

Migrating SAP HCM Payroll to SAP SuccessFactors EC Payroll

INTERNAL – SAP and Customers Only



Agenda

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Background



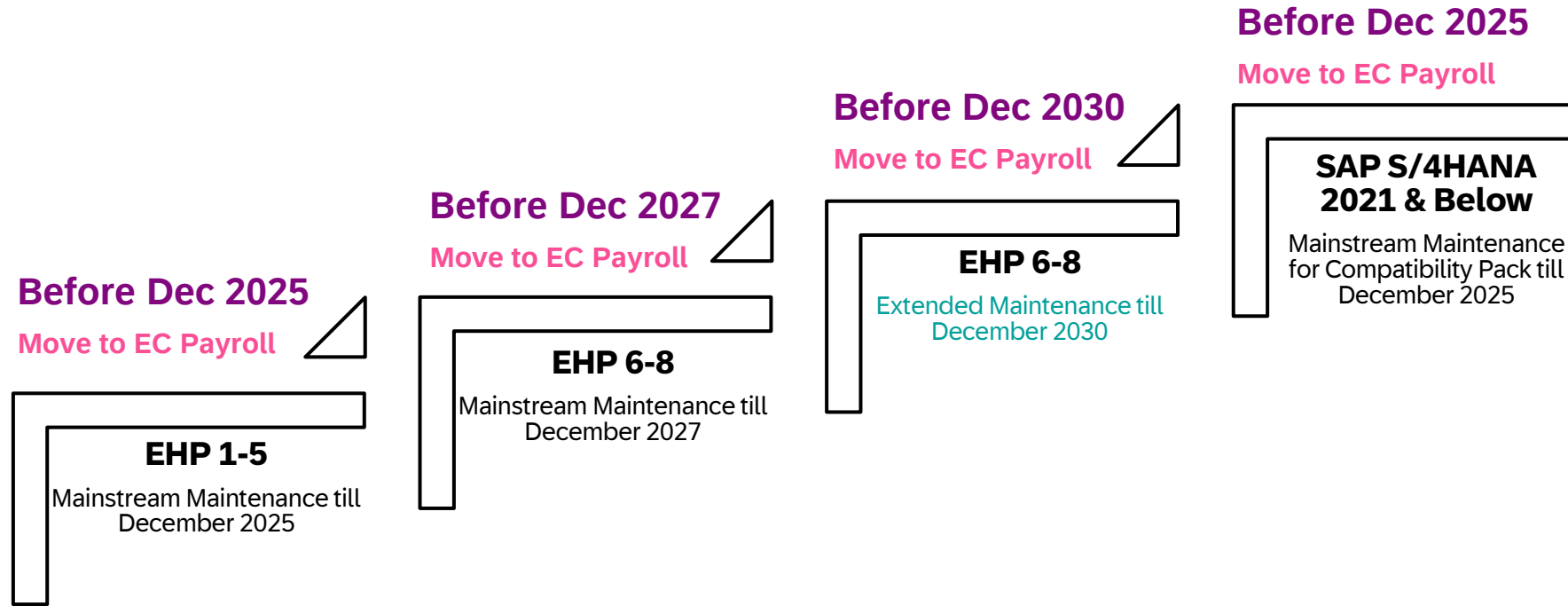
Background

End of maintenance or usage rights for:

- HCM Compatibility Pack (CP) for SAP S/4HANA
- SAP ERP HCM (EHP 1 to 5)
- SAP ERP HCM (EHP 6 to 8)

| Solution | Mainstream Maintenance | Extended / Customer-Specific Maintenance |
|-----------------------------|------------------------|--|
| HCM Compatibility Pack (CP) | December, 2025 | |
| SAP ERP HCM (EHP 1 to 5) | December, 2025 | |
| SAP ERP HCM (EHP 6 to 8) | December, 2027 | December, 2030 |

