

SAP Cloud Payroll Lösungen

Aktueller Stand & Ausblick

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Customer



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SAP payroll portfolio

Localizations and coverage

Localization



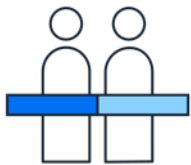
900+
Localized legal and compliance changes delivered annually



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

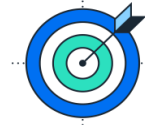
Solution



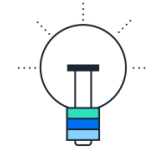
On-Premise



SAP S/4HANA
Private Cloud Edition



SAP SuccessFactors
Employee Central Payroll



SAP SuccessFactors Payroll
(initial market)

Target Market

Existing customers

Install base &
Net new not using
SAP SuccessFactors
100+ locales
Upper-mid market to LE

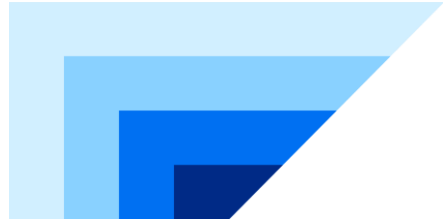
Install base &
Net new using
SAP SuccessFactors
50+ locales
1,000 minimum up to LE

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

The screenshot shows the SAP employee dashboard with a chat window for the digital assistant Joule. The chat window displays the following content:

Today 7:18 AM

[view my pay statement](#)

Here is your requested pay statement.

Pay Statement for Jun 10, 2023

Payment Amount:	796.93 USD
Gross Amount:	1,000.00 USD
Pay Date:	Jun 10, 2023
Pay Statement Details:	link

Below I can navigate you to your pay history.

[View Pay History](#)

How can I help you?

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

The image displays two screenshots of the SAP SuccessFactors interface. The left screenshot shows the 'People Profile' for Mira Torff, with the 'Payroll' section highlighted in the navigation menu. The right screenshot shows the 'Payroll' section for Clark Wunsch, displaying a list of pay statements for the year 2023. A purple arrow points from the 'Oct 6, 2023' statement in the list to its detailed view in the right-hand screenshot.

People Profile

Mira Torff
She / Her
Senior UX Designer (Berlin)
SAP SuccessFactors
[On Global Assignment](#)

Payroll Legal Entity 1

Pay Statements [Hide Figures](#)

Date	Amount	Payout
Nov 6, 2023	5320.45 EUR	Payout of 3320.24 EUR
Oct 6, 2023	500 EUR	Payout of 300.59 EUR
Sep 6, 2023	5302.55 EUR	Payout of 3198.38 EUR
Aug 6, 2023	5000.44 EUR	Payout of 3020.38 EUR

[View Pay History](#)

Payroll

Clark Wunsch
Senior UX Designer, SAP SuccessFactors

Legal Entity
[Legal Entity 1]

Pay Statements [Hide](#)

Date	Amount	Payout
Nov 6, 2023	Payout of 4613,07 EUR	
Oct 6, 2023	Payout of 5001,33 EUR	
Sep 6, 2023	Payout of 4823,10 EUR	

[Go to Pay History](#)

