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SAP product lines for HCM
Investment direction

**SAP ERP HCM**
Innovation investments focused primarily on User Experience and Localization across Core HR and Payroll processes
Mainstream maintenance through 2025

**SAP SuccessFactors**
Most innovation investments are focused here to re-think and re-imagine HCM

Cloud

On-Premise
SAP ERP HCM
Core HR and Payroll

SAP SuccessFactors
SAP ERP HCM (On-Premise)
Proven across 16,000 global customers with 30 years of development, supporting…

- Organization Management
- HR Administration
- Benefits Enrollment and Administration
- Payroll Processing
- Employee Self-Service
- Manager Self-Service
- HR Shared Services
- SAP Employee File Management Application by OpenText
- SAP Organizational Visualization by Nakisa
SAP ERP HCM
The journey of user experience simplification

2011
• ERP 6.0 EhP5: New ESS and MSS

2012
• Web-based for HR professionals: “Personnel & Organization”
  – Landing pages
  – Combined PA & OM
  – New processes

2013
• New ESS and MSS
  – Landing pages
  – Applications

2014
• Payroll Control Center
  – Web + mobile solutions for ESS, MSS: “Fiori Apps”
  – HR professional: Roadmap forms, dynamic processing rules

2015
• Payroll Control Center continued
  • ESS/MSS Fiori Apps continued
  • HR professional continued
SAP ERP HCM
Simplifying HCM processes and user experience examples

Landing pages: UI Lanes for efficient navigation

Payroll Control Center: Real-time insight into payroll processes

Fiori-based ESS and MSS
Shipments in SAP ERP HCM

“HR Renewal” refers to web-based UIs for landing pages and applications for:
- HR Professionals
- Payroll Experts
- (Employee Self-Services)
- (Manager Self-Services)

Available as of Add-on package „HR Renewal 1.0“ based on ERP 6.0 EhP6.
Enhancements shipped every quarter as Feature Packs (= Support Package mechanism).
Latest available version: „HR Renewal 2.0 FP4“ based on ERP 6.0 EhP7.

„Fiori Applications for HCM“ refer to web-based applications for desktop usage and mobile usage for:
- Employee Self-Services
- Manager Self-Services

Available as of Fiori package SAP Fiori for SAP ERP HCM 1.0, based on ERP 6.0 (ECC 6.0).
Delivered Improvements* (through customer connection)

Overview

Organizational Management

- Display Infotype number in detail screen
- Structure Search Help

Personnel Administration

- How to add Infotype and subtype text
- Delimit Administrators
- Bigger fields for Administrators
- Reduced help for action types and reasons for actions
- Hide Birth Date
- Call Wage Type documentation from Infotypes

Time Management

- Check overlaps
- Report to check overlaps
- Form for cleaning up clusters
- Toggle without loss of context
- Call of HRFoms
- Check table for additional indicator field
- Enable documentation of absence and attendance type

* All improvements available in SP 93, for SAP_HR ECC 6.04 and SAP_HR ECC 6.08 (Details download: https://d1dxeoyimx6ufk.cloudfront.net/uploads/NA5/OD5979/94E4747B.pdf)
HCM options for SAP S/4 HANA
SAP SuccessFactors is the default HCM solution; ERP HCM can also be leveraged.

<table>
<thead>
<tr>
<th>Cloud Solutions</th>
<th>On-premise Solutions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SAP SuccessFactors Employee Central</strong></td>
<td><strong>SAP ERP HCM</strong></td>
</tr>
<tr>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Deploy S/4 HANA on-premise, move HCM to cloud</td>
<td>Deploy all on-premise: continue to keep SAP ERP HCM separate</td>
</tr>
<tr>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Deploy S/4 HANA cloud, move HCM to the cloud</td>
<td>Deploy all on-premise with SAP ERP HCM in same instance</td>
</tr>
<tr>
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<td>5</td>
</tr>
<tr>
<td></td>
<td>Deploy S/4 HANA cloud: continue with SAP ERP HCM on-premise</td>
</tr>
</tbody>
</table>

**SAP SuccessFactors**

**SAP ERP HCM**

**SAP S/4 HANA**

Under consideration

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Key Facts for SAP S/4HANA On-Premise and SAP ERP HCM

