The Intelligent Enterprise: What Is the Impact for the SAP SuccessFactors Time Management Application?
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Paul Meredith, SAP
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About the Speaker

Paul Meredith
Director, Solution Marketing, SAP SuccessFactors

20 year SAP veteran, *mostly* in HR, *mostly* working on cloud products, including translator, technical writer, trainer, User Assistance Director.

Shared the stage more than once with Tony Award winner Nina Arianda. I taught her ~~everything she knows~~ well, nothing really!

Key Outcomes/Objectives

1. Discover what SAP is doing for Time Management as part of the Intelligent Enterprise.

2. Understand the current scope of Employee Central Time Management.

3. Gain some insight into the future of Time & Attendance Management at SAP.
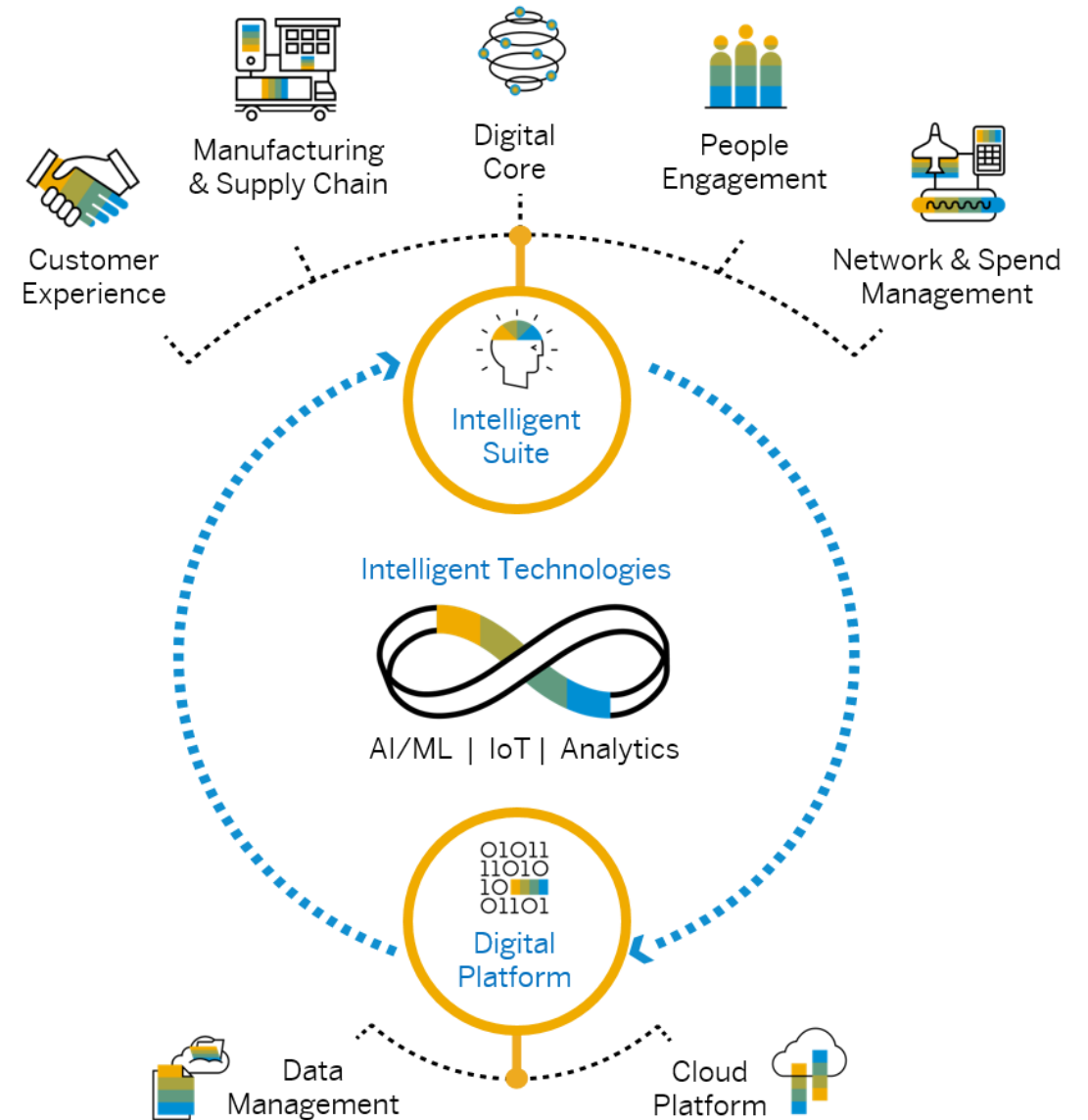
Agenda

