



SuccessFactors - Hvilke moduler og hvordan henger disse sammen?

Agenda

SuccessFactors - Hvilke moduler og hvordan henger disse sammen?

- Begreper
- Funksjoner og muligheter
- Hvordan henger modulene sammen
- Litt om hva vi har i vente fremover

Sariba



Håvard Aspenes

- HR-hus fra Strategi til Systemer
- 20 år med erfaring av HR IT implementeringer for store og mellom store organisasjoner i Skandinavia
- SuccessFactors partner siden 2012, SAP partner siden 2007

Sariba SuccessFactors implementeringer (siste 18 mnd)

- 
- A hiker with a backpack stands on a sharp, rocky mountain peak. The background shows a vast, hazy mountain range under a clear sky.
- ✓ Go-Ahead – 3 prosesser
 - ✓ Aibel – 2 prosesser
 - ✓ GIEK – 3 prosesser
 - ✓ Protan – 8 prosesser
 - ✓ Kredinor – 8 prosesser
 - ✓ Bane NOR – 8 prosesser

- ✓ Høegh Autoliners – 9 prosesser
- ✓ Lundin – 6 prosesser
- ✓ Orkla – 1 prosess
- ✓ VNG – 3 prosess
- ✓ Norges Bank Oljefondet – 4 prosesser

Sariba People Centric – Start hvor du vil



Mål og
medarbeider-
samtale



Ansattdata



Etterfølgerplan-
legging & Utvikling



Kompensasjon



Læring og
Kompetanse



Medarbeider-
undersøkelser



Rekruttering &
Onboarding



Digitalt
Personalarkiv



Reiseplanlegging
og Reiseutlegg



Tid, Fravær og
Sykeoppfølging

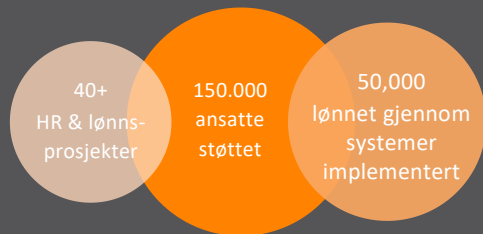


Lønn

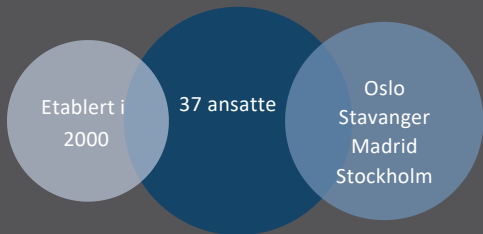
Sariba – Ledere og medarbeidere som får til mer

- Økt engasjement, økt kvalitet og reduserte kostnader.

Vår erfaring – Din trygghet



Hvem er vi?



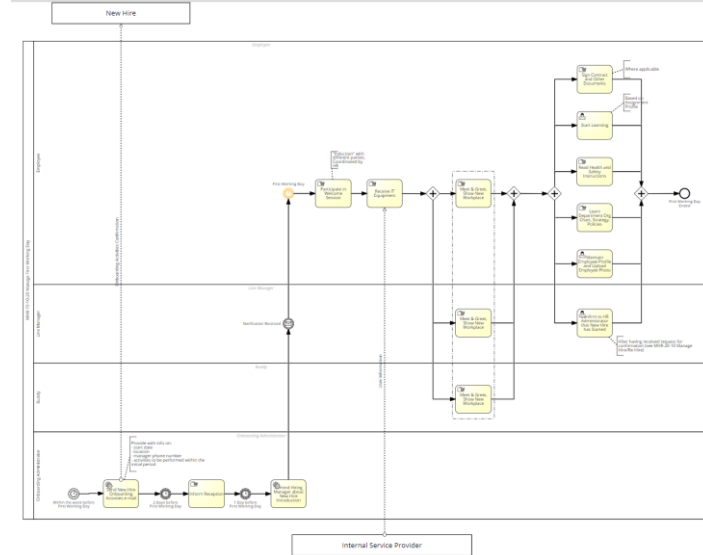
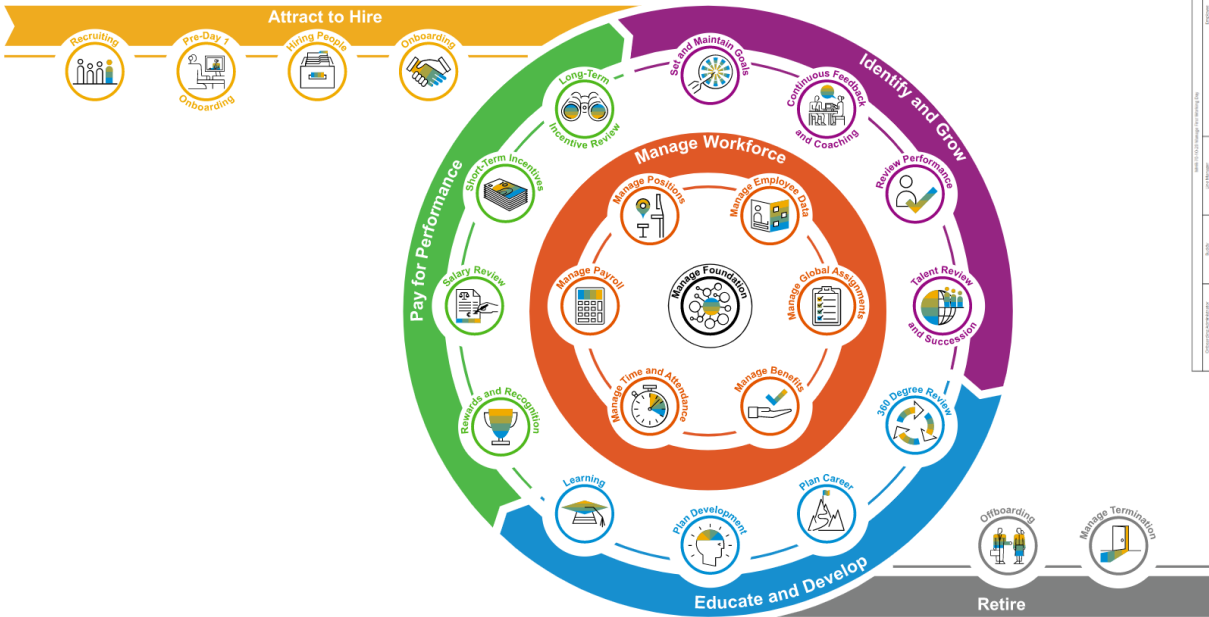
SuccessFactors

