

SuccessFactors Story reports

SBN 2022



Simplify work life.
Achieve more.



- ✓ Introduksjon
- ✓ Identity Authentication Service
- ✓ Funksjonell demo
 - Innsiktsanalyser
 - Lønnsgap
 - Mangfoldsrapportering
 - Grafiske elementer
 1. Bygge en spørring (query)
 2. Lage tabeller og diagrammer
 3. Stories design
- ✓ Lessons Learned fra implementering
- ✓ Q&A

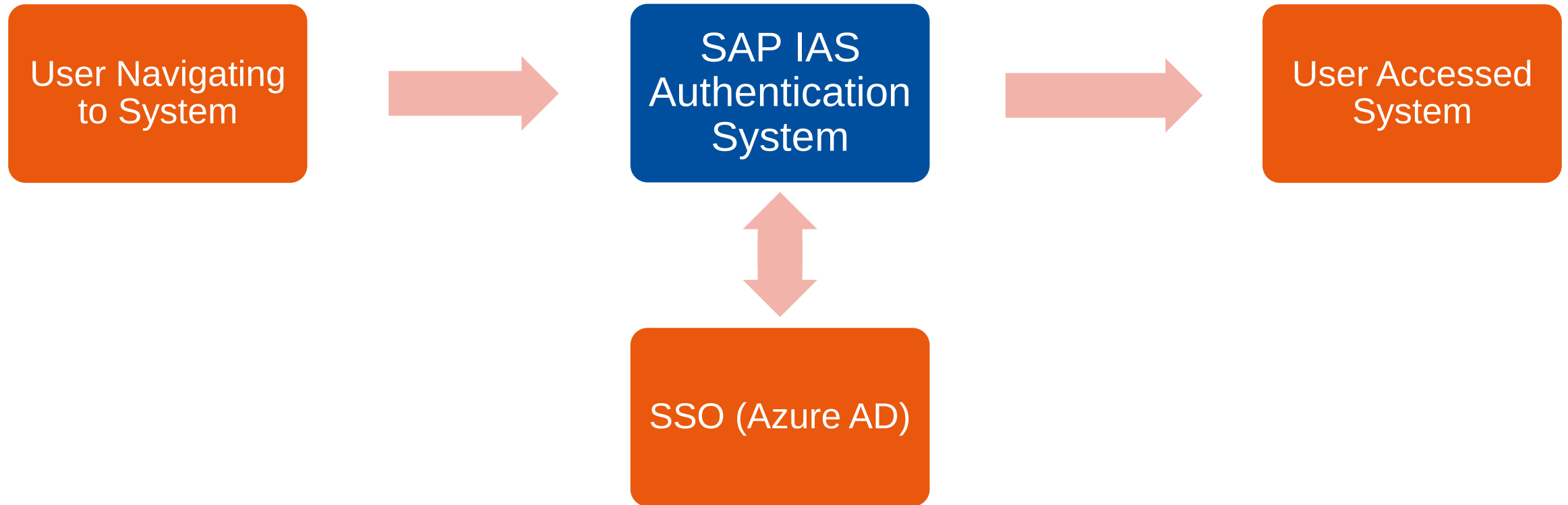
Sondre Grahl

Manager – Cloud Consulting
Zalaris



Identity Authentication Service (IAS)

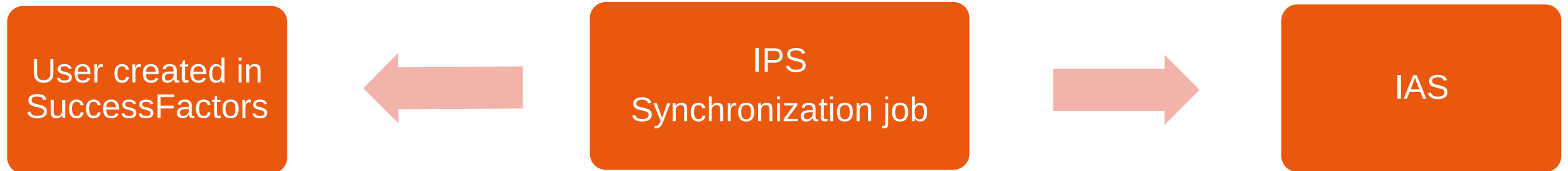
From a user login point of view



Identity Authentication Service (IAS)

Background applications point of view

- ✓ Identity Provisioning Solution (IPS) manages users in IAS
 - Helps us supporting using various SSO



