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Americas' SAP Users' Group

Reporting Options for HR and Payroll for SAP and SAP SuccessFactors Customers

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Session ID # 82390

About the Speakers

Danielle Larocca

- SAP® Mentors
- SVP HCM/EIM Solutions, EPI-USE Labs
- Best Selling Author, HR Executive, HCM Reporting Guru
- Life Philosophy: “Eat cake, life is short”

Key Outcomes/Objectives

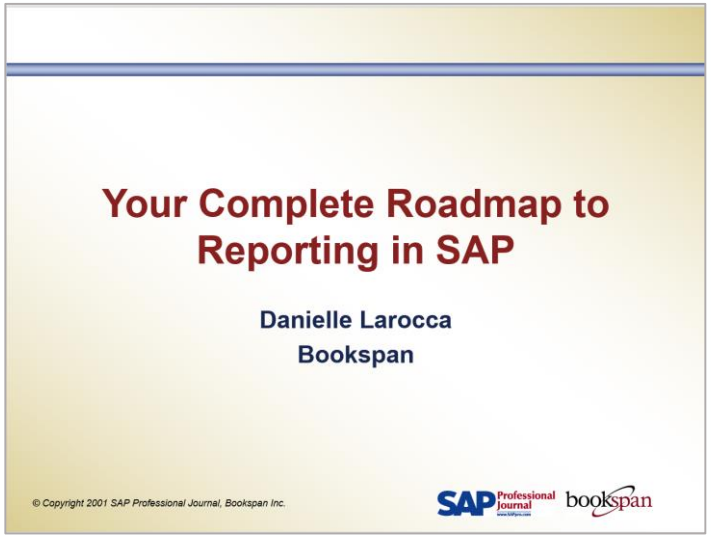
1. Understand the critical difference between reporting and analytics and how it applies to SAP's overall methodology of intelligence
2. Learn about reporting options in SAP ERP HCM and Payroll including their pros and cons, and how to access each one
3. Explore reporting options in SAP SuccessFactors including their pros and cons and how to access each one
4. Get best practice recommendations for SAP SuccessFactors hybrid reporting
5. Review People Analytics powered by SAP Analytics Cloud, the next evolution of Intelligence in SAP SuccessFactors

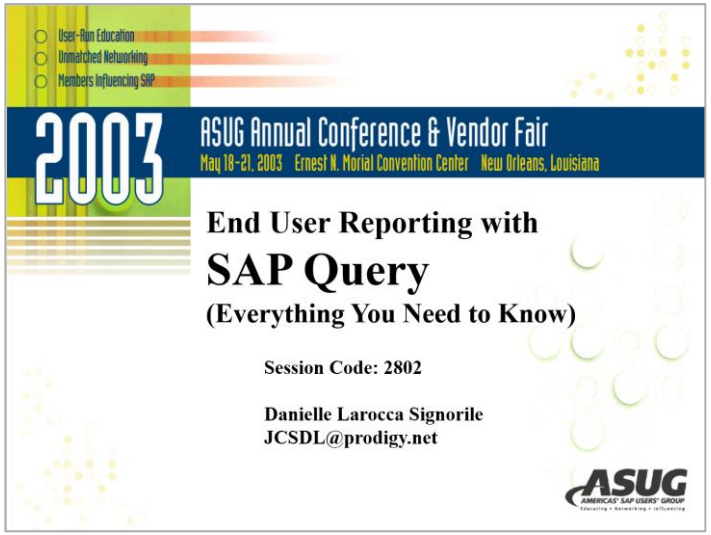
Agenda

- SAP ERP HCM on-premise options
- SAP SuccessFactors options
- Hybrid options
- Payroll reporting
- The future of intelligence in SAP SuccessFactors
- Summary

Talking about Reporting

- My first speaking engagement was at the ASUG Conference in 1999
- There was a very long stretch of time where there were no new major developments on the reporting front
- Most HCM customers were using the same set of tools





Graphics source sapinsider.com and asug.com.

Section 1

SAP ERP HCM ON-PREMISE OPTIONS

SAP HCM On-Premise Reporting & Analytics Options

For a very long time, SAP ERP HCM On-Premise had only **Reporting** solutions, including the infamous Ad Hoc Query and utilities like the Wage Type Reporter

In the late ‘90s, Business Warehouse (BW) became an option for HCM, and then SAP HCM On-Premise customers also had an **Analytics** option

Reporting

DEFINITION

Reporting is the process of organizing data into informational summaries in order to monitor how different areas of a business are performing

ROI

Achieved by decreasing the effort required to deliver data to the consumer

CRITICAL FOR

Today

FORMAT

- Lists
- Tables
- Basic charts and graphs

SAMPLES

- List of employees on leave and their expected return dates
- Headcounts
- List of employees and their salaries, length of service, and performance scores
- Payroll Journal
- List of overtime by department
- Termination list

AUDIENCE

- Managers
- Centers of Excellence
- Operational Functions

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Analytics

DEFINITION

Analytics is the process of exploring data and reports in order to extract meaningful insights that can be used to better understand and improve business performance

ROI

Achieved by increasing the business value derived from using the data in people decisions

CRITICAL FOR

Tomorrow and beyond

FORMAT

- Charts
- Graphs
- Analysis

SAMPLES

- Do we have enough qualified people to fill the positions vacated by the baby boomers when they retire?
- What is our revenue per employee?

AUDIENCE

- Managers
- C Suite
- Line of Business Leaders

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SAP HCM On-Premise Reporting Solutions

SAP On-Premise HCM

SAP Standard/HIS

Custom ABAP

Query Tools (Ad Hoc, etc.)

QuickViewer

Wage Type Reporter

PCP0

SE16, SE16N

Third-Party Solutions

SAP's focus has traditionally been around Reporting rather than Analytics.

HR's many compliance needs require the ability to report across functions in the HR System,

while the tools and utilities are often limited by functional area.

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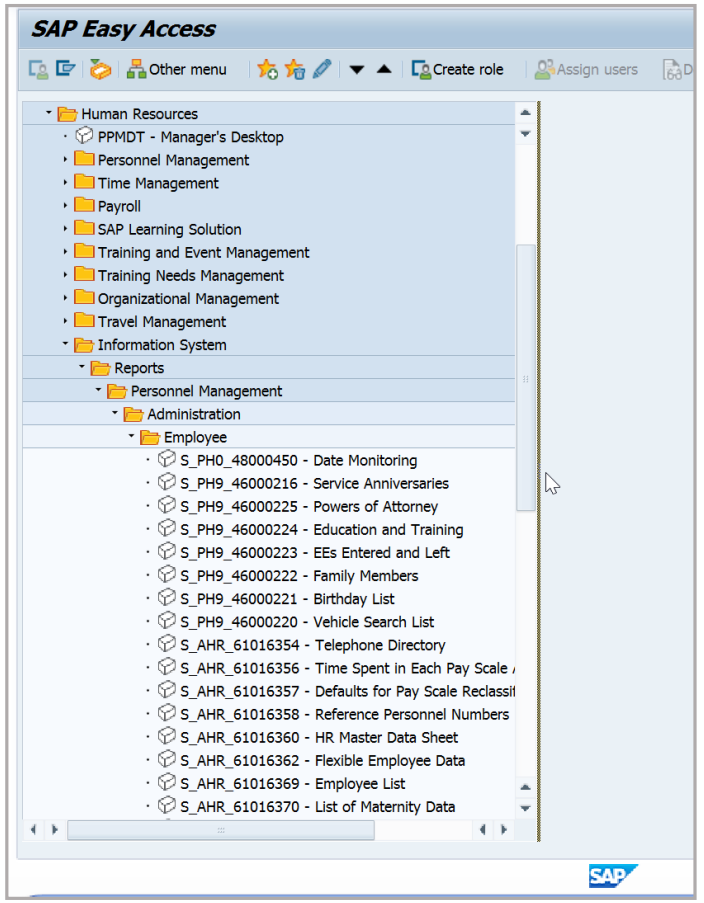
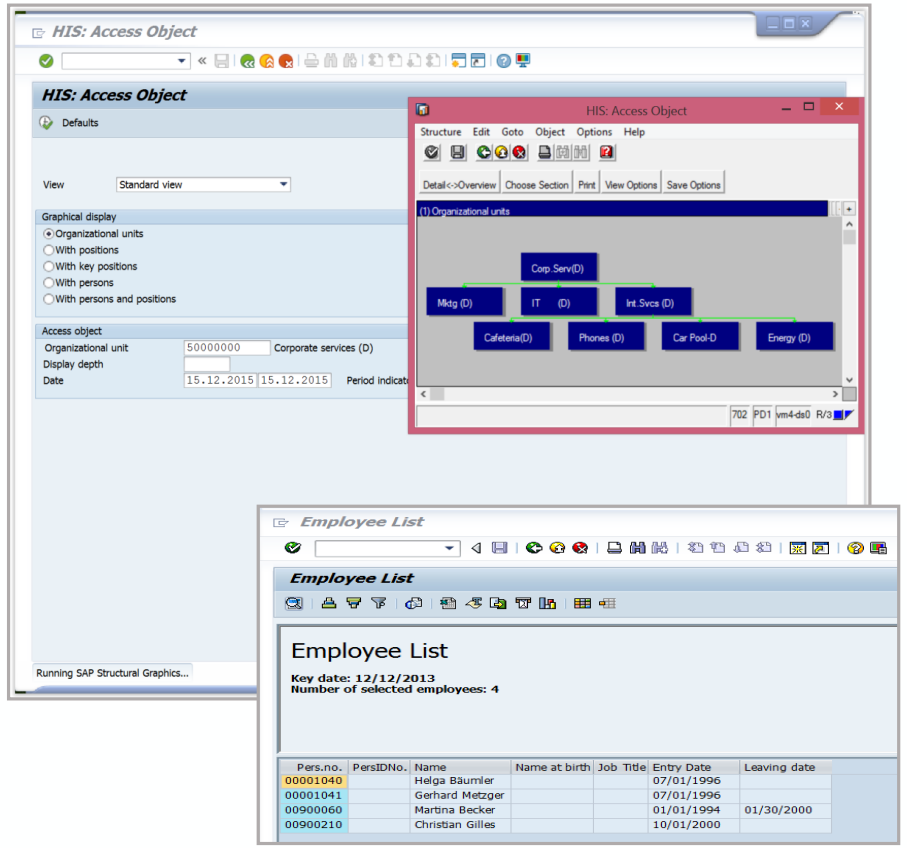
SAP Standard Delivered Reports

- SAP delivers hundreds of standard reports for the HCM module
- Accessed via the General Report Selection navigation on the SAP Easy Access Menu
- Each functional area in SAP ERP HCM is listed by module



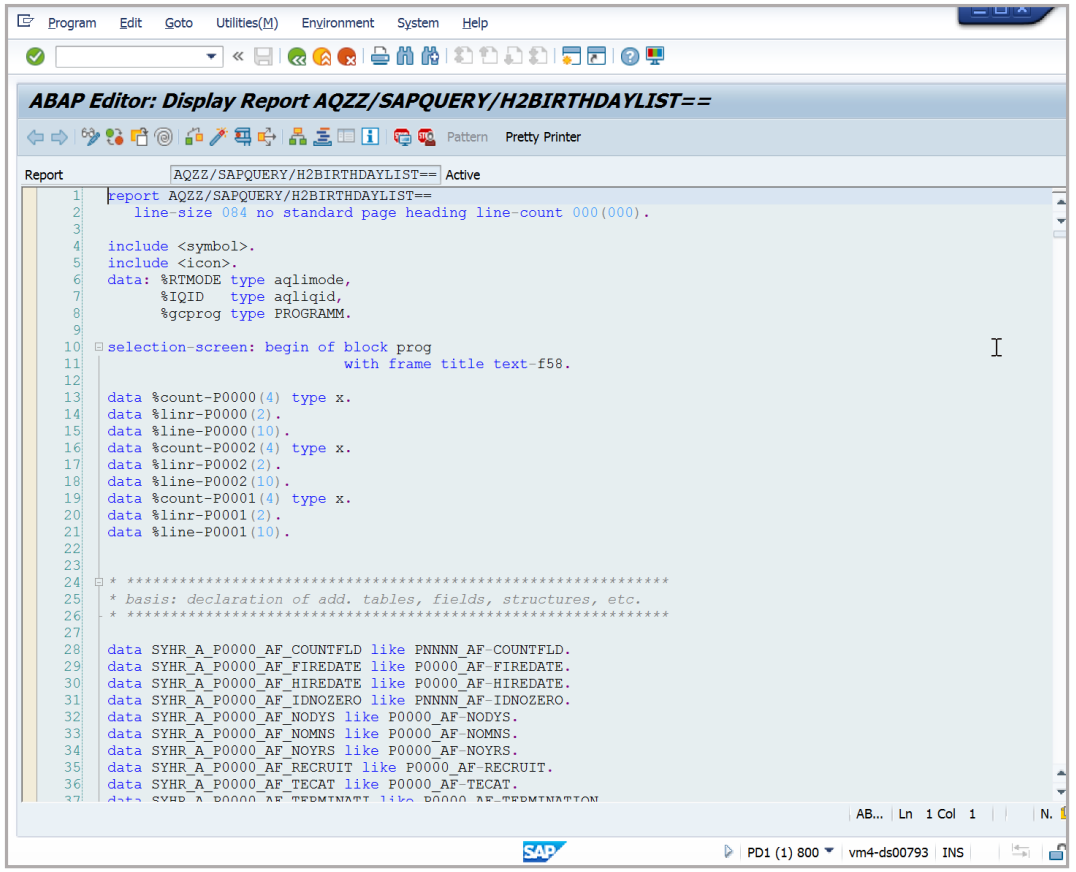
HIS (HR Information System)

- A visual object-based tool that allows you to look at hierarchal data in your SAP system
- Not useful for printed reports in most cases, but allows for drilldown, on-screen viewing
- Also available in other modules, including:
  - Sales Information System
  - Purchasing Information System
  - Inventory Controlling
  - Shop Floor Information System
  - Plant Maintenance Information System



