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 structured method for mass uploads, HR teams rely on manual procedures that are often laborious and error prone. Scenarios include:

- **Migration to SAP SuccessFactors:** Change mass of data during the migration and beyond.
- **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:** Mass data changes after acquisitions, transfers, 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 the above mentioned in an user friendly and intuitive manner. 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.

Benefits

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

- **Guided data entry:** Predefined templates guide HR users through specific scenarios without having to familiarize themselves with technical dependencies.
- **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.

"With Accenture HR Data Loader, we accelerated processes by 50%—not only for data cleansing of mass of data, but also for updating data records due to reorganizations."

Head of Global HR IT & Processes

HR wants to …

… perform **recurring HR processes** in a simple manner in SAP SuccessFactors

… streamline the upload process to make it **more consistent** and **safe.**

… **review** and **approve mass data changes**

… avoid **import errors**

… support several **HR processes** like new hires, reorganizations

… reduce **dependency on IT**

Where does it work?

A family-owned, global technology company that combines businesses in the environmental, energy, electronics, health, mobility and industrial applications sectors undertook an HR transformation and migrated its legacy system to SAP SuccessFactors. After the go-live of SAP SuccessFactors' Employee Central, the company realized that the standard process for mass data changes was time-consuming, complex and error-prone.

The company needed a solution to ease the process and minimize the effort for data cleansing activities, manage reorganizations in the new system efficiently and make sure that sensitive HR data isn't compromised or leaves the system. Here's where the SAP SuccessFactors extension Accenture HR Data Loader came into play. Following a quick implementation, the company was able to achieve its goals within a couple of weeks—simplifying process-driven data entries in the areas of new hires and terminations, job information data changes, incentives (such as a spot bonus) and changes in employment details. The company recognized the value its gaining from error reduction and time savings as a result of mass updates of HR data in the SAP SuccessFactors system. Also, the company finds the tool is easy to use—bringing benefits without the need for IT expertise.

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

About Accenture

Accenture is a leading global professional services company that helps the world's leading organizations build their digital core, optimize their operations, accelerate revenue growth and enhance services—creating tangible value at speed and scale. We are a talent- and innovation-led company with 774,000 people serving clients in more than 120 countries. Technology is at the core of change today, and we are one of the world's leaders in helping drive that change, with strong ecosystem relationships. We combine our strength in technology and leadership in cloud, data and AI with unmatched industry experience, functional expertise and global delivery capability. Our broad range of services, solutions and assets across Strategy & Consulting, Technology, Operations, Industry X and Song, together with our culture of shared success and commitment to creating 360° value, enable us to help our clients reinvent and build trusted, lasting relationships. We measure our success by the 360° value we create for our clients, each other, our shareholders, partners and communities. Visit us at accenture.com.

Accenture Software for Human Capital Management (HCM) has more than 25 years of experience providing software solutions to deliver modern HR. We serve more than 2,000 customers in 48 countries. Our product portfolio specializes in software and apps for SAP ERP HCM and SAP SuccessFactors, including five certified apps in the SAP Store. While our 150 specialists in software development, product management, support and testing help HR teams to make the transition to working more efficiently and effectively, raising productivity and driving better business outcomes.

Contact

For more information on Accenture Software for Human Capital Management visit:
www.accenture.com/hcmsoftware
Email: hcmsoftwaresales@accenture.com