



SAP SuccessFactors 

Gain Better Business Insight with **SAP SuccessFactors People Analytics**

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Agenda



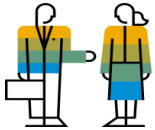
Overview



Live demo



Roadmap and rollout strategy



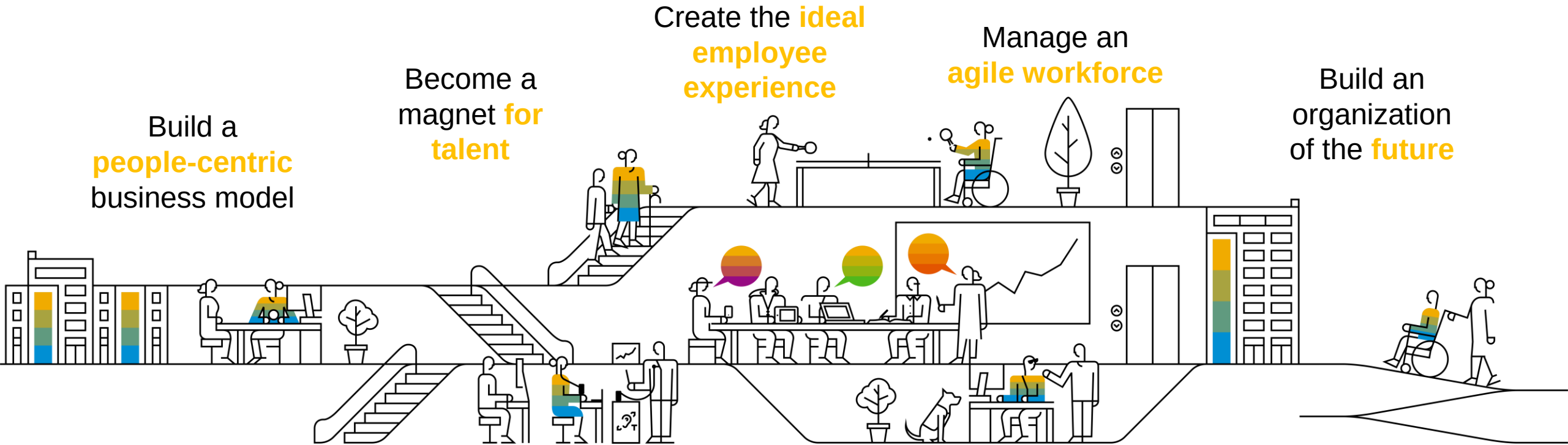
Key takeaways & questions

Overview



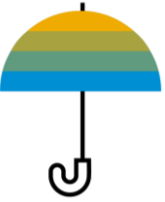
Leadership is focused on solving urgent board-relevant people problems

We all have responsibility



Every business transformation is a **people transformation**
Driving the urgent need for **people data insights**

