



HR Renewal: make SAP HR look beautiful and easy to use

Agenda

- Historical development and motivation
- Prerequisites for deployment
- Modern landing pages for employees, managers and HR professionals
- New harmonised user interfaces for masterdata maintenance in PA and OM

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Historical development GUI

Termin Infotyp Bearbeiten Springen Lohnarten Zusätze System Hilfe

Verkauf

✓

Basisbezüge ändern

Lohnart Lohnart Be- und Abzüge

Personalnr 7000002 Name Ole Mortensen

MitarbGruppe 1 Aktive PersBer. 1000 iProCon GmbH

MitarbKreis DU Angestellte Kostenstelle 3000 Personal

Gültig 01.06.2013 bis 31.12.9999 Änd. 04.06.2013 IPROCON_CD

Bezugsart 0 Basisvertrag Objekt-Id

Grund Nächste Vorrückung

Tarif		weitere Informationen	
Art	50 Allgemein	Beschäftigungsgrad	100,00 %
Gebiet	20 Westdeutschland	Grpg.Mitarbkr.	PER periodisch (Ge...
Gruppe	AT Stufe 3	Arbeitsstd.Periode	167,40 monatlich
		Jahresgehalt	EUR

Lo...	Lohnart-Langtext	O.	Betrag	Wä...	I...	A...	Anzahl/Ein...	Einheit
MA10	Tarifgehalt		4.000,00	EUR	I	✓		
MA20	Tarifliche Zulage		200,00	EUR	I	✓		
MA30	Tarifliche Zulage (%)		168,00	EUR	I	✓	4,00	Prozent
				EUR				
				EUR				
				EUR				
				EUR				

IB 13.03.2014 - 31.12.9999 4.368,00 EUR

ALH (2) (000) | paworu19 | OVR | 03:37PM

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SER

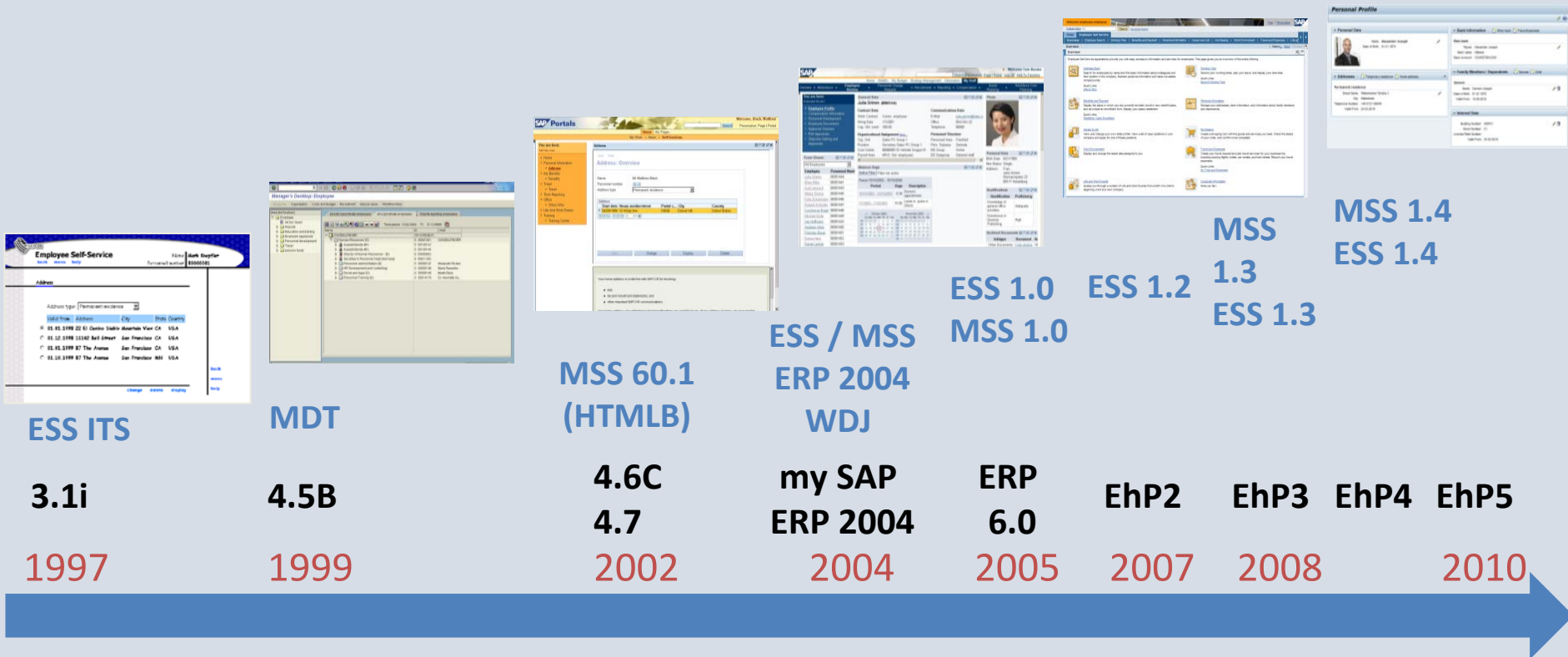
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Historical development ESS/MSS