SuccessFactors – Begrepsavklaring

Funksjonsområder	Prosessområder	Moduler (løsninger)
Employee Experience Management		Jam Mobile
Core HR and Payroll	Core HR and Payroll	Employee Central Time / TimeOff Employee Central Payroll Open text
Talent Management	Talent Management	Recruiting Onboarding Performance & Goals Succession and Development Learning Compensation
HR Analytics and Workforce Planning		Workforce Analytics Workforce Planning

SuccessFactors - Prosesbibliotek

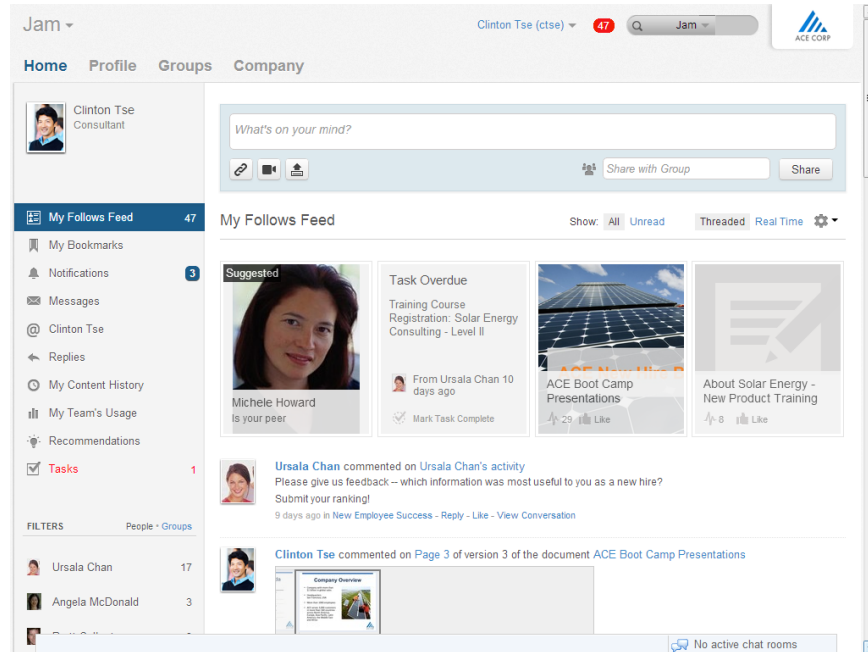
MHR-70-10-20 Manage First Working Day



SuccessFactors Moduler

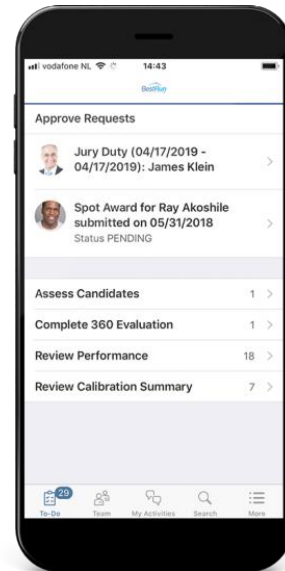
SAP Jam

- Sosial plattform
- Grupper kan utveksle informasjon
- Litt som Microsoft Yammer



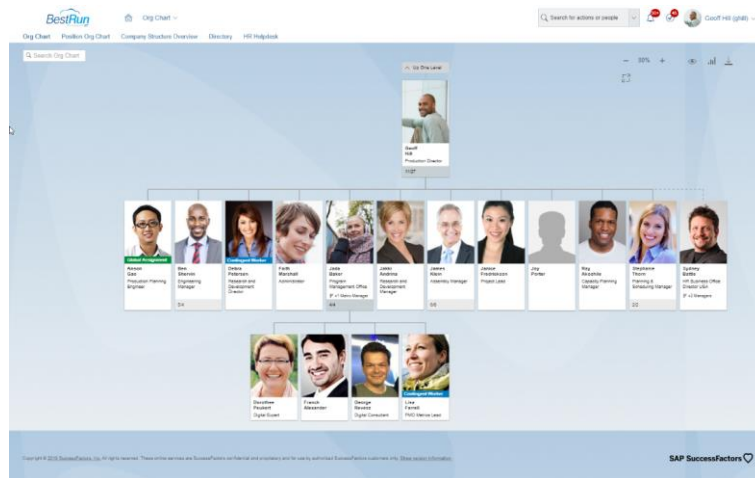
Mobile App

- En felles app for alle moduler
- Godkjenning
- ESS funksjonalitet
- Kundetilpasning er mulig



