



## **Building the business case for payroll integrated with SAP HXM**

Successful integration of payroll with SAP HXM can drive efficiencies and improve employee engagement and retention.

Understanding what needs to be done to maximise benefits and ROI from an HR transformation will not only make it easier to secure stakeholder support and funding but will also help ensure that your project stays on track and achieves the desired results.



To select the best solution for your organisation and be confident of the business case you'll pitch to stakeholders, consider four key areas:



**Strategy:**

What is driving your requirement for change



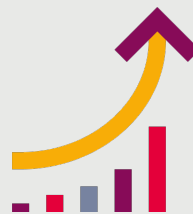
**Preparation:**

What questions need to be answered upfront



**Partners:**

What to look for in an expert partner



**Results:**

What success will look like

This handy checklist will help you compile the answers you need to build a business case that will impress your stakeholders and put your transformation project on a firm footing.

## Strategy

Make sure you have identified the main factors driving the plan for change



Typical reasons include:

- Reducing inefficiencies between HR and payroll
- Enabling HR team to better engage with employees
- Improving accuracy of data transferring between payroll and HXM
- Minimising manual intervention needed to tidy up data
- Maximising benefits of HXM including workforce management
- Replacing technology that is broken or end-of-lifeing
- Faster and more accurate decision-making using real-time information
- Desire to achieve growth targets through more efficient activity

## Preparation

Collect relevant information to help develop your business case



An expert partner can help you work out exactly what you'll need to prepare, such as:

- Identify and quantify inefficient processes between HR and payroll
- Understand whether on-premise or cloud software will be your best option
- Clarify if a SaaS payroll solution or a managed service suits your needs
- Seek expert advice on which enterprise HR and payroll solution to choose
- Review your current processes, talent, and infrastructure
- Work out which data needs to transfer between HR and payroll
- Plan how to align your HR and IT teams
- Decide what to keep in-house and what to outsource

## Partners

Identify which aspects potential partners can assist with



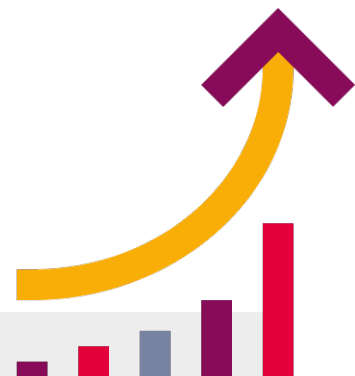
### Check that potential partners:

- Are SAP Gold Partner certified, so understand the SAP landscape
- Have people who understand HR
- Have people who understand payroll
- Have people who understand workforce management
- Are experienced with an excellent track record
- Have the knowledge and expertise to advise and support your business
- Plan how to align your HR and IT teams
- Decide what to keep in-house and what to outsource

SD Worx's expert SAP team have the specialist knowledge and skills to integrate payroll solutions including best-in-class SD Worx Payroll into your SAP HXM solution.

## Results

What do you want success to look like?  
Understanding how to put your vision into a business case will help turn this into reality



### Desired results may include measures such as:

- Reducing inefficiencies and resource savings, e.g. time and cost
- Improved acquisition and retention of key talent
- HR team focusing on HXM and engagement instead of payroll submissions
- Better employee morale through increased engagement
- Superior report writing capability
- Quantifiable benefits through improved decision-making
- Up-to-date technology support through a trusted expert partner
- Decide what to keep in-house and what to outsource

With this information to hand, you are in a good position to compile your business case. [For a sample business case template, click here.](#)

For further expert advice and support on preparing your business case to integrate payroll with SAP HXM, [contact our expert SAP team today.](#)

## About SD Worx

SD Worx provides a comprehensive suite of payroll and HR software and services. Their intelligent payroll, HR and workforce management solutions streamline processes to make day-to-day transactions easier, quicker and more efficient for HR and payroll leaders, managers and employees.

More than 76,000 organisations place their trust in SD Worx and its 75+ years of experience. SD Worx offers its people solutions in 150 countries, calculates the salaries of approximately 5 million employees, and ranks among the top five HR service providers worldwide. The more than 5,300 employees at SD Worx operate in eighteen countries.

More info at [www.sdworx.co.uk](http://www.sdworx.co.uk)

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