



Webinar - SuccessFactors Rapportering .
19.11.2021

sariba^{HR}

Tema

- Hvordan utnytte mulighetene i SuccessFactors Rapportering - People Analytics
- Vi ser på hva SuccessFactors har av rapporteringsfunksjonalitet og hva andre har gjort



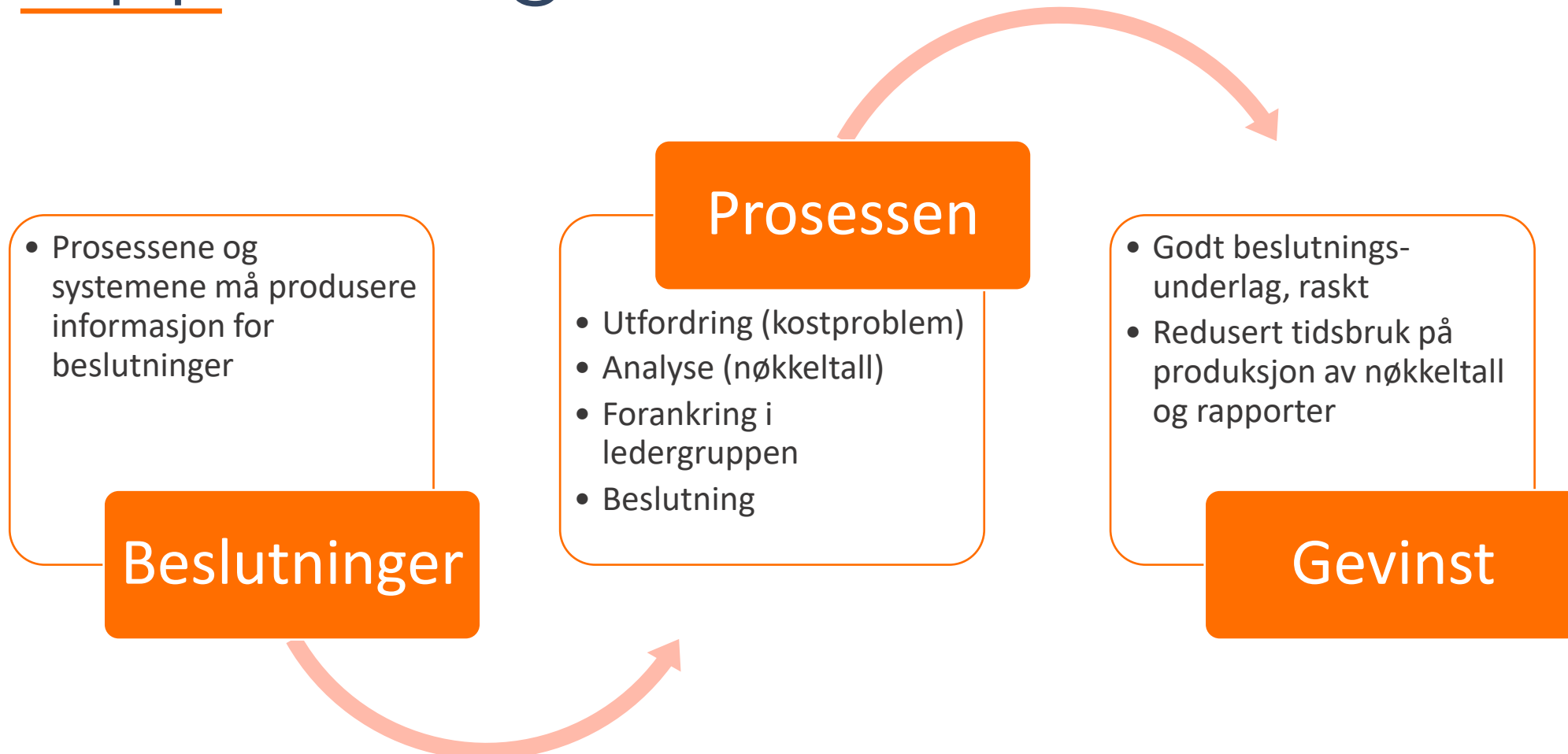
Steinar Sabbasen

Rolle: HR Rådgiver

- +30 års erfaring HR, SAP HR og SuccessFactors
- Lang erfaring som kundeansvarlig, rådgiver og løsningsansvarlig i Sariba
- Erfaren HR-prosjektleder, endringsleder og løsningsansvarlig
- Strategiutvikling, prosessforbedring, organisasjonsutvikling, ledelse, løsningsansvarlig
- Coach og Ledelseskonsulent

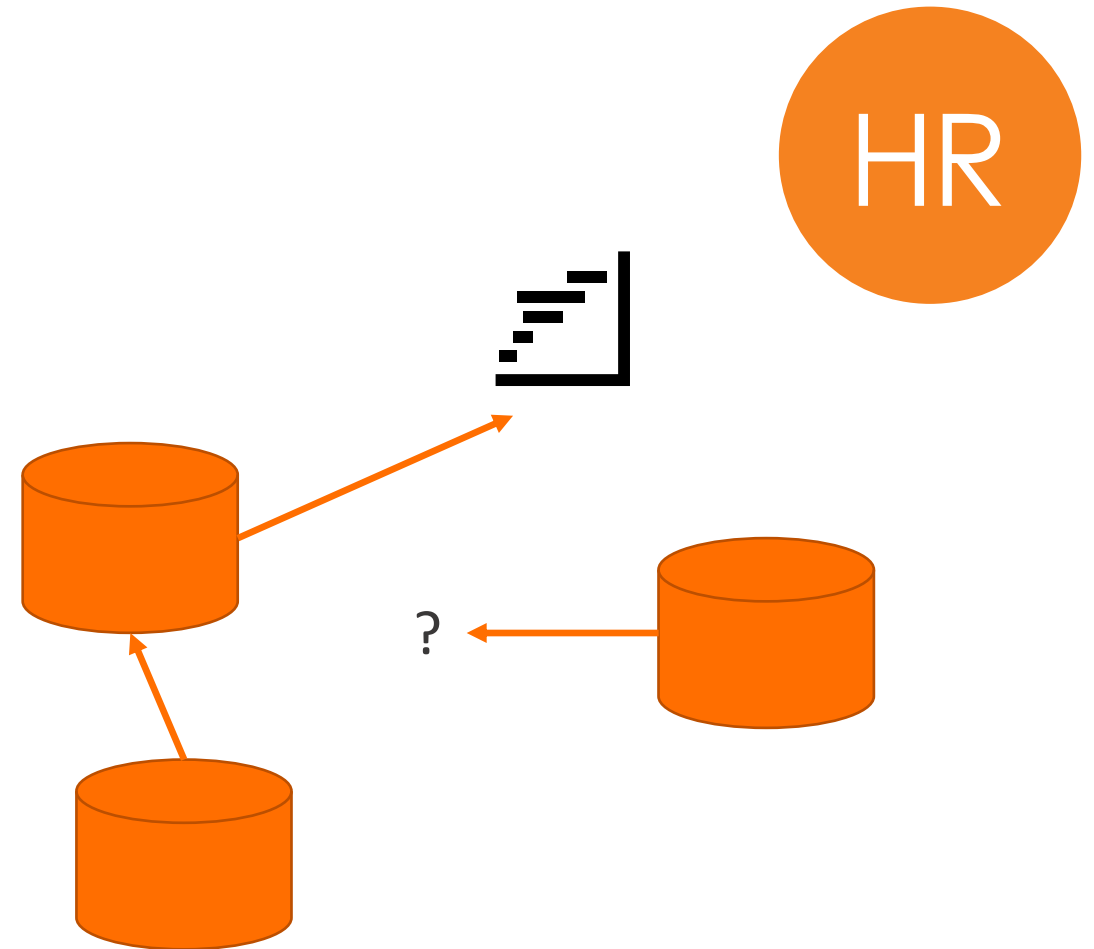


Behov innen HR nøkkeltall og rapportering

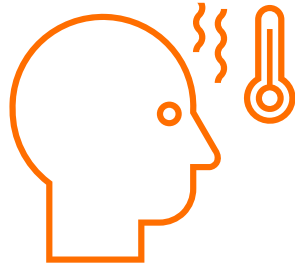


Dagens situasjon?

- For mange er lønn- og HR-systemer satellittsystemer i et til dels uoversiktlig systemlandskap, hvor siloer og silotenkning er dominerende og til hinder for videreutvikling av virksomheten.

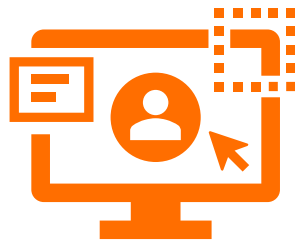


HR rapportering – mer om behov



Gode
fraværsrapporter

Enkle dashboard og
listerapporter for
ledere

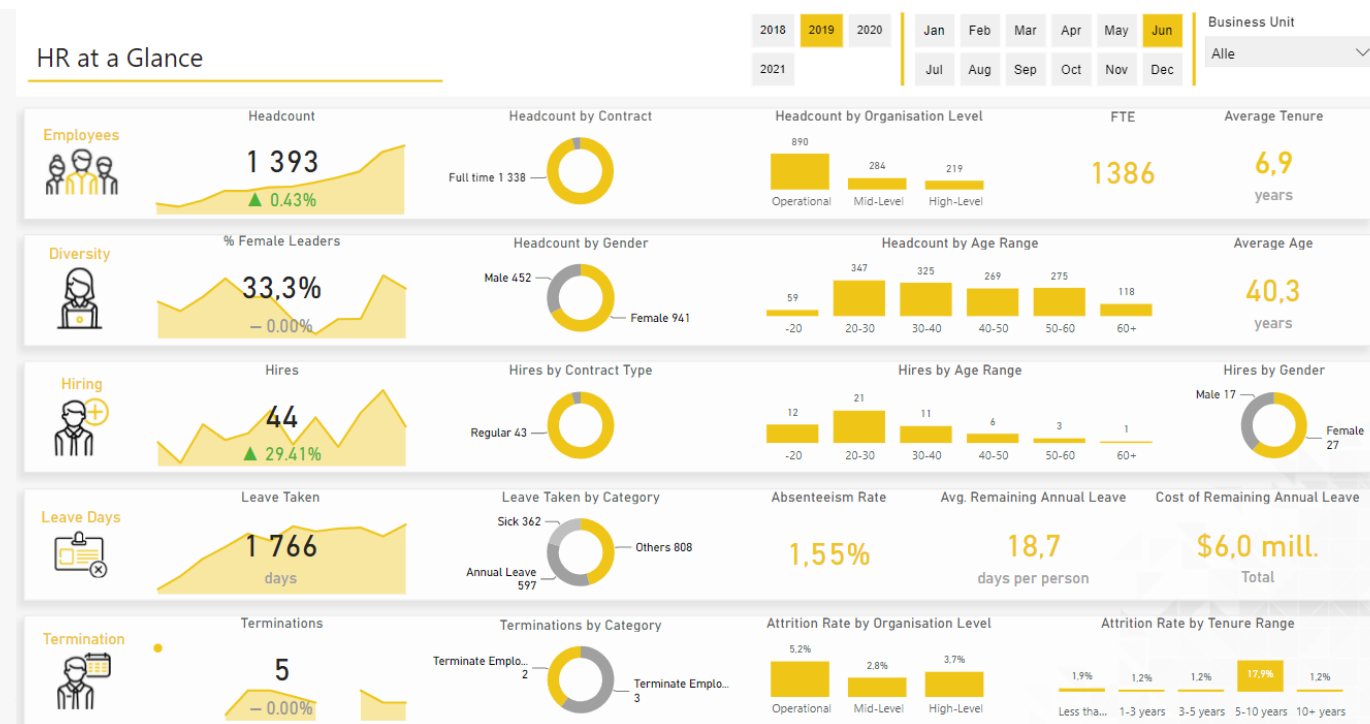


Analyse på tvers av
moduler, og med
lettfattelig design

Hva baserer vi planer og beslutninger på?