Source: SAP AG

Motivation

SAP GUI

- High acceptance from Power-Users
- Low acceptance for occasional users



Efficiency

- GUI needs long training period
- Increased efficiency difficult to reach

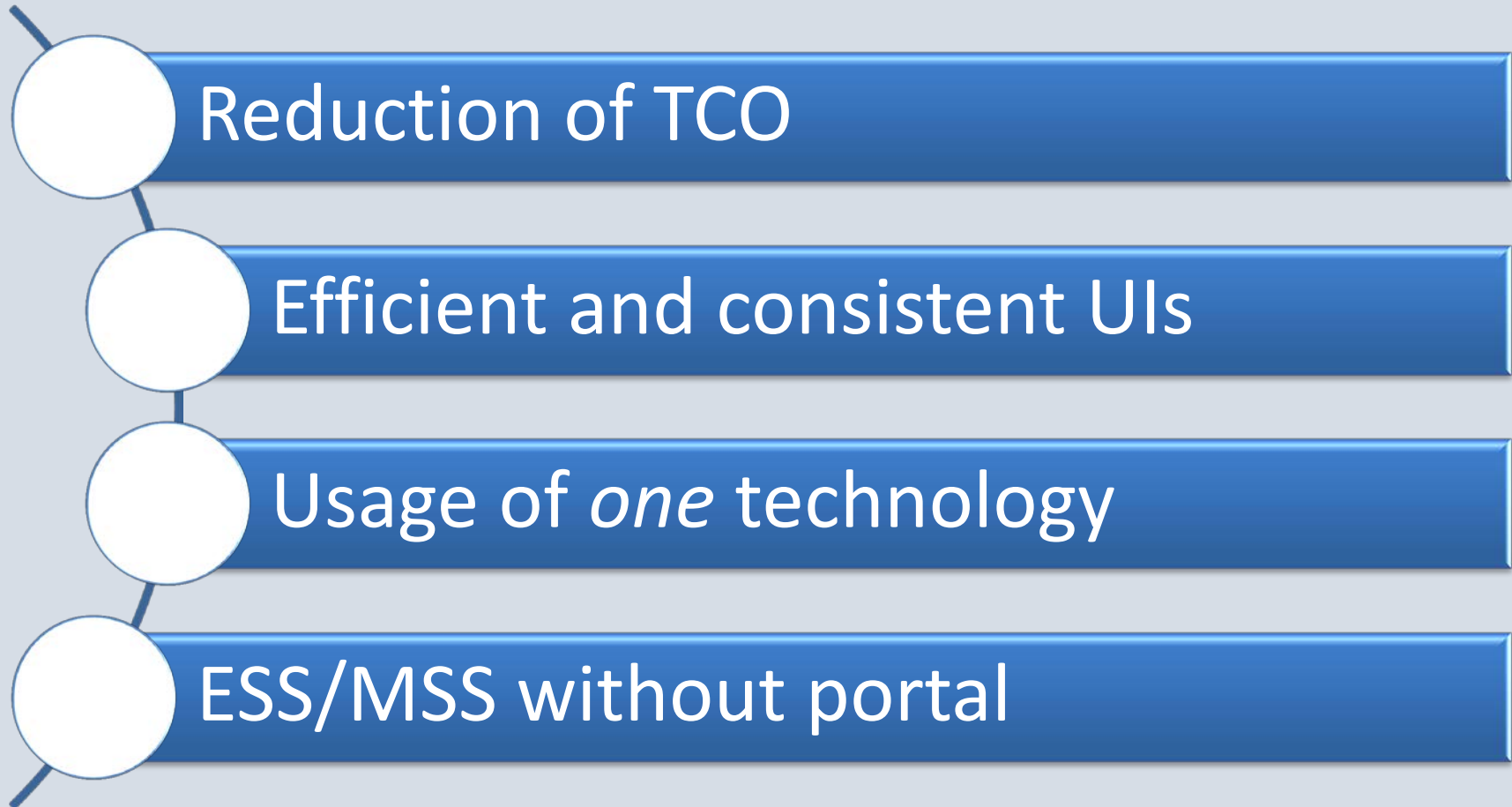


New user interfaces and functionalities

- Shorten or avoid incorporation
- Increase efficiency
- Get higher acceptance
- Reach new user groups for SAP



Customer requirements



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What is included?

HR-Renewal 1.0 and 2.0 available

- Initial Shipment and Feature Pack 1 – 4 for Version 1.0
- Initial Shipment and Feature Pack 1 – 3 for Version 2.0

Contents

- HCM Processes & Forms on basis WDA
- New user interfaces for masterdata maintenance in OM and PA
- ESS and MSS
- SAP Learning Solution
- Analytics
- Shared Service Framework
- Payroll (different countries), Payroll-Cockpit in general



Infrastructure constraints

- SAP NetWeaver Gateway
 - Necessary for UI5-Services (e. g. Landing Page)
 - No separate licence costs
 - Available from SAP NetWeaver 7.0 as AddOn
 - Integrated in SAP NetWeaver 7.4
- Access via NetWeaver Business Client or Portal



Technical preconditions

Component	Release	Support Package
SAP_BASIS	731	SAPKB73103
SAP_BW	731	SAPKW73103
SAP_BS_FND	731	SAPK-73103INSAPBSFND
WEBCUIF	731	SAPK-73103INWEBCUIF
SAP_HR	604	SAPKE60448
EA_HR	606	SAPK-60603INEAHR
IW_BEP	200	
UI2_731	100	
UI2_SRVC	100	
UISAPUI5	100	
UI_INFRA	100	

