

Introducing Operational Workforce Planning in SAP Analytics Cloud

PUBLIC

Agenda

#1 EXTENDED PLANNING & ANALYSIS

#2 WORKFORCE PLANNING TIME HORIZONS

#3 SOLUTION SCOPE

#4 PERSONAS INVOLVED

#5 PLANNING PROCESS

#6 HANDSHAKE INTEGRATION

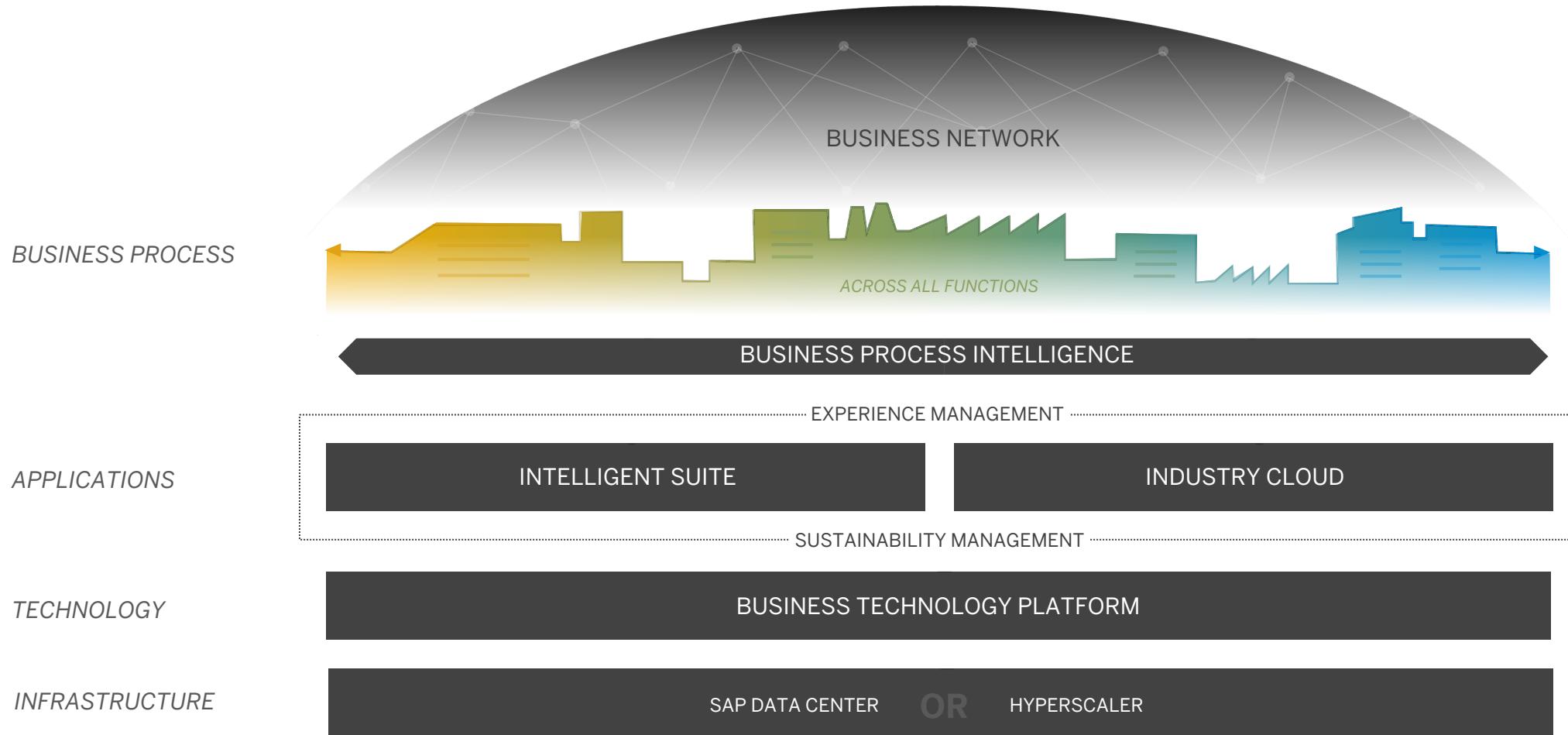
#7 REPORTING ON PLANNING RESULTS

#8 DESIGN PRINCIPLES

#9 KEY TAKEAWAYS

INTELLIGENT ENTERPRISE

Evolved Vision.



#1 EXTENDED PLANNING AND ANALYSIS (xP&A)

Planning market by 2024 (Gartner)

xP&A is a planning approach that takes the best financial planning and analysis (FP&A) capabilities and extends them across the enterprise.

70%

of new FP&A projects will become xP&A projects, extending their scope from finance into other areas of the business (Gartner)

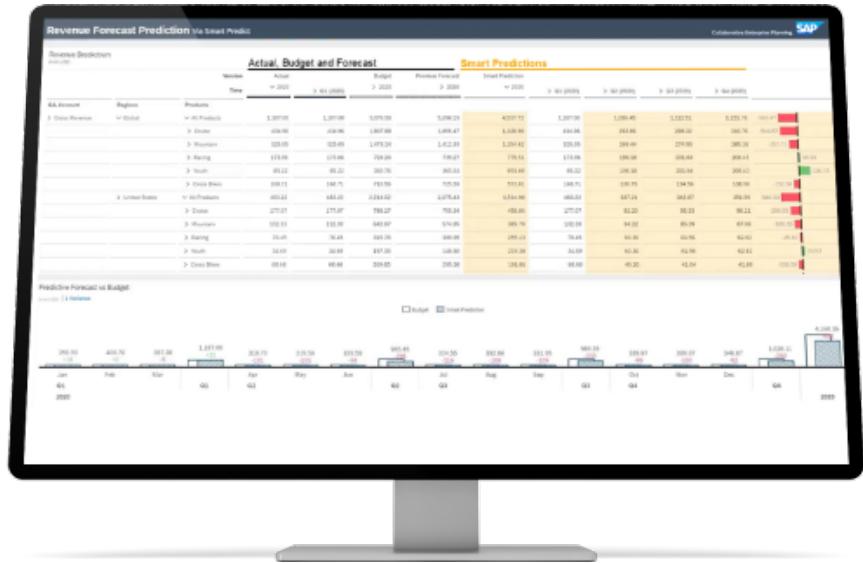
50%

of new FP&A implementations will be sourced from vendors who offer superior integration and product bundling (Gartner)

#1 EXTENDED PLANNING AND ANALYSIS (xP&A)

