

# Innovations in SAP ERP Human Capital Management

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SAP HCM Solutions



# HR: Running Better

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## Operate Better



**Delivery** of processes that support end user expectations

## Adapt Better



**Solutions** to drive organizational performance

## Decide Better



**Insight** to understand the current and plan for the future

# SAP HCM: Enabling HR to Run Better

## Recent Innovations

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### **With Enhancement Package 5 (currently in Ramp Up)**

- New Employee User Experience
- Improvements to Manager User Experience
- Enhancement to Compensation Management
- Multi-function Shared Services
- New Talent Management Analytics and dashboards

### **Mobile: Manager Inbox**

### **Strategic Workforce Planning (based on SAP HANA)**

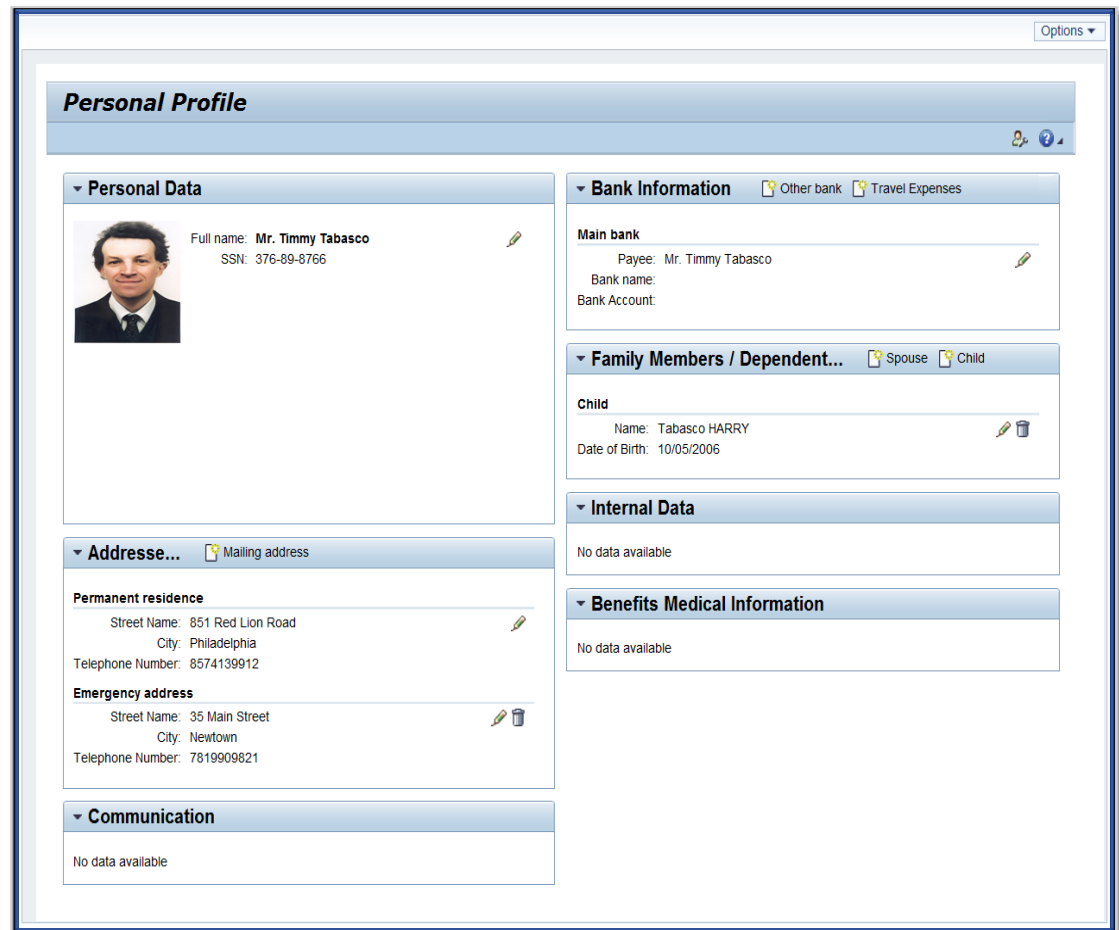


**Profile-based approach to employee self-services**

**Relevant data to support decision making**

**Lowered TCO**

- Technology migration from WebDynpro-java to WebDynpro ABAP
- Elimination of SAP Enterprise Portal dependency



The screenshot displays the 'Personal Profile' self-service interface. It features a header with the title 'Personal Profile' and an 'Options' dropdown. The main content is organized into several sections:

