



# SAP SuccessFactors Employee Central Core-Hybrid with On-Premise Payroll

Subramanian (Subbu) Hari, IT Manager, Tennant Company  
Steve Bradley, Solution Director, Birlasoft

Session ID #83998

# About the Speakers

## **Subramanian (Subbu) Hari**

- IT Manager, Tennant Company
- Joined Tennant in 2011, Manage the SAP Technical Platform
- Over 20 years of SAP Technical Experience

## **Steve Bradley**

- VP, Global HCM Solution Director at Birlasoft
- Founded 1<sup>st</sup> SuccessFactors Partner 2005. Sold Partner Practice to KPIT (Birlasoft) May 2013
- Over 14 years of Implementation Experience with SAP SuccessFactors



# Key Outcomes/Objectives

1. Understand Tennant Approach to SAP Core/Cloud Hybrid Integration with SuccessFactors
2. Taking on Integration with internal team is a viable option
3. Misconceptions, No Conception, What we got right

# Agenda

- Tennant Overview
- Birlasoft Overview
- Project Background, Scope and Approach
- How we Started, Re-Started and Landed
- What went well...Successes
- If we had to do it over....Challenges
- Questions and Wrap up



# TENNANT COMPANY OVERVIEW



## Meet the New Workhorse

Introducing the T600 and T600e Walk-Behind Scrubbers.



Tennant Company is a recognized leader of the cleaning industry. We are passionate about developing innovative and sustainable solutions that help our customers clean more spaces more effectively, addressing indoor and outdoor cleaning challenges.

Founded in 1870 by George H. Tennant, Tennant Company began as a one-man woodworking business, evolved into a successful wood flooring and wood products company, and eventually into a manufacturer of floor cleaning equipment. Today, Tennant is a global leader in designing, manufacturing and marketing solutions that help create a cleaner, safer, healthier world.

**Provide a Safe  
Working Environment**



**ASUG**

**Industry:** Manufacturing | Cleaning Equipment

**Project Implementation:** SuccessFactors HCM Employee Central and Talent Suite Updates

**Revenue:** \$1 B

**Number of Employees:** ~4,500

**HQ Location:** Minneapolis, MS



# PROJECT BACKGROUND, SCOPE AND APPROACH



# Enterprise to the Power of Digital™

## birlasoft

with the IT edge of **KPIT**

KPIT IT Services business has merged with Birlasoft Forming a leading **\$500M** publicly listed **Enterprise Digital** and **IT Services** company

