



PEOPLE ANALYTICS:
“Conexión inteligente de tus datos en Success
Factors”

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AGENDA

01

Presentación oradores

02

Análisis total de Release

03

Plataforma

04

Módulos

05

Preguntas

06

¿Quién es EPI-USE?

ORADORES



Felipe Fonseca- Consultor SAP SuccessFactors

Ingeniero Industrial de la Universidad Militar & Consultor SAP SuccessFactors Certificado con 4 años de experiencia en EPI- USE como consultor SuccessFactors.



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Arquitecto de Soluciones con 11 años de experiencia en RRHH y Sistemas.



Javier Lauko- Business Manager EPI-USE

Licenciado en Sistemas de información. 15 años de experiencia en el desarrollo de procesos comerciales en soluciones ERP y HCM.



BEYOND CORPORATE PURPOSE

Our model is predicated upon creating wildlife and ecotourism economies through private-community partnerships.



Diciembre 2020

People Analytics



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People Analytics: Principios claves de diseño

Modernización de la experiencia del usuario

- Reducir la complejidad de utilizar las herramientas de informes actuales.
- Proporcionar una única herramienta de informes para satisfacer todas las necesidades de informes.
- Simplifique la navegación y la gestión de informes y análisis completos en la suite.

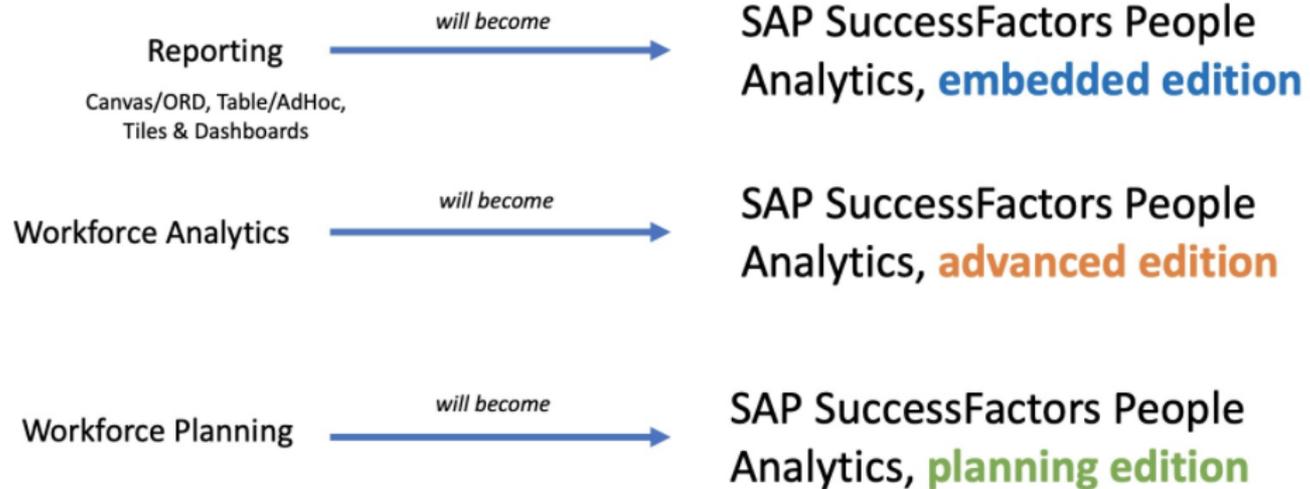
Unificación del modelo de datos y la tecnología

- Unifique todos los datos de SAP SuccessFactors en un solo modelo / capa
- Estandarizar las capacidades de análisis y generación de informes de manera uniforme en todo SAP
- Mejorar el autoservicio y la capacidad de aprovechar los datos que no son de recursos humanos en análisis e informes.

Transition from Human Capital Analytics (Today) to People Analytics (2019-2020)

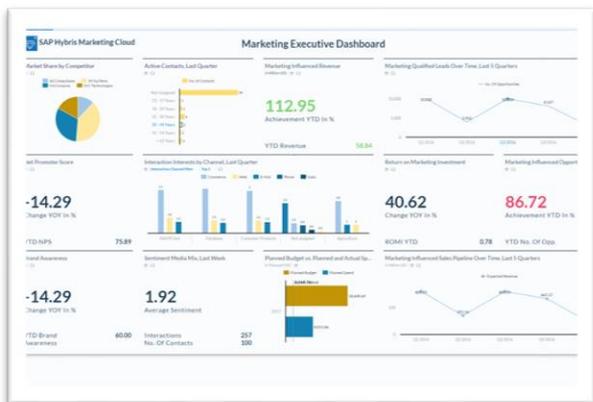
SAP SuccessFactors People Analytics

Includes:



Roadmap: A Consistent Experience for SAP SuccessFactors Embedded Reporting and Extended Analytics & Planning

One Tool for All Users



Embedded Edition (Reporting)

- Tecnología integrada de SAP Analytics Cloud en Employee Central y Talent reporting.
- Los equipos de informes crearán informes y paneles a través del Centro de informes.

