

SAS migrering til SAP cloud platform

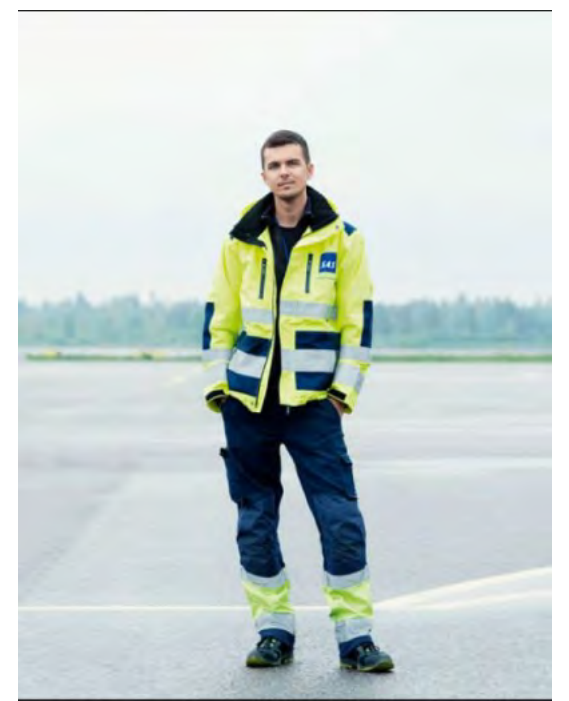


Agenda

- **Project Background**
- **Project Scope**
- **Methodology**
- **Status Today**
- **Lessons Learned**
- **Key take-aways**

SAS

- 3 main hubs
- Travelers yearly 12,6 mil
- Employees 8500
- Payroll in 3 countries
- Unions 32
- Payscales 150
- Shift and non shift
- Blue collar/white collar
- Clock/no clock



Project background

Goals

- Global, standardised, repeatable HR processes and tools
- Accurate HR master data
- User-friendly self-service
- Company view of talent base
- Automated workflows
- Replace paperwork and Excel sheets to provide greater speed and efficiency

Reasons

- Give easy, on demand access to information with “one HR”
- Provide global, standardized, scalable HR IT landscape
- Drive efficiency
- Enable mobility and flexibility
- Clarity for all involved

Employee engagement will increase with a modern tool that makes work easier

Project phases

SAS PEOPLE PLATFORM

Process improvements Hire to retire (Phase 0)

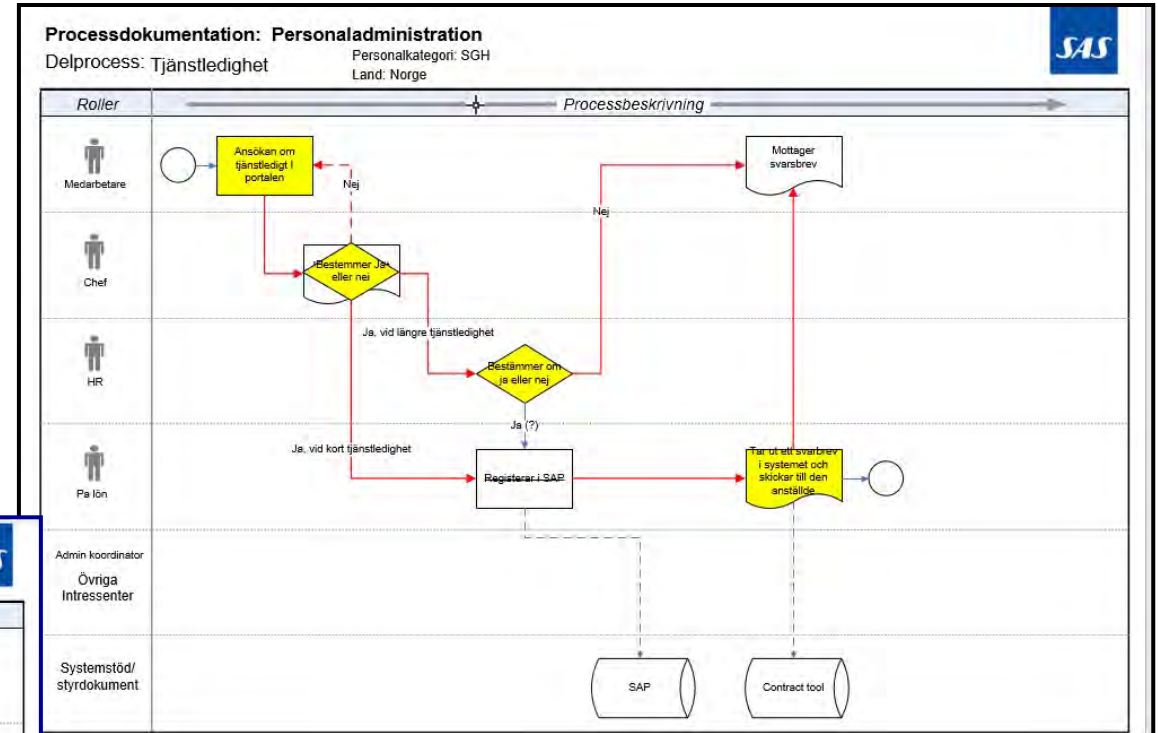
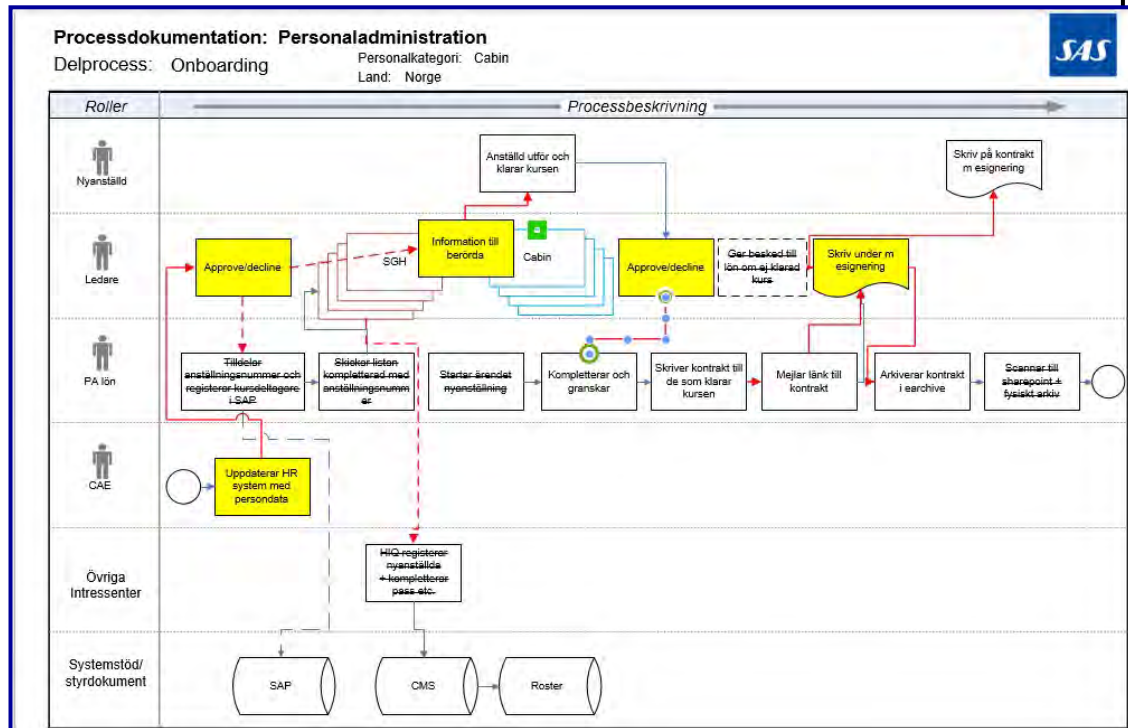
Phase 1	Phase 2	Phase 3
Recruiting	Learning management	Payroll DK/NO
On-/Offboarding	Performance & Goals	Time & Attendance SK
Master data (Employee Central)	Succession & Career development	Sick leave follow up SK
Salary planning (Compensation)		Opentext/DocuSign

