SAP SuccessFactors

People Analytics: Report Stories and Workforce Analytics, and SAP Analytics Cloud for Planning

Soren Hojby, SAP
November 2022

THE BEST RUN **SAP**

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Agenda

SAP SuccessFactors People Analytics: Solution overview

SAP SuccessFactors People Analytics: Reporting

SAP SuccessFactors People Analytics: SAP Success Factors Workforce Analytics

Workforce Planning in SAP Analytics Cloud
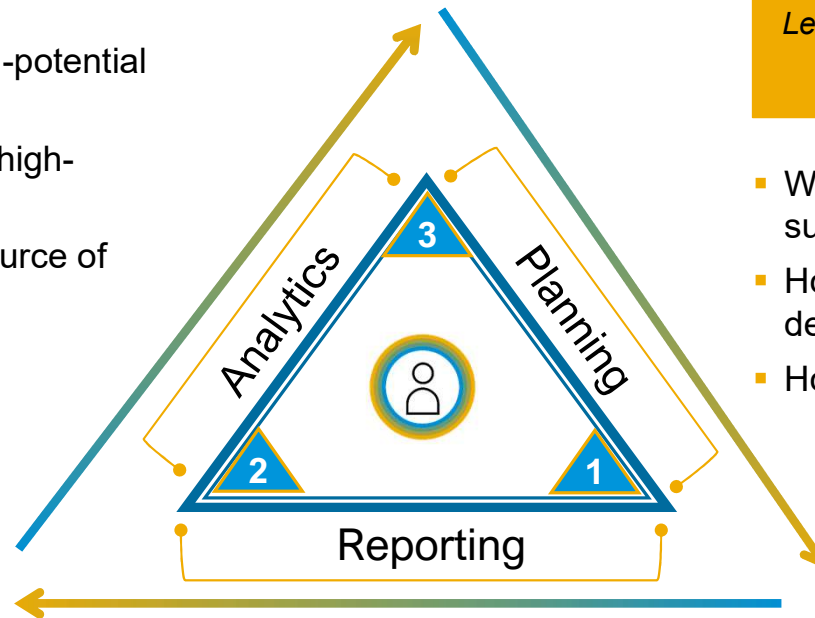
SAP Successfactors People Analytics
Solution overview

SAP SuccessFactors People Analytics supports the human experience management (HXM) mandate
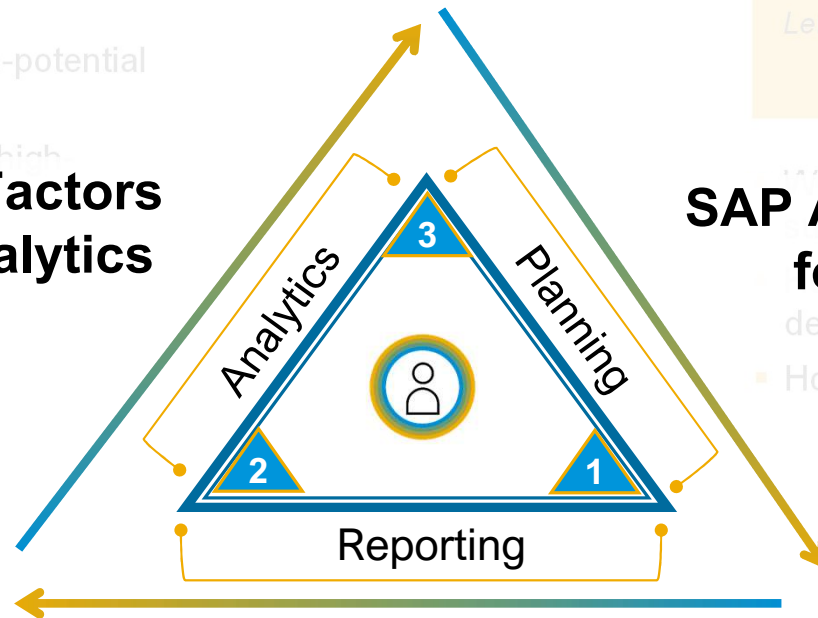
Driving success in an intelligent enterprise

- 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)]

Analytics · **Planning** · **Reporting**
3 · 2 · 1

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

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

Driving success in an intelligent enterprise

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- What is the system right now?

high-potential engineers?

