



SAP SuccessFactors 

SAP Solutions for Human Resources

Strategy, Overview, and Roadmap

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March 2019



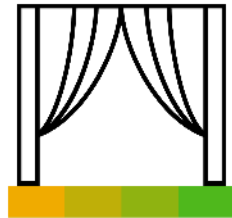
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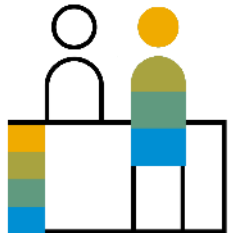
Whatever your strategies



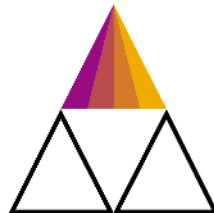
Growth



Performance



Customer
Intimacy



...

HR is (re)transforming and playing a **key role** to help your organization

- Find Talent
- Develop Talent
- Deliver HR Compliance
- Ensure Employee Data Quality
- Efficiency
- ...

Technology has been supporting HR Transformation

Talent Management Portals
Manager Self-Service
Employee Self-Service
ERP
Analytics
HRMS

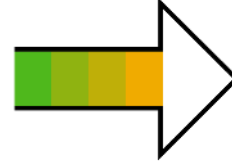


But technology is changing

Machine Learning Data-as-a-Service
Internet-of-Things Microservices Bots
Blockchain Platform-as-a-Service
Collaboration Artificial Intelligence Cloud

Expanding the reach of HR Transformation...

Doing existing things better
through **Automation**



Doing new things through
Digitalization



- Compliance
- Process
- Data



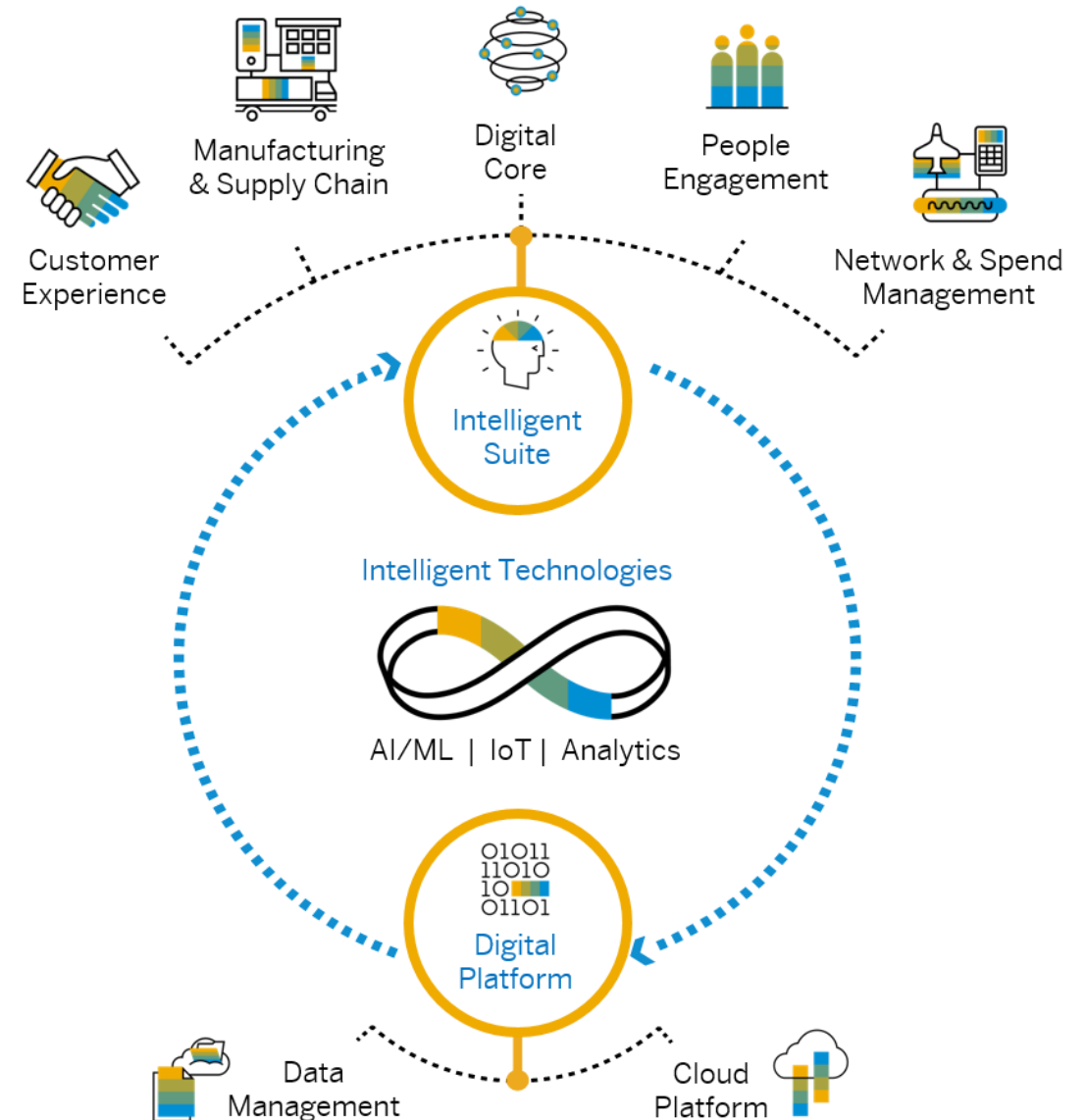
Employees

Build the Foundation

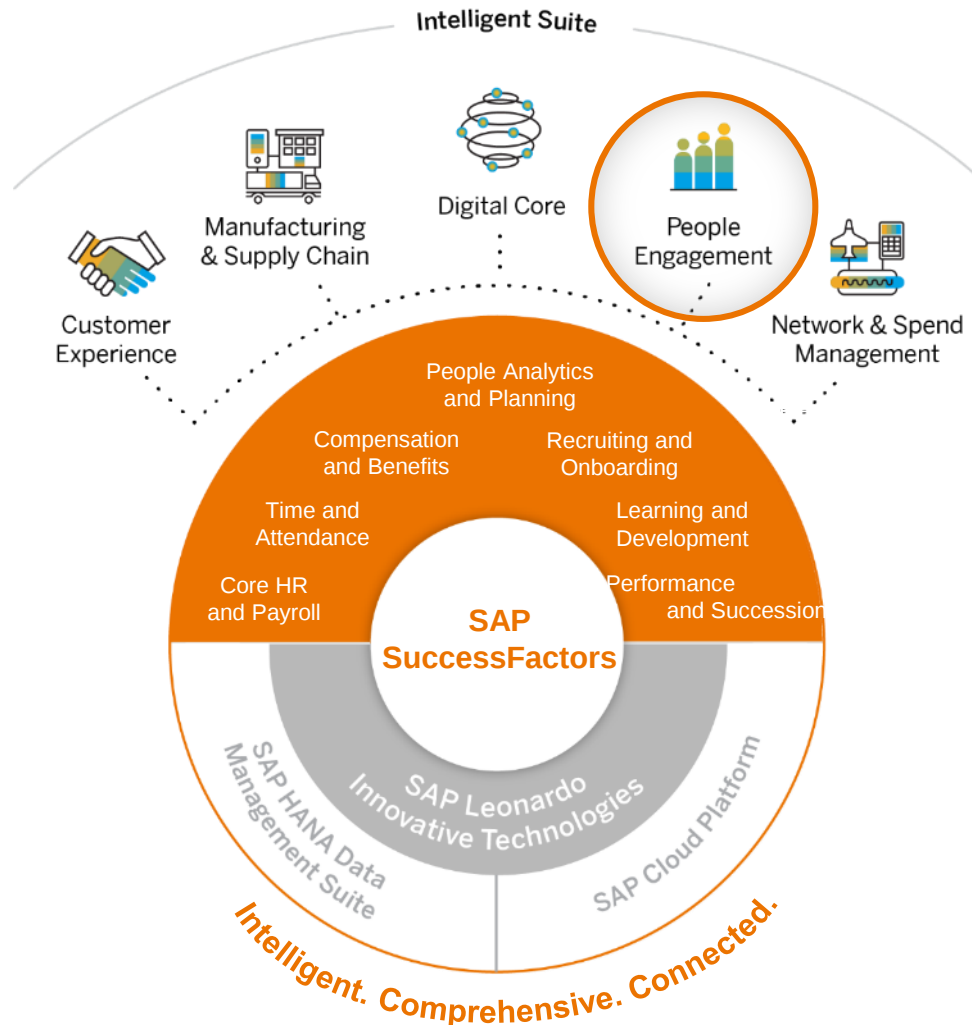
- Data-driven decision making
- Suggestions & Recommendations
- Natural Language Interaction
- Networking & Collaboration
- Continuous & Ongoing
- Simplification

Transform the Experience

SAP SuccessFactors puts people at the heart of **intelligent enterprise** transformation



SAP SuccessFactors: Intelligently transform your workforce experience



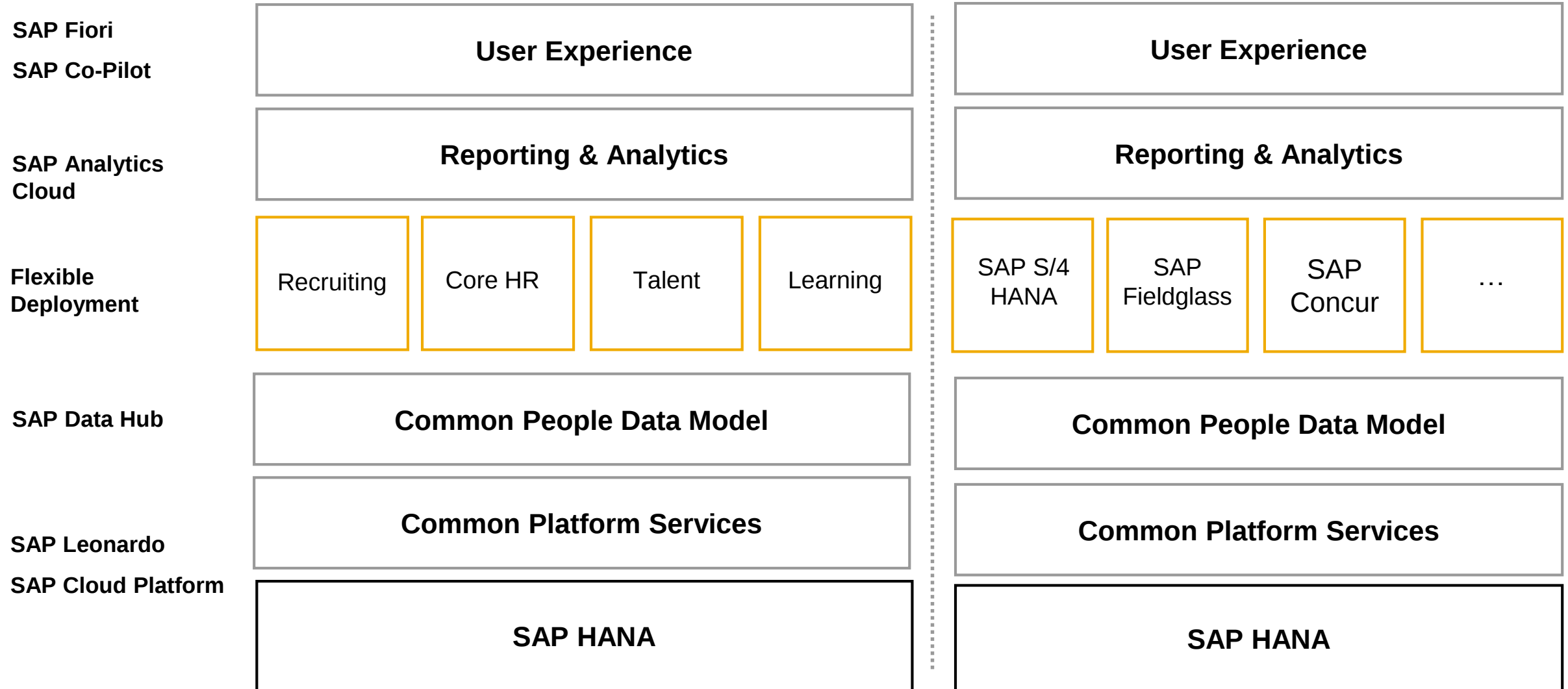
Elevate and connect people experiences to improve engagement

Spark motivation and improve agility everywhere

Shatter glass ceilings and confidently tackle tough issues

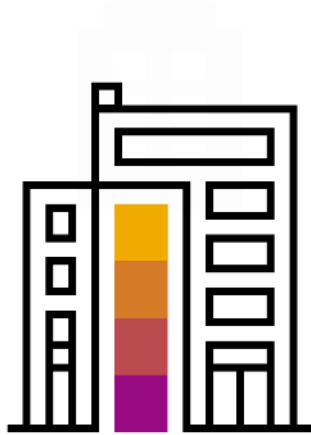
Build bridges, not silos with a flexible, connected platform

SAP Intelligent Enterprise Suite: The big picture of how it's built



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 guaranteed through at least 2025 (2030 with side-car).



SAP SuccessFactors

Most innovation investments are focused here to **re-think and re-imagine** HCM through **quarterly release** cycles.

SAP ERP HCM



SAP ERP Human Capital Management

Broad portfolio, continued support, following newest UI Technology



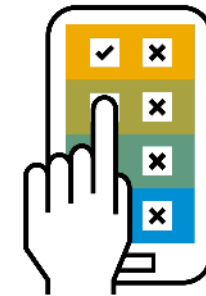
ERP HCM Suite

Continued support and development through Compatibility Pack (“2025”) and continuous Customer Connection Project



HR Renewal

New User Experience also for Professionals through HR Professional and Payroll Control Center



SAP Fiori in ERP HCM

ERP HCM engaged in following the newest UI Paradigma and technology

SAP ERP Human Capital Management

Product road map overview – key themes and capabilities (1/3)

Recent innovations

HR renewal/HR professional

- Time management content and generic functions

SAP Fiori

- My Paystubs (SAP Fiori 2.0)
- My Time Events (SAP Fiori 2.0)
- My Leave Requests (SAP Fiori 2.0)
- My Team Calendar SAP (Fiori 2.0)
- Employee Lookup (SAP Fiori 2.0)
- My Inbox (approve leave requests) (SAP Fiori 2.0)

Data privacy

- Country-specific ILM objects

2018 – Planned innovations¹

SAP ERP HCM (cross) SAP Customer Connection

- Enhancements for
 - Organizational management
 - Personal administration
 - Payroll international
 - Position management
 - Time management
- SAP Fiori
- ESS/MSS
- Learning solution
- Benefits
- Personnel cost planning
- HCM processes and forms

Data privacy

- ILM objects for compensation management

2019 – Product direction¹

SAP ERP HCM (cross)

- Enhancements in specific components through the SAP Customer Connection program

HR renewal

- Further landing pages as SAP Fiori overview page
- Further content as SAP Fiori app

SAP Fiori

- Further transactional apps
- Analytical apps

1. This is the current state of planning and may be changed by SAP at any time without notice.

Detailed Rollout-Slides and next steps on project level

Detailed material:

The detailed and complete slides and the recording of the Delivery-Call are available under the following links:

- <https://influence.sap.com/sap/ino/#campaign/22>
- <https://influence.sap.com/sap/ino/#campaign/26>
- <https://influence.sap.com/sap/ino/#campaign/27>

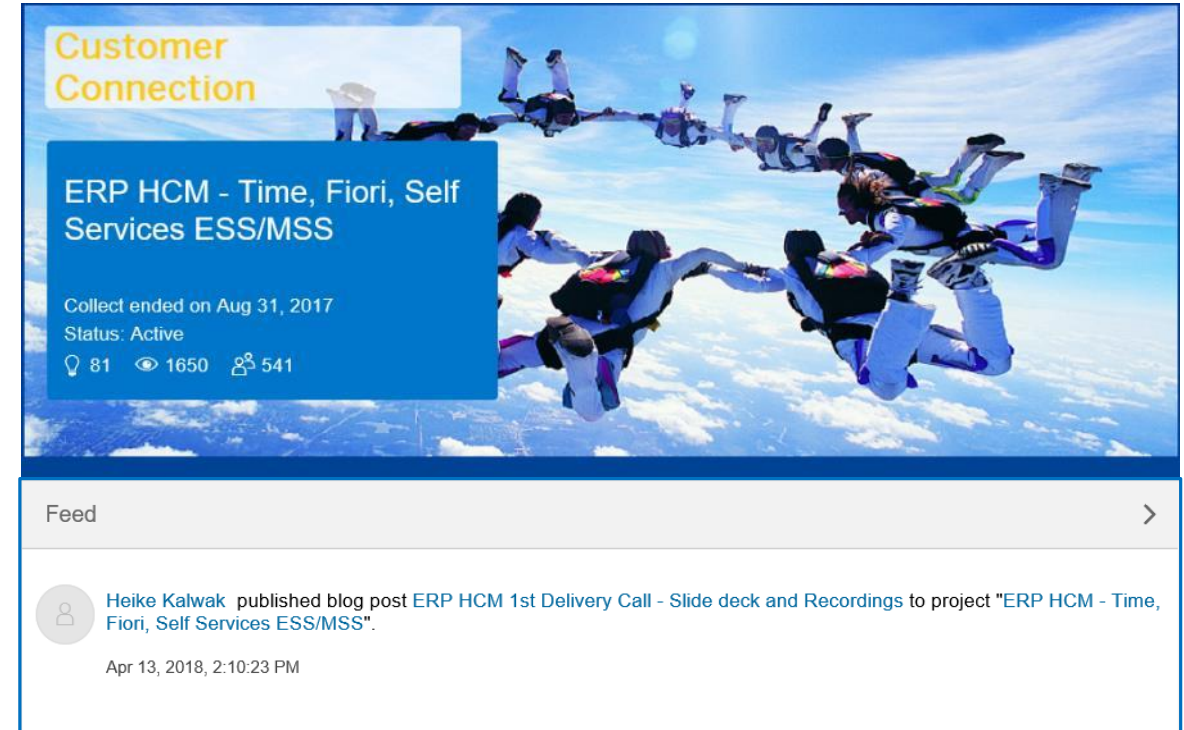
Pending requests:

Information on Pending requests was communicated via Customer Influence site

What's next:

SAP ERP HCM Core 2019

<https://influence.sap.com/sap/ino/#/campaign/1603>



SAP ERP Human Capital Management

Product road map overview – key themes and capabilities (2/3)

Recent innovations

E-recruiting

- Enhanced security feature
- 9 SAP Customer Connection enhancements released including:
 - Social network connectors
 - Added iCalendar as e-mail attachment
 - Improvements in free text search
 - Improved configuration options for job agent and referral features such as “Tell a friend”

HCM processes and forms

- Enhancements to the framework

Benefits solution

- Release of nonprofit organization enhancements in SAP_HR SP 47

2018 – Planned innovations¹

Integration with SAP SuccessFactors solutions

- Improved integration with SAP SuccessFactors HCM Suite

HR renewal

- Landing page (HR professional) as SAP Fiori overview page
- Infotype content
- “Vacancy handling”

SAP Fiori

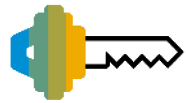
- My Inbox (approve time events) (SAP Fiori 2.0)
- My Profile (SAP Fiori 2.0)
- My Benefits (SAP Fiori 2.0)
- My Timesheet (SAP Fiori 2.0)
- Approve Timesheets (SAP Fiori 2.0)

2019 – Product direction¹

1. This is the current state of planning and may be changed by SAP at any time without notice.

SAP Fiori apps for SAP ERP Human Capital Management

Product description related to SAP Fiori apps



Key capabilities

- **Time management with SAP Fiori apps**
 - My Leave Requests
 - My Time Events
 - My Timesheet
- **Information about own data and colleagues with SAP Fiori apps**
 - My Profile
 - My Payslips
 - My Benefits
 - Employee Lookup
 - Team Calendar
- **Approval scenarios with SAP Fiori apps**
 - Approve Leave Requests
 - Approve Timesheets

App group for employee

My Paystubs View my paystubs  Confidential	My Time Events Manage my time ev... 	My Leave Requests Manage my leave re... 	Employee Lookup Search for employees 	My Team Calendar View my team 
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App group for manager

My Inbox All Items  16	My Paystubs View my paystubs  Confidential	My Time Events Manage my time ev... 	My Leave Requests Manage my leave re... 	Employee Lookup Search for employees 	My Team Calendar View my team 
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SAP ERP Human Capital Management

Product road map overview – key themes and capabilities (3/3)

Recent innovations

SAP Learning Solution

- Enhanced security features

ESS (see also SAP Fiori)

- Enhanced photo upload options in Pers-Info (WDA and UI5)

2018 – Planned innovations¹

SAP Fiori

- Initial delivery of apps for personal information scenarios
 - My Personal Data
 - My Addresses
 - My Bank Data
 - My Family Members
 - My Internal Data
 - My Communication Data
- Country content for personal information apps
- App enhancements based on SAP Customer Connection program
- New apps based on the SAP Customer Connection program

2019 – Product direction¹

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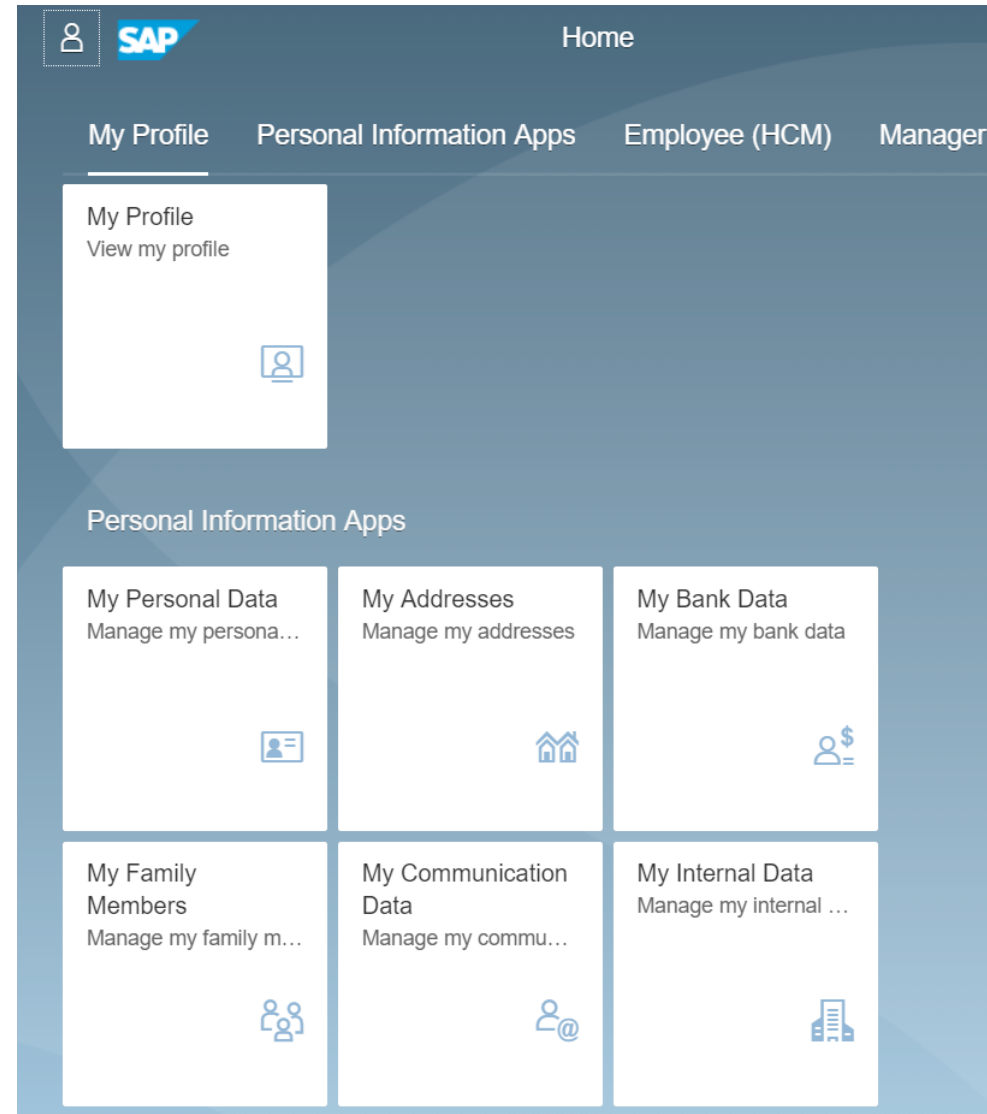
Q2/2018: Initial delivery of Personal-Information-Apps

In Q2/2018 we delivered the following “Pers-Info-Apps”:

- My Personal Data
- My Addresses
- My Bank Data
- My Family Members
- My Internal Data
- My Communication Data

Furthermore a **new version of “My Profile”** was delivered. This version contains in the area with employee master data navigations to the above listed apps.

This is the current state of planning and may be changed by SAP at any time without notice.



SAP Human Capital Management for SAP S/4HANA on-premise edition



SAP Human Capital Management for SAP S/4HANA on-premise edition

A new on-premise option for customers leveraging SAP ERP HCM



Continuity and investment protection for HCM on-premise customers, with maintenance support planned until 2030

Solution will run on **SAP HANA database** only

Solution will be based on SAP ERP HCM with **optimizations and selected new capabilities** to leverage HANA

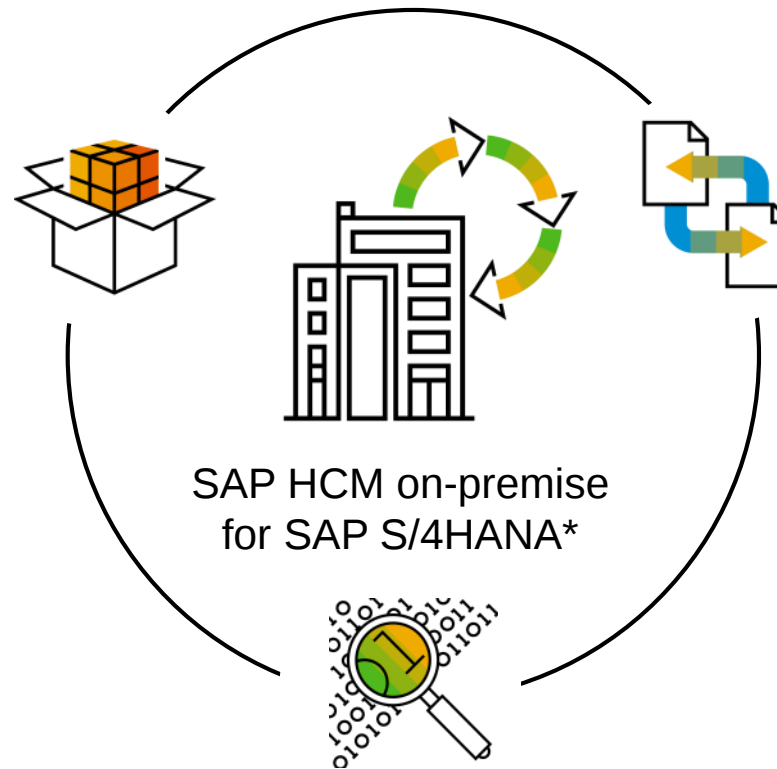
We see this option as a **bridge to give additional time** to those customers who are not ready to fully move to SuccessFactors.

SAP Human Capital Management for SAP S/4HANA on-premise edition

Key capabilities

Product

- Scope matches the S/4HANA Compatibility Pack and the key functionality of SAP ERP HCM
- Based on ERP HCM, likely to be supplemented with some HANA-based capabilities.
- No major additional functional additions or re-architectures are planned
- Only available for on-premise deployment
- Available in 2023, with maintenance planned until (at least) 2030



Transition

- Customers will need to run HCM on a separate instance (if have not already done so)
- Customers will need to migrate to SAP HANA database.
- Migration tools and services will be provided to help facilitate a non-disruptive migration from SAP HCM or SAP S/4HANA compatibility pack
- Customers can adopt the new solution starting in 2023
- A license conversion will be offered

SAP Human Capital Management for SAP S/4HANA on-premise edition

Solution Scope

Personnel Management

- Personnel Management (PA-PA)
- Organization Management (PA-OS, BC-BMT-OM)
- Personnel Development (PA-PD-xx)
- Benefits (PA-BN)
- Compensation (PA-CM)
- Personnel Cost Planning (PA-CM-CP)
- Pension scheme (PA-PF-DE)
- MSS / ESS (CA-ESS/MSS)

Talent Management

- SAP Learning Solution (PE-LSO-xx*)

Payroll

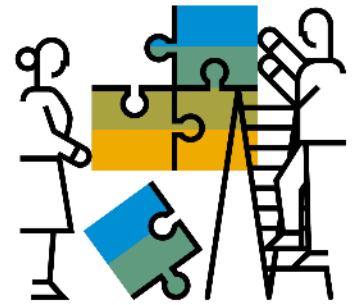
- Payroll (PY-xx)

Time Management

- Time (PT-xx)
- Shift Planning (PT-SP)

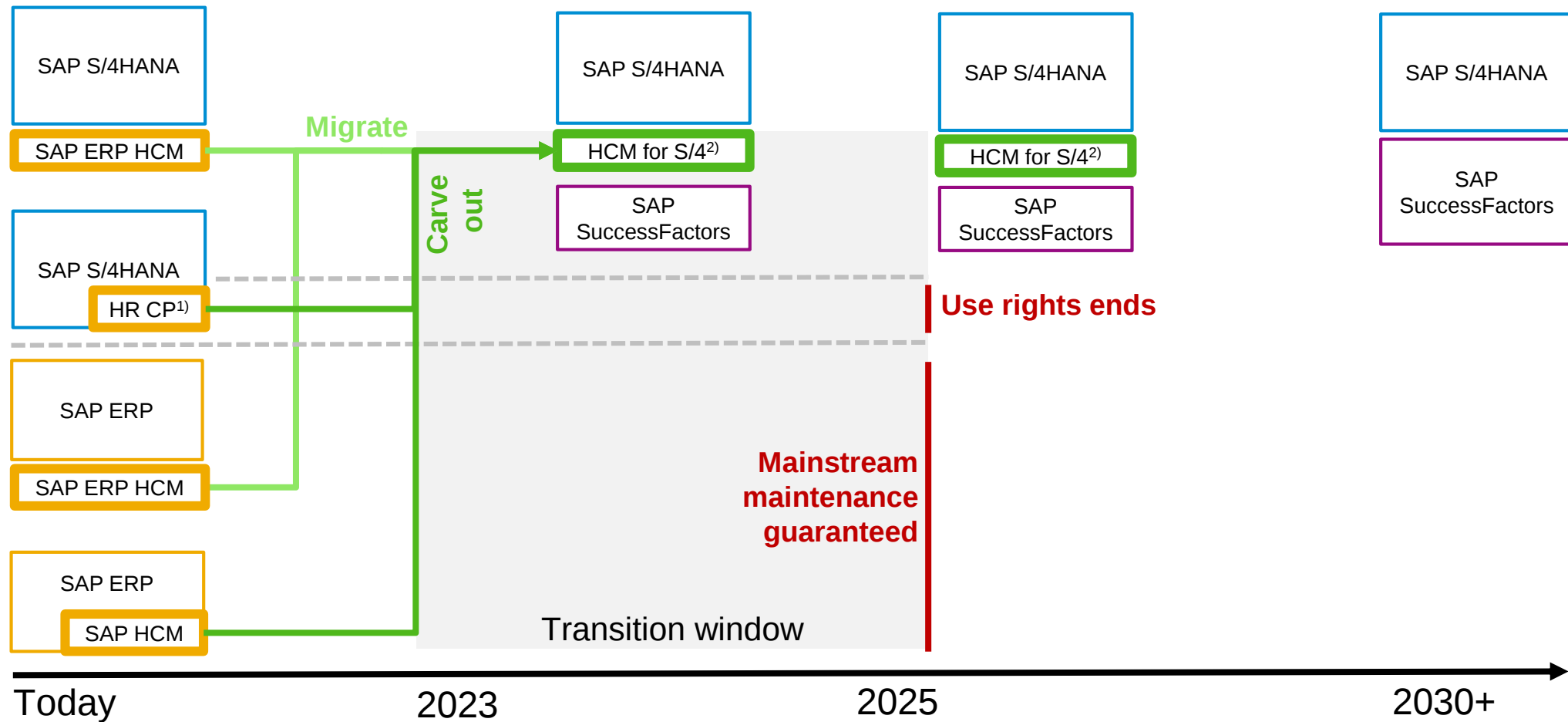
Public Sector

- Public Sector DE (PY-DE-PS, PY-DE-PS-VA)
- Position Budgeting and Control (PA-PM-PB)
- HR Funds & Position Management (PA-PM)
- Shift Planning for Public Sector (PT-SP-PS)



Migration options

From SAP ERP HCM to SAP Human Capital Management for SAP S/4HANA, on-premise edition

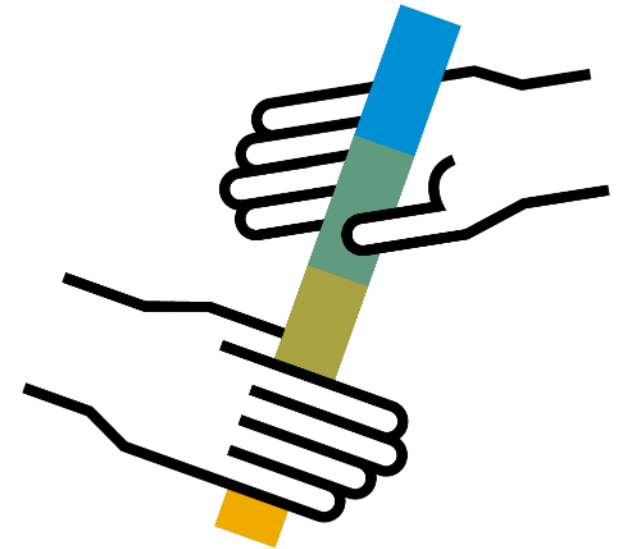


¹⁾ SAP S/4HANA Compatibility pack for SAP ERP HCM ²⁾ SAP Human Capital Management for SAP S/4HANA, on-premise edition

Summary

SAP Human Capital Management for SAP S/4HANA on-premise edition

- We encourage all our 15,000 ERP HCM customers to move to SuccessFactors to accelerate their digital HR transformations.
- We also recognize that a subset of the ERP HCM customers will desire to run their on-premise environment for the foreseeable future.
- In order to continue to support these customers' needs, we have taken the decision to offer a new HCM on-premise option, SAP Human Capital Management for SAP S/4HANA on-premise edition
- This new solution is planned to be available in January 2023, with maintenance planned until 2030.
- We see this new solution as a bridge to give additional time to those customers who are not ready to fully move to SuccessFactors.
- Customers' investments will be protected: We will provide migration tools and services to enable an “upgrade-like” migration.



