



# Simplify Workforce Management with PwC's HXM Express Solution

Powered by SAP SuccessFactors

Two large, solid orange geometric shapes, resembling parallelograms, are positioned in the lower half of the slide. They are arranged horizontally, with the left shape slightly overlapping the right one, creating a sense of movement or a stylized 'Z' shape.

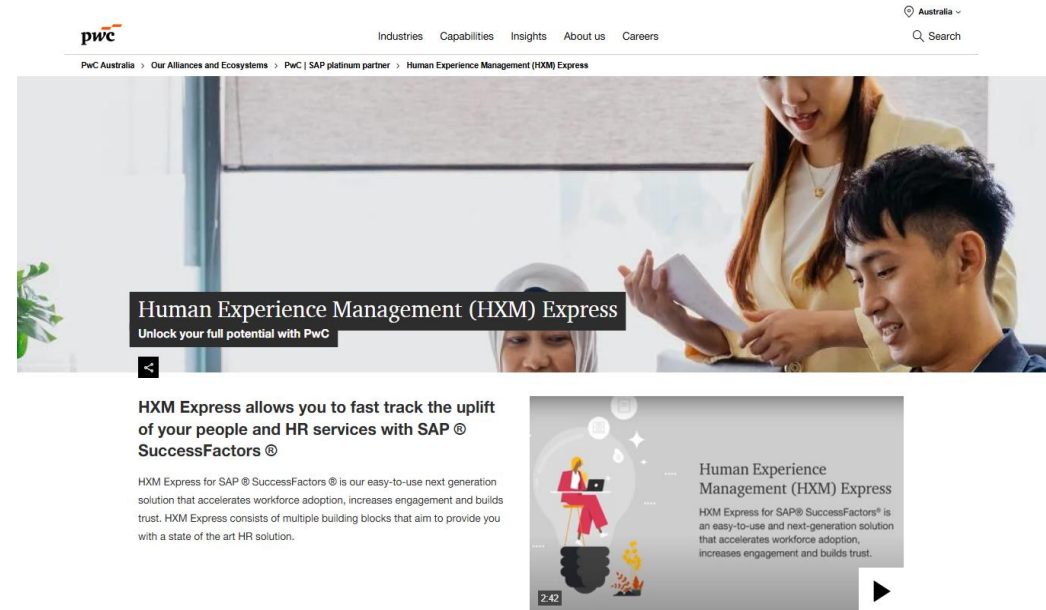
# What is PwC's HXM Express Solution?

- HXM (Human Experience Management) Express for SAP ® SuccessFactors ® is our easy-to-use next generation solution that accelerates workforce adoption, increases engagement and builds trust.
- If the customer has chosen SuccessFactors and aims to achieve success in their HR Digitalisation journey while maximising their investment, or if they are in search of an integrated HR/Payroll system, then PwC HXM-Express is the ideal solution. It facilitates quicker implementation, mitigates risks and costs, and delivers significant value to business users.
- Starting off in 2020, we have the full suite of SuccessFactors in HXM Express now with 20+ PwC territories as part of the program.

HR Digitalisation out of the box

High user adoption

Global & Local Coverage



SAP SuccessFactors



#1

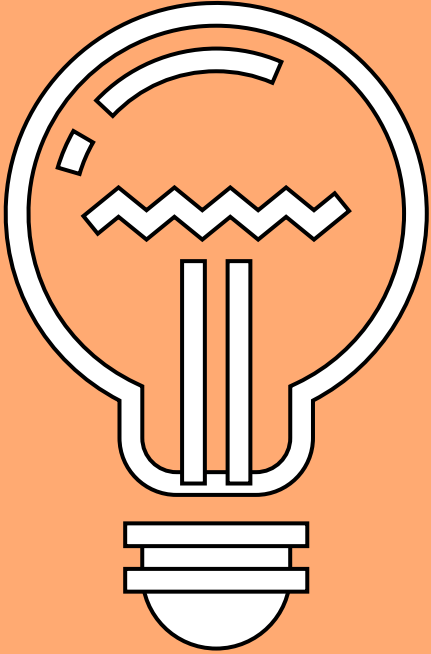
Worldwide for  
human resource  
consulting



2024 SAP Global Partner Excellence Award  
| Most 'Dependable' Partner for  
SuccessFactors category

# HXM-Express Components

Overview of our solution to fast-track success



**PR01**

HXM Express -  
Employee Central



**PR02**

HXM Express -  
Time Off & Time Tracking



**PR03**

HXM Express –  
Employee Central  
Payroll



**PR04**

HXM Express -  
Recruiting



**PR05**

HXM Express -  
Onboarding 2.0



**PR06**

HXM Express -  
Compensation &  
Variable Pay



**PR07**

HXM Express -  
Succession,  
Development and  
Talent Profile



**PR08**

HXM Express -  
Learning Management



**PR09**

HXM Express -  
Performance,  
Objectives, Continuous  
Performance and  
Calibration

**Note:** 20+ People Analytics reports are embedded in HXM Express for the components mentioned above

# HXM-Express is focused on delivering end-to-end digital HR Transformation

## Best-in-breed digital solution

Pre-built automation and extensions in SAP SuccessFactors, coupled with add-on products deliver integrated digital HR processes



## Leverage leading practices

Leading practice HR business processes and solution configuration allows the project team to spend less time reinventing the wheel and on non-value adding tasks



## Accelerate results

Businesses are increasingly adopting SAP's industry cloud solutions, which offer tailored best practices and innovations for specific sectors.