**10,000+** Engineers across 5 Continents

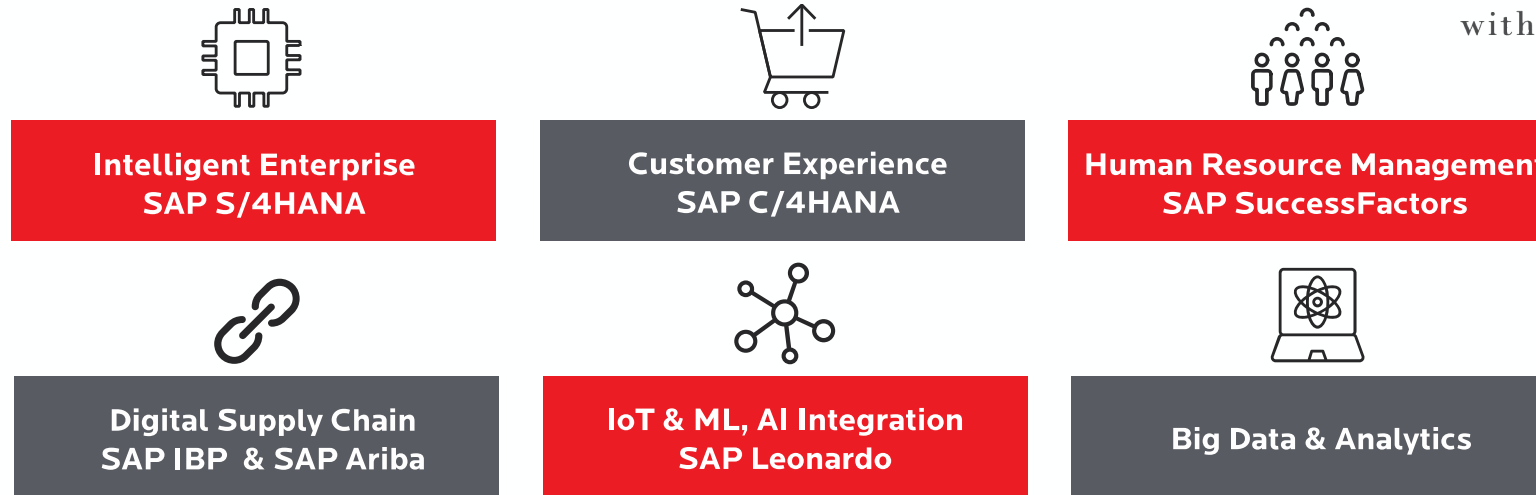
**20,000** Consultants World-Wide

Part of the **\$2B** CK Birla Group spanning a **150 Year** Legacy

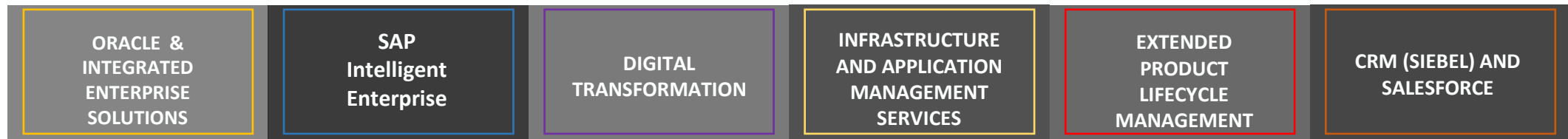




# Leading Digital Transformation Across the Enterprise



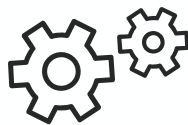
## Focused Horizontals and Deep Domain Expertise



## Industry Focused



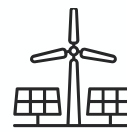
Automotive



Manufacturing



Life Sciences



Energy & Resources



Banking, Capital Markets & Insurance (BFSI)



Media & Entertainment



## About the Project

### Key Drivers

- Move all Core HR processes from SAP HCM to SF Employee Central
- More self-service, automation and greater transparency and consistency of HR global processes.
- Increase and simplify reporting and analytics capabilities
- Provide greater access to Employee Self-Service through mobile access
- Complete implementation of SF Enterprise Suite

### Solutions

- Add Employee Central to existing SF modules for Talent Acquisition
- Standardize business processes throughout more than a dozen global locations
- Provide Multi-Language Support
- Data Migration from SAP HCM to SF Employee Central for 12 countries
- Hybrid solution with EC as Core HR and SAP OnPrem U.S. Payroll

