Innovaciones en la Solución de SAP HCM

Sesión Virtual

Septiembre 27, 2016

ASUGMEX
Asociación de Usuarios SAP México

Grupo de Interés
HCM – Nómina -SFSF

Agenda

- Bienvenida
- ¿Qué veremos en esta sesión?
- Innovaciones SAP HCM

- Siguientes actividades

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SESIÓN GDI HCM-SFSF:
CONTEXTO

Encuesta “Temas a Tratar”

- Encuesta activa del ***25 de julio al 5 de agosto*** del presente año con la finalidad de identificar los temas de interés del Grupo.

- El tema más votado fue el de ***“Nuevas Tendencias”***.

- En atención a lo anterior, en esta sesión veremos información con respecto a los siguientes temas:
  - SAP HCM Innovations.
  - Enhancement Packages.
  - User Experience.
  - SAP Fiori *(Mobility).*
  - Payroll Control Center.
  - SAP Managed Payroll.

INNOVACIONES SAP HCM

SAP ERP Human Capital Management

HCM product portfolio

On-Premise

Cloud

SAP ERP HCM

Innovation investments focused primarily on User Experience and Localization across Core HR and Payroll processes

Mainstream maintenance through 2025

SAP SuccessFactors

Most innovation investments are focused here to re-think and re-imagine HCM

SAP ERP Human Capital Management

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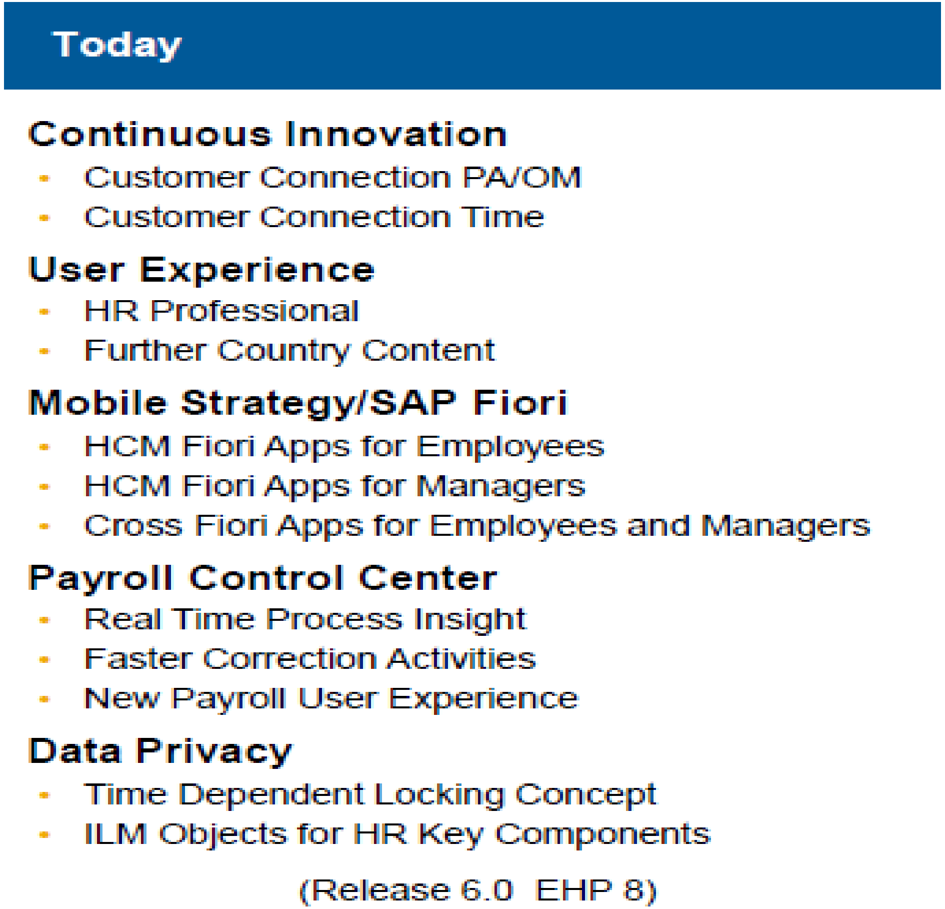
Customer needs and the value propositions of the product

- **ERP HCM Suite**
  Continued development through Customer Connection, CEI and continued enhancements
- **HR Renewal**
  New User Experience through HR Professional, Payroll Control Center and new User Experience for Process Support
- **Fiori**
  Permanent access and new design paradigm

Continuity:
ERP
HCM Suite
User Experience:
HR
Renewal
Mobile:
Fiori

SAP ERP Human Capital Management

Product road map Overview -
Key themes and capabilities.



