SAP Concur and SAP SuccessFactors

An allied strategy for Finance and HR

THE BEST RUN **SAP**

Flexible Working is the New Norm

The way we work has changed drastically. Adaptability and resilience are now key components of both finance and human resource (HR) policies. With the sudden mandate to work from home, company processes that were ingrained in employees' day-to-day routines were either put on hold or turned upside down.

Even as the business environment continues to evolve, spend control and compliance should remain a priority. The difference now is that finance managers have to prioritize flexibility in policies to accommodate new demands while maintaining comprehensive visibility over expenses across the enterprise.

HAPPY EMPLOYEES, HEALTHY BOTTOM LINES: UNITE FINANCE AND HR

The first step to building flexibility is to provide both finance and HR departments with access to a unified source of data.

For your finance teams, this means that they can easily analyze and forecast labor costs and expenses across the business in real-time. For your HR teams, this allows them to see the financial impact of new hires – their salaries, expenses, terminations, and transfers – giving managers better oversight when making HR decisions.

A great employee experience around expense management results in

34%

more accurate reporting through data consolidation and analytics

"Improve Travel Expense Invoice Management Solution to Drive Better EX". Forrester. 2019.

Only **13%** of organizations have IT and finance in close partnership, working towards a unified travel, expense, and invoice strategy.

"Improve Travel, Expense, and Invoice Management to Drive Better EX". Forrester. 2019.

Increased visibility into your expenses will also help your finance teams make better decisions that keep your employees happy and productive. For example, the budget that was reserved for travel expenses can be quickly shifted towards the purchase of work-from-home equipment and software.

By uniting financial and HR data, businesses can benefit in the following areas:

Workforce Planning
Easily align recruiting and training cost projections with financial goals
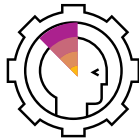
Performance Analysis
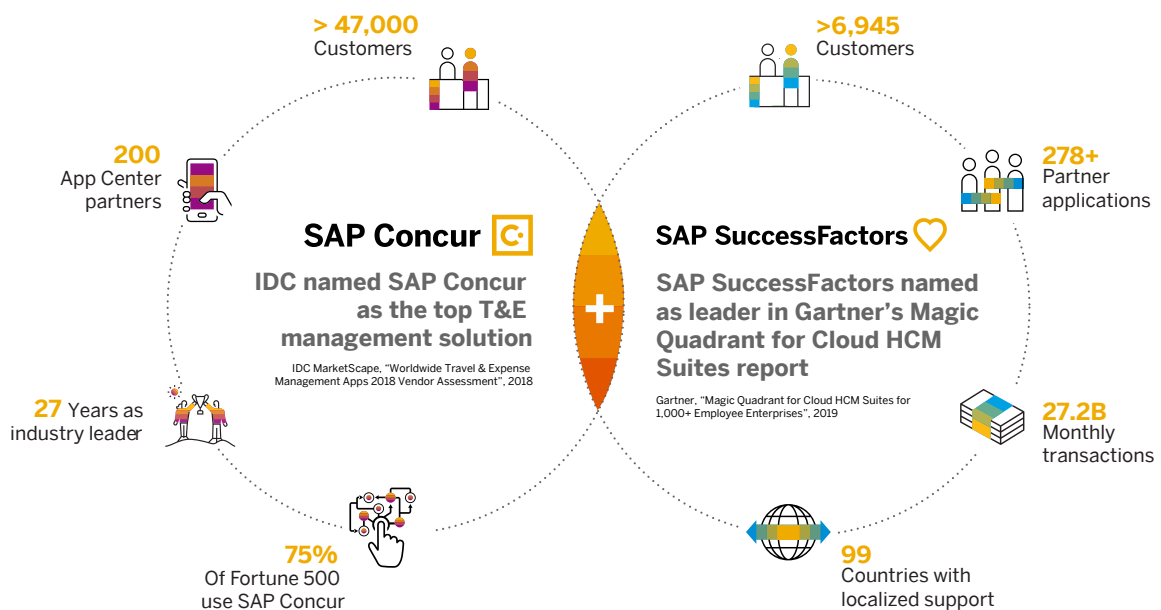Gain clearer visibility over employee performance and profitability

Operations Automation
Cut down on hours spent on repetitive, non-value-adding tasks

ABOUT THE SOLUTION

SAP Concur and SAP SuccessFactors

Connect finance with HR when you implement SAP Concur and SAP SuccessFactors solutions. Get the best of both worlds when you have the right tools.

