SAP Globalization Services:
Highlights of SAP Local Version VE HCM

Speaker’s Miguel Benitez, SAP
Month 12, 2019
At the end of this lesson, you will be able to:

- Understand the scope of Venezuelan Payroll localization.
- Outline features of Venezuelan Payroll localization.
- Explain features of Venezuelan Payroll localization.
- Understand Payroll integration and support.
Agenda

- Local Version Venezuelan Payroll (HCM-PY) Quick Facts

- Solution Features:
  - Master Data
  - Payroll
  - Reports

- Additional Highlights
  - Integration with other components
  - Support
  - Legal changes process
  - Recommendations
Local Version Venezuela ( HCM-PY )

Quick Facts
Local Version of Venezuela (HCM-PY)

Quick Facts

**Key Strengths**
- Customizable and global product.
- Provides legal compliance for payroll runs.
- Integration with other components

**Challenges**
- Legal Changes
  - Sometimes come unplanned
  - Applicable on short Notice
  - Must be an often mission critical category
Solution Features: An Insight

Legal Compliance Snapshot
SAP HCM: Master Data

MASTER DATA

- Personal data
- Family data
- Organization data
- Profit shares
- Seniority
- Withholding Tax
- social security
- Forced Unemployment insurance
- Vacation Pay
- Law of Housing policy
- Loans
- Contract termination
SAP HCM: Payroll

**PAYROLL**

- Salary
- Social Security contributions
- Withholding Tax
- Seniority
- Contribution of national institute of education
- Loans
- Absences
- Legal Provisions
- Vacations
- Transfer Payroll Results FI/CO
- Termination payments
SAP HCM: Payroll

MANDATORY LAW REPORTS

- Yearly certificate of employee/Employer of withholding tax
- Report of Beneficiaries
- Work statement
- Employment novelties
- Report of housing law
- Report of contribution to national education institute
- Report of profit shares
- Report of apprentices
- Report of working hours
- Pay slip
Additional Highlights

- Integration
- Support
- Legal change process
- Recommendation's
Additional Highlights

INTEGRATION

- Integration with financial (FI)
- Integration with costs (CO)
- Integration with treasury (TR), Banks transfer and payments
- Budget
- Time Management
- Human Capital Management contains more than 45 integration points
Additional Highlights

SUPPORT

- Full support on Legal changes throughout the year delivered through SAP Notes and Support Packages, under PY-VE component.
- Software component SAP_HR and SAP_HRCVE
- Proactive Analysis backed up with Legal Experts.
- Country Page @ SAP Service Market Place: https://launchpad.support.sap.com/
- CIC – Customer Interaction Center
- Knowledge Base Articles (KBAs)
- Expert Chat
- Schedule an Expert
Additional Highlights

Legal Change process

1. Monitoring
   - Government official pages
   - News

2. Legal Change released
   - Government release or publish the law, like:
     - Law
     - Decree
     - Resolutions
     - Concepts

3. Analysis
   - SAP validate the impact into the system

4. Announcement of Legal Change
   - SAP publish a SAP note of legal change announcements

5. SAP validations
   - SAP Validation internal and/or external advisers

6. Validation of interpretations
   - SAP explain the interpretations and scope to customers
   - Validation between SAP and Pilot Customers

7. Development
   - SAP Labs develop new functionality
   - Unit test

8. Pilot customers
   - SAP release a SAP note in Pilot release mode
   - Only Pilot customers will be able to implement the SAP note

9. Release for Customers
   - SAP release and publish a SAP note of legal change for all installed base

10. Implementation
    - All SAP customers will be able to implement this SAP note
Additional Highlights

RECOMENDATIONS

- Not a “Do It Yourself” System.
- Expert knowledge required.
- User Training.
- Maintain the system updated at the last Support Package released.
Customer Collaboration

ASUG – Venezuela User Group

- ASUG Board consists of SAP and Customer representations
- Collaboration and feedback channel, A platform for sharing
  Best Practices and information exchange
- Early reflection of emerging opportunities.
- Focused programs to influence and smoothly implementing
  SAP Localization initiatives.
Lesson Summary

You should now be able to:

- Explain Payroll Requirements around Legal compliance
- Provide an overview of HCM Payroll Local Version Venezuela, Solution Coverage.
- Explain HCM Payroll Venezuela Localization features
- Understand solution support.
- Outline the Recommendations for implementation.
Thank you.

Contact information:
Miguel Benitez
LPM – Local Product Manager
Miguel.Benitez@sap.com
+57311 4827784