



HCM Produktupdate für Bestandskunden & Partner





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Überblick

- Reporting
 - Query Manager 4
 - Document Builder
 - Excel Add-In
 - Ausblick
- Abweichungsanalysen
 - Variance Monitor



Query Manager





Update Query Manager 4

- Aktuellster Release: Query Manager 4 Build 415
- Neue Funktionen
 - Benutzergruppen aus SAP-Rollen
 - Code-Scanner
 - Weitere Optimierungen und Laufzeitverbesserungen



Benutzergruppen aus SAP-Rollen (Bisher)

- Verwendung Benutzergruppen
 - Steuert, wer Ordner und Queries sehen darf
 - Steuert, wer Unterordner und Queries bearbeiten darf
- Bisherige können Benutzergruppen erstellt werden aus
 - Liste von Benutzern
 - Andere Benutzergruppen
- Dadurch statisch und erfolgt viel administrativem Aufwand



Benutzergruppen aus SAP-Rollen (Mit neuem Release)

- Benutzergruppen auf Grundlage vorhandener SAP-Rollen
- QM4 aktualisiert Gruppen automatisch
- Keine „Synchronisationsprogramme“ auszuführen
- Geringerer administrativer Aufwand
- „Statische“ und „dynamische“ Gruppen können kombiniert werden
- Vorschlag aus QM4 Community

Erstellen einer dynamischen Gruppe

The screenshot displays the SAP 'Manage user groups' interface. The left pane shows a tree view with 'Manage user groups' selected. The middle pane shows a list of user groups including 'PAYROLL FIXED'. The right pane shows the details for 'PAYROLL FIXED: Payroll team (fixed)', displaying a table with user information.

Type	User or Sub group	Description
	CBOOTS	Connor Boots
	EDELANGE	Eben De Lange



Code-Scanner

- Mit User-Exits eigenen ABAP-Code in Query einbinden
- Eigener Code kann Sicherheitsrisiko darstellen
- Code Scanner scannt ABAP-Code in User-Exit
 - Blockiert direkte DB Lese- & Schreibvorgänge, nicht autorisierte Klassen und Funktionsmodule
 - Queryergebnisse werden erst ausgegeben, wenn Code gescannt ist
 - Allow-List – ABAP Code ist standardmäßig geblockt
 - Dadurch Verwendung von User-Exits sicherer

Code-Scanner: Gesperrter Code im Editor

The screenshot displays the SAP Query Builder interface. At the top, the menu bar includes 'Query', 'Query Builder', 'About', 'System', and 'Help'. Below the menu is a toolbar with various icons. The main title bar reads 'Transform Data - Edit 02420: Previous query with exit'. Below this, there are navigation buttons: 'Previous', 'Next', 'Finish', and 'Info'. A workflow diagram shows four steps: 'Select Data', 'Transform Data' (highlighted with a dashed box), 'Format Output', and 'Publish Query'. Below the workflow, there are tabs for 'Groupings/aggregates', 'User exts', and 'Create crosstab'. The 'User exts' tab is active, showing a list of user exits: 'ON_REPORT_START', 'ON_BEFORE_TRANSFORM', 'ON_REPORT_LINE', 'ON_REPORT_END' (highlighted), and 'ON_VALUE_REQUEST'. Below this list are icons for 'User variables'. The main editor area shows a code editor with the following content:

```
1 METHOD ON_REPORT_END.  
2  
3 "Add code to modify report lines before they're output.  
4 DATA: lif_report_line TYPE REF TO /use/if_pqm4_report_line,  
5       l_pernr          TYPE persno,  
6       lt_pa0008        TYPE STANDARD TABLE OF pa0008.  
7  
8  
9  
10 "use HAS NEXT to determine whether a report line is available to process  
11 WHILE iif_report_end->has_next( ) = true.  
12 "use GET_NEXT to retrieve a report line to process  
13 lif_report_line = iif_report_end->get_next( ).  
14  
15 "access fields in the report line using GET_FIELD_VALUE  
16 lif_report_line->get_field_value( EXPORTING i_name = 'PERNR_P'  
17                                 IMPORTING e_value = l_pernr ).  
18  
19 "Direct data base read -- not safe! (No auth checks)  
20 SELECT * FROM PA0008 into TABLE lt_pa0008 WHERE PERNR = l_pernr.  
21  
22  
23 ENDWHILE.  
24  
25  
26 ENDMETHOD.
```

At the bottom of the editor, there is a status bar showing 'ABAP', 'Ln 20 Col 1', and 'NUM'. The SAP logo is visible at the bottom center, and a timer shows '0:00' at the bottom right.

