

SAP® Fieldglass® Contingent Workforce Management

Benefits

- Meet market demands and reduce disruptions by quickly initiating projects and engaging talent
- Measure your results against benchmarks with self-service simplicity
- Automate labor rates and on-/off-boarding to reduce risks, stay ahead of compliance, and increase efficiency

From Our Customers

“Two major factors influenced our selection of the SAP Fieldglass Contingent Workforce Management application. First, its end-to-end functionality in a single application. And second, its innovative product road map that will evolve with our business in managing an ever-growing external workforce.”

Andreas Hettwer, Vice President
Group Procurement Category Director
Capgemini SE

BUILD A WORKFORCE READY TO RESPOND

A risk-ridden landscape requires versatility in the workforce. Budgets are tight because of inflation and the threat of recession. HR and Procurement are building more cohesive strategies in their approach to workforce planning, allowing greater visibility into talent acquisition. Contingent labor provides an economical option for organizations of all sizes by maintaining a flexible workforce – one you can rapidly scale up and down with the right talent and skills to overcome current challenges and create future opportunities. Contingent labor includes temporary workers and freelancers who are sourced by your organization or staffing partners. They play a vital role in helping you meet this goal, making it crucial to optimize the value they deliver.

But effectively managing flexible labor can be difficult as too many organizations are constrained by systems that can't handle external workforce complexity. This can cause: a lack of visibility into who's working where, and what access they have; limited information for rate guidance or benchmarking to show buying power in the market; inability to quickly and easily expand internationally; and lack of integration between sourcing, accounts payable, and procurement applications.

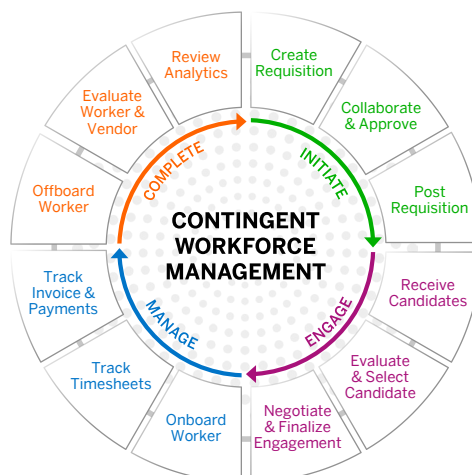
The SAP® Fieldglass® Contingent Workforce Management solution enables you to meet market demands by quickly initiating projects and engaging talent; making sure organizational guidelines are easy to follow with tailored workflows; and reducing your risk by accurately managing labor rates, tenure, and on-/off-boarding. By finding, engaging, managing, and paying contingent workers from one system, you can deliver better decision making – based on powerful reporting and analytics.

With SAP Fieldglass Contingent Workforce Management, you can:

Create workforce capacity on demand by equipping any user to quickly identify candidates, offering competitive pay using real-time market data, and managing interviews/hiring employees from anywhere using the mobile app.

Manage your external workers for the best results by tailoring workflows to ensure organizational guidelines can be easily followed, monitoring supplier KPIs to facilitate reviews and agreements with your suppliers, and using any type of proof of service to ensure that payment aligns with the value provided.

Take proactive control of compliance by automating labor rates and tenure in over 180 countries, accurately tracking the tenure of contingent workers to avoid co-employment issues, and automatically onboarding and offboarding external workers to prevent security breaches.



SAP Fieldglass Contingent Workforce Management delivers an end-to-end collaborative digital workspace where you can initiate, engage, manage, and complete flexible labor assignments quickly and efficiently.

About SAP® Fieldglass® Solutions

SAP Fieldglass, a longstanding leader in external workforce management and services procurement, is used by organizations around the world to find, engage, and manage all types of flexible resources. Our cloud-based, open platform has been deployed in more than 180 countries and helps companies transform how work gets done, increase operational agility, and accelerate business outcomes in the digital economy. Backed by the resources of SAP, our customers benefit from a roadmap driven by continuous investment in innovation. To learn more, visit www.sap.com.

BRING IT ALL TOGETHER WITH SAP FIELDGLASS

Flex your workforce, maximize value, and reduce risk with end-to-end efficiency throughout the workforce management cycle; fill roles and meet changing business needs with agility and ease.

Quickly initiate and collaborate on talent requisitions

Eliminate repetitive work with customizable tools like job description templates, qualifications, pay rates, and more. Allow internal stakeholders to communicate directly to confirm requisition details for streamlined collaboration and approvals. Utilize talent pools of pre-screened candidates to reduce time-to-hire. And use tiered distribution to give premier suppliers and MSPs the opportunity to respond first.

Engage with candidates and streamline vendor interactions

Receive candidates swiftly by allowing MSPs and suppliers to submit candidates directly into the system for consideration. Screen resumes with machine learning to identify high-quality candidates faster, while using decision-making processes to ensure all steps are complete. Allow hiring managers to use negotiated rates so you can reduce maverick spend, optimize pay rates, and quickly finalize engagements.

Manage the work and payments with full end-to-end visibility

Seamlessly onboard and offboard workers to help ensure compliance around sensitive data, materials, and access – with a clear chain of custody through mandated background checks, security IDs, access restrictions, and other risk-reduction measures. Easily monitor progress timesheets, expenses, milestones, deliverables, and other key project metrics. Generate invoice details, approve invoices or time worked, and view remittance details at any time. Functionality for over 180 countries and 21 languages supports compliance with tax laws, invoice formats, pay and rate rules, and local regulations worldwide.

Complete the process with prompt offboarding and evaluations

At offboarding, automate the termination of systems access, asset retrieval, and other proprietary information to reduce security risks. Evaluate both worker and vendor using performance tracking to give workers timely feedback, and guide future hiring. Drive better HR and procurement decision making by evaluating time, cost, compliance, quality, and quantity with comprehensive reports.

GET STARTED TODAY

To learn more about how SAP Fieldglass Contingent Workforce Management can help you make the most of your flexible labor, visit our [web page](#) or contact your account representative.