accenture

ACCENTURE SOFTWARE FOR
HUMAN CAPITAL MANAGEMENT

BUSINESS APPS FOR SAP SUCCESS FACTORS

ON THE SAP CLOUD PLATFORM

DELIVERING THE DIGITAL AGENDA

As businesses strive to keep pace with the scale of change resulting from digital technologies, their HR departments are under pressure. Digital impacts HR professionals worldwide—from the promise of artificial intelligence, to mobility strategies, to intelligent business processes that reinvent how work is done.

And HR leaders must adapt their operations so that they have the specific technologies, capabilities and investments in place to manage the workforce of the future.

No one size fits all. Digital technologies must be tailored to each HR team's needs. As a result, many HR executives are seeking Platform-as-a-Service (PaaS) capabilities so they can take advantage of a variety of versatile applications.

ACCENTURE BUSINESS APPS FOR SAP CLOUD PLATFORM

HUMAN CAPITAL MANAGEMENT IN THE CLOUD

SAP SuccessFactors ♡

ON-PREMISE

SAP

ACCENTURE HR AUDIT AND COMPLIANCE AS-A-SERVICE

ACCENTURE HR DATA LOADER

ACCENTURE DOCUMENT COMPOSER

ACCENTURE CLONE AND TEST FOR CLOUD

ACCENTURE DATA COMPARISON MANAGER

SAP® Certified
Built on SAP Cloud Platform

Complementing SAP SuccessFactors' integrated HR solutions, Accenture has developed several extensions on the SAP Cloud Platform. Adopting an approach that demands minimum IT support while offering extensive customization and integration enables human capital management departments to boost productivity and gain high performance in their HR, talent and payroll functions.

3

YOUR CLOUD JOURNEY

Accenture Data Comparison Manager
Migration Tool for HR data from a legacy system into SuccessFactors

Accenture HR Audit and Compliance as-a-service
Simplify continous quality checking and auditing of Employee Central data

Accenture Document Composer
Intuitive creation of documents in various HR processes and storage in definable employee folders

Migrate & Validate	Pre-Go live	Go Live & New Releases	High Data Quality	Efficient HR Processes

Accenture Clone and Test for Cloud
Fast and easy provisioning of scrambled HR data for regression, quality and training purposes

Accenture HR Data Loader
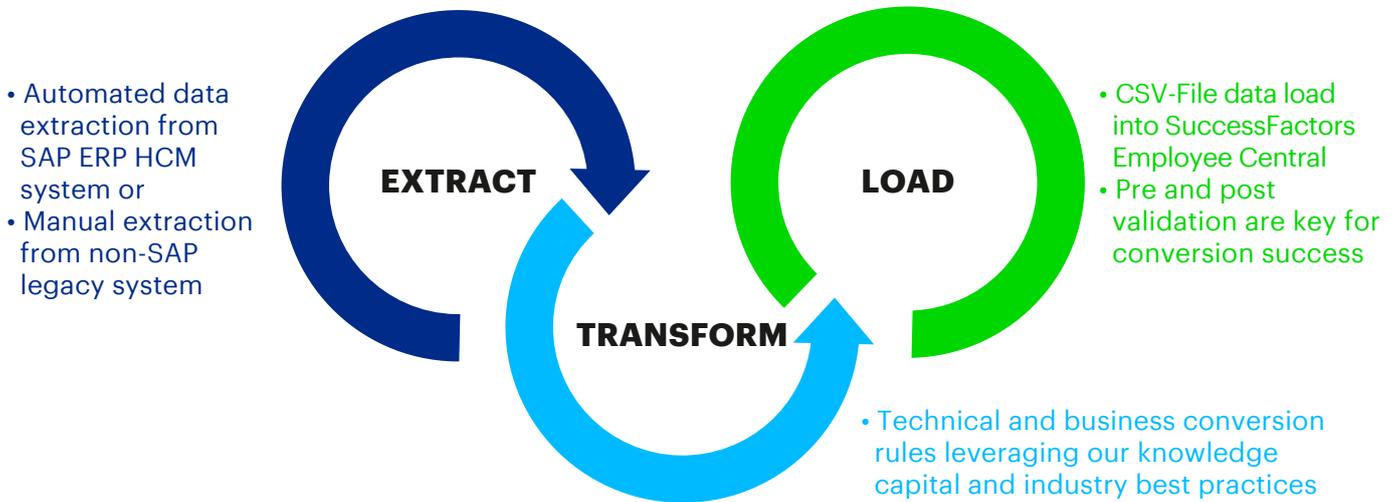Easily perform mass changes and manage ongoing and recurring HR processes

