SAP SuccessFactors

SAP ECC HCM Roadmap: 2024

SAP S/4HANA ECC HCM Roadmap: A fit for every organization

Simplify the talk track, Enable quicker decision making, and Drive Cloud 1st direction

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THE BEST RUN **SAP**

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AGENDA

SAP S/4HANA ECC HCM Roadmap: A fit for every organization

❑ HCM Options for ECC HCM

    ✓ S4 Options and ECC HCM Options

    ✓ Maintenance End Of Life Timelines

    ➤ Look into H4S4 Core, Payroll and Time Overview

    ➤ Look into PCE   Core, Payroll and Time Overview

    ➤ Look into SFSF Core, Payroll and Time Overview

❑ Q & A

SAP S/4HANA & SAP SuccessFactors: A fit for every HR organization

Providing options to meet the needs of all customers journey to the cloud at their pace

As a Product *(no HCM)*	As a Service *(no HCM)*	

SAP S/4HANA On-Premise
Total control and individualization

SAP S/4HANA Private Cloud
Cloud value, traditional flexibility & full scope

SAP S/4HANA Public Cloud
Complete, modern, SaaS ERP

As-Is State

SAP HCM H4S4

- Payroll
- Personnel Management
- Time Management
- Talent Management & PS

Transition State

SAP HCM PCE

- SAP Payroll, private cloud edition
- SAP Core Human Capital Management, private cloud edition
- SAP Time Tracking, private cloud edition

Target State

SAP SuccessFactors

- Employee Central Payroll
- Employee Central
- Time Management
- Talent Management

On-Premise   Cloud Hybrid/Bridge   Full HXM Cloud

SAP ERP HCM On-Premise Roadmap - evolution

SAP Human Capital Management for SAP S/4 HANA - On-Premise edition   H4S4 (Q4/22)
SAP Human Capital Management for SAP S/4 HANA - Private Cloud Edition   PCE (2021)
SAP Human Capital Management for SAP S/4 HANA - Public Cloud Edition   SuccessFactors

No S/4HANA - SAP ERP HCM (Business Suite) EhP 5-

S/4HANA Single Instance ECC HCM Compatibility Pak

No S/4HANA - SAP ERP HCM (Business Suite) EhP 6+

Standard Maintenance

S/4HANA Separate Instance from ECC HCM

Extended Maintenance

2020   2022   2025   2027   2030   2040

December
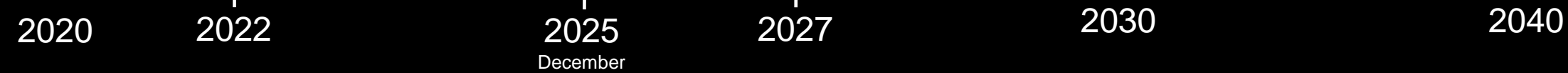
SAP Human Capital Management – What components are you actually using today?

Personnel Management

- Personnel Management (PA-PA)
- Organization management
- Benefits
- Enterprise compensation management
- Personnel cost planning and simulation
- Pension scheme
- MSS / ESS (WDA and Fiori)*

Payroll

- Payroll

- SAP Travel Management (part of SAP S/4HANA)

Talent Management

- SAP Learning Solution *
- SAP E-Recruiting
- Talent Management and development
- Objective settings and appraisals

Time Management

- Time
- Shift planning
- CATS

Public Sector

Position budgeting and control

HR funds and position management

Shift planning for public sector

*Without JAVA components

SAP ECC HCM Customer Options
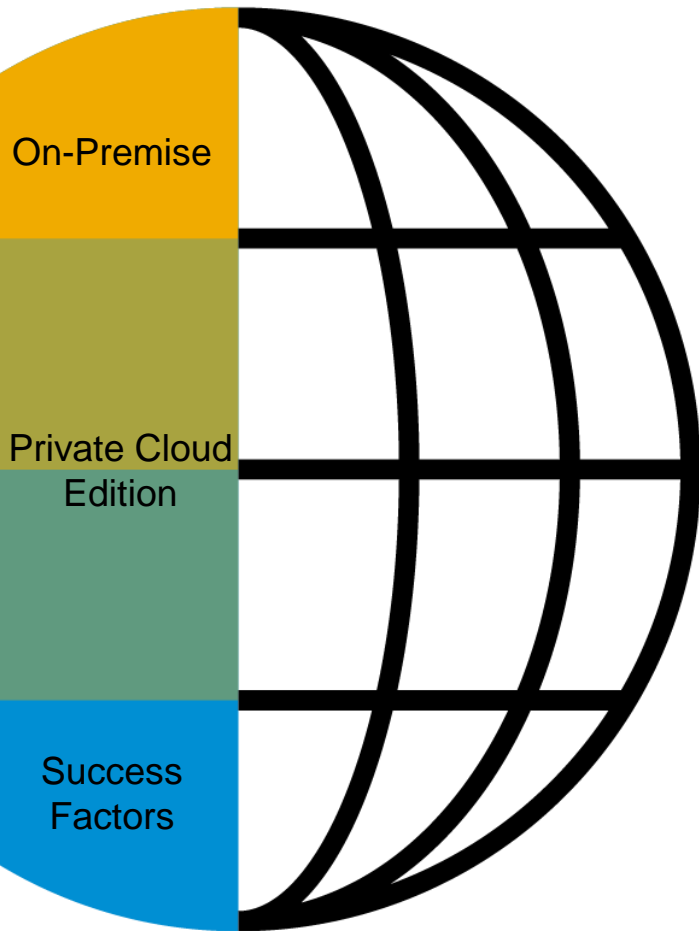
Retain Configuration On Premise

On-Premise

SAP HCM On-Premise H4S/4
Customer owns software and fully manages it.
Converts ECC HCM to H4S/4 - **2040**

- Unicode, EhP8 & HANA DB technical upgrade
- Convert to new SKU(s) w/included E/MSS, possible higher maintenance $$
- Some product depreciations
- Code Changes, enhancements, etc. continued
- Customer owned integrations, upgrades
- Customer owned Infrastructure, data center

Retain Configuration wCloud Lift & Convert to Hyperscaler w/TMS

Private Cloud

SAP HCM Private Cloud Edition (PCE)
Exclusive, privacy-protected environment
for 1 customer by a Lift & Convert of ECC
HCM, Time and/or Payroll - **2040**

- Unicode, EhP8 & HANA DB technical upgrade
- Subscription Fee – Cap Ex to Op Ex
- Code Changes, enhancements, etc. continued
- Customer owned integrations, Customer, SAP or Partner AMS
- Data center - Hyperscaler - AWS, Azure, Google
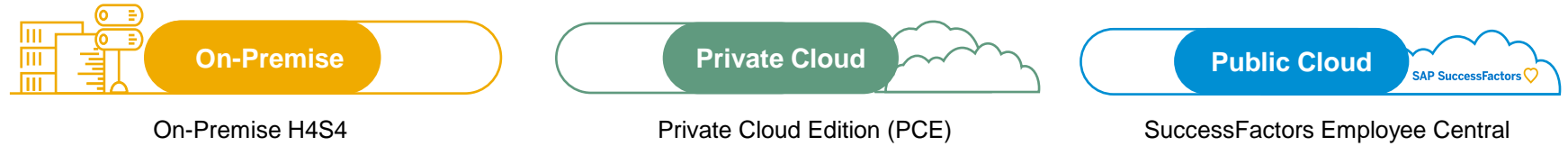- Technical Managed Services by SAP & Upgrades

Transform & Modernise
Standardize & Automate
Cloud Migration

Public Cloud   SAP SuccessFactors

**SAP SuccessFactors
HR, Time, Payroll, Benefits**
Shared resources for multiple customers.
Migration from ECC HCM, Time and/or
PR with PCC Automation

- Subscription Fee
- SAP Innovation Focus
- SAP delivered integrations BTP, Regular upgrades by SAP, EC Replication
- Data center – SAP Hyperscaler
- Payroll – Explicit enhancements only, *cannot do/bring over implicit*

On-Premise

Private Cloud Edition

Success Factors

Product Options: License, Delivery and Operations View

	On-Premise On-Premise H4S4	Private Cloud Private Cloud Edition (PCE)	Public Cloud SuccessFactors Employee Central
License Model	Perpetual	Subscription	Subscription
Implementation	System Conversion, (Selective Data Transition for HCM for S/4)	System Conversion, Selective Data Transition, Hyperscaler Move	New Implementation
Content Responsibility	Customer / Partner	Partner / Customer / SAP	Partner / Customer / SAP
Application Management Services	Customer / Partner	Customer / Partner	Customer / Partner
Content Lifecycle Management	Customer / Partner	SAP *	SAP *
Product Support	Customer / Partner / SAP	SAP *	SAP *
Technical Managed Services	Customer / Partner / SAP	SAP *	SAP *
Infrastructure	Customer / Partner / Hyperscaler	Hyperscaler SAP *	SAP Hyperscaler DC*

Increasing value realization of cloud delivery capabilities
Reduction in risk and increase in compliance

* Included in SAP Subscription

THE BEST RUN SAP   8

SAP Human Capital Management for SAP S/4HANA, on-premise edition (H4S4)

Retain IP w/wo Fiori/PCC Modernization
On Premise

SAP Human Capital Management for SAP S/4HANA on-premise edition

A new on-premise option for customers leveraging SAP ERP HCM **(H4S4)**

Continuity and investment protection for HCM on-premise customers

Solution will be based on SAP ERP HCM with **optimizations and selected innovations** to leverage SAP HANA

We see this option as a **solution to give additional time** to those customers who are not ready to fully move to the cloud with SAP SuccessFactors.

SAP Human Capital Management for SAP S/4HANA (H4S4) on-premise edition
Key capabilities

Product

- SAP HCM for S/4 HANA ("H4S4"): based on ERP HCM EhP8 (Compatibility) that enables customers to continue to run ERP HCM in a single instance with S/4

- Running on SAP HANA DB with performance benefits but no large-scale re-architecture

- Integrated in SAP S/4HANA, Roadmap: UX, legal changes, UI & Fiori enhancements

- Follows SAP S/4HANA maintenance strategy – 2040

SAP HCM for SAP S/4HANA
on-premise edition

**There will be product deprecations
See SAP Note: 3091160**
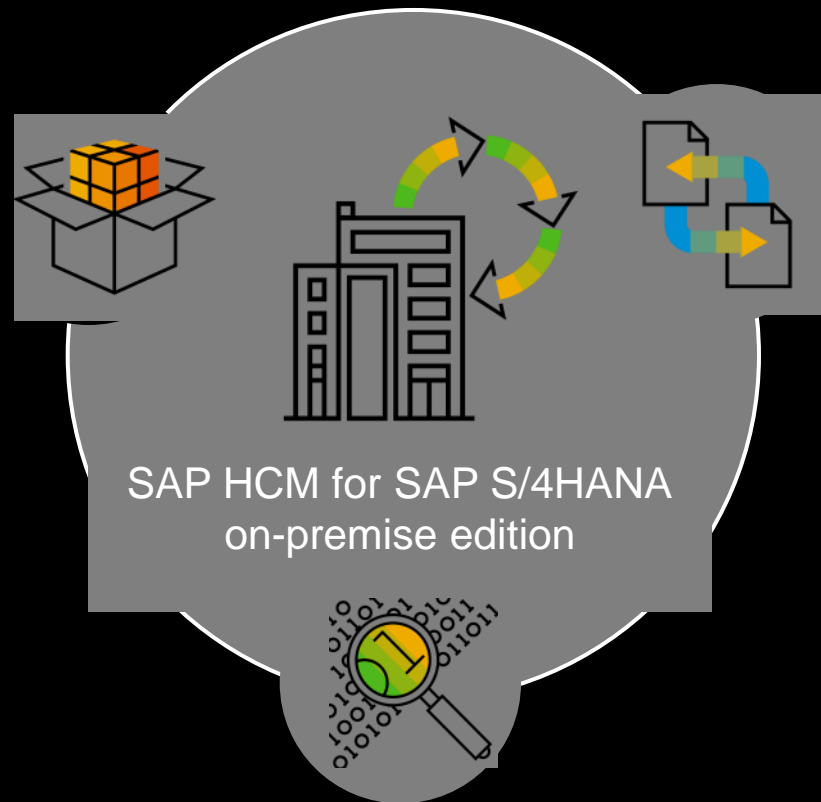
Transition

- Customers can run HCM embedded or on a separate SAP S/4HANA instance

- Customers need to complete HANA conversion and EhP8 upgrade plus S4 needs to be version 2022+ to be out of compatibility mode

