



ANNUAL COMMUNITY SNAPSHOT

ANNUAL REPORT 2024

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INTRODUCTION

For more than a decade, the Mastering SAP, now evolved into the Connecting SAP series of conferences, has been the foremost gathering for SAP business and technical professionals. This event serves as a focal point where attendees come together to harness the full potential of their SAP systems, aiming to achieve heightened efficiency and effectiveness in their daily roles.

At the core of Eventful People lies the essence of 'connection.' Our unique platform brings together communities with shared interests in a dynamic atmosphere, fostering idea sharing, learning, and growth. Annually, Eventful People undertakes an exclusive research initiative, engaging in roundtable discussions with customers from over 30 organisations. These conversations unveil prevalent challenges, concerns, and areas of interest within the SAP HR + Payroll community.

THE EVENTFUL RESEARCH PROCESS



Our distinctive research process ensures the generation of pure and accurate information through lively debates and discussions within the community. Themes that surface from these research groups become the foundation for shaping the agenda. The upcoming event, Connecting SAP HR + Payroll, Financials & Technologies, will showcase how organisations are leveraging SAP technology. The program includes a blend of case studies, thought-leader presentations, discussion groups, product demos, and interactive panels – all centered around the key topics identified in this report.

1 – Research



Months of in-depth research

2 – Hot-topics



Most pressing topics defined by round table discussions

3 – Snapshot



Hottest-topics chosen for community snapshot

4 – Advisory



Partnering with industry leaders to refine Connecting SAP's vision and purpose.

5 – Agenda



Agenda crafted, using Hot Topics as a blueprint, with the Advisory Committee as a vital sounding board.

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SAP'S FUTURE DIRECTION AND INNOVATIONS IN HR & PAYROLL

Gaining insights into SAP's future direction and innovations in HR and Payroll is essential for organisations seeking to optimize the benefits of SAP SuccessFactors and Payroll solutions. It is crucial for SAP to share detailed product roadmaps, allowing organisations to synchronize their strategies with the evolving vision of SAP. With a longstanding reputation as a pioneer in HR and Payroll solutions, SAP continues to lead the way in this dynamic landscape. As the field undergoes significant transformations, organisations must stay technologically adept to remain competitive and compliant. To achieve this, it is imperative for organisations to comprehend SAP's vision for the future of HR and Payroll, enabling them to follow a roadmap that outlines both immediate and long-term steps for existing solutions. This clarity empowers HR departments to proactively prepare and align their strategies with the ever-changing needs of the business landscape.

KEY FOCUS AREAS

- Stay informed about SAP's HR + Payroll product roadmaps
- Align organisational strategies with SAP's vision
- Developing a Business Case for SAP HR + Payroll Technology Investments
- Embracing technology for efficient HR and Payroll process management
- Understanding SAP's roadmap for existing solutions
- Preparing for the ever-changing needs of the business landscape
- Empowering SAP HR + Payroll departments with strategic planning
- AI's role in the next steps of SAP's roadmap



KEY FOCUS AREAS

- How AI is transforming SAP HR and Payroll processes
- Solutions to improve efficiency and enable early intervention
- Careful planning for implementation of successful AI integration
- Challenges and resistance in implementing AI
- Change management strategies for SAP user acceptance
- Using Bots to automate and assist in SAP HR + Payroll processes
- Integrating machine learning and data automation into HR and payroll
- The impact of data privacy regulations on AI.

AI'S IMPACT ON HR & PAYROLL

The impact of artificial intelligence (AI) on SAP HR & Payroll represents a seismic shift in how fundamental business functions operate. This transformative wave ushers in a host of advantages and challenges, reshaping the landscape of SAP HR and Payroll management:

AI has assumed a central role in the automation and optimization of HR and Payroll processes, delivering a profound boost in operational efficiency and data accuracy. It provides organisations with the capacity to automate laborious, repetitive tasks, thus liberating human resources for more strategic roles. Furthermore, AI imparts a unique capability to extract valuable insights from workforce data, supplying decision-makers with the tools for data-driven, proactive decision-making. Embracing AI is increasingly becoming an imperative for businesses aspiring to maintain a competitive edge in today's dynamic and swiftly evolving business environment.

Nevertheless, the integration of AI within organisations who use SAP HR & Payroll technologies is not absent of complexities. The need for customisation to align with specific organisational requirements and ensuring user acceptance of AI-driven processes is a daunting challenge. Striking a delicate equilibrium between automation and human intervention is essential to ensure a seamless transition. This dynamic interplay of advantages and obstacles defines the landscape of AI's influence in SAP HR & Payroll, underscoring the importance of thoughtful implementation strategies and adaptation to realise its full potential.