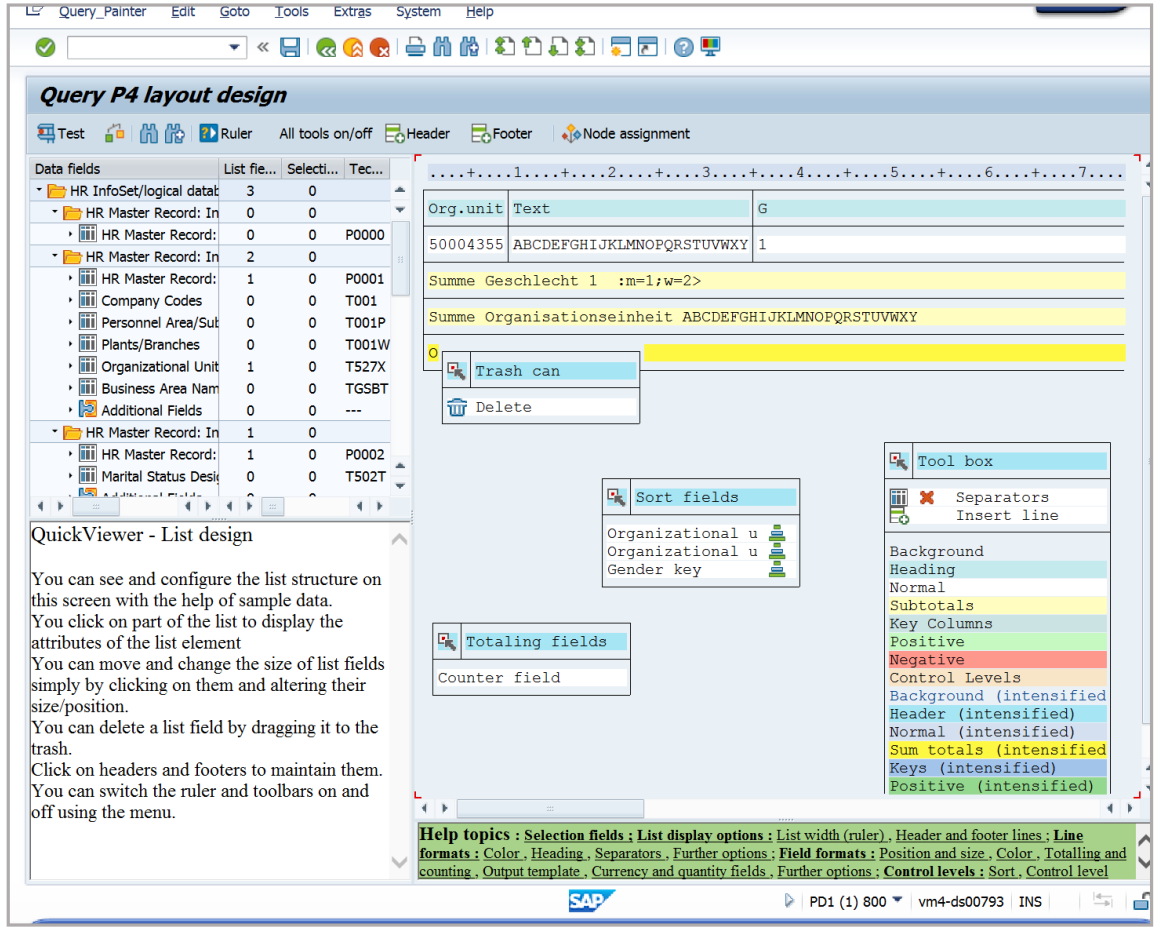
Custom Reports (ABAP, SAPscript, Etc.)

- Any report developed that requires a trained programmer to insert code into SAP to collect information, design output, and produce a report
- Every company has at least a handful of custom-coded reports
- Often created from scratch



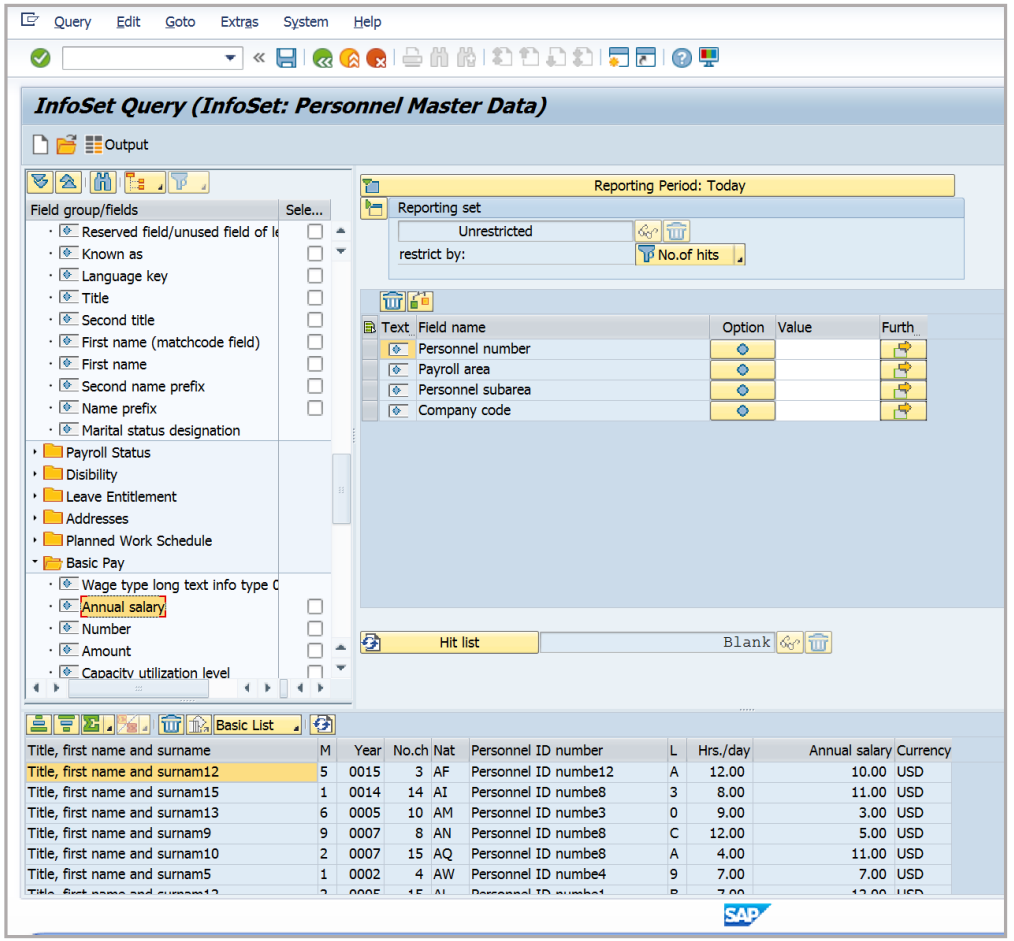
SAP Query (Transaction Code SQ01)

- Basic report-writing tool to query basic Master Data present on core infotypes in SAP ERP HCM
- Offers a range of ways to define output and create different types of reports including:
  - Basic lists
  - Statistics
  - Ranked lists
- Many SAP Notes logged
- Data is limited – No Payroll or Time clusters, for example



Ad Hoc Query

- Simple, quick, one-time look-up utility for fast access to basic data
- “Quick and dirty” utility to access counts and simple basic lists
- Limited functionality
- Many SAP Notes logged
- Data is limited – No Payroll or Time clusters, for example
- Known as the InfoSet Query when used for modules other than HCM

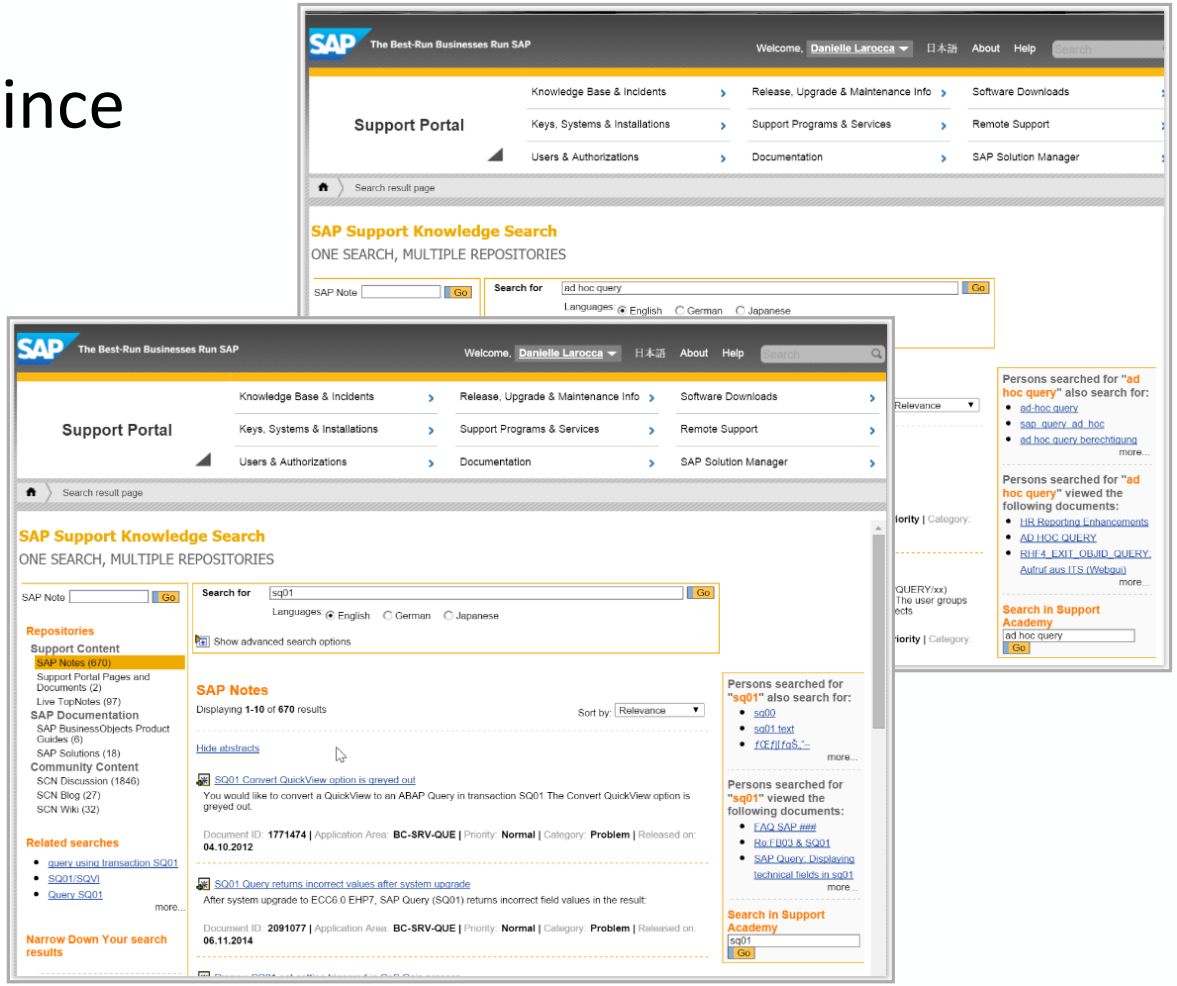


SAP HCM On-Premise Reporting Pros and Cons

SAP Query	Ad Hoc Query
Robust, non-technical tool for basic, statistical, and ranked list	Single-use look-up utility
Robust, non-technical tool for basic, statistical, and ranked lists	Basic end-user tool with a single-screen WYSIWYG approach
Graphical or Standard format	Standard format
Robust reports including subtotals, sorts, colors, graphics, and calculations that can be scheduled	Basic lists only
Hundreds of SAP Notes logged	Hundreds of SAP Notes logged
Can be linked to transaction codes, MSS, email, etc.	Has to be converted from an Ad Hoc Query to an SAP Query in order for additional use
Designed as a report creation tool	Designed with basic users in mind (like an SE16 table look-up)
No new development planned	No new development planned

Use Caution with SAP Query or Ad Hoc Query

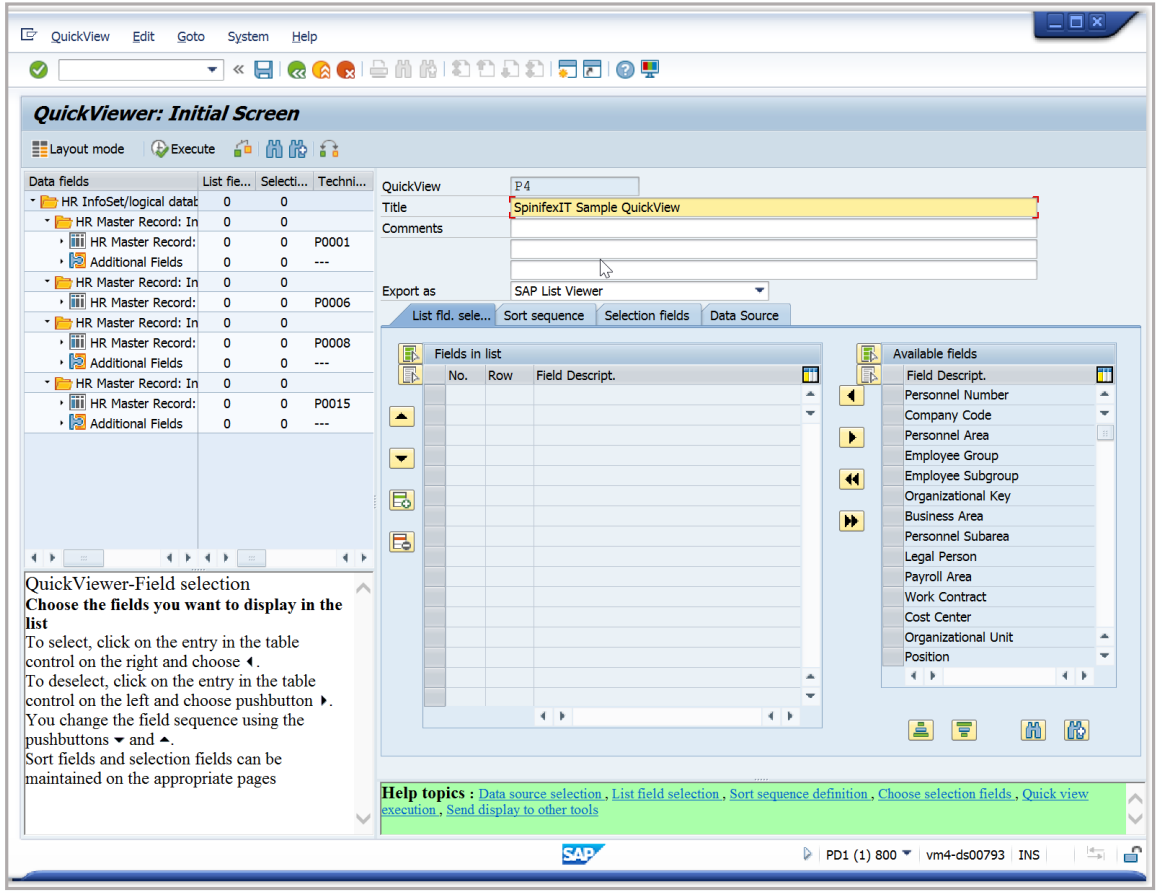
- The tools have not been enhanced since version SAP R/3 4.6C in April 2001
- SAP's current commitment is for analytics and to further develop intelligent solutions like People Analytics and SAP Analytics Cloud
- Many SAP Notes for both Ad Hoc Query and SAP Query



Graphics source sap.com.

