



SAP SuccessFactors 

Employee Central, moving your **HR Core to the cloud**

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PUBLIC

THE BEST RUN 

Employee Central, part of the SAP SuccessFactors HCM Suite

Engaging Experiences: Mobile | Social | Personal



Human Capital Analytics

Workforce Analytics | Workforce Planning



Talent Management

Recruiting | Onboarding | Learning | Performance & Goals | Compensation | Succession & Development



Core HR and Payroll

People and Transactions | Organizational Management | Benefits | Payroll | HR Helpdesk | Visa Management



Time and Attendance Management

Time Tracking | Absence and Leave Management



Total Workforce



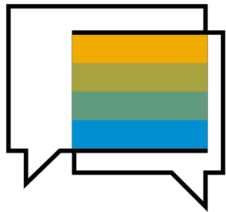
Health & Wellbeing



Diversity & Inclusion

Cloud Foundation: Intelligent | Secure | Extensible | Centralized Document Management

We uniquely transform Core HR so it's more engaging and effective through...



Mobile first, digital HR experience

- Consumer grade, mobile first employee and manager experience
- Powered by live insights to help make data driven decisions
- Focused on the entire workforce (incl. dedicated support for contingent labor, and apprentices)



Comprehensive Solutions that are flexible and intelligent

- Single global Core HR platform, with consistent and standardized HR processes
- True self-service to drive automation, improve data quality and elevate HR service delivery with efficient real time processes
- Connecting all HR processes to attract, develop, and retain workforce using modern technologies



Deep localization embedded within the application

- In use in ~200 countries around the globe.
- Deep localization delivered and maintained for 90+ countries, and 40+ countries for Employee Central Payroll
- Localized SAP Best-Practice content to accelerate implementation timelines



Secure, connected and world class platform

- Modernized and updated during 4 release cycles per year
- Extensibility options to ensure customer specific requirements can be covered
- Prebuilt integrations with other solutions from SAP and leading partners to accelerate and simplify
- Proactive approach to world-wide regulatory compliance

SAP SuccessFactors Core HR

Simplify Core HR to elevate the employee experience, while providing controls and live insights to HR

People and Transactions:

Best-practice processes for your total workforce (incl. contingent labor and apprentices)

Global Benefits:

Define, adjust and manage benefit plans based on global needs

Org. & Position Management:

Maintain and visualize organizational structures, and provide foundation for recruiting and succession management

Time Management:

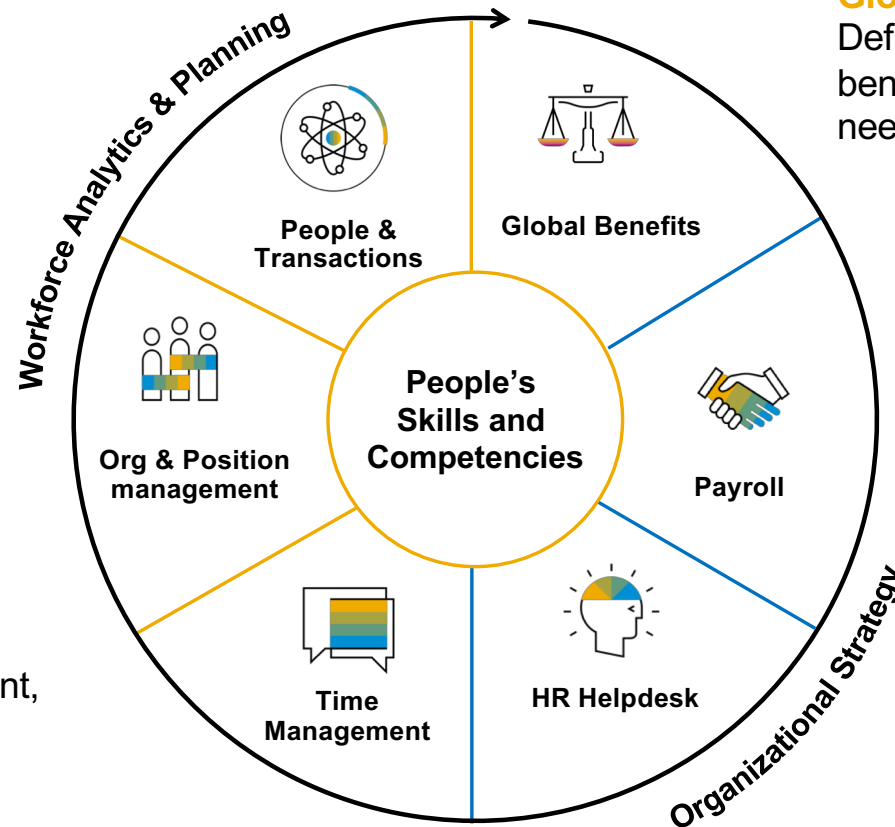
Global absence management, time tracking, and time-evaluation for payroll

