



# Localization News on SucessFactors EmployeeCentral and EmployeeCentralPayroll

PUBLIC

Cornelia Storr, Heinz Schillinger  
October 23, 2019



# Disclaimer

This presentation outlines our general product direction and should not be relied on in making a purchase decision. This presentation is not subject to your license agreement or any other agreement with SAP. SAP has no obligation to pursue any course of business outlined in this presentation or to develop or release any functionality mentioned in this presentation. This presentation and SAP's strategy and possible future developments are subject to change and may be changed by SAP at any time for any reason without notice. This document is provided without a warranty of any kind, either express or implied, including but not limited to, the implied warranties of merchantability, fitness for a particular purpose, or non-infringement. SAP assumes no responsibility for errors or omissions in this document, except if such damages were caused by SAP intentionally or grossly negligent.

# Agenda

1. Localization Strategy of SAP SuccessFactors
2. Scope of Employee Central and Employee Central Payroll Norway
3. Roadmap and Investment Areas
4. Vision HCM -> HXM

# Localization Strategy of SAP SuccessFactors



# Our team around localization

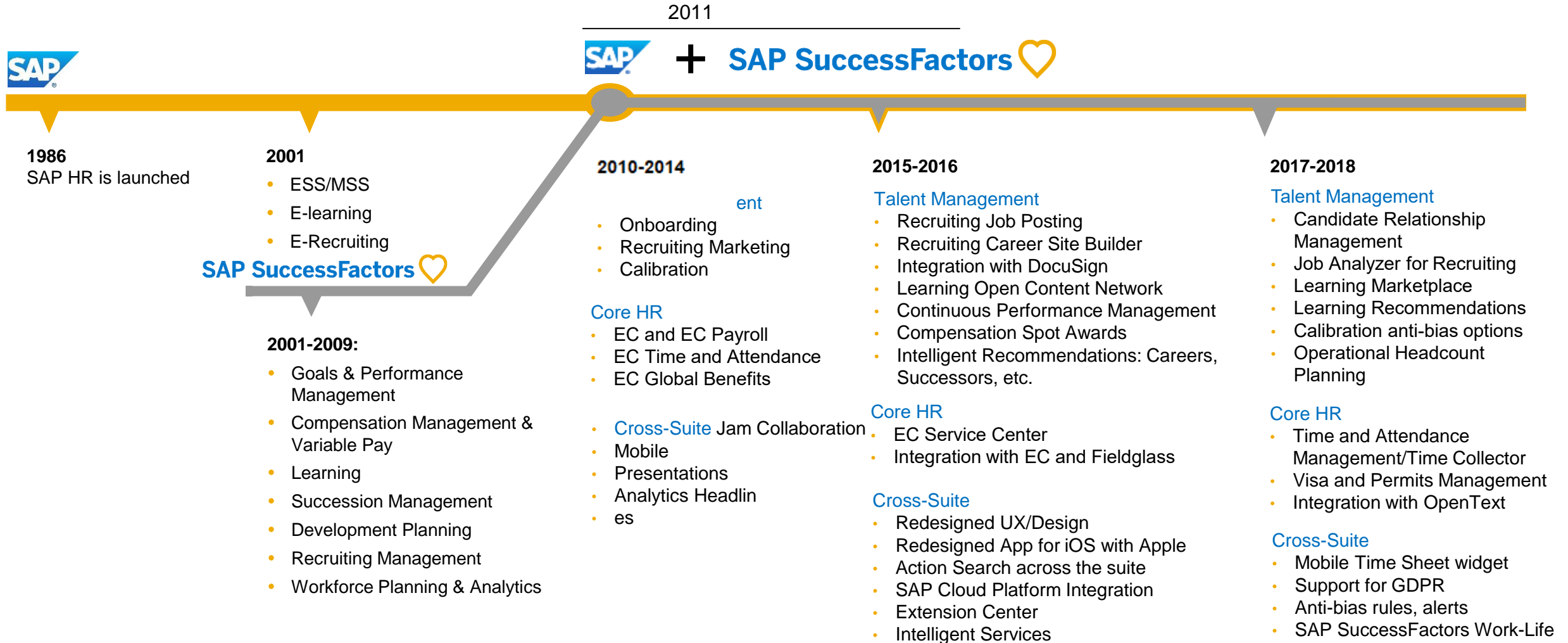
- 1000 People across the world, working on topics of Localization, Internationalization and Translation, make up **Globalization Services**
- **Globalization Product Management** (120 **Local Product Managers (LPM)** distributed over 40+ countries)
- **Development Unit** (300 engineers for HCM)
- **SAP Language Services (SLS)**, 42 languages





# Heritage of Market-leading HCM Innovation

For more than 32 years, SAP continues to raise the bar – and set the standard – in HCM Innovation

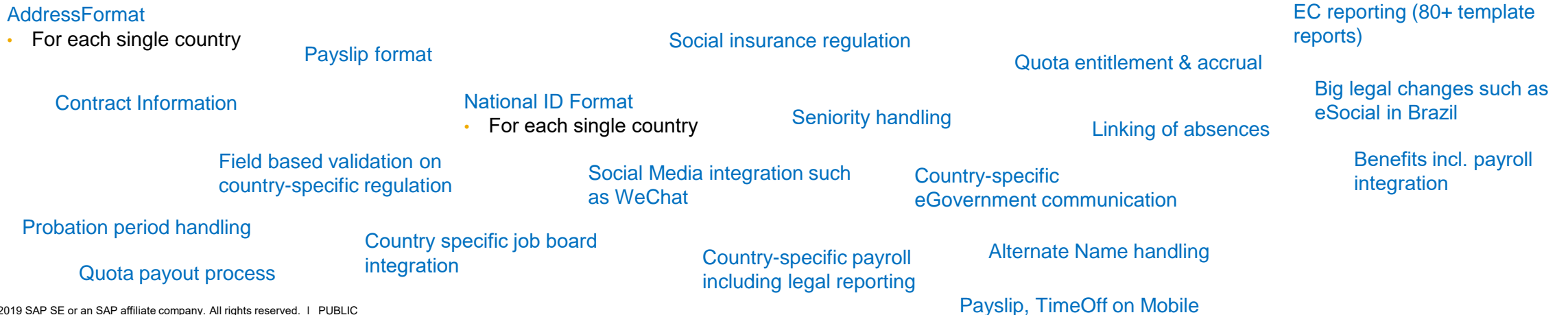


\*As of Q218

# History of Localization in SF Suite



## Localization Journey (an excerpt of localized processes):



# Employee Central: Available Local Versions and Roadmap

as of September, 2019

## Future Releases

General Availability  
for 98 Local Versions

Additional Local Versions based on  
Market Priorities and Customer Demand

- Angola
- Argentina
- Australia
- Austria
- Bangladesh
- Belgium
- Belarus
- Botswana
- Brazil
- Bulgaria
- Cambodia
- Canada
- Chile
- China
- Colombia
- Costa Rica
- Croatia
- Czech Republic
- Denmark
- Dominican Republic
- Ecuador
- Egypt
- El Salvador
- Estonia
- Finland
- France
- Germany
- Greece
- Guatemala
- Honduras
- Hong Kong
- Hungary
- Iceland
- India
- Indonesia
- Iraq
- Ireland
- Israel
- Italy
- Japan
- Jordan
- Kazakhstan
- Kenya
- Kosovo
- Kuwait
- Latvia
- Lebanon
- Lithuania
- Luxembourg
- Malaysia
- Malawi
- Malta
- Mexico
- Myanmar
- Morocco
- Namibia
- Netherlands
- New Zealand
- Nicaragua
- Nigeria
- North Macedonia
- Norway
- Oman
- Pakistan
- Panama
- Peru
- Philippines
- Poland
- Portugal
- Puerto Rico
- Qatar
- Romania
- Russia
- Saudi Arabia
- Serbia
- Singapore
- Slovakia
- Slovenia
- South Africa
- South Korea
- South Sudan
- Spain
- Sri Lanka
- Sweden
- Switzerland
- Thailand
- Taiwan
- Tanzania
- Turkey
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom
- United States
- Uruguay
- Venezuela
- Vietnam
- Zimbabwe

