

# 3 ways HR accelerates digital transformation with OpenText



## Key questions:

- How can my HR team keep up with a growing volume of employee records?
- How can we enable a digital HR department?

## Strategy 1

Deliver more efficient, employee-centric processes.

### Real-world examples

1. **The challenge:** A large publishing company employing thousands of people worldwide needed to centralize management of HR documentation for greater efficiency and employee satisfaction.

**Outcomes:** With [OpenText™ Core Content Management for SAP® SuccessFactors®](#), the company's HR professionals and employees can access critical HR information faster and expedite HR processes across the organization. Next, they plan to use OpenText Core Content Management for SAP SuccessFactors to streamline document generation for key HR files.

2. **The challenge:** A global healthcare company wanted to move past its legacy approach of mailing physical documents by using SAP® SuccessFactors® Employee Central as the backbone of its HR transformation initiative.

**Outcomes:** OpenText Core Content Management for SAP SuccessFactors enabled fully integrated [HR content management](#) to digitize employee hiring, promotions and decisions. OpenText Core Content Management for SAP SuccessFactors eliminates dependency on mail and paper documents and centralizes employee document management, enabling HR to focus on hiring best practices and employee retention.

## Key questions:

- How can my HR team provide faster and more accurate responses to employee requests?
- Can we automate document generation?

## Strategy 2

Create engaging employee experiences.

### Real-world example

1. **The challenge:** A global medical device company relied on a combination of Microsoft® SharePoint®, file systems and paper to manage employee records, resulting in multiple manual steps, data errors and slow HR response times. As a long-time SAP SuccessFactors customer, the company required an [employee records management](#) solution with full integration to SuccessFactors.

**Outcomes:** OpenText Core Content Management for SAP SuccessFactors allows the HR department to automate record filing and personalized HR document generation, speed up routine HR tasks and safeguard the accuracy of transferred information. HR can react more quickly and with more informed responses to employee requests, improving employee engagement.

2. **The challenge:** A European manufacturing company struggled with human error in manual steps and data entry in generating employee communications, creating a negative employee experience.

**Outcomes:** OpenText Core Content Management for SAP SuccessFactors allows the HR department to deliver timely, more accurate and personalized communications with predefined templates and automated document generation. HR can provide faster service and boost employee satisfaction with employee self-service capabilities.



## Key questions:

- How can my HR team keep up with ever-changing regulatory requirements?
- Are we prepared for external legal audit requests?

## Strategy 3

Enable secure and compliant digital employee files.

### Real-world examples

1. **The challenge:** After suffering a security breach, a multinational law firm questioned its IT department's ability to protect its critical environments. Coupled with the growing cost of maintaining legacy HR applications, the firm knew it was time to launch a global digital transformation initiative that encompassed its HR department.

**Outcomes:** The firm decided to standardize on SAP SuccessFactors and chose OpenText Core Content Management for SAP SuccessFactors to meet its HR document management and retention requirements. The integrated solution offers robust security, improves records management and reduces the firm's technology costs.

2. **The challenge:** A South American railway company needed a centralized and secure way to manage personnel files, while ensuring all train engineer license certifications remain active and up to date across a growing, widely distributed remote workforce.

**Outcomes:** Integrating OpenText Core Content Management for SAP SuccessFactors with SuccessFactors enables the railway to ensure all engineers are legally authorized to pilot the trains, a crucial tracking process that was not possible with SuccessFactors alone. The solution enables HR to manage access to employee records by HR staff and employees through a central digital repository.



Are you ready to transform your HR processes?

[See document management solutions for SAP SuccessFactors in action >](#)