用友
yonyou

COLLABORATION | EMPOWERMENT

HR CLOUD

Digital HR

INTRODUCTION

Yonyou, founded in 1988, forms an enterprise Internet service with software, cloud businesses based on technologies of mobile Internet, cloud computing, big data, AI, IoT, and blockchain. As an Asia Pacific's leading ERP software and cloud services provider for enterprises, Yonyou develops rapidly in the fields of digital marketing, collaboration, intelligent manufacturing, shared finance, shared HR and corporate accounting services, etc.

Yonyou HCM Cloud has served more than 4000 large-sized companies over two decades, where the services cover the Mainland China and overseas, such as Hong Kong, Singapore, Macau, Taiwan, Malaysia, Thailand, etc.

- **Global HRM System Optimization and Efficient Operations**
  Optimize HR management and control system, where the vertical control ensures effectiveness and the horizontal control ensures efficiency;
  Standardize HR processes to create an efficient HR operating system;
  Achieve cross-border payroll management complied with local salary and tax rules in various places.

- **From Management to Services**
  Support the transformation of HR shared services, which makes HR operations more centralized, and drives businesses;
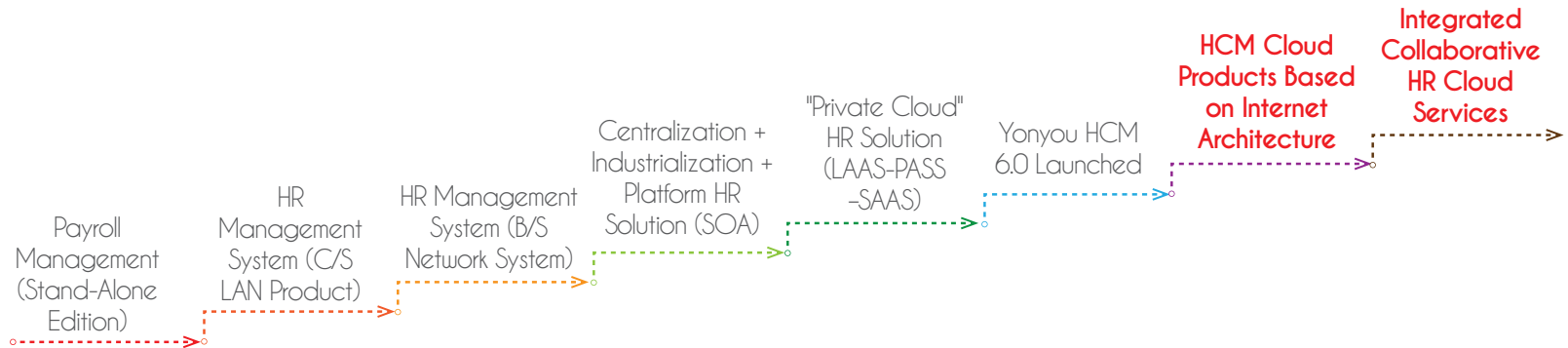 Accelerate human capital appreciation through continuous talent development based on performance;
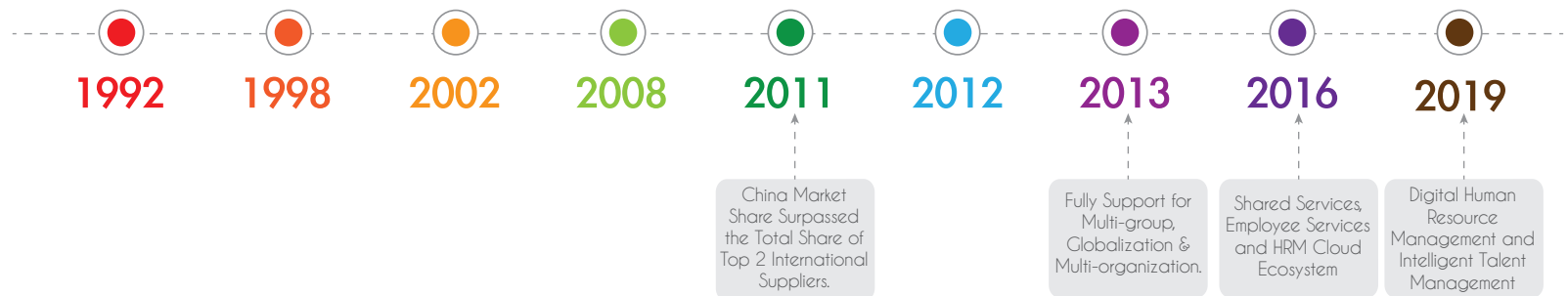 Enhance employee experience and participation to stimulate employee vitality and empower employees.

- **Redefine Organizations, Talents and Jobs**
  Construct a social ecosystem, and a talent ecosystem to drive the organization's sustainable development and business innovation;
  Lead business transformation and upgrading with business insights based on operational data analysis.

Payroll Management (Stand-Alone Edition)

HR Management System (C/S LAN Product)

HR Management System (B/S Network System)

Centralization + Industrialization + Platform HR Solution (SOA)

"Private Cloud" HR Solution (LAAS-PASS –SAAS)

Yonyou HCM 6.0 Launched

HCM Cloud Products Based on Internet Architecture

Integrated Collaborative HR Cloud Services

MARKET SHARE NO.1 FOR 12 YEARS

1992   1998   2002   2008   2011   2012   2013   2016   2019

China Market Share Surpassed the Total Share of Top 2 International Suppliers.

Fully Support for Multi-group, Globalization & Multi-organization.