Home Activities Search Time Off More

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

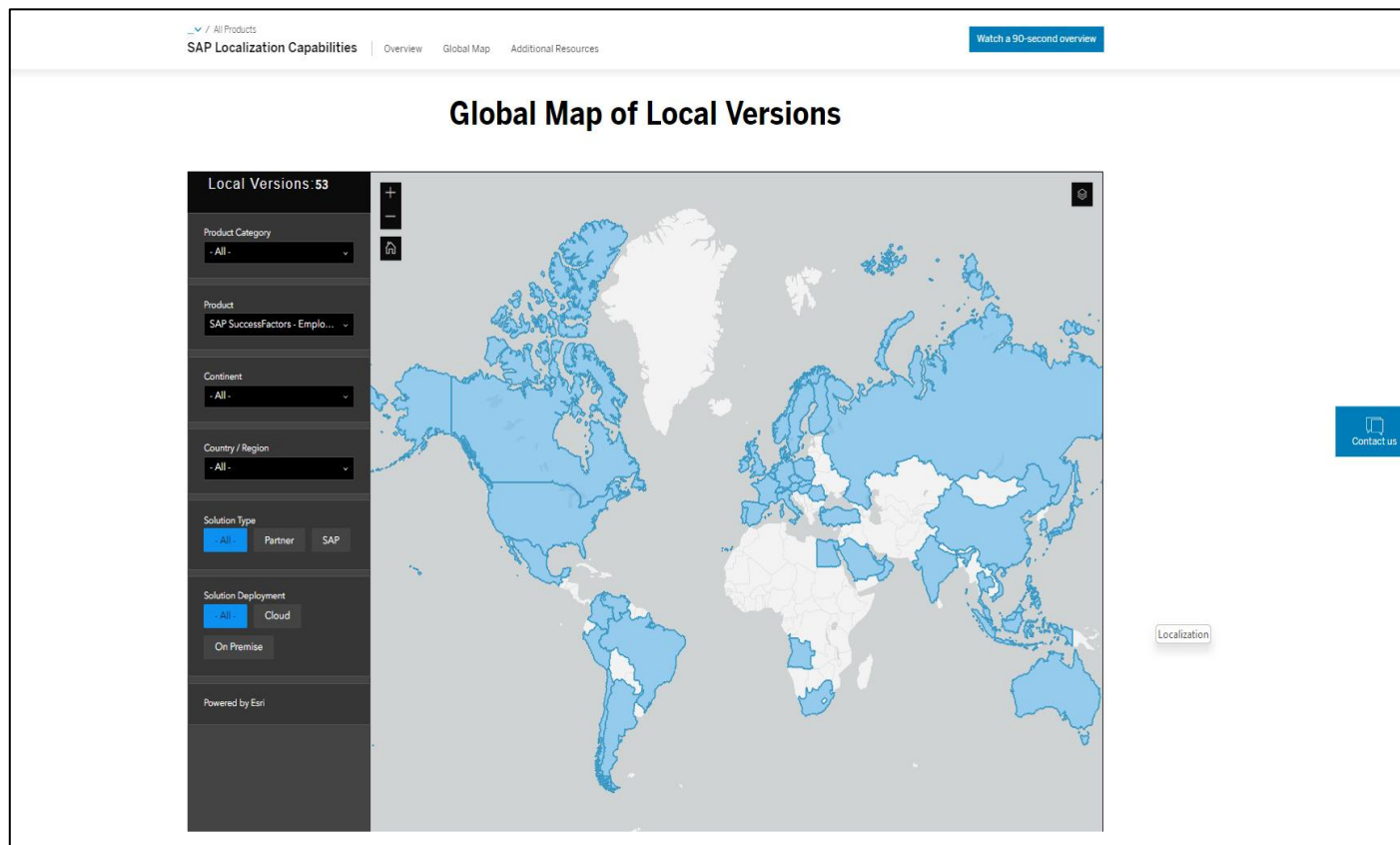
New local version for Slovenia

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

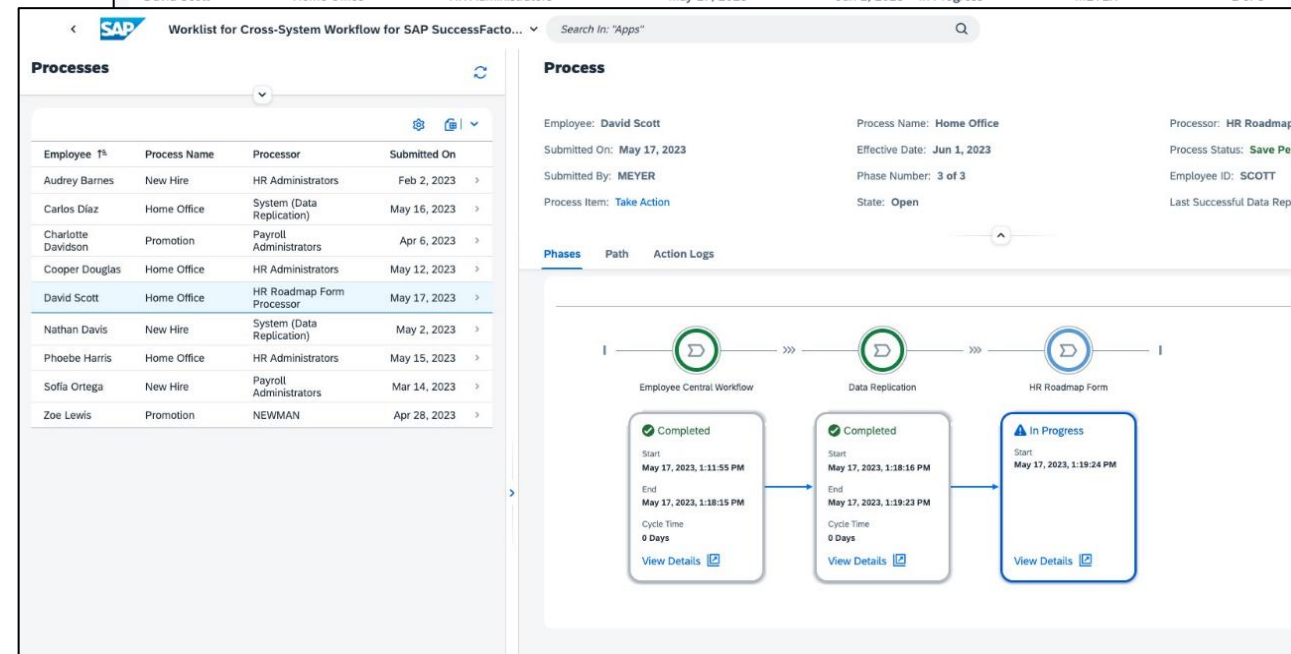
Enhance efficiency of your payroll process

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

Employee ID	Process Name	Processor	Submitted On	Effective Date	Process Status	Submitted By	Phase Number	Employee ID
Audrey Barnes	New Hire	HR Administrators	Feb 2, 2023	Jul 1, 2023	In Progress	MILLS	1 of 3	BARNES
Carlos Diaz	Home Office	System (Data Replication)	May 16, 2023	Jun 1, 2023	In Progress	RAMIREZ	2 of 3	DIAZ
Charlotte Davidson	Promotion	Payroll Administrators	Apr 6, 2023	Jul 1, 2023	In Progress	JONES	3 of 3	DAVIDSON
Cooper Douglas	Home Office	HR Administrators	May 12, 2023	May 15, 2023	Overdue	JONES	1 of 2	DOUGLAS
David Scott	Home Office	HR Administrators	May 17, 2023	Jun 1, 2023	In Progress	MEYER	1 of 3	SCOTT