Benefits of xP&A

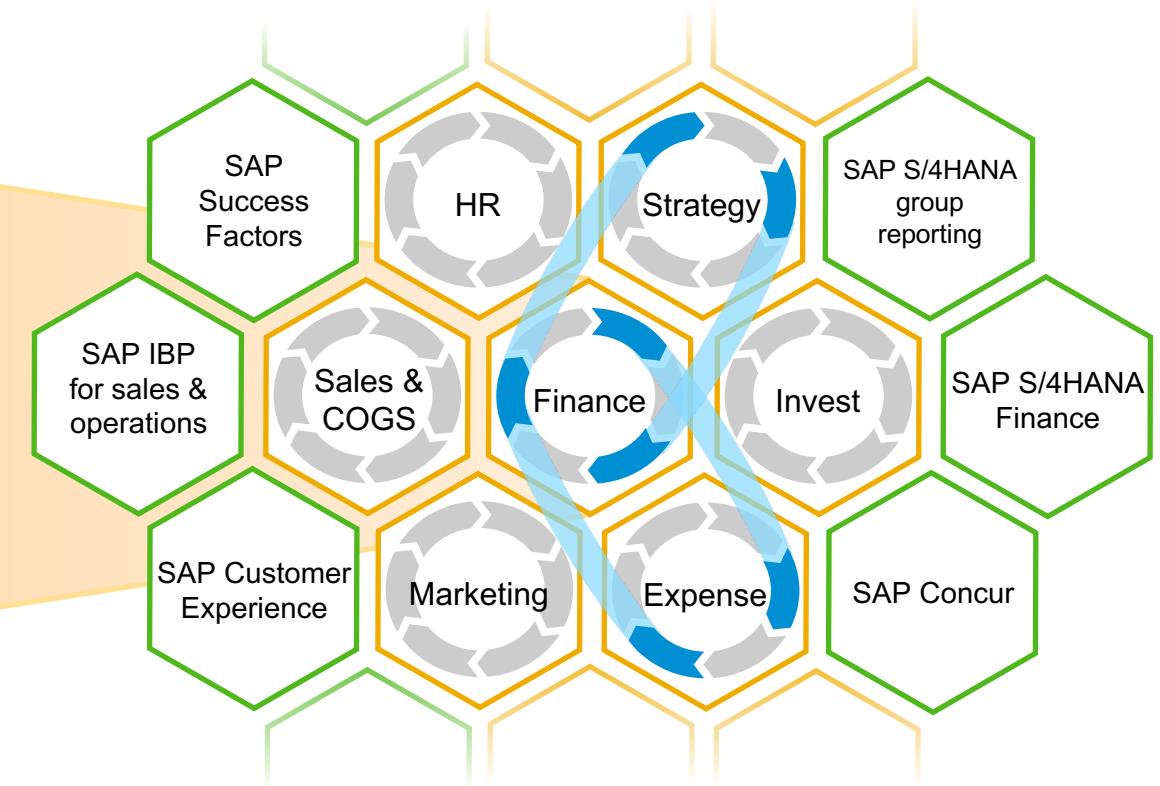
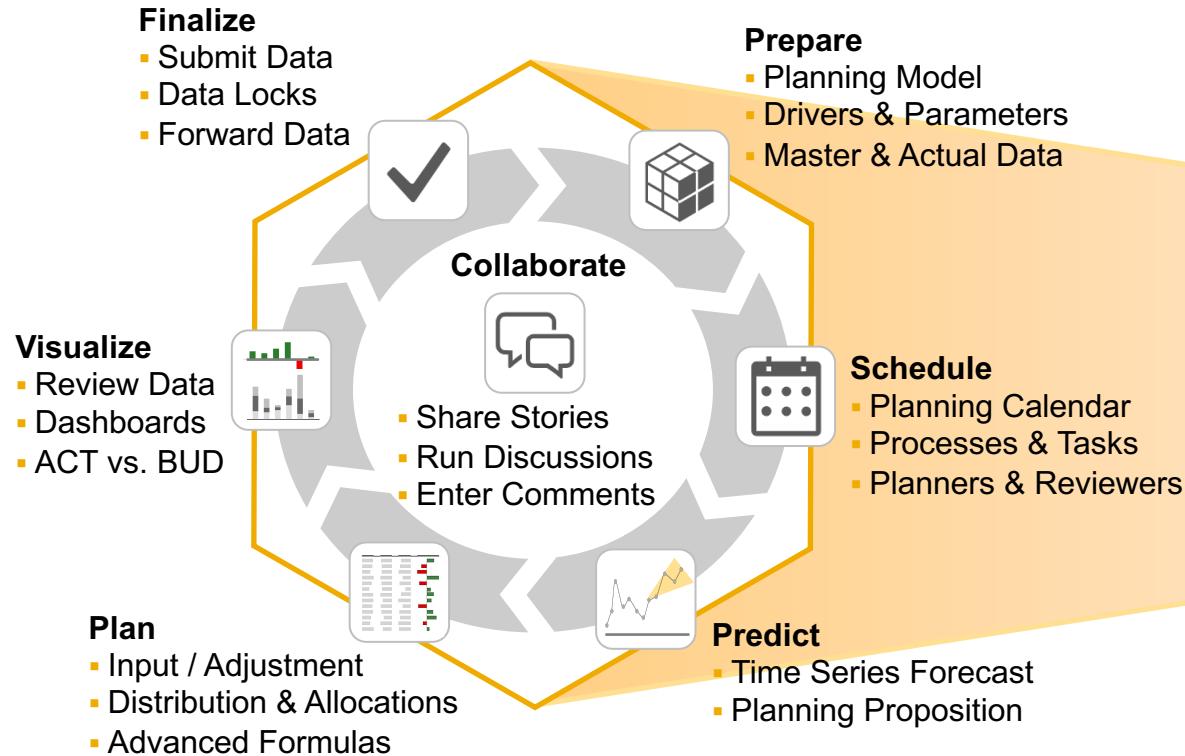
- **Real-time, holistic business visibility:** xP&A breaks down departmental silos and creates a single view of plans and performance in real time.
- **Single source of truth:** xP&A creates a single source of truth, so planners can all work with the same set of numbers.
- **Full business alignment:** xP&A makes it clear how one department's activities impact another, which encourages teams to collaborate and align on priorities.
- **Greater agility:** Tight business alignment helps rapidly seize new opportunities, and move as nimbly as a start-up.
- **Automated, continuous planning:** Continuous planning minimizes manual work and keeps everything in sync, even in times of rapid change.



Source: SAP Insights - <https://insights.sap.com/what-is-xpa/>

#1 EXTENDED PLANNING AND ANALYSIS (xP&A)

