

SAP SuccessFactors Strategy/Roadmap

Ralf Wagner, Vice President Solution Management, SAP SE | April 8th 2016

SAP SuccessFactors 



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Roadmap notice

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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



SAP ERP HCM

Core HR and Payroll

SAP SuccessFactors 



SAP ERP HCM (On-Premise)

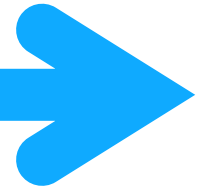
Proven across 16,000 global customers with 30 years of development, supporting...



- 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

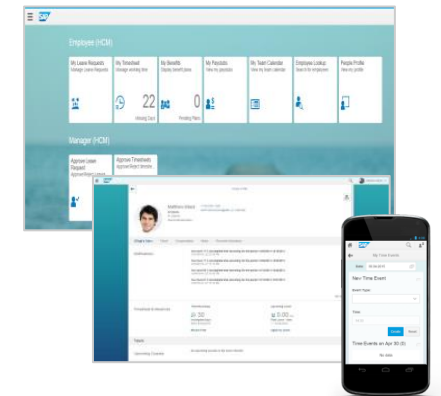
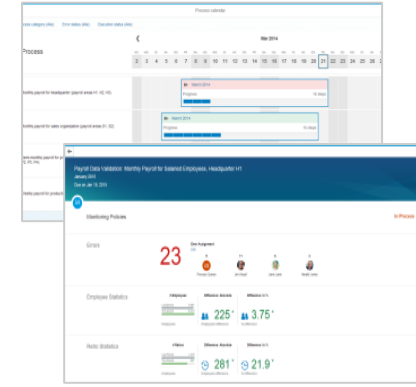
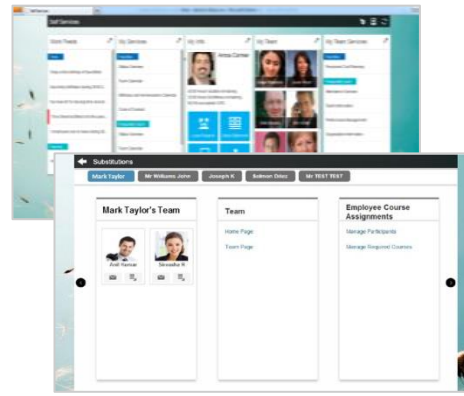
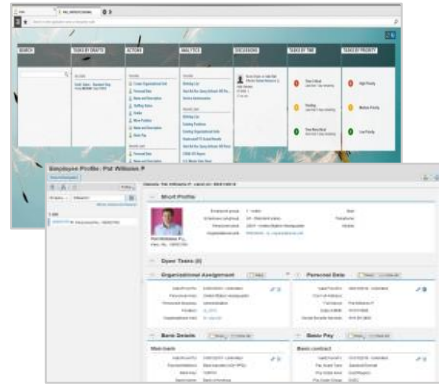
- New ESS and MSS
 - Landing pages
 - Applications

2014

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

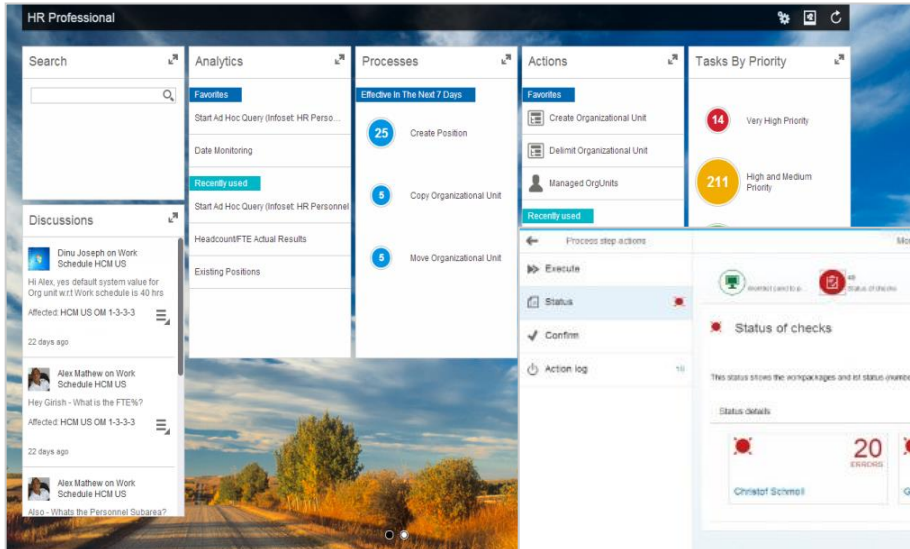
2015

- Payroll Control Center continued
- ESS/MSS Fiori Apps continued
- HR professional continued

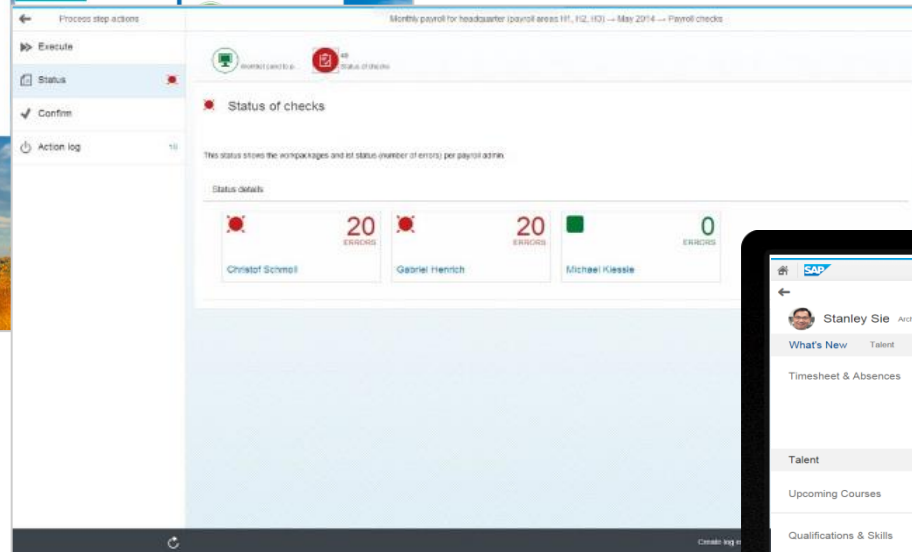


SAP ERP HCM

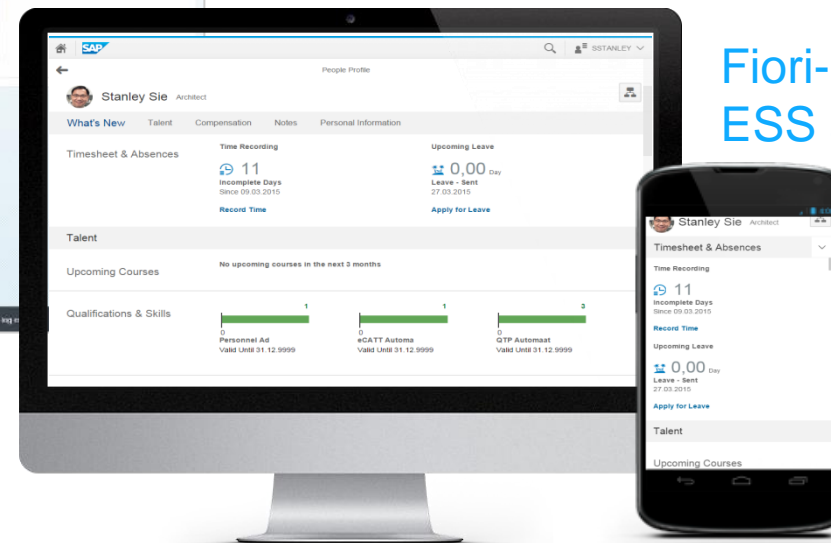
Simplifying HCM processes and user experience examples



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

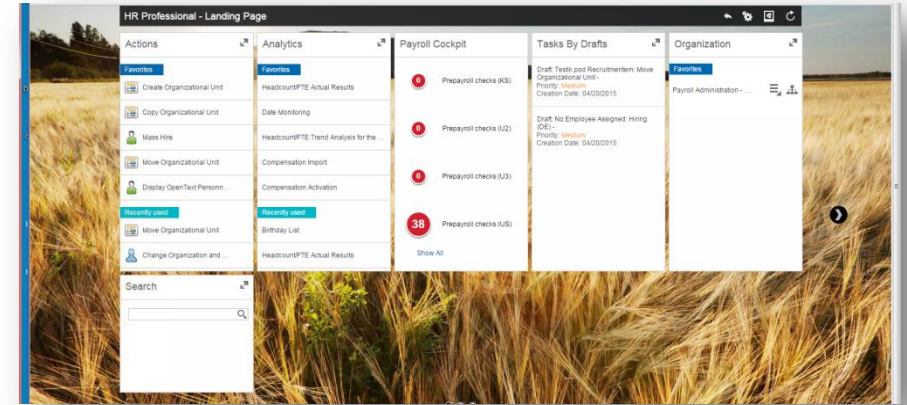
“HR Renewal” refers to web-based UIs for landing pages and applications for:

- 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).

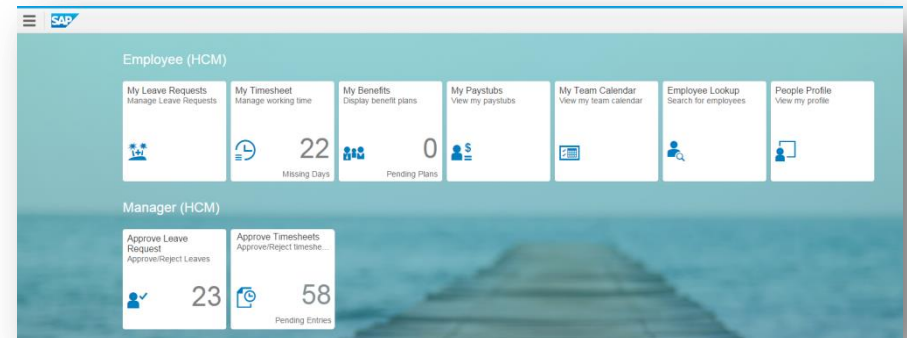
Latest available version: „HR Renewal 2.0 FP4“ based on ERP 6.0 EhP7.



„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).