Optional: Payroll

Utilize deeply localized payroll functionality to run in-house payrolls in 40+ countries

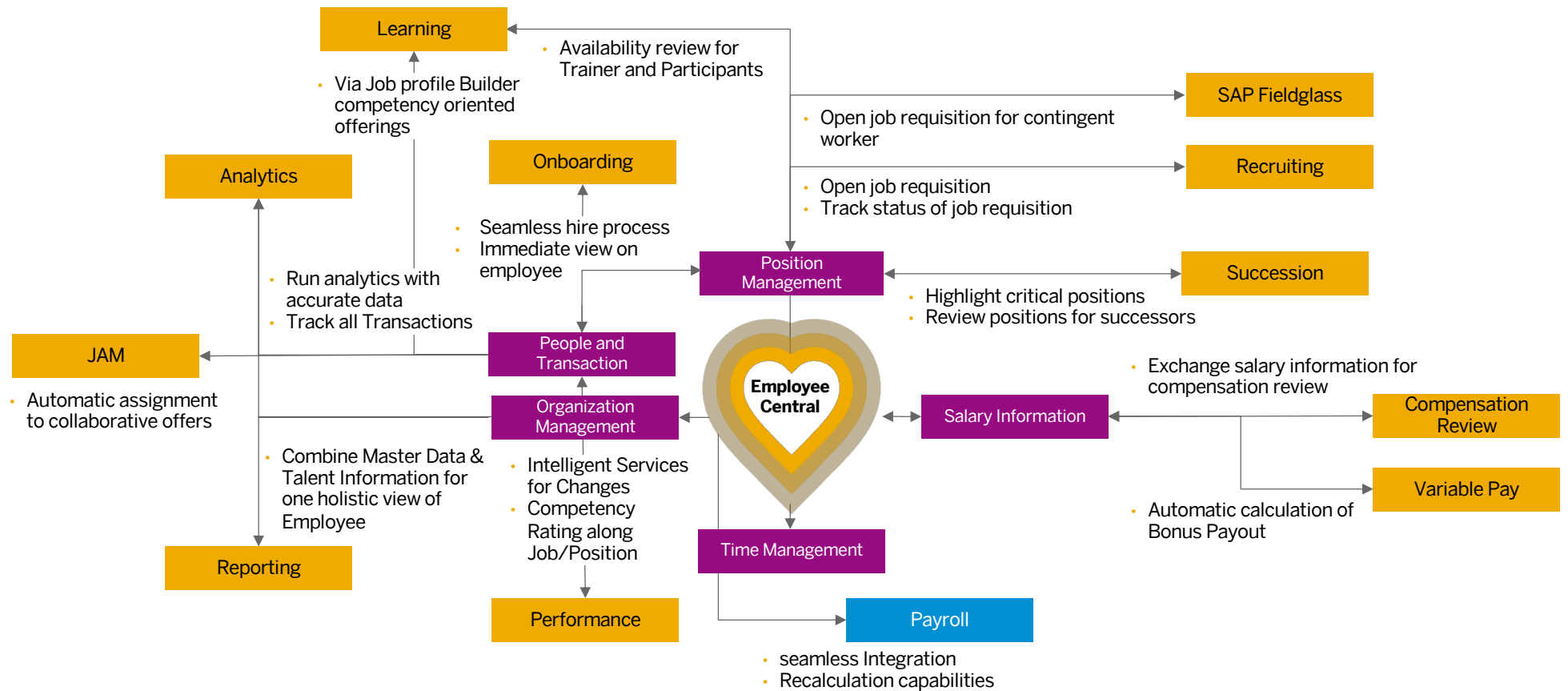
Optional: HR Helpdesk

Allows employees to easily find relevant HR information or to reach out directly to the right HR expert



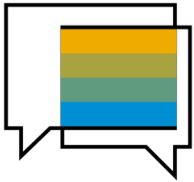
SAP SuccessFactors Employee Central is the foundation for talent management

How SAP SuccessFactors processes work seamlessly together



Truly global coverage

Unmatched multi-country availability and support



Translation and global access:

- Our cloud application suite is in 42 languages for both content and documentation
- Used by customers in over 200 countries



Globalization:

- Supporting multiple country user base simultaneously
- Multi-language, time zone, and currency support
- Global fields, national ID, address formats



Localization:

- Country-specific fields and business rules
- Integrations to local providers and tax authorities
- Employee Central Payroll available in 43 country versions
- Employee Central is localized in 94 countries

Single source of HR records enables **global processes** and **local compliance** for **worldwide standardization**

