

SAP SuccessFactors Time Management, Integrated with S/4HANA and SAP Digital Manufacturing

June' 2024

Public



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Agenda

SAP SuccessFactors Time Management

- Vision and Strategy
- What's available today
- Recent deliveries

- Connecting Time with the SAP ecosystem
 - S/4HANA MyTimesheet (successor to CATS)
 - SAP Digital Manufacturing

Roadmap

Key Takeaways



Time Management

Product Vision

Provide an easy and engaging experience, across the globe, to record time and get paid accurately.



Time Management

Product Strategy

Easy and Engaging Experience

To increase Productivity and Efficiency across Core HR, Time & Payroll

Global

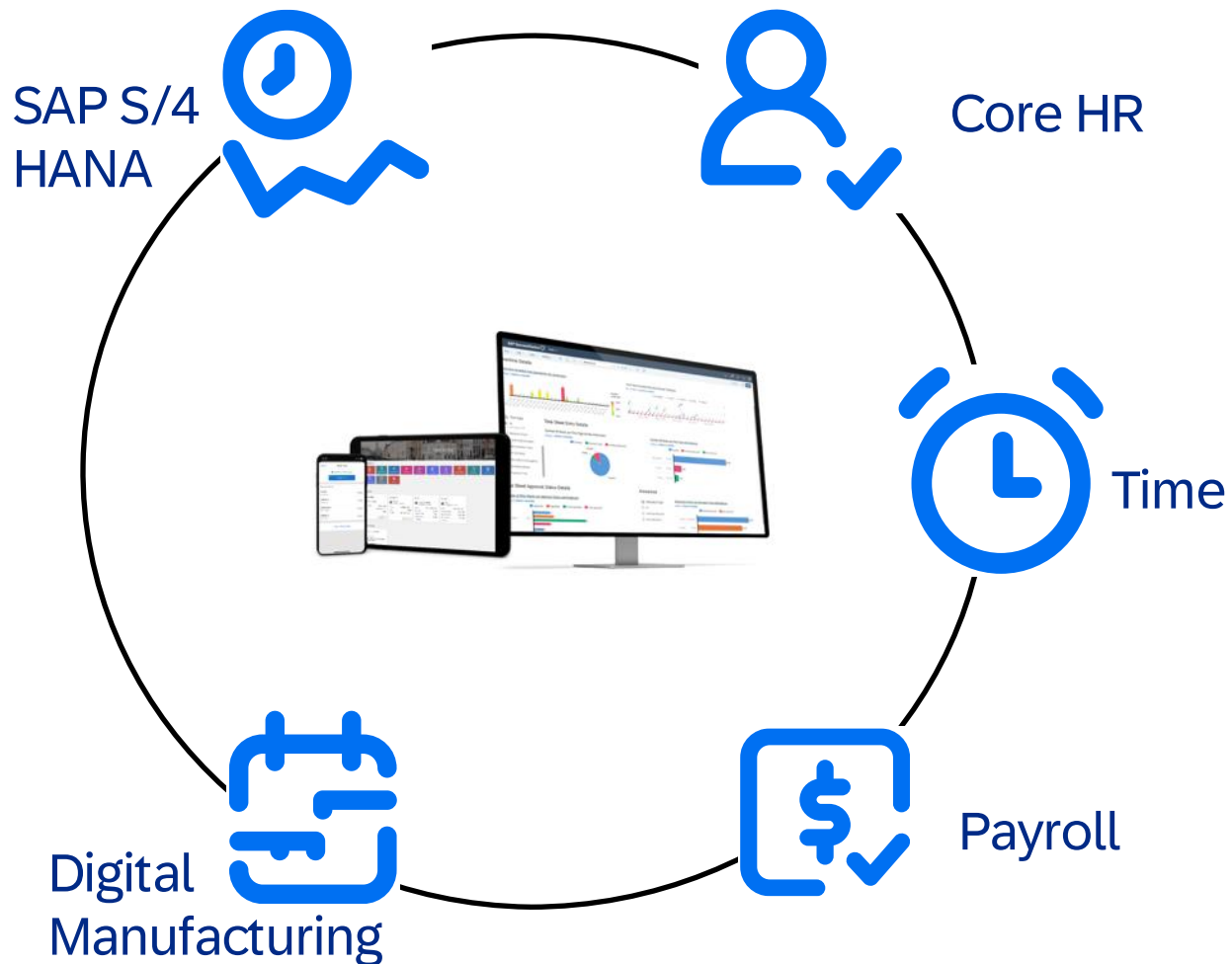
Help ensure compliance to local law and collective labor agreements across the globe, enhancing work-life balance, and facilitating data-driven decision making

Connected

Throughout the SAP Portfolio, streamlining billing, activity time recording and shift planning processes



Why time management with SAP SuccessFactors solutions?



Gain efficiencies and value through one SAP SuccessFactors experience

- One suite, one data set, one contract, complete processes
- One modern experience across all devices
- Leveraging core capabilities in SAP SuccessFactors Employee Central and SAP SuccessFactors Human Experience Management Suite
- Time valuation in real time to facilitate continuous payroll
- Integration with SAP S/4HANA (activity recording)
- Integration with SAP Digital Manufacturing (Scheduling)



Time Management

What's available today?

Time management with SAP SuccessFactors solutions

SAP SuccessFactors Employee Central (time off)



3,800+

Time-off customers



9+ million

Active time-off users



195

Countries where users are deployed

SAP SuccessFactors Time Tracking



750+

Licensed customers



4+ million

Licensed users



76

Countries with licensed users

Time Tracking

Focused on desk based AND the deskless worker

2021 RELEASES

- Clock in Clock out (incl. punch clock)
- New Timesheet UI
- Single record approval
- Night shift support
- Workflow approval dashboard
- Support for forfeiting overtime

2022 RELEASES

- GPS based time capture
- Clock in Clock out (General available), incl. best-practice config
- Late comer detection
- Grace rule rounding
- Improved public holiday handling
- Alerts based on time collectors
- Time Tracking usage reporting

2023 RELEASES

- Copy Feature, Policy info options, and mobile enhancements
- Rest-Rules, and improved minimum break handling
- Improved Public Holiday handling (Work Patterns)
- 3rd party uploads for Overtime recorders and allowances
- Clocking in & out via MS Teams
- Improved submission and approval capabilities to align with payroll processes
- Rule based display of time types
- Monthly time evaluation results

2024 RELEASE

- Cross Application Timesheet via S/4HANA My Timesheet
- Monthly Timesheet UI
- Time Sheet Approval Center
- Time Off and Clocking & Out via Joule
- Bi-Weekly Time Valuations
- Business Rules in Time Valuation



Time Management in SAP SuccessFactors - Single Platform for Global Operations

• Global Time Configuration

- Holidays (incl. work patterns, and classes), Work schedule management, incl. (dynamic) break handling
- Real-time time evaluation to calculate things like overtime, shift differentials, premiums, to detect late comers, and including advanced allowance recording
- Grace rule rounding
- Rest-rules and minimum break handling
- Working time accounts, flexitime, and time off in lieu
- Localization features incl. accrual rules, public holiday calendars, business rules, advanced collision framework

• Self-Service Time Entry

- Time Sheet for positive and negative time recording scenarios
- Digital punch clock (with GPS location capture)
- Clock in/out via MS Teams
- Time Off , including ability to buy and sell leave