Collaborative enterprise planning



1 Strong Analytics capabilities
to create powerful analytics solutions within the company

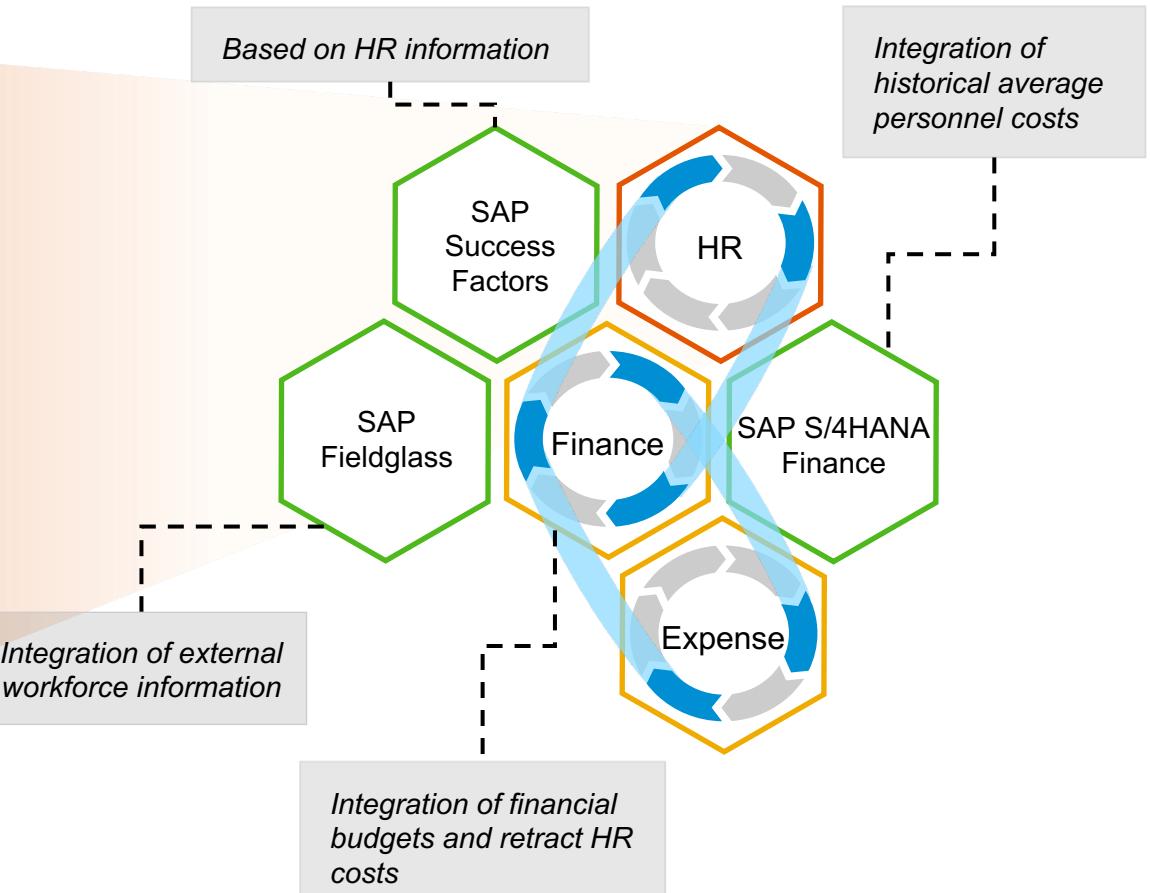
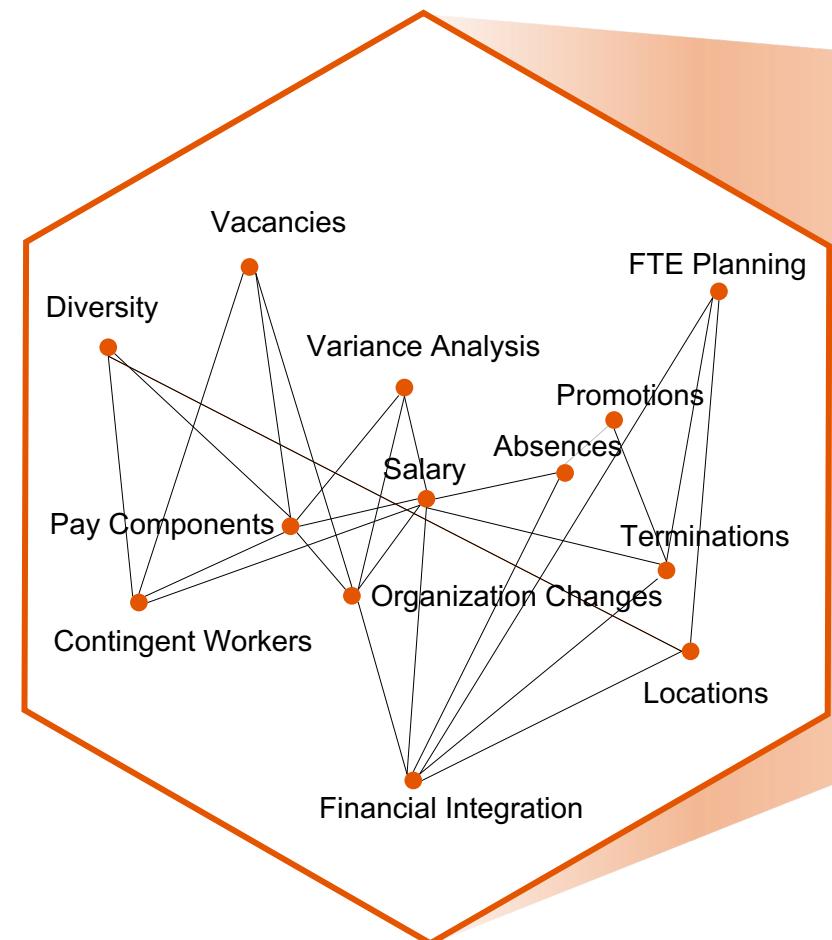
2 Link operational and financial Functions
to improve alignment and performance

3 Integrate with enterprise applications
for one source of the truth

4 Enhance with Business Content
for fast implementation projects

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Collaborative enterprise planning



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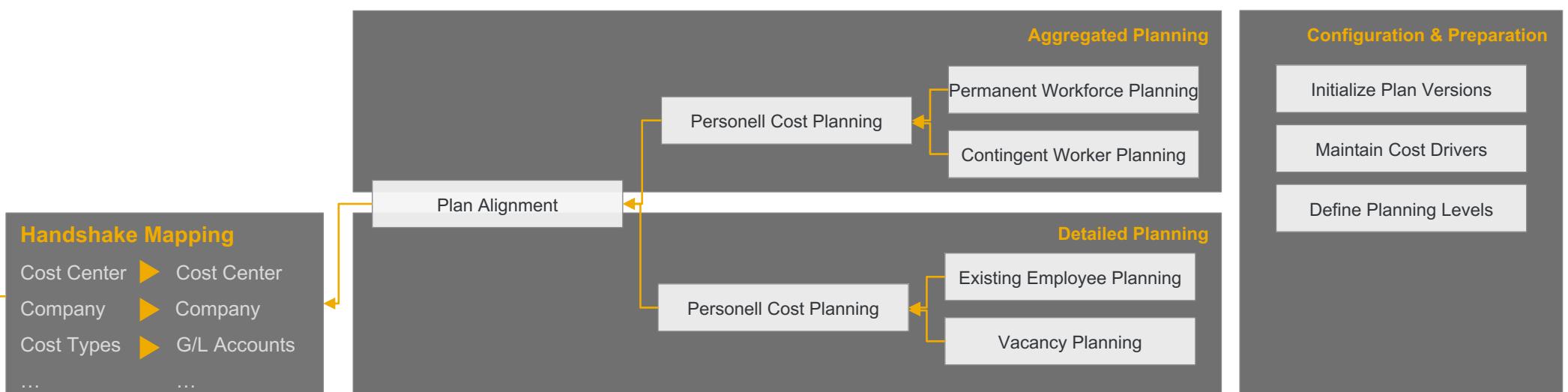
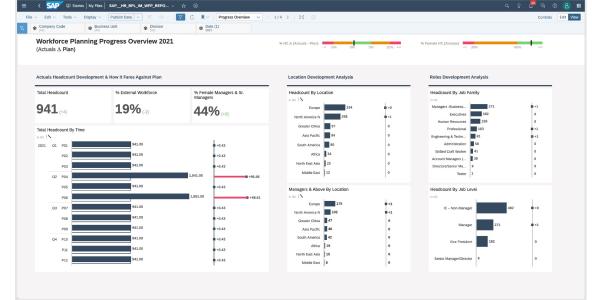
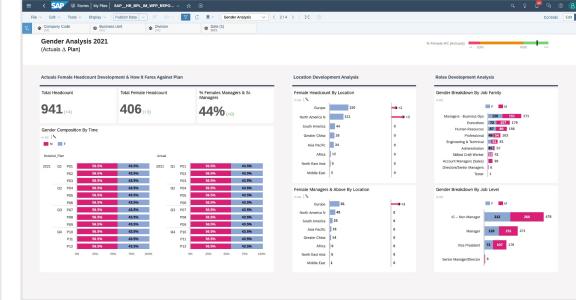
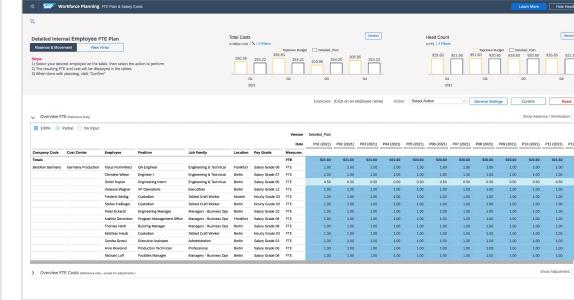
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#1 EXTENDED PLANNING & ANALYSIS (xP&A)

