SAP SuccessFactors ♡

Investing in Public Services

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THE BEST RUN **SAP**

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Key Messages

The public services market is a key investment area for SAP. We have a **Public Services specific Product Team** responsible for Public Sector-specific innovations, including a formal product roadmap.

Multiple investments have been delivered, with more planned, with SAP SuccessFactors across Core HR (Employee Central), Integration, Time Management, and Payroll to improve configurability and localization.
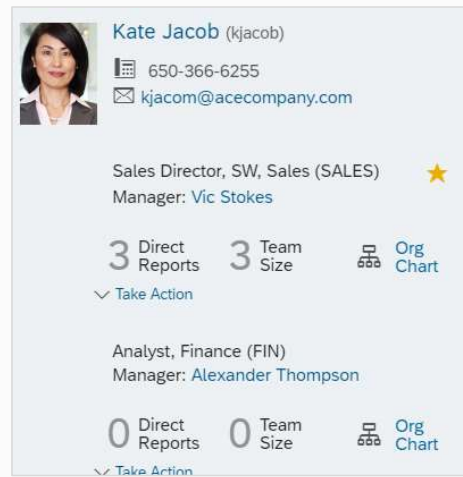
These investments started with Concurrent Employment.

Concurrent Employment

Initial focus:
- Core HR
- Payroll
- Cross-suite visualization

Multiple positions are noted on the People Profile and the Quick Card

Kate Jacob (kjacob)

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Sales Director, SW, Sales (SALES) ★
Manager: Vic Stokes

3 Direct Reports 3 Team Size Org Chart
∨ Take Action

Analyst, Finance (FIN)
Manager: Alexander Thompson

0 Direct Reports 0 Team Size Org Chart
∨ Take Action
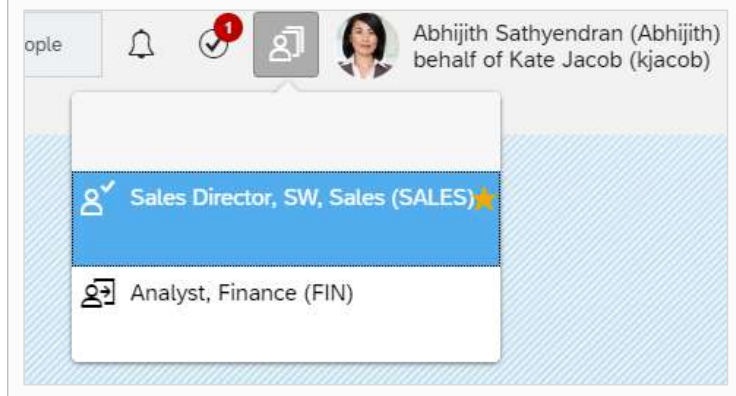
Kate Jacob (kjacob) ∨
● Sales Director, SW, Sales (SALES) ★
○ Analyst, Finance (FIN)

Easily toggle between positions using the Employment Switcher

ople 🔔 ✓1 Abhijith Sathyendran (Abhijith) behalf of Kate Jacob (kjacob)

Sales Director, SW, Sales (SALES) ★

Analyst, Finance (FIN)

Designate a new job requisition as Concurrent Employment or Global Assignment in Recruiting

∨ Application

Employment Indicator   Concurrent Assignmen ▾
Is Primary Employment: No Selection
Assignment Type: Concurrent Assignment
                         Global Assignment
Assignment Start Date: MM/DD/YYYY 📅

Recent deliveries

In 2018, SAP funded a large development project to accelerate the delivery of functionality that was of particular importance to public sector organizations, with a special focus on the requirements of Australia and New Zealand.

This resulted in a series of key deliveries through 2019 and 2020 and an ongoing roadmap that continues to this day.

