SAP SuccessFactors ♡

Elevate Your Core HR and Payroll Operations

with Innovative Cloud Solutions

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Table of Contents

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Today's evolving business climate has forced many organizations to rethink their HR strategies. Managing through uncertainty can be challenging, but it also **presents an opportunity to innovate with technology** that improves the overall employee experience. SAP® SuccessFactors® Human Experience Management (HXM) Suite provides flexible core HR and payroll functionality to help meet the expectations of your people and the needs of your organization.

It's time to think differently about core HR and payroll – not just as your system of record and payment but also as a hub where everything in your organization comes together to transform how you manage your workforce. Outdated systems and processes are unable to provide the agility and experience that the modern workforce demands.

How can you provide a core HR and payroll system that meets the needs of your organization and engages your workforce?

Core HR and Payroll for the Modern Workforce

SAP SuccessFactors solutions offer automated HR workflows and intelligent services to enable you to manage processes, not just transactions. In addition, you can implement business processes more smoothly across the HR domain for improved insight, strategic decision-making, and, ultimately, better business performance. (See Figure 1.)

Let's take a look at the key components of the solutions for core HR and payroll to see how they support the demands of the modern workforce.

AUTOMATED COMPLIANCE WITH LOCAL AND GLOBAL REGULATIONS

In today's fast-changing business and regulatory climate, it is imperative to stay up to date on the latest in compliance at a global and local level.

The SAP SuccessFactors Employee Central and SAP SuccessFactors Employee Central Payroll solutions both include localization features that go beyond simple language translation.

Figure 1: Organizational Charts

They include regularly updated compliance capabilities based on analysis of local regulations. Local experts work with legal advisors and government authorities to research and monitor each country's laws. SAP SuccessFactors Employee Central provides localization support in more than 100 locales, while SAP SuccessFactors Employee Central Payroll supports more than 49 locales. By automatically reflecting regulatory changes, these solutions can make it easier for you to adapt to local business practices, laws, and statutory reporting requirements. In addition, customers operating in countries that are not currently localized are able to configure the solutions to meet their specific needs.

PEOPLE AND TRANSACTIONS
Increase workforce productivity with powerful self-service tools that provide fast, intuitive access to important tasks across devices. The people profile functionality within

SAP SuccessFactors Employee Central, seen in Figure 2, helps you keep track of key HR information, in line with country-specific requirements, for employees and contingent labor. Use embedded localization led by our in-country product managers to help ensure compliance and deploy best practices to standardize HR processes across the globe.
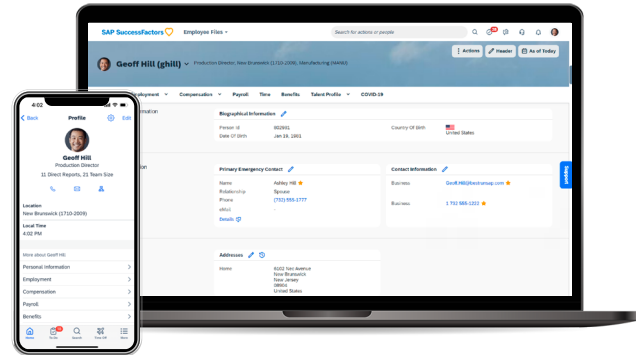

Figure 2: People Profile Overview

ORGANIZATIONAL STRUCTURES TO SUPPORT FLEXIBILITY

Organizational management functionality within SAP SuccessFactors Employee Central helps you model and visualize your organization. Use embedded analytics to gain real-time insight into your workforce. Position management functionality supports administrative efficiency across the suite of SAP SuccessFactors solutions (see Figure 3). This builds the foundation for streamlined recruiting, facilitates succession planning, improves your learning strategies, and allows for better workforce planning. All of this makes SAP SuccessFactors Employee Central the hub for information about people and talent.
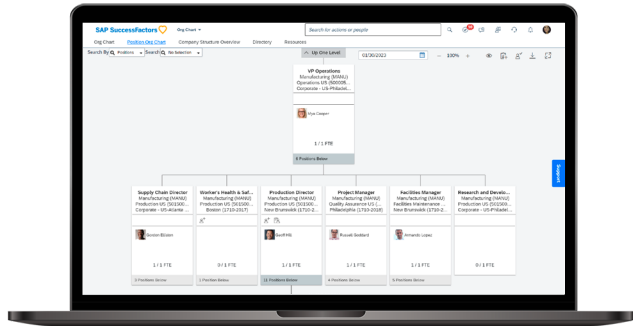

