Revolutionize Your Human Capital Management

Efficient and successful SAP HCM transformation with T-Systems

Modernizing your Human Capital Management (HCM) systems to stay competitive in today's dynamic business environment is imperative. With SAP's maintenance commitment for the classic SAP HCM system ending on December 31, 2027, it's crucial to start planning the future of your human resources (HR) processes now. The shift towards SAP's cloud-only strategy and the associated license conversions present both challenges and opportunities.

Companies should consider modernizing their HR processes as part of this transition, leveraging digital solutions to handle major challenges such as generational change, a shortage of skilled workers, and the rise of new work. In addition, SAP customers who already rely on SAP S/4HANA or are in the process of introducing the cloud-based ERP system can map their previous version of SAP HCM in an SAP S/4HANA environment by using a compatibility pack which expires in 2025.

Mastering new HR requirements quickly and cost-effectively require new technologies like cloud computing and artificial intelligence (AI) which can help establish more efficient processes and drive innovation.

Important to note:

- **Maintenance for SAP ERP and SAP ERP HCM HR solution ends on December 31, 2027**
- **Licensing for the SAP HCM Compatibility Pack expires in 2025**

Why transform your current on-premise SAP HCM systems?

SAP offers several HR management solutions, including SAP Human Capital Management for S/4HANA (SAP H4S4), SAP SuccessFactors (HCM Suite), and SAP Concur.

SAP Human Capital Management for SAP S/4HANA (SAP H4S4)

SAP H4S4 offers a range of functions equivalent to the previous SAP HCM, with support until 2040. It combines the benefits of old on-premise and new cloud worlds, allowing for customized and flexible HR processes. Businesses should seize this opportunity to modernize their HR processes and incorporate AI.

SAP SuccessFactors (HCM Suite)

SAP SuccessFactors is a cloud-based HR software that supports and optimizes all HR processes digitally. Composed of various modules, it covers the entire employee lifecycle, from recruiting to succession planning. It also includes AI-supported functions to streamline HR tasks and increase productivity.

SAP Concur

SAP Concur seamlessly integrates with existing SAP landscapes via SAP Business Technology Platform (BTP). It is a cloud-based software for managing business travel, making processes around booking, accounting, and expense management more efficient.

T-Systems: Your partner for future-proof HR transformation

With T-Systems SAP HCM transformation services, embrace the future of HCM to drive innovation and ensure your business attracts and retains top talent in the ever-evolving "War for Talents". Our complete SAP portfolio, supports all operating models and cloud platforms, including public and private clouds. We focus on providing user-friendly, modern tools and integrating third-party HR solutions to enhance efficiency.

Benefits:

Expert consulting & implementation: Our SAP experts guide you through every phase, from defining your HCM roadmap to implementing the ideal solution for your specific needs.

Cloud-based agility: Leverage the scalability and flexibility of SAP SuccessFactors for a modern approach to Human Experience Management.

On-premise expertise: We offer extensive experience in implementing SAP HCM on SAP S/4HANA (SAP H4S4) solutions for on-premise HCM.

Streamlined expense management: Simplify processes and gain real-time insights with SAP Concur.

Best-in-Class application management: Our dedicated team ensures optimal performance of your SAP HCM solutions.

Compliance confidence: Maintain 100% compliance with local and industry regulations through our comprehensive support.

Seamless integrations: We seamlessly integrate your HCM system with third-party solutions like Pega to enhance the employee experience.

Industry-specific solutions: We tailor HR processes to your specific industry, ensuring optimal fit for organizations like those in the public sector.

T-Systems is your trusted advisor for SAP HCM solutions. We are also certified to manage SAP SuccessFactors HCM for your business, allowing you to benefit from optimal and integrated HR processes.

Let us help you create a thriving workforce that drives business success. Contact us today!

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