A global
player in the
**positive digital
transformation**
of Human
Resources

sopra hr
SOFTWARE

HR is at the heart of digital transformation

Digital transformation is making major changes in organizations, work methods, management practices and **employee engagement.**

As **a strategic partner of top management** Human Resources play a key role in assisting digital transformation in organizations. Just like other departments within a company, HR is changing and implementing new methods, new skills and new tools to **increase performance.**

The use of **digital technology** is also an opportunity when dealing with candidates, employees and managers. Employees' needs have changed and the tools and services available should provide an **optimal employee experience** for all the people in a company

PARTNER FOR DIGITAL HR TRANSFORMATION

Sopra HR Software, leading provider of Solutions and Services for Payroll and Human Resources

Sopra HR Software, a global provider of HR solutions and subsidiary of Sopra Steria, meets the challenges of companies' digital transformation as consultant, publisher, integrator and provider of cloud services.

Sopra HR offers HR 3.0 solutions and services tailored to the challenges and methods of digital technology.

- **Act as a strategic partner to HR departments** for administrative management, talent management, time and attendance and HR analytics

- **Optimize performance** and improve the efficiency of HR by utilizing the power and agility of technology.

- **Encourage the employee experience** to help HR departments promote change within companies and increase employee engagement

- **Manage the 'urbanization'** of extended HR information systems to ensure interoperability, consistency, control and security of datas

INNOVATION & ETHICS
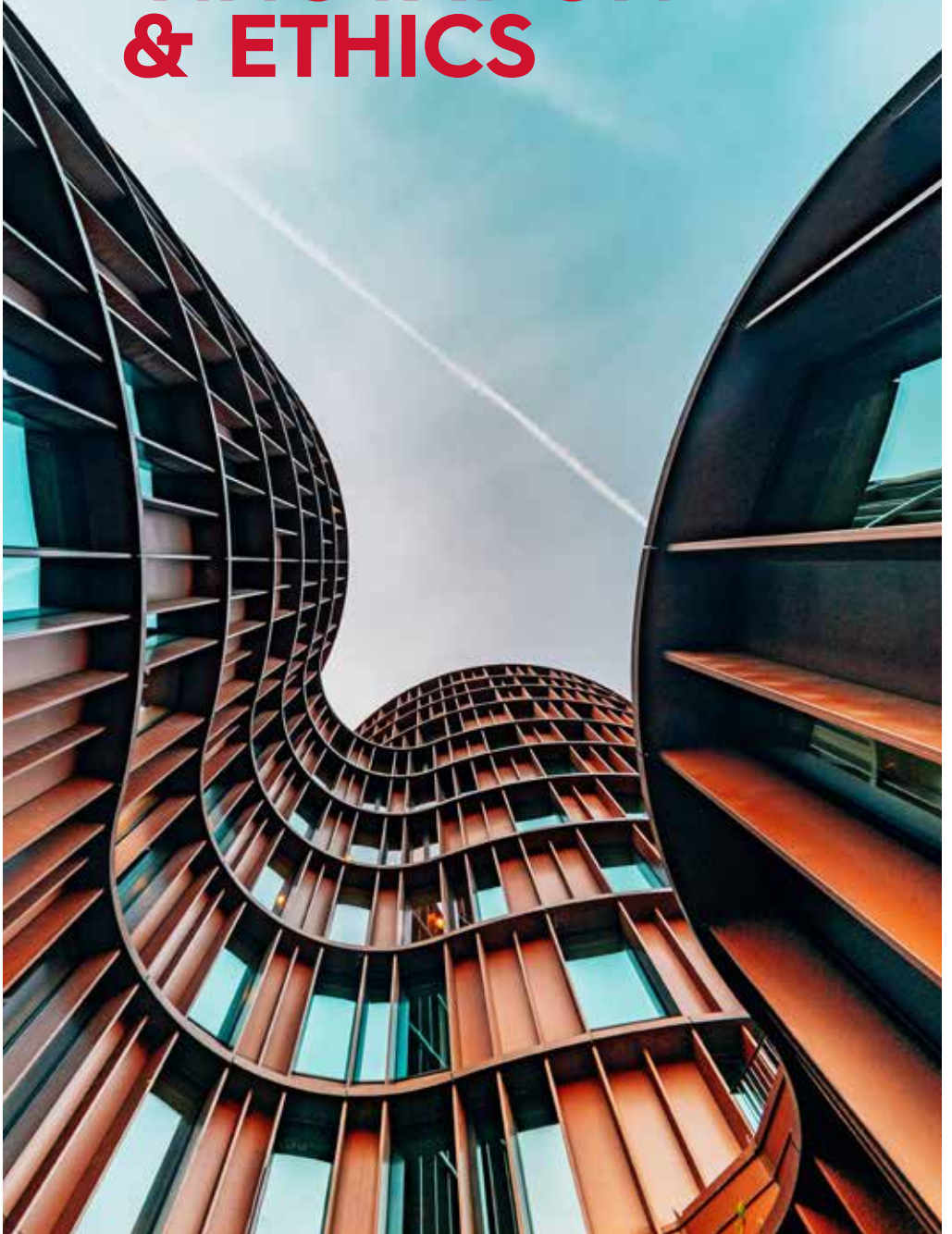
Focus on ethical and responsible HR innovation

Innovation boosts competitiveness and development for companies and HR departments. The challenge for Sopra HR is to anticipate innovation and use the **best technology** for HR.

