

Accenture Software for  
Human Capital Management

# Navigating the Future of HCM

Bridging the Gap with SAP Human Capital  
Management for SAP S/4HANA On-Premise  
(H4S4)



SAP is continually refining its systems to ease and improve HR transformation, introducing leading-edge software such as the cloud-based SAP SuccessFactors. Yet, many organizations that have already invested heavily in SAP on-premise capabilities don't feel ready to change their existing business processes by moving to the cloud. It is here that SAP S/4HANA On-Premise, more commonly known as H4S4, can fill the gap.

On-premise systems need to be just as adaptable as cloud solutions when it comes to handling HR transformation. Every HR team knows that managing data is not a one-time event. Organizations continually migrate HR data to align with the ever-evolving capabilities of their human capital management systems. Such migrations can be a complex and cumbersome process and need to be backed by the right tools and team.

## Challenging technologies

In a 2024 report among 1,300 CEOs worldwide and more than 120 CEOs of German companies, CEOs are pessimistic about growth due to economic uncertainty and dealing with geopolitical complexities. But there's one challenge that's even greater—54% of German CEOs see keeping pace with technology as the biggest challenge.

# Mastering migration

As global analysts Informa TechTarget identify: “Poorly executed data migration has noteworthy costs.” But it is not only cost that is at risk if HR data migration isn’t handled effectively.

Here are seven common mistakes that HR teams can make when managing and migrating data:

- **Insufficient planning:** Lack of detailed planning can lead to unexpected issues. It's crucial to create a comprehensive migration plan that outlines all steps and responsibilities.
- **Poor data quality:** If data is not cleaned and validated before migration, errors and inconsistencies can occur. Thorough data cleansing and validation are essential.
- **Alienated business users:** Business users should be involved from the beginning to ensure their requirements and feedback are considered.
- **Manual or semi-manual processes:** Manual data migrations are time-consuming and prone to errors. Using automation tools can increase efficiency and accuracy.

- **Inadequate testing:** Insufficient testing can result in issues being discovered only after migration. Comprehensive testing is necessary to ensure a smooth migration.
- **Unclear responsibilities:** If responsibilities are not clearly defined, it can lead to confusion and delays. A clear plan with defined roles and responsibilities is important.
- **Vague HR data ownership and HR data governance:** Uncertainties can lead to issues such as inaccurate employee records, compliance risks, and difficulties in making data-driven decisions.

A solid leading practice migration approach combines superior project management, including change management, skilled resources and proven software solutions.





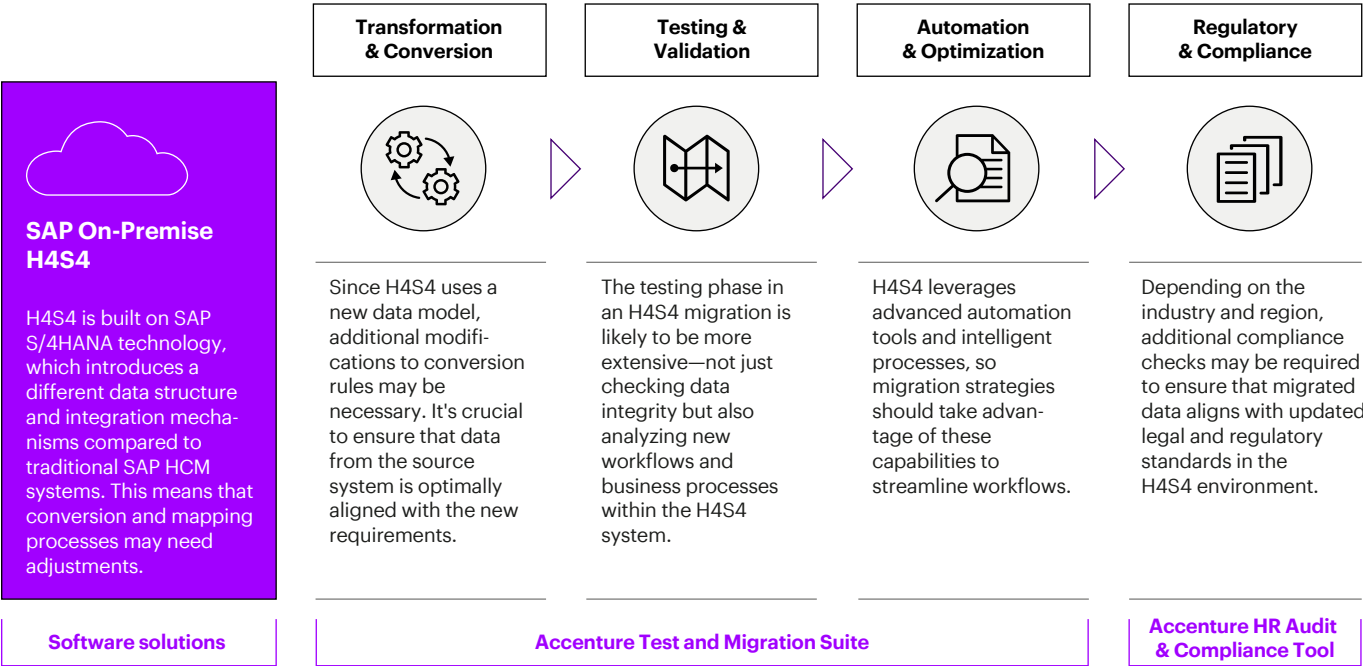
# Future-proof HR

Organizations can save time and avoid unnecessary errors and project delays if they take a structured and planned approach to migration. By eliminating manual steps, data can be more reliable, processes are more automated and repeatable, and the results far easier to analyze and report on.

