accenture

Accenture Software for
Human Capital Management

Business Apps for SAP SuccessFactors
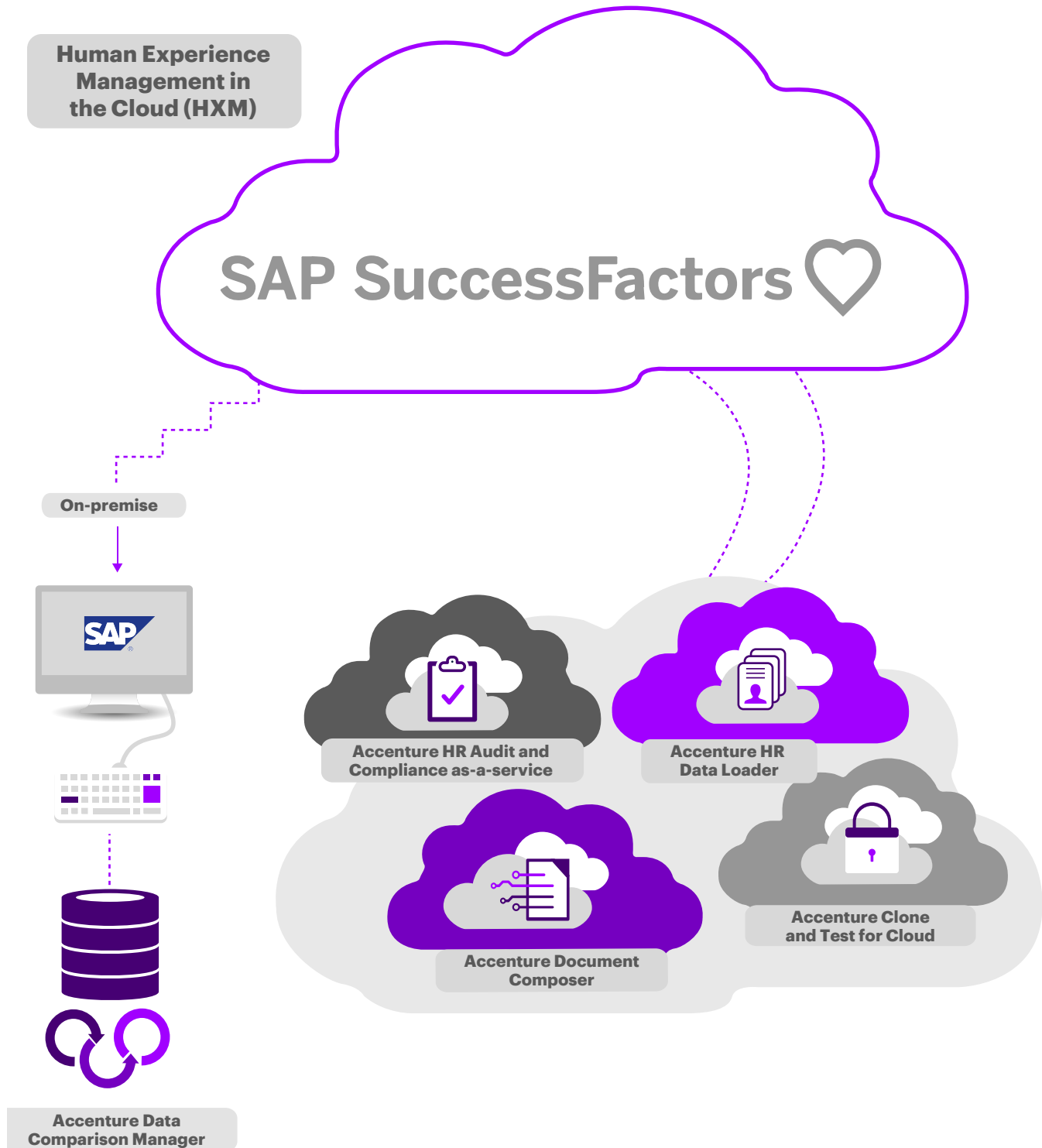
on the SAP Business Technology Platform

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 Software-as-a-Service (SaaS) capabilities so they can take advantage of a variety of versatile applications.

