

H4S4 – was bringt das neue Release?

SAP HXM Roadmap / Insights aus den Projekten

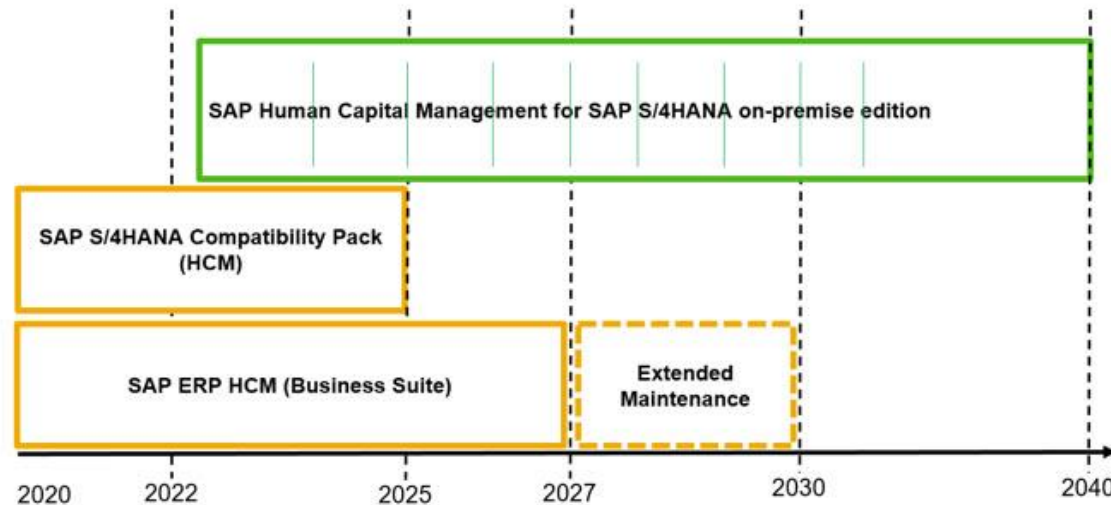
Andrew PEARSON, HR Force EDV-Beratung GmbH

Agenda

- ❏ Ausgangssituation
- ❏ Systemlandschaft
- ❏ Umstellungen für H4S4
- ❏ Anpassungen Employee Self Service
- ❏ Lizenzmodell

Wartungssituation

SAP ERP HCM On-Premise



SAP, Hinweis 3044085 - FAQ - Use and Future of HCM module in S/4HANA OnPremise

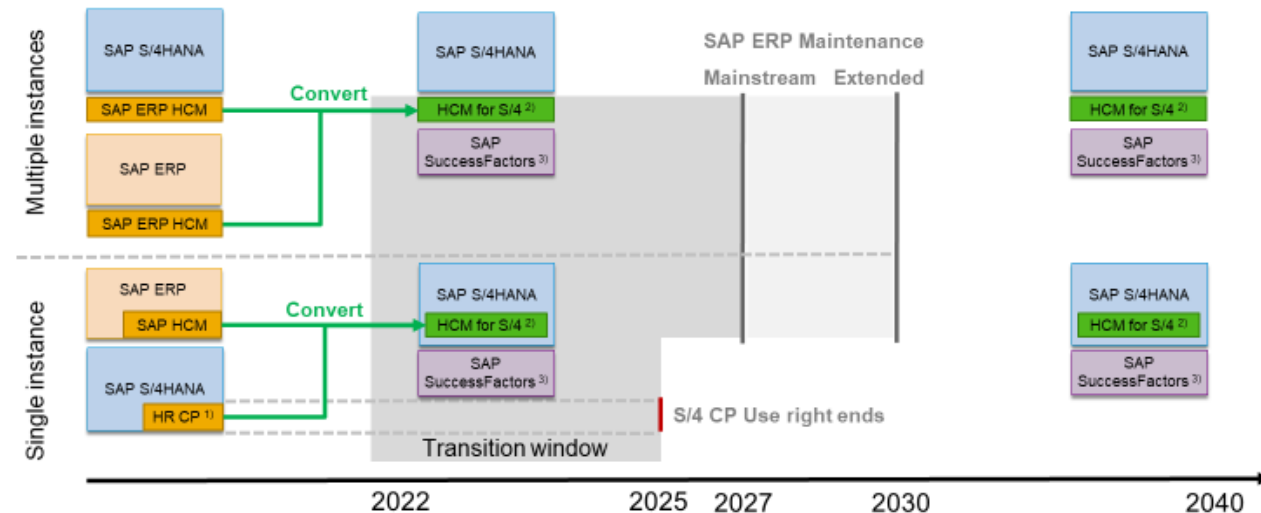
- ❏ SAP ERP HCM Suite (bis EHP8)
 - ❏ Wartung bis 2027, extended bis 2030
 - ❏ Ab EHP6 (Hinweis 2881788)
- ❏ SAP S/4HANA Compatibility Pack
 - ❏ Wartung bis Ende 2025
 - ❏ Business Function H4S4_1 NICHT aktiviert
 - ❏ Nutzungsrecht verfällt per 01.01.2026
 - ❏ 2% erhöhte Wartung
- ❏ SAP HXM for SAP S/4HANA
 - ❏ Wartung bis 2040
 - ❏ Business Function H4S4_1 aktiviert
 - ❏ Lizenzumstieg notwendig

Migrationspfade / System der Zukunft



Migration options

From SAP ERP HCM to SAP Human Capital Management for SAP S/4HANA, on-premise edition



¹⁾ SAP S/4HANA Compatibility pack for SAP ERP HCM (HR CP) ²⁾ SAP Human Capital Management for SAP S/4HANA, on-premise edition ³⁾ Cloud Only