Today

Continuous Innovation
- Customer Connection PA/OM
- Customer Connection Time

User Experience
- HR Professional
- Further Country Content

Mobile Strategy/SAP Fiori
- HCM Fiori Apps for Employees
- HCM Fiori Apps for Managers
- Cross Fiori Apps for Employees and Managers

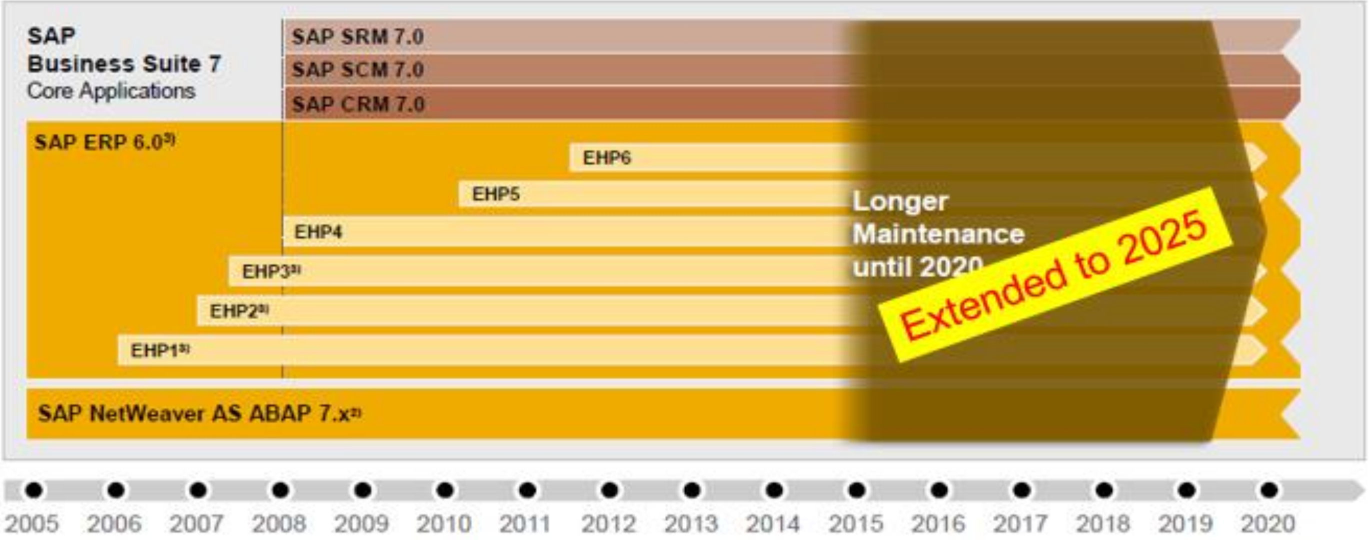
Payroll Control Center
- Real Time Process Insight
- Faster Correction Activities
- New Payroll User Experience

Data Privacy
- Time Dependent Locking Concept
- ILM Objects for HR Key Components

(Release 6.0 EHP 8)

Maintenance strategy

- To manifest the long-term predictability of the Business Suite and in support of the Innovation Strategy and Roadmap the standard maintenance will be extended
- SAP extends mainstream maintenance for the Business Suite core applications[1] to December 2020



[1] SAP Business Suite includes the core applications (SAP ERP 6.0, SAP PLM 7.0, SAP CRM 7.0, SAP SCM 7.0, SAP SRM 7.0), supplementary applications, and industry applications.

[2] Mainstream Maintenance for SAP NetWeaver 7.0x ABAP will be extended through December 2020 and for NetWeaver 7.0x Java (also incl Dual Stacks) until December 2017.

[3] If JAVA based ERP Components are used an Update to at least SAP ERP EHP4 has to be performed until December 2017.