Advanced Edition (Workforce Analytics)

- Combine datos de múltiples fuentes para facilitar el análisis de las tendencias de talento, con una sólida biblioteca de métricas.
- Poderosos elementos visuales.

Planning Edition (Workforce Planning)

- Plantillas de planificación de la fuerza laboral predefinidas (como el presupuesto de personal) en SAP Analytics Cloud.
- Integración con otras actividades de planificación en SAP.

Licencias, Requisitos previos y Opciones de implementación para las nuevas capacidades

Reporting/Embedded

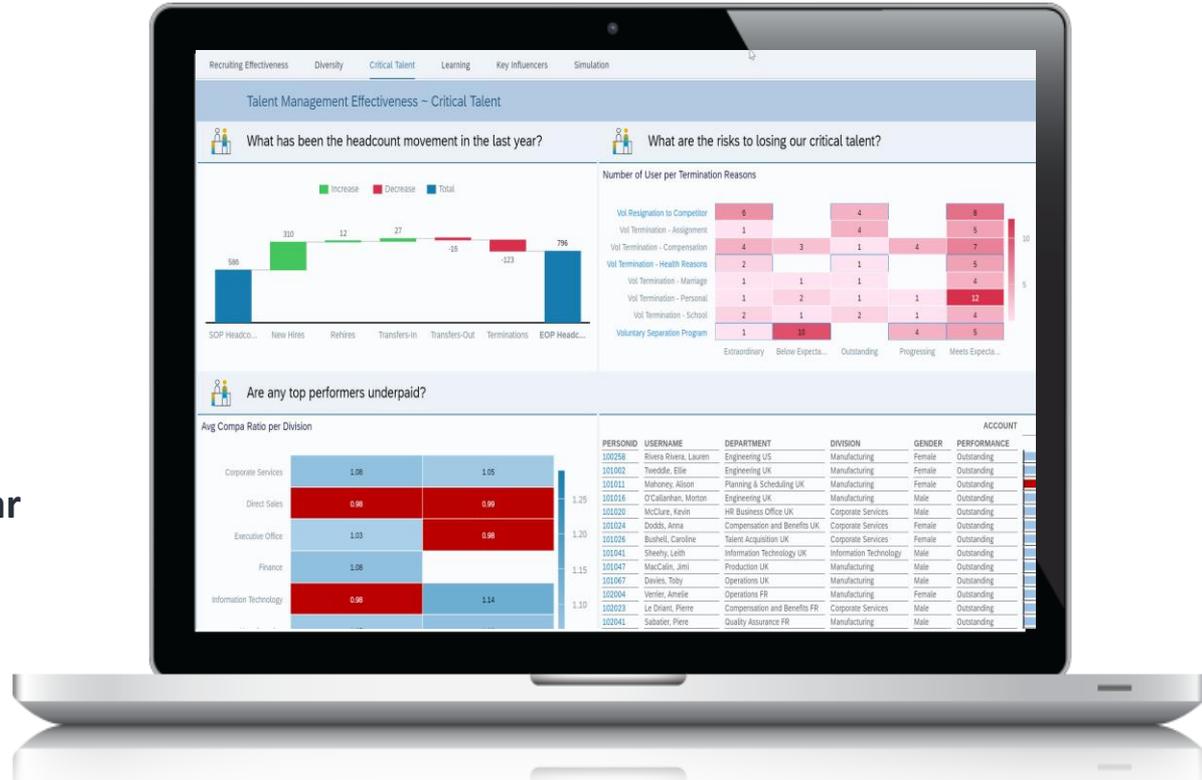
- i. No se requiere una licencia separada (los informes están incluidos en la plataforma, con cualquier licencia de Talento o EC).
- ii. Los requisitos previos incluirán Identity Authentication Service (IAS), Report Center, y su instancia en los datacenter disponibles.

Workforce Analytics/Advanced + Workforce Planning/Planning:

- i. Pretendemos que Advanced & Planning mantenga la misma estructura de licencias que Workforce Analytics & Workforce Planning (= número de empleados).
- ii. Advanced se ofrecerá primero a nuevos clientes con Employee Central, SAP Identity Authorization Service (IAS) y Report Center
- iii. Para Planning, los clientes necesitarán Advanced como requisito previo
- iv. Una vez que People Analytics sea GA, determinaremos un enfoque y esfuerzo para la migración a People Analytics para los clientes de Workforce Analytics & Planning en vivo.