Process improvements hire to retire

Administrative improvements

Extended IT-automation of processes and routines, and improved self service for all stakeholders, increases the efficiency of the administration.

Red arrows shows automated solution



Reviewed HR processes:

- Recruitment
- Onboarding
- Vacation administration
- Sick leave administration
- Sick leave follow up
- Leave administration
- Performance Management
- Offboarding
- Organizational updates

Phase 1 and 2

SAS PEOPLE PLATFORM	
Phase 1	Phase 2
Recruiting	Learning management
On-/Offboarding	Performance & Goals
Master data (Employee Central)	Succession & Career development
Salary planning (Compensation)	

Phase 1 in production December 2019
Phase 2 in production September 2020

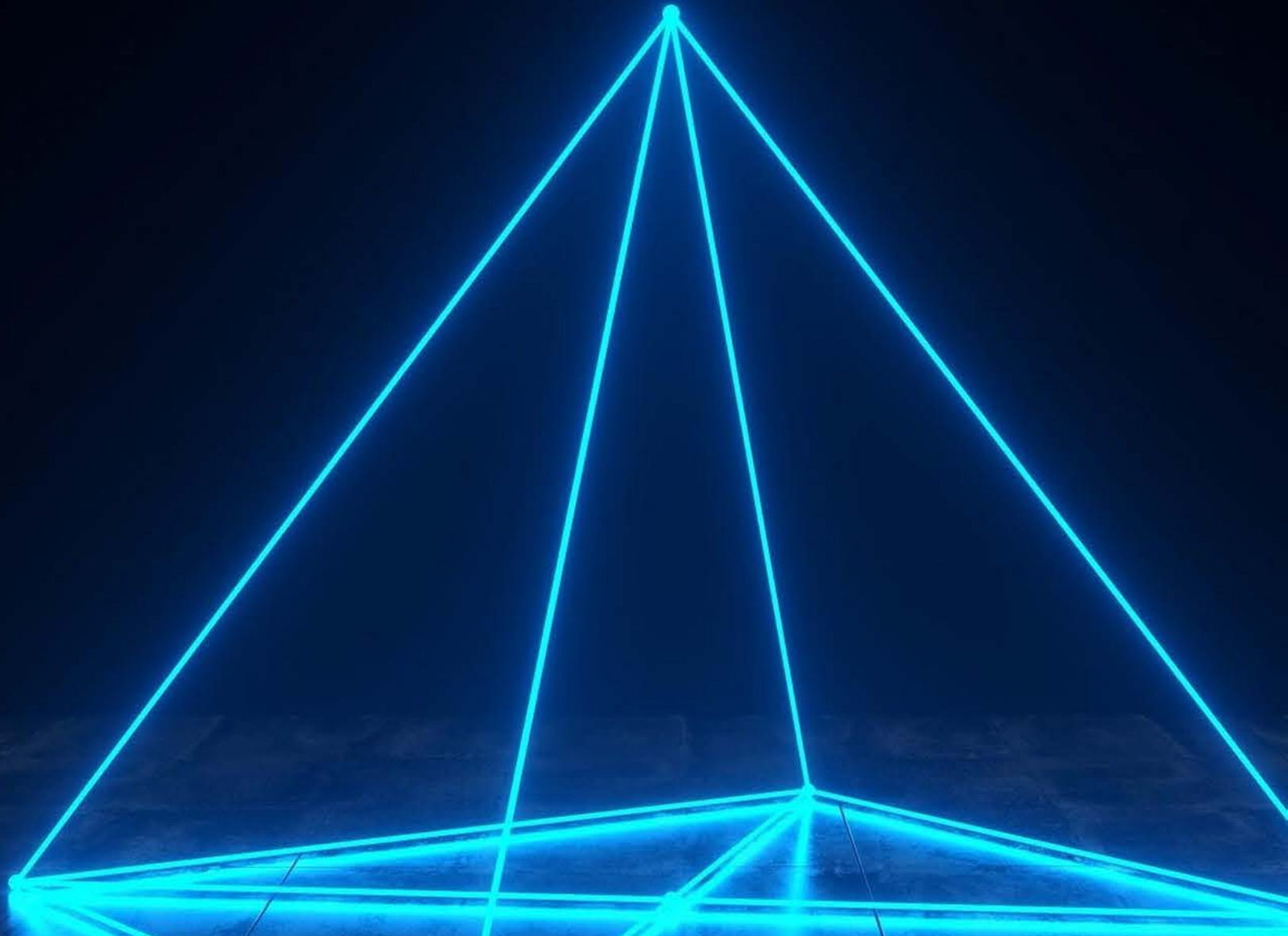
Project Scope phase 3

- Payroll Norway and Denmark – Sweden to be considered at a later stage
 - Migration of legacy SAP on-premise payroll for Norway to SuccessFactors Employee Central Payroll
 - Implemented Epiuse Employee central Payroll for Denmark
 - Payroll Control Centre
- Reimbursement Solution
- Time Management
- Sickleave follow - up
- Integration Employee Central – Time – Employee central Payroll
 - Point-to-point integration between Employee Central Payroll and Employee Central
 - Posting file for upload to SAS FI system
- HR Productivity Suite for reporting
- Contract generation and digitale archive



Methodology





PRISM FOR ECP:TRANSFORMATION WITHOUT RE-IMPLEMENTATION

PRISM for ECP: Available on the SAP App Center

Your low-risk, fast route to Employee Central Payroll

The screenshot shows the SAP App Center interface for the PRISM application. The header includes the SAP logo and navigation options. The main content area features a large banner with the text "Accelerate the move from your on-premise HCM payroll system to SAP SuccessFactors" and a sub-banner for "PRISM: On-Premise Payroll to SuccessFactors' Employee Central Migration Service". Below the banners, there is a "Features and Benefits" section with sub-sections for "Smart tools that assist in verification and automated refreshing" and "PRISM methodology". A "Details" sidebar on the right lists developer information, industry, solution type, and SAP system details. At the bottom, there is a "Take the Tour" button.

