



Strategy | Consulting | Digital | Technology | Operations

Accenture Software for
Human Capital Management

Business apps for SAP SuccessFactors on the SAP HANA Cloud Platform

A stylized, abstract illustration of a person's head and shoulders in shades of blue and green, positioned on the left side of the slide.A large, thick yellow chevron pointing to the right, positioned in the lower right quadrant of the slide.

High performance. Delivered.

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

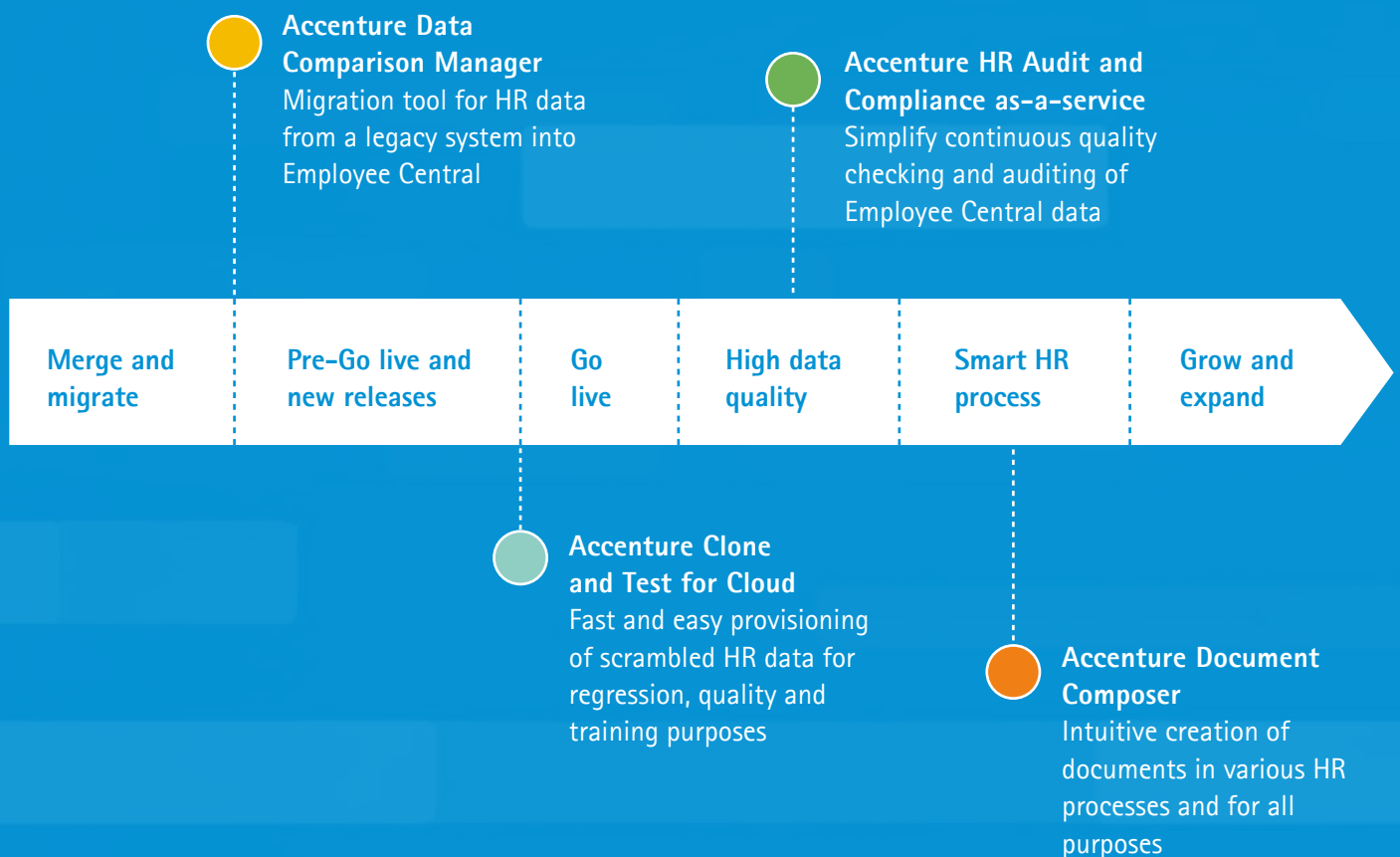
Accenture business apps for SAP HANA Cloud Platform



Complementing SAP SuccessFactors' integrated HR solutions, Accenture has developed several extensions on the SAP HANA Cloud Platform. Adopting an approach that demands minimum IT support while offering extensive

customization and integration enables human capital management departments to boost productivity and gain high performance in their HR, talent and payroll functions.