Shared Services, Employee Services and HRM Cloud Ecosystem

Digital Human Resource Management and Intelligent Talent Management

(CCID)

CORE VALUES

SMART COLLABORATION

- Centralized Portal
- Social Integration
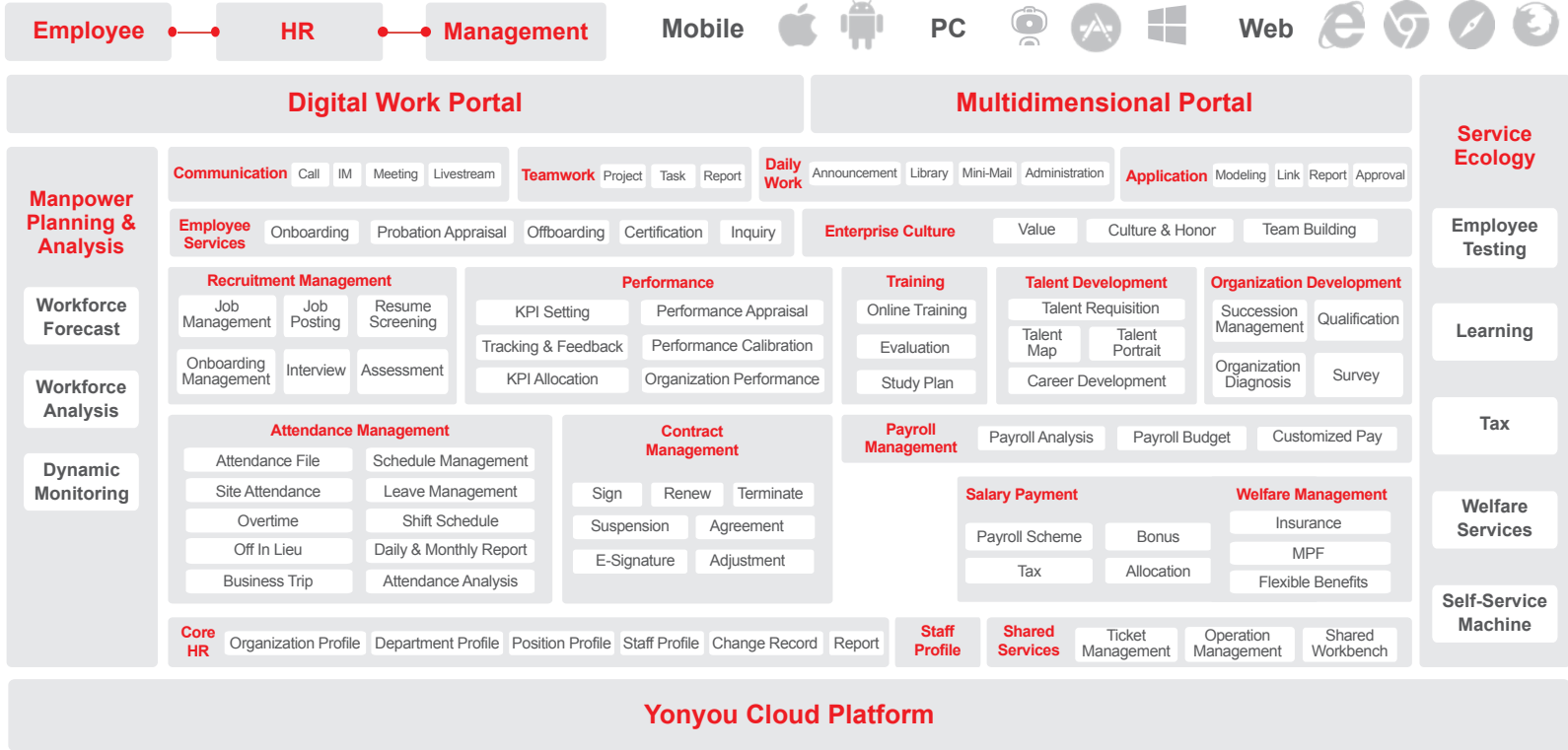- Workplace Collaboration
- Teamwork and Productivity

EMPLOYEE EMPOWERMENT

- Goal Setting
- Real-time Feedback
- Continuous Growth
- Employee Service
- Dynamic Compensation System and Health Management
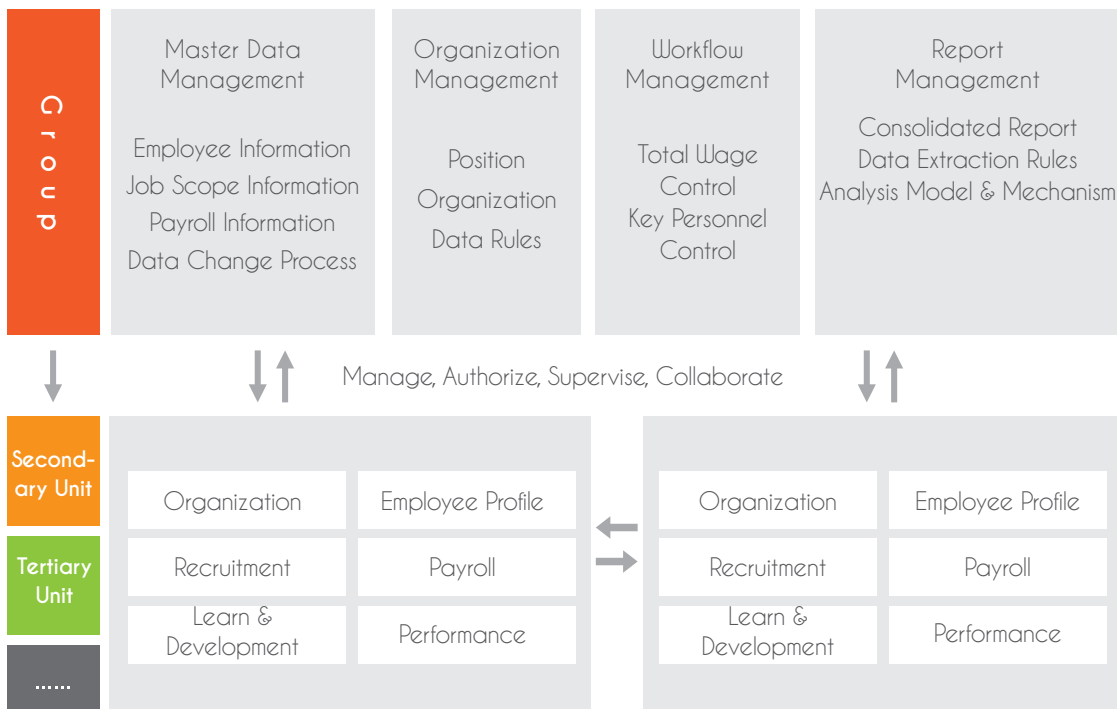
ORGANIZATION VITALITY