Typisk CHRO dashboard



SuccessFactors rapporteringsverktøy – PeopleAnalytics

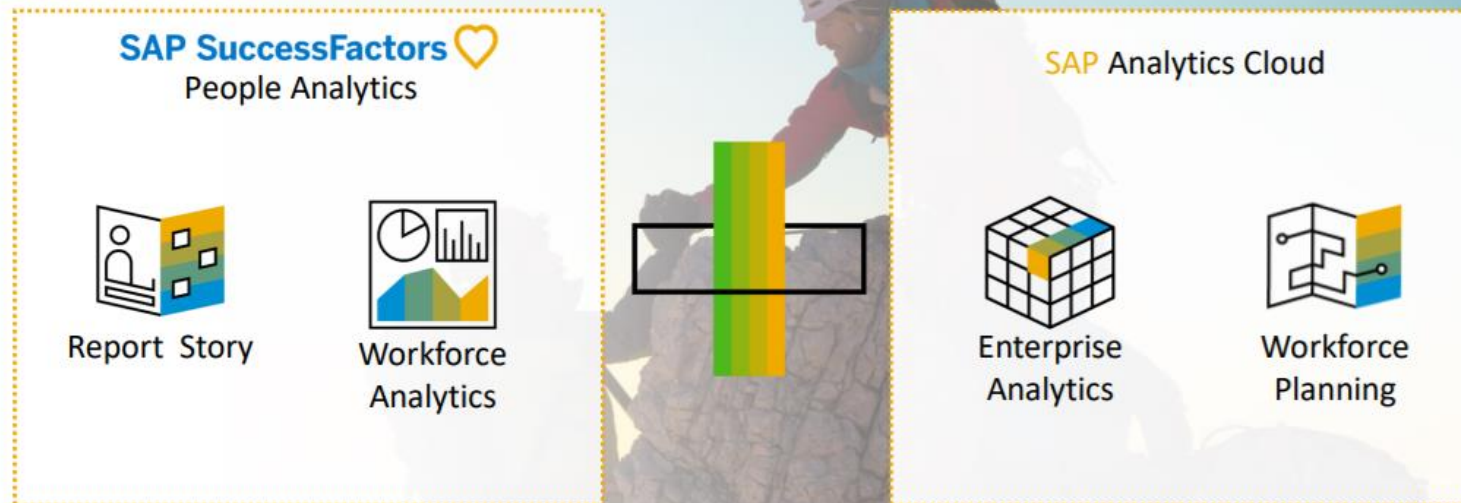


SuccessFactors People Analytics

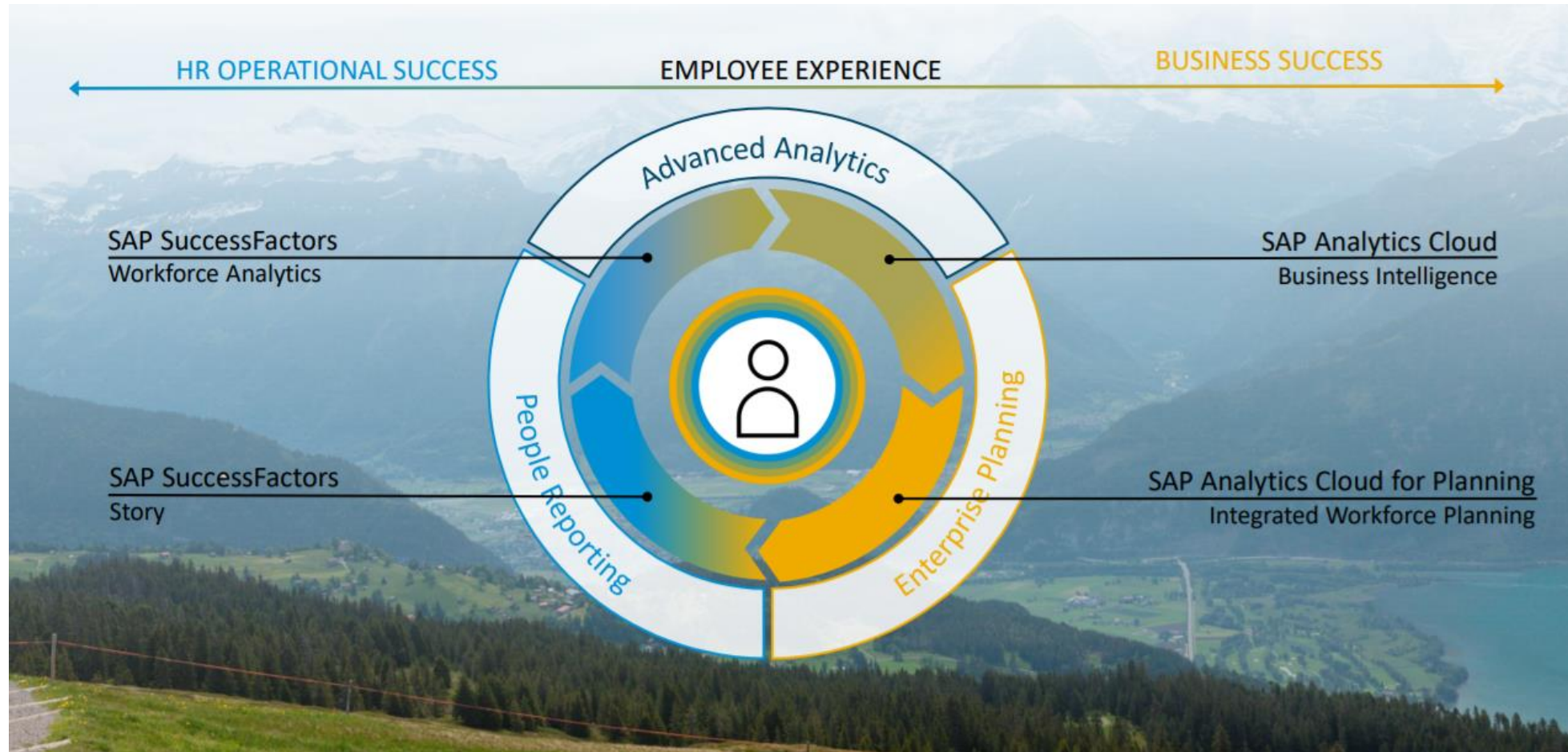


People analytics supports the HXM mandate

Drives business success and strategy in an intelligent enterprise

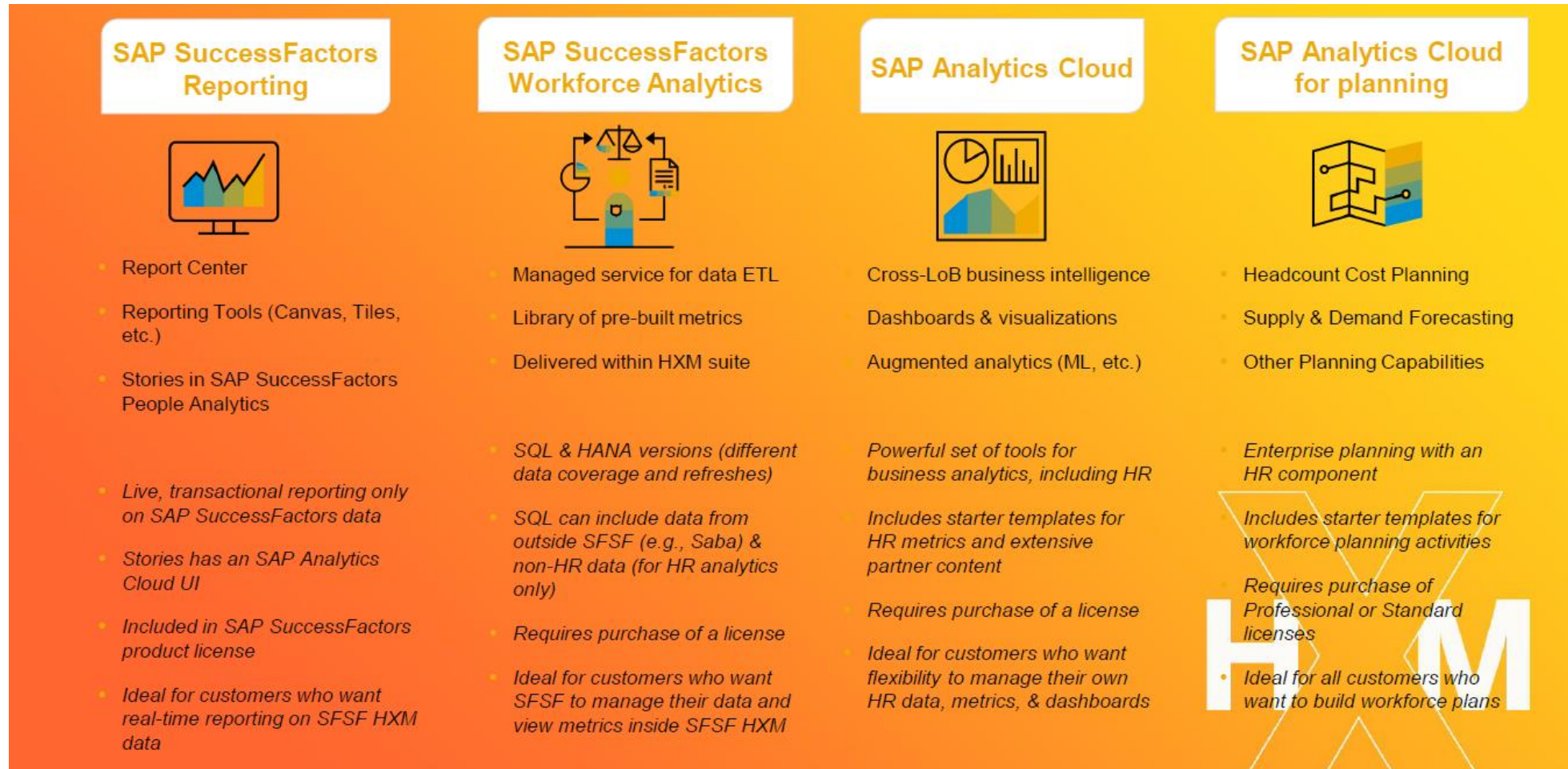


People Analytics



Funksjonalitet på detaljnivå

HR



Report Center



[Home](#) / [Report Center](#)

Switch to Classic ViewView Schedules

Report Center

My ReportsAll Reports

NewImportViewReportsLabels

Search

ClearGo

Type:Author:Last Modified:Labels:

Title 1 More

User Name...

