

GIS Integrated with SAP SuccessFactors: Innovation in Pre-Employment Screening

Comprehensive pre-employment screening is a necessary measure for gaining the complete picture of a specific individual, assessing character, and identifying potential hiring risks. This is particularly true for employees in positions of trust or subject to Department of Transportation verifications.

To provide employers with a full range of pre-employment screening tools, 3D Results® developed an exclusive integration between GIS' services and SAP SuccessFactors.





Our Services

In business since 1966, GIS is one of the largest screening companies in the nation, serving 1 out of 6 of the Fortune 500, and thousands of other organizations. From background checks, drug tests, reference checks, tax credit screening and more, GIS handles all an employer's pre-employment screening needs.

The integration with SAP SuccessFactors developed by 3D Results makes all the functionality of GIS accessible within the SuccessFactors interface, and passes critical data between the systems. It enables a streamlined experience for recruiters and candidates during pre-employment screenings.

GIS' US tax credit screenings include federal hiring credits such as WOTC, FEZ, IEC, state and local job creation credits, and economic incentives. This includes full compliance management and easy hierarchical reporting.



Real Integration Success: Williams

Hundreds of companies around the world compete for the specialized talent needed in the oil and gas industry. Williams, a leading natural gas infrastructure company, realized that in order to fuel its strategic growth initiatives, it had to take a new and innovative approach to talent acquisition.

For example, with the GIS integration, recruiting coordinators no longer have to ask applicants sensitive questions or oversee the administrative piece of scheduling drug screening. Taking time to schedule candidates for drug screening and verify completion could consume part of a recruiting coordinator's workday better spent elsewhere. Instead, candidates are directed to GIS' system at the appropriate time to respond to background questions online, and they can also locate the nearest facility for drug screening. Results of all completed screenings are sent back into SuccessFactors for review by the permitted hiring representatives.

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Real Integration Success: Grocery Company

Additionally, a large retail grocer that hires over 200,000 per year conducts pre-employment screening with GIS on all trusted associate positions and on all leadership positions — while also having DOT regulated positions. With the GIS integration, the company has virtually eliminated all administrative burden on the store hiring representatives since the prospective hire interacts with the GIS system and the results are automatically returned to SAP SuccessFactors. With administrative tasks related to pre-employment screening reduced drastically, the store's hiring representatives are able to spend more quality time on interviewing and making the right selection decisions.



GIS

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ABOUT 3D RESULTS

3D Results® provides consulting and data science as a service for SAP SuccessFactors and IBM Kenexa HCM suites. Our Process on Purpose® methodology ensures a successful implementation while connecting data and aligning systems with talent strategy. Our experienced, practitioner professionals offer a consultative style that delivers Results on Purpose®.



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