

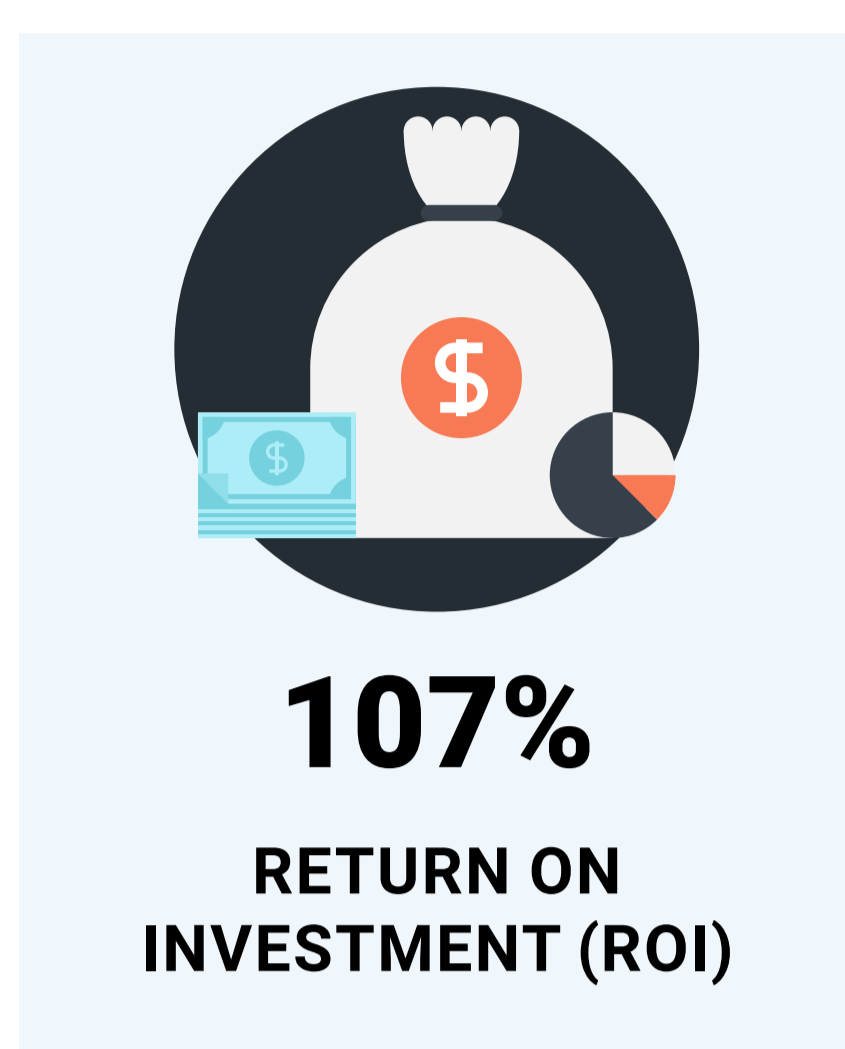
# An Economic Validation of Moving from SAP ERP HCM to SAP SuccessFactors Solutions

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## Enterprise Strategy Group's Modeled Analysis