MMM d, y - MMM d, y

☐ Name	Author	Last Modified	Type	Action
HC by Location	Emily Clark	Oct 29, 2020, 3:39:34 PM	Tile	
EOP Headcount	Emily Clark	Aug 11, 2020, 2:12:29 PM	Tile	
Performance Dashboard	Emily Clark	Mar 16, 2020, 10:58:32 AM	Dashboard	
Languages Tile	Emily Clark	Aug 21, 2019, 7:09:58 PM	Tile	

Table Reports



SAP SuccessFactors Reporting

Search for actions or people

42

Home / Report Centre / Employee Listing

Employee Listing

Download CSV Excel PDF PPT

Showing page 1 of 3 Go to page:

User Sys ID	Username	Last Name	First Name	Middle Name	Email	Title	Employee ID	Business Phone	Country	Division	Department	Location	Job Code	Recruit Date	Manager	Salary Before Review	Tc
101018	bseabury	Seabury	Blake		Blake.Seabury@bestrunsap.com	VP Facilities	101018	(44) 3069 990006	United Kingdom	Manufacturing (MANU)	Facilities Maintenance UK (50120012)	London (0200-0004)	Executive Management (50071000)	01/01/2014	101005	4,675.00	57
101048	zlloyd	Lloyd	Zander		Zander.lloyd@bestrunsap.com	Program Management Office	101008	(44) 3069 990759	United Kingdom	Manufacturing (MANU)	Production UK (50120011)	London (0200-0004)	Management & Planning (50070999)	01/01/1997	101037	3631.68	45
101048	zlloyd	Lloyd	Zander		Zander.lloyd@bestrunsap.com	Program Management Office	101008	(44) 3069 990759	United Kingdom	Manufacturing (MANU)	Production UK (50120011)	London (0200-0004)	Management & Planning (50070999)	01/01/1997	101037	3832.47	47
101048	zlloyd	Lloyd	Zander		Zander.lloyd@bestrunsap.com	Program Management Office	101008	(44) 3069 990759	United Kingdom	Manufacturing (MANU)	Production UK (50120011)	London (0200-0004)	Management & Planning (50070999)	01/01/1997	101037	3,947.44	45
101048	zlloyd	Lloyd	Zander		Zander.lloyd@bestrunsap.com	Program Management Office	101008	(44) 3069 990759	United Kingdom	Manufacturing (MANU)	Production UK (50120011)	London (0200-0004)	Management & Planning (50070999)	01/01/1997	101037	3492	44
groberts	groberts	Roberts	Gareth		gareth.roberts@bestrunsap.com	Project Analyst			United Kingdom	Manufacturing (MANU)	Production UK (50120011)	Middlesex (0200-0006)	Professional (50070970)	15/04/2015	101048		
103150	103150	Robert	Mason		Robert.Mason@Bestrun.com					Manufacturing (MANU)	Production UK (50120011)	Middlesex (0200-0006)		03/09/2018	101048		
103231	103231	Jonsen	Jon		test@bestrun.sap.com	Analyst		999999	United Kingdom	Manufacturing (MANU)	Production UK	Maidenhead (0200-0007)	Professional (50070970)	30/10/2019	101048		

Dashboards



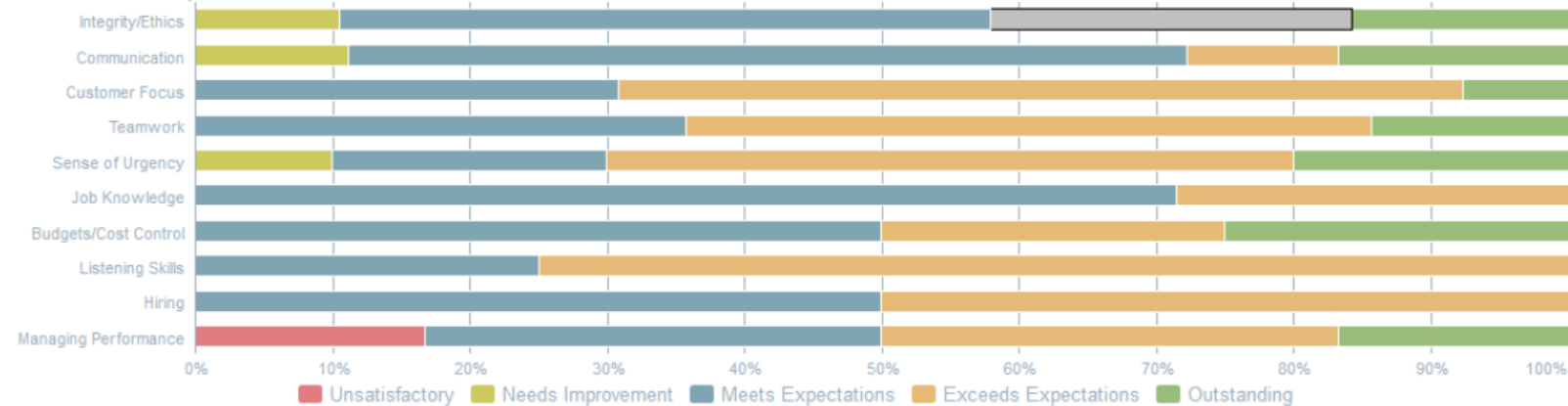
Competency Dashboard

< Back



Number of Employees by Competency Rating

Most Common Competencies

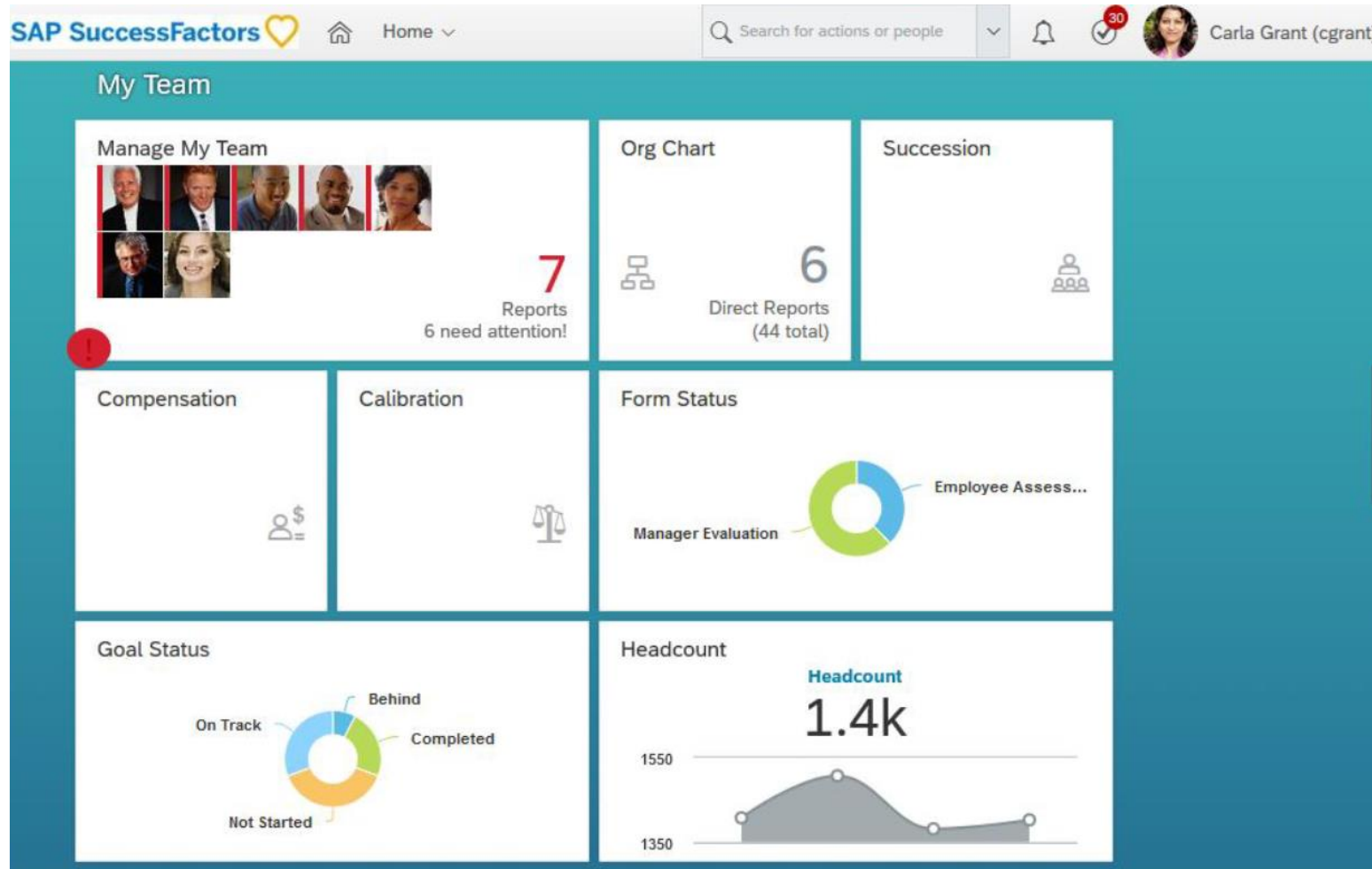


Export CSV Excel

Email

Subject First Name	Subject Last Name	Document ID	Rating	Expected Rating	Competency Name (Lo...
Ravi	Agrawal	6372	4	1	Integrity/Ethics
Ruth	Lawson	6374	4	1	Integrity/Ethics
Sid	Mormony	7361	4	4.2	Integrity/Ethics
Vic	Stokes	7362	4	4.2	Integrity/Ethics
Carla	Grant	7492	4	4.2	Integrity/Ethics

