

SAP SuccessFactors 

ASUG Atlantic Canadian Chapter Meeting April 2023

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

April 13, 2023

Ivan Garrity

SAP SFSF Solution Architect

The ASUG logo is a square with a gradient from orange to red, containing the text "ASUG" in white. It is positioned on the right side of the slide, within a large, stylized graphic of concentric, overlapping curved lines in shades of yellow and orange that form a shape reminiscent of a heart or a stylized 'A'.

THE BEST RUN



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AGENDA

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

- ❑ HCM Options for ECC HCM Customers Overview
 - Look into H4S4 Payroll, Time and Core HR
 - Look into PCE Payroll, Time and Core HR
 - Look into SFSF Migrating on-premise payroll to SAP ECP
 - 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

As a Service



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

On-Premise

Transition State

SAP HCM PCE

SAP Payroll, private cloud edition

SAP Core Human Capital Management, private cloud edition

SAP Time Tracking, private cloud edition

Cloud Hybrid/Bridge

Target State

SAP SuccessFactors 

Employee Central Payroll

Employee Central

Time Management

Talent Management

Full HXM Cloud

SAP ERP HCM On-Premise Roadmap - 2022 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**

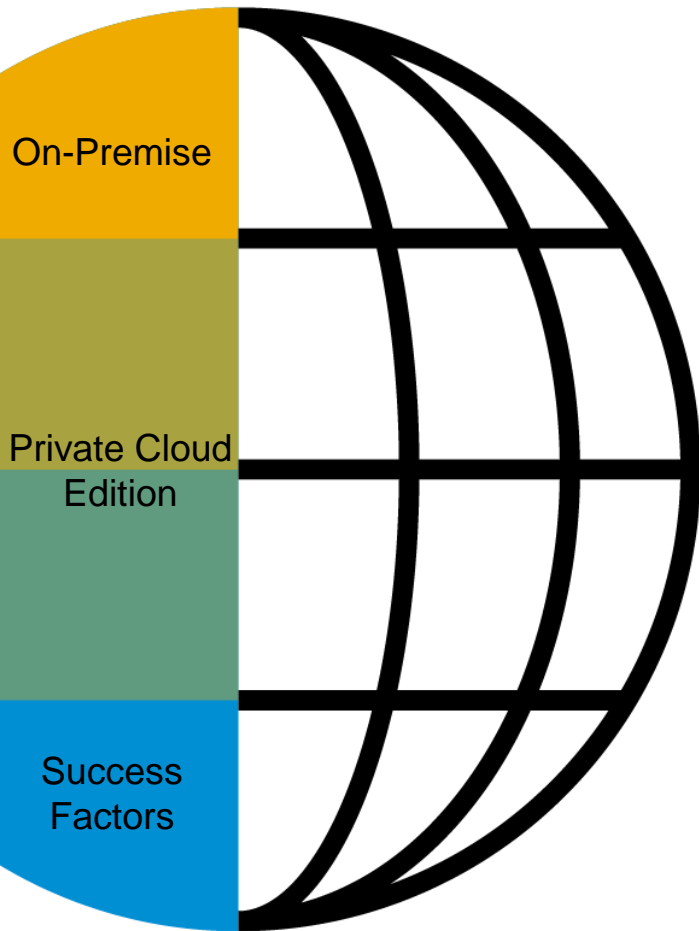
No S4 - SAP ERP HCM (Business Suite) EhP <5
w/S4 - SAP S/4HANA **Compatibility Pack**
w/S4 & Separate HCM Box *S/4HANA on HANA*

No S4 - SAP ERP HCM (Business Suite) EhP 6+
Standard Maintenance
w/S4 & Separate HCM Box *ECC on HANA*

Extended Maintenance

2020 2022 2025 2027 2030 2040

SAP ECC HCM Customer Options



Strategy

Product

Overview

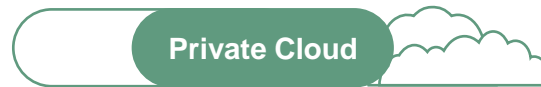
**Retain IP w/wo
Fiori/PCC Modernization
On Premise**



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

- HANA DB technical upgrade required - customer
- Convert to new SKU(s) w/include SS
- Some product depreciations
- Code Changes, enhancements, etc. con't
- Customer owned integrations, upgrades
- Customer owned Infrastructure, data center

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



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**

- HANA DB Technical upgrade required - SAP
- Subscription Fee – Cap Ex to Op Ex
- Code Changes, enhancements, etc. con't
- Customer owned integrations, Customer, SAP or Partner AMS
- Data center - Hyperscaler - AWS, Azure, Google
- Technical Managed Services by SAP

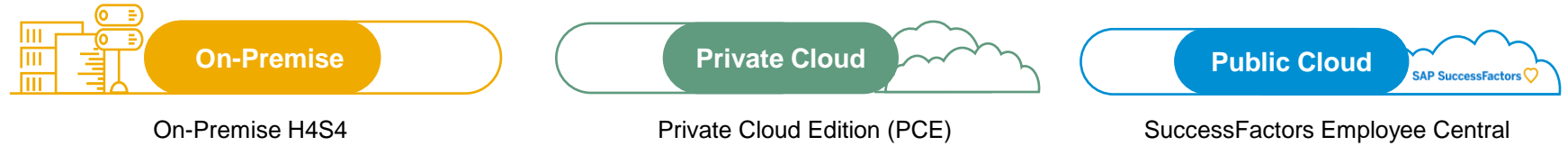
**Reimagine HCM
Standardize & Automate
Cloud Migration**



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

- Subscription Fee
- No Code Changes - Extend & Enhance
- SAP delivered integrations, Regular upgrades by SAP
- Data center – SAP Hyperscaler
- SAP Innovation Focus


