

Sopra HR Software assists Thales in the digital transformation of its human resources

Paris, May 28, 2024 - Sopra HR Software is working with Thales to ensure the digital transformation of its Human Resources: administrative management, payroll, social declarations... Thanks to its agility and regulatory expertise, Sopra HR Software can handle major changes, such as the recent integration of the UIMM collective bargaining agreement in January 2024.

"Sopra HR Software is proud to support Thales in the digital transformation of its Human Resources, in France and internationally, for both payroll and HR management," says Véronique Montamat, Director of Marketing and HR Prospects at Sopra HR Software.

A comprehensive, fully digital HR offering to meet Thales' needs

The solutions developed by Sopra HR Software will provide the Thales group with a secure, customized, fully digital HR offering that complies with current national regulations. This offering includes both payroll and declarations, as well as integration with the international Core HR.

Thales's new HR system also includes advanced training features. As Europe's leading CSOD integrator, Sopra HR supported Thales in the deployment of this solution, to offer advanced training courses to the group's 80,000 employees. This solution is in line with the Group's policy of continuous education programs and meets employees' expectations in this area.

These solutions will enable Thales to strengthen its position as a leading employer by demonstrating its commitment to its employees, their personal fulfillment and their professional development. Employees will have access to continuously available HR tools with unique, customizable features.

"The digital transformation of our human resources is an integral part of our strategy. Our collaboration with Sopra HR Software reinforces our commitment to our employees by offering them customized and innovative HR solutions," explains Claire Oksman, VP HR Global Solutions at Thales.

The Sopra HR 4YOU solution: a personalized HR offering specifically tailored to each person

The *Sopra HR 4YOU* solution developed by Sopra HR Software offers a personalized digital workspace that includes a wide range of HR services for each employee. Employees can obtain certificates, access their digital records to retrieve contracts, amendments and other administrative documents. They can request remote work days, days off and sick leave.

The solution is fully customizable and can be adapted to the specific requirements of large international groups such as Thales, ensuring optimum service for all employees. The 40,000 employees of the Thales group in France are among the 1.5 million people who use the Sopra HR 4YOU portal every day.

Sopra HR Software has also deployed a chatBot (named ADA), which answers the most common and simple HR questions, such as declaring the birth of a child or donating days off. The chatbot reduces the workload of HR professionals, who can thus focus on more important tasks. This type of Bot and its potential upgrades are an example of Sopra HR Software's current developments in AI.

Sopra HR 4YOU is an efficient, easy to use solution that handles nearly 3 million HR requests annually for the Thales group alone.



About Sopra HR Software

Sopra HR Software is a leading provider of payroll and HR solutions and services that meets the challenges of Human Resources departments of medium and large sized organizations, in both public and private sectors. An expert in Payroll, Talent Management and HR management, locally and internationally, Sopra HR fosters co-innovation and focuses on HR performance and an optimum employee experience. Sopra HR helps its customers ensure a successful digital transformation to HR 3.0. Sopra HR, a subsidiary of the Sopra Steria group, provides solutions to over 900 customers in more than 50 countries in on-premises or cloud services mode. Sopra Steria, a European leader in consulting, digital services and software, helps its customers with their digital transformation. With over 56,000 employees in more than 30 countries, Sopra Steria achieved revenues of €5.8 billion in 2023. For more information, see www.soprahr.com

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