Employee Central

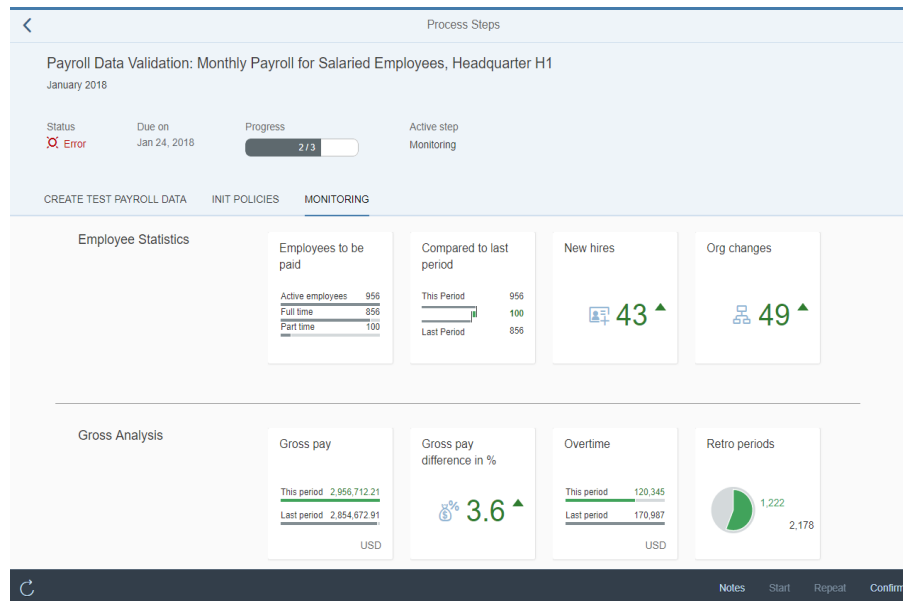
- Personer (egne og innleide)
- Stillinger
- Selskapsinformasjon
- Organisasjonskart og Stillingskart
- Fraværsregistrering
- Fraværsbehandling
- Tidsregistrering



