

## **Report on SAP Success factors: What is, Architecture, Integration, Benefits**

What is SAP SuccessFactors?

SAP SuccessFactors is a cloud-based HR solution for your organization. This business solution is based on Software as a Service (SaaS) model. The tool is designed to meet the requirement of enterprise-class organizations. It also helps you to improve business execution and get better results.

SuccessFactors was acquired by SAP and became SAP SuccessFactors in 2011.

In, the year October 2013, SAP SuccessFactors has become an internal part of the SAP online Cloud Platform.

In, December 2013, SuccessFactors had more than 600 customers with 11.5 million users.

In 2015, the company started offering features like total workforce management, time, and attendance management.

In, 2018, SAP Builds New HR Community with Simple Solutions to Big Problems

In, 2019 it offers features that Strengthened connectivity to SAP S/4HANA.

SAP SuccessFactors – Architecture

SAP SuccessFactor helps companies to manage HR functions in the cloud environment effectively. This cloud computing solution helps you to integrate to SAP ERP using SAP HCI or SAP PI. However, most of the clients in SuccessFactors don't prefer integration with SAP ERP solution.

For that, you can use two middleware to implement integration between On-premise and Cloud environment.

### **SAP ERP:**

SAP ERP system allows users to run their business processes, which includes sales, accounting, production, human resources, and finance, in a single integrated environment.

### **HANA Cloud Integration**

SAP HCI is used to implement the integration of business processes and data between cloud and on-premise solution. It helps you to integrate business processes between various organizations. It also used for business units of the same organization.

SAP HANA Cloud Integration helps you to implement various business processes like synchronization, etc. Using SAP HCI perform ETL function Extract-Transform- Load between your on-premise and cloud system.

Moreover, you can also use Eclipsed based integration that helps you to perform mapping of various business operations. It also allows you to messages and set up those on SAP HCI platform.

### **SAP Process Integration ( PI)**

SAP Process Integration helps you to process easy integration between SAP and non-SAP application. It also allows integration with a system on an organization outside any organization.

SAP SuccessFactors - Integration Factors

SAP SuccessFactors uses Integration add-on allows you to perform data integration between two environments, which are:

### **SAP ERP HCM**

SuccessFactors HCM

However, the final selection depends upon an organizational structural data, qualification data, and compensation.

Compensation Data:

Compensation Data process helps you to transfer data from SAP ERP HCM to SuccessFactors. This helps you to transfer planned data.

Employee Data:

Helps you to transfer employee and company-related data from SAP ERP HCM into SuccessFactors. This factor helps you to manage the Talent Management process in SuccessFactors.

Evaluation of Data:

After, this process employee pre-hire data should be exported from the HCM suite to SuccessFactor. After that, it is extracted, and information will be sent to SuccessFactors.

Lastly, all the important and exported data is stored in various stages, and with the use of Transaction. This helps you to move the data to the employee master.

### **Benefits of Using SAP success factors**

Here are some essential pros/ advantages of using SAP success factors.

Offers scalability and allows an unlimited extensibility

Provides the complete end-to-end recruiting solutions

Performance and Goals module is the easiest way to track and maintain professional and personal goals.

SAP SuccessFactors makes onboarding a planned process which helps any organization to increase their job satisfaction, time to productivity

It helps the organization to motivate their workforce to perform at their best and produce an exact pay-for-performance culture.

It offers performance management and smoother compensation.

It allows you to create a policy which includes learning management solutions.

Challenges while working with SAP success factors

Here are cons/drawback of working with SAP success factors.

Cost of implementing SAP SuccessFactors is quite high.

They should offer better online training and support.

Functionality, but customization is quite a challenge.

In SAP SF manager reports feature is only available if you pay for them

Almost 90% of the product's features are not very useful.

**Summary:**

SAP SuccessFactors is a cloud-based HR solution for your business

Offers comprehensive HCM suite

Lars Dalgaard founded SuccessFactors in 2001

Compensation Data process helps you to transfer data from SAP ERP HCM to SuccessFactors.

Helps you to transfer employee and company-related data from SAP ERP HCM into SuccessFactors

Employee Data process employee pre-hire data should be exported from the HCM suite to Success Factor.

SAP Success factor helps companies to manage HR functions in the cloud environment effectively

It offers scalability and allows unlimited extensibility.

The biggest challenges of using SAP SuccessFactors is that the cost of implementing SAP SuccessFactors is quite high.