Tiles



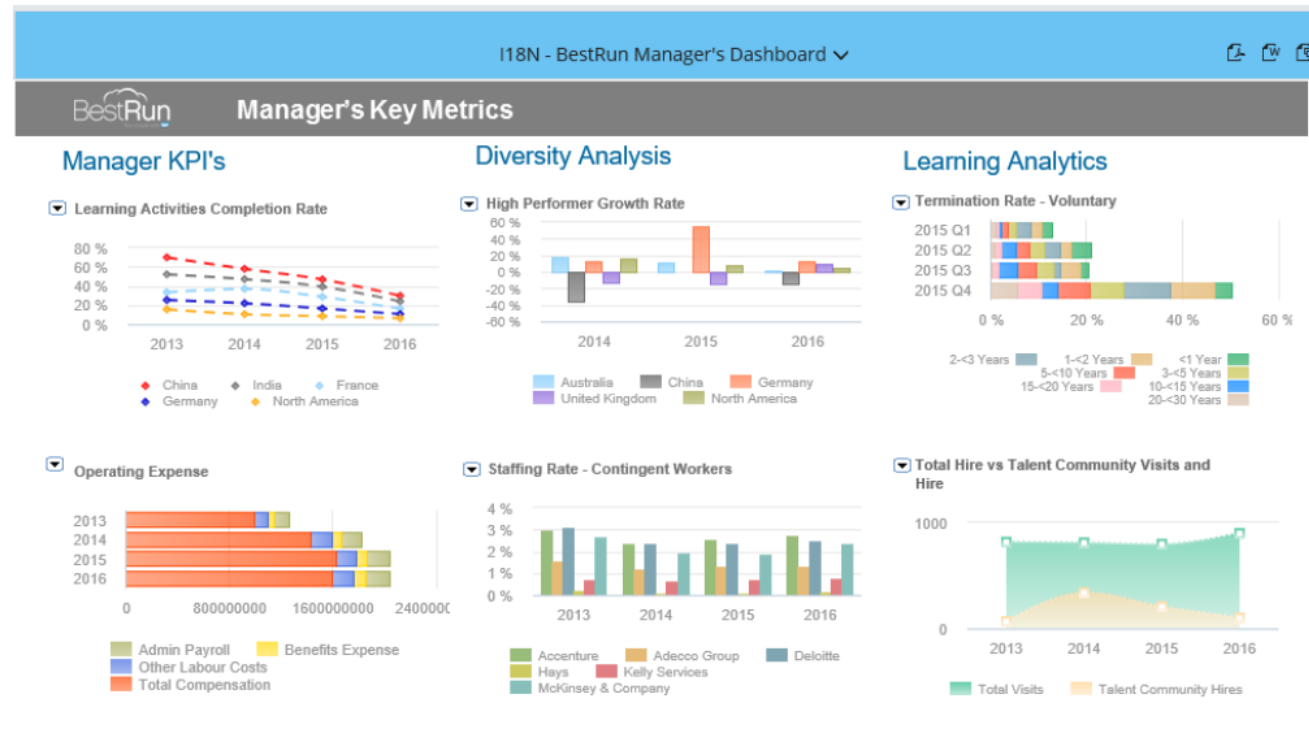
Canvas reports

HR

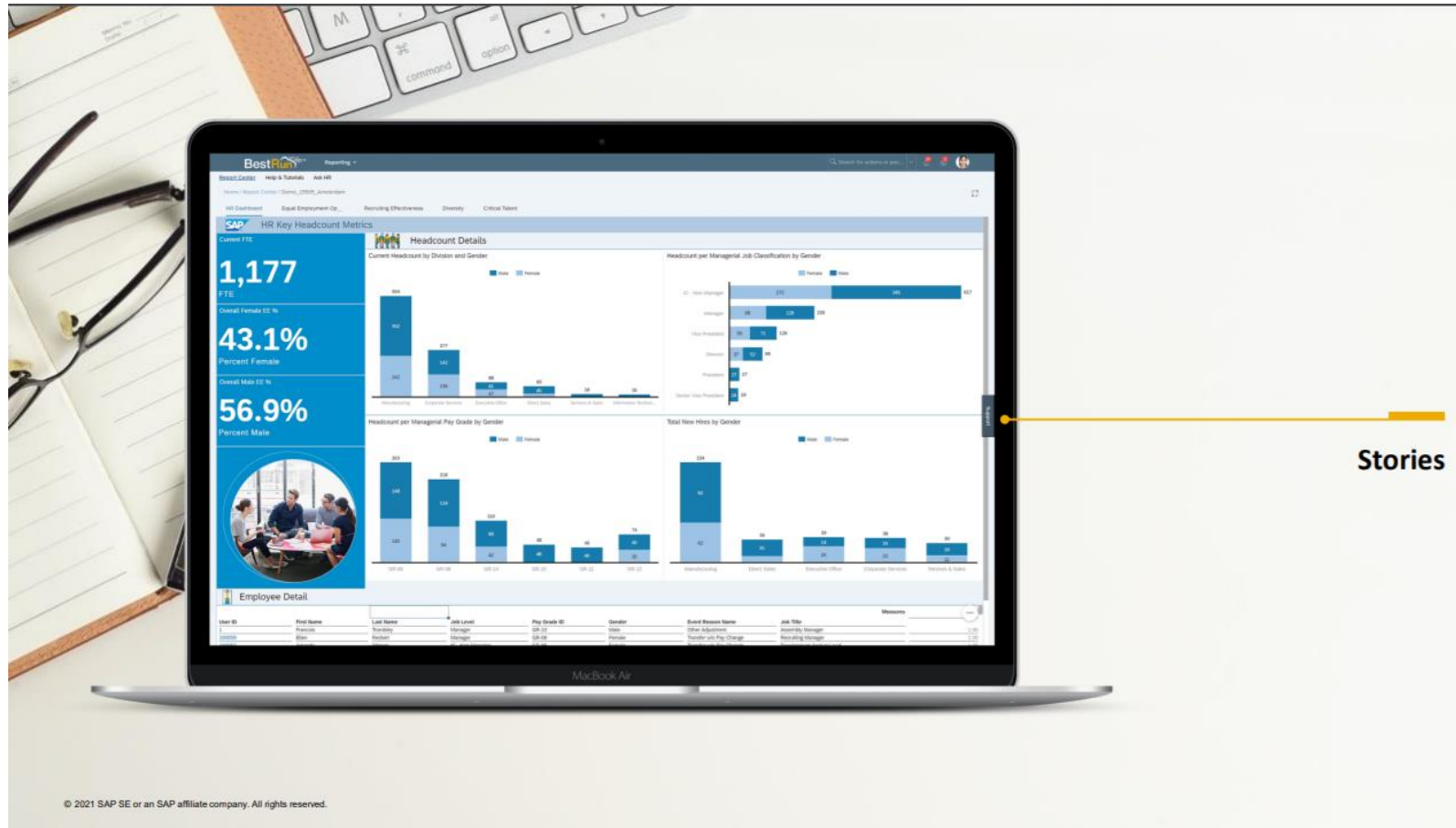
Canvas Reports allows you to visualize data in a formatted and presentation- ready report. Canvas Reports utilize Page Designer, a self-service tool that can be used to easily drag & drop components onto a report page. These components can include Tables, Charts, Images, or Text.

The reports can include Live Detailed Reporting data, LMS data, Advanced Reporting data, or Workforce Analytics measures & dimension data.

Using the Report Distributor or Report Scheduler, administrators can send the reports as attachments to emails or FTP.



SuccessFactors Stories



Stories

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Story Reports Overview

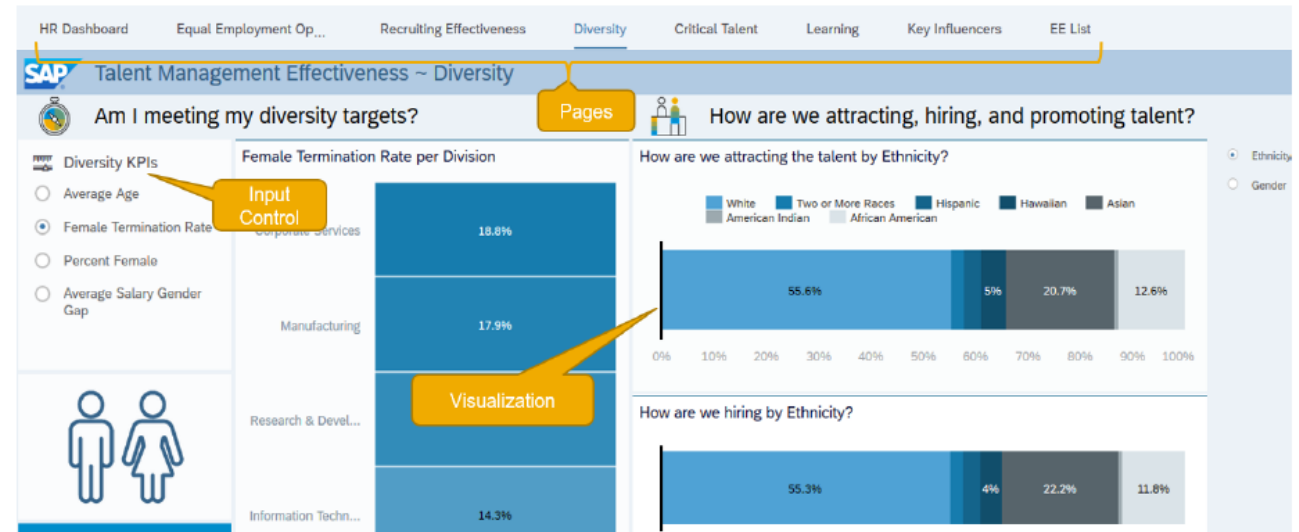
HR

Story is a presentation-style report that uses visualizations (chart, image, text, table, shape) to describe data.

Story reports consist of pages. Pages are made up of:

- Visualizations of Data
- Filters and Input Controls to manipulate the data

Stories involve queries that retrieve data that you want to report AND objects that represent the data. To build or update queries, you work in the **query designer**. To manage the representation of the data the queries retrieve, you work on the **story canvas**.





SuccessFactors Stories

People Analytics, story reporting represent a newest experience for gathering insights and is ultimately designed to become the single unified report type in SAP SuccessFactors.