Today, HR professionals typically manage a multi-system landscape. They are seeking to minimize risk and drive next-generation software solutions for the cloud. Using our SAP Cloud Platform business apps for SAP SuccessFactors, HR organizations can access a broad range of functionality to address their individual needs.

Accenture launched its first application its first application already in 2014. Our 30-year relationship with SAP has helped us to understand where our solutions can best complement SAP products and services. In particular, we chose to develop extensions on the SAP Cloud Platform to take advantage of the security and data compliance offered by this platform.

The following apps help HR and IT departments enhance their HR systems by enabling them to manage high-quality personnel data, whether in the cloud or on-premise ...

ACCENTURE DATA COMPARISON MANAGER

- Automated data extraction from SAP ERP HCM system or
- Manual extraction from non-SAP legacy system

EXTRACT

TRANSFORM

LOAD

- CSV-File data load into SuccessFactors Employee Central
- Pre and post validation are key for conversion success

- Technical and business conversion rules leveraging our knowledge capital and industry best practices

Accenture Data Comparison Manager for SAP Success-Factors enables HR executives to perform structured uploads of personnel data easily, reliably and repeatedly. Alongside the necessary project documentation, our versatile administrative functions can provide reports on the progress and status of the migration. The solution verifies the quality and consistency of data, both before and after migration, protecting against risks and errors, and helping organizations achieve better business outcomes.

FEATURES

Select
- Select employee master data and organizational information for migration.

Convert
- Undertake simple field value mappings or control condition-related/case-related conversion rules, taking time constraints in the source system into account.

Upload
- Support standard SAP SuccessFactors upload templates.

Compare
- Compare data between the source and target systems.

Organize
- Predefine the upload sequence and reuse conversion rules for quicker project organization.

Use
- Check data as part of regression testing (for example, between test and productive Employee Central instances following an update to a newer release).

BENEFITS

Enhance productivity
- Reduces time in creating test data. Reduces costs for the administration of parallel tests in SAP consolidation projects.

Improve quality
- Improves the quality of development activities by using business-relevant and up-to-date test data.
- Conducts high-quality training based on meaningful and realistic data.

Increase efficiency
- Automates data refresh processes.
- Creates data snapshots easily.

