



SAP Concur 

SAP SuccessFactors 

NTT DATA

## An Allied Strategy for Finance and HR

SAP Concur and SAP SuccessFactors

## INTRODUCTION

# 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.

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.



A great employee experience around expense management results in

# 34%

more accurate reporting through data consolidation and analytics.<sup>1</sup>

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

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



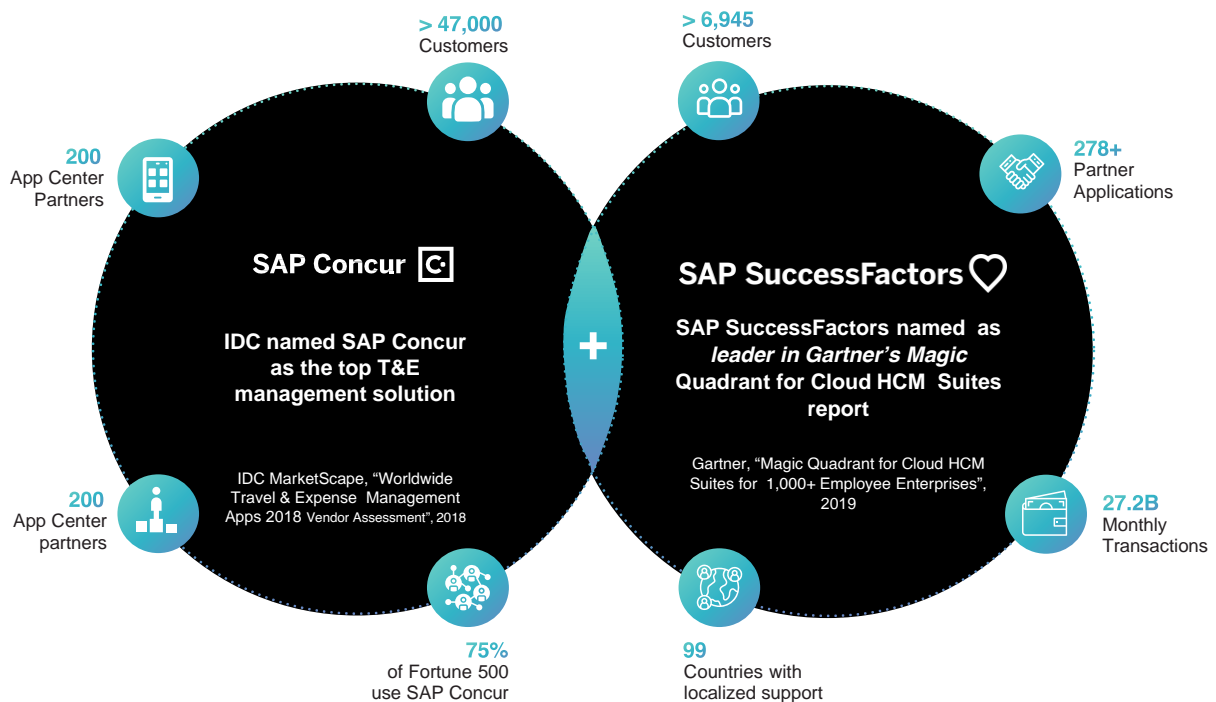
### Operations Automation

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.



## 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.

Today, **68%** of firms say the employee experience is an important factor that impacts their ability to deliver on business objectives. Within two years, that number will grow to **79%**.<sup>1</sup>



Organizations that create exceptional experiences for employees see exceptional results:

**17%** higher productivity

**21%** higher profitability

**24%** lower turnover<sup>2</sup>

## 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.

**Simplify human resource (HR) processes to drive better business results**

Discover ready2run solutions >

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

### 3. ENHANCE PRODUCTIVITY

A report by Forrester found that great employee experience around expense management can boost productivity and satisfaction by **37%**.<sup>1</sup>

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.



**13%**



**Only 13%** of organizations have IT and finance in close partnership, working effectively towards a united travel, expense, and invoice strategy.<sup>1</sup>

And, by investing in solutions from the market leader you're maximizing the employee experience. In return, you'll see a workforce that's happier, more productive and more loyal – and you'll see the results reflected in your bottom line.

### 4. BUILD EMPLOYEE ENGAGEMENT

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 employees are engaged when they spend time on things they believe are important.<sup>1</sup>

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.<sup>3</sup>

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



## CONCLUSION

# 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.

To find out more about our capabilities of SAP Concur and SAP SuccessFactors solutions, read our success stories and package offers here:

### **Coca-Cola BIG chooses NTT DATA**

A Case Study on SAP SuccessFactors Implementation Across Asia Pacific

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### **Empower your Business with Data using SAP Concur**

Spend Management Automation Beyond No Other

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### **NTT DATA is SAP Concur's 1st Implementation Partner in the Philippines**

A leading provider of SAP solutions and services

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# Want to learn more about the SAP Concur and SAP SuccessFactors solutions?

## Contact us today

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