

BUILD THE WORKFORCE

SAP® Business Suite software helps you identify and hire the right people for your business, and streamline onboarding processes to make them feel welcome and well prepared for their new tasks. The software enables you to measure and analyze these processes, and thereby optimize them to improve effectiveness.

In every industry and every organization, the people you hire are critical to success. When you are successful in hiring the right individual, however, do you have the processes in place to make sure she or he gets onboard quickly, feels welcome, and quickly acclimates to the new role? Or do you lose a lot of time with paperwork and providing the new person with tools and information needed to get up to speed? To effectively build the workforce, organizations must standardize and streamline their hiring processes. SAP® Business Suite software can help you optimize processes to find, hire, and retain the right talent for your organization and thus minimize the time to productivity.

Effective Recruiting to Minimize Loss

First, you need to find the right people quickly. If the time-to-hire process takes too long, you lose qualified candidates to competing companies. If you act too hastily, a bad hire can result in higher training costs, wasted management time, subpar productivity, and morale problems.

SAP E-Recruiting, a fully Web-enabled recruiting solution, accelerates and streamlines the recruiting process with a comprehensive strategy that enables your company to build up and draw from a qualified, global pool of talent. Recruiters can take advantage of this talent pool to quickly find the staff they need while collaborating closely with hiring managers throughout the hiring process.

Efficient Onboarding to Reduce Time to Productivity

In a recent study by Aberdeen Group Inc., 86% of respondents agreed that new hires decide within their first six months whether to stay or leave the company.¹ Given the costs of recruiting, it is vital that each new hire is fully engaged as quickly as possible – and immediately feels like an integral member of the organization.

How SAP Can Help

SAP provides solutions that address the complete set of tasks you need to build the workforce. Fully integrated SAP Business Suite software, which encompasses the SAP ERP Human Capital Management (SAP ERP HCM) solution, provides analytics to evaluate the efficiency of your recruiting processes, and to plan, measure, and link strategies with business outcomes. Building the workforce is not a one-time event. SAP software helps improve collaboration and efficiency across your organization in recruiting and onboarding new hires – enhancing the employee experience, accelerating time to productivity, and protecting new-hire investments.

Find Out More

To learn more about how SAP solutions can help you build a workforce to help you meet today's challenges and tomorrow's opportunities, please call your SAP representative or visit us online at www.sap.com/solutions/executiveview/hr/build-the-workforce.

1. Aberdeen Group, "All Aboard: Effective Onboarding Techniques and Strategies," January 2008.



Summary

SAP® Business Suite software helps you build the workforce you need to achieve your organizational objectives. The software helps you identify and hire the right people for your business, and streamline onboarding processes to make new hires feel welcome, valued, and prepared for their new tasks. By measuring and analyzing recruiting processes, you can optimize them for greater effectiveness.

Business Challenges

- High recruiting costs
- High attrition
- Bad hires
- Long time to productivity

Key Features

- **Automated recruiting and hiring** – Find and acquire the right people quickly
- **Onboarding** – Provide your new hires with the tools and information they need
- **Analytics** – Measure and optimize your recruiting processes and onboarding processes, and plan, measure, and link strategies with business outcomes

Business Benefits

- **Cut recruiting and sourcing costs** by streamlining and automating processes
- **Reduce time to hire** with efficient, standardized processes
- **Reduce effort** to comply with regulations
- **Minimize time to productivity and maximize retention rates** with effective onboarding to fully engage new hires quickly
- **Minimize risk** by hiring the right candidates
- **Reduce complexity and cost** associated with managing role-based permissions and passwords

For More Information

Call your SAP representative or visit us online at www.sap.com/solutions/executiveview/hr/build-the-workforce.

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