Problemstilling

New

Name

Action

Select the type of report you want to create

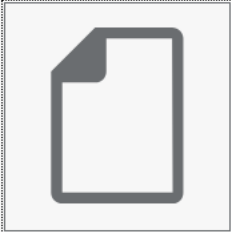
Canvas

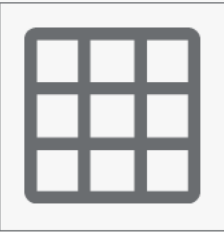
Table

Tile

Dashboard

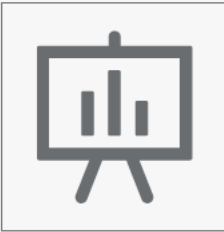
Story









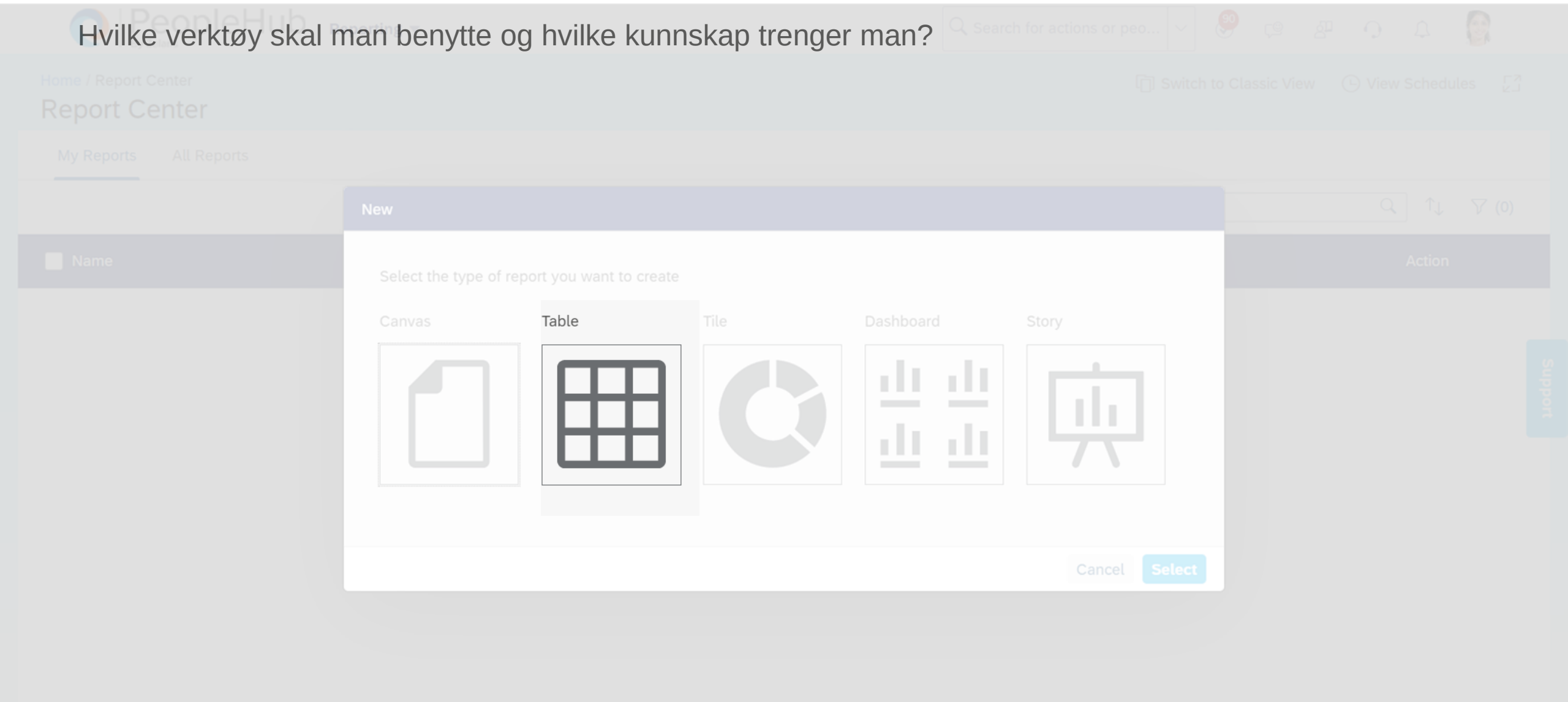


Cancel

Select

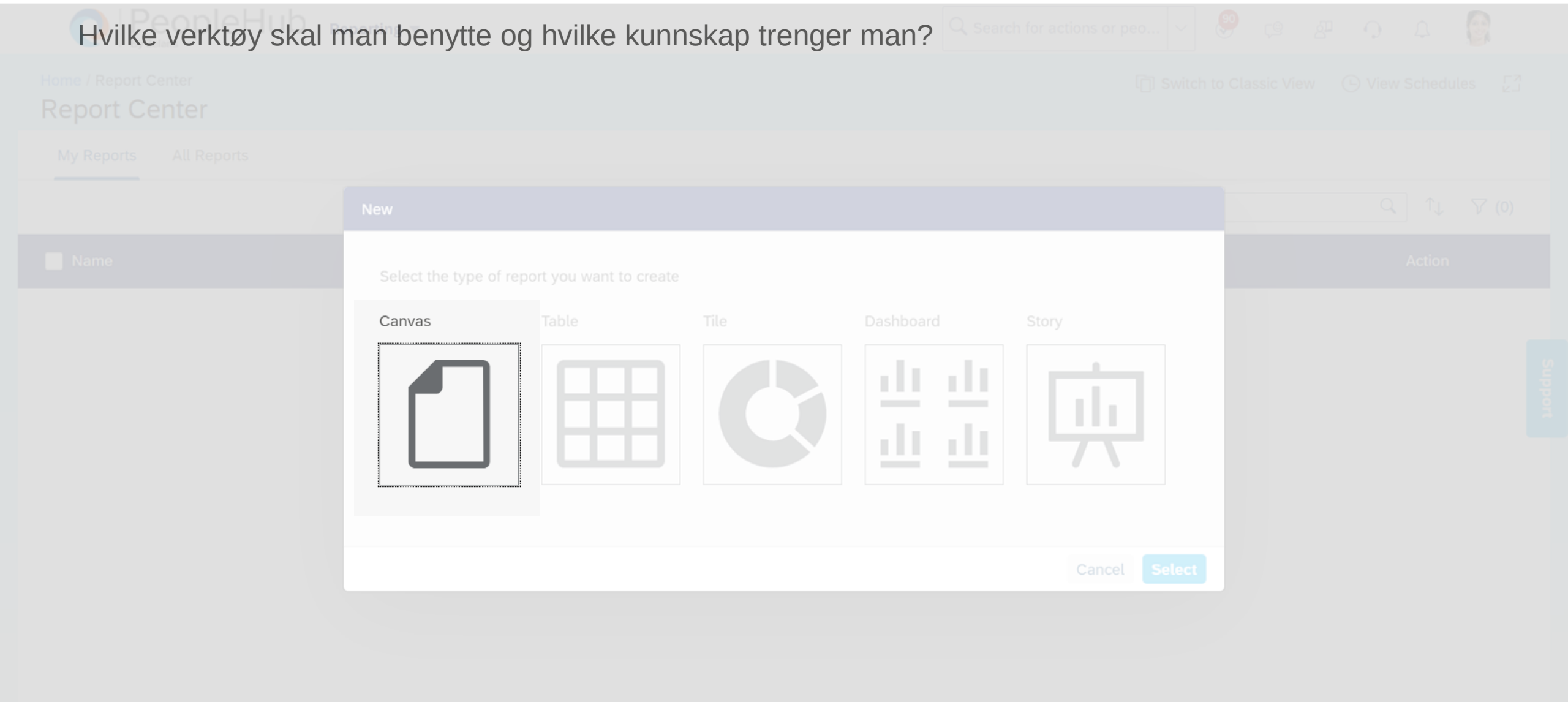
Problemstilling

Hvilke verktøy skal man benytte og hvilke kunnskap trenger man?



Problemstilling

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Problemstilling

Hvilke verktøy skal man benytte og hvilke kunnskap trenger man?

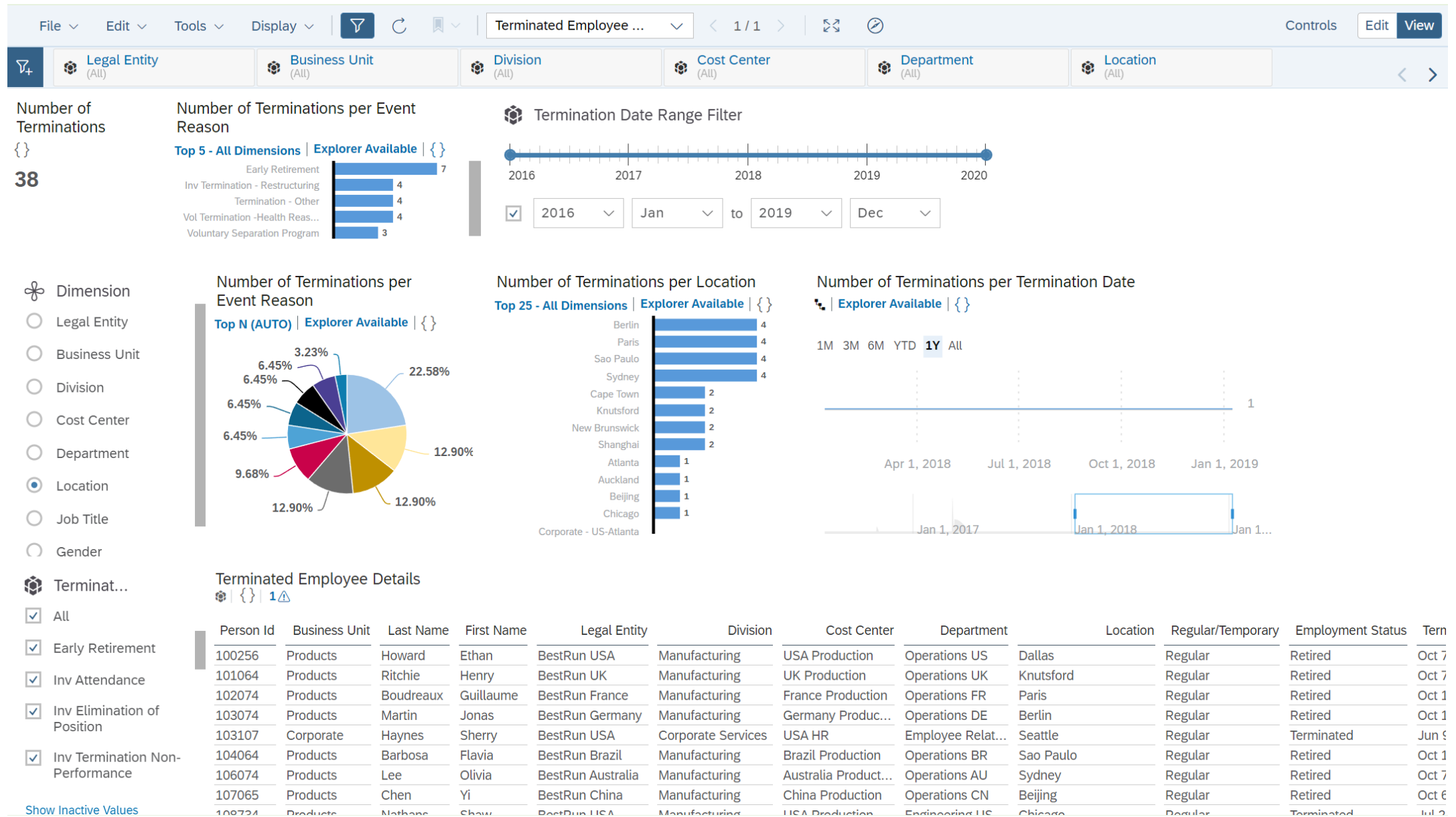


Problemstilling

Hvilke verktøy skal man benytte og hvilke kunnskap trenger man?

Module and data set	Table	Tiles and dashboards	Canvas – detailed reporting	Canvas – advanced reporting	Story	Native module reporting tool
Benefits				Yes	Yes	
SAP SuccessFactors Compensation (and variable pay)	Yes	Yes	Yes		Yes	
SAP SuccessFactors Employee Central	Limited	Limited	Limited	Yes	Yes	
SAP SuccessFactors Employee Central – custom MDF objects				Yes	Yes	
Employee profile	Yes	Yes	Yes	Yes	Yes	
Job profile builder					Yes	
SAP SuccessFactors Learning			Limited		Yes	Yes
SAP SuccessFactors Onboarding					Yes	
SAP SuccessFactors Onboarding ver. 1.0	Limited	Limited	Limited			Yes
SAP SuccessFactors Payroll, project edition				Limited*	Limited*	Yes
SAP SuccessFactors Performance & Goals	Yes	Yes	Yes	Yes**	Yes	
SAP SuccessFactors Recruiting Management	Yes	Yes	Yes		Yes	
SAP SuccessFactors Recruiting Marketing						Yes
SAP SuccessFactors Succession & Development	Yes	Yes	Yes	Yes**	Yes	
SAP SuccessFactors Employee Central Time Management				Yes	Yes	

Fremtiden ser slik ut



Fremtiden ser slik ut

Hva er det?

