

# The Stickiness of Core HR Payroll

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## Overview

- Companies don't like changing systems because they are sticky and, if not done properly, can cause great uneasiness with employees and management.
- SAP is reimaging Core HR, Payroll, and Time in the cloud with the promise to leave no customer behind.
- The multiple options to transition to the cloud can be dizzying with obvious preference for some and others little discussed.
- What we'll be covering:
  - See the latest SAP options and timelines for HXM
  - Understand what the move means and how to prepare your organization
  - Get real-life examples of what has made successful transitions

# SAP Human Capital Management Options

Investment priorities



## SAP SuccessFactors

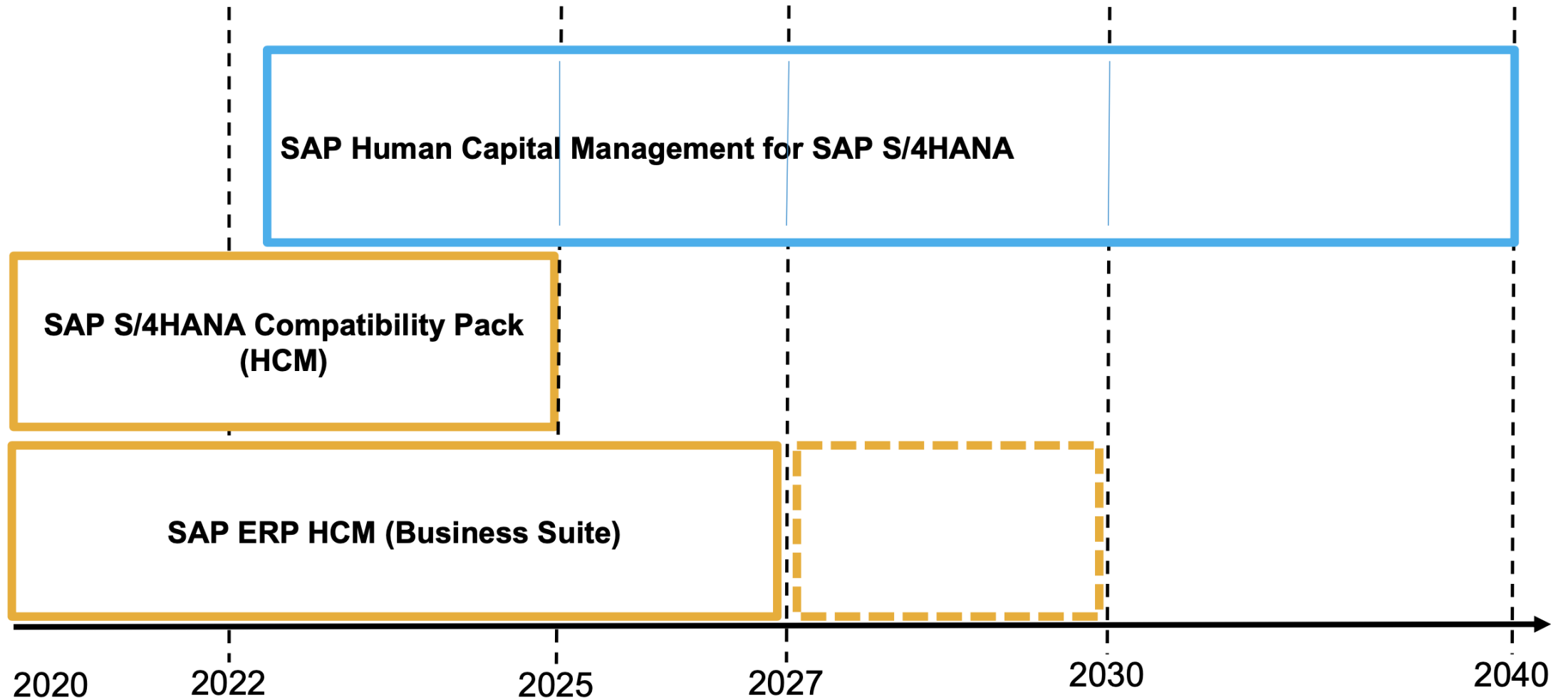
Major and future oriented investments to meet the latest trends in HR by delivering outstanding innovation to re-think and re-imagine HXM through bi-annual release cycles.



