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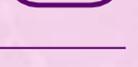
# SAP SuccessFactors Employee Central (Core HR)

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# Course Curriculum

# TABLE OF CONTENTS

01	<b>MEET THE FOUNDER</b>	
02	<b>ABOUT OMNILEARN</b>	
03	<b>ABOUT THE COURSE</b>	
04	<b>WHY CHOOSE US</b>	
05	<b>ABOUT PLACEMENTS</b>	
06	<b>WHY SUCCESS FACTORS COURSE AT OMNILEARN</b>	
07	<b>CERTIFICATION PROCESS</b>	
08	<b>COURSE CONTENT</b>	
09	<b>OUR ACHIEVEMENTS</b>	
10	<b>ON-SITE TRAININGS</b>	
11	<b>CANDIDATES PLACEMENTS</b>	
12	<b>REVIEWS</b>	
13	<b>CONTACT US</b>	

# Meet The Founder

AMOL S. PANDIT



Amol S. Pandit is the founder and CEO of Omnilearn Professionals Private Limited, a global professional training and corporate learning organization focused on developing future-ready talent. He holds a master's degree in mechanical engineering from BITS Pilani and brings strong expertise in engineering, quality systems, and organizational excellence.

With a decade of experience as an engineer in the Ministry of Civil Aviation, he gained deep exposure to quality management, regulatory compliance, and operational governance. He later transitioned into professional training and consulting, specializing in Lean Six Sigma, project management, business analytics, and leadership development, delivering programs for Fortune 500 companies and leading institutions.

A certified Lean Six Sigma Master Black Belt, Agile Scrum Master, and Business Analyst Professional, Amol is also a recipient of the Indian Achievers Award for his contribution to education and skill development. Under his leadership, Omnilearn has become a trusted global learning partner across multiple high-impact domains.

# ABOUT OMNILEARN

**Omnilearn Professionals Private Limited is a global professional training and corporate learning organization focused on building future-ready skills for individuals and enterprises. With a presence in India, the UAE, and Canada, Omnilearn delivers industry-relevant classroom and corporate training across domains such as SQL database management, project management, data science, AI & ML, SAP, IT, cybersecurity, quality management, and leadership development. Their hands-on, outcome-driven approach combines instructor-led sessions, real-world projects, and career support, including resume building, interview preparation, and job assistance. Omnilearn's mission is to empower professionals with globally relevant skills that drive measurable business impact and long-term career growth.**

# ABOUT THE COURSE

## SAP SUCCESS FACTORS

SAP SuccessFactors is a leading cloud-based Human Experience Management (HXM) solution that enables organizations to manage the complete employee lifecycle—from recruitment and onboarding to performance, learning, compensation, and workforce analytics. This course provides hands-on training on key modules, real-time implementation scenarios, and integration with SAP S/4HANA, preparing learners to become industry-ready HR technology professionals. SAP SuccessFactors empowers HR teams to streamline processes, enhance employee experience, and make data-driven decisions. It automates routine HR tasks, improves talent management, supports global workforce operations, and provides real-time analytics—helping HR professionals become strategic partners in driving organizational growth and efficiency.

# WHY CHOOSE US?



**Expert & Personalized  
Mentorship**



**Lifelong Learning  
Resources**



**Free Lab  
Access**



**End to end  
placement support**



**SAP Global Certification  
Guarantee**



**Complementary Resume  
Building from Experts**



**Guaranteed Internship**

# ABOUT PLACEMENTS

01.

We offer 100% Placement Assistance, backed by a strong network of 300+ Placement and Internship Partners to support your career growth.



02.

We have successfully placed more than 5000 candidates throughout our journey



03.

Students who complete the mandatory training program qualify for our placement assistance program



04.

Real-time training and excellence make Omnilearn the recruiters' top choice



## WHY SUCCESS FACTORS AT OMNILEARN?



**Comprehensive training on the latest SAP technologies and tools**



**Access to expert instructors and a supportive community of fellow learners**



**ISO and Global Quality Control Board Accredited**



**Real-time end-to-end project implementation-based training**



**Flexible learning options to fit your schedule**



**Guaranteed SAP Global certification**



**LMS Subscription for Lifetime**



**100% Job Support end-to-end**



**Internship Programs**



**Free Server access**

# CERTIFICATION PROCESS

1

## Counseling:

Register for the course and follow the enrollment process

2

## Engage in the Learning Process:

Attend all lectures, webinars, and tutorials. Participate actively in discussions and complete all the projects assigned by the instructor

3

## Course Completion Certificate:

Complete the course as per the schedule and receive the globally accredited certificate from Omnilearn.

4

## Global Certification Exam:

Get complete support for the Global Certification Exam, free exam dumps, and guidance to update your resume and LinkedIn profile with your new certification.



