAINING & SKILLS	✓
VACATION & SICK LEAVE	✓
WORKFLOW	✓
WORKFORCE ANALYTICS	✓
TRAVEL & EXPENSES	✗
<b>ORGANIZATION SIZE</b>	
ENTERPRISE (1000+ EMPLOYEES)	✓
MEDIUM (251-1000 EMPLOYEES)	✓
SMALL (1-250 EMPLOYEES)	✗
<b>PLATFORM</b>	
CLOUD	✓
INSTALLED	✓
<b>PRODUCT INFO</b>	
MODULAR	✗
MULTI LANGUAGE	✓

**MULTI CURRENCY**



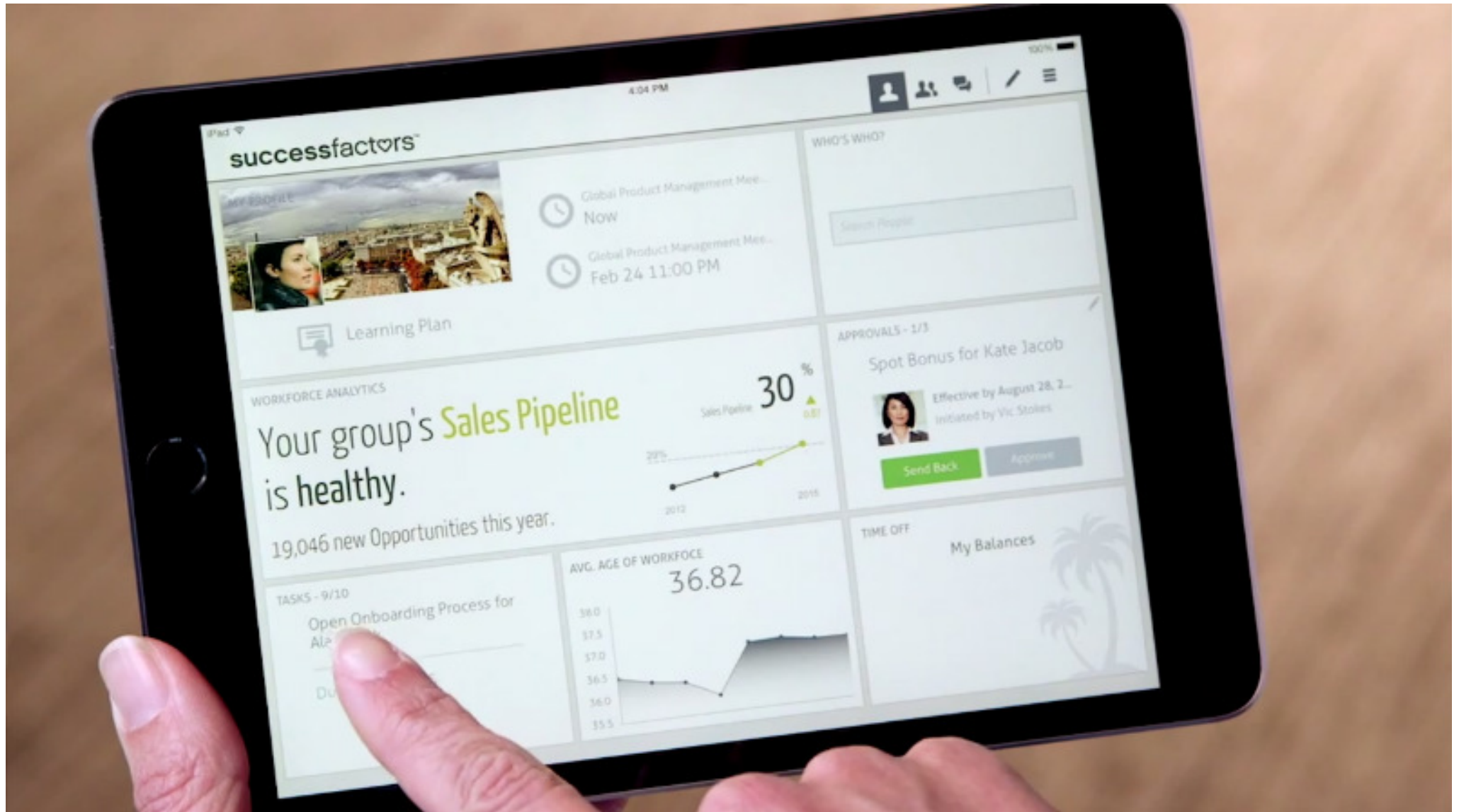
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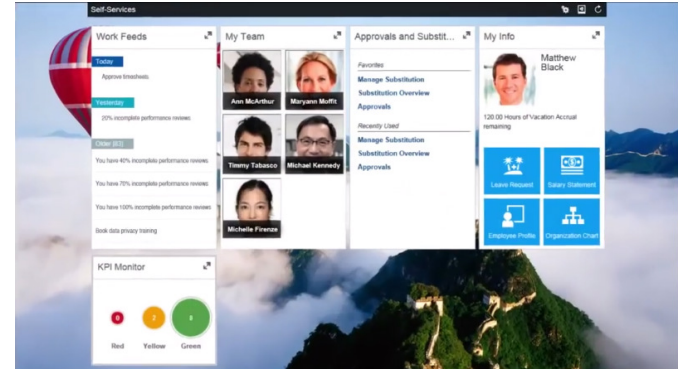
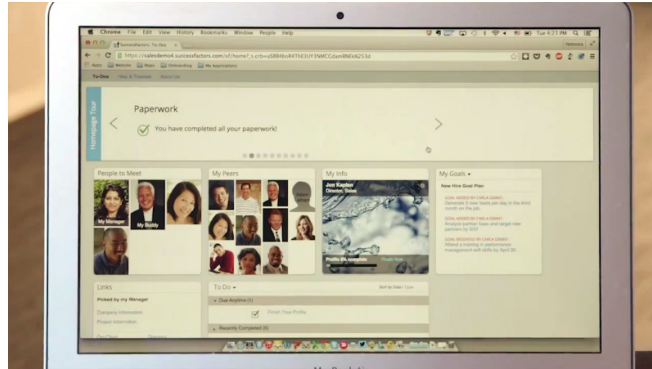
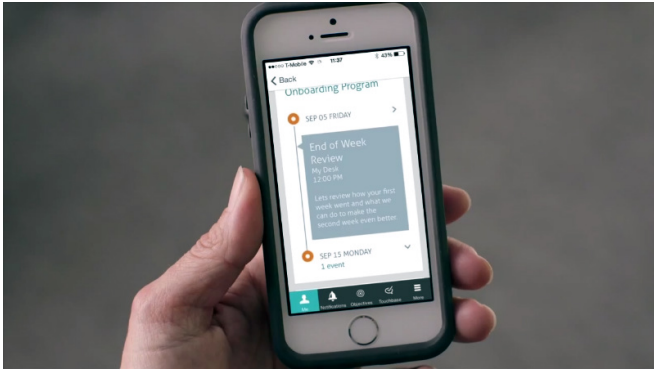


**FURTHER INFORMATION**



## SOFTWARE SCREENSHOTS





My Forms: 2014 Comp and Bonus Plan for Matthew Black (phblack)

Category	Item	Start	End	Amount	Rate	Pay Period	Notes
Compensation	Base Salary	01/01/2014	12/31/2014	\$48,000.00	0.00%	01/01/2014 - 12/31/2014	
	Target Bonus	01/01/2014	12/31/2014	\$4,800.00	10.00%	01/01/2014 - 12/31/2014	
Benefits	Medical Insurance	01/01/2014	12/31/2014	\$1,200.00	2.50%	01/01/2014 - 12/31/2014	
	Dental Insurance	01/01/2014	12/31/2014	\$600.00	1.25%	01/01/2014 - 12/31/2014	
Total	Total Compensation	01/01/2014	12/31/2014	\$54,600.00	11.46%	01/01/2014 - 12/31/2014	
	Total	Total Compensation	01/01/2014	12/31/2014	\$54,600.00	11.46%	01/01/2014 - 12/31/2014