

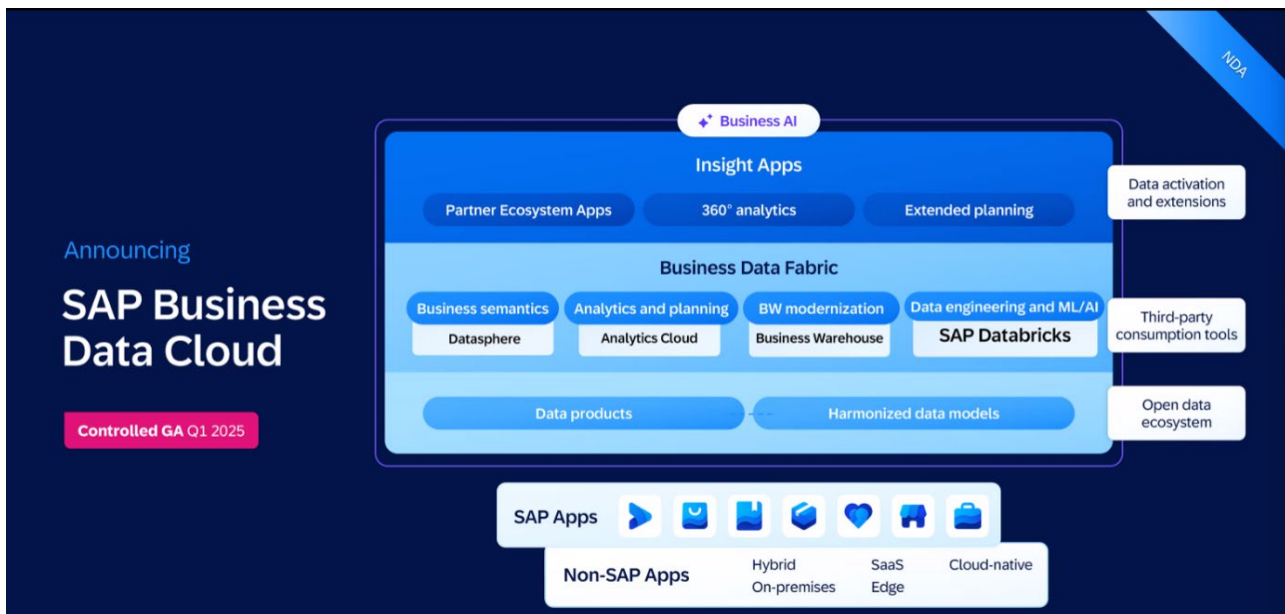
ebook:

Reporting in SAP SuccessFactors HCM & Payroll: 2025 Edition

Written by [Danielle Larocca](#)

Recently, SAP has been launching a lot of new innovations, and embedding Artificial Intelligence (AI) into every application across the business.

At the [SAP Unleashed](#) event in February, SAP CEO Christian Klein and members of his team made some exciting announcements about [SAP Business Suite](#) and [SAP Business Data Cloud](#).



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BDC announced at Data Unleashed 2025

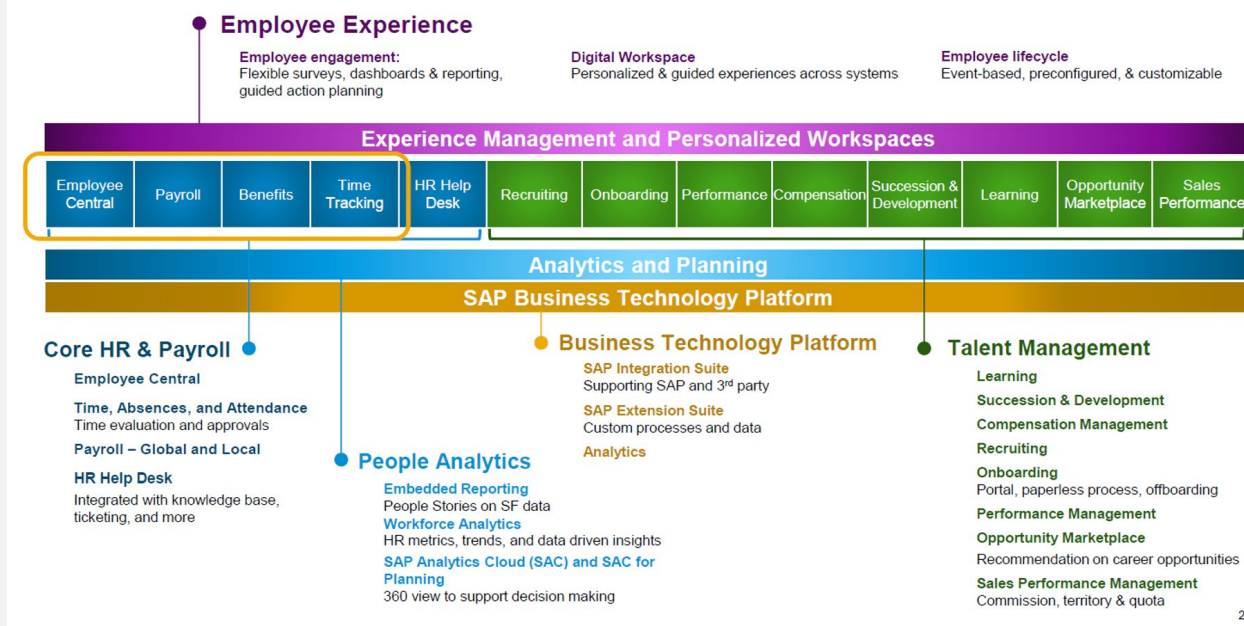
One of the announcements was about [SAP Business Data Cloud \(BDC\)](#)

