

# Achieve Total Workforce Management

with SAP Fieldglass and SAP SuccessFactors

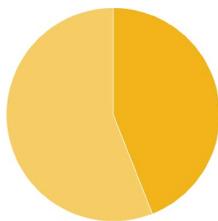
SAP Fieldglass Datasheet

THE BEST RUN 



In today's market, talent is a true differentiator. It is the single most important factor that determines the extent of a company's success. For decades, organizations have focused on attracting and retaining top employees. While traditional employment and employee retention are still important, focusing on these areas alone is no longer sufficient. Globalization and new ways of working are rapidly changing how talent interacts with organizations, making it increasingly likely that the top talent needed by a business might not be — and might not want to be — on their payroll.

External workers — including contingent workers, Statement of Work (SOW)-based consultants, freelancers, specialized talent pools and more — account for 44 percent of the average organization's total workforce<sup>1</sup>. And that number is expected to increase. As a result, businesses can no longer afford to manage their employees and external workers in silos.



**44%**

of the average organization's workforce is comprised of external workers<sup>1</sup>.

Integration between SAP Fieldglass and SAP SuccessFactors bridges the gap between employees and external workers by bringing HR and procurement together. It provides visibility into the total workforce under a single, centralized capability and allows businesses to maximize engagement, collaboration and productivity across all talent by applying select HR practices and talent management processes to the external workforce.

## Plan, manage and optimize your total workforce

The visibility provided by SAP SuccessFactors and SAP Fieldglass serves as the foundation for a total workforce management strategy by allowing HR, procurement and the business to better manage all talent and utilize individual contributors. The integration delivers key capabilities including:

<sup>1</sup> External Workforce Insights 2018: The forces reshaping how work gets done by SAP Fieldglass and Oxford Economics. Based on a global survey of 800 senior executives in more than a dozen countries, fielded in late 2017/early 2018. One-third of respondents are C-suite executives.

## Key Benefits

- Crucial and actionable insight into the total workforce
- Visibility that helps organisations control spend, mitigate risk, and improve workforce quality
- Maximized engagement, collaboration and productivity across all talent by applying HR practices and select talent processes to the external workforce

## About SAP Fieldglass

SAP Fieldglass, a longstanding leader in external talent management and services procurement, is used by organizations around the world to find, engage and manage all types of flexible resources. Our cloud-based, open platform has been deployed in more than 180 countries and helps companies transform how work gets done, increase operational agility and accelerate business outcomes in the digital economy. Backed by the resources of SAP, our customers benefit from a roadmap driven by a continuous investment in innovation.

## About SAP SuccessFactors

SAP SuccessFactors offers a comprehensive human capital management (HCM) suite to help enable a digital HR strategy and engage people across the organization. The company drives business alignment and execution for organizations of all sizes across more than 60 industries. As a market leader with more than 45 million cloud subscribers globally, SAP SuccessFactors strives to delight its broad and diverse customer base by delivering innovative solutions, content and analytics, process expertise, and best practices insights to help optimize the workforce today and prepare it for tomorrow.

## Insights

Combining the data from SAP Fieldglass and SAP SuccessFactors gives you a new level of actionable insight into your total workforce. You are able to answer key questions about your talent including:

- What is our total workforce headcount and distribution across different employment types?
- Which business units or jobs rely most heavily on external workers?
- If I am looking for a particular type of talent, how do I engage it? Or where does it exist?
- Are my talent resources in line with my workforce plan?

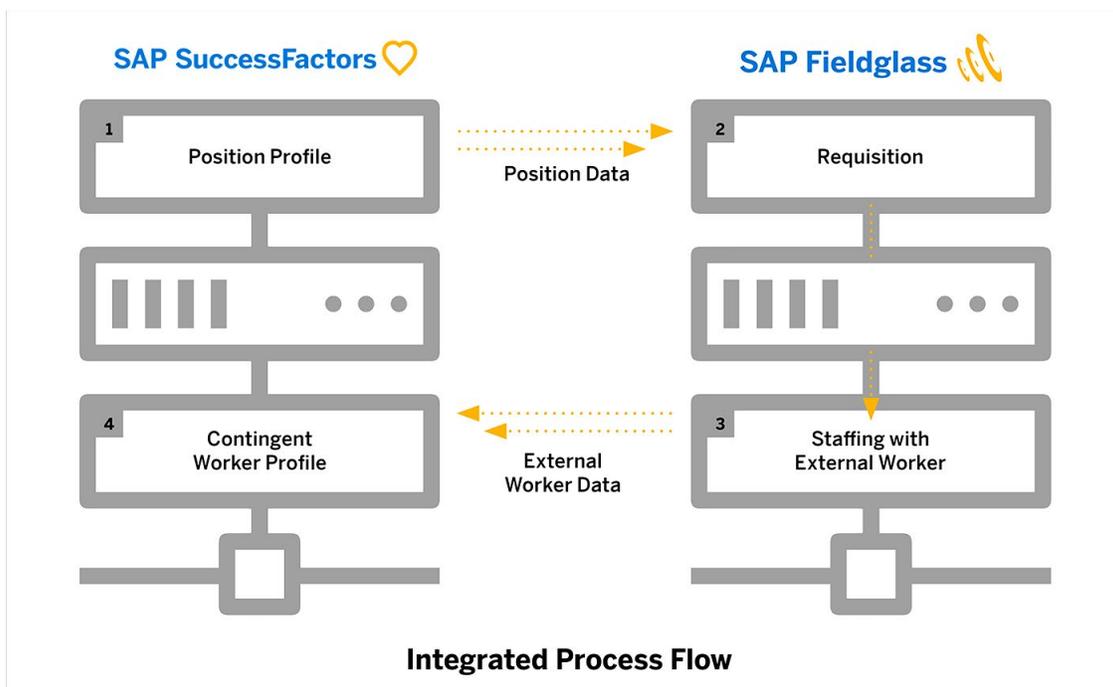
Knowing this information allows you to establish the right mix of talent for your business and lets you formulate strategies to better align present and future business needs with the appropriate resources.

## Execution and optimization

An important factor of a total workforce management strategy is getting the best talent every time — whether the position is filled by a full-time employee or an external worker. This process can be seamlessly handled by triggering a job requisition from a position within SAP SuccessFactors.

If a contingent worker is needed, the data from the vacant position is automatically routed to SAP Fieldglass where the appropriate requisition is created. SAP Fieldglass automates the entire process of procuring and managing temporary and contract labor, from requisition all the way through invoice and payment.

Information about the external worker staffed on a requisition is then fed from SAP Fieldglass to SAP SuccessFactors Employee Central and a contingent worker profile is created in real-time so you're able to optimize the total workforce at any given moment.





## Engagement

In today's competitive market, organizations need to think about the talent experience for all workers — including their external employees. You can capitalize on SAP SuccessFactors' capabilities such as collaboration and learning to apply select talent processes to the contingent workforce. This results in more engagement, better skill sets, longer tenure and overall improved workforce contributions to the business.

## The SAP difference

The integration between SAP SuccessFactors and SAP Fieldglass enables organizations to find and utilize the right resources at the right time to drive business forward. We will remain focused on delivering a uniquely differentiated total workforce management offering that helps you maximize your talent and achieve competitive advantage.

## Learn More

The world of work is changing, and SAP Fieldglass is leading the way with innovative solutions that harness the power of the external workforce in driving the digital economy. Explore additional resources on [www.fieldglass.com/resources](http://www.fieldglass.com/resources) to learn more about the external workforce and the way work gets done.

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