



act.in | successfactors
by SEIDOR



01

Solution Overview



act-in | for successfactors

POWERFUL AND EXTENDABLE ANALYTICS

act-in | for successfactors is a “plug and play” analytics solution that helps HR managers better understand their business and address challenges heads-on for improved company performance.

In an era of rapid transformation, employees need to constantly develop new skills, organizations are in constant redesign to adapt to new business models, and new talent acquisition is key to drive the success of any organization.

More than ever, top-level HR managers need advanced analytical solutions to help them save time – precious time, better invested in creating value instead of spending it on tedious administrative tasks.



POWERFUL AND EXTENDABLE HR ANALYTICS

- Headcount evolution over time
- Recruitment funnel and performance
- Total compensation distribution, history and benchmarking
- Learning & development impact, ROI and adoption
- Employee in-house career growth & engagement trends
- ... and more



Why did we develop act.in | successfactors?

Challenges

The analysis of information from SAP SuccessFactors poses a variety of challenges:

- Replication of complex transactional models
- Lack of historical view
- Security and non-inheritable permissions



SAP Analytics Cloud



SAP HANA



SAP Cloud Platform



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Comprehensive plug & play solution for SAP SuccessFactors customers with key benefits:

- Easy access and visualization of all HR data
- Analysis of historical data to identify trends
- Cross module analysis
- Extendable to integrate with other systems for corporate KPIs

act·in | successfactors

Powerful and flexible analytics solution that integrates core HR data from SAP SuccessFactors and other sources for more effective and cross system analysis.



4 Core Business Areas*

- Employee Central
- Recruiting
- Performance & Goals
- Learning



Management Dashboards



30+ Key indicators and metrics



✓ Self Service Analytics

* Additional Modules available on request

Employee Central | Overview

2019

2020

2021

2022

2023

Holding (All)

Division (All)

April 2023

Country

- ✓ All
- ✓ Country 1
- ✓ Country 2
- ✓ Country 3
- ✓ Country 4
- ✓ Country 5
- ✓ Country 6

Business Department

- ✓ All
- ✓ Management
- ✓ Marketing
- ✓ Operations
- ✓ Finance
- ✓ Sales
- ✓ HR
- ✓ Purchasing
- ✓ IT

Level Position

- ✓ All
- ✓ (Null)
- ✓ Admin and HR
- ✓ Senior Management
- ✓ Expert Guidance and Directors
- ✓ Middle Management and Experts

Employees

12,345

vs PY: +12%

Average Salary

34,567

Average Absenteeism

1.2

vs PY: +1.2%

New Hires

1,234

Exits

234

New Hires by Holding



Feb 2023 has the lowest number of new hires... [View more](#)

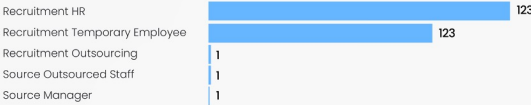
Avg. Absenteeism by Employee Group (days)

Top 10 - All Dimensions (Avg. Absenteeism)



Recruitment Reasons

Top 5 - All Dimensions



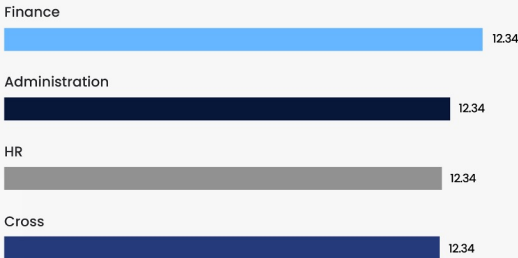
Employee Exit Reasons

Top 5 - All Dimensions (Leave)



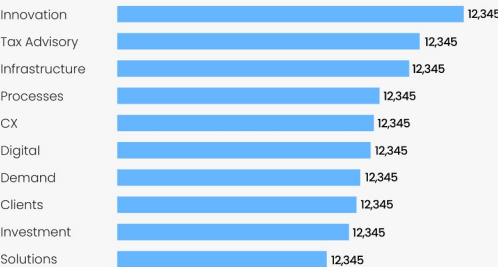
Avg. Global Evaluation by Employee Group

