



Recruit To Retire – Deep Dive

Connect persona, processes, applications & data

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31.05.2024



Updated Portfolio Visual
13.02.2025



Cross Product
Engineering &
Experience



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Agenda

01. – E2E Recruit To Retire - Overview

02. – Hire To Retire - Overview

- a. – Hire To Retire - Overview
- b. – Business Value
- c. – Applications & Personas
- d. – Solution & Processes
- e. – Process Flow Personas

03. – External Workforce - Overview

- a. – Business Value
- b. – Applications & Personas
- c. – Solution & Processes
- d. – Process Flow Personas

04. – Travel To Reimburse - Overview

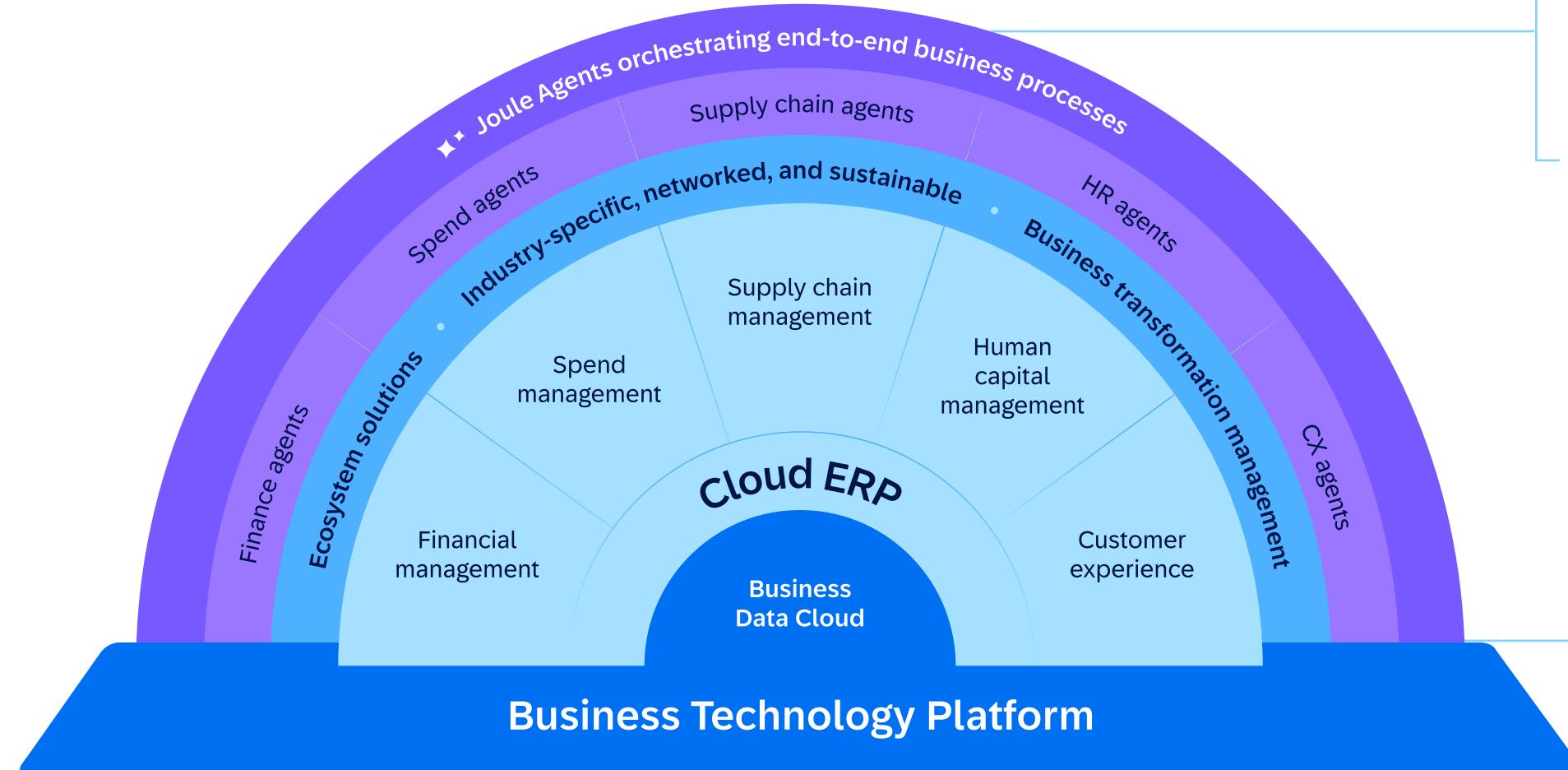
- a. – Business Value
- b. – Applications & Personas
- c. – Solution & Processes
- d. – Process Flow Personas

R2R



SAP Portfolio | End-to-End Processes and Suite Qualities

Out of the box **suite qualities** facilitate a **consistent experience** across applications, while the business technology platform provides the critical integration capabilities to ensure **connected end-to-end business processes**.



Recruit to retire

Source to pay

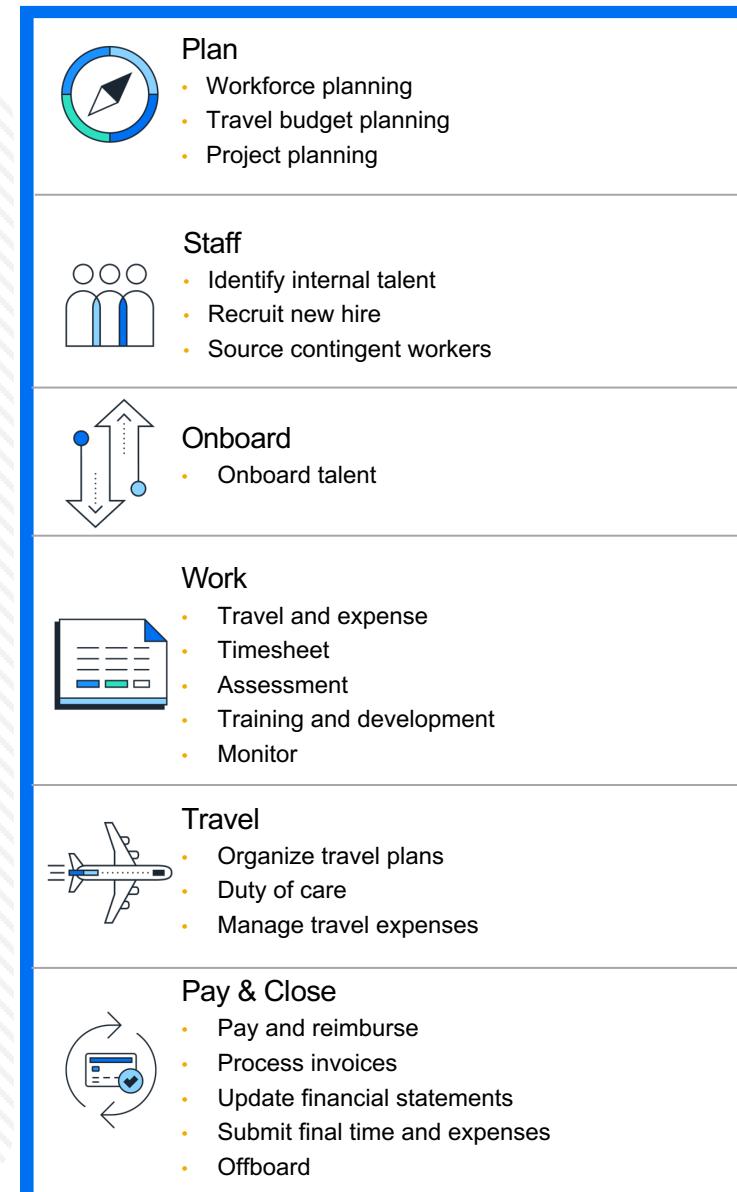
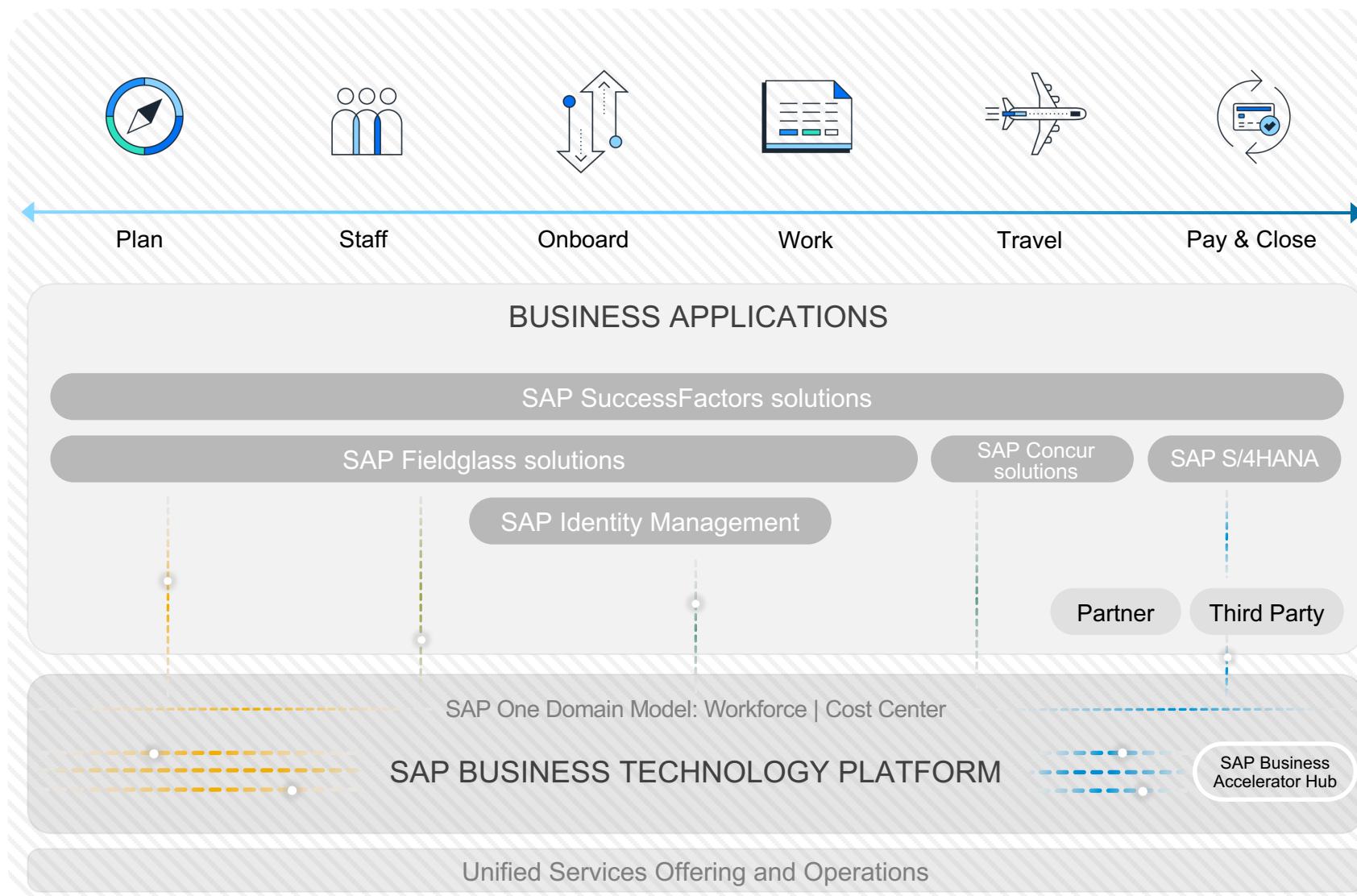
Design to operate

Lead to cash

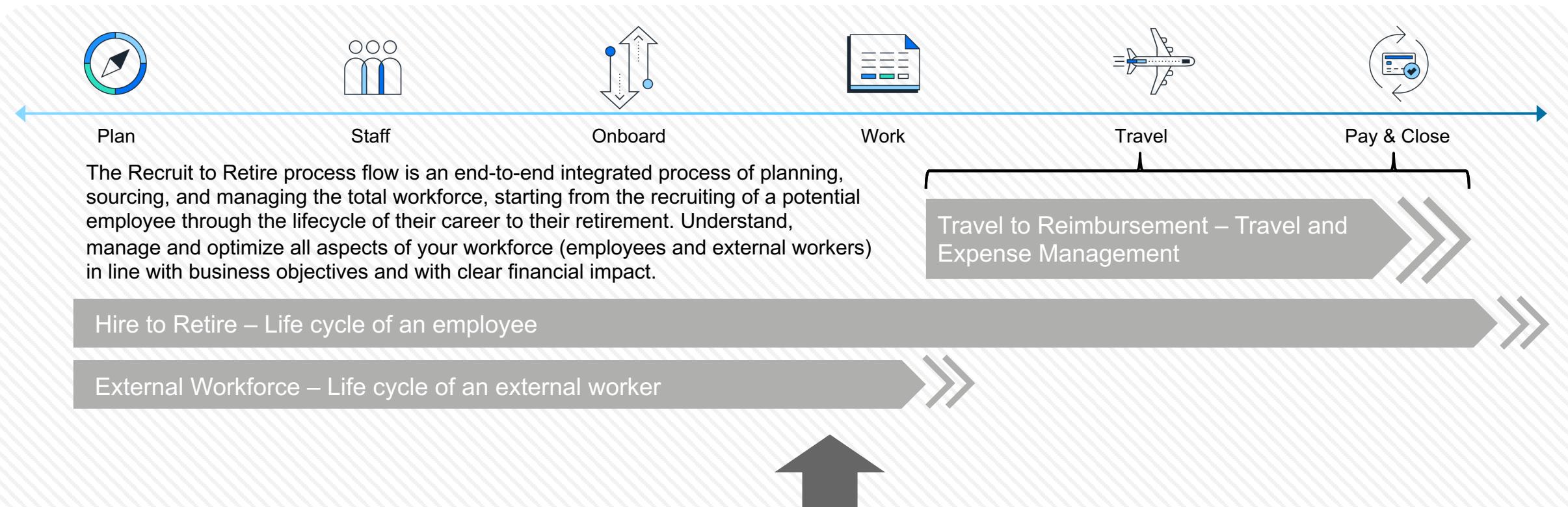
Suite qualities

- Seamless user experience
- Consistent security and identity management
- One workflow inbox
- Aligned Domain Models and integration content
- Embedded and cross-product analytics
- Coordinated lifecycle management
- End-to-end process blueprints

