



SAP SuccessFactors 

SAP Time and Attendance Management Strategy and Roadmap

October, 2019

PUBLIC

THE BEST RUN 

Today's speaker - Bio

HR software fanatic and passionate about helping organizations to improve their business. I started my career in HCM consulting, and throughout my career also served in product management, sales, and marketing roles.

Currently responsible for defining overall direction of the product area for Employee Central Time and Attendance Management

I live in The Netherlands with my wife and 2 small daughters.

Frans Smolders,

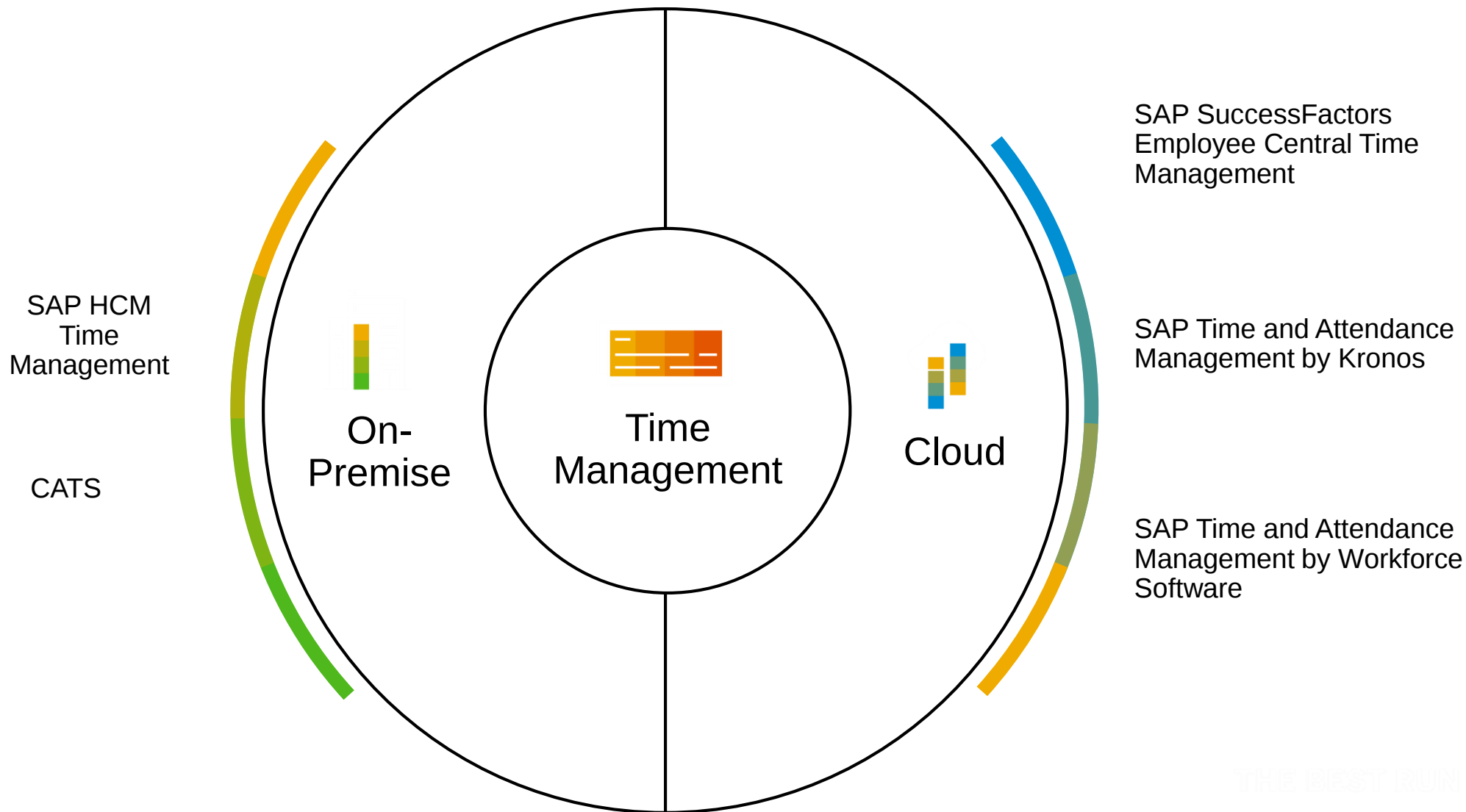
Employee Central – Product Strategy Manager

M +316 345 911 29 | frans.smolders@sap.com

Read my blogs on: <http://scn.sap.com/people/frans.smolders/content>



SAP Time Options for SAP SuccessFactors Employee Central customers



EC Time Management – how far has it come? What's next?

Can I use Time Off in xx country?

EC Time Sheet – nice, but we need much more!

Kronos?



How does this fit to payroll?

CATS / Intelligent Enterprise?

2025?

SAP HCM for S/4HANA Disruptive?
What's in/out?

Agenda

Where is Employee Central Time management today?

What is the vision?

What's the intend with Kronos?

When and how can on-prem Time customers move to the cloud?

Disclaimer

This presentation outlines our general product direction and should not be relied on in making a purchase decision. This presentation is not subject to your license agreement or any other agreement with SAP. SAP has no obligation to pursue any course of business outlined in this presentation or to develop or release any functionality mentioned in this presentation. This presentation and SAP's strategy and possible future developments are subject to change and may be changed by SAP at any time for any reason without notice. This document is provided without a warranty of any kind, either express or implied, including but not limited to, the implied warranties of merchantability, fitness for a particular purpose, or non-infringement. SAP assumes no responsibility for errors or omissions in this document, except if such damages were caused by SAP intentionally or grossly negligent.

