

# MASTERINGSAP

An SAPinsider Company

# The Next Horizon for On- Prem Users

Melbourne, 23<sup>rd</sup> May 2024



Simplify work life.  
Achieve more.



# Agenda

- 1 Current state of play
- 2 Demystifying upgrade paths
- 3 What are the real benefits of moving to the cloud?
- 4 What tools/ solutions will help with this move?
- 5 What can I do now to prepare?
- 6 Questions & Answers



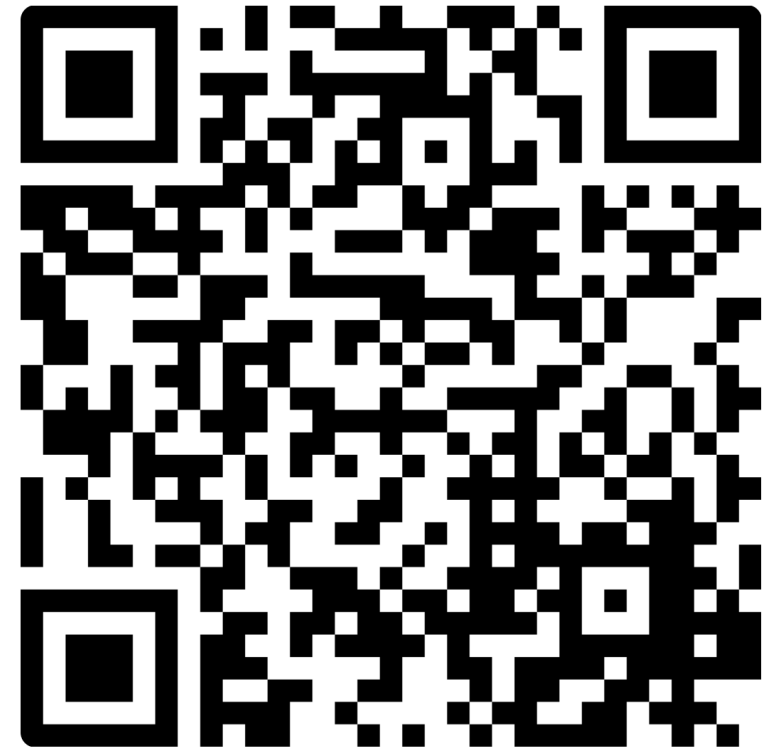
# Instructions

Go to

**www.menti.com**

Enter the code

**2522 7560**



Or use QR code



A person with a backpack stands on the edge of a jagged, rocky cliff. The scene is set during sunset or sunrise, with a sky filled with soft, colorful clouds in shades of orange, pink, and blue. A large, semi-transparent rounded rectangle is overlaid on the right side of the image, containing the text '33%'.

33%

SAP Users relying on legacy ECC who have bought or subscribed to licenses to start their **transition to the cloud** (Source: Gartner)



# What is the cost of a payroll error?

Estimated total direct and indirect labour cost per 1,000 employees by payroll error type in 2022




2024 APA Payroll  
Survey Results

35%

of all respondents were satisfied  
or very satisfied with their  
payroll technology.

“Cost and risks due to payroll errors: Results of the 2022 HR Processing Risk and Cost Survey - An EY study performed on behalf of Paycom



A woman in a blue sports top and red shorts is climbing a dark, craggy rock face. She is wearing a yellow backpack and climbing shoes. A red rope is attached to her harness and extends upwards. The background is a dramatic sky with orange and yellow clouds, suggesting a sunset or sunrise. The overall image is oriented vertically, with the climber on the right side.

**34%**

Poor or incomplete data coming into  
the payroll office

## What are the Biggest Risks for Your Payroll Operation in 2024?

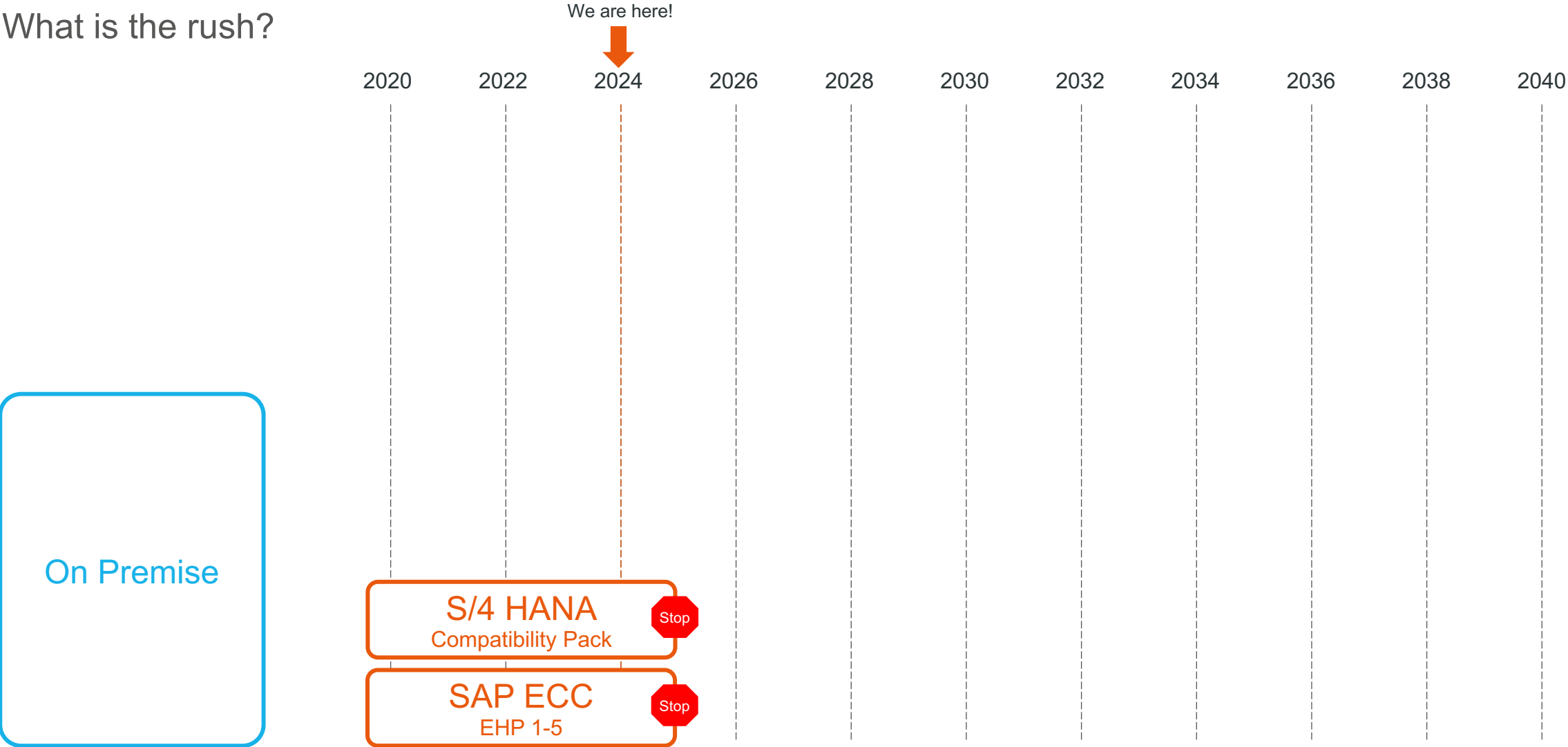
(Source: Australian Payroll Association)

**20.5%**

Upgrading Technology

# I've got until 2027 or 2030?

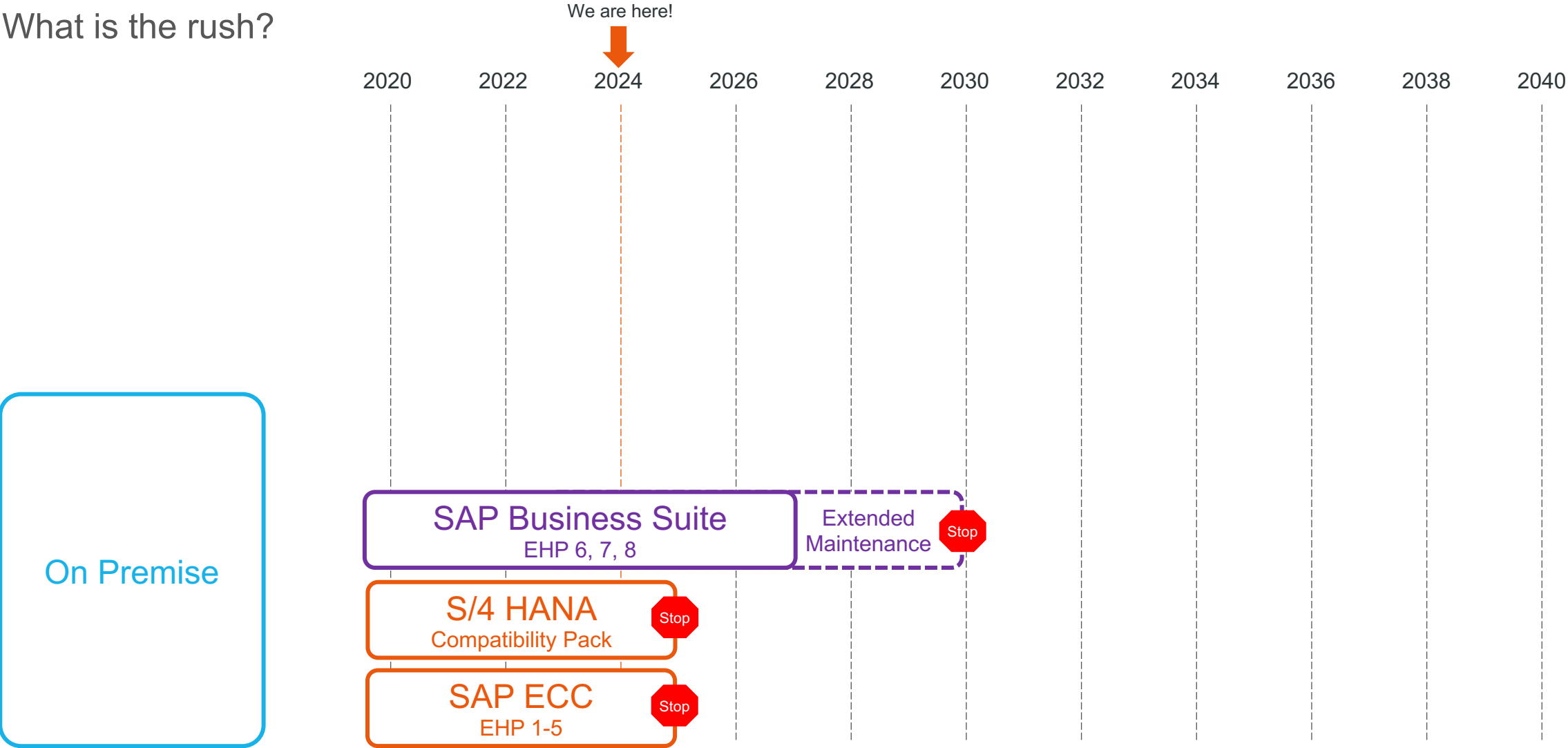
What is the rush?





