SAP SuccessFactors

SAP Cloud Payroll Lösungen

Aktueller Stand & Ausblick

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Customer

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SAP payroll portfolio
Localizations and coverage
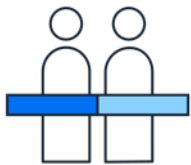
Localization

900+
Localized legal and compliance changes delivered annually

100+ Locales
SAP + Partner

- **50** Cloud
- **56** On-Premise
- **44+** Partner
- **43** Languages
- **172** Currencies

Key Statistics

100 Million
People consistently paid from an SAP system per month

60%
Global Fortune 1000

10,000+
Customers in nearly every industry and size

1,000+
Certified global partner consultants

SAPs payroll portfolio

Target markets

|	**Solution**			
	On-Premise	SAP S/4HANA Private Cloud Edition	SAP SuccessFactors Employee Central Payroll	SAP SuccessFactors Payroll (**initial market**)
Target Market	Existing customers	Install base & Net new <u>not</u> using SAP SuccessFactors 100+ locales Upper-mid market to LE	Install base & Net new using SAP SuccessFactors 50+ locales 1,000 minimum up to LE	Net new using SAP SuccessFactors Available in UK (early adopter) & US (beta test) ~500 employees (small footprint) Low complexity
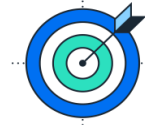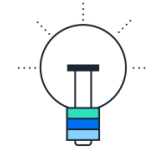
Partner Managed Cloud + Services ⟷   Planned
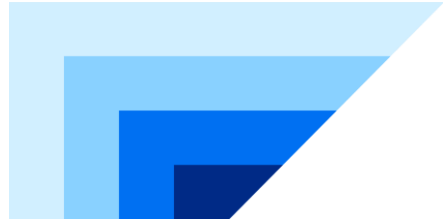
SAP SuccessFactors Employee Central Payroll

Improving the experience for your employee – Access to pay statement
Viewing pay statement from different channels

Planned 1H 2024

Ask our digital assistant Joule to show pay statement or navigate to pay history

Planned 2H 2024

Access your pay statement via new People Profile

Payroll Section in new People Profile
Enhance the Employee Central Payroll end-user experience

Planned 2H 2024

Renew the payroll section within the People Profile

- Access your pay statement via new People Profile

- Access to Payroll Employee Self-Services for Employees

- Access Payroll Information for Payroll Administrators

Localization

Keeping up with legal changes; SAP SuccessFactors Employee Central Payroll in 54 locales (including 4 partner locales)