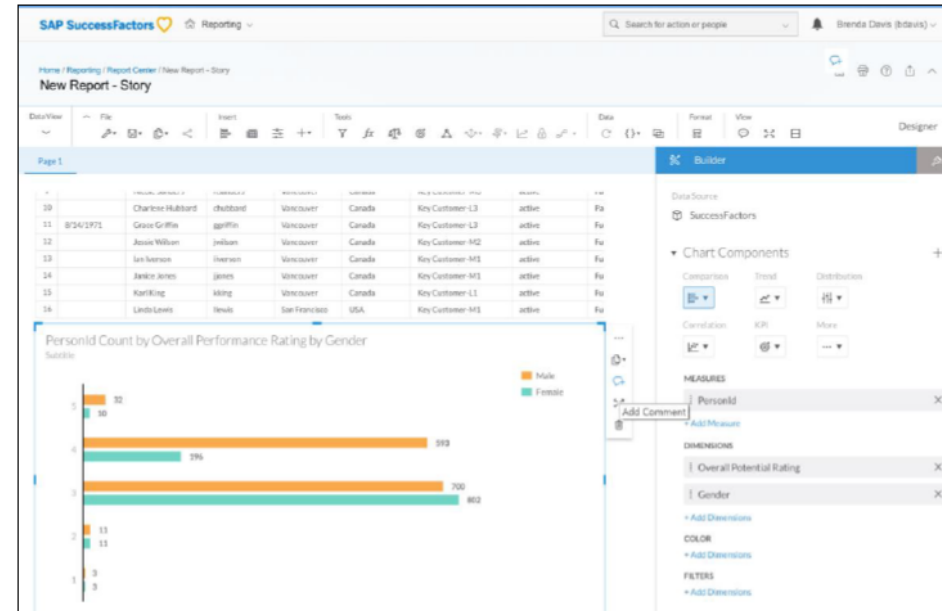
Benefits:

Access your data across SAP SuccessFactors solutions.

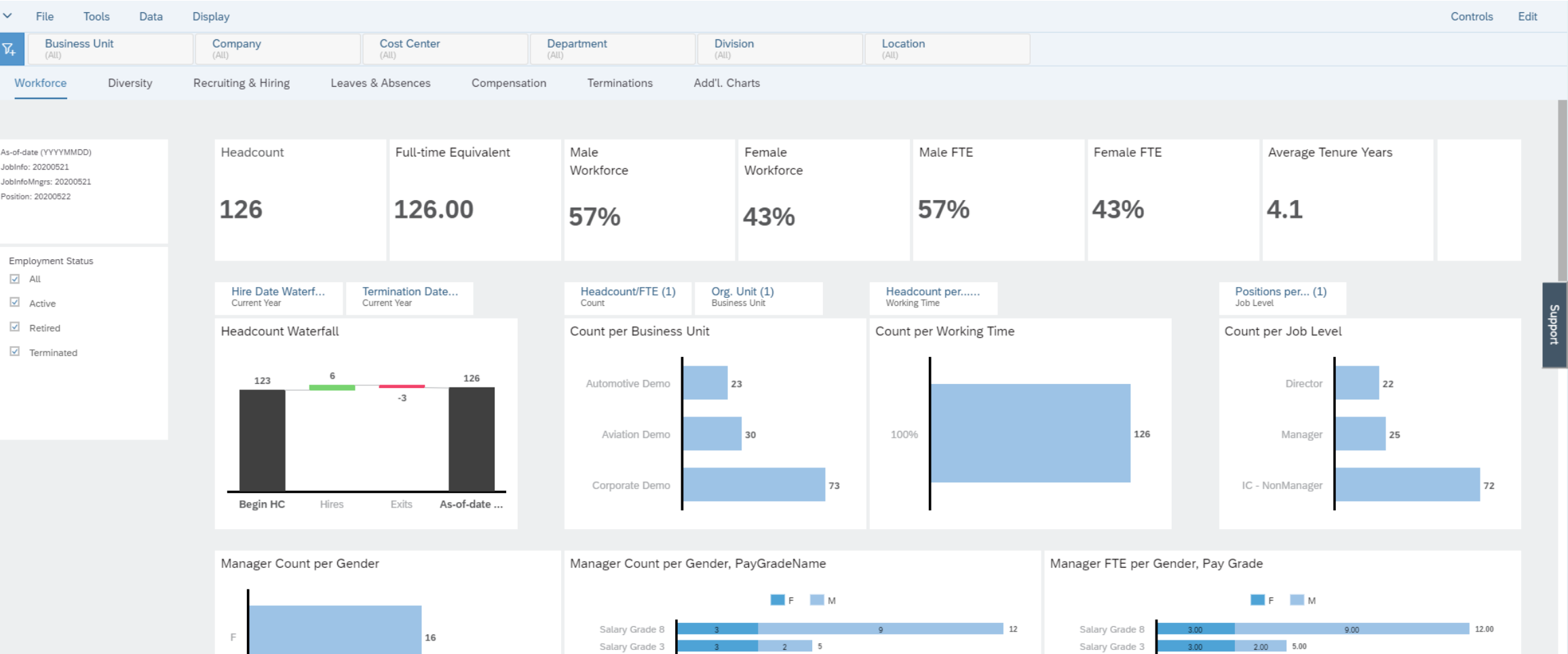
- **Live** SAP SuccessFactors data (including extensions)
- Intelligent joins **across modules**
- Single, **unified** analytics solution
- **Secure**, role-based access
- People-centric **data privacy and protection**
- Based on One semantic data model

Prerequisite:

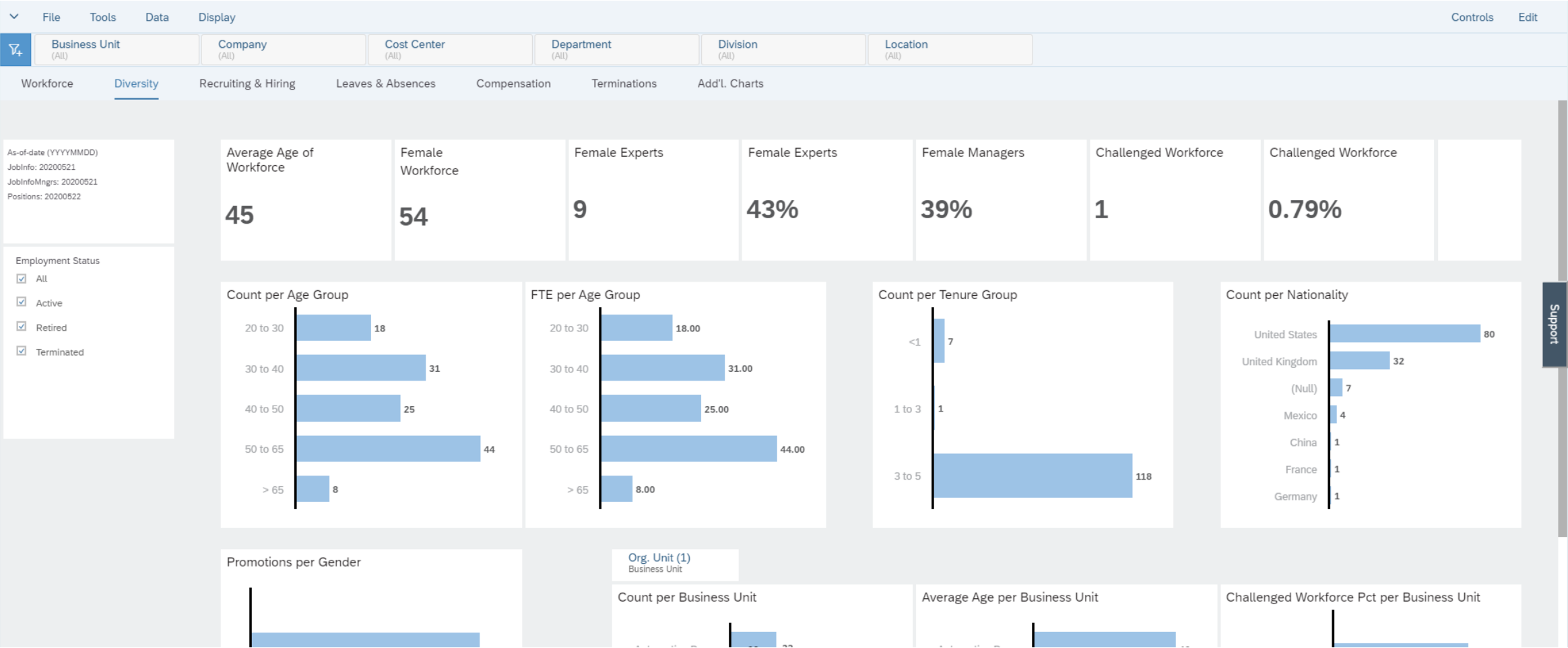
- SAP Identity Authentication Services (IAS)



Workforce Page



Diversity Page





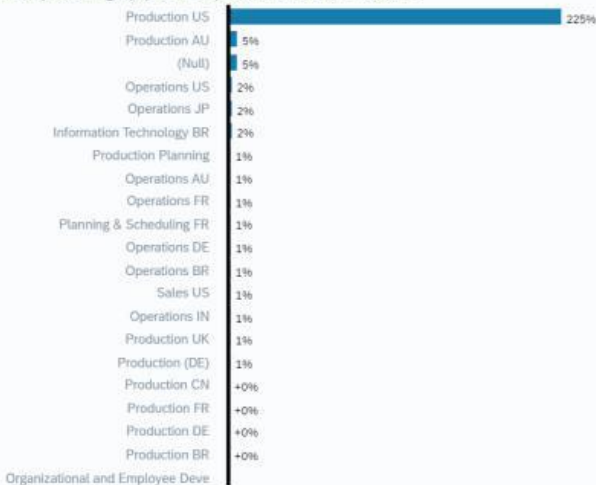
Talent Management Effectiveness ~ Recruiting Effectiveness



How efficient is my recruiting process?