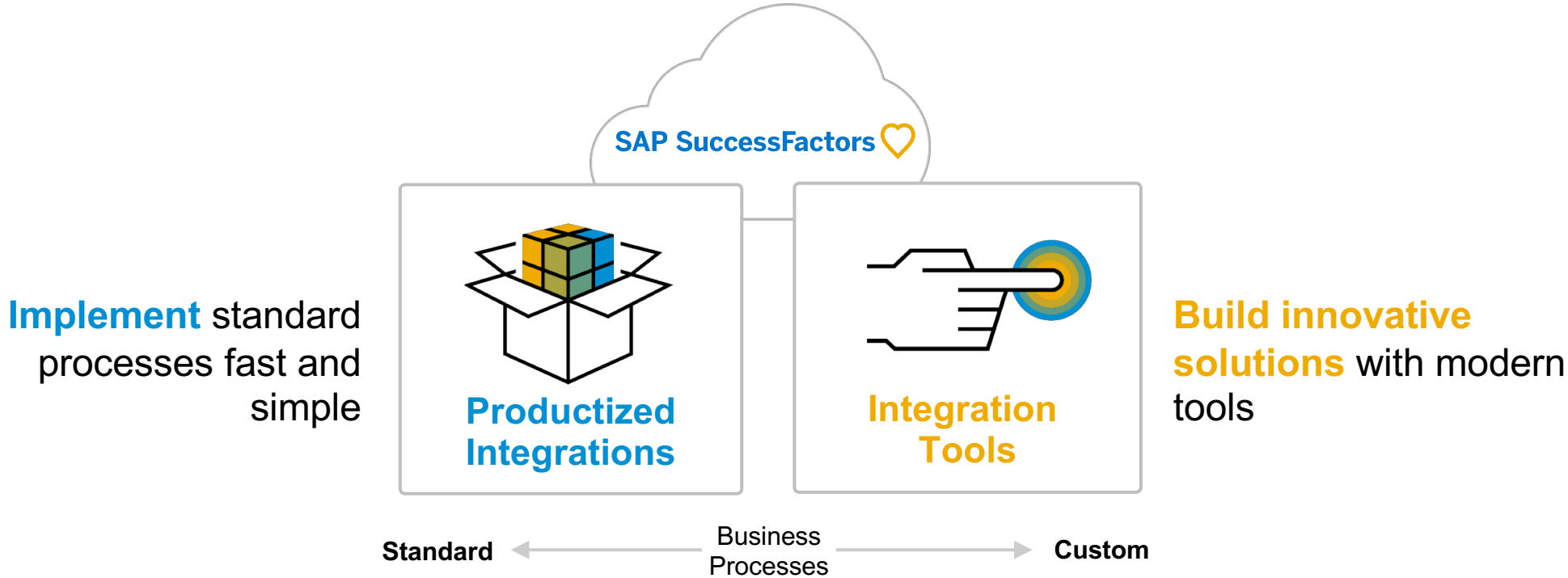
Best-Practices for Employee Central

Pre-configured processes and localized content deployed via the Upgrade Center

- Easily deploy **preconfigured HR processes** via the Upgrade Center
- Best-Practices include Position Management, Total Workforce Management, Integration and **localized content** for Time Off and Time Sheet.
- Currently available for Australia, Brazil, Canada, China, Colombia, France, Germany, India, Italy, Mexico, Netherlands, New Zealand, Saudi Arabia, Singapore, Spain, Switzerland, United Arab Emirates, United Kingdom and the USA.
More to come with every future release.



