



SAP SuccessFactors ♥

Human Experience Management - HXM Overview, Strategy and Roadmap

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May 2020

PUBLIC

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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.



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

“My Timesheet (Fiori 2.0)”: Overview

Overview

This page is used to allow user to select week and proceed with time entry creation

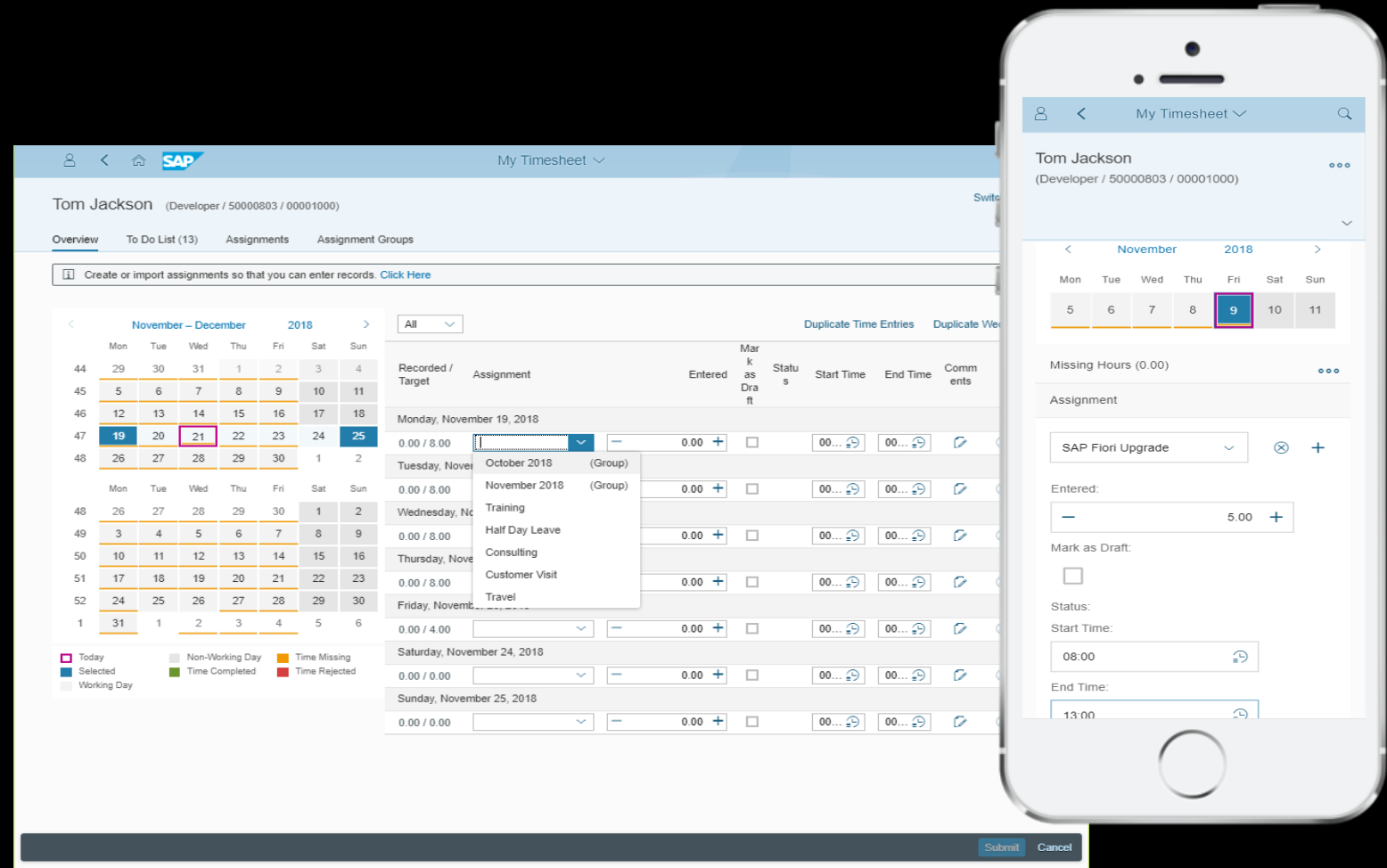
Refer / implement notes

2656478 Assignment Concept

2755376 Introducing 'Switch Profile' feature

2789132 Introducing improved value help

2789132 corrections to value help

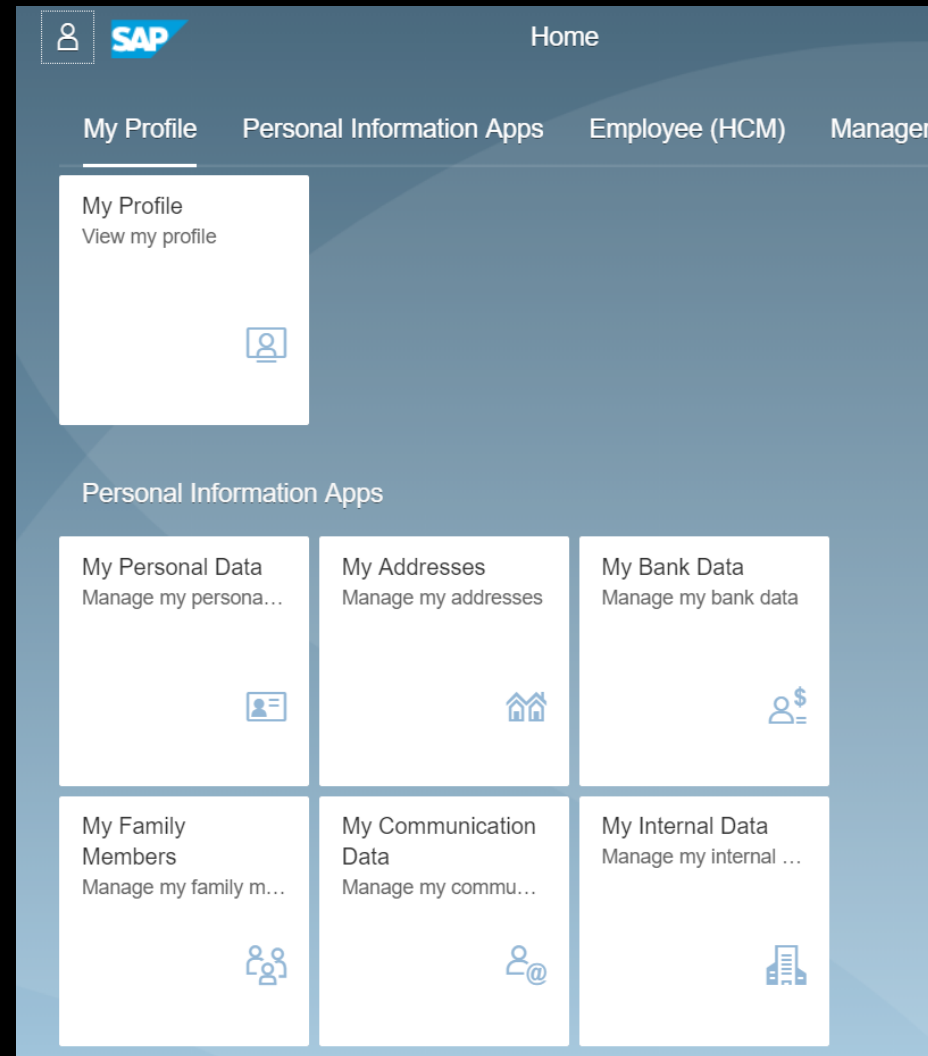


“Personal Information Apps (Fiori 2.0)”: Starting in Q2/2018

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

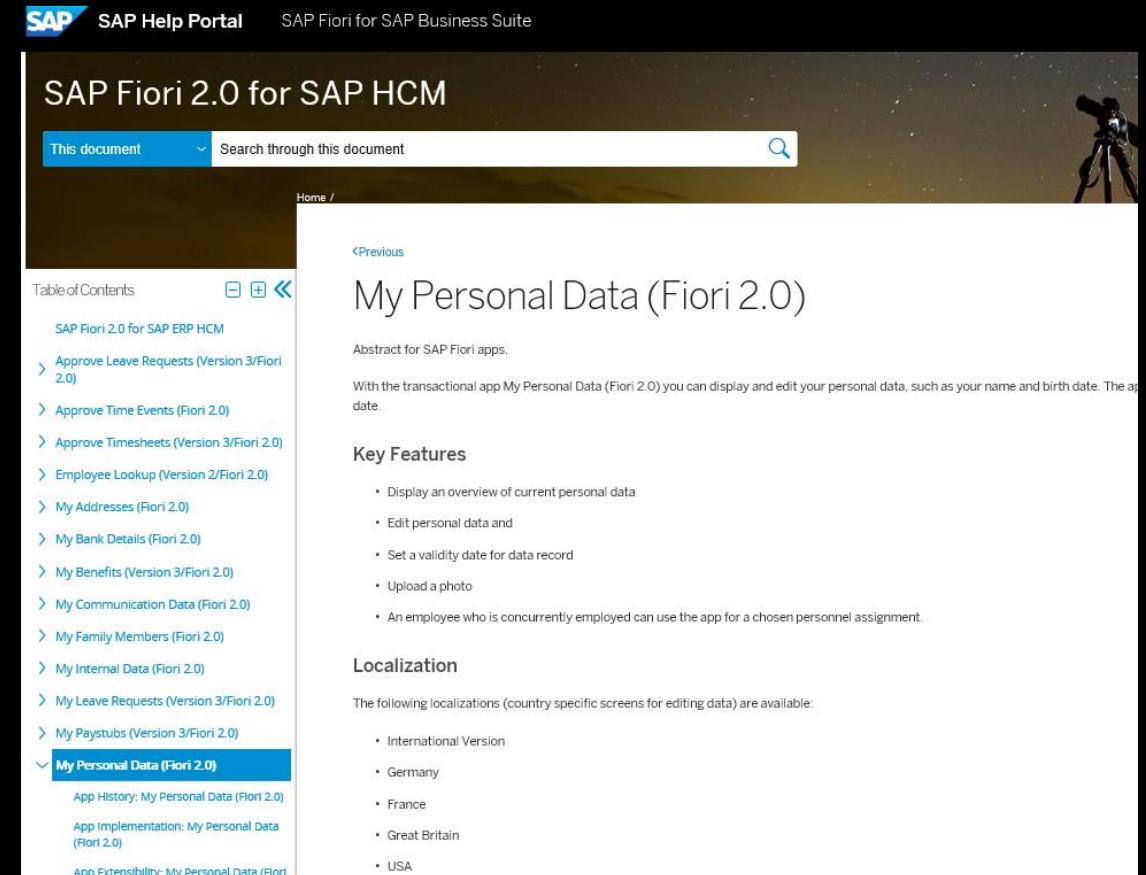
Furthermore a **new version of “My Profile”** was delivered. This version contains in the area with employee master data navigations to the above listed apps.



