



Simplify Workforce Management with PwC's Human Experience Management (HXM) Express Solution

Powered by SAP SuccessFactors

A large, solid orange graphic element consisting of two overlapping trapezoidal shapes. The first shape is on the left, and the second shape is on the right, overlapping the first one from the right side.

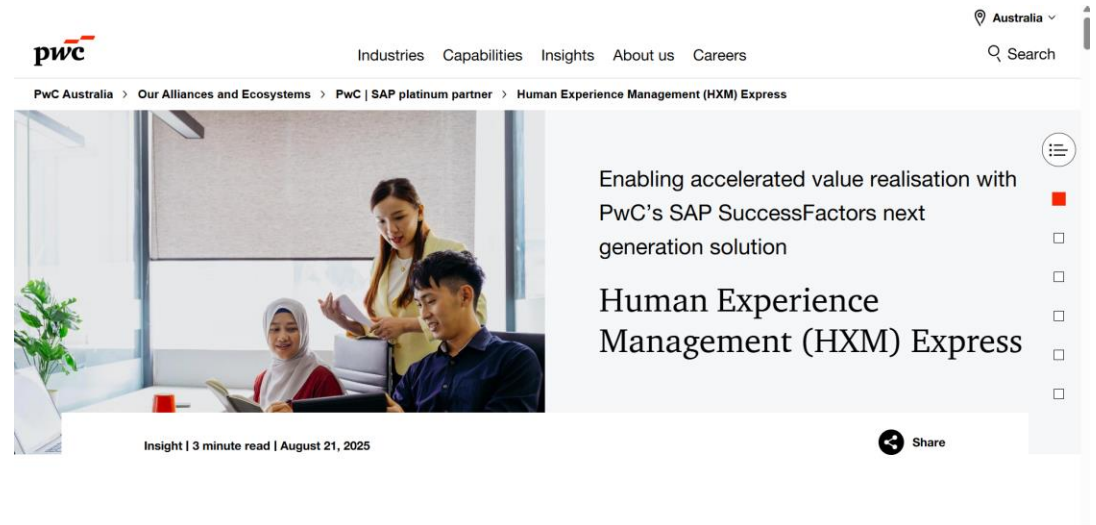
What is PwC's Human Experience Management (HXM) Express Solution?

- 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

Human Experience Management (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

Human Experience Management (HXM) Express comes with multiple accelerators along with add-ons

HXM Express Accelerators



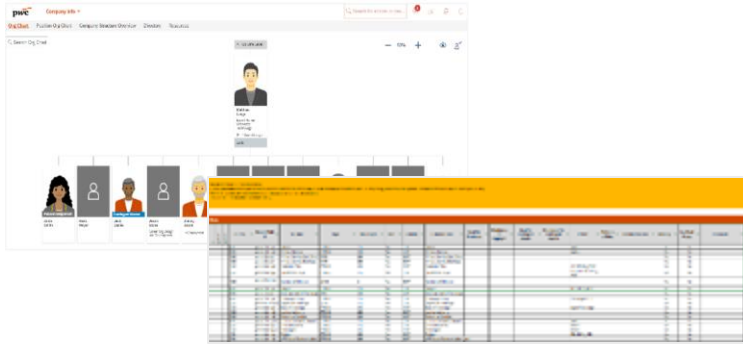
Pre-prepared workshop templates



Pre-configured instance and populated workbooks



Global leading practice business processes and roles



HXM Express Add-Ons



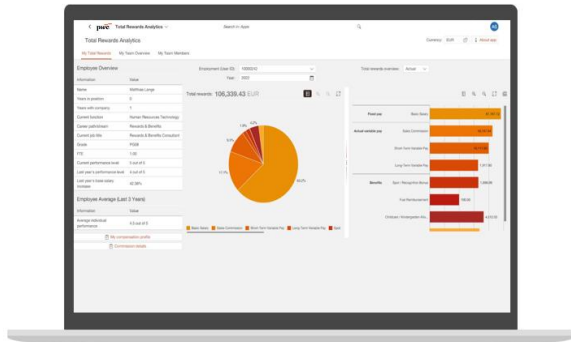
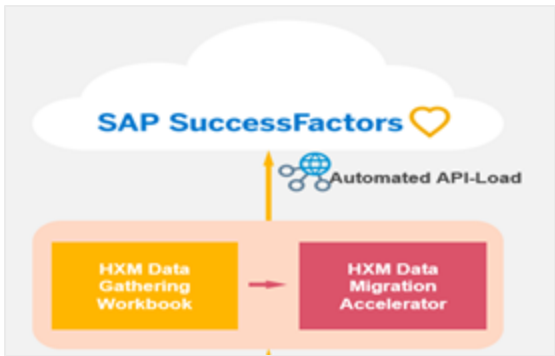
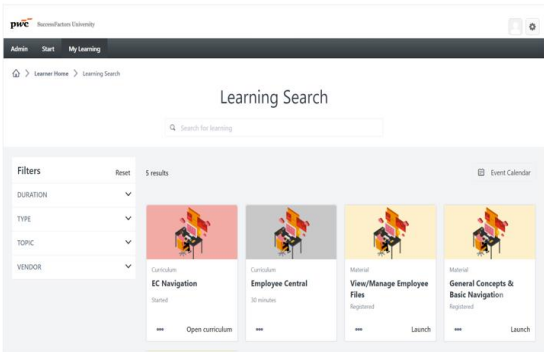
PwC University and Digital Adoption Platform