SAP SuccessFactors integration strategy



Productized integrations

Designed, built, delivered, and maintained by SAP and leading partners



SAP Solutions

SAP S/4HANA

SAP ERP

SAP Fieldglass

SAP Cloud Platform

SAP Access Control



Our Partners

BENEFITFOCUS SAP[®] Solution Extension

OPENTEXT™ SAP[®] Solution Extension

workforce SOFTWARE SAP[®] Solution Extension

Aon

ADP

Kenexa

LinkedIn

Thomsons

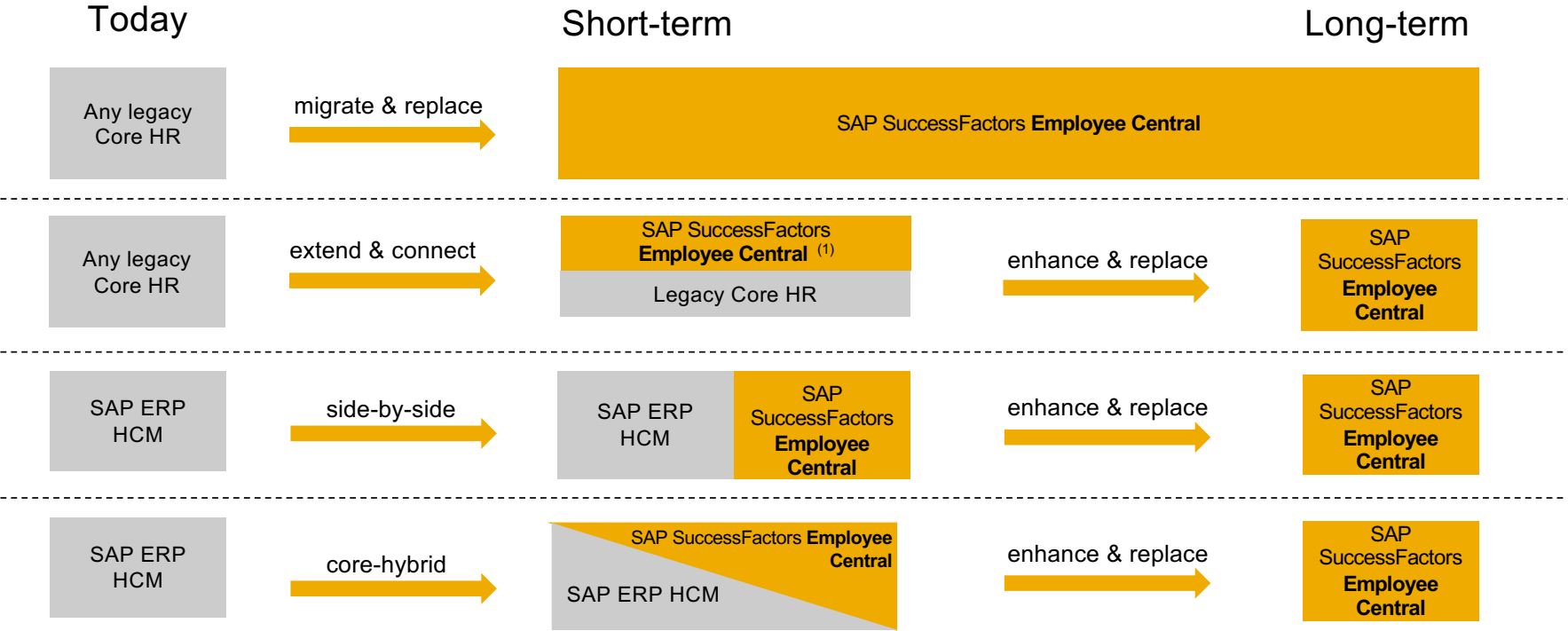
NGA

Kronos

Microsoft

SAP SuccessFactors Employee Central





Transition paths



⁽¹⁾ Read-only deployment. Replaces SAP SuccessFactors People Central Hub.

SAP SuccessFactors Employee Central

4 deployment options

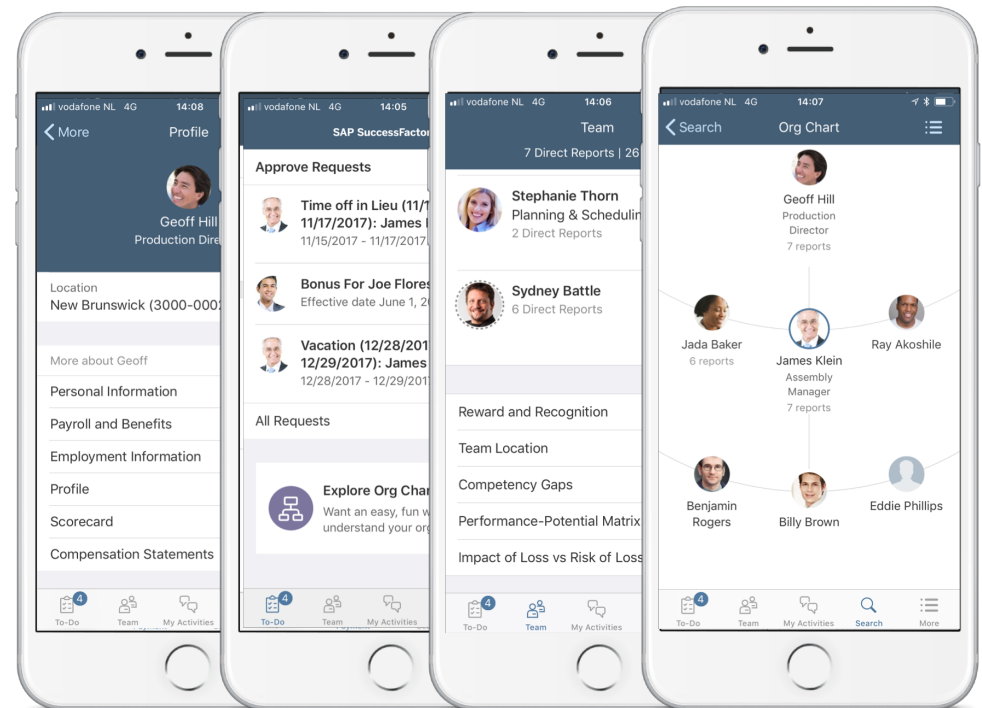
Full Use		<ul style="list-style-type: none">▪ Full blown Core HR system, including record keeping for internals and contingent labor, org. and position management, time management, and global benefits
Connect & extend (F.k.a People Central Hub)		<ul style="list-style-type: none">▪ 'View-only' Core HR system, including record viewing for internals and contingent labor, org. and position management. Can also be used as 'data-layer' or 'integration-hub' based on the Employee Central data model and integration tools. Covered by Functional Use subscription
Side-by-Side		<ul style="list-style-type: none">▪ Employee Central combined with SAP HCM Core HR system. Both systems serve as 'master-system' for part of the workforce, and data is combined for e.g. reporting purposes
Core Hybrid		<ul style="list-style-type: none">▪ Employee Central combined with SAP HCM Core HR system where time management and/or payroll run on SAP HCM