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

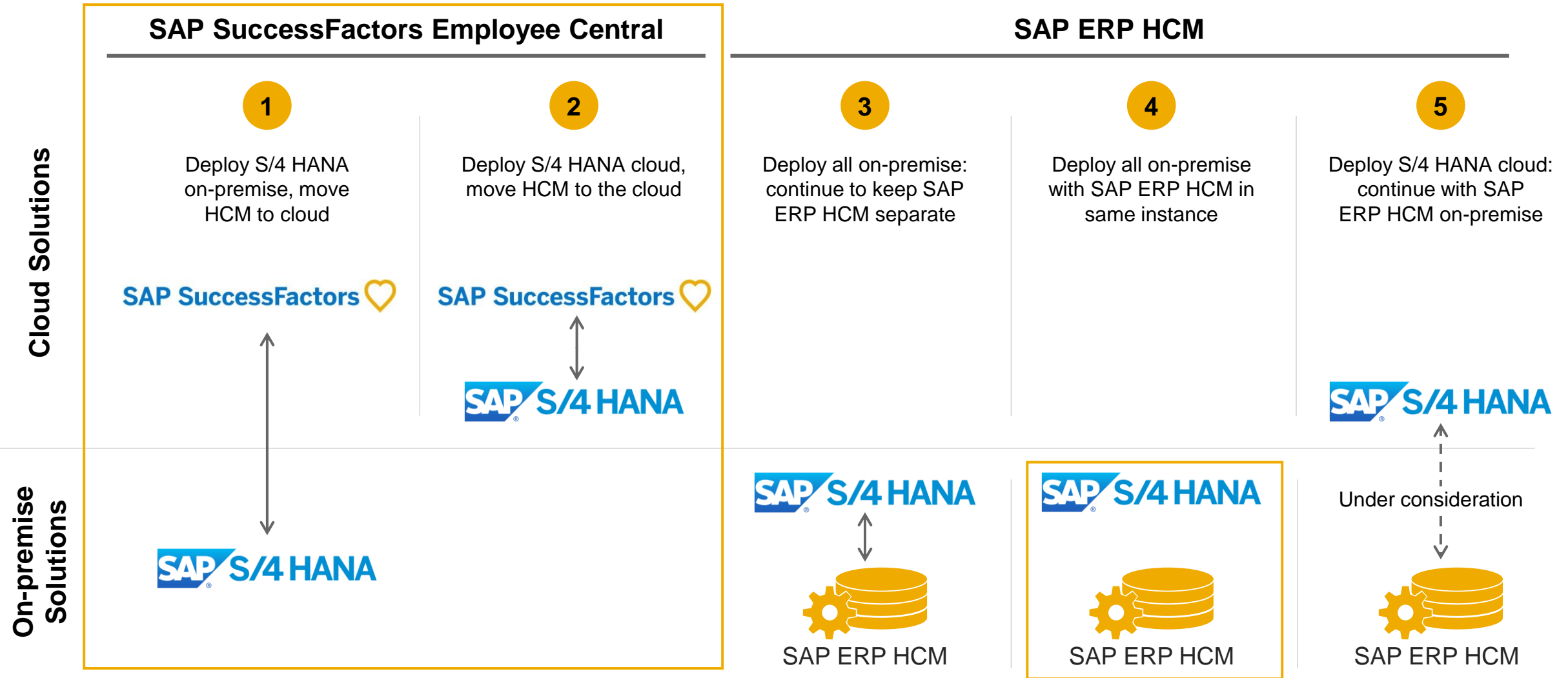
Time Management

- Check overlaps
- Report to check overlaps
- Form for cleaning up clusters
- Toggle without loss of context
- Call of HRForms
- 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



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

The image displays three overlapping screenshots of the SAP S/4HANA On-Premise HCM interface. The top-left screenshot shows the 'Actions' menu for organizational structure management, including options like 'Create Organizational Unit', 'Copy Organizational Unit', 'Move Organizational Unit', 'Delete Organizational Unit', 'Create Position', 'Copy Position', 'Move Position', and 'Delete Position'. The top-right screenshot shows the 'Landing Page User Strangfeld' with a 'Processes' section for 'Effective In The Next 7 Days' and a 'Tasks By Drafts' section listing various HR tasks. The bottom screenshot shows the 'Employee Profile: Pat Williams P' with a 'Short Profile' and 'Open Tasks (1)'. The 'Short Profile' includes details such as 'Employee group: 1 - Active', 'Employee subgroup: US - Standard salary', 'Personnel area: US01 - United States Headquarter', and 'Organizational unit: 50004400 - V organizational unit'. The 'Basic Pay' section shows 'Valid From/To: 01.01.2010 - Unlimited' and 'Basic contract' details.

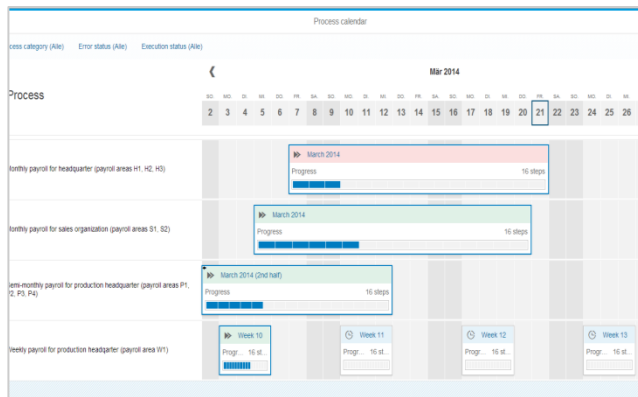
SAP ERP HCM

Renewal roadmap planning 2015 and beyond

Future

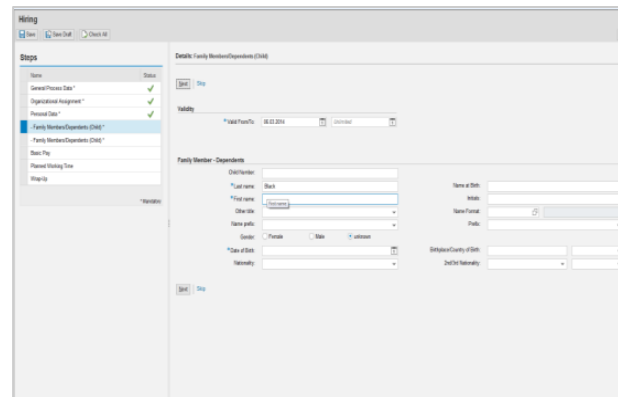
Payroll Specialist/Manager

- SAP Fiori integration
- Event handling
- Termination handling



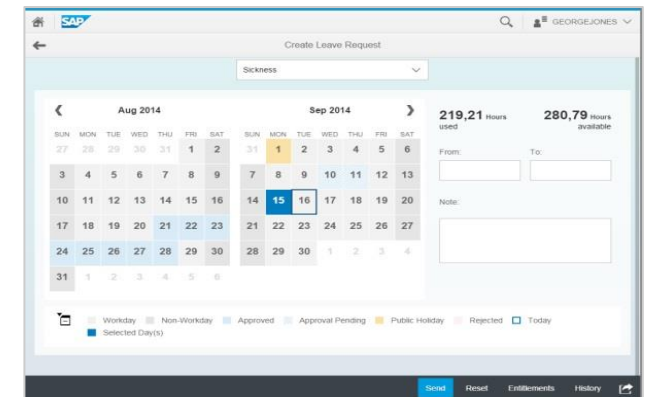
HR Renewal Professional Users

- 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 



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 SuccessFactors

Unsurpassed breadth and depth across all HR processes

User Experience: Social | Mobile | Intelligent Services

Human Capital Analytics

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Recruiting



Onboarding



Learning



Performance & Goals



Compensation



Succession & Development



Competencies | Skills | Best Practices

Core HR



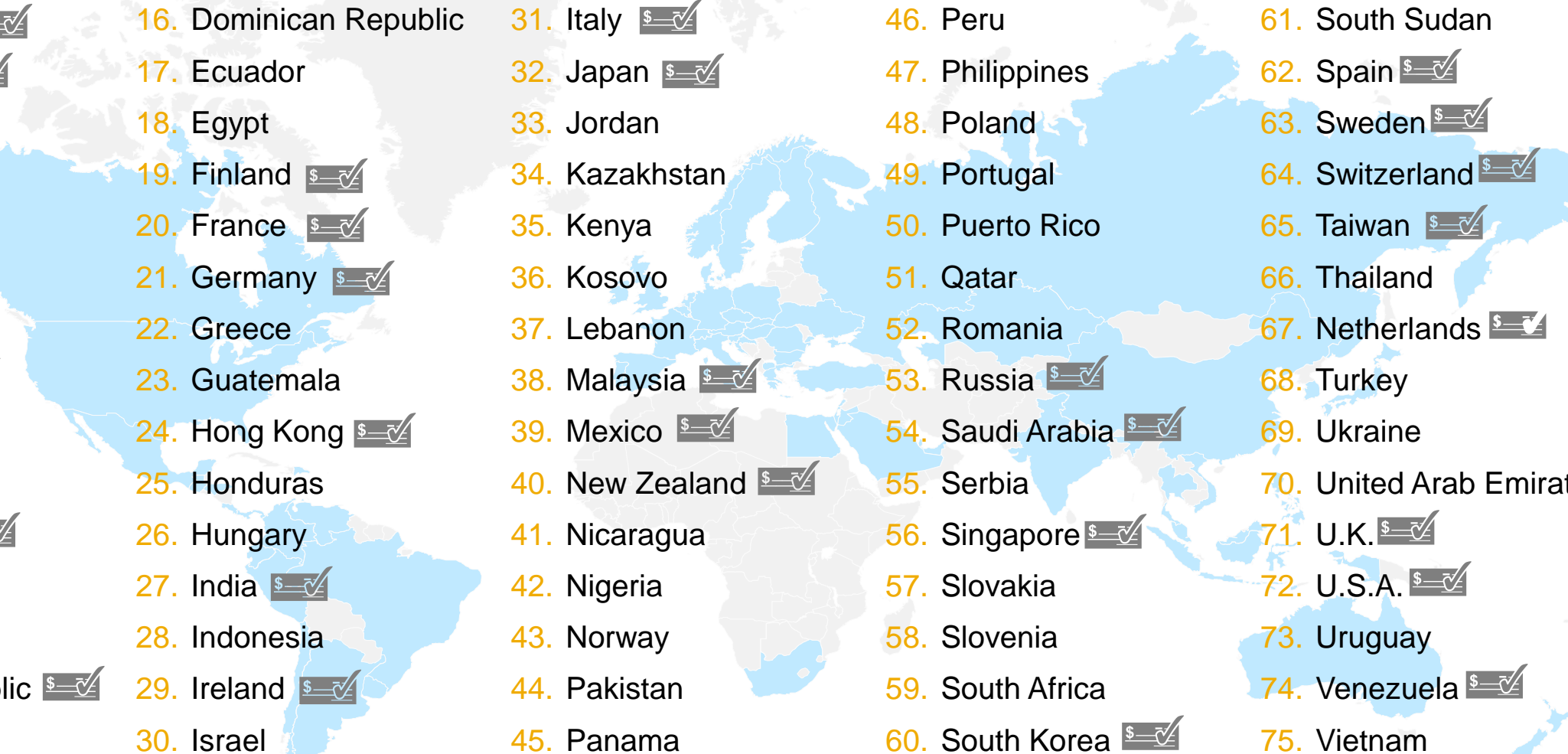

































Employee Recordkeeping | Organizational Management | Global Benefits
Shared Services | Payroll | Time & Attendance



