



# Tilburg University

Tilburg University is specialised in social sciences and strives to understand and improve society for its citizens. Tilburg University has 19.000 students from 132 nationalities, and 2600 employees.

***“SAP SuccessFactors helps us to optimize our business operations so we can focus on good education and research.”***

**Maurice Driessen**

Program Manager HR at Tilburg University and Project Manager during implementation of SAP SuccessFactors



Tilburg University used SAP-HCM before the implementation of SAP SuccessFactors. A lot of administration was done by hand and took a lot of time. Every faculty handled processes their own way, which did not always benefit the efficiency. The wish arose to harmonise and digitalise processes and to offer self-service, with the main goals of efficiency and user-friendliness as motivation.

- ☑ Recruitment
- ☑ Employee Central
- ☑ SAP Payroll
- ☑ Performance & Goals
- ☑ HuRis Document Manager
- ☑ HuRis Illness Manager
- ☑ HuRis Flexben Manager

# Results



## **SAP SuccessFactors increases independency, ensures efficiency and enables strategic HR**

### **INDEPENDENCY AND INSIGHT**

The implementation of self-service has lowered the threshold as well as heightened the motivation for employees to do their own administration. Changing data or submitting requests (e.g. leave of absences) happens in one environment, which gives the employees more control and insight into their own data.

### **TIMESAVINGS DUE TO IMPROVED EFFICIENCY**

Self-service has made HR processes quicker, easier and more transparent. The administrative burden has decreased, and less mistakes are made. This alle saves time that can now be used to handle more complex HR issues, as well as to expand HR services.

### **INTEGRATED COMPLIANCE SYSTEM**

SAP SuccessFactors has made it easier for Tilburg University to comply with the requirements regarding safety and privacy, as for example the GDPR.

### **DATA DRIVEN DECISIONS**

The increased accessibility and availability of data supports Tilburg University in making well-considered and better decisions regarding personnel issues. This can be used as substantiation and justification for strategic HR policy.



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