See: http://news.sap.com/sap-committed-innovation-choice-sap-business-suite/

Notes and Enhancements

SUPPORT PACKAGES CONTAIN

- Corrections
- Legal changes

+

- Continuous improvements
- Interfaces

REQUIREMENTS FOR FUNCTIONAL ENHANCEMENTS

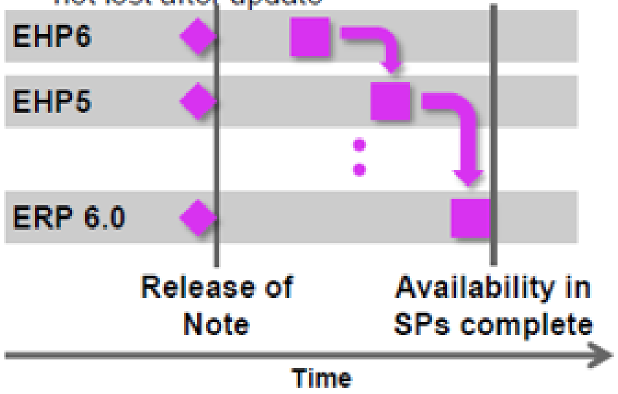
- Selective implementation with low effort
- Explicit activation
- Decoupling from correction (process)
- Transparency about Support Package content
- Ensuring consistency with Support and Enhancement Packages

CLEAR DEVELOPMENT RULES TO ENSURE MINIMAL IMPACT

- No side effects
- Upgrade protection
- Dependencies
- Easy deployment
- Maintainability

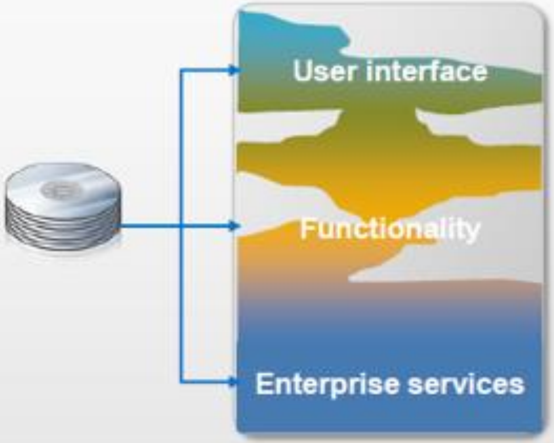
ENSURED CONSISTENCY

- Clear downport rules ensure that feature is not lost after update



Pros of Enhancements Packages

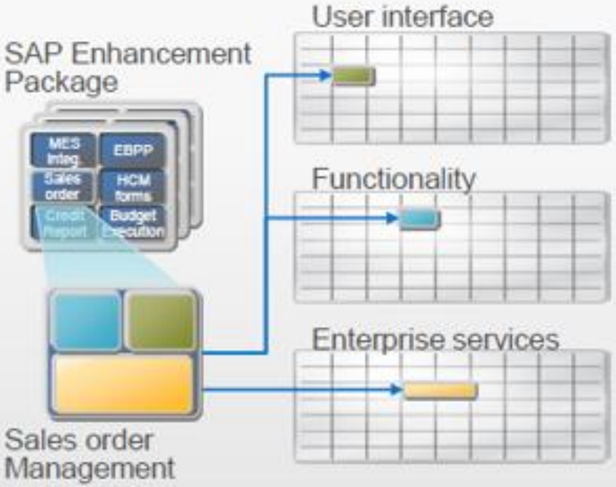
Traditional upgrades


User interface
Functionality
Enterprise services

"All or none"

- Affecting the enterprise
- Wholesale regression testing
- Business case for entire release

SAP Enhancement Packages


SAP Enhancement Package
MES Integ.
EBPP
Sales order
HCM forms
Credit Report
Budget Execution
Sales order Management
User interface
Functionality
Enterprise services

"Pick and choose"

- Self-contained innovation
- Isolated testing effort
- Business case for target process

Continuous Innovation

Continuous support and enhancements through Customer Connection Projects

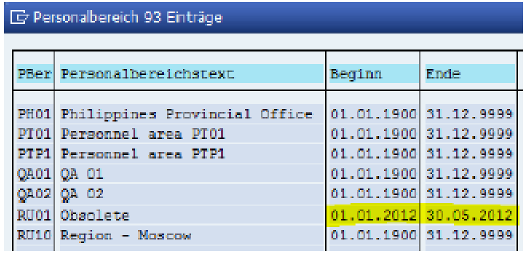
Delivery of enhancements through following completed Customer Connect Projects

