

SAP SuccessFactors

PUBLIC

Document Version: 2H 2026 – 2026-11-12

Migrating Data from SAP ERP HCM to Employee Central Using Infoporter

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1 Overview of Data Migration from SAP ERP HCM to Employee Central

Learn how to implement data migration from SAP ERP HCM to SAP SuccessFactors Employee Central using the Infoporter data migration tool.

The scenario we are describing here is the following: You set up a **new** Employee Central system and want to migrate data from an **existing** SAP ERP HCM system to Employee Central. After the migration, you switch from using SAP ERP HCM to using Employee Central as the system of record for the migrated data.

After executing all steps described here you will be able to migrate organizational data and employee data from SAP ERP HCM to Employee Central using Comma-Separated Values (CSV) files or web services. You can carry out a one-time replication of data that refers to organizational units, jobs, and positions, including the relationships between these objects, and of data that refers to employees from SAP ERP HCM to Employee Central, or you can also use the delta-enabled web service transfer mode. By using the delta-enabled web service transfer mode, you can set up continuous migration of employee data. After the migration, you can start replicating data from Employee Central to SAP ERP HCM. You can work on the replicated data in Employee Central and plan to use the SAP ERP HCM system based on the *Core Hybrid* or *Side-by-Side* deployment option.

> **Note**
>
> Data migration from SAP ERP HCM to Employee Central uses the Business Integration Builder, which is also available for replicating data from SAP ERP HCM to Employee Central when using the *Side-by-Side* deployment option. For more information about this deployment option, refer to Integrating SAP ERP HCM with Employee Central Using the Side-by-Side Deployment Option.

> **Caution**
>
> Usage of any integration software and content provided with the SAP Business Suite or SAP ERP HCM software and applicable to an integration between the SAP Business Suite or SAP ERP HCM and SAP SuccessFactors Employee Central is permitted only with SAP ERP HCM and a valid, current contract for SAP SuccessFactors Employee Central.

Target Group of This Document [page 5]
: Take a look at the target groups this document is intended for.

Terminology [page 5]
: Here's an overview of some terms used in this document, which might be unfamiliar to you.

Sequence of Data Migration Steps [page 8]
: We recommend that you set up data migration from SAP ERP HCM to Employee Central using this sequence of steps.

1.1 Target Group of This Document

Take a look at the target groups this document is intended for.

The following groups of people will benefit from reading this document:

- Implementation partners, consultants, and Technical Support, for fast support of customers and prospective customers
- Cloud operations
- SAP-certified administrators at customer site

Parent topic: Overview of Data Migration from SAP ERP HCM to Employee Central [page 4]

Related Information

Terminology [page 5]
Sequence of Data Migration Steps [page 8]

1.2 Terminology

Here's an overview of some terms used in this document, which might be unfamiliar to you.

Terminology Overview

Term	Abbreviation	Definition
Application Programming Interface	API	An interface technology for connecting application systems with one another.
Business Add-In	BAdI	A technology used to adapt SAP software to specific requirements. BAdIs are used to create predefined enhancement options in SAP ERP HCM, which can be implemented by partners and customers.
Business Integration Builder	BIB	A generic framework used for the mapping between SAP ERP HCM and Employee Central data model which can be used for transferring data between the ERP and EC systems and vice versa.

Term	Abbreviation	Definition
Central Person	CP	An object in the SAP ERP HCM system that links the employee to the business partner, which means, to a party in which a company has a business interest.
Comma-Separated Values file	CSV file	A file that stores data, such as numbers and text, in plain text. Each line of the file is a data record. Each record consists of one or more fields, separated by commas.
effective dated	–	Effective-dated Employee Central fields have a history associated with them while non-effective dated fields do not have a history. For example, compensation-specific fields are effective dated while fields like *Name* and *National ID* are not effective dated.
feature	–	An object in the SAP ERP HCM system that determines default values by querying different personnel and data structure fields.
Intermediate Document	IDoc	A format for electronic data interchange between systems.
personnel number	PERNR	The identifier of an employee in the SAP ERP HCM system.
system of record	–	The system in which an employee is mastered, meaning, the system that is the authoritative data source for the employee's master data.

This is an overview of terminology changes we've made for the Business Integration Builder (BIB). Using BIB you set up the SAP ERP HCM system for organizational or employee data replication from Employee Central.

