

SOFTSERVE'S PEOPLEIQ HR SOLUTIONS

KEY HR TRENDS



OPPORTUNITIES FOR AUTOMATION

HR professionals spend 86% of their time on administrative tasks (EY Survey)



SKILLS MANAGEMENT AND LEARNING

To reskill an internal candidate instead of sourcing and recruiting a new one is 6x less expensive (Deloitte Global Human Capital Trends Survey)



TURNOVER MANAGEMENT

46% of HR leaders say employee burnout is responsible for nearly half of the annual workforce turnover (TechRepublic)



STRATEGIC PLANNING

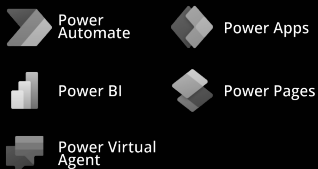
79% of 1,300 CEOs say HR will become a CoE by 2025, while outsourcing transactional tasks (PwC Survey)

3-LAYER HR TECH STRUCTURE OF SOFTSERVE



SOFTSERVE STRATEGIC PARTNERSHIPS

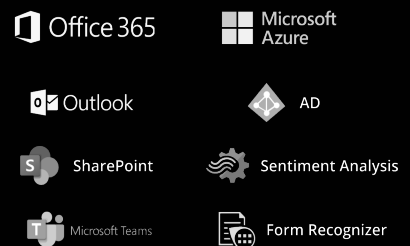
MICROSOFT POWER PLATFORM



MICROSOFT VIVA



MICROSOFT DYNAMICS 365



softserve

SOFTSERVE HR CAPABILITIES

HR leaders can drive revenue, improve efficiencies, and create brand loyalty through a partnership with SoftServe's team of experts and implementation of digital offerings. Our advisory and delivery services include three layers of HR capabilities.

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| <p>ORGANIZATIONAL LAYER Tech Strategy</p> | <ul style="list-style-type: none"> • HR IT Maturity Assessment • Change Management • Digital Strategy • Portfolio Rationalization |
| <p>PEOPLE LAYER Employee Engagement, Skills Management and Development, Core HR</p> | <ul style="list-style-type: none"> • HR Process Excellence • Process Mining • RPA • Power Platform • Digital Product • Pega • ServiceNow • Reskill • Innovation Platform • Kronos • Workday • SAP • Skills Search App (Microsoft Viva) • Salesforce • Microsoft Viva • AR/VR • Chatbots |
| <p>DATA LAYER Data Integrity and Analytics</p> | <ul style="list-style-type: none"> • HR System Integration • PowerBI, Tableau • AI/ML • Big Data • Data Science • Security |

SKILLSEARCH POWERED BY MICROSOFT VIVA

SoftServe's solution, SkillsSearch powered by Microsoft Viva, makes it easy for organizations to search for internal profiles / candidates with specific skills instead of hiring externally. This solution enables organizations to tap into the existing pool capabilities across the enterprise thereby decreasing pressure on cost growth for new employees, increasing existing employee satisfaction, and streamlining HR administration.



SKILLSEARCH BENEFITS

- Quickly find internal talent
- Decrease pressure and costs for external hires
- Increase employee satisfaction through reskilling
- Streamline HR administration



PARTNER WITH SOFTSERVE

- Microsoft Gold Partner
- Top tier partner of NPS in IT
- Quality implementation
- Smooth transition of governance
- Professional user training
- Quick ROI and results



INTERNAL USE CASES

- Staffing Board — Candidate processing system
- People Excellence — Talent development ecosystem framework
- Open Eyes — Crowdfunding and fundraising platform for charity projects
- Expertise Search — Solution that helps search for talent with the right skills
- Apollo — Application that helps predict employee dismissal
- Forecasting Tool — Employee compensation



EXTERNAL USE CASES

- HR communication platform for a Japanese multinational automotive manufacturer
- HR all-in-one platform for a U.S.-based platform that manages HR data in one place
- Payroll solutions for product companies
- Recruitment platforms for external talent management
- Personalized learning paths for education

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