Solution terminology



SAP SuccessFactors People Analytics

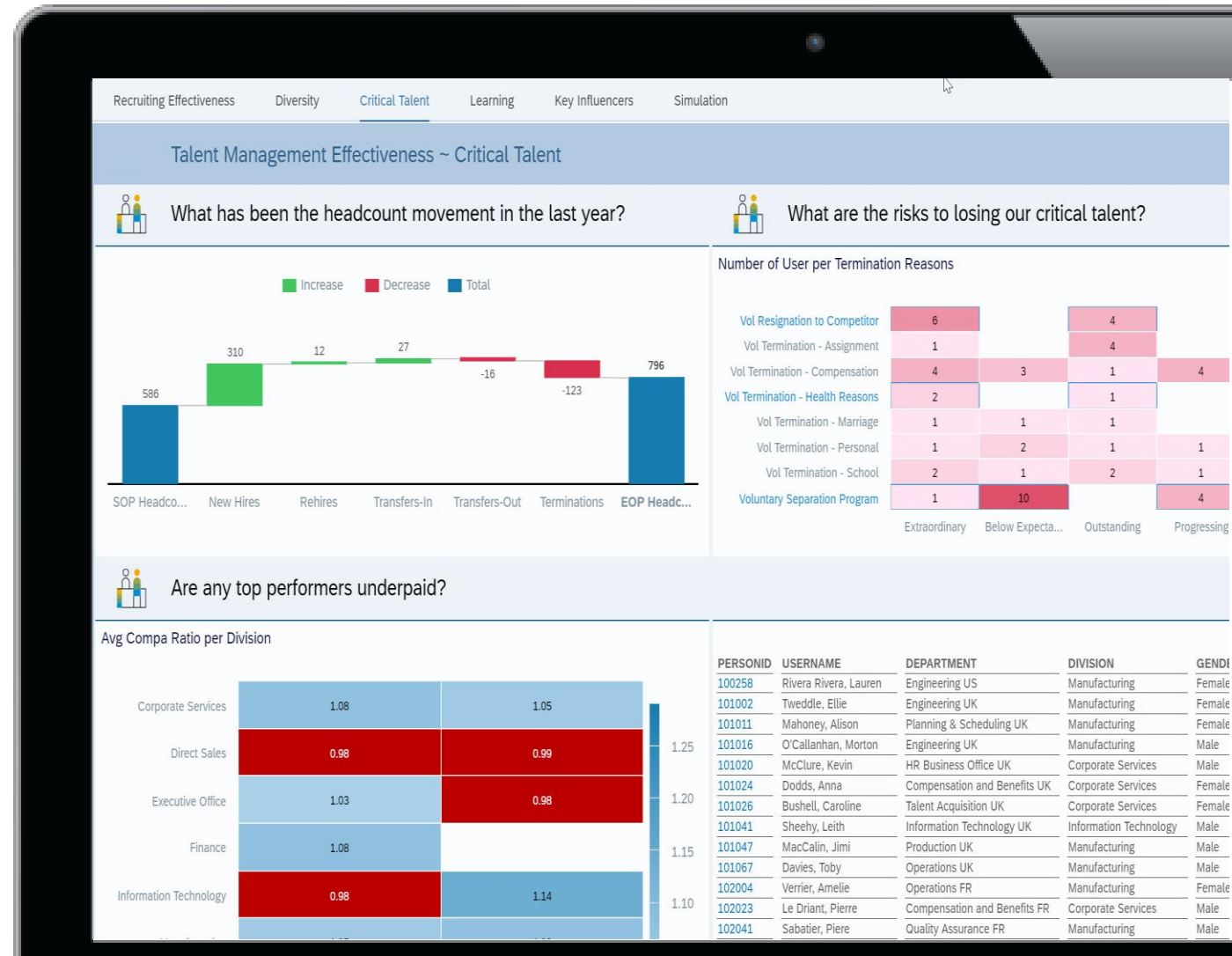
The umbrella name that includes:

- SAP SuccessFactors People Analytics, **embedded edition** (*formerly Reporting*)
- SAP SuccessFactors People Analytics, **advanced edition** (*formerly Workforce Analytics*)
- SAP SuccessFactors People Analytics, **planning edition** (*formerly Workforce Planning*)
- All other *SAP business intelligence solutions* we refer to as **enterprise analytics**

Harmonized, modern user experience



- SAP SuccessFactors People Analytics will leverage **SAP Analytics Cloud** embedded within the solution.
- This will be the *single front-end tool* for all editions of SAP SuccessFactors People Analytics.
- Key capabilities include:
 - Modern visualizations
 - Data exploration
 - Smart insights
- Delivery is through the Report Center