- Mozambique\*

\* Planned for Q4 2019



# Employee Central Payroll: Available Local Versions and Roadmap

as of September, 2019

## Future Releases

### General Availability for 45 Local Versions

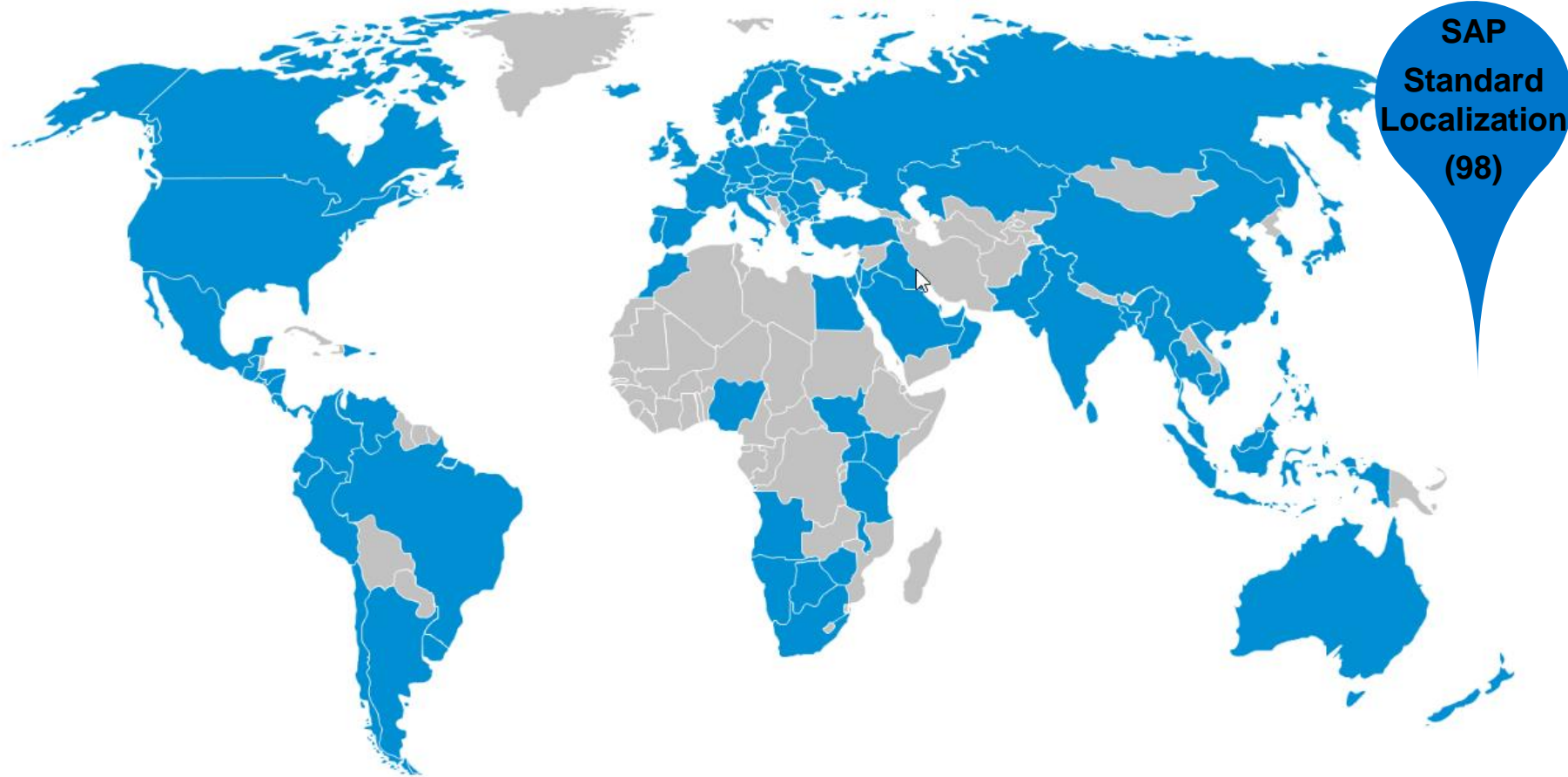
- Argentina
- Australia
- Austria
- Belgium
- Brazil
- Canada
- Chile
- China
- Colombia
- Czech Republic
- Egypt
- Finland
- France
- Germany
- Hong Kong
- Hungary
- India
- Indonesia
- Ireland
- Italy
- Japan
- Kuwait
- Malaysia
- Mexico
- Netherlands
- New Zealand
- Oman
- Philippines
- Poland
- Portugal
- Qatar
- Russia
- Saudi Arabia
- Singapore
- Spain
- South Africa
- South Korea
- Sweden
- Switzerland
- Taiwan
- Thailand
- UK
- United Arab Emirates
- USA
- Venezuela

### Additional Local Versions based on Market Priorities and Customer Demand

- Belarus
- Bulgaria
- Croatia
- Greece
- Kazakhstan
- Norway\*
- Romania
- Slovakia
- Slovenia
- Turkey
- Ukraine

\* Planned for Q4 2019

# SAP Local Versions for Employee Central



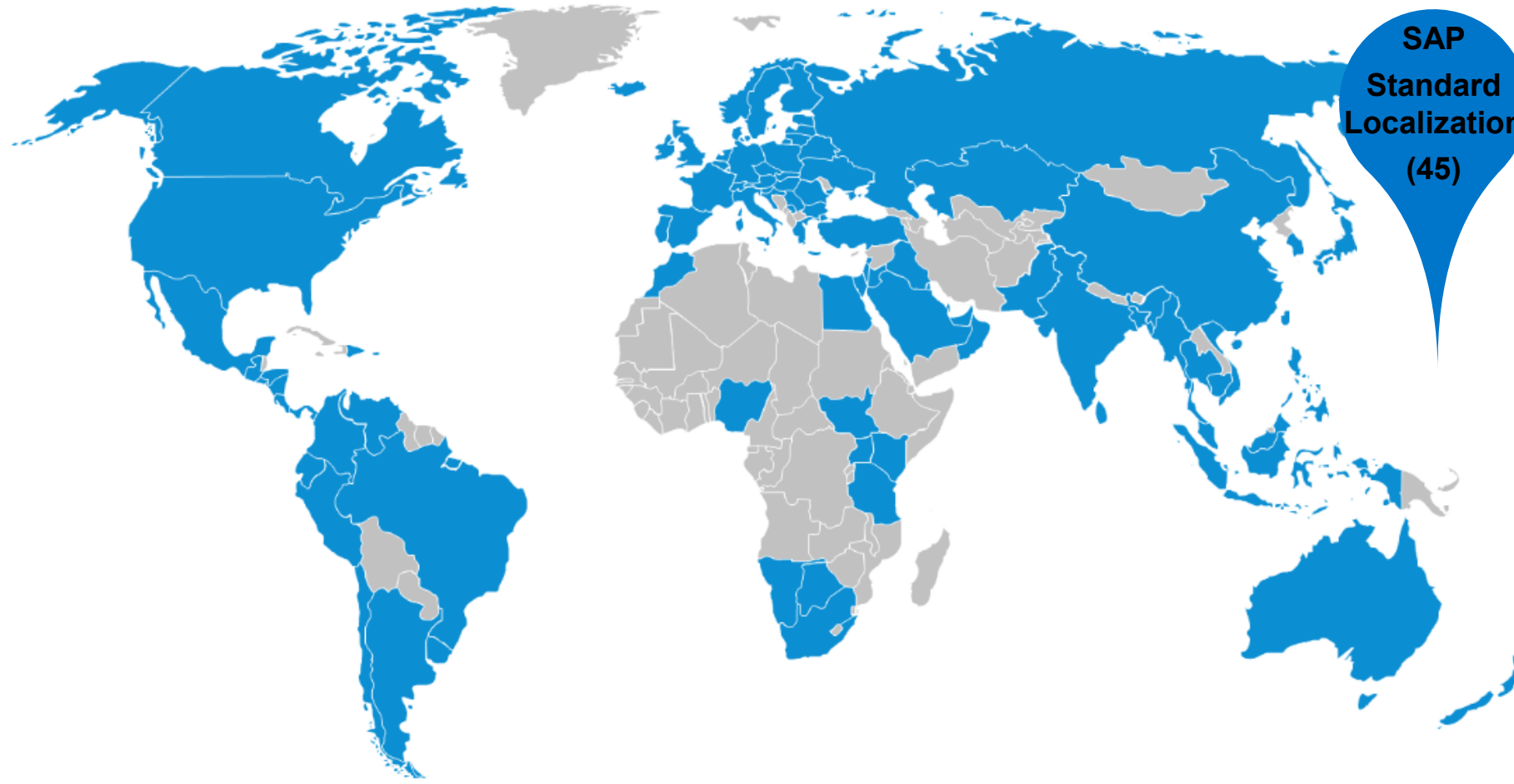
**SAP  
Standard  
Localization  
(98)**

Angola  
Argentina  
Australia  
Austria  
Bangladesh  
Belarus  
Belgium  
Botswana  
Brazil  
Bulgaria  
Cambodia  
Canada  
Chile  
China  
Colombia  
Costa Rica  
Croatia  
Czech Republic  
Denmark  
Dominican Republic  
Ecuador  
Egypt  
El Salvador  
Estonia  
Finland  
France  
Germany  
Greece  
Guatemala  
Honduras  
Hong Kong  
Hungary  
Iceland  
Indonesia

India  
Iraq  
Ireland  
Israel  
Italy  
Japan  
Jordan  
Kazakhstan  
Kenya  
Kosovo  
Kuwait  
Latvia  
Lebanon  
Lithuania  
Luxembourg  
Malaysia  
Malawi  
Malta  
Mexico  
Myanmar  
Morocco  
Namibia  
Netherlands  
New Zealand  
Nicaragua  
Nigeria  
North Macedonia  
Norway  
Oman  
Pakistan  
Panama  
Peru  
Philippines  
Poland  
Portugal

Puerto Rico  
Qatar  
Romania  
Russia  
Saudi Arabia  
Serbia  
Singapore  
Slovakia  
Slovenia  
South Africa  
South Korea  
South Sudan  
Spain  
Sri Lanka  
Sweden  
Switzerland  
Taiwan  
Tanzania  
Thailand  
Turkey  
Uganda  
Ukraine  
United Arab Emirates  
United Kingdom  
United States  
Uruguay  
Venezuela  
Vietnam  
Zimbabwe

# SAP Local Versions for Employee Central Payroll



## Future Releases

Argentina  
Australia  
Austria  
Belgium  
Brazil  
Canada  
Chile  
China  
Colombia  
Czech Republic  
Egypt  
Finland  
France  
Germany  
Hong Kong  
Hungary  
India  
Indonesia  
Ireland  
Italy  
Japan  
Kuwait  
Malaysia  
Mexico  
Netherlands  
New Zealand  
Oman  
Philippines  
Poland  
Portugal  
Qatar  
Russia  
Saudi Arabia  
Singapore  
South Africa  
South Korea  
Spain  
Sweden  
Switzerland  
Taiwan  
Thailand  
United Arab Emirates  
UK  
USA  
Venezuela

... also our ECP customers – globally present



# SAP SuccessFactors Employee Central Payroll – Adoption is growing

June 2018



**221**

Customers



**2.59m**

Licensed users



**43.4m**

Pay statements



**42**

Countries

June 2019



**427**

Customers



**4.21m**

Licensed users



**90.5m**

Pay statements



**45**

Countries



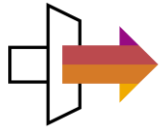
# Top 10 reasons to move to SAP SuccessFactors Employee Central Payroll



85% of multi-national companies think their payroll processes need improvement<sup>1</sup>



Enterprises want to optimize costs<sup>2</sup>



Companies need to simplify and standardize<sup>3</sup>



Enterprise requires global reach with local flexibility



Must stay compliant with increasing regulations, and manage legal changes more efficiently



Customer desires real-time, end-to-end visibility<sup>4</sup>



Need reliability and scalability from 500 to millions of employees



Company looking for total control of payroll – no outsourcing<sup>5</sup>



Need the highest quality, high adoption, fast time-to-value, built for business solutions



State of the Art payroll process, which can lead to efficiency gains up to 30%<sup>6</sup>

1: Ernst & Young, Global Payroll, Myth or Reality, April 2013

2: By consolidation of heterogeneous, complex payroll landscapes, By eliminating legacy payroll running out of maintenance / or with maintenance that is too complex & costly