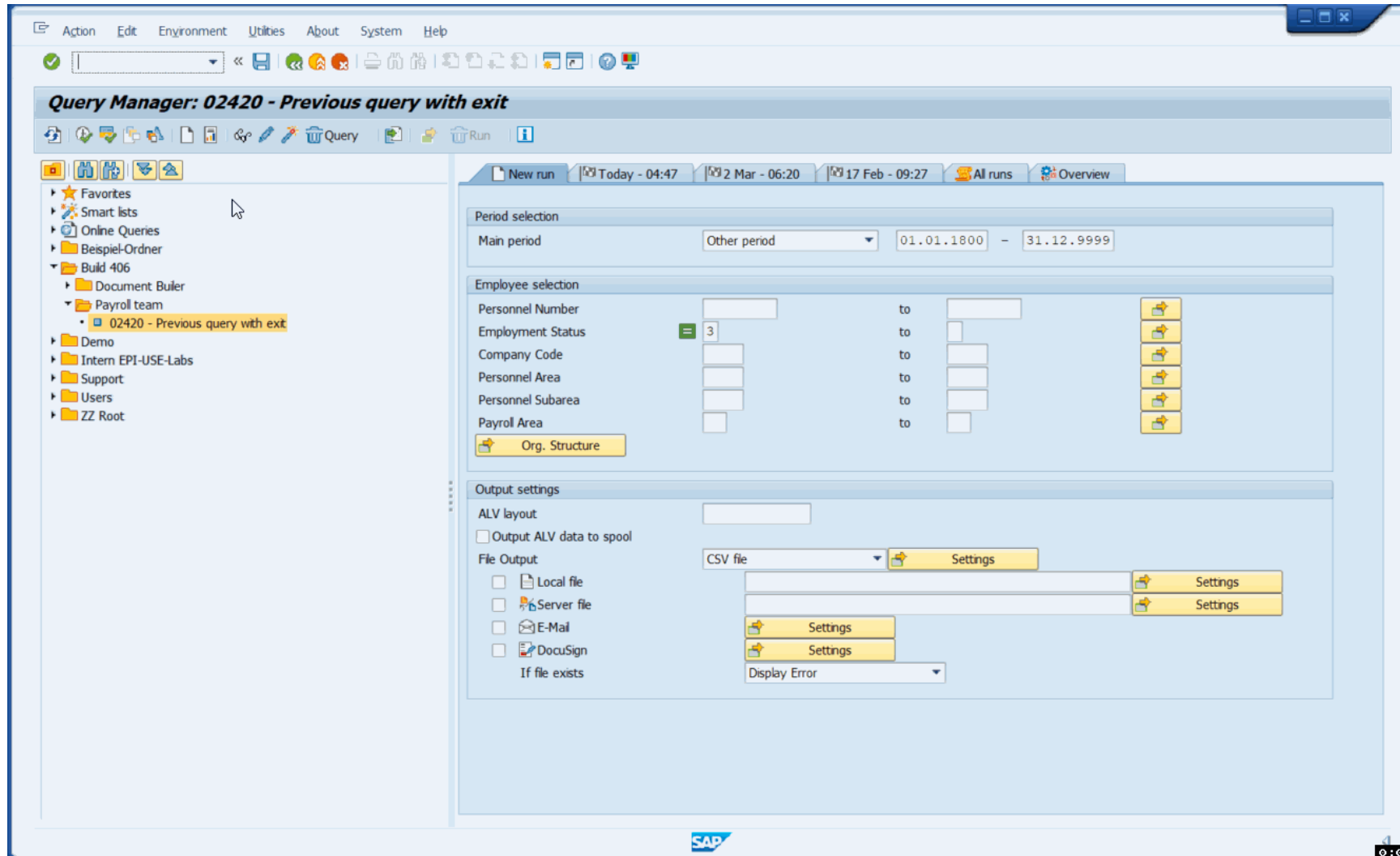
Code-Scanner: Erlaubter Code im Editor

The screenshot displays the SAP Query Builder interface. At the top, the menu includes 'Query', 'Query Builder', 'About', 'System', and 'Help'. Below the menu is a toolbar with various icons. The main title bar reads 'Transform Data - Edit 02420: Previous query with exit'. Below this, there are navigation buttons: 'Previous', 'Next', 'Finish', and 'Info'. A workflow diagram shows four steps: 'Select Data', 'Transform Data' (highlighted with a dashed box), 'Format Output', and 'Publish Query'. Below the workflow, there are tabs for 'Groupings/aggregates', 'User exits', and 'Create crosstab'. The 'User Exits & Variables' panel on the left shows a list of user exits: 'ON_REPORT_START', 'ON_BEFORE_TRANSFORM', 'ON_REPORT_LINE', 'ON_REPORT_END' (highlighted), and 'ON_VALUE_REQUEST'. Below this panel is a 'User variables' section. The main editor area shows the ABAP code for the 'METHOD ON_REPORT_END'. The code includes comments and logic for processing report lines, such as using 'HAS_NEXT' and 'GET_NEXT' to iterate through report lines and 'GET_FIELD_VALUE' to access fields. The code is as follows:

```
1 METHOD ON_REPORT_END.
2
3 "Add code to modify report lines before they're output.
4 DATA: lif_report_line TYPE REF TO /use/if_pqm4_report_line,
5       l_pernr         TYPE persno,
6       lt_pa0008       TYPE STANDARD TABLE OF pa0008.
7
8
9
10 "use HAS_NEXT to determine whether a report line is available to process
11 WHILE iif_report_end->has_next( ) = true.
12 "use GET_NEXT to retrieve a report line to process
13   lif_report_line = iif_report_end->get_next( ).
14
15 "access fields in the report line using GET_FIELD_VALUE
16   lif_report_line->get_field_value( EXPORTING i_name = 'PERNR_P'
17                                   IMPORTING e_value = l_pernr ).
18
19 CALL FUNCTION 'HR_READ_INFOTYPE'
20 EXPORTING
21   TCLAS      = 'A'
22   pernr      = l_pernr
23   infty      = '0008'
24 *   BEGDA     = '18000101'
25 *   ENDDA     = '99991231'
26 *   SPRPS     = ''
27 *   BYPASS_BUFFER = ''
28 *   LEGACY_MODE = ''
29 IMPORTING
30   SUBRC      = SUBRC
31 TARI.FS
```

The status bar at the bottom indicates 'Scope: METHOD ON_REPORT_END', 'ABAP', 'Ln 1 Col 1', and 'NUM'.

Code-Scanner: Ausführung von Queries





Code-Scanner: Weitere Informationen

- Weitere Informationen in unserem ausführlichen KB Artikel:

<https://clientcentral.io/support/qm/kb/articles/3481-how-to-use-the-code-scanner-in-query-manager-4>



Document Builder





Update Document Builder

- Undo / Redo
- Links in Textfeldern
- Erweiterte Positionierungsoptionen
- Filter in Tabellen / Diagrammen
- Aggregate in Tabellen / Diagrammen
- Erweiterte Listenoptionen
- Erweiterte Nummerierung
- Performance-Optimierung

Undo / Redo

Bericht ▼ Ansicht ▼ Deutsch ▼ Fixseite 2 ▼

EPI-USE LABS
value through innovation

Kopfzeile

EPI-USE Labs, Altrottstraße 31, 69190 Walldorf

Details

- Anredeschlüssel Langtext
- Formatierter Name
- Straße und Hausnummer
- Postleitzahl Ort

Links in Textfeldern

The screenshot shows a software interface with a 'Verbinde' (Connect) dialog box open. The dialog box has a title bar with a close button (X) and two buttons at the bottom: 'OK' and 'Abbrechen' (Cancel). It contains two input fields:

- Alias:** A text field containing 'Email' with a blue selection highlight and a small '...' button to its right.
- URL:** A text field containing 'mailto:// Email' with a blue selection highlight and a small '...' button to its right.

The background shows a document editor with a menu bar (Bericht, Ansicht, Deutsch, Fixseite 2) and a list of fields on the left (00), Zuordnung (0001), Name, (0002), sel Langtext, 5), ausnummer, eile (0016), 0105). The main text area contains a paragraph with highlighted terms: 'dem Eintrittsdatum', 'Aktuell Datum', and 'Geburtsdatum'. The text reads: 'Das Schreiben spiegelt die zum Aktuell Datum systemseitig gespeicherten und mitgeteilten Mitarbeiterdaten wider. Für etwaige Änderungen kann keine Gewähr übernommen werden. Dieses Schreiben wurde automatisch generiert und ist ohne Unterschrift gültig.'

Erweiterte Positionierungsoptionen

The screenshot displays a software interface with a top navigation bar containing 'Bericht', 'Ansicht', 'Deutsch', and 'Fixseite 2'. Below this is a grid-based workspace. A text box is selected, and a context menu is open, showing alignment options: 'Oben', 'Mitte', and 'Unten'. The text box contains the following text: 'EPI-USE Labs, Altrottstraße 31, 69190 Wa', 'Anredeschlüssel Langtext', 'Formatierter Name', 'Straße und Hausnummer', and 'Postleitzahl | Ort'. The EPI-USE LABS logo is visible in the background, with labels 'Kopfzeile' and 'Details' pointing to specific parts of the interface.

Filter in Tabellen / Diagrammen

The image shows a software interface with a menu bar containing 'Tabelle', 'Position', 'Stil', 'Filter', 'Gruppieren', 'Sortieren', and 'bedingt'. The 'Filter' tab is selected. Below the menu bar is a 'Feldfilter' section with a lock icon. A dialog box titled 'Filter für Feld anlegen' is open, featuring a close button (X) in the top right corner. The dialog contains the following elements:

- A dropdown menu labeled 'Feld' with the value 'Geschlechtsschlüssel' selected.
- A dropdown menu labeled 'ist gleich'.
- A dropdown menu labeled 'Wert' with the value '2' entered in the adjacent text field.
- Buttons for 'Okay' and 'Abbrechen' at the bottom right.

Aggregate in Tabellen / Diagrammen

▼ Ansicht Tabelle Position Stil Filter **Gruppieren** Sortieren bedingt

Gruppieren nach Feldern 🔒

- TXT_WERKS_NAME1 X
Gruppieren nach: Aufsteigend ▼
- TXT_GESCH_DDTEXT X
Gruppieren nach: Aufsteigend ▼
- TXT_BTRTL_BTEXT X

[Felder hinzufügen](#) [Alle löschen](#)

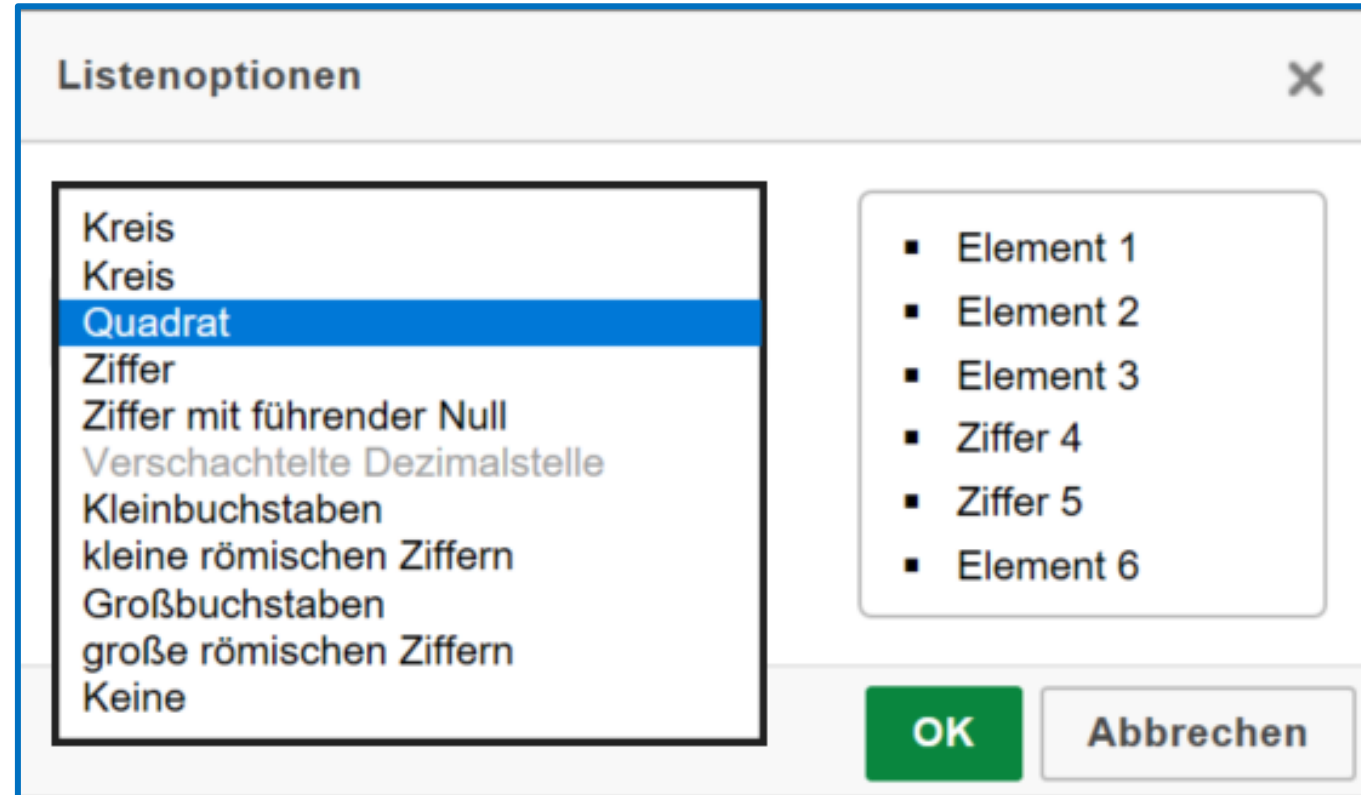
Aggregatfelder 🔒

- FF_FORMULA_01 X
Aggregation mit: Summe ▼

- Erster
- Erster nicht leer
- Letzter
- Letzter nicht leer
- Zählen
- Summe
- Durchschnitt
- Max.
- Min.

