



GLOBAL PLAYER
IN HR
DIGITAL
TRANSFORMATION

HR Innovation. Together.

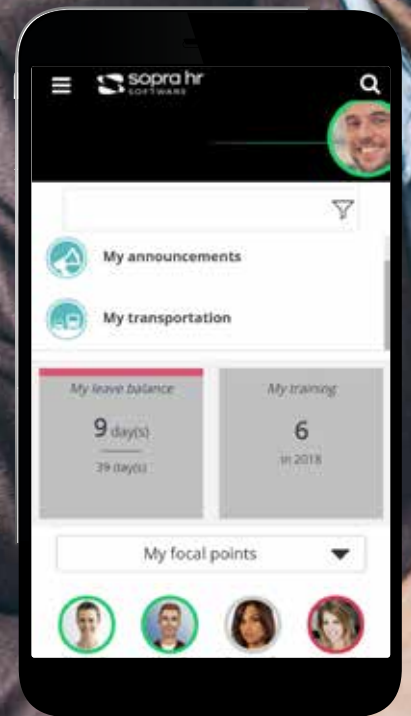


HR IS AT THE HEART OF DIGITAL TRANSFORMATION

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.





ASSISTANCE

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 cloud services provider.

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 background is a glass wall covered with many colorful sticky notes (pink, yellow, orange). The text 'WORKING TOGETHER' is written vertically in white on a red background at the top left.

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: the 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.

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 cloud services provider.

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 MODE

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 cloud.
- 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

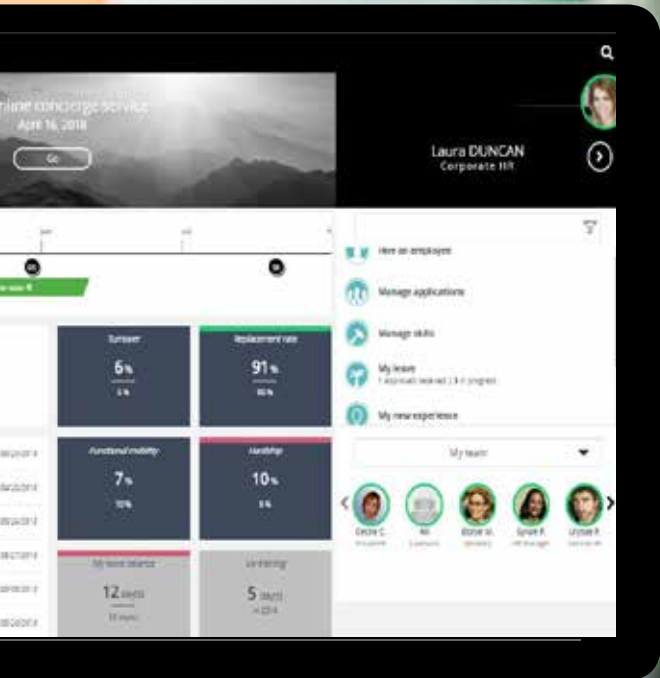


SERVICES AND CONSULTING

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

1500

experts



10

countries

900

customers



Sopra HR Lab



800 000

payslips in
cloud mode

12 million

managed people

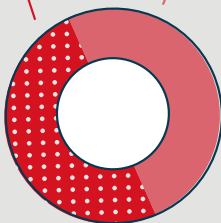


50%

Private Section

50%

Public Section



40%

Cloud

36%

Services
& Consulting

24%

Software

OUR **TRUSTED** CUSTOMERS

Agence française de développement - Air France - APHP - Attijariwafa Bank - Auchan - Bankinter - Banque Postale - Basler/La Baloise - BBVA - BIAT - BNP - Bouygues Construction - Cariparma - Chemins de fer luxembourgeois - CNMSS - Colas - Commission Européenne - Compagnie Minière Touissit - Conseil Général de l'Aisne - Conseil Général Saint Denis - Conseil Général Seine Maritime - Covea - Crédit Agricole - Croix Rouge Française - Cyrillus/Verbaudet - DHL - Dia - Eastern Company - EDF - Groupe Agrica - Groupe La Poste - Institut Gustave Roussy - Hospices Civils de Lyon - Idilia - Ina - Inserm - Konica Minolta - Louvre Hôtel - Mairie de Paris - Marjane - Mediapost - Ministère de la Transition Ecologique et Solidaire - Ministère de l'Intérieur - Musée du Louvre - Nexity - OGF - Oldenburgische Landesbank - Onet - Phone Group - Praxair - PSA Peugeot Citroen - RATP - Rhenus - Royal Air Maroc - RSI - Samsic - Santander - Senoble - Servior - Société du Canal de Provence - STX - Targobank

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