SAP SuccessFactors Workforce Analytics

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demand for engineers?

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SAP Analytics Cloud for planning

Analytics

Planning

3

2   1

Reporting

Story reports
(Canvas reports)
(Table reports)
(Tiles and dashboards)

- List of employees
- Number of high-p
- List of training courses

ning engineers

by department

attended

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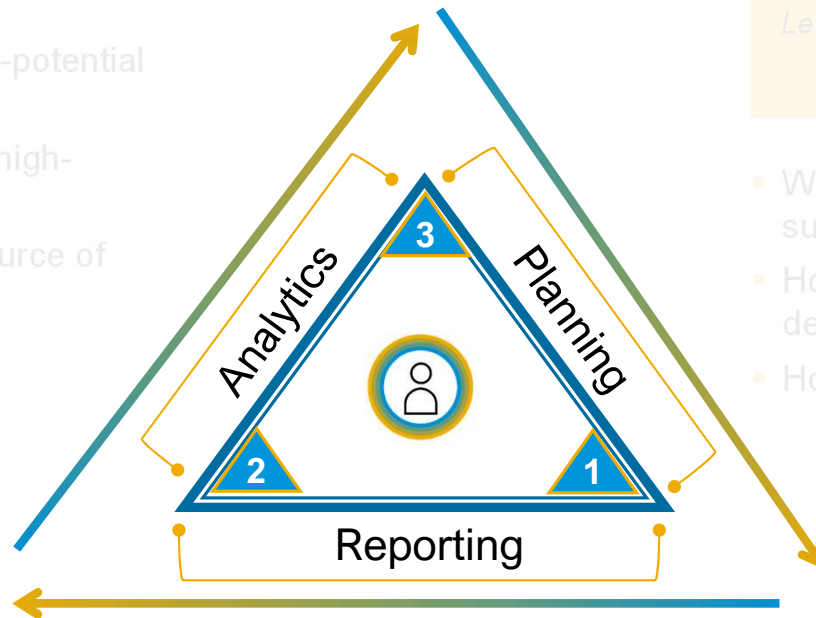*[List and pivot table (group by)]*

SAP SuccessFactors People Analytics
Reporting

SAP SuccessFactors People Analytics supports the HXM mandate

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# SAP SuccessFactors People Analytics
Report stories

Delivered 1H 2020

Stories in SAP SuccessFactors People Analytics

Tell compelling stories using a single solution with live data from across SAP SuccessFactors solutions

✓ **Modern, interactive reports** leveraging embedded version of SAP Analytics Cloud solution

✓ **Actionable insights** by building intelligently **across modules**

✓ **Assurance of secure**, role-based access with people-centric **data privacy and protection**
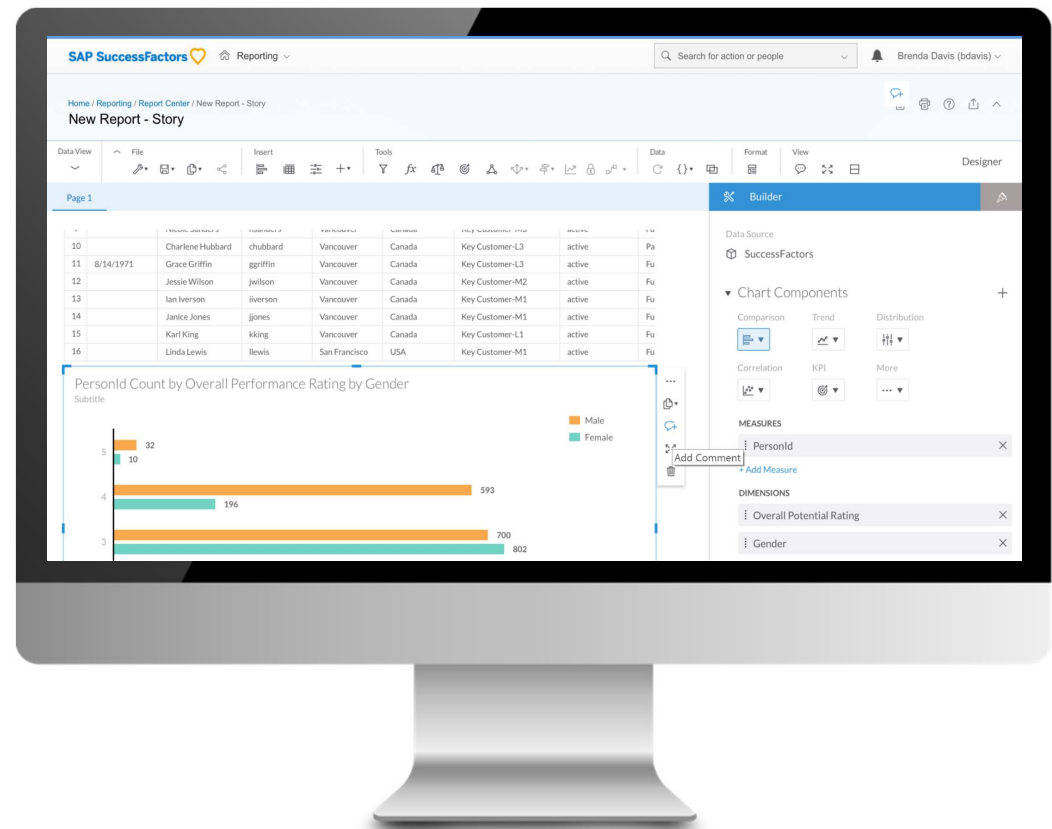
Showtime!

