HR in the Intelligent Enterprise: Recruit to Retire
Overview and Roadmap Session

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Business Challenges

RECRUIT TO RETIRE
Top priorities in the new world of work

Talent displacement
Business continuity plans
Employee health and safety
Supporting remote workers
Managing communication
Facilitating employee collaboration
Take charge of change with connected data, people, and experience
One Vision. One Intelligent Platform. One Human Experience.

1. Business Transformation
   Improve speed, adaptability and impact with better visibility on your business performance

2. Focus on Business Outcomes
   Maximize business performance by aligning people strategy with financial outcomes

3. Execute & Experience
   Ensure execution through meaningful experience, improving engagement, focused on results
Recruit to Retire
Transforming HCM to HXM

Human Experience Management (HXM)

Experience-first with individualized end-to-end experiences and powerful employee listening to monitor, manage, and optimize key moments in the employee journey

Unmatched, automated global compliance with global and local regulations, proven best practices, and delivered compliance in 99 countries for HR, and 46 for payroll

An open platform and community to easily build or integrate innovative apps and to connect HR to the broader business

Most trusted partner for strategic HR with deep and innovative capabilities; consistently recognized as market leader by top analysts
End-to-End Processes

BUSINESS NETWORK
Across all functions

BUSINESS PROCESS
- Lead to Cash
- Recruit to Retire
- Design to Operate
- Source to Pay

APPLICATIONS
- EXPERIENCE MANAGEMENT
- INTELLIGENT SUITE
- INDUSTRY CLOUD
- SUSTAINABILITY MANAGEMENT

TECHNOLOGY
- BUSINESS TECHNOLOGY PLATFORM
Deliver exceptional workforce experience from Recruit to Retire.

Understand, manage, and optimize all aspects of workforce (employees and external workers) in line with business objectives, and with clear financial impact. Deliver exceptional people experiences to transform your business results.

**Recruit to Retire**

- Get workforce engaged and productive, quickly
- Provide insights to make better talent decisions – aligning to key business and financial priorities
- Drive new and meaningful experiences that link purpose to performance

**Sub Processes**

- Hire to Retire
- Travel to Reimburse
- External Workforce

**Lifecycle of an Internal Worker**

**Worker’s Travel and Expense Management**

**Lifecycle of an External Worker**

*Recruit to Retire is also known as Total Workforce Management*
Intelligent Recruit to Retire* solution mapping

**Planning**
- **Workforce Planning**
  - Organization generates a plan by modeling the demand for talent
- **Travel Budget Planning**
  - Budgets are planned and assigned
- **Project Planning**
  - Individual project planners identify needs

**Staffing**
- **Identify Internal Talent**
  - Search for existing resources with the required skills
- **Recruit New Hires**
  - Open requisitions, find candidates, make offers
- **Source Contingent Workers**
  - Open reqs, create PO, work with suppliers

**Onboarding**
- **Complete paperwork, receive equipment, take training, meet team members, etc.**

**Working**
- **Request - book - travel - capture receipts - monitor against policies - expense approval**
- **Submit and approve timesheets**
- **Provide feedback and complete ongoing skills assessments**
- **Deliver ongoing training and development**
- **Monitor deliverables, costs (including travel) and margins, close quarter end**

**Paying**
- **Pay internal employees via payroll. Reimburse for travel**
- **Process invoices from suppliers for contingent workers and travel agencies; pay corporate cards**
- **Update financial statements, and make corrections as needed**

**Closing**
- **Submit final time and expenses and close project**
- **Offboard internal and external resources**

**SAP Analytics Cloud**
- SAP Concur
- SAP S/4HANA®

**Onboarding**
- SAP SuccessFactors

**Working**
- SAP SuccessFactors
- SAP Concur
- SAP S/4HANA®
- SAP Fieldglass

**Paying**
- SAP SuccessFactors
- SAP Fieldglass
- SAP S/4HANA®

**Closing**
- SAP Fieldglass
- SAP Concur
- SAP SuccessFactors

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*Recruit to Retire is also known as Total Workforce Management
Hire to Retire
Enabling the end-to-end business process of planning, sourcing, and managing employees.
Facilitating a holistic talent strategy to achieve agility and game-changing business outcomes.
Deliver exceptional people experiences to transform your business results.
Aligned Domain Model: **One Data Model** across all SAP business applications

**One common People Data Model**

- **Master Data Owner**: Employee Central
- **One Data Model**: People Data Model
- **Master Data Consumer**: SAP S/4HANA Cloud, SAP Concur, SAP Fieldglass, 3rd party

**Business Benefits**
- Consistent (and higher quality) data
- Power end-to-end business processes to run seamlessly across the value chain
- Enable data driven decision support like CHRO and CFO analytics

**One common Cost Center Data Model**

- **Master Data Owner**: SAP S/4HANA Cloud
- **One Data Model**: Cost Center Model
- **Master Data Consumer**: SAP SuccessFactors, SAP Concur, SAP Fieldglass, 3rd party

**Technology Benefits**
- Enable out-of-the-box SAP to SAP integration
- Consistent APIs based on open standards
- Foundational to suite qualities such as Identity Management, One Workflow Inbox, ...
- Lower IT costs

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1 Other core HR systems (SAP or 3rd party) are possible
2 Other Finance systems (SAP or 3rd party) are possible

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One **Identity and Access Management** across all SAP business applications

**Identity and Access Management**

- **IAG** orchestrates authentication and authorization mgmt.
- Single Sign-On (IAS*)
- Automated, adaptive, and compliant access management
- Event-driven identity lifecycle management

**Business Benefits**

- Reliable, secure, and seamless experience
- Foster user productivity and collaboration
- Richer employee experience like onboarding
- Proactive compliance management and risk mitigation throughout a worker’s lifecycle
- Enable digital transformation

