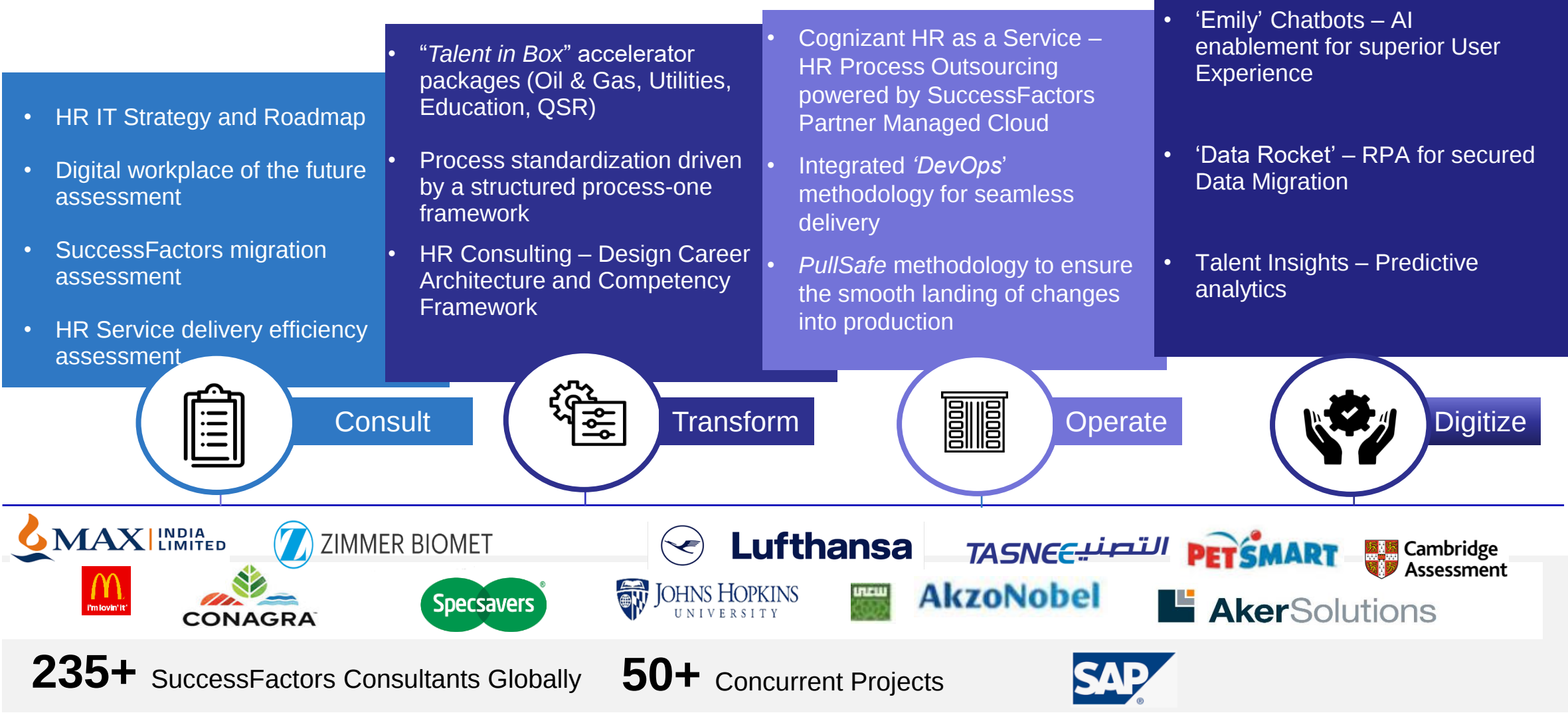


Experience with transforming HR Processes through SuccessFactors Employee Central

SAP SBN 2022 – Stavanger, Norway

12 May 2022

SuccessFactors Capabilities – End to end HR Transformation



Working collaboratively with Technology to transform HR

HR Operations' Unique role

1. HR Operations as the customer

- Information and confirmation on HR process and legal requirements
- Identify Gaps
- Create & document test scenarios

2. HR Operations as receiver of data in existing system

- Secure customer payroll system and legal reporting (Edag)
- Testing & Interface testing and documentation

3. Support HR and IT

How HR Operations brings value to the transformation process

Scope

- Early involvement
- Understand process In scope
 - Multiple SF modules
 - Replaced by SF
- Integration & Interface to other systems
- Understand process Out of scope
- Global vs regional
 - Regional process
 - Law & regulations
 - Resoures
- Master & Slave system per process

Employee Data

- Audit your Masterdata
 - The “why”?
- Remove non-standard solutions
- Existing system **standard** vs SF standard
 - **Map** Events & Fields and values
- Identify **Gaps** on process vs system
 - I.e new Hire
- Master & Slave – process and fields

Testing Migrated data

- Analyse data and logic of data prior to migration
- Business and test scenarios
- Testing & Interface testing
 - Structured plan (UAT, SIT)
- Test on real data
 - Negative testing
- Stick to the plan – if you can!
- Back-up of data

Lessons Learnt....

- Awareness and ownership of SAP Legacy in a hybrid scenario – Leverage operations knowledge to resolve some of the big ticket integration items early
- Data quality
 - Knowledge of Operations helps us to create a data cleansing plan at an early stage
 - Also prioritizing your data – Org structure data, Foundation data
- Process harmonization
 - getting local representatives early into the game – knowing which countries are important
 - No design changes after iteration 1
- Employee Central vs Payroll Solution – resolve the master slave issue
 - Define what stays in EC, what stays in Payroll during the design phase
 - Define where the single source of truth would lie w.r.t. legal requirements in a hybrid scenario
 - Which modules will communicate with SFSF and which will continue to talk to Payroll
- Using integration platform for data migration – pros and cons
- Give access to test instance at an early stage so that users, especially local users understand what has been agreed
- Availability of third party SMEs for testing and functional specifications

“Implementing Success Factor is a journey and each company is unique. The transformation and improvements is a continuous process”

Thank you

Silje Midttun, Prashant Swadi

HR Transformation Group, Cognizant

Email: Silje.Midttun@Cognizant.com, prashants.swadi@Cognizant.com