1. The Intelligent Enterprise

2. Employee Central Time Management Overview

3. Employee Central Time Roadmap

4. Our Time Management Strategy

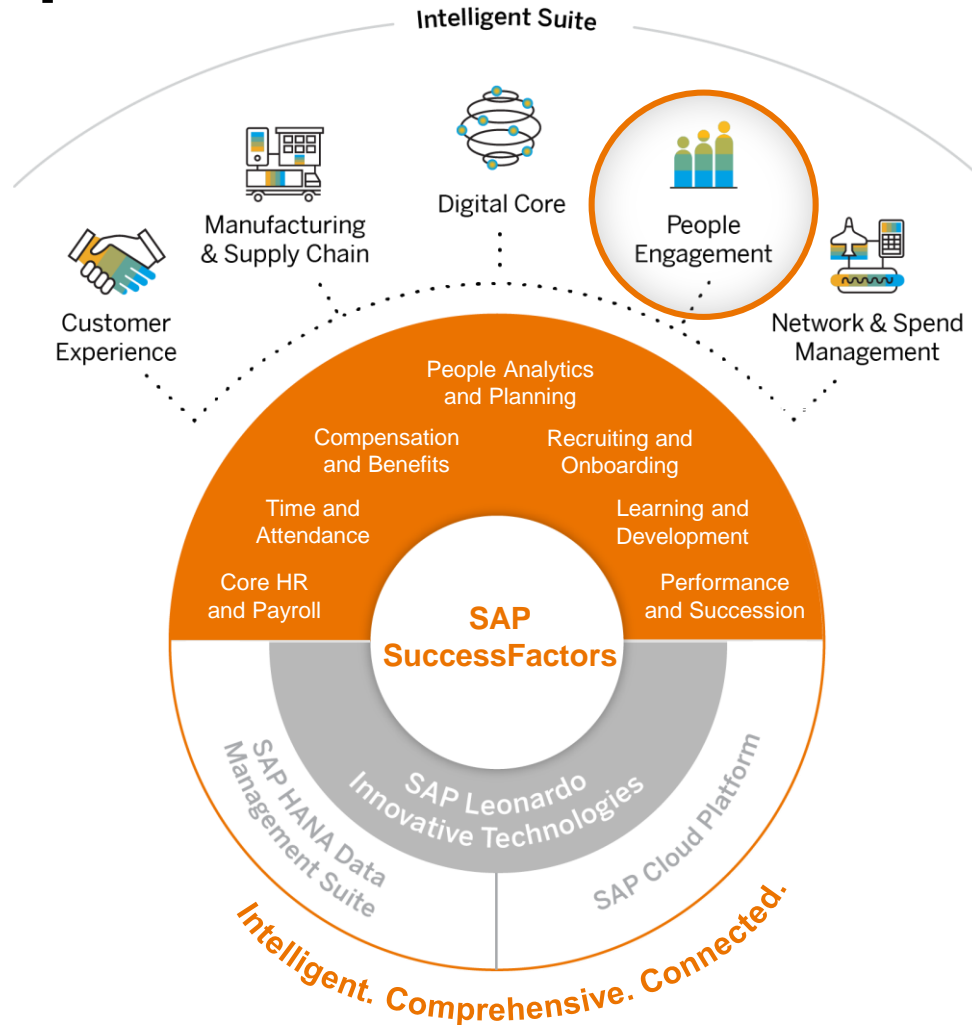5. Conclusions

The Intelligent **Enterprise**

What is it and how does Time Management fit in?

SAP SuccessFactors puts people at the heart of intelligent enterprise transformation

SAP SuccessFactors: Intelligently transform your workforce experience

Intelligent Suite

Customer Experience

Manufacturing & Supply Chain

Digital Core

People Engagement

Network & Spend Management

People Analytics and Planning

Compensation and Benefits

Recruiting and Onboarding

Time and Attendance

Learning and Development

Core HR and Payroll

Performance and Succession

SAP SuccessFactors

SAP HANA Data Management Suite

SAP Leonardo Innovative Technologies

SAP Cloud Platform

Intelligent. Comprehensive. Connected.