The screenshot displays the CLIENT CENTRAL (Demo) dashboard. The top navigation bar includes the SAP logo and user account information. The main dashboard is divided into several panels: "Payroll Complexity" (a radar chart showing complexity levels for HCM data footprint, Payroll complexity, HR Custom objects, Active user sets, and Custom reports), "HCM data footprint" (a table showing largest transactional and master data areas), "Custom payroll configuration" (a table showing payroll schemas, calculation rules, features, functions, and operations), and "HR Custom objects" (a bar chart showing the number of objects for PROD, ETEL, DOCK, TABL, and TRAV). The dashboard also includes a "Details" sidebar on the left with information about the company, SAP system, and data extraction program version.



<https://www.sapappcenter.com/apps/43525/>

SAP Certified
Integration with SAP S/4HANA

Payroll migration challenges

With high data volumes and associated sensitive data, having smart tools that assist in verification and automated refreshing can accelerate your delivery and give you the business confidence to make the move.

Intelligent slicing

We offer intelligent slicing and the ability to intelligently select relevant history for testing and migration.

Automation reconciliation

Check your run variances and be confident that your migration is error and risk free.

Fast data transfer

Our solution connects your on-premise payroll with ECP via high-performance RFCs; no big file downloads.

Experienced team

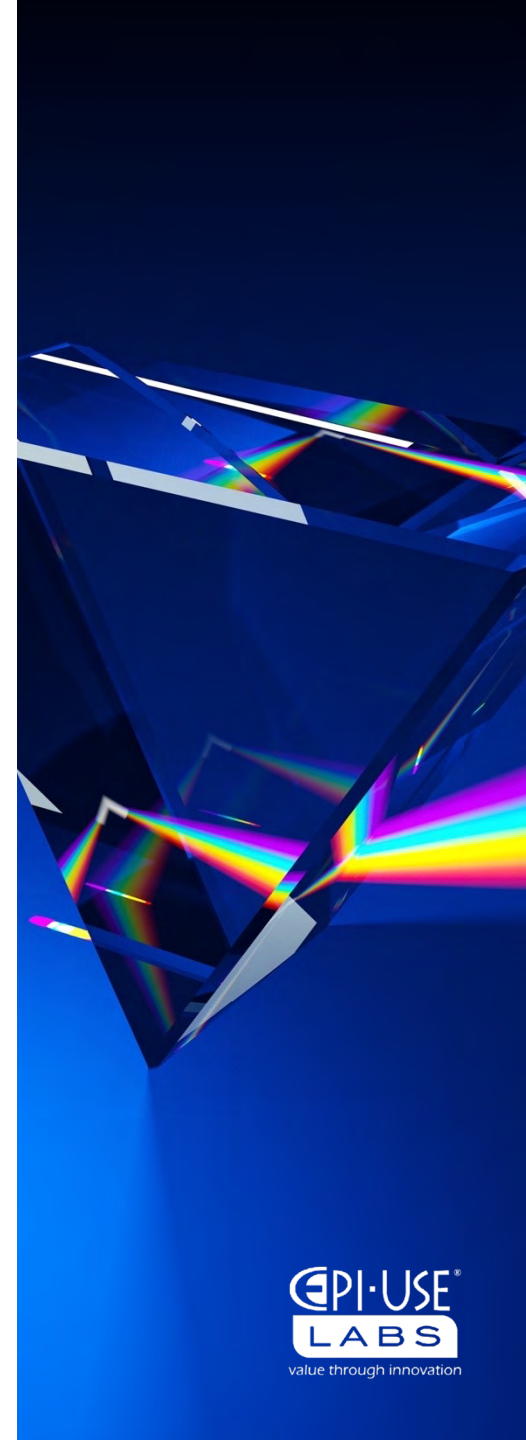
Work with an expert team that can advise you on all aspects of migration, including Point-to-Point integration, ECP configuration settings, and data transfer best practices from recently completed projects

PRISM:

Transformation without re-implementation

Adopting S/4HANA is a key consideration for most SAP customers, but navigating the roadmap for HCM and payroll can be complex.

- Intelligent tooling to achieve a high degree of automation and cost predictability:
 - Reduce risk and align with the SAP roadmap, without undertaking a full re-implementation
 - Transform and optimize your landscape for S/4HANA and SuccessFactors, including Employee Central Payroll
 - Leverage automation for reconciliation, testing and security:
SAP-certified software products including Data Sync Manager, Variance Monitor and Query Manager to facilitate a painless and automated migration
- Deliver hybrid reporting and testing solutions, post go-live

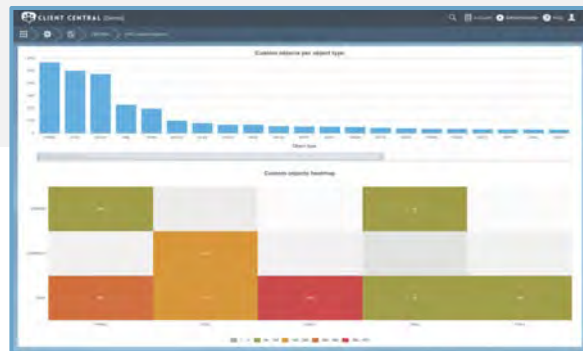


Automated assessment

Review your current payroll implementation complexity and develop a roadmap that allows you to **move to ECP with confidence**. Our automated assessment is built using a lightweight ABAP program, with graphical results in a web-based report.

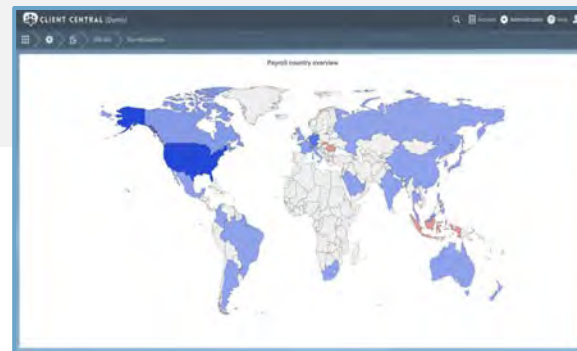
Custom Object Analysis

Deciding on which of your custom integrations, programs and user exits should be moved requires detailed analysis. Our assessment quickly identifies relevant objects that can be reviewed by the project team.



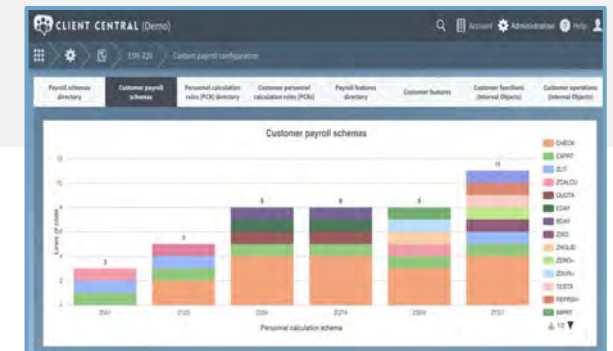
Payroll Country Support

ECP is not offered in all countries. Our analysis will provide you with a heatmap to identify where potential migration issues could occur using a simple geographical heatmap.



Schema Complexity

Evaluates the complexity of your payroll schemas, and provides insight into the complexity of migrating your current design into the Employee Central Pay Components configuration.

