EIR™

SuccessFactors® Expertise.
Delivering HCM Results.

SAP Gold Partner

SAP SuccessFactors®: Employee Central® Core HR

Operational Precision and Strategic Enablement

Powering Core HR with Structured, Actionable Data

This guide outlines how EIR supports HR teams in implementing SAP SuccessFactors Employee Central® (EC Core), the foundational layer that powers modules such as Recruiting, Onboarding, Performance, and Compensation. It also highlights how EIR WORK*stream*® automates complex, manual processes to accelerate implementation and reduce effort.

Core HR | Recruiting & Onboarding | Learning & Development | Performance & Goals | Compensation | Succession Planning | Platform Support

Employee Central: Foundational Data and Workflow Management

EC Core is the core HR system of record for managing and centralizing essential employee data and transactions, tracking changes such as promotions, pay updates, and transfers. While empowering self-service for employees and managers, EC Core automates workflows and approvals, and preserves organizational structure, including reporting lines, org charts, and contractor records.

Clients engage EIR to implement EC Core as part of a larger SuccessFactors rollout or to link to existing modules. In some cases, clients seek standalone or multi-module implementations, often with complex integration needs, such as payroll, benefits vendors, and finance systems.

With decades of expertise in SuccessFactors, EIR works with clients at global enterprises and mid-sized organizations. EIR adapts to diverse employee populations and regulatory requirements by tailoring the configuration and implementation of EC Core to each client's business needs.

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Data that Drives Value

At EIR, we believe human capital management (HCM) technology should serve a higher purpose: Enabling HR teams to create meaningful connections and drive value throughout their organizations.

EIR WORK*stream*® is our suite of proprietary, modular applications that automate the complex, manual processes that SuccessFactors doesn't solve out of the box. Built by the SuccessFactors implementation experts at EIR, each WORK*stream* module targets a specific need, from bonus accruals to incentive plan design, and turns it into a scalable, repeatable, audit-ready process.

By aligning SuccessFactors software implementation with your business goals, **EIR helps HR professionals deliver impactful results** that improve workforce experiences and organizational performance.

Making Employee Data Work for People and Business

As the system of record, companies require accurate and secure employee data, while employees seek the autonomy to perform self-service tasks, including time-tracking and benefit management. Managers and employees both want accurate, secure core data, with approval and workflow functionality configured and operating properly.

Implementing EC Core requires a keen understanding of your employee population, the integrations your systems require, and the innate flexibility of the EC Core module and how to use it to your advantage.

Outcomes for Managers

- A single source of truth for workforce data
- Automation of core HR processes
- Global workforce management
- Integration across the HCM ecosystem
- Audit-readiness and compliance
- Adaptability and scalability

Outcomes for Employees

- Self-service functionality
- Clear organizational structure and role visibility
- Faster access to services
- Improved employee experience
- Confidence in data accuracy

Our team of experts has a long history of working with the EC Core module, as well as **EIR's WORK*stream*—our proprietary automation software that takes HCM processes to the highest level.**

Integrity Rooted in Client Service

EIR has earned a reputation for consistently delivering on outcomes for our clients, with differentiators that set us apart, including:

Full Historical Data Conversion Capabilities:

EIR's WORK*stream* tool allows us to help clients migrate complete historical data from their legacy systems, which many competitors claim "can't be done." This reduces reliance on old systems, ensures compliance, and improves reporting accuracy.

Proven Problem-Solving:

We're known for resolving complex job architecture, compensation, and integration challenges that others can't. It reflects our history of solving complex HRIS challenges with precision and empathy.

WORK*stream* Accelerators:

Our WORK*stream* tools offer pre-built integrations for ADP, BenefitFocus, and others, with automation features that shorten timelines and reduce manual effort.

Business-first Configuration:

Client-specific operational needs are prioritized over rigid SAP best practices if they don't align with your business context.

Delivering what others say can't be done is more than a motto for EIR. We pair technical excellence with HR fluency as a trusted partner in every SuccessFactors transformation.

Our Implementation Approach

For each client engagement, EIR uses a process-oriented methodology that includes:

- **Discovery and planning:** Begins with a deep discovery process, asking the right business questions, and understanding integrations, employee populations, and workflow requirements.
- **Tailored System Design:** Ensures both technical precision and operational fit, with process-driven configuration aligned to business needs, not solely SAP best practices.
- **Data migration and cleansing:** Uses WORK*stream* to convert and load full employment history, ensuring a forward-compatible foundation to support scaling and agility.
- **Integration with external systems:** Implements integrations for benefits, payroll, finance, LinkedIn Learning, or other systems. EIR has the expertise you need.
- **"A Team" Consultants:** Allows our clients to work with experienced senior consultants on every engagement — there is no "B Team" — enabling faster delivery and fewer handoffs.
- **Ongoing Optimization and support:** Assists with system enhancements, reporting improvements, and adaptations for business changes, such as job or pay structure redesigns.
- **High-impact Follow-up:** Helps with larger or higher-impact changes, complex reporting needs, or module expansions, even for clients with HRIS teams.

Real-World Results, Built into Every Implementation

EIR clients consistently report success with business outcomes that include:

- **Full history data conversions** into SuccessFactors, including reformatting, cleansing, and loading
- **Ready-made integrations** with applications including WORK*stream*, BenefitFocus, and ADP, among others
- **Reduced implementation** time for faster time to value
- **Easier configuration changes** to job architecture or pay architectures
- **Streamlined people analytics reports** and stories for HRIS report-outs
- **HRIS enablement** for the implementation of additional modules

Questions to Ask When Choosing a Partner

To evaluate implementation partners effectively, HR leaders should ask:

- How do you tailor HRIS workflows to match our unique process?
- What experience do you have integrating EC Core with our existing tools and applications?
- How do you build ease-of-use in payroll, benefits, and learning and development?
- How much HR experience do your solution architects have, beyond technical credentials?
- How does your design reduce complexity and ensure future adaptability?

Clients choose EIR for our senior-level expertise, efficient delivery, and focus on long-term value. We reduce complexity, improve user experience, and elevate HR's role across the business.

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Choosing EIR Means Powering Precision and Performance

Your EC Core platform is a strategic asset that drives the successful use of all other SuccessFactors modules. With EIR, you gain a team that understands both HR and SAP SuccessFactors, moves quickly, and delivers lasting value.

Let's build the foundational home for your employee data—together.

Contact EIR's SuccessFactors Experts

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Founded in 2007 by France Lampron, a pioneer in HR technology, EIR is built on a passion for innovation and a commitment to excellence. Our collaborative approach and proven expertise ensure tailored, state-of-the-art solutions for every client, solidifying our reputation as a trusted partner in delivering measurable results.

By combining deep expertise with a client-first approach, EIR ensures every engagement produces meaningful outcomes. We transform HCM technology into a strategic enabler of business success, helping HR & HCM teams deliver quality, impactful results that elevate their organizational role.

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