- Learning Solution
- Personal Administration & Organizational Management
- Time Management
- E-Recruiting
- Personal Cost Planning

Example: Delimitation of HR Objects

Definition of validity for HR Entities (Personnel Area, P. Sub-Area…)

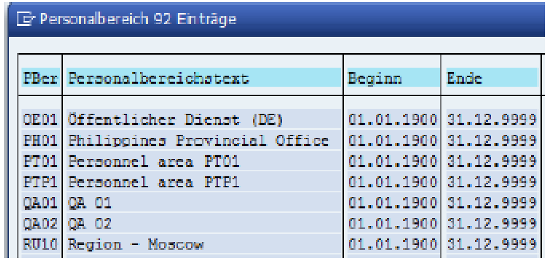
Customizing: Definition of Validity



Personalbereich 93 Einträge

PBer	Personalbereichstext	Beginn	Ende
PH01	Philippines Provincial Office	01.01.1900	31.12.9999
PT01	Personnel area PT01	01.01.1900	31.12.9999
PTP1	Personnel area PTP1	01.01.1900	31.12.9999
QA01	QA 01	01.01.1900	31.12.9999
QA02	QA 02	01.01.1900	31.12.9999
RU01	Obsolete	01.01.2012	30.05.2012
RU10	Region - Moscow	01.01.1900	31.12.9999

Filtered for End-User based on Effective Date

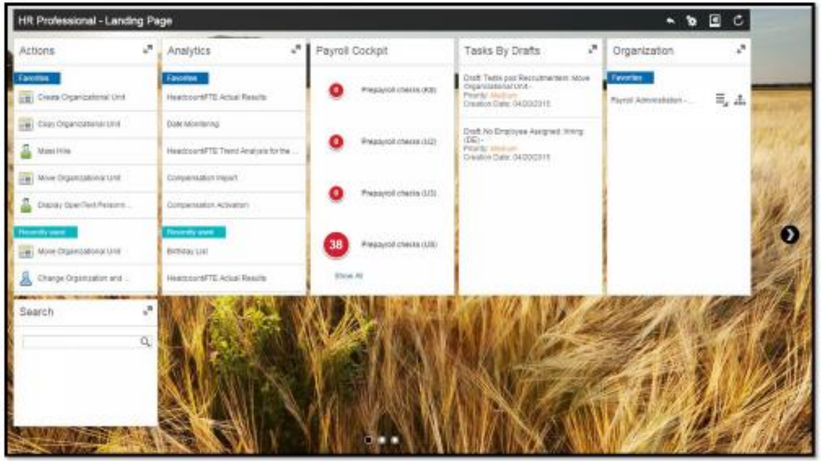


Personalbereich 92 Einträge

PBer	Personalbereichstext	Beginn	Ende
OE01	Öffentlicher Dienst (DE)	01.01.1900	31.12.9999
PH01	Philippines Provincial Office	01.01.1900	31.12.9999
PT01	Personnel area PT01	01.01.1900	31.12.9999
PTP1	Personnel area PTP1	01.01.1900	31.12.9999
QA01	QA 01	01.01.1900	31.12.9999
QA02	QA 02	01.01.1900	31.12.9999
RU10	Region - Moscow	01.01.1900	31.12.9999

User Experience

New User Experience for key roles including a broad portfolio of country infotypes for HR Professionals


HR Professional - Landing Page
Actions
Favorites
Create Organizational Unit
Copy Organizational Unit
Mass Hire
Move Organizational Unit
Display OpenText Persons...
Recently used
Move Organizational Unit
Change Organization and ...
Analytics
Favorites
Headcount/FTE Actual Results
Date Monitoring
Headcount/FTE Trend Analysis for the ...
Compensation Activation
Recently used
Birthday List
Headcount/FTE Actual Results
Payroll Cockpit
38
Show All
Tasks By Drafts
Organization
Favorites
Search

HR Renewal: Landing pages and applications for:

- HR Professionals
- Employee Self-Services
- Manager Self-Services
- Payroll Control Center

