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# Accenture Technology Services for Human Capital Management



High performance. Delivered.

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## Put your business on the fast track with results-driven human capital management solutions

Your global talent base is your most valuable asset. But harnessing workforce potential is no small feat. Especially with pressures to speed business results while balancing multiple HR demands.

How do you hire faster, control costs, manage complex global payroll systems and better connect your employees?

That's where Accenture comes in. Accenture Technology Services for Human Capital Management (HCM) can help you unleash the power of your workforce by creating a stand-out business case—one that integrates the right technologies, optimizes workforce performance and boosts operating efficiencies.

We bring innovative solutions and deep insights to enable high performing HR teams to drive business success. Our HCM track record includes helping worldwide enterprises develop strategies, design and build solutions and even run operations. Step by step, we facilitate the creation of a results-driven roadmap and a winning long-term HCM plan, allowing you to take advantage of the right opportunities.

Transform your HR operations and strengthen the impact on your business. [Contact us.](#)



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# Global team. Powerful portfolio.

## Driving results

Accenture’s technology services for HCM can help you achieve results that transform your HR operations:

- Develop an HR landscape that delivers cost-effective results for the long term, not just following the trend du jour
- Get the high-quality business information you need to set your vision and effectively steer your workforce and talent toward business goals
- Increase levels of HR automation and improve workforce productivity and experience
- Manage your whole talent cycle, from sourcing to development to reward and career advancement, in an integrated way aligned with your business strategy

- Increase the value of your investments in HR information technology
- Manage a complex global payroll system with full global visibility, lower cost and tailored to local requirements and policies

## Why Accenture HCM

Accenture is among the largest and most experienced global providers of human capital management services with more than 10,000 experienced human capital practitioners comprising our Global Delivery Network. We have operations in 32 countries, industrialized global delivery centers in the Americas, Europe and Asia, and our skilled team delivers across Oracle, SAP, Workday and SuccessFactors platforms, among many other solutions.

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# HR IT strategy, architecture and integration

## What technologies will best support my HR strategy?

Transform your HR IT foundation—and set a course that will take your HR to a more strategic level.

Constantly evolving HR technologies make the landscape hard to navigate. With so many choices, it's easy to lose your bearings.

Our team can help you create a roadmap that aligns with exactly where you want to go and helps you stay on course, even during times of change. Accenture's Institute for High Performance market research found that high performance directly maps with a strategy to make IT deliver value. That's exactly what we help HR leaders do.

Accenture HR IT strategy, architecture and integration services can help you choose the best solutions—for now and the future. Whether you need to assess HR's current IT environment, unite islands of applications, evaluate enterprise resource planning (ERP) solutions against other HR systems or consider on-premise and cloud computing, we will partner with you to develop a winning plan. One that makes HR a strategic asset to your business.



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# HR IT strategy, architecture and integration - overview

## Driving results

We can help you:

- Define HR IT solutions faster and reduce risks
- Reduce HR operating expenses
- Consolidate HR IT and lower costs of analytics and talent management
- Reduce total cost of ownership and boost return on investment
- Gain flexibility to respond to business change such as growth and acquisitions

## Why Accenture

Accenture brings more than 2,500 HR IT experts and an unmatched knowledge of HR technologies. Add to this our own HR solution vendor research and analysis for each HR process—and a host of successful projects using Oracle, SAP, Workday, SuccessFactors, Taleo and many other solutions. You can be confident that Accenture will help you drive business value.

## Specific services

- HR IT architecture assessment and benchmarking
- HR IT strategy, business case and roadmap
- HR software selection

Let us help you help take your HR IT to the next level. Contact us:

North America: Angela V. Woods - [angela.v.woods@accenture.com](mailto:angela.v.woods@accenture.com)

Europe, Latin America, Asia: Kerstin Hauptmannl - [kerstin.hauptmannl@accenture.com](mailto:kerstin.hauptmannl@accenture.com)