SAP, Blog Ralf Wagner

[Link: SAP - Ralf Wagner - Blog Funktionsumfang](#)

Implementierungsoptionen

- ❏ embedded
- ❏ separate

Zukünftige Systemlandschaft

- ❏ Hybrid Ansatz
 - ❖ HXM for S/4 HANA
 - ❖ SuccessFactors
 - ❖ Concur
- ❏ Business Technologie Plattform (BTP)
 - ❖ Middleware Verbindung zur Cloud
- ❏ Entwicklungsmöglichkeiten Cloud
 - ❖ BAS oder WebIDE

Funktionsumfang

SAP Human Capital Management for SAP S/4HANA

Solution scope – The most recent component of an HCM topic is planned to be supported

Personnel Management

- Personnel Management
- Organization management
- Benefits
- Enterprise compensation management
- Personnel cost planning and simulation
- Pension scheme
- MSS / ESS (WDA and Fiori)

Payroll

- Payroll
-
- SAP Travel Management (part of SAP S/4HANA)

Talent Management

- SAP Learning Solution *
- SAP E-Recruiting
- Talent Management and development
- Objective settings and appraisals

Time Management

- Time
- Shift planning
- CATS

Public Sector

- Position budgeting and control
- HR funds and position management
- Shift planning for public sector



- ❖ Funktionsumfang ist sehr umfangreich vorhanden
- ❖ Ausschluss alter Funktionen in den Kernkomponenten
- ❖ Deaktivierung alter Technologien in den Self Services Szenarien

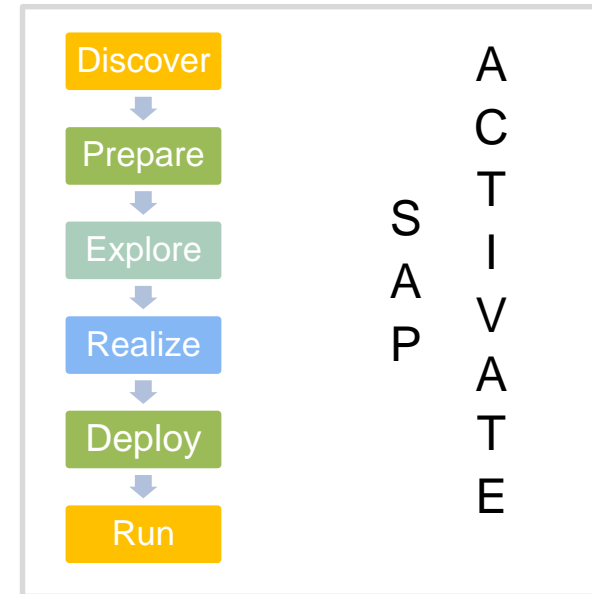
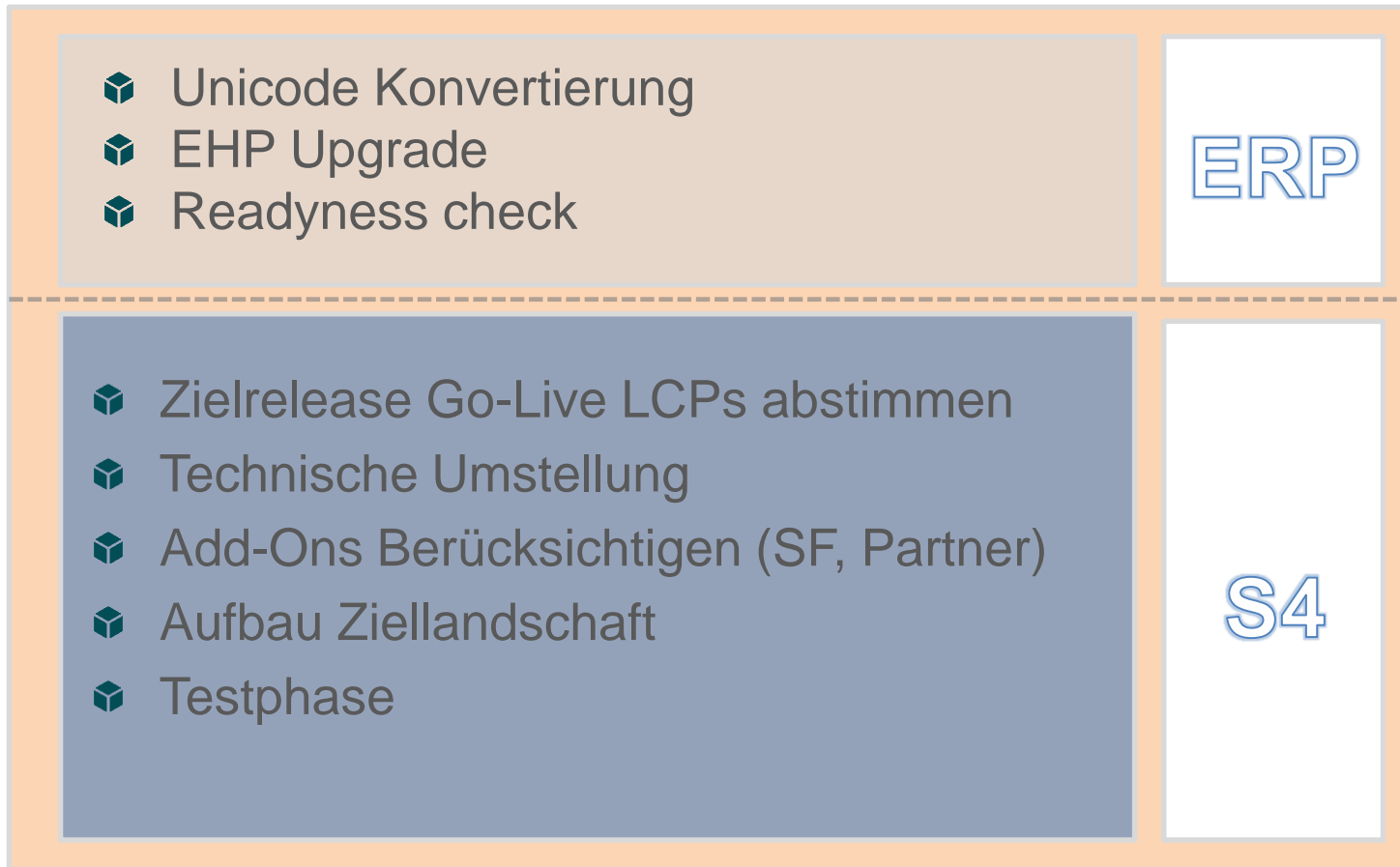
SAP, Blog Ralf Wagner

