



SOLVING YOUR ON-PREMISE SAP HCM AND SUCCESSFACTORS REPORTING CHALLENGES





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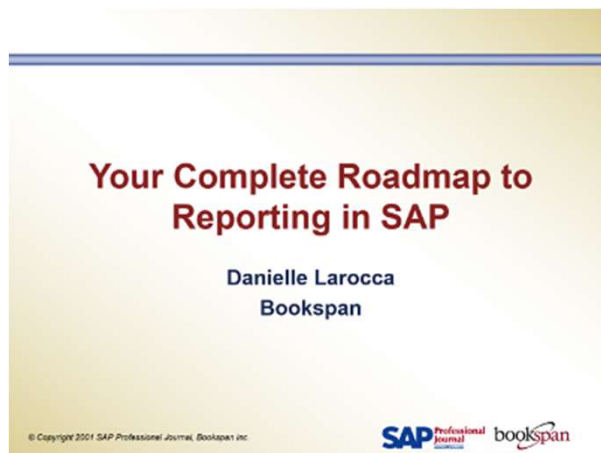
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“WE CAN REPORT ON SAP AND SUCCESSFACTORS DATA
IN THE SAME REPORT.”



TALKING ABOUT REPORTING

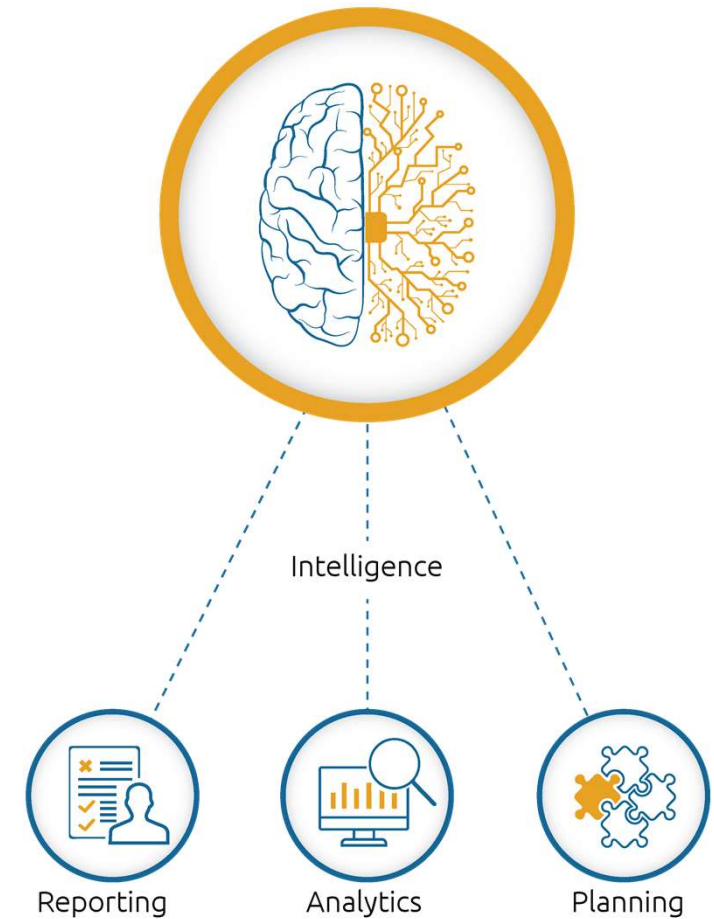
- My first speaking engagement was at the ASUG Conference in 1999
- There was a very long stretch of time where there were no new major developments on the reporting front
- Most HCM customers were using the same set of tools



Graphics source sapinsider.com and asug.com.