Process Integration

- Roadmap Forms
- Dynamic Processing Rules

Country Content

- Greece
- Bulgaria
- Hungary
- Turkey

SAP Fiori

Tighter integration of Employees and Managers through HCM Fiori Apps (12 Apps) and Apps from other application areas

Manager

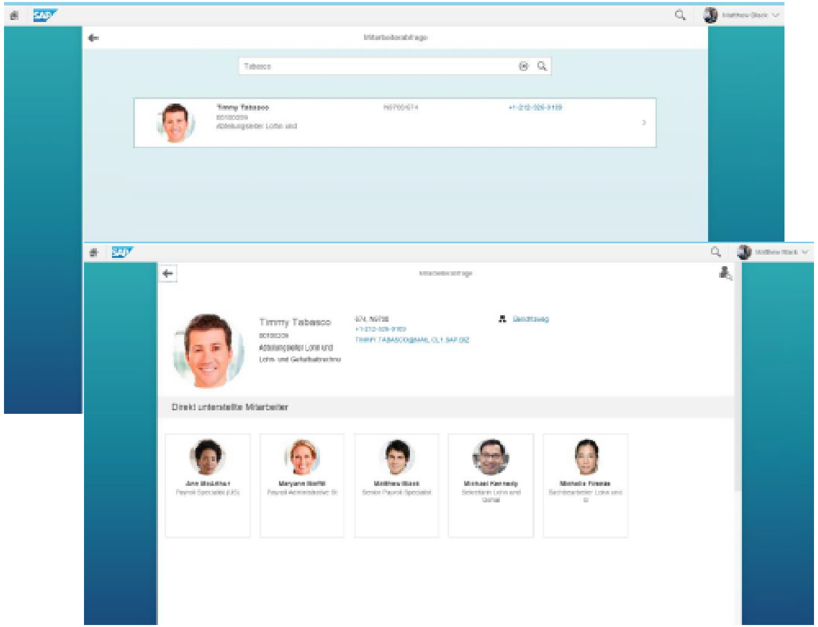
- Approve Leave Request
- Approve Time Sheets
- My Team Services

Employee

- My Leave Requests
- My Time Sheet
- My Paystubs
- ....

Employee and Manager Apps from other Application Areas

- Travel Management
- Procurement
- ....


Timmy Tabasco
Direkt unterstellte Mitarbeiter

Try it: https://www.sapfioritrial.com/

Payroll Control Center

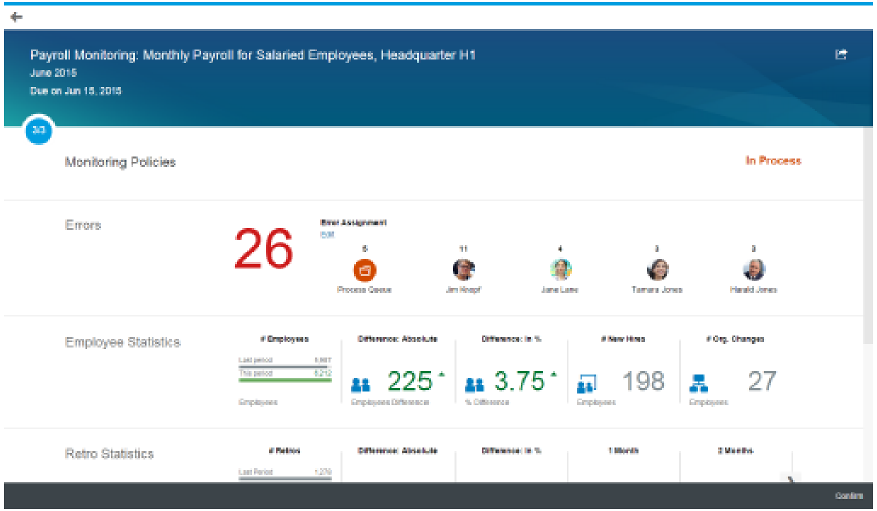
"Redefining Payroll with a new User Experience"

Payroll Process Support

- Real-time insight into data inconsistencies and potential payroll errors
- Faster and smarter automation of reconciliation activities
- Automatic creation of audit trails
- Improved status handling
- 3rd party remittance functionality

