



# Live with Cloud: Managing the Modern and Empowered Talent

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# The workforce and how we work are changing dramatically

34%

of labor force are independent contractors

50%+

will be independent by 2050

92%

of organizations cite nontraditional labor as key

5

generations at work – soon with 50% of them millennials

50%-

are women (with variance by country)

46%

of the Forbes Global 500 will be from emerging markets by 2025

# Workforce Management Trends



## Mobile Penetration

Smart phone penetration in the US is 64%, rising to 71% in 2019



## Consumerization of Tech

Consumerization of tech



## Workforce Demographics

Changing workforce demographics

# Workforce Management Challenges



## Organizational Efficiencies

- 65% of current systems require too much manual work
- 50% of employers only hear about payroll errors when employees complain



## Employee Satisfaction

- > 25% of employees have no say in their schedules
- 62% of organizations ask team members to do more when an employee is absent



## Risk and Compliance

- > 50% list litigation as a top concern against modern awards
- Only 20% of large companies use solutions to automate compliance

Source: 2015-2016 Workforce Management Trends Survey

# Creating a Connected Workforce



## Employee

- Greater job satisfaction
- More productive
- Treated fairly and equitably with peers

## Manager

- Empowered to succeed
- More time & less administration
- Engaged and loyal employees

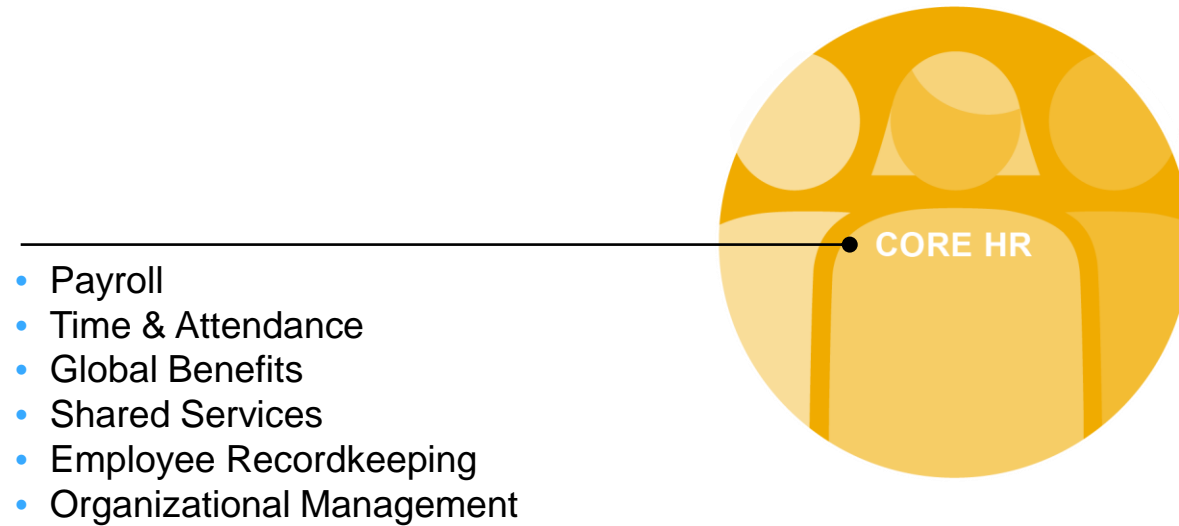
## Company

- Greater compliance
- Total workforce visibility
- Improved data accuracy
- Reduced workforce management costs

# Emerging mandate, emerging challenges



# The new approach builds upon proven traditions



# SAP SuccessFactors Employee Central Payroll

## Key features

### Core HR



Employee Recordkeeping | Organizational Management | Global Benefits  
Shared Services | **Payroll** | Time & Attendance



- Retroactive pay calculation
- Garnishment calculation
- Creates paychecks and deposit advices
- Direct deposit of paychecks
- Creates payroll tax forms to be filed
- Quarterly and year end reports and forms
- End-to-end payroll process integrated with your general ledger
- Country-specific compliance across 33 countries

# How does *Employee Central Payroll* compare to *HCM On-Premise Payroll*?

- Viewpoint of Employee Central Customers



Employee  
Central

## HCM On-Premise Payroll

For customers who want to leverage EC while **Protecting Investments** in on-premise

