



SAP SuccessFactors 

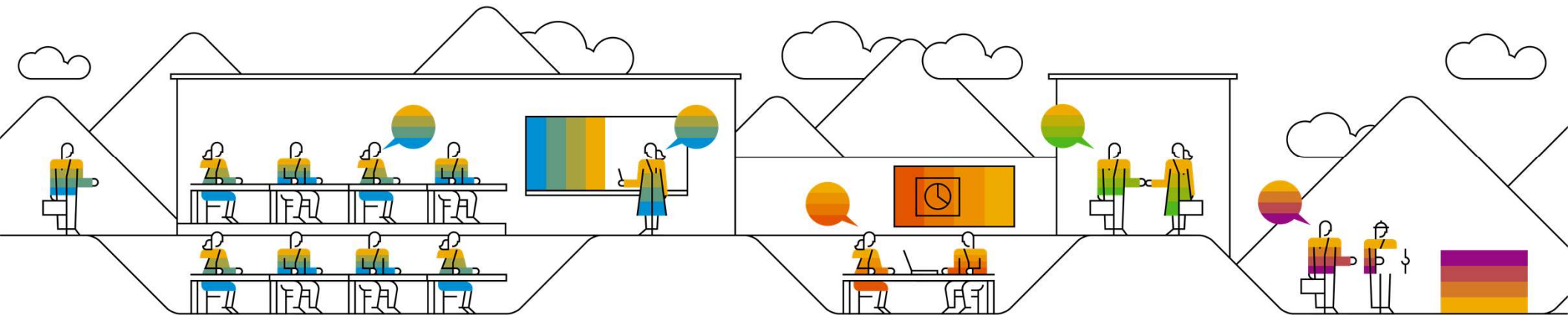
Move to the Cloud Options and Tools

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December 1st, 2022

CUSTOMER

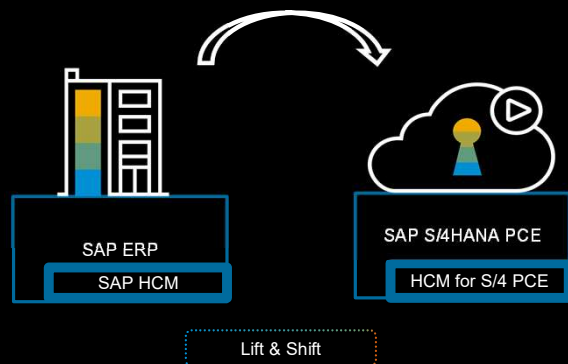
THE BEST RUN 

Options for Moving HR to Cloud



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

A new offering for customers to move HCM 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

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

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 ERP HCM =>
S/4HANA Compatibility Pack =>
H4S4**

