

➤ **Right people, right place, right time.** A simple concept, but a formidable practice for many organisations, no matter the size. How do you understand your current resources and how they will evolve? The type and number of employees you will need to accomplish your company's mission? And where the gaps between your current and projected workforce needs exist?

Create Integrated, On-demand Organisational Charts with SAP

- View SAP Data in Real-time
- Access Company Data Securely
- Format Charts Conditionally
- Dynamically Navigate Through Your Organisation
- Generate Reports, Profiles, Directories and More

Identifying and addressing these gaps between the workforce of today and the human capital needs of tomorrow is a critical business challenge. Providing visibility into these resources, through tools that allow you to chart, view, analyse and model your employee data, can give you the competitive advantages you need to stay ahead in an ever-changing marketplace.

OrgPlus for mySAP ERP HCM:

OrgPlus for SAP provides direct, secure access to your SAP HR employee data, allowing you to chart, view and analyse various views of your organisational structure. OrgPlus for SAP utilises SAP's recommended HR Organisation Charting Interface (HR-OCI) to enable seamless integration with your data. The HR-OCI interface is available with OrgPlus Enterprise and OrgPlus Professional.

In addition, OrgPlus provides integration for SAP Enterprise Portal, providing transparent access to enterprise content residing on your corporate SAP portal.

In addition to allowing all your employees to easily view organisational charts, OrgPlus for SAP helps you assess the entire organisation as a whole, validate employee data and make changes to the organisational structure. It also eliminates the labour-intensive practice of adding and maintaining employee data and replaces it with automation, speed and greater efficiency

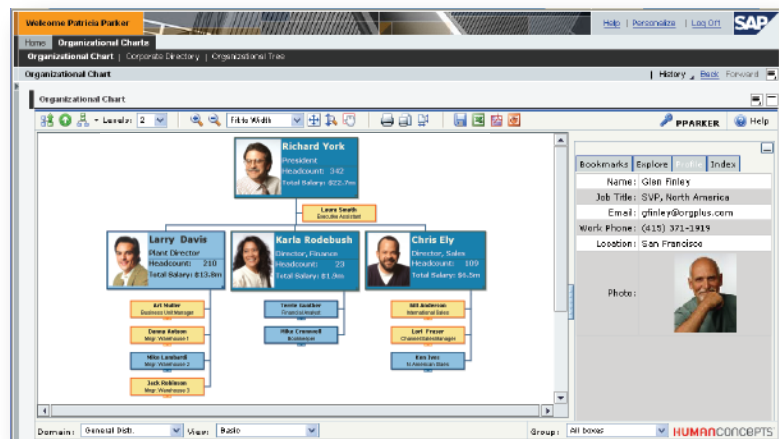
Benefits of OrgPlus/SAP HR-OCI

Integration Include:

- No installation of custom software into the SAP environment.
- Guaranteed compatibility with SAP[®] R/3[®] 4.6c, Enterprise (4.7) and future versions.
- Greater security than alternative approaches to accessing SAP HR data.
- Real-time and near real-time charting of SAP organisational data.
- Access to all SAP HR info-types (including those not stored in the HR module).
- Leverages SAP native security roles to restrict access to data.



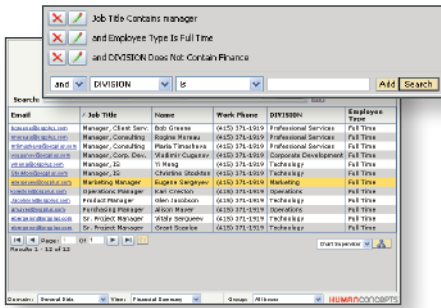
CHOSEN BY OVER 400
FORTUNE 500
COMPANIES



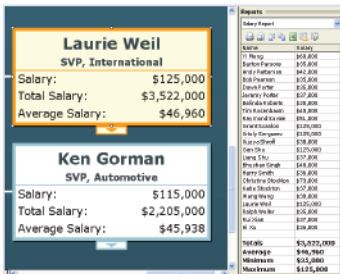
Feature Overview

“ As a global company using SAP, we needed a solution that would give our 2,000 employees worldwide access to an intranet-based directory, putting a face to a name. We found our solution in OrgPlus Enterprise because it speaks to SAP solutions and maintains the reporting hierarchy. ”

*Paul Morgan, Manager,
Data Warehousing
Viskase Companies, Inc.*



Use the Advanced Search panel to select complex criteria to search through your organisation.