Top 5 - All Dimensions

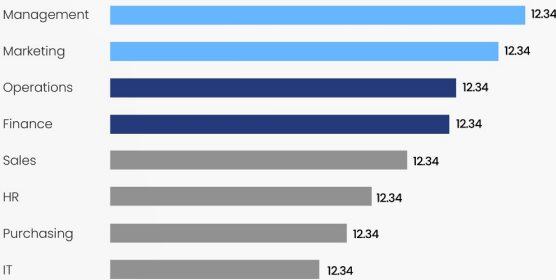


Avg. Salary by Employee Group

Top 10 - Function Level 2 | 1 Explorer View



Employee Engagement by Department



Generations | Staff

April 2023

Country

- ✓ All
- ✓ Country 1
- ✓ Country 2
- ✓ Country 3
- ✓ Country 4
- ✓ Country 5
- ✓ Country 6

Business Department

- ✓ All
- ✓ Management
- ✓ Marketing
- ✓ Operations
- ✓ Finance
- ✓ Sales
- ✓ HR
- ✓ Purchasing
- ✓ IT

Company

- ✓ All
- ✓ Subsidiary 1
- ✓ Subsidiary 2
- ✓ Subsidiary 3
- ✓ Subsidiary 4
- ✓ Subsidiary 5

Veterans

< 1956

Baby Boomers

1956 – 1967

Generation X

1968 – 1981

Generation Y

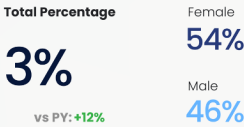
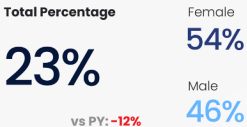
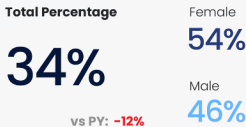
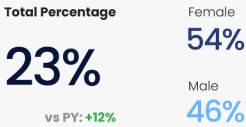
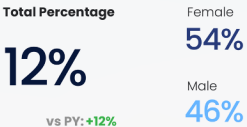
1982 – 1993

Generation Z

> 1994

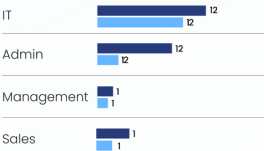
Employees

Overall

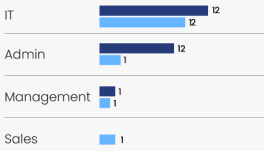


Position Level

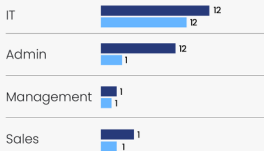
Overall



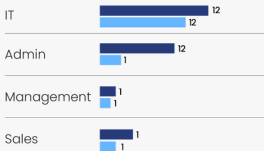
Veterans



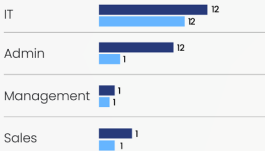
Baby Boomers



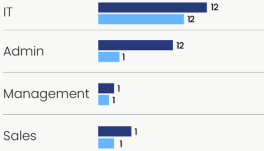
Generation X



Generation Y

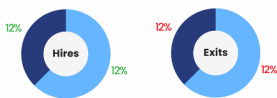


Generation Z



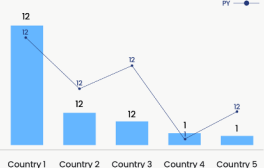
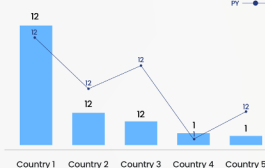
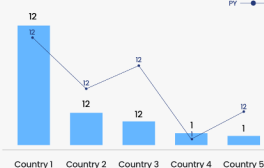
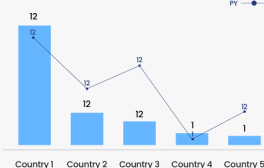
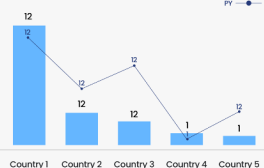
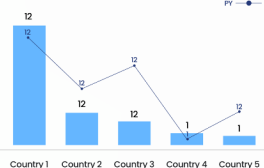
Staff – Voluntary Hires/Exits

Overall



Geographic Distribution | Top 5 – All Dimensions

Overall



Payroll | General Compensation

April 2023

Country

- ✓ All
- ✓ Country 1
- ✓ Country 2
- ✓ Country 3
- ✓ Country 4
- ✓ Country 5
- ✓ Country 6

Business Department

- ✓ All
- ✓ Management
- ✓ Marketing
- ✓ Operations
- ✓ Finance
- ✓ Sales
- ✓ HR
- ✓ Purchasing
- ✓ IT

Level Position

- ✓ All
- ✓ (Null)
- ✓ Admin and HR
- ✓ Senior Management
- ✓ Expert Guidance and Directors
- ✓ Middle Management and Experts

Current Staff

12,345

vs PY: +12%

Staff — Female

6,666

vs PY: +12%

Staff — Male

5,679

vs PY: -12%

Employees with Variable Comp.