SAP SuccessFactors People Analytics: Reporting/Embedded Edition

- Informes y conocimientos **integrados de toda la suite.**
- Experiencia **intuitiva** y guiada.
- **Conocimientos ampliados** para mejorar las decisiones.
- Paneles y mosaicos gráficos **interactivos.**
- Influir en las decisiones y **estimular la acción.**



SAP SuccessFactors People Analytics: Reporting/Embedded Edition

Planned at Release

Employee central

Employee profile

User management

Job profile builder

Reward and recognition

Compensation eligibility and planning

Time and attendance

Benefits

Recruiting management

Onboarding 2.0

Talent – Performance, continuous performance, goals management (goals and initiatives), calibration, career development, mentoring, multirater, and succession

Planned after Release

Learning

Employee central payroll

Candidate relationship management

Recruiting marketing – Career site

Mobile usage

Visa and permits

Employee central service center

Recruiting posting – Job boards

IT declaration

Job description manager (replaced by job profile builder)

Covered Elsewhere

SAP Jam collaboration platform

Onboarding 1.0 (replaced by 2.0)

Recruiting marketing – Advanced analytics¹

Audit framework (platform, learning, recruiting, employee central, MDF)

Other data not from SAP SuccessFactors solutions

Informes y Análisis Operativos



Anya Sing
Division Head

Challenges

1. She requires a real time view of HR related KPI and take actions
2. Her team requires creating their reports from raw HR data



Analyzes her team's salaries

Gains visibility, drills down and takes corrective actions

Follows up on recruiting performance

Compares how 2 dimensions correlate and takes actions

Prepares her meeting for high potentials

Obtains the data she needs

Creates a dashboard

Gets the data she needs and creates the first chart



HR Key Headcount Metrics

12:29 April 30, 2020

43.49%
Female percentage

1,122
FTE

56.51%
Male percentage

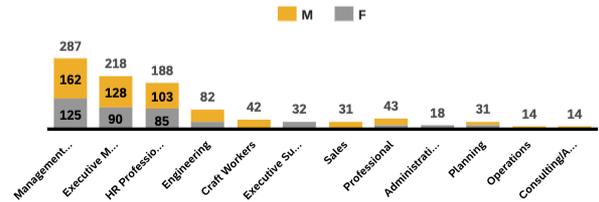


Employee detail

Headcount details

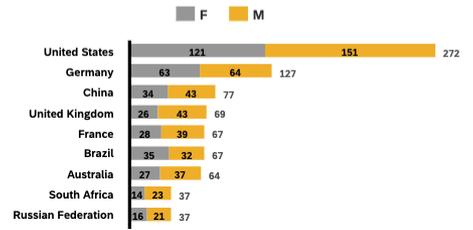
Headcount per Gender, Job Classification

Explorer Available



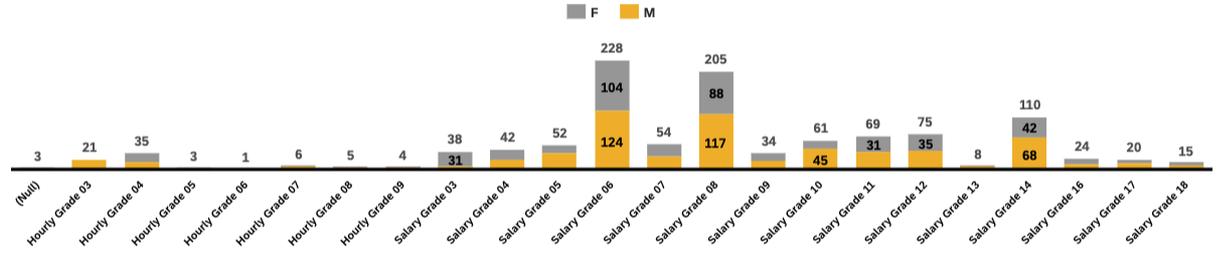
Headcount per Country/Region, Gender

Explorer Available



Headcount per Gender, Pay Grade

Explorer Available



37.68%

Female percentage

72

FTE

62.32%

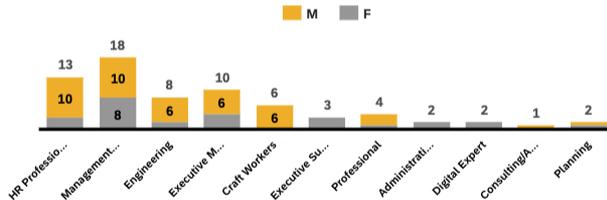
Male percentage



Headcount details

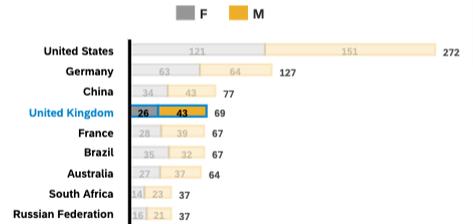
Headcount per Gender, Job Classification

