



Top 13 essential extensions for **SAP SuccessFactors**

Table of Contents

Introduction	2
JobPts - Employee Recognition & Rewards	3
Tandemploy Software - Talent Marketplace	4
Accenture - Software Apps for HCM	5
Ingentis org.manager - Org Charts, Design, Analytics	6
Success Solutions - Shift Planning and Time Management	7
Censia Talent Intelligence™ - Human Capital Management	8
EnterpriseAlumni - Alumni Management & Engagement	9
Cherrywork® - Intelligent Digital Solutions For SuccessFactors	10
Sodales Solutions - Health & Safety Management	11
Nurture - Employee Communications	12
JDMS® Job Descriptions Made Simple - Job Description Management	13
Lyra - Analytics	14
360Learning - Learning Platform	15
About Semos Cloud	16

Introduction

The COVID-19 pandemic has elevated the role of technology in the workplace. These technologies can be effective tools for hiring, training and assessing employee performance, enabling employees to stay productive, transforming workplace culture, driving innovation, and making HR operations more efficient, streamlined, and secured.

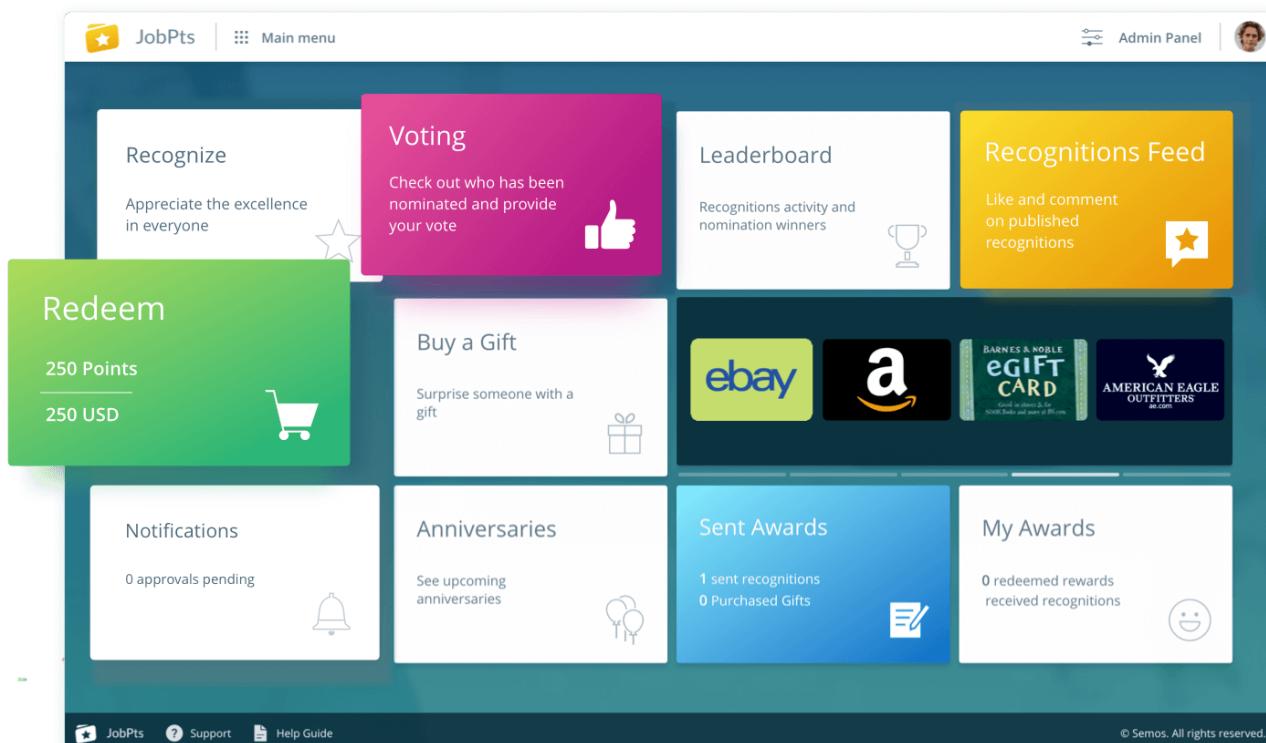
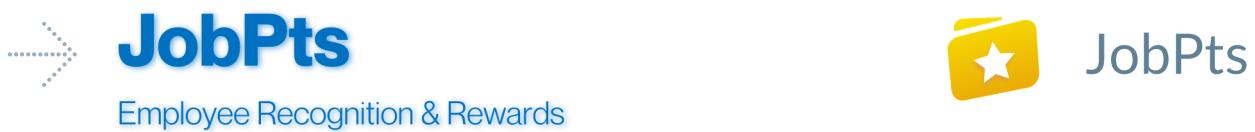
Digital workplace technology has transformed organizational systems into a connected ecosystem where people function in unison with technology. While some challenges remain, tasks are now shared between the human workforce and computers, with positive results for productivity and business efficiency.

