

# MPHASIS HCM CAPABILITIES ACROSS ON-PREMISE AND SAAS APPLICATIONS



Enterprises today are faced with aging applications that do not meet the current HR and organizational requirements. Those who invested in HCM solutions, as part of a broader ERP suite purchase, now face the challenge of either upgrading them or investing in a new generation cloud based HCM applications. Hence, there is a need to review the future HCM application strategies, especially for organizations that are faced with a choice between a costly upgrade, a system consolidation project and the implementation of a new, cloud based core HR management system (HRMS).

The HCM solution today needs to be scalable, strategic, agile and adaptable with social, mobile, analytics and changing regulatory compliances.

### Mphasis HCM Solutions

Mphasis helps clients with comprehensive set of solutions to align with their business goals.

- Extensive HCM experience spanning across varied geographies and industries
- Business know-how, process knowledge, and technical understanding
- Migrating the traditional, legacy HR systems to an integrated global systems
- Configuring the systems according to needs of the users



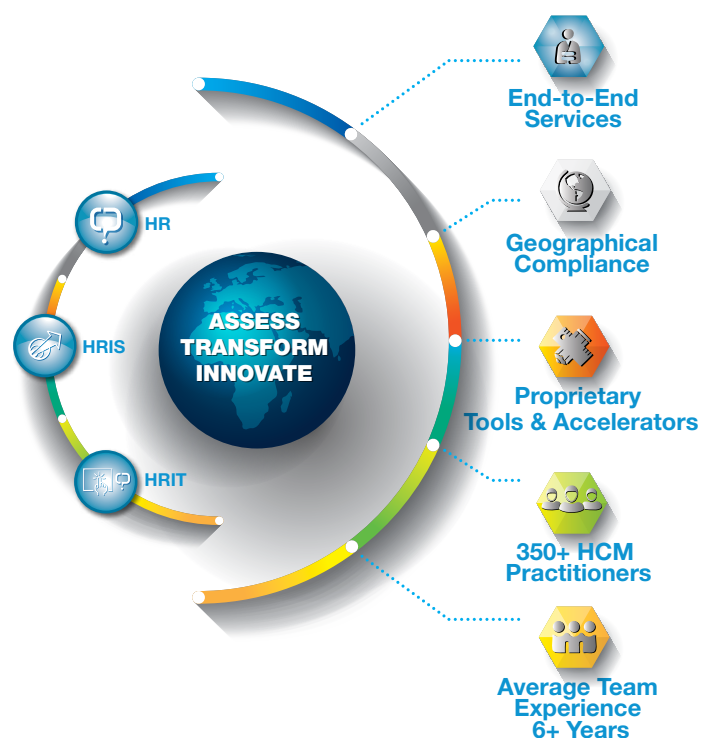
### On-Premise

10+ years of on-premise HCM experience has given Mphasis a deep business understanding and solution competence. It equips the HR managers with flexible business systems and services that can keep up with changing requirements. We also offer some of the best operational methodologies and resource skills.








### SaaS

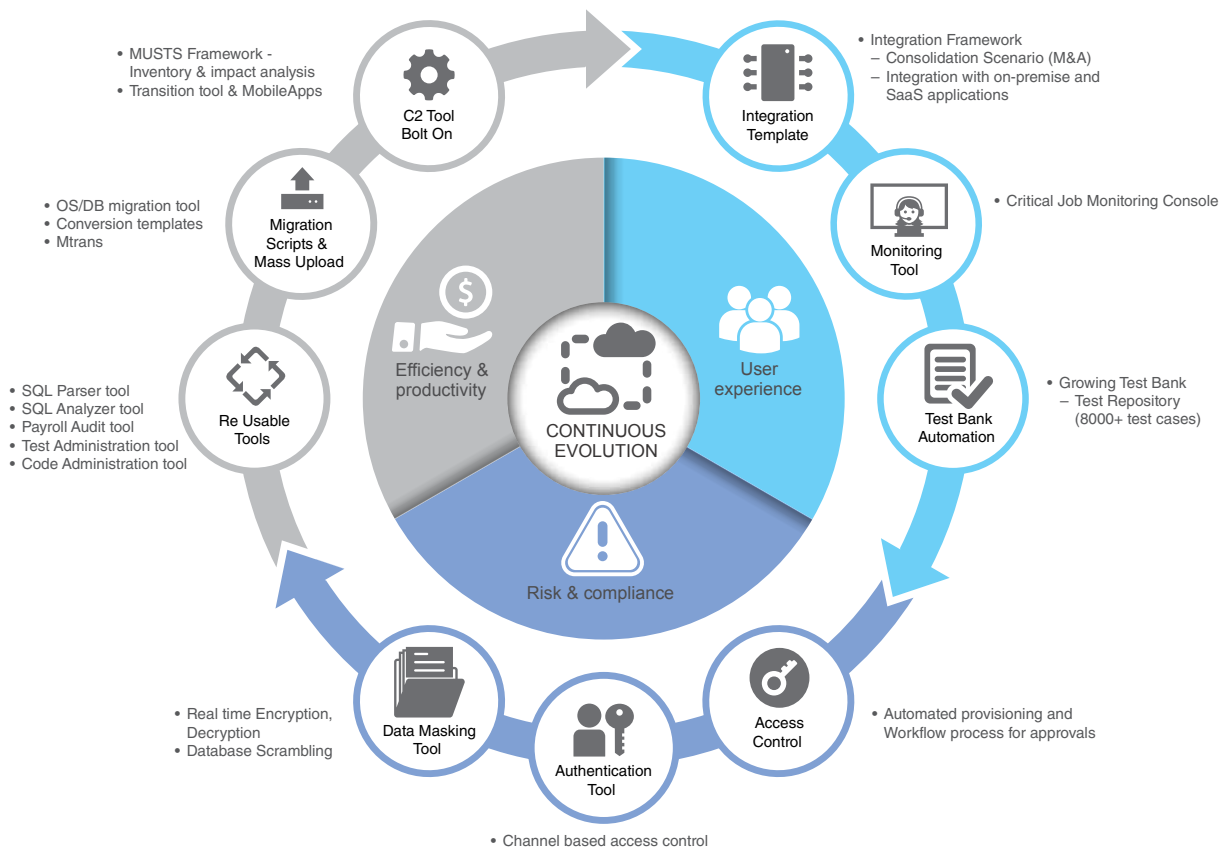
Mphasis has been making investments to build its SaaS HCM capability. It aims to empower HR leaders to make strategic decisions and play a vital role in business performance. Cloud gives the managers the agility to perform their day-to-day operations effectively and this is clubbed with benefits from Mphasis partnership, such as industry breadth and relationship flexibility. As we say – “Agile is the cloud, so are we”.