Datostyrte felter

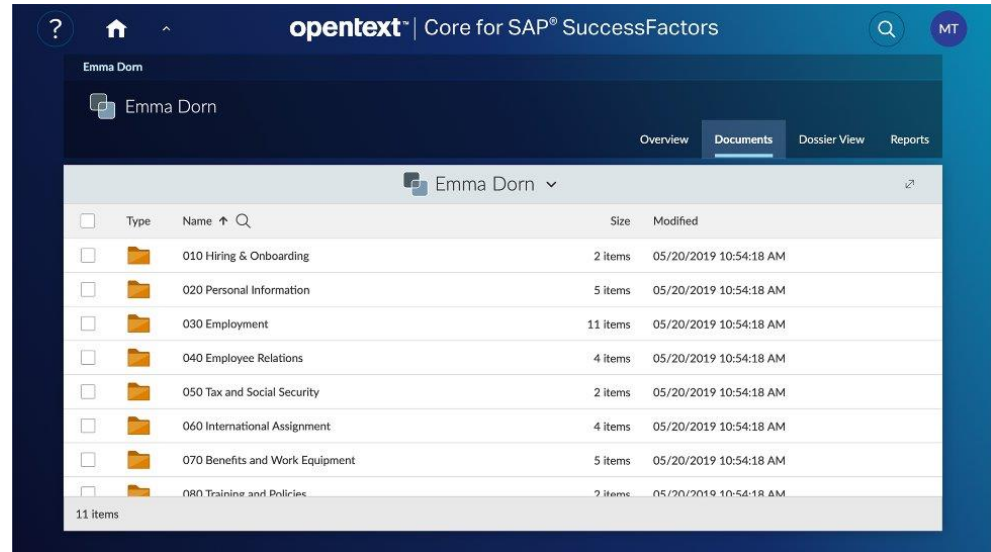
Employee Central Payroll

- Lønnsbehandling
- Lønnkjøring
- Lokalisert for Norge



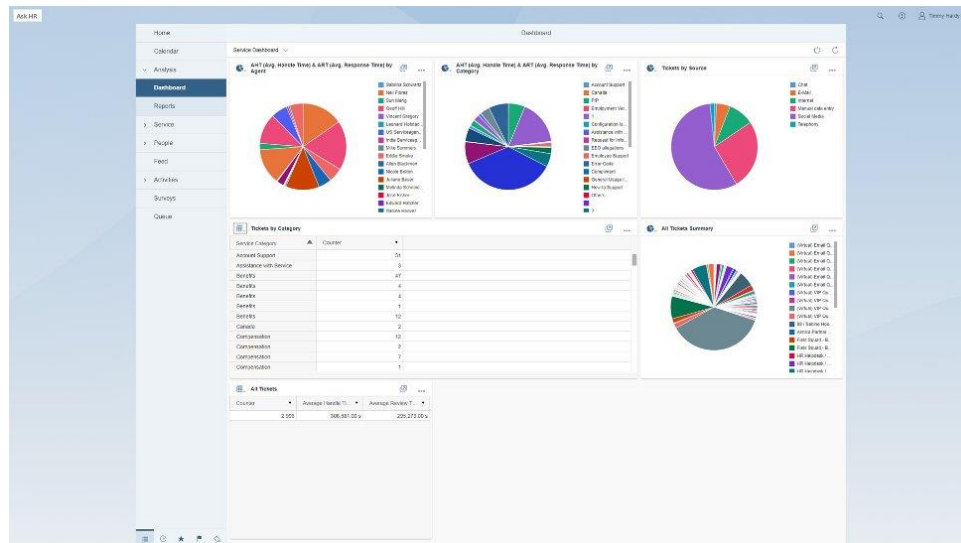
Open Text

- Dokumentarkiv
- Dokumentgenerering
- Dokumentdeling



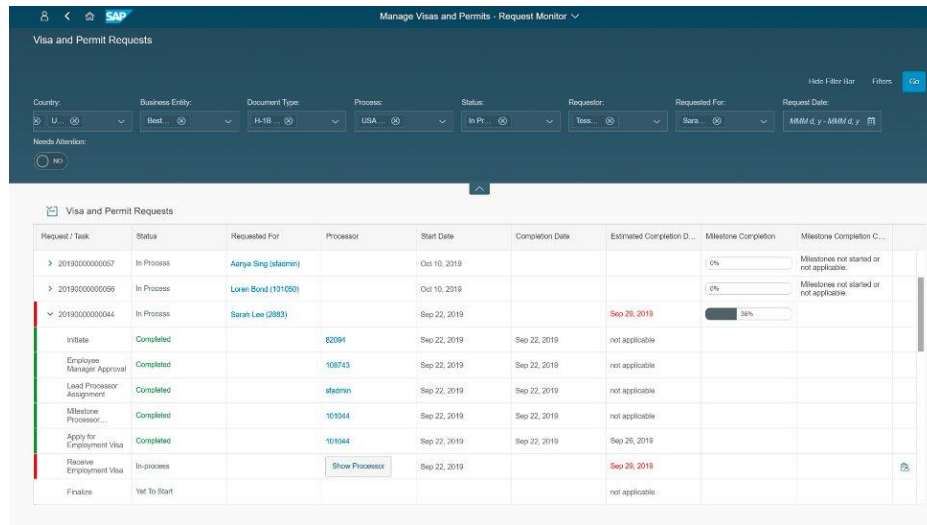
Employee Central Service Center

- Ticket system
- Kunnskap /QA database
- Kontakt HR funksjonalitet



Visa and Permits Management

- Arbeidstillatelse
- Oppfølging og prosessesstøtte

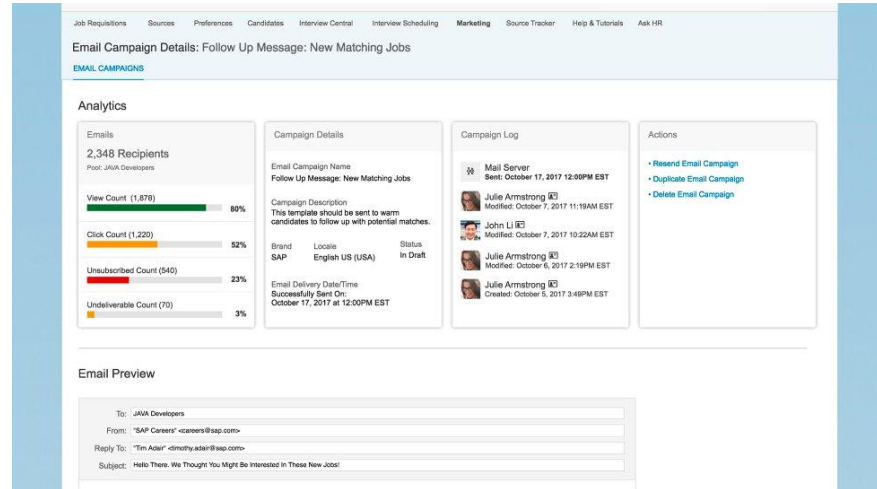


The screenshot displays the SAP 'Manage Visas and Permits - Request Monitor' interface. At the top, there are filter tabs for 'Country', 'Business Entity', 'Document Type', 'Process', 'Status', 'Requestor', 'Requested For', and 'Request Date'. Below these are dropdown menus for each filter. A 'Needs Attention' section shows a 'No' button. The main table lists visa and permit requests with columns for Request / Task, Status, Requested For, Processor, Start Date, Completion Date, Estimated Completion Date, Milestone Completion, and Milestones Completion. The table shows several rows, including 'In Process' requests for Aanya Sing (sadmin), Loven Bond (101050), and Sarah Lee (2883), and 'Completed' requests for 'Initial', 'Employee Manager Approval', 'Lead Processor Assignment', 'Milestone Processor...', 'Apply for Employment Visa', 'Receive Employment Visa', and 'Finalize'.

Request / Task	Status	Requested For	Processor	Start Date	Completion Date	Estimated Completion Date	Milestone Completion	Milestones Completion C...
> 2019000000000007	In Process	Aanya Sing (sadmin)		Oct 10, 2019			0%	Milestones not started or not applicable.
> 2019000000000059	In Process	Loven Bond (101050)		Oct 10, 2019			0%	Milestones not started or not applicable.
▼ 2019000000000044	In Process	Sarah Lee (2883)		Sep 22, 2019		Sep 26, 2019	38%	
Initial	Completed		82094	Sep 22, 2019	Sep 22, 2019	not applicable		
Employee Manager Approval	Completed		108743	Sep 22, 2019	Sep 22, 2019	not applicable		
Lead Processor Assignment	Completed		afadmin	Sep 22, 2019	Sep 22, 2019	not applicable		
Milestone Processor...	Completed		101044	Sep 22, 2019	Sep 22, 2019	not applicable		
Apply for Employment Visa	Completed		101044	Sep 22, 2019	Sep 22, 2019	Sep 26, 2019		
Receive Employment Visa	In-process		Show Processor	Sep 22, 2019		Sep 26, 2019		
Finalize	Yet To Start					not applicable		

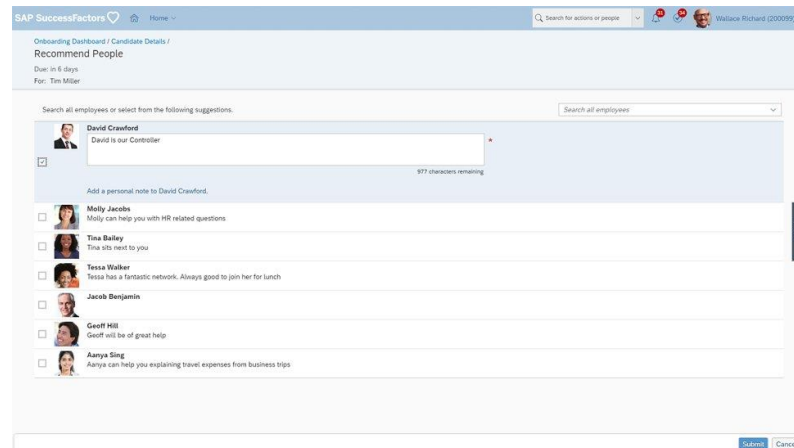
Recruiting

- Administrere hele rekrutteringsprosessen
- Utlysninger
- Involvere passive kandidater
- Elektronisk interaksjon med søkere
- Søker/Kandidatbehandling



