org.manager
SAP SuccessFactors ♡

Enhanced people data visualisation

org.manager for SAP SuccessFactors is built for the SAP Business Technology Platform & works natively as an app in SAP SF. This configurable solution turns HR data into powerful visuals & analytics that inform decisions.

Access best practice charts that enable HR, org design teams, line managers, board members & employees to accelerate key BAU processes.
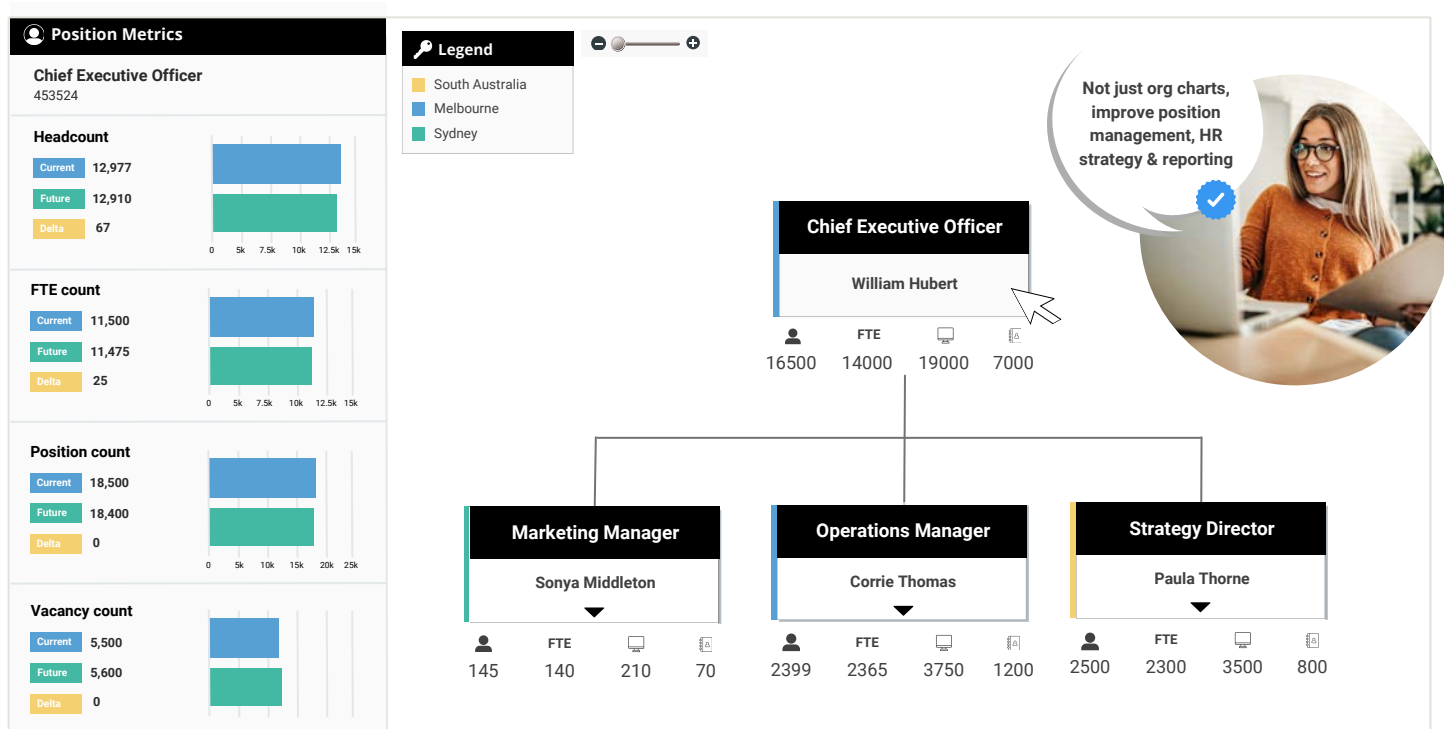
Use sophisticated workforce modelling, workforce reporting / analysis & up-to-date org charts, direct from SuccessFactors.

How does it work?

