



# SAP On-Prem Payroll compared to Employee Central Payroll

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July 28, 2022



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# Learning Points

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- Definitions
- On-Premises Responsibilities
- ECP Responsibilities
- Similarities
- Differences
- What to Expect



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# Definitions

- On-Premises Payroll
  - SAP ECC system that may be on any level of enhancement pack
  - Most recent enhancement pack (EHP) available on-prem is 8
  - End of Life 2025 with support ending 2027
  - Migration to S/4HANA starting later this year with end of life 2040
- Employee Central Payroll (ECP)
  - SAP ECC EHP 8 hosted by SAP
  - Next gen payroll likely in beta starting this year



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# On-Premises Responsibilities

Payroll Operations

Ongoing Configuration / Integrations

Version &  
Release Updates

Infrastructure

## Customer

- Payroll process execution
- Configuration
- Integrations
- Hardware
- Apply upgrades, stacks, and tax updates
- Backup and disaster recovery
- System monitoring and security



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# ECP Responsibilities

Payroll Operations

Ongoing Configuration / Integrations

Version &  
Release Updates

Infrastructure

## Customer

- Payroll process execution
- Configuration
- Integrations

## SAP Cloud Operations

- Hosting ECP
- Apply upgrades, legal changes, and tax updates
- Backup and disaster recovery
- System provisioning and monitoring



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# On-Prem and ECP Similarities

- ECP looks very similar to the On-Prem version you are used to and uses the same payroll drivers and much configuration
  - Schemas and rules
  - Wage types
  - Payroll Infotypes
- Off-Cycle payroll processing
- Programs to post payroll results are the same
- Tax Reporter is available



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# On-Prem and ECP Similarities

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- Time evaluation is available
- Payroll Control Center is available
- SAP Stacks and HR Support Packs are requested by customer
- Customer testing after system updates
- Authorization role maintenance
- ABAP development



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# On-Prem and ECP Similarities

Display IMG

Existing BC Sets BC Sets for Activity Activated BC Sets for Activity Releas

Structure

- Payroll: USA
  - Basic Settings
  - Background Processing with the HR Process Workbench
    - Hourly rates with several decimal places
  - Day Processing of Time Data
  - Absences
  - Time Wage Type Valuation
  - Fair Labor Standards Act (FLSA)
  - Reduction Formulas
  - Incentive Wages
    - Create wage types for cost accounting
  - Cumulation Wage Types
  - Cumulations
  - Deductions
  - Overpayment Recovery
  - Benefits Integration
  - Tax
  - Garnishments
  - Tips
  - Off-Cycle Activities
  - External Wage Components
  - Payroll Results Adjustment
  - Electronic Funds Transfer (EFT)
  - Cash Breakdown List for Persons Making Cash Payments
  - Forms
  - HR Forms Workbench
  - Tax Reporter

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# On-Prem and ECP Similarities

SAP Easy Access

Other menu Create role Assign users

- > Favorites
- ▼ SAP Menu
  - ▼ Payroll
    - ⊗ HRPAYUS\_CLD\_NOTIF – Notify BSI eFormsFactory about changes
    - ⊗ PC00\_M10\_CALC\_SIMU – Simulation
    - ⊗ PC00\_M99\_PA03\_RELEA – Release payroll
    - ⊗ PC00\_M10\_CALC – Start payroll
    - ⊗ PC00\_M99\_PA03\_CHECK – Check result
    - ⊗ PC00\_M10\_CLMR – U.S. Overpayment Recovery
    - ⊗ PC00\_M99\_PA03\_CORR – Corrections
    - ⊗ PC00\_M99\_PA03\_END – Exit payroll
    - ⊗ PC00\_M10\_CEDT – Remuneration statement
    - ⊗ PC00\_M10\_HRF – Remuneration statement with HR-Forms
  - > Bank transfer
  - ▼ Off-cycle
    - ⊗ PUOC\_10 – Off-Cycle Workbench
    - ⊗ PUOCBA – OC Batch: Follow-up for payroll
    - ⊗ PUOCBLTI – OC Batch: Mass LTI-processing
    - ⊗ PUOCLG – List batch table
    - ⊗ PUOCLL – List replacements, reversals
  - > Subsequent activities
  - > Outsourcing
  - > Info system
  - > Tools
  - > Settings

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# On-Prem and ECP Differences

- Key difference between On-Prem and ECP is the system of record:
  - On-Prem is SAP ERP HCM
  - ECP is SuccessFactors Employee Central
- No middleware needed to integrate Employee Central with ECP
- BSI tax updates are applied every month by SAP
- SAP will recommend Stack and HR Support Packs
- SAP Stacks and HR Support Packs are applied by SAP
- SAP will update kernels, database, and networking after notification



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# What to Expect with ECP

- End users won't necessarily see much change
- ECP access should be limited to only the payroll team
- Basis will have a reduced role, but their expertise will still be needed
- Security will continue to create authorizations in ECP like in ECC
- ABAP developer need will vary on approach to integrations
- Aligning EC and ECP for replication takes effort



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# Questions & Answers

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