SAP® Qualified
Partner-Packaged Solution

HR Cockpit - Automatic Attendance Analysis

Updated as of 05.18.2020
Presenting KPC
KPC Corporate Overview

4 Offices
- Paris
- Rhône Alpes
- Sud
- Ouest

Founded: 2010

Growth

REVENUE FORECAST 2019
20 M€

Client Retention Rate
85%

Employees
180

Clients
300+

Successful Projects
450+

Finance
CRM&Digital
Data Intelligence & Analytics
Automatic Attendance Analysis
Attendance Analysis Challenges

HR Teams often struggle to manage the Data Modeling and Reporting needed to Visualize Employee Data.

Especially because they must maintain other aspects of their work, meaning that creating just one Attendance Report can take several days, and produce a lot of errors on the way.

Analyzing the data in-depth can also pose a challenge, and the errors themselves, which are often hard to spot, will impact the quality of each report.

This is where the Automatic Attendance Analysis comes in...
Why our Solution?

The Automatic Attendance Analysis will:

- Quickly handle cumbersome data transmission processes (email, flat file, heterogeneous solutions) requiring tedious manual work.

- Reconcile different data sources and absence and presence reasons to create a complete repository per day for each employee.

- Verify your data before publication to avoid going back and forth between different data sources to correct errors.
Introduction

Increase the Efficiency of your Human Resources Teams by automatically tracking all attendance data and generating a relevant report in less than an hour.

Save countless hours and avoid human error with a system designed to isolate and highlight user-errors to be corrected in the data.

Complete Overview of your employees, from top management down to the interns.
How does it work?

1. Your data is imported from a source (such as a csv file or SuccessFactors)

2. The data is transformed via the data model

3. The model removes errors and feeds the Automatic Attendance Analysis Story

4. The Story generates a complete overview with a graphical analysis which can be exported as a pdf report.
Scope

**HR Cockpit – Automatic Attendance Analysis**

One Data Warehouse to automatically retrieve:
- HR Data
- Time Tracking Data
- Organisational Data

**KPI’s:**
- Absence Rate
- Presence Rate
- Performance Rate (Employees & Manager)
- Detailed Analysis of Absences Reasons
- Predictive Rates using Machine Learning Features
- Geolocations Features

**Modelization:**
- Integration of Company Hierarchies
- Multi-Language Support
- Detailed Customization (Absences Reasons, Management, Locations)
Features

Detailed Attendance Tracking with Machine Learning and Multi-Language support

Fully automatic, the only required user input is adding the data and checking for errors.
Value Proposition

Increase the Efficiency of your Human Resources Teams and Reduce Your Absence Rates.

Allows you reduce tasks that would take days into hours.

Machine Learning and Automatic Error Handling reduce potential Human Error.
Main Benefits

Our solution is hosted on SAP Data Warehouse, the latest generation data warehouse, a fully elastic (scalable) and cloud platform for data transformation and reporting.

The data is hosted on a Hana Cloud database, with all the power in memory to speed up loading and response times.

SAP Data Warehouse Cloud allows you to natively connect several SAP data sources for querying in real time or on other non-SAP sources.
Package Costs and Implementation Times

### Our Package Offer (Subscription Included)
Starting from € 65 000 / year

- 256 GB
- 8 vCPU
- 5 Reporting Users
- Full Automation of Data Reporting
- Native Integration with your Source Systems
- Latest Generation of Tools
- Deployment & Setup
- User Training

### The Advantages of Our Solution

- Central Platform Hosted in the Cloud by SAP
- Full Automation of Data Reporting
- Native Integration with your Source Systems

### Planning
Rapid 4 Week Deployment

1. Connections to source systems
2. Deployment of the Model
3. Report settings
4. Go Live

### Options

<table>
<thead>
<tr>
<th>Options</th>
<th>Starter Edition</th>
<th>Advanced Edition</th>
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</thead>
<tbody>
<tr>
<td>Storage/vCPU (starting from)</td>
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<td>256 GB/ 2vCPU</td>
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<tr>
<td>Reporting Users</td>
<td>5</td>
<td>Starting from 30</td>
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</tbody>
</table>

### Licenses

- SuccessFactors Connector
- ADP Solution Connector
- Other Time-Tracking Connector
- Standard Attendance Reporting
- Advanced Reporting (R and Machine Learning)
- Interactive Navigation in SAC

### Features

- Customization
- Contact Us
## Package Details

### Terms and Conditions
- The minimum contract period is one year and is paid annually
- The Application remains as the intellectual property of KPC
- Termination: 90 days before the end of the contract
- Possibility to modify licenses (Data Warehouse Cloud & SAC)

### Synopsis
- The deployment of the solution is done within 20 days upon signing the contract, including user configuration, training and documentation, regardless of the package selected
- Possibility to subscribe to an annual maintenance with update packages

### Pricing Detail
- **Standard Package:**
  - Licenses: 51,600 € / year
  - Deployment: € 13,400 single payment
- **Advanced Package:**
  - DWC licenses: € 51,600 / year
  - SAC licenses: 6000 € / year
  - Deployment: € 17,400 single payment
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References
The MANE Group Human Resources Department contracted us to automate their Attendance KPIs and to provide managers with an analysis and reporting tool.

The two data sources used are ADP for time-tracking and SuccessFactors for the individual employee data.

In 1 month, we defined the target reporting with MANE, and we spent a few weeks with them thereafter to automate the process.

Today, tracking these KPIs, from the initial user input to the complete report, takes only an hour. Compared to the previous system, which took 3 working days for the entire process, the gain in efficiency is around 2100%.
Contact Us & Next Steps

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