



# Appian for Human Resources Management

## STREAMLINE AND AUTOMATE THE EMPLOYEE LIFECYCLE

- Gain enterprise visibility and control across the entire employee lifecycle
- Streamline HR requests with a self-service portal for a seamless employee experience
- Centralize and automate human resources tasks and processes
- Improve compliance around employee data privacy, security, and safety

The human resources lifecycle is a complex, multi-faceted process that spans employee records, payroll, training, hiring, on-boarding, performance reviews, benefits, transfers, and more. Despite these complexities, many human resources departments still rely on paper-based forms and manual procedures that create inefficiencies and leave room for human error, frustrating employees and putting organizations at risk.

Organizations need a centralized human resources solution that provides a unified view of each employee, a self-service portal for employee requests, and control for all aspects of HR processes.

### TAKE CONTROL OF THE EMPLOYEE LIFECYCLE

With Appian's intelligent automation and case management capabilities, organizations can improve the employee experience, increase staff productivity, identify process improvement areas, and speed up on-boarding processes.

From salary increases to performance reviews and benefits—rely on the Appian digital application platform to deliver a seamless experience by consolidating employee data, processes, and requests.

- **Maintain a single, comprehensive record** per employee that tracks all activity over the course of their employment, including a detailed audit trail.
- **Provide a self-service HR request portal** to manage employee requests and a searchable knowledge library of HR documentation and articles.
- **Employ robotic process automation (RPA)** to automate repetitive tasks, such as assigning shifts, measuring time and attendance, managing payroll and leave, and more.
- **Extend HR systems**, including Human Capital Management systems like Peoplesoft, Workday, and ADP for end-to-end processes transparency and a single record of truth.
- **Improve visibility, tracking, and reporting** around all HR functions to proactively identify process improvements.



## Streamline and Automate the Employee Lifecycle

### FOCUS

Harness the employee lifecycle with an easy-to-use application that enables organizations to:

- Consolidate disparate systems, spreadsheets, and paper processes, while extending human capital management systems
- Standardize and automate repeatable processes for employees and contractors to ensure consistency and reduce human error
- Keep employee data safe, secure, and compliant with a single record of truth and detailed audit logs
- Achieve insight into the complete employee lifecycle to improve the end-to-end human resource management process
- Reduce operational costs through automation and increased efficiency

### TAKE CONTROL

Using Appian, you can quickly build, deploy, and scale new corporate applications, including:

- HR Process Management
- Employee and Contractor On-boarding
- Expense Management
- Payroll and Time Management
- IT Applications Management
- PMO and Project Management
- Enterprise Cost and Task Management

### PREPARE FOR THE FUTURE

Effectively managing the employee lifecycle leads to a more productive workforce—and in turn, business growth, and impact.

It takes speed and power to transform human resource management. The Appian enterprise low-code application platform provides both.

With Appian, organizations can build web and mobile apps faster, run them on Appian cloud, and manage complex processes end-to-end, without limitations.

### LEADING ORGANIZATIONS ARE TRANSFORMING HR MANAGEMENT WITH APPIAN:



# Appian

Appian provides a software development platform that combines intelligent automation and enterprise low-code development to rapidly deliver powerful business applications. Many of the world's largest organizations use Appian applications to improve customer experience, achieve operational excellence, and simplify global risk and compliance.

For more information, visit [www.appian.com](http://www.appian.com)