



Transforming PostNL's on-premise SAP Payroll to SuccessFactors ECP in the cloud

Transformation without re-implementation with PRISM:
Migrating on-premise Payroll to SuccessFactors Cloud Payroll





“EPI-USE Labs consultants know the SAP Data model, and could advise us on the best possible strategy for migrating the data. We were able to keep all the value from our SAP Payroll while modernising our landscape. Having EPI-USE Labs help us to deliver the migration on time and within budget meant we could focus on the overall project.

Edwin van Teeffelen,
SAP Project Manager

About PostNL

PostNL is the number one service provider in mail and logistics in the Netherlands. They deliver parcels every day, and mail five days a week. On a week day, they deliver on average 1.2 million parcels and 6.3 million letters throughout the Benelux region. PostNL has the largest and most modern logistics mail and parcel network in the Benelux region. In addition, they are active throughout the world with their cross-border activities under the name of 'Spring'.

- 32, 400 employees (one of the largest private employers in the Netherlands)
- Active throughout the world (under Spring)
- Approximately 5700 parcel points
- 4.5 million users of the PostNL app
- 25 state-of-the-art sorting centres for parcels, with over 40 robots
- Services include delivering flowers, groceries, medicines and furniture assembly

PostNL: Migrating on-premise payroll to SuccessFactors Cloud Payroll

Having made a strategic decision to move their IT landscape to the cloud, PostNL insourced their Payroll from a third-party SAP HCM Payroll in 2016. The next step was to implement SAP SuccessFactors Core HR, and finally to migrate the SAP HCM Payroll to SuccessFactors Cloud Payroll.



EPI-USE Labs implemented a migration method called PRISM which allows transformation of the SAP landscape without re-implementation. This was a major benefit to us as we were able to transform our on-premise payroll to a cloud environment without re-implementing payroll.

Edwin van Teeffelen, SAP Project Manager

The solution: EPI-USE Labs PRISM for ECP migration service

A major data migration was completed to move PostNL to SuccessFactors Cloud Payroll. This project included migrating more than 200GB of data.

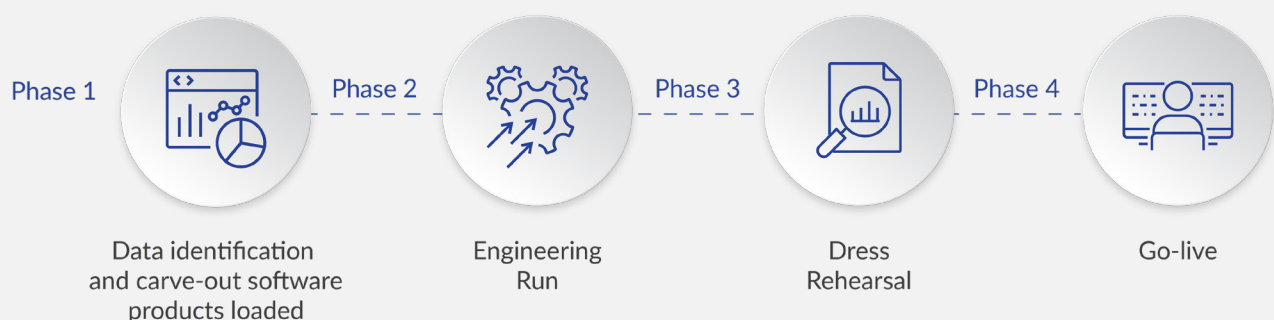
Why did PostNL choose EPI-USE Labs for the migration?

PostNL chose EPI-USE Labs to execute the migration because our consultants offered:

- A trusted relationship, and flexibility in terms of planning and execution.
- Existing experience with PostNL environment, and data migration projects in general.
- Intelligence in Data Sync Manager™ to execute data conversions.
- Variance Monitor™ to automate data quality tests.

A flexible, cost-effective migration to SuccessFactors

The EPI-USE Labs solution uses a combination of software and consultancy to deliver a cost-effective project. During the migration, three HR non-production clients were built to validate process and data quality before executing any runs on the ECP production system-client. EPI-USE Labs used Data Sync Manager to extract data from the current on-premise production system, and data files were moved to the SF Cloud Payroll system.



Project took 20 weeks



Conversions:

Part of the project included a number of conversions which needed to take place before the import to SuccessFactors. All employees with the fields position (PLANS), job title (STELL) and org unit (OREGH) in the tables PA0001 and the payroll cluster table WPBP populated with data inherited the field value 0. In addition, any employees belonging to the various departments inherited the specified personnel subarea.

Testing:

During the Engineering and Dress rehearsal phases, Variance Monitor was used to check the Payroll data for differences between the source system and target systems. All differences were highlighted by the product for investigation and resolution.

As the project developed, the team became aware of additional requirements. EPI-USE Labs was able to accommodate three change requests to successfully deliver the project.

About EPI-USE Labs

As a global software solutions and managed services company, EPI-USE Labs helps you to maximise the performance, management and security of your SAP® and SAP SuccessFactors® systems. Our clients tell us every day how we have transformed their business operations.

Contact us to find out how we can help you solve your business challenges.

epiuselabs.com | info@labs.epiuse.com

EPI-USE Labs is a member of Group Elephant.