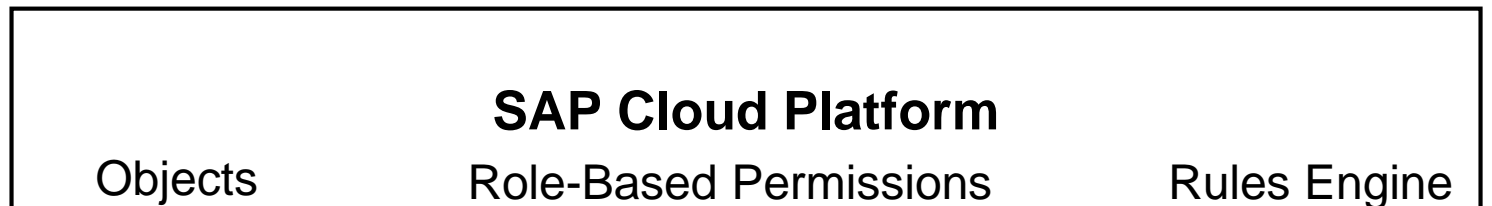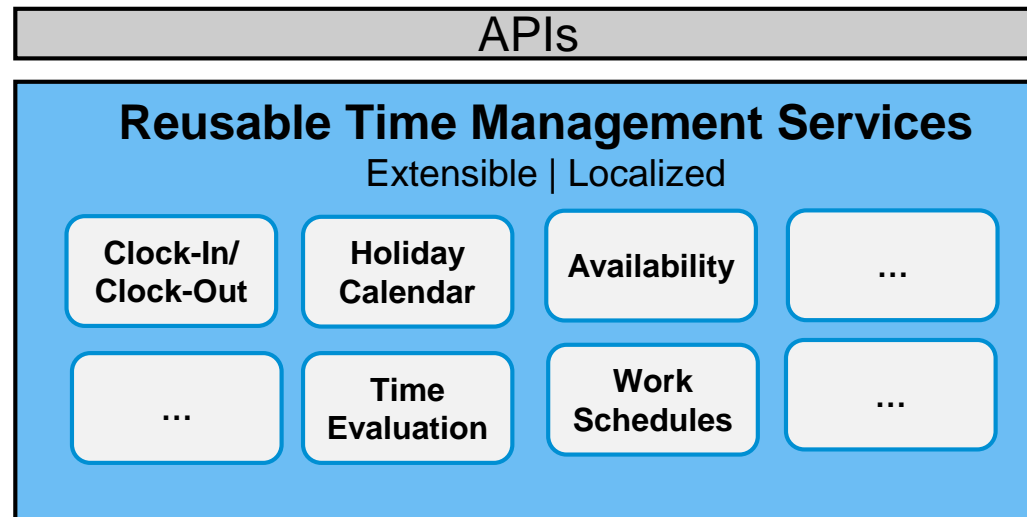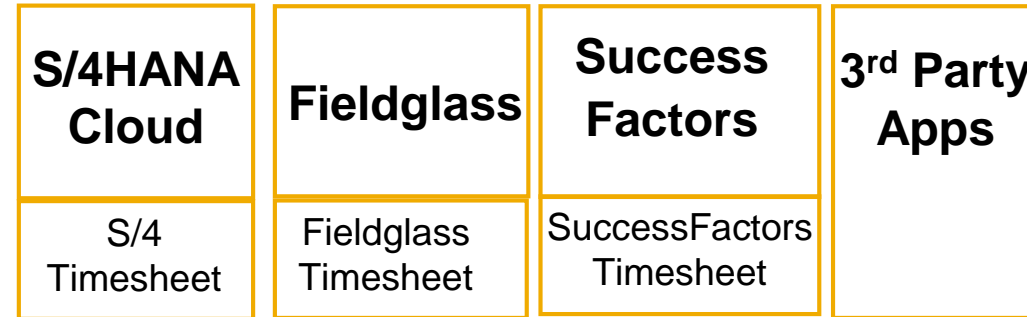**Elevate and connect people experiences to improve agility**

Spark motivation and improve engagement everywhere

Shatter glass ceilings and confidently tackle tough issues

Build bridges, not silos with a flexible, connected platform

Intelligent Enterprise Services – how do they help you?

- ➤ Eliminate redundancy
- ➤ Streamline & simplify processes
- ➤ Lower integration costs
- ➤ Common User Experience
- ➤ Deliver innovations

S/4HANA Cloud	Fieldglass	Success Factors	3rd Party Apps
S/4 Timesheet	Fieldglass Timesheet	SuccessFactors Timesheet	

APIs

Reusable Time Management Services
Extensible | Localized

Clock-In/ Clock-Out	Holiday Calendar	Availability	...
...	Time Evaluation	Work Schedules	...

