

# OrgPublisher for SAP™ solutions

Automatically generate real-time organizational charts  
from mySAP™ ERP HCM for your intranet

  
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Whether private or public sector – organizations continually change:

- Companies merge or are acquired
- Subsidiaries or departments open or close
- Employees leave, are promoted or are seconded for a project

It's difficult to keep an overview of Human Resources with easy access to up-to-date accurate information.

- Teams and Qualifications
- Headcounts
- Employee
- Directory
- Org Charts

Organizations love them, need them and demand them. They are rarely accurate and always needed yesterday. They are organizational charts – professionally created hierarchies that provide a comprehensive overview of various aspects of your company or department.

Creating accurate org charts can be slow and complex, and in a fast-changing business environment constant updates are needed.

More than 2200 customers in more than 50 countries work with OrgPublisher for SAP solutions. OrgPublisher is available in German, French, Italian, English, Spanish and Dutch.

And, how do you make sure that the most current org charts are distributed throughout the company so that every employee gets the information they need for better communication and more efficient working?

## With OrgPublisher you get there faster

There is a better solution: OrgPublisher automates the process of building accurate org charts that are viewable on a Corporate intranet using any Web browser, in MS PowerPoint or as MS Excel data.

Using your intranet, employees are able to access published org charts to view online employee directories, understand basic administrative hierarchy or perform data analysis. On-screen help guides users in searching, printing or exporting org charts into Microsoft Excel, PowerPoint or Word.

OrgPublisher enables you to build comprehensive, easy-to-navigate Web-based org charts through an automated process. By the simple touch of a button you are able to update your chart on a daily basis from your HR database (mySAP ERP HCM, PAISY, Oracle etc.)

With OrgPublisher your org charts will be more than a collection of static fields – they become functional business tools.

Employees have access to information that they need for communication across the organization, and managers have the overview of headcount and capacity charts that they need for informed decision making.

OrgPublisher is the most comprehensive org charting software solution for the development, administration, analysis and distribution of organizational information.

## Simply select data for your org chart from your SAP system

OrgPublisher for SAP solutions provides users with a flexible, scalable interface to extract Human Resource information directly from your SAP system without specialized ABAP™ programming or extensive consulting services.

How do you want to display your organizational structure? Do you want to display all employees of an organizational unit in one field? Or do you prefer to publish your structure with a field for each position or person? Do you want to display the email address and a picture of the employee?

The Interface delivers the most common structures as output format examples. They are ready for immediate use – or can be adjusted to your individual requirements.

As well as the organization structure you can also chart position hierarchy. Structures and objects from your SAP system can be visualized in a chart – even Event Management!

## OrgPublisher Features – a selection

### Drawing and formatting

- Develop OrgCharts from up to 1.000.000 records for your Internet/intranet
- Preparation of Acrobat® PDF or MS PowerPoint files
- Employee directories and phone books can also be worked on in MS Excel.
- Develop different types of diagrams from the same data.
- Add and view employee photographs in diagrams or profiles.
- Add links to more information such as resumé, job description or related website
- Show vacant positions
- Use group icons in chart fields to easily view matrix-reporting relationships
- Variable lay-out of boxes
- Automatic distribution list for email

## „Developing orgcharts directly from the SAP system provides real benefits“

Chester Gittleman, director of Human Resources Information Systems at Colgate-Palmolive Company

### Administration and Security

- Implement field-level security options for eCharts to restrict end user access to information based on position or role within the org chart
- Ability to bar search option fields
- Control end user's ability to copy critical employee data to their desktop
- Utilize single sign-on capability for eCharts
- Administer charts remotely or centrally via WebAdmin

### Portrayal and Publishing

- Create and display different views of your organization's data, including List Views, Summary Views, Search Views, Profile Views and Tree Views
- Web-based employee directory
- Zoom functionality
- Insertion and removal of hierarchical structures
- Comprehensive lay-out options: Apply color, edit or add boxes and fields, add group icons.
- Display staff function of assistants with direct reports
- Extended search function
- Publish org charts automatically to your intranet (via PluginX or Thin Client) in PDF format and on portable machines/ PDA's.

### Printing

- As folder, page or PDF format
- Optimization of page view: Save print settings for the next print run
- Print preview
- Export into MS PowerPoint

### Analysis and Planning

- Web-based "What if?" Scenario Planning for managers (OrgPlan)
- Diagram Archive (OrgHistory)
- Comparison of diagrams
- Filter employee groups and depict in OrgCharts

- Add group icons to individual chart boxes that easily identify team members associated with defined groups

### SAP Interface Features – a selection

#### Downloading data from mySAP ERP HCM

- Start OrgPublisher directly from PPOME, Manager's Desktop or PPOM\_OLD
- Download data for the intranet in PDF or MS PowerPoint format
- Filter function for specific organization units, positions and persons
- Choose display depth of hierarchy levels (e.g. level 1 and 2 only)
- Extract SAP standard objects as well as customer specific/customized objects and links
- Customer-specific language tables for multi-language systems
- Completely embedded in SAP Authorization concept (Standard and Structural Authorizations)
- Job compatible for automated download

#### Customizing

- "Wizards" provide more than 50 predefined fields for speed
- Customizing tables
- Clear structured implementation interface (IMG surface)
- Multiple additional functions in the User Exit Library (e.g. FTE data valuation)
- Integration of additional data from MS Excel or LDAP

#### Support

Accenture OrgPublisher is supported by skilled professionals from Accenture Human Capital Management Solutions with expertise in business and technology and a dedicated support desk ([hcmproductsupport@accenture.com](mailto:hcmproductsupport@accenture.com)) to help you resolve problems and answer your questions.

### About Accenture Human Capital Management Solutions

Accenture Human Capital Management Solutions, part of Accenture's Human Performance group comprises deeply skilled professionals who specialize in SAP Human Capital Management(HCM) technology,

strategy and implementation. With approximately 600 SAP HCM experts globally, Accenture Human Capital Management Solutions is one of the largest and most experienced global providers of human capital management services and solutions. The organization provides deep expertise and delivers proven results in leveraging SAP HCM technology to drive higher levels of HR performance for clients. Completing the portfolio is a proprietary suite of technology tools that increase functionality and productivity, improve quality and reduce timelines for implementing and realizing value from the leading SAP HCM technology platform. As part of a global network of more than 7,000 Human Performance professionals and more than 17,000 consultants skilled in SAP, Accenture Human Capital Management Solutions is uniquely capable of delivering global complex, SAP HCM-enabled HR transformation initiatives to help our clients achieve high performance.

### About Accenture

Accenture is a global management consulting, technology services and outsourcing company. Committed to delivering innovation, Accenture collaborates with its clients to help them become high-performance businesses and governments. With deep industry and business process expertise, broad global resources and a proven track record, Accenture can mobilize the right people, skills, and technologies to help clients improve their performance. With approximately 140,000 people in 48 countries, the company generated net revenues of US\$16.65 billion for the fiscal year ended Aug. 31, 2006. Its home page is [www.accenture.com](http://www.accenture.com).

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