



# Your smoother HR ride





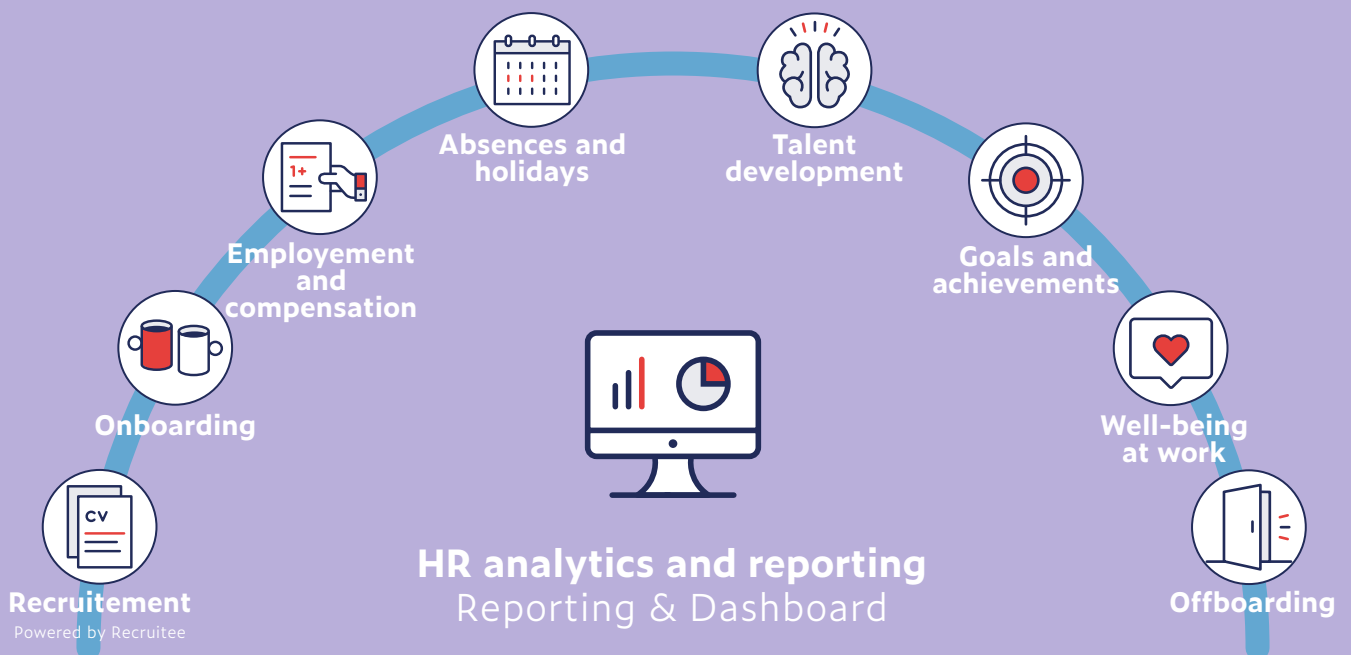
# Your smoother HR ride

Sympa is a complete, fully customisable **HR-solution** that lets you focus on people and smart decision-making.

Get a clear view of all people data and automate all routine HR tasks. You can adjust and scale Sympa by yourself: connect your favourite business software and enjoy Sympa's powerful reporting and analytics tools!

**Manage the entire employee lifecycle from hire to retire!**

## Local or global people business, we've got you covered





# Sympa Core HR

With Sympa you can gather all information in one place, giving HR control of employees from onboarding until offboarding. Here's everything that we offer to help you smooth your HR ride.



## Recruitment

POWERED BY



recruitee

**Effective hiring is critical for vibrant, resilient, growing companies. The Sympa Suite ATS, powered by Recruitee, is an addition that we sell together with the Sympa, as a suite.**

- Build a winning hiring team
- Automate many hiring processes
- Build long-lasting connections with top talent
- Automate postings to hundreds of job boards
- Boost reach acquisition through social sharing and sourcing tools
- Use customisable dashboards for reporting and planning



## Onboarding

**Get your new employees up to speed in no time! With Sympa you can easily manage all your onboarding processes easily in one system**

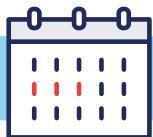
- Create shared onboarding practices for the entire organisation
- Managers and HR can follow the process with smart checklists
- Add new employees to the system in a matter of seconds
- Employee Self Service: let your employees update their own information in Sympa
- Plan the onboarding by following clear check lists



## Employment & Compensation

**When hiring a new employee, it's crucial to get the administrative details ready as fast as possible.**

- Master database that helps simplify HR processes
- Enter personal details and employment information in a matter of minutes
- Over 200 connectors enable smooth communication with other IT systems
- Fully paperless processes by using eSign



## Absences & Holidays

**With Sympa you can easily handle all processes around absences and holidays.**

- Easily request holidays or absences in the system
- Requests can be approved or declined by the manager in a few seconds
- Possibility for substitute approvers to be appointed
- Easy connections to payroll & time management systems make it easy to update information easily in all necessary places whenever needed



## Talent Development

**Sympa enables you to keep track of your employees' roles and responsibilities and identify and prepare for employee gaps ahead of the curve.**

- Job descriptions
- Identify employees' competencies
- Stay up to date on employees' roles and responsibilities with
- Map out future skill needs
- Sympa sends you automatic reminders for expiring permits
- Helps you keep track of when to request additional trainings



## Goals & Achievements

**Making sure your people are happy and motivated is one of the key priorities for any HR department. Happy employees lead to a higher level of productivity and greater achievements.**

- Set and follow up on goals together with the employee and keep the history available in the system
- Run motivating and flexible development discussions
- Standardised appraisal rounds that increase support through two-way dialogue



## Wellbeing at work

**Ensuring the wellbeing of your employees at all your company's locations is one of the most important and effective steps in creating an efficient and motivating workforce.**

- Encourage employees to take care of their own wellbeing
- Register occupational incidents and accidents in Sympa HR
- Offer a transparent and trusted work environment
- Let employees fill out self care assessment forms



## Offboarding

**When an employee leaves the company, you'll have to make sure that all of the necessary tasks are carried out properly and on time.**

- Checklist to follow when an employee leaves the company
- Easy to carry out exit interviews
- Gain feedback that can be used to improve the employee experience and overall practices
- Increase employee retention by gaining valuable insights from exit interviews



# Key Benefits

Enjoy scalable and effortless global HR operations with seamless data flow and access to the right data at all times, resulting in a smoother HR ride for the entire company!