### Benefits

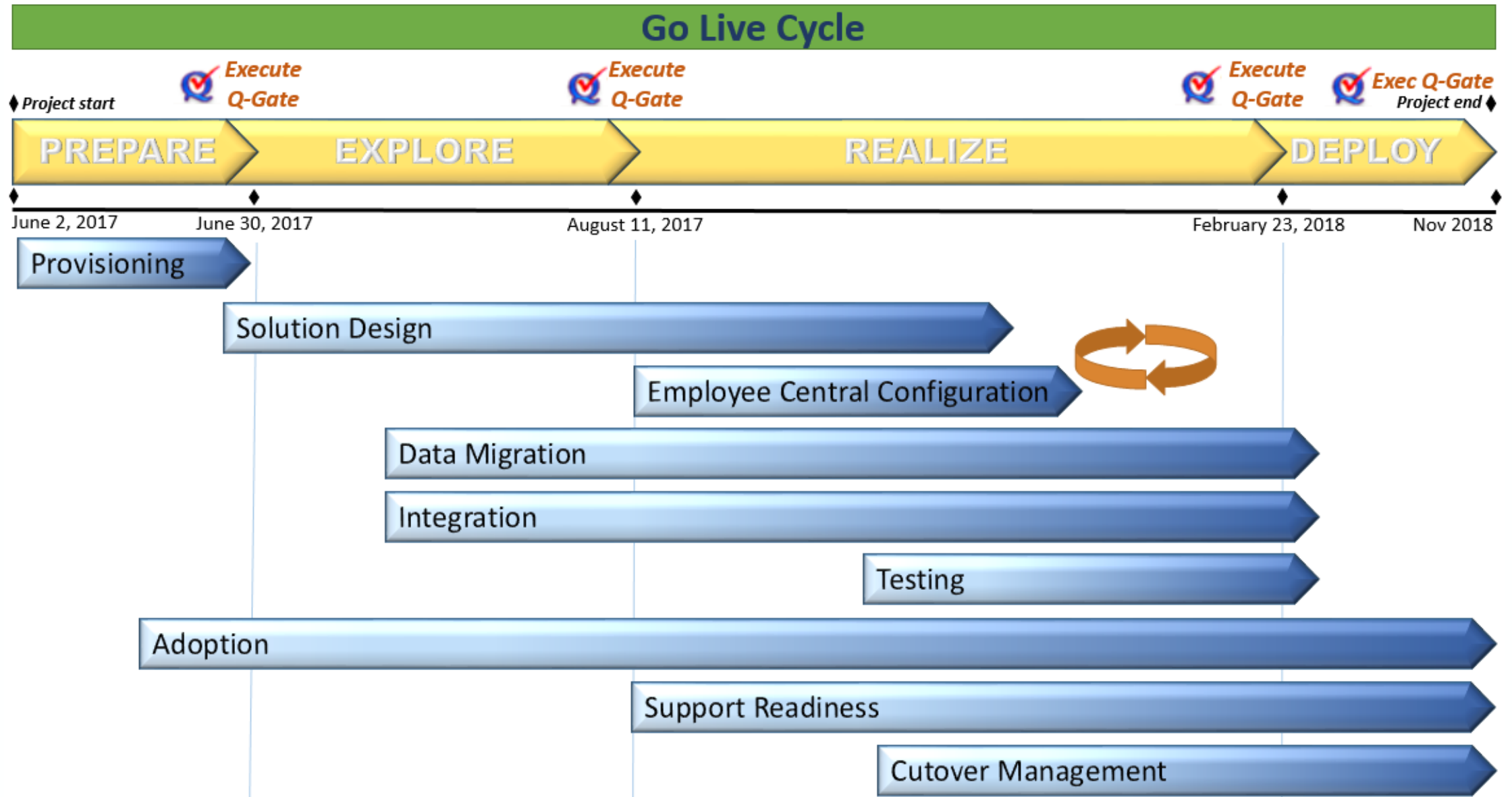
- Employee data is more transparent and timely
- Provide greater transparency into workforce capability
- Increase Employee Engagement and collaboration
- Continue to pay employees from SAP Payroll
- Benefits and other downstream recipients of HR Data with no interruption to service

