SAP® Fieldglass® Contingent Workforce Management

OPTIMIZE EXTERNAL TALENT TO BUILD BUSINESS RESILIENCE

Business resilience in today’s volatile environment depends on the ability to navigate constant change. More than ever before, that means maintaining a flexible workforce – one you can rapidly scale up and down with the right talent and skills to overcome current challenges and create future opportunities. Contractors, freelancers, consultants, and other contingent workers play a vital role in helping you meet this goal, making it crucial to optimize the value they deliver.

But effectively managing flexible labor can be difficult. The complex handoffs and interactions required between internal stakeholders, managed service providers (MSPs) or staffing agencies, and nonpayroll workers typically occur across multiple tools and applications, causing gaps in visibility and control. This limits insight into work quality, performance, progress, and other metrics that let you track and improve outcomes over time. It also opens the door to security breaches, compliance issues, and similar risks that can negatively impact your organization.

SAP® Fieldglass® Contingent Workforce Management resolves these concerns, enabling you to find, engage, manage, and pay temporary workers quickly and efficiently through a single cloud-based solution. Automation streamlines processes, expedites workflows, and boosts productivity so you can fill roles faster at a lower cost. Powerful reporting and analytics help you drive informed decisions that align with strategic objectives. Centralized visibility and control make it easy to monitor activities, assess results, and share intelligence across relevant teams. Self-service configuration allows rapid adjustments to meet your specific needs. And built-in security features support global regulations compliance, permissions and access tracking, and proper on- and offboarding to reduce risk and protect sensitive assets.

SAP Fieldglass Contingent Workforce Management delivers a collaborative digital workspace where you can find, engage, manage, and pay flexible labor quickly and efficiently – all in one location.
About SAP® Fieldglass® Solutions

SAP Fieldglass, a longstanding leader in external workforce management and services procurement, is used by organizations around the world to find, engage, and manage all types of flexible resources. Our cloud-based, open platform has been deployed in more than 180 countries and helps companies transform how work gets done, increase operational agility, and accelerate business outcomes in the digital economy. Backed by the resources of SAP, our customers benefit from a roadmap driven by continuous investment in innovation. To learn more, visit www.fieldglass.com.

INCREASE WORKFORCE AGILITY ACROSS THE ENTERPRISE

Flexible features provide end-to-end efficiency throughout the workforce management cycle, helping you fill roles and meet shifting business needs with agility and ease.

Find top talent quickly to meet market demands

Decision support tools guide you to choose appropriate sourcing channels and classify workers correctly. Customized template creation lets you specify job descriptions, qualifications, pay rates, and more to streamline postings and eliminate repetitive work. Automated approvals expedite processing to move projects forward faster. Configurable distribution enables tiered posting to targeted MSPs and suppliers, allowing premier providers to submit candidates first.

Engage the best workers for every assignment

Machine learning accelerates resume screening and identification of high-quality candidates, while advanced comparison tools speed assessments so you can conduct interviews sooner. Intuitive functionality covers each step of the selection process to insure that licensure, certifications, skills, training, and other requirements are met. Solution-based offer negotiations drive compliant decisions and help you optimize pay rates against averages in your organization.

Manage all processes through a single, centralized system

Centralizing all flexible labor processes and data in one system enables enterprise-wide visibility, collaboration, and control – and integration to ERP and procurement solutions extends this benefit even more. Seamless onboarding creates a clear chain of custody through mandated background checks, security IDs, access restrictions, and other risk-reduction measures. Best-in-class tools enhance performance and tenure management, time capture, variable pay rate entry, and resource allocation. Comprehensive reporting drives better decisions around cost, quality, and strategy. Functionality available in 180 countries and 21 languages supports compliance with tax laws, invoice formats, pay and rate rules, and local regulations worldwide.

Streamline payment and follow-up to inform future projects

Pro forma invoice generation streamlines reconciliation and settlement, providing accurate information that aligns with agreed-on terms. Smooth payment processing frees you to focus on vendor value and relationships. Systematic offboarding prompts proper access termination the moment assignments are complete. And evaluation and feedback tools create closed-loop awareness to guide future hiring.

GET STARTED TODAY

To learn more about how SAP Fieldglass Contingent Workforce Management can help you make the most of your flexible labor, visit our web page or contact your customer engagement executive.

www.fieldglass.com

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