



# Case Study: Compensation planning with SAP Analytics Cloud (SAC) and SimpleFi's pre-packaged FP&A content

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## Company Overview

Company in healthcare and therapeutics industry, who recently implemented SAC Finance model, but still using Excel for the compensation planning.

## Project Goals and Overview

**The Company** had recently worked with SimpleFi to implement a Finance model. The compensation planning model was their second implementation with SimpleFi. Their goal was to transition from an Excel based compensation model to SAC using SimpleFi's pre-built content.

## Project Scope

*The following were included in the project scope:*

- Input templates for payroll tax rates, payroll tax dollar limits, bonus targets, health Insurance, 401K match, and other benefits. (Global Inputs)
- Input template to budget new hires by Department and Bonus Band.
- Data action allowing transfer of new hires to the existing employee list.
- Automated compensation and headcount calculations.
- Total compensation budget reports.
- Data push to the Finance model.

## Project Challenges

N/A, the project was delivered with original scope, on time and budget leveraging SimpleFi's content.

## Project Wins

**The Company** can recognize several benefits with the implementation of SAP Analytics Cloud.

From a project management perspective, the project was completed On Time and Under Budget in 7 weeks.

Time and Effort saving compared to the **Company's** previous Excel based model.

Improved reporting through SAC tables and charts. **Company** created their own charts for:

- Historic headcount by Department
- Headcount by Bonus Band
- Average compensation by Department

**The Company** and SimpleFi were able to deliver a cost-effective solution with minimal resource commitment from the **Company's** IT and on an abbreviated timeline. This approach offered tremendous cost savings.

## Future Use

One of the attractive points with SAP Analytics Cloud, is the additional functionality it provides that **The Company** is not currently utilizing. As SAP continues their investment in this product, new functionality will continue to be released on a regular basis. **The Company** has expressed interest to expand the solution in the following areas:

Information Enablement: **The Company** will continue to experiment with data visualization and dashboarding to make financial information available on demand to key executives and stakeholders in a way that is easy to understand and digest with a small user learning curve.



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