# Project Phoenix Overview

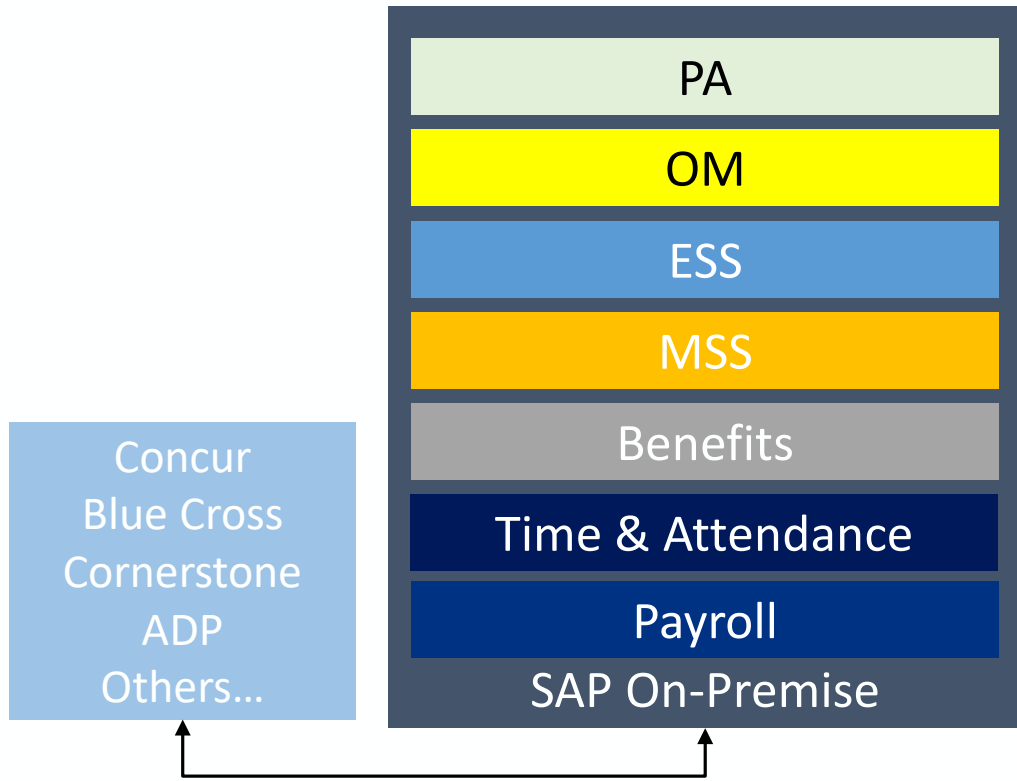
- Why change
  - Accurate global employee data
  - Improve HR business processes
  - Improved end user experience
  - HCM innovation is in the cloud
- Roadmap to the cloud
  - LMS, Recruiting, Onboarding, Employee Central...
- Project methodology
  - Non-standard SAP project methodology
  - Agile iterative approach
  - Phases – prepare, explore, realize, deploy

The screenshot displays the SAP HR system interface. At the top, there is a navigation bar with a home icon, a search bar for actions or people, and a user profile for Steve Merwin. Below this, a 'ToDo' section shows a 'Finish Your Profile' task at 0% completion. The 'My Info' section includes 'Quick Links', 'Org Chart', 'Careers', and 'Recruiting' with various metrics like 'Peers', 'Open Jobs', and 'Requisitions Awaiting Approval'. A banner for 'My Profile' at TENNANT IS YOU shows 0% completion. Below the main content, there is a 'News' section and a detailed profile for John Alan Smith, a Human Resources Generalist. The profile includes personal information and employment details. To the right, an organizational chart shows the reporting structure, with John Alan Smith at the top, reporting to Hans Killingstad (President and Chief Executive Officer). Other employees shown include Jeffrey Moorefield, Michael Schaefer, Peter Swenson, Richard Zay, and Thoma Pauls.