• Advanced Connectivity

- Real-time clock terminal integration
- Predefined integration into SAP Payrolls
- Connectivity options to shift planning tools
- Real-time integration with S/4HANA MyTimesheet

• Actionable Reporting

- Dashboards for Admins and Managers
- Predefined reports

• Best-practice content (help.sap.com)

Day	Planned Time	Recorded Time	Recordings
Monday Sep 4	8 hr 00 min	8 hr 00 min	2
Tuesday Sep 5	8 hr 00 min	10 hr 45 min	1
Wednesday, Sep 6 (Today)	8 hr 00 min	9 hr 45 min	3
Thursday Sep 7	8 hr 00 min	0 hr 00 min	
Friday Sep 8	8 hr 00 min	0 hr 00 min	1
Saturday Sep 9	0 hr 00 min	0 hr 00 min	
Sunday Sep 10	0 hr 00 min	0 hr 00 min	



Recent Innovations

Time Management | Joule

Adaptive experiences and AI

Recent Delivery 1H 2024

AI-powered copilot for Time Off and Clock in Clock out

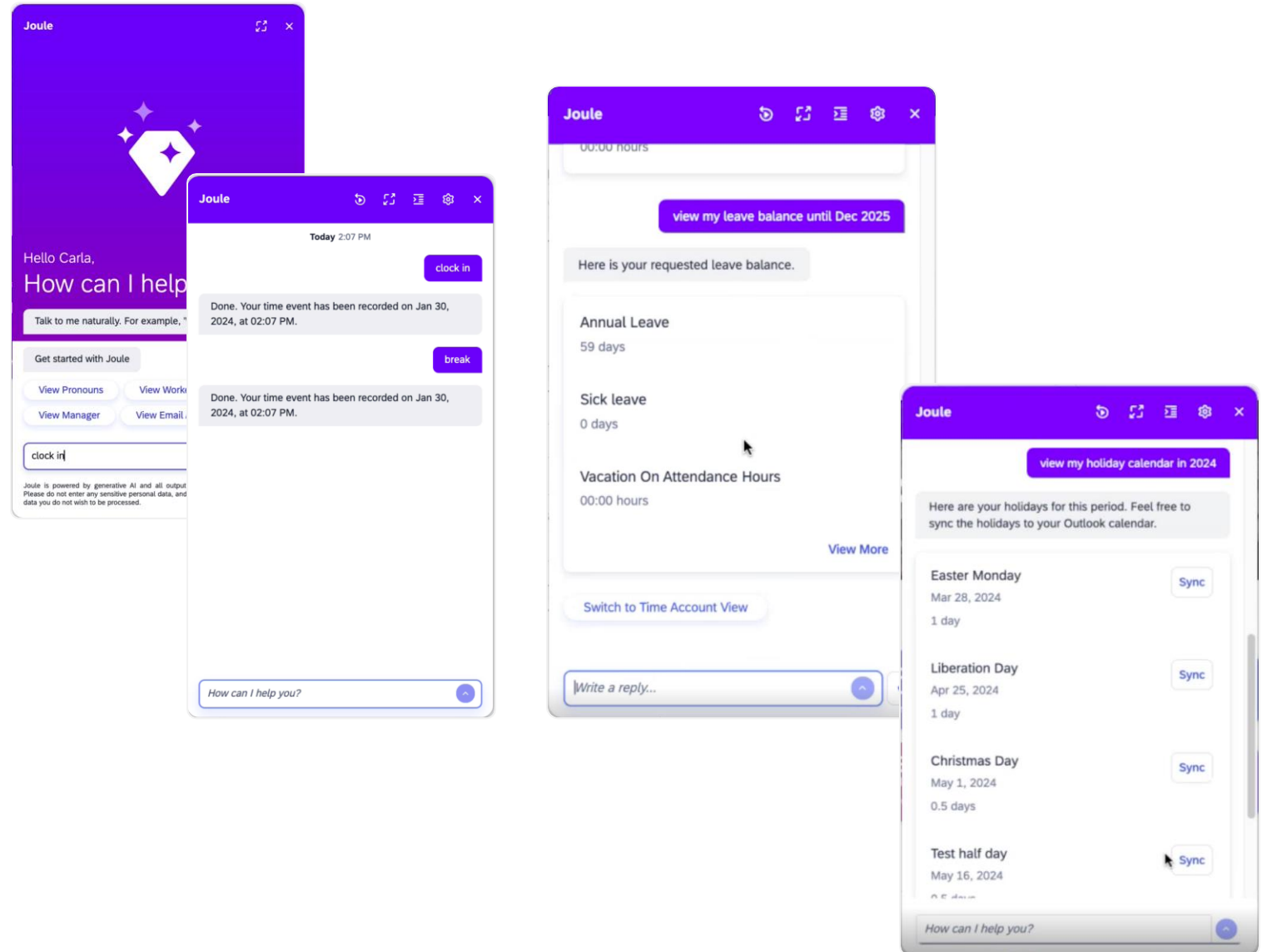
Engage with conversational AI:

Time Off:

- ✓ View Holiday Calendar
- ✓ View Time Off
- ✓ View Leave Balance
- ✓ Create Time Off (Navigational)
- ✓ View Time Off Instructions (Navigational)
- ✓ View Team Absence (Navigational)
- ✓ Approve workflow requests

Time Tracking:

- ✓ Clock in and clock out



Time Management | Time Tracking

Recent Delivery 1H 2024

Monthly Time Sheet UI & Time Valuation enhancements

Major usability improvement providing the ability to see and maintain time sheets on a monthly calendar

- ✓ Employees can toggle between a weekly list view, or a monthly calendar view
- ✓ Monthly Time Sheet calculations and submit and approval options
- ✓ Very simple copy/paste to easily copy e.g. working from home requests from one day to another
- ✓ Time valuation calculations for bi-weekly, or 4-weekly periods

The screenshot displays the SAP Time Management interface. The main view is a monthly calendar for March 2024, showing a grid of days with various time events and statuses. A summary section at the bottom provides time valuation results. A detailed view for Friday, March 15, 2024, is shown on the right, detailing planned and recorded working times, breaks, and on-call times.