Integrated Recruit To Retire Process

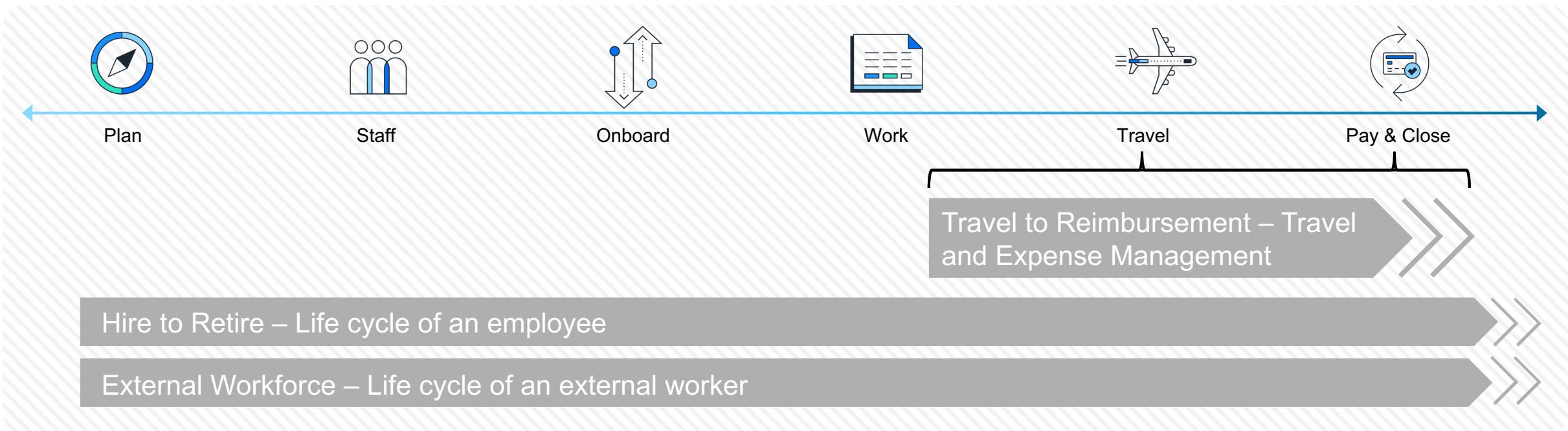


Recruit To Retire: Supported Subprocesses



To understand how SAP delivers an integrated recruit-to-retire business process, let's explore the three subprocesses this end-to-end scenario supports across the Intelligent Enterprise.

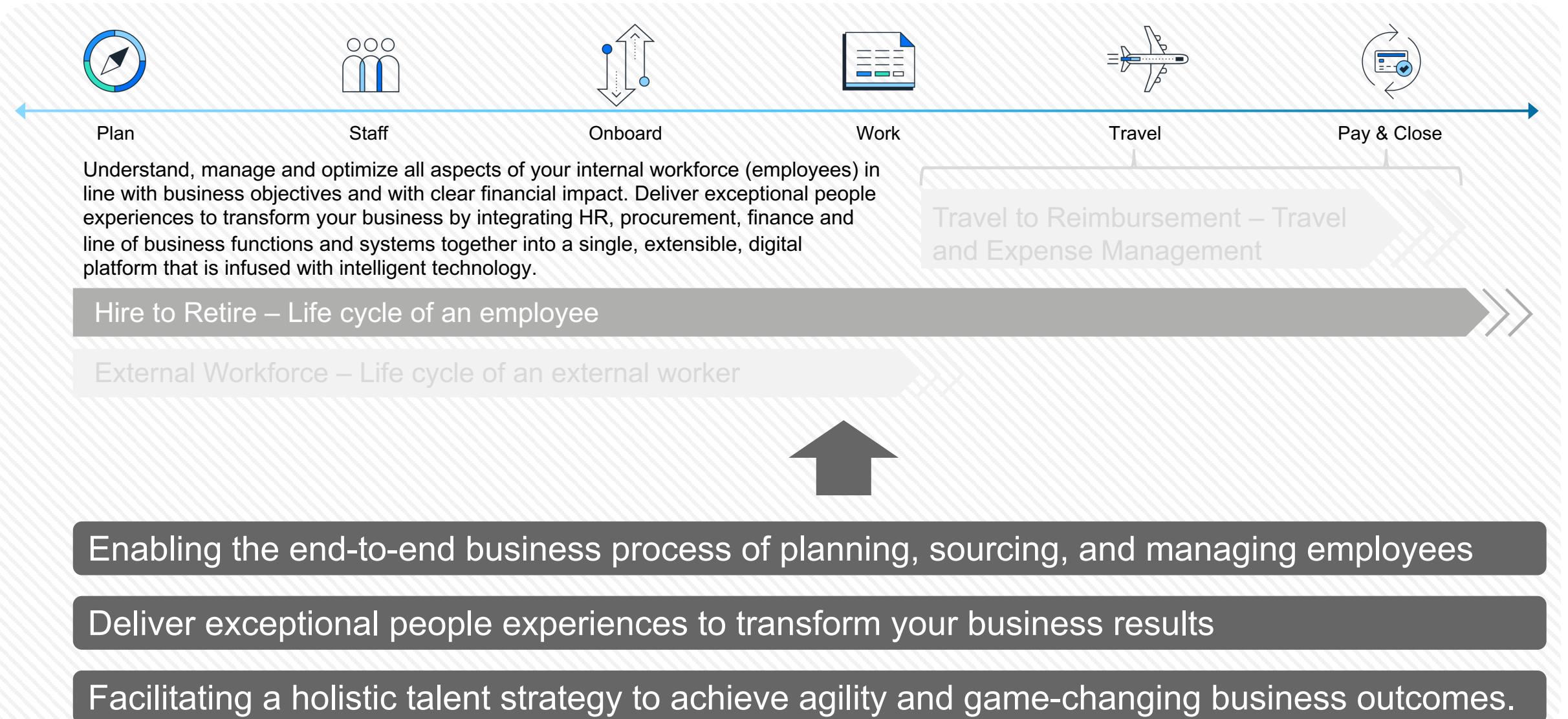
Recruit To Retire: Business Value



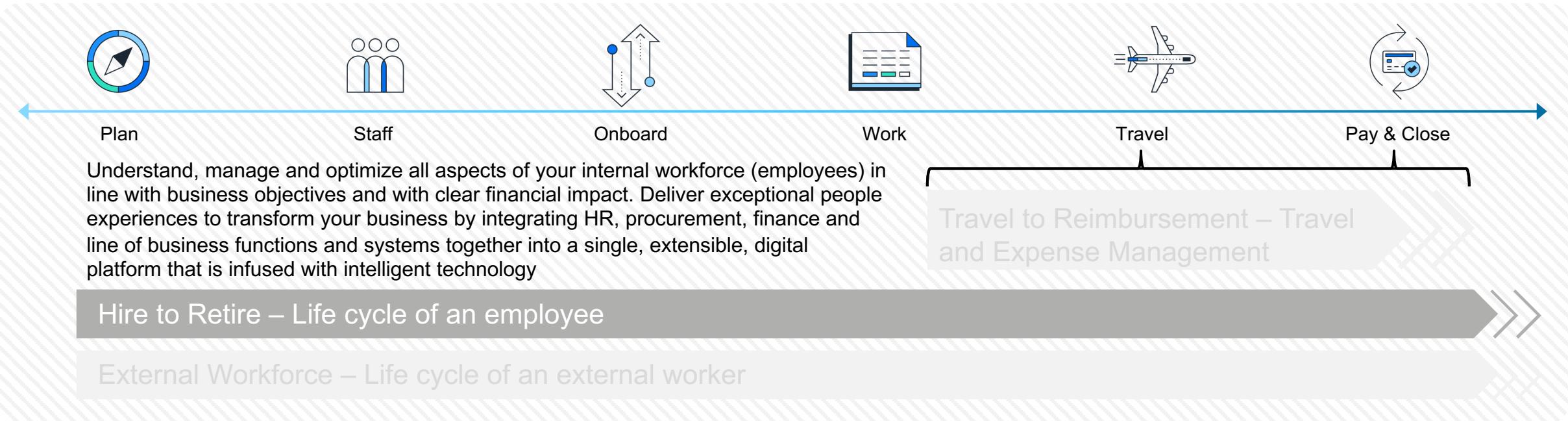
Business Value

- 1 Provide richer and more consistent employee experiences.
- 2 Increase productivity across operations by linking people strategies to business priorities and aligning goals for each employee.
- 3 Quickly respond to short-term needs with accurate assessments and what-if scenarios.
- 4 Effectively measure top- and bottom-line impact by allocating costs and delivering real-time financial accuracy.
- 5 Blend and analyze live enterprise-wide data to enable effective organizational plans and workforce decisions for your total workforce, including external workers.

Hire To Retire: Overview



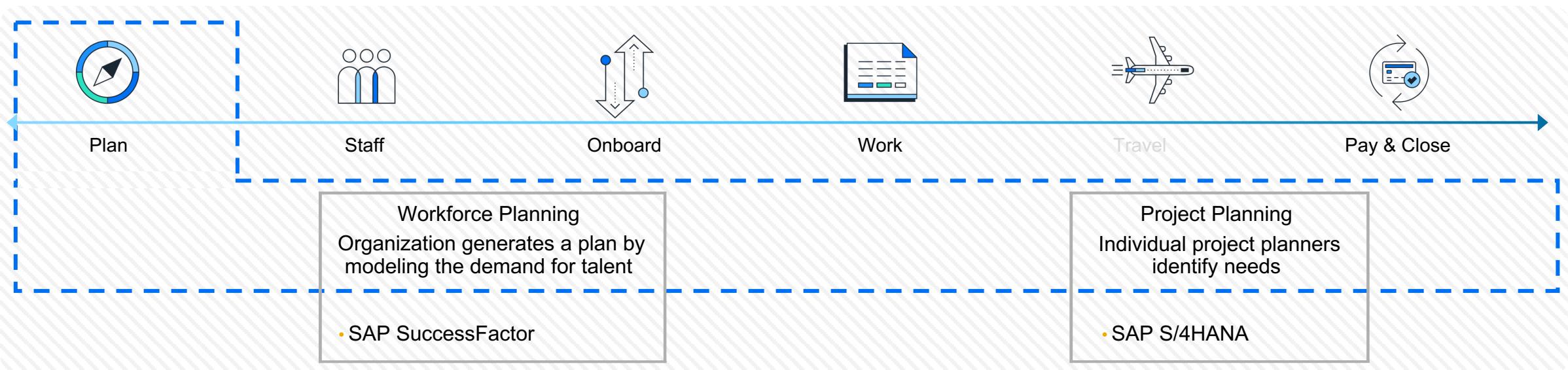
Hire To Retire: Business Value



Applicable Solutions & Values

- 1 Gain a real-time, single line of sight on employees.
- 2 Improve compliance globally.
- 3 Increase productivity in operations.
- 4 Improve the process efficiency of payroll and invoice payments.
- 5 Enable proactive compliance management and risk mitigation for all workers.
- 6 Provide rich employee experiences – for example, during onboarding.
- 7 Link people strategies to business priorities so goals for all workers are aligned across the organization.

