

# The Kronos Workforce Central Suite Saba Integration

## KEY BENEFITS

- Gain a single solution that is easy to use
- Achieve real-time insight into critical employee information
- Provide management with a single, comprehensive platform for workforce and talent management
- Increase visibility into training, certification, and development

## A Comprehensive Workforce and Talent Management Solution

Kronos has integrated the Workforce Central® suite with Saba's talent management solution, giving companies of all sizes a comprehensive workforce and talent management solution.

It truly is a win-win. The Workforce Central suite provides the tools your organization needs to manage and control all aspects of your workforce — critical areas such as recruiting, time and labor, scheduling, HR and payroll, and reporting and analytics.

The Saba solution is a comprehensive, industry-leading talent management solution that enables companies to mobilize teams and individuals, accelerate critical business processes, and encourage knowledge sharing and collaboration to drive business performance.

Together, the Workforce Central suite and Saba provide your organization with a single, easy-to-use solution for your workforce and talent management objectives. As a result, your organization will gain significant business advantages related to reducing labor costs, increasing productivity and results, and better identifying, developing, and deploying top talent.

### The power of talent management

Saba's talent management solution helps organizations get the most out of their employees with powerful solutions for learning, goals, performance reviews, compensation management, succession planning, and workforce planning.

Yet by integrating Saba with the Workforce Central suite, your organization can become more productive by streamlining processes. Training and compliance become much more consistent as mandatory training activities are tied to time and attendance and labor management capabilities. Now you can also fully manage and align the workforce — including recruiting hourly and nonexempt employees — with such tools as goal management and performance reviews. You can also gain deeper insight into all talent to improve succession planning and workforce deployment to align top talent with your most critical business goals.

### A single solution delivers many benefits

If you're currently using the Workforce Central suite and Saba separately, you will gain many significant benefits from this integration. Not only will you eliminate the redundant efforts, but you will reduce the amount of time once spent on administrative tasks. At the same time, you will empower all employees. Managers and employees can communicate more freely using self-service capabilities, and HR and payroll staff can focus on more strategic, higher-value projects.

With the integration of the Workforce Central suite and Saba, organizations can easily access Saba's full range of talent management functionality and capabilities, including:

- A powerful competency model and people profile that aggregates all employee and job data in a single talent profile
- Tools for goals and objectives management to best align talent with business goals
- Performance review tools to drive accountability, measure progress, and reward success
- Industry-leading learning management to ensure proper compliance and development of your entire workforce
- Compensation management capabilities to increase visibility and improve the use of compensation as a motivational tool

- Succession and workforce planning functionality to gain true insight into existing bench strength — critical for developing future leaders and aligning employees with emerging business initiatives
- Social media tools to enable real-time feedback on employee performance, strengths, and areas of improvement
- Real-time collaboration and virtual classroom tools to facilitate better training and development across highly decentralized enterprises, including franchisees

### The Saba advantage

Saba solutions are the perfect complement to the Workforce Central suite too. In the past, organizations with just a learning and talent management solution in place wanted additional recruiting and workforce management functionality, such as time and labor or scheduling.

The integration of Saba and the Workforce Central suite provides:

- Recruiting for exempt and nonexempt positions with seamless new-hire onboarding and training
- Tighter connections between learning, talent management and HRIS functions like payroll
- More consistent workforce compliance and workforce development
- Better workforce productivity through the combination of workforce management, goals, and performance reviews

Saba talent management solutions can also play a critical role in the more strategic aspects of onboarding. This is vital in high-turnover industries to make sure employees get important orientation or specific training they need to become productive in the shortest amount of time. Saba solutions have also been developed to track employee training and certifications to better comply with industry and government regulations.

### Robust integration

With Workforce Central's intuitive user interface integrated with Saba, your organization stands to gain the best of both systems. This powerful solution delivers an easily configurable, reliable, and scalable solution that reduces your total cost of ownership.

#### Data exchange between the Workforce Central suite and Saba



- The interface feeds critical employee information into Saba
- Data includes employee information, job profile records
- This data is integrated directly and in real time to Saba
- Saba is able to access critical workforce-related data, such as time and scheduling records



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