SAP Cloud Platform

Objects   Role-Based Permissions   Rules Engine
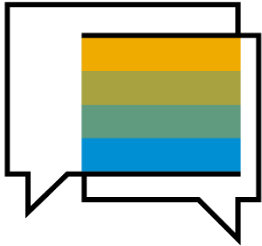
Employee Central Time **Overview**

How far has EC Time come?

How far has EC Time come?

Mobile first, digital HR experience

- Consumer grade, mobile first employee and manager experience
- Including mobile absence management and time tracking functionality
- Powered by a powerful workflow concept to ensure proper decision making

Comprehensive Solutions that are flexible and intelligent

- Providing single global time and attendance platform for time tracking and absence management
- Based on true self-service to drive automation, and elevate your HR service delivery with efficient real time processes
- Includes time-evaluation capabilities for automated overtime and premium calculations

## Deep localization embedded within the application

- Application in use in ~150 countries around the globe.
- Strong localization framework to tailor the solution to meet local, regulatory and collective labor law agreements
- Localized SAP Best-Practice content delivered to accelerate implementation timelines
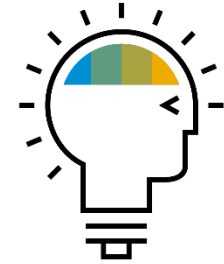
Secure, Connected and world class platform

- Delivered, supported and upgraded during 4 release cycles per year, with extensibility options to ensure customer specific requirements are covered
- Including prebuilt integrations to payroll

Global presence for SAP SuccessFactors Employee Central Time Management
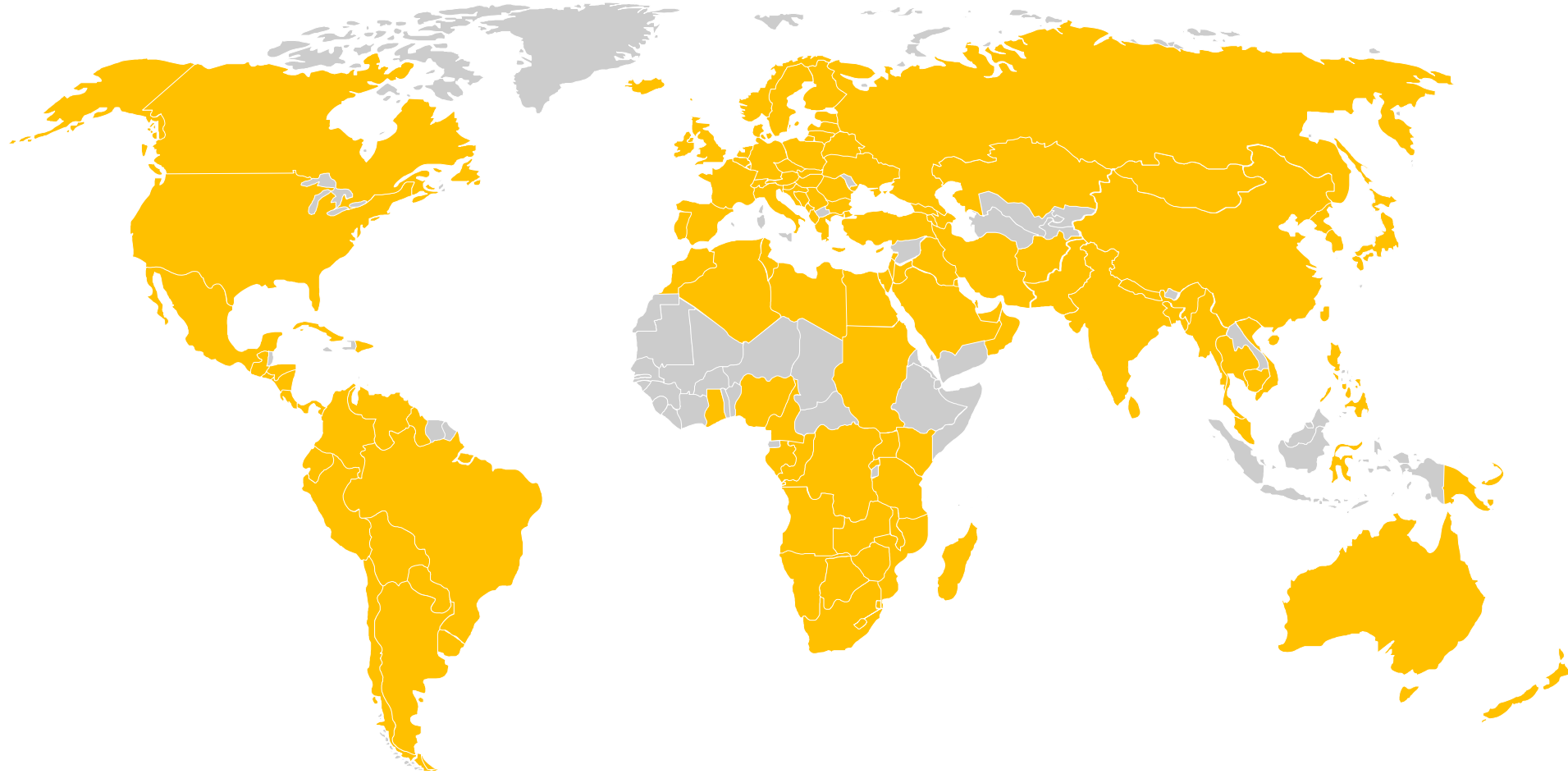
Usage Figures

