



# SAP SuccessFactors Solutions Road Map

November 2018

CUSTOMER

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For all recent and planned innovations, potential data protection and privacy features include simplified deletion of personal data, reporting of personal data to an identified data subject, restricted access to personal data, masking of personal data, read access logging to special categories of personal data, change logging of personal data, and consent management mechanisms.

# About SAP road maps

Companies today are planning their digital journeys – transforming business models, reengineering business processes, and reimagining work.

**SAP road maps** highlight innovations that may help you plan and implement your digital journey. They span products relevant to lines of business in your industry and explain how our innovations may add value to your business.

In our road maps, you can learn about our innovations along four different timelines:

1. **Recent innovations** for our products that have been launched in the past weeks or months and can already be purchased
2. **Planned innovations** for our products that are intended to be launched in the short term or midterm
3. **Product direction**, providing a long-term perspective on high-level development plans for innovations for our solutions – inspired by your requirements
4. **Product vision**, providing a high-level and long-term business perspective on innovations for our products

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- Functional description

## Vision and direction

- Key trends and customer needs
- Value proposition

## Product innovations and future innovations (next 12 months and next 24 months)

- Strategic HR mobile
- Suitewide innovations (user experience, technology, and admin)
- Strategic HR
- Core HR/payroll and analytics

# SAP SuccessFactors solutions

## Enabling digital HR transformation

Beyond HR process efficiency, global compliance, and quality employee data, we enable you to execute digital HR transformations as well. Transform your employee experience, enabling all employees to consume HR services and processes when they want them and how they want them, based on what they need and who they are.

### Cross-suite

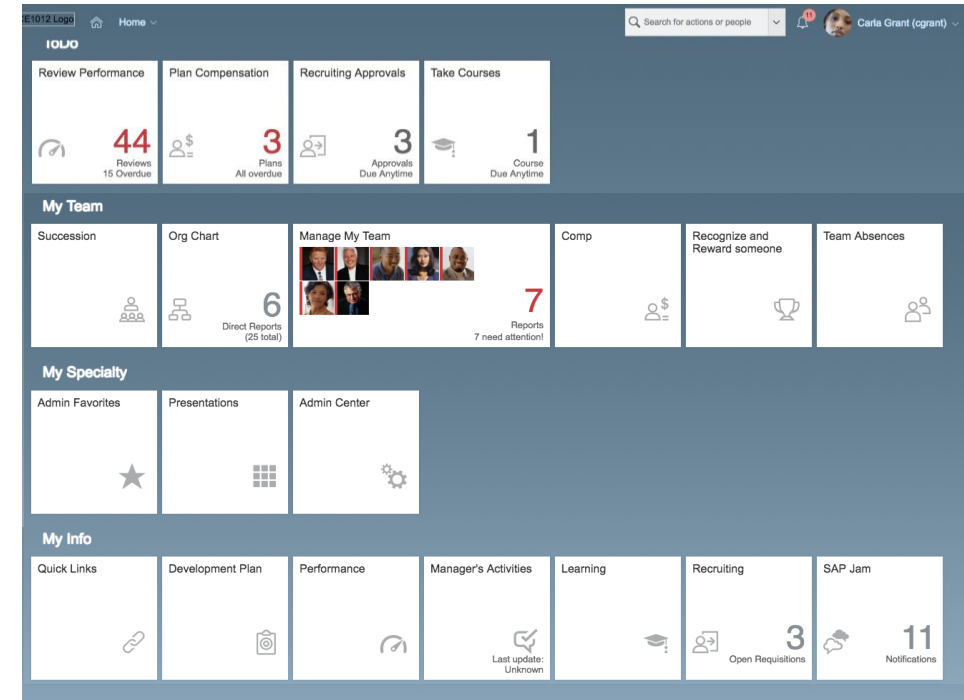
- SAP Data Encryption by CipherCloud

### Strategic HR

- Recruiting: Simplified job posting and employment offers
- Talent management: Ability to create and configure bias rules and alerts in the calibration process to help ensure a diverse and inclusive workforce
- Learning: Flagging of courses designed specifically for mobile devices

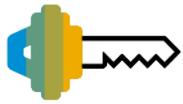
### Core HR and payroll

- Payroll: Processing of off-cycle payrolls for on-demand payments in the payroll control center
- SAP SuccessFactors Employee Central: Addition of five new country versions (Estonia, Luxembourg, Iceland, Latvia, and Lithuania), increasing the total number to 89



# SAP SuccessFactors solutions

## Enabling digital HR transformation



### Key capabilities

We provide a suite platform and innovative technology to drive wide user adoption and the flexibility to meet each organization's specific needs:

- **End to end:** Functional coverage across all key areas of core HR, including payroll, benefits, organizational management, shared services, and all areas of time and attendance including time sheets
- **Compelling:** Modern, simple, and consistent user experience across multiple interaction channels (Web, mobile, bots) tailored to use-case and end-user preferences
- **Extensible:** Ability to quickly deploy new capabilities and innovations from partners or based on internal ideas or needs
- **Innovative:** Artificial intelligence and machine learning technology that deliver intelligent recommendations, guidance, and predictions
- **Global:** Deep localization based on SAP's 30-plus years of experience
- **Inclusive:** Support for all worker types, providing a consolidated view of your workforce
- **Collaborative:** Embedded capabilities that connect, recommend, and build relationships across people, processes, and knowledge
- **Continuous:** Ability to intelligently surface talent processes and information to every employee so talent management is part of everyday work life

**Onboarding Status**

3 New Team Members

NEW TEAM MEMBER	STARTS ON	STATUS	MY TASKS	WAITING ON OTHERS
<b>Adrian Forest</b> Sr. Sales Representative San Francisco	Monday, 1st Oct 2016 in 5 working days	OFF TRACK	Request Access Card Write Welcome Message Assign a buddy	Request Expense (Overdue) Approve Vacation Budget HR Review documents +8 more tasks
<b>Tina Raja</b> Sr. Sales Representative San Francisco	Monday, 1st Oct 2016 in 5 working days	ON TRACK	Request Access Card Write Welcome Message	Approve Vacation Budget HR Review documents Assign Buddy
<b>Carl Hooper</b> Sr. Sales Representative San Francisco	Monday, 15th Oct 2016 in 15 working days	ON TRACK	Review Paperwork	No tasks

**Reporting**

New Report - Story

ID	Name	Last Name	PersonID	City	Country	Preview	Preview
1	Clark	eclark		San Francisco	USA		Key Customer-L3
2	Wien	awien		San Francisco	USA		Key Customer-L3
3	Anderson	anderson		San Francisco	USA		Strategic Customer-L3
4	Brown	mbrown		San Francisco	USA		Key Customer-L3
5	Weimer	cweimer		San Francisco	USA		Key Customer-M3
6	Drew	ddrew		San Francisco	USA		Key Customer-L3
7	Sanders	rsanders		Vancouver	Canada		Key Customer-L3
8	Hutland	thutland		Vancouver	Canada		Key Customer-L3
9	Griffin	agriffin		Vancouver	Canada		Key Customer-M2
10	Wilson	jwilson		Vancouver	Canada		Key Customer-M1
11	Iverson	iverson		Vancouver	Canada		Key Customer-M1
12	Jones	jones		Vancouver	Canada		Key Customer-L1
13	King	kking		Vancouver	Canada		Key Customer-M3
14	Lewis	blewis		San Francisco	USA		Strategic Customer-M3
15	Mahoney	mmahoney		Paris	France		Key Customer-M1
16	Marthens	jmarthens		London	UK		Key Customer-M1
17	Sanchez	asanchez		Madrid	Spain		Key Customer-M1
18	Seto	tseto		San Francisco	USA		Key Customer-M1
19	Min	cmin		Vancouver	USA		Key Customer-L3
20	Fong	efong		Vancouver	USA		Key Customer-M1
21	Chen	echen		Rome	Italy		Key Customer-M1



# SAP SuccessFactors HCM Suite enables digital HR transformation

**Engaging experiences:** Mobile | Social | Personal



## Human capital analytics

Workforce analytics | Workforce planning



## Talent management

Recruiting | Onboarding | Learning | Performance and goals | Compensation | Succession and development



## Core HR and payroll

People and transactions | Organizational management | Benefits | Shared service for HR | Payroll



## Time and attendance management

Time tracking | Absence and leave management



Total workforce



Health and well-being



Diversity and inclusion

**Cloud foundation:** Intelligent | Secure | Extensible

# SAP SuccessFactors solutions

Key trends, customer needs, and value proposition

## Employees are demanding a digital HR experience.

### Challenges in human resources:

- Employees demanding a consumer experience from HR
- HR and payroll processes that are outdated and complex
- Increasing requirements for global employee data compliance
- Increasing usage of external workers
- Ability to attract, develop, and retain the right talent
- Need to deliver workforce insight to managers and executives

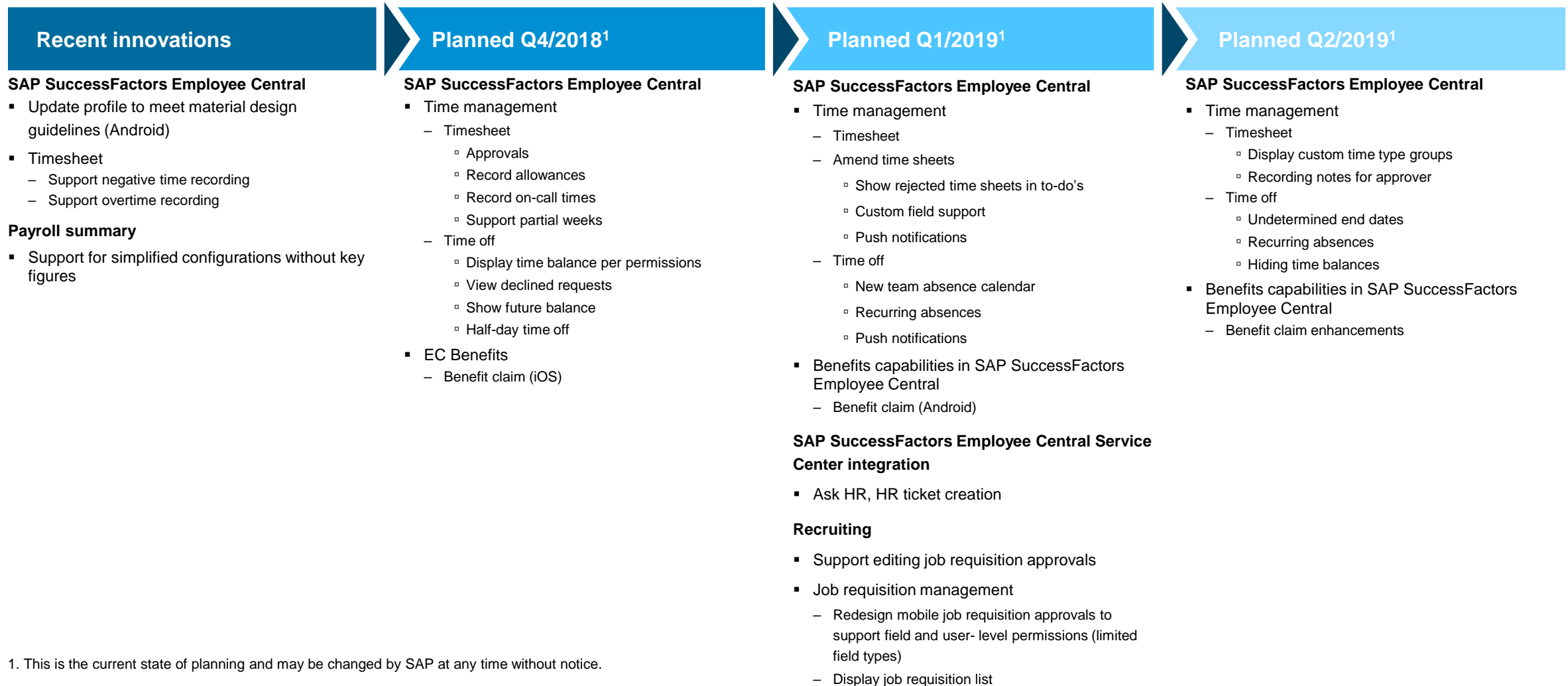
### Strategic priorities:

- Simplify HR processes and operations
- Deliver an experience that engages every employee
- Facilitate learning, career development, and knowledge sharing
- Manage the total workforce
- Transform data into predictions, suggestions, and recommendations