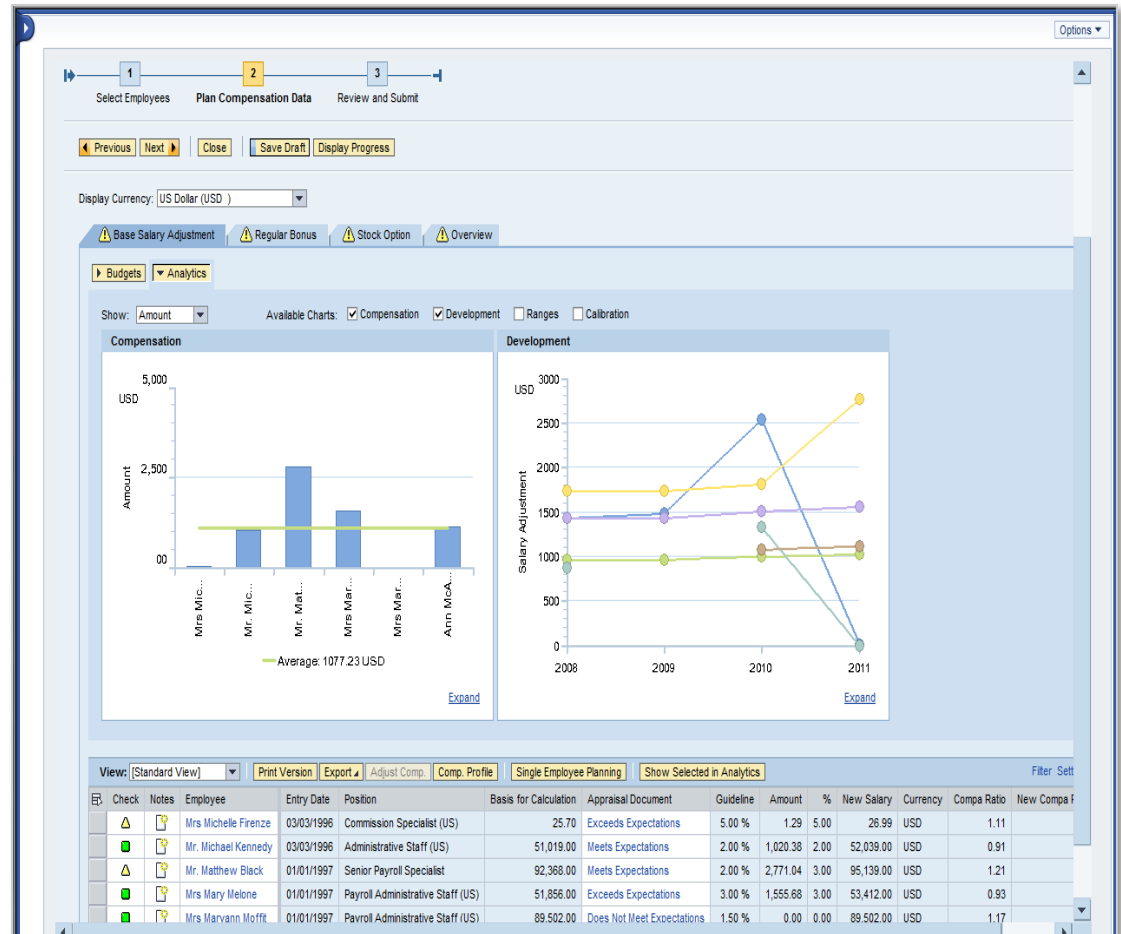
- Personal Data:** Includes a profile picture, full name 'Mr. Timmy Tabasco', and SSN '376-89-8766'.
- Bank Information:** Includes a 'Main bank' section with fields for 'Payee: Mr. Timmy Tabasco', 'Bank name', and 'Bank Account'. It also has checkboxes for 'Other bank' and 'Travel Expenses'.
- Family Members / Dependent...:** Includes a 'Child' section with fields for 'Name: Tabasco HARRY' and 'Date of Birth: 10/05/2006'. It has checkboxes for 'Spouse' and 'Child'.
- Internal Data:** Currently shows 'No data available'.
- Benefits Medical Information:** Currently shows 'No data available'.
- Adresse...:** Includes a 'Mailing address' checkbox and two address types: 'Permanent residence' (851 Red Lion Road, Philadelphia, 8574139912) and 'Emergency address' (35 Main Street, Newtown, 7819909821).
- Communication:** Currently shows 'No data available'.