When implementing new technology, one of the main struggles enterprise organizations face with is the compatibility of new solutions with their existing HR technology.

Integrated workplace technology can go a long way in streamlining internal processes, making them more standardized, eliminating manual work, and providing better data that facilitates informed decision-making.

Luckily, existing **SAP® SuccessFactors®** users have plenty of HR solutions to chose from. SAP Store is a marketplace with various SAP® and partner apps that integrate with SAP® SuccessFactors® solutions and make it easy for customers to extend their existing HR technology with innovative workplace apps.

Find out what are some of the most popular HR technologies that integrate with SAP® SuccessFactors®.

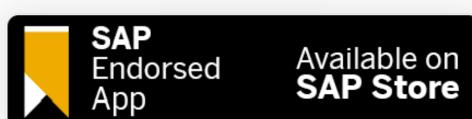


USED BY:     

Employee recognition is one of the biggest drivers of positive employee experience, productivity, and success. Yet, many employees don't feel appreciated for their work.

JobPts enables employers to enrich their company culture and provide extraordinary employee experience. Built on SAP® Business Technology Platform and integrated with SAP SuccessFactors® solutions, JobPts empowers organizations to transform their company culture and bring their HXM efforts to a new level. Its flexibility helps employers build employee recognition programs specific to their goals around employee attraction, retention, engagement, safety, well-being, and performance.

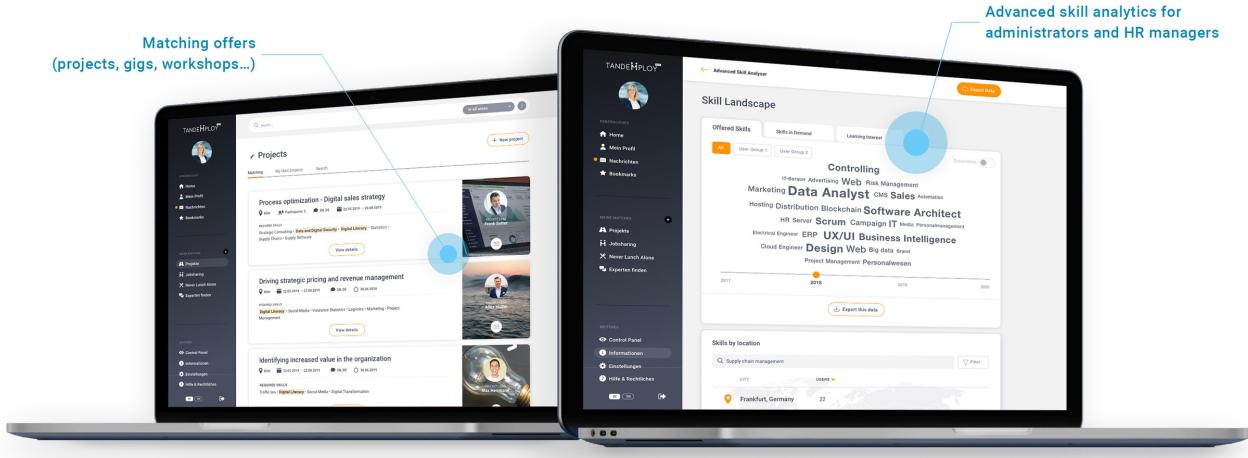
JobPts' built-in capabilities for employee collaboration, communication, and feedback management make it an all-in-one Employee Recognition Platform with everything you need to plan, implement, launch, and manage successful recognition programs.



Tandemploy Software

TANDEMploy
Work. Different.