- Highly Authorized Organizations
- Cross-Border Leadership
- Digital Platform
- Data-Driven Decision-Making
- Open, Transparent, Collaborative and Innovative Culture

SOLUTION OVERVIEW

Employee — **HR** — **Management**

Mobile **PC** **Web**

Digital Work Portal

Multidimensional Portal

Service Ecology

Manpower Planning & Analysis

Workforce Forecast

Workforce Analysis

Dynamic Monitoring

Communication | Call | IM | Meeting | Livestream

Teamwork | Project | Task | Report

Daily Work | Announcement | Library | Mini-Mail | Administration

Application | Modeling | Link | Report | Approval

Employee Services | Onboarding | Probation Appraisal | Offboarding | Certification | Inquiry

Enterprise Culture | Value | Culture & Honor | Team Building

Recruitment Management
- Job Management | Job Posting | Resume Screening
- Onboarding Management | Interview | Assessment

Performance
- KPI Setting | Performance Appraisal
- Tracking & Feedback | Performance Calibration
- KPI Allocation | Organization Performance

Training
- Online Training
- Evaluation
- Study Plan

Talent Development
- Talent Requisition
- Talent Map | Talent Portrait
- Career Development

Organization Development
- Succession Management | Qualification
- Organization Diagnosis | Survey

Employee Testing

Learning

Attendance Management
- Attendance File | Schedule Management
- Site Attendance | Leave Management
- Overtime | Shift Schedule
- Off In Lieu | Daily & Monthly Report
- Business Trip | Attendance Analysis

Contract Management
- Sign | Renew | Terminate
- Suspension | Agreement
- E-Signature | Adjustment

Payroll Management | Payroll Analysis | Payroll Budget | Customized Pay

Salary Payment
- Payroll Scheme | Bonus
- Tax | Allocation

Welfare Management
- Insurance
- MPF
- Flexible Benefits

Tax

Welfare Services

Self-Service Machine

Core HR | Organization Profile | Department Profile | Position Profile | Staff Profile | Change Record | Report

Staff Profile

Shared Services | Ticket Management | Operation Management | Shared Workbench

Yonyou Cloud Platform

05

CROSS BORDER GROUP CONTROL

Six Basic Elements of HR Management and Control

Group

Master Data Management	Organization Management	Workflow Management	Report Management
Employee Information Job Scope Information Payroll Information Data Change Process	Position Organization Data Rules	Total Wage Control Key Personnel Control	Consolidated Report Data Extraction Rules Analysis Model & Mechanism

Manage, Authorize, Supervise, Collaborate

Secondary Unit

Tertiary Unit

......

Organization	Employee Profile
Recruitment	Payroll
Learn & Development	Performance

Organization	Employee Profile
Recruitment	Payroll
Learn & Development	Performance

For large-sized enterprises, a solid management and control system has been viewed as the basis of HR management.

Therefore, it is essential to select the right management and control models and then establish the corresponding mechanisms. When defining the group structure, it is necessary to fully utilize the control function to achieve consistency in the corporate policy and culture to improve management efficiency.

Yonyou always helps enterprises to improve enterprises' abilities to manage and control human resources with digital approches.
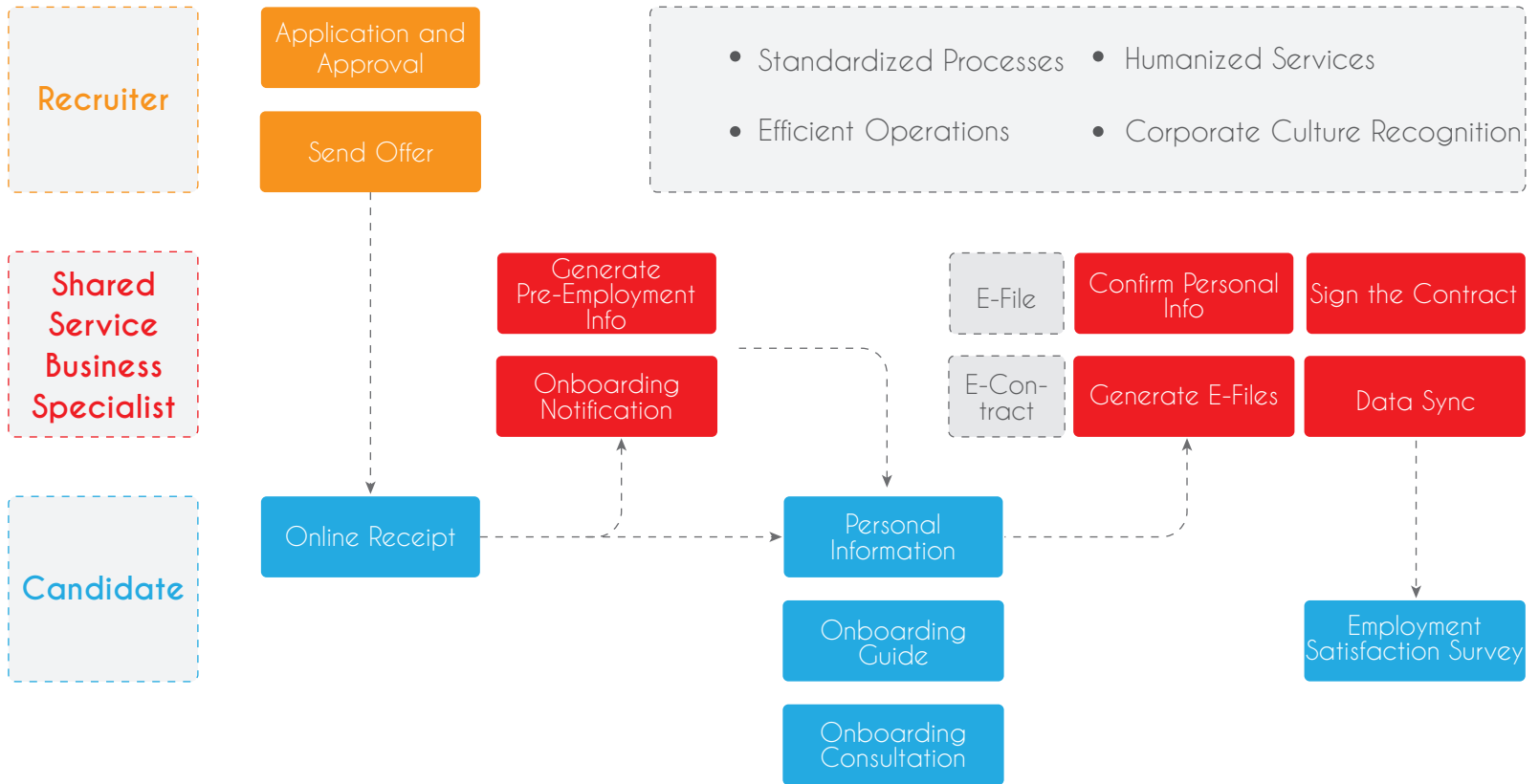
LIFE-CYCLE SERVICES