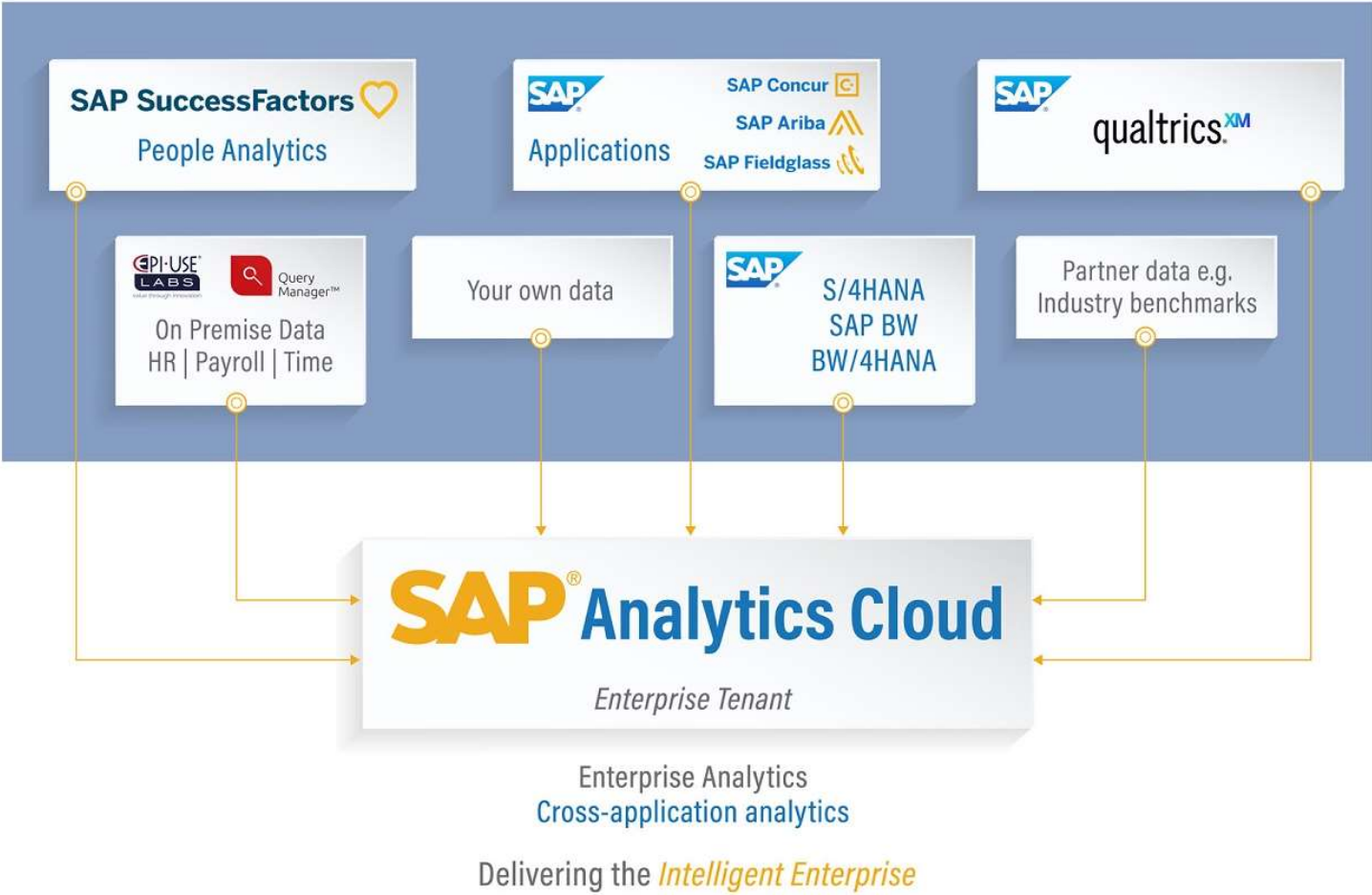
INTELLIGENCE

- The global SAP theme is INTELLIGENCE, which is based on HANA.
- In the summer of 2018, SAP announced that SAP Analytics Cloud is the strategic analytics platform for all SAP business applications moving forward
- The goal is to eliminate disparate disconnected modules or handshakes between systems, transferring data between various mechanisms.
- Any question | from anyone | at any time
- Learn more about the [Intelligent Enterprise](#)



SAP SUCCESSFACTORS PEOPLE ANALYTICS STRATEGY

Delivering the *Intelligent Enterprise* by standardizing architecture



The Query Manager solution

The screenshot displays the Query Manager solution interface, which includes a data table, a bar chart, and a dashboard with various widgets.