Lower IT costs
- Decreases the volume of data in Test, QA, development and training systems, saving on disk space. Simple data conversion of the corresponding data streams is possible without IT expertise.
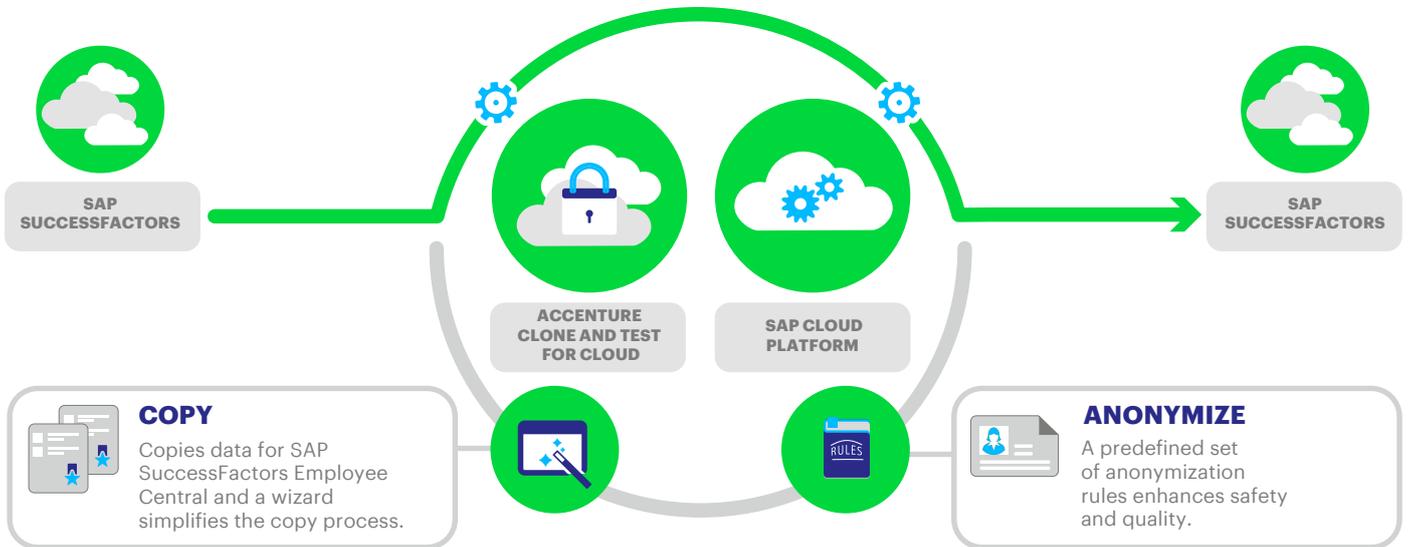
Better decisions
- Evaluates new business scenarios with realistic HR data.
- Peace of mind to approve go-live following more comprehensive regression testing.

Shorter projects and faster implementations
- Reduces risk to cost and project success.
- Supports testing and migration methods.

ACCENTURE CLONE AND TEST FOR CLOUD

SAP SUCCESSFACTORS → ACCENTURE CLONE AND TEST FOR CLOUD → SAP CLOUD PLATFORM → SAP SUCCESSFACTORS

COPY
Copies data for SAP SuccessFactors Employee Central and a wizard simplifies the copy process.

ANONYMIZE
A predefined set of anonymization rules enhances safety and quality.

Accenture Clone and Test for Cloud is an extension that creates reliable, meaningful and authentic test data across multiple environments.

Using the solution, data is anonymized and stored safely and securely in SAP's data centers, ready for ongoing post go-live testing and application error resolution. With a rapid set-up that reduces weeks or months to hours or days, secure data is available fast—and can be copied in three steps, freeing up time for HR teams to undertake more value-add activities. Predefined anonymizing rules simplify set up and run and aid compliance with data protection regulations.

FEATURES

Copy
• Copy data for SAP SuccessFactors' Employee Central using a wizard to simplify the copy process.

Anonymize
• A predefined set of anonymization rules enhances safety and quality.

Comply
• HR personnel can select particular datasets and safely move these records in the cloud.

Cost effective
• Working in the cloud is cost effective and improves scalability.

BENEFITS

Fast
• Rapid set-up reduces weeks or months to hours or days. Secure data is available quickly, freeing up testing time.

Easy
• Predefined anonymizing rules simplify set up and run.
• Copy data in three steps.

Secure
• The ability to anonymize data without having to leave SAP's data centers protects information.

Flexible
• Flexible, practical software and the support of experienced specialists frees up time for HR teams.

ACCENTURE HR DATA LOADER

Accenture HR Data Loader enables users to easily perform mass changes in SAP SuccessFactors. It is designed to manage ongoing and recurring HR processes, such as promotions, new hires or terminations. There is no need to gather, transform, populate and synchronize data in multiple different templates for different objects.

With Accenture HR Data Loader, you can use a single end-to-end template to gather data for a specific mass transaction, then easily load, verify and resolve issues.

FEATURES

Support recurring HCM processes
- Bonus payments or promotions often occur at specific times for the entire organization.