Transactional HRM → Digital Transformation → Strategic HRM

Strategy — Integrate HR functions and tasks with corporate strategic goals.

Talent Management — Provide solutions for recruiting, developing and retaining key employees.

HR Service — Provide professional services for employees

Administrative Affairs — Manage payroll and other basic HR administrative affairs.

Omni-Channel · Multi-Role · Easy · Digital · Smart · Multi-Level

Access Layer

| Employee Portal | HR Portal | Manager Portal | Mobile APP | Self-Service Terminal | Hotline | ...... |

Unified Digital Work Portal

Application Layer

Staff Services
Mobile Attendance	Business Application
Salary Inquiry	Certificate Issuing
Personal Information	Q&A

HRBP Services
Onboarding	Offboarding	Contract
Staff Consultation	Employee Transfer	Salary
Attendance	MPF	Insurance

Manager Services
| Team Profile | Employee Check |
| Document Approval | Employee Profile |

Platform Layer

HR Management Platform
Incentives	Salary and Benefits	Organization Management
Employee Development	HR Management	Recruitment Management
Time Management	Learning Management	Performance Management
Budget Planning	Succession Management	Talent Check

Shared Service Platform
Ticket System	Knowledge Library
Ticket Classification	Warehouse Management
Ticket Distribution	Information Sync
Ticket Processing	Service Feedback

Data Analysis
| Report Inquiry |
| Model Analysis |
| Data Warehouse |
| Data Mining |

Operation Platform
| Service Catalog |
| Monitoring |
| Process Engine |
| Notification |

Integrated Platform
| Outsourcing Services |
| Recruitment Website |
| Background Check |
| CPF/Bank |

Data Layer

(iUAP)

SHARED HR SCENARIOS

Employee Onboarding Process Under Shared HR

Recruiter

Application and Approval

Send Offer

- Standardized Processes
- Humanized Services
- Efficient Operations
- Corporate Culture Recognition

Shared Service Business Specialist

Generate Pre-Employment Info

Onboarding Notification

E-File

E-Contract

Confirm Personal Info

Generate E-Files

Sign the Contract

Data Sync

Candidate

Online Receipt

Personal Information

Onboarding Guide

Onboarding Consultation

Employment Satisfaction Survey

COMPREHENSIVE SERVICES

Full lifecycle, mobile and smart employee services make employees connect with the organization more closely, which can comprehensively improve their experience.

- Access HR Info Anytime and Anywhere
- Full Life Cycle Services
- Communication and Collaboration
- Practical Life Services