Dynamic reporting tools allow you to create reports using chart data, test what-if scenarios and visualise potential budget or headcount impact by chart branch.

Key Benefits of OrgPlus for SAP:

- Reduce costs of maintaining organisational information manually.
- Empower employees and management to view organisational charts as needed.
- Provide organisational scenario planning before impacting company structure.
- Manage organisational changes quickly and accurately.
- Tight integration with the Microsoft Office platform; export data directly to Excel, Word, PowerPoint as well as Adobe Acrobat PDF.

Key Capabilities of OrgPlus for SAP:

- OrgPlus has certified integration with the SAP HR Organisational Charting Interface (HR-OCI), allowing direct, secure access to SAP HR data to build charts.
- Ability to log into OrgPlus using existing SAP user accounts and passwords.
- Specialised tools for creating and communicating organisational charts.
- Advanced employee search capabilities.
- Supports workforce modelling and analysis.
- Flexible security architecture that allows control of exactly what organisational data is presented to any given user.

Integration Between OrgPlus and SAP:

- Allows HR professionals to analyse employee information for workforce modelling, budgeting and planning.
- Gives comprehensive and customisable reports such as headcount roll-ups, employee status, vacancy analysis and vacation balances.
- Ensures authorised-only access to your SAP data.
- Leverages pre-existing security information and eliminates maintaining security information in multiple places.

Benefits of OrgPlus/SAP Enterprise Portal Integration Include:

- Ability to provide portal users with context-specific charts based on their identity ('My Team, My Department', etc.).
- Single Sign On Support – eliminates the need to manage additional user accounts and passwords.
- Complete control over which organisational chart features are enabled (print, save or export).
- Manager Self-Service/Employee Self-Service integration.

OrgPlus for SAP Enables True Workforce Planning Activities:

- Provides a foundation to actively train, recruit or restructure resources.
- Helps bridge knowledge gaps due to attrition.
- Supports maximum organisational effectiveness.
- Takes separate initiatives out of silos and integrates them as part of an overall plan.

HUMAN CONCEPTS™

Workforce Modelling and Intelligence

European Headquarters

Suite 10, The White House
42 The Terrace, Torquay
Devon, TQ1 1DE, United Kingdom

+44 (0) 1803 390490 main
+44 (0) 1803 203304 fax
www.orgplus.co.uk

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Products:

- SAP HR-OCI
 - System requirements: see SAP
- OPE 2.5 Hardware/Software Requirements
 - Minimum Hardware: Pentium IV processor or equivalent
 - Single Xeon recommended for > 200 concurrent users
 - Dual Xeon recommended for > 500 concurrent users
 - 5GB of free disk space
- Recommended Memory
 - 512MB RAM minimum
 - 2GB RAM recommended for > 10,000 employees
 - 4GB RAM recommended for > 25,000 employees
- Operating System
 - Windows 2000 Server or Advanced Server
 - Windows XP Professional or 64-Bit Edition
 - Windows Server 2003 family products
- Required Software
 - Microsoft Internet Information Services (IIS) 5.0 or later
 - Microsoft Data Access Components (MDAC) 2.7 or later
 - Microsoft .NET 1.1 framework
 - Microsoft SQL Server (MSDE version available)

OrgPlus Reporting:

- Headcounts
- Employee Vacancies
- Employee Types
 - Contractors
 - Temporary
 - Hourly
 - Consultants
- Employee Status
 - Full time
 - Part Time
 - Leave of Absence
 - Vacation
 - Diversity
- Salary Planning/Budgeting
- Retirement Planning
- Succession Planning
- Skills Management
- Performance Management