SAP SuccessFactors



SAP SuccessFactors HCM Suite enables digital HR transformation

Engaging Experiences: Mobile | Social | Personal



Human Capital Analytics

Workforce Analytics | Workforce Planning



Talent Management

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



Core HR and Payroll

People and Transactions | Organizational Management | Benefits | Shared Service for HR | Payroll



Time and Attendance Management

Time Tracking | Absence and Leave Management



Total
Workforce



Health &
Wellbeing



Diversity &
Inclusion

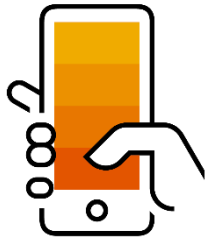
Cloud Foundation: Intelligent | Secure | Extensible

Meaningful experiences to engage your people

Provide a consumer-grade experience for all users on all devices

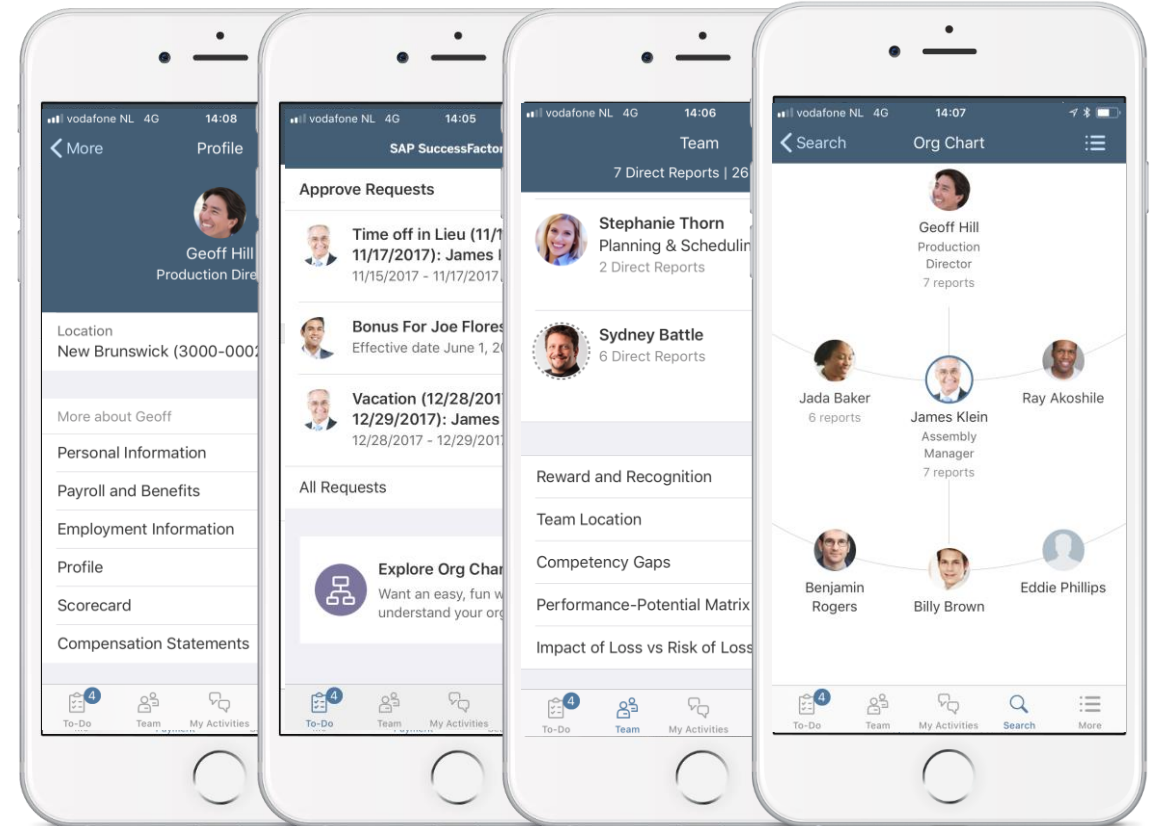
Increase workforce engagement with a powerful mobile app

- Provide **employees** personalized access to their data, business processes, and HR services
- Provide **managers** with easy access to all their to-do's, detailed team information, and insights to improve decision making
- **Organizational chart** including ability to immediately reach out to people



Co-development with Apple

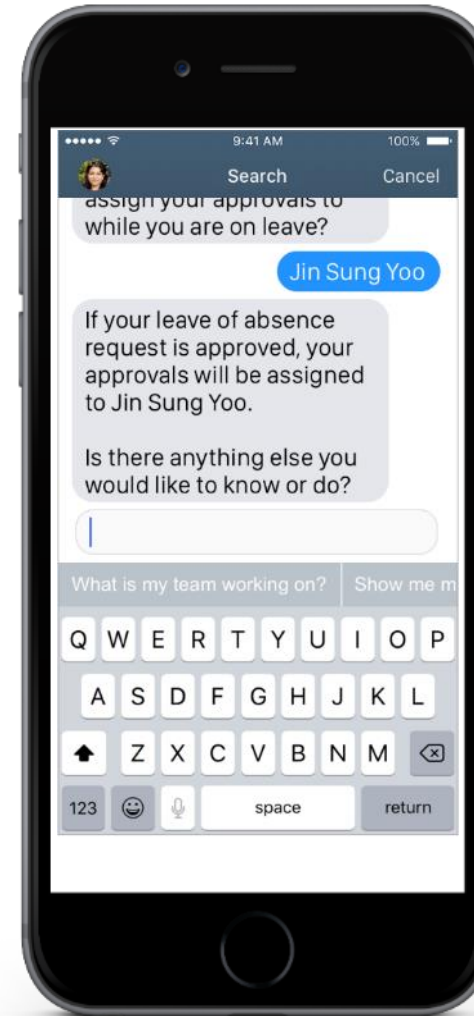
We work alongside Apple developers in the Apple Enterprise Design Lab



Introducing SAP SuccessFactors Digital Assistant

A personalized HR resource for everyone

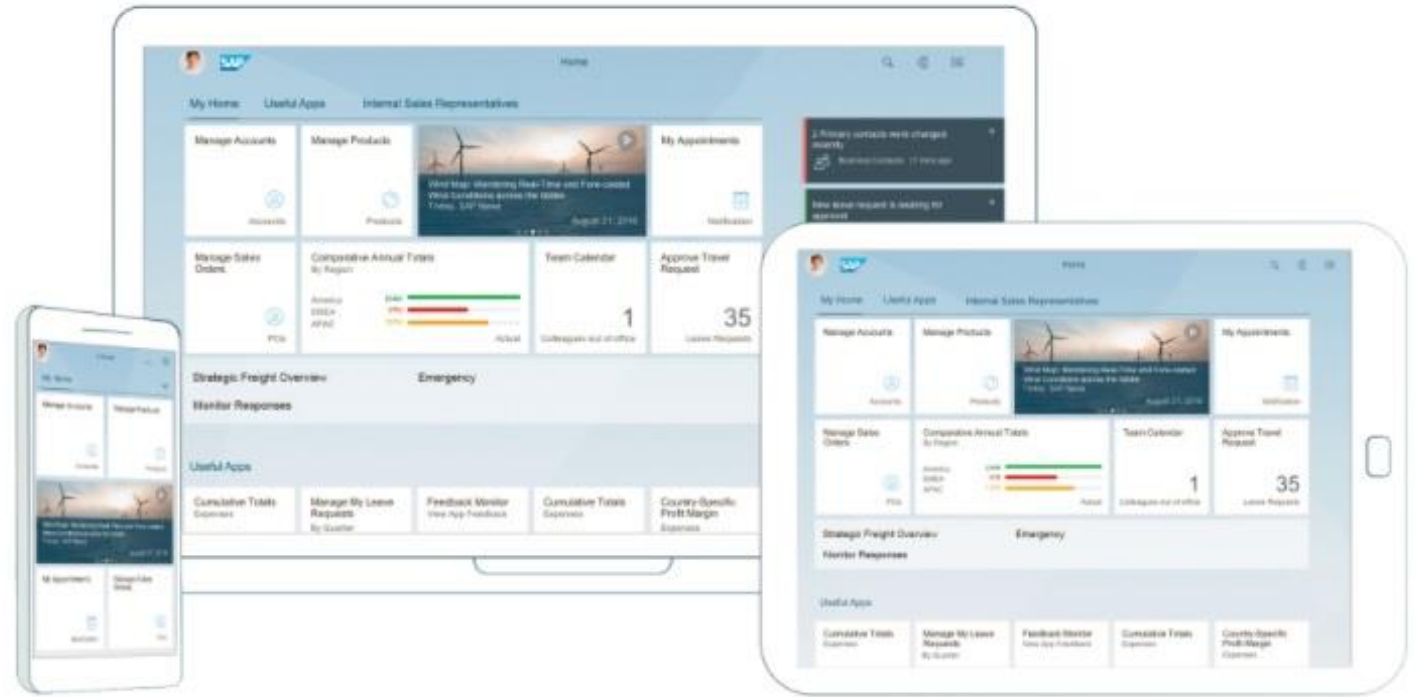
- Enables instant access to information and actions across a broad range of HR activities through a conversational interface
- Fueled by machine learning, and a key component of the connected, Intelligent Enterprise
- Available via spoken and text interactions on mobile and desktop devices
- Accessible through the SAP SuccessFactors solution as well as other day-to-day use solutions like Slack and Microsoft Teams



Point-of-access

Connect SAP SuccessFactors access to the technology that fuels your business

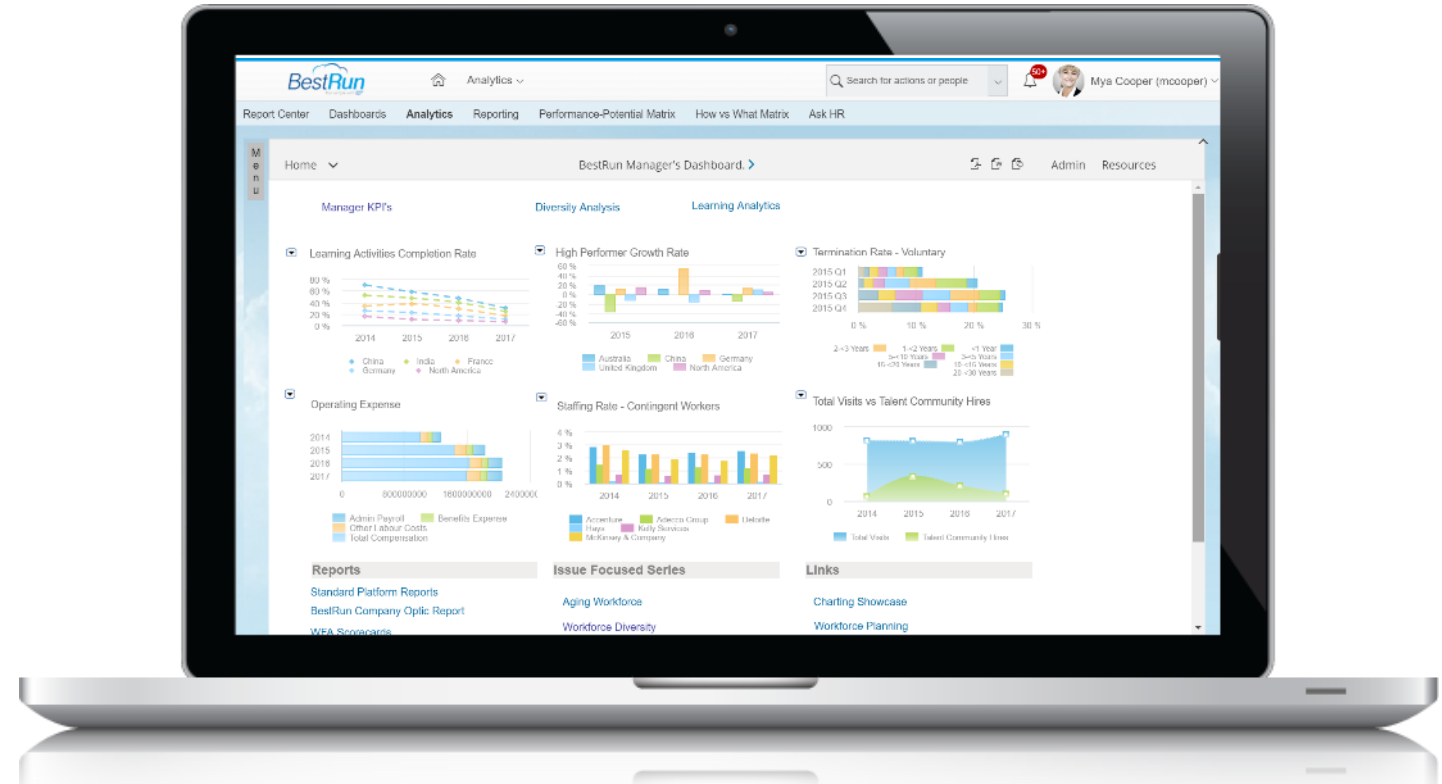
- Access SAP SuccessFactors and other SAP cloud business applications through the SAP Fiori Launchpad
- Support the end-to-end digital business



Results-driven initiatives

Total workforce

- Bridge the gap between employees and external workers
- Break down silos between HR and procurement for operational efficiency, cost control, and risk mitigation
- Combine traditional and non-traditional workforce data for actionable insight into your total talent



SAP SuccessFactors HCM Suite enables digital HR transformation

Engaging Experiences: Mobile | Social | Personal



Human Capital Analytics

Workforce Analytics | Workforce Planning



Talent Management

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



Core HR and Payroll

People and Transactions | Organizational Management | Benefits | Shared Service for HR | Payroll



Time and Attendance Management

Time Tracking | Absence and Leave Management



Total
Workforce



Health &
Wellbeing



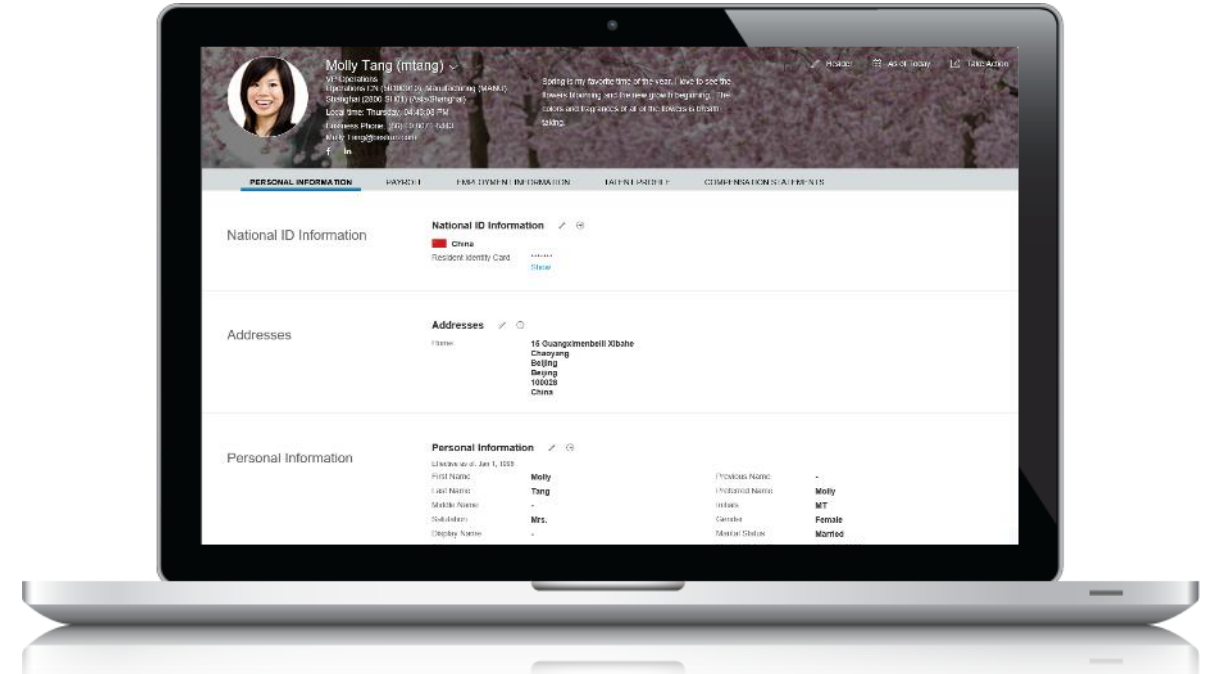
Diversity &
Inclusion

Cloud Foundation: Intelligent | Secure | Extensible

People and Transactions

Global governance for people data and HR processes

- **Best-practice processes** supporting all relevant work events (transfer, promotion, termination, concurrent employment, ...)
- Single repository **for employees and contingent labor** to view and maintain all relevant HR data
- **Embedded localization** to drive global compliance
- **Record keeping for financial contractual obligations** (gross salaries), in line with your collective labor agreements
- Built in **letter generation capabilities**

