SAP SuccessFactors

Simplifying the on-premise to cloud HR transformation

Name, SAP
Month 00, Year

PUBLIC

Meta-trends are requiring organizations to rethink their HR strategy

1

AI upends the world of work as we know it

2

Skills become the center of HR practices

3

Pay gets put in the spotlight

4

DEI&B stalls in momentum

5

Mental health reaches a breaking point

6

Trust in leadership plummets to new lows

7

HR transforms their own skills and agility

8

Hybrid work returns to the office

9

Sustainability becomes a strategy

Employee experience continues to permeate HR trends and strategy

Source | HR meta-trends 2024 by SAP SuccessFactors growth and insights team

PUBLIC

Future-proof your business with an AI-enabled suite of HR solutions

Remain competitive in today's ever-changing world

SAP SuccessFactors

- Boost employee engagement with AI-enabled experiences
- Empower your workforce with quick access to personalized HR information and self-service tools through the SAP SuccessFactors Mobile app
- Gain visibility into your organizational structure and the skills of your workforce
- Make data-driven decisions with pre-built analytics dashboards that provide real-time views and predictive insights into key workforce metrics.
- Provide self-service tools for employees to understand their payroll with Joule
- Leverage easy configuration for time tracking processes and optimized experiences for time off and time worked
- Maintain compliance with built-in legal and regulatory updates
- View and maintain all relevant HR data for employees and contingent labor with a single repository

SAP ERP HCM

Take your HR strategy to new levels with flexible, cloud-powered technology

SAP ERP HCM

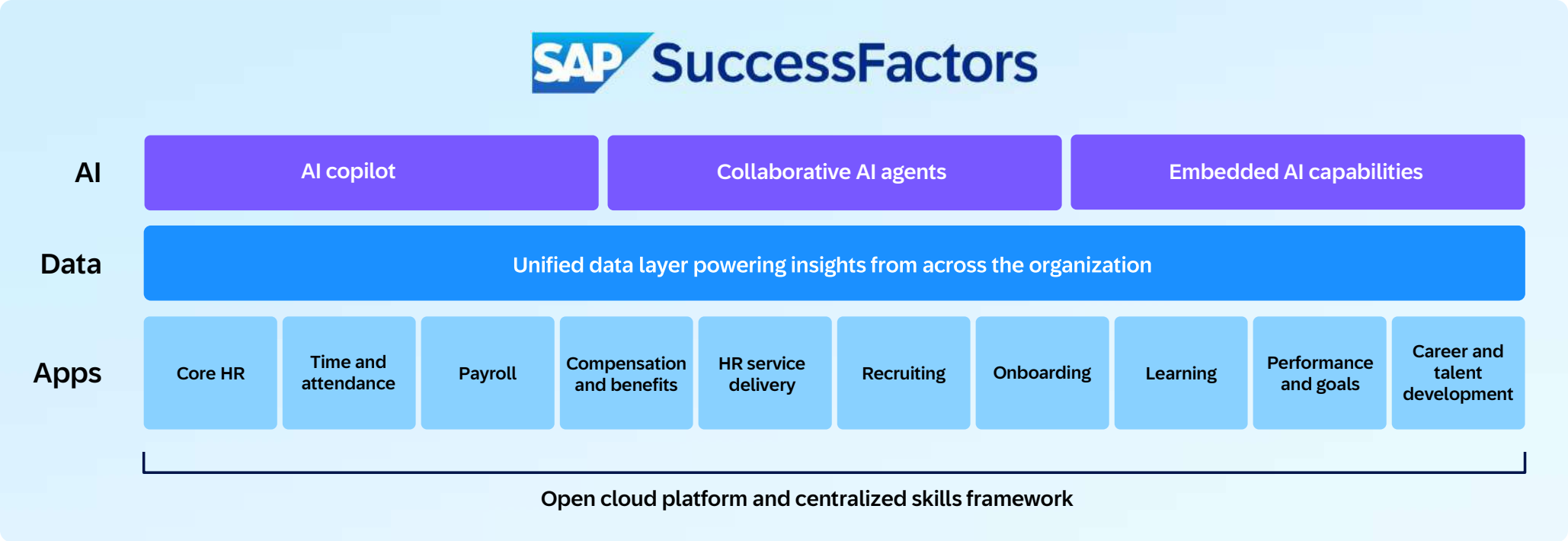
- Time-intensive updates
- Limited functionality with no roadmap
- Manual processes
- Complex and fragmented tools
- Lack of access to innovations
- Lack of mobile capabilities
- Costly and resource-intense to maintain
- Poor user experience
- Poor data quality

SAP SuccessFactors

- Agile cloud architecture and infrastructure
- Modern, intuitive and with native mobile capabilities
- Self-service, anytime, anywhere
- Automated processes and easy to adjust workflows
- Easy and intuitive tools for users as well as administrators
- Always on the latest release, with consumable and continuous innovation
- Less cost for integration and flexible to update
- Clean core by design but flexible to extend to your specific needs

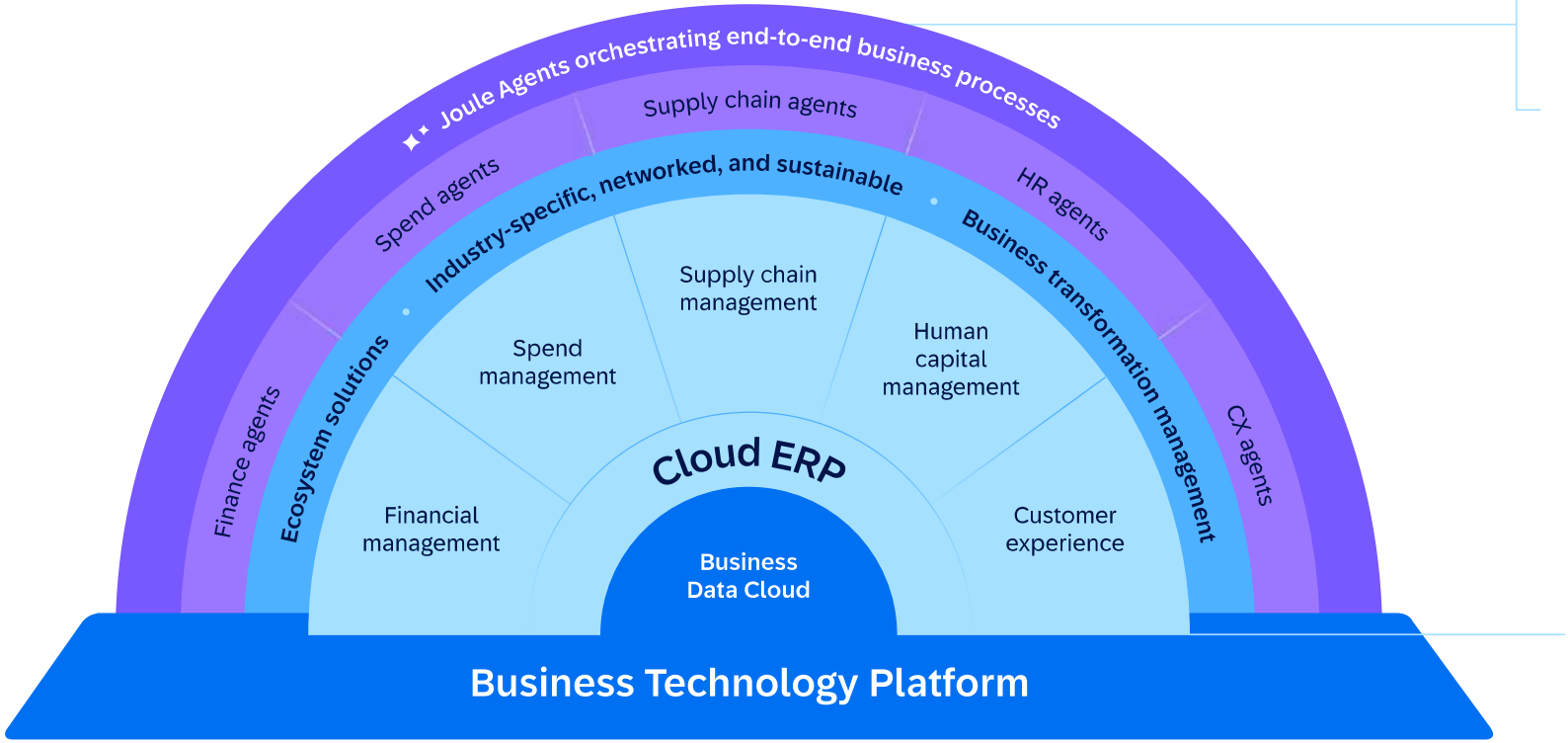
SAP SuccessFactors HCM

The most comprehensive and global solution



Power end-to-end processes and unified experiences

Native integration across SAP Business Suite



- Lead to cash
- Hire to retire
- Source to pay
- Design to operate

Suite Qualities

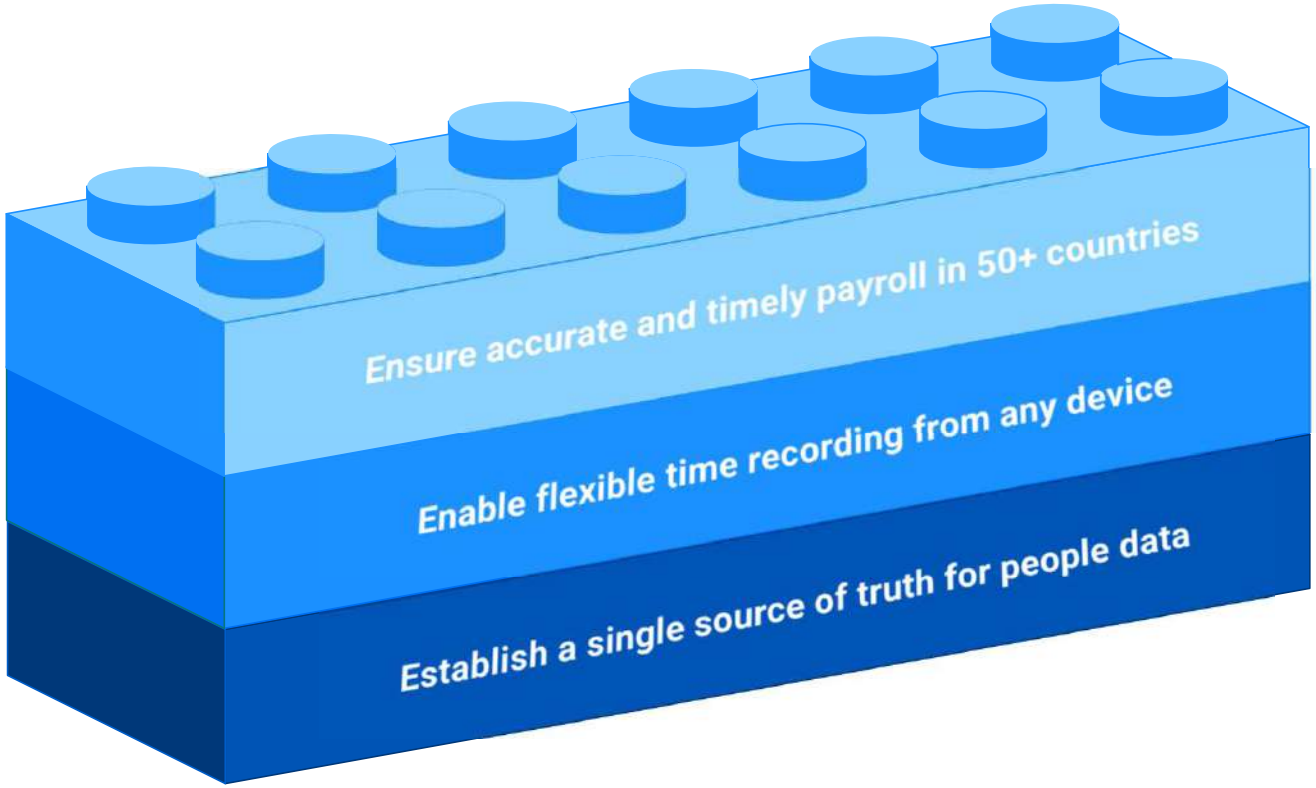
- Seamless user experience
- Consistent security and identity management
- One workflow inbox
- Aligned Domain Models and integration content
- Embedded and cross-product analytics
- Coordinated lifecycle management
- End-to-end process blueprints

