SAP® Fieldglass®
Worker Profile Management

PROGRAM FLEXIBILITY WITH COMPLETE VISIBILITY
Many organizations implement the SAP® Fieldglass® Vendor Management System to optimize their services procurement and external workforce programs in a phased approach. For example, you might begin by first managing one or two spend categories or geographies through the system, and then expand once the process is fully defined. However, you can’t achieve complete visibility into your entire worker population until all nonemployees can be tracked in the system. By disregarding a subset of workers, you risk rehiring an ineligible worker, not retrieving assets upon termination, generating inaccurate worker population reports, and similar issues.

The SAP Fieldglass Worker Profile Management solution bridges the gap between full spend under management and decentralized control of the workforce. It allows you to track and manage all nontraditional workers who are not tied to a job posting or statement of work in the SAP Fieldglass system. As a result, you gain greater visibility and control over these workers – who do not submit timesheets or expense sheets in the system – so you can effectively manage headcount, reporting, and on- and offboarding tasks.

Valuable benefits
With SAP Fieldglass Worker Profile Management, you can improve:

- **Security and compliance**: Ensure that on- and offboarding processes occur on time and consistently
- **Health and safety**: Document confirmation that nonemployee labor complies with corporate policies in areas such as training, certification, and licenses
- **Visibility**: Track and report all headcount accurately
- **Efficiency**: Allow suppliers to create/edit worker profiles without manual entry

HOW DOES IT WORK?
A simple, streamlined process makes it easy to upload mass quantities of worker profiles simultaneously into SAP Fieldglass Worker Profile Management. Both you and your suppliers have permissions to create, view, or manage worker information.

Once workers are in the system and assigned to a supplier, you can assign on- and offboarding tasks to them, such as provisioning badges and equipment or system and intelligence retrieval. The solution also sends alerts that you specify, 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 select the proper identification format, which might include portions of a birthdate, name, and government ID number. You can then link all on- and offboarding and historical data to the security ID, which delivers many benefits, including the ability to track rehire eligibility status. This prevents a hiring manager from inadvertently bringing a worker on board who was formerly flagged as a “do not rehire” under a different hiring manager or division.

LEARN MORE
The world of work is changing, and SAP Fieldglass is leading the way with innovative solutions that harness the power of the external workforce in driving the digital economy. For additional information, go to www.fieldglass.com/resources or contact your customer engagement executive.