Terminology Changes for Business Integration Builder

Old term		New term	
Long form	**Abbreviated form**	**Long form**	**Abbreviated form**
Employee Central company	EC company	Employee Central instance	EC instance
Employee Central company ID	EC company ID	Employee Central instance ID	EC instance ID

Old term		New term	
Long form	**Abbreviated form**	**Long form**	**Abbreviated form**
Employee Central company description	EC company description	Employee Central instance description	EC instance description
Employee Central template	EC template	Employee Central entity	EC entity
Employee Central template ID	EC template ID	Employee Central entity ID	EC entity ID
Employee Central template description	EC template description	Employee Central entity description	EC entity description
Employee Central template name	EC template name	entity name in Employee Central	entity name in EC
ERP picklist ID	–	Employee Central picklist ID	EC picklist ID
Employee Central picklist ID	EC picklist ID	Employee Central picklist name	EC picklist name
template group	–	transformation template group	–
SAP ERP template	ERP template	transformation template	–
Employee Central to SAP ERP	EC to ERP	from Employee Central	from EC
SAP ERP to Employee Central	ERP to EC	to Employee Central	to EC
SAP ERP / SAP ERP HCM	–	Enterprise Resource Planning system	ERP system

Parent topic: Overview of Data Migration from SAP ERP HCM to Employee Central [page 4]

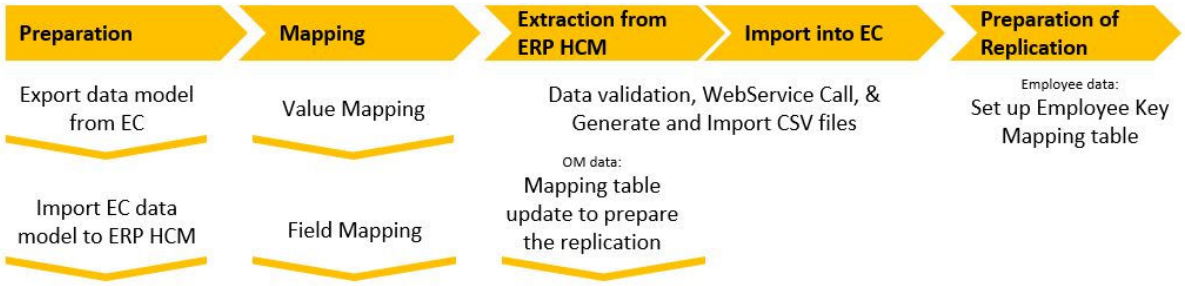
Related Information

Target Group of This Document [page 5]
Sequence of Data Migration Steps [page 8]

1.3 Sequence of Data Migration Steps

We recommend that you set up data migration from SAP ERP HCM to Employee Central using this sequence of steps.

1. Define the scope of your migration project.
   For more information refer to section Defining the Migration Scope [page 11].
2. Check the technical prerequisites.
   For more information, see the *Replicating Employee Data from SAP ERP HCM to Employee Central* and *Replicating Organizational Data from SAP ERP HCM to Employee Central* integration guides. Find the most current version of these guides in SAP Help Portal at http://help.sap.com/hr_ecintegration.
3. Prepare the SAP ERP HCM system.
   For more information refer to section Preparing the SAP ERP HCM System for Data Migration [page 12].
4. Prepare the Employee Central system.
   For more information see Preparing Employee Central for Organizational Data Integration [page 15] and Preparing Employee Central for Employee Data Integration [page 16].
5. Carry out the actual data migration.
   The data migration process runs as shown here:



The table below shows the process steps and the related sections in the corresponding guide.

