



GLOBAL PLAYER IN HR DIGITAL TRANSFORMATION



HR Innovation. Together.

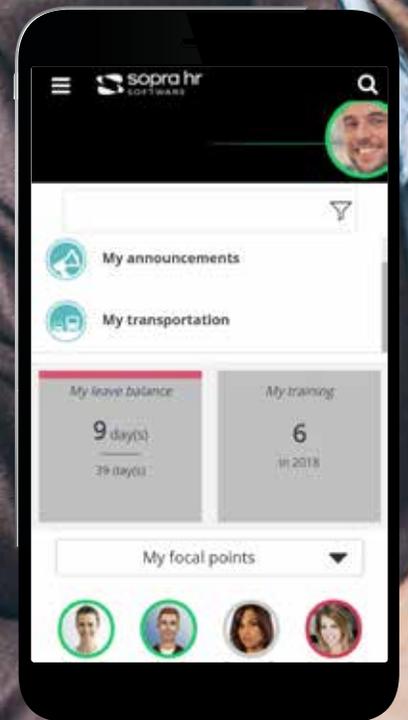
 **sopra hr**
SOFTWARE

HR IS AT THE HEART OF DIGITAL TRANSFORMATION

Digital transformation is making major changes in working processes, management practices and employee engagement.

HR plays the key role in assisting the digital transformation of organizations as HR is a strategic partner of senior management. 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 employees and managers, who are now considered internal customers. Employees' needs have changed and the tools and services available to them should provide an optimal experience for all the company employees.





SOPRA HR SOFTWARE, A GLOBAL PROVIDER HR SOLUTIONS AND PARTNER IN DIGITAL TRANSFORMATION

Sopra HR Software, a global provider of HR solutions and a subsidiary of Sopra Steria, meets the challenges of digital transformation for organizations in the private and public sector as consultant, publisher, integrator and outsourcer.

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

- Acting as a strategic partner to HR departments for administrative management, talent management, time and attendance and HR analytics
- Optimizing performance and improving efficiency of HR departments by utilizing the power and agility of technology
- Encouraging the employee experience to help HR departments promote change within companies and increase employee engagement
- Managing the structure of extended HR information systems to ensure interoperability, consistency, control and security of data



DESIGN THINKING



A man in a blue blazer is looking at a screen. The screen is covered with many colorful sticky notes in shades of pink, yellow, and orange. The text 'WORKING TOGETHER' is written vertically in white capital letters on the left side of the image.

WORKING TOGETHER

FOCUS ON HR INNOVATION

Innovation boosts competitiveness and development for companies and HR departments. The challenge for Sopra HR is to anticipate innovation and to 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 also encourages innovation in HR: the use of advanced technical components and partnering with the ecosystem HR startup community.

SOPRA HR LAB, SOPRA HR'S INNOVATION LABORATORY

In collaboration with the Sopra Steria group's DigiLabs, which capitalize on the group's expertise, prototypes and projects in terms of innovation, Sopra HR has created its own innovation laboratory for HR practices.

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.

DEDICATED HR SOLUTIONS

Sopra HR is a global player in the Human Resources field and offers unique perspectives to our customers as a publisher, integrator, consultant and outsourcer.

Sopra HR meets the HR needs of companies with our HR Access and Pleiades solutions:

- Solutions that cover all areas of HR, including payroll, administrative management, time and attendance, Core HR and talent management, both locally and internationally
- Solutions that include the best business practices to boost HR performance
- Industrial and agile solutions that meet regulatory requirements and that are tailored to all organizational contexts

A RANGE OF SERVICES: ON-SITE, CLOUD AND OUTSOURCING

Sopra HR offers personalized services tailored to a company's requirements. Companies can implement hybrid HR solutions that combine 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 best practices
- Different levels of outsourcing services: BPO and Processing
- 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 to provide customer support.
- A contractual service level commitment.
- A secure and proven Cloud infrastructure that meets the highest standards.