Technology: Security | Integration | Extensibility

SAP SuccessFactors Employee Central

Localized countries

- 
- A world map is shown in the background, with countries highlighted in light blue. The map is centered on the Atlantic Ocean, showing the Americas, Europe, and parts of Africa and Asia. The highlighted countries correspond to the list provided.
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

2013

2014

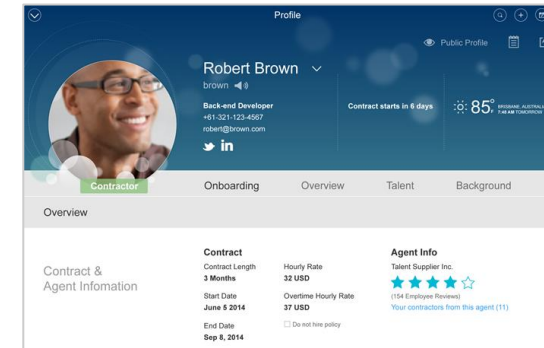
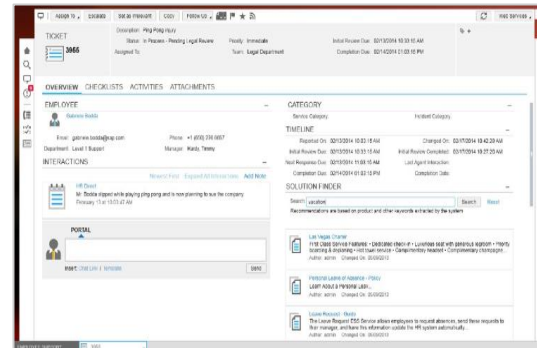
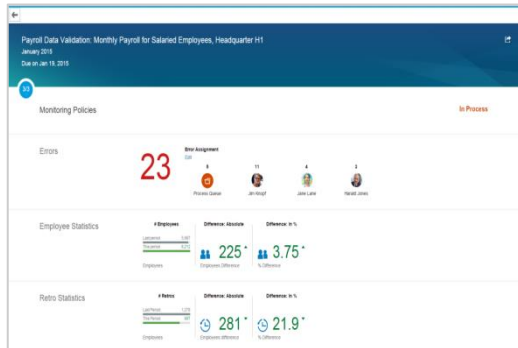
2015

- Workflows
- Employee Central payroll

- Metadata framework
- Time off
- Reorganization planning

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

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



Localization and Compliance

SAP SuccessFactors Employee Central

Employee Central Service Center

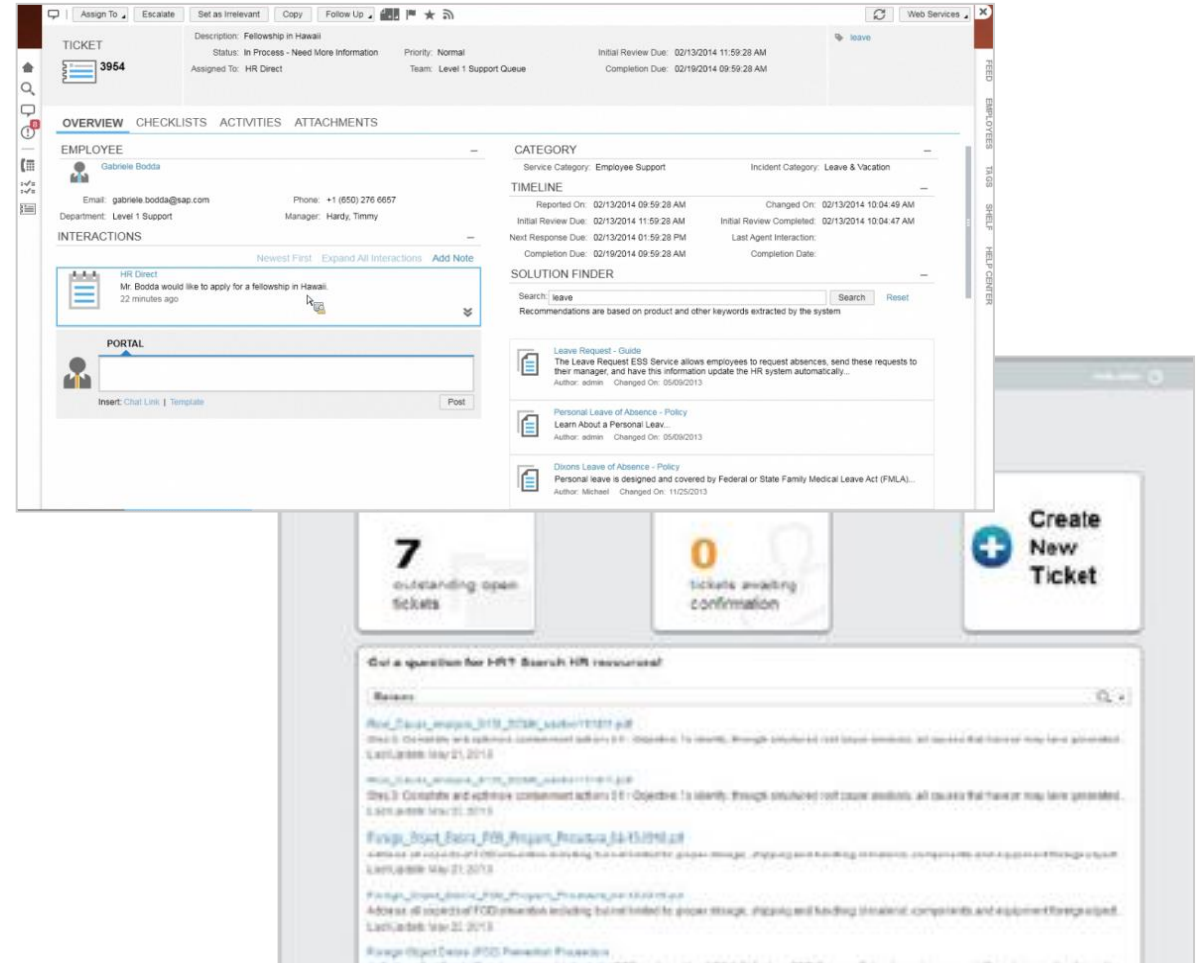
Establish a true “customer service” environment with an employee service help desk

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



SAP SuccessFactors Employee Central

Time and attendance management

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

NEW Q1 2016 Post calculated time off in lieu into time accounts and request specific absences that deduct from these time accounts

NEW Q1 2016 Import working time from external systems

The screenshot displays the SAP SuccessFactors Employee Central interface for Marcus Hoff, a Sales Director in Philadelphia. The main view is a 'Time Sheet' for the week of January 18-24, 2015. It features a bar chart showing hours worked per day: Sun (0), Mon (9:30), Tue (9:00), Wed (8:30), Thu (9:00), Fri (8:00), and Sat (0). A summary box on the right indicates a total of 44:00 hours, broken down into 1:30 Overtime with Premium, 2:30 Overtime, and 40:00 Regular Time UI. Below the time sheet is an 'ALLOCATE HOURS' section with input fields for duration and time type. At the bottom, there is a 'Balances' section for PTO (0 days), OOO (0 days), and Sick Leave (0 days, 0:00 hours). A 'My Requests' section shows an approved request for time off on Thursday, January 7, 2016, with an undetermined end date.

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

The screenshot displays the 'Payroll Data Validation: Monthly Payroll for Salaried Employees, Headquarter H1' interface for January 2015, due on Jan 19, 2015. The interface shows a calendar view with a 'Monitoring Policies' section in 'In Process' status. A large red '23' indicates the total number of errors. Below this, an 'Error Assignment' section shows counts for 'Process Queue' (5), 'Jim Knopf' (11), 'Jane Lane' (4), and 'Harald Jones' (3). The main area is a table of payroll processes with columns for 'Employee Statistics', 'CURRENT PROCESSES', 'UPCOMING PROCESSES', and 'COMPLETED PROCESSES'. The table lists several processes, including 'Payroll Production: Weekly Payroll, Manufacturing M1, M2' (1/8 progress), 'Tax Declaration: Headquarter H1, H2' (3/4 progress), and 'Payroll Data Validation: Monthly Payroll for Salaried Employees, Headquarter H1' (2/3 progress, 23 Errors). Other processes include 'Payroll Data Validation: Monthly Payroll for Salaried Employees, Headquarter H2' (0/3 progress) and 'Payroll Data Validation: Monthly Payroll for Hourly Employees, Headquarter H1' (2/3 progress, 5 Errors).

Employee Statistics	CURRENT PROCESSES	UPCOMING PROCESSES	COMPLETED PROCESSES
	5	6	3
	Payroll Production: Weekly Payroll, Manufacturing M1, M2 Week 03/2015		Due on Jan 15, 2015 1/8 Current process step: Run Payroll
Retro Statistics	Tax Declaration: Headquarter H1, H2 December 2014		Due on Jan 15, 2015 3/4 Current process step: Submit TaxDeclaration to Tax Office
	Payroll Data Validation: Monthly Payroll for Salaried Employees, Headquarter H1 January 2015		Due on Jan 19, 2015 2/3 Current process step: Monitoring Policies 23 Errors
	Payroll Data Validation: Monthly Payroll for Salaried Employees, Headquarter H2 January 2015		Due on Jan 19, 2015 0/3 Current process step: Create Test Payroll Data
	Payroll Data Validation: Monthly Payroll for Hourly Employees, Headquarter H1 January 2015		Due on Jan 19, 2015 2/3 Current process step: Monitoring Policies 5 Errors

SAP SuccessFactors Employee Central

Apprentice management

Recent
Innovations



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

The screenshot displays the SAP SuccessFactors Employee Central interface for an apprentice. The top navigation bar includes tabs for Apprenticeship, Talent, Personal, Employment, Compensation, and Background. The main content area is titled "Apprentice Industrial Clerk of Industrial Clerks 2018 at Berufsschule 4711". A calendar view shows the apprentice's schedule from April to August 2015, with color-coded blocks for Department (Marketing), Training (Berufsschule 4711), School Vacation, and Time-Off. Below the calendar, the apprentice's details are shown, including the supervisor Clara Schulze, start date (12/09/2015), and end date (30/06/2018). The interface also features sections for Event Overview, Trainings (Typewriting 1, Health A, Typewriting 2, TODAY, Health B), and Practical Training (Sales, Marketing, TODAY, Procurement).