> 47,000 Customers

200 App Center partners

SAP Concur C·

IDC named SAP Concur as the top T&E management solution
IDC MarketScape, "Worldwide Travel & Expense Management Apps 2018 Vendor Assessment", 2018

27 Years as industry leader

75% Of Fortune 500 use SAP Concur

>6,945 Customers

278+ Partner applications

SAP SuccessFactors ♡

SAP SuccessFactors named as leader in Gartner's Magic Quadrant for Cloud HCM Suites report
Gartner, "Magic Quadrant for Cloud HCM Suites for 1,000+ Employee Enterprises", 2019

27.2B Monthly transactions

99 Countries with localized support

1. DRIVE SIMPLICITY

Keep processes transparent, simple, and manageable as your business grows. HR teams need streamlined processes for managing employees – and workers need simplified processes to easily comply with existing policies.

Gain a 360-degree, real-time view into both financial and employee-related data and processes, yielding valuable and actionable insights. Eliminate manual paper trails and spreadsheets, and improve your level of visibility, control, and flexibility across recruitment, talent management, and compensation processes.

37% of employees struggle with human error and huge time sinks when using their existing T&E processes.

"Improve Travel Expense Invoice Management Solution to Drive Better EX". Forrester. 2019.

2. IMPROVE EMPLOYEE EXPERIENCE

Deliver engaging, consumer-style experiences that keep your workforce happier and more productive. Eliminate manual processes, gain visibility into expenses at every stage, and automate workflows.

Stay in touch with your employees wherever they work and easily issue live updates and advisories in times of crisis.

A better employee experience results in:

17% higher productivity

21% higher profitability

81% higher customer satisfaction

"State of the Global Workplace," Gallup Inc., 2017.

"It is a tool that now we can't imagine living without. It also allows staff to devote their time to other projects."

SAP Concur Administrator, G2 Crowd, 2018

3. ENHANCE PRODUCTIVITY

A report by Forrester found that great employee experience around expense management can boost productivity and satisfaction by 37%[1].

Cut out the manual, paper-based documents and speed up processes for your employees – freeing up their time to focus on higher-level tasks that advance your business strategy and saving man hours.

Give them the power to key in expenses, anytime, anywhere with cloud-based mobile applications.

4. BUILD EMPLOYEE ENGAGAMENT

Improve the effectiveness of your employee engagement with easy access to both financial and HR data. Keep your ear to the ground and know what your employees want – whether it's a type of training or additional health coverage. Pair this with real-time expense forecasts and find out how you can best improve employee engagement in a financially sound manner.

Your employes are engaged when they spend time on things they believe are important[1]. So cut down time spent on administrative tasks, and free up their time to work on those projects.

Companies with engaged employees outperform the competition by

147% in earnings per share.

"Q12 Employee Engagement Survey." Gallup Inc.. 2014

[1] "Improve Travel Expense Invoice Management Solution to Drive Better EX," Forrester report, 2019.

Plan Your Intelligent Enterprise Strategy

Lay the groundwork for an Intelligent Enterprise by unifying your finance and HR strategy. Give your decision makers full visibility into the data they need to make better decisions. Streamline and automate your workflows so that your employees spend more time executing business strategy, and less time on administration. And let your employees know you have their best interests at heart, even in the most challenging of times.
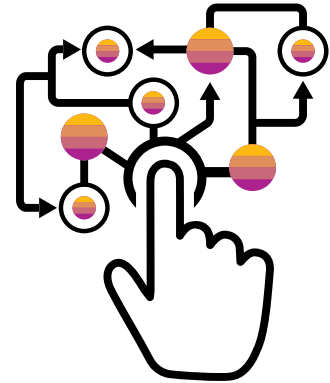
Learn more about the SAP Concur and SAP SuccessFactors solutions at
https://www.concur.co.in/employee-engagement

To find out more about how others have gained from the combined capabilities of SAP Concur and SAP SuccessFactors solutions, read these success stories:
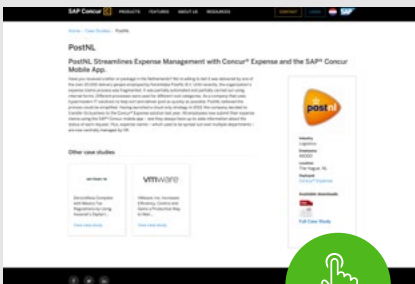
PostNL:
How do you satisfy the online shopping boom while maintaining excellent HR for your employees?

Siegwerk Druckfarben:
How do you make a colourful impression on employees who work to make life brighter?

Barnsley Council UK:
Digital transformation towards remote workforce

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