Ongoing

Continued delivery of legal compliance functions and country round-offs
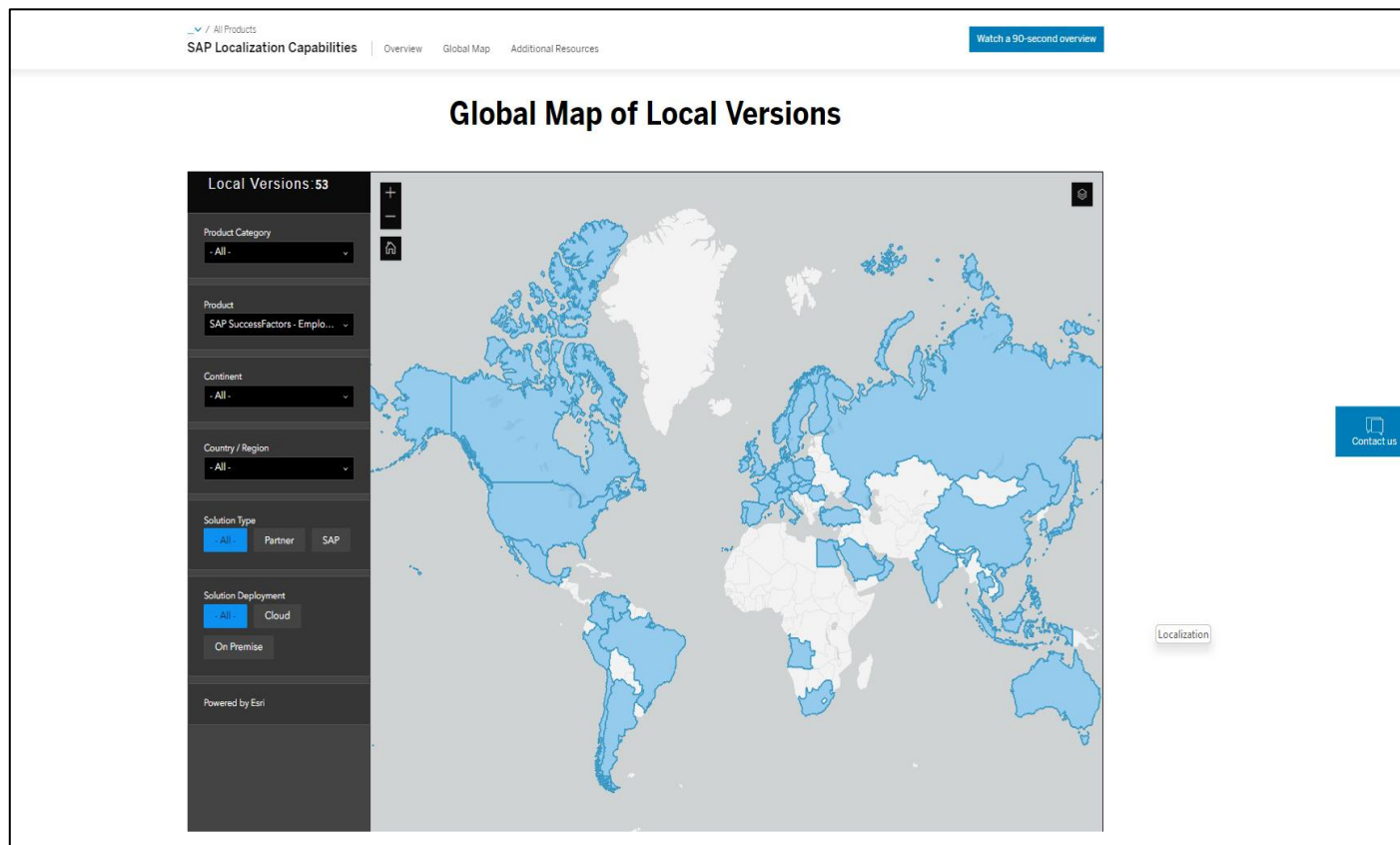
Planned 1H 2024

New local version for Slovenia

Planned 2H 2024

New local version for Croatia