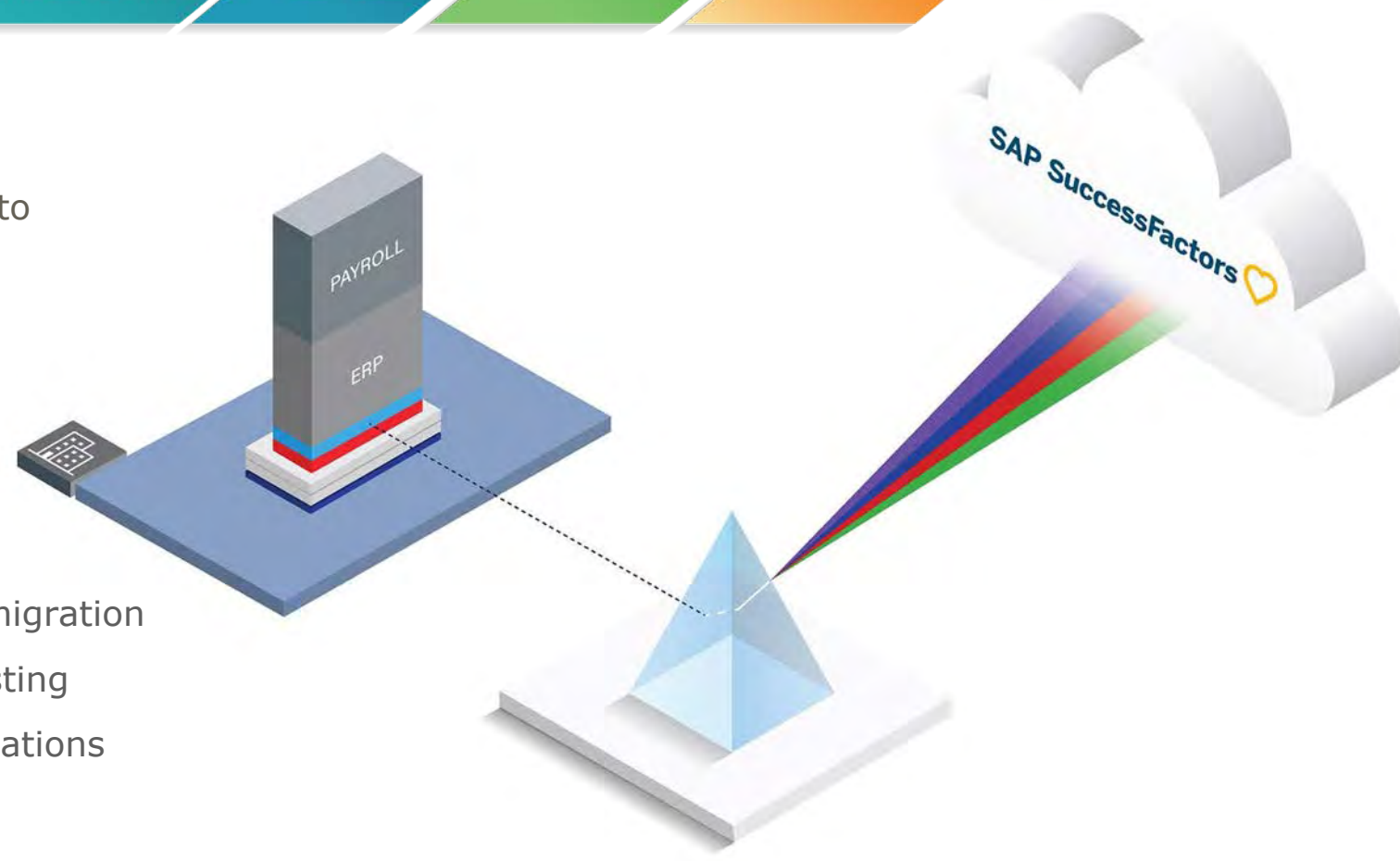




A combination of proprietary solutions and payroll experts to migrate your HCM payroll to Employee Central Payroll (ECP)

UNIQUE CAPABILITIES:

- No payroll re-implementation
- Historical payroll results
- Intelligent slicing of payroll data during migration
- Secure scrambled production data for testing
- Automated analysis and pay run reconciliations
- Hybrid reporting solution, post go-live



Blueprint Phase



- Review business process and requirements including:
 - Functional workshop:
 - EC configuration workshop
 - Pay component business rules specification
 - SuccessFactors Employee Central gap analysis
 - Technical workshop:
 - Detailed custom object review and analysis
 - Interface analysis and integration strategy
 - Post go-live reporting strategy

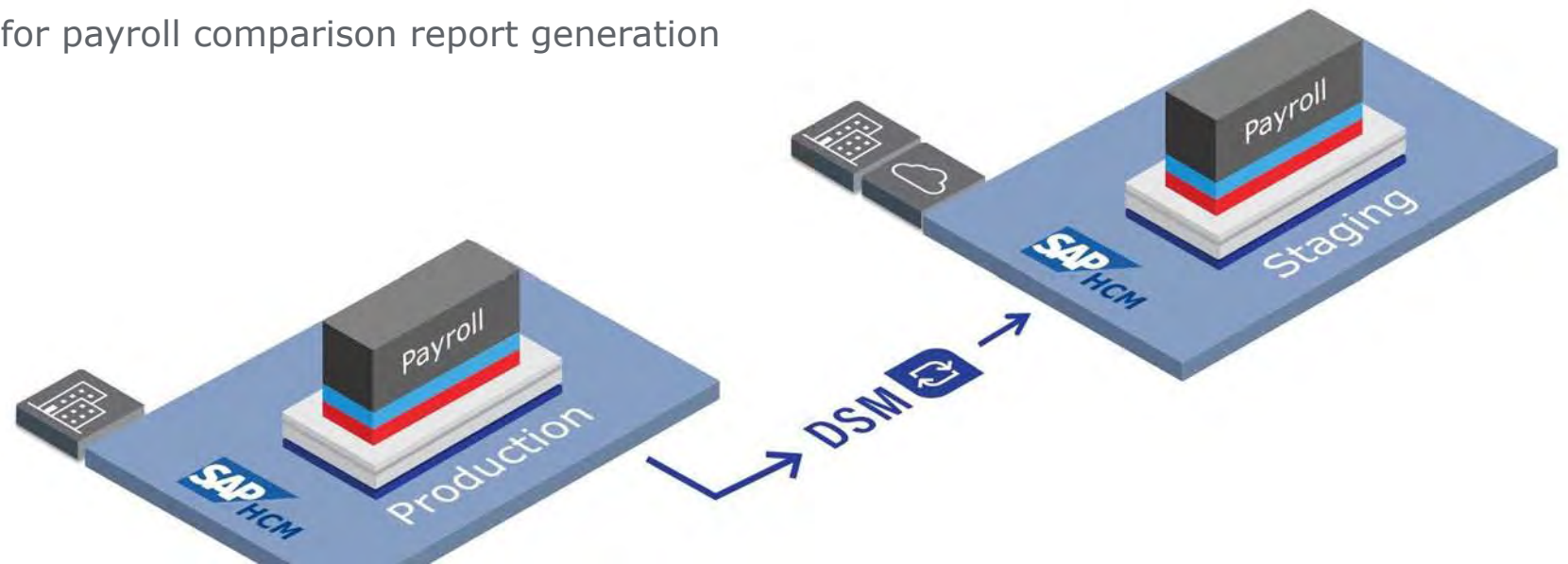


Build & Test

(Staging)