# Strategic HR – SAP SuccessFactors Mobile app (1/4)

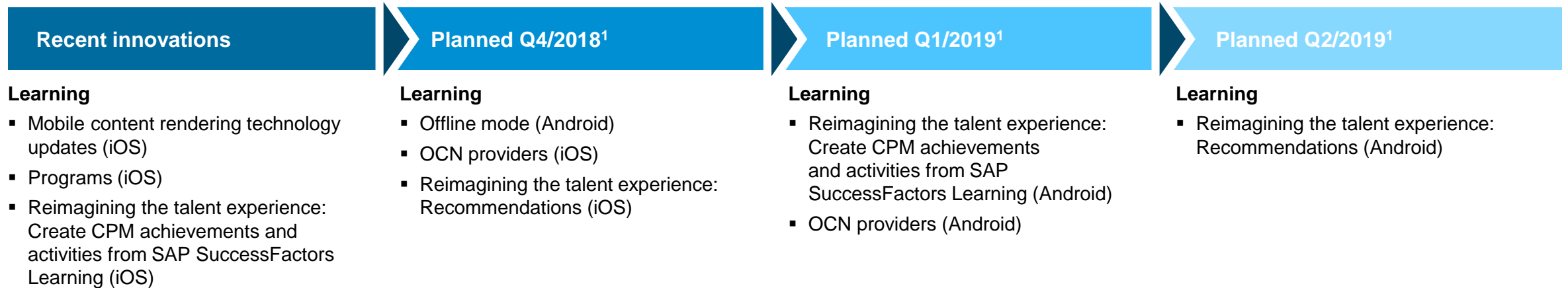
## Product road map overview – Key innovations



1. This is the current state of planning and may be changed by SAP at any time without notice.

# Strategic HR – SAP SuccessFactors Mobile app (2/4)

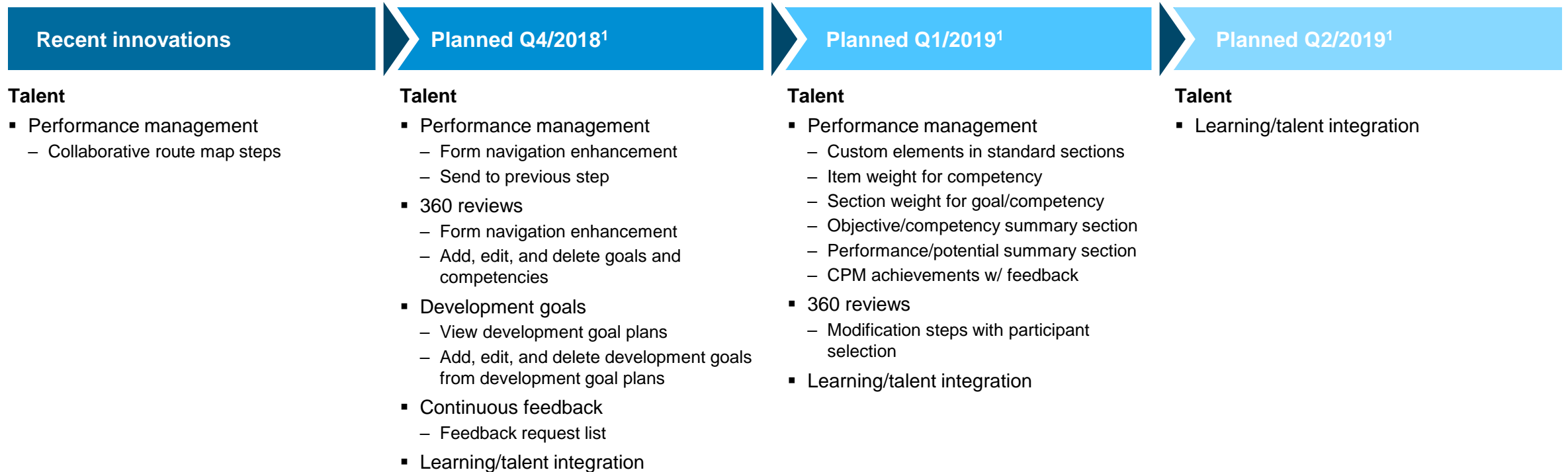
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# Strategic HR – SAP SuccessFactors Mobile app (3/4)

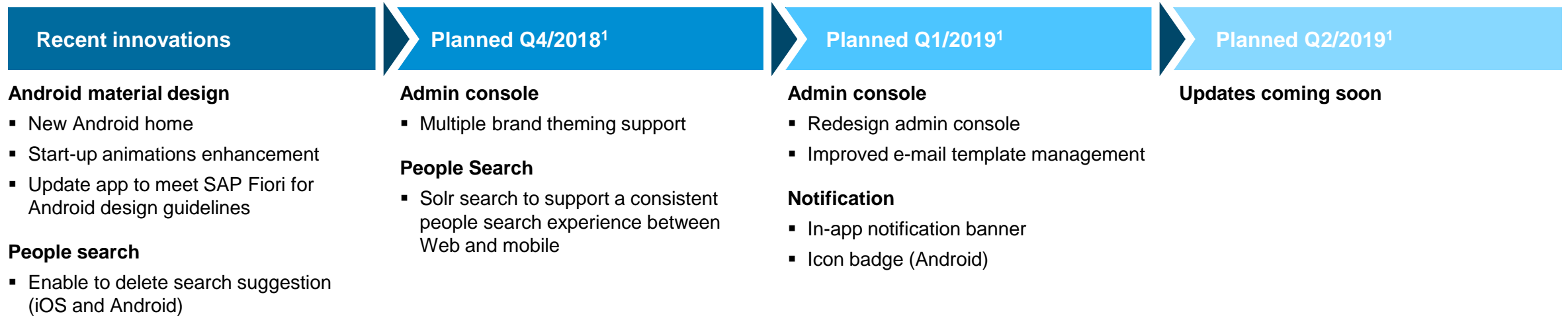
## Product road map overview – Key innovations



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# Strategic HR – SAP SuccessFactors Mobile app (4/4)

## Product road map overview – Key innovations



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# Strategic HR – SAP SuccessFactors Mobile app

Upcoming short-term and midterm innovations

## Additional priorities (next 12 months):

- Onboarding
  - New hire experience and manager activities
- SAP Analytics Cloud cross-suite reporting
  - Embedded insights on mobile
  - Ad hoc reporting with mobile data
- Learning
  - Programs (Android)
  - Collections
  - Commerce
- Talent
  - Performance management: Offline
  - 360 reviews: Modification steps
- Notifications
  - In-app notification handling
  - Push notification



# Strategic HR – SAP SuccessFactors Mobile app

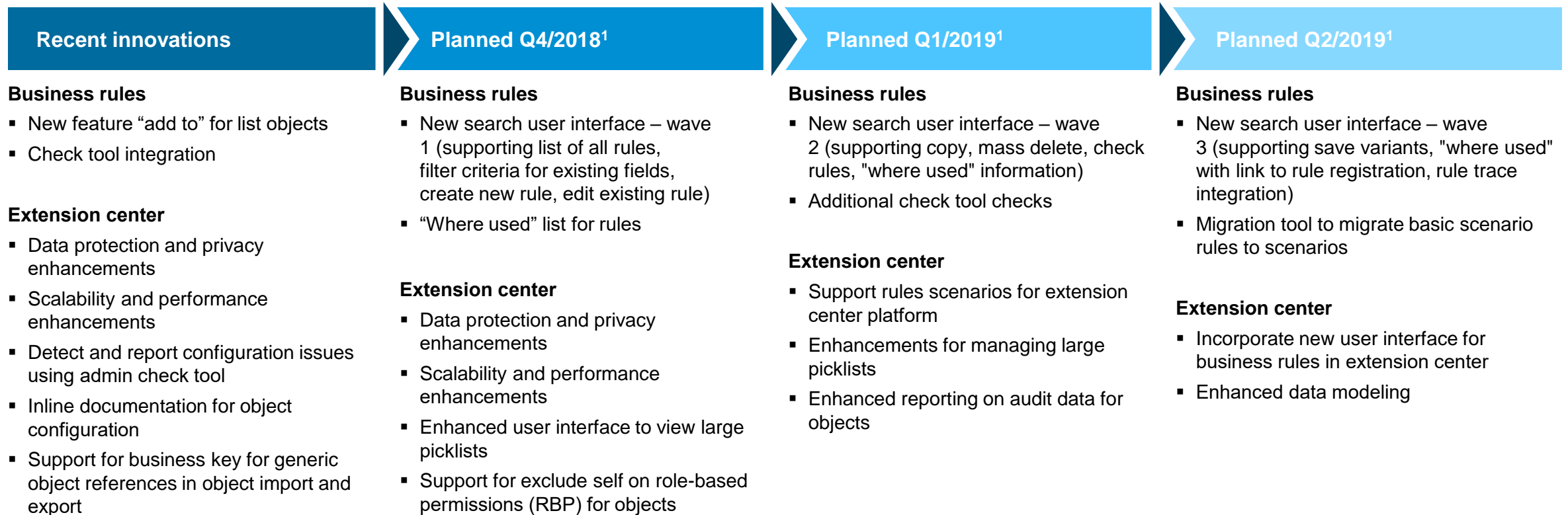
Upcoming short-term and midterm innovations

## On the radar (next 24 months):

- Learning
  - Assessments
  - Curriculums with requirements
  - Validated app for Android
- Recruiting
  - Move candidate through pipeline
  - Internal career site
- Time and attendance
  - Show future balances and respect balances permissions
- Talent
  - Performance management: Weight; custom element

# Suitewide – Extensions (technology)

## Product road map overview – Key innovations



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# Suitewide – Extensions (technology)

Upcoming short-term and midterm innovations

## **Additional priorities (next 12 months):**

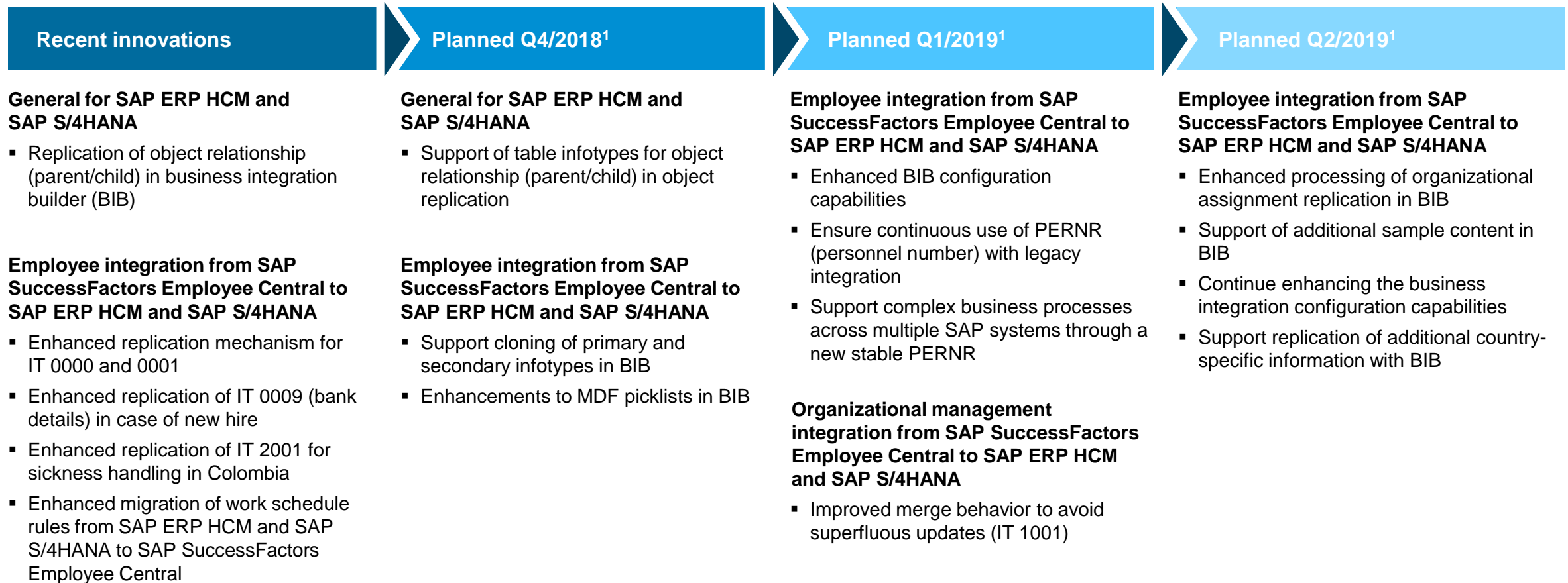
- Business rules: Enhance user experience (such as with user interface messages) and adopt functional features to meet new customer needs (such as math expressions)