Product Options: License, Delivery and Operations View



	On-Premise H4S4	Private Cloud Edition (PCE)	SuccessFactors Employee Central
License Model	Perpetual	Subscription	Subscription
Implementation	System Conversion, (Selective Data Transition for HCM for S/4)	System Conversion, Selective Data Transition	New Implementation
Content Responsibility	Partner / Customer	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

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

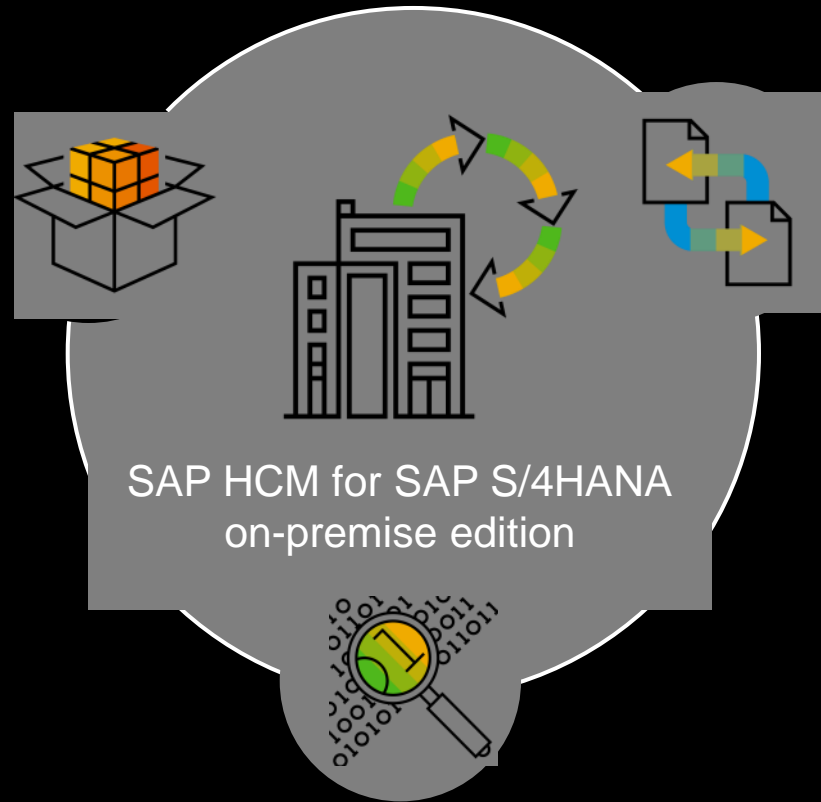
We see this option as a **solution to give additional time** to those customers who are not ready to fully move to the cloud with SAP SuccessFactors.

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 (Compatibility Pack) that enables customers to continue to run ERP HCM in a single instance together 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, continuous enhancements
- Follows SAP S/4HANA maintenance strategy – 2040



Transition

- Customers can run HCM embedded or on a separate SAP S/4HANA instance
- Customers will need to migrate/technical upgrade to SAP HANA database.
- 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

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

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

- 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



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

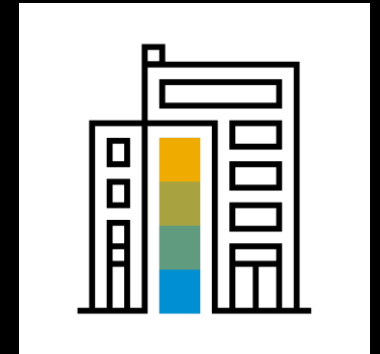
	HR Administration	Organizational Management	Time Management	Payroll Processing	Globalization Services	Learning & Recruiting
User Interface		Fiori Apps: New Apps and enhancements for existing Apps Visual harmonization for most common transactions Deprecate JAVA				JAVA to ABAP
Functional Enhancements	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, but excluding e-recruiting
- 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: 19 years of planning security
- Nondisruptive migration from SAP ERP HCM to SAP S/4HANA through planned migration solutions

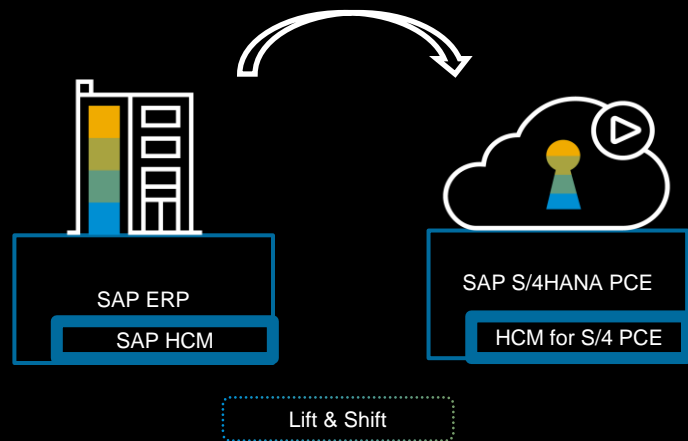
SAP Human Capital Management for SAP S/4 HANA, Private Cloud Edition (PCE)



**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 as **stand-alone or embedded in their ERP stack** into the S/4 Private Cloud Edition.



