



You plan the journey.



The journey comes to you.



The journey comes to you.

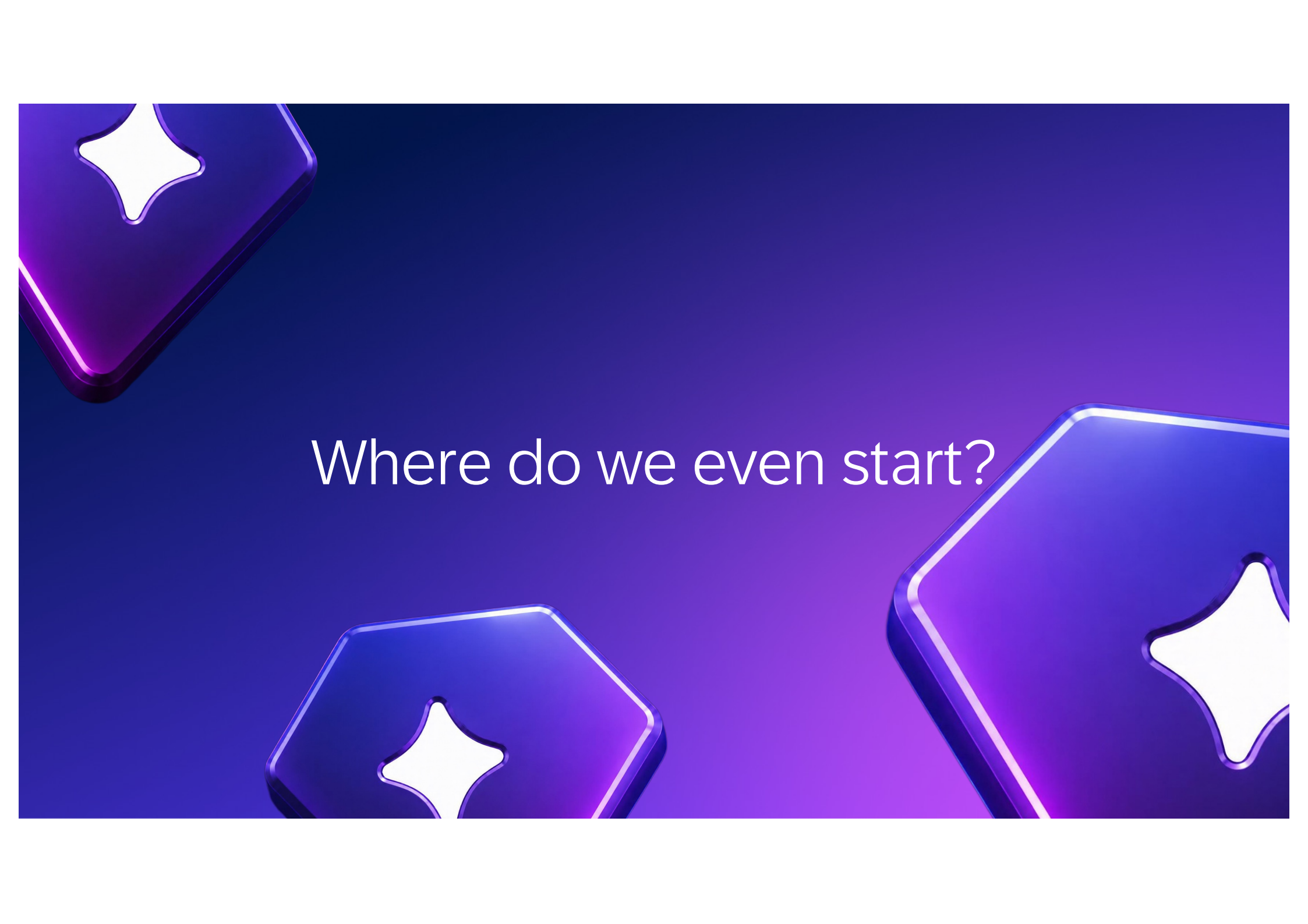
Welcome to Autonomous HCM

From Managing People to Orchestrating
Skills, AI, and Workforce Intelligence

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SBN · SAP SuccessFactors · 20 OCTOBER 2026



The background is a smooth gradient of blue, transitioning from a darker shade at the top to a lighter shade at the bottom. Three large, faceted, blue geometric shapes are positioned around the text. Each shape has a white, four-pointed star-like cutout in the center. The shapes are rendered with a slight 3D effect, showing highlights and shadows. One shape is in the top left, one is in the bottom left, and one is in the bottom right.

Where do we even start?