Accenture business apps for SAP Business Technology Platform

Human Experience Management in the Cloud (HXM)

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

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

Your cloud journey

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

Accenture HR Audit and Compliance as-a-service
Simplified rule-driven auditing and AI-driven quality checking 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 Business Technology 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 in 2014. Our 40-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 Business Technology 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 adapt efficient HR processes, whether in the cloud or on-premise or as a hybrid deployment...
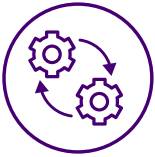
Accenture Data Comparison Manager

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

Extract

Transform
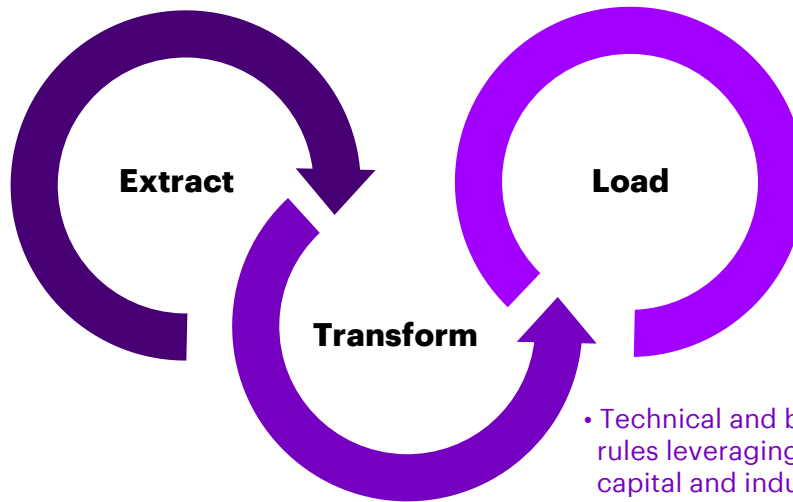
Load

- OData or CSV-file data load into SAP SuccessFactors Employee Central
- Pre- and post-validation are key for conversion success

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

Accenture Data Comparison Manager for SAP SuccessFactors 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

Secure
- Easy and secure data conversion
- Regular comparison of errors and inconsistencies between source and target system

Transparent
- Migration steps are comprehensible and repeatable
- Migration progress easy to monitor
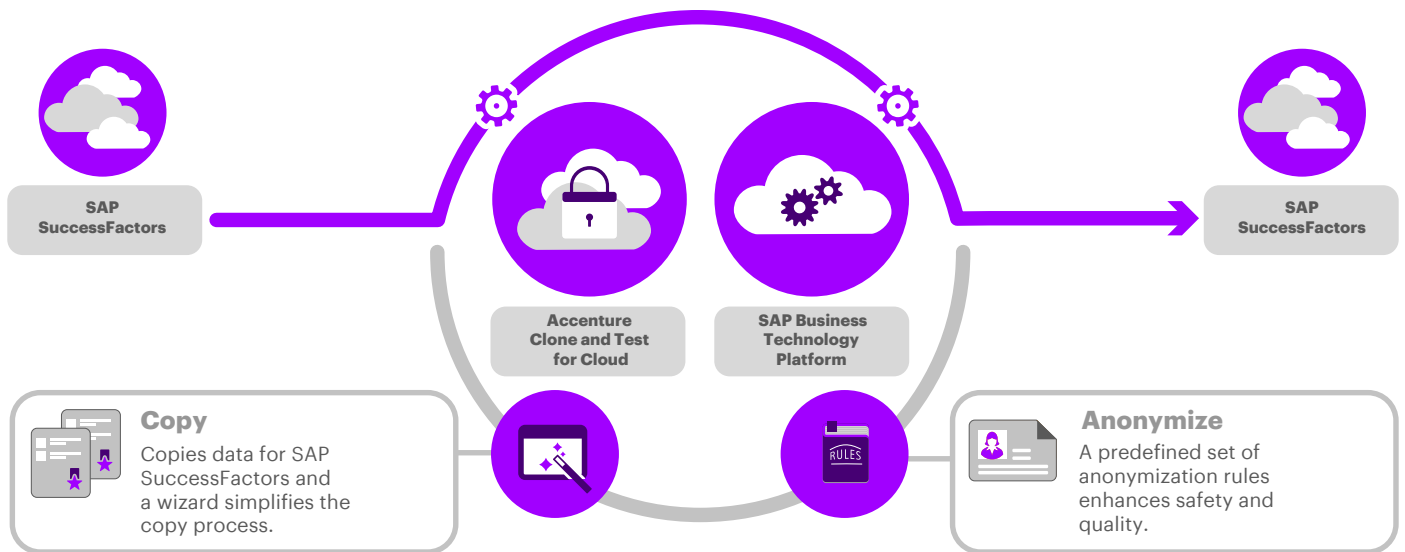- Clear project reporting

Efficient
- Less preparation required
- Fast and reliable identification of deviations and errors
- Much less training required for the project team
- Reduces risk to cost and project success
- Supports testing and migration methods

Reliable
- No risk of missing data fields
- Tried and tested workbench makes the results visible for everyone at any time

Accenture Clone and Test for Cloud

SAP SuccessFactors

Accenture Clone and Test for Cloud

SAP Business Technology Platform

SAP SuccessFactors

Copy
Copies data for SAP SuccessFactors 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 to SAP SuccessFactors that creates reliable, meaningful and authentic test data across multiple environments.