Pre-configured templates
- Workforce changes, including new hires and terminations, are integral to daily HR business.

Mass data maintenance
- Update data due to changes in organizational/legal policies or to harmonize data.

Error resolution
- Instantly eliminate manual data entry errors or data migration errors.

BENEFITS

Guided data entry
- HR users will be guided through specific scenarios.

Easy to use
- Prepare data, approve (optional) and upload to SAP SuccessFactors.

Reliable HR data
- Before updating or changing data in SuccessFactors, records are being validated to ensure data accuracy.
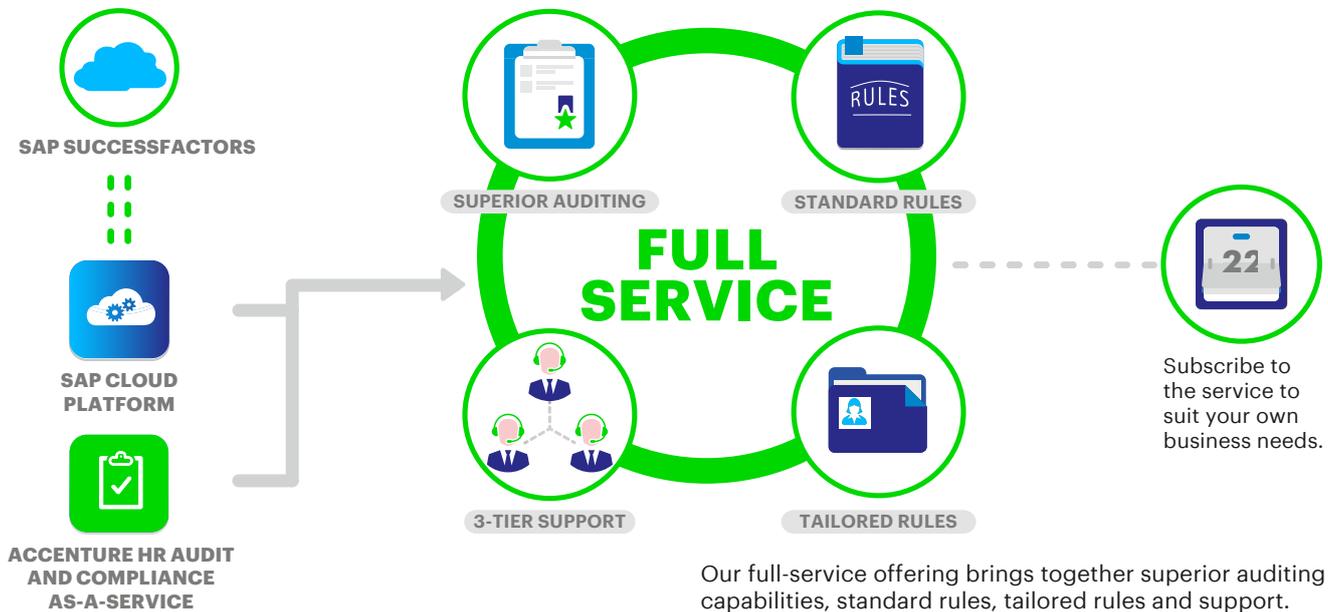
Automated
- Automatically manages technical dependencies and data sequencing required to manipulate data in SAP SuccessFactors.

Controlled process
- All mass updates are completed in one place. Guarantees full control of data changes.

ACCENTURE HR AUDIT AND COMPLIANCE AS-A-SERVICE

SAP SUCCESSFACTORS

SAP CLOUD PLATFORM

ACCENTURE HR AUDIT AND COMPLIANCE AS-A-SERVICE

SUPERIOR AUDITING

STANDARD RULES

FULL SERVICE

3-TIER SUPPORT

TAILORED RULES

Subscribe to the service to suit your own business needs.

Our full-service offering brings together superior auditing capabilities, standard rules, tailored rules and support.

