



External Training Courses App

ORBIS PEOPLE Extension for SAP SuccessFactors LMS

Situation

External training requests are often managed manually, while standard LMS processes offer limited flexibility and transparency, leaving HR and managers without centralized visibility into approvals and training status and making it difficult for employees to track the progress of their requests.

Challenges

- Manual approval and communication processes
- Missing transparency for employees and managers
- Inconsistent request data and missing validations
- No flexible workflow logic for different business needs
- Administrative effort for HR teams

Solution Innovation

- Modern and configurable external training request forms
- Dynamic approval workflows based on business rules
- Automated mandatory field and plausibility checks
- Upload of certificates and training documents
- Real-time request tracking and reporting
- Proxy / acting-on-behalf functionality
- Automated email notifications
- Cloud-based extension running on SAP BTP
- No modification of SAP standard

Benefits

- SAP-aligned extension architecture
- No modification of SAP standard
- Runs on SAP BTP
- Easy integration into SAP landscapes
- Modern and intuitive UI
- Scalable cloud solution

Value Drivers

- Reduce HR administration effort
- Improve employee experience
- Increase process transparency
- Ensure higher data quality
- Support scalable training processes
- Enable standardized global workflows

Create external training request

Complete training

Revoke

Back

You are acting as "Sarah Munz"

Created at: Mar 14, 2025, 9:26:03AM

Created by: Sarah Munz

Current step: Employee (Completion)

Current processor: Sarah Munz

Current status: In progress

Information on external training

Approvals

Attachments

Approval step	Approver	Status	Created at	Processed at	Comment
Employee (Completion) 53,190	Sarah Munz	In progress	Mar 5, 2026, 12:13:31 PM	Mar 13, 2026, 3:29:48 PM	Please approve for new skills
HR Manager (Approval) 53,172	Bianca Duffner (Ben Zimmermann)	Approved	Mar 4, 2026, 1:06:34 PM	Mar 13, 2026, 3:29:48 PM	This training is now approved by HR.
Line Manager (Approval) 52,150	Martin Schulz (Ben Zimmermann)	Approved	Feb 19, 2026, 10:13:32 AM	Mar 13, 2026, 3:29:48 PM	This training is now approved by the line manager. Hopefully there are some new cool skills learned!
Functional Manager (Approval)	Ben	Approved	Mar 14, 2025	Mar 13, 2026	The LMS-Training will be approved from the

Price |

Subscription: €3,000/year
Implementation: €14,000