Agenda

Common implementation questions

Implementation design principles
- What are implementation design principles
- Benefits for customers and partners
- Where are they published

Q&A
Cloud HR transformation, common customer questions . . .

Existing customized on-premise systems and processes

Standardized cloud-based technology and processes

. . . how do we get there?

- What is the best deployment strategy for my organization?
- What is the best integration strategy for my landscape?
- How do we implement a particular business requirement?
- How can I benefit from others who have transformed to a cloud solution?
Frequent questions from customers and partners:

How have other customers implemented this?

What is the best practice for this process on the market?

What are the pros and cons of strategy A versus strategy B?

What is SAP’s recommendation?

What we (SAP) ask ourselves:

Why are similar requirements implemented in different ways in different projects?

How can we avoid projects to go down a wrong path?

How can we reutilize experience gathered from previous projects?

How can we make our recommendations clear?
Implementation design principles — Conceptual guidance on complex topics

- Provides recommendations on solution architecture and business and technical requirements
- Explains what to do, how to do it, (and what to avoid)
- Is written together with implementation partners and SAP consultants and based on experience gathered from implementation projects; is reviewed by SAP product managers and engineers
- Focuses on the SAP SuccessFactors Employee Central solution and its integrations (will be expanded to other suite areas)
- Provides documents that complement existing implementation handbooks; productization to occur through SAP Best Practices packages (example: downloadable configuration); content also covered by SAP Value Assurance service
- Published at the SAP Help Portal site, the SAP PartnerEdge site, and the customer community portal
- Targets HR, IT, and business and technical consultants
Benefits of implementation design principles

Understand the product end to end
Implementation design principles provide insights from SAP’s point of view on how particular business requirements should be implemented within the product from an end-to-end perspective, demonstrating a thorough understanding of the product.

Conform to standard and uniform practices
Applying the principles put forth in these documents results in standardized and uniform implementation practices, which are in line with product direction. This results in time and cost savings, risk reduction, and greater customer and partner satisfaction.

Incorporate industry-proven practices
Implementation design principles ensure industry-proven product implementation best practices are incorporated. This addresses long-term aspects like scalability and operational efficiency.

Address anti-patterns to identify risk
In addition to providing patterns for design and solution architecture, these design principles also address anti-patterns. For example, they flag potential options as not beneficial or even risky, which helps identify risk in already productive implementations.
Implementation design principles

What’s available now (August 2019)

- Employee Central Side-by-Side: Deployment and Solution Architecture Considerations
- Employee Central: Manage Pay Scale Based Salary Increase
- Employee Central Core Hybrid: Handling Employee Identifiers
- SuccessFactors Integration Tools: Migrating EC-ERP Productized Integrations from Dell Boomi to SAP Cloud Platform Integration
- Employee Central: Managing Indirect Valuation of Pay Components
- Employee Central: Recognizing Gender Diversity
- Employee Central Core Hybrid: Migrating Contingent Workforce to EC
- SAP SuccessFactors Integrations Tools: Integration Center and SAP Cloud Platform Integration
- Employee Central: Managing Pay Scale Progression
- Employee Central Core Hybrid: Data and Process Distribution Strategy
- Employee Central Core Hybrid: Data and Process Distribution Details
- Employee Central: Managing Payroll-Relevant Data Changes
- Employee Central Data Migration: Cutover Optimization Strategy Using Infoporter
- Employee Central: Implementation Considerations for a Phased Rollout
- Employee Central: Managing Employments in SuccessFactors Suite
- Employee Central Core Hybrid: Organizational Structure Design Considerations

Where to find these...

- SAP Help Portal
  - SAP SuccessFactors Employee Central
  - SAP SuccessFactors Employee Central Integration to SAP Business Suite
- SAP PartnerEdge
- Customer Community
Thank you.

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