Talent Marketplace



USED BY:



CURRENTA



pronovaBKK LUFTHANSA GROUP



Hamburger Sparkasse

Efficient skill matching to foster your inner mobility while keeping employee engagement high.

The AI-driven Tandemploy Software (SaaS) helps you to unlock hidden skills and potentials within your organization. It supports you - not only during the COVID-19 pandemic - in quickly relocating resources and driving workforce agility. Our skill analytics provide you with game-changing data and insights about your workforce and help you develop effective HR strategies based on meaningful people analytics. Loved and used by employees in 58 countries across the globe.

Tandemploy's diverse matching topics include: Projects/Gigs, Short Assignments, (Reverse) Mentoring, Job Sharing/Co-Leadership, Generation Exchange, Onboarding Buddies, Experts, Lunch/Coffee Dates and Events/Workshops.

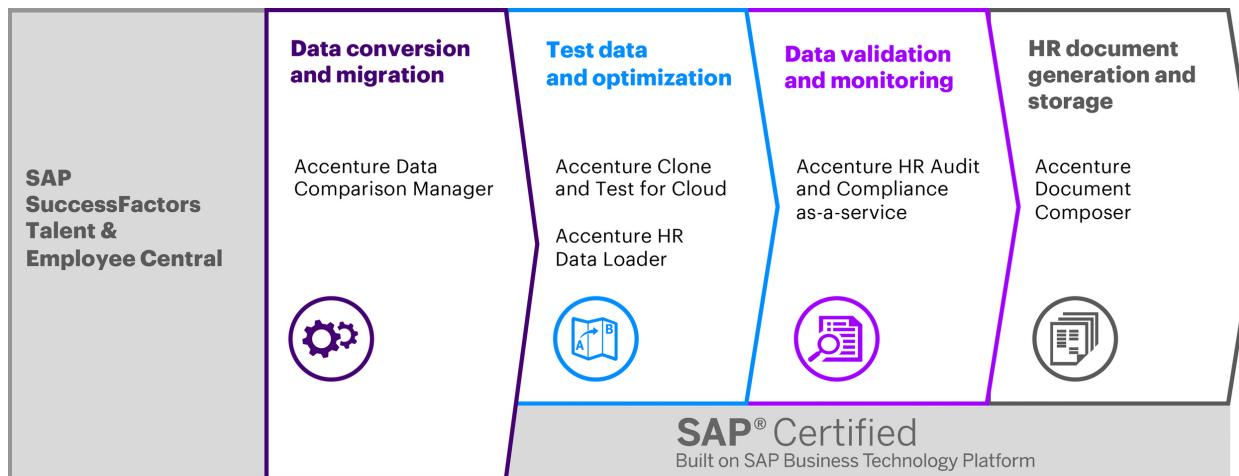
You name it - We match it!

Endorsed by **joshbersin**: "Tandemploy's Talent Marketplace is an advanced tool for job sharing, gig work management, and the discovery of peers and mentors - built with an employee-centric approach and designed for large enterprises".

Learn More



Accenture Software Apps for HCM



USED BY:



Heraeus

AngloAmerican

Tryg

BILFINGER

Accenture Data Comparison Manager migrates your personnel data from your SAP ERP HCM system or a legacy system to SAP SuccessFactors.

