Chapter V

B2E SAP Portals: Employee Self-Service Case Study

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Abstract

The global ERP industry that blossomed in the 1990’s automating back office operations has made moves to introduce a “second wave” of functionality in ERP systems. In 2002/3 there was an expanded focus on mysap.com, small to medium enterprises and the expansion into “second wave” products. Companies around the world are exploring various Internet business models to evaluate their business potential and risk implications and a number of companies have realised the relatively quick gains with low associated risks that can be achieved through the business-to-employee (B2E) model. Employee Self Service (ESS) is a solution based on this model that enables employee’s access to the corporate human resource information system, and Australian companies are increasingly...
implementing this solution. This chapter presents the findings of a research project that looks at the changing nature of Human Resources (HR) in modern organisations and the development of an HR ESS portal in a major Australian organisation.

Introduction

Companies around the world are exploring various Internet business models, mostly B2B and B2C, to evaluate their potential and business implications. A number of Australian companies have realised the relatively quick gains with low associated risks that can be achieved through the business-to-employee (B2E) model. Employee Self Service (ESS) is a solution based on the B2E model that enables employees’ access to the corporate human resource information system. The global ERP industry, including the market leader SAP, blossomed in the 1990s, automating back office operations has made moves to introduce a “second wave” of functionality in ERP systems. These products were basically enhancements to the ERP software and included Business Information Warehouse (BW), Knowledge Warehouse (KW), Strategic Enterprise Management (SEM), Customer Relationship Management (CRM), Employee Self-Service (ESS) and Advanced Planner and Optimisation (APO). Table 1 presents SAP’s Asia-Pacific implementations of some of the second wave products presented with user segment and key market identified.

The change in demand for the second wave products is shown in the purchase patterns for 2001 and 2002 (Bennett, 2002). In Australasia in 2001, Supply Chain Management (SCM) accounted for 15% and CRM for 20% of SAP

Table 1. Second wave implementations by year (Bennett, 2001).

<table>
<thead>
<tr>
<th>Software</th>
<th>Implementations</th>
<th>User Segment</th>
<th>Key Market</th>
</tr>
</thead>
<tbody>
<tr>
<td>CRM</td>
<td>70</td>
<td>&gt;50</td>
<td>AU/NZ</td>
</tr>
<tr>
<td>e-Procurement</td>
<td>56</td>
<td>&gt;50</td>
<td>AU/JP/SG</td>
</tr>
<tr>
<td>BW</td>
<td>263</td>
<td>1-20</td>
<td>AU/JP</td>
</tr>
<tr>
<td>APO</td>
<td>73</td>
<td>1-20</td>
<td>AU/NZ</td>
</tr>
<tr>
<td>ESS</td>
<td>33</td>
<td>&gt;20</td>
<td>AU</td>
</tr>
<tr>
<td>Workplace</td>
<td>122</td>
<td>&gt;20</td>
<td>AU/Korea</td>
</tr>
</tbody>
</table>

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