## **On the radar (next 24 months):**

- Business rules: Extend monitoring and auditing capabilities to give customers more insight into their rules usage as well as the impact that rules usage has for their system (for example, performance)

# Suitewide – SAP S/4HANA and SAP ERP HCM integrations (1/2) (technology)

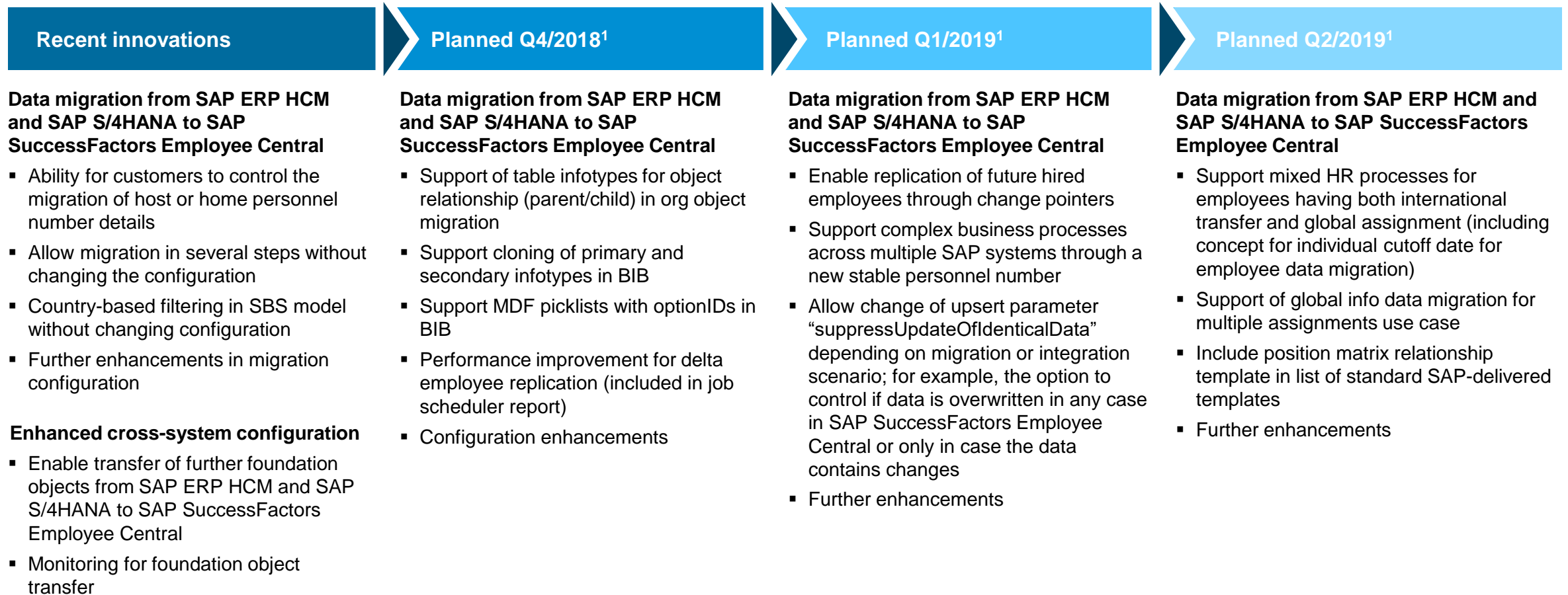
## Product road map overview – Key innovations



1. This is the current state of planning and may be changed by SAP at any time without notice.

# Suitewide – SAP S/4HANA and SAP ERP HCM integrations (2/2) (technology)

## Product road map overview – Key innovations

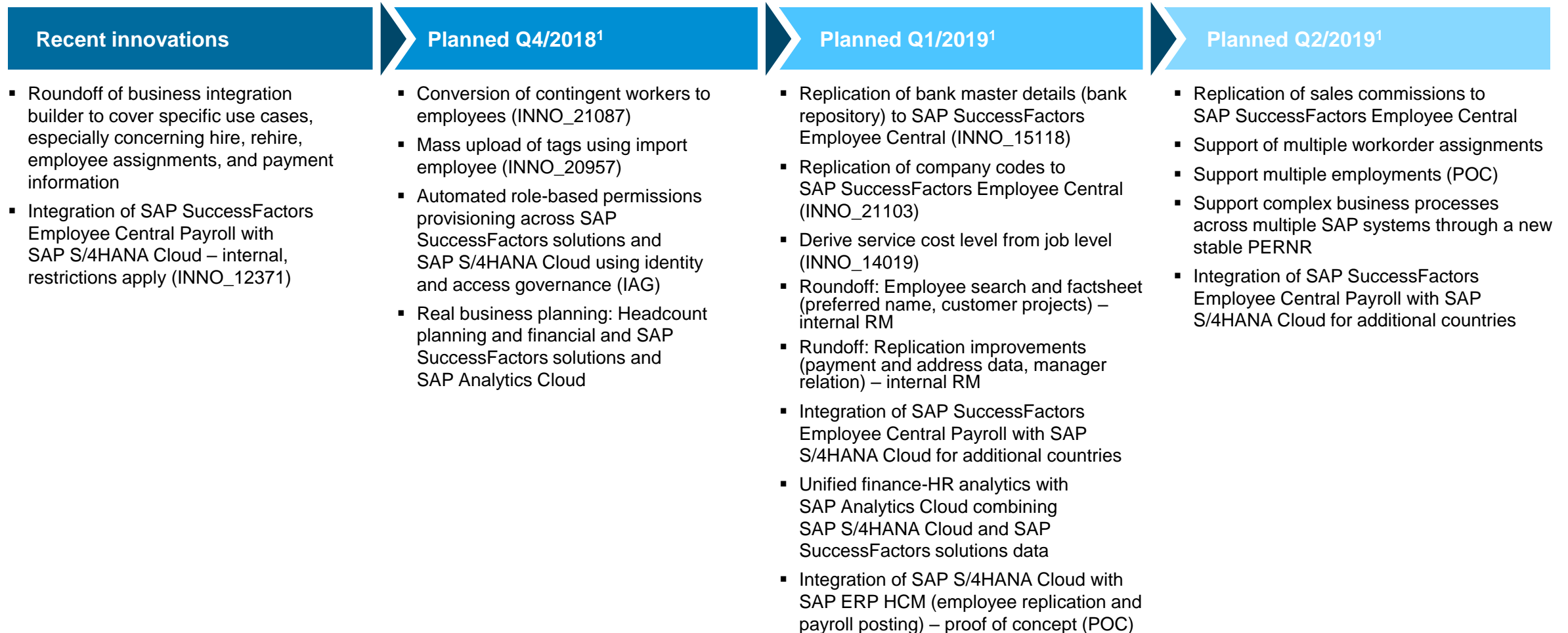


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# Suitewide – SAP S/4HANA Cloud integrations (technology)

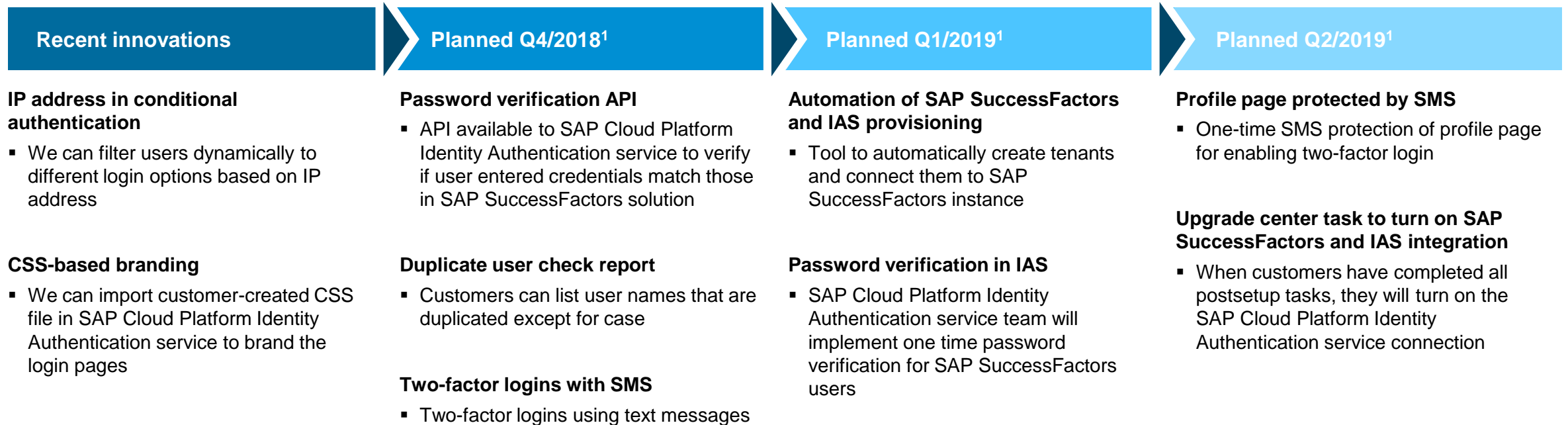
## Product road map overview – Key innovations



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# Suitewide – Identity management (technology)

## Product road map overview – Key innovations



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# Suitewide – Identity management (technology)

Upcoming short-term and midterm innovations

## **Additional priorities (next 12 months):**

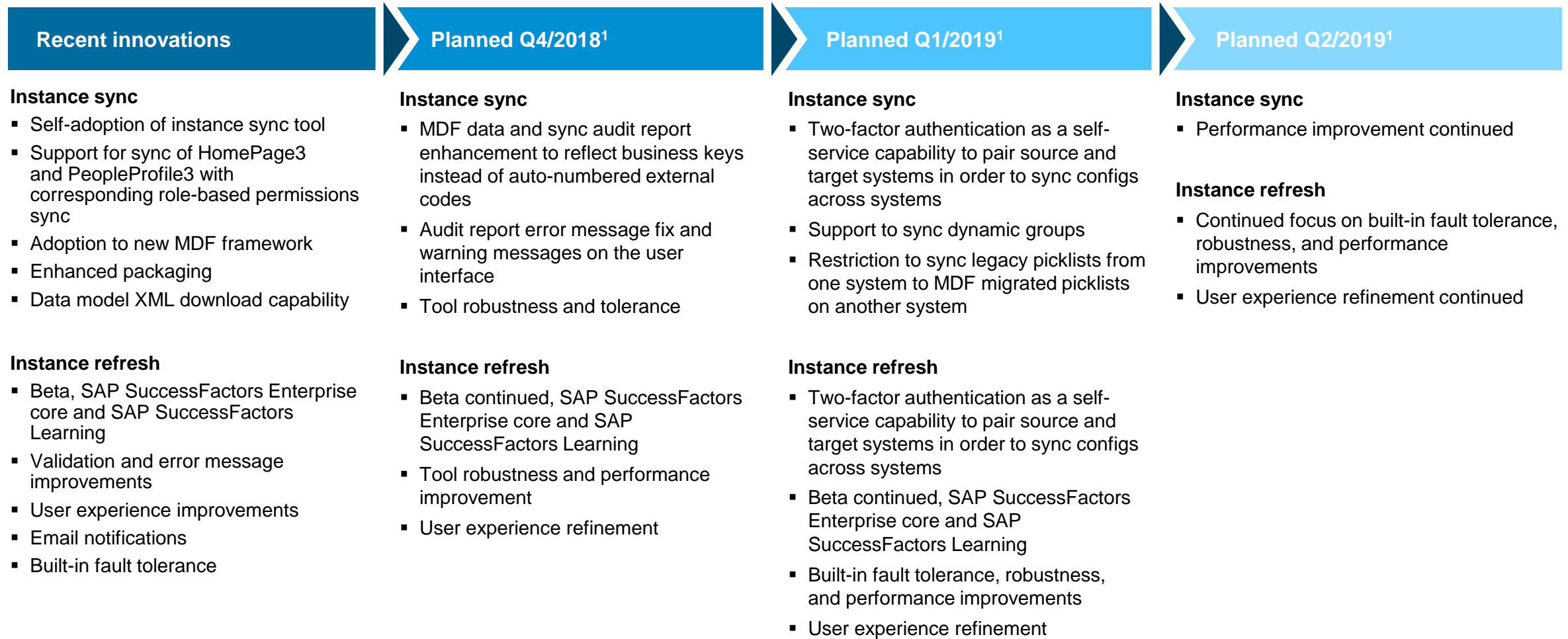
- Complete automation of SAP SuccessFactors/IAS integration using upgrade center
- Additional features including more settings in “Manage SAML” settings and real-time user updates