SAP HCM inside of S/4HANA On-Premise

- SAP ERP HCM (ECC 600 EhP8) will be deployed within S/4 HANA on-Premise to enable HCM functionality inside.
- One Code-line of SAP ERP HCM. Maintenance via SP’s will support S/4HANA OP as well
- Run HCM either inside of S/4 or as separated but integrated instance
- Existing ALE* scenarios will work to integrate the data from separate instance
- SAP ERP HCM already simplified via HR Renewal
- Migration to S/4HANA On-Premise from SAP Business Suite with HCM
SAP ERP HCM
Renewal roadmap planning 2015 and beyond

Future
- SAP Fiori integration
- Event handling
- Termination handling

Payroll Specialist/Manager
- SAP Fiori integration
- Event handling
- Termination handling

HR Renewal Professional Users
- Roadmap forms enhancement
- Continue country enabling
- Mass changes for employee data

SAP Fiori for Employees/Managers
- Migrate existing services to mobile-enabled SAP Fiori apps
- New SAP Fiori apps (most used customer scenario)
- SAP Fiori Launchpad: Single access point for both desktop and mobile

Additional SAP HANA scenarios: Hierarchy Traversal, Payroll Run improvements, etc.
SAP SuccessFactors
SAP SuccessFactors
Unsurpassed breadth and depth across all HR processes

User Experience: Social | Mobile | Intelligent Services

Human Capital Analytics

Talent Management
Recruiting | Onboarding | Learning | Performance & Goals | Compensation | Succession & Development

Competencies | Skills | Best Practices

Core HR
Employee Recordkeeping | Organizational Management | Global Benefits
Shared Services | Payroll | Time & Attendance

Technology: Secure | Integrate | Extend
Core HR and Payroll: Employee Central

SAP SuccessFactors

SAP
## SAP SuccessFactors

**Unsurpassed breadth and depth across all HR processes**

<table>
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</tr>
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### Human Capital Analytics

### Talent Management

<table>
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<th>Succession &amp; Development</th>
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<th>Skills</th>
<th>Best Practices</th>
</tr>
</thead>
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### Core HR

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<td>Time &amp; Attendance</td>
</tr>
</tbody>
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<table>
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<th>Technology:</th>
<th>Security</th>
<th>Integration</th>
<th>Extensibility</th>
</tr>
</thead>
</table>
1. Argentina
2. Australia
3. Austria
4. Bangladesh
5. Belgium
6. Brazil
7. Bulgaria
8. Canada
9. Chile
10. China
11. Colombia
12. Costa Rica
13. Croatia
14. Czech Republic
15. Denmark
16. Dominican Republic
17. Ecuador
18. Egypt
19. Finland
20. France
21. Germany
22. Greece
23. Guatemala
24. Hong Kong
25. Honduras
26. Hungary
27. India
28. Indonesia
29. Ireland
30. Israel
31. Italy
32. Japan
33. Jordan
34. Kazakhstan
35. Kenya
36. Kosovo
37. Lebanon
38. Malaysia
39. Mexico
40. New Zealand
41. Nicaragua
42. Nigeria
43. Norway
44. Pakistan
45. Panama
46. Peru
47. Philippines
48. Poland
49. Portugal
50. Puerto Rico
51. Qatar
52. Romania
53. Russia
54. Saudi Arabia
55. Serbia
56. Singapore
57. Slovakia
58. Slovenia
59. South Africa
60. South Korea
61. South Sudan
62. Spain
63. Sweden
64. Switzerland
65. Taiwan
66. Thailand
67. Netherlands
68. Turkey
69. Ukraine
70. United Arab Emirates
71. U.K.
72. U.S.A.
73. Uruguay
74. Venezuela
75. Vietnam

Including payroll
SAP SuccessFactors Employee Central
Innovation history

- **2012**
  - Workflows
  - Employee Central payroll

- **2013**
  - Metadata framework
  - Time off
  - Reorganization planning

- **2014**
  - Global benefits
  - Payroll time sheet
  - Employee Central Service Center
  - Concurrent employment

- **2015**
  - Total Workforce Management
  - Time and Attendance Management
  - User experience

Localization and Compliance
SAP SuccessFactors Employee Central
Employee Central Service Center

Establish a true “customer service” environment with an employee service help desk

Multi-channel interaction between employee and HR business partner: email, chat, phone, web, ...