- Migration tools and services will be provided to help facilitate a non-disruptive migration from SAP HCM or SAP S/4HANA compatibility pack

- A license conversion will be offered to 5 SKU's

SAP Human Capital Management for SAP S/4HANA (H4S4) on-premise edition

Solution scope – The most recent components of HCM are planned to be supported

Personnel Management (1) 7020923

- Personnel Management
- Organization management
- Benefits
- Enterprise compensation management
- Personnel cost planning and simulation
- Pension scheme
- MSS / ESS (WDA and Fiori)*

Payroll (2) 7020940

- Payroll

- SAP Travel Management (part of SAP S/4HANA)

Time Management (3) 7020924

- Time
- Shift planning
- CATS

Talent Management   (4, 5)

- SAP Learning Solution * 7020950
- SAP E-Recruiting 7020931
- *Talent Management and development (SFSF)*
- *Objective settings and appraisals (SFSF)*

Public Sector (part of SAP S/4HANA)

Position budgeting and control

HR funds and position management

Shift planning for public sector

Without JAVA components
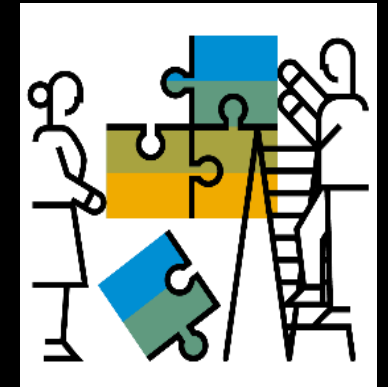
SAP Human Capital Management for SAP S/4HANA (H4S4) on-premise edition
H4S4 Deprecations - See SAP Note: 3091160

1. Appraisal Systems (PA-PD- AP)
2. Career and Succession Planning (PA-PD-SP)
3. Compensation Management (PA-CM)
4. Cost Planning (PA-CM-CP)
5. Development Plans (PA-PD- DP)
6. Employee Interaction Center (PA-EIC)
7. Enterprise Services - Personnel Administration (PA- PA-SOA) and Time Management SOA (PT-SOA)
8. ESS/MSS: ESS on ITS ESS/MSS on WD Java MSS based on HTMLB MSS List reports based on ODP ESS/MSS UI5 (from HR Renewal)
9. Parts of Time Management Time Data Recording and Management (PT-RC): Infotypes (0005, 0083, 2005) Reports, and Function modules
10. Parts of Time Management Time Evaluation (PT-EV): Infotypes (0005, 0083, 2005), operations
11. Parts of Time Management Integration of external time recording systems: Interface CC1 (KK1) is no longer available (PT-RC) Parts of Time Management BAdIs no longer available in attendance/absence counting (PT-RC): TIM00ATTABSCOUNTING TIM00ABSCOUNTRY_DAY
12. HR Funds and Position Management 'old' parts of (PA- PM)

13. Parts of Time Management BAdIs no longer available in attendance/absence counting (PT-RC): TIM00ATTABSCOUNTING TIM00ABSCOUNTRY_DAY
14. Expert Finder (PA-XF)
15. HCM P&F with Adobe forms
16. HIS Reporting (PA-IS)
17. HR Renewal Landing Pages 'Lanes' (PA-PAO) and Suite Page Builder
18. Manager's Desktop (PA-MA)
19. Packages (PA-PA; PA-PA-XX): PDEL PZ1R PBAS_BPO
20. Recruiting (PA-RC)
21. Reports (PY-XX) RPCS0000 RPCSC000
22. Reports (PY-XX-DT) - Part of Package PCPO_DEPREC) RPCIPE00_OLD RPCIPE00_OLD_CE RPCIPE01CE & TemSe Funtionality RPCIPI00 RPCIPX00 RPCIPT00 RPCIPL00 RPCIPM00
23. Shared Service Framework for HCM-Integration (CRM-IC- HCM-BF)
24. Structural Graphic (BC-BMT- OM-GRF)
25. Training and Event Management (PE)
26. Workforce Viewer (PA-PAO- WFV)

SAP Human Capital Management for SAP S/4HANA (H4S4) on-premise edition
Roadmap Overview

	HR Administration	Organizational Management	Time Management	Payroll Processing	Globalization Services	Learning & Recruiting
User Interface		Fiori Apps: New Apps and enhancements for existing Apps				
		Visual harmonization for most common transactions				
		Deprecate JAVA				JAVA to ABAP
Functional Enhancements	X Fiori	X	X Fiori	X	Continuous legal changes in S/4	
Performance Improvements		HANA for structural author.				T-REX with HANA
Integrations Areas		ONE MDS integration				
	Employee to BP in S/4					
Baseline Activities		Merge SAP_HRxx and EA-HRxx software layers				Setup for S/4

SAP HCM for S4 HANA on-premise edition (H4S4)

Questions?

What is SAP HCM H4S4 on-premise edition?

- On-premise offering extending support to 2040

- Available Q4 2022 for existing SAP HCM Payroll Customers

- Matches the scope of the SAP HCM for SAP S/4HANA (on-premise edition) compatibility packs: SAP HCM incl. payroll, time and attendance, personal administration, talent, and more

- Can be in the same instance as S/4 HANA or a separate instance
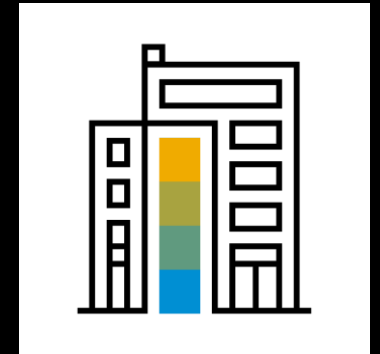
Target market

- Customers who are not ready to fully move their HCM deployment to the cloud with SAP SuccessFactors or who are working multiple cloud projects and want to keep payroll and/or Time in place until all other conversions are completed

Considerations

- Only available for on-premise deployment

- Based on SAP ERP HCM, supplemented with SAP HANA-based capabilities

- Required to migrate to SAP HANA database

- Planned license conversion to be offered

- Product Deprecations

Benefits

- Long-term commitment – maintained until 2040: 16 years of planning security

- Nondisruptive migration from SAP ERP HCM to SAP S/4HANA through planned migration solutions

SAP Human Capital Management for SAP S/4 HANA, Private Cloud Edition (PCE)

Retain IP w/wo
Fiori/PCC Modernization
Cloud Lift & Convert

SAP Human Capital Management for SAP S/4 HANA, Private Cloud Edition (SAP HCM PCE)

A new offering for customers to move ECC HCM to the Cloud embedded in their S/4 Private Cloud Edition ERP stack or as a stand-alone Extra Stack for non S/4 PCE ERP environments.
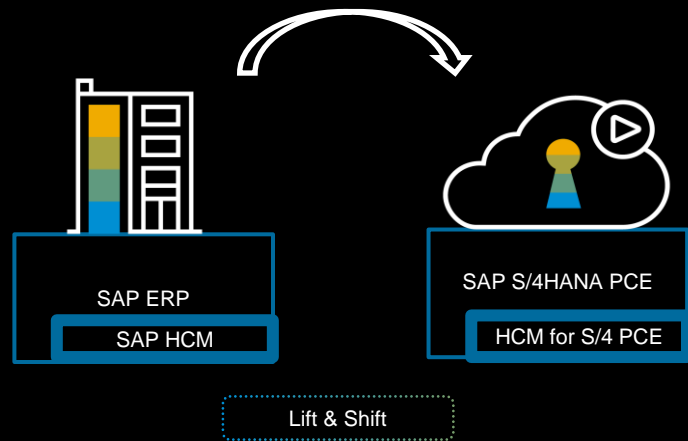
- **Move to cloud** at own pace
- **Safeguard prior investments** by converting existing systems
- Singular **HR, Time and Payroll SKU's, no Talent**
- *(Extra Stack PCE Payroll for non S4 PCE environments)*

We see this option as a bridge **(hybrid transition solution)** for customers with complex time and/or payroll requirements who need additional time to move fully to the SFSF cloud without losing any functionality.

SAP Human Capital Management, Private Cloud Edition (PCE)
Solution scope – HCM, Time, Payroll (H4S4 hosted without talent)

- Running on hyper-scaler infrastructure
- Full S/4HANA scope matching SAP S/4HANA compatibility pack and the key functionality of SAP ERP HCM (EhP 8) including LOB and industry processes, supporting 25 industries
- Offering highest flexibility and extensibility options (customize, modify, extend)
- 101 payroll country versions (56 by SAP, 45 provided by partners) in 39 languages
- Supporting system conversions and brownfield migrations into the cloud with three types (system conversion, selective data transition and new implementations)

Core HR (incl. ESS/MSS) 8008910
- Employee Administration
- Global Assignment Management
- Organizational Structure Management [1)]
- Position Management
- Benefits Management
- Work Schedule Management
- Absence Management

Time Tracking (incl. ESS/MSS) 8008911
- Work Schedule Management
- Absence Management
- Employee Time Tracking
- Time Calculation
- Rostering and Shift Optimization
- Time Evaluation

Payroll processing (incl. ESS) 8008783
- The payroll solution provides the tool set necessary to perform gross-to-net payroll calculations based on company and/or union rules and legal requirements. This includes the determination of the gross remuneration and the calculation of company-specific, employee-specific, and legal deductions

