BLACKBIRD FOR TRAINING

SAP SuccessFactors Functional Consultant Training

31 October – 4 November 2027
Dubai (UAE)



SAP SuccessFactors Functional Consultant Training

Ref: 3256053_214962 **Date:** 31 October – 4 November 2027 **Location:** Dubai (UAE) **Fees:** 4900 GBP

Introduction

This one-week practical training program is designed for professionals seeking to transition from SAP SuccessFactors end-user experience into a Functional Consultant role, with a strong focus on functional configuration and implementation concepts.

The program covers the core functional areas of Employee Central, Recruiting, and Employee Central Payroll, with specific attention to Indian and European payroll requirements. It also addresses Career Site Builder, business rules, workflows, role-based permissions, integration, testing, troubleshooting, and the functional consultant's role throughout the implementation lifecycle.

The training is designed to build on participants' existing SAP SuccessFactors and HRIS experience while strengthening their ability to understand, configure, test, and support SuccessFactors solutions.

Course Objectives

By the end of this course, participants will be able to:

- Understand the SAP SuccessFactors HXM suite and functional consultant role.
- Understand Employee Central architecture and core configuration concepts.
- Work with Employee Central data structures and organizational objects.
- Apply basic Employee Central configuration principles.
- Understand and work with Business Rules and workflows.
- Apply Role-Based Permissions concepts.
- Understand Position Management and employee lifecycle processes.
- Configure and manage key Recruiting processes.
- Understand Recruiting templates, requisitions, candidates, and applications.
- Understand Career Site Builder fundamentals.
- Understand the integration between Recruiting and Employee Central.
- Understand Employee Central Payroll concepts and integration.
- Identify key payroll considerations for India and European countries.
- Understand payroll-relevant employee data and processes.
- Apply functional testing and troubleshooting approaches.
- Understand data migration and integration considerations.
- Develop functional documentation and implementation requirements.
- Apply functional consultant practices through an end-to-end case study.



Course Outline - 1 Week

Day 1 - SAP SuccessFactors & Employee Central Configuration Fundamentals

- SAP SuccessFactors HXM suite overview
- Functional Consultant role and responsibilities
- SuccessFactors implementation lifecycle
- Employee Central architecture and core concepts
- Employee Central data model
- Employee and employment information
- Foundation Objects and organizational structures
- Job Information and employee data
- Introduction to Business Rules
- Employee lifecycle and functional processes

Day 2 - Employee Central Functional Configuration & Security

- Employee Central configuration framework
- Position Management fundamentals
- Business Rules and event derivations
- Workflows and approval processes
- Role-Based Permissions RBP
- Employee data security and access
- Configuration of common employee processes
- Data quality and validation considerations
- Functional troubleshooting
- Case Study: Employee Central configuration scenario

Day 3 - SAP SuccessFactors Recruiting & Career Site Builder

- SAP SuccessFactors Recruiting overview
- End-to-end recruitment process
- Job Requisition configuration
- Recruiting templates and candidate profiles
- Application and candidate management
- Interview and recruitment workflow concepts
- Recruiting status and process configuration
- Career Site Builder fundamentals
- Integration between Recruiting and Employee Central
- Case Study: End-to-end recruitment process



Day 4 - Employee Central Payroll: India & Europe

- Employee Central Payroll ECP overview
- Payroll architecture and functional processes
- Employee Central to Payroll data flow
- Payroll-relevant employee information
- Payroll integration fundamentals
- Indian Payroll: key payroll processes and localization considerations
- European Payroll: country-specific payroll and localization considerations
- Time and absence information relevant to payroll
- Payroll data validation and functional troubleshooting
- Common payroll integration issues
- Case Study: Employee Central Payroll integration scenario

Day 5 - Integration, Testing & Functional Consultant Practice

- Integration between Employee Central, Recruiting and Payroll
- Functional requirements gathering
- Configuration documentation
- Data migration considerations
- Unit testing and integration testing
- User Acceptance Testing UAT
- Functional issue identification and troubleshooting
- Role-Based Permissions and security review
- End-to-end employee lifecycle scenario
- Functional Consultant implementation practices
- Case Study: Planning and supporting a SuccessFactors implementation

Why Attend This Course?

Wins

- Build a stronger SAP SuccessFactors functional foundation.
- Move from end-user knowledge toward functional consulting.
- Strengthen Employee Central configuration knowledge.
- Develop Recruiting and Career Site Builder capabilities.
- Understand Payroll integration and localization considerations.
- Gain exposure to Indian and European payroll environments.
- Improve understanding of workflows, business rules and permissions.
- Develop functional testing and troubleshooting skills.
- Understand SuccessFactors implementation methodology.
- Strengthen requirements gathering and functional documentation skills.



Potential Losses Without These Capabilities

- Remaining dependent on technical teams for configuration tasks.
- Limited ability to support SuccessFactors implementations.
- Difficulty translating HR requirements into system configurations.
- Gaps in understanding Employee Central and Recruiting integration.
- Limited exposure to payroll integration and localization.
- Ineffective troubleshooting of functional issues.
- Reduced readiness for a Functional Consultant career path.

Conclusion

This focused program provides participants with a practical foundation for developing SAP SuccessFactors Functional Consultant capabilities. By combining Employee Central, Recruiting, Career Site Builder, Employee Central Payroll, Indian and European payroll considerations, integration, testing, and implementation practices, the course supports professionals seeking to strengthen their functional configuration expertise and progress toward a SuccessFactors consulting role.

Frequently Asked Questions FAQ

1. Who should attend this course?

SAP SuccessFactors end users, HRIS professionals, HR technology specialists, functional analysts, and professionals seeking to transition into SAP SuccessFactors Functional Consultant roles.

2. Does the course cover Employee Central and Recruiting?

Yes. Both Employee Central and Recruiting are core components, including configuration concepts, workflows, permissions, and integration.

3. Does the course cover Indian and European Payroll?

Yes. The program covers Employee Central Payroll with a focus on key processes and localization considerations for India and European countries.

4. Is this course suitable for someone with previous SuccessFactors end-user experience?

Yes. The course is designed to build on existing end-user and HRIS knowledge and move participants toward functional configuration and consulting concepts.

