

OrgPublisher 10.1 Premier for SAP ERP HCM Specifications Sheet

System Administrator Features

Administer in Web-based environment
Choose SaaS (includes Secure FTP) or On-Premise options
Native integration with SAP ERP and SAP HCM, ECC 6.0 and EhP4
Gain cross-browser viewing support for thin client viewing via Microsoft® Silverlight functionality
Integrates with PPOM, PPOME and MDT
Requires no custom ABAP™ coding for SAP interface usage
Access data using real-time and/or scheduled batch data transfers
Real-time access leverages all defined SAP security authorizations to restrict data access to sensitive information
Utilize security features including row level, single sign-on and granular data access control
Real-time charting extension delivers real-time data access to SAP HCM data with enhanced user interface for real-time configuration (professional services required)
Access browser-based viewing options with thin client (zero install) and rich client (Active-X plug-in) options
Combine data from multiple Enterprise sources (including relational databases, XML, CSV, LDAP/Active Directory, etc.) into a single report
Use API included in developer's kit for simple integrations
Easily transfer charts to Microsoft® PowerPoint, Excel and PDF
Receive system administrator notifications for recursion or broken hierarchies
Choose localized versions in French, German, Italian, Portuguese, Spanish or Dutch
Benefit from Unicode support to view multiple languages within a chart, including non-Western characters
Publish charts that can be viewed in supported localized languages
OrgPublisher Mobile Directory included (implementation services required)

Charting and Graphing

Extensive Graph and Chart Options	Create multiple chart and graph views with different detail and summary information to easily see KPIs and HCM metrics
Visual Report Filtering	Make visualizing search results easier for ad-hoc reporting by showing only the individuals and their associated chain of command that result from the search
Cross-Browser Publishing	View charts across multiple browsers and operating systems using built-in Microsoft Silverlight functionality
Enhanced Employee Profiles	Organize more information about each employee in profile views with tabbed displays
Role-Based Toolbars and Chart Views	Pre-define corporate roles to designate access levels and available actions for easy administrative set-up
Simple and Advanced Search	Use Simple Search for quick, basic data searches or Advanced Search to get detailed search-within-a-search results for user-defined reports
Intelligent Search	Search more efficiently using a customizable semantic dictionary that returns all similar results that pertain to your search
Automatic Groups	Administrators can automatically create groups based on field values and organize group queries into logical categories to easily create ad-hoc reports
Configurable Styles	Use separate tabs to quickly access and view multiple HR metrics and create multiple reports
Reporting Relationships	Easily view all reporting relationships including person-to-person, position-to-position and matrix reporting; also view chain of command and indirect reporting relationships
Publishing Wizard	Publish charts for workforce reporting with only two clicks
Style Wizards	Define report contents and formats using professionally-designed chart templates for daily workforce reporting
Optimized Chart Layout	Use Preview pane to easily select optimal chart layouts to satisfy particular printing needs; one-page, book-style formatting, etc.

Security

Row Level	Maintain data access restrictions of the row level security functionality existing in major ERP systems
Role-Based	Grant access to sensitive data based on role within the company
Hierarchy-Based	Control data access based on hierarchy levels
User Authentication	Permit log-ons via Web-based, form-based and single sign-on (SSO) capability

Analysis

Span of Control and Layer Metrics	View the actual vs. average number of direct reports per manager to identify points in the hierarchy that can be flattened or extended to better match the overall org structure
Search and Groups	Access pre-defined queries and powerful ad-hoc search tools using search and reporting capabilities, allow administrators to automatically create groups based on field values
Group Categories	Organize group queries into logical categories to create ad-hoc reports faster (i.e., place sub-groups Texas, New York and Alaska into a larger category called "States")
Summary Engine	Easily generate workforce analytics and organizational statistics such as headcounts, open positions, etc.
Hover Profile	Mouse over specific boxes to view detailed information about a person or position, also view pop-up information windows for rapid analysis
Smart Links	Create hotspots to link directly to additional information sources such as documents, applications, etc.
Headcount and Metrics Roll-up	Roll up key business metrics within the hierarchy for easy analysis in headcount and other daily reports
OrgHistory™ Chart Archiving and Analysis	Automatically generate historical organizational archives and view change reports to see what has changed over time
Field-level Formula Support	Create custom-calculation macros using multiple fields (ex: calculate length of tenure based on hire date) to obtain new useful metrics to satisfy your specific daily workforce reporting requirements

Succession Planning

Succession Visualization	Leverage SAP HCM information to manage talent efficiently
9 Box Matrices	Evaluate leadership and talent pool by viewing employee performance vs. potential data
Side-by-Side Profile View	Easily compare employee information to assess key similarities and differences
Succession Planning Modeler	Visually drag-and-drop successors to model and analyze succession planning scenarios and determine possible gaps

Workforce Modeling

OrgPlan™	Model what-if plans for reorgs, budget planning, etc. in a secure copy of your org chart
Drag-and-Drop Ease	Make changes to existing charts with simple drag-and-drop action to quickly view potential changes
Flexible Change Reporting	Analyze before-and-after changes using configurable change reporting options
Data Export	Easily export organizational changes to Microsoft® Excel, HTML, or PDF for easy report distribution
Chart Layouts	View more charting options for your workforce reports, including advanced box layout charts

To learn more about OrgPublisher Premier for SAP, visit

www.aquire.com/software/sap

To learn more about OrgPublisher Mobile Directory, visit

www.aquire.com/software/orgpublisher_mobile_directory

To learn more about Aquire's other solutions, visit

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