Your cloud journey



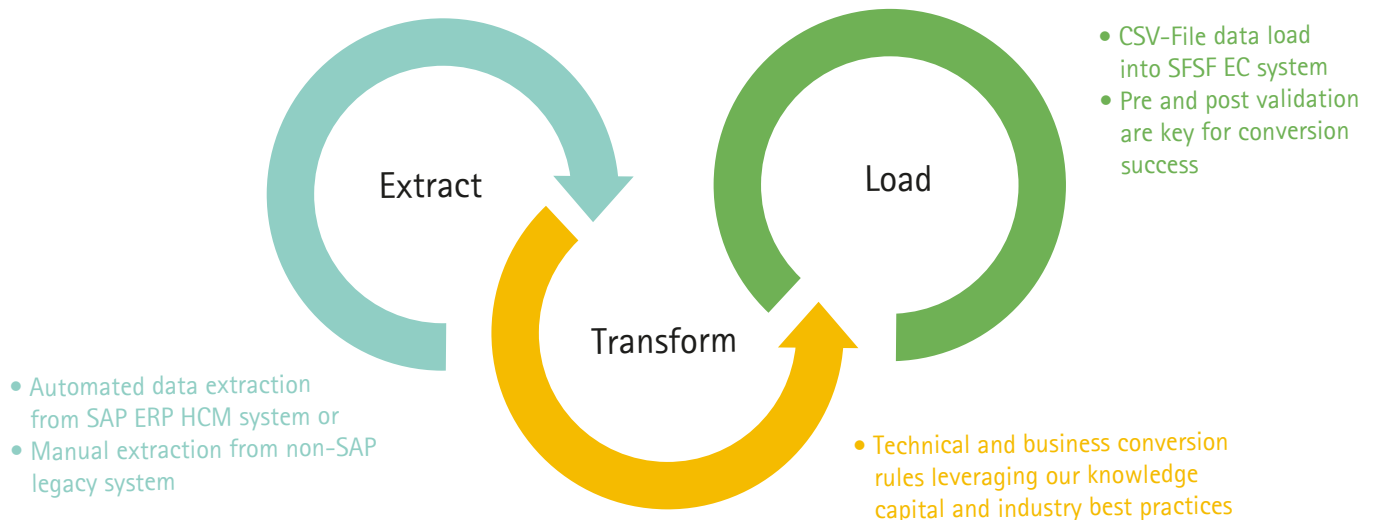
Today, HR professionals typically manage a multi-system landscape. They are seeking to minimize risk and drive next-generation software solutions for the cloud. Using our SAP HANA Cloud Platform business apps for SAP SuccessFactors, HR organizations can access a broad range of functionality to address their individual needs.

Accenture launched its first application more than two and a half years ago. Our 30-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 HANA Cloud 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 manage high-quality personnel data, whether in the cloud or on-premise...



Accenture Data Comparison Manager



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



Enhance productivity

- Reduces time in creating test data. Reduces costs for the administration of parallel tests in SAP consolidation projects.

Improve quality

- Improves the quality of development activities by using business-relevant and up-to-date test data.
- Conducts high-quality training based on meaningful and realistic data.

Increase efficiency

- Automates data refresh processes.
- Creates data snapshots easily.

Lower IT costs

- Decreases the volume of data in Test, QA, development and training systems, saving on disk space. Simple data conversion of the corresponding data streams is possible without IT expertise.

