

# SOLVING YOUR SAP HCM CHALLENGES:

## EPI-USE LABS' HCM PRODUCTIVITY SUITE

Digital HR is fundamentally transforming the way organisations think about HR and people management, bringing numerous challenges to business leaders. EPI-USE Labs can help you not only to adapt to but embrace the changes transforming today's workplace with a range of products and techniques. We offer a comprehensive HCM Productivity Suite which brings you the following benefits:

- Highlighting of variances in SAP HCM data
- Flexible, secure data copying and scrambling
- Simplified and secure SAP and SuccessFactors reporting
- Automated document generation and distribution
- A secure platform to manage employee support requests



### Variance Monitor

Gives users the ability to compare HR and Payroll data between systems and across periods easily. Because it's automated, it eliminates manual comparisons, speeds up processes and enables managers and test teams to be much more productive. Covers the entire HCM lifecycle, from go-live to applying support packages/upgrades.



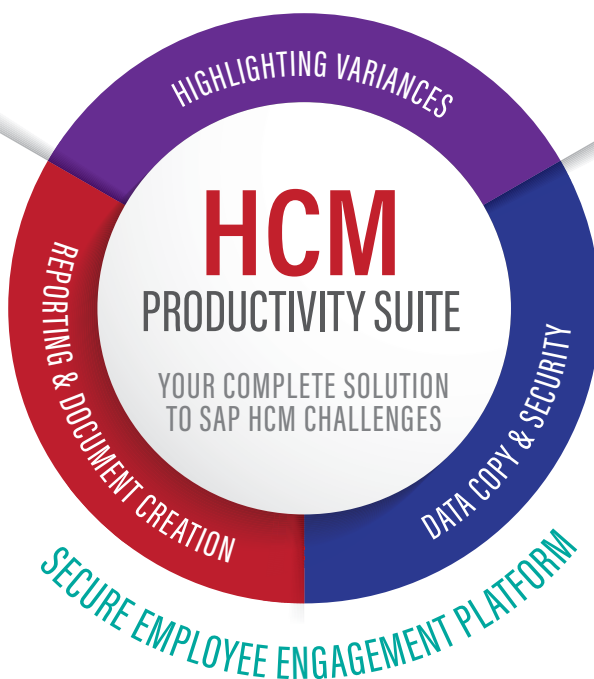
### Query Manager with Document Builder

Provides real-time, operational reporting and automatic document creation using Employee Central and Payroll data. Allows users to create their own reports and tailor documents via a simple user interface.



### Data Sync Manager for HCM

Copying and scrambling data for testing, training, and support. Also provides support for copying of Employee Central and Payroll data. Data on demand, helping you to be compliant.



### HR Central

Engage your employees, with service excellence. A context-aware, secure service desk designed to work directly within SAP SuccessFactors.



## HIGHLIGHTING VARIANCES IN SAP HCM DATA

### VARIANCE MONITOR

Your SAP HCM data is at risk whenever a change is introduced – whether through business/configuration changes or technical/landscape changes. The question is: do you know what data has changed and why?

Variance Monitor™ gives you the power and control you need to single out variances in SAP HCM data. With Variance Monitor, it's easy to set tolerance levels and automate comparisons. Your role becomes proactive, and you can evaluate differences and resolve them with ease. Costly errors are a thing of the past.

Variance Monitor can be used for comparing:

- Period-to-Period on the same ERP system
- Between clients via RFC or a File
- Another ERP system via a File (ERP to ERP – File)
- Legacy data from a File (Legacy to ERP)
- Legacy data via LSMW
- Legacy data via Year-to-Date Files

*“We absolutely counted on those reports to help us identify the variances, help the testing teams focus, and also show the management that we were working through the problems.”*

John Cloud, IT Business Analyst, NRG Energy



## SIMPLIFIED AND SECURE SAP HCM REPORTING

### QUERY MANAGER FOR HCM

How do you extract accurate, meaningful and real-time information from all of your SAP HCM and Payroll data? Standard reports are inflexible, and developing custom ABAP reports could be costly, considering that manual data extraction and merging it in spreadsheets is time-consuming and prone to error.

You need one flexible, powerful solution that enables you to build professional HR documents, improves HR business operations by providing ‘out of the box’ reports and documents, and empowers you to create your own documents easily.

Query Manager is a complete and powerful SAP ERP HCM reporting solution which integrates on-premise data with data in SAP SuccessFactors. You can view your reports in the SAP GUI, as a tile in SAP SuccessFactors, or with a browser from your computer or tablet. Query Manager goes beyond mere reporting and integrates all your data on any device.

