



# SAP SuccessFactors Reporting & Analytics

Q3 - 2024



# Agenda



**Executive Introduction**  
with Kevin Chase, CEO



**Reporting Toolset**  
with Alice Acosta



**Introduction  
to Report Stories**  
with Alice Acosta



**Legacy Reporting Tips  
and Tricks**  
with Greg Shields



# Meet the Team



## **Kelsey Cooper**

Vice President, Delivery Solutions  
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## **Alice Acosta**

Senior Practice Lead  
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## **Greg Shields**

Principal Consultant  
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# About AspireHR



## About AspireHR

Since 1997, we've helped businesses digitally transform with innovative HCM software and services that simplify processes and deliver amazing employee experiences.

-  **700+** HCM Projects Globally
-  **300+** Corporate Clients
-  **185+** Countries Served
-  **85+** AMS/BPO Support Clients
-  **25+** Years Serving HR Industry



## Strategic Partnerships



## Our Software & Services

### Systems Integration & Preconfigured Solutions



for SAP SuccessFactors & Workforce Software

### Proprietary Software



AspireHR Benefits™ Payroll LaunchSuite™ AspireHR SmartData™

### Managed Services AMS/BPO & Support



for SAP SuccessFactors and Workforce Software



# Report & Analytics Toolset





# SAP SuccessFactors Reporting & Analytics Toolset

## Legacy Reporting Tools



### Canvas: Advanced Reporting and Online Report Designer (ORD)

- Legacy tool allowing for development of list reports and analytical dashboards.
- Time trended charts and tables are not available.
- SAP had set date for 2025 retirement but has delayed that indefinitely. Update to come in late 2025.
- New instances will not include Canvas reporting starting 1st Half 2024



### Tables

- Easy development of lists reports & excel extracts.
- SAP had set a date for retirement of Table reports in 2025 but has delayed that indefinitely with promise of an update in late 2025

### Dashboards & Tiles

- Easy development of single metric/ dimension tiles to include in dashboards.
- SAP is retiring Dashboards and Tiles in the 2<sup>nd</sup> half of 2025

### Classic Reporting

- Easy development list reports often exported into Excel
- Limited coverage
- Retired in 2<sup>nd</sup> half of 2024



### Report Stories (aka People Analytics, Embedded Analytics)

- SAP's latest reporting solution for operational reporting and analytical dashboards.
- Built on the SAP Analytics Cloud framework.
- Time trended charts and tables capabilities limited.
- IAS/IPS required.
- Not compatible with NS2.



### Workforce Analytics

- Build time trended, impactful analytics dashboards with WFA on HANA
- WFA offers a robust library of SAP curated measures and dimensions organized via Metric Pack; Core Workforce & Mobility, Recruiting, and PMGM are examples.
- Additional licensing required.

