



SAMPLE BUSINESS CASE

Work Schedule Builder

2025



DISCOVERY
CONSULTING

DiscoveryConsulting.com.au

This document presents a sample business case for the installation of the software tool, Work Schedule Builder. It outlines the problem statement for what is to be solved, details the proposed solution, and quantifies the expected benefits, including cost savings and efficiency gains. This can then be used to tailor a business case applicable to your organisation's circumstances.

Please note: The [metrics](#) presented are from a sample of customer data and should be updated with the applicable outcomes expected for your organisation. Discovery Consulting can assist further with the business case.

1. Executive Summary

Project Title:

Work Schedule Builder

Brief Overview:

There remains a heavy reliance on administrators with specialised knowledge to create and maintain work schedules in SAP SuccessFactors Employee Central (EC) and then to again set up and transport the configuration in SAP Payroll.

On average, creating and replicating a single work schedule takes 3 hours, leading to 12 hours of administrative burden per week (based on 4 schedules).

Over a year, this amounts to 624 hours, or the equivalent of nearly 16 weeks per year spent on manual schedule maintenance.

Installing the Work Schedule Builder will save 572 hours, representing a 91% savings. This would save \$45,000 annually.

2. Introduction

Problem Statement:

Creating a work schedule in SAP SuccessFactors Employee Central and SAP Payroll requires a work schedule to be created in two areas. Firstly it is created in Employee Central, which could be performed by an HR Administrator. It must then be configured in SAP Payroll. Typically, this would be done by the IT department, as this is first created and then needs to be transported through to the test system for verification, prior to being transported to production.

Currently, this requires 12 hours per week to create work schedules across both systems, which requires an effort of around 624 hours annually, or a cost of \$49,000. This can also be prone to errors as each schedule needs to be effectively created twice.

This process typically involves multiple types of staff; HR/payroll system administrators, IT/Basis resources to manage transports, as well as the people involved in any approval processes.

Proposed Solution:

By installing the Work Schedule Builder, maintenance can be performed in a single location across both modules of SAP. The simple user interface no longer requires complex entry or use of transports, saving time and reducing potential risks and errors.

The user-friendly interface enables managers/HR staff to create or copy schedules with minimal training. It is a self-service option that allows schedule creation during everyday processes (e.g. recruiting, job info changes) and reduces administrative bottlenecks.

The process is now automated and provides validation with key advantages of:

- **Filtering & Search:** Quickly locate existing schedules or similar patterns for replication.
- **Relevant to Employee Roles:** Create single or multi-week patterns, duration-based or with start/finish and break times to suit your workforce needs
- **Customer-Specific Validations:** Prevent duplicates and conflicting data by providing automated alerts.
- **Custom Naming Conventions:** Supports customer naming standards for easy identification and reporting.

3. Business Justification

Efficiency across the HR and IT teams for the set-up provides an annual saving of staff time & effort, as well as reducing the risk of Payroll errors. The reduced manual steps translate into decreased error rates and associated compliance risks. The improved user experience with the streamlined interface facilitates faster adoption by managers and the HR team and removes the dependency upon transport tasks by the IT team.

Payback Period: Year 2

Total ROI over 5 years – Initial Investment: 205%

Average ROI per year: 41%

If you'd like to find out more about this tool, please contact us for a demonstration at info@discoveryconsulting.com.au.