Planned 2024

Piloting Integration of contingent workers (selected countries)

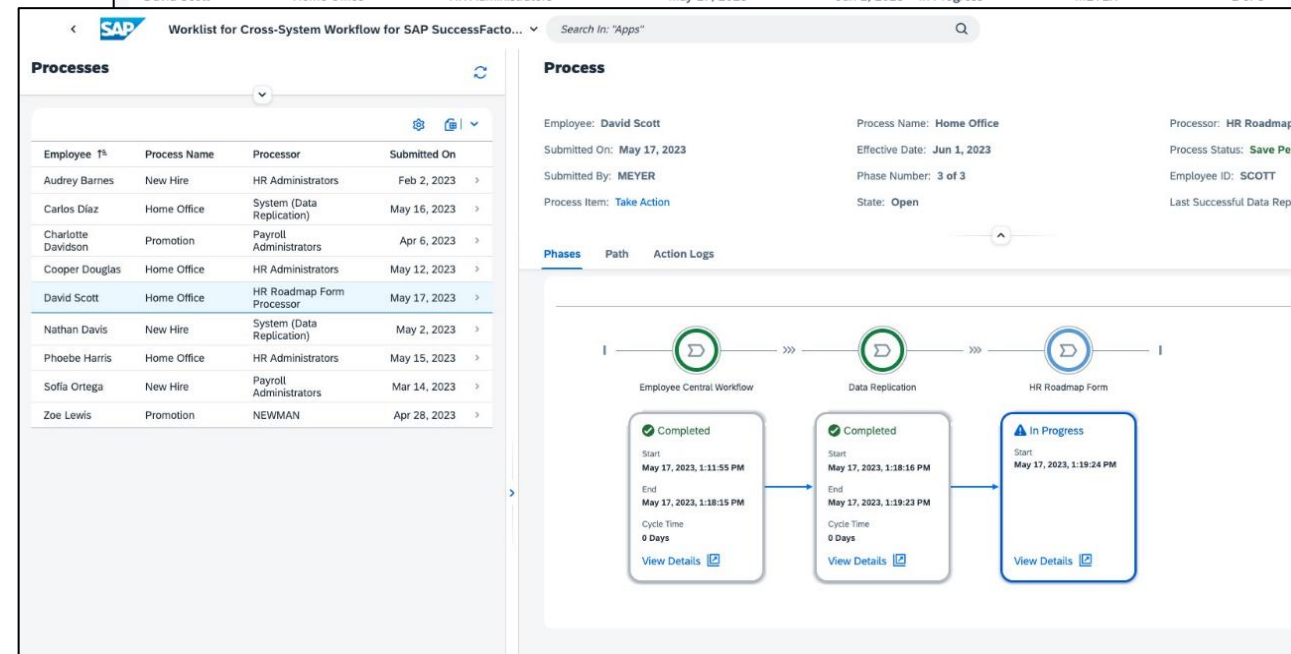# Piloting of Cross-system workflow for Employee Central Payroll
Enhance efficiency of your payroll process