Directly compare Actuals Δ Plan results to enable shorter planning cycles



#2 Workforce planning – introduction

Scope and different time horizons



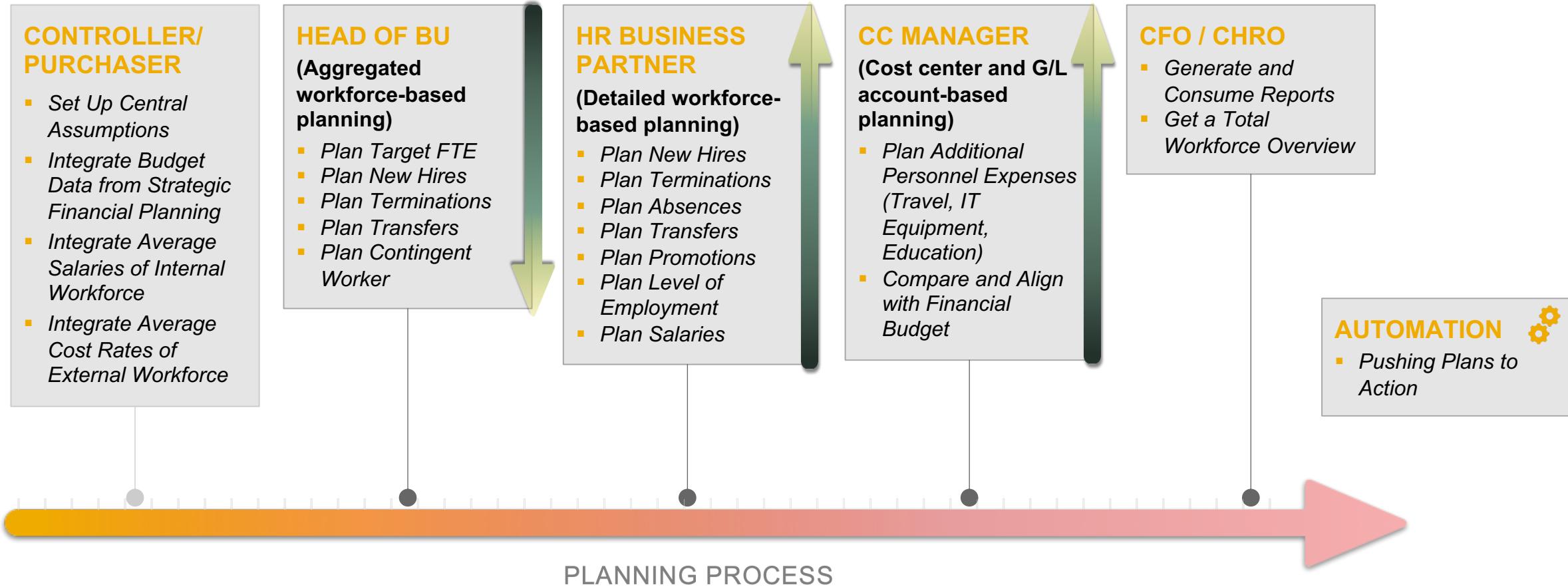
#3 Workforce planning – introduction

Matching different perspectives



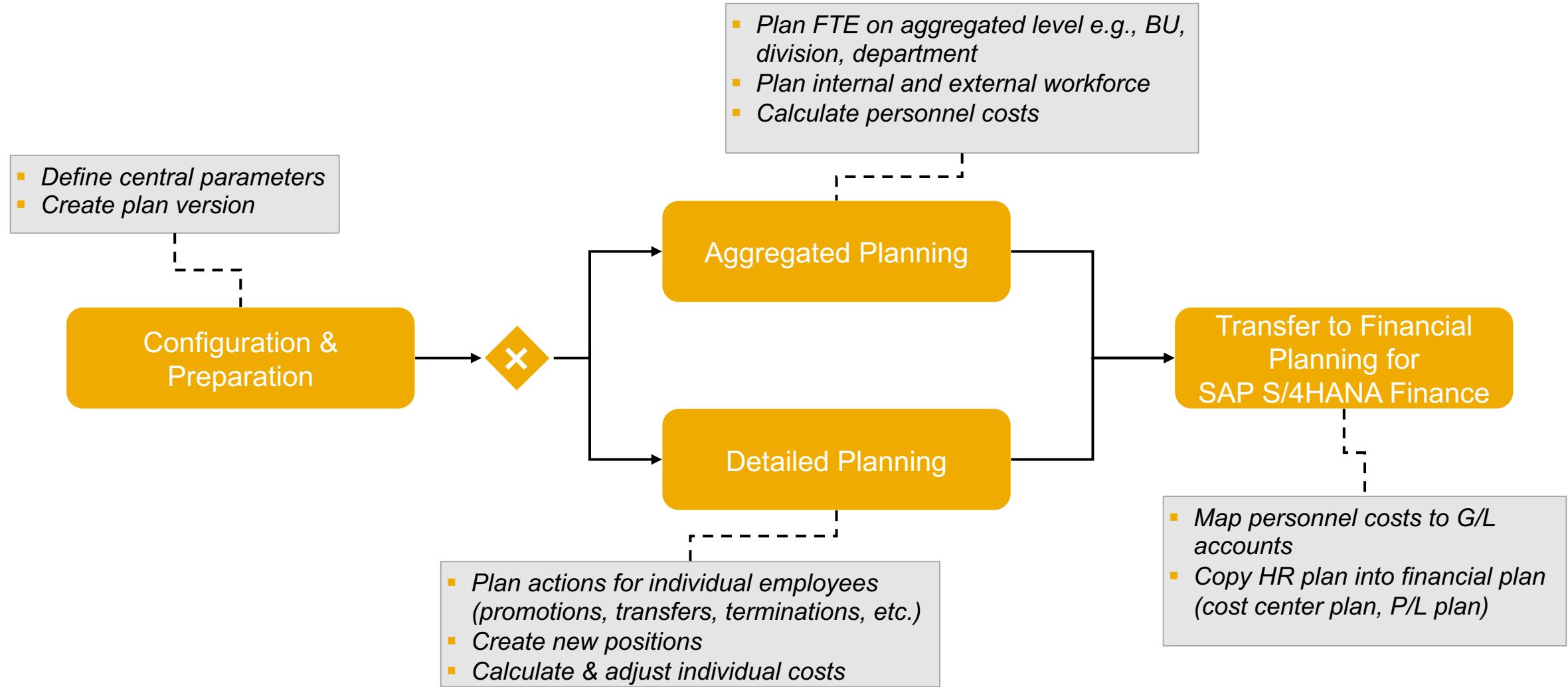
#4 Workforce planning – introduction

The personas use cases and their workflows



Workforce planning – introduction

Planning process – overview



#5 PLANNING PROCESS

Overview HXM Operational Workforce Planning Process



Total Cost Budget 2021
in m USD
1,737.48 m \$

Total Headcount 2021
in HC
1,984 HC

Total New Hires 2021
in HC
1,066 HC

SAP **Workforce Planning**
Required FTEs and Cost Calculation

Configure Application and Parameters

Maintenance of Cost Parameters and Seeding of Plan Data

[Application Configuration](#)

Plan FTE Demands & Costs

Plan workforce demand and see the resulting costs

[Aggregated External HC Plan](#)

[Aggregated Internal HC Plan](#)

[Detailed Internal FTE Plan](#)

Reports

See the status quo in your chosen breakdown

[Progress Overview](#)

[Gender Analysis](#)