Time Sheet for Mar 11 - 17, 2024

Planned Working Time: 20 hr 49 min | Recorded Working Time: 21 hr 04 min | Status: To Be Approved

Calendar

Day	Summary
9	Non-Working Day
10	Non-Working Day
11	Non-Working Day
12	Non-Working Day
13	Non-Working Day
14	Non-Working Day
15	WORK-REC, Scheduled Break
16	Non-Working Day
17	Non-Working Day
18	Sickness
19	Sickness
20	
21	
22	
23	Non-Working Day
24	Non-Working Day
25	Non-Working Day
26	Working Time, Scheduled Break
27	Working Time, Scheduled Break
28	Working Time, Scheduled Break
29	WORK-REC, Scheduled Break
30	Non-Working Day
31	Non-Working Day

Summary

Time Valuation Results

Category	Time
Premium	22:00 - 24:00
Regular Time	15 hr 00 min

Time Sheet for Fri, March 15, 2024 (Today)

Planned Working Time: 8:00 AM - 12:15 PM | Day Model: CLT 08:00 - 12:15 w/ Breaks

Recorded Working Time: 8:01 AM - 3:05 PM

Planned Breaks: 10:00 AM - 10:15 AM, 12:15 PM - 1:00 PM, 6:00 PM - 6:15 PM | Recorded Working Time: 6 hr 04 min

Recordings

- Working Times (2)
- WORK-REC: 8:01 AM - 3:05 PM
- Scheduled Break: 10:00 AM - 10:15 AM
- Scheduled Break: 12:15 PM - 1:00 PM

On-Call Times (0)

No on-call times recorded

Allowances (0)

No allowances recorded

Absences (0)

No absences recorded

Time Events

- 8:01 AM: Click In
- 3:05 PM: Click Out

Time Management | Time Tracking

Recent Delivery 1H 2024

Time Sheet Approval Center

Ability for managers to keep a finger on the pulse throughout the payroll period, and ensure time sheets get processed timely

- ✓ Single overview across all time sheets (submitted / unsubmitted)
- ✓ Display of configurable key facts per employee group, highlighting potential anomalies
- ✓ Centralized approvals, which help managers to understand related approvals (e.g. time off, time event, single record approvals) in the time sheet period
- ✓ Visualization of time recording changes after time sheets got approved

The screenshot displays the 'Time Sheet Approval Center' interface. At the top, there's a search bar and navigation icons. Below the header, a 'To Be Reviewed (4)' section contains two informational messages. The main part of the interface is a table with columns for Employee, Period, Status, Planned, Recorded, Absences, Difference, Key Facts, Alerts, and Related Approvals. The table lists four entries for different employees: Carla Moretti, Eileen Ames, Michael Pittman, and Carla Moretti. Each entry shows the time sheet period, status (e.g., 'To Be Submitted', 'To Be Approved'), planned and recorded hours, and various key facts like Overtime Premium, Missing Punches, and OnCallDuty. Alerts are indicated by colored icons (yellow for warnings, red for errors). A context menu is visible over the bottom-right entry, showing options like 'Open Time Sheet', 'Open Time Worksheet', 'Approve with Comment', and 'Decline'.

Employee	Period	Status	Planned	Recorded	Absences	Difference	Key Facts	Alerts	Related Approvals
Carla Moretti	Feb 5, 2024 - Feb 11, 2024	To Be Submitted	20:00 hrs	20:24 hrs	—	0:24 hrs 3:00 hrs Allowance	Overtime Premium 5 Missing Punches OnCallDuty	—	Time Account
Eileen Ames	Feb 26, 2024 - Mar 3, 2024	To Be Submitted Amended	20:00 hrs	37:35 hrs	3:00 hrs	20:35 hrs 9:00 hrs Allowance	37:35 hrs Overtime Premium Missing Punches OnCallDuty	9:00 hrs 9:00 hrs	Time Account
Michael Pittman	Feb 26, 2024 - Mar 3, 2024	To Be Approved	20:00 hrs	21:15 hrs	—	1:15 hrs —	21:15 hrs Overtime Premium Missing Punches OnCallDuty	9:00 hrs 9:00 hrs	Time Account
Carla Moretti	Mar 4, 2024 - Mar 10, 2024	To Be Submitted	20:00 hrs	0:30 hrs	4:00 hrs	-15:30 hrs —	Overtime Premium 1 Missing Punches OnCallDuty	—	Time Account



Upcoming Innovations

Connecting Time with the SAP ecosystem

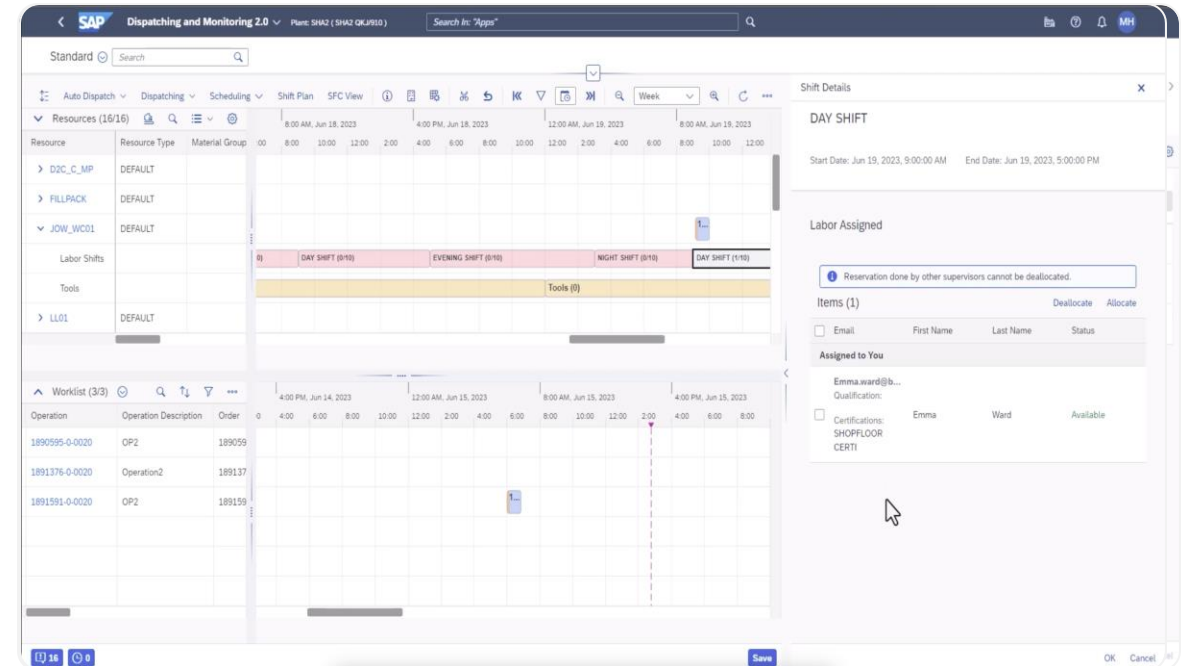
Shift Planning | SAP SuccessFactors & SAP Digital Manufacturing