PCE Payroll Extra Stack, No S/4 PCE 8012529

BSI for US Payroll only - 8011504

SAP S/4HANA, private cloud edition

One Commercial Construct: ERP, Infrastructure, and Technical Services
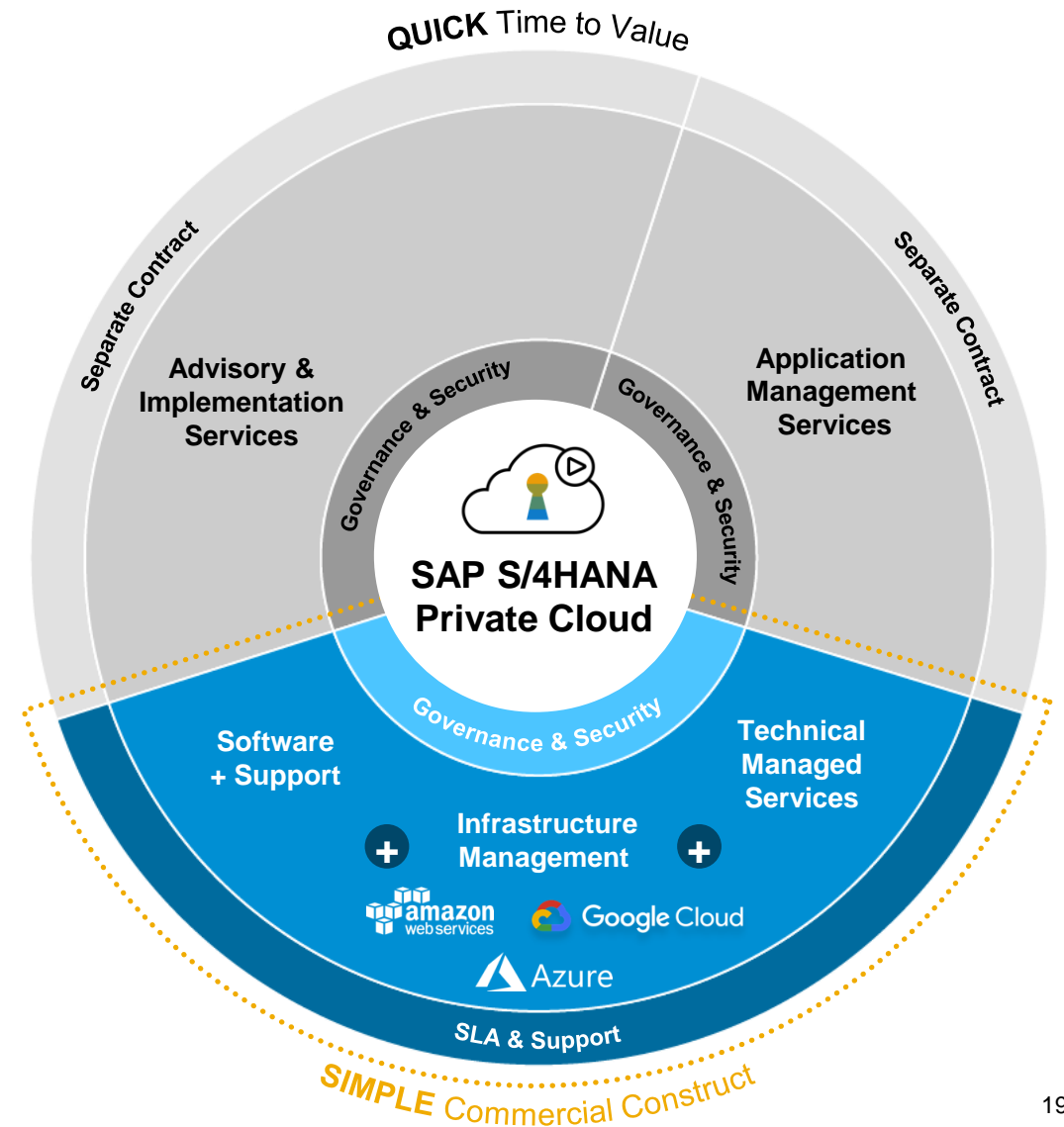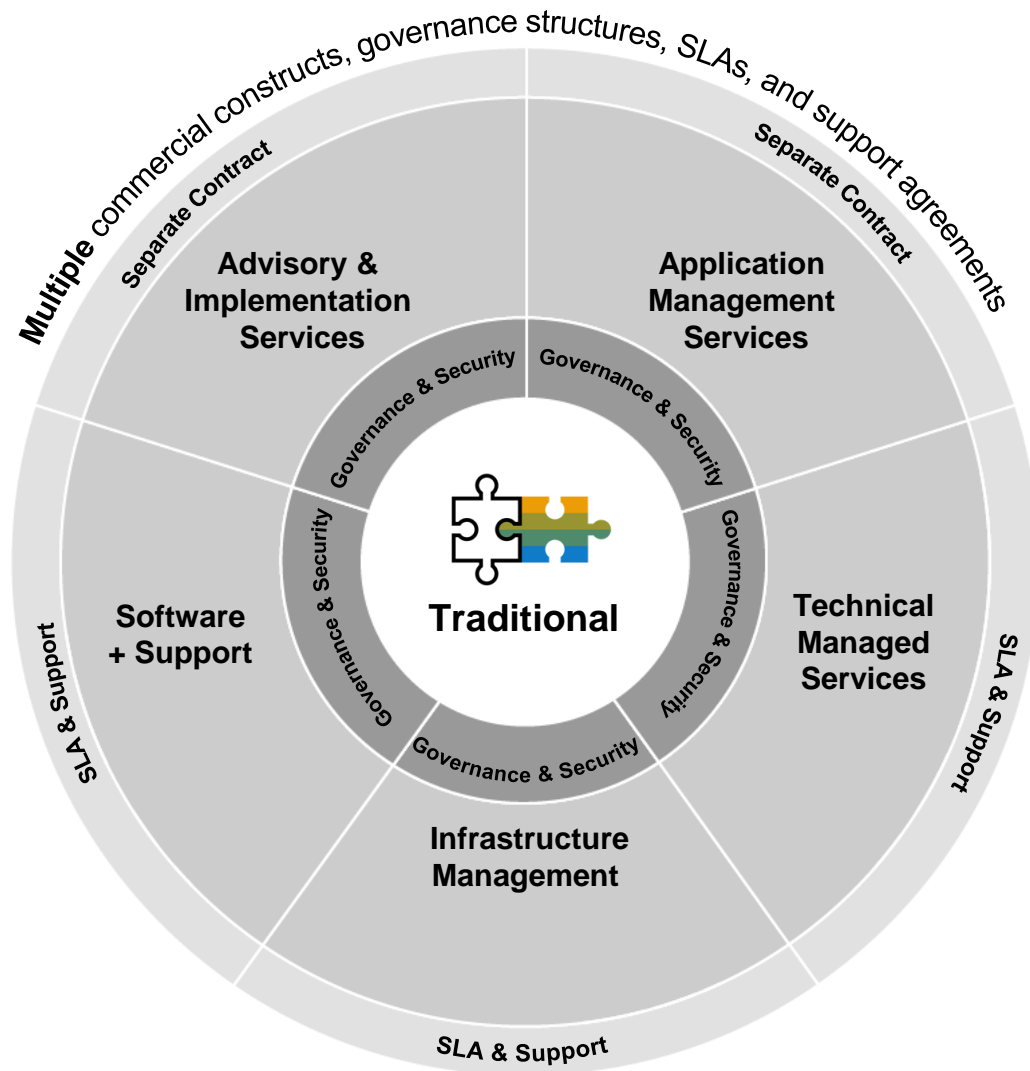
SAP S/4HANA, private cloud edition: SAP-provided scope

QUICK Time to Value

Separate Contract

Advisory & Implementation Services

Governance & Security

Application Management Services

Separate Contract

Governance & Security

SAP S/4HANA Private Cloud

Governance & Security

1 Software + Support

2 Infrastructure Management

3 Technical Managed Services

amazon web services

Google Cloud

Azure

SLA & Support

SIMPLE Commercial Construct

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1 **Functional Scope:**

- SAP Software + Enterprise Support based on SAP S/4HANA Enterprise Management (On-premise)

- Cloud Connectors: SAP Ariba, SAP SuccessFactors, SAP Concur, SAP IBP

- SAP Adobe Document Services for printing

- SAP S/4HANA LoB & Industry Add-Ons

- Partner Add-Ons are categorized as follows:

  - Available on SAP price list + **S/4HANA certified**: Roadmap of commercialized Add-Ons available

  - Not available on SAP price list + **S/4HANA certified**: Can be installed and managed on customers responsibility*

  - *Available on SAP price list + **not** S/4HANA certified: Currently not allowed*

  - *Not available on SAP price list + **not** S/4HANA certified: Currently not allowed*

2 **Infrastructure Management:**

- Low TCO
- Highest Flexibility
- Best scalability option
- Availability
- Data Center Options

3 **Technical Managed Services:**

- High Availability & Business Continuity
- SLA: 99,5% for productive system, 95% for non-productive systems
- Services described by Roles & Responsibilities matrix
- Wide range of foundational technical service delivery
- Technical System Operations
- Technical Landscape Deployment
- Technical Upgrade installation
- Continuous Service planning & review
- 24*7 service delivery for PRD, 24*5 for non-PRD
- Setup of RFC connections

SAP S/4HANA, private cloud edition: Strategic Value

A simple and attractive full-subscription offering with the best of all worlds
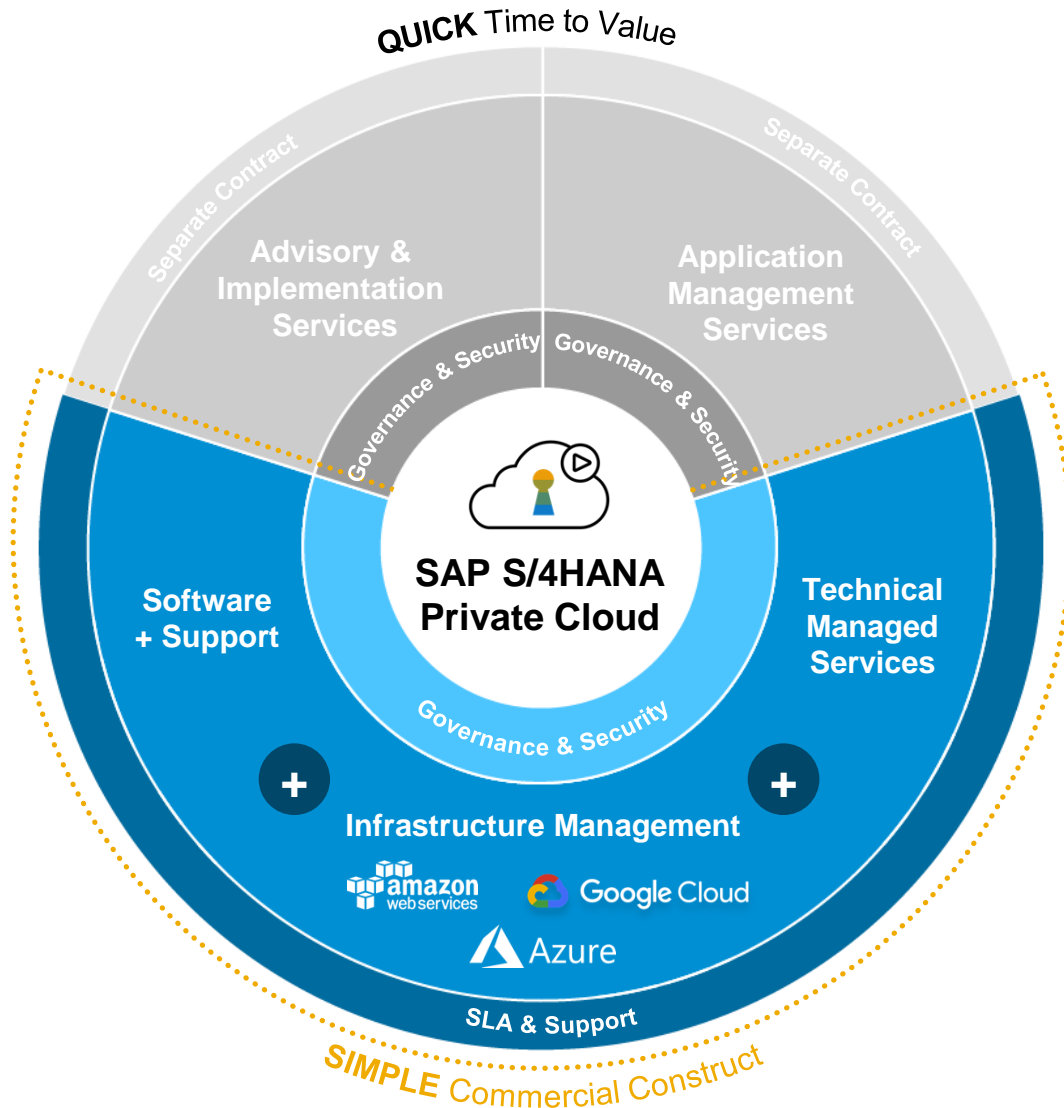
SAP