Step	Substep	Integration guide	Section in the integration guide
Preparation	Export data model from Employee Central	*Replicating Employee Data from SAP ERP HCM to Employee Central*	*Importing Metadata from Employee Central*
		Replicating Organizational Data from SAP ERP HCM to Employee Central	*Importing Metadata from Employee Central*
	Import data model into the SAP ERP HCM system	*Replicating Employee Data from SAP ERP HCM to Employee Central*	*Importing Metadata from Employee Central*
		Replicating Organizational Data from SAP ERP HCM to Employee Central	*Importing Metadata from Employee Central*

Step	Substep	Integration guide	Section in the integration guide
Mapping	Define value mapping	*Replicating Employee Data from SAP SAP ERP HCM to Employee Central*	*Defining Value Mappings*
		Replicating Organizational Data from SAP ERP HCM to Employee Central	*Defining Value Mappings*
	Define field mapping	*Replicating Employee Data from SAP ERP HCM to Employee Central*	*Defining Field Mapping for Employee Data*
		Replicating Organizational Data from SAP ERP HCM to Employee Central	*Defining Field Mapping for Organizational Data*
Data extraction from SAP ERP HCM	Use Web services or generate CSV files	*Replicating Employee Data from SAP ERP HCM to Employee Central*	*Extracting Employee Data*
		Replicating Organizational Data from SAP ERP HCM to Employee Central	*Extracting Organizational Data*
	Update mapping table to prepare the organizational data replication	*Replicating Organizational Data from SAP ERP HCM to Employee Central*	*Extracting Organizational Data* (step 4)
Data import into Employee Central **Note** Not applicable if you use web service-based data transfer.	Import CSV files	*Replicating Employee Data from SAP ERP HCM to Employee Central*	*Importing Employee Data into Employee Central*
		Replicating Organizational Data from SAP ERP HCM to Employee Central	*Importing Organizational Data into Employee Central*
Preparation of employee data replication from Employee Central to SAP ERP HCM	Update employee key mapping table	*Replicating Employee Data from SAP ERP HCM to Employee Central*	*Updating the Employee Key Mapping Table*

6. Run the employee master data replication from Employee Central to the SAP ERP HCM system.
   For more information refer to section Starting Data Replication from Employee Central to the SAP ERP HCM System [page 64].
7. Validate your migration project.
   For more information refer to section Validating the Migration [page 67].

Parent topic: Overview of Data Migration from SAP ERP HCM to Employee Central [page 4]

Related Information

Target Group of This Document [page 5]
Terminology [page 5]

2 Preparing the Systems for Data Migration to Employee Central

Learn more about what needs to be in place if you want to migrate data from SAP ERP HCM to Employee Central.

Defining the Migration Scope [page 11]
Clarify the scope of your migration project **before** you start the actual data migration.

Preparing the SAP ERP HCM System for Data Migration [page 12]
Take a look at how to prepare your SAP ERP HCM system for data migration to Employee Central.

Preparing Employee Central for Data Migration [page 15]
Here's what you need to do in Employee Central to prepare for data migration from SAP ERP HCM.

2.1 Defining the Migration Scope

Clarify the scope of your migration project **before** you start the actual data migration.

To do so, ask yourself questions such as:

- Which data of which employees is to be migrated from SAP ERP HCM to Employee Central?
- Is Organizational Management data to be migrated as well?
- Which Employee Central fields are to be mapped to which SAP ERP HCM fields?
- Which Employee Central picklist entries are to be mapped to which SAP ERP HCM value help entries?

Don't underestimate the effort needed for defining the scope. This task can easily take 30-40% of the time that's planned for the complete migration project.

Parent topic: Preparing the Systems for Data Migration to Employee Central [page 11]

Related Information

Preparing the SAP ERP HCM System for Data Migration [page 12]
Preparing Employee Central for Data Migration [page 15]

2.2 Preparing the SAP ERP HCM System for Data Migration

Take a look at how to prepare your SAP ERP HCM system for data migration to Employee Central.

The cutover date defines when you will start using Employee Central as the system of record for the data contained in the migration scope. Before the cutover date, SAP ERP HCM is the system of record. You can replicate employee master data to SAP ERP HCM by using either of these two ways:

- Using the Business Integration Builder (BIB) framework
- Without using BIB

For the non BIB-based replication, you need to split all infotypes that are within the replication scope at cutover date. This means that you need to split all relevant infotype records in a way that the old record ends on the day before the cutover date and a new record starts on the cutover date.

For BIB-based replication to SAP ERP HCM, infotype split is not a prerequisite. An employee can be filtered out based on the employment status, and this can be done during the migration or integration of the employee master data. This filtering would be applicable if you set the **X** for the `ERP to EC: Filter based on Employment status` 0003 switch in the `V_ECPAO_CONSTANT` view. When the filtering of the employee master data is done based on the employment status, the complete extraction of the data will be stopped irrespective of whether the template is effective-dated or non-effective dated after the cutover date.

