

SAP® SuccessFactors® Employee Central Payroll



SAP® SuccessFactors® Employee Central Payroll is **a revolutionary combination of proven technology, latest innovations, and service delivery** in a solution that represents the next generation of global payroll process automation. With SAP SuccessFactors Employee Central Payroll, you automate and accelerate processing, reduce risk, and simplify payroll management.



Many companies have chosen to outsource their payroll to meet the challenge while others have chosen to maintain the control and agility of running payroll in house. SAP SuccessFactors Employee Central Payroll offers an option that takes advantage of the best of both worlds – in-house and outsourced.

SAP SuccessFactors Employee Central Payroll is available exclusively to customers using the SAP SuccessFactors Employee Central solution. With SAP SuccessFactors solutions, you can solve your unique HR needs by tapping into a breadth and depth of global HR solutions spanning core HR, talent management, and analytics. Addressing both

the operational and strategic aspects of HR, our suite helps you find the right talent, develop future leaders, and engage all employees with automated, transparent, end-to-end processes. SAP SuccessFactors Employee Central Payroll is fully integrated with the SAP SuccessFactors HCM suite, offering an end-to-end solution to help ensure that employees are accurately paid for their time recorded, and based on their contractual obligations in their core HR system, thus eliminating double data entry and ensuring accuracy. Our market-leading solutions offer a proven global payroll engine that is seamlessly tied with a leading next-generation core HR system, so you can be assured that your payroll will be safe, fast, and accurate.

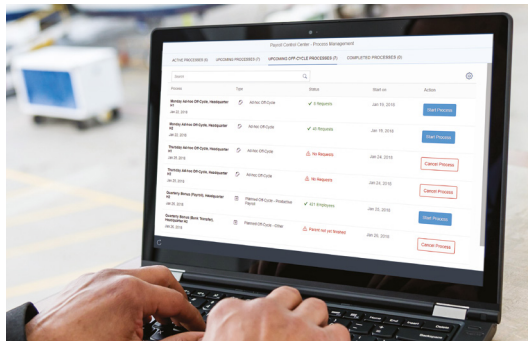


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Real-Time Payroll Monitoring

For many businesses, the cost of human capital, or payroll, is the single largest expense. Payroll is also frequently the only regular (guaranteed) touch point between an employer and the employees. This necessitates a timely and efficient payroll process that minimizes potential errors, offers regulatory compliance, and avoids employee satisfaction issues. SAP reimagined its long-established payroll process, bringing the latest payroll innovations to organizations with the introduction of the payroll control center add-on. The overall trend is to move away from batch-style processing to a continuous payroll process with real-time monitoring of payroll exceptions (also called validations or policies). Gone are the days when the payroll administrators had to spend significant time digging through countless error logs, spools, reports, and diverse check tools, and often creating Microsoft Excel lookups to find any payroll-related errors. The



payroll control center will push the errors to the payroll managers in real-time. The managers can in turn assign the errors to the payroll administrators in a flexible way, using default rules or the new team tool that enables payroll team members to grab errors in the payroll error queue for resolution.



Global Payroll out of the Box

A key differentiator is our unmatched global capability. We know that with payroll companies must think global but act local. “Global” refers to more than just a different language or name and address format. And “Local” means more than just an aggregation of payroll providers.

- Localization requirements include, for example:
 - Tax calculations to ensure that you are compliant, no matter what country or region you are serving
- And global requirements call for usability across the world, so that users see:
 - Calendars with their local holidays
 - Time zones
 - Currencies
 - Local language

Analysts agree that the true measure of a localized application in HR is the payroll engine. There is no gray area in payroll, and SAP SuccessFactors Employee Central Payroll supports payroll processing in over 40 countries, out of the box. Since SAP SuccessFactors Employee Central Payroll is based on SAP’s proven on-premise payroll product, you can expect to see the list of supported countries expand rapidly. As your organization grows around the globe, or as you look for more visibility and control in specific countries, we will help make sure your employees get paid accurately and timely. SAP has the localized experts and knowledge to offer a global payroll platform thanks to our deep understanding of both payroll technology and country-specific expertise.



Cost Savings

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. It scales easily as your business needs expand, while delivering constant innovation without disruption. What you get is all the power and control of running in-house payroll with the reduction in costs from deployment and updating in the cloud.

Designed for Everyone

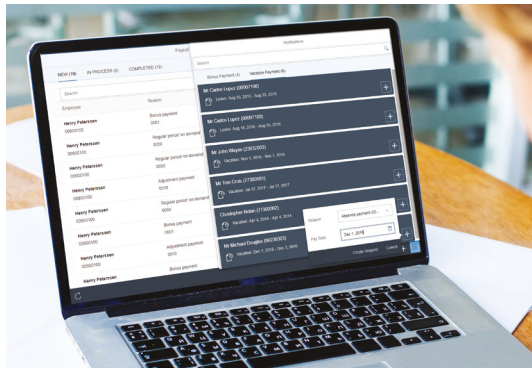
More technology-savvy people – those who have grown up using collaborative, user-friendly, and graphic technology – are now entering the workforce and are demanding intuitive self-service options for common payroll related transactions. Let them do the keying for you and simply approve the transactions. Like all SAP SuccessFactors offerings, SAP SuccessFactors Employee Central Payroll is accessed through SAP SuccessFactors Employee Central, which was built for its 10 million users in the cloud. This approach results in a radically simple user experience for every role in the organization. Specific to payroll transactions, it reduces errors in self-service and boosts adoption through innovations such as built-in wizards, intelligent services, smart business rules, org charts, inline comments, audit history, and flexible workflows.



Benefits of SAP SuccessFactors Employee Central Payroll

SAP SuccessFactors Employee Central Payroll offers the following key features:

- Deeply localized payroll functionality to run in-house payrolls in 40+ countries
- Full integration with the SAP SuccessFactors Employee Central core HR, time management, and global benefits processes
- Off-cycle support, retroactive payments, and payroll processing for concurrent employments
- Leveraging of the proven SAP payroll engine
- Continual enhancements by innovative technologies such as the payroll control center to make payroll professionals more responsive to the needs of the business.



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