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# Workforce analytics

## How can I harness information to help me drive my workforce strategy?

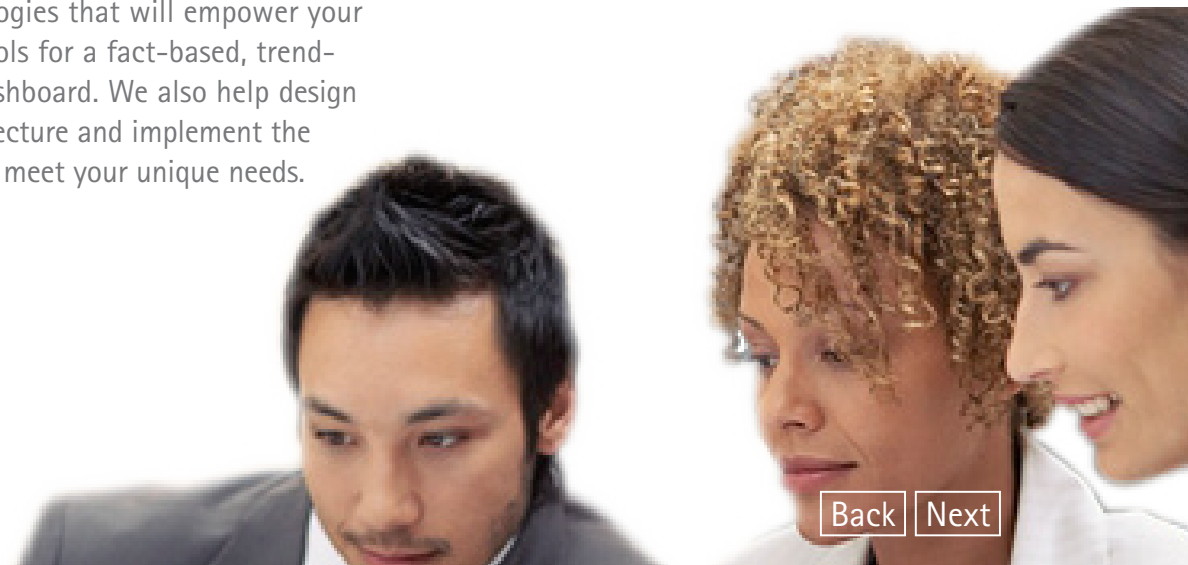
**Build a robust HR performance dashboard—one that turns your data into enlightening information and empowers HR management.**

To get the most out of your HR operations, you have to uncover insights buried in volumes of data. Chances are, your data is housed across many different systems, making it hard to get a useful snapshot of your HR business.

The challenge: measuring what matters, and using that intelligence to steer your workforce strategy. You need to know the impact of vacancies, overtime, outsourcing, recruitment and loss of critical skills. And just as important is tracking relevant risk

factors, being able to see what's coming and understand what may impact your strategy. HR must be able to turn on a dime.

Our workforce analytics offering helps you choose technologies that will empower your leaders with tools for a fact-based, trend-spotting HR dashboard. We also help design the right architecture and implement the best systems to meet your unique needs.



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## Workforce analytics – overview

### Driving results

Our services can help you:

- Automate your workforce planning and monitoring processes
- Reduce manual efforts required to access data
- Implement models that provide decision-driving insights and include key metrics on workforce costs, employee productivity, compensation, retention, voluntary turnover and others

### Why Accenture

We help clients make data actionable. Our strong track record in workforce analytics—driven by our repeatable, established approaches—can accelerate your project's roll out, while at the same time, help you reduce risks. Leverage our strong team capabilities in analytics, comprising more than 8,000 professionals globally in multiple technologies including Oracle, SAP, IBM, Microsoft, SAS and Informatica.

### Specific services

- Workforce analytics architecture, models, metrics and benchmark
- Strategic workforce planning implementation
- Operational workforce planning implementation
- Workforce analytics implementation

Find out how we can help you improve your workforce analytics. Contact us:

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# HR application implementation

How can I use technology to improve HR processes and lower cost?

Consolidate HR applications, slash expenses and catapult your HR—from providing basic support to driving true business value.

Too many HR applications that cost too much. That's a common challenge for today's global enterprises. Turn your maze of systems into a well-integrated HR platform—sophisticated enough to transform your entire approach to global HR. Our HR application implementation offerings help you rein in multiple applications and get the most out of HR ERP, software-as-a-service and other technology solutions.

What's more, we can help you cut expenses with improved productivity, increased automation and lower service costs by offering more self-service HR tools for your people to tap into. Move beyond back-office

applications and embrace new user-driven processes based on advanced HR IT solutions—even ones that take advantage of anywhere/anytime computing devices such as smart phones and tablets.

You'll be surprised at how fast the right applications and technologies—specifically designed for your business—can bolster efficiency. Let our experienced team help you develop solutions sophisticated enough to handle complex global HR operations and efficient enough to shore up your HR cost structure—all while helping you reduce overall HR service costs.





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# HR application implementation - overview

## Driving results

Our services can help you:

- Reduce HR operating expenses
- Improve quality and availability of data for HR analytics and talent management
- Increase flexibility to address business changes such as growth and acquisitions
- Decrease process non-compliance liability costs

## Why Accenture

We bring global coverage and a dedicated 2,500 member team in centers in the United States, Europe and India. Our deep understanding of applying emerging technologies and longstanding relationships with all major software vendors help us deliver solutions across several technologies and platforms.

## Specific services

- Global-to-local and shared services ERP HR implementation
- Global-to-local and shared services software-as-a-service HR implementation
- HR process automation and HR interaction experience solutions

Find out how to get the most out of your HR applications. Contact us:

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# Talent management implementation

## How can I steadily increase the value of my talent to serve my business strategy?

Recruit the best talent, onboard new employees so they hit the ground running—and keep turnover low in your critical talent pool.

Talent makes the difference between your organization achieving high performance or not. The right talent management technologies can help you meet your goals quickly and with higher levels of certainty.

We can help you design and implement a complete suite of talent-management technologies: recruiting, performance management, succession planning, leadership training and rewards. A winning talent-management system drives results and gets your people—and their performance—in sync with your business objectives.

