



SAP SuccessFactors Reporting & Analytics

Presented by
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ANDRE FONSECA

- Role: SuccessFactors Consultant – Analytics SME
- SuccessFactors Experience: Since 2019

Andre is an experienced SuccessFactors Reporting & Analytics consultant and has both broad and deep experience with optimizing, defining and analyzing business needs and building solutions for business intelligence across HR and other business domains.

Andre has specialist knowledge within analytics and HR including Core HR, Reporting, Talent Management and Workforce Analytics.



Session agenda

- Most Important Topics
- Other Release Features
- Deep Dive Topic
- Product Road Map

Most Important Topics

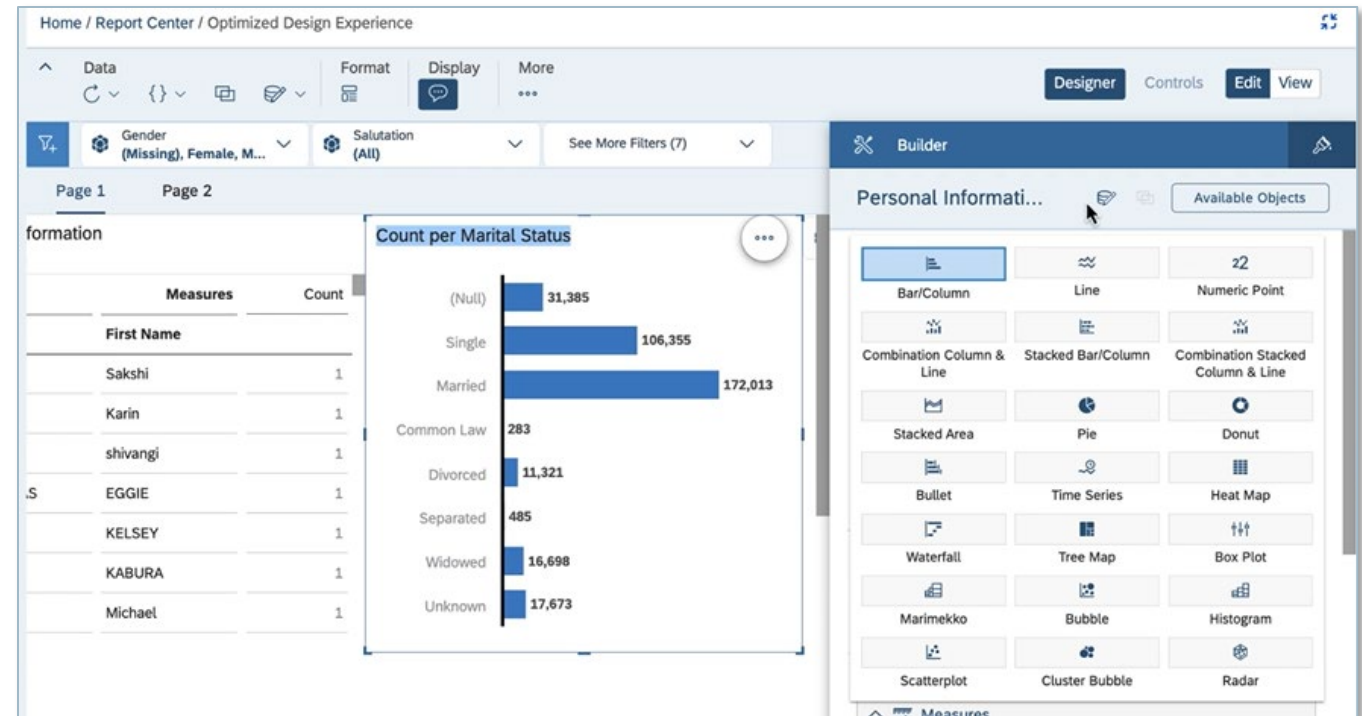
Optimized Design Experience for Story Reports

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- The Optimized View Mode is automatically enabled, and you can't disable it for stories built using the optimized design mode
- The Data Analyzer replaces the Explorer View
- The sections within the Builder Panel are collapsible.
- All the Charts are consolidated in a single menu, and a Chart Add-ons section has been added for enhanced usability
- The Available Object List displays all the objects that are associated with the respective data model



The level of impact of this release is High as Explorer view goes away and the new design experience reduces story loading time. Existing reports must be updated/converted, which can be simple or medium complex.

The feature will not be available during the Preview release due to technical issues. SAP plans to enable it in both the preview and production environments June 2 2023

