SAP SuccessFactors Q4 2017 Review

Reporting, Analytics & Planning

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This quarter, there are continuing developments in the user experience of reporting including both layout and ease of usability features, alongside integration upgrades and consistency improvements. The introduction of GDPR is also a big part of this area heading into next year, but as it’s been discussed in previous blogs I won’t repeat it here.

Report Centre Enhancements

Spacing Optimisation – improving the look and feel of the Report Centre to make better use of screen real estate. As the Report Centre is the single point of access for all reporting, increased screen real estate ensure that users have an optimum experience when using the Report Centre, particularly on smaller screens. This idea has come from the Customer Community.
Pivot Data Source Query – allowing for data source query creation when building Pivot Tables or Charts. Previously users could not build the data source query for a
pivot or chart directly in the pivot designer; instead, they had to firstly create a list table query, then export that to be used as the pivot data source. Now users can directly build their data source query when creating their pivot table or chart, thus improving efficiency.

Date ranges for Dashboards – a new date range option has been added for tile based dashboards, whereas previously this was only available for tiles and standard dashboards. This is another idea from the Customer Community.
Other minor enhancements this quarter include a new option to manage Background Bundles in the report distributor, and the ability to cancel a query request while it’s still running.

**Workforce Analytics on HANA**

Only minor enhancements in this quarter:

- Help text now shown after exporting Drill to Detail results which help the user know where the downloads can be fetched
- Codes can no longer be deleted in the Dimension Editor
- Dimension Editor now purges its cache, so changes appear within a couple of minutes
- Data as of Date is now calculated as the last run of the employee.

**Analytics in Employee Central**

Improving consistency and accuracy – to improve this, changes to the default logic have been made including Reliability of the Location Dimension and Source for Veteran Dimension.
SAP Analytics Cloud (SAC)

SAP Analytics Cloud now includes a connector supporting Workforce Analytics. This connector allows users to import data from WFA for analysis and inclusion within SAC models and stories. Stories form the basis of Digital Boardroom presentations, allowing WFA data to appear in these presentations. This is important because this is the first time WFA data has been made available externally in the SF HCM application. The SAC connector allows customers to present WFA data together with data from other SAP/SF applications.
In addition the SAP Analytics Cloud team have recently released pre-configured content for SAP SuccessFactors. Learn more about the content, SAP SuccessFactors WFA connector and SAP SuccessFactors HCM connector in this presentation and demo on YouTube - https://www.youtube.com/watch?v=UI6wimZKxiQ.

Workforce Planning
Filters – there is a new filter icon available above the list panel. When you click the filter icon, a filter panel opens, and all fields configured in the plan appear as filter options. This will allow customers to easily find the right headcount plan items.
Cost calculation via RealSpend Integration to Headcount Planning – a planner can now integrate a cost forecast from RealSpend into the Headcount Planning analytics screen. This allows them to see the cost impact of the planned changes during planning. Changes made to the headcount plan are sent to RealSpend and the core forecast is re-calculated in real time. This allows customers to use headcount planning to build their annual budget, and to monitor the year-to-date costs and cost forecast during the year so they can stay within budget.