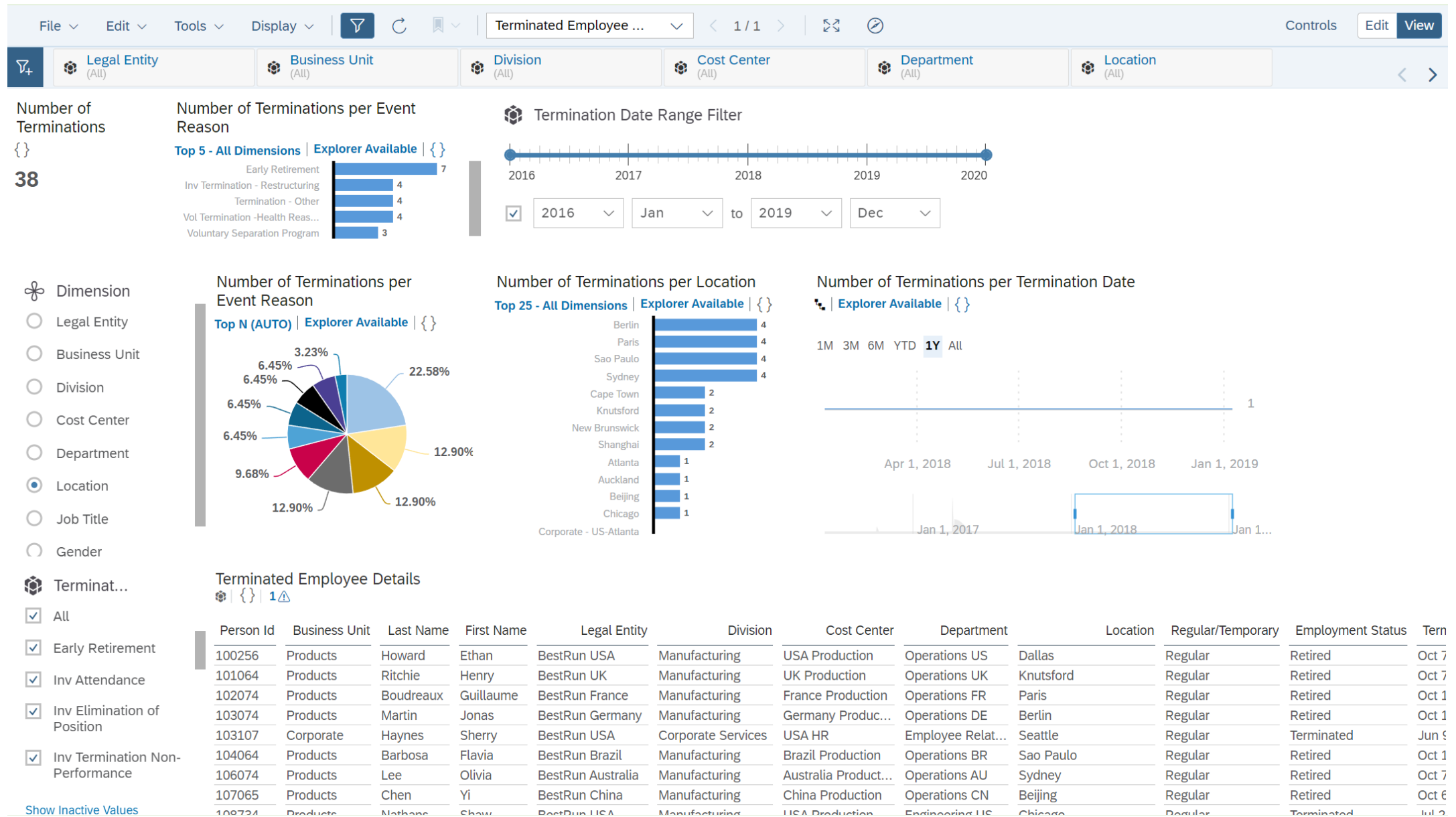
- ✓ Listerapport som før kan eksporteres
- ✓ Kan også vises som aggregerte lister
- ✓ Erstatte behovet for table reports
- ✓ Kan også manipuleres med story filters før de eksporteres

Terminated Employee Details

⚙️ | {} | 1 ⚠️

Person Id	Business Unit	Last Name	First Name	Legal Entity	Division	Cost Center	Department	Location	Regular/Temporary	Employment Status	Term
100256	Products	Howard	Ethan	BestRun USA	Manufacturing	USA Production	Operations US	Dallas	Regular	Retired	Oct 7
101064	Products	Ritchie	Henry	BestRun UK	Manufacturing	UK Production	Operations UK	Knutsford	Regular	Retired	Oct 7
102074	Products	Boudreaux	Guillaume	BestRun France	Manufacturing	France Production	Operations FR	Paris	Regular	Retired	Oct 1
103074	Products	Martin	Jonas	BestRun Germany	Manufacturing	Germany Produc...	Operations DE	Berlin	Regular	Retired	Oct 1
103107	Corporate	Haynes	Sherry	BestRun USA	Corporate Services	USA HR	Employee Relat...	Seattle	Regular	Terminated	Jun 9
104064	Products	Barbosa	Flavia	BestRun Brazil	Manufacturing	Brazil Production	Operations BR	Sao Paulo	Regular	Retired	Oct 1
106074	Products	Lee	Olivia	BestRun Australia	Manufacturing	Australia Product...	Operations AU	Sydney	Regular	Retired	Oct 7
107065	Products	Chen	Yi	BestRun China	Manufacturing	China Production	Operations CN	Beijing	Regular	Retired	Oct 6
108734	Products	Methane	Shaw	BestRun USA	Manufacturing	USA Production	Engineering US	Chicago	Regular	Terminated	Jul 2

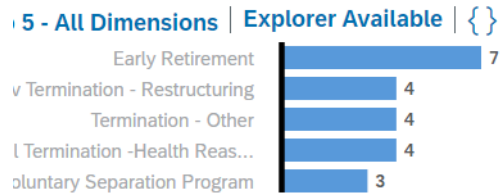
Fremtiden ser slik ut



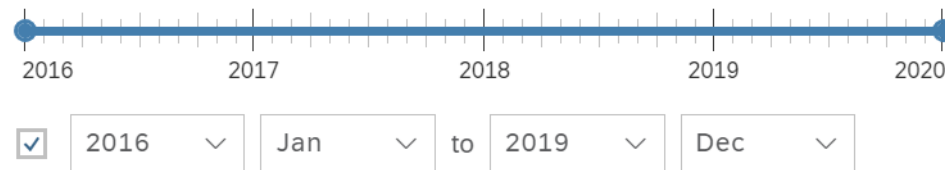
Fremtiden ser slik ut

- ✓ Dashboard og filtrer direkte som en del av story
- ✓ Visualisere data

Number of Terminations per Event Reason

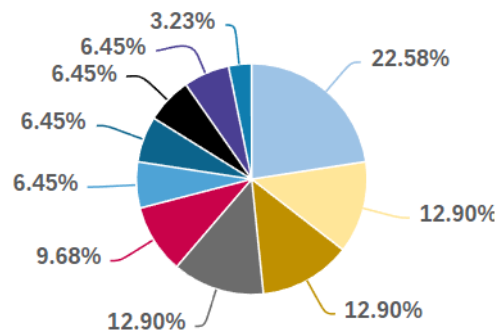


Termination Date Range Filter



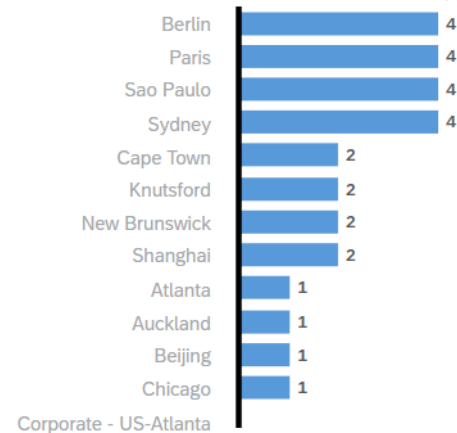
Number of Terminations per Event Reason

Top N (AUTO) | Explorer Available | {}



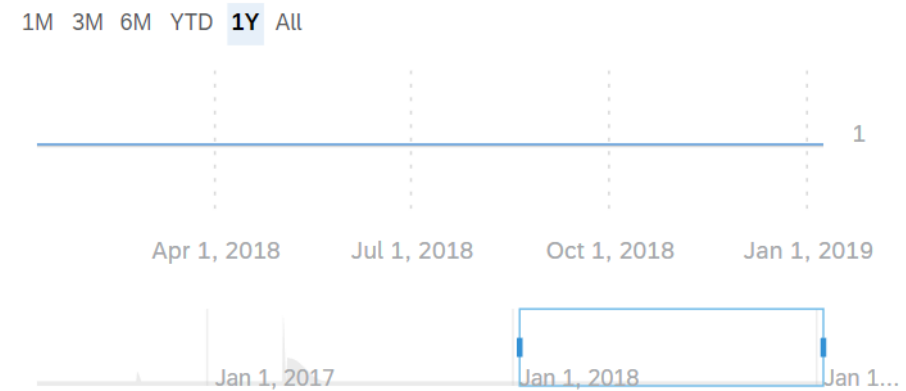
Number of Terminations per Location

Top 25 - All Dimensions | Explorer Available | {}



Number of Terminations per Termination Date

Explorer Available | {}



Innsiktsrapport

As of Date for Job Infor...
Oct 18, 2022

Start of Date Range for...
Jan 1, 2002

End of Date Range for ...
Dec 31, 2022

Legal Entity
(All)

Employment Status
(All)

in --, % | {}

in % | {}

in % | {}

in --, % | {}

in --, % | {}

1,238

Headcount

678

Headcount Male

519

Headcount Female

Ratio Female

41.9%

5.9%

Ratio Parttime Employees

1.2%

Ratio Temporary Workers

4.7%

Ratio Foreigners (country LE <> Nationality)

44.2

Average Age

10.4

Average Length of Service

362

Manager

Female Manager

Ratio Female Manager

151

41.7%

187

MMMs

Female MMM

Ratio Female MMM

79

42.2%

General Employee Data

1

Organizational Unit/Job Title/P...
Legal Entity

Dimension (1)
Full-/Parttime

Headcount per Full-/Parttime , Legal Entity

Explorer Available | {}

Parttime

Fulltime

BestRun USA

227

243

BestRun China

72

76

BestRun Australia

68

72

BestRun UK

66

68

BestRun Brazil

63

66

AnyBiz

55

66

BestRun Germany

63

65

BestRun France

61

64

BestRun (DE)

53

63

BestRun Russia

39

39

BestRun South Africa

34

34

BestRun Korea

28

28

BestRun Japan

23

26

Average Direct Reports per Legal Entity

Explorer Available | {}

BestRun Bank

4.5

BestRun Hong Kong

4.0

BestRun Taiwan

4.0

BestRun Australia

3.8

BestRun Japan

3.7

AnyBiz

3.7

BestRun USA

3.6

BestRun China

3.6

BestRun Germany

3.6

BestRun UK

3.6

BestRun Brazil

3.5

BestRun Saudi Arabia

3.4

BestRun (DE)

3.3

BestRun Singapore

3.3

BestRun Russia

3.3

Gender

(Null)

Female

Male

Measures

Headcount

Average Age

Average Length of Service

Parttime

Fulltime

Regular

Temporary

Foreigner (country LE <> Nationality)

Contingent Worker

41

519

678

18.76

44.94

45.16

1.98

11.23

10.19

12

30

31

29

489

647

32

511

665

–

6

9

7

17

34

–

3

2

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Innsiktsrapport - Mangfold

1,238
Headcount

678
Headcount Male

519
Headcount Female

Ratio Female **41.9%**

5.9%
Ratio Parttime
Employees

1.2%
Ratio Temporary
Workers

4.7%

Ratio Foreigners (country
LE <> Nationality)

Innsiktsrapport

As of Date for Job Infor...

