

Zalaris Handshake – HR/IT Summit

Aktuelle HR Trends – Die HR-Transformation mit SAP SuccessFactors starten?

Stefan Schüßler, SAP



Simplify work life.
Achieve more.

Zalaris
Handshake
HR/IT Summit

Updates.
Trends.
Networking.

SAP SuccessFactors 

Aktuelle HR Trends – Die HR-Transformation mit SAP SuccessFactors starten?

PUBLIC

Stefan Schüßler, SAP



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Agenda // Fragen



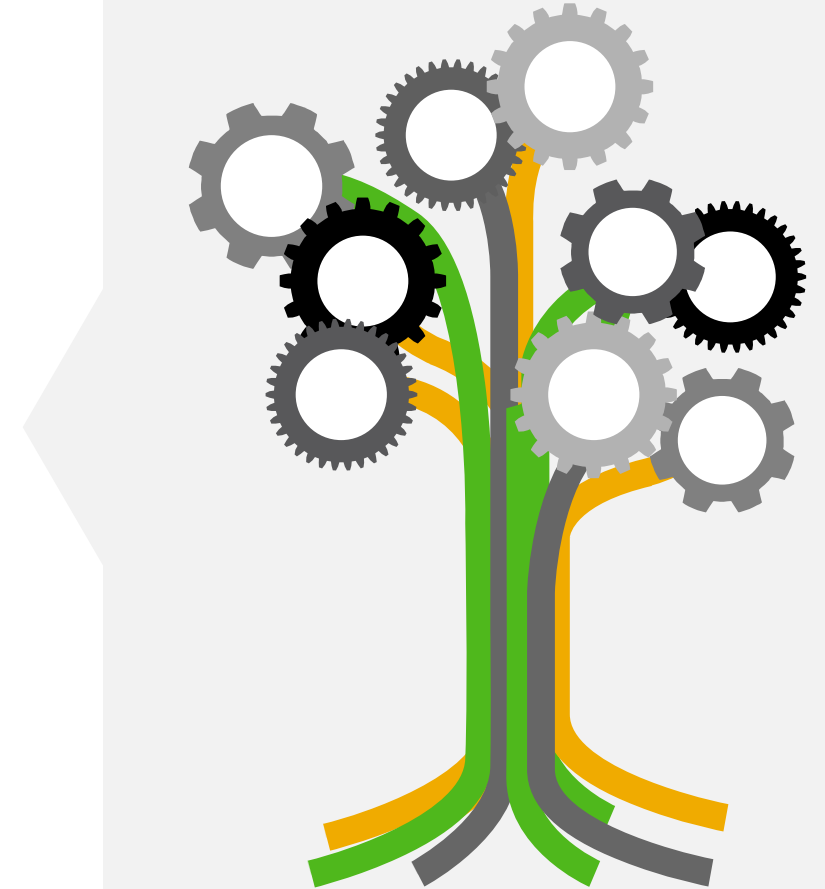
Wie sieht die **Personalwirtschaft der Zukunft** aus und welchen Einfluss hat dies auf die HR/IT Strategie?



Was sind die **Strategie und Innovationen für das HR Lösungsportfolio** der SAP?



Wie starten Sie ihre **HR-Transformation mit SAP SuccessFactors?**



Human Experience Management – Die Personalwirtschaft der Zukunft





Transformation



Software

Experience?

