

Plataforma para la Digitalización de la Gestión de Recursos Humanos

Optimización de la gestión de los Recursos Humanos y del Talento: Soluciones SAP para la Transformación de las ciudades inteligentes



Capital
Digital

Conexión

Compromiso
 Contratación e incorporación
 Cultura y pertenencia

Soporte

Pago y beneficios
 Guía y eficiencia
 Apreciación e impacto

Empoderamiento

Aprendizaje y desarrollo
 Feedback y mejoras
 Oportunidades y crecimiento



Guided Workflows • Analytics + Insights • Extensible Platform • Localization Frameworks



SAP HCM Private Cloud Edition

Alcance de la solución

▪ Core HR (incl. ESS/MSS)

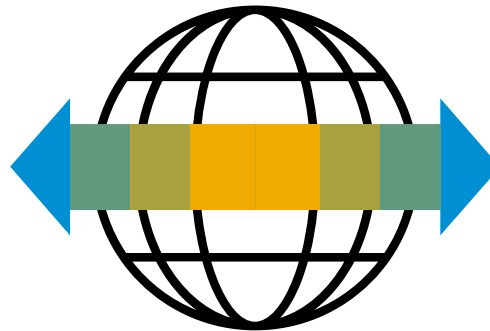
- Administración de personal
- Asignación Global.
- Gestión Estructura Organizativa. ⁽¹⁾
- Gestión de posiciones.
- Gestión de beneficios.
- Gestión de horarios.
- Gestión de ausencias.
- **Incluye el Add on de Sector Público.**

▪ Time Tracking (incl. ESS/MSS)

- Gestión de horarios.
- Gestión de ausencias.
- Employee Time Tracking.
- Cálculo de tiempos.
- Optimización de turnos.

▪ Payroll Processing (incl. ESS)

- Cálculo de salario convenio.
- Procesamiento de calculo de nómina: Del salario bruto al salario neto.
- Cálculo de las deducciones legales: Seguridad Social e Impuestos.
- Cálculos retroactivos y procesos anuales.
- Procesamiento de las transferencias bancarias.
- Contabilización de la nómina.





Concurrent Employment in SuccessFactors

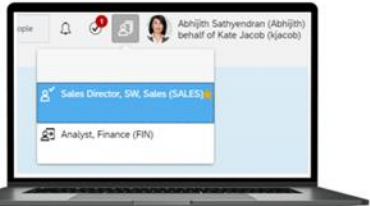
Public Services Feature

Trends and Expectations

- Public Services Organizations need the ability for employees to be assigned to more than one Job/Position at the same time

Our approach: Enhancement of the standard Concurrent Employment feature set since 2019

- Support standard "Hire" scenarios for Concurrent Employments ensuring the process flows via Recruiting, Onboarding and Employee Central modules of SAP SuccessFactors
- Compute total FTE of an employee with Concurrent Employments, supported with Business Rules enabling automatic validations of applicable FTE limits
- Efficient search ability for employments indicating "main/primary" assignment and secondary assignments
- Configurable fields to identify or differentiate employments uniformly across People Profile, Quick Card and Employment Switcher



Funds and Grants Management in SuccessFactors

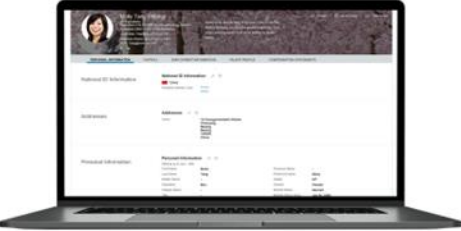
Public Services Feature

Trends and Expectations

- Public Services Organizations need to track expenditures across several cost objects such as Cost Centers, Funds, Functional Areas, Budget Periods, WBS Elements, and/or Internal Orders
- This also includes the ability to track personnel expenditures

Our approach: Real-time integration between SAP SuccessFactors and S/4 HANA to support end-to-end funds and grants management

- Fully integrated Hire-to-Pay scenario with the Public Sector Management solutions – Funds Management & Grants Management in S/4HANA
- Funds, Grants and WBS element assignment at the Position and Employee level
- Multiple cost distributions at the Position and Employee level
- Payroll posting and budget consumption with Public Sector Cost Objects
- Usability enhancements: Mass import/export, admin alerts