Planned 2024

Piloting of Cross-system workflow with selected customers

- SAP SuccessFactors cross-system workflow automates and harmonizes HR processes across multiple solutions (Employee Central, Employee Central Payroll or 3rd party apps)

- it provides end-to-end visibility and traceability of HR processes

- It provides HR professionals with a guided, collaborative experience in completing their tasks efficiently

- It does not replace data integration. It complements it.

- Flexible Employee Central Payroll integration using HR Roadmap Forms

Payroll Control Center
New payroll processing experience (payroll activities)

Planned 2024/2025

Provides significantly enhanced payroll processing that streamlines operations and provides more flexibility and visibility

- Improved user experience providing a view of the end-to-end payroll process

- Enhanced visibility into payroll with the ability to include pre-payroll activities such as time/benefits interface file

- Enhanced flexibility with the ability to add customer tasks that do not trigger system activities (for example: sign off payroll)

- Best-practice content

- Selected customers only (new technology stack is prerequisite)
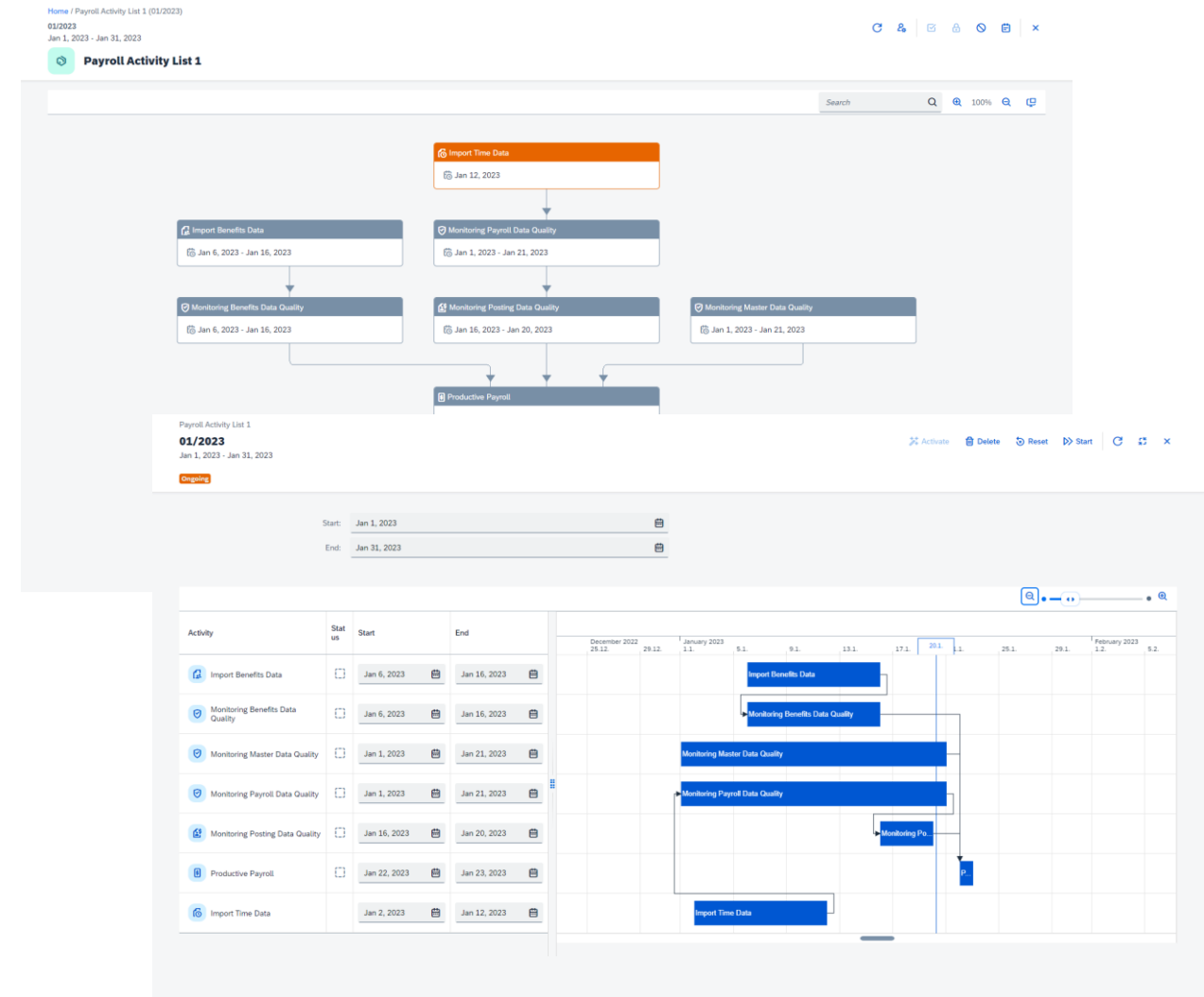
Public Sector - Position budgeting control for cloud
Innovative solutions to increase compliance and government efficiency