Way forward for SAP HCM Payroll Customers



**Accelerated Migration via Lift-and-Shift of
SAP HCM Payroll to SAP SuccessFactors EC Payroll**

Service Offering

Overview



Service Offering: Overview

Copy from ECC or SAP S/4HANA to SAP SuccessFactors EC Payroll



Payroll Configuration
Payroll Custom Objects*
Payroll Results

*Reports, Interfaces, Conversions, Enhancements (Explicit) , Forms

Added features on top of the copy



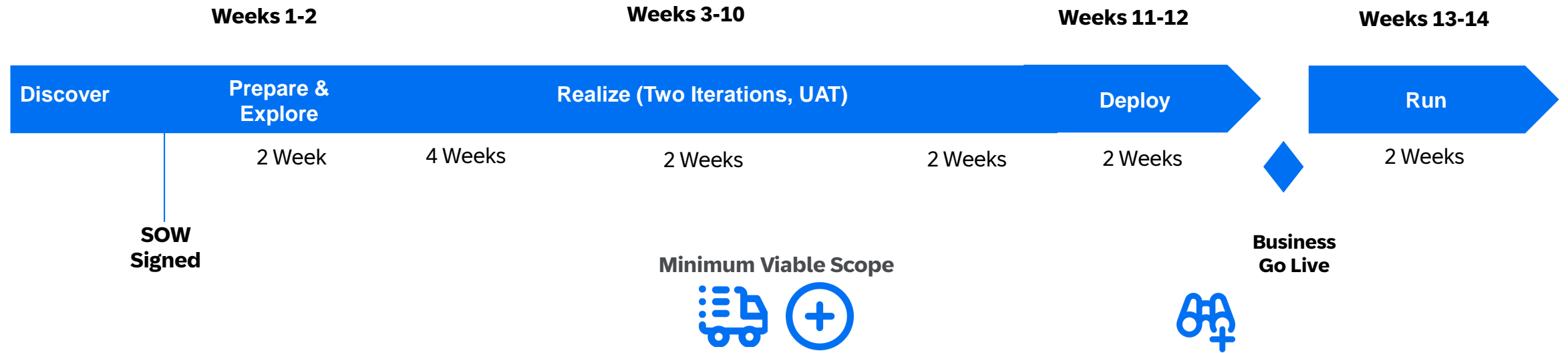
EC preparation (For Payroll)
Solution for Implicit enhancement
Payroll Control Center
EC to EC Payroll Integrations
Payroll to Finance Integration

Need-based delta items



EC Data Migration (For Payroll)
Parallel Run Comparison
Recalculation for Pre-Go Live Periods
Source System Cleansing Advisory
Payroll Redesign
Delta to MVP

Service Offering: Overview



Geography and organisation Scope

- One (1) Country
- One (1) Source system (ECC or SAP S/4HANA)
- Up to 5000 employees

Prerequisites

- Three (3) SAP SuccessFactors System Landscapes
- Employee Central Core and Time Mgmt

Functional Scope

- Configuration Migration
- PY RICEF (Other than implicit enhancements) Migration
- PY Results (Cluster for Current FY) migration (As applicable)
- EC preparation (For Payroll)
- Transform Code modifications
- EC to ECP Integration
- ECP to FI Integration
- PCC (Standard Best Practices Scope)

Exclusions*

- EC Data Migration (For Payroll)
- Parallel Run Comparison
- Recalculation for Pre-Go Live Periods
- Source System Cleansing Advisory
- Payroll Redesign
- Selective Data / Config / Code Migration

*Some of the items can be included as delta (Based on customer's need)

Service Offering

Detailed Scope



Service Offering: Detailed Scope

| Scope items | Required | Scope items / functionality delivered |
|---|-----------|--|
| 1 Migration to SAP SuccessFactors Employee Central Payroll using Payroll Lift and Shift Tool | Mandatory | <ul style="list-style-type: none"> • SAP SuccessFactors Employee Central is pre-requisite • Set up RFC connection between source and target system • The payroll migration to SAP SuccessFactors Employee Central covers <ul style="list-style-type: none"> ▪ Migration of configuration <ul style="list-style-type: none"> ○ HCM Enterprise structure ○ HCM Personnel structure ○ HCM PayScale structure ○ HCM Personnel administration ○ HCM Payroll configuration (including Localizations) ○ Basic finance configuration (enterprise structure, chart of accounts) ▪ Migration of payroll master data limited to info types which are not planned to be replicated from SAP SuccessFactors Employee Central ▪ Migration of payroll transactional data (payroll results cluster) ▪ Migration of custom objects in the form of development packages • Payroll lift and shift solution is available for the countries for which localization solution is available in SAP SuccessFactors Employee Central Payroll system <i>(Please check with service owner for the appropriate complexity T-shirt size for the intended country and customer)</i> |