Onboarding

- Involvere den ansatte før første arbeidsdag
 - Informasjon
 - Opplæring
- Sørge for alt er klart før første arbeidsdag
 - Utstyr
 - Erklæringer etc
 - Info/data om den ansatte
- Støtter også Offboarding og Cross-boarding



Performance & Goals

- Målstyring (Employee goal management)
 - Definere mål. Kaskadering og rating
 - Følge opp den ansattes innsats, forretningsmål, prestasjoner og kommentarer
- Kontinuerlig oppfølging (Continuous Performance Management)
 - Kontinuerlig dialog og tilbakemelding på aktiviteter knyttet til mål
 - Den ansatte kan be om tilbakemeldinger fra andre
- Medarbeidersamtale
 - Tilbakemeldinger, oppfølginger, 360, etc samles i skjema for medarbeidersamtale skjema

The screenshot displays the SAP SuccessFactors Goals interface for user Brenda Davis. The page title is 'Goal Status Goal Plan Unlocked'. Below the title, there is an 'Introduction' section with instructions. The main content area shows a table of goals. The first goal is 'Forecasting of future costs accurate to 5%' with a metric of 'Expense report accuracy'. It has a weight of 30.0%, a start date of 01/01/2015, and a due date of 12/31/2015. The progress bar shows 60.0% completion, and the status is 'Behind'. Below the goal table, there is a 'Learning Activities' section with an 'Add New Learning Activity' button. At the bottom, there is a 'Comments' section with a list of comments and their corresponding goal progress.

Visibility	Goal Name	Metric	Weight	Start Date	Due Date	% Complete	Status	CPM Achievements	Action
☐ Public	Forecasting of future costs accurate to 5% Edit	Expense report accuracy	30.0%	01/01/2015	12/31/2015	60.0%	Behind	0	Edit

Learning Activities

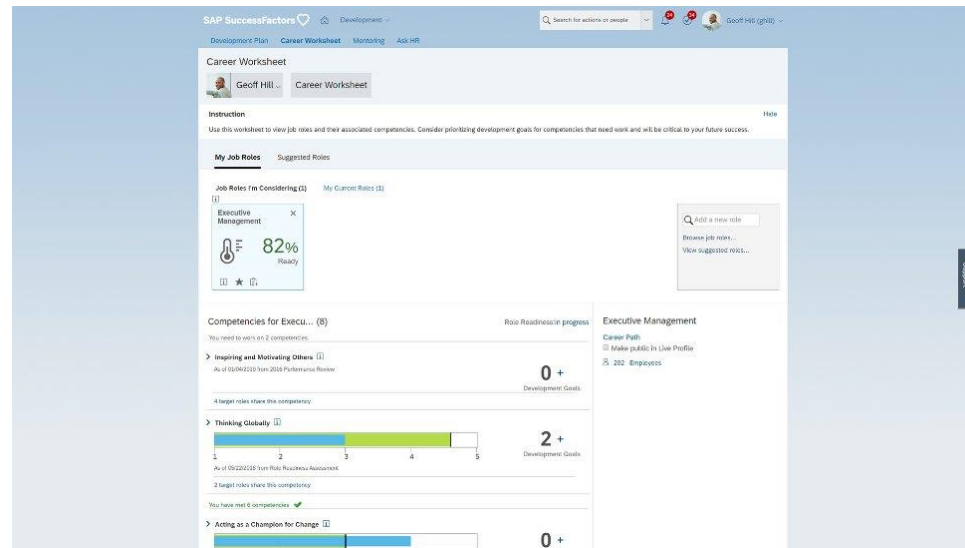
[Add New Learning Activity](#)

Comments

- Comment
- Goal aligned down to Richard Mason: Forecasting of future costs accurate to 5% Expense report accuracy 30.0% 05/01/2015 12/31/2015 75.0% On Track
- Goal aligned down to Ramesh Jain: Forecasting of future costs accurate to 5% Expense report accuracy 30.0% 01/01/2015 12/31/2015 70.0% On Track
- Goal aligned down to Samantha Marx: Forecasting of future costs accurate to 5% Expense report accuracy 30.0% 01/01/2015 12/31/2015 10.0% Behind
- Goal aligned down to Marcus Holt: Forecasting of future costs accurate to 5% Expense report accuracy 30.0% 01/01/2015 12/31/2015 50.0% On Track

Succession and Development

- Etterfølgingsplanlegging og lederutvikling
- Karriereutvikling
- Talentkarlegging og kalibrering



Learning

- Administrasjon av kurs/opplæring
- Kontroll på hvem har tatt hvilke kurs
- Innhold fra tredjeparts verktøy

Narrow Courses:

▼ Category
Instructor-Led
Online
Other
External
Curricula
Program
QuickGuide

▼ Source
☐ Coursera
☐ Lynda
☐ Open Sesame
☐ openHPI
☐ Udacity

Records per Page: 10

**Computer Security and Internet Safety Fundamentals** (OCN_Type LYNDNA_61001)
Learn how to safeguard your computers and laptops, keep your digital data secure, and protect your p [more](#)
Free
lynda.com

**Effective Business Communication** (OCN_Type OPENSAME_70001)
This course is made for individuals and is designed to help you build effective communication skills [more](#)
Free
OpenSesame

**In-Memory Data Management (2014) - Implications on Enterprise Systems** (COURSE OPENHPI_5182004)
<p>In-Memory Data Management" focuses on the management of enterprise data in column-oriente [more](#)
Free
OPEN