Oct 18, 2022

Start of Date Range for...

Jan 1, 2002

End of Date Range for ...

Dec 31, 2022

Legal Entity

(All)

Employment Status

(All)

1,238

Headcount

678

Headcount Male

519

Headcount Female

Ratio Female

41.9%

5.9%

Ratio Parttime Employees

1.2%

Ratio Temporary Workers

4.7%

Ratio Foreigners (country LE <> Nationality)

44.2

Average Age

10.4

Average Length of Service

362

Manager

Female Manager

Ratio Female Manager

151

41.7%

187

MMMs

Female MMM

Ratio Female MMM

79

42.2%

General Employee Data

	Gender	(Null)	Female	Male
Measures				
Headcount		41	519	678
Average Age		18.76	44.94	45.16
Average Length of Service		1.98	11.23	10.19
Parttime		12	30	31
Fulltime		29	489	647
Regular		32	511	665
Temporary		–	6	9
Foreigner (country LE <> Nationality)		7	17	34
Contingent Worker		–	3	2

Organizational Unit/Job Title/P...
Legal Entity

Dimension (1)
Full-/Parttime

Headcount per Full-/Parttime , Legal Entity

Explorer Available | {}

Legal Entity	Parttime	Fulltime
BestRun USA	72	227
BestRun China	72	76
BestRun Australia	68	72
BestRun UK	66	68
BestRun Brazil	63	66
AnyBiz	55	66
BestRun Germany	63	65
BestRun France	61	64
BestRun (DE)	53	63
BestRun Russia	39	39
BestRun South Africa	34	34
BestRun Korea	28	28
BestRun Japan	23	26

Average Direct Reports per Legal Entity

Explorer Available | {}

Legal Entity	Average Direct Reports
BestRun Bank	4.5
BestRun Hong Kong	4.0
BestRun Taiwan	4.0
BestRun Australia	3.8
BestRun Japan	3.7
AnyBiz	3.7
BestRun USA	3.6
BestRun China	3.6
BestRun Germany	3.6
BestRun UK	3.6
BestRun Brazil	3.5
BestRun Saudi Arabia	3.4
BestRun (DE)	3.3
BestRun Singapore	3.3
BestRun Russia	3.3

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Løse mangfoldsproblemer? En drøm og mye data

- ✓ Hvilke strategier er mest sannsynlig å oppnå 25% etnisk minoritetsrepresentasjon på styrenivå innen 6 år?
- ✓ Hvor forverres minoritetsrepresentasjonen?
- ✓ Bestemte steder, jobbfamilier eller geografiske områder?

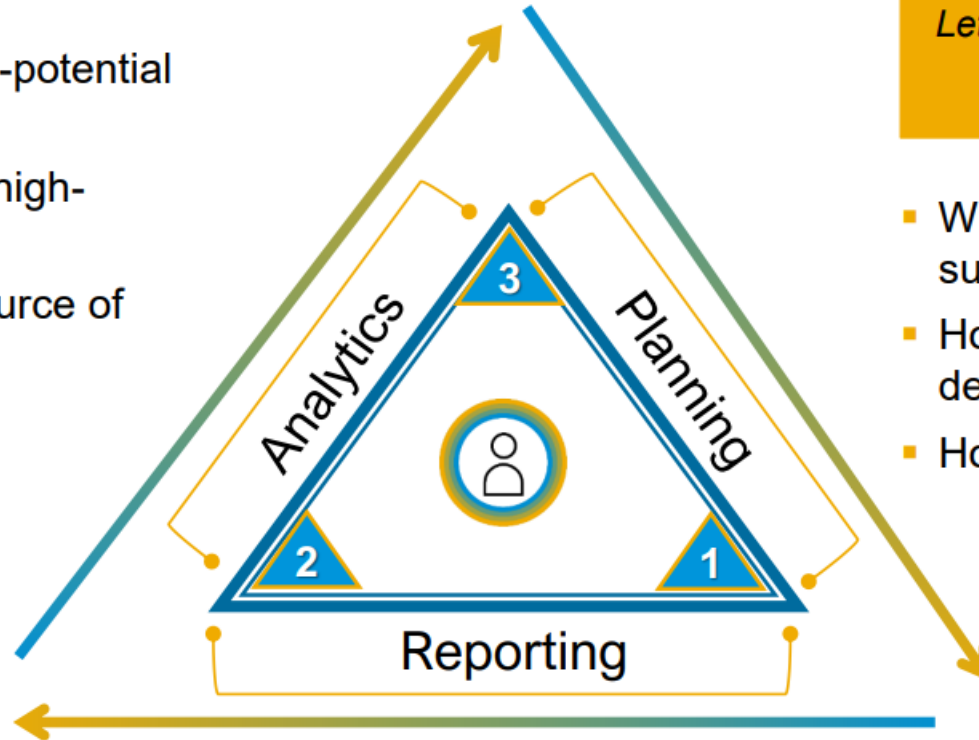
SAP SuccessFactors People Analytics supports the human experience management (HXM) mandate

Driving success in an intelligent enterprise

- Are we promoting our high-potential engineers?
- Are we losing or retaining high-potential engineers?
- What is the recruitment source of high-potential engineers?

*How are we trending?
Which segments?*

[Metrics (rates) – time-trended, segmented]



*Let us take time to plan future months.
[Modeling, forecasting, manual input.]*

- What are the factors that will impact the supply of engineers?
- How does that compare to our future demand for engineers?
- How will we close potential talent gaps?

*What is in the system right now?
[List and pivot table (group by)]*

- List of employees who are high-performing engineers
- Number of high-performing engineers by department
- List of training courses engineers have attended

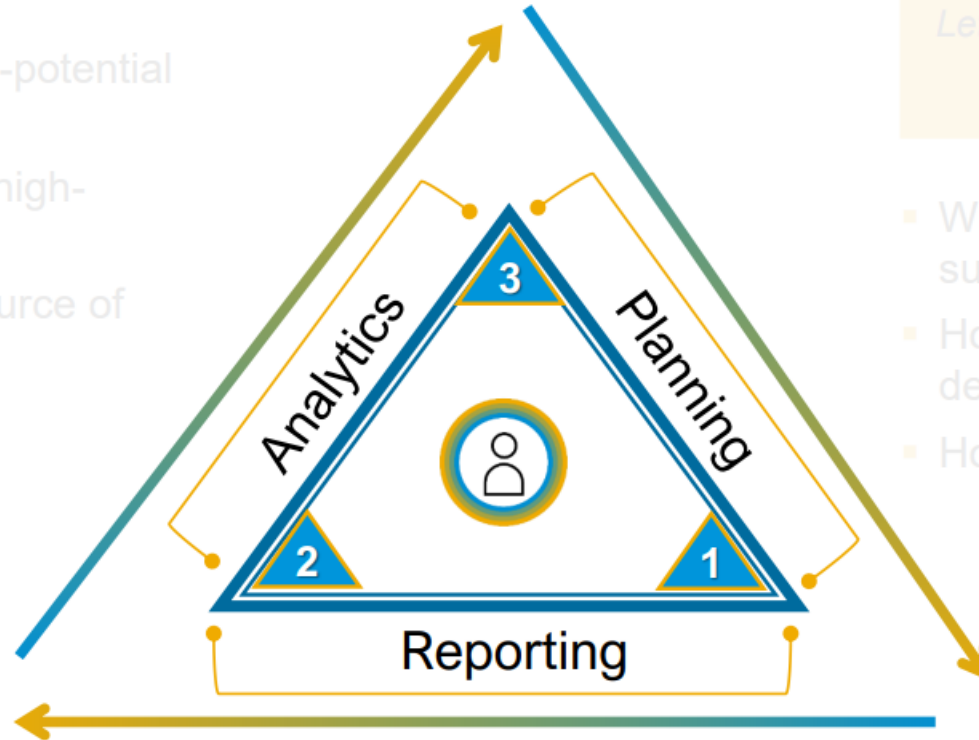
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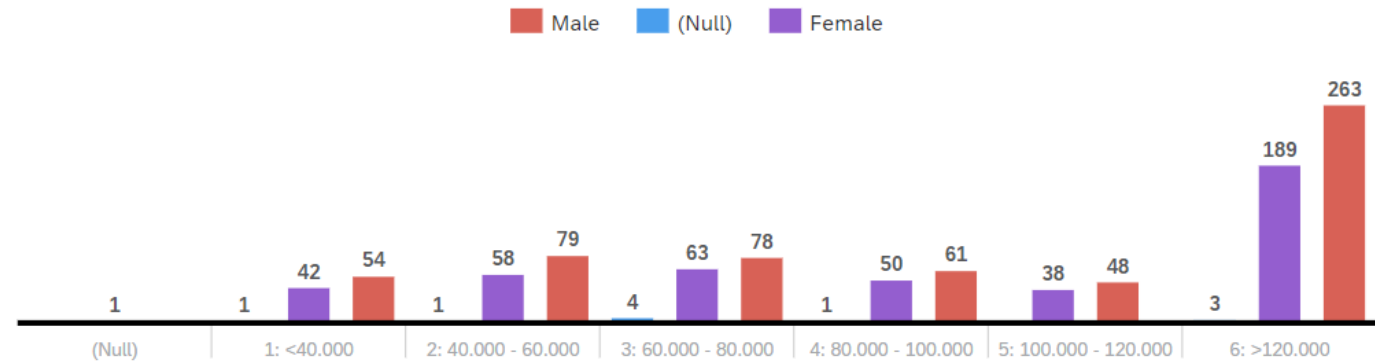
- List of employees who are high-performing engineers
- Number of high-performing engineers by department
- List of training courses engineers have attended