## **On the radar (next 24 months):**

- Proxy now for downstream modules using IAS

# Suitewide – Instance management (admin)

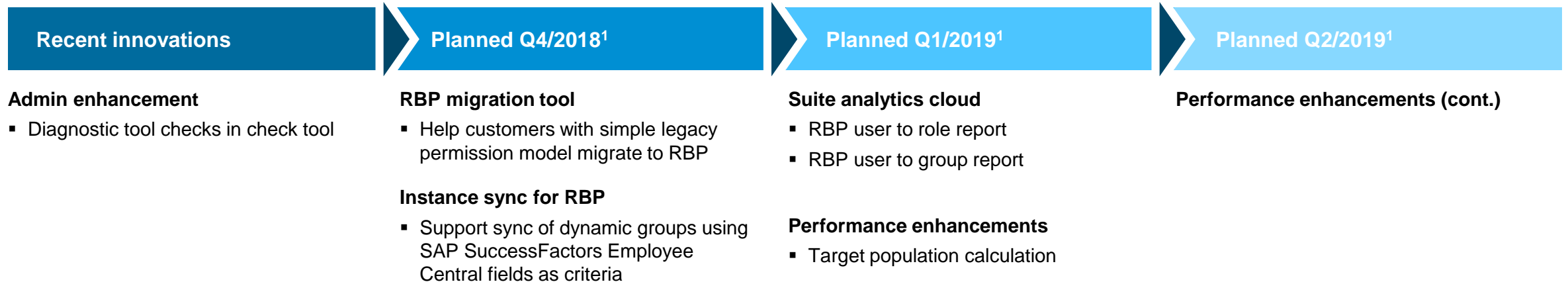
## Product road map overview – Key innovations



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# Suitewide – Role-based permissions (RBP) (admin)

## Product road map overview – Key innovations

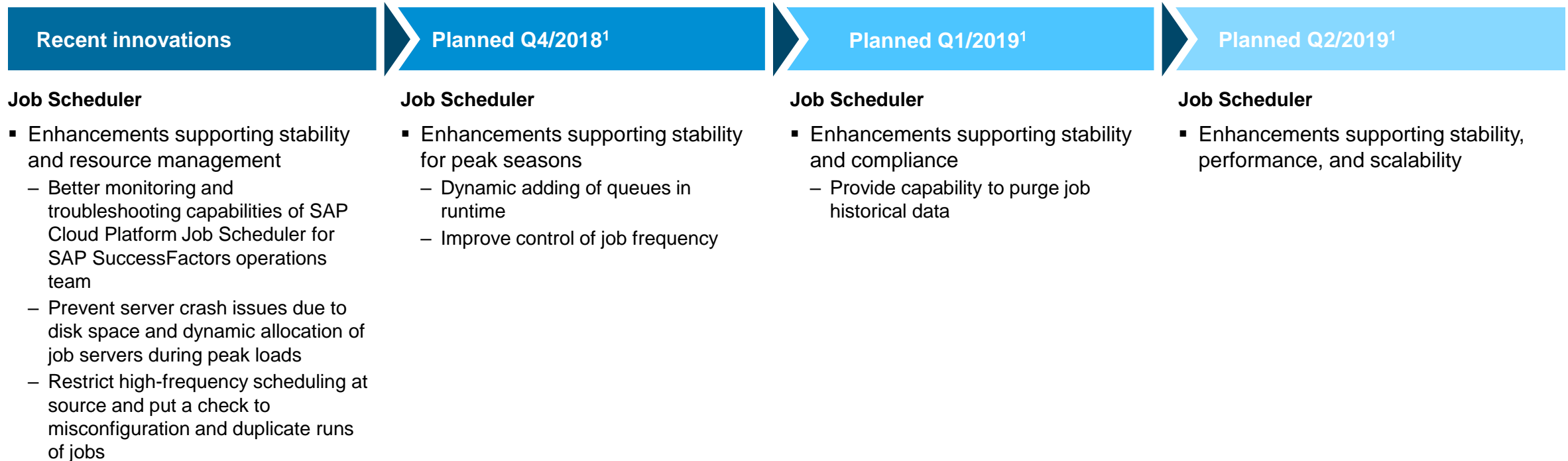


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# Suitewide – General admin tools (admin)

## Product road map overview



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# Suitewide – General admin tools (admin)

Upcoming short-term and midterm innovations

## **Additional priorities (next 12 months):**

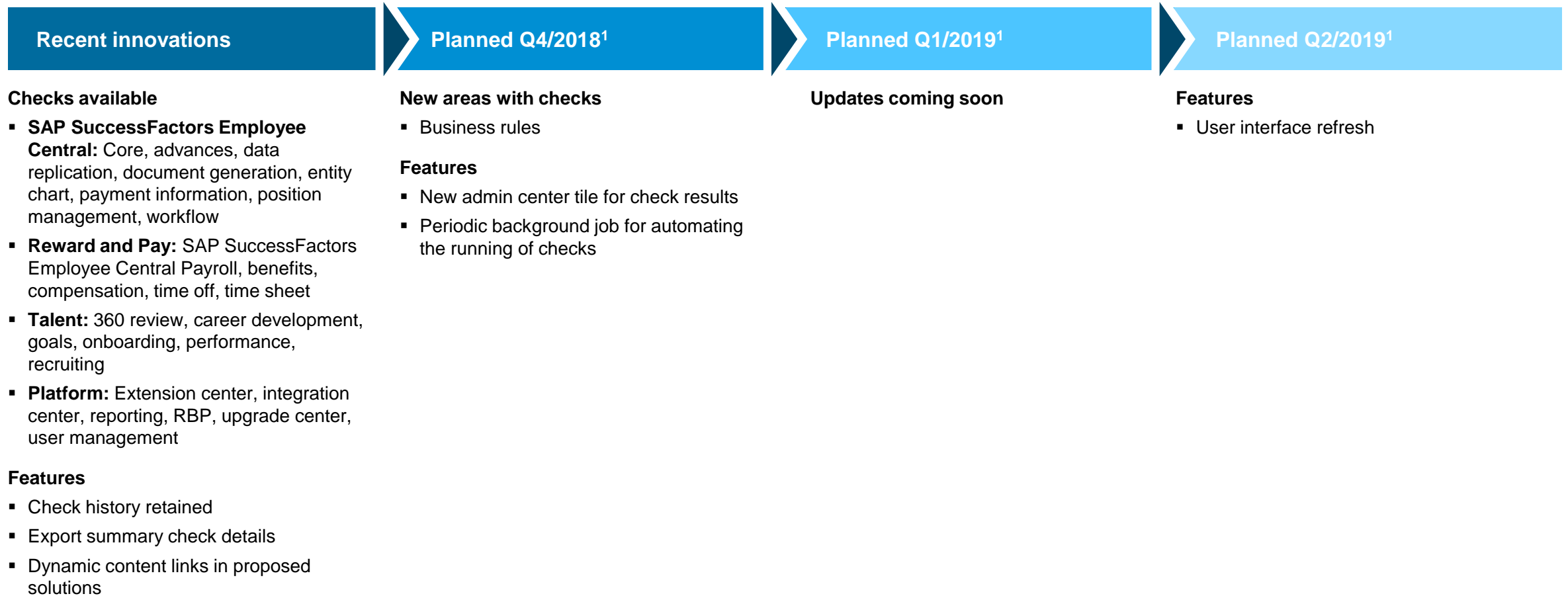
- Additional job scheduler functionality to fulfill cross-module asks

## **On the radar (next 24 months):**

- Self-service job scheduler capability in admin center

# Suitewide – Check tool (admin)

## Product road map overview – Key innovations



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# Suitewide – Check tool (admin)

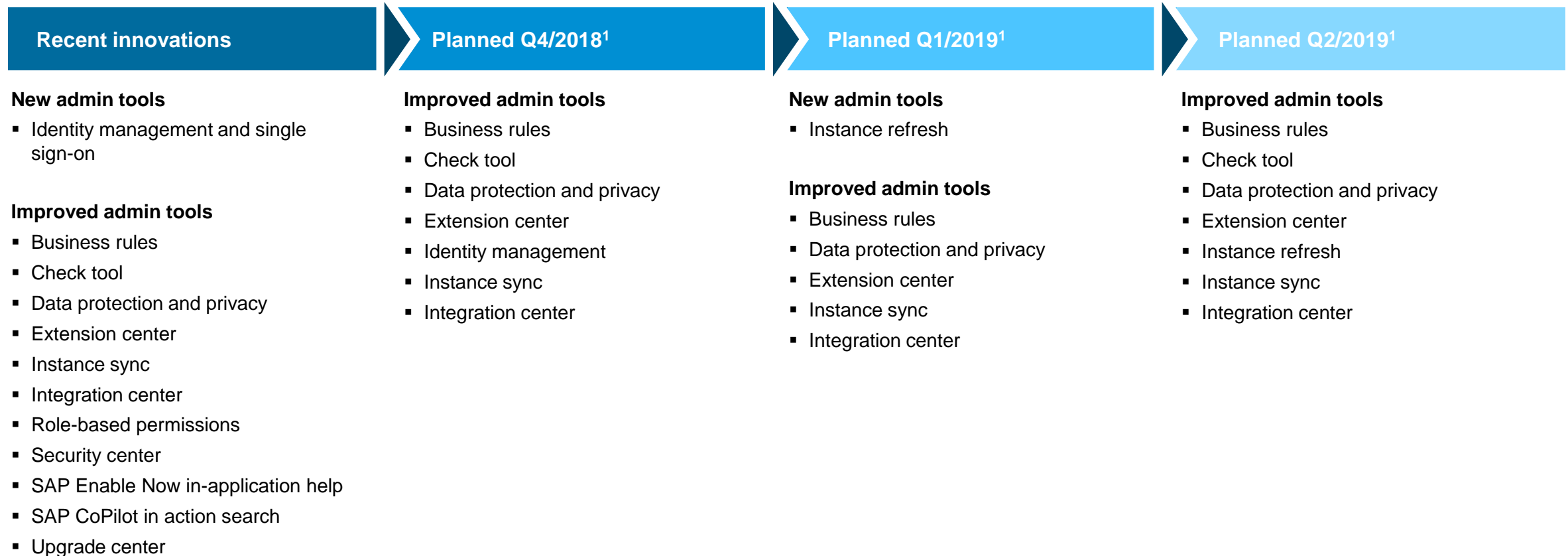
Upcoming short-term and midterm innovations

## **Additional priorities (next 12 months):**

- Provide API support for exposing check definitions and configuration and at the same time move to the OData API standard. This strategy will allow the check tool framework to be leveraged more broadly both within SAP SuccessFactors solutions and externally to help ensure system stability and consistency.
- Provide mechanisms for more automated and proactive detection of issues

# Suitewide – Expert self-services (admin)

## Product road map overview – Key innovations



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# Suitewide – Expert self-services (admin)

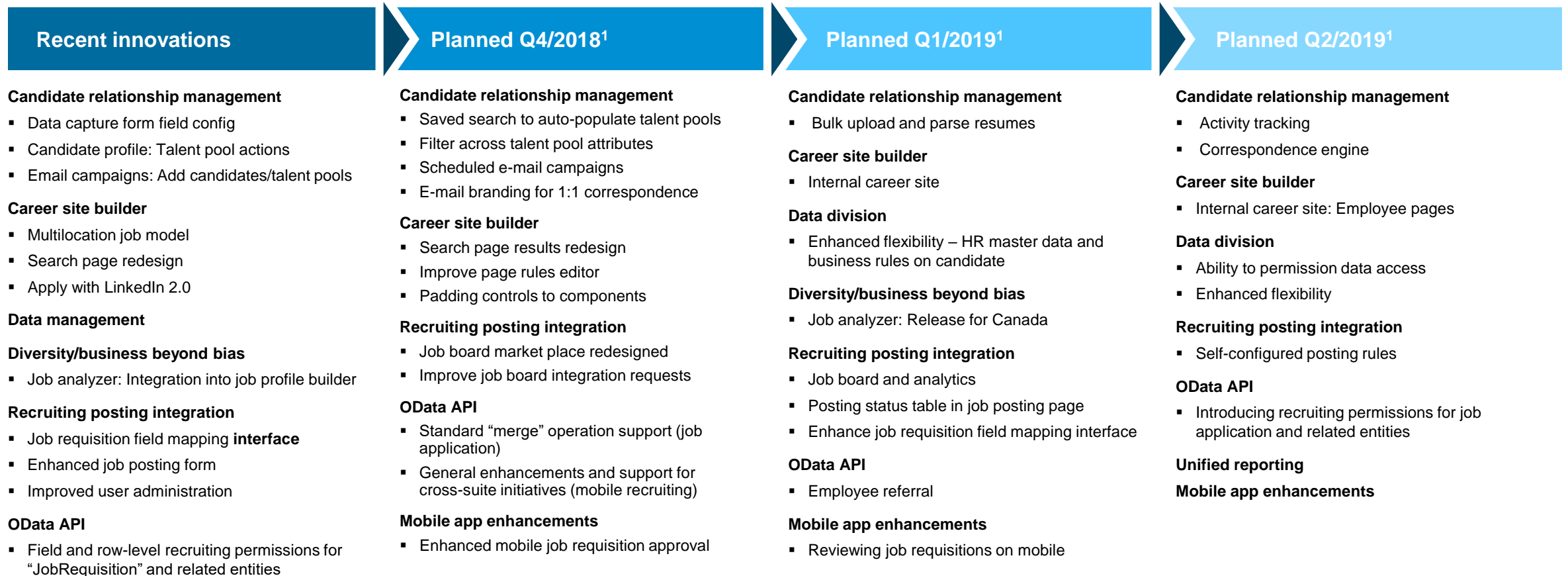
Upcoming short-term and midterm innovations