Create collaboration groups to solve specific service issues

Send PDF summary of interaction as email attachment

NEW Q1 2016
Configurable automatic, rules-based overtime calculations (based on duration or time) and replication to Employee Central Payroll

Managers can approve or reject workflow entries in their to-do inbox

Ability to record hours to multiple cost centers, on-call time and allowances

Automatic check for duplicate time entries

Post calculated time off in lieu into time accounts and request specific absences that deduct from these time accounts

Import working time from external systems
SAP SuccessFactors Employee Central Payroll
New end-to-end payroll experience

Country versions for Taiwan and United Arab Emirates – now a total of 33 localized country versions

Payroll Administrators
- See all payroll processes on one calendar
- Drill down into process view and take action (i.e., start payroll, initiate postings)
- Validation rules point out potential errors

Payroll Process Manager
- Easily create work packages for approval
Support the planning, distribution and management of apprentices

Track school periods and school vacation

Plan internal training events

Allocate apprentices to their required departments

Provide a calendar overview for training supervisors, the business and the apprentice
SAP SuccessFactors Employee Central
Total workforce

Contingent Workforce Management integration

Contingent master data repository
Organizational chart support
Contingent worker profile wizard
Combined analytics
Pre-built integration with SAP Fieldglass
Employee Central/Total Workforce
Connecting SAP SuccessFactors with SAP Fieldglass

Identity Information
- First and last name
- Preferred name
- Email address

Organizational Info
- Company
- Country of company
- Business Unit
- Division
- Department
- Location
- Cost Center

Work Order Info
- Vendor ID
- Work Order ID
- Work Order Name
- Work Order Start Date
- Work Order End Date
SAP SuccessFactors Employee Central Solution extensions

SAP U.S. Benefits Management by Benefitfocus

- Provide best-in-class U.S. benefits capabilities to Employee Central customers
- Productized integration with Employee Central

SAP Time and Attendance Management by WorkForce Software

- Provide best-in-class time and attendance capabilities to Employee Central customers
- Productized integration with Employee Central
SAP SuccessFactors Employee Central
Roadmap highlights: Global, all workers, end-to-end

Payroll:
Extended coverage of payroll-related end-to-end scenarios

Service Center:
Guided ticket creation, skills management, dynamic display of context-sensitive knowledge base information

Core:
More intelligent services, compliance/localization for additional countries, address validation as a service

Benefits:
Continued enhancements for employee benefits, especially for U.S. and Canada

Total Workforce Management:
Unifying workforce management across all worker types, enhanced job history timeline

Time and Attendance:
Working time accounts and flex time, country specific absence and leave handling, public holiday movement
Talent Management

SAP SuccessFactors
SAP SuccessFactors
Unsurpassed breadth and depth across all HR processes

User Experience: Social | Mobile | Intelligent Services

Human Capital Analytics

Talent Management

- Recruiting
- Onboarding
- Learning
- Performance & Goals
- Compensation
- Succession & Development

Competencies | Skills | Best Practices

Core HR

- Employee Recordkeeping
- Organizational Management
- Global Benefits
- Shared Services
- Payroll
- Time & Attendance

Technology: Security | Integration | Extensibility
## SAP SuccessFactors Talent Management Suite

### Innovation history

<table>
<thead>
<tr>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal and performance management</td>
<td>Team rater</td>
<td>Onboarding</td>
<td>Presentations</td>
<td>Learning programs</td>
</tr>
<tr>
<td>Compensation management and variable pay</td>
<td>Calibration</td>
<td>Recruiting marketing</td>
<td>Action search</td>
<td>Learning quick guides</td>
</tr>
<tr>
<td>Succession management</td>
<td>Goal execution</td>
<td>Skills library</td>
<td>Job profile builder</td>
<td>Mobile onboarding for managers</td>
</tr>
<tr>
<td>Development planning</td>
<td>Learning management</td>
<td>Mobile applications for recruiting</td>
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</table>
Foundation
Cross-talent solution capabilities that help you be more successful

**Action Search** across multiple talent areas, topics, functions, reports, makes it easier to find and accomplish activities

**Presentations:** Elegant, simple way to create and deliver talent reviews
- ‘Live slides’ in SAP SuccessFactors
- ‘Hot Spots’ on slides link to real-time data and insight
- Embed PowerPoint, PDF

**Team summary:** Quick, summary view of key info for managers
Recruiting
End-to-end: Marketing – Posting – Applicant Tracking

Fully Mobile Application Process

Career Site Builder

- Faster path to modern, mobile friendly career site
- “Drag, Drop, and Deliver” to leverage best practice design components

Job Board ‘MarketPlace’

- Quickly and easily identify, add, configure job boards for postings
Onboarding
Simpler new hire goal creation and alignment to make manager’s lives easier