- Data Sync Manager installed on your on-premise HCM system
- A staging environment built using System Builder (includes client-specific enhancements)
- Payroll configuration and transactional data sliced, scrambled and transported to staging system
- Installation of Variance Monitor for payroll comparison report generation

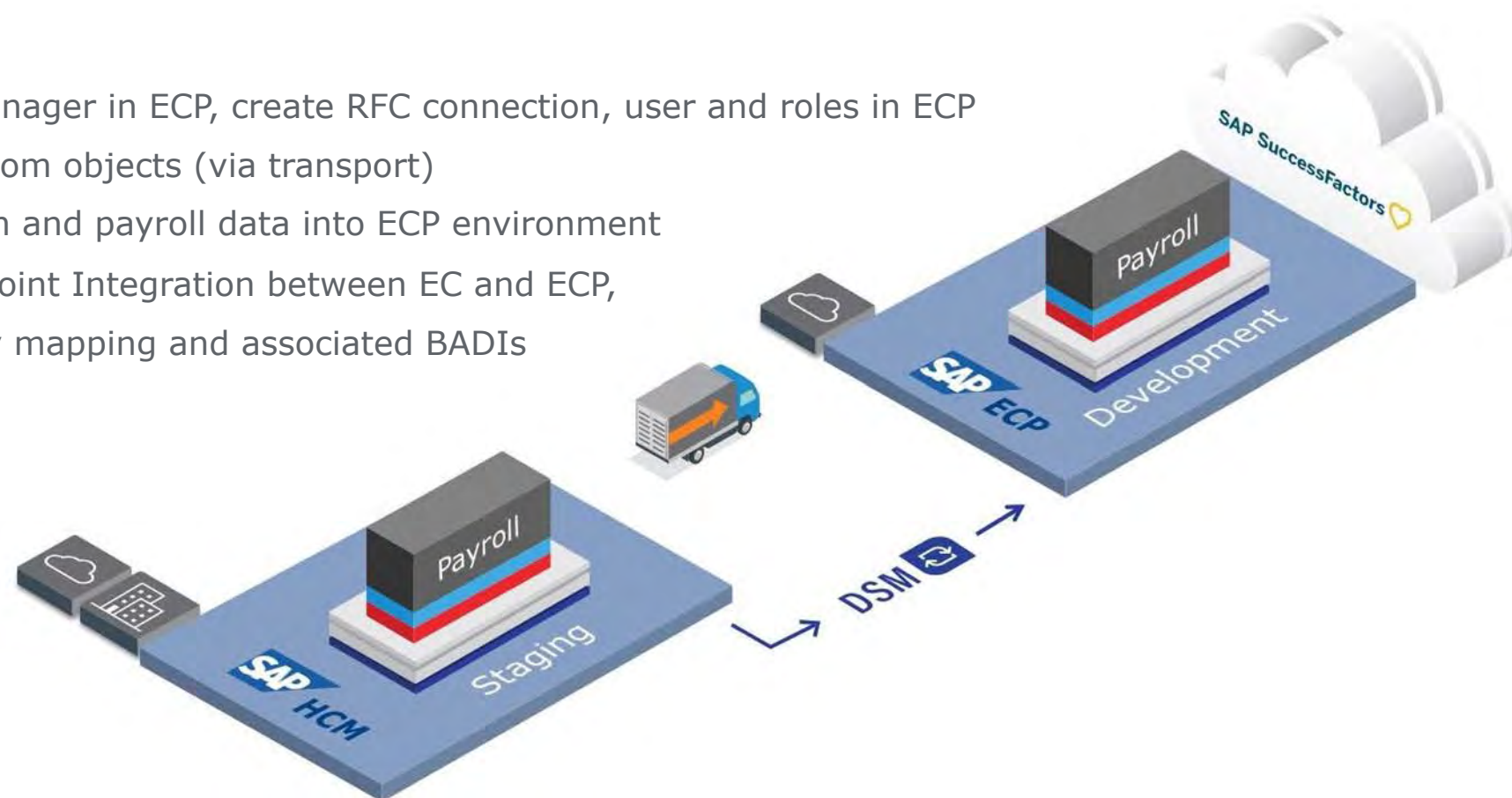


Build & Test

(Employee Central Payroll)



- Install Data Sync Manager in ECP, create RFC connection, user and roles in ECP
- Import selected custom objects (via transport)
- Migrate configuration and payroll data into ECP environment
- Configure point-to-point Integration between EC and ECP, and any extensibility mapping and associated BADI