EC Time Off

1134
Time Off Customers

2.1m
Active Time Off users

24.6m
Absences within last 12 months

EC Time Sheet

223
Time Sheet Customers

375k
Active Time Sheet users

11.8m
Active Time Sheets within last 12 months

EC Time Management
## Product Highlights 2018 + Q1 2019

Improving the employee experience

- New Time Off User Interface, Fiori based (Q1, 2019)

- Display of time collectors in Time Sheet

- Team absence calendar enhancements

- Mobile time off / time sheet enhancements

Improving HR efficiency

- Dynamic Break Deduction (Q4 2018 and Q1, 2019)

- Import of attendance / break records with start / end times from external systems and cost center (Q1, 2019)

- Vacation accruals based on hours worked

- Workflow based on a working time / time off in lieu balance

- Automated creation of time accounts with flexible start date

- Leave of Absence migration tools for permissions and open LoA records

Data Protection & Privacy (GDPR)
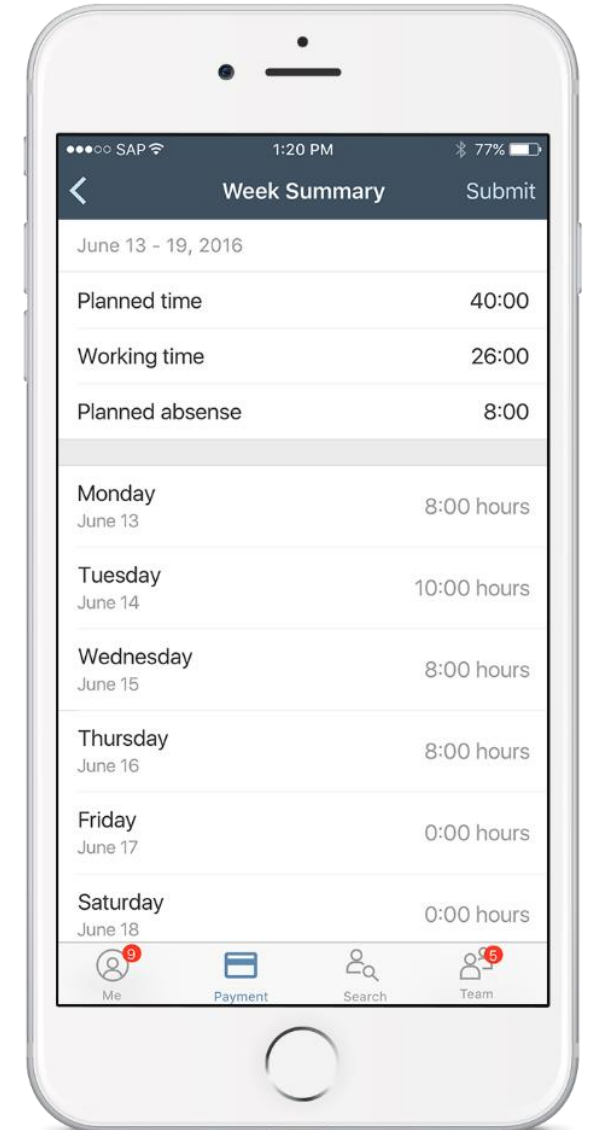
Employee Central Time **Roadmap**

EC Time Management
Upcoming short-term and midterm innovations

- https://www.sap.com/products/roadmaps.products-solutions.html

Our Time Management **Strategy**

# What is SAP SuccessFactors' time and attendance strategy?

Deliver advanced, innovative time and attendance capabilities that support SAP SuccessFactors HCM, as well as the SAP Intelligent Enterprise.

We focus on capabilities that are fundamental in getting people paid and contribute to people's work / life balance and experience, for customers of all sizes and in all industries around the globe.