## **Additional priorities (next 12 months):**

- Self-service admin tool for the most common actions for secure FTP setup

# Strategic HR – SAP SuccessFactors Recruiting

## Product road map overview – Key innovations



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# Strategic HR – SAP SuccessFactors Recruiting

Upcoming short-term and midterm innovations

## **Additional priorities (next 12 months):**

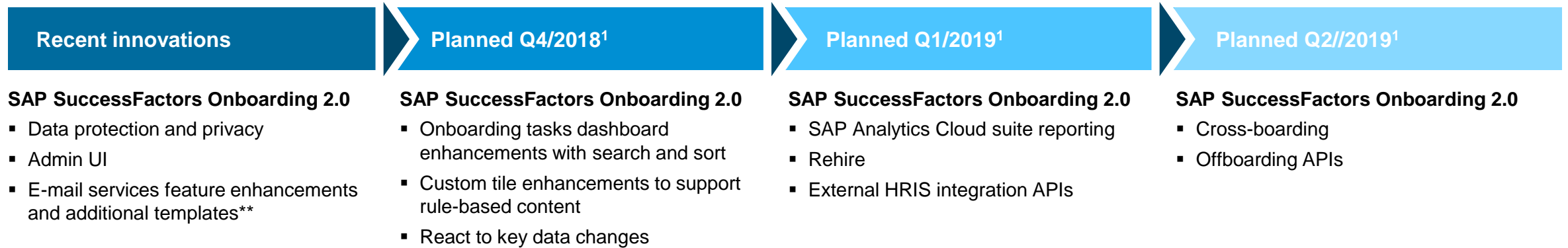
- Automated job postings (SAP SuccessFactors Recruiting Posting)
- Quick apply

## **On the radar (next 24 months):**

- Automation and machine learning
- Digital assistant
- Next generation candidate experience

# Strategic HR – SAP SuccessFactors Onboarding

## Product road map overview – Key innovations



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# Strategic HR – SAP SuccessFactors Onboarding

Upcoming short-term and midterm innovations

## **Additional priorities (next 12 months):**

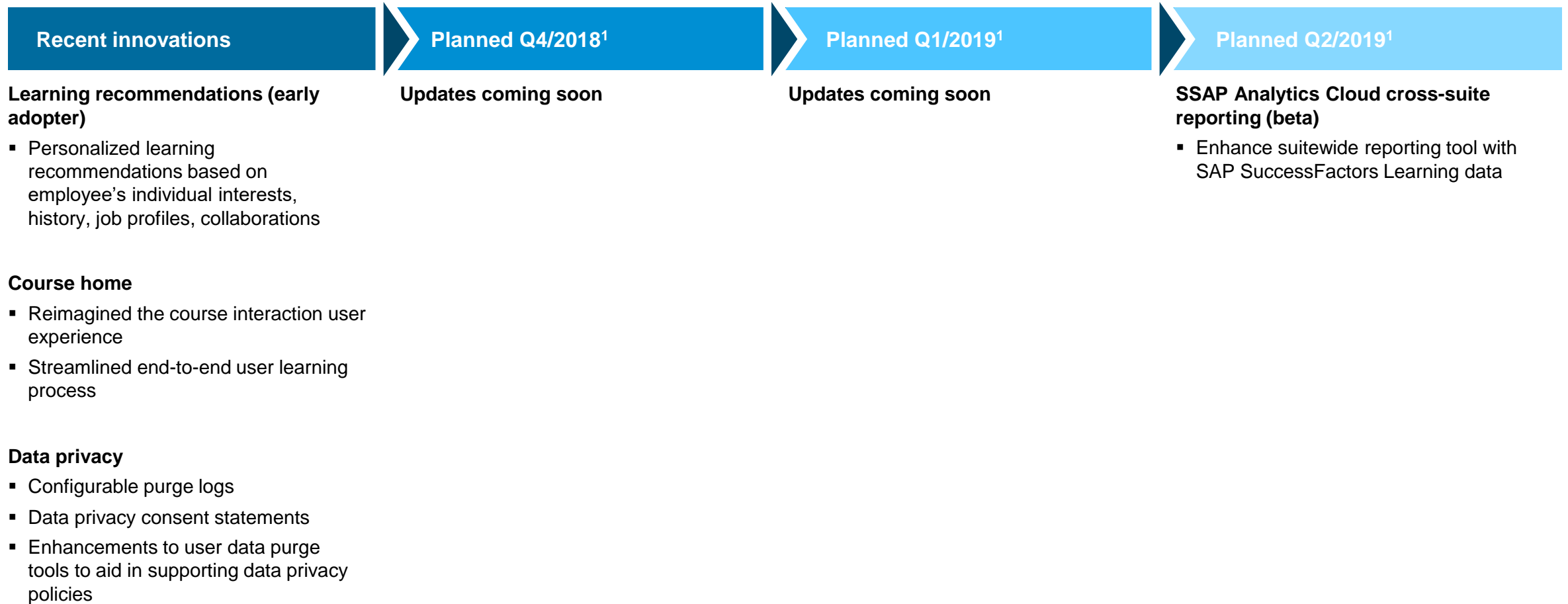
- Auto-hire
- Document management enhancements

## **On the radar (next 24 months):**

- SAP SuccessFactors Mobile app
- Contingent worker support

# Strategic HR – SAP SuccessFactors Learning

## Product road map overview – Key innovations



1. This is the current state of planning and may be changed by SAP at any time without notice.

# Strategic HR – SAP SuccessFactors learning

Upcoming short-term and midterm innovations

## Priorities (next 12 months):

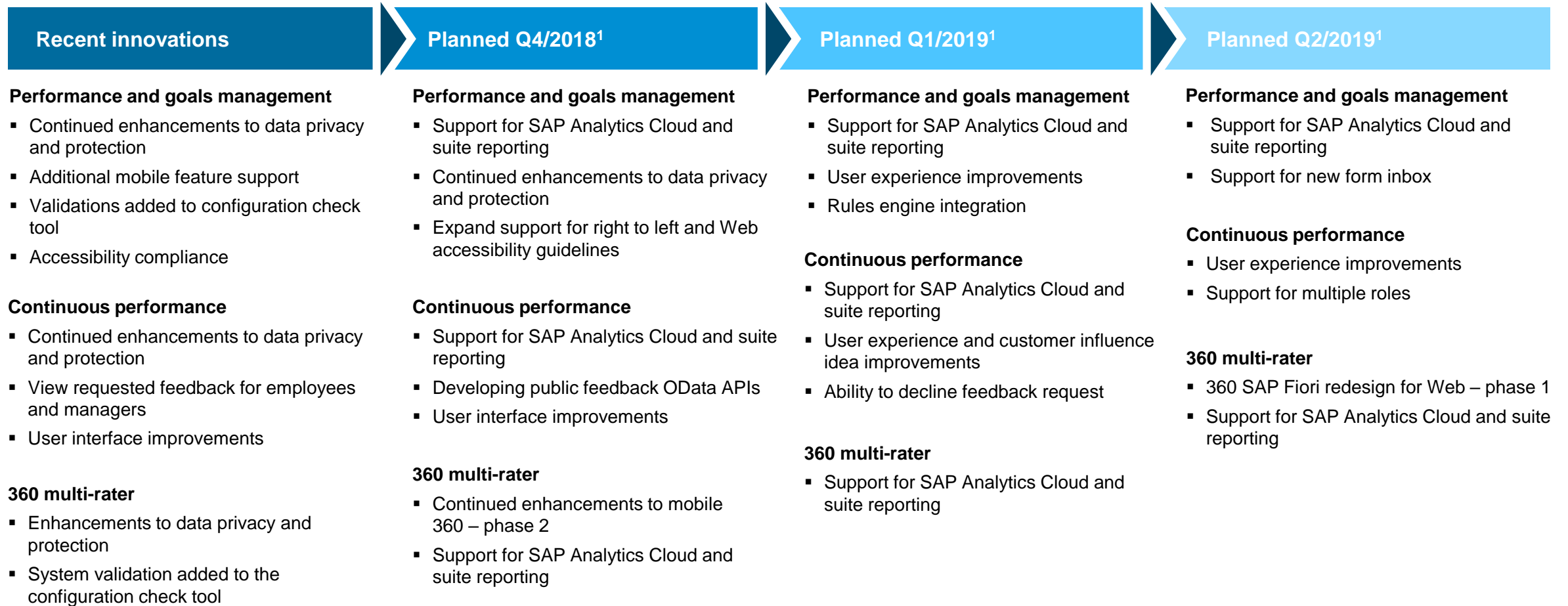
- Remove Flash dependencies from learning administration
- Make SAP SuccessFactors Learning data available as part of the cross-suite reporting solution

## On the radar (next 24 months):

- Provide a new experience for SAP SuccessFactors Learning home page

# Strategic HR – SAP SuccessFactors Performance & Goals

## Product road map overview – Key innovations



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# Strategic HR – SAP SuccessFactors Performance & Goals

Upcoming short-term and midterm innovations

## **Additional priorities (next 12 months):**

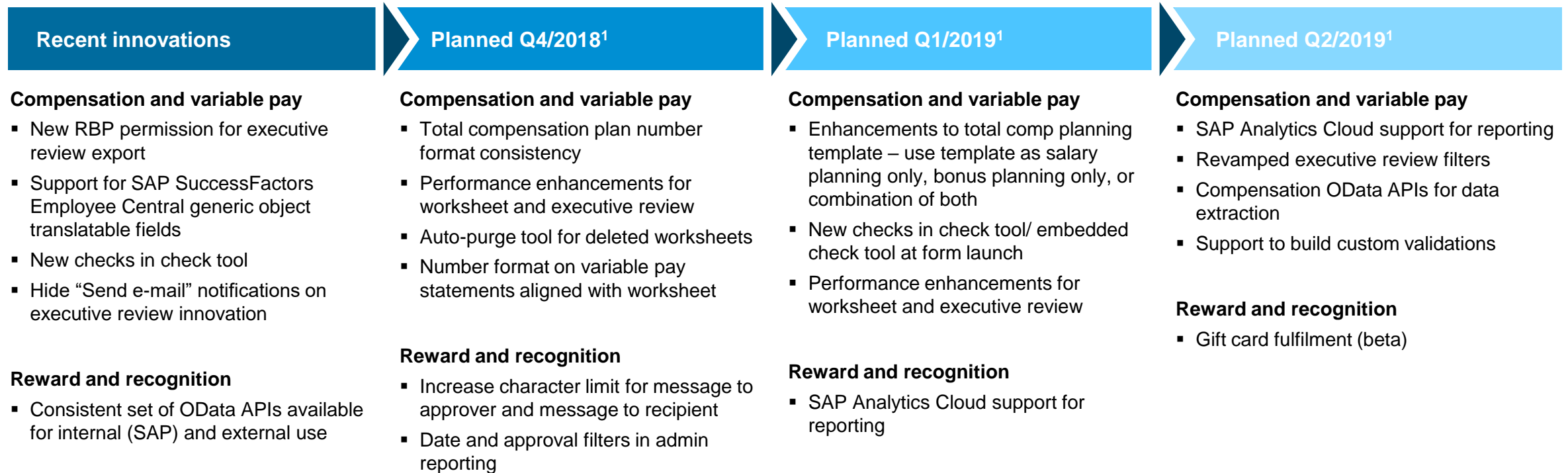
- Align to job profile builder (JPB) enhancements
- Support for linking CPM activities/achievements across multiple goal plans
- Additional support for goal APIs