# Compensation Planning for Managers

RECENT  
INNOVATIONS

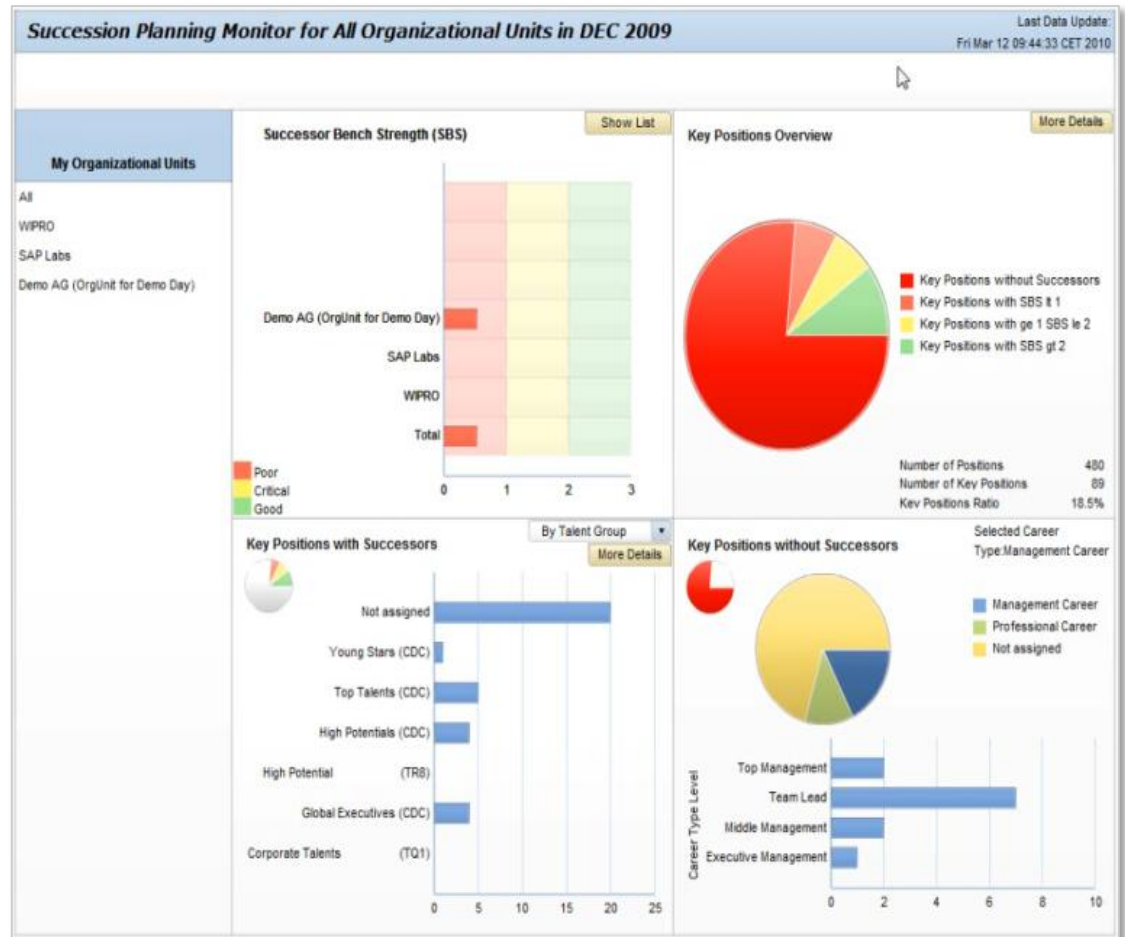
Embedded analytics and  
data for better  
compensation decisions

Functional enhancements  
to reduce the need for  
customizations



### New BW Extractors and pre-configured analytics

- Succession Planning Monitor
- Talent Supply
- Utilization of Talents
- Human Capital Management Dashboard
- Performance and Potential Analysis
- Strength and Risks in the Organization
- Skills and Competencies
- Compensation Monitor
- Training Activities of the Organization
- Training Activities of Talents





# Strategic Workforce Planning

RECENT  
INNOVATIONS

Plan and model workforce needs based on business planning and strategy: where, when, what skills?