Explorer Available



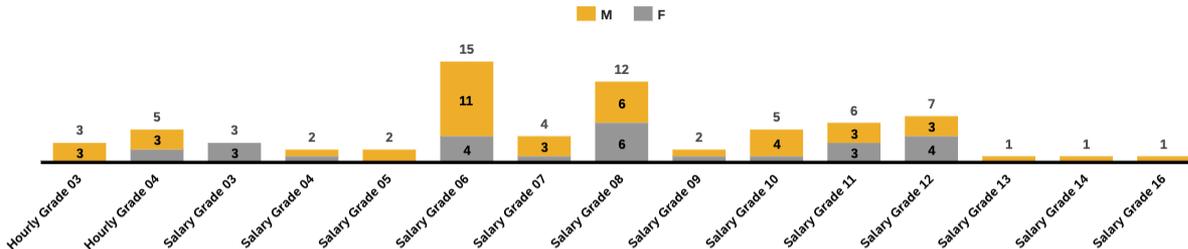
Headcount per Country/Region, Gender

Explorer Available



Headcount per Gender, Pay Grade

Explorer Available



Employee detail

Salary Grade 03	101009	Juliet	Wood	Executive Assistant	Human Resources UK	Corporate	Middlesex	363
Salary Grade 03	101014	Claire	Pendery	Executive Assistant	Operations UK	Products	London	385
Salary Grade 03	101034	Alexis	Moore	Executive Assistant	Operations UK	Products	London	383
Salary Grade 04	101033	Jillian	Devlin	Scheduler	Planning & Scheduling UK	Products	Middlesex	391

Informes y Análisis Operativos



Anya Sing
Division Head

Challenges

1. Ella requiere una vista en tiempo real de los KPI relacionados con recursos humanos y tomar acciones.
2. Su equipo requiere crear sus informes a partir de datos de recursos humanos sin procesar.



Analyzes her team's salaries

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Follows up on recruiting performance

Compares how 2 dimensions correlate and takes actions

Prepares her meeting for high potentials

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HR Key Recruiting Metrics Current Quarter

35
Job requisitions

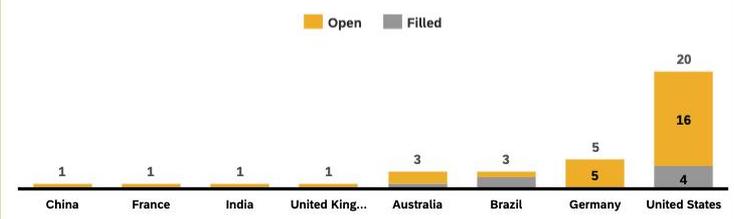
28
Open Requisitions

97.23
Avg Age



Recruiting performance details

Job requisitions per Job Country, Status

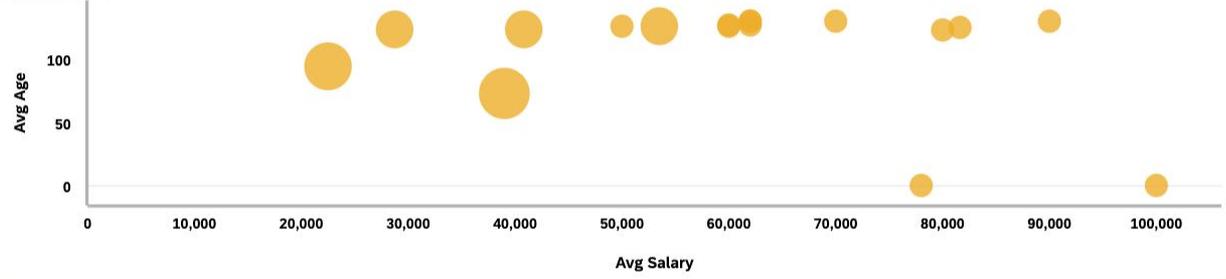


Avg Age per Recruiter Last Name



Avg Age, Avg Salary and others per Department

[Explorer Available](#)



Job Requisition details

35
Job requisitions

28
Open Requisitions

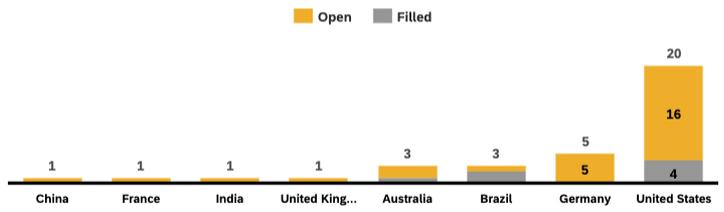
97.23
Avg Age



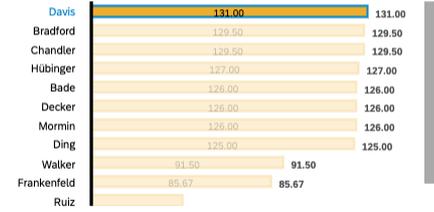
Job Requisition details

Job Requisition ID	Department	Status	Recruiter First Name	Recruiter Last Name	Job Country	
2703	Planning & Scheduling	Open	Irene	Davis	United States	131
2706	Sales	Open	Irene	Davis	United States	131