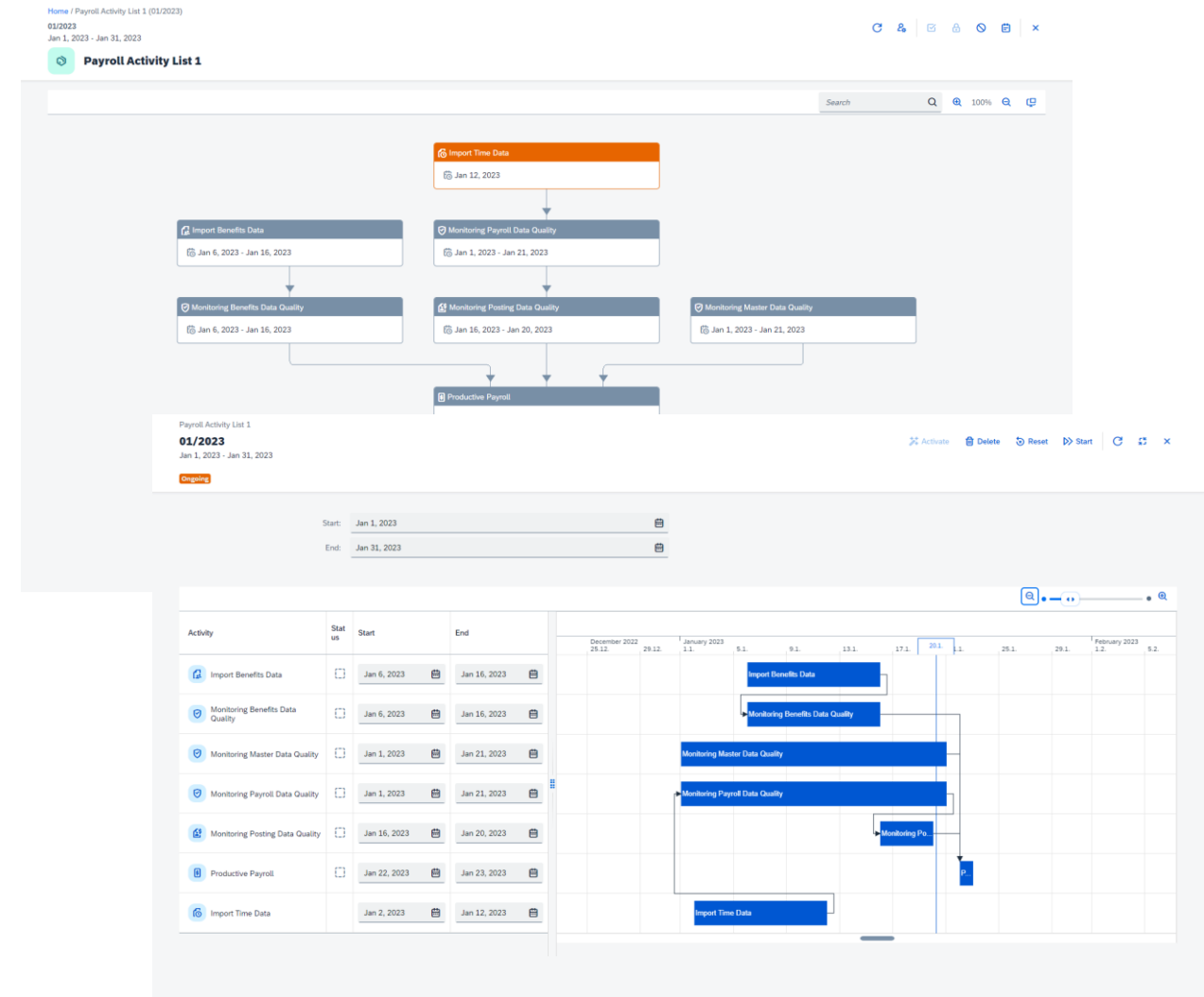
Payroll Control Center

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

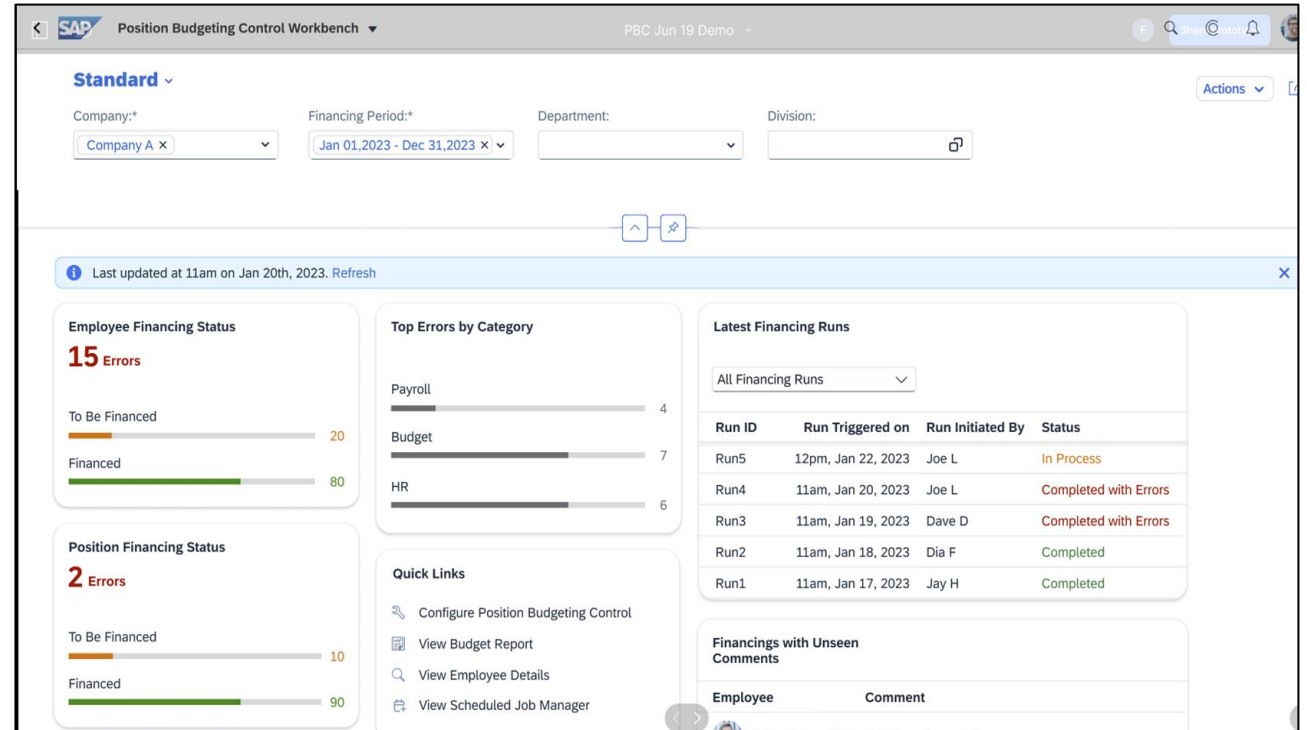
Innovative solutions to increase compliance and government efficiency