Build a strong foundation with cloud-based core HR, time, and payroll solutions

SAP SuccessFactors Employee Central Payroll

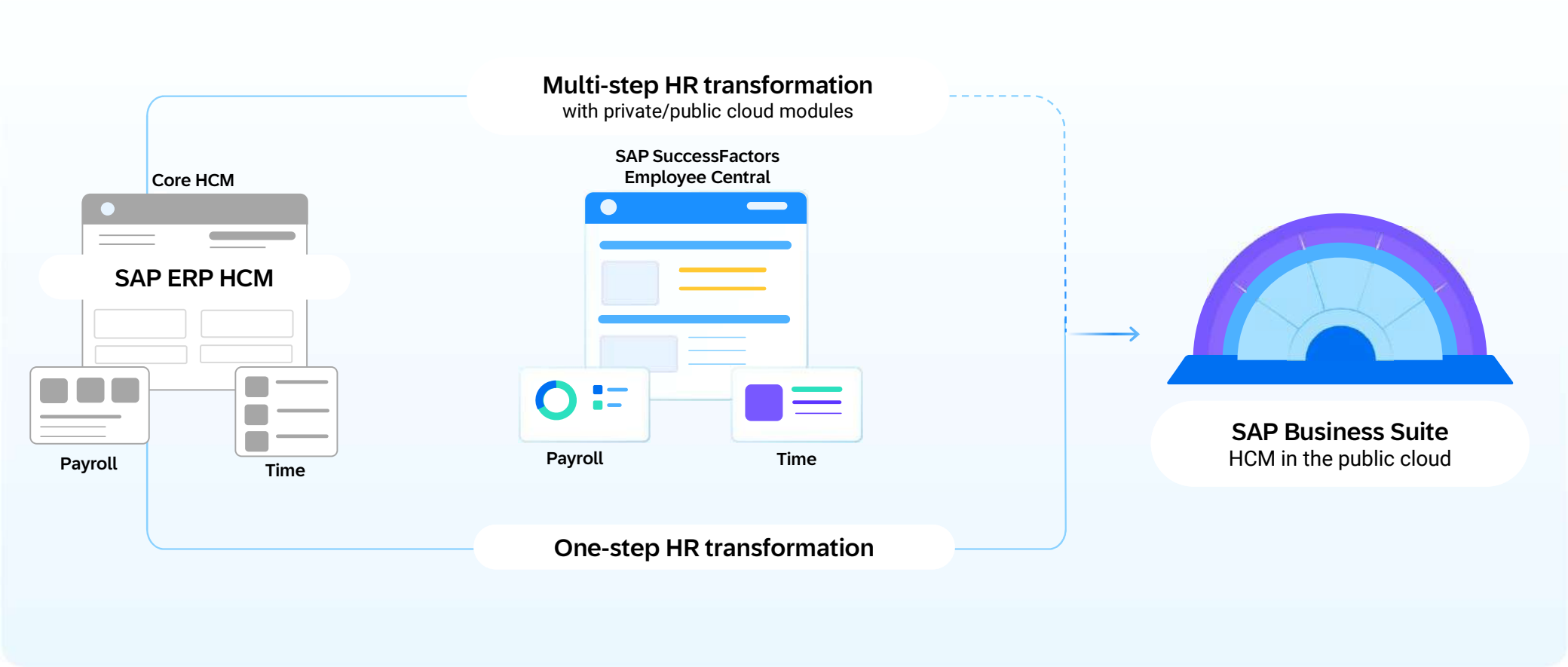
SAP SuccessFactors Time Tracking

SAP SuccessFactors Employee Central



Move to the cloud at your own pace with flexible deployment options

Choose from multiple paths to SAP Business Suite with HCM



Protect your investments while offsetting transformation costs

Financial incentives available with your RISE with SAP journey

Transformation Incentives[1]

We help you get the benefits of the full SAP Business Suite with cloud credits.

- Offset dual-licensing costs during the migration from on-premises and Private Cloud solution subscriptions to priority Public Cloud solution subscriptions
- Use credits for future subscriptions to Public Cloud solution subscriptions
- Earn additional credits when signing up with partners certified in RISE with SAP Methodology and SAP services

Flexible Cloud Addendum[1]

We make it easier for you to switch to SaaS solutions.

- Get predefined and protected discounts on future cloud solution subscriptions for the entire duration of your contract
- Get the opportunity to exchange 1:1 existing Private Cloud solution subscriptions for Public Cloud solution subscriptions once a year

[1] Eligibility terms apply. Contact your SAP sales representative for details..

Simplify your journey to the cloud with proven expertise from SAP

SAP Customer Evolution Program for HCM

Ensure a seamless transition to the cloud

Product investments go beyond feature parity with AI-enabled innovations to meet the evolving needs of your business

Support at every step of your cloud journey

Migrate to the cloud with confidence and accelerate time to value with specialized tools, services and best practices

Protect your existing SAP investments

Reduce transformation costs with favorable commercial terms for your on-premise to cloud migration

PUBLIC

HCM product investments remove barriers to move to the cloud

Cloud core HR

Enhance functionality across cloud core HR to improve configurability and localization

Time functional parity

Aggressively accelerate innovation and capabilities in cloud-based time management

Hybrid experience

Streamline suite integration and enhance user experience with SAP ERP HCM

Payroll innovation

Enable each specific need, reinvent payroll to ease compliance, elevate employee experience, reduce TCO

Supporting our customers at every step of their cloud transformation journey

1. Discover & Prepare

Build a business case by exploring the economic benefits of a cloud migration.

- Analyst reports
- Economic validation study
- ROI calculator

2. Explore & Plan

Evaluate your cloud readiness to define and plan your digital transformation.

- SAP Readiness Check for SAP SuccessFactors solutions
- SAP Customer Evolution Kit for HCM
- SAP Architectural Leading Practices
- SAP Implementation Design Principles

3. Move & Deploy

E C C C
C C C C
C C

- Embedded launch activities
- SAP Signavio Process Library
- Migration tools available from SAP and partners
- Certified SAP Partner ecosystem
- SAP Cloud ALM
- SAP pre-configured content and best practices

4. Run & Innovate

C C C C C C
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- Preferred Success
- SAP Signavio Process Intelligence
- WalkMe for SAP SuccessFactors HCM
- LeanIX
- SAP Cloud ALM
- Upgrade Center

Discover & Prepare

Discover & Prepare

Build a business case by exploring the economic benefits of a cloud migration

Hear what the experts are saying

See why top analyst firms have named SAP SuccessFactors HCM a leader in cloud HR:

- Gartner Magic Quadrant for Cloud HCM Suites
- Fosway 9-Grid for Cloud HR

Explore 3rd party validated research

Learn how organizations that move to SAP SuccessFactors HCM can realize over 100% ROI over a five-year period by reducing operational complexity and costs.

Uncover the value of moving to the cloud

Calculate your potential ROI of a move to cloud to gain valuable insights into:

- Return on investment
- Cost savings on HR IT systems
- Cost savings on HR operations

PUBLIC

The economic benefits of moving HR to the cloud with SAP SuccessFactors HCM

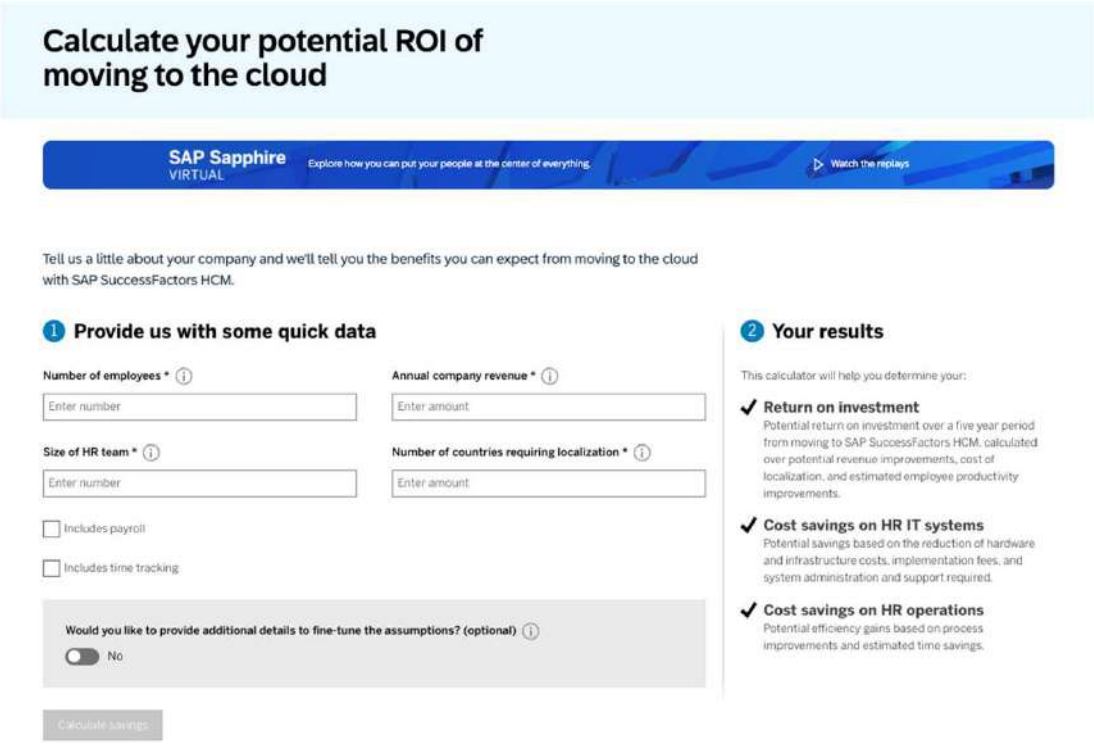
Explore the quantitative and qualitative benefits customers have gained by moving HCM to the cloud

- Research based on in-depth customer interviews and sentiment
- Considers unique value proposition SAP provides for existing customers
- Calculates over 100% ROI over 5 years

Calculate your potential ROI of a move to cloud

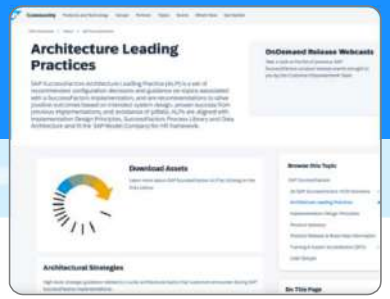
The first step towards building your business case

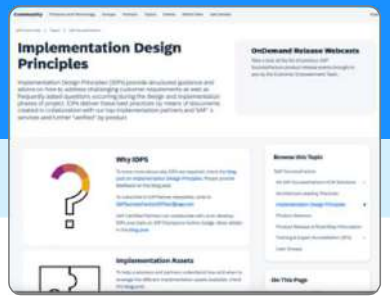
- Based on customer interviews, industry benchmarks and customer research
- Takes into account hardware, software, implementation costs, maintenance and support costs & potential process improvement and productivity gains
- Tunable assumptions, but generic
- VLM and Value Advisory advised for an exact business case, tailored to your specific situation and value drivers



Explore & Plan

Make informed migration decisions based on your current on-premise landscape





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why and how to move to SAP SuccessFactors HCM.

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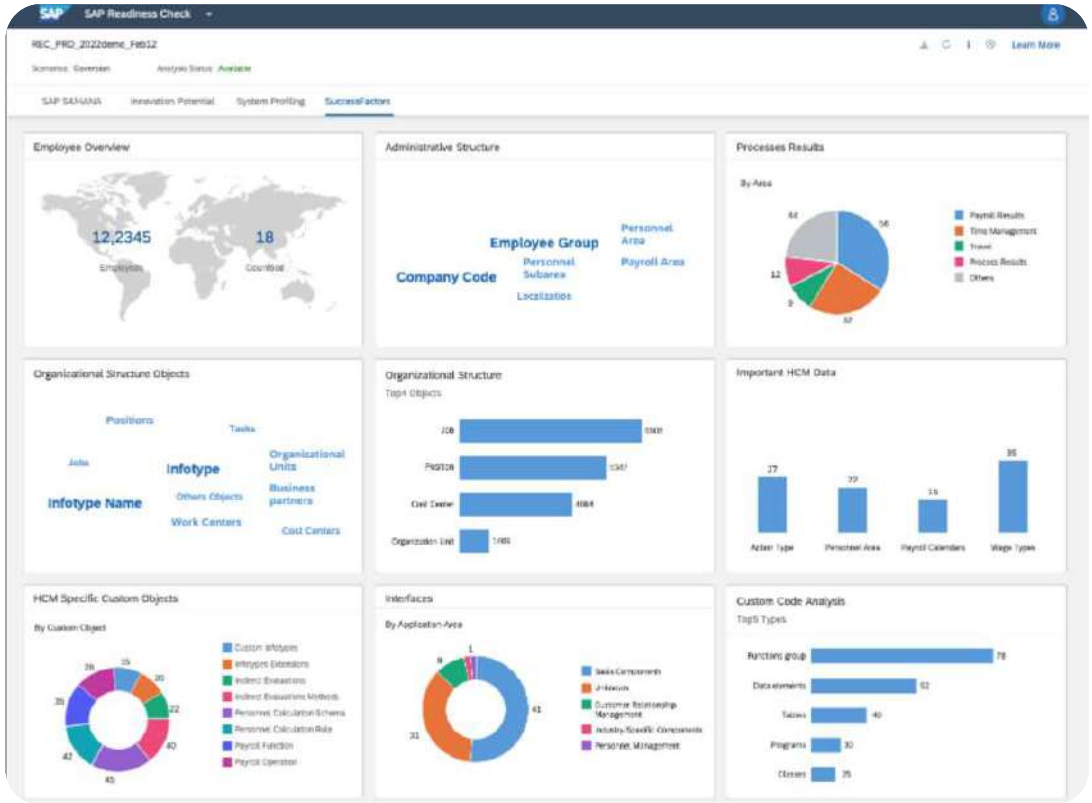
Implementation design principles

Improve project scope accuracy with structured guidance and implementation FAQ's.