Job requisitions per Job Country, Status

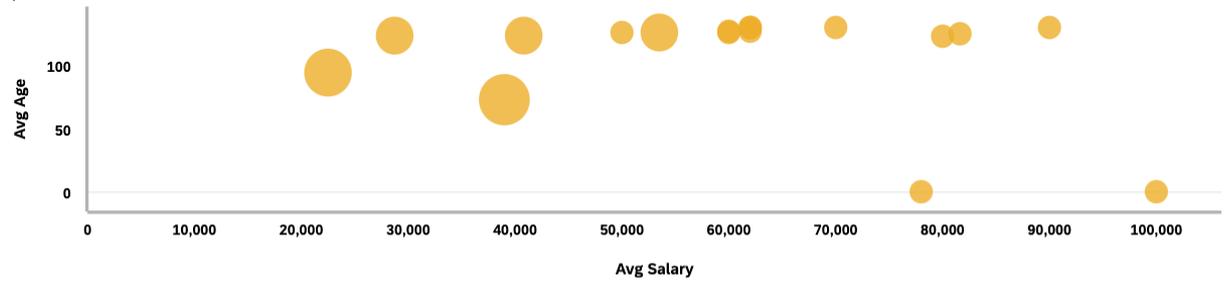


Avg Age per Recruiter Last Name



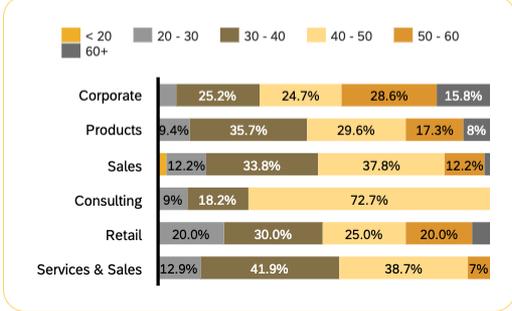
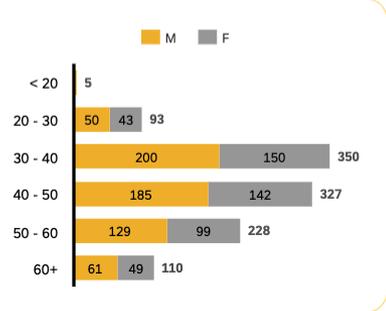
Avg Age, Avg Salary and others per Department

Explorer Available



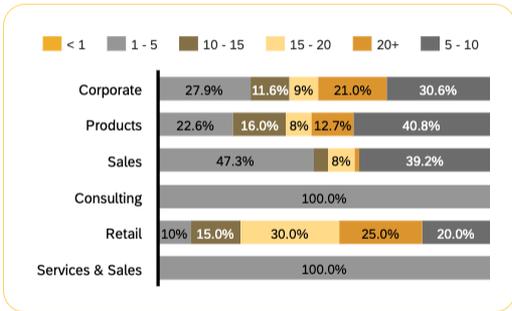
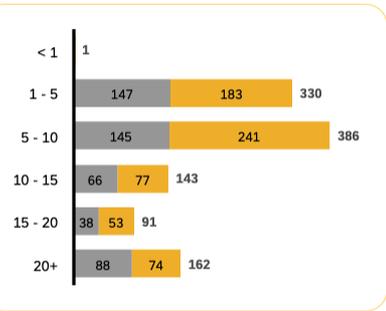
BestRun Preparing the Generation Shift

Age Range Breakdown



	< 20	20 - 30	30 - 40	40 - 50	50 - 60	60+
Corporate	2	21	102	100	116	64
Products	1	53	200	166	97	44
Sales	2	9	25	28	9	1
Consulting	0	2	4	16	0	0
Retail	0	4	6	5	4	1
Services & Sales	0	4	13	12	2	0

Years of Service Breakdown



	< 1	1 - 5	5 - 10	10 - 15	15 - 20	20+
Corporate	1	113	124	47	35	85
Consulting	0	22	0	0	0	0
Products	0	127	229	90	44	71
Retail	0	2	4	3	6	5
Sales	0	35	29	3	6	1
Services & Sales	0	31	0	0	0	0

Informes y Análisis Operativos



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Division Head

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Follows up on recruiting performance