“Personal Information Apps (Fiori 2.0)”: Wrap-up about country content (From 4 to 24 countries!)

Country content

- “My Addresses”: Available for all countries with one exception
- Other Pers-Info-Apps:
 - International Version
 - Australia
 - Austria
 - Belgium
 - Brasilia
 - Canada
 - China
 - Czech Republic
 - France
 - Germany
 - India
 - Italy
 - Japan
 - Mexico
 - Netherlands
 - Norway
 - Poland
 - Russia
 - Saudi-Arabia
 - Spain
 - Switzerland
 - UK
 - United Emirates
 - USA
- Further country content is coming with next SPs



Details in the SP specific documentation

<https://help.sap.com/viewer/d59d9f81f4884bf9b115936b92c27202/2.0%202019-04/en-US/90fbca4713064718825cfcdb8e5bb70.html>

Start Process (Fiori 2.0) – Q3 2019

- Start a preconfigured process with a list view available processes
- View details of each process, including status of the process
- Add comments and attachments to the process
- Send the process for further action to the Process Inbox app (My Inbox app)
- Users can execute the processes according to the back-end configurations

The screenshot shows the SAP Fiori 'Start Process' app interface. The header bar includes the SAP logo, navigation icons, and a 'Start Process' dropdown menu. The main title is 'Announce the birth of a child'. Below the title are two tabs: 'Details' (selected) and 'Attachments'. The 'Child details' section contains a form with the following fields: 'First name' (William), 'Last name' (Smith), 'Gender' (Male), 'Place of birth' (Missouri), 'Country of birth' (USA), and 'Date of Birth' (Apr 2, 2019). The 'Attachments' section shows a list of attachments, including 'William Smith Birth Certificate.pdf' (25.7 KB). At the bottom right, there are three buttons: 'Send', 'Save Draft', and 'Cancel'.

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

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

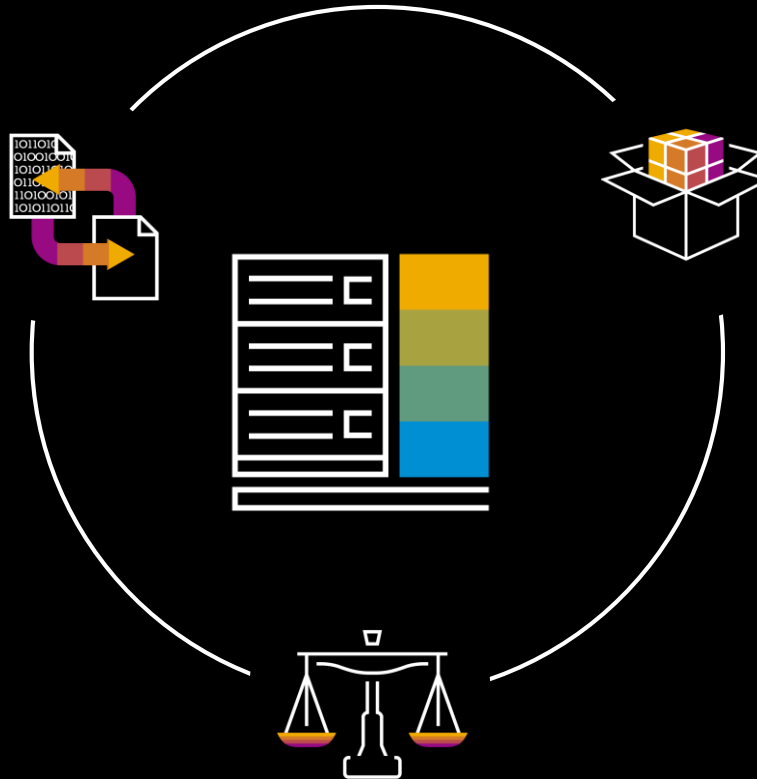
We see this option as a **bridge to give additional time** to those customers who are not ready to fully move to SAP SuccessFactors.

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 (EhP 8), 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 Q3 2022, follows SAP S/4HANA maintenance strategy



Transition

- Customers can run HCM embedded or on a separate S/4HANA instance
- 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
- 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, PA-PF-CH)
- 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)
- CATS (CA-TS)

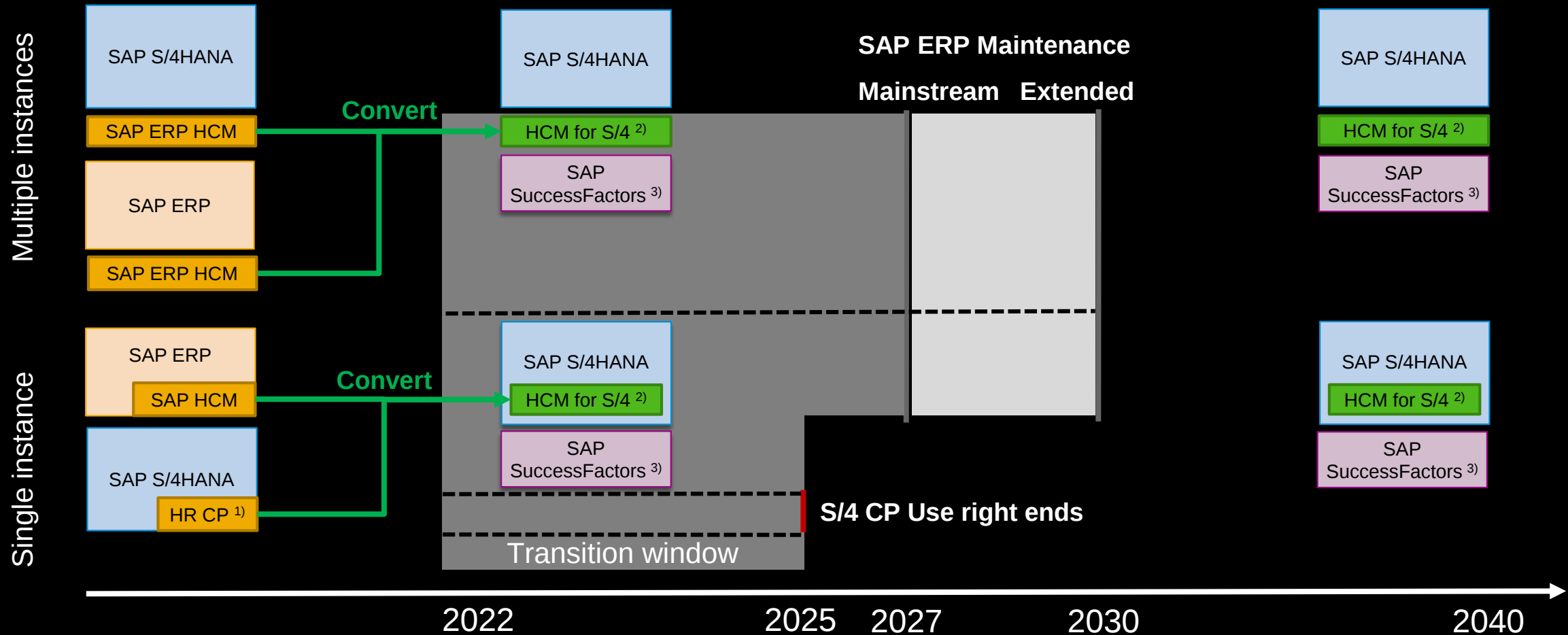
Public Sector

- Public Sector (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



SAP S/4HANA Compatibility pack for SAP ERP HCM (HR CP)¹⁾ ²⁾ SAP Human Capital Management for SAP S/4HANA, on-premise edition ³⁾ Cloud Only

SAP S/4HANA and Prior SAP Investments are Protected!