SAP SuccessFactors Employee Central

Total workforce

Recent
Innovations

Contingent Workforce Management integration

Contingent master data repository

Organizational chart support

Contingent worker profile wizard

Combined analytics

Pre-built integration with SAP Fieldglass

The screenshot displays a user profile for Robert Brown, identified as a contractor. The profile includes a circular profile picture, a green 'Contractor' badge, and contact information: 'Back-end Developer', phone number '+61-321-123-4567', and email 'robert@brown.com'. A social media link for LinkedIn is also present. The profile is set to 'Public Profile'. A notification indicates 'Contract starts in 6 days'. The location is 'BRISBANE, AUSTRALIA' with a weather forecast of '85° F' and '7:48 AM TOMORROW'. The navigation menu includes 'Onboarding', 'Overview', 'Talent', and 'Background'. The 'Overview' section is active, showing 'Contract & Agent Information' with details: Contract Length '3 Months', Start Date 'June 5 2014', End Date 'Sep 8, 2014', Hourly Rate '32 USD', and Overtime Hourly Rate '37 USD'. There is also a checkbox for 'Do not hire policy'. The 'Agent Info' section shows 'Talent Supplier Inc.' with a 4-star rating (154 Employee Reviews) and a note 'Your contractors from this agent (11)'.

Employee Central/Total Workforce

Connecting SAP SuccessFactors with SAP Fieldglass

SAP Fieldglass 



Employee Central
SAP SuccessFactors 

Identity Information

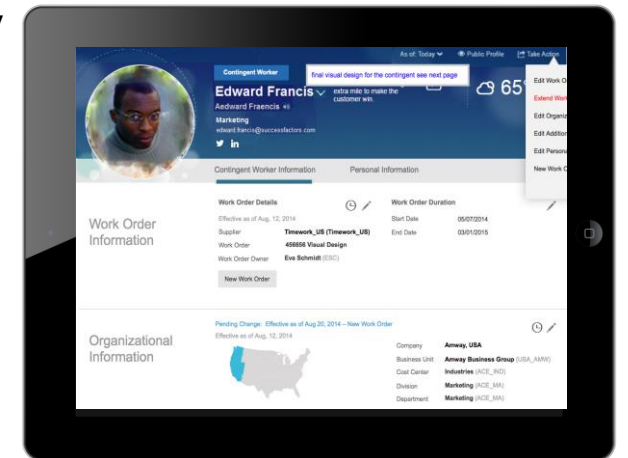
- First and last name
- Preferred name
- Email address

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 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





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

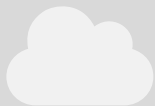


Succession & Development

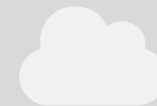


Competencies | Skills | Best Practices

Core HR



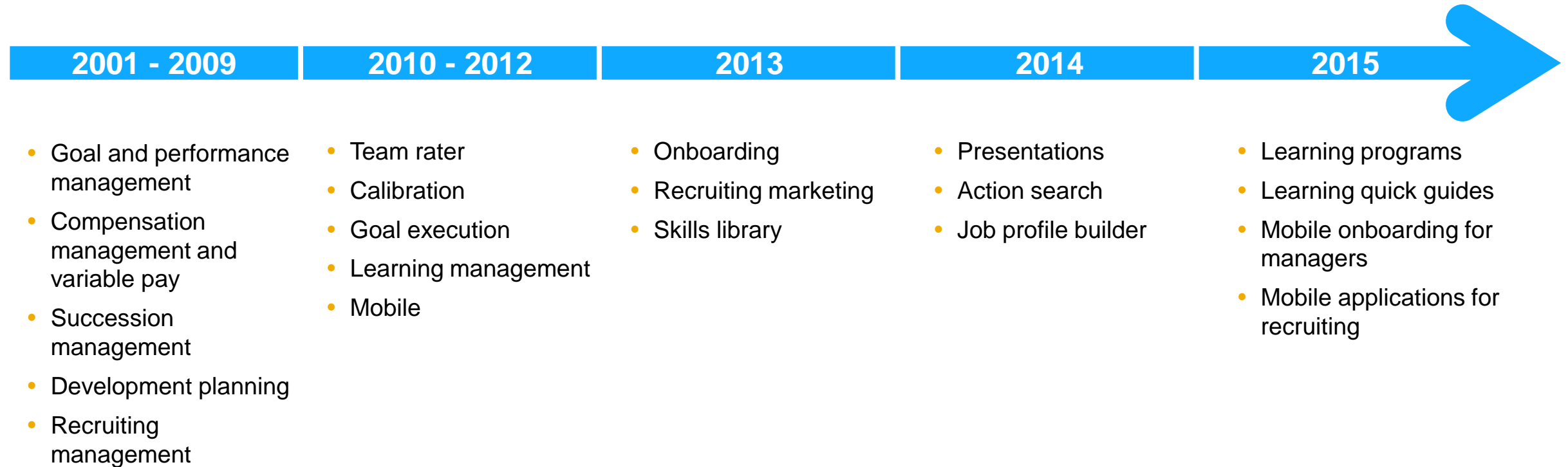
Employee Recordkeeping | Organizational Management | Global Benefits
Shared Services | Payroll | Time & Attendance



Technology: Security | Integration | Extensibility

SAP SuccessFactors Talent Management Suite

Innovation history



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

The image displays two overlapping screenshots of the SAP SuccessFactors user interface. The top screenshot shows a 'Presentations' slide for 'My Presentation' by Alexander Thompson, CEO of Ace Enterprises. It features a grid of executive profiles, including 'Executive VP, HR' and 'Executive VP, Enterprise Services'. The bottom screenshot shows a manager's dashboard for Samantha Mark. The dashboard includes a search bar for 'Action or People', a 'To-Dos' section with 'Approve Requests' (3 overdue), a 'My Team' section with 'Manage My Team' (8 direct reports), and a 'News' section with four approval requests: 'Spot Bonus (SPOT) for William Carver' (\$10k), 'Time Off Request by Wilma Sown' (2 days), 'Job Offer to John Carter' (\$113k/year), and 'Job Requisition for Wilma Sown' (UX Design Director). A 'Recruiting' widget shows 2 open requisitions and 3 candidates behind. The bottom navigation bar includes 'My Career', 'Learning', 'Goals', 'Time Off', and 'Benefits'.

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

The screenshot displays the 'Job Board Store' interface. On the left, there is a sidebar with filters for 'Type' (General job boards, Specialized job boards, Pay per click), 'Fee' (Free, Paid), and 'Location' (France, Germany, Tombouctou, Pétaouchnok). The main area shows a grid of job board cards, each with details like 'Specialized in', 'Jobs / year', and 'Job lifespan', along with an 'Add' button and a 'Learn more' link. The cards include logos for Apec, L'Etudiant, Indeed, Action BTP, and Quest France Stage/Alternance. At the top right, it indicates '2500 job boards' and 'You can add 10 more job boards'. A search bar and navigation tabs for 'Job boards' and 'Schools' are also visible.

promotes free thinking and agility. And of course, having the resources of a major global organization to nurture good ideas doesn't hurt either. The result? Constant innovation. and the warm

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

The screenshot displays the 'On/Offboarding Dashboard' with a focus on 'New Hire Activities'. The main content area shows a card for a new hire named 'pro one' (N/A, s@s.com) who starts today on 'JAN 15, 2016'. Below this card is a list of activities, with 'Set Goals' highlighted in blue and marked as completed with a green checkmark. To the right, the 'Set Goals' section provides instructions on tracking and adjusting short-term goals. It lists three goal plans: '30-Day Objectives' (due FEB 13) with the goal 'Competitive analysis', '60-Day Objectives' (due MAR 14) with the goal 'Recommend regional sales strategy', and '90-Day Objectives' (due APR 13) with the goal 'Lead product sales demo'. Each goal plan includes a 'Set another Goal' button. A 'Delete' button is also visible in the top right corner of the 'Set Goals' section.

