

System Requirements and Technical Prerequisites for SAP SuccessFactors HCM Suite

SAP SuccessFactors HCM Suite is a fully web-based offering. You will need an Internet connection and a system that meets certain requirements. The requirements listed here are for the **Q3 2015** release.

Client Software Requirements

Table 1:

Client Software	Version	Additional Information
Desktop browser	<p>Microsoft Internet Explorer 8 to 11 (Internet Explorer 10 Metro is not supported at this time)</p> <p>Mozilla Firefox</p> <p>Apple Safari 6, 7, 8</p> <p>Google Chrome</p>	<p>We are committed to supporting the most recent versions of Internet Explorer. Support for Internet Explorer 8 will be dropped with SAP SuccessFactors Q1 2016 release because Microsoft plans to end support for this browser on January 12, 2016.</p> <p>The following are not supported on Internet Explorer 8:</p> <ul style="list-style-type: none"> • Event Center • People Profile <p>When using Internet Explorer 8 with Org Chart V12, you need to download a plugin for Internet Explorer 8 in order to use the Print and Save As PDF features.</p> <p>The supported Internet Explorer browsers are used in certification testing. There is no explicit testing of Internet Explorer compatibility mode.</p> <p>Administrators who want to use the SAP SuccessFactors Learning question editor (QE) must log in to the administration environment with Internet Explorer in both browser mode and document compatibility mode. Using the developer tools (press <i>F12</i>), set the browser mode to <i>Internet Explorer 7</i> and document mode to <i>Internet Explorer 7 standards</i>.</p>

Client Software	Version	Additional Information
		<p>Google and Mozilla release continuous updates to their Chrome and Firefox browsers. We make every effort to fully test and support the latest versions as they are released. However, if defects are introduced with OEM-specific browser software, we cannot guarantee fixes in all cases. If you have a question about a specific version (for example, whether a specific version is supported), please log a support case.</p> <p>For additional system requirements, see your web browser documentation.</p>
Mobile browser	<p>Apple Safari for iOS 7.1+</p> <p>Google Android 4.1+ default browser</p>	
Oracle Java Runtime Environment (JRE)	<p>1.6 or higher to use video and audio recording</p> <p>On-premise customers can elect to require JRE for content tracking in a cross-domain solution.</p>	<p>To use general functionality, HCM Suite does not require you to install any plugins or JRE on end-user systems.</p> <div data-bbox="959 1077 1361 1379" style="background-color: #fff9c4; padding: 5px;"> <p>i Note</p> <p>Due to recent changes in Java security policy and Oracle's introduction of the JRE security baseline concept, you may have to upgrade your client JRE to the most recent version so that these JRE-dependent functions work correctly.</p> </div>
Adobe Flash Player	10 or higher	<p>Required only for the following:</p> <ul style="list-style-type: none"> • SAP Jam video functionality • SAP SuccessFactors Learning administration • SAP SuccessFactors Recruiting Marketing "Recruiter Dash" • Advanced UI features, such as organization charts, succession lineage charts, company barometer, and instructional videos

Client Software	Version	Additional Information
Operating system	<p>Microsoft Windows Vista</p> <p>Microsoft Windows 7</p> <p>Microsoft Windows 8+</p> <p>Apple Mac OS X Lion (10.7) or higher</p>	<p>SAP SuccessFactors is not dependent on any specific operating system. All capabilities are accessible through a web browser. The only exception is the Learning Management System (LMS) offline player, which must be installed on users' machines. The offline player requires Windows 7 SP1 or Mac 10.8.</p> <p>The Learning Report Designer requires the latest version of Windows 7 or Windows 8.</p> <p>For additional system requirements, see your operating system documentation.</p>
Virtual meeting room	<p>Cisco WebEx Training Center WBS29; API version 8</p> <p>Cisco WebEx Meeting Center WBS29; API version 8</p> <p>Adobe Connect 9.1, 9.2, 9.3, 9.4</p>	<p>Required only for the virtual learning classroom. The clients install in a standard way, as if users clicked a meeting invitation link in an email message.</p>
Additional software	Adobe Acrobat Reader 9 or higher	

Client Configuration Requirements

Table 2:


Client Configuration	Setting	Additional Information
Network bandwidth	Recommended connection speed 300 - 400 kbit/s	In general, HCM Suite requires no more bandwidth than is required to surf the Internet. All application modules are designed for speed and responsiveness with minimal use of large graphic files.
Screen resolution	XGA 1024x768 (high color) or higher	
Minimum recommended cache size	250 MB	<p>HCM Suite is a Web 2.0 application. We recommend allowing browser caching because HCM Suite uses it heavily for static content such as image files, CSS files, and JavaScript files. If you clear your cache, the browser will not perform as well until the deleted files are downloaded again to the browser and cached for use next time.</p> <p>Newer web pages must be enabled.</p>

Client Configuration	Setting	Additional Information
HTTP 1.1	Enable	
JavaScript	Enable	
Cookies	Enable web browser session cookies (non-persistent) for authentication purposes	SAP SuccessFactors Recruiting Marketing requires persistent cookies.
Pop-up windows	Allow pop-up windows from SAP SuccessFactors domains	

Mobile Requirements

An HCM Suite mobile application is available for the following devices from their respective app stores.

Table 3:

Hardware/Software	What's Supported	Additional Information
Device	Android Blackberry iPad iPhone	See Supported Devices  .
Mobile browser	Apple Safari for iOS 7.1+ Google Android 4.1+ default browser	When using the Safari browser to access HCM Suite and/or the learning management system (LMS) on your iPad, the following settings are required. (These settings are not required if you use the SAP SuccessFactors app.) <ul style="list-style-type: none"> Block Cookies <i>Always Allow</i> You can try the setting <i>Allow from Websites I Visit</i>. However, if you encounter issues, use the setting <i>Always Allow</i>. Block Pop-Ups <i>Off</i>

AICC and SCORM

The learning management system (LMS) supports the following:

- AICC
- SCORM 1.2
- SCORM 2004 2nd Edition
- SCORM 2004 4th Edition

Accessibility

We are committed to delivering software that is usable by individuals with disabilities. Although our applications include many accessibility features, they are currently not fully optimized for accessibility. You may need to provide client-side, third-party assistive technologies, such as the JAWS screen reader, to be used in conjunction with SAP SuccessFactors applications. Detailed documents such as the Voluntary Product Accessibility Template (VPAT) or Web Content Accessibility Guidelines (WCAG) 2.0 are available for some SAP SuccessFactors applications from your account executive upon request.

Change History

Date	Description
July 29, 2015	Initial version

Important Disclaimers and Legal Information

Coding Samples

Any software coding and/or code lines / strings ("Code") included in this documentation are only examples and are not intended to be used in a productive system environment. The Code is only intended to better explain and visualize the syntax and phrasing rules of certain coding. SAP does not warrant the correctness and completeness of the Code given herein, and SAP shall not be liable for errors or damages caused by the usage of the Code, unless damages were caused by SAP intentionally or by SAP's gross negligence.

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