Reporting tool data coverage

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	

[Story reports in SAP SuccessFactors People Analytics solution guide](#) have additional detail on schemas available.

Template stories in SAP SuccessFactors People Analytics

What is it?

SAP has begun transitioning advanced reporting templates in the SAP SuccessFactors Employee Central solution to stories in the SAP SuccessFactors People Analytics solution with 38 templates available. These can be imported for use within your instance of SAP SuccessFactors People Analytics through report center. Template stories in SAP Success Factors People Analytics

Why is it Important?

- Current report templates that are available in reporting function of SAP SuccessFactors solutions to transition to stories
- Ability to modify these templates to unique use cases for your organization
- Great learning opportunity to see how data can be displayed within stories

Prerequisites

- Stories in SAP SuccessFactors People Analytics

- Apprentice department assignment history
- Apprentice on-the-job training by org. unit
- Annual compensation analysis
- Gender pay gap analysis
- Compa ratio and range penetration
- Nonrecurring pay history
- Pay range list
- Payment information
- Recurring pay history
- Age and length of service ranges
- Job changes and anniversaries
- Company address book
- Direct reports
- Job relationships
- Hire analysis
- Manager analysis
- Terminated employment analysis
- Employee hierarchy report template
- Employee central key figure dashboard
- Analysis of employees with special needs

- Workforce analysis
- Work eligibility
- Global assignment analysis
- Headcount and FTE
- Dependents list
- Employee emergency contacts
- Private contact, phone and e-mail information (flat list)
- Private contact, phone and e-mail information (link analysis)
- Private contact, phone and e-mail information (separate pages)
- Position analysis
- Absences frequencies and duration
- Time account snapshot
- Time collector template
- Time pay type overview
- Employee time overview
- Employee time sheet
- Time account overview
- Manager dashboard

SAP SuccessFactors People Analytics
Report stories

Delivered 2H 2022
Favorite Reports available from new homepage

Use Report Center to add or remove favorite reports. Links to favorite reports will be available on the new homepage via a quick action.

✓ Select or clear the star icon that precedes the report name to add it or remove it from the list of favorite reports.