Personnel Number	Employee name	Name of EE subgroup	Personnel Area Text	Manager name (OM)	Gross Amount
00000075	Mr Brad Singleton	U3 - Standard salary	US03 - US Product B	Ms Keith Lacomagne	3296.00 USD
00000076	Ms Kelly Murphy	U3 - Standard salary	US01 - United States Headquarter	Ms Jessica Steurer	1636.36 USD
00000077	Ms Jessica Steurer	U4 - Salaried employees	US01 - United States Headquarter	Ms Amy Nunemacher	3977.27 USD
00000078	Mr Jimmy Vasser	U1 - Hourly rate/wage	US01 - United States Headquarter	Mr Clint Harper	730.50 USD
00000079	Mr Takuma Sato	U1 - Hourly rate/wage	US01 - United States Headquarter	Mr Clint Harper	691.88 USD
00000080	Miss Ornela Tempira	U3 - Standard salary	US01 - United States Headquarter	Mr Tom Dahn	1742.43 USD
00000081	Ms Crystal Haru	U3 - Standard salary	US01 - United States Headquarter	Mr Bruce Barron	1786.30 USD
00000082	Mr Scott Dixon	U1 - Hourly rate/wage	US01 - United States Headquarter	Mr Clint Harper	730.50 USD
00000083	Mr Greg Schmitt	U4 - Salaried employees	US01 - United States Headquarter	Ms Amy Nunemacher	3622.73 USD
00000084	Ms Tiffany Ranier	U3 - Standard salary	US01 - United States Headquarter	Ms Ashley Bellard	1496.21 USD
00000085	Miss Melissa Comery	U3 - Standard salary	US02 - US Product A	Mrs Heather Traylor	2199.09 USD
00000086	Mr Jamie Terry	U3 - Standard salary	US01 - United States Headquarter	Miss Andra Ponson	2234.85 USD
00000087	Miss Lisa Nemeroff	U3 - Standard salary	US03 - US Product B	Mrs Heather Traylor	2462.12 USD
00000088	Ms Nicole Bourgeois	U3 - Standard salary	US01 - United States Headquarter	Mr Clint Harper	1856.06 USD
00000089	Mr Zack Scheurich	U3 - Standard salary	US01 - United States Headquarter	Mr Tom Dahn	3333.34 USD
00000090	Mr Jeff Schumacher	U2 - Hourly rate/wage	US01 - United States Headquarter	Mr Zack Scheurich	1593.75 USD
00000091	Mrs Brooke Graspinger	U3 - Standard salary	US01 - United States Headquarter	Miss Andra Ponson	1742.43 USD
00000092	Miss Joanna Walker	U3 - Standard salary	US01 - United States Headquarter	Mr Zack Scheurich	1306.82 USD
00000093	Mr Tom Dahn	U4 - Salaried employees	US01 - United States Headquarter	Ms Amy Nunemacher	4186.96 USD
00000094	Miss Shaerrel Meche	U3 - Standard salary	US02 - US Product A	Mrs Heather Traylor	2348.48 USD
00000095	Ms Tiffany Yabonaki	U3 - Standard salary	US02 - US Product A	Miss Andra Ponson	1742.43 USD
00000096	Ms Laura Lee Poirier	U2 - Hourly rate/wage	US01 - United States Headquarter	Mr Zack Scheurich	1762.50 USD
00000097	Miss Kristin Sells	U3 - Standard salary	US03 - US Product B	Mrs Heather Traylor	2083.34 USD
00000098	Mr Brock Yates	U2 - Hourly rate/wage	US01 - United States Headquarter	Mr Zack Scheurich	1800.00 USD
00000099	Miss Jessica Holiday	U3 - Standard salary	US01 - United States Headquarter	Miss Andra Ponson	1780.30 USD
00000100	Ms Rebecca Hrouck	U2 - Hourly rate/wage	US01 - United States Headquarter	Mr Zack Scheurich	3187.09 USD
00000101	Miss Aimee Plamance	U3 - Standard salary	US03 - US Product B	Miss Andra Ponson	1637.12 USD

The interface also features a bar chart showing 'Personnel Area - Gender by Month' and a dashboard with various widgets including 'Admin Alerts', 'My Admin Favorites', and 'SuccessFactors'.

WATCH VIDEO ▶

The Query Manager solution cont...