Using the solution, data is anonymized and written back safely and securely to non-productive SAP SuccessFactors instances, 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 and other modules 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

Fully cloud and hybrid
- Data is comprehensively processed in full-cloud and hybrid landscapes, ensuring consistent scrambling across SAP SuccessFactors and SAP ERP HCM or EC Payroll at the same time

Benefits

Fast
- Parallel processing for updating or anonymizing data speeds up the availability of secure data, freeing up testing time

Easy
- Predefined powerful anonymizing rules simplify set up and run
- Scramble, copy, update or duplicate data in simple steps
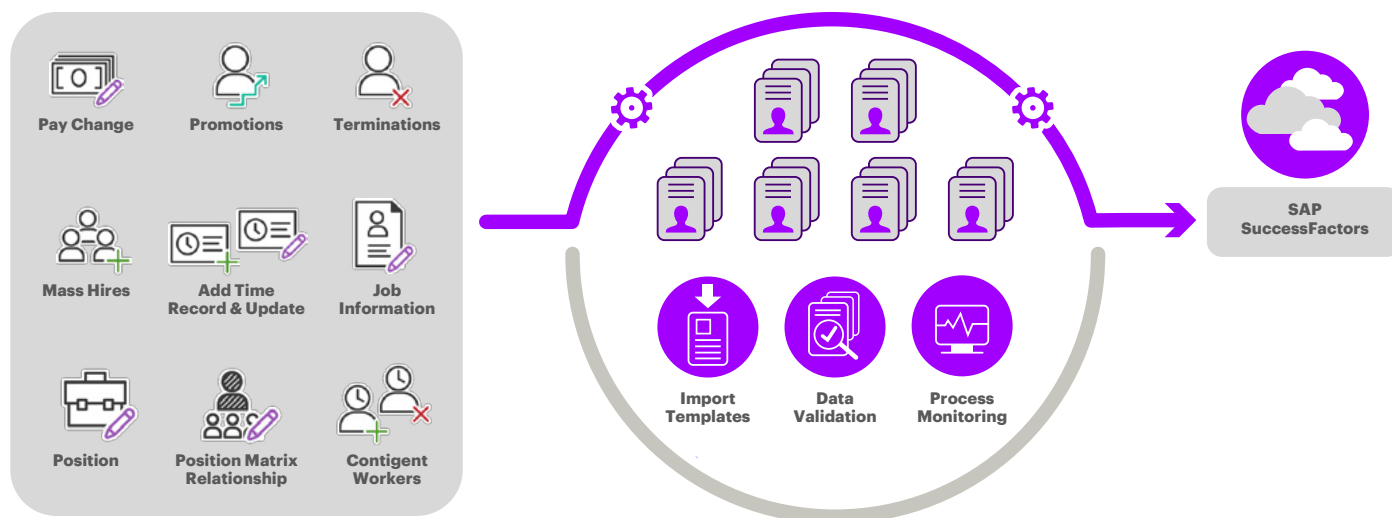
Secure
- The ability to anonymize data using SAP recommended extension platform (BTP) with a strong security framework

Reliable
- Best integration into SAP SuccessFactors
- Copy only data when user has authorizations
- Increase compliance with data protection regulations

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

Data synchronisation
- Data changes to employee records (e.g. job relationship update) are consistently applied to related position records. No need for dual maintenance