Hire-to-Retire: Improve every moment in the employee lifecycle

ATTRACT & ONBOARD

- Recruiting
- Onboarding
- Qualtrics Candidate Experience

EDUCATE & DEVELOP

- Learning
- Litmos
- Opportunity Marketplace

EXIT

- Offboarding
- Qualtrics Exit Survey

IDENTIFY & GROW

- Performance & Goals
- Succession & Development
- Crossboarding

PAY FOR PERFORMANCE

- Compensation
- Sales Performance Management
- Qualtrics Benefit Optimizer

MANAGE WORKFORCE

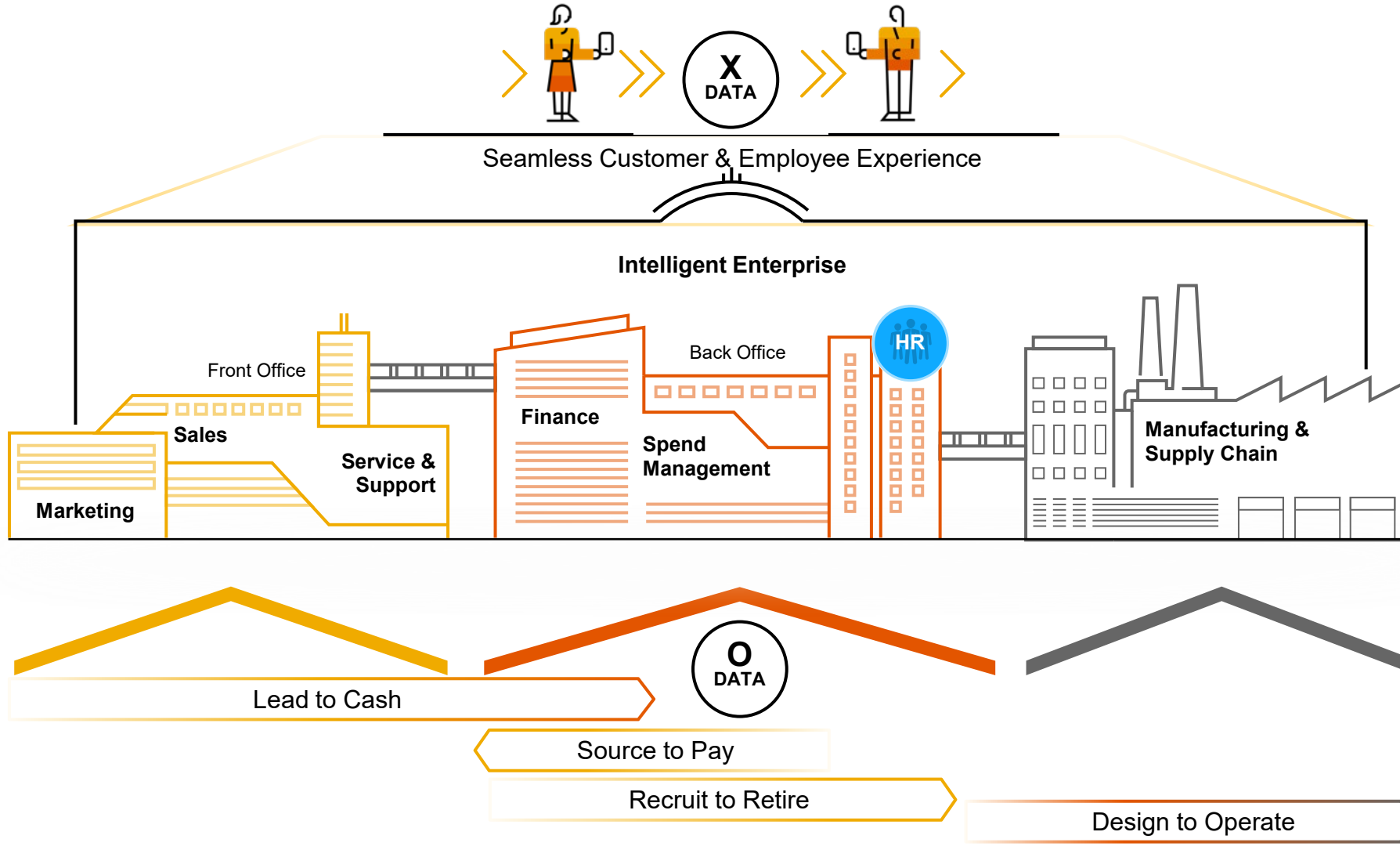
- Work Zone for HR, Employee Central Core HR (incl. ESS/MSS, Time Off, Org Management & Personal Administration), Payroll, Time Tracking
- Paperless HR: Digital Employee File, Digital Signature
- Embedded Reporting, Workforce Analytics, SAP Analytics Cloud, Digital Boardroom, Qualtrics Employee Engagement incl. Pulse Surveys and IT experience management