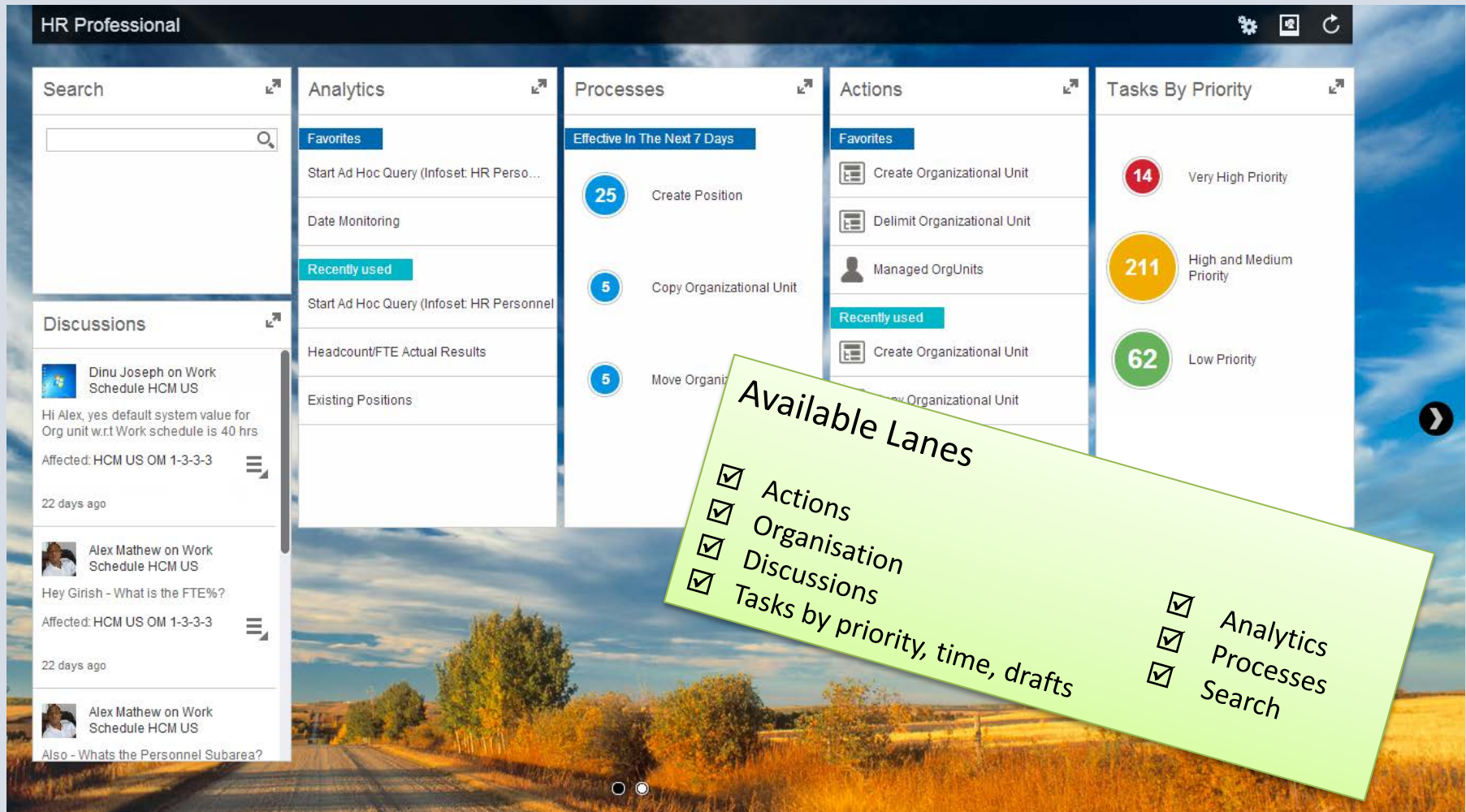
Deployment of Initial Shipments a. FPs

Initial Shipment resp. FP	Support Package	Notes
Initial Shipment V 1.0	EA-HR 607 SP 00	HR-Renewal 1.0 in EhP 7
Feature Pack 1	EA-HR 607 SP 03	
Feature Pack 2	EA-HR 607 SP 05	
Feature Pack 3	EA-HR 607 SP 10	
Feature Pack 4	EA-HR 607 SP 14	
Initial Shipment V 2.0	EA-HR 608 SP 00	Basis has to be EhP 7! Dependencies to NW 7.4 SPS 05! Start-SP not higher than SAP_HR 604 SP70 /EA-607 SP21!
Feature Pack 1	EA-HR 608 SP 04	
Feature Pack 2	EA-HR 608 SP 07	
Feature Pack 3	EA-HR 608 SP 12	

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Landing-Page – HR-Professional



The screenshot shows the iProCon HR Professional landing page with a dark blue header and a light blue background. The page is divided into several sections:

- Search:** A search bar with a magnifying glass icon.
- Analytics:** A section with a 'Favorites' tab showing 'Start Ad Hoc Query (InfoSet: HR Perso...)' and 'Date Monitoring'. A 'Recently used' tab shows 'Start Ad Hoc Query (InfoSet: HR Personnel)' and 'Headcount/FTE Actual Results'.
- Processes:** A section titled 'Effective In The Next 7 Days' showing three items: 'Create Position' (25), 'Copy Organizational Unit' (5), and 'Move Organizational Unit' (5).
- Actions:** A section with a 'Favorites' tab showing 'Create Organizational Unit', 'Delimit Organizational Unit', and 'Managed OrgUnits'. A 'Recently used' tab shows 'Create Organizational Unit'.
- Tasks By Priority:** A section showing three priority levels: 'Very High Priority' (14), 'High and Medium Priority' (211), and 'Low Priority' (62).
- Discussions:** A section showing three discussion items, each with a profile picture, name, title, content, affected items, and a timestamp.