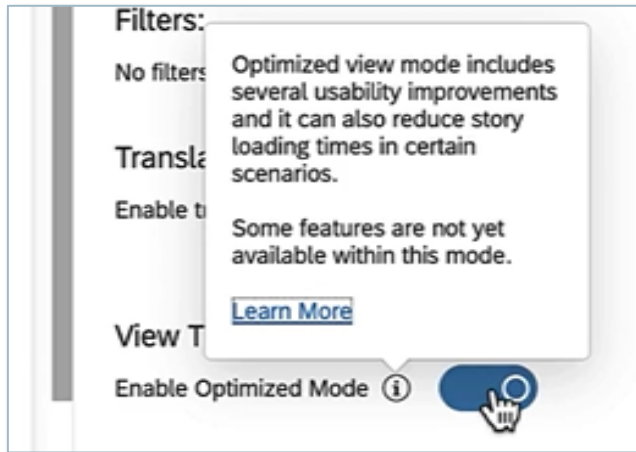
Optimized View Mode in Story Reports

Type: New

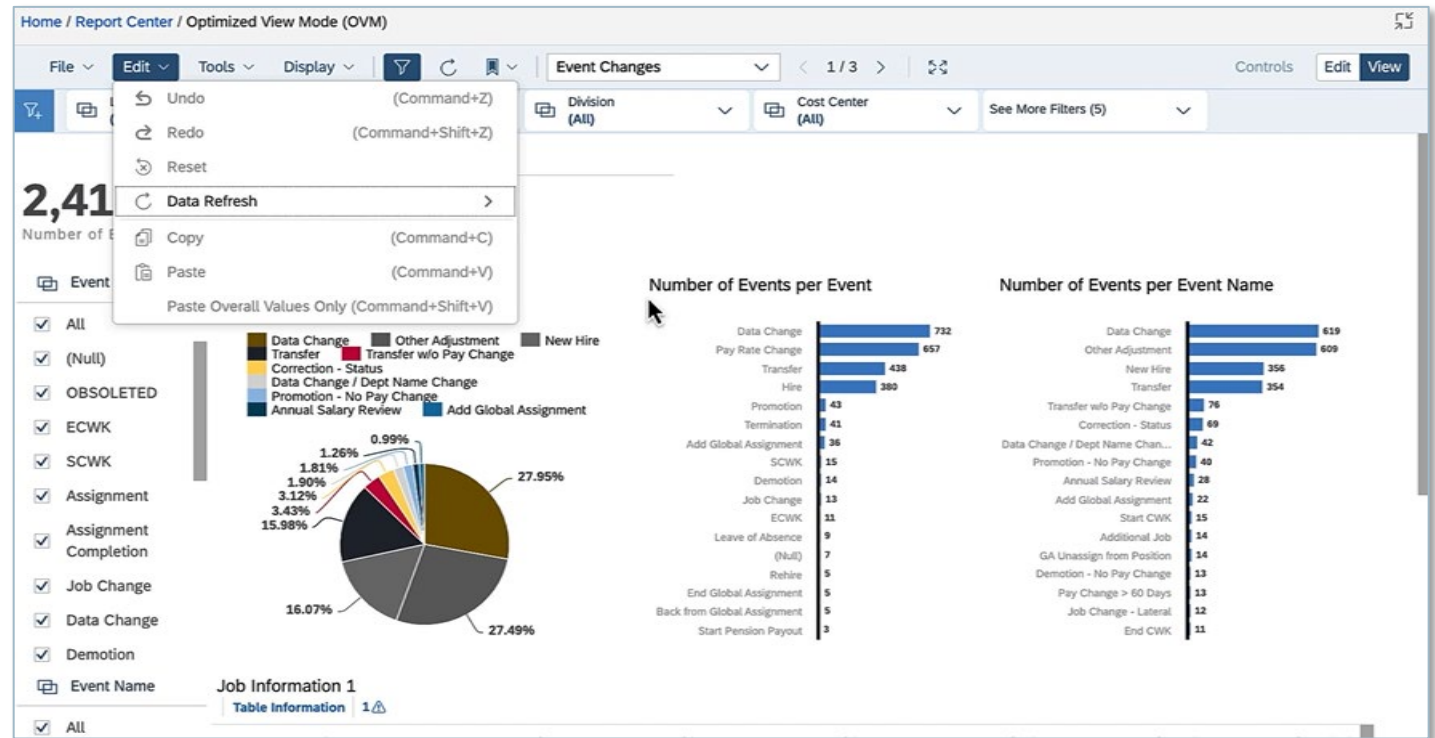
Lifecycle: General Availability

Enablement: Customer configured

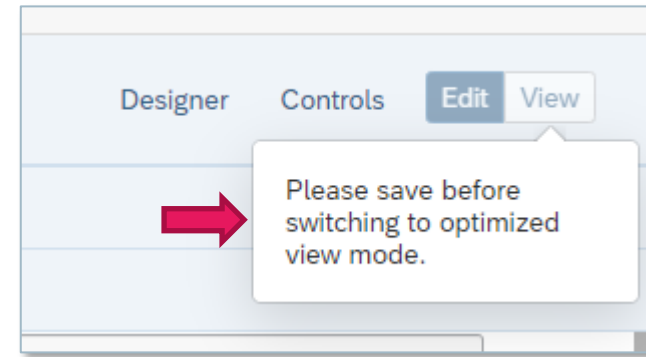
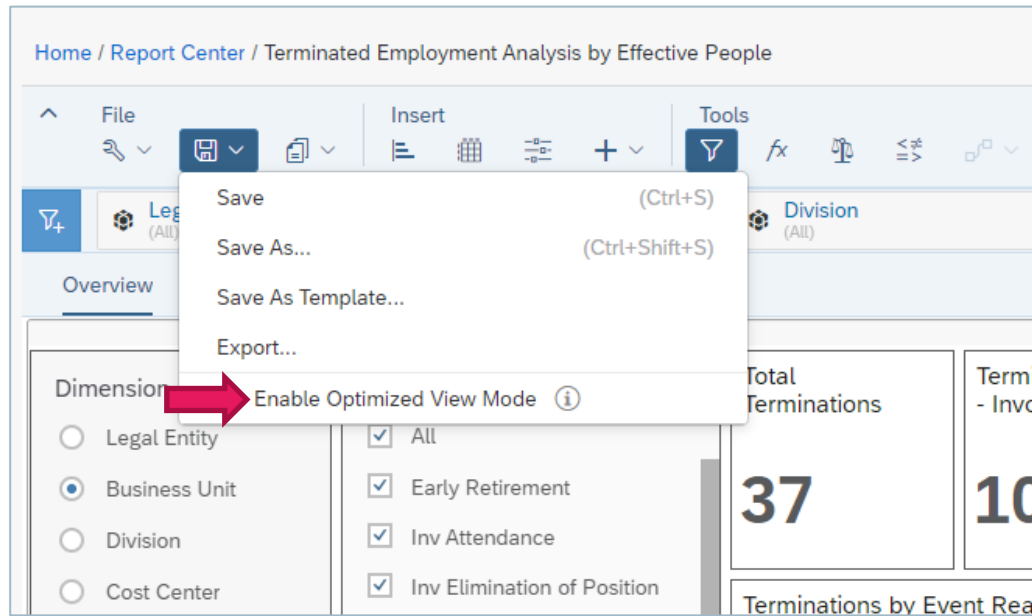
You can use optimized view mode on your new and existing Story reports. The optimized view mode along with optimized design is called the optimized story experience, which offers new story design capabilities.