✓ On the latest home page, choose the new Favorite Reports quick action to view your list of favorite reports.
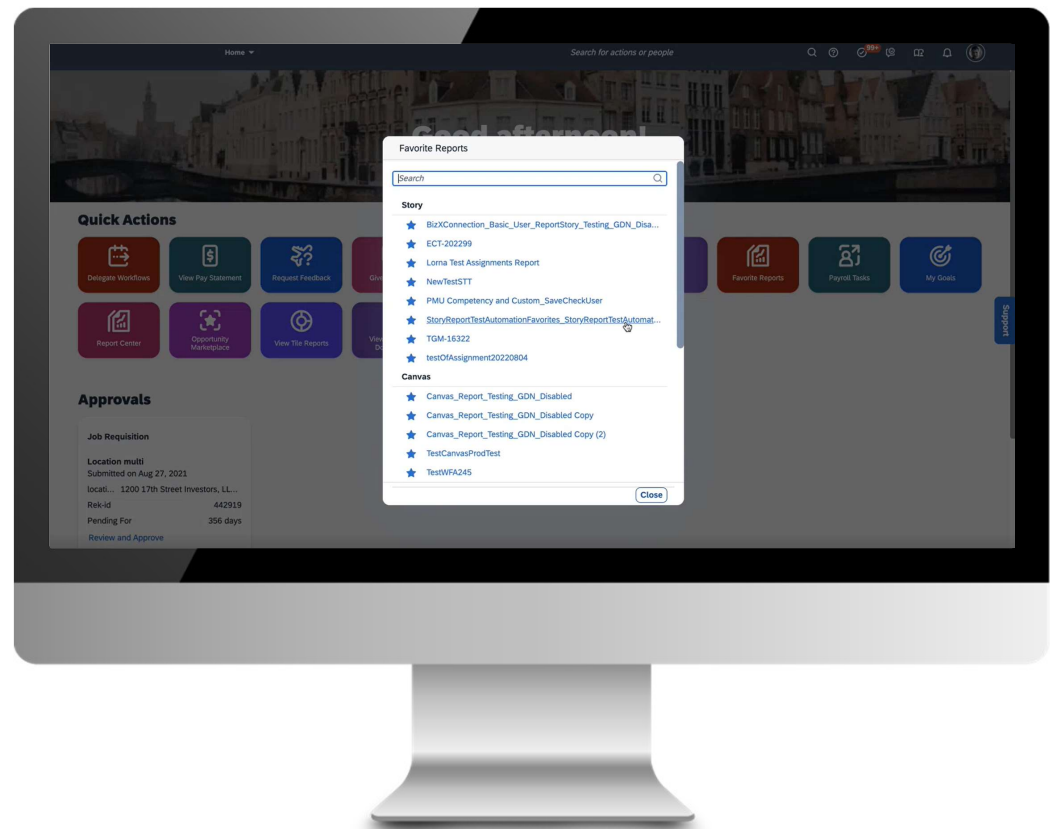
SAP SuccessFactors People Analytics
Report stories

Planned for 2023

Live connector for use with SAP Analytics Cloud

Copy the connection from stories in
SAP SuccessFactors People Analytics
to SAP Analytics Cloud (stand-alone version)

✓ Live queries created from SAP Analytics Cloud
  (same functionality as stories in
  SAP SuccessFactors People Analytics)

✓ Data permissions handled by SAP (same
  functionality as stories)
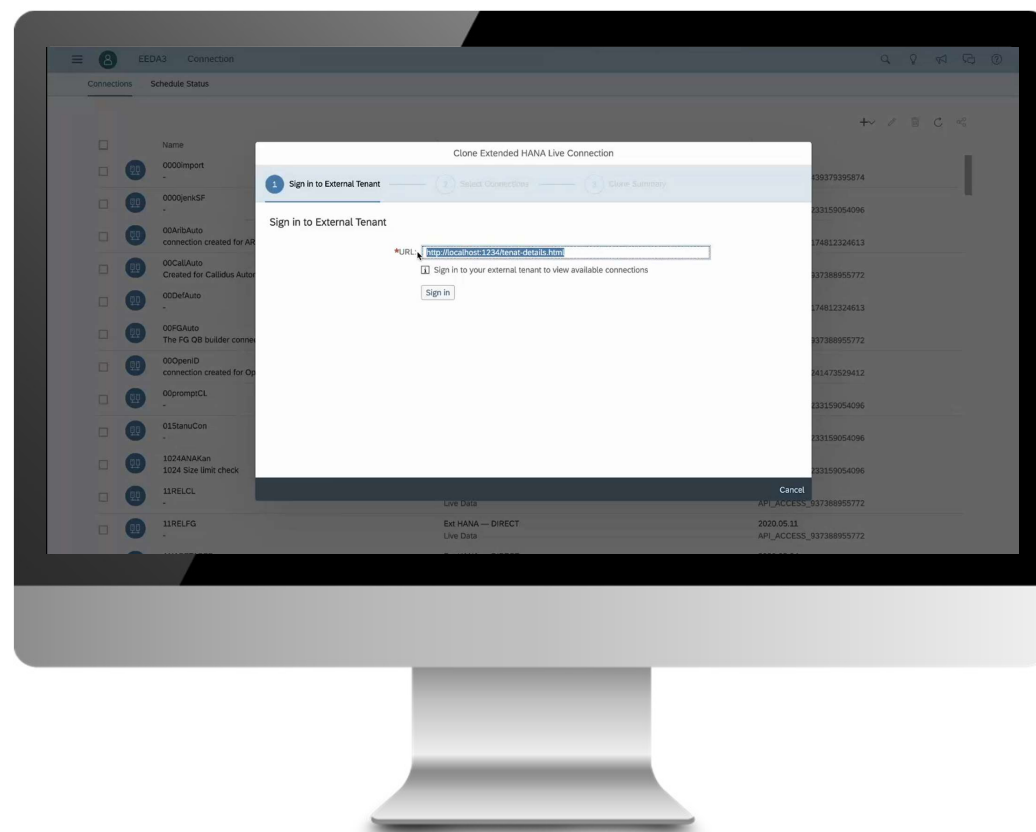
People Analytics

