



# Benefits of Migrating Core HR, Payroll, and Time to SAP SuccessFactors



In today's fast-paced business environment, organisations are under increasing pressure to optimise operations, enhance employee engagement, cut costs, and remain agile in the face of evolving workforce dynamics, market forces, and economic headwinds. Core HR functions such as payroll, time management, and employee records are foundational to organisational success. However, outdated systems, siloed data, and manual workflows often hinder these processes. To address these challenges, forward-thinking companies are migrating to cloud-based solutions that provide scalability, flexibility, and innovation.

SAP SuccessFactors, a leading cloud-based HR solution, offers a comprehensive platform that integrates Core HR, Payroll, and Time Management into a unified system, alongside world-class

talent management and analytics capabilities. By transitioning to SAP SuccessFactors, organisations can improve operational efficiencies, compliance, and employee experience. **Studies show that organisations can achieve over 100% return on investment (ROI) and 58% lower cost of HR operations** by implementing SAP SuccessFactors.

This white paper explores the strategic benefits of moving Core HR, Payroll, and Time functions to SAP SuccessFactors, including enhanced data accuracy, real-time insights, and streamlined processes. Whether aiming to support a global workforce, ensure regulatory compliance, or empower your HR teams with advanced tools, SAP SuccessFactors provides the foundation to meet these goals.

The following sections explore key areas where SAP SuccessFactors adds value:

- **Operational Efficiency:**  
How automation and integration reduce administrative burdens and optimise workflows.
- **Scalability and Flexibility:**  
How cloud infrastructure supports growth and adapts to changing business needs.
- **Employee Experience:**  
The impact of intuitive self-service tools and mobile-friendly interfaces on engagement.
- **Regulatory compliance.**

Through this analysis, you'll understand why SAP SuccessFactors is not just a technological upgrade but a strategic investment for your organisation's future.



## Operational efficiency

Automation and integration are at the heart of operational efficiency. By consolidating Core HR, Payroll, and Time Management functions into SAP SuccessFactors, organisations can eliminate redundant tasks and reduce manual errors. Automated workflows streamline processes such as payroll calculation, time tracking, and benefits administration, freeing HR teams to focus on more strategic initiatives.

Moreover, integrated systems ensure seamless data flow across modules, reducing data silos and improving accuracy. For instance, when an employee updates their personal information, it is reflected across payroll, time, and benefits systems in real-time. This eliminates time delays and enhances decision-making based on accurate data.

## Scalability and flexibility

As businesses grow and evolve, HR needs become more complex. A cloud-based solution like SAP SuccessFactors provides the scalability to accommodate workforce expansion and the flexibility to adapt to organisational changes. Whether onboarding new employees, entering new markets, or responding to regulatory updates, SAP SuccessFactors can scale without requiring extensive IT resources.

The platform's modular architecture allows organisations to adopt necessary features and expand capabilities over time. SAP releases new features twice a year, so customers benefit from ongoing updates without requiring major upgrade projects. This ensures your HR system evolves in alignment with business needs, maximising long-term value.



## Enhanced employee experience

In today's workforce, employees expect seamless, user-friendly interactions with HR systems. SAP SuccessFactors delivers an intuitive experience through a modern user interface, self-service tools, and mobile accessibility. Employees can easily access pay stubs, request time off, update personal information, and complete training from any device.

These tools empower employees to manage their HR needs independently, reducing reliance on HR teams for routine inquiries and activities. This enhances satisfaction and engagement, fostering a positive workplace culture. Managers benefit from real-time visibility into team performance and attendance, enabling informed decision-making.

## Improved compliance and security

Managing compliance in a global and highly regulated environment is a critical challenge. SAP SuccessFactors helps organisations stay ahead by offering built-in compliance features for local and international labour laws, tax regulations, and data privacy standards such as GDPR. The platform's cloud-based architecture provides enterprise-grade security, including encryption and role-based access controls.

Automated updates ensure your system stays compliant with evolving regulations, reducing the risk of penalties and reputational damage. By prioritising compliance and security, SAP SuccessFactors not only protects organisations but also fosters trust among employees, customers, and stakeholders.



# Paths to cost savings

Implementing SAP SuccessFactors can lead to significant cost savings for organisations through several key avenues:

## Reduced IT infrastructure costs

- **Eliminating on-premises systems:**  
Cloud solutions remove the need for costly hardware, server maintenance, and physical storage space.
- **Lower IT support requirements:**  
SAP manages updates, security patches, and maintenance, reducing reliance on internal IT teams.
- **Integration:**  
Modern middleware platforms and API-based integration enable seamless connection between systems, reducing overhead.

## Streamlined HR Processes

- **Automation:**  
Automating repetitive tasks, such as payroll calculations, benefits administration, and time tracking, reduces administrative workload and errors, freeing up time for higher-value tasks.
- **Self-Services:**  
Empowering employees and managers to handle tasks like updating personal information or approving time-off requests reduces HR personnel involvement.
- **Mobile Access:**  
Employees can complete tasks anytime, anywhere, improving overall productivity.
- **Real-Time Access to Data:**  
Managers and HR teams can make quicker, data-driven decisions, reducing delays in operations.