- Investment focus on **Extensibility/Configurability** to allow for **high variability** and enable enhanced integrations by customer. Packaged integrations available.
- **Scope:** SAP HCM time management, benefits, org managements may be used.
  - For US: Uses BSI on-premise solution (only TaxFactory)
- **Countries:** Integration for additional countries via partners
- Available on **all SAP releases** ECC6.0 upwards
- Strong **Partner Ecosystem**

## Employee Central Payroll



Employee  
Central

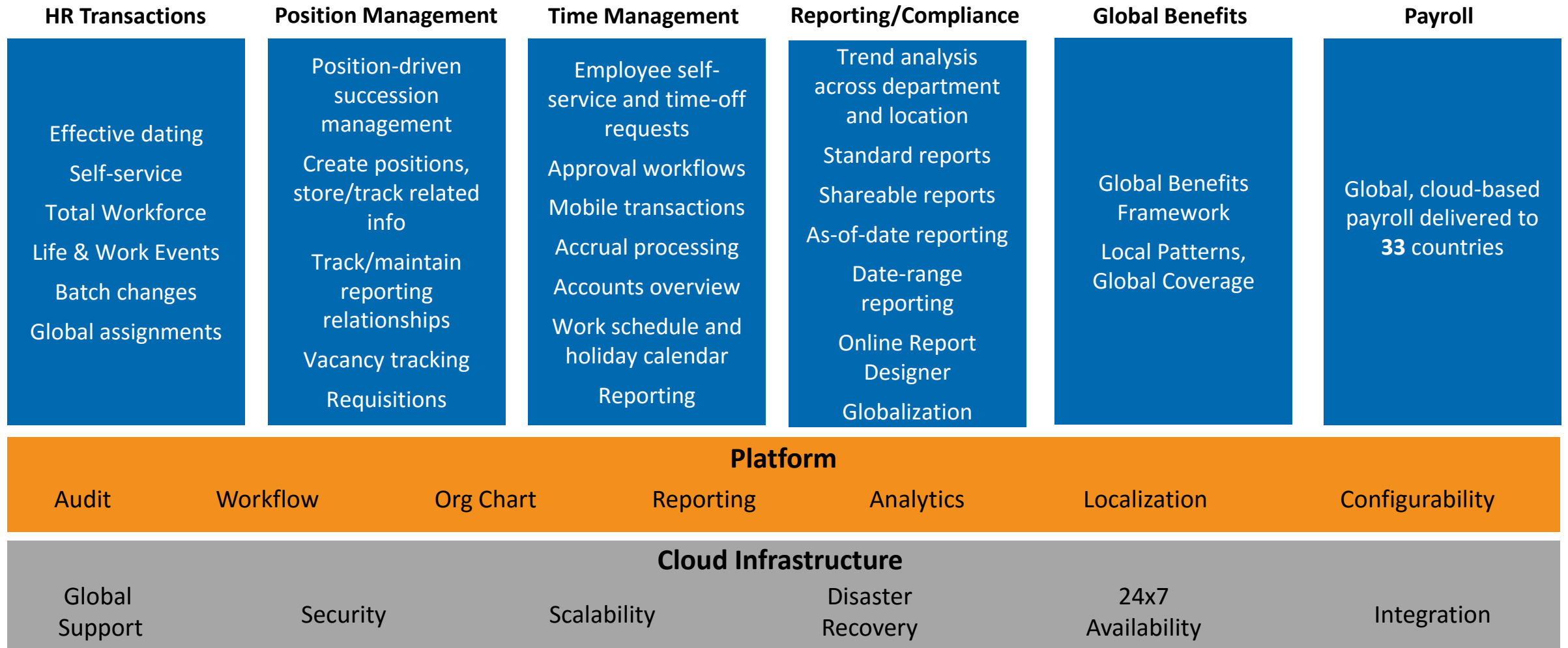


EC Payroll

- For customers who want to **Simplify, Standardize and Modernize** Core HR including Payroll
- Investment focus on **User Experience** and **Ease of Operations** (e.g. Ease of consumption for legal changes, simplified configuration)
- **Embedded** in Employee Central. Deep out-of-the-box integration, hence end-to-end responsibility for legal changes is with SAP
- **Scope:** Leverages all new EC features and continues to grow with EC (e.g. EC Time Off and Payroll Time Sheet, Global Benefits, Org Management, localization).
  - For US: Uses BSI SaaS solution (Tax Factory, eForms Factory)
  - Includes access to payroll related SAP ERP ESS scenarios
    - e.g., USA -> W-2 electronic distribution election and viewing
- **Countries:** Goal is to cover all 58 SAP countries + up to 40 partner countries. Deeply localized integration (e.g. Indian Income Tax Declaration ESS)
- Always on the **newest SAP release**
- Growing **Service Offering** by Partners and SAP

# SAP SuccessFactors Employee Central Today

## HR Core Key Features



# More Than Time & Attendance

All In The Cloud!

