



SAP Fieldglass 

How a VMS Benefits Staff Suppliers

Improve performance.

Increase business opportunities.

SAP Fieldglass eBook

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THE BEST RUN



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About SAP Fieldglass

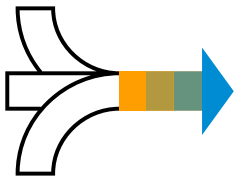
SAP Fieldglass, a longstanding leader in external talent management and services procurement, is used by organizations around the world to find, engage and manage all types of flexible resources. Our cloud-based, open platform has been deployed in more than 180 countries and helps companies transform how work gets done, increase operational agility and accelerate business outcomes in the digital economy. Backed by the resources of SAP, our customers benefit from a roadmap driven by a continuous investment in innovation.

Introduction

A Vendor Management System (VMS) offers businesses incredible insight into their flexible workforces, providing complete visibility into spend, reducing manual processes and more. That's a fact. But what are the benefits to staffing suppliers? For many years, staffing firms were reticent to adopt VMS technology, with perceptions of excessive constraints, inflexible rate card controls and the competition it drives.

The key word is perceptions. The truth is that a VMS can significantly benefit staffing companies as well. Staffing firms that have embraced VMS technology have ultimately become more effective and lucrative. **So what are the benefits?** In this eBook, we will dive into SAP Fieldglass' top five benefits to suppliers and why they matter.

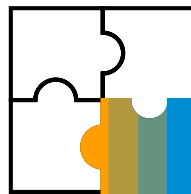
Top five benefits of the SAP Fieldglass VMS to Staffing Suppliers



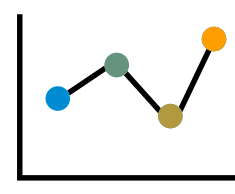
Streamlined &
Consistent
Processes



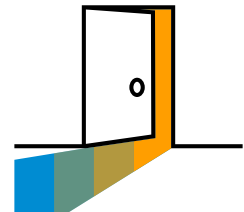
Enhanced Payroll
& Invoicing



Better Collaboration

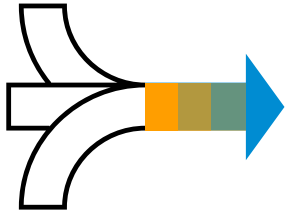


Access to
Critical Data



Increased Business
Opportunities

Streamlined and Consistent Processes



Suppliers have a lot on their plates. They need technology tailored to their priorities so they can work more efficiently. SAP Fieldglass can be configured for different users based on their specific roles.

Here's how:

- Customized homepages to include the features and functions they prefer
- Desktop favorites that allow suppliers to quickly access what they use most often
- Real-time analytics on relevant activities and statuses
- Client organization by region, site, labor type, etc. so that suppliers can submit candidates appropriately based on pre-determined criteria

That's not all. Suppliers can also set proxy and delegate information. Proxy allows someone else to take action on an individual's work item, while the Delegate feature allows someone else to impersonate an individual and take action for them. In the high-speed world of recruiting, this means there is no breakdown in process or communication when a colleague is out of the office.



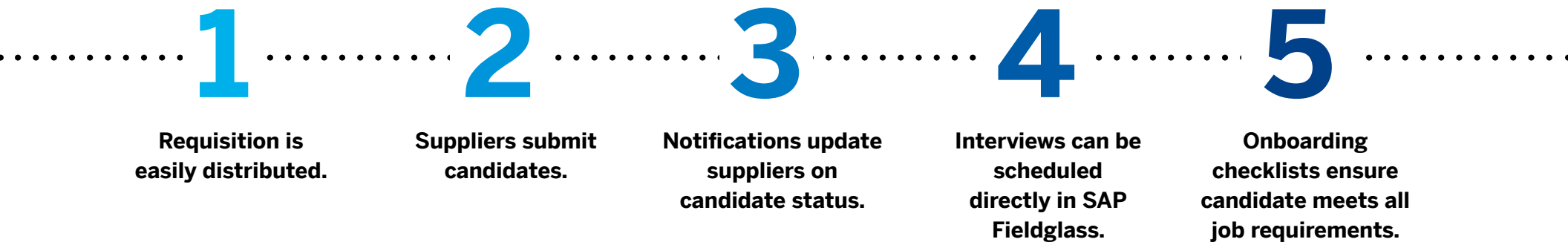
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Beyond configuration, the entire hiring lifecycle is automated in SAP Fieldglass.

With a VMS, a hiring manager is notified when candidates are submitted, all submissions are consolidated in one place and candidates can be easily assessed against the requirements for the role. Real-time notifications allow suppliers to see when their candidate has been shortlisted or rejected which helps them follow up with their clients more effectively.