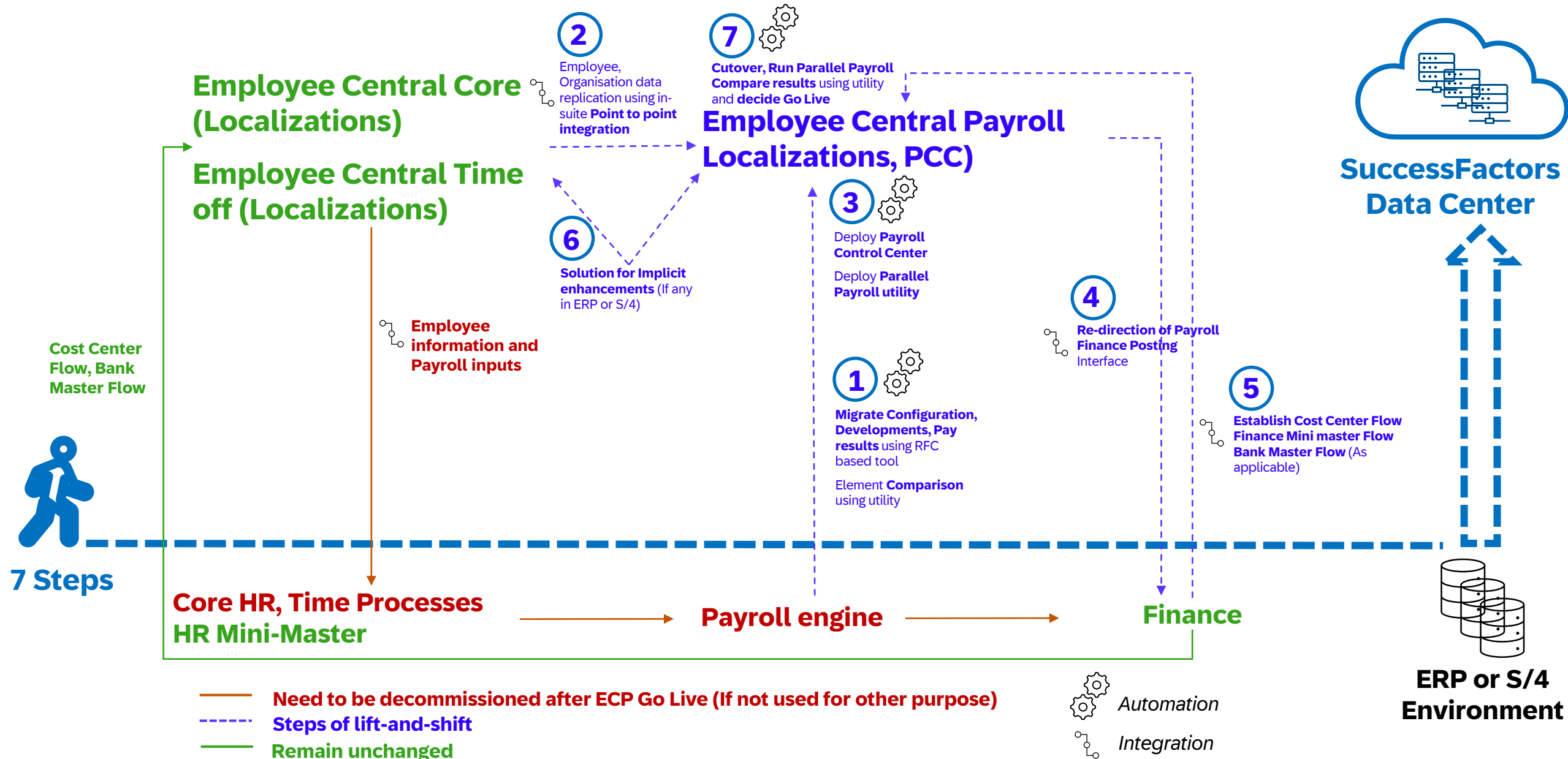
Service Offering: Detailed Scope

| Scope items | Required | Scope items / functionality delivered |
|---|-----------|---|
| 2 Data replication from SAP SuccessFactors Employee Central to SAP SuccessFactors Employee Central Payroll using Point to Point (PTP) Integration | Mandatory | <ul style="list-style-type: none"> Employee master data replication Organizational data replication Employee organizational assignment |
| 3 SAP Payroll Control Center | Mandatory | <ul style="list-style-type: none"> Payroll Process <ul style="list-style-type: none"> One-click monitoring Three-click production payroll Off-cycle payroll processing Posting to finance KPIs <ul style="list-style-type: none"> Number of employees Difference in number of employees paid compared to previous pay period Gross pay compared to last pay period Finance period open GL account reconciliation (for net pay wage types) Posting documents not transferred to finance Pre-Configured Rules <ul style="list-style-type: none"> 40 Pre-configured validation rules for the five policies <ul style="list-style-type: none"> Gross pay Net pay Taxation Time and attendance data Organizational structure |