BDC was introduced as an evolution of SAP's data and analytics portfolio, aiming to bridge the gap between data platforms and business applications. The key themes revolve around solving customer challenges related to data trust, data quality, heterogeneous data landscapes, and the difficulty of translating data insights into actionable business value.

BDC aims to provide a unified and simplified approach to data management, analytics, and AI, targeting both enterprise and – potentially – mid-market customers, with tiered capacity-based pricing to allow clients to buy the cloud services they need without a required suite.

BDC is not just a platform, but also a series of "Insight Applications" that will have unique pricing structures. We expect exciting announcements about Insight Apps and the hope is that the first one for HCM will be launched before year end 2025. For my HCM and Payroll audience, I know the question they will be asking is: does this impact their HCM and Payroll reporting?

SAP SuccessFactors: An end to end HR Suite



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Reporting options for HCM and Payroll in 2025

SAP SuccessFactors offers an end-to-end suite that includes Experience Management and Workspaces for modules including Core HR & Payroll and Time Management as shown here. An Analytics and Planning Layer (shown in blue) exists under all of those application areas, which sits on top of the BTP layer – which serves as the foundational component for all.

Over the past several years, I have written materials that explain the evolution of reporting and the launch of SAP SuccessFactors People Analytics, as described in this free ebook titled [2023 HCM and Payroll reporting options for SAP and SAP SuccessFactors](#).

This ebook is an update to the previous version, to explain the evolutions that have come to be since then. SAP HCM and SAP SuccessFactors HXM customers have integrated reporting, analysis and planning functionality leveraging designed for each of the different types of reporting, as described in the tables below.

Let's start with Live Operational reporting.

Live Operational Reporting solutions for HCM and Payroll

Function		Tool/Product/Offering	Learn More
1.	SAP SuccessFactors operational reporting for HCM	Report Stories is the operational component of SAP SuccessFactors People Analytics	<p>SAP Link: SAP Community Link for People Analytics (valid SAP ID required)</p> <p>Educational Links: What is Report Stories in People Analytics? and Get Started with Stories in SAP SuccessFactors People Analytics</p> <p>Offering: Free with any SuccessFactors license</p>
2.	Live Payroll reporting from SAP Payroll or SuccessFactors Employee Central Payroll	Query Manager	<p>SAP Link: SAP Store Link</p> <p>Educational Link: Live payroll reporting for SAP SuccessFactors Employee Central Payroll</p> <p>Report live on SAP Payroll and SuccessFactors Employee Central Payroll</p> <p>Offering: A separately purchased and implemented solution available via Partner EPI-USE Labs.</p>

