EPI·USE LABS®
value through innovation

Transforming **PostNL's** on-premise payroll to SuccessFactors ECP in the cloud

Transformation without re-implementation with PRISM:
Migrating on-premise payroll to SuccessFactors Employee Central Payroll

SAP   SAP SuccessFactors

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 800,000 parcels and seven million letters throughout the Benelux region. PostNL has the largest and most modern logistics mail and parcel network in the Benelux. In addition, they are active throughout the world with their cross-border activities under the name of Spring. www.postnl.nl

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.

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 their 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
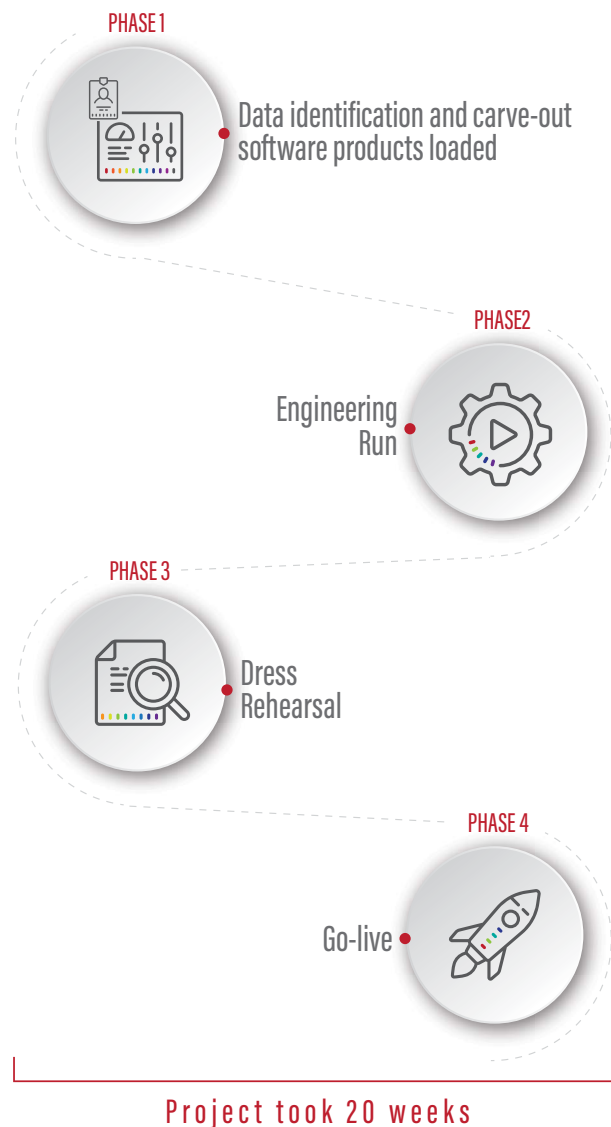■ Variance Monitor™ to automate data quality tests.

"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

A flexible, cost-effective migration

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 SuccessFactors Cloud Payroll system.

The project was delivered in four phases:

PHASE 1
Data identification and carve-out software products loaded

PHASE 2
Engineering Run

PHASE 3
Dress Rehearsal

PHASE 4
Go-live

Project took 20 weeks

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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.

"No project can be scoped 100% before it starts. The EPI-USE Labs team was really flexible to include additional scope into the final project. This flexibility helped us to deliver a smooth migration project."

Jeninka Pelleboer, Solution Consultant PostNL

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 SAP challenges.

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