

Selected Reference Role

Albert Czech Republic - HR & Payroll Data Migration to SAP SuccessFactors EC/ECP | Dec 2021 - Feb 2023

This reference role provides a deeper view of one project assignment behind the Project Chronicle. It describes the Czech source-side/outbound migration responsibility and distinguishes it from the dedicated inbound team.

Role and project context

Formal role: SAP PA-PY Implementation Consultant. Functional responsibility: technical responsibility for the Czech outbound HR and payroll data migration pipeline and transformation process within the wider Ahold Delhaize transformation. Go-Live / migration effective date: 1 January 2023.

Scope and scale

Approximately 20,000 employees. Target scope covered SAP SuccessFactors Employee Central and Employee Central Payroll. The migration inventory contained 64 separately tracked migration datasets/items across EC Foundation Objects, EC employee data, ECP base data and payroll/time data.

Source landscape

Principal source: legacy SAP HCM / Payroll operated by ADP. Additional sources included legacy Albert SuccessFactors data and locally supplied business/SME data. SAP source extraction was performed primarily by infotype using SE16N and exported to XLSX.

Mapping and transformation

The central NL migration team owned the master XLSX mapping workbook and central governance. Czech source-side mapping was performed with local HR/payroll SMEs. The transformation pipeline used Microsoft Excel, Power Query, VBA and controlled manual exception processing. Confirmed patterns included direct mapping, value recoding, derived data and SME-supplied enrichment joined by SAP PERNR.

Migration lifecycle

Mock 1 -> Mock 2 -> Mock 3 -> Parallel 1 -> Parallel 2 -> Go-Live. The transformation functionality was reused and refined across successive cycles.

Handover, validation and corrections

Target-ready CSV/TXT files were handed over to a dedicated NL inbound team. That team performed pre-load validation and the physical EC/ECP load, followed by native target-interface validation. Findings were recorded and returned into the outbound correction process. Systematic defects were corrected in the pipeline; exceptional cases were handled through controlled correction datasets.

Outcome

Migration was completed according to the planned project and cutover schedule. No migration-related problems were subsequently identified. The first productive payroll was executed within the planned payroll period and employees were paid correctly.

Present-day perspective

The project is an important experiential input into the later HR & Payroll Data Migration Framework (DMF), but the later DMF terminology was not used on the project. Today the technical foundation would be redesigned around explicit raw/transformed/target-ready data layers, structured mapping governance and a formal Data Migration Blueprint.

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