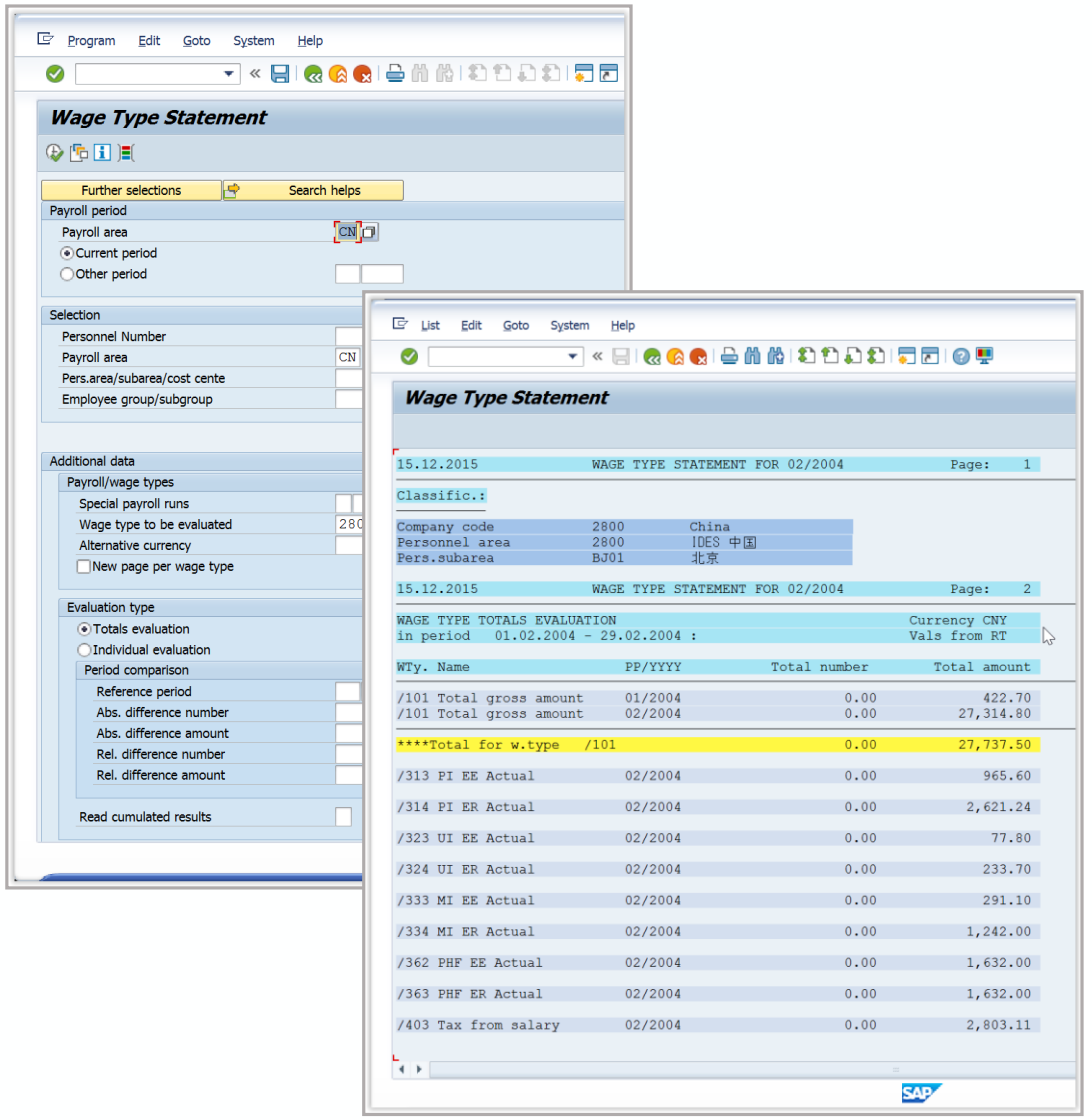
QuickViewer

- Another simple, quick, one-time look-up utility for fast access to basic data
- Create WYSIWYG views of data called QuickViews
- QuickViews are not reports that can be exchanged among users
- You can, however, convert QuickViews to reports to be used with SAP Query



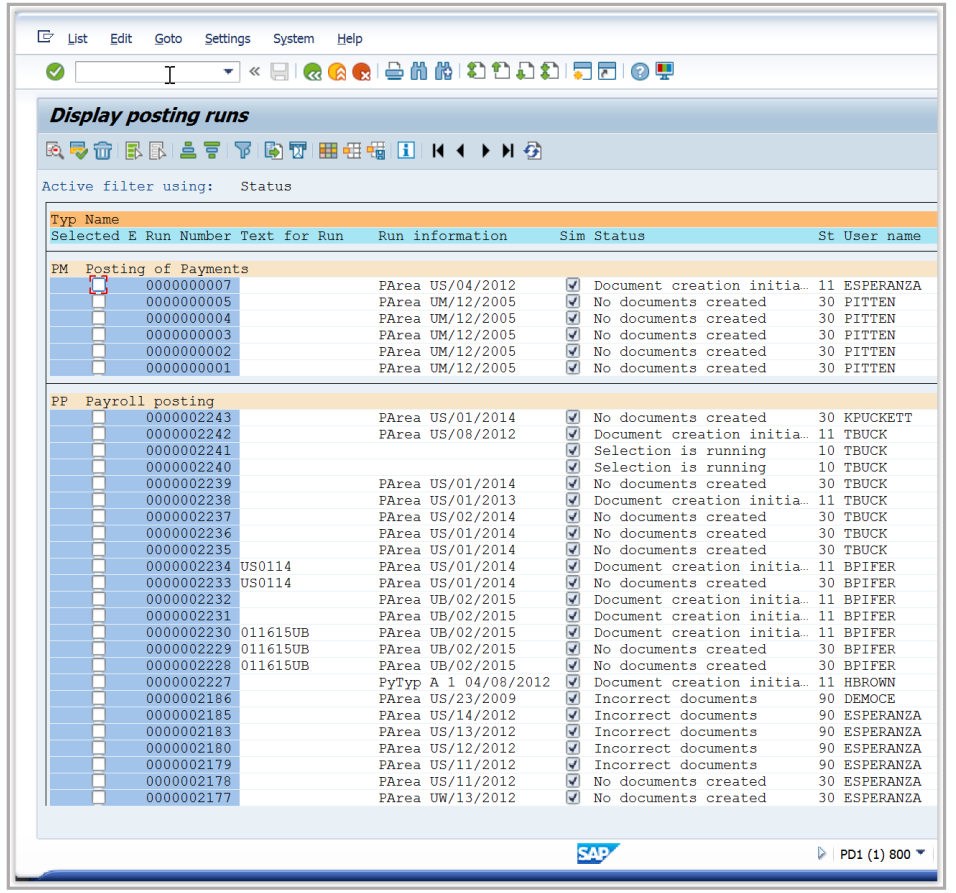
Wage Type Reporter

- Transaction Code PC00_M99_CLGA09
- Evaluates wage types from the payroll results for a selected period
- This is data from tables RT (Results Table) and WPBP (Work Place Basic Pay) for the payroll results. Other tables and data from infotypes are not evaluated.
- Tax Reporter



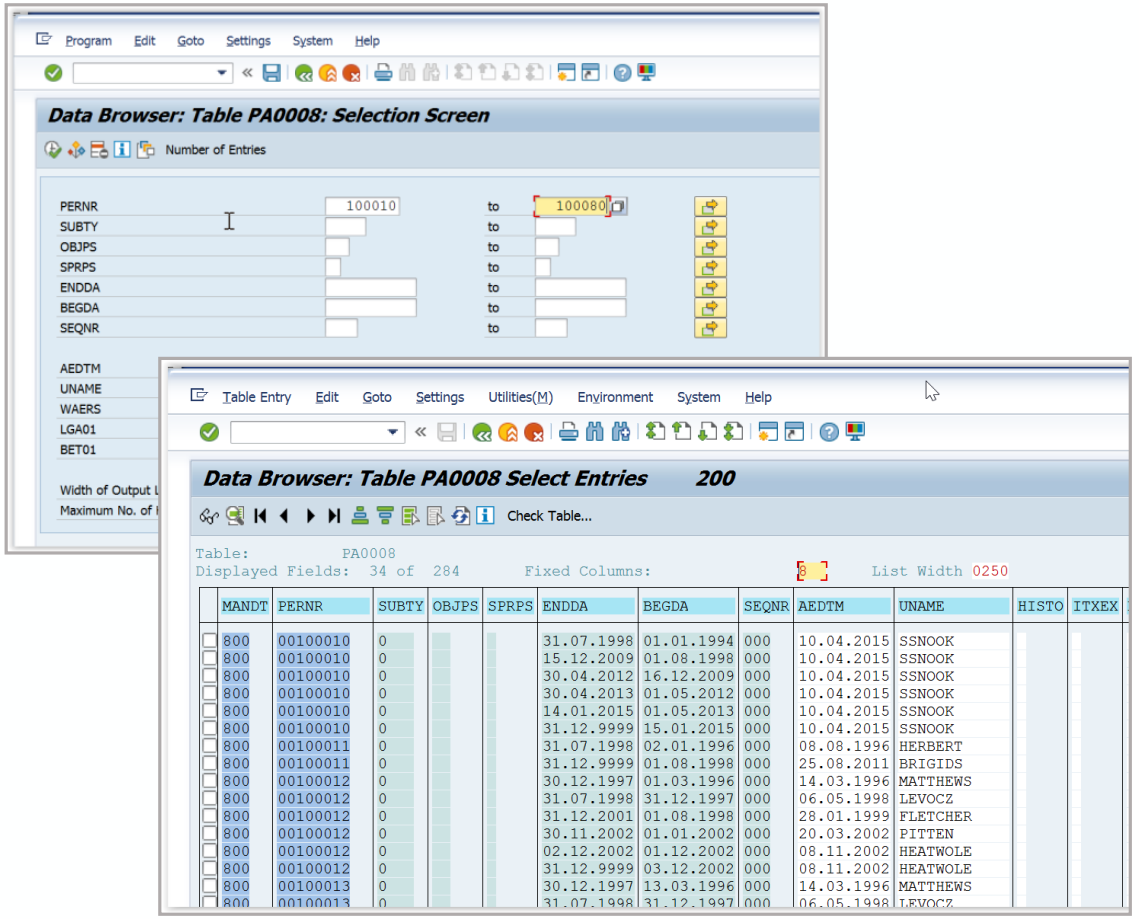
PCP0 View Posting Documents

- Transaction Code PCP0
- The PCP0 (Process posting run) T-Code provides an overview of all documents created during the posting run
- The standard variant for the display of posting runs filters via the status of the posting runs and only displays such runs whose status is in some way “Open”



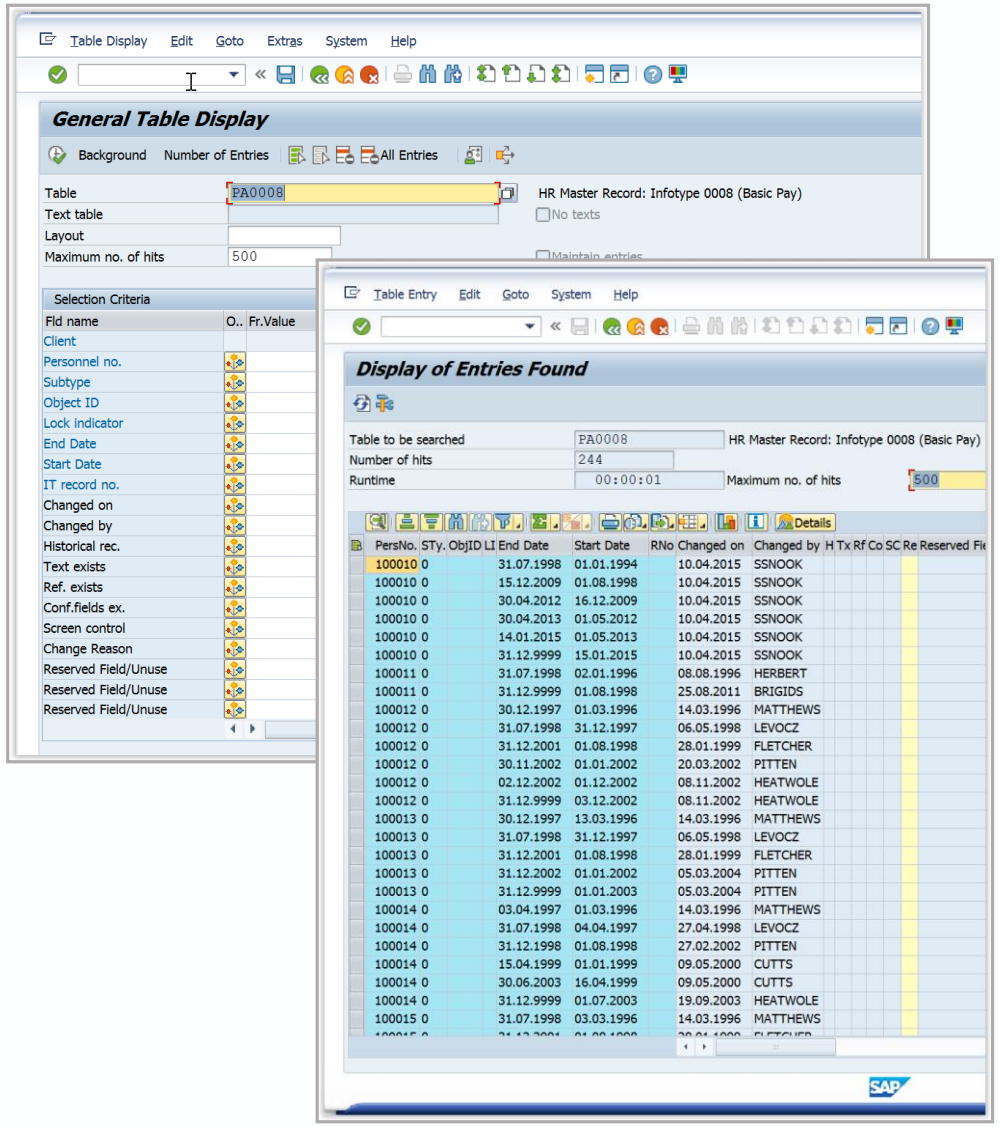
SE16 General Table Display

- Transaction Code SE16
- Direct single table reads
- Development tool not intended to be utilized as a general purpose table query tool for all users
- Tools >ABAP Workbench > Overview > Data Browser
- No security



SE16N Data Browser

- Transaction Code SE16N
- Direct single table reads launched as part of SAP Enjoy! (easier UX)
- Development Tool not intended to be utilized as a general purpose table query tool for all users
- Tools >ABAP Workbench > Overview > Data Browser
- No security



SAP HCM On-Premise Reporting Pros and Cons

Solution/Utility	Primary function	Accessed via	Pros	Cons
SAP pre-delivered reports	• SAP delivers hundreds of standard reports for the HCM module for its customers. • Each functional area in SAP ERP HCM is listed by module and all of the available standard reports are included.	SAP Easy Access Menu ➞ Human Resources ➞ Information System ➞ Reports	• A great place to check to see if a report exists before building a new one. • Updated by SAP regularly, it includes government and regulatory standards by country.	Not designed to be edited; it assumes standard field mappings and data load.
HR Information System (HIS)	A visual object-based tool that allows you to look at hierarchal data in your SAP system.	SAP Easy Access Menu ➞ Human Resources ➞ Information System ➞ Reporting Tools ➞ HIS	Graphical representations of data in drill-down format.	Limited data; it does not offer printing or formatting options.