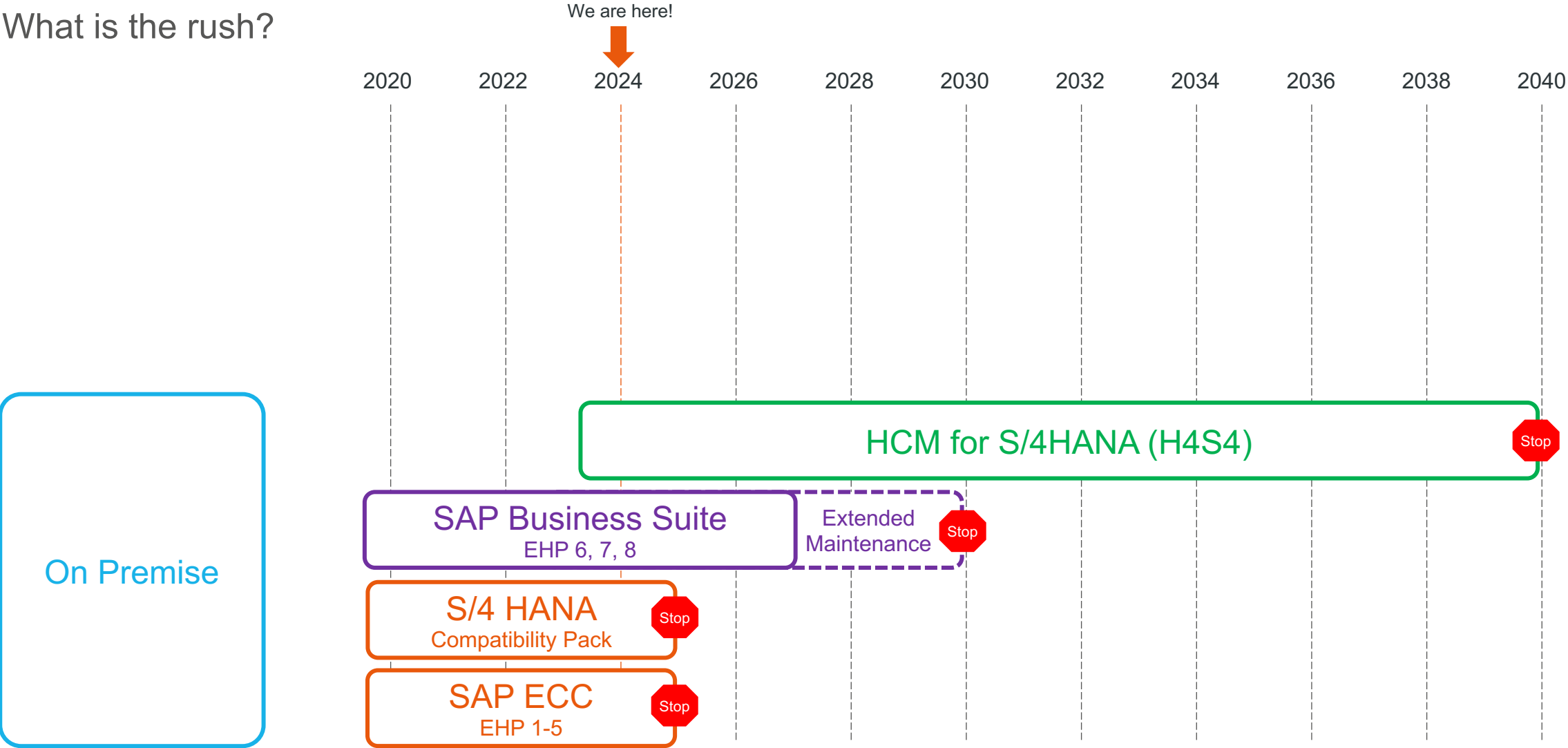
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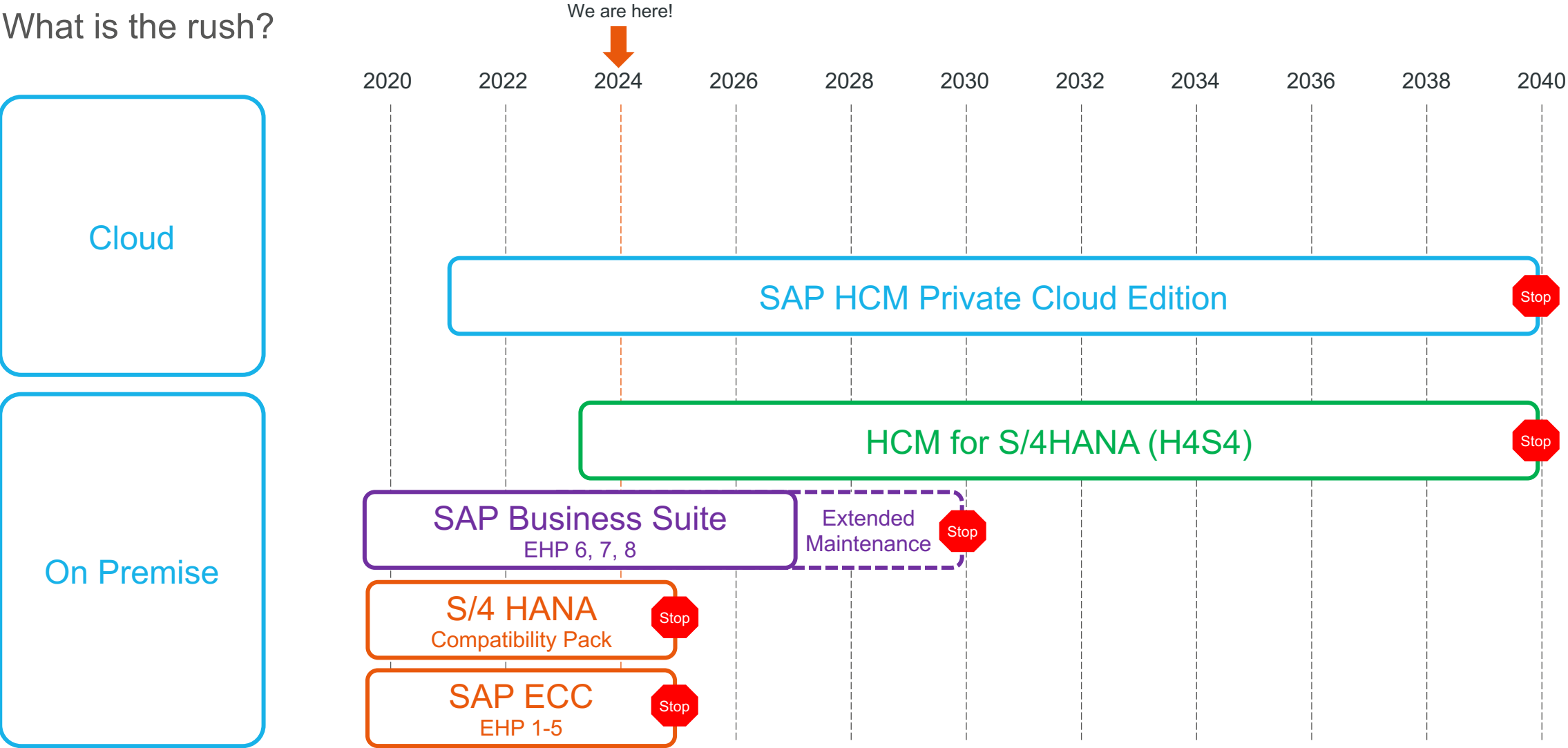
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# I've got until 2027 or 2030?

