Variance Monitor

Streamlines your analysis of variances in SAP® HCM data

Businesses use information technology in order to increase the efficiency and control of business processes, and reduce management risk. For IT systems to be of value to you as a manager, however, you need assurance that the data used is reliable.

Several IT processes, such as new implementations, application of support packs, or upgrades, and even normal data capturing, can put the data integrity at risk. It is thus essential for your business to find a way to check the accuracy of data, easily and effectively.

One way is to enable your employees with software that compares data from various sources and highlights any differences. The right product will be able to automate the comparison of large amounts of data from a great variety of sources, and be configurable to suit your requirements.

Variance Monitor (VM) is the fastest, most flexible and complete solution for comparing SAP Human Capital Management (HCM) data to identify and proactively eliminate discrepancies. VM can compare HCM data from almost any source with that from almost any target. Using flexible threshold and comparison rules, VM highlights each employee with a variance. This accelerates the resolution of any issues.

VM from EPI-USE Labs empowers your project teams and analysts to configure and automate comparisons. With issues proactively resolved, your data is more reliable, giving you confidence in your IT systems. With the decrease in effort, your business saves time and costs, while benefitting from VM's high ROI.

What if you could ...

reduce risks and costs of Support Packs and upgrades?
Automate checking for variances in HCM data
Compare all employee data in 70% less time

proactively resolve payroll inconsistencies prior to payday?
Accelerate period-to-period auditing

have confidence in your new implementation?
Compare data to a third-party system, without using Microsoft Excel

---

Why does your business need a comparison solution?

All businesses running SAP need to compare data at times, in order to ensure consistency. Common times are during upgrades or new implementations, after loading Support Packs, and when checking payroll and time data.

Updating SAP systems with Support Packs (SPs) or Enhancement Packs (EHPs) presents a challenge to businesses: the impact that such an SP or EHP will have on the current Production system is difficult to determine. Therefore, before loading, most companies conduct extensive testing. However, comparing data manually takes time, so this testing is usually done on a random sample, which lowers the accuracy of the results.

Every month, the payroll needs to be verified to ensure that the correct salaries will be issued. This is a laborious task of manually comparing pay statements to check for and identify discrepancies.

Similarly, you need to check your time data, as excessive overtime or irregularities can cost your business money. Comparisons with previous time periods, legislation and company policy would highlight such irregularities.

During a new implementation of SAP HCM, keeping your new data in sync with your legacy system is critical for the project, but can be difficult to manage. This is especially true when you want to perform parallel payroll runs.
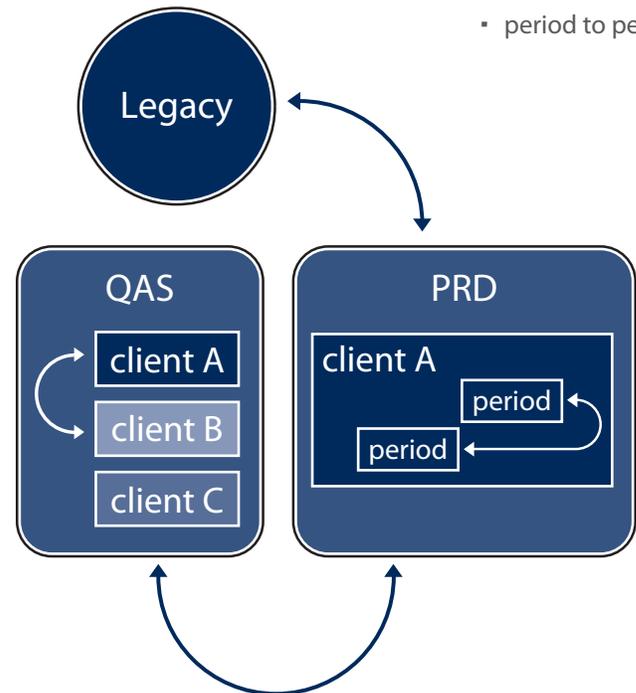
You therefore need a software solution that significantly reduces or eliminates manual comparisons, and that can handle large amounts of data. The solution needs to highlight variances and assist you to resolve the cause. Furthermore, it should be able to compare data from a variety of sources and targets.

Your comparison solution: Variance Monitor

With Variance Monitor (VM) from EPI-USE Labs you can find and highlight variances in SAP HCM data, according to tolerances that you set. The product allows you to specify tables, fields, wage types and difference tolerances to use in analyzing your payroll, time and HCM master data. Once complete, VM reports on the variances by providing multiple output comparisons in the form of ALV grids, forward-navigating drop-down lists and evaluation statistics. Variance Monitor therefore enhances and accelerates period-to-period auditing and the testing of upgrades, Support Packs and new SAP implementations.

Variance Monitor compares:
- your third-party legacy system with SAP
- different SAP systems
- clients on the same system
- period to period

"At Fairfax Water, we use both Data Sync Manager and VM as a mandatory part of our Support Pack testing cycle because we can depend on the results to enhance our testing efforts. We compare payroll between an environment with the new Support Packs and one without to ensure we maintain consistent results. Using the EPI-USE tools saves us time and allows us to check our entire employee population before applying the support packs to Production."

