
SAP Training for Remote Teams: How Assima Train Ensures Seamless Learning

Introduction

Remote work is one of the top growing trends among employees worldwide. A [study by Global Workplace Analytics](#) reports that 80% of employees consider remote work a job perk, with 36% even choosing it over a pay raise. This shows just how much more satisfied employees are working from home. However, remote work is not good news only for employees; employers have something to gain from it too. In fact, [a WFH experiment done as far back as 2013, when the concept of remote work was yet to be popularized, at CTrip, a 16,000-employee, NASDAQ-listed Chinese travel agency](#), showed a 13% increase in productivity when remote work was introduced, as reported by Nicholas A. Bloom, James Liang, John Roberts, Zhichun Jenny Ying.

The mass enforcement of remote work during the 2020-2021 COVID lockdown further showed that it is quite possible to work remotely with as much engagement and efficiency as during work from the office. With a few infrastructural tweaks, a company can operate entirely remotely, except for roles that necessitate on-site presence. Many organizations have permanently adopted remote work, while others have embraced a hybrid model. Consequently, the need for remote training in software usage has emerged. While most applications are straightforward to learn and use through virtual training, complex ERP systems like SAP present challenges, particularly if traditional training tools are still in use.

Remote employee training requires certain future-ready digital tools that can effectively recreate the learning environment you encounter at the workplace at home or whichever location you choose to work from. These are not some highly advanced, futuristic technologies; most are already commonly available in the market but not being used to their fullest. If you are looking for a tried and tested digital adoption platform to effectively provide SAP training for remote teams in your workforce, you are in the right place. Assima has everything you could possibly need to streamline remote SAP training while improving productivity and reducing onboarding time and costs.

Get deeper insights into the art and science of implementing remote training systems here.

[READ EBOOK](#)

The Growing Need for Effective Remote SAP Training

Online SAP training for employees is becoming more and more a necessity than an option for enterprises as a greater percentage of people opt to work from home. However, not every workplace is equipped with the infrastructure, resources, or talent to facilitate that. Let's discuss some of the issues global organizations often face with remote work and training.

The Shift to Remote Work and Its Challenges for Training

Most companies nowadays offer some form of remote working option to their employees, either complete WFH or a hybrid mode. Either case demands the need to provide remote training. However, remote training is only possible and effective when the company uses the right tools and technologies. First, you would need a systems training solution and/or a [digital adoption solution](#) that allows you to create, maintain, deliver, and deploy training in the desired format and manner to the right people.

Second, you would need to provide said learners with the right system and equipment to run the training program. You might also need to assign helpdesk employees and IT staff to assist remote learners in the right manner when needed. After all, they cannot just walk over to their office cubicle and fix the problem; a sustainable, efficient substitute avenue must be implemented. Lastly, you must also provide additional support once users start working on the live system.

Key Challenges in Remote SAP Training

SAP remote workforce training comes with its own set of challenges over and above the [hurdles you face during general SAP training](#). This includes:

- In-person training methods are no longer available, which would be a major deterrent for those whose preferred learning style involves face-to-face instructions or hands-on training.
- The lack of peers and a community may lower information retention in some people who benefit from social learning and human interactions.
- Not being present in the office means any issues or doubts will take time to get solved because you would depend too much on the IT team and SMEs, who will attend to the tasks at hand on priority.
- Simply the fact that the SAP interface is complicated and even in-person trainees struggle is a testament to the fact that remote training will also go more slowly, and SAP onboarding for remote employees will probably have to be extended beyond the desired date.

Shortcomings of Traditional SAP Training for Remote Teams

The reason we recommend using modern technology for SAP training is because traditional SAP training is unsuitable for it. Here are some reasons why SAP training for remote teams should phase out traditional teaching methods:

Lowered Hands-on Guidance and Real-time Support

Traditional SAP training depends heavily on methods like classroom training and in-person instructor guidance using manuals and guides. It works because SAP training materials are usually written at the same difficulty level as the software and trainers and advanced users are there to explain the technical terms and concepts in traditional office learning environments. However, in remote learning scenarios, this is not possible to arrange on an ongoing basis, thus

hindering its scope. Unfortunately, traditional SAP training methods do not utilize technology that can replace the real-time support or hands-on guidance in-person methods can impart.