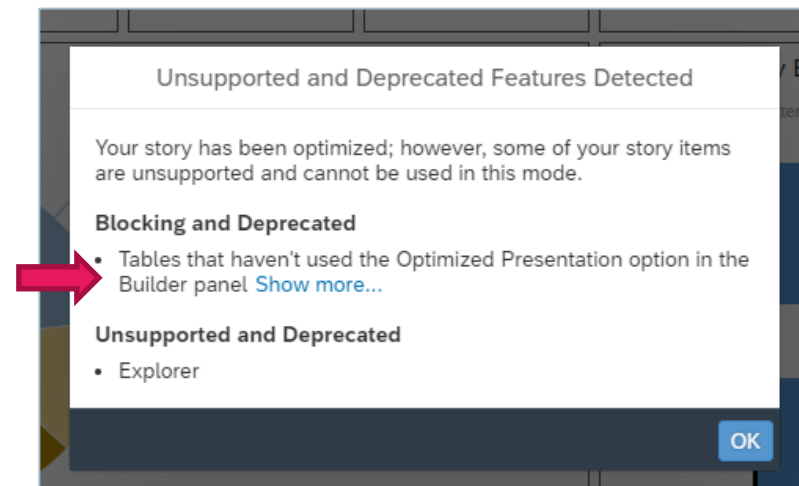
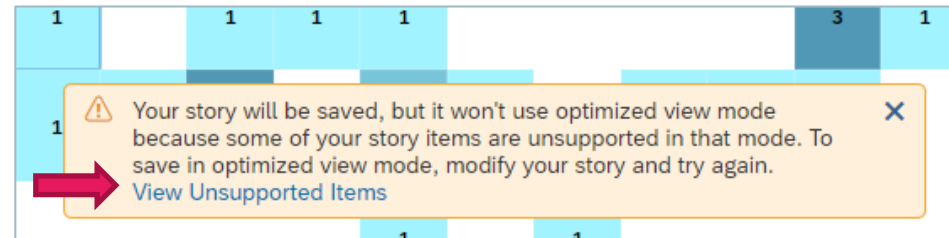
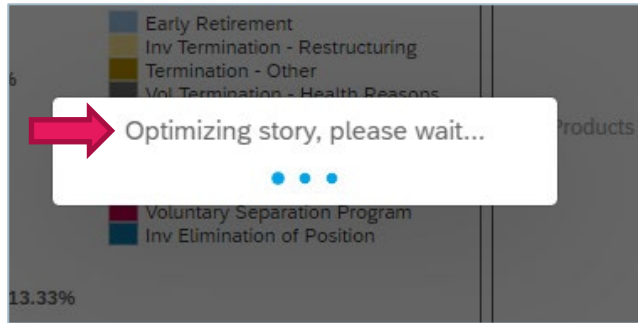
The level of impact of this release is High as Explorer view goes away and the new design experience reduces story loading time. Existing reports must be updated/converted, which can be simple or medium complex.



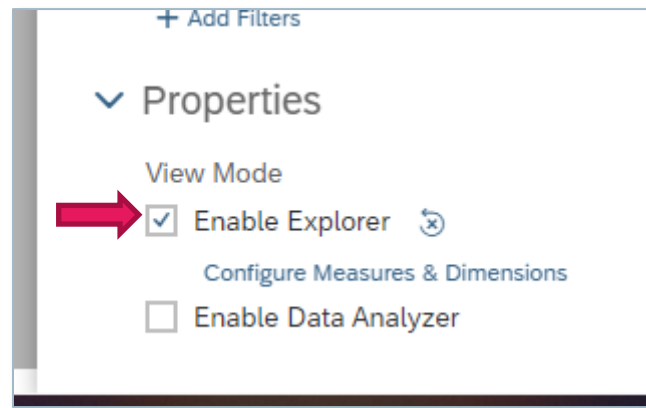
Optimized View Mode in Story Reports: Step 1 - Enable