Learning

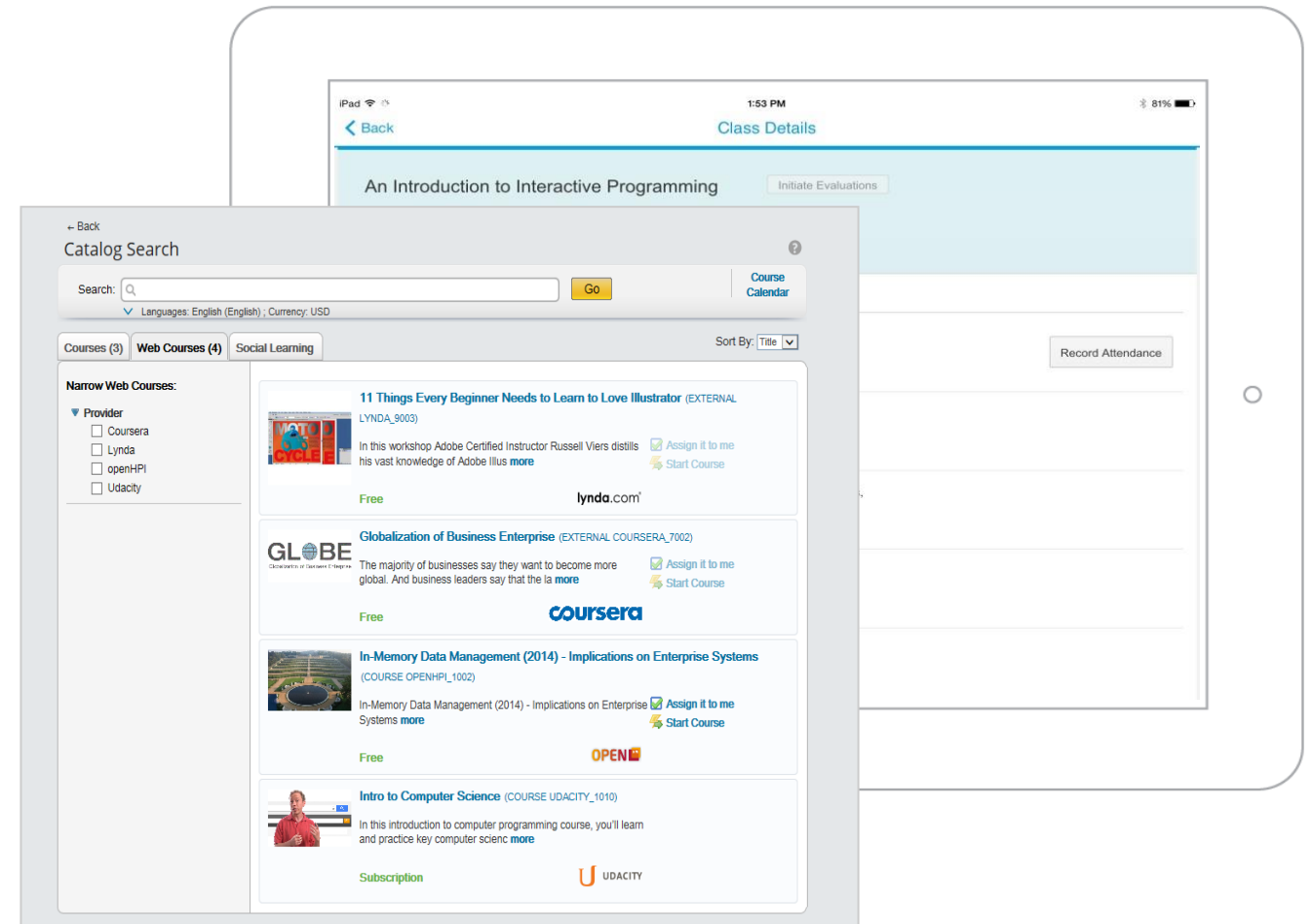
Create a culture of continuous learning

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

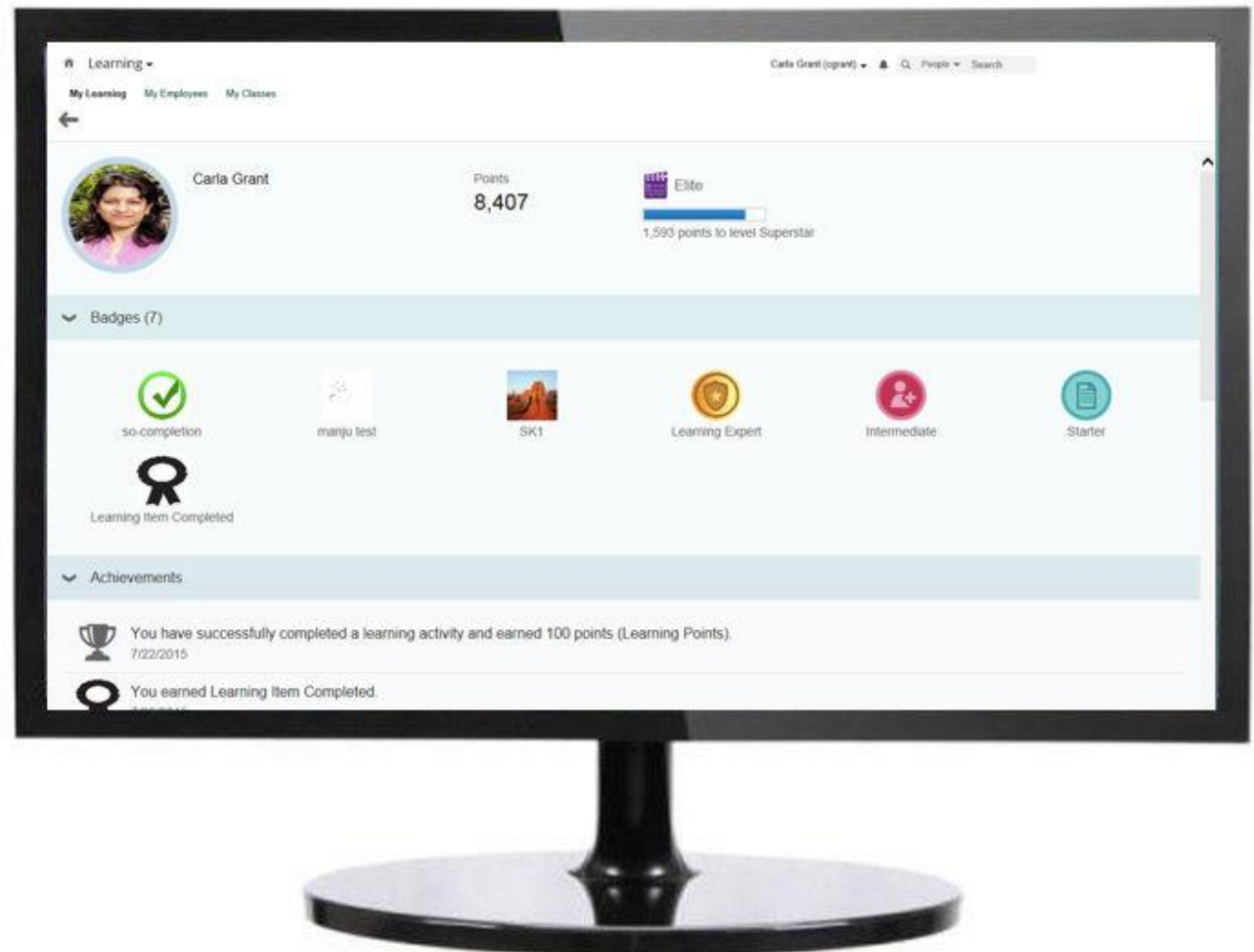


Motivate and further engage employees

Include points, recognition, and badge programs for learning activities

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

Powered by Bunchball Nitro



Performance & Goals

Continuous performance management



Employee Goal Plan
Goal
Goal
Goal
Goal

Performance Goals

Continuous Performance Conversations

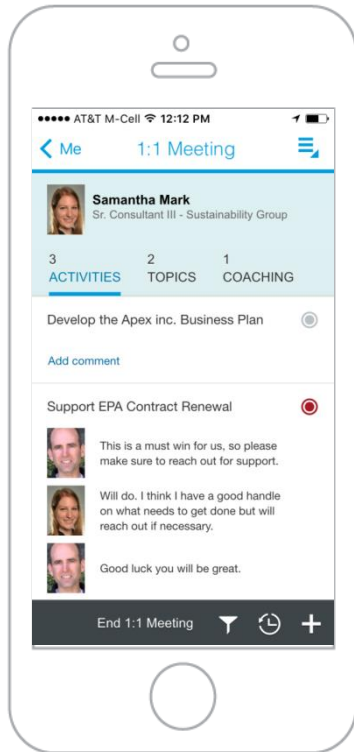


Performance Achievements

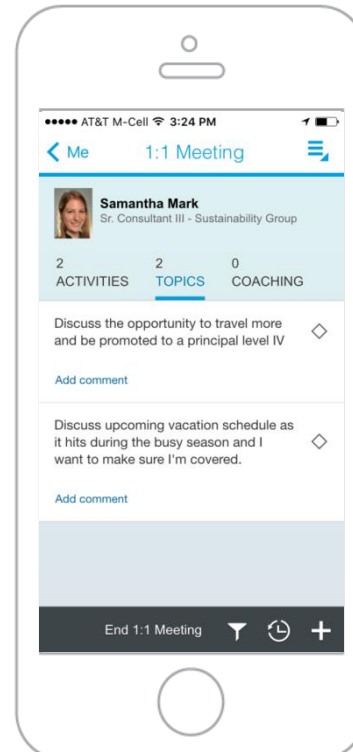
Performance Document
Goals
Assessment
Ratings / Rewards

Continuous Performance Management

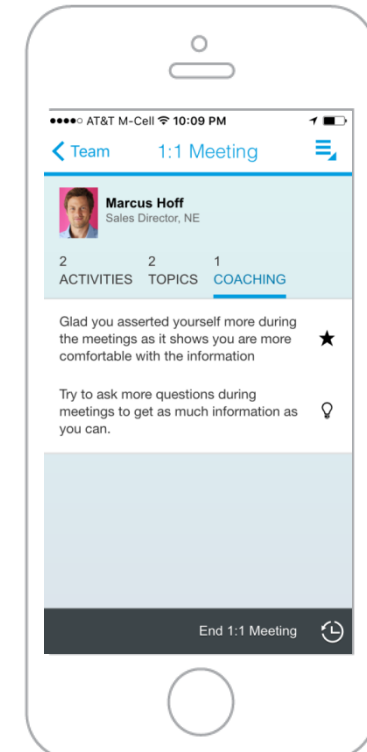
Provide **employees** the feedback and coaching they need to succeed



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



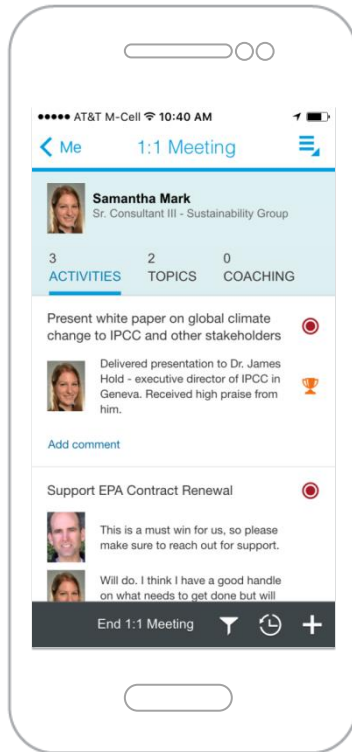
Track topics to aid 1:1 discussions



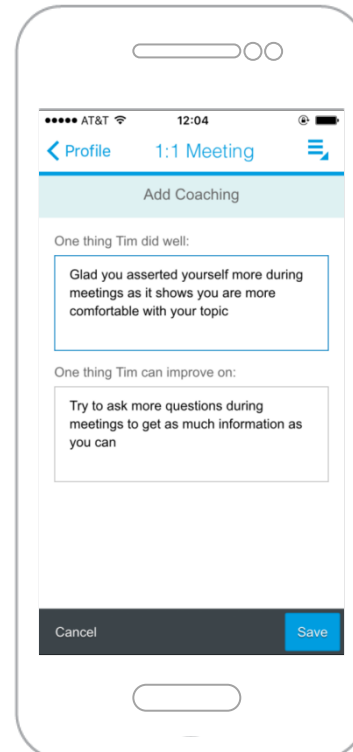
Easily update managers and get immediate feedback