Figure 3: Position Org Chart

GLOBAL BENEFITS ADMINISTRATION

To respond nimbly to the demands of a globally diverse workforce, you need a flexible, adaptable, and resilient global benefits solution. As part of SAP SuccessFactors Employee Central, the SAP SuccessFactors Employee Central Global Benefits solution features a flexible framework that standardizes the global management of benefits for your organization, including reimbursements, allowances, insurance plans, pensions, and savings accounts. (See Figure 4.) You can configure the solution to satisfy local requirements and norms applied to benefits in different countries or regions, all while maintaining centralized governance and oversight of your benefits programs.

For organizations with operations in the United States, the SAP U.S. Benefits Administration application by Benefitfocus offers even more functionality to help you address the complex benefits administration needs of your U.S.-based employees, all while integrating with SAP SuccessFactors Employee Central.
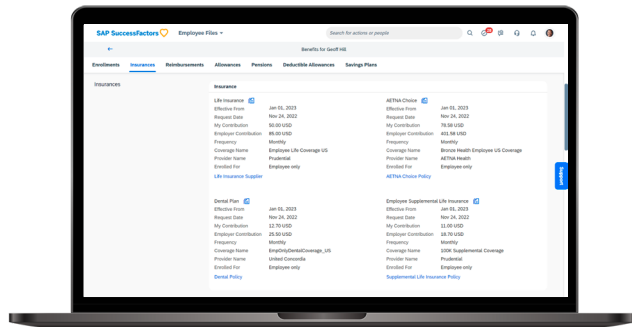

Figure 4: Global Benefits

REIMAGINED TIME MANAGEMENT

Time management capabilities in SAP SuccessFactors HXM Suite provide robust and comprehensive coverage for various types of employees. (See Figure 5). SAP SuccessFactors Employee Central helps you manage employee absences on a single platform while providing basic time sheets for the salaried workforce. Advanced and complex requirements for hourly and remote workforces are addressed in the SAP SuccessFactors Time Tracking solution, which includes capabilities such as digital punch clocks and clock terminal integration, along with support for complex round-the-clock and cross-midnight schedules. Employees can record time and absences from their devices with an intuitive, self-service interface that provides visibility into balances, overtime, and premiums. The solution is designed to support the needs of any organization, helping ensure compliance with corporate policies, collective agreements, and local laws. Take advantage of real-time, automatic calculation of time and pay information, according to each employee's time profile.
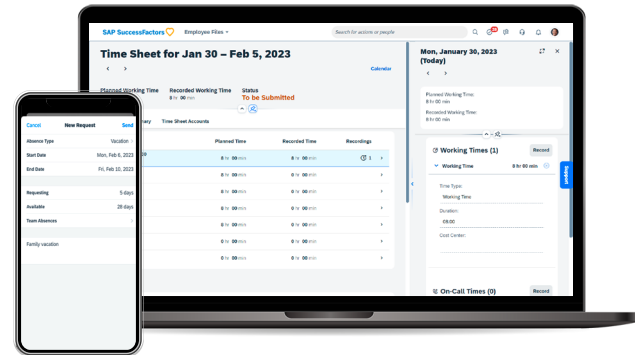

Figure 5: Time Management

SIMPLIFIED AND ACCURATE PAYROLL PROCESSES

SAP SuccessFactors Employee Central Payroll is a powerful solution that helps organizations simplify payroll processing and comply with complex, ever-changing laws and regulations. We deliver localization for more than 49 countries and territories to meet the needs of customers across the globe and in nearly every industry.

With native integration across SAP solution areas, such as core HR, time management, payroll, benefits, and financial accounting, you can further reduce complexity and risk. By leveraging our global ecosystem, you have choice and flexibility in how you run payroll, with options for in-house, outsourced, or managed payroll.