HXM Discover I People Experiences

Long-Term Consideration
Recipient Scheduling of Report Stories

Distribute report stories to users via email.

✓ Setup scheduled distribution of Stories to recipients.

✓ Permissions applied based on the recipient receiving the Story.

Future Innovations
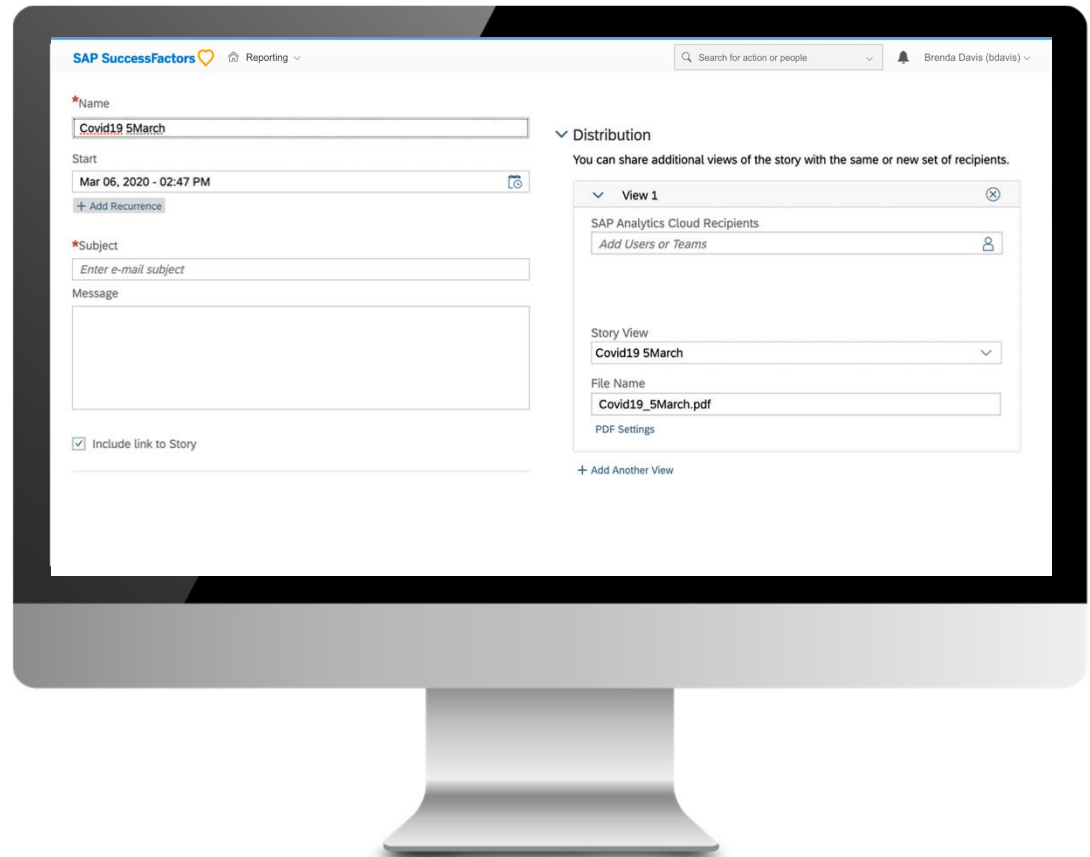
Inspired by Influence Idea: https://influence.sap.com/sap/ino/#/idea/243109

SAP Success Factors People Analytics
SAP SuccessFactors Workforce Analytics

SAP SuccessFactors People Analytics supports the HXM mandate

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SAP SuccessFactors People Analytics
SAP SuccessFactors Workforce Analytics

SAP SuccessFactors Workforce Analytics

Discover people insights with a customized content library using data from across your entire business.