Automate **work**

to create the capacity for reinvention



Redesign **work**

to maximize the outcomes
of an augmented workforce



Reinvent **work**

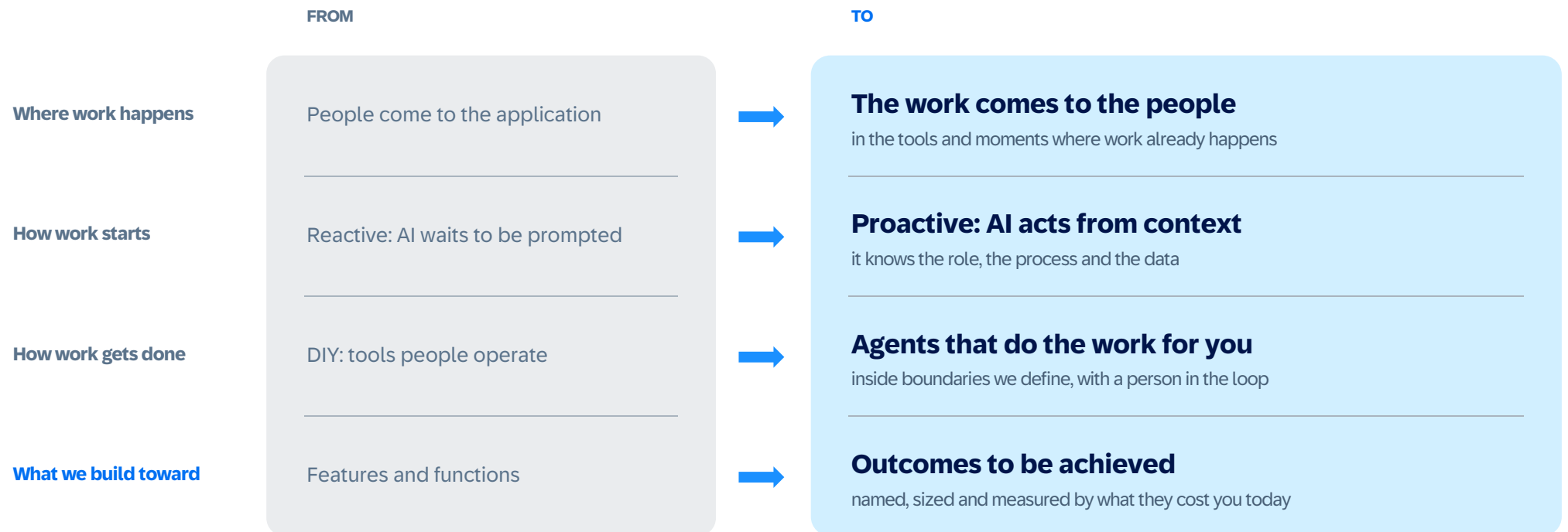
to close the capability gap and
reinvent talent for what's next

AI is only as good as the **context** it runs on



How SAP SuccessFactors is changing

The product stops being something people operate. So what we build toward stops being a feature list.



When the software does the work, features become irrelevant



We're here to deliver outcomes



Autonomous HCM





What can an agent do?
What can an assistant automate?





How can AI help me achieve
a business outcome?





Autonomous HCM

Plan & Hire

Workforce Planning Assistant

- *Workforce Strategy to Demand Agent
- *Workforce Gap Closure Agent
- *Skills Gap Agent
- *Workforce Supply Agent
- *AI Impact and Productivity Agent

Recruiting Assistant

- Interview Agent
- Recruiting Q&A Agent
- Interview Scheduling Agent
- Interview Summary Agent
- Reverse Matching Agent
- Candidate Relationship Mgmt. Agent
- *Integration & Migration Agent

Onboarding Assistant

- Onboarding Task Mgmt. Agent
- Onboarding Task Creation Agent
- *Onboarding Custom Form Agent

Manage & Pay

HR Operations Assistant ✦

- Employee Data Integration Agent
- Job Change Request Agent
- Position Optimization Agent
- Compensation Guidance Agent
- Skills Governance Agent
- Job Architecture Maintenance Agent
- Pay Equity Agent
- HR Data Issue Resolution Agent
- Payment Fraud Prevention Agent
- HR Workflow Accelerator Agent

Workforce Management Assistant

- Time Sheet Service Agent
- Time Sheet Reminder Agent
- Time Off Service Agent
- *Time Operations Center Agent
- *Workforce Orchestration Agent

Payroll Assistant

- Payroll Explanation Agent
- Payroll Validation Rule Agent
- Payroll Alert Resolution Agent
- Employee Data Integration Agent
- Payroll Anomaly Detection Agent