SAP SuccessFactors Employee Central Time Management

In these countries/regions the functionality is deployed



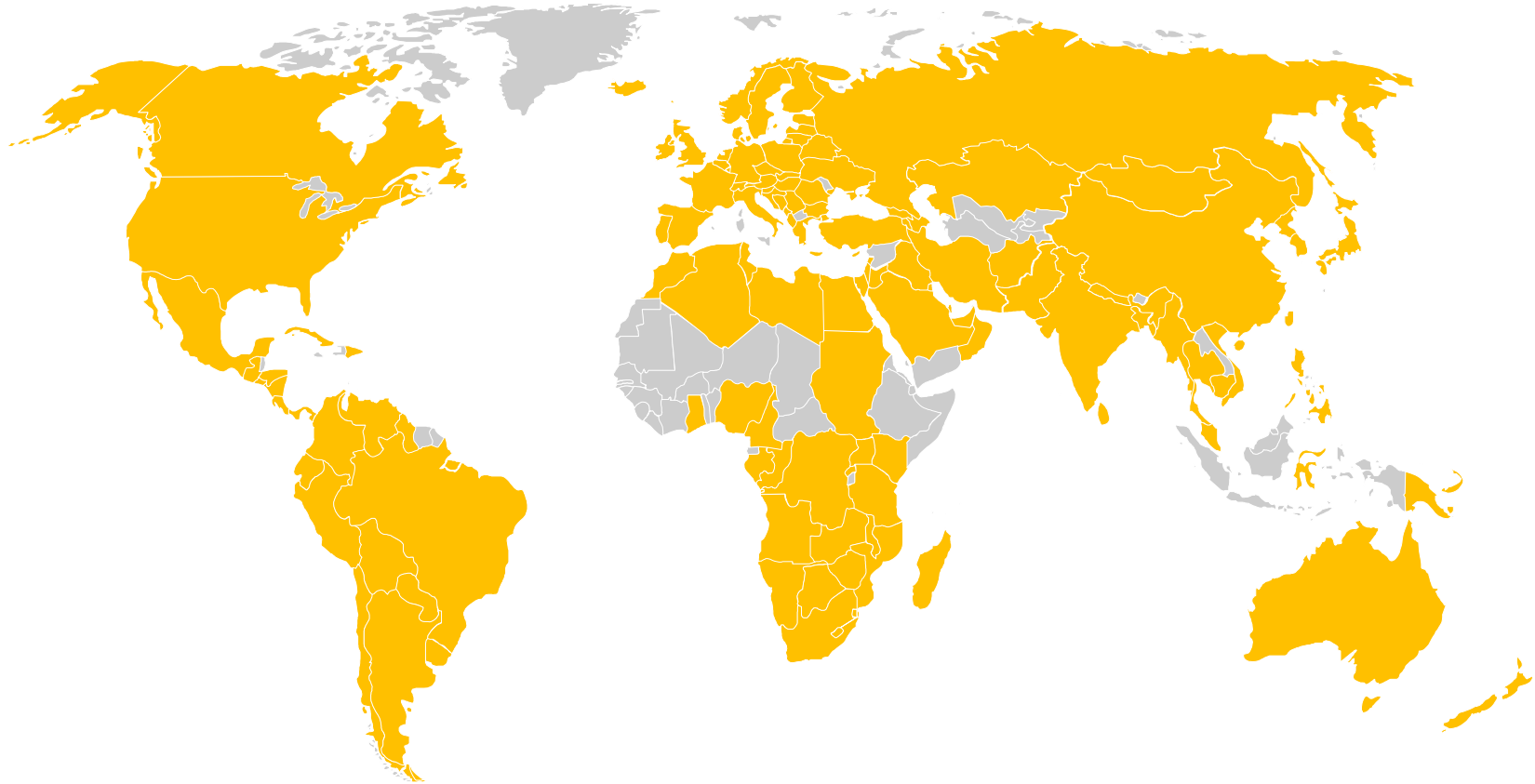
~2,5mio
USERS



~1300
ORGANIZATIONS



150+
COUNTRIES

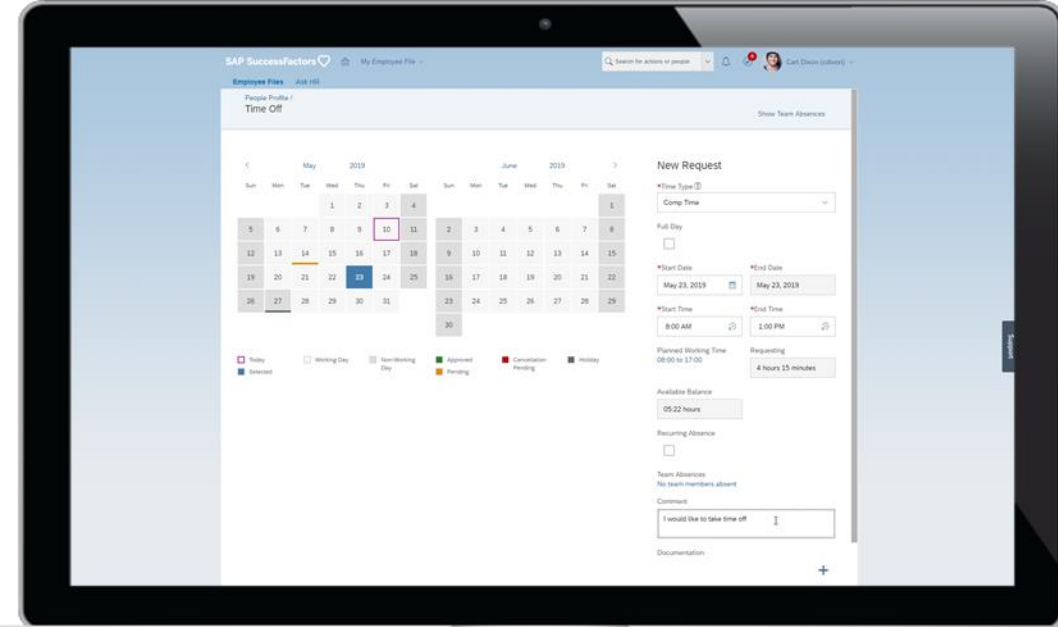


SAP SuccessFactors Employee Central Time Management

Single platform for global operations

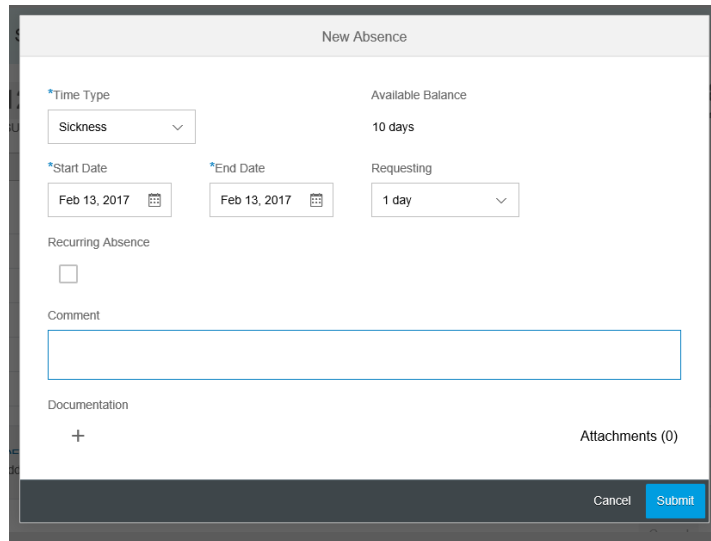
Solution capabilities

- Global absence management
- Time sheet for positive and negative time recording scenarios
- Work schedule management
- Real-time time evaluation to calculate things like overtime, shift differentials, premiums, and more
- Working time accounts and time off in lieu to allow flexible handling of employee's working time
- Global platform with localized support incl. accrual rules, business rules, and public holiday calendars
- Native part of the SuccessFactors app
- Predefined reports included
- Predefined integration into Employee Central Payroll



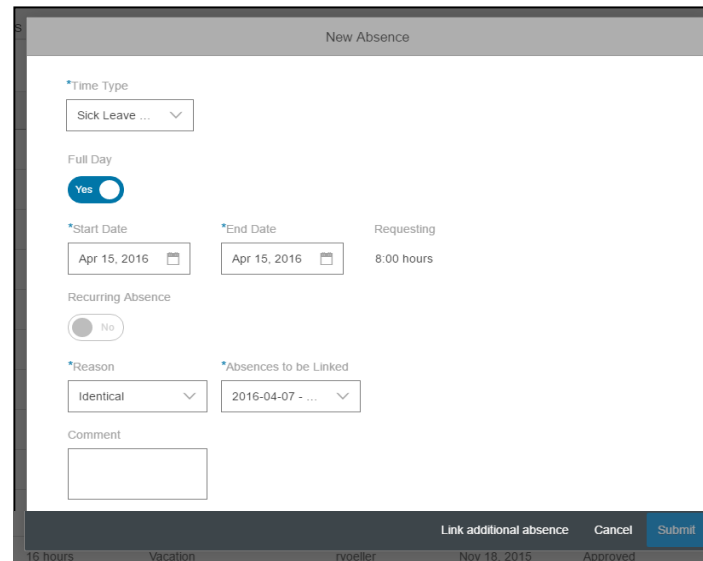
Localized: Global platform with localized support for your business

Leverage configurable options like holiday calendars, accrual rules, business rules, and more. Example of SAP SuccessFactors Employee Central time-off localization: country-dependent illness-related data entry fields



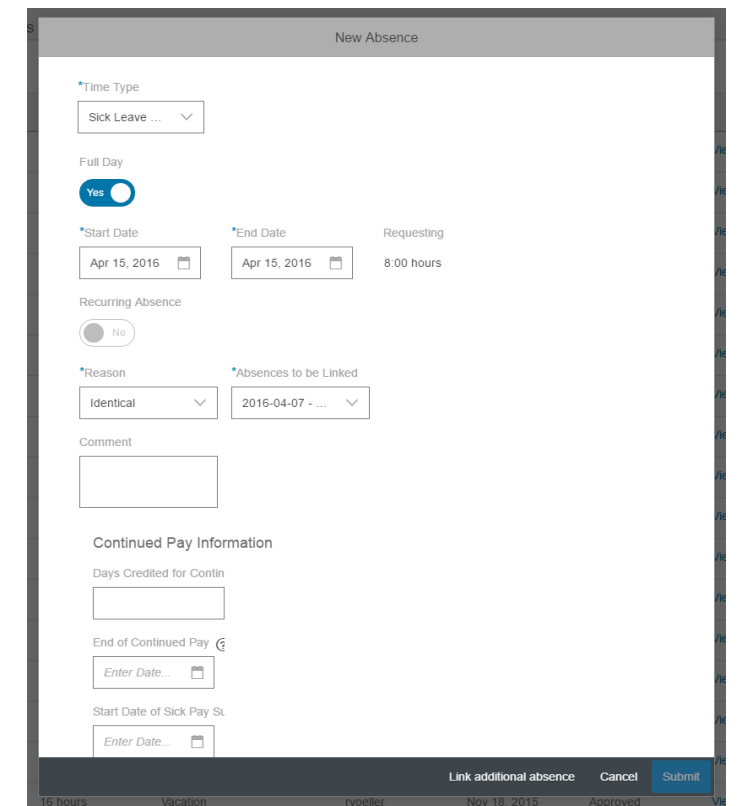
The 'New Absence' screen for a standard configuration. It includes a 'Time Type' dropdown set to 'Sickness', an 'Available Balance' of '10 days', and date pickers for 'Start Date' (Feb 13, 2017) and 'End Date' (Feb 13, 2017). A 'Requesting' dropdown is set to '1 day'. There is a 'Recurring Absence' checkbox, a 'Comment' text area, and a 'Documentation' section with a plus icon. At the bottom right, it shows 'Attachments (0)' and 'Cancel' and 'Submit' buttons.

Standard screen for absence



The 'New Absence' screen for Spain-based employees. It includes a 'Time Type' dropdown set to 'Sick Leave ...', a 'Full Day' toggle set to 'Yes', and date pickers for 'Start Date' (Apr 15, 2016) and 'End Date' (Apr 15, 2016). The 'Requesting' field shows '8:00 hours'. There is a 'Recurring Absence' toggle set to 'No', a 'Reason' dropdown set to 'Identical', and an 'Absences to be Linked' dropdown set to '2016-04-07 - ...'. A 'Comment' text area is present. At the bottom, it shows '16 hours', 'Vacation', 'rvoseller', 'Nov 18, 2015', 'Approved', and 'Cancel' and 'Submit' buttons.

