



SAP SuccessFactors 

SAP SuccessFactors Solutions | SAP SuccessFactors Employee Central Payroll | PUBLIC

Simplified Global Payroll

With SAP® SuccessFactors® Employee Central Payroll

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Flexible Deployment Options Available to Meet Customer Needs

The SAP® SuccessFactors® Employee Central Payroll solution is a **blend of proven technology and innovation**. The cloud solution helps businesses streamline global payroll, simplify payroll operations with continuous payroll, and reduce risk. As a leading payroll vendor, SAP technology regularly helps to pay hundreds of millions of people in more than 100 countries.

SAP SuccessFactors Employee Central Payroll offers flexible deployment models to let organizations choose how they pay their people – in-house, outsourced, or using a hybrid approach. Many payroll service bureaus

require you to use their technology and their services, which offer little flexibility, and then you are ultimately stuck with them. Based on SAP technology and the global SAP ecosystem, SAP SuccessFactors Employee Central Payroll offers a wide range of choices and flexibility. If you are currently processing payroll in-house with the solution and new management decides to outsource payroll – no problem. You can keep your technology and bring in a provider to offer whatever services you need. With other vendors, such a shift would require a complete rip and replace of technology. SAP SuccessFactors Employee Central Payroll provides an option that offers the best of all worlds – in-house, outsourced, or in between.



A Comprehensive Global HR and Payroll Solution

With SAP SuccessFactors solutions, you can solve your HR needs by tapping into a breadth and depth of global HR solutions that span core HR, talent management, learning, and analytics. Addressing both the operational and strategic aspects of HR, SAP SuccessFactors solutions help you find the right talent, develop future leaders, and engage employees with automated, transparent processes end to end. SAP SuccessFactors Employee Central Payroll is integrated with SAP SuccessFactors Human Experience Management Suite, offering a comprehensive solution to help ensure

that employees are accurately paid for the time recorded. The software takes into account contractual obligations in the company's HR system, thus reducing double data entry and supporting accurate payout. SAP SuccessFactors Employee Central Payroll is based on proven technology for global use and integrated with the next-generation SAP SuccessFactors Employee Central solution, so you can get your payroll out punctually, safely, and accurately.



Introducing Continuous Payroll

Payroll is often the single largest business expense. It is one of the most common touch points between employer and employee and the most critical as far as accuracy and punctuality are concerned. Besides executing promptly, an efficient payroll operation must minimize errors, comply with all applicable regulations, and meet employee expectations.

SAP has reimagined traditional payroll with a payroll control center user experience (see Figure 1). Great for the new world of remote work, our robust continuous payroll functionality monitors payroll exceptions (also called “validations,” or “alerts”) and pushes the exceptions that occur to administrators so they can address them prior to payday.

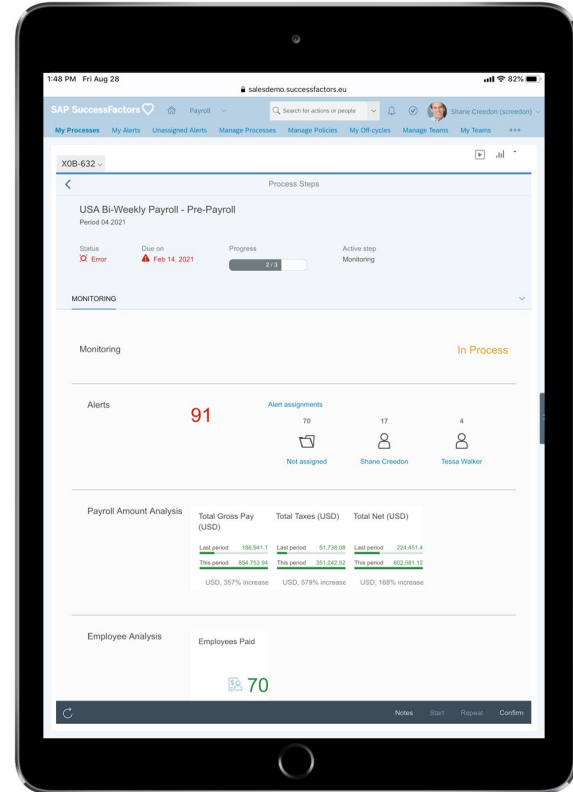


Figure 1: Biweekly Prepayroll Screen

The user experience provides root-cause details, such as what data caused the exception and the person who entered it, giving the payroll team full context to best decide how to proceed. No longer must staff dig through reports, error logs, spools, or check tools to find out what happened. In addition, “teams” functionality within the SAP software helps shared-service centers and teams of functional experts work with exceptions by creating an inclusive, collaborative experience. An audit log, which tracks the history, provides extra peace of mind.





