



SAP  
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Awards 2019



# SAP Innovation Awards 2019 Entry Pitch Deck

Job Description Pain Eviscerated at Harland Clarke Holdings with an SAP Cloud Platform Process Extension for SAP SuccessFactors!

HRIZONS®

# Overview of HRIZONS Apps



## **Note:**

An overview of HRIZONS and our HRZ® CLOUD APPS, powered by SAP Cloud Platform, including JDMS® | Job Descriptions Made Simple the innovation application for this submission.

[Learn about HRIZONS and HRZ CLOUD APPS like Job Descriptions Made Simple](#)

[JDMS for SAP SuccessFactors on the SAP App Center](#)

[JDMS for SAP SuccessFactors Sales Info Sheet](#)

# Job Description Pain Eviscerated at Harland Clarke Holdings an SAP Cloud Platform Process Extension, JDMS® for SAP SuccessFactors, by HRIZONS®



## “Quote”

Job descriptions at Harland Clarke were a significant challenge to govern, manage and remain compliant. The company was growing via acquisition and the current solution was being decommissioned. Inefficiencies were costly.

JDMS® for SAP SuccessFactors solved all of our challenges!

Sheri Tucker  
Project Lead  
Harland Clarke Holdings

## Challenge

Harland Clarke Holdings, using an HR Shared Services function, supports 9,000 employees spanning four major business units. It's in-house job description solution (Lotus Notes) was being de-commissioned, inefficiencies were rampant, they had to support and integrate a newly acquired company, and HR regulatory compliance was at risk.

## Solution

JDMS | Job Descriptions Made Simple for SAP SuccessFactors, a process extension deployed on the customer's SAP Cloud Platform, delivers a fully integrated (data, process, user-experience) solution for SAP SuccessFactors including Employee Central, Foundation, Recruiting, Succession, Development and Compensation, creating a more Intelligent Enterprise.

## Outcome

HR is able to govern and manage job descriptions and compliance obligations effectively; leaders, managers and HR have access to job descriptions; end-users have a seamless experience accessing the solution directly from SAP SuccessFactors. Total annual time efficiency savings \$270,000; EEOC and DOL compliance risk mitigated with settlements ranging from \$40K - \$250K per non-compliance incident.

### Governance & Quality

Job description governance and quality of job content issues addressed and scalable across entire enterprise

### Intelligent Enterprise

Fully integrated HR solution delivering seamless process and data integration, and a seamless user experience

### Annual Savings

\$270K in efficiencies; \$40K - \$250K of risk mitigated per non-compliance incident



## Partner Information

### HRIZONS®

HR Cloud Technology Company, SAP Gold Partner,  
and 2X SAP Pinnacle Award Winner



We're thrilled to have been able to help Harland Clarke Holdings solve it's job description pain! Our award winning product, JDMS® | Job Descriptions Made Simple for SAP SuccessFactors, is a shining example of delivering process integration and a seamless user experience in the cloud using SAP Cloud Platform and SAP SuccessFactors. We were able to solve their governance, maintenance, management, compliance challenges, reduce costs and deliver a user friendly, fully integrated solution that simplified their HR world, and it was delivered on-time and on-budget, delivering on our promise to help customers create a more Intelligent Enterprise!"

Jim Newman, President & CEO, HRIZONS





## Business Challenge & Objectives



- Harland Clarke Holdings is a large holding company with a Shared Services HR function
- Acquired a new company; managing and maintaining job descriptions became a much bigger challenge with the Compensation Team updating 50% of its 3,000+ job descriptions per year
- Current in-house solution is being retired by IT and it doesn't support a consistent job description platform across the entire holding company with the acquisition
- Currently managers don't have access to job descriptions and libraries, they only have view and print capabilities
- Compensation Team can exclusively edit job descriptions because of visibility to pay grades

- A new cloud job description solution for HR to serve all of Harland Clarke Holdings' business units
- A solution that provides its employees with a seamless user experience
- Fully compliant job descriptions where the job content created can be used by other HR and talent processes such as Recruiting
- A fully integrated job description solution for SAP SuccessFactors
- A material reduction in administrative costs to create, maintain and govern job descriptions.
- A significant reduction in risk of non-compliance with the EEOC and DOL.