2019 – 2020 deliveries (1)

✅ Absence Management

Enhancement of current aspects of recording and evaluating an employee's time

- Purchase/Sell Leave
- Cash out leave
- Half-pay leave
- Manage concurrent leave types, collision handling
- Ability for employee to view leave entitlement and accruals paid out

✅ Work Schedule, Timesheet

Extension of existing time sheeting capabilities to incorporate business rule calculations for leave, Flex time overtime, and penalty rates

- Ability to support input of employee time, including variations and exceptions View work schedule from ESS
- Submit timesheets from ESS with predefined approval workflow rules
- Workflow approval at single timesheet line item level
- Timesheet entry crossing midnight
- Absence via timesheet crossing midnight
- Allow shifts crossing midnight to split on the basis on public holiday

✅ Flextime

Extend eligibility rules, calculation, thresholds and record accrued flextime credits or debits from period to period

- Flextime accruals (7 hrs / 21 minutes)
- Flextime debits
- Flextime balance: Retain running balances of Flextime accruals credits or debits to defined rules
- Extend Timesheet capture of Flextime

2019 – 2020 deliveries (2)

Prior Service

- LOS (length of service): Enter and accept prior employment periods
- LSL (long service leave): Calculate leave accrual for entered periods

Higher Duties

- Support when an employee is required to be assigned to a higher position for a specified, temporary period of time and receives the difference in salary as an allowance
- Pay leave at Higher Duties assignment rates when duration criteria are met

Continuation of ongoing innovations

- Concurrent employment
- Superannuation
- Termination workbench
- Workflow substitutions
  - Automated approval of workflow after a duration period has elapsed
  - Extend the delegation framework to enable managers to setup delegation of authority from manager self-service
  - Ability for employees and managers to accept/reject delegation of authority request from manager self-service.

Higher Duty/Temporary Assignment (1)

People Profile

EC → ECP Integration

Employment Information

Higher Duty/Temporary Assignment (2)

Manage Auto-Termination Process (delivered in 2021)

2020 – present

In 2020, the focus of public sector investments turned to enabling Funds/Grants Management integration, supporting multiple and alternative cost distributions and Position Budgeting and Control.

Ongoing enhancements to other public sector-specific requirements continue on an ongoing basis, particularly continued investments in Higher Duties and Concurrent Employment.

Funds and Grants Management within SuccessFactors

Trends and Expectations

- Public Sector Organizations need to track expenditures across several cost objects such as Cost Centers, Funds, Grants, Functional Areas, Budget Periods, WBS Elements, and/or Internal Orders

- This also includes the ability to track personnel expenditures

Our approach: *Real-time integration between SAP SuccessFactors and S/4 HANA to support end-to-end funds and grants management*

- Fully integrated Hire-to-Pay scenario with the Public Sector Management solutions – Funds Management & Grants Management in S/4HANA

- Funds, Grants and WBS element assignment at the Position and Employee level

- Multiple cost distributions at the Position and Employee level

- Payroll posting and budget consumption with Public Sector Cost Objects
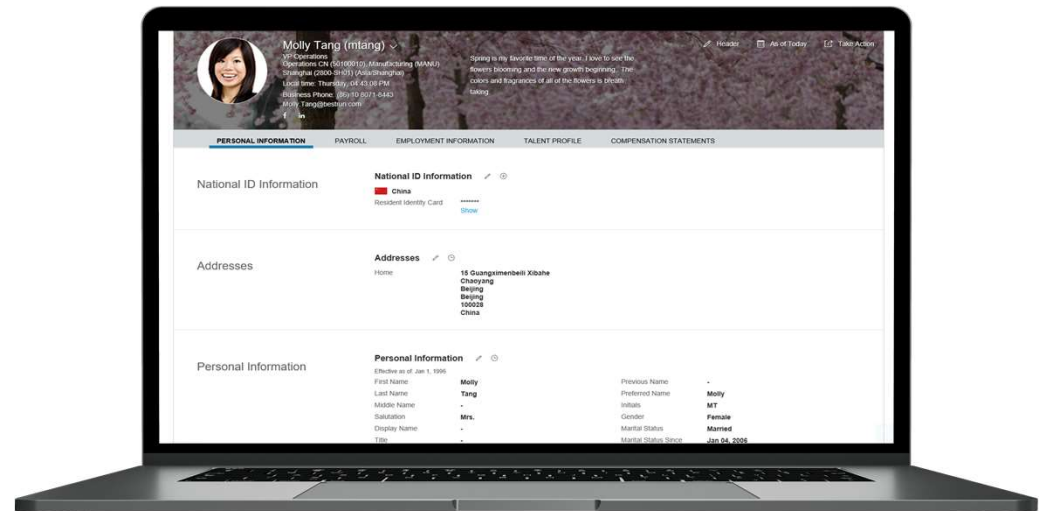
GFG6   Good to mention the real-time integration works with S4HOP and S4HC

