# Jigsaw Cloud

# Four Things To Consider When Implementing HR Tech

Implementation HR technology requires meticulous planning and strategic considerations. In this white paper, we delve into five key imperatives that organisations

should carefully weigh, drawing insights from the expertise of Jigsaw Cloud, an award-winning SAP SuccessFactors partner.

## 1. Customisation for Your Unique Needs

In a world as diverse as your organisational goals, off-the-shelf solutions just won't cut it. At Jigsaw Cloud, we pride ourselves on creating bespoke HR tech solutions within the SAP SuccessFactors framework.

Consider the case of Murata, a company with a defined vision for consolidating its European entities. However, facing a matrix organizational structure—a departure from the conventional SAP SuccessFactors framework—presented distinctive challenges. In collaboration with Jigsaw Cloud's adept professional services team, Murata seamlessly merged SuccessFactors proficiency with a meticulously formulated strategy. The result was the successful deployment of the first module by December 2015.



*"This is the first time we can see employee data from all our European companies in a single place. We've got an up-to-date, single source of data that's easy to search and simplifies key HR processes like training, development, and team structuring,"*

*- Peter Welford, Systems Manager*

This narrative underscores Jigsaw Cloud's unwavering commitment to tailoring solutions that not only address immediate requisites but also exhibit customisation, accommodating the organic evolution of your company.

## 2. Scalability for Future Growth

Illustrating our commitment to scalability, "SmartStart,", our pre-configured implementation of SAP SuccessFactors, stands as a testament. Crafted for small and mid-sized businesses, SmartStart facilitates an 'out of the box' SAP SuccessFactors deployment within weeks. At a cost equivalent to the price of a cup of coffee per user per month, it has proven to be a fitting solution for businesses like ByBox.

# 3. User-Friendly Interface and Training

SAP SuccessFactors solutions, at the core of our offerings, revolutionize the employee experience, ensuring benefits for both individuals and the overarching business. With intuitive user interfaces and the SAP SuccessFactors mobile app, employees and managers enjoy 24x7 access to HR self-services. This accessibility empowers them to swiftly complete tasks at their convenience, fostering engagement throughout the employee lifecycle.

At Jigsaw Cloud, our commitment to a user-friendly experience extends beyond the software itself. For each client, we provide highly tailored and flexible support services. We take the time to deeply understand your business priorities, HR needs, and system configuration. This personalized approach ensures that SuccessFactors delivers a seamless experience aligned with your unique HR priorities.

We pride ourselves on going the extra mile for our clients. Our dedicated support services involve prompt issue resolution, keeping you abreast of new product features, and managing escalations to SAP on your behalf. Additionally, we offer valuable advice and guidance to ensure that SuccessFactors consistently delivers true value to your business.

*DO..*

1. **Invest in Comprehensive Training:** Ensure that all stakeholders, from administrators to end-users, are well-versed in the functionalities of the HR tech system.
2. **Prioritize User Experience:** Choose user-friendly interfaces and functionalities to enhance overall adoption.

*DON'T..*

1. **Overlook Training Needs:** Ignoring the training aspect can result in underutilization and hinder the realization of the full potential of HR tech.

# 5. Data Security and Compliance

In an era marked by data-driven insights, security and compliance are non-negotiables. Jigsaw Cloud's reputation as a trusted HR tech partner is underpinned by our unwavering commitment to data integrity and privacy. Our systems are designed to handle sensitive HR data with the highest levels of security, ensuring not only compliance with industry regulations but also instilling confidence in the safeguarding of critical information.

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| k. Have you ever been the subject of an enforcement order or equivalent from a regulator in relation to data protection matters? If yes, | We haven't had any breaches in the context of customer data/ Cloud Services. <br><br> As our service is internet facing and is leveraged by some of the worlds largest, banks, pharma, governments, and other leading companies we apply the same security and investment in security across our service whether you are a big multinational or a small company using our service. <br><br> So far, our countermeasures work and we were able to ensure the integrity of our services and customers data |

*Jigsaw Cloud proudly maintains a spotless record—never experiencing a data breach, unlike competitors. Our unwavering commitment to customer security is a testament to our values.*