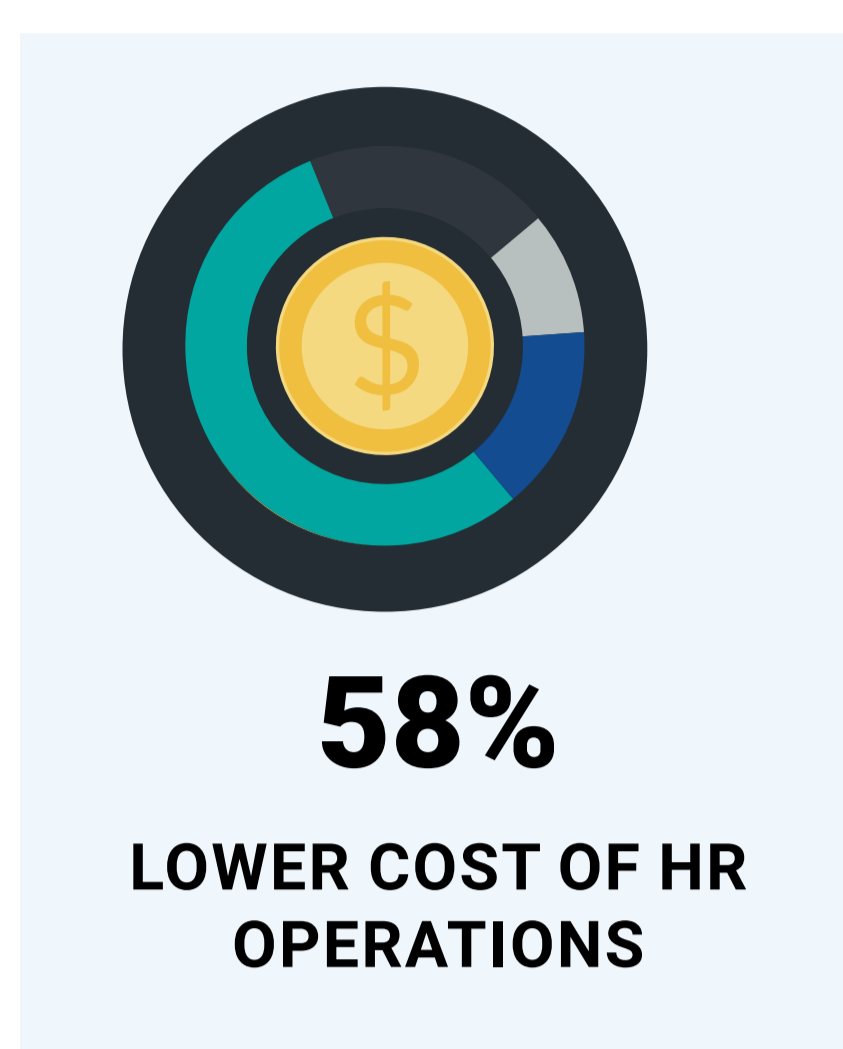
Given the validated improvements reported by customers, Enterprise Strategy Group conservatively modeled a scenario that compares the costs and benefits of HR operations with the SAP SuccessFactors HXM solution versus the existing SAP ERP HCM solution.



(Compares the total cost of the SAP SuccessFactors HXM solution implementation against all of the savings and benefits expected over a 3-year period.)



(Compares the costs of hardware, software, subscriptions, systems administration, application administration, implementation, and change management.)



(Compares the expected hours spent by HR team members performing a variety of HR-related tasks around operations, people management, compensation and payroll, and support.)

“The SAP SuccessFactors HXM solution allows us to be so much more efficient that we were able to double the number of employees that our team provides services for without increasing headcount (a 100% improvement in operational efficiency).”

- SAP SuccessFactors HXM Solution Customer

## The Shift from Human Capital Management to Human Experience Management

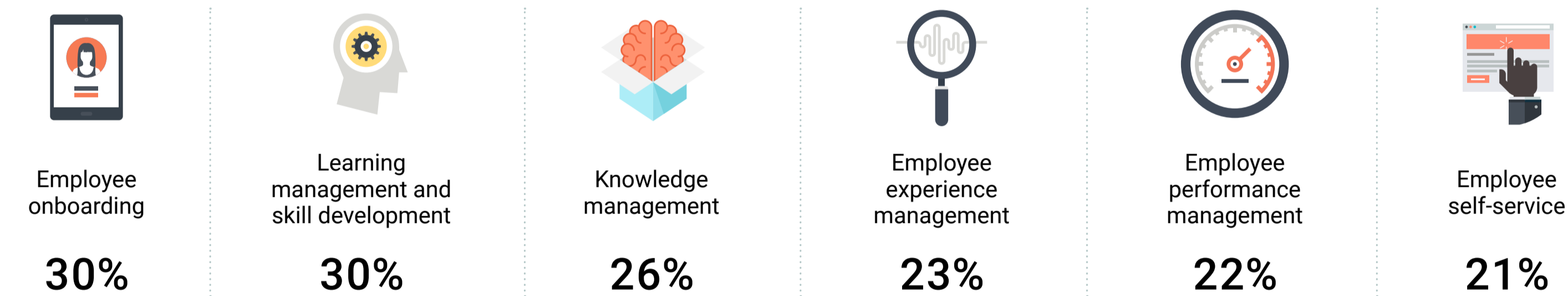
Today's workforce includes a greater diversity of workers with differing needs, along with increasing social and governance responsibilities. Addressing these challenges goes beyond systems or processes and is about helping organizations' most important resource—their people—and the new ways in which they work.