Optimized View Mode in Story Reports: Step 2 - Save and validate



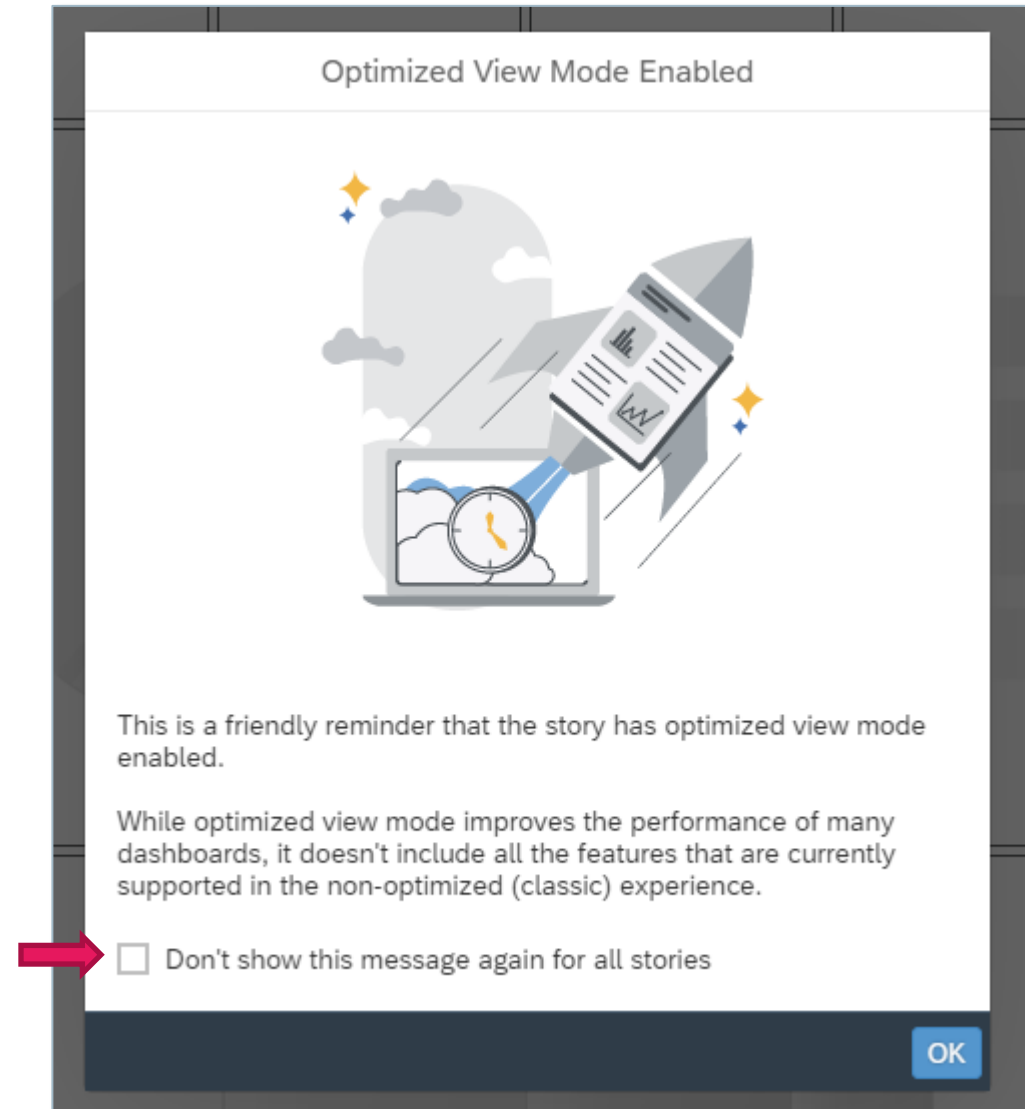
Step 3: Fix issues



Uncheck "Enable Explorer" and check "Enable Data Analyzer" if relevant. This must be done for each component where relevant.

Step 4: Viewing report story first time

- A popup information will appear first time you open the optimized report



New Release Features

SF LMS Story Report template in Content Store

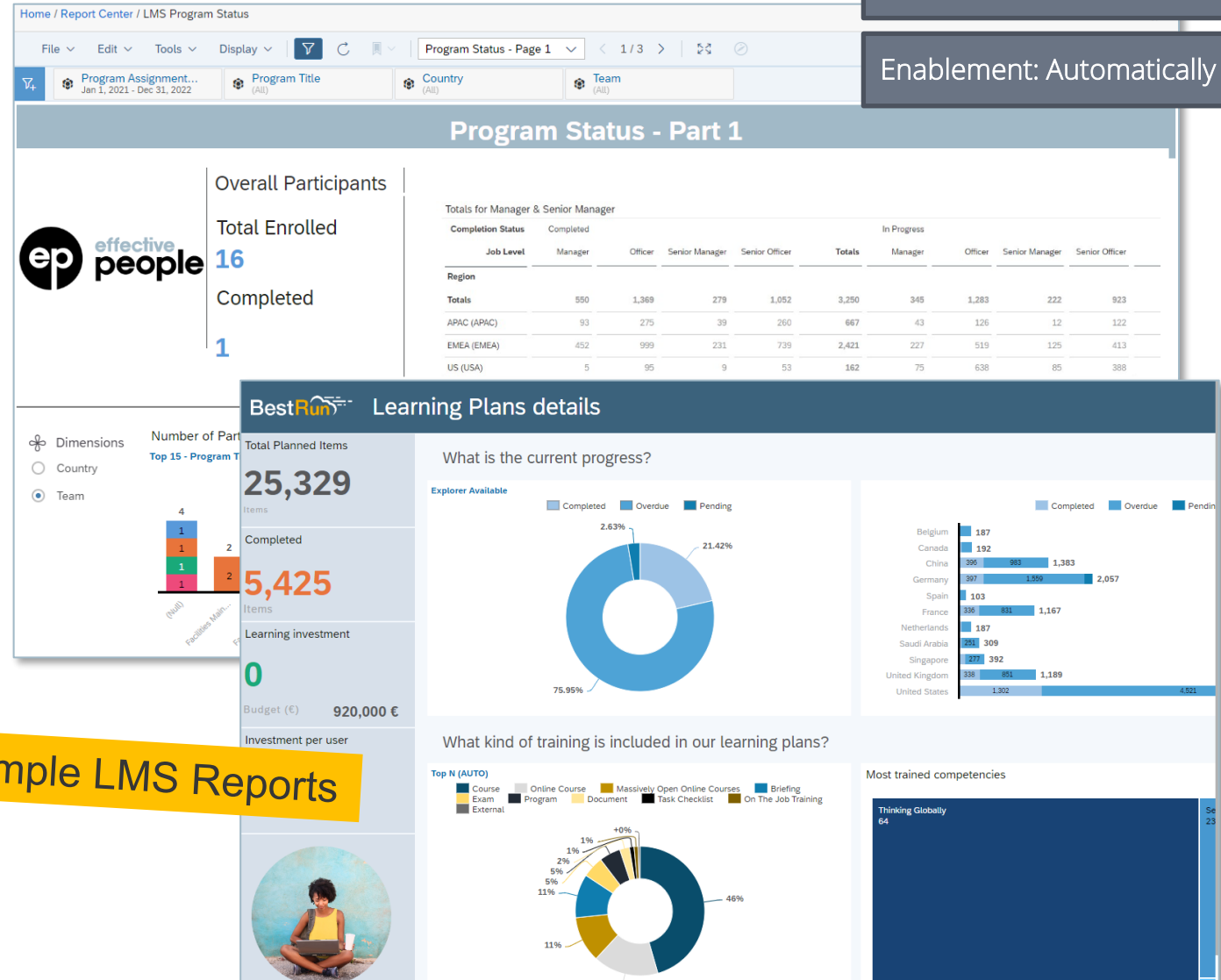
Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- There is a new template for SAP SuccessFactors Learning available in Report Center Content Store
- Templates should be considered a starting point and not a “ready to use” Report Story

If you are using SuccessFactors LMS then this is a relevant capability to consider. Report Story does not replace 1:1 the LMS PRD, but allows you to create interactive business facing dashboards to surface data otherwise hidden in the LMS database



Sample LMS Reports



Career Worksheet Data in Story Reports Now Limited to Target Population

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- The Career Worksheet data that users can view in Story reports, including current and target roles, is now limited to their target population.
- We built this enhancement to help protect employees' data privacy in your organization.