- **Move to cloud** at own pace
- **Safeguard prior investments** by converting existing systems
- Singular **HR, Time and Payroll SKU's**

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

- 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)

- Employee Administration
- Global Assignment Management
- Organizational Structure Management ¹⁾
- Position Management
- Benefits Management
- Work Schedule Management
- Absence Management

▪ Time Tracking (incl. ESS/MSS)

- Work Schedule Management
- Absence Management
- Employee Time Tracking
- Time Calculation
- Rostering and Shift Optimization
- Time Evaluation

▪ Payroll processing (incl. ESS)

-

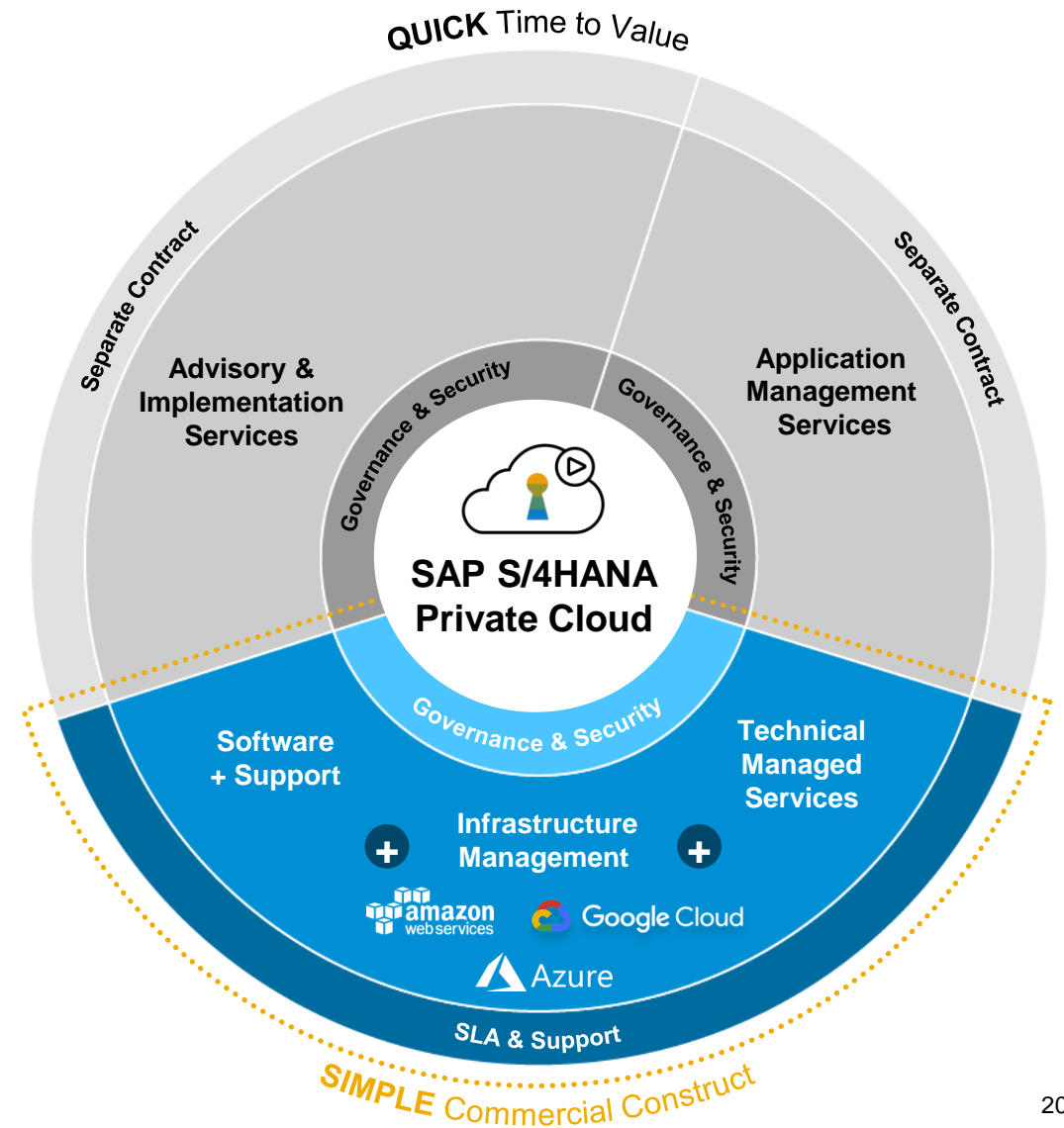
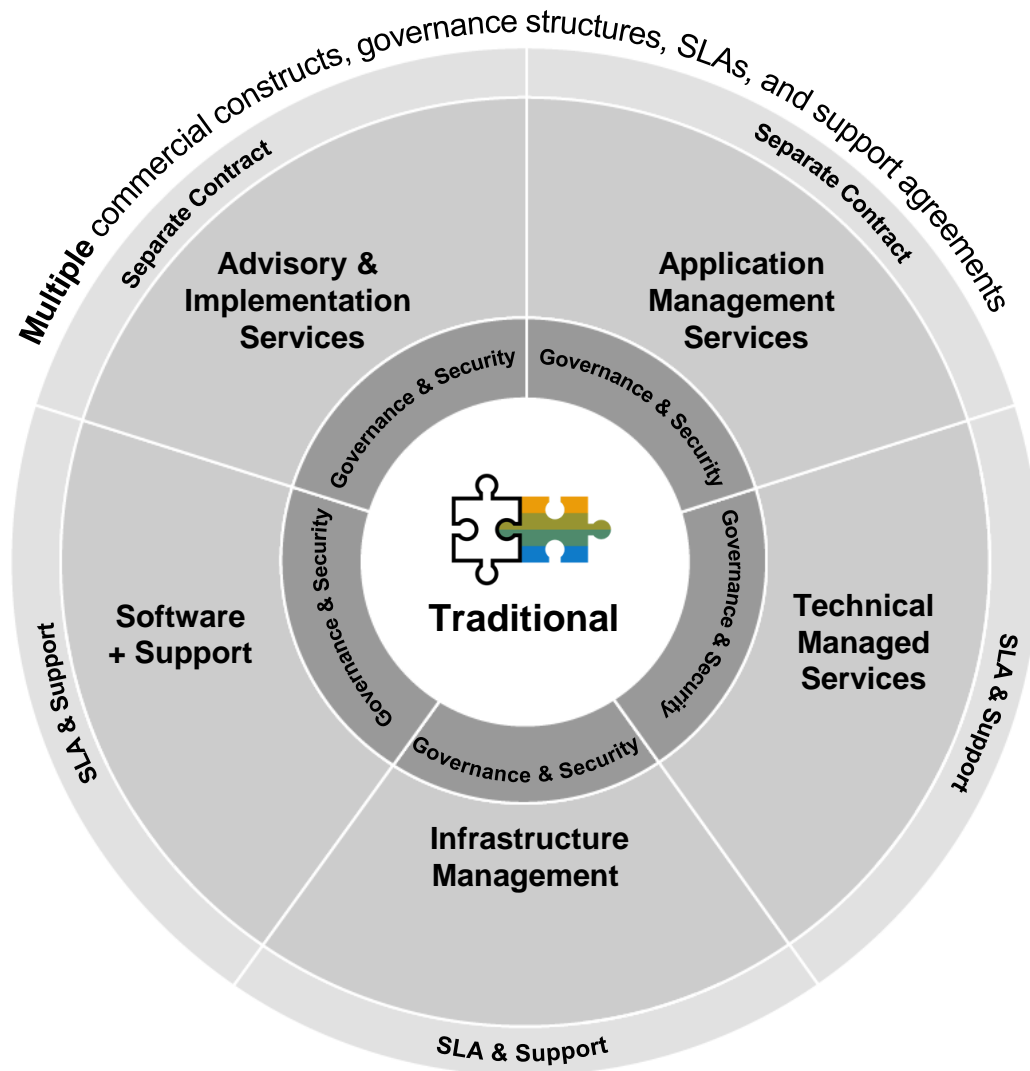
¹⁾ Part SAP ERP or SAP S/4HANA for enterprise management, private cloud edition