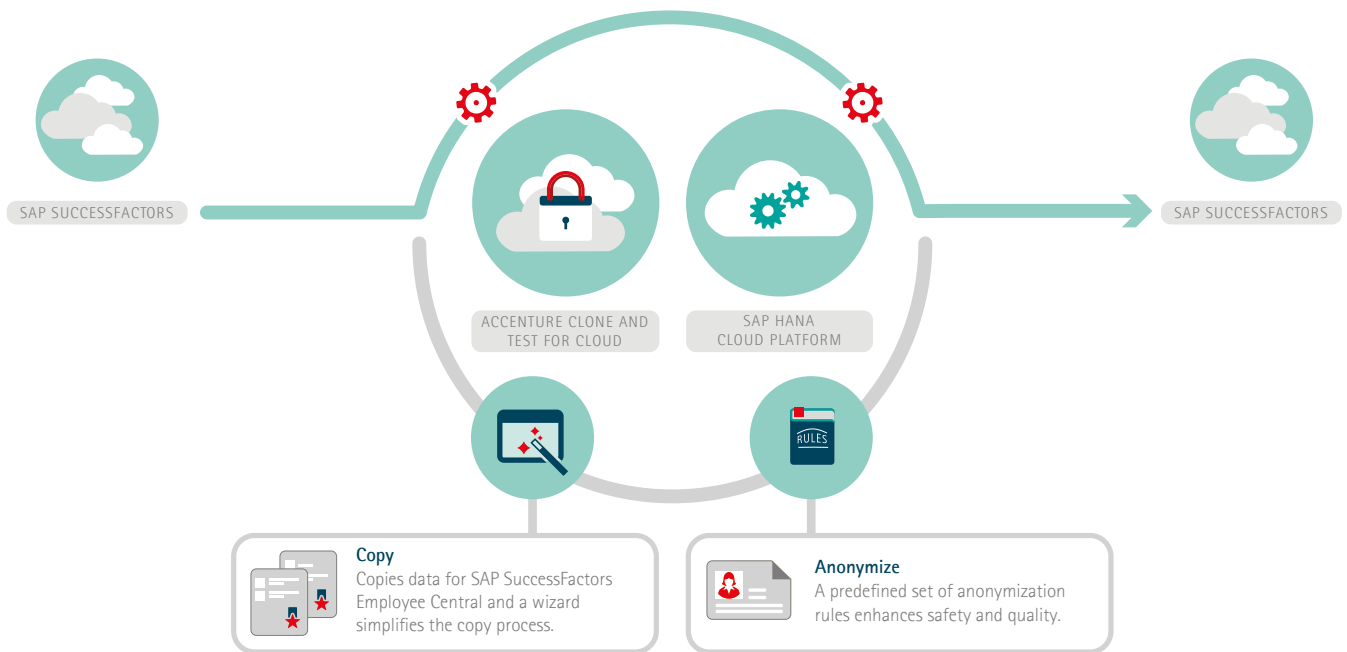
Better decisions

- Evaluates new business scenarios with realistic HR data.
- Peace of mind to approve go-live following more comprehensive regression testing.

Shorter projects and faster implementations

- Reduces risk to cost and project success.
- Supports testing and migration methods.

Accenture Clone and Test for Cloud



Accenture Clone and Test for Cloud is an extension that creates reliable, meaningful and authentic test data across multiple environments.

Using the solution, data is anonymized and stored safely and securely in SAP's data centers, 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 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.

Cost effective

- Working in the cloud is cost effective and improves scalability.

Benefits



Fast

- Rapid set-up reduces weeks or months to hours or days. Secure data is available quickly, freeing up testing time.

Easy

- Predefined anonymizing rules simplify set up and run.
- Copy data in three steps.

