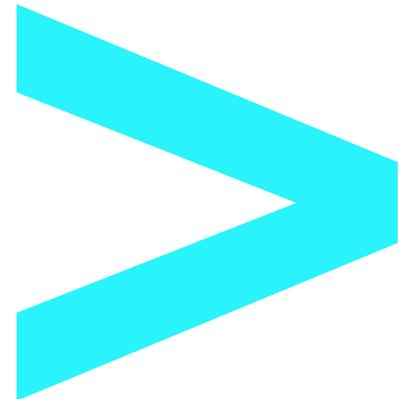


VIDEO TRANSCRIPT

ZS ASSOCIATES RUNS SIMPLE WITH SAP HANA CLOUD PLATFORM



“ZS Associates is a professional services firm. We do consulting, operations support and create technology solutions for clients in the marketing and sales arena. Today we’re about 5,000 employees strong in 13 countries and we work across many industries.

We’ve been kind of watching our headcount grow and we had hit a critical mass in headcount where we really needed to make a decision around a core HR solution. Along the way we have implemented an applicant tracking system, a learning management system, so we really looked to, integrate lots of disparate data sources into one. We moved our core HR into SuccessFactors into Employee Central. At the same time we also migrated our recruitment system, our applicant tracking system into recruitment and then we added on workforce analytics.

Our implementation was a very quick implementation. We kicked off our project in February and went live in August. Along the way we had to make lots of decisions, though, about a way to help us manage the accuracy and completeness of the data. And we were working with Accenture as an implementation partner and they suggested this Audit and Compliance Tool, which is an add-on to SuccessFactors that sits on the HANA Cloud Platform. So, in adding it we didn’t have to think about something that was going to be disconnected from our core data.

One of the advantages of the Audit and Compliance Tool is that it allows us to take a look at the job relationships, look at the core employee data, the personal employee data and find discrepancies, missing information without executing a bunch of ad-hoc reports.

Making a decision about a core HR solution is a big decision. One of the criteria that we used all the way through our implementation was to think about the configuration and the platform itself as an opportunity to change, and to improve our process and our HR delivery.

I used to have meetings that I would set up to audit employee agreements or to audit the job relationships and now we can see that on an ongoing basis, through the Audit and Compliance Tool. It means I can really turn my time and attention to more strategic HR issues that face ZS Associates.

Now that we have the HANA Cloud Platform, and the Audit and Compliance Tool, it does give us a path forward because the HANA Cloud Platform will allow that any applications that we add will stay and sit right on top of that. So I think for us, having SuccessFactors and the HANA Cloud solution gives us such a robust core, that it becomes an integral part of any decision we would make around future HR technology.

SAP helps ZS Associates run simple.”

For More visit: www.accenture.com/hcmsoftware
Find us on twitter @Accenture_HCM