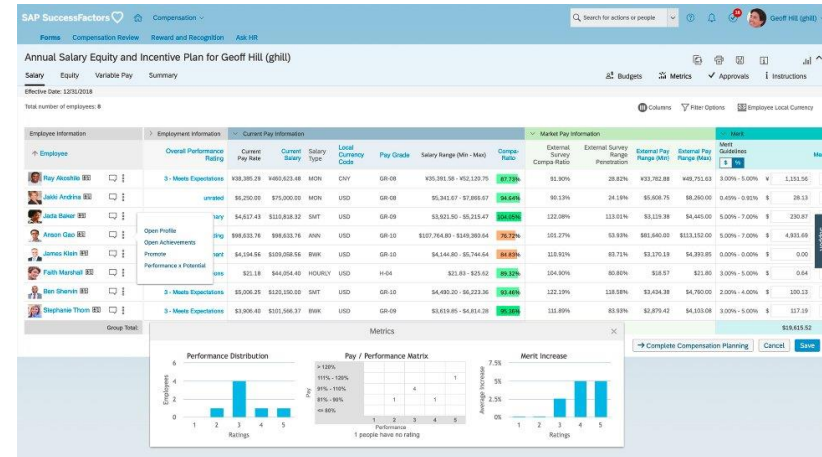
**Machine Learning: Supervised Learning** (COURSE UDACITY_5183003)
*This is the first course in the 3-course Machine Learning Series and is offered at Georgia Tech as [more](#)
Free
UDACITY

**Markets with Frictions** (COURSE COURSERA_51814002)
This course explores markets with frictions. The goal is to sharpen our economic reasoning, add a fe [more](#)
Free
coursera

Records per Page: 10

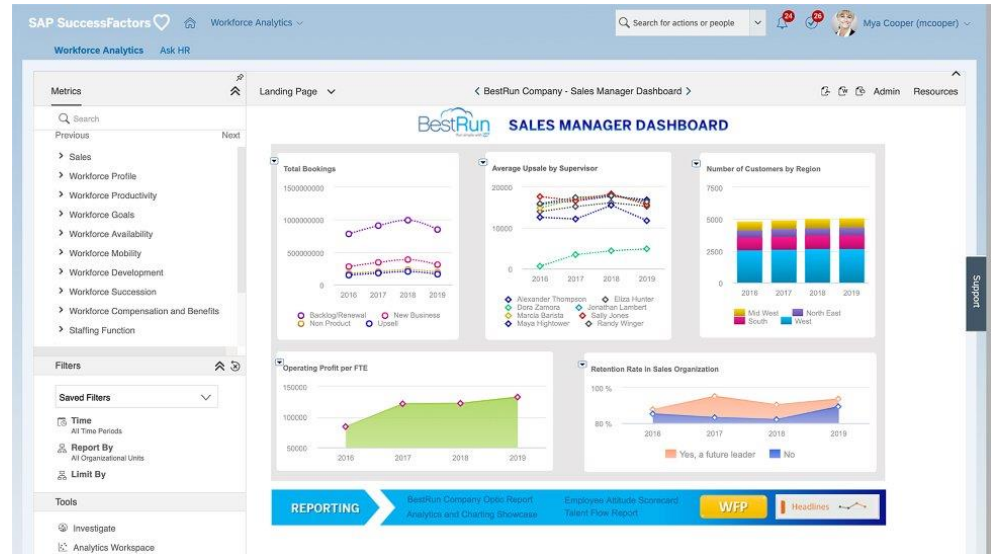
Compensation

- Planlegge kompensasjon og bonus
- Budsjett
- Modelling
- «Pay for Performance»



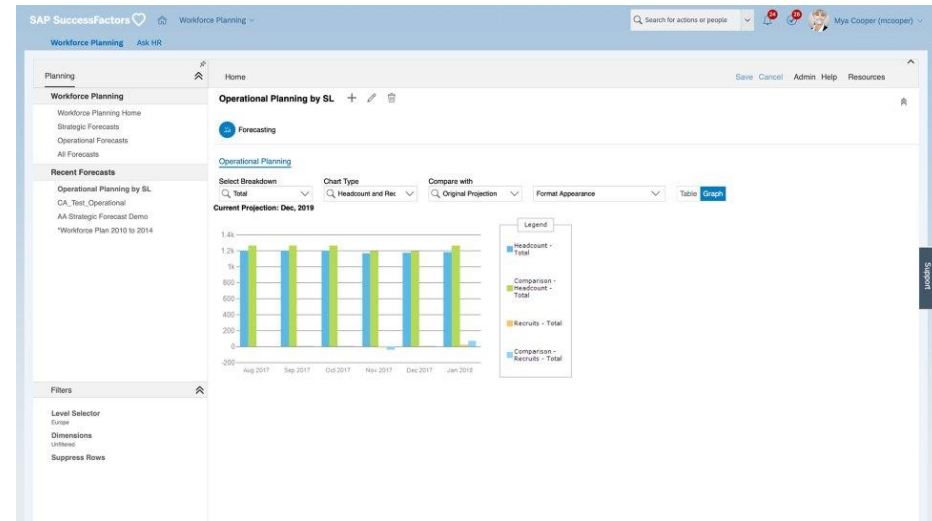
Workforce Analytics

- Analyser
- Trender
- Integrere mot andre datakilder



Workforce Planning

- Strategisk bemanningsplanlegging
- Operasjonell bemanningsplanlegging
- Modellering og økonomisk konsekvensanalyse



People Analytics

Packaging options



People Analytics, **embedded edition** (formerly Reporting & Dashboards)

- Consolidation of all reporting tools into one (SAC)
- Included with SFSF subscription
- Real-time data reads from SFSF running on HANA



People Analytics, **advanced edition** (formerly Workforce Analytics)

- Same backend WFA models
- New front end (SAC)
- Retirement of old WFA visualization toolset



People Analytics, **planning edition** (formerly Workforce Planning)

- Strategic and Operational planning also moved to SAC
- Retirement of old WFP and EC-based Operational Headcount Planning tools