## Project / Use Case Details



- Harland Clarke went live in 5 months with a fully integrated solution
- Project was delivered on time and within budget
- HR's Compensation Team can govern the entire job description process, permissions for end-users including keeping confidential jobs secure, and they are enabled to fully manage creating and maintaining high quality job descriptions while also ensuring regulatory compliance for the organization
- Leaders, managers and HR can now access, edit and update job descriptions with ease across all holding companies
- End-users enabled to access JDMS directly from SAP SuccessFactors (SSO) creating a seamless user experience and significantly reducing training and change management for deployment and adoption
- JDMS is fully integrated with SAP SuccessFactors Employee Central to keep the job structure and job codes in sync
- JDMS integration to SAP SuccessFactors ensures published job content is fed to the SAP SuccessFactors platform to support additional HR processes and use-cases (e.g. Recruiting) in other modules in the HCM Suite



# Benefits and Outcomes

## Business / Social

1. HR Shared Services able to support a growing company with scalable, sustainable job description solution fully integrated with SAP SuccessFactors HCM Suite
2. Administrative time spent on job description maintenance re-directed to strategic and value add initiatives
3. HR job description compliance risk and cost concerns addressed with a scalable and sustainable solution for a holding company with four business units
4. Solid contribution to ROI for Harland Clarke Holdings' investment in SAP Cloud Platform

## IT

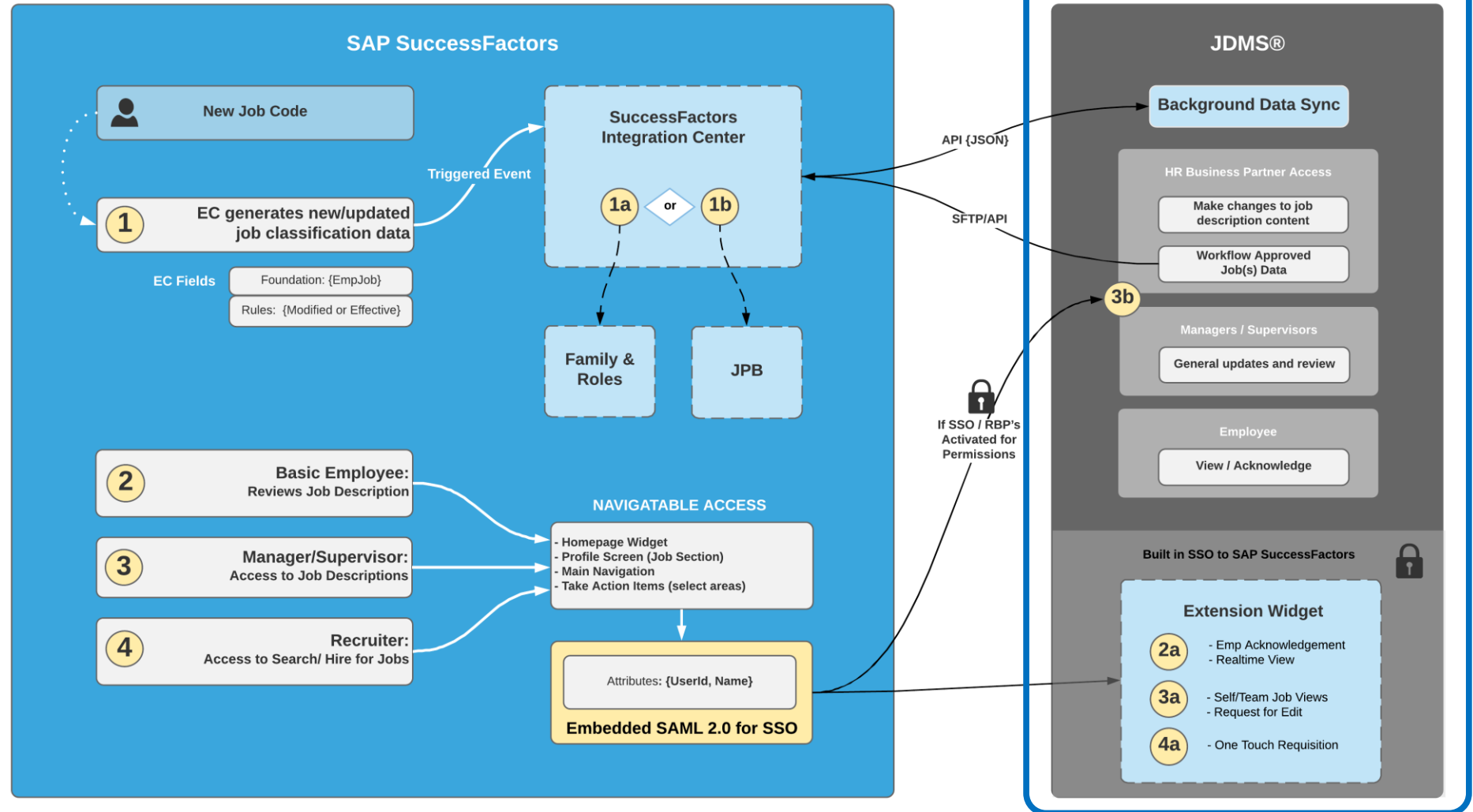
1. Simplified deployment with standardized integration to core job objects in SAP SuccessFactors Employee Central
2. Access to SAP Cloud Platform cockpit enabling IT to manage, monitor and control system resources and application versions
3. IT Security requirements satisfied with fully integrated process extension deployed using SAP Cloud Platform
4. Single sign-on for end-users to reduce chance of a failed deployment and increased end-user support issues