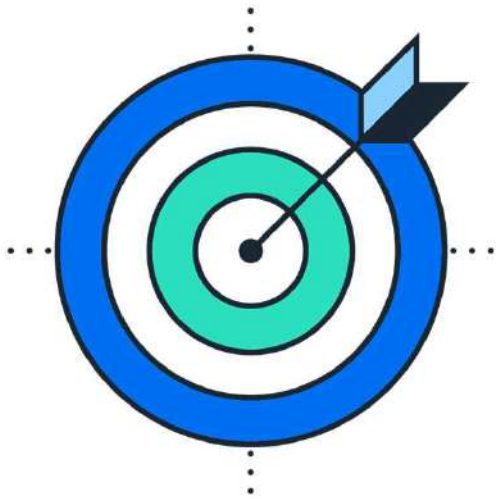
SAP Readiness Check for SAP SuccessFactors solutions

Gain early insight to scope and plan a cloud migration project with greater accuracy

- **Free, self-service tool** for SAP ERP HCM customers with a valid support agreement
- Analyze current SAP ERP HCM productive system configuration to quickly get a comprehensive overview of your data, Infotypes, customizations and more
- Better understand how the existing SAP ERP HCM system is implemented, tailored and consumed for evaluation based on real data
- Create a clear specific starting point to engage with partners and SAP to discuss options for the target architecture
- Simplify the job of project team members, save time and have clear visibility into risks, challenges and strategic differentiators



SAP Readiness Check for SAP SuccessFactors solutions



Provides you with

- Automated data collection and statistics in less time, with better quality

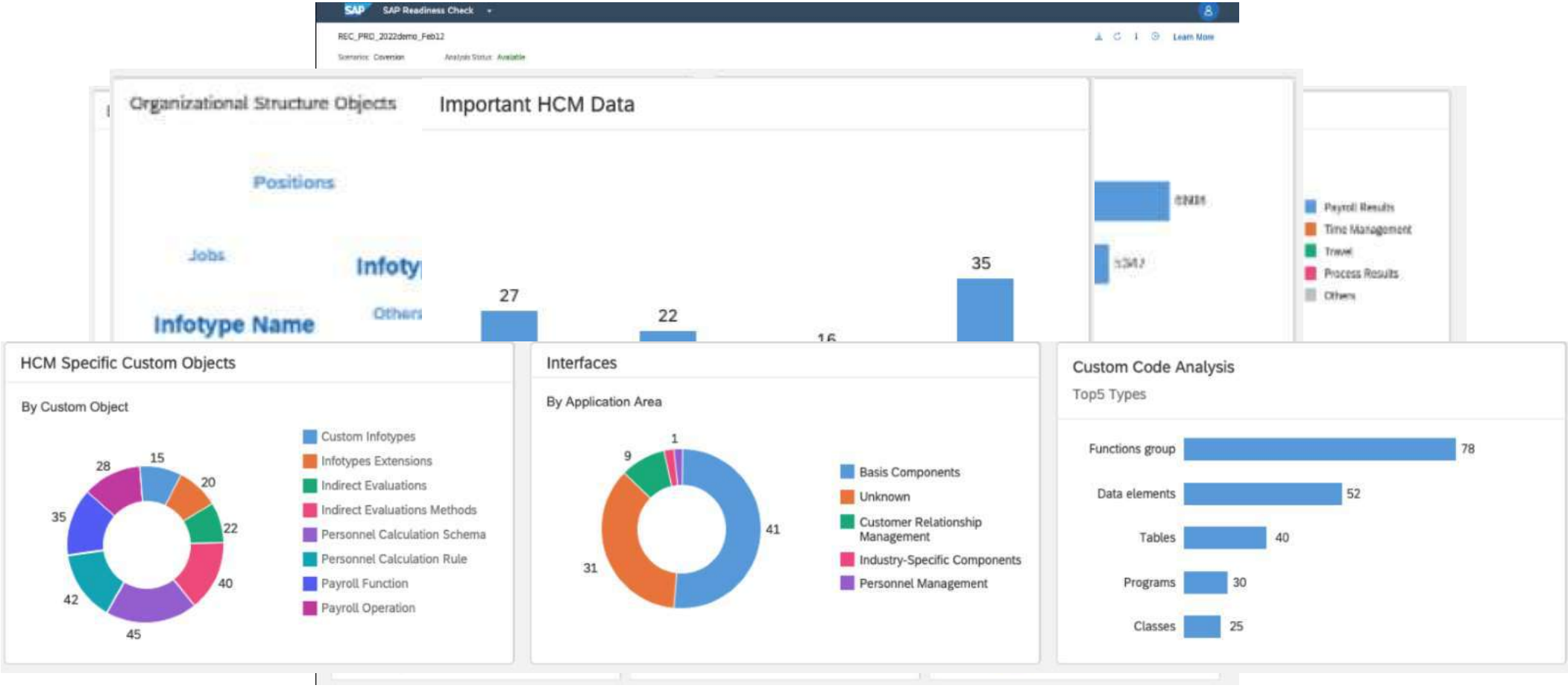
Which helps you to

- Analyze your current HCM solution based on your real data
- Create a customer specific starting point for detailed discussions with SAP and/or a Partner
- Assess your readiness for moving your SAP ERP HCM solution to SAP SuccessFactors

Resulting in

- Review to understand which enhancements need to be moved to a target solution, adapted, or retired.
- A foundation for creating migration plans
- Better acceptance of the new cloud solution

Dashboard with Actionable Insights



SAP Customer Evolution Kit for Human Capital Management

Prepare for the Engagement

- Attend the preparation and information call
- Complete the onboarding steps

DELIVERED IN JUST 3 SESSIONS of 2 hours

Digital Discovery Assessment *for HCM*

Discover the **value of SuccessFactors HCM** with an outside-in point of view

Get a flavour of the look and capabilities with Solution Demo videos

How SAP can help you create a **Value Case**

Discover and discuss target solutions based on a Customer specific **Product Map**

Evaluate organizational readiness and migration tools and service

Prepare the move with **SAP Readiness Check for SAP SuccessFactors**

Summary and Actions

- Get actionable next steps and recommendations
- Discover available tools and services

SAP SuccessFactors | You Are Not Starting From Scratch…

[Architecture Leading Practices | SAP SuccessFactors | SAP Community]

SAP Community | Products and Technology | Groups | Partners | Topics | Events | What's New | Get Started | Explore SAP

SAP Community > Topics > SAP SuccessFactors

Architecture Leading Practices

SAP SuccessFactors Architecture Leading Practic
guidance on topics associated with a SuccessFac
positive outcomes based on intended system de
avoidance of pitfalls. ALPs are aligned with Imple
and Data Architecture and fit the SAP Model Con

Downloa

Learn more ab
links below.

Architectural Strategies

High-level strategic guidance related to crucial architectu
SuccessFactors implementations.

Assets and Principles Including Deliverables and Distribution Channels

SAP Professional Services

Architectural Leading Practices (ALP)

Management level overview on critical architecture topics conforming to guardrails and referencing IDPs for further details where applicable.

Use-case: Provide introduction to SuccessFactors on architectural level for Discover and Prepare.

Audience: Chief architects, Project Leads, Program Manager, Customer Leadership (IT and HR)

Deliverables: PowerPoints.

Customer Community | SAP Activate

SAP SuccessFactors Product

SAP Best Practices

Proven set of HR business process configuration:

- Conforming to Implementation Design Principles and Process Library
- Supposed to deliver what most customers require
- Based on the experience and learnings from customer implementation projects
- Allowing automated and modular deployment

Use-case: Implementation acceleration during Explore and Realize.

Audience: Configurators (partners and customers)

Deliverables: Configuration Blocks via SAP Upgrade Center and Documentation (Technical Process Flows, Workbooks, Configuration Guides – getting started, Test Scripts, Interactive Process Simulations.)

SAP Best Practices Explorer | Help Portal | Partner Community | SAP Activate

Implementation Design Principles (IDP)

Expert level guidance beyond Implementation Handbooks on implementation design and strategy addressing how to leverage SuccessFactors in order to fulfill customer requirements end-to-end while conforming to guardrails and product roadmap.

Use-case: Provide detailed advice on how to leverage product during Explore and Realize.

Deliverables: Documents, PowerPoints (as rare exception)

Audience: Architects, Designers, Developers, Configurators, Customer Experts (IT and HR)

Help Portal | Customer Community | Partner Edge | SAP Activate

Process Library Leading Practices

- HR processes and related Leading Practices supported by SuccessFactors.
- Designed end-to-end across modules of the SAP SuccessFactors Suite.
- System relevant steps but also manual steps are depicted in process flows.

Use-case: Provide insights into supported HR business process during Discover, Prepare and Explore.

Audience: Configurators (partner), Designers (partner), Customer Process Experts (IT and HR)

Deliverables: Leading Practices, Process Diagrams and Process Summaries

Process Library | Data Architecture | SAP Activate

Documentation | Deployable business configuration

SAP SuccessFactors | You Are Not Starting From Scratch...

Implementation Design Principles | SAP SuccessFactors | SAP Community

SAP Community | Products and Technology | Groups | Partners | Topics | Events | What's New | Get Started | Explore SAP

SAP Community > Topics > SAP SuccessFactors

Implementation Design Principles

Implementation Design Principles (IDPs) provide structured guidance and advice on how to address challenging customer requirements as well as frequently asked questions occurring during the design and implementation phases of project. IDPs deliver these best practices by means of documents created in collaboration with our top implementation partners and SAP`s services and further "verified" by product

Why IDPS

To know more about why IDPs are required, check the blog post on Implementation Design Principles. Please provide feedback on this blog post.

Implementation Assets

To help customers and partners understand how and when to leverage the different implementation assets available, check this blog post.

Browse this Topic

- SAP SuccessFactors
- All SAP SuccessFactors HCM Solutions
- Architecture Leading Practices
- Implementation Design Principles
- Product Advisory
- Product Release & Road Map Information
- Training & Expert Accreditation (SFX)
- User Groups

On This Page

- Why IDPS
- Implementation Assets

Employee Central Data Migration: Cutover Optimization Using Infoporter

This document provides ways of optimizing the data migration and replication cutover process for Employee Central implementations with the aid of SAP Infoporter solution. It discusses cutover activities like delta migration, freeze period, testing data replication and performing the initial replication from Employee Central.

Document | Blog Post | Webinar

Employee Central: Employee Data Migration Strategy and Implementation Considerations

Every Employee Central implementation will necessitate data migration of the existing employee population from a legacy system. This document describes in detail the strategies and considerations involved with data migration and provides industry best practices on employee data migration specifically for greenfield Employee Central implementation.

Document | Blog Post | Webinar

SAP SuccessFactors Employee Central Payroll

Employee Central Payroll

Employee Central Payroll: Migrating from ERP HCM Payroll to Employee Central Payroll

This document will review some of the key concepts of the ERP HCM Payroll solution and compare these with the EC Payroll solution and will discuss the considerations for migrating the ERP HCM Payroll solution to EC Payroll and provide guidelines and migration processes which can be leveraged.

Document | Blog

Move & Deploy

Accelerate your transformation with specialized tools and services

Embedded launch activities

Gain valuable hands-on insights for your implementation team by using a pre-configured demo environment with role-based guided enablement and adoption touch points.

SAP SuccessFactors process library

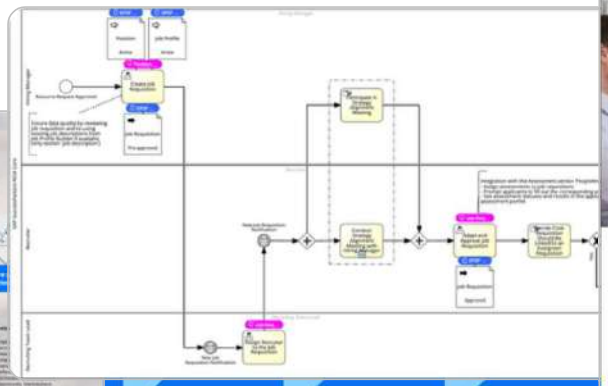
Define your HR processes based on SAP leading practices and process model recommendations with SAP Signavio.

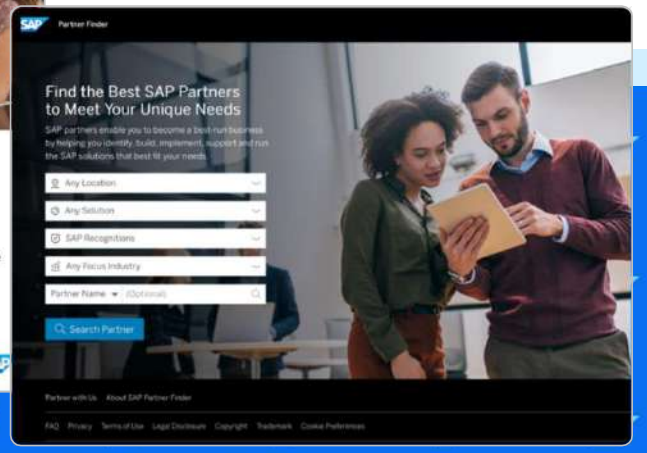
Migration tools

Increase the speed, control and accuracy of your transformation with migration tools from SAP and/or SAP certified solutions from SAP Partners.