- SAP S/4HANA Payroll Software
- SAP Enterprise Support
- Technical Operations

Partner

- Application Managed Services Option
- System Implementations
- Fiori and/or Payroll Control Center Optimization
- Outsource Payroll Services when and where needed

Hyperscaler

- Low TCO
- High Availability
- High Scalability

SAP Human Capital Management, private cloud edition (PCE)
Transition and Operations
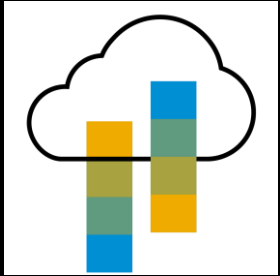
- Controlled cloud migration path for customers at their own pace with a smooth transition into a cloud model
- Scalable platform with the Resilience and TCO of hyper-scaler infrastructure
- Side-by-side and In-App extensions
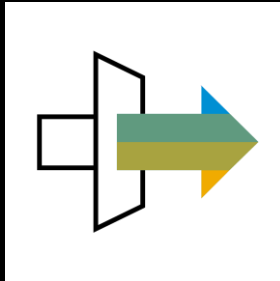
- Application and technical operations done by SAP, upgrade installation on customer request
- Expert configuration (full IMG access) and access to S/4HANA Extensibility Framework
- Code enhancement & code modifications

- **Partner first strategy for conversions and implementation**
- **Supporting system conversions and brownfield migrations into the cloud with three types (system conversion, selective data transition and new implementation)**

SAP S/4HANA Cloud, private cloud edition (PCE):
A simple and attractive full-subscription offering with the best of all worlds

Questions?

Cloud Value

SAP S/4HANA Private Cloud

Designed to provide innovation and cloud value while allowing customers to **retain their investments by converting their existing systems**

Innovation

- **Full S/4HANA scope including LOB and industry processes**, supporting 25 industries
- **Code enhancements & code modifications** supported
- Expert configuration via full IMG access
- Operating Expense via subscription-based commercial model
- IaaS Provider infrastructure to scale up or down quickly

Simplicity

- **One SLA, One hand to shake**
- **Rapid conversion of** your existing ERP/ECC environments to a modern, cloud-based architecture
- **Prior ECC and partner solution investments safeguarded**
- **CapEX to OpEx** with a subscription-based commercial model
- **Transformation** to a pure SaaS-based landscape *at your pace*
- Partner add-ons allowed to enhance competitive differentiation

SAP Human Capital Management for SAP S/4 HANA, Public Cloud Edition SuccessFactors HXM (SFSF)

Reimagine HCM
Standardize & Automate
Cloud Migration

Transitioning to the SAP SuccessFactors HXM cloud is about remaining competitive in an ever-changing world

SAP SuccessFactors

Legacy HCM

- Intensive infrastructure / disruptive updates
- Manual processes
- Staffing / learning / training intensive
- Complex and fragmented tools
- Timely / costly to innovate / roll out innovations
- Mobile is challenging
- Back-end oriented

SAP Business Technology Platform
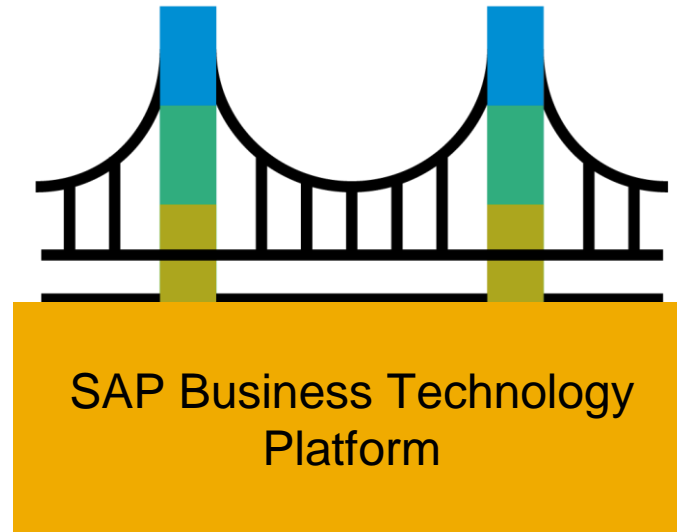
Digital HXM

- Agile cloud architecture and infrastructure
- Easy and intuitive tools
- Automated processes
- Modern, intuitive and mobile
- Self-service, anytime, anywhere
- Consumable & continuous innovation
- Less cost for integration and flexible to update

A modern approach to cloud HR

Comprehensive
Manage all aspects of core HR & payroll and leverage a robust ecosystem

Experience First
Consumer-grade technology that puts the employee experience first

Embedded Insights
Insights and guidance drive smarter decisions and better results

244 Standard Integration Points and Processes

S4 Finance, SFSF HR, Time and Payroll

Employee

Data 109

Biographical information	Compensation information
Personal information	Pay component recurring
Address information	Pay component non-recurring
Email address information	Cost distribution
Job information	...

Processes 11

New hire
Re-hire
Terminate
Transfer
...

Org

Data 13

Business unit	External code
Division	Cost center object ID
Department	Start date
Job classification	End date
position	...

Processes 10

Create new position
Update position
Deactivate position
Employee position transfer
...

Time

Data 29

External code	Quantity in hours
Approval status	Time type
Start date	User ID
End date	Company ext. code
Quantity in days	...

Processes 34

Requesting time off
Cancelling time off requests
Editing time off requests
View team absences
...

Finance

Data 22

External code	Cost Center data
Approval status	Bank country
Start date	Bank name
End date	Routing number
Description language	...

Processes 16

Create cost center
Create company code
Update exchange rate
Update bank information
...

Data 173

Processes 71

Payroll Control Center – A New Payroll Experience

Traditional Payroll Systems' Dilemma

High human interaction	**Smarter human interaction**
Individual know how	**Standardized know how**
High upskilling cost	**Reduced upskilling**
Many lists and tools required	**Simplified user experience**
People find problems	**Finds problems and alerts people**
Batch processing	**Continuous and interactive**
Limited window of insight	**Payroll at any time**

Wage Type List   Payroll Journal   ...   Payroll Accounts   Excel

Batch Processing

Payroll Database

The Best Payroll is the One You Don't See

Real time identification of all policy deviations

One stop error resolution/remedy

Payroll Control Center Core

Payroll at any time … … not just during the critical path

Payroll Database
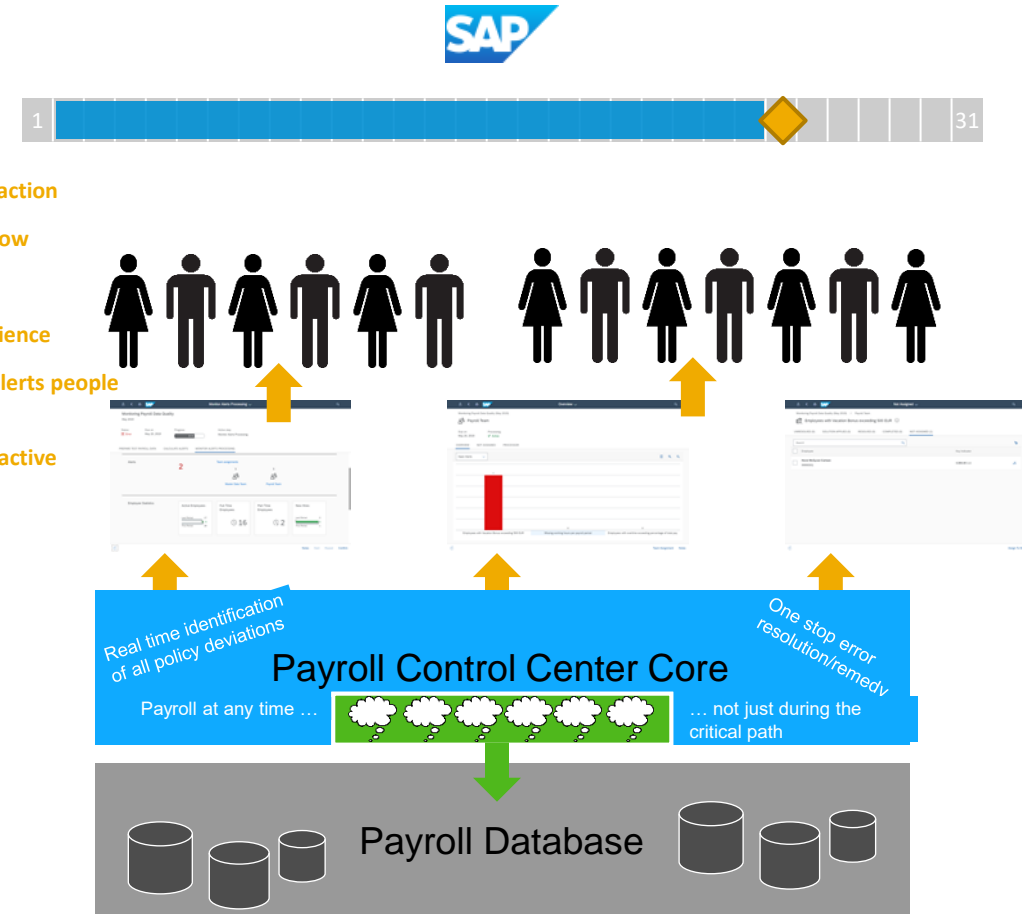
Organization objectives

Payroll leadership cares about different things that the administrators doing the work

BestRun

Payroll Leader

"We need to minimize payroll errors and be compliant"

- How does SAP help us stay compliant?
- Do we have the best payroll operating model?
- Can we ensure payroll data is no longer emailed around?
- How do we reduce the risk of working from spreadsheets?

"We need to ensure timely and accurate pay and resolve unexpected errors quickly"

- What is my team working on? Does anyone need help?
- Direct deposits must be completed today – where are we in the process?
- How easily will we be able to train new team members on payroll?
- Where are we in the payroll process?

"We need better visibility into payroll and to control costs"

- How much money will come out of our accounts?
- How many new people did we hire this period?
- Who did what? When did they do it?
- Can we get visibility on payroll trends and control costs over time?
- Can we easily add new analytics to get the information we need?

Payroll Administrator

- How do I find payroll discrepancies?
- Will I have the right information to find and fix issues?
- Can I enter notes and attachments directly in the system to stay organized?
- How do I stay on top of legal updates?

- How difficult is it to process payroll?
- "How do I process payments outside of the normal payroll run (off-cycle)?"
- Can retroactive payments be automatically calculated?
- How are colleagues doing with their issues? Can I help?

- How do our employees enter time into the system and how can I ensure it is timely and accurate?
- Are our payroll amounts this period in line with previous periods?
- Can I view the history of notes I entered in previous periods?

Simple payroll processing experience

"How difficult is it to process payroll?"

"Can we easily handle retroactive changes?"

- Easy processes with a guided experience that supports end to end payroll
  - Gross to net payroll calculation
  - Transfer to general ledger
  - Direct deposit file
  - Check printing
  - Third party vendor payments

- Built-in retroactivity to remove manual work

- User-friendly dashboard to ensure everyone knows what steps are remaining

"Retroactive changes are handled automatically – wow much easier than my old job"

Payroll ▾   Search for actions or peo...