The level of impact of this release is Medium, since it will impact all report stories that use Career Worksheet as basis.

Opportunity Marketplace Reportable in Report Story

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- You can now use Report Story to report on Opportunity Marketplace assignments
- The following information is added:
 - Assignment co-owners
 - Proposed start date
 - Proposed end date
 - Application comment
 - Custom fields added to assignments
 - Last edited by: information about the user who last edited assignments.
 - Last edited on: date time information of when assignments were edited.
 - Attributes: to report attributes, you need to upgrade to Talent Intelligence Hub.

Opportunity Marketplace is a new module in the SuccessFactors suite and not yet widely adopted. It pulls together various modules and lets them interact with each other. For example CDP, Recruiting, JPB, Competencies & Skills. If you are considering Opportunity Marketplace let Effective People know!

Dynamic Teams Data Available in Story Reports

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- You can create Story Reports with data from the Dynamic Teams module

The screenshot shows the 'Query Designer' interface in a software application. At the top, a breadcrumb navigation bar indicates the path: 'Home / Report Center / New Story'. Below this is a toolbar with icons for 'File', 'Data', and 'Validation'. The main workspace displays a data model with four 'Dynamic Teams' entities connected by lines: 'Dynamic Team', 'Dynamic Team Member', 'Key Result', and 'Key Result Comment'. To the right, an 'Available Data' panel is open, showing a search bar and a list of available data sources: 'Dynamic Teams', 'Dynamic Team', 'Dynamic Team Member', 'Key Result', 'Key Result Comment', 'Key Result Contributor', 'Objective', 'Objective Status', and 'User'. A red arrow points from the 'New Story' breadcrumb to the 'Available Data' panel. At the bottom right, there are buttons for 'Cancel', 'Preview Query', and 'Finish'.

Dynamic Teams is a platform feature, meaning all companies are free to use it. Does not replace MS Teams or project planning tools, but complements it. Ability to report on data makes it more useful.

Reporting of Time Events for Clock In Clock Out

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- You can Reporting to create a report for the time events generated in a Clock In Clock Out system.
- You can view the time event details for the employees who are Clock Time users and who have recorded their time event using a terminal, web, mobile, or manually. The date range for generating reports can be daily, weekly, monthly, and so on. Administrators and managers can view the reports only of those employees who are assigned to them.

Time Event										
1 Filter { }										
Employee Name	Time Event Type Name	Date and Time	Pairing Status	Creation Source	Manager	Approval Status	Terminal ID	Reason for Manual Time Event	City/Area/Locality	Region
	Clock In	Feb 27, 2023 07:43:00 AM	Paired	Terminal		Approved	T1	(Null)	(Null)	(Null)
		Mar 07, 2023 09:10:00 AM	Not Paired	Manual		Pending	(Null)	Forgot To Clock	(Null)	(Null)
	Clock Out	Feb 27, 2023 05:05:00 PM	Paired	Terminal		Approved	T2	(Null)	(Null)	(Null)
		Feb 27, 2023 05:06:00 PM	Not Paired	Terminal		Approved	T2	(Null)	(Null)	(Null)
	Clock Out	Feb 27, 2023 05:06:00 PM	Not Paired	Terminal		Approved	T2	(Null)	(Null)	(Null)

The level of impact of this release is medium - but only relevant if you use Clock In / Clock Out.

Optimized Loading Time for Workforce Analytics Reports

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- The loading time for Workforce Analytics reports built in Canvas Reporting has been improved
- The reports loads widgets in parallel making them appear on screen as they are ready
- Previously, the screen would remain blank until the entire report loads, resulting in extended waiting time. Also, the widgets were loaded in sequence resulting in increase of the total loading time.

Canvas Reporting remains the primary & strong reporting tool for WFA data. Report Story does not yet support WFA data. If you are using WFA and not using any Canvas Reports evaluate if this is a good decision, because Canvas Reports can be a good tool for business users who find the WFA user interface too complex. Also good for explaining specific topics and suggested actions such as diversity, mobility, voluntary termination and early terminations



Deprecation of Direct URL for Workforce Analytics on SQL

Type: Changed

Lifecycle: Deprecated

Enablement: Automatically on

The URL that you use to log on to Workforce Analytics on SQL, integrated with SAP SuccessFactors tenants will reach End of Development on June 2, 2023 and will be Deleted on November 17, 2023

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

This change only impact customers using WFA on SQL. For those using WFA on HANA there is no impact; For everyone else there is no impact either.

SAP SuccessFactors Integration with Preview Environment of Workforce Analytics on SQL

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- You can now log on to the preview environment of Workforce Analytics on SQL tenant using your SAP SuccessFactors credentials.
- You must first access the SAP SuccessFactors home page to authenticate, and then navigate to the preview environment.
- After authenticating through SAP SuccessFactors, you can access the preview environment of Workforce Analytics on SQL tenant using a new URL.
- The technical details about the new URL are available in the Knowledge-based article #3249302. To access the URL, a new role-based permission is created.