Strategie und Innovationen für das HR Lösungsportfolio der SAP



SAP S/4HANA: The Intelligent Enterprise

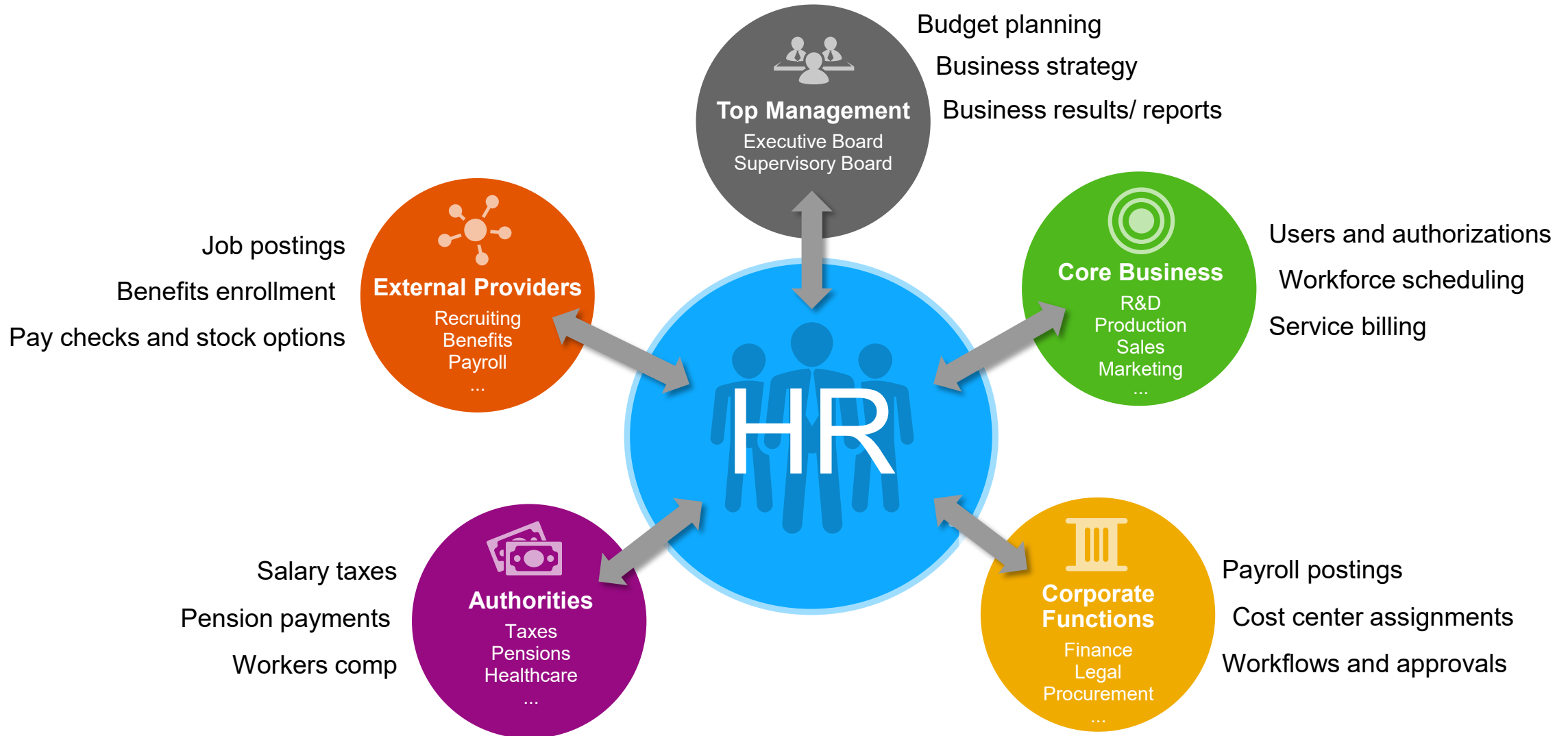
Integrated end-to-end business processes for the entire value chain



- Complete E2E processes across the entire value chain
- Focused execution along four key E2E processes
- Seamless experience based on standardized technologies

Who needs HR data (besides HR)?

Just a few examples...

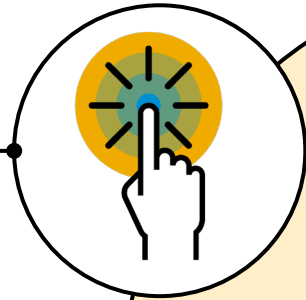


Human Experience Management

Innovation durch SAP und Partner

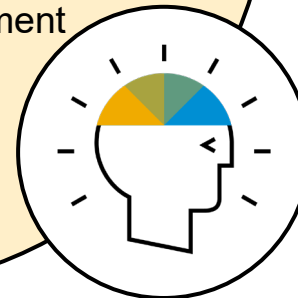
SAP Innovation

- SAP Business Transformation Platform
- SAP Analytics Cloud
- Machine Learning
- Conversational AI
- SAP HANA



