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## Sap successfactors an introduction pdf

Webinar In this webinar we discuss how to simplify and enhance HR business processes using SAP ® SuccessFactors® Employee Central, SAP's cloud-based Human Capital Management solution. WATCH WEBINAR Webinar: An Introduction to SAP SuccessFactors Employee Central In this webinar we discuss how to simplify and enhance HR business processes using SAP ® SuccessFactors® Employee Central, SAP's cloud-based Human Capital Management solution. To effectively manage the workforce of the digital economy, organizations must learn to think differently about human resources (HR) and the systems supporting their employees. Today's HR systems must be flexible, scalable, and capable of providing structure for meeting your business requirements. Furthermore, they must enable efficient employee data validation and reporting in order to simplify and augment HR processes. Employee Central offers this functionality and more. What Will You Learn Learn what SAP SuccessFactors Employee Central is and what it entails Gain insight into how Employee Central can be used to drive clean and valid employee data Discover how self-service functionality and workflows ease the data change process Watch this webinar now by filling in the form below: ChapterFirst Online: 17 April 2021 Now that we have went through Data Migration and the several steps behind that process, it is only fitting that I let you in on another amazing part of our industry – SuccessFactors. Many people, much like myself, prior to jumping on board, may not know all the ins and outs, or maybe even WHAT SuccessFactors is. We dive a little into its capabilities and may even tap into some of our very own knowledge expert's experiences with the system and the process of implementing. SuccessFactors, is an SAP Company (for those unclear on this as well – it is a Systems Applications Product). It is the leading provider of cloud-based business execution (BizX) software. This software helps deliver business alignment, team execution, people performance, and learning management solutions to organizations of all sizes. And what this means for organizations (small or large) is a one stop place to make sure your business goals are in line with all other aspects. There is actually an entire suite of software products that are used together to make this all happen – BizX. This is a complete cloud HRM (Human Resource Management) solution. No more fragmented HR information being left and unassociated with correlating information in another software system – this takes away all the pain and frustrations faced in the business' day to day operations. Thus, leaving more time to focus on the core business needs and allowing everyone to be kept in the loop from top executives to the employees. As we venture through this learning journey into SuccessFactors, we will start to get to know the different pieces to the puzzle, aka the software within the BizX suite of tools. So look forward to the following: Skills Gained Key Topics Target Audience Prerequisites Skills Gained This course will prepare you to: Explain the basic functions of Online Report Designer Use Detailed Reporting to build and customise queries and reports Create pivots using Pivot Query Designer Create and format reports using Report Designer Use Report Distributor and manage administrator settings with regard to end users Key Topics Identify different data sources available in Online Report Designer Outline the advantages of using Online Report Designer Navigate to Online Report Designer List three typical components used in a report Describe the purpose of the Detailed Reporting, Report Designer, and Report Distributor tools Build a query Insert custom columns to calculate results or concatenate fields in a query Add static and runtime filters to a query Define the scope of the people or records returned in a query Join data from different modules into a single query Complete a query by sorting data, hiding duplicate rows, and saving queries Use Pivot Query Designer to create a pivot Save pivot to add into pivot table or chart component Transpose rows to columns in a pivot query Create a new report page Format a list report, pivot table, and chart Manage SuccessFactors HCM Admin Tools permissions Manage users and roles administrator settings Allow end users to share and transfer reports Explain how end users can export a report to PDF, Word, PowerPoint, or Excel Explain how end users can take action on a field in a report Use Report Distributor to schedule reports for email distribution, send reports to an FTP server, or run reports offline Target Audience Business Process Owner Team Lead Power User Prerequisites Print course details SAP SuccessFactors is a cloud-based HR solution that helps organizations manage various HR operations with ease. It is based on the Software as a Service (SaaS) model. It is designed to meet the requirement of enterprise-class organizations. SAP SuccessFactors also helps you to improve business execution and get better results. In this SAP SuccessFactors