HR Service Assistant ✦

- HR Service Orchestration Agent
- HR Knowledge Agent
- Payroll Explanation Agent
- Time Sheet Service Agent
- Time Off Service Agent
- HR Workflow Accelerator Agent
- Case Creation Agent

Compensation Assistant

- Compensation Guidance Agent
- *Compensation Planning Agent

Develop & Grow

Learning Assistant

- Learning Compliance Mgmt. Agent
- Learning Assignment Agent
- Learning Skills Agent
- Learning Journey Agent

Career and Talent Development Assistant ✦

- Succession Planning Agent
- Career Development Agent
- Development Goal Creation Agent
- Talent Scouting Agent
- Mentor Match Agent
- Skills Evidence Agent
- *Dynamic Talent Pool Agent
- *Strategic Growth Agent

Performance & Goals Assistant ✦

- Performance Preparation Agent
- Goal Creation Agent
- Goal Progress Agent
- Calibration Equity Agent
- *Feedback Discovery Agent
- *Feedback Request Agent
- *Performance Intelligence Agent
- Workforce Upskilling Assistant
- *Workforce Upskilling Orch. Agent
- *Microlearning Generation Agent
- *HR Task Scheduling Agent

Cross HCM

HR System Assistant ✦

- Configuration Transport Agent
- Role-Based Permissions Agent
- HCM Audit Agent
- Time Configuration Agent
- HCM Security Check and Remediation Agent
- Benefits Configuration Agent
- HR Task Scheduling Agent
- *HCM Mobile App Adoption and Growth Agent

People Intelligence Assistant

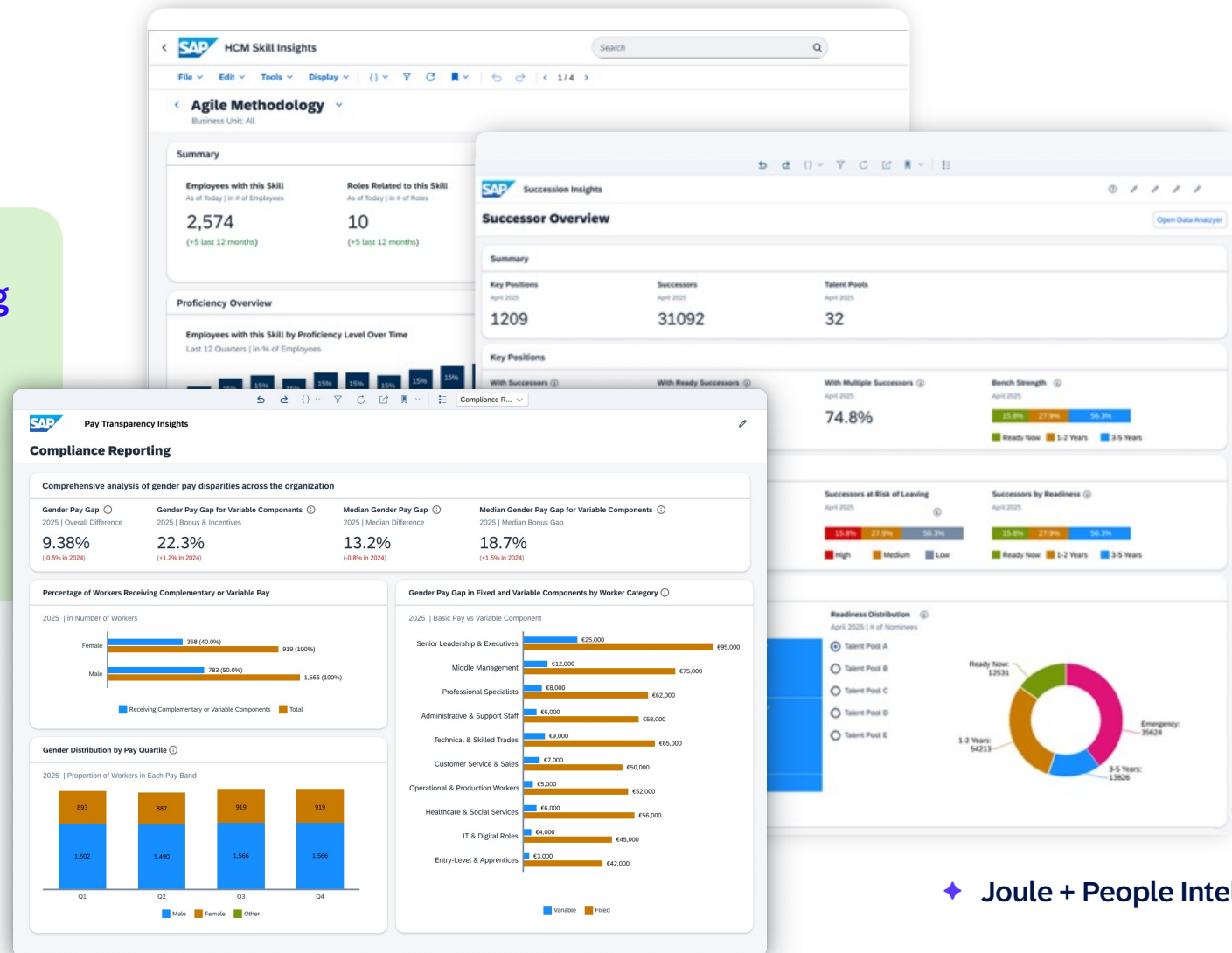
- People Intelligence Agent
- Analytics Reasoning Agent
- People Intelligence Recommendations Agent