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

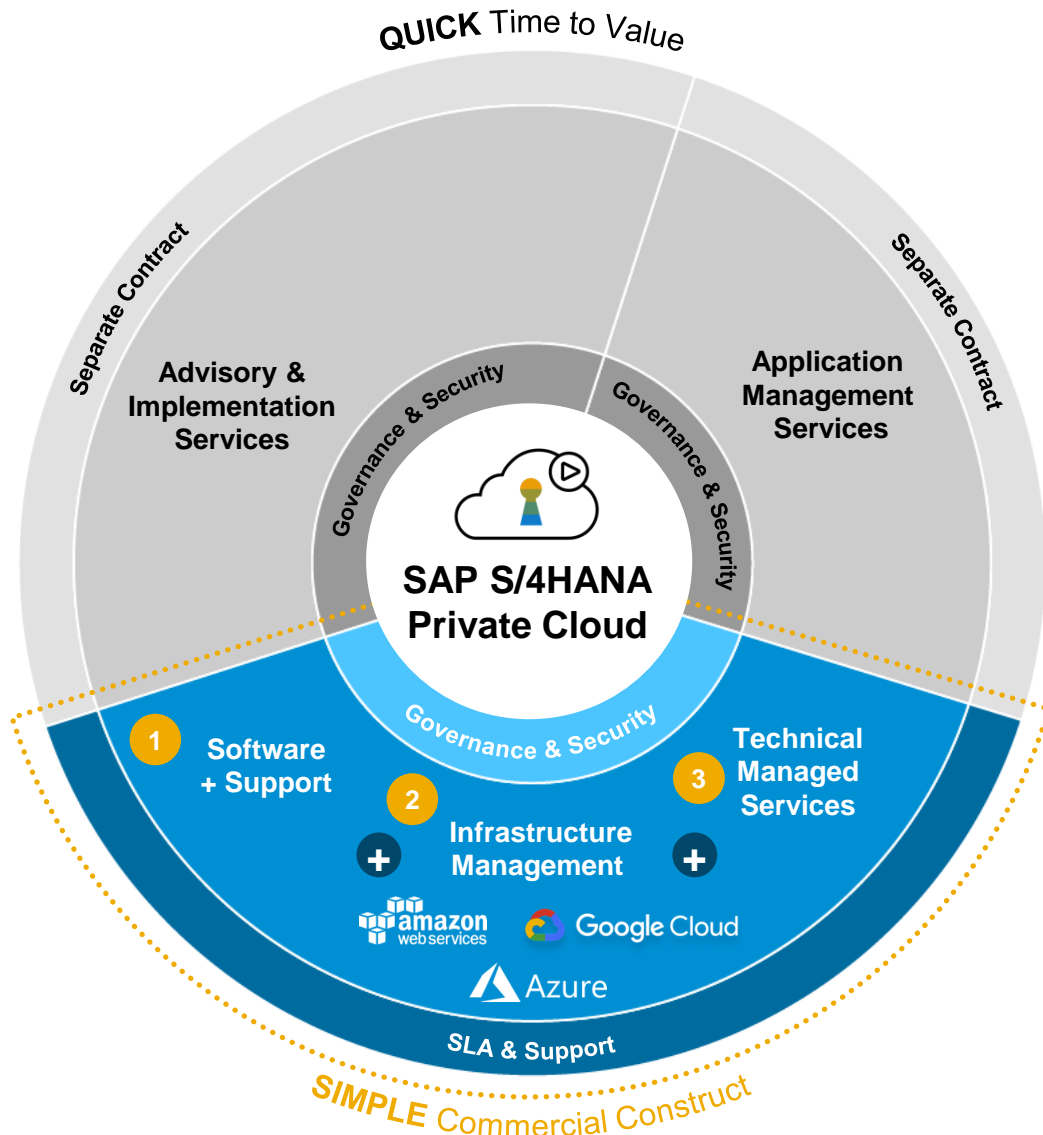
1. SAP E-Recruiting (PA-ER)
2. SAP Learning Solution (PE-LSO)
3. SAP Talent Management solutions Objective Settings and Appraisals (PA-PD-PM) Talent Management & Development (PA-TM) Enterprise Compensation Management (PA- EC)