training material, you will learn: Key Features of SAP SuccessFactorsHere are essential features of SAP Success Factors software:Offers comprehensive HCM suiteGlobal expertiseAllows recruitment HR transactions Changes and transfers position Helps you in the management of time off Payroll timesheets reporting Compliance and auditing integration Crud operations on all SuccessFactors objectsAllows you to perform queries at the planned timeAllows extensible learning and developmentHistory of SAP SuccessFactorsHere are some important landmarks of the history of SAP SuccessFactors: Lars Dalgaard founded SuccessFactors in 2001 In November 2007, the company became public on the NASDAQ global market under the stock symbol SFSF. SuccessFactors was acquired by SAP and became SAP SuccessFactors in 2011. In, the year October 2013, SAP SuccessFactors has become an internal part of the SAP online Cloud Platform. In, December 2013, SuccessFactors had more than 600 customers with 11.5 million users. In 2015, the company started offering features like total workforce management, time, and attendance management. In, 2018, SAP Builds New HR Community with Simple Solutions to Big Problems In, 2019 it offers features that Strengthened connectivity to SAP S/4HANA. SAP SuccessFactors – ArchitectureSAP SuccessFactor helps companies to manage HR functions in the cloud environment effectively. This cloud computing solution helps you to integrate to SAP ERP using SAP HCI or SAP PI. However, most of the clients in SuccessFactors don't prefer integration with SAP ERP solution. Architecture of SAP SuccessFactors For that, you can use two middleware to implement SAP SuccessFactors integration between On-premise and Cloud environment. SAP ERP-SAP ERP system allows users to run their business processes, which includes sales, accounting, production, human resources, and finance, in a single integrated environment. HANA Cloud IntegrationSAP HCI is used to implement the integration of business processes and data between cloud and on-premise solution. It helps you to integrate business processes between various organizations. It is also used for business units of the same organization. SAP HANA Cloud Integration helps you to implement various business processes like synchronization, etc. Using SAP HCI perform ETL function Extract-Transform- Load between your on-premise and cloud system. Moreover, you can also use Eclipsed based integration that helps you to perform mapping of various business operations. It also allows you to messages and set up those on SAP HCI platform. SAP Process Integration ( PIS)SAP Process Integration helps you to process easy integration between SAP and non-SAP application. It also allows integration with a system on an organization outside any organization. SAP SuccessFactors – Integration FactorsSAP SuccessFactors uses Integration add-on allows you to perform data integration between two environments, which are: SAP ERP HCM SuccessFactors HCM However, the final selection depends upon an organizational structural data, qualification data, and compensation. Let's learn about all these factors: Compensation Data:Compensation Data process helps you to transfer data from SAP ERP HCM to SuccessFactors. This helps you to transfer planned data. Employee Data:Helps you to transfer employee and company-related data from SAP ERP HCM into SuccessFactors. This factor helps you to manage the Talent Management process in system SuccessFactors.Evaluation of Data:After, this process employee pre-hire data should be exported from the HCM suite to SuccessFactor. After that, it is extracted, and information will be sent to SuccessFactors. Lastly, all the important and exported data is stored in various stages, and with the use of Transaction. This helps you to move the data to the employee master. Benefits of Using SAP success factorsHere are some essential pros/ advantages of using SAP success factors. Offers scalability and allows an unlimited extensibility Provides the complete end-to-end recruiting solutions Performance and Goals module is the easiest way to track and maintain professional and personal goals. SuccessFactors in SAP makes onboarding a planned process which helps any organization to increase their job satisfaction, time to productivity It helps the organization to motivate their workforce to perform at their best and produce an exact pay-for-performance culture. It offers performance management and smoother compensation. It allows you to create a policy which includes learning management solutions.Challenges while working with SAP success factorsHere are cons/drawback of working with SAP success factors. Cost of implementing SAP SuccessFactors is quite high.They should offer better online training and support. Functionality, but customization is quite a challenge.In SAP SF manager reports feature is only available if you pay for themAlmost 90% of the product's features are not very useful. Summary SAP SuccessFactors is a cloud-based HR solution for your business Offers comprehensive HCM suite Lars Dalgaard founded SuccessFactors in 2001 Compensation Data