Gonzalez, Farah Gabriela, 14/08/2022

Funds and Grants Management
Recent Deliveries

2021 Deliveries

Focus: Build the foundation of Funds and Grants Management across the Hire-to-Pay process at both the employee and position level.

Delivery Highlights:

- Additional Admin Alert scenario to verify that every position has a cost assignment record
- Ability to use other cost objects other than the cost center as the leading financing object for a position and employee's cost distribution
- Enabling public-sector cost objects assignment for new hires and rehires during the onboarding process
- Allow the use of public sector cost objects, such as funds and grants, in cost distribution of one-time payments
- Position to Employee Cost Assignment Sync Utility in SAP SuccessFactors Employee Central
- Enhance SAP SuccessFactors reporting with PS cost objects and expose them in SAP Analytics Cloud
- Support SAP SuccessFactors Employee Central Payroll processing with public sector cost objects for US

1H-2022 Deliveries

Focus: Continue to build on top on the initial deliveries with expansion into Additional Payments in Payroll, support for Onboarding, and support for People Analytics.

Delivery Highlights

- Use of WBS element as an additional cost object in the SFSF Employee and Position Cost Assignment as well as the Pay Component Non Recurrent entity with its corresponding real-time validation/derivation with S/4HANA
- Enable SAP ERP HCM payroll posting to S/4HANA Cloud with public sector cost objects (3UP)
- Mass changes for position cost assignments in SAP SuccessFactors Employee Central via Import tool framework
- Support of PS cost objects in Rehire on Old Employment scenario in Onboarding
- Additional Admin Alert scenario to verify that every position has an active cost object in its cost assignment
- Automatic replication of PSM cost objects master data from S/4HANA Cloud to SAP Master Data Integration service

Funds and Grants Management
Process Example (1)

Positions can be funded by Funds, Grants, Functional Areas, Budget Periods, WBS elements and more.

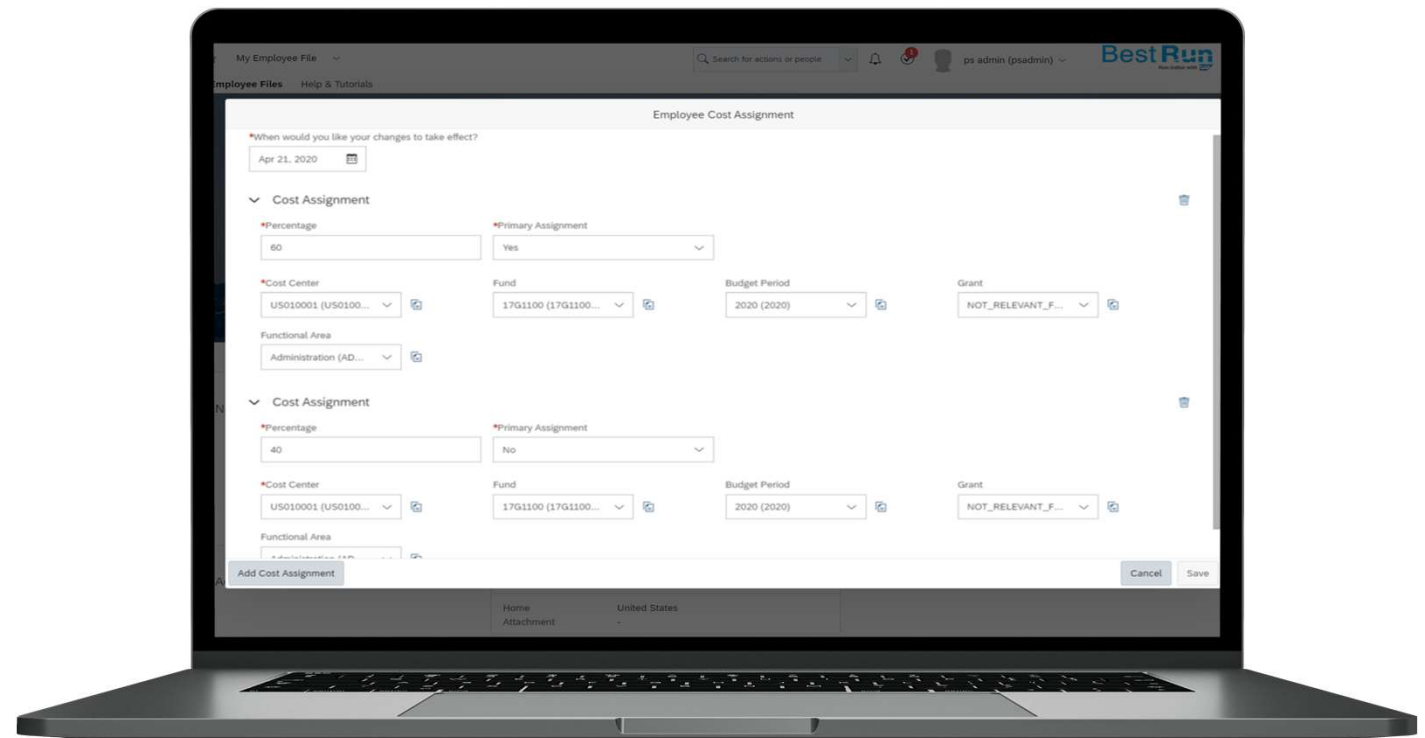Costs can be distributed by a % across multiple cost elements

