Die Zukunftsträchtige Roadmap für Ihr SAP HCM

HXM Movement – Wie Sie Ihre HR Kernlösungen sicher in die Zukunft bringen

8. HR Infotag 2023

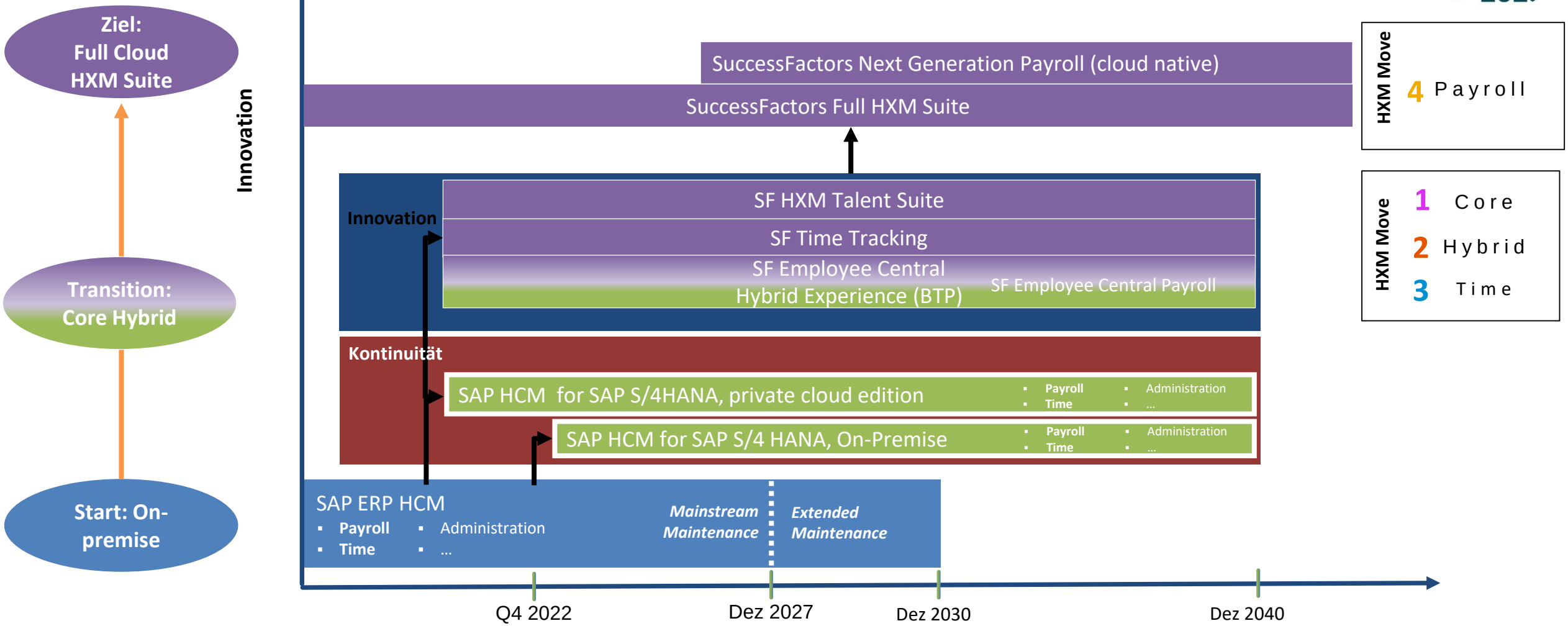
Jakob Kiblböck, Stefan Schüßler, Patric Andre

Perchtoldsdorf, am 23. November 2023

HRFORCE

THE BEST RUN SAP

Core HR, Payroll und Zeitwirtschaft



Agenda

Die Zukunft der HR

HXM Movement

SAP HCM for SAP S/4HANA

Zusammenfassung

Die Zukunft der HR

SuccessConnect in Las Vegas (October’2023)

Jakob Kiblböck • You
Head of SAP SuccessFactors, Central & Eastern Europe | Member of the Ma...
5d •

What an amazing & inspiring week at SAP #SuccessConnect in Las Vegas at The Venetian Convention Center it has been!! 😀🚀🌟🌎💯

Here is my **Top 3 take-aways for the week**:

#1 - **SuccessConnect** is the place to be when it comes to HR digital transformation projects on a global scale. Our momentum is really great: the agenda was packed with customer panels, product demonstrations, and roadmap sessions. Never have we had more solution annoucements than this year. Great to hear Josh Bersin underlines clearly that SAP SuccessFactors is leading the field. Our new releases on #GenerativeAI, #Joule and #TalentIntelligenceHub are spot on - relevant, responsible and reliable and ready to use now. Check it out!
https://lnkd.in/dfsMkki7

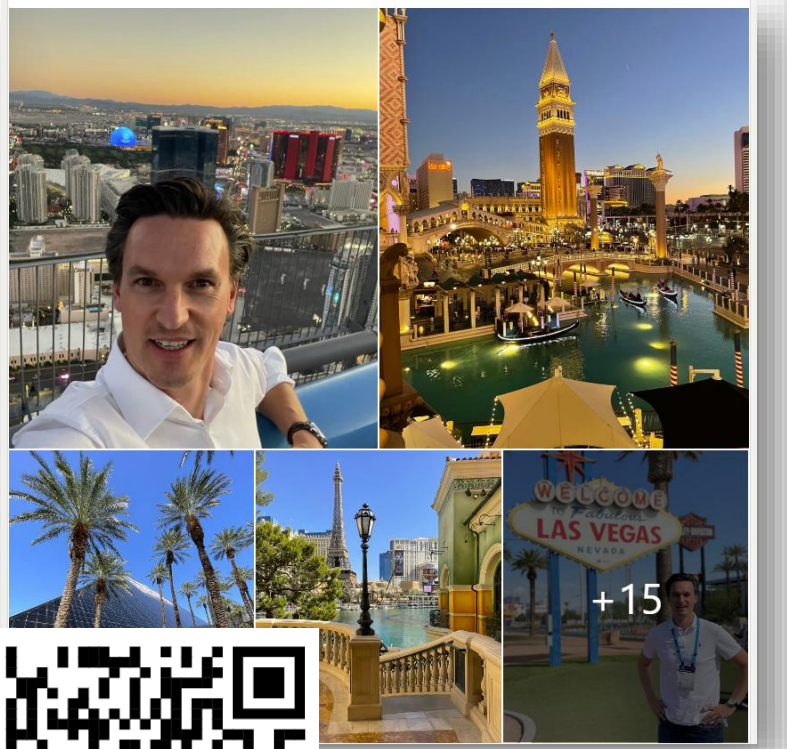
#2 - **People** & **Network**: what a inspiration to meet, listen, learn and exchange ideas with customers and partners from across the globe. Plus it was so cool to see so many of the SuccessFactors colleagues from around the world in person - have a Starbucks coffee, chat, share & bounce ideas. Nothing beats live!

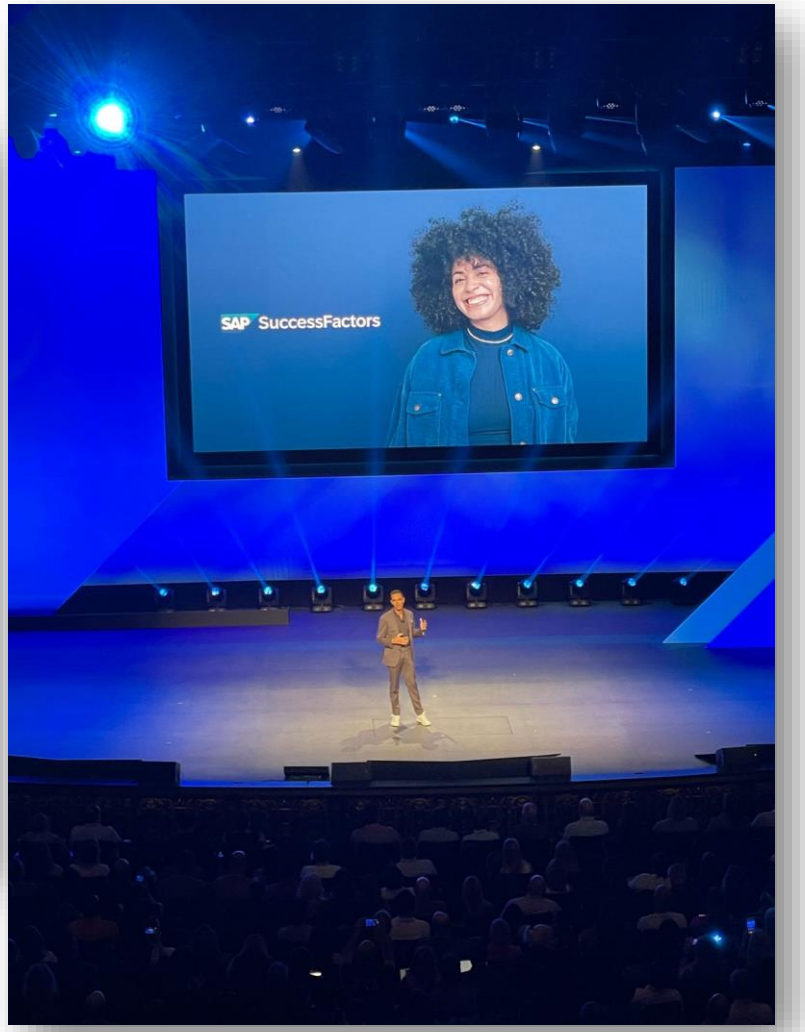
#3 - **Las Vegas**: the city left me stunned again. And tired! 😅 The sheer size of everything, the energy in town, the bling-bling in the casinos and on the streets, everywhere - 24/7. The levels of investment currently (most recently 2.1Bn Dollars into #TheSphere and 4.9Bn in #WorldResorts Hotels) are mind-blowing - there is an absolute economic boom! And in one month Formula 1 GP is coming to Las Vegas - putting the spotlight on the city in a whole new way and having prices soar to unprecedented highs for certain. Impressive!

Thanks to Aaron Green, Maryann Abbajay,Siva Sundaresan and to the entire organizational team on making this special SuccessConnect 2023 a reality. Thank you to the customers and partners for the curiosity, engagement and trust.

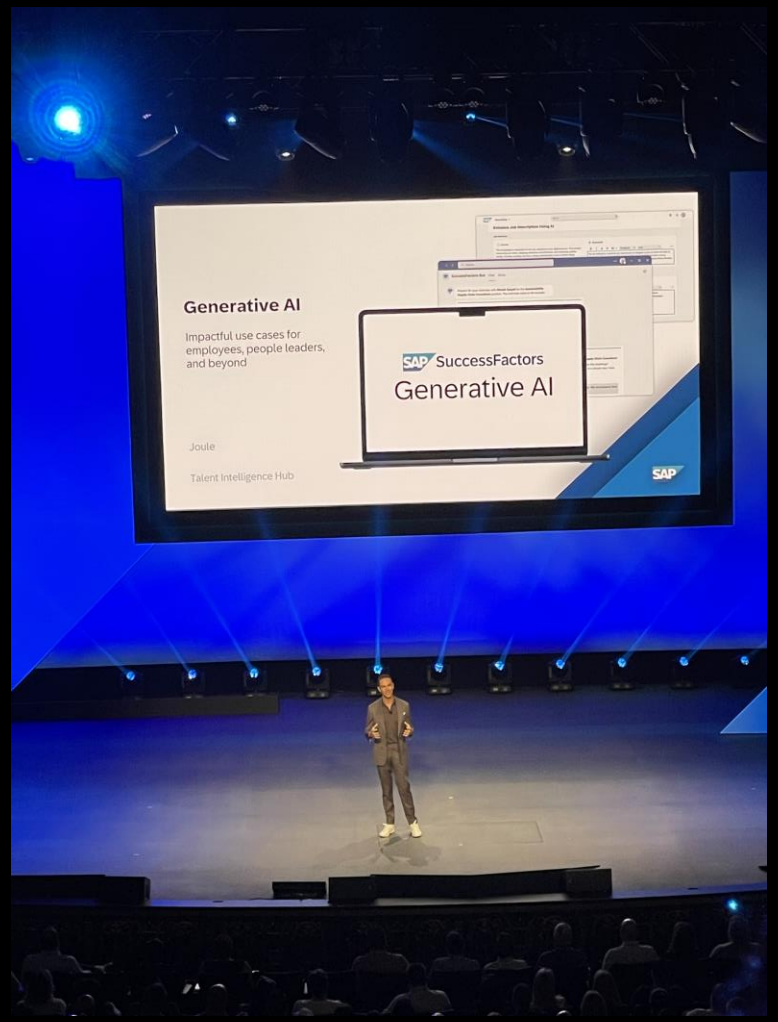
One more thing... 😉

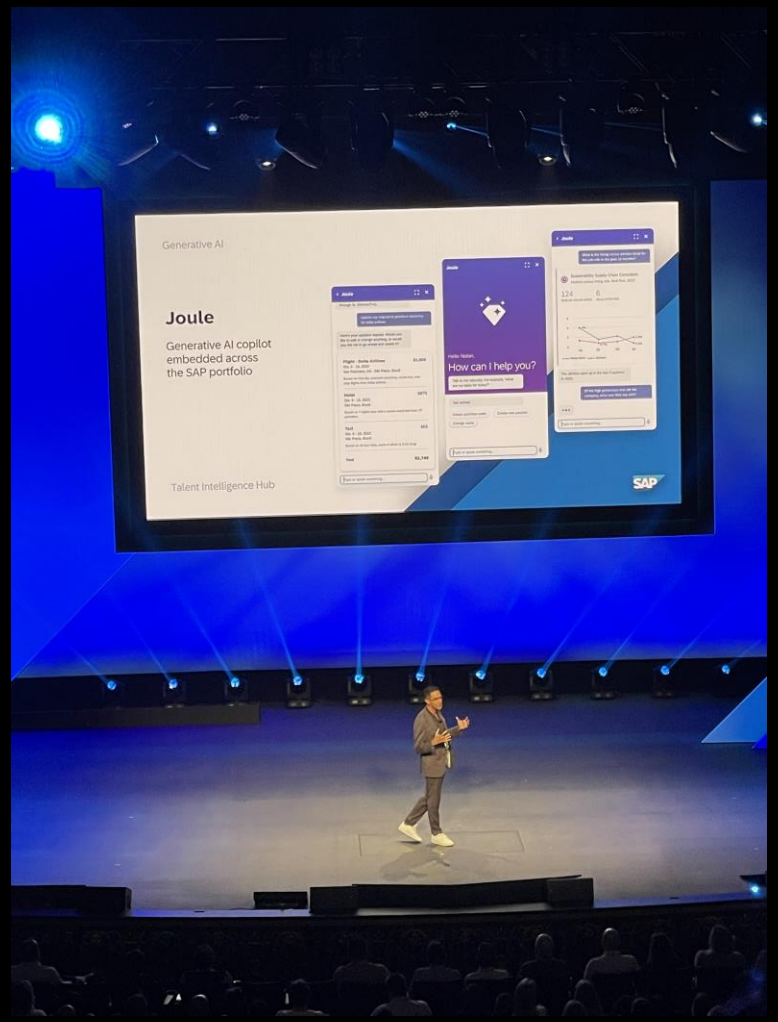
Save-The-Date for 2024
October, 28-30 #SuccessConnect is coming to Europe and will take place in **Lisbon, Portugal**. Mark your calendars already now! See you there 🌎