process helps you to transfer data from SAP ERP HCM to SuccessFactors. Helps you to transfer employee and company-related data from SAP ERP HCM into SuccessFactors Employee Data process employee pre-hire data should be exported from the HCM suite to Success Factor. SAP Success factor helps companies to manage HR functions in the cloud environment effectively SAP SFSF production offers scalability and allows unlimited extensibility. The biggest challenges of using SAP SuccessFactors is that the cost of implementing SAP SuccessFactors is quite high. Page 2Pentaho is a Business Intelligence tool which provides a wide range of business intelligence solutions to the customers. It is capable of reporting, data analysis, data integration, data mining, etc. Pentaho also offers a comprehensive set of BI features which allows you to improve business performance and efficiency. In this Pentaho tutorial for beginners, you will learn: Features of PentahoFollowing, are important features of Pentaho:ETL capabilities for business intelligence needsUnderstanding Pentaho Report DesignerProduct Expertise Offers Side-by-side subreportsUnlocking new capabilitiesProfessional SupportQuery and ReportingOffers Enhanced Functionality Full runtime metadata support from data sources Pentaho BI suiteNow, we will learn about Pentaho BI suite in this Pentaho tutorial: Pentaho BI Suite Pentaho BI Suite includes the following components: Pentaho ReportingPentaho Reporting depends on the JFreeReport project. It helps you to fulfill your business reporting needs. This component also offers both scheduled and on-demand report publishing in popular formats such as XLS, PDF, TXT, and HTML. Analysis It offers a wide range of analysis a wide range of features that includes a pivot table view. The tool provides enhanced GUI features (using Flash or SVG), integrated dashboard widgets, portal, and workflow integration. Moreover, Pentaho Spreadsheet Services allows a user to browse, pivot, and use chart from within MS Excel. Dashboards The dashboard offers Reporting and Analysis, which contribute content to Pentaho Dashboards. The self-service dashboard designer includes extensive built-in dashboard templates and layout. It allows business users to build personalized dashboards with little training. Data Mining Data mining tool discovers hidden patterns and indicators of future performance. It offers the most comprehensive set of machine learning algorithms from the Weka project, which includes clustering, decision trees, random forests, principal component analysis, neural networks. It allows you to view data graphically, interact with it programmatically, or use multiple data sources for reports, further analysis, and other processes. Pentaho Data Integration This component is used to integrate data wherever it exists. Rich transformation library with over 150 out-of-the-box mapping objects. It supports a wide range of data source which includes more than 30 open source and proprietary database platforms, flat files. It also helps Big Data analytics with integration and management of Hadoop data. Who are using Pentaho BI? Pentaho BI is a widely used tool by many software professionals like: Open source software programs Business analyst and researcher College students Business intelligence councilor Install Pentaho in AWS Now in this Pentaho data integration tutorial, let's learn how to install Pentaho in AWS: Step 1) Go to the link and click Continue to Subscribe Step 2) Accept the Terms Step 3) Click Continue to Configuration Step 4) Keep the settings default, and Click Continue to Configuration. Step 5) Check the usage instructions and wait 5 minutes for instance to launch. Step 6) Get Public IP of the instance. Step 7) Use the public IP of the instance to access it. Install of Pentaho Hardware requirements Software requirements Downloading and installing BI suite Starting the BI suite Administration of the BI suiteHardware requirement: The Pentaho BI Suite software does not have any fix limits on a computer or network hardware as long as you can meet the minimum software requirements. It is easy to install this Business intelligence tool. However, a recommended set of system specifications: RAM Minimum 2GB Hard drive space Minimum 1GB Processor Dual-core EM64T or AMD64 Software requirementsInstallation of Sun JRE 5.0 The environment can be either 32-bit or 64-bitSupported Operating systems: Linux, Solaris, Windows, Mac workstation that has a modern web browser interface such as Chrome, Internet Explorer, Firefox To start BI-serverOn Windows from the start, button click on start BI server icon. On Linux OS run start-pentaho script on /biserver-ce/directoryTo start the administrator server:On Windows from start button click on start BI enterprise server. For Linux: goto the command window and run the start-up script in /biserver-ce/administration-console/directory. To Stop administrator server:To stop the server in windows, click on stop bi-server icons. On Linux, You need to go to the terminal and goto installed directory and run stop.batPentaho Administration ConsoleReport Designer: It is an