SAP HCM On-Premise Reporting Pros and Cons

Solution/Utility	Primary function	Accessed via	Pros	Cons
Custom-coded reports (e.g. ABAP and SAPscript)	Any customized report that requires a trained programmer to insert code into the SAP system to collect information, design output, and produce a report.	Transaction code SE38 or ABAP editor; this requires developer access.	Can pull data from any structure within an SAP system.	Requires programmers, hard-coded security, data retrieval, manual updates each time the system is changed, and additional cost and time to produce and maintain. Also has a higher risk of error.
QuickViewer	A simple, quick, one-time look-up utility for fast access to basic data.	Transaction code SE38	Very easy to use.	It offers limited functionality, hundreds of SAP Notes logged, no updates are planned (and it has not been updated since version 4.6C), and it doesn't offer access to payroll or time results.

SAP HCM On-Premise Reporting Pros and Cons

Solution/Utility	Primary function	Accessed via	Pros	Cons
Ad Hoc Query	As a simple, quick, one-time look-up utility for fast access to basic data, including counts and simple lists.	SAP Easy Access Menu ➞ Human Resources ➞ Information System ➞ Reporting Tools ➞ Ad Hoc Query	Very easy to use.	It offers limited functionality, hundreds of SAP Notes logged, no updates are planned (and it has not been updated since version 4.6C), and it doesn't offer access to payroll or time results.
SAP Query	A simple report-creation utility for fast access to basic data, including counts, calculations, and basic statistical and ranked lists.	SAP Easy Access Menu ➞ Human Resources ➞ Information System ➞ Reporting Tools ➞ SAP Query	Very easy to use.	It offers limited functionality, hundreds of SAP Notes logged, no updates are planned (and it has not been updated since version 4.6C), and it doesn't offer access to payroll or time results.

SAP HCM On-Premise Reporting Pros and Cons

Solution/Utility	Primary function	Accessed via	Pros	Cons
Transaction code PCP0 Display posting runs	As a simple, quick, one-time look-up utility for fast access to basic data, including counts and simple lists.	SAP Easy Access Menu ➞ Human Resources ➞ Information System ➞ Reporting Tools ➞ Ad Hoc Query	Very easy to use.	It offers limited functionality, hundreds of SAP Notes logged, no updates are planned (and it has not been updated since version 4.6C), and it doesn't offer access to payroll or time results.
Transaction code SE16 Data Browser	General purpose database table inquiry utility.	Transaction code SE16	Offers unfiltered access to any table.	No default security is offered, and fields are displayed with technical names.
Transaction code SE16N Data Browser New	General purpose database table inquiry utility.	Transaction code SE16N	Offers unfiltered access to any table.	No default security; fields are displayed with technical names.

SAP HCM On-Premise Reporting Pros and Cons

Solution/Utility	Primary function	Accessed via	Pros	Cons
Wage Type Reporter	A utility that allows access to payroll and time results data from the clusters.	Transaction code PC00_M99_CLGA09	• Evaluates wage types from the payroll results for a selected period. • This data is from tables RT (Results Table) and WPBP (Work Place Basic Pay) for the payroll results. Other tables and data from infotypes are not evaluated.	Does not provide access to traditional data, only the wage type results.
Third-Party Vendors	A single utility to provide access to all HCM HR and Payroll data in real time inside of SAP	A transaction code in SAP	• All of the data in a single tool. • Data is live inside SAP. • Data is protected by SAP Security. • Data output can come in various outputs. • Data output can include calculations, formatting, and advanced automated distribution	Requires a separate investment.

Recommendation for SAP Reporting

SAP SuccessFactors' then CEO was asked at the 2016 annual SuccessConnect conference: "What should we do for on-premise SAP HCM reporting until we move to SuccessFactors?"

His answer was "…continue business as usual", advising that no new solutions were planned for on-premise HCM customers.

Stop using multiple solutions + Microsoft Excel or Access that have so much room for error and risk, and leverage an SAP certified third-party solution for SAP HCM reporting

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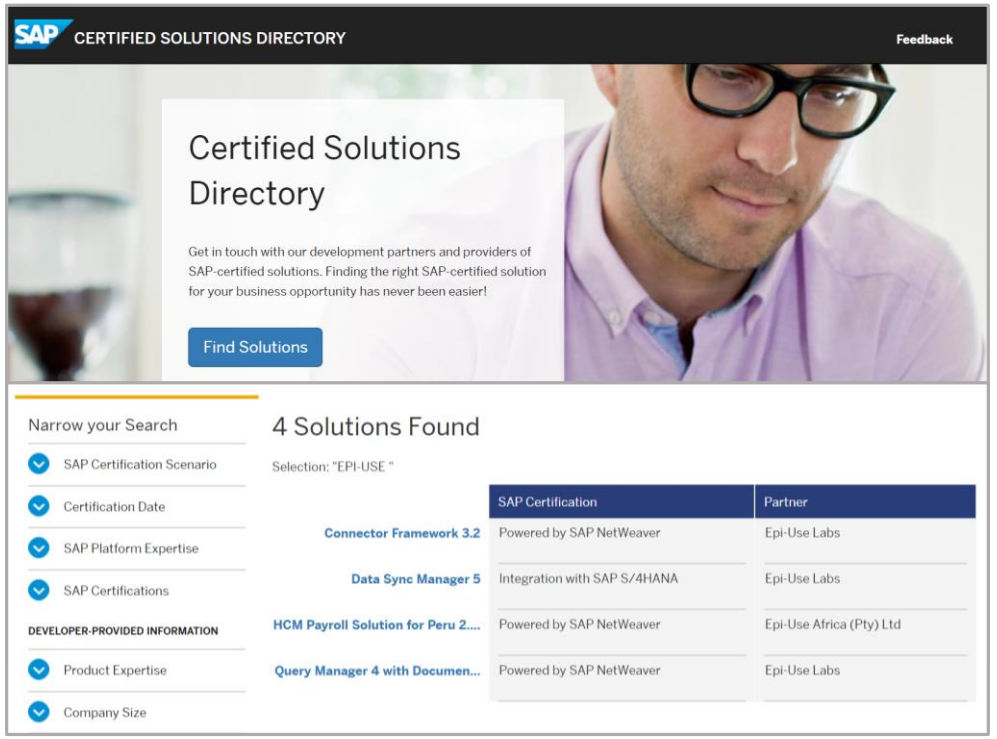
SAP Certified Solutions Directory

- Because of the challenge for customers, a popular option is to use a third-party solution
- There are many vendors offering solutions for reporting
- Many come equipped with pre-delivered reports that work across the key business processes



- SAP certification of the solution is a **requirement.** To find certified vendors, visit the official SAP directory

Graphics source sap.com.

SAP HCM On-Premise Analytics Solutions

SAP On-Premise HCM

BW Business Intelligence

Microsoft Excel & Access

Third-Party

BW was SAP's first foray into Analytics, providing customers with the first opportunity to take a strategic look at their data.

Microsoft Excel and Access are also popular for offline analysis of data.

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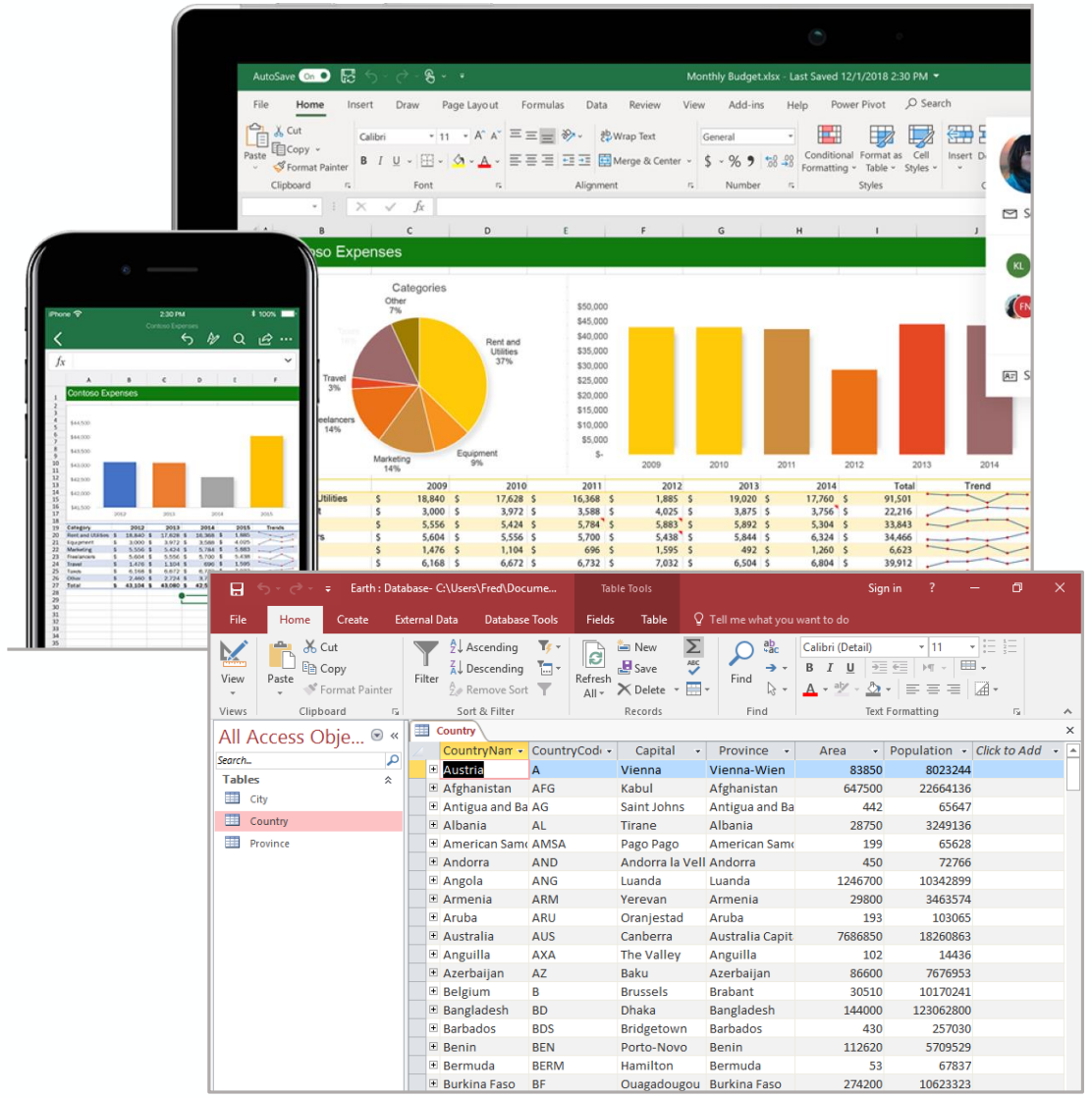
Business Intelligence (BW)

- Business Intelligence facilitates the process of retrieving, evaluating, and formatting information
- An offline repository fed with data from various sources
- Learn more here

Graphics source sap.com.

Third-Party Analytics

- Many customers use Microsoft Excel or Microsoft Access to work with their collected data offline
- An offline repository fed with data from various sources
- It is important to note that the data is no longer covered by SAP security once it exits the SAP system



Graphics source Google Images.

SAP HCM On-Premise Reporting Pros and Cons

Solution/Utility	Primary function	Accessed via	Pros	Cons
SAP Business Warehouse (BW) Business Intelligence (BI) (BOBJ)	SAP's first foray into analytics. Offline data warehouse runs on industry-standard RDBMS and SAP's HANA in-memory DBMS.	Launch via desktop shortcut.	Can be used to analyze data from various functional areas at once Finance, Supply Chain in addition to key figures from HCM.	• Separate investment. • Offline, not real-time, only limited data is extracted. • Cost, performance, relevance, and complexity of use are often barriers to use.
Third-party Solutions	An offline data warehouse.	A local product installation or via the internet.	You choose which data to load into the solution.	• Separate investment. • Offline, not real-time, only limited data is extracted. • Data is not protected by SAP Security.
Microsoft Excel Microsoft Access	An offline data warehouse.	A local product installation or via the internet (Office 365).	Simple end-user solutions with easy wizards and an abundance of online help videos.	• Separate investment. • Offline, not real-time, only limited data is extracted. • Data is not protected by SAP Security.

Recommendation for SAP Analytics

- If you are currently leveraging a data warehouse for analytics, continue to do so until you migrate to SuccessFactors and SAP Analytics Cloud
- Plus, you can already use SAP Analytics Cloud with a live connection to BW Queries which will give you a nice visualization layer, but you also need to purchase additional SAC licenses

Stay the course, however it is always a good idea to clean up your data as you prepare to move to SAP Analytics Cloud

Section 2

SAP SUCCESSFACTORS OPTIONS

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SAP SuccessFactors Reporting, Analytics, and Planning Options

Like SAP On-Premise HCM, SAP SuccessFactors also has a number of **Reporting** solutions

Additionally, SAP SuccessFactors has an **Analytics** solution

In addition to Reporting and Analytics solutions, SAP SuccessFactors also offers a **Planning** solution

Planning

DEFINITION

Workforce planning is a systematic process that aligns business and HR needs to ensure organizations have the right people, with the right skills, at the right time and cost, to execute efficiently and successfully

ROI

Achieved by minimizing risks associated with executing business strategy

CRITICAL FOR

Beyond tomorrow

FORMAT

- Data modeling and simulation
- Trending
- Forecasting
- Analytic summary based reporting

SAMPLES

- Forecast the composition and size of your future workforce
- Conduct demand modeling and internal supply forecasting, and identify gaps across critical job roles
- Conduct risk analysis

AUDIENCE

- C-Suite
- Line of Business Leaders

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SAP SuccessFactors Reporting Options

SAP SuccessFactors
Cloud HCM

- Reporting
- List Views & Spotlight Views
- Classic Reporting Spreadsheet
- Dashboards
- Tiles & Dashboards
- Module specific reports
- Ad Hoc Reporting
- Online Report Designer / BIRT
- Headlines
- Analytics Workspace
- Metrics & Benchmarks

There were a number of options when we first began our journey to SuccessFactors back in 2012.

It's fair to say it was just as confusing as the SAP HCM on-premise offerings with at least a dozen solutions.

Similar to SAP, each tool was available for different modules in SuccessFactors.