[Link: SAP - Ralf Wagner - Blog Funktionsumfang](#)

[Link: SAP Roadmap - neue Funktionen](#)

Umstellung H4S4 (1)

Road To H4S4



Umstellung H4S4 (2)

Unicode Konvertierung Voraussetzung

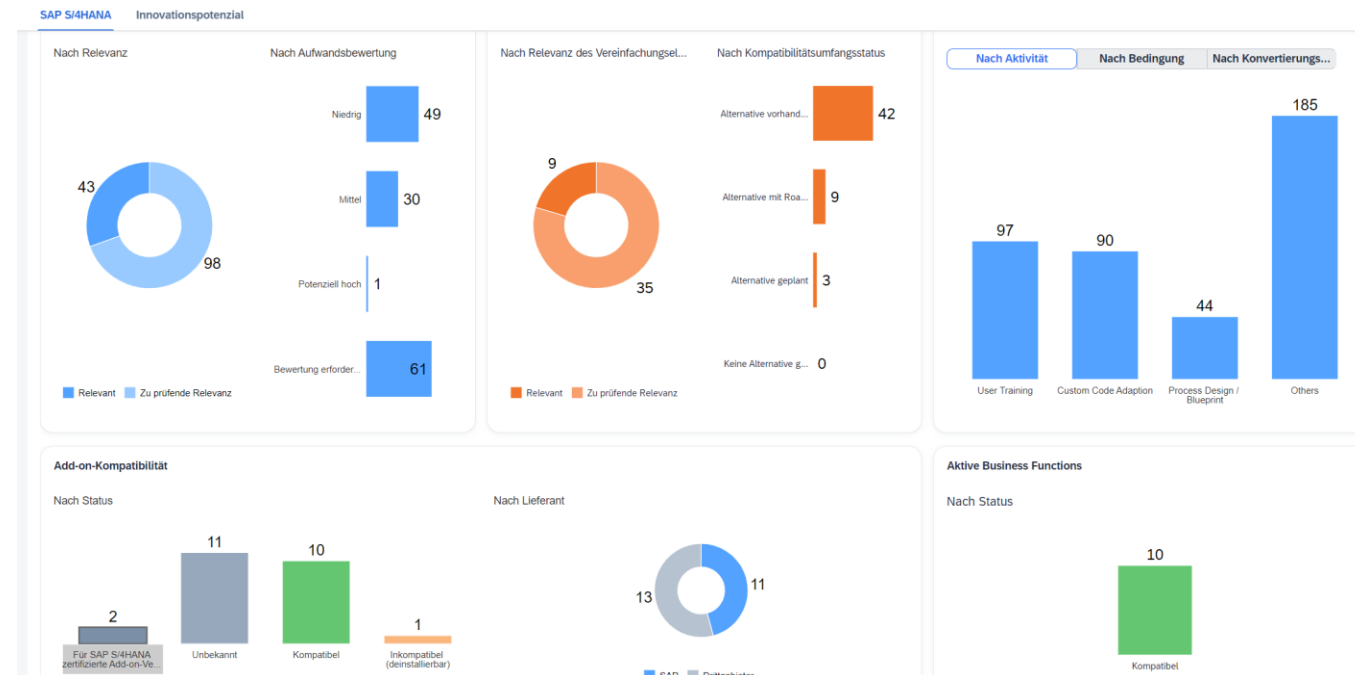
- Grundlegen Informationen zum Support: Hinweis 1896539
- Vorbereitung mittels Transaktion UCCHECK

EHP Upgrade

- Vorbereitung des Systems für die Conversion
- ab EHP5 keine Einschränkung (Hinweis 3348949)
- Conversion Guides verfügbar

Umstellung H4S4 (3)

- ❏ SAP Readiness check
 - ❏ Datenkollektion mittels unterschiedlicher Reports
 - ❏ Hinweis 3059197 - SAP Readiness Check für SAP-S/4HANA
 - ❏ Analyse der Daten
 - ❏ Custom Code
 - ❏ Hinweis 2781766 – Enabling ATC check result export for SAP Readiness Check 2.0



<https://me.sap.com/readinesscheck/home>

Umstellung H4S4 (4)

Zielrelease / LCPs



S4HCM 100
2024

CLC	HR SP	Planned Availability	Local versions for which CLC packages have been planned plus content information SP Stacks <i>Remark: Support Package application is always recommended for all local versions to continuously improve quality</i>
29	29	16.12.2024	
28	28	05.12.2024	
	27	07.11.2024	Synchronization HR SP
26	26	10.10.2024	
25	25	12.09.2024	
24	24	15.08.2024	
23	23	11.07.2024	
22	22	13.06.2024	
	21	16.05.2024	Synchronization HR SP
20	20	11.04.2024	
19	19	14.03.2024	
18	18	15.02.2024	
17	17	25.01.2024	