My Processes   My Alerts   Unassigned Alerts   Manage Processes   Manage Policies   My Off-cycles   Manage Teams   •••

FD4-201 ⌄

Process Steps

US - USA Semi Monthly Payroll 2 - Production Payroll
Period 12.2022

Status   Due on   Progress   Active step
Error   Jun 29, 2022   5/7   Monitoring

START PAYROLL   RUN PAYROLL   PAYROLL JOURNAL   POSTING   INITIATE POLICIES   MONITORING   END PAYROLL

Run Payroll   Completed
                            Completed on Jun 13, 2022, 3:59:33 PM

Status   'Run Payroll' finished successfully
                See details

Notes   Start   Repeat   Confirm

Support

Easy and intuitive payroll experience

"How easily will we be able to train new team members on payroll?"

"Where are we in the payroll process?"

- Know exactly where your team is in the process – no calling to check in

- Easy and consistent processes with guided experience across all delivered countries

- Granular security to control access so people only see the information they need

"Production Payroll is completed and we are about to issue direct deposits"

Flexibility for employers and employees

"How do I process payments outside of the normal payroll run (off-cycle)?"

- Quickly and easily run off-cycle payments on-demand via guided user experience
  - Mass off-cycles (annual bonus)
  - Correction runs
  - Individual bonus and vacation payments
  - Payroll on demand (early payment)
- Leverage flexibility with direct deposit and in-house check printing (multiple payment methods supported)

"I can run the off-cycle payment needed for Michael quickly and easily"

Payroll Transformation: The Payroll Control Centre

Mitigate the risk of non-compliance and inaccurate payments: Real-time alerts ensure that errors, warnings and exceptions are investigated as they happen and **BEFORE** payroll cut-off.

Unlimited numbers and types of KPI's call-out whether investigation is required **BEFORE** payroll cut-off. All variances can be investigated and drilled into.

- Click **here** for a 2 minute video of the **employee** experience.

- Click **here** for a 2 minute video of the **payroll team** experience.
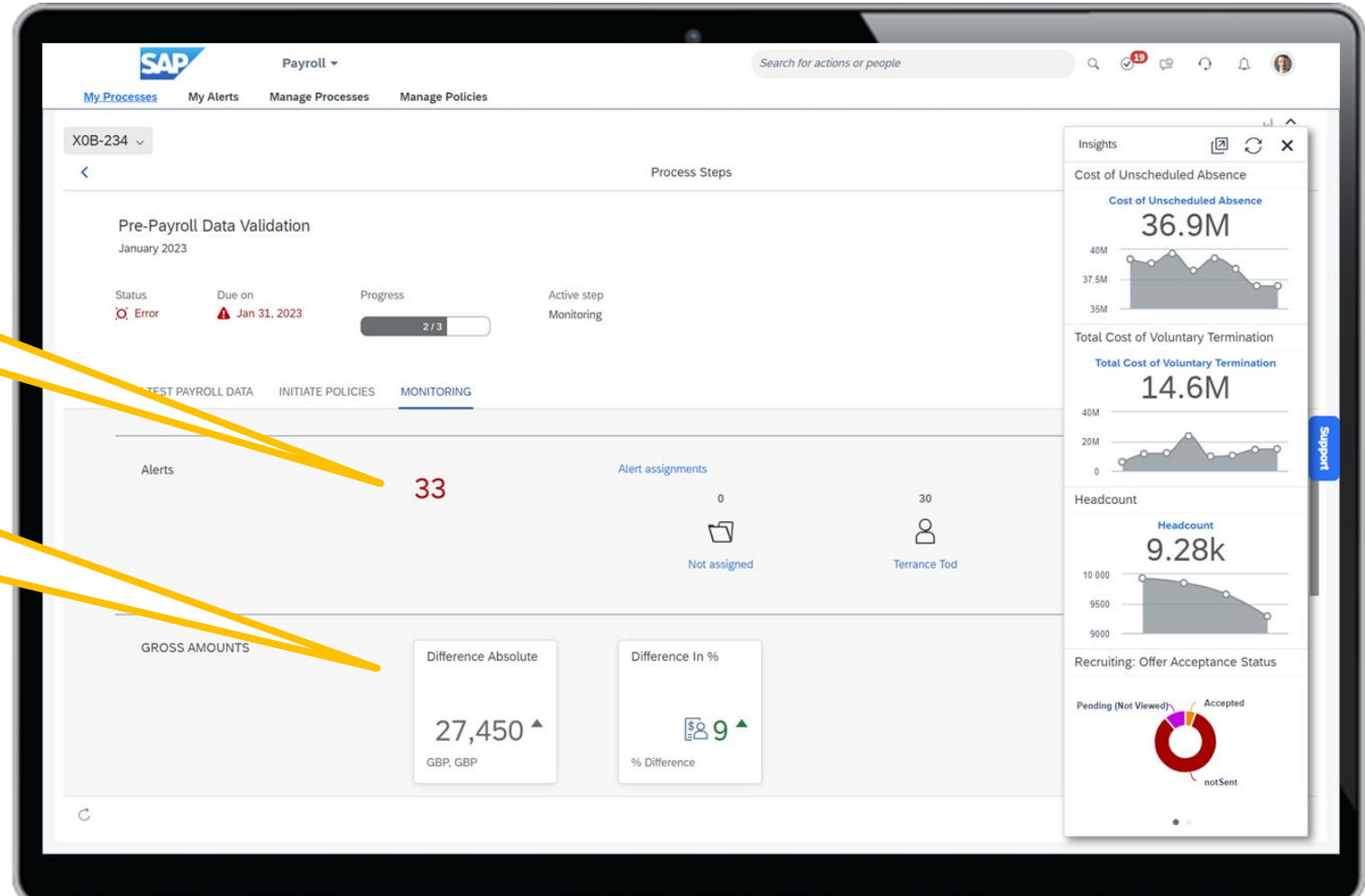
Proactive payroll alerts for continuous payroll

"How do I find payroll discrepancies?"

"Are our payroll amounts this period in line with previous periods?"

- **Insight** into payroll from first day of the period until check date
  - Know exactly what payroll will look like at all times
  - Drill down to get detailed reporting and analytics

- **Automatic updates** to key statistics and alerts as system activities occur
  - Large pay variances
  - Terminated employees being paid

- Proactive (data automatically provided), not reactive (manually run report)

"Right now our costs are 5% lower than last period"

Actionable and intelligent alerts

"Will I have the right information to find and fix issues?"

- No searching reports, spreadsheets, or employee records – system automatically finds defined alerts

- Relevant details provided
  - Example: pay variance occurred because a large bonus was entered

- Guided solution for quick and easy resolution

- Scenarios not requiring resolution can be marked accordingly to avoid redundancy, and ensure auditability

"This large pay variance is from a retention bonus?"

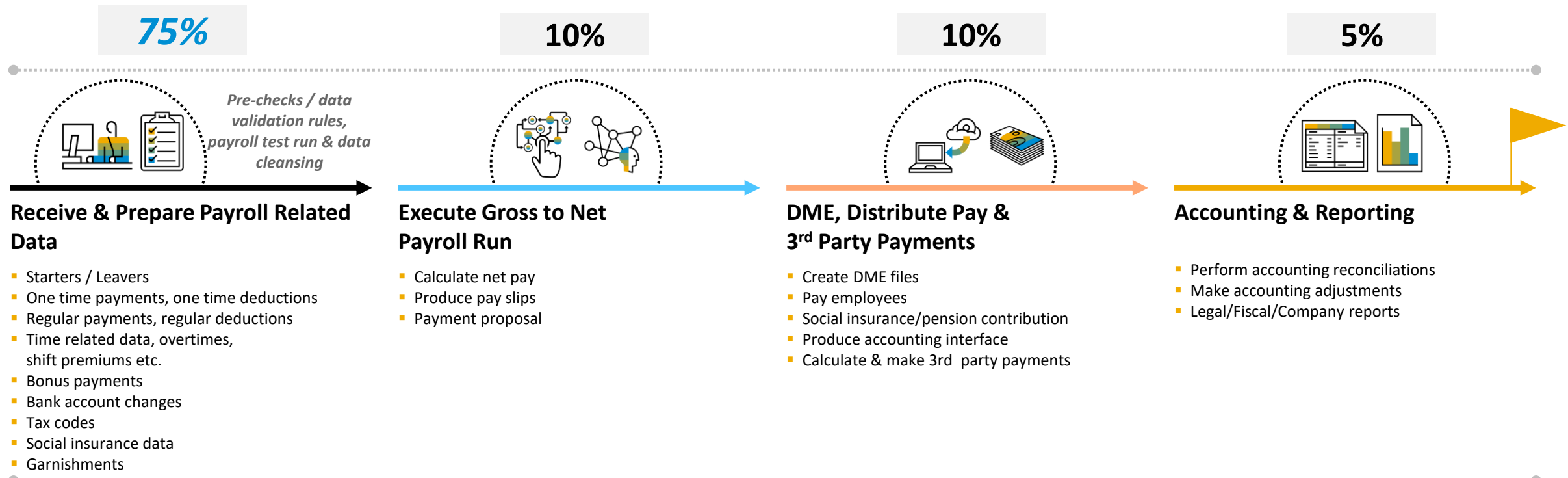**"Jane is the one who entered it. Let me get more details"**

Typical End-to-End Payroll Process Flow

Operating Efficiency Maximization

75% **10%** **10%** **5%**

Pre-checks / data validation rules, payroll test run & data cleansing

Receive & Prepare Payroll Related Data

- Starters / Leavers
- One time payments, one time deductions
- Regular payments, regular deductions
- Time related data, overtimes, shift premiums etc.
- Bonus payments
- Bank account changes
- Tax codes
- Social insurance data
- Garnishments

Execute Gross to Net Payroll Run

- Calculate net pay
- Produce pay slips
- Payment proposal

DME, Distribute Pay & 3rd Party Payments

- Create DME files
- Pay employees
- Social insurance/pension contribution
- Produce accounting interface
- Calculate & make 3rd party payments

Accounting & Reporting

- Perform accounting reconciliations
- Make accounting adjustments
- Legal/Fiscal/Company reports

SAP Payroll Control Center innovates and automates the payroll process. PCC provides:

- Real-time overview of workload and progress during preparation and execution of payroll
- Automated root cause analysis and correction supported by validation rules & workflows for error handling
- Real-time insight into payroll (KPI's)

High level of automation possible with or without outsourcing by leveraging the Payroll Control Center

Reduced effort with automation and standardized interfaces to Accounting / General Ledger.

Relevant & Contextualized Analytics

"How much money is going to come out of our accounts?"

"How many new people did we hire this period?"

How many retro periods do we have?