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SAP SuccessFactors Reporting Pros and Cons

Solution family and solution/ utility	Primary function	Available for these SuccessFactors modules	Pros	Cons
Reporting and Dashboards/ Ad Hoc	Create, maintain, and share reports including visibility/line of sight, filters, sorting and grouping, and generating and sharing reports.	Recruiting, Compensation, Performance Management, Employee Profile, Calibration, Succession Planning, Employee Central, Goal Management, 360 Reviews, development, and permissions.	• User-friendly, wizard-based list generator for list output that is sortable, filterable, and groupable. • Can be output to Excel, PDF, or PowerPoint. • Produces sharable reports. Offers multi-dataset and cross-domain reporting.	• Not available for Employee Central Payroll. • Formatted CSV output not supported. • Limited foreign language support. • Graphs not supported in Excel output. • Multiple worksheets not supported in Excel output. • Employee photos not supported.

SAP SuccessFactors Reporting Pros and Cons

Solution family and solution/ utility	Primary function	Available for these SuccessFactors modules	Pros	Cons
Reporting and Dashboards/Online Report Designer (ORD)	Self-services: Build your own queries from within the easy-to-use SuccessFactors ORD tool	Recruiting, Compensation, Performance Management, Employee Profile, Calibration, Succession, Employee Central, Goal Management, 360 Reviews, development, and Learning. Can access data from ad hoc and advanced reporting, and Workforce Analytics.	• Formatted and presentation ready: Able to visualize queries in tabular list format, as pivot tables, and in a wide variety of chart styles. • Exportable: PowerPoint, PDF, Word, Excel, schedule, and email files. • Customizable: Re-label fields, perform custom calculations and row transposition. Offers single and cross-domain reporting options.	• Not able to export CSV files. Employee photos are not supported. • Graphs are not supported in Excel output. • Multiple worksheets not supported in Excel output. • No cross-domain support (as of b1302). No FTP scheduling.

SAP SuccessFactors Reporting Pros and Cons

Solution family and solution/ utility	Primary function	Available for these SuccessFactors modules	Pros	Cons
Reporting and Dashboards/ Dashboards 2.0	Next generation of dashboards (replacing Dashboards 1.0); offers summary view of key performance indicators (KPIs).	Designed for reporting on goals, competencies, performance, recruiting, compensation, and Succession.	Can be a Homepage Tile or traditional analytic.	Printing is not supported.

SAP SuccessFactors Reporting Options

SAP SuccessFactors Cloud HCM

Reporting

~~List Views & Spotlight Views~~

~~Classic Reporting Spreadsheet~~

~~Dashboards~~

~~Tiles & Dashboards~~

~~Module specific reports~~

~~Ad Hoc Reporting~~

~~Online Report Designer / BIRT~~

Headlines

Analytics Workspace

~~Metrics & Benchmarks~~

SAP SuccessFactors Cloud HCM

Reporting

The Report Center

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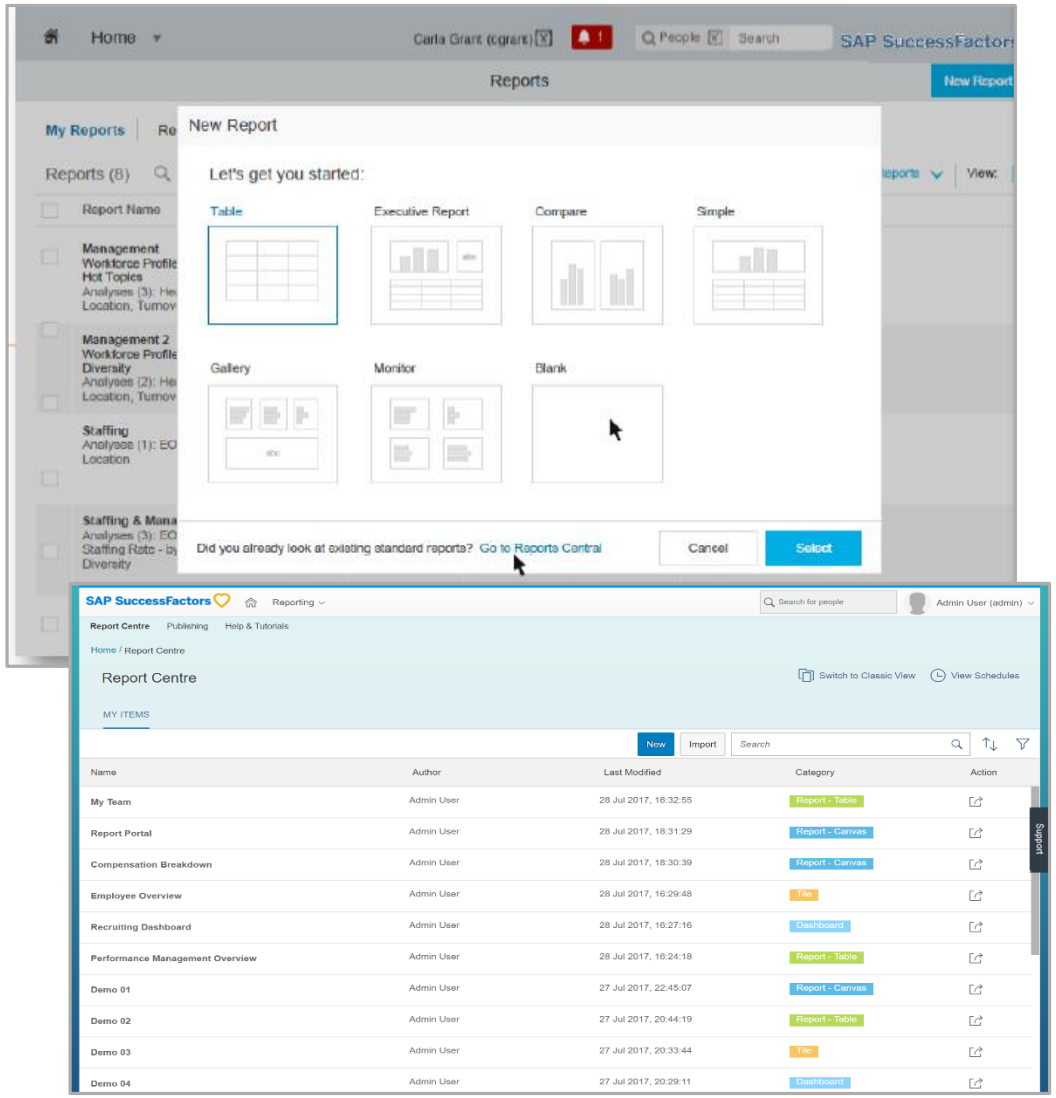
The Report Center

- SAP SuccessFactors has consolidated the various tools previously available into a single user experience called the Report Center
- The Report Center is free with the purchase of any SuccessFactors module and it does not require the configuration or purchase of WFA
- Learn more about the Report Center



Graphics source SAP SCN Robert Wood's Post "Reporting and Analytics in SAP SuccessFactors HCM Suite – Let's Make It Simple".

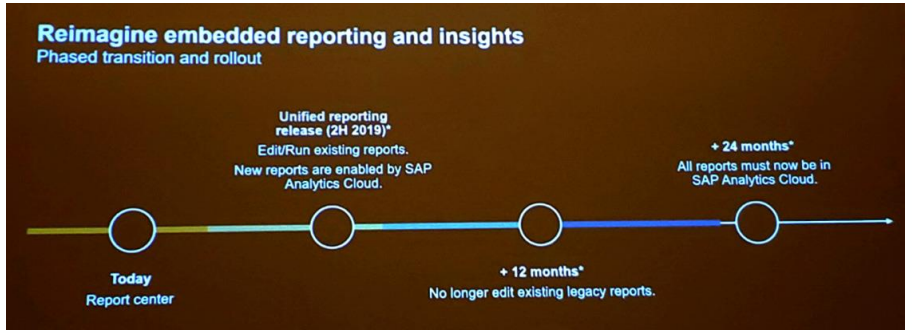
SAP SuccessFactors Reporting Center Pros and Cons

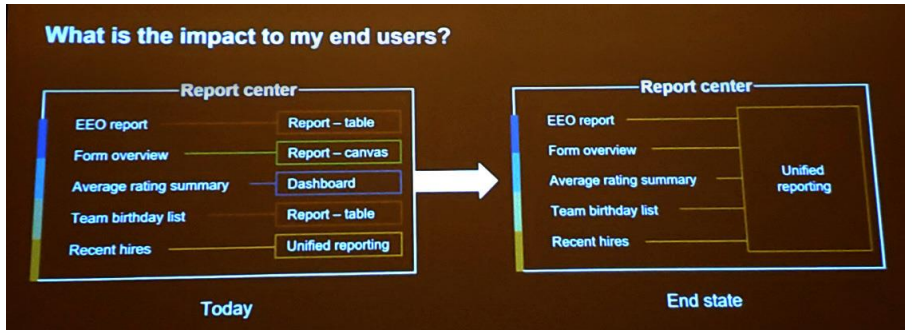
Solution name	Primary function	Available for these SuccessFactors modules	Pros	Cons
The Report Center ***The Report Center is how SuccessFactors customers will access the People Analytics, which may also be referred to as the Unified Reporting Solution or SAP Analytics Cloud for HCM***	The Report Center unifies all the Reporting tools under one User interface (Online Report Designer (ORD), Ad-Hoc Reporting or Dashboards and Tiles).	All except Employee Central Payroll.	• One stop shop for all reports - a single interface to create and run all of your SAP SuccessFactors reports. • New functionality like simple report scheduling, labels and role-based sharing. • Simplified navigation across Reporting, Workforce. Analytics, and Workforce Planning.	• Although the front end looks great, behind the scenes it is still all of the original solutions working. • The next step is to unify the back-end processes that drive the Report Center, which starts with unifying the data layer leveraging SAP HANA. • Not available for Employee Central Payroll data.

Report Center Timeline

- The preliminary timeline for the sundown of the older SuccessFactors solutions has been communicated accordingly along with general availability of new capabilities:
- Second half of 2019
  - Customers can edit reports made with old solutions but cannot create new ones
- +12 months
  - Customers can execute reports made with old solutions but cannot edit or create new ones
- +24 months
  - Shut down old tools entirely

*These are indicative timelines only and subject to change





Graphics source Robert Wood and Purnima Srivastava, “Overview and Road Map of Reporting Capabilities in SAP SuccessFactors HCM Suite,” SuccessConnect 2018.

Recommendation for SuccessFactors Reporting

- Available now, no additional license required for basic functionality.
- The Report Center includes a unified front end for report building that leverages the existing solutions behind the scenes.

Customers should enable and begin using the Report Center today

SAP SuccessFactors Analytics Options

SAP SuccessFactors
Cloud HCM

Reporting

Workforce Analytics (WFA

SAP SuccessFactors makes workforce analytics simple and accessible for HR professionals, analysts, and business partners.

Workforce Analytics can quickly and accurately answer questions about your workforce and influence talent and business decisions being considered by your managers and executives.

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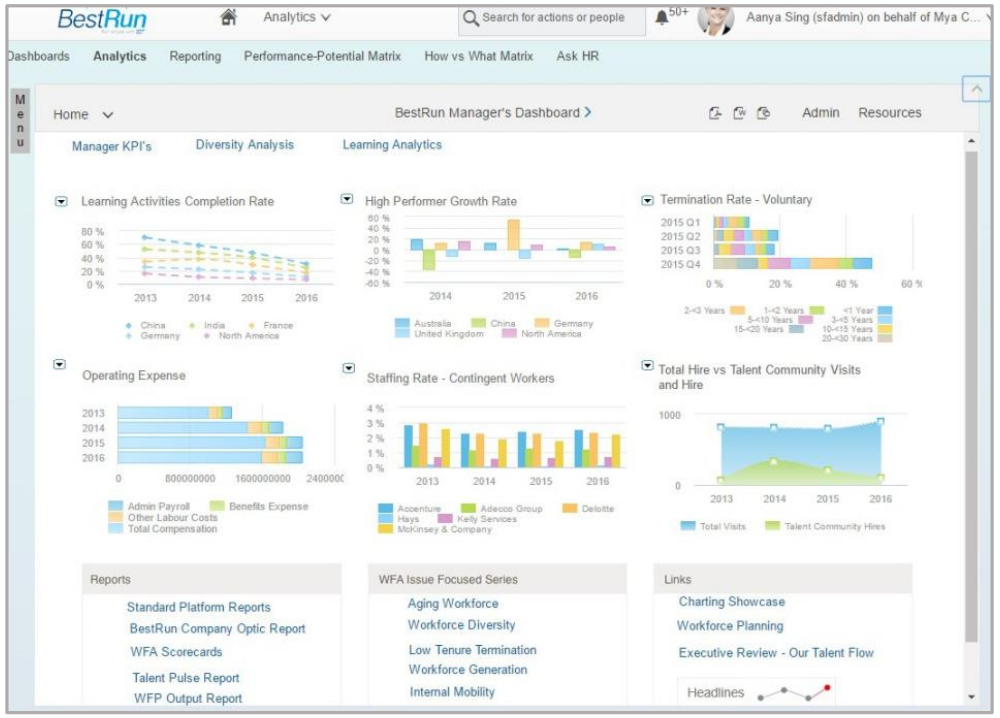
Workforce Analytics

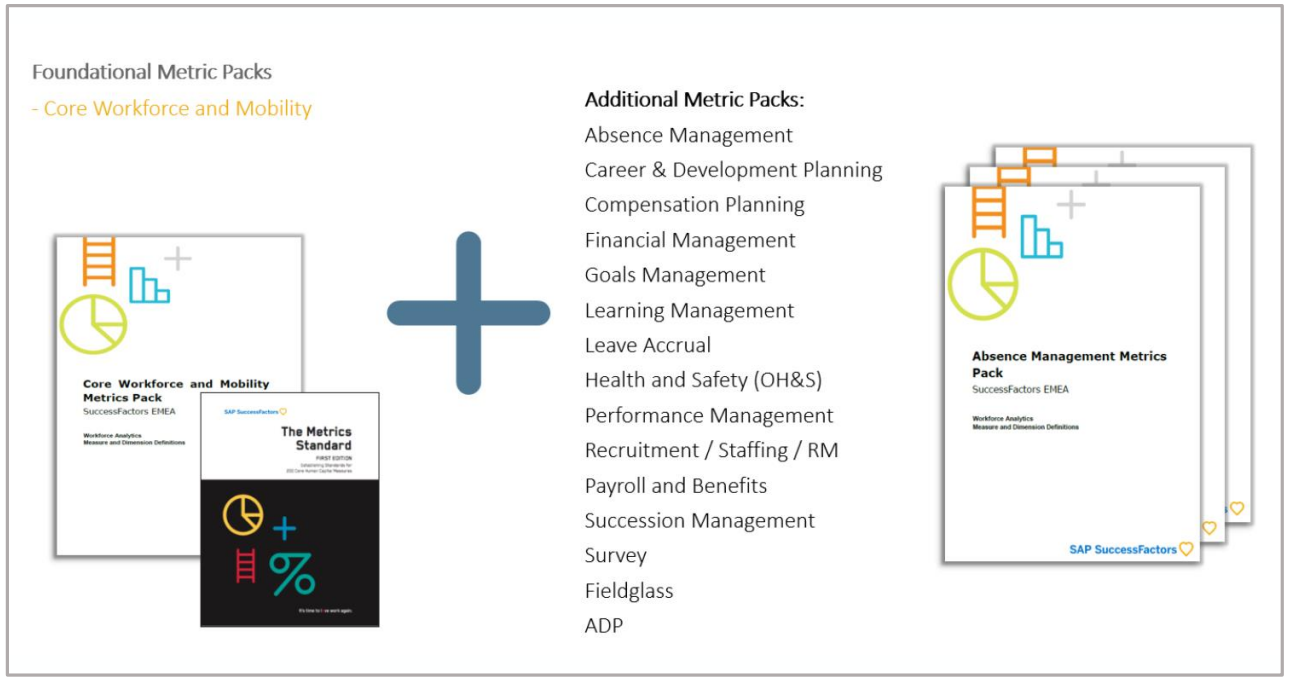
- A purpose-built analytics application for line of business HR that combines BI capabilities and predefined content for best practice, pre-defined metrics for data analysis
- Based on metrics packs
- Designed for strategic analysis
- Requires implementation like any other module
- Learn more about Workforce Analytics



Graphics source sap.com.