Lack of Interactive Guidance and Practical Training

Traditional training tools are not equipped to provide interactive SAP training online. They are mostly one-directional like texts, videos, and audios. They are incapable of providing learners with an [interactive platform essential to test the knowledge they gained through practical experience](#). This would not have been a problem in the office where the learners can simply turn to their computers and try out what they learned, but it is too risky to do at home, where no one is present to show them the right action or correct their errors. As a result, it takes a longer time to gain complete mastery over the SAP platform, and even then, gaps in knowledge remain.

Shortcomings of Traditional SAP Training for Remote Teams

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Lack of Interactive
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Inconsistent Learning Experiences Across Global Teams

Traditional SAP training methods depend mostly on static learning materials. Once created and delivered, they cannot be modified. Any changes would need the lessons to be reworked or recreated from scratch. Once completed, they would have to be distributed anew. It also becomes a hassle when these materials have to be tailored for different roles and teams, increasing the burden of maintenance. This results in employees in different locations being trained on the same topic at different times. If modifications are done locally, then, it adds to the inconsistency of their training due to different experts interpreting and implementing the changes differently.

Limited Multilingual Choices for Training Materials

Another issue with SAP learning for distributed teams is that employees in different locations might have different linguistic requirements. While English is considered the default language for communication and learning, not every learner would be comfortable with it; in fact, miscommunications and holes in knowledge may be introduced if training is not imparted in their native language. However, [traditional SAP training, due to its static nature, is difficult to deploy in as many languages as you need. Even if you arrange for it](#), the reliability of the translation remains questionable, especially in integrating cultural differences in local interpretations.

Higher Downtime and Dependency on IT Support

Due to the lack of real-time assistance, in-person guidance, or any other form of hands-on support in traditional training, remote SAP-learning employees often get stuck on tasks or make mistakes that they do not have the informational range to correct themselves. This can lead to system issues that cause technical and/or productive downtime. In any case, the employees end up having to contact IT to solve the problem. This not only eats into the number of productive hours the employees can give to the company but also [loads IT with avoidable support tickets that overburden them and waste their time](#).

How Assima Train Transforms Remote SAP Training

Traditional SAP training methods are clearly not equipped to support remote training needs. SAP training for remote teams requires modern tools and technologies, future-ready approaches, and an open mind to succeed. For starters, you need to adopt virtual SAP training solutions with features that support remote training for software with steep learning curves like SAP. A solution like Assima is the right choice if you want to make remote training for SAP effective, yet economical and sustainable.

Simulation-Based Learning for Real-World SAP Experience

[Assima Train](#) SAP training provides hands-on training for remote teams without risking the live system or generating downtime. Assima Train uses a [4X patented technology](#) that allows you to create [hyper-realistic clones that are highly interactive and accurately mimic the behavior of the actual SAP platform](#). This creates a risk-free simulated environment for remote employees to practice without the fear of mistakes, boosting both knowledge retention, problem-solving skills,

and confidence before working on the live SAP system.

Contextual In-App Guidance for Immediate User Support

Another tool within Assima's SAP digital training platform is [Assima In-App Search](#), which is an overlay search widget that operates atop the live SAP system and provides dynamic search results. These results are contextual and role-based, displayed based on your current task and designation. This kind of [real-time, in-app guidance is a blessing for remote workers](#) who cannot ask for help from peers or IT instantly. It makes onboarding faster and more streamlined while making workers self-sufficient.

Centralized System for Scalable Global Training

Assima utilizes cloud-based SAP training, which means all training materials are deployed from a centralized system and can be made accessible all at the same time to global teams. Moreover, any modifications made to the lessons become visible instantly upon publication too. Teams at different locations can be given consistent training. They can also take advantage of self-paced learning. Moreover, it eliminates the need for maintaining elaborate infrastructure or keeping aside resources for distribution and maintenance.

Multilingual Support to Ensure Consistent Learning

Software process clones created with Assima have another great advantage – they can be translated in a single step to any number of languages that are used across global offices, from the interface to the data to the instructions. You do not have to hire translators or depend on translation services that provide literal translations without any consideration for culturally relevant linguistic differences. You can [train all your multilingual teams homogeneously](#), no matter how diverse they are. This makes Assima a highly scalable solution to use for SAP training.