"Does my team has the right tools to audit payroll and ensure success"

- Ability to see key statistical information at your fingertips
- Customize the insights to get precisely the information needed
- Visibility prior to Pay Day & throughout the pay cycle
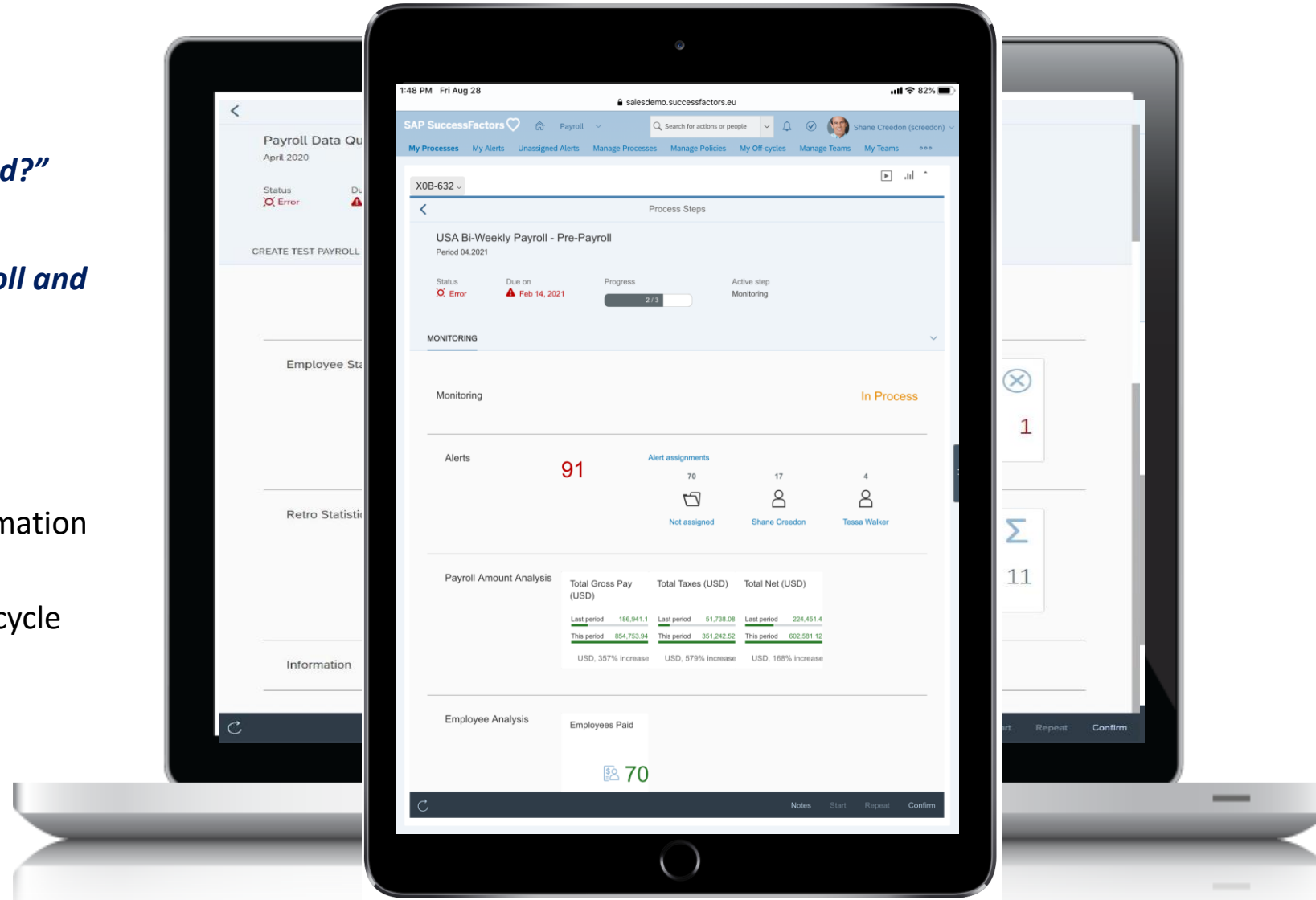
SAP Payroll Experience

- **H4S4/PCE HCM** SKU's are a license/subscription continuation of an existing ECC HCM configuration based on ECC HCM EhP 8 Compatibility mode. In addition, S/4 will need to be version 2022+ to proceed from Compatibly mode to H4S4/PCE for their respective HCM modules

- For H4S4 HCM, nothing changes from how customers use it in their on premise environment, maintain it, manage integrations and configuration. Allowances to be made for 26 product deprecations, of which none are in Payroll. See SAP Note: 309116

- For PCE HCM, SAP takes over the Technical Managed Services (TMS) in a hosted hyperscaler environment

- Customers can continue to customize badi, schema, user exits <u>and</u> code modification; **implicit and explicit**

- **ECP** uses the same engine with newq enhanced UI, no loss of capabilities. Takes advantage of real time BTP platform data replication, continuous product innovation and PCC optimization

- Customers or SI's **can bring over and continue to do explicit enhancements.** (badi, schema, user exits, etc) Customers **<u>cannot do implicit</u> enhancements nor bring them over** which removes the ability to modify code, but extend on
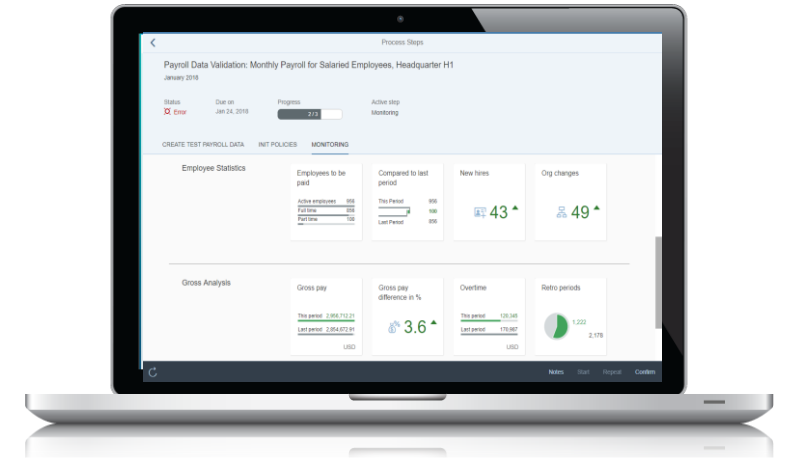
Payroll Control Center (PCC) in on prem ECC Payroll

- Many ECC Payroll customers that put it the PCC are not living the full PCC experience. They don't feel it is bringing the value they expected

- Issue revolves around use case of PCC optimization being built for real time feeds and a live payroll experience (error exception management, kpi's, alerts, etc) on a live environment – Finance, System of EE Record (HR) and Time approvals - changes, updates, etc. happening in real time

- On prem environments are usually batch feeds weekly or monthly that takes away most of the benefits other than UI

SAP SuccessFactors Employee Central Time Management
Single platform for global operations

Predefined Best Practices

| Country specific content | Prefilled Calendar | Work Schedules | Time Account Types | Accrual Rules | Country Specific Messages |

rapid.sap.com

| Holiday Calendar & Work Schedules | Absence Management | Time Accounts | Buy and Sell leave |

| Time Recording | Overtime Calculations | Paytype Generation | Cost Centre Allocation | Clock in Clock out | Flextime Accounts | Input Validations |

Time Off

Time Sheet & Time Tracking

SuccessFactors Platform

| Analytics & Reporting | Workflows & Approvals | Integration scenarios | Permissions | Mobile App |

Partner Apps

| Shift Scheduling | Country specific Illness processes | Mass processing |

store.sap.com

Time Management in SAP SuccessFactors ♡

Global time off and absence management with basic timesheet capabilities to support simple salaried / white collar scenarios
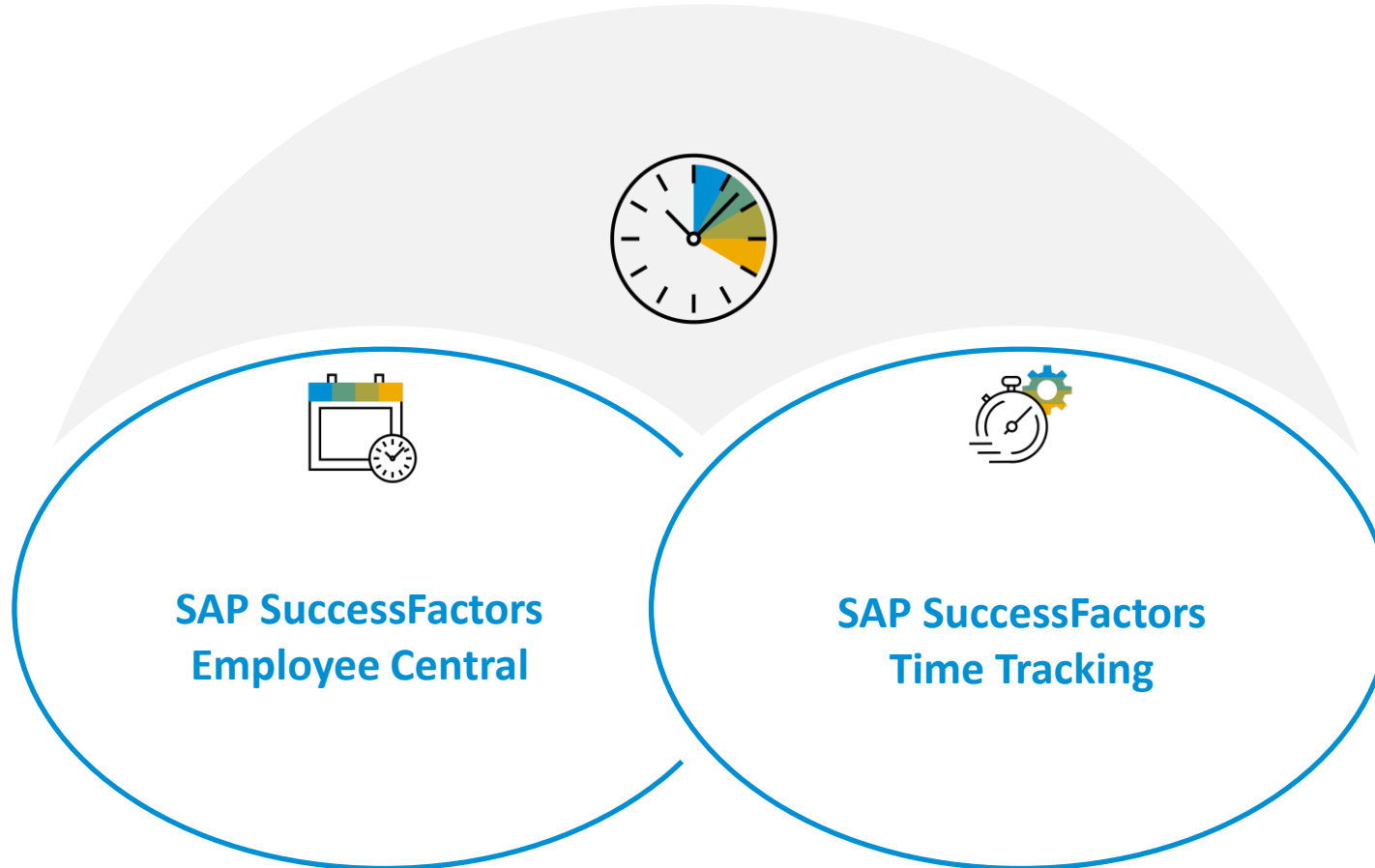
SAP SuccessFactors Employee Central