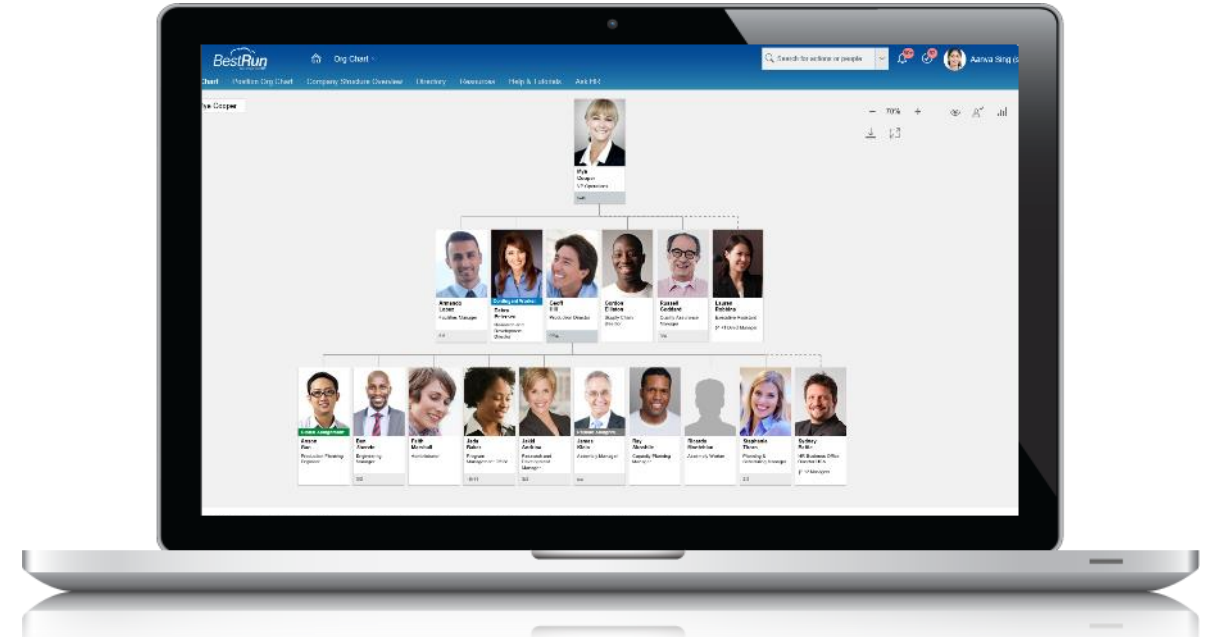


Organizational Management

Structure your business for success

Maintain and visualize organizational structures to increase insight, and improve decision making

- Provides the flexibility and simplicity to design and maintain an **org chart that reflects your business**
- Leverage various reporting structures such as:
 - people to people
 - positions to positions
 - people to organization
- Allows you to **visualize other types of hierarchies** such as finance (cost or profit), legal, or pay scale views
- Provides **full information at one glance** including information on contingent workers, global assignments, matrix relationships and who is out of office.

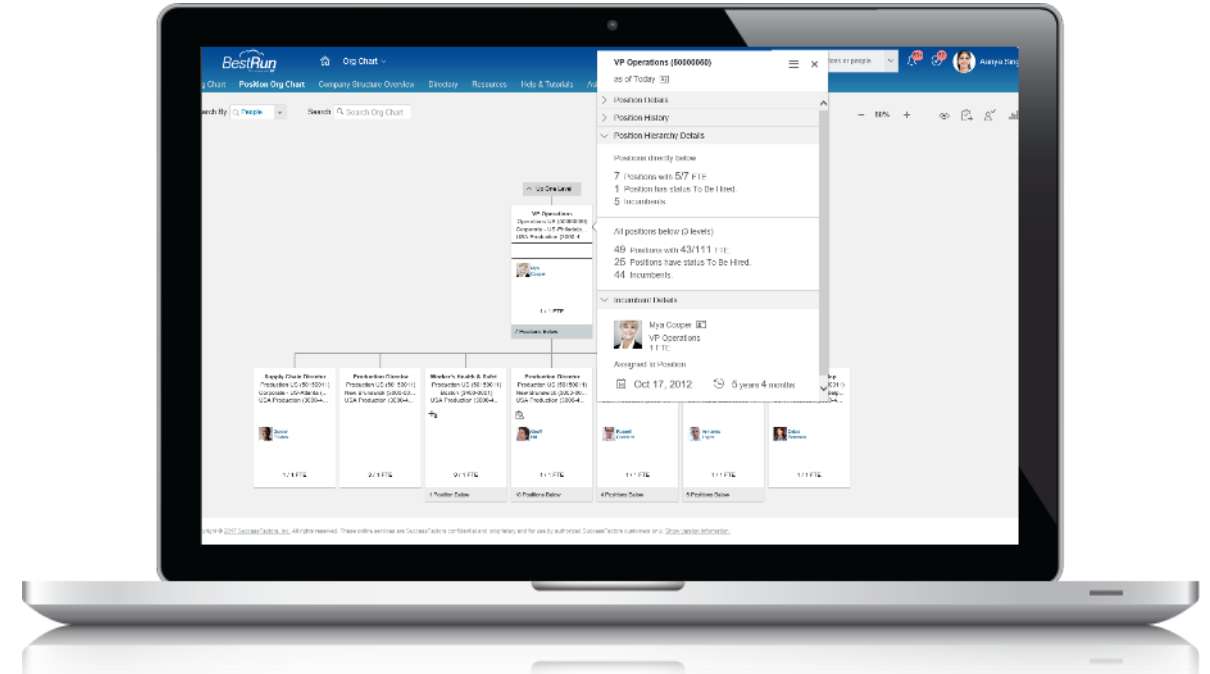


Position Management

Plan and act based on your business needs

Define the needs of the business, communicate expectations, and match people with opportunities by:

- **Facilitating operational workforce planning** and allowing you to open new requisitions for employees or contingent labor
- **Identifying critical positions** for your organization and assessing development needs for your employees
- **Providing administrative efficiency** based on inheritance concepts
- End-to-end support for **concurrent employment**, and **global assignments**



Employee Central Global Benefits

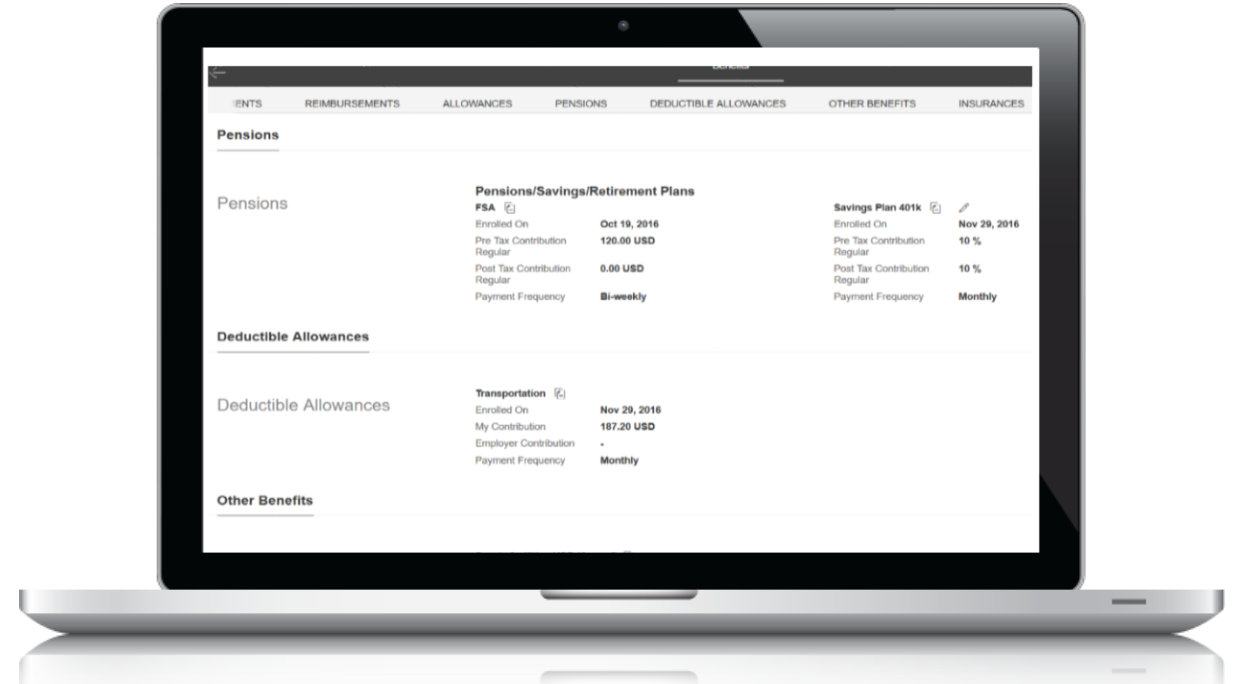
Meeting the expectations of your employees and the needs of your business

Modern employee experience

- View current elections, history and benefits confirmation statements from one place
- Confirm benefits elections with **email notifications**

Simplified administration

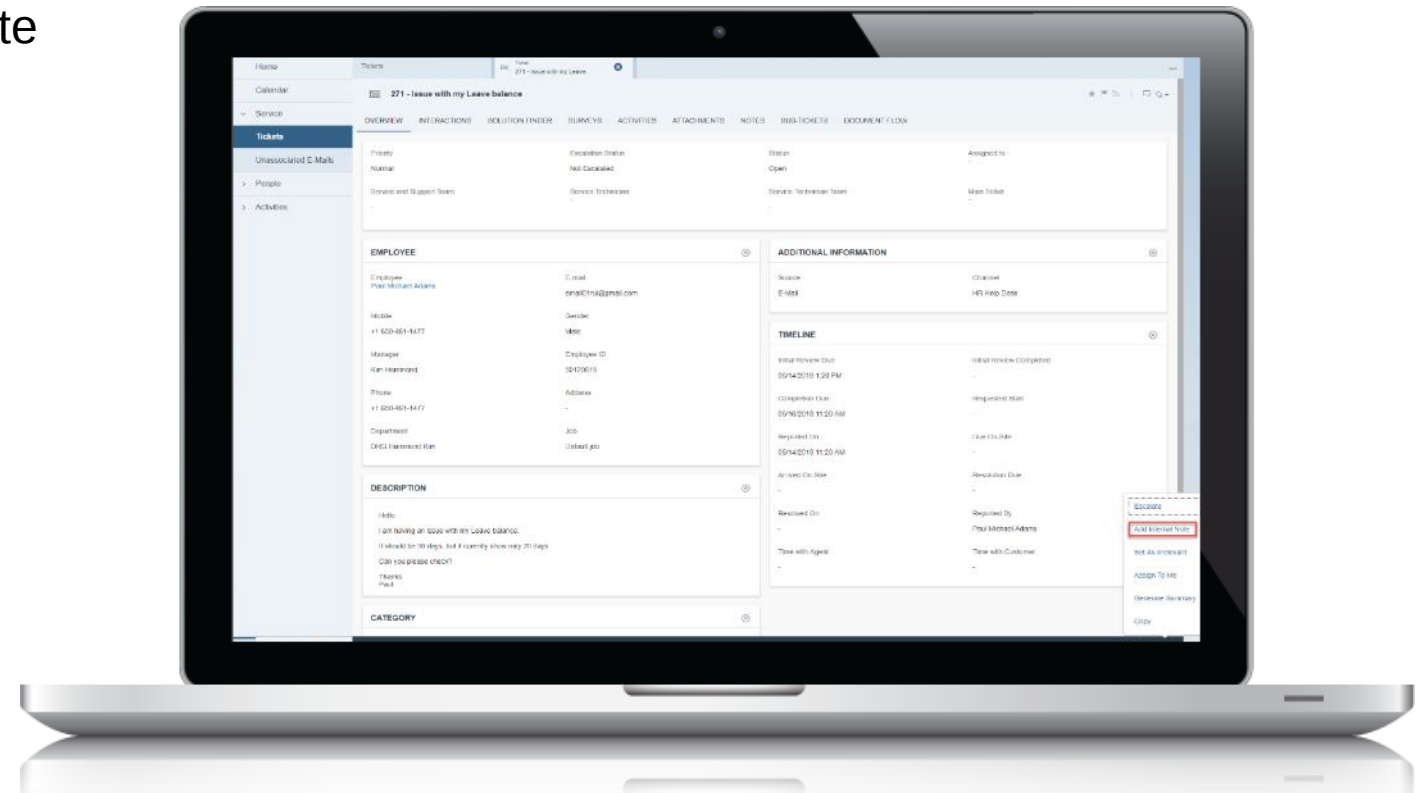
- Support for **passive, active and auto benefit enrollments** ensures compliance
- **Manage carrier file feeds** via integration center
- **Integrates** with Employee Central Payroll, SAP payroll, and third-party providers



SAP SuccessFactors Employee Central Service Center

Improved user experience to boost productivity

- User experience harmonization for EC SC with the rest of the SAP SuccessFactors suite
- Improved collaboration options within HR tickets
- Ability to include deep link to the 'AskHR' page from any page to access Employee Central Service Center
- Additional language support for Turkish, Hungarian, and Czech
- Improved functionality to auto-create tickets based on incoming email

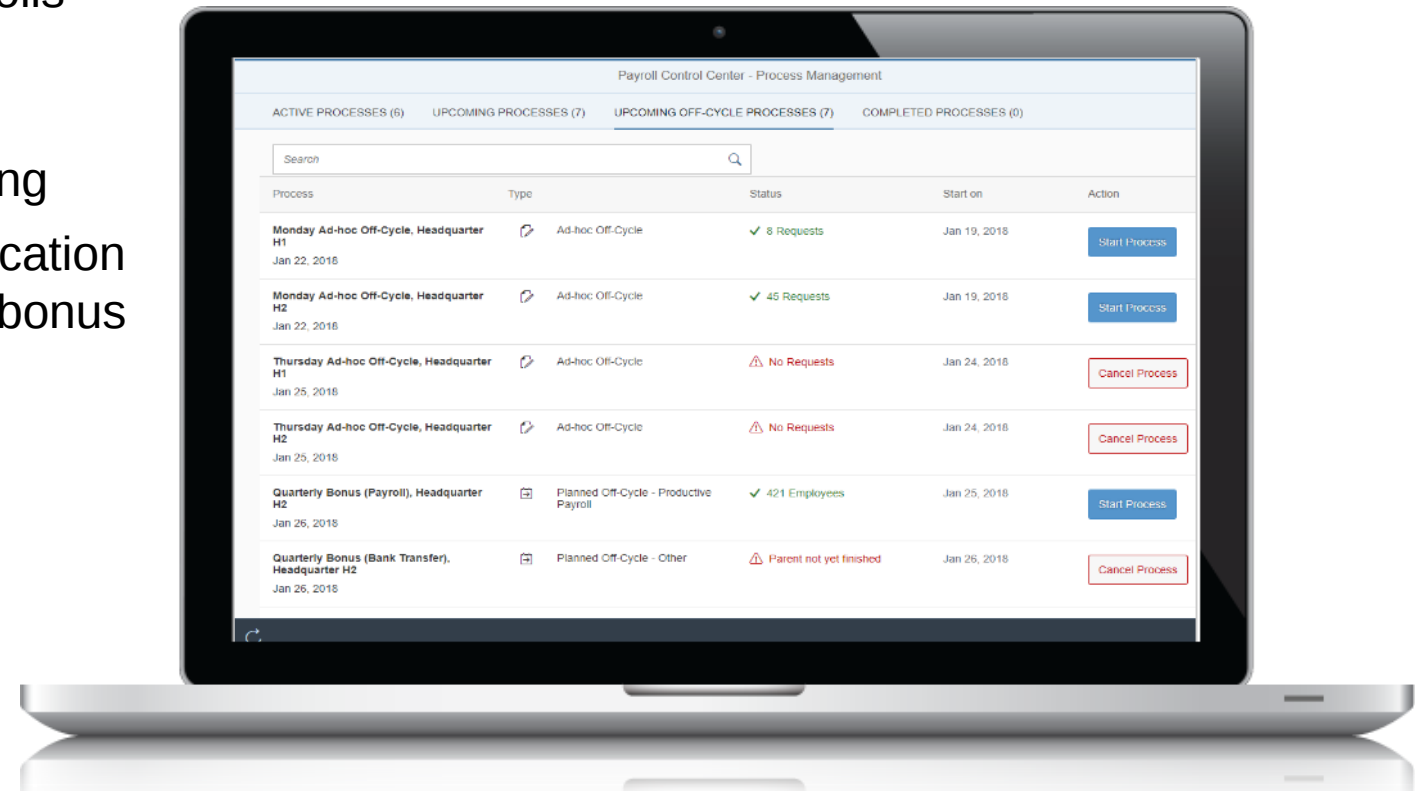


SAP SuccessFactors Employee Central Payroll

Enhanced capabilities to view and execute off-cycle payrolls

Expanding the ability to process off-cycle payrolls through the Payroll Control Center:

- New central overview page provides full transparency in all off-cycle payroll processing
- Capabilities to run off-cycle for advanced vacation pay and to provide a notification of pending bonus

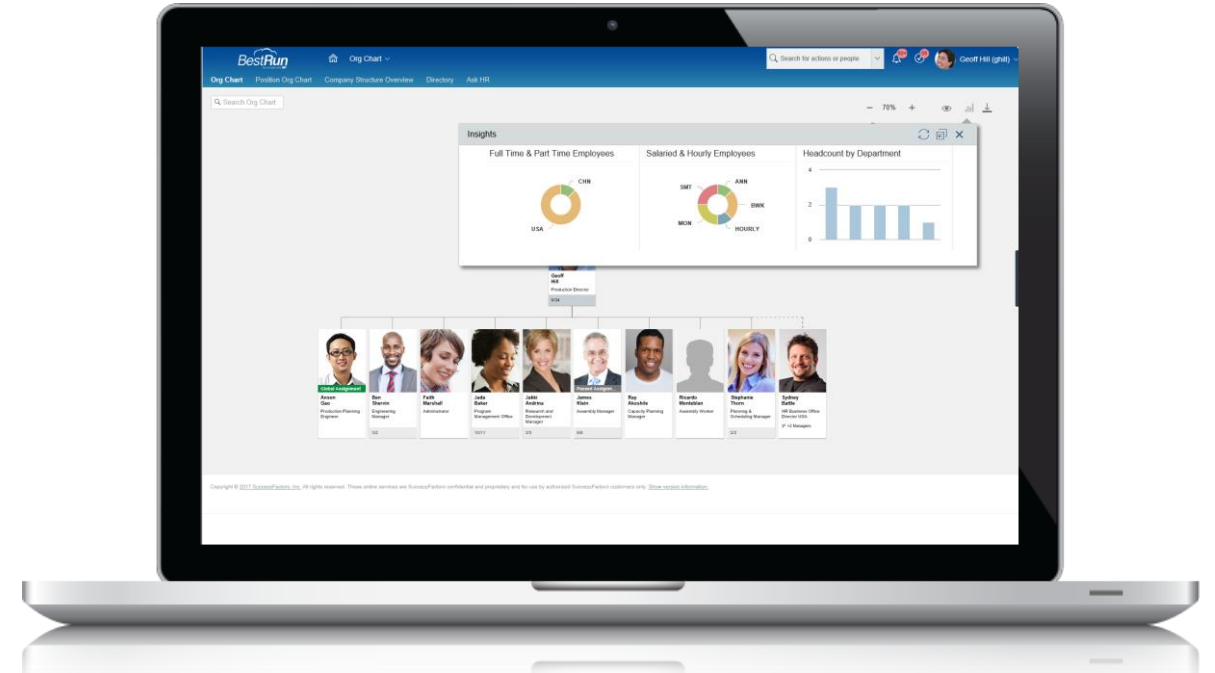


Embedded insights and dashboards

Keep your finger on the pulse of the organization

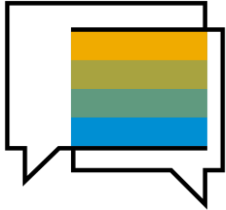
Improve decision making for management and HR based on data driven insights, by providing:

- **One-click access** to context-sensitive (in-line) insights based on the activity you're working on.
- **Graphical dashboards** provide a birds-eye view to quickly assess if there is a problem
- Embedded **role based reporting**



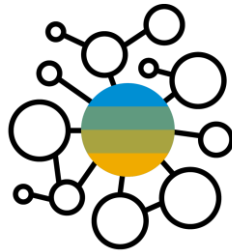
Truly global coverage

Unmatched multi-country availability and support



Translation and global access:

- Our cloud application suite is in 42 languages for both content and documentation
- Used by customers in over 200 countries



Globalization:

- Supporting multiple country user base simultaneously
- Multi-language, time zone, and currency support
- Global fields, national ID, address formats



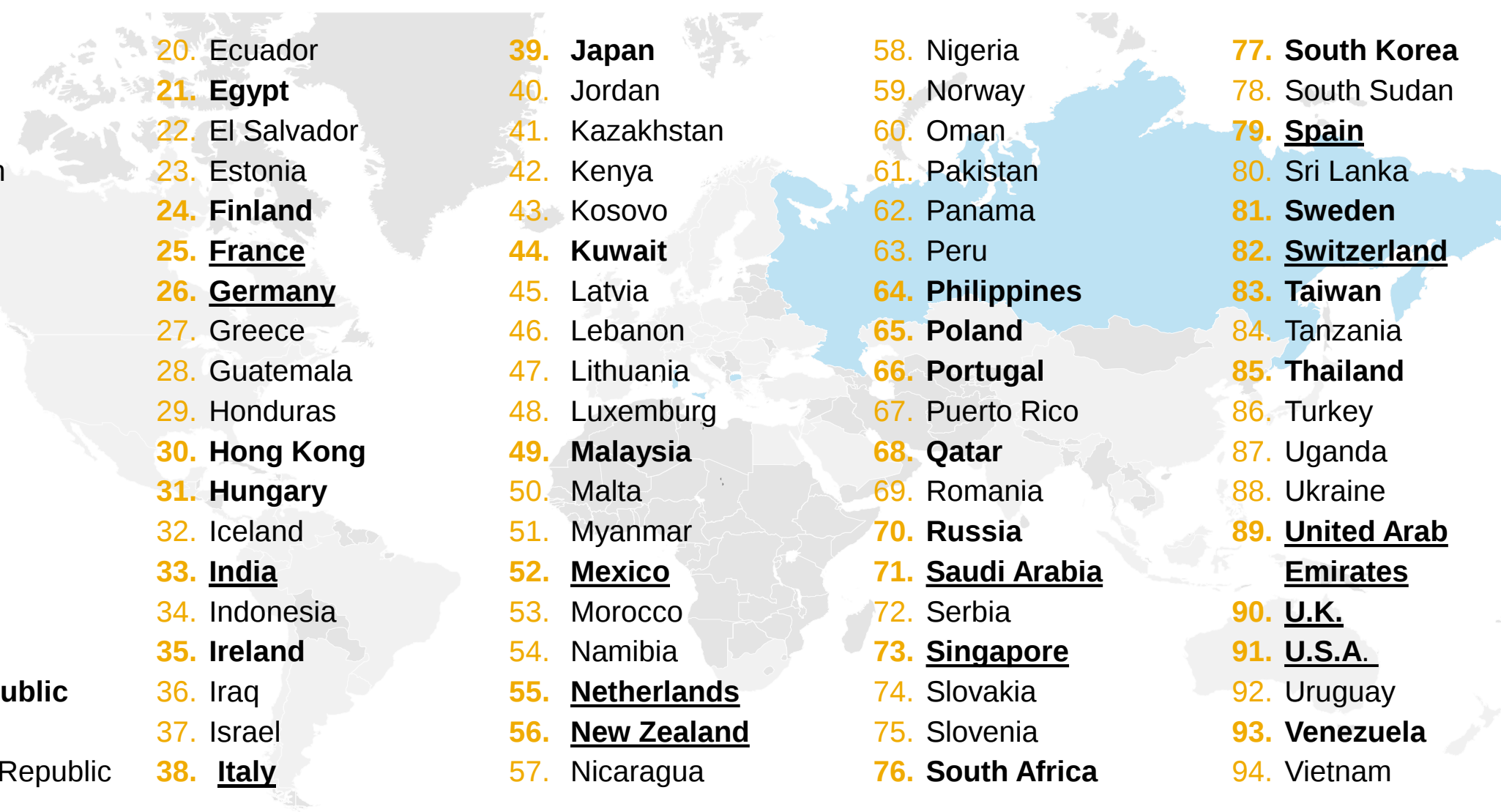
Localization:

- Country-specific fields and business rules
- Integrations to local providers and tax authorities
- Employee Central Payroll available in 43 country versions
- Employee Central is localized in 94 countries

Single source of HR records enables **global processes** and **local compliance** for **worldwide standardization**

SAP SuccessFactors Employee Central

Localized countries (Q4 2018)

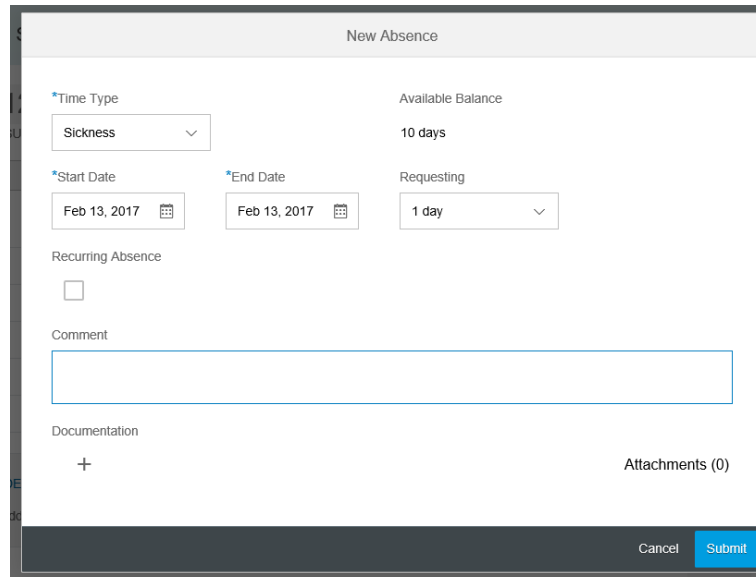
- 
1. **Argentina**
 2. **Australia**
 3. **Austria**
 4. Bangladesh
 5. Belgium
 6. Botswana
 7. **Brazil**
 8. Belarus
 9. Bulgaria
 10. Cambodia
 11. **Canada**
 12. **Chile**
 13. **China**
 14. **Colombia**
 15. Costa Rica
 16. Croatia
 17. **Czech Republic**
 18. Denmark
 19. Dominican Republic
 20. Ecuador
 21. **Egypt**
 22. El Salvador
 23. Estonia
 24. **Finland**
 25. **France**
 26. **Germany**
 27. Greece
 28. Guatemala
 29. Honduras
 30. **Hong Kong**
 31. **Hungary**
 32. Iceland
 33. **India**
 34. Indonesia
 35. **Ireland**
 36. Iraq
 37. Israel
 38. **Italy**
 39. **Japan**
 40. Jordan
 41. Kazakhstan
 42. Kenya
 43. Kosovo
 44. **Kuwait**
 45. Latvia
 46. Lebanon
 47. Lithuania
 48. Luxembourg
 49. **Malaysia**
 50. Malta
 51. Myanmar
 52. **Mexico**
 53. Morocco
 54. Namibia
 55. **Netherlands**
 56. **New Zealand**
 57. Nicaragua
 58. Nigeria
 59. Norway
 60. Oman
 61. Pakistan
 62. Panama
 63. Peru
 64. **Philippines**
 65. **Poland**
 66. **Portugal**
 67. Puerto Rico
 68. **Qatar**
 69. Romania
 70. **Russia**
 71. **Saudi Arabia**
 72. Serbia
 73. **Singapore**
 74. Slovakia
 75. Slovenia
 76. **South Africa**
 77. **South Korea**
 78. South Sudan
 79. **Spain**
 80. Sri Lanka
 81. **Sweden**
 82. **Switzerland**
 83. **Taiwan**
 84. Tanzania
 85. **Thailand**
 86. Turkey
 87. Uganda
 88. Ukraine
 89. **United Arab Emirates**
 90. **U.K.**
 91. **U.S.A.**
 92. Uruguay
 93. **Venezuela**
 94. Vietnam

Global platform with localized support for your business

Use configurable options like holiday calendars, accrual rules, business rules, etc.

Example of Employee Central Time Off localization: country-dependent illness-related data entry fields

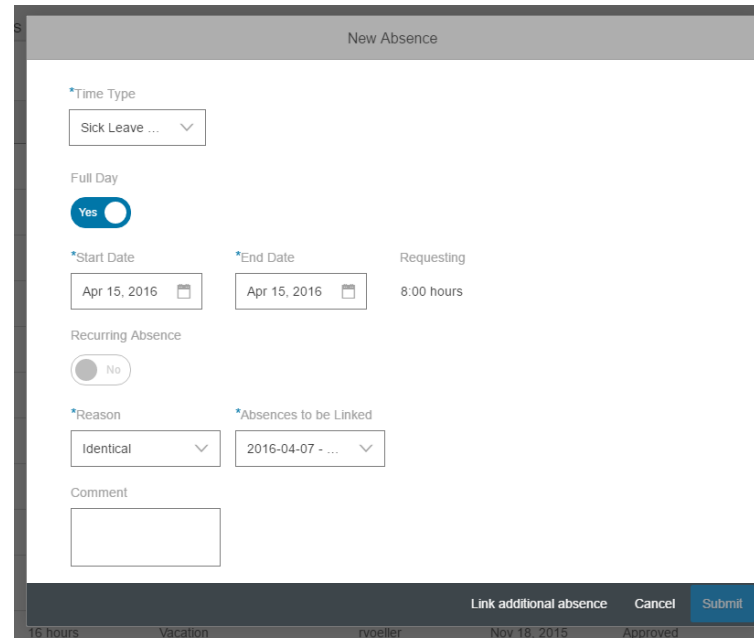
Standard screen for absence



The 'New Absence' screen for a standard employee shows the following fields:

- *Time Type:** A dropdown menu with 'Sickness' selected.
- Available Balance:** A text field showing '10 days'.
- *Start Date:** A date picker with 'Feb 13, 2017' selected.
- *End Date:** A date picker with 'Feb 13, 2017' selected.
- Requesting:** A dropdown menu with '1 day' selected.
- Recurring Absence:** A checkbox that is currently unchecked.
- Comment:** A large text area for entering a comment.
- Documentation:** A section with a plus sign icon and the text 'Attachments (0)'.
- Buttons:** 'Cancel' and 'Submit' buttons at the bottom right.