✓ Built on SAP Business Technology Platform

✓ Data remains in the SAP SF Data Centre

✓ Integrated into Employee Central

✓ Combine with data from other sources
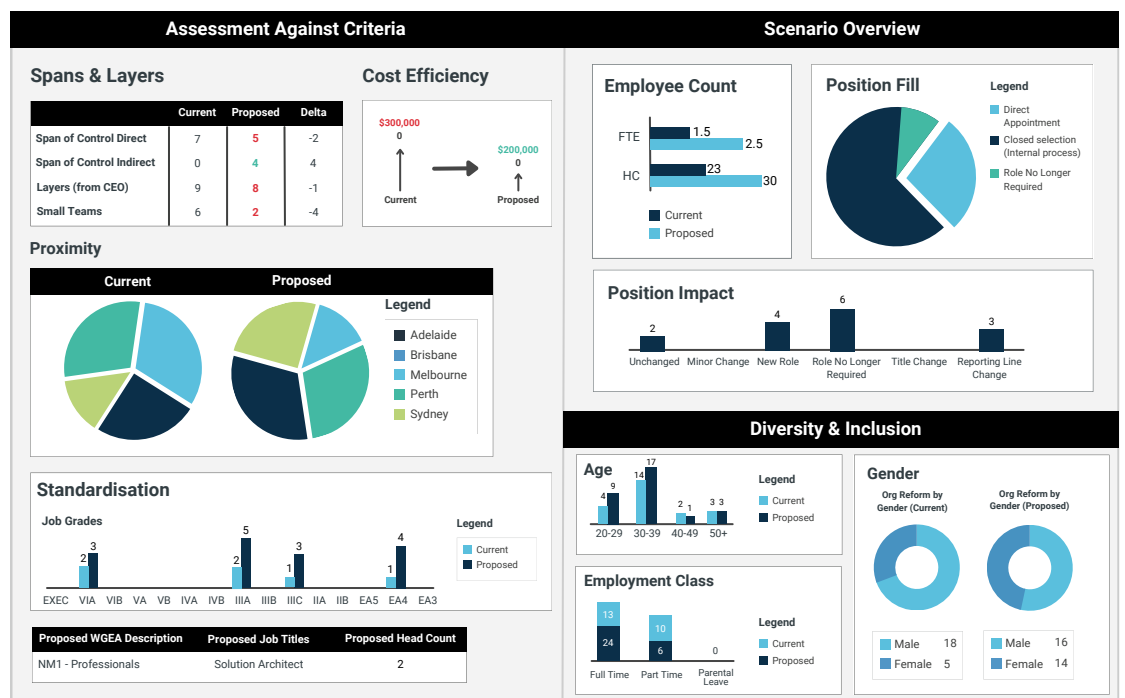
✓ Secure Single Sign-On