## Enhanced compliance management

- **Automated Updates:**  
Ensure your system remains compliant with changing labour laws and tax regulations, minimising legal costs.
- **Audit Trails:**  
Built-in reporting and tracking features streamline audits and regulatory checks, saving time and resources.

## Improved employee attraction and retention

- **Wider Talent Reach:**  
Posting jobs to multiple platforms increases visibility without additional costs.
- **Automated Candidate Screening:**  
AI-driven tools help filter applications, quickly, reducing manual review time.
- **Employee Engagement:**  
User-friendly tools and mobile access improve employee satisfaction, reducing turnover and associated hiring costs.
- **Diversity and Inclusion:**  
Tools for tracking diversity initiatives promote a more inclusive workplace.
- **Employee Wellness Features:**  
Integrated wellness programs and resources promote health and well-being, reducing burnout and related turnover.



## Lower change management and training costs

- **Intuitive Interfaces:**  
Designed for ease of use, reducing the need for extensive change management and training.
- **Centralised Learning Platforms:**  
Streamlined delivery of employee training and development reduces time spent on administrative tasks.

## Optimised workforce planning

- **Predictive Analytics:**  
Forecasting workforce needs reduces overstaffing or understaffing, optimising labour costs.
- **Flexible Scheduling:**  
Advanced time-tracking features allow businesses to adjust schedules dynamically, avoiding unnecessary overtime expenses.

## Global scalability

- **Support for Expansion:**  
Cloud HR systems accommodate growth into new regions without significant upfront investments.
- **Localised Compliance:**  
Built-in support for regional HR practices and regulations avoids costly customisation.



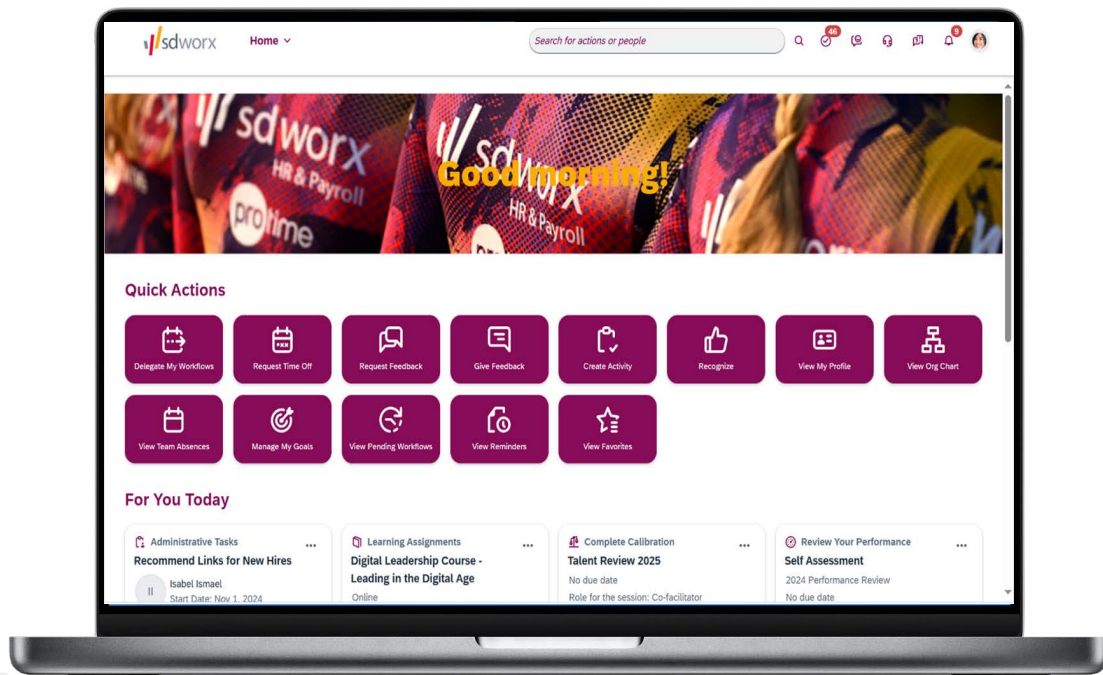
By consolidating systems, improving operational efficiency, and enabling smarter workforce management, a cloud HR solution helps companies save money while fostering growth and adaptability.

## Value-Adding Capabilities

SAP SuccessFactors brings a wealth of cloud-native capabilities that significantly enhance HR processes, create ROI, and boost efficiency.