Product or Contract Conversion Credit Program

Receive up to 100% credit when converting classic solutions to **SAP Human Capital Management for SAP S/4HANA on-premise edition** (starting in 2022)



Business Suite 7 Supported Through 2027

Window to move to SAP S/4HANA



Cloud Extension Program

Use maintenance fees for unutilized perpetual solutions to help pay for **new cloud subscriptions**

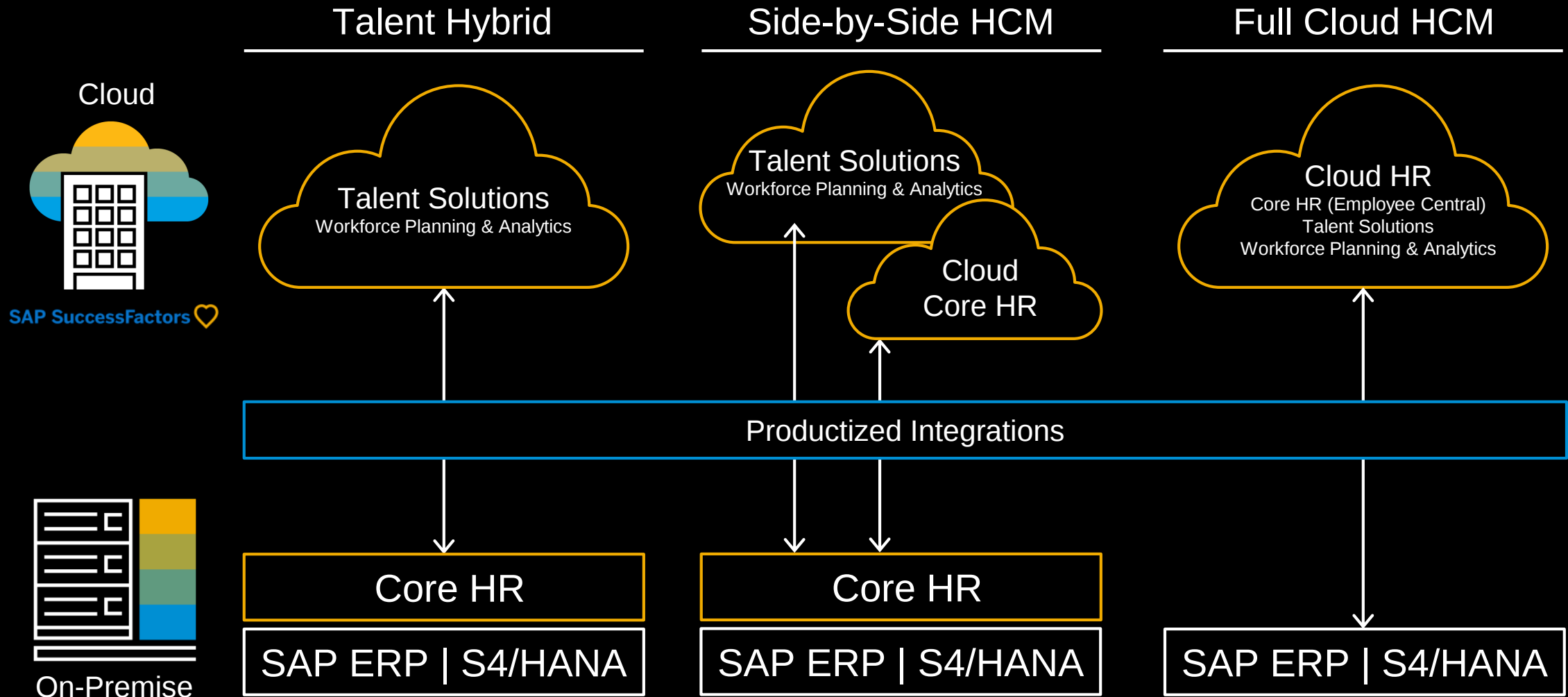


Retain Use of Classic Solution Scope until 2025

Convert classic solutions to SAP S/4HANA and retain right to use classic functionality as **compatibility scope until 2025**

Cloud integration/transition scenarios for SAP customers

Leverage existing investments, connect with delivered integrations



SAP SuccessFactors



The Boardroom Vision

What CEOs Want



Sustainable
business
growth



A culture of
innovation



The ultimate
customer
experience



Reduce cost
& boost
productivity

People and **Technology** are the two biggest drivers of that vision

Key considerations for your business transformation journey



Workforce Composition
is evolving: permanent,
temporary, alumni, retirees



**Employee Expectations
and Demands** continue to
change



Intelligent Technologies
are changing everything



Upskilling and Reskilling
are business-critical



Pay and Rewards
moving from “one size fits
all” to highly personalized



Employee Well-Being
is an imperative

Are you equipped to respond?



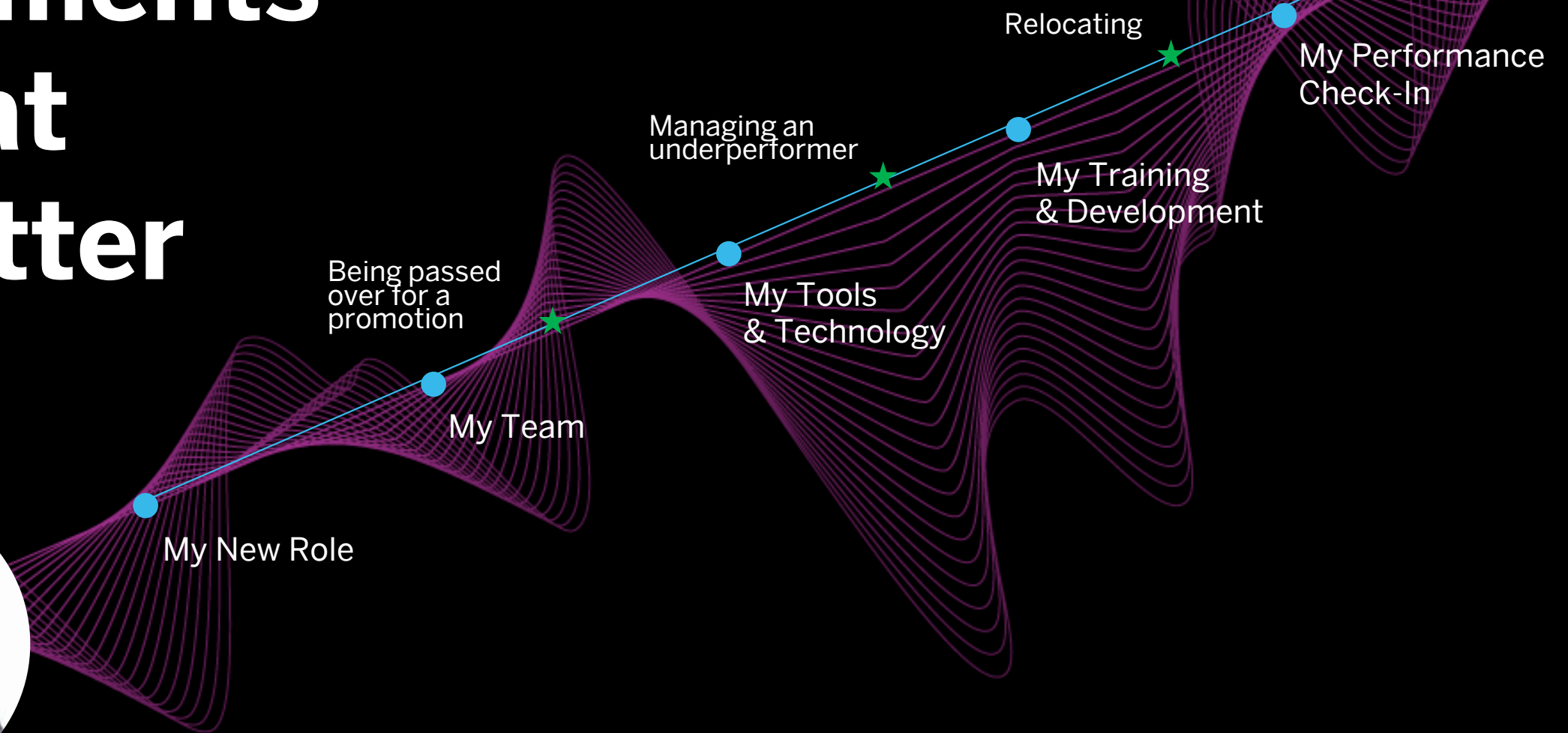
84%

of leaders point to
employee experience as a
top priority.

9%

believe they're ready to
address the issue.

Moments That Matter



The X + O of Employee Experience

EXPERIENCE DATA

- Engagement
- Candidate Experience
- Satisfaction
- Training experience
- Well Being
- Manager effectiveness
- ...



OPERATIONAL DATA

- Time to productivity
- Offer acceptance rate
- Percent promoted
- % training complete
- Turnover
- Performance ratings
- ...