E2E (End to End) Lifecycle Employee Services

Offer Receipt

Company Culture
Onboarding Guidelines

Onboarding Services

Onboard

Contract Attendance Holiday Leave

Probation Appraisal Services

Work Circle

Schedule

Employee Certification

Enquiry

Salary Inquiry Benefits Taxes

On The Job

Employee and Organization Portrait

Mobile Approval

Mobile Reimbursement

Provisioning Services

Offboard

Handover
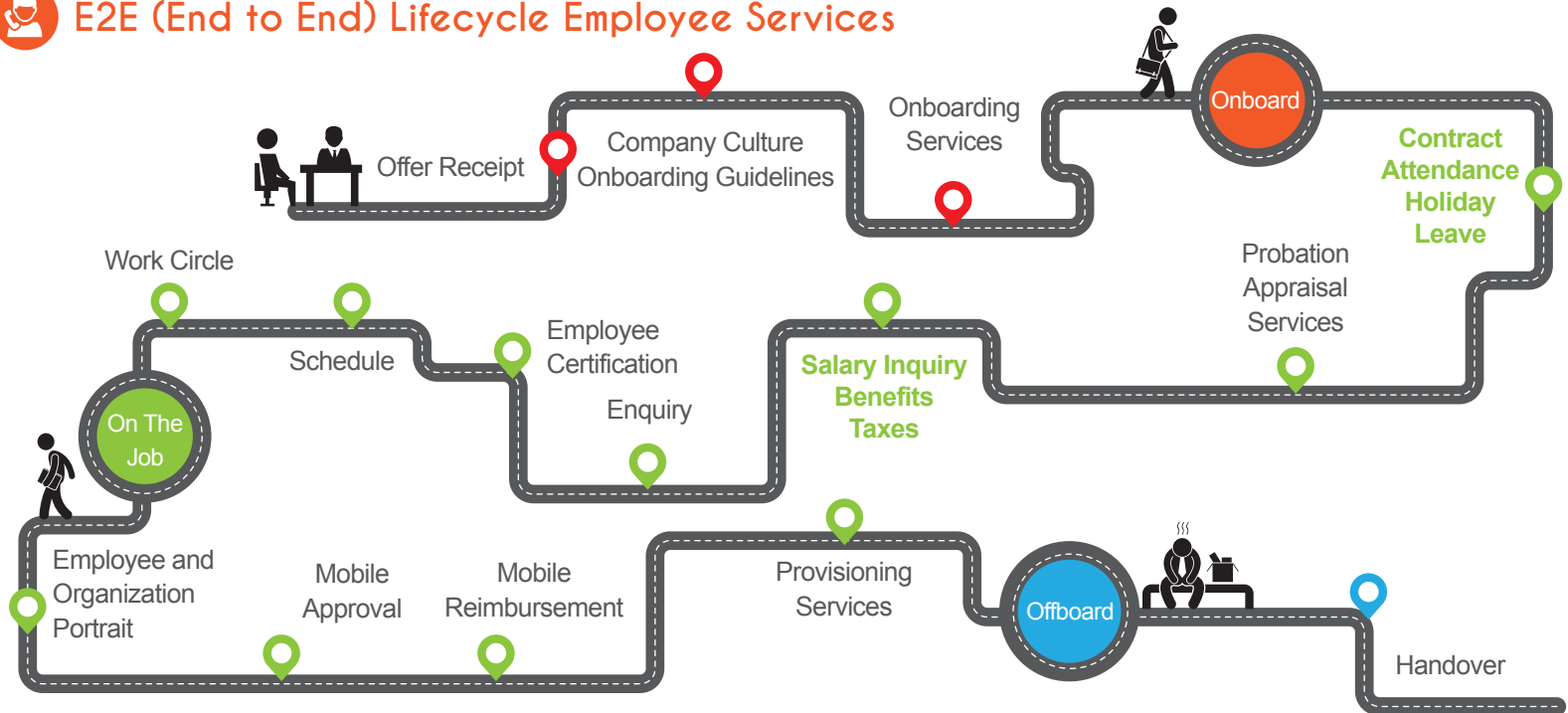
COMPREHENSIVE SERVICES

O2O (ONLINE TO OFFLINE) OMNI-CHANNEL SERVICES
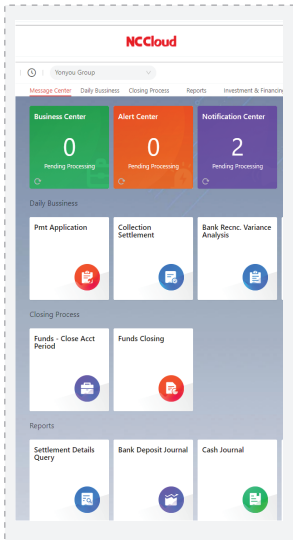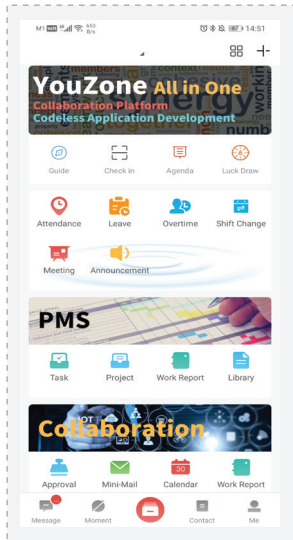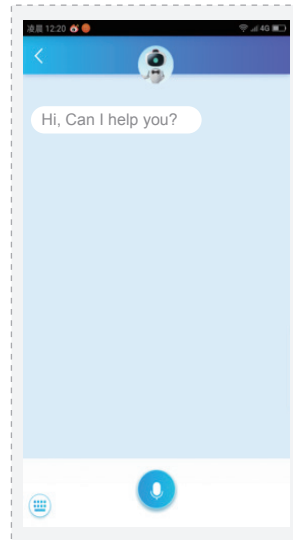
| Web Portal | APP | Smart Assistant | Self Service Machine | Hotline |
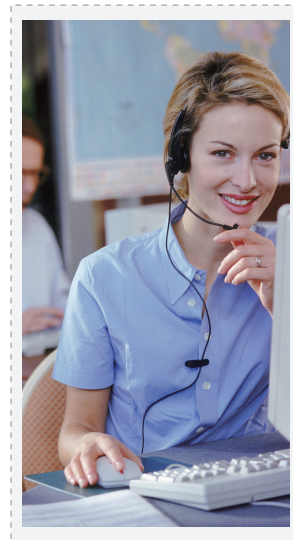
CORE HR

- Multi-Level Organization Management
- Department and Position Management
- Organization Chart

- Contract Agreements
- Date Alert
- Employee Information

- Certificate Issuance & Consultation
- Process Management & Monitoring
- Service Workbench

Organizatio

Personnel

CORE HR

Process

Attendance and Leave

Salary

Report

- Leave Rules & Mobile Attendance
- Flexible Scheduling
- Flexible Working Hours & Overtime Shifts
- Attendance Report

- Payroll Items and System
- Compensation Adjustment & MPF
- Cost Analysis

- Staff Structure
- Change Analysis
- Cost Analysis
- Customized Reports

GOAL AND PERFORMANCE MANAGEMENT

Continuous Performance Management

Strategy, Goals, Key Results		Improvements		Performance		Development	
OKR		Continuous Feedback		Assessment		Result-Oriented	
OKR	Target map	Progress tracking	Coaching	Performance Evaluation	Performance Feedback	Development Plan Future Goal	Bonus Stock

Real-time Feedback →
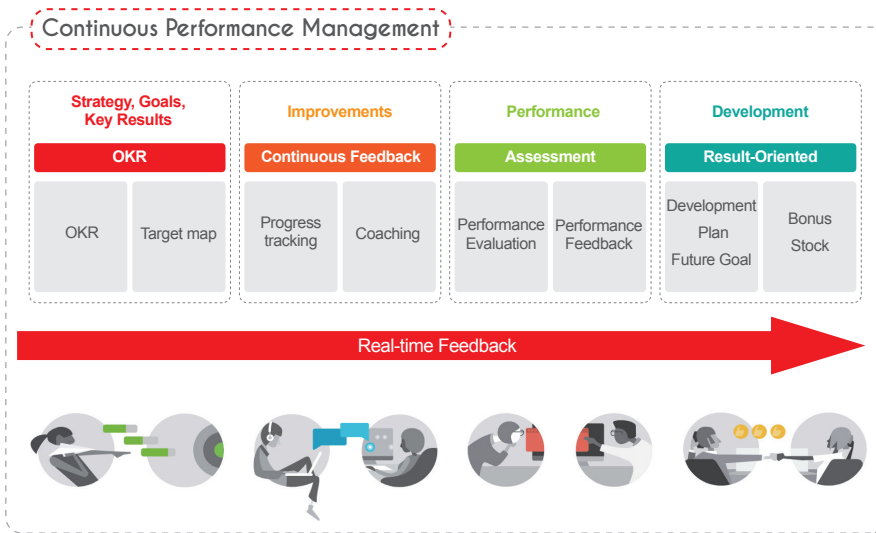
Continuous Feedback