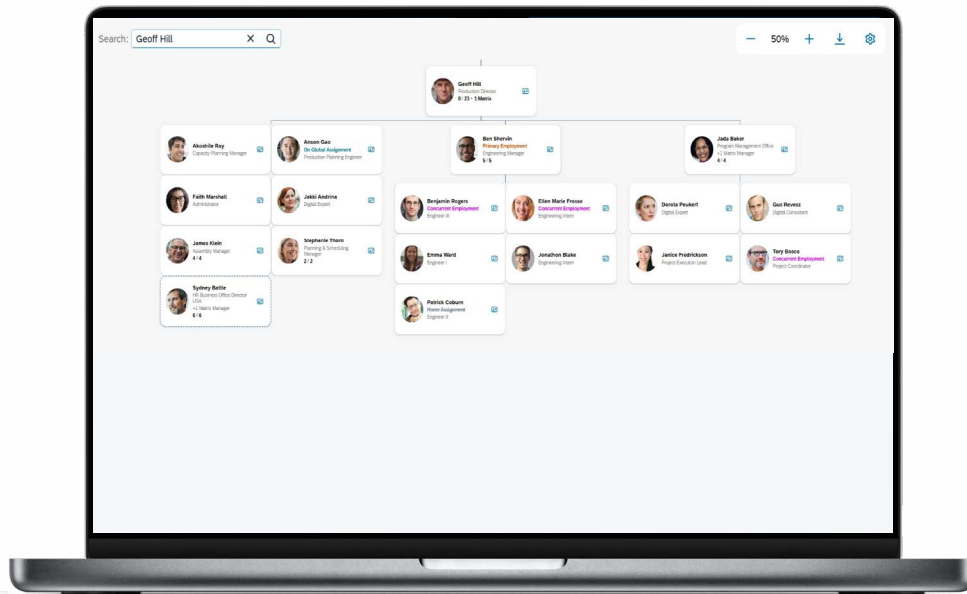
## Home Page

A sleek, centralised hub that simplifies access to key tools, tasks, and resources, improving employee engagement. Alerts and announcements are also visible here, ensuring users are quickly notified of key actions and company information.



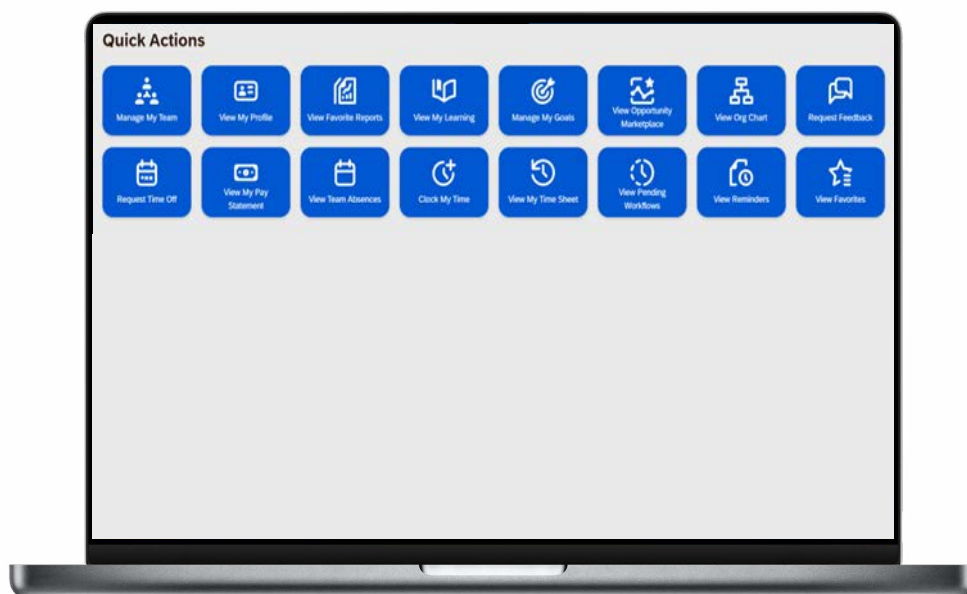
## Org Charts

Visualise organisational structure in real-time, improving decision-making by enhancing visibility into team dynamics, including vacant positions, and position headcount.



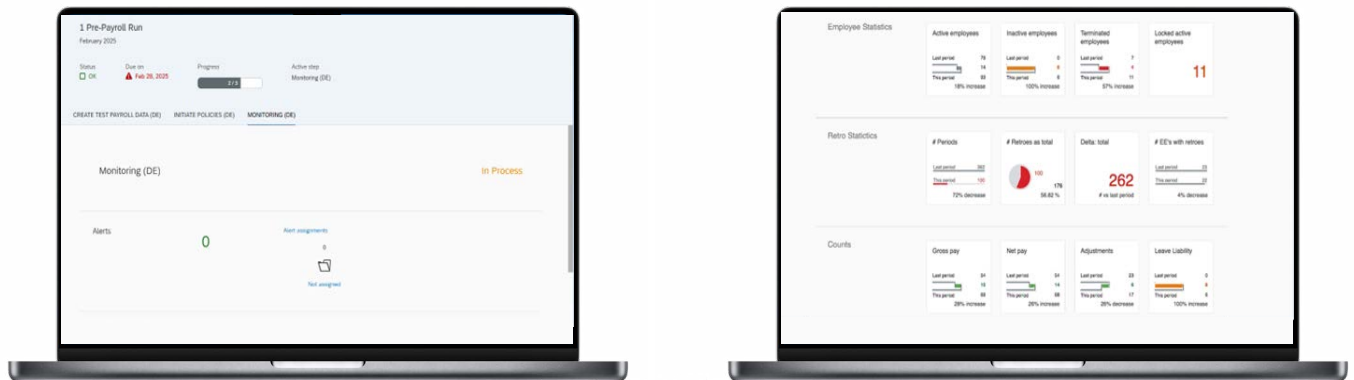
## Self-Services

Empower employees to update personal information, request time off, and accessing payroll details independently, streamlining HR operations.