Meaningful experiences to engage your people

Provide a consumer-grade experience for all users on all devices

Increase workforce engagement with a powerful mobile app

- Provide **employees** personalized access to their data, business processes, and HR services
- Provide **managers** with easy access to all their to-do's, detailed team information, and insights to improve decision making
- **Organizational chart** including ability to immediately reach out to people



Co-development with Apple

We work alongside Apple developers in the Apple Enterprise Design Lab

Intelligent Services

Event based integration guides users across components

Transform disjointed HR processes into automated, integrated “Intelligent Services”

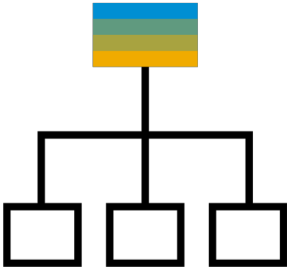
- Triggered by employee events
- Consolidates all transactions relevant to the event
- Delivers HR processes in real-time
- Spans multiple software components (SuccessFactors and non-SuccessFactors)
- Learns from other users and makes recommendations



Three dimensions of a HR transformation



Culture



Business



Technology

Digital workforce transformation journey

SAP SuccessFactors 



SAP SuccessFactors projects in the digital age are different...

**Explore
Best Practices**

**Adopt,
not adapt**

**User centric
design**

Adopt best practices

Community of **45,000** strong, and growing ...