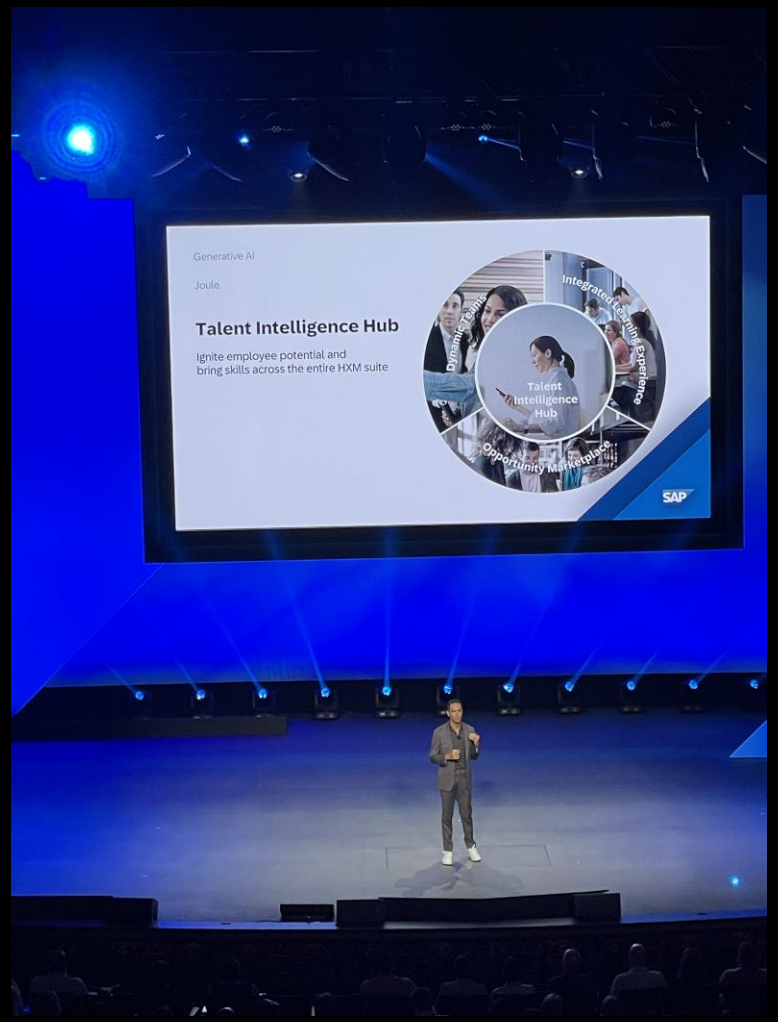




HXM
MORE THAN JUST A HYPOTHESIS
MORE THAN JUST A HYPOTHESIS


Generative AI
Impactful use cases for employees, people leaders, and beyond
SAP SuccessFactors
Generative AI
Joule
Talent Intelligence Hub
SAP


Generative AI
Joule
Generative AI copilot embedded across the SAP portfolio
How can I help you?
Talent Intelligence Hub
SAP


Generative AI
Joule
Talent Intelligence Hub
Ignite employee potential and bring skills across the entire HXM suite
Talent Intelligence Hub
Dynamic Teaming
Integrated Learning Experience
Opportunity Marketplace
SAP

SAP & SuccessFactors technology empower programmatic, strategic HR

Automate to increase the velocity of HR processes

Inform decision-making with powerful people analytics

Integrate HR across business areas and technologies

Build experiences without development resources

SAP SuccessFactors

HXM

Putting **people** at the centre of business

Valuing Every Employee with the Whole Self Model

Valuing **all** of what makes each individual unique improves **People Sustainability**, driving better long-term outcomes for the organization

