Extend your SAP HCM on-premise Core and Talent solutions with an S/4HANA upgrade

PRISM for H4S4: Upgrade your SAP® HCM and/or Payroll on-premise solution to SAP S/4HANA®

Take this opportunity to enhance solutions

Are you an existing SAP customer who has made large investments in the SAP on-premise talent capabilities, including Learning Solution (LSO) and/or e-Recruiting? While it is highly recommended to move to the SAP SuccessFactors solutions, given that innovation is focused there, if you wish to extend your support for those talent modules in addition to your core HR (Personnel Administration and Organizational Management), you have that choice with the H4S4 offering.

The SAP S/4HANA Private Cloud Edition offering allows customers to extend their on-premise investment through calendar year-end 2040 for the core SAP HR Payroll and Time solutions. The H4S4 variation allows for that, as well as offering support for the on-premise talent components. Visit this blog 'What's the difference between PCE and H4S4 – the two SAP bridge options?' for a breakdown of the two options.

With the H4S4 option, you are required to
- perform a technical upgrade to S/4HANA, and
- undergo a license review (note: Essentially all employees who will be managed in the system will be licensed in this model).

Is SAP HCM for SAP S/4HANA On-Premise (H4S4) an ideal solution for you?

This option is for existing SAP customers who:

- are satisfied with their existing on-premise HR, Payroll and/or Time and Benefits, and do not wish to move to SAP SuccessFactors at this time;
- are also satisfied with their on-premise SAP® talent solutions, including learning and recruiting (subject to licensing), and wish to continue to run those solutions;
- are looking for a guaranteed support date to at least year-end 2040;
- would like a continuity plan for the extra time to move to SAP SuccessFactors, and still want to maintain their on-premise infra structure

The decision to choose H4S4 is largely based on whether you want to stay on-premise. If you are an S/4HANA customer who wants to remain on-premise and continue running the HCM functionality, you must purchase and migrate to H4S4; and if you are an S/4HANA customer who is already running on PCE, you can adopt H4S4 at any time, as long as you are running the S/4HANA 2022 release. For PCE customers, H4S4 is basically just part of the S/4 release adoption; on-premise customers have to purchase it separately.

What's the easiest way to migrate to an H4S4 option?

PRISM for SAP Human Capital Management for SAP S/4HANA (H4S4) is an automated, SAP-approved solution that accelerates the transition to a new landscape, and minimizes the technical conversion activities and business impacts typically associated with an S/4HANA transformation. As it's a turnkey migration service offering a real-time upgrade, business risks and costs associated with a traditional S/4HANA HCM conversion are significantly reduced. PRISM gives you 'transformation without re-implementation'. As the world's largest and most experienced independent SAP, HR and Payroll specialist, EPI-USE has extensive, proven skills, and uses SAP S/4HANA-certified solutions to perform the migration.

Why choose PRISM to support your business transformation?

- **Identify and mitigate project risks early:** Our free assessment tool gives you critical information about your SAP system to help you understand your migration path. It's simply a download that includes an SAP transport that will run on your SAP environment, without exposing any of your employee or confidential system data.
- **HCM and Payroll carve-outs:** Accelerate your move to the cloud with specialized HCM transformation solutions. Free your system from legacy solutions and maintenance.
- **Optimize your SAP landscape:** Manage your SAP landscape with flexibility as your business transforms. Take only what you need on your S/4HANA journey.
- **Best practice cloud infrastructure**: Get best practice cloud templates and architecture to support lean, secure, agile testing of your business landscape.

- **Accelerated sandboxes:** Give your implementation team access to 'production-like' sandboxes to evaluate innovations easily, and quickly identify issues with existing data and configurations.
- **Manage tight project deadlines:** Our approach allows you to manage tight S/4HANA project deadlines more easily, using the power of our landscape management expertise.
- **Comply with data privacy regulations:** Data privacy and compliance should be built into the design of your new S/4HANA landscape. Our sophisticated tools help you support GDPR and other data privacy regulations.
- **Increase agility in your landscape:** Use your S/4HANA migration as an opportunity to move SAP workloads to the cloud, providing unprecedented scalability and flexibility.

What about your custom code?

With SAP Human Capital Management for SAP S/4HANA (H4S4) you can take your custom code with you, but it may need to be adapted to work on the S/4 CORE technology platform. Your assessment will identify any items for attention and review. Also, if the source system is not Unicode compliant, EPI-USE can provide assistance during the migration process.

PRISM assessment

Take advantage of our free automated PRISM assessment to help you determine the best options for your organization. To help you stay compliant with data privacy regulations like GDPR, the transport applied doesn't expose any of your employee or confidential system data. The data from the assessment is presented via an interactive web dashboard that we review with you to determine your system's complexity, and to give you strategic suggestions on your best path forward.

Get started with your free PRISM assessment today.
More information on SAP Human Capital Management for SAP S/4HANA (H4S4) can be found at https://www.epiuselabs.com/prism-for-h4s4

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.

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