SAP Solution Brief
SAP ERP Human Capital Management

SAP Organizational Visualization

Visualize What Matters in SAP® ERP HCM with Organizational Visualization

Quick Facts

Summary

The SAP® Organizational Visualization application by Nakisa provides an interactive organizational chart interface that improves workforce collaboration and organizational change management. It integrates with your deployed SAP ERP Human Capital Management (SAP ERP HCM) solution to deliver powerful collaboration, planning, and data-validation functionality and help you achieve rapid ROI.

Business Challenges

- Widely dispersed, highly mobile workforce, inhibiting collaboration and innovation
- Risk of poor decision making as a result of rapid organizational change
- Ability to maintain organizational data integrity
- Lack of organizational clarity across the enterprise

Key Features

- **Integration with SAP ERP HCM** – Make your data highly available for strategic planning
- **Intuitive org chart interface** – Explore your complete organizational hierarchy and share it enterprise-wide
- **Workforce networking and collaboration** – Connect with colleagues to establish professional communities and set up multidisciplinary teams to speed innovation
- **Collaboration profiles** – Empower employees to import information from social networking sites to augment their professional employee profiles
- **Powerful organizational planning functionality** – Build scenarios with key stakeholders
- **Data integrity in SAP ERP HCM** – Validate your SAP ERP HCM data by automatically applying predefined, configurable validation rules

Business Benefits

- **Reduce integration cost and complexity** through integration with your deployed SAP ERP application
- **Lower total cost of ownership** through rapid deployment that requires no client-side software or reliance on IT support
- **Quickly adapt to unforeseen changes** with powerful organizational modeling functionality

For More Information

Call your SAP representative, or visit us online at www.sap.com/solutions/solutionextensions/organization-visualization/index.epx.

Given the highly mobile, globalized nature of the modern workforce and the frequency of mergers, acquisitions, and business transformation, people need new ways to collaborate effectively. To help improve collaboration, most companies use org charts to visualize and communicate organizational, employee, and enterprise information. An org chart makes it easier for people to comprehend and digest this information as a visual picture, rather than as a table of names and numbers.

The SAP® Organizational Visualization application by Nakisa goes beyond traditional org charting applications to provide a visually rich, detailed view of your entire organizational structure. This overall view encompasses all roles and responsibilities as well as the people and skills required to fulfill them. Now your entire workforce has a common, detailed picture of your company through an intuitive interface with the org chart. Managers can use org charts to help make decisions about resources, provide a framework for managing change, and communicate operational information across the organization. Employees can quickly navigate the org chart to team up with other employees to collaborate on specific projects and build communities to support continued innovation.

From an IT perspective, deployment cost and effort are minimal, because the Web-based user interface requires no client-side software to install or maintain. No matter where your workforce is deployed globally, it will always have access to the application.

MORE THAN JUST AN ORGANIZATIONAL CHART

SAP Organizational Visualization leverages the information residing in your deployed enterprise software, including the SAP ERP Human Capital Management (SAP ERP HCM) solution. The application delivers your SAP ERP HCM data through the highly interactive org chart interface that captures your complete organizational hierarchy. Everyone in your workforce can navigate through this hierarchy to better understand and communicate organizational, employee, and enterprise information. The application supports configurable views that let employees see organizational roles and employee profiles in a variety of ways – by department, cost center, manager, or country. Any changes made to the underlying HCM data are instantly reflected in the application for a real-time picture of the organization.

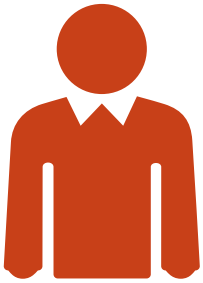
Employees enterprise-wide can understand current organizational capabilities and needs, helping them plan accordingly and perform effectively. Managers can access advanced information such as headcounts or demographic metrics such as diversity, gender, age, or disability in order to track compliance with staffing regulations.

Social Networking to Build Communities and Collaborate

The application's org chart interface can help people connect to each other in unique and powerful ways. Employees can automatically import information from LinkedIn and publish their own professional profiles within the company. The profiles can include detailed information about education, certifications, awards, and professional memberships. Employees can further enrich their profiles by highlighting those skills that most closely align with organizational needs.