- ☐ Country
- ☒ Department
- ☐ Division
- ☐ Source Details
- ☐ Job Level

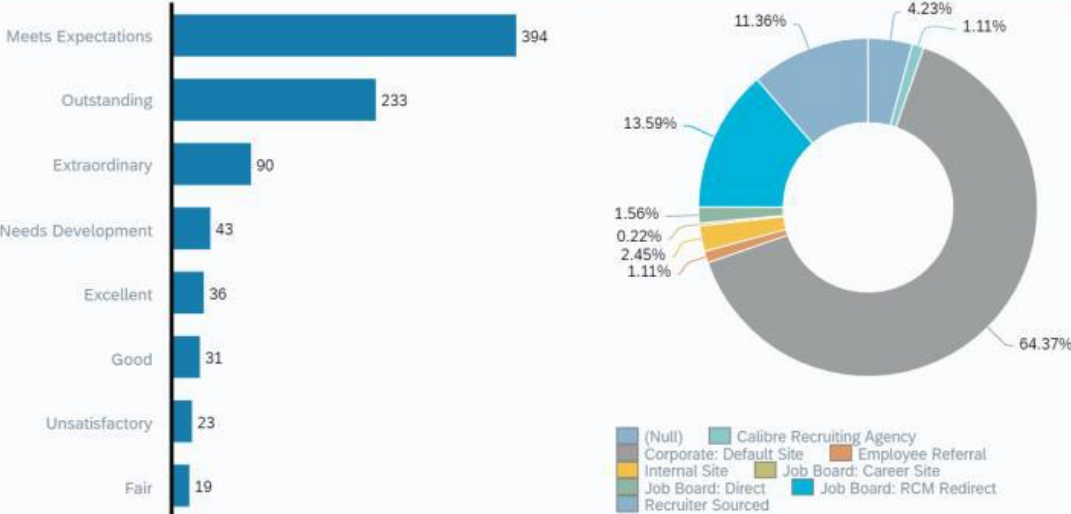
Days to Fill (Average) per Department for Actual



35%
Days to Fill (avg)

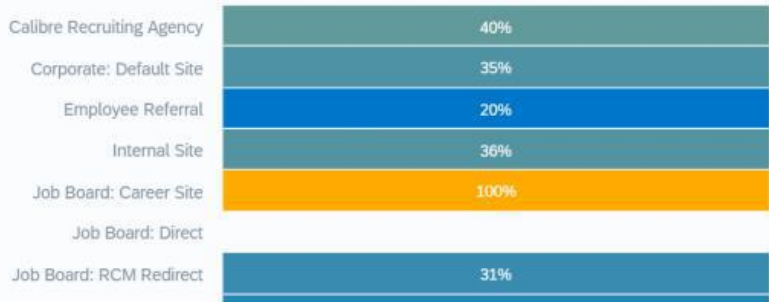


What's the Performance by Recruitment Source?



Where do we get most of our candidates from?

Application Conversion Ratio per Recruitment Source



Job Requisition Details

Job Requisition ID	Job Level	Department	Country	Source Details	Status	Measures	Days to Fill
18	Manager	(Null)	0	(Null)	Open		—
20	Manager	(Null)	0	(Null)	Open		—
22	Manager	(Null)	0	(Null)	Open		—
57	Manager	Operations US	United States	Corporate: Default Site	Open	0.06000	
				Employee Referral	Open	0.02000	
				Internal Site	Open	0.02000	
				Corporate: Default Site	Offer	0.28000	
				Internal Site	Offer	0.01000	
101	IC - Non-Manager	Production US	United States	Job Board: Direct	Offer	0.01000	
				Recruiter Sourced	Offer	0.02000	
				Corporate: Default Site	Offer	0.03000	
121	IC - Non-Manager	Production UK	United Kingdom				

Support

Oppsummering Rapport funksjoner



Table Reports	Tiles & Dashboards	Canvas Reports	Story Reports
Overview			
Skill Level Required	Entry level	Entry level	Mid level
Cloud Based	Yes	Yes	Yes
Intended Use	List Reports	Online Tracking of Key Process	Multi-Page, Formatted Reports
Standard Templates Available		Available via SuccessStore	Available via Sap Help Portal
Data Source	Live Transactional Data	Live Transactional Data	Live Transactional Data , Live Replication into HANA
Join Multiple Data Sets	x	No	x
Available Joins	Limited	No	Limited
Share with Users	x	x	x
Create Groups to Share With	x	x	x
Share with RBP Roles	x	x	x
Report Outputs and Scheduling			
Output to	CSV ,PDF ,XLS ,XLSX ,PPT	Charts: Online Only Drill Down List: XLS & CSV	CSV ,PDF ,DOC ,DOCX ,XLS ,XLSX ,PPT
FTP	x		x
Email Attachment			x
Schedule Reports	Self Service via Report Scheduler	Self Service via Report Distributor or Report Scheduler	Self Service via Report Scheduler
Data Manipulation and Charting			
Pivot/Aggregate Transactions	Limited	Limited	x
Calculated Columns			x
Concatenate			x
Mathematical			x
If/Then/Else			x
Sub String			x
Custom Chart Formatting		Partial	x
Pie Chart		x	x
Bar Chart		x	x
Line Chart		x	x
Table	x		x
Edit Column Headings			x

SuccessFactors Workforce Analytics



Purpose-built
for HR



Data governance
& integration
out-of-the-box



2,000 pre-defined
talent metrics

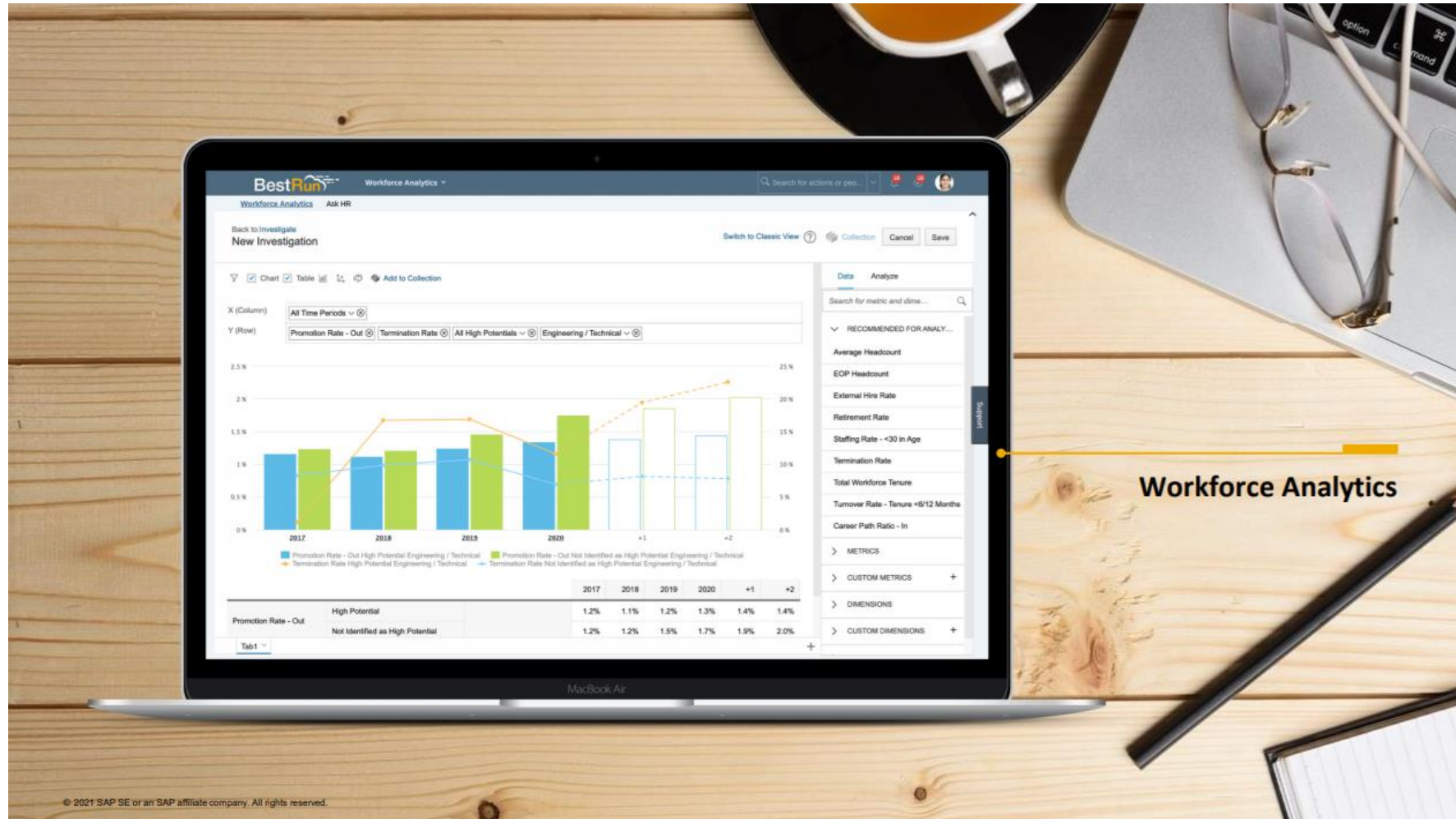


Within the SAP
SuccessFactors
HXM Suite

Fast Time to Value; Confidence in Data

Workforce Analytics

HR



SAP Analytics Cloud

HR



Enterprise Analytics

SAP Analytics Cloud - Planning

HR



Workforce Planning



Demo

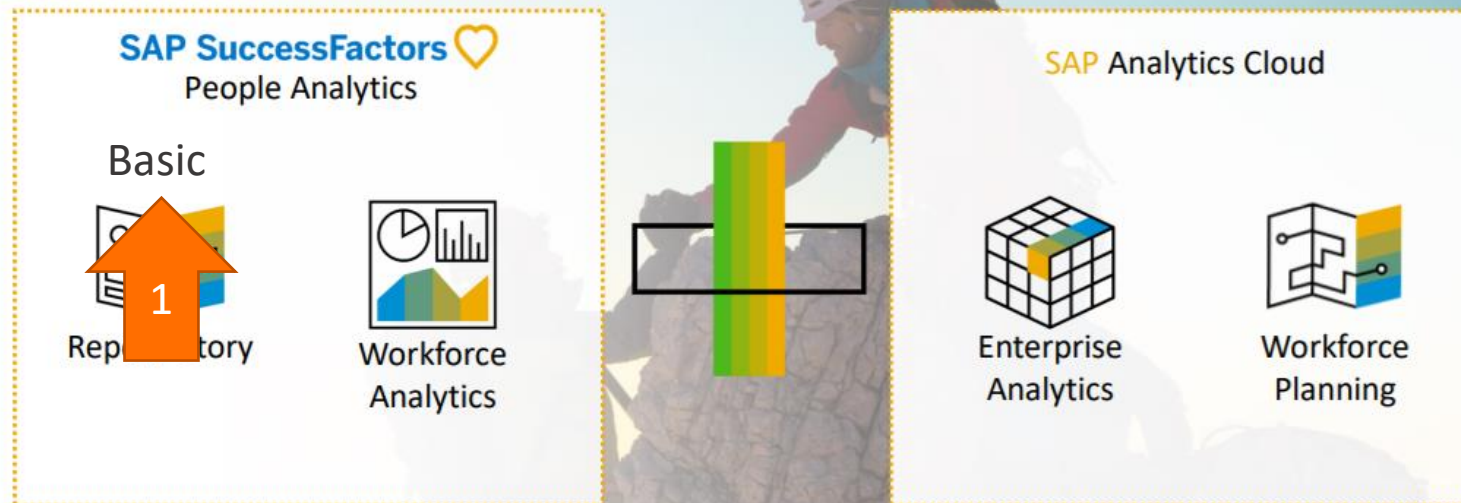
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Demonstrasjon