SAP SuccessFactors Time Tracking

Comprehensive and Advanced time tracking capabilities to cover hourly / blue collar / shift or deskless workforce
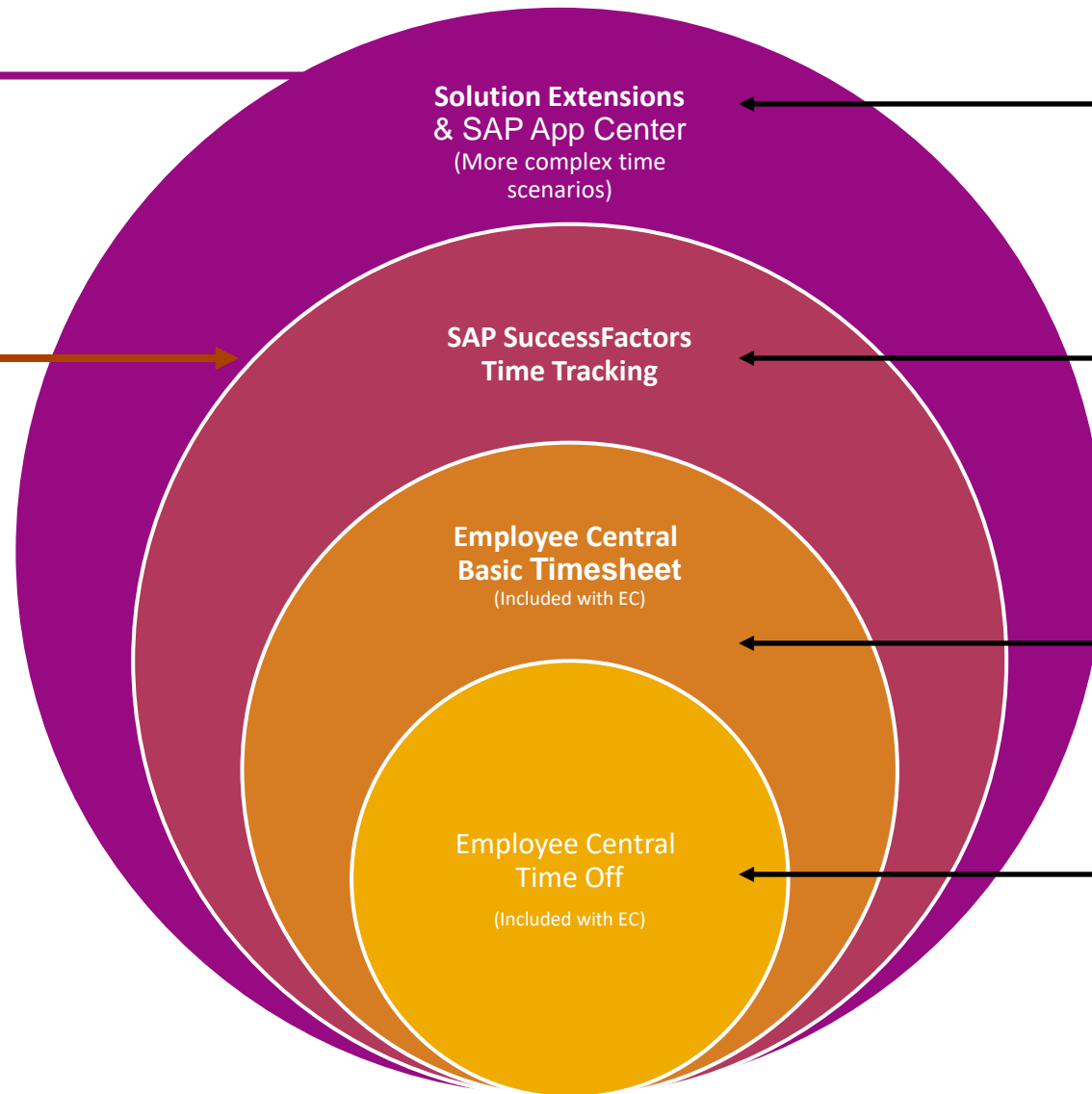
Time & Attendance Management

Deeper Dive

Complexity of Time Scenario ↑

- ✓ Shift Bidding
- ✓ Forecasting & Scheduling
- ✓ Advanced Scheduling
- ✓ Cost Centre Allocation
- ✓ Automated Callouts
- ✓ Leave Case Management
- ✓ Hardware Sales, Service

- ✓ Clock Terminal Integration Service*
- ✓ Clock-in/Clock-out (web & mobile)*
- ✓ Cross-Midnight (attendances)
- ✓ Enhanced time evaluation result handling
- ✓ Alerts (e.g. fatigue regulations)
- ✓ Digital Assistant

Solution Extensions & SAP App Center
(More complex time scenarios)

SAP SuccessFactors Time Tracking

Employee Central Basic Timesheet
(Included with EC)

Employee Central Time Off
(Included with EC)

SAP Time & Attendance Management, Absence & Leave Management and Workforce Forecasting & Scheduling
For customers with advanced scheduling, complex (highly industry-specific) hourly workforce processes and Compliance Mgnt

SAP SuccessFactors Time Tracking
For customers who need time tracking & scheduling for salary and low complexity hourly employees; supports shift-based employees who need to clock-in and out and who work shifts across midnight and public holidays

Employee Central Basic Timesheet
For customers with rudimentary time tracking and scheduling requirements for salary and basic hourly employees

Employee Central Time Off; Absence & Leave
Comprehensive capabilities that can be deployed for all types of absences (PTO, seniority leave, Illness, Flex Time, etc.)

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Employee Central Time & Workforce Software Scope

Charlene

Statement	Category
I need to change my team's **working hours** including individual work patterns.	**Employee Central**
I need to **book absences** such as holiday & sickness. I need to **approve absences**.	**Employee Central**
I need to **record attendances** in timesheets. I need to **record flexible hours** in timesheets. I need to **record allowances** such as 'on call'. I need attendances **evaluated to generate payments**. I need to **approve timesheets**.	**Employee Central**
I need to record times that **cross midnight**. I need to **clock in and out**. I need to know their GPS location. I'd like lots of perpetual **innovation**	**Employee Central Time Tracking**
I need to do Shift Bidding, complex Shift Planning and/or Shift Swapping, do Forecasting & Scheduling, Advanced Scheduling, Cost Centre Allocation, Automated Callouts, comply w/Leave Case Management, and very complex time evaluation.	**Workforce Software**

SAP SuccessFactors Time & Attendance – what is it **not** suitable for?

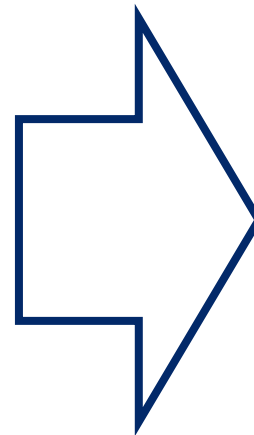## Forecasting & Scheduling

Zander

Supervisor

I need to **forecast** the labour demand for the next quarter.

I need to carry out detailed **rostering** of my team on

I'd like my team to be able to **bid on shift slots & swap shifts**.

I need **all the functionality mentioned on the previous slide**.

SAP Workforce Software

- Workforce Software: Click here.
- Shift Planning: Click here.
- ATOSS: Click here.
- Team Schedule: Click here.
- Makeshift: Click here
- Geoclock: Click here
- Replicon: Click here
- Shyftplan: Click here
- WorkAxle: Click here
- Day.IO: Click here

SAP S/4HANA, private cloud edition My Timesheet powered by SAP SuccessFactors

Solution scope

- Use the S/4 Timesheet Fiori app for activity based time recording
- Leverage new services to integrate S/4 Timesheet with SuccessFactors
- This enables SuccessFactors for all HR related processes such as absence management and time valuation
- It also provides online (regulatory) checks, can avoid collisions and ensures correct time sheets
- Upon time sheet approval all information is used in S/4 for further (e.g. financial) processing, and into SuccessFactors for time valuation

SuccessFactors

- **Employee Central** (Employee related information)
- **Time Management**
  - **Time Off** (incl. Workforce Availability)
  - **Time Tracking** (for Time Valuation)
- Payroll

- **S/4HANA, private cloud edition***
  - My S/4 Timesheet

*S/4 On-Premise and S/4 private cloud edition are interchangeable in this context

Integrated Timesheet Processes – S/4 Timesheet v4

Planned 2024 S/4 Release (v2023)

Activity based Time recording to allow people to record WHAT they worked on

Leverage new services to integrate S/4 Timesheet with SuccessFactors

✓ **Use the S/4 Timesheet v4 for activity-based time recording**

✓ **Leverage new services to integrate S/4 Timesheet with SuccessFactors**

✓ This enables SuccessFactors for all HR related processes such as absence management and time valuation

✓ Upon time sheet approval **all information is used in S/4 for further (e.g. financial) processing, and in SuccessFactors for Time Valuation**

✓ It also provides **online (regulatory) checks, avoids collisions, and ensures correct time sheets**

- Employee Central (Employee related information)
- Time Management
  - Time Off (incl. Workforce Availability)
  - Time Tracking (for Time Valuation)

CONCEPT PREVIEW

Record S_4 demo-20231130_102115-Meeting-Recording.mp4

# Consolidated Timesheet Processes – S/4 Timesheet v4

- **SuccessFactors absence and public holiday hours displayed** in the S/4 timesheet UI.

- The absence hour value serves as a **hyperlink to open SuccessFactors Time Off** for additional context.

- Ability to open up SuccessFactors Time Off to **record new absences.**

CONCEPT PREVIEW

Consolidated Timesheet Processes – S/4 Timesheet v4

- Target **hours defined in SuccessFactors**, based on (temporary) work schedule info + absences + public holidays.

- Line item approvals, **based on the cost object approvers in S/4.**

< SAP   My Timesheet ▼   Search everything 🔍   © 🔔 👤

Edit   Assignments   Enter Time-Off

My Timesheet
Paul Jaicob (D037286)

Weekly Recorded / Target	Draft Hours	Missing Days check your To Do List	Rejected Items check your To Do List
100 %	23 hours	5 days	0 items

Timesheet   To Do List (5)

Show Calendar ⚙ ⤢ ⊞ ⊟

< Apr 1-5, 2021 >

Assignment	Mon, Jul 1	Tue, Jul 2	Wed, Jul 3	Thu, Jul 4	Fri, Jul 5	Weekly Total
Regular Hours	1.00 ✓	3.00 ✓	0.30 ▷	4.00 ▷	1.00 ▷	13.30
0800 Productive Hours, 0066 DB01, 0910 Attribute 2, 0900 Attribute 3						
Project Work	1.00 ✓	1.00 ✗	6.00 ✓	1.05 ✓	5.00 ✓	8.05
0800 Productive Hours, 0066 DB01						
Testing	2.00 ✓	4.00 ✓	1.30 ⏸	2.95 ▷	1.00 ✓	10.25
0800 Productive Hours, 0066 DB01, 0910 Attribute 2, 0900 Attribute 3, 0100 Attribute 5, 0200 Attribute 6						
Absence	4.00 ✓	0.00	0.00	0.00	0.00	4.00
Total	8.00 / 8.00	8.00 / 8.00	8.00 / 8.00	8.00 / 8.00	8.00 / 8.00	40.00 / 40.00

⚠ 2

CONCEPT PREVIEW

Consolidated Timesheet Processes – S/4 Timesheet v4

- **Time is recorded against Assignments or Free Forms**.

- Next to the cost object (e.g. WBS, Cost Center, Fund, Grand, Order, etc) both contain the SuccessFactors Time Type which is needed for time valuation.

- After time is recorded in the timesheet the employee can Check. This simulates in SuccessFactors a real-time time valuation and returns any potential warnings or time valuation errors which need to be corrected. It also highlights the fields which need to be looked at.

- **When the timesheet is submitted the relevant data will be transferred to be used in S/4 for further (e.g. financial) processing, and in SuccessFactors for Dynamic Time Valuation**

CONCEPT PREVIEW

SAP Time Tracking vs WFS Positioning

	When Do Your People Work	What Are Your People Working On?	Where Are Your People Working?
Focus	When Do Your People Work	What Are Your People Working On?	Where Are Your People Working?
Product	• SAP SuccessFactors Time Tracking	• S/4 Time Tracking AND SAP SuccessFactors Time Tracking OR SAP TAM	• SAP TAM = WorkForce Software
Features	• Intuitive UI • Flexible Time Profiles • Configurable business rule and workflows • Flextime • Clock-in/out Integration • Payroll integration • Used in over 150 countries • Delivered best practice and compliance content for 26 countries	• Book time to projects, activities or work orders • Cross-billing and reporting • S/4 unified timesheet that combines both **When** and **What**	• Ensure optimal staffing levels • Having the right people with the right skills in the right location at the right time • Shift swapping • Shift Notifications • Multiple Unions • Complex Rules • Global Requirement • Geo Tracking • Leave/Case Management

1

Relevant & Contextualized Analysis & Reporting -

*"Can we get visibility on Payroll trends and control costs over time?"*

"How many actual hours worked do we have"

"How many new people did we hire this period?"