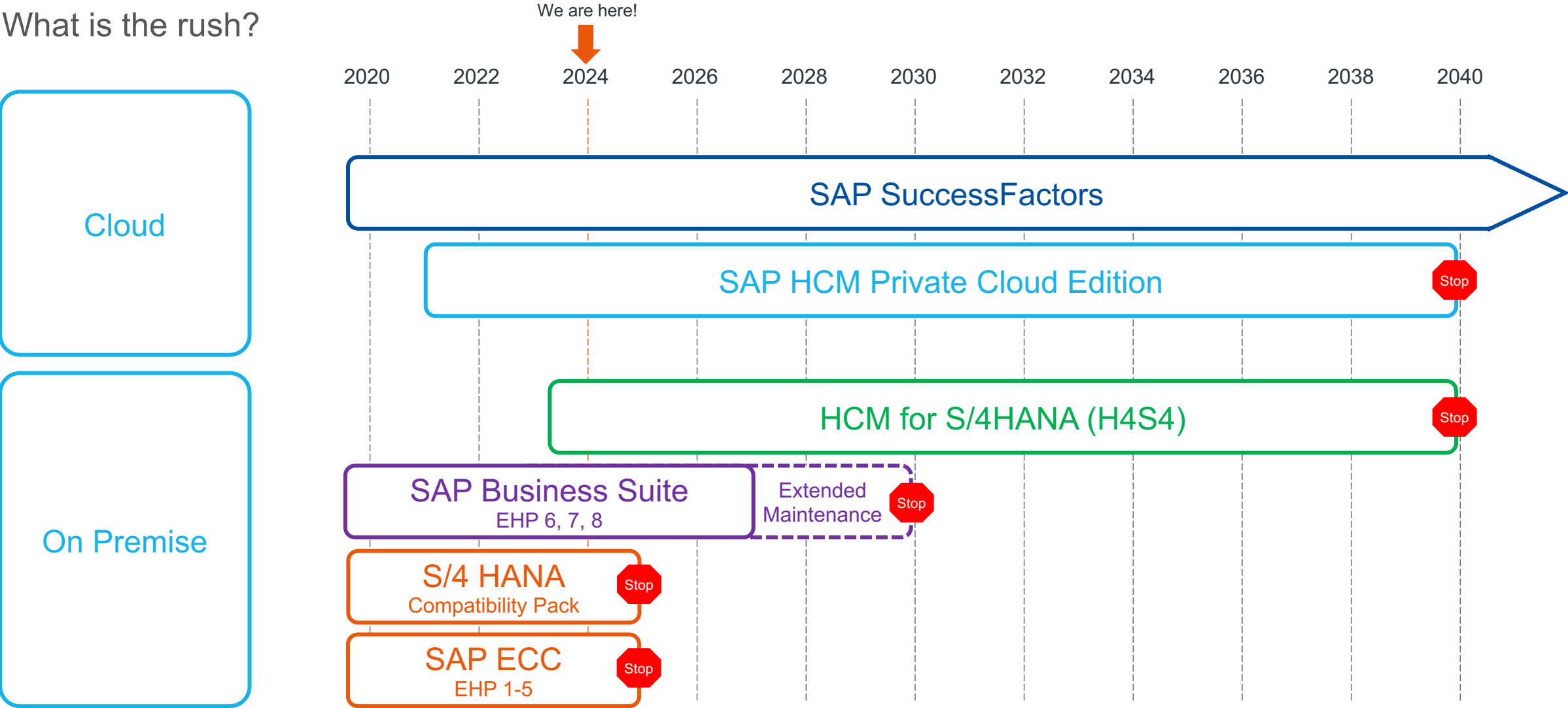
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# I've got until 2027 or 2030?

What is the rush?



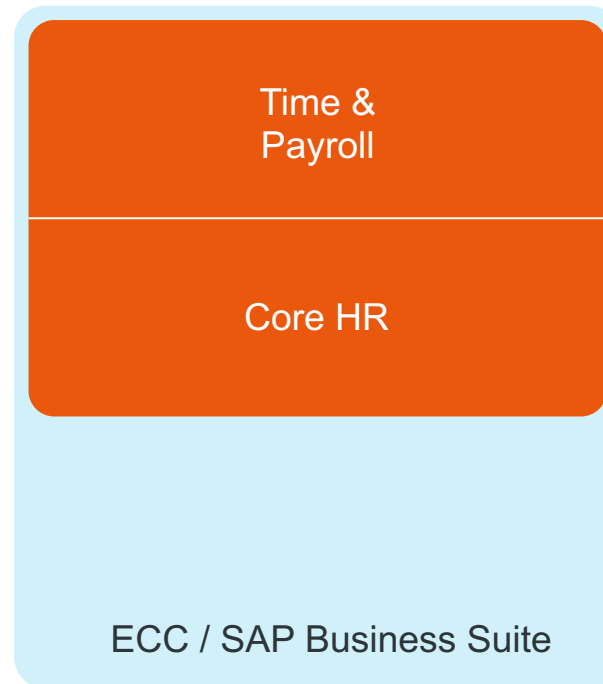
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# What are my upgrade options?

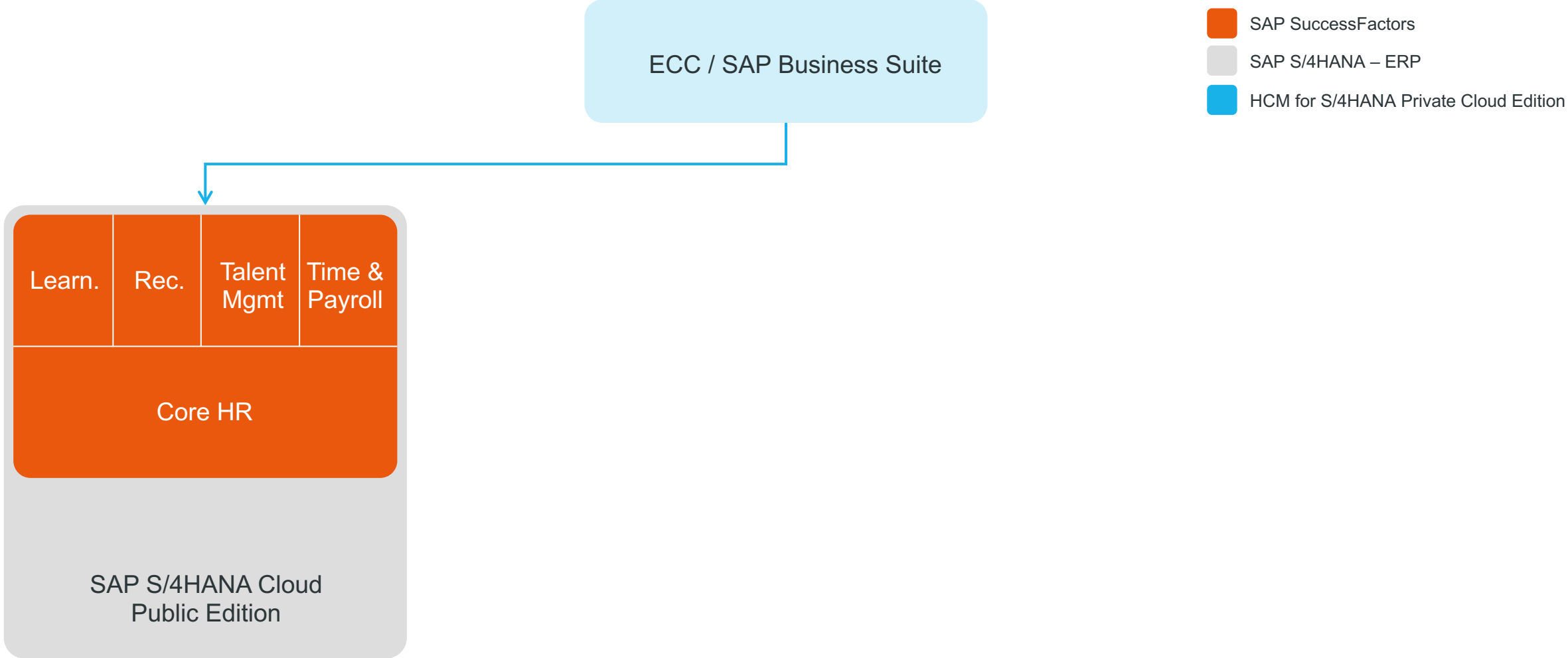
Typical Current State





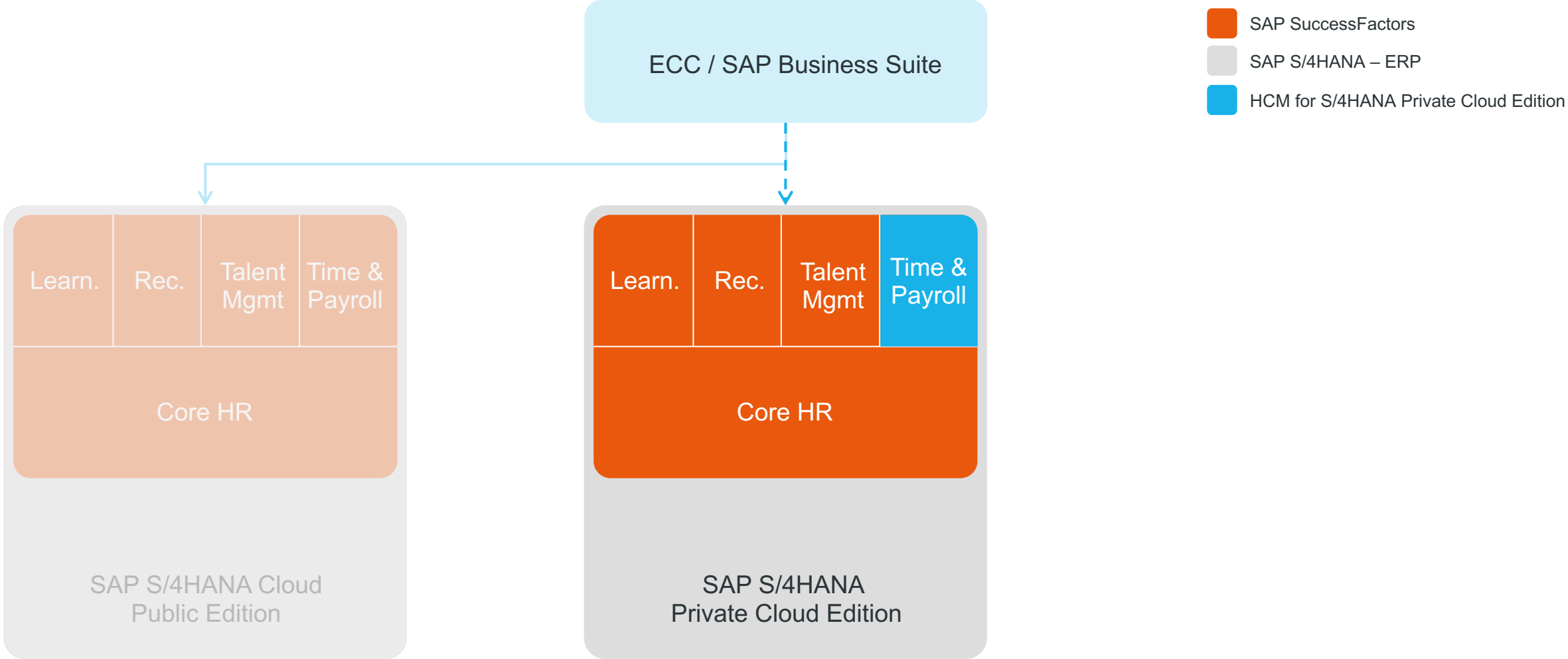
# What are my upgrade options?