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 SAP SuccessFactors, records are being validated to ensure data accuracy
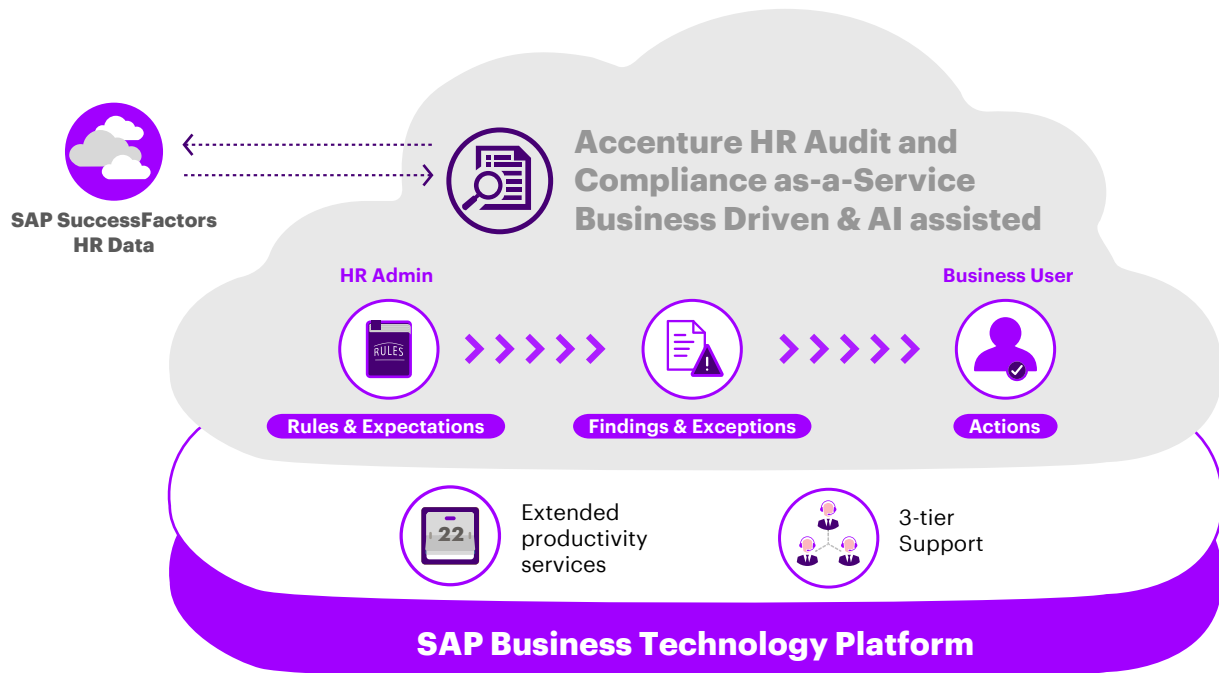
Automated
- Automatically manages technical dependencies and data sequencing required to manipulate data in SAP SuccessFactors

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

Accenture HR Audit and Compliance as-a-Service

Accenture HR Audit and Compliance as-a-service is an extension for SAP SuccessFactors that uses proactive reporting capabilities to automatically check data in SAP SuccessFactors Employee Central. Whether applying business-driven or AI-assisted rules, it simplifies exception checking, reducing effort and the cost of managing quality assurance.

Organizations can gain agile operational compliance and choose automated audit reporting that is designed to identify inconsistencies in vital HR data before it creates significant issues for the business. The software assists HR and IT departments to manage personnel demands while maintaining consistently high data quality, helping to lower operating costs.

Features

Act
- A single screen view highlighting exceptions and findings

Investigate
- Integrated with SAP SuccessFactors/Employee Central for immediate attention to issues

Resolve
- Documented exception history and resolution and optional machine learning algorithms automatically suggesting solutions for data errors

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

Visualize
- Analytics and managerial reporting capabilities built in

Benefits

Increase productivity
- Rapid set-up means organizations can plan, implement and have data quality checks and audit runs in less time

Reduce errors
- Enhanced compliance and fewer errors reduce total cost of the SAP SuccessFactors Employee Central instances