As organizations look to reskill and shift people into new jobs, roles, and teams, **84% of those involved in HR and talent acquisition technologies are planning new investments.**

Source: TechTarget, 2023 IT Priorities Study, April 2023.

HR and talent acquisition/development business applications that organizations plan to deploy in the next 12 months:



Source: TechTarget, 2023 IT Priorities Study, April 2023.

“Our organization was very familiar with SAP products and services, and that gave us great confidence that we could make the move in under a year. I don't think we could have accomplished this if we were moving from, or to, another vendor.”

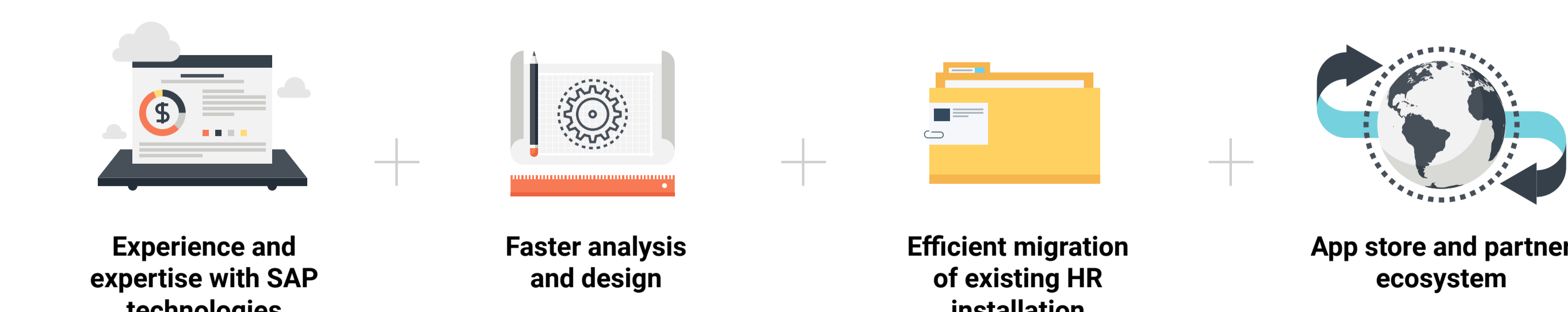
- SAP SuccessFactors HXM Solution Customer

## Enterprise Strategy Group Validation

The Economic Validation from TechTarget's Enterprise Strategy Group revealed that moving to the cloud with the SAP SuccessFactors HXM solution provided customers with significant savings and benefits in the following areas:



SAP provides the unique synergies, experience, tools, and expertise to help reduce the time, complexity, and risk of moving to a cloud-based HR platform that cannot be replicated by any other vendor through:



## Conclusion

Enterprise Strategy Group validated that, since migrating operations to the SAP SuccessFactors HXM solution, customers were able to provide a better experience for their employees, onboard and grow talent faster, significantly reduce operational complexity for HR teams by 50% or more, and better enable the business to innovate and make more informed decisions. By choosing SAP over other potential vendors, customers were able to avoid lengthy delays and reduce risk. Our validation suggests that, whether you plan to take a hybrid or an all-in-the-cloud approach, there is a business case to be made to consider a move to the SAP SuccessFactors HXM solution. Please read the full Enterprise Strategy Group report to learn more about the details of our validation and findings.

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