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ACCENTURE DATA COMPARISON MANAGER
FOR SAP SUCCESSFACTORS

SUCCESSFULLY MIGRATING PERSONNEL DATA TO EMPLOYEE CENTRAL AND OTHER MODULES

Whether reducing investment and operating costs, gaining scalability, or keeping up-to-date with the latest applications, cloud computing offers benefits for personnel managers and IT departments alike. The first significant challenge that stands in the way of using cloud solutions productively is that of data migration. No two systems have the same structure. Before a data migration can occur from one system to the other, adjustments and modifications are necessary to the legacy data so that they can be used in a form that is acceptable to the target SAP SuccessFactors system. And as all human resources executives know, where data migration is required, the potential risk to data integrity and inconsistency increases.

Simplified migration
Data integration reflects a consistent flow of data between systems and the establishment of manual and automated procedures to support a one-time exchange of data.

Data not only needs to be complete, but also must be correctly structured. Issues can arise when uploading flat files (such as text or binary code files) since data structures between the source and target system are not identical. As a result, conversion rules are needed for field value mappings—a time consuming and error-prone process.

Using Accenture Data Comparison Manager for SAP SuccessFactors, HR executives can perform structured uploads of personnel data easily, reliably and repeatedly. Alongside the necessary project documentation, our versatile administrative functions can provide reports on the progress and status of the migration. The solution verifies the quality and consistency of the data, both before and after the migration, protecting against risks and errors, and helping organizations achieve better business outcomes.
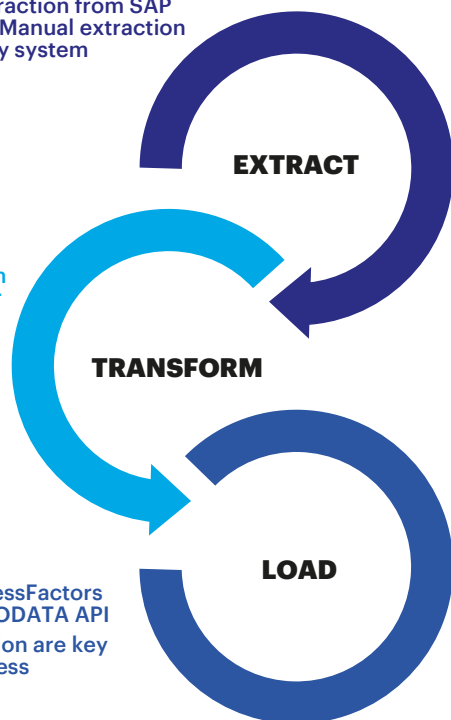
Accenture Data Comparison Manager provides
- Simple and effective data preparation and conversion of source data that is compatible and easily consumable by the target system
- Organization and management of the migration steps, enabling repeatability
- Fast and reliable identification of errors and inconsistencies through regular comparisons of the source and target data
- A proven workbench for displaying the comparison results and documenting exceptions
- Transparency in the migration progress due to clear project reporting.

Accenture Data Comparison Manager supports data migration to the Cloud

Automated data extraction from SAP ERP HCM system or **Manual extraction from non-SAP legacy system**

EXTRACT

Technical and business conversion rules leveraging our knowledge capital and industry best practices

TRANSFORM

LOAD

Data load into SuccessFactors with CSV-file or via ODATA API

Pre and post validation are key for conversion success

Features and functions include

- **Diverse selection options**
  Select employee master data and organizational information for the migration.
- **Versatile data conversion**
  Undertake simple field value mappings or control condition-related/case-related conversion rules taking time constraints in the source system into account.
- **Flexible load options**
  SuccessFactors file import and data load using Webservices (OData API) are available, both supporting delta loads
- **Two-way data comparison**
  Maintain quality control post migration using the comparison function that compares the data between the source and target systems.
- **Rapid project organization**
  Predefine the upload sequence and reuse conversion rules for quicker project organization.
- **Permanent use**
  Can be used for checking the data as part of regression testing (for e.g. between test and productive Employee Central instances after updating to a newer release).

HCM made simple
Find out how products in the Accenture Software for Human Capital Management portfolio can help enhance productivity in your organization. Ask your Accenture contact for information about:

- **Accenture HR Audit and Compliance Tool**
  Bringing consistency and quality to human capital management data
- **Accenture Clone and Test**
  Testing and migrating human capital management data easily, quickly and securely
- **Accenture Data Comparison Manager**
  Automating human capital management data comparison to maintain consistent, high-quality data
- **Accenture HR Management Suite**
  Simplifying remote access to human capital management tasks
- **Accenture Quick Document Builder**
  Automating correspondence management in Human Resources
- **OrgPublisher™ for SAP® solutions**
  Analyzing human capital management data for informed business decisions.

About Accenture
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Accenture Software combines deep technology acumen with industry knowledge to develop differentiated software products. It offers innovative software-based solutions to enable organizations to meet their business goals and achieve high performance.

The company's home page is
www.accenture.com/software.

Accenture Software for HCM's home page is
www.accenture.com/hcmsoftware.

Accenture Data Comparison Manager is a proven and powerful software solution to enable you to transfer personnel data from your SAP ERP HCM system to SuccessFactors, quickly, consistently and efficiently.

For more information about Accenture Data Comparison Manager contact:
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