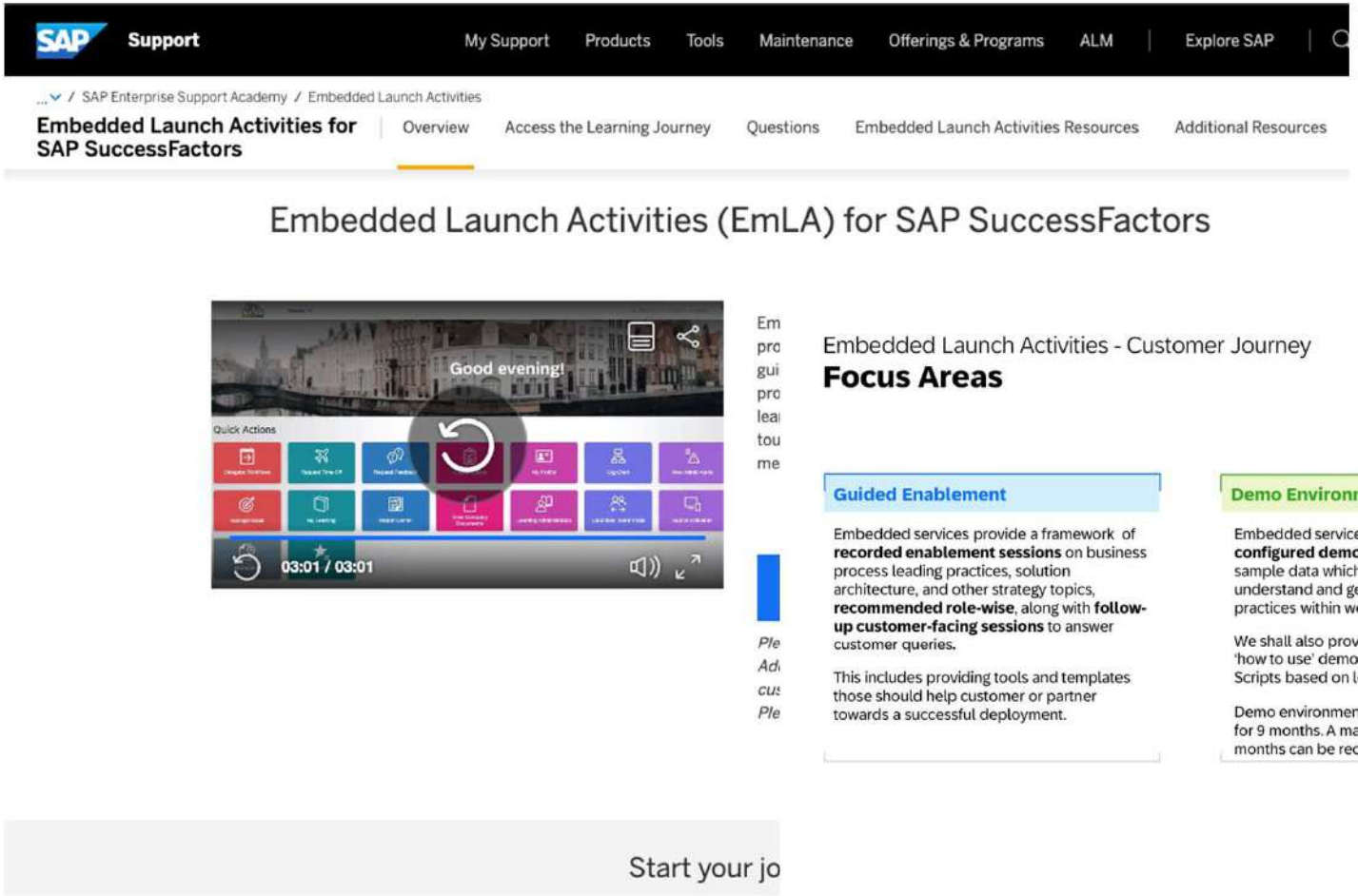
Implementation services

Complete your project on time and on budget with cost effective transformation service offerings from SAP and SAP Certified Partners.





Embedded Launch Activities (EmLA) for SAP SuccessFactors



[Embedded Launch Activities for SAP SuccessFactors]

Embedded Launch Activities

A clear road map to successfully launch your SAP SuccessFactors solutions

Focus Areas

Guided enablement

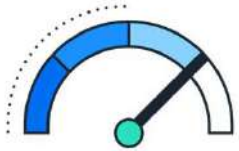
Prepare for solution deployment with prerecorded assets and Q&A sessions on leading practices for business processes, solution architecture, and strategy topics, aligned to your roles

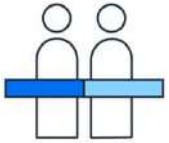
Demo environment

Gain familiarity with leading practices through a preconfigured demo environment enriched with sample data

Adoption touch points

Realize valuable insights by tracking process-specific adoption metrics and user-enablement metrics through survey touch points





Prepare for successful deployment → **Accelerate time to initial value** → **Achieve solution adoption goals**

Use embedded launch activities at **no additional cost** as part of a new SAP® SuccessFactors® product subscription*

Prepare yourself for a successful **deployment** and **adoption** of your solution

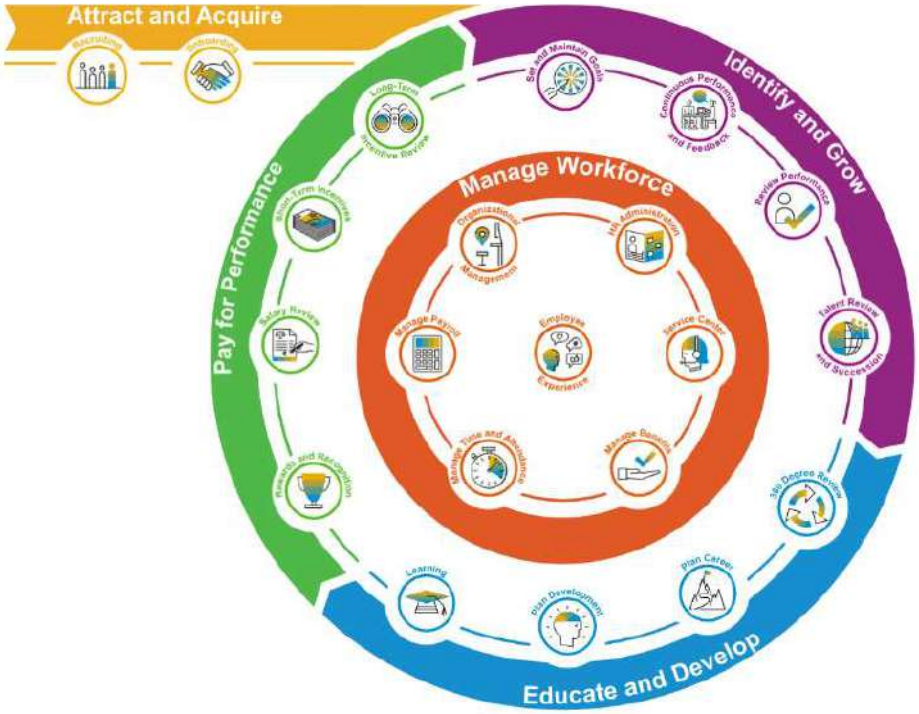
*** SAP SuccessFactors solutions currently in scope:**

- SAP SuccessFactors Employee Central
- SAP SuccessFactors Recruiting
- SAP SuccessFactors Onboarding
- SAP SuccessFactors Compensation
- SAP SuccessFactors Learning
- SAP SuccessFactors Performance & Goals
- SAP SuccessFactors Succession & Development
- SAP SuccessFactors Opportunity Marketplace

Get started with embedded launch activities for SAP SuccessFactors solutions here.
Find more information about embedded launch activities here.

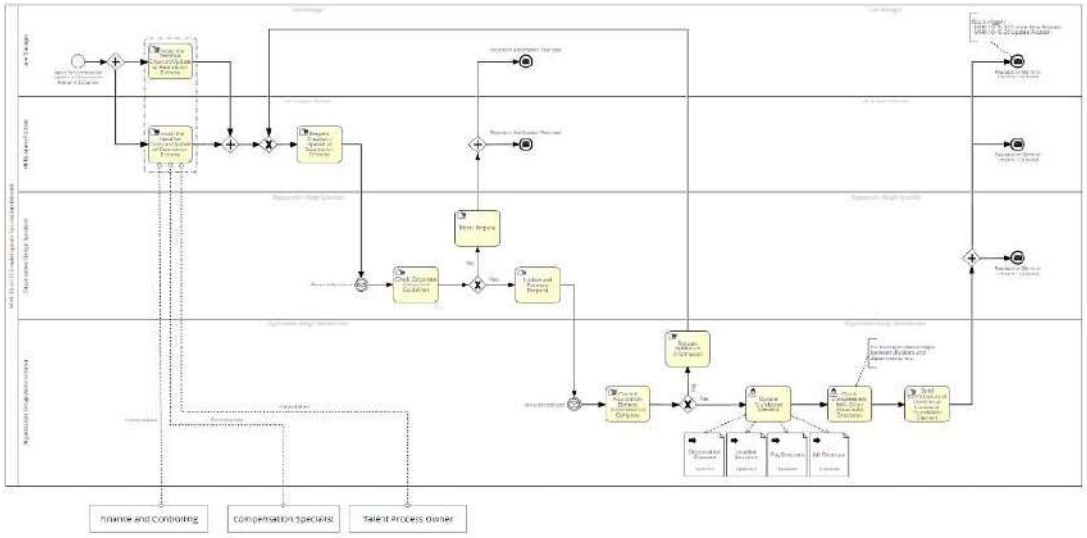
SAP Best Practices | Valuable content for faster implementations

SAP SuccessFactors process library



Are you looking for answers like “What is the leading practice for this HR process?” and “How should we use SAP SuccessFactors?”

Here you can find leading practice recommendations for the definition of your HR processes and implementation of SAP SuccessFactors, in the form of process descriptions and process diagrams. The material will help you to adopt SAP SuccessFactors fast and get the most value out of it.



You can browse through the HR process diagrams on [SAP Signavio Process Collaboration Hub](#).

Migrating your SAP ERP HCM data to SAP SuccessFactors HCM

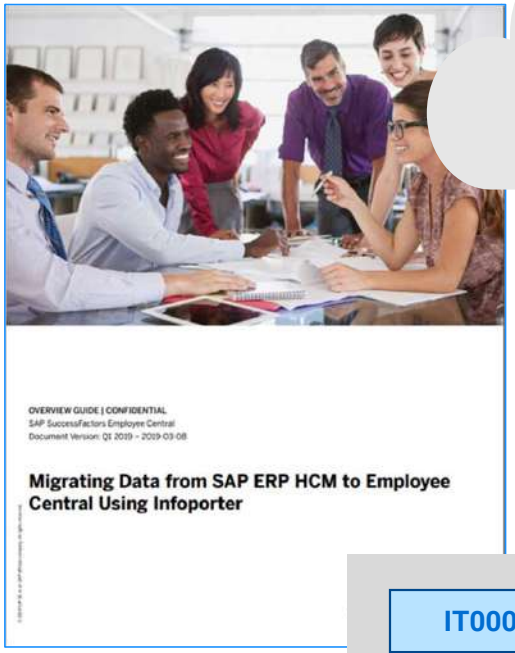
Using Business Integration Builder (BIB) also known as Infoporter

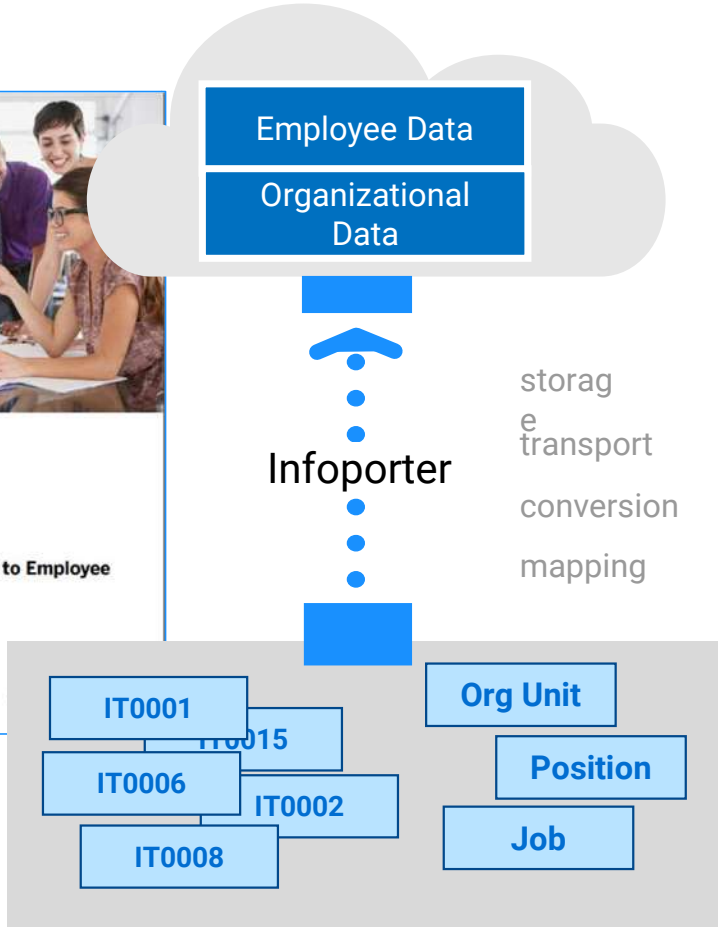
How to bring your On-Premise data and structures to the SAP SuccessFactors cloud?

- Different data models
- Custom data fields and custom Infotypes
- Historical data

Solution: SAP's Infoporter tool

- Part of the SAP SuccessFactors Employee Central subscription
- Part of the "SAP and Employee Central Integration add-on 3.0"
- Mappings between On Premise and Cloud structures and data
- **FREE of charge**
- Built and maintained by SAP Product Management





SF_ERP_EC_Data_Migration_en-US.pdf (sap.com)

Additionally provides the setup and basis for SAP's Productized Integrations

SAP migration tools and services for HCM

SAP Professional Services

You can always rely on the knowledge and expertise of SAP's Professional services team to help you in your migration journey (readiness check readout, transition planning service and payroll migrations, data migration strategy, business transformation services, etc.).

SAP tools

Core HR migration to SAP SuccessFactors only:

- Infoporter to migrate employee master data and organizational data (no payroll clusters) from SAP ERP HCM to the SAP SuccessFactors Employee Central solution

Migration to SAP S/4HANA (private cloud edition) for time and payroll

- SAP Landscape Transformation software (aka SLO) and Migration Cockpit (SAP LT) – migrates configuration and master data including clusters to SAP SuccessFactors Employee Central Payroll
- Data management and landscape transformation organization INFO

PUBLIC

Partner migration tools and services

Available on SAP Store

Core HR and Payroll

TIK Consulting – NEXUS Suite

for migration of configuration and data (to Employee Central: including foundation objects, for EC-Payroll: including clusters and posting data).

- Data scrambling
- SAP HCM Core HR to Employee Central (with automated sequencing)
- SAP HCM Payroll to Employee Central Payroll
- SAP HCM Payroll to SAP S/4 Private Cloud Edition
- Payroll Control Center reporting
- Payroll Verification (Compare payroll results between systems) and assists in payroll testing and reconciliation
- Built-in Defect management tool for testing

Payroll only

EPI-USE Prism

migration tool and service for SAP HCM Payroll to Employee Central Payroll or S/4 Private Cloud and Payroll Control Center reporting

- SAP HCM Payroll to Employee Central Payroll
- SAP HCM Payroll to SAP S/4 Private Cloud Edition
- Payroll Control Center reporting
- Payroll Verification (Compare payroll results between systems) and assists in payroll testing and reconciliation

Payroll only

SpinifexIT – Easy Migration

for SAP HCM Payroll to SAP Employee Central Payroll & S/4 Private Cloud, test reporting and Payroll Control Center reporting

- SAP HCM Payroll to Employee Central Payroll
- SAP HCM Payroll to SAP S/4 Private Cloud Edition
- Payroll Control Center reporting
- Payroll Verification (Compare payroll results between systems) and assists in payroll testing and reconciliation

Meet The Needs Of Your People And Business With SAP Services & Support

Move to the Cloud with HCM Services & Support offerings

Secure short time-to-value and long-term adoption, and successfully meet desired business outcomes in your transformation journey from SAP ERP Human Capital Management solutions to SAP SuccessFactors HCM in the cloud.

