SAP Learning Solution
mySAP ERP - HCM
What We’ll Cover

1. Learning Management Systems
2. SAP Learning Solution overview
3. Integration
4. Demonstration
5. Wrap-up
Learning Management Solutions

Solution

Learning Management System’s (LMS) enable an organization to track and develop its knowledge by supporting the interconnection of participants, training, and human performance improvement to improve business impact.

Problem

Few use LMS’s to their full potential
Why are LMSs not used to their full potential?

Most LMSs lack both the integration into HCM systems as well as other core business processes (e.g., CRM, FI, Portal...). Thus, they are excluded from being an integral part of the overall business strategy.

The Goal - Enterprise Learning:

A successful learning organization integrates learning and growth objectives into its business planning, and measures performance against those goals. It requires a comprehensive software platform that integrates business processes, content development, and delivery for learning and knowledge.
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SAP Learning Solution - Overview

Learning Portal

- Learner Account
  - own learner’s profile, progress, history, preferred learning strategy
- Collaboration
  - Integrated with Collab. with SAP Netweaver
- Blended Learning Offering
  - Classroom training
  - WBTs
  - Curricula
  - external catalogues
  - external VC

Learning Management System

- Learner Account
  - Results, learning progress
- Content Player
  - Recognizes learning strategy
  - Guides learner through content
  - Determines learning progress

- Training administration
- Course catalog
- Workflow control
- Reporting

Content Management System

- Learning Content
  - Company information and other content

Authoring Environment

- Creating and structuring learning content
- Creating tests and assessments
- Import and export content

External Content

WebDAV interface

Analytical Reporting via Business Intelligence

External authoring tools
- Find courses
- Mandatory courses made available
- Book courses
- Prebook course types
- Build up favorites
- Learn online based on learning strategy
- View
  - Learning progress
  - Training activities
  - Own qualifications
  - Qualification deficits
  - Learning strategy
Collaboration Integration Learner Portal

- synchronous collaboration
- asynchronous collaboration
Learning Network Explorer

Workspace

Dialog Area

Message Area
Dynamic Training Menu

- Builds up the course catalog
- Processes training topics
- Processes courses / curricula
- Processes tests
- Creates the required information (such as prices, target group, prerequisites, required and imparted qualifications, course schedule, link to content)
- Schedules dates for training
- Distributes courses to selected jobs, departments or individuals
- Accesses appraisals
- Activates workflow for specific courses
- Allows collaboration
- Amount of participations and cancellations
- Comparison of bookings per year
- Quota of participations and cancellations
- Training fees for participations and cancellations
- Assignment of training fees per internal/external bookings
- Comparison of training costs per year
- Education per organizational assignment
- Training fees per organizational assignment
- Training per target group
- Training costs per target group
- Test results
- Comparison of resource costs per year
- My cost center: actual training costs
- My cost center: training costs per year
- My cost center: quarterly training costs
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The overall goal of learning is to drive business performance and improve business impact as a consequence. To do this, business processes must be integrated with learning processes and results measured against the organization’s goals.

What tools support these best practices?
Integration with mySAP HR
- Organizational Management
- Personnel Development
- Personnel Administration
- Time Management

Other integration options
- Materials Management
- Cost Accounting
- Appointment Calendar
- Sales & Distribution
- Business Intelligence
- Portal…
Integration Enables Value-Adding Processes

Some examples of how integration will enable organizations to tie people processes with business goals and business results:

- Automatic update of skill/qualification catalogs (HR)
- Route approval to managers through reporting hierarchy (workflow)
- Bulk enrollments via organizational structures (HR)
- Use development plans to drive offerings (HR)
- Use work schedule integration to effectively administer Instructor Led Training (HR/PP)
- Track training room materials e.g. course manuals (MM)
- Cost center allocation of training costs (CO)
- Company branding/culture (Portal)
- Analyze and measure (BI)
Integration – the Quantitative Benefits

ERP integration offers a reduction in Total Cost of Ownership (TCO)

Consider:
- Number of interfaces
- Data quality
- IT savings from transaction centers
- Skill set duplication in HR configuration
- Database administrators
- Security staff
- Testing upgrades

Tip: Ask niche LMS/LCMS vendors what integration they offer to ERP systems out of the box. Typically integration is with master data ONLY!
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Delivery & Target Customers

- **Delivery**
  - release 2.00 add-on for R/3 Enterprise
  - release 3.00 as part of mySAP ERP 2004
  - user-based engine price

- **Supported languages**
  - Available in (20):
    - German, English, French, Japanese, Dutch, Italian, Portuguese, Spanish, Swedish, Korean, Finnish, Danish, Czech, Polish, Hungarian, Norwegian, Turkish, Russian, Chinese (trad.), Hebrew
  - Further languages on demand

- **Target market**
  - Corporate Universities
    - Installed base of ~ 8.500 HR customers
    - Installed base of ~ 1.000 Training and Event Management customers
    - New customers
SAP Learning Solution: A Proven Record

- Install base of 1000 Training & Event Management customers
- more than 100 shipments of the SAP Learning Solution (about 880,412 learners)
- 14 productive customers, e.g.
  - Takeda (USA): Pharma
  - SAP University (Worldwide): Software, 30000 users
  - Statoil (Norway): Oil & Gas, 17200 users
  - Schindler (Switzerland): Elevators, 30000 users
  - Kaeser Kompressoren (Germany)
  - T-mobile (Germany)
  - BSH (Germany)
  - Lukoil (Russia): Oil

EMEA: 88
Americas: 27
APA: 19
Conclusion and Summary

Effective and fast knowledge transfer is a critical success factor!

The SAP Learning Solution...

- Is a complete and seamlessly integrated solution for blended learning
- Increases employee motivation and value by offering a personalized learning environment
- Allows most effective learning by supporting individual learning strategies and learning objectives
- Cuts cost and increases the quality of learning
- Enables alignment of learning and growth objectives into business planning, and measures performance against those goals.
Thank you!

**Additional information:**

**Customers and Partners:**

http://service.sap.com/learningsolution

http://service.sap.com/instguides

- mySAP Business Suite Solutions -> mySAP ERP -> mySAP ERP 2004:
- ERP Java Components:
  Within the guide "Install ERP Java Components", the Content Player player can be found
- ERP Further Components:
  Installation guides for the Authoring Environment and the Offline Player