Hire To Retire: Plan - Applications and Personas



Personas

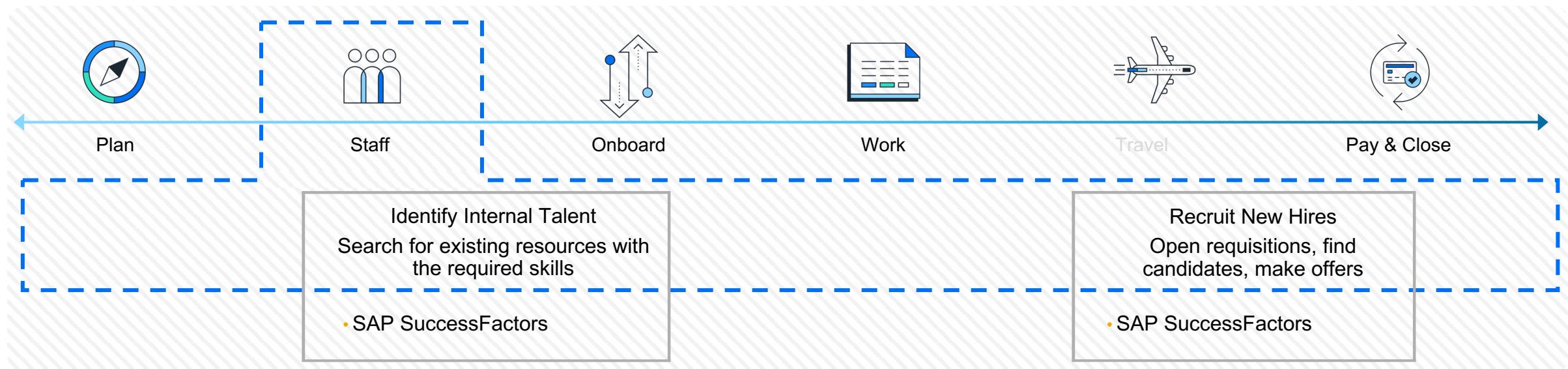


CHRO/LoB Heads



Project Manager

Hire To Retire: Staff - Applications and Personas



Personas



Recruiting Expert

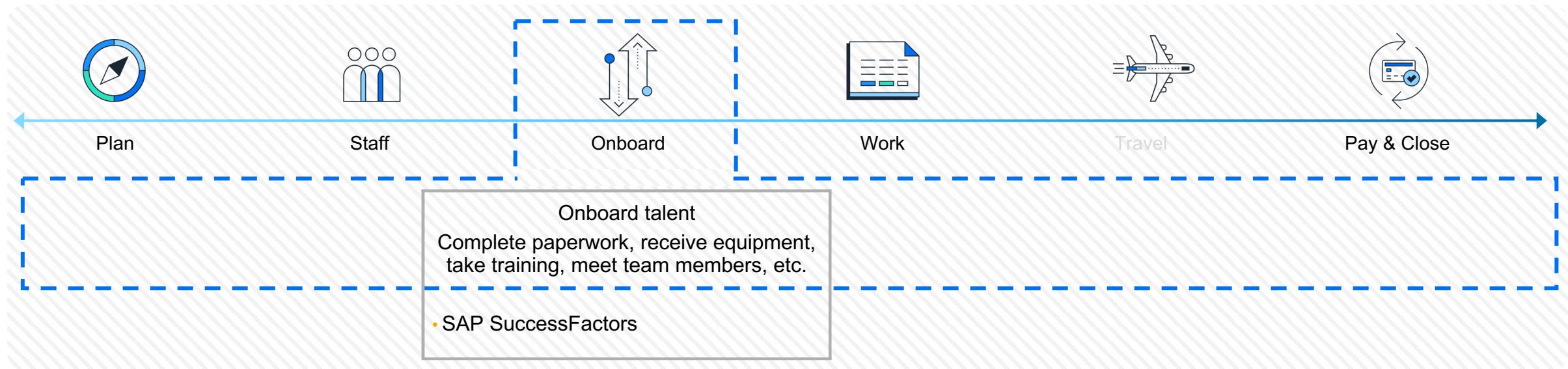


LoB Manager



Recruiting Expert

Hire To Retire: Onboard - Applications and Personas



Personas



HR Manager

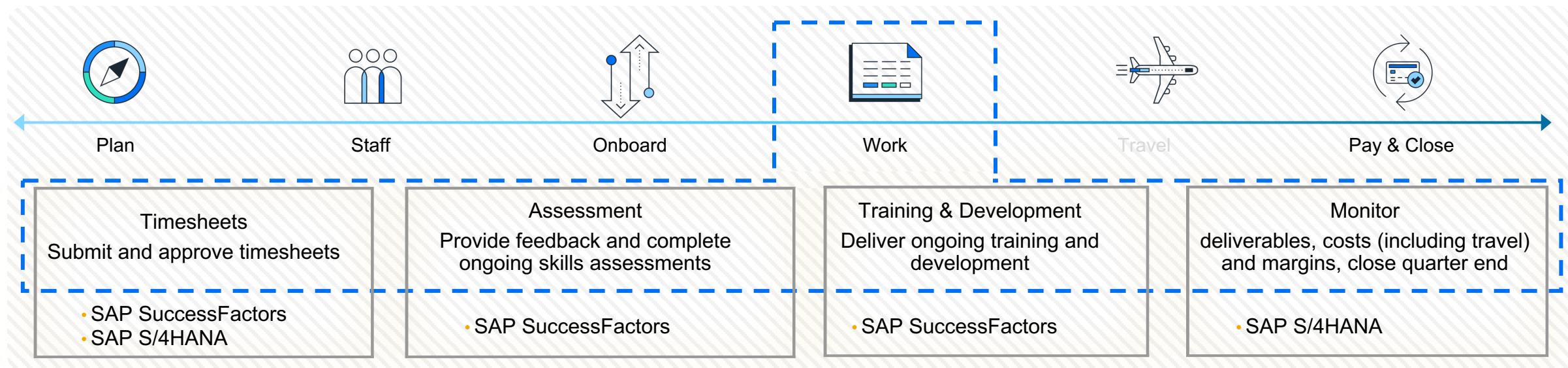


Employee/
Onboardee



Team Buddy

Hire To Retire: Work - Applications and Personas



Personas



Employee



LoB Manager



Employee



LoB Manager



Employee



Head of Learning

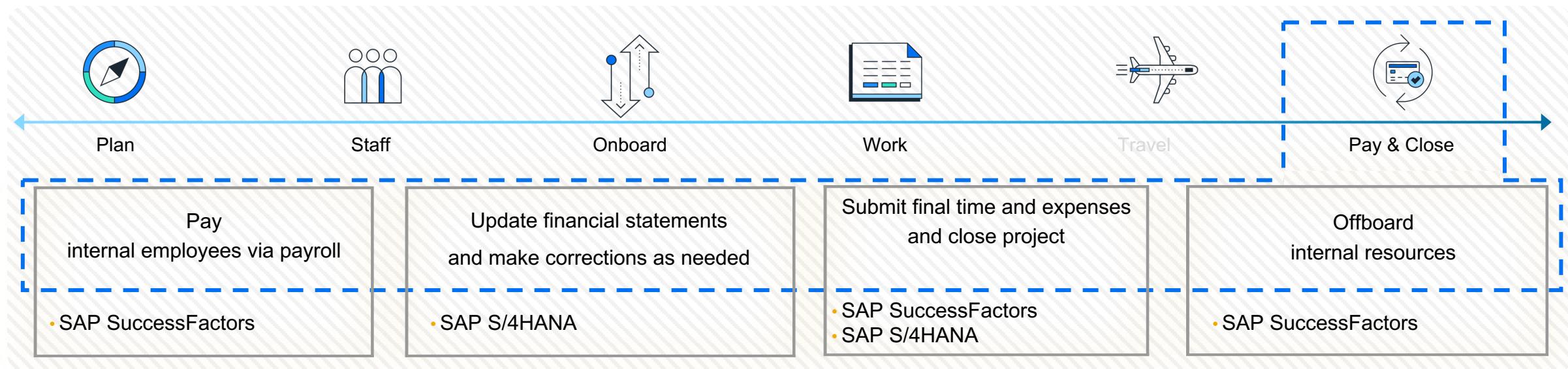


Finance Manager



LoB Manager

Hire To Retire: Pay & Close - Applications and Personas



Personas



Employee



Payroll Manager



Finance Manager



Project Manager



Employee



LoB Manager

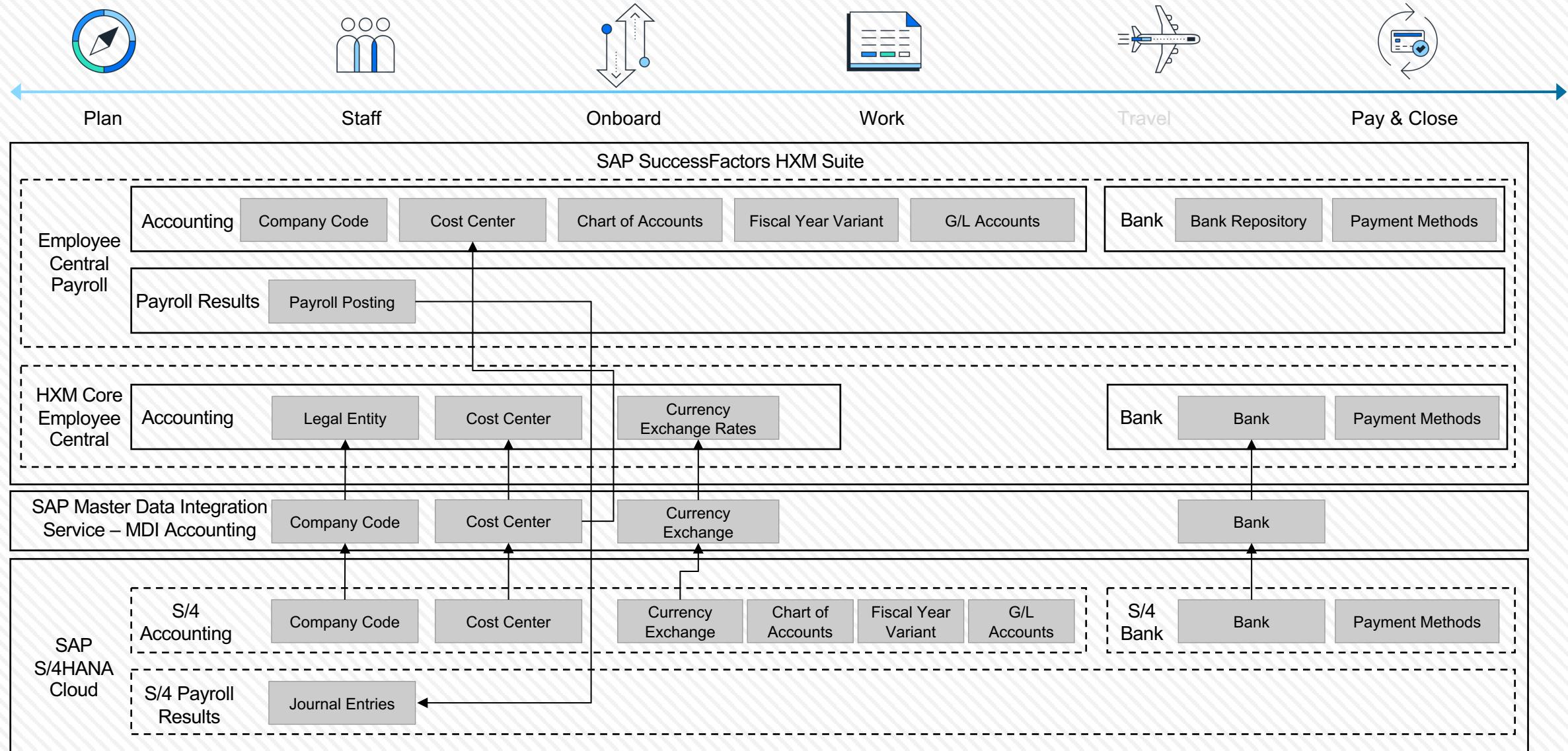


HR Manager

Hire To Retire Solutions and Processes: Financial Data Flow



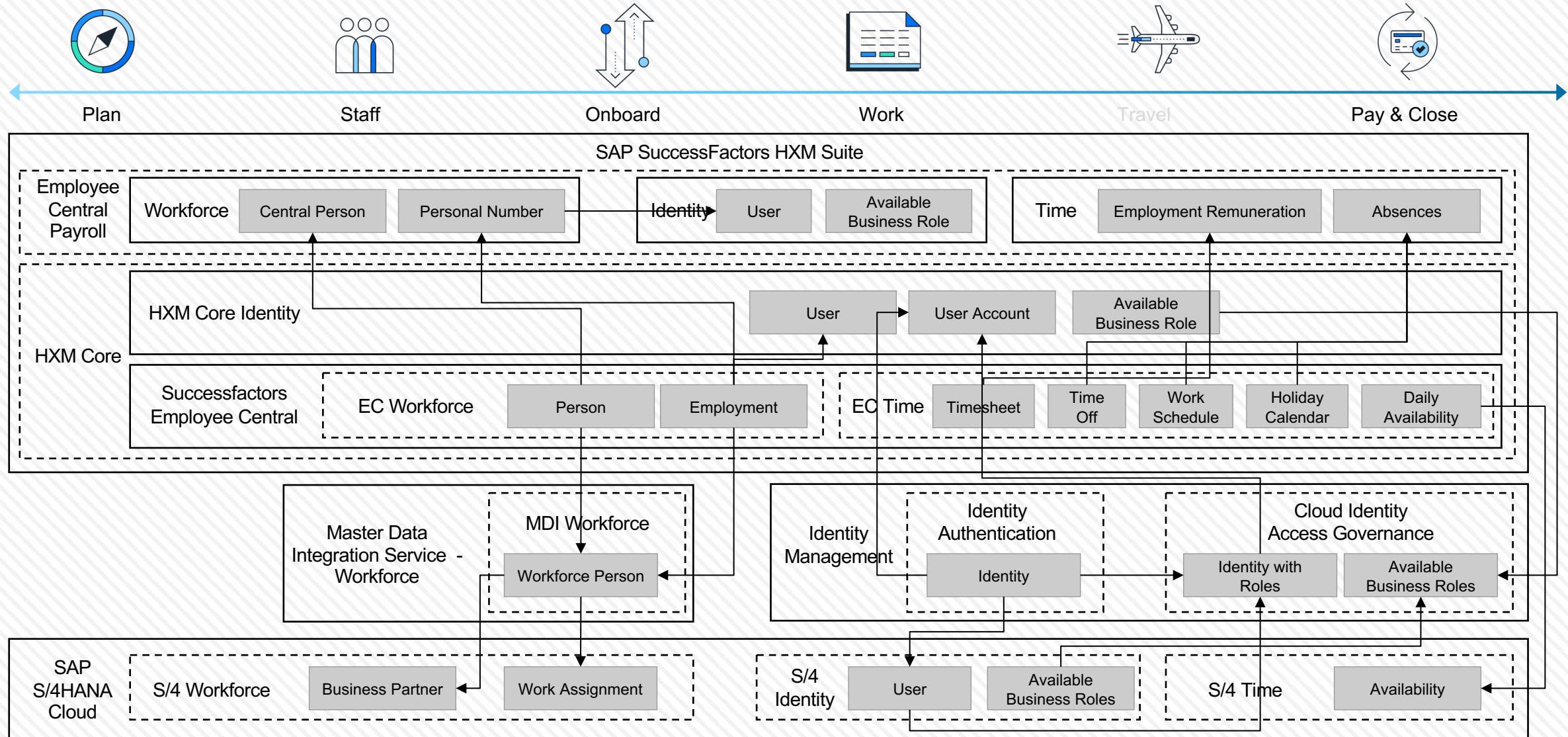
[Financial Data Flow Link](#)