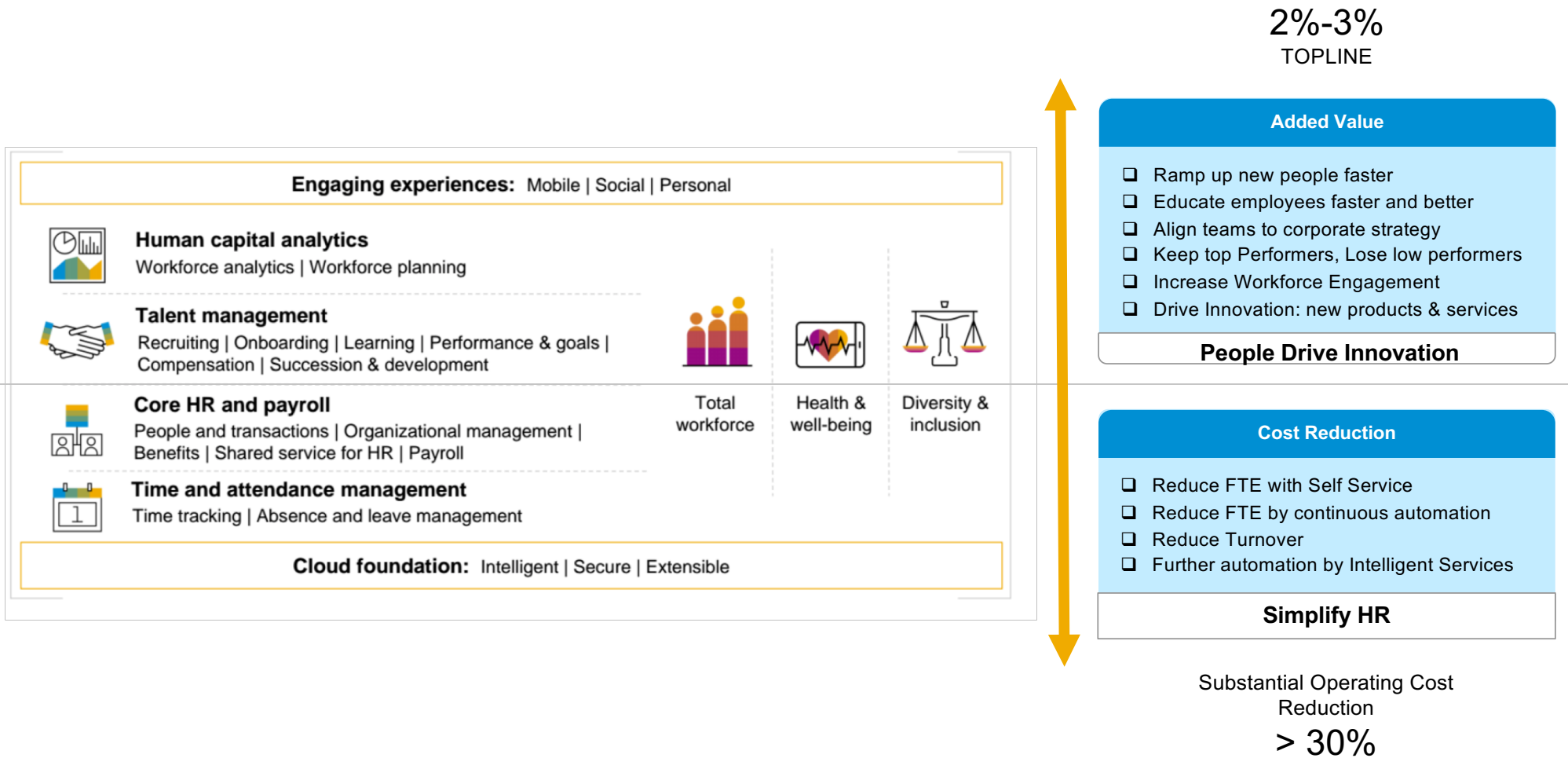
Customers value community for mutual support: **sharing, insights, best practices**