Ongoing investment

Demand Driven Labor Scheduling / Shift Planning

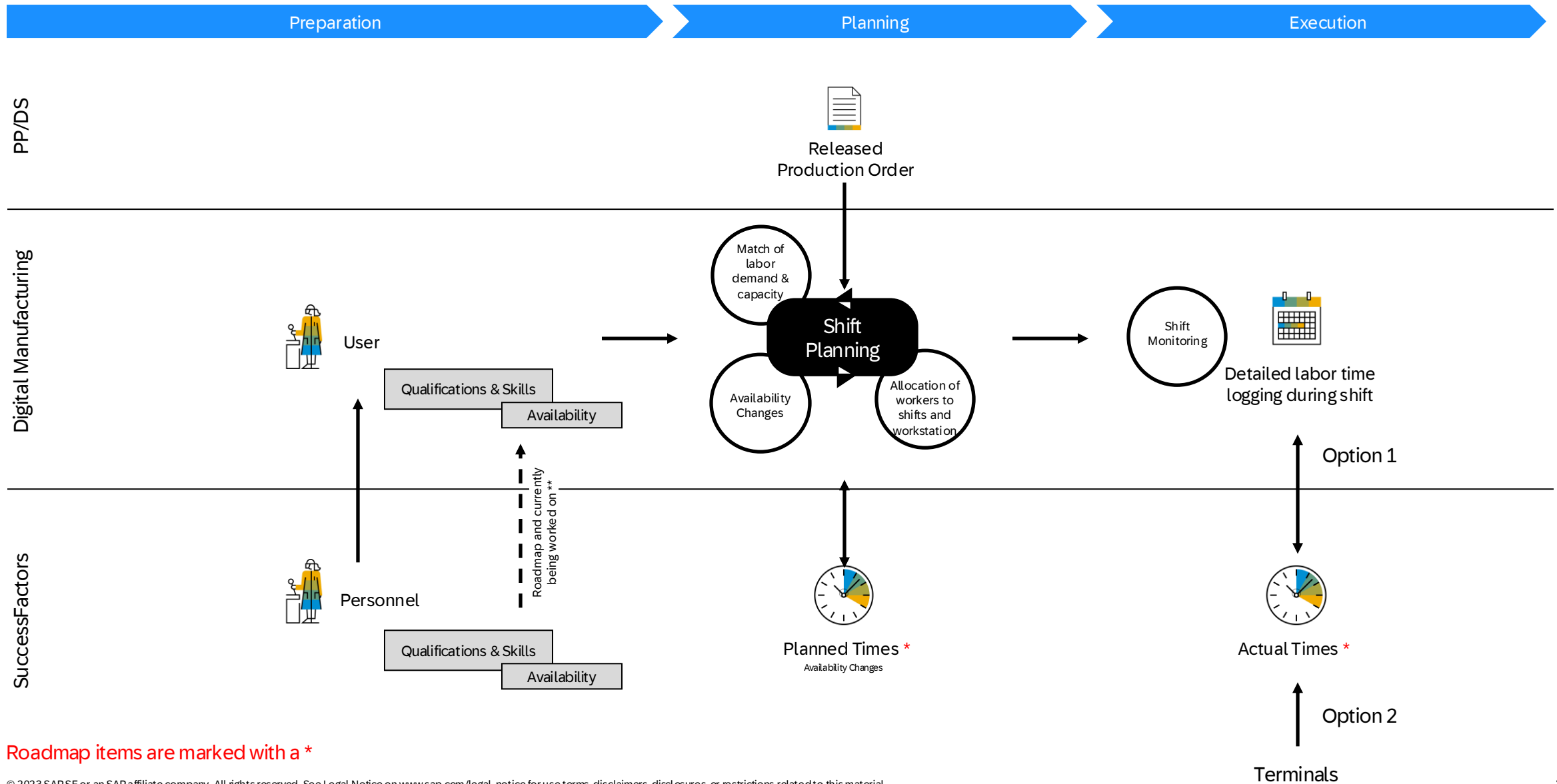
Optimize employee productivity and workforce scheduling while forecasting and planning your workforce requirements

- ✓ Run shift planning in SAP Digital Manufacturing based on employee information coming from SuccessFactors – **Available Now**
 - ✓ Including employee availability and skills - **Available Now**
 - ✓ Communicate the outcomes of your labor plan to SuccessFactors, such that employees can record their time against those shifts and ensure accurate payroll processes – **Planned**
- ✓ If you want to learn more about SAP Digital Manufacturing, please check: <https://community.sap.com/topics/digital-manufacturing>



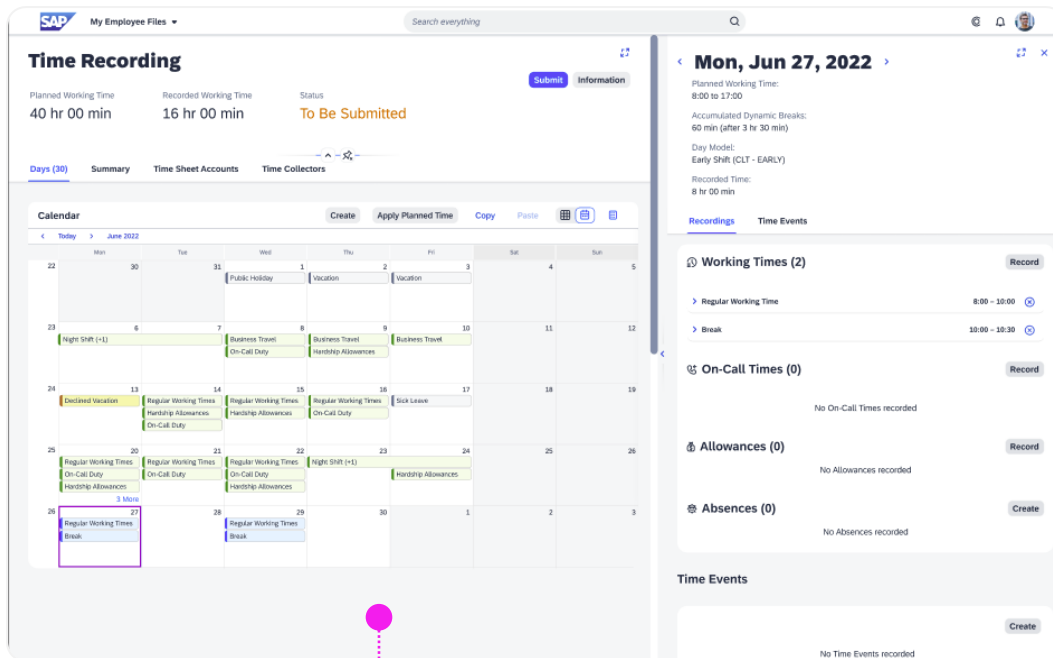
SAP Digital Manufacturing

SAP Digital Manufacturing – Shift Planning

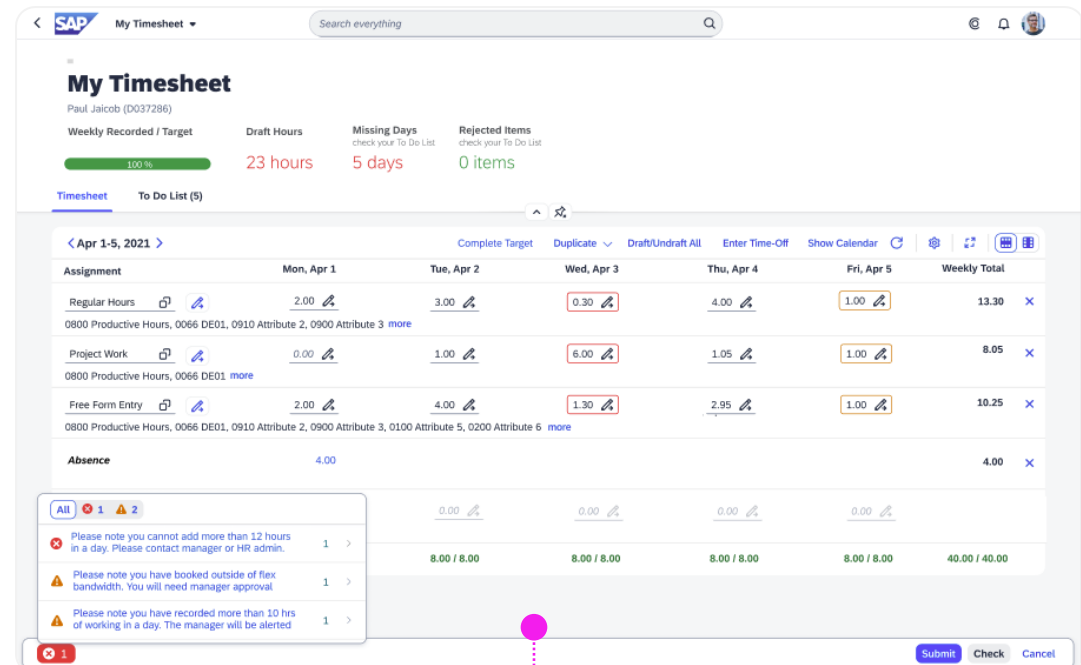


Roadmap items are marked with a *

Flexibility to use the Time Sheet which fits your use case



Either / Or



Reimagined SuccessFactors Time Sheet for **When people work**

- Real-time Time Valuation to monitor HR Regulatory compliance, incl. full display on the UI
- Suite integration with Time Off
- Clock in Clock out processes embedded
- Cost allocation is limited to the cost center