## Time & Attendance



- Time capture, tracking, and approvals
- Flexible rule engine and real time rules processing

## Scheduling



- Workforce scheduling based on job definitions, skills, events, etc.
- Automated call-outs and filling of open shifts

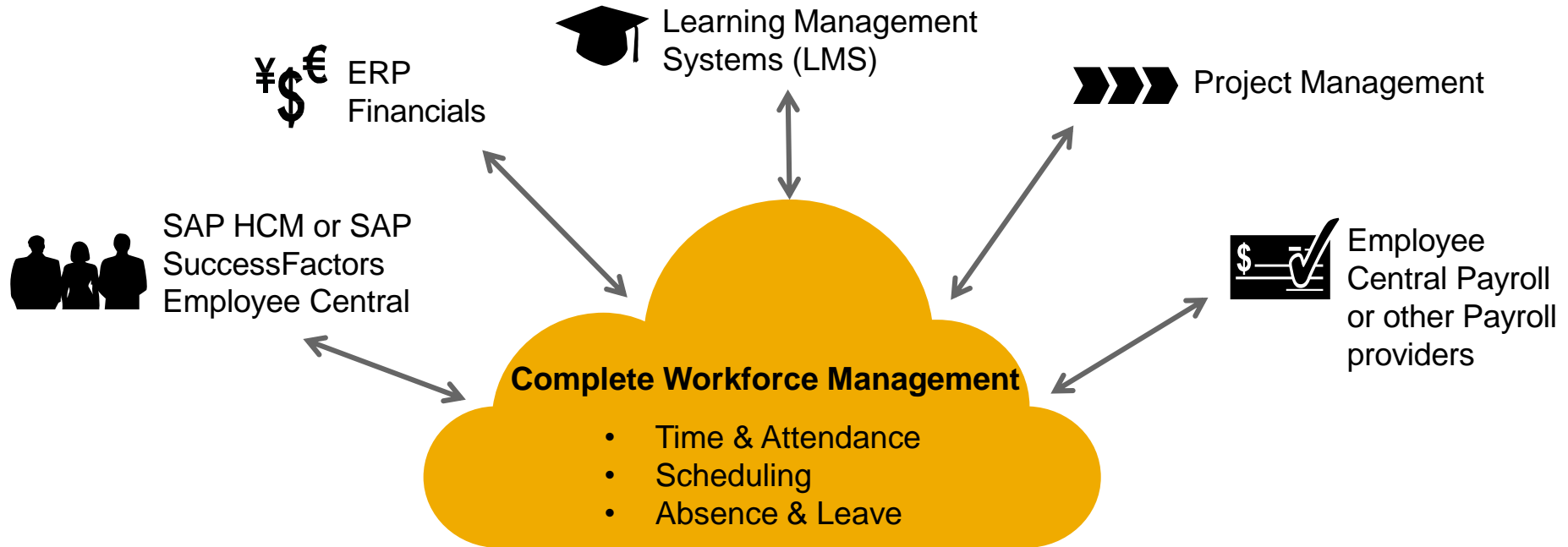
## Absence & Leave



- Robust accruals engine
- Time-off requests, workflows, and forecast
- Leave case management for North America

# Integration Overview

Connecting All The Business Systems



One Platform - Simple and Seamless Integration

# HUGE ROI to Build a Compelling Business Case

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Organizations using SAP Time and Attendance Management can maximize their ROI...