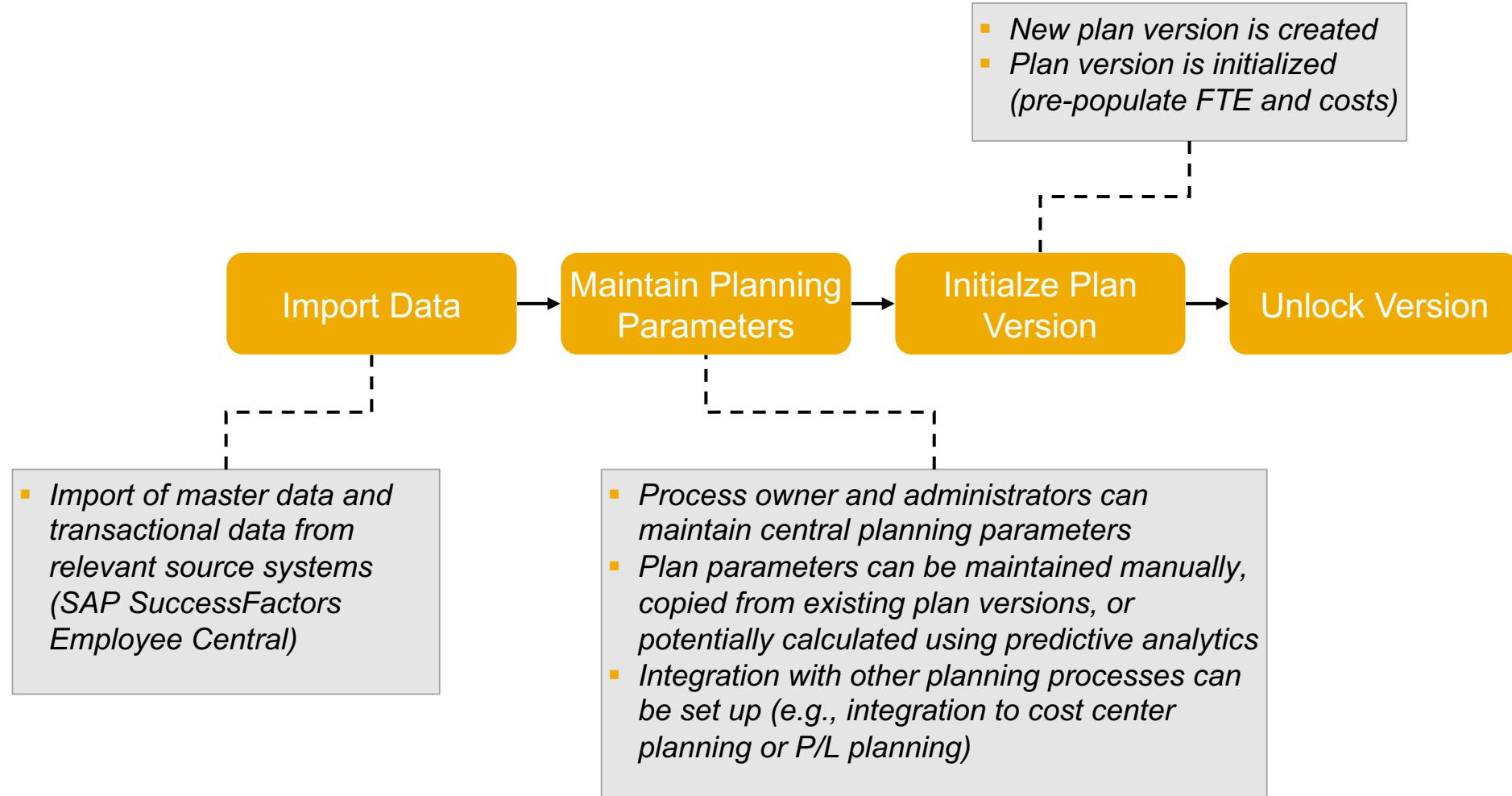
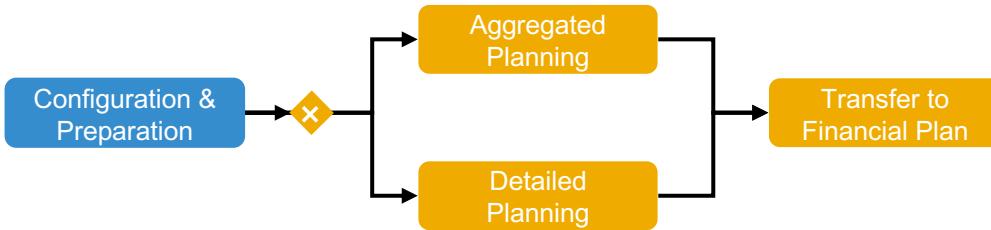
[External Workforce](#)

[Budget Comparison](#)

SAP Analytics Cloud content

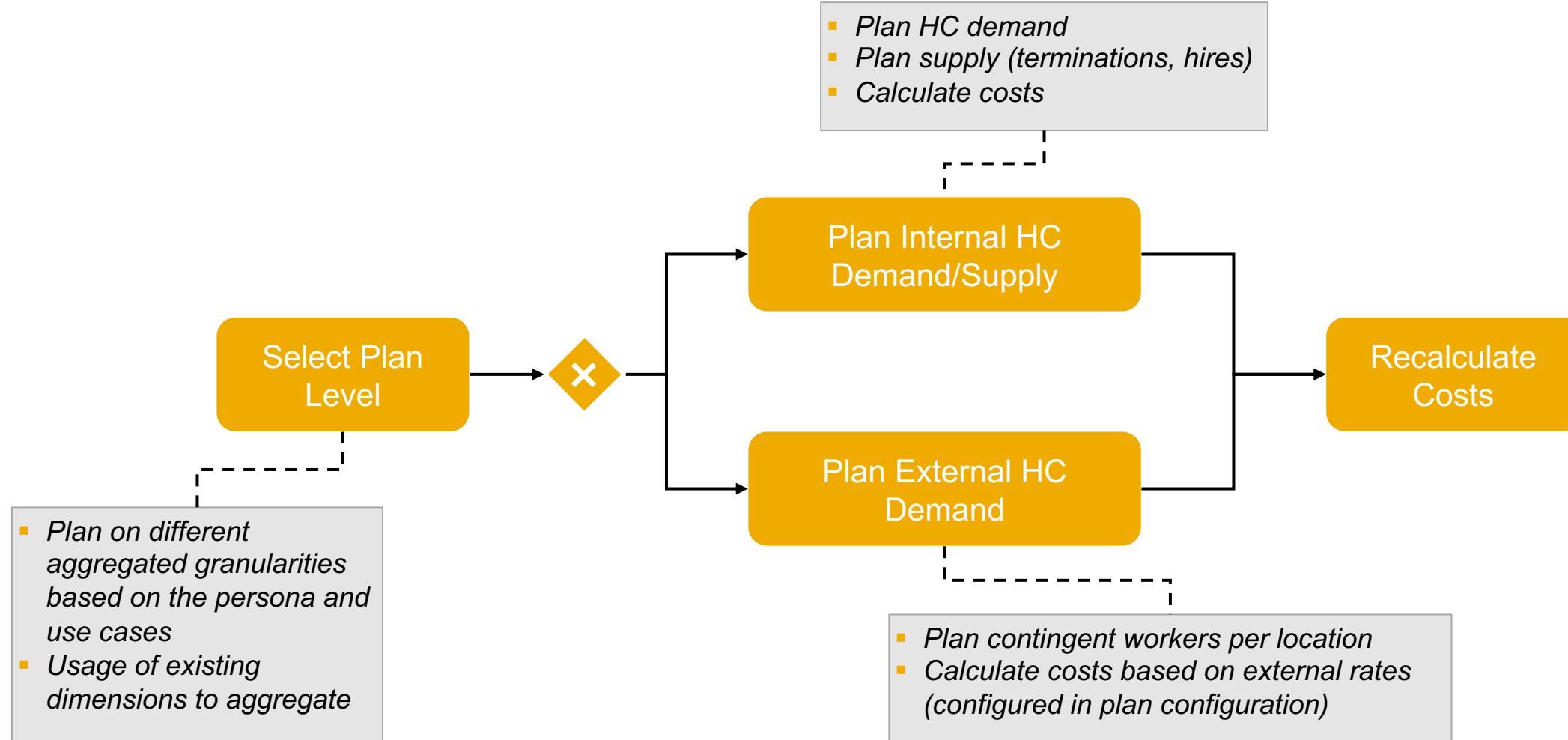
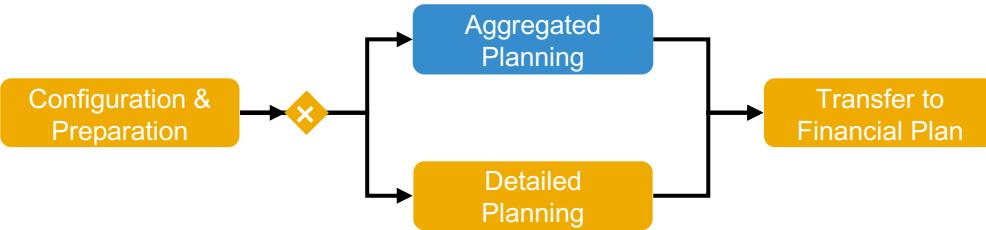
#5 PLANNING PROCESS & PREVIEW