#### **Work with your SAP HCM Data – Live in Excel**

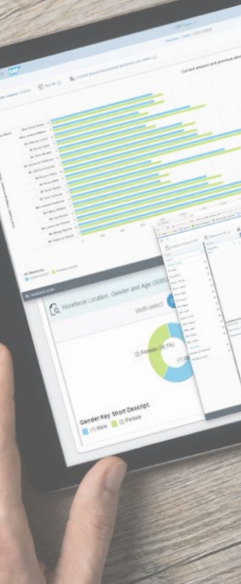
With Query Manager's Microsoft Excel Add-in, you can refresh, analyse, share, and present your critical SAP HCM data, live in Microsoft Excel. Once you have built an Excel worksheet with all the formatting and formulas that you need, you can simply click a button to refresh your spreadsheet with live data from SAP. This functionality, delivered with Query Manager 4, allows you to automate your Excel reports; no more uploading and downloading data between systems.

#### **Hybrid reporting across on-premise SAP and SuccessFactors**

Query Manager's Add-on for SuccessFactors Integration allows you to report on data from both your on-premise SAP system and your SAP SuccessFactors solution. SuccessFactors data is available as a data source in Query Manager, so it can be combined with any data in SAP, or any external system. So clients in a hybrid model, who have some of their data in an on-premise SAP system and some in the SAP SuccessFactors system, can extract data from both systems to run consolidated reports. As it is real-time and on-demand, there is no duplication of data.

*“With Query Manager, we can securely access and distribute all SAP HCM reports quickly across the business.”*

Warburtons



## GENERATING PROFESSIONAL, RICHLY-FORMATTED DOCUMENTS

### DOCUMENT BUILDER FOR HCM

Your SAP ERP system contains critical information to help you run your business. You send thousands of letters to your employees each year, and creating these letters manually is time-consuming and error-prone. Document Builder enables you to design, generate and distribute professional HR documents, live from your SAP HCM system. Use a single document to output multiple versions of a letter that includes different content based on custom conditions. Document Builder also leverages the third-party solution DocuSign to allow our clients to electronically sign, prepare, act on, and manage documents.

*"We have been very happy with Document Builder; it was a worthwhile investment for us, and we've had an overwhelmingly positive response from those using it."*

Richard Cain, HR Systems Adviser, Dorset Council



## FLEXIBLE, SECURE DATA COPYING AND SCRAMBLING

### DATA SYNC MANAGER FOR HCM

How do you solve the challenge of ensuring access to HCM production data in non-production systems for testing, training and support? Data Sync Manager™(DSM) for HCM empowers all levels of SAP users, ensuring access to HCM production data in non-production systems for testing, training and support.

With this landscape management suite, you can copy SAP systems, clients and data objects, and mask data on demand. DSM for HCM allows you to select and transfer specific HCM data objects easily and accurately, as needed, and to mask sensitive data for security and governance compliance, including associated data in the connected SuccessFactors instance.

DSM allows you to

- accelerate the copying of organisational data
- mask all HCM cluster data and also HANA's declustered data
- download tailored masking rules (e.g. payroll versions for 80+ countries)
- discover sensitive data in custom infotypes and protect it
- eliminate delays in obtaining real, accurate data for reliable testing

DSM is SAP-certified, so you can rest assured that it will integrate seamlessly with your SAP implementation.

*"A nine-day exercise was reduced to just one hour - our accountants were blown away!"*

Malte Podszus, Consultant FI/CO/HR, MAPA



## MANAGE EMPLOYEE SUPPORT REQUESTS

### HR CENTRAL

Your employees are your most important asset, and the systems that connect them to your HR team play a crucial role. HR Central is a secure, ISO-certified platform which streamlines and manages employees' support requests. It helps you realise world-class HR service delivery, making it a pleasure for your employees to interact with your HR team. The platform can boost productivity and ensure HR compliance.

HR Central offers:

- Context-aware help embedded directly in SAP® SuccessFactors
- Flexible, configurable ticketing, with built-in automation for repetitive tasks
- Live, interactive dashboards that provide an overview of HR service delivery
- Multilingual knowledge bases that encourage employee self-service and reduce support tickets
- A Learning Management System (LMS) for employee skills development and regulatory compliance



As a global software solutions and managed services company, EPI-USE Labs helps you to maximise the performance, management and security of your SAP® and SAP SuccessFactors systems. Our clients tell us every day how we have transformed their business operations. Contact us to find out how we can help you solve your SAP challenges.

EPI-USE Labs is a member of the groupelephant.com family.  
[www.epiuselabs.com](http://www.epiuselabs.com)