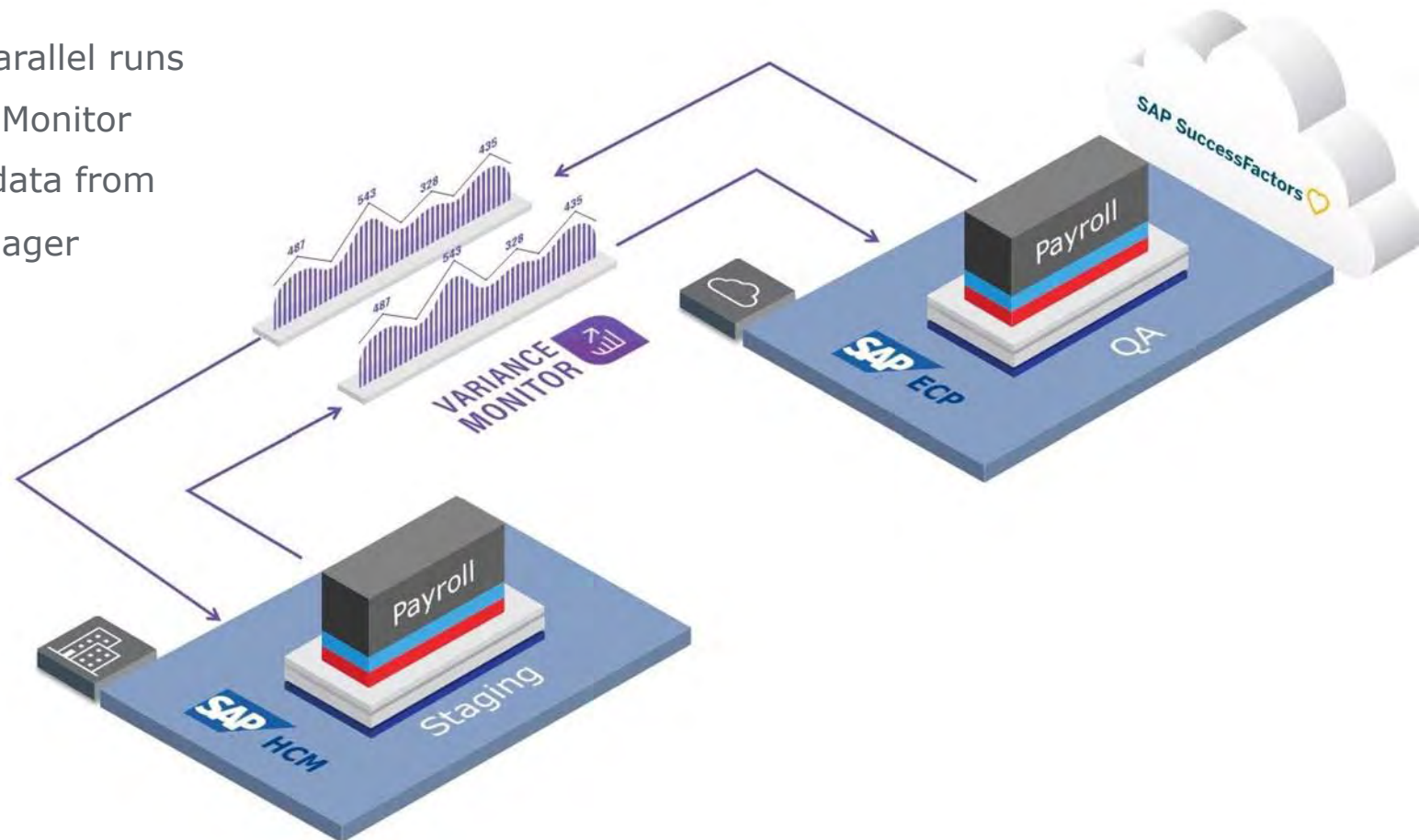


Build & Test

(Reconciliation testing)



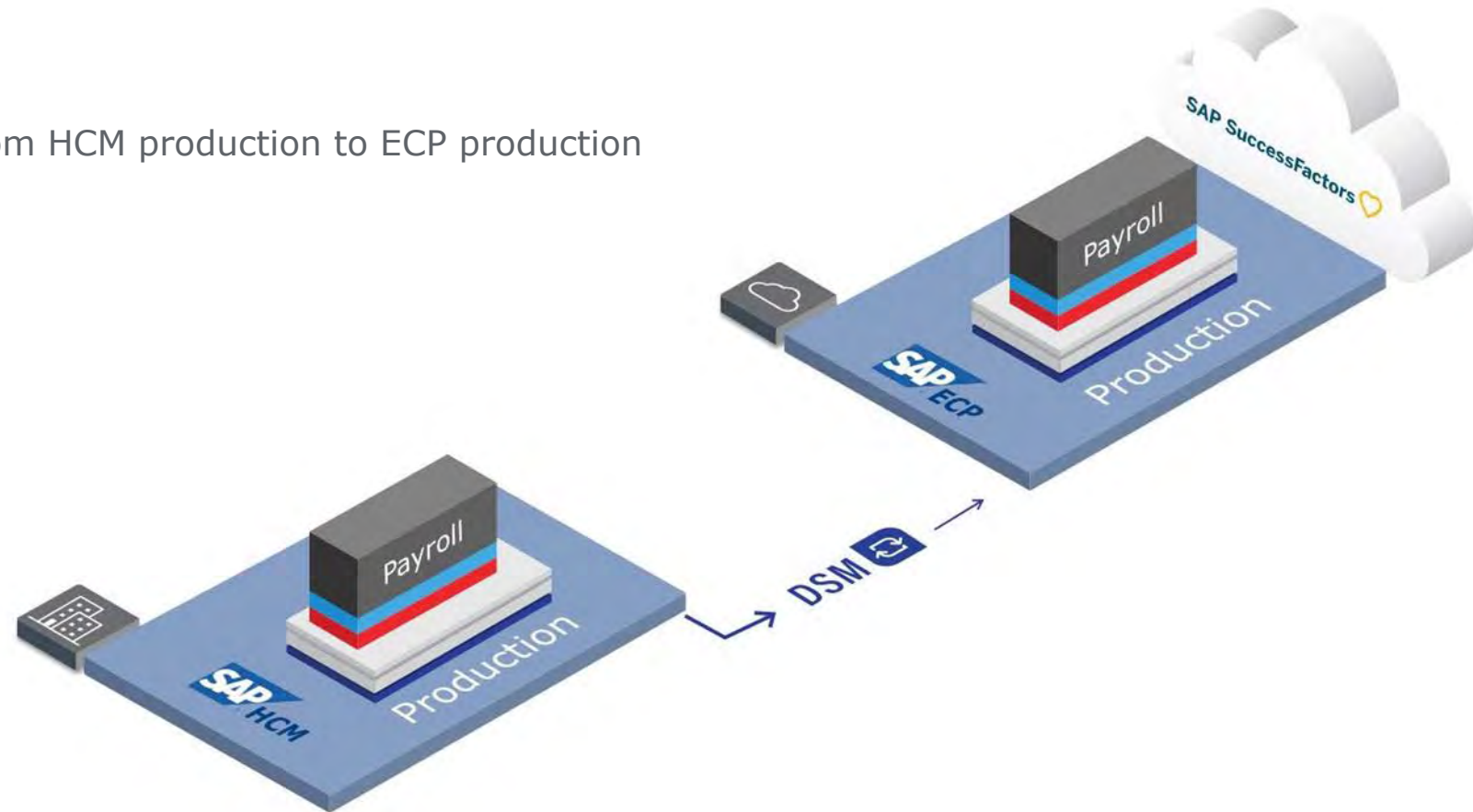
- Undertake multiple payroll parallel runs and compare using Variance Monitor
- Identify issues, refresh test data from staging using Data Sync Manager