## Human Empowerment

1. Compensation Team enabled to govern job description process, end-user permissions including keeping confidential jobs secure
2. Compensation Team enabled to properly manage the creation and maintenance of quality job descriptions while ensuring regulatory compliance and mitigating risk
3. Leaders, managers and HR enabled to access, edit and update job descriptions with ease across all holding companies
4. End-users empowered to update job descriptions with direct access to JDMS from SAP SuccessFactors creating a seamless user experience, reducing training and change management



# Architecture







## Deployment

Date of Deployment or POC: November 16, 2018

Number of live users: 9,000 employees

### SAP Technologies Used:

SAP SuccessFactors	Live
SAP Cloud Platform	Live

Server Processor: N/A

Linux Distribution: N/A



# Emerging Technologies and Use Cases

The following Emerging Technologies and use-cases are part of the project and describe the contribution

	Technology or Use Case	Yes/No	Contribution to Project
<b>1.</b>	Machine Learning / Artificial Intelligence	No	
<b>2.</b>	IoT	No	
<b>3.</b>	3D printing	No	
<b>4.</b>	Blockchain	No	
<b>5.</b>	API Economy / Integrate the Intelligent Enterprise	Yes	APIs were critical to integrate JDMS to SAP SuccessFactors as a process extension for Employee Central, Recruiting and Foundation
<b>6.</b>	Cloud Native / Event Based Architectures	Yes	Event notifications when Job Data needs to be sync'd for more reliable and intelligent (data on-demand) integrations between systems
<b>7.</b>	Extending the digital core with SAP CP / ABAP in SAP CP	Yes	SAP CP enabled us to create a seamless user experience using single sign-on and a Fiori designed application extension for SAP SuccessFactors
<b>8.</b>	SAP Leonardo Application ( extending SAP application, using Industry Innovation Kits or result of Design Thinking workshop)	No	