Hire To Retire Solutions and Processes: HR Data Flow



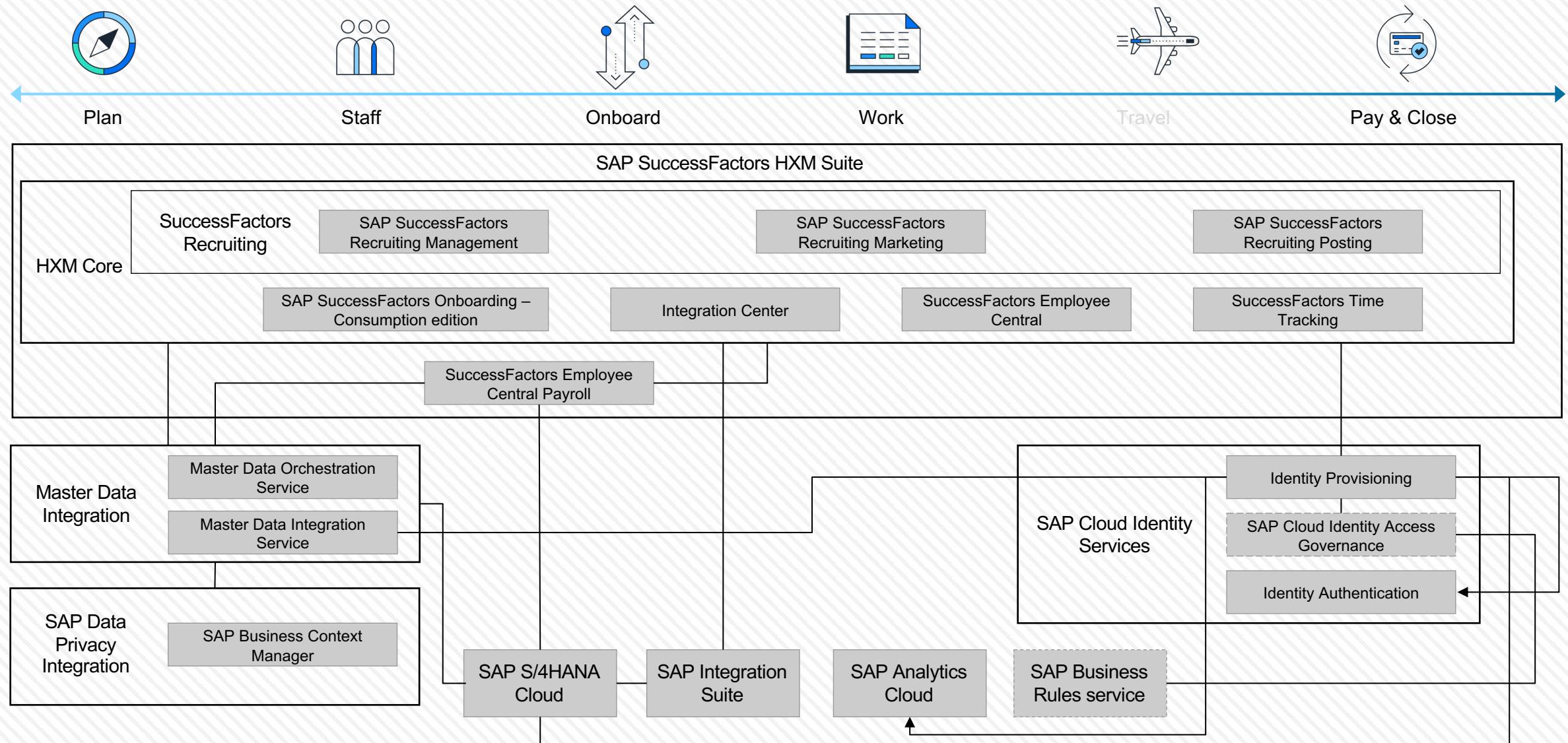
[HR Data Flow Link](#)



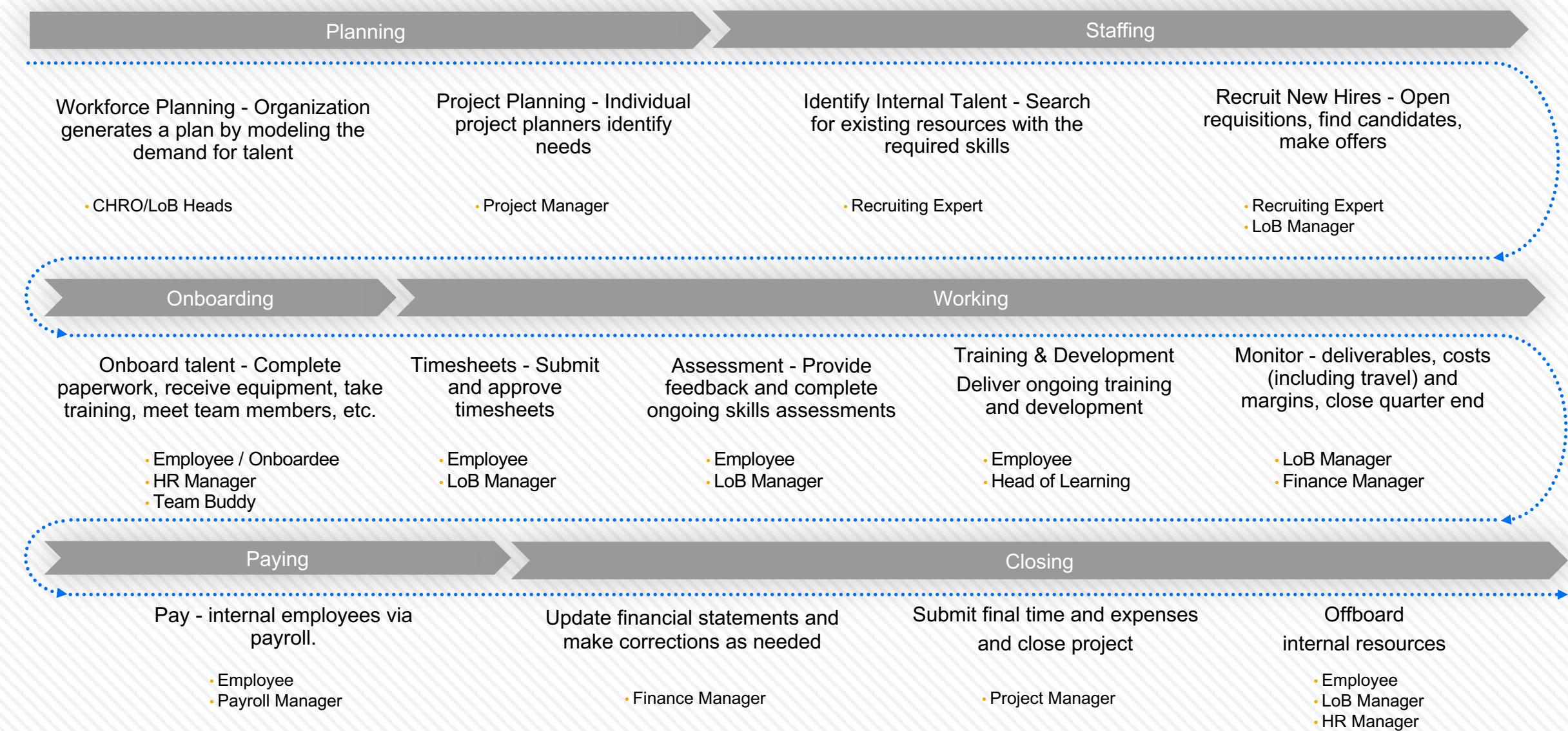
Hire To Retire Solutions and Processes: Solution Components



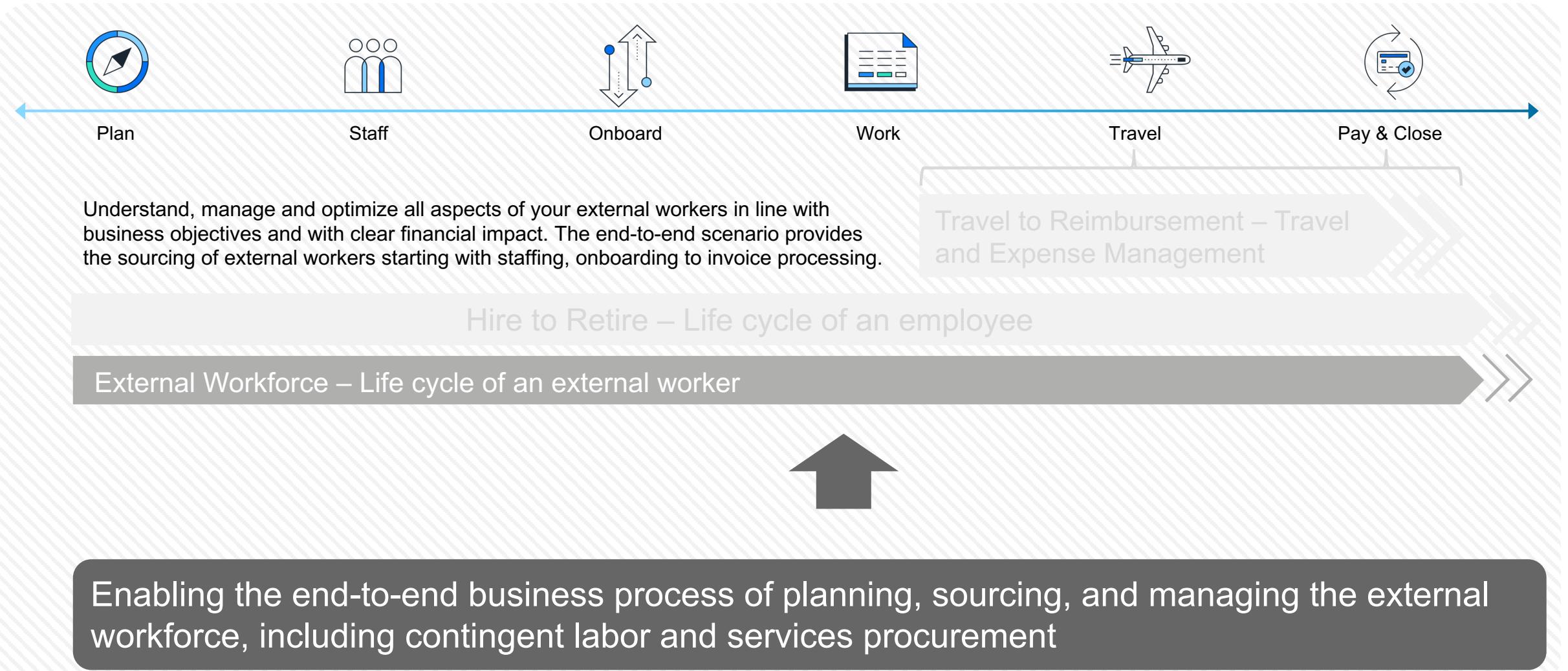
[Solution Components Link](#)



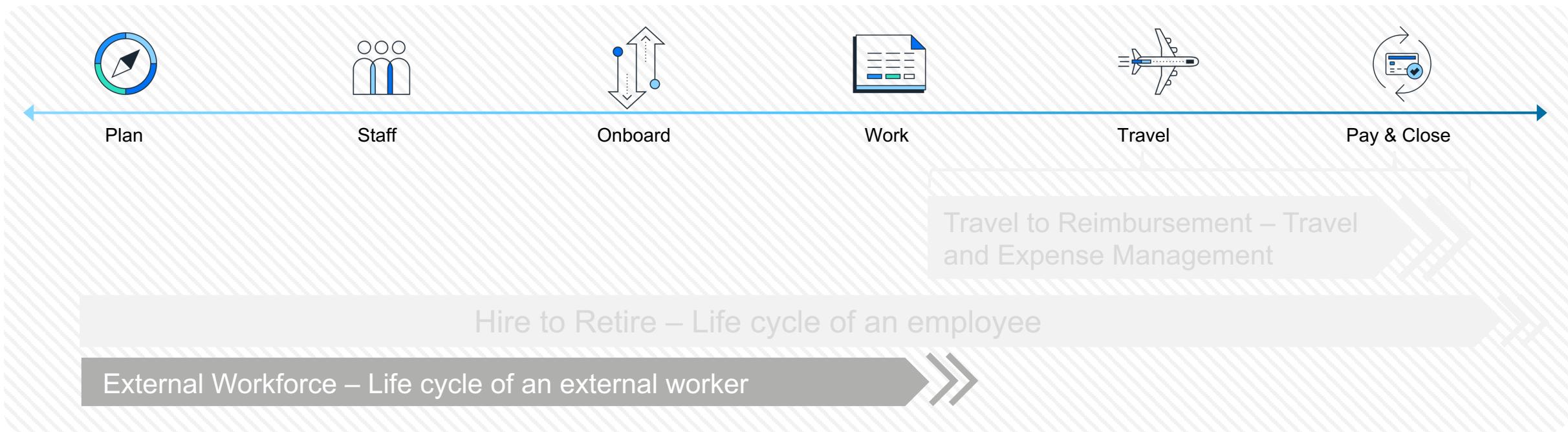
Hire To Retire: Process Flow – Personas



External Workforce: Overview



External Workforce: Business Value



Business Value

1

Gain visibility into the value of your external workforce in terms of cost (how much is being spent and on what) and quality (how well is work being performed).

