

SAP/SuccessFactors Business All-in-One HCM Solution (On-premise/Cloud)

SAP® Qualified
Partner-Packaged Solution
for the Intelligent Enterprise

YASH
Technologies
More than what you think.

As a trusted Global SAP® Partner, YASH Technologies helps organizations operate with greater agility, make faster decisions, and collaborate seamlessly with their value chain. YASH offers comprehensive, tailored, and future-proof SAP SF services to enable customers to simplify their HR operations, enhance employee engagement and improve business performance. With a specialized global resource base of 4000 SAP consultants dispersed across six continents and 43 delivery centers, YASH is well-positioned to design, implement, and maintain complex SAP SF solution landscapes and help customers drive HR Transformation.

YASH PeopleOne combines the in-depth YASH HCM expertise and SAP S/4HANA On-premise HCM/SuccessFactors HR technology knowledge to offer pre-configured solutions that focus on the HR Transformation needs of organizations of all sizes. We are one of the largest SAP SF Service providers globally.



Solution Highlights

S/4HANA Enterprise Edition

- Best practices based, preconfigured, deployment accelerators
- Incorporates industry-specific scenarios
- Readily deployable with the help of implementation accelerators
- Flexible options available for hosting, financing, managed services, and support

Other Features

- Industry best practices and deployment accelerators
- Quicker control and better decision making, with real-time information
- Benefits of integration with SuccessFactors for Talent Management Suite
- Mobile-enabled standard features

Benefits

- Drive HR transformation
- Improve efficiencies and compliance with consistent, accurate data from an integrated software system
- Standard integration with third-party tools, SuccessFactors Cloud Solution for Talent Management Suite
- Build a foundation that can grow with the organization, locally and globally
- Reduce risks and increase transparency with legal compliance in the US and other countries globally

YASH Offerings:

Module	Standard	Extended*
Organizational Management	Maintain Company Organizational Structure Maintain Organizational Data Job Classification Create/change Position Create/change Organizational Unit	
Personnel Administration	Maintain Enterprise and Personnel Structure Personnel Actions New Hire/Re-Hire Transfer Termination Maintain Employee Information Leave of Absence Processing Dynamic Action	
Time Management	Holiday Calendar Shift Maintenance Absence/Attendances Leave Administration Time Accrual Time Evaluation	
Benefits Administration	Benefit Plans/Providers Benefit Enrolment Benefit Termination	
Reporting	Standard and Ad-hoc Reports	
US Payroll		Payroll and Post Payroll Retroactive Payroll Processing Off Cycle Payroll Processing FMLA Processing Payslip Design Garnishment Process Integration with Finance Salary Transfer to Bank
Manager Self Service		Team Calendar Approve Employee Time & Leave Request Ability to initiate HCM Forms (Transfer/ Termination) Universal Work List
Employee Self Service		Maintain/View Personal Information Create Leave Request Working Time Display Payslip

*Extended offering includes all processes listed under the standard offering.

Feature	Standard	Extended
Approach	Pre-configured best-practices-based HR management system enables organizations in the United States to accelerate their HR transformation agenda. It includes templates based on YASH methodologies with unique playback features and end-to-end HR processes.	Pre-configured best-practices-based HR management system enables organizations in the United States to accelerate their HR transformation agenda. It includes templates based on YASH methodologies with unique playback features and end-to-end HR processes, including self-services and Payroll.
Approximate Organization Size	1-2 Legal entity	3-4 Legal entity
Modules	OM, PA, Time, Benefits & Reporting	US Payroll, ESS & MSS (Self-Services)
Duration of Implementation	10-12 Weeks	18-20 Weeks
Implementation Cost	\$150,000 – 175,000	\$250,000 – 300,000
Licence Cost	Based on users selected	Based on users selected
Additional options available:	On premise, Cloud and Hosting	On premise, Cloud and Hosting

Flexi-Add on Packages:

SuccessFactors Talent Solutions can provide individual contributions for the below module as per the client's requirement

- Recruiting & Onboarding
- Performance and Goal Management
- Learning Management System
- Compensation Management
- Succession & Development

SAP Fiori – HCM

SAP Fiori provides users a seamless experience of the applications across various interaction channels like desktop, tablet, and mobile. It is simplified to optimize the most important and broadly used business functions.

- Employee
- Manager

Integration with SuccessFactors

- Integration with SuccessFactors
- Interface with third-party tools like Kronos, Concur, and other payroll tools
- Business objects reporting
- Business analytics/ reporting tools

YASH Value Proposition

- Implementation team comprising of Expert HCM domain specialists who are SAP HCM/SF certified for PeopleOne deployment
- The project can be delivered via an 'Onsite-Offshore' model leading to significant cost savings
- Rapid Implementation with quick ROI and low risks
- HCM subject matter Experts as advisors and business-solution architects
- Strong technical team with proven expertise in development, integration, and infrastructure (including Hyperscaler Cloud Platforms)
- Flexible offerings with an option to include add-on packages as needed

Customer References

- Analog Devices
- Derstine's
- AAA Parking
- Dealertrack
- Perkin Elmer
- SAF Holland
- WABASH
- Novocure

About YASH Technologies

YASH Technologies focuses on customer success. As a leading technology services and outsourcing partner for large and fast growing global customers, the company leverages technology and flexible business models to drive innovation and value throughout its customer's enterprise. YASH customer centric engagement and delivery framework integrates specialized domain and consulting capabilities with proprietary methodologies and solution offerings to provision application, infrastructure and end user focused Right-Sourcing services. YASH is a SEI CMMI (Level 5) and an ISO 9001:2015 certified company with U.S. and India headquarters and regional sales and development offices globally with customers spread across 6 continents.



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