## Operational Reporting and "Basic" Analytics

## "Advanced" Analytics

# SAP Analytical Tools

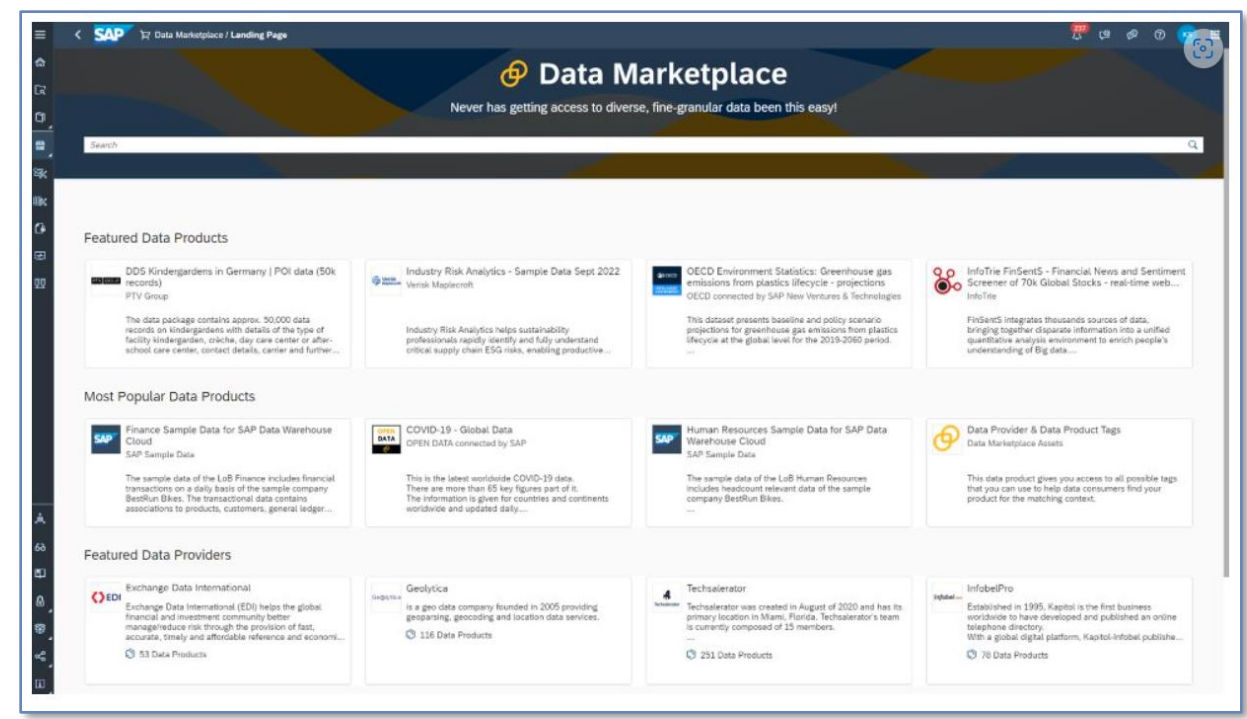
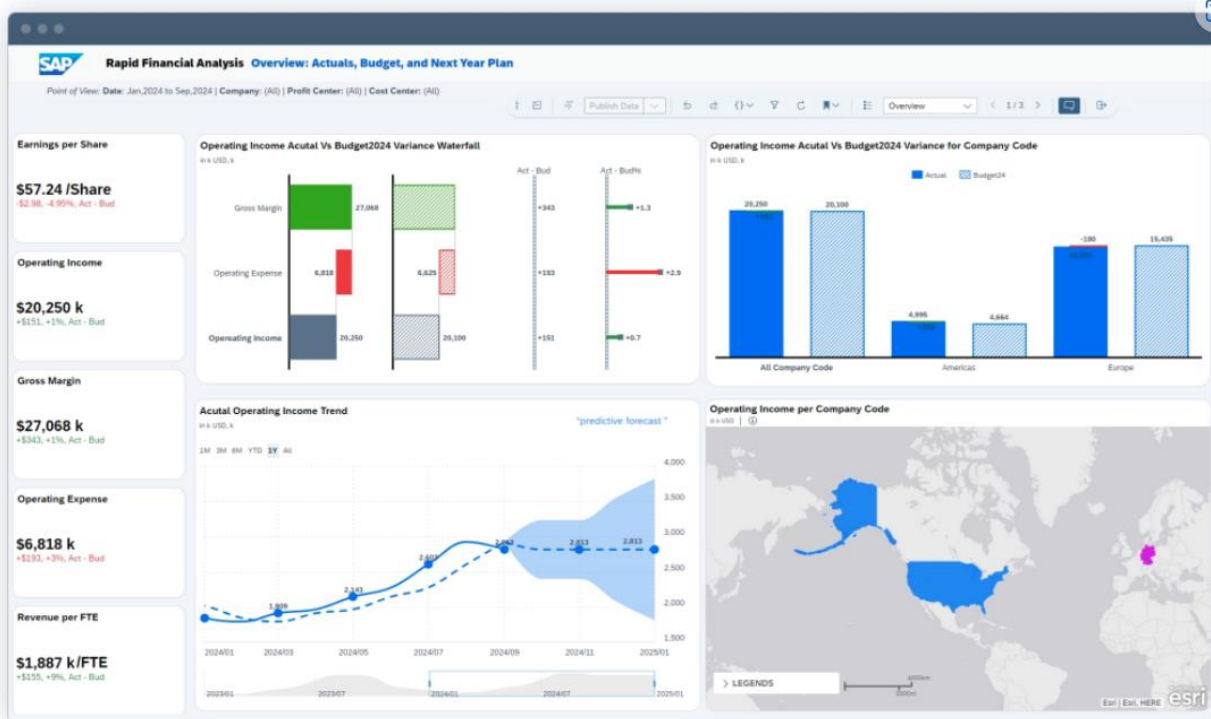


