

# SAP® Fieldglass® and SAP SuccessFactors® Solutions: Contingent Workforce Management Feature Comparison

## Benefits

- Increase workforce agility across the enterprise while engaging the best workers for every assignment
- Boost business stability and responsiveness by initiating projects quickly to meet market demands
- Manage all processes through a single, centralized system, providing end-to-end visibility and control
- Complete engagements with closed-loop offboarding and analysis
- Minimize organizational risk through automated oversight and compliance

## From Our Customers

“SAP Fieldglass solutions enable us to gain insights into program use, spend, hiring trends, length of service metrics, and vendor performance. This level of visibility is paving the way for expansion opportunities.”

Jennifer Dudeck, Senior Vice President, Chief People Officer, Red Hat<sup>1</sup>

## LEARN MORE

For more details about SAP Fieldglass Contingent Workforce Management, visit us [online](#) or contact your customer engagement executive.

## MAKING THE BEST CHOICE FOR OPTIMIZING EXTERNAL TALENT TO BUILD BUSINESS RESILIENCE

The SAP® SuccessFactors® Employee Central Contingent Workforce Management solution offers support for managing contingent workers. But, when you need richer functionality to comprehensively manage your organization’s contingent workers, the SAP Fieldglass® Contingent Workforce Management application provides the complete ability to maintain a flexible workforce.

Feature	SAP SuccessFactors Employee Central Contingent Workforce Management	SAP Fieldglass Contingent Workforce Management
View external worker	✓	✓
Work order addition	✓	✓
Vendor list management	✓	✓
Org Chart for contingent workers	✓	✓
Worker to employee conversion		✓
Multiple simultaneous work order management (and view all work history)		✓
Supplier onboarding and system access		✓
Worker classification		✓
External worker job requisition and candidate screening management		✓
Headcount approval workflow		✓
Accurately track worker tenure to avoid co-employment issues		✓
Rehire eligibility and Do Not Rehire tracking		✓
Worker Onboarding (and Identity Management)		✓
Manage labor rates in 190 currencies		✓
Time Sheet support: automation of overtime and shift differentials		✓
Assign cost center to workers		✓
Invoice automation		✓
Qualification and Certification management for compliance		✓
Financial controls, budget, rates, markups, and market benchmarking		✓
Worker offboarding (system access disabling and asset retrieval)		✓
Comprehensive external workforce and performance analytics		✓
External partner activities (like DocuSign, background checks)		✓

1. [Red Hat Transforms its Mission-Critical Contingent Workforce Management Program with SAP Fieldglass Solutions](#)

Studio SAP | 81517enUS (22/04)

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