3: Reduce complexity (reduce/eliminate custom build solutions, # of wage types....), Increase productivity by avoiding redundant data maintenance, Pushing integration efforts back to SFSF ("pre-packaged")

4: From health of payroll processes for admins to mobile access for employees

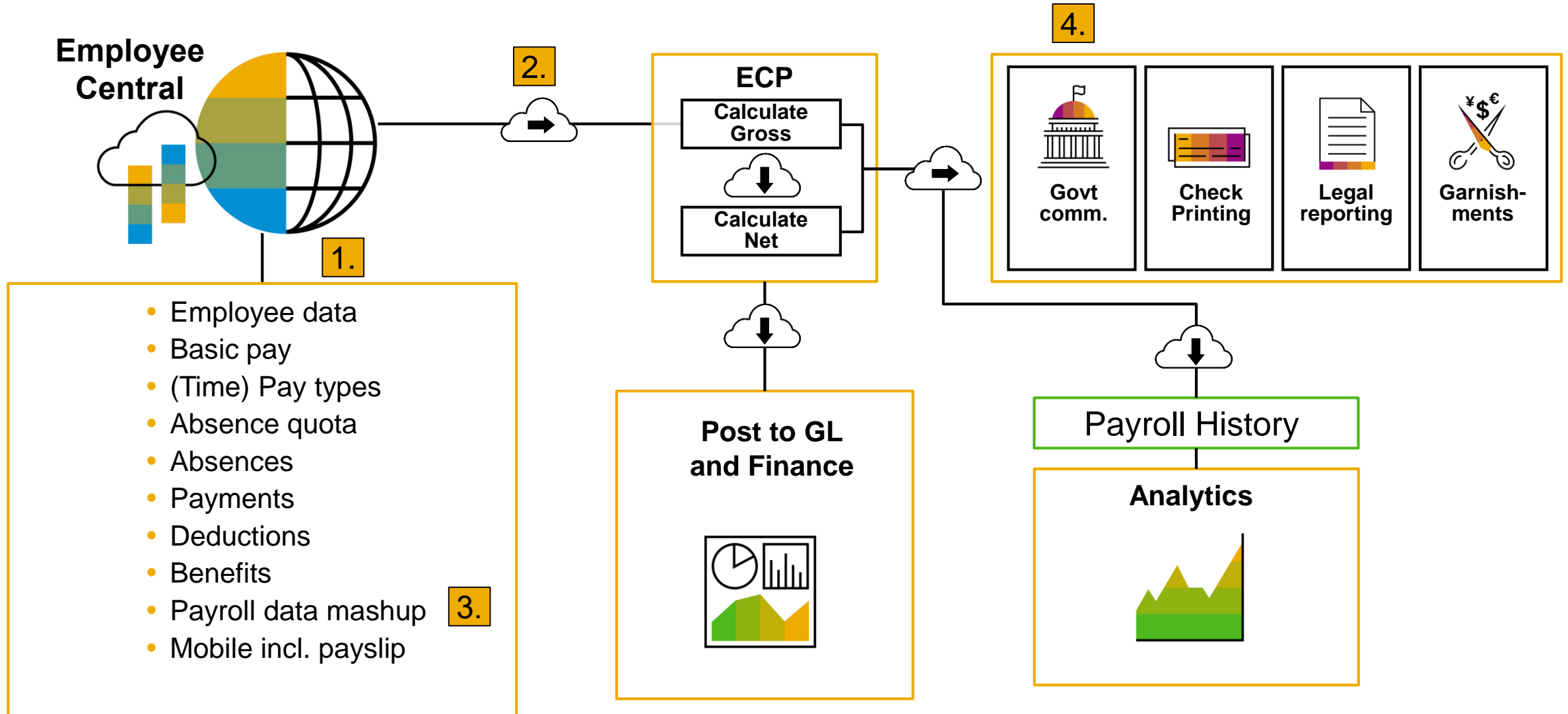
5: Cloud payroll gives the payroll department full control, being independent of IT or BPOs

6: Based on reported gains received by our customers



# SAP SuccessFactors Employee Payroll

## Process flow



# Scope for Employee Central and Employee Central Payroll Norway (planned for Q4 2019)



Temporary National ID Enablement

Document Generation

Address Validation as Service

National ID Information

Argentina

CUIL

-

Is Primary

Yes

Temporary ID Available

Yes

Temporary ID

00-10563145-6

Attachment

-

Austria

Social Insurance Number

\*\*\*\*\*

Is Primary

No

Temporary ID Available

No

Temporary ID

-

Attachment

-

50 more

Generate Document

Country: United States

Language: en

Include External Data: No

Account Type: EMP

Generate and Export

Document Information

Document ID: 123456789

Document Name: EMP\_DOCUMENT

Document Type: EMP

Document Status: Active

Document Content

Document Description: This document contains the employee's personal information and contact details.

Document Details: This document contains the employee's personal information and contact details.

Address Validation

We have found one or more alternatives to the address you entered. Choose one of these alternatives and click "Continue". The alternative you selected will be used as the address.

You entered:

215 W GLENDALE AVE  
PHOENIX  
AZ 85021

Suggestions:

115 W GLENDALE AVE  
PHOENIX  
ARIZONA  
85021-1722

Cancel

Continue

Apprentice Management

Apprentice

Month

Today

March – April 2019

Tue 12

Wed 13

Thu 14

Fri 15

Sat 16

Sun 17

Mon 18

Tue 19

Wed 20

Thu 21

Fri 22

Sat 23

Sun 24

Mon 25

Tue 26

Wed 27

Thu 28

Fri 29

Sat 30

Sun 31

Mon 1

Tue 2

Wed 3

Thu 4

Fri 5

Sat 6

Sun 7

Mon 8

Today

Selected

Working Day

Non-Working Day

On-The-Job Training

Other Internal Events

School

Time Off

Apprentice Details

Petra Maier

Apprentice Supervisor

Group

Business Administration 2  
019

Show more

Payment Information

Payment Information

Payment Information

Job country

United States (USA)

Pay Type

Main Payment Method

Payment Method

Bank Transfer (05)

Purpose

Bank Country

United States (USA)

Bank

AIB Bank

Account Owner

Adam Paul

Account Type (USA)

No Selection

Account Type (Myanmar)

No Selection

Routing Number

051000017

Account Number

12345678

Business Identifier Code

AIBKUS33

IBAN

Currency

US Dollar (USD)

# Address Validation as a Service

\*When would you like your changes to take effect?  
Mar 03, 2019

Home

\*Country:  
United States

Address1  
215 W GLENDALE AVE

Address2

City:  
PHOENIX

State  
No Selection

ZIP  
AZ 85021

Country

Address in Alternate Language 1  
Country

Validate

If address validation is enabled for the selected country, address type, language script and user type, then a 'Validate' button will be shown

Validate

Address Validation

We have found one or more alternatives to the address you entered. Choose one of these alternatives and click "Continue". The alternative you selected will be used as the address.

**You entered:**  
215 W GLENDALE AVE  
PHOENIX  
AZ 85021

**Suggestions:**  
115 W GLENDALE AVE  
PHOENIX  
ARIZONA  
85021-8722


Cancel Continue

# Employee Central Localization Dashboard



### About Norway


Get in touch with the country



Localization

### Globalization


What's globalized?



Localization

### Localization


What's localized?



Localization

### Global Benefits


What kind of benefits are spendable?



Localization

### Time Management


How we manage time?



Localization

### Report Repository

Which reports are available?