KEY FOCUS AREAS

- See how organisations leverage SAP HR and Payroll for New Ways of Working
- Discover approaches to automate HR and Payroll for operational efficiency
- Use data analytics for valuable workforce insights and informed decision-making
- Get tips for building models supporting the transition to new working methods
- Explore tools in SAP SuccessFactors for effective employee relations management
- Learn to create HR consistency and build employee trust
- Discover best practices for empowering and supporting remote teams
- Gain insights into transitioning to SAP SuccessFactors from the eR Navigator system

NEW WAYS OF WORKING

The HR and Payroll landscape is presently undergoing a substantial transformation, prompted by the evolving requirements of a generationally shifted workforce and rapid technological advancements. This shift involves transitioning from traditional manual processes to highly automated, technologically advanced systems—a necessity for sustaining competitiveness and operational efficiency in a swiftly changing business environment. A key focus of this evolution revolves around exploring strategies and technologies that establish consistency and cultivate trust among employees. Innovative tools like SAP SuccessFactors play a crucial role in this transformation, enhancing employee engagement and streamlining HR and Payroll operations, fundamentally reshaping the operational landscape.

Moreover, as organisations embrace hybrid working models, they encounter the challenge of optimising their existing SAP solutions to complement these new ways of working. This demands a strategic approach to adapt the current SAP infrastructure, aligning it with the evolving HR and Payroll landscape while accommodating the needs of a flexible, hybrid workforce. The changing dynamics within HR and Payroll departments are a result of technological advancements and the evolving expectations of the workforce. New SAP solutions facilitate this transformation by transitioning from manual to automated processes, incorporating cutting-edge tools to enhance employee engagement, and driving efficiency gains. Consequently, organisations must maintain agility and adjust their current SAP solutions effectively to meet the evolving needs of their workforce, particularly in the context of hybrid working arrangements.

CLOUD SOLUTIONS FOR SAP HR & PAYROLL

Organisations are increasingly recognizing the imperative of transitioning from traditional on-premises SAP (HCM) to cloud-based solutions. The shift to platforms like SAP SuccessFactors is driven by the need for scalability, cost reduction, enhanced security, and improved accessibility. This transition not only poses challenges but also provides an opportunity to leverage artificial intelligence (AI) and bots for task automation, thereby optimizing processes and efficiency, particularly in the realm of payroll.

Despite the complexities involved, the benefits of adopting cloud-based SAP HR and payroll solutions are significant. This move allows organisations to modernise HR operations, elevate employee experiences, and stay competitive in the digital era. The evaluation of cloud solutions necessitates careful consideration of existing systems, emphasising the importance of a comprehensive transition plan. The assessment of costs and potential challenges is crucial during this shift. Engaging experienced IT professionals will ensure a smooth transition, addressing the impact on systems and ensuring seamless integration with existing setups.

KEY FOCUS AREAS

- Understand the driving forces behind the cloud shift
- Explore the advantages of Cloud-Based SAP HR and Payroll Solutions
- Considerations for transitioning existing on-premises systems to the cloud
- Tips and tricks for seamless SAP Cloud migrations
- Zooming in on different Cloud adoption methodologies
- How to integrate cloud-based SAP HR and payroll solutions with existing systems
- Analytics and Payroll Optimization solutions
- Gain insights from the experiences of SAP Cloud users

KEY FOCUS AREAS

- SAP's latest HR analytics and reporting innovations exploration
- Harnessing analytics power for strategic HR decisions
- Transforming HR data with SAP Analytics Cloud
- Empowering HR with data-driven insights for workforce management
- Optimizing payroll and enhancing employee engagement through analytics
- Ensuring compliance via data-driven insights
- Integrating SAP HR data with third-party reporting tools exploration
- Maximizing SAP ERP HCM reporting for workforce planning

ANALYTICS & REPORTING IN HR

Data has emerged as the lifeblood of strategic decision-making. Analytics and reporting, the twin engines of data-driven HR, have undergone a remarkable evolution, transforming the way organisations manage their workforce and optimise their talent landscape.

Initially, reporting served as a means of generating standard reports, providing descriptive summaries of HR data. However, the advent of powerful analytics systems has ushered in a new era of HR insights, enabling organisations to delve deeper into their workforce data and uncover hidden patterns, trends, and correlations.