A green callout box titled 'Available Lanes' is overlaid on the bottom right of the screenshot, listing the following lanes with checkboxes:

- ☒ Actions
- ☒ Organisation
- ☒ Discussions
- ☒ Tasks by priority, time, drafts
- ☒ Analytics
- ☒ Processes
- ☒ Search

Landing-Page – MSS



The screenshot shows the 'Self Services' landing page with a dark header bar. The main content area is divided into several sections:

- Approvals:** Lists '17 Approval Process', 'Other Approvals' (highlighted), '26 Working Time Approval', and 'Travel Approval'.
- My Team:** Displays a grid of team member photos with names: Ginger Budenski, Joann Pearl, Kally Masino, Kim Sorter, Lauren Whiteman, and Maryann Moffit.
- My Team Services:** Includes 'Favorites' (Personnel Cost Planning) and 'Frequently Used' (Attendance Overview, Talent Information, Performance Mana, Organization Info).
- Work Feeds:** Shows a 'Today' feed with messages like 'Today is the birthday of Kara Miller.', 'Upcoming birthdays during 29.05.2...', 'You have 50 % missing time recordi...', and 'Time Sheet not filled in for the perio...'.
- My Favorite KPIs:** A table of key performance indicators.
- Status of All KPIs:** A summary bar with three colored circles: Red (0), Yellow (1), and Green (0).

An overlay titled 'Available Lanes' lists the following items with checkboxes:

- ☒ Approval Monitor
- ☒ My Team
- ☒ My Team Services
- ☒ Search
- ☒ KPI Monitor
- ☒ My KPIs
- ☒ Work Feeds

Headcount		Female Manager %	
31.12.2012	+ 19	31.12.2012	- NaN
Cumulated Overtime		Overtime Rate	
Qtr 1, 2013- 164.05	2012 - 3.69		
Vacancy Rate		FTEs	
		17.60	

Landing-Page – ESS

Self-Services

My Information



Amos Cornier

40,00 Hours of Vacation remaining
35,00 Hours of Sick/Illness remaining
99,2% incomplete time recording



Leave Request



Salary Statement



Employee Profile



Organization Chart

My Learning

My Bookings

HCM COURSE2
28 May to 31 Dec
Static Web-Based Training

HCM Course
28 May to 31 Dec
Static Web-Based Training

Online search
28 May to 31 Dec
Static Web-Based Training

Services

Training Home

Search

My Services

Favorites

Record Working Time (Calendar User Interface)

Create Leave Request

Leave Overview

Salary Statement

Employee Profile

Frequently Used

Status Overview

Team Calendar

Work Feeds

Today
No feeds

Yesterday
No feeds

Older [5]

Today is the birthday of Alexandro ...

Time Sheet not filled out for the peri...

Coming birthdays during 04.06.2...