Once a candidate is identified, interviews can be scheduled directly in SAP Fieldglass, eliminating time-consuming back-and-forth. When a candidate is selected to be interviewed, the VMS can establish onboarding checklists to ensure they've met all requirements, helping suppliers avoid unfortunate compliance missteps and getting their candidates on assignment more quickly.



Enhanced Payroll & Invoicing



Organizations spend countless hours, manpower and excess dollars handling timesheets each week. Complex overtime issues, payroll regulations and compliance requirements only exacerbate the process. SAP Fieldglass can

integrate seamlessly with companies' time entry systems in order to solve these problems—meaning no more cumbersome paper timesheets signed by managers! Additional benefits include:

- Efficiency gains by reducing manual entries that often contain errors
- Different time entry options, including hourly or daily
- Easily tracked time across multiple projects, tasks or departments

Suppliers can enter time on a worker's behalf or enable them to enter their own time. They can review worker-entered timesheets before manager approval to increase accuracy. They can also export payroll and manage rate cards easily through the system. **Compliance is also improved due to the ability to configure rules specific to company policy, varied overtime laws and local labor regulations, helping suppliers mitigate risk for their clients.**

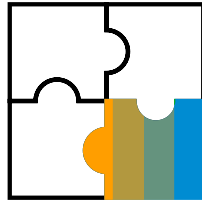


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Better Collaboration

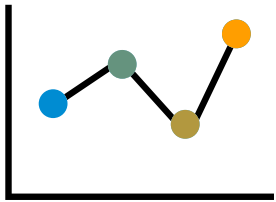


Effective collaboration is essential to any good business relationship. SAP Fieldglass offers suppliers a myriad of ways to better work with their clients. The tool automatically generates many important and time-sensitive alerts on suppliers' dashboards and through system-generated emails. Within these notifications, buyers can provide feedback throughout the hiring lifecycle, arming suppliers with critical information to make future improvements.

These real-time notifications keep the hiring process moving—notifying both buyers and suppliers when the next step is required, creating better efficiency for both. Through the tool, suppliers can schedule interviews, tag resources for easy searches, complete onboarding checklists and more.

SAP Fieldglass also has chat functionality that allows suppliers to reach out directly to their clients within the application to ask or answer questions and share updates. And the reverse is true, too. Hiring managers or PMOs can reach out to their suppliers to share important updates, such as when interviews will take place, if a manager will be out of the office or if the job requirements have changed. These updates help suppliers understand what is expected and how they can better support the requisition need.

Access to Critical Data



Knowledge is power. A VMS arms suppliers with valuable information about their performance by allowing them to track countless items, including:

- Number of calls required to connect with candidates
- How many connections are required to qualify candidates
- Submittal-to-interview ratios
- Percentage of offers accepted or declined
- Percentage of placements that start
- Retention and turnover rates
- Costs
- Worker and project performance

With this data, suppliers are able to make strategic decisions about how to improve their recruiting strategies and can hold themselves to higher standards.

Using real-time reports from the VMS, they can see where opportunities are and make adjustments. For example, they can decide where they might be able to add recruiters, increase efforts, create more streamlined processes and more.

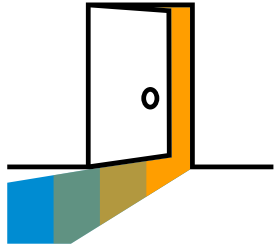
On the flip side, program managers also use this data to determine their supplier strategies. They can see who is providing the best quality talent and rates, and are able to make decisions based on data truths, rather than just sales relationships. Suppliers that capitalize on the data are able to improve the quality of their service, opening the door to future business opportunities.



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Increased Business Opportunities



All businesses want to become more profitable. In combination with leveraging data to improve performance, SAP Fieldglass can help increase business opportunities. For example,

buyers can send requisitions to suppliers via streamlined distribution lists, allowing them to send out a higher volume of requisitions without much manual effort. These lists can be organized by company, location or labor category to ensure that suppliers are only receiving the requisitions they're able to fill.

The VMS also helps suppliers engage in demand planning, enabling accurate forecasting and leaving them better prepared for peaks in buyer requests. For example, they can track and measure the cadence of requisitions. By analyzing factors contributing to highs and lows in staffing requests, they can predict when their clients will have increased needs and plan accordingly.

Additionally, SAP Fieldglass allows buyers to schedule job postings with future dates and list spend amounts so suppliers have a clear view of what is coming down the pipeline. They can see opportunities upfront and decide which requisitions to pre-plan for, ensuring a higher likelihood of success.

Buyers need suppliers that are true partners to them—anticipating their needs and providing quality talent. Without a VMS, it is more difficult for suppliers to engage in these types of activities. The technology helps them improve their service offerings, which in turn ensures they receive more business from their clients.

Learn More

The world of work is changing, and SAP Fieldglass is leading the way with innovative solutions that harness the power of the external workforce in driving the digital economy. Explore additional resources on www.fieldglass.com/resources to learn more about the external workforce and the way work gets done.

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