



MAKE HR A COMPETITIVE ADVANTAGE

Capgemini's HCM Edge for SAP SuccessFactors accelerates HR transformation to create more value

People make the difference. But hiring and retaining top talent is difficult. HR organizations need to keep employees engaged by developing greater agility in adopting new strategies.

HR transformation projects need a solid foundation to drive a better employee experience. SAP SuccessFactors is the first step in making HR a competitive advantage. But it is critical to execute strategies quickly and effectively.

A photograph of two women in an office setting. One woman, with long brown hair and wearing a green long-sleeved shirt, is seated at a round wooden table. The other woman, with blonde hair and glasses, wearing a pink ribbed sweater and a grey plaid skirt, is standing and shaking hands with the seated woman. She is holding a tablet computer. On the table, there are various items: a white coffee cup, a glass of water, a pen holder with colorful pens, a laptop, and some papers. The background shows a modern office with large windows and glass partitions.

GET THE FUTURE
YOU WANT



ACCELERATE HR WITH HCM EDGE

HCM Edge is Capgemini's pre-configured solution designed for faster deployments and predictable results. Our reliable assets reduce risk and accelerate speed-to-value for HR transformation journeys. Built on our experience with more than 1,000 HCM transformation projects, HCM Edge offers companies leading practices across industries to get the most out of SAP SuccessFactors.

HCM Edge provides a competitive advantage by:

- Offering highly flexible data models that allow solutions to be tailored quickly based on a company's needs
- Allowing companies to pick and choose modules and submodules depending on priorities
- Incorporating leading practices from Capgemini's extensive SAP HCM implementations
- Providing a global baseline that can be scaled with localized requirements.

HCM Edge is designed for faster deployments with the ability to consider additional requirements based on each company's needs.

SOLVE HR CHALLENGES


HCM Edge provides solutions to overcome common HR challenges, including the following.


- **Recruiting management:** Streamline the process with job requisition and onboarding modules. Attract the top talent with the right tools and get new hires working and adding value right away.
- **Employee central:** Manage employee data locally and globally while adhering to all compliance standards.
- **Compensation:** Create a pay-for-performance culture by rewarding employee contributions as well as managing global compensation budgets to drive motivation.
- **Performance and goals management:** Connect an employee's overall performance and goal alignment to performance improvement and recognition initiatives.
- **Employee Central integration with SuccessFactors:** Replicate employee master data to improve data quality in SAP SuccessFactors Employee Central.


Leveraging the efficiency of an accelerated solution means achieving value more quickly.





Capgemini has the experience to deliver successful HCM transformation projects on time and on budget. We have built accelerators to hasten implementations, including:

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Pre-filled workbooks
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Data extractors
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Test scripts
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Payroll comparison reports
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Training documents

Learn how Capgemini HCM Edge can drive growth, empower employees, and support more data-driven decision-making to get the future you want.



About Capgemini

Capgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of 340,000 team members in more than 50 countries. With its strong 55-year heritage and deep industry expertise, Capgemini is trusted by its clients to address the entire breadth of their business needs, from strategy and design to operations, fueled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms. The Group reported in 2021 global revenues of €18 billion (about \$21 billion USD at 2021 average rate).

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