- An open culture for achievement recognization
- Frequent and timely appraisal
- Guidance to employees to improve their skills
- A sense of accomplishment from work

Mobile Assessment

- Support PBC and KPI assessment
- Mobile terminal assessments
- Daily performance report for data-driven assessment

Goal Management

- Let employee understand how individual goal supports the company goal
- Make the organization more transparent
- Ensure the same goal for the team and the goal can be adjusted under VUCA in time

Performance Calibration

- Horizontal comparison of the same positions
- Common indicators for efficient performances score
- Calibration for assessment score and assessment level

INSIGHTS AND DECISIONS

Based on data and intelligent analysis, understand the current status of talent management, effectively prepare for the problems and challenges that talent management may face in the future, and help organizations make more scientific
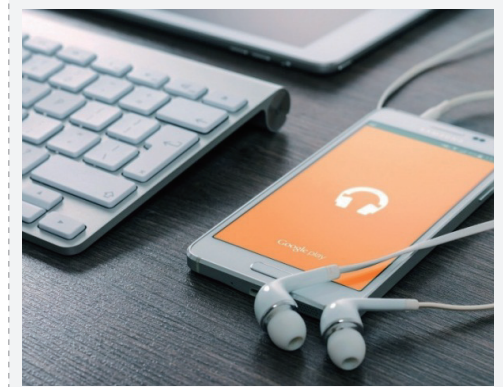

Workforce Forecast

Demand Forecast
Labor Cost Budget

Labor Cost Analysis

Salary-Related Indicators
Labor Cost Related Indicators
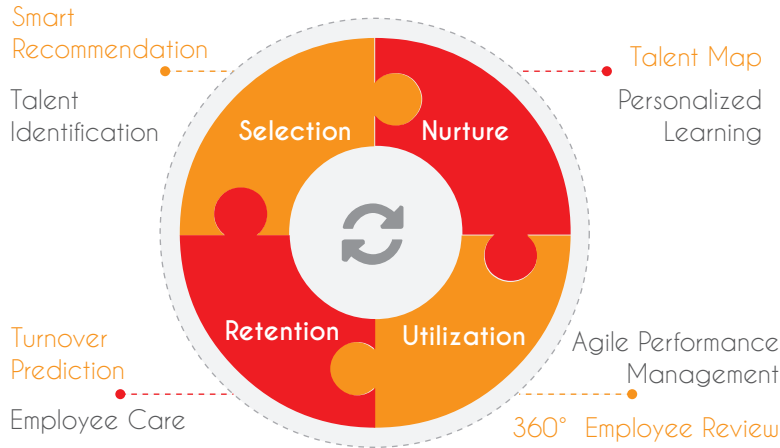Labor Efficiency Related Indicators
Personnel Cost Related Indicators

HR Operation Analysis

Performance Analysis
Employee Profile
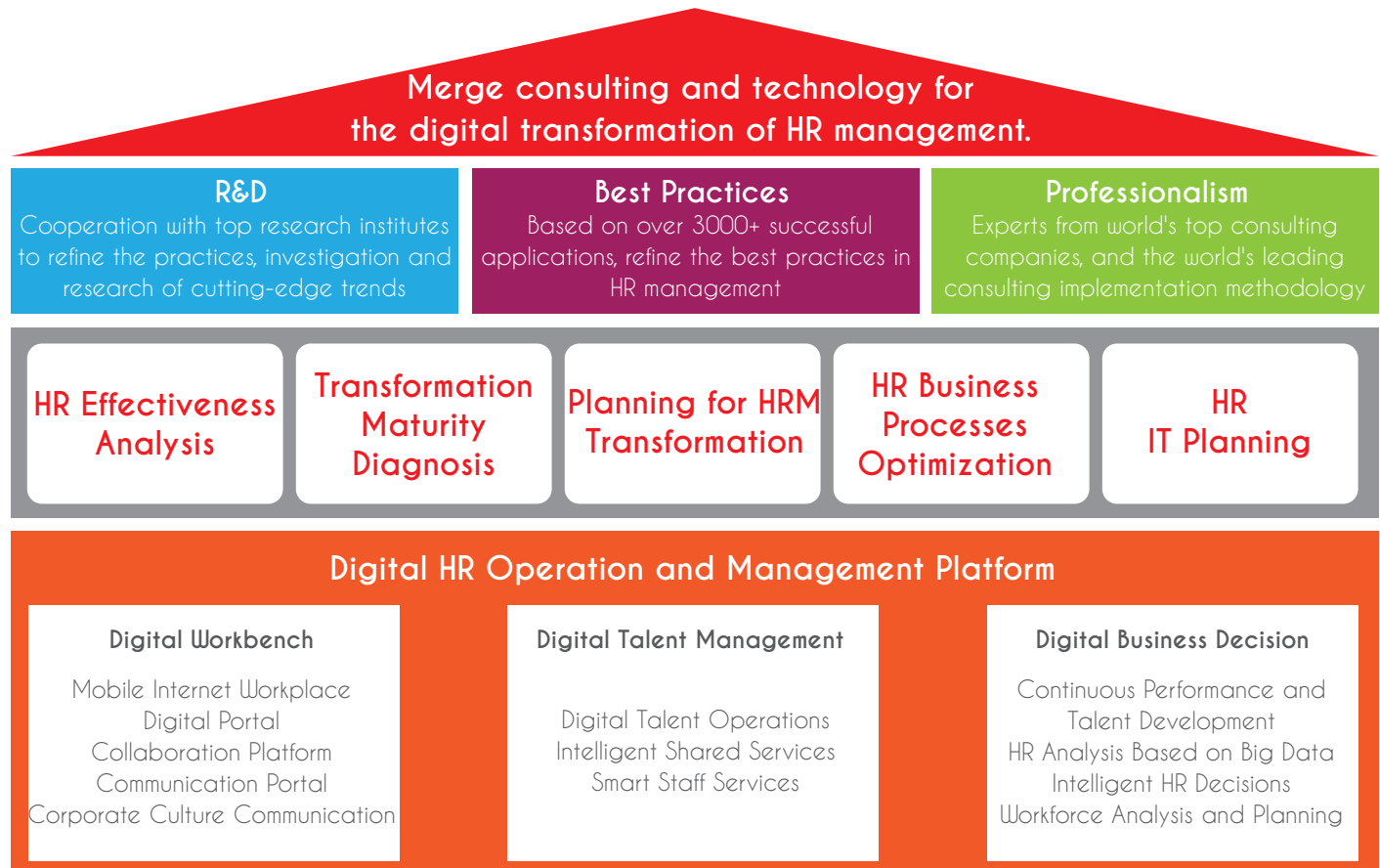Recruitment Effectiveness Analysis
Training Effectiveness Analysis

