

ACCENTURE SOFTWARE FOR
HUMAN CAPITAL MANAGEMENT

Effectively Manage Data In SAP SuccessFactors®

Governance and insight into the quality of your HR data

Presenters:

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SAP BTP Program Office

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Avanos Medical

THE DIGITAL ERA BRINGS NEW OPPORTUNITIES AND CHALLENGES

BUSINESS

wants to
act quickly
with **connected,**
intelligent
data



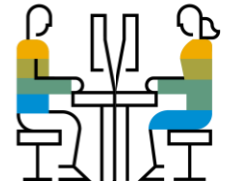
USERS

need
easy to use,
relevant
applications



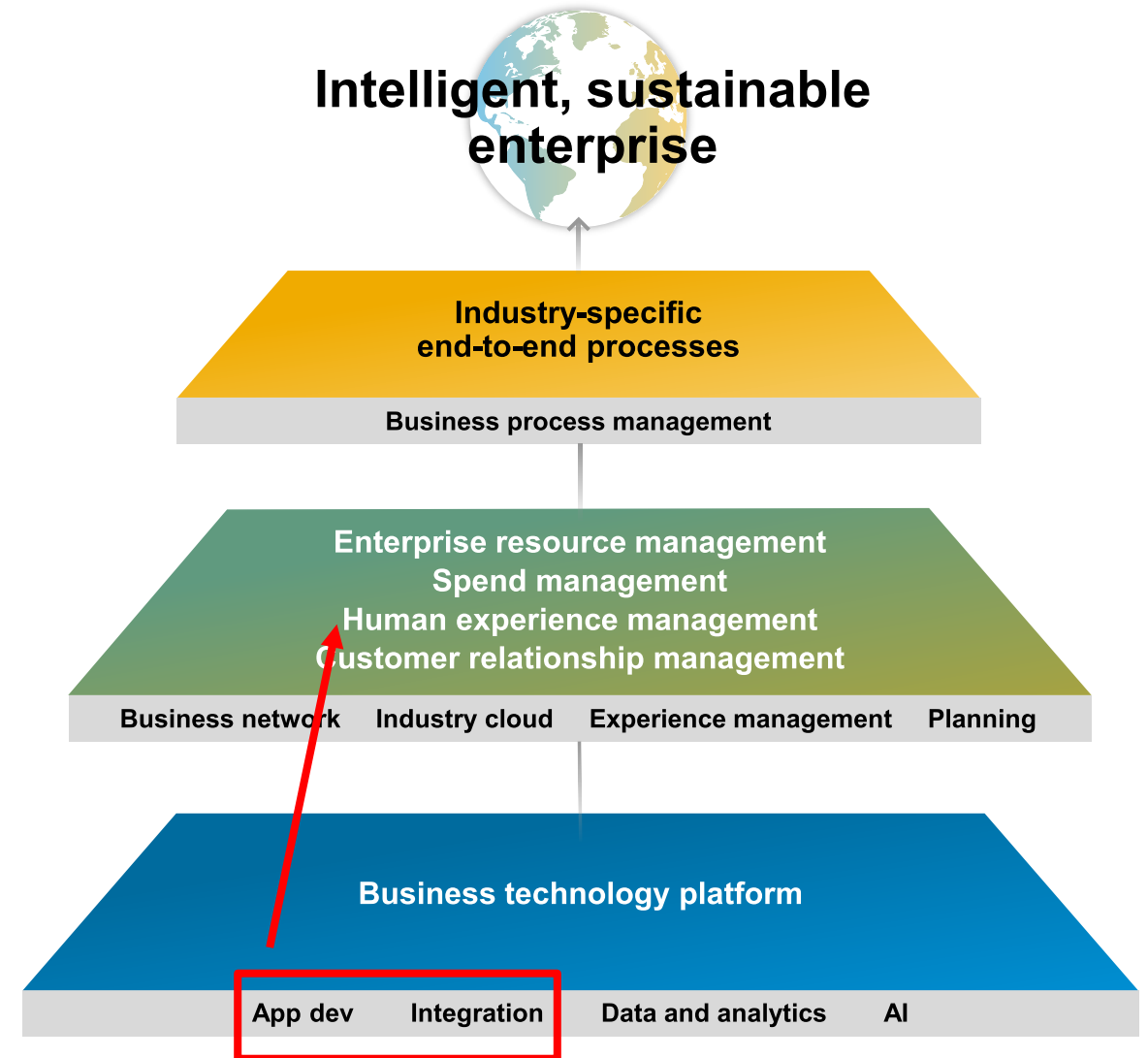
IT TEAMS

want to
ensure stability,
while **innovating**
for agility