Funds and Grants Management
Process Example (2)

Employees can also be funded by the PS Cost Objects and distributed across multiple costs

Integration is real-time ensuring high levels of data quality. The user only needs to enter the cost center and the remaining values are derived from S/4 HANA.
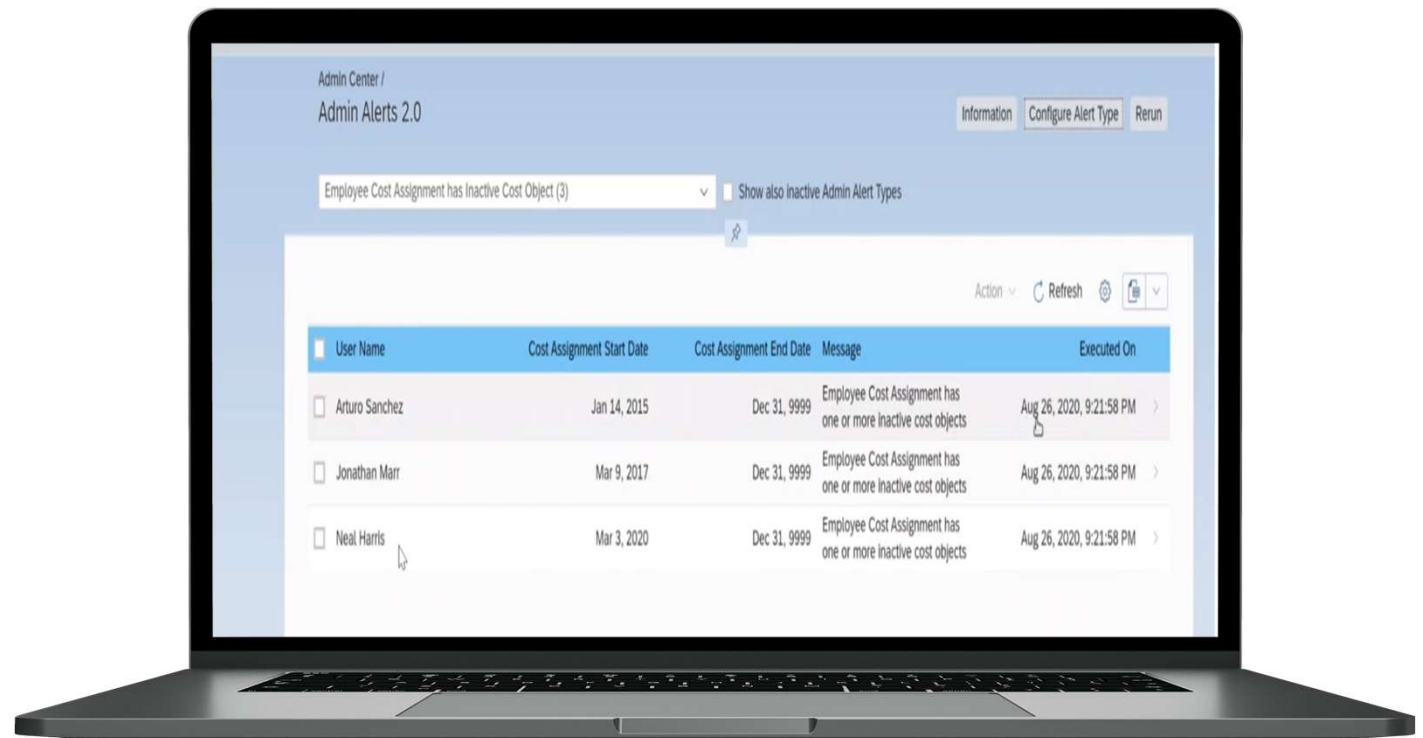
Funds and Grants Management
Process Example (3)