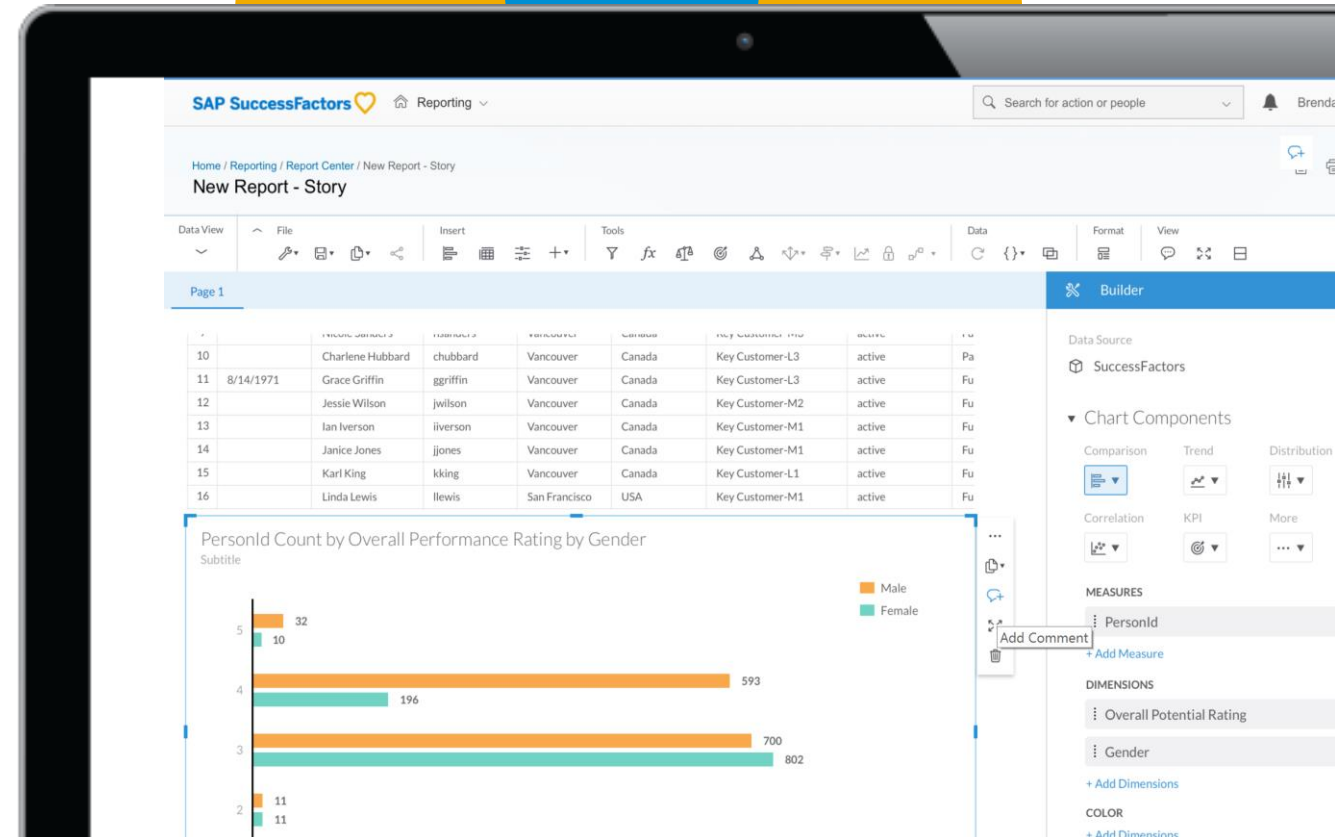
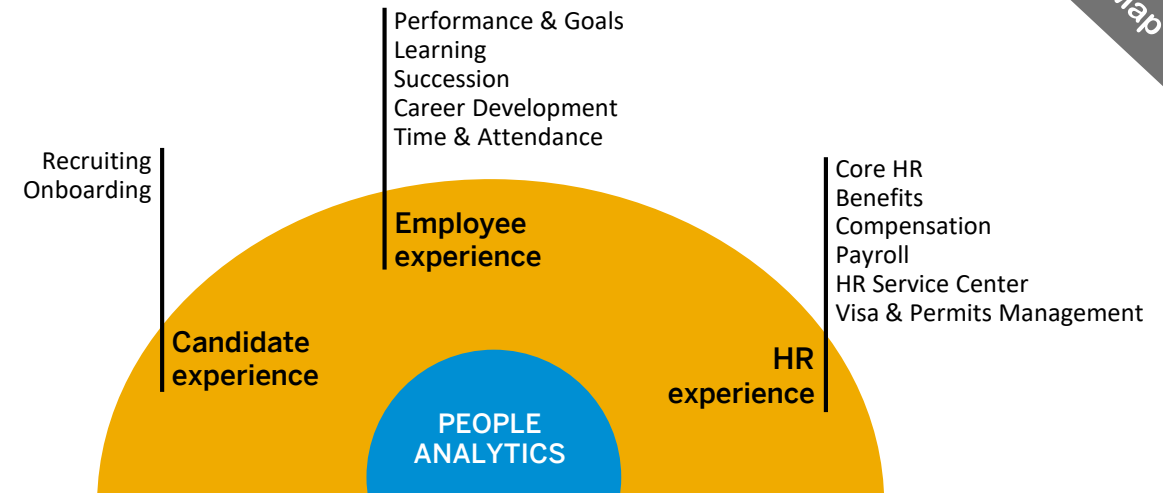
SAP SuccessFactors People Analytics

Embedded edition (formerly reporting)

Access your data across SAP SuccessFactors solutions

- **Live** SAP SuccessFactors data
- Intelligent joins **across modules**
- **Secure**, role-based access
- People-centric **data privacy and protection** (ex. GDPR)