HCM Services

Accelerated Deployment Service for SAP SuccessFactors HCM Suite*

Adopt HR leading practices and utilize a ready-to-use, pre-configured, end-to-end implementation of your SAP SuccessFactors modules. Learn more, here.

HCM Support

SAP Enterprise Support, cloud editions

Embedded in every SAP cloud solution at no additional fee, the SAP Enterprise Support, cloud editions offering is SAP's foundational success plan. Get started to discover the services and tools.

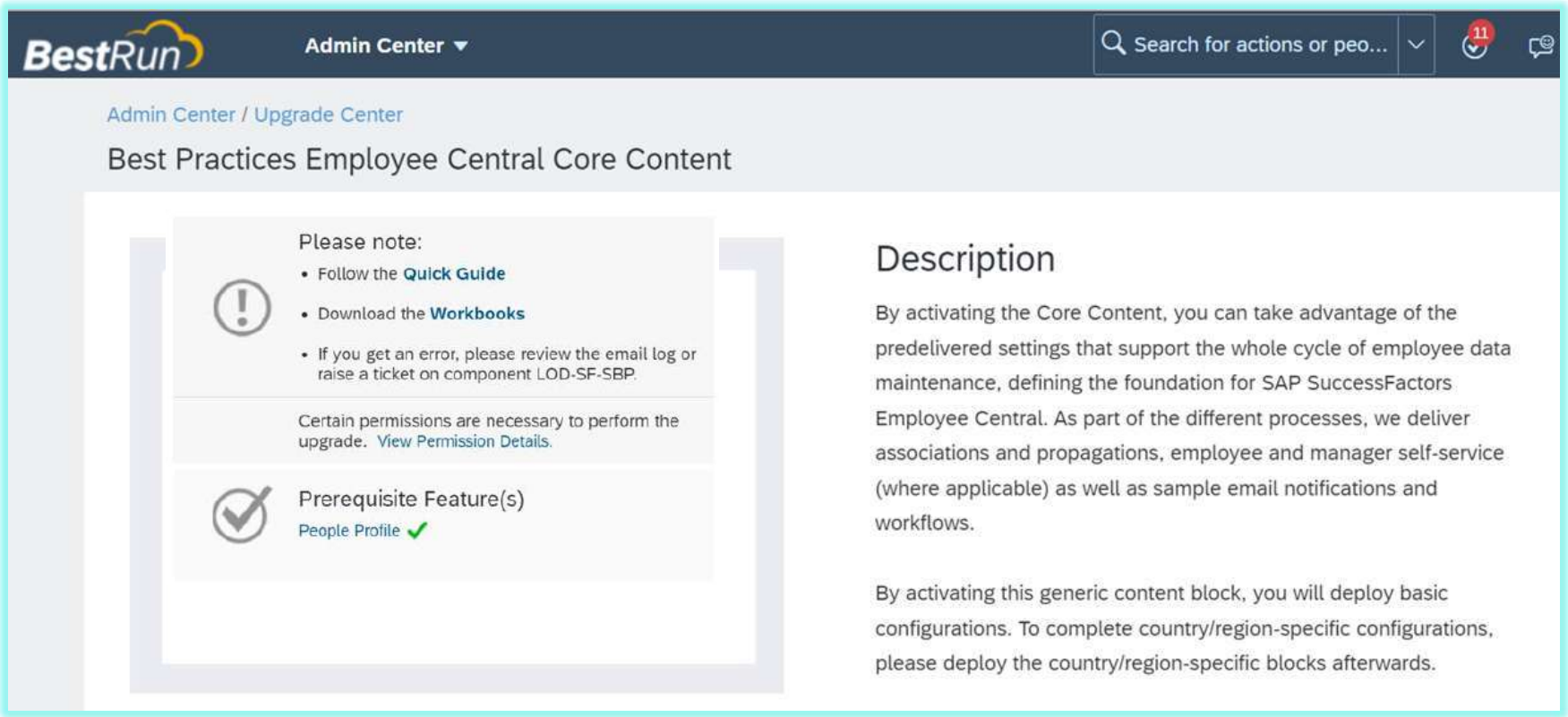
SAP Preferred Success for HCM Solutions from SAP*

Realize the value of your SAP cloud solution with our success resources from SAP Preferred Success to achieve your desired business outcomes and drive continuous value with HCM solutions from SAP.

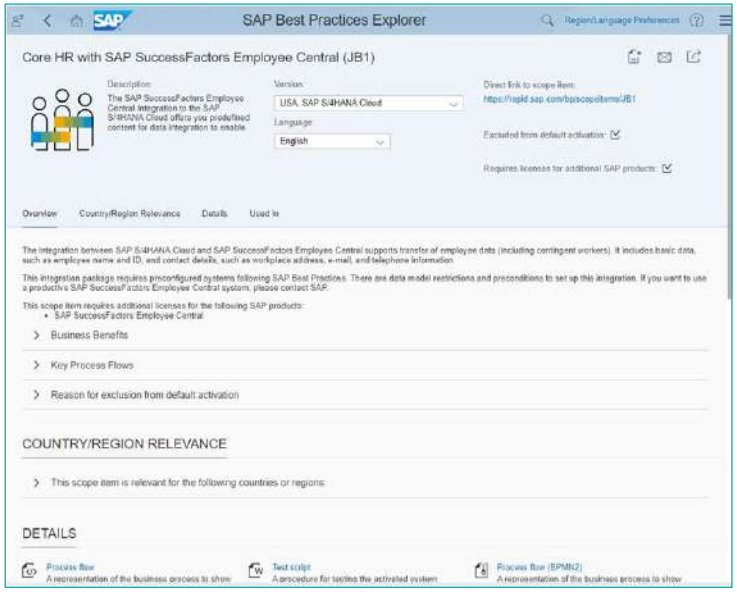
*Sold at an additional cost. Please reach out to your SAP Services Partner or representative for more information.

SAP Best Practices | Valuable content for faster implementations

Load SAP Best Practices via the Upgrade Center in your SuccessFactors instance

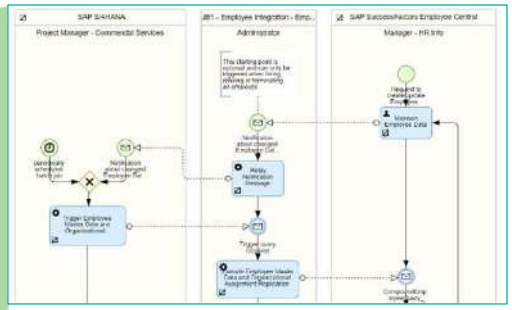


SAP Best Practices | Valuable content for faster implementations



Documentation

Config. workbooks



Process flows

Test scripts

Tutorials

Run & Innovate

Realize the full potential of your cloud investment with adoption tools and optimization services

WalkMe for SAP SuccessFactors HCM

Accelerate user adoption, reduce cost-to-productivity and enhance the employee experience by providing real-time in-app guidance and (task) automation.

SAP Preferred Success

Fast track the value of your SAP cloud solution with our success resources from SAP Preferred Success to achieve your desired business outcomes and drive continuous value.

SAP Cloud ALM

Real-time system monitoring with SAP Cloud ALM enables you to proactively detect problems and take corrective actions.

SAP Signavio Process Intelligence

Monitor and optimize your HR processes after the initial deployment and operation.

SAP LeanIX

Visualize your entire IT landscape with all its interconnections and dependencies, and assess how the landscape supports the business.

Upgrade center

Speed up the pace of innovation with regular release updates for SAP SuccessFactors solutions and implement new functionality at your own pace.

Fast track your HCM move to the Cloud with SAP Preferred Success

With SAP Preferred Success offering you will benefit from these activities (sample):

Pre- go-live

- **Cloud Mindset workshop** to review the necessary cultural and structural shifts required for successful cloud solution migration and transformation. The workshop includes a self-assessment to determine your organization's readiness to move to the Cloud.
- **Custom-tailored engagement with SAP certified expert on the SuccessFactors modules** to verify adoption of SAP best practices in your implementation

Post go-live

- With each new release, benefit from **a custom-tailored session to get guidance on SuccessFactors features** newly released and how to use them
- Custom-tailored session with SAP certified expert to **review** your SuccessFactors **configuration** and get advice on optimizing it

Ongoing

- **Training for administrators**, through specialized webinars, advice how to best use the system, and solution certification programs through **SAP Learning Hub**
- **Advanced SLAs** if a problem occurs

With SAP Preferred Success offering, expanded edition you will benefit from, everything included in the standard offering, plus:

Ongoing

- **Access to a designated Product Specialist** to ask a certified SuccessFactors expert from SAP functional and technical SuccessFactors questions

Post go-live

- **Proactive monitoring** by SAP experts for key SuccessFactors jobs. Know when critical jobs break.
- **Solution Stabilization Review** by SAP experts to get a complete analysis of the SuccessFactors application every year with recommendations and suggestions to continuously fit SAP best practices in the Cloud. Always stay on top of innovations!
- **Feature activation service.** Get assistance with activating SuccessFactors features. Rely on SAP certified expert to activate new items in test environment. You test and validate the feature and then SAP pushes it to your live production system. Simple!

What do our customers say?

Endeavour Energy: Preferred Success provided enhanced support, feature-adoption planning and access to Customer success experts. These services fueled Endeavour's desire to innovate and create better customer and employee experiences. Read more

Burda partnered with Preferred Success services, gaining access to SAP experts to assist with complex topics, contribute to enhanced incident management, and provide in-depth release guidance through a tailored plan. This resulted in faster release preparations and improved feature adoption.Read more

RAK Government: "Having the support of a dedicated SAP customer success manager before, during, and after go-live has helped to make the project a resounding success" said an HR technical team lead. A dedicated product specialist also added value by enhancing and improving solution quality. Read more

WalkMe for SAP SuccessFactors HCM

Digital Adoption Solution

WalkMe for SAP SuccessFactors HCM is an AI-powered digital adoption solution that provides in-app support and automation to accelerate user adoption, reduce operating costs, and help organizations maximize the value of their SAP SuccessFactors solutions.

Maximize ROI with data-driven insights.

- ✓ Track application usage to identify where people get stuck, stalled, or make mistakes
- ✓ Analyze workflow and tasks to identify areas for improvement
- ✓ Detect common errors and drop-off points in workflows
- ✓ Get insights and AI recommendations into how processes can be made more efficient

Drive adoption at the pace of change.

- ✓ Empower employees with in-app, personalized guidance to cut support tickets and accelerate adoption
- ✓ Automate repetitive tasks to prevent errors, reduce click fatigue, and boost productivity
- ✓ Leverage ready-to-use adoption tools to improve workflows across your HR processes

Create frictionless experiences.

- ✓ Provide contextual guidance at the moment of need
- ✓ Give employees personalized resources, onboarding checklists, and an intuitive way to search for information
- ✓ Embed key software and process documentation in-app at the moment of need to reduce training time and costs.

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SAP Endorsed App
Premium Certified

Deliver exceptional employee technology experiences

Qualtrics Employee Technology Experience

Qualtrics Employee Technology Experience empowers organizations to deliver exceptional technology solutions to help drive employee engagement, productivity and motivation to perform their best. .

Develop a holistic understanding of the everyday employee technology experience

- Use data to understand which tools and technologies increase employee productivity and job enablement.
- Use continuous listening to drive improvements.
- Leverage employee insights to understand and plan strategic technology investments.

Ensure digital transformations are successful and truly meet employee needs

- Understand the overall effectiveness of new implementations.
- Confidently plan future technology projects with ongoing technology assessments
- Use employee technology experience insights to mitigate implementation risk and increase solution adoption.

Improve ongoing technology support processes, quality, and perception

- Understand the effectiveness and quality of your global help desk
- Manage and improve communications with IT to reduce employee frustration and drive technology satisfaction
- Identify and optimize the service experience to make interactions more efficient and successful

qualtrics XM | SAP

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Why organizations are moving to the cloud with SAP SuccessFactors HCM

1. Global, AI-enabled suite of HR solution to meet the needs of your business and and of your workforce today and tomorrow.
2. Embedded localization, delivered and maintained for Employee Central (100+ locales) and Employee Central Payroll (50+ locales)
3. Built-in legal and regulatory updates, managed by local product experts to maintain compliance and adapt to local business practices
4. Unique data migration and integration, using tools and templates designed for SAP ERP HCM data models moving to the cloud
5. Reduced effort, time, cost and risk involved in the migration

50%
Reduction in HR administrative time spent

2
Hours to generate reports, down from 24 hours

50
Countries moved onto a single global People platform in 12 months

100%
Paperless HR department

12
Organization-specific processes automated

99.97%
Increased system availability with a simplified global IT infrastructure

1
Core HR system replacing 200 systems

220,000
Employees in 108 countries using SAP SuccessFactors Employee Central

2
Hours to generate reports, down from 24 hours

SAP SuccessFactors

Start your journey to the cloud **today.**

Run the SAP Readiness Check for SAP SuccessFactors solutions

Sign up for the SAP Customer Evolution Kit for HCM

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Thank you.

Contact information:

Name
Email

Bring out your best.

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HOW TO USE: Slides to be used if a one-step move to cloud is not the right fit for your customer.