Reimagined S/4 MyTimesheet v4 for **What people work on**

- Offers full cost allocation, integrated with ERP processes
- Timesheet approvals (based on cost items) in S/4
- Based on the proven timesheet (CATS) capability in S/4 private Cloud Edition
- Time Off is fully integrated into the S/4 Timesheet UI
- Time Valuations will run in SuccessFactors, and will communicate warnings/errors to the S/4 Timesheet UI
- Clock in Clock out is possible when SAP HCM is active in the S/4 instance

Integrated Time Sheet Processes – SAP S/4HANA My Timesheet v4

Recent Delivery 1H 2024 / 2024 S/4HANA Cloud Private Edition Release

Activity based Time recording to allow people to record WHAT they worked on

Leverage new services to integrate SAP S/4HANA My Timesheet v4 with SuccessFactors

- ✓ Use the My Timesheet for activity-based time recording
- ✓ Leverage new services to integrate the My Timesheet with SuccessFactors
- ✓ This enables SuccessFactors for all HR related processes such as absence management and time valuation
- ✓ Upon time sheet approval all information is used in S/4HANA for further (e.g. financial) processing, and in SuccessFactors for Time Valuation
- ✓ It also provides online (regulatory) checks, avoids collisions, and ensures correct time sheets

The screenshot displays the SAP My Timesheet v4 interface for user Paul Jaicob (D037286). The interface shows a weekly timesheet for the week of April 1-5, 2021. The summary section indicates that 100% of the weekly target has been recorded, with 23 draft hours, 5 missing days, and 0 rejected items. The main table lists time entries for Regular Hours, Project Work, and Free Form Entry, showing hours recorded for each day and a weekly total. A bottom section displays regulatory warnings, such as 'Please note you cannot add more than 12 hours in a day' and 'Please note you have recorded more than 10 hrs of working in a day'. The interface also includes navigation buttons like 'Submit', 'Check', and 'Cancel'.

Assignment	Mon, Apr 1	Tue, Apr 2	Wed, Apr 3	Thu, Apr 4	Fri, Apr 5	Weekly Total
Regular Hours	2.00	3.00	0.30	4.00	1.00	13.30
Project Work	0.00	1.00	6.00	1.05	1.00	8.05
Free Form Entry	2.00	4.00	1.30	2.95	1.00	10.25
Absence	4.00					4.00
		8.00 / 8.00	8.00 / 8.00	8.00 / 8.00	8.00 / 8.00	40.00 / 40.00

Consolidated Timesheet Processes – S/4HANA My Timesheet v4

- Target hours defined in SuccessFactors, based on (temporary) work schedule info + absences + public holidays.

The screenshot displays the SAP My Timesheet interface for user Paul Jaicob (D037286). At the top, there are navigation buttons for 'Edit', 'Assignments', and 'Enter Time-Off'. Below the user name, summary statistics are shown: 'Weekly Recorded / Target' at 100%, 'Draft Hours' of 23 hours, 'Missing Days' of 5 days, and 'Rejected Items' of 0 items. The main table shows a weekly breakdown of hours for assignments from Monday, July 1st to Friday, July 5th, with a 'Weekly Total' column. The 'Total' row at the bottom shows 40.00 hours recorded against a target of 40.00 hours. A red box highlights the '8.00 / 8.00' total for Tuesday, July 2nd. Another red box highlights the '6.00' hours for 'Project Work' on Wednesday, July 3rd. A black line connects the '8.00 / 8.00' total for Tuesday to the '6.00' hours for Wednesday, indicating a line item approval.

Assignment	Mon, Jul 1	Tue, Jul 2	Wed, Jul 3	Thu, Jul 4	Fri, Jul 5	Weekly Total
Regular Hours 0800 Productive Hours, 0066 DE01, 0910 Attribute 2, 0900 Attribute 3	1.00 ✓	3.00 ✓	0.30 ⌚	4.00 ⌚	1.00 ⌚	13.30
Project Work 0800 Productive Hours, 0066 DE01	1.00 ✓	1.00 ✗	6.00 ✓	1.05 ✓	5.00 ✓	8.05
Testing 0800 Productive Hours, 0066 DE01, 0910 Attribute 2, 0900 Attribute 3, 0100 Attribute 5, 0200 Attribute 6	2.00 ✓	4.00 ✓	1.30 ⌚	2.95 ⌚	1.00 ✓	10.25
Absence	4.00 ✓	0.00	0.00	0.00	0.00	4.00
Total	8.00 / 8.00	8.00 / 8.00	8.00 / 8.00	8.00 / 8.00	8.00 / 8.00	40.00 / 40.00

- Line item approvals, based on the cost object approvers in S/4.

Consolidated Timesheet Processes – S/4HANA My Timesheet v4

- SuccessFactors absence and public holiday hours displayed in the S/4 timesheet UI.
- The absence hour value serves as a hyperlink to open SuccessFactors Time Off for additional context.

My Timesheet
Paul Jaicob (D037286)

Weekly Recorded / Target: 100 %
Draft Hours: 23 hours
Missing Days: 5 days
Rejected Items: 0 items

Apr 1-5, 2021

Assignment	Mon, Apr 1	Tue, Apr 2	Wed, Apr 3	Thu, Apr 4	Fri, Apr 5	Weekly Total
Regular Hours 0800 Productive Hours, 0066 DE01, 0910 Attribute 2, 0900 Attribute 3 more	2.00	3.00	0.30	4.00	1.00	13.30
Project Work 0800 Productive Hours, 0066 DE01 more	0.00	1.00	6.00	1.05	1.00	8.05
Free Form Entry 0800 Productive Hours, 0066 DE01, 0910 Attribute 2, 0900 Attribute 3, 0100 Attribute 5, 0200 Attribute 6 more	2.00	4.00	1.30	2.95	1.00	10.25
Absence	4.00					4.00
Select Assignment	0.00	0.00	0.00	0.00	0.00	
Total	8.00 / 8.00	8.00 / 8.00	8.00 / 8.00	8.00 / 8.00	8.00 / 8.00	40.00 / 40.00

- Ability to open up SuccessFactors Time Off to record new absences.

Consolidated Timesheet Processes – S/4HANA My Timesheet v4

- Time is recorded against Assignments or Free Forms.
- Next to the cost object (e.g. WBS, Cost Center, Fund, Grand, Order, etc) both contain the SuccessFactors Time Type which is needed for time valuation.

