

Organisation charting for SAP

Generate information-rich organisation charts and corporate directories from your SAP HR data



Organisation charts are invaluable. From employee induction to HR planning, there is no faster way to understand the shape of your business. However, keeping charts up to date can be a challenge.

HRCharter uses your SAP HR data to automatically generate information-rich organisation charts and corporate directories. There is no need to manually import or enter data, format layouts or distribute charts. HRCharter does it all for you, creating high quality, easy-to-navigate charts on request.

Save time and money

For companies that already create and distribute corporate directories or organisation charts, HRCharter delivers immediate benefits. Administration is reduced, data quality improved and, because charts can be web based they can quickly and easily be made available across your whole business.

See reporting relationships at a glance

Today's self-service applications rely on reporting hierarchies to route activities and approval requests. Broken links or outdated reporting relationships mean that workflows simply won't work and security may also be compromised. Organisation charts make these relationships clearly visible, so they are much easier to review and maintain.

Visualise and get more from your employee information

It is not always easy to identify key HR issues using standard reports. With HRCharter a wide range of SAP HR data can be included in charts and colour coded to add impact. For example, by graphically showing readiness, potential or performance it is easier to identify succession and development issues. Equal opportunity and workforce demographics become much more visible if you can see the patterns across a department, division or the whole company.

Support HR planning and design

Mergers, acquisitions, restructuring and growth raise questions about how best to structure your organisation. With HRCharter you can move, hide, delete or add employees, positions or even whole departments without affecting your SAP data, allowing the implications of change to be more easily understood and communicated. Charts can be incorporated into other applications, such as Microsoft® Word or Powerpoint, so they can be shared with other people.

HRM software

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Cézanne



HRM Software: a step ahead of the rest

HRM Software has been offering excellence in Human Resource software solutions since 1986.

We thrive on developing new ideas to meet new challenges. Working in partnership with leading HR practitioners, we build innovative software solutions that address real business requirements.

Serving hundreds of clients worldwide, our focus is on going beyond customer expectations to deliver the best in flexible, reliable and user-friendly software solutions. We create systems from the ground up that are designed to attract, manage, motivate and develop a company's single most important asset – its people.

Our software is already working successfully for many global blue-chip and mid-size companies, and we are continuing to break down technological barriers in response to ever changing business needs.

Interface with your SAP HR data

HRCharter for SAP HR is provided with a flexible ABAP-based utility that automatically extracts the data that is required for charting from your SAP HR system. Pre-defined scenarios support rapid implementation and can be easily amended or new ones created to accommodate customisations to your SAP HR system. Data is extracted to HRCharter's staging tables, which are optimised for organisation charting. This ensures charting queries won't impact the performance of your SAP system.

Make use of SAP HR security

The interface makes use of SAP security to determine the scope of the reporting permissions. Employees can be allowed to generate charts containing non-sensitive information, such as names, position titles and contact details, while HR professionals or line managers could be given access to a much broader range of data based on their security roles and span of control within SAP.

Key Capabilities

Interfaces with SAP

- configurable ABAP-based utility
- uses SAP security for log in and to determine the scope of the reporting permissions

Intuitive interface

- generate corporate directories or organisation charts at the click of the mouse
- navigate up, down or across the organisation
- perform searches using wide range of criteria
- switch easily from one chart view to another

Web-based charting

- provides opportunity for web deployment
- accessible through a standard web browser

Works with different hierarchies

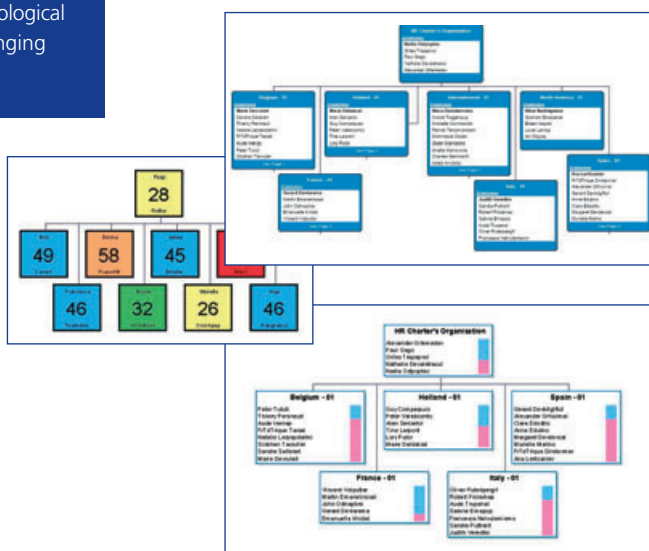
- create charts based on position, organisation or orgmanager (a combination of position and organisation) reporting relationships
- build charts dynamically from SAP organisation tree

Customisable chart content and design

- display both traditional charting information (name, role, department) and more sensitive employee data (salary, qualifications, absences) to authorised users based on their span of control access to data in SAP
- use existing chart box styles or configure your own content and design using the administrator box editor
- link information to colours or box shapes to add impact to data

Additional features for Power Users

- print high quality wall map or book charts
- use drag and drop functionality to explore different scenarios without affecting the underlying database
- export all or part of charts to other applications, such as Microsoft® Word or PowerPoint



Charts can be used to graphically highlight key HR information

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