## SAP Human Capital Management for SAP S/4HANA

Selective enhancements and localization across Core HR and Payroll processes to support continuity.

# SAP Human Capital Management Timelines



# SAP Human Capital Management for S/4HANA



## Motivation

- Customers' investments will be protected with this offering
- Bridge to give additional time to customers for their full cloud migration

No change in SAP SuccessFactors Roadmap, cloud strategy remains unchanged.

## Solution Scope

- Scope largely matches the SAP S/4HANA Compatibility Pack and the key functionality of SAP ERP HCM
- Supports all 56 SAP local (payroll) versions for SAP HCM
- Selective enhancements and localization across Core HR and Payroll processes to support continuity with no major additional functional additions or re-architecture

## Transition

- Transition
  - 2025 to convert from Compatibility Pack
  - 2027/2030 to convert from SAP ERP HCM
- Customers can run HCM embedded or on a separate SAP S/4HANA instance
- Customers will need to migrate to SAP HANA database
- Upgrade like conversion with SAP S/4HANA migration tools and services

## Commercial

- Available as part of the SAP S/4HANA 2022 release, follows [SAP S/4HANA release and maintenance strategy](#) until 2040
- Must be licensed for on-premise deployment
  - A license conversion from Named Users to engines is required (Core HR, Time Mgmt, Payroll, BSI, LSO, e-Recruiting)
  - Conversion credits are offered
- Provided to PCE and PTO customers as part of their HCM subscription

# SAP HCM for SAP S/4HANA Scope

## Included

The most recent component of an HCM topic is planned to be supported

### Personnel Management

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

### Time Management

- Time
- Shift planning
- CATS

### Payroll

- Payroll

### Talent Management

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

### Public Sector

- Position budgeting and control
- HR funds and position management
- Shift planning for public sector

## Not Included

As part of SAP Business Suite wide simplification, some of the existing (older) SAP HCM ERP functionality will not be part of SAP HCM for SAP S/4HANA.

All simplifications will be part of the SAP S/4HANA Readiness Check and SAP Simplification Item Catalog.

### Core HR

- Employee Interaction Center (PA-EIC)
- Shared Service Framework for HCM-Integration (PA-SSF)
- HCM P&F with Adobe forms
- Manager's Desktop (PA-MA)
- Workforce Viewer (PA-PAO-WFV)
- Cost Planning (PA-CM-CP)
- ....

### Talent Management

- Recruiting (PA-RC)
- Compensation Management (PA-CM)
- Appraisal Systems (PA-PD-AP)
- Career and Succession Planning (PA-PD-SP)
- Development Plans (PA-PD-DP)
- Training and Event Management (PE)
- ....

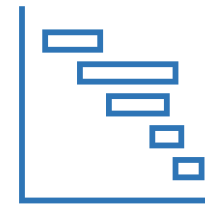
Details, go-to solutions and full list

here: <https://launchpad.support.sap.com/#/notes/3091160>

*\*Without JAVA components*  
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# How to Prepare

- Determine your drivers
  - SAP timelines
  - Long-term strategy
  - Business environment
- Get buy in from the impacted groups
  - HR
  - Finance
  - Unions
- Define how you will measure success
- Determine a reasonable timeline



# How to Prepare

- Run the SAP Readiness Check for SAP SuccessFactors Solutions
  - Note 3193560
- Network with your fellow ASUG members
  - Everyone has a story to tell
  - Attend ASUG HXM Community Alliance sessions
- Perform an assessment identifying
  - pain points
  - manual efforts
  - custom configuration
  - custom programs/reports
  - integrations





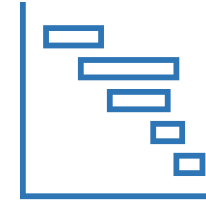
## How to Prepare

- Streamline and enhance processes
- Simplify and improve integrations
- Invest in education



# How to be Successful

- Determine a realistic timeline
  - Module
  - Complexity
  - Organizational impact
- Allocate internal team members realistically
- Involve IT, Business, and Management from the beginning
- Identify the right Systems Integrator and make sure they name their team members
- Prepare for the transition



# Thank you.

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