The level of impact of this release is low unless you use WFA on SQL where this means you get WFA in your preview based instances too, if you want

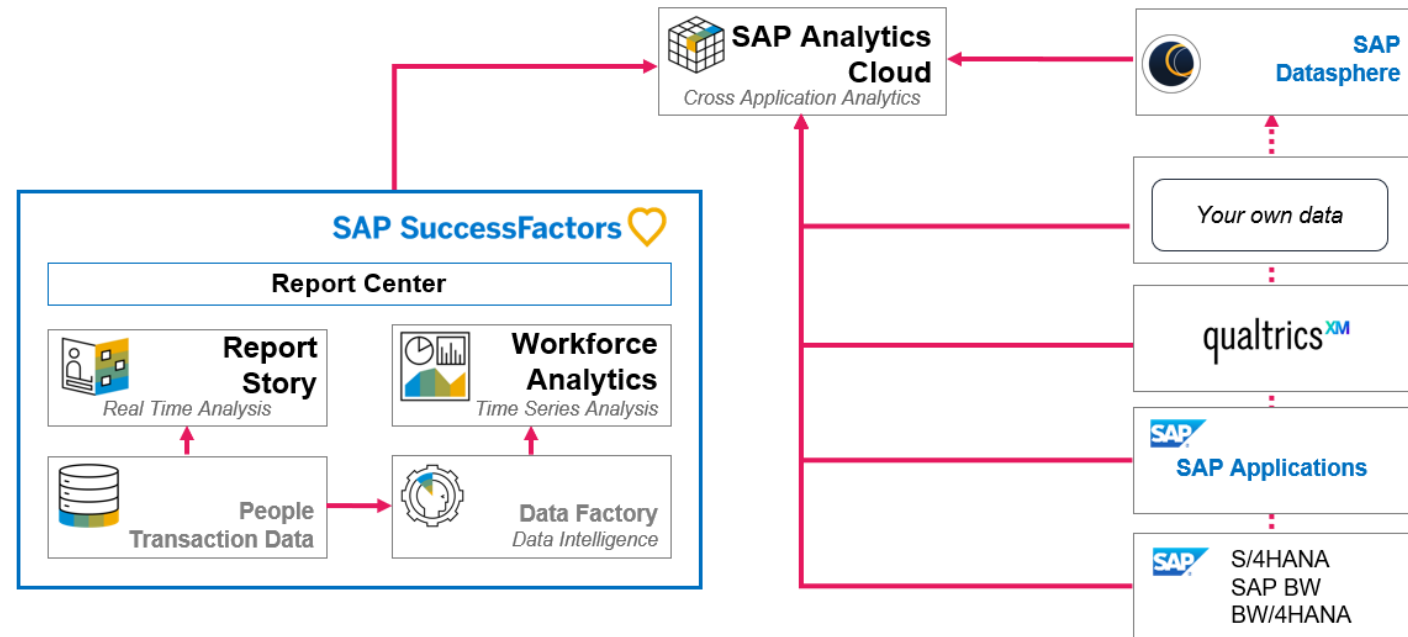
Workforce Analytics Connector in SAP Analytics Cloud Supports New Model

Type: New

Lifecycle: General Availability

Enablement: Automatically on

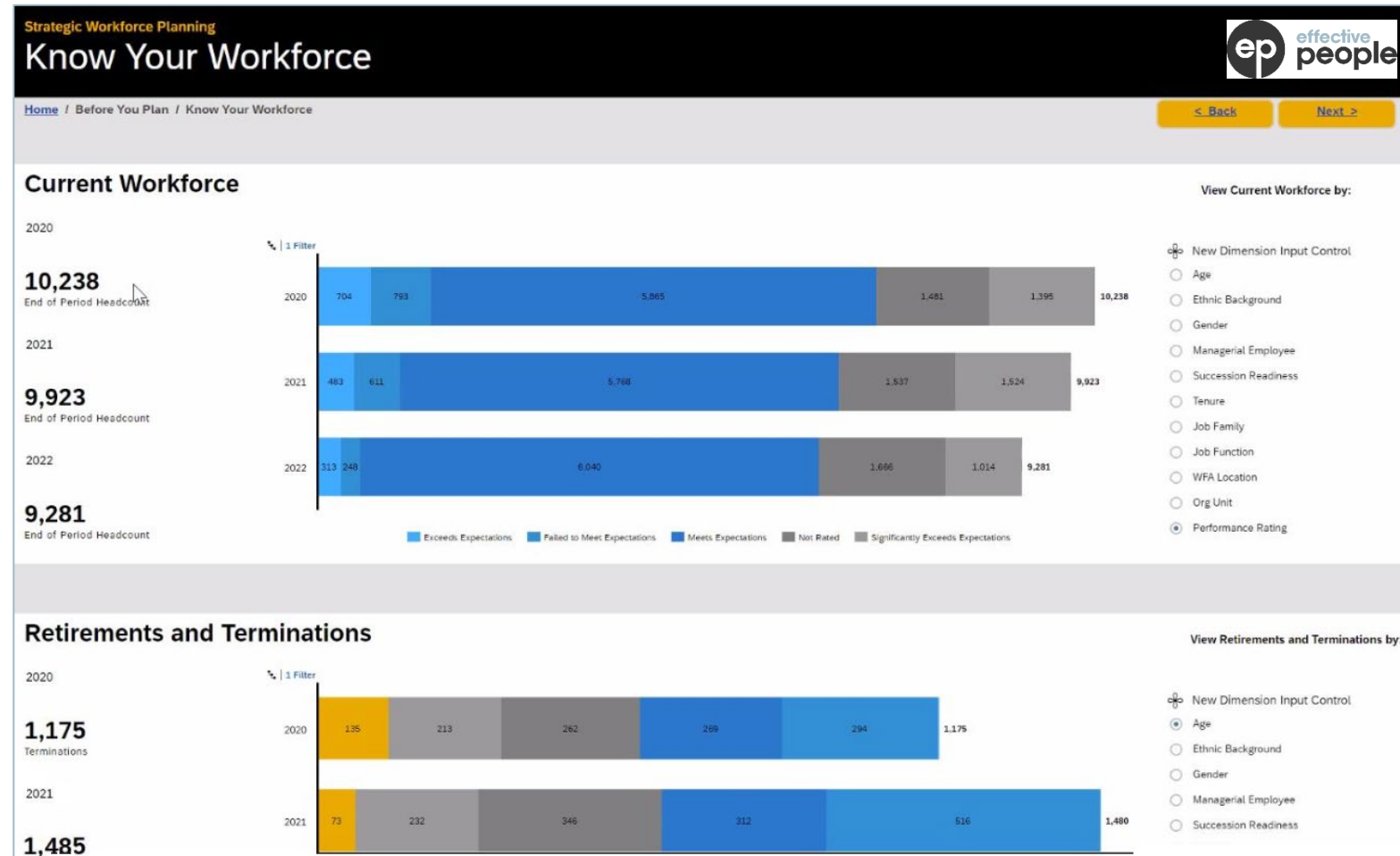
- There is a new connector from SuccessFactors Workforce Analytics to SAP Analytics Cloud (SAC)
- SAC can be used for visualizing HR data as well as other data sets for better business analytics
- SAC also has capabilities for workforce planning (both operational and longer term strategic) and can use historical WFA data for retention rate and headcount trends