One-Step move to the Cloud (SuccessFactors for entire HCM Scope)



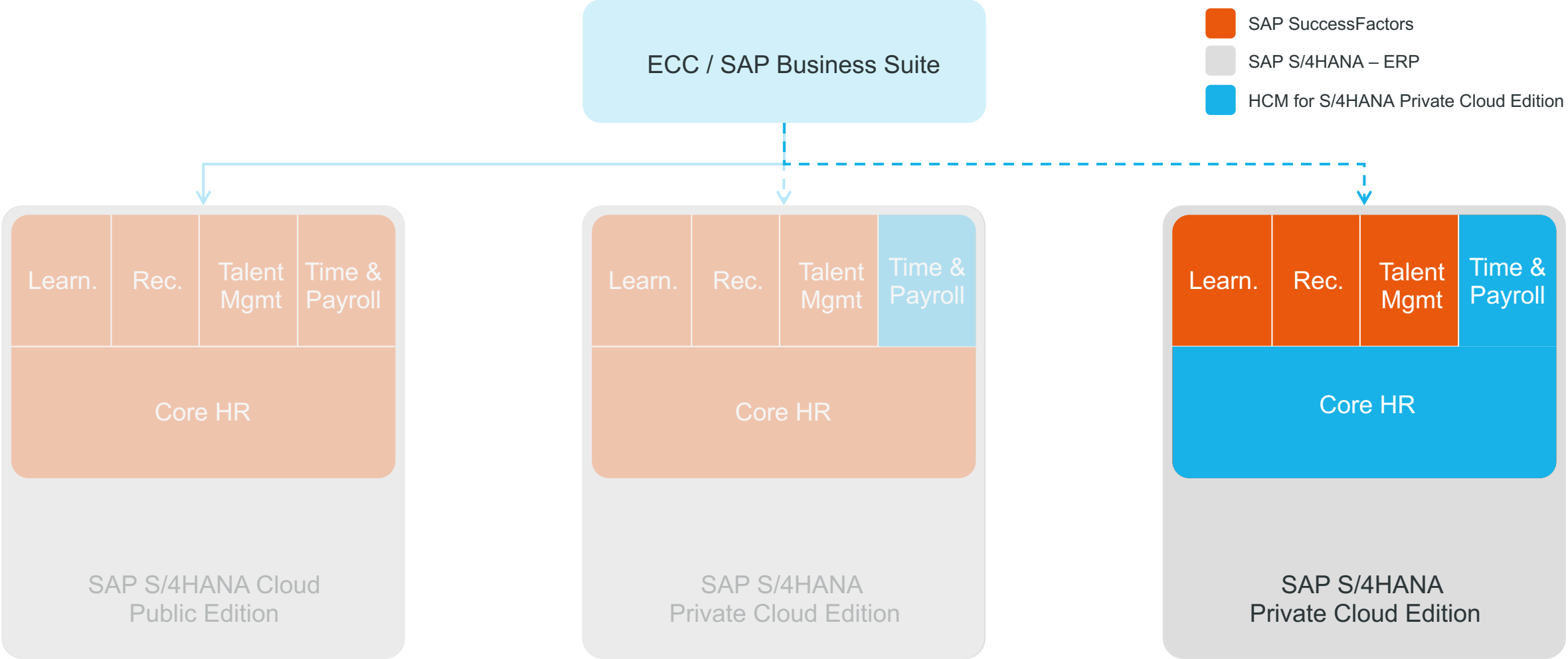
# What are my upgrade options?

