



SAP® SUCCESSFACTORS® SOLUTIONS

# CORE HR AND PAYROLL CHECKLIST

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# Your Top 10 Checklist

In today's highly competitive job market, every employee expects to be paid accurately and on time. Do your current core HR and payroll systems contribute to creating a positive and fulfilling employee experience that engages, motivates, and inspires trust? Here are 10 key questions to ask yourself.



### **1. DO YOU HAVE AN INTEGRATED APPROACH TO CORE HUMAN RESOURCES (HR) AND PAYROLL THAT TRANSLATES TO STRATEGIC INSIGHT AND HUMAN EXPERIENCE MANAGEMENT?**

Managing and paying employees is not new, but employee expectations around it are changing. Organizations must have a consistent, comprehensive core that covers critical functions for employees, managers, HR, and payroll while providing the right analytics. Once you have a solid core, you can shift from human capital management to human experience management. Do you have an HR system that provides an integrated and holistic view of HR and payroll?

### **2. DO YOUR HR TOOLS MEET THE NEEDS AND DEMANDS OF THE MODERN WORKFORCE?**

Delivering a poor employee experience through bad processes and outdated technology is inefficient and demotivating. An employee should be focusing on the core job. If they need to undertake a simple HR task like changing their bank account, the HR and payroll solution should make it quick and straightforward. Do you have an HR and payroll system that is intuitive and easy to work with?

### **3. DO YOU HAVE A CONSISTENT, ACCURATE, AND TIMELY PAYROLL?**

Every employee expects to be paid the correct amount on time, but too many organizations regularly mess it up. They then rely on reactive measures to make it right, such as running off-cycle checks or making the employee wait until the following period to correct compensation. Organizations need modern payroll tools that are smart and intuitive. Do you have a proactive HR and payroll system that helps ensure accuracy?

### **4. DOES YOUR ORGANIZATION PROVIDE MEANINGFUL “MOMENTS THAT MATTER”?**

With the changing workforce, organizations need to cultivate better long-term relationships with their employees and make sure their communication with them is consistent. There are certain moments that matter in an employee’s career, and organizations must get these right. As an example, when someone experiences a major life event like having a child, the last thing they want to do is go through a challenging HR process to add their new child to their medical coverage. Do you have an HR and payroll system that ensures that the “moments that matter” are handled considerately?

### **5. DO YOU HAVE A FLEXIBLE HR AND PAYROLL SYSTEM THAT IS READY TO GROW WITH YOU?**

Innovative organizations tend to grow very quickly. They need to add new employees and get them ready to hit the ground running. The last thing anyone wants when trying to scale their business is HR and payroll holding them back. Organizations need a system that will provide tools that allow them to grow both organically and through acquisitions. SAP® SuccessFactors® solutions consolidate and streamline core HR and payroll processes with cloud-based, global solutions at scale.

## **6. ARE YOU ABLE TO MEET EVER-CHANGING LEGAL AND COMPLIANCE CHALLENGES GLOBALLY?**

The world is changing very quickly and it is often hard to keep up. New regulations such as GDPR have emerged that organizations have no choice but to comply with. Now, more than ever, organizations must have a core HR and payroll system that helps simplify HR globally. SAP SuccessFactors solutions reduce legal and compliance challenges with embedded localization capabilities delivered and maintained for over 90 countries on a platform used in 200 countries across the globe.

## **7. ARE YOU PROVIDING AN END-TO-END MOBILE EXPERIENCE TO EMPLOYEES?**

To be agile and competitive in the digital era, employees need real-time access to information from anywhere. More HR activity takes place on a mobile device than ever before, and employees expect a great experience. Employees need to be able to enter their time, view their pay, and update their data from a mobile device. The SAP SuccessFactors Mobile app helps employees to engage with HR processes effortlessly and complete tasks quickly using the device that is always with them. The result: faster HR workflows and improved productivity.

## **8. ARE YOU PROVIDING A CONSISTENT EMPLOYEE EXPERIENCE GLOBALLY?**

Too often, companies have different processes and disparate systems in the various locations and regions in which they operate. This leads to inconsistent data that makes it hard for organizations to have proper visibility. Do you have an HR and payroll system that can provide coverage in all the places you do business and deliver a consistent global source of truth? The SAP SuccessFactors Employee Central solution provides one global system of record that offers complete workforce data at your fingertips.

## **9. DO YOU FEEL CONFIDENT THAT YOUR PEOPLE DATA IS SECURE?**

With the move to the cloud, it is easy to feel unsure about the security of your data. However, it is vital that organizations feel extremely confident about the vendors to whom they entrust their core HR and payroll data and the physical and digital security measures in place at those data centers. Do you have an HR and payroll vendor that takes security seriously? SAP SuccessFactors solutions provide robust, vigilant data protection and privacy. Security is built into every layer of the cloud solutions. They are updated constantly to adapt to new threats and to meet the latest compliance and security standards worldwide.

## **10. DO YOU HAVE INNOVATIVE PROCESSES AND SYSTEMS FOR HR AND PAYROLL?**

With the move to the cloud, software is changing faster than ever. Modern cloud HR tools allow organizations to keep up-to-date with the latest functionality and regularly release innovations to their workforce. Do you have an HR and payroll system that is innovative and provides updates as smoothly as possible? Being uniquely qualified to support the customer's journey to the cloud, SAP SuccessFactors solutions provide a host of cloud-based advantages, including faster adoption, lower TCO, and less reliance on IT.

To explore the range of human resources solutions from SAP, please contact your partner.

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