Planned 2024/2025

PBC Workbench delivered as a microservice with standard integrations with SAP SuccessFactors Employee Central, SAP SuccessFactors Employee Central Payroll, and SAP S/4HANA Cloud (public and private editions)

Ability to commit budget for personnel expenses in advance that will be consumed and converted into actuals upon payroll posting

Selected customers only (new technology stack is prerequisite)
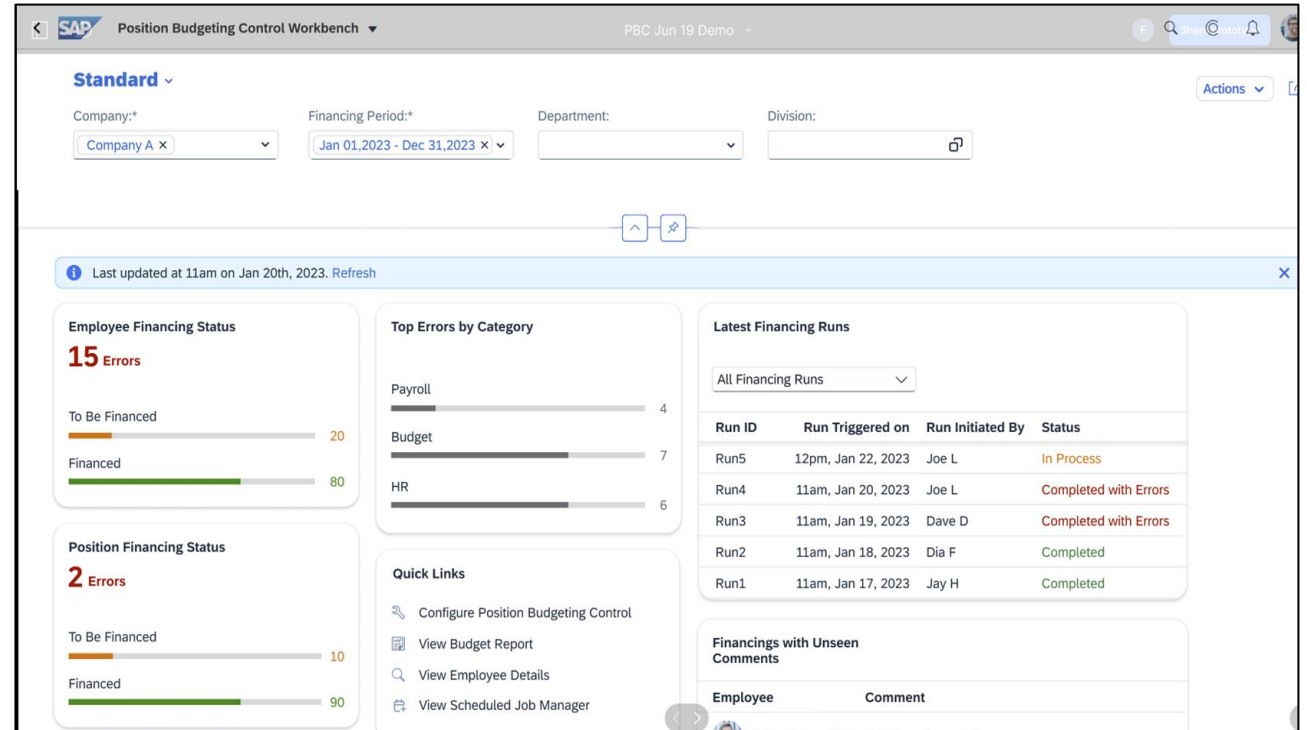
AI powered use cases for Employee Central Payroll
Deliver elevated experience and business value to Administrators and Employee