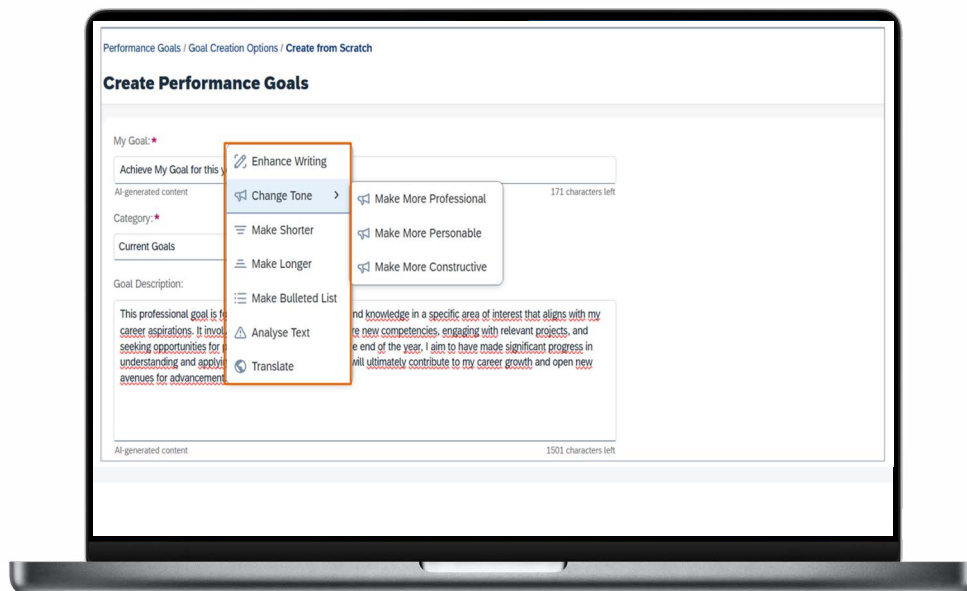
## Payroll Control Center

Real-time data validation, proactive error detection, and automated issue resolution streamline payroll processes from a centralised dashboard.



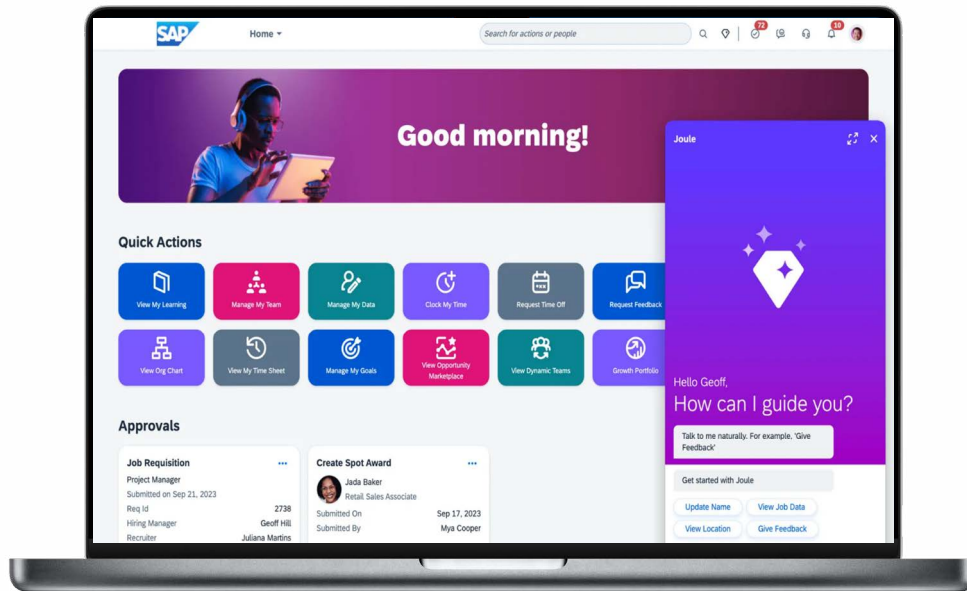
## AI Features

Automation of repetitive tasks and predictive insights enhance decision-making and improve overall system efficiency. Features such as AI-assisted writing, skill recommendations, insights, and goal creation enable better content creation and compliance.