Analytics and Planning solutions for HCM

Function		Tool/Product/Offering	Learn More
3.	Leverage 2,000+ best practice pre-defined metrics for human capital management	SAP SuccessFactors Workforce Analytics is the analytical component of SAP SuccessFactors People Analytics based on standard 2,000+ definitions of workforce metrics enabling managers and leaders to make better decisions based on a common understanding of the data.	<p>SAP Link: SAP SuccessFactors Workforce Analytics</p> <p>Educational Links: Trying to Compare Query Manager and SAP SuccessFactors Workforce Analytics is like trying to compare Apples and Oranges</p> <p>Offering: A separately purchased and implemented solution available via the SAP Store.</p>
4.	Enterprise-wide analytics that includes HCM and data from everywhere else in the business	SAP Analytics Cloud	<p>SAP Link: SAP Analytics Cloud</p> <p>Educational Link: Make your HR and Payroll data available dynamically in SAP Analytics Cloud</p> <p>Offering: A separately purchased and implemented solution that can be used across the entire enterprise.</p>
5.	Strategic operational planning for the future (including Headcount planning)	SAP Analytics Cloud for Planning is the planning component of SAP SuccessFactors People Analytics.	<p>SAP Link: HR Analytics and Workforce Planning</p> <p>Educational Link: Build a Future-Ready Workforce with SAP Analytics Cloud for Planning</p> <p>Offering: A separately purchased and implemented solution</p>

Where does SAP Datasphere fit in?

SAP Datasphere (formerly known as Data Warehouse Cloud) is a data and analytics solution providing the data warehouse as a service layer for SAP Business Technology Platform. Many customers use the SAP Datasphere Cloud as a staging, clean-up or modeling system before they eventually publish their data into an analytics solution like [SAP Analytics Cloud](#), [Tableau](#) or [Microsoft PowerBI](#).

As shown in the image on page 2, both SAP Analytics Cloud and SAP Datasphere, as well as Business Data Warehouse and SAP Databricks are now part of SAP Business fabric that makes up SAP Business Data Cloud (BDC).

Why do clients require a third-party solution for live Payroll reporting?

SAP is the undisputed world leader in global Payroll and their commitment to continuous innovation there is evident, see blog called [‘2025 update on SAP SuccessFactors Payroll \(SAP’s Next Gen Payroll\)’](#).

However, access to this complex data including time management and evaluation data is not possible with the reporting solutions offered today by SAP for two reasons.

1. People Analytics is designed for SuccessFactors and MDF Only

The People Analytics Report Stories solution is designed to expose SuccessFactors (and MDF) data only. SAP Payroll data whether its SAP On-premises ECC or SAP SuccessFactors Employee Central Payroll data does not meet those requirements. For those customers who wish to do live, operational reporting on Payroll data or both SAP and SuccessFactors data at the same time, a third-party solution is required. The only SAP S/4HANA certified solution that is also approved to run on SAP SuccessFactors Employee Central Payroll available for this is [Query Manager](#).

2. Live Payroll Data is currently not included in Report Stories

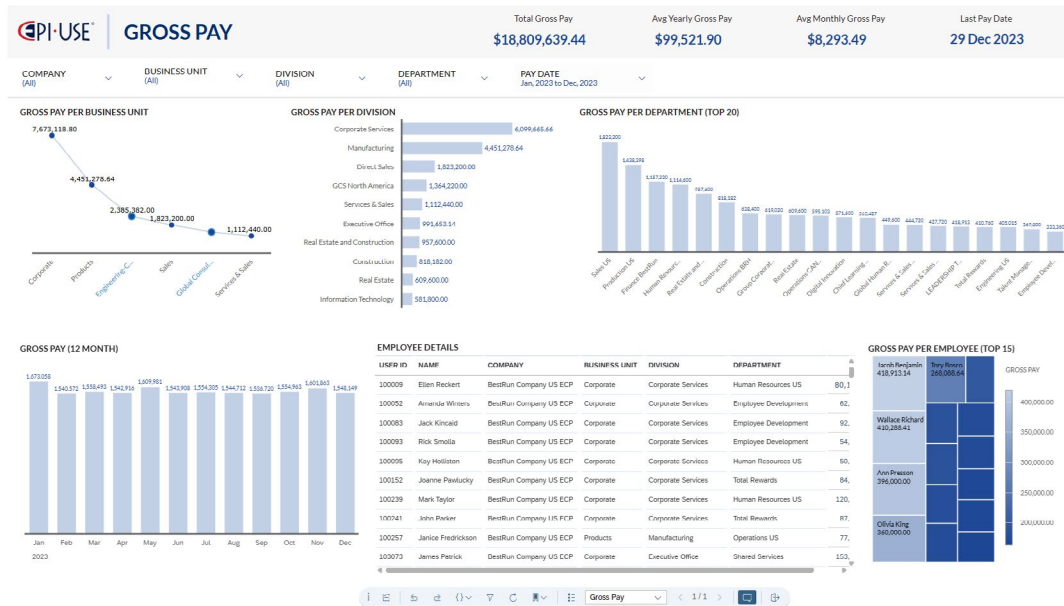
Currently live payroll data is not included, however, limited replicated data is. SAP SuccessFactors Employee Central Payroll leverages the world class on-premise ECC SAP solution so, similar to the point above, non-SuccessFactors data is not included in Report Stories Edition. Live operational payroll data is also not available. For those customers who wish to do live, operational reporting on any Payroll data On-premise or SuccessFactors Employee Central Payroll data, a third-party solution is required. The only SAP S/4HANA certified solution that is available for this today is [Query Manager](#).