Screen for Spain-based employees

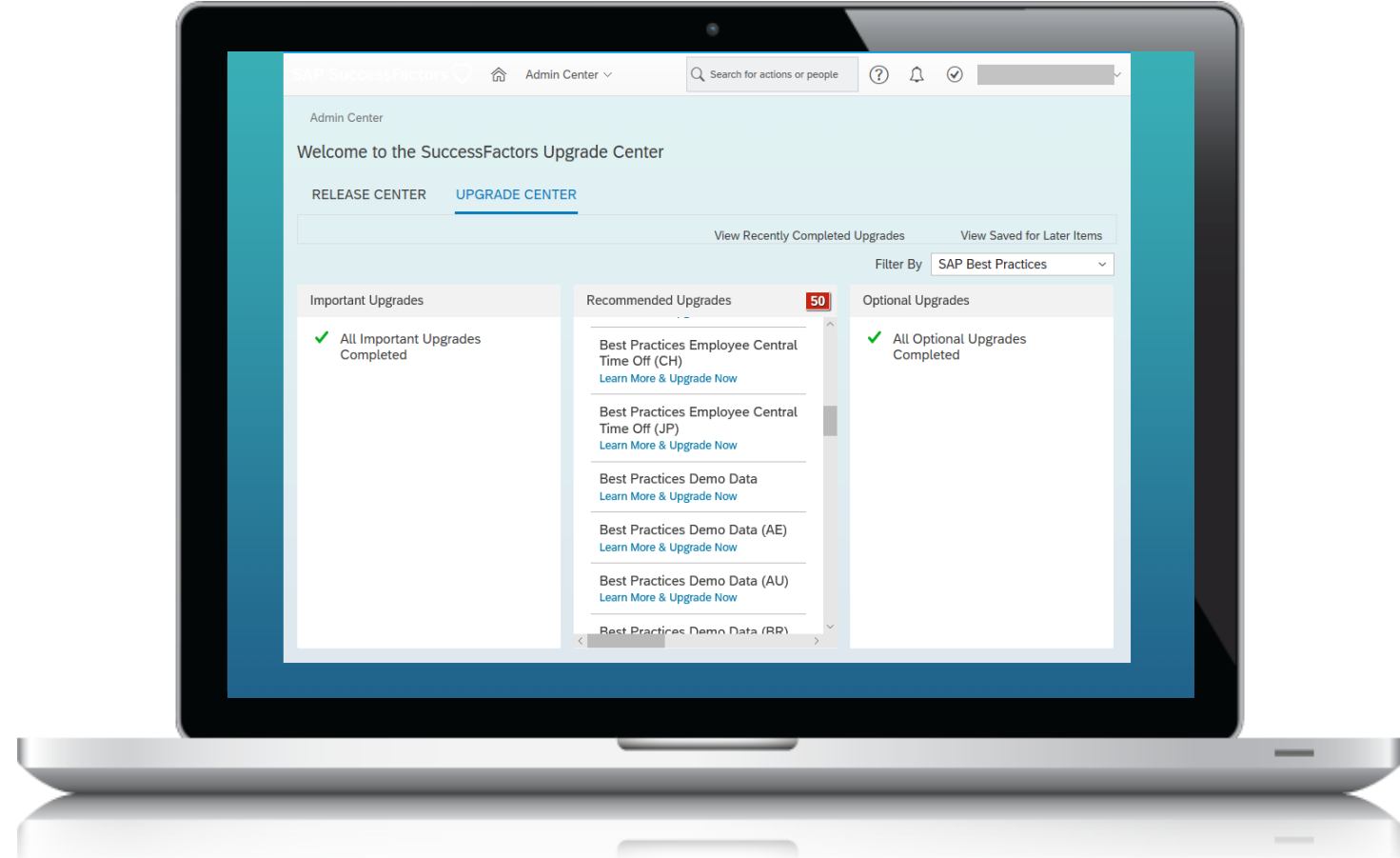


The 'New Absence' screen for Germany-based employees. It includes a 'Time Type' dropdown set to 'Sick Leave ...', a 'Full Day' toggle set to 'Yes', and date pickers for 'Start Date' (Apr 15, 2016) and 'End Date' (Apr 15, 2016). The 'Requesting' field shows '8:00 hours'. There is a 'Recurring Absence' toggle set to 'No', a 'Reason' dropdown set to 'Identical', and an 'Absences to be Linked' dropdown set to '2016-04-07 - ...'. A 'Comment' text area is present. Below the comment, there is a 'Continued Pay Information' section with fields for 'Days Credited for Contin', 'End of Continued Pay' (with a 'C' icon), and 'Start Date of Sick Pay St'. At the bottom, it shows '16 hours', 'Vacation', 'rvoseller', 'Nov 18, 2015', 'Approved', and 'Cancel' and 'Submit' buttons.

Screen for Germany-based employees

Localized best practice content available, free of charge

- **Predefined best practices** for time off and time sheet available via the upgrade center
- Contains all relevant content to accelerate your implementation, **fully localized**, and deployed within your system on a mouse click
- **Well documented**, including descriptions of post activation steps
- Examples of content: prefilled holiday calendar, work schedules, time account types, absence types, accrual rules, country specific messages in local language
- Available for **17 countries**: Australia, Canada, China, Colombia, France, Germany, India, Italy, Japan, Mexico, Saudi Arabia, Singapore, South Africa, Spain, United Arab Emirates, U.K. & U.S.A.





**The world around us
is changing fast**

Time to invest

“EU member states must **require employers** to set up a system enabling the duration of daily working time to be measured”

WORLD

All companies must record employees' working hours, EU court rules

COMMENTS

By Euronews • last updated: 15/05/2019



Copyright: REUTERS/Francois Lenoir

SHARE THIS ARTICLE



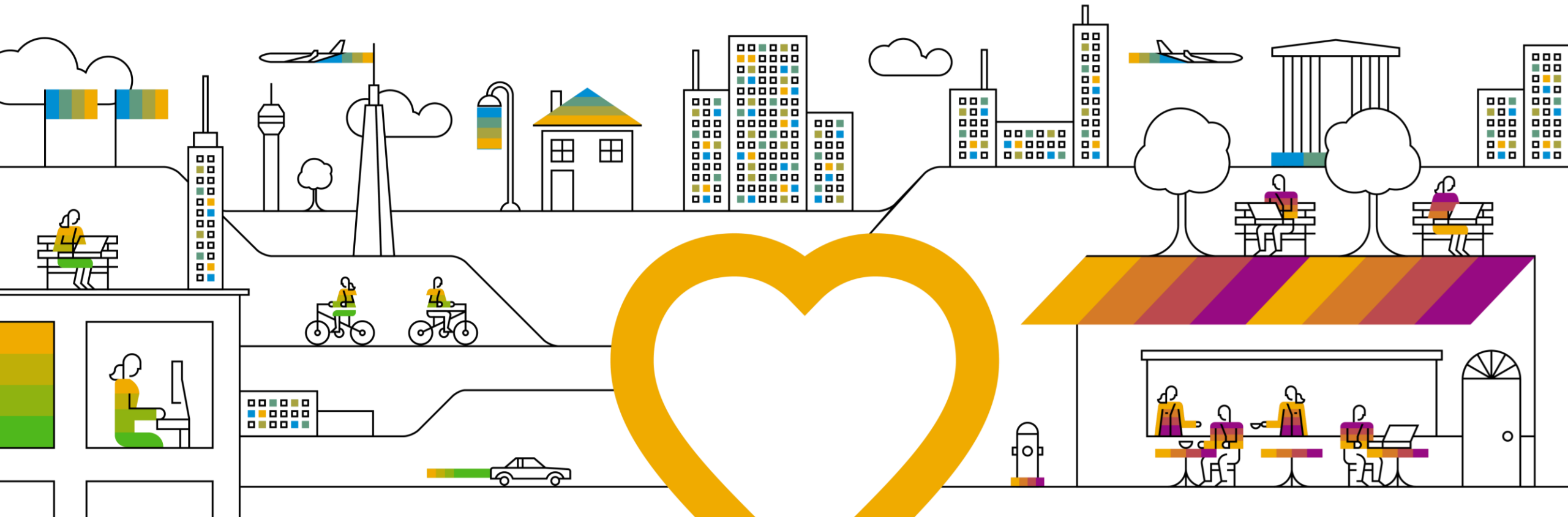
Companies operating in EU member states must set up a system to record the working time of their members of staff, the European Court of Justice (ECJ) has ruled

The court said it was necessary to record employees' hours so that legal working time limits can be properly applied.

