

## NTT DATA BUSINESS SOLUTIONS

it.People&Perform | SAP Qualified Packaged Solution for SAP Successfactors Solutions

# it.People&Perform

it.People&Perform leverages a rapid implementation approach for SAP Successfactors Human Capital Management Solutions to address your most critical HRIS and Employee Performance evaluation needs. The it.People&Perform approach fast tracks your time to value and enables you to reap the benefits of industry leading solutions in a matter of days

### Modules Offered:

- » Employee Central
- » Performance & Goal Management

### Advantages

- » Pre-delivered best practices, tools and content
- » Fixed implementation time line and pricing
- » Easy-to-add additional functionality, flexible to expand

## Business Scope - Employee Central

SAP SuccessFactors Employee Central is an enterprise-grade Core HR solution driven by effective dated entries. It provides support for any combination of business units, geos or cost centres to model and manage any workforce. It enables HR to quickly implement any job structure without code, spreadsheets, or offline processes. It also supports any pay structure enabling companies to vary pay by geo, job class, grade, or legal entities. Employee Central facilitates reporting and industry compliance by making sure all user actions are saved and easily accessible through point-in-time reporting and easy audit trail reports.



### Time Management

- » Manage Short-Term/ Long-Term absences
- » Record Working Time
- » Return to work and Job / Position information update in case of Long-Term absences
- » Manage Leave of Absence



### HR Basic Transactions

- » Add new Employee or Rehire
- » Job Change / Transfer / Pay Rate Change
- » Promotion / Demotion
- » Data Change Employee File
- » Termination
- » Manage Dependents



### Company Structure & Position Management

- » Manage Positions
- » Manage Company Structure



### Integration

- » File download/ SFTP – Employee Data for Payroll Processing
- » File download/ SFTP – Employee Data for Third party systems



### Advances & Benefits

- » Salary Advance
- » Car Fuel Reimbursement
- » Telephone Reimbursement
- » Driver Salary Reimbursement



## Business Scope - Performance & Goal Management

Performance and Goals is a bundle of applications used to develop and manage organization's employees through the automation of talent management process. The goal is to increase efficiencies and enable organizations to continuously manage their performance of their employees.

Goal Management –  
Create, Cascade &  
Align Goals

Performance Management –  
Mid Year &  
Year End Reviews

Stack Ranker

Competencies Reviews

Calibration

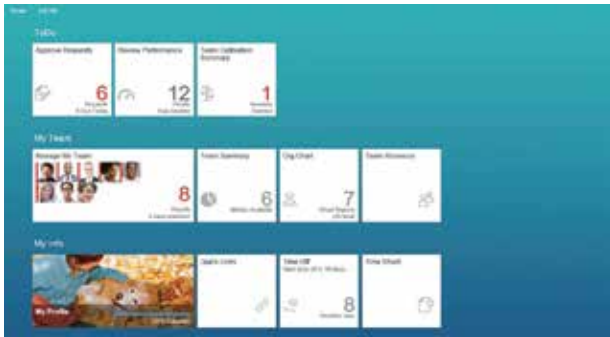
360 Degree Reviews

Continuous Performance  
Management

Probation Review

PIP Review

SAP® Qualified  
Partner-Packaged Solution



## Some of Our Clients



Reliable solutions



## Benefits

### Employee Central

- » A consumer-grade employee experience powered by live insights to help you make data-driven decisions
- » A single global core HR platform, with consistent and standardized HR processes focused on the entire workforce
- » True self-service to support automation, improve data quality, and elevate HR service delivery with efficient, real-time processes
- » A proactive approach to worldwide regulatory compliance
- » Centralized all HR-related transactions, interactions, and management
- » Pre-configured content, accelerate the implementation and get optimal time-to-value of your core HR processes in the cloud

### Performance and Goal Management

- » Develop goals instantly with recommendations from the Goal Library of more than 500 SMART (Specific, Measurable, Attainable, Realistic, and Timely) goals.
- » Give managers more control over goal execution with the ability to set cascading goals and see individual, team, or company-wide progress.
- » Capture live summary of achievements to discuss during one-on-ones and more easily prepare for the more formal performance assessment
- » Track team's progress against goals, ensure they are working on what matters, and easily provide actionable feedback
- » Capture a more balanced and complete view of employee performance with "Ask for Feedback" and 360° Reviews
- » Ensure objective, fact-based decisions around performance and compensation with Calibration

150 Projects in Different Areas of SFSF



Over 200 HCM Clients

30 Days Project Time



## Package Information

Option	Module Scope	Option 1	Option 2	Option 3
Scope	Employee Central	✓	✓	
	Performance and Goal Management	✓		✓
Implementation Timelines		30 days	30 Days	30 days
One time Implementation Fee* (Starting from)		INR 10,00,000	INR 6,00,000	INR 5,00,000
Subscription pricing* (recurring annually)		INR 271 PUPM	INR 163 PUPM	INR 108 PUPM

Contact us today to schedule an appointment:

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## NTT DATA BUSINESS SOLUTIONS

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NTT DATA  
Trusted Global Innovator