User Experience

- Completely new SAP Payroll user experience
- SAP Fiori as Design paradigm
- Improves usability and streamlines the process

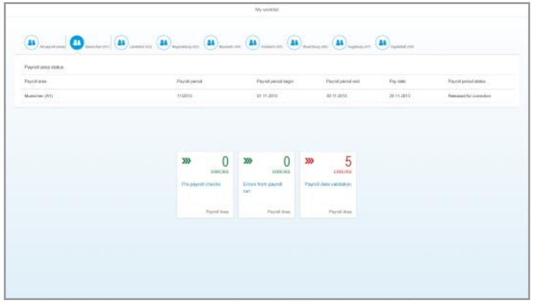


Payroll Monitoring: Monthly Payroll for Salaried Employees, Headquarter H1
June 2015
Due on Jun 15, 2015

Monitoring Policies: In Process

Errors
26
Error Assignment
6
Process Queue
11
Jim Knopf
4
Jane Lane
3
Tamara Jones
3
Harald Jones
Employee Statistics
# Employees
Last period
This period
Employees
Difference: Absolute
225
Employees Difference
Difference: in %
3.75
% Difference
# New Hires
198
Employees
# Org. Changes
27
Employees
Retro Statistics
# Retros
Last Period
Difference: Absolute
Difference: in %
1 Month
2 Months
Confirm

Payroll Control Center

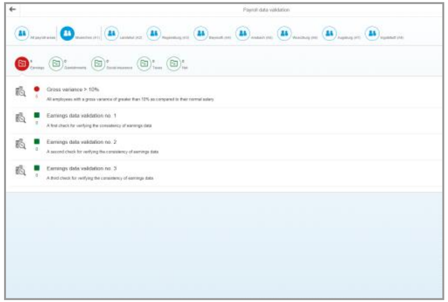


My worklist

Payroll area status

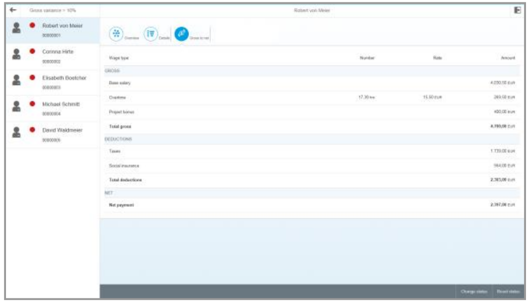
Payroll area	Payroll period	Payroll period begin	Payroll period end	Pay date	Payroll period status
Muenchen (A1)	11/2013	01.11.2013	30.11.2013	28.11.2013	Released for correction

0 ERRORS Pre-payroll checks — Payroll Area
0 ERRORS Errors from payroll run — Payroll Area
5 ERRORS Payroll data validation — Payroll Area



Payroll data validation

- Gross variance > 10% — All employees with a gross variance of greater than 10% as compared to their normal salary
- Earnings data validation no. 1 — A first check for verifying the consistency of earnings data
- Earnings data validation no. 2 — A second check for verifying the consistency of earnings data
- Earnings data validation no. 3 — A third check for verifying the consistency of earnings data



Gross variance > 10%

- Robert von Meier 00000001
- Corinna Hirte 00000002
- Elisabeth Boetcher 00000003
- Michael Schmitt 00000004
- David Waldmeier 00000005

Robert von Meier

Wage type	Number	Rate	Amount
GROSS			
Base salary			4.030,50 EUR
Overtime	17,30 hrs	15,50 EUR	269,50 EUR
Project bonus			400,00 EUR
Total gross			**4.700,00 EUR**
DEDUCTIONS			
Taxes			[illegible]
Social insurance			564,00 EUR
Total deductions			**2.303,00 EUR**
NET			
Net payment			**2.397,00 EUR**