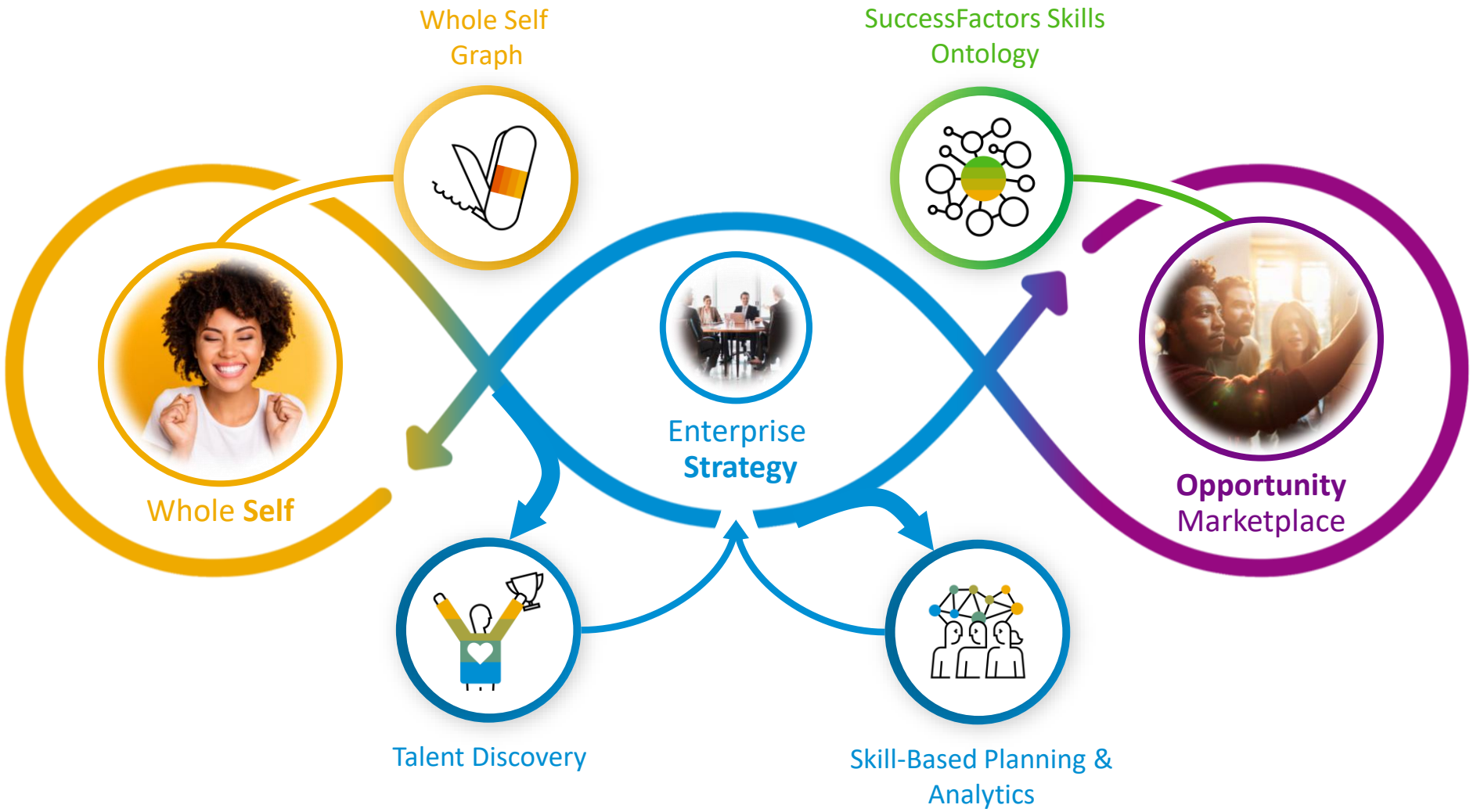
IDENTITY

CAPABILITIES

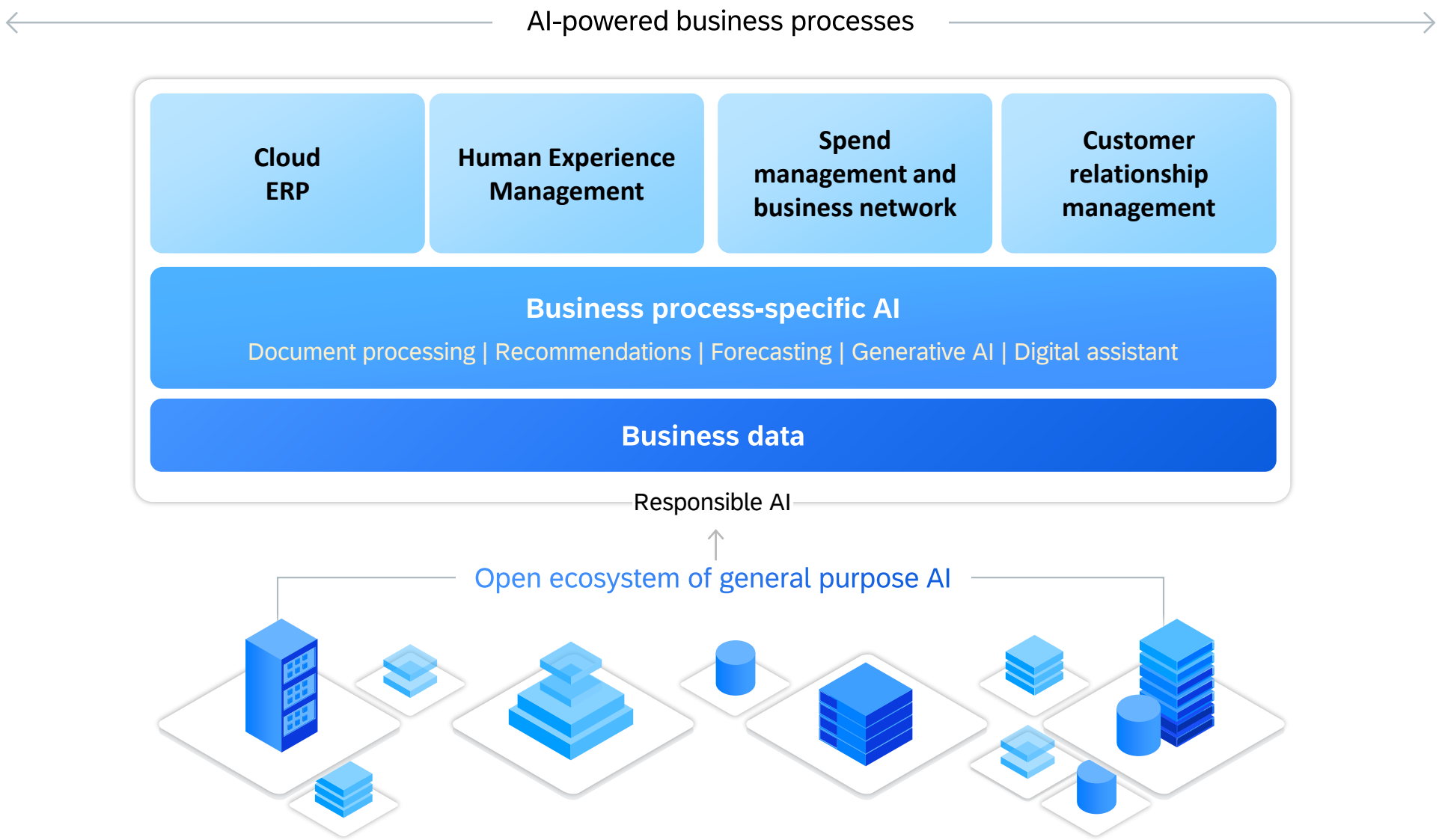
STRENGTHS & STYLES

EXPRESSIVE PREFERENCES

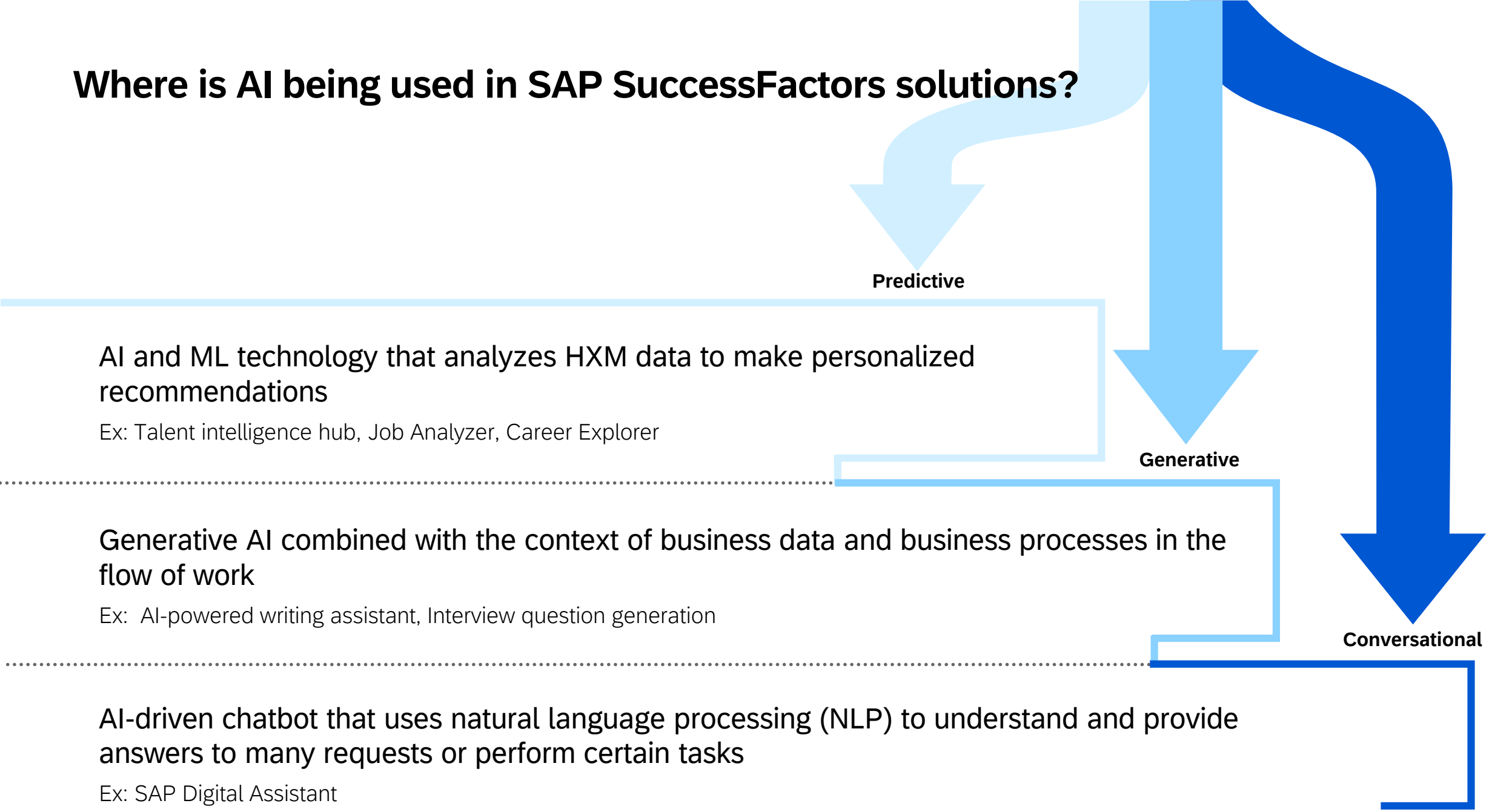
How HR technologies have the potential to make us more human and build skills-based, people-centric organizations



SAP Business AI powers your most critical business processes



Where is AI being used in SAP SuccessFactors solutions?



AI and ML technology that analyzes HXM data to make personalized recommendations

Ex: Talent intelligence hub, Job Analyzer, Career Explorer

Generative AI combined with the context of business data and business processes in the flow of work

Ex: AI-powered writing assistant, Interview question generation

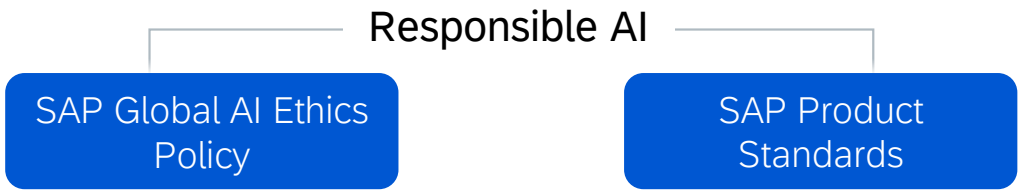
AI-driven chatbot that uses natural language processing (NLP) to understand and provide answers to many requests or perform certain tasks

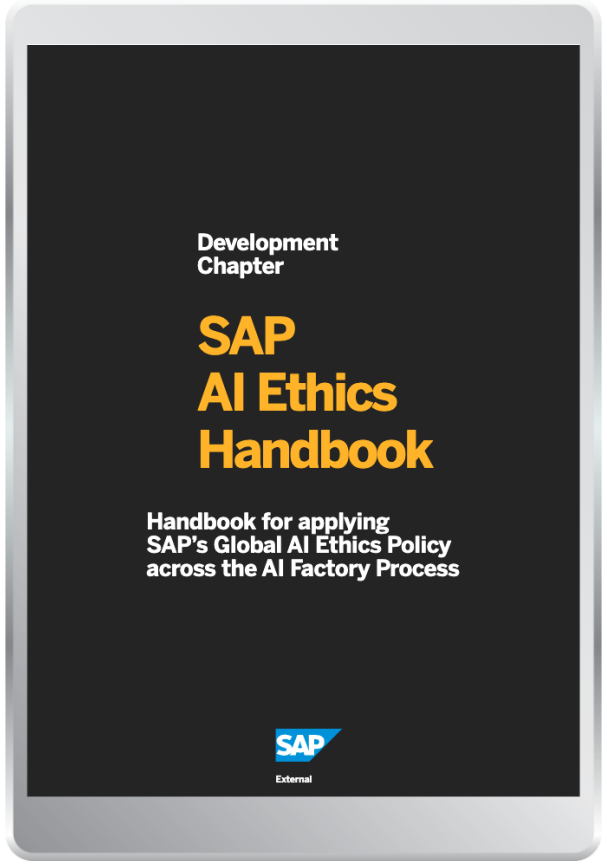
Ex: SAP Digital Assistant

How SAP ensures data privacy for artificial intelligence solutions

Responsible AI

To ensure we build ethical, responsible, and trustworthy AI technology, SAP maintains an **AI ethics policy** and guiding principles, as well as an **AI Ethics Advisory Panel**. The SAP AI Ethics Advisory Panel is an external body made up of policy and legal experts from universities and organizations, such as Georgetown University and ICANN.

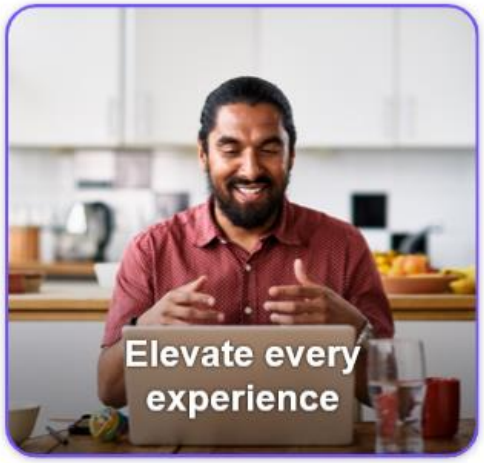




To read more about SAP's guiding principles for artificial intelligence or to read SAP's AI Ethics Handbook, visit: https://www.sap.com/products/artificial-intelligence/ai-ethics.html

HR AI Use Cases

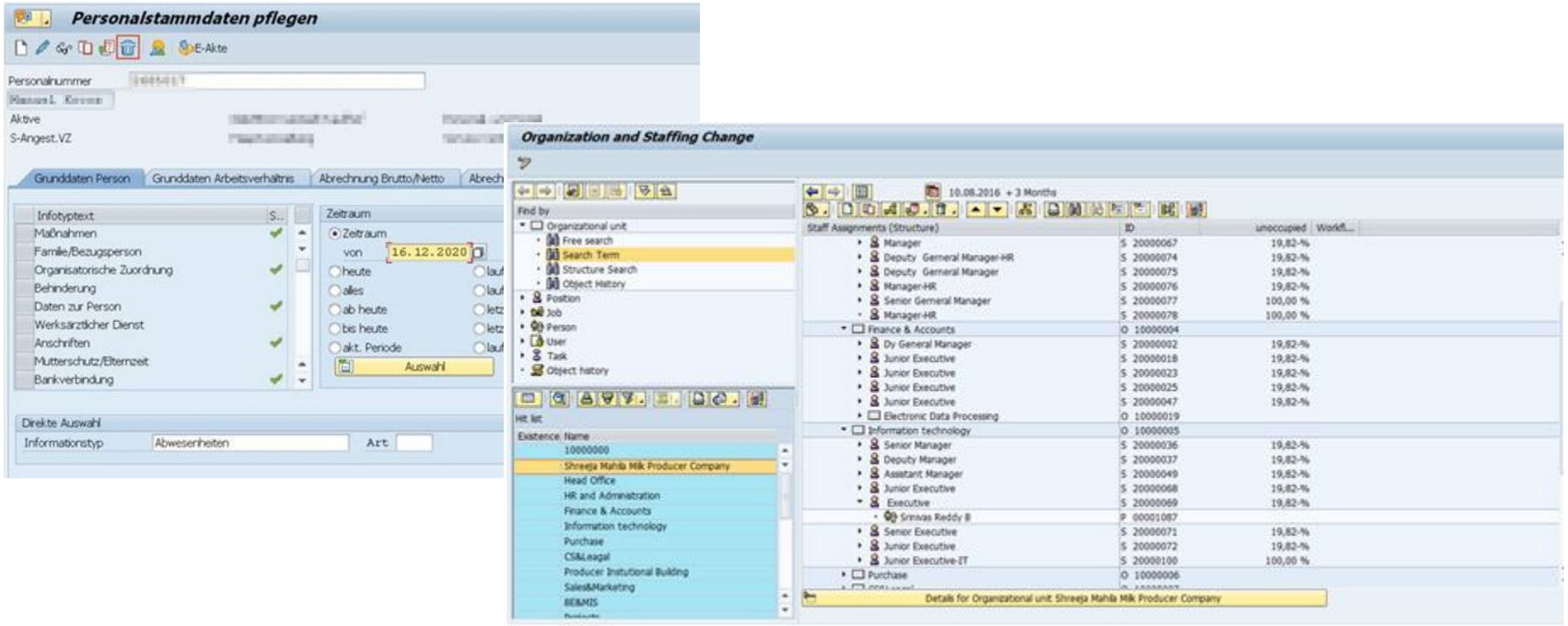
How AI will deliver value across the SuccessFactors HXM Product Vision



	Elevate every experience	Create a future-ready workforce	Enable agile and compliant HR
Today	• Personalized User Experience (SuccessFactors Homepage) • SAP Digital Assistant	• Learning Recommendations • Career path exploration	• SAP Digital Assistant • Job description bias detection
Tomorrow	• Voice of the employee • Recommendations Everywhere • Give agency to the employee (via Growth Portfolio)	• Opportunity Marketplace & Recruiting Recommendations • Skills Ontology / Skills Graph • Strategy-driven AI (organizational influence on talent development)	• Payroll Automation • Pay Equity recommendations • Automated skill management • Emerging skill detection • Core HR automation
Future	• Employee well-being • Deeply contextual recommendations (Contextual job & career coach)	• Workforce Planning • Candidate communications	• Anomaly detection • Workforce scheduling optimization • Analytics & Recommendations

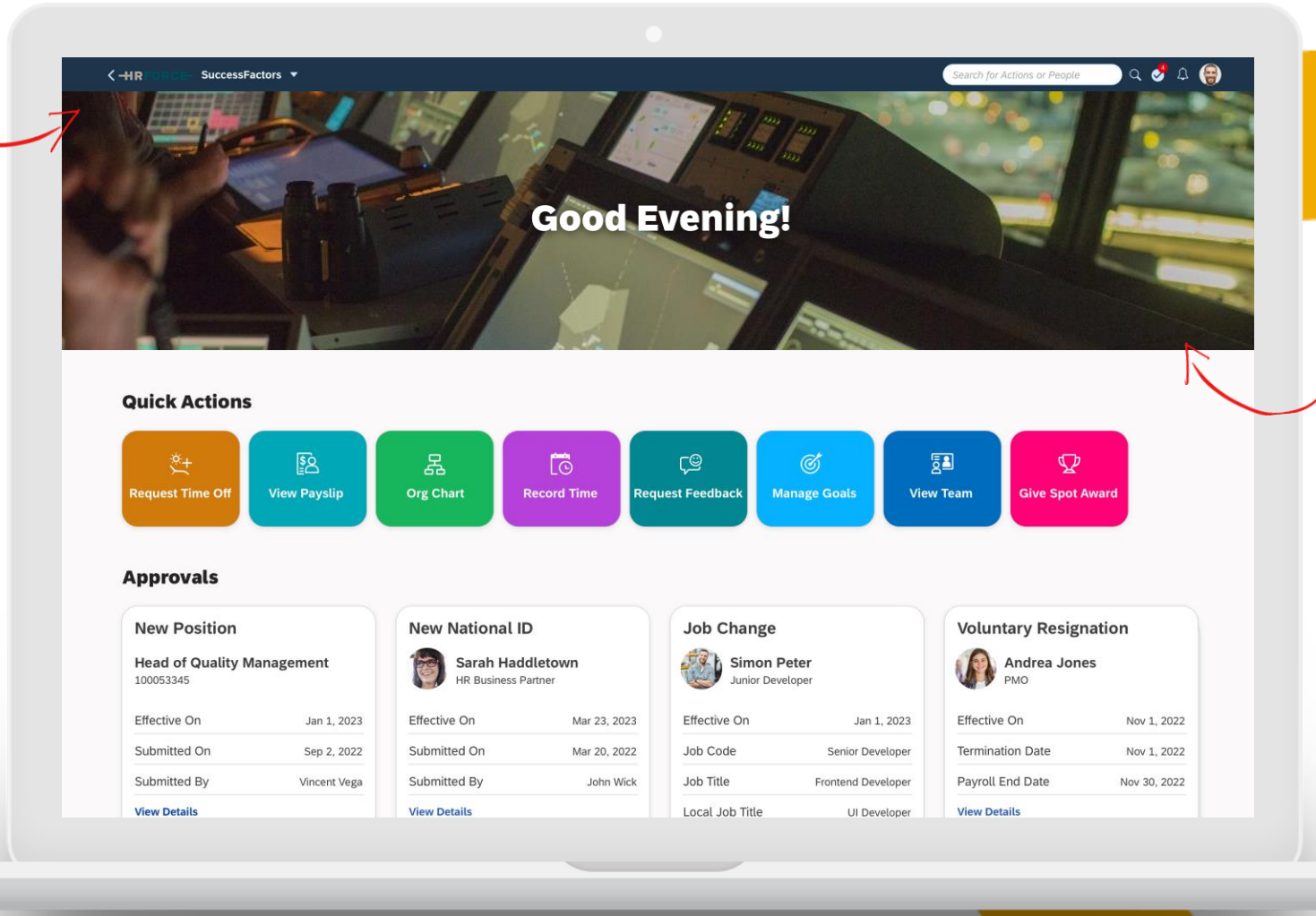
Public

The reality at some of our customers in HCM...