TEXT SIZE



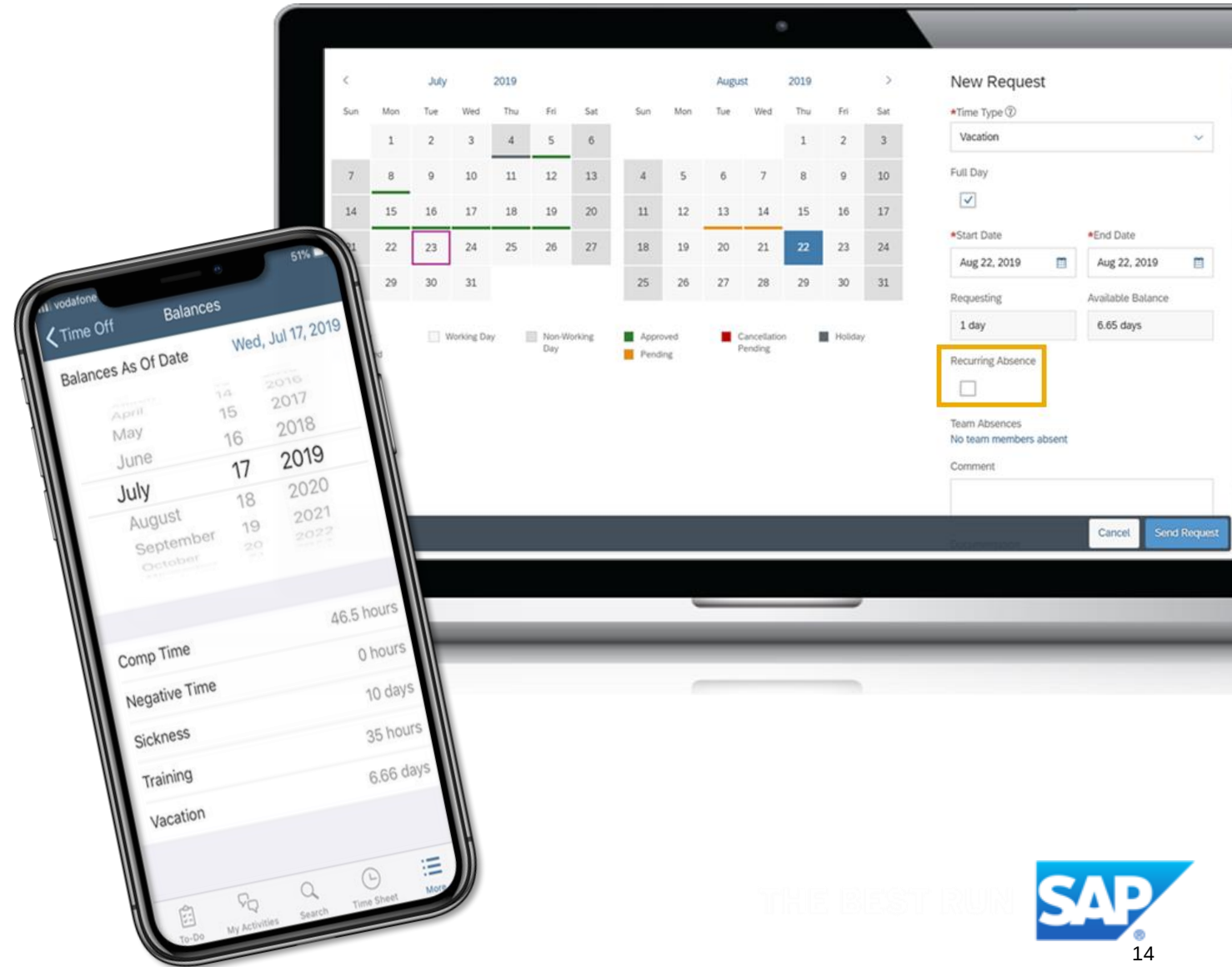
Recent Innovations



Employee Central - Time Off

Product Highlight & Recent Innovations

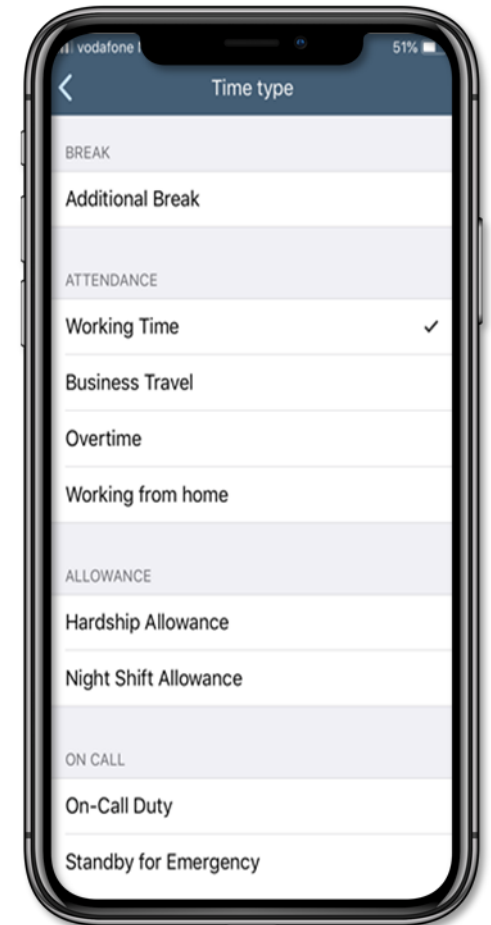
- Recurring absences functionality
- New Time Off User Interface, including new recurring absences and split and delimit functionality
- Improved Time Off capabilities in the mobile App:
 - Display of future balances
 - View declined requests, incl. comments
- Support of migration from leave of absence to Fiori Time Off



Employee Central - Time Sheet

Product Highlight & Recent Innovations

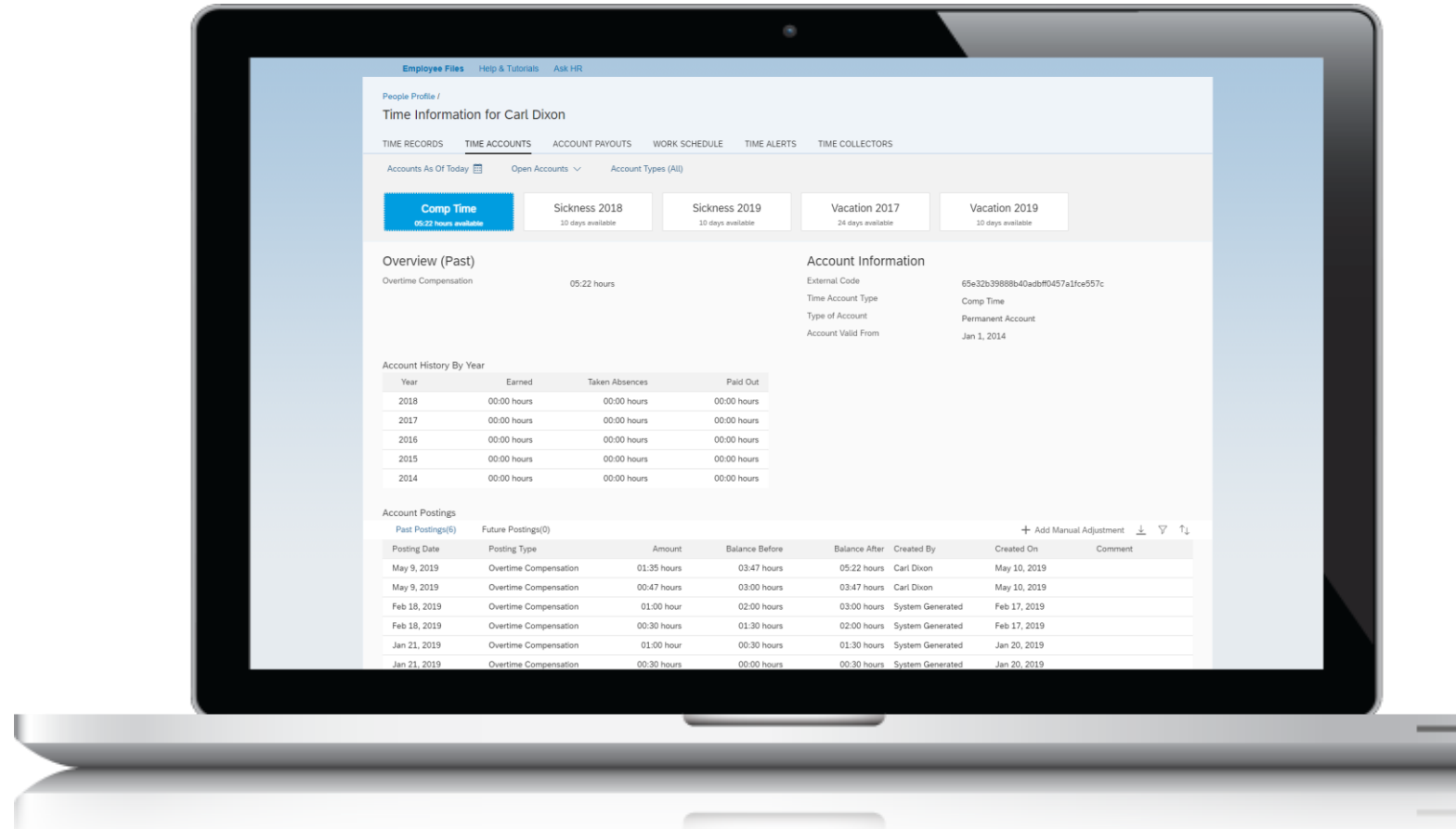
- Positive and negative time recording via the mobile app
- Allowance and on-call recording via mobile app
- Dynamic Break Deduction (for full and partial breaks based on thresholds)
- Display of time collector information in the time sheet
- Improved termination handling
- New time sheet report showing planned / recorded times with time sheet approval status