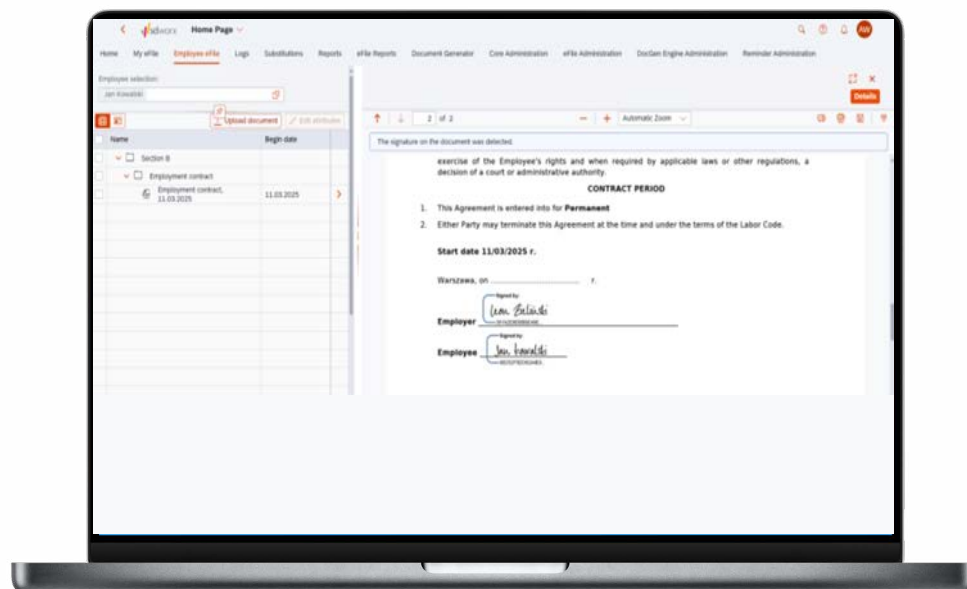
## Chatbots

The Joule chatbot leverages AI to provide employees and managers with instant, conversational access to HR information and tasks, such as checking leave balances, understanding a payslip, or updating records. This enhances decision-making and improves overall system efficiency.



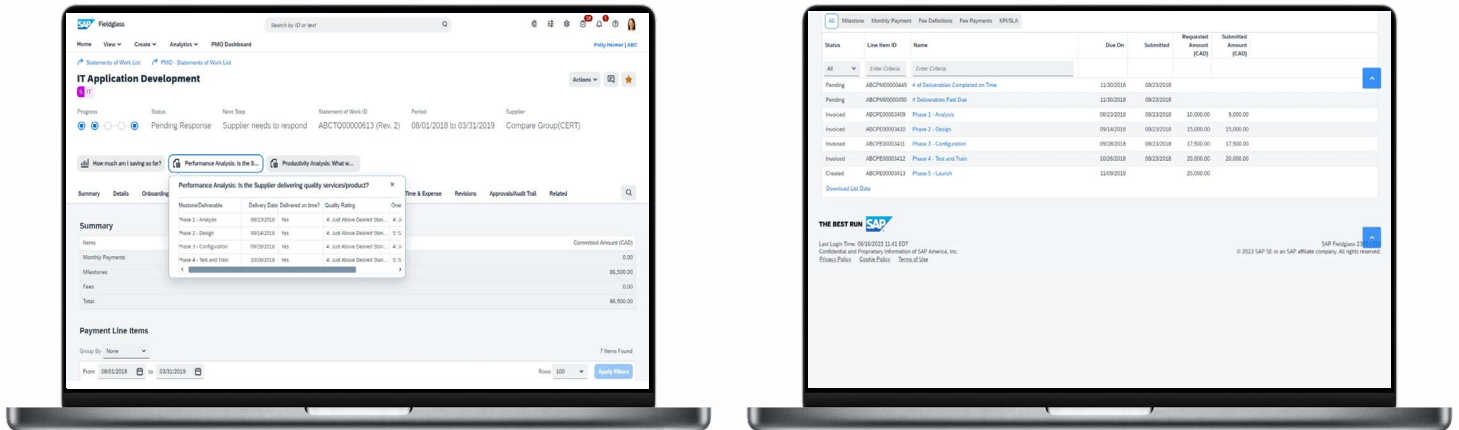
## Document generation

Simplify the creation of personalised HR documents directly within the platform, which saves time, ensures compliance with templates and regulations, and enhances the employee experience.