Move to Cloud for Core HR, leaving Time & Payroll on H4S4

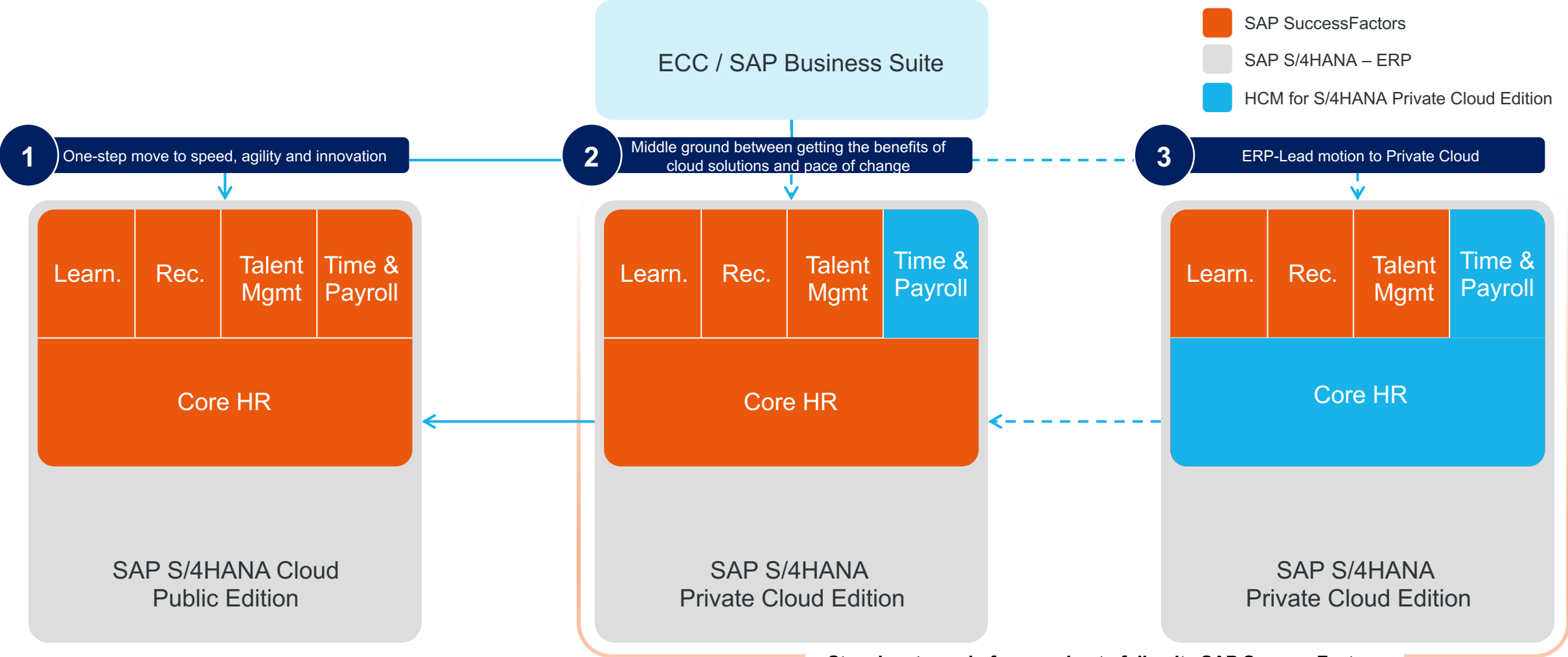


# What are my upgrade options?

Core HR, Time & Payroll on H4S4, Talent on Cloud

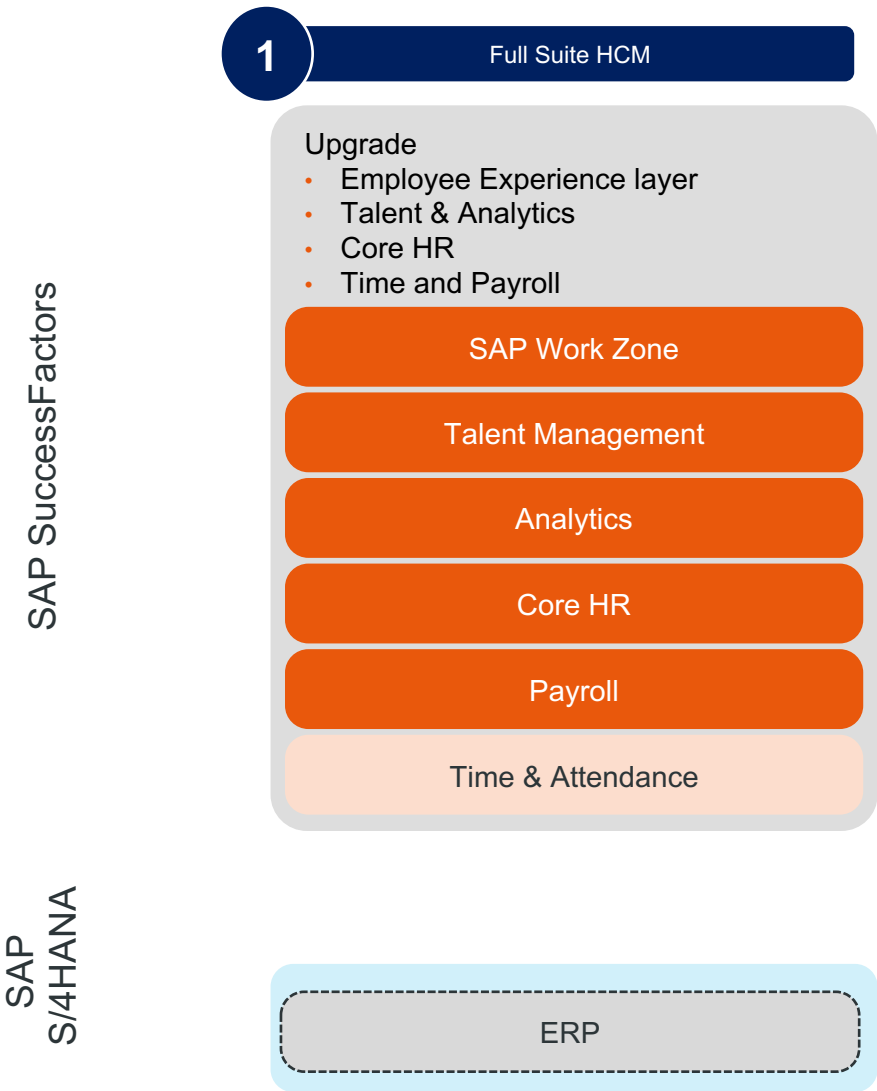


# What are my upgrade options?



Steppingstones before moving to full-suite SAP SuccessFactors

# A more detailed view

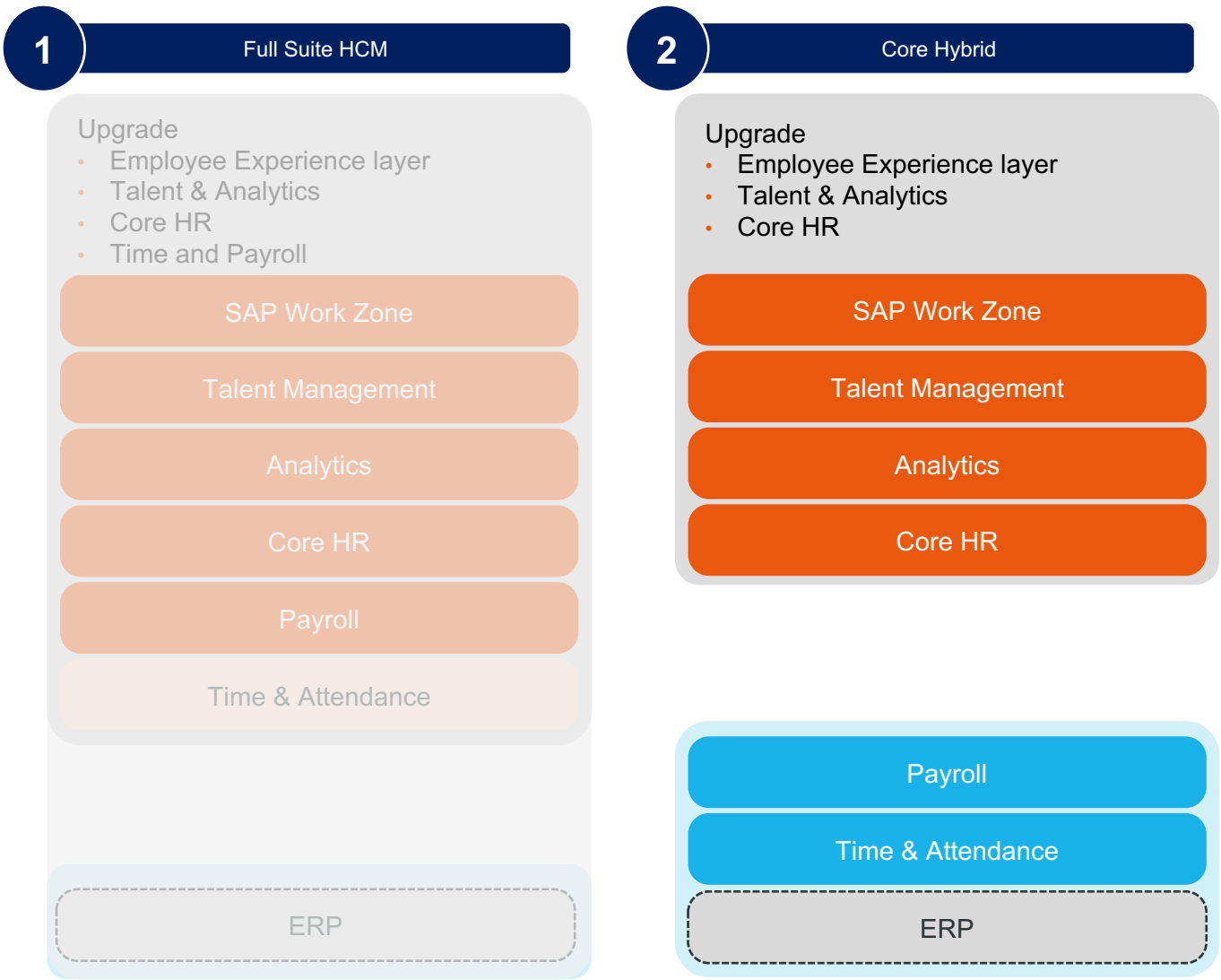




# A more detailed view

SAP SuccessFactors

SAP  
S/4HANA



# A more detailed view

SAP SuccessFactors

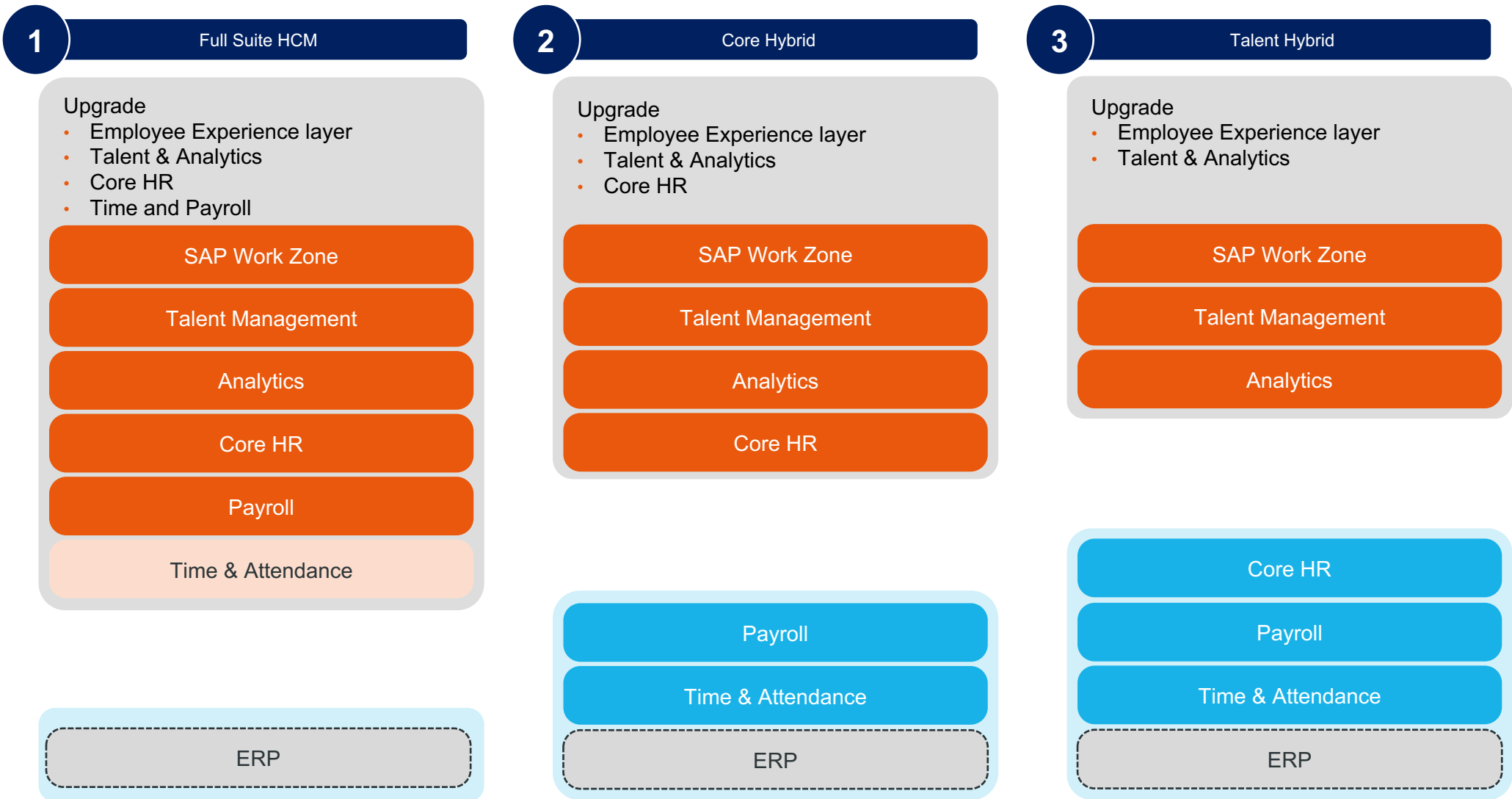
SAP  
S/4HANA



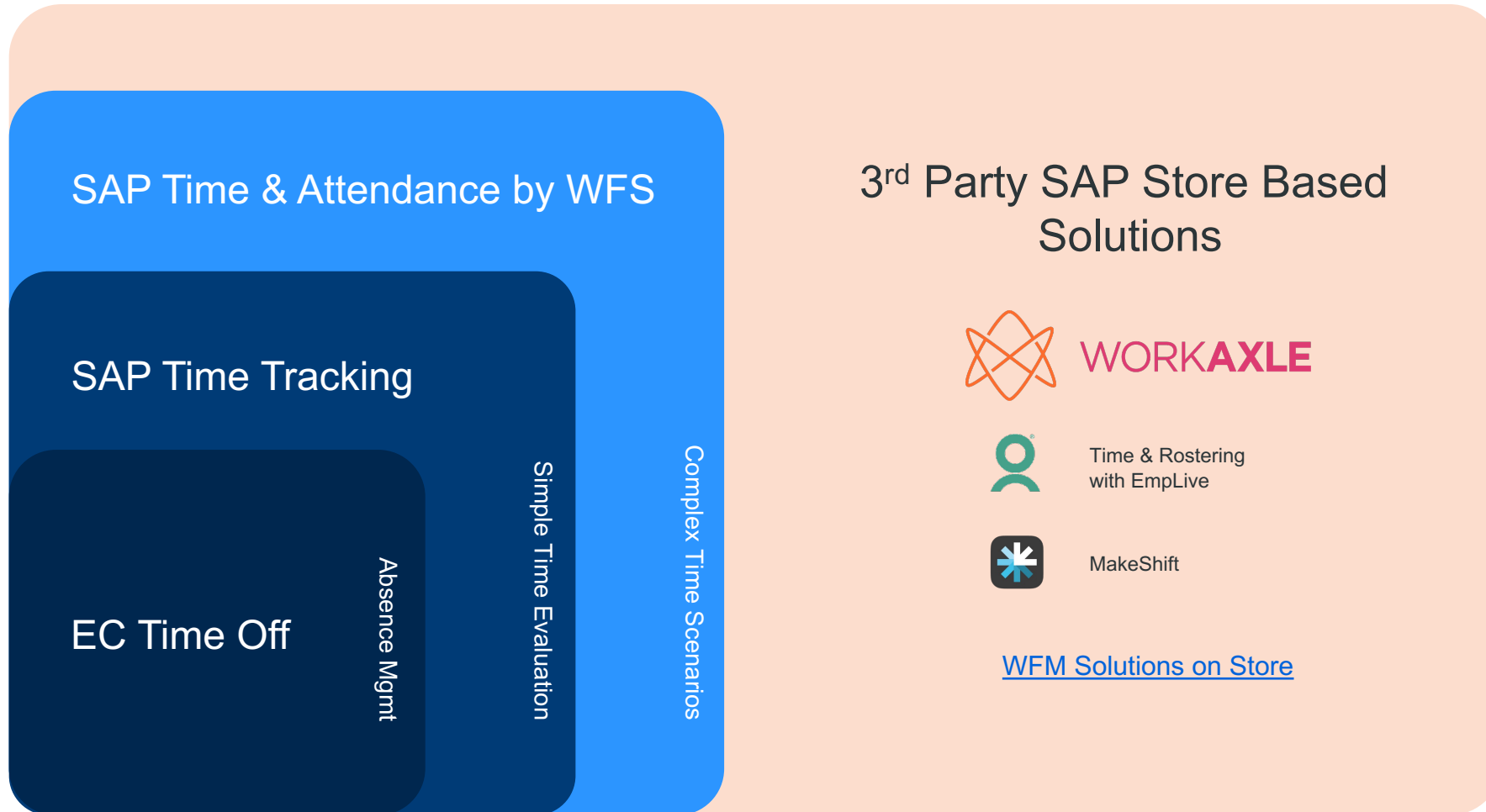
# A more detailed view

SAP SuccessFactors

SAP  
S/4HANA



# Time Options available in a Full Suite HCM Cloud deployment



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# Why is moving payroll and time to SuccessFactors important?

**Fragmented payroll models** results in high operational complexity, poor customer experience, high cost, and increased error rates

**Lack of insight** into policy deviations, overtime, or excessive pay results in potential legal issues, expensive manual corrections, and employee frustration

Payroll data verification and reconciliation is **manual** (often spreadsheets), **cumbersome**, and **time consuming** without full confidence of accuracy and compliance

**Employee dissatisfaction** without ability to update data such as bank account or conveniently view pay

- Agility to run payroll **from anywhere**
- Agility to quickly **re-classify and report** on workers
- Agility to **automate** more of payroll and operate as efficiently as possible
- Agility to **react** to rapidly changing legislation

# Benefits of Moving to the Cloud



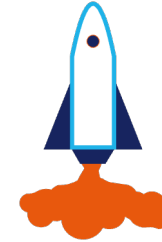
## Improved Experience for All Employees

- Improved Ease of Access
- Improved End User Engagement
- Improved Transparency