Define short-term goals with new hires directly in Onboarding

Optionally make these goals part of the new hire goal plan in SAP SuccessFactors Performance & Goals
Learning
Create a culture of continuous learning

**Record learning attendance** via QR codes from attendee’s device

**Open Content Network:** Links with MOOCs and other 3rd party providers

**QuickGuides:** Anyone can easily create and share quick “how-to” guides

**Quiz Builder:** Easily build and administer quizzes
Learning
Gamification

Motivate and further engage employees

Include points, recognition, and badge programs for learning activities

Pre-built missions, badges, notifications, challenge assignments, rewards

Powered by Bunchball Nitro

NEW Q1 2016

Performance & Goals
Continuous performance management

Employee Goal Plan
- Goal
- Goal
- Goal
- Goal

Performance Goals
Define Work Activities based on Goals
Conduct ongoing Meetings
Update Activities
Log Achievements
Review Achievements

Performance Achievements

Recent Innovations
NEW Q1 2016

Performance Document
- Goals
- Assessment
- Ratings / Rewards
Continuous Performance Management

Provide **employees** the feedback and coaching they need to succeed

Add, edit, **activities and achievements** – ensure goal alignment

Track topics to aid 1:1 discussions

Easily update managers and get immediate feedback
Continuous Performance Management

…and managers a simple way to improve engagement and performance

- More visibility to employee activities/accomplishments, how they relate to goals
- Leverage insight during 1:1 meetings for **more relevant coaching and guidance**
- More easily prepare formal assessment
Compensation
Comprehensive modeling

NEW
Q1 2016

Improve planning and budgeting accuracy with base pay and LTI modeling prior to planning cycle

Comparative review versus available budget

Flexible alignment approaches

• Top down

• Bottom up

• Recommended adjustments with patent-pending algorithm

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Succession & Development
More intelligent and more motivating planning

NEW Q1 2016

Job Profile Builder integration with the Career Worksheet so employees can view full details about future jobs

Automated “Suggested Successors” in Success Management makes it easier to identify good fit successors

Automated “Suggested Roles” in Career and Development planning helps employees find good fit roles and career path options
SAP SuccessFactors Talent Management Suite
Roadmap highlights: Comprehensive, collaborative, continuous

Foundation:
Leverage more in Presentations (i.e. compensation); more in-suite analytics

Compensation:
Further simplify self-service tools for plan set-up, spot bonus

Onboarding:
Focus on role-based capabilities, enhanced experience, more global compliance forms out-of-the-box

Performance & Goals:
More Continuous Performance enhancements; Mobile reviews

Succession & Development:
More robust mentoring; mentor matching, new social capabilities, and activity tracking

Learning:
Recommendations: Personalized learning based on job, skills, learning preferences; SAP HANA-powered engine

Recruiting:
More global and continuous mobile innovations; More Posting enhancements; Linked-in cross system awareness
Human Capital Analytics

SAP SuccessFactors
# SAP SuccessFactors

Unsurpassed breadth and depth across all HR processes

---

**User Experience:** Social | Mobile | Intelligent Services

## Human Capital Analytics

### Talent Management

- **Recruiting**
- **Onboarding**
- **Learning**
- **Performance & Goals**
- **Compensation**
- **Succession & Development**

### Core HR

- **Employee Recordkeeping** | **Organizational Management** | **Global Benefits**
- **Shared Services** | **Payroll** | **Time & Attendance**

### Competencies | Skills | Best Practices

**Technology:** Security | Integration | Extensibility
Simplifying Human Capital Analytics

SAP Fieldglass integration for comprehensive workforce analysis

Simplified reporting

- New templates
- Easier definitions
- Access to talent-quick cards

Use The Bradford Factors to help identify persistent short term absences
SAP SuccessFactors Human Capital Analytics

Roadmap highlights: Relevant, predictive, real-time

- More predictive capabilities
- Combined reporting and analytics across HCM suite
- Operational headcount planning
- Enhanced, updated user experience
- More simple, embedded analytics available in new solutions analytics panes
User Experience

SAP SuccessFactors
# SAP SuccessFactors

Unsurpassed breadth and depth across all HR processes

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</tr>
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<td></td>
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**Technology:** Security | Integration | Extensibility
User Experience
User interface

NEW Q1 2016

Homepage

People Profile

Action Search: Quickly find what you need to do with natural language searching

Notifications: users are notified in the page header of events and changes
User Experience
Consumer Grade UI

Embedded Analytics
Timely insights when you are ready to take action
New app for Android