SAP Analytics Cloud is the solution but business analytics and can connect to SF, WFA, S/4, SAP BW and many more systems. Consider to evaluate as an alternative to Power BI or Tableau

Example: Workforce Analytics Data in SAP Analytics Cloud

With WFA data in SAP Analytics Cloud you can build more dynamic looking stories and also blend in other data sources such as SuccessFactors Learning, Finance, Sales, Time Management in the same dashboard



Direct Booking Nodes for Workforce Analytics on HANA

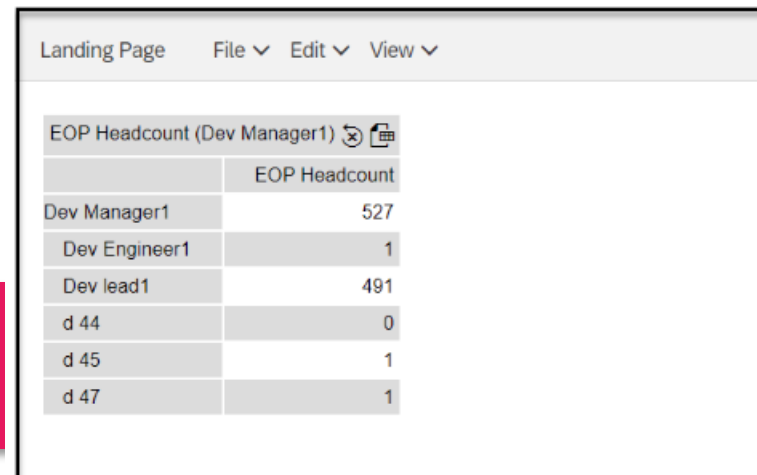
Type: New

Lifecycle: General Availability

Enablement: Customer configured

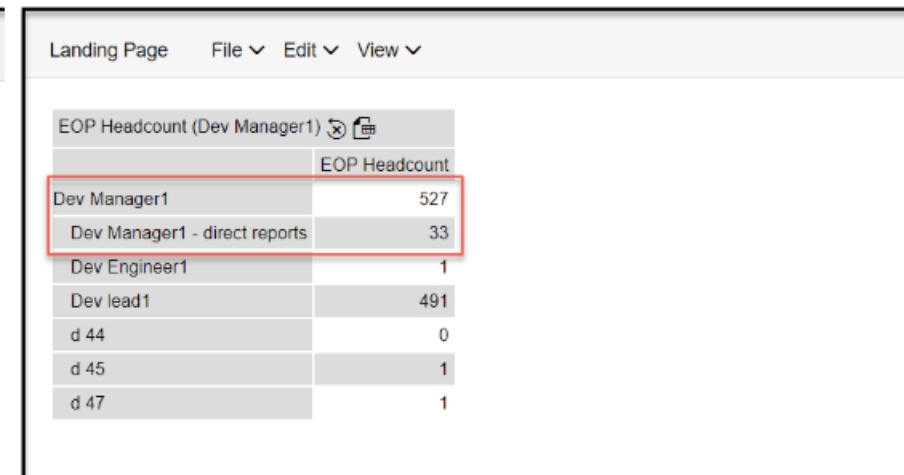
- You can configure a Direct Booking node for structural dimensions using the Dimensions Editor in Workforce Analytics on HANA.
- Currently in Workforce Analytics on HANA, you can't use structural dimensions via Workforce Analytics connector to populate data in SAP Analytics Cloud because hierarchies with data directly linked to parent nodes don't return all data. Only data records linked to leaf nodes are returned. The feature ensures that a child node is available at leaf level to which every data record can map to.

Example of query result without Direct Booking nodes.



EOP Headcount	Dev Manager1
527	Dev Manager1
1	Dev Engineer1
491	Dev lead1
0	d 44
1	d 45
1	d 47

Example of the query result after configuring the direct booking node.



EOP Headcount	Dev Manager1
527	Dev Manager1
33	Dev Manager1 - direct reports
1	Dev Engineer1
491	Dev lead1
0	d 44
1	d 45
1	d 47

The level of impact of this feature is Medium, but a good one to be aware of if you create pivot tables in canvas reporting

More Employee Central Jobs on Job Scheduler in Scheduled Job Manager

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

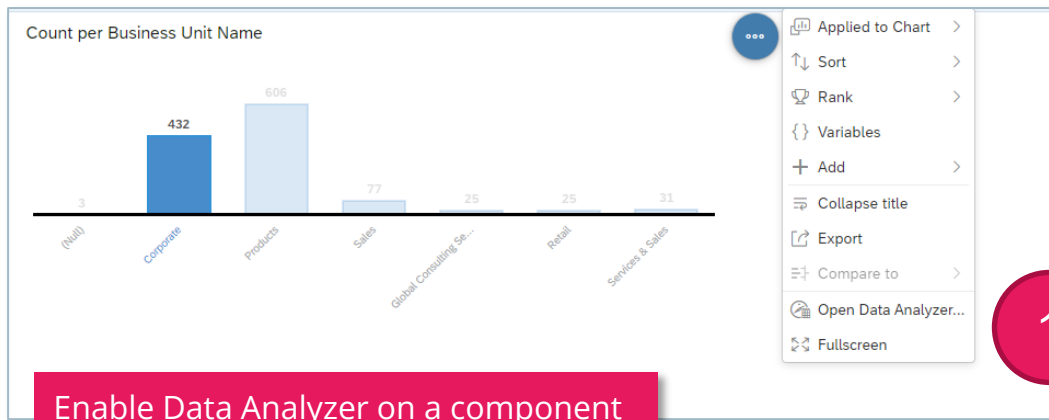
- You can now create, manage, and monitor more types of scheduled jobs for Employee Central in the Scheduled Job Manager admin tool.
- One new job relevant for Table Reports:

HRIS PayComponentGroup Sums Sync	To make annualized sums of grouped recurring pay components available for Table Reports (ad-hoc reporting).	<ul style="list-style-type: none">▪ 1 time a day.▪ 1 time for a recurring job.
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The level of impact of this release is Low, since it only impacts Table reports that use Pay Component Group sums data.