Go Live



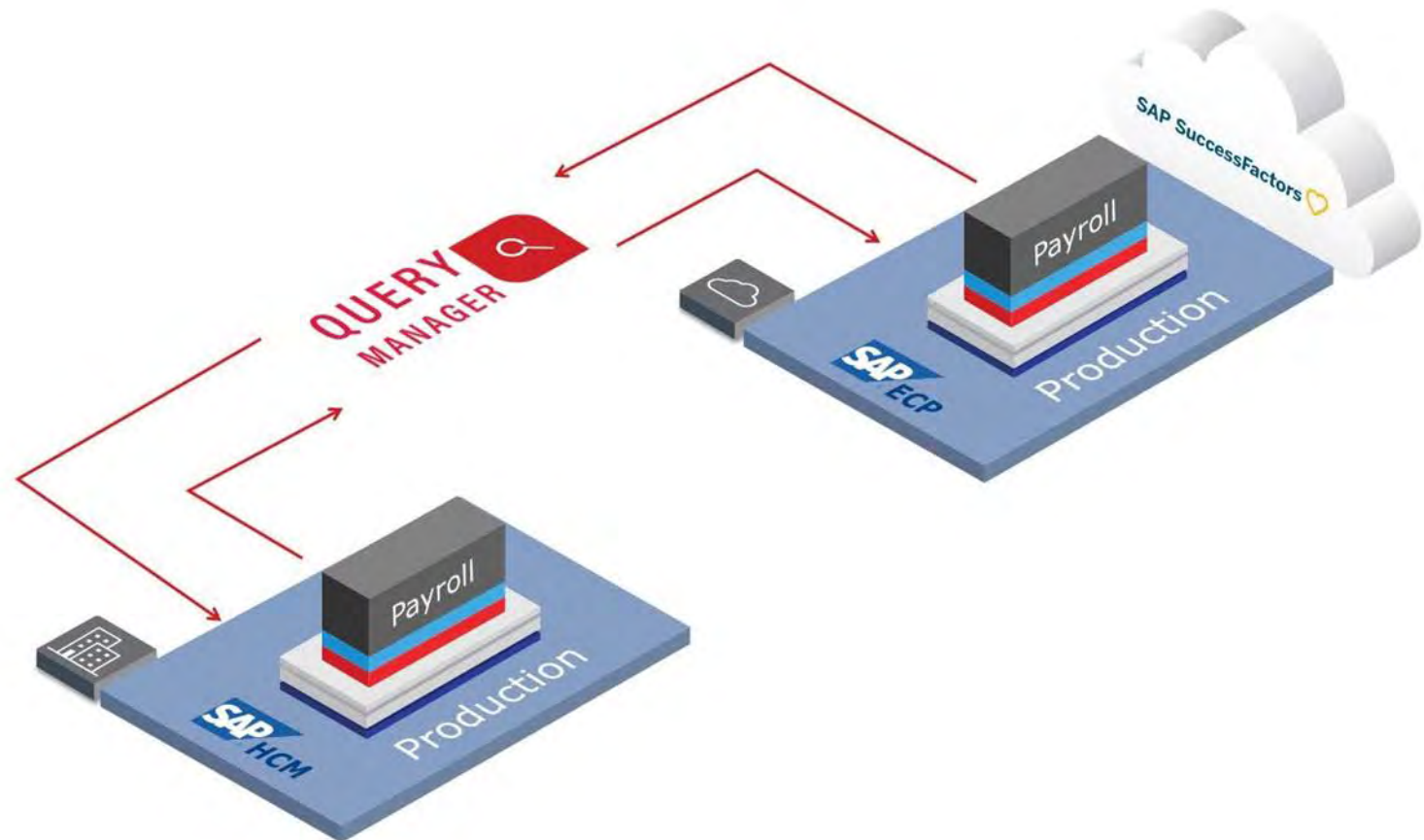
- Final cutover of data from HCM production to ECP production using Client Sync
- Support and hyper-care



Support

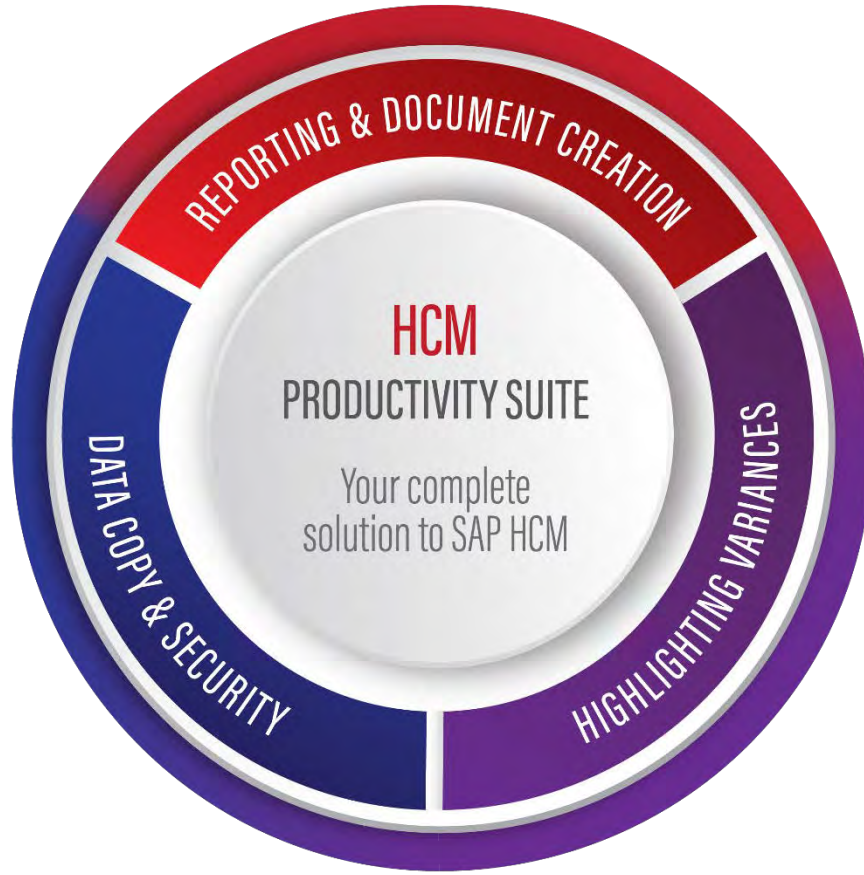


- Migrate HCM (On-Premise) to a read-only cloud environment
- Confirm and reconcile, decommission On-Premise
- Configure cross-system reporting and access



Query Manager with Document Builder

Get real-time, operational reporting and automated document creation using SAP and SuccessFactors HR and Payroll data. Create your own reports and tailor documents via a simple user interface. Expand the availability of your data via the web, analytics solutions and Microsoft Excel.



Data Sync Manager for HCM

Copy and scramble data for testing, training, and support, including copying Employee Central and Payroll data. Data on demand helps you to comply with privacy legislation.

Variance Monitor

Easily compare HR and Payroll data between systems and across periods. Automation eliminates manual comparisons and speeds up processes. Covers entire HCM lifecycle, from go-live to applying support packages/ upgrades.



Introducing Archive Central

Move your business to modern applications, while keeping access to valuable business data for historic and compliance purposes.

Simple to import

Import your legacy data into a secure, searchable web-based repository that has enterprise-grade security and scalability.

Role-based access

Offers fine-grain control for managing which roles have access to data subsets. Detailed audit capability will ensure you meet any audit or legislative requirements.