The HR Experience we do deliver

Your Logo here



Your Header here

SAP SuccessFactors

THE BEST RUN SAP

Easy-to-Use

Making things easier, faster, and more seamless for the end user to access what they need, when they need it.

#fewer clicks #in the flow of work

Efficient

Enable your employees, managers and hr department to quickly and easily complete all tasks from any device, anytime and anywhere to get things done in an efficient manner.

#process automation #intelligent

Personalized

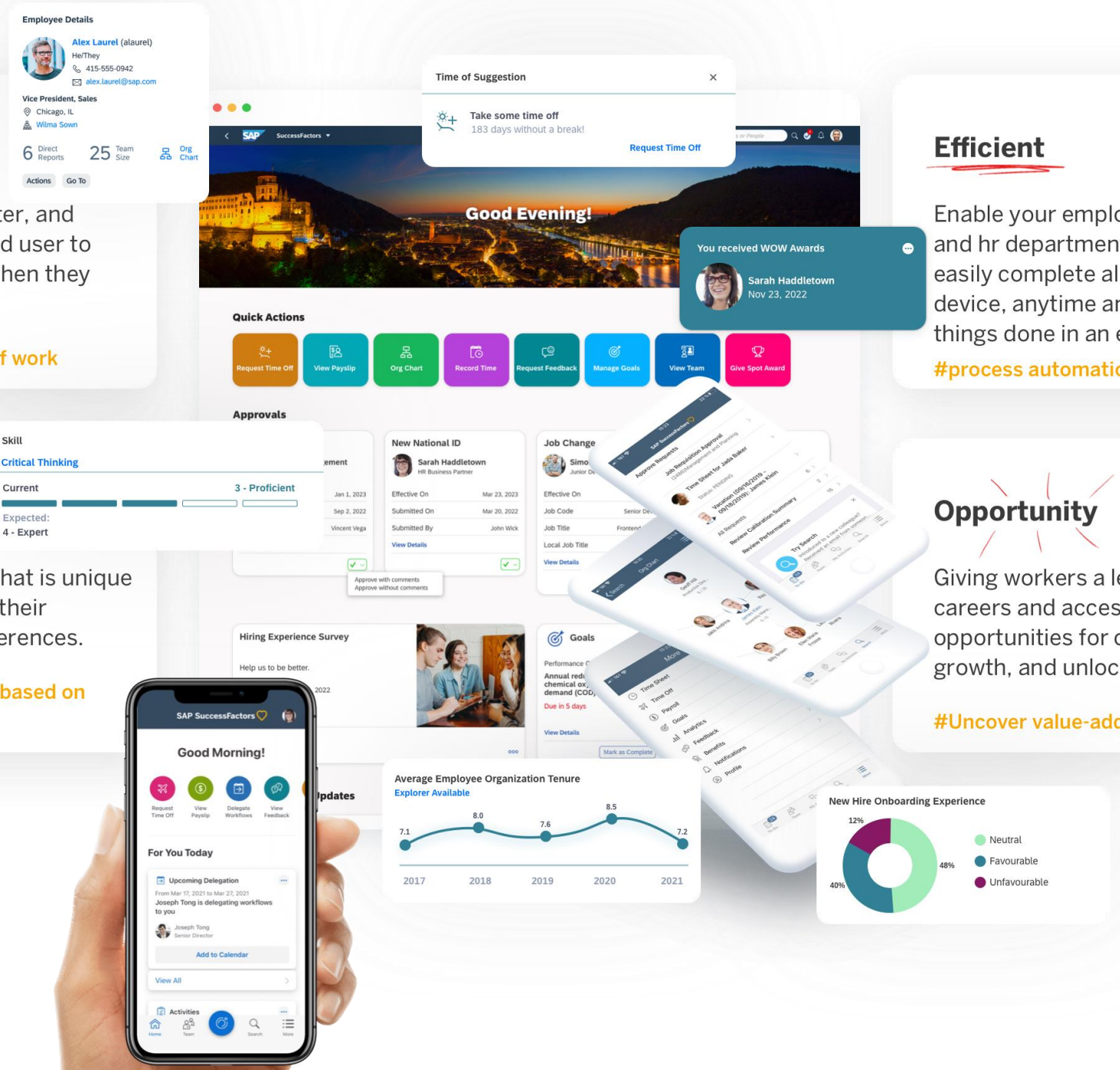
Providing an experience that is unique to the end user based on their interests, needs and preferences.

#Surface data and actions based on needs of your role.

Opportunity

Giving workers a leg up in their careers and access unique opportunities for continual learning, growth, and unlocked experiences.

#Uncover value-add opportunities



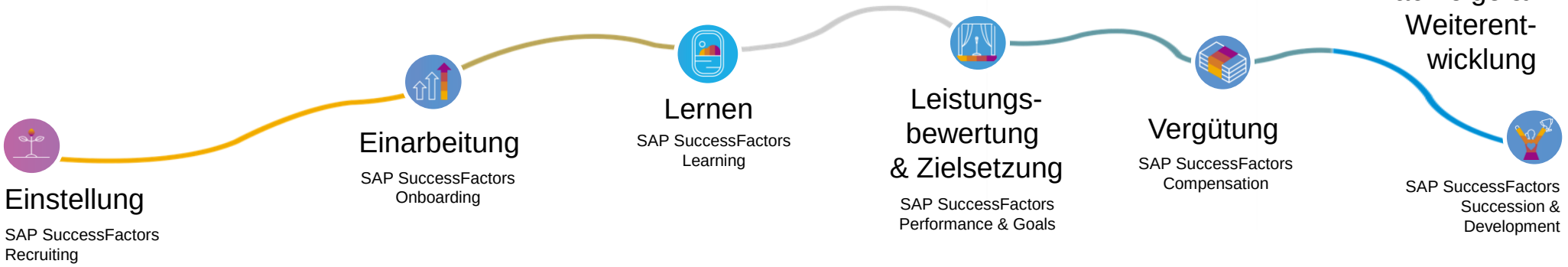
SAP SuccessFactors

Unsere SAP SuccessFactors Suite als Basis für Innovationen in der HR

Analysen & Planung

SAP SuccessFactors Workforce Analytics & SAP Analytics Cloud for Planning

Talentmanagement



Einstellung
SAP SuccessFactors Recruiting

Einarbeitung
SAP SuccessFactors Onboarding

Lernen
SAP SuccessFactors Learning

Leistungs-bewertung & Zielsetzung
SAP SuccessFactors Performance & Goals

Vergütung
SAP SuccessFactors Compensation

Nachfolge & Weiterent-wicklung
SAP SuccessFactors Succession & Development

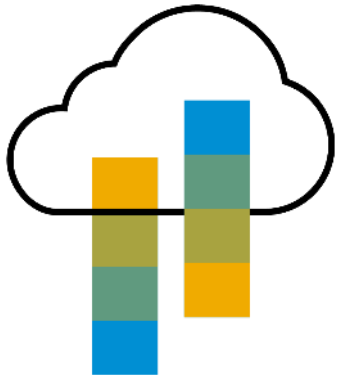
Digitaler Arbeitsplatz	Skills- & Kompetenzmanagement	Digitale Personalakte & Dokumentenerstellung	Digitale Unterschrift	Mitarbeiter Feedback (Experience)
SAP SuccessFactors WorkZone	SAP SuccessFactors Opportunity Marketplace	OpenText	DocuSign	Qualtrics

HR-Kernfunktionen

Stammdaten	Gehalts-abrechnung	Ticket-System	Zeitwirtschaft
SAP SuccessFactors Employee Central	SAP SuccessFactors Employee Central Payroll	SAP SuccessFactors Employee Central Service Center	SAP SuccessFactors Employee Central &Time Tracking

HXM Movement

SAP Produktlinien für Human Experience Management (HXM) Investitionsfokus



SAP SuccessFactors

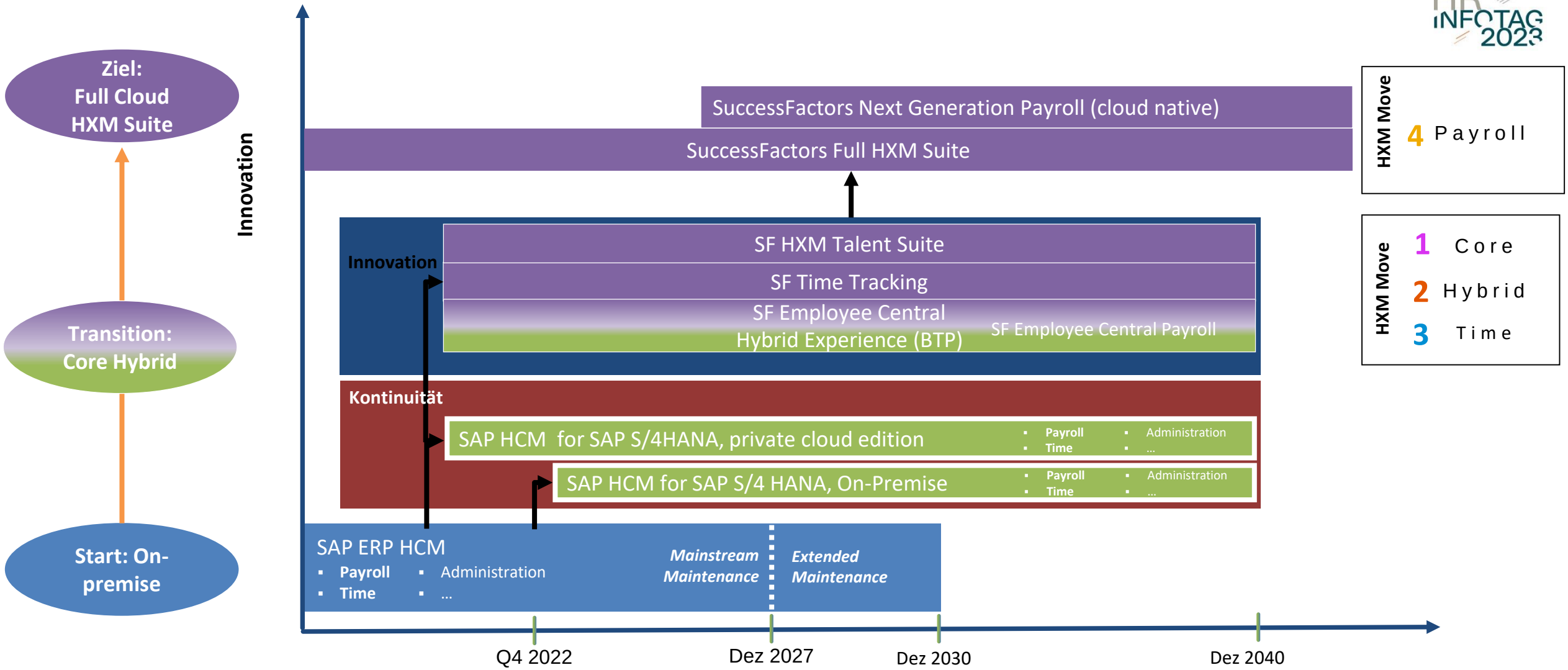
Umfangreiche und zukunftsorientierte Investitionen, um den neuesten Trends im Personalwesen gerecht zu werden. HR-Prozesse neu denken und gestalten, Innovationen nutzen und HXM über halbjährliche Release-Zyklen kontinuierlich weiterentwickeln.

SAP Human Capital Management for SAP S/4HANA

Ausgewählte Erweiterungen und Lokalisierungen für HR-Kernprozesse und Gehaltsabrechnungsprozesse zur Unterstützung der Kontinuität.

Core HR, Payroll und Zeitwirtschaft

- Wir ermöglichen Kontinuität mit SAP HCM for S/4HANA (On-Premise oder private cloud edition).
- Der Fokus unserer Innovation liegt in der SAP SuccessFactors HXM Suite – hier erfinden wir Prozesse neu.



HXM Movement: Wir investieren in HR Core!

HXM Move ist ein Entwicklungsprogramm speziell für das Thema HR Core in SuccessFactors mit dem erklärten Ziel, alle Kunden mittelfristig von SuccessFactors zu überzeugen:

- Board Commitment
- Hohes Investment im 2-stelligen Millionenbereich in Development & Research
- Langfristige Planung mit hoher Liefersicherheit

ERWEITERUNGEN CORE HR

1

Funktionale Erweiterung im SF Core HR, um Anpassungsfähigkeit und Lokalisierung zu verbessern.

