

A large, light gray circular graphic on the left contains icons for a document, an upward-pointing arrow, and a pencil. To the right, a large blue arrow points from left to right, partially overlapping the main title text.

ACCENTURE HR DATA LOADER

EASE MASS DATA UPDATES AND CORRECTIONS IN SAP SUCCESSFACTORS

Dynamic workforce changes, organizational restructuring and continuous HR processes demand frequent updates in SAP SuccessFactors. Often, mass data maintenance is necessary, which can be time consuming for organizations especially when operating in multiple locations. What is more, manual data entry is fraught with the potential for errors which could, in turn, result in process interruptions across the enterprise.

Without a method for mass uploads, HR teams rely on reports that need to be updated continuously to align with configuration and release enhancement changes. Scenarios include:

- **Recurring HCM processes:** Bonus payments or promotions often occur at specific times for the entire organization.
- **New hires and terminations:** 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
- **Business changes:** Data demands following acquisitions, transfers, or reorganizations and so on.

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.

HOW CAN YOU BENEFIT?

Accenture HR Data Loader gives your HR team confidence and control, helping you to focus on meeting the latest regulatory demands and managing ongoing and recurring HR processes to give you:

- **Guided data entry:** HR users do not need to know technical dependencies—pre-defined templates guide users through specific scenarios.
- **Easy to use:** A simple approach—prepare data, approve changes (an optional step), and upload it to SAP SuccessFactors.
- **Reliable HR data:** Before updating or changing data in SAP SuccessFactors, records are validated to ensure data accuracy.
- **Automated process:** Automatically manages technical dependencies and the data sequencing required to manipulate data in SAP SuccessFactors.
- **Controlled activity:** All mass updates are completed in one place—enabling full control over data changes.
- **Robust approval:** optional “four eyes” principle to further enhance security and validation.

“Rather than editing records individually, Accenture HR Data Loader helps us edit multiple records in one single session.”

Executive from the aerospace industry

LUCY IN HR WANTS TO ...

... perform **recurring HR processes** for **lots of employees**

... **review and approve mass data changes**

... support new **HR processes**

... streamline the **upload process**

... avoid **import errors**

... reduce **IT dependence**



WHERE IT WORKS?

A leading player in the aerospace industry was building 30 custom reports using Employee Central Advanced Reporting tool to extract data from SAP SuccessFactors in the same format as the import templates. The estimated time to build, unit test and transfer to production was around 100 days, in addition to the company's user acceptance testing.

Even when reports were in production, maintenance effort was required. Configuration changes, either via the company's change process or via a quarterly release, impacted the layout of reports, meaning additional maintenance effort was necessary to ensure the reports continued to match the import templates ongoing. Three report developers plus a team lead were assigned to these tasks, meaning the process was costly in terms of time and effort. Issues would occur during the process due to the data being in excel, since date or field formats might be changed when the business user was making the amendments, creating errors during upload. Downloading mass data and sending it around the business was far from ideal and not meet data protection policies. The company chose Accenture HR Data Loader to eliminate this time-consuming and error prone process and more easily align with configuration and release enhancement changes.

HCM MADE SIMPLE

Find out how products in the Accenture Software for Human Capital Management portfolio can help enhance productivity in your organization. Our solutions, many of which are cloud-ready, can help with:

- Testing migration and consolidation
- Document life cycle
- Data quality and auditing
- Visualization

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.

Accenture Software combines deep technology acumen with industry knowledge to develop differentiated software products. It offers innovative software-based solutions to enable organizations to meet their business goals and achieve high performance. Its home page is www.accenture.com/software.

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