- If the switch `ERP to EC: Filter based on Employment status` is set, then the switch `ERP to EC: Additional Event Records` switch should not be set. Also if you don't want to migrate a terminated or an inactive employee and don't want to retain the original hire date in Employment Info block, then we recommend to set the `ERP to EC: Filter based on Employment status` switch to **X**. Also note that you cannot have both the switches set to active or both the switches as deactivated at any given point of time. For more information on the switches, you can refer to *Replicating Employee Data from SAP ERP HCM to Employee Central Using SAP Cloud Integration as the Middleware* guide.
- If the switch `ERP to EC : Determine Personal Data of Global Employees` is set, then:
  - You can migrate the host address of an employee during global transfer.
  - You can migrate the address and personal information of both the PERNR's linked to each other of an employee during global transfer or international transfer.
  - You can migrate the active PERNR's and active host PERNR's email address and phone number to EC.

Combination of switches which are recommended while migrating data to ERP

ERP to EC: Filter based on Employment status	ERP to EC: Additional Event Records	ERP to EC : Determine Personal Data of Global Employees
Activated	Not Activated	Not Activated
Activated	Not Activated	Activated
Not Activated	Activated	Not Activated
Not Activated	Activated	Activated

> **Note**
>
> When you activate a switch, you set the value as **X** and if the switch is not activated, you leave the value as blank.

Employment Statuses Considered in Data Migration

If employment status on cutover date is (and no change is coming up in the future until December 31, 9999)...	Data is considered for integration/migration...
Active	Considered
Inactive	Not considered
Retired	Not considered
Withdrawn	Not considered

Employment Statuses and Use Cases

If employment status on cutover date is (and no change is coming up in the future until December 31, 9999)...	For this use case...	Data is considered for integration/migration...
Active	Employee was active during initial load and is still active.	Considered
	Employee was inactive during initial load and changed to active state after initial load.	Considered
	Employee was retired during initial load and changed to active state after initial load.	Considered
Inactive	Employee was active during initial load but was changed to inactive state after initial load.	Considered
	Employee was inactive during initial load and is still inactive.	Not considered
Retired	Employee was active during initial load but now changed to retired state after initial load.	Considered (default position is not transferred, but the last valid position would be transferred to Employee Central)
	Employee was withdrawn during initial load and changed to retired state after initial load.	Not considered

If employment status on cutover date is (and no change is coming up in the future until December 31, 9999)...	For this use case...	Data is considered for integration/migration...
	Employee was inactive during initial load and changed to retired state after initial load.	Not considered
Withdrawn	Employee was active during initial load and changed to withdrawn state after initial load.	Considered (default position is not transferred, but the last valid position would be transferred to Employee Central)
	Employee was inactive during initial load and changed to withdrawn state after initial load.	Not considered
	Employee was moved from retired to withdrawn state.	Not considered

Example

Let's say your cutover date is January 1, 2018. There is a record of the *Personal Data* (0002) infotype that starts on November 1, 2015 and ends on December 31, 9999 (system high date). Before you switch to Employee Central being the system of record for this employee's data, you therefore delimit this infotype record so that it ends on December 31, 2017. Then you create a new infotype record that starts on January 1, 2018 and ends on December 31, 9999. Now you replicate employee data from SAP ERP HCM to Employee Central. Starting January 1, 2018 you maintain the data in Employee Central only.

Caution

Organizational data with time constraint 3 (which means that any number of valid infotype records can exist at any one time) is **not** supported by the Employee Central metadata. Therefore, you can't migrate organizational data with time constraint 3 from SAP ERP HCM to Employee Central.

Employee data with time constraint 3 can only be migrated to Employee Central entities that also support overlapping data records. For more information see *How Time Constraint 3 Mapping Works* in the Replicating Employee Data from SAP ERP HCM to Employee Central integration guide. Find the most current version of this guide in SAP Help Portal at http://help.sap.com/hr_ecintegration.

Parent topic: Preparing the Systems for Data Migration to Employee Central [page 11]

Related Information

Defining the Migration Scope [page 11]
Preparing Employee Central for Data Migration [page 15]

2.3 Preparing Employee Central for Data Migration

Here's what you need to do in Employee Central to prepare for data migration from SAP ERP HCM.