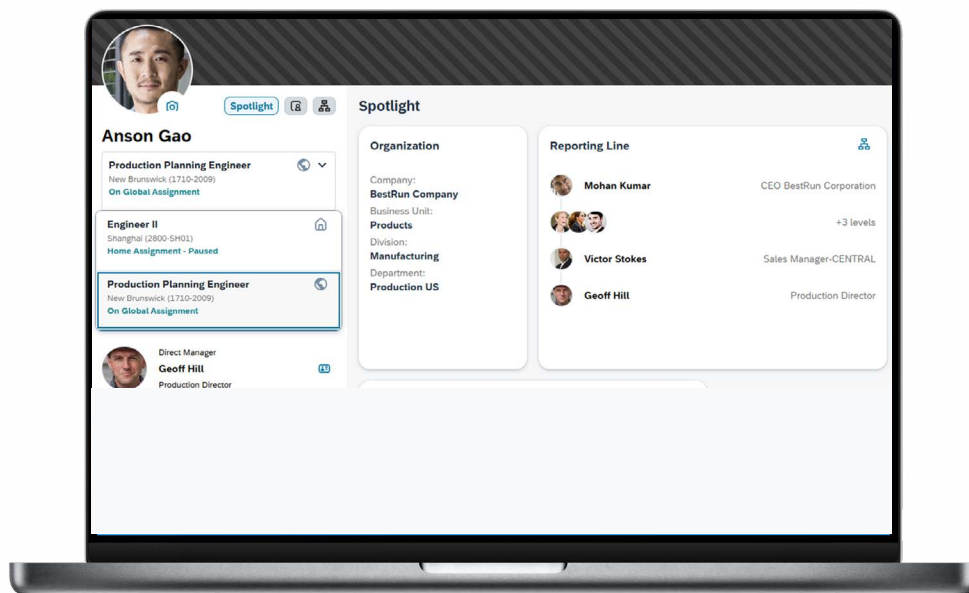
## Contingent Workforce Management

Manage contractors and temporary workers seamlessly, integrating with SAP Fieldglass and other Vendor Management Systems (VMS) for additional functionality.



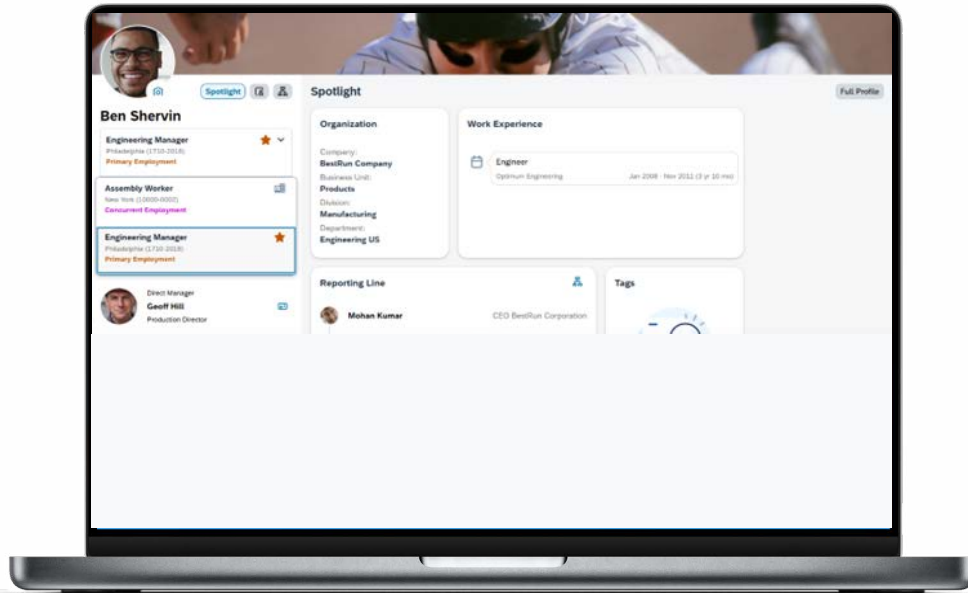
## Global Assignments

Streamline the international assignments by tracking employee movements, maintaining compliance with local regulations, and ensuring seamless integration with payroll and benefits. Enhance visibility, reduce administrative complexity, and support a globally mobile workforce.



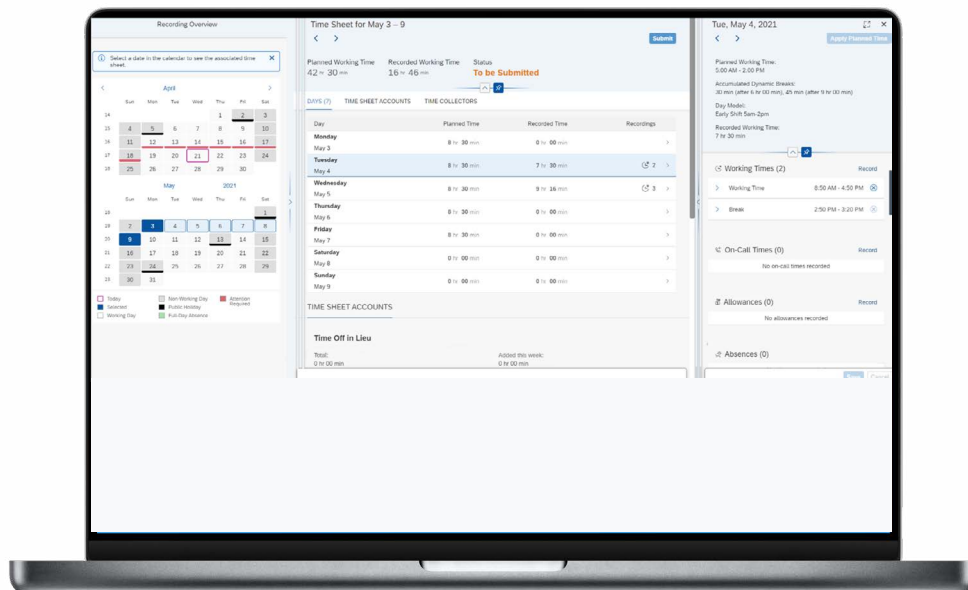
## Concurrent Employment

Efficiently manage employees holding multiple roles, ensuring compliance and accurate record-keeping.