[Felder hinzufügen](#)

Erweiterte Listenoptionen



Erweiterte Nummerierung

Listenoptionen ✕

Listenstil

Ziffer ▼

Beginnen bei:

4 ▲
▼

- 4. Element 1
- 5. Element 2
- 6. Element 3
- 7. Ziffer 4
- 8. Ziffer 5
- 9. Element 6

OK **Abbrechen**



Query Manager Excel Add-in



Alle aktualisieren

Excel | OneDrive | Book 75 - Saved to OneDrive | Simplified Ribbon | Go premium | Vivian Venter | Sign out

File Home Insert Formulas **Data** Review View Help Table Design Script Lab Open in Desktop App Tell me what you want to do Editing

Refresh All Stocks Geography A↕ Z↕ Custom Sort Filter Clear Reapply Flash Fill Remove Duplicates Data Validation Group Ungroup From Query Manager Manage Queries

B8 Miss April Ooley

	A	B	C	D	E	F	G	H	I
1	Personnel Number	Employee name	Name of employee grp	Name of EE subgroup	Personnel Area Text	Pers. subarea text	Organizational Unit Object name	Cost Center	Age of Employee
2	0000001	Mr Mark Bates	1 - Active	U2 - Hourly rate/salary	US01 - United States Headquarter	0002 - Human Resources	50000014 -	50000014	
3	0000002	Mr William Husky	1 - Active	U2 - Hourly rate/salary	US01 - United States Headquarter	0002 - Human Resources	50000014 -	50000014	
4	0000003	Ms Trinka Adamson	1 - Active	U2 - Hourly rate/salary	US01 - United States Headquarter	0002 - Human Resources	50000014 -	50000014	
5	0000004	Ms Tamara Rattray	1 - Active	U2 - Hourly rate/salary	US01 - United States Headquarter	0002 - Human Resources	50000014 -	50000014	
6	0000005	Mrs Michelle Newfield	1 - Active	U2 - Hourly rate/salary	US01 - United States Headquarter	0002 - Human Resources	50000014 -	50000014	
7	0000006	Ms Misty Gray	1 - Active	U3 - Standard salary	US01 - United States Headquarter	0007 - R&D	50000002 -	50000002	
8	0000007	Miss April Ooley	1 - Active	U3 - Standard salary	US01 - United States Headquarter	0007 - R&D	50000009 -	50000009	
9	0000008	Ms Amy Nunemacher	1 - Active	U4 - Salaried employees	US01 - United States Headquarter	0006 - Operations	50000000 -	50000000	
10	0000009	Ms Billie Barrett	1 - Active	U3 - Standard salary	US01 - United States Headquarter	0006 - Operations	50000000 -	50000000	
11	0000010	Miss Stephanie Abbott	1 - Active	U1 - Hourly rate/wage	US01 - United States Headquarter	0006 - Operations	50000013 -	50000013	
12	0000011	Mr Kerry Backsen	1 - Active	U3 - Standard salary	US01 - United States Headquarter	0004 - Sales/Marketing	50000001 -	50000001	
13	0000012	Mr Bruce Barron	1 - Active	U3 - Standard salary	US01 - United States Headquarter	0003 - Finance	50000015 -	50000015	
14	0000013	Mr Lewis Hamilton	1 - Active	U1 - Hourly rate/wage	US02 - US Product A	0003 - Operations	50000016 -	50000016	
15	0000014	Mr Jackie Stewart	1 - Active	U1 - Hourly rate/wage	US02 - US Product A	0003 - Operations	50000016 -	50000016	
16	0000015	Mr Stirling Moss	1 - Active	U1 - Hourly rate/wage	US02 - US Product A	0002 - Manufacturing	50000016 -	50000016	
17	0000016	Mr David Coultard	1 - Active	U1 - Hourly rate/wage	US02 - US Product A	0002 - Manufacturing	50000016 -	50000016	
18	0000017	Mr Scott Speed	1 - Active	U2 - Hourly rate/salary	US01 - United States Headquarter	0005 - Manufacturing	50000010 -	50000010	
19	0000018	Ms Christine Bayha	1 - Active	U3 - Standard salary	US01 - United States Headquarter	0004 - Sales/Marketing	50000006 -	50000006	
20	0000019	Ms Ashley Bellard	1 - Active	U3 - Standard salary	US01 - United States Headquarter	0002 - Human Resources	50000014 -	50000014	
21	0000020	Mr Chris Bowen	1 - Active	U2 - Hourly rate/salary	US01 - United States Headquarter	0005 - Manufacturing	50000010 -	50000010	
22	0000021	Ms Kaley Boydstrun	1 - Active	U3 - Standard salary	US01 - United States Headquarter	0003 - Finance	50000015 -	50000015	
23	0000022	Ms Courtney O'Keefe	1 - Active	U3 - Standard salary	US01 - United States Headquarter	0004 - Sales/Marketing	50000007 -	50000007	
24	0000023	Ms Alexandra Bzik	1 - Active	U3 - Standard salary	US01 - United States Headquarter	0007 - R&D	50000009 -	50000009	
25	0000024	Ms Caren Carney	1 - Active	U3 - Standard salary	US01 - United States Headquarter	0004 - Sales/Marketing	50000006 -	50000006	
26	0000025	Ms Mary Conner	1 - Active	U3 - Standard salary	US01 - United States Headquarter	0006 - Operations	50000012 -	50000012	
27	0000026	Mr Mark Weber	1 - Active	U1 - Hourly rate/wage	US02 - US Product A	0002 - Manufacturing	50000017 -	50000017	
28	0000027	Mr Phil Hill	1 - Active	U1 - Hourly rate/wage	US02 - US Product A	0002 - Manufacturing	50000017 -	50000017	
29	0000028	Mr Mario Andretti	1 - Active	U1 - Hourly rate/wage	US02 - US Product A	0002 - Manufacturing	50000017 -	50000017	
30	0000029	Mr Sebastien Vettel	1 - Active	U1 - Hourly rate/wage	US02 - US Product A	0002 - Manufacturing	50000017 -	50000017	
31	0000030	Mr Michael Schumacher	1 - Active	U1 - Hourly rate/wage	US02 - US Product A	0002 - Manufacturing	50000017 -	50000017	
32	0000031	Mr Chad Towns	1 - Active	U4 - Salaried employees	US01 - United States Headquarter	0004 - Sales/Marketing	50000001 -	50000001	
33	0000032	Mrs Marion Sewell	1 - Active	U3 - Standard salary	US01 - United States Headquarter	0004 - Sales/Marketing	50000006 -	50000006	
34	0000033	Mrs Natalia Conner	1 - Active	U3 - Standard salary	US01 - United States Headquarter	0004 - Sales/Marketing	50000006 -	50000006	

Query Manager

Workbook Queries

Search

Basic Pay per Employee

Run: 1 All Data

Demo Query

Latest Run All Data

Employee data

Run: 1 All Data

+ Add New Query

Basic Pay per Employee Employee data Demo Query

Calculation Mode: Automatic Workbook Statistics Help Improve Office

Importieren von mehreren Läufen

The screenshot displays the Microsoft Excel interface with the 'Data' tab selected. The ribbon includes options for 'Get External Data', 'Connections', 'Sort & Filter', and 'Query Manager (DEMO)'. The 'Query Manager' pane on the right side is open, showing a list of queries:

- Employee active (ID: 57594) with a 'Latest' dropdown and a 'Custom' button.
- Employee Basic (ID: 99893) with a 'Latest' dropdown and a 'Custom' button.
- HeadCount report (ID: 99897) with a 'Latest' dropdown and a 'Custom' button.

At the bottom of the Query Manager pane, there is a 'Manage Workbook Queries' button. The Excel status bar at the bottom indicates 'Ready' and 'Sheet1'.



