

“BIG BANG” vs. PHASED Migration Approach

Choosing the best path forward in your cloud migration depends on your organization’s structure, timeline and goals.

We have highlighted key areas to consider to help you make the best decision.

BIG BANG

All employees go live at the same time – a “Core Hybrid” approach.

Employee Central will be your system of record for all employees.

Employee data will flow only one way (EC → SAP).

THINGS TO REMEMBER:

- 1 Data migrations, conversion, data validation approaches, and all required regulatory approvals must be confirmed globally for go-live.
- 2 Switching to a phased approach after the project kick-off is NOT recommended because it requires a total redesign of your approach and replication process.

➤ [Click here to learn more about how to choose the optimal migration approach for your organization.](#)

PHASED

Staggering your employee go-lives, “Side-by-Side” or phased approach.

The live population will use Employee Central as the system of record. It will replicate employees down to legacy SAP.

Non-live population will maintain SAP as the system of record and transfer the relevant information to Employee Central using either web service integration or file extracts.

THINGS TO REMEMBER:

- 1 Split your population by company or country for the phases.
- 2 Configure the allowed countries as part of the SAP inbound logic to filter out countries that are not in scope.