Smart Admin Alerts have been developed to support with data integrity

Examples include:
- Employees with no cost assignment.
- Employees with inactive cost objects in their cost assignment
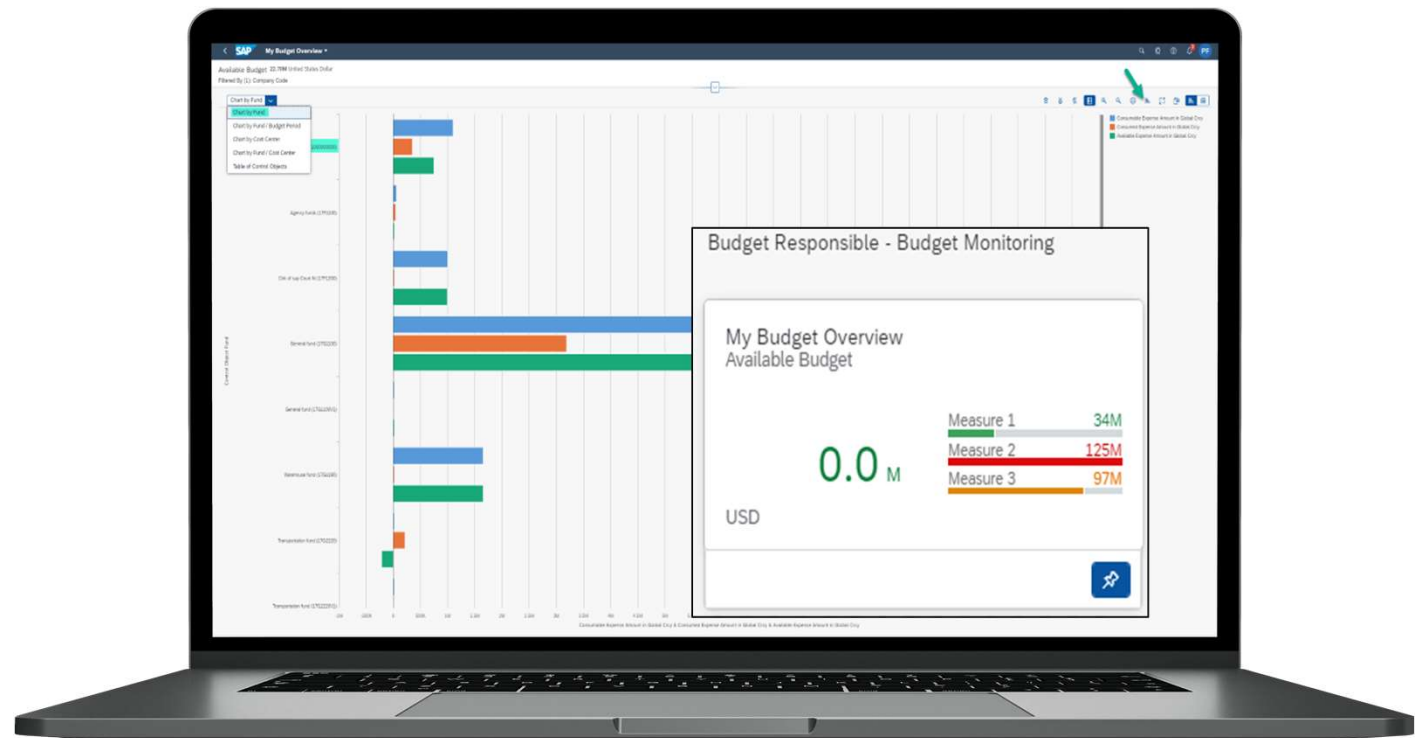- Positions with no cost assignment maintained
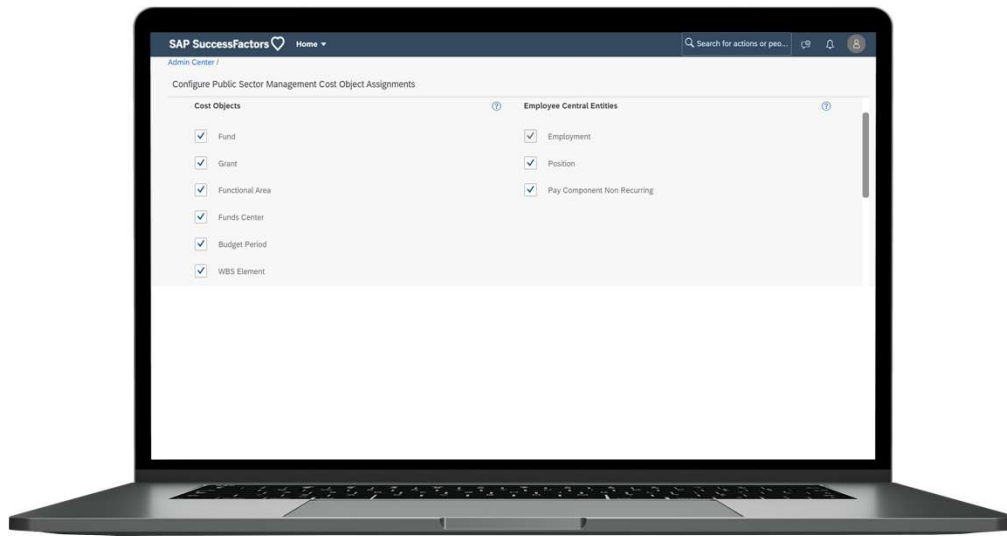
