

# Migrating from SAP HCM on premise to Employee Central in the Cloud



## *Transition to cloud with IBM: Why and How*

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### Highlights

- Software as a Service (SaaS), cloud integration, analytics, mobility and a desire to improve the employee experience are impacting the HR technology market, driving many organizations to consider augmenting their on-premise human capital management (HCM) solution with SuccessFactors Employee Central
  - IBM's transition-to-cloud offering enables enterprises to maximize their on-premise technology investments while unlocking additional value, engaging and empowering employees and minimizing risk to operations.
  - IBM's global HCM practice and its breadth of SAP HR and SuccessFactors experience, makes it the ideal choice for your transition-to-cloud journey.
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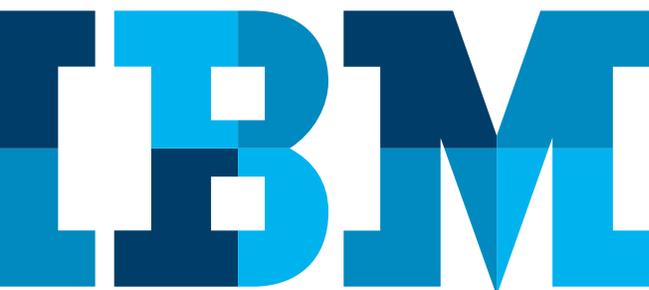
Several factors are leading to a changing HR technology market and companies are required to make challenging, yet rewarding, decisions about their human capital management solutions. The increasingly global, multi-generation workforce is driving the need for increased flexibility in accessing HR services and data anytime, anywhere with an emphasis on the employee experience. Technology drivers such as Software as a Service (SaaS), cloud integration, analytics, mobility and social business are also impacting the HR technology market and contributing to the number of companies reevaluating the HR solutions in place.

### Didn't we just complete an HR transformation?

For many companies, a large HR transformation may have already been completed and the organization will recall the large financial investment required for this transformation. Unfortunately, many of these companies are still not fully realizing the benefits of their HR transformation. Common challenges include:

- Low manager and employee user adoption of self service
- Difficulties accessing and consolidating workforce data for analysis
- High support costs and difficulties in upgrading applications
- Difficulties in incorporating a new line of business or company during M&A activities
- Requests for costly application improvements—forms, custom reports, mobile transactions
- Company reluctance to assume risk to operations to improve technology

To stay competitive and agile in today's market, transitioning to the cloud is not only ideal, but necessary. As you embark on this journey, IBM can help you integrate your previous investment in on premise SAP HCM while you attain the benefits of a cutting edge, cloud-based solution. If you are looking to make the most of your on premise investment while unlocking value, engaging and empowering employees and minimizing risk to operations, IBM's transition-to-cloud offering is the solution for you.



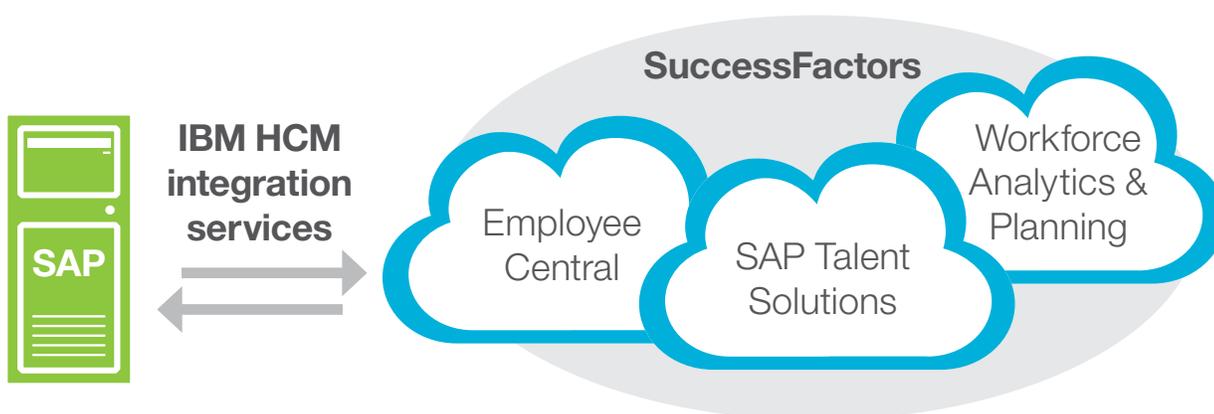
## Streamline your transition to the cloud