How many retro periods do we have?

*"Does my team has the right tools to audit payroll and ensure success"*

- Help Payroll Leaders make key strategic decisions and drive organizational success

- Ability to see key statistical information at your fingertips to drive decision making
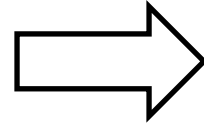
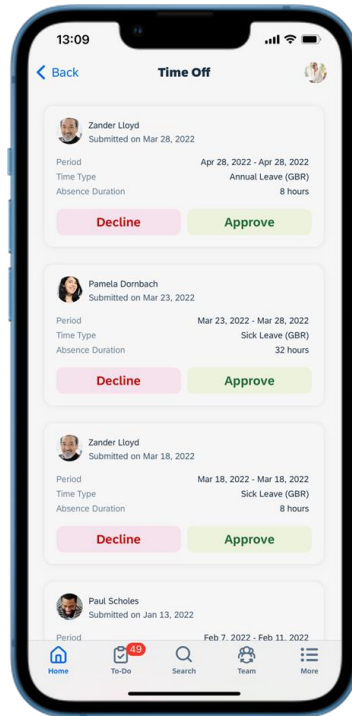- Customize the insights to get precisely the information needed
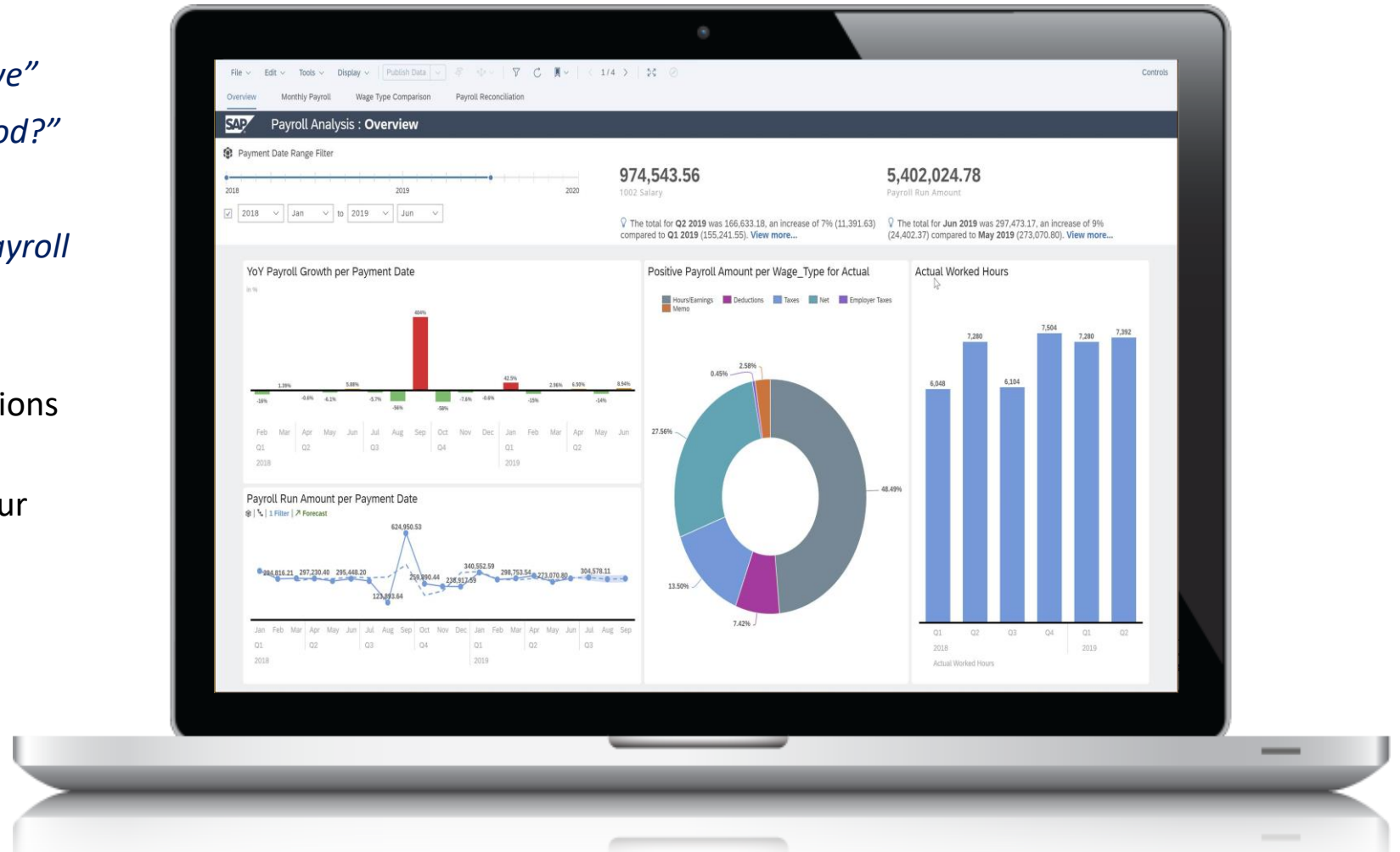
Benefits of moving HXM to the SFSF cloud... Seamless user experience
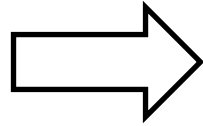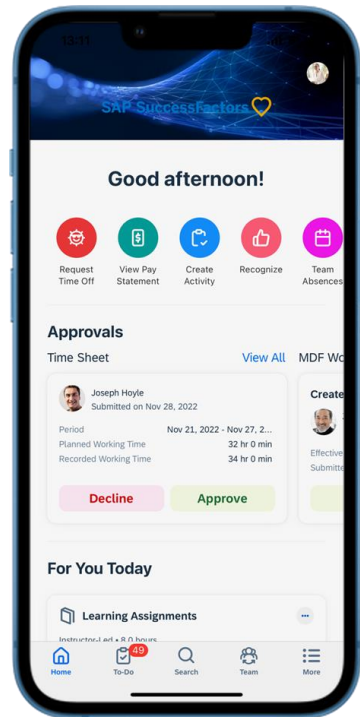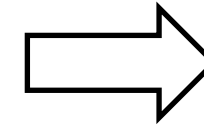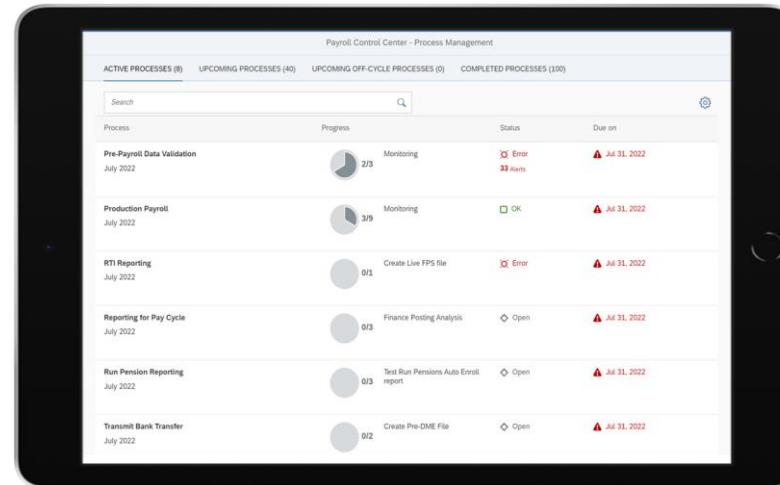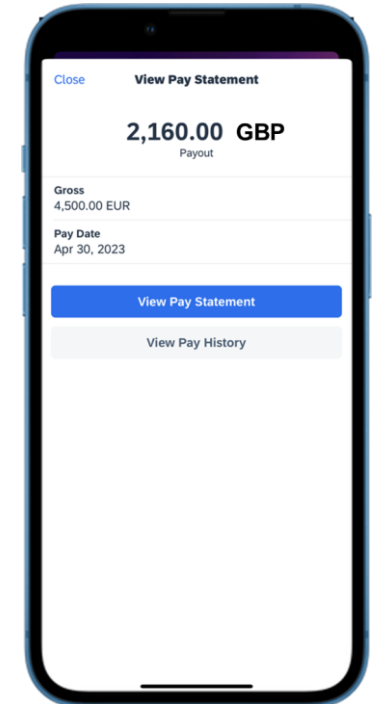

Change Data → **Approve** → **Run Payroll** → **Payslip**

SAP Human Capital Management for SAP S/4 HANA, Public Cloud Edition SuccessFactors HXM (SFSF) Questions?

Reimagine HCM
Standardize & Automate
Cloud Migration

SAP S/4 ECC HCM Options

Retain IP

Transformation

H4S4 HCM (Q4 2022)	SAP Private Cloud Edition (PCE)	Employee Central
Retain Configuration On Premise	**Retain Configuration w/Cloud Conversion**	**Reimagine in Cloud**
Deployed on-premise under the full control of the customer	Deployed on hyper-scaler infrastructure	**Deployed in a SAP SuccessFactors data center in the cloud**
Integration to Employee Central (EC)		
Integration with SFSF is provided; additional integration work required by customer	Integration with SFSF is provided; additional integration work required by customer	**Fully integrated (BTP) with S/4, WFS & App Store**
Key Customer Deliverables		

▪ Existing ERP HCM customers who choose to focus on moving other key business components to the cloud first, with a later movement to cloud payroll	▪ Designed to provide innovation and cloud value while allowing customers to retain their investments by converting their existing system(s)	▪ **SAP Future Forward HXM**
▪ Keep customizations and/or partner payrolls not available in ECP	▪ Offering highest flexibility and extensibility options (customize, modify, extend)	▪ **Optimized for S/4**
▪ Tools & Services to upgrade to Hana H4S4	▪ Providing full Core HR, Time and Payroll scope	▪ **Market leading value from Architecture, Content and Innovation deliverables**
▪ Maintenance extension aligned w/S4 2040	▪ Services provided to upgrade to Hana H4S4	▪ **Next Gen Automation, Tools & Processes**
▪ TMS, Integrations, Infrastructure managed by Customer	▪ TMS, Integrations, Infrastructure managed by SAP	▪ **Migration Tools & Services available**
	▪ Maintenance extension aligned w/S4 2040	▪ **Manage internally or w/partner support**
▪ 58 countries + 44 Partner Countries	▪ 58 countries + 44 Partner Countries	▪ **SAP Innovation & Development Investment**
		▪ **102 countries/47 languages, 52 Payroll**

A combination of options can be deployed together to support customer needs

THE BEST RUN **SAP**

SAP Human Capital Management for SAP S/4HANA

Questions?

H4S4
Retain IP w/wo
Fiori/PCC Modernization
On Premise

PCE
Retain IP w/wo
Fiori/PCC Modernization
Cloud Lift & Convert

SFSF
Reimagine HCM
Standardize & Automate
Cloud Migration

SAP SuccessFactors ♡

SAP ECC HCM Roadmap: 2024

SAP S/4HANA ECC HCM Roadmap: A fit for every organization

Thank you for your time!

Ivan Garrity
SAP SFSF Solution Architect
Americas SCP & Canada Public Sector

THE BEST RUN **SAP**

ASUG