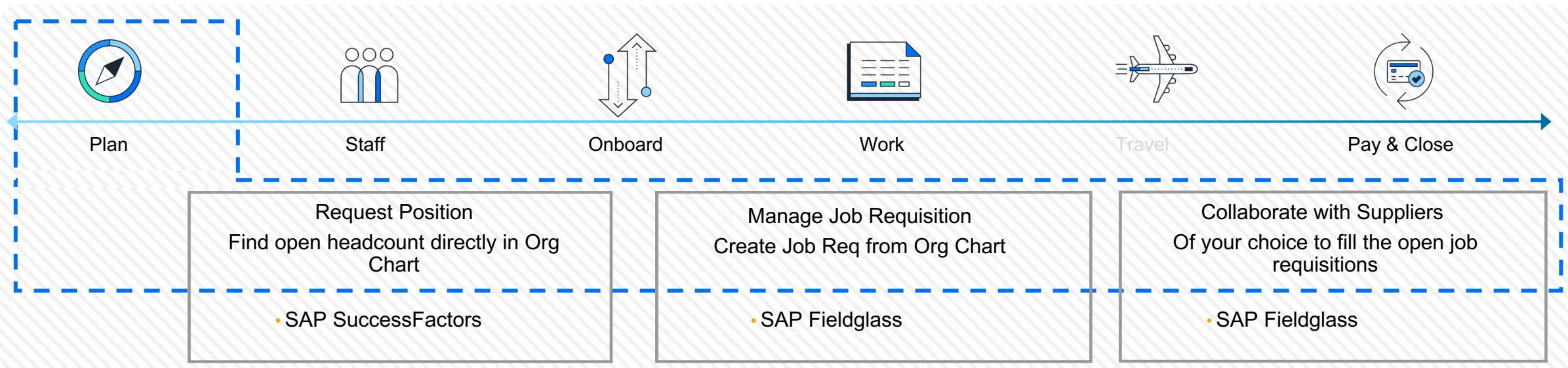
2

Avoid security breaches and compliance violations with embedded controls around security (who is in what facilities) and compliance (are tax and labor regulations followed).

3

Streamline processes to accomplish more by boosting efficiency (are processes running smoothly and have manual work-arounds been eliminated) and ease of use (how intuitive is the user interface and is it in the correct language).

