



HR Data Exchange™

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Reduces risk and implementation time in SAP HCM projects with proven data conversion software

Data migration: They're just upload programs, aren't they?

All data is not created equal. While all data conversions are important, the data that drives Human Capital Management decisions is essential to your organization's future. Historic pay rates, organizational charts, performance evaluations, HR master data, year-to-date payroll balances etc. are required for both a successful Go-Live and ongoing compliance reporting, compensation planning, talent management and succession planning. For these reasons, extracting historic HR and Payroll data and incorporating it into your SAP HCM landscape is of the utmost importance.

HR DataExchange is AspireHR's Windows-based data migration software solution. More than just uploading data, HR DataExchange changes the labor-intensive process of migrating legacy data to SAP HCM into a simple configuration exercise. This solution provides an end-to-end process to analyze, extract, map, translate, cleanse, validate, upload and reconcile 100% of requested historical data into SAP HCM. The end result is astonishing – it looks like you've always been on SAP HR.

“A well-timed wow factor was Go-Live. It truly ended up being a sleepy day and that was due to the strength of Aspire, who was able to ensure that our data was converted very cleanly.”

Venita Simcock,
IDEXX Pharmaceuticals,
Senior HR Business Partner

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Reduced Risk + Improved ROI

HR DataExchange reduces conversion risk by eliminating the need for custom programs and replacing them with the market-validated conversion methodology and process including automation and pre-built best practices. Your experts to spend more time on data analysis and validating results and by reducing technical, testing and reconciliation resource needs, project timelines are accelerated and the overall project cost is lowered substantially.

The hard dollar Return on Investment from a well executed data migration is clear. Not only are you avoiding potential delays and costly overruns to other teams on the implementation project, but a fully executed migration from your legacy HR system allows you to eliminate ongoing legacy license fees, maintenance costs and hardware costs and accelerate enterprise consolidation on SAP.

Features:

- ▶ **Data analysis:** Identify data quality issues up front and avoid surprises later in the project
- ▶ **Data extraction:** Automatically extract data and data definitions, eliminating the need to write custom extraction programs
- ▶ **Source-to-target mapping:** Merge and map multiple data sources to multiple target SAP systems and data repositories
- ▶ **Data security:** Protect sensitive employee data to ensure strict data security regulatory compliance is met
- ▶ **Migration process scripting:** Benefit from lessons-learned by using pre-built migration templates for many common HR systems, like ADP and PeopleSoft, to script and automate your migration process
- ▶ **Data upload:** Supports both SAP-provided and AspireHR-delivered data upload methods to all SAP HR data repositories
- ▶ **Migration Execution:** Execute all of your cutover plans and migration process steps automatically, including pauses for audit, reconciliation and user signoff
- ▶ **Reporting:** Accurately analyze and reconcile the data migration process by activating reporting capabilities on conversion results and data

Implementation time

After the product is installed on your desktop and an SAP transport is installed in your SAP HR system, you can immediately start working with HR Data Exchange. No development skills are required, and with online training you can hit the ground running.