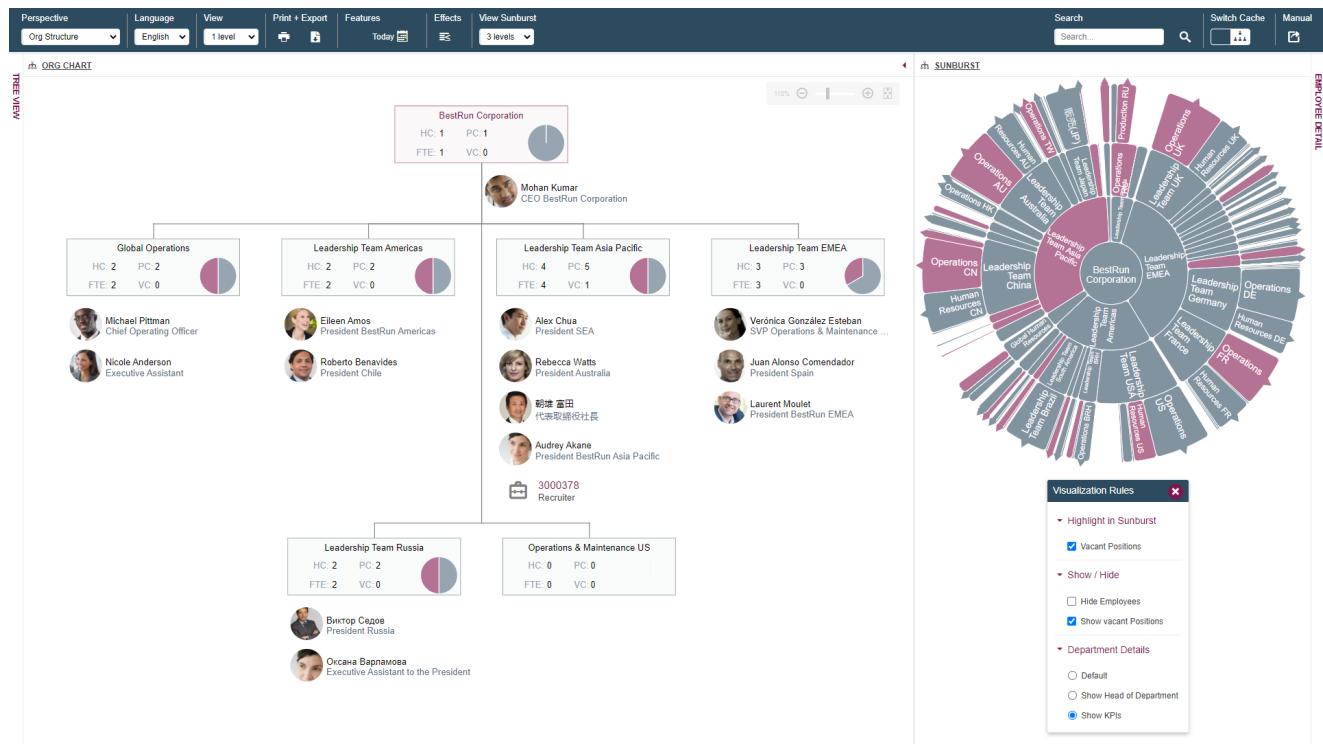
Accenture HR Data Loader enables data to be entered or updated in SAP SuccessFactors, either individually or as mass data. Predefined process templates reduce the risk of incorrect entries.

Accenture Clone and Test for Cloud scrambles PII in non-productive SAP SuccessFactors environments and creates anonymized test data for regression or performance testing, build training data, or troubleshoot errors.

Accenture HR Audit and Compliance as-a-service helps you to perform cross-system compatibility and quality checks and establish a uniform company-wide audit process and standard.

Accenture Document Composer is our integrated document management solution. HR communication can be created directly in SAP SuccessFactors and stored digitally in an employee folder within SuccessFactors.

[Learn More](#)



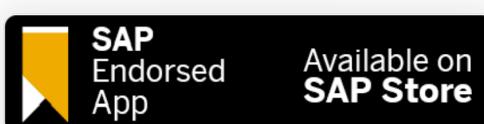
USED BY:



Heraeus

SAP SuccessFactors unites numerous modules and features to facilitate HR processes. With regard to the efficient visualization of HR data, however, standard solutions like these cannot meet every individual need of each organization. This is where Ingentis org.manager for SAP SuccessFactors comes into play. The SAP Endorsed App satisfies some of the most common user requirements in terms of custom org charting which currently are not covered by SAP SuccessFactors, such as:

- Customized content and design – e.g. UI, boxes and icons – without any coding
- Display of custom evaluation paths and/or visualization of multiple reporting lines
- Visualization rules for the execution of effects such as hide or show objects
- Visual HR controlling including conditional formatting
- Simulation and workforce modelling for the planning of future structures



Shift Planning

Time Management/Shift Planning

success
solutions

SHIFT PLANNING

The screenshot shows a weekly shift planning interface. At the top, a calendar for May-June 2020 is displayed with weeks 18, 19, and 20. Below the calendar, three employees are listed with their names, employee IDs, and total hours:

- Bořivoj Svoboda (CZ0311) 96h
- Hana Konečná (U000232) 179h
- Josef Hladík (U000227) 121.5h

Each employee has a list of shifts assigned to them, color-coded by shift type (e.g., Labi, Libe, Vacr, On-). The interface includes checkboxes for selecting all shifts and for selecting specific employees. A sidebar on the left allows for filtering shifts by type (Labi, Libe, Vacr, On-). A callout box in the top right corner says "Shift Planning Plan Your Team's Shifts".

