

mySAP Human Resources Solution Map

Edition 2004

Workforce Planning & Analytics	Strategic Planning & Alignment		Workforce Analytics	Cost Planning & Simulation		Organizational Planning
Employee Life-Cycle Management	Recruiting & Talent Management	Enterprise Learning		Performance Management	Compensation Management	Workforce Deployment
Employee Transaction Management	HR Administration	Organizational Management	Expatriate Management	Benefits Management	Time & Attendance	Global Payroll
Corporate Services	Corporate Governance	Travel Management	Contingent Staffing	Environment, Health & Safety	Incentive & Commission Management	Information & People Collaboration
HCM Service Delivery	Manager Self-Services		Employee Self-Services		Interaction Center	Alternate Delivery Channels

Workforce Planning & Analytics

Strategic Planning & Alignment



- Balanced Scorecard (S61)
- Data Mining
- Strategic Workforce Planning (S61, S60)

Workforce Analytics



- Integrated Business Content (S61, B12)
- Key Performance Indicators (S23, B12)
- Benchmarking (S23, B12)

Cost Planning & Simulation

- Creation of Different Planning Scenarios (S61)
- Simulation of Future Developments (S61)
- Planned-Actual Comparisons (S61)
- Generation of Cost Plans & Budgets (S61)

Organizational Planning

- Organizational Planning & Simulation (S61)
- Succession Planning (S61)
- Merger and Acquisition Support

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Future Focus

Partner Product Available

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Collaborative Business Map Available

Sxx, Vxx, Bxx

Pxx




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SAP Product & Service

Partner Product

Employee Life-Cycle Management

Recruiting & Talent Management	Enterprise Learning	Performance Management	Compensation Management	Workforce Deployment
<ul style="list-style-type: none">  Talent Relationship Management (S5)  Applicant Tracking (S5)  Collaboration beyond Enterprise Boundaries (S5)  Advanced Analytics (S5) 	<ul style="list-style-type: none">  Authoring (S24)  Learning Portal (S24)  Learning Management System (S24)  Content Integration (S24)  Training Simulation Tool (S66)  Virtual Classroom Training 	<ul style="list-style-type: none">  Employee Appraisals (S61)  Management by Objectives (S61)  Career Planning (S61)  Development Plans (S61) 	<ul style="list-style-type: none">  Salary Packaging & Administration (S61)  Salary Benchmarking (S61)  Long-Term Incentives (S61)  Pension Funds (S61) 	<ul style="list-style-type: none">  Project Resource Planning (S14, S61)  Resource & Program Management (S23, S70)  Call Center Staffing (S59, S21)  Retail Scheduling (S59, S21)





































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Employee Transaction Management

 HR Administration	Organizational Management	Expatriate Management	Benefits Management	 Time & Attendance	Global Payroll
<ul style="list-style-type: none">  Employee Administration (S61)  Reassignments & Status Changes (S61)  Skills Inventory (S61)  Employee Profiles (S61)  Operational Reporting (S61) 	<ul style="list-style-type: none">  Job Analysis (S61)  Organizational Administration (S61)  Organizational Charting (S61) 	<ul style="list-style-type: none">  Employee Transfer (S61)  Information Consolidation (S61)  Follow Global Policies (S61) 	<ul style="list-style-type: none">  Enrollment (S61)  Participation Monitor (Eligibility) (S61)  Insurability Monitor (S61)  Participation Overview (S61)  Termination (S61)  Data Transfer to Providers (S61)  COBRA (S61)  Service Calculation (S61)  Flexible Spending Accounts (S61) 	<ul style="list-style-type: none">  Flexible Working Time Provisions (S61)  Time Data Administration (S61)  Cross-Application Time Sheet (S61)  Valuation of Employee's Times (S61)  Time Accounts & Leave Accrual (S61)  Integration with SAP & Third-Party Applications (S61) 	<ul style="list-style-type: none">  Gross & Net Payroll Processing (S61, S52)  Incentive Wages & Piece Work (S61)  Tax Calculation (S61)  Social Insurance (S61)  Forms (S61)  Labor Distribution (S61)  Legal Compliance Reporting (S61)  Third Party Payments (S61)