SAP Analytics Cloud (SAC) stands at the forefront of this analytics revolution, offering a unified platform for HR and Payroll data analysis. With its intuitive interface, pre-built dashboards, and advanced visualisation capabilities, SAC empowers HR professionals to transform raw data into actionable insights that drive strategic decision-making.



CHANGE MANAGEMENT & USER ADOPTION

Effective change management and user adoption are crucial for maximizing the benefits of new SAP HR and payroll systems such as SuccessFactors. Traditional top-down communication and training methods often fall short in achieving true user adoption within the SAP environment. A more effective approach involves building relationships with employees, understanding their concerns, and providing tailored support throughout the implementation process.

Data privacy and security concerns, as well as employee resistance to AI and automation, are key challenges in achieving SAP user adoption. Addressing these concerns with transparency and emphasizing the practical benefits of these innovations can foster a more positive attitude towards change. Standardising processes and simplifying the HR and employee relationship (ER) process within SAP are critical for ensuring consistency and streamlining adoption. Employees should have easy access to information and services within SAP, and the systems should be intuitive and user-friendly.

By prioritising user adoption and addressing employee concerns, organisations can ensure successful SAP adoption and maximise the benefits of these new technologies.

KEY FOCUS AREAS

- Addressing data privacy and security for user acceptance
- Change management best practice and recommendations from SAP
- Managing employee resistance to AI and automation in SAP
- Exploring practical implications and benefits of HR + Payroll innovations in SAP
- Standardizing and simplifying HR and ER processes for consistency and streamlined adoption
- Ensuring employee understanding and motivation for continued successful SAP adoption
- Introducing feedback mechanisms for user adoption challenges in SAP implementation
- Insights on building relationships, learning from each other, and continual improvement

KEY FOCUS AREAS

- Time and Attendance features and functionalities within SAP's suite
- Understanding the specific needs and requirements of your business
- Insights on decision-making processes, challenges faced, and lessons learned
- Mobile solutions that simplify the time and attendance process
- Best practices for implementing leave policies that align with business goals
- Effective strategies for proficiently handling external payrolls
- How seamless integration removes data silos and optimizes HR processes

TIME & ATTENDANCE

Effective time and attendance management is vital for HR and payroll operations' success. SAP's comprehensive suite equips users with powerful tools, streamlining processes, enhancing data accuracy, and ensuring regulatory compliance. As businesses adopt cloud-based systems, SAP's customizable solutions allow tailored time and attendance policies, with mobile options empowering remote data management.

However, challenges may arise with SAP's HR and payroll integration, especially in the context of complex global workforces. Managing external payrolls poses inherent complexities, including varying regulatory requirements across different countries and regions. Despite the seamless integration, organisations may face the need for careful navigation of these challenges to ensure the system's optimal performance. Seamless integration between time and attendance, HR, and payroll systems eliminates data silos, streamlining processes. SAP's tools for managing external payrolls, including calculations, currency conversions, and regulatory compliance, are especially beneficial for global workforces.

The integration of SAP's HR and payroll solutions facilitates automatic data transfer, eliminating manual entry and reducing errors. This cohesive approach ensures efficient time and attendance data management, contributing to streamlined HR and payroll operations.

SAP HR & PAYROLL IMPLEMENTATIONS, SECURITY, AND COMPLIANCE

Successful SAP HR and payroll implementation demands a holistic approach, harmonising innovation with the imperatives of security and compliance. Navigation through this intricate terrain entails thoughtful considerations of organisational needs, budget constraints, and technical proficiency. The selection of an adept implementation partner becomes pivotal, offering essential guidance and risk mitigation. The choice between on-premise, cloud-based, or hybrid implementation paths, contingent on factors like IT infrastructure, budget, and desired control, plays a crucial role. Essentially, triumph in implementation rests on the strategic amalgamation of technological advancements, robust security measures, and meticulous adherence to regulatory compliance within the ever-evolving landscape of HR dynamics.

KEY FOCUS AREAS

- Adopting holistic approaches to SAP HR and payroll implementations
- Selecting an experienced implementation partner
- Choosing between on-premise, cloud, or hybrid implementations
- Implementing robust security measures to protect sensitive HR and payroll data
- Establishing and maintaining informed and compliant processes
- Continuous monitoring and optimization of the SAP HR and payroll system
- Navigating the dynamic terrain of HR dynamics



SAVE THE DATE: 18-19 MARCH 2024

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