USED BY:  

Shift planning for your staff - made simple.

If you are not looking for a full fledged, robust time management platform, but you need a shift planning platform that is simple, easy to use and integrates with SuccessFactors, check out Shift Planning by Success Solutions.

Specifically designed to work with SAP SuccessFactors, it elegantly solves the shift planning problem for subordinates.

Managers have the ability to pick and choose shifts for their staff members and put them into the work plan. The chosen shifts are automatically moved to SAP SuccessFactors Employee Central Payroll Time Sheet as planned working time.

Shift Planning has proven to be a very easy and convenient method for managers and team leaders for managing shifts, absences and working time for their teams.

 Available on
SAP Store



Improve Your Ideal Candidate Model

Find the perfect candidates for your role by adjusting the inputs

ReadyToHire Help displaced professionals

My Ideal Candidates Base your role off your ideal candidate

Role Information Import additional role information from your ATS

Preferences Weight role categories according to your preferences

Position Titles 1 Refine your preferred list of Position Titles

Location 1 Change your preferred location or adjust the radius

Seniority 1 Select your preferred levels of Seniority

CANCEL **APPLY CHANGES**

Digital Expert

SuccessFactors 2730 Digital Expert

London, Greater London, United Kingdom

Stage Source Position Titles Companies Company Type Company Size Number of >

0 Selected STAGE GET CONTACT ADD TO MODEL EXPORT TO ...

STAGE	CANDIDATES	POSITION	COMPANY	SOURCE	ATS	ATS CONSENT
Unviewed	Candidate-dab21e0	digital expert	qualifacts	RS		
Unviewed	Candidate-db60ff0	marketing & digital expert		RS		
Unviewed	Candidate-8c7934a	founder	source the style	RS		
Unviewed	Candidate-6f28e92	treasurer	mdx entrepreneurs	RS		
Unviewed	Candidate-80ad979	trainer for google's bar	avado	RS		
Unviewed	Candidate-b25be80	managing director	patch media	RS		
Unviewed	Candidate-0372931	shareholder	dash	RS		
Unviewed	Candidate-a1afe97	digital growth manager	amp	RS		
Unviewed	Candidate-5f1fc66	principal consultant	gravity	RS		
Unviewed	Candidate-74c4723	partner	gravity	RS		
Unviewed	Candidate-45ec13e	founder	sips	RS		

Screenshot taken in anonymous mode to protect personally identifying information.

USED BY:

tapestry
COACH | kate spade | STUART WEITZMAN

TJX

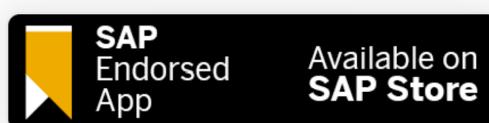
American Heart Association.

GERDAU

Recruiting Transformed: The Censia Talent Intelligence Platform™ transforms the way companies find, evaluate and hire talent.

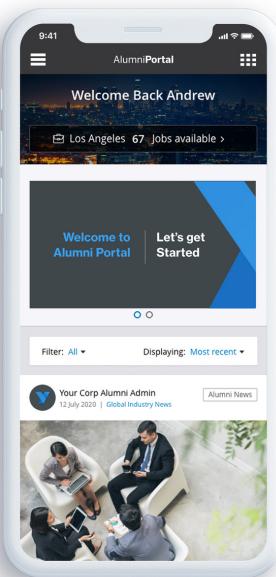
By adding the power of machine learning and artificial intelligence (AI) to SAP SuccessFactors, Censia dramatically accelerates hiring speed, improves the recruiting experience, lowers costs and increases recruiting ROI, all while increasing candidate quality and diversity.

Censia's talent intelligence platform reduces the time spent on manual resumé review and passive screening by more than 90% and instantly delivers a ranked slate of highly qualified candidates with complete talent profiles, directly inside SuccessFactors.