Preparing Employee Central for Organizational Data Integration [page 15]
: Take a look at some settings you should consider when setting up the data model for organizational data in Employee Central.

Preparing Employee Central for Employee Data Integration [page 16]
: Here are some things you should consider when setting up the data model for employee-related data in Employee Central.

Granting Permissions for Employee Data and Organizational Data Migration [page 17]
: Grant the business permissions to the users who run the migration of employee master data, organizational object data, and foundation object data to Employee Central.

Parent topic: Preparing the Systems for Data Migration to Employee Central [page 11]

Related Information

Defining the Migration Scope [page 11]
Preparing the SAP ERP HCM System for Data Migration [page 12]

2.3.1 Preparing Employee Central for Organizational Data Integration

Take a look at some settings you should consider when setting up the data model for organizational data in Employee Central.

- The field length of an Employee Central field ID that is within the integration scope must be the same as the length of the target field in the SAP ERP HCM system, which you want to map.
  For example, if you want to map the Employee Central field ID *Country* to the SAP ERP HCM field *Country Key* (`LAND1`) and `LAND1` has a length restriction of 3 characters, you must restrict the length of the *Country* field in the Employee Central metadata to 3 characters.
- Picklists for Employee Central field IDs that you want to map to SAP ERP HCM fields must be uploaded to Employee Central **before** data replication starts so that picklist entries from Employee Central can be mapped to value help entries from SAP ERP HCM.
- If you use CSV file-based data replication, set the locale of the user who imports the CSV files containing the data that was extracted from the SAP ERP HCM system to *English US* (under *Account Navigation* > *Options* > *Change Language*). This is to ensure that the Employee Central metadata uses the same date and number format as the SAP ERP HCM system does. You can change the locale when the initial upload to Employee Central is finished.
- The *Parent* field must **not** be a required field for positions and departments in the Employee Central metadata during data migration. You can set it to *Required* when data migration is finished.

→ Remember

As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, contact Technical Support.

Parent topic: Preparing Employee Central for Data Migration [page 15]

Related Information

Preparing Employee Central for Employee Data Integration [page 16]
Granting Permissions for Employee Data and Organizational Data Migration [page 17]

2.3.2 Preparing Employee Central for Employee Data Integration

Here are some things you should consider when setting up the data model for employee-related data in Employee Central.

- The field length of an Employee Central field that is within the integration scope must be the same as the length of the target field in the SAP ERP HCM system, which you want to map.
  For example, if you want to map the Employee Central field *Country* to the SAP ERP HCM field *Country Key* (`LAND1`) and `LAND1` has a length restriction of 3 characters, you must restrict the length of the *Country* field in the Employee Central data model to 3 characters.
- Picklists for Employee Central fields that you want to map to SAP ERP HCM fields must be uploaded to Employee Central **before** data replication starts so that picklist entries from Employee Central can be mapped to value help entries from SAP ERP HCM.
- If you use CSV file-based data replication, set the locale of the user who imports the CSV files containing the data that was extracted from the SAP ERP HCM system to *English US* (under *Account Navigation* > *Options* > *Change Language*). This is to ensure that the Employee Central data model uses the same date and number format as the SAP ERP HCM system does. You can change the locale when the initial upload to Employee Central is finished.
- For some specific requirements Position Management must be enabled for your account using the *Manage Employee Central Settings* admin tool in Employee Central.
- Some specific requirements apply to the default Employee Central entities provided for data replication. For more information see the section that lists the entities you can use.

ⓘ Note

Infoporter is not responsible for sending the welcome emails for new users and also does not control the password generation logic in Employee Central.

→ Remember

As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, contact Technical Support.

Parent topic: Preparing Employee Central for Data Migration [page 15]

Related Information

Preparing Employee Central for Organizational Data Integration [page 15]
Granting Permissions for Employee Data and Organizational Data Migration [page 17]

2.3.3 Granting Permissions for Employee Data and Organizational Data Migration

Grant the business permissions to the users who run the migration of employee master data, organizational object data, and foundation object data to Employee Central.

Prerequisites

You're familiar with the role administration tools in the SAP ERP HCM system. For more information about role administration, see User and Role Administration of Application Server ABAP in the SAP NetWeaver documentation.