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 Tracking

Full HCM Cloud

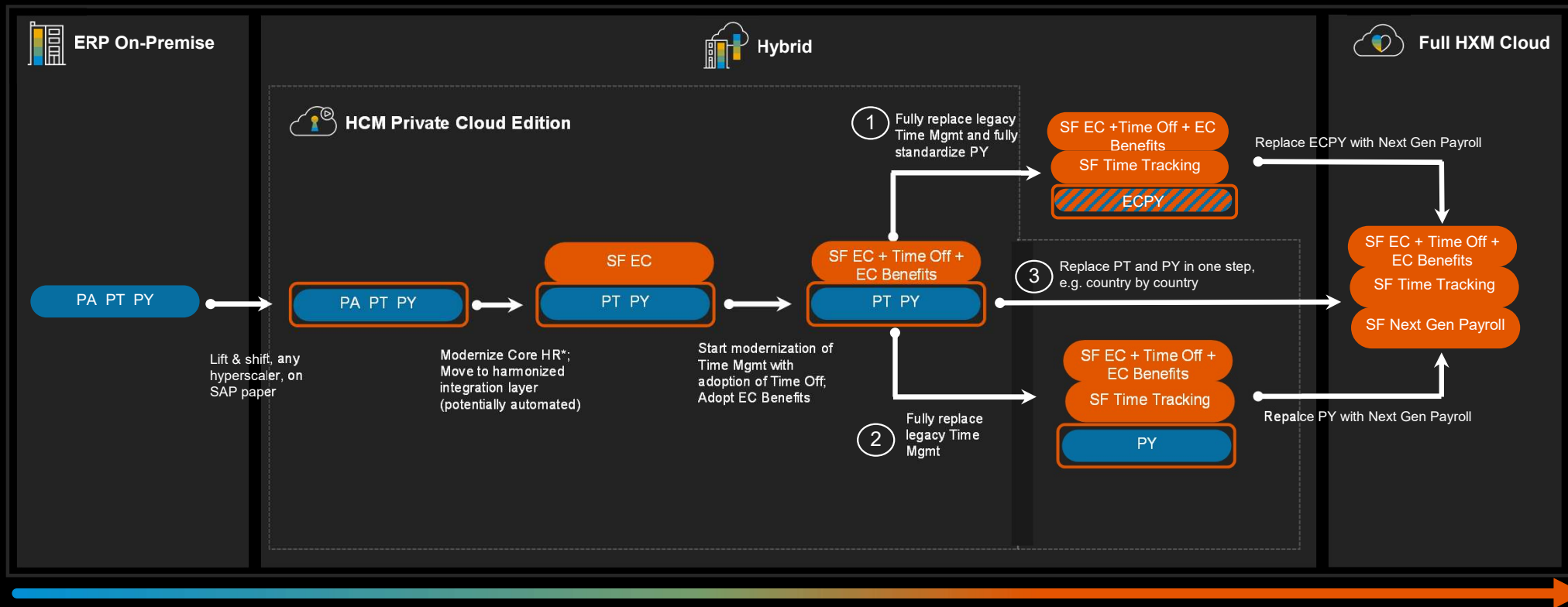
Transition Path - Customer Profile A

- SAP ERP customer who wants to move to S/4HANA Private Cloud.
- HCM can be moved along to HCM Private Cloud, followed by a step-wise transition to SuccessFactors Public Cloud.

Legend:

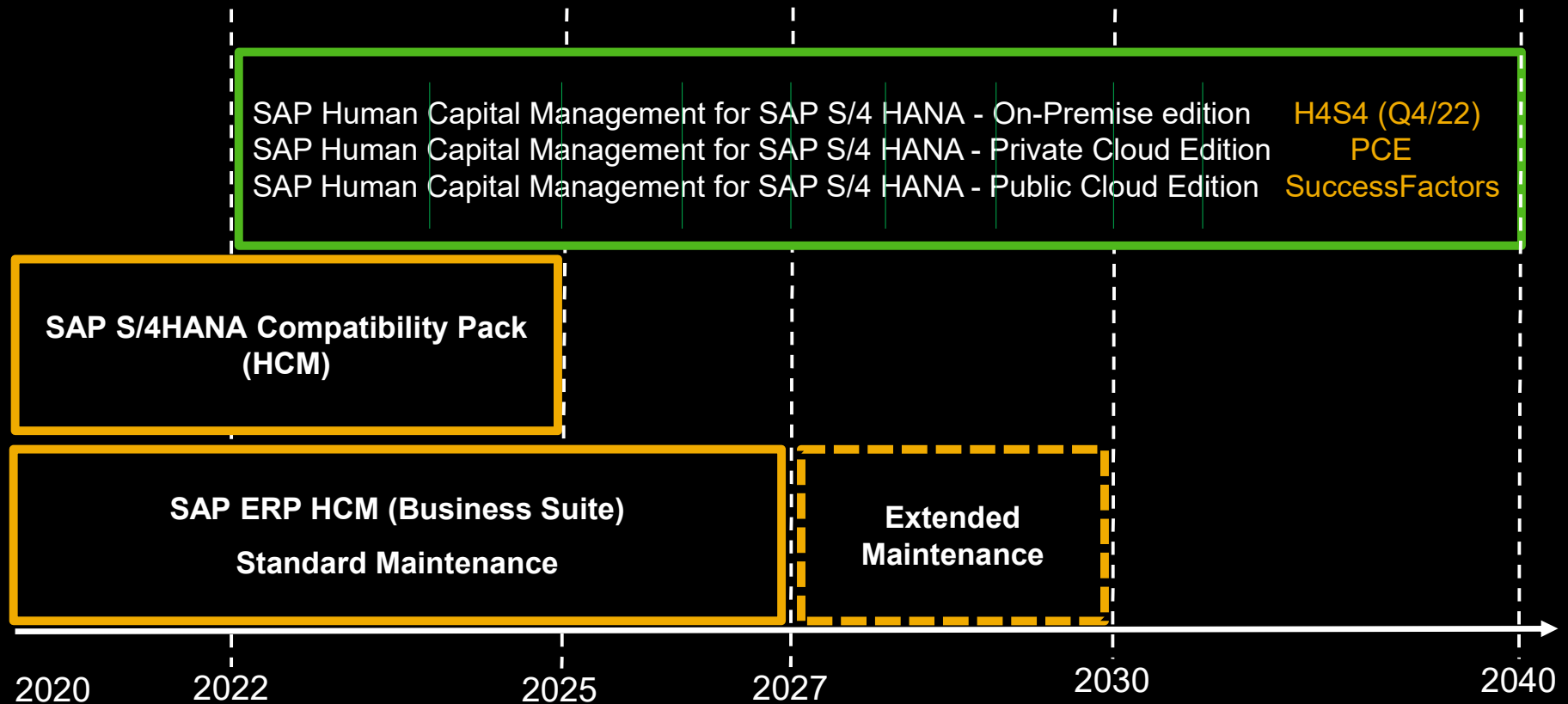


*On prem stack lifted&shifted, hosted and managed on any Hyperscaler, on SAP paper, Cloud subscription



Gradual de-modification & standardization
Gradual migration of personnel data from on-Premise into new/enhanced EC components

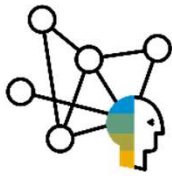
SAP ERP HCM On-Premise Roadmap - 2022 evolution



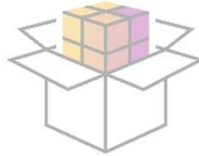
Tools for Moving HR to Cloud



Why this Tools?



What
you get



How
it works



Your
benefits

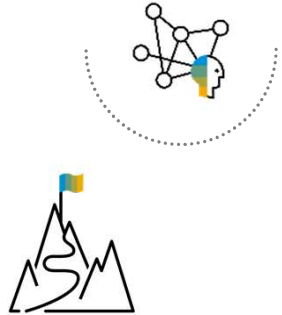
Business Challenges and Solutions

Business Challenges



- Assessment of current HCM on-premise solution is too conceptual
- No clear view into current usage of HCM on-premise system components and customizations, including whether they are still in use.
- Complexity and cost of gathering relevant data to obtain a comprehensive view to assess readiness for SuccessFactors HXM solutions

Solutions



- Quickly get a comprehensive overview of your data, Infotypes, customizations and more from an easy-to-access dashboard, providing data-driven insight into the current solution
- Create a customer-specific baseline of current usage and distinct needs to reflect on the business capabilities and functionalities required from their future target solution(s)
- Simplify and speed up decision making by providing baseline for reviewing transformation requirements and options with qualified service partners and/or SAP

What you get



Why
this Tools?



How
it works



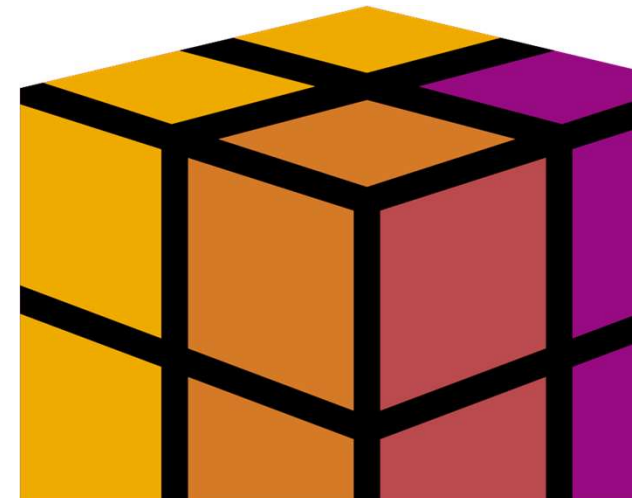
Your
benefits

What you get



Based on the analysis of your source system, this **free self service tool** provides a comprehensive overview of specific parameters throughout various blocks:

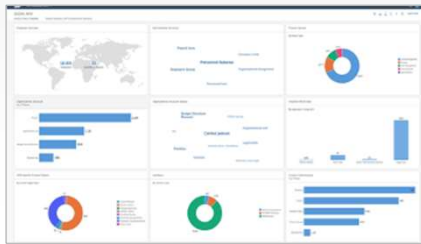
- **Employee Insights:** This reveals the distribution of employee master data figures per region, process, or status to be used in further discussions with an implementation partner to assess the migration project complexity.
- **Organizational Structure Analysis:** Insight into the organizational structure master data will help to establish an understanding of key figures related to the allocation of employee-related data.
- **Important HCM Data:** This provides insight into other HCM objects relevant for the HCM system setup. Examples of these objects are payroll calendars and payroll frequency defined within the analyzed system.
- **Custom Code Analysis:** This provides insight into the volume and variety of custom code objects.