OPTIMIERUNG DER HYBRIDEN NUTZERERFAHRUNG

2

Optimierte Prozessintegration und Nutzererfahrung für SF Core HR und S/4HANA

ANGLEICHUNG FUNKTIONSUMFANG ZEITWIRTSCHAFT

3

Offensive Beschleunigung von Innovationen und Steigerung des Funktions-umfanges für SF EC Time Management

INNOVATION IN DER PAYROLL

4

Neuausrichtung der cloud-basierten Entgeltabrechnung um TCO zu reduzieren, eine neue Nutzererfahrung zu schaffen und Compliance optimal zu unterstützen

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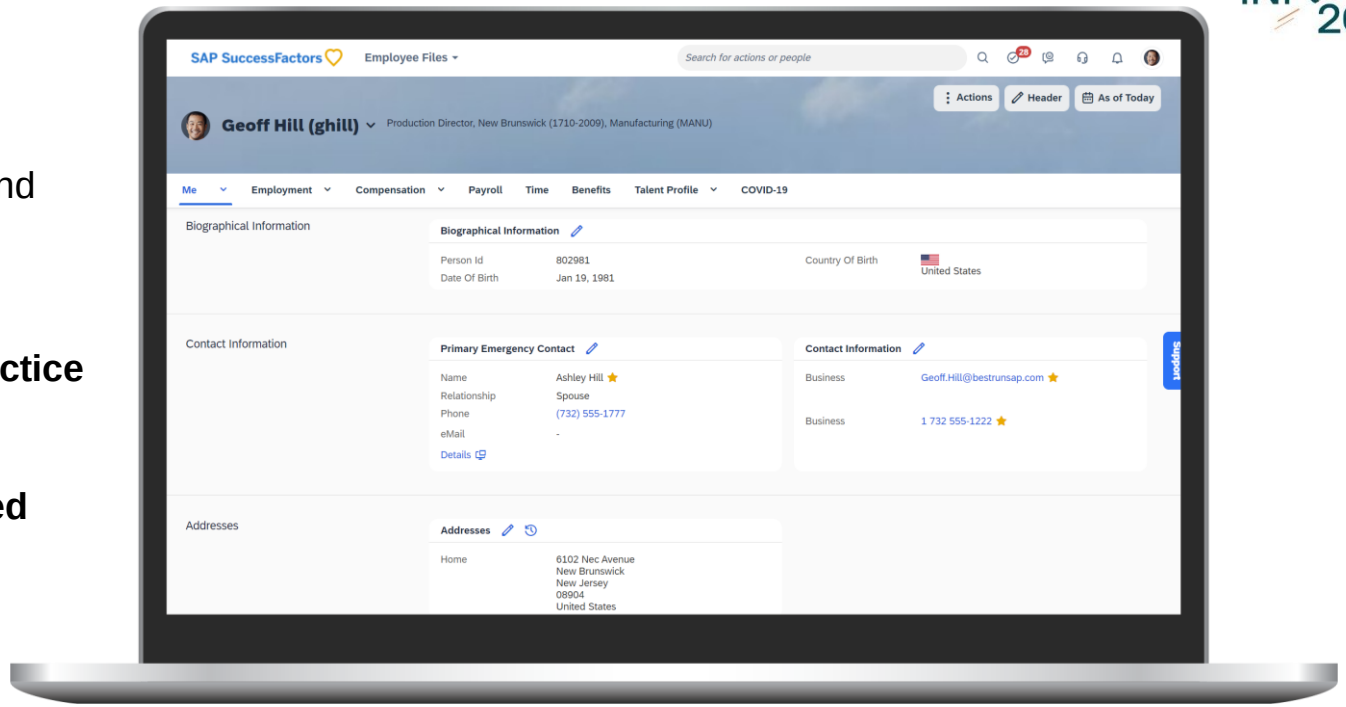
SAP SuccessFactors
Employee Central – Product Highlights

People and transactions

Global governance for people data and HR processes

Provide a single source of truth for HR data

- ✓ View and maintain all relevant HR data for employees and contingent labor with **a single repository**
- ✓ Support common work events (transfer, promotion, termination, concurrent employment, etc.) with **best-practice processes**
- ✓ Maintain legal and regulatory compliance with **embedded localization**



Organizational management

Structure your business for success

Maintain and visualize organizational structures to increase insight and improve decision making

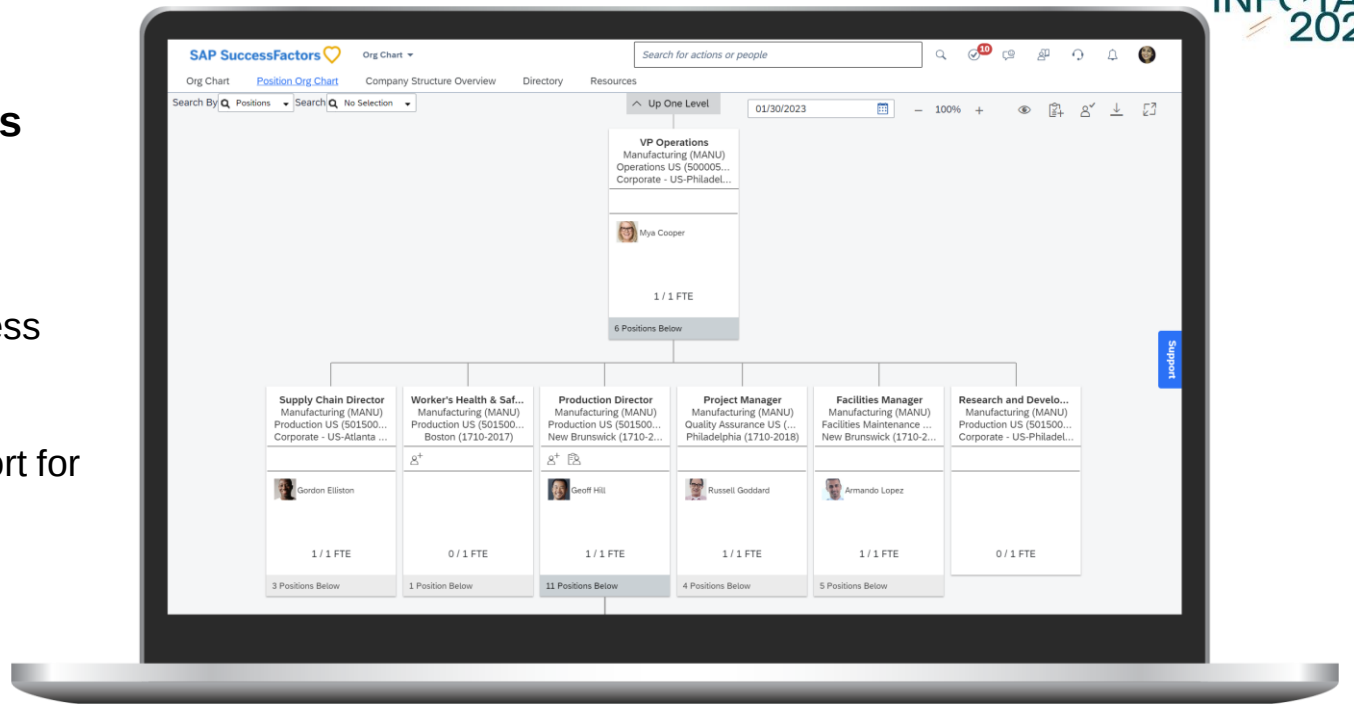
- ✓ Leverage an **interactive org chart** that reflects your business
- ✓ **Visualize** other types of organizational hierarchies
- ✓ Provide full information at **one glance**
- ✓ Generate **recruiting requisitions** directly from the org chart

Position management

Maintain consistency throughout the organization

Define the needs of the business, communicate expectations, and match people with opportunities

- ✓ Maintain a **desired organizational structure**
- ✓ **Identify critical positions** for your organization and assess development needs for your employees
- ✓ Enable flexible work arrangements with end-to-end support for **concurrent employment and global assignments**

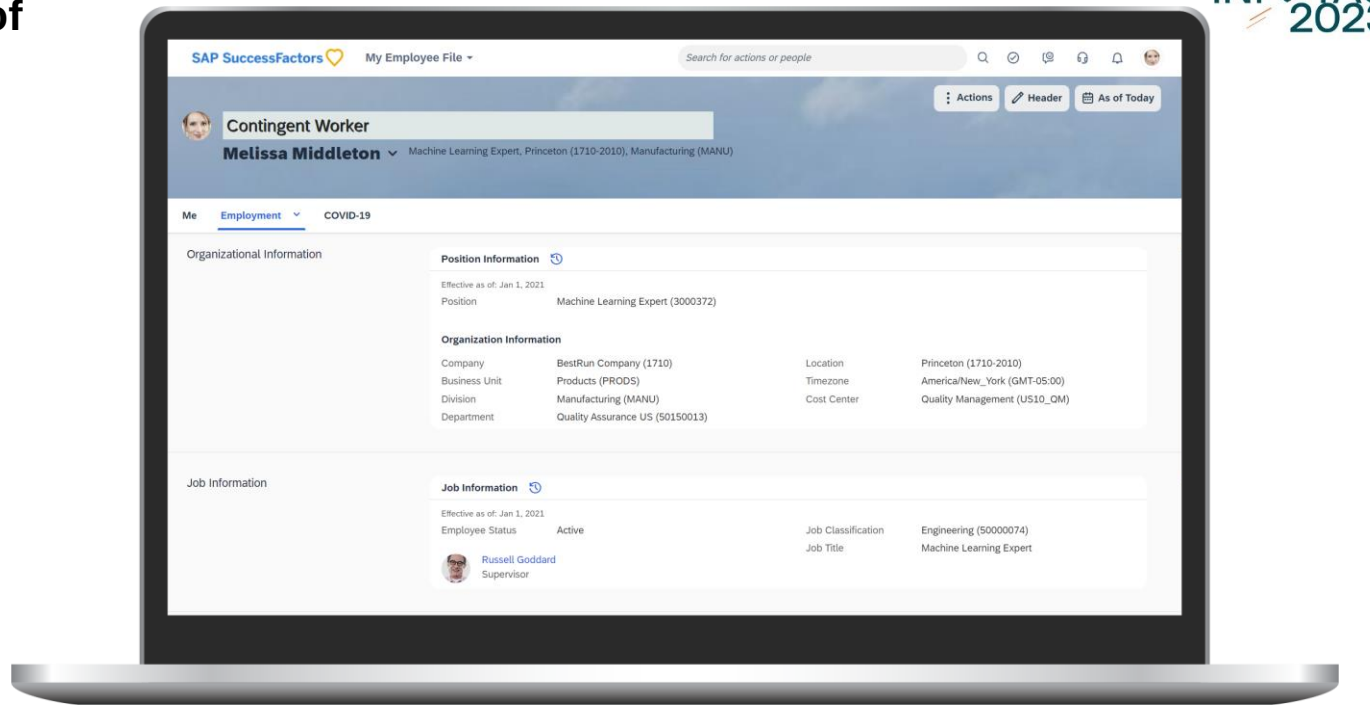


Total workforce management

Support for a holistic people strategy

Manage your total workforce with a holistic view of all workers

- ✓ Provides visibility to allow organizations to **plan, manage and optimize** their total workforces
- ✓ Support for **all worker types** (employees, contractors, contingent labor, etc.)
- ✓ **Apprentice management** allows for quick access to individual plans for work and study
- ✓ Support for **concurrent employment and global assignments**

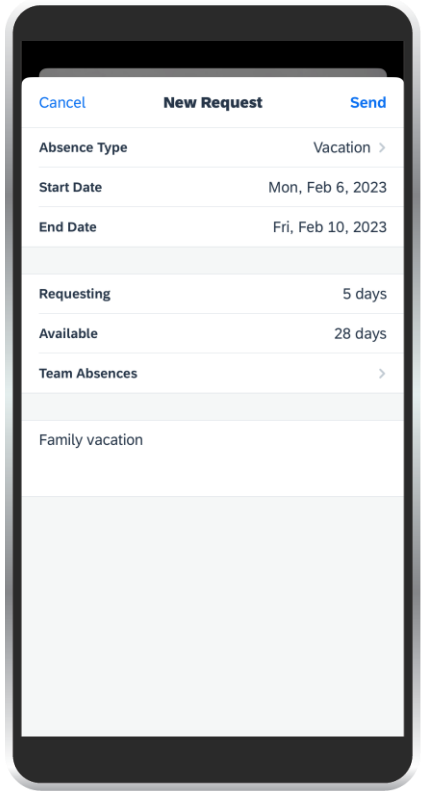


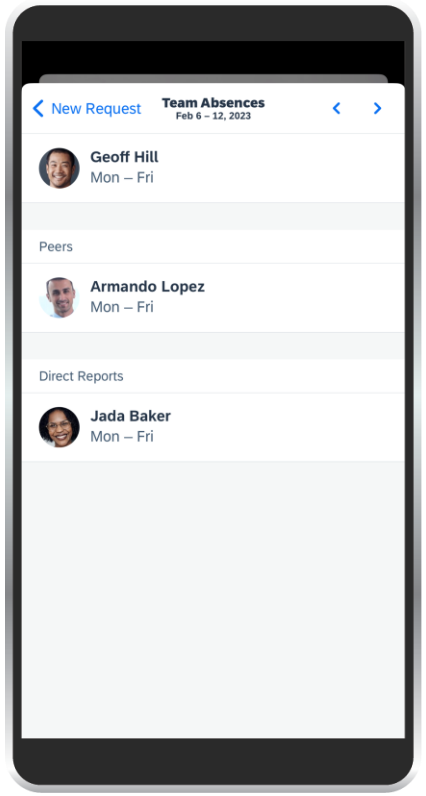
Absence management

Intuitive and mobile-friendly time off capabilities

Simplify your absence management processes

- ✓ Leverage one application to **record all types of absences**
- ✓ Understand your team's full capacity with a **team absence calendar**
- ✓ Automatically calculate **employee time and pay**