- Improved EE Collaboration



## More Efficient HR and IT Operations

- Single Global HR Platform for all operations
- Cloud Native Flexibility & Simplicity
- Less Time organizing HR Information & functions
- Streamlined HR workflows
- Faster Onboarding & Training
- More Efficient Management of Talent
- Simplified Support



## Improved Business Agility & Enablement

- Improved Business Agility
- Faster Time to Adopt Innovation
- Improved Decision Making
- Avoid costs of On-Premise Hardware & associated support costs

# Top 10 Reasons for Moving to the Cloud for Core HR, Time & Payroll



## Enhance your Workforce Experience with AI

- Powerful mobile Self-Service
- Artificial Intelligence (Copilot)



## Improve Payroll Accuracy

- Real-Time Evaluation of Time Entry for Continuous Payroll



## Make Intelligent Data Driven Decisions

- Intelligent Dashboards/Reporting



## Lower Total Cost of Ownership (TCO)

- Vendor owned & maintained Integration



## Delivered Localisation

- Legal Compliance & regulatory changes



## Faster time to value & pace of innovation

- SAP SuccessFactors Best Practices/ Partner based Accelerators



## Future workforce digital needs met

- Mobile GPS enabled time sheet
- Retro, Proration, Tax Calculations & more



## Efficiency with harmonised processes

- Intuitive Data Entry, Approvals, and Analytics



## Improve your Organisational Collaboration

- HR, Employees, Managers, Time/Payroll Administrators collaborating



## Simplify Vendor Relationships

- Simplified relationship and contact points
- Multiple commercial options/ flexibility

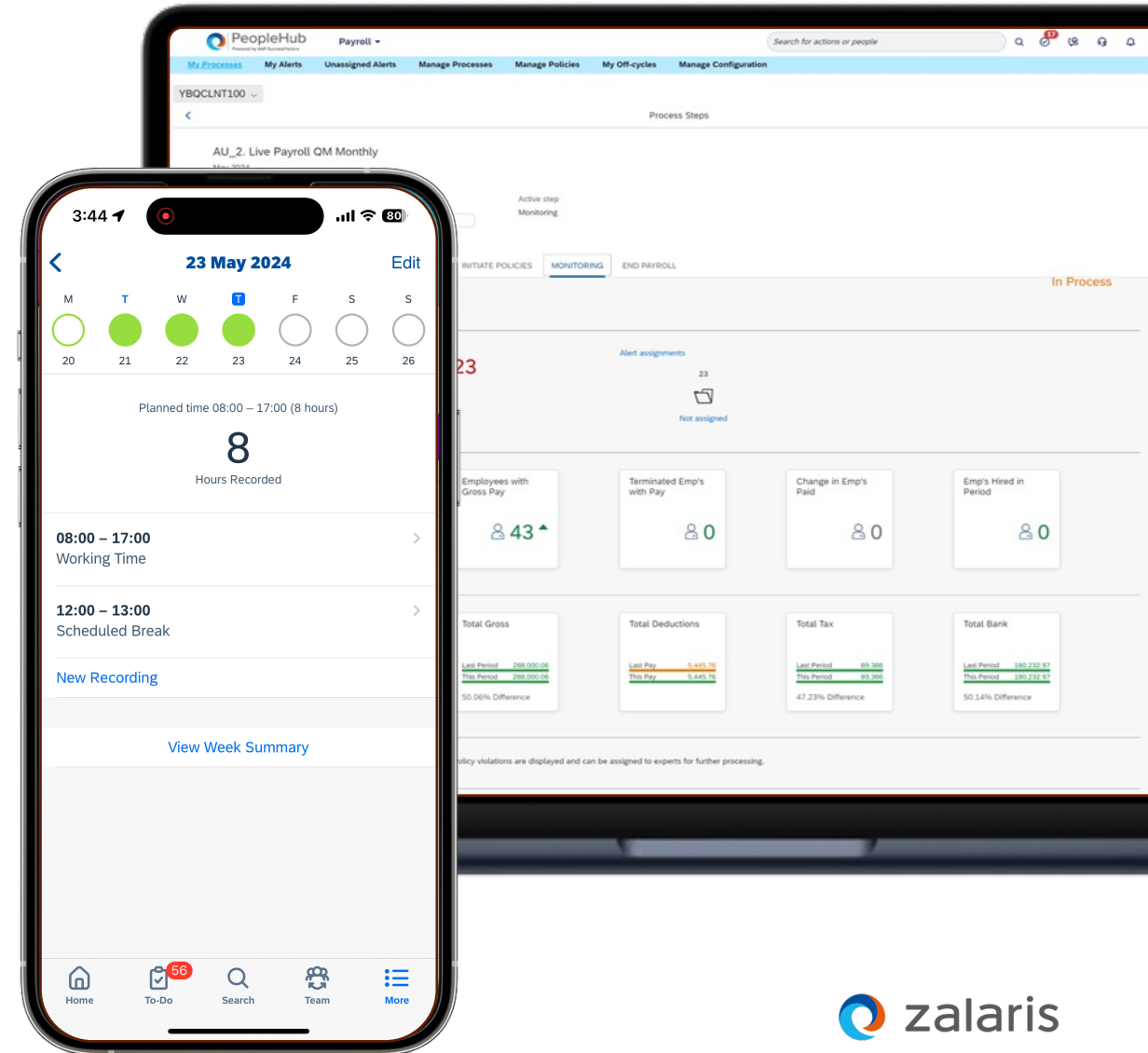
# Improve Payroll Accuracy

Real-Time Time Evaluation with Continuous Payroll

Real-Time evaluation of time entry

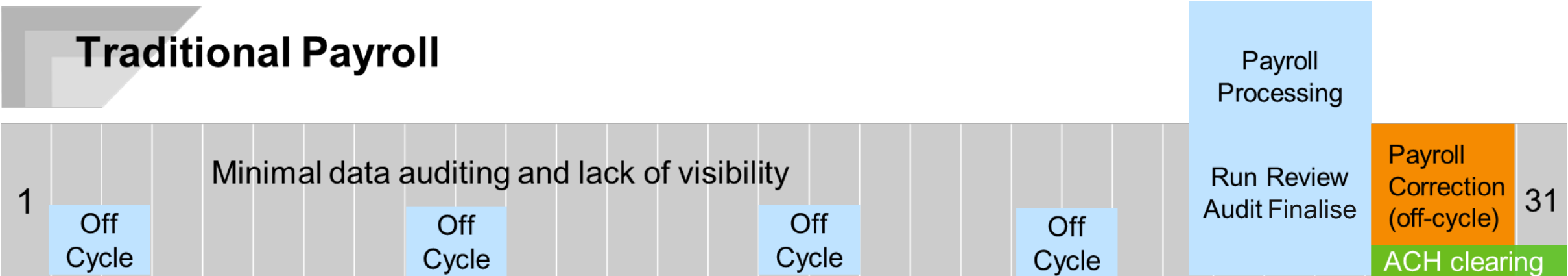
Continuous auditing of Payroll throughout pay period