With over 5,000 resources in 42 countries, IBM's global HCM practice is best equipped to work with you on your transition-to-cloud journey. IBM's vast experience with SuccessFactors is echoed by a long standing relationship with SAP. IBM has extensive experience with HCM integrations as well as SuccessFactors and each of its modules. In addition to implementing more than 200 successful SuccessFactors projects across a range of industries and geographies, IBM also implemented one of the first SuccessFactors Employee Central/SAP HCM (side-by-side) solutions.

Implementing the side-by-side solution with IBM's transition-to-cloud offering allows you to take advantage of SuccessFactors Employee Central while retaining critical HR processes in SAP HR. Employee Central becomes the system of record for employee data management processes while SAP HCM remains the system of record for payroll, time management and benefits administration. SAP's delivered integration keeps both applications synchronized.

With IBM's approach, your organization may achieve a number of benefits:

- *Enhanced user experience:* Provides on-demand access to data and services from mobile devices or workstations for employees, managers and HR.
- *Reduced costs:* Decreases customization and ongoing support expense.
- *One global system of record in the cloud:* Facilitates the effective use of the Employee Central platform across geographies, cost centers, legal entities and employee types.
- *Complete workforce data:* Combines SAP HCM and SuccessFactors data delivering a rich, comprehensive employee profile.
- *Risk reduction through continuity of SAP HCM functions:* Minimizes disruption to business operations by retaining payroll, third-party integration, time and attendance and/or benefits in the on premise SAP HCM application.
- *Ability to incorporate cloud technology at your own pace:* Adjusts the speed of your transition to the cloud to meet your business needs.
- *Powerful analytics:* Correlates workforce data with financials, CRM and other data for actionable insights.
- *Social collaboration:* Optimizes workforce productivity and accelerates innovation.
- *Seamless integration:* Easily connects with on premise or cloud-based apps like ERP, time and attendance and benefits.
- *Continuous innovation:* Provides cloud-delivered enhancements four times per year, with no additional cost and minimal disruption.



IBM's transition-to-cloud offering incorporates SuccessFactors Employee Central and retains critical HR processes in SAP HCM

## Why IBM?

IBM and the IBM Global Business Services HCM practitioners have the depth, breadth, capabilities and commitment to help you achieve your goals.

- *Extensive HCM consulting capabilities:* We apply industry leading practices, global process flows and proven change management to your SuccessFactors implementation.
- *HR transformation experience:* IBM Global Business Services' highly skilled specialists, which are dually trained in SAP HR and SuccessFactors, create one of the largest, global SuccessFactors and SAP HCM practices in the world proven by over 1,000 successful HR transformations.
- *SuccessFactors/SAP and IBM relationship:* IBM has teamed with SAP for more than 40 years, and has been the recipient of 31 Pinnacle Awards over the past 13 years. IBM has been a strategic partner of SuccessFactors since 2003.
- *SuccessFactors and IBM co-innovation on the side-by-side solution:* IBM and SAP extensively collaborated on one of the first implementations of SuccessFactors Employee Central integrated with SAP HCM Payroll and Time Management. It was during this implementation that the integration required to enable the SuccessFactors and SAP HCM side-by-side solution was developed and later became part of the SuccessFactors standard product.

As your transition-to-cloud solution provider, IBM Global Business Services uses our library of leading practices, tools, and accelerators to deliver a cost effective transition-to-cloud solution that helps reduce risk, provide greater value and tailored to meet your business objectives.

## For more information

To learn more about IBM human capital management solutions, please contact your IBM representative or IBM Business Partner or start a conversation with us at:

<http://www-935.ibm.com/services/us/business-consulting/sap-consulting/hcm/>.

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