Public Sector Management KPI Reporting Content


Public Services Feature

Trends and Expectations

- Public Services Organizations require standard, out-of-the-box analytics content that can support them in their budget and workforce planning processes

Our approach: Developed standard SAC Content combining relevant HR (SuccessFactors) and Financials (S/4HANA Cloud) content

- Public Sector Management KPI Reporting content has been developed and available for customers to import
- The package enables organizations to have a view of Sponsored and Funded FTEs
- The dashboards are broken into two parts: Grant Overview and Fund Overview



Higher Duties / Temporary Assignments in SuccessFactors


Public Services Feature

Trends and Expectations

- Public Services Organizations need the ability for employees to be assigned to a different job/position for a specified period of time
- This temporary assignment or higher duty must be supported in the HR system

Our approach: Higher Duties / Temporary Assignment support in Employee Central, with standard integration to IT0509 for Australian customers

- Support of higher duty / temporary assignments in SAP SuccessFactors Employee Central
- Support of payment of allowance for the difference between the Higher Duties salary and his/her Nominal salary, only if specific eligibility criteria is met
- Automation to end the higher duty or temporary assignment automatically on the job's run date or the planned end date
- Extensibility options to enhance the standard integration with Employee Central Payroll to meet the needs of your country



Public Sector Management Configuration in SAP SuccessFactors

- Reimagined Talent User Experience Pilot [Not Ready for Sales/Production]
- Industry Features [Not Ready for Sales/Production] — requires "Employee Central V2 (i.e., Event F
- Public Sector Management Cost Objects [Not Ready for Sales/Produ
- Enable GIFAR Detection for File Upload

Permission settings

Specify what permissions users in this role should have

Industry Features

- Select All
- Configure Public Sector Management Cost Objects

[Manage Position](#)

[Manage Business Configuration](#)

[Manage Permissions](#)

[Manage Talent Card](#)

[Manage Settings](#)

Real-time Validation and Derivation Messages from S/4HANA Financials

My Employee File

Search for actions or people

ps admin (psadmin)

Best Run

Employee Files

Assignment

Confirming

RG Functional Area: 1000 Budget Period: 2020) for the cost

to continue with the current selection, click Proceed.

Employee Cost Assignment and Distribution Utilizing PS Cost Objects

Cost Assignment

Organizational Assignment*
Yes

Cost Center: Administration (2017301309)

Fund: Agency Funds (AG_FND_02740...)

Budget Period: Budget Year 2021 (2021)

Grant: SF Integration Test (000000000...)

Functional Area: Elections (1400)

