SAP FIELDGLASS WORKER PROFILE MANAGEMENT
PROGRAM FLEXIBILITY WITH COMPLETE VISIBILITY

Large enterprises often implement SAP Fieldglass to manage their services procurement and external workforce programs in a phased approach. A company may begin by first managing one or two spend categories or geographies through the Vendor Management System (VMS), and once the process is fully defined, the program can be expanded. However, a company cannot achieve complete visibility into the entire worker population until all employees can be tracked in the system. Disregarding a particular group of workers creates risks such as re-hiring an ineligible worker, not properly retrieving assets upon termination or generating inaccurate worker population reports.

SAP Fieldglass Worker Profile Management (WPM) bridges the gap between full spend under management and decentralized control of the workforce. It allows you to track and manage all non-traditional workers who are not tied to a job posting or Statement of Work (SOW) in SAP Fieldglass. These profile workers, who do not submit timesheets or expense sheets in the platform, can now be tracked for headcount, reporting and onboarding/offboarding tasks.

The Benefits of Worker Profile Management

- Security and Compliance: Ensure onboarding/offboarding processes occur on time and consistently

- Health and Safety: Document confirmation that non-employee labor follows corporate policies (training, certification, licenses, etc.)

- Visibility: Track and report all headcount accurately

- Efficiency: Allow suppliers to create and edit profile workers without manual entry

How Does it Work?

Mass quantities of profile workers can be uploaded into SAP Fieldglass simultaneously via a simple and streamlined upload process. Buyers and suppliers have permissions to create, view or manage profile worker information while non-transactional suppliers who do not have SAP Fieldglass accounts or access and are only associated to profile workers.

Key Benefits
- *Gain full visibility into your workforce and total spend*
- *Accurately report upon non-employee workforce data*
- *Access tools to properly classify workers*
- *Better manage the workflow process associated with onboarding/offboarding workers*
- *Avoid risks associated with retrieving assets and disabling system access*
- *Enforce compliance to policies such as tenure and re-hire eligibility*

Worker Profile → Worker Profile Management → ✔ Compliance ✔ Visibility

Worker Profile Management bridges the gap between full spend under management and decentralized control of the workforce, allowing you to track all non-traditional workers.

Once the workers are in the system and assigned to a supplier, buyers can assign on- and offboarding tasks to them, such as provisioning badges and equipment or system and intelligence retrieval. SAP Fieldglass can also send alerts when specified, such as when a worker's end date is nearing.

You can gain added control by activating SAP Fieldglass' Security Identification functionality, which follows workers throughout their relationship with your organization. You can select the proper identification format which often includes a combination of portions of a birth date, name and government ID number. All onboarding/offboarding and historical data can be linked to the security ID, offering a variety of benefits including the ability to track rehire eligibility status. This prevents a hiring manager from inadvertently bringing a consultant on board who was formerly flagged as a "do not re-hire" under a different hiring manager or division.

About SAP Fieldglass
SAP Fieldglass provides the industry's leading cloud technology for services procurement and external workforce management. More than 400 global businesses leverage SAP Fieldglass' intuitive Vendor Management System (VMS) to gain visibility into its external labor, project-based services including Statements of Work (SOWs), independent contractors and additional flexible talent pools.

SAP Fieldglass