3,456

vs PY: -12%

% Employees with Variable Comp.

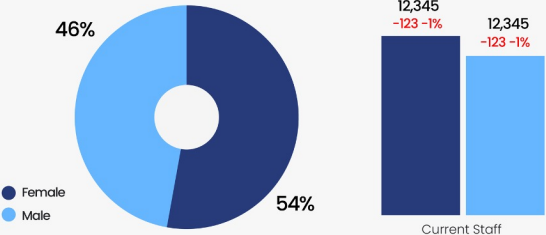
43%

vs PY: +12%

Current Staff per Department vs Previous Year

Management	12,345	-123	-1%
Marketing	1,234	-123	-12%
Operations	1,234	+12	+1%
Finance	123	-12	-1%
Sales	123	+1	+1%
HR	123	+1	+1%
Purchasing	12	+12	+1,234%

Current Staff per Gender vs Previous Year



Percentage of Variable Comp. in Fixed Comp. by Country/Department

Country 1	Department	Management	1%
		Marketing	1%
		Operations	12%
		Finance	12%
Country 2	Department	Management	12%
		Marketing	1%
		Operations	1%
		Finance	+0%
	Department	Management	12%
		Marketing	12%
		Operations	1%
		Finance	1%
	Department	Management	12%
		Marketing	12%
		Operations	12%
		Finance	1%
Country 3	Department	Management	12%
		Marketing	12%
		Operations	1%
Country 4	Department	Management	12%
		Marketing	1%
		Operations	1%
		Finance	1%
Country 5	Department	Management	1%
		Marketing	1%
		Operations	1%
		Finance	1%
	Department	Management	0%
		Marketing	12%

Average Total Salary USD

Management	123,456
Marketing	123,456
Operations	12,345
Finance	12,345
Sales	12,345
HR	12,345

Average Salary (1)

Average Total Salary USD

Median Total Salary USD

Management	123,456
Marketing	12,345
Operations	12,345
Finance	12,345
Sales	12,345
HR	12,345

Median Salary (1)

Median Total Salary USD

Solution Scope: Business Areas*

Module	Employee Central	Recruiting	Performance & Goals	Learning Management	
Description	Employee master with Personal Data, Job Information, Labor Relations and Compensation Data.	Information regarding job applications, candidates, applications and offers.	Information on both company and individual employee goals that will later be evaluated in the Performance Appraisal.	Information related to learning and development.	
Specifications	Models • 3 analytical models KPIs • 13 measures • 66 KPIs • 130 attributes Dashboards • 1 dashboard	Models • 3 analytical models KPIs • 12 measures • 28 KPIs • 20+ dimensions Dashboards • 1 dashboard	Models • 1 analytical model KPIs • 9 measures • 20+ dimensions Dashboards • 1 dashboard	Models • 1 analytical model KPIs • 8 measures • 20+ dimensions Dashboards • 1 dashboard	