What if I want my Live Payroll data in an Analytics Solution like SAP Analytics Cloud, Microsoft BW or Tableau?

Query Manager is integrated with all of these solutions for the live transmission of data. See links below:

Function	Tool/Product/Offering	Learn More
A <p>Share live SAP On-premises HCM and Payroll data with SAP Analytics Cloud.</p> <p>Share live SAP SuccessFactors Employee Central and Employee Central Payroll (ECP) data with SAP Analytics Cloud</p>	SAP Analytics Cloud Query Manager	Educational Links: Website: Query Manager Analytics Connector Blog: Make your HR and Payroll data available dynamically in SAP Analytics Cloud Video: https://www.epiuselabs.com/query-manager-analytics-connector#demo
B <p>Share live SAP On-premises HCM and Payroll data with SAP Datasphere</p> <p>Share live SAP SuccessFactors Employee Central and Employee Central Payroll (ECP) data with SAP Datasphere</p>	SAP Datasphere Query Manager	Educational Links: Website: Query Manager Analytics Connector Blog: Make your data available dynamically in SAP Datasphere
C <p>Share live SAP On-premises HCM and Payroll data with Microsoft PowerBI</p> <p>Share live SAP SuccessFactors Employee Central and Employee Central Payroll (ECP) data with Microsoft PowerBI</p>	Microsoft PowerBI Query Manager	Educational Links: Website: Query Manager Analytics Connector Blog: Integrate your SAP HCM and Payroll Data with Microsoft Power BI Video: https://www.epiuselabs.com/query-manager-analytics-connector#demo
D <p>Share live SAP On-premises HCM and Payroll data with Tableau</p> <p>Share live SAP SuccessFactors Employee Central and Employee Central Payroll (ECP) data with Tableau</p>	Tableau Query Manager	Educational Links: Website: Query Manager Analytics Connector Blog: Integrate your SAP HCM and Payroll Data with Tableau Video: https://www.epiuselabs.com/query-manager-analytics-connector#demo

Create reports yourself or start with pre-built options

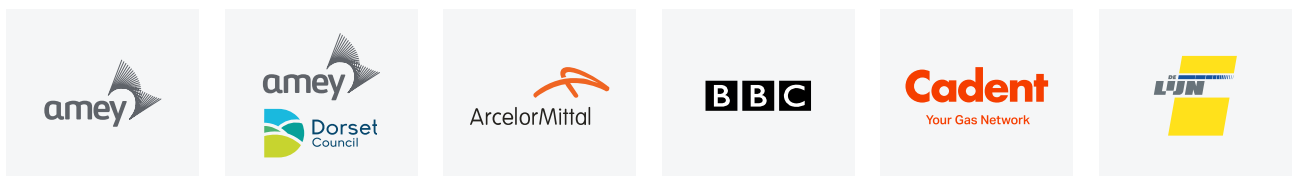


© EPI-USE Labs 2024: Example payroll dashboard powered by Query Manager

Whether you wish to create reports yourself from scratch, start from templates, start with the [Payroll Pack](#), build analytics yourself or leverage our services to do so, EPI-USE Labs and Query Manager is your first step.

With the Payroll Pack, you can speed up your payroll reporting and reconciliation with an exclusive selection of 25 ready-made reports for SAP SuccessFactors® Employee Central Payroll.

Regardless of your strategy for reporting and analytics, Query Manager can serve as the engine to provide you with the critical data you need. Thousands of users use it every day all over the world to solve the challenge of HCM and Payroll reporting, including these clients below:



If you want to learn more about the reporting options available to you, or see a live demo of Payroll reporting in SAP or SAP SuccessFactors Employee Central Payroll, please [reach out](#).

As a global software solutions and managed services company, EPI-USE Labs helps you to maximise the performance, management and security of your SAP® and SAP SuccessFactors® systems. Our clients tell us every day how we have transformed their business operations. Contact us to find out how we can help you solve your business challenges.

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