Cost Assignment

Organizational Assignment*
No

Percentage*: 100

Cost Center: No Selection

Fund: No Selection

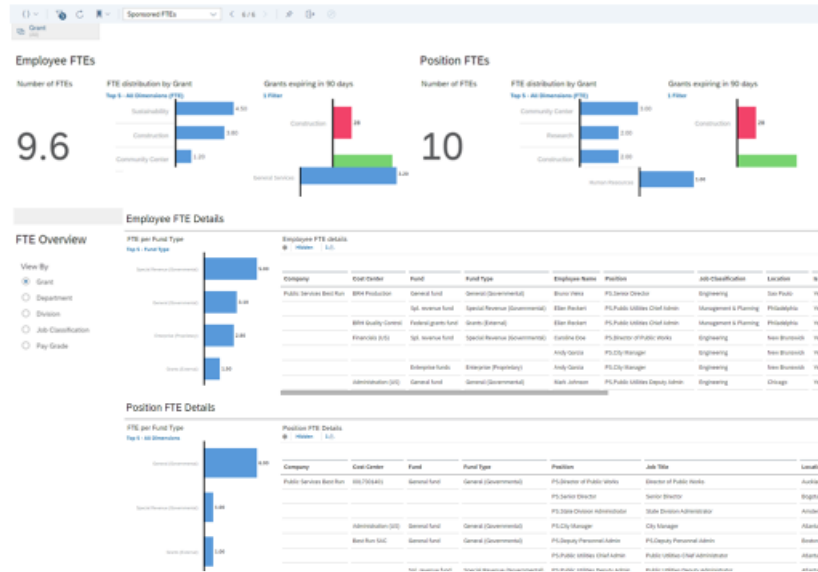
Budget Period: No Selection

Grant: No Selection

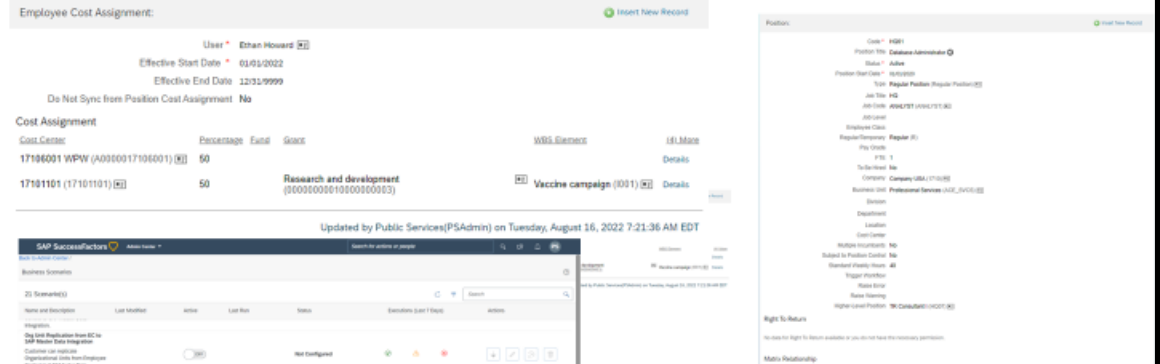
Functional Area: No Selection

WBS: No Selection

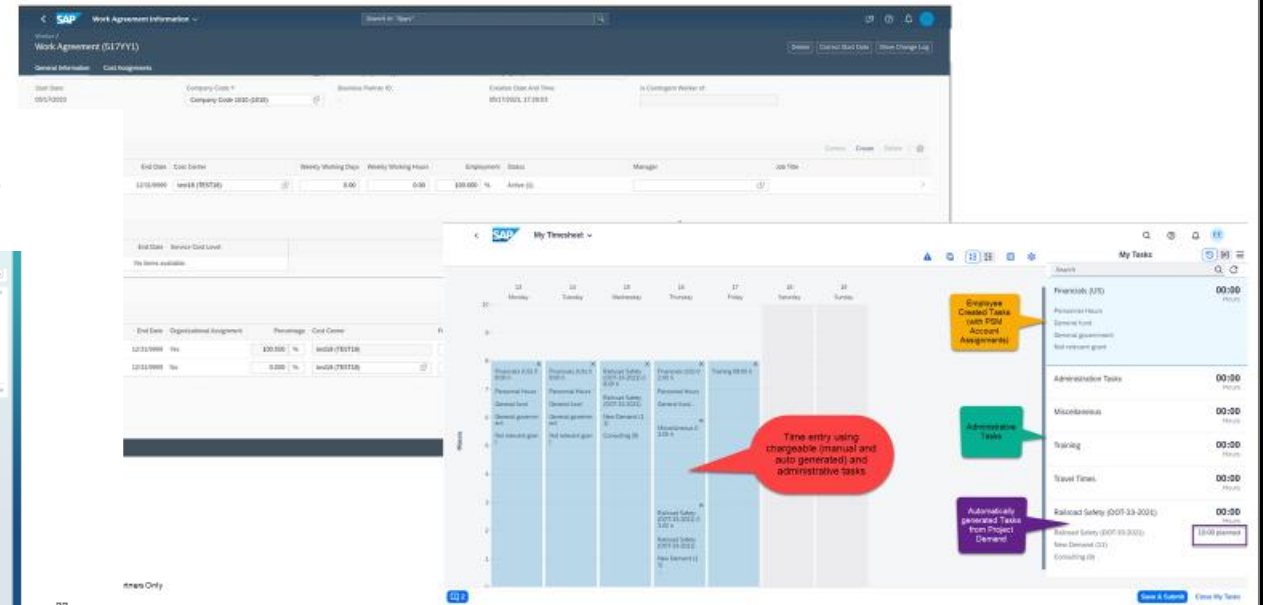
SAP Analytics Cloud SFSF/PSM KPI content