- ✓ Library of over **2000 prebuild metrics**

- ✓ Managed data factory for **HR data from SAP and 3rd-party sources**

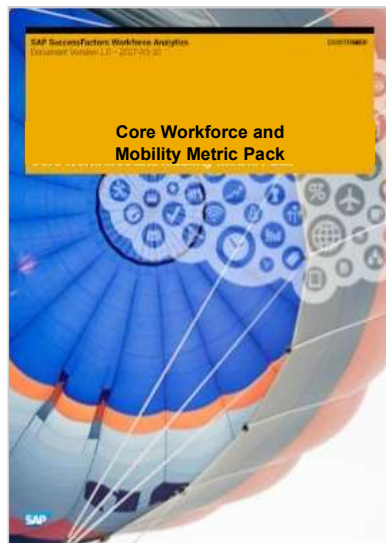- ✓ Secure, role-based, **people-centric, data protection** and privacy

SAP SuccessFactors Workforce Analytics: Metrics library

Leveraging over 37 years of good practice of how to manage and analyze people data

Foundational metrics

- Core workforce and mobility
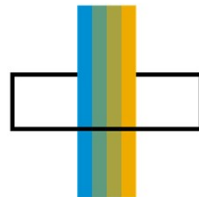
Additional metrics

- Absence management
- Career and development planning
- Compensation planning
- Employee elations
- Financial management
- Goals management
- HR service delivery
- Learning management
- Leave accrual
- Health and safety (OH&S)
- Performance management
- Recruitment and staffing
- Payroll and benefits
- Succession management
- Survey (for example, Qualtrics)
- SAP Fieldglass solutions
- …

SAP SuccessFactors People Analytics
SAP SuccessFactors Workforce Analytics

Delivered 1H 2021

SAP SuccessFactors Workforce Analytics solution connector in SAP Analytics Cloud

Leverage metrics and dimensions from SAP SuccessFactors Workforce Analytics in SAP Analytics Cloud data models and stories.

✓ Standard connector for user-friendly "point and click" selection of metrics

✓ Ability to populate models in SAP Analytics Cloud with metrics and dimensions from SAP SuccessFactors Workforce Analytics

✓ Works for both SAP SuccessFactors Workforce Analytics on SQL and on SAP HANA
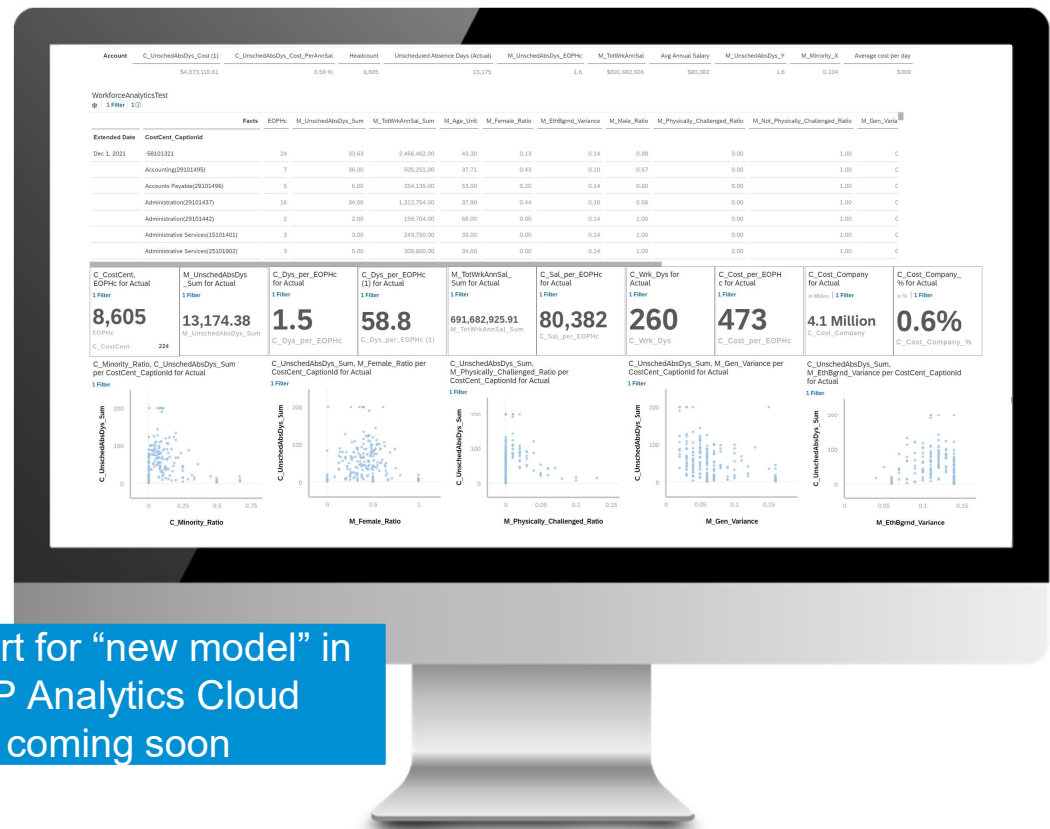
Support for "new model" in SAP Analytics Cloud coming soon