SAP SuccessFactors Innovation

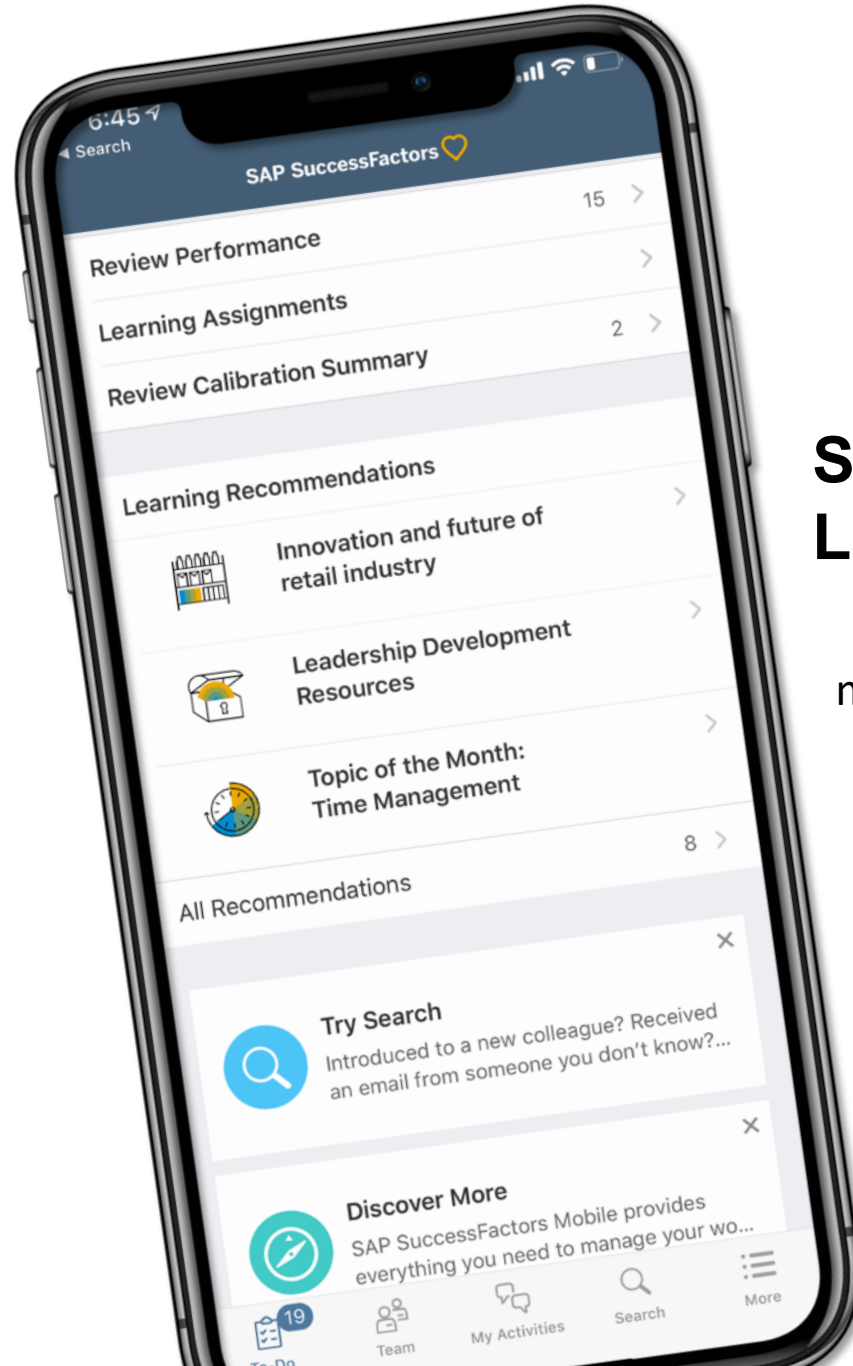
- Candidate Relationship Management
- Job Analyzer
- People Like Me
- Experience Management
- and more ...



Partner Innovation

- Solution Extensions
- Partner Apps (on AppCenter)
- SAP.iO Program (on AppCenter)