Deep Dive Topic

Special Topic: Data Analyzer



Count per Business Unit Name

3

	A	B	C	D
1			Measures	Count ↑↓
2	Business Unit Name	Employment Type ↑↓		
3	Services & Sales	3637	Salaried employee	17
4	Sales	3637	Salaried employee	12
5	Retail	3637	Salaried employee	13
6	Products	3637	Salaried employee	44
7	Global Consulting Services	3637	Salaried employee	12
8	Corporate	3637	Salaried employee	22
9	Totals	Totals		120

Select a dimension to Exclude all other members to find relationships you were not already aware of

Home / Report Center / Job Information Story - Optimized View

X Exit Data Analyzer

Count per Business Unit Name

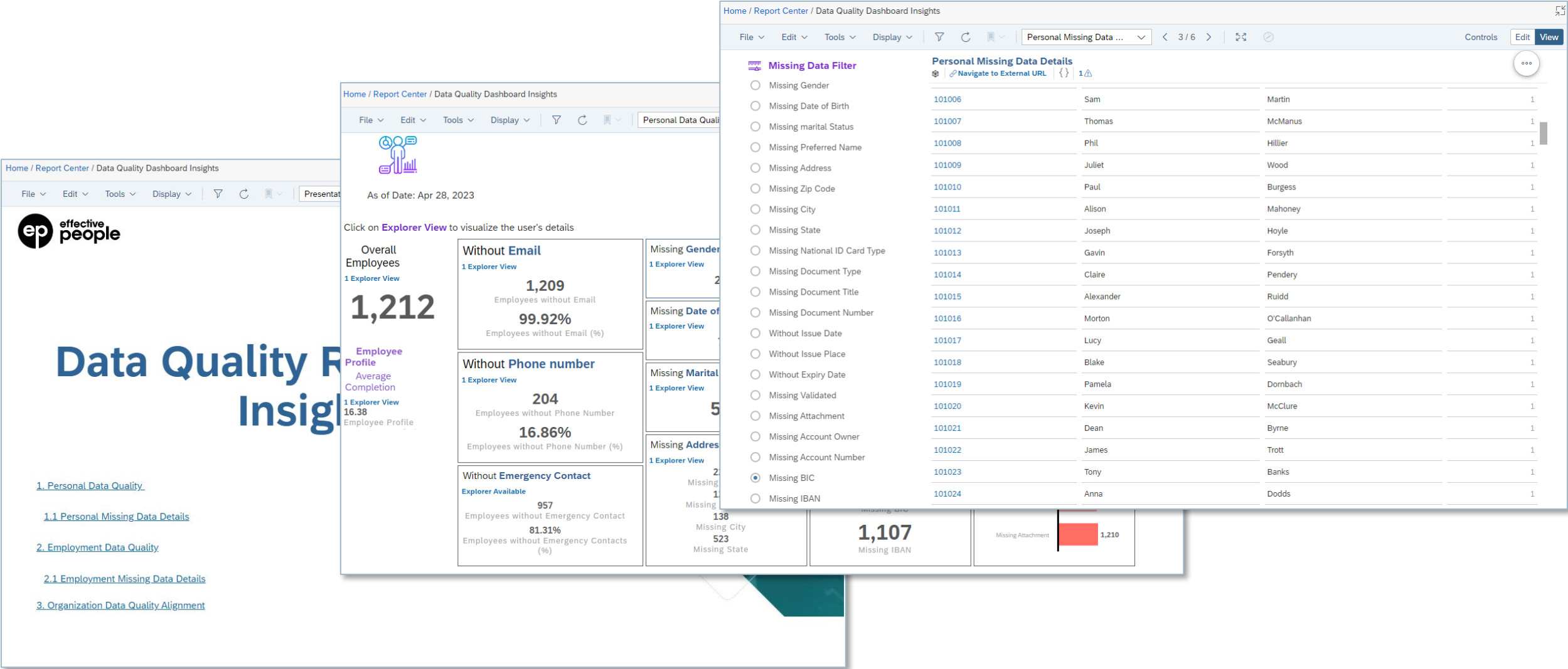
Business Unit Name	Employment Type	Measures	Count
(Null)	(Null)	(Null)	1
Corporate	(Null)	(Null)	2
	(Null)	(Null)	2
	Hourly rate/staff		3
	Pay scale salary		1
	Salaried staff		360
	Senior staff		12
	Contractor Pay		1
	Salaried employee		22
	Management		31
Products	(Null)	(Null)	21
	Hourly rate/labor		9
	Hourly rate/staff		43
	Salaried staff		455
	Senior staff		10
	Contractor Pay		4
	Salaried employee		44
	Management		20
Sales	(Null)	(Null)	6

2

Analyze data by adding Dimensions as rows or columns, applying filters

Pro tip: The Data Analyzer allows you to export data to Excel, CSV but your Data Analyzer settings are not saved when you return to the Story

Report Story Use Case: Data Quality Insights



Roadmap

Product Road Map

- Road map is not rich on features related to Reporting & Analytics
- Effective People's understanding is that this does not mean nothing is happening at all, but that SAP is holding back the information and prioritizing stability and system performance in 2023
- Story report scheduling, embedded cards and mobile support is planned for 2024 only

