

Business Challenges

- No Automated Workflows for document approval
- Compliance & audit gaps
- Manual Document Creation
- Hours lost per hire cycle

Impact

- 2–3 days admin spend per 100 hires
- Missed compliance deadlines & audits
- 30–40% of HR time lost to document admin
- Data errors from manual copy-paste is costly rework



Solution

HR Doc AI is an intelligent document automation platform built on SAP BTP with seamless integration with SAP SuccessFactors or SAP ECC/S4HANA. It auto-generates offer letters, contracts, performance doc & exit docs; auto routes for approval; captures e-signatures via DocuSign; and archives documents in a secure, searchable repository turning days of manual HR work into minutes.

Features

- **AI OCR & Intelligent Ingestion:** Auto-reads uploaded IDs, certificates & employment docs; extracts fields; validates against SF records; flags anomalies.
- **Conversational Doc Assistant Bot:** Request docs in natural language; AI validates eligibility, generates & routes for e-sign.
- **Digital Doc Generation & Distribution:** Bulk/event-triggered generation of Offer, Appointment, Exit & salary letters with auto-personalization and DocuSign e-signature routing.
- **Document Analytics & HR Intelligence:** Dashboard which weekly risk summaries, pending approval SLA alerts, compliance gaps by country & e-sign turnaround metrics.
- **Offer Management (AI-Powered):** Auto-generates offer letters with the help of Compensation AI with dynamic mapping of role, grade & joining date from SuccessFactors; routes for manager sign-off; delivers via DocuSign in minutes.

Benefits

- **Zero Chaos:** Event-driven doc flows eliminate manual creation from days to minutes.
- **Compliance Built-In:** Automated expiry tracking, audit trails & policy-compliant templates.
- **Better User Experience:** Self-service doc requests answered quickly via AI chat assistant.
- **Seamless Integration:** Native SAP SF sync & DocuSign e-sign, no rekeying, no errors.
- **Lower HR Cost:** 60-80% reduction in document-related admin effort; scales to any volume.

How BDM transforms your organization

Smart Documents. Smarter HR.

From reactive paper trails to intelligent, event-driven document flows. HR shifts from admin operator to strategic partner, documents generate on lifecycle triggers, approvals complete in minutes, and compliance is monitored in real time. Any org, any scale, any region.