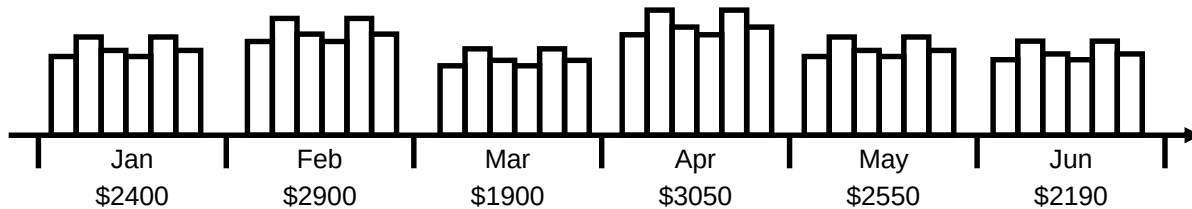
Tell compelling stories using a single solution with data from **across the entire SAP SuccessFactors HCM suite.**



Date-effective HR data is different from other transaction data

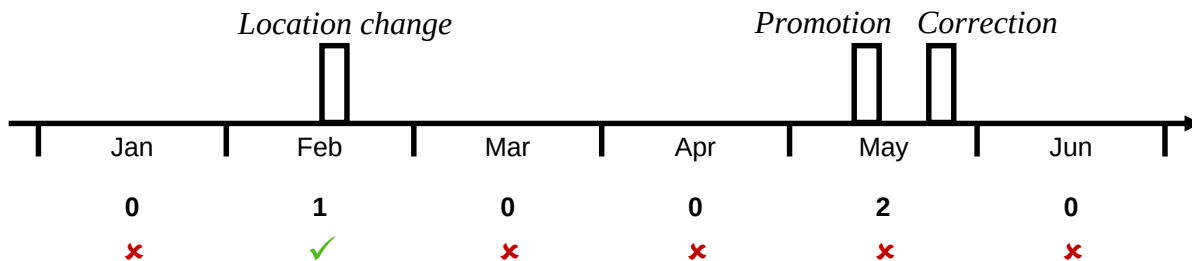
Which is why we need a **people data warehouse** to handle complex time dimensions

Typical Transactional data



Each transaction has a date. To calculate total in June, just sum up all transactions in that month.

HR Transactional data (date-effective, example with single employee)



HR systems only have a transaction when there is a data change. So you cannot simply sum HR transactions per month to calculate “headcount by month”.

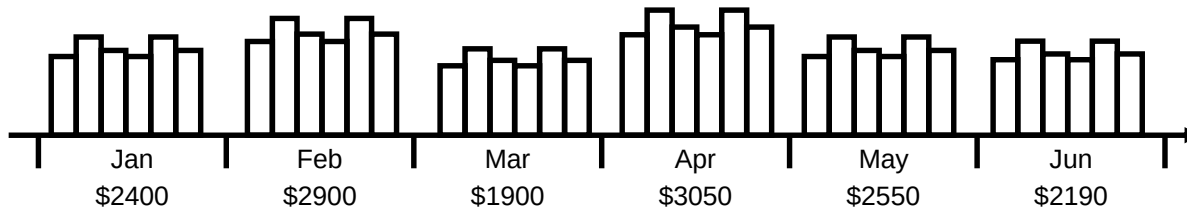
← **Incorrect headcount**

How do you solve this...?

Date-effective HR data is different from other transaction data

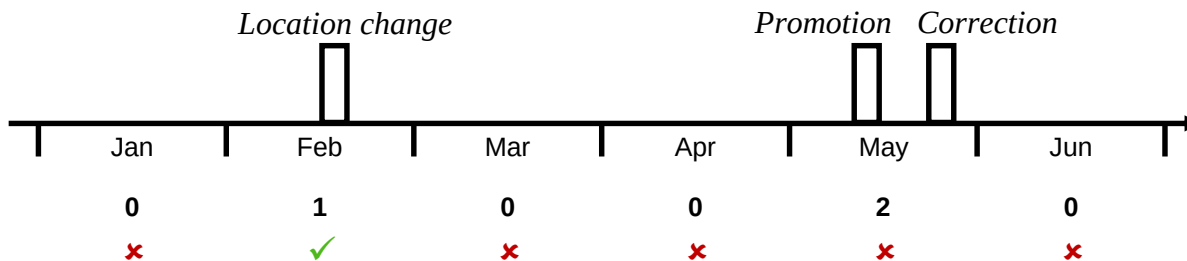
Which is why we need a **people data warehouse** to handle complex time dimensions