Localization



# Scope for Employee Central Payroll

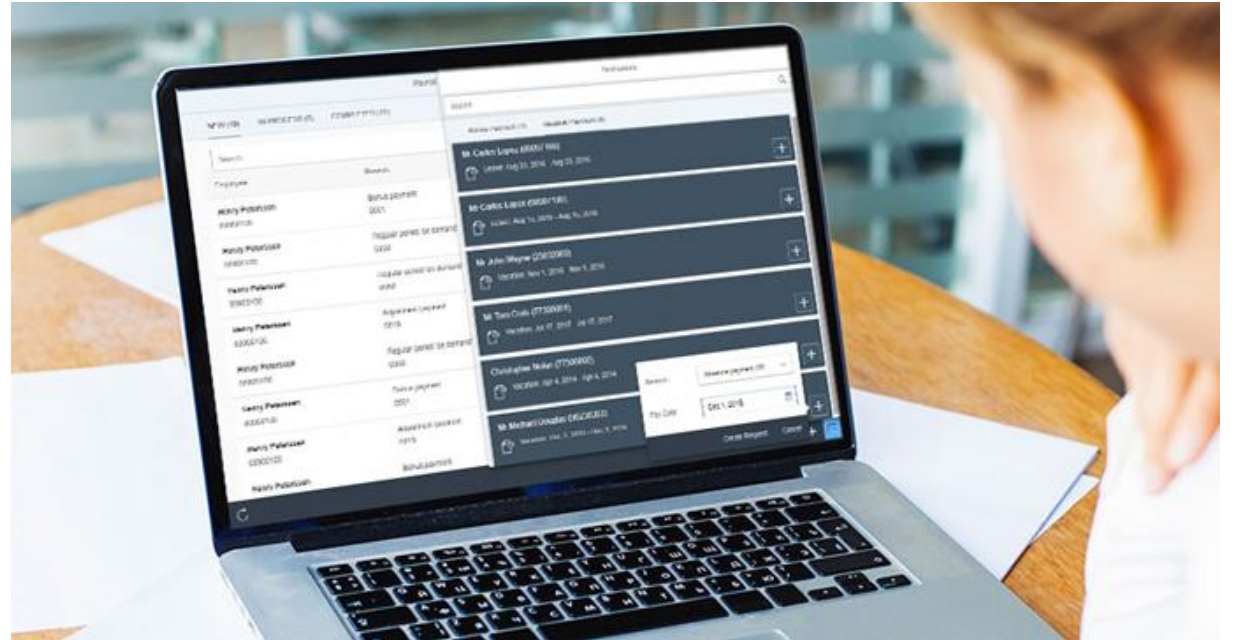




# SAP SuccessFactors Employee Central Payroll

Comprehensive cloud payroll processing based on fully localized payroll offering

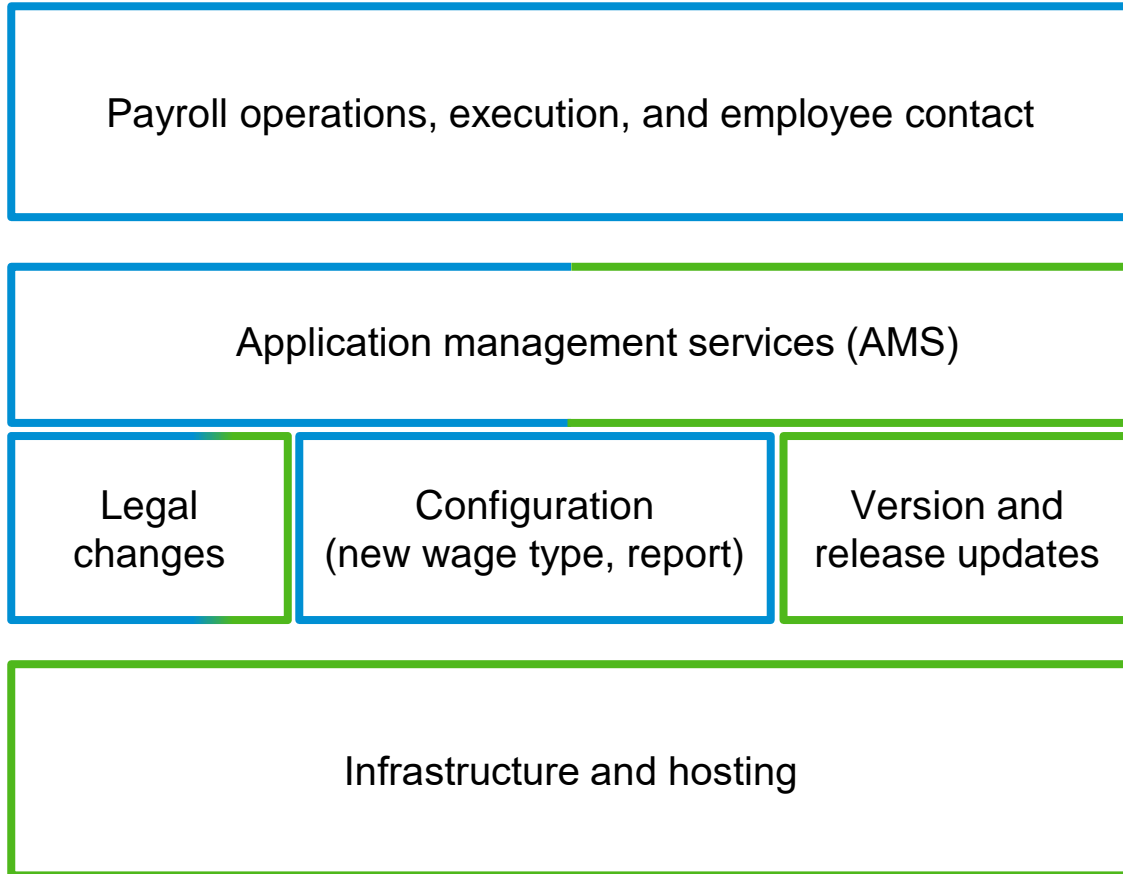
- Utilizes **deeply localized payroll** functionality to run in-house payrolls in **45 local versions**
- Leverages the **proven SAP payroll** engine delivered in the cloud by SAP Cloud Ops
- **Tightly integrates** with SAP SuccessFactors Employee Central (prerequisite), including global benefits and time
- Includes off-cycle support, retroactive payments, and payroll processing for concurrent employments



# SAP SuccessFactors Employee Central Payroll – Shared responsibilities



## SAP SuccessFactors Employee Central Payroll



 Customer  Operations supporting SAP Cloud portfolio

### Cloud operations

- Hosting of the SAP SuccessFactors Employee Central Payroll engine in the cloud at an SAP data center
- Apply upgrades, patches, legal changes, and tax updates
- Backup and disaster recovery
- System provisioning and monitoring

### Customer/Partner

- Configuration and setup
- Payroll customization, legal changes, and testing
- Payroll process execution
- Monitor, manage, and test legal changes
- Optional services offered by partners

# Point-to-Point integration (PTP)

## Native Integration

- No one integrates better with SAP SuccessFactors
- Lower Total Cost of Ownership (TCO) middleware
  - Reduced maintenance
  - Easier & Faster implementation
- Improved Performance
- ECP Specific Innovations

**SAP  
SuccessFactors  
Employee  
Central**

**SAP  
SuccessFactors  
Employee  
Central  
Payroll**

Replication

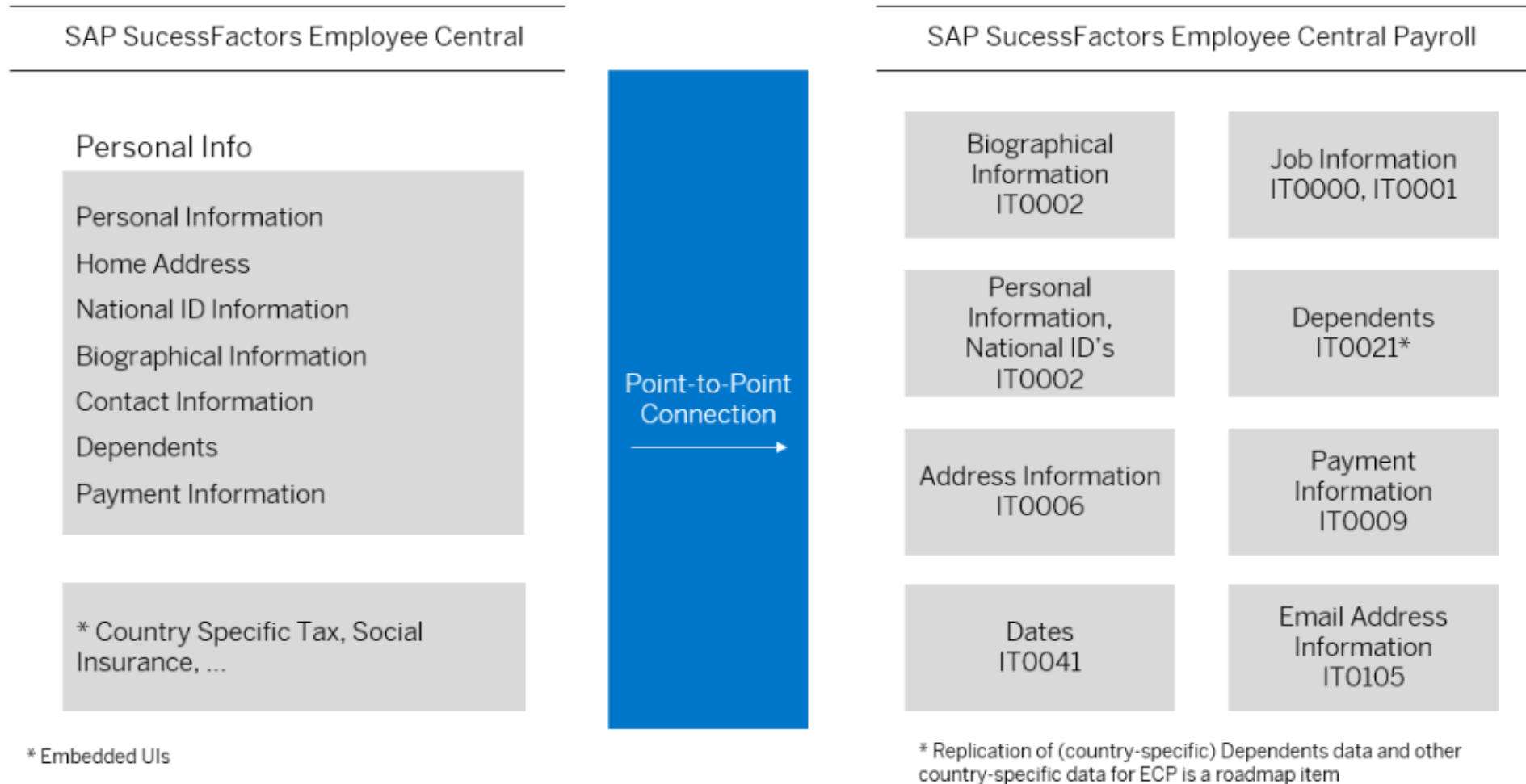
The screenshot displays the SAP SuccessFactors Employee Central interface. At the top, there's a header with the user's name 'Geoff Hill (197)' and a search bar. Below the header, there are tabs for 'PERSONAL INFORMATION', 'EMPLOYMENT INFORMATION', 'COMPENSATION INFORMATION', 'PAYMENT INFORMATION', 'PAYROLL & TIME MANAGEMENT', and 'VISA'. The 'PERSONAL INFORMATION' tab is active, showing fields for National ID Information, Address Information, and Personal Information. Below this, there's a 'Process Steps' section with a progress bar and a 'Payroll Data Validation: Monthly Payroll for Salaried Employees, Headquarter H1' section. The bottom part of the screen shows 'Employee Statistics' and 'Gross Analysis' with various charts and data points.