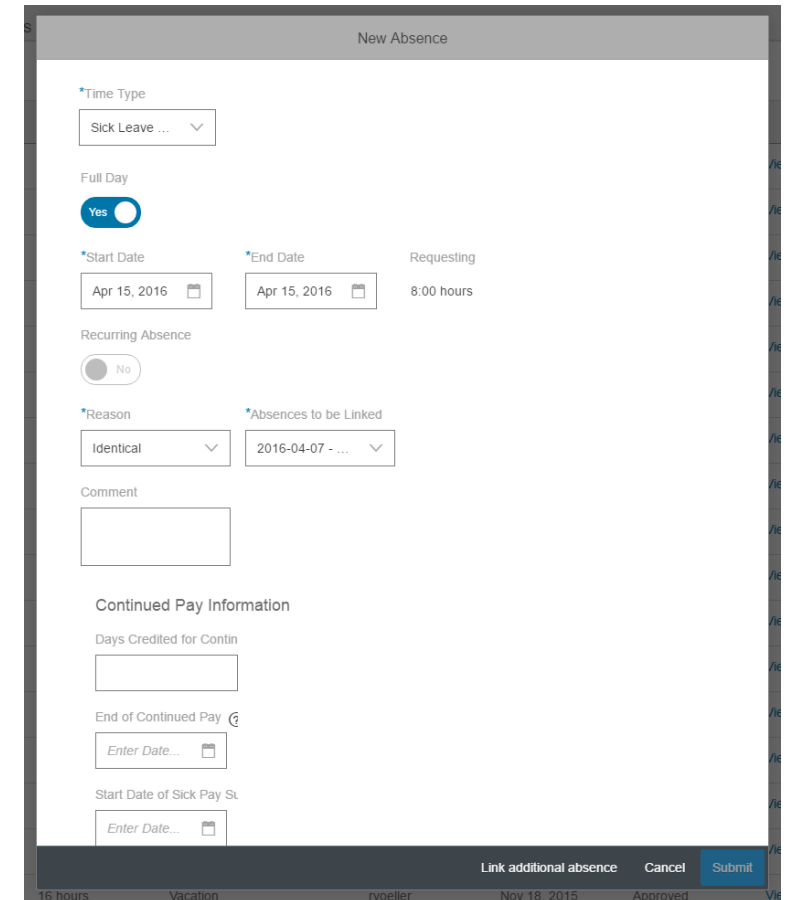
Screen for Spain-based employees



The 'New Absence' screen for Spain-based employees includes additional fields:

- *Time Type:** A dropdown menu with 'Sick Leave ...' selected.
- Full Day:** A radio button group with 'Yes' selected.
- *Start Date:** A date picker with 'Apr 15, 2016' selected.
- *End Date:** A date picker with 'Apr 15, 2016' selected.
- Requesting:** A text field showing '8:00 hours'.
- Recurring Absence:** A radio button group with 'No' selected.
- *Reason:** A dropdown menu with 'Identical' selected.
- *Absences to be Linked:** A dropdown menu with '2016-04-07 - ...' selected.
- Comment:** A large text area for entering a comment.
- Buttons:** 'Link additional absence', 'Cancel', and 'Submit' buttons at the bottom right.

Screen for Germany-based employees



The 'New Absence' screen for Germany-based employees includes additional fields:

- *Time Type:** A dropdown menu with 'Sick Leave ...' selected.
- Full Day:** A radio button group with 'Yes' selected.
- *Start Date:** A date picker with 'Apr 15, 2016' selected.
- *End Date:** A date picker with 'Apr 15, 2016' selected.
- Requesting:** A text field showing '8:00 hours'.
- Recurring Absence:** A radio button group with 'No' selected.
- *Reason:** A dropdown menu with 'Identical' selected.
- *Absences to be Linked:** A dropdown menu with '2016-04-07 - ...' selected.
- Comment:** A large text area for entering a comment.
- Continued Pay Information:** A section with the following fields:
 - Days Credited for Contin:** A text field.
 - End of Continued Pay:** A date picker with 'Enter Date...' selected.
 - Start Date of Sick Pay St:** A date picker with 'Enter Date...' selected.
- Buttons:** 'Link additional absence', 'Cancel', and 'Submit' buttons at the bottom right.

Localization examples

Linking of Absences for Germany and Spain

TIME RECORD

TIME ACCOUNTS

WORK SCHEDULE

Time Records (20)

New Absence

Start Date	End Date	Taken	Time Type	Requester	Requested On	Status		
Mar 7, 2017	Mar 7, 2017	8 hours	Vacation	admin	Apr 6, 2016	Approved	View	Edit
May 9, 2016	May 9, 2016	8 hours	Sick Leave DE	admin	Apr 12, 2016	Approved	View	Edit
May 2, 2016	May 2, 2016	8 hours	Vacation	admin	Apr 12, 2016	Approved	View	Edit
Apr 7, 2016	Apr 7, 2016	8 hours	Sick Leave DE	admin	Apr 12, 2016	Approved	View	Edit
Apr 6, 2016	Apr 6, 2016	8 hours	Sick Leave DE	admin	Apr 5, 2016	Approved	View	Edit
Apr 5, 2016	Apr 5, 2016	8 hours	Sick Leave DE	admin	Apr 5, 2016	Approved	View	Edit
Apr 4, 2016	Apr 4, 2016	8 hours	Sick Leave DE	Link admin	Apr 4, 2016	Canceled	View	
Mar 31, 2016	Mar 31, 2016						View	Edit
Mar 30, 2016	Mar 30, 2016						View	Edit
Mar 29, 2016	Mar 29, 2016						View	Edit
Mar 22, 2016	Mar 22, 2016						View	Edit
Mar 16, 2016	Mar 16, 2016						View	Edit
Mar 14, 2016	Mar 14, 2016						View	Edit
Dec 11, 2015	Dec 11, 2015						View	Edit
Dec 7, 2015	Dec 7, 2015						View	

Linked Absences

Absences With Same Sickness ?

Start Date	End Date	Taken	Time Type	Continued Pay ...
2016-03-14	2016-03-14	8 hours	Sick Leave DE	
2016-03-29	2016-03-29	8 hours	Sick Leave DE	
2016-03-30	2016-03-30	8 hours	Sick Leave DE	
2016-03-31	2016-03-31	8 hours	Sick Leave DE	

Close

Illness with undetermined end date for The Netherlands

New Absence

*Time Type

Open Ended Absence

*Start Date

Feb 13, 2017

End Date

Unknown

Undetermined End Date

☒

Recurring Absence

☐

Comment

Documentation

+

Attachments (0)

Cancel

Submit

Global presence for SAP SuccessFactors Employee Central Time Management

Where it is deployed



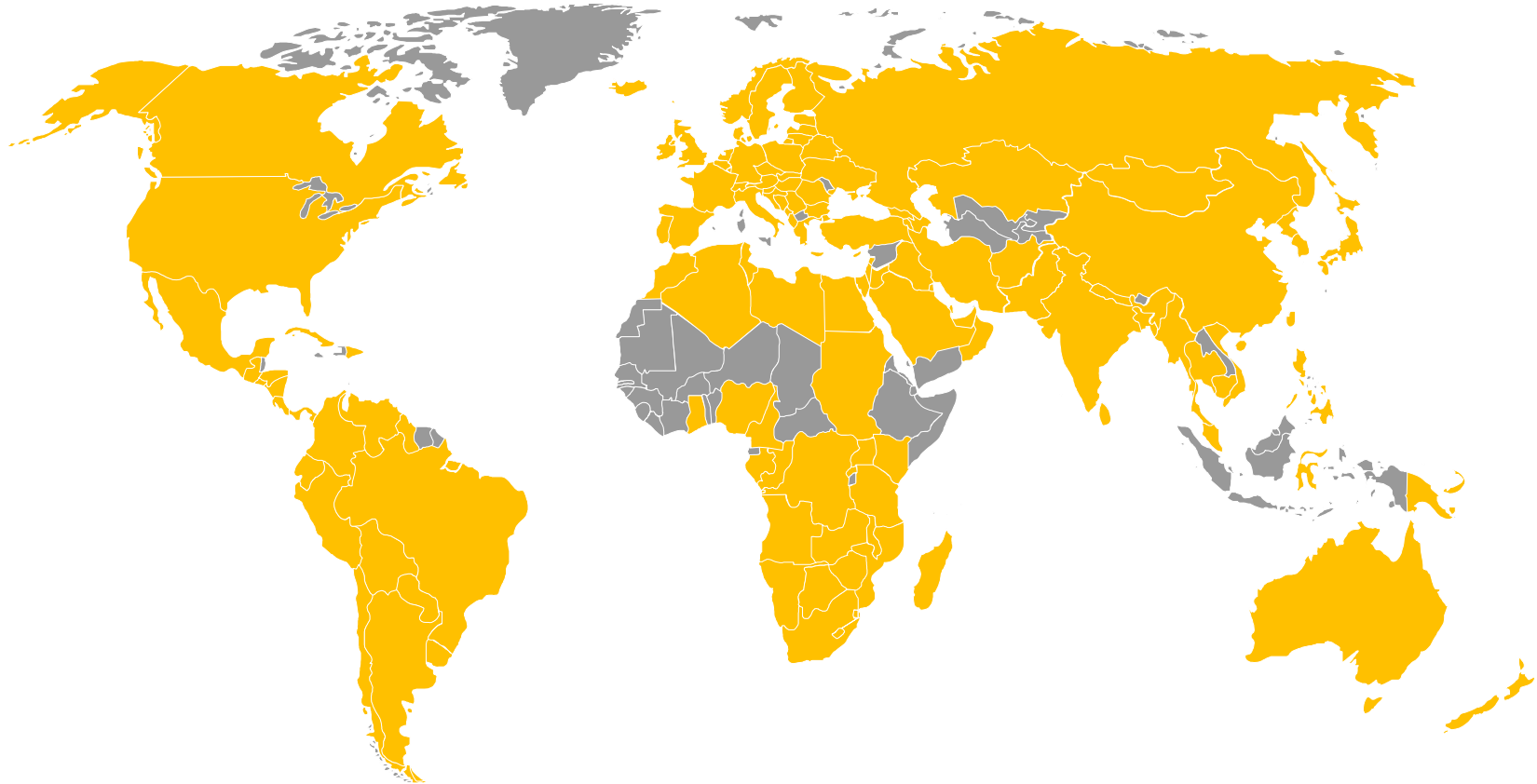
1mio+
USERS



~600
ORGANIZATIONS

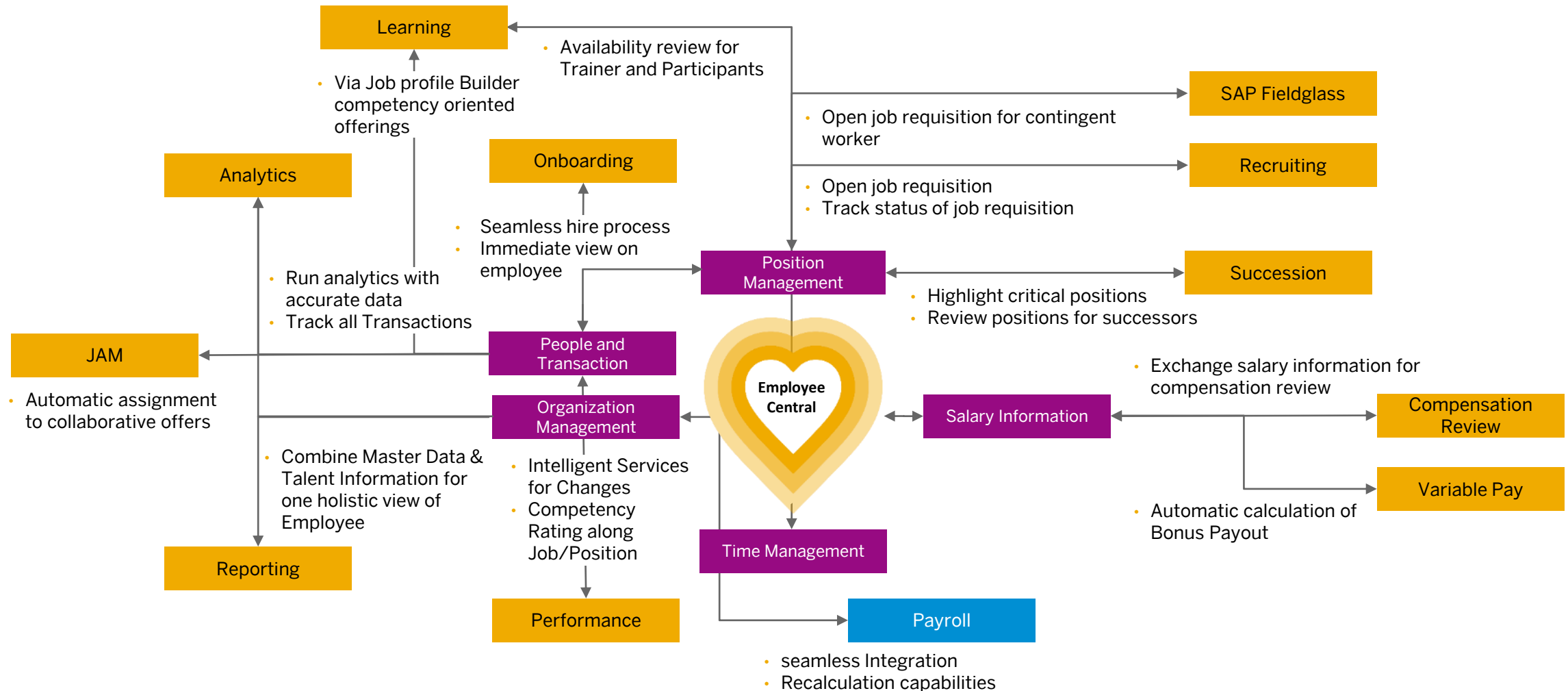


150+
COUNTRIES



SAP SuccessFactors Employee Central is the foundation for talent management

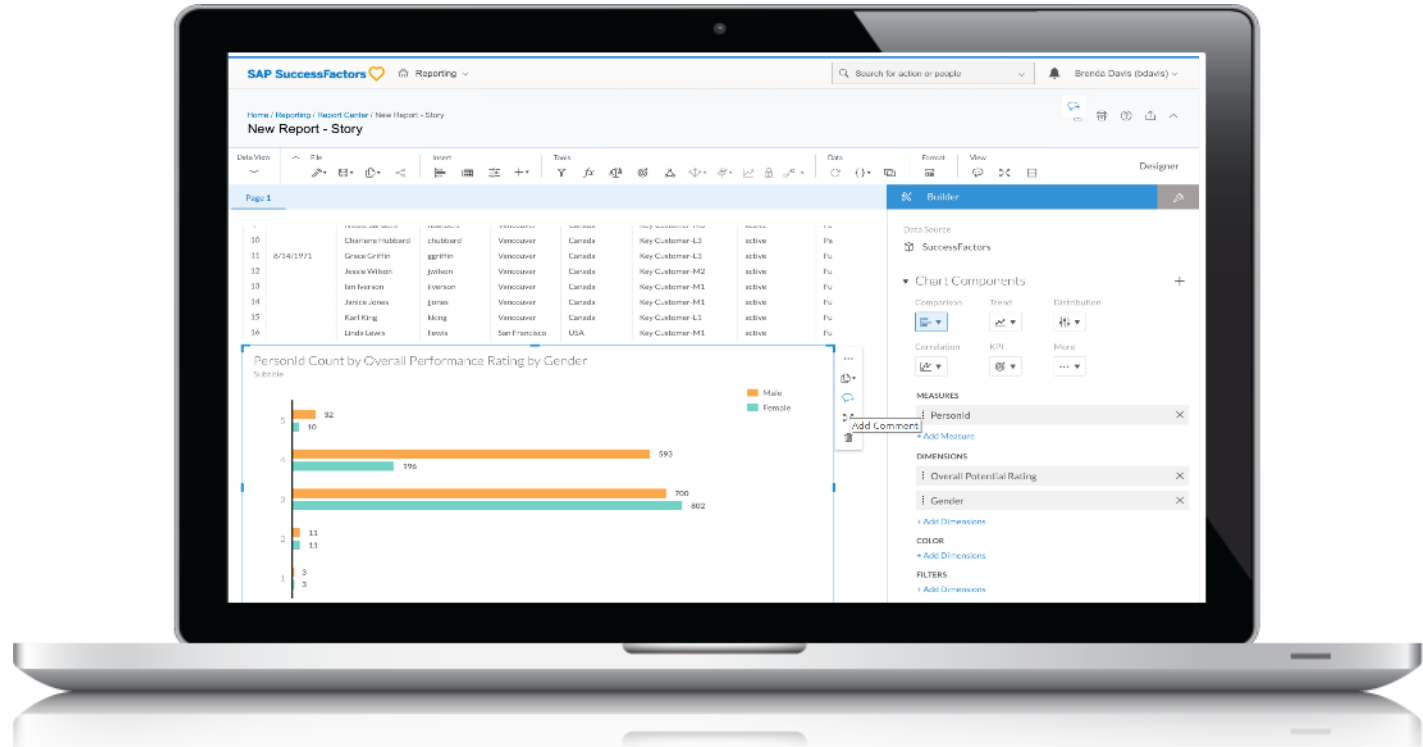
How SAP SuccessFactors processes work seamlessly together



Reporting in SAP SuccessFactors enabled by SAP Analytics Cloud

Made easy, consistent experience

- Access to all data, live across SAP SuccessFactors
- Intuitive, guided experience to create and share content
- Insight into data source integrity via automated data quality check
- Modern, beautiful visualizations including maps
- Reporting accelerated with templates
- Interactive, graphical tiles and dashboards for birds-eye view; ability to drill to detail



SAP SuccessFactors Talent Management

Simplify talent management to proactively act, easily measure, clearly communicate results and impact

Succession & Development:

Improve organizational agility, reduce risk, increase engagement and retention

Compensation:

Reduce risk, maximize budgets and retain top performers

Performance & Goals:

Improve organizational alignment, provide continuous coaching; more relevant reviews



Recruiting:

Attract, engage, hire quality candidates; leverage modern capabilities including SEO/Social

Onboarding:

Guide, connect, and develop new hires from 'Day 1' for faster time to productivity

Learning:

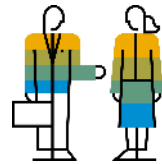
Ensure compliance, develop talent, and extend learning beyond employees

The five fundamentals of talent management

Why we really use talent management solutions

Communication

Compliance and Risk Reduction



Attract

the right people,
for the right role,
at the right time



Develop

continuous focus,
feedback, and
relevant learning
experiences



Retain

recognize, grow
and reward top
talent based on
facts

Attract the right talent

Challenges

Identifying what will be needed; Where are (or will be) talent shortages by demo/geo/skills?; How to quickly fill critical positions with the *right* talent?