## 8.3 Months

Payback period on average\*

## 300% ROI

On average over 5 years\*

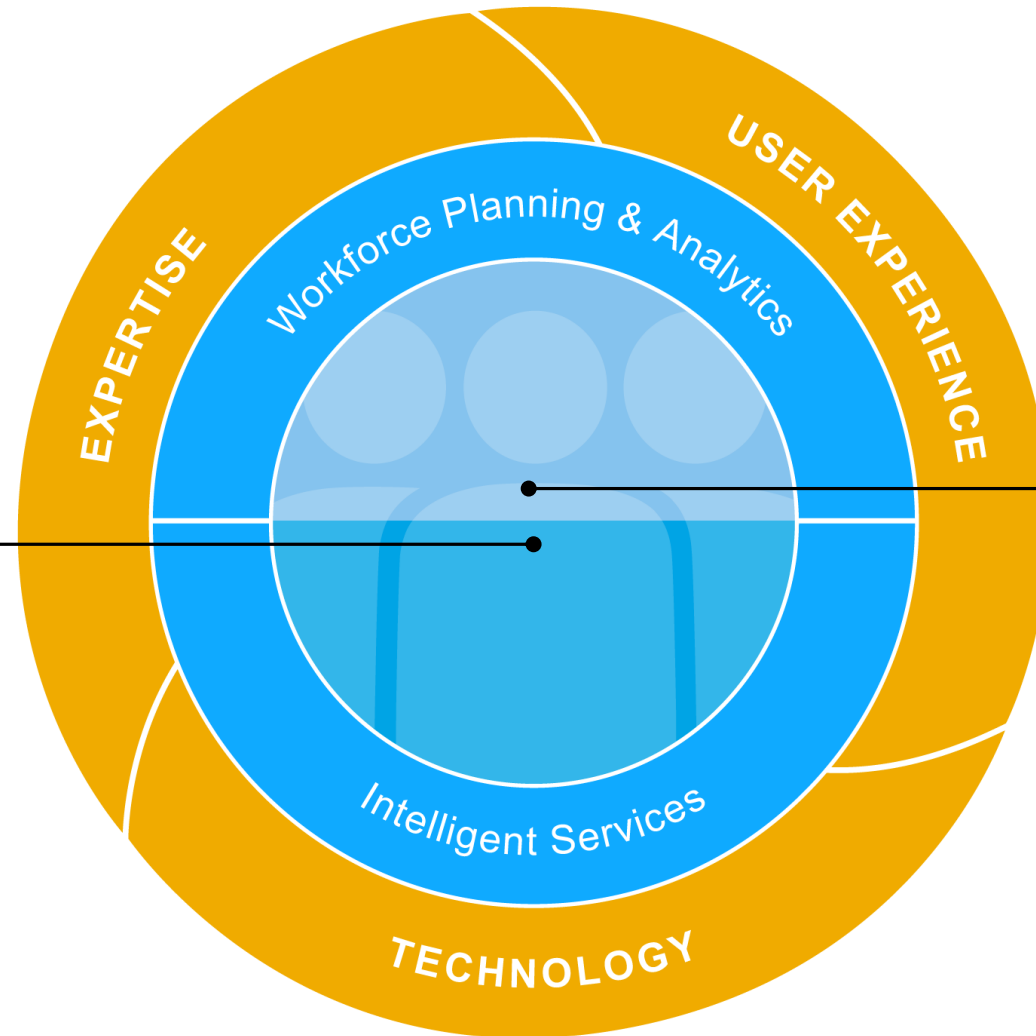
# Unmatched solution breadth and depth

Supporting your total workforce



## Core HR

- Payroll
- Time & Attendance
- Global Benefits
- Shared Services
- Employee Recordkeeping
- Organizational Management



## Talent Management

- Recruiting
- Onboarding
- Learning
- Performance & Goals
- Compensation
- Succession & Development