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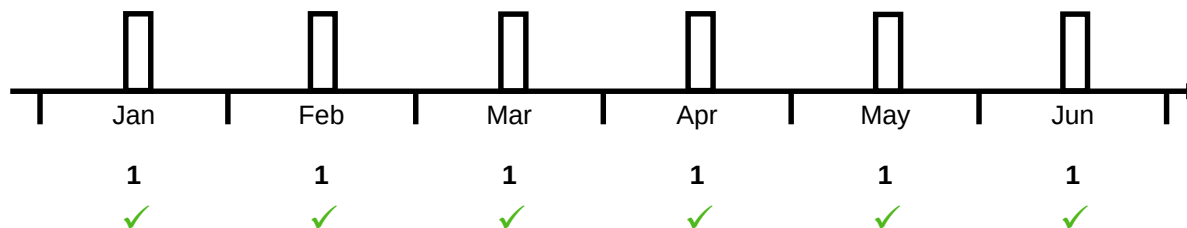
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← **Incorrect headcount**

HR Metrics data (Metric: End of Period Headcount, example with single employee)



SAP SuccessFactors People Analytics Advanced Edition transforms the transactional HR data into measures and dimensions. This allows you to accurately report HR metrics across time and other dimensions.

← **Correct headcount**

SAP SuccessFactors People Analytics

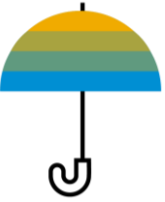
Advanced edition (formerly SAP SuccessFactors Workforce Analytics)



- Tightly integrated with SuccessFactors **configuration & permissions**
- Built-in **HR metrics and benchmarks**
- Discover hidden insights with **time-series analysis** of metrics
- Consolidated, high performance **people data warehouse**

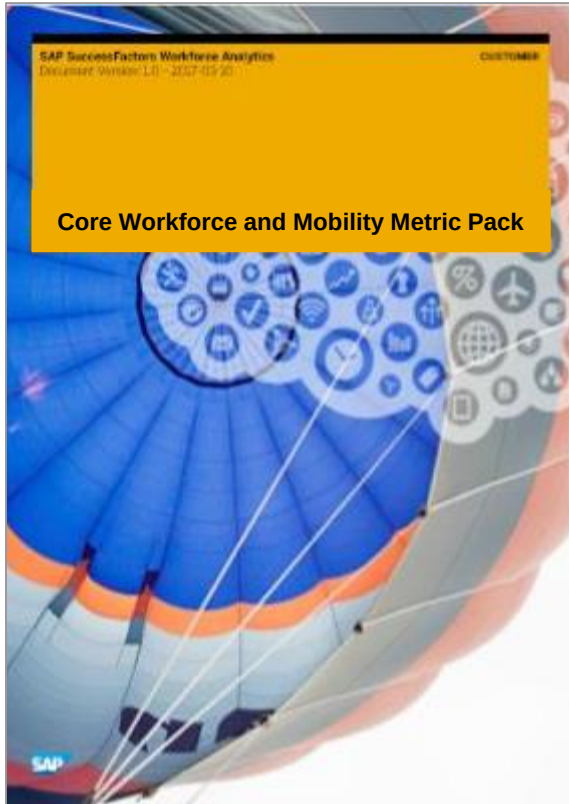
SAP People Analytics Advance Edition Content

Leveraging 36+ years of good practice of how to store and manipulate HR-related data