Category	Item	Value
Employee Statistics	Employees to be paid	956
	Active employees	956
	Full time	856
	Part time	100
Gross Analysis	Gross pay	2,956,712.21
	Gross pay difference in %	3.6
	Overtime	129,345
	Retro periods	1,222

Confirmation

# Integration of Employee Central data into Employee Central Payroll

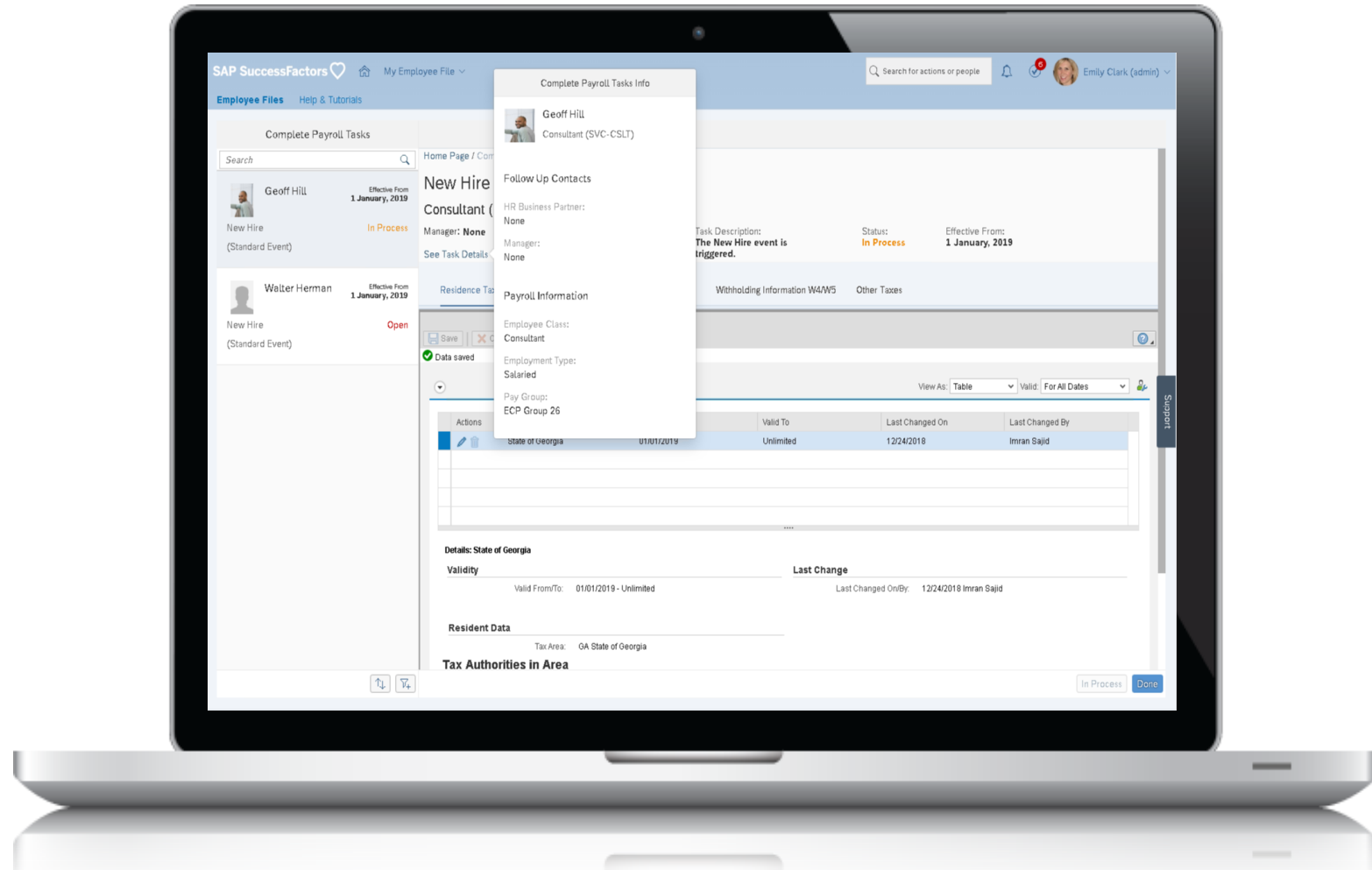
## Example of Personal Information



# Major ECP Unique Feature #1

## Payroll To-Do Tasks

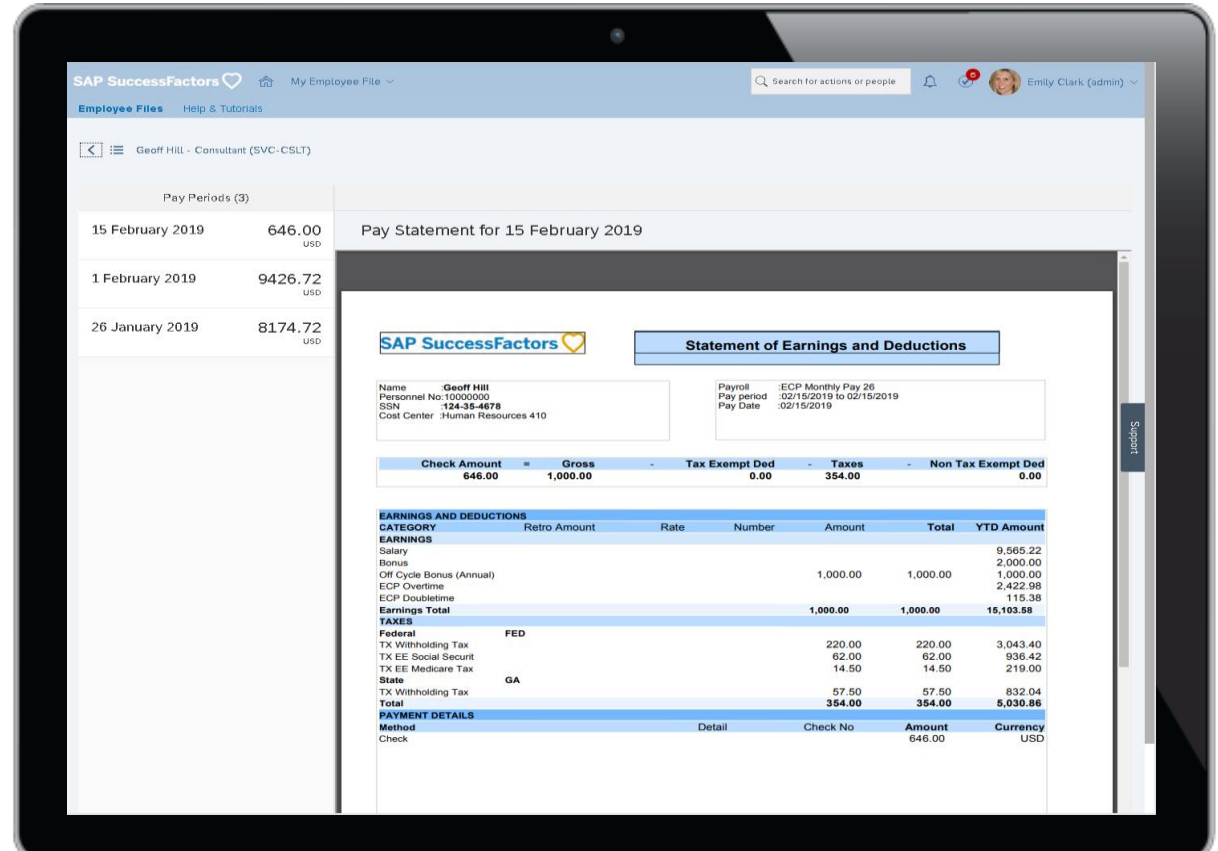
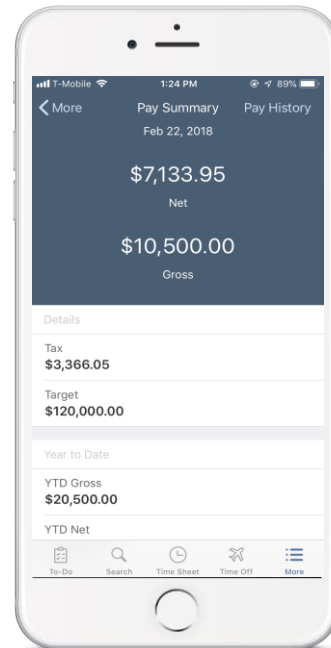
- Increased payroll accuracy with payroll relevant changes tracked in a simple to use to-do list
- Ensures easy and consistent processes without worrying about payroll relevant employee changes getting lost resulting in issues
- Have actionable and relevant information quickly and easily for payroll department to ensure precision
- Highly configurable functionality
  - Configure when the list is created based upon SuccessFactors delivered events or customer event reasons
  - Configure what payroll specific information is shown based on different events or event reasons



# Major ECP Unique Feature #2

## Mobile Pay Statement & Enhanced Desktop Version

- Increase workforce engagement and productivity with powerful self-service pay statement to allow employees to easily view pay statement on any device
- Easily navigate to specific payment on desktop for smoother user experience
- Increased confidence in payroll accuracy with configurable detailed pay slip

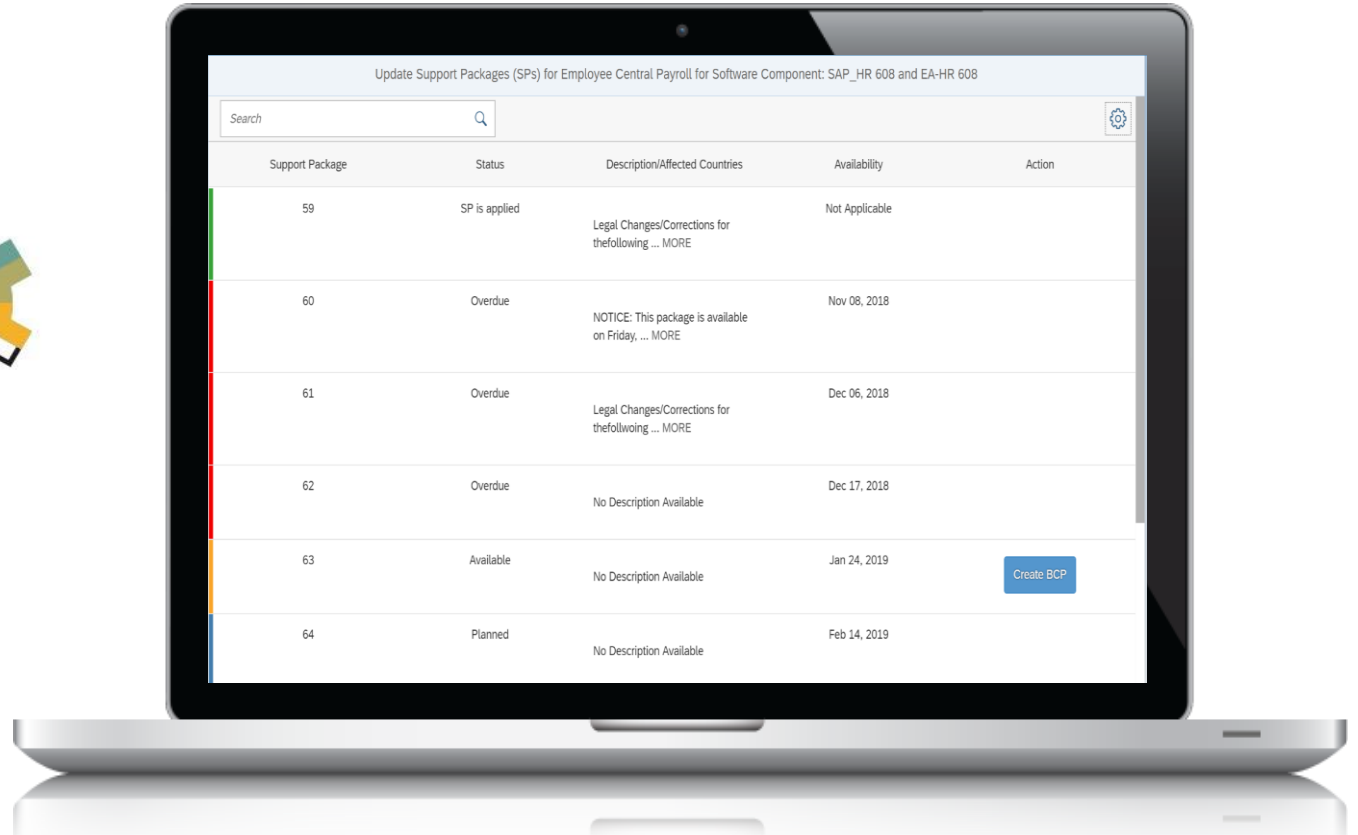




# Major ECP Unique Feature #3

## Suite Integration Topics in Employee Central

- Data Replication Monitor
- Check Tool
- Job/Position/Org Unit
- Overview of Support Packages