ONE VISION. ONE INTELLIGENT PLATFORM. ONE HUMAN EXPERIENCE.

Enable every enterprise to become an **intelligent, sustainable enterprise**



WHY LEVERAGING SAP BUSINESS TECHNOLOGY PLATFORM IS THE BEST CHOICE FOR YOUR BUSINESS

1



Quickly build and extend apps with a **full suite of services and a rapid development environment**

2



Achieve business value faster with **ready-made business services** optimized for SAP customers

3



Connect your landscape and drive powerful business processes with a **robust integration suite**

4



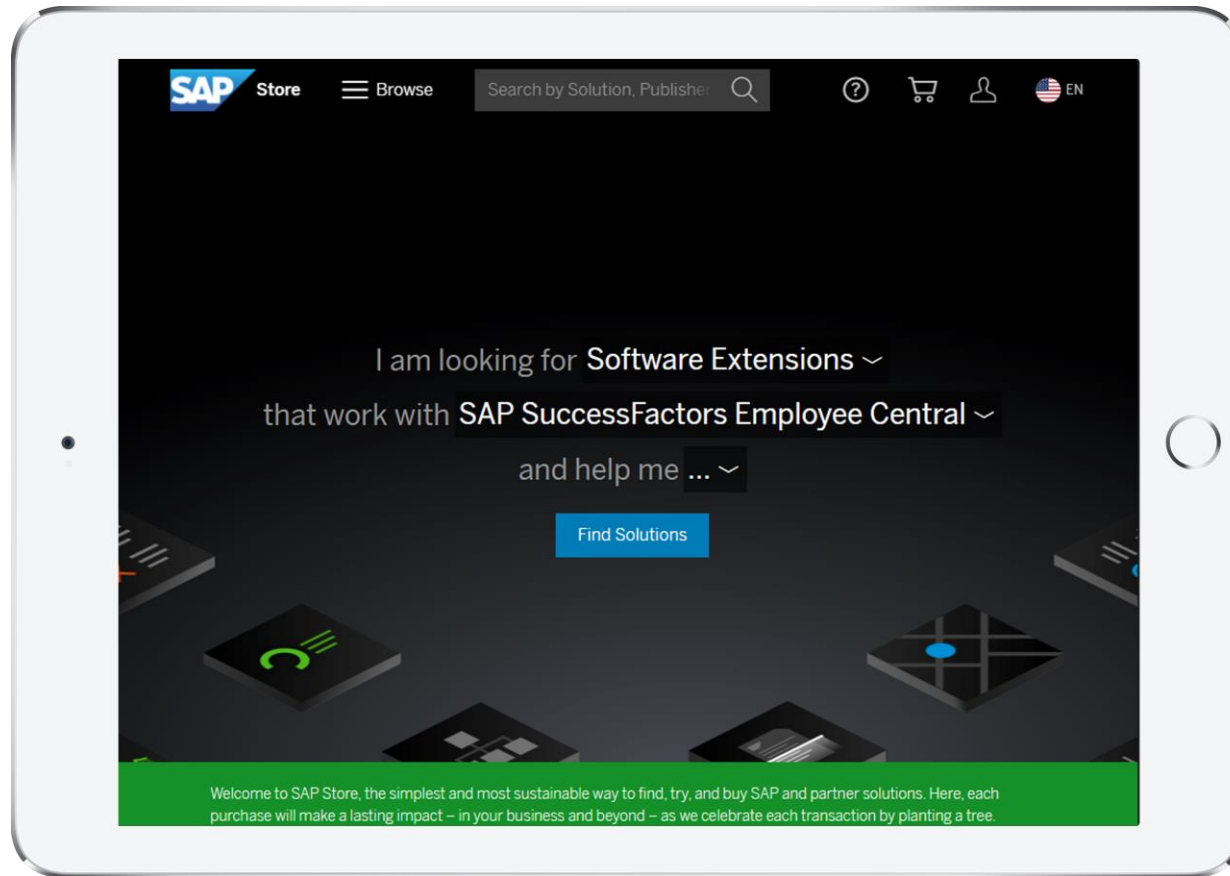
Create consumer-grade digital experiences for ease of use and rapid adoption, consistent across systems and channels