Dynamic HR Data

Data Driven: Deeper talent management insights, forward-looking recommendations, and smarter decisions on talent management.
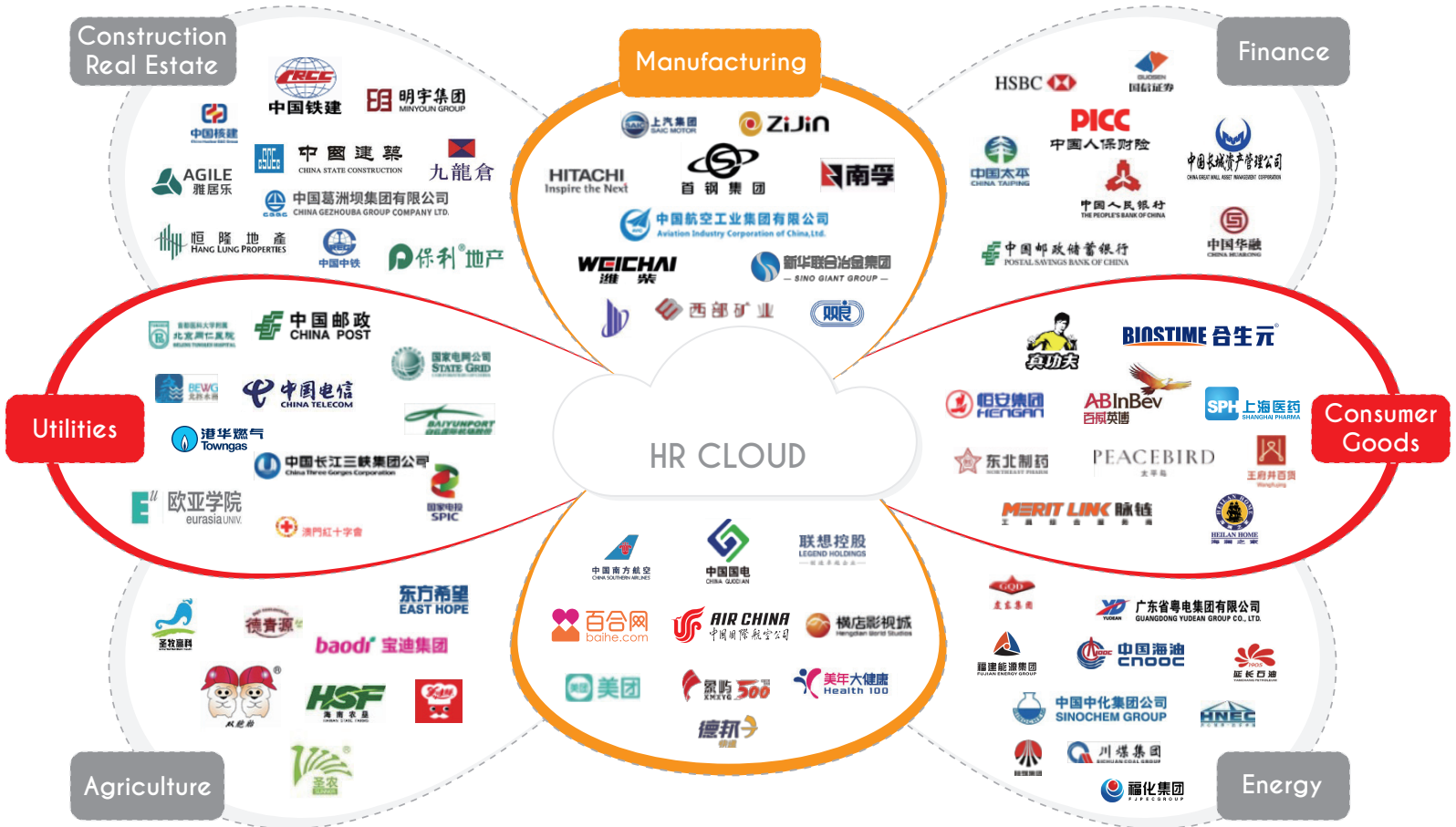
Behavior Analysis Organization Evaluation Operation Analysis Talent Analysis Benchmark

Smart Recommendation

Talent Identification

Talent Map
Personalized Learning

Selection Nurture

Retention Utilization

Turnover Prediction

Employee Care

Agile Performance Management

360° Employee Review

Digital HR

Merge consulting and technology for the digital transformation of HR management.