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Query Manager 4: Kommende Features

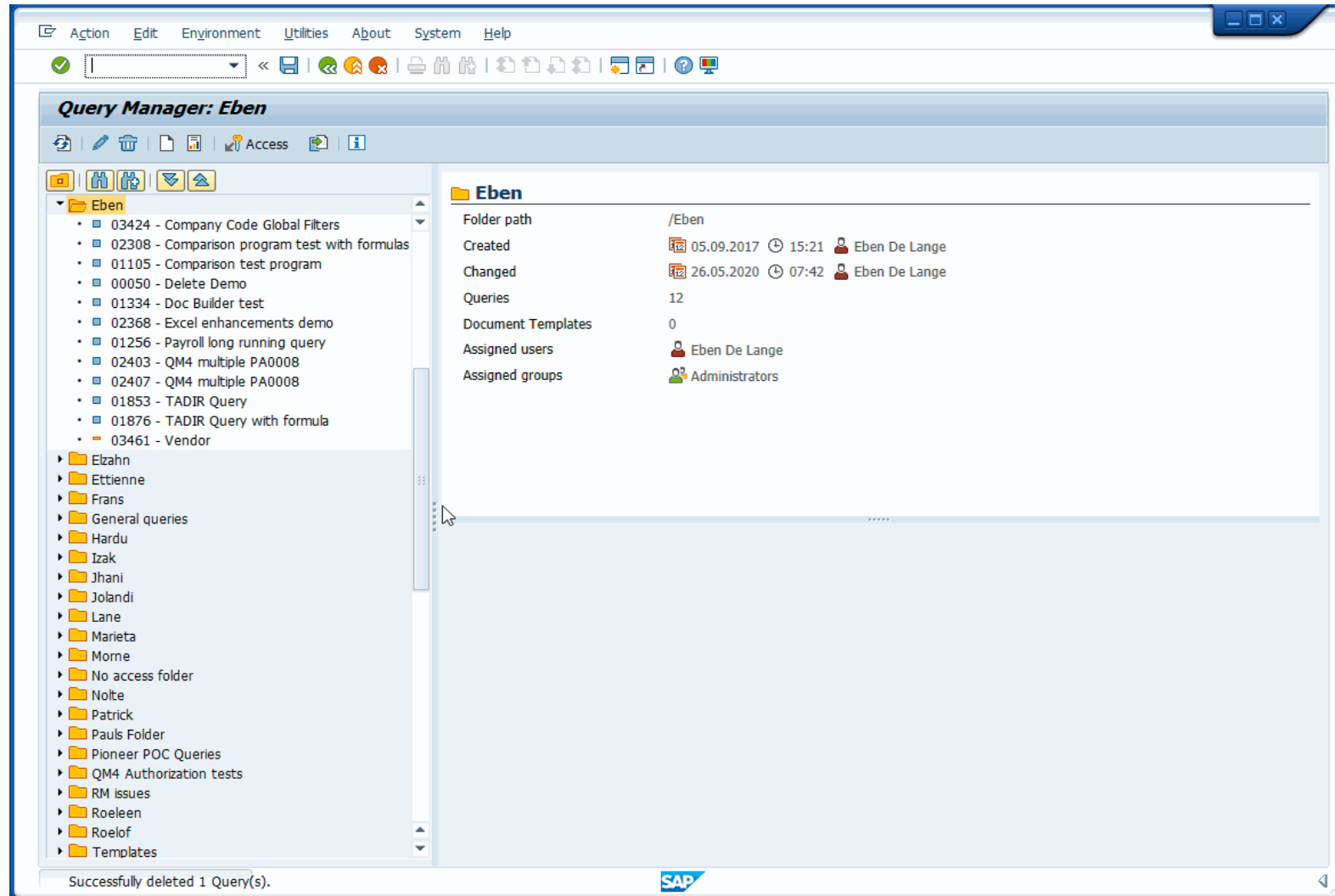




Query Manager 4: Kommende Features

- Neuer „Query anlegen“ Bildschirm
 - Erstellen eigener Vorlagen
- Neuer Periodeneditor
 - Neue Periodenarten
 - Vereinfachte Darstellung von Queryobjekten & -Feldern
- Integration von Analytics Connector
- Laufzeitoptimierung bei Kreuztabellen und Ergebnisaggregationen

Neuer "Query anlegen" Bildschirm



Erstellen eigener Vorlagen

The screenshot displays the SAP Query Builder interface for editing a template query. The window title is "Select Data - Edit 00027: Template query". The main workspace is divided into several sections:

- Process Flow:** A sequence of steps: "Select Data" (highlighted), "Transform Data", "Format Output", and "Publish Query".
- Category:** A dropdown menu set to "Personal data".
- Employee Available fields:** A list of fields available for selection, including "Employee", "Payroll Area", "Personnel Subarea", "Company Code", "Formatted name", "Personnel number", "Employee Group", "Employee Subgroup", "Personnel Area", "Form-of-Address Key", "Age of Employee", "Masked Personnel ID Number", "Marital Status Key", "Date of Birth", "State", "Birthplace", "Gender Key", "Initials", "Middle Name", "Last Name", "Nationality", "Personnel ID Number", "First Name", "Additional Personal Data", and "Additional data".
- Query objects and fields:** A tree view showing the selected objects and fields for the "Employee" object:
 - Employee
 - Personnel number
 - Organizational Assignment (0001)
 - Employee group
 - Employee name
 - Employee Subgroup
 - Organizational Unit
 - Personnel Area
 - Personnel Subarea

- Employee Object Settings:** A panel on the right with the following settings:
- Description: Employee
- Employee object settings:
 - Select locked infotype records
- Selection:
 - Period: Main period
 - Record Selection: Overlap
- Inclusion/exclusion rules:
 - Include object if for all rows:
 - Exclude object if for any rows:
 - Include output row if:
 - Exclude output row if:

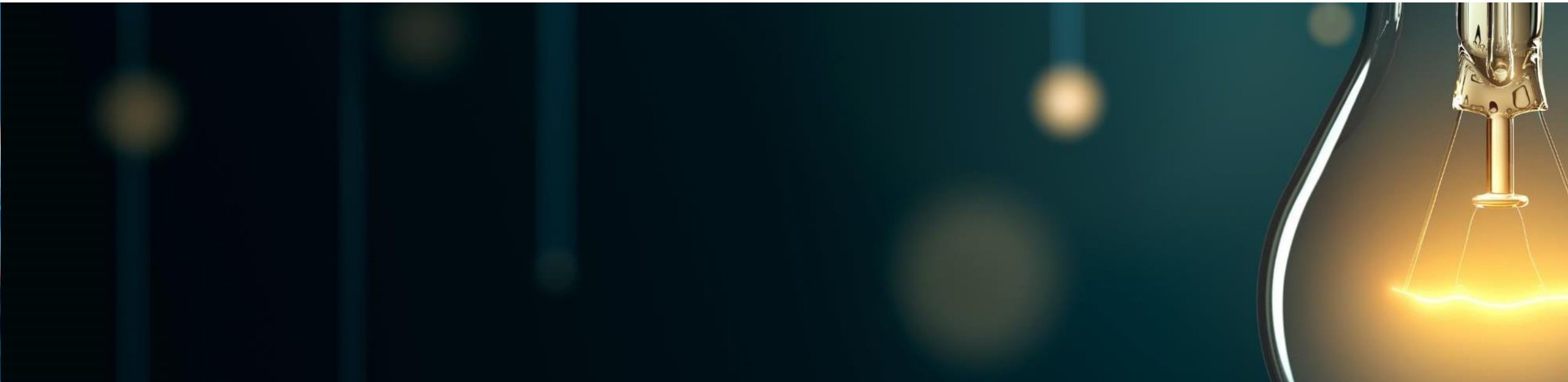
Neuer Periodeneditor

The screenshot displays the SAP Query Builder 'Period editor' interface. At the top, the menu bar includes 'Query', 'Query Builder', 'EPI-USE Labs Dev. Options', 'About', 'System', and 'Help'. Below the menu is a toolbar with various icons for navigation and actions. The main title bar reads 'Select Data - Edit 00028: Period editor'. A workflow bar below the title shows four steps: 'Select Data' (highlighted), 'Transform Data', 'Format Output', and 'Publish Query'. The central workspace is divided into three main sections:

- Left Panel:** 'Category' is set to 'Personal data'. Below it is a tree view titled 'Employee Available fields' containing a list of fields such as 'Payroll Area', 'Personnel Subarea', 'Company Code', 'Formatted name', 'Personnel number', 'Employee Group', 'Employee Subgroup', 'Personnel Area', 'Form-of-Address Key', 'Age of Employee', 'Masked Personnel ID Number', 'Marital Status Key', 'Date of Birth', 'State', 'Birthplace', 'Gender Key', 'Initials', 'Middle Name', 'Last Name', 'Nationality', 'Personnel ID Number', and 'First Name'.
- Middle Panel:** 'Query objects and fields' section showing a tree view for 'Employee' with sub-items: 'Personnel Number', 'Organizational Assignment (0001)' (which includes 'Cost Center', 'Employee Group', 'Employee name', 'Employee Subgroup', 'Organizational Unit', 'Personnel Area', and 'Personnel Subarea').
- Right Panel:** 'Employee' configuration panel with sections for:
 - Description:** 'Employee'.
 - Employee object settings:** Includes a checkbox for 'Select locked infotype records'.
 - Selection:** 'Period' is set to 'Main period' and 'Record Selection' is set to 'Overlap'.
 - Inclusion/exclusion rules:** Includes checkboxes for 'Include object if for all rows:', 'Exclude object if for any rows:', 'Include output row if:', and 'Exclude output row if:'.