5



Leverage innovative app extensions from **partners on the SAP Store**

THE POWER OF THE ECOSYSTEM AND THE SAP STORE



Discover, try, buy, and manage third-party partner apps



Enterprise class procurement



Apps to support your bimodal IT architecture

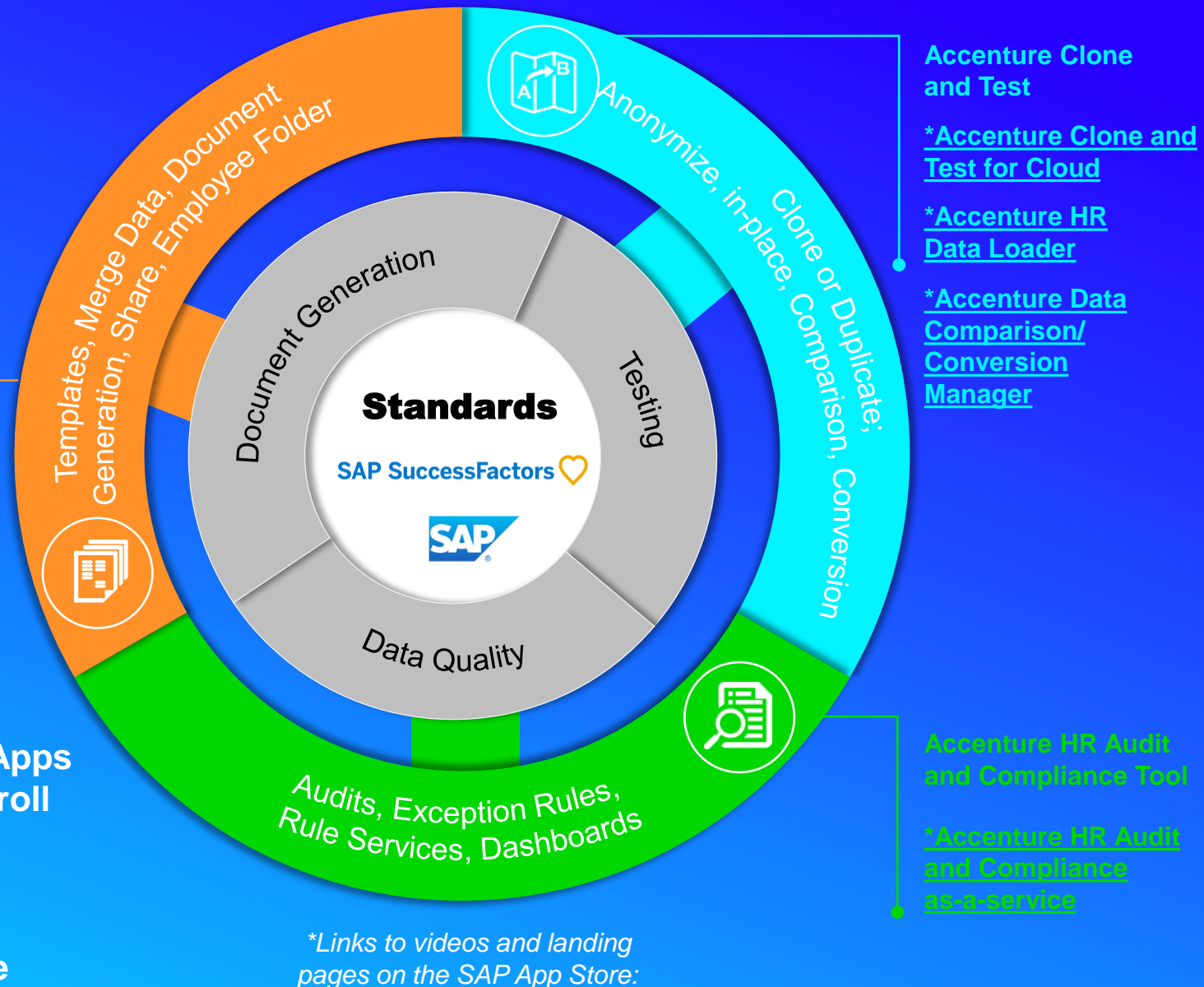


<https://store.sap.com/>

ACCENTURE SOFTWARE PRODUCT COVERAGE FOR SAP HCM & SUCCESS FACTORS

[*Accenture Document Composer](#)
Accenture Quick Document Builder

- Business solely focused on building software Apps for SuccessFactors, Employee Central, EC Payroll and SAP HCM.
- Over the past 18 years our software apps have been licensed to over 1,900 customers who use these apps on a day-to-day basis in their HCM productive landscape.



HR DATA QUALITY

Governance and insight into the quality of your
HR data

Uncover HR Data issues where they are rather than 'finding a needle in a haystack'

Without HR Data Quality Tool

Traditional HR Data Quality Control

- Use reports either developed in spreadsheets/databases to query HR data for quality issues, typically one report per error type
- HR professionals need download/review/filter the multiple reports to uncover issues
- HR professionals then need to resolve the data discrepancies and wait for next data query to ensure resolution



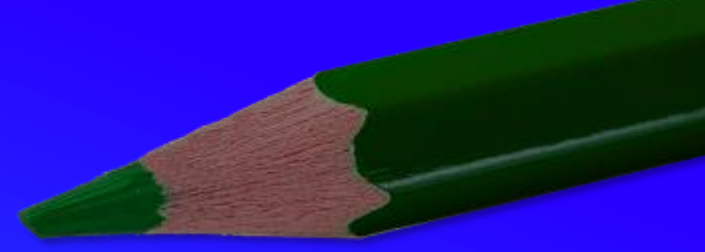
With HR Audit and Compliance

Accenture HR Audit & Compliance Suite

- Dashboard that highlights and automatically filters for data exceptions
- Integrated with SuccessFactors or SAP ERP HCM for immediate resolution of issues
