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Luckily, SAP recently announced a new on-premise HCM solution to be launched in 2022: SAP HCM on-premise option for SAP S/4HANA. By trading ECC6 for S/4HANA as the driving force, HCM will be able to retrieve data much faster. And there's more good news: SAP has committed to supporting SAP HCM S/4HANA on premise until at least 2030.

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