Selected sample outcomes



Solution outcomes

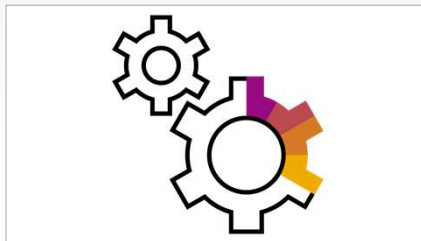


Categories

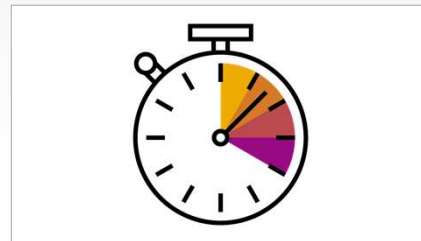
Customized Items List

Download files
(Excel and Word docs)

Tool benefits



Automation



Time



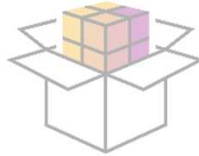
Quality Insights

How it works



Why
this Tools?

What
you get




Your
benefits




How it works





SAP Readiness Check

?





SAP S/4HANA Conversion

SAP Readiness Check for SAP S/4HANA provides customers with a comprehensive overview of the conversion compatibility and necessary preparation steps for converting an SAP ERP 6.0 system to SAP S/4HANA. For more information, see [SAP Readiness Check for SAP S/4HANA](#).

For detailed guidance on the implementation and execution of SAP Readiness Check for SAP S/4HANA, see SAP Note [2913617](#).



SAP S/4HANA Upgrade

SAP Readiness Check for SAP S/4HANA upgrades provides SAP S/4HANA customers with an overview of the compatibility of the existing system with the updated applications provided by the target release and the preparation steps that will be required.

For detailed guidance on the implementation and execution of SAP Readiness Check for SAP S/4HANA upgrades, see SAP Note [3059197](#).



SAP BW/4HANA Conversion

SAP Readiness Check for SAP BW/4HANA provides an overview of the conversion compatibility and required conversion preparation steps when converting your SAP BW 7.x system to SAP BW/4HANA.

For detailed guidance on implementing and executing SAP Readiness Check for SAP BW/4HANA, see SAP Note [3061594](#).



SAP ERP Usage and Data Profiling

SAP ERP Usage and Data Profiling helps customers to get a thoroughly insight into the setup and usage of their SAP ERP 6.0 system from a functional perspective by providing valuable data about implemented functionality, component & data usage, and organizational structure.

For detailed guidance on the implementation and execution of SAP ERP Usage and Data Profiling, see SAP Note [3112362](#).



SAP Customer Experience Solutions

SAP Readiness Check for Customer Experience Solutions provides visibility on how an existing SAP CRM 7.0 system is used, how it deviates from the standard, and what needs to be considered when planning the transition to the latest SAP Customer Experience solutions on a modern, scalable, and supportable target architecture.

For detailed guidance on the implementation and execution of SAP Readiness Check for Customer Experience Solutions,



SAP SuccessFactors Solutions

SAP Readiness Check for SAP SuccessFactors Solutions provides visibility on how an existing SAP ERP 6.0 HCM system is used and how it deviates from the standard. This insight can then be leveraged when scoping and planning the transition to SAP SuccessFactors solutions.

For detailed guidance on implementing and executing of SAP Readiness Check for SAP SuccessFactors solutions, see SAP Note [3193560](#).