Advanced org charts

org.manager provides dynamic org charts using live data from SuccessFactors. Using single sign-on, users can access easy-to-understand visuals, calculations & metrics. Interact with individual objects (org units, positions & employees) & map complex position relationships with ease.
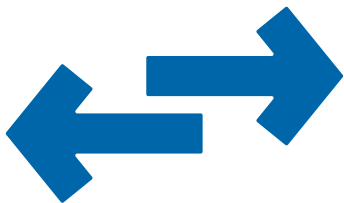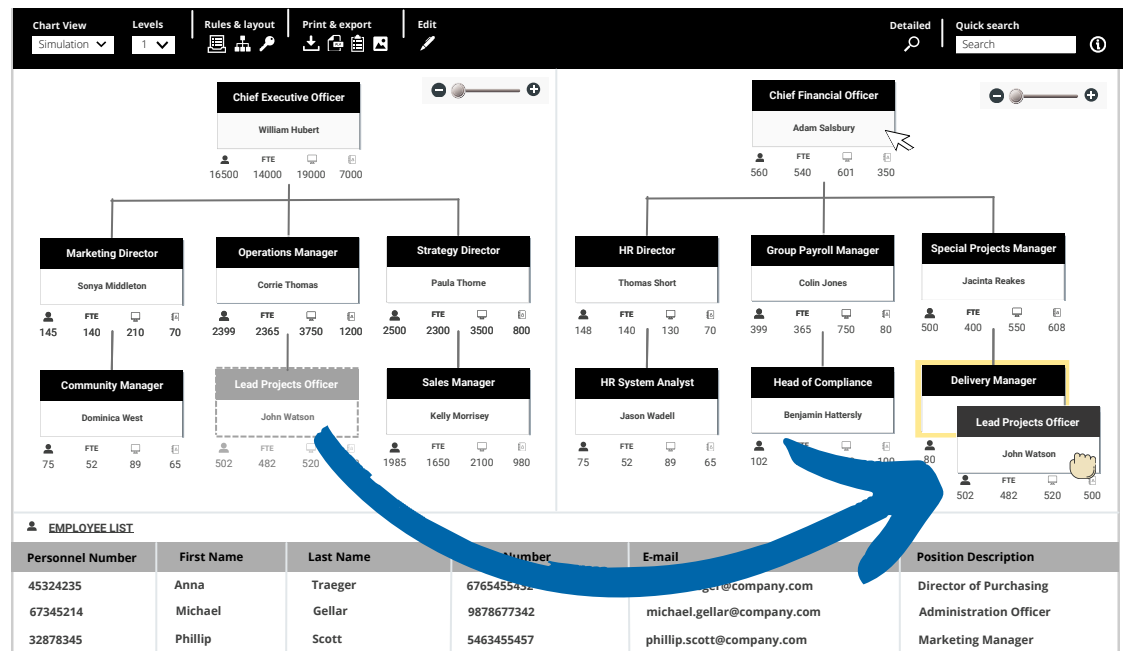
Workforce reporting

✓ A complete overview of workforce KPIs in real-time, all measured against relevant benchmarks.

✓ Display big data in easy-to-digest formats (dashboard, sunburst, tree or map view).

✓ Use visualisation rules to highlight problem areas within the business.

Assessment Against Criteria

Spans & Layers

	Current	Proposed	Delta
Span of Control Direct	7	5	-2
Span of Control Indirect	0	4	4
Layers (from CEO)	9	8	-1
Small Teams	6	2	-4

Cost Efficiency

$300,000 Current → $200,000 Proposed

Proximity

Current | Proposed

Legend: Adelaide, Brisbane, Melbourne, Perth, Sydney

Standardisation

Job Grades: EXEC, VIA, VIB, VA, VB, IVA, IVB, IIIA, IIIB, IIIC, IIA, IIB, EA5, EA4, EA3

Legend: Current, Proposed

Proposed WGEA Description	Proposed Job Titles	Proposed Head Count
NM1 - Professionals	Solution Architect	2

Scenario Overview

Employee Count

FTE: 1.5 / 2.5
HC: 23 / 30

Legend: Current, Proposed

Position Fill

Legend: Direct Appointment, Closed selection (Internal process), Role No Longer Required

Position Impact

Unchanged 2, Minor Change, New Role 4, Role No Longer Required 6, Title Change, Reporting Line Change 3

Diversity & Inclusion

Age
20-29: 4/9, 30-39: 14/17, 40-49: 2/1, 50+: 3/3
Legend: Current, Proposed

Employment Class
Full Time: 24/13, Part Time: 10/6, Parental Leave: 0
Legend: Current, Proposed

Gender

Org Reform by Gender (Current): Male 18, Female 5
Org Reform by Gender (Proposed): Male 16, Female 14

Workforce modelling

✓ Design multiple new workforce structures using drag & drop (without altering your core HR data).

✓ Access live data from SuccessFactors, so you're always working with an up-to-date structure.

✓ See real-time updates to metrics with every object you move.

Easy data writeback & rollout

org.manager uses the SuccessFactors MDF data format for automatic writeback of new workforce structures. Comprehensive reporting & file exports lets you easily manage each change into downstream HR systems.

Ready to learn more?

Chat to our resident expert, Andrew Rees, who has worked with hundreds of organisations, delivering org design & workforce modelling projects with a focus on value and outcomes.

[Book a time]

Or watch our 3 minute run through

NAVIGO