Planned 2024+

Access to key figures and pay statement via Joule (planned 1H 2024)

Explanation of Pay Statement

- Employee facing explanations of pay statements

- Significant ticket reduction by pre-empting employees queries

Regulatory Compliance Manager

- AI supported queries on upcoming regulatory changes

- Streamlining regulatory adaption effortlessly

Modernizing our stack

SAP HANA and SAP NetWeaver migration brings short- and long-term benefits

Vision

We plan to rigorously modernize our code stack including the database (SAP HANA), the SAP NetWeaver technology platform, and application stack.

Innovations (UX, payment processing, encryption, operations, PCC performance) and foundation for long-term supportability.

We plan to start with deploying new customers first; further communication to follow.
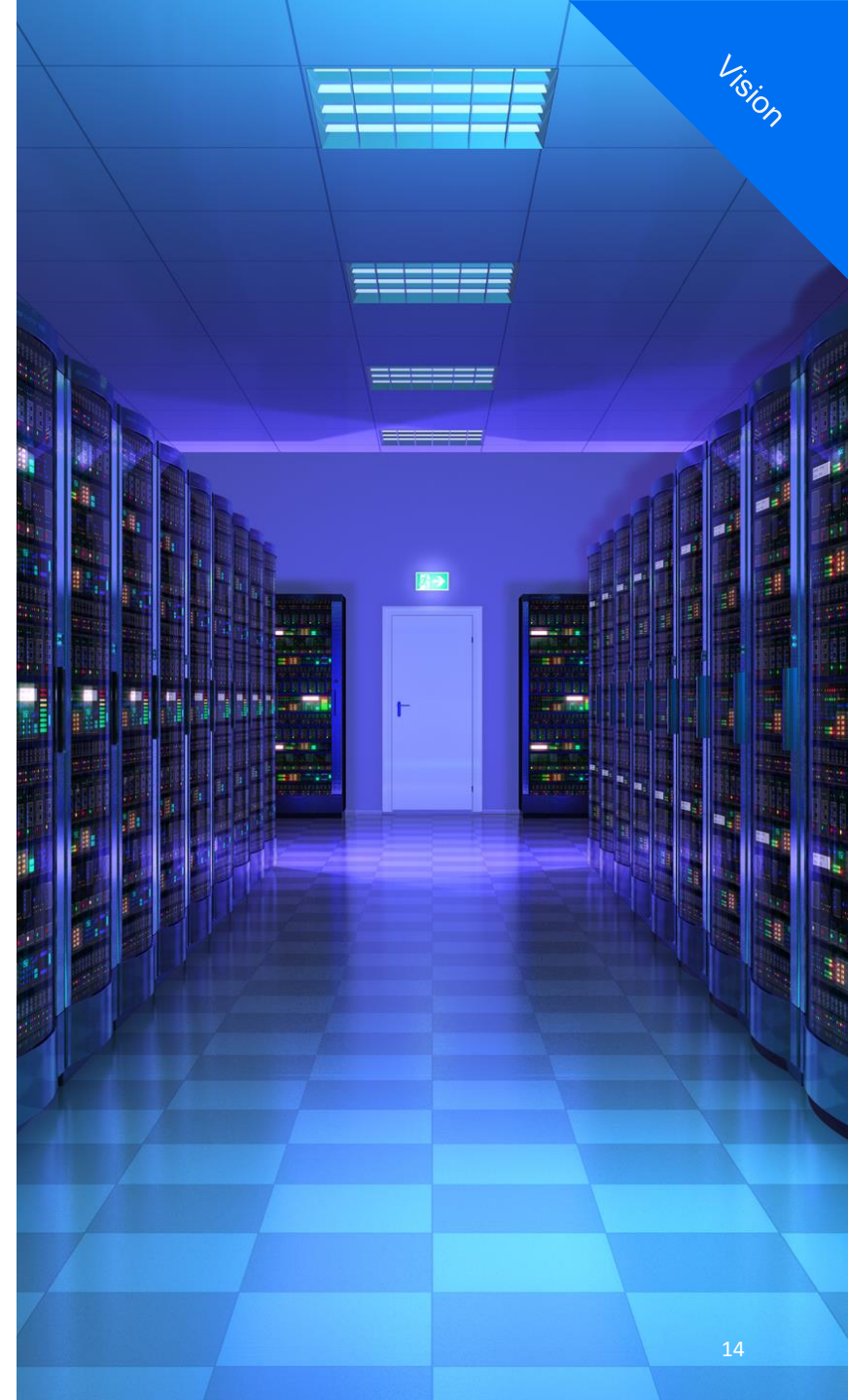
Landing Page for Payroll Administrator - Piloting
Enhance efficiency of your payroll process