SOLUTIONS



SERVICES

PARTNER

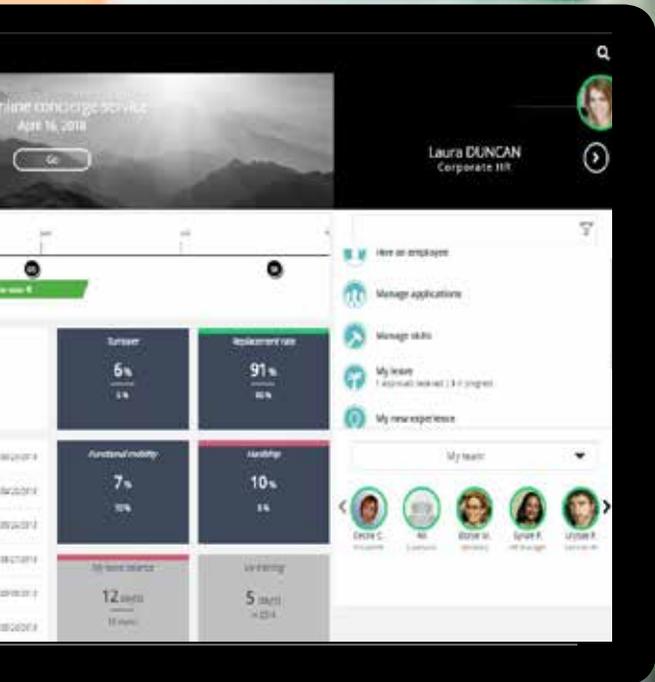


SERVICES AND CONSULTING

TO ASSIST IN THE TRANSFORMATION OF HR

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

- Projects to integrate Sopra HR solutions
- Assistance with project management and change management using the best digital training and communication methods.
- Assistance with HR digital transformation focusing on the employee experience.
- Assistance with HR performance projects based on organization and solutions: processes, shared service centers, paperless management, decentralization, payroll control.
- Consulting on major regulatory changes
- Managing projects on the architecture and interoperability of the extended information system
- Technical expertise projects: architecture, cybersecurity, benchmarking and performance, technical audits, security audits and publishing.



PROXIMITY

SOPRA HR: A FEW KEY FIGURES

1400



experts

10

EMEA countries

12

offices in France



850



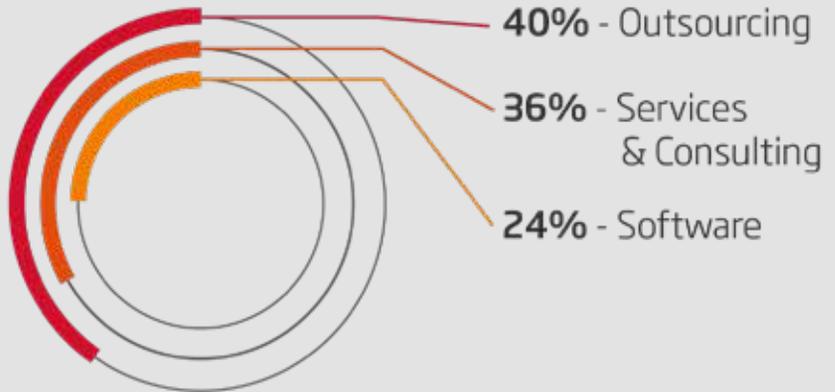
customers

12

million



managed people



SOPRA
HR LAB



50%

Public sector

50%

Private sector



OUR **TRUSTED** CUSTOMERS

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France

Sopra HR Software
Tour Manhattan
5 place de l'Iris - Courbevoie
92095, La Défense cedex
Tel: +33 (0) 1 57 00 53 53

Luxembourg

Sopra HR Software
89E, Pafebruch
Parc d'Activités
Mamer-Capellen
L 8308, Capellen

Germany

Sopra HR Software
Banter Deich 18
26382, Wilhelmshaven

Morocco

Sopra HR Software
Casablanca La Marina
Tour Ivoire 5
20000, Casablanca

Belgium

Sopra HR Software
Avenue Fraiteur, 15/23
B 1050, Bruxelles

UK

Sopra HR Software
Broad Street House
55 Old Broad Street
EC2M 1RX, Londres

Spain

Sopra HR Software
Avenida de Manoteras
núm 48, Edificio B
28050, Madrid

Switzerland

Sopra HR Software
Chemin du Château
Block 10,
1219, Geneva

Italy

Sopra HR Software
Strada 4 Palazzo A7
Centro direzionale Milanofiori
20090, Assago

Tunisia

Sopra HR Software
Immeuble Tunimara
Rue du Lac de Constance
Les Berges du Lac, Tunis



www.soprahr.com



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