Employee Central Time Management - HR Admin

Product Highlight & Recent Innovations

- Automated payout of time accounts via period end processing
- Import of attendance / break records with start / end times and cost center allocation from external systems
- Time Account Snapshot API for data communication to 3rd party payrolls
- New alerting capabilities based on data validations

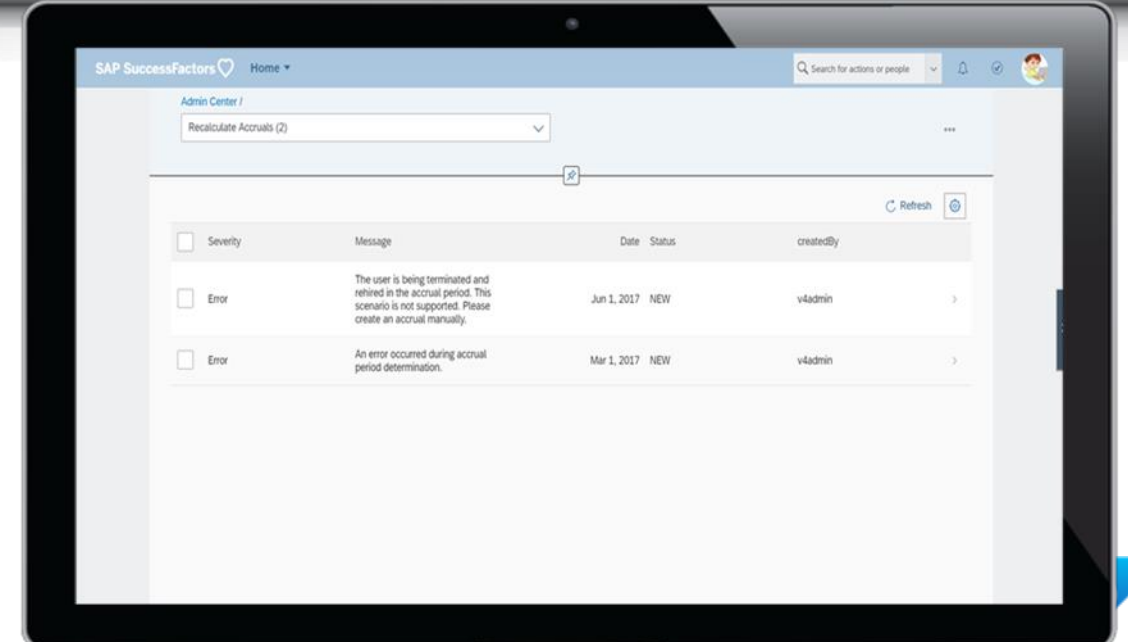
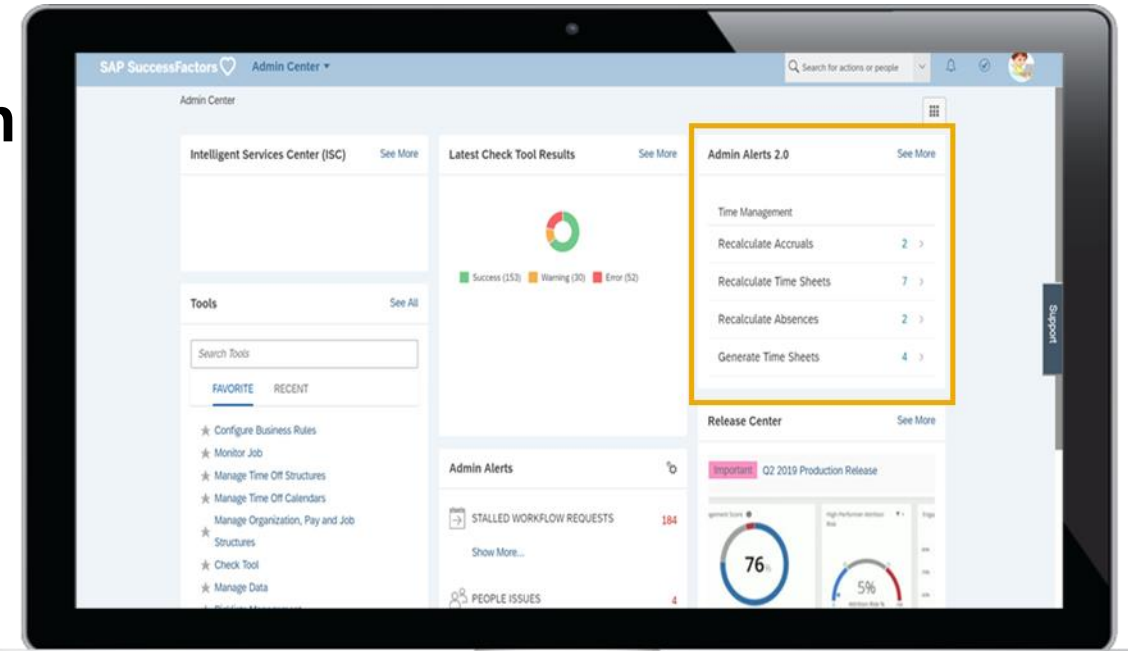


More information on Import from external systems on the SAP Help Portal: <https://help.sap.com/viewer/DRAFT/578d9482ae534139a8d83f584291b884/1911/en-US/2f279ff324b5454290521be3403b5a6c.html>

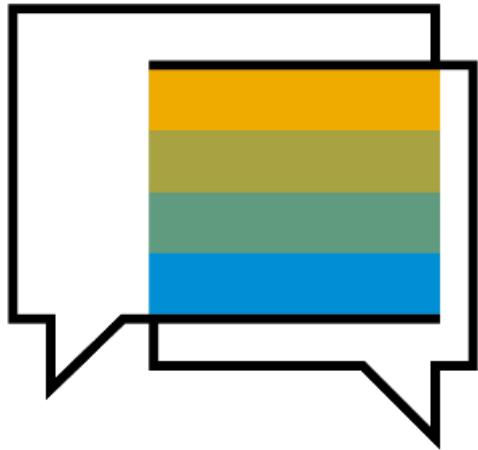
Next Generation Admin Alerts – HR Admin

Product Highlight & Recent Innovations

- New central admin alerts page. Time Administrators can monitor alerts and immediately take action. Data in the alerts page is RBP-controlled.
- Multi employee page to monitor alerts to (for example) import time sheets, generate time sheets, or recalculate absences / accruals or time sheets. All alerts have specific actions which can be undertaken to resolve the issue.



A vibrant, stylized illustration of a city skyline. In the center, a large heart is formed by thick, diagonal stripes in the colors of the rainbow (red, orange, yellow, green, blue, purple). The cityscape is composed of various buildings, including a tall tower with a circular observation deck, a bridge with a flag, and several multi-story apartment or office buildings with colorful windows. A car is driving on a road in the foreground, and a person is riding a bicycle. On the left, a person is sitting on a bench, and another person is playing a piano. On the right, a person is sitting at a table, and another person is sitting on a bench. The entire scene is set against a white background with a few clouds.