## Technology is only part of the equation

Leading our end-to-end transformation and change management approach embeds people, process, and technology to drive High user adoption



## Seamless Integration with S/4 HANA

Enables rapid, pre-configured integration between SAP S/4HANA public or private cloud, streamlining data flows and real-time connectivity



## Optimal alignment with SAP Strategy

Solution is in sync with the SAP strategy to drive HCM Cloud Move and boost AI, deliver BTP Extensions, etc.



# HXM Express includes the complete suite of SAP SuccessFactors features along with additional add-ons



**Pre-prepared workshop templates**

Employee Central is the basis for all other HR processes

Contains all global corporate & employee data, primary employee's HR record for all employees

Personal Information Fields

Field Name	Field Label	Type	Usage	Mandatory	Comment
Marital Status	Marital Status	PICKLIST	Yes	No	
Marital Status Since	DATE	DATE	Yes	No	
Attachment	ATTACHMENT	Yes	No		
Gender	PICKLIST	Yes	Yes		
Third Nationality	PICKLIST	Yes	No	Review published during testing	
Native Preferred Language	PICKLIST	Yes	No	Review published during testing	
Public Suffix	PICKLIST	Yes	No	Review published during testing	
Preferred Name	STRING	Yes	No		



**Pre-configured instance and populated workbooks**

Company Info

Search for records in job

Diagram showing employee hierarchy and data tables.



**Global leading practice business processes and roles**

SAP Signavio

Shared Documents > 1.6 - Employee Data, Information & Analytics > 1.6.1 - Manage Employee Data

### 1.6.1.2 - Manage employment data...

Level 2 - Revision 7 - Modified - Last modified 02/06/2023 - Last author sofia.holstus@pwc.com

This item version includes unpublished changes that are only visible in the preview mode. Latest published revision

Diagram showing process flow for Manage employment data.



**PwC University and Digital Adoption Platform**

PwC SuccessFactors University

Admin Start My Learning

Learning Search

Filters: DURATION, TYPE, TOPIC, VENDOR

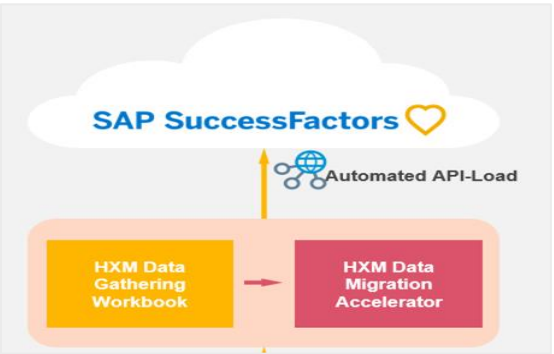
5 results

Event Calendar

Learning Search results showing various courses and their durations.