Continuous Performance Management

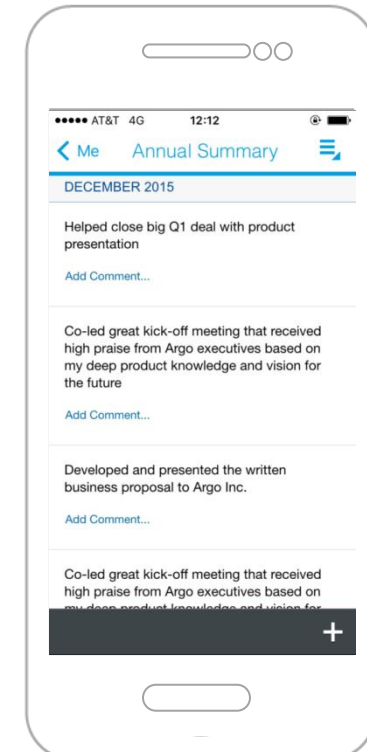
...and managers a simple way to improve engagement and performance



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

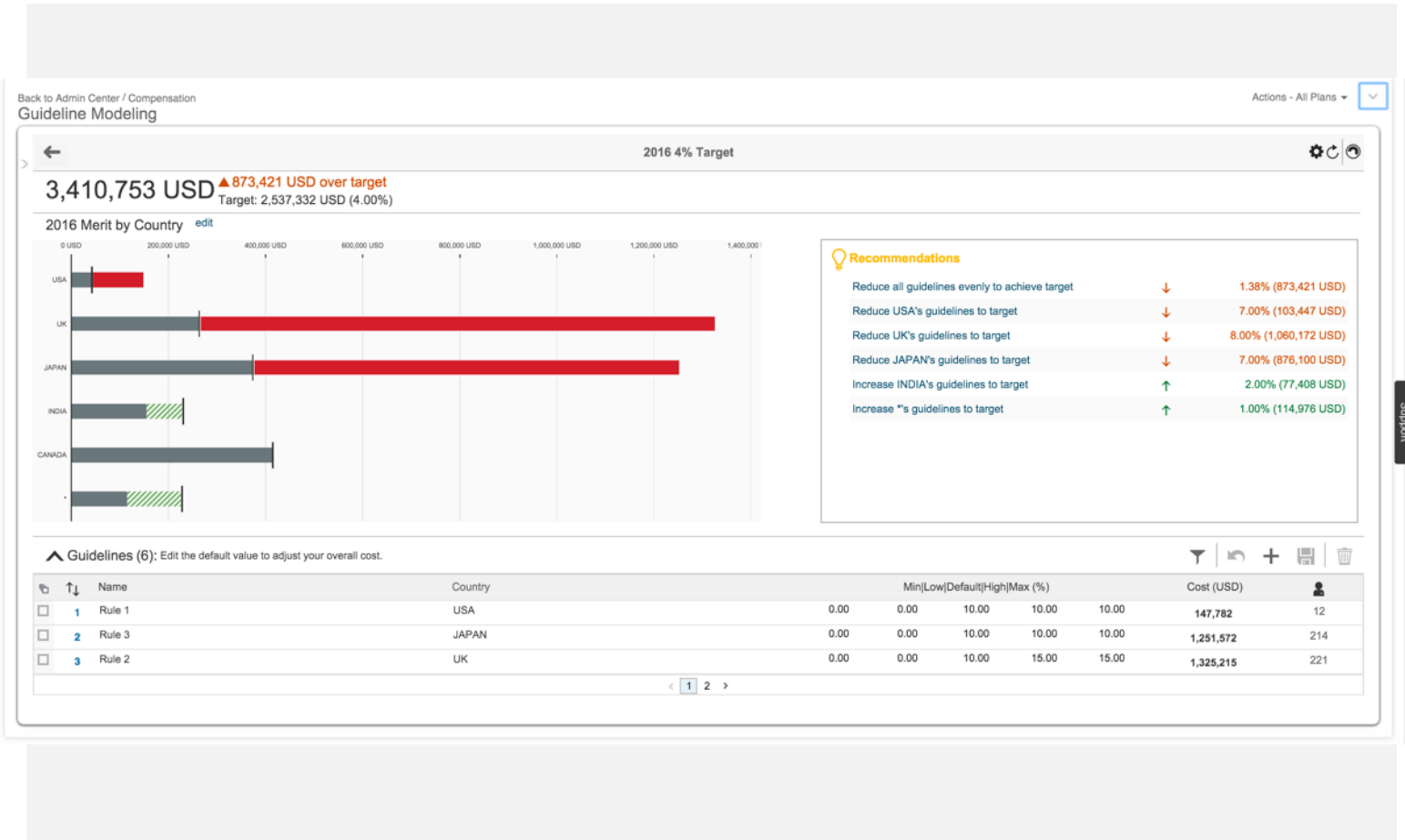


Improve planning and budgeting accuracy with base pay and LTI modeling prior to planning cycle

Comparative review versus available budget

Flexible alignment approaches

- Top down
- Bottom up
- Recommended adjustments with patent-pending algorithm



Succession & Development

More intelligent and more motivating planning



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

The screenshot displays the SAP SuccessFactors interface. On the left, the 'Job Profile Builder' is visible, showing a 'Director, Sales' role with a 67% readiness score. The 'Role Details' panel includes a short description, competencies (Customer Focus, Hiring, Job Knowledge, Listening Skills, Negotiation Skills, Sense of Urgency, Teamwork), and skills. On the right, the 'Suggested Successors' list is shown with the following data:

Suggested Successors	Readiness
Carla Grant VP, Sales	78%
Ann Conway Director, Emergency Ser...	67%
Emily Storey Director, Patient Child S...	67%
Joseph Tong Director, HR Operations	67%
Marcia Barista VP, Talent	67%
Nora Painter Director, Occupation He...	67%
Sean Arnold Director, Community Ser...	67%

SAP SuccessFactors Talent Management Suite

Roadmap highlights: Comprehensive, collaborative, continuous





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

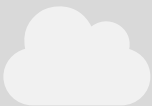


Succession &
Development



Competencies | Skills | Best Practices

Core HR



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



Technology: Security | Integration | Extensibility

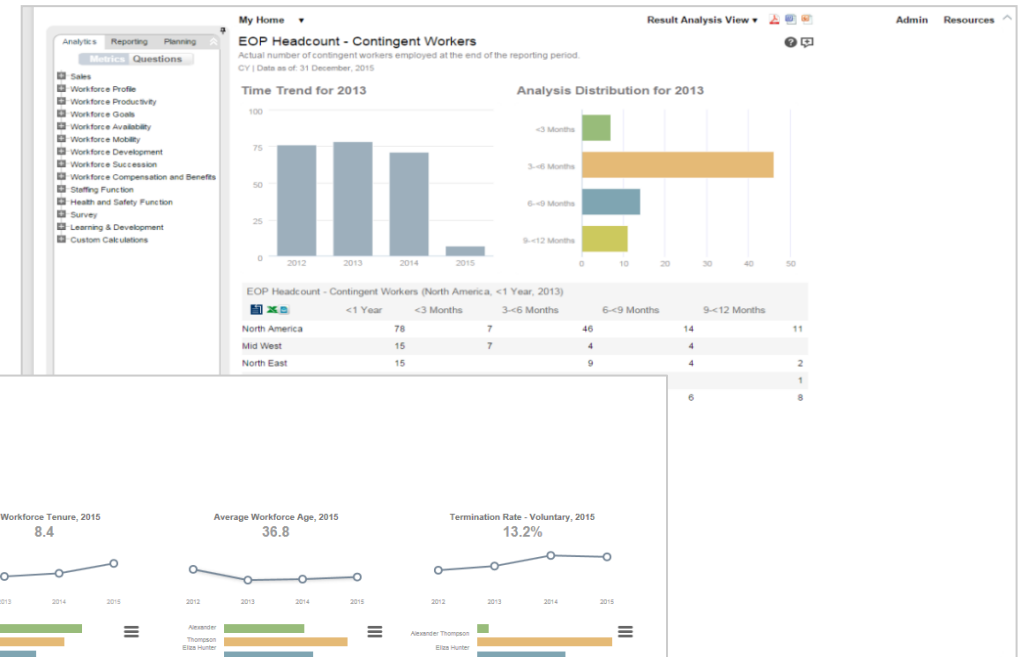
Simplifying Human Capital Analytics

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





User Experience

SAP SuccessFactors 



SAP SuccessFactors

Unsurpassed breadth and depth across all HR processes

User Experience: Social | Mobile | Intelligent Services

Human Capital Analytics

Talent Management

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Onboarding



Learning



Performance
& Goals



Compensation

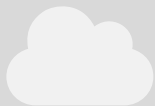


Succession &
Development

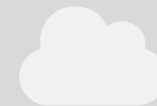


Competencies | Skills | Best Practices

Core HR



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



Technology: Security | Integration | Extensibility

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

The screenshot displays a user profile for Tim McAfeed, a Senior UI Developer. The interface includes several key components:

- Profile Header:** User name, title, contact info, and a bio: "Hi, I'm Tim. I am passionate about what I do and I'll go the extra mile to make the customer win."
- Navigation:** Tabs for "What's New", "Talent", "Employment Info", and "Background".
- Goals Section:**
 - 2014 Goal Plan:** A list of goals such as "Evangelize the UI framework across the company" (4 days overdue) and "Get trained in development management direction" (Due Nov 21).
 - 2014 Goals Progress:** A circular progress indicator showing 73% completion, with 12 days ago last updated.
- Completed Last 30 Days:** A section showing "Leadership and Change" completed 2 weeks ago.
- To Complete:** A section showing "Security and Compliance" which is 2 days overdue.
- Senior Project Manager:** A widget showing a 60% progress indicator labeled "READY".
- Notifications:** A sidebar on the right lists various alerts, including "Your new role as a manager is active" (2 minutes), "Your role as a manager has been approved" (1 week), and "Your manager has created a goal for you" (5 months).
- News and My Info:** A "SAP SUCCESS CONNECT 2015" banner and a "My Info" section showing a profile picture, a "My Profile" widget (17% complete), and "Learning" progress (60%, 4 courses total, 2 mandatory).