Analyze workforce trends and project future hiring needs



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# SAP HCM: Enabling HR to Run Better Planned Innovations

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## On-Device

- SAP-provided mobile applications
- Partner-provided mobile applications

## On-Demand

- Next-generation employee performance management and career development

## On-Premise

- User Interface renovation for HR Processes
- User Interface renovation for Manager Self-Service
- Continued innovations in Talent Management
- Continued innovations in Analytics



# On-Device

## Extending the reach of HR solutions and data



HRBP: Meet Your Managers



Employee: Me@my Company

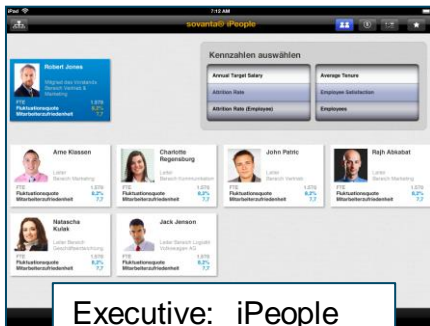


Manager:  
 • Interview Assistant  
 • Performance Management Assistant

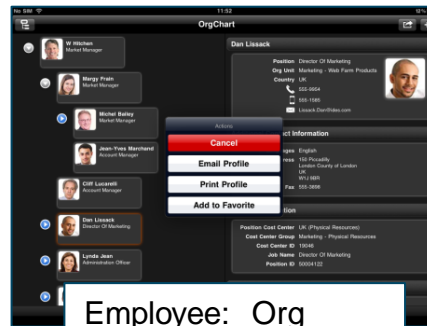
Ideas currently being considered

SAP

Partners



Executive: iPeople  
(by Sovanta)



Employee: Org  
Chart (by Nakisa)

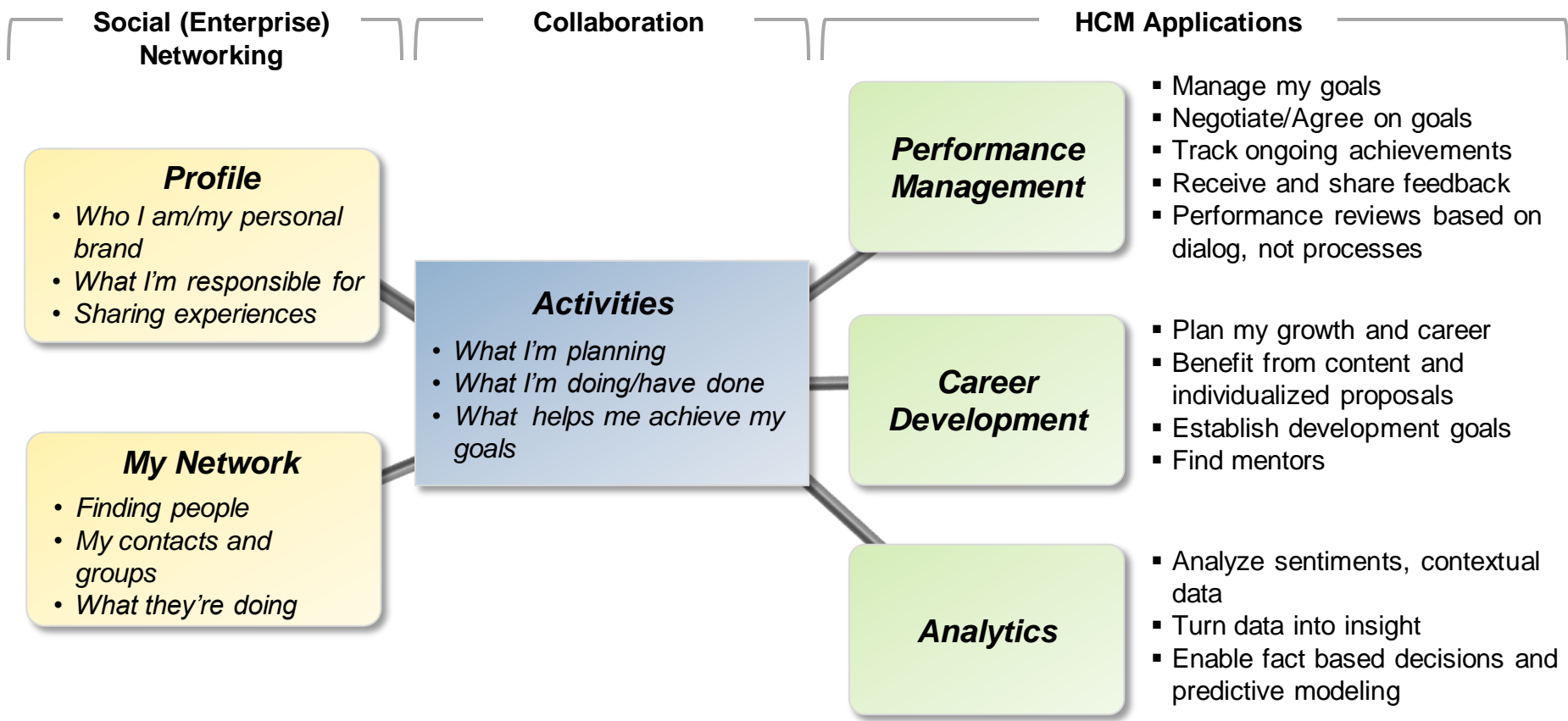


Manager: SkillScanner  
(by EPI-USE)