Real-time insight into
data inconsistencies and
potential payroll errors

Faster and smarter
automation of
reconciliation activities

Reduce time to resolve
issues and inconsistencies

Real-Time Business Processes

Optimized processes for pre and post payroll data validation

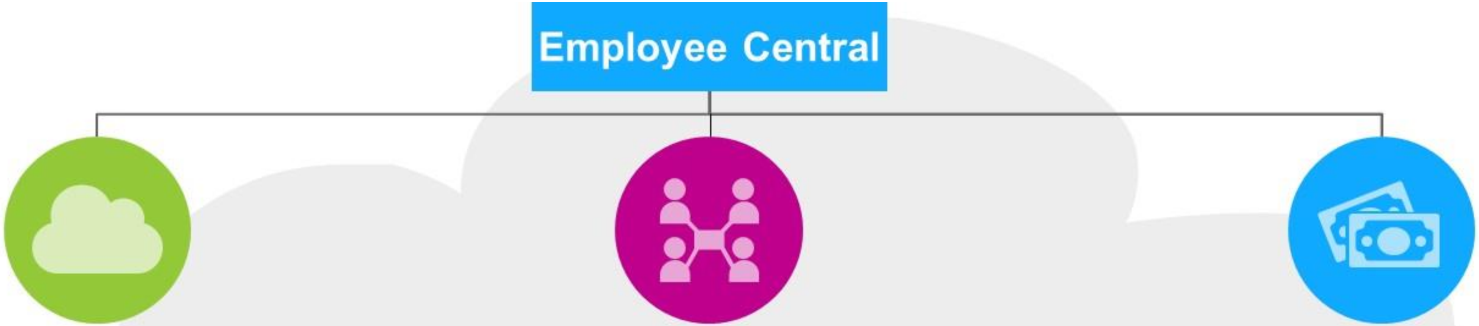
Single Source of Truth

Highly intelligent business rules automatically identify potential issues pre and post payroll

Personalized User Experience

Distribute the workload with role based Payroll Control Center

SAP Payroll delivery options



Employee Central

Employee Central Payroll*
Cloud

SAP SuccessFactors

- Standardized payroll with full Employee Central* functionality
- SaaS affordability
- SAP Quality solution for Private and Public Cloud consumption
- Payroll Control Center

BPO*
Outsourcing

Partner BPO

- Single vendor experience for subscription license, services and support
- Fully managed BPO service for one or more functions
- Capitalize on true Cloud and BPO benefits

SAP SuccessFactors Managed Payroll*
SAP ERP Payroll*

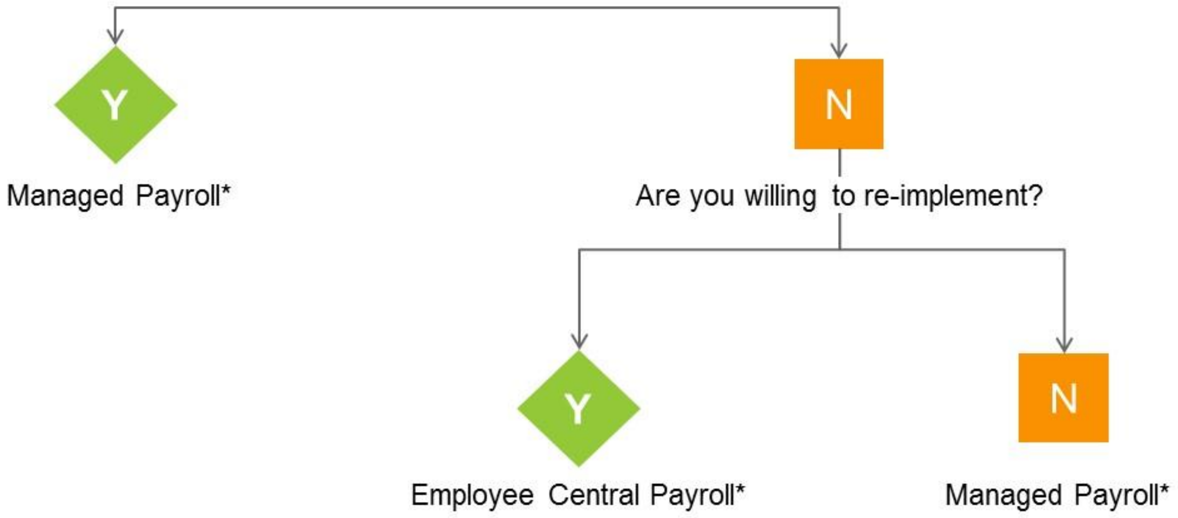
EPI-USE NGA

- Complex payroll outside standard
- Retains Cloud user experience
- Payroll Control Center
- Integrated with Employee Central* and SuccessFactors Talent*