Foundational Metric Packs

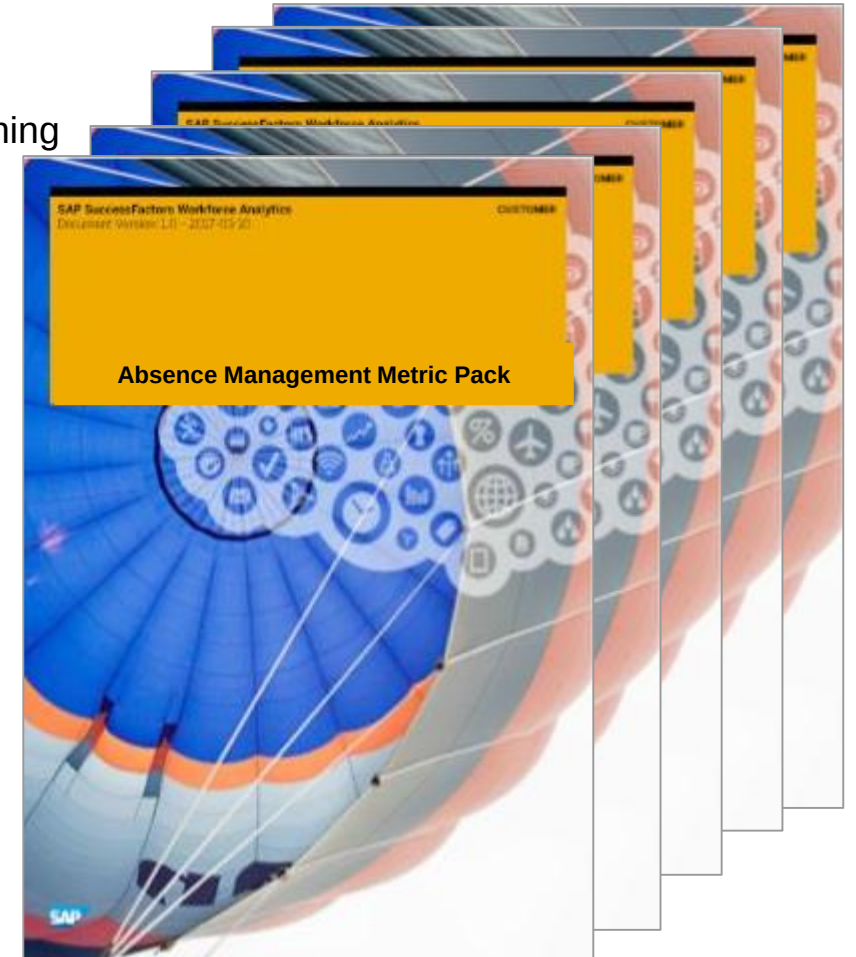
Core Workforce and Mobility



Additional Metric Packs

Absence Management
Career & Development Planning
Compensation Planning
Employee Relations
Goals Management
Learning Management
Leave Accrual
Performance Management
Recruitment / Staffing
Payroll and Benefits
Succession Management
Survey

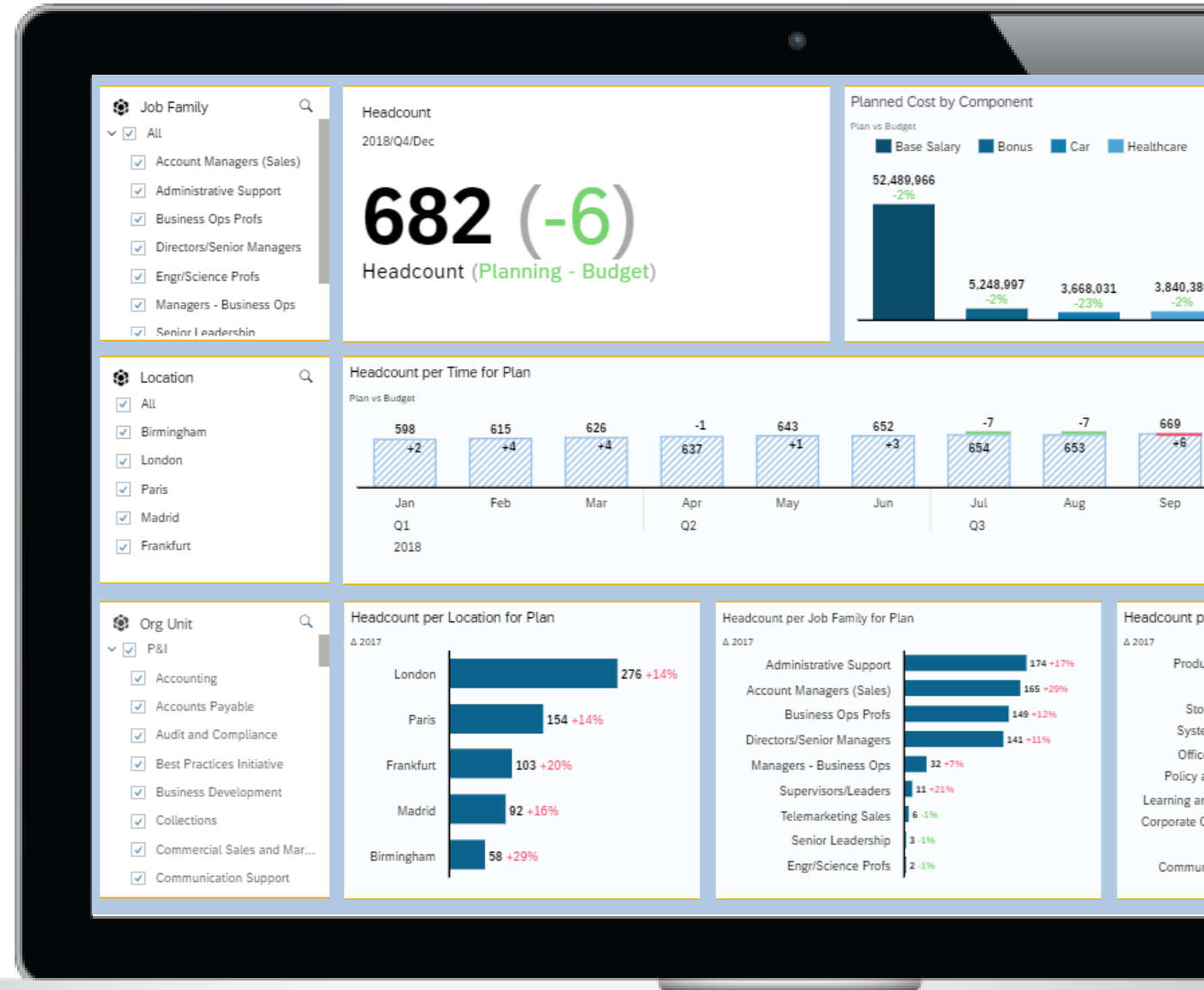
And more...



