SAP Solution Brief
SAP Business Suite

SAP ERP Human Capital Management

Mobile Solutions for Human Resources

Quick Facts

Summary

At a time when workers everywhere demand mobile access to personal information and corporate data, leading human resource organizations are stepping up to the challenge with mobile solutions from SAP. With a wide range of mobile apps to choose from, your organization can connect with and engage its workforce like never before.

Business Challenges

- Conduct business anywhere, anytime, from any device
- Extend HR processes beyond desktops in a secure manner
- Increase worker productivity and improve HR process efficiency
- Provide executives with real-time access to key performance indicators (KPIs)

Key Features

- **Quicker, easier completion of HR processes** – Submit, review, and manage HR information on the device of your choice
- **Rapid processing of work items** – Approve or reject work-related requests while on the go
- **Business partner collaboration** – Bring business partners into the fold with anywhere, anytime access to HR data and collaborate on candidate interviews
- **Insight in the moment** – Instantly access employee directories, contact data, and organizational charts
- **Executive tracking of KPIs** – Give your managers the insight they need to make effective, timely corporate decisions
- **Single-console administration** – Develop, deploy, and manage secure mobile apps on a central platform

Business Benefits

- **Engage the workforce** by meeting the needs and expectations of everyone in the organization
- **Boost people productivity** by connecting your workers to value-generating processes and insight when they need it
- **Increase HR efficiency** by expanding the adoption of HR processes and accelerating transactions

For More Information

To learn more, call your SAP representative or visit us online at www.sap.com/mobile/hr.

For HR organizations, mobility is more than just another trend. It is literally changing the way business is done. Companies that adopt mobile technology for their workforce can improve employee productivity, increase managerial insight, and support better decision making for their executives. With mobile solutions from SAP, you can capitalize on the mobility revolution using a platform that helps ensure security and applications that extend business processes beyond enterprise boundaries.

THE ALWAYS-ON WORKFORCE

Today's workers are always on. In their personal lives, they use smartphones and tablets to stay connected and manage their days. In their work lives, they expect to do the same.

Forward-looking human resource organizations know that this change represents a unique opportunity to increase business process efficiency, improve productivity, and interact with the workforce more effectively while at the same time reducing costs. Think how much more efficient your employees could be if they didn't have to return to their desks – or their laptops – to make a decision, grant an approval, or provide managerial guidance and feedback.

For your workers to operate at peak productivity, you need to enable real-time mobile access to support a wide range of scenarios. These can include interviewing a candidate, entering a leave request, or accessing corporate performance key performance indicators (KPIs). Whatever the case, your job is to leverage mobile technology in a way that fosters collaboration, delivers critical data in real time, and extends core business processes to authorized parties for consumption on the device of their choice. Mobile solutions from SAP can help.

THE ALWAYS-ON ENTERPRISE

To meet the expectations and reap the benefits of the always-on workforce, you must become an always-on enterprise. But many organizations continue to procrastinate on mobility due to fear of security issues. SAP helps you move forward with mobile HR applications built on Sybase® Unwired Platform and the Afaria® mobile device management solution.

With this technology in place, your organization can centrally manage a variety of mobile apps, devices, and data despite any underlying complexity in your IT solution landscape. Mobile apps are readily deployed and provisioned wirelessly, and software updates and content are distributed on a continuous basis after deployment – all without involving the end user. What's more, this technology makes it easier for you to write mobile HR apps that mobilize proprietary and third-party applications.

APPS THAT EXTEND THE REACH OF HR

SAP offers a wide selection of mobile HR apps – all of which are geared to meet role-specific needs within the organization with individualized content and services. And the library of available apps is growing as both SAP and its partners continue to identify market needs and develop the apps that make it easier for you and your company to work with greater efficiency.

Apps for Employees

Your employees can now perform a wide range of HR-related activities from their mobile device of choice. For example, they can access the organizational structure of your company and look up employee contact data as needed. This can come in handy in a variety of scenarios – such as when salespeople on the road need to quickly identify internal resources to answer customer questions and close deals more quickly.

Employees can also enter time-sheet data while on the go. This, for example, makes it possible for your company to track time and expenses for project-related resources. They can view vacation days available and submit leave requests. And they can capture travel receipts using device-specific capabilities, such as the camera function, and create travel expense reports directly from their devices. All data submitted integrates with back-office systems to provide a single version of the truth that helps your company make confident decisions across the board.

Apps for Managers

Managers are always short on time. If they can get things done and move processes along during wait times, then your entire organization can improve efficiency. SAP helps you help your managers with a wide range of solutions. For example, managers can receive approval requests and then either approve or reject the request to keep the workflow moving. In addition, they can gain insight with ready access to reports and relevant KPIs.