- Documented exception history with resolution actions/deferrals and comments
- Audit trail of exception discovery, presentation, action/inaction
- Managerial reporting capabilities built-in



ACCENTURE HR AUDIT AND COMPLIANCE A A-SERVICE



SUCCESS FACTORS

DURING SuccessFactors MIGRATION

Iterative quality and consistency checks during the migration project

Tracking and reporting of data quality

Hybrid SAP HCM & SuccessFactors:
Check compatibility of master and payroll data from multiple sources

AFTER SuccessFactors GO-LIVE

Get ready for internal/ external audits

Track data quality continuously
... across the entire organization

... for merger or acquisitions

... for organizational changes

DAILY OPERATIONS

Smoothly run HR processes with correct and consistent data

Align data across heterogenous interfaces of external applications

Correct data before payroll runs

VALIDATE DATA QUALITY: Correct? Consistent? Compliant?

AVANOS MEDICAL

- Pioneering Healthcare Solutions
- Medical technology company making clinical medical devices
 - Pain Management
 - Chronic Care
- Operates 7 principal medical device production facilities
 - 4,800 employees worldwide in 12 countries
 - Generates approximately \$715 million in net revenue

The Avanos Medical logo is displayed on a rectangular background with a vertical gradient from orange on the left to pink on the right. The word "AVANOS" is written in a white, bold, sans-serif font, with the letter 'A' stylized to include a triangle.

