SAP SuccessFactors

SAP SuccessFactors Learning Analytics

Technical and Functional Specifications

CUSTOMER

SAP Run Simple

SAP SuccessFactors

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SAP Run Simple

This specifications document describes key features and functionalities of SAP SuccessFactors Learning Analytics, as of the Q3 2018 Release.

SAP SuccessFactors Learning Analytics is available to SAP SuccessFactors Learning Customers only.

Customers who do not have SAP SuccessFactors Learning can use SAP SuccessFactors Workforce Analytics. Please refer to the SAP SuccessFactors Workforce Analytics specifications document for more information.

KEY FEATURES AND FUNCTIONALITIES

- Learning Analytics
- Learning Analytics Reporting
- Learning Analytics Security

LEARNING ANALYTICS

Learning Analytics is a methodology for creating insights on the Customer's investments in training and development. It provides the reporting capabilities described below.

Key Feature	Description
Learning Metrics	Delivers metrics related to the volume, type, and effectiveness of the training courses provided by an organization.
Metric Definitions	The measures and metrics delivered with SAP SuccessFactors Learning Analytics come with a formula for how analytics are calculated. The purpose of the formula is to help ensure a standard and mutual understanding for all Users. Where applicable, a list of related measures that can assist in providing a more comprehensive view is also provided. Customers can publish their own definitions or add their own comments to tailor descriptions specific to their organization.
Trends	Flexibility to choose time range and interval for viewing metric data.
Analysis Filters	Ability to choose relevant filters for hierarchy, and analytics.
Drill to Detail (Drill-Down Capability)	Ability to drill down to the employee level to review transactional details, which includes viewing quick card details about the employee.
Take Action (Using Drill-to-Detail)	Ability to view the quick card details of an employee and initiate an action directly.
Benchmarks	Ability to use built-in benchmarks to measure the Customer against peer organizations.
Data Exploration	Ability to use built-in benchmarks to measure the Customer against peer organizations.

LEARNING ANALYTICS REPORTING

Key Feature	Description
Report - Canvas	Ability to generate reports and dashboards using an interactive user interface and a rich library of visualizations and chart types. Ability to publish and distribute reports, including charts, in Adobe PDF, and/or Word, Excel or PowerPoint formats. Reports are automatically updated when data is refreshed. Features include drill-down, trending through time, and report filtering.
Report Distributor (Scheduling and Delivery)	Ability to automate email distribution of reports to designated Users and schedule reports to run at specific times.

LEARNING ANALYTICS SECURITY

Key Feature	Description
Role-Based Security	Ability to customize many aspects of a User's SAP SuccessFactors Workforce Analytics experience through role based security functionality. This includes the ability to place restrictions on which tools a User has access to, for example, access to data exploration or the Online Report Designer, which reports Users have access to, which analysis options they can use, and which data they are permitted to access.

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