Data gathering and migration accelerator



Total Rewards Analytics



Human Experience Management (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.



We have developed three delivery approaches for organisations of sizes ranging from 500-8000 employees

Enable

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

	Low	Average	High
HR Maturity	●	●	●
Complexity	●	●	●
Cost / speed focus	●	●	●

- Small to Medium organisations : 500 – 1500 employees.
- Established Payroll but no talent enablement
- Standard integrations.

Transform

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

	Low	Average	High
HR Maturity	●	●	●
Complexity	●	●	●
Cost / speed focus	●	●	●

- Medium organisations : 1500 – 3000 employees.
- Established HRIS systems either using On-Premise SAP ERP for Payroll or third-party payroll and minimal or no talent software.
- Third Party integration via standard APIs.

Accelerate

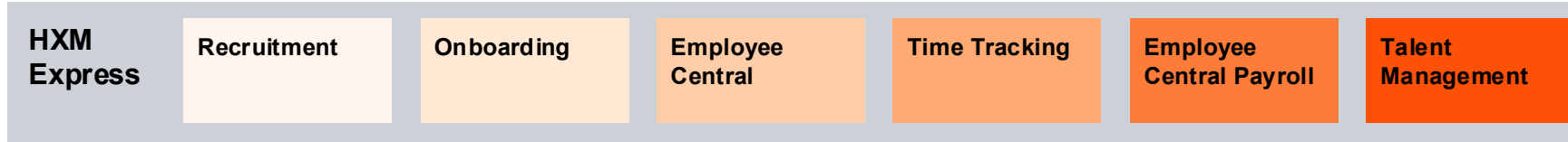
Reduce the risk of replicating existing paper-based processes by starting with leading practice and utilising a fit-gap methodology to agree on requirements.

	Low	Average	High
HR Maturity	●	●	●
Complexity	●	●	●
Cost / speed focus	●	●	●

- Large organisations : 3000+
- Established HRIS systems either using On-Premise SAP ERP for Payroll and self-service tools or third-party payroll provider
- Third party integrations via standard API

Human Experience Management Express Packages – Indicative delivery models

Based on the indicative timelines for phased HXM Express SAP SuccessFactors implementations.



Enablers

PwC Assets and Accelerators

Extensibility in SAP BTP

PwC Activate+ Delivery Methodology

Delivery Model - Enable
Employee Central, Recruiting (SmartRecruiters) and Onboarding

Delivery Model - Transform
Employee Central, Time Tracking and Employee Central Payroll

Delivery Model - Accelerate
Employee Central, Time Tracking and Employee Central Payroll and Talent Management

16 – 20 weeks

28 – 32 weeks

32 – 36 weeks

Sample size – 500 Employees
SAP SuccessFactors License for Employee Central, SmartRecruiters and Onboarding
One-off implementation cost

Sample size – 1500 Employees
SAP SuccessFactors License for Employee Central, Employee Central Payroll and Time Tracking
One-off implementation cost covering one EBA, and one Modern Award

Sample size – 3000 Employees
SAP SuccessFactors License for Employee Central, Employee Central Payroll, Time Tracking and Talent Management (PM/GM, LMS, Compensation)
One-off implementation cost covering two EBAs and one Modern Award



Key assumptions

- **Scope** – Costs and timelines apply to fixed-scope express solutions packages only.
- **Licensing** – Pricing is based on SAP’s minimum base license footprint and will be adjusted to actual user numbers after client discussions.
- **Testing** – PwC will manage Unit Testing (UT) and System Integration Testing (SIT); the client will manage User Acceptance Testing (UAT) and Parallel Payroll Run testing (PPRT), if applicable.
- **Data loads** – Up to three pre-cutover data loads are assumed (one each for SIT, UAT and PPRT(if payroll is in scope)).
- **Data responsibilities** – The client is responsible for data extraction and transformation; PwC will assist with data upload.
- **Change management** – The client will handle user training, stakeholder communications, and adoption planning. PwC will handle ‘train the trainer’ sessions.



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Visit our [**PwC Australia HXM Express Page**](#) for more details

Thank you

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