SAP S/4HANA, private cloud edition

One Commercial Construct: ERP, Infrastructure, and Technical Services



SAP S/4HANA, private cloud edition: SAP-provided scope



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

2 Infrastructure Management:

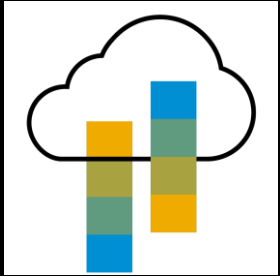
- **Low TCO**
- Highest Flexibility
- Best scalability option
- Availability
- **Data Center Options**

3 Technical Managed Services:

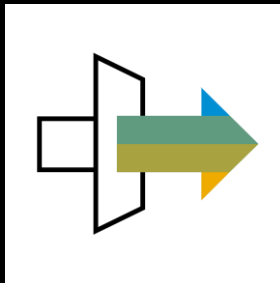
- High Availability & Business Continuity
- SLA: 99,5% for productive system, 95% for non-productive systems
- Services described by Roles & Responsibilities matrix
- Wide range of foundational technical service delivery
- **Technical System Operations**
- **Technical Landscape Deployment**
- **Technical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

SAP 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

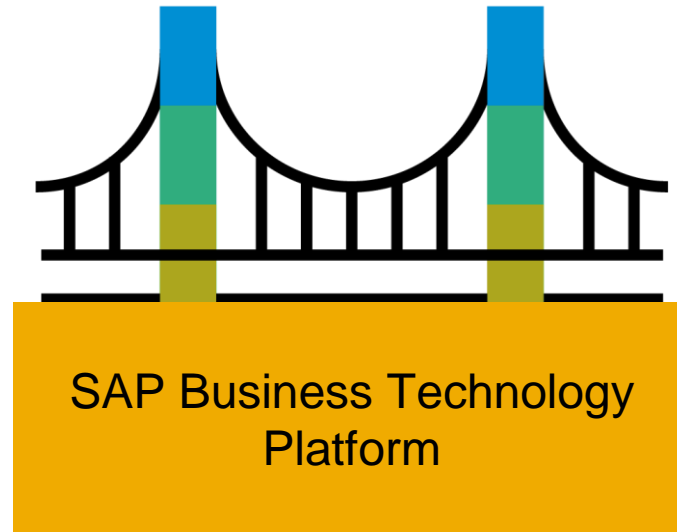
Transitioning to the SAP SuccessFactors cloud is about remaining competitive in an ever-changing world



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 SuccessFactors 











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

244 Standard integration points

“Are cost objects aligned between Finance, HR, Time and Payroll?”

Employee	 Data 109	Biographical information Personal information Address information Email address information Job information	Compensation information Pay component recurring Pay component non-recurring Cost distribution ...	 Processes 11	New hire Re-hire Terminate Transfer ...
Org	 Data 13	Business unit Division Department Job classification position	External code Cost center object ID Start date End date ...	 Processes 10	Create new position Update position Deactivate position Employee position transfer ...
Time	 Data 29	External code Approval status Start date End date Quantity in days	Quantity in hours Time type User ID Company ext. code ...	 Processes 34	Requesting time off Cancelling time off requests Editing time off requests View team absences ...
Finance	 Data 22	External code Approval status Start date End date Description language	Cost Center data Bank country Bank name Routing number ...	 Processes 16	Create cost center Create company code Update exchange rate Update bank information ...