S4HCM	Available	Minimum technical level	
		of S/4H OP 2022 stack level	of ABAP Platform 2022 stack level
	100 (planned)		
15		07.12.2023	
16		18.12.2023	
17		25.01.2024	
18		15.02.2024	
19		14.03.2024	
20		11.04.2024	
21		16.05.2024	2
22		13.06.2024	
23		11.07.2024	
24		15.08.2024	
25		12.09.2024	
26		10.10.2024	
27		07.11.2024	
28		05.12.2024	
29		16.12.2024	

[Link: Maintenance Schedule S4HCM](#)

Quelle: Hinweis 3238089

Technische Umstellung

Identifizieren von obsoleten Anwendungen

- 3091160 - SAP HCM for SAP S/4HANA – General Approach and Strategy
- 3224316 - S4TWL – Personnel Development
- 2383879 - S4TWL - ESS and MSS technologies not available in Compatibility Pack and SAP HCM for SAP S/4HANA
- 3224318 - S4TWL – HCM Processes and Forms JAVA, WDA with Adobe
- 3138281 - Functions no longer available in time evaluation
- 3139908 - Functions no longer available in time data recording

Definition von Nachfolgeszenarien

- Objective Settings & Appraisals → Success Factors – Performance & Goals
- Personalbeschaffung → Success Factors - Recruiting
- Zeitwirtschaft Infotyp 0005 → 2006
- Adobe Interactive Forms → Prozesse & Formulare FIORI
- Managers Desktop → My Reporting

❏ Technische Umstellung

❏ Umstellung interner Gateway

- ❖ Installation von SAP UI Komponenten am Backend
- ❖ Umzug von Gateway Kundenentwicklung
- ❖ Umzug von Kundenberechtigungsrollen
- ❖ Umzug von Kundenkatalogen und Gruppen im FIORI Launchpad
- ❖ Massenaktivierung von SICF Knoten durch CSV Export und Import
- ❖ My Inbox Umstellung

❏ Umstellung Workflow Grundkonfiguration

- ❖ 3261737 - SAP_WFRT als Workflow-Systembenutzer in SAP-S/4HANA-Systemen

Umstellung H4S4 (7)

- Auslaufende Oberflächen / Reports
 - RPCIPE_OLD
 - Infotypen: 0005, 0083, 2005
 - CATS for Service Provider
 - ESS Web Dynpro JAVA
 - ESS Renewal Landing Page
 - Managers Desktop

Business Partner Aktivierung

Hinweise

- 2340095 - S4TWL - Conversion of Employees to Business Partners

Neues Businesspartner Modell ab S4/HANA2020

- Mit SP Auslieferung ab 1809 SP06, 1909 SP04
- Klare Empfehlung für das neue Business Partner Modell

Szenarien

- SAP HXM embedded in SAP S/4 HANA – verpflichtende Generierung
- SAP HXM mit verteilten Systemen – Verteilung von HR Stammdaten und Generierung im verbundenen Systemen

Business Partner für die Gehaltsabrechnung derzeit nicht notwendig

Neue Self Service Szenarien setzen auf Business Partner

- Org Chart: 3302696 – "No Work agreement Assigned", "Personworkagreement" Not found

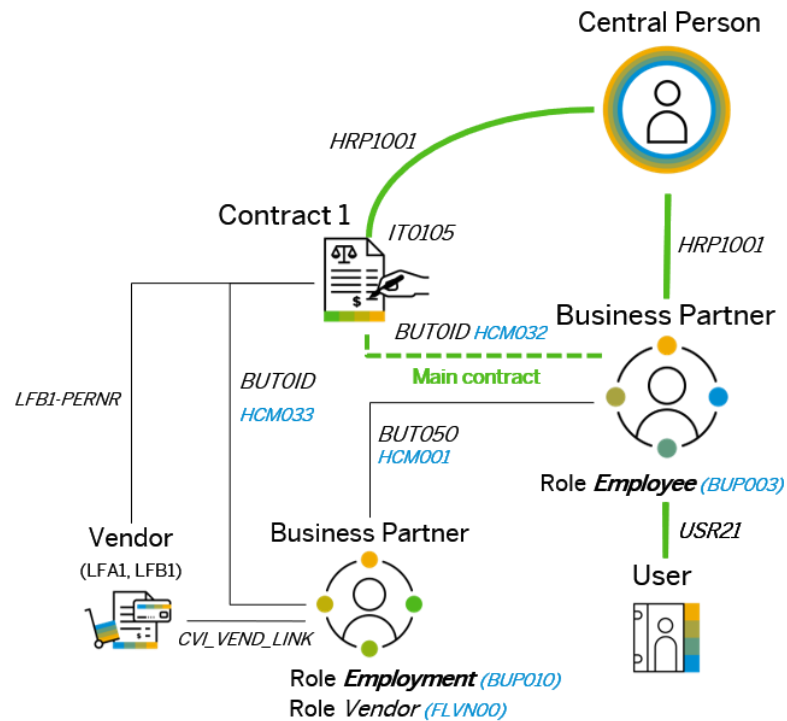
Umstellung H4S4 (9)