With experience in leading talent management software (SuccessFactors, SumTotal, Taleo and other solutions), our team can help you develop a highly integrated system that ties everything together.



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# Talent management implementation – overview

## Driving results

Our services can help you:

- Increase workforce performance
- Improve employee satisfaction
- Minimize turnover of critical talent
- Reduce costs
- Improve productivity
- Lower redundancy of technology costs

## Why Accenture

Our team brings proven capabilities in talent management implementations of all sizes and levels of complexity. Our unique tools include Accenture's human capital logical operating model with leading practice processes for talent management. We also offer innovative methodologies such as Accenture Delivery Methods for Oracle, SAP, HR transformation and change enablement.

## Specific services

- Design solutions, implement and optimize the full suite of talent capabilities including competency management, workforce planning, recruiting, performance management, succession planning, learning and rewards
- Implementation of leading talent solutions
- Talent solution integration with core HR systems, including Oracle, SAP and Workday

Let us help you create a successful talent management program. Contact us:

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## ERP HCM optimization

How can I keep improving the return on investment of my ERP system?

Streamline your application portfolio and continuously improve your ERP system with Accenture's more than 16 different approaches to increasing your return on investment.

Being well informed. Gaining insights. Making swift decisions to constantly improve your HR operations. Not so easy if you do not take advantage of the most recent updates from your ERP solution provider.

Imagine a streamlined HR function that's well integrated with your ERP system. Think lower costs, higher efficiency and—best of all—access to better knowledge and insights gleaned from a system that is delivering constant value.

With our unmatched experience, tools and insights, and more than 16 different approaches to increasing your return on investment (ROI), our team can help you determine which advancements are best for you. We can help ensure that your organization is getting an ongoing and optimal ROI from your ERP system.



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## ERP HCM optimization – overview

### Driving results

Our services can help you:

- Maximize returns on Oracle or SAP HR investments by cutting out low-value activities
- Boost efficiency in HR transactions and support
- Cut costs of IT infrastructure and application support
- Raise productivity of HR team
- Accelerate response to business needs

### Why Accenture

Our team includes 2,500 HR IT professionals who have deep experience with the major ERP systems—Oracle and SAP. We've helped clients across 32 countries on 1,700+ projects. Top it off with access to innovative solutions for architecture and IT strategy (including HR application portfolio optimization, HR health check and HR software selection) and you can be confident that Accenture will help you drive business value.

### Specific services

- HR landscape consolidation and optimization
- ERP HCM intelligent upgrades
- ERP HCM application maintenance
- ERP integration solutions
- HR document management and archiving solutions

Find out how we can help you better manage your ERP HCM system. Contact us:

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# Global payroll enablement

## How can I get a world class global payroll system?

**Gain more visibility into your global payroll and manage it more efficiently.**

The world may be getting smaller, but global payroll is getting bigger.

As your business grows internationally, the challenges may seem titanic: How will you get a full and accurate view of payroll operations in order to monitor and analyze them? How will you fine-tune the system to meet regional and local regulations? And how will you keep costs from going sky-high?

Accenture global payroll enablement offerings help you manage all of these complexities, and more.

We'll partner with you to create a global payroll roadmap. We'll help you choose and implement the right solutions for your business.

The results? You'll be better able to achieve full visibility of your operations, reign in costs and tailor your system to local requirements.

When you go the distance with high performers, the challenge of global payroll will seem remarkably small.



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# Global payroll enablement – overview

## Driving results

Our services can help you:

- Reduce costs of managing payroll services worldwide
- Improve HR service compliance to policies
- Improve availability and quality of payroll data for decision making
- Accommodate growth with scalable, regional and global service solutions

## Why Accenture

Accenture has more than 800 payroll experts that have helped clients with implementations across 15+ countries, with experience in ERP solutions including Oracle and SAP, HR Access, and software-as-a-service payroll solutions such as Workday. We offer true end-to-end delivery of complex HR-transformation initiatives, and assets such as a global payroll template, payroll auditor and payroll comparison tools—everything you need to forge a path to a world-class global payroll system.

## Specific services

- Global payroll roadmap
- HR IT global payroll application implementation
- HR IT global payroll integration
- Global payroll compliance solutions

Let us help you manage your global payroll more efficiently. Contact us:

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## Client successes

**Comcast**, a leading provider of entertainment, information and communications products and services, needed to overhaul its HR function, and enlisted Accenture to establish a single HR, payroll and talent-management platform. The result: Comcast streamlined its HR processes, giving employees and managers more time for strategic action.

With more than a million employees, **China National Petroleum Corp. (CNPC)** faced high labor costs, a complex personnel structure and challenges securing talent for exploration. The company turned to Accenture to provide a roadmap for HR transformation, including an enterprise-wide HR platform to streamline processes. CNPC replaced 117 HR information systems, paving the road to high performance.

**Brittania Building Society**, a top financial institution and the UK's second largest building society with more than 5,000 staffers managing more than three million members, needed to upgrade its HR functions. Accenture leveraged its deep skills and experience to design, manage, integrate and implement new HR and payroll solutions—helping the company achieve high performance.



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# Let us work with you to advance your workforce solutions

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