Reimagined UX



**Extended Core
Capabilities**



**The Intelligent Enterprise -
Time as a Service**

Reimagined Ux - Product Experience Vision

First priorities:

Reimagined Time Sheet

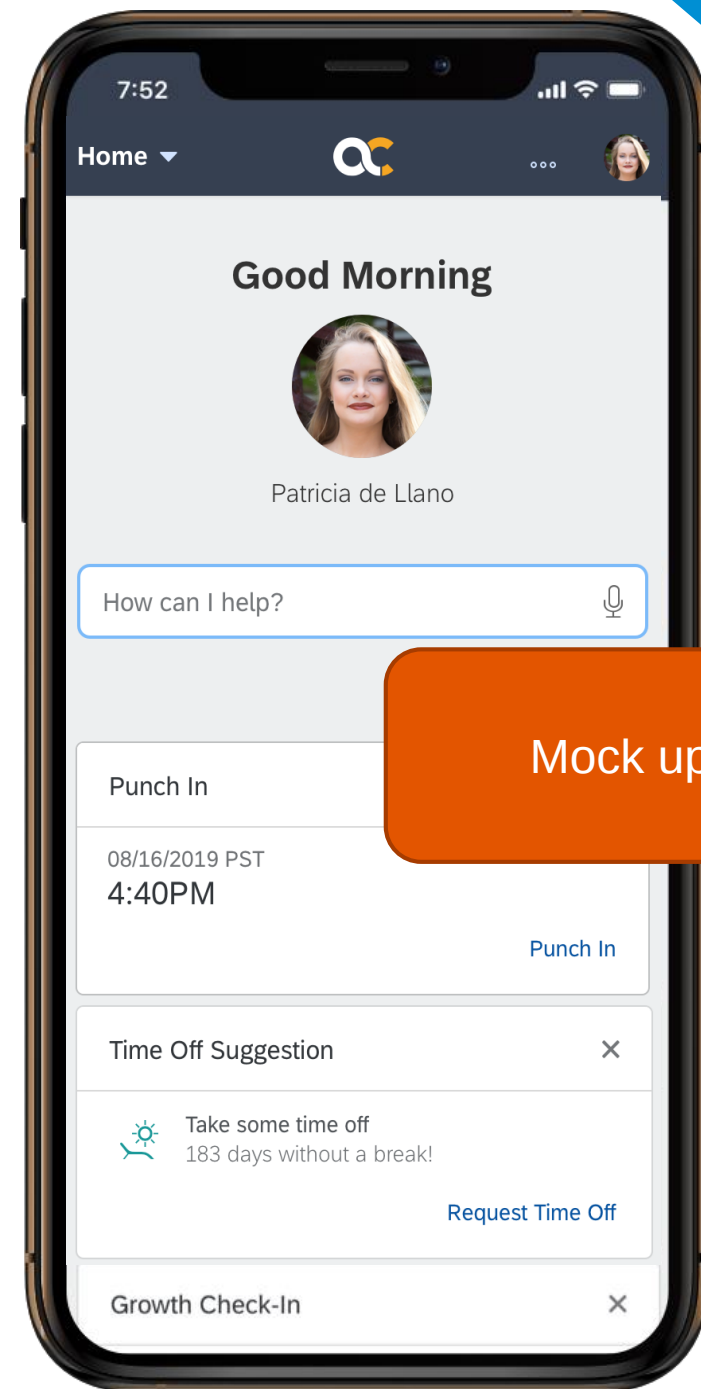
- Actionable – get the time sheet filled out as quickly as possible
- Fully accessible

Reimagined Team Absence Calendar

- Full availability overview of peers / direct reports / indirect reports / matrix employees

Alerting

- Involve employees and managers only when needed



Road Map





Extended Core Capabilities

Recent innovations

Time Management

- Improved termination handling for time recorders
- Alerts for Time Admin exception handling
- Controlled recurring absences feature
- Consistent display of time account balances in hh:mm
- Improved comments capabilities for declined absences
- Hourly balances in new Time Off UX

Localization

- Country-specific rules for sick leave

Mobile

- Display of future balances
- Allowances and on-call recording
- Display declined requests, incl. comments

Planned Q4/2019¹

Time Management

- New rule function to determine on what day an absence is taken
- New reporting capabilities with SAP Analytics cloud

Localization

- Country specific sickness processes

Mobile

- Enhance Time Off Balance View
- Timesheet custom field support
- Timesheet amendment

Planned H1/2020¹

Time Management

- Team Absence Calendar improvement to display indirect reports
- Flextime handling
- Employee capability to purchase and cash out leave
- Individual Work Schedule replication to EC Payroll
- Improved workflow capabilities

Localization

- Country specific sickness processes
- Leave advance payments
- Leave loading

Mobile

- Enhance Timesheet Summary View
- Support partial week
- Support take rule and field level permission
- Recurring Absences
- Enhance comment management in approval

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



Extended Core Capabilities

Additional priorities (next 12 months):

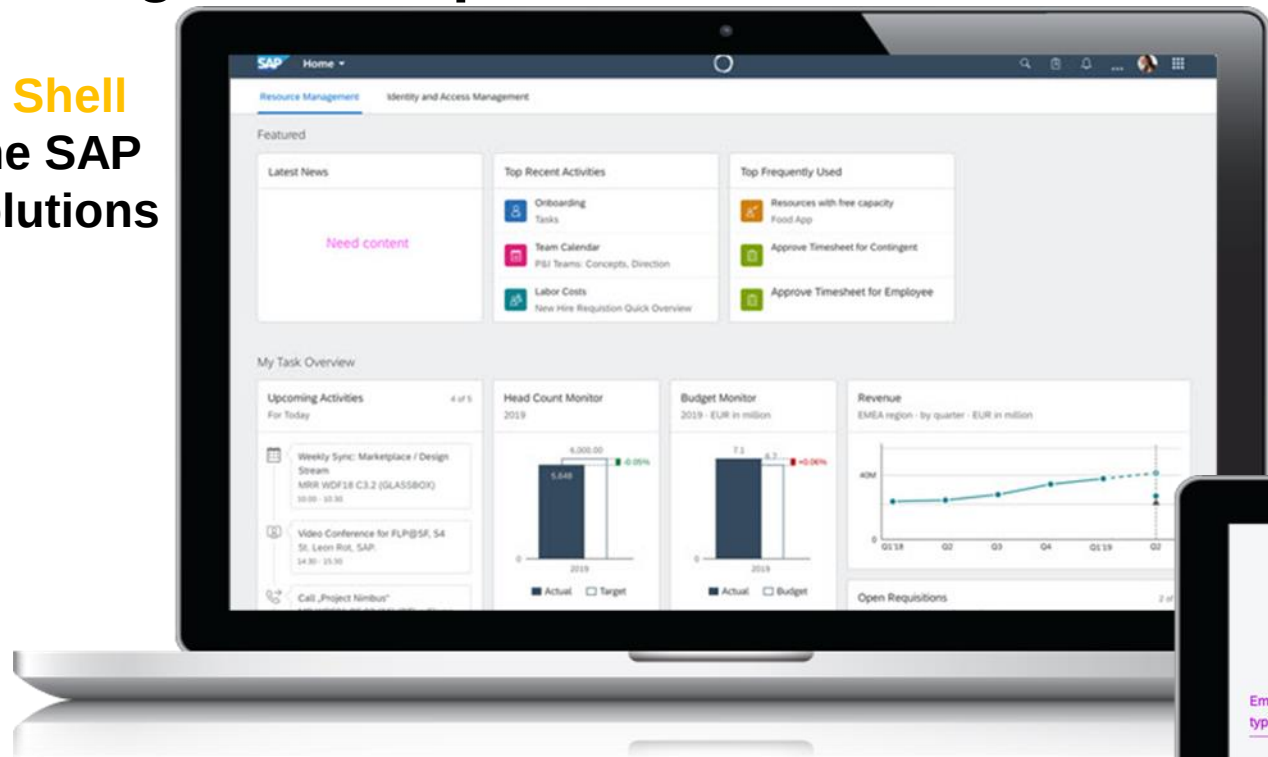
- Reimagined time sheet UI
- Cross-midnight handling
- Mobile - Team absence calendar enhancement
- Clock Terminal Integration Service

On the radar (next 24 months):

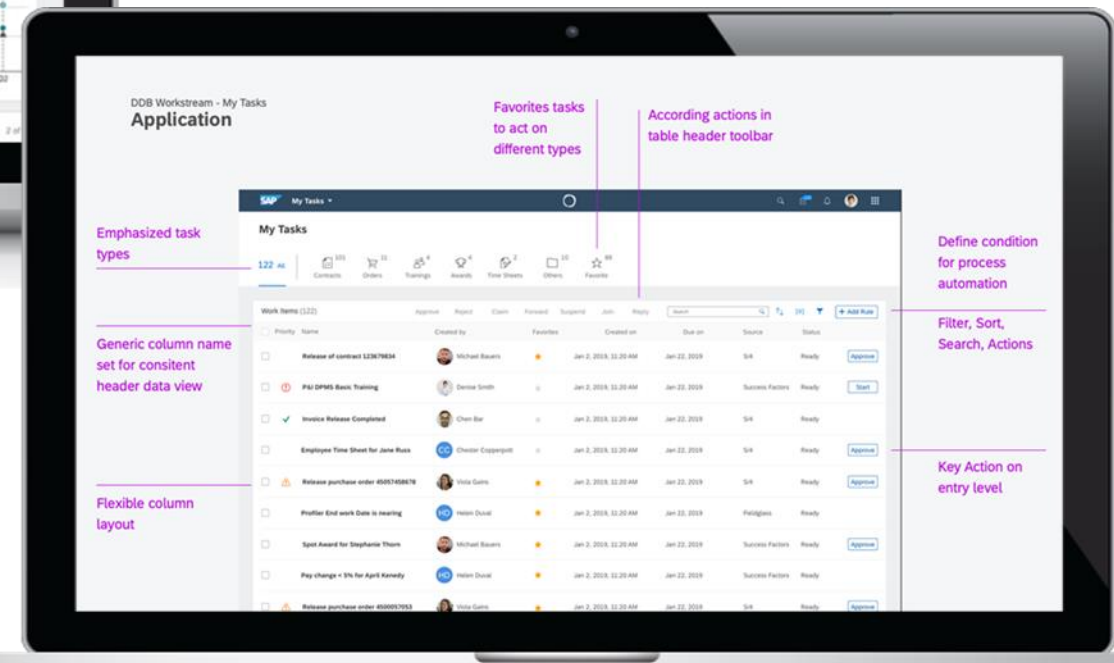
- Time Admin Workbench with multiple employee view to get insight and process multiple employees at once
- The ability to handle parallel / concurrent absences
- Improved vacation handling for Brazil, including capabilities to cash out leave