❏ Business Partner Aktivierung

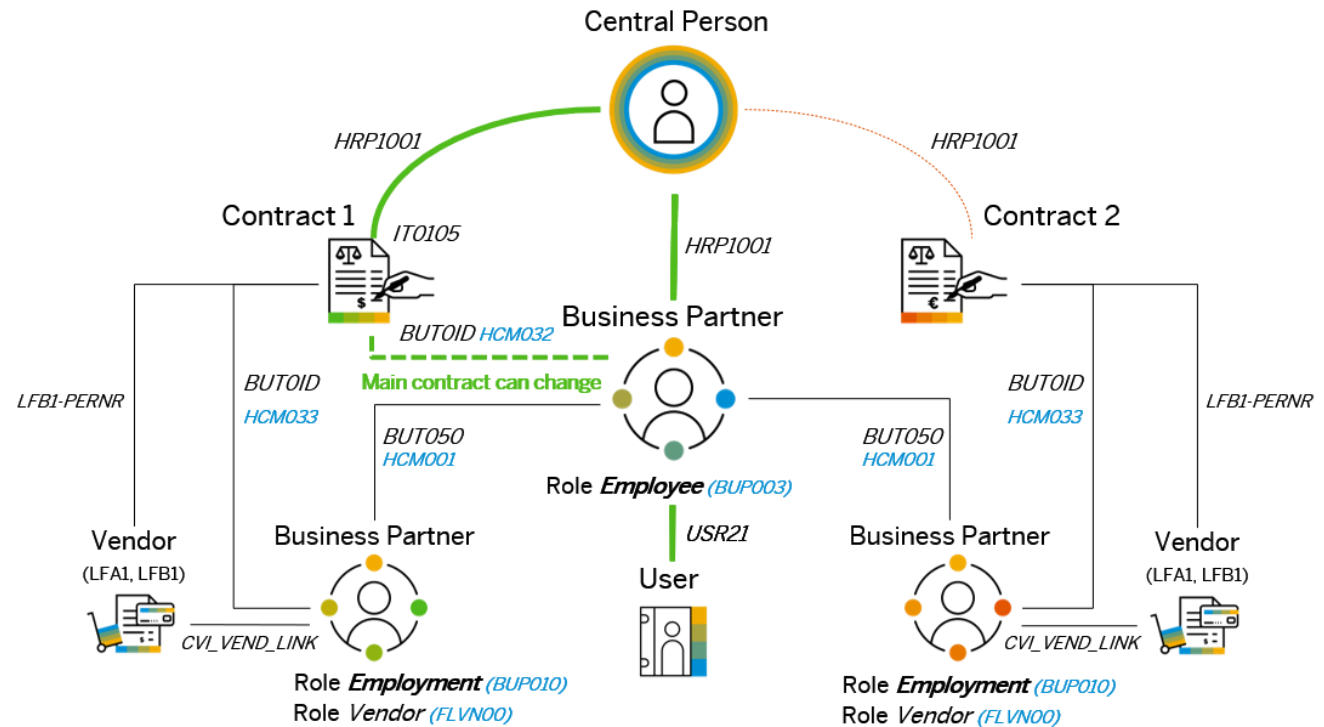
- ❏ Neue Rollen HCM032 (Hauptvertrag), HCM033(weiterer Vertrag)
- ❏ Business Function /SHCM/EE_BP_1

Umstellung H4S4 (10)

Business Partner Aktivierung



Einzelvertrag



Concurrent Employment / Global Employment

[Link: Quelle Blog Georg Heberle – New Employee Business Partner Modell](#)

H4S4 neue Oberfläche (1)

- ❏ Auswertung Lohnarten
 - ❏ 2934482 - Display customizing of wage types
 - ❏ PC00_M99_WT_INFO
 - ❏ Darstellung mehrerer Customizing Tabellen
 - ❏ Gruppierung nach Geschäftskategorie

T512W - Lohnartenbewertung (AVERAGE BASES)			
HCI Lohn	Langtext	Dur	Durchschnittsgrundlagen
03 9N00	Nachmittagschicht	01	/201 DU-Bezüge Istpfl. svpfl.
03 9N02	Frühschichtzulage	01	/201 DU-Bezüge Istpfl. svpfl.
03 M100	Wegstunde	01	/201 DU-Bezüge Istpfl. svpfl.
03 M110	Mehrstunde	01	/201 DU-Bezüge Istpfl. svpfl.
03 M112	Mehrstd. §19d AzG	01	/201 DU-Bezüge Istpfl. svpfl.
03 M124	Üb.Std. Grundbezug	01	/201 DU-Bezüge Istpfl. svpfl.
03 M126	Üb.Std. Zg. 50% pfl.	01	/201 DU-Bezüge Istpfl. svpfl.
03 M134	Üb.Std. Grundbezug	01	/201 DU-Bezüge Istpfl. svpfl.
03 M136	Üb.Std. Zg. 25% pfl.	01	/201 DU-Bezüge Istpfl. svpfl.
03 M137	Üb.Std. Zg. 75% pfl.	01	/201 DU-Bezüge Istpfl. svpfl.
03 M144	Üb.Std. Grundbezug	01	/201 DU-Bezüge Istpfl. svpfl.

T512W - Lohnartenbewertung (CUMULATIONS)			
HCI Lohn	Langtext	K.	Kumulation Lohnart
03 9N00	Nachmittagschicht	01	/101 Gesamtbrutto
03 9N01	Nachtschichtzulage	01	/101 Gesamtbrutto
03 9N02	Frühschichtzulage	01	/101 Gesamtbrutto
03 9N03	reduzierte Nachtschicht	01	/101 Gesamtbrutto
03 9N04	Sonntagszuschlag 75%	01	/101 Gesamtbrutto
03 9N05	Feiertagszuschlag 100%	01	/101 Gesamtbrutto
03 9N06	Feiertagszuschlag 150%	01	/101 Gesamtbrutto
03 F004	Fig. Mehrarbeit Grundbez.	01	/101 Gesamtbrutto
03 F006	Fig. Mehrarb. Zg. 25%	01	/101 Gesamtbrutto
03 F014	Fig. Mehrstd. Grundbezug	01	/101 Gesamtbrutto
03 F016	Fig. Mehrstd. Zg. 50%	01	/101 Gesamtbrutto

H4S4 neue Oberfläche (2)

Integration Anträge in PTMW

- ☐ Aktivierung der Abwesenheitsantragsliste zur Anzeige für den Sachbearbeiter
- ☐ Unterstützte Transaktionen PA20, PA30, PTMW ...