Query Manager Analytics Connector





Umfrage



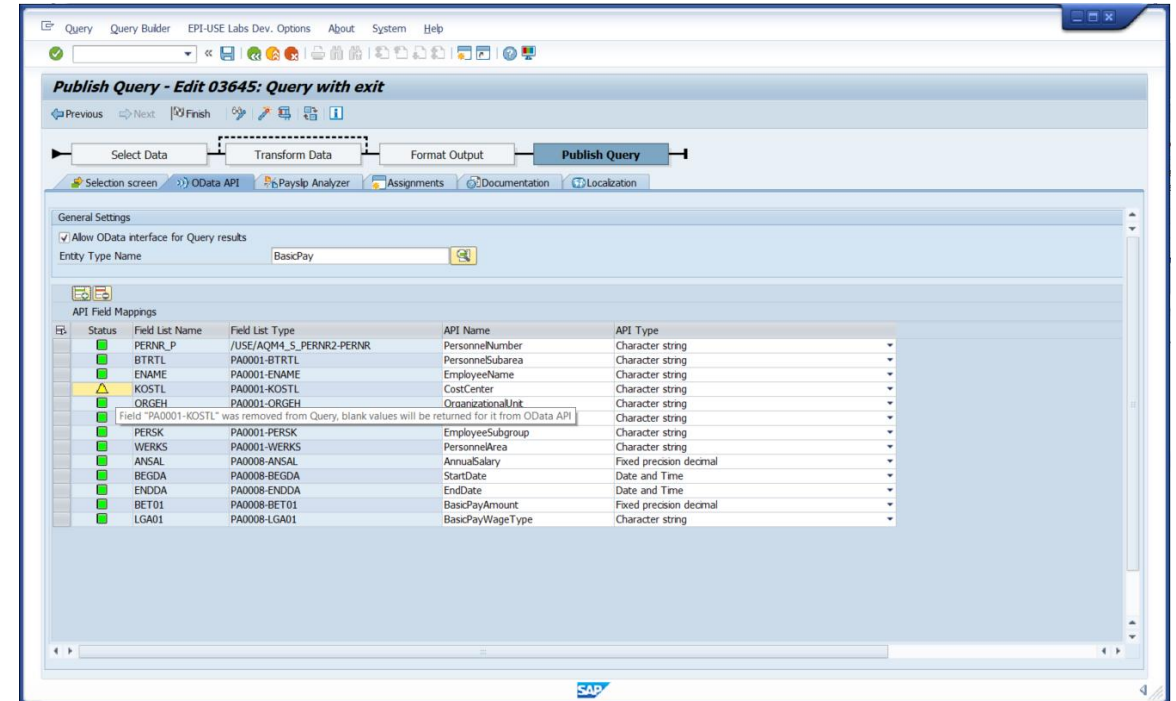


Query Manager Analytics Connector

- Einfache Nutzung von QM Daten in Dashboards oder analytischen Auswertungen
- Unterstützt SAP Analytics Cloud, SAP Cloud BW, PowerBI, Tableau, Qlick usw.
- Generierung von OData-Service auf Query Basis
- Einfaches und sicheres Teilen von Daten
- Ermöglicht Kombination verschiedenster Datenquellen in Auswertungstool

Query Manager Analytics Connector

- Analytics Connector unter „Query Veröffentlichen“
- Bessere Kontrolle über freigegebene Felder
- Weitere Laufinformationen (Datum der Ausführung, Name des ausführenden Benutzers)
- Warnung bei Änderung von Queries



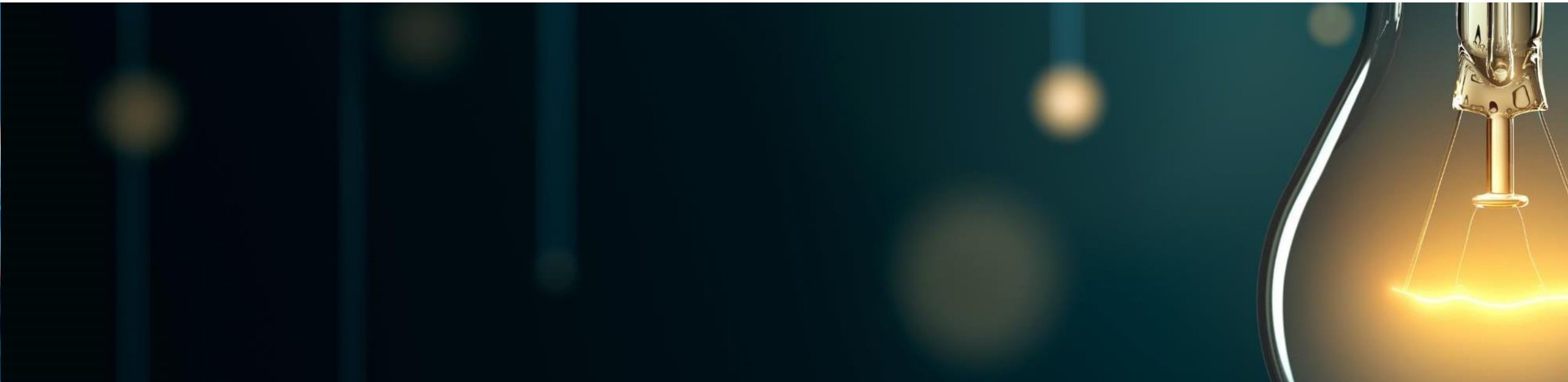


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Ausblick Query Manager





Ausblick: Query Manager für ERP

- Fokus auf S/4 und ECC Finance
- Durch Verwendung von DSM-Technologie (Business Object Workbench) schnelle Erweiterung auf weitere Module
- Kombinieren Sie SAP HCM und SuccessFactors Daten mit Finance
- Kompatibel mit allen bestehenden QM-Technologien und Add-Ons
- Beta-Testprogramm später verfügbar