Accenture HR Audit and Compliance as-a-service is an extension that uses proactive reporting capabilities to automatically check data in SAP SuccessFactors Employee Central or SAP® ERP Human Capital Management against predefined and customized criteria and rules. It simplifies exception checking, reducing effort and the cost of managing quality assurance. Organizations can gain quick and agile operational compliance and audit reporting that is designed to identify inconsistencies in vital HR data before they create significant issues for the business. It assists both HR and IT departments in managing personnel demands while maintaining consistently high data quality, helping to lower operating costs.

FEATURES

Action
- Dashboard that highlights and automatically filters for data exceptions.

Investigate
- Integrated with SAP SuccessFactors/Employee Central for immediate resolution of issues.

Resolution
- Documented exception history with resolution actions/ deferrals and comments.

Audit
- Audit trail of exception discovery, presentation, action or inaction.

Visualize
- Managerial reporting capabilities built-in.

BENEFITS

Increase productivity
- Rapid set-up means organizations can plan, implement and have audit runs in less than two weeks.

Reduce errors
- Enhanced compliance and fewer errors reduce total cost of ownership.
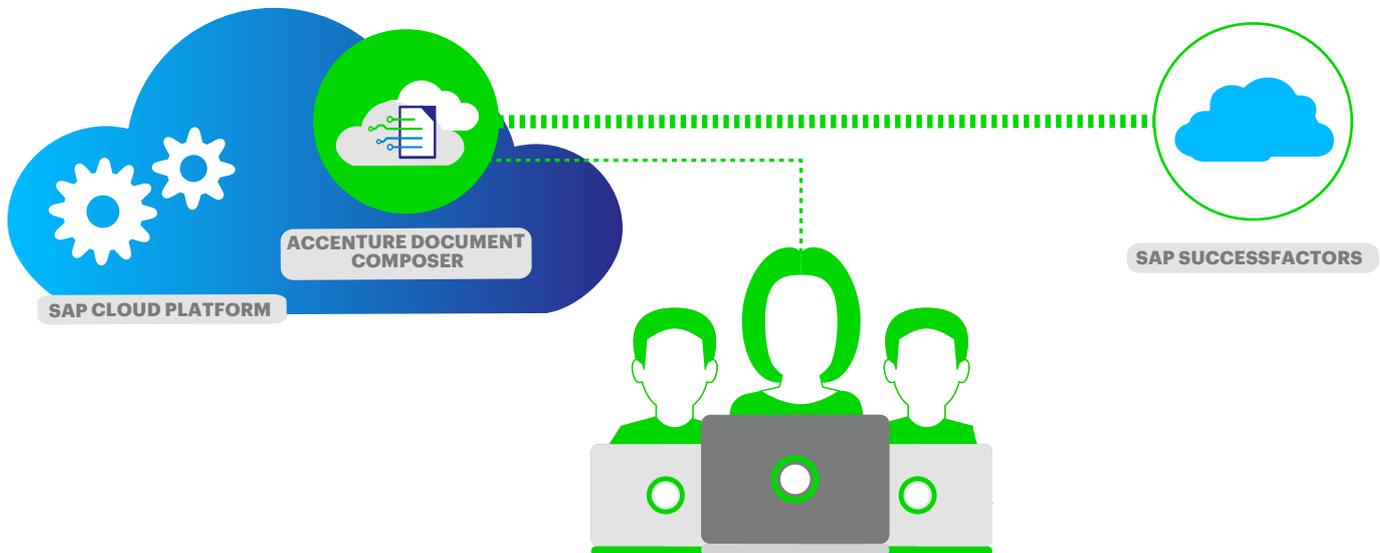
Lower costs
- OpEx rather than CapEx budgets offer more control to the business.

Improve quality
- For a subscription you gain timely checks, and the data quality you need, when you need it.

ACCENTURE DOCUMENT COMPOSER

Accenture Document Composer is an extension that simplifies and facilitates the process of the creation and distribution of employee-related communications, as a PDF or an e-mail. It enables users to build and manage templates easily, offering a straightforward method to merge data from SAP SuccessFactors.