advanced report creation tool. This is an ideal tool for you if you want to build a complete data-drive report. This tool offers plenty of flexibility and functionality than the ad hoc reporting capabilities of the Pentaho User Console. Design Studio: It is an Eclipse-based tool. It allows you to hand-edit a report or analysis. It is widely used to add modifications to an existing report that cannot be added with Report Designer. Aggregation Designer: This graphical tool allows you to improve Mondrian cube efficiency. Metadata Editor: It is used to add custom metadata layer to an existing data source. Pentaho Data integration: The Kettle extract, transform, and load (ETL) tool, which enables Pentaho tool vs. BI stackPentaho Tool/BI StackData Integration (PDI) ETL It offers metadata Editor It provides metadata management Pentaho BA Analytics Reports Designer Operational Reporting Saiku Ad-hoc Reporting CDE Dashboards Pentaho User Console (PUC) Governance/Monitoring Advantages of using PentahoNow in this Pentaho data integration tutorial, we will learn about some advantages of Pentaho Business Intelligence Tool: Pentaho BI is a very intuitive tool. With some basic concepts, you can work with it. Simple and easy to use Business Intelligence tool Offers a wide range of BI capabilities which includes reporting, dashboard, interactive analysis, data integration, data mining, etc. Comes with a user-friendly interface and provides various tools to Retrieve data from multiple data sources Offers single package to work on Data Has a community edition with a lot of contributors along with Enterprise edition. The capability of running on the Hadoop clusterJavaScript code written in the step components can be reused in other components. Disadvantages of using PentahoHere, are cons/drawbacks of using Pentaho BI tool: The design of the interface can be weak, and there is no unified interface for all components. Much slower tool evolution compared to other BI tools. Pentaho Business analytics offers a limited number of components. Poor community support. So, if you don't get a working component, you need to wait till the next version is released. Summary:Pentaho is a Business Intelligence tool which provides a wide range of business intelligence solutions to the customers It offers ETL capabilities for business intelligence needs. Pentaho suites offer components like Report, Analysis, Dashboard, and Data Mining Pentaho Business Intelligence is widely used by 1) Business analyst 2) Open source software programmers 3) Researcher and 4) College Students. The installation process of Pentaho includes: 1)Hardware requirements 2) Software requirements, 3) Downloading BI suite, 4) Starting the BI suite, and 5) Administration of the BI suite Important components of Pentaho Administration console are 1) Report Designer, 2) Design Studio, 3) Aggregation Designer 4) Metadata Editor 5) Pentaho Data Integration Pentaho is a Data Integration (PDI) tool while BI stack is an ETL Tool. The biggest advantage of Pentaho is that it is simple and easy to use Business Intelligence tool. The main drawback of Pentaho is that it is a much slower tool evolution compared to other BI tools Page 3Apache NiFi is an open source software for automating and managing the data flow between systems. It is a powerful and reliable system to process and distribute data. It provides web-based User Interface to create, monitor, and control data flows. It has a highly configurable and modifiable data flow process to modify data at runtime. Apache NiFi is easily extensible through the development of custom components. In this Apache NiFi tutorial, you will learn- Why Use Apache NiFi?Here, are reasons for using Apache NiFi:Allows you to do data ingestion to pull data into NiFi, from numerous data sources and create flow filest offers real-time control which helps you to manage the movement of data between any source & destination Visualize DataFlow at the enterprise levelProvide common tooling and extensions Allows you to take advantage of existing libraries and Java ecosystem functionality Helps organizations to integrate NiFi with their existing infrastructure NiFi is designed to scale-out in clusters which offer guaranteed delivery of data Visualize and Monitor performance, behavior in a flow bulletin which offers insight and inline documentationHelps you to start and stop components separately or at the group level It helps you to listen, fetch, split, aggregate, route, transform and drag & drop Dataflow History of Apache NiFiDeveloped at NSA for over eight years 2014- It was donated to the Apache Software Foundation 2015- NiFi became an official part of the Apache Project SuiteSince then every 6-8 weeks, Apache NiFi releases a new update NiFi ArchitectureApache NiFi has a well-thought-out architecture. Once data is fetched from external sources, it is represented as FlowFile inside Apache NiFi architecture. Here are key components of NiFi architecture NiFi Component DescriptionFlowFile FlowFile is original data with meta-information attached to it. It allows you to process not only CSV or other record-based