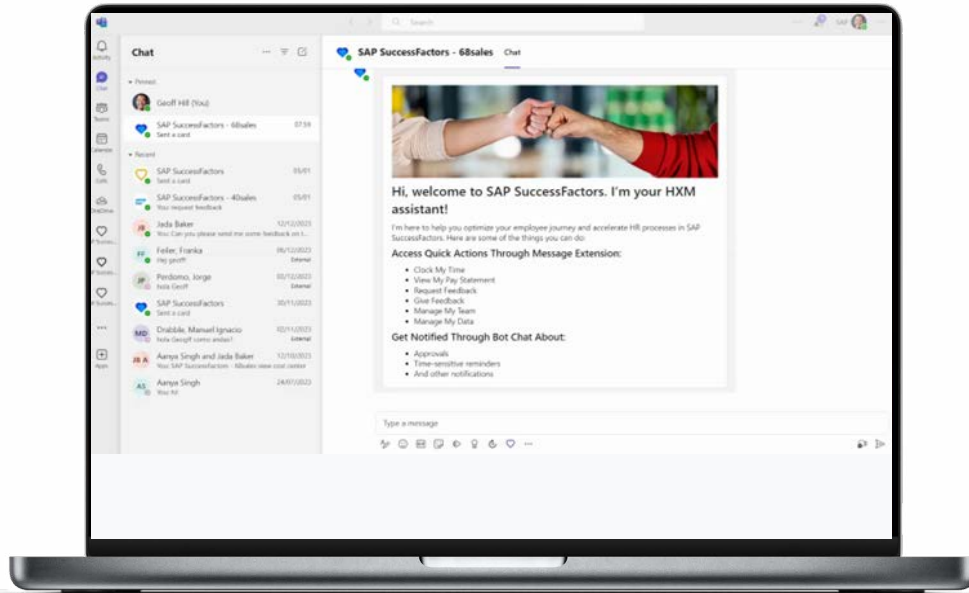
## Time Management

Automate time tracking, scheduling, and leave management while ensuring compliance with labour laws and organisational policies. By automating processes and providing real-time insights, it improves payroll accuracy, reduces administrative effort, and enhances employee experience.



## Microsoft 365 Integration

Enhance productivity by allowing employees to access HR tasks directly within Microsoft Teams and Outlook. This seamless connectivity streamlines workflows, improves collaboration, and ensures a more intuitive user experience.



## Pre-Configured Content

Ready-to-use templates and industry-standard processes reduce setup time and ensure quick ROI while maintaining flexibility for customisation.



## What is included in the subscription

The SAP SuccessFactors subscription covers not just the software itself, but various other features, such as:

- Bi-annual releases
- Hosting, maintenance, and infrastructure support
- Security and encryption of the hardware
- Data and software backups
- Packaged integrations with other SAP and non-SAP applications
- Mobile application access
- Online help documentation and customer community access
- Assigned customer engagement executive

Organisations gain access to a powerful, continuously evolving platform supported by robust infrastructure, enhanced security, and regular updates—all of which are included as part of the subscription fee.



## How to Move to SAP SuccessFactors

Migrating to SAP SuccessFactors involves careful planning, execution, and alignment with business objectives to ensure a smooth transition. SD Worx brings significant experience in transitioning customers from various HR systems.

If you are an SAP ERP HCM customer, then SAP SuccessFactors provides various tools that SD Worx utilises to help with the move. These include:



### SAP Readiness Check:

a self-service tool to analyse the existing SAP ERP HCM implementation in preparation for a transition to SAP SuccessFactors. It provides information on topics such as implemented functionality, degree of customisation, number of interfaces, and existing data footprint.



### Infoporter:

a data migration solution to move your employee data from SAP ERP HCM to SAP SuccessFactors Employee Central.