Product strategy



Create the ideal employee experience

Deliver a **human-centric experience** and reimagine the employee journey across every moment that matters

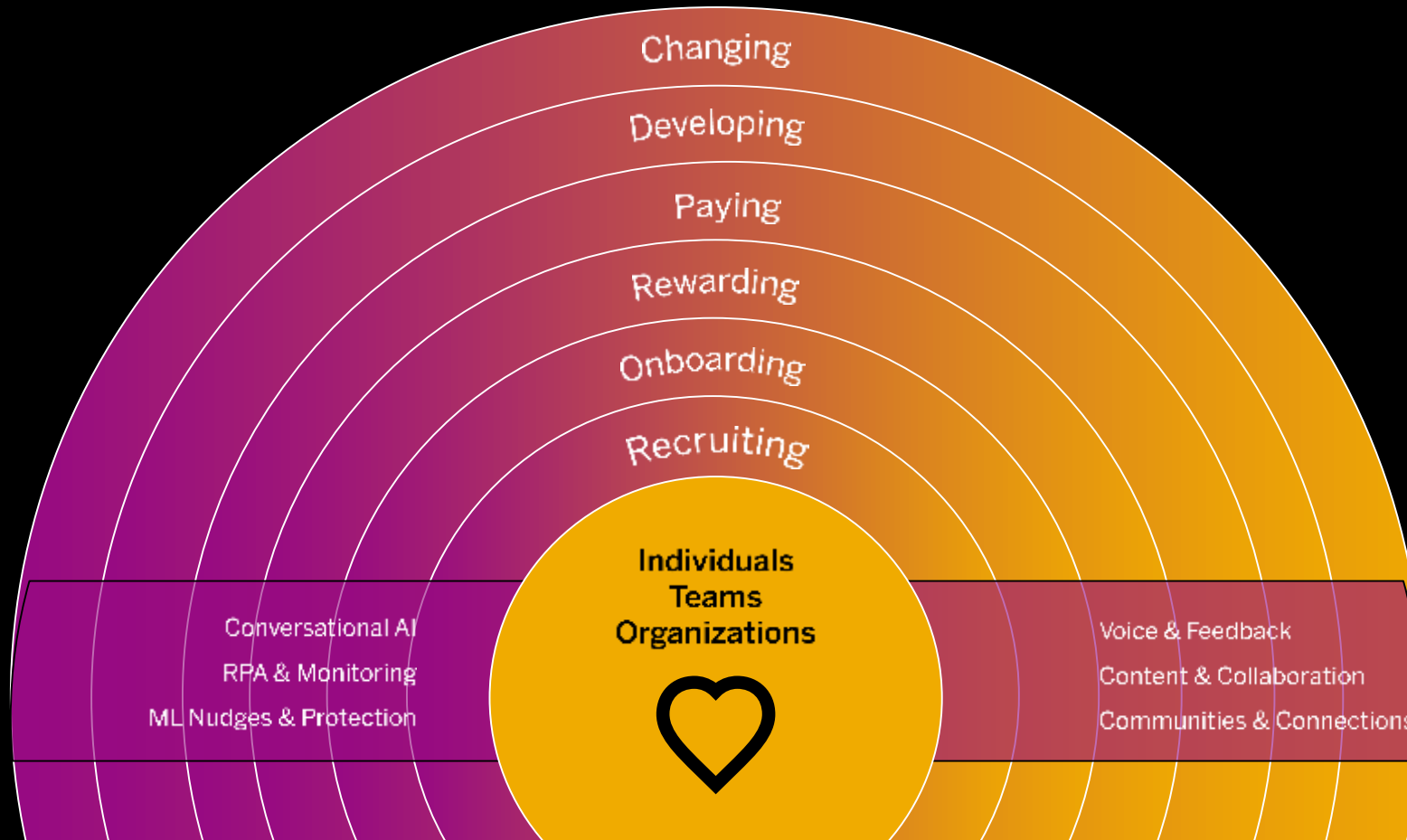
Build the Organization of the Future



Deliver an agile global people platform

Empower HR with the **solutions and insights** to be a catalyst for breakthrough talent and operational excellence

Human **Experience** Management



Experience Data



Operational Data

Create the ideal employee experience

Valuing every person, every day

Individualize it



Machine learning and artificial intelligence **nudge** me to take action, **recommend** things that are applicable to me, **reveal** organizational relationships, and **surface** relevant information

Make it conversational



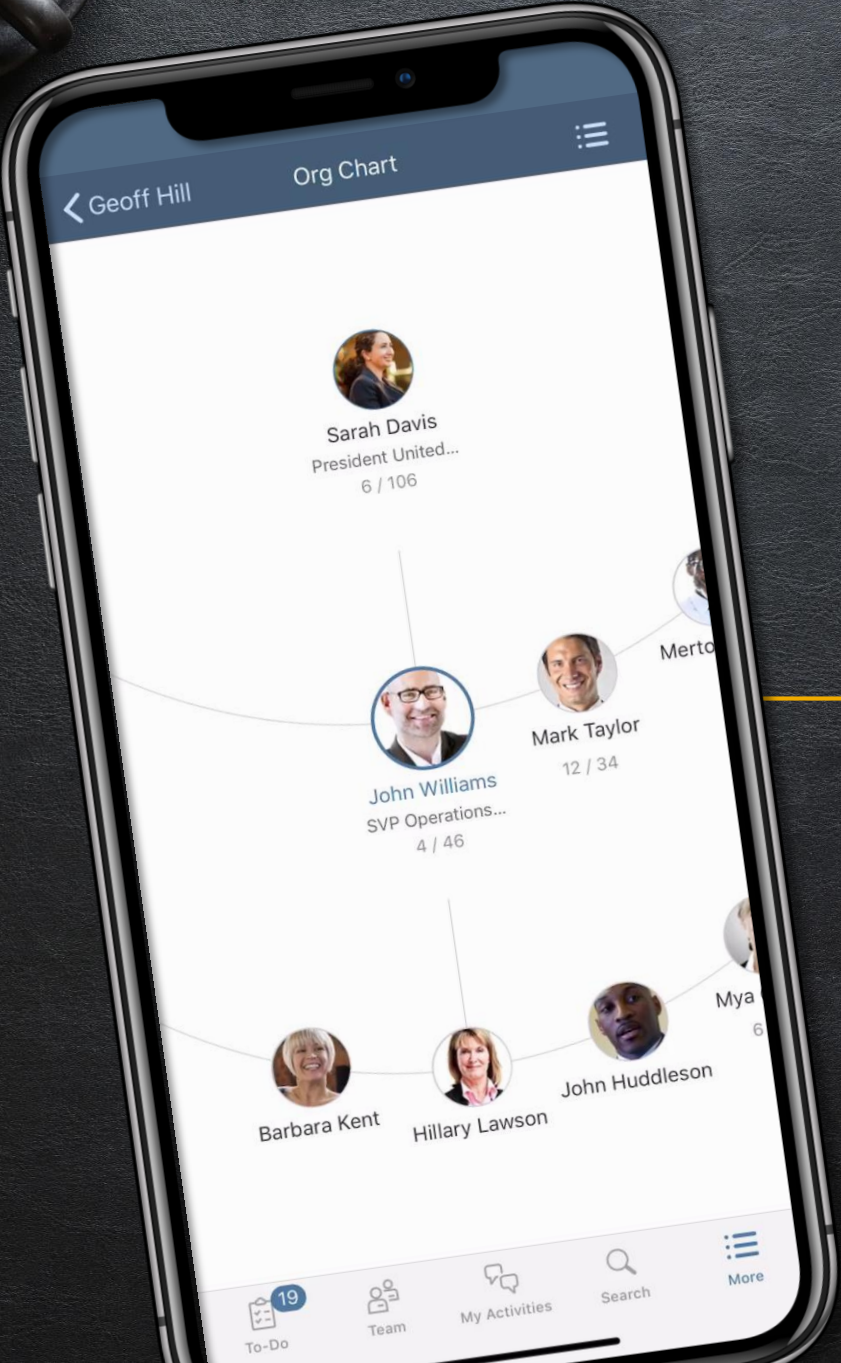
I can interact using **natural language** (Conversational AI). Digital assistants and chatbots enable me to **ask questions** and **get answers** from available data and content

Solicit feedback



I'm provided with the opportunity to **provide feedback to continuously improve my experience**

MOMENTS
THAT MATTER



EMPLOYEE EXPERIENCE

Mobile



Join our Talent Community

Enter your email address to tell us about yourself.
We will keep you informed about job opportunities
and events that match your interests.

candidate@gmail.com

Sign up now

Already a member? [View Profile](#)

Search by Keyword

More Options

Search by Location

Candidate Relationship Management

BestRun Home English My Account

Java Developer (123456)

Already have an account? [Sign in](#)

Provide your resume below to pre-fill your application.

Upload Resume

Add Document

Accepted file types: DOCX, PDF, Image and Text (MSG). PPT and XLS file types are not accepted for resume or cover letters.

*Email Address:

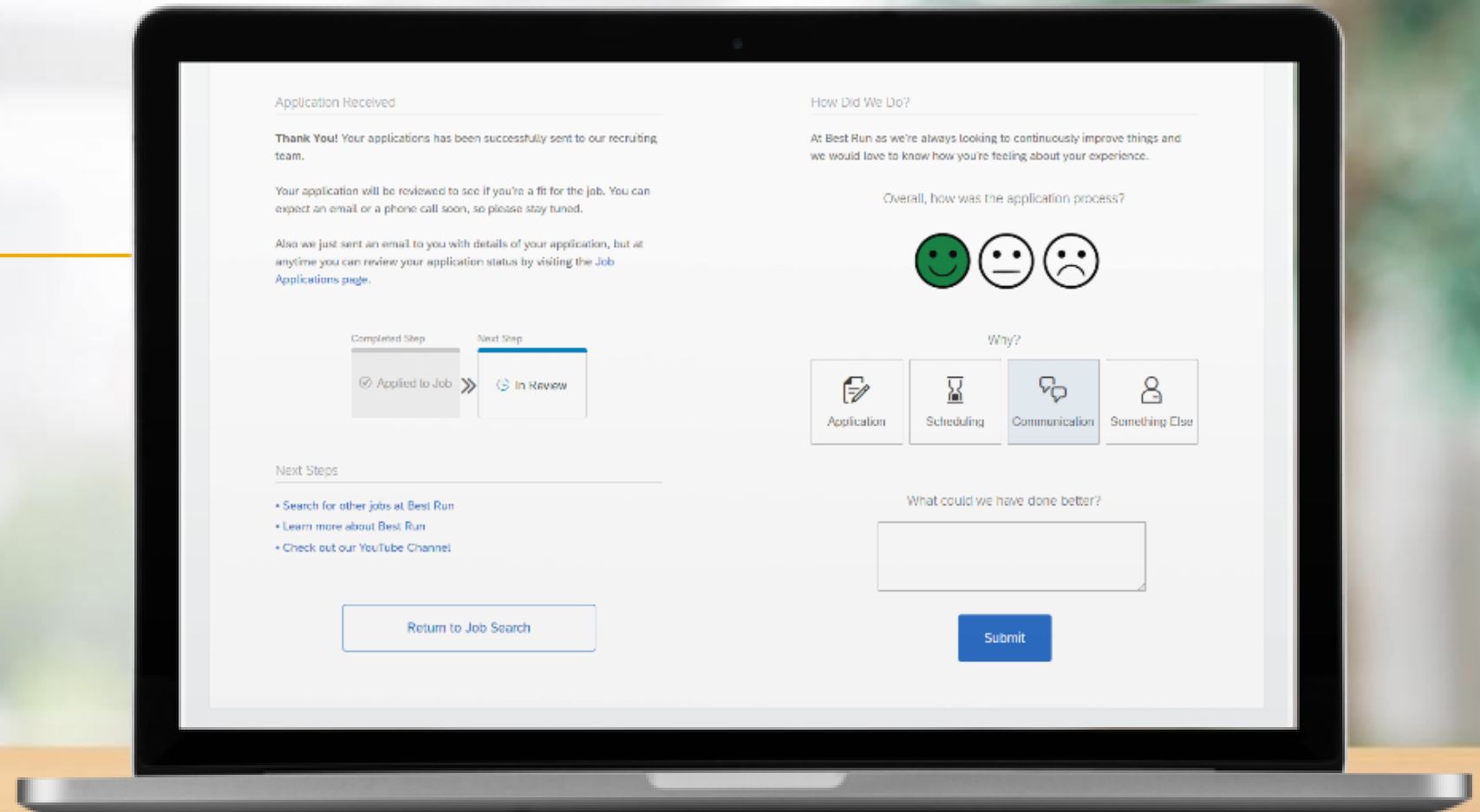
*Password: Strong Password

*First Name:

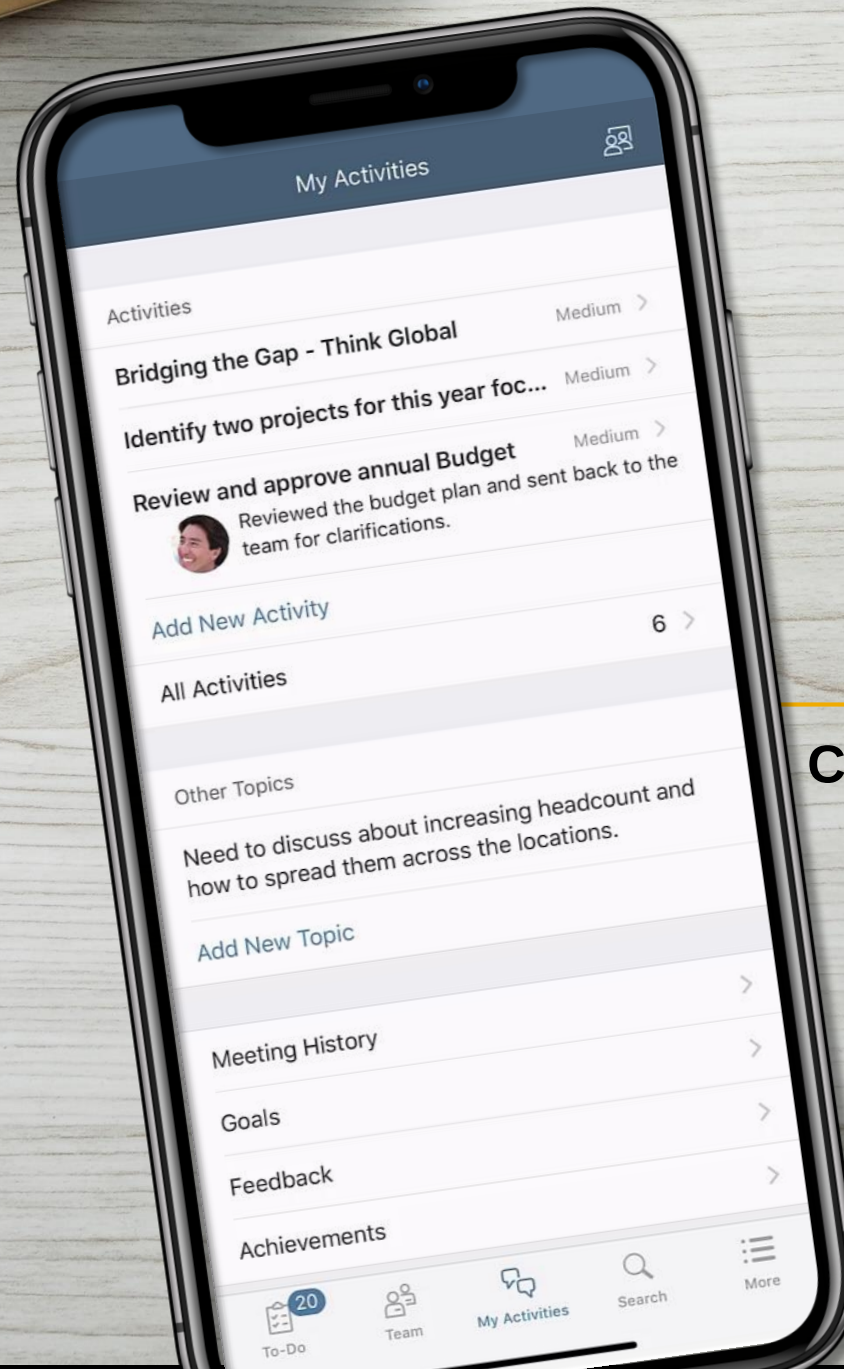
*Last Name:

Quick Apply

Employee Lifecycle



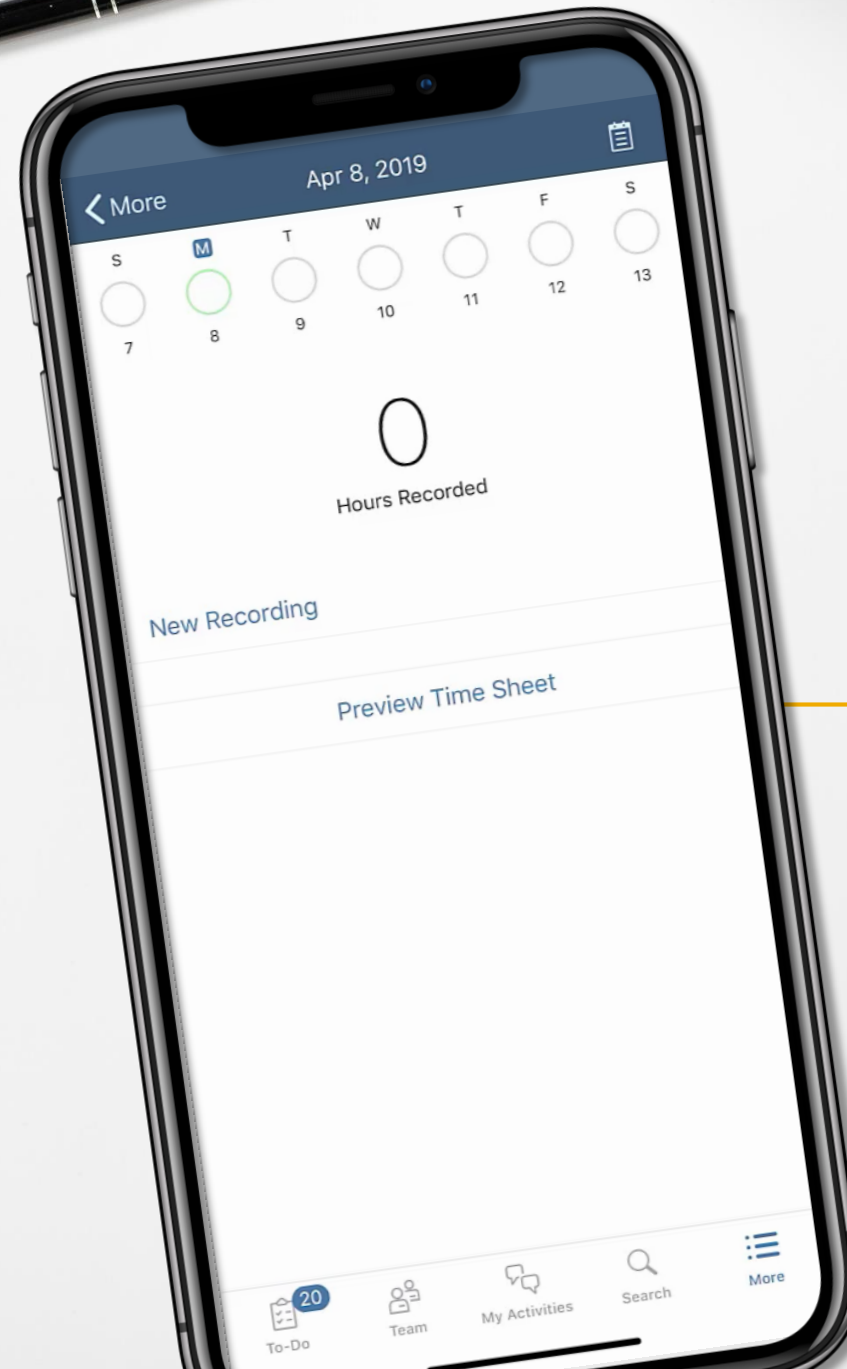
MOMENTS
THAT MATTER



EMPLOYEE EXPERIENCE

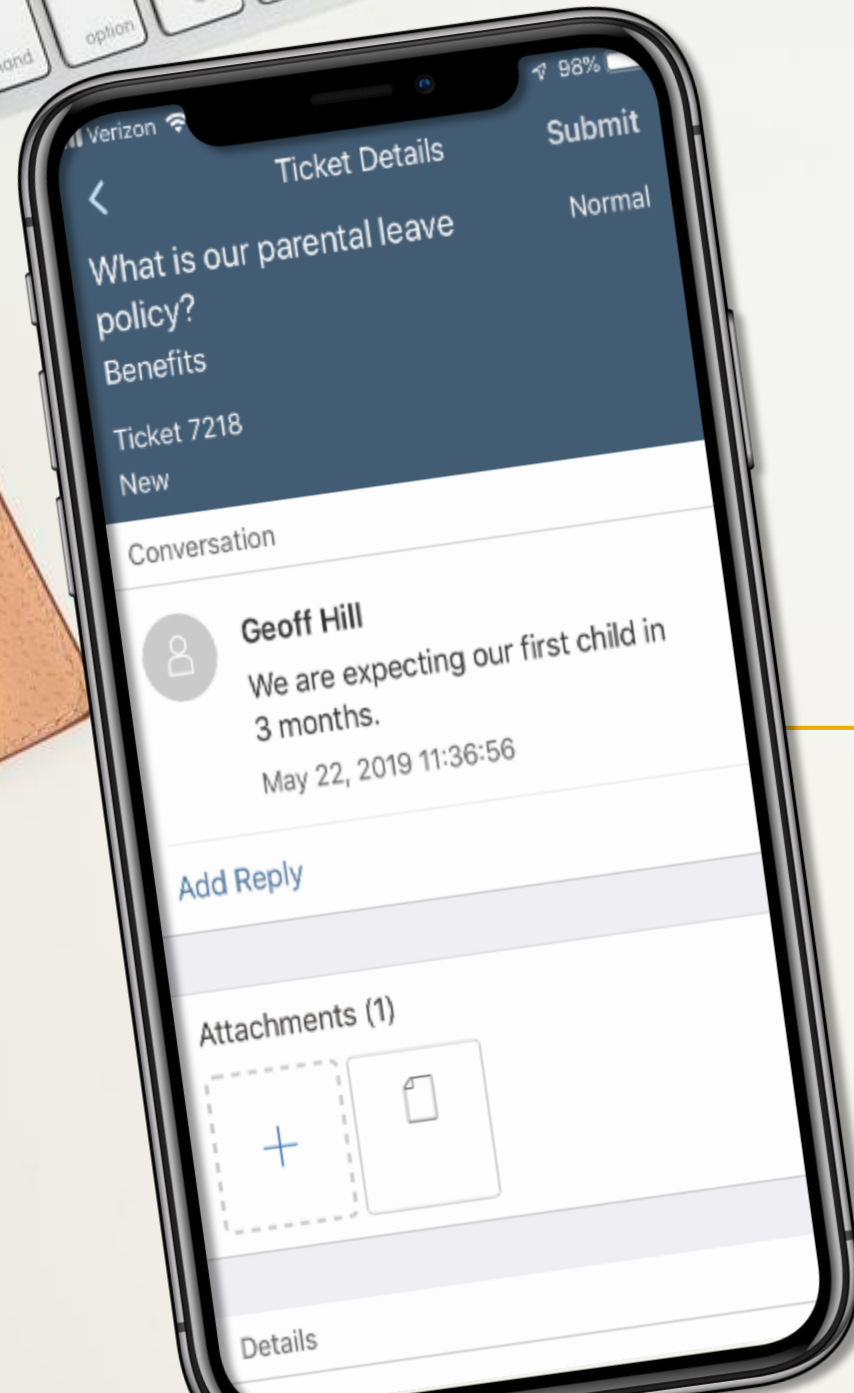
Continuous Performance Management

MOMENTS
THAT MATTER



EMPLOYEE EXPERIENCE

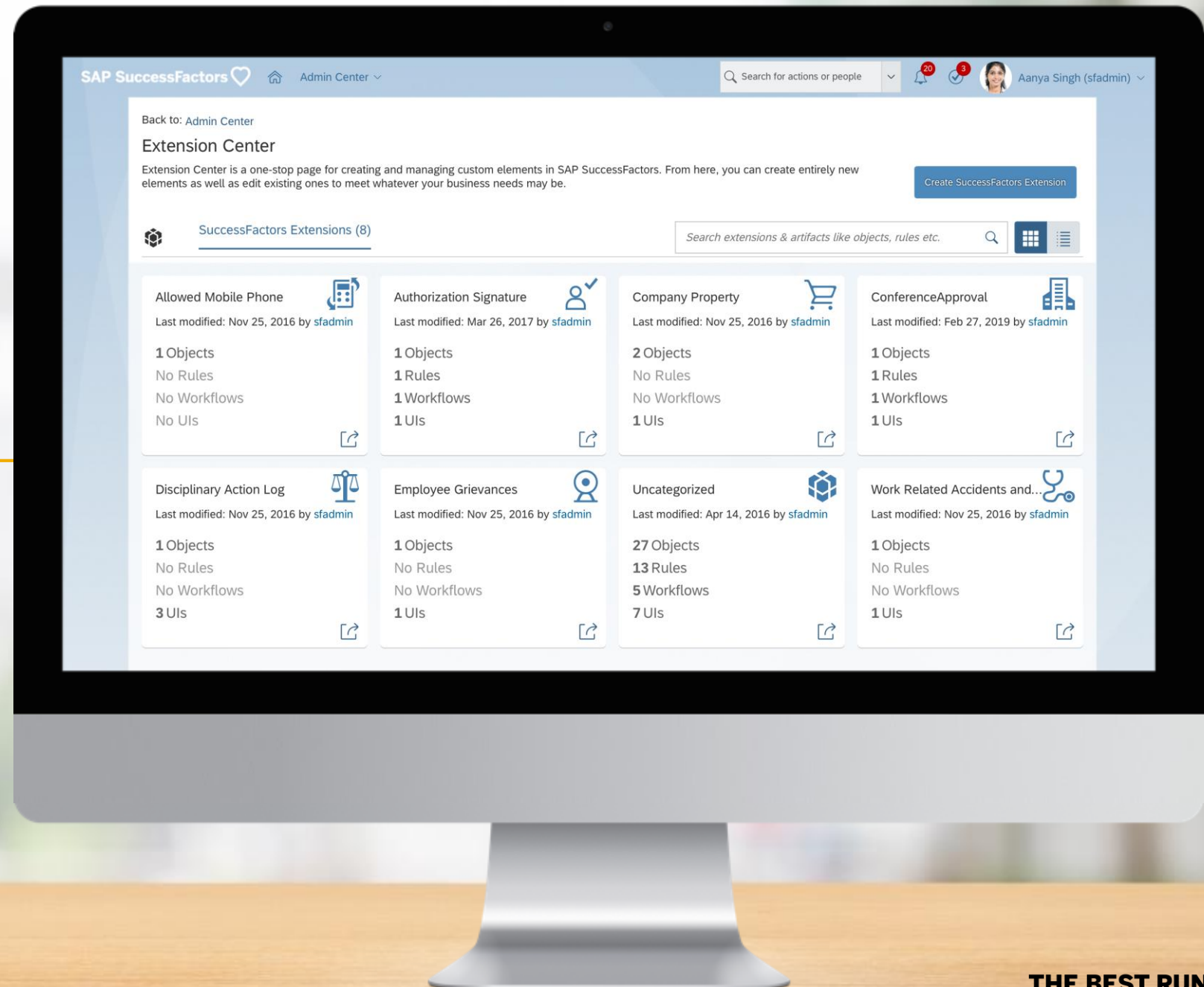
Time & Attendance



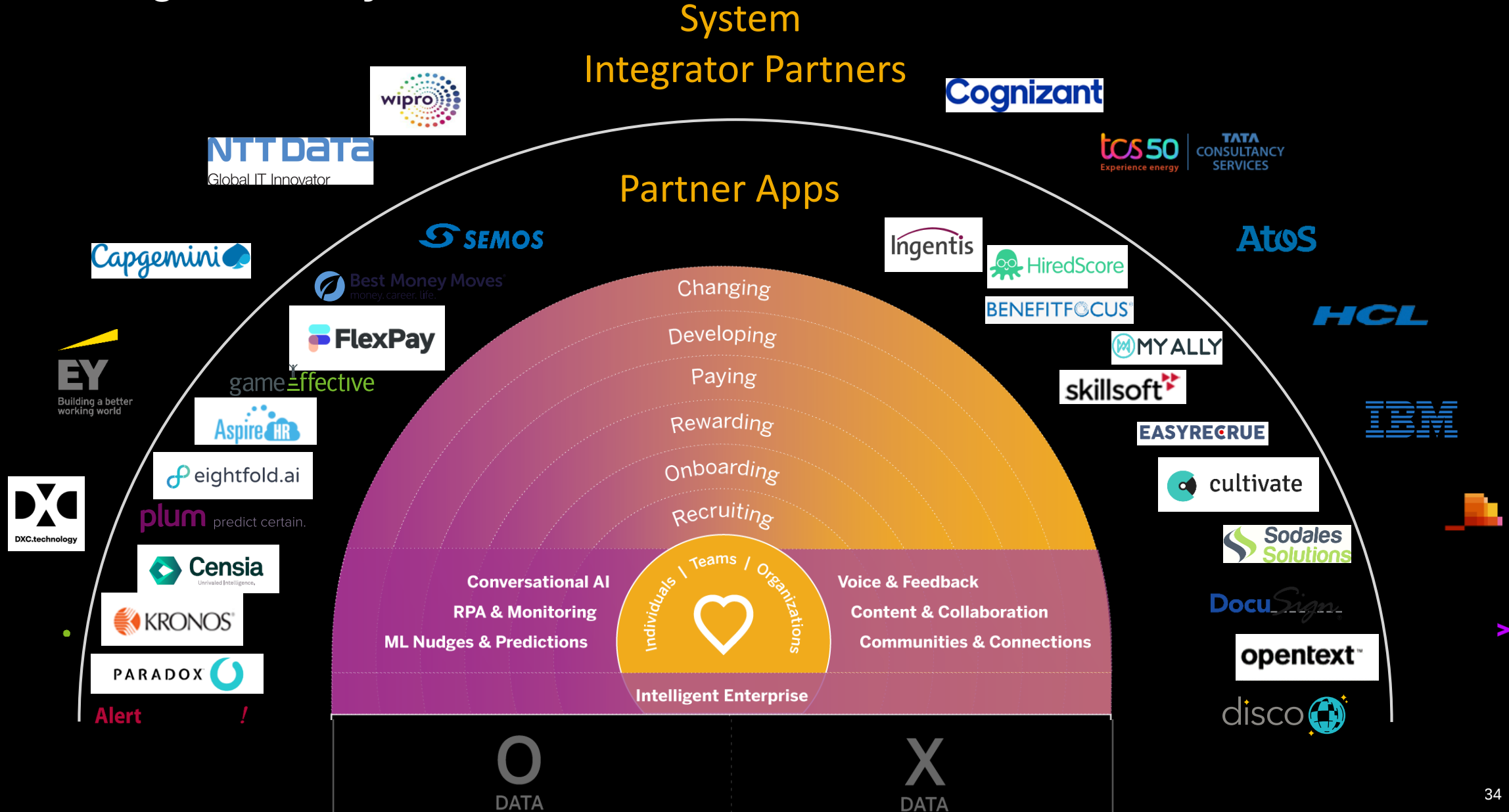
Employee Service Delivery

HR EXPERIENCE

Extension Center



Embracing the Ecosystem



Product strategy



Create the ideal employee experience

Deliver a **human-centric experience** and reimagine the employee journey across every moment that matters

Build the Organization of the Future



Deliver an agile global people platform

Empower HR with the **solutions and insights** to be a catalyst for breakthrough talent and operational excellence

An Agile Global People Platform

Run better, deliver more

Use intelligent automation tools – artificial intelligence, machine learning, RPA and digital assistants – to reduce non-value activities and unlock HR strategic capacity

Operational Efficiency

Consolidate data capabilities – reporting, analytics, benchmarks, dashboards, and planning – to deliver intelligence to anyone who needs it

Intelligent Insights

Deliver compliance – localization, data residency, and data privacy and protection – to achieve global reach and scale

Global Capabilities

Breakthrough Talent

Enable every individual – permanent and temporary workers – to breakthrough to new levels of performance, skills, capabilities, career velocity and engagement

Top Product Investment Areas



Build the Foundation

Continued Expansion of Global Capabilities for Employee Central and Payroll

More Robust Admin Capabilities across the SuccessFactors suite

Employee Experience Management close the experience gap with insight and action



Deliver the Ultimate Talent Experience