Move to the cloud at your own pace with flexible deployment options

Appendix slides

SAP HR portfolio investment strategy

Clear direction of innovation vs supporting continuity

SAP SuccessFactors

Major and future-oriented investments to meet the latest trends in HR by delivering market-leading innovation in the cloud with **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..**

.. for our existing HCM on Premise customers that need / want to keep what they have today

What target solutions are available?

Your options for transforming SAP ERP HCM

SAP SuccessFactors HCM

Customers who desire:

- A complete, modern, native SaaS solution with the **full benefits of public cloud**
- The **fastest path** to innovation and the lowest TCO, based on subscriptions
- A **clean cloud** solution without converting legacy processes and configurations.
- Business process transformation leveraging **standardized** best practices
- Very extensive full scope suite for HCM

Private Cloud HCM + SAP SuccessFactors

Customers who desire:

- A rapid conversion of their existing **ERP environments** to a cloud-based infrastructure
- The flexibility of a traditional on-premise application as well as subscription-based, **cloud economics**
- Gradual transformation to a pure SaaS landscape at their **own pace**
- Full, extensive, ERP functionality including **partner add-ons** with the ability to extend and enhance
- Limited functional scope

Stepping stones before moving to SAP SuccessFactors

Exception option:

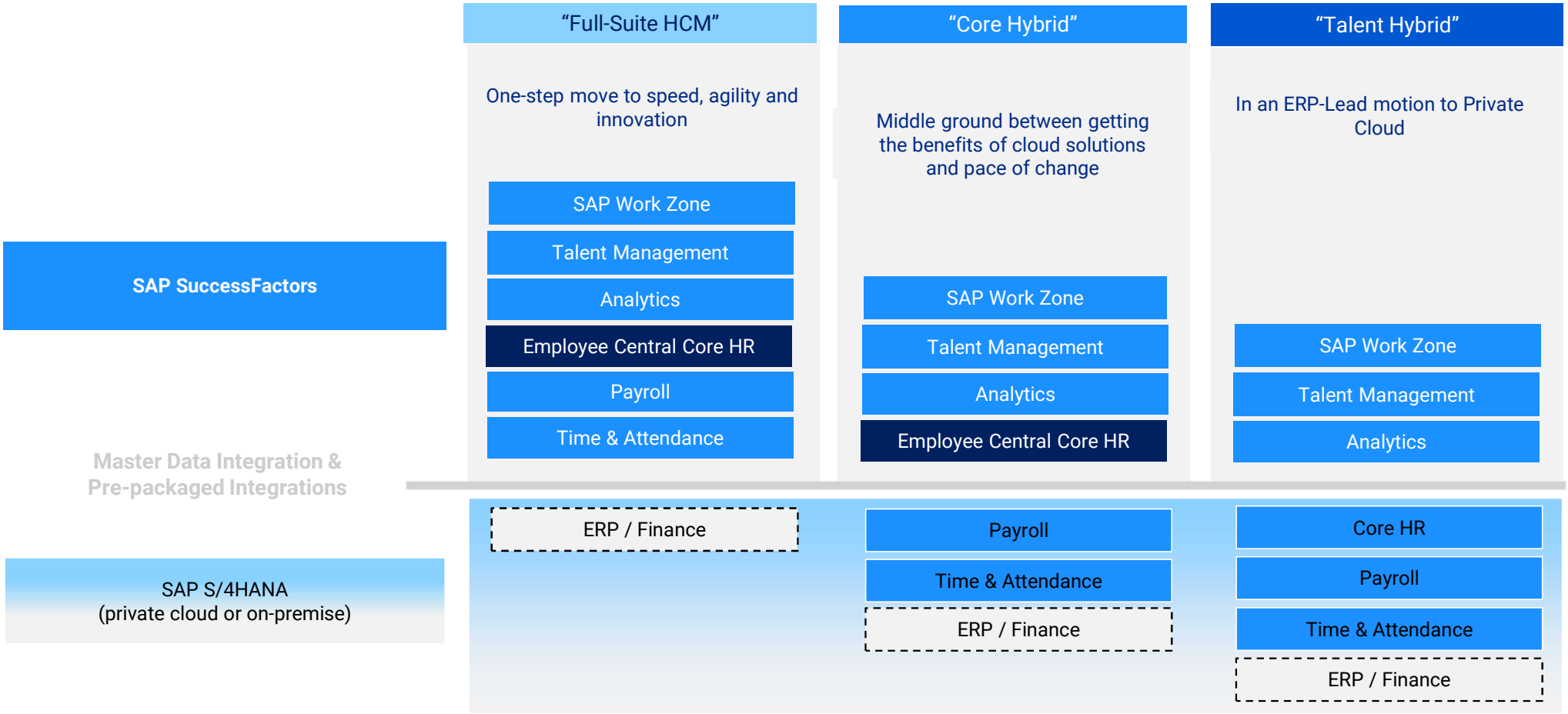
SAP S/4HANA HCM On-Premise

Customers who require no transformation:

- Keep on-premise infrastructure
- Maintain complete **control and ownership** of your application and data landscape
- Utilize **existing** infrastructure and IaaS vendor

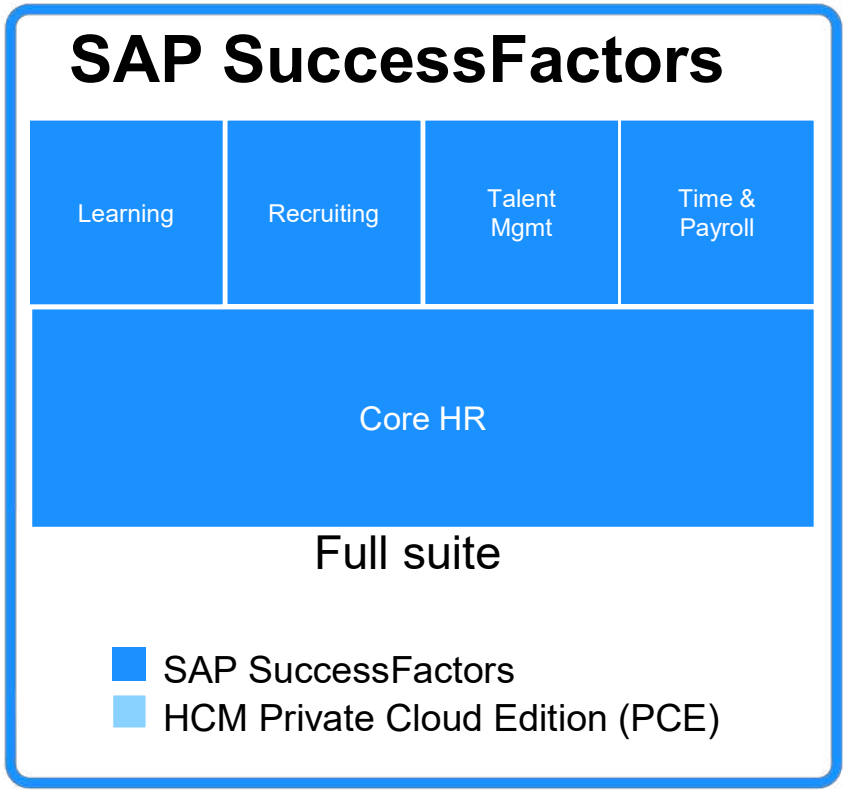
"Doing nothing" doesn't mean you don't have to do anything: migration, technical upgrade, licensing (!)

HCM deployment options to support your journey to the cloud with SAP S/4HANA (private cloud or on-premise ERP)



What target solutions are available?

Transforming SAP HCM if you have SAP ERP HCM including Payroll and/or Time Management



Stepping stones before moving to full suite SAP SuccessFactors HCM

SAP SuccessFactors + HCM Private Cloud Edition

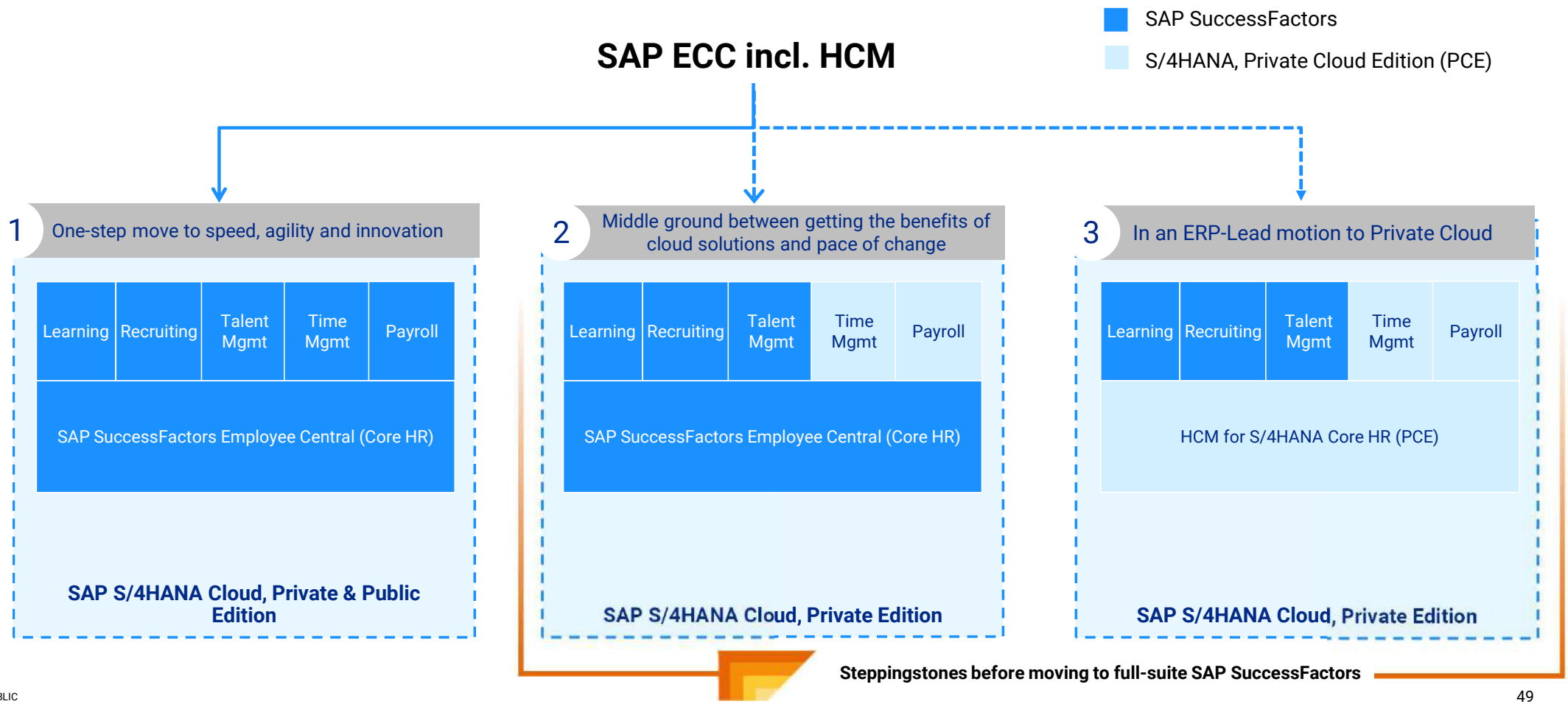
(**ONLY** Time & Payroll)
+ 60 FUE or Payroll PCE extra stack

HCM Private Cloud Edition + SAP SuccessFactors

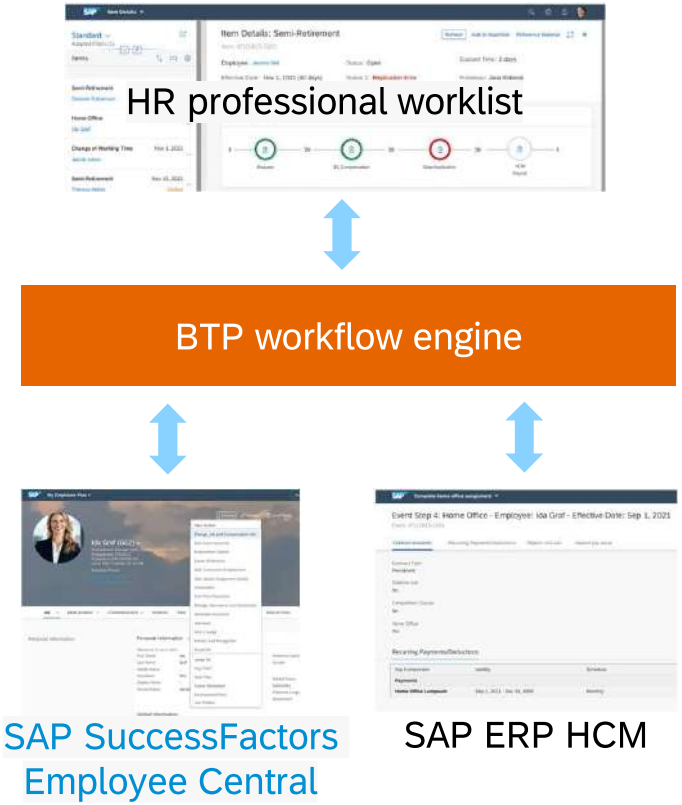
+60 FUE SAP S/4HANA Ent Mgt
OR Payroll PCE extra stack

Migrating SAP ERP HCM together with SAP ERP ECC

Including Payroll and/or Time Management



Cross-system workflow



SAP SuccessFactors solutions cross-system workflow **automates** and **harmonizes** HR processes **across multiple solutions** in a **hybrid landscape**. It does not replace data integration. It complements it.

Due to the underlying workflow on SAP BTP, the concept is open and allows integration of different solutions in an easy and user-friendly way.