In our vision we will also fulfill opportunities beyond HCM by connecting time and attendance processes with finance, procurement, operations and PMO offices

In doing so, we will invest in:

- **SAP SuccessFactors Employee Central Time Management**
  - Used in 150+ countries, by 1k+ customers and ~1.7 million users
  - Primary focus: expand on (county-specific) time-off scenarios

- **New Solution Extension: SAP Time Management by Kronos**
  - Leader in the workforce management space
  - Support for more complex workforce management solutions
  - Cloud solution
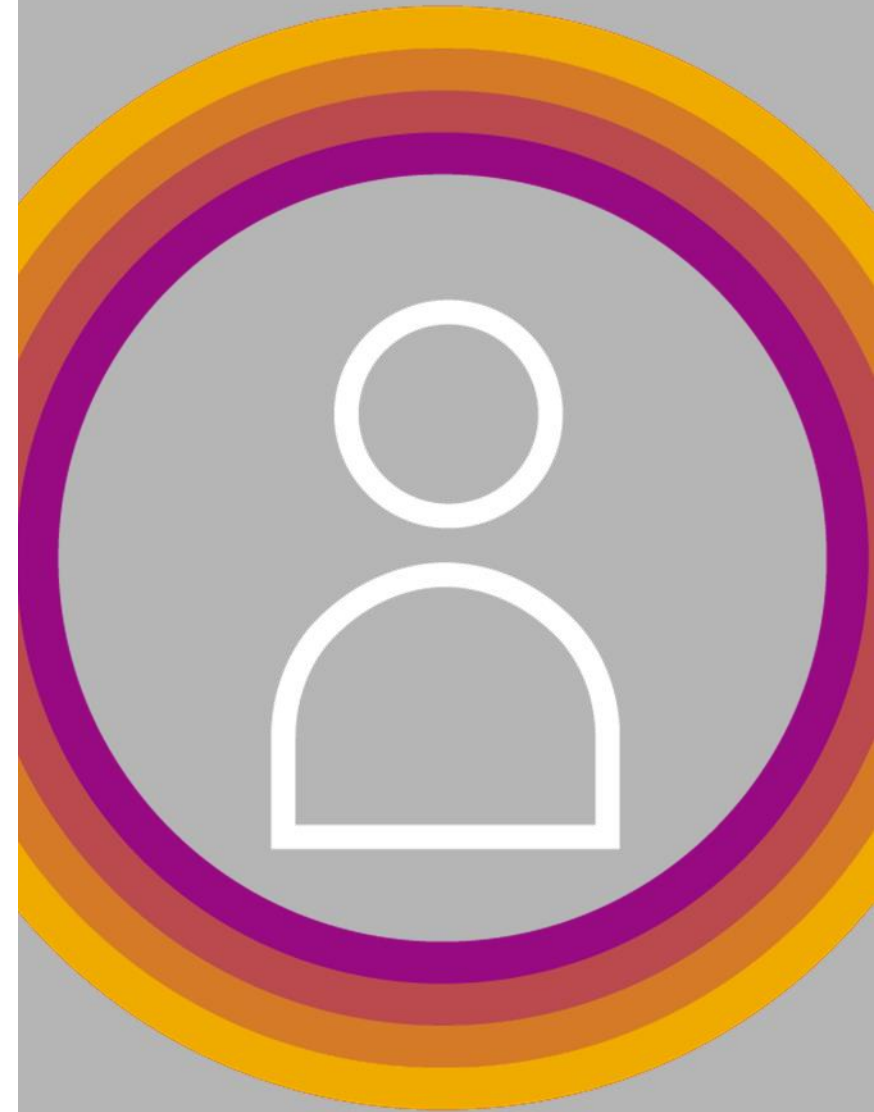
Why Employee Central Time Management?

Employee Central Time Management is unique in three aspects:

1. **Native Part of Employee Central**
   - Seamless reporting, workflows, updates of profiles in case of life events, etc.
   - Part of SuccessFactors mobile app
   - Native integration into Employee Central Payroll

2. **World Class Time Off Capabilities**
   - Can be deployed for all types of absences (PTO, seniority leave, Illness, etc.)
   - Strong localization capabilities: Used in 150+ countries, by 1k+ customers
   - Predefined reporting and implementation acceleration functionality via localized SAP Best Practices
   - Supports time off 'in lieu' processes