People analytics supports the HXM mandate

Drives business success and strategy in an intelligent enterprise

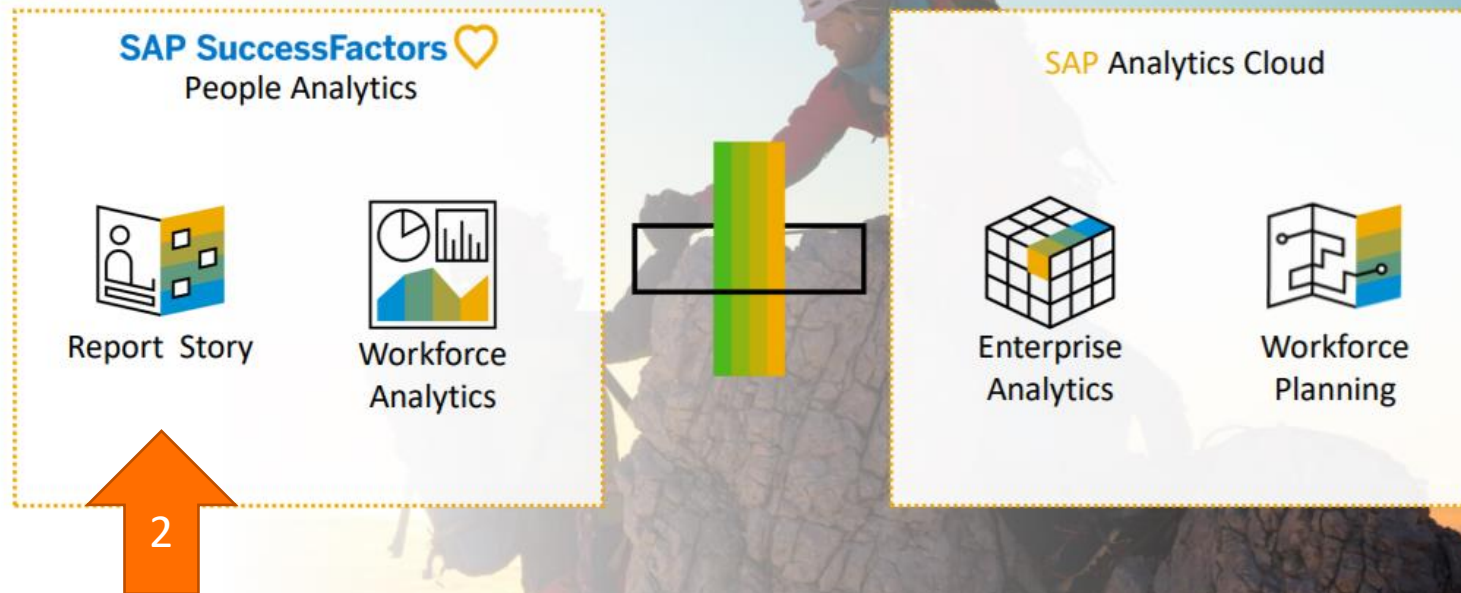


Demonstrasjon



People analytics supports the HXM mandate

Drives business success and strategy in an intelligent enterprise

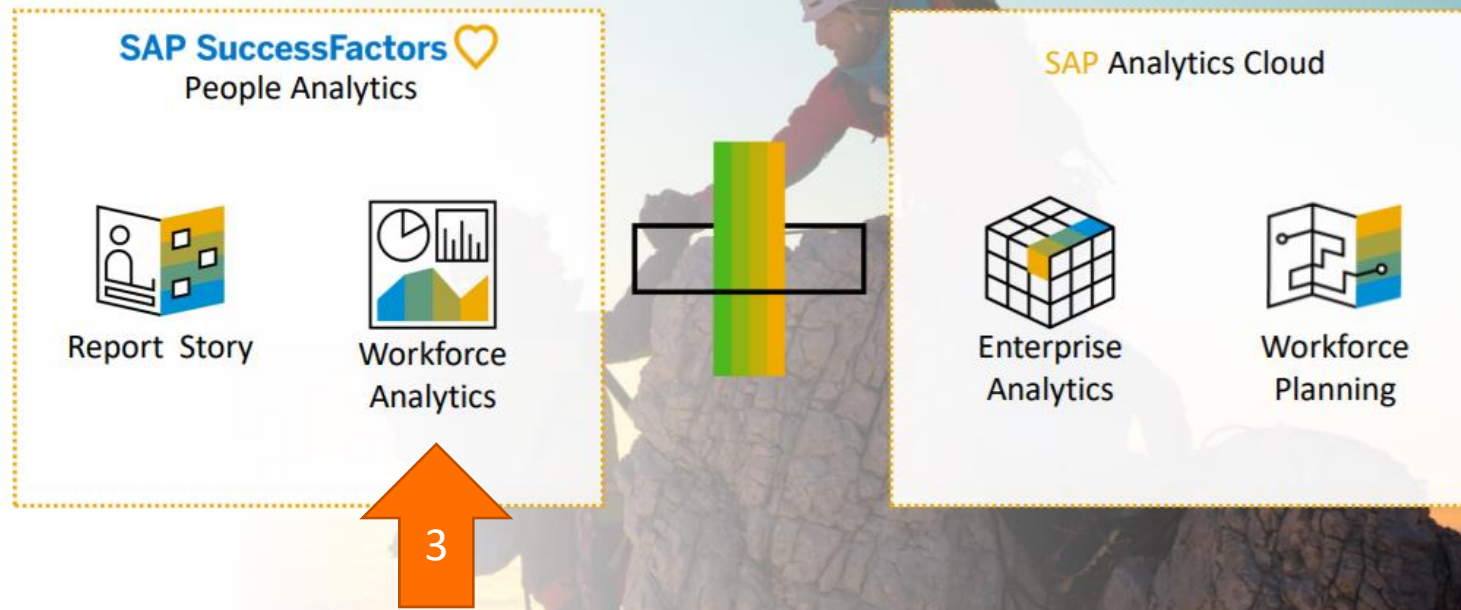


Demonstrasjon



People analytics supports the HXM mandate

Drives business success and strategy in an intelligent enterprise





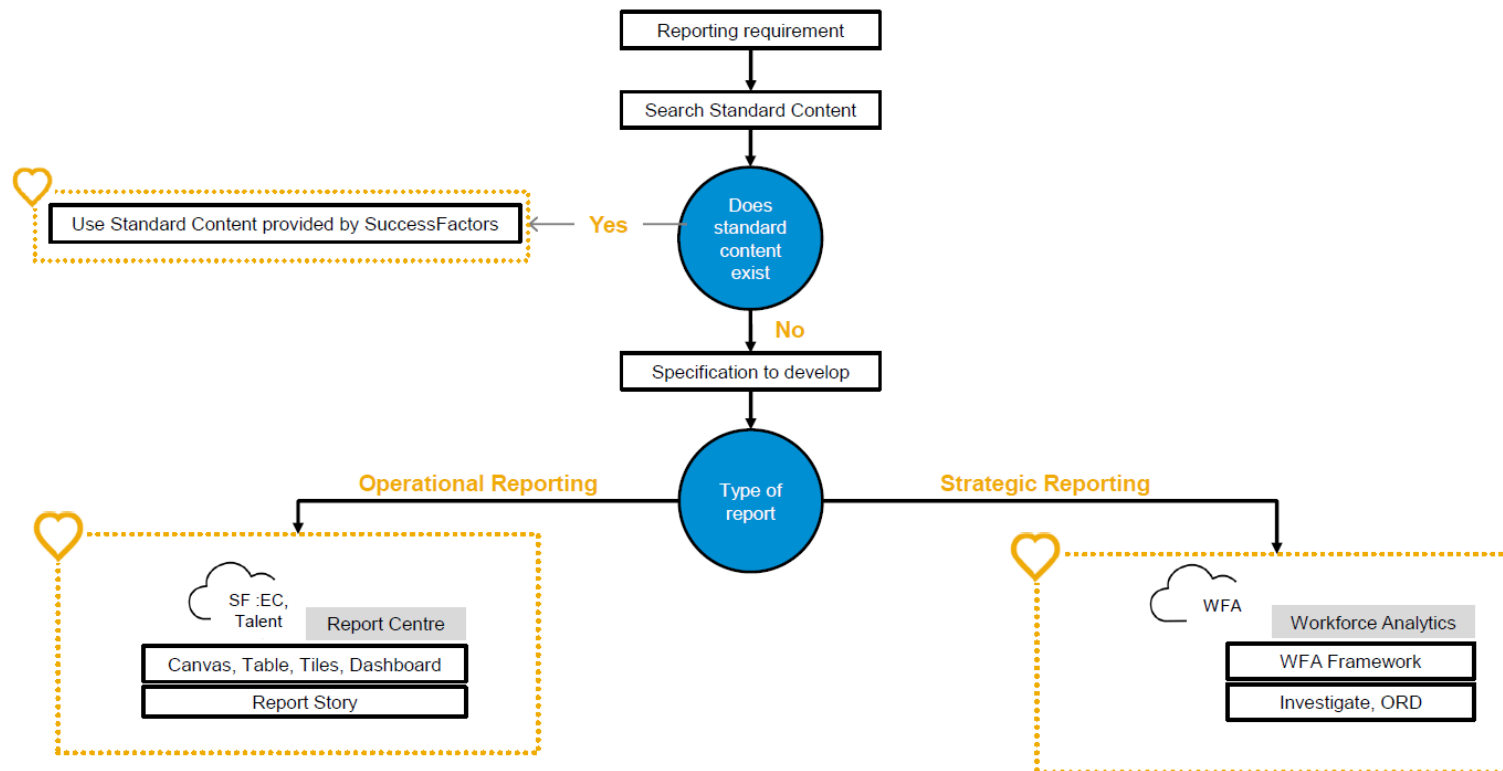
Kundeeksempler Sariba

- Stories Report
 - Absence
 - Termination analysis
 - Turnover
 - Sickness Trend
 - Headcount
 - Hour / Time overview
 - Child sickness overview
 - Recruiting analysis
- Tiles Dashboard
 - Country
 - Gender
 - Location
 - Organisation
 - Nationality
 - Employee Type
- Tables/list reports
 - Employee list for managers
 - SSB report
 - Joiners & Leavers

