

# The Road to Success

Learn more about the road to success in the Mobile HR Apps ebook at [www.sap.com/mobile/HRebook](http://www.sap.com/mobile/HRebook) and mobile HR apps by SAP at [www.sap.com/mobile/hr](http://www.sap.com/mobile/hr)



**1** Achieve a quick win.

**2** Identify one or two mobile apps with biggest impact for least expense.


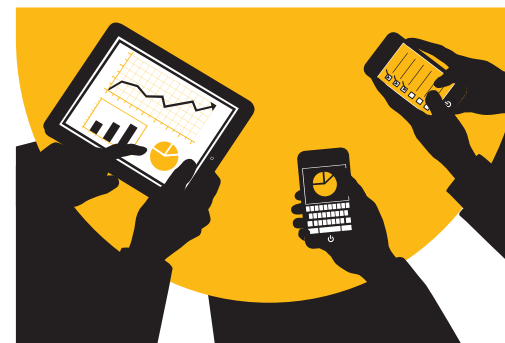
- Choose from:
- Vacation and leave requests
  - Expense reports
  - Time and attendance tracking
  - Pay information
  - Data and analytics for managers
  - Recruiting and hiring
  - Employee onboarding
  - Just-in-time learning videos
  - Organizational understanding
  - Personal information updates

- 3** Identify specific group for pilot such as:
- Senior executives
  - Business travelers
  - Line managers/project managers
  - Hiring and recruitment managers
  - HR business partners

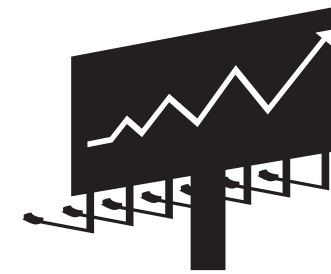
### 3 Benefits of Mobile HR

1. Mobile apps aid employee retention and recruitment
2. Mobile apps accelerate HR-related workflows and processes
3. Mobile apps engage employees

- 4** Focus on areas of low investment, high return by asking:
- Is there a large population of employees who travel frequently?
  - Is a specific group attached to various client projects?
  - Is your company undergoing a period of fast growth with many new positions to fill?



**60%** Companies that plan to provide employees with access to HR and HCM data through mobile devices by 2013  
*(Bloomberg Businessweek Research Services, 2010)*



- 5** A successful pilot program is the first step for smoothing the way to deploying future mobile HR apps with more ambitious objectives, an expanded user base, and enhanced functionality.

**75%**

of HR decision makers in large companies said that workforce productivity has improved due to a mobile HR deployment

*(“Mobile HR Solutions: Connecting & Empowering Your Workforce,” ADP Research Institute, April 2011)*