Alumni Management & Engagement



The screenshot shows the EnterpriseAlumni software interface. On the left, a sidebar lists various features: Dashboard, Site Manager, Content Manager, Groups, User Management, Alumni Search, Messaging, Events, Recruiting, Insights, Roles & Permissions, Support, and Super Admin. The main area displays a search results page for 'Alumni' with 1023 results found. It includes a search bar, a map of the world with colored dots representing alumni locations, and a grid of 15 alumni profiles. Each profile card includes a photo, name, title, and company. A large circular overlay on the map says '1023 Alumni'. At the bottom of the interface, there is a footer with the text 'All Records in UTC. Current UTC Time: 22:07' and 'POWERED BY SAP SuccessFactors'.

USED BY:



EnterpriseAlumni enables organizations to maintain a relationship with their former employees, providing a positive off-boarding experience and enabling organizations to tap into the largest pool of pre-qualified, pre-vetted and readily accessible talent.

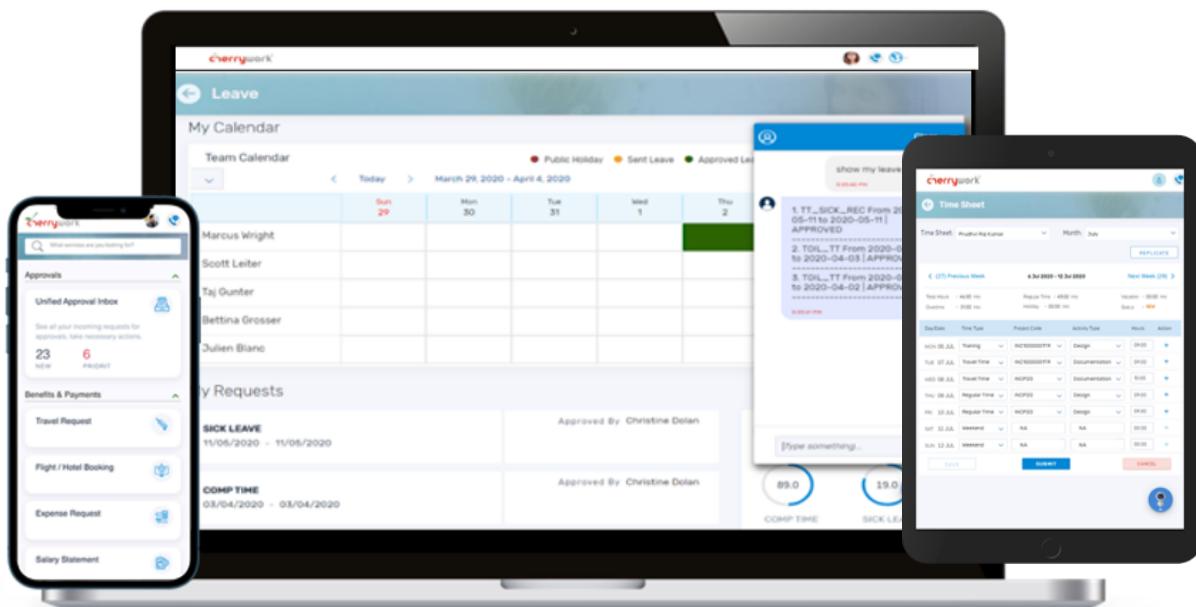
Organizations that maintain an active Alumni Community see:

- Alumni Rehire Is The No.1 Source of Quality Hire.
- Boomerang Hires Have A 44% Higher Retention Rate Over 3 Years.
- Reduce Time To Fill Up To 50%.
- Reduce Time To Productivity Up To 73%.

Maintaining a relationship with former employees drives recruiting, referrals, sales, business development and strengthens the employer brand.

The EnterpriseAlumni solution includes 200+ out the box integrations including the portfolio of SAP HR & CRM Products.





USED BY:



Abdul Latif Jameel



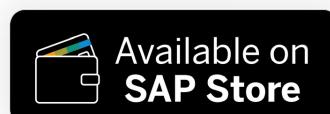
Cherrywork® HXM Modernization Suite enhances customer's existing investment in HR application extending with consumer-grade UX, mobile capabilities and intuitive interface without moving the entire system to the cloud.