Hvordan komme i gang



Reporting Tool Decision Tree Example

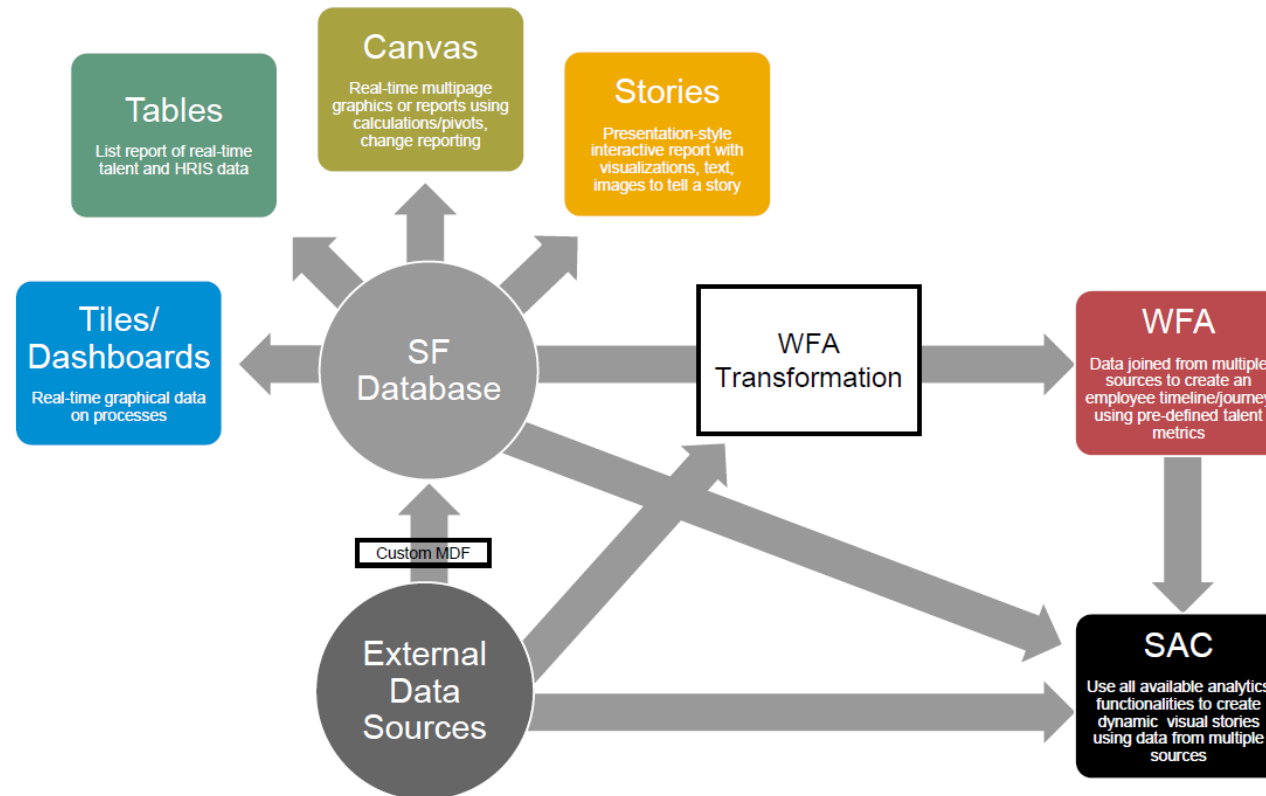




Arkitektur



SuccessFactors Reporting Architecture



High Level Overview: Report Center Tools



	TILES	DASHBOARDS	TABLE	CANVAS	STORY								
Visualization:	Charts/Graphs, Drill-In Lists	Charts/Graphs, Drill-In Lists	Lists	Lists, Pivots, Aggregations, Charts/Graphs, Text, Images	Lists, Pivots, Aggregations, Charts/Graphs, Text, Images								
Used For:	Track key HCM processes	Track key HCM processes	Simple Raw Data Extraction	Calculations, Aggregations, Formatting,	Calculations, Aggregations, Formatting,								
Data Coverage:	All Modules, excluding MDF, Jam, LMS, RMK	All Modules, excluding MDF, Jam, LMS, RMK	All Modules, excluding MDF, Jam, LMS, RMK, WFA	All Modules, excluding Jam, RMK	All Modules*, excluding Jam, RMK, Payroll Detail								
Standard Templates:	Admin Center > SuccessStore: Standard Tiles	Admin Center > SuccessStore: Standard Dashboards	SAP Help: Recruiting STEM Reports	SAP Help: EC, Recruitment, Workforce Analytics	Report Center>Content Store								
Unique Capabilities:	Interactive: drill from chart to list, Deliver on Mobile	Common filtering across tiles (*depends on configuration)	Ability to attach 3 rd Party BIRT templates	Multi Page Reports, Scheduler	Multi Page Reports, Multiple Data Sources, Scheduler								
Example:	Successors by Readiness <table><thead><tr><th>Readiness</th><th>Count</th></tr></thead><tbody><tr><td>Ready Now</td><td>25</td></tr><tr><td>1-2 Years</td><td>35</td></tr><tr><td>3-5 Years</td><td>45</td></tr></tbody></table>	Readiness	Count	Ready Now	25	1-2 Years	35	3-5 Years	45	Example Dashboards	Table Data Preview Business Units	Workforce Composition Key Metrics	Vacation Data by Department
Readiness	Count												
Ready Now	25												
1-2 Years	35												
3-5 Years	45												

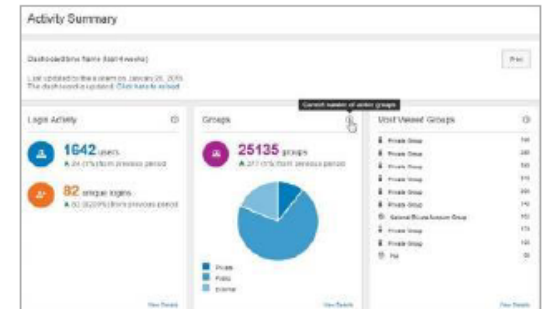
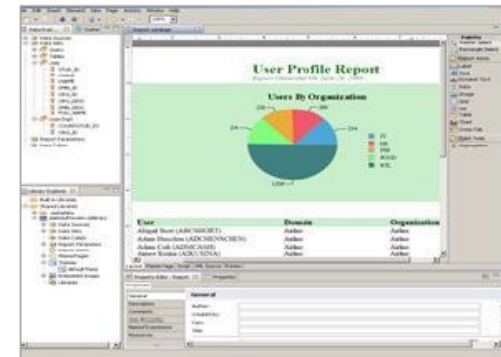
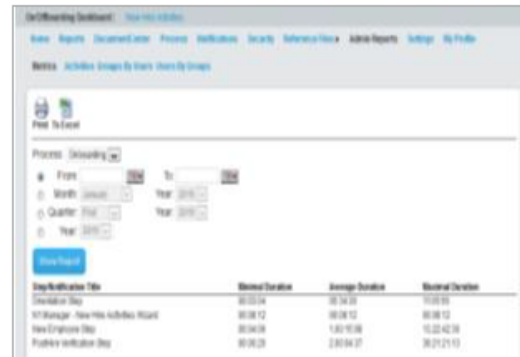
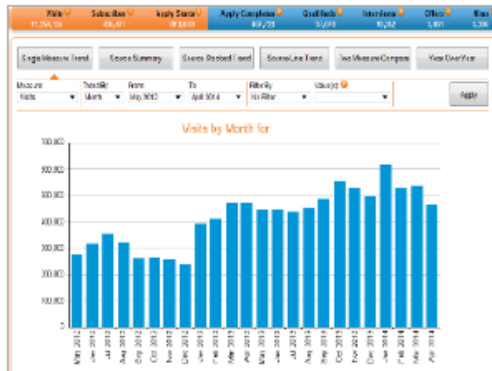
* LMS will be rolling out in phases beginning June 2021



High Level Overview: Native Reporting Tools

	RECRUITING MARKETING Reporting Tool	ONBOARDING Metrics & Admin Reporting	LMS Standard Reporting	REPORTING
Visualization:	List Reports, Charts & Graphs, Dashboards	List Reports	List Reports, Pivot Tables, Charts & Graphs, Dashboards	List Reports, Charts & Graphs, Dashboards
Used For:	Metrics, trended data	Metrics, track processes	Data extracts, track processes	Simple charts/reports, track usage
Data Coverage:	RMK, RCM / ATS System	Onboarding	LMS	SAP Jam
Standard Templates:	Standard Reports & Dashboards; accessible online, can export data	7 core report templates delivered with implementation	Standard Dashboards 110+ Standard Templates	Basic, standard Reports & Dashboards with implementation
Unique Capabilities:	Key metrics delivered Recruiting Marketing data joined to Recruiting Management	Offered through Onboarding Admin Reports only	Flexibility for table joins and complex calculations	Download latest group dash-board data to single MS-Excel file

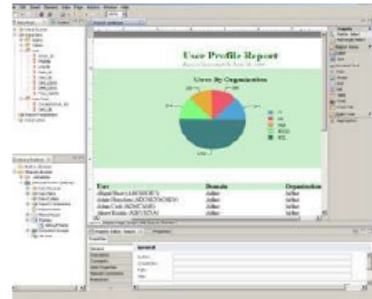
Example:



Overview of Premium Reporting Services



	Custom Reports powered by BIRT (Adhoc or PM XML data)	Compensation Statements	Pixel Perfect Talent Cards powered by BIRT	LMS Reports powered by BIRT/PRD	Custom Tiles & Dashboards powered by YouCalc
Visualization:	Lists, Pivots, Aggregations, Charts/Graphs, Text, Images	Tables, Images, Text	Aggregations, Charts/Graphs, Text, Images	Aggregations, Charts/Graphs, Images, Text	Charts/Graphs, Drill down Tables, Images, Filters, Text Fields, Buttons, Dynamic Lists, Pivots
Used For:	Calculations, Aggregations, Formatting, Data Extractions	Compensation Planning Summaries	Succession Planning, Executive Reviews	Tracking the Learning Related activities of the LMS Users	Visual presentation of live data from all SF modules. Calculations, Aggregations, Drill down to data
Data Coverage:	All Modules, excluding MDF, Jam, LMS, RMK, WFA	Compensation, Variable Pay, Employee Data File	Employee Profile/People Profile, GM, PM	LMS	All Modules, excluding MDF, Jam, LMS, RMK, WFA
Standard Templates:	N/A	Admin Center > Compensation>Action for All plans> Manage Statement Templates> Add template	N/A	110+ Admin and User Side Standard Reports available.	Admin Center > SuccessStore: Standard Tiles.
Unique Capabilities:	Adds the ability to chart and graph data from our powerful ad hoc reporting tool. Multi page	HTML fueled formatting with limitless flexibility for layouts	Flexibility for data manipulations and layouts	Learning Report Designer is built on top of BIRT which supports LMS Specific Libraries consisting of Styles/Parameters/Themes	Drill down into charts and link to Employee Files & PM forms in SF application. Email & Export detailed data to Excel/CSV. Custom tool tips. In chart filtering and zooming.
Example:					



Spørsmål?