[Link: What´s New in SAP S/4HANA 2023 \(5.1\)](#)

Anpassungen Employee Selfservice (1)



❏ Reisemanagement

❏ Hinweis 2719018 - S4TWL - SAP Travel Management in SAP S/4HANA Suite

❏ Rolle "Business Traveler"

❏ My Travel Requests for Business Traveler (Fiori ID F6015)

❏ My Travel Plans for Business Traveler (Fiori ID F6768)

- [SAP - Video: Reiseplan aus Reiseantrag im Buchungstool bearbeiten](#)

- [SAP - Video: Genehmigungsprozess Antrag Plan aus Buchungstool](#)

❏ My Travel and Expenses for Business Traveler (Fiori ID F6190)

❏ My Credit Card Transactions (Fiori ID F6506)

❏ Rolle "Traveler Assistant"

❏ Travel Requests for Travel Assistant (Fiori ID F0409B)

❏ Travel Plans for Travel Assistant (Fiori ID F6771)

❏ Travel and Expenses for Travel Assistant (Fiori ID F0584B)

Anpassungen Employee Selfservice (2)

Reisemanagement

<

SAP

My Travel Expenses

>

Standard

>

Search

>

Editing Status:

All

>

Start Date:

>

Trip Status:

>

Go

Adapt Filters

Expense Reports (3)

Create

Copy

Delete

Export as PDF

...

☐

2838

Steering Com meeting

>

Destination: rot

Country / Region: Germany (DE)

Trip Status: Submitted

Start Date and Time: 07.02.2022, 00:00:00

End Date and Time: 11.02.2022, 00:01:00

Total Expenses: 1.231,00 EUR

☐

2602

Customer Face to face meeting

>

Destination: rot

Country / Region: Germany (DE)

Trip Status: Open

Start Date and Time: 14.02.2022, 09:00:00

End Date and Time: 16.02.2022, 00:01:00

Total Expenses: 317,00 EUR

☐

2520

Renewal Contract signature

>

Destination: London

Country / Region: Great Britain, Edinburgh (GB)

Trip Status: Open

Start Date and Time: 01.01.2024, 00:00:00

End Date and Time: 12.01.2024, 00:00:00

2838

Steering Com meeting

Edit

Delete

Copy

Export as PDF

>

Status

Total Expenses

Total Reimbursement

Submitted

1.231,00 EUR

1.231,00 EUR

Destination: rot

Country / Region: Germany (DE)

Start Date and Time: 07.02.2022, 00:00:00

End Date and Time: 11.02.2022, 00:01:00

General Information

Additional Destinations

Cost Assignments

Advances

Mileages

Per Diem

Receipts

Attachments

General Data

Start Date: 07.02.2022

Trip Begins At: 00:00:00

Departure: Departure from First Workplace (1)

End Date: 11.02.2022

Trip Ends At: 00:01:00

Arrival: Arrival at First Workplace (1)

Destination

Country / Region: Germany (DE)

Destination: rot

Additional Information

Trip Activity Type: All Trips (-)

Trip Type Statutory: Business Trip (-)

TripType Enterprise: All Trips (-)

Reason: Steering Com meeting

Comments: -

Additional Destinations

Additional Destinations

Event in Itinerary

Destination

Country / Region

Trip Begins On

Trip Begins At

Quelle: FIORI Apps Library

Anpassungen Employee Selfservice (3)

Neue Oberflächen

HR Dokumente

- Upload von Dokumenten durch den Mitarbeiter
- Anzeige in der Personaladministration durch Sachbearbeiter (Infotyp 3470)

The screenshot shows the 'My HR-Related Documents' app interface. At the top, there's a header with the SAP logo and the title 'My HR-Related Documents'. Below the header, there's a section titled 'Documents (10)' with a table listing documents. The table has columns for 'Category', 'Send Date', and a right arrow. The documents are grouped by 'Send Date'.

Category	Send Date
General HR Documents	17.07.2023
Note: Lorem ipsum dolor sit amet, consetetur sadipscing elitr, sed diam nonumy eirmod tempor invidunt ut l... More	
Send Date: 18.07.2023	
General HR Documents	18.07.2023
Note: Hi, here the documents about my sickness last week. BR - Michael	
General HR Documents	18.07.2023
Note: Test by Michael, if security testers get the mail	
Send Date: 20.07.2023	
Time related Documents	20.07.2023
Note: Hi, here the documents about my sickness last week. BR - Michael	
Send Date: 17.08.2023	
Time related Documents	17.08.2023

The screenshot shows the 'Time related Documents' form in the SAP My HR-Related Documents app. The form has two tabs: 'General Information' and 'Attachments'. The 'General Information' tab is active, showing a 'Category' dropdown set to 'Time related Documents' and a 'Note' text area containing a message from Michael. The 'Attachments' tab is also visible, showing an 'Upload' button and a 'Select Doc. Type to Upload' dropdown set to 'Employee Documents'.