Cherrywork® Resource Management Tool helps to optimize resources and plan project schedules efficiently.

Cherrywork® Travel and Expense Management is an intuitive solution that helps the organization to book, approve, reject and track travel requests. Employees can ask for advance, reimbursements, upload receipts and print their own travels.

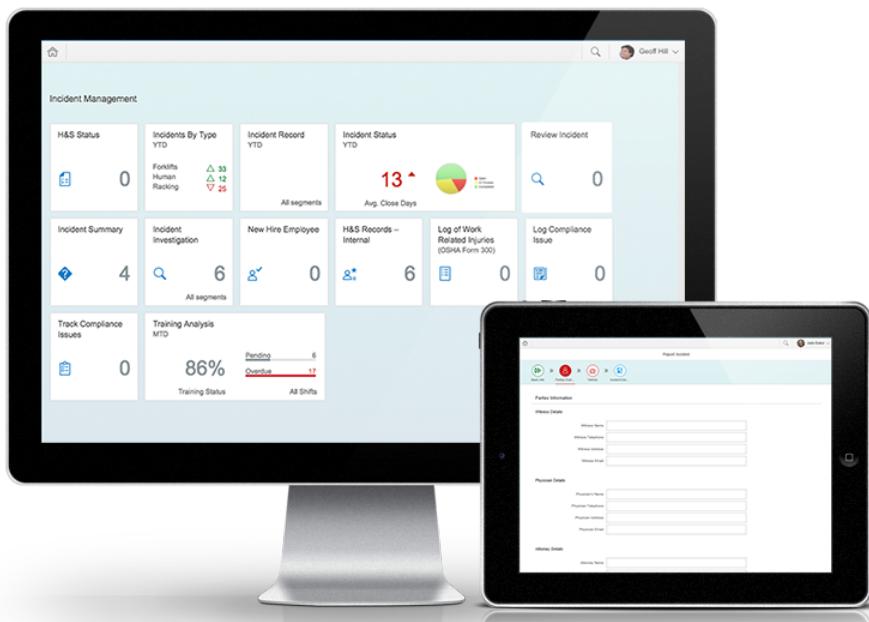
Cherrywork® Time and Attendance helps to manage employee absences and attendances, allows the employees to apply leaves, check leave balances and view team calendar for vacation planning and includes timesheet capabilities.

Cherrywork® Workbox is a digital age task, process and work management tool for enterprise users. It combines the ease of use of consumer grade applications, with the structured work planning, execution paradigms in businesses & Intelligent Insights by seamlessly integrating people, processes and systems.



→ **Enterprise Health,
Safety & Environment
Management Software**

Health & Safety Management



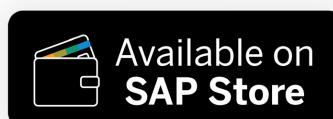
USED BY:


dormakaba


The Enterprise Health, Safety & Environment Management (EHSEM) solution by Sodales Solutions provides an end-to-end integrated environment for managing health and safety incidents.

The solution also provides environmental tracking, site inspection, safety walk checklists, and site audit management capabilities. It is powered by a Conversational AI-based Chatbot. Available with offline mobile app.

Quickly respond to changing local and global safety regulatory requirements without incurring expensive lead times. Enable preventative safety and reduce potential risks at all organizational levels ranging from incidents, environmental factors, locations and new policy implementations. Provide communication, inspection tools and standard investigation capabilities for safety processing across employees, HR leadership, operations, customer service, contractors, external auditors and regulatory bodies.





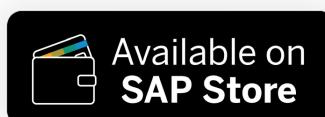
© Semos Cloud. All rights reserved.

USED BY: 

Nurture is an enterprise-grade Employee Communications platform that drives organizational alignment, streamlines communication efforts, and empowers employees with timely and relevant information.

With Nurture, a flexible employee communications platform, organizations can personalize and target communications to different employee groups. It enables communicators to understand employees' engagement, standardize all their communication efforts, and easily collaborate with other communications teams.

Nurture has native integration with SAP® SuccessFactors® solutions, and it comes with pre-built solutions for employee recognition, surveys, and employee journey management.