Lønnsgapanalyse

{ }		in %, -- { }		in %, -- { }		{ }		{ }		{ }	
1,034		Avg Gender Pay Gap		4.25%		62,640.00		324,000.00		Avg Age - Female 45.57	
Number of Employees		Avg Female Annual Amount 2,311,090.06		Median Gender Pay Gap		First Quartile Female Annual Amount 61,440.00		Third Quartile Female Annual Amount 359,400.00		Avg Age - Male 45.47	
Female 440				Median Female Annual Amount 103,414.92						Avg Length of Service - Female 11.28	
Male 584				Median Male Annual Amount 108,000.00							

Number of Employees per Annual Amount Range, Gender

Explorer Available | { }

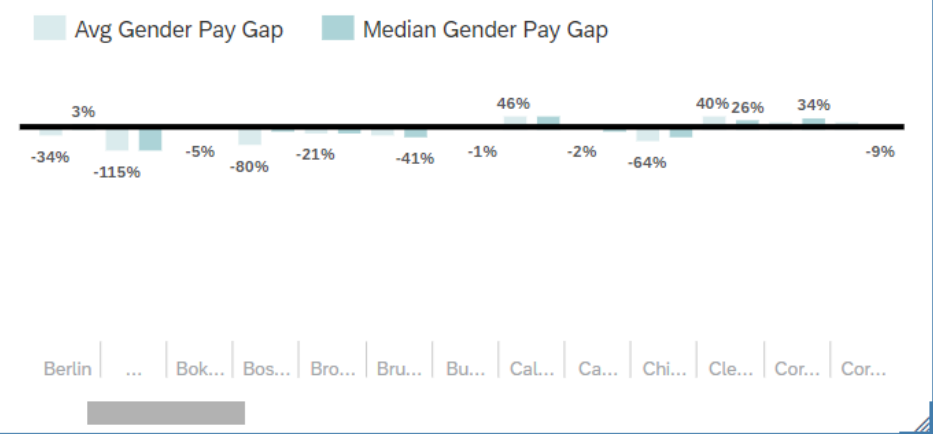


Age, Mean Annual Amount and others per Annual Amount Range, Gender

Length of Service, Mean Annual Amount and others per Annual Amount Range,

Avg Gender Pay Gap, Median Gender Pay Gap per Location

in % | Explorer Available | { }



✂ Dimension

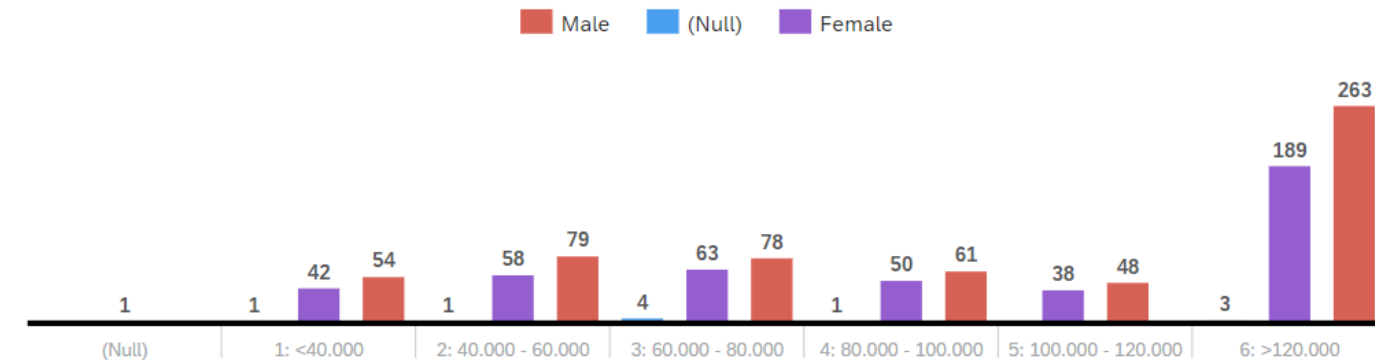
Lønnsgapanalyse

Hva er det?

- ✓ Hvilke kriterier settes?
- ✓ Erfaring?
- ✓ Rolle?
- ✓ Vurdering?
- ✓ Ansiennitet
- ✓ Alle disse kombinert?
- ✓ Ledernivå?
- ✓ Lovpålagte krav?

Number of Employees per Annual Amount Range, Gender

Explorer Available | { }

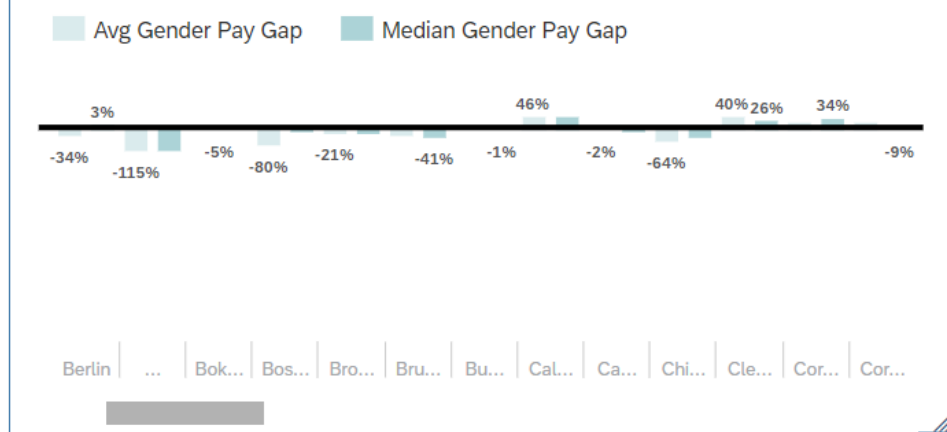


Age, Mean Annual Amount and others per Annual Amount Range, Gender

Length of Service, Mean Annual Amount and others per Annual Amount Range,

Avg Gender Pay Gap, Median Gender Pay Gap per Location

in % | Explorer Available | { }



✂ Dimension

Story report templates

Template / Reports

Hva det er og hvorfor du trenger det

Report Centre

My Reports All Reports

New Import View Reports Labels

Name	Author	Last Modified	Type	Action
Zalaris Core Standard Reports/Core Analytics	Sondre Grahl	5 Sep 2022, 14:29:46		
Employee Hierarchy Report Template 5 Levels	Sondre Grahl	5 Sep 2022, 14:28:14	Story	
Contingent Worker Analysis	Sondre Grahl	5 Sep 2022, 14:26:09	Story	
Termination Analysis	Sondre Grahl	3 Sep 2022, 09:33:25	Story	
Annual Compensation Analysis	Sondre Grahl	2 Sep 2022, 14:32:49	Story	
Hires Analysis	Sondre Grahl	2 Sep 2022, 13:56:28	Story	
Workforce Analysis	Sondre Grahl	2 Sep 2022, 11:21:04	Story	
Data Quality Dashboard	Sondre Grahl	23 Aug 2022, 13:23:36	Story	
Manager Analysis	Sondre Grahl	11 May 2022, 10:50:11	Story	
Headcount and FTE	Sondre Grahl	5 May 2022, 12:00:30	Story	

Template / Reports

Hva det er og hvorfor du trenger det

	Name	Author	Last Modified	Type	Action
>	Zalaris Core Standard Reports/Data Export	Sondre Grahl	18 Oct 2022, 12:17:35		 
>	Zalaris Core Standard Reports/Core Analytics	Sondre Grahl	5 Sep 2022, 14:29:46		 
>	Zalaris Core Standard Reports/Employee Data	Sondre Grahl	5 Sep 2022, 14:29:13		 
>	Zalaris Core Standard Reports/Admin	Sondre Grahl	3 Sep 2022, 09:02:45		 
>	Unlabeled Reports				

Lage en Story report

- ✓ Ny: query (data grunnlag)
- ✓ Velge kolonner
- ✓ Bruk calculated columns og filter
- ✓ Eventuelt legg til bilder, ikoner eller tekst
- ✓ Legg til tabeller eller diagrammer
- ✓ Velg type tabell eller type diagram
- ✓ Velg permissions og eventuelt velg label





Demo – Hvor begynner jeg?