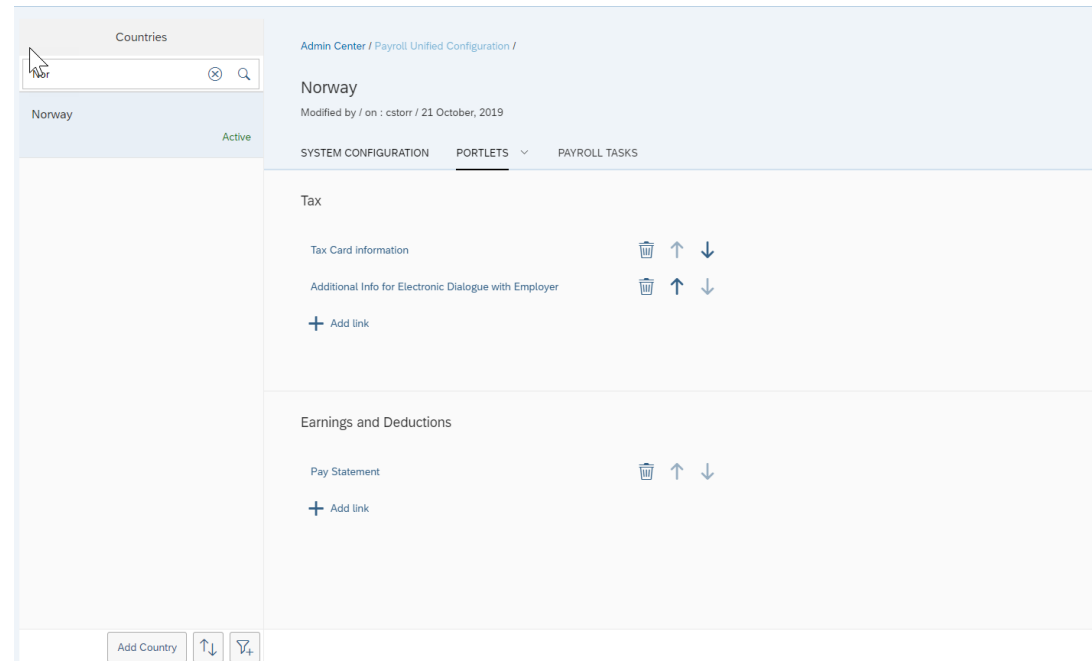
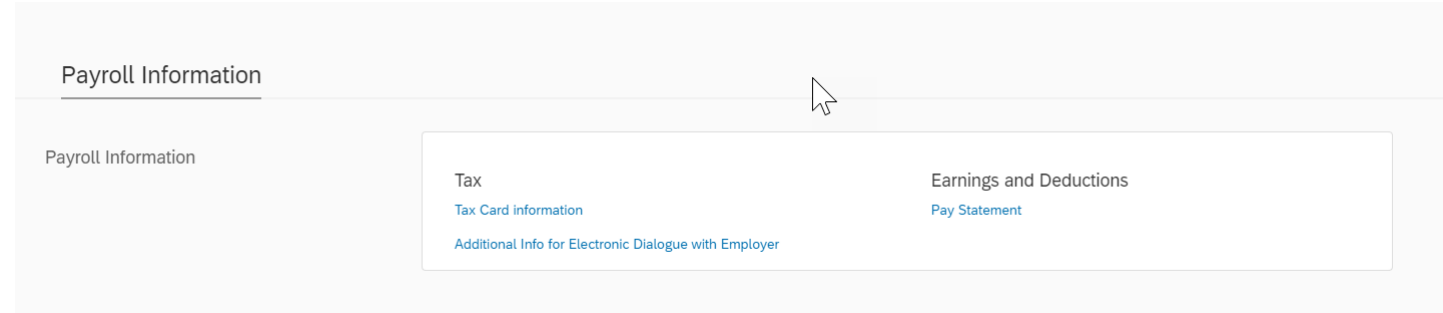
The screenshot shows a web-based interface for managing support packages. At the top, a header bar reads 'Update Support Packages (SPs) for Employee Central Payroll for Software Component: SAP\_HR 608 and EA-HR 608'. Below this is a search bar with the placeholder text 'Search' and a magnifying glass icon. To the right of the search bar is a settings gear icon. The main content area is a table with the following columns: 'Support Package', 'Status', 'Description/Affected Countries', 'Availability', and 'Action'. The table contains six rows of data, each representing a different support package. The first row (SP 59) has a status of 'SP is applied' and 'Not Applicable' availability. The second row (SP 60) has a status of 'Overdue' and an availability date of 'Nov 08, 2018'. The third row (SP 61) has a status of 'Overdue' and an availability date of 'Dec 06, 2018'. The fourth row (SP 62) has a status of 'Overdue' and an availability date of 'Dec 17, 2018'. The fifth row (SP 63) has a status of 'Available' and an availability date of 'Jan 24, 2019'. The sixth row (SP 64) has a status of 'Planned' and an availability date of 'Feb 14, 2019'. A blue button labeled 'Create BCP' is located in the 'Action' column of the fifth row.

Support Package	Status	Description/Affected Countries	Availability	Action
59	SP is applied	Legal Changes/Corrections for the following ... MORE	Not Applicable	
60	Overdue	NOTICE: This package is available on Friday. ... MORE	Nov 08, 2018	
61	Overdue	Legal Changes/Corrections for the following ... MORE	Dec 06, 2018	
62	Overdue	No Description Available	Dec 17, 2018	
63	Available	No Description Available	Jan 24, 2019	Create BCP
64	Planned	No Description Available	Feb 14, 2019	

# Employee Central Payroll Specifics for Norway (planned for Q4 2019)

## Basic Integration

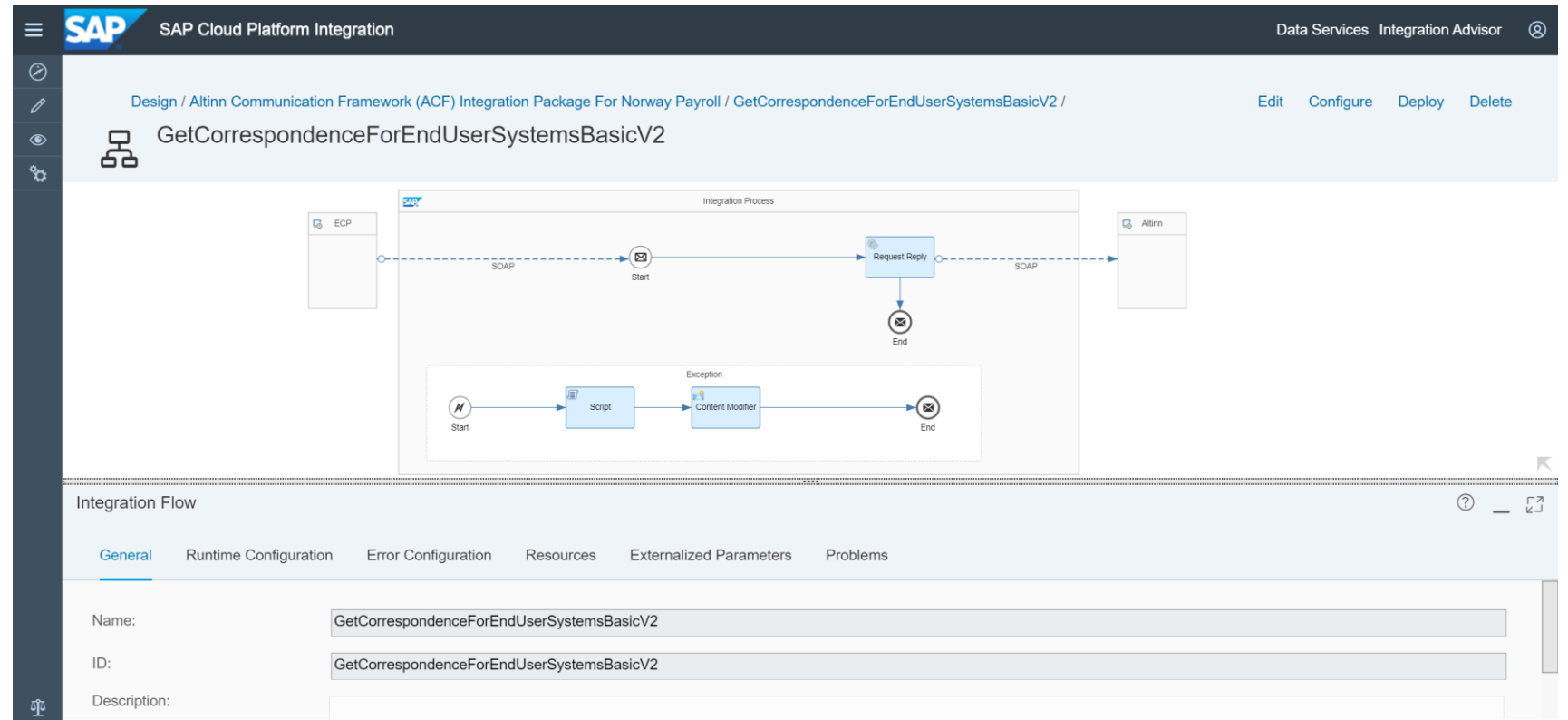
- Master data replication is covered
- Norway specific Mashups available via the payroll information page
- You run the payroll out of the ECP system