Delivered to beta customers
GA planned 1H2020



Delivered to beta customers
GA planned 2H2020

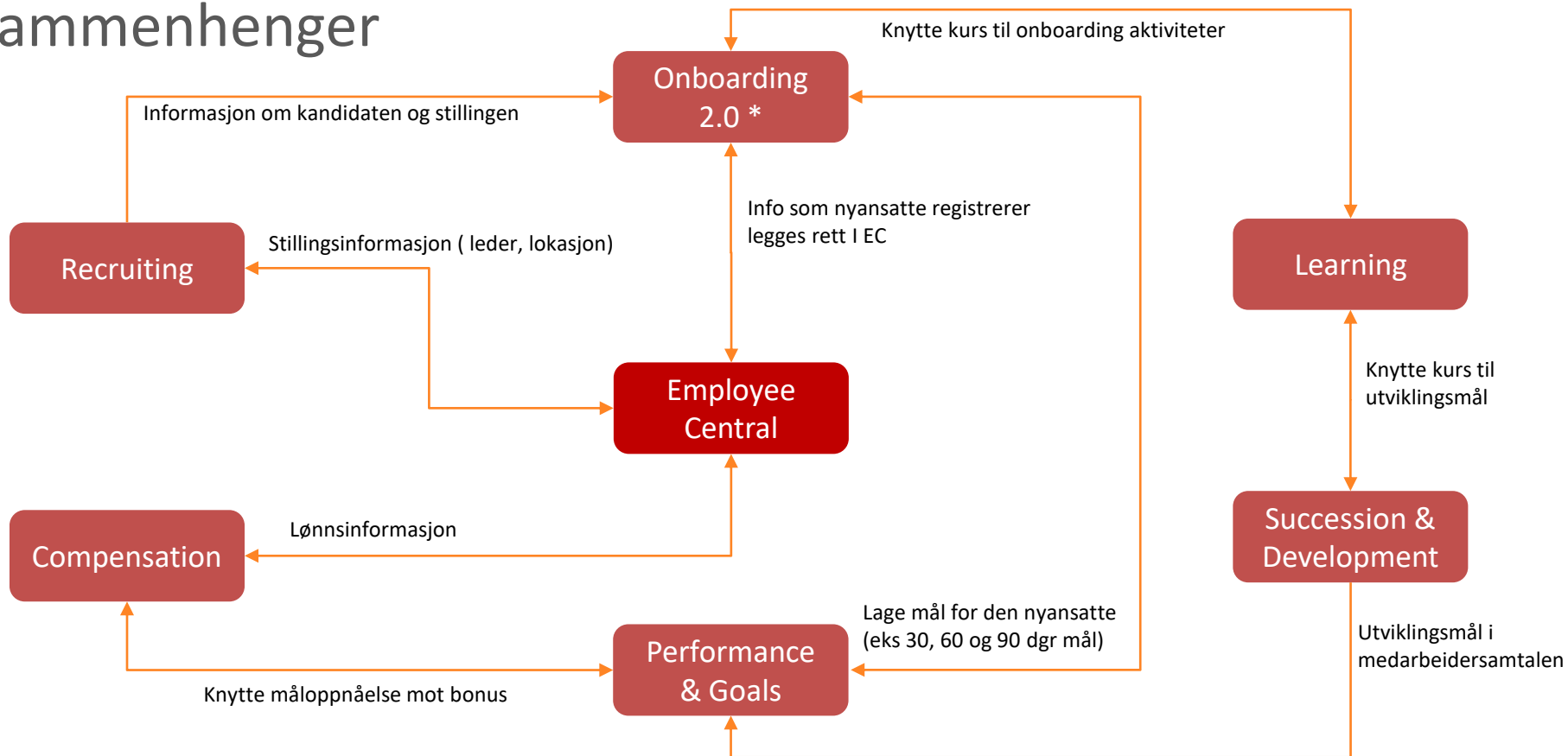


Planned Delivery
1H2021

Andre funksjoner i SuccessFactors

- God funksjonalitet på varsler (regler, triggere, dynamiske mottakere, etc)
- God funksjonalitet på å lage egen funksjoner/applikasjoner
- Innebygget og brukervennlig integrasjon i Integration Center
- Integrasjonsverktøy til/fra SAP HCM (BIB el InfoPorter)
- Dynamiske tilganger – Roller og grupper
- Import og eksport av data

Sammenhenger



*) Onbording 2.0 krever per i dag at man har både Recruiting og EC

Vanligste kombinasjoner

- Employee Central, Recruiting og Onboarding
- Performance & Goals og Succession & Development
- Learning
- Compensation

Tredjepart som kompletterer SF

- Concur (Reiseplanlegging og utleggsrefusjon)
- Kronos (skiftplanlegging)
- Fieldglass (administrere innleid personell)
- Qualtrics (spørreundersøkelser, lederguiding)
- Docusign (elektronisk signering)
- Sariba Care (sykeoppfølging)
- PeopleDoc (HR dokumentarkiv/personalmappe)
- Ariba (innkjøp)

Hva kan vi vente oss?

SAP Work Zone

Providing a Blended Experience Across Applications



- Central Entry Point
- Prioritized & Personal
- Simple & Fast
- Insightful & Engaging
- Access Anywhere

