

SAP Solution Brief

SAP ERP Human Capital Management
SAP Payroll Processing

Objectives

Solution

Benefits

Quick Facts



**Increase Efficiency and
Cut Costs with Automated
Payroll Processes**



The Best-Run Businesses Run SAP™

Streamline tasks from data entry through reconciliation

Streamline tasks from data entry through reconciliation

Top-performing companies process payroll at a lower cost per employee and lower cost per payment than their peers. How? They begin by automating and integrating their payroll processes. Explore how the SAP® Payroll Processing application and the control center add-on can help you [run payroll processes faster, with greater ease and accuracy.](#)

Operating a business today requires efficiency across all business processes – payroll included. When payroll is automated and integrated, there's no need for payroll specialists to manually gather, input, and reconcile data located in disparate software. You avoid duplicate data entry and potential errors that are costly to the business and hinder employee satisfaction.

Companies that operate in multiple locations and in different countries need to comply with local regulations and tax reporting

requirements. An automated solution helps you minimize the risk of penalties for missed or noncompliant tax reporting.

SAP Payroll Processing is a highly configurable solution that consolidates all payroll processes on a single platform. It helps ensure accurate, on-time payroll, compliant tax reporting, and accurate accounting data. It offers real-time financial integration and connectivity with third-party payroll partners to reduce total process time, effort, and potential for error.



Execute complex processes with speed and ease

Execute complex processes with speed and ease

Deploy a proven solution and run your payroll your way

Validate and reconcile in real time

SAP Payroll Processing lets you handle the most complex payroll processes via a robust payroll calculation engine. Thousands of companies worldwide representing a wide cross-section of industries rely on SAP Payroll Processing. The software is localized for compliant payroll processes in 52 countries, with coverage for an additional 38 countries via SAP partners (see [figure](#) on the next page).

SAP Payroll Processing includes a range of predefined local tax reports and requires no coding to implement. It is fully integrated with the SAP ERP Human Capital Management (SAP ERP HCM) solution, including a joint

role- and object-based authorization model. With an intuitive, Web-based user interface, the software supports payroll-related master data entry and approval processes for employees, managers, and HR professionals. Integration extends to third parties such as pension funds and payroll-processing outsourcing partners.

To make it easier for employees to keep track of pay-related information, you can also provide access on mobile devices with My Paystubs, an SAP Fiori® app.



Grant employees quick access to pay-related information at their fingertips. Provide online access via desktop or mobile apps from SAP.



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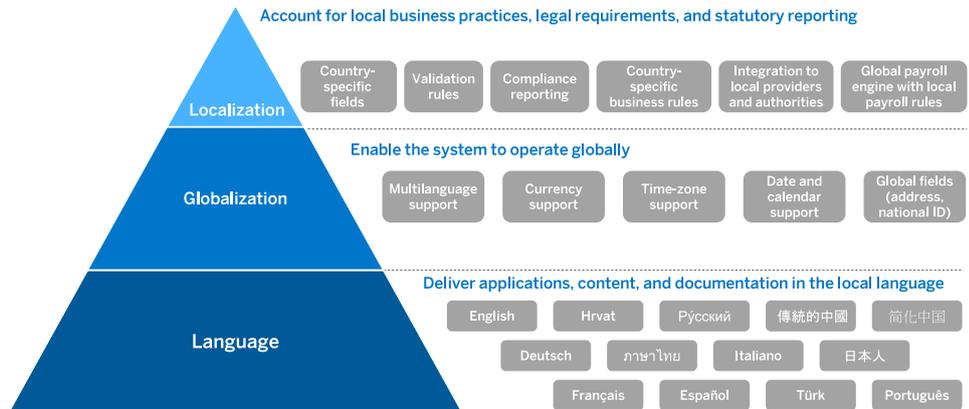


Figure: Global support for compliant payroll processes with localization for 90 countries