User Experience

Consumer Grade UI

Embedded Analytics

Timely insights when you are ready to take action

The screenshot displays the SAP Compensation interface for the 'Annual Compensation Plan Carla Grant (cgrant)'. It features a top navigation bar with the SAP logo, a search bar, and user information. Below the navigation, there are tabs for 'Forms', 'Executive Review', 'Budget Assignments', and 'Help & Tutorials'. The main content area is divided into several sections:

- Analytics:** A line chart titled 'Higher performers in your group are paid less' showing 'Performance Based Pay Differentials' for 2012 and 2015. The 2015 value is 0.98, and the differential is 0.017. Below the chart, it states: 'Average Salary-High Perf orders is \$79,343, Avg Salary Non-High Performers is \$80,716'.
- Pay vs. Performance:** A grid chart showing the relationship between performance levels (1-5) and pay levels (<= 80%, 81-90%, 91-110%, 111-120%, > 120%).
- Average Annual Salary per EOP Headcount:** A horizontal bar chart showing salary ranges for 'Star', 'Needs Coaching', and 'Counsel' ratings.
- Links:** A list of links including 'Bonus Payout Details Report', 'Compensation Review Report', 'Compensation Diversity Report', and 'Performance Competencies Dashboard'.

Below these analytics is a data table with columns for employee name, salary, hire date, performance, and various compensation metrics. The table includes entries for Vic Stokes, Wilma Sown, Sid Mormony, and Marcus Q. Hoff, along with a 'Group Total' row. At the bottom, there is a pagination control showing 'Page 1 of 1' and 'Cancel' and 'Save' buttons.

Name	Salary	Hire Date	Performance	Target	Range	Rate	Amount	%	Other	%	Other	%
Vic Stokes	\$62,500	07/01/2008	96.15%	25.00%	\$60,000-\$70,000	2.00%-6.00%	\$ 2,500	4.00 %	\$ 0	0.00 %	\$ 0	0.00 %
Wilma Sown	\$65,000	07/01/2007	100.00%	50.00%	\$60,000-\$70,000	2.00%-6.00%	\$ 2,600	4.00 %	\$ 0	0.00 %	\$ 0	0.00 %
Sid Mormony	\$69,000	07/01/2008	106.15%	90.00%	\$60,000-\$70,000	0.00%-3.00%	\$ 1,035	1.50 %	\$ 0	0.00 %	\$ 0	0.00 %
Marcus Q. Hoff	\$82,500	07/01/2007	97.06%	25.00%	\$80,000-\$90,000	3.00%-8.00%	\$ 4,125	5.00 %	\$ 0	0.00 %	\$ 0	0.00 %
Group Total:	\$377,600						\$12,840	3.88%	\$0	0.00%	\$4,560	1.38%

User Experience

Mobility

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):



User Experience

Intelligent services

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
- 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

Q1 2016

- Successor Added
- Development Goal Added
- Populate Performance Rating
- Calibration Session Launched
- Global Assignment: Start
- Spot Awards Given
- Crossboarding
- Concurrent Assignment



User Experience

Intelligent Services: Event Center

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.)

The screenshot displays the SAP SuccessFactors Event Center interface. At the top, there is a search bar and a user profile dropdown. Below this, the 'Event Center' section provides a unified view for suite-wide smart suite events configuration and monitoring. A table lists various event types with their subscriber counts and the number of events raised in the past 7 days.

Event Type	Subscribers	Events Raised (Past 7 days)
Change in Manager <small>The manager of employee is changed</small>	5	5
Employee Hire <small>The employee is hired</small>	3	4
Change in Employee Department <small>The department of employee is changed</small>	0	3

The 'Event Detail' view for 'Change in Manager' shows the event description and a list of affected areas. The 'Learning' area is highlighted, showing the impact of the event on learning configurations.

Change in Manager Configuration for Learning
Change in Manager event impact the following areas of Learning:

Learning
The user's future manager becomes an alternate manager of the user

Other affected areas include: Notifications, Publisher, Subscribers, Goals Management, Recruiting, Calibration, and Succession Management.

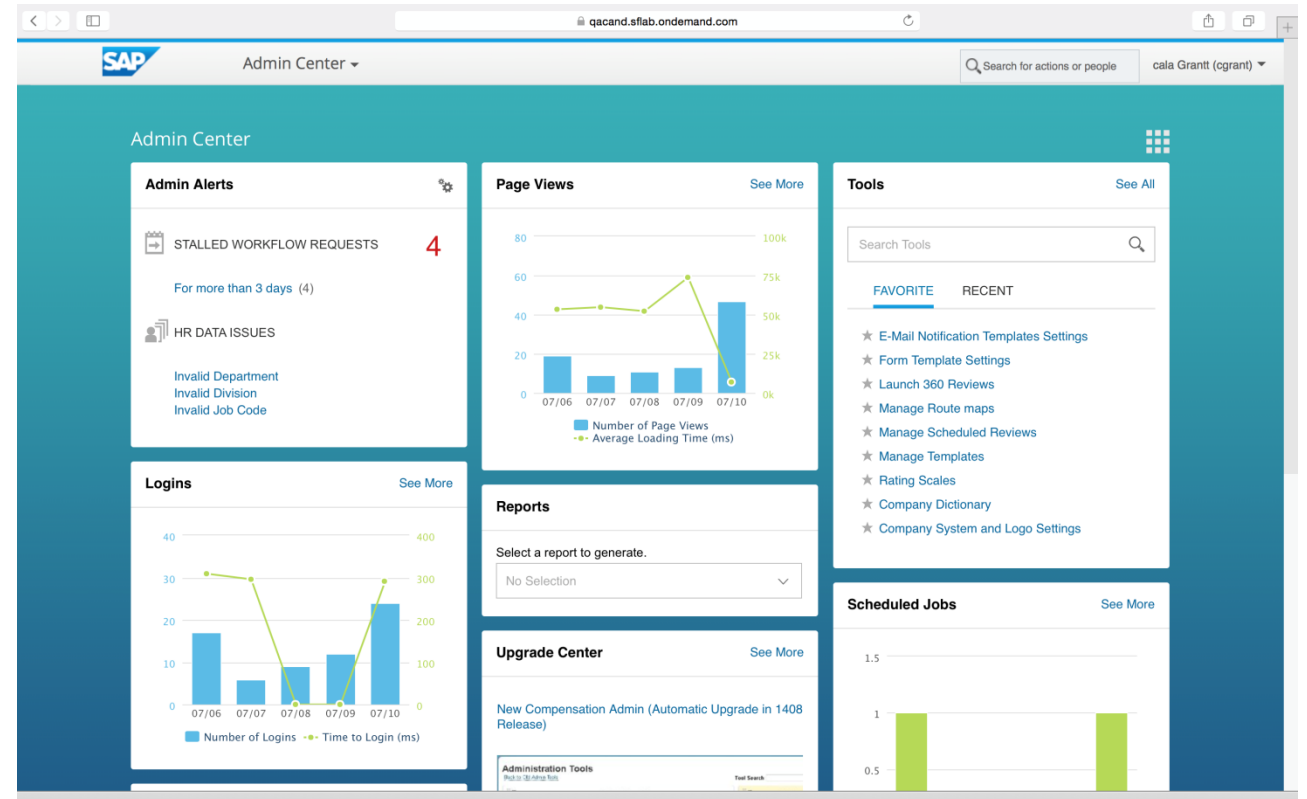
Use online services are SuccessFactors confidential and proprietary and for use by authorized SuccessFactors customers only. Show version information.

User Experience

Admin Center

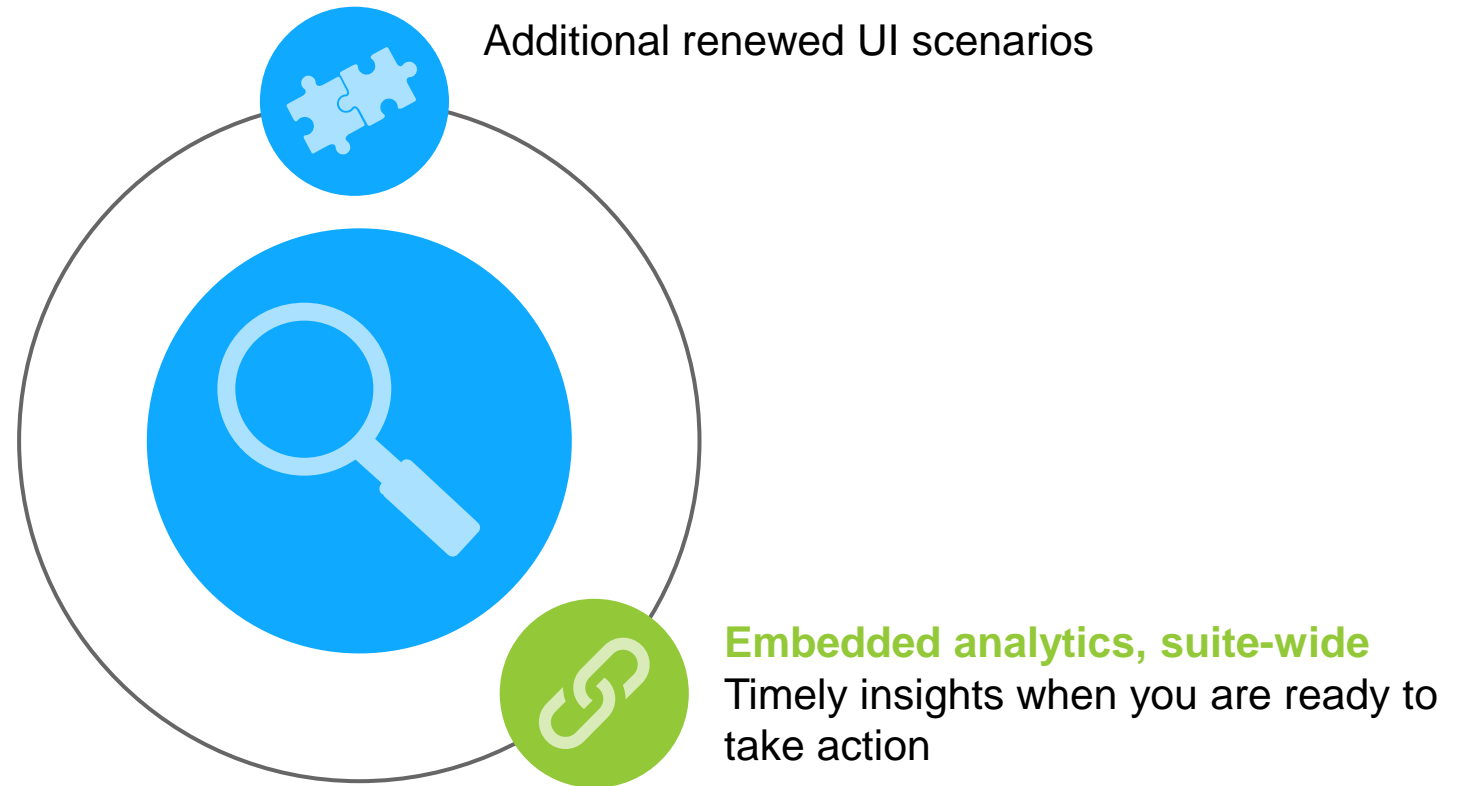
Provide a great user experience for systems administrators