## CERTIFICATE OF ACHIEVEMENT

THIS CERTIFICATE IS PROUDLY PRESENTED TO

**Full Name**

Who Has Successfully Completed Our Training Program On  
**Course Name**

CERTIFICATE NO: OMNL-XXXXXXXX

DATE OF ISSUE: XX-XX-XXXX



AUTHORIZED SIGNATORY



# COURSE CONTENT

## SAP HCM to SuccessFactors Evolution

- SAP ECC HCM vs SuccessFactors vs S/4HANA HCM
- Cloud HR (SaaS Model) & Intelligent Enterprise
- SuccessFactors HXM Suite Overview
- Role of Employee Central as System of Record

## System Landscape & Navigation

- Instances: Preview, Production, Test
- Provisioning vs Admin Center
- Admin Center Tools Overview
- Proxy, Company Settings, Homepage Setup

## Metadata Framework (MDF) & Platform Basics

- MDF Concepts & Architecture
- Generic Objects vs Foundation Objects
- Picklist Management
- Introduction to Intelligent Services

## Data Models Configuration

- Corporate, Succession and Country-Specific Data Models
- HRIS Elements & Portlets
- XML vs MDF-based Configuration

## Foundation Objects & Organizational Structure

- Legal Entity, Business Unit, Division
- Department, Location, Cost Center
- Job Classification & Pay Structures
- Object Associations & Hierarchies

## Employee Data Management

- People Profile Structure
- Personal, Employment & Job Information
- Effective Dating Concept
- Event Reason Derivation
- Background Elements

## Position Management (Advanced Core)

- Position vs Job vs Org Structure
- Position Hierarchy & Org Chart
- Position Control & Vacancies
- Position ↔ Employee Sync

# COURSE CONTENT

## Business Rules Engine

- Rule Scenarios (onInit, onChange, onSave)
- Event-based Rules
- Validation & Defaulting Rules
- Rule Trace & Troubleshooting

## Workflows & Approvals

- Workflow Configuration
- Multi-level Approvals
- Workflow Triggers
- Alerts & Notifications

## Role-Based Permissions (RBP)

- Permission Roles & Groups
- Target Population
- Field-level Security
- Proxy Access

# COURSE CONTENT

## Hire to Retire Process

- Hire (Add New Employee) & Manage Pending Hires
- Transfers & Promotions
- Global Assignment & Concurrent Employment
- Termination & Rehire

## Employee & Manager Self-Service (ESS/MSS)

- ESS Features & Transactions
- MSS Capabilities
- To-Do Alerts & Notifications
- Self-Service Workflows

## Payroll & S/4HANA Integration

Employee Central Payroll Overview

Pay Components & Pay Structures

Integration with: SAP ECP and SAP S/4HANA Payroll

## Localization & Compliance

Country-Specific Configuration

Multi-country Deployment

Global HR Compliance

# COURSE CONTENT

## Data Migration & Data Management

- Import Templates (FO, Employee Data)
- MDF Import/Export
- Data Validation & Error Handling

## Integration & APIs

- Integration Center
- OData APIs
- SAP CPI Overview
- EC ↔ S/4HANA Integration Architecture

## SAP Activate Methodology

- Discover, Prepare, Explore, Realize, Deploy
- Agile vs Waterfall Implementation

## Business Blueprinting

- Requirement Gathering
- Documentation & Process Mapping

## End-to-End Project Simulation

- Company Setup (Foundation Objects)
- Employee Lifecycle Configuration
- Business Rules + Workflows + RBP
- Testing & Go-Live

# OUR ACHIEVEMENTS



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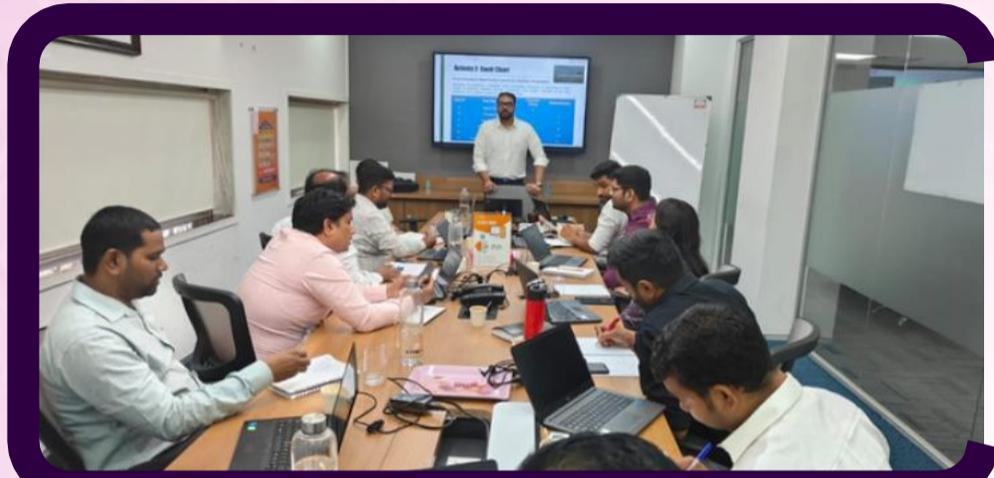
## INDIAN ACHIEVERS AWARD



# ON-SITE TRAININGS



# ON-SITE TRAININGS



# OUR CANDIDATES PLACED AT

5,000+ students trained at Omnilearn are now thriving in top companies across the globe. The next success story could be you.



# REVIEWS

Click on the link and check all our candidate's feedback:

<https://theomnilearn.com/courses/sap/sap-success-factors#give-review>

"Well-structured course with real scenarios."

Ananya Das  5/5



"Interactive sessions and great learning experience. Power BI helped me understand HR analytics."

Aishwarya Singh  5/5



"Real-time implementation knowledge and excellent mentoring. Communication training added value."

Vijay Verma  5/5



"Got full placement support with resume and interview prep. Highly recommended!"

Sandeep Yadav  5/5



"Updated curriculum and strong placement support. Very satisfied with the training."

Farhan Khan  5/5



# CONTACT US



## Registered Office Address

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