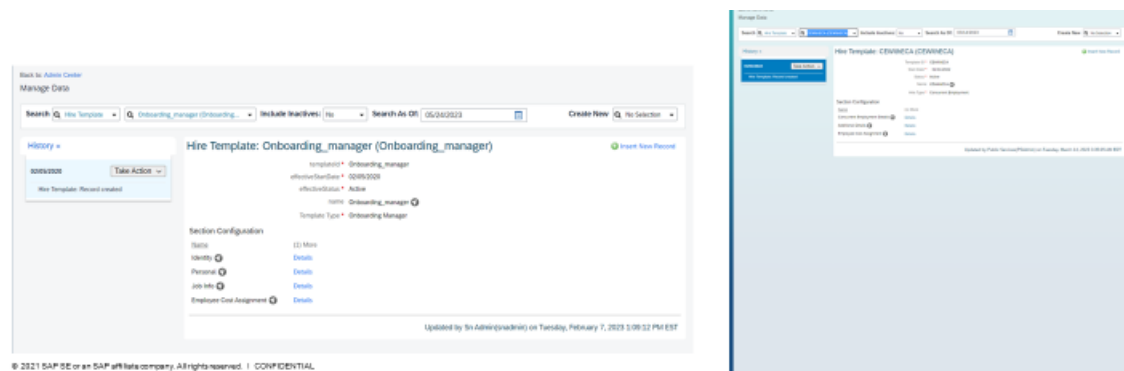
Use of WBS element as a standard object in Employee Central



Exposing Workforce master data with PS cost objects in S/4HANA public cloud



PS Employee Cost Assignment in Configurable New Hire Custom Templates

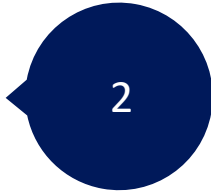




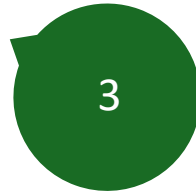
SAP S/4HANA Private Cloud Edition



Ahorro en costes de **infraestructura**.



Reducción de **costes de mantenimiento** de la plataforma.



Implementación **rápida**.

SAP S/4HANA Private Cloud está diseñado para maximizar el ROI de nuestros clientes

1. Based on assessment of average 5-year TCO cost



Recursos humanos y gestión del talento en el Ayuntamiento de Madrid

MADRID Página de inicio ▾

Angel Juan Fernández Bueno

Mis Datos Provisión

Consulta de documentos registrales



Informe de carrera administrativa



Datos personales del empleado



Provisión

Solicitud de puestos



Bandeja solicitudes



Proyectos más destacados en el ámbito de la Gestión de Recursos Humanos



Desde 2022

Desconcentración y Digitalización de los Procesos de Provisión Interna



| | CO | LD |
|--------------------------|--------|-------|
| Expedientes electrónicos | 416 | 499 |
| Documentos electrónicos | 13,010 | 8.360 |
| Puestos ofertados | 3872 | |
| Solicitudes electrónicas | 15210 | |
| Número Usuarios | 514 | |



- Agilidad y transparencia en los procesos
- Robustez del proceso mediante la implementación de controles y avisos
- Digitalización de las comunicaciones y documentos (Portafirmas/Archivo Electrónico/Registro/LIRE)
- Eficiencia y ahorro

Automatización de la Gestión de los Procesos Selectivos



| | Ordinarias | Estabilización | Total |
|--|------------|----------------|--------|
| Convocatorias electrónicas desde 2022 | 100 | 141 | 241 |
| Puestos Ofertados | 5.361 | 3.246 | 8.607 |
| Solicitudes electrónicas (SFSYP/SECAR) | 38.148 | 38.422 | 76.570 |



- Agilidad y transparencia en los procesos.
- Integración con aplicativos web (SFSYP/SECAR).
- Eficiencia y ahorro

Automatización de la Gestión y Comunicación de Horas Sindicales



| | Nº |
|--|-----|
| Número de usuarios | 56 |
| Representantes prevención, unitarios, sindicales | 716 |
| Meses de comunicaciones automatizadas | 21 |



- Automatización de procesos previos manuales / ofimáticos.
- Integración con datos Personal, RPT, Elecciones Sindicales, ARCHE.
- Robustez del proceso mediante la implementación de controles/avisos en él crédito horario.
- Eficiencia y ahorro

Origen del Proyecto y Objetivos

Enmarcado en la **Estrategia de Transformación Digital del Ayuntamiento de Madrid**