# Employee Central Payroll Specifics for Norway

## SCPI – SAP Cloud Platform Integration

- Employee Central Payroll uses the SAP Cloud Platform Integration
- Communication with the Government possible



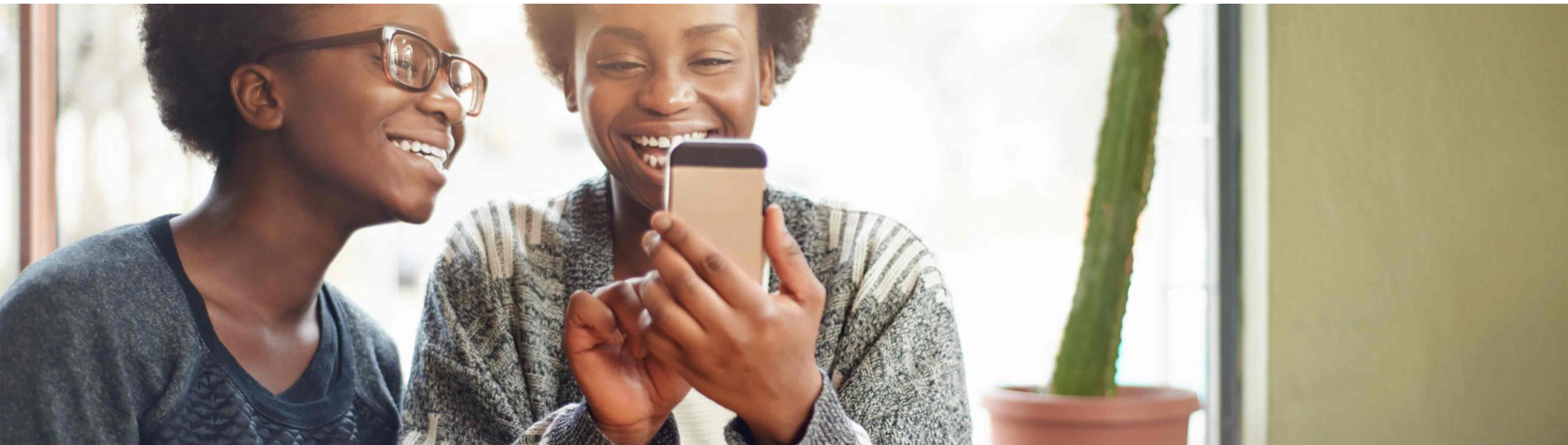
# Employee Central Payroll Specifics for Norway

## CPI – Could Platform Integration 3 Scenarios

- The following 3 Scenarios are covered

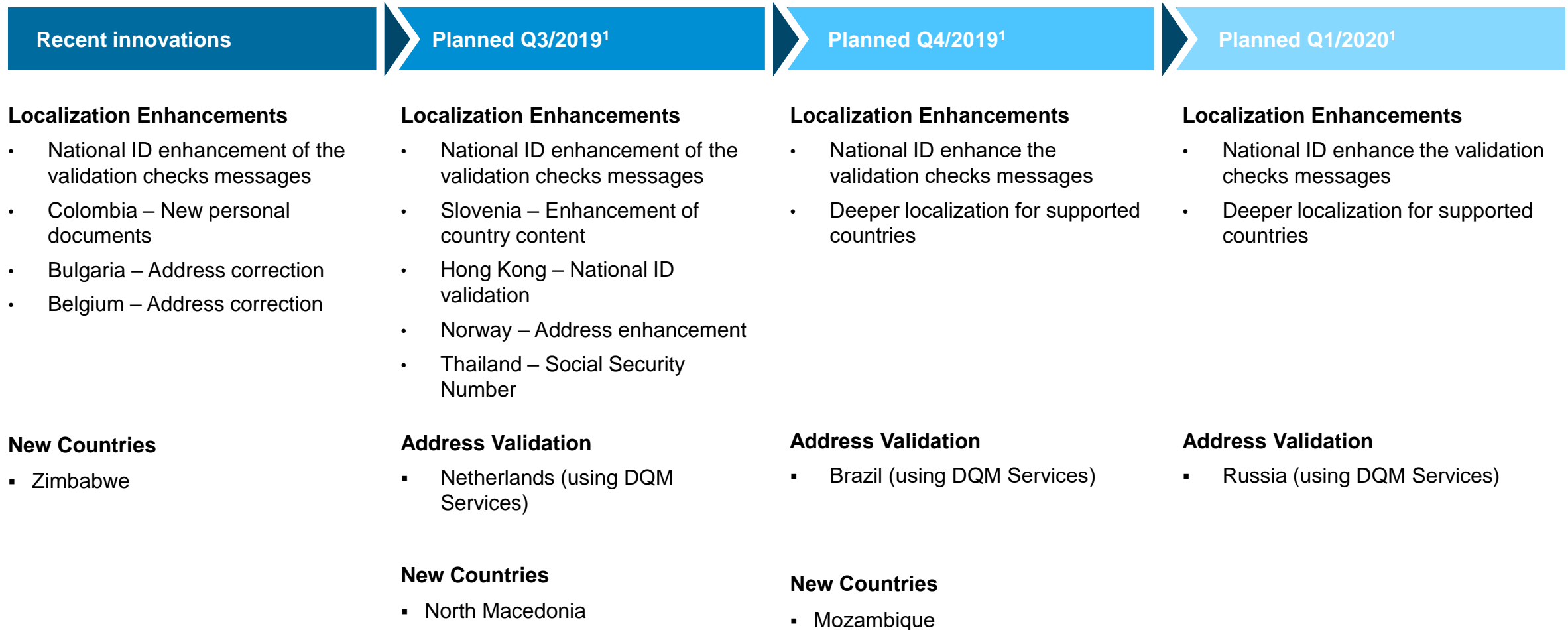
A. e-Tax Card (request for tax data for EE, update of master data)
B. A-message (EDAG – after payroll reporting)
C. Income form (reimbursement data for NAV)

