Ingentis Summary: HR in the Cloud
How SAP and SAP SuccessFactors meet with expectations

Flexible, intuitive and chic – this is, what is expected from a modern HR cloud system. Flexibility that means supporting agility in working. Besides, an intuitive software should fulfill the easy-to-use approach. And at last, chic and useful designs are demanded.

How does SAP meet with those expectations? On the **SAP HANA Cloud Platform** numerous cloud applications are offered. The idea: "Reimagined or differentiating HR processes often requires more than out-of-the-box functionality. (…) This is why more and more companies are turning to SAP HANA Cloud Platform as their solution of choice for an open, shared platform-as-a-service (PaaS) to build, run, and extend their existing applications."[1]

An example: **Ingentis org.manager [web] for SF**. The SAP certified solution for automated organizational charting is available on the SAP HANA Cloud Platform and offers flexible visualization possibilities: any kind of hierarchical structure can be displayed. Key figures can be highlighted in the organizational chart. There are no limits to the design and content. Besides, the application meets with individuality and can be adapted to the company's Corporate Design.

Ingentis org.manager [web] for SF is integrated in the Employee Central and can be launched directly through the SAP SuccessFactors user interface. The Employee Central can "easily connect with on-premises or cloud-based apps like ERP, time and attendance, and benefits."[2] The solution is completely SaaS-based and should have a lower total cost of ownership (TCO) than on-premise core HR solutions.[3] **SAP SuccessFactors** recognizes the trend of "more technology-savvy people – those

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[1] Kearnan Dan, SAP Platform and Innovation Group (2016), Extend HR Cloud Applications with SAP HANA Cloud Platform to Achieve New HR Initiatives, p.1

[2] SuccessFactors Website (2016), http://www.successfactors.com/en_us/solutions/core-hr-cloud/employee-central.html

[3] SuccessFactors Brochure (2014), Employee Central, http://www.successfactors.com/content/dam/successfactors/en_us/resources/brochures-product/employee-central.pdf

who have grown up using collaborative, user-friendly, and graphic technology – are now entering the workforce." [4] The approach is keeping up with the times.

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Ingentis is the **software company for HR add-ons** and business applications. The company was established in Nuremberg in 1997. We advocate fair, reliable business relationships and develop our software in collaboration with our customers. Worldwide more than 1000 companies trust in this honest, successful approach. Our range of services encompasses the development of customized company, web and mobile applications.

We have placed **seven successful software products** on the market:

Ingentis org.manager - for automated creating of organizational charts and personnel reports

Ingentis distribution.list – for creating, managing and updating email distribution lists

Ingentis easy.pes - for planning and evaluating assessment center events

Ingentis in.sight – for reviewing and evaluating Datev databases

orginio – cloud application for organizational charts

feedbactive – for supporting appraisal interviews

Cultural Fit Evalueator – for measuring cultural fit

Public Relations:

Christine Rex

Christine.rex@ingentis.com
Tel.: +49 911 989759-532

Ingentis Softwareentwicklung GmbH
Raudtener Str. 7
90475 Nuremberg
Germany

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[4] SuccessFactors Brochure (2014), Employee Central,
http://www.successfactors.com/content/dam/successfactors/en_us/resources/brochures-product/employee-central.pdf