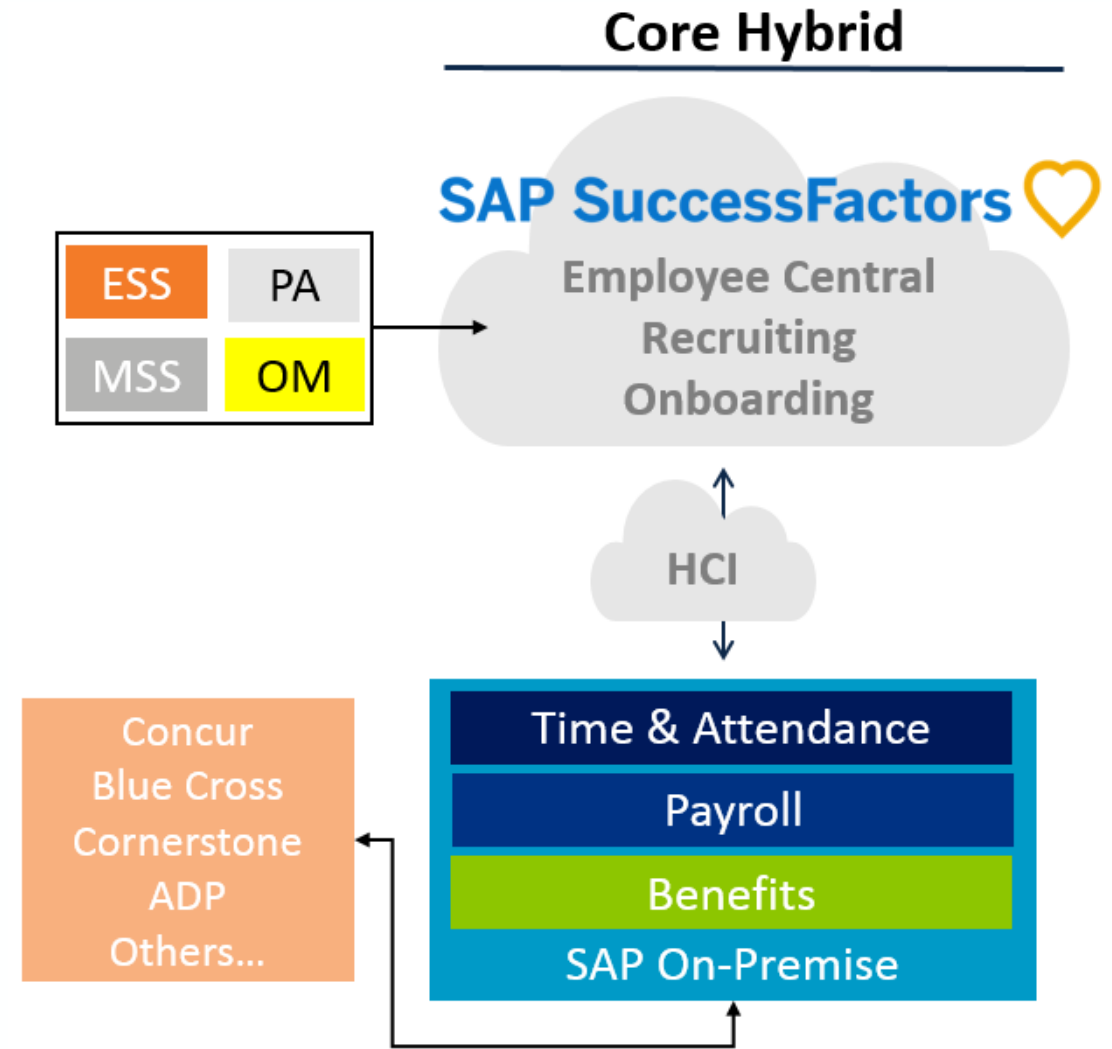
# Project Timeline



# Scope of Change



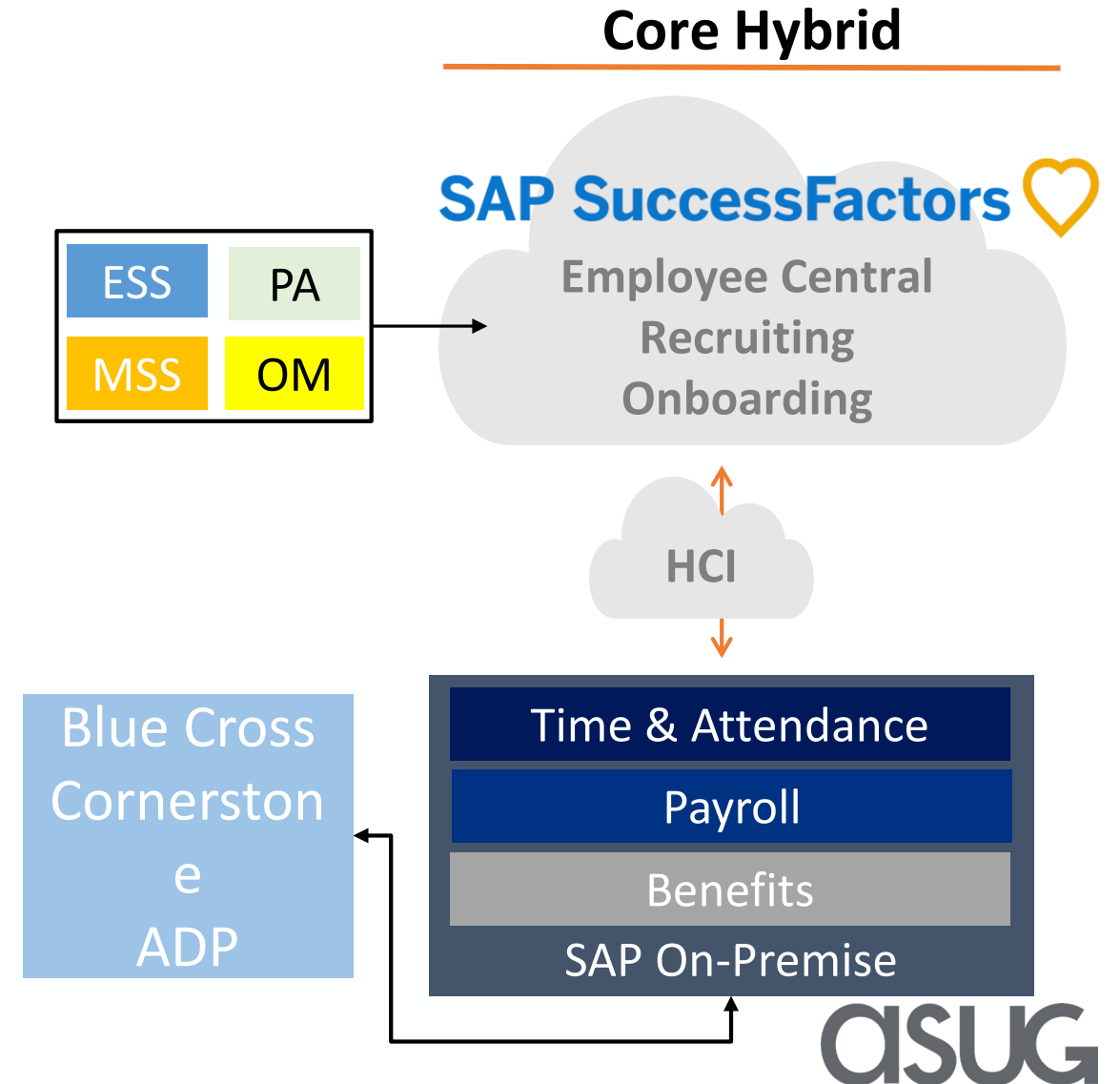
Previous State



Current & Future state

# A New Core Hybrid Environment

- Employee Central
  - Global system of employee & organizational data (moved from SAP)
- Hana Cloud Integration (now SCI) (middleware)
  - Employee & Organizational data replication to support payroll, benefits and interfaces
- SAP On-Premise
  - Continue to run existing processes such as payroll, time management and 3<sup>rd</sup> party interfaces