Data
173

Processes
71

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





SAP SuccessFactors Employee Central Time Management


Single platform for global operations





 **Predefined Best Practices** rapid.sap.com


 Country specific content


 Prefilled Calendar


 Work Schedules


 Time Account Types


 Accrual Rules

 Country Specific Messages

 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** store.sap.com

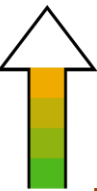
 Shift Scheduling

 Country specific Illness processes

 Mass processing

Time & Attendance Management

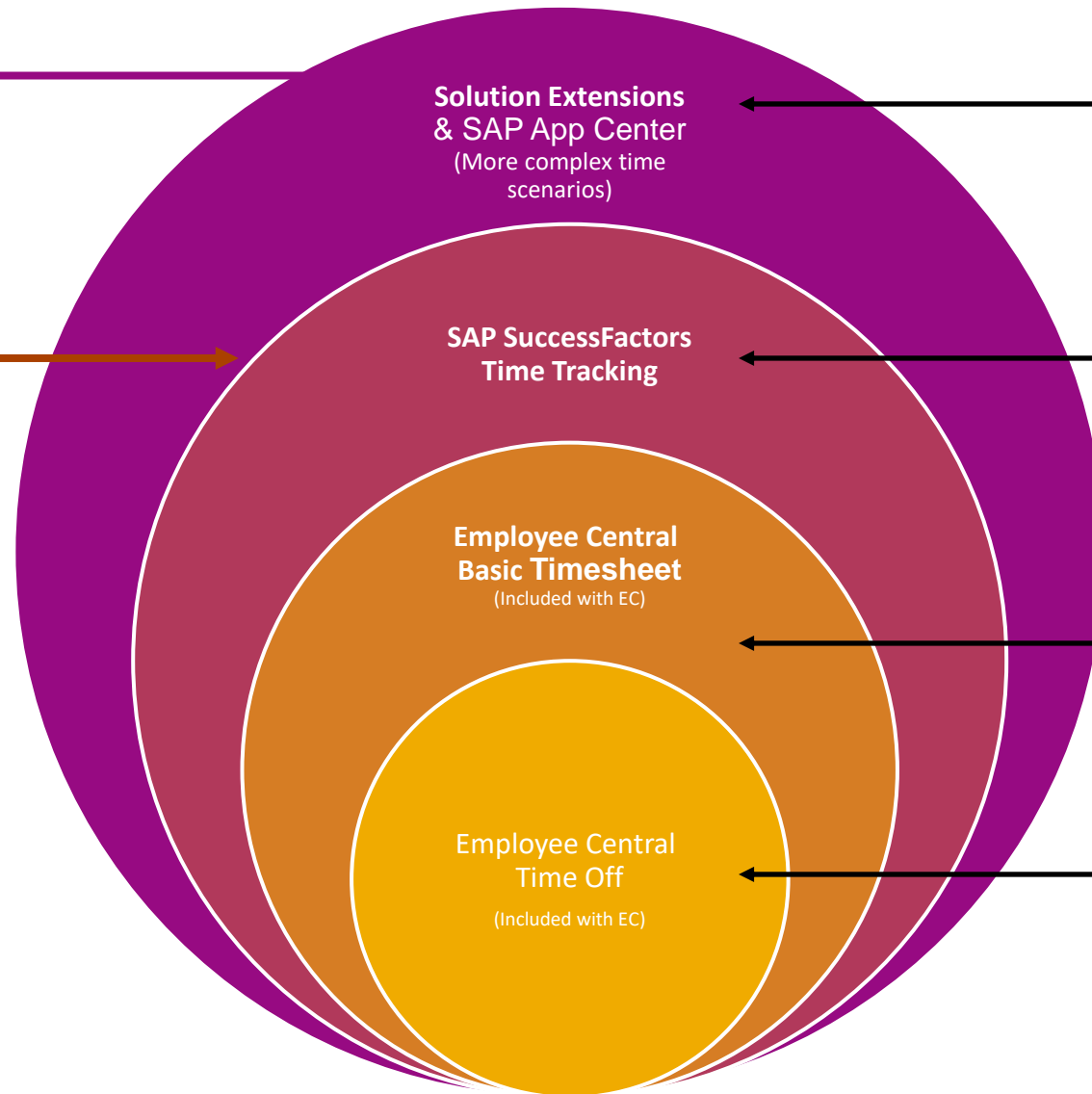
Deeper Dive



Complexity of Time Scenario

- ✓ Shift Bidding
- ✓ Forecasting & Scheduling
- ✓ Advanced Scheduling
- ✓ 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
- ✓ Project time recording



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 Mgmt

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.)

Taking Payroll to the Cloud

with New World User Experience Expectations through Technology Innovation

From high human interaction...

...to **low human interaction**

From individual know how...

...to **system knows**

From many lists and tools...

...to **one state of the art interface**

From people find problems...

...to **system finds problems**

From batch processing...

...to **real time & collaborative**

From payroll always on critical path...

...to **payroll insights at any time**

A Simplified and Continuous Payroll Experience

Ensure Accuracy with a better Payroll system



Automate & Simplify processes including off-cycle & retroactive payrolls



Automated root cause analysis with contextual insight and how to correct

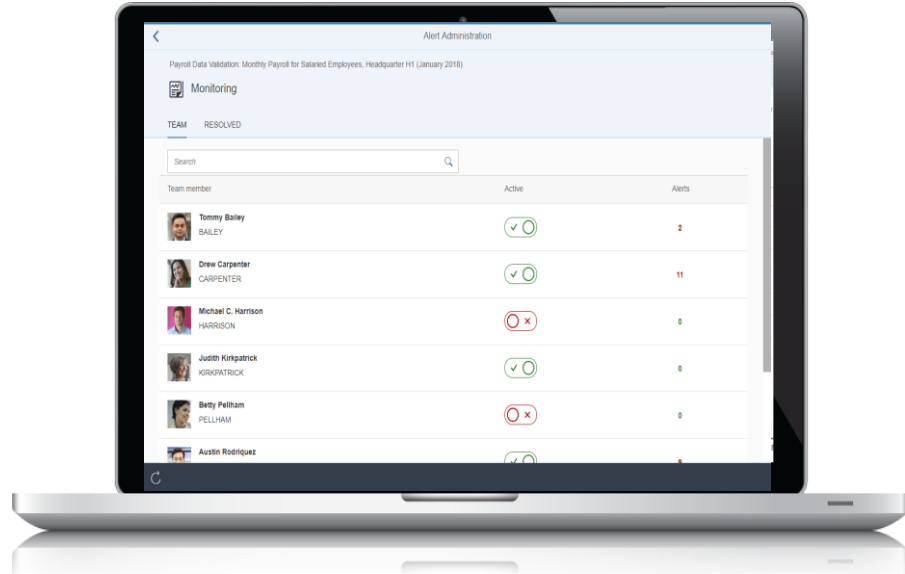
~~batch-style processing, digging through error logs, spools, reports, diverse check tools, and creating Excel lookups to find any payroll related errors~~