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

The screenshot displays the SAP Joule AI chat interface. The header shows the SAP logo and the name 'Joule'. The chat window contains a conversation about the latest legal change in the United Kingdom regarding P11D e-filing for the tax year 2023-24. The chat history shows a user query, a detailed AI response, and follow-up questions. A 'Write a reply...' input field is visible at the bottom of the chat window.

Query: What is the latest legal change in the United Kingdom?

AI Response: The latest legal change in the United Kingdom is the P11D e-filing changes for the tax year 2023-24, which was published in October 2023. This change impacts all employers that process expenses and benefits that need to be reported electronically to HMRC.

Follow-up Query 1: What is the legal change P11D e-filing changes for the tax year 2023-24 about?

Follow-up Query 2: What is the impact of this legal change on employers?

Action: Go to the related regulatory change

Query: What is the legal change P11D e-filing changes for the tax year 2023-24 about?

AI Response: The legal change P11D e-filing changes for the tax year 2023-24, published in October 2023, is about the requirement for all employers that process expenses and benefits to report these electronically to HMRC. This information is based on legislation and regulations that are subject to change at any time by the respective authorities and is therefore not binding. The information will be updated as and when required.

Follow-up Query 1: When was the last update made to this legal change?

Follow-up Query 2: What is the due date for this legal change?

Action: Go to the related regulatory change

Query: How do the tax authorities calculate the non monetary benefits of a company car?

AI Response: The tax authorities calculate the non-monetary benefits of a company car by taxing you on one percent of the gross list price (purchase price excluding discount and including VAT at the time of initial registration) of the car as a taxable noncash benefit. This is reflected in your pay statement and is subject to tax and social insurance contributions. Different rules apply to electric vehicles. Additionally, your journeys by company car or rental car to your regular place of work are also a taxable benefit in kind.