They can quickly connect to their peers to establish common professional interest groups or create multidisciplinary teams. The application has advanced search functionalities that help employees track down the right colleague based on contact details, required skill sets, business unit, geography, professional interest, and many other search criteria. They can even save their search criteria and results for faster retrieval in the future. Taken together, these capabilities not only allow your employees to collaborate on immediate tasks but to foster professional development and encourage critical knowledge transfer from senior-level employees to more junior employees.

Your HR planning team can use the application's highly visual organizational-modeling functionality to build complete scenarios that will help you anticipate impacts and reduce the risks associated with organizational change.



Organizational Modeling That Reduces Risk and Involves Key Stakeholders

SAP Organizational Visualization is designed to help you reduce the risks associated with planned and unplanned change. When your company is undergoing a merger and acquisition or engaging in a reorganization, the application enables collaborative planning and sharing information with key stakeholders. It takes the complexity out of your planning processes by allowing you to take a snapshot of your current org chart, including all supporting hierarchies and drill-down details. You can create scenarios from the snapshot to test and resolve strategic HR planning issues, safely model new departments or project teams, and even model a comprehensive business transformation based on current SAP ERP HCM data.

All scenarios can be saved, and you can select specific team members to view and update the scenarios. These selected users benefit from real-time workforce information along with drag-and-drop functionality that allows them to move assets within the org chart – including hierarchies, business units, roles, or employee profiles. SAP Organizational Visualization has powerful analytics that allow you to immediately calculate the impact of your changes on areas such as business unit count, position count, headcount, salaries, and budget. You can then make comparisons between the model org chart and your real-time status. You can even share scenarios on the Web to allow your entire organization, or select members, to view prospective changes. Most important, the application accounts for every change to the org chart and saves those changes in a log. This log can be validated by your change management team and then used for production deployment when approved.

Maintain Data Integrity to Enable Sound Decision Making

SAP Organizational Visualization enables you to help ensure your SAP ERP HCM data remains current and accurate. That's why the application has a data quality console interface to detect critical and noncritical errors such as missing data, business-rule noncompliance, data conflicts, and more. The interface automatically checks inconsistencies in the HCM data by applying predefined, configurable rules. These rules validate core HCM data in areas such as organizational management, personnel administration, headcount, and vacancies. The intuitive interface lets you drill down to see more information about reported inconsistencies, view the affected data records, and even view guided actions for resolution. The interface also provides key metrics for an overall global perspective of the health of your SAP ERP HCM data.

Empower HR Professionals to Manage Organizational Data

HR professionals require an easy-to-use user interface to manage their most frequent day-to-day tasks in changing organizational data. SAP Organizational Visualization allows them to create or delete, clone, or move positions and update a wide range of position data including business unit and employee assignments.

Role-Based Access That Helps Ensure the Security of Your Data

The strong role-based security you've come to expect from SAP software is an integral part of SAP Organizational Visualization as well. User roles within the application are mapped to your existing SAP user roles to help ensure the right users have the correct access to your SAP ERP HCM data. For example, complete access to your entire hierarchy in the org chart interface can be limited to your HR managers and executive team. Your business unit managers can be limited to their specific areas of responsibility within the org chart interface. Yet you can set limits, enabling the entire workforce to see the entire org chart with limited detail, for instance.

THE BENEFITS OF FULLY INTEGRATED ORGANIZATIONAL PLANNING

SAP Organizational Visualization is the only application for organizational planning and org chart management that fully leverages your current investment in SAP software. You can reduce implementation cost, complexity, and total cost of ownership because the application fully integrates with SAP ERP and preserves SAP ERP HCM as a single source of truth. There is no client software to deploy or maintain, and you can securely maintain your organization's data without relying on IT support. Most important, the application fosters communication, collaboration, and innovation across your entire workforce while enabling your planners to better manage organizational change.

FOR MORE INFORMATION

To learn more about how your company can use SAP Organizational Visualization to improve clarity, collaboration, and change management, contact your SAP representative or visit us online at www.sap.com/solutions/solutionextensions/organization-visualization/index.epx.

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