Context

The following template roles are available for the migration of employee master data, organizational object data, and foundation object data to Employee Central:

- *Employee Master Data Migration from ERP to EC - Business User* (`SAP_HR_ECPAO_MIG_EE_PROCESSING`)
  This role is meant for a business user of type B (*System User*). It authorizes the user to carry out tasks such as the following:
  - Extract employee data and migrate it to Employee Central
  - Schedule background jobs of the employee extraction report
  - Update the old key mapping table with manually migrated employee data via csv file
  - Determination of managers and organizational management data
  - Analyze inventory of the migrated employee data
  - Delete the inventory details from the inventory tables

    - Use the application log to analyze errors
- *Organizational and Foundation Object Data Migration from ERP to EC-Business User* (`SAP_HR_ECPAO_MIG_OM_PROCESSING`)
  This role is meant for a business user of type B (*System User*). It authorizes the user to carry out tasks such as the following:
    - Extract organizational object data and migrate it to Employee Central
    - Schedule the background jobs of the organizational data extraction
    - Analyze inventory of migrated organizational data
    - Delete the Inventory details from the inventory tables
    - Extract foundation object data from ERP and migrate it to EC
    - Analyze status of foundation object migration
    - Transfer work schedule rules from ERP to EC
      (EC)
    - Use the application log to analyze errors

Procedure

1. Go to the *Role Maintenance* (`PFCG`) transaction in your SAP ERP HCM system.
2. Set up the business user.
    a. Copy the template role `SAP_HR_ECPAO_MIG_EE_PROCESSING` to the customer namespace.
    b. Set up permissions for the copied role to suit your specific requirements.
    c. Copy the template role `SAP_HR_ECPAO_MIG_OM_PROCESSING` to the customer namespace.
    d. Set up permissions for the copied role to suit your specific requirements.
    e. Assign the copied roles to the user who migrates employee master data, organizational object data, and foundation object data from SAP ERP to Employee Central.

Task overview: Preparing Employee Central for Data Migration [page 15]

Related Information

Preparing Employee Central for Organizational Data Integration [page 15]
Preparing Employee Central for Employee Data Integration [page 16]

3 Migrating Data from SAP ERP HCM to Employee Central

Now you're ready to actually migrate data from your SAP ERP HCM to Employee Central.

Sequence of Data Extraction and Import Steps for Different Object Types [page 19]
When migrating data from SAP ERP HCM to Employee Central, make sure to follow this sequence.

Importing Organizational Data into Employee Central [page 22]
Learn how to upload CSV files containing organizational data to Employee Central.

Importing Employee Data into Employee Central [page 24]
Here's how to upload CSV files containing employee master data to Employee Central.

Migrating Foundation Objects to Employee Central [page 25]
You can now migrate the foundation objects to Employee Central. SAP has delivered a standard set of foundation objects. In addition to that, you can also create new foundation objects as per your requirement.

Migrating Pay Calendar to Employee Central [page 42]
You can migrate the pay calendar data to Employee Central. You will have to first export the pay calendar data information from Employee Central payroll and then import the data to Employee Central.

Advantages of Web Service-Based Data Transfer for Migration [page 45]
Find out why web service-based data migration might be preferable to using the CSV-based approach.

Migrating Employee Master Data from Third-Party Systems [page 46]
You might want to migrate employee master data from other systems, such as non-HCM or third-party systems, as well as from SAP ERP HCM system to Employee Central.

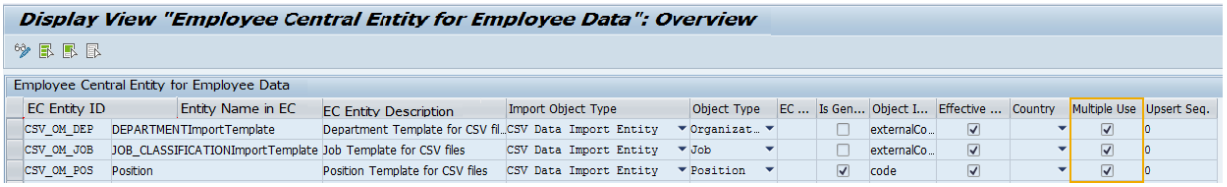
3.1 Sequence of Data Extraction and Import Steps for Different Object Types

When migrating data from SAP ERP HCM to Employee Central, make sure to follow this sequence.