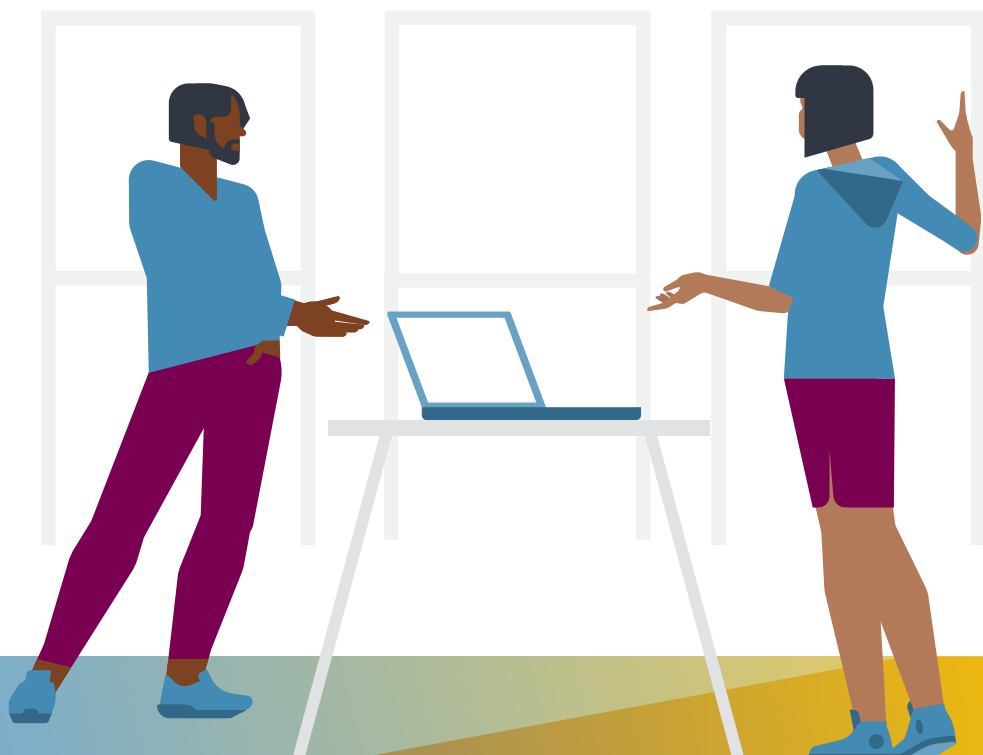


### Business Integration Builder (BIB) framework:

a framework for integrating SAP ERP HCM and SAP SuccessFactors Employee Central for the replication of data between the systems.

For SAP ERP Payroll customers, SD Worx utilises its **Cloud Jump** offering to help customers migrate to SAP SuccessFactors Employee Central Payroll. Our **proven seven-step methodology** has already helped several customers make the jump to the cloud. To further streamline the migration of data and configuration, we are now leveraging the SD Worx Replicator SAP Add-on, designed to automate and simplify this process.

When it comes to time management, customers can utilise SAP SuccessFactors Time Management for both time recording and leave management. Customers that require very advanced or complex time management capabilities or scheduling functionality can implement a Workforce Management solution such as UKG or WorkForce Software. SD Worx is a partner with all 3 vendors mentioned here and **can provide support and guidance on your time management and scheduling needs.**



# FAQ

## What is the typical timeline for implementing SAP SuccessFactors?

Typically ranges from 6 to 12 months, depending on complexity. When implementing multiple modules across the SAP SuccessFactors HCM Suite, a phased or module-based approach is often recommended.

## How is data migrated from SAP ERP HCM to SAP SuccessFactors?

Data migration for Employee Central is handled using the Infoporter tool, with features to map and transform data based on the configuration of Employee Central. Data migration for Employee Central Payroll can be handled by using a tool such as TIK Nexus Suite.

## Is SAP SuccessFactors customisable?

Yes, it is highly configurable, to align meet specific business needs.

## How does SAP SuccessFactors integrate with other systems, such as payroll and ERP?

SAP SuccessFactors integrates seamlessly with systems like SAP ERP HCM, SAP S/4HANA, and third-party systems and tools through pre-built connectors and APIs, ensuring smooth data flow across platforms.

## How does SAP SuccessFactors ensure data security?

It provides enterprise-grade security, including encryption, role-based access controls, and compliance with standards like GDPR and ISO 27001.

## What kind of support is available during and after implementation?

During implementation, your implementation partner is your primary source of support. SAP also offers the SAP Learning Hub, SAP Community, Knowledge Base Articles (KBAs), and the SAP Help Portal to provide a range of resources. Post go-live, SAP provides support and partners like SD Worx provide Application Management Services (AMS), as well as Managed Payroll Services (MPS), and Business Payroll Outsourcing (BPO) services.

## How does SAP SuccessFactors ensure compliance with local labour laws and regulations?

SAP employs over 200 experts dedicated to monitoring legal changes globally. The system is regularly updated to align with country-specific tax, labour, and reporting requirements, helping organisations stay compliant in every region where they operate.

## What training and resources are available for employees and administrators?

Training is provided through the SAP Learning Hub, which includes tutorials, webinars, and certification programs tailored to both end users and system administrators.

## Can SAP SuccessFactors handle global and multilingual operations?

Yes. SAP SuccessFactors is built for global use, supporting over 100 countries and 40+ languages through multilingual interfaces and local compliance features. Employee Central Payroll extends coverage to over 50 countries.

## How are updates and new features managed in the cloud environment?

SAP SuccessFactors delivers bi-annual updates that include mandatory, opt-in, and opt-out features. These updates are automatic, ensuring continuous improvement with minimal disruption.



## What are the key benefits of moving from on-premise HR systems to SAP SuccessFactors?

Key advantages include:

- **Latest innovations** to become a world class HR organisation
- **Scalability** to support business growth
- **Automatic updates** with the latest features
- **Enhanced user experience** through modern, intuitive interfaces
- **Integration** with SAP and third-party systems
- **Cost savings** from reduced infrastructure and increased operational efficiency



Are you looking to transform your HR system from a legacy on-premise to a cutting-edge cloud solution?

Contact SD Worx to learn more about how this would work for you.

→ [marketing\\_sap\\_solutions@sdworx.com](mailto:marketing_sap_solutions@sdworx.com)