Real-time overview of workload and progress

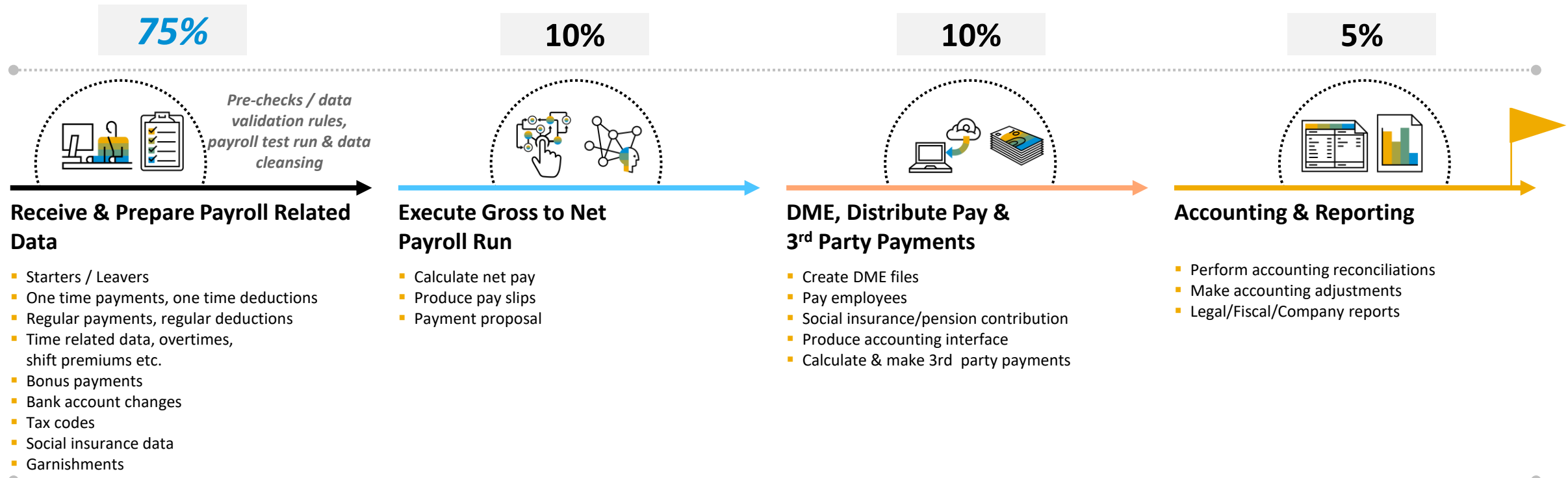


Real-time insight into payroll



Typical End-to-End Payroll Process Flow

Operating Efficiency Maximization



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.

Migration Considerations?

What can I migrate and what should I consider?

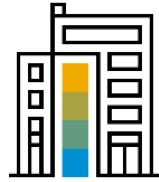
What could a migration look like?

What tools do I have in migration?



Migrating on-premise payroll to SAP SuccessFactors Employee Central Payroll

System transformation and migration, not a payroll re-implementation



On-Premise
Payroll



Employee Central
Payroll

Considerations

- Define cloud strategy
- Get a quick ROI
- Understand specifics regarding scope of SAP SuccessFactors Employee Central Payroll
- Eliminate core modifications
- Plan on historical data

Steps

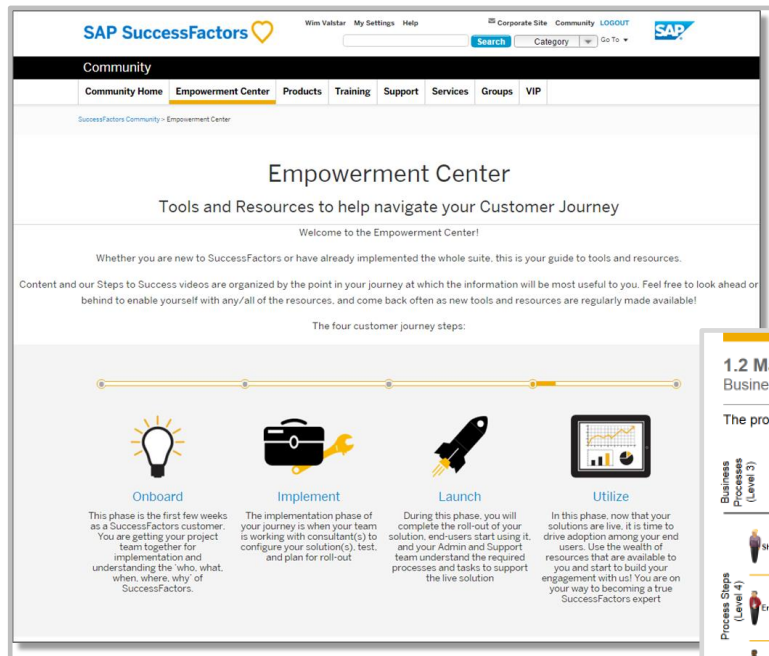
- Analysis
- Data migration (including customer specific data, rules, customizing, payroll history...)
- Interfaces
- Regression testing
- Implementation of new innovations

Tools/Services

- Predefined methodology: prepare, document, realize, deploy
 - System landscape optimization services and tool (carve out, migrate data)
 - SAP Landscape Transformation 2.0
 - Partner-developed migration tools
- SAP HXM Movement program

Implementation toolkits and resources

- **Pre-delivered content**
- Configuration workbooks with best practices
- **Process Library**
- Prepackaged integrations and templates
- Training guides and job aids
- Product documentation & installation and user guides
- Project management tools
- Community of peers and resources
- Enterprise grade product features (e.g. Transport Center, Integration Center, etc)
- **HR Model Company**
- Data migration & Integration made easy by **EC Infoporter**



<https://open.sap.com/courses?lang=en&topic=Human%20Resources>

Migration Considerations

What kind of data can we migrate?

- SAP ERP HCM Employee Data (Infotypes & Org Data) to Employee Central (Portlets & Org Structure)
- SAP ERP HCM Payroll Data to Employee Central Payroll (Ex: Garnishments in the US)
- Existing Payroll Configuration
 - Schemas, Rules, Wage Types, Payroll Area configuration etc.
 - Payroll Control Center
- Historical Payroll Results
- Custom Programs and Code
 - Interfaces
 - Custom reports
 - BADIs
 - Custom Functions & Operations
- Custom Infotypes & Tables

*Full list is available in the ECP Service catalog available in the [SAP Help Portal](#)

What should we consider for migration?