Correlates dimensions and takes actions

Prepares her meeting about high potentials

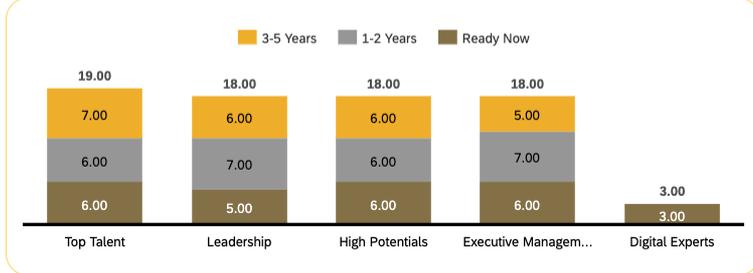
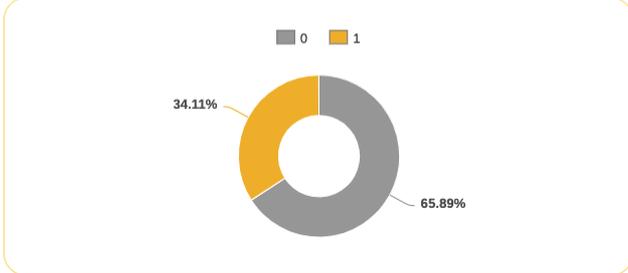
Obtains the data she needs

Creates a dashboard

Gets the data she needs and creates the first chart

BestRun Taking care of High Performers

Future Leaders and Talent Pool nominations



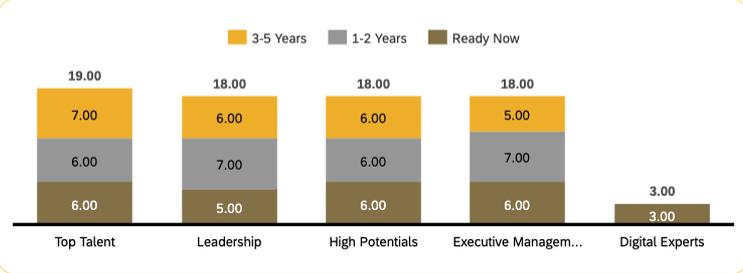
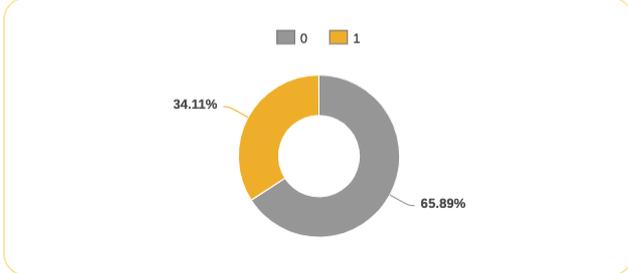
Risk of losing high performers (by reason and by impact)

Impact	Likely to be De...	Leaving Volunt...	Likely to be Pro...	Likely to be Tra...	Reduction of R...	Retirement
Low	2	6	10	4	2	2
Medium	1	23	10	10	10	1
High	2	10	27	13	1	3

Reason	Low	Medium	High
Low	17	18	22
Medium	20	43	23
High	15	22	39

BestRun Taking care of High Performers

Future Leaders and Talent Pool nominations



Risk of losing high performers (by reason and by impact)

Low	2	6	10	4	2	2
Medium	1	23	10	10	10	1
High	2	10	27	13	1	3
	Likely to be De...	Leaving Volunt...	Likely to be Pro...	Likely to be Tra...	Reduction of R...	Retirement