Workforce Analytics (cont.)

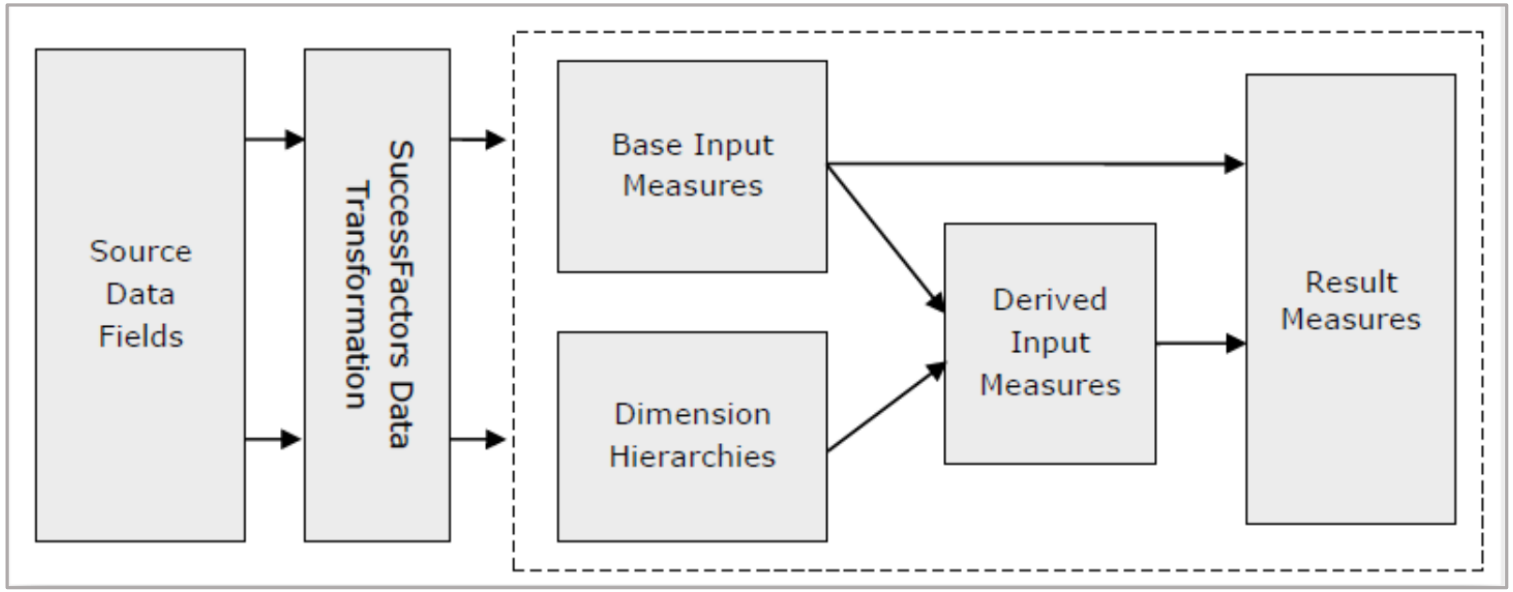
- At its core are metrics packs, which are groupings of metrics for various HR and talent management functional areas
- An implementation project is required (minimum 100 business days for the foundational Core Workforce and Mobility metrics pack, and subsequently on average about 6-8 weeks per additional metrics pack)



Graphics source sap.com SAP SuccessFactors Workforce Analytics Training Workbook.

Workforce Analytics (cont.)

- It also comes with analysis tools such as Investigate, and the ability to share information and insights in the form of dashboards, reports, or headline alerts



Graphics source sap.com SAP SuccessFactors Workforce Analytics Training Workbook.

SAP SuccessFactors Analytics Pros and Cons

Solution/Utility	Primary function	Accessed via	Pros	Cons
SAP Business Warehouse (BW) Business Intelligence (BI) (BOBJ)	SAP's first foray into analytics. Offline data warehouse runs on industry-standard RDBMS and SAP's HANA in-memory DBMS.	Launch via desktop shortcut.	Can be used to analyze data from various functional areas at once Finance, Supply Chain in addition to key figures from HCM.	• Separate investment. • Offline, not real-time, only limited data is extracted. • Cost, performance, relevance, and complexity of use are often barriers to use.
Third-party Solutions	An offline data warehouse.	A local product installation or via the internet.	You choose which data to load into the solution.	• Separate investment. • Offline, not real-time, only limited data is extracted. • Data is not protected by SAP Security.
Microsoft Excel Microsoft Access	An offline data warehouse.	A local product installation or via the internet (Office 365).	Simple end-user solutions with easy wizards and an abundance of online help videos.	• Separate investment. • Offline, not real-time, only limited data is extracted. • Data is not protected by SAP Security.

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Recommendation for SuccessFactors Analytics

- If you have already deployed Workforce Analytics, you can leverage that data in the future via SAP Analytics Cloud
- SAP Analytics Cloud (Unified Reporting / People Analytics) will be the future one stop shop for all of your reporting needs

See next slides for more information

Customers can use Analytics in Employee Central to meet some basic analytic needs.

If you have already deployed Workforce Analytics, you can leverage that investment until there is comparable integration available within People Analytics powered by SAP Analytics Cloud.

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SAP SuccessFactors Planning Options

SAP SuccessFactors

Cloud HCM

Planning

Workforce Planning (WFP)

Operational Headcount Planning

The SAP SuccessFactors Workforce Planning solution offers a comprehensive set of capabilities that includes both strategic workforce and operational headcount planning

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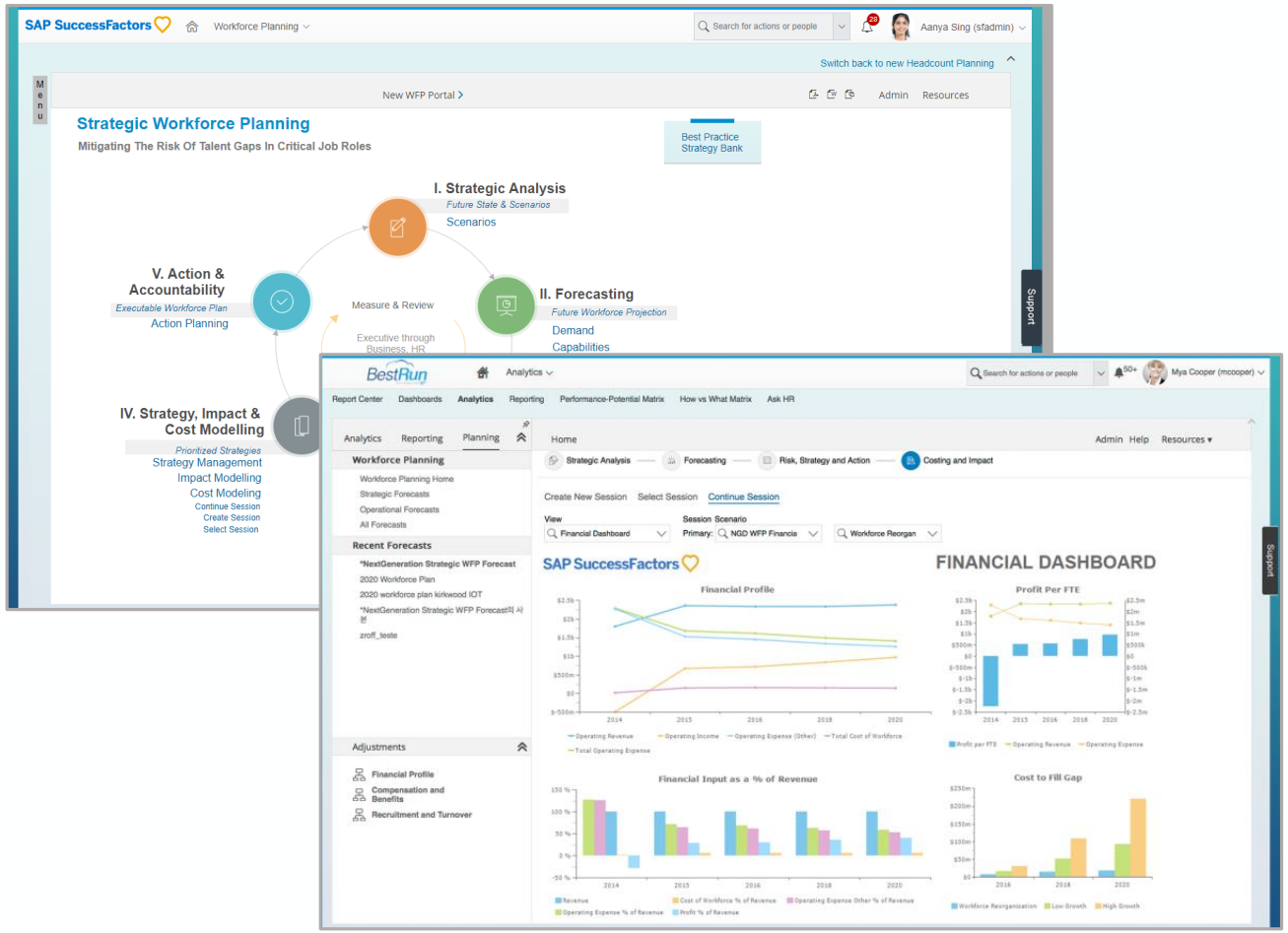
SAP SuccessFactors Workforce Planning

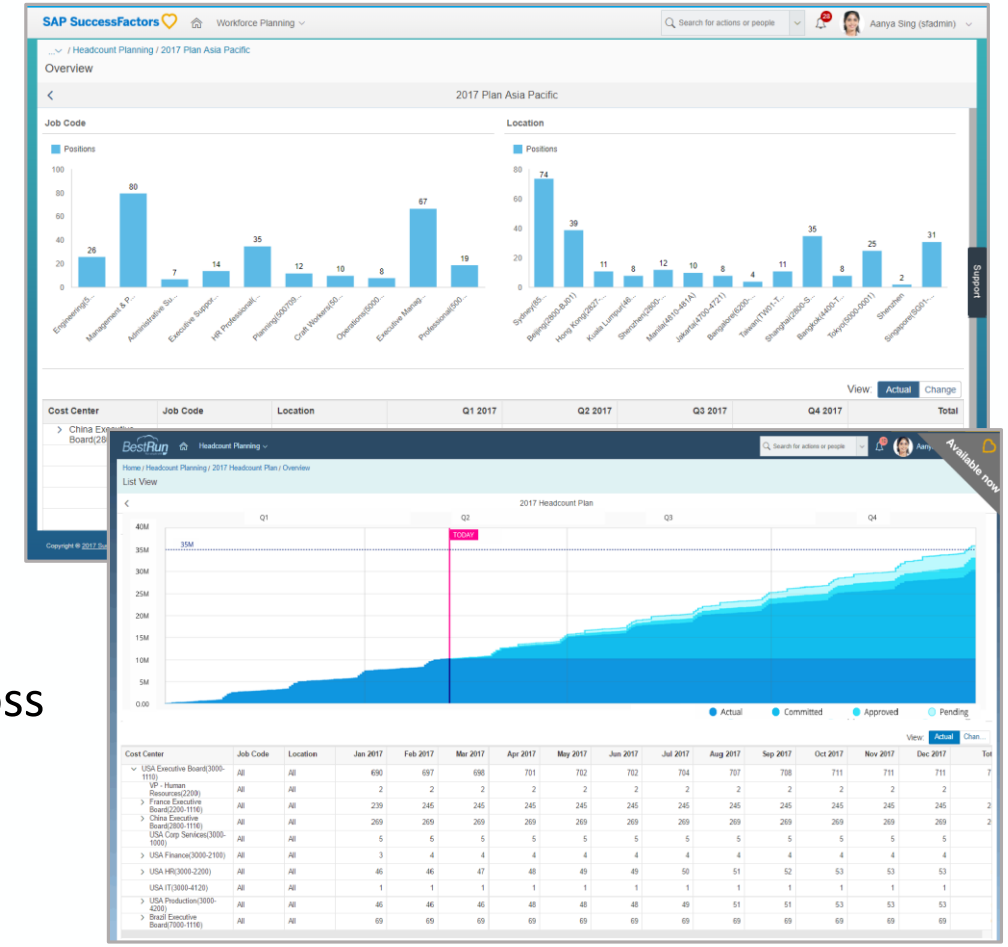
- With strategic planning, you can view, assess, and design your workforce to support your organizational strategy and goals through five simple steps
- Learn more about Workforce Planning



Graphics source sap.com.

SuccessFactors Operational Headcount Planning

- Operational headcount planning enables you to respond to changing business conditions and makes workforce planning a continuous process. With operational headcount planning, you can:
  - See plan budgets
  - Add new sub plans on the fly
  - Show current and planned positions aggregated across key dimensions
  - Show planned FTE across time
  - Drill into a list view for a section of the plan
  - Create planned positions in Employee Central
  - Learn more about Operational Headcount Planning



Graphics source sap.com.

Recommendation for SuccessFactors Planning

- HCM professionals have often been the last to adopt a Planning mindset and were commonly reactive with their reporting strategies, and late to the game with Analytics
- Planning is critical for the business and should be a focus area once you have a proper reporting and analytics strategy in place

The Workforce Planning solutions should be considered after the successful deployment of reporting and analytic strategies deployed as part of SAP Analytics Cloud. SAP is scheduled to start releasing planning content for SAP Analytics Cloud starting in 2019.