Modernizing our stack

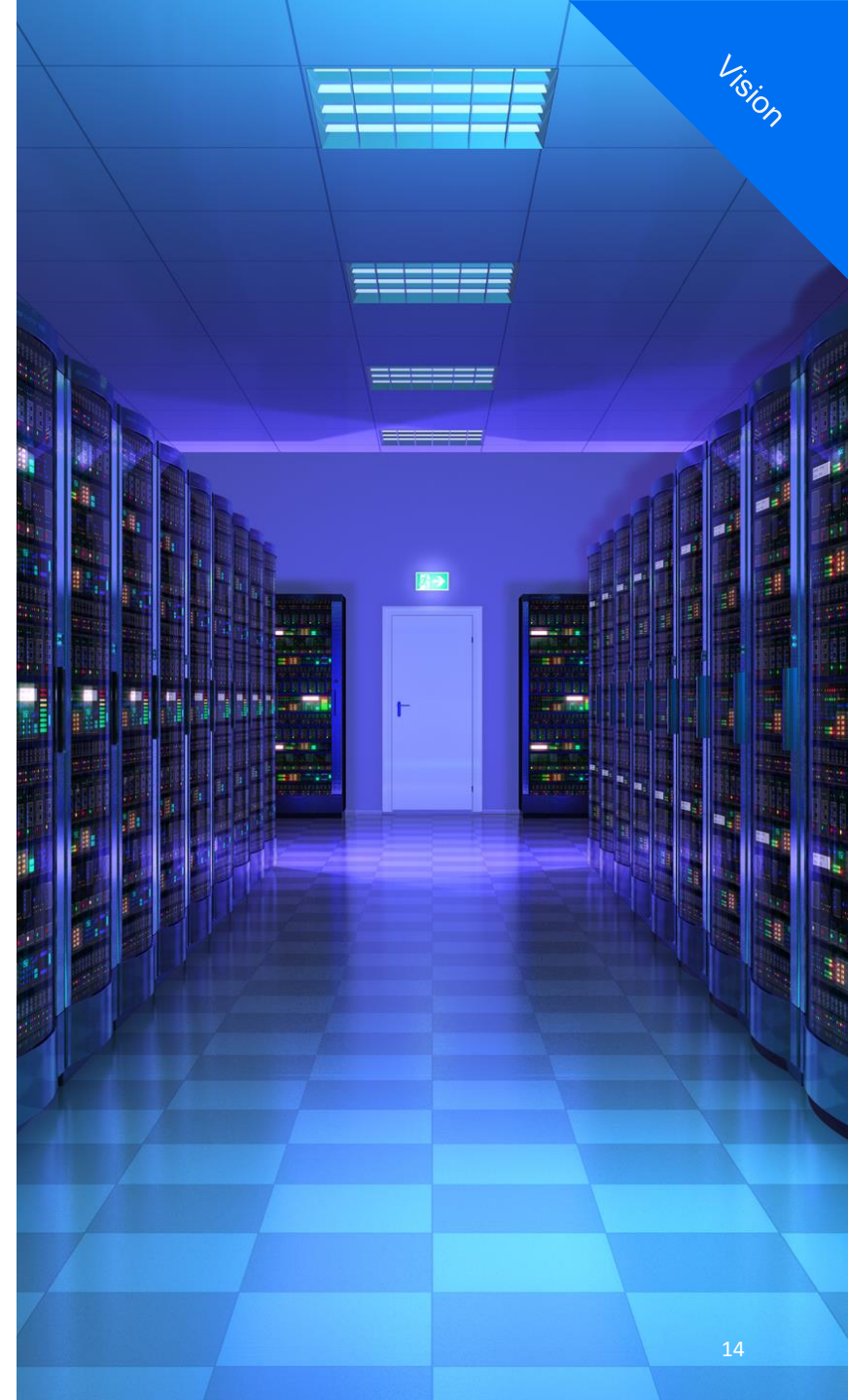
SAP HANA and SAP NetWeaver migration brings short- and long-term benefits

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.