HR can automatically store generated documents to an Employee Folder, instead of printing or Emailing. Or, employees can upload pre-defined documents such as an ID Card or driver's license as required by HR. Using a modern, intuitive user interface, Accenture Document Composer maintains all sensitive employee data within SAP data centers.

FEATURES

100% Web-based
- Design, Notify, Print, Update.

Document features and tracking
- Facilitates addition of structured and unstructured data tables, lists, and so on. Provides visual feedback on document status.

Ready to run
- Minimal configuration needed.

Role-based user interface and permissions
- Respects role-based permission from SAP SuccessFactors for data access. Also provides for user roles such as the HR User, Employee Self Service, and so on.

Controlled by HR
- Document-driven filtering of target population, Headers/Footers and Sections for dynamic content.

Employee Folders
- Store all communications with employees in configurable folders.

BENEFITS

User friendly
- Composes HR documents without technical skills.
- Intuitive design (WYSIWYG).
- "On screen" tips and wizards.

Powerful
- Document creation features based on many years of experience.
- Sections or yellow boxes allowing context specific editing.

Cloud based
- Built for the Cloud and runs on SAP Cloud Platform.
- Data resides in SAP data centers.
- Strong security framework.
- Scalable.

Integrated
- Access to application using widgets in SAP SuccessFactors and integrates with selected third-party storage platforms.
- Access to SAP SuccessFactors Employee Central data and SAP ERP HCM data for dynamic content.

SECURE AND SUPPORTED

Reliable human resources information and efficient systems that support integrated processes are key pillars in enhancing productivity in human capital management. More than 1,800 customers in more than 40 countries have benefitted from our innovative software solutions.

Accenture Software for Human Capital Management not only guides organizations on their cloud journey but also helps them to lower operating costs, streamline and enrich human resources business processes and, ultimately, achieve high performance.

"For us, having SAP SuccessFactors and the Cloud solution gives us such a robust core, that it becomes an integral part of any decision we would make around future HR technology."

JULIE BILLINGSLEY
Global Head of Human Resources Operations ZS Associates

"We wanted the same excellence we provide customers – we wanted SAP SuccessFactors Employee Central. Accenture Data Comparison Manager simplified the migration. We now have digital HR that keeps us in the lead."

RALPH SCHNEIDER
Business Information Officer, SAP SE

"An increase in our staffing levels and locations following the acquisition meant that we needed a flexible tool that could help us create employment contracts and other employee-related documents more quickly and easily. Accenture Document Composer offers a straightforward means to build and manage templates or merge data from SAP SuccessFactors, and was part of a portfolio of solutions that we knew and trusted."

STEVEN SCHEERS
Chief Human Resources Officer Avast Software

CONTACT US

HEIKO MOUHLEN
Business Lead
+49 6221 3106 34044
heiko.mouhlen@accenture.com

For more information on Accenture
Software for Human Capital Management:
Visit: www.accenture.com/hcmsoftware

REGIONAL CONTACTS

Europe, Middle East, Africa, Latin America

VENKY SESHADRI
+49 151 171 56278
venky.seshadri@accenture.com

North America and Canada

TOBIAS BLOCH
+1 416 402 7114
tobias.bloch@accenture.com

Asia Pacific

HANS VAN DRIE
+31 611 300 180
hans.van.drie@accenture.com

ABOUT ACCENTURE

Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. Combining unmatched experience and specialized skills across more than 40 industries and all business functions – underpinned by the world's largest delivery network –Accenture works at the intersection of business and technology to help clients improve their performance and create sustainable value for their stakeholders. With approximately 442,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives. Visit us at www.accenture.com.

Combining experience and knowledge about how to optimize HR processes, Accenture Software for Human Capital Management offers add-ons for SAP ERP HCM and SAP SuccessFactors solutions to help HR business processes work more efficiently and effectively. For more, visit: www.accenture.com/hcmsoftware

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