Bygge en query (datagrunnlag)

Query (datagrunnlag)

FileData

Query Designer

Basic User Information

Select Column

Creation Date

Default Locale

Department

Direct Reports

Division

Email

Exit Date

External Person ID

First Name

Gender

Human Resource

Job Code

Last Name

Location

Manager

Middle Name

Nickname

Recruit Date

Salutation

Status

Available Data

360 Multi-rater form

360 Multi-Rater Form

Calibration

Continuous Performance Management

Development Objective

Employee Profile

Employment

Mentoring Programme

Objective Management

Payroll

Proxy

Succession Nominations (MDF Position)

Succession Nominations (Talent Pool)

User

Cancel

Preview Query

Finish

Calculated columns

Home / Report Centre / New Story

File Data Validation

Query Designer

AA First Name	AA Gender	AA Last Name	AA Location	AA User ID
Aanya	F	Singh	Corporate - US-Philadelphia (1710-2001)	sfadmin
Aaron	M	Chan	Singapore (SG01-0001)	ChanA
Adam	M	Nowak	Warsaw (PL01-001)	60006
Admin		User	N/A	admin@bestrun.com
Admin		User	N/A	noreply@sap.com
Admin	M	APAC	N/A	adminapac
Adrian		Thomas	New York (10000-0002)	103219
Ah	F	Zhang	Shenzhen (2800-SZ01)	28011
Ahmad	M	Wan	Kuala Lumpur (4600-4610)	Awan
Aidan	M	O'Reilly	Dublin (3600-3650)	AORelly
Aizhen	F	Zeng	Shanghai (2800-SH01)	107023
Alan	M	Chong	Kuala Lumpur (4600-4610)	Achong
Alan	M	Nowicki	Warsaw (PL01-001)	103201
Alanna	F	Chan	Beijing (2800-BJ01)	69104
Albert	M	Volker	Berlin (1010-0001)	AVOLKER
Alberto	M	Santos	Sao Paulo (7000-0001)	104024
Alejandra	F	Zumbado	Mexico-Mexico City (6000-0001)	600002
Alejandra	F	Álvarez Miranda	Barcelona (2300-0002)	amiranda
Alma	M	Chen	Chengdu (2201-0001)	AlmaC

Cancel Hide Preview Finish

Eksisterende datagrunnlag

- ✓ Legger inn ny kolonne i tabellen som gir datagrunnlaget for rapporten
- ✓ Ny kolonne baserer seg på formel man legger inn
- ✓ Kan f.eks brukes til å gi elementer i en kolonne nye navn

Home / Report Centre / New Story

FileDataValidation

Query Designer

Basic User Information

Column Overview

Selected Columns (5)Calculated Columns (0)

fx+

fx

☐	Type	Column ID	Column Description	Semantic Type	Aggregation Type	Show in Grid
You have no existing calculated columns. Click the button above to create a new calculated column.						

OK

Cancel

Available Data

Search

Reviews

All Templates

360 Multi-rater form

360 Multi-Rater Form

bration

Continuous Performance Management

Development Objective

Employee Profile

Employment

Monitoring Programme

Objective Management

> Payroll

> Proxy

> Succession Nominations (MDF Position)

Cancel

Preview Query

Finish

Support

Home / Report Centre / New Story

File Data Validation

Query Designer

Basic User Information

Calculated Columns

ID	Description
CC01	Gender1

Edit Formula ?

1 IF ([User#Basic User Information#Gender] = "M" , "Male" , "Female")

ADDDAYTODATE()

ADDMONTHTODATE()

CONCAT()

CONTAIN()

DAY()

DAYS_BETWEEN()

DOUBLE()

FLOAT()

IF()

ISNULL()

LEFT()

LENGTH()

Format

OK Cancel

Cancel Preview Query Finish

Home / Report Centre / New Story

File Data Validation

Query Designer

AA First Name	AA Gender	AA Last Name	AA Location	AA User ID	AA Gender1
Aanya	F	Singh	Corporate - US-Philadelphia (1710-2001)	sfadmin	Female
Aaron	M	Chan	Singapore (SG01-0001)	ChanA	Male
Adam	M	Nowak	Warsaw (PL01-001)	60006	Male
Admin		User	N/A	admin@bestrun.com	Female
Admin		User	N/A	noreply@sap.com	Female
Admin	M	APAC	N/A	adminapac	Male
Adrian		Thomas	New York (10000-0002)	103219	Female
Ah	F	Zhang	Shenzhen (2800-SZ01)	28011	Female
Ahmad	M	Wan	Kuala Lumpur (4600-4610)	Awan	Male
Aidan	M	O'Reilly	Dublin (3600-3650)	AOReilly	Male
Aizhen	F	Zeng	Shanghai (2800-SH01)	107023	Female
Alan	M	Chong	Kuala Lumpur (4600-4610)	Achong	Male
Alan	M	Nowicki	Warsaw (PL01-001)	103201	Male
Alanna	F	Chan	Beijing (2800-BJ01)	69104	Female
Albert	M	Volker	Berlin (1010-0001)	AVOLKER	Male
Alberto	M	Santos	Sao Paulo (7000-0001)	104024	Male
Alejandra	F	Zumbado	Mexico-Mexico City (6000-0001)	600002	Female
Alejandra	F	Álvarez Miranda	Barcelona (2300-0002)	amiranda	Female
Alex	M	Chen	Singapore (SG01-0001)	AlexC	Male

Cancel Hide Preview Finish

Support

Datagrunnlag med calculated column

Filter

Home / Report Centre / Test story Tonje

File Data Validation

Query Designer

AA Department	AA First Name	AA Gender	AA Last Name	AA Location	AA User ID
Building Management FR (50130018)	Frederic	M	Lamoureux	Paris (2210-0001)	102006
Building Management FR (50130018)	Laurent	M	Tohme	Paris (2210-0001)	102012
Building Management FR (50130018)	Xavier	M	Remacle	Paris (2210-0001)	102007
Building Management South Africa (50130018)	Sisanda	F	Majeke	Boksburg (9000-1002)	900124
Building Management UK (50120018)	Gavin	M	Forsyth	Maidenhead (0200-0007)	101013
Building Management UK (50120018)	Joseph	M	Hoyle	Maidenhead (0200-0007)	101012
Building Management UK (50120018)	Kelly	F	Thompson	Maidenhead (0200-0007)	13648900000
Building Management UK (50120018)	Phil	M	Hillier	Knutsford (0200-0005)	101008
Building Management UK (50120018)	Thomas	M	McManus	London (0200-0004)	101007
Building Management US (50150018)	Brady	M	Johnston	New Brunswick (1710-2009)	80299
Building Management US (50150018)	Sally	F	Taylor	New Brunswick (1710-2009)	103239
Building Management US (50150018)	Samuel	M	Keys	New Brunswick (1710-2009)	103121
Chief Learning Office (50007727)	April	F	Kennedy	Dallas (1710-2005)	80286
Chief Learning Office (50007727)	Elizabeth	F	Wall	Boston (1710-2017)	80285
Chief Learning Office (50007727)	Jordan	F	Robinson	Corporate - US-Philadelphia (1710-2001)	80283
Chief Learning Office (50007727)	Kaitlyn	F	Miller	Seattle (1710-2006)	108735
Chief Learning Office (50007727)	Robert	M	Mancini	Corporate - US-Atlanta (1710-2002)	80284
Compensation and Benefits AU (50110018)	Flora	F	Forbes	Sydney (8510-0001)	fforbes
Compensation and Benefits AU (50110018)	Carl	M	Harbert	Sydney (8510-0001)	106029

Cancel Hide Preview Finish

Eksisterende datagrunnlag

- ✓ Lager filter i datagrunnlaget for å ekskludere data man ikke ønsker
- ✓ Simple og advanced filter
- ✓ Kan f.eks brukes til å filtrere ut i fra kjønn

Home / Report Centre / Test story Tonje

File Data Validation

Query Designer

Basic User Information

Add Filter

Search...

Exit Date

External Person ID

First Name

Gender

Human Resource

Job Code

Last Name

Location

Manager

Middle Name

Available Data

Search

> 360 Reviews

> Calibration

> Continuous Performance Management

> Development Objective

> Employee Profile

> Employment

> Mentoring Programme

> Objective Management

> Payroll

> Proxy

> Succession Nominations (MDF Position)

> Succession Nominations (Talent Pool)

> User

Cancel Preview Query Finish

Home / Report Centre / Test story Tonje

File Data Validation

Query Designer

Basic User Information

Select Members

Available Members	Selected Members
☐	
☒ F	F
☐ M	

Clear Selection

OK Cancel

Available Data

Search

- 360 Reviews
- Calibration
- Continuous Performance Management
- Development Objective
- Employee Profile
- Employment
- Mentoring Programme
- Objective Management
- Payroll
- Proxy
- Succession Nominations (MDF Position)
- > Succession Nominations (Talent Pool)
- > User