Solution Scope: Business Areas*

Dimension	Attributes	Hierarchy (y/n)	Description	EC	Recruiting	PM/GM	Learning
Date	DATE	Year -> Month -> Day	Historical Data Available	x		x	x
Company	COMPANY_NAME	Company -> Business Unit	Employee Cost Centre	x	x	x	x
Country	COUNTRY_NAME		Company location	x	x	x	x
Position	POSITION		Position inside the Company	x	x	x	x
User Name	USERNAME		User Name	x		x	x
Name	FIRSTNAME		Official Name	x	x	x	x
Surname1	LASTNAME		First Name	x	x	x	x
Surname2	SECOND_LAST_NAME		Last Name	x	x	x	x
Address	ADDRESS		Employee Address	x	x	x	x
Seniority Group	TENURE_GROUP		Tenure	x		x	x
Age Group	AGE_GROUP_NAME	Age Group -> Age	Age group of the employee	x	x	x	x
Level Position	JOB_LEVEL_NAME		Level inside the Company	x		x	x
Gender	GENDER_NAME		Employee Gender	x	x	x	x
Nationality	NATIONALITY_NAME		Employee Nationality	x	x	x	x
Global Person Id	GLOBAL_PERSON_ID		Unique Identifier in SSFF	x		x	x
Direct Manager	MANAGER_NAME		Employee Direct Manager	x		x	x
Employee Type	EMPLOYEE_TYPE		Internal/External etc				
Contract Type	CONTRACT_TYPE		FTE/Part-time etc				
Business Unit	BUSINESS_UNIT		Employee Business Unit	x	x	x	x
Hire Reason	NEW_HIRE_REASON_ID		Hire Reason		x		
Separation reason	SEPARATION_REASON_ID		Reason of departure	x			
Last Name Recruiter	RECRUITER_LAST_NAME		Recruiter Last Name		x		
Recruiter Name	RECRUITER_NAME		Recruiter Name		x		
Recruitment Stage	STAGE		Application Status		x		
Referred to	REFERRAL		Employee Referral		x		
Candidate Type	TYPE_CANDIDATE		Candidate Type		x		
Candidate Gender	GENDER_ID		Gender of the candidate		x		

Solution Scope: Business Areas*

Dimension	Attributes	Hierarchy (y/n)	Description	EC	Recruiting	PM/GM	Learning
Recruiter Name	RECRUITER_ID		Employee in charge of the recruitment process		x		
Recruitment Status	STATUS		Status of the stage of the process		x		
Age Requisition	REQUISITION_AGE		Age group of the candidate		x		
Division	DIVISION		Employee Division		x		
Department	DEPARTMENT	Department -> Division	Employee Department		x		
Subdepartment	SUBDEPARTMENT	Department -> Subdepartment					
Requisition Age	REQUISITION_AGE		Time since the position has been opened		x		
Category	CATEGORY_DESCRIPTION		Goal Category			x	
Expiration Date	GOAL_DUE_DATE		Expiration date of the goal			x	
Start Date	GOAL_START_DATE		Start date of the objective			x	
Target Year	GOAL_YEAR		Year to finish the objective			x	
Last Modification	LAST_MODIFIED_DATE		Last update of the status of the objective			x	
Plan End Date	PLAN_DUE_DATE		End date of the performance plan			x	
Plan	PLAN_NAME		Could group objectives by plan			x	
Plan Start Date	PLAN_START_DATE		Start date of the performance plan			x	
Plan Year	PLAN_YEAR		Performance Plan Year			x	
Objective Status	STATE_DESCRIPTION		Status of the objective			x	
Audit Details			Last modified/ Created on / Modified by etc	x	x	x	x
Employee Contact Details			Phone number / Email etc	x	x	x	x
Other Descriptive Attributes			Standard Employee / Company / Recruiters / Candidates details	x	x	x	x

Strategic and tactical dashboards

A collection of analytics stories, providing multiple levels of analysis:

- Easy access and view of all HR data in a simple, yet flexible user interface
- Visualize relevant, best practice core HR metrics and performance indicators
- Analyze historical data to identify trends
- Drill down to more granular data for in- depth analysis and actionable insights
- Extendable to integrate with non-HR data from ERP and other systems for corporate performance indicators



Rapid delivery of measurable business benefits

1	IMPROVE PERFORMANCE	Improve transparency, departmental decision-making, and performance with integrated workforce metrics from all major SAP SuccessFactors modules by correlating information across key HR functions.
2	RETAIN YOUR EMPLOYEES	Effectively track employee turnover and monitor key challenges across core HR functions that affect employee retention to drive improvements and analyze your return on investment
3	CLOSE THE SKILLS GAP	Maximize your potential to enable and retain the most valuable resources by identifying skill gaps and resource limitations to delivering your projects and business programs.
4	IMPROVE RECRUITING	Understand the effectiveness of your recruitment process, diversify your hiring and measure the long-term impact of qualification and selection characteristics.
5	CORPORATE DECISION-MAKING	Integrate human resource analysis with financial data, employee engagement surveys and other corporate data to enable better decision making in the overall business context.