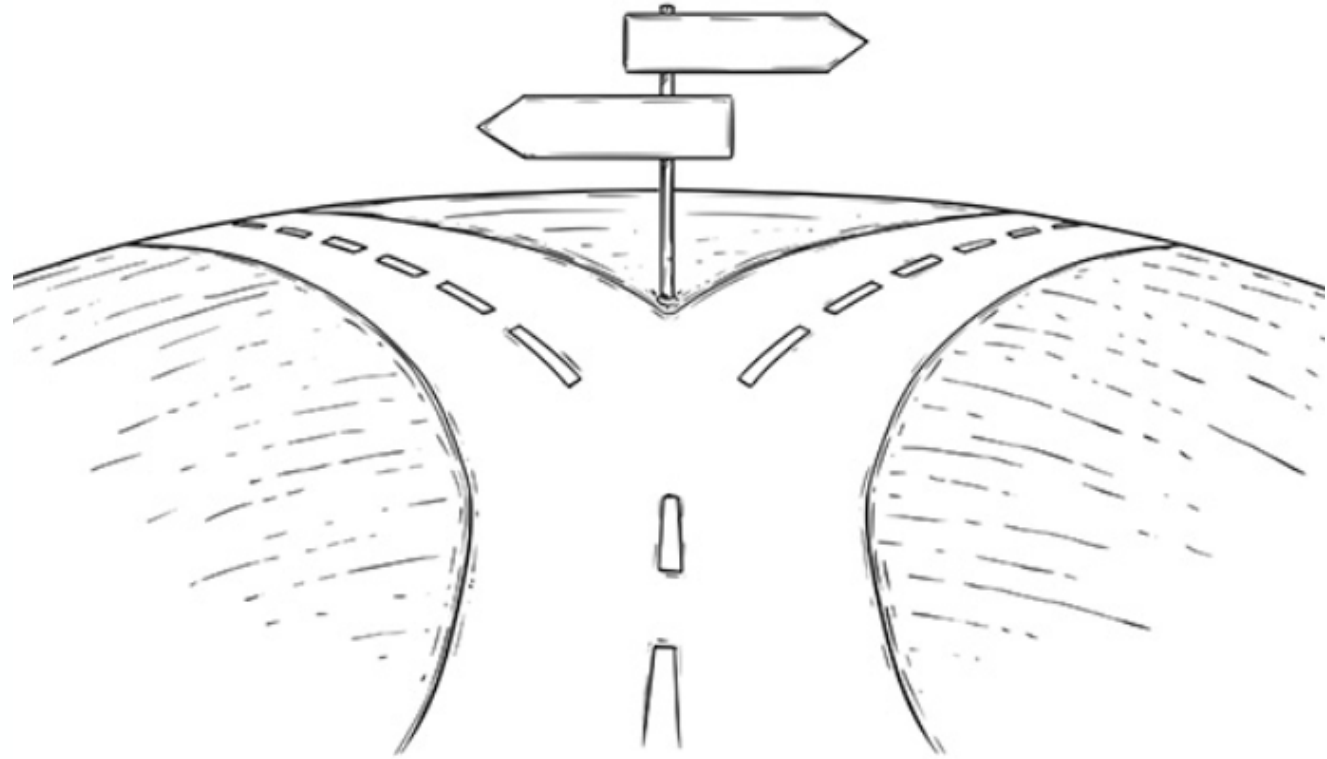


# Implementation Partner Selected

- Interviewed at SuccessConnect and other venues
- Invited a few to RFP
- Selected KPIT (Birlasoft)
- Main Reasons:
  - Strategic thinkers and offered lots of advice
  - Thorough proposal
  - Strong team
  - Listened well and adapted

**birlasoft**  
with the IT edge of **KPIT**

**ASUG**



# HOW WE STARTED, RE-STARTED AND LANDED



# Change in Direction

## ORIGINAL PLAN

- Implement EC and release to all 18 countries, including employee self-service and mobile tasks
- Workforce Software T&A would go-live with EC
- Integrate with SAP OnPrem Payroll using SAP SCI
- Integrate with up to 11 other country non-US Payroll systems with iCenter
- Update SF Onboarding integration for EC and SAP OnPrem
- 8 Languages

## REVISED PLAN

- Implement EC and release to all 18 countries but did not deploy self-service or mobile tasks
- Decided to do Workforces Software in later phase
- Integrate with SAP OnPrem Payroll using SAP SCI – But Tennant took on most of work.
- Decided NOT to integrate with non-US payroll systems – ADP not ready
- Update SF Onboarding integration for EC and SAP OnPrem
- 8 Languages



It is not the genius at the top giving directions that makes people great. It is great people that make the guy at the top look like a genius.