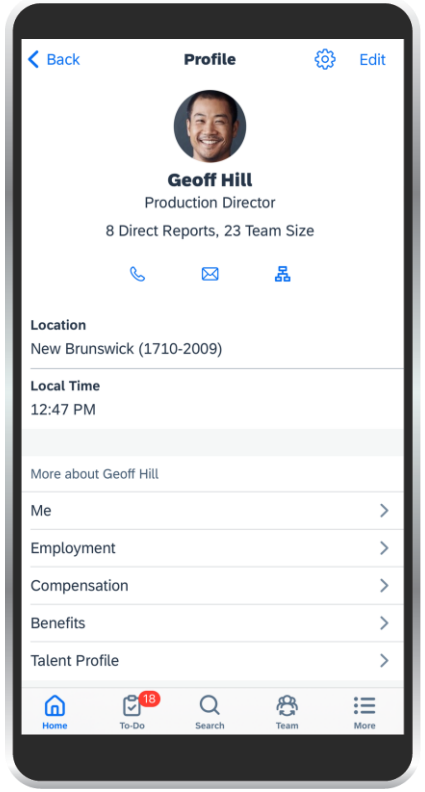


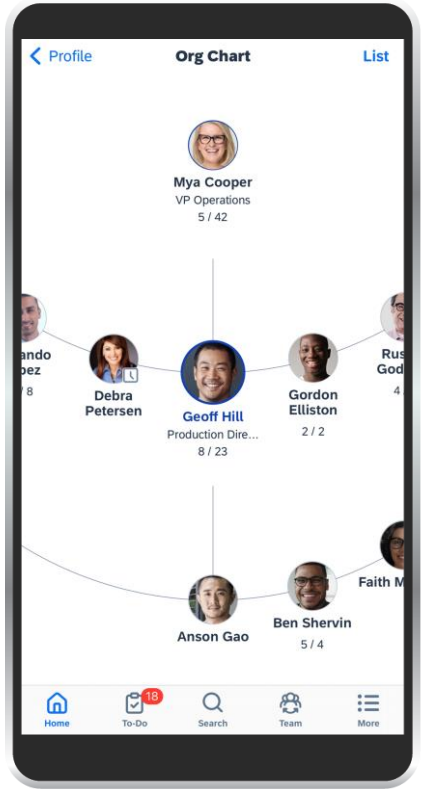
Meaningful experiences to engage your people

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

Increase workforce engagement with a powerful mobile app

- ✓ Provide **employees** with 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
- ✓ Access **key contact information** directly from the organizational chart





OPTIMIERUNG DER HYBRIDEN NUTZERERFAHRUNG

Cross-System Workflow

SAP SuccessFactors cross-system workflow **automates** and **harmonizes** HR processes **across multiple solutions** in a **hybrid landscape**.
It does not replace data integration. It complements it.

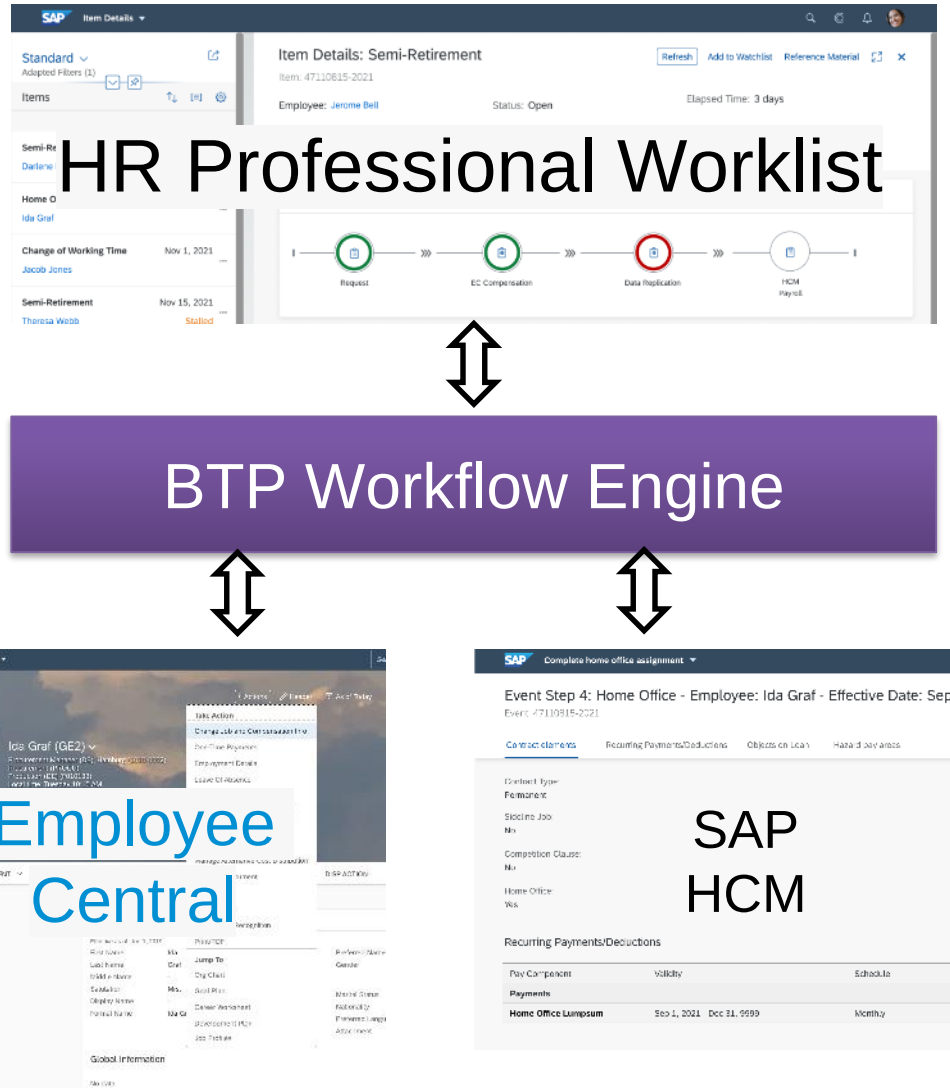
Due to underlying BTP workflow the concept is open and allows to integrate different solutions in an easy and user-friendly way.

Deeply integrated with

- EC workflows
- EC UIs

Flexible SAP HCM integration using

- Processes and Forms
- HR Roadmap Forms (successor of HCM Actions)



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Entdecken, testen und kaufen innovativer Apps leicht gemacht!

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- ✓ **1,800+** Lösungen
- ✓ **1,000+** Partner
- ✓ **400+** HR-Lösungen

- ✓ Die Partnerauswahl ist streng und wird ausschließlich von SAP initiiert
- ✓ SAP ist der zentrale Ansprechpartner in allen Phasen des Technologielebenszyklus

Innovation **Erweiterung** **Kontakt** **Sicherheit**

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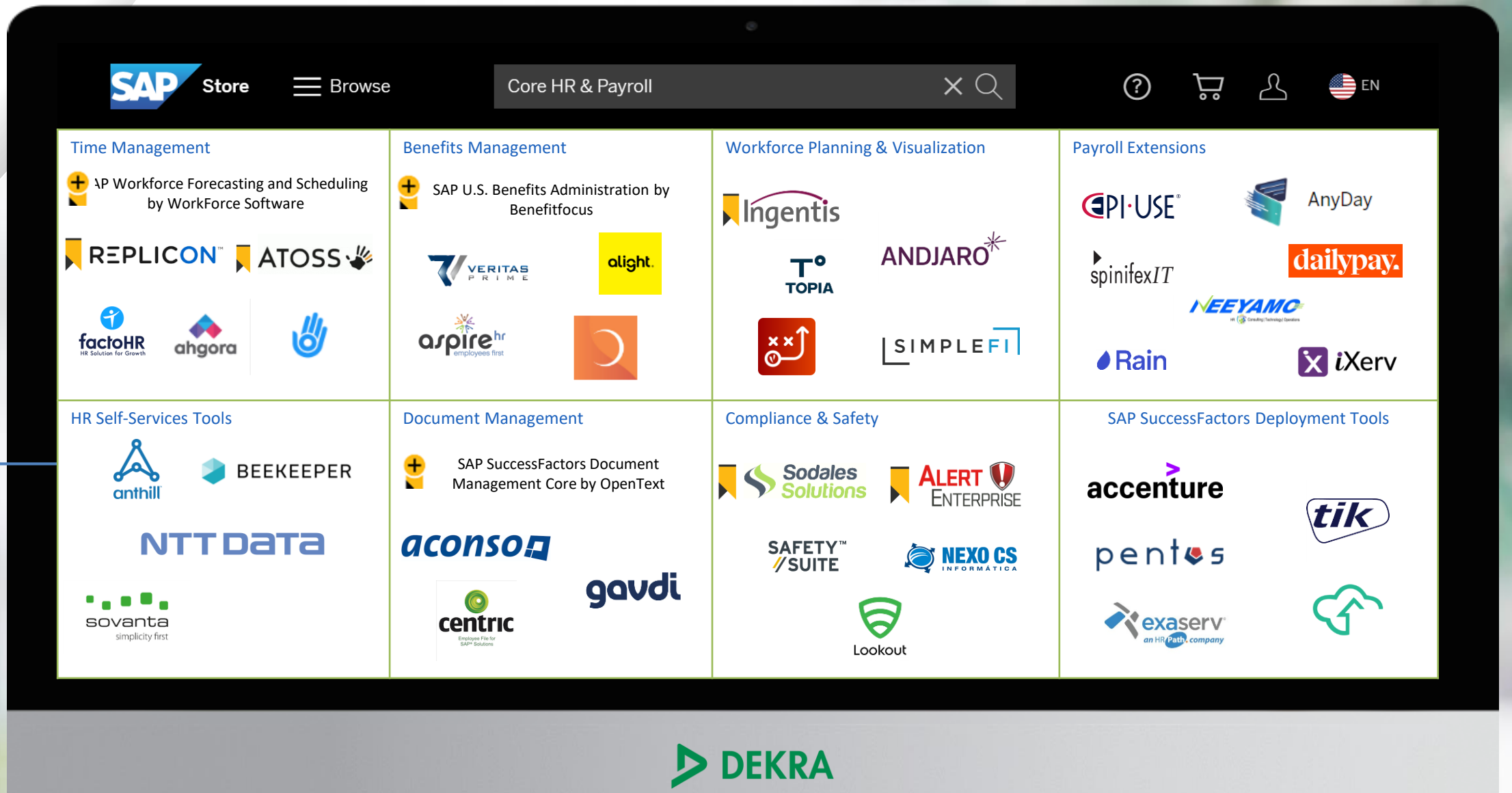
THE BEST RUN SAP

Core HR & Payroll



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SAP HCM for SAP S/4HANA

Core HR, Payroll und Zeitwirtschaft

- Wir ermöglichen Kontinuität mit SAP HCM for S/4HANA (On-Premise oder private cloud edition).
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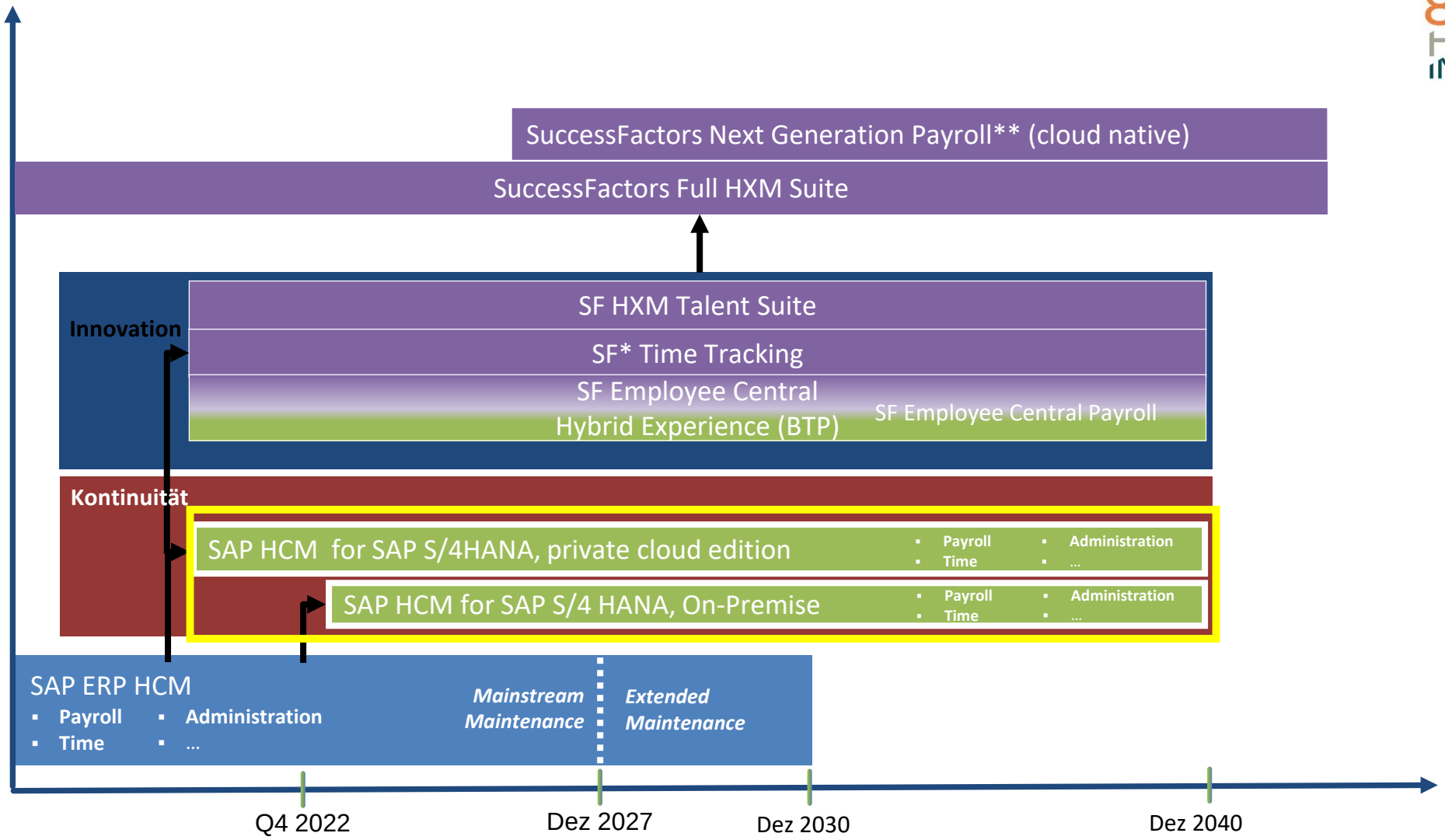