## Key Business Value Delivered

Process	Business Value Delivered	Benefits
<b>Delivery Management</b> 	<ul style="list-style-type: none"> <li>Business continuity through BestShore™ model</li> <li>Value delivery - beyond FTE's</li> <li>Improved ROI through productivity improvement levers</li> </ul>	<ul style="list-style-type: none"> <li>30% enhanced end user satisfaction after a year of operation</li> <li>15% productivity improvement for core users</li> </ul>
<b>Innovation</b> 	<ul style="list-style-type: none"> <li>Pre-built bolt-on enterprise mobile solution, tools &amp; accelerators</li> <li>Grass root level automation of jobs and scripts</li> <li>Proactive account specific innovation road map</li> </ul>	<ul style="list-style-type: none"> <li>15-18% cost savings achieved in the upgrade engagement by leveraging Mphasis proprietary tools &amp; accelerators</li> <li>Improved delivery turn around time by 20%</li> <li>10-15% lower TCO accomplished</li> <li>Improved user experience</li> </ul>
<b>Operations Management</b> 	<ul style="list-style-type: none"> <li>Proactive training needs analysis based on people competency measurement</li> <li>Increased operational efficiency through BestShore™ model</li> </ul>	<ul style="list-style-type: none"> <li>Improvement of skill index by 25%</li> <li>Enhanced user satisfaction resulting in improved CSAT</li> </ul>
<b>Thought Leadership</b> 	<ul style="list-style-type: none"> <li>Health Check Analysis</li> <li>Common Integration Framework (CIF)</li> <li>PeopleSoft Test Framework (PTF)</li> </ul>	<ul style="list-style-type: none"> <li>Proactive application health checks improves the performance and adds to user satisfaction</li> <li>CIF easy extension to new integrations through configuration</li> <li>PTF makes the testing cycles more efficient, consistent and repeatable process, and also helps reduce the testing cycle time from a business user standpoint</li> </ul>
<b>Knowledge Management</b> 	<ul style="list-style-type: none"> <li>Knowledge center - Business, Application &amp; Technical documents</li> <li>Regular update to KEDB (Known Error Database)</li> <li>Self help for users through FAQs on ticketing tool</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge center has resulted in reducing the onboarding time and effort by 25-30%</li> </ul>

## Mphasis Technology Enablers



## Mphasis Advantage

- Dedicated ERP CoE
- Platinum Partnership with Oracle
- End-to-end portfolio of services coupled with domain know-how
- Pool of resources with domain, application (functional and technical) and project management certification
- On Premise and SaaS HCM experience spanning across HRIT and HRIS
- Shared services model
- Value added services by leveraging proprietary tools, accelerators and 230+ reusable components
- 15-18% cost saving achieved in the upgrade engagement by leveraging Mphasis proprietary tools and accelerators
- Industry focused team of 1500+ SMEs with application and business/domain know-how
- Optimized TCO for the customer through flexible pricing models like Outcome Based FP, T&M, Fixed Billing with CAP, etc.

## About Mphasis

Mphasis (BSE: 526299; NSE: MPHASIS) applies next-generation technology to help enterprises transform businesses globally. Customer centricity is foundational to Mphasis and is reflected in the Mphasis' Front2Back™ Transformation approach. Front2Back™ uses the exponential power of cloud and cognitive to provide hyper-personalized ( $C = X2C^2_{m} = 1$ ) digital experience to clients and their end customers. Mphasis' Service Transformation approach helps 'shrink the core' through the application of digital technologies across legacy environments within an enterprise, enabling businesses to stay ahead in a changing world. Mphasis' core reference architectures and tools, speed and innovation with domain expertise and specialization are key to building strong relationships with marquee clients. To know more, please visit [www.mphasis.com](http://www.mphasis.com)

For more information, contact: [marketinginfo@mphasis.com](mailto:marketinginfo@mphasis.com)

**UK**  
88 Wood Street  
London EC2V 7RS, UK  
Tel.: +44 20 8528 1000

**USA**  
460 Park Avenue South  
Suite #1101  
New York, NY 10016, USA  
Tel.: +1 646 424 5145

**INDIA**  
Bagmane World Technology Center  
Marathahalli Ring Road  
Doddanakundhi Village  
Mahadevapura  
Bangalore 560 048, India  
Tel.: +91 80 3352 5000



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