Cancel Preview Query Finish

Filter

Home / Report Centre / Test story Tonje

FileDataValidation

Query Designer

AA Department	AA First Name	AA Gender	AA Last Name	AA Location	AA User ID
Building Management South Africa (501...	Sisanda	F	Majeke	Boksburg (9000-1002)	900124
Building Management UK (50120018)	Kelly	F	Thompson	Maidenhead (0200-0007)	13648900000
Building Management US (50150018)	Sally	F	Taylor	New Brunswick (1710-2009)	103239
Chief Learning Office (50007727)	April	F	Kennedy	Dallas (1710-2005)	80286
Chief Learning Office (50007727)	Elizabeth	F	Wall	Boston (1710-2017)	80285
Chief Learning Office (50007727)	Jordan	F	Robinson	Corporate - US-Philadelphia (1710-2001)	80283
Chief Learning Office (50007727)	Kaitlyn	F	Miller	Seattle (1710-2006)	108735
Compensation and Benefits AU (501100...	Flora	F	Forbes	Sydney (8510-0001)	fforbes
Compensation and Benefits AU (501100...	Peggy	F	Milton	Sydney (8510-0001)	106024
Compensation and Benefits BR (501600...	Maria	F	Dias	Sao Paulo (7000-0001)	104023
Compensation and Benefits CN (50100...	Aizhen	F	Zeng	Shanghai (2800-SH01)	107023
Compensation and Benefits UK (50120...	Anna	F	Dodds	Middlesex (0200-0006)	101024
Compensation and Benefits US (501500...	Amelia	F	Evans	Detroit (0300-0004)	aevans
Compensation and Benefits US (501500...	Andria	F	Sever	Paris (2210-0001)	asever
Compensation and Benefits US (501500...	Doreen	F	Lim	Shanghai (2800-SH01)	dlim
Compensation and Benefits US (501500...	Elizabeth	F	Meskita	Sao Paulo (7000-0001)	emeskita
Compensation and Benefits US (501500...	Evelyn	F	Chew	Shanghai (2800-SH01)	echew
Compensation and Benefits US (501500...	Fatema	F	Ibrahim	Cape Town (9000-1000)	fibrahim
Compensation and Benefits US (501500...	Laura	F	Forbes	Sydney (8510-0001)	lforbes

CancelHide PreviewFinish

Datagrunnlag etter filtrering

Bygge tabeller

File

Insert

Data

Display

More

Designer Controls Edit View

Page 1

Headcount

First Name	Last Name	Location	Gender
Aanya	Singh	Corporate - US-Philadelphia (1710-2001)	F
Aaron	Chan	Singapore (SG01-0001)	M
Adam	Nowak	Warsaw (PL01-001)	M
Admin	APAC	N/A	M
Admin	User	N/A	
Admin	User	N/A	
Adrian	Thomas	New York (10000-0002)	
Ah	Zhang	Shenzhen (2800-SZ01)	F
Ahmad	Wan	Kuala Lumpur (4600-4610)	M
Aidan	O'Reilly	Dublin (3600-3650)	M