Prerequisites

Make sure that the *Parent* field is **not** a required field for positions and departments in the Employee Central metadata.

Make sure that the *Multiple Use* checkbox is selected for the Employee Central entities that you use for organizational data so that you can assign one Employee Central entity to several transformation templates. For more information see the *Replicating Employee Data from SAP ERP HCM to Employee Central* integration guide. Find the most current version of this guide in SAP Help Portal at http://help.sap.com/hr_ecintegration.



Example: Employee Central Entities Enabled for Multiple Use

Within the transformation template group that you use for organizational data extraction, create two transformation templates for each organizational object type, one that maps the corresponding *Parent* field and one that doesn't. Assign the same Employee Central entity to both transformation templates.

Example

Let's say, you create the transformation templates `DEPARTMENT_WO_PARENT` and `DEPARTMENT_W_PARENT` for mapping organizational unit fields from SAP ERP HCM to department fields in Employee Central. You assign the Employee Central entity *DEPARTMENTImportTemplate* to both of the transformation templates and map the fields as shown below.

DEPARTMENT_WO_PARENT

Employee Central Field	Mapping Mode	Infotype	Subtype	SAP ERP HCM Field
Name	Infotype Mapping	1000	STEXT	
Code	BAdI Mapping			

DEPARTMENT_W_PARENT

Employee Central Field	Mapping Mode	Infotype	Subtype	SAP ERP HCM Field
Name	Infotype Mapping	1000		STEXT
Parent Department	Infotype Mapping	1001	A002	SOBID
Code	BAdI Mapping			

Procedure

1. Replicate organizational units **without** their relationships. To do so:
   a. In the transformation template group that you use for organizational data extraction, select the *Is Active* checkbox for the transformation template that you use for mapping organizational unit fields to department fields and that does **not** map the *Parent* field. Deselect this checkbox for the other transformation template that you use for mapping organizational units (the one that contains the *Parent* field).

> ### Example
>
> In the example above, the `DEPARTMENT_WO_PARENT` template would be active, the `DEPARTMENT_W_PARENT` template would be inactive.

b. Extract the data for your organizational units using the *Organizational Data Extraction* (`ECPAO_OM_OBJECT_EXTRACTION`) program. On the selection screen of the program, specify the transformation template group that you use for organizational data extraction. The *Organizational Data Extraction* program uses the transformation template that doesn't map the *Parent* field since you've set the *Is Active* checkbox for this transformation template. The other transformation template, which maps the *Parent* field, isn't used since this is not active.

c. Import the extracted data into Employee Central. Departments are created without any parent associations.

2. Replicate jobs (which correspond to job classifications in Employee Central) **without** their relationships. To do so, carry out the same steps as for organizational units, but use the transformation templates that map job fields from SAP ERP HCM to job classification fields in Employee Central.
3. Replicate positions **without** their relationships. To do so, carry out the same steps as for organizational units, but use the transformation templates that map position fields from SAP ERP HCM to position fields in Employee Central.
4. Replicate employee data.

   There's also a recommended sequence for importing the employee data entities into Employee Central. For more information about importing the employee data entities, see the *Replicating Employee Data from SAP ERP HCM to Employee Central* integration guide. Find the most current version of this guide in SAP Help Portal at http://help.sap.com/hr_ecintegration.
5. Replicate the organizational unit relationships. To do so:

   a. In the transformation template group that you use for organizational data extraction, select the *Is Active* checkbox for the transformation template that you use for mapping organizational unit fields to department fields and that maps the *Parent* field. Deselect this checkbox for the other transformation template that you use for mapping organizational units (the one that doesn't contain the *Parent* field).

   > ### Example
   >
   > In the example above, the `DEPARTMENT_W_PARENT` template would be active, the `DEPARTMENT_WO_PARENT` template would be inactive.

   b. Extract the data for your organizational units using the *Organizational Data Extraction* (`ECPAO_OM_OBJECT_EXTRACTION`) program. On the selection screen of the program, specify the transformation template group that you use for organizational data extraction. The *Organizational Data Extraction* program uses the transformation template that maps the *Parent* field since you've set the *Is Active* checkbox for this transformation template. The other transformation template, which doesn't map the *Parent* field, isn't used since this is not active.

   c. Import the extracted data into Employee Central. Now the parent-child associations are created for the departments you have replicated in the first step.
6. Replicate the job relationships. To do so, carry out the same steps as for organizational unit relationships, but use the transformation templates that map job fields from SAP ERP HCM to job classification fields in Employee Central.
7. Replicate the position relationships. To do so, carry out the same steps as for organizational unit relationships, but use the transformation templates that map position fields from SAP ERP HCM to position fields in Employee Central.