My Timesheet
Paul Jaicob (D037286)

Weekly Recorded / Target: 100%
Draft Hours: 23 hours
Missing Days: 5 days
Rejected Items: 0 items

Assignment	Mon, Apr 1	Tue, Apr 2	Wed, Apr 3	Thu, Apr 4	Fri, Apr 5	Weekly Total
Regular Hours	2.00	3.00	0.30	4.00	1.00	13.30
Project Work	0.00	1.00	6.00	1.05	1.00	8.05
Free Form Entry	2.00	4.00	1.30	2.95	1.00	10.25
Absence	4.00					4.00
		8.00 / 8.00	8.00 / 8.00	8.00 / 8.00	8.00 / 8.00	40.00 / 40.00

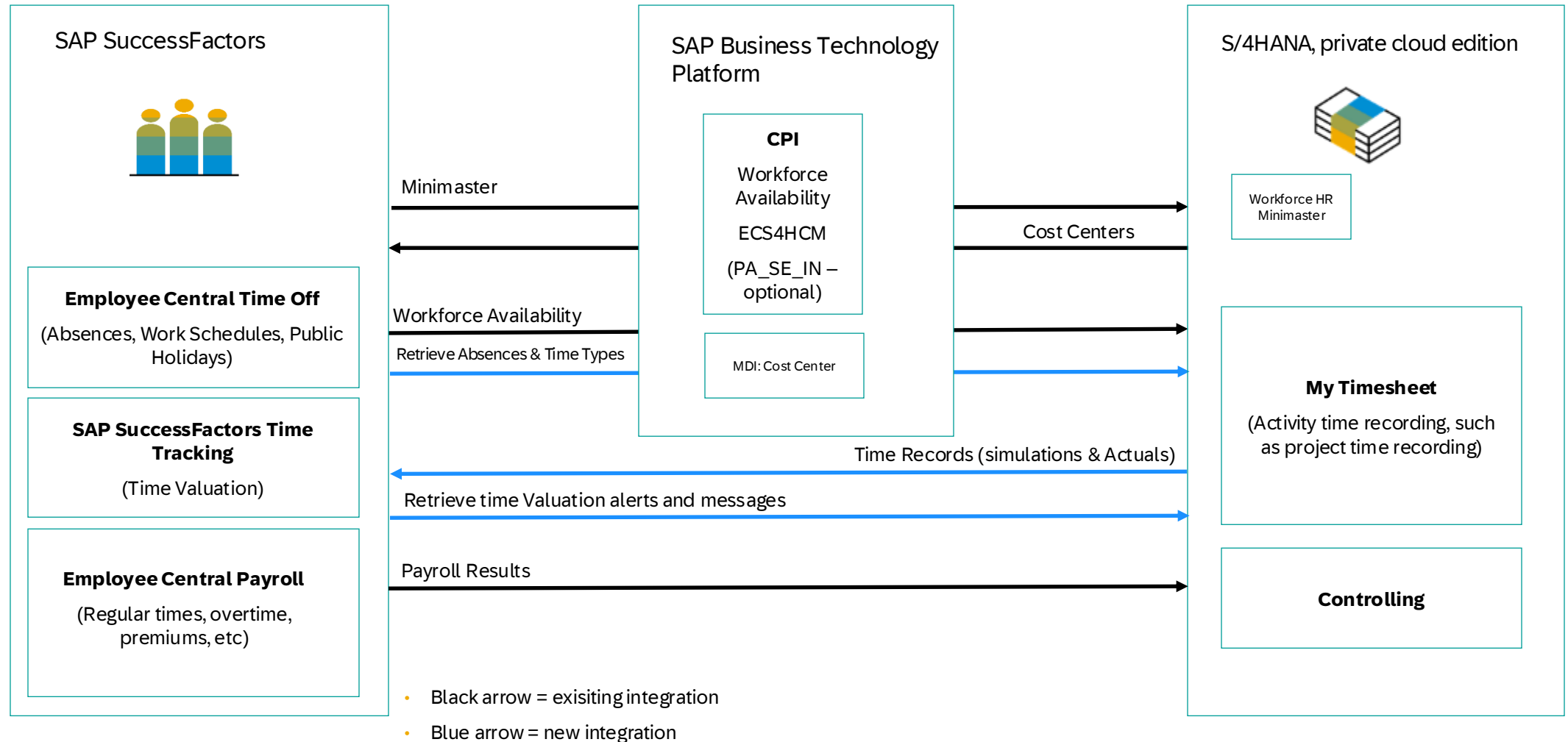
Warning List:

- Please note you cannot add more than 12 hours in a day. Please contact manager or HR admin. 1
- Please note you have booked outside of flex bandwidth. You will need manager approval. 1
- Please note you have recorded more than 10 hrs of working in a day. The manager will be alerted. 1

Buttons: Submit, Check, Cancel

- After time is recorded in the timesheet the employee can Check. This simulates in SuccessFactors a real-time time valuation and returns any potential warnings or time valuation errors which need to be corrected. It also highlights the fields which need to be looked at.
- When the timesheet is submitted the relevant data will be transferred to SuccessFactors for the actual time valuation and potentially payroll processing.

System landscape and integration scenarios





Upcoming Innovations

One Experience, across the Globe

Roadmap Summary

1H 2024

SAP SuccessFactors Employee Central | Time Off

- Time Off via Microsoft Teams
- Clock in/out, Time Off via SAP Joule
- Reporting on planned working time (e.g. in relation to clock-in clock out)

SAP SuccessFactors Time Tracking

- Monthly timesheet UI
- Time Sheet Approval Center for managers
- Bi-weekly, 4-weekly, and 17-weekly time valuation results
- Business Rules in Time Valuation (RA)

Joule

- Time Off – absence viewing
- View Holiday Calendar
- View Time Account Balances
- Clock in Clock out

Integrated Time Management Processes

- Aligned processes across SuccessFactors and S/4 Timesheets for activity-based time recording

2H 2024

SAP SuccessFactors Employee Central | Time Off

- Ability to split and delimit temporary time information records
- US localizations – integration scenario for FMLA service providers

Business Domain alignment for Strategic and Core HR

- End to end alignment for sickness recording in payroll systems (France)

SAP SuccessFactors Time Tracking

- Amendment scenario for Timesheet and Approval Center
- Self-Service scenario to monitor work schedule, and to request a temporary change of work schedule: include holiday pattern / public holiday category
- Business Rules in Time Valuation (GA)
- Timesheet attestation
- Time Statement

Joule

- Navigation to Timesheet

Integrated Time Management Processes

- SuccessFactors and S/4 Timesheet for activity-based time recording
 - allowance recording,
 - break handling,
 - cross midnight time recording
- Aligned processes with SAP Digital Manufacturing for Shift Planning

Beyond

SAP SuccessFactors Time Management

- GeoFencing
- 'Quick Create' feature in the timesheet
- Improved Alert Classification
- Break handling enhancements
- Core times, and Planned on-call in the work schedule
- Improved Admin experience for multi-employee processing
- Improved collision handling between absences and attendances
- Team Calendar (incl. integration into Dynamic Teams)
- Dynamic shift assignment
- Attendance accounts
- Clock in Clock out alert enhancements

