Perform Mass Data Changes in SAP SuccessFactors

Manage ongoing and recurring HR processes, such as promotions, new hires or terminations!

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Run Simple with Accenture´s Complementary Apps for SAP SuccessFactors

Accenture
Data Comparison Manager
Migration Tool for HR data from a legacy system into SuccessFactors.

Accenture
HR Audit and Compliance as-a-service
Simplify continuous quality checking and auditing of Employee Central data

Accenture
Document Composer
Intuitive creation of documents in various HR processes and for all purposes

| Merge & Migrate | Pre-Go live & New Releases | Go Live | High Data Quality | Smart HR Processes | Grow & Expand |

Accenture
Clone and Test for Cloud
Fast and easy provisioning of scrambled HR data for regression and quality tests or training purposes

Accenture HR Data Loader
Easily perform mass changes and manage ongoing and recurring HR processes

Mass Data Changes are Needed Again and Again

Reorganization: require changes in reporting structures, reassignments in roles or positions

Manage Time Off: Update leave of absence, manage return to office

Manage seasoning and contingent workers: mass hires, end work orders, high fluctuation, …

Promotions: may be a move to a position of higher rank, responsibility and salary.

Pay change: pay increase, pay cuts, changing hours of work, due to legal changes, …

Migration to SuccessFactors: change mass of data during the migration and beyond

Accenture HR Data Loader

Recurring HCM Processes

- **Bonus payments** or **promotions** often occur at specific times for the entire organization

- **New hires and terminations** Workforce changes, including new hires and terminations, are integral to daily HR business

Mass Data Maintenance

- **Update data** due to changes in organizational/legal policies or to harmonize data.

- **Error resolution** Instantly eliminate manual data entry errors or data migration errors.

Other Scenarios

- Merger & Acquisitions
- Transfers
- Reorganizations
- …

Perform Mass Changes

Let me show you how it works

DEMO

Lumen Technologies, Inc.

(Formerly CenturyLink)

A global company focusing on the fastest, most secure platform for next-gen apps and data. Built to support the possibilities of the 4th Industrial Revolution offering networking, security, edge computing, cloud, collaboration, and platform.

Employees: ≈ 30,000

Locations: North America, EMEA, ASIA Pacific (formerly LATAM)

Revenue: $19.7 B

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Some Historical M&A Activity

2008: Embarq (≈17,000)

2008: Name changed to CenturyLink

2011: Qwest (≈27,000 employees)

2012: Savvis (≈3,400 employees & new countries)

2017: Level 3 (≈11,000 employees & new countries)

2022: Cirion Divestiture

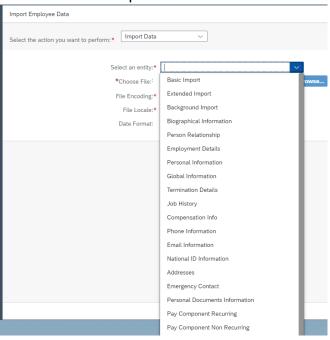2022: Brightspeed Divestiture

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Before HR Data Loader

- **Spreadsheets for M&A Activities**

- **SAP/SuccessFactor Delivered Templates**
  - **Winshuttle for SAP (before SF EC)**
  - **SF Import and Export Data**
  - **SF Import Employee Data**

- **Manual Entry**

- **Data entries often reversed future dated items**

After HR Data Loader

- **Reduction in BAU Rehire Time**
  - Did not load all inactive employees in SF

- **M&A Data Activities reduced to Hours/Days instead of Weeks**

- **Data Integrity**

- **Ability to Account easily for Future Date Records and do "bulk" updates**

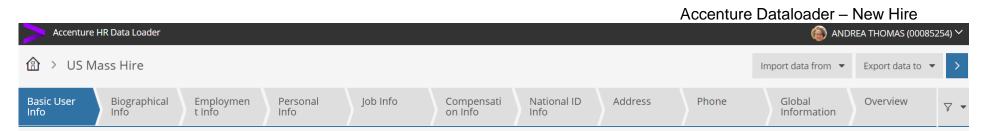# Templates for SuccessFactor Employee Data vs Accenture

SuccesFactors Imports

SuccessFactors Imports

Vs.

Accenture Dataloader

Accenture Dataloader – New Hire

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