



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. SAP's HRIS system is available through a number of deployment options including on-premise, on-demand, and on mobile devices.

WHAT IS SAP HCM?

SAP HCM is a human resources software solution built for global enterprises. SAP HR software includes features such as absence management, employee self-service, and payroll making it a fully functional HR software for large organizations.

WHAT ARE SAP'S PRODUCTS FOR HR?

SAP HCM offers a variety of HR modules in four key areas: employee experience management, core HR and payroll system, HR analytics and workforce planning, and talent management. All the SAP HCM modules are fully integrated and come with built-in tools for application building or extension.

SAP HCM has over 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 is integrated into SAP HCM, with the SuccessFactors HXM Suite providing cloud-based HR software 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-based 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 Equinor, 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 | ✗ |
| ORGANIZATION SIZE | |
| ENTERPRISE (1000+ EMPLOYEES) | ✓ |
| MEDIUM (251-1000 EMPLOYEES) | ✓ |
| SMALL (1-250 EMPLOYEES) | ✗ |
| PLATFORM | |
| CLOUD | ✓ |
| INSTALLED | ✓ |
| PRODUCT INFO | |
| MODULAR | ✗ |
| MULTI LANGUAGE | ✓ |

MULTI CURRENCY



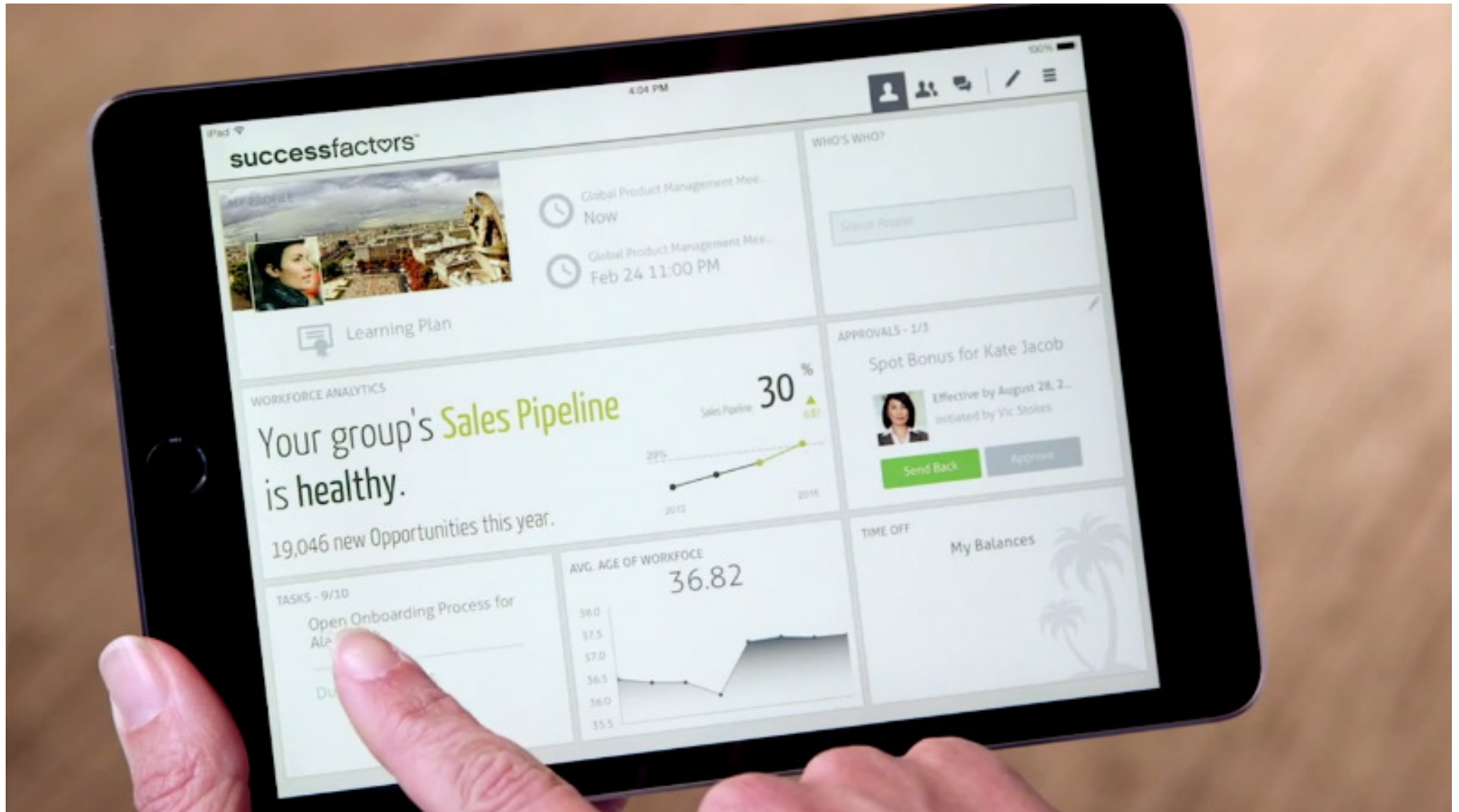
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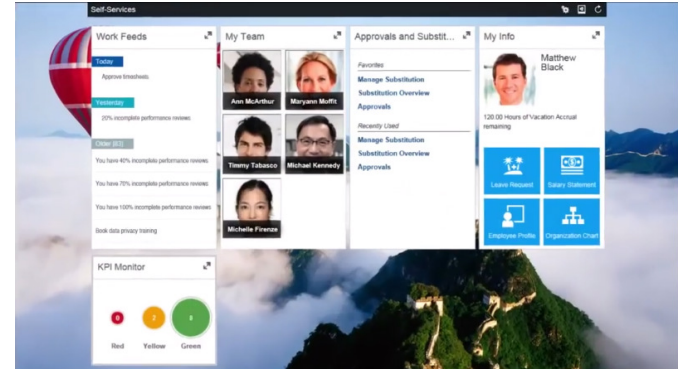
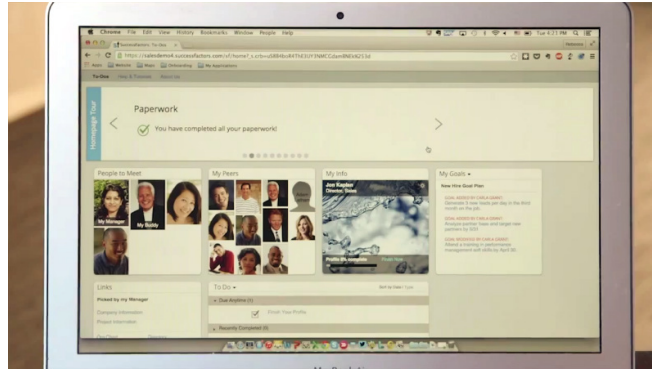
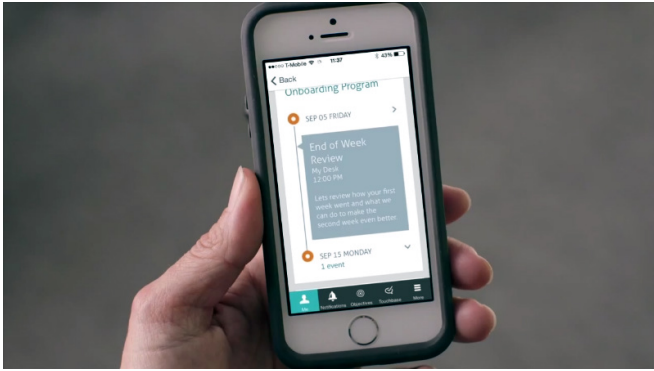


FURTHER INFORMATION



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 | 11.38% | 01/01/2014 - 12/31/2014 | |
| | Total Benefits | 01/01/2014 | 12/31/2014 | \$1,800.00 | 3.75% | 01/01/2014 - 12/31/2014 | |