Improved Payroll Cost Visibility



# Payroll Control Center: Continuous payroll (monthly example)

Reduce payment errors and increase pay cycle efficiency

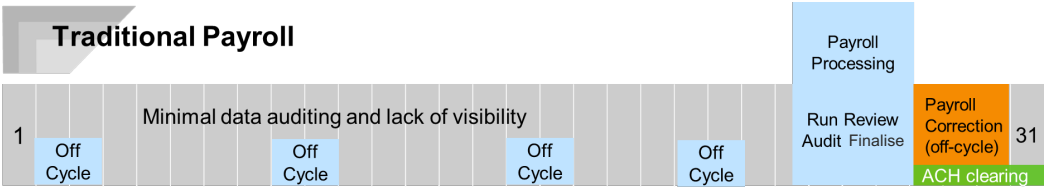


- Error prone due – minimal time for reconciliations
- Very Manual/ Labour Intensive
- Not real time/ lack of agility
- Increased stress due to increased integrated world

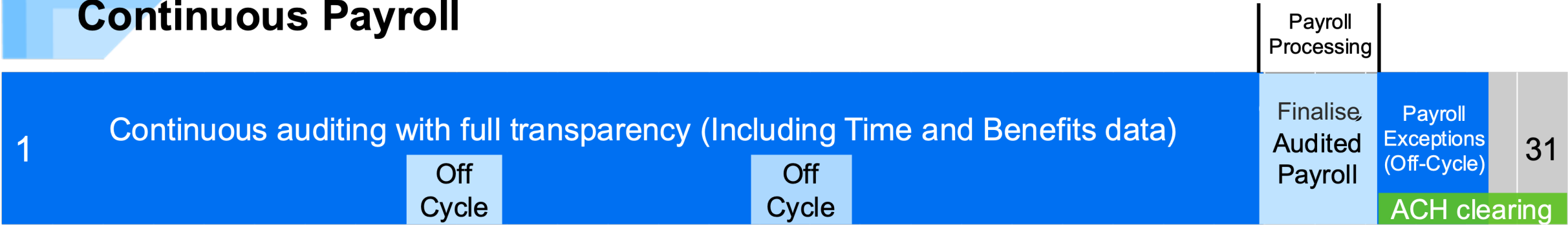


# Payroll Control Center: Continuous payroll (monthly example)

Reduce payment errors and increase pay cycle efficiency



## Continuous Payroll



Improved Accuracy



Reduced Processing Time



Less Stress & Concern



Increased Focus on Strategy





76 %

of HR leaders believe that if their organisation does not adopt and implement AI solutions, such as generative AI, in the next 12 to 24 months, they will be lagging in organisational success compared to those that do. Source (Gartner)



# SAP SuccessFactors recent AI delivered capabilities

## Employee Central<sup>1</sup>

- Change chosen name
- Change pronouns
- Change legal name
- Change location
- Change job incl. business title
- Change working time
- Change contract end date
- Change cost center
- Transfer
- Promotion
- Change probation date
- View cost center
- View location
- View job incl. business title
- View legal name
- View marital status

## People Profile<sup>2</sup>

- View display name
- View pronouns
- View title
- View job code
- View direct manager
- View direct reports
- View email
- View phone number
- View location
- View time zone
- View department
- View division
- View hire date
- View peers
- View birthday

## Performance & Goals<sup>3</sup>

- Request feedback
- Give feedback

## Employee Central Payroll<sup>4</sup>

- View pay statement (w/ PDF option)
- Approve EC workflow request

## Time tracking & time off

- Approve / reject time-off request
- Clock in/clock out

## Compensation

- Create/approve spot award

## Platform

- View worker

## Generative AI

- Enhance job descriptions
- Generate interview questions

1. Employee Central use cases are only compatible with Employee Central Quick Actions introduced in 2H 2023

2. People Profile use cases are applicable not only for customers who have adopted Employee Central but also for customers who don't adopt Employee Central

3. Feedback use cases are only compatible with the latest version of Continuous Performance Management

4. Pay Statement use cases only work for Employee Central Payroll and Pay Statement direct integration

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# What are my Implementation / Deployment Options

## The Greenfield Approach

- A Clean Slate approach
- Starting from scratch
- Complete re-engineering of processes/ workflows
- Previous customisation removed
- Allows companies to adopt best practice processes, which typically results in lower TCO
- May take longer than other approaches
- Data Migration activities could be lengthy/ higher risk/ higher complexity, and some data may need to be archived rather than migrated.

## The Brownfield Approach

- More akin to an 'upgrade' of existing environment rather than a fresh implementation
- Allows more of a migration over to a newer version
- Allows an evaluation of existing processes and porting of ones that 'work'
- Taking this approach typically provides a quicker transformation time
- Would only work in certain situations, when the current processes/ workflows are 'compatible' with cloud.
- Retains data (somewhat)

## The Hybrid Approach

- Best of both worlds
- Mitigates risk
- Allows you to 'choose' where you want to redesign and reengineer and where you want to retain current process
- This approach is best for large enterprises with a lot of data and complex environments
- Typically requires a 3<sup>rd</sup> party tool to distil the pieces that you want to retain vs reengineer.



# Tools that can be used for each approach

## The Greenfield Approach

- Typically requires a 'clean slate' approach & associated tools
- Accelerators such as best practice/ leading practice templates and processes (pre-configured etc)
- Use of design and configuration tools such as SFCodeBot that could be used to simplify design decisions / documentation and automation of configuration.

## The Brownfield Approach

- As this is essentially an upgrade approach, there are various tools that could be leveraged such as the SAP Infoporter Tool
- 3<sup>rd</sup> Party Tools such as SpinifexIT Easy Migration/ Easy Go Live can be leveraged to migrate both configuration and data.
- Use of design and configuration tools such as SFCodeBot that could be used to document the current environment and align with the future state.

## The Hybrid Approach

- Would be a mix of both toolsets (accelerators etc plus Infoporter/ and potential 3<sup>rd</sup> party tools
- Use of design and configuration tools such as SFCodeBot that could be used to document the current environment and align with the future state.

# Example of an Accelerator

## PeopleHub by Zalaris

A global HCM platform that unifies all employee data and end-to-end HR processes.

Our scalable platform provides role-based access with a simple unified user experience for all users. Zalaris PeopleHub provides end-to-end process coverage.

With our PeopleHub solution:

- Pre-Configured solution out of the box for all processes from Attract to Retire, including Core HR and Payroll

Leading Practice Processes (swim-lanes), that match the best of the box

Deployed using the Zalaris Activate methodology in an accelerated time frame (depending on module from 8 to 16 weeks)

Can be bundled with one of our Subscription Plans that can also include a bundled Zalaris Care service (AMS)

Example only (not a sales pitch!)



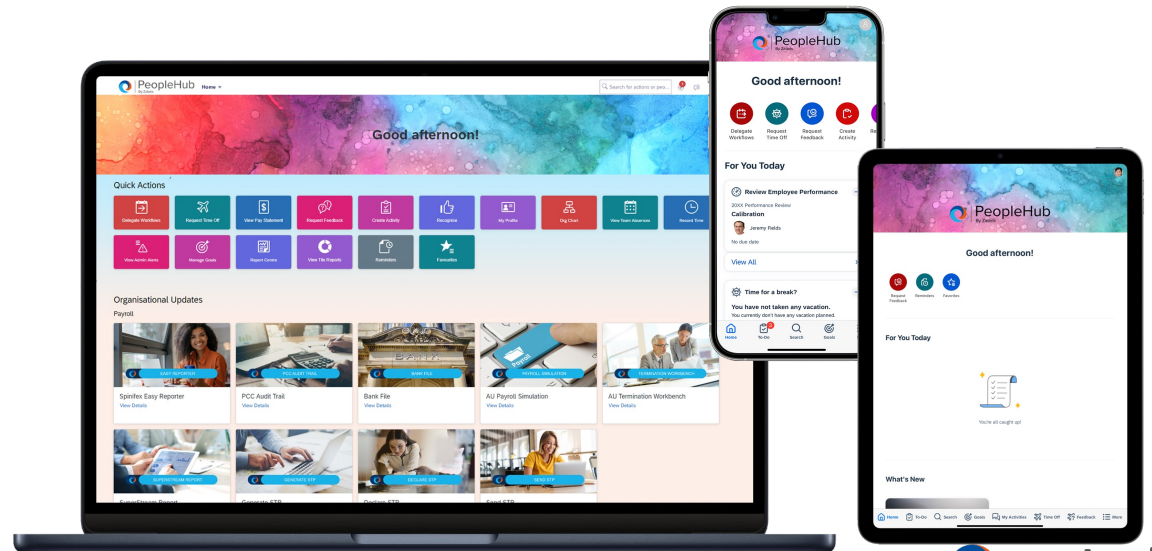
HR System

Payroll

Talent Management

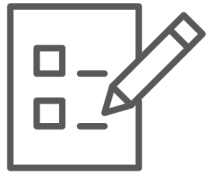
Workforce Management

Travel and Expenses



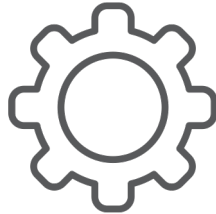
# Tool Based Design. Realise. Deploy. Maintain.