search

Available Lanes

- ☒ My Services
- ☒ My Trainings
- ☒ Work Feeds

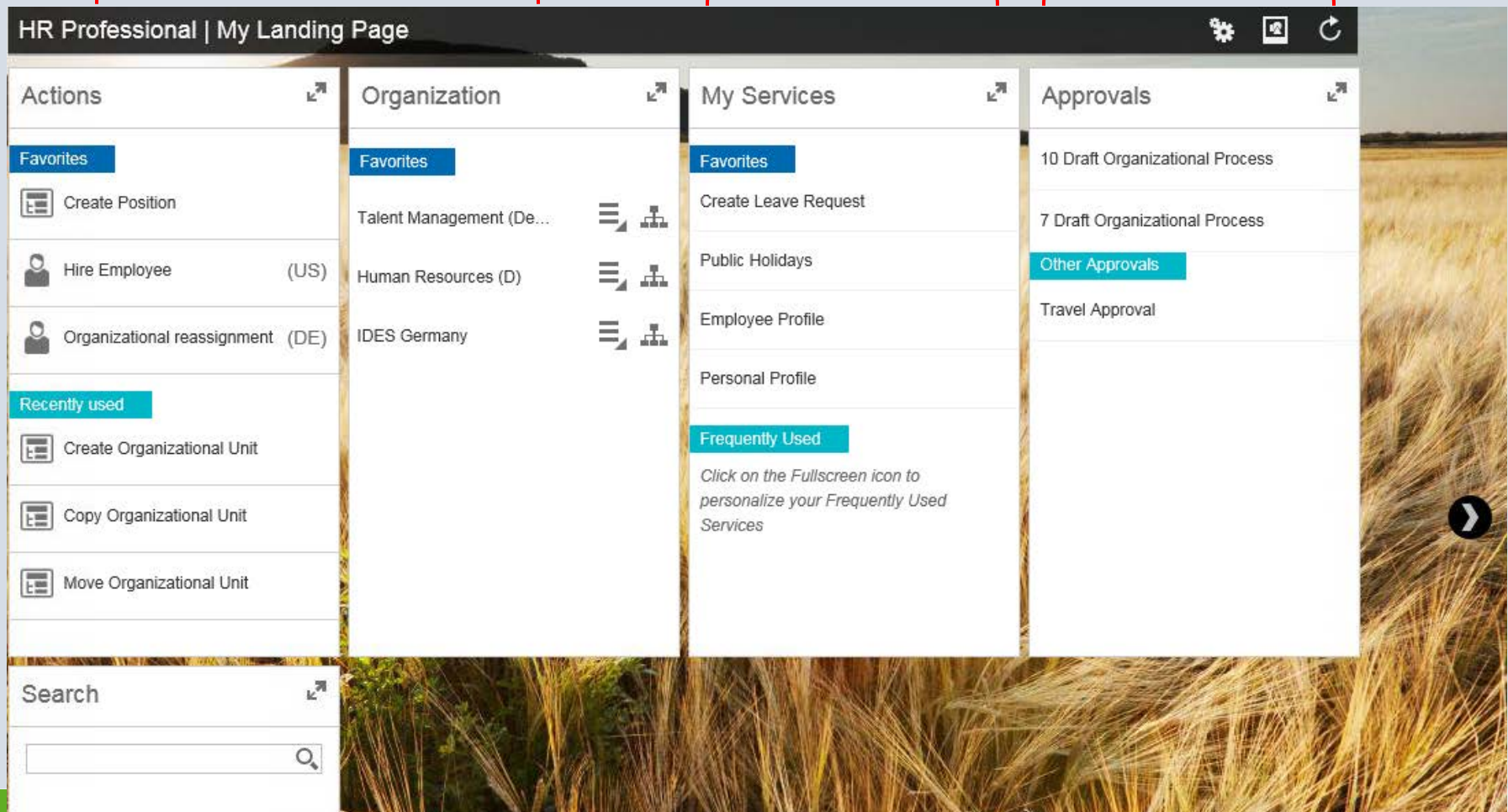
- ☒ Search
- ☒ My Info

Combined Landing-Page

HR professional

ESS

MSS



The screenshot displays the 'HR Professional | My Landing Page' interface. It features a top navigation bar with settings, home, and refresh icons. The main content area is divided into four columns:

- Actions:** Includes 'Favorites' (Create Position, Hire Employee (US), Organizational reassignment (DE)) and 'Recently used' (Create Organizational Unit, Copy Organizational Unit, Move Organizational Unit).
- Organization:** Includes 'Favorites' (Talent Management (De..., Human Resources (D), IDES Germany)) and a search bar at the bottom.
- My Services:** Includes 'Favorites' (Create Leave Request, Public Holidays, Employee Profile, Personal Profile) and a 'Frequently Used' section with a note: 'Click on the Fullscreen icon to personalize your Frequently Used Services'.
- Approvals:** Lists '10 Draft Organizational Process', '7 Draft Organizational Process', and 'Other Approvals' (Travel Approval).