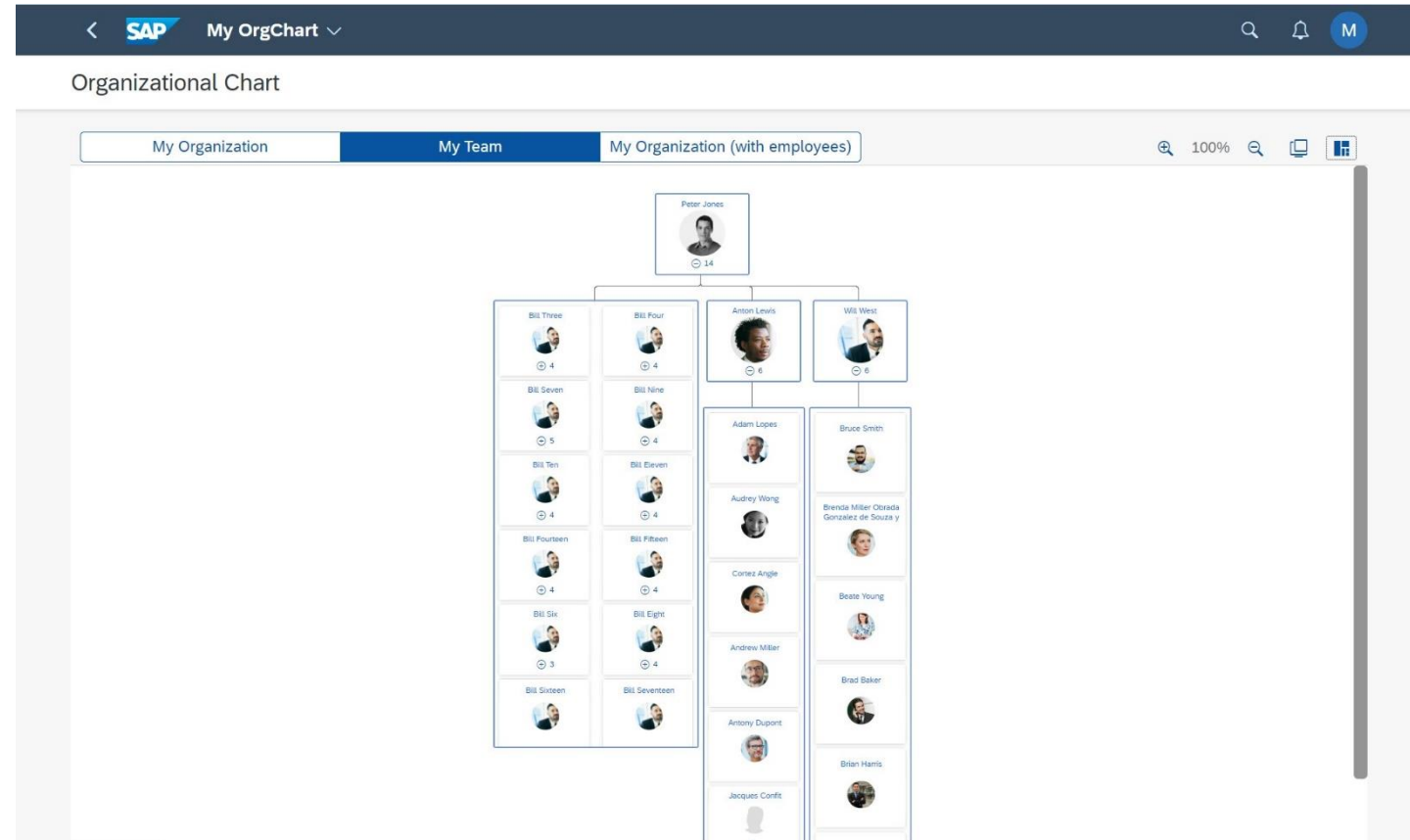
Quelle: FIORI Apps Library

Anpassungen Employee Selfservice (4)

Neue Oberflächen

Organizational Chart

- Visualisierung der Orgstruktur
- Abbildung verschiedener Sichten
- Navigation durch die Orgstruktur



Quelle: FIORI Apps Library

Anpassungen Employee Selfservice (5)

Neue Oberflächen

Learning Solution – My Learning / Manage Course Participation

- Buchungen verwalten
- Vormerkungen verwalten
- Web Based Trainings
- Kurs Historie
- Zertifikate
- Anzeige Kursvoraussetzungen

< **SAP** My Learning ▾

My Learning

Prebookings Bookings Favorites History Qualification

Prebookings (7) Search			
Course Name	Prebook Period	Delivery Method	Location
<input checked="" type="radio"/> Fiori Advanced Language: English	28.09.2022 - 29.10.2022	Web-Based Training	No Restrictions
<input type="radio"/> Financial Value Selling Language: English	28.09.2022 - 28.10.2022	Web-Based Training	No Restrictions
<input type="radio"/> Science Course 1 Language: Czech	03.03.2022 - 02.04.2022	Classroom Training	RMZ Location test
<input type="radio"/> I311761_WEB Language: English	18.11.2022 - 18.12.2022	Web-Based Training	No Restrictions
<input type="radio"/> Web based training one Language: English	28.09.2022 - 01.11.2022	Web-Based Training	No Restrictions

Quelle: FIORI Apps Library

Systemlandschaft / Funktionsumfang

SAP Human Capital Management for SAP S/4HANA

Solution scope – The most recent component of an HCM topic is planned to be supported

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- Organization management
- Benefits
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- Personnel cost planning and simulation
- Pension scheme
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Payroll

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Talent Management

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- Time
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Public Sector

- Position budgeting and control
- HR funds and position management
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SAP, Blog Ralf Wagner