powered by

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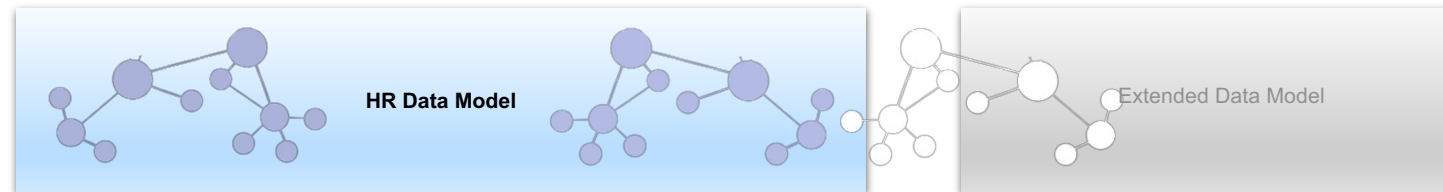
**Deployment
Approach**

360 View of your HR Data

act.in | dashboard framework
by SEIDOR



act.in | flexi data models
by SEIDOR



act.in | connectors
by SEIDOR



SAP SuccessFactors



SAP S/4HANA
SAP ECC
Other ERP



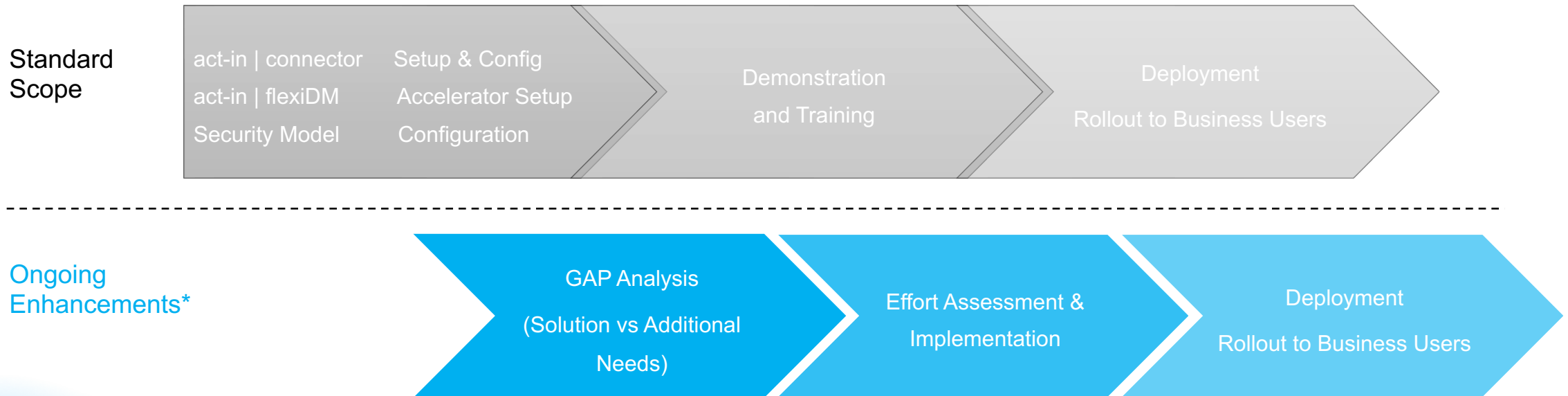
Other
Sources



Manual Data



Deployment Approach



* Ongoing enhancements will be evaluated based on customer requirements and charged separately.

Deployment Timelines – Standard Scope

	W1	W2	W3	W4	W5	W6	W7	W8	W9	W10	W11	W12
act-in connector for SuccessFactors												
Setup & Configuration	Backend	Backend										
act-in flexiDM for SuccessFactors												
Employee Central – Activation			Backend	Backend	Frontend	Frontend						
Recruiting – Activation					Backend	Backend	Frontend	Frontend				
Performance & Goals – Activation							Backend	Backend	Frontend	Frontend		
Learning Management – Activation									Backend	Backend	Frontend	Frontend
Security Model				Backend	Backend							
Rollout to Business Users					Frontend		Frontend		Frontend		Frontend	

Backend
Frontend

* The project plan will be revised based on actual modules required and refined during the analysis phase.