Table Structure

Cross-tab List

☒ Adaptive Column Width

☒ Optimised Presentation

Columns

First Name

Last Name

Location

Gender

+ Add Measures/Dimensions

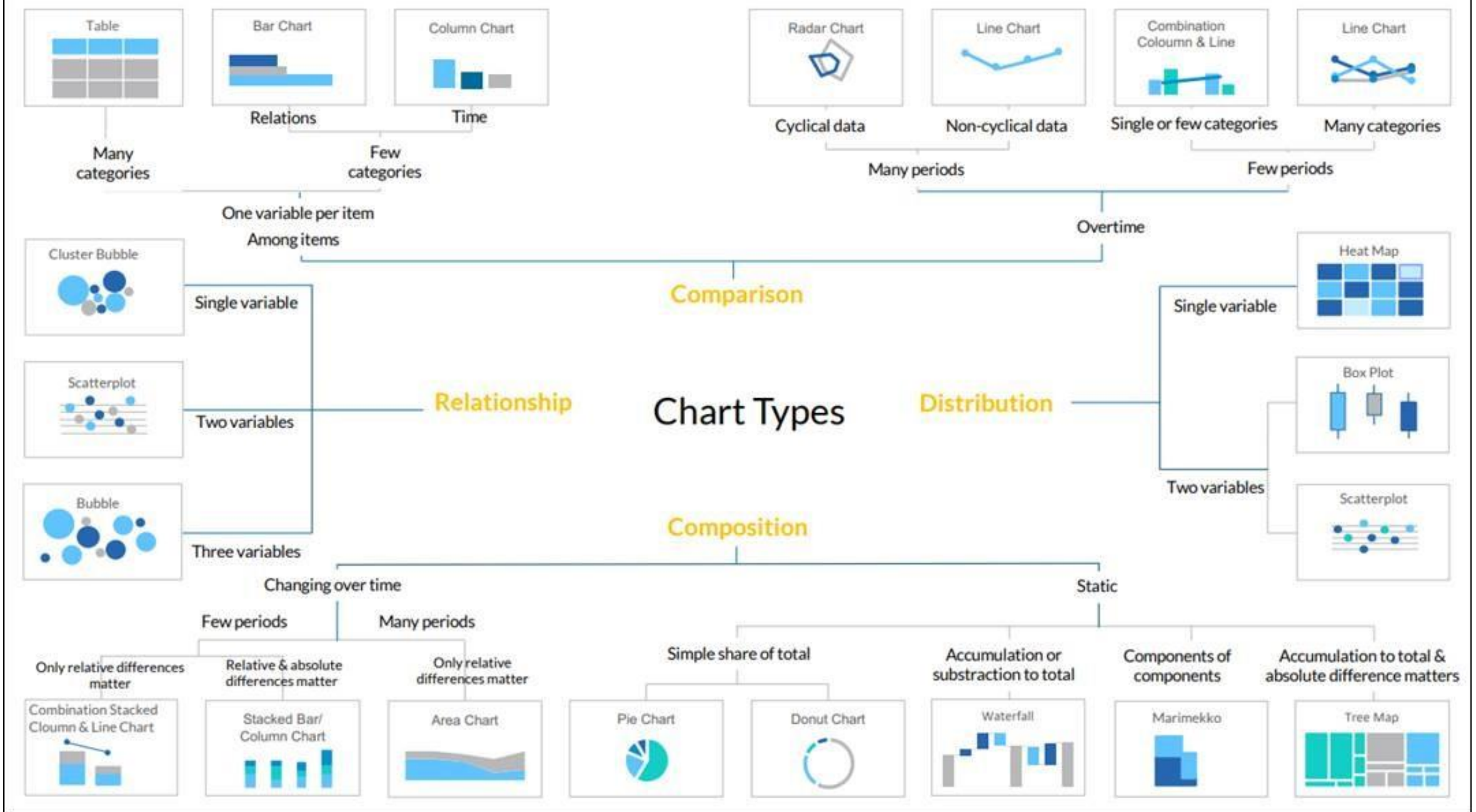
Filters

+ Add Filters

Reporting

☐ Auto-Size and Page Table Vertically

Lage tabeller og diagrammer



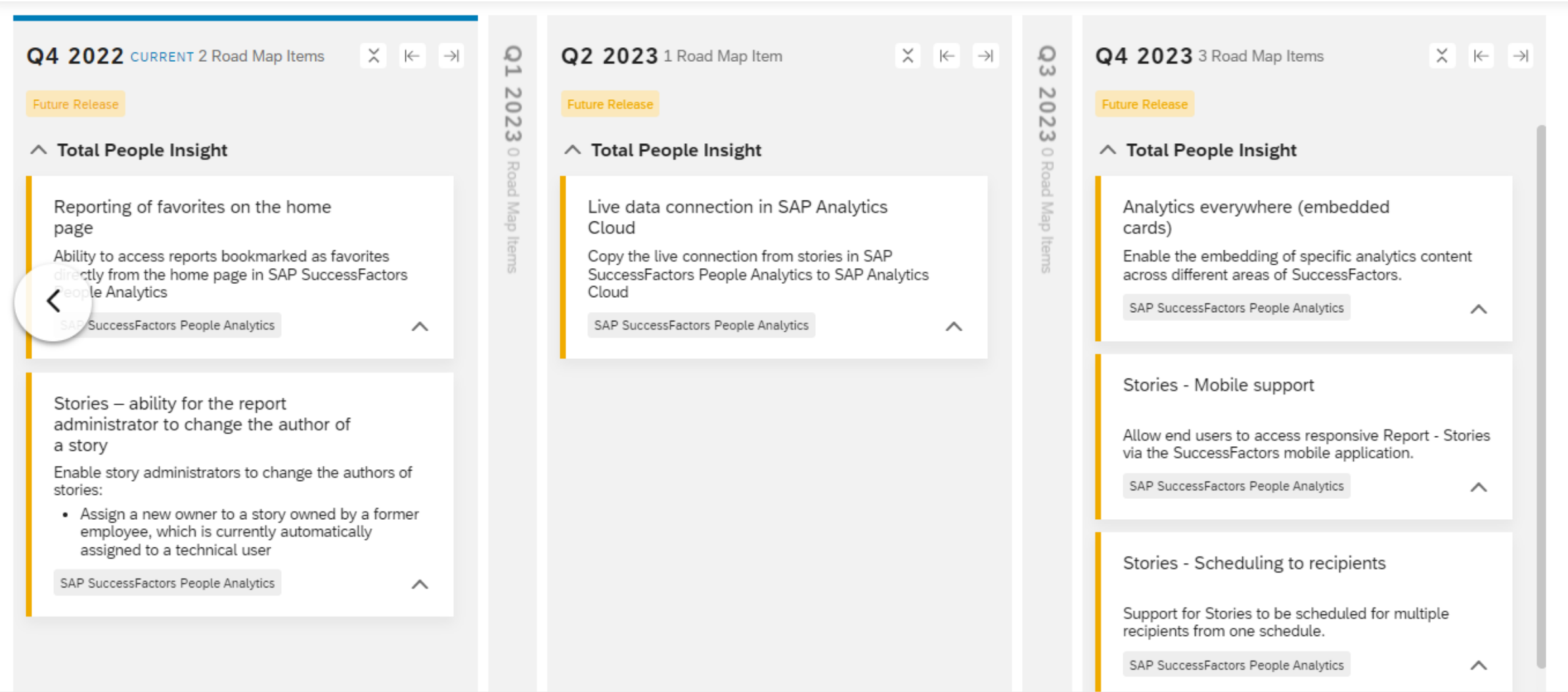


Demo - Sluttbruker

Lessons learned fra implementering

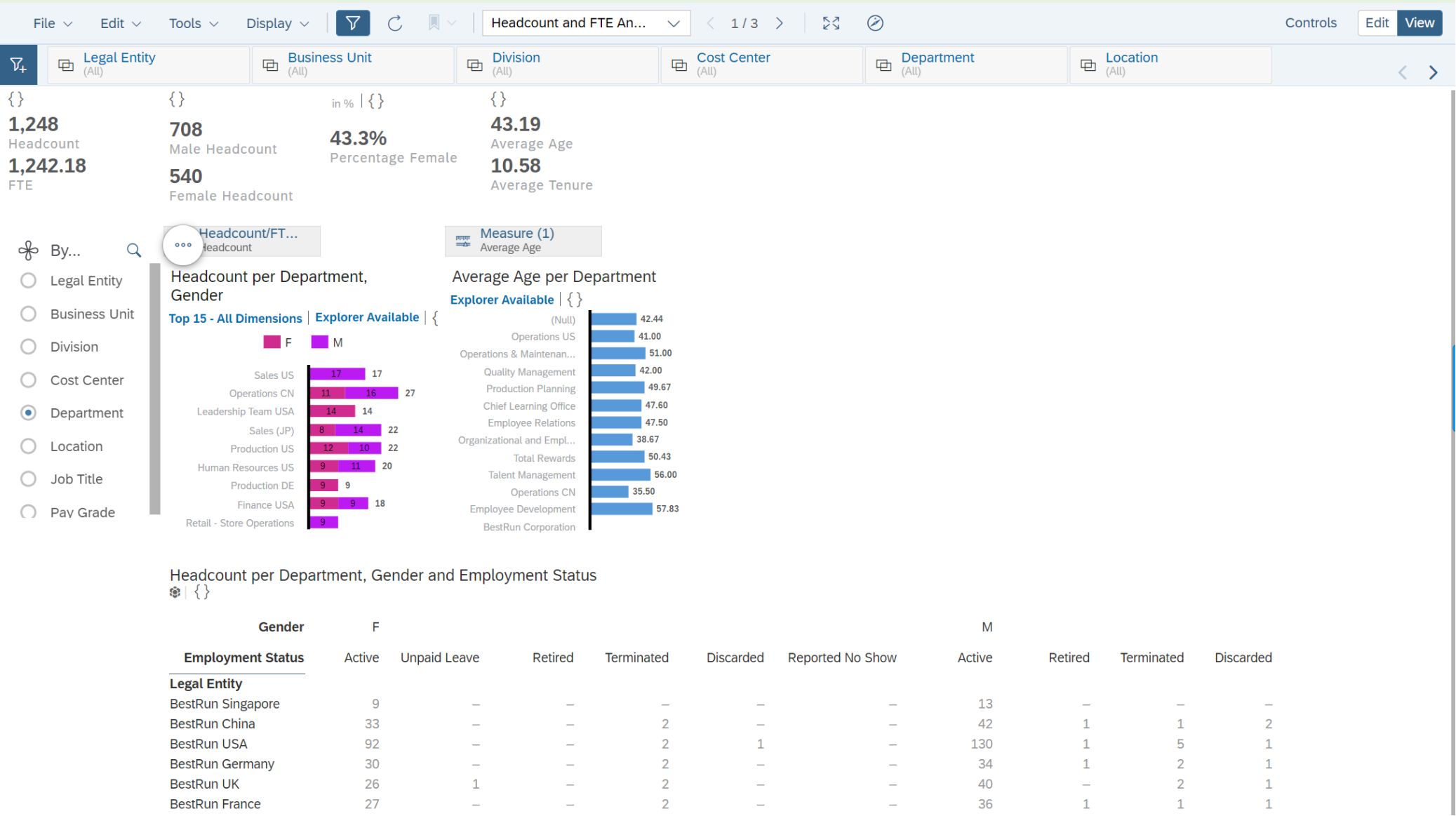
- ✓ Template Stories er ikke like standard for alle
- ✓ Anbefaler fortsatt å ha rapportadministratorer – brukere kan selv ha mye fleksibilitet uten å være administratorer av stories
- ✓ Det er fortsatt relevant å benytte eksempelvis tabellrapporter, og det vil i mange tilfeller være enkelt for raske data. Men generell anbefaling er å benytte stories som datagrunnlag også for rapporter fremover der man kan ha behov for å bygge videre på rapporter.
- ✓ Single Sign-on bør testes grundig – det er fortsatt prosesser som gir passord til brukere som eksempelvis Onboarding 2.0
- ✓ Gi god tid til selve implementering av IAS og start stories som steg 2. (PROD)

Road Map



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Headcount & FTE



Cost Center

(All)

Department

(All)

Location

(All)

<

>

{ }

1,248

Headcount

1,242.18

FTE

{ }

708

Male Headcount

540

Female Headcount

in % | { }

43.3%

Percentage Female

{ }

43.19

Average Age

10.58

Average Tenure

By...

Headcount/FT...

headcount

Measure (1)

Average Age

Legal Entity

Business Unit

Division

Cost Center

Department

Location

Job Title

Pav Grade

Headcount per Department, Gender

Top 15 - All Dimensions | Explorer Available | { }

F

M

Sales US

17

17

Operations CN

11

16

27

Leadership Team USA

14

14

Sales (JP)

8

14

22

Production US

12

10

22

Human Resources US

9

11

20

Production DE

9

9

Finance USA

9

9

18

Retail - Store Operations

9

Average Age per Department

Explorer Available | { }

(Null)

42.44

Operations US

41.00

Operations & Mainten...

51.00

Quality Management

42.00

Production Planning

49.67

Chief Learning Office

47.60

Employee Relations

47.50

Organizational and Empl...

38.67

Total Rewards

50.43

Talent Management

56.00

Operations CN

35.50

Employee Development

57.83

BestRun Corporation

Headcount per Department, Gender and Employment Status

{ }

Gender

F

M

Employment Status

Active

Unpaid Leave

Retired

Terminated

Discarded

Reported No Show

Active

Retired

Terminated

Discarded

Legal Entity

BestRun Singapore

9

—

—

—

—

—

13

—

—

—

BestRun China

33

—

—

2

—

—

42

1

1

2

BestRun USA

92

—

—

2

1

—

130

1

5

1

BestRun Germany

30

—

—

2

—

—

34

1

2

1

BestRun UK

26

1

—

2

—

—

40

—

2

1

BestRun France

27

—

—

2

—

—

36

1

1

1

Position analysis

File

Edit

Tools

Display

Position Analysis

<

1 / 3

>

Controls

Edit

View

Legal Entity

(All)

Business Unit

(All)

Division

(All)

Cost Center

(All)

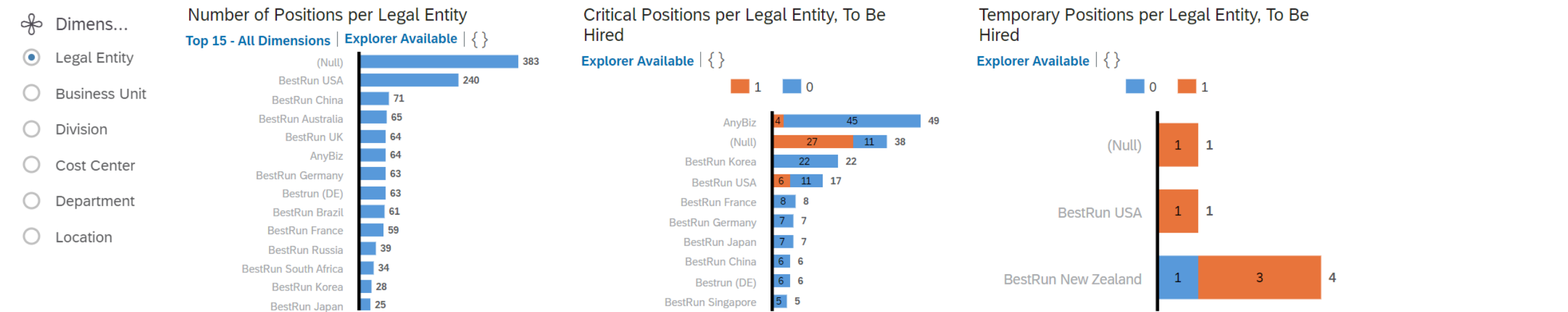
Department

(All)

Location

(All)

Number of Positions	Acc Position FTE	FTE (assigned active incumbents)	Critical Positions	Vacant Positions (To Be Hired)	Temporary Positions
{}	{}	{}	{}	{}	{}
1,583	2,376.00	1,200.18	253	622	6



Spørsmål?



Simplify work life.
Achieve more.



“

We simplify HR and payroll administration, and empower you with useful information so that you can invest more in people.

Thank you!

Sondre Grahl

Cloud Consultant

Sondre.grahl-jacobsen@zalaris.com

Zalaris ASA | +47 4000 3300 | www.zalaris.com



Simplify work life.
Achieve more.

