

# SAP SuccessFact<sup>♥</sup>ors

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## About the Tutorial

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SuccessFactors is a SAP product suite to provide cloud-based solution to manage various HR functions such as business alignment, people performance, recruitment, and learning activities for all sizes of organizations in more than 60 industries. SAP SuccessFactors is a cloud-based HCM solution and developed on Software as a Service (SaaS) model.

In this tutorial, we will take a look at the basic concepts of SuccessFactors along with its architecture and important components.

## Audience

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This tutorial is designed for all those who want to learn the basics of SAP SuccessFactors, especially those who are involved in creating business applications.

## Prerequisites

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It is a simple and straightforward tutorial which the readers can easily understand, however it will help if you have some prior exposure to any SAP module.

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# 1. SAP SF – Introduction

SuccessFactors is a SAP product suite to provide cloud based solution to manage business alignment, people performance, recruitment, and employee central and learning activities for all sizes of organizations in more than 60 industries. SAP SuccessFactors is a cloud based HCM solution and developed on Software as a Service (SaaS) model.

SuccessFactors is the name of a company founded in 2001 that developed cloud-based HCM solution known as SuccessFactors and was acquired by SAP in 2011.

## Key Features of SAP SuccessFactors

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Following are the key features that are covered in SAP SuccessFactors cloud-based HCM solution provided to the users-

- Recruitment
- HR Transactions
- Changes and Transfers
- Position Management
- Time Off
- Payroll Time Sheets
- Reporting, Compliance and Auditing
- Integration & Extensibility
- Learning and development

## Software as a Service

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SAP SuccessFactors is cloud based HCM solution and is designed on Software as a Service (**SaaS**) cloud model. Software as a Service is also known as **On-demand software solution** where software is licensed on a subscription basis and is centrally hosted.

SaaS has become a common delivery model for many business applications, including office and messaging software, payroll processing software, DBMS software, management software, CAD software, development software, gamification, virtualization, accounting, collaboration, customer relationship management (CRM), management information systems (MIS), enterprise resource planning (ERP), invoicing, human resource management (HRM), talent acquisition management and other software and infrastructure services.

- In SaaS, software and application data is hosted on a remote cloud and can be accessed on demand from any location using secured login credentials.
- SaaS software is multitenant that allows many instances of the software to be accessed and are on the same application version.

- Users have an option to select features and functionality to use in the standard solution and in the regular releases that are introduced by the vendor.
- SaaS Solution is based on multitenant architecture where a single configuration is applied for all the tenants or customers. To provide scalability, you install application on multiple machines.

The following screenshot shows the homepage of SAP SuccessFactors. At the top, you have a search option where you can perform any active search. In addition, you will find a **To-Dos** tab to quickly access daily tasks and a **help & tutorial** tab that you can use to seek any help related to SuccessFactors.

The screenshot displays the SAP SuccessFactors homepage dashboard. At the top, there is a navigation bar with a search bar, a 'Home' dropdown, and the SuccessFactors logo. Below the navigation bar, the dashboard is organized into several widgets:

- To Do:** A list of overdue tasks, including 'Manager Assessment', 'Team Evaluation for Marcus Hoff', 'Talent Evaluation', 'Manager Talent Review for Marcus Hoff', and 'Signature'.
- Analytics Headline:** A chart showing 'Your group's Profit per Consultant decreased' with a 26% decrease from 2016 Q1 to 2016 Q2.
- Sales Director:** A widget for 'Req ID: 583' showing '1 - New Application' and '3 Total Candidates'.
- Operating Profit per FTE:** A widget showing 'Operating Profit per FTE' of '\$8.92k'.
- Careers:** A widget showing '0 Open Jobs'.
- Links:** A list of navigation links including 'Org Chart', 'Objective Plan', 'Reviews', 'Forms', 'Executive Review', 'Succession Org Chart', 'Interview Central', 'Employee Files', 'Dashboards 2.0', 'Talent Search', 'Candidates', 'Analytics', and 'Reporting'.
- My Info Links:** A list of links for 'Take Action' (Change Job and Compensation Info, Spot Bonus, Employment Details, Manage Leave of Absence) and 'Go To' (Public Profile, Personal Information, Employment Information, Pending Requests).

A 'Support' button is visible on the right side of the dashboard.

## Benefits of Cloud Solutions

There are various benefits of using a Cloud environment as compared to an On-premise system.