Find out more about how Assima is equipped to handle your remote training needs.

[READ NOW](#)

Benefits of Using Assima Train for Remote SAP Learning

Here are a few ways Assima optimizes SAP training for remote teams:

Reduced Training Costs and Increased Efficiency

Since Assima allows you to deploy training from a centralized system to any location in the world, hosted on any compatible system and browser, the cost of travel and lodging to get employees to come to your location for training or send over training materials and instructors to their location is eliminated. You do not even need additional or special hardware or software as Assima clones can be generated in various formats and deployed from any system and OS.

Improved Knowledge Retention with Interactive Learning

Interactive training methods of any kind result in higher knowledge retention as users learn by doing and applying rather than just reading or watching. Moreover, simulations are proven to

boost retention and recall even more as they provide an immersive yet risk-free environment to learn new skills. [Since Assima clones are highly interactive and look and behave exactly like the real SAP system, it allows faster adoption and onboarding when users shift to the live system.](#)

Homogenous Onboarding for Remote Employees

With Assima's centralized management system, every employee in the world gets access to lessons at the same time. Hence, [the training program can be run homogeneously across all teams without any stagger or delay](#). Neither would any team lag due to the inadequacies in multilingual or translation capabilities. Every employee can be onboarded at the same time and start working on the live SAP system together.

Consistent Training Quality for Multilingual Teams

[Assima has a highly potent translation facility that allows you to create copies of the same lesson in multiple languages with very little effort](#). This facilitates streamlined multilingual training for your distributed workforce without spending money on translators or creating low-quality translations. You can distribute these lessons to all the teams at once - one team does not have to wait because you are having trouble finding the right person or tool to translate lessons to their language.

Centralized Management with Analytics and Reporting

Assima uses an analytics dashboard that provides in-depth data regarding the progress of every learner, down to a single click or input. When it is possible to gain complete visibility over the progression of every employee in every location at one place, you do not have to rely on the unreliable or biased reports of others to be able to determine the next step or chalk out improvements in the training program.

Benefits of Using Assima Train for Remote SAP Learning



Best Practices for Implementing Remote SAP Training

SAP training for remote teams cannot succeed just by implementing advanced technology; you must also apply industry best practices to be able to take full advantage of these tools. Some of these strategies include:

Setting Clear Training Objectives and KPIs

No plan is ever successful without clear goals to work towards, and a remote SAP training program is no different. In fact, with a remote program, you must not only define clear and SMART goals but also amend them regularly based on the current state of the program. Ensure that every stakeholder knows these objectives, so their individual efforts align in the same direction too.

Leveraging Digital Adoption Platforms for Training

One thing is clear – it is not possible to feasibly provide SAP training for remote teams without some form of [digital adoption platform](#). These solutions are optimized for remote training and will give you a significant advantage in effectively training your staff. It also reduces excessive dependency on the IT team and facilitates continuous learning.

Encouraging Collaboration Through Virtual Sessions

Just because your teams are working from separate locations does not mean they have to be isolated. Encourage them to collaborate – provide channels for communication and mutual advice, run interactive workshops that refresh their knowledge, and provide team-based learning exercises to enhance the advantages of peer-supported learning.

Foster an Environment of Self-Motivated Learning

Even when colleagues actively collaborate, they are still working individually. Ensure that this does not demotivate them. Foster a culture where every employee is still motivated to learn new SAP skills on their own and reward them for their individual achievements, provide incentives to complete new courses, and appreciate their efforts publicly.

Conclusion - Future-Proofing SAP Training for Remote Workforces

One thing is for certain – remote work is here to stay. More and more people are choosing to work from home, at least a few days a week. Moreover, it allows mothers, people with dependents, disabled people, people with long commutes, and others with similar constraints to maintain full-time employment. It is also letting companies hire purely based on talent without having to consider their location or in-person availability. In all these scenarios, SAP training for remote teams is the best way to make your hires and employees ready to take on their responsibilities with full confidence. However, only by investing in the right training tools will you notice SAP adoption and workforce productivity reaching or exceeding expectations. A solution like Assima can be the difference between success and failure for your SAP training program.

Find out how our experts can help you design the perfect remote SAP training program.

[CALL NOW](#)