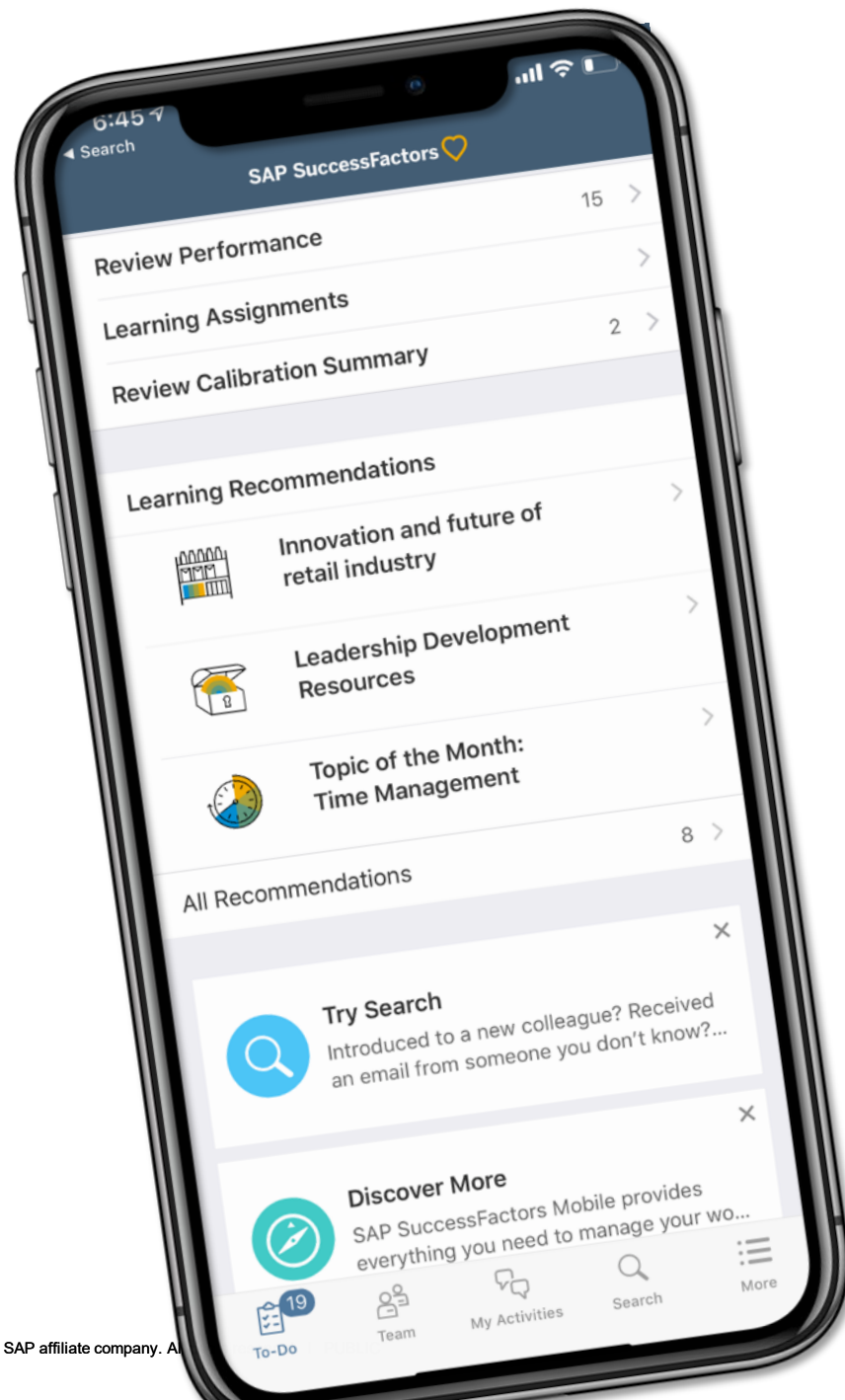
Commitment
to **innovation**



Early adopter

SAP Innovation: Learning Recommendations

Automate learning recommendations that match employees with personalized content to meet their learning goals.



SAP Innovation: Learning Recommendations

Personalized Learning Recommendations enable users to find relevant courses just for them.

By applying machine learning algorithms learners get these recommendations based on the information about a learner, including their profile information and learning activity, popularity with the peers, and the users' topics of interest.

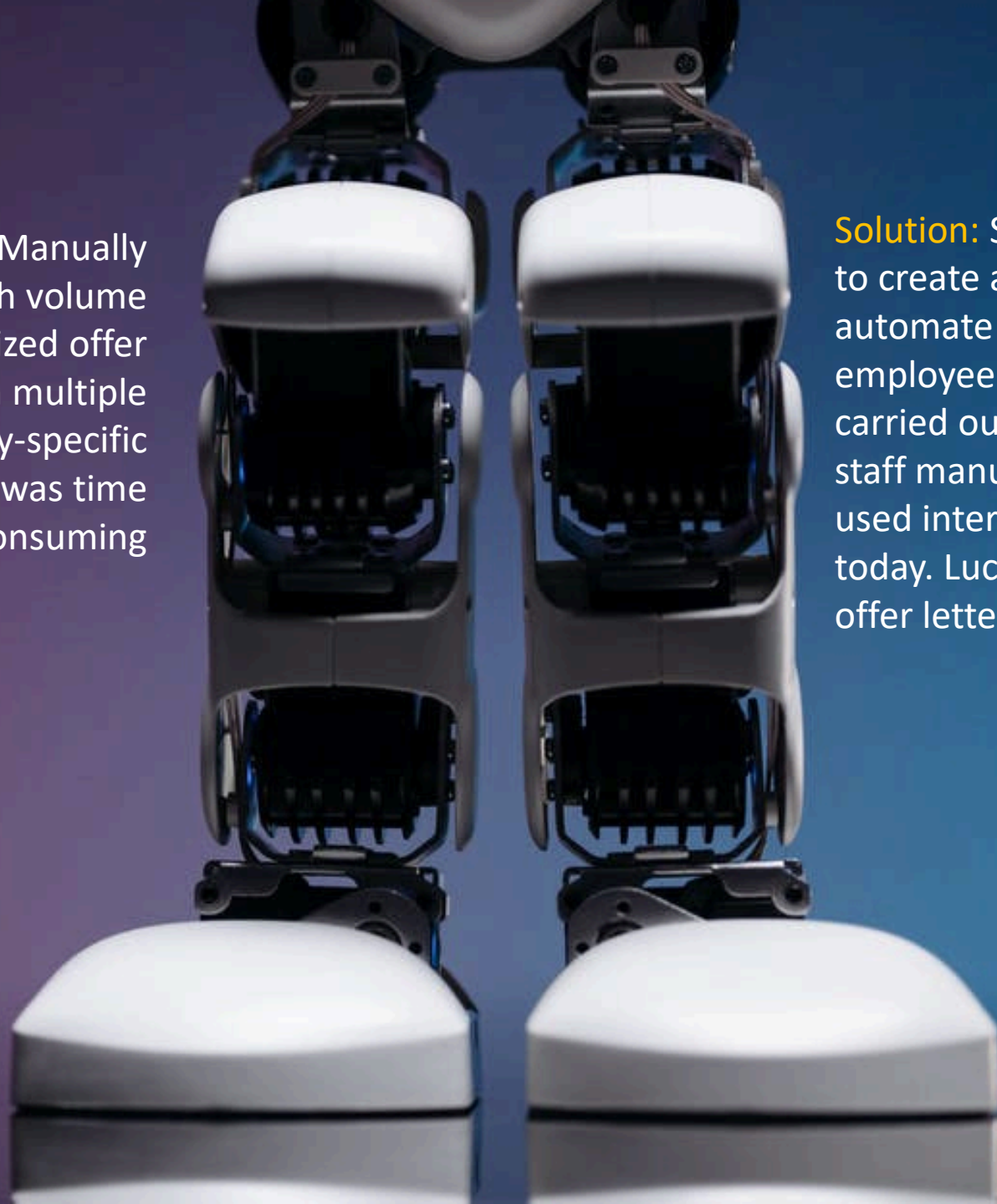
You can recommend any course that is accessible in the library, including Open Content Network courses to a user.

