Building SuccessFactors apps on the SAP HANA Cloud Platform

SuccessFactors moves away from its image as a "Business Execution" software and approaches an image of "Complete solution of HCM and Talent Management", which is increasingly more aligned with the image of SAP.

SuccessFactors and **SAP** have worked on strengthening its product by the connection between the two, with **HANA** as a processing platform.

The big announcement regarding this topic was held at the **SuccessConnect** event in October 2013, where it was revealed that **SuccessFactors** applications will run on **SAP HANA**, a platform that now runs almost all of **SAP** business applications. Since the event **SuccessConnect, SuccessFactors** has made some progress to get the version into production. Specifically, the suite of Talent Management **SuccessFactors** has been tested on **HANA** and is now available for some customers in beta. The company plans to launch its product, Workforce Analytics, in **HANA** soon too.

The expansion pack for **SuccessFactors** makes it faster and easier for businesses to adapt and integrate **SuccessFactors** to their business processes, helping to maintain a competitive advantage over other cloud applications. This strategy is aligned with **SAP's** strategy to unify all its cloud producta portfolio in **SAP HANA Cloud Platform.**

The extension package is built on **SAP HANA Cloud Platform** and includes capabilities of **SuccessFactors Metadata Framework (MDF).**

 SAP HANA Cloud Platform is a platform based on standards such as a (**PaaS**, Platform as a Service) service that allows customers and SAP Partners to build and deploy custom applications in SAP data centers worldwide.The platform provides an out-of-the-box integration with a full set of shared services, such as identity management, security, mobility, collaborative environments and database memory to reduce development time of applications in the cloud services.With this service, customers can implement developments coupled with **SuccessFactors** applications, both at data level and at user interface level .

Before continuing we will explain the difference between a SaaS (Software as a Service) environment and a PaaS (Platform as a Service) environment.

- SaaS: Applications with a predefined data model and processes that the provider makes available to customers at a relatively low cost. SaaS applications are based on standards and do not allow custom developments. As a rule, they involve:

  - • One same model for all customers
  - • They do not allow work with data models different to yours
  - • They have a low cost
  - • There is no control over the platform

- - PaaS: These are applications with a predefined data model and processes, available to customers, but that allow custom development to adapt the platform to the business processes of any company:

  - • Allows customized data and business models
  - • Easy to maintain and update
  - • Integrated with the other applications in the platform
  - • There is control over all applications
  - • There is limited control over the platform
  - • It has a low cost

From our point of view, SuccessFactors has yet to evolve so that SAP HANA Cloud Platform enables a full integration of our developments in its data and processes model, but the road is open, and we can now do is create our own business objects and fully integrate them into the SuccessFactors platform, meaning, we would go from a SaaS (Software as a Service) to a PaaS (Platform as a Service). Currently we can not change the basis modules of SuccessFactors, or its processes, but we can include in the platform new business processes and client objects. This allows us, for example, to create Apps or Extensions can be integrated into SuccessFactors.

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