Plan preparation



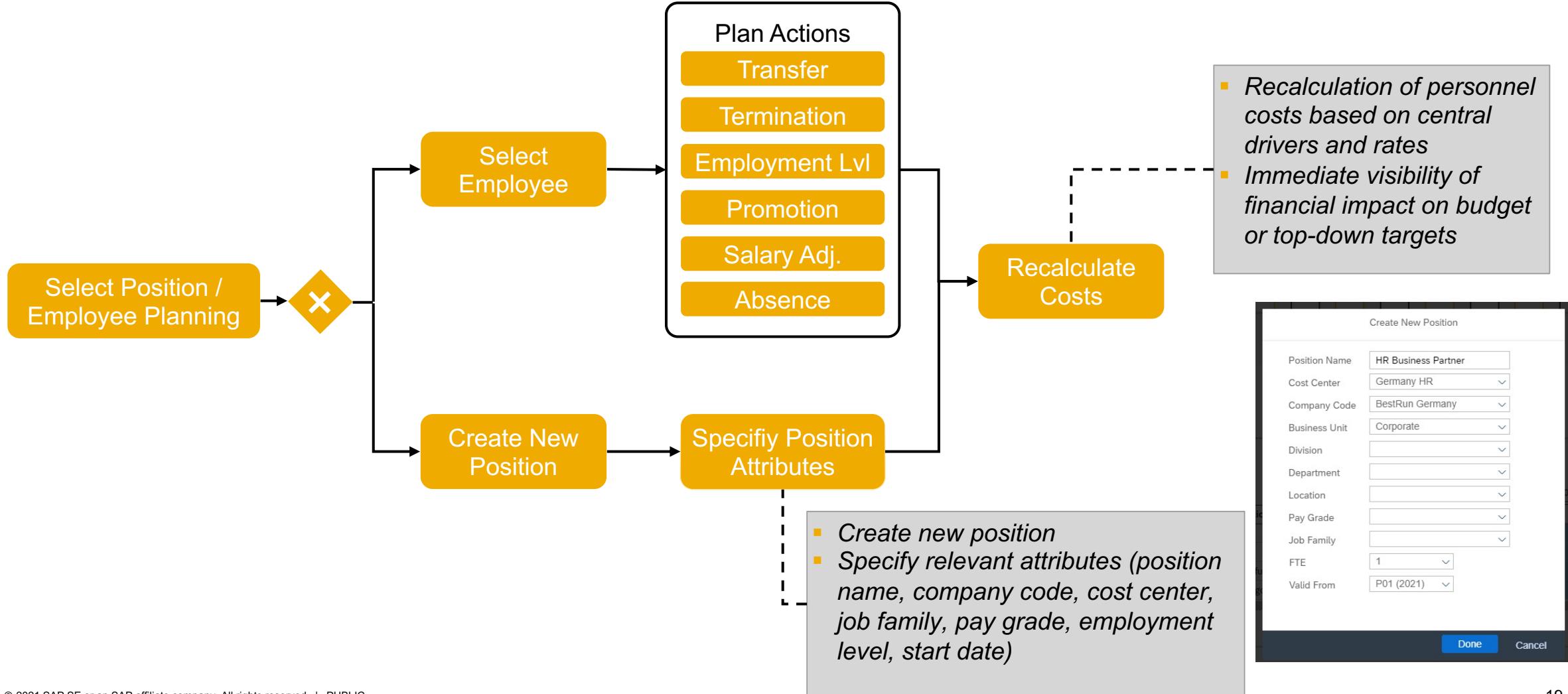
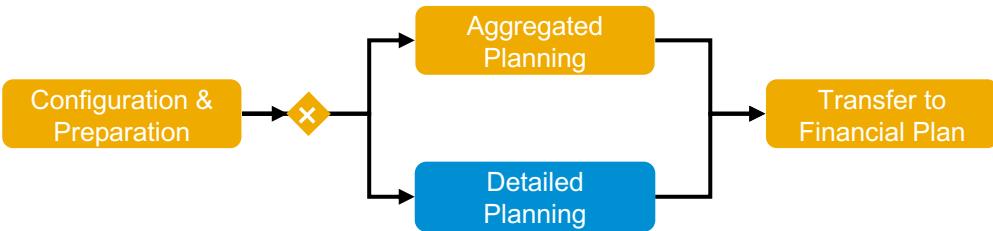
#5 PLANNING PROCESS & PREVIEW

Aggregated Planning – Internal Employee



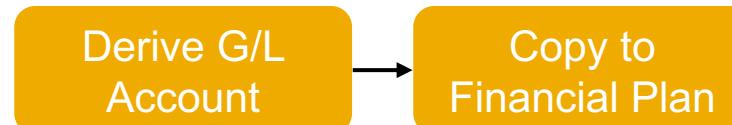
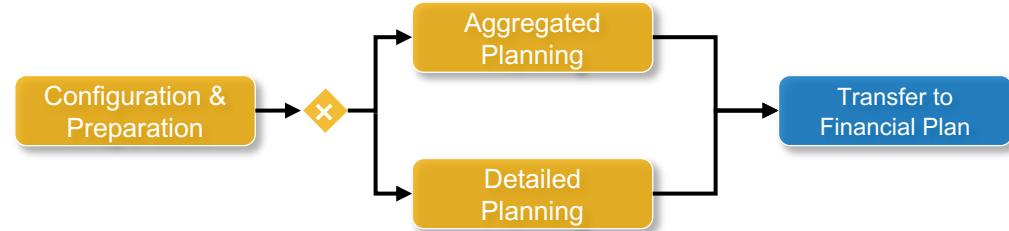
#5 PLANNING PROCESS & PREVIEW

Detailed Planning – Internal Employee

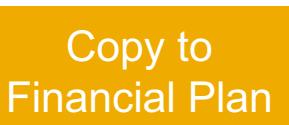


#5 PLANNING PROCESS & PREVIEW

Transfer to financial plan



- Pay components from HR planning are mapped to G/L accounts in workforce planning model
- Mapping is configured during process preparation



- Personnel costs are copied from workforce plan to cost center plan
- Integration happens on company code, cost center, G/L account level

#6 HANDSHAKE INTEGRATION

Connect SAP SuccessFactors into xP&A

Integrated Workforce Planning
(Plan FTEs & Salaries on Legal Entity & Cost Center)

Aggregated Internal Employee HC Plan

Steps:

- 1) Enter total headcount demand in the first table.
- 2) Click "Calculate Costs" and check the results in the second table.
- 3) Click "Confirm" when done.

Overall Headcount

Company Code	Cost Center	P01 (2021)	P02 (2021)	P03 (2021)	P04 (2021)	P05 (2021)	P07 (2021)	P08 (2021)	P09 (2021)	P10 (2021)	P11 (2021)	P12 (2021)
Beuthen Germany	Germany Quality Control	2	2	2	2	2	2	2	2	2	2	2
	Germany Executive Board	3	3	3	3	3	3	3	3	3	3	3
	Germany HR	21	21	21	21	21	21	21	21	21	21	21
Bestuin (DE)	Professional Services - DE	1	1	1	1	1	1	1	1	1	1	1
	PS - Delivery (DE)	6	6	6	6	6	6	6	6	6	6	6

Overview Costs (Reference only - increase by adjustments)

Company Code	Cost Center	Plan Cost Type	Total Amount									
Totals	Germany Quality Control	> Total Costs	€153.82	€13.47	€13.47	€13.69	€13.69	€13.69	€13.69	€13.69	€13.69	€13.69
	Germany Executive Board	> Total Costs	€750.23	€81.56	€81.56	€82.71	€82.71	€82.71	€82.71	€82.71	€82.71	€82.71
Germany HR		> Total Costs	€3,770.63	€356.65	€356.65	€370.03	€370.03	€370.03	€370.03	€370.03	€370.03	€370.03

Handshake Mapping

Cost Center	►	Cost Center
Company	►	Company
Cost Types	►	G/L Accounts

...
...