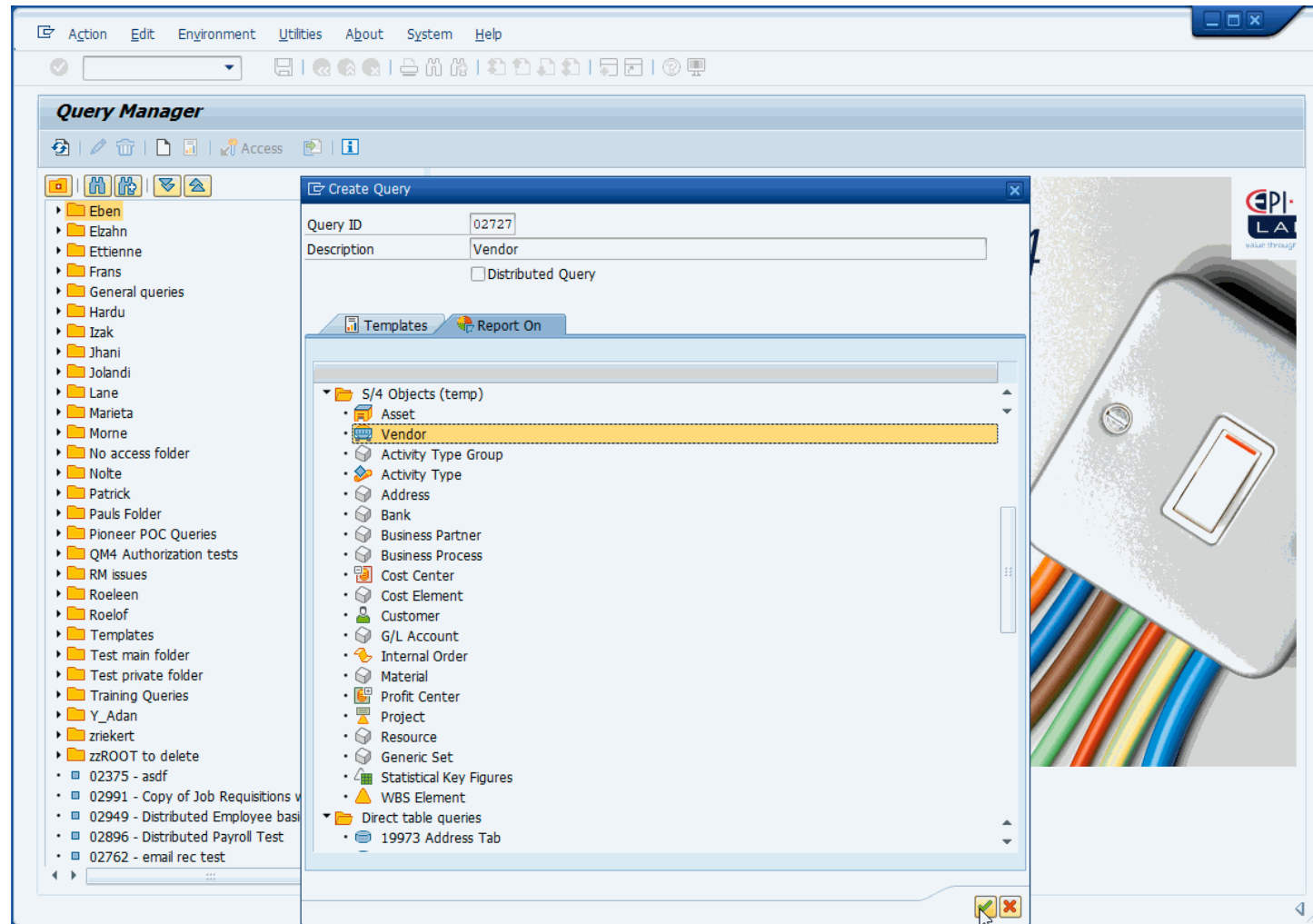


Ausblick: Query Manager für ERP

- Neue Startobjekte
- Neue Vorlagen
- Neue Datenquellen
- Neue Zeiträume (z. B. Quartale)
- Beziehungen zwischen Objekten, Tabellen und Modulen

Ausblick: Query Manager für ERP

Lieferanten Query



Ausblick: Query Manager für ERP

Lieferanten Datensätze

The screenshot displays the SAP Query Manager interface for editing a query named '02727: Vendor'. The interface is divided into several sections:

- Process Flow:** A sequence of steps: Select Data (active), Transform Data, Format Output, and Publish Query.
- Fields:** A list of available fields for the 'Vendor' category, including tax numbers, professions, and various indicators.
- Query objects and fields:** A list of selected fields for the query, such as [LIFNR] Account Number of Vendor or Creditor, [NAME1] Name 1, [ORT01] City, [REGIO] Region (State, Province, County), and [STRAS] House number and street.
- Vendor Description:** A section for defining inclusion/exclusion rules for the 'Vendor' object, with checkboxes for 'Include object if for all rows', 'Exclude object if for any rows', 'Include output row if:', and 'Exclude output row if:'.

The SAP logo is visible in the bottom right corner of the application window.



Umfrage





Ausblick: Variance Monitor





Ausblick: Variance Monitor

- Vergleichen von Abrechnungsergebnissen zwischen Perioden
- Vergleichen von Personalstammdaten zwischen Systemen
- Zeigt, ob und wo es Unterschiede zwischen Daten gibt

- Coming Soon:
 - Adapter & Endpoints
 - Mit Adapter weitere Datensätze in Variance Monitor einbinden
 - Adapter verbindet sich mit Endpoint, wo Daten abgelegt sind



Ausblick: Variance Monitor

- Zuerst
 - CSV Adapter
 - File Endpoint
- Als Nächstes
 - SuccessFactors OData Adapter
 - FTP Endpoint
- Ausblick
 - REST Adapter, Query Manager Adapter
 - Cloud Storage Endpoint (Google Drive etc.)

Variance Monitor: Demo

	A	B	C	D	E	F	G	H	I	J
	User ID-Employment Details	Person ID	First Name-Personal Information	Last Name-Personal Information	Marital Status-Personal Information	Marital Status-PicklistLabel	Marital Status externalCode-PicklistOption	Address Type-Addresses	address1-Addresses	State-Addresses
2	103074	103074	Jonas	Martin	10820	Married	M	home	Schaeffers Gaerten	
3	103075	103075	Anja	Klein	10820	Married	M	home	Hochstrasse	
4	103076	103076	Christina	Huber	10820	Married	M	home	Ansgarstr	
5	103077	103077	Uwe	Mayer	10819	Single	S	home	Burgunderstr	
6	101048	101048	Zander	Lloyd	10820	Married	M	home	6 Tweed View	
7	101049	101049	Jules	Spencer	10820	Married	M	home	85 Rectory Road	
8	101050	101050	Loren	Bond	10820	Married	M	home	26 Pembroke Close	
9	101051	101051	Lucy	McGuire	10827	Widowed	W	home	28 Brakefield	
10	101052	101052	Brogan	Sadler	10820	Married	M	home	5 Old County Road	
11	101053	101053	Gary	McDermott	10822	Separated	E	home	4 Hanningtons Way	
12	101055	101055	Terrance	Tod	10820	Married	M	home	68 Red Lion Lane	
13	108725	108725	Robin	Durand	10819	Single	S	home	1121 Coventry Avenue	5661 Pe
14	108727	108727	Merton	Wells	10820	Married	M	home	1121 Coventry Avenue	5661 Pe
15	108728	108728	John	Huddleson	10819	Single	S	home	1121 Coventry Avenue	5661 Pe
16	108729	108729	Hillary	Lawson	10825	Partnership	N	home	1121 Coventry Avenue	5661 Pe
17	108730	108730	Russell	Goddard	10820	Married	M	home	1121 Coventry Avenue	5661 Pe
18	108731	108731	Gordon	Elliston	10820	Married	M	home	553-4888 Donec Rd	5666 Te
19	108732	108732	Emma	Ward	10821	Divorced	D	home	1538 Lexington Ave	5655 Ne
20	108733	108733	Patrick	Coburn	10820	Married	M	home	1132 Green St	5661 Pe
21	108734	108734	Shaw	Nathans	10820	Married	M	home	109 E. 9th St	5653 Né
22	108735	108735	Kaitlyn	Miller	10820	Married	M	home	49 West Brookline Road	5653 Né
23	108736	108736	Sydney	Battle	10819	Single	S	home	5509 WALNUT STREET	5661 Pe
24	108737	108737	Milo	Dixon	10820	Married	M	home	6102 Nec Avenue	5666 Te
25	108738	108738	Shane	Creedon	10820	Married	M	home	114 Angel St	5653 Né
26	108739	108739	Alex	Hall	10820	Married	M	home	114 Angel St	5653 Né
27	108740	108740	Macie	Walker	10825	Partnership	N	home	70 Old Dublin Pike	5653 Né
28	108741	108741	Jacob	Curran	10820	Married	M	home	8019 Goldkey Rd	5653 Né
29	108742	108742	Sarah	O' Carroll	10820	Married	M	home	99 189th Street	5655 Né
30	108743	108743	Charles	Braun	10820	Married	M	home	590 Juniper St	5653 Né
31	108726	108726	Reilly	Francis	10819	Single	S	home	1121 Coventry Avenue	5661 Pe
32	100009	100009	Ellen	Reckert	10820	Married	M	home	1115 Coventry Avenue	5661 Pe
33	100083	100083	Jack	Kincaid	10819	Single	S	home	4125 North Front Street	5661 Pe
34	100093	100093	Harland	Richardson	10820	Married	M	home	1117 Orleans Road	5661 Pe
35	100097	100097	Paulie	Phillips	10820	Married	M	home	1425 W Wing St	5661 Pe
36	100112	100112	John	Williams	10820	Married	M	home	3933 Essence Way	5661 Pe
37	100113	100113	Barbara	Kent	10819	Single	S	home	2709 Parker Avenue	5661 Pe
38	100115	100115	Mya	Cooper	10825	Partnership	N	home	2890 Ash Street	5661 Pe



Variance Monitor: Demo

Display Personal Data

Find by
Person
Collective search help
Search Term
Free search

Pers. No. 100052 Pers.Assgn 00100052 00100052 Sr. Consulta...
Name Amanda Winters
Chicago Chicago Active Salaried staff US:Semi-Monthly - US
Start 01.01.2003 To 31.12.9999 Chng 18.11.2011 PITTEN

Name
Title 2 Mrs Name Format 00
Last name Winters Birth name
First name Amanda Second name
Middle name Initials
Second title Nickname
Suffix
Name Amanda Winters

HR data
SSN 200-11-3333 Gender Female Male TBD
Birth date 27.05.1962
Language EN English
Nationality US American Other nat.
Mar. Status 1 Marr... Since 01.01.2002 No. child. 1

- 3 Divor.
- 1 Marrd.
- 4 N...
- 9 RegCou
- A RescRP
- 5 Separ.
- 0 Single
- 6 Unknwn
- 2 Widow.

