

HCM OUTSOURCING TRENDS



Currently more and more companies are looking to outsource non-core business processes as part of their strategic approach, when structures, efficiencies and effectiveness of their business outsourcing can drive the overall business transformation. Depending on the nature and extent of its application, outsourcing can lower a company's costs by 10% to 70%.

THE BENEFITS:

- **Lower costs:** achieve more with less. Reducing transition, evolution and ongoing total process expenses. This also enables an organization to lower the cost of keeping long term options open.
- **Better risk management:** improve risk management by reducing transition, operational, strategic and legal risks from initial transition all the way through to contract conclusion.
- **Improved process quality:** improve the quality of processes and services during transformation, throughout operations and after contract conclusion.
- **HR to become more strategic:** Improve the quality of information to better manage the human assets of the organization.

OUTSOURCING FOR HCM

The pressure for HR departments to deliver increased business value is mounting. Executives are seeking to reduce costs, streamline processes, and free up resources to focus more on core competencies. Business stakeholders need support from HR departments to meet human capital demands to drive innovation and growth. Managers want up-to-date employee information at their fingertips. Employees want the ability to check benefits, track administrative paperwork and plan their own retirement.

To meet these complex needs, many companies are opting to outsource their HR functions in an effort to achieve the best mix of cost, service and support. Outsourcing services, powered by SAP® software, deliver sustainable business value by offering improved cost, process quality and risk management. The services allow you

to have a state-of-the-art Human Capital Management (HCM) solution without having to invest in IT knowledge, the specific HCM knowledge and the IT infrastructure.

Selecting a service provider that can move you to a steady state of operations quickly and cost-efficiently is an important step towards realising the full potential of your HCM initiatives. Technology enables you to re-engineer your HCM function by reducing transaction costs through streamlined business processes, increasing transparency into HCM levers on operating performance and establishing a platform for future planning and competitive advantage.

Swicon360 Outsourcing Services offers the market a holistic 360 degree approach to Human Capital Management and are ready to take on clients who would like to outsource their HCM non-core functions at a very competitive price because of the ability to leverage on our template solution.

Swicon360 Outsourcing Services template Human Capital Management Solution is based on the HCM Spectrum platform which covers the needs for outsourced SAP HCM processes. This highly standardized template further offers clients a cost effective, stable and robust HCM solution.

Outsourcing services powered by SAP software enable you to generate sustainable business value by reducing risk, lowering cost, and improving quality – while your HR department maintains control of its own destiny.

Swicon360 Outsourcing Services also recognizes that Outsourcing is a partnership and not a commodity service to their customers, and has put the right structures and the right people in place to be the partner of choice for any customer looking at a HCM Outsourcing solution.

Swicon360 Outsourcing Services aims to:

- Understand the requirements of the client
- Assist the client in managing the parameters of legislation
- Enable the client to manage their human capital
- Ensure the rapid improvement of the client's bottom line

Swicon360's Outsourcing Services offerings are tailor made for specific customer requirements:

We offer SAP licenses on demand in co-operation with our partner ROC Group for your unique solution.

The customer can opt for full outsourcing, alternatively Swicon360 Outsourcing Services offers existing customers the option to only outsource specific functions they might want to add to their existing HCM infrastructure.