

Accenture Talent Management Suite


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High performance. Delivered.

• Consulting • Technology • Outsourcing

Accenture Talent Management Suite

Enabling SAP HR professionals to reduce workload and increase organizational performance with practical, user-friendly and cost-effective HR solutions

Employee performance must be managed and measured for an organization to reach its business goals and keep pace with enterprise wide transformation. Multiple factors change the way we manage our workforce and increase our investment in intellectual capital:

- Market globalization
- Aggressive competition
- Changes in workforce demographics
- Decrease in the overall labor pool

To dramatically increase its strategic role in the organization, HR must deliver higher-value employee services at lower cost. This measurable value can only be realized if supported by the right systems, processes and technology.

The use of HR-IT for automating and streamlining manual transactions and making HR processes accessible via intuitive Web-based user interfaces, frees managers to focus on strategic tasks that support the company's performance and profitability goals.

Employee and Manager Self Service (ESS and MSS) and Employee Interactive Center (EIC) technology enables greater access to HR information, such as data management, benefits, compensation, learning and succession planning, thus saving time, reducing costs and improving accuracy.

About Accenture Human Capital Management Solutions

A unique combination – Experience in HR, Business and Information Technology

As a competence center for mySAP ERP HCM, Accenture Human Capital Management Solutions experts master both HR and IT as core disciplines, across organizations of all industries and sizes. Our consultants have extensive knowledge and experience in SAP systems and additional applications, and focus on delivery of a complete Human Capital Management Solution. Accenture Human Capital Management Solutions helps organizations reap the benefits of HR-IT and

has an unbeatable track record in implementing easy to use, flexible and secure solutions that support the most complex of HR needs. Our unique approach is based on implementing mySAP ERP HCM, developed on the SAP NetWeaver® platform, as well as the development and use of configurable Web templates and Web-standard technology. These proven accelerators reduce implementation time and costs, while adding value to your existing mySAP ERP HCM system.

We offer a comprehensive set of Business Intelligence (BI) solutions for HR that harness SAP data to improve decision-making, financial management, regulatory compliance and customer service. HR Controlling and BI concepts enable faster problem-solving and decision-making at the strategic, operational and tactical levels.

Successful Talent Management for High-performance Organizations

Effective HR attracts, manages and grows talent for your organization. A company that invests in talent management will ultimately be better placed to exploit the collective intelligence and motivation of its workforce. This investment will drive important changes in SAP HR processes – especially those involved in identifying talent, and supporting optimal performance.

HR-IT is a source of operational excellence and competitive advantage for HR management. It is a tool not merely for controlling costs but for accelerating the conversion of HR data to information to generate real business value.

Solutions: The Accenture Talent Management Suite enabled by mySAP ERP HCM

Recruitment

Find the right people quickly, leverage their talents in the right places at the right times, and maintain relationships with individuals who register in a talent warehouse.

Accenture Human Capital Management Solutions provides Web-based solutions for Vacancy and Applicant Management and Online Applications that enrich the core SAP Recruitment functionality. By integrating external and internal recruitment and traditional and Web-based channels an efficient service chain is created, seamlessly linking all the participants and enabling you to optimize your recruiting processes and develop a sophisticated talent relationship management system.

Appraisals

The intranet provides an ideal platform for appraisals. Our Web-based solution is inexpensive to deploy to managers, quick for all parties to complete and provides a fast and easy way to analyze the organization's progress and results. In addition, our appraisal solution includes management by objectives (MBO), competency management, and performance feedback.

HR Benefits

Accenture HCMS delivers a web-based solution that makes it easy to deploy complex benefit enrolment processes direct to employees, reducing administration time and improving employee service. The solution includes new hire or annual open enrollment, management of personal data, and a comprehensive set of work and life events.

Compensation Management

Managers are able to make fast and informed compensation decisions through a Web-based solution that facilitates a structured approval process, and allows HR to monitor status and compliance and disseminate compensation guidelines and policies. Innovative reward strategies such as performance and competency-based pay, variable pay plans and long-term incentives reward programs can be implemented. Compensation packages can be analyzed and compared using internal and external salary data to ensure competitiveness in the marketplace.