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SAP Payroll Processing supports unlimited earnings types and streamlines payroll processes across your company's various lines of business. The software minimizes business disruption by supporting a wide range of tasks including check processing, voids and reversals, manual adjustments, on-demand and off-cycle checks, direct deposits, and regular or supplemental payments. It provides support for the following key business capabilities:

- Gross pay calculation
- Gross-to-net calculation
- Retroactive pay calculation
- Detailed payroll simulations
- Garnishment calculation
- Paycheck and deposit advice creation
- Direct deposit of paychecks

- Wage returns
- Automated payroll-tax calculations
- Quarterly and year-end reports and forms
- End-to-end payroll process integrated with your general ledger
- Country-specific compliance
- Reporting tools and predefined reporting content

The software offers multiple deployment options, including:

- On premise as part of SAP ERP HCM
- Cloud based as part of SuccessFactors Employee Central Payroll solution
- Outsourced through SAP partners
- Hybrid model that combines an on-premise option and the cloud



Validate and reconcile in real time

Execute complex processes with speed and ease

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Validate and reconcile in real time

Streamlining the validation of payroll master data and reconciliation activities can save a significant amount of time in your total payroll process. The control center add-on of SAP Payroll Processing helps you condense these activities.

Instead of assembling information, payroll administrators can focus on resolving issues and inconsistencies, as well as providing insight and analysis. The add-on runs validation rules that alert payroll administrators to potential issues. The rules can encapsulate any type of master data and reconciliation analysis your business requires.

Powered by SAP HANA®, the add-on performs diagnostics in real time and can dramatically reduce validation and reconciliation time and effort. The add-on offers:

- **Real-time insight** into data inconsistencies and potential payroll errors for pre- and postpayroll data validation through highly intelligent business rules
- **Faster and smarter automation** of reconciliation activities to reduce time to resolve issues and inconsistencies
- **Role-based access** to distribute the workload

The control center add-on runs validation rules in real time and alerts you to errors so you can take immediate action.



Increase efficiency and improve payroll accuracy

Increase efficiency and improve payroll accuracy

You no longer need to deal with a time-consuming task that is riddled with manual effort to complete validations and corrections. Use SAP Payroll Processing and the control center add-on to speed payroll processes, reduce errors, and improve the accuracy of your payroll.

SAP Payroll Processing fully automates payroll processes, integrates payroll-relevant information, and minimizes system-related payroll and tax calculation errors. Through SAP and partners, it supports payroll processes for 90 countries including global and concurrent employment and legally compliant tax reporting.

The control center add-on transforms the validation and reconciliation phases of payroll processing. High-speed data diagnostics running on the SAP HANA platform help ensure fast access to critical payroll information and enable payroll specialists to take immediate action during the validation phase. Predefined business rules enable a focus on exception handling so companies can reconcile payroll data more effectively and drastically reduce time and effort.

Increase the productivity of payroll staff, improve process quality with fewer payroll errors, and reduce the overall cost of managing payroll.



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Summary

Execute the entire payroll process faster and more accurately within one integrated environment. The SAP® Payroll Processing application supports a wide range of payment and check processing, eliminating manual processes to save time and reduce HR workload. The control center add-on, which is powered by SAP HANA®, helps drastically reduce the time to validate and reconcile payroll.

Objectives

- Automate manual payroll processes
- Expedite validation and reconciliation activities
- Increase efficiency of payroll specialists
- Secure payroll accuracy
- Ensure legal and tax compliance
- Adhere to changes in legal tax reporting

Solution

- Fully automated payroll processes
- Single platform that offers localization for 52 major countries (additional 38 from SAP partners)
- Tax reporting compliance for supported countries
- Real-time data analysis and rules-based alerts
- Monitoring and focus on exception handling

Benefits

- Accelerated processes and increased efficiency
- Improved accuracy and process quality
- Lower risk and fewer noncompliance penalties
- Reduced process costs, errors, and under- and overpayments
- Greater flexibility to run payroll in-house, in the cloud, outsourced, or using a hybrid model

Learn more

To find out more, call your SAP representative today or visit us online at www.sap.com/hr.



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