Early adopter

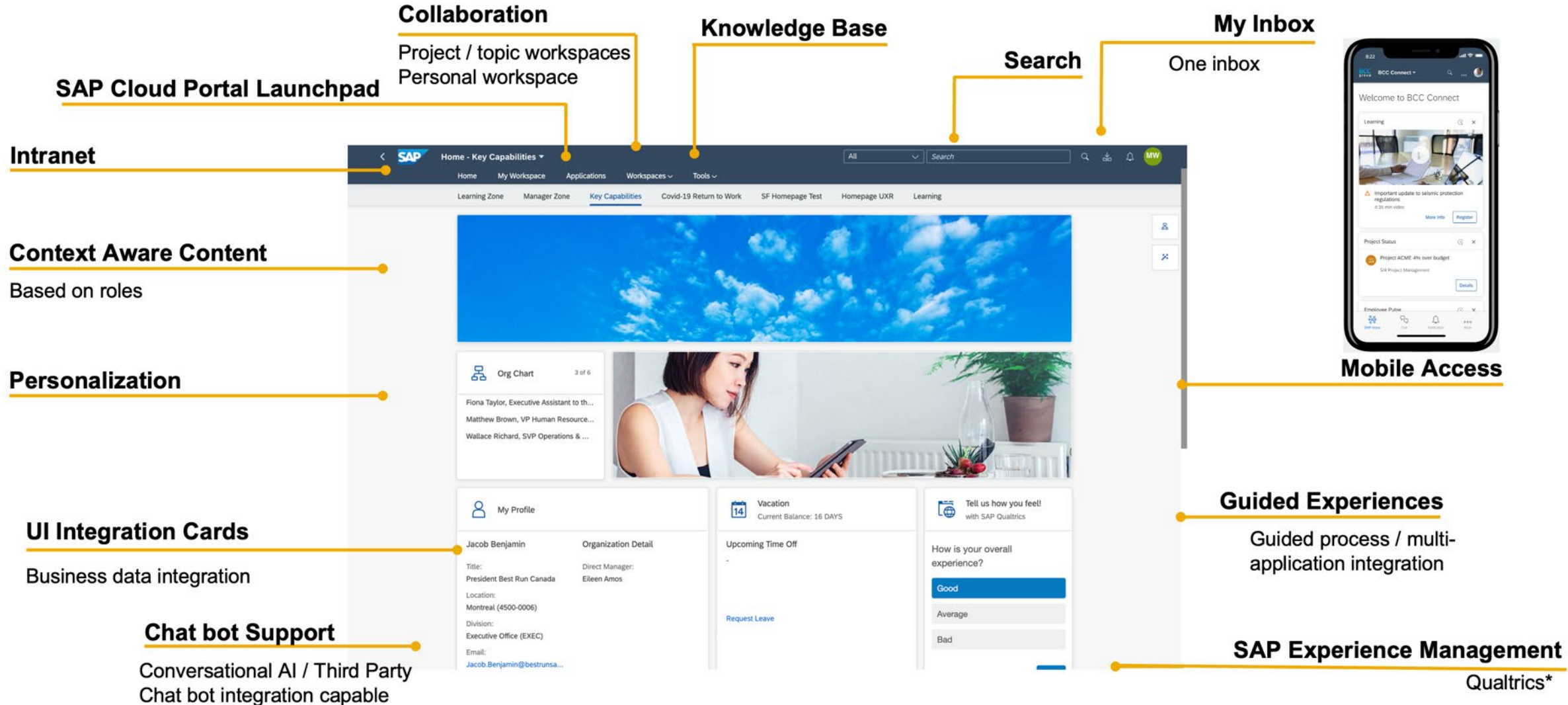
Automate offer letters

Problem: Manually preparing a high volume of individualized offer letters with multiple country-specific variations was time consuming

Solution: So SAP decided to create an AI bot to automate processing of employee offers formerly carried out by HR Services staff manually. This bot is used internally by SAP today. Lucy sends 27000 offer letters a year.