SAP SuccessFactors People Analytics

Planning edition (formerly SAP SuccessFactors Workforce Planning)

- **Unlock the planning capabilities** of SAP Analytics Cloud within Successfactors People Analytics.
- **Create workforce plans** directly from report center.
- Source **metrics, dimensions & hierarchies** from People Analytics advanced edition.
- **Operational Workforce Planning:** Plan employee **headcount** and salary **costs** plus indicative overhead.
- **Strategic Workforce Planning:** Long term demand & supply forecasting, retirement modeling, gap analysis.



Live demo: Embedded edition



Current Headcount Total

812

Current FTE

Overall Female EE %

44.0%

Percent Female

Overall Male EE %

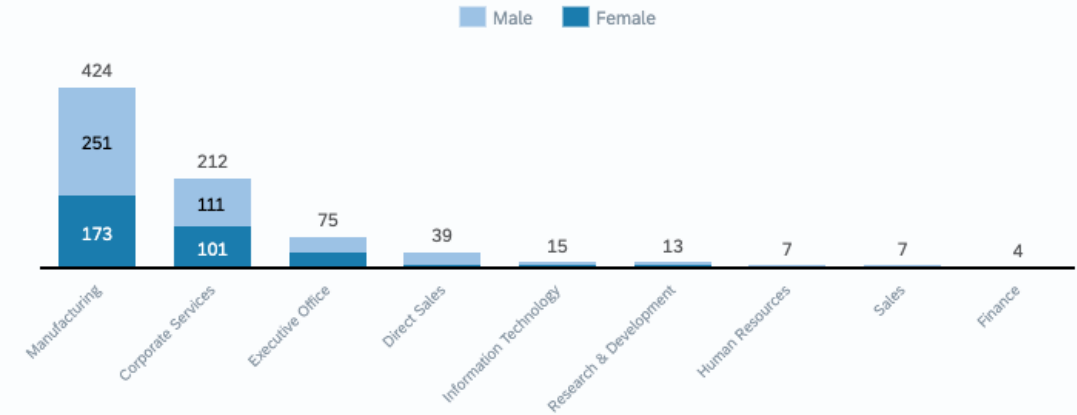
56.0%

Percent Male

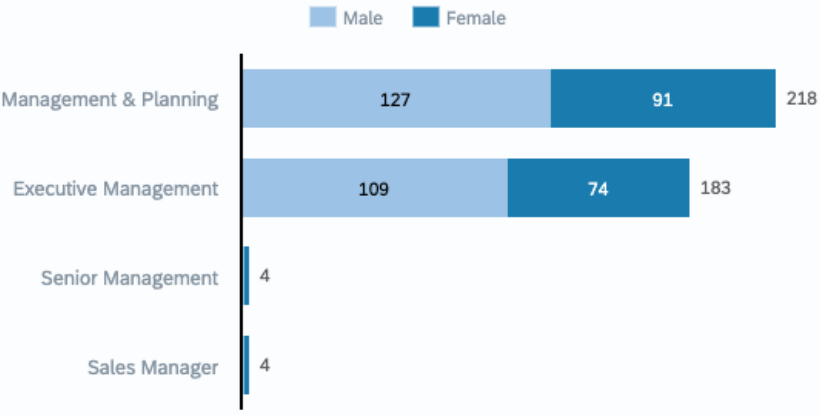


Headcount Details

Current Headcount by Division and Gender

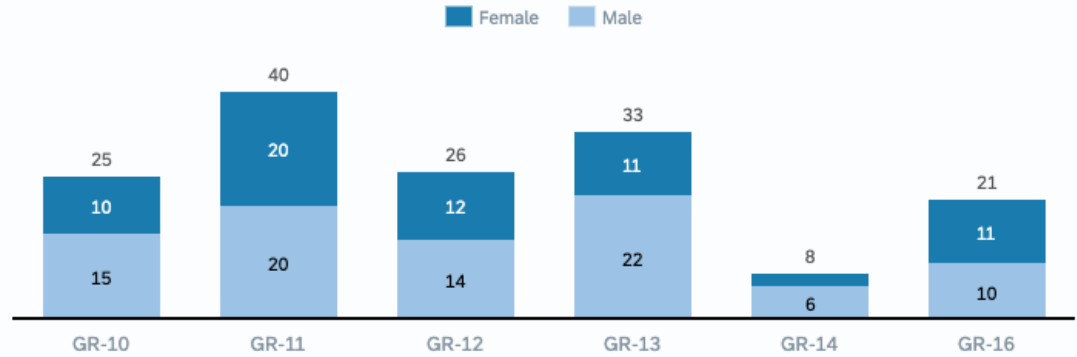


Headcount per Managerial Job Classification by Gender

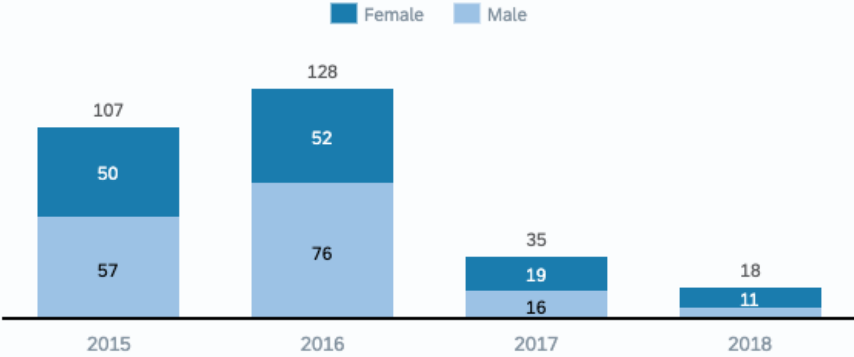


Headcount per Managerial Pay Grade by Gender

Pay Grade Filter



Total Hires per Join-Year by Gender

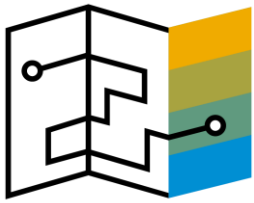


Employee Detail

USERNAME	JOB CLASSIFICATION	PAY GRADE	PERFORMANCE	GENDER	ETHNICITY	EVENT	EVENTREASON	PROMOTION STATUS	JOB	ACCOUNT
Robert.Filler	Management & Planning	GR-7	Below Expectation	Female	White	Transfer	Transfer to	Demoted	Demotion Manager	

Rollout **strategy**





Roadmap and rollout strategy: Embedded edition

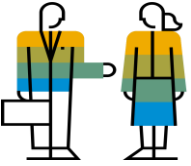
Data Roadmap

Planned for Release	Planned after Release (~12 to 24 months)	Not Planned
