



10 good reasons for expanding your SAP solution with Workforce Management



Are you considering replacing your on-premise SAP solution with a cloud-based one? Then you might need a system that can help you manage your employees' working time and absence in compliance with rules and regulations.

The answer is a best-of-breed platform from a third-party supplier, developed for integration with SAP's solutions.

The new cloud solutions are standard solutions that cannot be adapted to your particular business. This means that additional functionality for optimum support of all your HCM and ERP processes must be added via integration of specialised applications.

In this way, you can get your specific and flexible business solution with the latest technology – without time-consuming development and maintenance.

GET 10 GOOD REASONS WHY YOU SHOULD EXPAND YOUR SAP SOLUTION WITH A STANDARD WORKFORCE MANAGEMENT SOLUTION TO MAXIMISE EFFICIENCY AND FLEXIBILITY IN YOUR COMPANY.



SAP and Workforce Management

FUNCTIONALITY

1 VALIDATED TIME AND ABSENCE DATA

Exact time and absence-related data is a prerequisite for making correct salary on time.

Therefore, you should digitalize all collective agreements, local working time regulations and accrual of holiday leave. And with an advanced 'rule engine' that offers online validation, you can efficiently handle deviations via 2-way communication with the employee. The result is a complete, validated payroll basis for all types of employees which can be transferred automatically to your payroll system – regardless of which system you have. This allows for correct salary in time, without manual work.

2 COMBINED TIME AND JOB/PROJECT REGISTRATION

Many companies have a need for tracking how much time is being used on each task to be able to follow-up on an ongoing basis.

To do this, you might need a specialised solution. By combining time and job/project registration the employees can account for what they are working on during their working hours.

It also allows you to easily collect detailed data directly from the shop floor. In addition to job time, you can get information on e.g. produced/rejected amounts, status on orders and materials consumption. This provides an overview of production lead time and contributes to lean operation and logistics management.

3 DYNAMIC EMPLOYEE SCHEDULING AND RESCHEDULING

In many companies, the employees are the most important – and most costly – resource. Thus, it is important to optimise the planning of their work schedules, so they are consistent with the tasks to be performed, at all times.

Being able to make shift and staff roster plans that take working time regulations, planned absence and possible requirements for employee qualifications into account will be a huge advantage. With access to a log of previous registrations, the company gets valuable data for the planning – also in relation to seasonal fluctuations. This ensures optimum use of the company's resources and reduces overtime.

USER INTERFACES

4 MODERN USER INTERFACES FOR INCREASED EMPLOYEE EFFECTIVENESS

Ease of use, modern user experiences and availability are important to ensure the use among employees.

By offering different registration devices such as mobile, portal and terminal, you can simplify the data collection – also without being online

with SAP. This will also allow the employees to see status on their own working hours, holiday balances and their work schedule. And via self-service options, they will also be able to swap shifts and indicate wishes for holiday leave and carry-over of unused holiday. This provides overview and saves time.



SAP and Workforce Management

THE COMPANY

5 CURRENT, DATA-DRIVEN INSIGHTS

In a dynamic world, reliable information is imperative for being able to monitor, adjust and optimise processes in a company.

The more accurate data you have access to, the better the basis for making good decisions and respond quickly to deviations. By tying your SAP solution together with other dedicated business systems, you can get relevant insights into current activities and a data-driven basis for forecasting, follow-up, recalculation and optimisation.

6 COST SAVINGS

Optimisation and reduction of costs are decisive parameters in companies' efforts to remain profitable and competitive.

With a specialised Workforce Management solution, you will get the necessary insights into your company's use of time and resources to optimise your processes and achieve savings – and can, thus, increase the value of your SAP solution. Experience shows a significant reduction of administrative costs, reduction of sickness absence and overtime, faster invoicing basis and not least, correct salaries.

7 COMPLIANCE WITH RULES AND REGULATIONS

All employment relationships are regulated by rules – either by law or in the form of collective and local agreements and internal personnel policies.

Thus, it is important to ensure that various working time rules such as the 48-hour rule or rest time rules are being respected, just as you should be able to manage applicable rules related to holiday leave and sickness, including carrying over of unused holiday leave and sick pay entitlement. With the right solution, you can avoid having to pay compensation for breaches on rules and ensure correct remuneration of the employees in case of sickness absence.

8 STRONGER EMPLOYER BRAND

Employees are increasingly expecting modern tools to support their working processes.

By offering modern, optimised and reliable tools – with complete transparency into own data – the company can increase trust from the employees and will appear as a more attractive employer. This can have a positive effect on the ability to attract new employees in the future.



SAP and Workforce Management

TECHNICALLY

9 SIMPLIFIED UPGRADE

The more business rules and logic that have been coded specifically for your SAP solution, the more complex and costly is an upgrade.

With a standard best-of-breed solution which is continuously being maintained by the SAP partner, you will get advanced – and highly configurable – Workforce Management functionality that meet your needs. In this way, you can keep your SAP solution ‘clean’ which makes it much easier to upgrade and get full value from the new opportunities SAP deploys.

PROMARK WORKFORCE MANAGEMENT

ProMark is a complete Workforce Management solution that supports time & attendance registration, absence management, employee scheduling and job/project registration. With intuitive user interfaces on devices like mobile app, web portal, terminals and pc/tablets, ProMark can be front-end and facilitate easy registration and validation of data.

ProMark is developed with the newest technologies on the market and is a great match for advanced cloud solutions.

ProMark has certified integration with SAP SuccessFactors Employee Central, SAP HCM

10 SECURE CLOUD TRANSITION WITH OPEN APIS

Many companies are on a modernisation journey towards the new cloud solutions to get a more coherent system landscape, increased flexibility and achieve savings.

This puts demands on software suppliers to keep pace with developments. Modern platforms with open APIs are developed to be a natural part of the new cloud ecosystems. This guarantees you a secure transition and the most recent Workforce Management functionality.

and SAP ERP, and can be part of a completely optimised process flow. Without custom programming!

ProMark has low total cost of ownership (TCO) and provides a high return on your investment (ROI).



Want to learn more?

Do you need more information about why ProMark is a future-proof solution for companies who have chosen an SAP strategy? Contact us:

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