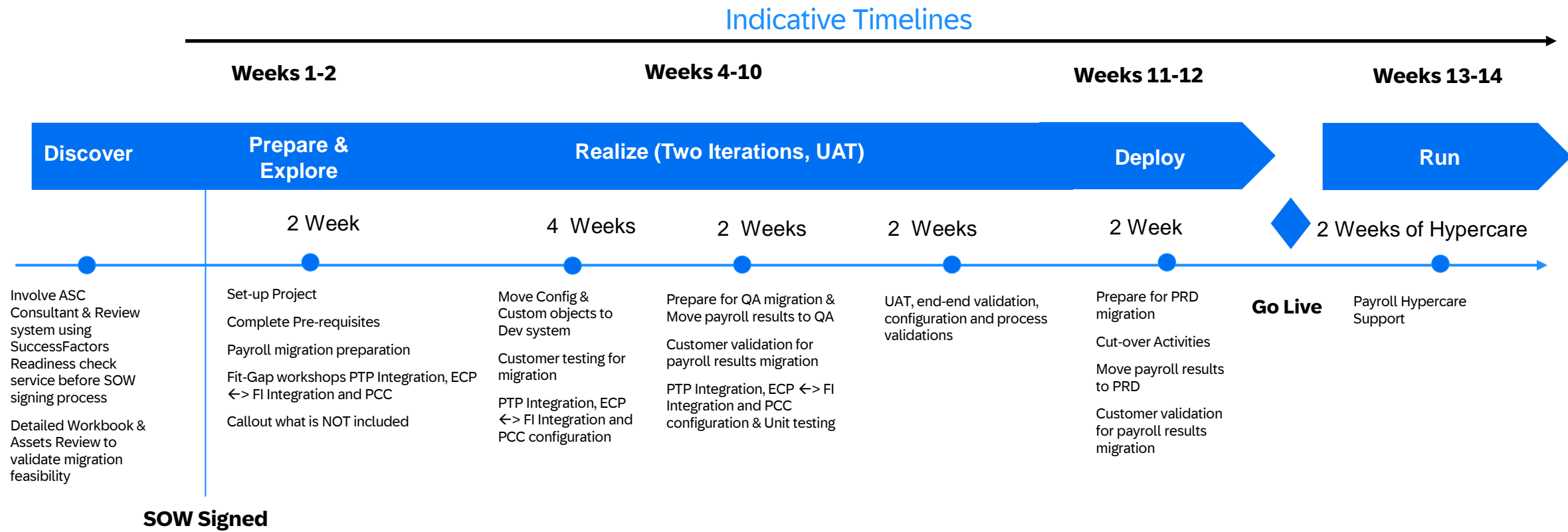
Delivery Approach



HCM Payroll Lift-and-Shift to EC Payroll: Architectural View



SAP HCM Payroll to SuccessFactors EC Payroll – Activities View



Achieving Success: Better Together

SAP Responsibilities

- Installation of the migration tool
- Service Kick-off
- Solution Activation
- Conduct fit-to-standard workshop/s
- Configuration and migration
- Unit testing
- Conduct key user training
- Assistance for User Acceptance testing
- Assistance for switch to production
- Assistance for go live support

Customer Responsibilities

- Completion of pre-requisites
- Provide fixed contact people in the business and IT departments
- Provide technology and basis activities support
- Execute user acceptance testing
- Employee master data maintenance & replication
- Prepare the test scenarios, test cases, and/or test scripts for test execution
- Validate the results and sign-off for each phase
- Attend key user training
- Conduct end-user training
- Switch solution to production

Customer Benefits



What's in it for the customer? Bring out the best in your business

Modernize the current payroll system while retaining the integrity of data and processes



Minimal Disruption: Lift and shift allows smooth running of business operations wherein users can continue using familiar interfaces and workflows.



Risk Mitigation: Proven and tested existing system minimizes the chances of encountering unforeseen issues during implementation.



Compatibility: Lift and Shift ensures compatibility with existing integrations, dependencies, and customizations saving time and effort.



Faster Time to Value: Solution implementation time is significantly reduced, Customer gains competitive advantage for the organization.



Preservation of Investments: Lift and Shift allows customer to leverage existing significant investments by migrating them to new environments.



Cost-Effectiveness: Proven cost savings for the customer as Lift and Shift typically requires fewer resources.



Scalability and Flexibility: Explore further enhancements or optimizations post migration to scale up/down resources as needed.



Regulatory Compliance: Migrating existing system using Lift and Shift approach helps ensure that compliance is maintained in the new environment.

Next Steps



Next Steps

- Work with your respective **Account Team(s)**;
Contact Services Sales Contact – SAP Africa
 - **Bongisa Magumbu**
 - Email: bongisa.magumbu@sap.com
 - Phone : +27113049041 / +27829416906
- **Deploy and Execute** Readiness Check for SuccessFactors
- Account Team to engage Consulting / Services for
 - **Readiness Check Analysis**
 - **Detailed Scoping** for Payroll Lift-and-Shift Execution
 - Scoping to confirm and **include pre-requisites, if any**
- **SoW Finalization & Sign-off**
- **Project Kick-off**



Thank You