Vision

Enrich Payroll Administrator's user experience

- Easy access to the most frequently used Payroll applications - both SAP standard and customer-specific

- Quick overview cards with reports and payroll processes

- Stay on top of legal changes and compliance requirements

- Enhance with your own cards, information forum etc.
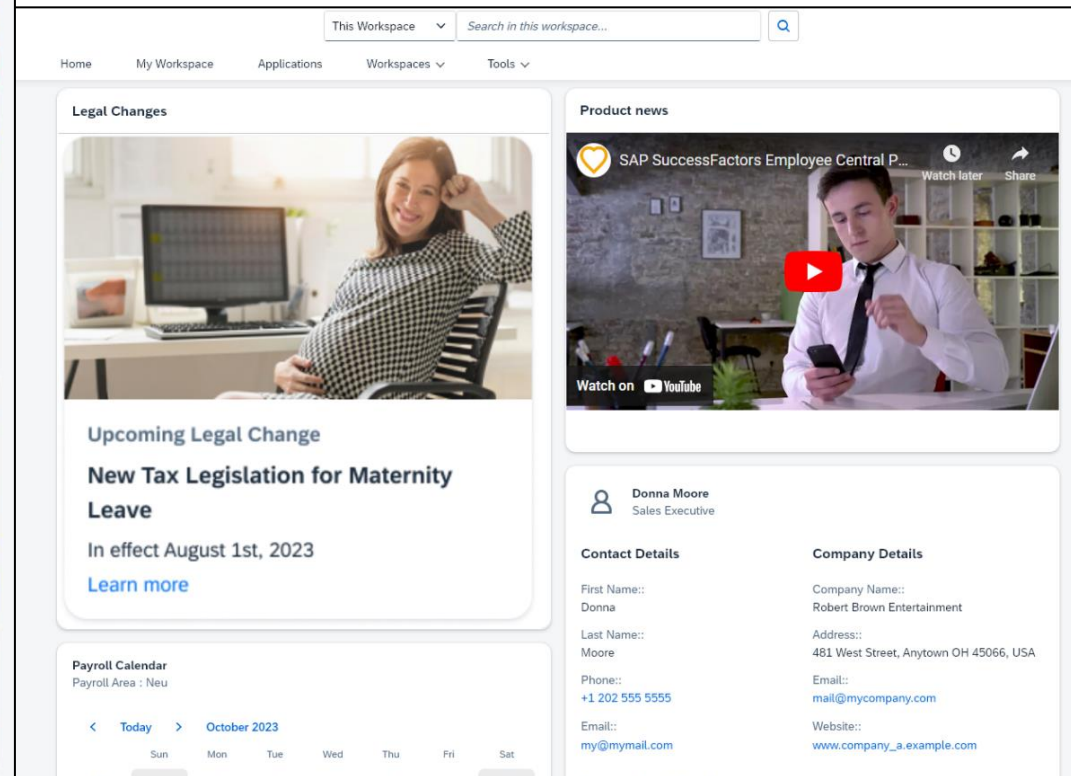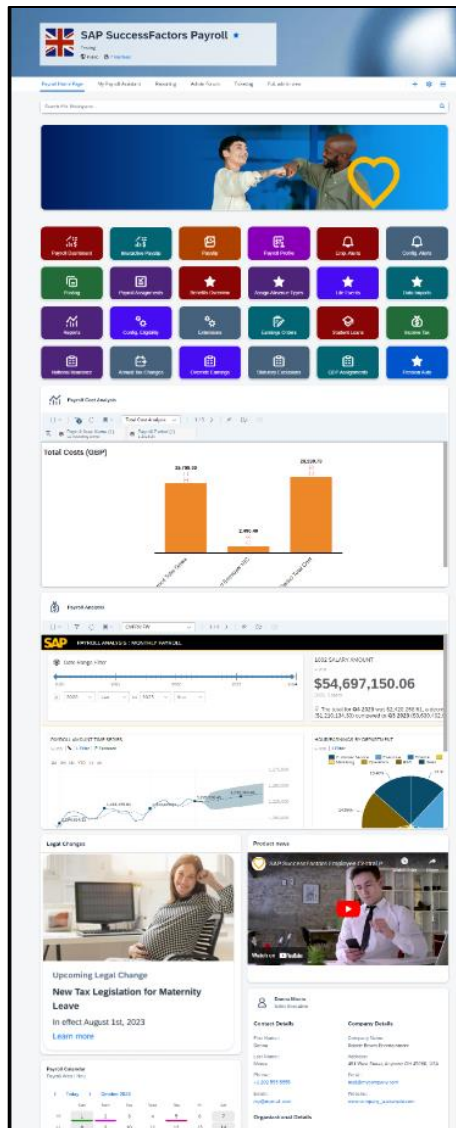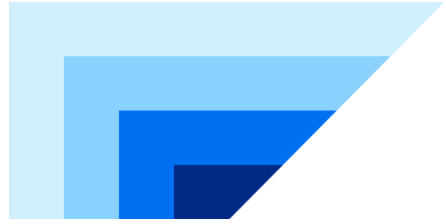
SAP SuccessFactors Payroll