## Connectors, Integrations, API

Plug and play with API

200+ integrations

50+ easy connectors

Marketplace with all connectors (read more here)

## Master Data & Reporting

All HR master data in a single system

Employer & employee self service

Reports in any format based on any data

Easily assign access rights

## Global overview of Your company

Global and local HR processes and data in one place

20+ languages available

Multicurrency

Aligned with local legislation



## Making a solid business case

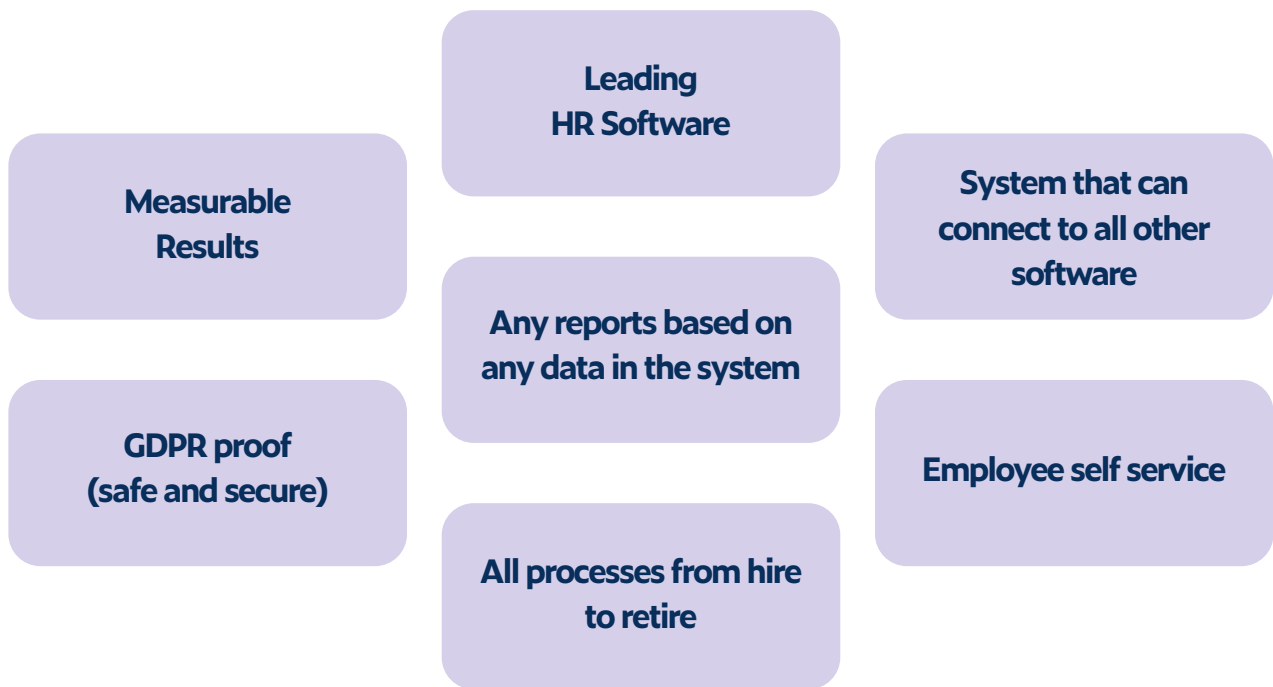
You are probably aware of the benefits that a good HR system could offer, but **have you ever had trouble convincing your stakeholders** of the advantage of going digital ?

[> Read more](#)



# Why Sympa?

By automating the most common HR routine tasks, Sympa enables you to free up time and save money in the process. The time saved can be spent on the those things that matter most; the development of your people and their skill-set, ensuring the happiness and well-being of your people. It's a win-win for the whole organisation!



## Achieve a full ROI in just 10 months!

See for yourself how much money you would save by handling some of the most common HR processes in Sympa HR. Our calculator will provide you with a simple savings calculation that will be sent directly to your inbox.

[> Read more](#)

# Our Customers Us for a Reason

*"Getting the key numbers for decision-making and being able to scale our HR operations is huge for us – especially since we're located in several countries and run projects and processes in parallel."*



**Morten Jakobi**  
Executive Vice President  
People and Culture, Dustin

[> Read full story](#)

*"Operating in so many countries, you'll find not only different languages, but also different cultures and laws. Sympa HR perfectly supports us in implementing common processes."*



**Agnieszka Koziara**  
Senior Vice President  
People & HR, Fortaco

[> Read full story](#)

*"As we have people working in multiple countries, we needed a system that could encompass the very different legal and cultural environments our HR system needs to comply with."*



**Heidi Thisgraad**  
HR Director  
Napatech

[> Read full story](#)



Our HR system is trusted by 1000+ organisations in over 100 countries







# Reach out to us!

**Curious to see what Sympa  
can do for your organisation?**

We'd love to show you.  
Ask for a demo and let's have a chat!

[> See pricing](#)

[> Ask for demo](#)



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