Variance Monitor: Demo

The screenshot shows an Excel spreadsheet titled 'Marital status mapping.xlsx'. The spreadsheet is divided into three main sections:

- Table 1 (Rows 1-9):** A mapping table with columns: SuccessFactors text, SuccessFactors Code, SAP Code, and SAP Text.
- Table 2 (Rows 10-20):** A picklist table with columns: External Code, Label, and Status.
- Table 3 (Rows 21-27):** A data table with columns: Language, Marital Status, and Marital Status.

SuccessFactors text	SuccessFactors Code	SAP Code	SAP Text
Single	S	0	Single
Married	M	1	Marrd.
Divorced	D	3	Divor.
Separated	E	5	Separ.
Cohabitation	T	4	NM
Partnership	N	4	NM
Unknown	U	6	Unknwn
Widowed	W	2	Widow.

External Code	Label	Status
<input type="checkbox"/>	External Code	
<input type="checkbox"/>	S	Single
<input type="checkbox"/>	M	Married
<input type="checkbox"/>	D	Divorced
<input type="checkbox"/>	E	Separated
<input type="checkbox"/>	T	Cohabitation
<input type="checkbox"/>	H	Head of Household
<input type="checkbox"/>	N	Partnership
<input type="checkbox"/>	U	Unknown
<input type="checkbox"/>	C	Cohabitation with Contract (Netherlands)
<input type="checkbox"/>	O	Cohabitation without Contract (Netherlands)
<input type="checkbox"/>	P	PACS (France)
<input type="checkbox"/>	W	Widowed

Language	Marital Status	Marital Status
EN	0	Single
EN	1	Marrd.
EN	2	Widow.
EN	3	Divor.
EN	4	NM
EN	5	Separ.
EN	6	Unknwn
EN	9	RegCou
EN	A	RescRP

Variance Monitor: Demo

The screenshot displays the SuccessFactors Variance Monitor interface. The main window shows a data table with columns for 'Last Name-Personal Information', 'Marital Status-Personal Information', 'Marital Status-PicklistLabel', 'Marital Status externalCode-PicklistOption', and 'Address Type-Addresses'. A dialog box titled 'Value lookup from "Marital Status externalCode-PicklistOption"' is open, showing a table with columns for 'Range', 'Values (A)', 'Map to (B)', and 'Abc Text'. The dialog also includes buttons for 'Paste lookup values', 'Add lookup value "other"', and 'Add lookup value', and a section for 'Values to be compared' with 'Sample (A)' and 'Sample (B)'.

Range	Values (A)	Map to (B)	Abc Text
<input type="checkbox"/>	D	3	
<input type="checkbox"/>	E	5	
<input type="checkbox"/>	T	4	
<input type="checkbox"/>	N	4	
<input type="checkbox"/>	U	6	
<input type="checkbox"/>	W	2	
<input type="checkbox"/>		Enter a value	

Buttons: Paste lookup values, Add lookup value "other", Add lookup value

Values to be compared

Sample (A)	Sample (B)
S, M, D, E ...	0, 1, 3, 5 ...

Buttons: OK, Cancel

Variance Monitor: Demo

Adapter: SF_EDT_EXAMPL

SuccessFactors edit example Edit

Actions Sample data

- Created lookup column "Marital Status externalCode-" x
- Renamed "Person ID_SCRIPT" to "Personal Details Subtype" x
- Created formula column "Person ID_SCRIPT" x
- Set type of "User ID-Employment Details" x
- Replaced headers x
- Split performed on "Column 1" x
- Split performed on "Column 1" x
- Selected endpoint: SF EC Integration Centre Master Data x

Personal Information	F - (Abc) Marital Status-PicklistLabel	G - (Abc) Marital Status externalCode-PicklistOption	Marital status lookup	H - (Abc) Address Type-Addresses	I - (Abc) address1-Addresses
Married	Married	M	1	home	Schaeffers Gaerten
Married	Married	M	1	home	Hochstrasse
Married	Married	M	1	home	Ansgarstr
Single	Single	S	0	home	Burgunderstr
Married	Married	M	1	home	6 Tweed View
Married	Married	M	1	home	85 Rectory Road
Married	Married	M	1	home	26 Pembroke Close
Widowed	Widowed	W	2	home	28 Brakefield
Married	Married	M	1	home	5 Old County Road
Separated	Separated	E	5	home	4 Hanningtons Way
Married	Married	M	1	home	68 Red Lion Lane
Single	Single	S	0	home	1121 Coventry Avenue
Married	Married	M	1	home	1121 Coventry Avenue
Single	Single	S	0	home	1121 Coventry Avenue
Partnership	Partnership	N	4	home	1121 Coventry Avenue
Married	Married	M	1	home	1121 Coventry Avenue
Married	Married	M	1	home	553-4888 Donec Rd
Divorced	Divorced	D	3	home	1538 Lexington Ave
Married	Married	M	1	host	1132 Green St
Married	Married	M	1	home	109 E. 9th St
Married	Married	M	1	home	49 West Brookline Road
Single	Single	S	0	home	5509 WALNUT STREET
Married	Married	M	1	home	6102 Nec Avenue
Married	Married	M	1	home	114 Angel St
Married	Married	M	1	home	114 Angel St
Partnership	Partnership	N	4	home	70 Old Dublin Pike

Variance Monitor: Demo

The screenshot displays the 'Variance Monitor - Rule Maintenance' window. The main interface shows a tree view of rules, with the selected rule being '0001 - Marital Status'. Below the tree, a table lists the rule's configuration:

Test Field	Comparison Operator	Control Field
Marital Status Key	=	Marital Status Key

A 'Change Rule' dialog box is open, showing a table for configuring the rule's logic:

Test Field	Sign	Adapter Field	Use Text	Test is F...	Test Multiple
FAMST	=	Marital status look..	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

The dialog also includes a 'Function:' section with 'Use Text' buttons and a 'Table' view showing a list of data rows. At the bottom of the dialog, there are navigation buttons: 'Previous', 'Next', 'Finish', and 'Cancel'.

Variance Monitor: Demo

Adapter File List

Endpoint file for: SF EC Integ Local File

Variance Monitor: Demo

Variance Monitor System Help

Key View - 00040 - Compare SuccessFactors Master Data - Result Stored

Statistics Rule Listing 0002, 99

Person Number	Summary Level Key	Summary Level Text	Rule N...	Row Number	Test SUBTY	Control SUBTY	Infotype Field	Test Value (Text)	Control Value (Text)	Comment
00080284	00080284	Mr. Muhammad Fry	0001	1			FAMST - Marital Stat. Marrd.	Single		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
00100009	00100009	Ellen Recruiter		1			FAMST - Marital Stat. Marrd.	Marrd.		- Displaying equal values!
00100052	00100052	Amanda Winters		1			FAMST - Marital Stat. Marrd.	Marrd.		- Displaying equal values!
00100083	00100083	Jack Kincaid		1			FAMST - Marital Stat. Single	Single		- Displaying equal values!
00100093	00100093	Rick Smola		1			FAMST - Marital Stat. Marrd.	Marrd.		- Displaying equal values!
00100095	00100095	Kay Holliston		1			FAMST - Marital Stat. Single	Single		- Displaying equal values!
00100096	00100096	Bob Abe		1			FAMST - Marital Stat. Single	Single		- Displaying equal values!
00100097	00100097	Mr. Paul Burke		1			FAMST - Marital Stat. Single	Marrd.		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
00100112	00100112	John Williams		1			FAMST - Marital Stat. Single	Marrd.		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
00100113	00100113	Barbara Kent		1			FAMST - Marital Stat. Single	Single		- Displaying equal values!
00100115	00100115	Jonathan Tyler		1			FAMST - Marital Stat. Single	NM		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
00100135	00100135	Debbie Davis		1			FAMST - Marital Stat. Marrd.	Marrd.		- Displaying equal values!
00100152	00100152	Joanne Pawlucky		1			FAMST - Marital Stat. Single	Single		- Displaying equal values!
00100173	00100173	Yvette Williams		1			FAMST - Marital Stat. Single	Single		- Displaying equal values!
00100188	00100188	Martina Lindt		1			FAMST - Marital Stat. Single	Marrd.		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
00100239	00100239	Mark Taylor B.A.		1			FAMST - Marital Stat. Marrd.	Marrd.		- Displaying equal values!
00100240	00100240	Lisa Felix		1			FAMST - Marital Stat. Single	Single		- Displaying equal values!
00100241	00100241	John Parker		1			FAMST - Marital Stat. Marrd.	Marrd.		- Displaying equal values!
00107040	00107040	Jonathan Mullen		1			FAMST - Marital Stat. Marrd.	Single		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
00107041	00107041	Jane Douglas		1			FAMST - Marital Stat. Marrd.	Marrd.		- Displaying equal values!
00107042	00107042	William Allen		1			FAMST - Marital Stat. Marrd.	Single		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
00107043	00107043	Jason Reed		1			FAMST - Marital Stat. Single	Single		- Displaying equal values!
00107044	00107044	Michelle Reekie		1			FAMST - Marital Stat. Single	Single		- Displaying equal values!
00107045	00107045	Daniel Cooper		1			FAMST - Marital Stat. Marrd.	Marrd.		- Displaying equal values!
00107046	00107046	Patrick Connors		1			FAMST - Marital Stat. Marrd.	Single		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
107001	00107001	Daniel Sullivan		1			FAMST - Marital Stat. Marrd.	Single		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
107002	00107002	Peter Reilly		1			FAMST - Marital Stat. Single	Marrd.		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
107003	00107003	Barbara Nelson		1			FAMST - Marital Stat. Marrd.	Marrd.		- Displaying equal values!
107004	00107004	Arthur DiTullo		1			FAMST - Marital Stat. Single	Marrd.		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
107005	00107005	Arthur Dubin		1			FAMST - Marital Stat. Single	NM		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
107006	00107006	Melissa Roberts		1			FAMST - Marital Stat. Single	Marrd.		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
107007	00107007	Ethan Jones		1			FAMST - Marital Stat. Single	Marrd.		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
107008	00107008	Eli Myers		1			FAMST - Marital Stat. Marrd.	Marrd.		- Displaying equal values!
107009	00107009	Jason Segal		1			FAMST - Marital Stat. Single	Marrd.		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
107010	00107010	Adam Melone		1			FAMST - Marital Stat. Single	Marrd.		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
107011	00107011	Linda Berman		1			FAMST - Marital Stat. Single	Marrd.		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
107012	00107012	Matthew Feldman		1			FAMST - Marital Stat.	Single		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta
107013	00107013	Michelle Hilman		1			FAMST - Marital Stat. Single	Marrd.		Master data field checked: FAMST (Marital Stat.) = FAMST (Marital Sta



