

HR Reports

HR Reporting

INTRODUCTION

In the realm of data analytics, SAP offers two prominent solutions: SAP BW with Excel Analysis and SAP Analytics Cloud (EC) with tables and stories oards. Whilst both serve reporting purposes, they differ significantly in their approach and capabilities.

BW with Excel Analysis

SAP BW integrates and consolidates data from various sources (one of them being information present in EC). SAP BW with Excel analysis offers **flexibility** and allows you to extract ad-hoc reports and perform **detailed data manipulation** using Excel's interface and formulas.

EC Tables/Stories/Dashboards

SAP Analytics Cloud provides a cloud-based analytics platform with intuitive visualizations. SAP Analytics Cloud tables, stories and dashboards offer **dynamic interactivity and real-time data connectivity**, facilitating data exploration and collaboration, with the flexibility of actions you perform allowing you to acquire data as of a pretended date as opposed to monthly prompts which you have to select in SAP BW.

ANALYTICS FOR MICROSOFT EXCEL

Service Guide

Embark on your journey into self-service with our training materials, now available in video & text formats:

- [Excel Analysis \(HR Guide\)](#)
 - [Excel Analysis \(Demo\)](#)
- Get step-by-step instructions on various queries, ensuring you have all the guidance you need.

For a more immersive learning experience, have a look at our walkthrough of the entire process—from accessing Excel Analysis to extracting basic summary reports.

Data Groups

SAP Analytics Cloud for Microsoft Excel provides users with a range of data groups, with each being designed to meet specific reporting needs. To check on the details of each data group and its underlying data source, please refer to the following table.

Group	Description
Employee Data	Overview of employee data & headcount metrics (FTEs, Turnover, EC Events, annual base salary, etc.).
Absenteeism	Overview of absenteeism data, which can be further categorized by absence groups or types.
Labor Costs	For details on labor costs, wage types, and accurate payslip reproduction.
Appraisal	Supports the Appraisal Campaign by enabling feedback assessment and tracking individual objectives.
Course Completion	For details on course and certification completions.
Compensation	Supports the Compensation Campaign by providing data on merit assessments and variable pay structures.

HOW TO GET CONNECTED

How to get connected with HR Reporting - Data load frequency & Entry Point

If you are new to Syensqo's Wiki space, you may need to link your Google Drive in order to see embedded documents.

For more detailed instructions [here](#).

ANALYTICS CLOUD "PEOPLE"

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the instructions [here](#).

LYSIS FOR MS EXCEL

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ORTING CATALOG AND GLOSSARY

- Measures, Data, Definitions

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- [Missing Analysis tab in Excel](#)
- ["Single Sign-On failed" pop-up message is shown](#)
- ["No applicable data found" message is shown](#)
- ["Select Data Source" Window is Empty](#)