

SAP SuccessFactors Employee Central Payroll

Technical and Functional Specifications

CUSTOMER



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This specifications document describes key features and functionalities of SAP SuccessFactors Employee Central Payroll, as of the Q4 2019 Release.

KEY FEATURES AND FUNCTIONALITIES

- Key Features and Functions
 - Gross to net payroll processing
 - Process bank transfer
 - Posting to general ledger
 - Taxes and remittance processing
 - Retroactive processing
 - Year-end processing
- Globalization
- Reporting, Compliance, and Auditing
- Integration and Extensibility

FEATURES AND FUNCTIONS

Key Feature	Description
Global	Supports 46 delivered countries: Argentina, Australia, Austria, Belgium, Brazil, Canada, Chile, China, Colombia, Czech Republic, Egypt, Finland, France, Germany, Hong Kong China, Hungary, India, Indonesia, Ireland, Italy, Japan, Malaysia, Mexico, Netherlands, New Zealand, Norway, Oman, Philippines, Poland, Qatar, Russia, Saudi Arabia, Singapore, South Africa, South Korea, Spain, Sweden, Switzerland, Taiwan China, Thailand, United Kingdom, United Arab Emirates, USA, Venezuela, Kuwait, Portugal.
Localization requirements	Country/Region-specific fields, business rules, and tax calculations for delivered countries.
Automate the payroll process	Enabling payroll managers to automate the process steps and delegate the resolution of the validation alerts.
Real-time overview of workload and progress	Efficiently manage workload by distributing work packages and monitoring workload and progress.
Automated root cause analysis and corrections	Alerts are pushed to the payroll User, enabling them to focus on exception handling and guiding them to a resolution.
Audit and Compliance Trails	Allows Customers to configure change logging on a detailed level.

Key Feature	Description
	In addition, changes in payroll can be audited, as every payroll run is separately stored.
Receive employee time, commission, expense data	The key inputs to calculate gross pay that vary by payroll cycle.
Calculate gross pay	Gross pay is calculated based on the number of hours worked, pay rate, and other inputs, such as commission, overtime pay, and other one-time payments and overrides.
Deduction interfaces	Benefit and other vendors provide the deductions to be made from the employees' gross pay.
Collect and process garnishments	Record and administer any court-ordered deductions.
Calculate net pay	Calculate the amount that employees will receive after deducting tax, deductions, and garnishments.
Process bank transfer	After net pay is calculated, the amount can be deposited in the employee's bank account.
Off-cycle pay processing	Supports special one-time pay process, such as bonus payments, termination payout (depends on country/region).
Retroactive pay calculation	Automatically processing of a change that took effect from a prior pay period.
General ledger posting	At the conclusion of the payroll run, the results are transferred and posted to the financial system.
Taxes and remittance processing	Taxes, deductions, and garnishments are remitted to the recipients within the specified time.
Year-end processing	Enable Customers to produce documents that are provided to employees as well as regulatory authorities at the end of the year.
Regulatory reporting	Enable Customers to produce and file documents that are required by law

GLOBALIZATION

Key Feature	Description
Local regulatory and legislative requirements	Global processes and local best practices for business process standardization on a single instance with general availability in 43 countries.
Translation and global access	The system is translated in 39 languages.
Globalization	Supporting multiple country/region User base simultaneously. Multi-language, time zone, and currency support. Global fields, national ID, address formats.
Localization	Country/Region-specific fields and business rules.

REPORTING, COMPLIANCE, AND AUDITING

Key Feature	Description
Standard reports	Generate any number of standard reports (data audit, out-of-box payroll reports, and so on), run them on the fly or on any pre-defined schedule, and generate them in local languages.
Shareable reports	Publish reports to any number of constituents based on security access rights.
As-of-date reporting	Run reports based on data as of a specified date.
Date-range reporting	Run reports based on data within a specified date range.
Audit reports	Run various audit reports including, but not limited to, audits of inactive Users, audits of unauthorized User attempts, and security reports of Users' capabilities by function.
Audit compliance	Includes audit tracking and reporting to support audit standards, segregation of duty, and compliance with other government regulations.
Audit trails	View audit trails of current changes being made in a comprehensive report, including when data is updated as the result of a standard interface/integration with another application.

INTEGRATION AND EXTENSIBILITY

Key Feature	Description
Pre-packaged Integration	SAP develops, supports, and maintains pre-built, configurable end-to-end integration processes for Employee Central and Employee Central Payroll. These integrations comprise a direct (point-to-point) integration. Some effort may be required to tailor the processes to Customers' specific needs.
Pre-packaged Templates	<p>Template connectors for 3rd party benefits, time, finance, and travel applications.</p> <p>Encapsulates HR-XML standards and best practice knowledge of integration patterns in each of these categories.</p> <p>Helps expedite implementation and saves time and money for Customers.</p> <p>Pre-packaged template integrations are maintained by the Customer.</p>
APIs	<p>Use APIs to build custom integrations on SAP HANA Cloud Integration technology and custom extensions on SAP HANA Cloud Platform.</p> <p>Custom integrations and extensions are maintained by the Customer.</p>
Metadata Framework	<p>Create custom objects and functionality in SAP SuccessFactors Employee Central as required.</p> <p>Define objects, fields, behavior, and the look and feel of the application through a web-based user interface, without coding.</p> <p>Create business rules to implement custom logic.</p>

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