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HCM – System Landscape Transformation Service





HCM – SLT Portfolio

- HCM Carve-Out
 - Separierung der HCM Applikation aus einem ERP-System
 - Legal Entity Separierung für Verkauf
- HCM Transformation
 - Transformation von HCM Datenstrukturen bei voller Rückrechnungsfähigkeit
- HCM Merger & Acquisitions
 - Zusammenführung von HCM Systemen oder Eingliederung neuer Gesellschaften in bestehende Prozesse und Strukturen
- Migration von On-Premise HCM in die Cloud
 - Migration nach Employee Central Payroll (PCE) oder S/4 Private Cloud Edition (PCE)



HCM SLT – Aktuelle Projekte

- Transformation von FI/CO Kontierungsdaten bei deutschem Traditionsunternehmen aus der Nahrungsmittelbranche im Kontext S/4 FI Einführung
 - Konsistente Transformation der Kontierungsdaten in HCM analog zur neuen FI/CO Struktur in S/4 ERP
 - HCM Module PA, OM, PY
 - Transformationsobjekte: Kostenrechnungskreise, Buchungskreise, Kostenstellen, Sachkonten
 - Volle Rückrechnungsfähigkeit



HCM SLT – Aktuelle Projekte

- Merger von zwei SAP HCM Systemen bei einem deutschen Stahlkonzern zur zukunftsorientierten Ausrichtung der HCM Applikationen
 - Konsistente Transformation von Daten der HCM Aufbauorganisation, Subtypen, Lohnarten ... HCM Module PA, OM, PY, PT und jede Menge kundenspezifische Entwicklungen
 - Merger umfasst ca. 27.000 Personalfälle
 - Datenbereinigung als Projektbestandteil (noch Daten aus SAP R/2 enthalten)
 - Direkte Migration aus Non-Unicode System nach Unicode
 - Direkte Kopie von R/2 Kundentabellen (T9*) in Z-Kundentabellen (Z*)



HCM SLT – Aktuelle Projekte

- HCM Carve-Out von ERP nach S/4 CP
 - Optimierter Carve-Out um Altlasten eines vorherigen HCM Carve-Out als klassische Systemkopie zu bereinigen
 - Selektiver Carve-Out zur Optimierung und Bereinigung des Datenbestands
 - Direkte Datenkopie von SAP HCM (ECC 6) nach SAP S/4 CP



HCM SLT – Aktuelle Projekte

- HCM Merger von zwei SAP HCM Systemen für einen Energie-Konzern mit Carve-In nach S/4
 - Merger von zwei SAP HCM Systemen
 - Carve-In der HCM Komponente in das S/4 System
 - Direkte Datenmigration von SAP HCM (ECC 6) nach SAP S/4 CP



Ausblick: Webinare

Im Juni:

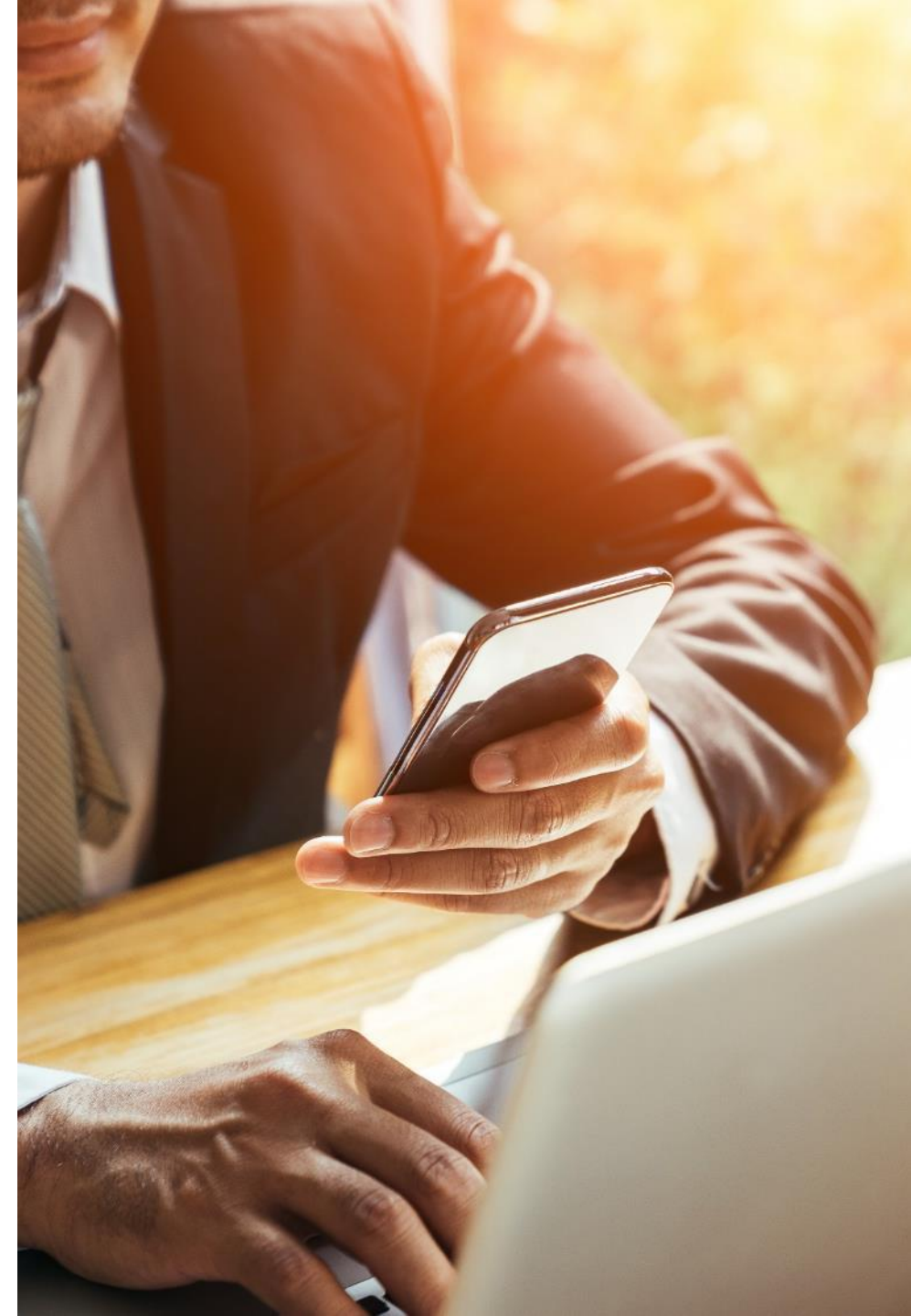
SAP S/4HANA Private Cloud Edition: Die richtige Lösung für Ihr HCM? Teil 2 – SAP im Live Interview

08. Juni:

**Hybrides Reporting in SAP HCM und SuccessFactors:
Herausforderungen und Umsetzung bei RHI Magnesita**

07. Juli:

S/4HANA: So machen Sie Ihr HCM fit für die Conversion





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