Lower costs
- OpEx rather than CapEx budgets offer more control in the business

Improve quality
- Pre-scheduled regular checks and identification of patterns and data inconsistencies
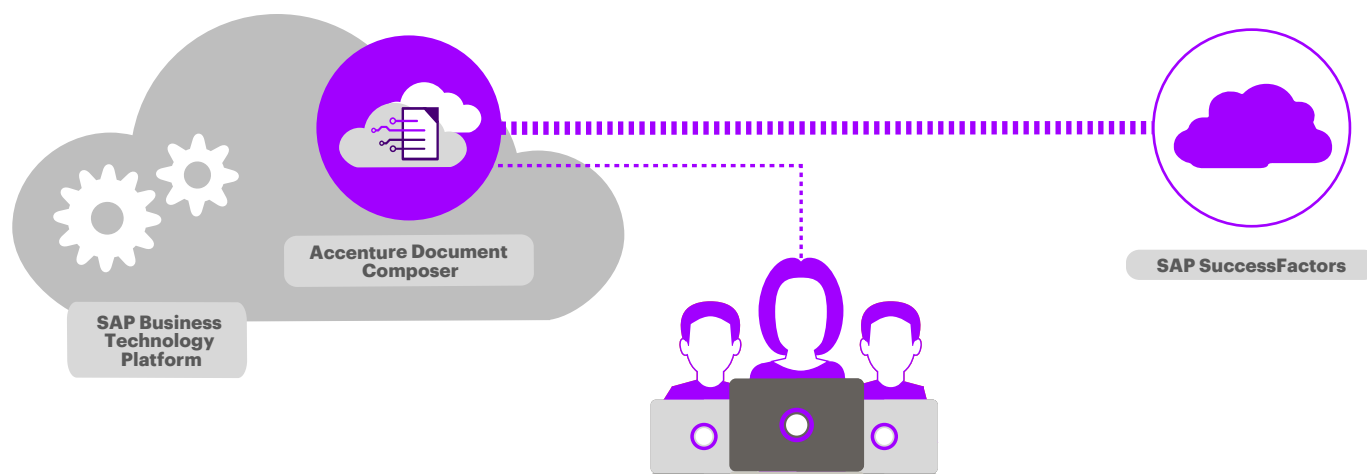
Enhance flexibility
- Scalable performance

Accenture Document Composer

Accenture Document Composer is an extension to SAP SuccessFactors that simplifies and facilitates the process of the creation, distribution and storage of employee-related communications, as a PDF or an email and supports an automated workflow for electronic signatures. 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 SuccessFactors.

Features

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
- Integrates easily with SAP SuccessFactors workflows/ notifications and market leading e-signature vendors

Role-based permissions
- Respects role-based permission from SAP SuccessFactors for data access
- Provides user roles such as HR user and employee self-service

Data Retention
- Retention rules are configured within SAP SuccessFactors and supported by an expiration report

Employee Folders
- Well-structured folder/sub-folders with intuitive search, mass documents upload or via ESS, documents are stored directly in SAP SuccessFactors

Benefits

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

Dynamic content
- Add headers/footers, images, columns, numbered lists, tables and conditional clauses to create beautiful documents
- Dynamic sections are repeated or filtered out in accordance to the logic

Cloud based
- Runs on SAP Business Technology Platform
- Data resides in SAP SuccessFactors
- Scalable, strong security framework

Integrated
- Access to application using tiles or menu drop-down or deep-links in SAP SuccessFactors
- Access to data in Employee Central, Recruiting, Onboarding, and Compensation (via reports) as well as SAP ERP HCM data

Voices of our customers

Test quality starts with the quality of the data, especially for cloud applications. With Accenture Clone and Test for Cloud, we can deploy and connect directly to SAP SuccessFactors, which is an enablement for us. With Accenture I have really found a partner for this journey. Data privacy and security should start as early as possible.

Lead Solution Architect
at a large telco company

"

We went live with SAP SuccessFactors Employee Central across all 154 entities, covering 75 countries, on a HANA database. It took a huge team effort to migrate the data. Initially, we underestimated the scale of the task. Using Accenture Data Comparison Manager, we were 3x more effective and 2x more efficient in validating our migrated data.

Project Lead for the Global Rollout of Employee Central at a leading global HR services provider

"

We used Accenture Document Composer this year to produce our end of year rewards letters. This removed a huge amount of work from the Rewards Team and our people accepted it as the norm which was great!

Julia Harrison
Chief HR Officer, Allianz Insurance plc

"

Merck is going through a business transformation which comes with a lot of org-, data and position changes. We have classified Accenture HR Data Loader as premium services for this project and are using the tool on a daily basis to reduce manual work, minimize errors and save time. Being a member of the Advisory Council, and by investing time in regular Customer Success Assurance sessions, we feel our views and opinions are included and appreciated when it comes to future product enhancements.

Stefan Frey
Head of MBS-ES Data Strategy, Analytics & Operations for Merck, Germany

"

The Accenture HR Audit and Compliance Classic was a game changer for us. For data quality, it's definitely one of the best software solutions that I have seen out there.

HR Operations Director
Multinational food and beverage company

The standard approach for mass changes is complex, error-prone and requires too much time. With Accenture HR Data Loader we could accelerate the processes both for data cleansing of mass data and for updating data records due to reorganizations by 50%.

Head of Global HR IT & Processes
German technology group

One of the great things about Document Composer is, that it creates an object in SAP SuccessFactors, called the employee folder. So, the employee got an email with a copy of the document, but they can also go and check their employee folder and have instant access to that.

Doug Anderson
Director HR Operations, Analytics and IT Support at Corning

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