Showtime!

Workforce planning in
SAP Analytics Cloud

SAP SuccessFactors People Analytics supports the HXM mandate

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Analytics

Planning

Reporting

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2

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SAP SuccessFactors People Analytics
Workforce planning

Delivered 2H 2021
HXM template for operational workforce planning

Headcount and cost planning for internal and external workforce, including related costs

✓ Analytical application for planning top-down budgets and guidelines plus bottom-up details

✓ Cost parameters set up to estimate fully loaded costs of planned workforce and external labor

✓ Preparation for integration to financial planning templates in SAP Analytics Cloud

CJ0
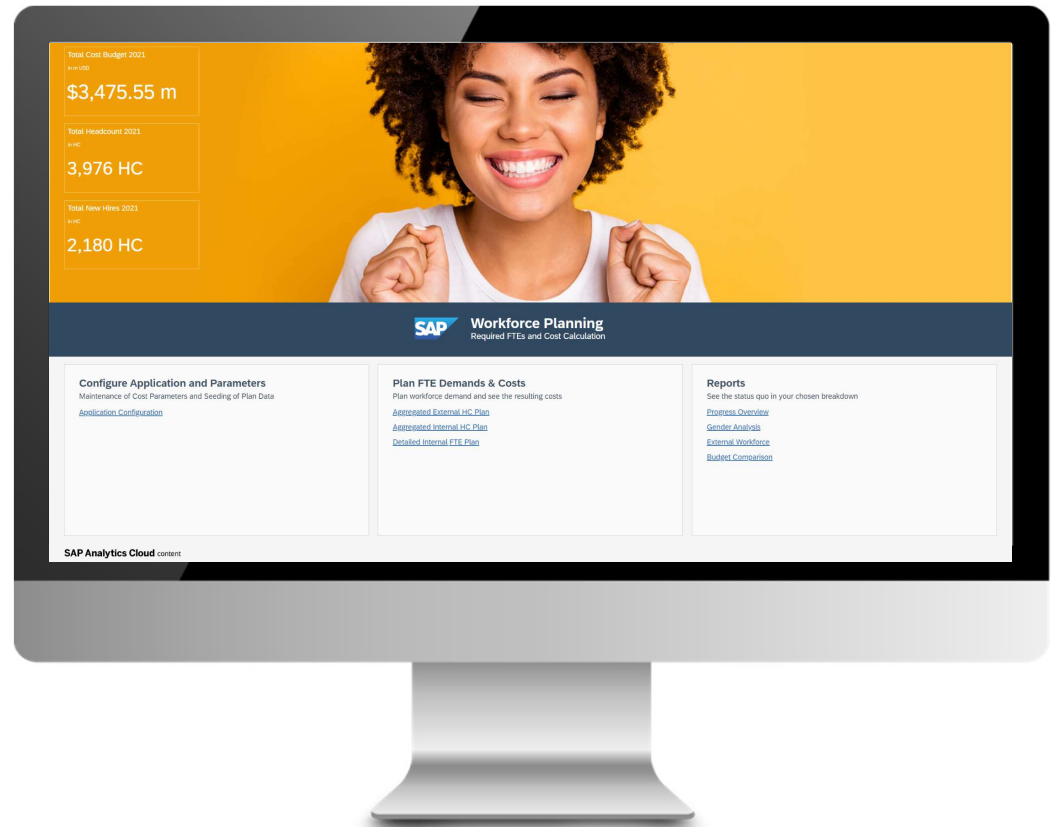
SAP SuccessFactors People Analytics
Workforce planning

