

SAP SuccessFactors Employee Central Global Benefits



The modern workforce is a global workforce. Managing a global workforce presents challenges, but it also presents an opportunity for companies to **utilize the best in technology to attract, engage and retain talent.** SAP SuccessFactors Employee Central is a flexible, global core HR solution that helps you meet the expectations of your people and the needs of your business. Employee Central Global Benefits is part of Employee Central and delivers on this promise.



At SAP SuccessFactors, we are the leader in globalized solutions, and Employee Central Global Benefits further demonstrates that leadership. The Global Benefits solution supports customers worldwide, including companies in China, India, Malaysia, the Philippines, Colombia, Brazil,

Singapore, the United Kingdom, Switzerland, and the United States. And the benefits supported get specific, such as the leave travel allowance in India, winter clothing allowance in the Philippines, and childcare vouchers in the UK.

Global benefit patterns: What they are



Allowances



Reimbursements



Insurance plans



Pension / retirement



Savings accounts



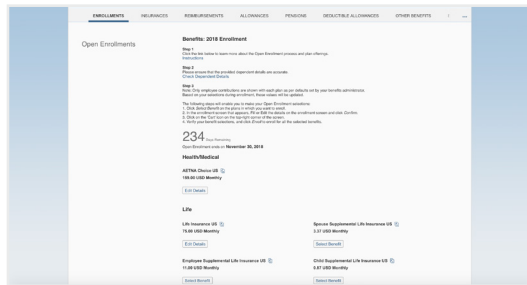
Other benefits



Global Benefits Framework: Building blocks for your success

SAP SuccessFactors Employee Central Global Benefits provides a single solution to manage benefits around the globe by delivering a flexible global benefits framework that can be configured to meet company and country-specific requirements. This global benefits framework is built on the concept that there is a commonality in the types of benefits that are offered, administered, and managed globally. These benefit types are called “patterns”, and they have a general category such as reimbursements, allowances, insurances, pensions/retirement, savings and spending accounts, and other benefits. The actual benefits employers offer will differ by country, but they will fall within these benefit patterns.

Different countries require different ways of handling these patterns in the system. The differences can be in business processes, employee eligibility criteria, and post-enrollment workflows.



Open enrollment experience

Enroll in multiple benefits from one screen

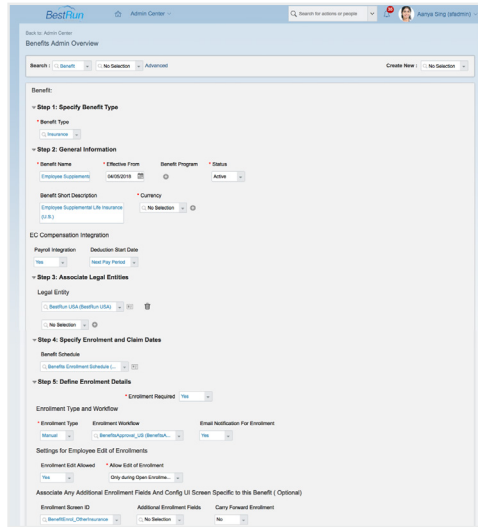
Other processes are unique to a region, such as open enrollment (common in North America). The secret to our success is utilizing the global benefits framework as the foundation from which we add flexible solutions to manage the processes required by each country.



Control for Administrators

Employee Central Global Benefits is an efficient benefits solution that delivers ease of use and control for administrators. They can access Employee Central Global Benefits through the familiar and intuitive consumer-grade user interface of Employee Central, and quickly create and edit benefits for employees. Administrators will appreciate the efficiencies gained through automatic workflows and standard reports for enrollments.

The admin screen provides a simple step-by-step process to set up a benefit type, define eligibility and enrollment criteria, associate any legal entities, add information (such as policy documents, forms, and links), determine any benefit deductible allowances, and include benefit exceptions or custom fields.



Robust admin tools

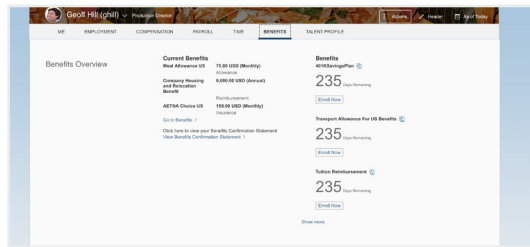
Intuitive tools to self-manage benefit configuration



Efficiency for Employees

With Global Benefits, it's simple for employees to access, edit, and learn about their benefits. The key is to make it easy, so employees can accomplish their tasks and move on. The powerful global benefits framework elegantly provides this capability.

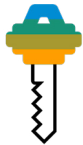
Employees can see their benefits in one screen—and can access more information with one click. Reminders display the days remaining for enrollment and help prevent missed deadlines.



Benefits overview

Single place to access all benefits related information

For example, employees can easily submit claims for reimbursements and allowances, and they can view pertinent information, such as all claims in process and the days remaining to file a claim. No more clicking into multiple screens to accomplish this task.



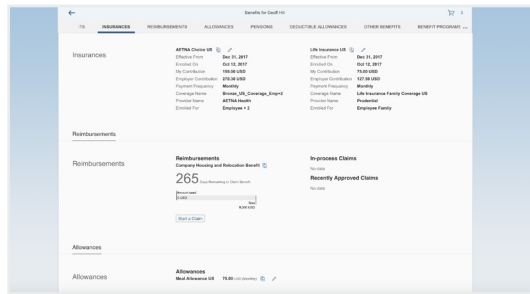
The key is to make it easy, so employees can accomplish their tasks and move on.



Other benefits, such as pensions, retirement plans, savings accounts, and other benefits, are displayed on one page as well. This view gives employees a full picture of key information, such as their date of enrollment, contribution amount, and contribution sources.

Global Benefits Management in a Single Solution

Customers worldwide rely on SAP SuccessFactors for solutions that deliver results. SAP SuccessFactors Employee Central Global Benefits automates the management of global benefits throughout your organization. And, because global benefits is an integrated solution within Employee Central, you can depend on a single user experience and unified reporting across the SAP SuccessFactors HCM Suite.



Quickly and easily take action

View, edit or claim a benefit with just one click

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