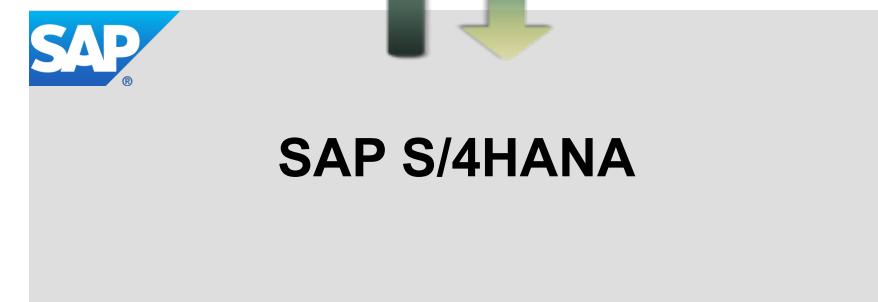
Financial Planning
(Planning on Cost Center & P&L)

Plan Profit and Loss Statement

Date	Actual*	Plan*
P01 (2021)	2020	2021
P02 (2021)	2021	2021
P03 (2021)	2021	2021
P04 (2021)	2021	2021
P05 (2021)	2021	2021
P06 (2021)	2021	2021
P07 (2021)	2021	2021
P08 (2021)	2021	2021
P09 (2021)	2021	2021
P10 (2021)	2021	2021
P11 (2021)	2021	2021

GL Account

Net Income	2020	2021	P01 (2021)	P02 (2021)	P03 (2021)	P04 (2021)	P05 (2021)	P06 (2021)	P07 (2021)	P08 (2021)	P09 (2021)	P10 (2021)	P11 (2021)
Net Income	16,563,999	28,563,999	5,905,3...	5,905,3...	5,905,3...	-158,000	-158,000	158,000	158,000	158,000	158,000	158,000	-158,000
Operating Income	16,563,999	28,563,999	5,905,3...	5,905,3...	5,905,3...	-158,000	-158,000	158,000	158,000	158,000	158,000	158,000	-158,000
Gross Margin	4,429,399	4,419,399	4,983,3...	4,983,3...	4,983,3...	-137,000	-137,000	-137,000	-137,000	-137,000	-137,000	-137,000	-137,000
Net Revenue	55,340,000	69,340,001	3,333	3,333	3,333	-6,350...	-6,350...	-6,350...	-6,350...	-6,350...	-6,350...	-6,350...	-6,350...
Cost of Goods Sold	58,780,000	69,740,000	4,980,0...	4,980,0...	4,980,0...	-4,980,0...	-4,980,0...	-4,980,0...	-4,980,0...	-4,980,0...	-4,980,0...	-4,980,0...	-4,980,0...

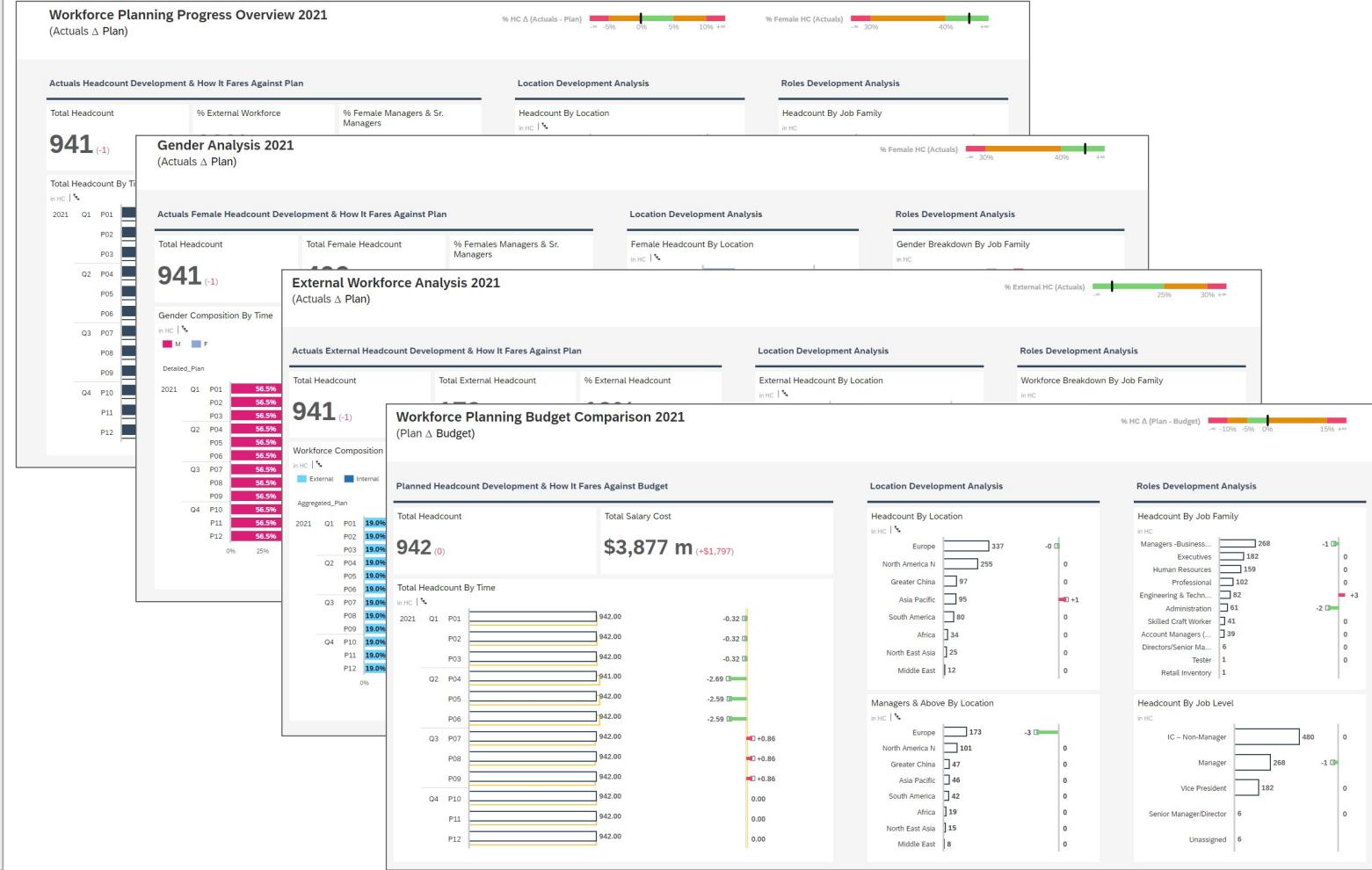


#7 REPORTING ON PLANNING RESULTS

Directly compare Actuals Δ Plan results to enable shorter planning cycles

HR P&A – Planning & Analytics

- Leveraging the SAC new model with useful measures and dimensions based on SAP SuccessFactors, SAP Fieldglass, and SAP S/4HANA
- Reporting for total workforce
- Planning and analytics use the same data model
- Compare plan data with actual data in the Reporting section
- Most used SAP SuccessFactors dimensions to drill down or slice & dice data
 - Personal information (gender, age, ...)
 - Geographical information (location, geo zones, ...)
 - Job information (job level, job title, ...)
 - Pay information (pay range, pay grade, ...)
 - Contract information (full and part time, contingent worker, ...)
 - Financial information (G/L account, cost center)
 - Organizational structure information (business unit, division, department, ...)