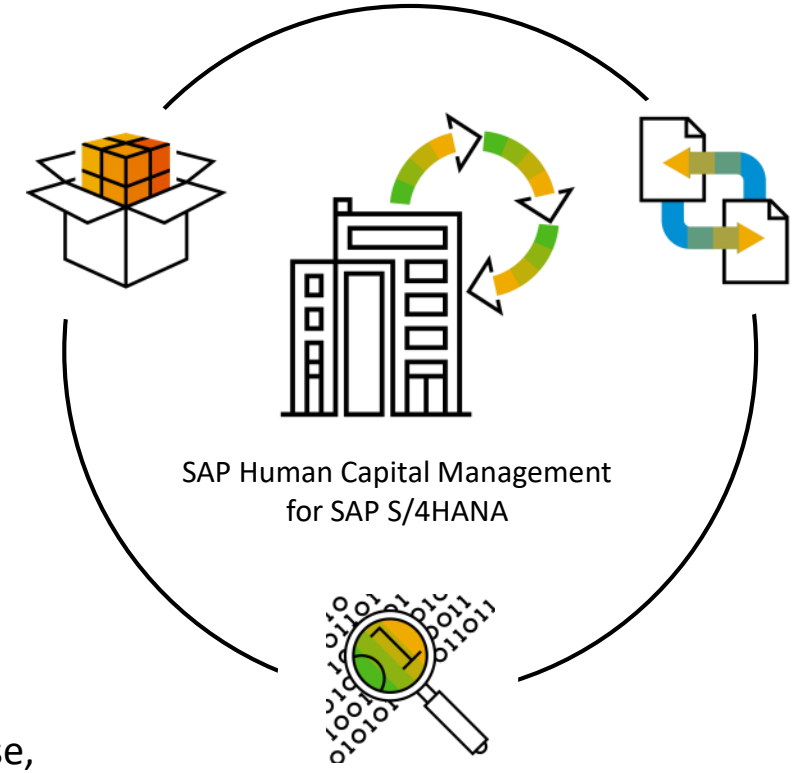
SAP Human Capital Management for SAP S/4HANA

Überblick

Produkt

Basiert auf SAP ERP HCM bzw. SAP S/4HANA Compatibility Pack mit vergleichbarem funktionalem Umfang

- Unterstützt alle 56 SAP (Payroll-) Länderversionen für SAP HCM
- Ausgewählte Erweiterungen und Lokalisierungen für HR-Kern- und Gehaltsabrechnungsprozesse zur Unterstützung der Kontinuität (keine Re-Architektur bzw. Änderung des Datenmodells)
- Bestandteil des SAP S/4HANA 2022 Release, folgt der SAP S/4HANA release and maintenance strategy bis 2040



Umstieg

- Nutzung eingebettet in einer oder auf separater SAP S/4HANA Instanz möglich
- Migration auf SAP HANA Datenbank
- Upgrade ähnliche Migration unterstützt durch Migrationswerkzeuge & Services
- Lizenzkonvertierung mit Anrechnungen notwendig
- Verfügbar als On-Premise und Private Cloud Lösung [1)]

[1)] Im Privat Cloud Angebot sind nur Core HCM Lösungen verfügbar.

SAP Human Capital Management for SAP S/4HANA on-premise edition

Lösungsumfang – Die jeweils zuletzt freigegebene Komponente wird unterstützt

Personalmanagement

- Personaladministration
- Organisationsmanagement
- Arbeitgeberleistungen
- Unternehmensvergütungsmanagement
- Personalkostenplanung und -simulation
- Pensionskasse (DE/CH)
- MSS / ESS (WDA and Fiori)*

Abrechnung

- Abrechnung

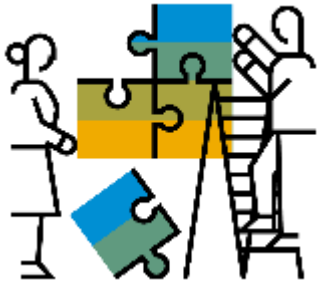
- Reisekostenmanagement (Teil von SAP S/4HANA)

Talentmanagement

- SAP Learning Solution*
- SAP E-Recruiting
- Talent Management und Talententwicklung
- Zielvereinbarung und -beurteilungen

Zeitwirtschaft

- Zeitwirtschaft
- Einsatzplanung
- Arbeitszeiterfassung (CATS)



Öffentlicher Dienst

- Budgetplanung und -bewirtschaftung
- Stellenwirtschaft
- Einsatzplanung ÖD

Ohne JAVA Komponenten

SAP Human Capital Management for SAP S/4HANA Cloud, private edition

Lösungsumfang für Core HR, Time und Payroll

- Wird in einer Hyperscaler-Infrastruktur ausgeführt und bietet umfassende SAP-S/4HANA- oder ERP-Funktionen
- Enthält keine Talent Management Lösungen (Talent Management Cloud = SAP SuccessFactors)
- Höchste Flexibilität und Erweiterungsmöglichkeiten (anpassen, ändern, erweitern)
- 101 Länderversionen der Personalabrechnung (56 von SAP, 45 von Partnern bereitgestellt) in 39 Sprachen

Core HR

- Employee Administration
- Global Assignment Management
- Organizational Structure Management [1)]
- Position Management
- Benefits Management
- Work Schedule Management
- Absence Management
- Including ESS/MSS

Time Tracking

- Work Schedule Management
- Absence Management
- Employee Time Tracking
- Time Calculation
- Rostering and Shift Optimization
- Including ESS/MSS

Payroll (Processing)

- Basic pay and wage calculation
- Gros-to-net calculation
- Deductions
- Posting (bank transfer, general ledger)
- Localizations
- Retroactive and year-end processing
- Including ESS/MSS

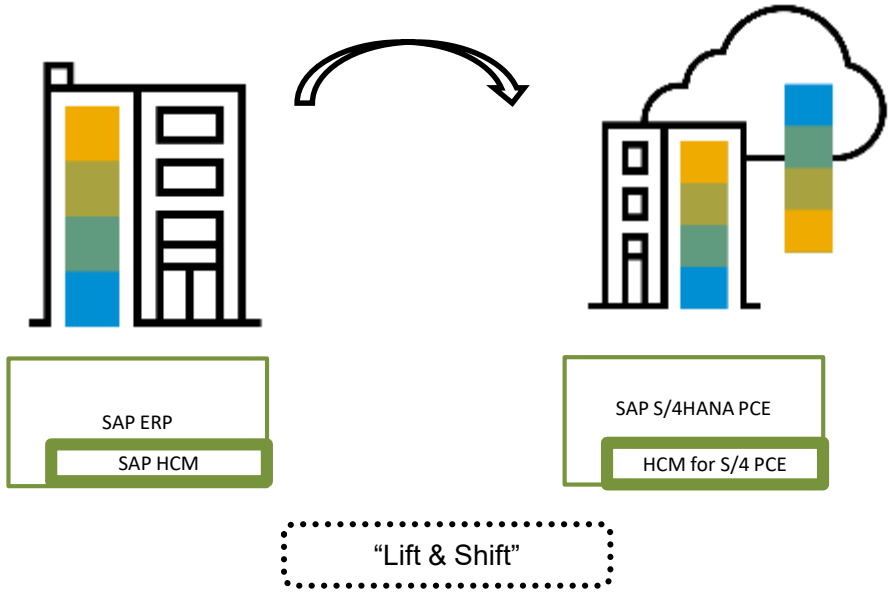
Extra Stack for HCM

- Payroll processing
- Including ESS/MSS
- Entire infrastructure
- Memory extensions
- Connectivity services
- Adobe Rendering Services

[1)] Part SAP ERP or SAP S/4HANA for enterprise management, private cloud edition

SAP Human Capital Management for SAP S/4 HANA Cloud, private edition

Ein neues Angebot für Kunden, HCM als eigenständige oder in ihren ERP-Stack eingebettete Version in die S/4HANA Cloud, private edition, zu verschieben.

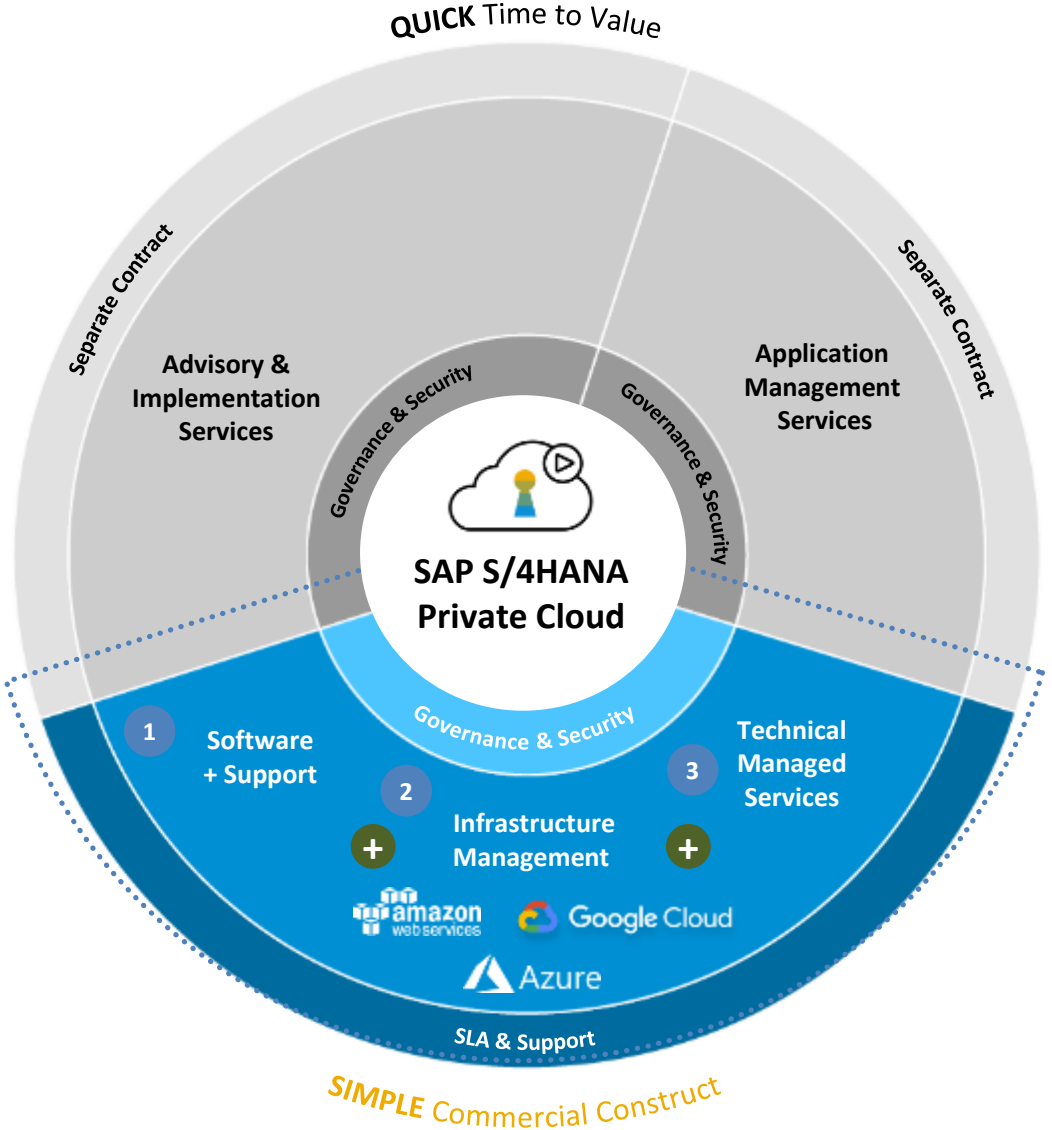


- **Der Weg in die Cloud** in eigener Geschwindigkeit
- **Schutz bestehender investments** durch Systemkonvertierung

Einfacher Migrationspfad für Kunden zu einem Cloud Modell mit wählbarer Geschwindigkeit

Im Detail: Was beinhaltet SAP HCM for S/4HANA Cloud, private edition?