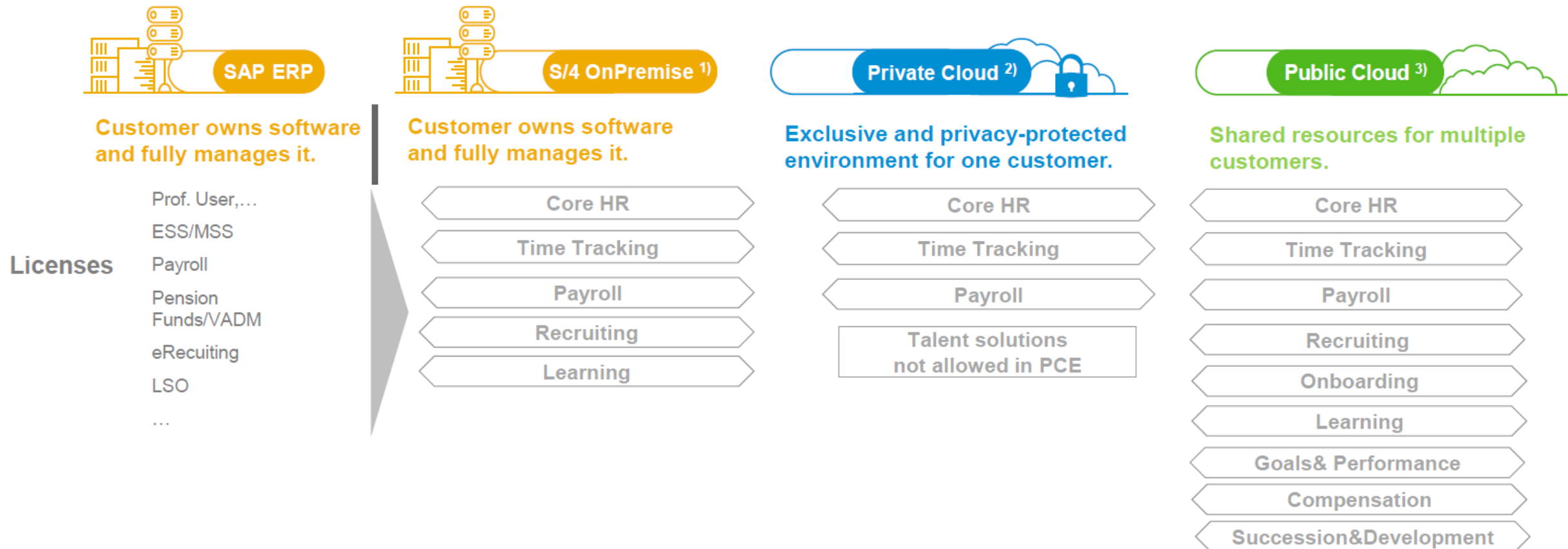
[Link: SAP - Ralf Wagner - Blog Funktionsumfang](#)

[Link: SAP Roadmap - neue Funktionen](#)

Lizenzmodell (2)

Commercial

- Harmonisierung der Metrik der SAP HCM On Premise und Cloud Lösungen



Lizenzmodel (3)

SAP HCM for S/4 HANA Produktübersicht



Material Name	Material Number	Price in EURO	Metric
SAP Core Human Capital Management for SAP S/4HANA	7020923	120	Employee
SAP Time Tracking for SAP S/4HANA	7020924	60	Employee
SAP Payroll Processing for SAP S/4HANA	7020940	30	Employee
SAP E-Recruiting for SAP S/4HANA	7020950	30	Employee
SAP Learning Solution for SAP S/4HANA	7020923	60	Employee

Employees are individuals, working for a company or legal entity that is licensing the functionality of the package, regardless of employment status (e.g. part time, full time, leave of absence or contract worker).

For HCM solutions, employees are included in the metric count as long as they are processed in the system.

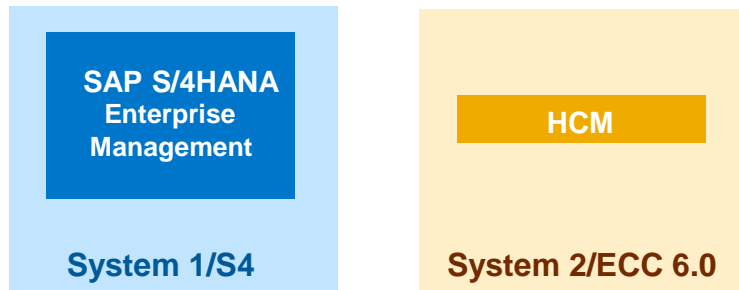
For payroll processing purposes, retirees are included in the metric count as long as they are processed in the system.

Lizenzmodell (4)

Lizenzmigration

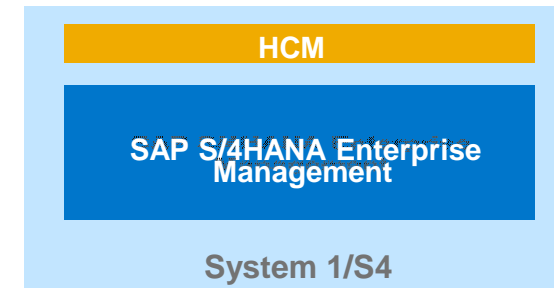
Handlungsbedarf?

ERP – SAP S/4HANA
HCM – SAP ECC 6.0



HCM System ist bis Ende 2027 in Mainstream Maintenance bzw. bis Ende 2030 in Extended Maintenance

ERP – SAP S/4HANA mit Embedded HCM
oder
HCM – SAP S/4HANA



Compatibility Packs mit Nutzungsrecht bis 31.12.2025.
Technisch Voraussetzung mindestens Release S/4HANA 2022 möglich, d

Besten Dank
für Ihre
Aufmerksamkeit!