Business Domain alignment for Strategic and Core HR

- End to end alignment for sickness recording in payroll systems (further countries)

Integrated Time Management Processes

- SuccessFactors and S/4 Timesheets for activity-based time recording
 - Clock in Clock out,
 - Public Sector related cost accounting variant

Time Management | Time Tracking

Planned 2H 2024

My Calendar

The ability for employees to check details of their work schedule, and the ability to request a change

- ✓ Employees can check details of their regular and temporary (aka shift) changes, incl. break information
- ✓ Self service to request a temporarily shift change, and the ability to request a shifting public holiday (e.g. in case of business travel)
- ✓ Employees also have the ability to self-define their work schedule, and submit this for approval.
- ✓ Workflow approval controlled
- ✓ Validation rules to govern that e.g. the newly requested work schedule change is matching the contractually agreed planned hours

The screenshot displays the SAP Employee Files 'My Calendar' interface. A modal window titled 'Temporary Work Schedule' is open, showing details for a temporary shift on November 21, 2023. The modal includes the following information:

- Day Model:** Afternoon Shift
- Date:** Nov 21, 2023
- Status:** To Be Approved
- Working Time:** 12:00 PM – 9:00 PM (9 hr 00 min)
- Breaks:** 4:00 PM – 5:00 PM (1 hr 00 min)
- Flextime Bandwidth:** 12:00 PM – 9:00 PM
- Night Shift Bandwidth:** 9:00 PM – 8:00 AM

The background calendar shows a grid for November 2023, with various shifts and non-working days visible. A hand cursor is pointing at the 'Create Temporary Work Schedule' button at the bottom of the modal.

CONCEPT PREVIEW

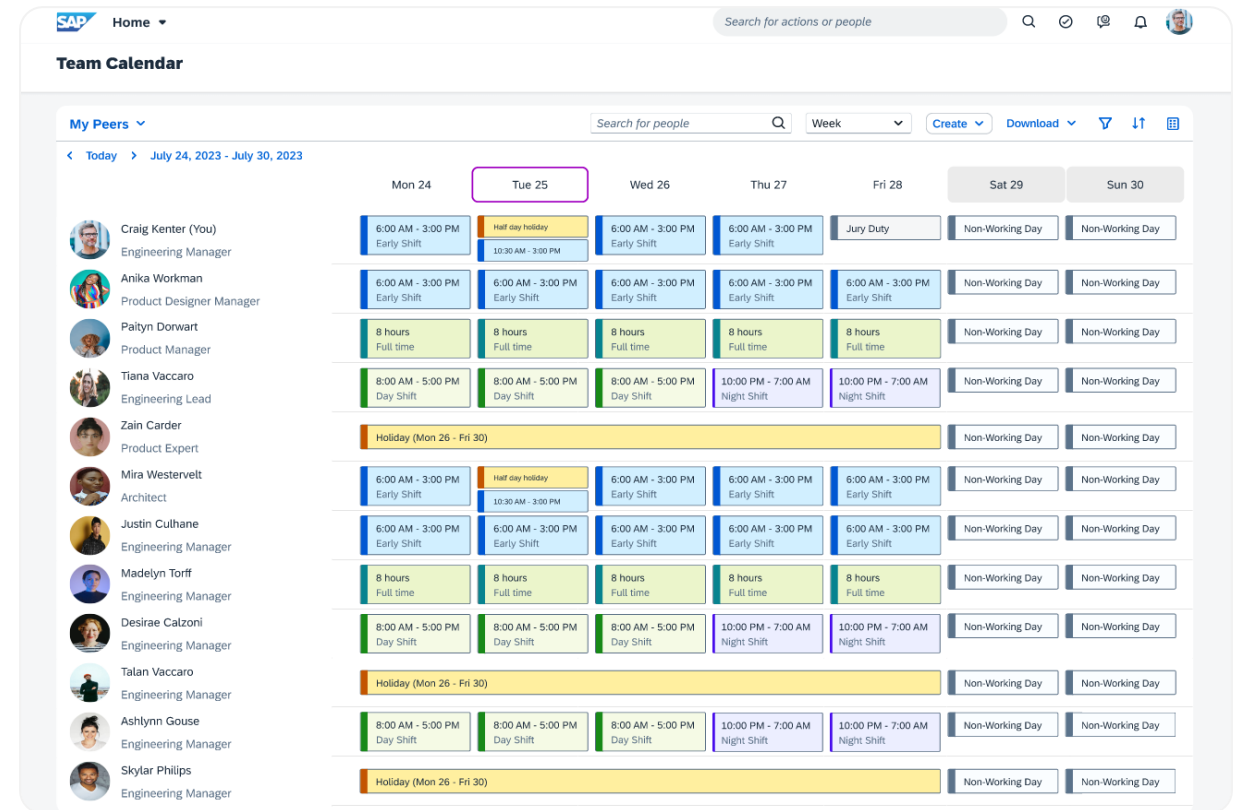
Time Management | Time Off & Time Tracking

Planned 1H 2025

Interactive Team Calendar

Ability for employees and managers to understand team capacity at any point in time for their (dynamic) team

- ✓ Easy to understand calendar which shows planned working time (shift), absences and public holiday info
- ✓ Ability to toggle between different team views, reporting lines, and dynamic team views
- ✓ Ability to download to spreadsheets for further analysis and longer time horizons
- ✓ Ability to take or approve a leave from the calendar
- ✓ Ability to request or approve a temporary change of a shift