**Technology Benefits**

- Eliminate disruptions, like preventing employee access to systems
- Decrease IT costs while increasing IT agility

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*IAS= Identity Authentication Service; IAG = Identity Access Governance

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One Data Model + Master Data Integration + Identity and Access Management enables a smooth running Hire to Retire process.
Employee Central Core – New in H1 2020

- Enhanced Manage Pending Hire
- Workflow Auto Delegation Enhancements
- Address Validation as a Service
  - Netherlands, Germany
Employee Central Core – Planned for H2 2020 and beyond

- Qualtrics Integration
  - Initiate Qualtrics lifecycle surveys using Intelligent Services
- Localization: Country Specific Gender Field
- Configurable New Hire
- Mass Changes on Positions
Employee Central Time Management – New in H1 2020
End-to-end processes from Time Management to Employee Central Payroll

- Ability to sell leave
- Flextime handling
- Leave at half or double pay
- Advance leave payments
- Simplification of work schedule handling
Employee Central Time Management – Planned for H2 2020 and beyond
End-to-end processes from Time Management to Employee Central Payroll

- Ability to buy leave
- Ability to handle time recordings across midnight
  - Absences (planned for H2 2020)
  - Attendances (planned for H1 2021)
- Improved public holiday handling
- Ability to handle concurrent absences
Intelligent Enterprise Integration, Tools, & Reporting

- Replicate EC Time Planned Working Time to the Substitutions Infotype (H1 2020)
- Reduced configuration/dual maintenance in ECP by not having to maintain & generate ECP Work Schedule Rules
People Experience
Employee Pay Reimagined

- Direct pay statement with standard key figures (Gross and payout) - H2 2020
- HXM Homepage: Quick Access 'View Pay Statement' - 2H 2020
- Employee Engagement card for Off-cycle Pay Statements - 2H 2020
Onboarding (2.0) product offering *(added 1H 2020)* (1/2)

**PROCESS**

- **Onboarding**
  - Trigger from SFSF Recruiting or 3rd party Applicant Tracking System or manually (without Recruiting system)
- **Crossboarding**
  - Trigger from SFSF Recruiting or SFSF Employee Central or 3rd party Applicant Tracking System
- **Offboarding**
  - Trigger from SFSF Employee Central
- **No-Show handling**
- **Rehire on new employment**
- **Cancel Onboarding/ Crossboarding/ Offboarding process**
- **Configure custom processes (Process Variant Manager tool)**
  - Create custom Onboarding/Crossboarding process (have multiple document flows in parallel)
  - Ability to bypass the Review New Hire Data step

**FOUNDATION**

- **Responsive FIORI Design (SAP UI5)**
- **BizX homepage tiles**
- **Notifications (Email Services)**
- **Company document management**
  - Upload company documents to Document Management System
  - Ability for new hire to access company documents via homepage tile
- **Employee documents**
  - Provide access to employee-specific documents
- **SAP SuccessFactors e-Signature for basic embedded signing including mobile devices support**
- **DocuSign integration for remote signing**
- **Recruit-to-Hire Data Mapping**
  - User interface enhancements
  - Foundation and Generic Objects support
- **New Search Criteria to Filter My Tasks**
  - Review task for the New Hire (onboarding dashboard) / for Employee (offboarding dashboard)
Onboarding (2.0) product offering (added 1H 2020) (2/2)

LOCALIZATION

- **Country localization**
  - Core HR Data for Onboardees: available for 99 countries.

- **Address Validation Service**
  - Ability to use EC’s address validation service*
  - Delivered local versions: The Netherlands, Germany**

- **Compliance forms**
  - United Kingdom & Australia
  - Signature support (DocuSign or SAP SuccessFactors e-Signature)

DEPLOYMENT

- **Hybrid setup (“co-existence”)**
  - Deploy Onboarding (2.0) globally and keep Onboarding (1.0) only for US and Canada. Processes will then either run on ONB (2.0) or ONB (1.0) depending on country.

- **Integration with an External Human Resources Information System (for Onboarding process)**

* Ability to use this service if rules are configured accordingly..

** Germany is new with H1/2020
Get insights from redesigned Onboarding Dashboard:

- Simplified user experience
- Overview on status for all new hires activities
  - data collection
  - compliance
  - onboarding tasks
React quickly on to do's from New Hire Details:
- Overview of all tasks
- Ability to take action and nudge participants
Wrap up
Why SAP?

**Integrated Data Flows**
- Unique access to integrated data flows based on a common data model
- Delivers unparalleled cross-process analytics/AI/ML capabilities and insights, simplifying collaboration across the enterprise

**Experience Management**
- Embedded experience management connects user, customer, brand, and employee sentiment to every decision/action
- Connecting X+O data is game-changing capability—respond across every part of your business; understand what is happening, why, and how

**End-to-End Business Outcomes**
- Fully integrated suite enables end-to-end business outcomes for the Intelligent Enterprise
- Horizontally integrated macro processes cross a multitude of domains, with intelligence and augmentation on top

**Data- and Analytics-Driven Approach**
- Products are developed with an analytics-first mindset
- Each product semantically connects to integrated data flows, unlocking digital innovation
A smooth **Recruit to Retire** process is critical during the pandemic for business continuity as well as enabling better workforce experience and productivity.

With the May 2020 release, SAP has taken a big step forward in delivering the Integrated Intelligent Enterprise: **One common set of suite qualities**

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* Recruit to Retire is also known as Total Workforce Management
SAP Road Maps for the Intelligent Enterprise

SAP Road Maps

SAP Road Maps support the journey to SAP’s future product portfolio and the Intelligent Enterprise. Explore our road maps, webinars, and transformation guides to learn more.

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