JDMS® | Job Descriptions Made Simple for SAP® SuccessFactors®

Job Description Management



The screenshot displays the JDMS interface for managing job descriptions. On the left, a sidebar shows a 'Translation Language Selection' section with 'Spanish' selected. The main content area shows a job detail for 'Executive Management' with a status of 'Active'. It includes sections for 'INFORMACIÓN DE TRABAJO', 'RESUMEN DEL TRABAJO', 'REQUISITO GENERAL', 'EDUCACIÓN Y EXPERIENCIA PREFERIDAS', 'EDUCACIÓN Y EXPERIENCIA', and 'COMPETENCIAS BÁSICAS'. On the right, a mobile view of the same job detail is shown, illustrating responsive design.

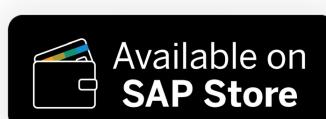
USED BY:



JDMS for SAP SuccessFactors is an award-winning solution that simplifies job description management. It offers customers a feature rich, enterprise solution designed to address today's digital HR needs supporting global workforces spanning many countries and languages.

Solution Benefits:

- An extensible solution that is pre-integrated to SAP SuccessFactors including Employee Central, Recruiting, Performance, Career & Development Planning, Succession and more.
- Employees, Managers, and HR can easily access their job descriptions without ever leaving SAP SuccessFactors.
- A simple and seamless user experience making it easy to deploy, gain adoption, and reduce change management costs.





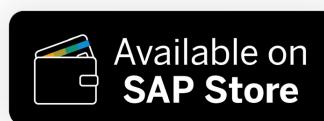
USED BY:



Lyra harmonizes human experience and data in a unified model and replaces manual reporting with timely analytics that enable evidence-based decision making.

Integrates and combines unique data schemas from SAP, non-SAP employee and historical data, to obtain actionable insights right away.

- Ingest data from any source and store it in a secure and SOC2 Type II & GDPR compliant environment and harmonize historic and current information
- Archive historic data while drastically reducing the time required to get up and running on SAP SuccessFactors
- Rich visualizations highlighting overall business performance measures, based on all sources and all conformed in one environment





Alice Keys

This month's product updates

Learners 15 min

Leslie Alexander 24

How long will customers have access to their old reports?

15 2 replies

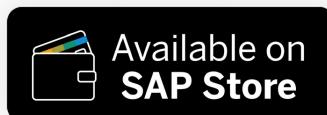
Hi @Leslie, we cover that in the last module!

Supporter Give 10 reactions 4/10

USED BY:

360Learning empowers Learning and Development teams to drive culture and growth through Collaborative Learning. Our learning platform combines collaborative tools with the power of an LMS, enabling high-growth companies to unlock learning based on collective expertise instead of top-down knowledge. 360Learning is the easiest way to onboard new employees, train customer-facing teams, and develop professional skills—all from one place.

360Learning powers the future of work at 1,200 organizations, including Toyota, Vistaprint, and Airbus. Founded in 2012, 360Learning has raised \$41 million with 180 team members across New York, Paris, and London.



About Semos Cloud

Semos Cloud is an HR software company with an innovative approach to developing solutions for forward-thinking HR teams. Its Employee Experience Cloud is one of the most comprehensive solutions that focuses on delivering personalized and memorable experiences for every employee.

The EX Cloud solution consists of multiple software categories covering the most important employee experience magnets - cultural characteristics that make organizations irresistible to new and existing talent:

- **Communication** of company's purpose and opportunities to connect to and make a difference
- **Appreciation** to feel valued for contributions and to reward the right behavior and achievements
- **Listening** actively to employees using multiple modalities and taking action
- **Enablement** of employees to raise productivity, improve skills and collaboration
- **Leadership** (managers and HR Business Partners) who act as coaches to inspire and facilitate employee success
- **Wellbeing** of the employee as a whole - physical, emotional, social and financial wellness



[Learn More](#)

For 7 years, Semos Cloud has been delivering Extensions and APIs on SAP Cloud Platform with the technical, partner, and business support from SAP teams. Semos Cloud is a founding member of SAP's PACI Group (Partner Advisory Council for Innovation) and works alongside with SAP and other top SI's and ISVs on building a competitive SAP cloud offerings.