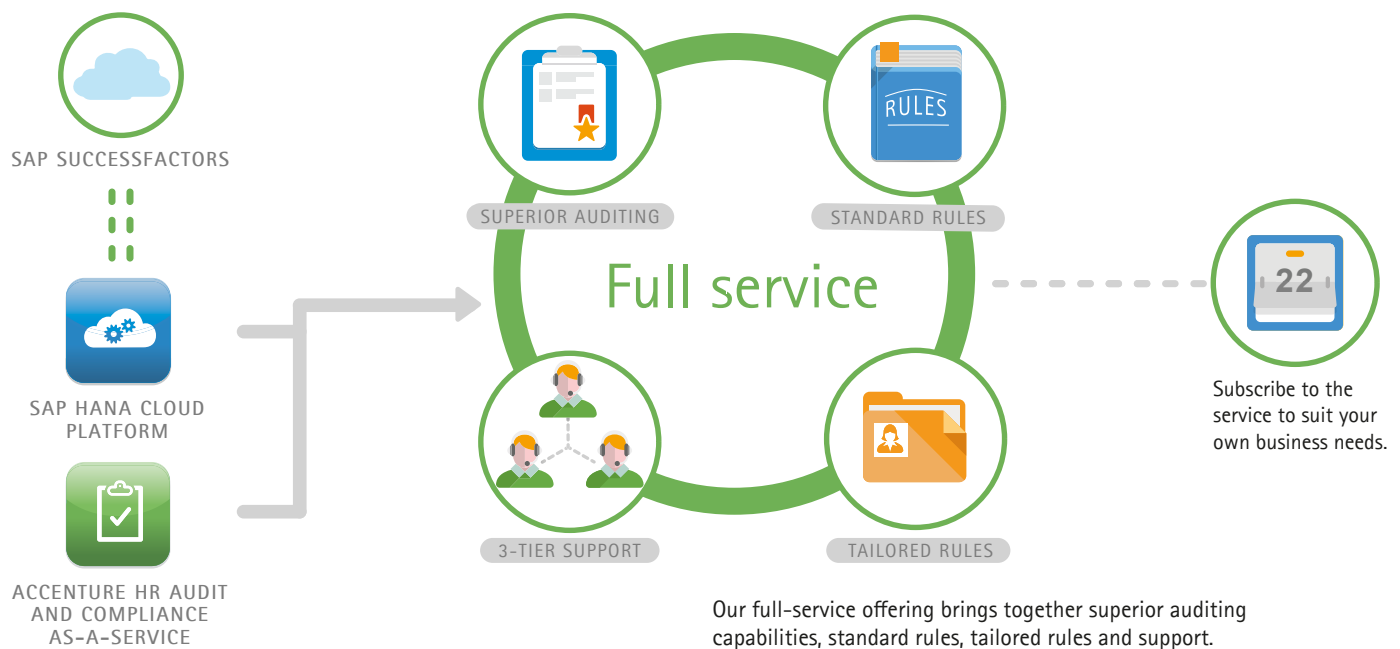
Secure

- The ability to anonymize data without having to leave SAP's data centers protects information.

Flexible

- Flexible, practical software and the support of experienced specialists frees up time for HR teams.

Accenture HR Audit and Compliance as-a-service



Accenture HR Audit and Compliance as-a-service is an extension that uses proactive reporting capabilities to automatically check data in SAP SuccessFactors Employee Central or SAP® ERP Human Capital Management against predefined and customized criteria and rules. It simplifies exception checking, reducing effort and the cost of managing quality assurance. Organizations can gain

quick and agile operational compliance and audit reporting that is designed to identify inconsistencies in vital HR data before they create significant issues for the business. It assists both HR and IT departments in managing personnel demands while maintaining consistently high data quality, helping to lower operating costs.

Features



Action

- Dashboard that highlights and automatically filters for data exceptions.

Investigate

- Integrated with SAP SuccessFactors/Employee Central for immediate resolution of issues.

Resolution

- Documented exception history with resolution actions/ deferrals and comments.

Audit

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

Visualize

- Managerial reporting capabilities built-in.

Benefits



Increase productivity

- Rapid set-up means organizations can plan, implement and have audit runs in less than two weeks.

Reduce errors

- Enhanced compliance and fewer errors reduce total cost of ownership.