DATA QUALITY CHALLENGES

- Bad data can snowball and cause a plethora of downstream issues
 - Business is making decisions based on erroneous data
- Critical to have clean data since it feeds other downstream systems
 - Payroll systems, Benefit systems, S4 Finance etc.
 - 21 total integrations influenced by Audit & Compliance app
- If the wrong master data is sent to the payroll systems, data must then be
 - Corrected in SuccessFactors, then wait for next integration run
 - Payroll: data manually corrected in Payroll and SuccessFactors
- Lots of country specific data by region
 - We had requirements for our global population but needed to address country/region specific requirements

DATA QUALITY MANAGEMENT

- Move away from manual/time consuming effort to check quality of data
 - Needed a streamline and user-friendly method
 - Executed on a daily basis by HRIS team
 - Single, centralized, proactive workbench
 - Fast and agile operational and audit reporting
- Smoother interactions between Avanos and 3rd Party Vendors
 - Able to mitigate errors before they are sent in integration files
- Partnership with Avanos Technical and Accenture Support teams
 - Functional (HRIS) team owns the tool, but requires input and support from technical teams

UPCOMING WEBINAR

PERFORM MASS DATA CHANGES IN SAP SUCCESSFACTORS®

Date: Tuesday, March 22nd, 2022

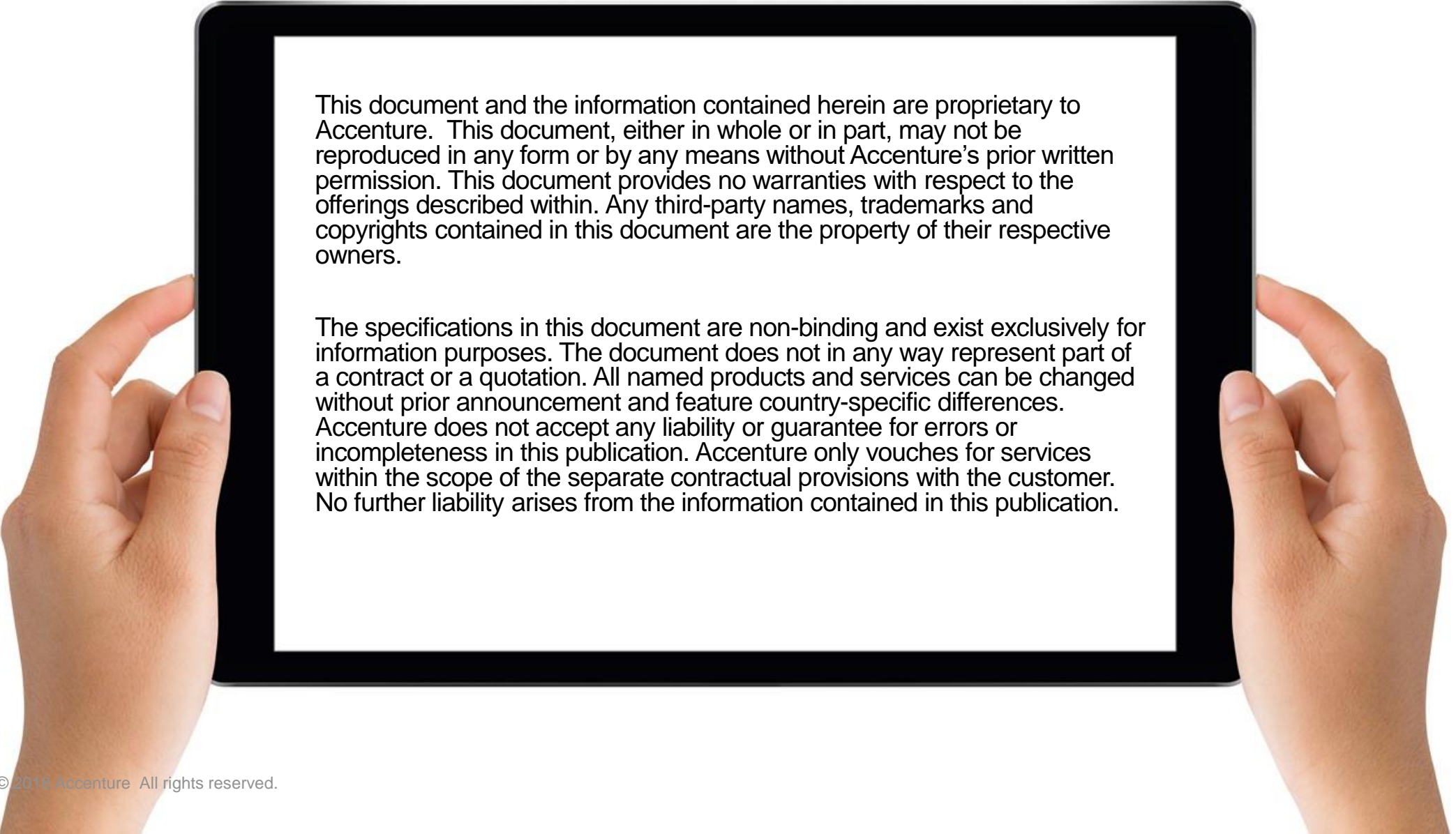
Time: 2:00 PM EST

[Click to Register!](#)

Key takeaways include how to:

- Simply and effectively manage mass data changes, processes, and uploads.
- Manage ongoing and recurring HR processes, such as promotions, new hires, and terminations.
- Gather and validate your HR process data in a single, end-to-end template and upload it quickly to SuccessFactors®.

DISCLAIMER

A pair of hands is shown holding a black tablet. The tablet screen displays two paragraphs of text in a black, sans-serif font. The background is white.

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APPENDIX

HOW ACCENTURE'S HCM SOFTWARE IS USED PRE GO-LIVE

Why a Must Have Pre Go-Live

Typical Savings / Cost Avoidance (USD)

Accenture Data Conversion / Comparison Manager