Individualized Talent User Experience connecting employees and providing guidance

High Volume Recruiting to support large-scale recruiting processes

Learning Reimagined to encourage self-directed discovery and development

NextGen Onboarding with an engaging new hire journey

Total Rewards Communication Portal with a comprehensive view for all employees



Accelerate with a Global People Platform

People Analytics Powered by SAP Analytics Cloud for all reporting, analytics and planning on a single platform

Intelligent Enterprise enabling people insights and outcomes throughout HR and beyond

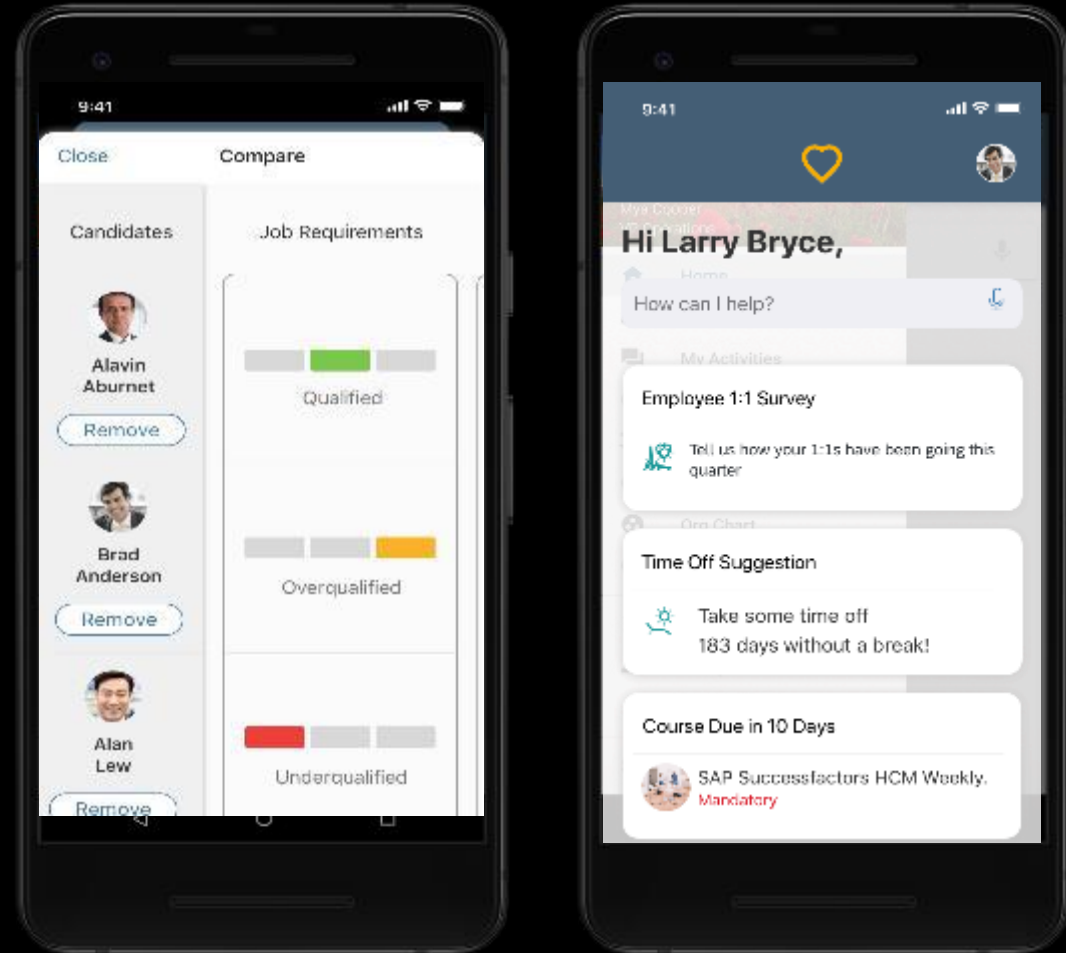
Reimagining the User Experience

My experience is personalized, and **tailored to how I work** within the organization.



Planned

- Advanced technologies to surface helpful information and guidance for the employee
- Short, flexible, dynamic tools
- 100% mobile responsive



Hello, Michael Evans!

How can I help you?

Approvals (5)

Leave Requests (2)

Time (3)

 **Vacation Leave**

 Alfred Jameson has requested time off **April 23 – 27, 2020**

Vacation Leave | Annual Vacation
Requested 2 Days Ago

[View All](#) [Approve](#) [Reject](#)

 **Time Sheet**

 Lauren Hill has submitted her time sheet **Jan 5 – 11, 2020**

Submitted 1 Day Ago

[View All](#) [Approve](#) [Reject](#)

Quick Actions

-  Request Time Off
-  View Payslip
-  Record Time
-  View Feedback
-  Manage Goals
-  View Courses
-  View Equities
-  Appreciate

 Goal Updated by Lauren Hill

 Recommended Courses

 My Career

 **JAN 17** Sarah McKenzie's birthday is coming up!

Request Time Off

Date Range:

<
March
2020
>

	Sun	Mon	Tue	Wed	Thu	Fri	Sat
10	1	2	3	4	5	6	7
11	8	9	10	11	12	13	14
12	15	16	17	18	19	20	21
13	22	23	24	25	26	27	28
14	29	30	31	1	2	3	4

OK
Cancel

Submit

Submit & New

Cancel

Hello, Michael Evans!

How can I help you?