Solutions

Workforce
Planning & Workforce
Analytics

Succession &
Development

Foundation/Profile
Talent Search

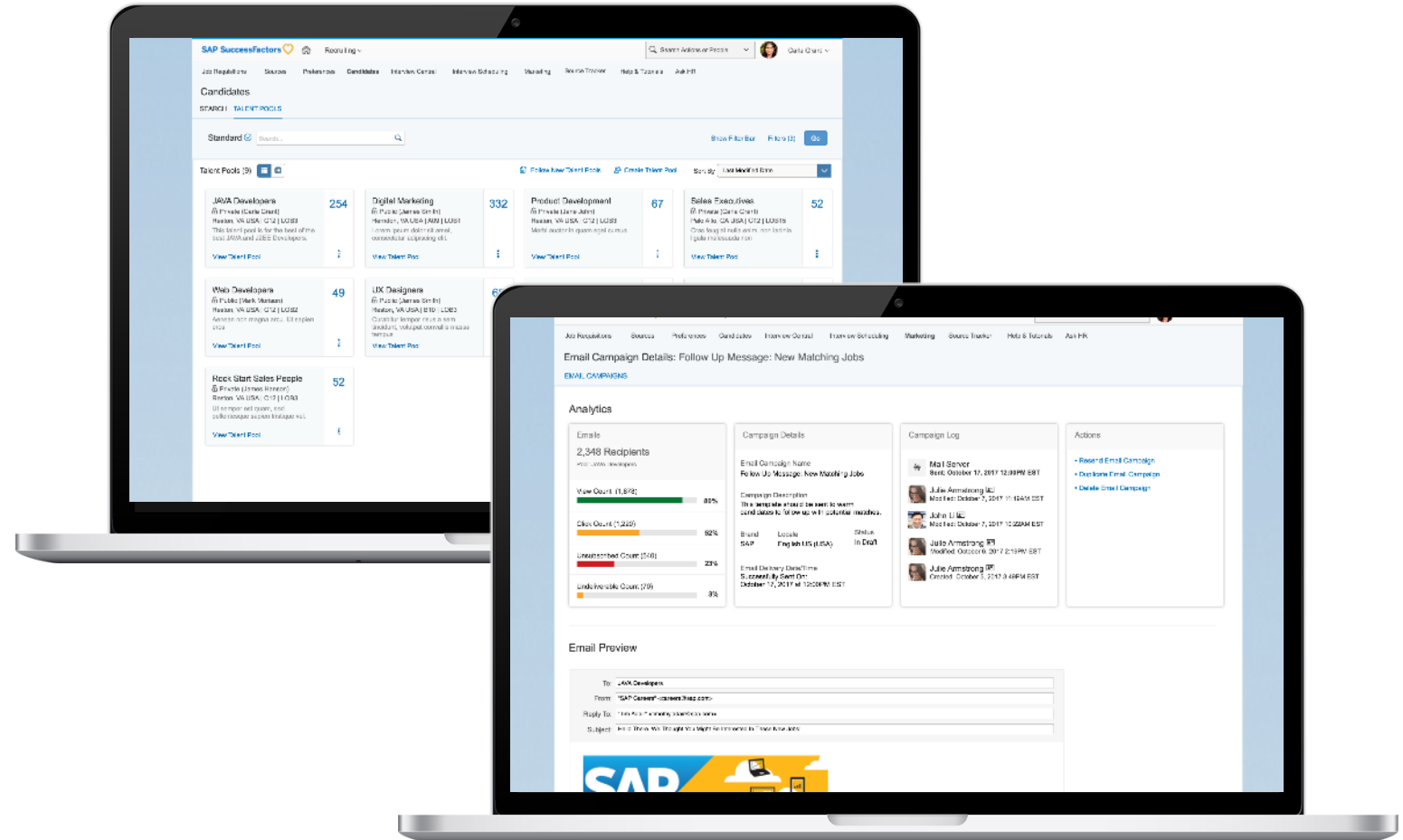
Recruiting



Recruiting

Embedded Candidate Relationship Management

- Capture passive candidates for nurture and remarketing
- Build talent pools across candidates and employees to manage critical talent needs
- Build email marketing campaigns for one or one million candidates and/or employees
- Gain a holistic view of a candidate in one profile, without switching between ATS and CRM
- Analytics and reporting to see what is working, what is not

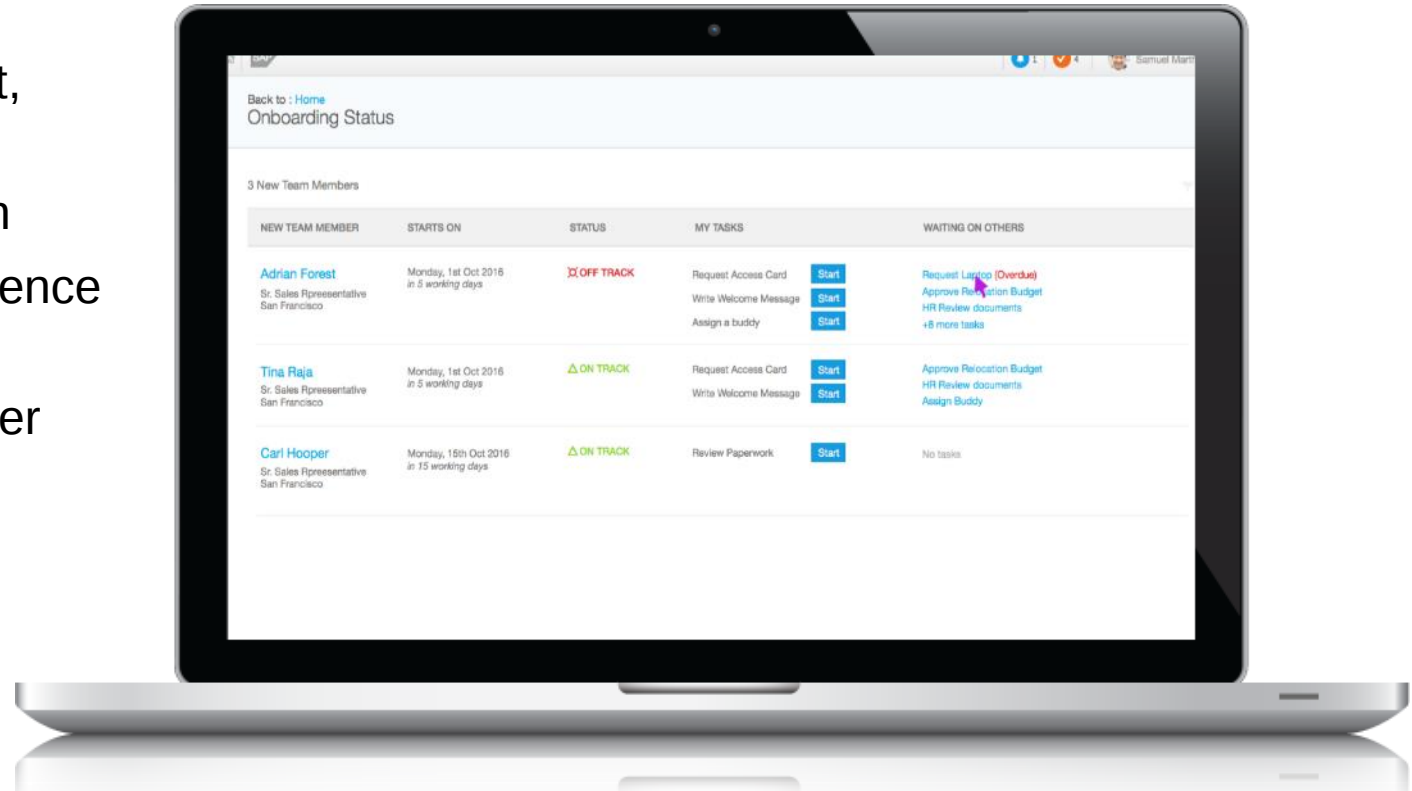


Onboarding

Simplified experiences, processes, and administration

Increased use of SAP SuccessFactors platform technologies such as common data structures, business rules engine, document management, and enhanced homepage

- Streamlined configuration and administration
- Overall consistent and engaging user experience through our SAP Fiori-based design
- Improved flexibility and extensibility like easier integration such as document management vendors



Learning

Personalized learning recommendations

- All new personalized learning recommendations are powered by machine learning capabilities with SAP Leonardo
- These targeted recommendations are based on taking what we know about an employee, such as their learning history, and apply machine learning algorithms
- Employees can maximize relevancy by indicating topics of interest which helps to focus the recommendations engine on delivering the best courses that match their preferences



Performance & Goals

Continuous performance management engagement summary

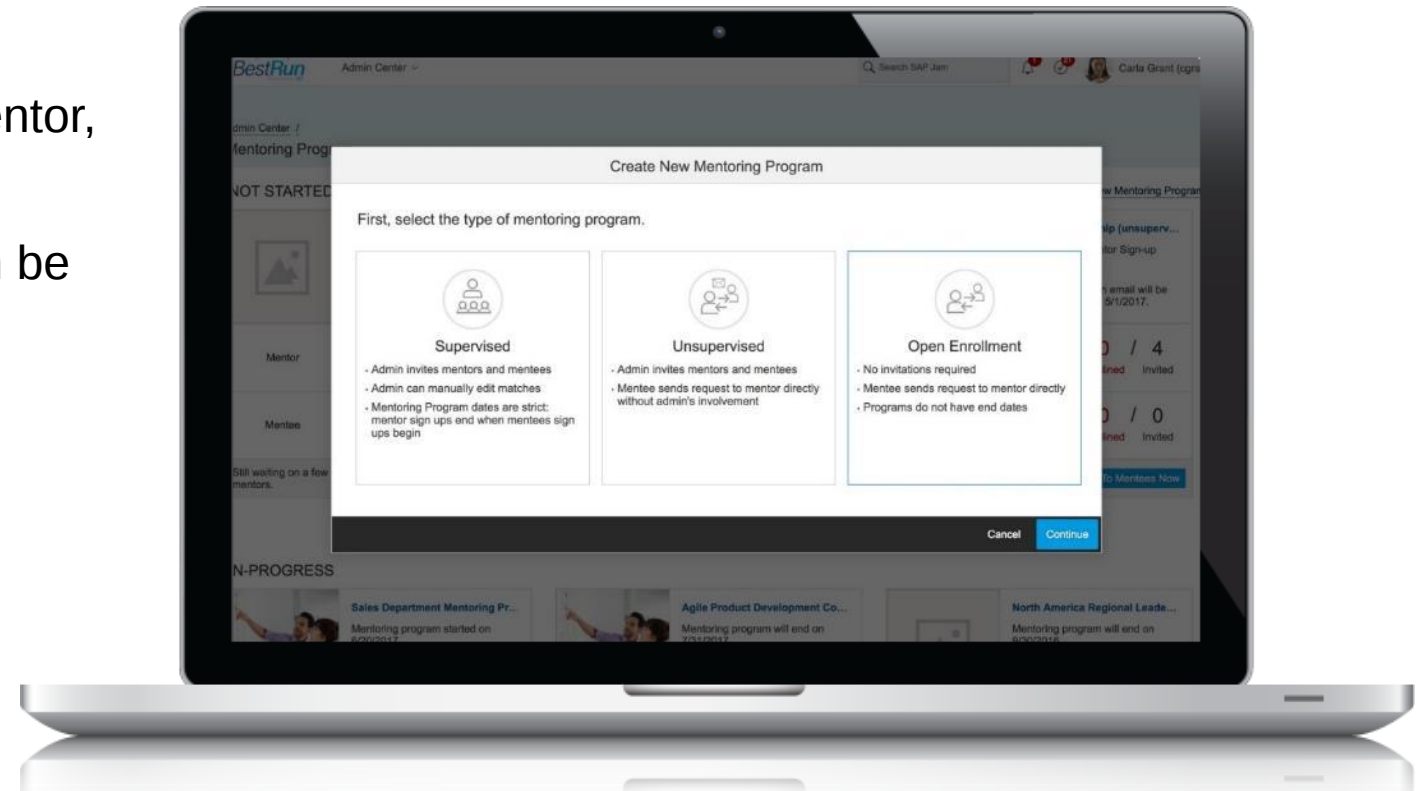
- Single, easy place to view for team members
- See activities, feedback, achievements automatically receive potential
- Quick, visual assessment of engagement level



Succession & Development

Support for open-ended mentoring programs

- Open-ended mentoring programs can be made visible to all employees
- Simple opt in to participate as a mentee, mentor, or both
- Qualification of mentors for participation can be configured if desired



Compensation

Year round, integrated compensation planning

- Always-on compensation dashboard
 - Access key information on team total rewards throughout the year
 - One tool to initiate year round compensation events (annual and off-cycle)
- Compensation assistant to assist managers and HR in making the best compensation decisions
- Flexible rewards to allow employees to redeem awards for time off, learning, gift cards, experience, or other benefits options

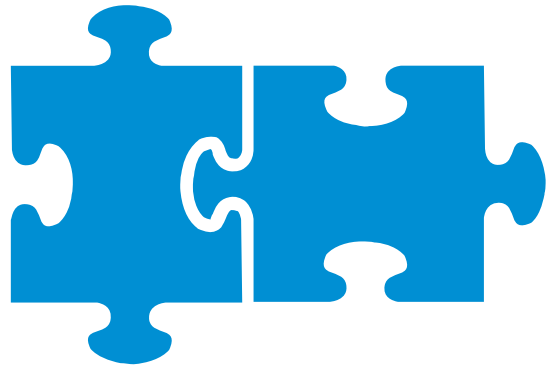


SAP SuccessFactors Extensibility



SAP SuccessFactors Extensibility

We deliver two comprehensive options



SAP SuccessFactors Extension Center

- Create new extensions without the need to code
- Manage and edit objects associated with extensions



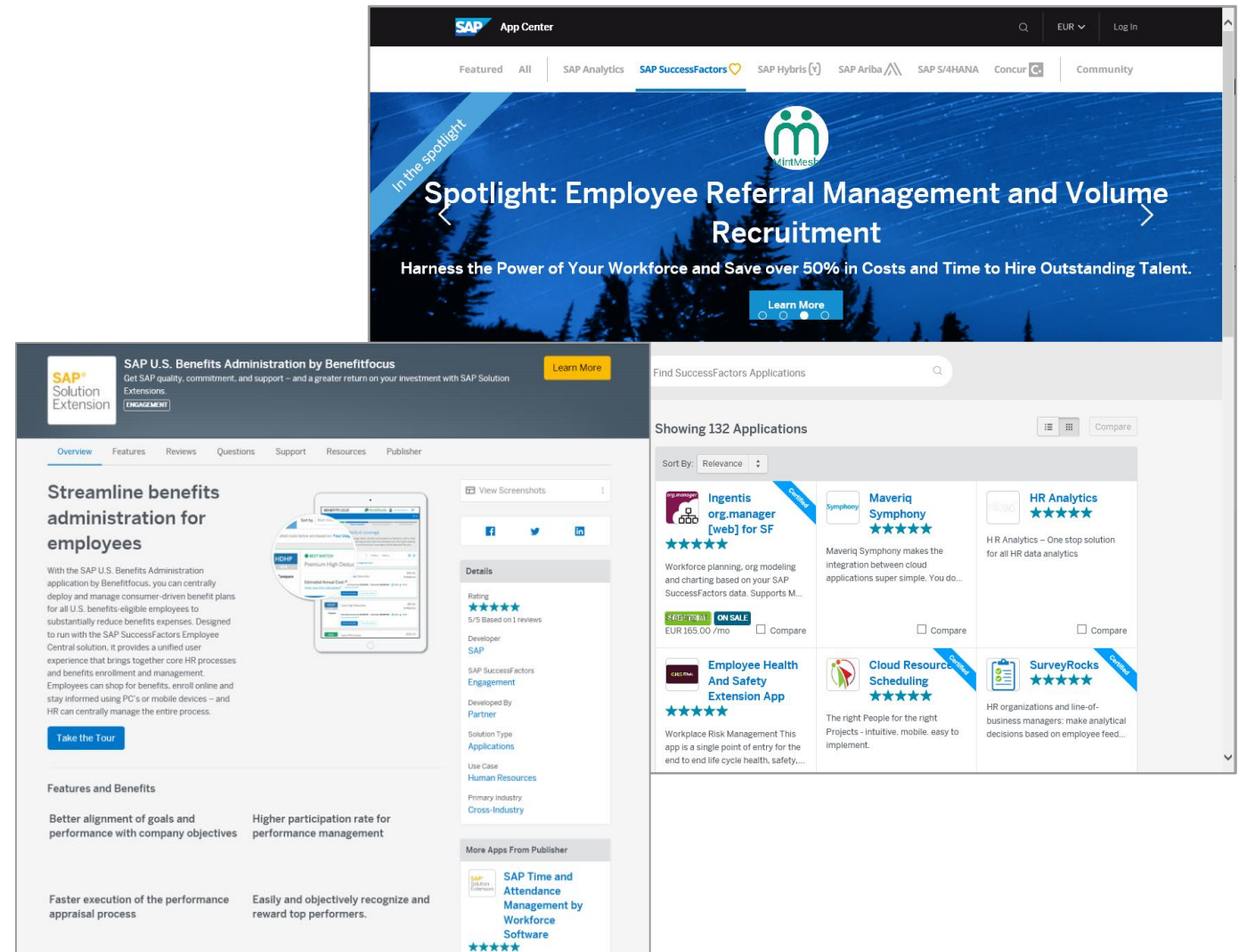
SAP Cloud Platform

- Extend SAP SuccessFactors functionality with new apps built by you or partners
- Apps integrate natively with SAP SuccessFactors