## **On the radar (next 24 months):**

- Support for additional customer influence tool enhancements
- Support for linking feedback directly to goals (performance and development)
- Additional talent integrations

# Strategic HR – SAP SuccessFactors Compensation

## Product road map overview – Key innovations



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# Strategic HR – SAP SuccessFactors Compensation

Upcoming short-term and midterm innovations

## Additional priorities (next 12 months):

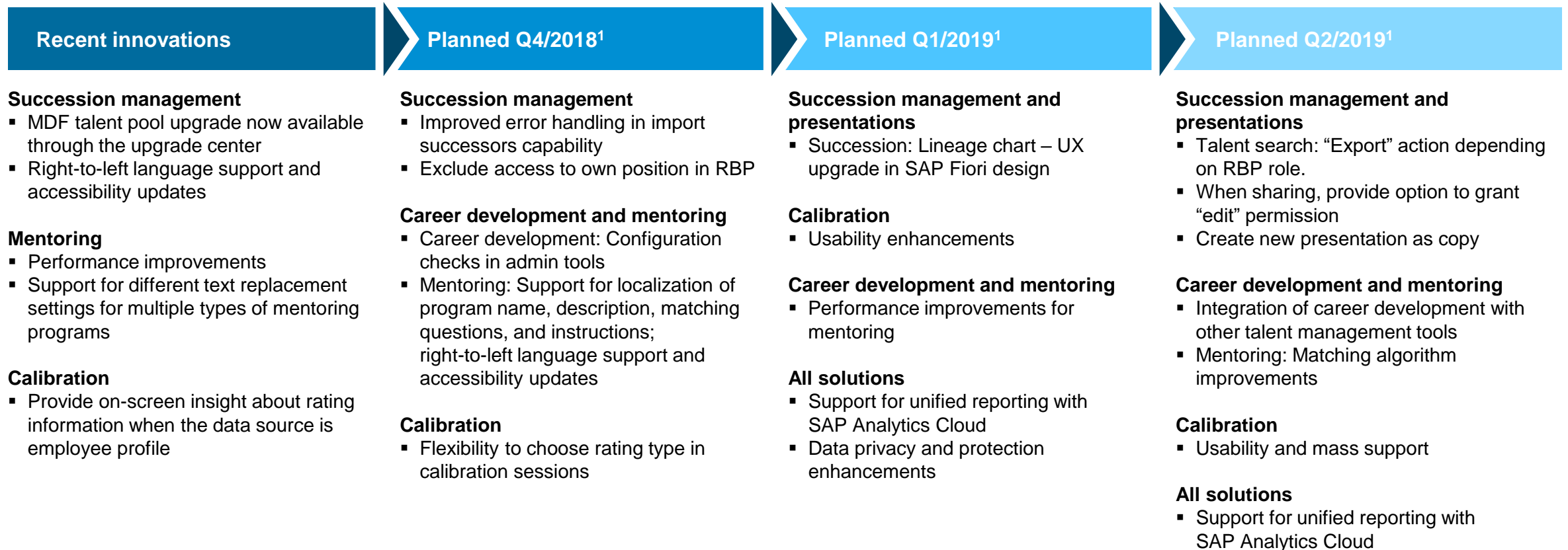
- Compensation and variable pay
  - Total rewards portal
  - Compensation and variable pay – OData APIs
  - Bring in data from MDF entities into SAP SuccessFactors Compensation worksheet and statements
- Reward and recognition
  - RNR – Multiple award redemption options (more vendors): Gift cards, experiences, learning, and more

## On the radar (next 24 months):

- Compensation and variable pay
  - Compensation advisor
  - UI5 worksheet – responsive design
  - Digital assistant for compensation planning
- Reward and recognition
  - Support for other award types, such as service time or retention awards

# Strategic HR – SAP SuccessFactors Succession & Development

## Product road map overview



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# Strategic HR – SAP SuccessFactors Succession & Development

Upcoming short-term and midterm innovations

## **Additional priorities (next 12 months):**

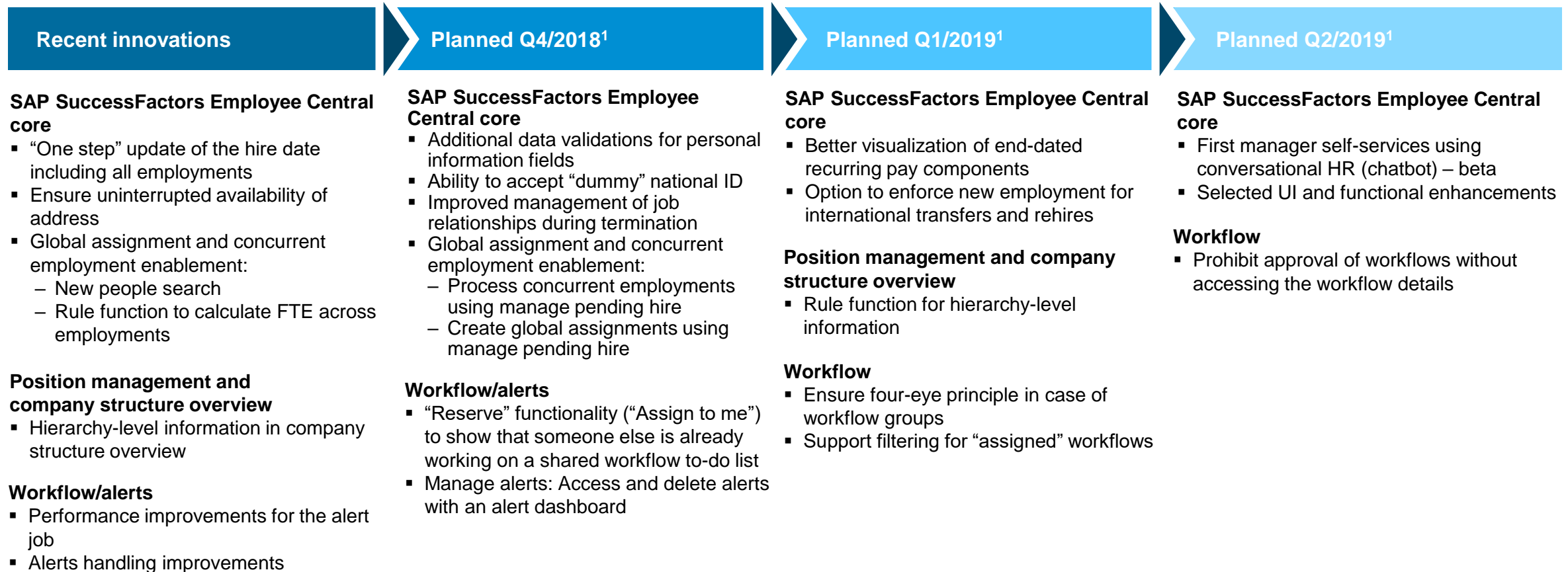
- Calibration: Further mass handling of calibration sessions
- Presentations: Preview for custom slides
- Career development: New feature for discovering career paths, OData API enhancements, integration with the learning management system

## **On the radar (next 24 months):**

- Succession management: Talent pools integration and talent search enhancements
- Calibration: Ability to drill down into details from the executive review
- Development and mentoring: Mentoring integration with continuous performance management, mentoring program configurability options

# Core HR/payroll and analytics – SAP SuccessFactors Employee Central core (1/2)

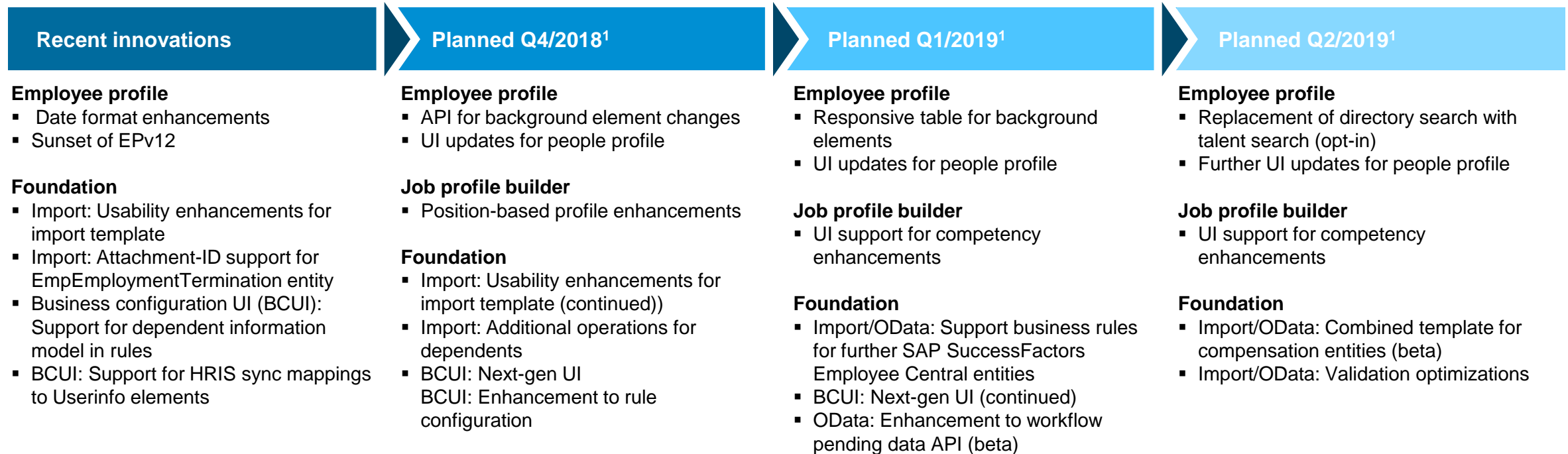
## Product road map overview – Key innovations



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# Core HR/payroll and analytics – SAP SuccessFactors Employee Central core (2/2)

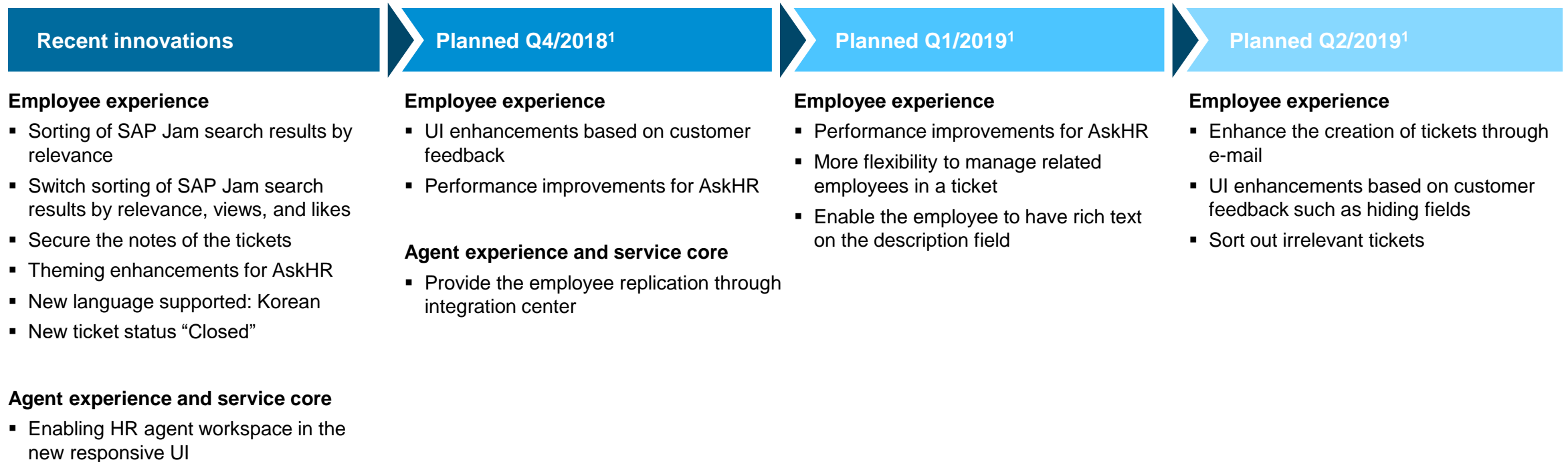
## Product road map overview – Key innovations