Deeply integrated with

- Workflows in SAP SuccessFactors Employee Central
- UIs of SAP SuccessFactors Employee Central

Flexible integration of SAP ERP HCM using

- Processes and forms
- HR road map forms (successor of actions in SAP ERP HCM)

Link to early adoption care **registration page**
https://influence.sap.com/sap/ino/#campaign/3162

Benefits of SAP SuccessFactors HCM in the cloud

From SAP ERP HCM to SAP SuccessFactors HCM

Cloud benefits

Functional

- Simple and standard processes
- Consumer-grade experience for all with ready self-service
- Combining operational and experience data
- Organization visualization
- Native SAP SuccessFactors app for mobile access
- Process automation and event derivation

Technical

- Hosted and secured by SAP
- Flexibility and agility of maintenance
- Configuration rather than customization
- Easy extensions
- Integration platform and toolset
- Embedded analytics leveraging a single source of truth

Innovation

- 2x / year updates out of the box for faster innovation adoption
- Conversational HR through chatbots
- Business beyond bias
- AI / Machine Learning
- Health and Wellbeing

SAP SuccessFactors Employee Central as a single, digital HR platform

The clean core is one of the value pillars of SAP SuccessFactors over SAP ERP HCM

Common on-premises software challenges block customers from attaining full potential of HR-IT

An inability to access new software innovations while running **old versions**

Business constrained from adapting to short term challenges from **inflexible processes**

Complex and costly upgrades from **customized extensions**

A clean core can unlock this HR-IT value potential for companies

Rapid, continuous innovation by running latest version of cloud software

Improved process agility from better data quality and process transparency

Efficient operations with new levels of IT efficiency and security

As a native cloud solution, SAP SuccessFactors has a clean core by design

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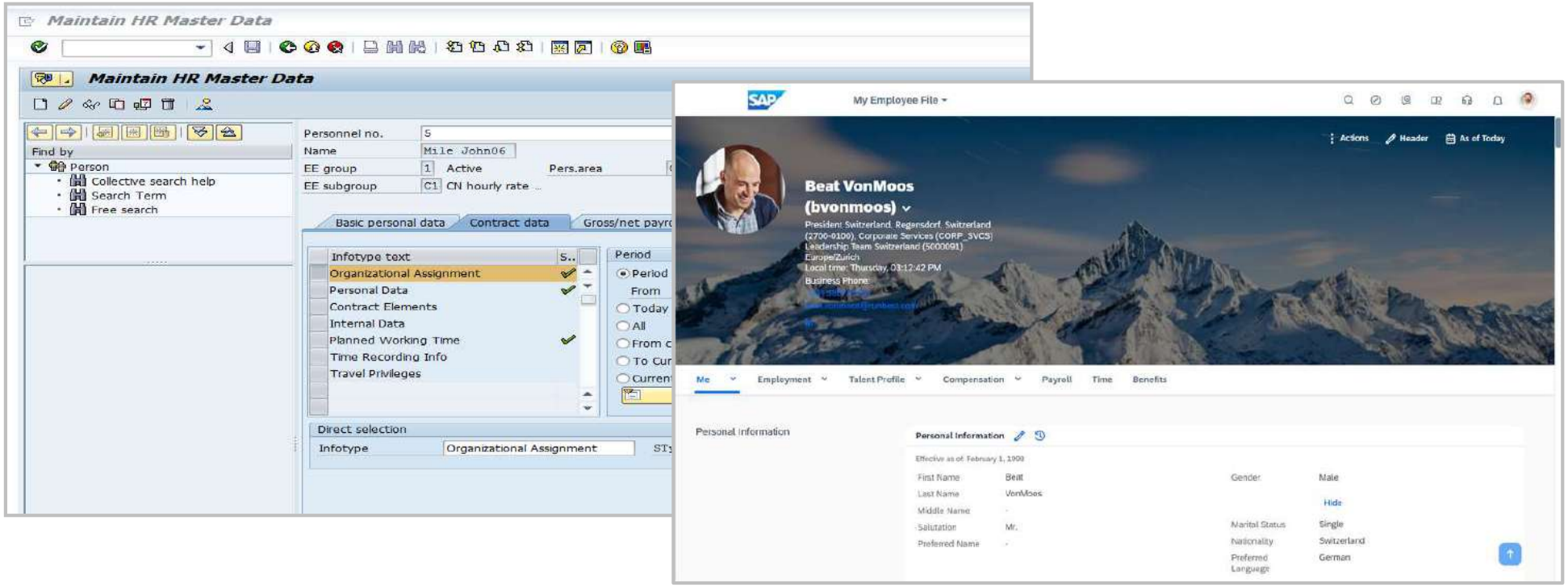
From SAP ERP HCM to SAP SuccessFactors HCM



Although both solutions cover many of the same process areas, this is largely where the similarities end

From SAP ERP HCM to SuccessFactors HCM

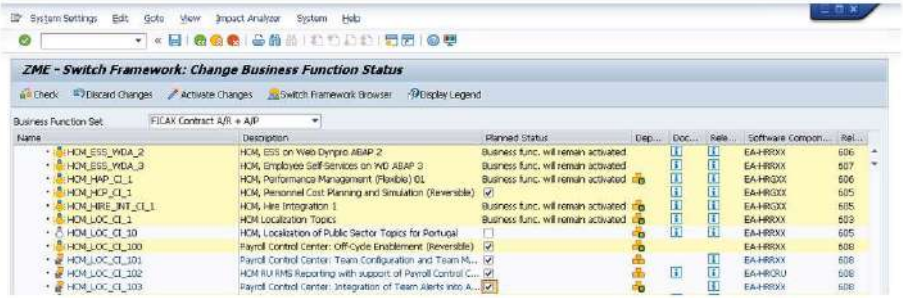
Some examples of fundamental differences | Adopt Innovation Faster

How do you get updates with SAP HCM?

System updates are delivered monthly; each customer can choose when and if to apply it; Typically a team effort with technical resources to download and apply it to the system, and functional resources for testing.

Upgrade typically time consuming especially if customized which increases complexity, as code conflicts must be resolved and tested.

New business functions must be turned on and configured.

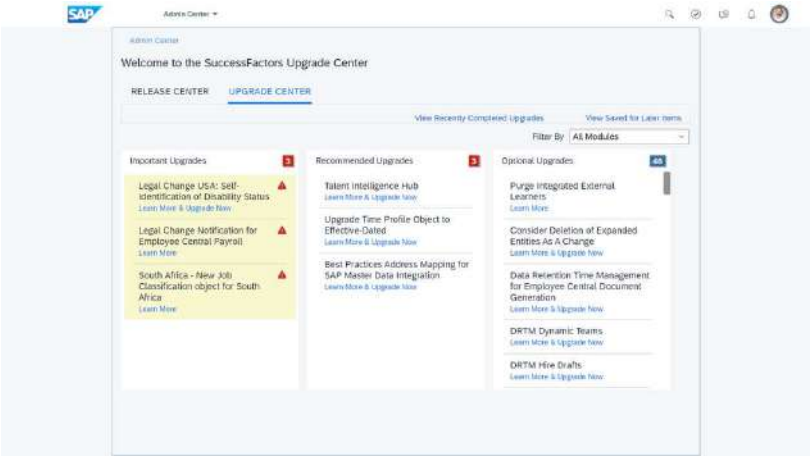


Project for the Customer

How do you get updates with SAP SuccessFactors?

Regular, bi-annual releases automatically update the product for all customers, with information readily available.

Many new functionalities are opt-in, so can be turned on in the Upgrade Center (Shown below)



Opt-in for the Customer

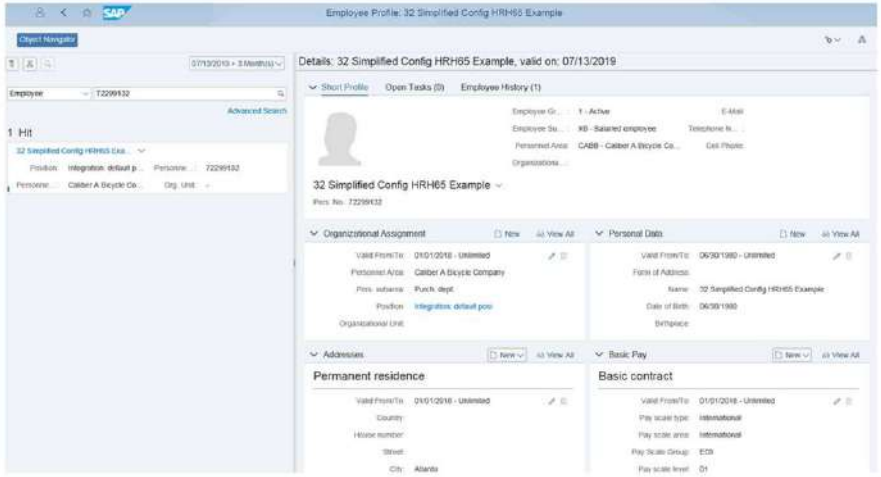
From SAP ERP HCM to SuccessFactors HCM

Some examples of fundamental differences | Improve Business Agility: Self-Service

How does self-service work with SAP HCM?

Self Service is enabled through a SAP Enterprise Portal, NetWeaver Business Client or Fiori. This requires to configure and customize the different services you want to activate (project)

Authorization must be setup for self-service roles and additional licenses are required, driving up cost and limiting use of the functionality

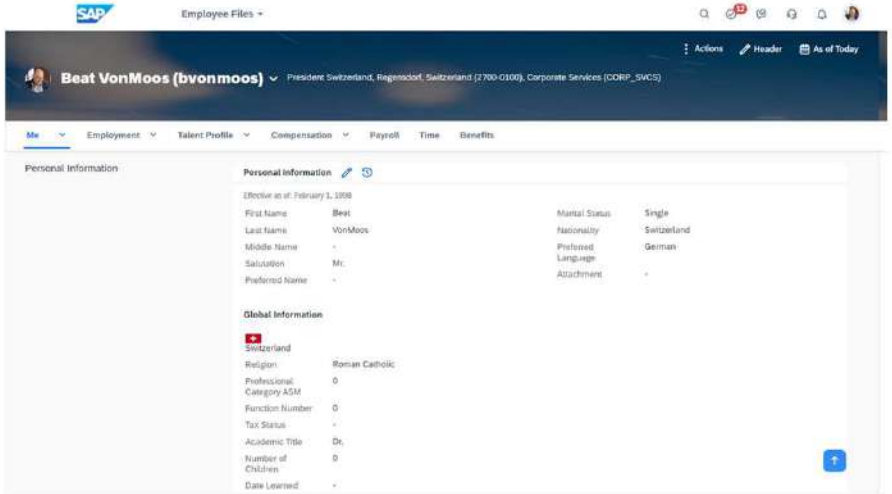


Licenses and project for the Customer

How does self-service work with Employee Central?

No additional installation is required as it is built-in and functionally part of EC; no additional licenses are required.

Upon creation of the user, a log-on information email is issued, providing access to the SuccessFactors functionalities and visibility on the data. Role-based Permission controls what data employees have access to.

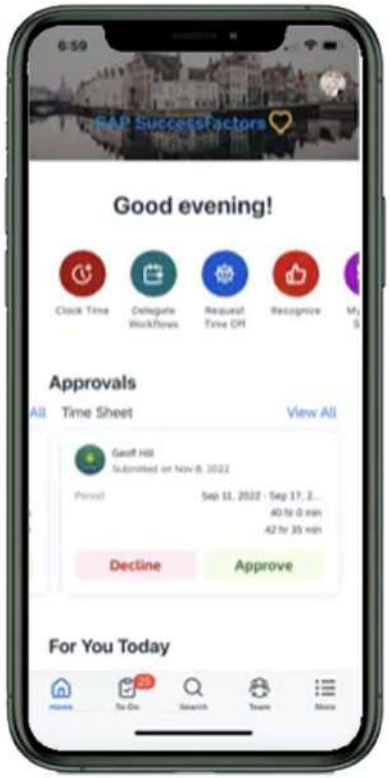


Built-in

From SAP ERP HCM to SuccessFactors HCM

Some examples of fundamental differences | Native Mobile Capabilities

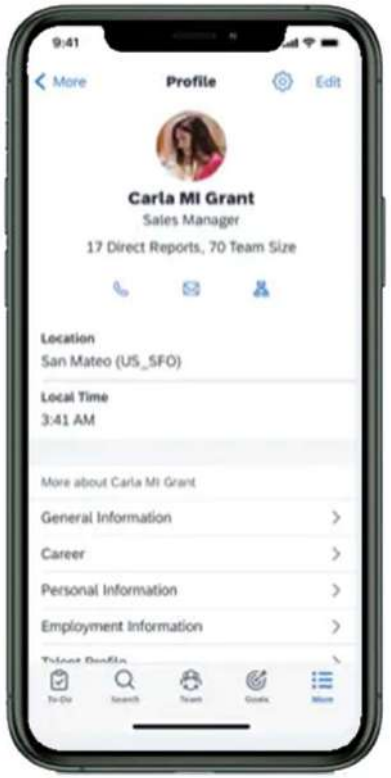
No Implementation, No Additional Licenses



Easily access **HR processes** and **capabilities**

Quickly submit a **leave request** from the home page

Get to know **your organization**



Connect with **your team**

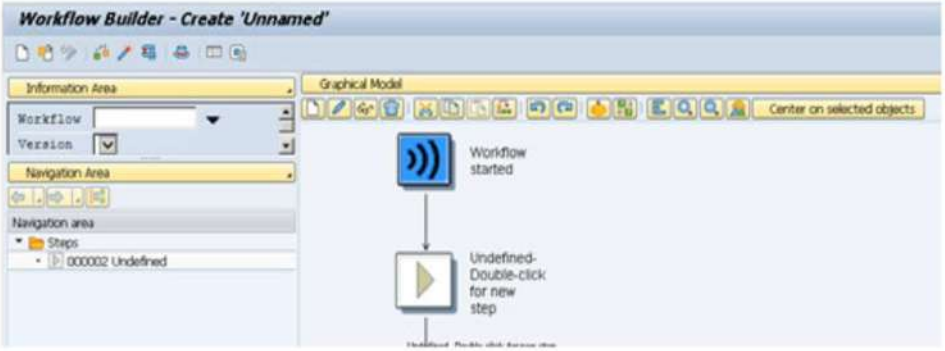
From SAP ERP HCM to SuccessFactors HCM

Some examples of fundamental differences | Simplify Workflows

How do you create workflows in SAP HCM?