Manager cockpit

- Dedicated space for managers to manage their team
- View their organization, see birthdays, check on new hires, see who is out of office

Mobile pay statements (iOS):

NEW Q1 2016
The concept: Transform self-services into “Intelligent Services”

- Triggered by employee events
- Consolidates all transactions relevant to the event
- Guides the employee through all processes
- Span multiple software components (SuccessFactors and non-SuccessFactors)
- Learns from other users and makes recommendations
## User Experience

**Intelligent services: events supported today**

### 2015

- Change in Manager
- Individual Contributor to Manager
- First Time Manager
- Manager to Individual Contributor
- Change in Employee Location
- Change in Employee Department
- Change in Employee Division
- Change in Job Title

### Q1 2016

- Change in Job Classification
- Employee Time Off
- Employee Short-Term Disability
- Employee Long-Term Disability
- Employee Hire
- Employee Rehire
- Employee Termination
- Expiration of Work Order
- Successor Added
- Development Goal Added
- Populate Performance Rating
- Calibration Session Launched
- Global Assignment: Start
- Spot Awards Given
- Crossboarding
- Concurrent Assignment
Manage Intelligent Services

- View and monitor events that extend across the SAP SuccessFactors HCM suite
- Accessible via the Admin Center
- 24 predefined events that trigger Intelligent Services (examples: become a manager, new hire, leave of absence, etc.)
Provide a great user experience for systems administrators

- Built to give admins control like never before with new tools
- Drag and drop tiles, easily configure admin page
User Experience
Roadmap highlights: Consumer grade, collaborative, mobile

Additional renewed UI scenarios

Embedded analytics, suite-wide
Timely insights when you are ready to take action

*Planned for 1H 2016 release
Technology

SAP SuccessFactors
SAP SuccessFactors
Unsurpassed breadth and depth across all HR processes

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Technology: Security | Integration | Extensibility
Secure

• Ensure data security and global and local compliance

Integrate

• Seamlessly integrate with SAP and 3rd party HR applications

Extend

• Build/configure extensions to create differentiating capabilities
Cloud integration scenarios for SAP customers
Leverage existing investments, connect with delivered integrations

Talent Hybrid
- 1
  - Talent Analytics
  - Time & Attendance
  - Payroll
  - PA & OM
  - ERP

Core Hybrid
- 2
  - PA & OM
  - Talent Solutions
  - Workforce Analytics
  - Time & Attendance
  - Payroll
  - ERP

Full Cloud
- 3
  - PA & OM
  - Payroll
  - Talent Solutions
  - Workforce Analytics
  - Time & Attendance
  - Payroll
  - ERP

Side-by-Side
- 4
  - Talent Analytics
  - Personnel Admin. (PA) & Org. Mgmt. (OM)
  - Time & Attendance
  - Payroll
  - PA
  - ERP
SAP SuccessFactors Cloud Technology
Productized integrations designed, delivered, and maintained by SAP

SAP Solutions

- ERP HCM (run talent in the cloud)
- ERP (move all HCM to the cloud)

Our Partners

Benefits
- BENEFITCUCS
- thomsons
- AON Hewitt

Time & Attendance
- WorkForce Software
- KRONOS

Payroll
- NGA
- ADP
- bsi.

Recruiting & Onboarding
- CEB
- DocuSign
- solique
- First Advantage
- Kenexa

SAP Fieldglass
- Get the total workforce view

S/4 HANA
- Leap into the next generation

Other SAP solutions: Business ByDesign, Concur, etc.
- Build the Suite
Enable cross-suite integrations

Additional point-and-click integrations for Benefits and 3rd party providers

- Aetna
- Payroll
- ADP

Access through the Admin Center
SAP SuccessFactors Cloud Technology
Extensibility: Deliver differentiating capabilities – your way

**Object Definition**

- **Code**: cust_<br>
- **Effective Date**: None<br>
- **Label**: Click to Edit<br>
- **Workflow Routing**: <br>
- **Pending Data**: No<br>
- **Todo Category**: Generic Object Change Record<br>

**Extension Center**

Expand delivered functionality without the need to code

**SAP HANA Cloud Platform**

Build new apps and integrate external data with HR
SAP SuccessFactors Cloud Technology
Extension Center

- New, enhanced front-end UI for Metadata Framework
- “One-stop-shop” to create, edit, deploy new extensions
- Guided, business-friendly approach to create and manage new extensions
- Planned for mid-2016
Thank You!

SAP SuccessFactors