1. This is the current state of planning and may be changed by SAP at any time without notice.

# Core HR/payroll and analytics – SAP SuccessFactors Employee Central Service Center

## Product road map overview – Key innovations

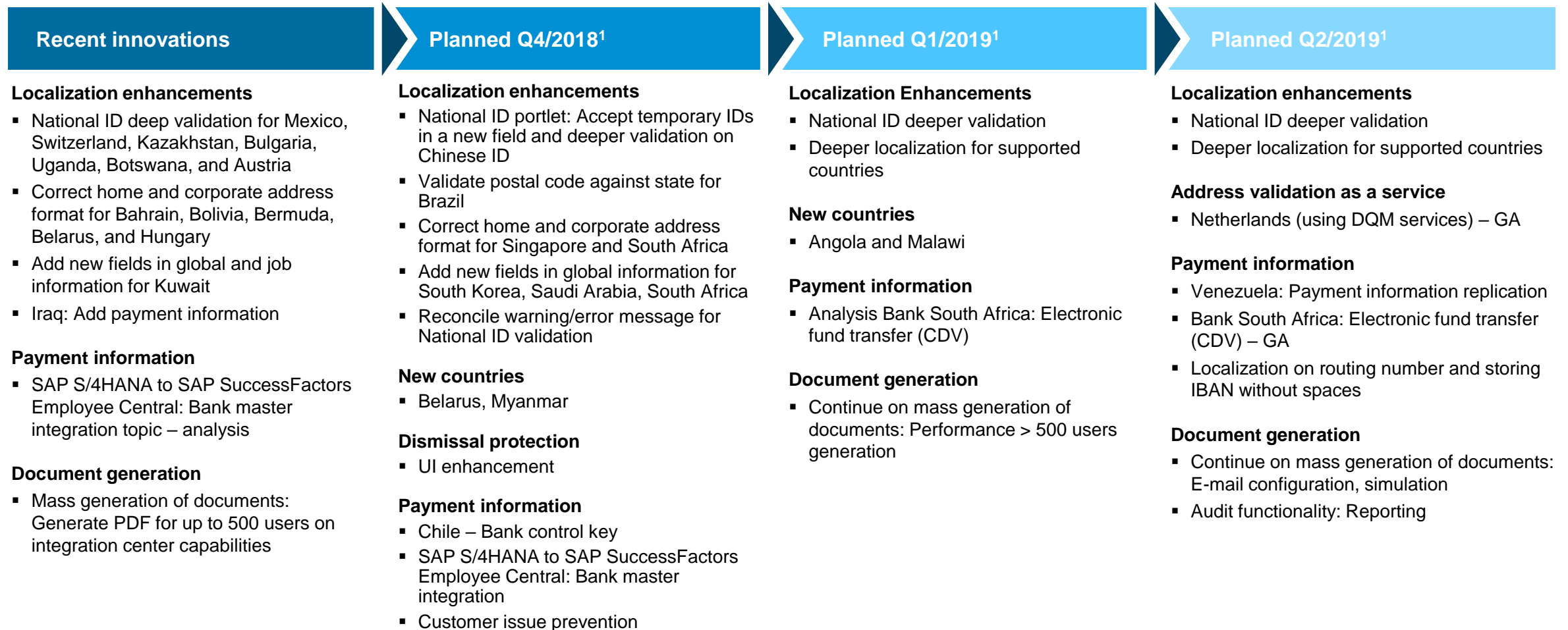


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# Core HR/payroll and analytics – Localization and document generation

## Product road map overview – Key innovations



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# Core HR/payroll and analytics – Localization and document generation

Upcoming short-term and midterm innovations

## **Additional priorities (next 12 months):**

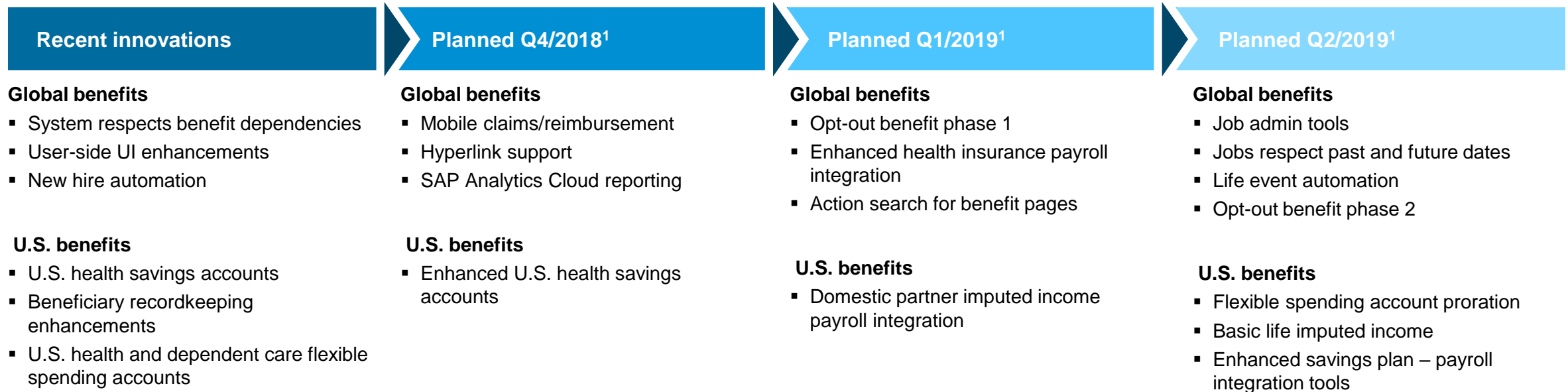
- Localization enhancement for supported countries
- Address validation as a service with countries Russia and Brazil
- Enhancement for document generation and payment information

## **On the radar (next 24 months):**

- Localization enhancement for supported countries
- Enhancement for payment information
- Enhancement for address validation as a service

# Core HR/payroll and analytics – SAP SuccessFactors Employee Central Global Benefits

## Product road map overview – Key innovations



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# Core HR/payroll and analytics – SAP SuccessFactors Employee Central Global Benefits

## Product road map overview – Key innovations

### **Additional priorities (next 12 months):**

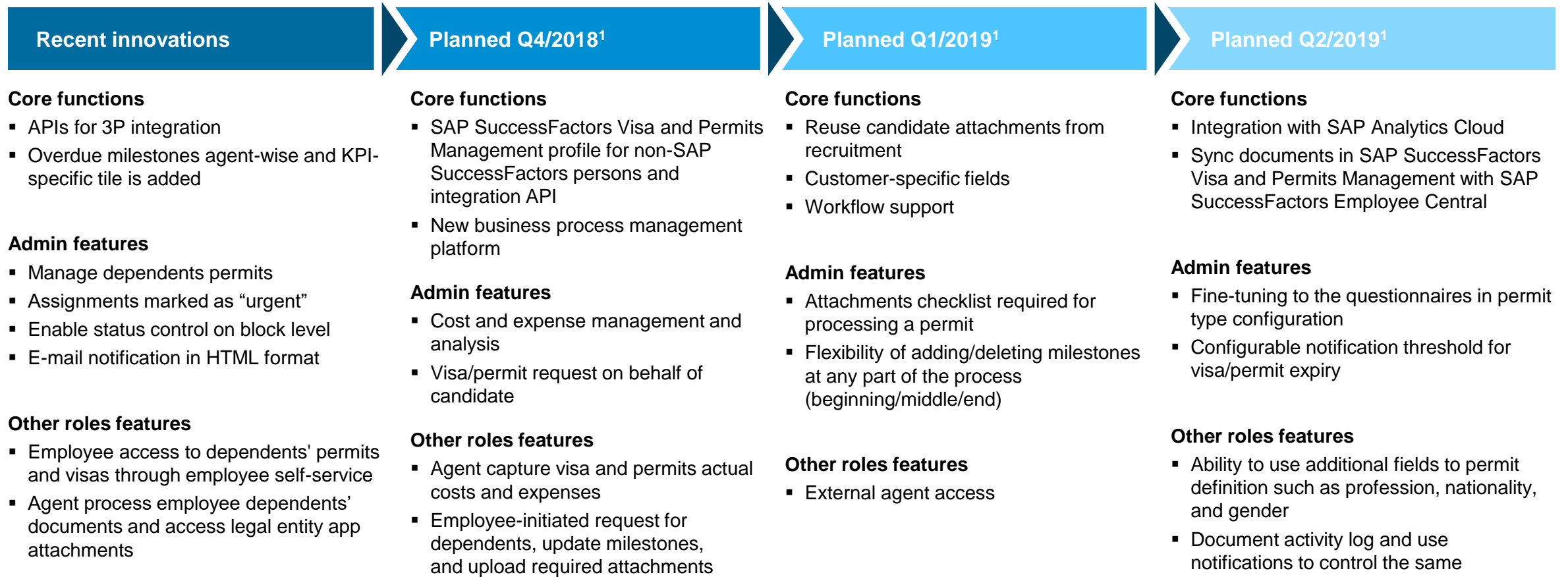
- Work event automation
- Vacation buy/sell
- Benefits job enhancements

### **On the radar (next 24 months):**

- Flexible benefit programs
- New benefits enrollment UI
- Digital assistant for benefits tasks

# Core HR/payroll and analytics – SAP SuccessFactors Visa and Permits Management

## Product road map overview – Key innovations



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# Core HR/payroll and analytics – SAP SuccessFactors Visa and Permits Management

## Upcoming short-term and midterm innovations

### **Additional priorities (next 12 months):**

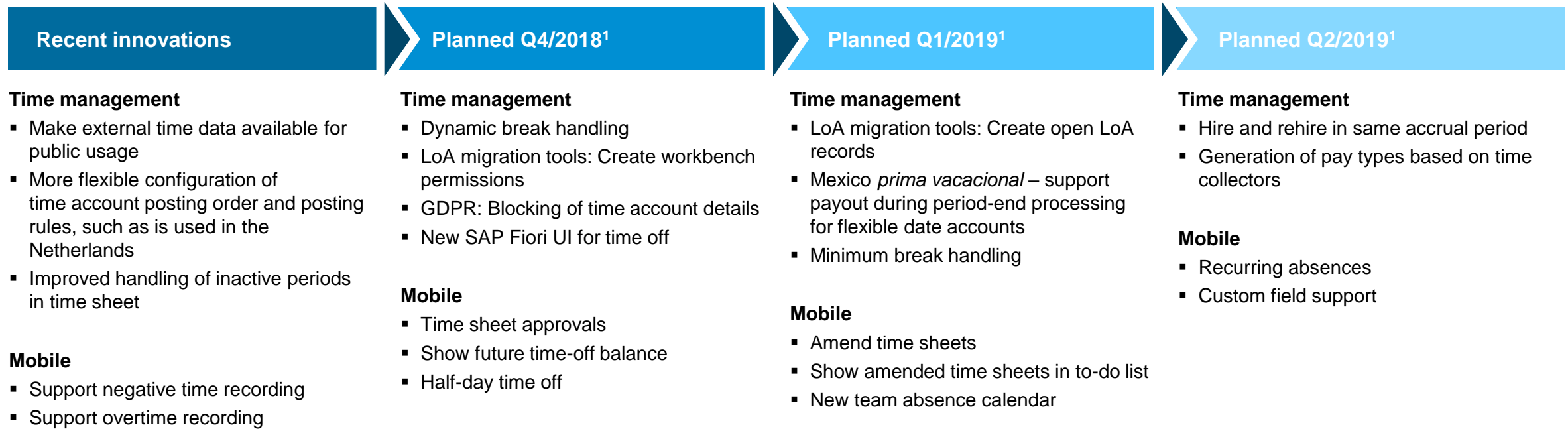
- Business process management platform
- Cost and expense management
- Enhanced employee self-service and manager self-service that allows employee or manager to initiate a process for permits or visas

### **On the radar (next 24 months):**

- Use of SAP Analytics Cloud for SAP SuccessFactors Visa and Permits Management reporting and KPIs dashboarding
- Cost and expenses integration with payroll and SAP S/4HANA accounting
- Organic integration with SAP SuccessFactors components and release of SAP SuccessFactors Visa and Permits Management APIs for integration with SAP ERP or SAP S/4HANA and non-SAP HCM products

# Core HR/payroll and analytics – Time management

## Product road map overview – Key innovations



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# Core HR/payroll and analytics – Time management

Upcoming short-term and midterm innovations

## **Additional priorities (next 12 months):**

- Enhanced collision handling (such as parallel absences and parallel sicknesses)
- Termination end processing for time accounts
- Selected country-specific functionality such as sickness cycle processes or time account replication