3. **Basic Time Sheet**
   - Real-time time evaluation upon time recording to calculate things like overtime, shift differentials, premiums, and more. Used for basic calculations. No integration into clock terminals (yet!), no (shift) planning functionality (yet!)
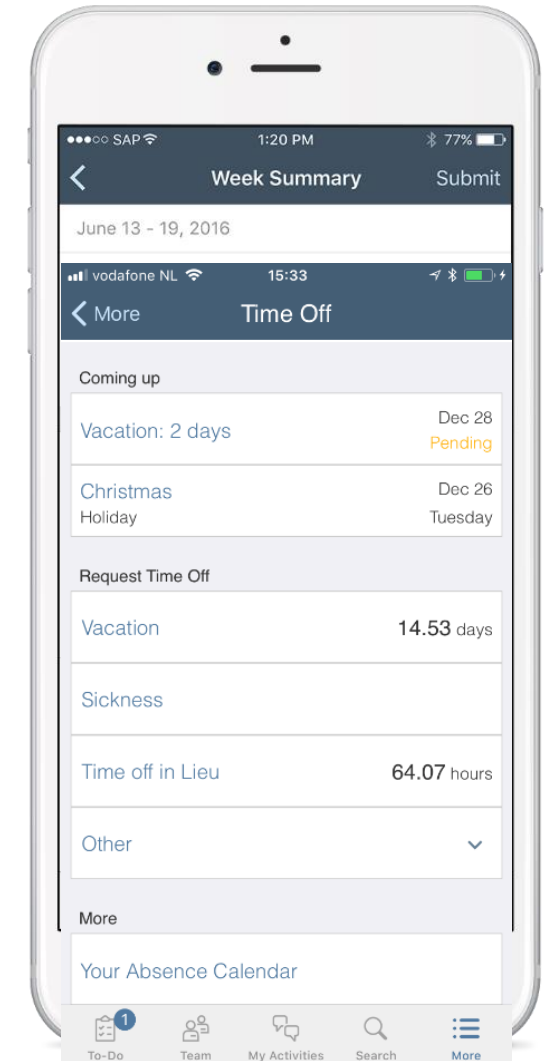
Why SAP Time Management by Kronos? (Slide 1 of 2)
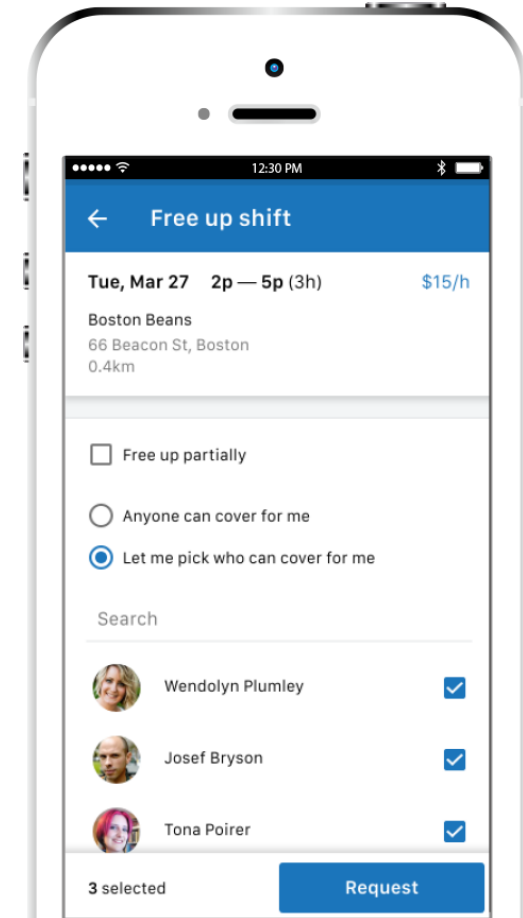## Highly rated by Gartner as the future Workforce Management platform.

SAP Time Management by Kronos is unique in 3 aspects:

1. Architecture and platform
    –   Designed as a multi-tenant platform
    –   Allows easy integration with other applications
    –   Connect to Kronos InTouch and 4500 terminals via Universal Device Manager

2. Scope
    –   Dedicated capabilities for hourly and salaried employees
    –   Advanced (shift) planning capabilities
    –   Advanced absence management capabilities to solve deep country specific cases such as FMLA eligibility

Why SAP Time Management by Kronos? (Slide 2 of 2)
Highly rated by Gartner as the future Workforce Management platform.

3. Employee and manager experience

   – Fully mobile, allowing employees to easily start their shift, check their accrual balance, or swap shifts with a colleague based on collaborative scheduling processes.

   – Smart technologies like AI help the employee by proposing only best-fit schedules based on employee preferences.