External Workforce: Plan - Applications and Personas



Personas



CHRO/Head of
Talent



LoB Hiring
Manager

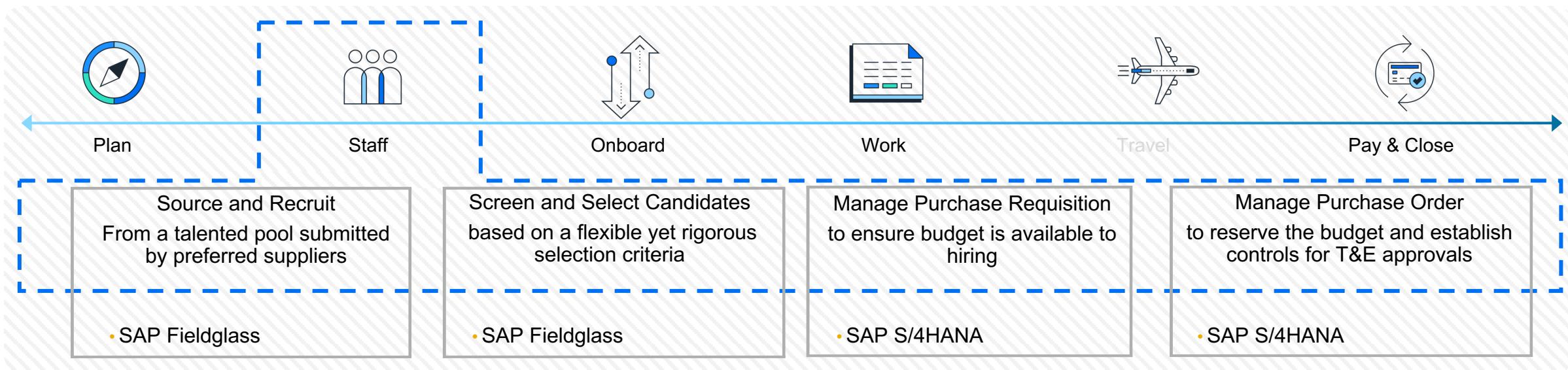


HR Manager



Head of
Procurement

External Workforce: Staff - Applications and Personas



Personas



HR Manager



LoB Hiring Manager



HR Manager



Finance Manager



Head of Procurement

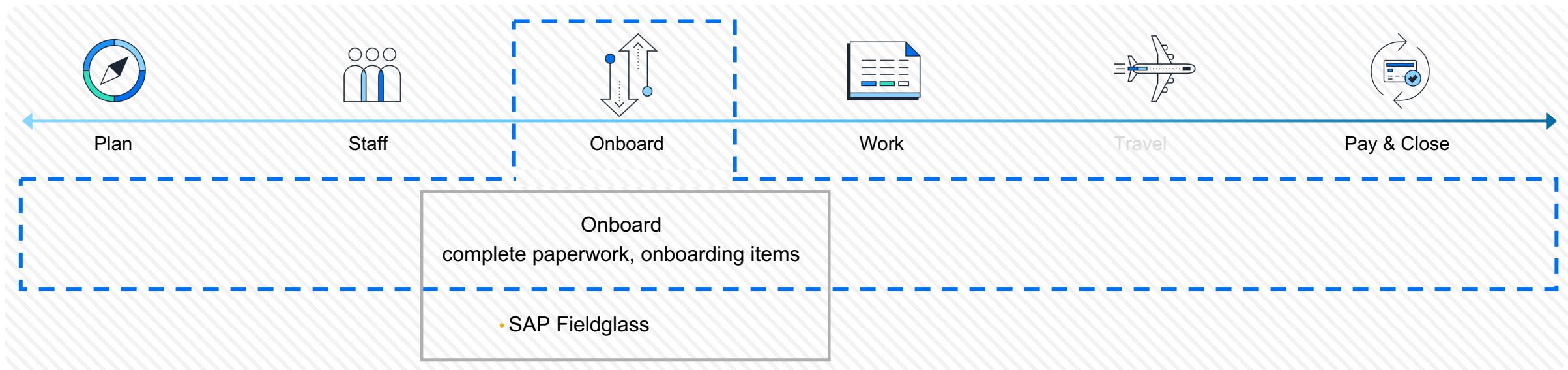


Finance Manager



Head of Procurement

External Workforce: Onboard - Applications and Personas

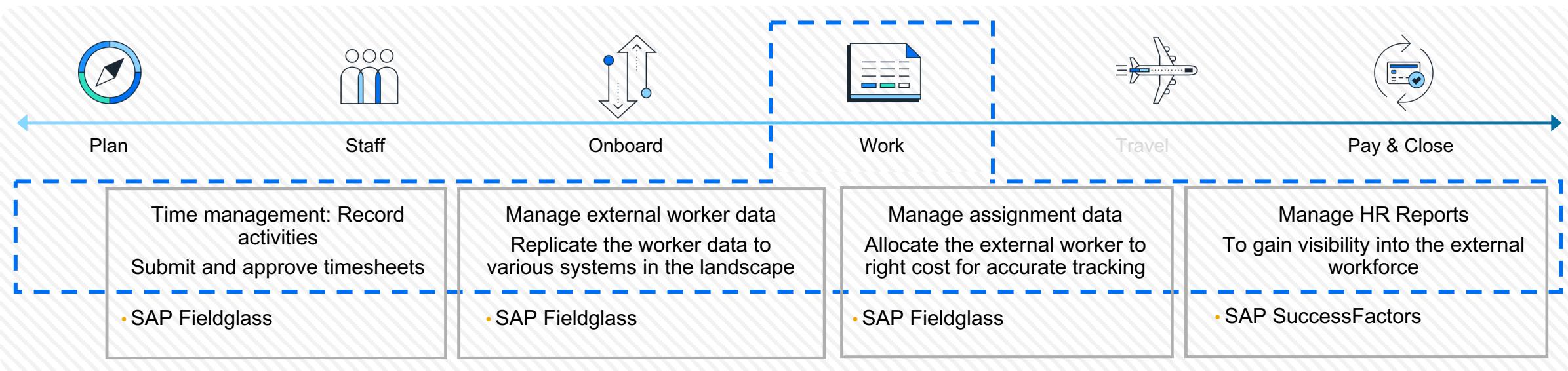


Personas



External Worker

External Workforce: Work - Applications and Personas



Personas



External Worker



LoB Manager



HR Manager



HR Manager



Finance Manager

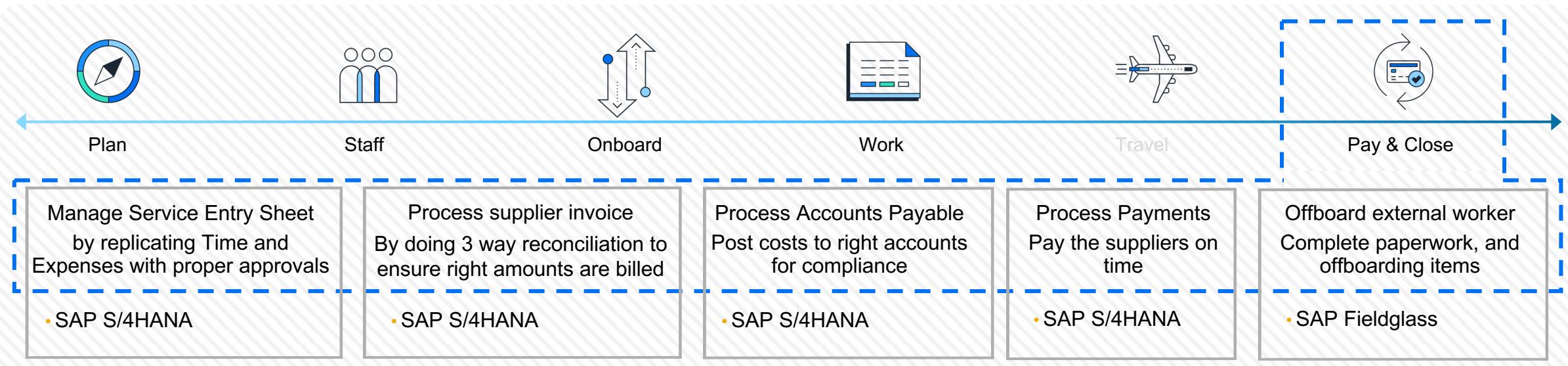


CHRO/Head of Talent



LoB Manager

External Workforce: Pay & Close - Applications and Personas



Personas



LoB Manager



Finance Manager



Head of Procurement



Finance Manager



Payroll Manager



Finance Manager



Payroll Manager



External Worker



LoB Manager

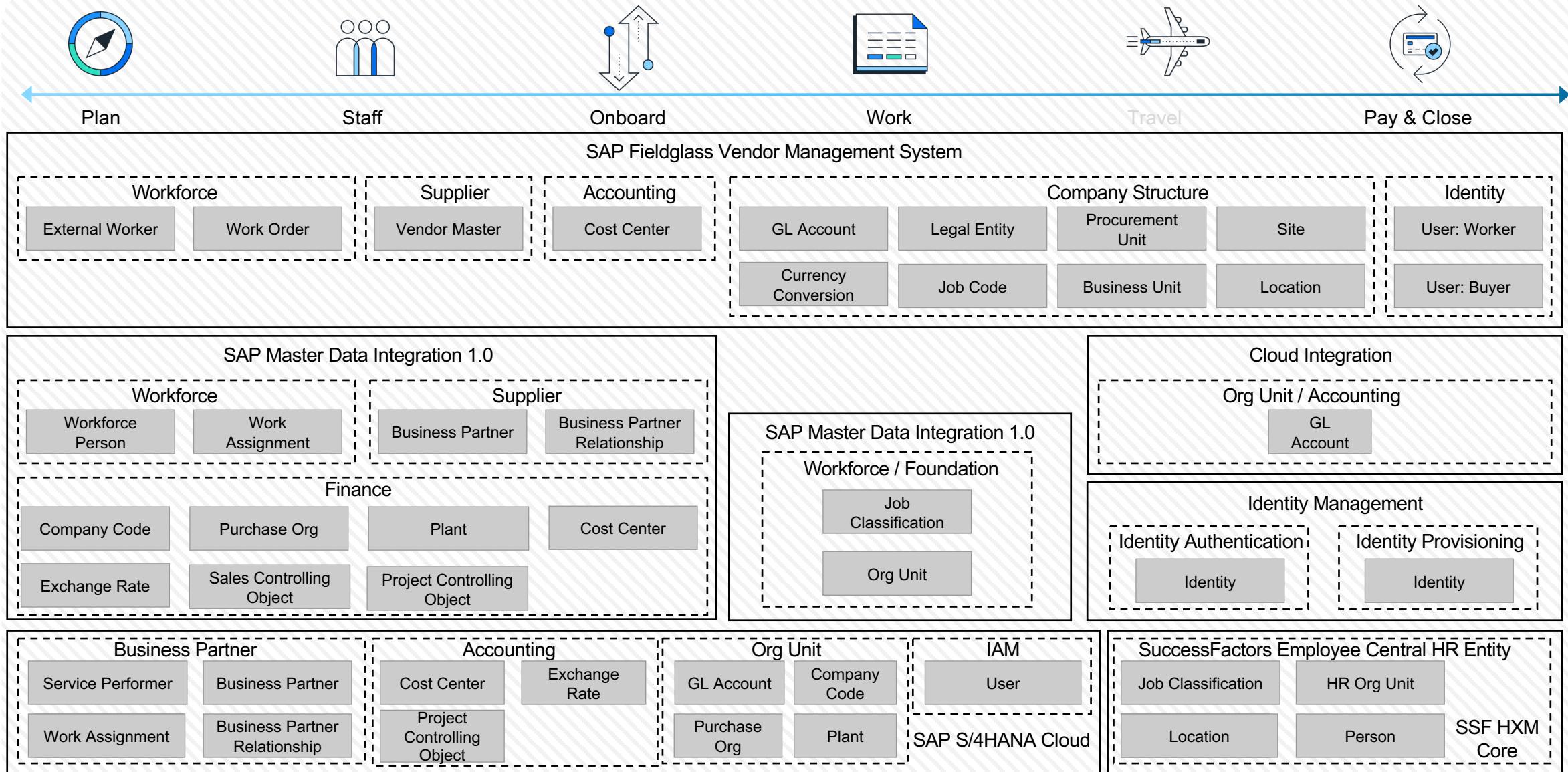


HR Manager



External Workforce: Master Data

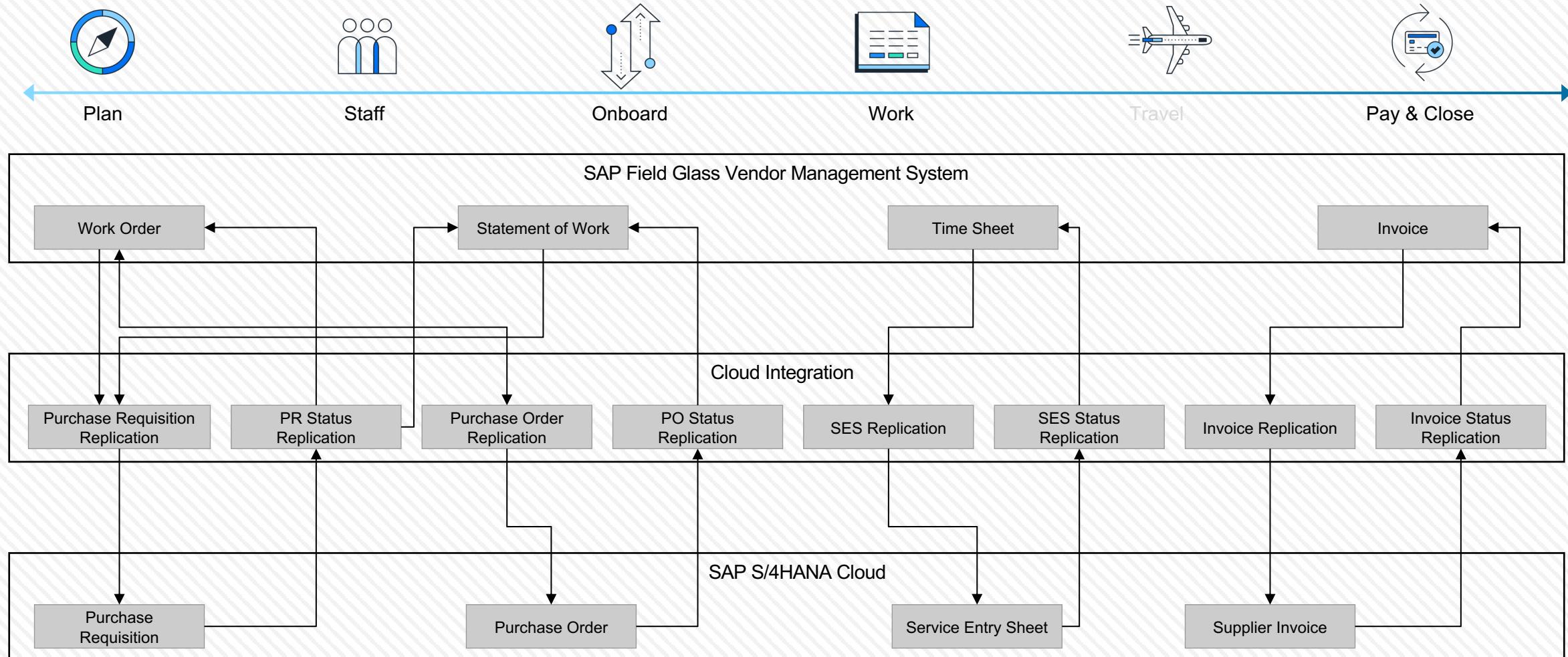
[Master Data Link](#)





External Workforce: Transactional Data Flow

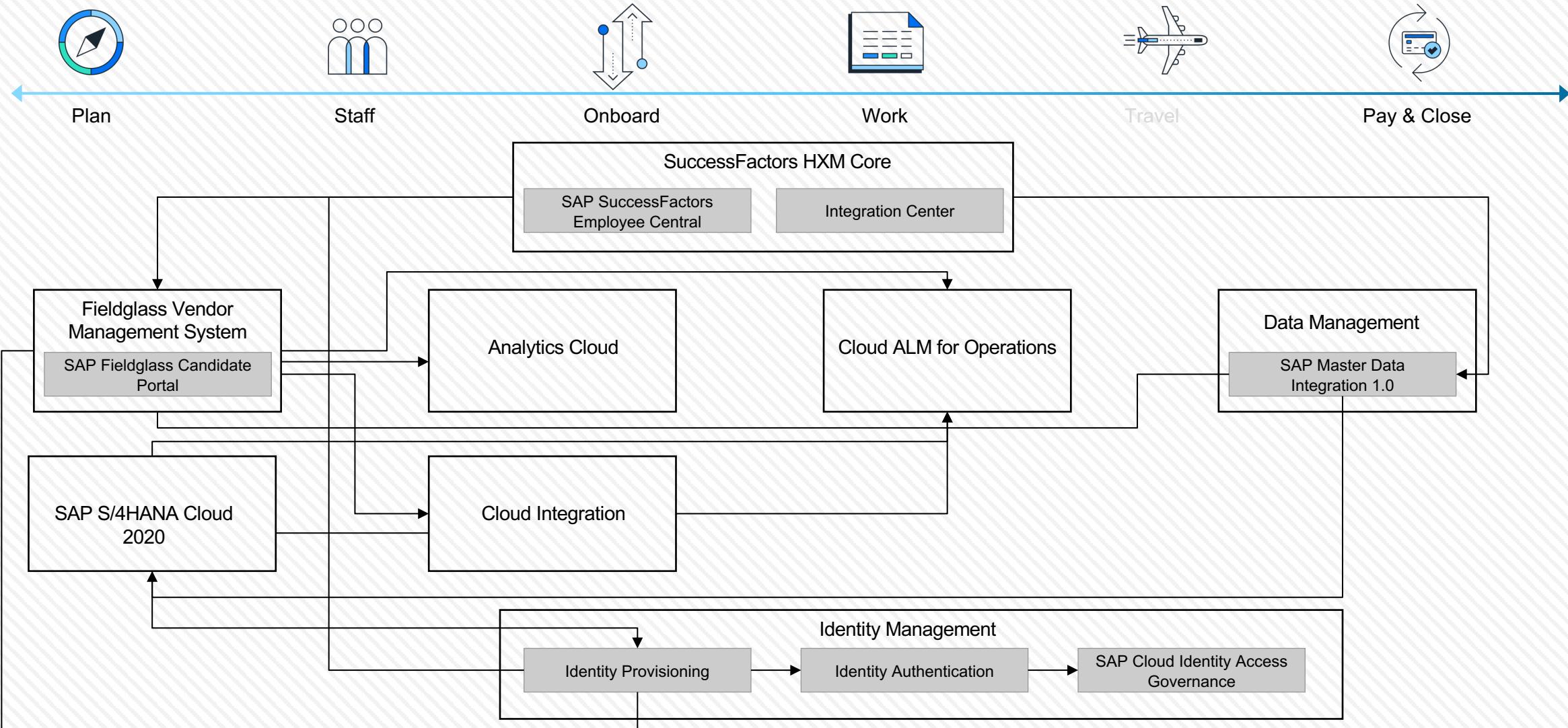
[Transactional Data Flow Link](#)



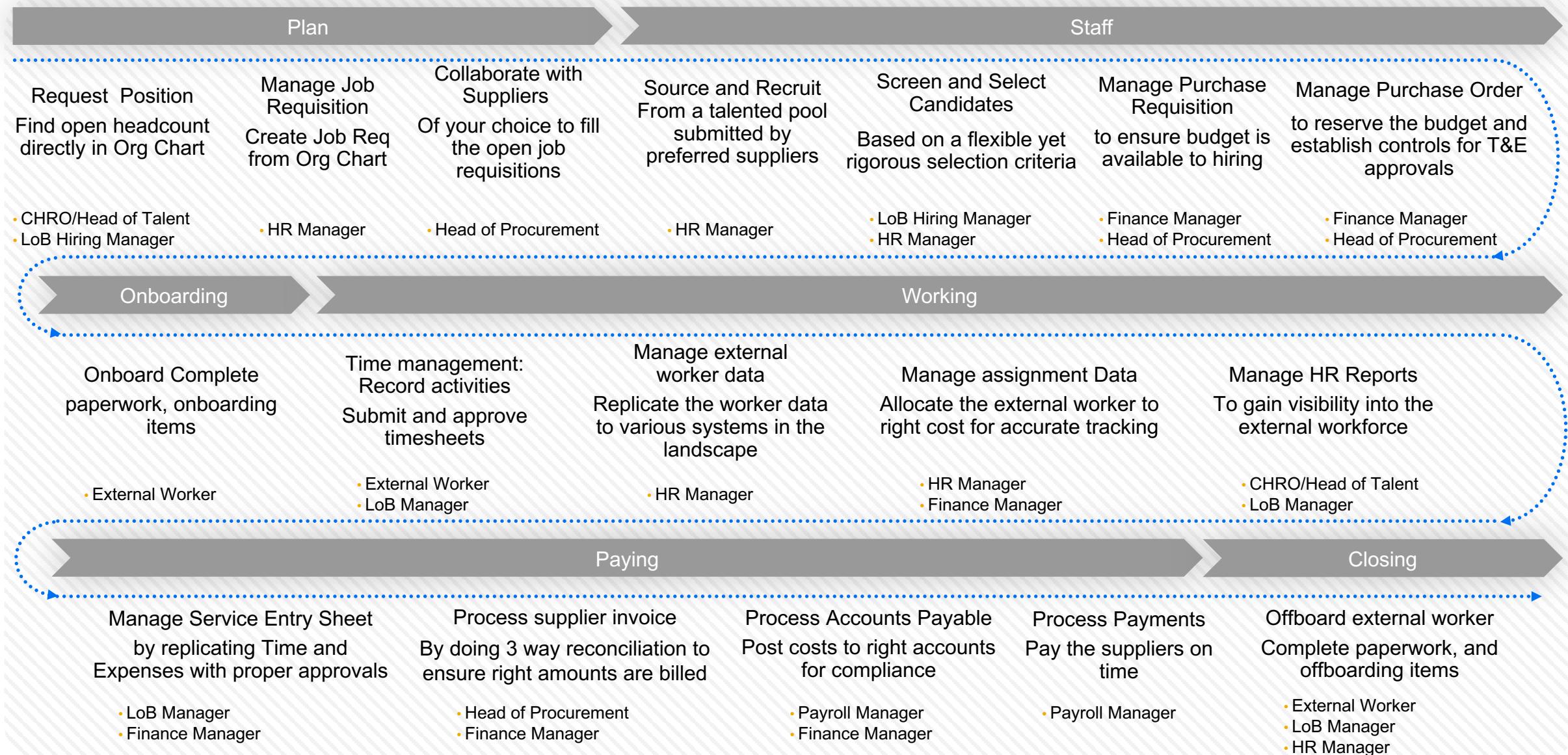
External Workforce: Solution Components



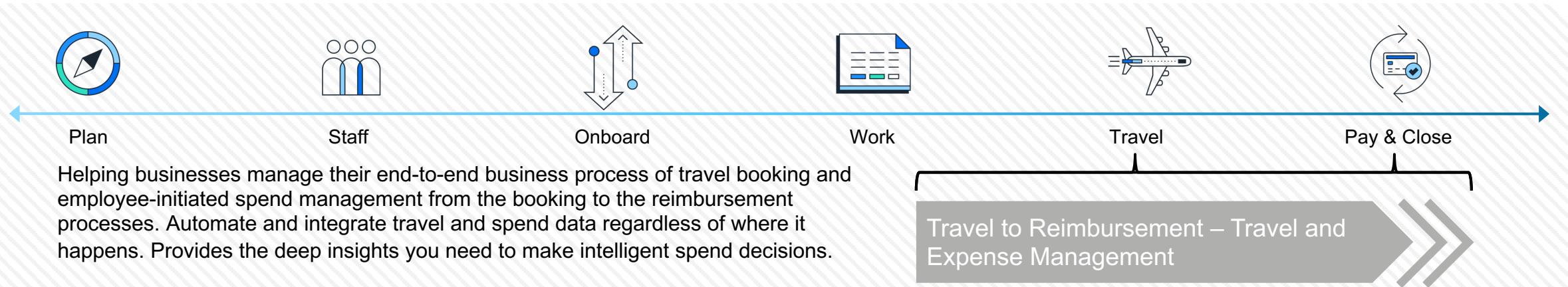
[Solution Components Link](#)