Mobile solutions from SAP also help with specific HR-related duties. An interview assistant app, for instance, helps hiring managers track candidates, access documents during interviews, and collaborate quickly to land the talent you need to thrive as a company. And with insight into important HR data, such as workforce skills, you can stay on top of HR duties with greater efficiency and effectiveness.

Apps for Executives

More than ever, CEOs and other upper-level managers need timely, on-the-go access

to key corporate data to do their jobs effectively. With mobile solutions from SAP, your executives can get the insight they need when they need it. For example, they can access organizational data and key metrics in order to make better, timelier decisions. They can also receive alerts so that they can manage by exception and address critical issues right away to avoid business disruptions. This helps your company stay on track no matter where the members of your executive team may be.

Apps for HR Business Partners
Mobile solutions from SAP let you keep important HR business partners, such as recruiters, informed of critical data within your organization. You'll be able to deliver the information your partners need in the moment to facilitate collaboration and operate at peak efficiency.

PRODUCTIVITY, EFFICIENCY, AND A MORE ENGAGED WORKFORCE

SAP offers a broad set of intuitive, scalable, and secure mobile apps that connect everyone in the organization to relevant HR processes on a wide range of mobile devices. When you use mobile solutions from SAP, you can expect to more effectively engage your workforce and boost worker productivity throughout the enterprise.

FOR MORE INFORMATION

To learn more about how mobile solutions from SAP can help your HR organization boost productivity, increase efficiency, and engage the workforce, call your SAP representative or visit us online at www.sap.com/mobile/hr.

Role-Based Mobile Apps: Extending Core HR Processes to the On-the-Go Workforce

Business role	Key capabilities supported by mobile solutions for human resources from SAP
Employees	• Conduct business wherever, whenever • Use wait time to catch up; initiate and participate in processes
Managers	• Efficiently participate in processes and collaborate more effectively • Access information and handle exceptions
Executives	• Access key HR metrics instantly • Manage by exception to better execute on corporate strategy
Business partners	• Gain access to critical information to facilitate collaboration • Support managers and employees more effectively

HOW DO MOBILE APPS HELP IMPROVE PRODUCTIVITY?

With mobile solutions from SAP, you can improve employee productivity in a number of ways. You'll be able to:

- Empower workers to do their work at anytime from anywhere on any device
- Increase workflow response times with alerts and notifications
- Deliver the insight required to make better decisions in the moment
- Increase the adoption of HR processes to better leverage the investment in your back-end HR system
- Innovate HR processes by making use of native device capabilities, such as camera, location awareness, and voice notes

CRITICAL FUNCTIONALITY FOR THE ALWAYS-ON WORKFORCE

Mobile solutions from SAP extend core business processes to your entire workforce, helping you to further increase the value of your original investment. Your workers will be able to:

- Search and view employee profiles including inbound and outbound integration with native e-mail, voice mail, address book, and calendar (BlackBerry)
- Act on HR-based requests and workflows
- Initiate and complete HR processes such as time and leave recording, travel receipts, and expense capture
- Collaborate and share information on decisions and events such as candidate interviews and performance conversations
- Provide access to critical information such as metrics, KPIs, profiles, employee directory

Your job is to leverage mobile technology in a way that fosters collaboration, delivers critical data in real time, and extends core business processes to authorized parties for consumption on the device of their choice. Mobile solutions from SAP can help.

www.sap.com/contactsap

50 106 836 (11/09) ©2011 SAP AG. All rights reserved.

SAP, R/3, SAP NetWeaver, Duet, PartnerEdge, ByDesign, SAP BusinessObjects Explorer, StreamWork, SAP HANA, and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP AG in Germany and other countries.

Business Objects and the Business Objects logo, BusinessObjects, Crystal Reports, Crystal Decisions, Web Intelligence, Xcelsius, and other Business Objects products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of Business Objects Software Ltd. Business Objects is an SAP company.

Sybase and Adaptive Server, iAnywhere, Sybase 365, SQL Anywhere, and other Sybase products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of Sybase, Inc. Sybase is an SAP company.

All other product and service names mentioned are the trademarks of their respective companies. Data contained in this document serves informational purposes only. National product specifications may vary.

These materials are subject to change without notice. These materials are provided by SAP AG and its affiliated companies ("SAP Group") for informational purposes only, without representation or warranty of any kind, and SAP Group shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP Group products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.

The Best-Run Businesses Run SAP™