## SAP Analytics Cloud (SAC)

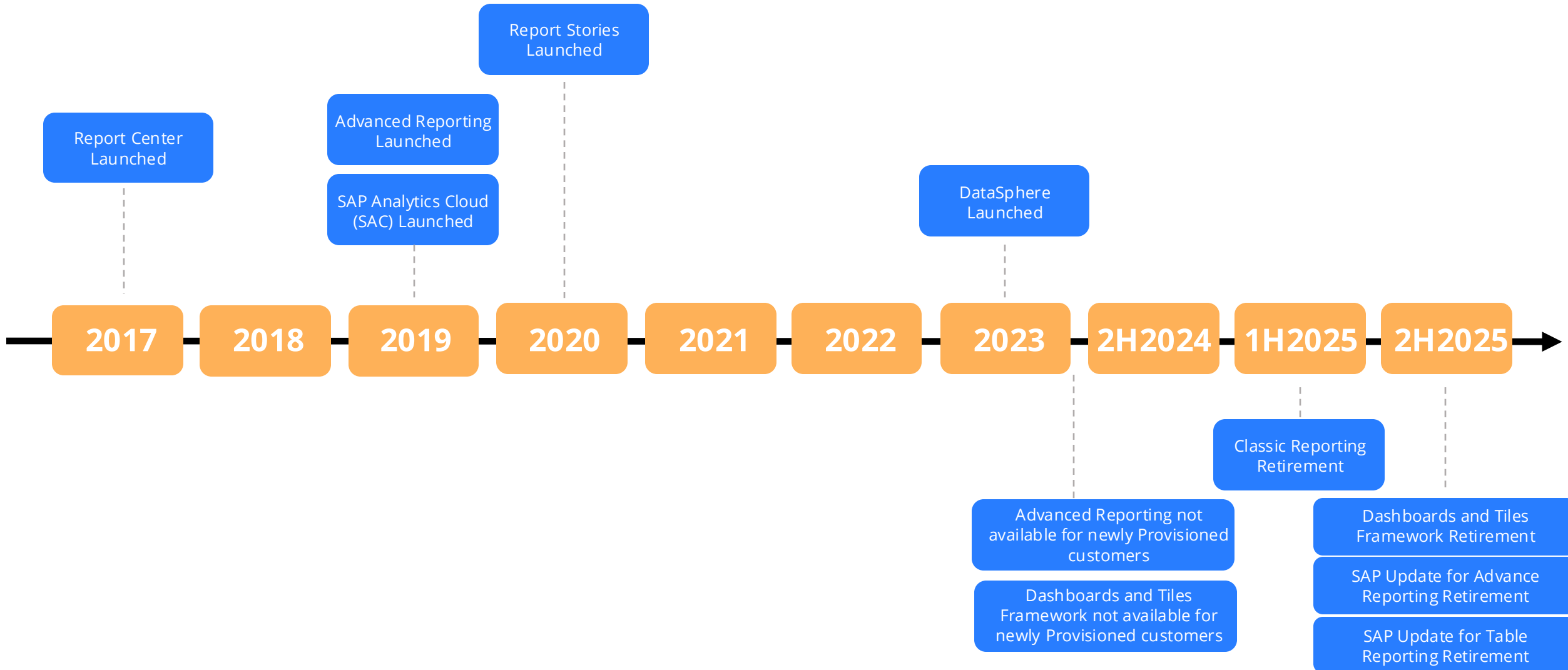
- SAP Analytics Cloud is a complete solution for analytics and planning
- Allows for analytics and planning across all SAP tools and outside sources
- Joule AI: Embrace the power of generative AI to automate reporting, discover hidden insights, and create and develop business plans with Joule copilot.
- Workforce Analytics Connector available