Approvals (3)

Time (3)



Time Sheet



Lauren Hill has submitted her time sheet **Jan 5 – 11, 2020**

Submitted 1 Day Ago

[View All](#)

[Approve](#)

[Reject](#)

Quick Actions

Request Time Off

View Payslip

Record Time

View Feedback

Manage Goals

View Courses

View Equities

Appreciate



Goal Updated by Lauren Hill



Recommended Courses



My Career



JAN 17 Sarah McKenzie's birthday is coming up!

Quick Actions

Request Time Off

View Payslip

Record Time

View Feedback

Manage Goals

View Courses

View Equities

Appreciate

Goal Updated by Lauren Hill

Deliver product strategy brand for EMEA

Activity completed: Create EMEA presentation

Due: Dec 31, 2019

Recommended Courses

New course added to topic: Project Management

Using Microsoft Planner For Effective Project Management

4.2 ★★★★★ (63)

This course is popular with your team members

[View All](#)

[Assign to Me](#)

My Career

Based on your skill progress, here are a few roles you can explore.



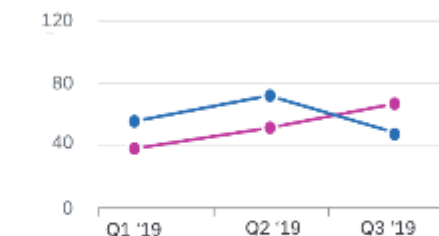
UX Architect



UX Manager



UX Researcher



—●— Project Management —●— Research Analyst



JAN 17 Sarah McKenzie's birthday is coming up!

Upcoming

Rahul Malviya
Jan 31

Xu Xuefeng
Feb 12

[Congratulate](#)

Organizational Updates





Roadmap

Lauren Hill's Activities

+ Create Activity

Meeting

View By Status

View By Goal

Activities

Not Linked to Goals (2)

Explore engagement vendors

Updated 35 days ago

Completed



Attend CX conference

Updated 130 days ago

Working On



Goal

Deliver product strategy for EMEA (3)



Create EMEA presentation

Updated 1 day ago

Completed



Deliver presentation to executive leadership offsite in Vienna

Updated 3 day ago

Working On



Create EMEA presentation

Updated 1 day ago

Completed



Goal

Research and implement US product strategy for 2H...(2)



Create US-only presentation

Updated 1 day ago

Working On



Extend EMEA strategy for US market

Updated 10 days ago

Working On



Goal

Increase customer engagement by 25% (3)



Design programs and communication channels

Updated 5 days ago

Working On



Align engineering and customer support

Updated 34 days ago

Blocked



Research: engagement, feedback, administration, etc

Updated 102 day ago

Completed



Create EMEA presentation

Achievement

Status:	Created On:	Goal:
Completed	Jan 30, 2019	Deliver product strategy for EMEA
Achieved On:	Updated On:	
Jan 14, 2020	Jan 14, 2020	

Updates

Post an activity update...

Post



Michael Evans: Nicely done Lauren, the deck looks great!

Jan 3, 2020



Sarah Lang: I think it's coming together really nicely. The slides are rich, but not overwhelming and the story aligns really nicely with our global message too. Keep up the great work.

Dec 18, 2019



Robert Woodson: Looking good. I'd double check the delivery plan data with engineering, we don't want to set false expectations about "when".

Nov 28, 2019



Activity saved

Please input the information for this spot award for Lauren Hill.

1 Select Program — 2 Select Company Value — 3 Select Award Level — 4 Select Award Amount — 5 Message

3. Select Award Level



Bronze

Select



Silver

Select



Gold

Select



Platinum

Select

Cancel



How can I help you?

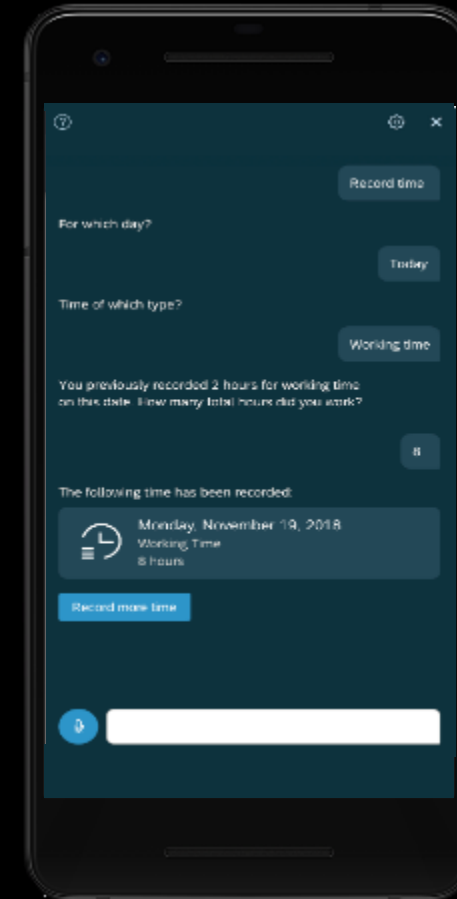
Digital Assistant

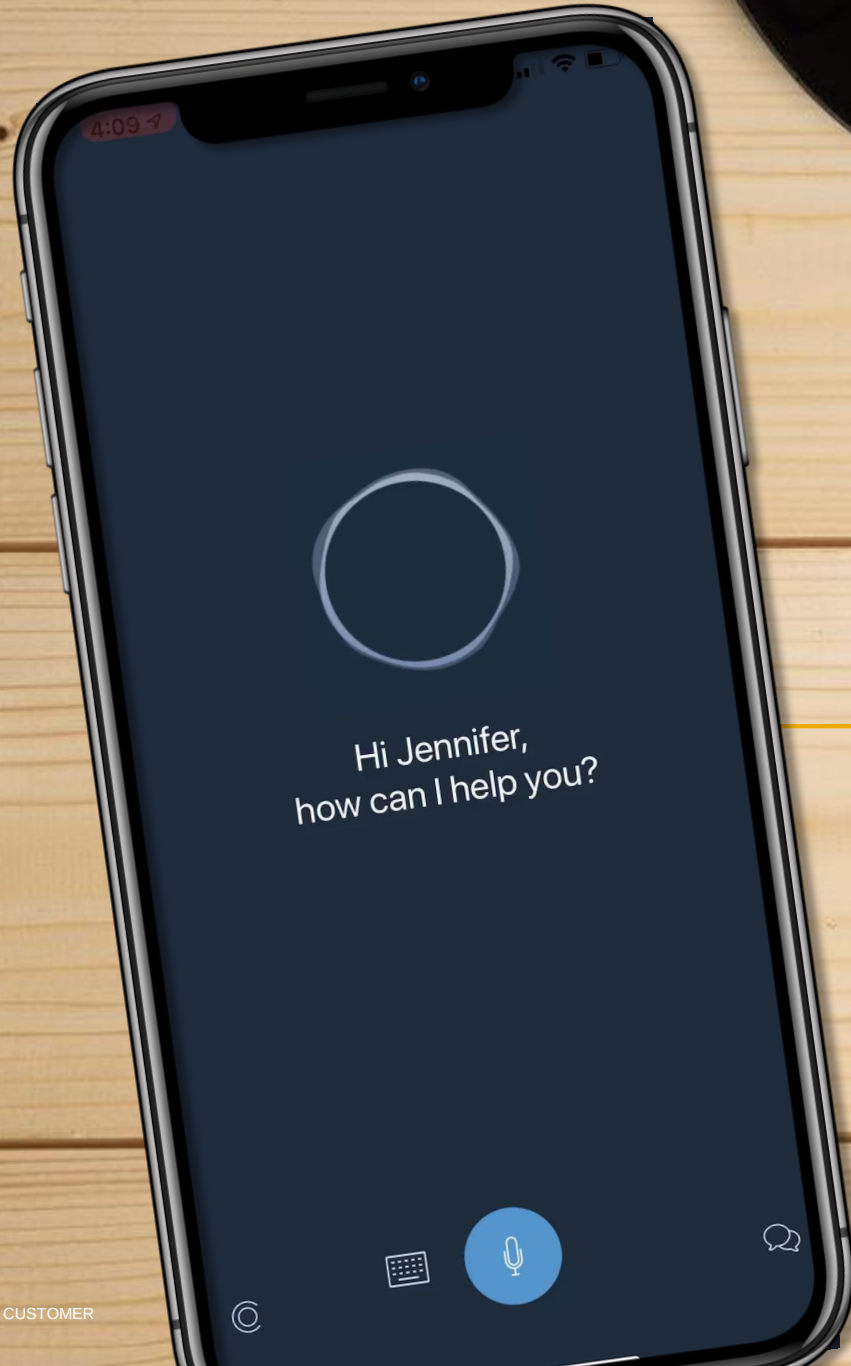
Modern technologies make it easy for me to **get the answers I need fast.**



Planned

- Personalized HR resource that learns and recommends
- Accessible via verbal commands and text through the suite as well as Slack and Microsoft Teams
- Fueled by machine learning, and a key component of SAP solutions for the Intelligent Enterprise





CANDIDATE EXPERIENCE

Digital Assistant

Enabling the Intelligent Enterprise: Harmonization Across SAP Solutions

It is easy to access all the applications I use from **one location** so I get my **work done faster**.



Planned

- One “Central Home” across SAP solutions
- One inbox across SAP solutions
- Unified toolbar and theming
- Live “cards” as opposed to tiles (for example, list cards or analytics cards)



Are you equipped to respond?



84%

of leaders point to
employee experience as a
top priority.

9%

believe they're ready to
address the issue.

Thank you!

Contact information:

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SAP SuccessFactors Roadmap:

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

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