- ✓ SFCodeBot simplifies administration and accelerates configuration reducing both project duration and cost



## Design

Define your requirements, fields, HRIS objects, MDF objects, portlets, roles, groups etc. then collaborate with your team by sharing your workbook.



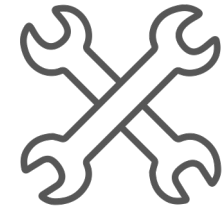
## Realise

CodeBot takes the requirements defined in the design phase and applies them to the system. As administrators and consultants continue to refine their configuration decisions, CodeBot helps with data imports.



## Deploy

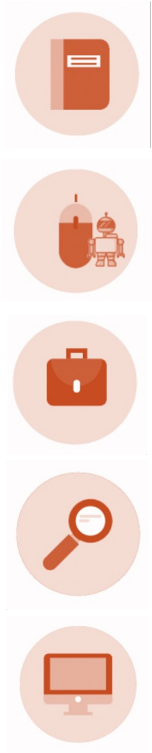
Once the configuration is signed off in test, let CodeBot do the migration from your test system to your production system. With CodeBot, you will always have the fastest path to deploying your work to other instances.



## Maintain

Adhere to leading practice governance in updating configuration by ensuring that all your instances are always up-to-date against signed off documentation. Ensure that new releases are tested prior to moving to production.

# Features & Benefits of SFCodeBot



Automatically generates configuration workbooks from instances	Documentation is always current. Security is enhanced and instantly auditable
Make configuration updates <u>directly</u> from workbook to instance	Automatically applies new config from the CodeBot workbook. Eliminates coding and human error
Migrate instances seamlessly	Maintain “best practice” instances and implement them immediately
Compare, duplicate, validate workbooks and instances	Keep up with releases, check-in on strategic design
Robotic Testing and Role Based Permissions	Increase security with RBP visibility and test the the system with 10X speed

CodeBot automates time-consuming tasks, with between **30 to 50%** efficiency gained

Consultants and admins can **focus on strategy** instead of code.



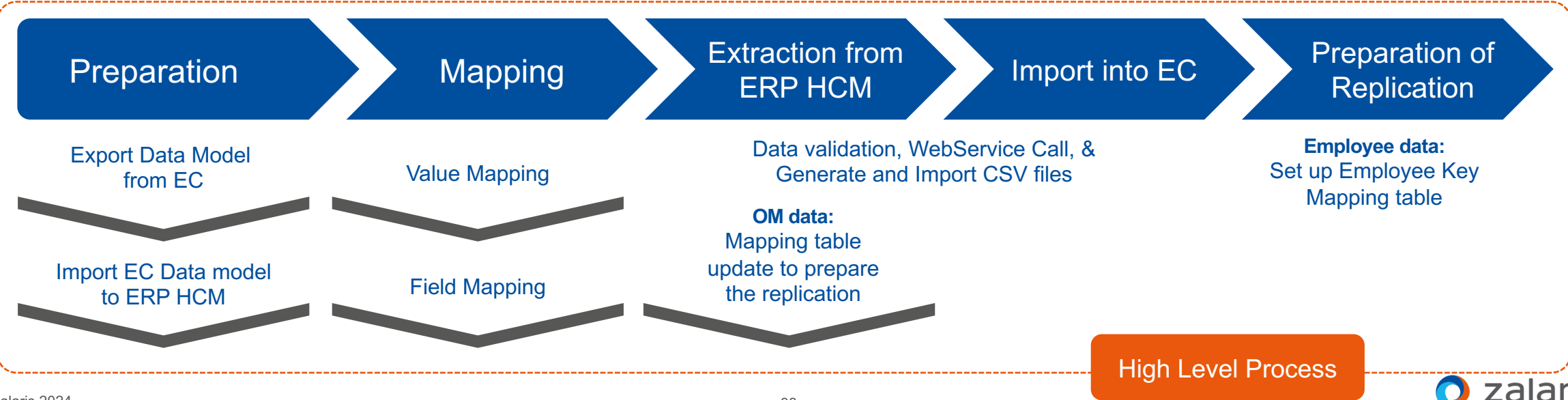
# What about SAP provided tools?

## The SAP Infoporter

SAP Infoporter is a tool developed by SAP for migrating data from the SAP HCM (Human Capital Management) module to SuccessFactors Employee Central. It is used typically once you have aligned a to-be design and build in Employee Central.

Assists with migration of employee master data & org data from SAP ERP HCM to SAP EC

Once migrated, it ensures that changes made in Employee Central are replicated back to SAP ERP HCM [for Core Hybrid Setup]





# Benefits of SAP Infoporter

## Why use this instead of manual extraction and load?

- ✓ SAP Infoporter is part of the Employee Central Licence. It is delivered with pre-packaged integrations (ABAP add-on) free of charge
- ✓ Has built in logic to handle simple and complex migration of HR transactions (such as hired, retired, transferred, international transfers, global assignments & concurrent employment)
- ✓ Reduces effort (setup can be done via config not custom code, sample content provided to help accelerate the implementation, and can support custom infotypes)
- ✓ Ensures that existing Personnel Numbers (PERNR) is reused during replication and that historical data is correctly migrated
- ✓ Ensures correct hire dates in Employee Central
- ✓ Allows for migration of terminated / withdrawn employees
- ✓ Prevents overwriting of Infotype data before the Full Transmission Start Date







**What about migrating  
payroll data?**



# SpinifexIT: Easy Migration & Easy Go Live



Examples of tools that take the risk out of migrating payroll

Easy Migration helps clients identify & migrate payroll configuration, migrate relevant employee information such as payroll results/ infotypes etc, and then use inbuilt test reports to help validate the migration. Easy Go Live performs the full migration of data.

## STEP 1: COPY PAYROLL CONFIG

- Choose what is moved including Payroll Config, Infotype Setup, Time Eval, Payroll Area Config
- Easy Migration will automatically detect relevant country config required [it also allows mapping!]
- Stores all config into a transport
- Provides ability to preview before live run
- Full audit logs
- All done without ABAP

## STEP 2: COPY EMPLOYEES

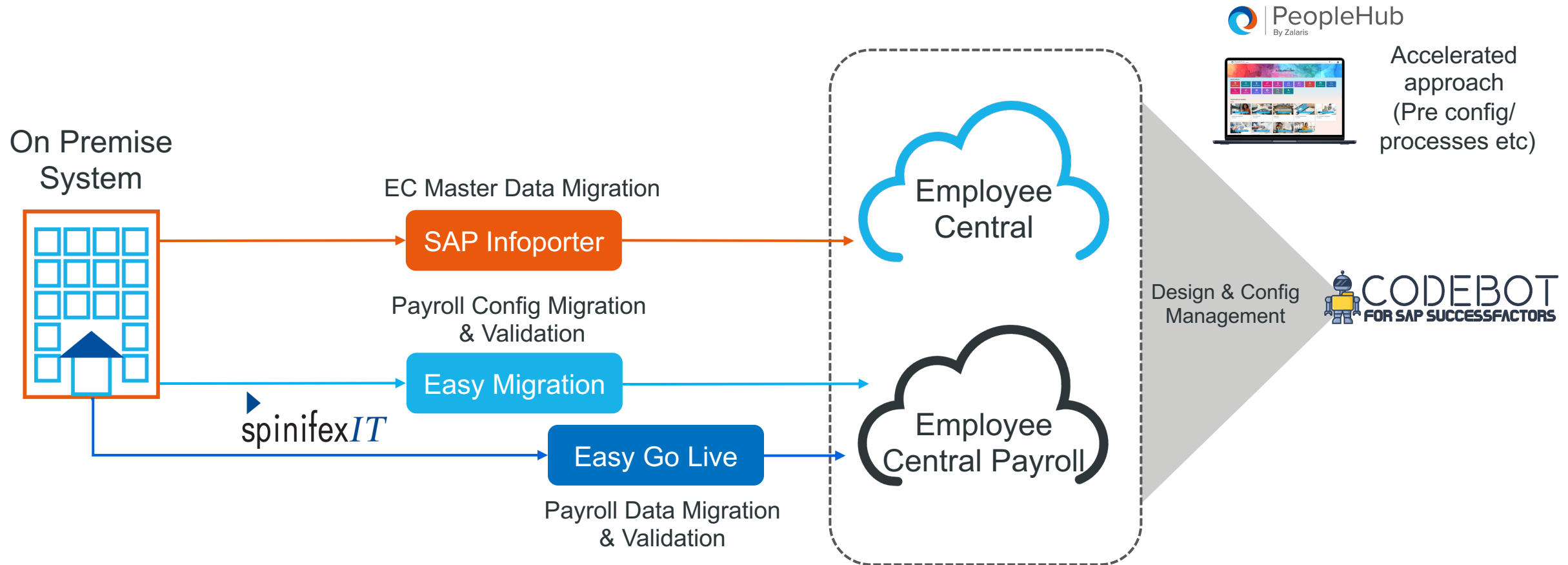
- Copy a subset of Employee Data & Payroll Results for testing purposes
- Scramble relevant PII data to enable secure testing [whilst recoding data to the new config values]
- Allows clients to be selective on what data will be migrated (as some data will be replicated from EC)

## STEP 3: VALIDATE PAYROLL DATA

- With a number of pre-delivered reports provided as part of the solution, clients can easily check if system is operating as expected.
- Check Payroll Results quickly
- Can connect automatically to legacy system and highlight any differences in results immediately
- Can drill down to wagetype level for ease of reconciliation

# Bringing this all together

Taking a system / automated based approach to cloud migration



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# What can I do to prepare now?

Identify which version of SAP you are currently on!

Review current processes, remove 'custom' where you can, or at least identify what is non-essential

Start to look at data accuracy, cleansing data at source is always easier than on the fly

Potentially bring in a partner to review / build transition plan/business case



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# Any questions?



Simplify work life.  
Achieve more.



“

**We simplify HR and payroll administration, and empower you with useful information so that you can invest more in people.**

**Thank you!**

Mike Ellis

GVP Professional Services & EVP APAC



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