## Datasphere

- Modernize SAP Business Warehouse with SAP Datasphere
- Reuse SAP BW content with SAP Datasphere, BW bridge. Move up to 70% to 80% of existing SAP BW artifacts with transfer tools
- Simplify your data landscape: Access your data across hybrid and cloud environments, no matter where it resides.
- SAP Datasphere and SAP Analytics Cloud (SAC) provide a complete data warehouse in the cloud including integration, modeling, and consumption



# The Road Travelled and What Lies Ahead







# Why Migrate to Report Stories?

The deprecation of SAP SuccessFactors Reporting tools is an opportunity for your business

- **One Stop Shop for Reporting**
  - Will replace all historical operational reporting tools
- **Report Stories Offers the Same Experience as PowerBI**
  - Report Stories front end is an embedded version of SAP Analytics Cloud (SAC)
- **Included with SuccessFactors**
  - Additional SAC license is not required
- **Simplified Security**
  - Using Role Based Permissions, managers can be provided a business report that only shows them their data
- **Designed for Scaled Operational Reporting**
  - Allows all different roles to explore the data they are allowed to see in a curated experience
- **Opportunity to Reimagine Reporting and Analytics**
  - Review older reports and reconsider which ones are added value
  - Reimagine people analytics and reporting teams

# Available Templates for Report Stories



Product	Name of the report	Description
Apprentice Management	Apprentice On-the-Job Training by Org Unit	Provides an analysis of the accumulated number of hands-on trainings provided in a given organizational unit, like the department and legal entity.
	Apprentice Department Assignment History	Provides an overview of all the departments where the apprentices have been during the apprenticeship.
Benefits	Benefits Enrollment	Provides the information about all employees who have enrolled for benefits, also details of the benefits.
	Dependents Ineligible (Aged out) for Insurance Benefits	Provides details about enrolled dependents who are becoming ineligible for a benefit.
Compensation	Annual Compensation Analysis	Gives the total amounts of payments for each employee grouped by pay component groups.
	Compa Ratio and Range Penetration	Displays the annual amount relevant for the compa ratio calculation, the midpoint of the pay range for each employee, and the compa ratio (quotient of the annual amount and the midpoint).
	Gender Pay Gap Analysis	With a similar design as the Annual Compensation Overview story, Gender Pay Gap Analysis offers a particular focus on the gender aspect to detect differences in the payment of male compared to female employees.
	Non-Recurring Pay History	Lists all nonrecurring payments made to employees in the specified date range.
	Payment Information	Provides an overview of all payment details of employees belonging to a specific company.
	Pay Range List	Lists the pay ranges of employees according to the pay grade of an employee, geographical location, and company assignment.
	Recurring Pay History	Provides an overview of all recurring payments made to employees in the specified date range.

# Available Templates for Report Stories



Product	Name of the report	Description
Employment	Age and Length of Service Ranges	Provides an overview of the age and length of service distribution of employees within the organizational units of a company, separated by gender.
	Alternative Cost Distribution	Provides an overview of all employees whose compensation payments are split into additional cost centers.
	Job Changes and Anniversaries	Provides an overview of the job changes, anniversaries and birthday data of each employee, as well as the organizational assignment (for, example manager) and essential employment data.
	Company Address Book	Lists work address (corresponding to the location of the company), phone numbers, email information, and organizational information (for example, company, business unit, department, division) of the employee.
	Contingent Worker Analysis	Provides an overview of the employment data of both, each employee and contingent worker along with their organizational details and manager assignment according to a particular date.
	Direct Reports	Provides the overall number of employees who directly report to the respective manager.
	Job Relationships	Provides an overview of the employee's employment details and job relationship for a specified date.
	Hires Analysis	Provides an overview of all employees hired in a selected reporting period.
	Manager Analysis	Provides an overview of all managers (employees with direct reports).
	Terminated Employment Analysis	Provides an overview of all employees within the company whose employment has been or will be terminated during a selected reporting period.
	Workforce Analysis	Provides an overview of workforce of the company.
	Work Eligibility	Provides an overview of all employees belonging to a specific company with details of any relevant official documents.