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Section 3

HYBRID REPORTING

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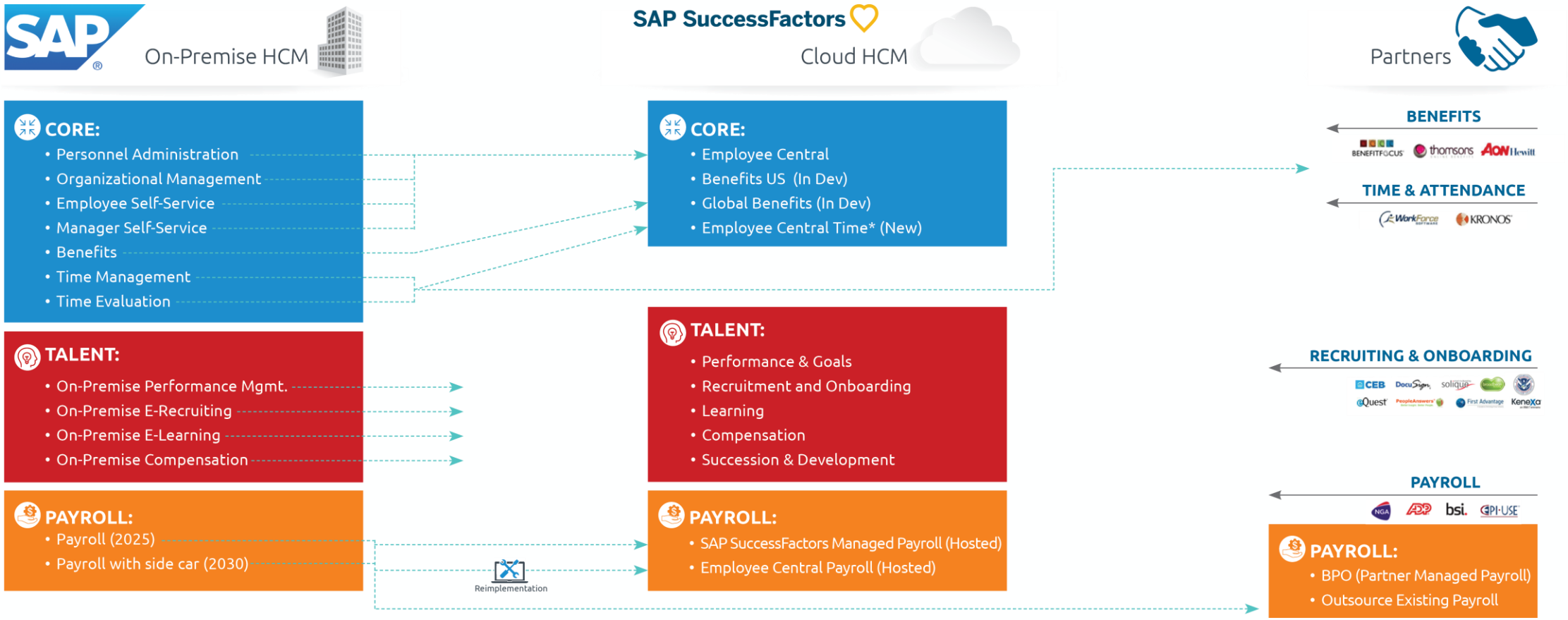
Hybrid Reporting (SAP and SuccessFactors at the Same Time)



Graphics source epiuselabs.com.

Recommendation for Hybrid Reporting SAP & SuccessFactors at the same time

- Customers in a Hybrid model have some of their data in an on-premise SAP system and some in the SAP SuccessFactors system.
- There will be cases where customers will want to report on data from both systems at the same time.

Stop using multiple solutions + Microsoft Excel or Access that have so much room for error and risk, and leverage an SAP certified third-party solution for SAP HCM reporting

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What about Hybrid Analytics?

- SAP SuccessFactors also uses the terminology Hybrid to include combining the SAP Analytics Cloud and SAP BusinessObjects Enterprise into a single solution that leverages the strengths of both platforms while enabling rapid innovation in the cloud.
- The SAP Analytics product strategy also includes the SAP Analytics Hub, built on SAP Analytics Cloud, which provides a searchable catalog for all analytic content allowing customers to bring together all analytic assets whether on-premise or cloud, including SAP or third-party content.

Section 4

PAYROLL REPORTING

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Payroll Reporting

- With the adoption of SAP Analytics Cloud, HCM customers are finally going to have a single place to go for reporting. With all of the solutions for reporting analytics, planning and intelligence mentioned so far, there is still an area that is often a challenge for customers and that is related to accessing payroll data whether it be from SAP Payroll, SAP SuccessFactors Employee Central Payroll or SAP SuccessFactors Managed Payroll.
- The challenge of detailed operational reporting on Payroll and Time data is a long-standing sore point for SAP HCM customers. The payroll and time data, unlike other HCM system data, is stored in complex structures called clusters, which are not as easy to evaluate as basic table data. Special skills and utilities are required to access it.

Recommendation for Payroll Reporting

If there is one thing we all know, it's that reporting on SAP Payroll is not easy to do, and accessing transactional data can be cumbersome in SAP using utilities like the Wage Type Reporter. Workforce Analytics on the other hand offers limited summarized curated data post implementation, related to payroll analytics by leveraging data from payroll results.

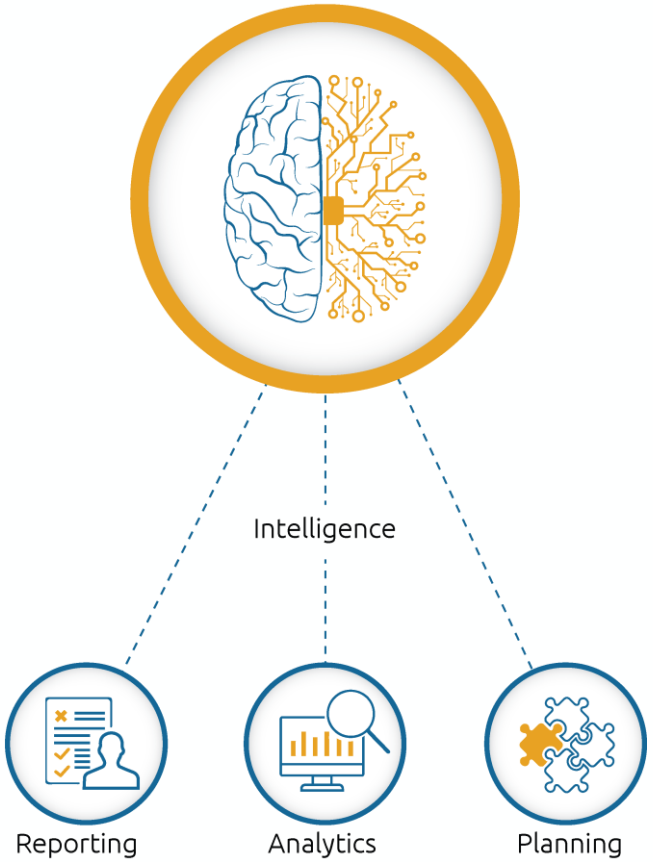
It is the area of Payroll and Time reporting where your best option is a third-party solution that has access to easily retrieve and present the data

Section 5

THE FUTURE OF INTELLIGENCE IN SAP SUCCESSFACTORS

Intelligence

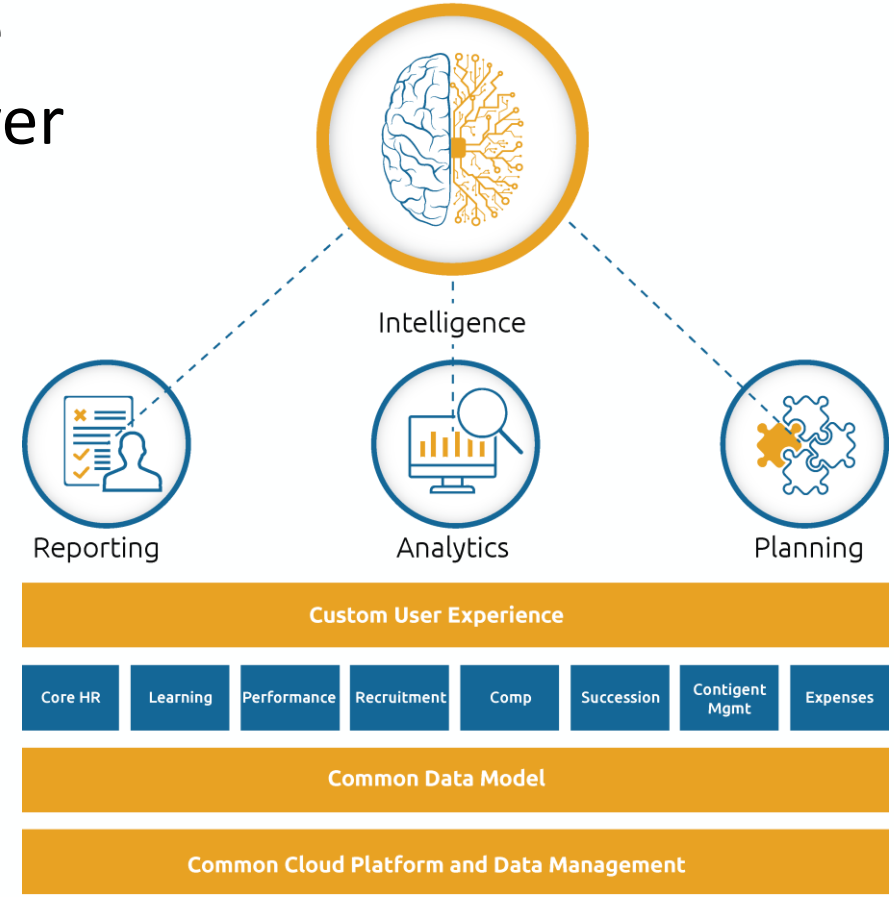
- The global SAP theme is INTELLIGENCE, which is based on HANA.
- In the summer of 2018, SAP announced that SAP Analytics Cloud is the strategic analytics platform for all SAP business applications moving forward
- The goal is to eliminate disparate disconnected modules or handshakes between systems, transferring data between various mechanisms.
- Any question | from anyone | at any time
- Learn more about the Intelligent Enterprise



Graphics source epiuselabs.com.

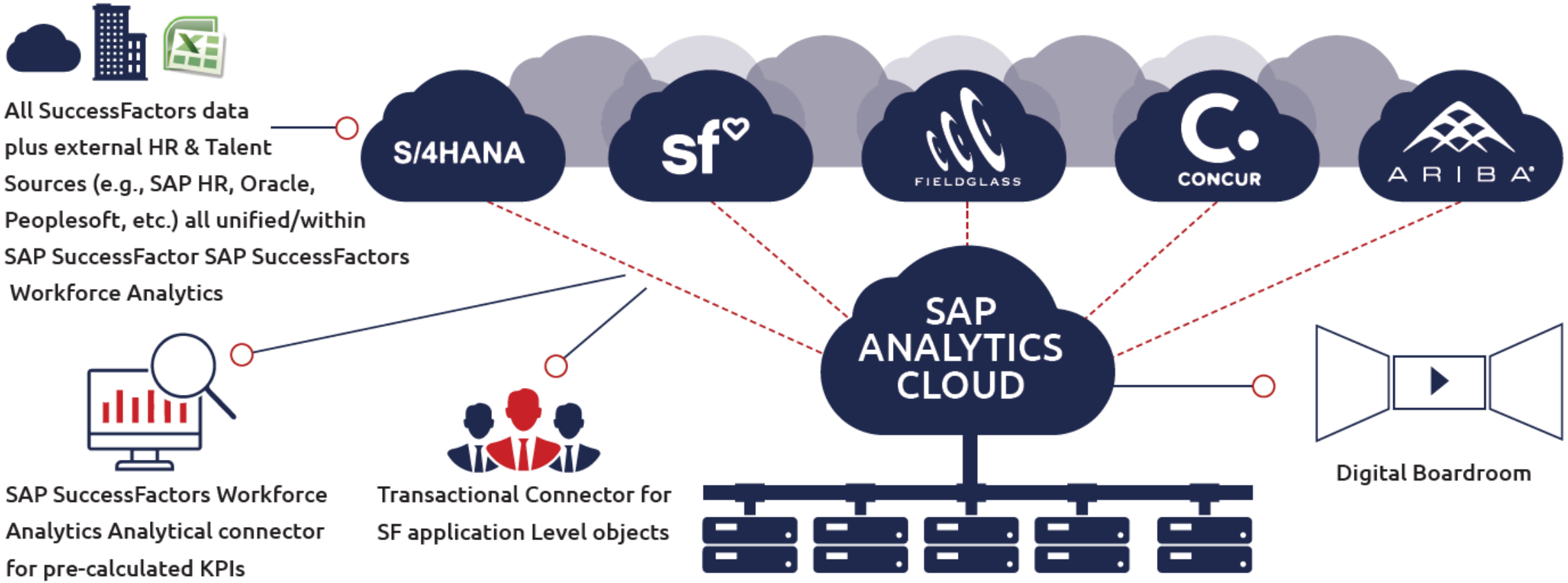
Intelligence resides atop Everything

- Everything in the new model is within a single system with a reporting and analytics layer over the top of it all, leveraging a unified reporting solution powered by SAP Analytics Cloud
- According to SAP, the SAP Analytics Cloud is a single experience for decision making that allows users to discover, visualize, plan and predict, all in one place.
- This gives everyone, whether in front of the customer or in the boardroom, the power to find new insights and take action.



Graphics source epiuselabs.com.

SAP Analytics Cloud Is Gathering Intelligence



Graphics source epiuselabs.com.

SAP SuccessFactors People Analytics

- SAP Analytics Cloud has a dashboard view for People Analytics that leverages intelligence by not simply listing and displaying a bunch of reports, rather it is curated and analyzed data presented to the user.
- This may look a bit like traditional dashboards or even some reports created within the Report Center; the difference however is the focus on Intelligence. SAP SuccessFactors People Analytics delivers business intelligence, planning, and predictive capabilities within one product

SAP SuccessFactors People Analytics (cont.)

- It includes things like “smart discovery” that uncovers hidden patterns through machine learning, data blending from multiple sources, opportunities for collaboration and team discussions within planning, beautiful visualizations, and the ability to ask the data questions via voice interactivity
- The goal at SAP SuccessFactors is to help companies improve people and organizational decisions and to help managers and business leaders do the same.