The image displays three overlapping screenshots illustrating the Query Manager solution. The background is a screenshot of an Excel spreadsheet with a 'Query Manager' pane on the right. The spreadsheet shows a list of employees with columns for Last Name, Event, Event Reason, Country, Company Name, Division Name, Department Name, Location Name, and Event Date. The Query Manager pane shows a table of 'Workbook Queries'.

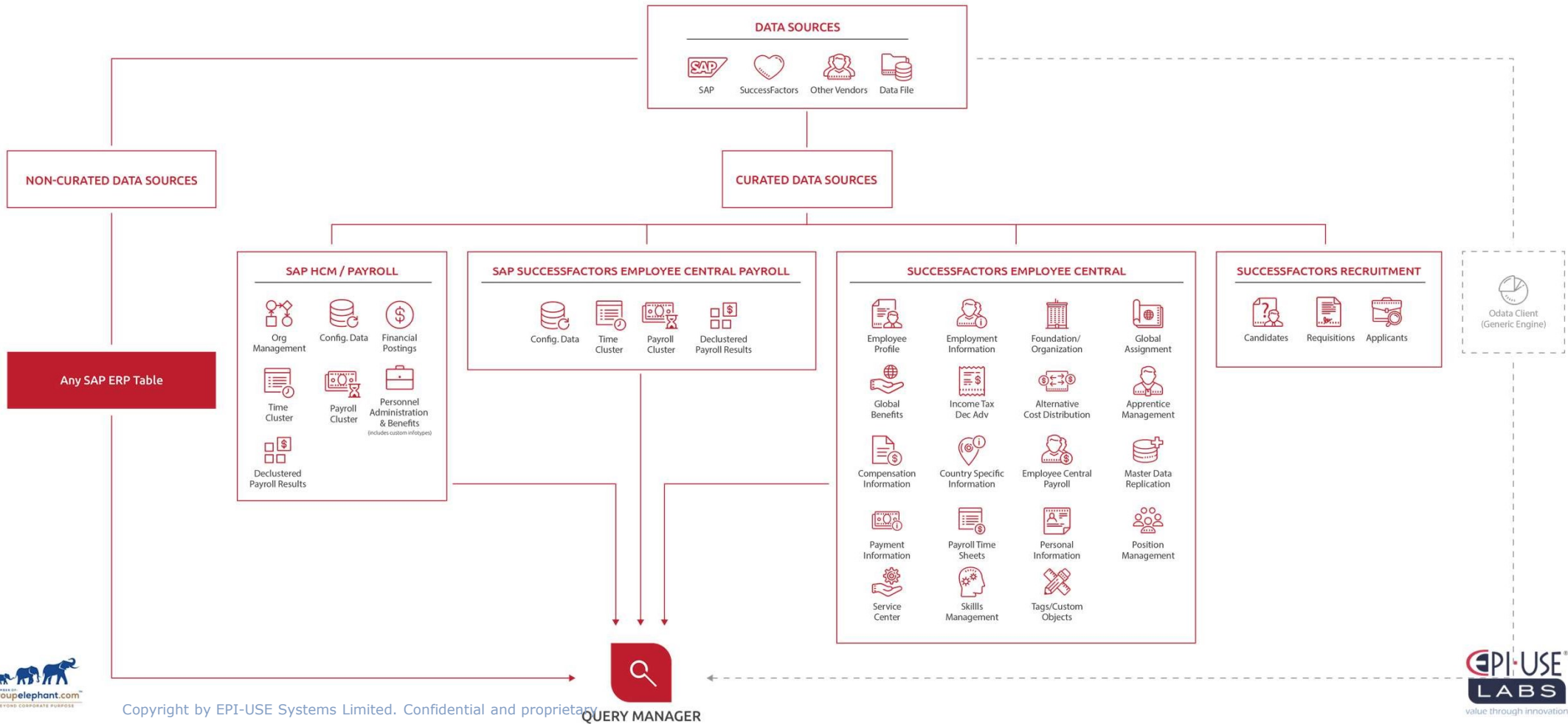
Last Name	Event	Event Reason	Country	Company Name	Division Name	Department Name	Location Name	Event Date	Postal Code
Trombley	Hire	New Hire	USA	BestRun Company	Manufacturing	Production FR	Paris	1/20/20	5001
Reckert	Hire	New Hire	USA	BestRun Company	Corporate Services	Talent Management Corp	Philadelphia	1/2/95	5001C
Winters	Hire	New Hire							
Kincaid	Hire	New Hire							
Soulla	Hire	New Hire							
Holliston	Hire	New Hire							
Mohrwe	Hire	New Hire							
Wang	Hire	New Hire							
Kent	Hire	New Hire							
Davis	Hire	New Hire							
Pawlucky	Hire	New Hire							
Williams	Hire	New Hire							
Schuler	Hire	New Hire							
Taylor	Hire	New Hire							
Felix	Hire	New Hire							
Parker	Hire	New Hire							
Howard	Termination	Early Retirement							
Fredrickson	Hire	New Hire							
Flores	Hire	New Hire							
Moulton	Hire	New Hire							
Tavaddia	Hire	New Hire							
Grant	Hire	New Hire							
Watson	Hire	New Hire							
Martin	Hire	New Hire							
McManus	Hire	New Hire							
Hillier	Hire	New Hire							
Wood	Hire	New Hire							
Burgess	Hire	New Hire							
Mahoney	Hire	New Hire							
Hoyle	Hire	New Hire							
Forryth	Hire	New Hire							
Ruidd	Hire	New Hire							
O'Callaghan	Hire	New Hire							
Caull	Hire	New Hire							
Seabury	Hire	New Hire							
Dornbach	Hire	New Hire							
McClure	Hire	New Hire							
Byrne	Hire	New Hire							
Trott	Hire	New Hire							
Banks	Hire	New Hire							
Dodds	Hire	New Hire							
Lamey	Hire	New Hire							
Buzbell	Hire	New Hire							