# Consumer-style experience

Enterprise solutions that work like consumer applications



## Modern User Interfaces

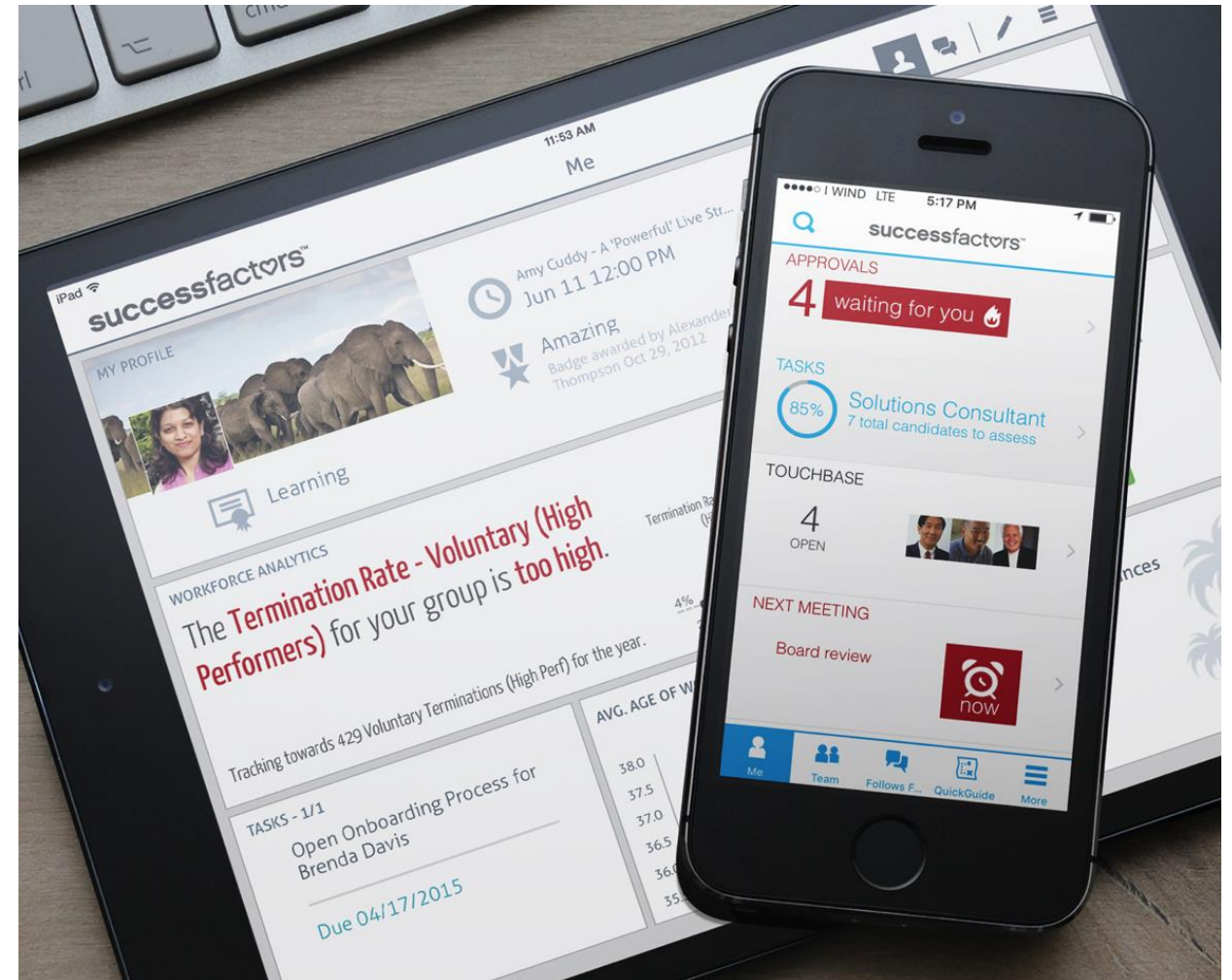
Support users to work the way they expect

## Anytime, Anywhere

Every employee has access – everywhere all the time, on their device of choice

## Collaborative

Every employee can connect – find experts, communicate, share knowledge, collaborate on projects



# Employee Central Payroll Customers Include

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**TIMKEN**

**MASISA**  
más confianza

**ATB** Financial®



# Implementation options that meet your needs

Faster time to value, lower cost of ownership



- Solve an immediate need without a large-scale rip/replace
- Leverage existing on-premise HCM investments or move all HR processes to the cloud



- Pre-configured content and best practices
- Rapid Deployment Solutions (RDS) and service offerings



- Productized Integrations to reduce the cost, risk, and time to integrate third party providers
- Productized Integrations with SAP ERP and HCM ERP based on our ownership of both sides

# Demonstration

In summary, we provide leading HCM solutions that are

**Simple to Use**  
**Simple to Run**  
**Simple to Succeed**

to enable a digital HR strategy  
and engage the **heartbeat**  
of your organization.





**Thank you**