

Digitalizing SAP HR Services

Migrating Legacy Systems to a Secure, Fiori-Based, User-Centric Experience

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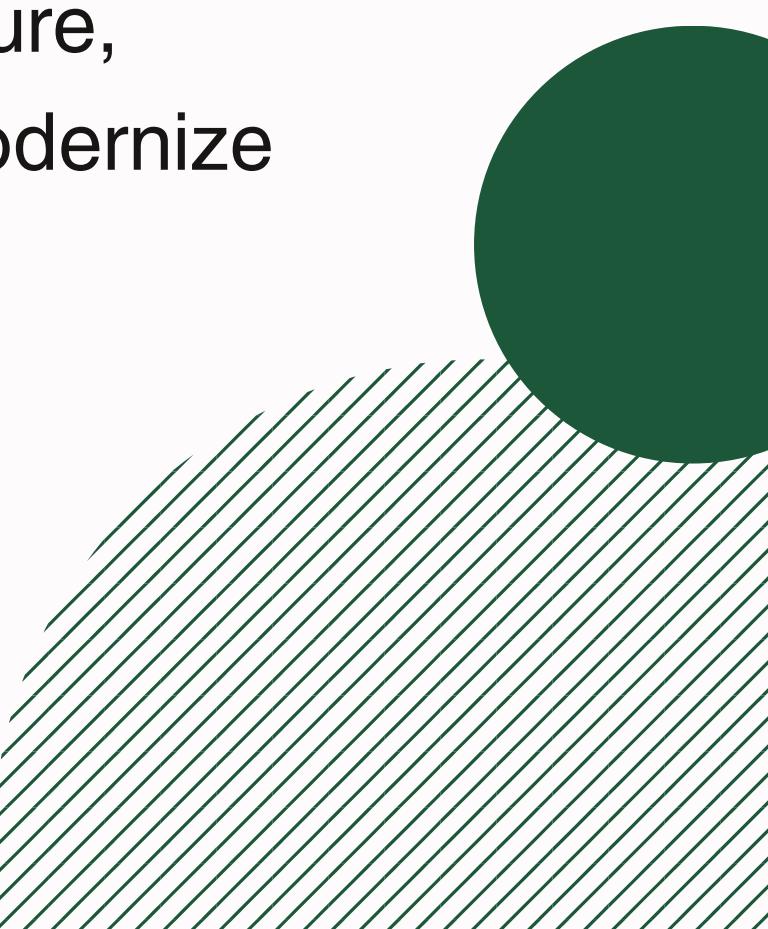
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Introduction

The rapid evolution of technology demands that HR systems undergo significant transformations to meet the needs of modern organizations. Legacy SAP HR systems often struggle with outdated interfaces, slow processing times, and a lack of mobile access, which hinder productivity and user satisfaction. These systems are also prone to security vulnerabilities, making it difficult to comply with current security standards. The project is focused on resolving these issues by migrating SAP HR processes to a Fiori-based user interface, which will provide a secure, responsive, and intuitive user experience. This digital transformation will modernize the system, streamline workflows, and enhance overall efficiency.



Objective – Modernizing Legacy SAP HR Systems

- Our objective is to migrate SAP HR services from legacy systems to a Fiori-based user interface.

Key goals of this migration include:

- Enhancing security and ensuring compliance with industry standards.
- Improving user experience through a modern, responsive UI.
- Creating self-explanatory forms that streamline processes and reduce training time.



Transitioning to SAP Fiori – Enhancing User Experience

- SAP Fiori offers a modern, intuitive, and consistent user experience across all devices – desktops, tablets, and smartphones.
- Fiori's responsive design ensures that users can access HR processes from any device, increasing flexibility and engagement.
- Self-explanatory forms created with Fiori reduce the complexity of data entry, improve user satisfaction, and ensure higher productivity.



Advanced Security Integration

As we transition from legacy SAP HR systems to a Fiori-based environment, security becomes a central focus. Legacy systems often have outdated security mechanisms, leaving sensitive HR data vulnerable to breaches and compliance risks. By migrating to Fiori, we are integrating advanced security measures, such as SAP's role-based access control (RBAC), which ensures that employees have access only to the information they need. Additionally, encryption is implemented across the system to protect data at rest and in transit. The Fiori framework also adheres to industry-leading security standards, ensuring we meet compliance requirements such as GDPR and ISO 27001. These enhanced security features not only mitigate potential threats but also provide peace of mind for both users and administrators.



Optimizing SAP HR Processes for Efficiency



- Leveraging Object-Oriented ABAP, Dialog Programming, and Remote Function Calls (RFCs), we have optimized key HR processes for faster execution and reduced resource consumption.
- These technical improvements translate into quicker processing times, better system performance, and more efficient data handling within the HR system.
- By streamlining operations, we can ensure that the HR system can scale with future business growth.