Initial availability expected by end of 2026 unless marked (*)



From feeling to believing

Analyze your workforce data and surfaces the risks, trends, and opportunities before you even think to pull a report.

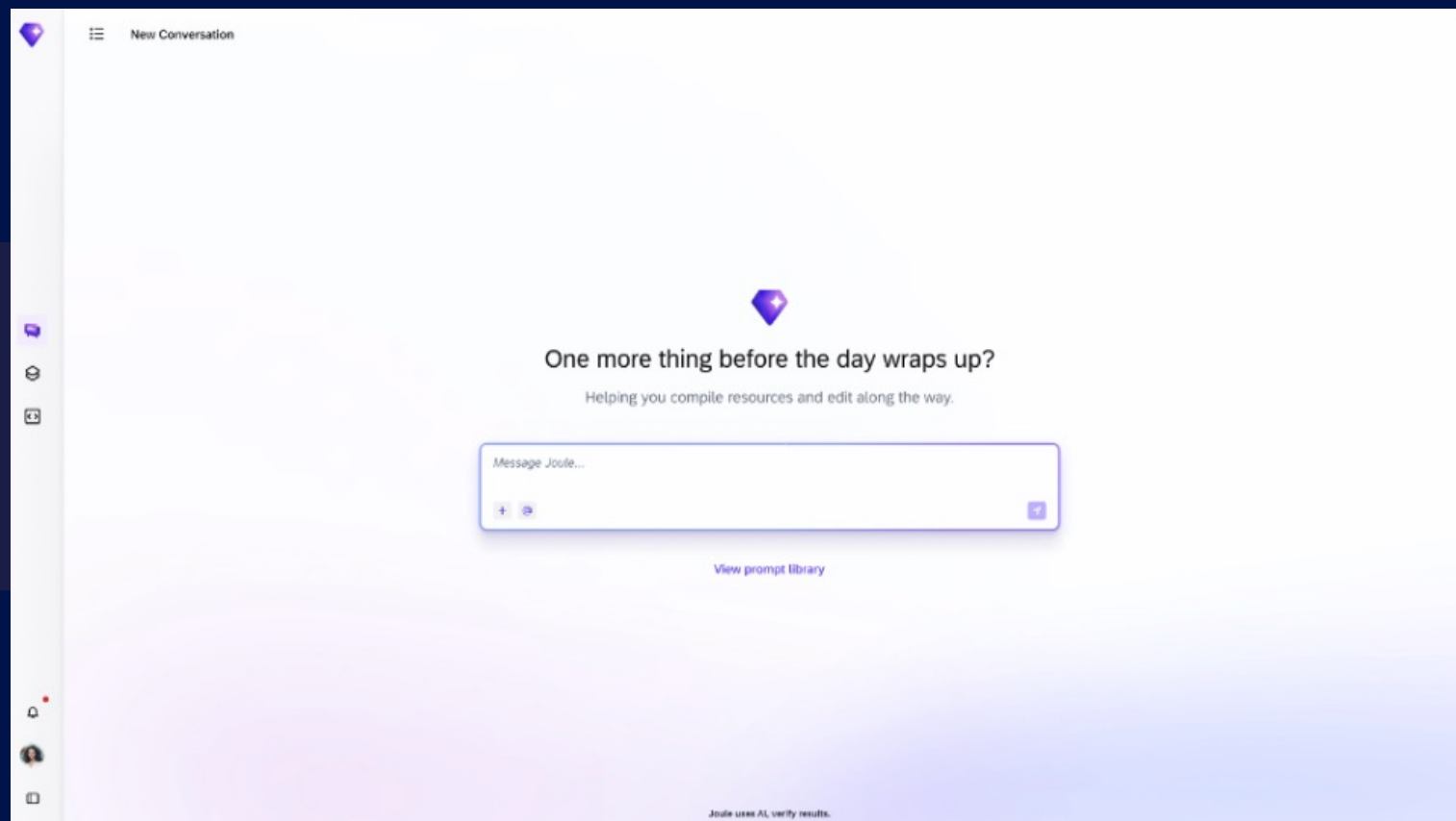


◆ Joule + People Intelligence

Redesign

Workforce strategy
that delivers
business strategy

Understand and plan
your workforce around