Keep data secure

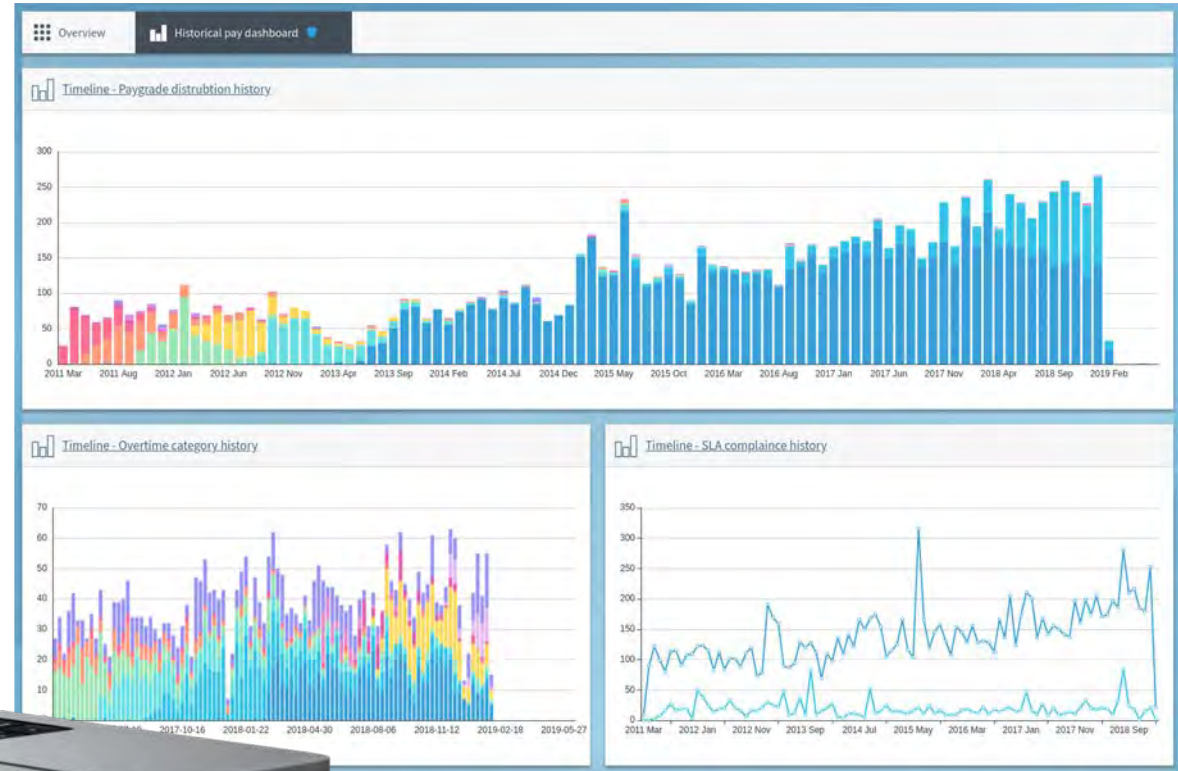
Any sensitive information such as PII can be encrypted for security and regulatory compliance. Backups and disaster recovery is included, leveraging Azure.



A STAR ALLIANCE MEMBER



Dashboards and reporting



Configure data collections and search indexes

Archive Central (demo)

Employees

Size: 224 KB

Tables: 1

Records: 268

Created at: 2019-11-22 16:58

Updated at: 2020-02-11 13:49

Tables and records | Display settings | Search settings

Default table columns

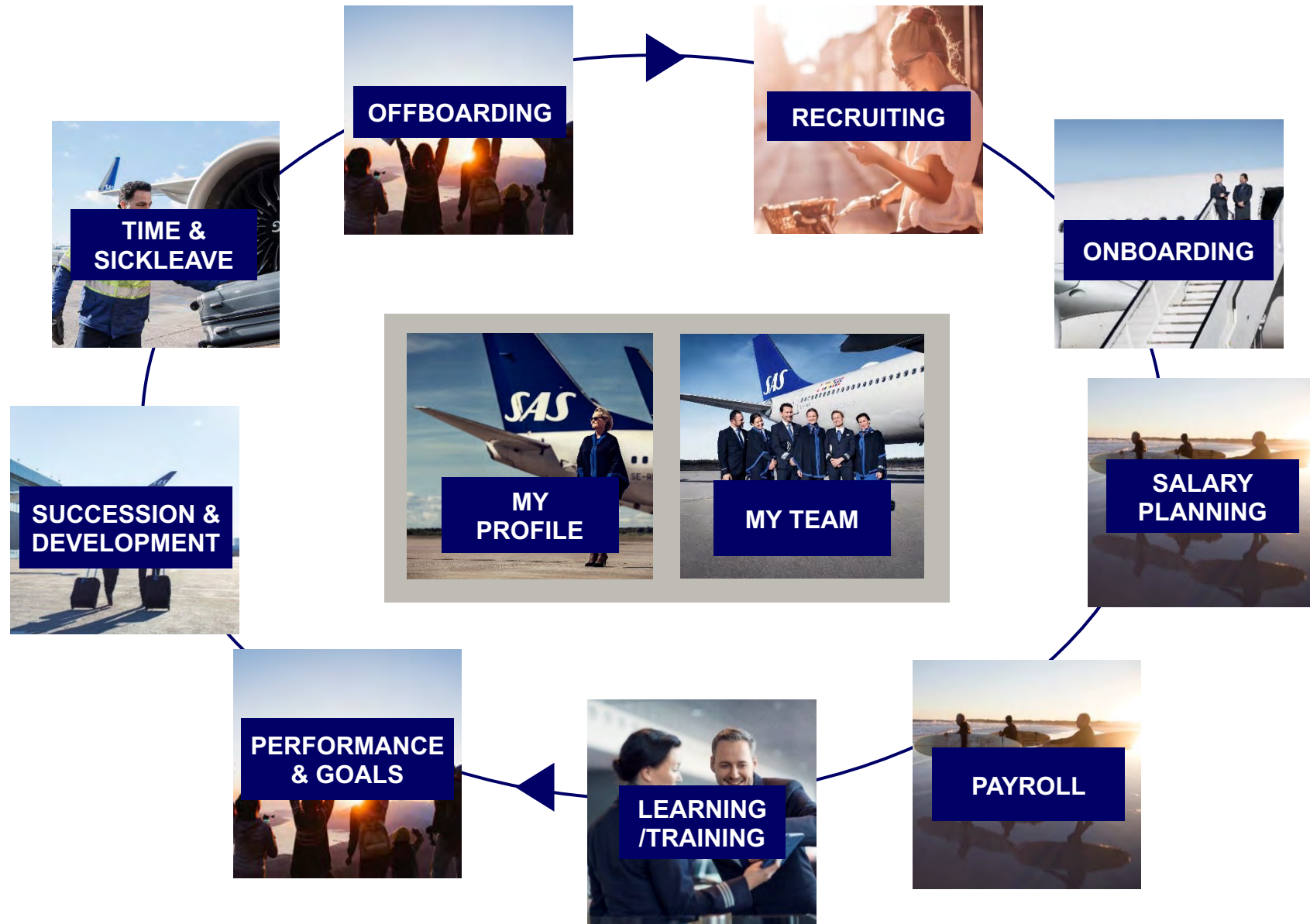
Name
Employee Number
Employee Name (Last Suffix, First MI)
Company
Company Code
Company Country Code
Pay Rate

Name	Technical name	Key column	Date column	Records	Size
Employees	employee	employee_number	hire_date	268	224 KB

Status today

- Payroll Specialists trained in PCC
- Payroll for DK and NO in production May 2021
- Query Manager training for Payroll Specialists ongoing
- Decommissioning of Legacy system planned
- Time management in production May 2021
- Digitale archive and contract generation in production Aug 2021
- Reimbursement in production May 2021

THE NEW PLATFORM STANDARDIZED PROCESSES



Lessons learned

- Pre – project process mapping added value to the project
- Take the assessment service as an early step to reduce unpleasant surprises
- Change is hard and need time
- Dedicated solution architect is needed to secure the total solution
- Allocation of key resources both internal and with the vendor is crucial
- Secure roles and responsibilities between vendor and customer
- Make sure the scope is clear
- Common view on how to meet the requirements before implementation starts