Business Workplace



SAP Work Zone

Key capabilities

Branding

Customizable branding, layout and design

Workflow

- Universal Inbox (S4/LOB Apps)
- Guided Experiences

Knowledge Base

Collaboration

- Workspaces
- Recognition

SAP Conversational AI

Search

Context Aware Content

- Recommendations

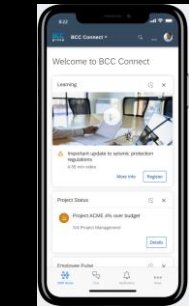
SAP Experience Management Integration

UX Integration

- SAP Fiori
- Launch & Navigation
- Cards

SAP Analytics Cloud Integration

- Dashboards
- Reporting
- Cards

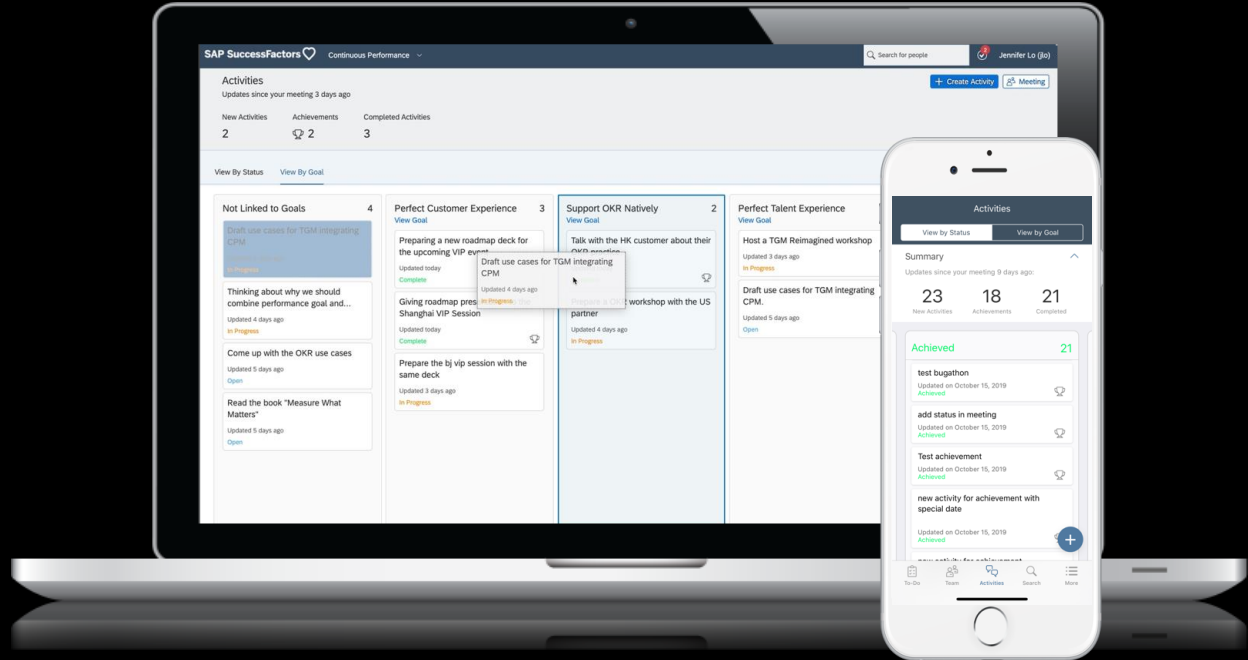


Mobile Services

UX Reimagined

Activities (CPM)

- Eliminate silos, increase process flows across Activities, Achievements & Goals
- Web & Mobile Feature Parity
- Introduced new design paradigms (Drag & Drop, Kanban)



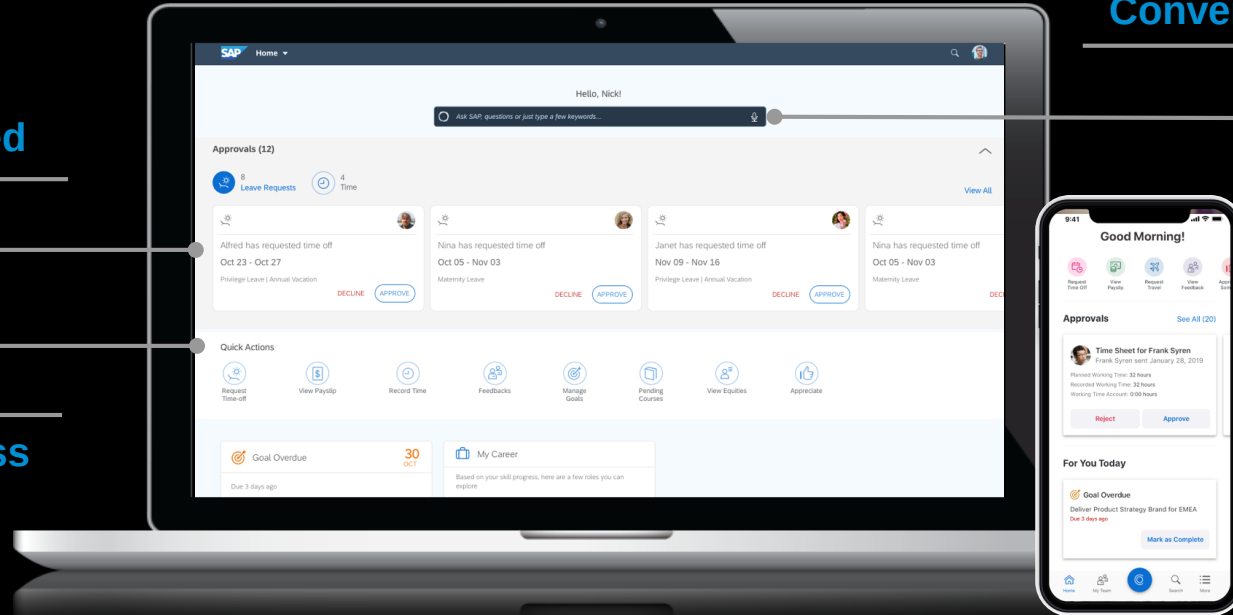
Delivered to early adopter customers
GA planned 2H2020

UX Reimagined Homepage

Individualized

Quick access

Conversational



Planned delivery: 1H2020 (early adopter)
GA planned 2H2020

Spørsmål?

Ta gjerne kontakt 😊

Håvard Aspenes

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Telefon: 416 99999

Relevante linker

- Linker med mer informasjon
- PS. Noen krever innlogging med S-bruker.
- https://help.sap.com/viewer/product/SAP_SUCCESSFACTORS_HXM_SUITE/1911/en-US
- <https://www.sap.com/products/human-resources-hcm.html>
- <https://www.sap.com/products/human-resources-hcm/employee-experience-management.html>
- <https://community.successfactors.com/t5/SAP-SuccessFactors-Process/ct-p/ProcessLibrary>