ABS Team
SAP HCM Extensions



ABS Team SmartCost HR

Personnel Cost and FTE Planning for Organizations using SAP SuccessFactor

SmartCost HR enables monthly headcount, FTE, and personnel cost planning for one detailed planning year and four high level planning years. The cloud solution runs on SAP Business Technology Platform and complements SAP SuccessFactors.

The challenge

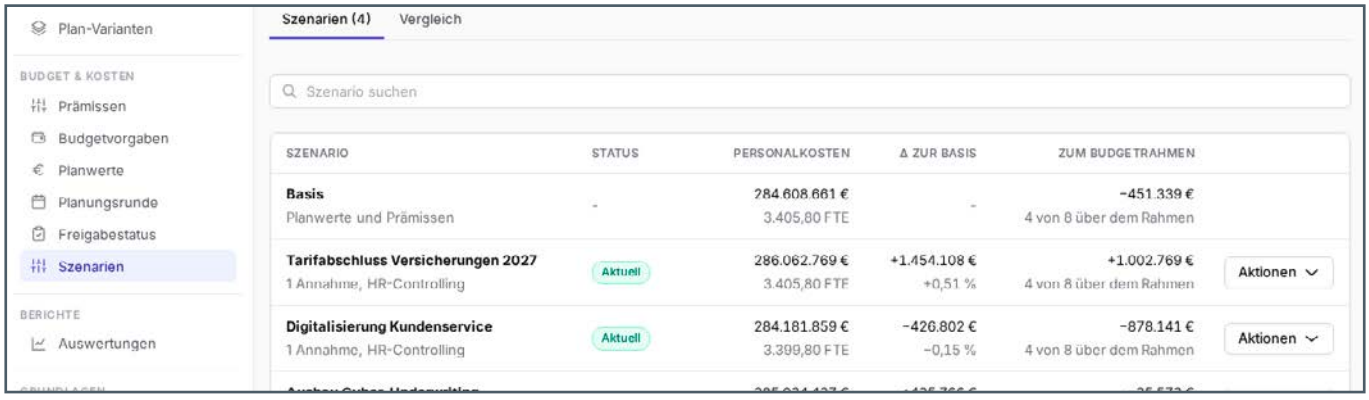
Personnel cost planning often relies on spreadsheets. HR controlling teams manually compile salary data, new hires, and departures. Each department sends its own file, and the reason one department costs more than another is buried in a formula.

What SmartCost HR does

Plan by month using personnel actions, quotas, and assumptions from an industry template of your choice. Compare scenarios and plan versions. The overall approval process records who approved the plan.



Planned values by organizational unit, including the previous year, proposed values, and current plan status.



Scenarios compared with the baseline for personnel costs, FTEs, and budget (both interface mockups with fictional sample data).

Your benefits

- **Transparency:**
  Each planned value shows its source and how it was calculated. Missing cost rates are flagged.
- **Current HR data:**
  Planning starts with data from SAP SuccessFactors and payroll.
- **Scenario modeling:**
  Model a collective bargaining agreement or a different staffing level and compare it with the baseline.
- **No development required:**
  Configure terminology, views, and workflow templates to suit your needs. Updates leave your settings unchanged.

How SmartCost HR works with SAP:



SmartCost HR does not modify the core of SAP SuccessFactors. Users sign in through SAP Cloud Identity Services.

Usage plan and modules

One usage plan, Foundation, includes test and production instances, an industry template, and unlimited users. Add optional modules to meet your organization's specific needs.

Foundation | Personnel cost planning with decentralized planning and approval

- Data from SAP SuccessFactors and payroll
- One detailed planning year and four high level planning years
- Scenarios, plan versions, and plan versus actual forecasts
- Budget targets, reports and dashboards, and Excel
- Planning rounds with deadlines and deadline based locking
- Multistep approval workflows with dual review and custom workflow templates
- Multiple planning contexts with consolidation

Position Management module. Planning by position and SAP SuccessFactors position, including filled and vacant positions.

Integration module. Transfer to SAP S/4HANA, connections to SAP Analytics Cloud and other systems, and custom rule sets with test runs.

Forecast Intelligence module. AI assistance for questions and forecasting. A scenario takes effect only after a person confirms it.

Insights module. Create new analyses from a description in natural language.

Does that sound interesting? We would be happy to provide more details and discuss whether the solution meets your needs.
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ABS Team
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ABS Team delivers innovative SAP software for human resources management. Our clients benefit from reliable consulting services tailored to their needs, cross-industry project experience, and the extensive expertise of a specialized team in SAP SuccessFactors HCM Suite, SAP HCM Hybrid, and SAP Concur.

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