Infosys Hire-to-Retire (HRO Business Platform Offering

In today's global environment, HR organizations need to contend with a globally diverse employee force, and have to operate in an increasingly complex and dynamic business environment. HR organizations are finding it difficult to keep pace with the increasing people-related demands of the business, the need to transform their HR processes and operating models to radically improve organizational effectiveness to enable business agility and performance.

Infosys Hire-to Retire (HRO) platform combines Consulting, Technology and Process outsourcing to create an end-to-end HR solution. The platform solution helps customers realize business value through operational effectiveness and cost savings delivered through technology leverage using a best-of-breed solutions, and efficiencies of scale and size.

Infosys Hire-to-Retire Business Platform Solution

Infosys Hire-to-Retire Business Platform is an integrated solution for managing the end-to-end processes across the Hire-to-Retire cycle. The platform provides best-in-class processes enabled by an integrated application suite with Oracle PeopleSoft 9.0 at its core.

Workforce Analytics	Employee Help Desk & HR Administrative Support	Infosys Business Platform
Workforce analytics, Compensation analytics, Performance analytics	Voice and email support to employees, vendors & other agencies for queries across compensation, stock admin, payroll, benefits, performance management, HR tools, policies and processes One time / periodic projects e.g. Job description creation support, contract negotiation support for placement agencies, support during mergers and acquisition	Core HRIS (Information management), ESS / MSS and other interfaces, reporting services

Solution Features

- A hosted pre-configured solution, which can be on-boarded with minimal customizations

- Infrastructure and application license can be rented instead of owning it the traditional way

- Clients hosted in a many-to-one model, supported on standard pre-configured best-in-class business processes; resulting in lower costs due to economies of scope and scale

- HR services from an expert team that is pre-trained on the solution, on both technology and process

- Clients pay on a variable pay-as-you-use pricing model that covers the infrastructure, hosting, application license, application support and BPO support

Why Infosys	Business Value Adds
• The Infosys value proposition combines years of experience in HR Technology, Consulting and Business Process Operations • Best-in-class ERP expertise with ERP professionals involved in executing implementation, support and rollout of complex projects across the globe • The Hire-to-Retire Platform is based on industry best practices, built on the proven industry standards and the combined knowledge of Infosys and it's strategic partners • Over 250 transitions across technology and business process outsourcing engagements	• Operational excellence through standardized process framework, based on industry best-practices • Access to world class ERP with minimal capital investment • Outcome-based "Pay-as-you Go" model that converts fixed costs into variable costs • Accelerated on- boarding leading to accelerated benefits realization • Global delivery model will provide right-sourcing

Client Profile

• Complex HR process challenges with multiple HR systems, vendors and minimal standardization across HR processes

• Legacy HR systems or clients under-invested in HR systems with extensive manual or siloed processing

• Absence of centralized global single source of truth for HR information resulting in limited visibility of information leading to hampered decision making

• Excessive time spend on transactional activities, leading to inability to focus on strategic HR initiatives

Business Process Outsourcing

We offer business process outsourcing solutions to our global clients by leveraging process, domain and people management expertise. We manage risk for our clients through a scalable, costeffective and predictable delivery platform

Enterprise Solutions

We provide services and solutions spanning the enterprise value chain with focused groups aligned to products and functions built around centres of excellence. ES has delivered services and solutions in more than 28 countries spread across the globe.

Infrastructure Management Services

We ensure that IT infrastructure and application are managed and operated on a 24x7 basis, ensuring high availability to provide better business value with a reduced Total Cost of Ownership (TCO) in a shorter time frame, utilizing the Global Delivery Model (GDM) of Infosys.

Business Consulting

We help companies gain competitive advantage by linking operational advantage to shareholder value. We help clients transform their business through strategy, operations, marketing, and technology.

About Infosys

Infosys is a global leader in consulting, technology and outsourcing solutions. We enable clients, in more than 50 countries, to stay a step ahead of emerging business trends and outperform the competition. We help them transform and thrive in a changing world by co-creating breakthrough solutions that combine strategic insights and execution excellence. Visit www.infosys.com to see how Infosys (NYSE: INFY), with US$8.25 billion in annual revenues and 165,000+ employees, is Building Tomorrow's Enterprise® today.

Infosys BPO, the business process management subsidiary of Infosys, provides a broad range of enterprise and industry-specific services. We deliver transformational benefits to clients through our proprietary Process Progression Model™ (PPM). These benefits include cost reduction, ongoing productivity improvements and process reengineering.

Infosys® | Building **Tomorrow's** Enterprise

For more information, contact infosysbpo@infosys.com

www.infosysbpo.com