JDMS®

Job Descriptions Made Simple
FOR SAP SuccessFactors ♡

HRIZONS®

JOB DESCRIPTION PAIN EVISCERATED
AT HARLAND CLARKE HOLDINGS

Building the Intelligent Enterprise with HR with an integrated SAP Cloud Platform Process Extension for SAP SuccessFactors

HRZ® CLOUD APPS
powered by SAP Cloud Platform

PROJECT OVERVIEW:
BUSINESS CHALLENGE

→ Harland Clarke Holdings is a large holding company with a Shared Services HR function

→ Acquired a new company; managing and maintaining job descriptions became a much bigger challenge with the Compensation Team updating 50% of its 3,000+ job descriptions per year

→ Current in-house solution is being retired by IT and it doesn't support a consistent job description platform across the entire holding company with the acquisition

→ Currently managers don't have access to job descriptions and libraries, they only have view and print capabilities

→ Compensation Team can exclusively edit job descriptions because of visibility to pay grades

Job descriptions at Harland Clarke were a significant challenge to govern, manage and remain compliant. The company was growing via acquisition and the current solution was being decommissioned. Inefficiencies were costly. JDMS® for SAP SuccessFactors solved all of our challenges!

Sheri Tucker
Project Lead
Harland Clarke Holdings

PROJECT OVERVIEW:

BUSINESS OBJECTIVES

→ A new cloud job description solution for HR to serve all of Harland Clarke Holdings' business units

→ A solution that provides its employees with a seamless user experience

→ Fully compliant job descriptions where the job content created can be used by other HR and talent processes such as Recruiting

→ A fully integrated job description solution for SAP SuccessFactors

→ A material reduction in administrative costs to create, maintain and govern job descriptions.

→ A significant reduction in risk of non-compliance with the EEOC and DOL.

JDMS® | Job Descriptions Made Simple for SAP SuccessFactors, a process extension deployed on the customer's SAP Cloud Platform, delivers a fully integrated (data, process, user-experience) solution for SAP SuccessFactors including Employee Central, Foundation, Recruiting, Succession, Development and Compensation, creating a more Intelligent Enterprise.

PROJECT OVERVIEW:

USE CASE DETAILS

→ Harland Clarke went live in 5 months with a fully integrated solution

→ Project was delivered on time and within budget

→ HR's Compensation Team can govern the entire job description process, permissions for end-users including keeping confidential jobs secure, and they are enabled to fully manage creating and maintaining high quality job descriptions while also ensuring regulatory compliance for the organization

→ Leaders, managers and HR can now access, edit and update job descriptions with ease across all holding companies

→ End-users enabled to access JDMS directly from SAP SuccessFactors (SSO) creating a seamless user experience and significantly reducing training and change management for deployment and adoption

→ JDMS is fully integrated with SAP SuccessFactors Employee Central to keep the job structure and job codes in sync

→ JDMS integration to SAP SuccessFactors ensures published job content is fed to the SAP SuccessFactors platform to support additional HR processes and use-cases (e.g. Recruiting) in other modules in the HCM Suite

PROJECT OVERVIEW:
BENEFITS & OUTCOMES

BUSINESS/SOCIAL

→ HR Shared Services able to support a growing company with scalable, sustainable job description solution fully integrated with SAP SuccessFactors HCM Suite

→ Administrative time spent on job description maintenance re-directed to strategic and value add initiatives

→ HR job description compliance risk and cost concerns addressed with a scalable and sustainable solution for a holding company with four business units
Solid contribution to ROI for Harland Clarke Holdings' investment in SAP Cloud Platform

→ Simplified deployment with standardized integration to core job objects in SAP SuccessFactors Employee Central

INFORMATION TECHNOLOGY

→ Access to SAP Cloud Platform cockpit enabling IT to manage, monitor and control system resources and application versions

→ IT Security requirements satisfied with fully integrated process extension deployed using SAP Cloud Platform

→ Single sign-on for end-users to reduce chance of a failed deployment and increased end-user support issues

PROJECT OVERVIEW:

BENEFITS & OUTCOMES

HUMAN EMPOWERMENT

→ Compensation Team enabled to govern job description process, end-user permissions including keeping confidential jobs secure

→ Compensation Team enabled to properly manage the creation and maintenance of quality job descriptions while ensuring regulatory compliance and mitigating risk

→ Leaders, managers and HR enabled to access, edit and update job descriptions with ease across all holding companies

→ End-users empowered to update job descriptions with direct access to JDMS rom SAP SuccessFactors creating a seamless user experience, reducing training and change management.