Vision Proposition
SAP SuccessFactors Payroll

SAP's cloud native payroll platform will finally take the pain out of payroll. The event-driven, real-time "intelligent" payroll with its highly modular and flexible services architecture, will enable organizations to master the complexity of the future workforce effortlessly and at low cost.

Embedded in the intelligent enterprise, SAP SuccessFactors Payroll will enable a delightful user experience by offering employees a choice of how and when they are rewarded, and by empowering them to make informed and optimized decisions regarding their total rewards.

SAP SuccessFactors Payroll - UK early adoption
Designed for the decades to come with lower TCO, simpler compliance, and elevated user experience

- Process and legal change automation

- Exception-based alerts and issue resolution

- Real-time and continuous payroll

- Interactive pay statements

- Payroll dashboard and payroll calendar

- Configurable without technical complexity

- Reduced change and testing effort

*The above represents product plans; not all functionality will be available with initial release
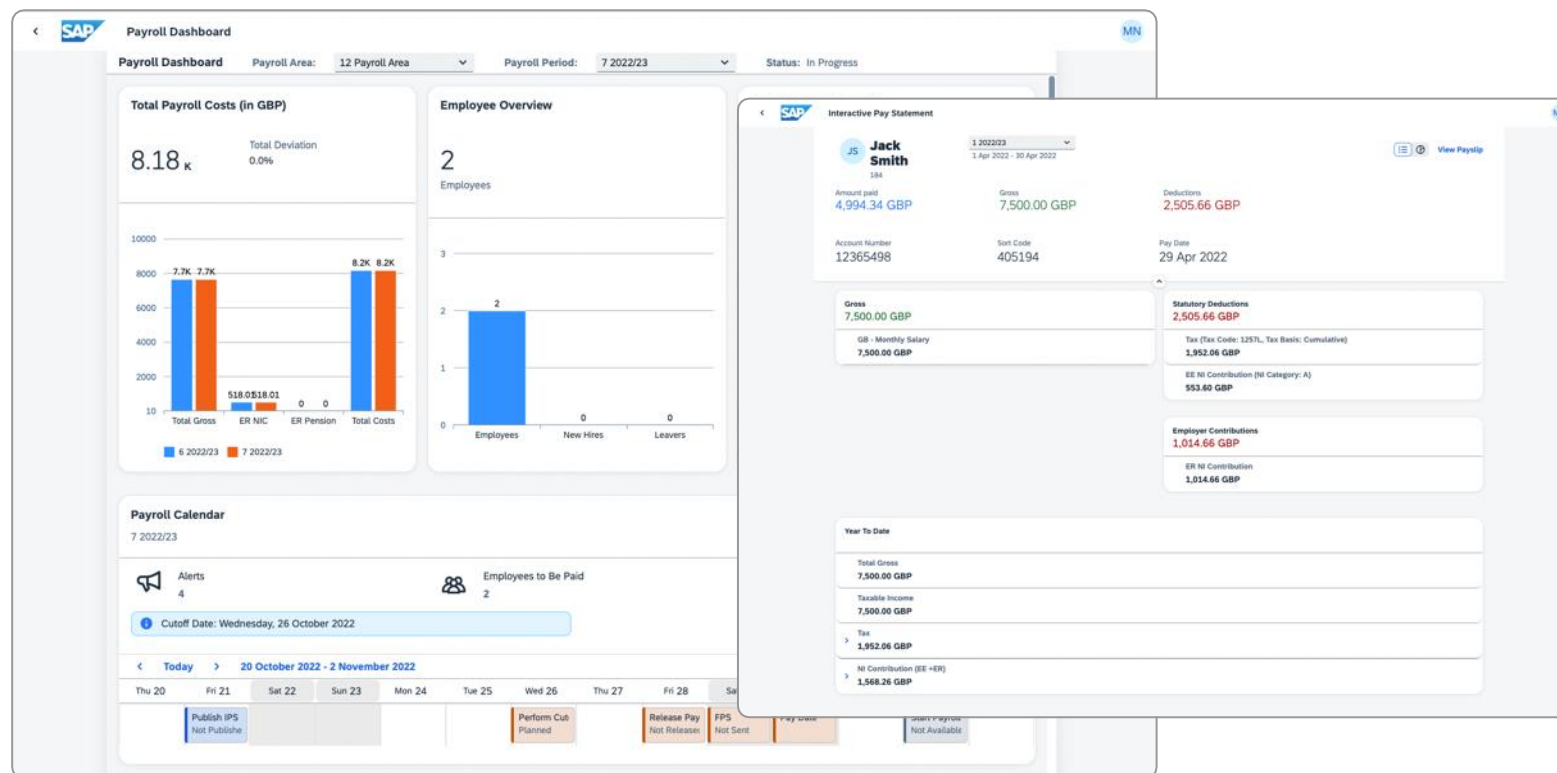
SAP SuccessFactors Payroll

Target customer at launch

Desired Qualifications

- Initial customers by **invitation**

- ~500 employees

- SAP SuccessFactors Employee Central (EC) is a **pre-requisite**

- SAP SuccessFactors for time management is desirable

- Using SAP for Finance (various deployments) desirable

- Low complexity payroll (white collar/services & no public sector)

Ideal Customer Profile

- ~500 employees in UK or US

- SAP SuccessFactors Employee Central

- SAP SuccessFactors Time Tracking

- SAP S/4HANA

- Low complexity business

- In-house payroll expertise

- Willing to start payroll project

- Challenge status quo mindset

SAP's global cloud payroll portfolio

SAP is a provider of trustworthy and innovative payroll solutions with a portfolio of offerings

- We are committed to SAP SuccessFactors Employee Central Payroll, it is the gold standard for enterprise-grade global payroll

- No "one size, fits all" in cloud payroll
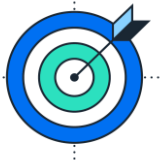
SAP SuccessFactors Employee Central Payroll
Global, scalable, robust cloud solution for midmarket (1k EEs) to large enterprise

SAP SuccessFactors Payroll
Highly innovative with limited market reach for some time to come (UK followed by U.S. for smaller populations with lower complexity)

SAP S/4HANA Cloud Private Edition
Highest flexibility for on-premise payroll customers

- Many customers start with SAP SuccessFactors Employee Central

- Side-by-side allows you to make an early move and avoid a big-bang approach

Thank you.

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SAP SE

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