How to Start

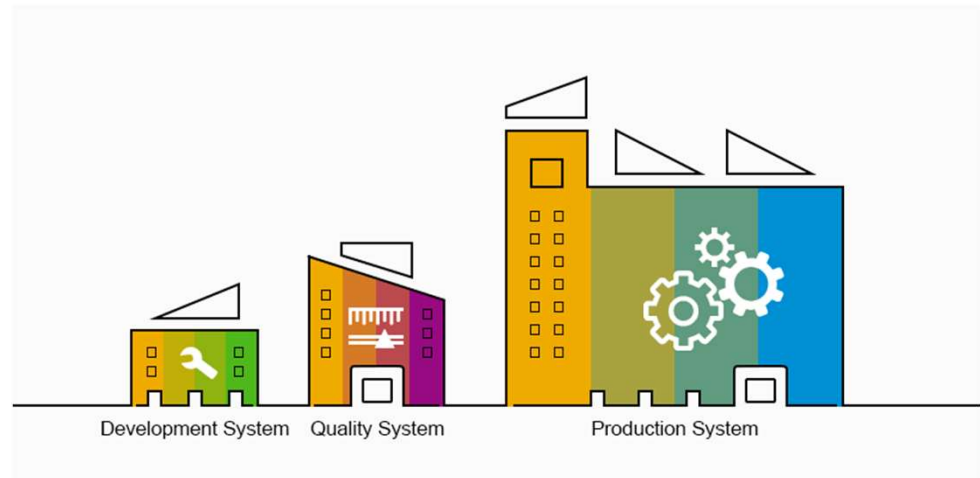


Prepare Your System

SAP Readiness Check provides a suite of tools to assist in the planning of the next step on your digital transformation journey.

SAP Readiness Check analyses your existing system using built-in API's, which may need to be updated to ensure the most up-to-date analysis tools are implemented.

The preparation steps should be initially completed in the development system and then transported through to the production system. We highly recommend running SAP Readiness Check tools in the production system to get an accurate picture of actual system usage.



How to Start



Uploading Results to the SAP Readiness Check Cloud Application

The SAP Readiness Check analysis framework and the custom code check performed with the ABAP test cockpit both create ZIP files, which need to be downloaded to your local computer. The data therein is human-readable and can be verified before uploading to the SAP Readiness Check cloud application.

After uploading the ZIP archives to the SAP Readiness Check cloud application, the collected data set is processed by SAP for presentation. Once the data has been processed, the dashboard is available by choosing the analysis you created. You can then start reviewing the results.



Live Demo

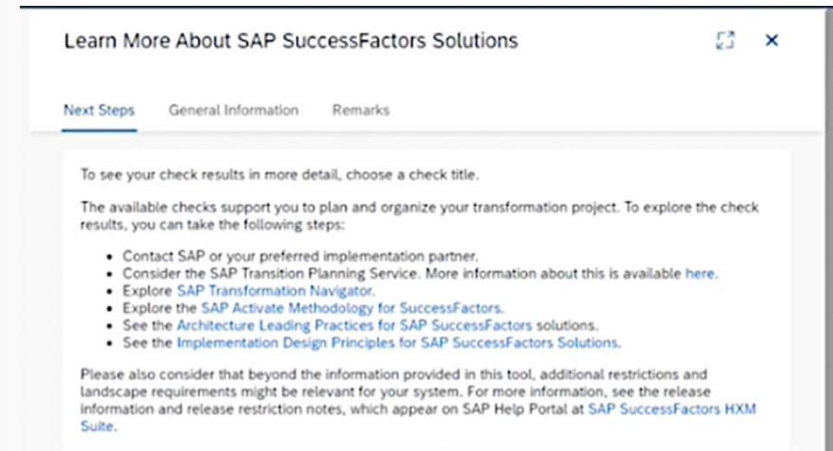


Links in the Side Panels – Next Steps for Customers

(typical example, text varies with customer data)

To explore the Readiness Check results, you can take the following steps:

- Contact SAP or your preferred implementation partner.
- Consider the SAP Transition Planning Service. More information about this is available [here](#).
- SAP Enterprise Support customers can sign up to attend any of the following sessions, at no additional cost:
 - SAP Readiness Check tool for SAP SuccessFactors solutions, which is part of the [Expert Guided Implementation](#) (EGI) offerings
- Explore [SAP Transformation Navigator](#).
- Explore the [SAP Activate Methodology for SuccessFactors](#).
- See the [Architecture Leading Practices for SAP SuccessFactors](#) solutions.
- See the [Implementation Design Principles for SAP SuccessFactors Solutions](#).

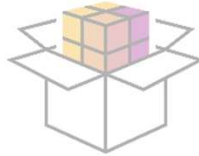


Your **benefits**



Why
this Tools?