Comparison Item	On Premise Solutions	Cloud Solutions
Location	On-Premise Servers	Off Premises
Infrastructure	Heterogeneous	Homogenous
Business Model	CapEx	OpEx
Ownership	Own	Subscription
Management	Self	Provider / Vendor
Technology Updates	Cycle in Years	Cycle in Months
Policy & Compliance	On Premises	Off Premises
Scale	Built for Peak Uses	On-Demand

The major benefits of using Cloud environment are as follows:

### Cost Effective

- **Capital Expenditure:** Capital Expenditure is involved in IT infrastructure for on premise solution. Cost of IT infrastructure is very high. **Example:** Servers, interfaces, network devices, etc.
- **Operational Expenditure:** In a Cloud solution, you do not need capital expenditure, so it saves huge money to procure hardware platform. In a Cloud environment, hardware is shared and procured by Cloud service provider and the company has to bear only operational costs like users and maintenance of tenant.

### Ownership

- **Company Owned:** An on-premise solution is owned by a company.
- **Subscription:** In cloud environment, you have to subscribe to a cloud vendor.

## 2. SAP SF – Integration Add-On

Integration add-on for SAP ERP HCM and SuccessFactors HCM allows you to integrate data between two environments related to organizational structure, organizational data, compensation and qualification data.

### **Compensation Data**

You can support compensation process on Business Execution by transferring data from compensation SAP ERP HCM to SuccessFactors BizX. It is also possible to transfer planned compensation data from SuccessFactors Business Execution to SAP ERP HCM and you can import this data in payroll cycle in HCM suite.

### **Employee Data**

Integration add-on allows you to transfer employee and organizational data from SAP ERP HCM to SuccessFactors and you can manage Talent Management process on SuccessFactors Business Execution (BizX).

### **Evaluation Data**

You can manage work force planning and analytics by transferring data from SAP ERP HCM to SuccessFactors cloud.

### **Integration Add-On Releases**

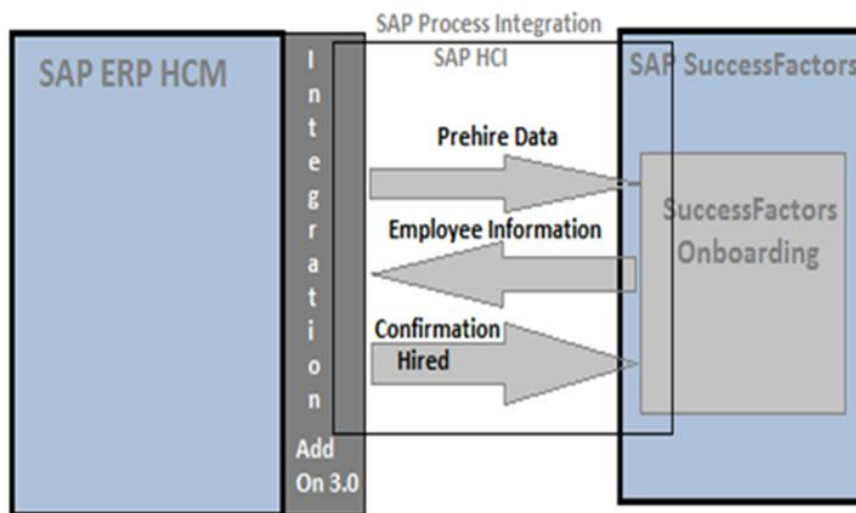
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Integration add-on releases are as follows-

- Integration Add-On 1.0 for SAP ERP HCM and SuccessFactors BizX
- Integration Add-On 2.0 for SAP ERP HCM and SuccessFactors BizX
- Integration Add-On 3.0 for SAP ERP HCM and SuccessFactors

In the following illustration, you can see integration between SAP ERP HCM suite and SAP SuccessFactors HCM.





You can see employee pre-hired data is exported from HCM suite to SuccessFactors onboarding. When the onboarding task is completed in SuccessFactors, data is extracted and information is sent from SuccessFactors onboarding to SAP ERP HCM suite. Exported and imported data is stored in stages and with the use of Transaction: HRSFI\_ONB\_HIRE, you can move the data to employee master.

## Middleware and Landscape

Two types of landscapes are possible as a part of integration scenario-

- SAP PI is a part of SAP ERP HCM On-premise landscape.
- SAP HCI is a separate component from SAP ERP HCM suite.

The integration add-on supports the integration scenario using middleware. You can use SAP Process Integration (PI) or SAP HANA Cloud Integration (HCI) for transferring content as middleware. When you use SAP Process Integration as middleware, integration add-on is embedded and integration connectivity add-on is a part of On-premise SAP ERP HCM suite.

When you use SAP HANA Cloud Integration as middleware, it is considered as a part of different environment from SAP ERP HCM suite.

# 3. SAP SF – HCM Suite

SAP SuccessFactors HCM suite is a web based tool and requires an internet connection and a system with the following configurations-

## Desktop Browser

- Microsoft Internet Explorer 11 (Internet Explorer 10 Metro is not supported at this time)
- Microsoft Edge
- Mozilla Firefox
- Apple Safari 6, 7, 8
- Google Chrome

## Mobile Browser

- Apple Safari for iOS 8.0+
- Google Android 4.1+ default browser
- Google Chrome for Android

## Oracle Java Runtime Environment

- 1.6/ higher to use video and audio recording
- 1.7 for Plateau Report Designer (PRD) 4.4.1
- On-premise customers can elect to require JRE for content tracking in a cross-domain solution.