# Available Templates for Report Stories



Product	Name of the report	Description
Employment	Employee Hierarchy Report Template (5 Levels)	Provides the overall number of employees with the appending managed employees, separated by different employee levels.
	Headcount and FTE	Lists both, Headcount and FTE for a number of different dimensions like all organizational units, job title and pay grade. In a separate table each measure is separated into male and female (gender = "M" and "F") and the respective dimension that was selected.
	Global Assignment Analysis	Lists several aspects of a Global Assignment employment. While the 1st page of the story provides statistical evaluations of all employees that are at a particular time on a Global Assignments, the 2nd page list the employee details of the Global Assignment and the respective home employment and the 3rd page lists the accompanying dependents of employees who are temporarily assigned to business units in another country.
	Employee Central Key Figure Dashboard	Provides a "one page", executive view that focuses on the ROI of the SAP SuccessFactors solution. It is written in Report Story and runs from the customer environment.
	Equal Employment Opportunity Analysis (US Specific)	The Equal Employment Opportunity (EEO) Analysis report for the United States provides a breakdown of the workforce for each EEO job category by gender and ethnic group.
	Multiple Employments	The Multiple Employments story provides information about the primary and secondary employments of employees.
	Pension Overview	Provides an overview of the pension data of employees as well as their organizational details and personal information, such as name and date of birth.
	Disability Statistics – Germany	Provides various information like Overall Workplaces/ Apprentices per month, Headcount relevant for the calculation of the equalization levy etc. and the details of disabled employees as they need to be entered into the register card of the application "IW-Elan".
	Time In	The Time In report provides information about how long an employee has been in a specific organizational unit, job, and position.

# Available Templates for Report Stories



Product	Name of the report	Description
Employment	Turnover Analysis	Provides an overview about the development of the headcount over the course of 12 months.
Onboarding	I9 E-Verification Analysis	Provides all the details about USCIS Form 1-9 and E-Verify overview by showing all the new hires based on different org units and the new hires which are not going through I-9.
	I9 Overdue Tasks	Provides an overview of the I9 overdue task analysis along with the task details per employee.
Position Management	Position Analysis	Provides an overview of all positions of a company at a specified date. The report result is shown as of date. Default setting is current date, but you can select any other date at run time.
Person	Analysis of Employees with Special Needs	Provides an overview of employees' personal data including details of special needs (if relevant) as well as the employee's employment and organizational data.
	Employee Emergency Contacts	Provides an overview of the emergency contact details of an employee at a specified date. Default setting is current date, but you can select any other date at runtime. Employee Emergency Contacts lists employees along with their organizational data and all known emergency contacts including contact information and the employee's relationship to this person.
	Dependents List	Lists employees and details of their dependents as of the current date. The report also shows the organizational assignment of an employee and employment data.
	Private Contact, Phone, and E-Mail Information (Flat List)	Provides an overview of all employees from a specific company, which includes details of their home addresses, and other personal contact information like home phone numbers and e-mail addresses. This report is useful for MS Excel downloads.
	Private Contact, Phone, and E-Mail Information (Link Analysis)	Provides an overview of all employees from a specific company, which includes details of their home addresses, and other personal contact information like home phone numbers and e-mail addresses. The information appears in 4 separate tables, and when you select an employee in the first table, the other three tables show the relevant information of the selected employee.