Here are some of the considerations for successful migration:

- **Before:** Analyze and cleanse the SAP HCM system data. Define data fields for migration. Set conversion rules. Convert data for storage and prepare for export.
- **During:** Upload data in H4S4. Check data consistency between the earlier version and the new version. Perform tests in H4S4. Cleanse the data.
- **After:** Set up the test environment and conduct regression testing. Avoid improper data entry. Inspect data quality on a regular basis.

Let’s visualize the migration process using H4S4 and our software solutions that can ease the journey:



# Tried-and-tested solutions

H4S4 is an important bridging technology for companies that want to migrate from SAP ERP HCM to S/4HANA while continuing to use their existing HCM functions. With the right planning, choice of migration strategy and supporting software solutions, the transition to H4S4 can be carried out smoothly and successfully. In doing so, customers can enhance productivity, improve quality, increase efficiency, lower IT costs, make better decisions, and accelerate implementations.

Ease your migration journey using the Accenture Test and Migration Suite and address regulatory and compliance issues with our dedicated software:

## **What you can do:**

Avoid errors in setting up payroll customization in H4S4 and simplify migration to achieve optimal quality, shorter projects and faster implementations.

## **Where you win:**

- Reduce the risk of migrating outdated or unnecessary content.
- Enable heavy and individualized customizing and copy correctly to H4S4.
- Help payroll to be stable and reliable with country-by-country migration.
- Implement with ease to eliminate the need for highly skilled SAP IT support.

## **What you can do:**

Convert relevant data values during migration processes, quickly and efficiently.

## **Where you win:**

- Create a picture of the field content that needs to be migrated from the source system.
- Use a data analyzer to design the conversion (field mapping and implementation).
- Convert relevant data values during migration processes, quickly and efficiently.
- Automatically generate ABAP for more complex conversions.

## **What you can do:**

Support migrating personnel data to SAP SuccessFactors Employee Central and other modules and reduce efforts in regression testing and parallel payroll testing.

## **Where you win:**

- Automate the conversion migration of SAP HR data.
- Avoid errors created by manual data entry systems.
- Use efficient analyzer functionality to assess how much data cleansing is necessary.
- Check post-migration for consistency, then test and cleanse the migrated data.

## **What you can do:**

- Enhance SAP Human Resources or Employee Central Payroll systems by maintaining high-quality for any HR-related data.

## **Where you win:**

- Maintain core and transactional HR data at a consistently high quality and enhance SAP payroll systems.
- Examine data directly in a productive system, without the need to export sensitive personnel data.
- Give access to 600+ exception rules and configure for individual business requirements—removing the responsibility from IT.
- Gain transparency with receipts checking and examination, verify travel information and implement exception rules.
- Move to a single, centralized, proactive, HR/Payroll exception reporting and resolution workbench.

# About Accenture

Accenture is a leading global professional services company that helps the world's leading businesses, governments and other organizations build their digital core, optimize their operations, accelerate revenue growth and enhance citizen services—creating tangible value at speed and scale. We are a talent- and innovation-led company with approximately 801,000 people serving clients in more than 120 countries. Technology is at the core of change today, and we are one of the world's leaders in helping drive that change, with strong ecosystem relationships. We combine our strength in technology and leadership in cloud, data and AI with unmatched industry experience, functional expertise and global delivery capability. Our broad range of services, solutions and assets across Strategy & Consulting, Technology, Operations, Industry X and Song, together with our culture of shared success and commitment to creating 360° value, enable us to help our clients reinvent and build trusted, lasting relationships. We measure our success by the 360° value we create for our clients, each other, our shareholders, partners and communities.

Visit us at [accenture.com](https://www.accenture.com)

Accenture Software for Human Capital Management (HCM) has more than 25 years of experience providing software solutions to deliver modern HR. We serve more than 2,000 customers in 52 countries. Our product portfolio specializes in complementary software and apps for SAP® ERP HCM, S/4HANA and SAP SuccessFactors, including four certified apps in the SAP Store. While our 150 specialists in software development, product management, support and testing help HR teams to make the transition to working more efficiently and effectively, raising productivity and driving better business outcomes.

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## Accelerating your journey to modern HR



A focus on complementary software and apps for SAP® ERP HCM, S/4HANA and SuccessFactors

For customers from any industry—from local HR teams to global corporations



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