The middle screenshot shows a SAP interface with the title 'Compare SAP and SFSF Address Data' and a table of employee records with columns for Personal Number, Formatted name, Address Line 1 (SAP), and Address Line 1 (SFSF).

Personal Number	Formatted name	Address Line 1 (SAP)	Address Line 1 (SFSF)
00000001	Mr Mark Bates	123 Peachtree Street	
00100083	Mr Kincaid Jack	4125 North Front Street	4125 North Front Street
00100239	Mr Hank Taylor	18115 Von Karman Ave	18015 Von Karman Ave
00100240	Mrs Lisa Felix	24011 Eshelman Ave	24011 Eshelman Ave
00100241	Mr John Parker	3123 Cherry Creek Drive	3123 Cherry Creek Drive
00100223	Mr Jack Powers	1122 Coventry Avenue	1121 Coventry Avenue

The right screenshot shows the Client Central Query Manager interface. It features a search bar, a category filter (Human Capital Management, Sales & Distribution, Materials Management), and a list of queries. The 'Query Manager 4' query is selected, showing details for 'Missing Bank Details' and 'Active employees (basic)'. The interface includes a 'Share' button and a 'Downloads' section.

INPUTS



My Top 3 Favorite Functionality Items



1

Microsoft Excel Add-in

With Query Manager's Microsoft Excel Add-in, you can simply click a button to refresh your spreadsheet with live data from SAP. What is unique about this web app is that once you have built an Excel worksheet with all the formatting and formulas that you need, you can just click a button to refresh your spreadsheet instantly with dynamic data from SAP. This functionality, which is delivered with Query Manager 4, allows you to automate your Excel reports; no more uploading and downloading data between systems. The Microsoft Excel Plug-In works with Excel for Mac, Excel for Windows and Excel for the Web.)learn more [here](#)

2

Query Manager Analytics Connector

Query Manager can also serve as an engine for feeding On Premise SAP data, including Payroll, Time and Configuration to additional services for dynamic use. This is ideal for any applications that currently do not have real-time access to this data, including solutions SAP Analytics Cloud, SAP SuccessFactors People Analytics, Microsoft Power BI and Tableau. Webinar [here](#)



3

SuccessFactors™ Integration

Query Manager includes access to the SuccessFactors data. 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. What makes this particular integration unique is that not only is it live data but we have also curated this content. We have taken the raw unstructured generic SuccessFactors data that is exposed via OData and transformed it into user friendly categories and descriptive text fields to make it easy for users to understand what the data is and report on it accordingly.