## Operating System

- Microsoft Windows Vista
- Microsoft Windows 7
- Microsoft Windows 8+
- Apple Mac OS X Lion (10.7) or higher

## Document Types

- SAP SF HCM suite supports the following **document types**-
  - You can open .BMP, CSV, DOC, GIF, HTM, HTML, JPEG, JPG, PDF, PNG, PPT, RTF, TXT, XLS, and XML.
  - You can also use XLSX and DOCX as part of learning management system.

## Other Configurations

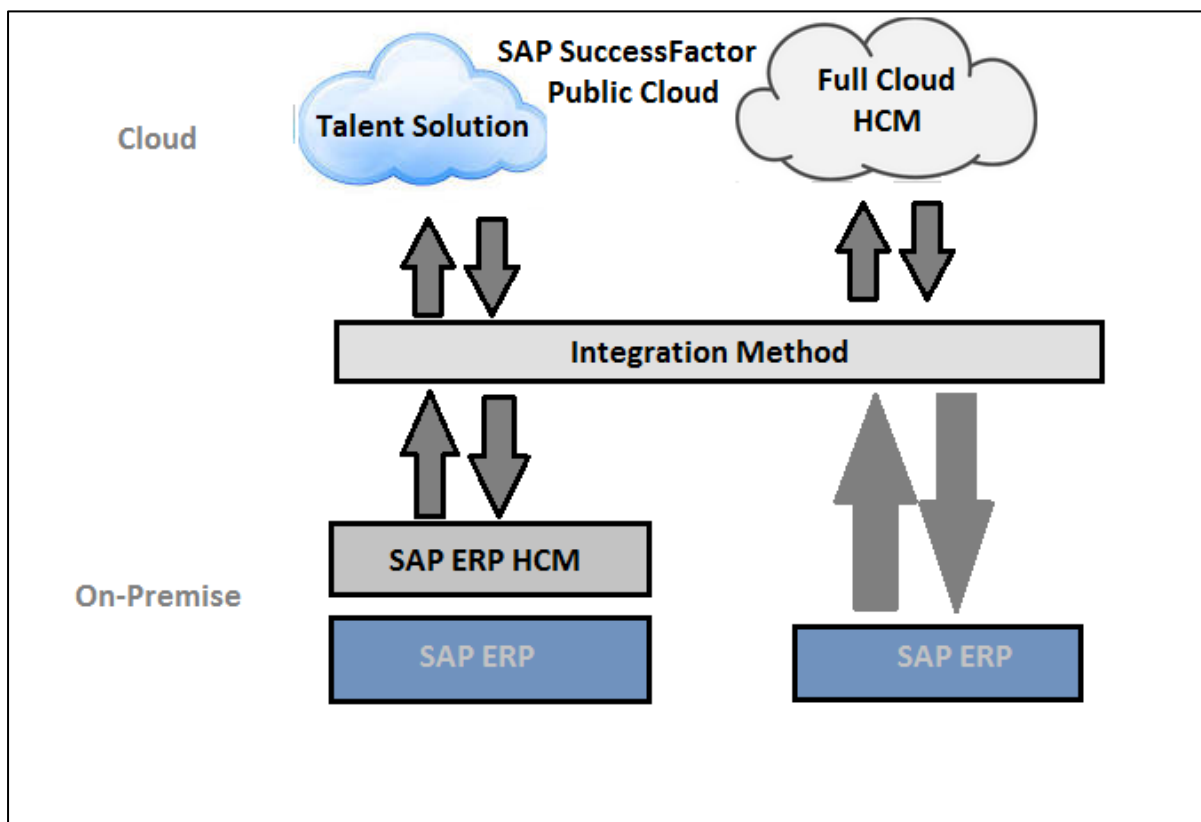
- **Network bandwidth** – Recommended connection speed 300–400 kpbs
- **Screen resolution** – Required screen resolution is XGA 1024x768 (high color) or higher
- **Minimum cache size** – 250 MB of cache size is recommended.
- **Adobe Flash Player** – Version 10 or higher.

## 4. SAP SF – Architecture

SAP SF allows organizations to manage their HR functions on the cloud environment. This cloud solution can be integrated to SAP ERP using SAP PI or SAP HCI. However, majority of clients in SuccessFactors do not go for integration with SAP ERP solution.

There are two types of deployment models possible with SAP SF-

- Talent Hybrid
- Full Cloud HCM



In Hybrid scenario, you can connect your core business suite like SAP ERP HCM with other SAP cloud solutions.

End of ebook preview

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