



How AGFA reduced HR operational reporting cost by more than 50%



Creating value with Agfa ICS

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Agenda



- Short introduction
 - Scoping the subject
 - Positioning Query Manager from EPI-USE Labs
- Presentation of the Agfa case
- New QM 3.30 functionalities



Short introduction




- Operational reporting is generally managed and used by the teams who are most familiar with the applications that capture the operational data (therefore typically driven by a specific business area). It allows very short-term and detailed decisions.
-> complementary to strategical reporting (BI)
- Query Manager from EPI-USE Labs is a SAP certified, performant and easy to use operational reporting tool in the SAP HCM area
 - QM can access any data including cluster data, custom data, calculated fields or even null values and return one single line per person even when combining PA and PD fields
 - QM proposes multiple output types
 - QM can rename any field and publish directly to the portal
 - QM offers different level of access (User, Super-User and Admin)



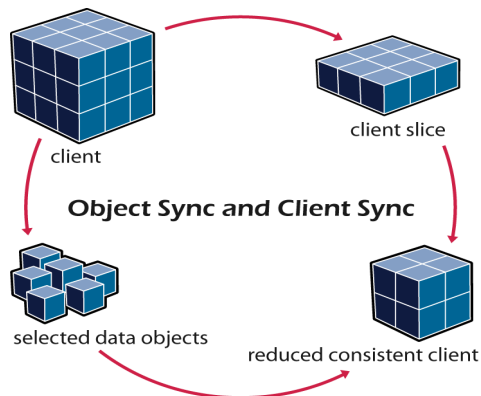
EPI-USE Labs Product Suite



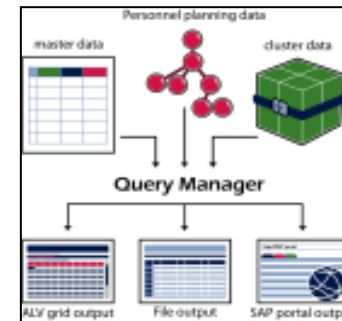
- EPI-USE Labs proposes SAP Third Party products through Value Added Resellers =  KENEOS for BeLux
- 500+ customers worldwide / 5x24 hour support

Landscape Optimization Tools

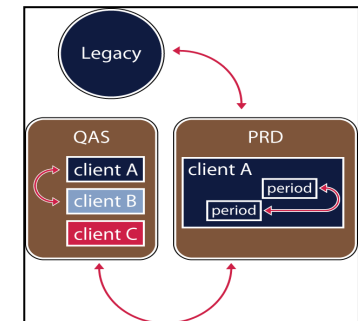
Data Sync Manager (DSM)



Human Capital Management Tools



Query Manager



Variance Monitor



- **Activities:**
 - Analog and digital imaging systems and IT solutions
 - Printing industry
 - Healthcare sector
 - Specific industrial applications
- **Worldwide presence:**
 - Sales organizations in 40 countries
 - Representations in 100 countries
 - Manufacturing sites in 10 countries
- **Mission and Vision**
 - From product manufacturer to **all-round solutions provider**



- HR Sap system with 2 clients
 - Global HR (Worldwide masterdata for 55 countries)
 - Belgium (Time & Payroll)
- More than 12.000 employees
 - >8.000 white collar
 - +-4.000 blue collar



- White collar using SAP in back-end or ESS (HR-related)
 - Worldwide
 - Personnel Administration
 - Organizational Management
 - Performance management
 - Compensation management
 - Talent management
 - Belgium
 - Personnel Administration
 - Payroll
 - Time management



- Agfa's reporting tool history
 - SAP reporting but very limited
 - Not integrated / no up-to-date data (downloads)
 - Not integrated / up-to-date data (SAP)
 - Integrated (SAP) / up-to-date data (SAP)



Reporting tool? Requirements!



















- Huge requirements from the business
- Meet complex business requirements integrating the various HR-modules
- Varied questions on different levels with possibility to integrate program logic
- Most of the time « last minute » and ad-hoc
- Reporting with up-to-date info
- Easily adaptable to new user requirements
- Flexible for different end-users
- User-friendly with low learning-curve
- Performance
- Data integrity of HR data



- Huge requirements from the business
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Data Sources

- ▶  Cross Application Components
- ▶  User Masters and Employees
- ▶  Personnel Admin - Infotypes (Basic View)
- ▶  Personnel Admin - Infotypes (Extended View)
- ▶  Personnel Admin - Customizing Tables
- ▶  Payroll Results
- ▶  Financial Postings
- ▶  Payment Data
- ▶  Time Evaluation
- ▶  Travel Management
- ▶  Business Trip Results
- ▶  Personnel Planning - Infotypes (Basic View)
- ▶  Personnel Planning - Infotypes (Extended View)
- ▶  Personnel Planning - Customizing Tables
- ▶  Recruitment - Infotypes
- ▶  e-Recruiting - Infotypes
- ▶  Change Documents
- ▶  Infotype Texts



- Most of the time « last minute » and ad-hoc
 - Reporting with up-to-date info
 - Easily adaptable to new user requirements
-
- Integration with SAP – MVC model
 - Reports available for end-users
 - Output to different formats
 - XLS
 - PDF
 - TXT
 - E-mail
 - Reports can be scheduled
 - Integration with « The Portal »



EpiUse query-manager



- Flexible for different end-users
- User-friendly with low learning-curve
- Performance

- Integration with SAP
- Look and feel
- Flexible by selection screen
- Works like standard SAP programs

AMBRR: Audit Detail Report: Personnel Admin

Further selections | Search helps | Sort order | Org. structure

Period

Today Current month Current year
 Up to today From today
 Other period

Data Selection Period To
Person selection period To
Payroll period

Selection

Personnel Number
Employment status
Company Code
Payroll area
Pers.area/subarea/cost cente
Employee group/subgroup

E-mail

Additional data

Changed by to
Infotype to
Operation Indicator to

Output

Query Title AMBRR: Audit Detail Report: Personnel Admin
 Output to AI V AI V Variant



- Data integrity of HR data
- Integration with SAP
- Inherit security from SAP-roles
- No data shown if hidden by role



- On 2 system clients: Global HR + Time&Pay Belgium
- HR staff
- Other users
- 3 QM Administrators
- 5 QM Superusers
- 150 users on Global HR
 - PA – OM – PM – Comp&Ben
- 235 users on Time&Pay Belgium
 - PA – Payroll – Time
- To do
 - Talent management



- Perfect integration with SAP
 - Installation – Upgrades
- Abap code – code can be adapted or expanded
- Easily create reports, even for abap-programmers
- Already known interface (screen – selections)
- Minimal effort roll-out (big bang)
- Standard reports with standard output
- Delivered programs
- Support model

- Language (English-German)



New QM3.30 functionalities



- Automated report distribution including bundling and multiple users distribution (Excel, PDF or Text attachments)
- Enhanced file export
- 54 additional Queries out of the box = 100+ in total (Talent Management, OM and Payroll exceptions, ECM) and in a new tree structure
- Quick Builder interface = faster way to create Queries (no concern about tables or complex relationships)
- Support of EhP5



Q&A Session



WINNERS

always think several
moves ahead



Thank you!