Brian Clements, **Fairfax Water,** Virginia, USA

How can we help you?

Enjoy flexible rule creation

VM's dynamic customizable rule engine allows you to compare any combination of wage types, time types, payroll tables, time tables and PA master data. In addition, you can specify the percentage or value differences allowable for variances. The list of rules is user-friendly, while a graphical display makes determining the order of rule execution easier.

Verify new implementation of SAP HR/Payroll

VM allows the comparison of any payroll results, time results and master data from a legacy system with data from a new implementation. A useful interface enables you to specify the layout of a legacy file, so that the file can easily be used in the comparison. VM is thus useful, for example, during the parallel run phase of an implementation: it helps you ensure that everything is correct, allowing you to go live with confidence!

Accelerate Support Pack testing

With VM you can easily compare two SAP systems, such as Production and QAS. To test the effects of a Support Pack, use a product such as EPI-USE Labs Data Sync Manager to copy up-to-date Production data to QAS, then apply the Support Pack to QAS. Using VM to then do a comparison will significantly accelerate the identification of any discrepancies. Resolving these issues enables error-free transition of your transports to the Production system.

Reduce risks of upgrades

When upgrading, use VM during the parallel-run testing phase to check that payroll and time results are identical between the two systems on different SAP releases. This means that before cutover to the newly upgraded Production system, you can be assured of the quality and consistency of your data.

Compare period with period

VM gives you the ability to compare payroll results, time results and master data from different periods in your Production system. An early warning mechanism highlights inconsistencies in the data, allowing you to rectify issues before the payroll is closed. You can also ascertain any changes to key infotype data prior to the payroll deadline, thus increasing the accuracy of your payroll.

Furthermore, for all employees in the comparison, VM can summarize differences in the payroll by wage type. This makes it easy to identify wage types causing the most problems. You can then zoom into the details to see the data for each employee.

Reduce costs with time comparisons

You need to ensure that your time data does not have undue irregularities. Use VM to compare overtime across time periods or against company policy or legislation to point out where excessive overtime is being worked. You can also look for discrepancies between evaluated time data and union rules or company policies. VM can thus save your business money.

Monitor reduction of errors

During a comparison VM automatically collects detailed statistics that highlight how many employees were compared, how many errors occurred and where the problem areas are in the test data. This is invaluable for the project team in determining which problems to focus on. Between multiple runs these statistics will show Management what progress has been made on the project.

Compare systems via file

VM enables the comparison of data via file. Data exported to a file from a source system (such as Production) can be compared with a target system (such as Test). Once the file is extracted from Production, you can use it repeatedly, saving you time and effort.

VM output options:

- Use the **ALV output** for foreground comparisons
- Do **interactive reporting** with the drill-down list
- Output your results into **text files**
- Highlight errors with **report statistics**

Other Variance Monitor features and capabilities:

- Support for **concurrent employment**: compare on a Person or Assignment level
- **Payroll simulation run** to allow comparison of previous payroll with simulation for current period
- SAP authorizations to ensure **data security**
- No extra cost for **customizing** multiple payroll and time tables
- **Multi-level analysis** to enable comparisons on different levels
- Option to specify **additional output fields** from infotype 0001
- Ability to compare a single, sample set of employees or the **entire population**
- Support for **auditing compliance**: highlights null and/or high payments

Variance Monitor

Who will benefit?

Your project and testing teams will be delighted that Variance Monitor eliminates manual comparisons of random samples, by empowering them to configure and automate comparisons of HCM data from a variety of sources. Comparisons are faster, and any variances are conveniently highlighted. Your payroll managers will enjoy VM's ability to compare payroll period with period and to monitor threshold variances. All your users will benefit from more reliable data in your SAP system.

Who will be interested?

As a manager in a business running SAP, you will be interested in the improved productivity, the time and cost savings, and the confidence in your data that Variance Monitor brings. The ease with which the effects of new implementations, upgrades or support packs can be checked, means that company resources can be utilized more effectively. VM's ability to compare payroll and time results with legislation assures you of auditing compliance. Your business benefits from enhanced control and efficiency.

Technical specifications	
SAP releases supported	4.6C, 4.7 x 110, 4.7 x 200, ECC5 (ERP2004) and ECC6 (ERP2005)
Extendability	Users can create own comparisons
Installation	Via a transport to both SAP test and control systems
Additional hardware required	None
Additional middleware required	None
Languages available	English and German (French, Spanish and Portuguese available soon)
Languages in which support is available	English, German, French, Spanish, Italian, Hebrew, Korean, Dutch

About EPI-USE Labs

Our passion at EPI-USE Labs is to help you to get the most out of your SAP system, to improve the efficiency and profitability of your business. We specialise in the development of innovative software products that optimise your SAP environment in the areas of Client and Data Copying, Reports, Variance analysis, Time, Payroll and Tax.

Our customers around the world remain important to us, and often compliment us on our excellent services and support. They appreciate our technical expertise and extensive experience in SAP, and our 24x7 support.

At EPI-USE Labs, our aim is to provide high-quality solutions that simplify and speed up your data management, giving you the information you need for managing your business, when you need it.