— *Simon Sinek* —

# WHAT WENT WELL...SUCCESSSES

# What went well

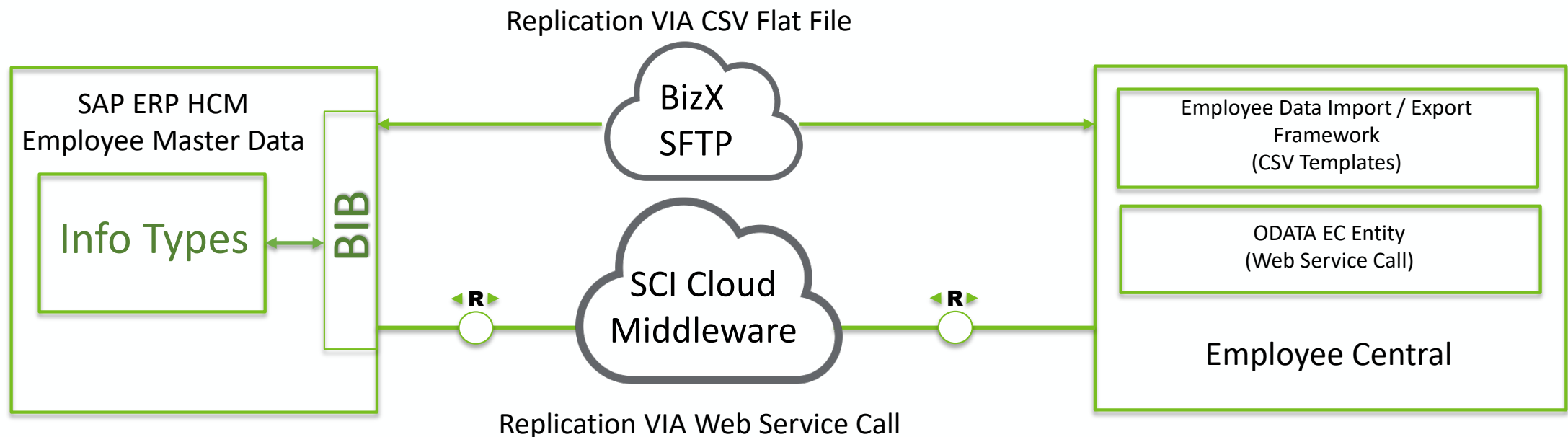
- Project came in on time and on budget
- Worked well with KPIT / Birlasoft
- We figured how to make the project simpler
- Integration between SAP OnPrem and EC went better than expected

# Integration – SAP OnPrem and EC - Keys to Success

- SAP Business Integration Builder (BIB)
- SAP HCI (SCI) worked well
- Tennant took the lead in mastering these tools

# SAP Business Integration Builder (BIB)

A generic framework used for the mapping between SAP ERP HCM and Employee Central data model which can be used for transferring data between the ERP and EC systems and vice versa



Benefit: No ABAP or Badi required for Standard Infor Types



IF WE HAD TO DO IT  
OVER...CHALLENGES



# If we had to do over

- We assessed our readiness to change up front and results were not promising
- As we learned the Project was more complex than we anticipated and we were not ready for change, so we adapted and simplified the approach:
  - Decided to push out Time and Attendance
  - Decided not to integrate with ADP for non-US payroll
  - Decided not to release very much Self-Service or Mobile, and make it a mostly Administrative user project
- So, we would have done more work up front (which KPIT recommended) to get the organization ready for the change. Now Adoption will come slower but at least we have a stable platform in place.
- Also, we would have started Integration work later in project once we had testable data to work with.

# Take the Session Survey.

We want to hear from you! Be sure to complete the session evaluation on the SAPPHIRE NOW and ASUG Annual Conference mobile app.





# Presentation Materials

Access the slides from 2019 ASUG Annual Conference here:

<http://info.asug.com/2019-ac-slides>

# Q&A

For questions after this session, contact us at [email] and [email].

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