Career and Succession Management

Career and Succession planning enables your organization to identify and track high-potential employees and implement development plans to educate them for future roles and responsibilities. Our Web-based solution allows managers and employees to take control of this process, by entering qualifications and career aspirations online. HR is able to identify qualified candidates for positions and recommend appropriate training to enable employees to move into desired roles. Comparing employee profiles with position requirements identifies skill and knowledge gaps and informs training plans. Our global solution supports career and succession planning at all levels of the management structure, enabling employees to manage their own career paths and aspirations, either through self-service capabilities or as a result of planning with managers.

Enterprise Learning Management

When it comes to innovation and performance, Enterprise Learning plays a crucial role. By driving the Innovation to Performance process across the organization and by measurably increasing the value of human capital, Enterprise Learning becomes the strategic means enabling HR executives to generate value and achieve business objectives. Knowledge transfer to employees, partners, and customers can be tailored to individual learning styles and needs through e-learning, classroom training or collaborative learning, with information distribution structured, delivered, tracked and measured.

Employee Performance Management

More than just appraisals and objective setting, Performance Management is a systematic process to ensure that employee performance is maximized to deliver company strategy and reach the overall business goals. In this way, employee contribution to the company success can be recognized and measured. Team and individual goals can be integrated with corporate goals and strategies and management by objective documents linked directly to performance reviews, appraisals, and compensation administration. Employee development tools help to identify and implement career and development plans

that directly relate to your organization's core business strategy. Employees can be motivated to achieve corporate goals, reviews and appraisals standardized, and a performance-oriented compensation process supported.

Accenture Talent Management Suite – the benefits

- Reduces administrative activities, allowing HR professionals to focus on more strategic tasks.
- Enhances HR business analytics to improve decision-making.
- Enables HR to be more responsive to market changes and internal strategy through access to real-time information.
- Increases HR value contribution through improved service and communication.
- Streamlines HR business processes for accurate and consistent data, eliminating duplication and driving efficiency savings.
- Enables managers and employees to enter their own information directly into the system (ESS and MSS)
- Standardizes HR processes and bolsters best practice
- Increases employee communication on a global basis
- Enhances networking and data sharing between departments and/or countries
- Enables many people to utilize and manage HR processes, with simplified and global access to personnel data.
- Increases return on investment on your SAP investment.

High Performance through better use of information technology in HR

Accenture's SAP HR business solutions are more than pure IT solutions. Our solutions enable your organization to optimize HR processes by deploying IT to its maximum advantage. We give you the tools and knowledge to utilize your existing mySAP ERP HCM system, delivering increased business value and making technology serve your HR business processes – the very tasks that improve business performance.

Accenture Human Capital Management Solutions open up new perspectives for talent management and create a measurable value for the development and management of mySAP ERP HCM.

Contact

To learn more about high performance HR through better use of IT, please contact us at 1 (312) 737-8290 and mention reference code HCMS02.

About Accenture Human Capital Management Solutions

Accenture Human Capital Management Solutions, part of Accenture's Human Performance group comprises deeply skilled professionals who specialize in SAP Human Capital Management(HCM) technology, strategy and implementation. With approximately 600 SAP HCM experts globally, Accenture Human Capital Management Solutions is one of the largest and most experienced global providers of human capital management services and solutions. The organization provides deep expertise and delivers proven results in leveraging SAP HCM technology to drive higher levels of HR performance for clients. Completing the portfolio is a proprietary suite of technology tools that increase functionality and productivity, improve quality and reduce timelines for implementing and realizing value from the leading SAP HCM technology platform. As part of a global network of more than 7,000 Human Performance professionals and more than 17,000 consultants skilled in SAP, Accenture Human Capital Management Solutions is uniquely capable of delivering global complex, SAP HCM-enabled HR transformation initiatives to help our clients achieve high performance.

About Accenture

Accenture is a global management consulting, technology services and outsourcing company. Committed to delivering innovation, Accenture collaborates with its clients to help them become high-performance businesses and governments. With deep industry and business process expertise, broad global resources and a proven track record, Accenture can mobilize the right people, skills, and technologies to help clients improve their performance. With approximately 140,000 people in 48 countries, the company generated net revenues of US\$16.65 billion for the fiscal year ended Aug. 31, 2006. Its home page is www.accenture.com.

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