Employee Central	Learning	Jam
Employee Profile	Employee Central Payroll	Onboarding 1.0 (replaced by 2.0)
User Management	Candidate Relationship Management	Recruiting Marketing – Advanced Analytics ¹
Job Profile Builder	Recruiting Marketing – Career Site	Audit Framework (Platform, Learning, Recruiting, EC, MDF)
Reward & Recognition	Mobile Usage	Other non-SuccessFactors data
Compensation Eligibility & Planning	Visa & Permits	
Time and Attendance	Employee Central Service Center	
Benefits	Recruiting Posting – Job boards	
Recruiting Management	IT Declaration	
Onboarding 2.0	Job Description Manager (replaced by Job Profile Builder)	
Talent – Performance, Continuous Performance, Goals Management (Goals + Initiatives), Calibration, Career Development, Mentoring, Multirater, Succession		¹ Accessed via Recruiting Application directly, not part of People Analytics data source

Key takeaways



Key takeaways



- Every business transformation is a **people transformation**, driving the urgent need for **people analytics**.
- SAP SuccessFactors People Analytics will have a **harmonized, modern user experience** across all editions enabled by SAP Analytics Cloud.
- SAP SuccessFactors People Analytics is comprised of three editions: **embedded, advanced, and planning**.
- The embedded edition adds **tremendous value** to all SAP SuccessFactors customers with **no additional license cost**.
- Start thinking now about **transitioning** to SAP SuccessFactors People Analytics

Question & answers



Thank you.

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