A specific, technical module allows for workflows set up within SAP, requiring a technical skilled resource

The complete set up is custom-made to order and requires set up and maintenance expertise.

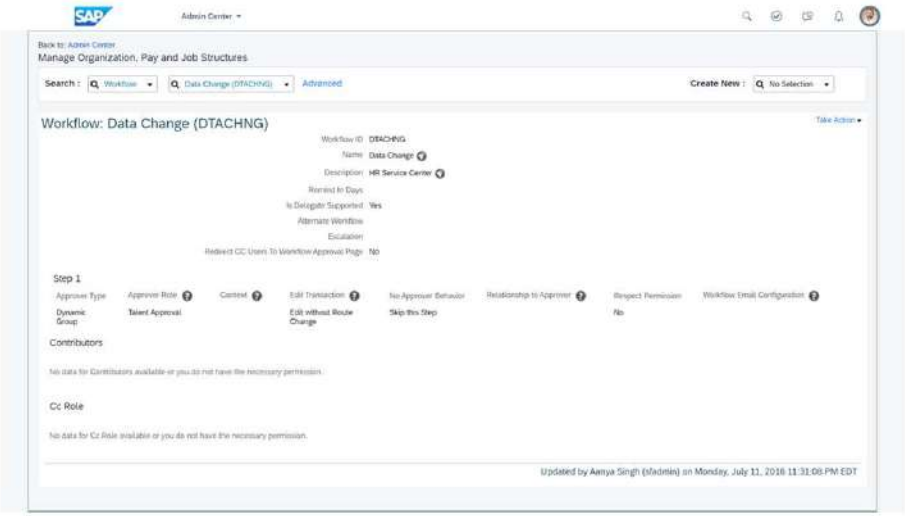


Change = 3 days for an IT person

How do you create workflows in Employee Central?

Create and configure workflows, including dynamic workflows, activated by a business rule defining the logic based on standard data structures.

Dynamic rules are flexible (Different approver for someone being hired into Marketing than Sales). It is all part of standard functionality.



Change = 30 minutes for an HR person

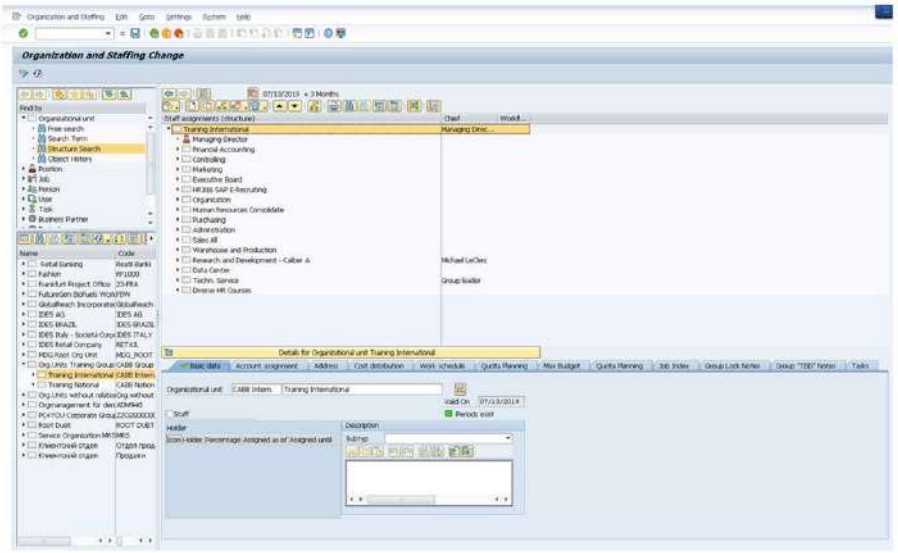
From SAP ERP HCM to SuccessFactors HCM

Some examples of fundamental differences | Streamline Organizational Management: Organizational views

How do you view an org chart in SAP HCM?

Transaction PPOME gives (some) visibility in the back-end system with a technical user interface.

Add-on programs such as the Nakisa org chart viewer/workforce must be then separately licensed at an additional cost for an improved user experience



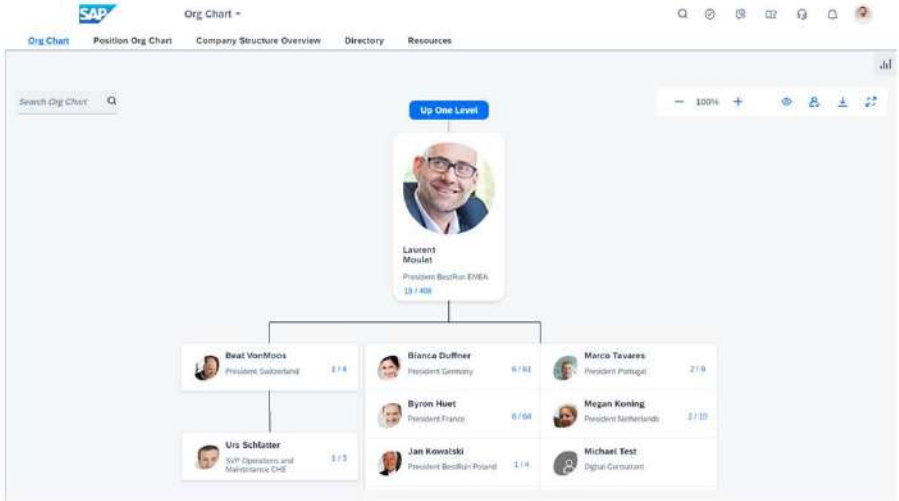
Back-end users, project, and licenses for visualization

How do you view an org chart in Employee Central?

Navigating to the Org Chart, select the type of chart required, such as hierarchical or position-based, including up and down- navigation options, lateral views, team summaries, access to permissioned data and actions, dotted lines and non-filled positions.

Same experience in the mobile application.

Delivered Company Structure Overview, and the Position org chart.



Native, multiple visualizations/structures

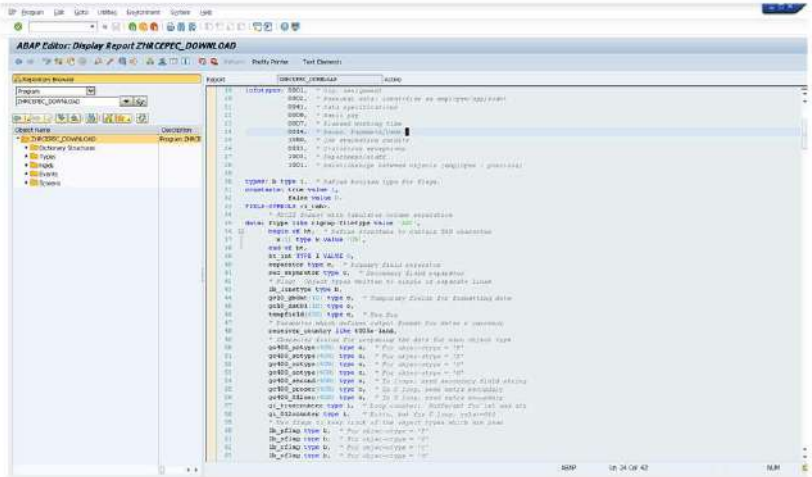
From SAP ERP HCM to SuccessFactors HCM

Some examples of fundamental differences | Simplify Extensibility

How does extensibility work with SAP HCM?

Custom data is coded as an addition to an existing Infotype (introducing **modifications**) or by creating a custom Infotype. This requires technical resources with expertise in the data structures for set-up and maintenance.

The SAP class HR350 - Programming in SAP HCM, meant for a technical programmer, provide the required know-how.

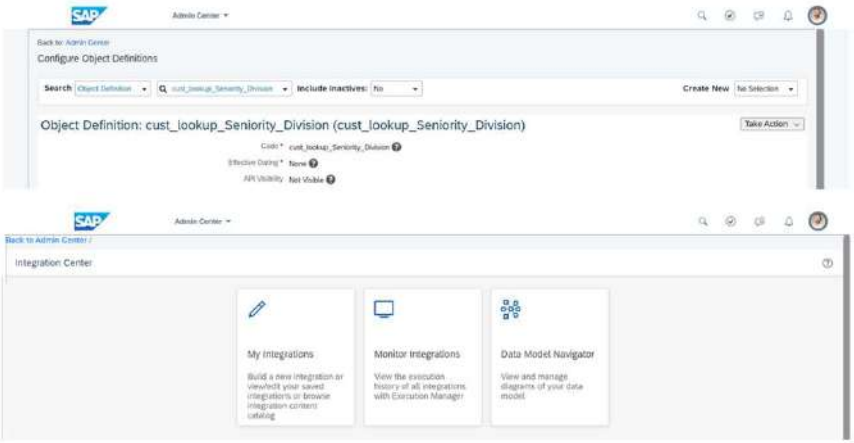


Customization by a technical person

How does extensibility work with SAP SuccessFactors?

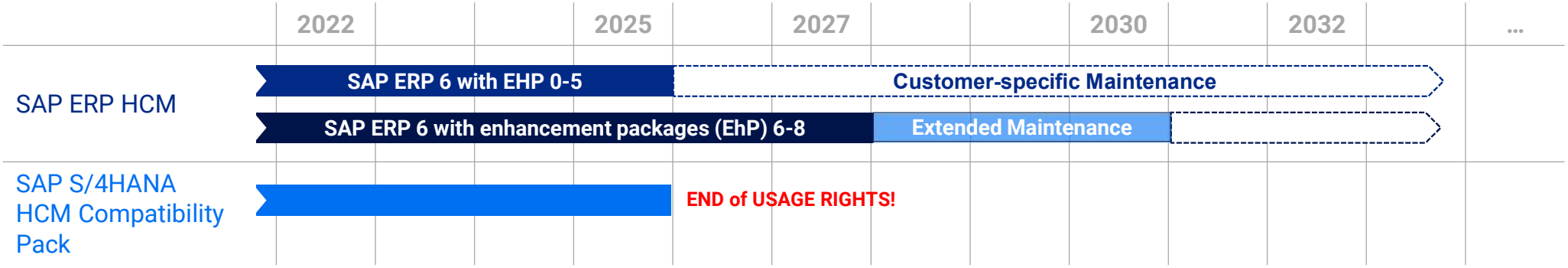
The Admin Center offers direct access to objects configuration and to set up and monitoring integrations. Easily to store a custom field, create a custom object, set API visibility, all controlled with role based permissions.

These are taught in THR81 - SuccessFactors Employee Central Academy, meant for functional administrative support.



Configuration, very flexible

Overview Maintenance Commitments | for HCM On-Premise Installations



Mainstream maintenance → **Extended maintenance (optional)** → **Customer-specific maintenance**

Full scope of maintenance and support, including e.g.

- Legal changes
- Support packages
- Problem resolution
- Global support backbone
- Mission critical support
- Service level agreements*

Scope of support similar as in mainstream maintenance.

However, technical limitations and/or other restrictions may limit delivery of maintenance and support.

Offered for selected versions only

Additional fee for on-premise deployments, but included in the subscription for cloud

Restrictions in maintenance and support service scope apply, including:

No new legal changes and support packages

Restricted availability of security notes

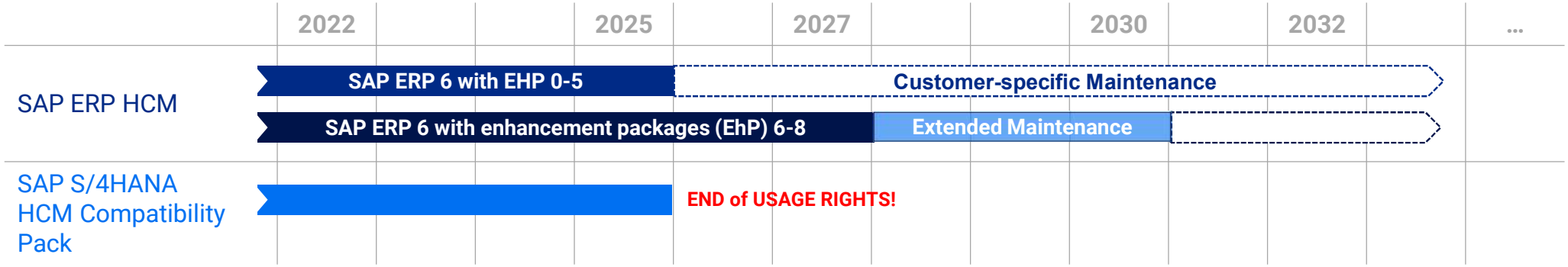
No guarantee for technological updates, e.g. no new kernel versions

Customer-specific problem resolution for known problems only; may include a fee for solving new problems

No service level agreements*

* As part of SAP Enterprise Support

Overview Maintenance Commitments | Associated Support Fees



SAP Business Suite 7 core applications (ECC 6.0 incl HCM):	Support fee* (example SAP Enterprise support)	Available until
▪ Mainstream maintenance for ECC 6.0, Enhancement Packages 0-5 Afterwards: Customer Specific Maintenance	22%	2025
▪ Mainstream maintenance for latest 3 Enhancement Packages (6-8) Afterwards: Customer Specific Maintenance	22%	2027
▪ Optional extended maintenance** for latest 3 Enhancement Packages (6-8) Available in 2028	22% + 2%	2030

*) Yearly CPI on 22%

**) Extended Maintenance is included in the subscription price for ERP and S/4HANA running in the cloud.