Kombination aus SAP HCM, Infrastruktur und Technical Services



1 Functional Scope:

- SAP Software + Enterprise Support based on SAP S/4HANA Enterprise Management (On-premise)
- Cloud Connectors: SAP Ariba, SAP SuccessFactors, SAP Concur, SAP IBP
- SAP Adobe Document Services for printing
- SAP S/4HANA LoB & Industry Add-Ons
- Code enhancement & **code modifications**
- **Expert configuration** via full IMG access
- Supportability of wide set of partner add-ons :
  - SAP Solution Extensions (SolEx) solutions (SAP supported)
  - SAP S/4HANA partner certified solutions (Customer supported)
  - ABAP-only add-ons from 3rdparties (customer supported)

2 Infrastructure Management:

- Low TCO
- Highest Flexibility
- Best scalability option
- Availability
- Data Center Availability

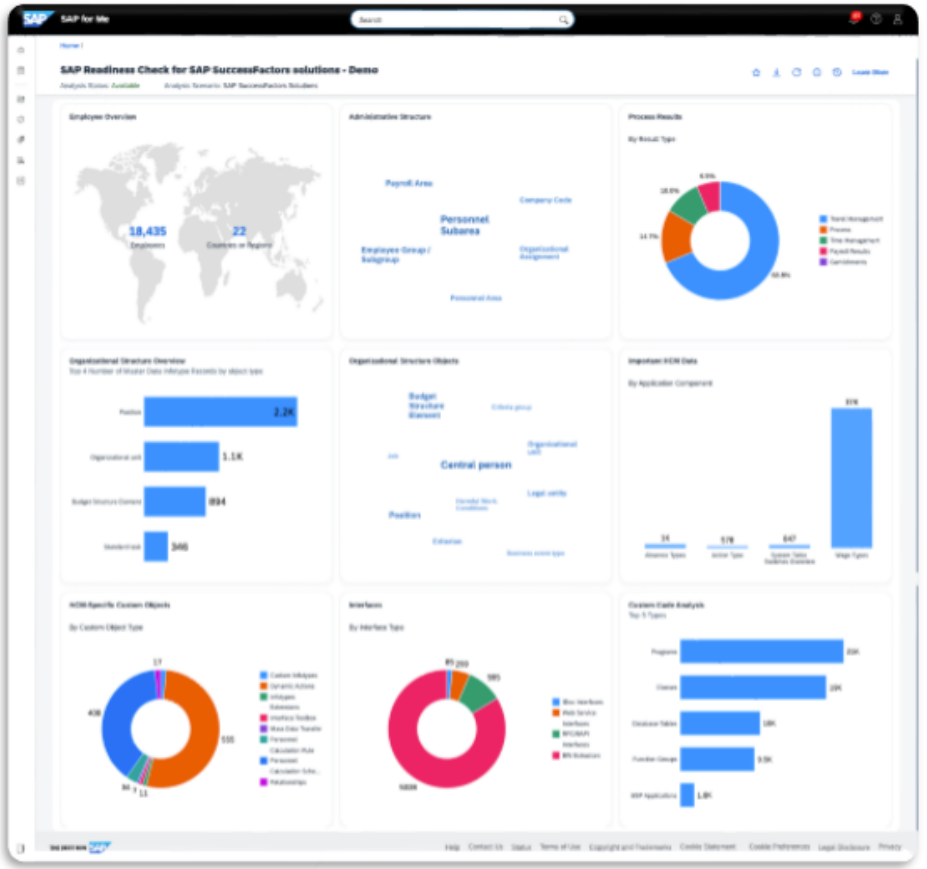
3 Technical Managed Services:

- High Availability & Business Continuity
- SLA: 99,7% for productive system, 95% for non-productive systems
- Services described by Roles & Responsibilities matrix
- Wide range of foundational technical service delivery
- Technical System Operations
- Technical Landscape Deployment
- Technical Upgrade installation
- Continuous Service planning & review
- 24*7 service delivery for PRD, 24*5 for non-PRD
- Setup of RFC connections

SAP Readiness Checks

SAP Readiness Check for SAP SuccessFactors Solutions

- Mitarbeiterübersicht
- Verwaltungsstruktur
- Prozessergebnisse
- Organisationsstrukturübersicht
- Organisationsstrukturobjekte
- Wichtige HCM-Daten
- HCM-spezifische Custom Objects
- Schnittstellen
- Custom Code Analyse



Key Feature Overview SAP Readiness Check.pdf

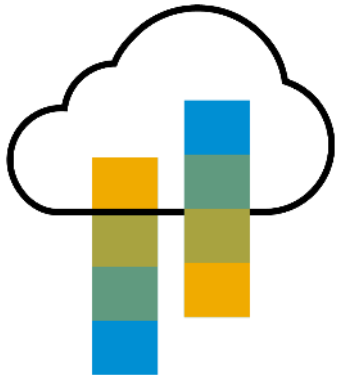
➔ Direkter Link zu den Readiness Checks

SAP Readiness Check for SAP S/4HANA

- Simplification Items
- Compatibility Scope Analyse
- Aktivitäten im Zusammenhang mit Simplification Items
- Add-On-Kompatibilität
- Aktive Geschäftsfunktionen
- SAP S/4HANA Sizing
- Custom Code Analyse
- Integration
- Rechner für geplante Ausfallzeiten
- Qualität der Finanzdaten
- Empfohlene SAP-Fiori-Apps
- SAP Innovative Business Solutions
- Geschäftsprozesserkennung
- Innovationspotenzial
- …

Zusammenfassung

SAP Produktlinien für Human Experience Management (HXM) Investitionsfokus



SAP SuccessFactors

Umfangreiche und zukunftsorientierte Investitionen, um den neuesten Trends im Personalwesen gerecht zu werden. HR-Prozesse neu denken und gestalten, Innovationen nutzen und HXM über halbjährliche Release-Zyklen kontinuierlich weiterentwickeln.

SAP Human Capital Management for SAP S/4HANA

Ausgewählte Erweiterungen und Lokalisierungen für HR-Kernprozesse und Gehaltsabrechnungsprozesse zur Unterstützung der Kontinuität.

Easy-to-Use

Making things easier, faster, and more seamless for the end user to access what they need, when they need it.

#fewer clicks #in the flow of work

Efficient

Enable your employees, managers and hr department to quickly and easily complete all tasks from any device, anytime and anywhere to get things done in an efficient manner.

#process automation #intelligent

Personalized

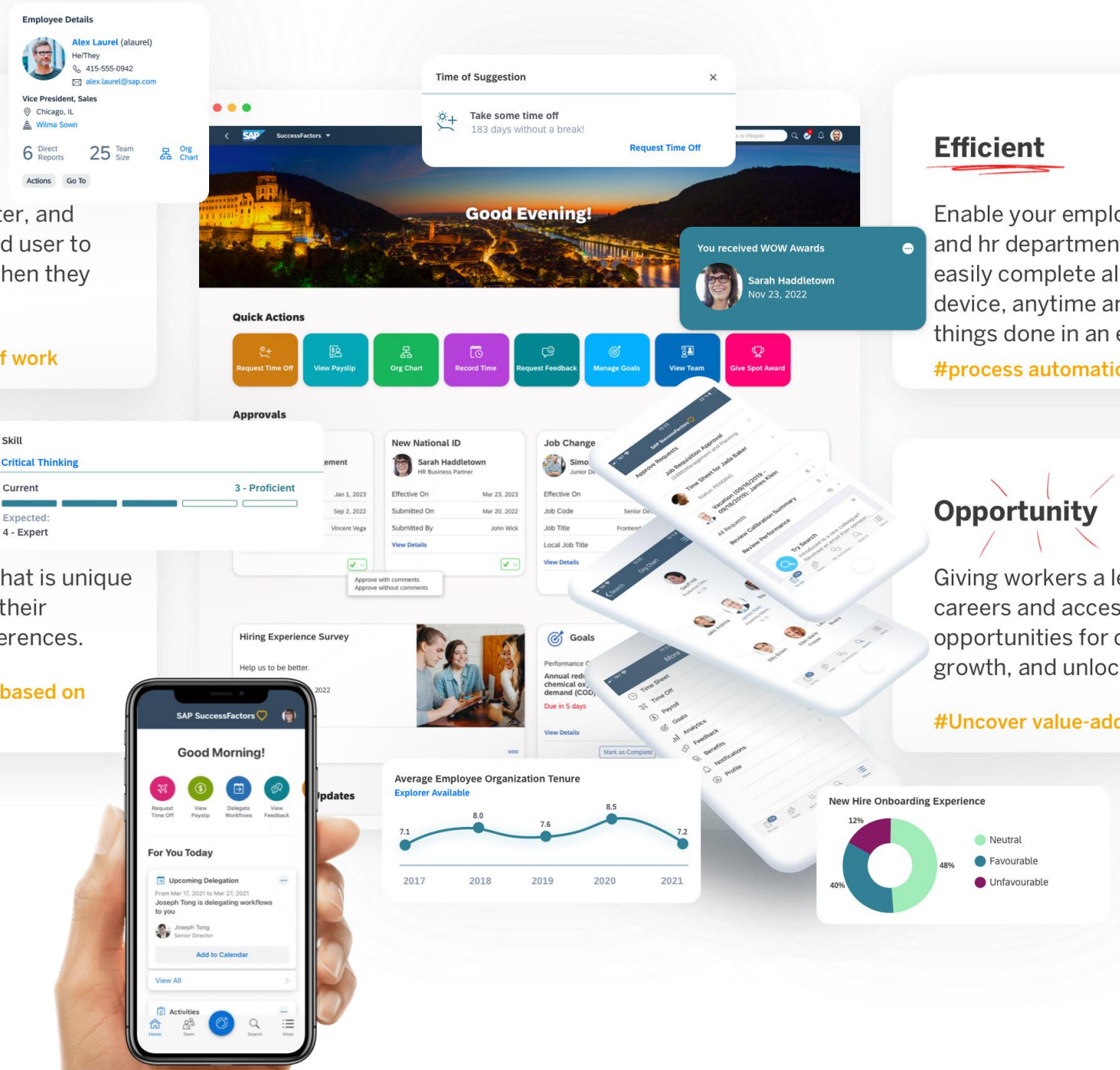
Providing an experience that is unique to the end user based on their interests, needs and preferences.

#Surface data and actions based on needs of your role.

Opportunity

Giving workers a leg up in their careers and access unique opportunities for continual learning, growth, and unlocked experiences.

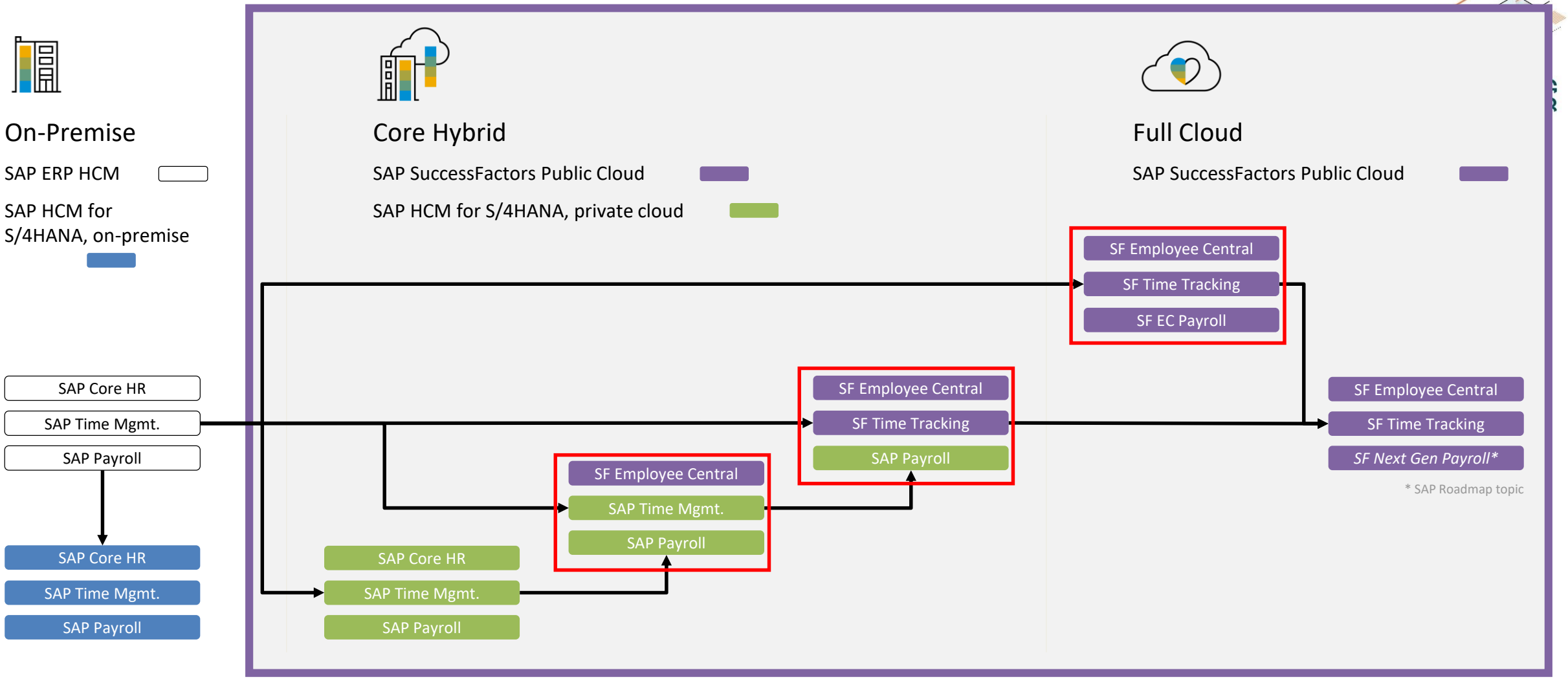
#Uncover value-add opportunities



SAP SuccessFactors

Potential Evolution of the HR Landscape

Focus: Core Hybrid & Full Cloud



Empfehlungen seitens SAP

- Starten wir den Dialog über Ihre HCM Roadmap in die Zukunft

- Schaffen Sie die Basis für Innovationen in der HR
  - SAP Employee Central als HR Core
  - SF Talent Management in der Cloud (Talent Intelligence Hub)
  - SAP Business AI (Generative AI, Conversational AI, Predictive AI)

- Wir freuen auf den Austausch!

Vielen Dank!

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