- Built to give admins control like never before with new tools
- Drag and drop tiles, easily configure admin page

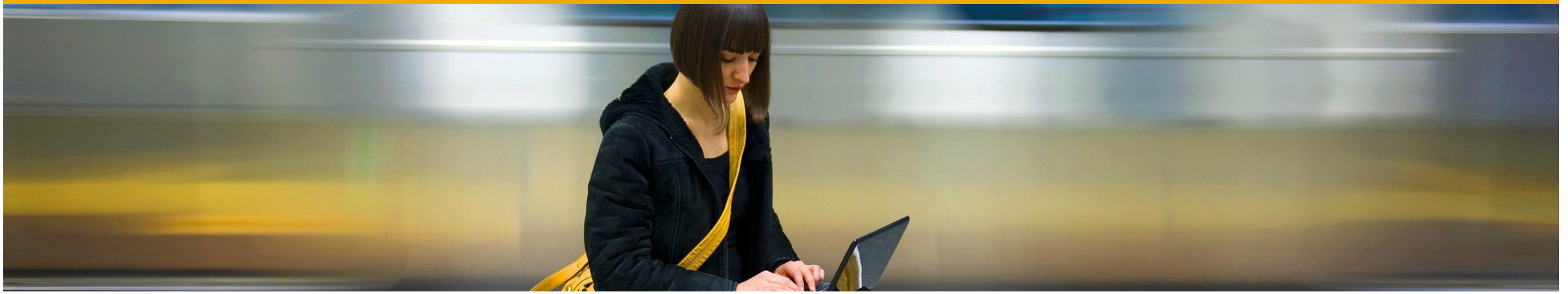


User Experience

Roadmap highlights: Consumer grade, collaborative, mobile



*Planned for 1H 2016 release



Technology

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

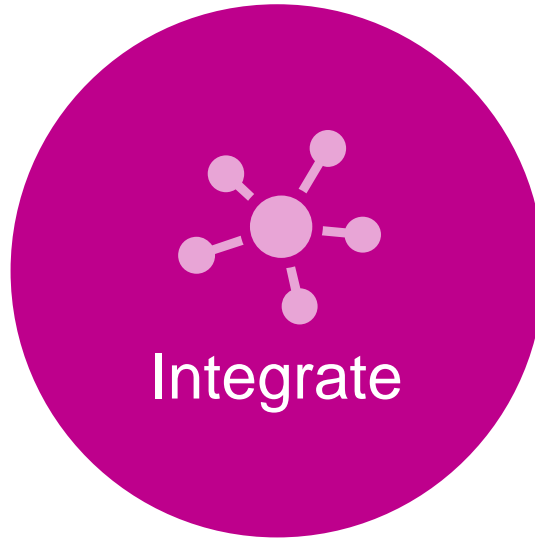


Technology: Security | Integration | Extensibility

SAP SuccessFactors Cloud Technology



- Ensure data security and global and local compliance



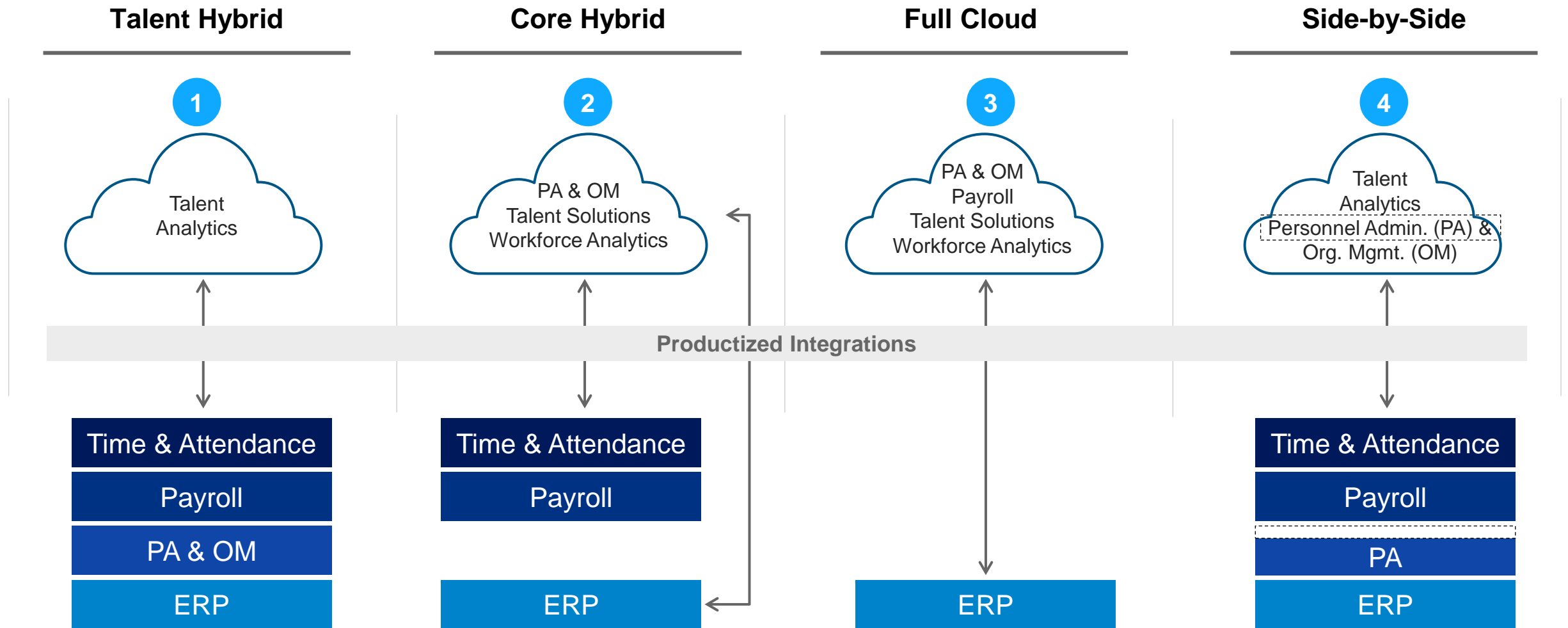
- Seamlessly integrate with SAP and 3rd party HR applications



- Build/configure extensions to create differentiating capabilities

Cloud integration scenarios for SAP customers

Leverage existing investments, connect with delivered integrations



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)



Get the total workforce view



Leap into the next generation

Other SAP solutions: Business ByDesign, Concur, etc.

Build the Suite



Our Partners

← Benefits



← Time & Attendance



← Payroll



← Recruiting & Onboarding



SAP SuccessFactors Cloud Technology

Integration Center

Recent
Innovations

Enable cross-suite integrations

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

- Aetna
- Payroll
- ADP

Access through the Admin Center

The screenshot displays the SAP SuccessFactors Integration Center interface. At the top, it states: "Integration Center is designed for simple file-based integrations and provides for commonly needed filters, field formats, transformations, mappings, and file types." Below this, there are five main action buttons: "Browse Integration Catalog", "Create a New", "Edit My Integrations", "Import an Integration", and "Monitor Integrations".

In the foreground, a configuration form for "PerPerson Export" is open. The form includes a progress bar with steps: Options, Field Configuration, Preview, Destination Settings, Scheduling, and Review and Run. The configuration fields are as follows:

- Integration Name: PerPerson Export
- Description: Phone and Address Extract
- Output File Type: CSV
- File Delimiter: (empty)
- Header Type: Simple Header
- Footer Type: No Footer
- Default Date Format (Not Implemented): yyyy-MM-dd
- Unix Line End:

At the bottom of the form, there are "Save", "Cancel", and "Next" buttons.

SAP SuccessFactors Cloud Technology

Extensibility: Deliver differentiating capabilities – your way

Extension Center

Object Definition

* Code

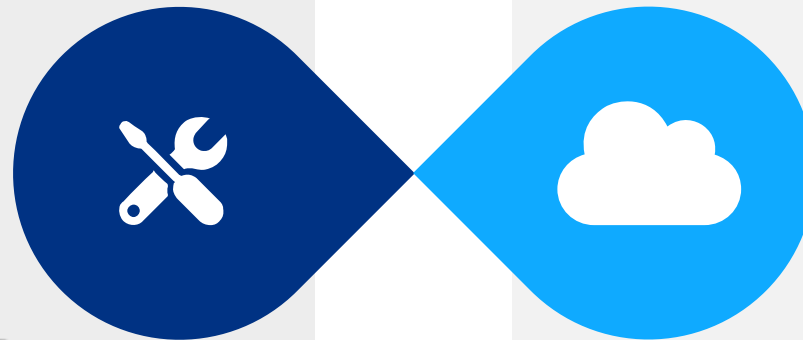
* Effective Dating

Label

Workflow Routing

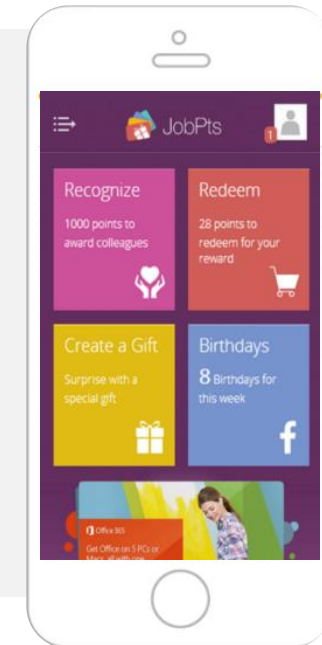
Pending Data

Todo Category



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

The screenshot displays the SAP SuccessFactors Extension Center interface. At the top, there is a navigation bar with 'Admin Tools', a user profile for 'Emily Clark (admin)', and a search bar. Below the navigation bar, the page title is 'Extension Center'. A brief description states: 'Extension Center is a one-stop page for creating and managing custom elements in SuccessFactors. From here, you can create entirely new elements as well as edit existing ones to meet whatever your business needs may be.' A 'Create Extension' button is visible. The main content area shows '8 Extensions' with a search bar. The extensions are displayed in a grid:

Extension Name	Objects	Status
Pension Plan	16	LIVE
Inventory (Sales)	11	LIVE
Inventory (Internal)	10	LIVE
Company Car	8	LIVE
Things I've Modified	6	NOT LIVE
Intramural Sports	4	LIVE
Trust Funds	4	NOT LIVE
Employee Wellness Program	3	NOT LIVE



Thank You!

SAP SuccessFactors 



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