We're thrilled to have been able to help Harland Clarke Holdings solve it's job description pain! Our award-winning product, JDMS® | Job Descriptions Made Simple for SAP SuccessFactors, is a shining example of delivering process integration and a seamless user experience in the cloud using SAP Cloud Platform and SAP SuccessFactors. We were able to solve their governance, maintenance, management, compliance challenges, reduce costs and deliver a user friendly, fully integrated solution that simplified their HR world, and it was delivered on-time and on-budget, delivering on our promise to help customers create a more Intelligent Enterprise!"

Jim Newman
President & Ceo
HRIZONS

Challenge

Harland Clarke Holdings, using an HR Shared Services function, supports 9,000 employees spanning four major business units. It's in-house job description solution (Lotus Notes) was being de-commissioned, inefficiencies were rampant, they had to support and integrate a newly acquired company, and HR regulatory compliance was at risk.

Solution

JDMS® | Job Descriptions Made Simple for SAP SuccessFactors, a process extension deployed on the customer's SAP Cloud Platform, delivers a fully integrated (data, process, user-experience) solution for SAP SuccessFactors including Employee Central, Foundation, Recruiting, Succession, Development and Compensation, creating a more Intelligent Enterprise.

Outcome

HR is able to govern and manage job descriptions and compliance obligations effectively; leaders, managers and HR have access to job descriptions; end-users have a seamless experience accessing the solution directly from SAP SuccessFactors. Total annual time efficiency savings $270,000; EEOC and DOL compliance risk mitigated with settlements ranging from $40K - $250K per non-compliance incident.

GOVERNANCE & QUALITY

Job description governance and quality of job content issues addressed and scalable across entire enterprise

INTELLIGENT ENTERPRISE

Fully integrated HR solution delivering seamless process and data integration, and a seamless user experience

ANNUAL SAVINGS

$270K in efficiencies; $40K - $250K of risk mitigated per non-compliance incident

You Don't Have to Go It Alone

The transition to the cloud isn't something you want to do alone. There are many places where it's easy to slow down, get stuck, or even fail. It's a journey, and HRIZONS can be your guide.

We use our **4 LENSES APPROACH®** that takes into account the factors that ensure **HRZ CLOUD HCM** is right for you:

PROCESS   CONTENT   TECHNOLOGY   ANALYTICS

At HRIZONS, we use our expertise and experience to help organizations make the transformation to cloud HCM with the help of the following solutions:

HRZ CLOUD HCM, powered by SAP SuccessFactors: A complete and proven global human capital management solution for enterprises of all sizes

HRZ CLOUD APPS, powered by SAP Cloud Platform: Innovative cloud applications deployed on SAP Cloud Platform designed to extend and complement SAP SuccessFactors via HRZ CLOUD

OrgInsight — *Visualize Your Workforce* FOR SAP SuccessFactors

Quickly and easily gain insights into your workforce including the span of control, diversity, compensation analysis, and much, much more. OrgInsight easily integrates to SAP SuccessFactors and external HR data to gain workforce insight and improve HR's ability to identify and mitigate risks, and improve data-driven decision-making.

PAD — *Performance Accountability Dashboard* FOR SAP SuccessFactors

An extension solution that fully integrates with SAP SuccessFactors Performance and Goals to visualize and track performance over time. Includes strategic goal execution functionality and intuitive dashboards to help organizations take business strategy execution to the next level coupled with strategic insight and drill-down capabilities.

JDMS — *Job Descriptions Made Simple* FOR SAP SuccessFactors

An award-winning and fully integrated job description management solution that synchronizes your job content, standardizes your job descriptions, drives compliance, and will take your SAP SuccessFactors HCM platform to the next level of excellence. JDMS seamlessly integrates with SAP SuccessFactors.