Live
Demo

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Maintenance UI for employee



Employee Profile: Helga Heise

Object Navigator

Today

Employee 16000004 Helga Heise

Advanced Search

1 Hit

Helga Heise

Position: Sachbearbeiter Perso... 16000004

Perso... iProCon GmbH Org. U... Personal

Details: Helga Heise, valid on: 26.04.2015

Short Profile

Open Tasks (0)

Employee History (1)

Employee Group: 1 - Active

Employee Subgroup: DU - Salaried employees

Personnel Area: 1000 - iProCon GmbH

Organizational Unit: 50000209 - Personal

E-Mail:

Telephone Number:

Cell Phone:

Helga Heise

Pers. No.: 16000004

Organizational Assignment

New View All

Valid From/To: 01.05.2013 - Unlimited

Personnel Area: iProCon GmbH

Pers. subarea: Diekholzen

Position: Sachb.

Organizational Unit: O

Personal Data

New View All

Valid From/To: 28.05.1980 - Unlimited

Form of address: Mrs

Name: Helga Heise

Date of Birth: 17.03.1980

Birthplace: Heidelberg

Addresses

New View All

Permanent residence

Valid From/To: 01.05.2013 - Unlimited

Country: Germany

House Number:

Street Name: Im Rott

City: Walldorf

Basic Pay

New View All

Basic contract

Valid From/To: 01.05.2013 - Unlimited

Pay scale type: Allgemein

Pay scale area: Westdeutschland

Pay Scale Group: AT

Pay scale level: 1

Maintenance UI for Orgobjects



Organizational Unit Profile: UK

Object Navigator

Today

Zoom

Data From: 26.04.2015 16:13:25

Manager
Org. Unit
Org. Unit Id

No Manager
iProCon GmbH
50000028

Manager
Org. Unit
Org. Unit Id

No Manager
Germanv
50000029

Manager
Org. Unit
Org. Unit Id

No Manager
UK
50000030

Manager
Org. Unit
Org. Unit Id

Mr Ren Svinolina
iProCon Model C..
50000523

Details: UK, valid on: 26.04.2015

Short Profile Open Tasks (0)

 ☆
UK
OrgUnit ID: 50000030

Valid From/To: 01.01.2000 - Unlimited
Reports To: 50000028 - iProCon GmbH
Is Managed By:
Master Cost Center:

Assigned Project Team Mem... 0
FTE (Employment %): 0.00
Direct Reports: 0
Vacant Positions: 0
Obsolete Positions: 0

Name and Description 

Valid From/To: 01.01.2000 - Unlimited
Language: DE German
Abbreviation: UK
Name: UK
General Description:

Master Cost Center  

No data available for this date

Account Assignment  

Valid From/To: 01.01.2000 - Unlimited
Controlling Area: 0001 Kostenrechnungskreis 0001
Business Area:
Company Code: 2000 iProCon LTD
Personnel area: 2000 iProCon LTD
Personnel subarea:

Department/Staff  

No data available for this date

Live
Demo

Key Points to take home

- Deployment possible with ERP 6.0 EhP 6
- New User Interfaces for PA and OM facilitate decentral usage
- Concept of Lanes is „state of the art“
- Roles can be combined
- Processes and Forms redesigned with WDA
- Deployment in Portal is possible
- Time Management infotypes not supported

Usefull sources

- SAP-Help: http://help.sap.com/hr_renewal
- HR-Renewal FAQ:
<http://service.sap.com/~sapidb/011000358700000210692014E>
- List of Services:
<http://service.sap.com/~sapidb/011000358700000211042014E>
- Installations-Note f. HR-Renewal 1.0:
<http://service.sap.com/sap/support/notes/1691232>
- Release-Note für V 1.0:
<http://service.sap.com/sap/support/notes/1701634>
- Release-Note für V 2.0:
<http://service.sap.com/sap/support/notes/1965692>

Questions?!