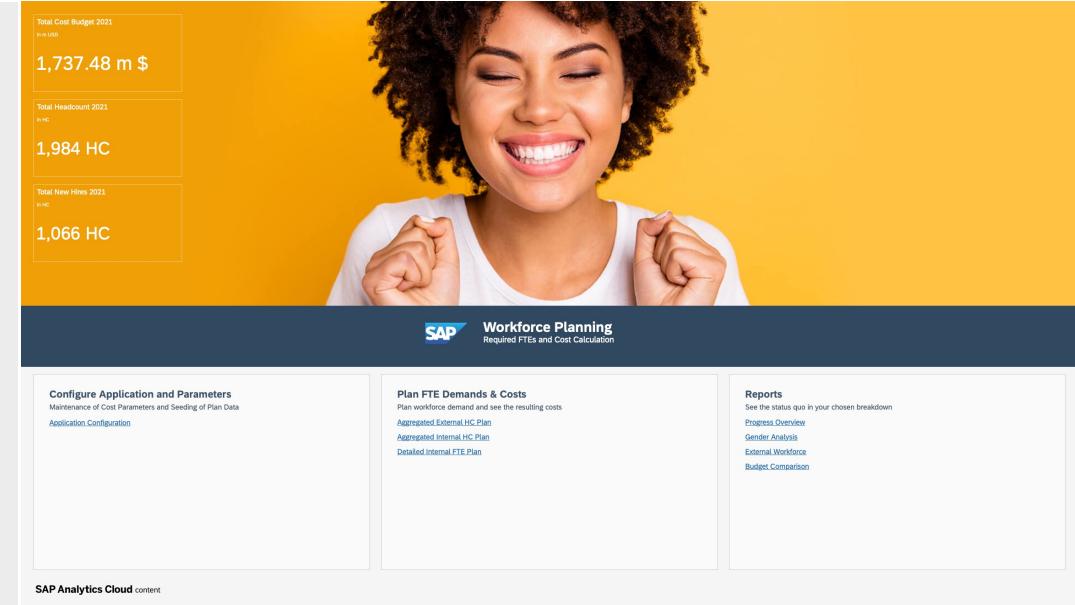


#8 CUSTOMIZATION AS THE LEADING DESIGN PRINCIPLES

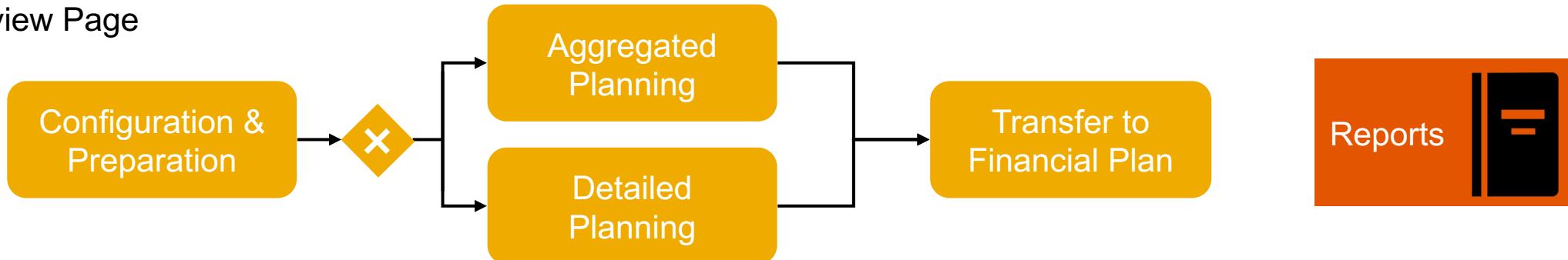
Workflow is supported by independent modular analytical applications

REUSABILITY AND CUSTOMIZATION ALLOWS EASY ADOPTION

- Modular approach with the workflow of each persona as the atomic unit
- Central Overview page to navigate to every process step directly
- Each distinct process step represented by standalone app
- All apps work together, but can be used individually
- Easier to separate and add as work file to a calendar task (reusability)
- Can be extended easily – just by adding another app in between
- Less case distinction in App Designer Code – cleaner and easier to maintain



Overview Page



#9 KEY TAKEAWAYS

Overview of key advantages

1

INTEGRATED xP&A

- Covers standard HR planning processes
- Optimized for SAP SuccessFactors and SAP S/4HANA
- Loosely coupled with SAP Fieldglass
- Integrated with other xP&A content packages like integrated financial planning (IFP)
- More integrated xP&A packages will follow

2

USE CASES

- Top-down planning on an aggregated level for internal and external workforce (HC)
- Bottom-up planning on position or employee detailed level (FTE)
- Budget comparison for FTE, HC, and costs between different planning versions
- Cost planning for total workforce
- Reporting on total workforce

3

ONE DATA MODEL

- One data model to cover different workforce planning use cases
- Aligned with SAP SuccessFactors and SAP Fieldglass data structures
- One central data model for planning and reporting (Actuals Δ Plan)
- Based on the new SAC model

4

CUSTOMIZATION

- Strong focus on flexibility and expandability of planning dimensions
- Customization can be done with low effort and no impact on the data model
- General purpose business logic easily customizable for more specific use cases
- Data model allows the extension of central KPIs with low effort

#9 KEY TAKEAWAYS

Outro

openSAP

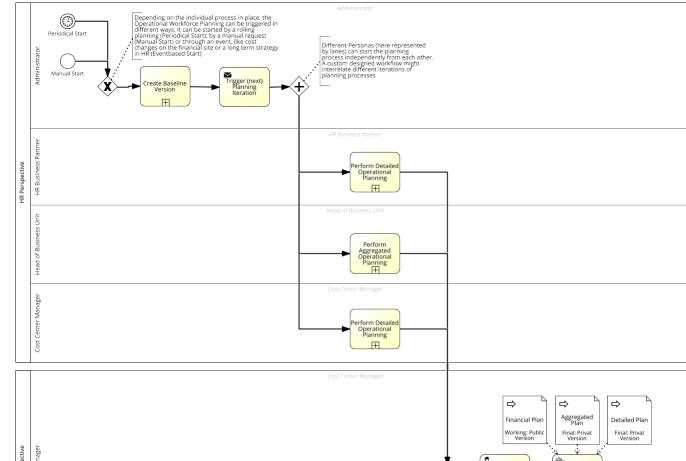


Planning with SAP Analytics Cloud – Advanced Topics

SAP Analytics Cloud Experts

26 16. November 2021 - 22. Dezember...

English



The screenshot shows the SAP Community page for SAP Analytics Cloud, specifically the Operational Workforce Planning content. It displays five video thumbnails related to workforce planning, each with a title, duration, and a brief description. The community has 41,000 members.

- Operational Workforce Planning in SAP Analytics Cloud: Detailed Planning** (9:45): SAP Analytics - 951 Aufrufe - vor 2 Monaten. Description: This video, learn how you can use the Operational Workforce Planning content in SAP Analytics Cloud. This application allows you to plan individual employee actions..
- Operational Workforce Planning in SAP Analytics Cloud: Application Configuration** (9:30): SAP Analytics - 306 Aufrufe - vor 2 Monaten. Description: In this video, we're exploring the Operational Workforce Planning content in SAP Analytics Cloud. In the application configuration, you create the cost parameters to be used in the cost calculation..
- Operational Workforce Planning in SAP Analytics Cloud: Aggregated Planning** (2:58): SAP Analytics - 344 Aufrufe - vor 2 Monaten. Description: In this video, see how you can do aggregated planning using the Operational Workforce Planning content in SAP Analytics Cloud. This application supports you when creating headcount plans for..
- Operational Workforce Planning in SAP Analytics Cloud: Reporting** (1:03): SAP Analytics - 703 Aufrufe - vor 1 Monat. Description: In this video, explore the pre-built reports ready for you to use in the Operational Workforce Planning content in SAP Analytics Cloud. These reports are designed for you to customize and support..
- Introducing Operational Workforce Planning content in SAP Analytics Cloud** (5:17): SAP Analytics - 1170 Aufrufe - vor 2 Monaten. Description: Learn about the Operational Workforce Planning content in SAP Analytics Cloud, designed to be customizable for your various needs and use cases. This content package is made up of various applicati..

OpenSAP
SAC Advanced Topics

[Link](#)

Signavio
xP&A Process Hub

[Link](#)

Community Page SAC
Directly Contact Experts

[Link](#)

(Youtube, Help, Q&A, HowTos,
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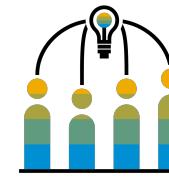
91%*

Genuine benefits seen



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- Ask questions in the **SAP-moderated learning group for SAP TechEd** – also available after the event



* Pearson VUE, [Study Reveals Value of IT Certification in Challenging Times](#), 2021.

Thank you.

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