



# Legion and SAP SuccessFactors: Simplified Employee Lifecycle Management

AI-native WFM enables businesses to maximize labor efficiency and employee engagement simultaneously, and it is fully integrated with SAP SuccessFactors.

Legion and SAP SuccessFactors unite to redefine workforce management. By combining Legion's cutting-edge workforce optimization and empowerment with SAP SuccessFactors Human Experience Management (HXM) solutions, this partnership is set to transform how businesses engage, manage, and empower their employees.

Legion is a validated solution provider on the SAP App Store and an SAP PartnerEdge Build Partner.

## Legion Modules

- Labor Budgeting
- Demand Forecasting
- Labor Optimization
- Automated Scheduling
- Time and Attendance
- Frontline Communications
- Legion InstantPay
- Employee Performance and Rewards
- Strategic Insights

## Legion Integrations with SAP SuccessFactors

- Core HCM

## Why Choose Legion + SAP SuccessFactors?

- **Seamless Integration:** Simplify employee lifecycle management by combining Legion's AI-driven scheduling with SAP SuccessFactors' comprehensive HR suite.
- **Enhanced Employee Experience:** Elevate employee satisfaction with a highly-rated app that provides schedule empowerment and access to company communications.
- **Intelligent Automation:** AI-powered generation of demand forecasts, optimized labor plans, and automated schedules.

## Benefits

- **Extend the value of SAP SuccessFactors with seamless integration with Legion:** Pre-built integration with SAP SuccessFactors simplifies implementation so you can focus your resources on high-value areas while providing a seamless experience to your frontline workers.
- **Improve business agility, accuracy, and labor efficiency—automatically:** Legion's fully automated, data-driven Demand Forecasting engine provides customized advanced machine learning algorithms that continually improve and learn from your data. Legion WFM enables intelligent automation to precisely predict demand across all customer touchpoints in 15-minute, 30-minute, or daily increments. Legion Demand Forecasting automatically ingests and analyzes 1000s of data points— including local events and

## Key Industries

- Retail
- Hospitality
- Convenience Stores
- Distribution and Logistics
- Healthcare and Health Services (non-acute)

## Advanced Capabilities

- Omnichannel demand forecasting
- Workforce sharing
- AI-automated, one-click scheduling
- Employee schedule empowerment
- Automates more than 70 routine tasks

weather to create a unique model and forecast for every demand driver.

Legion's Demand Forecasting AI model continuously learns, improves, and adapts to deliver highly accurate results in changing conditions, providing higher accuracy levels than other methods.

- **Optimize labor costs and improve customer service:** Empower managers with staffing guidance and labor insights, instantly predicting the number of employees and skills needed to manage your operations –resulting in better customer service and optimized labor costs.
- **Automate your scheduling with AI:** Legion WFM enables intelligent automation to generate optimal schedules that match business needs with employee preferences and skills 96% of the time. Schedules are optimized to ensure you have the most qualified employee scheduled for a shift based on skills, performance, labor rules, budget constraints, and compliance rules.
- **Empower frontline employees:** Legion WFM enables intelligent automation to turn your employees' mobile devices into a powerful tool for managing their work lives. Legion's intuitive, highly-rated modern app has a 4.8 rating in the app store with tens of thousands of reviews. The Legion mobile app enables you to give employees real-time access to schedules, shift offers, time-off requests, shift trades, clock-in, modern communications tools, performance, and instant access to their earned wages, all within the same employee mobile app.

## How Legion WFM Optimizes Your Workflow

Legion WFM is a modular solution. Customers can choose the SAP SuccessFactors Time Tracking module or Legion Time & Attendance. Simply add the Legion modules you want to complement and extend your SAP SuccessFactors solution.

## About Legion

Legion Technologies delivers the industry's most innovative workforce management platform. It enables businesses to maximize labor efficiency and employee engagement simultaneously. The Legion WFM platform is intelligent, automated, and employee-centric. It's proven to deliver 13x ROI through schedule optimization, reduced attrition, increased productivity, and increased operational efficiency. Legion delivers cutting-edge technology in an easy-to-use platform and mobile app that employees love. For more information, visit <https://legion.co> and follow us on [LinkedIn](#).