# On-Demand Next-generation Performance Mgmt and Career Development

Ideas currently  
being considered

Combining Web 2.0 capabilities with talent processes for a better employee experience



# On-Premise User Experience Renewal

Ideas currently  
being considered

## Managers

- Improving the look/feel and usability of manager self-service transactions
- Technology consolidation from WebDynpro for java to WebDynpro for ABAP



## HR Administrators

- Improving the look/feel and usability of Personnel Administration transactions
- Incorporation of improved navigation and process access



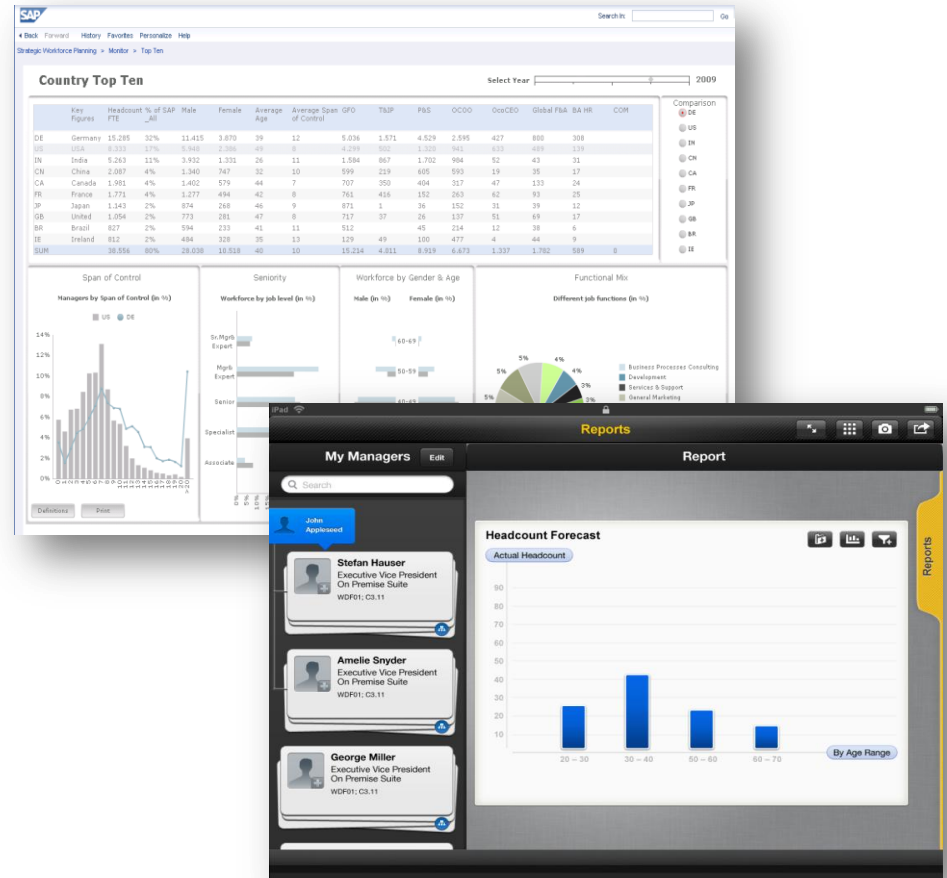
# On-Premise Continued Innovation in Analytics

Ideas currently  
being considered

Leverage the DATA you're  
collecting from all that  
automation

## Examples

- Pre-defined content and KPI's
- New dashboards
- New planning applications
- New delivery devices



# Summary: Run Better with SAP HCM

## Operate Better



- **New innovations in mobile access**
- **Continued investments in user experience across all HR roles**

## Adapt Better



- **Continued innovation on-premise**
- **New person-centric solutions on-demand**

## Decide Better



- **Leverage the data you have with planning and analytics applications, dashboards, and metrics**





# Thank You!

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