New agile work methods are being used that focus on the user experience while actively including the customer through the use of **collective intelligence.**

sopra hr Lab

Sopra HR Lab's objective is to transform the latest technological advances, such as connected devices, chatbots, semantic analysis, voice analysis, artificial intelligence, big data and cyber security, into solutions to meet **the new challenges of HR 3.0.**

The challenge for HR departments is to combine innovation and ethics.

For Sopra HR, the use of paperless processing and Big Data requires a n**ew governance of data** and transparency of HR algorithms. Human intelligence must control artificial intelligence to ensure **ethical AI.**

Sopra HR promotes p**ositive digital HR transformation** in line with social and ecological issues. Innovation should be a part of an approach to reduce the carbon footprint and ensure corporate social responsibility.

SOLUTIONS & SERVICES

HR Ecosystem

Core HR & Personnel administration

Employee experience

Digital file

Employee relationship

HR knowledge

HR E-services

Talents

Payroll

Time & Activity

HR performance

Analytics

A range of services: on-site or Cloud

Sopra HR offers **personalized services** tailored to each company's context and changes. Companies can implement hybrid HR solutions, combining Cloud-based applications, on-site solutions, SSCs and outsourcing of certain business processes. They can thus find a balance between centralizing, delegating and outsourcing to meet all HR needs.

Sopra HR provides:

- **Flexible industrial services** integrating the best practices

- Different levels of **outsourcing** services, including BPO

- A specialized organization that ensures the **efficiency of HR solutions** and the maintenance, legal compliance and security of data.

- A dedicated team of experts skilled in both functional and technical aspects in order to provide **a high level of support.**

- A contractual commitment with details on the different levels of **Cloud Payroll Services**

- A s**ecure and proven Cloud** infrastructure that meets the highest standards.

Solutions that focus on Human Resources

A provider of comprehensive Human Resources solutions, Sopra HR meets the HR needs of local and international organizations with the new generation of Sopra HR 4YOU solutions:

- **Operational HR management** that includes payroll monitoring, Core HR, Time and Attendance, and Talent Management

- Integrating best practices to boost HR performance **based on an optimum employee experience**

- Industrial and agile solutions that meet **regulatory requirements** and that are tailored to all situations for companies in both private and public sectors

- Available anytime, anywhere any place (ATAWAD)

CONSULTING &
HR ECOSYSTEM

Consulting services to assist in digital HR transformation

To ensure successful HR transformation in companies, Sopra HR offers a range of services and expertise:

- **Assistance with project management** and change management using the best digital training and communication methods

- Consulting for and implementation of local and international T**alent Management** solution

- Assistance with **digital HR transformation projects** focusing on the **employee experience** and HR performance: processes, shared service centers, paperless management, decentralization, payroll monitoring

- **Technical expertise and consulting:** architecture, cybersecurity, benchmarking and performance, technical audits, security audits and publishing

HRIS governance and urbanization

With digital transformation, HR solutions are opening up to the **HR ecosystem** in a **multi-channel access** environment.

To maintain HR quality of service, streamline the HRIS and provide a consistent employee experience, Sopra HR ensures:

- Management of global architecture projects

- Interoperability of the extended HR information system (API, Web-services)

- Integration of new HR services, HR startups and dedicated solutions

- Control of data governance

- Control of an agile and upgradeable HRIS

Sopra HR at a glance

1800
experts
in
10
countries

900
customers
in
54
countries

12 millions
employees managed

1 000 000
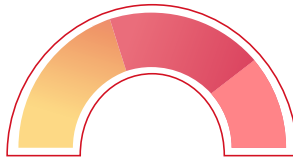payslips on the Cloud

50%
Private sector
50%
Public sector

42%
Cloud

37%
Services &
Consulting

21%
Publishing

Sopra HR Lab

Our loyal customers

Air France - APHP - Attijariwafa Bank - Auchan - Banco Santander - Bankiter - BBVA - BIAT - BNP - Bouygues Construction - Crédit Agricole - Chantier de l'Atlantique - Chemin de fer Luxembourgeois - Colas - Commission Européenne - Conseil Départemental Seine Maritime - Covea - Croix Rouge - DHL - DIA - Eastern Company - EDF - Etat de Fribourg - Etat de Genève - France TV - Groupe la Poste - Groupe PSA - Hospices Civils de Lyon - Idilia - Ina Inserm - La Banque Postale - Marjane - Ministère de l'Economie et des Finances - Ministère de l'Intérieur - Nexity - OGF - Oldenburgische landesbank - Onet - Pilkington - RATP - Royal Air Maroc - Samsic - SNCF - Targobank - Ville de Bruxelles - Ville de Charleroi - Ville de Paris

Sopra HR Software, a leading provider of payroll and HR solutions and services, meets the challenges of Human Resources departments in medium and large sized companies, in the 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 on-premises or cloud solutions to over 900 customers in more than 54 countries.
Sopra Steria, a European leader in consulting, digital services and software publishing, helps its customers ensure a successful digital transformation.
With 46,000 employees in 25 countries, the Group generated revenue of €4.3 billion in 2020.

sopra hr SOFTWARE

www.soprahr.com

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