   – Reduces time spend on administrative tasks with guidance, recommendations, and alerts based on patterns detected across workforce data (punches, schedules, accruals, coverage, etc.).
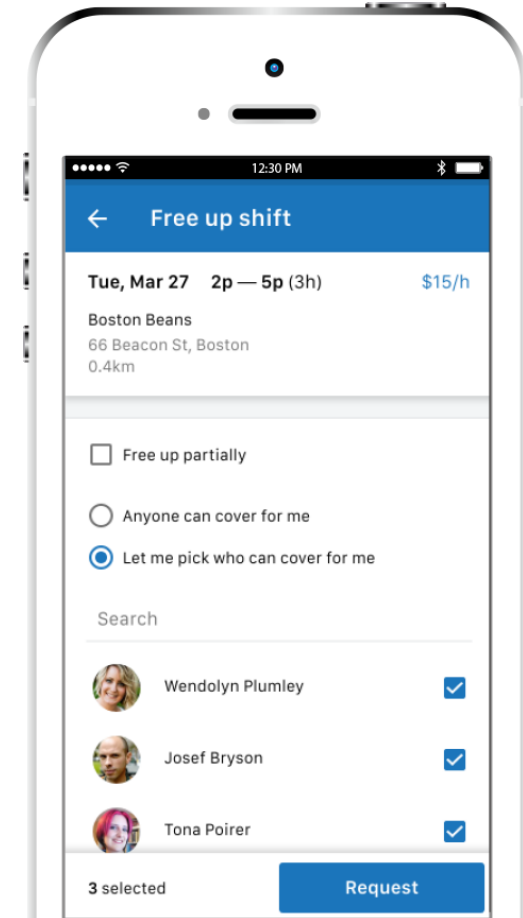
So…which solution is right for me?

Employee Central Time Management:

- Organizations that need **global** absence management, and time tracking/evaluation for correct employee payments - and without the need for (for example) project time recording or time allocation to (service) orders

SAP Time Management by Kronos:

- Organizations that have more advanced requirements, including the need for workforce scheduling (and/or rostering), time tracking including time allocation to projects and/or (service) orders, and advanced leave management

Conclusions

Conclusions

1. The Intelligent Enterprise follows an ambitious plan: Bringing together SuccessFactors and other Cloud Solutions into an integrated suite on a common technology platform. The main elements are SAP Cloud Platform, common data models, common technologies such as SAP Analytics Cloud, Chatbots, SAP Leonardo, & Fiori.

2. Future Time functions are built as common services (e.g. Clock In/Out) that are re-used across the Intelligent Enterprise. This will simplify and streamline processes, reduce integration cost, unify user experience, and enable new innovations.

3. We support all major payroll (deployment) options required by our diverse customer base.

4. **SAP is passionate about Time & Payroll. They are among our core strengths. We leverage SAP's newest technologies along with 3 decades of global knowledge to innovate Time & Payroll in the cloud.**

5. With SAP HCM for S/4HANA, we provide long-term planning security for our on-premise customers.
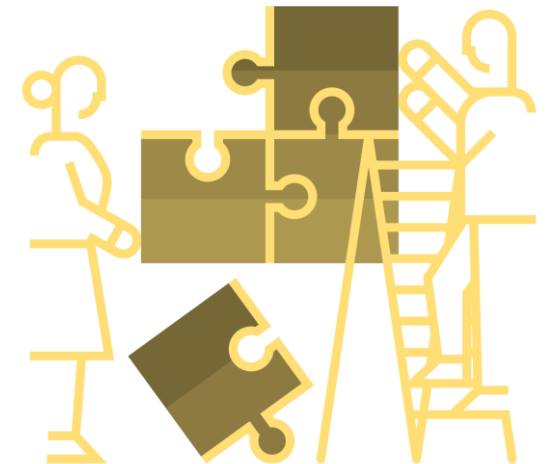
Where to find more information

- Product Help Page: https://help.sap.com/viewer/product/SAP_SUCCESSFACTORS_EMPLOYEE_CENTRAL/latest/en-US

- Blog series on release updates: https://blogs.sap.com/2019/03/22/ec-time-and-attendance-new-features-q1-2019/

- Kronos Partnership: https://news.sap.com/2019/01/kronos-partnership-sap-successfactors-time-management/

- SAP Time & Attendance cloud solutions: https://www.successfactors.com/en/products-services/time-attendance.html

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Presentation Materials

Access the slides from 2019 ASUG Annual Conference here:

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

Q&A

For questions after this session, contact me at p.meredith@sap.com.

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