Delivered Localization to Reduce Risk

With a deep understanding of payroll technology and country-specific expertise, SAP offers a global payroll platform to support companies who must think “global” but act “local.” This includes support for:

- Localization requirements, including tax calculations that keep you compliant in whatever country or region you are serving
- Global requirements that display calendars with local holidays, time zones, currencies, and language
- Government simplification strategies that target a move away from paper-based statutory reports to real-time electronic communication

However, the true measure of a localized HR application is its payroll engine, as most compliance issues are related to payroll. In 2020, SAP answered the needs of its customers by delivering 35% more legal updates containing over 200 compliance changes related to COVID-19. This number is expected to increase in 2021 and beyond to meet changing demands.

As your organization grows globally, you also require increased visibility and control in specific countries. SAP SuccessFactors Employee Central Payroll helps you pay your employees accurately and punctually in more than 47 countries, with ready-to-run software and additional partner versions available.



A Scalable Solution to Reduce Cost

SAP SuccessFactors Employee Central Payroll offers the extensibility and configurability benefits of in-house processing combined with the cost savings and agility of cloud computing. The solution scales easily as your business expands and your needs increase, while delivering constant innovation. It also provides the power and control of running in-house payroll while delivering the cost reductions that deploying and updating in the cloud bring.

DESIGNED FOR EVERYONE

More technology-savvy people – those who have grown up using collaborative, user-friendly, graphic technology – are now entering the workforce and demanding intuitive, self-service options for common payroll-related transactions. With more people than ever working remotely, organizations should enable people to own and update their data. With our built-in self-service functionality, which is available on multiple devices, we are able to reduce the workload on HR operations. We also boost adoption through innovations such as embedded wizards, intelligent services, smart business rules, org charts, in-line comments, audit history, and flexible workflows.



Considering the Benefits of SAP SuccessFactors Employee Central Payroll

SAP SuccessFactors Employee Central Payroll offers numerous key features (see [Figure 2](#) on the next page). They include:

- Localized payroll functionality to run in-house payrolls in more than 47 countries (with additional partner countries also available)
- Native integration with the SAP SuccessFactors Employee Central solution (including time off and global benefits) and the SAP SuccessFactors Employee Central Time Management application
- Built-in mobile and self-service functionality to provide a top-notch employee experience and reduce manual administrative work





- Off-cycle support, retroactive payments, and payroll processing for concurrent employments
- Innovative continuous payroll functionality, which helps improve quality, reduce processing time, and lower payday stress, freeing up the payroll team to focus on strategic work
- Continual enhancements through innovative technologies, which support the payroll control center helping payroll professionals to be more responsive to the needs of the business

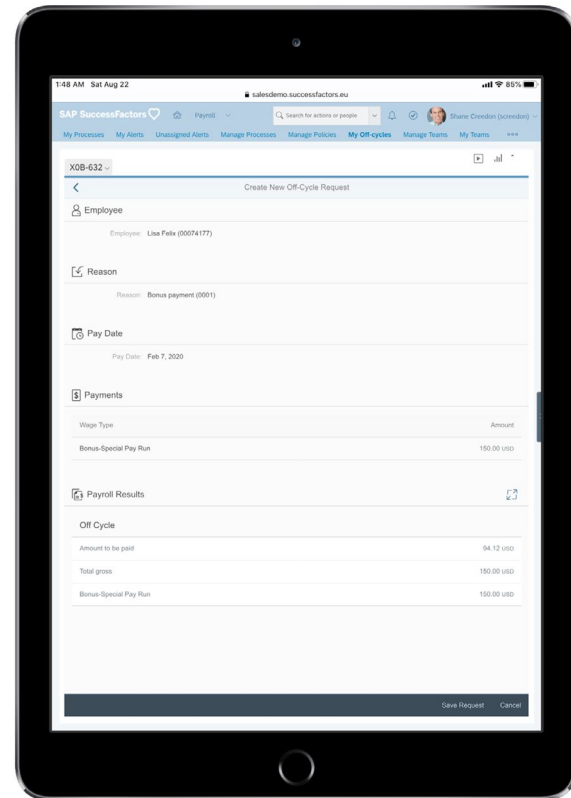


Figure 2: Creating a New Off-Cycle Request

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