

HYBRID TIME OFF

Enjoy SAP HCM reliability and SuccessFactors innovation, evolve your time off management without losing what works

Hybrid Time Off is the solution that allows you to quickly adopt SuccessFactors Time Management while preserving your existing investment in SAP HCM.

Leave requests are **created, approved,** and **automatically integrated** into SAP ERP, making them immediately available for payroll processing.

Absence management made simple : SAP power & SuccessFactors User Experience

Hybrid Time Off integration is designed to meet the highest standards for self-service absence requests.

Criteria	Hybrid Time OFF	
	SAP HCM	SuccessFactors
Leave entitlement	✓	
Mobile access		✓
Workflow		✓
Business rules	✓	✓
Service continuity	✓	✓
Cascading deduction	✓	✓
Half-day absences		✓
Reminders & notifications		✓
Substitution management		✓
Team absence calendar		✓
"On behalf" absence request		✓
Reporting	✓	✓

Time off

Empower employees with autonomy while giving managers full control

SAP HCM

The power to handle the complexity of absence management

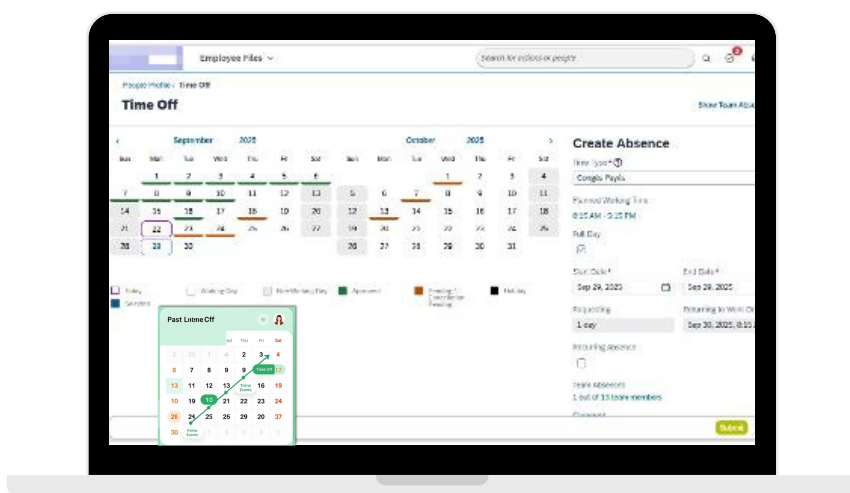
Hybrid Time Off

The perfect combination of both!



Key features

- View leave balances and entitlements
- Submit absence requests (including half-day)
- Automatic inheritance of business rules
- Modify or cancel submitted requests
- Synchronize work schedules
- Submit requests even during payroll runs
- Chronological and accurate leave deduction
- Integrated reporting through People Analytics
- Full traceability and audit log of all requests



HYBRID TIME OFF BUSINESS BENEFITS



Mobility

Enjoy full access to SuccessFactors mobile apps (iOS & Android), submit and approve absences anytime, anywhere



Flexibility

Deploy by phase, entity or employee groups.
Hybrid Time Off adapts to your organization's rollout strategy



Productivity

Simplified workflows and real-time validation save time for both employees and managers



Cost efficiency

Time Off Hybrid maintains your SAP HCM rules and parameters, avoiding expensive system overhauls or complex data migration.



Security

Real-time data flows ensure security, while native traceability mechanisms provide accurate tracking of all requests



Integration

Fast implementation: no need for heavy functional analysis or complex rule migration. Integration tools are normalized



Scalability

Time Off Hybrid keeps the option open for a full migration to SuccessFactors Time Tracking



About Us



Kartosa specializes in SAP solutions for human resources management. We help our clients improve their performance and streamline the management of their information systems. Our experience covers system implementation, integration, updating, maintenance and support. Our reporting, editing, and integration technologies provide additional value to SAP HCM and SuccessFactors cloud ERP systems.

Transform absence management into a lever for HR performance.

Contact us



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