What
you get



How
it works



SAP Readiness Check for SAP SuccessFactors



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

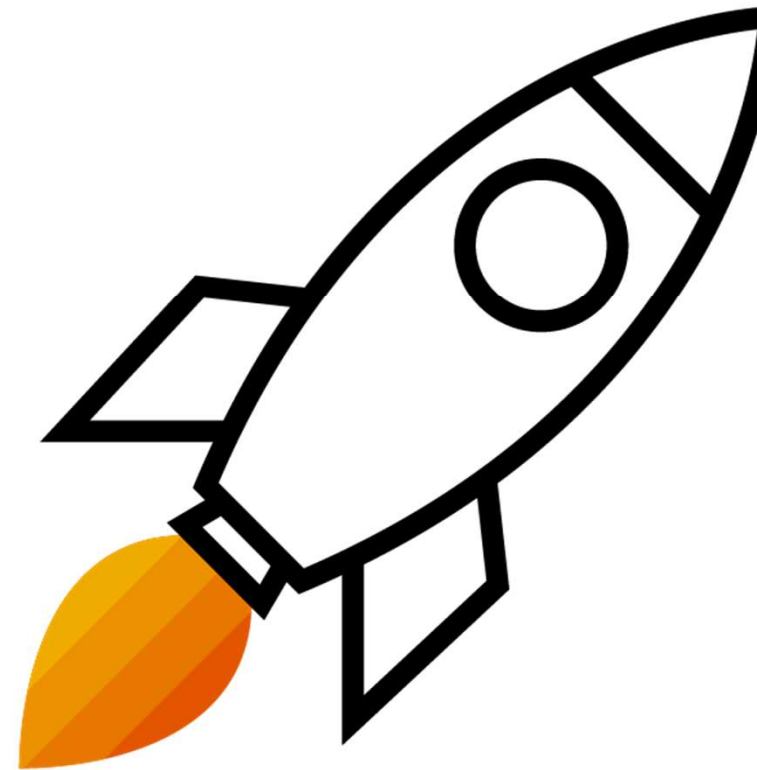
- Review to understand which enhancements need to be moved to a target solution, adapted, or retired.
- A foundation for creating migration plans
- Better acceptance of the new cloud solution

Accelerate your Journey to the Cloud with **Transition Planning Service** for HXM solutions from SAP



Get expert support to help you build your business case and transformation roadmap

- Understand the **opportunities and challenges** of a move to the cloud
- Accelerate with **leading practice** and **proven tools** like Infoporter™ and the SAP Standard Process Library
- Leverage a smart set of **services, tools** and **resources** that will ease your migration to HXM
- Increase the **cloud-** and **implementation readiness** of your organization



Where Get More Information About SAP Readiness Check

- [SAP Readiness Check | SAP Help Portal](#)
- [SAP Readiness Check for SAP SuccessFactors Solutions – Now in Pilot Phase | SAP Blogs](#)
- Demo video of the Readiness Check tool on PartnerEdge (pending)
- Readiness Check Tool FAQ (pending)
- Process of Controlled Availability from July 2022 (Q3) – September 12:
 - Announcements through blogs, notes, etc
 - Customer can request access to the data collection note
 - When approved – support the customer through the process

Thank you.

Contact information:

Mohamed Yusuf

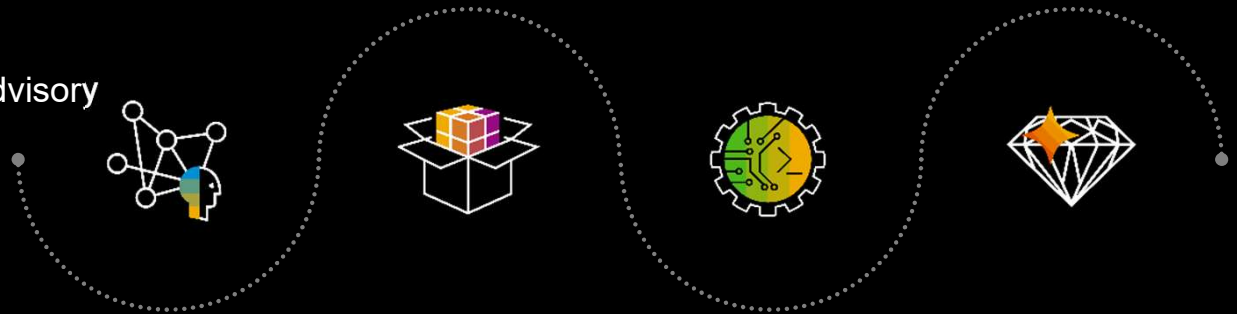
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