



TECHNOLOGY OVERVIEW

Integration with mySAP ERP HCM & SAP NetWeaver Portal

Nakisa OrgManagement Series is a powerful suite of 100% web-based modules used to access, visualize and model human capital and organizational structure information. Architected for rapid deployment and ease of administration, Nakisa OrgManagement Series is the only enterprise class solution of its kind to be fully certified by SAP, Oracle, and Microsoft.

Based on a Service-Oriented Architecture (SOA) and designed to leverage Web Services, Nakisa OrgManagement Series is a multi-lingual application that supports load balancing, clustering, co-tenancy and multi-tiered deployments. The solution works within an organization's existing IT infrastructure and seamlessly integrates with portal applications, ERP systems, databases and LDAP Directories.

SYSTEM OVERVIEW

Users access Nakisa OrgManagement Series via a supported web browser. Through an easy-to-use interface they can search and view human capital data in the form of organization charts, employee directories or floor plans. The application leverages an organization's existing relational data and dynamically transforms it to hierarchical information in order to generate graphical web views presented to users.

Performance and Scalability

Nakisa OrgManagement Series is designed using a multi-tier architecture that supports layers of operations of the system. This architecture provides the application with optimal management of system resources to ensure leveraging of existing hardware.

Nakisa OrgManagement Series has been performance-optimized and tested in high-demand environments to scale to meet the requirements of hundreds of thousands of users and the handling of millions of records. For implementations with large numbers of records and heavy user traffic, the availability and performance of Nakisa's application is controlled by hardware and software-based load balancing to ensure high system availability, performance and scalability.

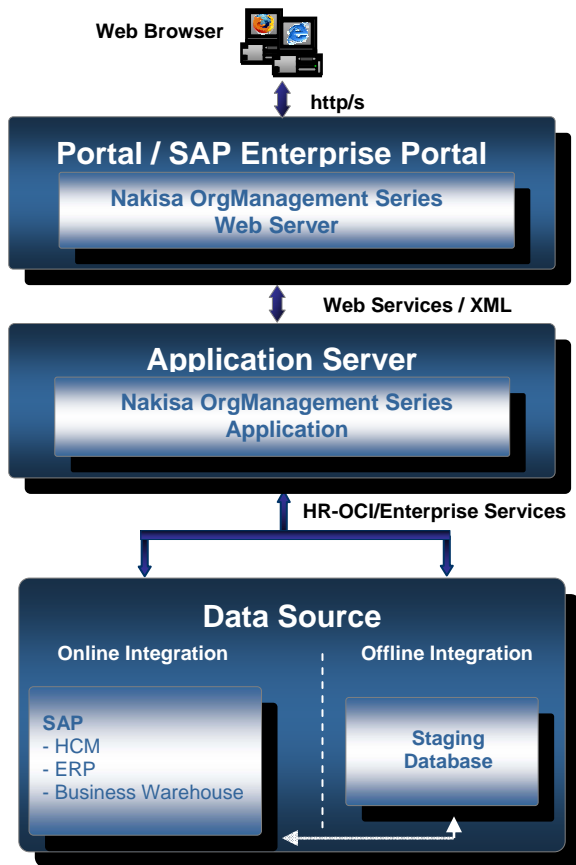
Nakisa OrgManagement Series Framework

A .NET application, Nakisa OrgManagement Series is based on a SOA approach and can be deployed in highly distributed environments. The solution offers flexible integration and interoperability with disparate software applications through its support for open industry Web Service and XML standards.

The application runs on Windows Server and no application or platform changes are required to existing IT infrastructure or desktop environments for an enterprise to benefit from Nakisa OrgManagement Series functionality.

System Configuration & UI Customization

Nakisa OrgManagement Series offers extensive configuration options that generally require no base



Architecture Diagram



code manipulation. Configuration of the solution can be carried out by the system administrator using the application's web-based administration console or can be made using XML configuration files. XML configuration files are fully compatible with international standards and customizations of this type can be carried out with conventional XML / Text editors.

Nakisa OrgManagement Series is a highly flexible solution that allows for tailoring of not only the data presented to users and look and feel of the interface, but also to the features and functionality users are able to access. All can be quickly customized to meet the specific needs and security requirements of an organization.

Data Source Support

Nakisa OrgManagement Series provides real-time connectivity and integration with the following data sources:

- ERP systems including SAP
- Relational databases including Oracle, IBM UDB/DB2, MS SQL Server, MS Access
- LDAP including Microsoft Active Directory, Sun One/iPlanet, Novell eDirectory, IBM Directory Server

The application can connect simultaneously to multiple data repositories to provide one centralized view into data housed across multiple sources.

Application Security

Nakisa OrgManagement Series' application security leverages the Single Sign-On (SSO) functionality and users' identity and role information housed in an ERP application, portal or other supported system. For any secure operation, Nakisa OrgManagement Series respects the login ID's associated security role to enforce corresponding user security privileges and to limit access to specific data. As part of implementation, security role information is also leveraged to allow Nakisa OrgManagement Series to restrict user access to various modules or functionality of the application.

Multilingual Solution

Nakisa OrgManagement Series is the only browser-based multilingual solution of its kind with full support for Unicode character sets. It can present data in any language and also allows users to select the UI language of their choice on-the-fly. These settings can be saved to user preferences for future login.

100% Thin Client

Nakisa OrgManagement Series is a 100% HTML based thin-client solution that does not require any installation of Java applets, ActiveX controls, or alternative software to client desktops. The application supports standard web browsers including Internet Explorer, Apple Safari and Mozilla Firefox.

SAP INTEGRATION POINTS

SAP Integration Summary

Certifications:

- Powered by NetWeaver
- iView Scenario, SAP HR-OCI Certification
- Online Scenario, SAP HR-OCI Certification
- Offline Scenario, SAP HR-OCI Certification

Compatibility:

- SAP/R3 4.6c or greater including mySAP Enterprise HCM
- SAP NetWeaver Portal 5.0 & greater

Nakisa OrgManagement Series offers two types of integration with SAP to visualize human capital data:

1. Online integration and real-time connectivity with mySAP Enterprise HCM.
2. Offline integration with access into mySAP Enterprise HCM to create a temporary, staged data repository from which Nakisa OrgManagement Series extracts data using its built-in, user-friendly 'SAP Connector' to visualize information.

Nakisa OrgManagement Series integrates with mySAP Enterprise HCM and Workforce Analytics through the SAP HR Organization Charting Interface (SAP HR-OCI). The SAP HR-OCI interface allows SAP data to be queried and retrieved in real-time. The application extracts SAP HR Organizational Management objects and relationships (such as organizational units, positions, and employee data) to visualize it graphically in the web browser. Nakisa OrgManagement Series also integrates with SAP NetWeaver Portal iViews and its SSO and role-based security capabilities.