**Data gathering and migration accelerator**



**Total Rewards Analytics**

Total Rewards Analytics

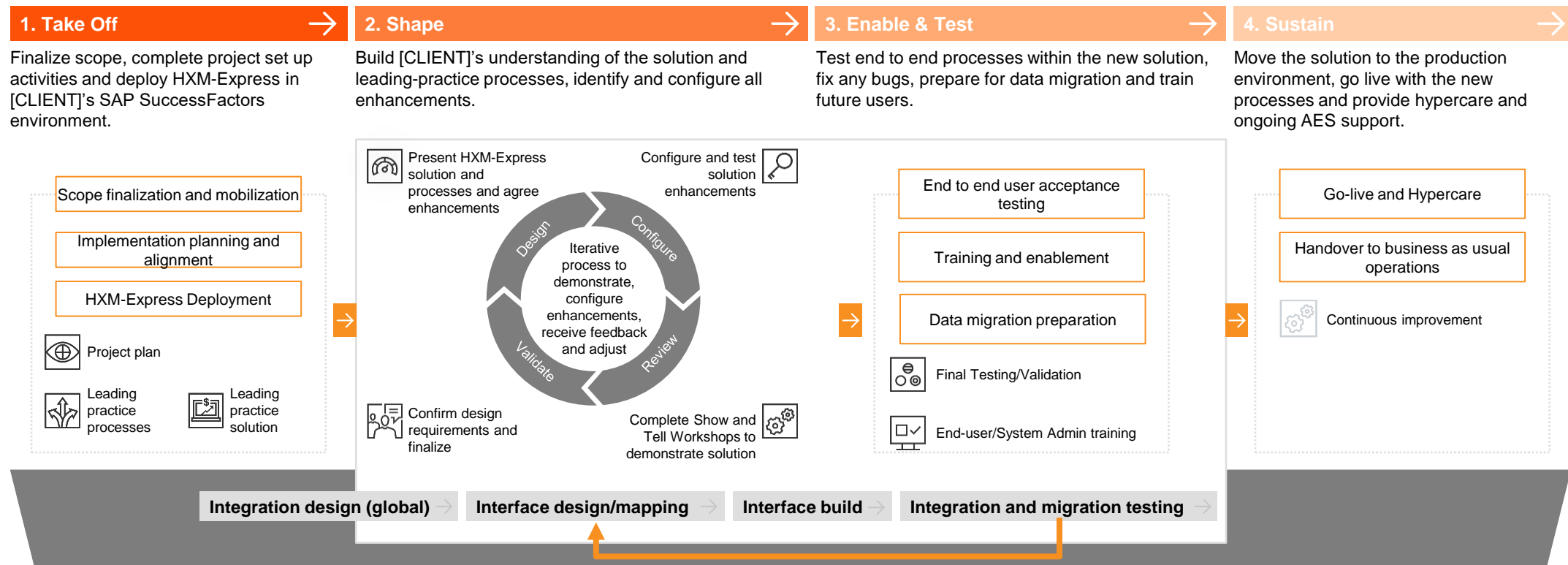
Employee Overview

Total Rewards: 105,328.43 (USD)

Employee Average Last 3 Years

Diagram showing various charts and tables for Total Rewards Analytics.

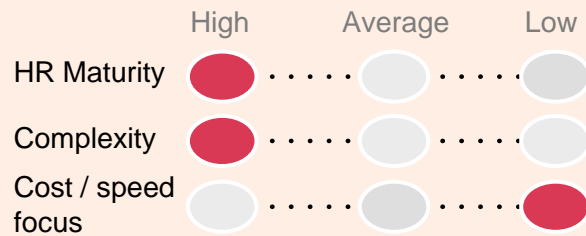
# We bring a structured approach for implementation focused on enablement



# We have developed three delivery approaches that can be tailored to meet client's needs

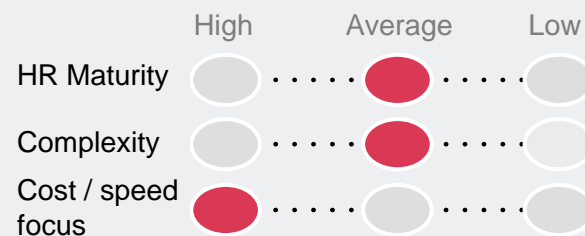
## Accelerate

Reduce the risk of replicating existing processes by starting with leading practice and utilising a fit-gap methodology to agree on requirements.



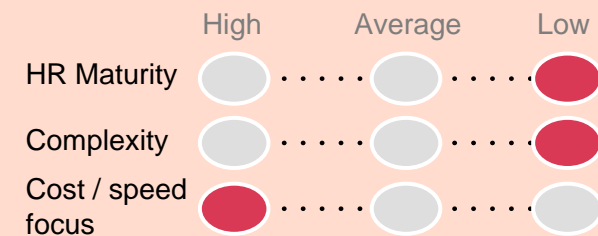
## Transform

Drive transformation and change quickly through adapting to leading practice processes and solution configuration with limited change, followed by a sustainability phase.



## Enable

Fully adopt the HXM-Express solution and leading practice processes 'as-is' through upskilling and engagement focused on building understanding.



**Note:** Reference Pricing structures are available for all the three delivery approaches

# What your HXM Express project journey looks like – from kick-off to go-live

## Accelerate

- Large sized organisations.
- 2 EBAs and 1 modern award covered in the base pricing
- Additional effort for more EBA's and awards.

Modules	Indicative Timeline
<ul style="list-style-type: none"><li>• Employee Central</li><li>• Time Off/Time Tracking</li><li>• Employee Central Payroll</li><li>• Talent</li></ul>	8-9 months

## Transform

- Medium sized organisations.
- 1 EBAs and 1 modern award covered in the base pricing
- Additional effort for more EBA's and awards.

Modules	Indicative Timeline
<ul style="list-style-type: none"><li>• Employee Central</li><li>• Time Off/Time Tracking</li><li>• Employee Central Payroll</li></ul>	7-8 months

## Enable

- Small-to-Medium organisations.
- Fit-to-Standard business processes and standard integrations.

HXM Express Modules	Indicative Timeline
<ul style="list-style-type: none"><li>• Employee Central</li><li>• Recruiting</li><li>• Onboarding</li></ul>	5 months
Onboarding 1.0 to Onboarding 2.0	3 months





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# Thank you

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