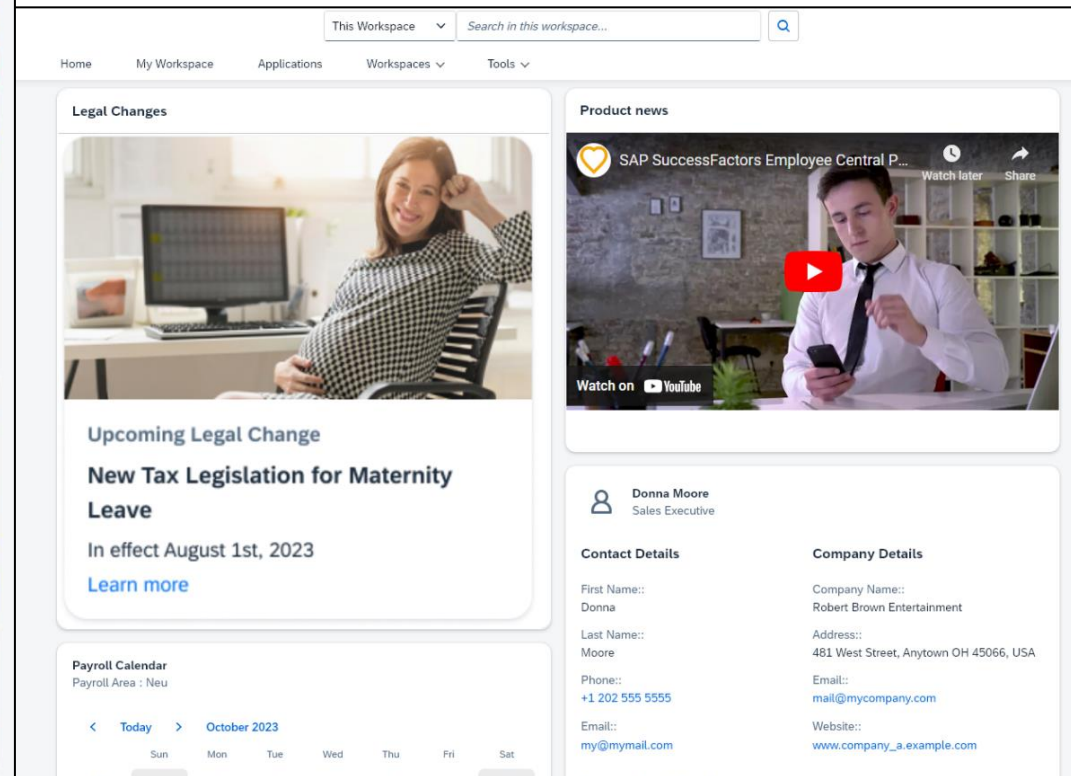
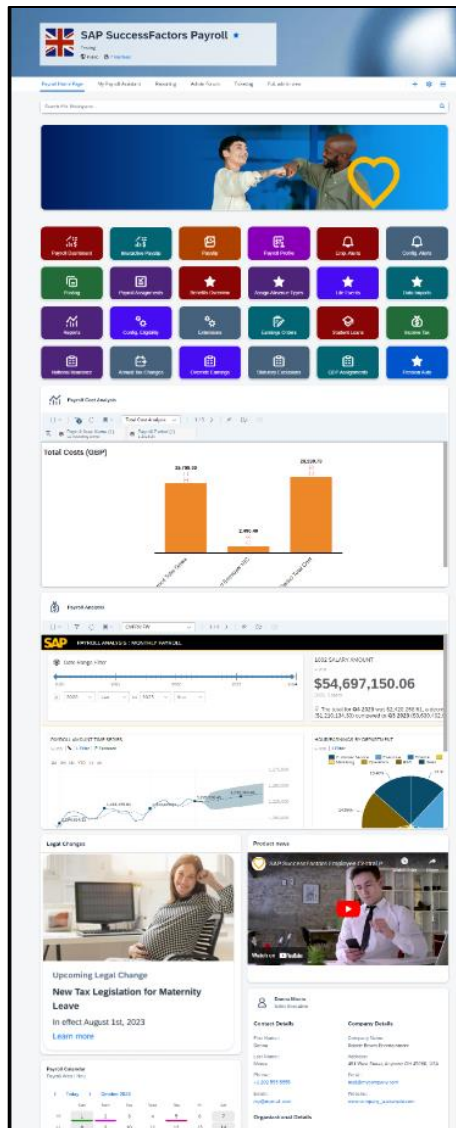
Landing Page for Payroll Administrator - Piloting

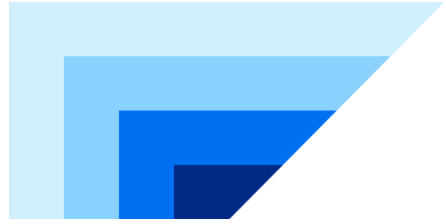
Enhance efficiency of your payroll process

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.