SAP App Center

- Hundreds of partner apps and SAP Solution Extensions
- Open platform
- Certified integrations

www.sapappcenter.com

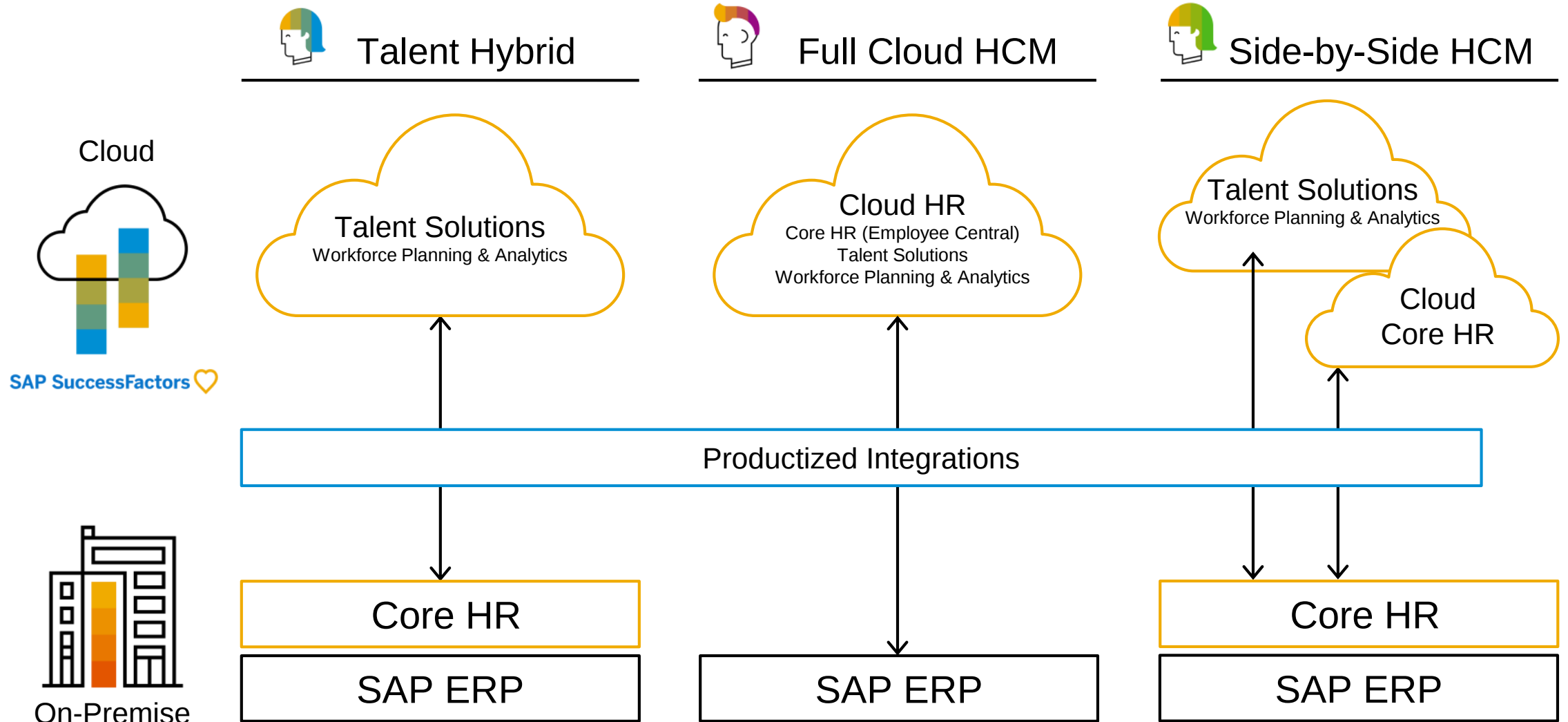


SAP SuccessFactors Integration



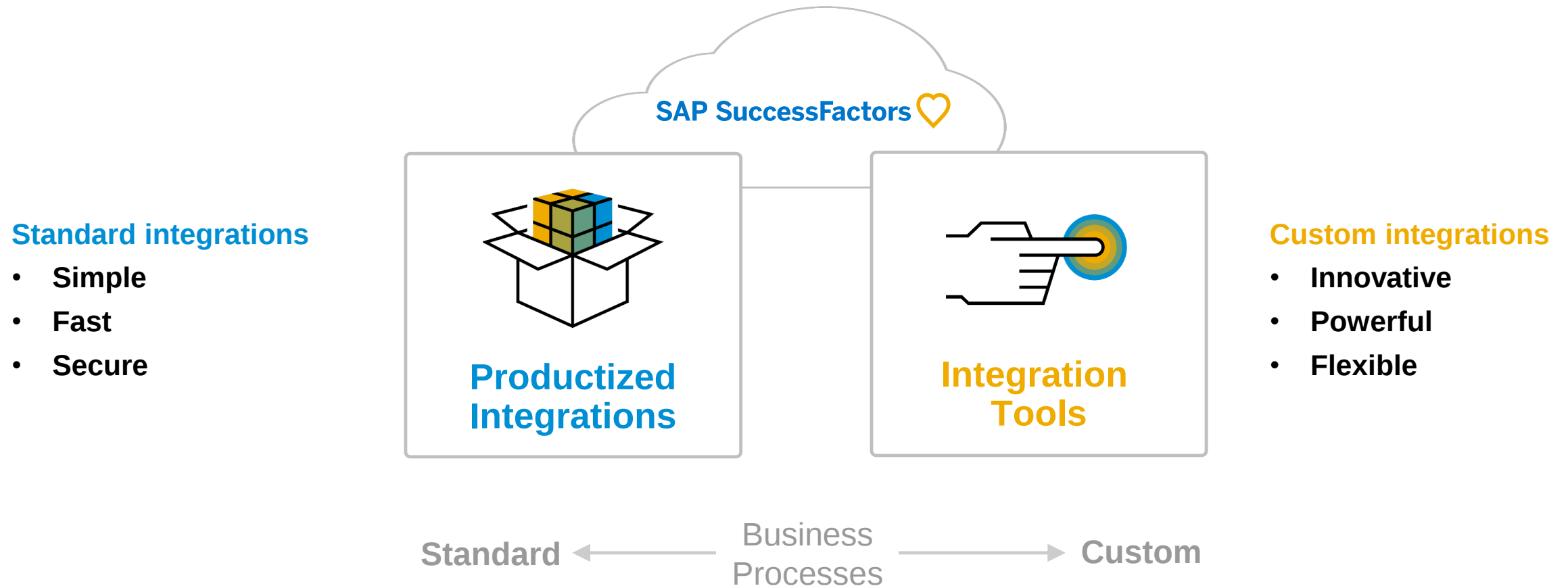
Cloud integration/transition scenarios for SAP customers

Leverage existing investments, connect with delivered integrations



SAP SuccessFactors integrations

Creating the most connected HCM platform on the market



Productized integrations

Designed, built, delivered, and maintained by SAP and leading partners

SAP Solutions

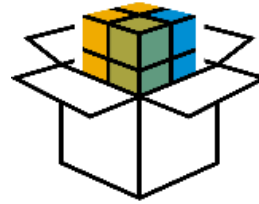
SAP S/4HANA

SAP ERP

SAP Fieldglass

SAP Cloud Platform

SAP Access Control



Our Partners

BENEFITFOCUS SAP® Solution Extension

OPENTEXT™ SAP® Solution Extension

workforce SOFTWARE SAP® Solution Extension

Aon

ADP

LinkedIn

Thomsons

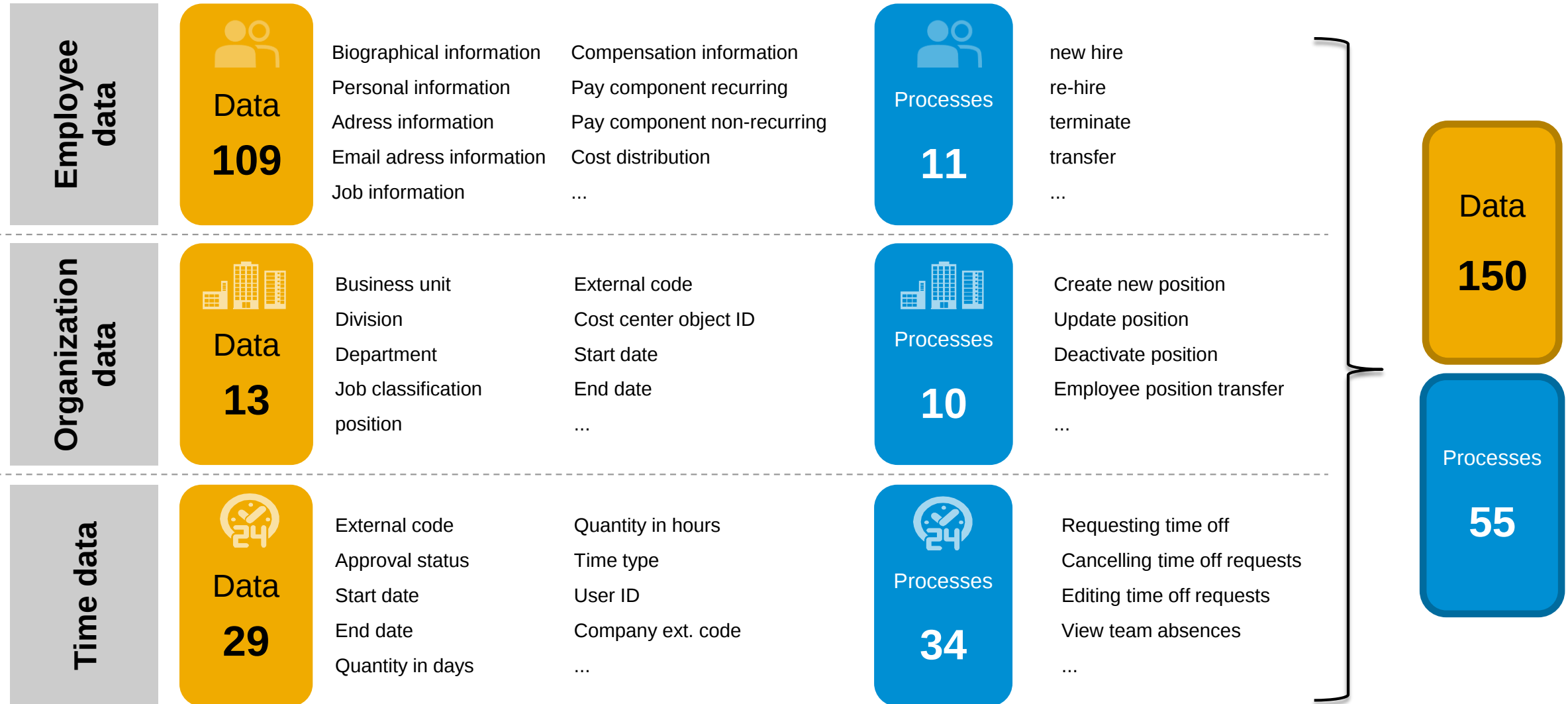
NGA

Kronos

Microsoft

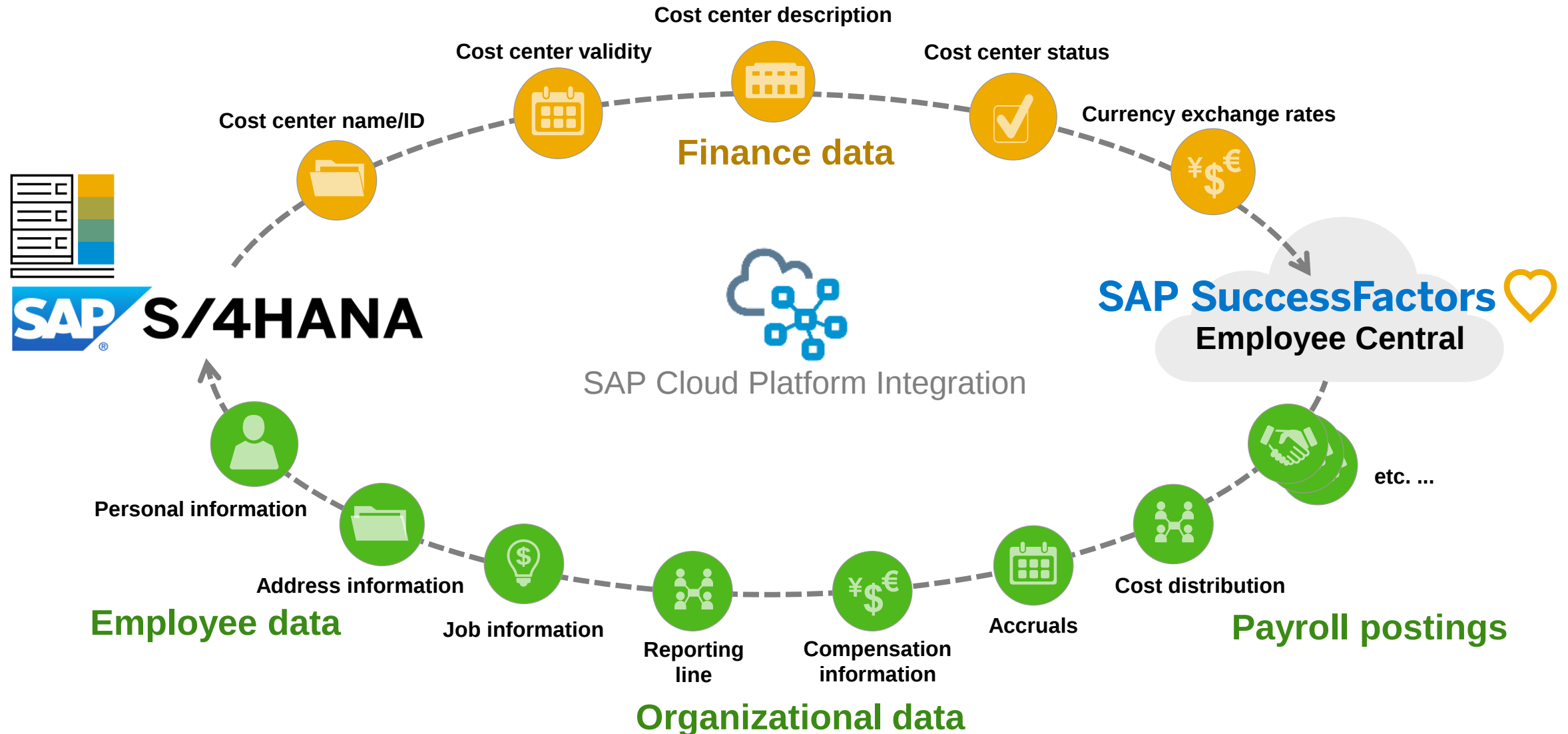
205 Standard integration points!

SAP SuccessFactors Employee Central integration with SAP S/4HANA and SAP ERP



Connecting SAP SuccessFactors with SAP S/4HANA on-premise

Productized integration ensures data consistency and end-to-end processes



SAP SuccessFactors integration tools

Connecting HR with innovative solutions

Integration tools



Custom integrations

Integration Center

Easy-to-use tool to build, maintain, and monitor simple integrations

SAP Cloud Platform Integration

SAP's standard platform for real-time integration in the cloud

APIs

Programming interfaces using open standards for individual solutions

Intelligent Services Center

Event driven integration of disjointed business processes

What does your workplace technology enable?



Transactions



Interactions

Thank you.

Contact information:

Ralf Wagner

Vice President Product Management

ral.wagner@sap.com

SAP SuccessFactors Roadmap:

<https://www.sap.com/products/roadmaps.html>