Delivered 2H 2022

Write-back to SAP SuccessFactors Employee Central

Integration template to create newly planned positions in SAP SuccessFactors Employee Central

✓ CPI template for SAP API Business Hub to integrate planned positions in SAP Analytics Cloud to SAP SuccessFactors Employee Central

✓ Configuration of custom workflows by customers based on creation source and other fields – for example, to distribute the new positions for completion in SAP SuccessFactors Employee Central
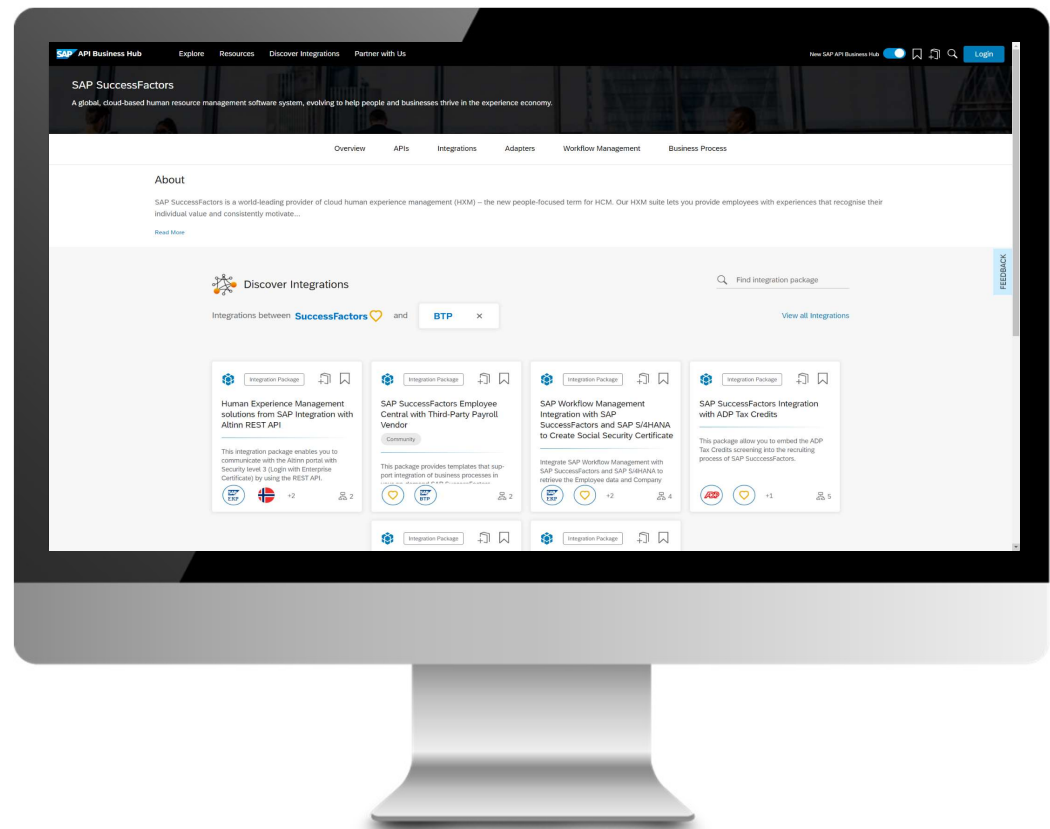
CJ0   Changed the road map triangle and also the text to red

Claudia Jaster; 2022-08-22T15:43:14.815

Showtime!

SAP SuccessFactors

Thank you.

Contact information:

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soren.hojby@sap.com

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