External Workforce: Process Flow – Personas



Travel To Reimburse: Overview



Hire to Retire – Life cycle of an employee

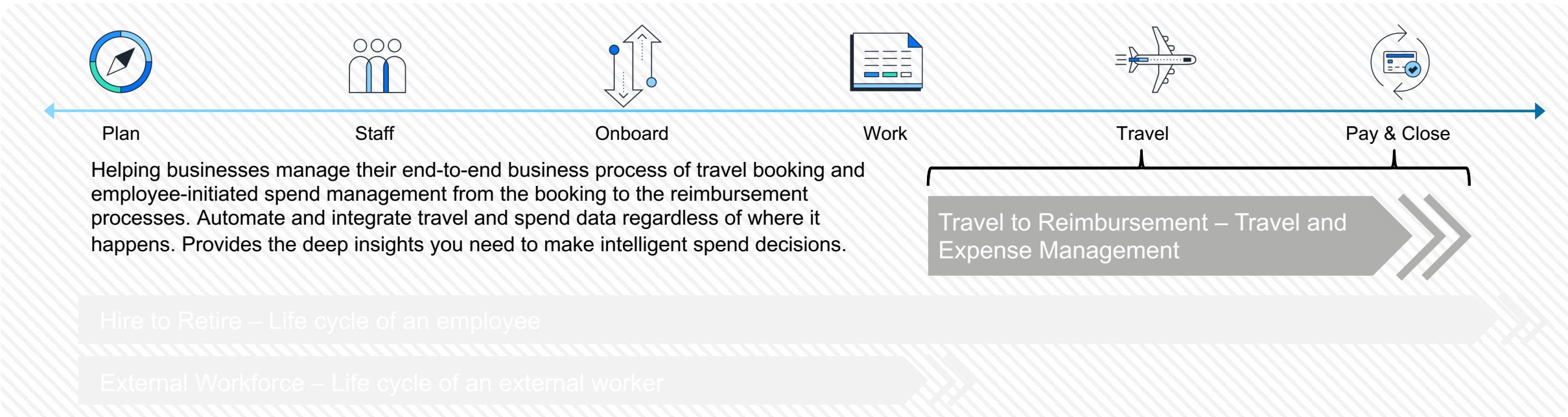
External Workforce – Life cycle of an external worker

Helping businesses manage their end-to-end business process of travel booking and employee-initiated spend management from the booking to the reimbursement processes

Automate and integrate travel and spend data regardless of where it happens.

Provides the deep insights you need to make intelligent spend decisions

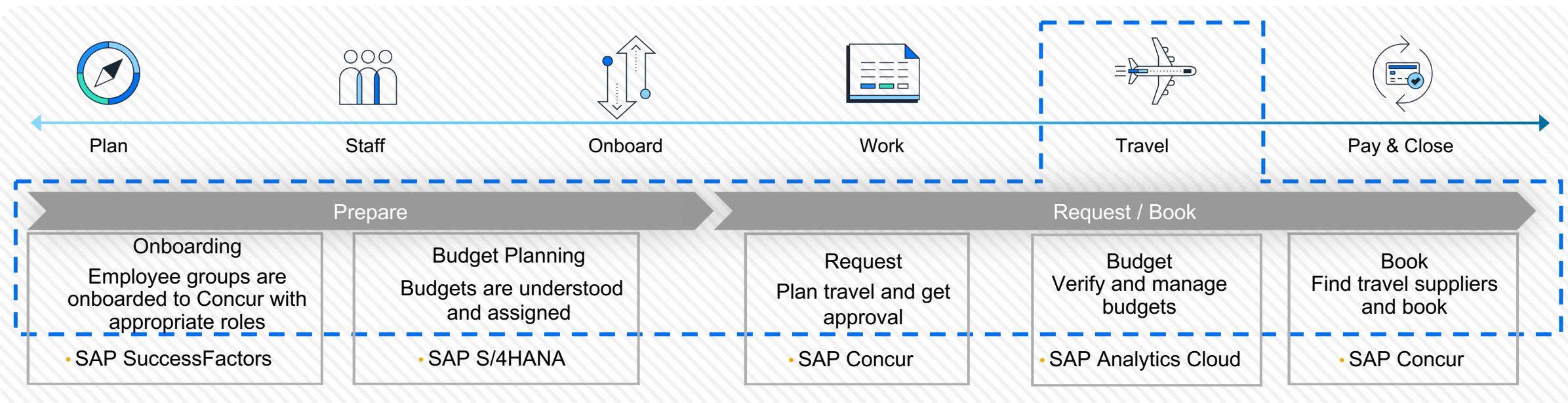
Travel To Reimburse: Business Value



Business Value

- 1 Provide a richer, simpler, employee-centered experience for booking and expensing travel.
- 2 Reimburse travel expenses faster and more accurately for happier employees.
- 3 Empower managers to approve travel requests and expense reports anytime, anywhere.
- 4 Strengthen employee compliance with a company travel and expense policy.
- 5 Reduce IT costs with improved integration capabilities.
- 6 Deliver a consistent, efficient experience that makes employees happier and more productive.