Funds and Grants Management
Process Example (4)

HR Expenditures are consumed in real-time after payroll processing, updating the budgets and consumptions across all public sector management cost objects such as funds and grants

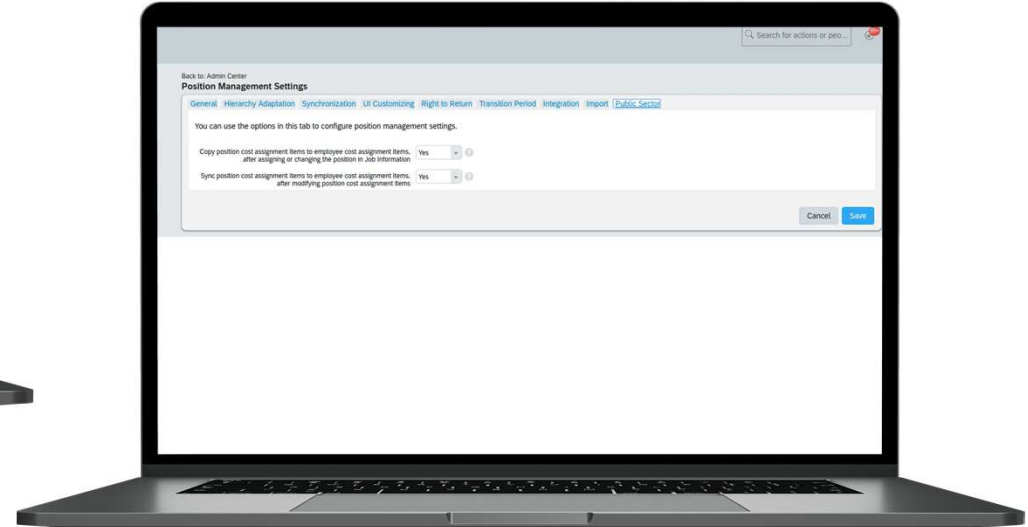Organizations can have real-time view into their budgets and expenses

