

## Harmonize Visa and Permits Processes and Improve Insight



As organizations expand into new countries and regions to increase market share and find the right talent, their local and global HR teams must keep track of ever-changing processes across local and regional jurisdictions. This helps ensure they **bring the right people on board at the right time**. The SAP® SuccessFactors® Visa and Permits Management solution helps you automate these processes.



# Optimizing Processes with SAP SuccessFactors Visa and Permits Management

## VISA AND PERMITS MANAGEMENT

With SAP SuccessFactors Visa and Permits Management, you can deploy an employee visa and permits framework around the globe in line with country- or region-specific processes to ease the burden of regulatory compliance and support your mission to source the best talent internationally. Provide central insight, facilitate audits, and reduce the risk of penalties resulting from noncompliance.

You can also help your HR teams keep a finger on the pulse of visa and permit processes, capture the right data, and inform all necessary internal and external stakeholders. The solution provides

reminders when important expiry dates come up and helps HR monitor and reach milestones. At the same time, employees, managers, and even recruiters can access the solution to track the status of visa and permit applications.

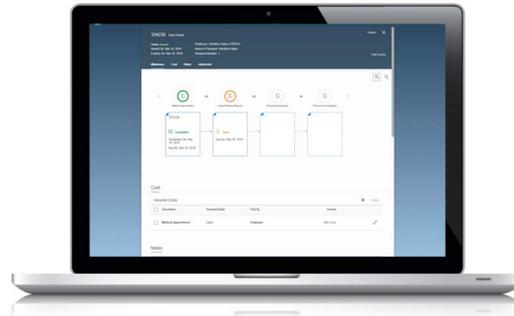


Figure 1: Visa and Permits Management



## ELIGIBILITY CHECKS

Define visa and permit approval criteria to help ensure your expected hiring is in line with potential limits imposed by local governments. This step is mainly relevant in countries where expat populations are very high and controlled. When such limits are imposed, the solution helps your recruiting department act based on the agreed headcount.

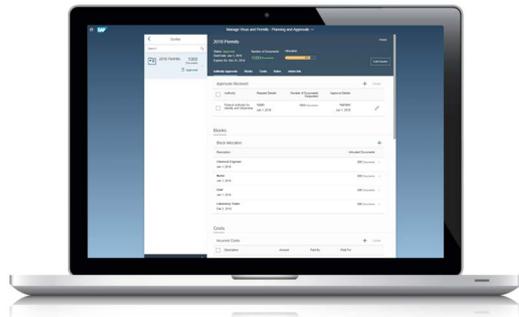


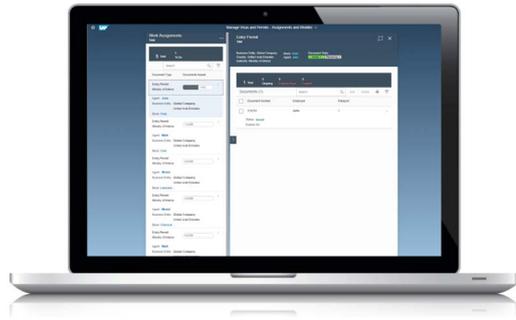
Figure 2: Eligibility Checks

## REAL-TIME MONITORING

Allow your agents to operate from a central worklist, and give them continuous insight into visa and permit management processes for both employees and contingent labor, and potentially include their dependents as well. You can also monitor related expenses and communicate the cost to your finance department. And you can track sponsors in countries where this is needed.



Where you outsource visa and permit processes to external agencies, SAP SuccessFactors Visa and Permits Management allows these external agents to access the solution and administer processes. This means you stay in charge of your people data, helping you comply with data-protection and privacy regulations.



**Figure 3: Real-Time Monitoring**

## **INTEGRATION WITH SAP SUCCESSFACTORS EMPLOYEE CENTRAL AND SAP SUCCESSFACTORS RECRUITING**

Built on SAP Cloud Platform, SAP SuccessFactors Visa and Permits Management offers preconfigured integration with the SAP SuccessFactors Employee Central and SAP SuccessFactors Recruiting solutions, helping you communicate people data across these solutions efficiently. As it shares a common architecture with all SAP SuccessFactors solutions, you can intuitively integrate visa and permit processes into other core HR processes. SAP SuccessFactors Visa and Permits Management also provides connectivity features, allowing you to communicate with local authorities and other third-party applications.



## KEY BENEFITS

SAP SuccessFactors Visa and Permits Management helps you:

- **Decrease risk** by allowing you to define visa and permit processes in line with country requirements or legal constraints defined by authorities. This includes highlighting milestones and potential expenses and identifying representatives for engaging with local authorities.
- **Increase compliance** through auditable processes, with the ability to define criteria for eligibility checks and approvals as well as the number of visas and permits allowed by local authorities

- **Enhance efficiency** by providing central worklists based on country-specific processes for visa and permit issuance, extensions, renewals, or cancellations
- **Improve decision-making** by providing HR, recruiters, managers, and employees with insight into visa and permit processes

## LEARN MORE

For more information about SAP SuccessFactors Visa and Permits Management, please visit us [online](#).

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