Help ensure employees are paid accurately and on time with automated retro-calculations, embedded payroll statistics, and continuous payroll with proactive auditing (See Figure 6.) And with mobile self-services, employees can quickly update and view their HR and payroll data from their devices. (See Figure 7.)
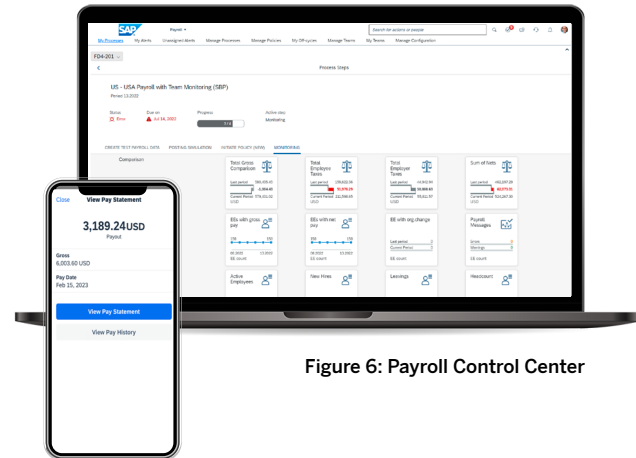

Figure 6: Payroll Control Center

Figure 7: Simplified Payroll

ENHANCED HR SERVICE DELIVERY

The SAP SuccessFactors Employee Central Service Center solution helps you align HR service delivery with employee expectations. It provides accessible and personalized HR policy information and allows employees to reach out to HR using tickets, or through an employee's preferred communication channel.

SIMPLIFIED DOCUMENT MANAGEMENT

An HR document management system can help transform your people processes by helping to increase overall efficiency while reducing costs associated with traditional document management processes. The SAP SuccessFactors Document Management Core solution by OpenText allows you to store, manage, and create documents as part of the digital employee record. (See Figure 8.)

Manage HR compliance obligations with retention and access management capabilities that support data protection and privacy management. Furthermore, you can streamline HR communications with document generation tools to build custom communications between HR and your employees.
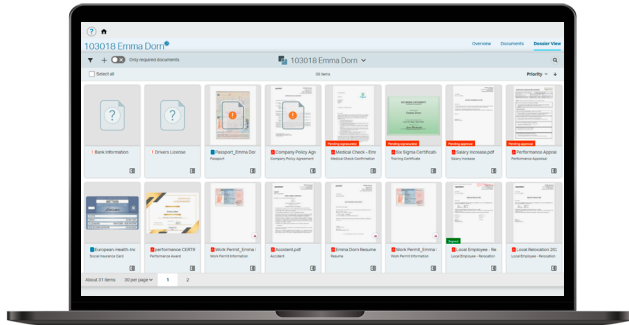

Figure 8: Centralized Document Management

EMBEDDED INSIGHTS AND DASHBOARDS

SAP SuccessFactors solutions for use in core HR and payroll give you visibility into the total workforce. They provide data-driven insights that support better decision-making for both HR and management. Embedded role-based reporting and graphical dashboards, seen in Figure 9, give you a one-click bird's-eye view of context-sensitive insights – without requiring you to navigate away from whatever activity you're working on.

Figure 9: Embedded Insights and Dashboards

INTEGRATED WITH SAP AND THIRD-PARTY SOLUTIONS

Of course, it's not just your HR tools that must work well together. A modern organization may have hundreds of non-HR processes that depend on HR data and require integration with other SAP solutions or third-party products.

We provide preconfigured integrations with other SAP and partner solutions. This significantly reduces the time, cost, and risk of setting up and maintaining integrations, allowing your people to focus on delivering strategic value.

KEY CAPABILITIES

Core HR and payroll offerings within SAP SuccessFactors HXM Suite feature:

- A consumer-grade employee experience with live insights to help you make data-driven decisions

- A single, global foundation for HR, with consistent and standardized HR processes focused on the workforce (including dedicated support for contingent labor and apprentices)

- True self-service to support automation, improve data quality, and elevate HR service delivery with efficient, real-time processes

- Solutions that are in use in more than 200 countries and territories, with deep localization delivered and maintained for more than 100 locales for SAP SuccessFactors Employee Central and more than 49 locales for SAP SuccessFactors Employee Central Payroll

- Prebuilt integrations with other SAP and partner solutions to accelerate and simplify processes

- A proactive approach to worldwide regulatory compliance

LEARN MORE

SAP SuccessFactors HXM Suite offers innovative cloud solutions for core HR, time management, and payroll. Visit us **online** to learn more.

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