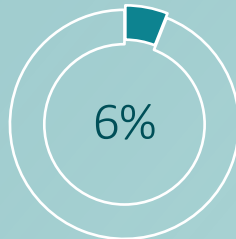


Platform Operate

Keep your HCM platforms running smoothly, securely, reliably, and cost effectively—day in and day out

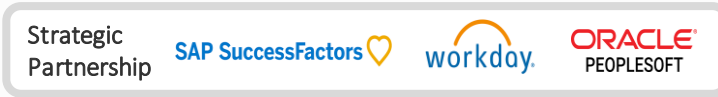
Organisations have made impressive strides towards an HCM Cloud foundation - yet they are not realising the business outcomes their organisations require.

“Go-Live” is Day One



Though most Fortune 500 companies are in-progress or have already transitioned to a HCM platform, only 6% of organisations rate their HR technology as excellent*

With Deloitte Human Capital Platform Operate



Core HR

Ensure the accuracy of your HR data

- Process new hire data
- Resolve employee inquiries
- Manage employee status changes and transfers
- Support mass data changes (e.g., reorganisations)



Payroll & Time

Run your Cloud HCM payroll seamlessly

- Organise payroll compliance data
- Maintain time and attendance data
- Support end-to-end payroll processing
- Manage payroll inquiries and off-cycle requests



Benefits

Minimise the complexity and risk of Cloud HCM

- Process deductions
- Support benefits inquiry resolution
- Manage vendor relationships and integrations
- Support annual enrolment and life event administration



Recruitment

Bolster your recruiting team to focus on engaging top talent

- Support requisition processing
- Provide onboarding, offboarding, candidate pipeline reporting, interview scheduling etc



Talent Management

Support administrative performance management needs

- Compile data required for succession planning processes
- Support performance management metrics tracking, talent reviews, annual goal setting



Learning

Get the most value out of your cloud learning platform.

- Administer learner certifications
- Maintain skills and competency data
- Resolve administrative learner requests
- Manage learning curriculum and content catalogues



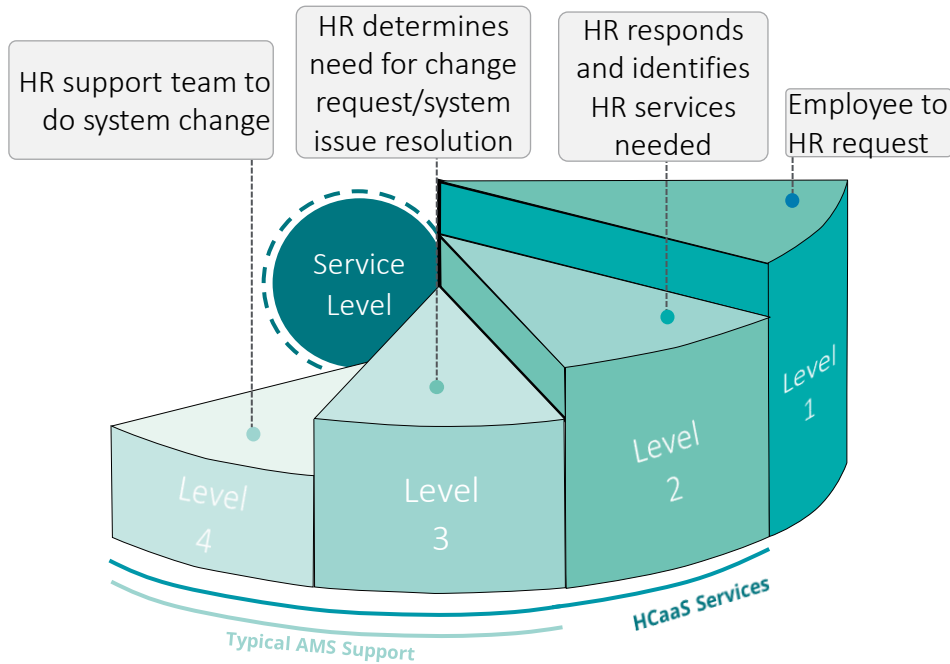
Compensation

Navigate the complexity of compensation and equity changes easily

- Administer ad hoc and annual
- Maintain compensation reporting data
- Support equity compensation administration
- Compensation changes including merit and incentive bonuses

Key Capabilities

HCaaS Platform Operate support goes beyond level 2 to allow HR more focus on strategic and business growth activities. Practically, HCaaS Platform Operate will embed HR practitioners to be part of Client's HR team / HR control tower



The Deloitte Difference

Maintain your platforms and identify opportunities to streamline and implement enhancements

Support your platforms by performing break fix, configuration, master data maintenance and security provisioning

Manage product releases with recommendations to leverage new features to strive for improvement

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