Post-upgrade testing checklist for SAP SuccessFactors Employee Central Payroll (ECP)

In January 2025, SAP informed customers that from Q2 of 2025, SAP ECP Installations will change from SAP ECC 6.08, SAP NetWeaver 7.40 and SAP MaxDB database, to SAP S/4HANA 2023, ABAP Platform 2023, SAP HANA database.

This checklist will help you to ensure your payroll remains accurate after migrating to the new SAP S/4HANA-based ECP platform.

Section 1: Pre-testing preparation

In this step, you will define ownership, align environments, and confirm that both legacy and upgraded payroll data is ready for comparison.

- Confirm completion of the technical migration to new ECP stack (S/4HANA 2023, HANA DB, ABAP Platform 2023)
- Identify areas for testing and validation, and assign testing owners across payroll, HR, IT
- Finalise the testing timeline and resource plan
- Gather legacy and upgraded payroll results for a baseline comparison
- Ensure both Test and Production environments are stable, consistent, and aligned for comparisons.

Section 2: Core payroll validations

Next, you will need to check the core payroll areas such as gross-to-net calculations, taxes, social contributions, leave balances, and retro adjustments across multiple pay periods, to validate payroll accuracy after the upgrade.

- Compare gross-to-net calculations for at least one full pay period
- Review recurring and non-recurring wage types
- Compare mandatory deductions, taxes, and social contributions
- Validate leave accruals and balances
- Check retroactive adjustments (if applicable)
- Compare results for terminations, backpay, and off-cycle payments
- Monitor net pay variances and flag any differences above defined thresholds

Section 3: Employee population coverage

Now, it's time to validate a broad set of employee types and scenarios, including salaried, hourly, casuals, retro pay, and terminations to ensure comprehensive validation.

- Compare payroll results across multiple employee groups and pay areas
    - Include salaried and hourly staff
    - Test employees under awards or enterprise agreements
    - Validate cases with complex entitlements like expats, bonuses, or retro pay
    - Include casual or variable pay employees in the comparison
- Review at least 1–2 previous and 1–2 upcoming pay periods
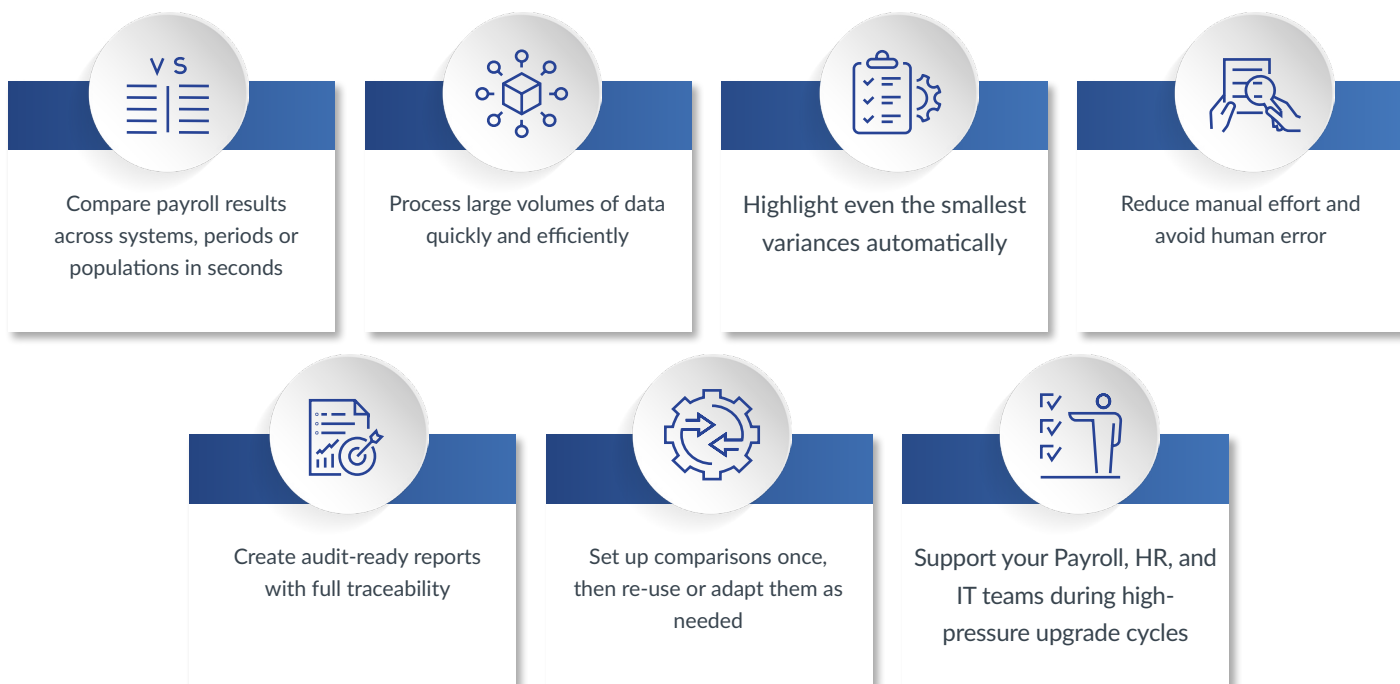
Section 4: Reporting and auditability

Lastly, complete your testing by documenting all results, verifying any variances, and ensuring that all activities are traceable, formally signed off, and ready for internal or external audit.

- Document and explain any variances identified during comparison
- Validate and confirm updates to configuration or master data
- Prepare an audit trail showing comparison results
- Get formal sign-off from payroll and HR leadership
- Store all test results securely for compliance or audit purposes

Want an easier way to compare and validate payroll results?

You can follow this checklist manually, or use **Variance Monitor** to automate the process and remove the guesswork. **Variance Monitor** is SAP-certified and purpose-built to help you:

Compare payroll results across systems, periods or populations in seconds	Process large volumes of data quickly and efficiently	Highlight even the smallest variances automatically	Reduce manual effort and avoid human error
Create audit-ready reports with full traceability	Set up comparisons once, then re-use or adapt them as needed	Support your Payroll, HR, and IT teams during high-pressure upgrade cycles	

Want to see it in action?

Book a personalised demo to walk through your testing scenario.