- Translates legacy files and creates EC ready load files. Also allows creation of “delta-load” based on changes to the legacy HR data potentially removing conversion run times from critical path at cutover
- DCM offers an automated 100% employee population payroll parallel testing including dashboard and version management capability

\$300K - \$450K during
the implementation

Accenture Audit & Compliance for Payroll (ECP)

Accenture Audit & Compliance for EC/SF

- Allows audit of EC and EC payroll data as part of conversion process to review accuracy and completeness of data.
- Over 500 pre-built rules to accelerate validation
- Avoids many dozen custom reports and external data warehouses

\$100K - \$300K during
the implementation

Accenture HR Data Loader

Accenture Clone & Test Cloud (SF/EC)

- Perform mass changes & manage ongoing and recurring HR processes
- Help debug data system issues by replicating underlying data from upper landscape to test or Dev systems
- Refresh data in QA systems to improve testing productivity in general
- Copy one employee, a group of employees, or all the employees
- Scramble employee data (in flight or at rest) to maintain data privacy.

\$50K - \$70K during
the implementation

HOW ACCENTURE'S HCM SOFTWARE IS USED POST GO-LIVE

Why a Must Have Post Go-Live

Typical Savings / Cost Avoidance (USD)

Accenture Data Conversion /
Comparison Manager

- DCM provides on-going, automated health check / reconciliation between EC and other non EC systems
- DCM offers an automated payroll parallel testing capability to confirm payroll accuracy as part of regression testing

\$50K - \$70K/Yr

Accenture Audit & Compliance
for Payroll (ECP)

Accenture Audit & Compliance
for EC/SF

- Allows Customer to monitor and improve the quality of HR/Payroll data by providing a proactive approach to Master Data Management and Payroll Validation.
- Reporting is transformed into a centralized HR/Payroll Dashboard featuring full integration with ECP and within PCC (Payroll Control Center).

\$280K - \$350K/Yr

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\$100K - \$350K/Yr