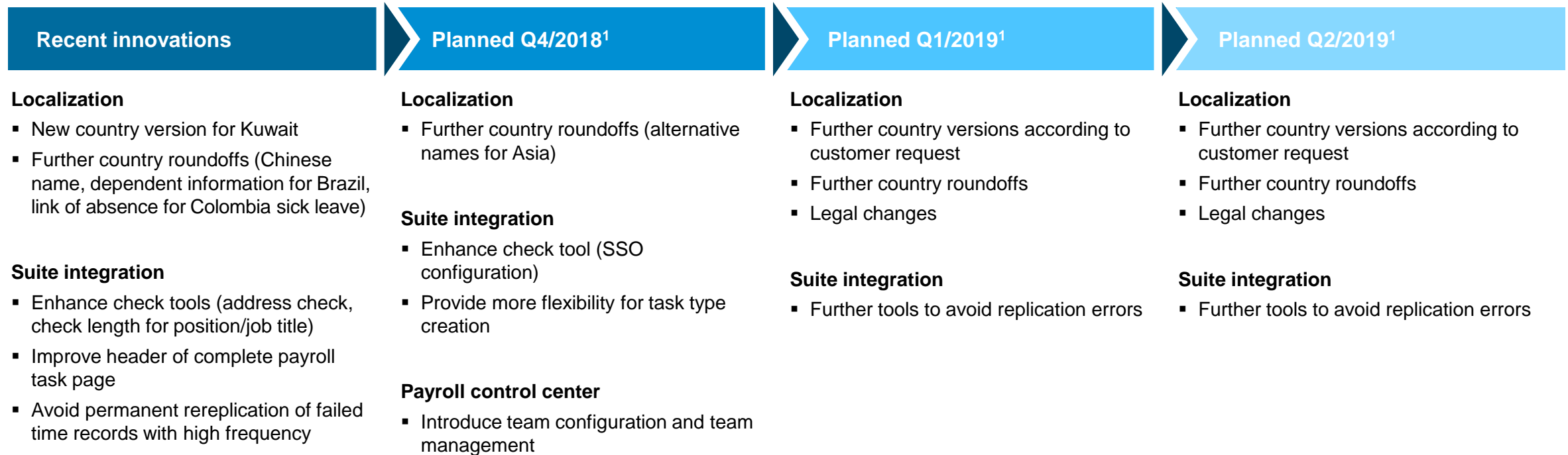
## **On the radar (next 24 months):**

- Enhanced planned working time integration with SAP SuccessFactors Employee Central Payroll
- External time recording (clock in/clock out)
- Team absence calendar enhancements



# Core HR/payroll and analytics – SAP SuccessFactors Employee Central Payroll

## Product road map overview – Key innovations



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# Core HR/payroll and analytics – SAP SuccessFactors Employee Central Payroll

Upcoming short-term and midterm innovations

## Additional priorities (next 12 months):

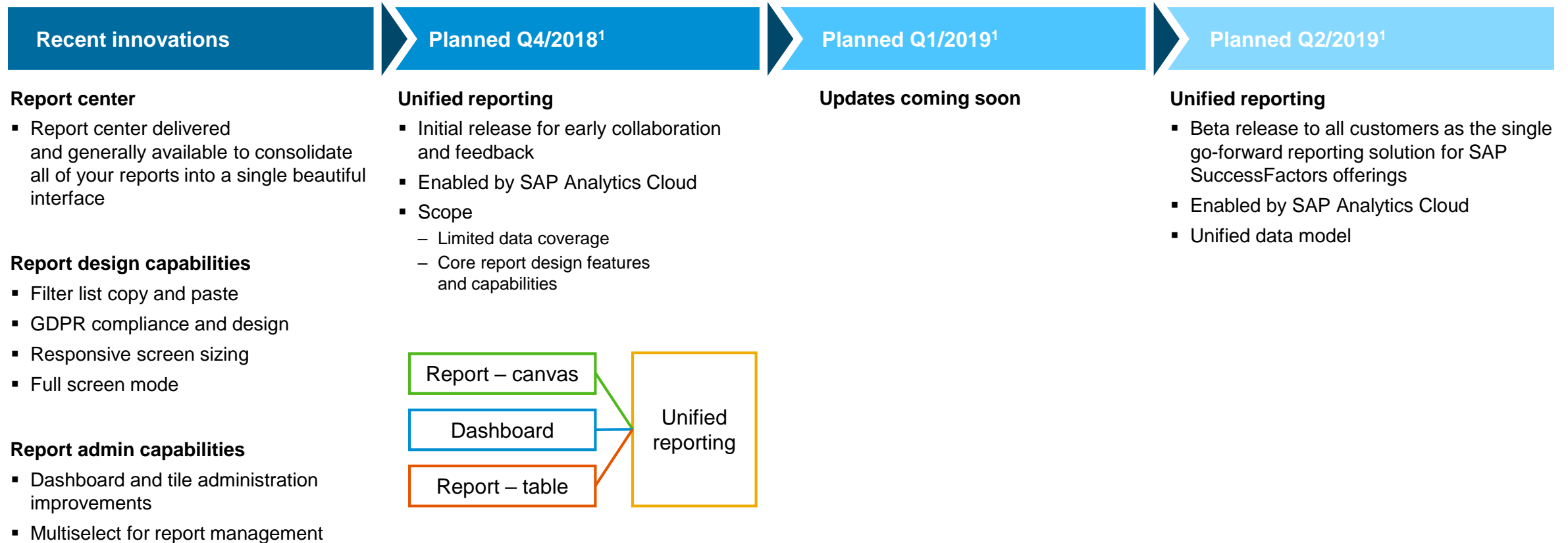
- Enhanced collision handling (such as parallel absences and parallel sicknesses)
- Replicating time account information further countries
- Payroll control center:
  - Process simplification, such as grouping of all payroll period activities in one check list
  - Alert management simplification to increase efficiency

## On the radar (next 24 months):

- Improve payroll information page
- Planned working time integration

# Core HR/payroll and analytics – Reporting

## Product road map overview – Key innovations



1. This is the current state of planning and may be changed by SAP at any time without notice.

# Core HR/payroll and analytics – Reporting

Upcoming short-term and midterm innovations

## **Additional priorities (next 12 months):**

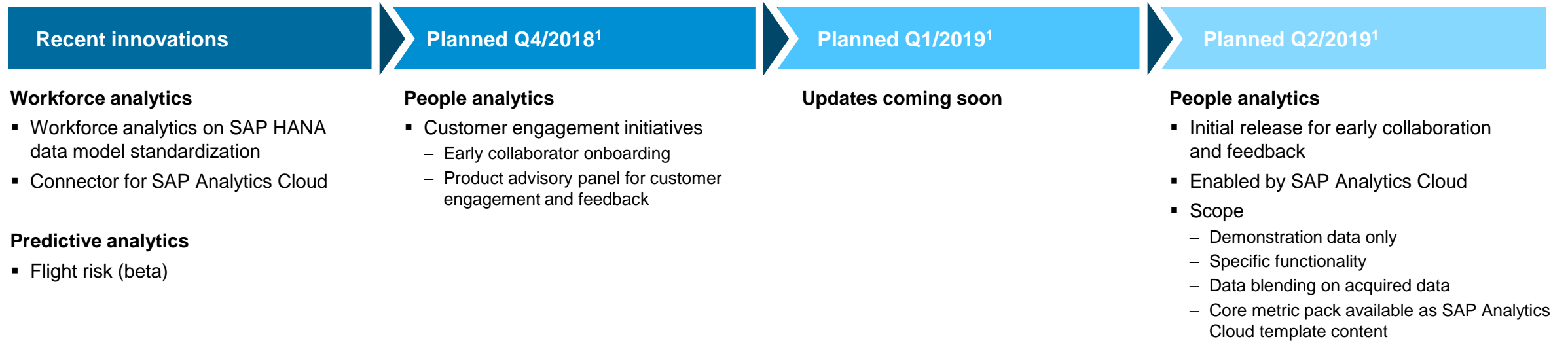
- Description of key trend(s) and association with high-level product direction
- Further elaboration of specific future functionality or capability innovation

## **On the radar (next 24 months):**

- Description of key trend(s) and association with high-level product direction
- Further elaboration of specific future functionality or capability innovation

# Core HR/payroll and analytics – Analytics

## Product road map overview – Key innovations



1. This is the current state of planning and may be changed by SAP at any time without notice.

# Core HR/payroll and analytics – Analytics

Upcoming short-term and midterm innovations

## **Additional priorities (next 12 months):**

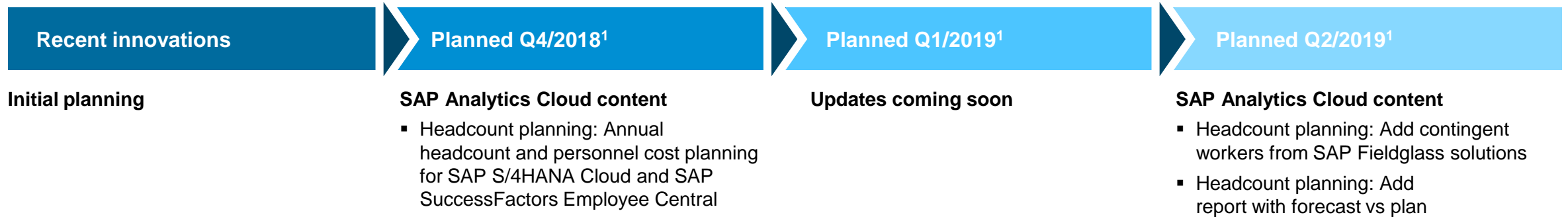
- Initial release of people analytics for early collaboration and feedback. Enabled by SAP Analytics Cloud and released with core workforce demonstration data.

## **On the radar (next 24 months):**

- Beta release of people analytics for early collaboration and feedback. Data factory integrated with SAP Analytics Cloud and released with core workforce customer productive data.
- General availability of people analytics. Data factory integrated with SAP Analytics Cloud and released with core workforce plus specific additional metric packs.

# Core HR/payroll and analytics – Planning

## Product road map overview – Key innovations



1. This is the current state of planning and may be changed by SAP at any time without notice.

# Core HR/payroll and analytics – Planning

Upcoming short-term and midterm innovations

## **Additional priorities (next 12 months):**

- Strategic planning: Demand, supply, gap analysis; retirement modeling

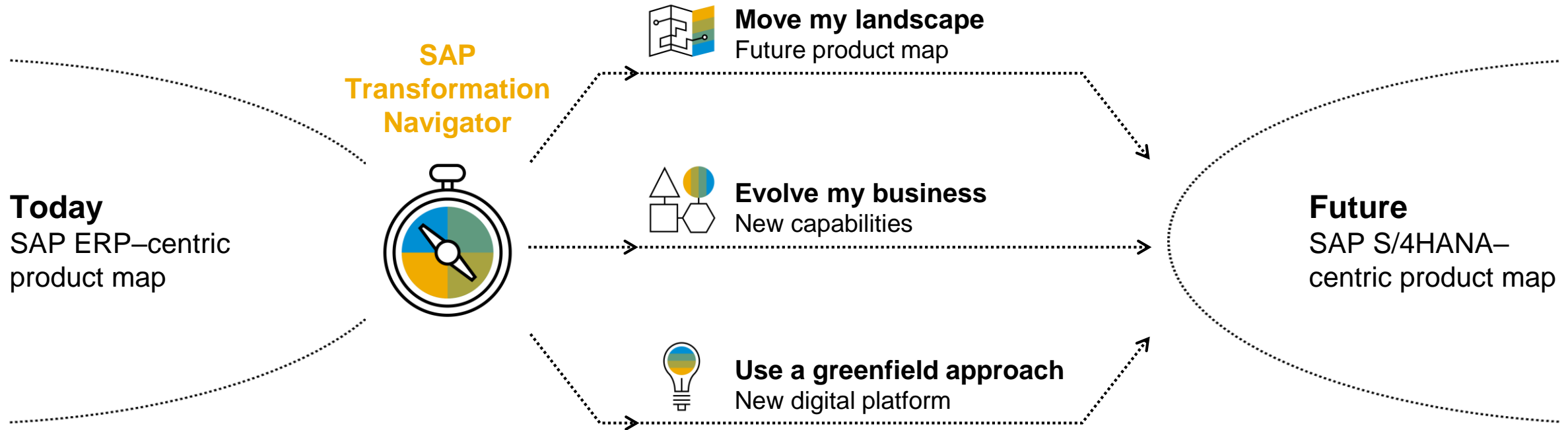
## **Additional priorities (next 24 months):**

- Demand modeling using drivers



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