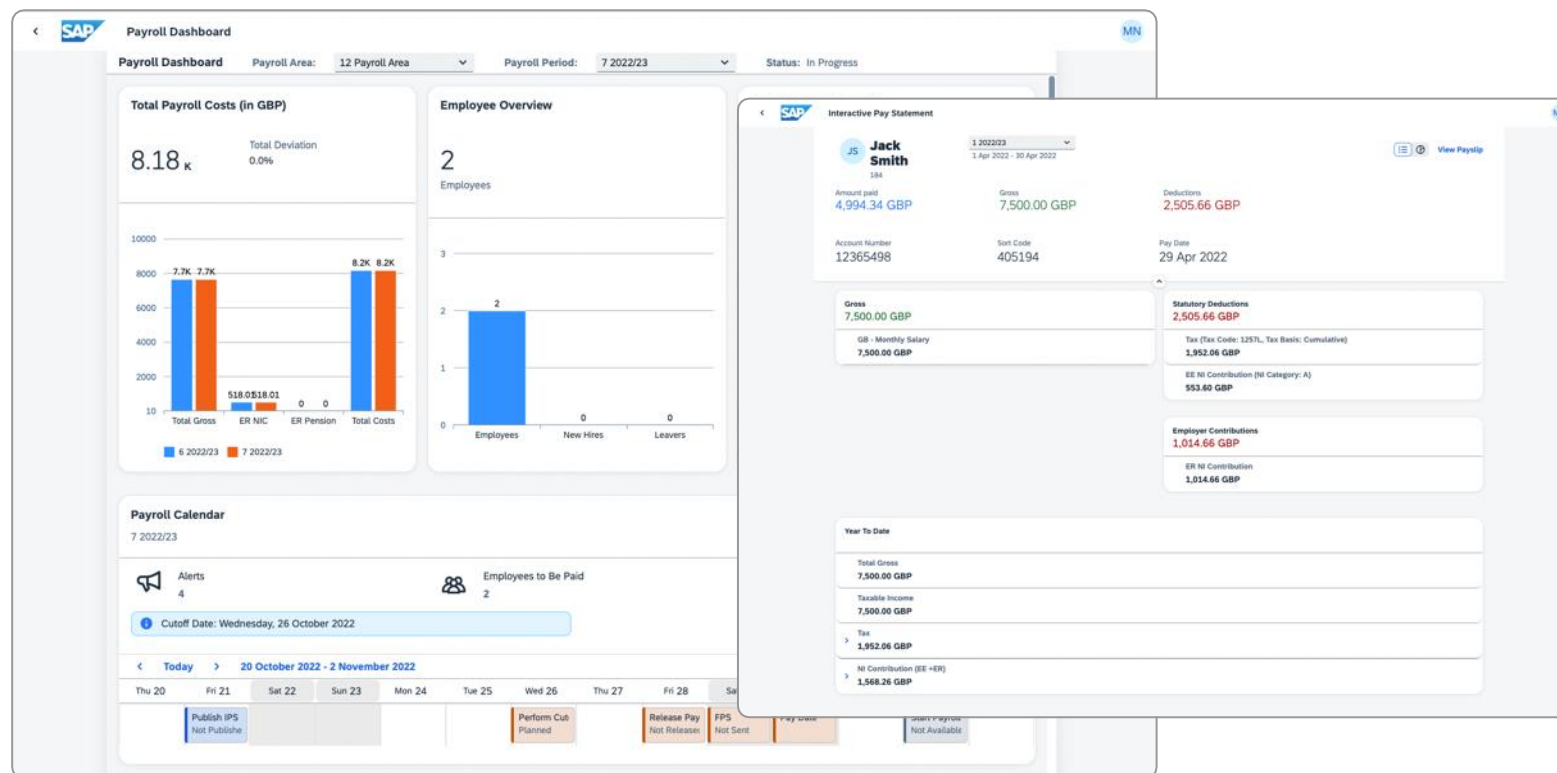
Embedded in the intelligent enterprise, SAP SuccessFactors Payroll will enable a delightful user experience by offering employees a choice of how and when they are rewarded, and by empowering them to make informed and optimized decisions regarding their total rewards.



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



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)

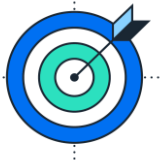
Ideal Customer Profile

- ~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.

Ralf Wagner

Vice President HCM Solution Management
SAP SE

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