# Roadmap and Investment Areas



# Core HR/Payroll – SAP SuccessFactors Localization & Document Generation (1/3)

## Product road map overview – Key innovations

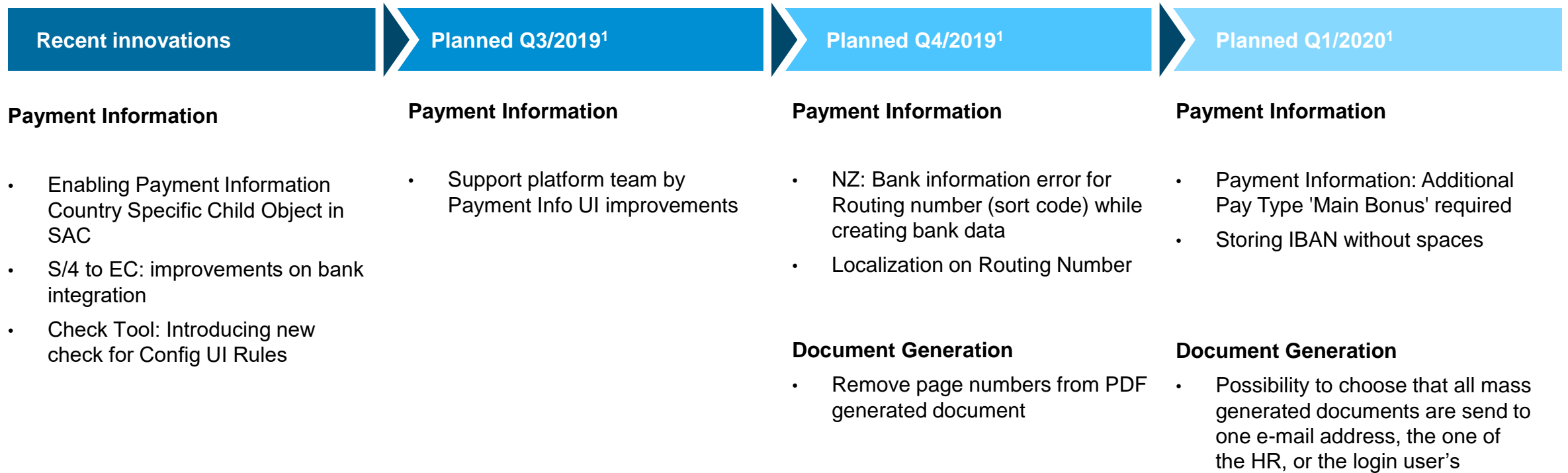


1. This is the current state of planning and may be changed by SAP at any time without notice.



# Core HR/Payroll – SAP SuccessFactors Localization & Document Generation (2/3)

## Product road map overview – Key innovations



1. This is the current state of planning and may be changed by SAP at any time without notice.

# Core HR/Payroll – SAP SuccessFactors Localization & Document Generation (3/3)

Upcoming short-term and midterm innovations

## **Additional priorities (next 12 months):**

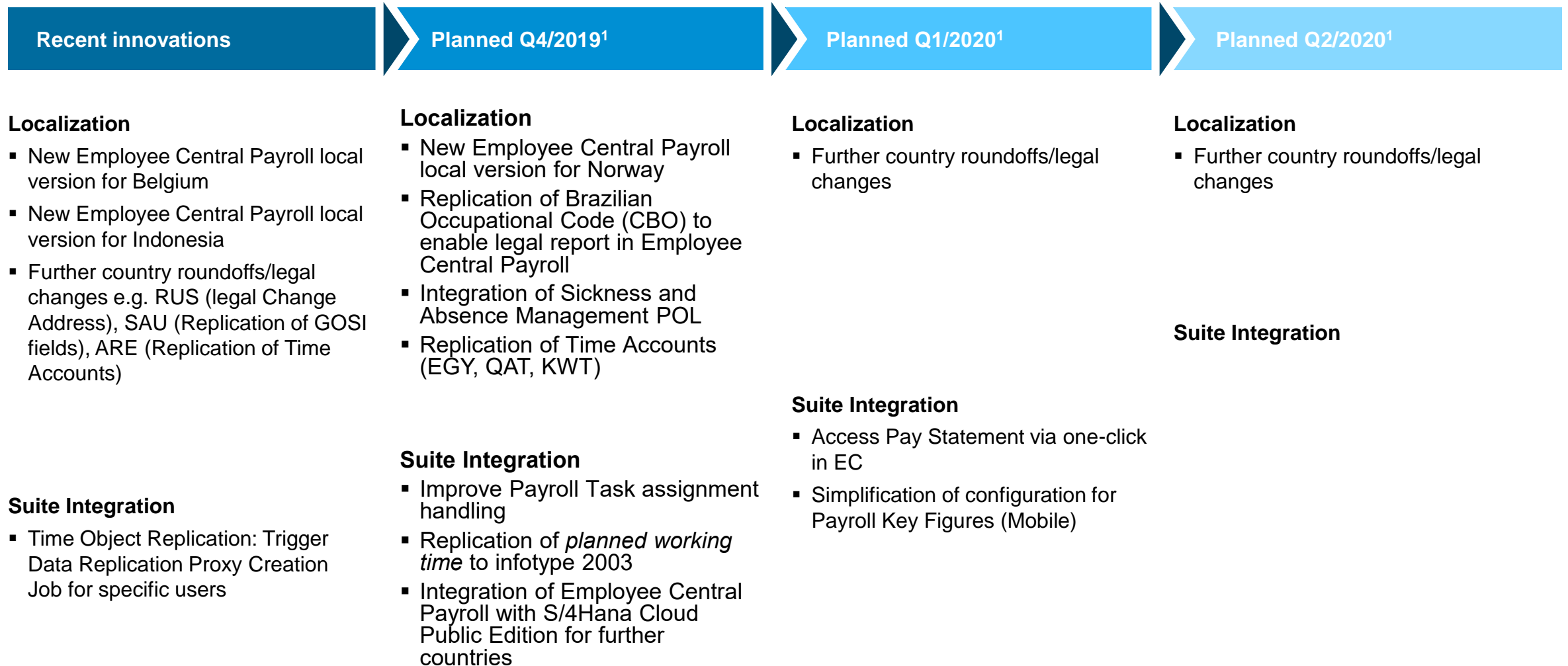
- Localization enhancement for supported countries
- Localization enhancement for Biographical Information
- Localization enhancement for country specific gender
- Address Validation with countries Russia, Brazil, USA, Germany
- Enhancement for Document Generation and Payment Information

## **On the radar (next 24 months):**

- Localization enhancement for supported countries
- Enhancement on Address Validation with more countries
- Enhancement for Document Generation and Payment Information

# Core HR/Payroll– SAP Success Factors Employee Central Payroll

## Product road map overview – Key innovations



1. This is the current state of planning and may be changed by SAP at any time without notice.

# Core HR/Payroll – SAP SuccessFactors Employee Central Payroll

Upcoming short-term and midterm innovations

## **Additional priorities (next 24 months):**

- Enhance usability of data replication monitor
- Payroll Control Center:
  - Process simplification such as grouping of all payroll period activities in one task list
  - Alert management simplification to increase efficiency
- Improve Payroll Information Page
- Simulation of Payroll for Administrators from SAP SuccessFactors Employee Central UI
- SAP CoPilot enabling for pay statement
- United States integration of SAP SuccessFactors Employee Central Global Benefits
- Individual and temporary work schedule replication into SAP SuccessFactors Employee Central Payroll

# Areas of Investment

- User Experience
- Suite Integration
- Flexible/Early/Daily Payment
- Localization


See [sap.com/roadmaps](https://sap.com/roadmaps)


# What's next for you TODAY?

Join one of these sessions also related to Employee Central Payroll

 Updates in the  
area of HCM and  
Norwegian Payroll.  
**Marit Andersen,**  
SAP Norge AS



 Experience of  
Payroll Control  
Centre  
**Hildegunn Posti**  
**Svendsen,**  
Cognizant AS  
**Knut Norman**  
**Danielsen,**  
Cognizant AS

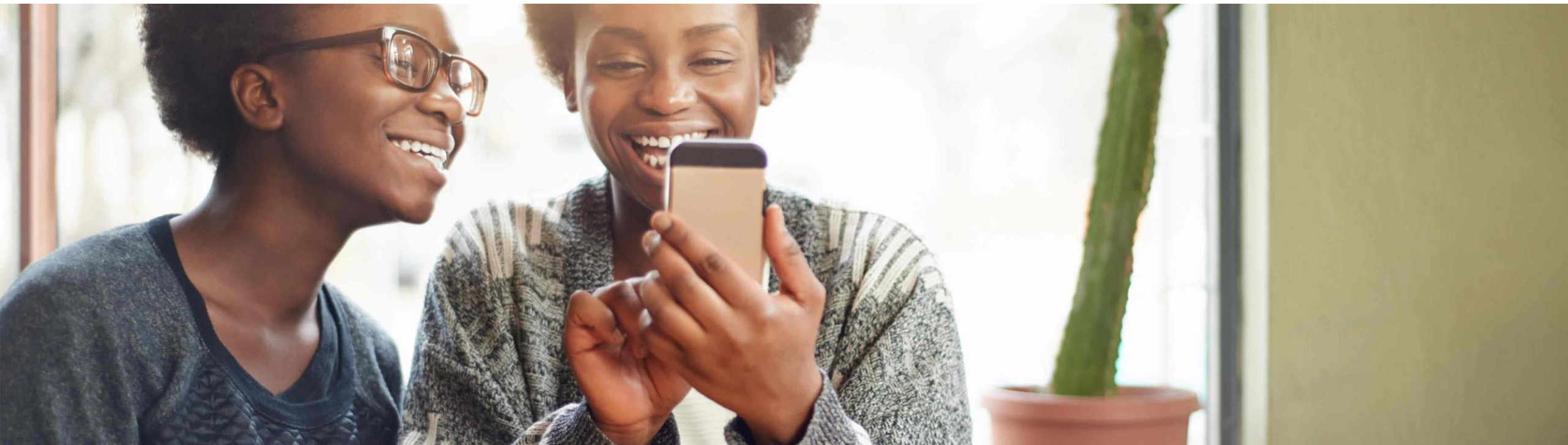
 Use X-data and O-data to improve employee and customer satisfaction  
**Henrik Cronebäck,** SAP Svenska AB



[Read more](#)



**Vison HCM -> HXM**



## Identifying the What

O

Operational  
DATA

Hires

Job Changes

Class Completions

Performance Assessments

Bonuses

Organizational Changes

## Identifying the **Why**

# X

**Experience**  
**DATA**

Employee Trust

Engagement

Sentiment

Voice of Employee

Behaviors

Qualitative Insights



# HXM

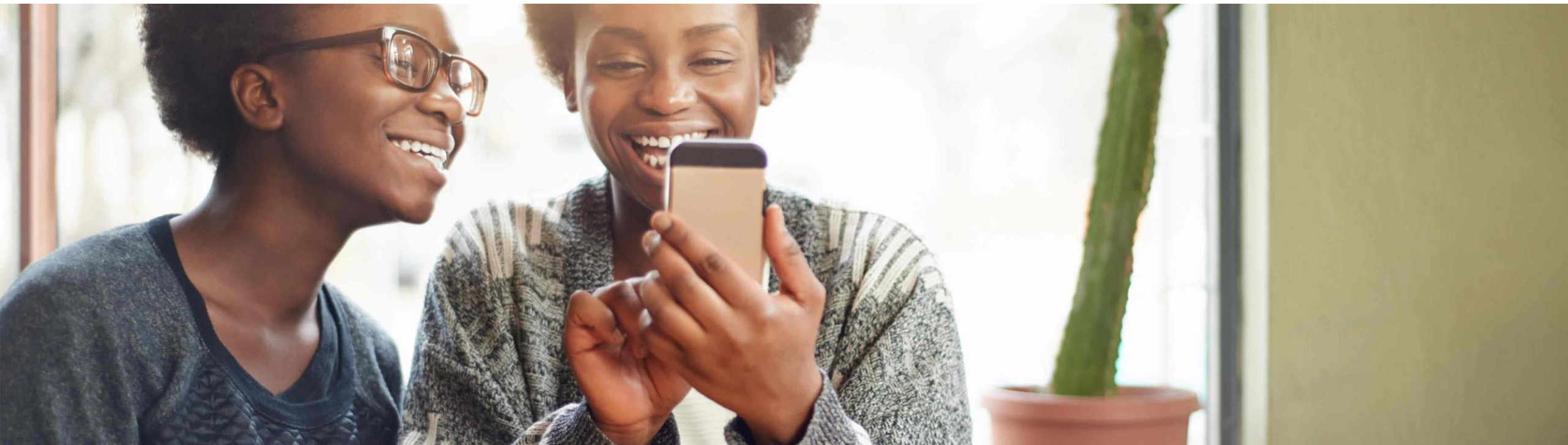
Human

Experience

Management



# Demo





# Thank you.

Follow us



[www.sap.com/contactsap](http://www.sap.com/contactsap)

© 2019 SAP SE or an SAP affiliate company. All rights reserved.

No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of SAP SE or an SAP affiliate company.

The information contained herein may be changed without prior notice. Some software products marketed by SAP SE and its distributors contain proprietary software components of other software vendors. National product specifications may vary.

These materials are provided by SAP SE or an SAP affiliate company for informational purposes only, without representation or warranty of any kind, and SAP or its affiliated companies shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP or SAP affiliate company products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.

In particular, SAP SE or its affiliated companies have no obligation to pursue any course of business outlined in this document or any related presentation, or to develop or release any functionality mentioned therein. This document, or any related presentation, and SAP SE's or its affiliated companies' strategy and possible future developments, products, and/or platforms, directions, and functionality are all subject to change and may be changed by SAP SE or its affiliated companies at any time for any reason without notice. The information in this document is not a commitment, promise, or legal obligation to deliver any material, code, or functionality. All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned not to place undue reliance on these forward-looking statements, and they should not be relied upon in making purchasing decisions.

SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and other countries. All other product and service names mentioned are the trademarks of their respective companies.

See [www.sap.com/copyright](http://www.sap.com/copyright) for additional trademark information and notices.