We support **online forums, peer-to-peer discussions** and **VIP events**

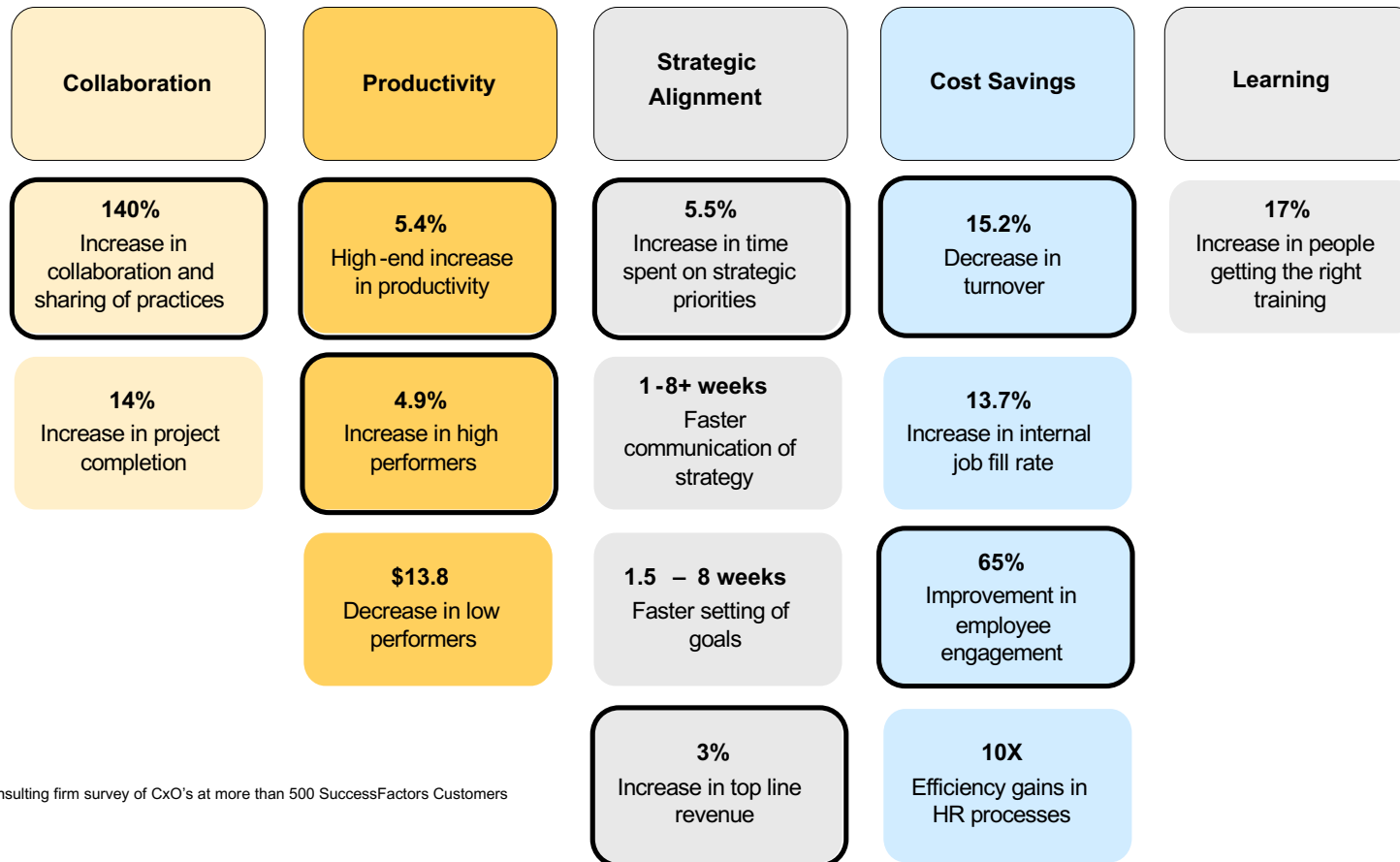
Customers influence our focus and road map through **advisory councils**

A screenshot of the SAP SuccessFactors Community Groups page. The page has a navigation bar with 'Community Home', 'Empowerment Center', 'Products', 'Training', 'Support', 'Services', 'Groups', and 'VIP'. Below the navigation bar is a header section with an icon of hands and a description: 'Groups in the community are organically-organized by SAP SuccessFactor HR & IT customers who want to share knowledge and best practices with their peers. Groups are organized within a region, industry, and/or focused on a product or topic.' The main content area is titled 'Community' and features a dropdown menu for 'Product Focused Groups'. It lists several groups: '[+] ASUG', 'Canada User Group' (with a description and 'Posts: 0 | New: 0'), 'Chicagoland SF Collaborators' (with a description and 'Posts: 33 | New: 33'), 'Denver Regional Group' (with 'Posts: 158 | New: 158'), '[+] East Coast User Group - Philadelphia', '[+] Houston Regional User Group', and 'Ohio Regional User Group' (with 'Posts: 253 | New: 253'). On the right side, there is a 'Special Topics Groups' section with three items: 'Preferred Success Enablement Portal', 'Customer Empowerment Advisory Board Group', and 'HCM CloudBridge Forum', each with a brief description.

Impact of the SAP SuccessFactors solution



Results: the case for change



Source: Top 3 Strategy Consulting firm survey of CxO's at more than 500 SuccessFactors Customers

SAP SuccessFactors 

Thank you.

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