SAP ERP Payroll From On-Prem to the cloud

Do you have:

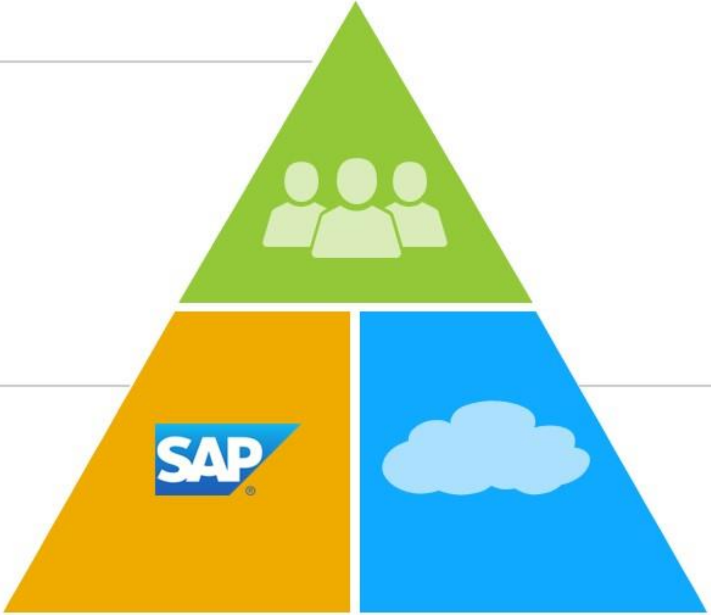
a. Complex time and attendance?
b. Non standard processes and customizations?
c. More than SAP SuccessFactors EC* countries?


Y
Managed Payroll*
N
Are you willing to re-implement?
Y
Employee Central Payroll*
N
Managed Payroll*

Considerations

1. Effort for carving out personnel administration
2. Executive team needs to agree on standardization/implementation
3. Is payroll aligned with Employee Central* implementation

SAP Managed Payroll: Model



Hosted SAP Managed Payroll

- One vendor for subscription license, services and support
- Journey to the Cloud for complex SAP ERP Payroll systems

SAP provides:

- Move from maintenance to subscription-based model for SAP HCM Payroll
- SAP provides support (hosting and Managed Payroll-related tickets are forwarded to the Partner)

Partner:

- Partner provides hosting and SAP Managed Payroll (including support)
- Provides payroll migration
- Provides application implementation, management
and support services

Transition complex payroll to the cloud

Move your HR and Payroll systems to the Cloud to reap benefits as well make the most of the innovation that SAP offers in the cloud HR Suite

Challenges

- Complex, customized on-premise SAP Payroll
- Difficult to reconcile payroll information
- Employee Central Payroll does not currently have the required functionality
- Hard to keep the payroll environment current

Key Business Capabilities

- Payroll is hosted and operated in the partners cloud
- Managed services for legal change support and maintenance
- **Not** a re-implementation

Benefits

- Does not require payroll re-implementation
- Decreases cost of running payroll in-house
- Reduces risk of noncompliance penalties
- Move capital expenses to operating expenses

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SIGUIENTES ACTIVIDADES

¿Que continua?

1. Encuesta para decidir sobre cuál de los temas mencionados se desea recibir más información. O bien, para tratar otros temas de la encuesta mencionada al inicio de está presentación.

2. Decidir la fecha de la siguiente sesión.

PROXIMOS EVENTOS

- **KICK OFF GDI HANA – 29 de Septiembre**
- **Conferencia Anual ASUG México – 26 Octubre, http://asug.mx/26-de-octubre-conferencia-anual-asug-mexico-2016/**
- **12 al 14 de Octubre, SAP Hybris Americas Summit 2016**

  https://www.hybris.com/en/sap-hybris-americas-summit-2016#registration

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CONFERENCIA ANUAL
ASUGMEXICO 2016

Revoluciona la Experiencia y descubre lo que la Transformación Digital puede hacer por ti

26 de Octubre, Cd. de México

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SAP

RM System

Hewlett Packard
Enterprise

DILIOS IT Consulting
BI Solutions

grupocise

ids.it
INFORMÁTICA Y DESARROLLO EN SISTEMAS

¡ Gracias !

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