

How Can Localized HR Help You Meet Evolving Compliance Challenges?

It can be confusing trying to keep up with changes to workforce laws, especially when operating in international markets.

Localized HR helps you meet legal requirements where your employees live and work.

Adapting to rapid regulatory change



Health and safety

Employee welfare regulations including COVID-19 restrictions or handling of hazardous materials



Data privacy

Data protection legislation such as the General Data Protection Regulation (GDPR)



Corporate malfeasance

Prevention of misconduct that could lead to financial instability

30% Increase in changes to labor laws over the last four years*



How can cloud HR software help you manage enterprise-wide compliance?



By providing embedded procedures across a global enterprise to:

Digitalize and automate compliance management processes

Enable monitoring and auditability of workforce qualifications

Offer learning solutions to bring employees up to speed with key requirements

How can HR technology help you stay compliant?

You need solutions that can scale globally while also addressing local employee requirements.

>>> Global Capabilities

The ability to use the solution in any country

Translation

Application language is translated so that it can be accessed by users in their native language.

Internationalization

The application is configured to support different country specifications for time zones, currencies, and some configurable fields, such as addresses or phone numbers.

>> Localization Capabilities

Creating and maintaining information on local legal requirements on behalf of the organization and delivering this information as part of the solution

Initial localization

Local regulations and local business best practices are researched and analyzed to create unique specifications in the software for each country.

Ongoing maintenance

Legal changes are monitored and legislation is interpreted using a network of legal advisors, government authorities, and local officials to translate changes into the software through a defined product management and development process.

How can you stay up to date with the latest legislation?

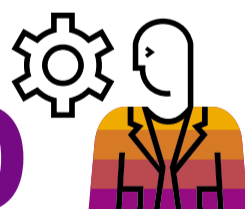
Drawing on a comprehensive inventory of globalization and localization requirements, SAP® SuccessFactors® Human Experience Management (HXM) Suite offers localized guidance on legislation and business practices.

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In-country product managers analyze local legal requirements and prioritize software adaptations to reflect regulatory changes.

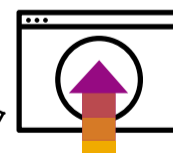
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Product developers develop and implement statutory and legal changes into SAP SuccessFactors solutions.



In addition, our **embedded upgrade center** provides timely notifications and offers a convenient way to activate legal changes and localization features.



Discover the value of localization

Reduce ...

- Expenditure on legal advice across multiple countries
- Time spent on developing forms and templates in existing software for new compliance processes
- Costs for purchasing new region-specific solutions to accommodate regulatory changes

Save ...

- On costs related to noncompliance, including:
 - Litigation
 - Fines
 - Assessments
 - Bad press
 - Lost business opportunities
 - Diversion of resources from your core business operations

Learn more

Visit us [online](#) to discover how SAP SuccessFactors solutions can help you manage legal and regulatory requirements.

*SAP Legal Change Reports, 2016–2021.

SAP does not provide legal advice. Always consult with legal counsel to ensure full compliance.