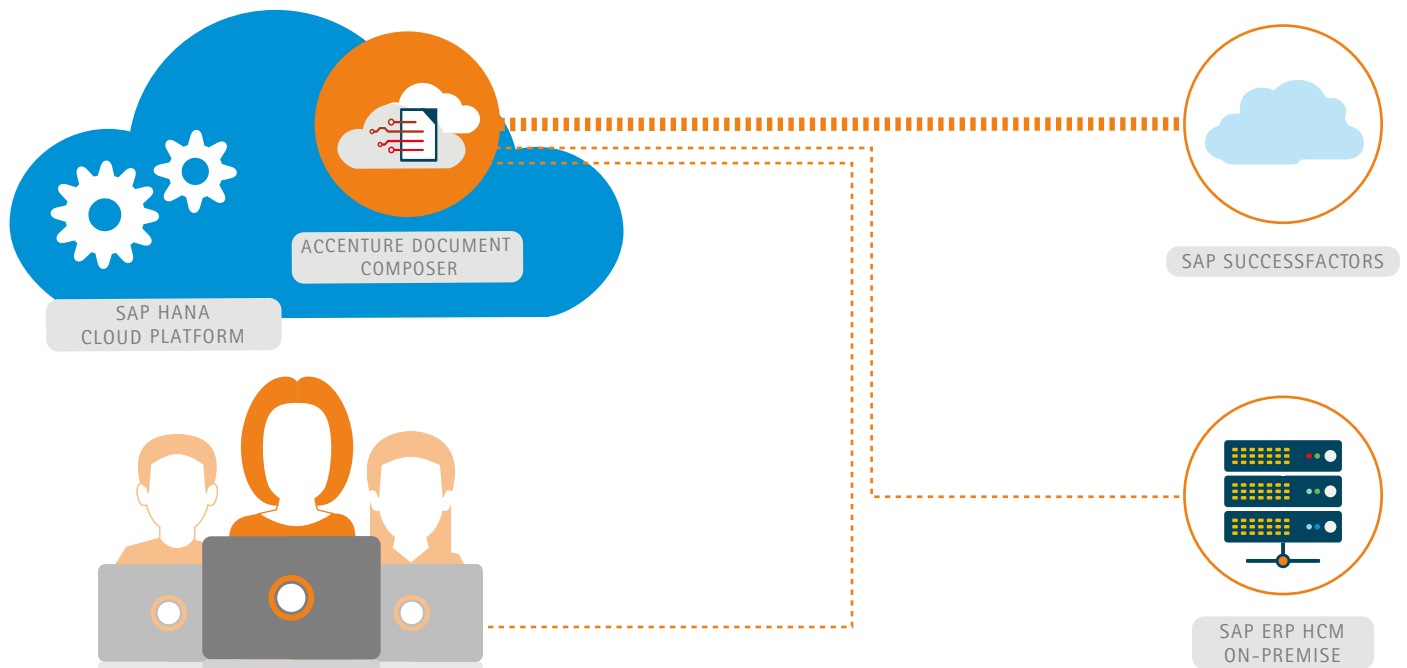
Lower costs

- OpEx rather than CapEx budgets offer more control to the business.

Improve quality

- For a subscription you gain timely checks, and the data quality you need, when you need it.

Accenture Document Composer



Accenture Document Composer is an extension that simplifies and facilitates the process of the creation and distribution of employee-related communications, as a PDF or an e-mail. It enables users to build and manage templates easily, offering a straightforward method to merge data from SAP SuccessFactors or SAP® ERP Human Capital Management systems.

Using a modern, intuitive user interface, Accenture Document Composer maintains all sensitive employee data within SAP data centers.

Features



100% Web-based

- Design, Notify, Print, Update.

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.

Role-based user interface and permissions

- Respects role-based permission from SAP SuccessFactors for data access. Also provides for user roles such as the HR User, Employee Self Service, and so on.

Controlled by HR

- Document-driven filtering of target population, Headers/Footers and Sections for dynamic content.

Benefits



User friendly

- Composes HR documents without technical skills.
- Intuitive design (WYSIWYG).
- "On screen" tips and wizards.

Powerful

- Document creation features based on many years of experience.
- Sections or yellow boxes allowing context specific editing.

Cloud based

- Built for the Cloud and runs on SAP HANA Cloud Platform.
- Data resides in SAP data centers.
- Strong security framework.
- Scalable.

Integrated

- Access to application using widgets in SAP SuccessFactors and integrates with selected third-party storage platforms.
- Access to SAP SuccessFactors Employee Central data and SAP ERP HCM data for dynamic content.

Secure and supported

Reliable human resources information and efficient systems that support integrated processes are key pillars in enhancing productivity in human capital management. More than 1,800 customers in more than 40 countries have benefitted from our innovative software solutions. Accenture Software for Human Capital Management not only guides organizations on their cloud journey but also helps them to lower operating costs, streamline and enrich human resources business processes and, ultimately, achieve high performance.

"Accenture is leading in changing the game for what alliance partners bring in the cloud, as they continue to develop new and innovative applications on SAP HANA Cloud Platform to complement our SAP SuccessFactors solutions. As one of the first partners to adopt SAP HANA Cloud Platform, Accenture is a real forerunner. Speed to implement, best practices, ongoing innovation and extensibility are important to what our customers want from alliance partners today, and Accenture is supporting those needs."

Mike Ettling
President
SAP SuccessFactors

"For us, having SAP SuccessFactors and the HANA Cloud solution gives us such a robust core, that it becomes an integral part of any decision we would make around future HR technology."

Julie Billingsley

Global Head of Human Resources Operations
ZS Associates

"The strategic partnering that we already had in place with SAP SuccessFactors as well as Accenture enabled us to implement the SAP HANA Cloud Platform and the Accenture Audit and Compliance Tool very seamlessly, to be able to get the tool up and running for us in a matter of days."

Mary Kosita

Global Leader
Learning for HR
SAP SuccessFactors

Contact us

Heiko Mouhlen

Business Lead

+49 6221 3106 34044

heiko.mouhlen@accenture.com

For more information on Accenture
Software for Human Capital Management:
Visit: www.accenture.com/hcmsoftware

Regional contacts:

Europe, Middle East, Africa,
Latin America

Venky Seshadri

+49 151 171 56278

venky.seshadri@accenture.com

North America and Canada

Tobias Bloch

+1 416 402 7114

tobias.bloch@accenture.com

Asia Pacific

Hans van Drie

+31 611 300 180

hans.van.drie@accenture.com

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 375,000 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

Combining experience and knowledge about how to optimize HR processes, Accenture Software for Human Capital Management offers add-ons for SAP ERP HCM and SAP SuccessFactors solutions to help HR business processes work more efficiently and effectively. For more, visit: www.accenture.com/hcmsoftware

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