The Intelligent Enterprise

Common Shell
across the SAP
Cloud Solutions



Universal Inbox





Time Processing Service (TPS)

We take the pain out of time tracking



TPS follows the architectural paradigms
of the **SAP Intelligent Enterprise Suite** and **SAP Cloud Platform**

THE BEST RUN

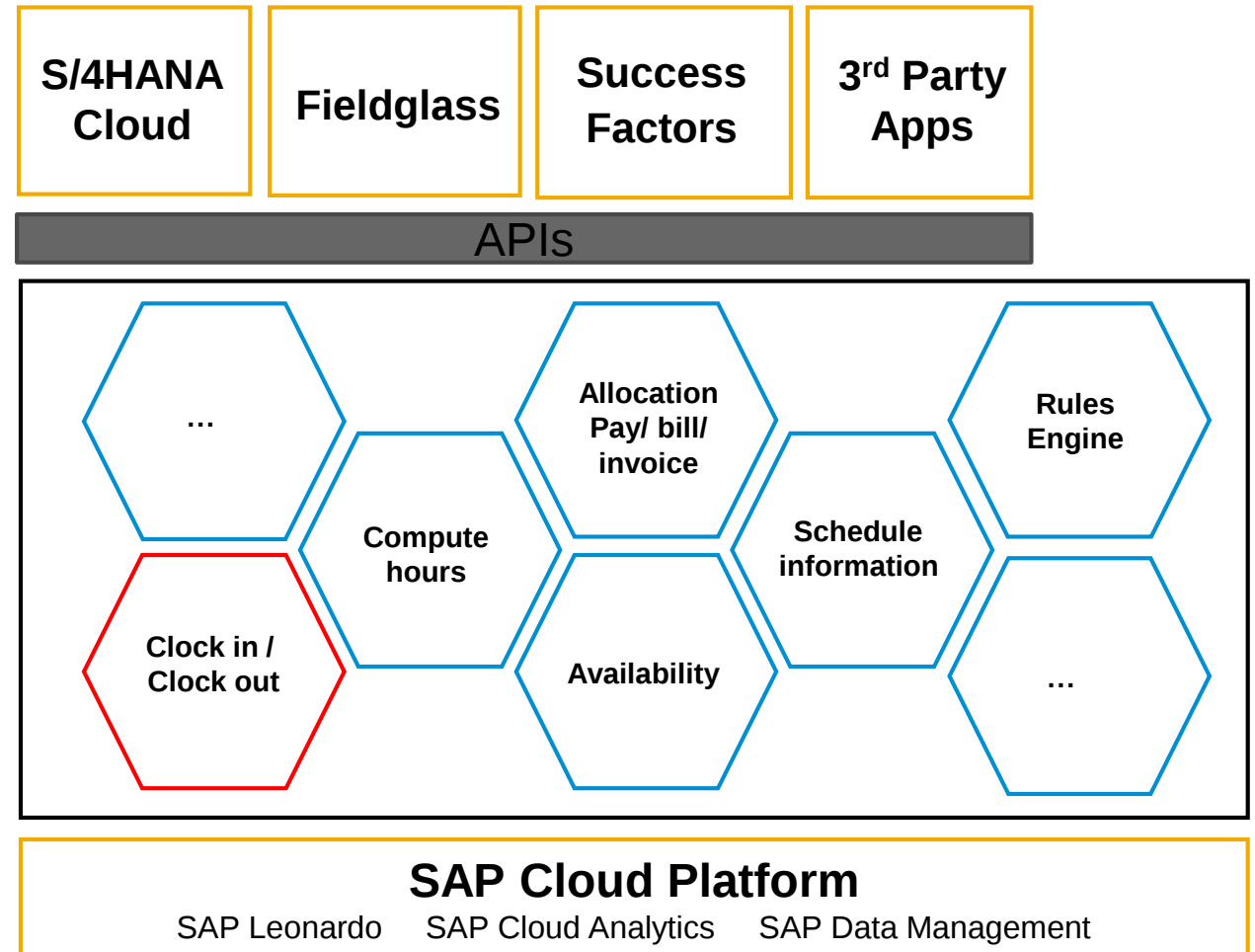




The Intelligent Enterprise – Time Processing Service

Reusable time services to harmonize time tracking across the enterprise

- Harmonized service to record time, apply rules, and serve differing LoB needs
- Build on SAP Cloud Platform, and able to re-use existing capabilities
- Microservices architecture also allows to connect to 3rd party applications
- Allows 'exit' points to enable complex rules

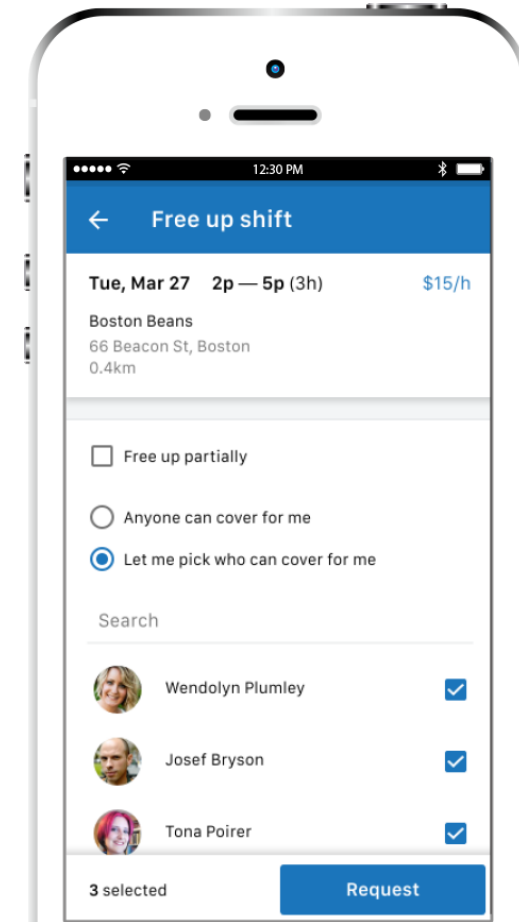




**What about our
Solution Extensions?**

Why Kronos Workforce Dimensions?

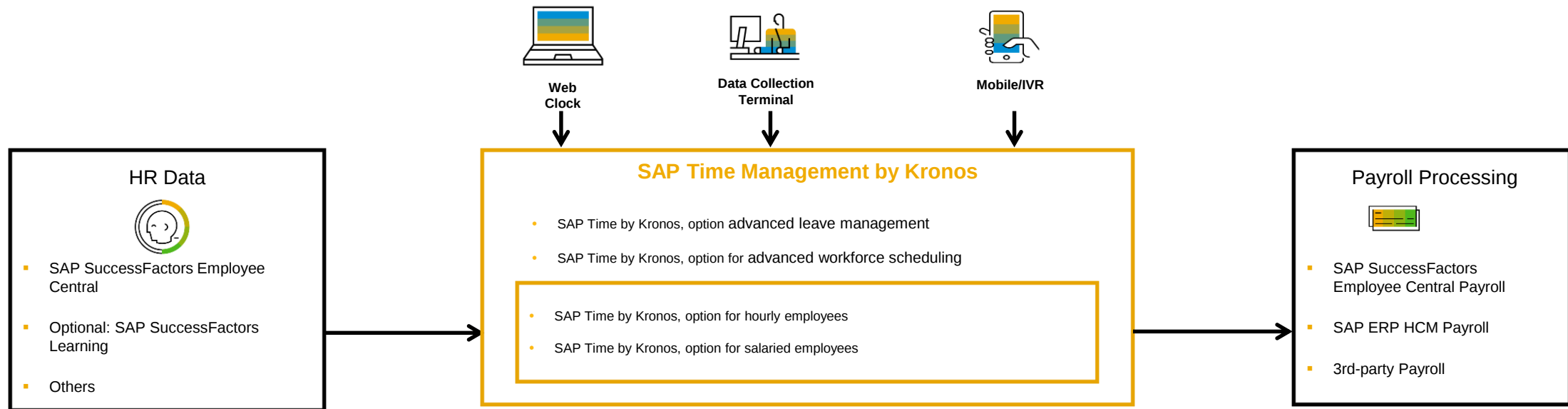
- New highly-rated multi-tenant cloud solution, Kronos Dimensions, closely aligns with SAP's Intelligent Enterprise strategy
- Designed to support all worker types, regardless of their rules and regulations, for large enterprises around the world
- Lower implementation costs and quicker time to value through simpler implementation



Seamlessly connect to Employee Central, and Employee Central Payroll

Leverage practical productized, pre-packaged integrations

All integrations are achieved via the **Kronos Dimensions API platform**, which is accessible to partners, developers and customers. Everything required for integration is available for **no additional cost**.