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Corporate Services



























Corporate Governance	Travel Management	Contingent Staffing	Environment, Health & Safety	Incentive & Commission Management	Information & People Collaboration
<ul style="list-style-type: none"> ▶ Sarbanes-Oxley (S61, S60) ▶ Basel II (S61, S60) 	<ul style="list-style-type: none"> ● Travel Request & Pre-trip approval (S60, S61, S22) ● Travel Planning - Online Booking (S60, S61, S22) ● Travel Expense Management (S60, S61, P78, S22) ● Mobile Self Service - Anytime & Anywhere (S60, S61, P6, S22) ● Global Travel Policy Compliance (S60, S61, S22) ● Analytics (S60, S61, S22) 	<ul style="list-style-type: none"> ● Requisition (S47) ● Ordering (S47) ● Confirmation (S47) ● Invoicing (S47) 	<ul style="list-style-type: none"> ● Basic Data & Tools (S38) ● Product Safety (S38) ● Hazardous Substance Management (S38) ● Dangerous Goods Management (S38) ● Waste Management (S38) ● Industrial Hygiene & Safety (S38, S23) ● Occupational Health (S38, S23, S62) ● Emissions Management (S67) 	<ul style="list-style-type: none"> ● Design Incentive Compensation Plans (S9) ● Calculate Variable Compensation - Direct Sales Commissions & Incentive Compensation (S9) ● Effectiveness Analysis (S9) ● Organizational Management (S9) 	<ul style="list-style-type: none"> ● Expertise Location (S23) ● Employee Productivity




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HCM Service Delivery

 Manager Self-Services	 Employee Self-Services	 Interaction Center	Alternate Delivery Channels
<ul style="list-style-type: none">  Attendance (S61)  Employee Review (S61)  Personnel Change Requests  Recruiting (S61)  Reporting (S61)  Compensation (S61)  Quota Planning (S61)  MyBudget (S60) 	<ul style="list-style-type: none">  Office (S61)  Time & Attendance (S61)  Travel & Expense (S60, S61)  Benefits (S61)  Payment (S61)  Skills & Appraisals (S61)  Learning (S61)  Jobs (S61)  Life & Work Events (S61)  Personal Information (S61)  Purchasing (S53, S61) 	<ul style="list-style-type: none">  Employee Interaction Center (S61, S14) 	<ul style="list-style-type: none">  Voice (S61)  Mobile (B26, S61)  Accessibility (S61)

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 Pxx Partner Product
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Solution Map Product Table

Key	Description
B12	SAP NetWeaver: SAP Business Intelligence
B26	SAP NetWeaver: SAP Mobile Infrastructure
S5	mySAP ERP: e-Recruiting
S9	SAP Incentive & Commission Management (applies to mySAP ERP/mySAP CRM)
S14	mySAP Customer Relationship Management
S21	mySAP Customer Relationship Management: SAP Workforce Optimization
S22	mySAP Financials
S23	mySAP Human Resources
S24	mySAP ERP: SAP Learning Solution
S38	mySAP Product Lifecycle Management: SAP Environment, Health and Safety
S47	mySAP Supplier Relationship Management
S52	mySAP ERP: SAP Payroll Processing
S53	Purchase Order Processing (applies to mySAP SCM/mySAP SRM)
S59	SAP R/3 Enterprise / mySAP ERP / mySAP Customer Relationship Management
S60	SAP R/3 Enterprise / mySAP ERP / mySAP Financials
S61	SAP R/3 Enterprise / mySAP ERP / mySAP Human Resources
S62	SAP R/3 Enterprise / mySAP ERP / mySAP Product Lifecycle Management
S66	myERP: SAP Tutor
S67	SAP xApp Emissions Management
S70	SAP xApp Resource & Program Management

Solution Map Partner Interface Table

Key	Description
P6	Advanced Data Collection, Mobile Computing
P78	Travel Management Credit Card Clearing



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