Travel To Reimburse: Prepare and Request/Book - Applications and Personas



Personas



Employee



Finance Manager
Budget Planner



Employee



LoB Manager
Project Manager
Cost Manager



Finance Manager

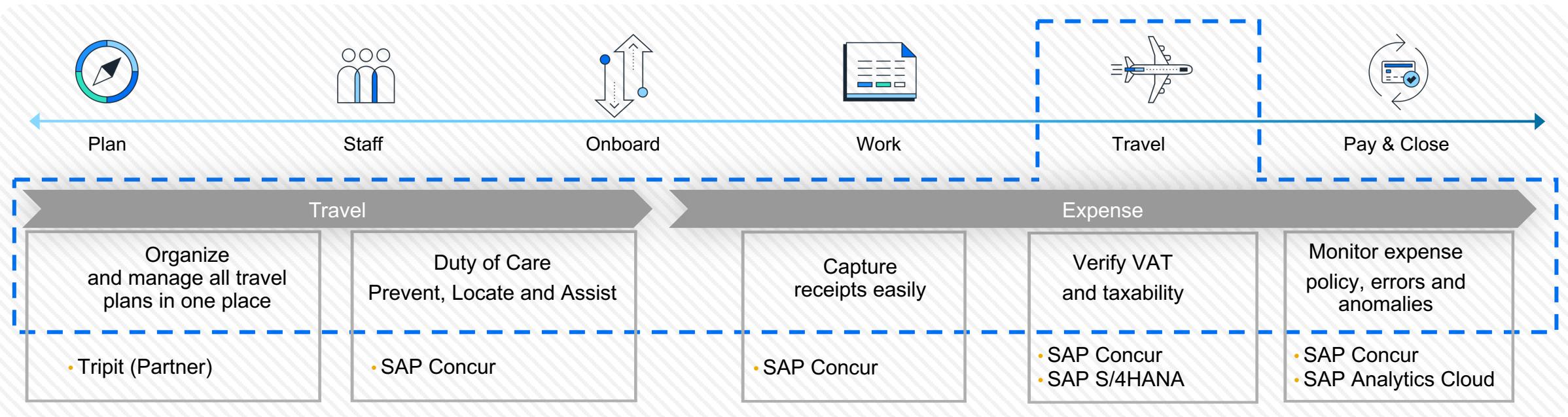


LoB Manager
Project Manager
Cost Manager



Employee

Travel To Reimburse: Travel and Expense - Applications and Personas



Personas



Employee



Employee



HR Manager



Employee



Finance Manager

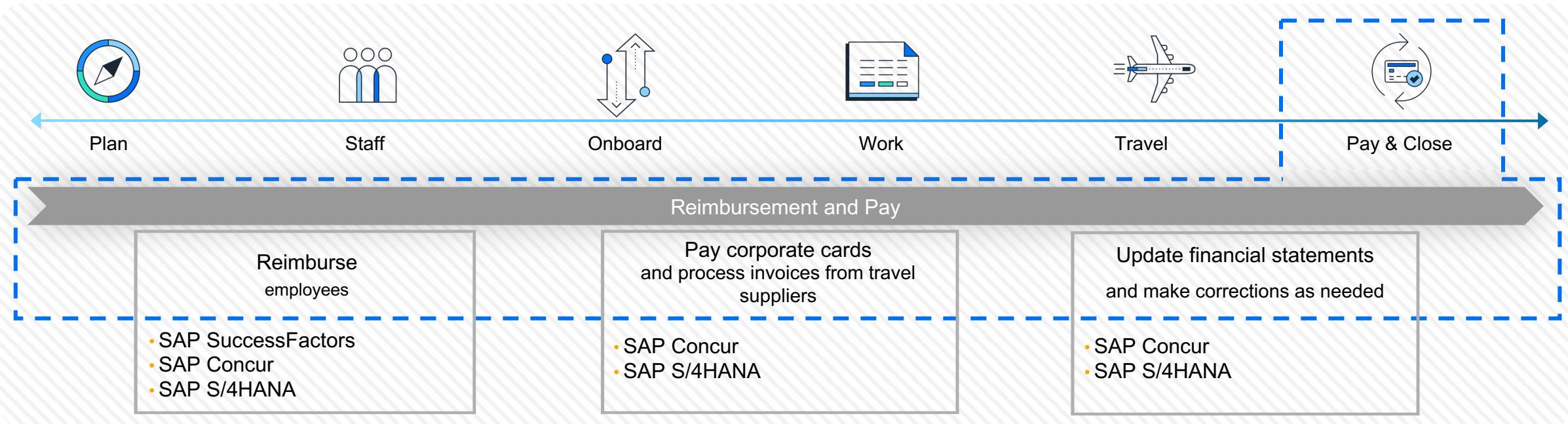


LoB Manager
Project Manager
Cost Manager



Finance Manager

Travel To Reimburse: Reimbursement and Pay - Applications and Personas



Personas



Employee



Treasury



Head of Procurement



Treasury

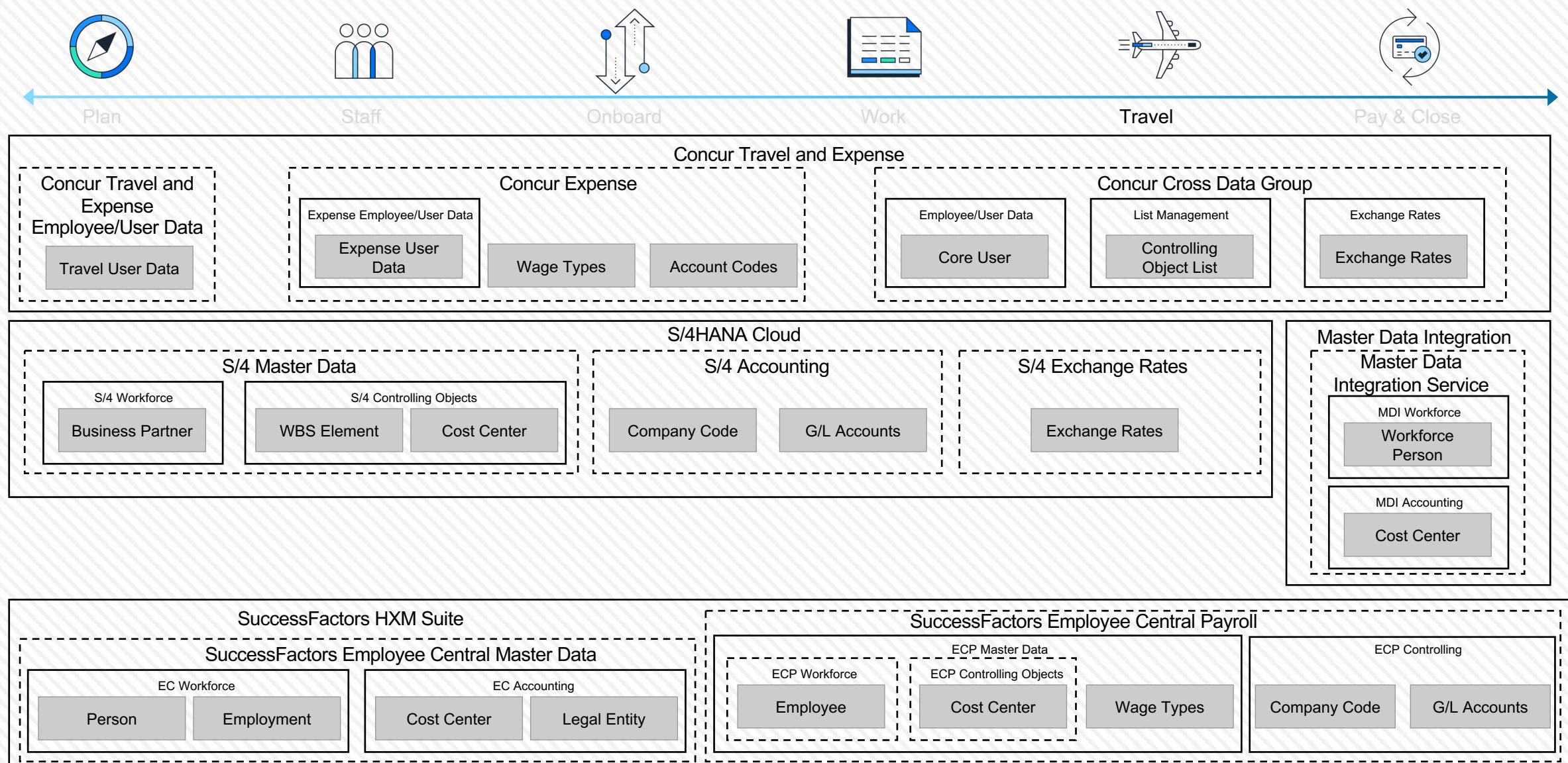


Finance Manager



Travel To Reimburse: Master Data

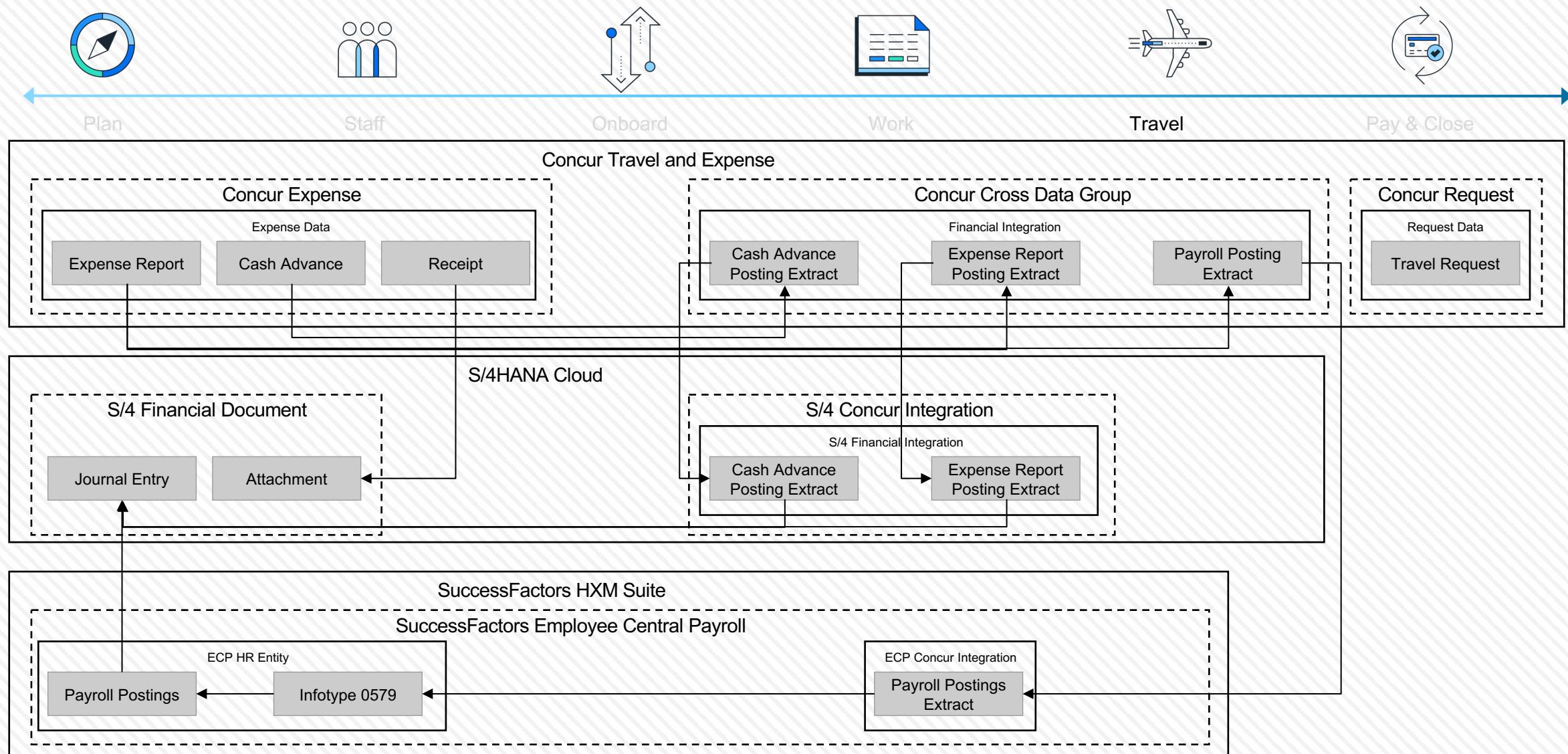
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Travel To Reimburse: Transactional Data Flow

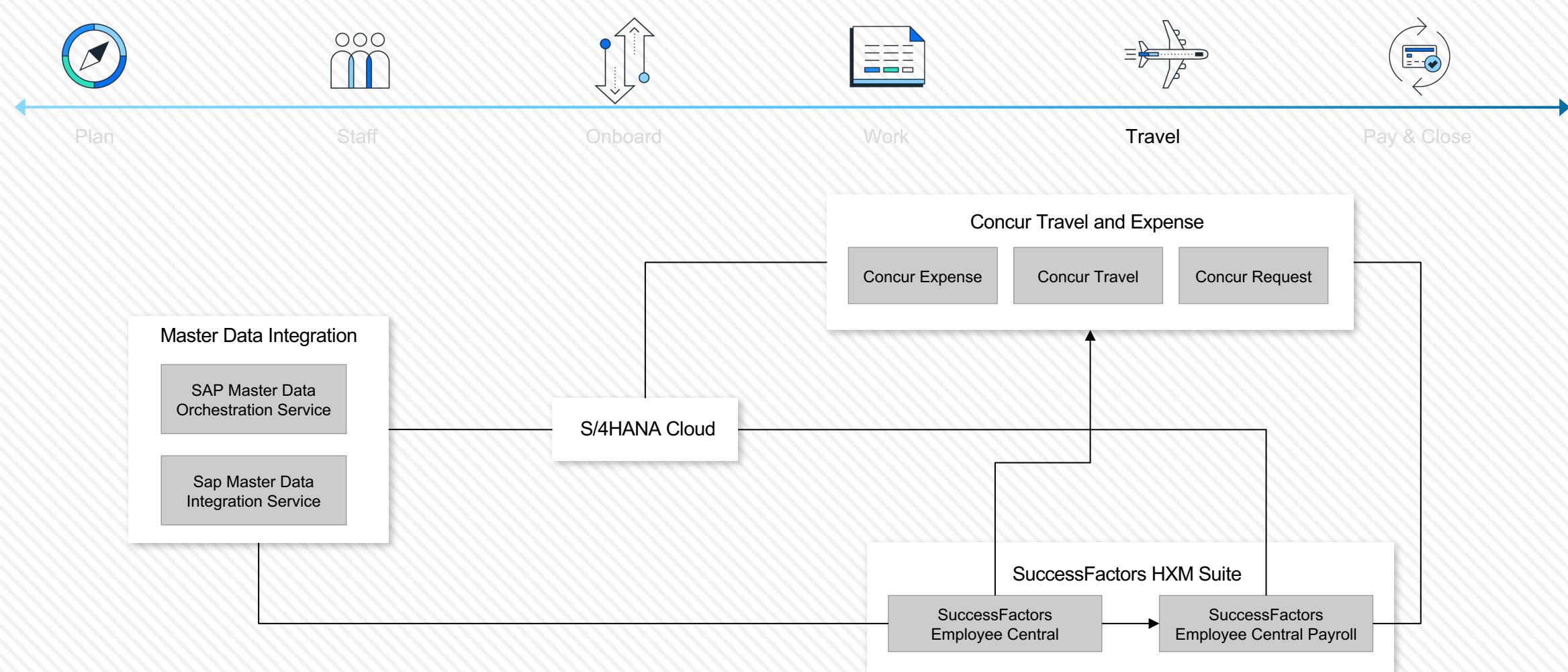
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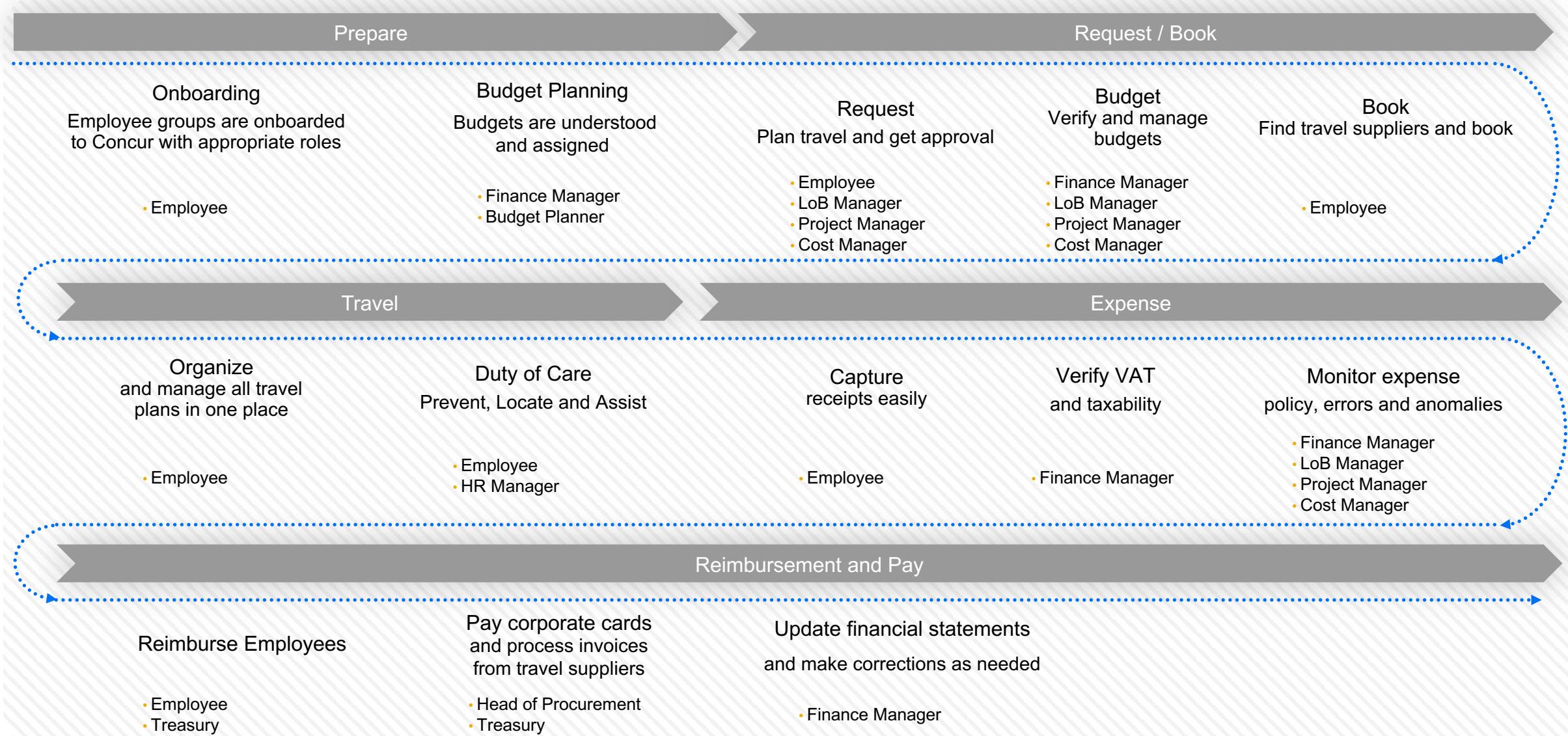


Travel To Reimburse: Solution Components

[Solution Components Link](#)



Travel To Reimburse: Process Flow – Personas



Thank you.

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