







# What's next for SAP HCM & Payroll?

## Your migration options, visualized

SAP's support deadlines are approaching – and the path you take matters.

This visual compares your main payroll options across timeline, deployment, and transformation needs. Whether you're staying on-premises, exploring private cloud, or moving to SAP SuccessFactors Employee Central, this view helps you explore your options, determine the right fit for your organization, and understand how to get there – starting with a **PRISM Assessment**.

2025	2027 or 2030	2028 to 2033	2040	No end date	
Do nothing	Extend Maintenance	New option coming in 2028	Transition to HANA	Transition to HANA and allow SAP to host your system	Move to SuccessFactors ECP
<div> On-Premise SAP ERP HCM</div>	<div> On-Premise SAP ERP HCM</div>	<div> PET</div>	<div> H4S4</div>	<div> PCE</div>	<div> SAP SuccessFactors</div>
Payroll options					
Solution	SAP Payroll in SAP HCM for S/4HANA (H4S4)	SAP PCE Payroll	Employee Central Payroll (ECP)		
Deployment options	On-premise	Private Cloud (PCE)	Private Cloud (although part of the SuccessFactors Public Cloud offering)		
Functional coverage/ roadmap	<ul style="list-style-type: none"><li>Full functionality of SAP Payroll</li><li>Roadmap focus of UI and localization (H4S4 includes HANA optimization)</li></ul>	<ul style="list-style-type: none"><li>Full functionality of SAP Payroll</li><li>Roadmap focus of UI and localization</li><li>H4S4 included</li></ul>	<ul style="list-style-type: none"><li>Full functionality of SAP Payroll with reduced ability to customize</li><li>Roadmap focus of UI and localization</li></ul>		
Target customers	Existing customers who insist on staying on-premise. A move to H4S4 will be required between 2025 and 2030 depending on customer requirements.	Existing customers who want to move to Cloud but without transformation or re-implementation. Standalone options applicable only to >25k	<ul style="list-style-type: none"><li>Net new or existing SAP Payroll customers</li><li>Employee Central customers</li><li>Desire to run payroll themselves (i.e. not outsourced)</li></ul>		
Migration path	H4S4 requires migration to S/4HANA	PCE: Lift & Shift (2-4 months) Technical migration - Tools and packaged services available	New implementation although existing on-premise customers can carry over most configurations		
Solution	PRISM for HCM				

## Not sure which option fits your organization best?

Start with a **free PRISM Assessment** to evaluate your current SAP Payroll landscape and identify the path that works best for your goals, timeline, and risk profile.