

# Variance Monitor

## Fast, easy and flexible SAP HCM data verification on projects and after go-live

## The challenge: Accurate data despite constant changes

How do you find and eliminate inconsistencies in your ever-changing HR, Payroll and Time data? How do you ensure the data is accurate despite constant changes in the data, configuration and software?

Most business events – from the never-ending ebb and flow of employees, to software upgrades and major transformations such as mergers – impact your HCM data.

All these changes mean it is important to check that your HR and Payroll data is accurate, despite the flux.

A Production Payroll needs to be checked from pay period to pay period to ensure that salaries and statutory reporting are correct. On projects – from configuration changes, support packs, and upgrades to migrations, mergers and acquisitions – the data before and after the change must be consistent.

## Variance Monitor solves these challenges

Variance Monitor handles enormous amounts of data, rapidly comparing a variety of source and target data sets, highlighting any variances. It makes comparisons of payroll and time, master and FI postings data easy, and accelerates project and period-to-period validations.

Flexible and easy to use, Variance Monitor allows you to define and create comparison rules to spot variances in data. These rules are highly flexible, and wizards guide you through every step, helping you to be self-sufficient, and giving you power and control over your data validations with minimal training. Furthermore, these comparisons are reusable, consistently applying the same logic and checks whenever you run it. Variance Monitor produces a detailed output as well as summary statistics of each comparison.

Variance Monitor makes your verifications faster and better.

## Benefits of Variance Monitor



Compare PA, Payroll, Time and FI Postings data between two systems or two periods.



Download free sample comparisons to get started, and adapt them or create your own.



Create a rule decision tree that controls when to stop processing an employee, or drill deeper when it makes sense.



Validate the impact of configuration changes, upgrades or support packs on your data.



Compare data between two systems over a network or by using a file (encrypted Variance Monitor snapshot or CSV).



Verify data after a DSM refresh or add variance data to a Query Manager 4 report.



Dramatically speed up testing upgrades, config. changes and support packs.



Highlight discrepancies, ignore matches and detect 'null' values.



Compliance and Risk:  
Use your own decision  
tree logic to check SAP  
data without exporting  
data to spreadsheets.



Read SuccessFactors Employee Central data in Variance Monitor by using its Query Manager Adapter Data Source.

## Change is a reality

Nearly all business changes – from the ebb and flow of employees and system updates, to major transformations such as mergers and acquisitions – impact your HCM data. The frequency and extent of data changes place an enormous demand on Payroll and HR teams to verify any differences, and thereby control your exposure to payroll risk.

## Greater risk from change

Throughout the SAP life-cycle, you need to verify HR and Payroll data to ensure consistency and accuracy. From new implementations, through upgrades, support and enhancement packs and period-to-period payroll checks, you need to compare your HR and Payroll data almost every day to ensure no errors have slipped through.

## Leave manual verification behind

HCM data is both complex and critical – you can't afford mistakes. Manual comparisons in spreadsheets are slow, error-prone and not auditable. Exporting data also increases your data security risks. A manual approach can only work if your Payroll and HR team never makes a mistake, regardless of how busy they are.

## How can Variance Monitor help you?

### Migration, Change or Upgrade Projects

- Easily find variances in Payroll, Time Management and Personnel Administration data between SAP and any non-SAP System (including SAP SuccessFactors Employee Central)
- Eliminate manual spreadsheet comparisons, reducing the risk of mistakes
- Significantly speed up your testing process and make it more repeatable
- Compare huge amounts of data and highlight discrepancies instantly
- Automate variance root-cause analysis with flexible decision-tree rule networks
- Reduce the risk of your SAP project going wrong by testing faster and more thoroughly

### After Go-Live

- Identify unexpected period-to-period Payroll, Time or Postings differences that needs attention
- Simulate Payroll to find and fix variances before running a live pay run
- Verify Data Sync Manager copies by comparing saved or simulated payroll results
- Compare SAP and SuccessFactors Employee Central data using the Query Manager Adapter



The most spectacular solution for me is Variance Monitor, because we use it to do the testing for the payroll system. It's making life much easier. If we would compare that to classic testing on scenarios, it would take much more time, and on top of that, we would never know if we have all the scenarios.

Jan de Winter, Carrefour

## Using Variance Monitor

### Variance Monitor can be used for comparing PA, Payroll, Time and Postings data:

- between periods on the same SAP Client
- between two SAP systems or Clients
- with non-SAP HR/Payroll data from a file
- with SAP SuccessFactors Employee Central data

As a global software solutions and managed services company, EPI-USE Labs helps you to maximise the performance, management and security of your SAP® and SAP SuccessFactors® systems. Our clients tell us every day how we have transformed their business operations. Contact us to find out how we can help you solve your business challenges.

[epiuselabs.com](https://epiuselabs.com) | [info@labs.epiuse.com](mailto:info@labs.epiuse.com)

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