data, but also pictures, videos, audio, or any other binary data. Flowfile processor Performs the work which acts as a building block of data flow in NiFi. Flow controller Keeps a record of how processes are connected. It manages the threads and allocations thereof which all processes use. Web Server Web server hosts NiFi's HTTP-based commands and API. Extension There are many types of NiFi extensions which operate and execute within the JVM. Connection Acts as a linkage between processors that contain a queue and relationship(s) which affects where data is routed. Back Pressure Stop the system of becoming overrun by controlling the quantity or data size of flow files that can be stored in the queue. Process Group A process group is a set of processes and their connections, which receives and send data at runtime. Flowfile Repository In the FlowFile Repository, NiFi keeps track of the state of what details it has about a given FlowFile which is active in the flow. Content Repository The Content Repository is an area where the actual content bytes of a given FlowFile exist. Provenance Repository The Provenance Repository is an area where all provenance event data is gathered. Apache NiFi Features NiFi supports buffering of all queued data and offers an ability of back pressure as those queues may reach specified limits NiFi allows the setting of one or more prioritization schemes Provides connection processors for many data sources Support any device which runs Java Ideal for limited connectivity places Support for troubleshooting and flow optimization Offers role-based authentication/authorization Allows download, recovery, and replay of individual files Build your processors, controller services, and more Provide content encryption, communication over secure protocols Enables rapid development and effective testing Allows for the development of simple single-function components that can be reused and combined to make more complex flows Allows classloader isolation for easier management of dependencies How to install Apache NiFiBelow is a step by step process for Apache NiFi installation Step 1) Go to the link, and click "Continue to Subscribe" Step 2) On the next page, Click "Accept Terms" Step 3) You will see this page. Thank you for subscribing to this product! We are processing your request. Step 4) Refresh the page after 5 minutes. Click on "Continue to Configuration" Step 5) On the next page, Keep settings default and click "Continue to Launch" Step 6) On the next page, Click on Launch. You may need to create a key Step 7) You will see this success message. Congratulations! An instance of this software is successfully deployed on EC2! Step 8) Note, The instance id and the public DNS of the EC2 instance Step 9) In the security group, Add all traffic rule to inbound and outbound Step 10) To access NiFi, simply use the URL our case it becomes admin Password: Instance Id Step 11) You will see, NiFi home screen NiFi Use CasesBelow is a list of Apache NiFi use case:Industry/UsageInsurance Risk & underwriting analysisClaims Analytics/Usage-based InsuranceNew product developmentHealthCare Single view of PatientReal-time vital sign monitoringEMR optimizationSupply Chain OptimizationTelecommunication Single view of the customerCDR analysisDynamic Bandwidth allocationManufacturing Preventative MaintenanceSupply Chain OptimizationQuality ControlOil & Gas- Industry Real-time monitoringSingle view of the OperationPredictive MaintenanceArchive & AnalyticsUnstructured data classificationFinancial Services Anti-money launderingFraud- DetectionRisk- data management Best practices Running Apache NiFiIdeal to separate test/dev/production environments in NiFiYou should break your flow into process groupsUse a naming convention, use comments and labelsOrganize your projects into three parts ingestion, test & monitoringUse unique names for variable Disadvantage of NiFiNeed precise security and compliance controls You need to know the underlying system very well while working with Apache NiFi Must maintain chain of custody for data Transport / Messaging may not prove enough Data access needs exceed available resources to transportNot all data is created equallySSL and topic level authorization may not be sufficientSummaryApache NiFi is an open source software for automating and managing the flow of data between systemsNiFi is designed to scale-out in clusters which offer guaranteed delivery of data NiFi was developed at NSA for over eight yearsOnce data is fetched from external sources, it is represented as FlowFile inside Apache NiFi architecture.FlowFile, processor, controller, web server, connection, back pressure, repository are important components of NiFi architectureNiFi expression language supports any device which runs JavaYou can easily install NiFi on AWSNiFi is used in varied industries such as healthcare, insurance, telecom, manufacturing, finance, oil and gas among others As a best practice organize your projects into three parts ingestion, test & monitoring sap successfactors an introduction pdf







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