SAP SuccessFactors Work Zone key capabilities



*licensed separately, integrations are pre-built.

HXM Move: Wir investieren in HR Core!

HXM Move ist ein Innovationsprogramm 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 Funktionsumfangs für SF EC Time Management

INNOVATION IN DER PAYROLL

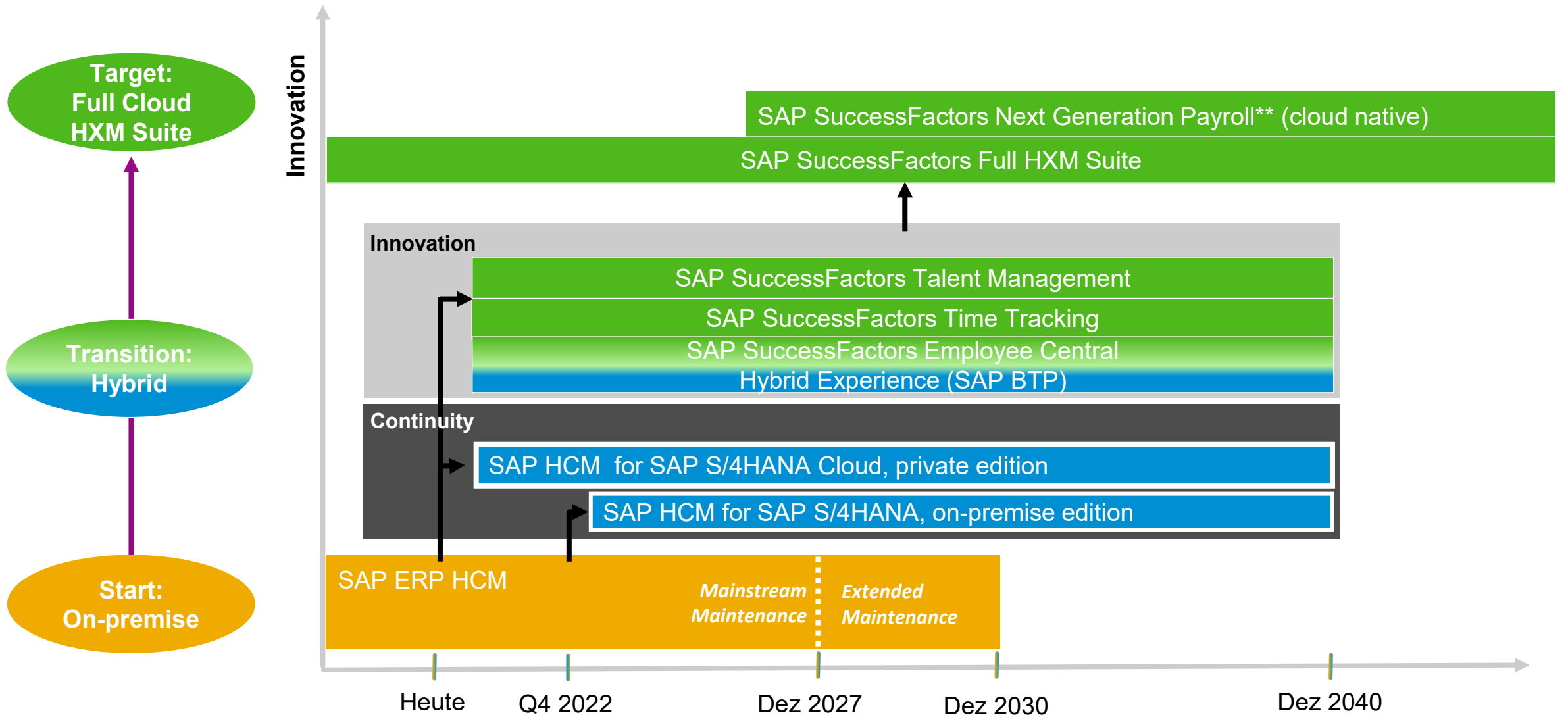
4

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

HR Transformation mit SAP SuccessFactors



Wie starte ich meine HR-Transformation?