cost and demand



◆ Workforce Planning Agent

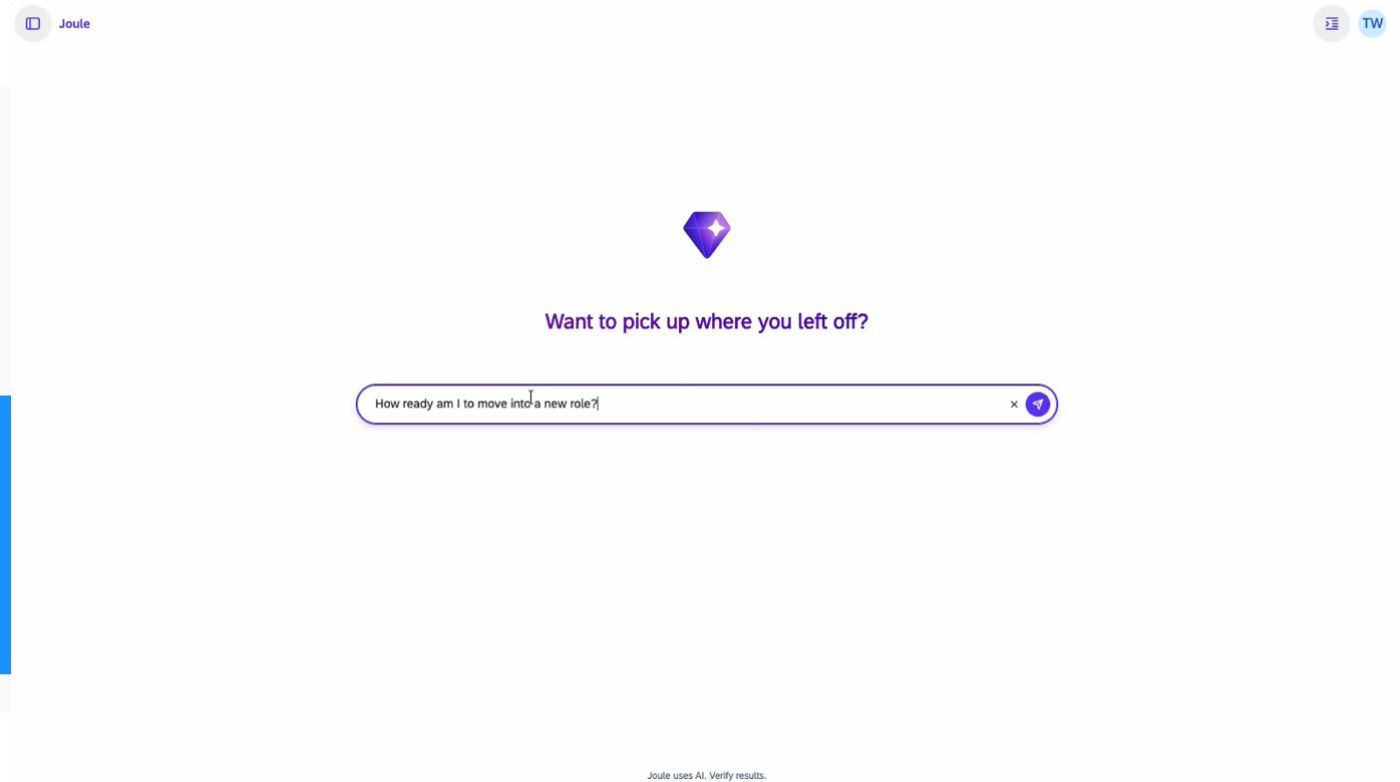


Retain the people
you can't afford to lose

Career pathing and
assistance create
opportunity

40%

faster internal
role transitions



◆ Career Development Agent

Let **Joule**
automate work.



So you can
redesign



and reinvent
work.





The journey starts now with
Autonomous HCM.