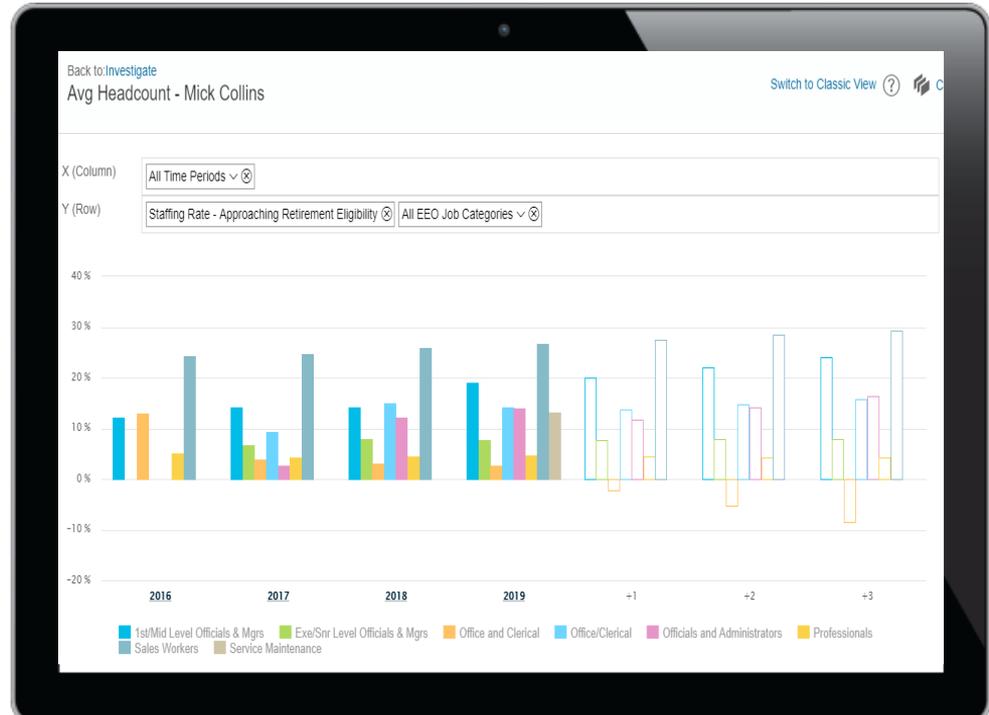


Measures

	A	B	C	D	E	F	G	H	I	J	K	L
1								Measures	Headcount			
2	First Name	Last Name	Division	Department	Location	Risk of Loss	Impact of L...	Reason for Leaving				
3	Amelie	Verrier	Manufacturing (MANU)	Operations FR (50130010)	Paris (2210-0001)	High	High	Likely to be Promoted	1			
4	Anastasia	Millar	Manufacturing (MANU)	Operations AU (50110010)	Sydney (8510-0001)	High	High	Likely to be Promoted	1			
5	Andre	Catarino	Manufacturing (MANU)	Operations BR (50150010)	Sao Paulo (7000-0001)	High	High	Likely to be Promoted	1			
6	Charlene	Richardson	Manufacturing (MANU)	Production UK (50120011)	London (0200-0004)	High	High	Likely to be Promoted	1			
7	Cheryl	Yancey	Manufacturing (MANU)	Planning & Scheduling (5000135)	New York (10000-0002)	High	High	(Null)	1			
8	Colombe	Gosse	Manufacturing (MANU)	Facilities Maintenance FR (50130012)	Paris (2210-0001)	High	High	Likely to be Transferred	1			
9	Dieter	Kühnert	Manufacturing (MANU)	Production (DE) (5010133)	Hamburg (1010-0002)	High	High	(Null)	1			
10	Fonda	Yen	Research & Development (RES_DEV)	Development (5000132)	New York (10000-0002)	High	High	(Null)	1			
11	Geoff	Hill	Manufacturing (MANU)	Production US (50150011)	New Brunswick (1710-2009)	High	High	Likely to be Promoted	1			
12	Gigi	Masson	Manufacturing (MANU)	Operations FR (50130010)	Paris (2210-0001)	High	High	Likely to be Transferred	1			
13	Hillary	Lawson	Manufacturing (MANU)	Production US (50150011)	Corporate - US-Philadelphia (1710-2001)	High	High	Likely to be Promoted	1			
14	Hubert	Maigne	Manufacturing (MANU)	Operations FR (50130010)	Paris (2210-0001)	High	High	Likely to be Promoted	1			
15	Inge	Lorenz	Manufacturing (MANU)	Maintenance (DE) (5010134)	Hamburg (1010-0002)	High	High	(Null)	1			
16	Jada	Baker	Manufacturing (MANU)	Production US (50150011)	New York (1710-2007)	High	High	Likely to be Transferred	1			
17	Kathrin	Denecken	Manufacturing (MANU)	Production DE (50140011)	Frankfurt (1300-0004)	High	High	Likely to be Transferred	1			
18	Katia	Schulz	Manufacturing (MANU)	Quality Assurance DE (50140013)	Frankfurt (1300-0004)	High	High	Likely to be Promoted	1			
19	Martise	Goncalves	Manufacturing (MANU)	Operations BR (50150010)	Sao Paulo (7000-0001)	High	High	Likely to be Promoted	1			
20	Mock Seng	Wong	Manufacturing (MANU)	Production SG (5000027)	Singapore (SG01-0001)	High	High	Likely to be Promoted	1			
21	Molly	Tang	Manufacturing (MANU)	Operations CN (50100010)	Shanghai (2800-SH01)	High	High	Likely to be Promoted	1			
22	Mya	Cooper	Manufacturing (MANU)	Operations US (50007753)	Corporate - US-Philadelphia (1710-2001)	High	High	Likely to be Promoted	1			

SAP SuccessFactors People Analytics: **Workforce Analytics**

- **Automatizar** la recopilación y verificación de datos de talento.
- Acceda a nuestra biblioteca completa de **métricas** y puntos de referencia.
- Aproveche las **herramientas interactivas** para detectar oportunidades y riesgos.
- Cree **paneles e informes personalizados** que importan.
- Explore hasta el último detalle y actúe.