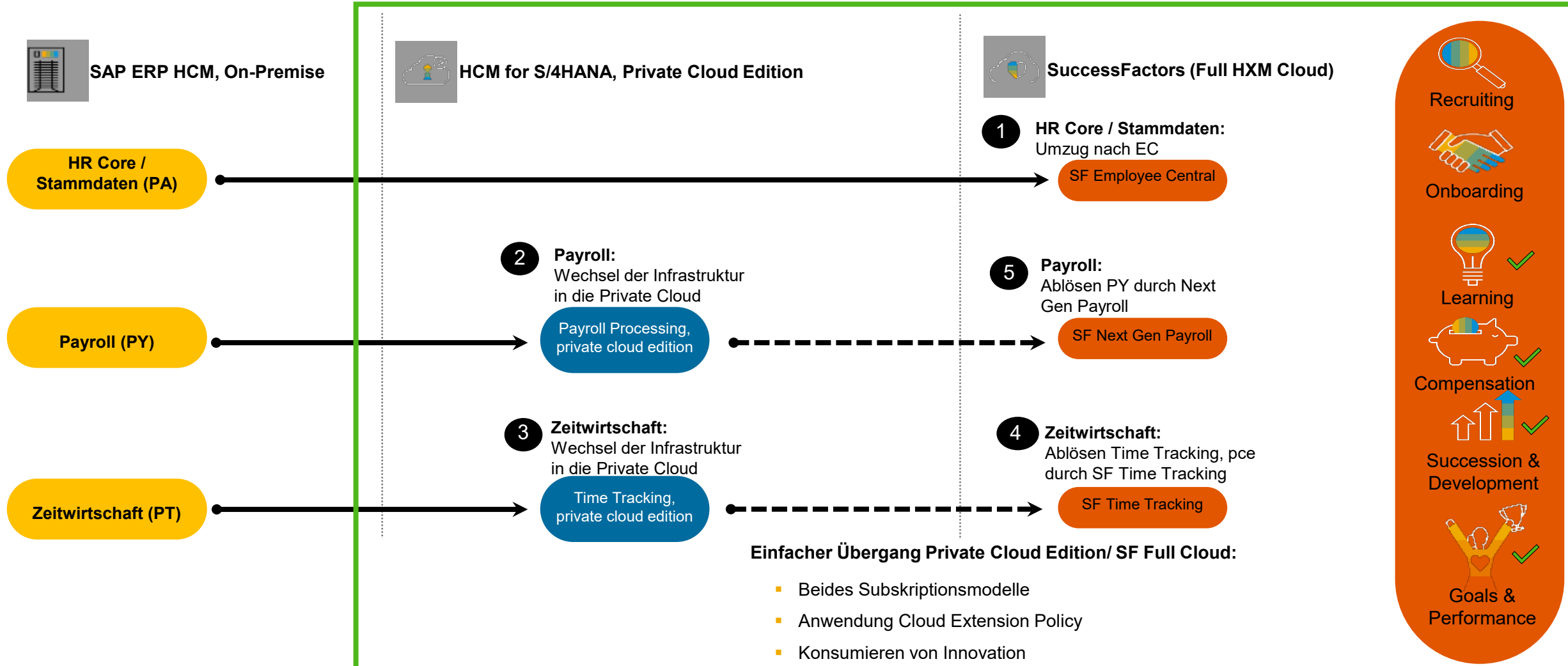
Zielbild: SAP HCM for S/4HANA, private cloud edition + SuccessFactors

Legende:

On-Premise

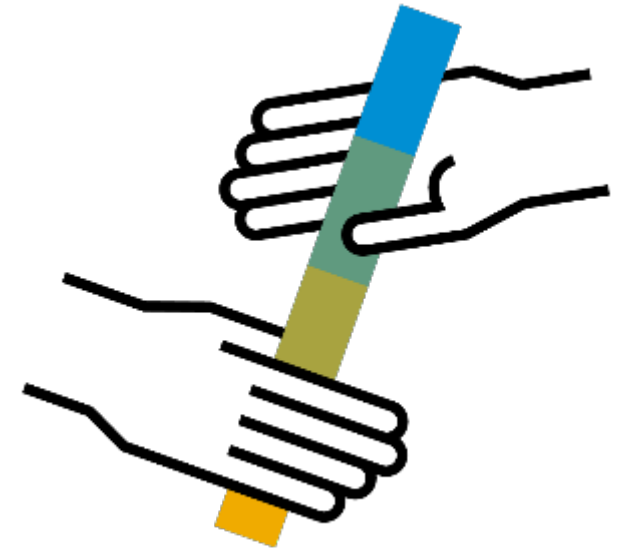
PCE

SuccessFactors



Zusammenfassung

- Wir ermutigen alle unsere SAP ERP HCM-Kunden, auf SAP SuccessFactors umzusteigen, um ihre digitale Transformation im Personalwesen zu beschleunigen.
- Wir erkennen aber auch, dass einige unserer SAP ERP HCM Kunden für eine absehbare Zeit ihre Lösung weiterhin in einer on-premise Umgebung weiter betreiben möchten
- Um die Bedürfnisse dieser Kunden weiterhin zu unterstützen, bieten wir SAP Human Capital Management für SAP S/4HANA, on-premise edition und private cloud edition an
- SAP Human Capital Management für SAP S/4HANA, on-premise edition soll im 4. Quartal 2022 verfügbar sein
- Diese Option soll Kunden helfen, die noch nicht bereit sind, ihre HR-Prozesse teilweise oder vollständig in ein Cloud-basiertes Modell umzuwandeln
- Die Investitionen der Kunden werden geschützt:
Wir stellen Migrationstools und -services bereit, um eine „upgrade-ähnliche“ Migration zu ermöglichen



Vielen Dank!