Public Sector
Configuration Examples

- Industry Provisioning Switch to enable PS features
- Configuration of Public Sector features in Admin Center

- Position Management configuration settings

Public Services Roadmap Planning

2H-2022 Planned Deliveries

Focus: Continuing enhancements based on customer feedback across all Public-sector specific areas:

- Enhance Employee Central replication to SAP ERP HCM Payroll to include public sector cost objects (add-on 2.0 ECS4HCM)
- Integrated SAP SuccessFactors and S/4HANA public sector management reporting in stand-alone SAP Analytics Cloud
- Workforce master data service consumption in S/4HANA Cloud timesheet
- WBS element automatic replication from SAP Master Data Integration service to SAP SuccessFactors Employee Central and Employee Central Payroll
- WBS element master data migration tool in SAP SuccessFactors Employee Central
- Higher Duties Allowance calculation in Workflow approval screen so users can see the calculation prior to approval

2023 and beyond Planning

- Position Budget Control: Allow the correct financing and commitment creation for employees and positions in SAP SuccessFactors
- Support Concurrent Employment in Onboarding (2.0); Performance & Goals and Learning 2023+
- Enhanced Personnel Budget Planning capabilities in SAP Analytics Cloud
- Continuing enhancements based on customer feedback

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Thank you

Enablement Materials

Demo Store

- [Employee Cost Assignment Features demo story](#)

- [SAP SuccessFactors EC and Payroll Integration with SAP Public Sector (PSM)](#)

Reference Links 2020

✓ **Integration guide in PDF:**

Integrating SAP SuccessFactors Employee Central with SAP Public Sector Management Funds and Grants Management

✓ **Help link:**

Overall E2E process including integrations across S4 Financials, SuccessFactors and MDI

✓ **ECP documentation for the PSM cost assignment items:**

Replication of Public Sector Management Cost Object Assignment from Employee Central

✓ **Extensibility features**

Extending Cost Object Derivation and Validation

✓ **MDI Integration**

Integration Using the SAP Cloud Platform Master Data Integration Service - SAP Help Portal

✓ **ECC Business Suite integration blog**

SAP Business Suite Integration with SAP Success Factors Employee Central for Derivation and Validation of Public Sector Management Accounting Objects

✓ **Higher Duty or Temporary Assignment**

Implementing and Configuring Higher Duty or Temporary Assignment

✓ **Concurrent Employment**

 Implementing and Configuring Concurrent Employment in Employee Central

Reference Links 2021

- ✓ [Managing Cost Object Assignment for a non-recurring pay component - SAP Help Portal](#)

- ✓ [Check Tool for Public Sector Management - SAP Help Portal](#)

- ✓ [Synchronization of Position Cost Assignment to Employee Cost Assignment - SAP Help Portal](#)

- ✓ [Finance Integration with SAP SuccessFactors Employee Central Payroll: Public Sector Postings - SAP Help Portal](#)

- ✓ [Automatic Termination of Higher Duty or Temporary Assignment (sap.com)](#)

- ✓ [Configure Cost Center as Optional for Additional Cost Assignments (sap.com)](#)

- ✓ [Use Public Sector Management Cost Objects in Onboarding (sap.com)](#)

- ✓ [Admin Alerts for Employee Cost Assignment, Position Cost Assignment, and Cost Objects](#)

Reference Links 2022

- [Updating multiple Position Cost Assignments for Public Sector customers on SAP SuccessFactors](#)

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