R&D
Cooperation with top research institutes to refine the practices, investigation and research of cutting-edge trends

Best Practices
Based on over 3000+ successful applications, refine the best practices in HR management

Professionalism
Experts from world's top consulting companies, and the world's leading consulting implementation methodology

- HR Effectiveness Analysis
- Transformation Maturity Diagnosis
- Planning for HRM Transformation
- HR Business Processes Optimization
- HR IT Planning

Digital HR Operation and Management Platform

Digital Workbench
Mobile Internet Workplace
Digital Portal
Collaboration Platform
Communication Portal
Corporate Culture Communication

Digital Talent Management

Digital Talent Operations
Intelligent Shared Services
Smart Staff Services

Digital Business Decision
Continuous Performance and Talent Development
HR Analysis Based on Big Data
Intelligent HR Decisions
Workforce Analysis and Planning

GROW WITH CLIENTS

PRESENCE OVERSEAS

BOSS HUGO BOSS
HR management in the retail industry: Integration of organisation, personnel and payroll management

Triumph
Centralized management of organization, personnel and payroll calculation

AECOM
HR management in the construction industry: Integration of resources with cost optimization solutions

UA FINANCE 亞洲聯合財務
Improvement of HR management transparency by setting up an employee self-service platform

經濟日報 HONG KONG ECONOMIC TIMES
Digitalization of HR processes and the management of personnel, time and salary calculation

中国电信 CHINA TELECOM
Centralized management of more than one million staff, with multi-level applications

中国移动 China Mobile International
Centralized management of master data, supporting recruitment, training, performance, salary, and decision-making analysis

China unicom 中国联通
Centralized management of personnel data, supporting recruitment, performance, salary, and decision-making analysis

港华燃气 Towngas
Deployment of an integrated training and learning platform to create the learning culture in the organization
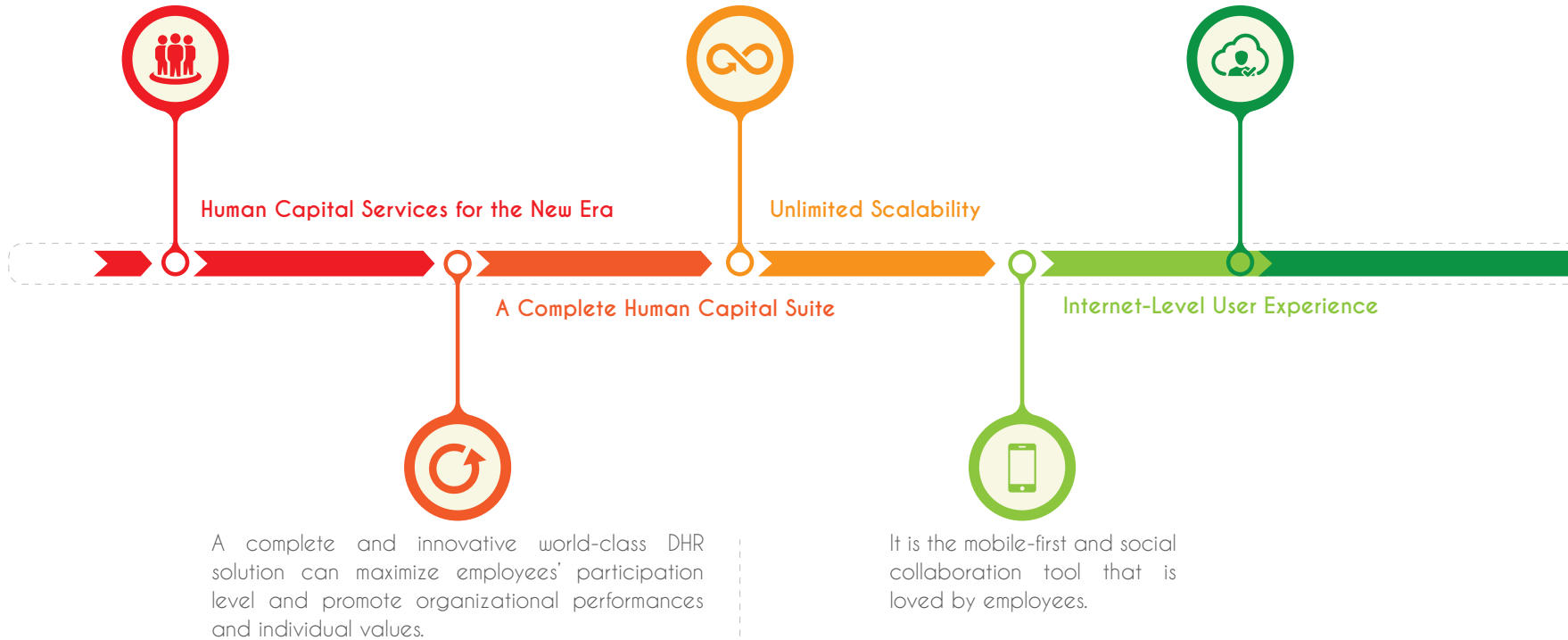
真功夫
Digitalization of the performance and personnel management

TOP 10 REASONS TO CHOOSE YONYOU HR Cloud

Yonyou HR Cloud enables users to benefit from the scale controlled by the group and the flexibility of meeting the requirements of rapid development.

Industry-proven flexibility, scalability, and business values. Yonyou HCM with high configurability is trusted by customers and partners

A mature on-demand application and complete ecosystem, where the pre-defined integration can maximize business flexibility.

Human Capital Services for the New Era

Unlimited Scalability

A Complete Human Capital Suite

Internet-Level User Experience

A complete and innovative world-class DHR solution can maximize employees' participation level and promote organizational performances and individual values.

It is the mobile-first and social collaboration tool that is loved by employees.

It is trusted and chosen by 60 million users and 4000+ group companies, helping enterprises create value

Yonyou is China's largest DHR management solution provider for 15 years and is recognized as the leader in all group DHRs

On-Demand Application Mode

The Largest User Group in China

Industry Leaders Recognized by The Public

Trustworthy History

The Largest Service Network

Ecological Operation System

Yonyou is the leading DHR digital talent management solution service provider with 25 years of HR digitalization experience

Continuous innovation and R&D, support localization services, and a wide service network

Yonyou and ecological partners provide customers with one-stop service of human resources

用友云 | HR CLOUD

yonyou cloud