- Do we have subsidiaries or multiple payroll systems to consolidate into a single landscape?
- How much historical Employee & Payroll data is needed? What is the cut off that will be used?
 - Employee Central Payroll should not be used to store the history of payroll data which is not needed (Archived data)
- Do we need all existing configuration or is this an opportunity for simplification and clean up?
 - Ex: Evaluate which wage types needed
- The ECP system is likely on a higher release and there may be functionality and features not available in the old system (Ex: Payroll Control Center). There may also be new fields that were not in the old system that may need to be looked at
- What existing processes should we revisit to change
- Should we implement newer functionality now or at a later time?
- How many Modifications/Implicit Enhancements do we have in our current system that are not allowed in ECP? Are these still necessary?
 - How can this be moved to standard configuration?
- What is your strategy for Time & Attendance and Benefits Administration?

Migration Considerations

What kind of data can we migrate?

- SAP ERP HCM Employee Data (Infotypes & Org Data) to Employee Central (Portlets & Org Structure)
- SAP ERP HCM Payroll Data to Employee Central Payroll (Ex: Garnishments in the US)
- Existing Payroll Configuration
 - Schemas, Rules, Wage Types, Payroll Area configuration etc.
 - Payroll Control Center
- Historical Payroll Results
- Custom Programs and Code
 - Interfaces
 - Custom reports
 - BADIs
 - Custom Functions & Operations
- Custom Infotypes & Tables

*Full list is available in the ECP Service catalog available in the [SAP Help Portal](#)

What should we consider for migration?

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- What existing processes should we revisit to change
- Should we implement newer functionality now or at a later time?
- How many Modifications/Implicit Enhancements do we have in our current system that are not allowed in ECP?
 - Are these still necessary?
 - How can this be moved to standard configuration?
 - Are they replaced by FICO, Core, Time R&R?
- What is your strategy for Time & Attendance and Benefits Administration?

SAP SFSF Global Payroll – Cloud Payroll Options

Employee Central Payroll (ECP)



Private Cloud Edition Payroll (PCE)

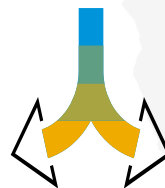
(2014) 1,265
309
301
24% YoY Growth

Customers
From ECC Payroll*
Last 12 Months
2023 YoY Forecast

401 (2021, 210 HCM, 145 Time, 756 Total; avg 30k ee's)
273
290
15% YoY Growth

Woolworths	800k	Retail
*Ahold Delhaize	325k	Retail
*Walgreens	250k	Retail
*Walmart LATAM	250k	Retail
Atento Brasil SA	210k	Telecom

HSBC, National Bank, Bombardier, Bank of Nova Scotia, Brewers Retail Telus, WestJet, Magellan, HudBay, Lundin, Canada Forest products, City of Edmonton, Canada Life, Peel Region, Nova Scotia,



HCL Technologies	380k	Prof Serv*
IBM Corp	356k	Prof Serv*
Finanz Informatik	171k	Banking*
Canada Post	110k	Postal*
Maghindra & Mahihindra	100k	Automotive*

Union Pacific Railway, Tobu Railway, JMD Railtech, Marine Atlantic, Zurich Insurance, Baker Hughes, Banco Bradesco, Ramstad, LATAM Airlines, Glopbal Foundries, DPD Deutschland, Eurofarma, SK Telecom, Hema-Quebec, SeAH Steel, etc

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



Reimagine HCM
Standardize & Automate
Cloud Migration

SAP S4 ECC HCM Options

SAP Payroll – H4S4 (Q4 2022)

SAP Private Cloud Edition (PCE)

Employee Central Payroll

Retain Configuration On Premise	Retain Configuration w/Cloud Conversion	Reimagine Payroll 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 Employee Central (EC) is provided; additional integration work required by customer	Integration with Employee Central (EC) is provided; additional integration work required by customer	Fully integrated with EC (P2P) & WFS
Key Customer Deliverables		
<ul style="list-style-type: none"> ▪ 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 ▪ Keep customizations and/or partner payrolls not available in ECP ▪ Tools & Services to upgrade to Hana H4S4 ▪ Maintenance extension aligned w/S4 2040 • TMS, Integrations, Infrastructure managed by Customer ▪ 58 countries + 44 Partner Countries 	<ul style="list-style-type: none"> ▪ Designed to provide innovation and cloud value while allowing customers to retain their investments by converting their existing system(s) ▪ Offering highest flexibility and extensibility options (customize, modify, extend) ▪ Providing full Core HR, Time and Payroll scope ▪ Services provided to upgrade to Hana H4S4 ▪ TMS, Integrations, Infrastructure managed by SAP ▪ Maintenance extension aligned w/S4 2040 ▪ 58 countries + 44 Partner Countries 	<ul style="list-style-type: none"> ▪ SAP Future Forward Payroll ▪ Optimized for EC/SFSF and SAP FICO ▪ Market leading value from Architecture, Content and Innovation deliverables ▪ Next Gen Automation, Tools & Processes ▪ Migration Tools & Services available ▪ Manage internally or w/partner support ▪ SAP Innovation & Development Investment ▪ Enhanced BSI services – USA ▪ 47 countries +

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

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

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 

ASUG Atlantic Canadian Chapter Meeting April 2023

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

April 13, 2023

Ivan Garrity

SAP SFSF Solution Architect

Thank You for your time today!

THE BEST RUN

The ASUG logo, featuring the letters 'ASUG' in white on an orange-to-red gradient square background. The logo is positioned within a large, stylized graphic on the right side of the slide that resembles a heart or a thick, curved arrow pointing right, composed of several concentric, overlapping bands in shades of yellow and gold.

Appendix