CONCEPT PREVIEW

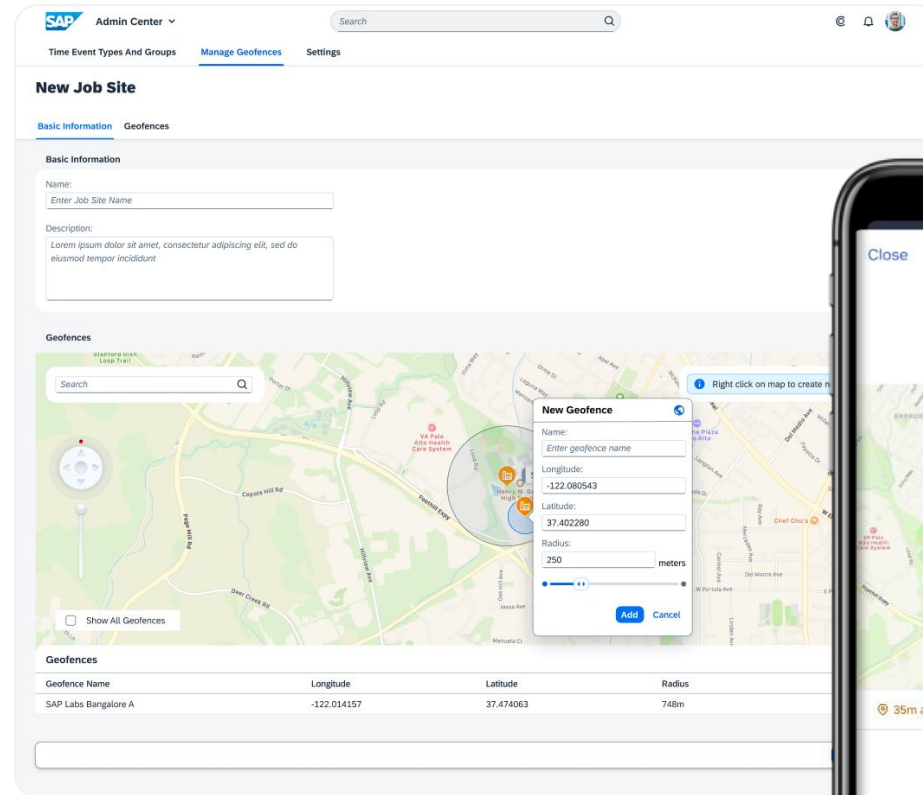
Time Management | Time Tracking

Planned 1H 2025

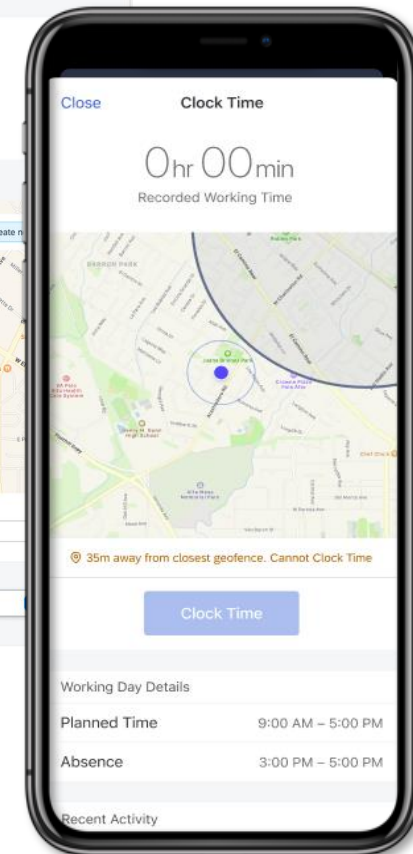
Geofencing

The ability to only allow users to clock in or out when they are near their required work location

- ✓ Ability to define allowed Job Sites per employee, incl. a radius for the location
- ✓ Ability for employees to see where they are, and from where they are allowed to clock in / out



CONCEPT PREVIEW



CONCEPT PREVIEW

Time Management | Time Off & Time Tracking

Long-Term Consideration

Reimagined Time Administrator Workbench

Provide an option to view and create time management data for a single employee, or a group of multiple employees.

- ✓ View and create time management data across (multiple) employees
- ✓ Quickly navigate to different data points (e.g., from time off to time sheet data)
- ✓ Leverage embedded alerts to easily understand root causes and use notifications to inform employees
- ✓ Understand key statistics for your area of responsibility, such as overtime costs, productivity, absenteeism, remaining leave balances, and fatigue regulation statistics.

The screenshot displays the SAP Time Off interface. On the left is a navigation sidebar with options like Overview, Time, Master Data, Time Off (selected), Time Sheets, Attendance, On Call Times, Allowances, Time Accounts, Time Collectors, and Planned Working Times. The main area shows a table of absences for 8 employees, with columns for Employee, Status, Start Date, End Date, Taken, Time Type, Requester, Requested On, Time Account, Related Records, and Alerts. The table lists absences for Carl Mayer, Sean Fence, and Charlotte Mailer, with various statuses like 'To be Approved' and 'Approved'.

Employee	Status	Start Date	End Date	Taken	Time Type	Requester	Requested On	Time Account	Related Records	Alerts
Carl Mayer Design Lead	To be Approved	Mar 3, 2023	Mar 6, 2023	3.0 days	Vacation	Carl Mayer	Mar 5, 2023	Leave Account 2023	1	2
Carl Mayer Design Lead	Approved	Jan 10, 2023	Jan 14, 2023	5.0 days	Vacation	Carl Mayer	Jan 1, 2023	Leave Account 2023		
Sean Fence Design Expert	To be Approved	Mar 3, 2023	Mar 6, 2023	3.0 days	Vacation	Carl Mayer	Mar 5, 2023	Leave Account 2023	1	2
Sean Fence Design Expert	To be Approved	Jun 1, 2023	Jun 5, 2023	5.0 days	Vacation	Sean Fence	Mar 11, 2023	Leave Account 2023		
Sean Fence Design Expert	To be Approved	Dec 1, 2023	Dec 14, 2023	8.0 days	Vacation	Sean Fence	Mar 11, 2023	Leave Account 2023		
Charlotte Mailer Design Strategist	To be Approved	Mar 3, 2023	Mar 6, 2023	3.0 days	Vacation	Carl Mayer	Mar 5, 2023	Leave Account 2023	1	2
Charlotte Mailer Design Strategist	Approved	Feb 2, 2023	Feb 4, 2023	3.0 days	Vacation	Charlotte Mailer	Mar 5, 2023	Leave Account 2023		
Charlotte Mailer Design Strategist	Approved	Jan 1, 2023	Jan 6, 2023	3.0 days	Vacation	Charlotte Mailer	Mar 5, 2023	Leave Account 2023		

CONCEPT PREVIEW



Key Take Aways

Time Management Product Strategy

Easy and Engaging Experience

To increase Productivity and Efficiency across Core HR, Time & Payroll

Global

Help ensure compliance to local law and collective labor agreements across the globe, enhancing work-life balance, and facilitating data-driven decision making

Connected

Throughout the SAP Portfolio, streamlining billing, activity time recording, and shift planning processes



Customer proof points



Modernizing HR to improve compliance and employee support with **SAP® SuccessFactors**

Before: Challenges and Opportunities

- There was an issue in the coverage and application of workspace agreements.
- Employees were being underpaid which was identified as a growing concern.
- There was a need to enhance trust and satisfaction among the employees.
- Manual HR systems identified the need for future ready HR systems.
- Due to legacy systems, there was limited control over interoperability.

Why SAP and IBM

- SAP SuccessFactors provided innovative functionality, native integration capability and intuitive interface, which made this cloud based HR suite solve multiple problems simultaneously.
- The ability to automate variable pay calculations, build and manage reward & recognition programs.
- AusNet partnered with IBM Consulting, using the consulting giant's proprietary accelerator for utilities to achieve the project's aims over just ten months

After: Value-Driven Results

- Minimized the risk of noncompliance and underpayments.
- Control over HR processes like agreements, award, data security, auditing was strengthened.
- Less time spent on administration, improved overall productivity.
- Direct access to data for reporting, recommendations has helped HR to add more business value.
- Added credibility to departmental decision-making.
- Mobile application could make employee's administrative tasks easier.

AusNet

“One of AusNet’s values is to do what’s right, and we wanted to live up to that. Our HR vision is to foster employee trust across the business by providing information transparency. And because AusNet is a critical business within the Victorian community, we wanted to design processes to allow our people to focus on their critical role of keeping the lights on.”

Justin Messina, People Systems Lead, AusNet Pty Ltd

50%

Reduction in HR administration time

10x

Faster to create a new position in the HR system

Featured Partner



SAP SuccessFactors

AusNet Pty Ltd

Melbourne,
Australia

ausnetservices.com.au

Industry

Utilities

Products and Services

Electricity, Gas, Solar,
Safety

Employees

1300

Revenue

\$2,876.6 million

Featured Solutions

SAP SuccessFactors HXM
Suite

THE BEST RUN



Contact information:
Frans Smolders
Product Strategy Manager – Time Management
frans.smolders@sap.com