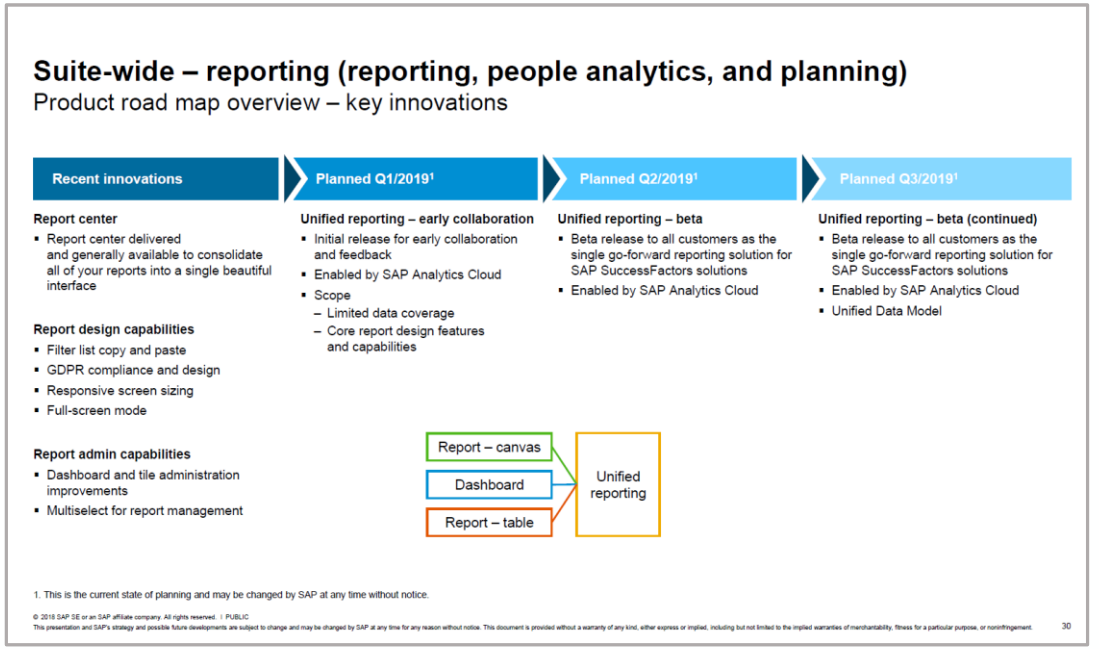
People Analytics Powered by SAP Analytics Cloud

- Launched at SuccessConnect, 2018
- People Analytics delivers business intelligence, planning, and predictive capabilities within one product.
- Learn more about People Analytics

Graphics source sap.com.

When will SAP SuccessFactors People Analytics, enabled by SAP Analytics Cloud be available?

- The rollout of SAP Analytics Cloud started at the end of 2018
- Beta launch to a limited population commenced in Q2, 2019
- Beta launch to a limited population with a unified data model planned for Q3, 2019
- General availability launch planned beyond Q4 2019



Suite-wide – reporting (reporting, people analytics, and planning)
Product road map overview – key innovations

Recent innovations	Planned Q1/2019[1]	Planned Q2/2019[1]	Planned Q3/2019[1]
Report center ▪ Report center delivered and generally available to consolidate all of your reports into a single beautiful interface **Report design capabilities** ▪ Filter list copy and paste ▪ GDPR compliance and design ▪ Responsive screen sizing ▪ Full-screen mode **Report admin capabilities** ▪ Dashboard and tile administration improvements ▪ Multiselect for report management	**Unified reporting – early collaboration** ▪ Initial release for early collaboration and feedback ▪ Enabled by SAP Analytics Cloud ▪ Scope – Limited data coverage – Core report design features and capabilities	**Unified reporting – beta** ▪ Beta release to all customers as the single go-forward reporting solution for SAP SuccessFactors solutions ▪ Enabled by SAP Analytics Cloud	**Unified reporting – beta (continued)** ▪ Beta release to all customers as the single go-forward reporting solution for SAP SuccessFactors solutions ▪ Enabled by SAP Analytics Cloud ▪ Unified Data Model

1. This is the current state of planning and may be changed by SAP at any time without notice.

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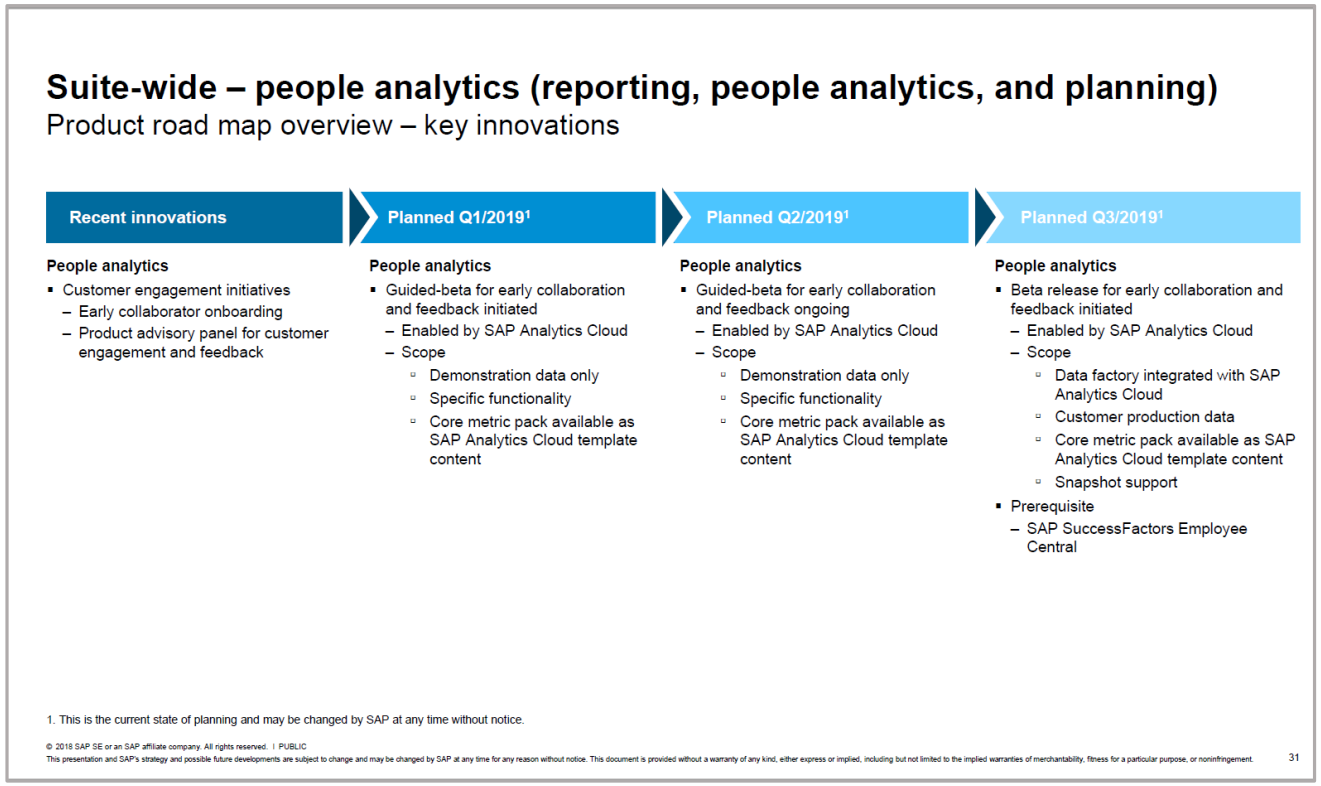
SAP Product Road Map SAP ERP Human Capital Management Q4 2018.
SAP's strategy and possible future developments are subject to change and may be changed by SAP at any time for any reason without notice

When will People Analytics be available? cont.

- Guided Beta for early feedback commenced in Q1, 2019 for limited demonstration data
- Beta launch to a limited population with customer production data scheduled for Q3, 2019
- SuccessFactors Employee Central is a prerequisite



Suite-wide – people analytics (reporting, people analytics, and planning)
Product road map overview – key innovations

Recent innovations	Planned Q1/2019[1]	Planned Q2/2019[1]	Planned Q3/2019[1]
People analytics ▪ Customer engagement initiatives – Early collaborator onboarding – Product advisory panel for customer engagement and feedback	**People analytics** ▪ Guided-beta for early collaboration and feedback initiated – Enabled by SAP Analytics Cloud – Scope ▫ Demonstration data only ▫ Specific functionality ▫ Core metric pack available as SAP Analytics Cloud template content	**People analytics** ▪ Guided-beta for early collaboration and feedback ongoing – Enabled by SAP Analytics Cloud – Scope ▫ Demonstration data only ▫ Specific functionality ▫ Core metric pack available as SAP Analytics Cloud template content	**People analytics** ▪ Beta release for early collaboration and feedback initiated – Enabled by SAP Analytics Cloud – Scope ▫ Data factory integrated with SAP Analytics Cloud ▫ Customer production data ▫ Core metric pack available as SAP Analytics Cloud template content ▫ Snapshot support ▪ Prerequisite – SAP SuccessFactors Employee Central

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SAP Product Road Map SAP ERP Human Capital Management Q4 2018.
SAP's strategy and possible future developments are subject to change and may be changed by SAP at any time for any reason without notice

SUMMARY

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On-Premise HCM

SAP SuccessFactors

Cloud HCM

BEST PRACTICE

SAP Reporting	SAP Analytics
Stop using multiple solutions + Microsoft Excel or Access that have so much room for error and risk, and leverage an SAP **certified third-party solution** for SAP HCM reporting	If you are currently leveraging a data warehouse for analytics, continue to do so until you migrate to SuccessFactors and **SAP Analytics Cloud**

SuccessFactors Reporting	SuccessFactors Analytics	SuccessFactors Planning
Customers should enable and begin using the **Report Center** today	If you have already deployed Workforce Analytics, you can leverage that investment until there is comparable integration available within **People Analytics** powered by SAP Analytics Cloud	The **Workforce Planning** solutions should be considered after the successful deployment of reporting and analytic strategies deployed as part of SAP Analytics Cloud

Hybrid Reporting

While we look forward to the launch of SAP Analytics Cloud in the future and the potential ability for it to provide access to both on-premise and SuccessFactors data, in the interim, a certified third-party solution can solve this business challenge

Payroll Reporting

A certified third-party solution can solve this business challenge

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Check out these Resources

1. SAP Product Roadmaps
2. SAP Analytics Cloud Product Updates and Plan
3. News release launch, People Analytics
4. SAP SuccessFactors People Analytics
5. The Intelligent Enterprise
6. What's New with SAP BW/4HANA 2.0
7. Smart Discovery: Machine learning for business users
8. Steer your Business with Next-Generation Augmented Analytics
9. Free OpenSAP Course "People Analytics and Evidence-Based Management"
10. SAP SuccessFactors Solutions Overview

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Free Take Home – ebook

2019 Reporting and Analytics Options for On-Premise SAP and SAP SuccessFactors Customers

March, 2019

Graphics source epiuselabs.com.

Free Take Home –SAP Analytics Cloud Test Drive

A Test Drive of SAP Analytics Cloud (SAC)

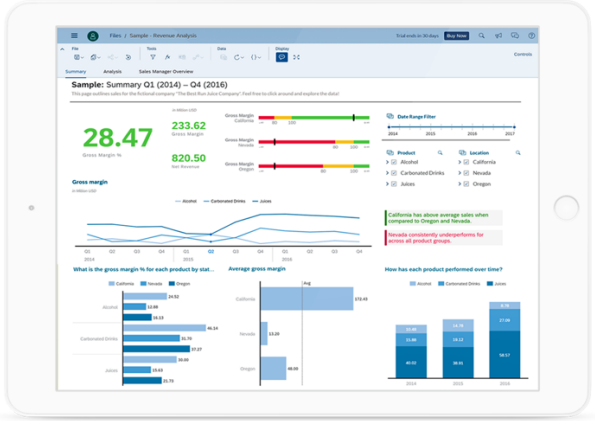
By Danielle Larocca

SAP Analytics Cloud was a key focus of SAPPHIRENOW 2018. I gave it a quick test drive using its free trial offering. Getting started was easy; all I needed was a valid email address, and I was able to create my own password.

Free 30-day trial of SAP Analytics Cloud

Screenshot from SAP.com

I began by selecting to explore a sample story, and I was presented with a dashboard like the one shown below leveraging data from a fictional beverage company.



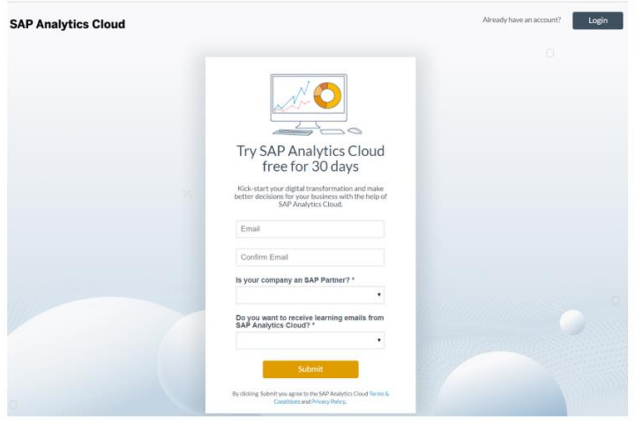
Screenshot from SAP.com

Some things that caught my eye right from the start include the insights declared via intelligence, like the one that states how "Nevada consistently underperforms across all product regions". These insights are in line with the intelligent shift of taking the onus off the analyst looking at the data to draw their own conclusions and rather assisting them in analysis of the data and sharing key conclusions.

SAC provides the ability to gather meaningful information from across SuccessFactors and use that information in a way to tell a compelling story that is ready for the business to make decisions from.

> **Before Intelligence** -> The dashboard would show a chart labeled Headcount and the user could drill into it to review it and try to ascertain patterns, look for outliers etc.
>
> **After Intelligence** -> The Dashboard highlights a business consideration insight, such as "How are we hiring by Ethnicity?" or "how California has above average sales…" as shown in the graphic above.

Interacting with my dashboard was easy. On the right-hand side of the screen, there is a Date Range Filter that allowed me to vary my content view based on a sliding scale. In addition, I had an interactive legend that allowed me to specify what data I would like included. In my fictional beverage company example, I unmarked the options for both Alcohol and Nevada (as I made some assumptions there, if you know what I mean) to see the immediate impact on my data and its analysis. Turns out alcohol sales in Nevada were not a large contributor (clearly fictional data).



Screenshot from SAP.com

Try it Yourself.

Try out SAP Analytics Cloud by visiting http://discover.sapanalytics.cloud/trialrequest-auto-1/.

Key Points to Take Home

- There has never been a more exciting time for reporting in SAP SuccessFactors
- Be sure to review the pros and cons for each solution when selecting a tool for reporting in SAP or SuccessFactors
- Be mindful of the items in development currently so that you do not waste any time or energy on a tool that may be scheduled for sundown
- Making sure your data is clean and that you have a sustainable data model is critical to your success in building your intelligent enterprise
- It's easy to stay in the know if you follow the right people
- If you have access to SAP SuccessFactors today, go ahead and enable the Report Center and start getting familiar with your new environment

Take the Session Survey.

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Be sure to complete the session evaluation on the SAPPHIRE NOW and ASUG Annual Conference mobile app.

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Presentation Materials

Access the slides from 2019 ASUG Annual Conference here:

http://info.asug.com/2019-ac-slides

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Q&A

For questions after this session, contact me at danielle@labs.epiuse.com

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