Demo scenarios

- **Core Hybrid:** Address data validation
- **Talent Hybrid:** Recruiting analysis (demo includes the Excel Add-on)
- **ECP:** Payroll and SuccessFactors data combined (demo includes the Analytics Connector)

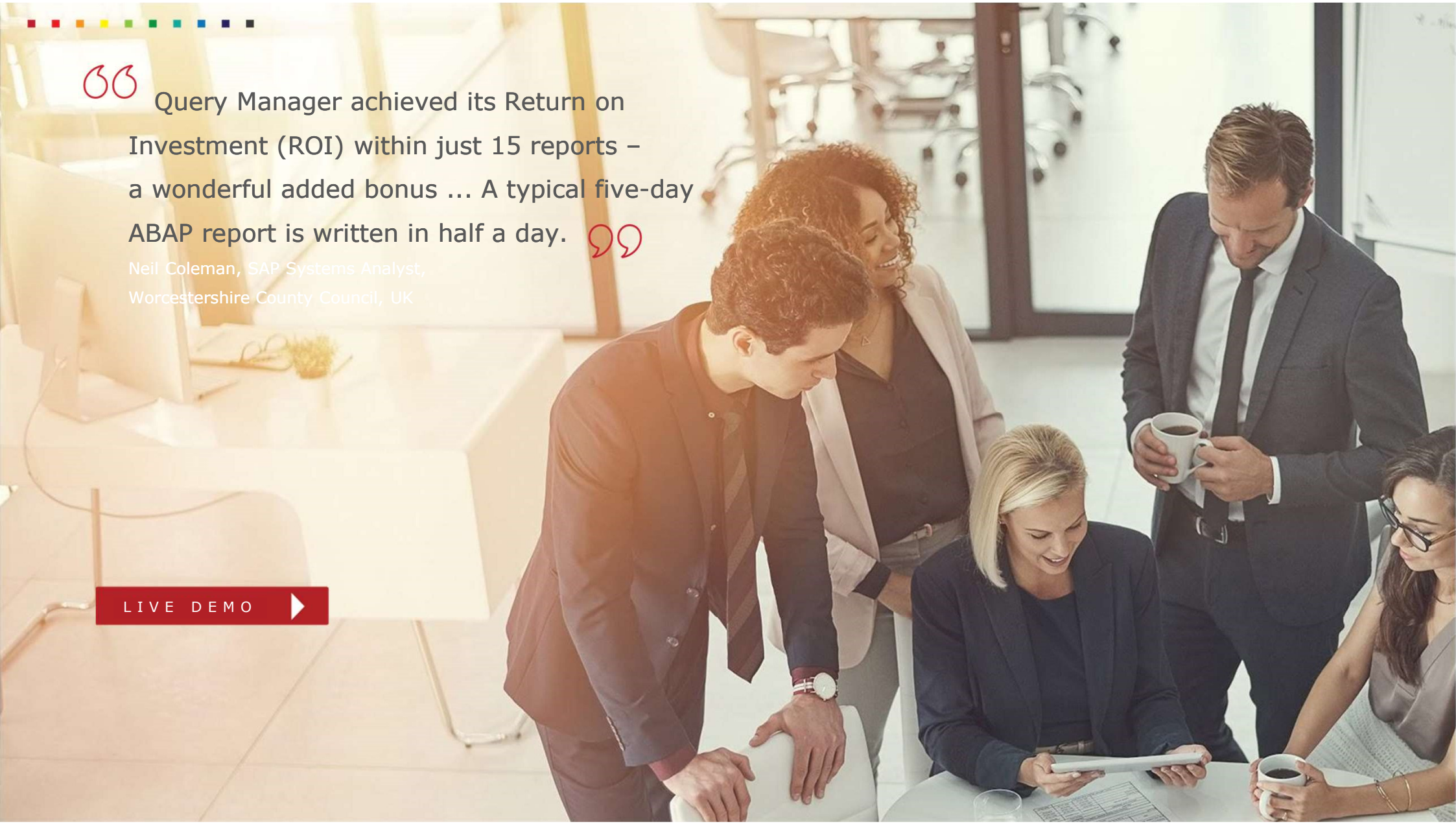


Query Manager achieved its Return on Investment (ROI) within just 15 reports – a wonderful added bonus ... A typical five-day ABAP report is written in half a day.



Neil Coleman, SAP Systems Analyst,
Worcestershire County Council, UK

LIVE DEMO





QUESTIONS

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