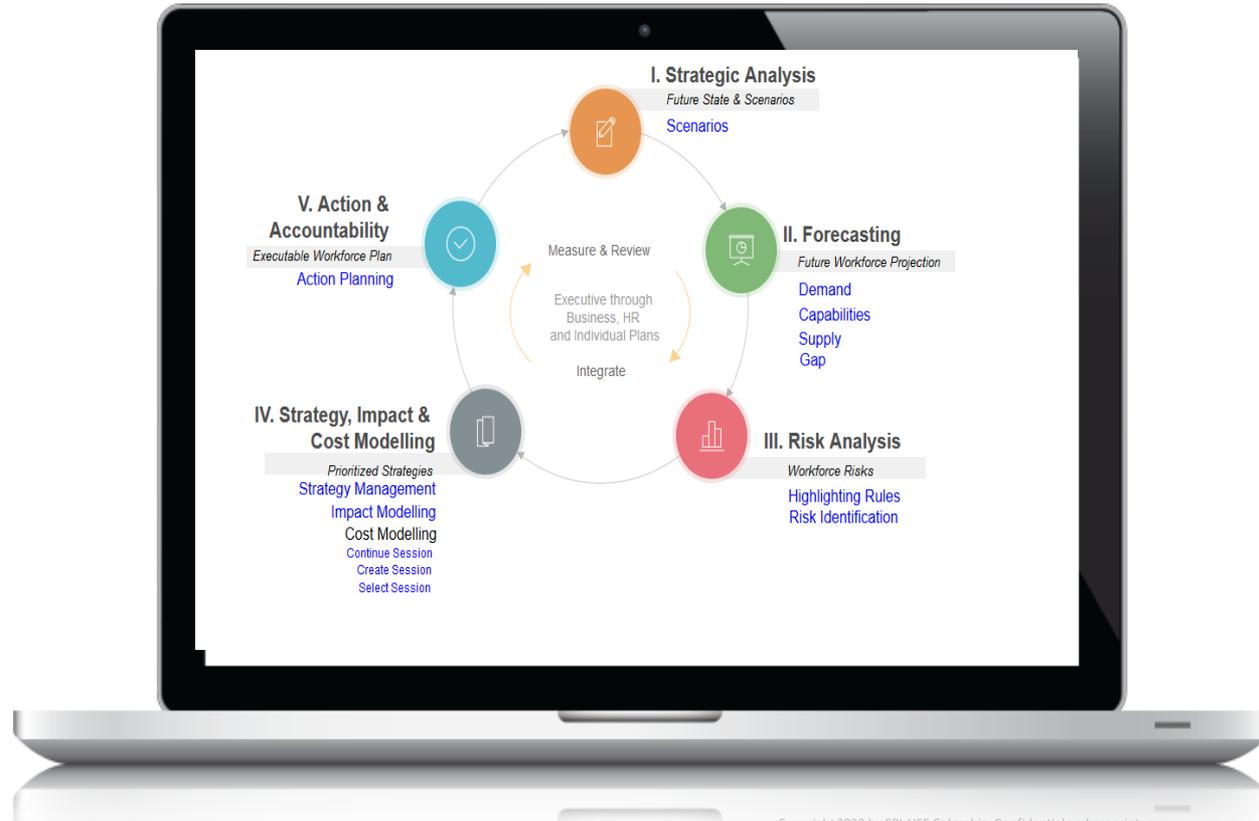
SAP SuccessFactors People Analytics: Workforce Planning

Estratégico:

- Cree **pronósticos**
- Realice **análisis de riesgos**
- Construya **modelos de costos**
- Tome **acción**
- Influencie decisiones and **estimule la acción**

Operacional:

- **Alinear** directrices y presupuestos
- **Empoderar a los gerentes** para refinar la plantilla





¿QUIÉN ES EPI- USE?

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EPI·USE®



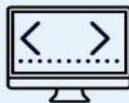
35+ AÑOS DE EXPERIENCIA



>3,000 EMPLEADOS

MÁS ALLÁ DEL PROPÓSITO CORPORATIVO EL 1% DE LOS INGRESOS SE ENCADENAN EN EL PROGRAMA DE ELEFANTES, RINOS Y PERSONAS ERP

SOFTWARE Y SERVICIOS PARA PROCESOS CRÍTICOS DE NEGOCIOS EN GRANDES EMPRESAS



PRESENCIA EN PAÍSES 32



SAP SuccessFactors



PARTNER DE SERVICIO Y DESARROLLO



UTILIDAD DEL SOFTWARE PARA CUBRIR TODOS LOS MÓDULOS SAP



40+ VERSIONES DE NÓMINAS EN PAÍSES

workforce SOFTWARE

97% LICENCIAS RENOVADAS



+5,500 LICENCIAS VENDIDAS

qualtrics^{XM}

SAP Pinnacle Awards 2019 Winner

SOPORTE GLOBAL EN VARIOS IDIOMAS



1,500+ IMPLEMENTACIONES RH / PAYROLL

mx mendix

CLIENTE CENTRAL



+20 MARCAS

SAP® Recognized Expertise

EPI·USE® LABS
value through innovation

Preguntas





Gracias !

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