People – event-based real time integration for people data. Changes to employee data in SuccessFactors automatically triggers an update in Kronos.

Payroll and Accrual – scheduled integration for payroll and accrual data done via API or file transfer

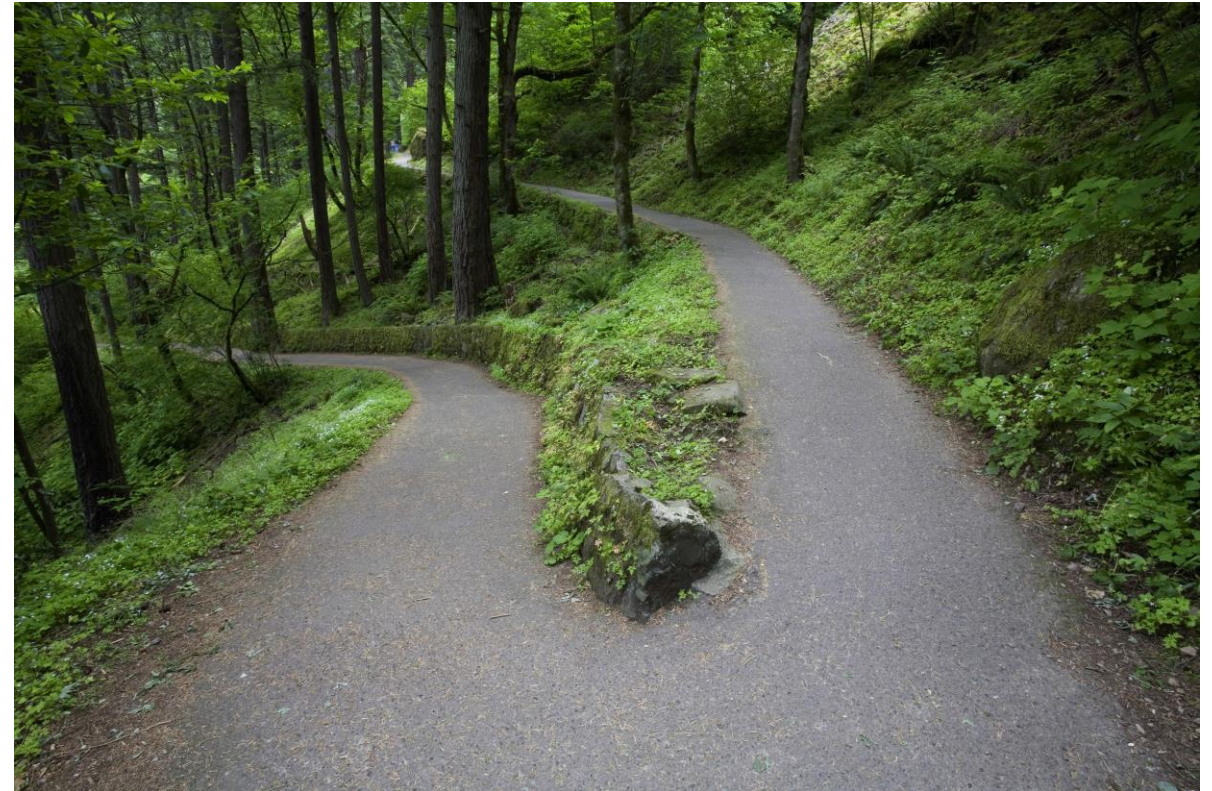
Product Positioning

Employee Central Time Management:

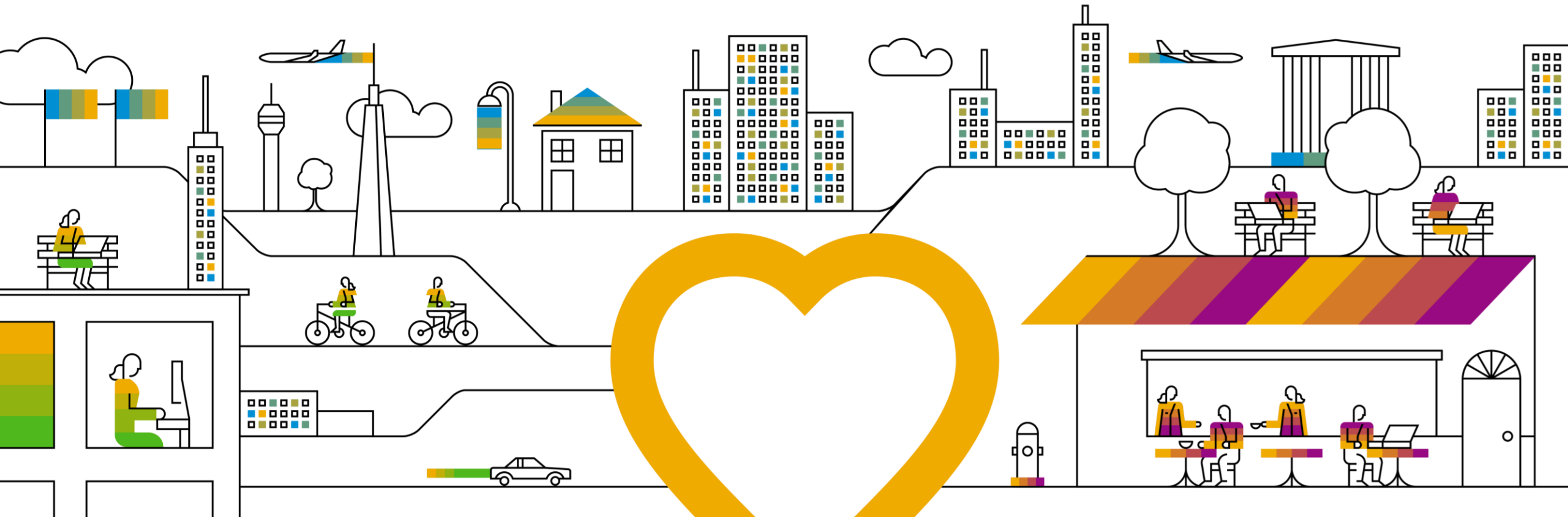
- Organizations that need global absence management, and time tracking/evaluation for correct employee payments (and without the need for e.g. project time recording or time allocation to (service) orders)

SAP Time Management by Kronos:

- Organizations that have more advanced requirements, including the need for workforce scheduling (and/or rostering), time tracking including time allocation to projects and/or (service) orders, and advanced leave management



On-premise **time management**



SAP HCM for S/4HANA, on-premise

Motivation and Background

We see this option primarily as a **bridge to give additional time** to those customers who are not ready to fully move their HCM deployment to the cloud/SuccessFactors

⇒ No impact on SuccessFactors cloud strategy



Nearly six years ago, SAP acquired SuccessFactors, providing our customers with the best cloud-based human capital management (HCM) solutions on the market. Since then, the number of customers using SAP SuccessFactors solutions has nearly quadrupled, and we continue to see increasing momentum toward the cloud for HCM globally and across all industries.

Our investment strategy follows this market demand, with the bulk of the planned innovations for our HCM portfolio focused on SAP SuccessFactors solutions.

Related



SAP HCM on-premise for SAP S/4HANA

What is SAP HCM on-premise for SAP S/4HANA?

- HCM (on-premise) solution option for S/4HANA, on-premise edition customers
- Matches the scope of the SAP HCM on-premise for SAP S/4HANA compatibility pack for SAP ERP HCM. Includes Payroll, Time & Attendance, Personal Administration, Talent, Learning (LSO), etc. Excludes e-Recruiting.
- Planned availability: Q3, 2022. Maintenance planned through at least 2030
- Ability to deploy integrated in S/4HANA as a single instance or as a separate instance running side-by-side.



Target Market

- Customers who are not ready to fully move their HCM deployment to the cloud/SuccessFactors

Considerations

- Only available for on-premise deployment
- Based on ERP HCM, supplemented with some HANA-based capabilities.
- Requires migration to S/4HANA (including HANA database)
- A license conversion is planned to be offered

Benefits

- Provides additional time for customers to migrate to SuccessFactors
- Will not require a full reimplementation of the HCM solution.

Cross Application time Sheet (CATS)

- If customers want/need to use CATS, it can be integrated into Employee Central
- See 'Example: Calling the Cross-Application Timesheet (CATS) from Employee Central'
- <https://help.sap.com/viewer/df910a8580634dfcab67ed895f4264f6/1905/en-US>

Questions?

Thank you.

Contact information:

Frans Smolders

Employee Central Time – Product Management

M +316 345 911 29 | frans.smolders@sap.com