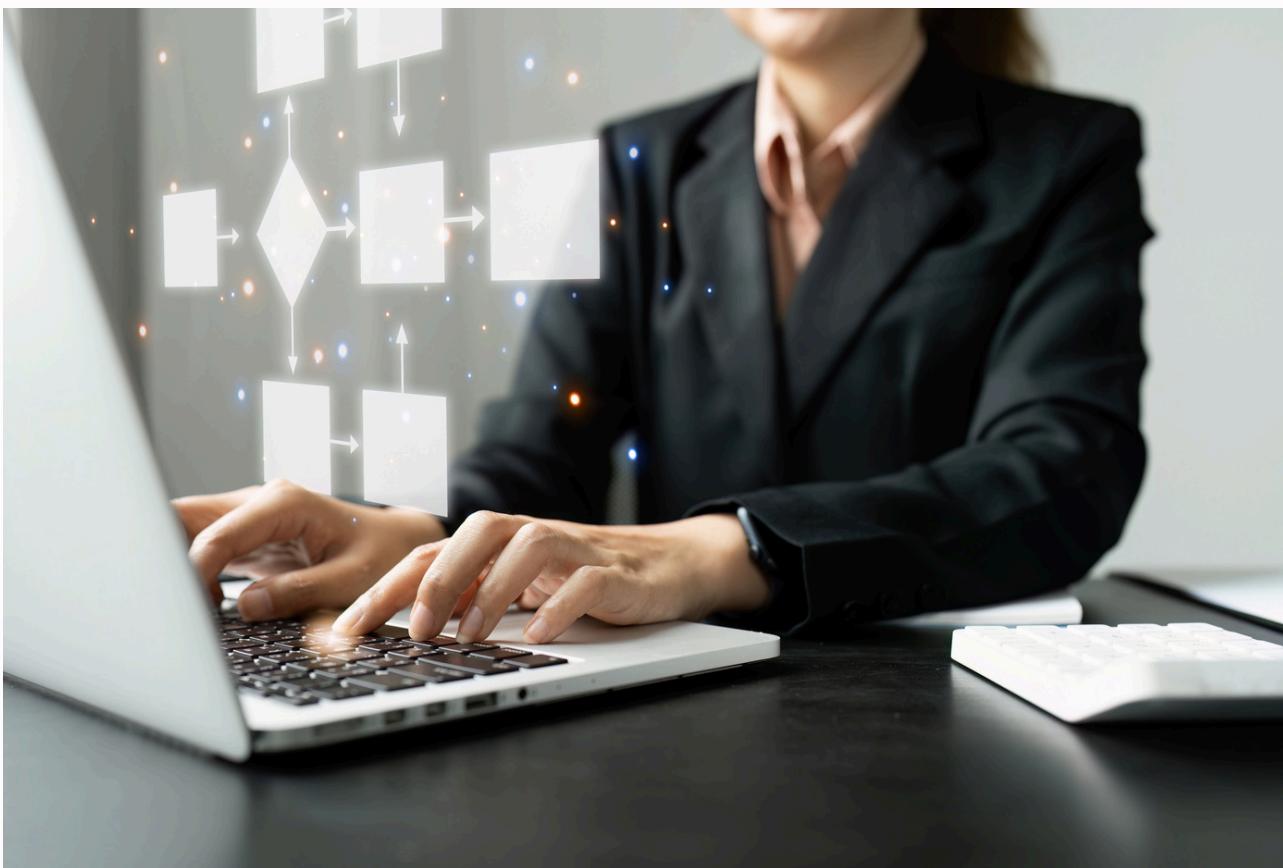
Enhancing Data Integration with SOA & Web Services

- To further optimize the SAP HR system, we are incorporating Service-Oriented Architecture (SOA) and Web Services. These technologies enable seamless integration between SAP HR and other key systems within the organization, such as Time, benefits administration, and external vendors. With SOA, data can be exchanged in real-time, eliminating the need for manual data entry and reducing errors.
- Web Services also enable automation of routine tasks, such as form submission and data validation, which enhances process accuracy and speeds up HR workflows. The combination of SOA and Web Services creates a more integrated, automated, and efficient HR environment, allowing for real-time updates and quicker decision-making.

Ensuring Compatibility with Modern Web Browsers

- With the discontinuation of Internet Explorer, it is essential to migrate SAP HR processes to a platform that supports modern browsers. Fiori's web-based interface is fully compatible with current browsers, including Chrome, Firefox, and Microsoft Edge, providing users with a seamless experience regardless of their preferred browser.
- This transition not only addresses current compatibility issues but also future-proofs the system for upcoming web technologies. As modern browsers continue to evolve with better security and faster performance, the Fiori-based HR system will remain adaptable and up-to-date, ensuring a smooth user experience across devices and browsers. This shift also mitigates risks associated with unsupported browsers and allows for continuous improvements in user interface (UI) and user experience (UX) design.

Innovations – Dynamic Forms & Automated Workflows



- Using SAP's Floor Plan Manager (FPM) and Adobe Forms, we've developed dynamic, interactive forms that adapt based on user input, making them more responsive and easier to use.
- Additionally, we created a custom utility that automates workflow delegation, ensuring continuous processing of tasks .
- This innovation not only enhances user experience but also ensures process continuity, reducing risks and improving reliability.

Conclusion

In conclusion, migrating SAP HR processes to a Fiori-based platform offers a range of benefits, from improved security to a modern user experience. The enhanced security measures ensure compliance with industry standards and safeguard sensitive HR data. The user-centric design of Fiori, with its responsive and intuitive interface, increases engagement and reduces training time. Additionally, the optimized system performance and streamlined workflows contribute to greater efficiency and scalability, preparing the HR system for future growth. By ensuring compatibility with modern web browsers and technologies, this migration future-proofs the system, positioning the organization to manage HR processes effectively for years to come.

A photograph showing six hands of different people, all giving a thumbs-up gesture against a blurred background of green and yellow foliage.

THANK YOU