# Available Templates for Report Stories



Product	Name of the report	Description
Person	Private Contact, Phone, and E-Mail Information (Separate Pages)	Provides an overview of all employees from a specific company, which includes details of their home addresses, and other personal contact information like home phone numbers and e-mail addresses. This report is useful if you are interested in separate lists, and don't want to merge addresses, phone numbers and e-mail addresses in a single table.
Recruiting	Recruiting Process Analysis	Provides recruiting process status from requisition, application and offer letter data. The report is to answer following measures.
	Recruiting Usage based on Hires	Provides the ability to measure Recruiting product usage. Recruiting product usage is measured based on number of hires and you can generate a report on the number of hires in the SAP SuccessFactors Recruiting system during the current contract year. An applicant is considered "hired" when the application is moved into any of the qualifying statuses.
Time Management	Absence Frequencies and Duration	Provides an overview of absence days of each employee in a department/business unit/location, and so on within a specified period of time.
	Employee Time Overview	Provides a list of the absences as well as the attendance recorded for employees. It also analyzes the aggregated number of hours and total number of employees for a unit/division for each time type.
	Employee Time Sheet	Provides an overview of all time sheets together with respective employee data like the employee name, name of manager, and related organizational units.
	Time Account Overview	Provides an overview of the absent days and hours taken in an organizational unit (for example, department) or for a job code for a certain period of time along with the summary of the absences taken by each employee.
	Time Account Snapshot	Provides an overview of the time accounts of employees over a period of time. It also provides a detailed view of totals of earned, taken, balance and planned time off for employees.

# Available Templates for Report Stories



Product	Name of the report	Description
Time Management	Time Collector Template	Helps in further evaluations related to time collectors. Time collectors are used to accumulate time data independently of time sheet periods.
	Time Pay Type Overview	Shows the valuation view on the recorded times and the respective time pay types.
	Time Management Workflow Status Analysis	A live dashboard for Time admins that shows the Time object's workflow status information (approved, rejected, and canceled) for Absence and Attendance, along with number and percentage of workflow status.
	Admin Report for Time Tracking Licenses	Provides an overview page and a details page for Time Tracking feature usage. We replaced the Time Tracking Analysis story report with Admin Report for Time Tracking Licenses.
	Employee Absence Overview	Provides a comprehensive list of absences recorded by the employees.
Cross Module	Human Capital Disclosure Reporting Template	Provides the total workforce analysis, new hires and leavers, absences and payments of all employees.
	Data Quality Dashboard Template	Helps customers to detect data quality issue and to identify incomplete or inconsistent data issues.
	My Team Dashboard	Provides line managers a holistic overview about their team. The story contains multiple pages to provide overview of the team structure about several key figures.
	Sustainability Template	Provides core HR Data, such as headcount and FTE, terminations, turnover, age groups of the employees, average number of training hours per employee, challenged employees, number of absence days and gender pay gap, required as per the European Sustainability Reporting Standards (ESRS).



# Available Templates for Report Stories

Product	Name of the report	Description
Workflow Management	Open Workflow Requests	Lists all still pending workflow requests that need to be approved (workflow request status 'pending').
	Workflow Processing Statistics	Lists the total number of workflow requests per workflow status according to the request types and the event reasons.
	Workflow Request Analysis	Lists all processed workflow requests in a certain time range. User can also view the reason of the request and the workflow duration (start and end date).
Platform	Monitor System Email Notification	Provides the delivery data of system email notifications.
Learning	Item Status	Provides incomplete and completed items status without combining multiple reports like is necessary through Learning Administration Standard reports.
	Class Management	Classes are instances of a course that are scheduled to start and end a specific time and have resources such as instructors, classrooms, and equipment.
	Learning History	The main purpose of the Learning History report is to return users' learning history (learning items, programs, and external events they have finished) with detailed item events.
Talent Intelligence Hub	Talent Intelligence Hub - Admin Dashboard	The Admin Dashboard provides a concise view of the attributes, tags, behaviors, and so on in the Talent Intelligence Hub Attributes Library for an HR Administrator.
	Talent Intelligence Hub - Manager Dashboard	The Manager Dashboard provides managers an overview of Team Members' proficiency levels, any proficiency gaps, areas of strength, and opportunities for development.





# Live Demonstration





# Additional Resources

- **SAP Help:** [Stories in People Analytics | SAP Help Portal](#)
- **SAP Video Demo:** [People Analytics for Learning - Step by Step Demo \(ondemand.com\)](#)
- **Report Stories Formula Functions:** [Formula Functions in Calculated Columns](#)
- **Canvas: Basic Templates for Employee Central:** [Guide in SAP SuccessFactors People Analytics](#)
- **Canvas: Basic Templates for Employee Central:** [Link to Zip File](#)
- **Stories: Template Stories in People Analytics:** [Guide in SAP SuccessFactors People Analytics](#)



# Q&A

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