Task overview: Migrating Data from SAP ERP HCM to Employee Central [page 19]

Related Information

Importing Organizational Data into Employee Central [page 22]
Importing Employee Data into Employee Central [page 24]
Migrating Foundation Objects to Employee Central [page 25]
Migrating Pay Calendar to Employee Central [page 42]
Advantages of Web Service-Based Data Transfer for Migration [page 45]
Migrating Employee Master Data from Third-Party Systems [page 46]

3.2 Importing Organizational Data into Employee Central

Learn how to upload CSV files containing organizational data to Employee Central.

Prerequisites

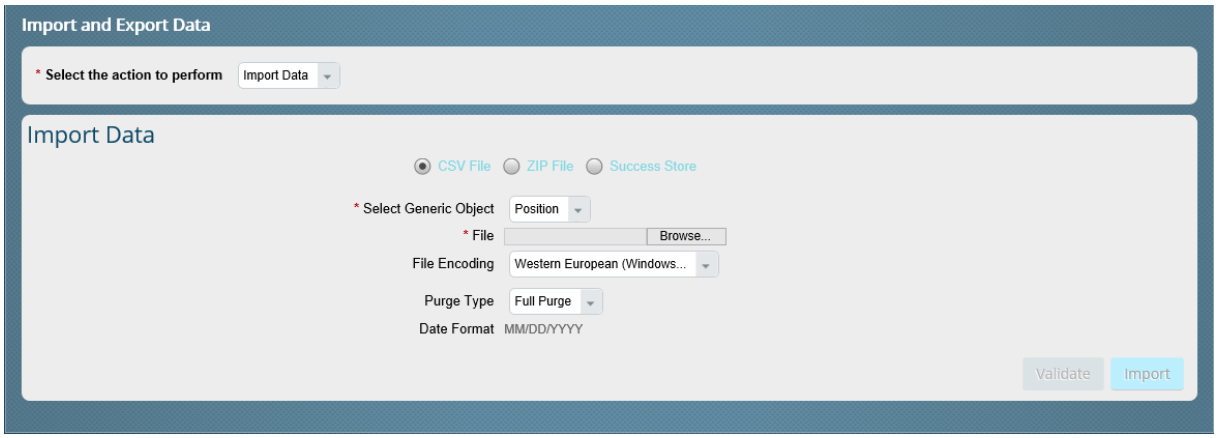
You have extracted the data from the SAP ERP HCM system into CSV files using the *Organizational Data Extraction* (`ECPAO_OM_OBJECT_EXTRACTION`) program. For more information about the data extraction program, see the *Replicating Employee Data from SAP ERP HCM to Employee Central* integration guide. Find the most current version of this guide in SAP Help Portal at http://help.sap.com/hr_ecintegration.

Context

Make sure that you follow the sequence described in section *Sequence of Data Extraction and Import Steps for Different Object Types*.

Procedure

1. Go to the Admin Center.
2. Choose the *Import and Export Data* tool.



Import and Export Data Tool

3. Select the *Import Data* action.
4. Select *CSV File*.
5. Choose the object type, such as *Position*.
6. Browse for the CSV file containing the data that was extracted from the SAP ERP HCM system.
7. Select the *Full Purge* purge type.
8. Choose *Import*.

Task overview: Migrating Data from SAP ERP HCM to Employee Central [page 19]

Related Information

Sequence of Data Extraction and Import Steps for Different Object Types [page 19]
Importing Employee Data into Employee Central [page 24]
Migrating Foundation Objects to Employee Central [page 25]
Migrating Pay Calendar to Employee Central [page 42]
Advantages of Web Service-Based Data Transfer for Migration [page 45]
Migrating Employee Master Data from Third-Party Systems [page 46]

3.3 Importing Employee Data into Employee Central

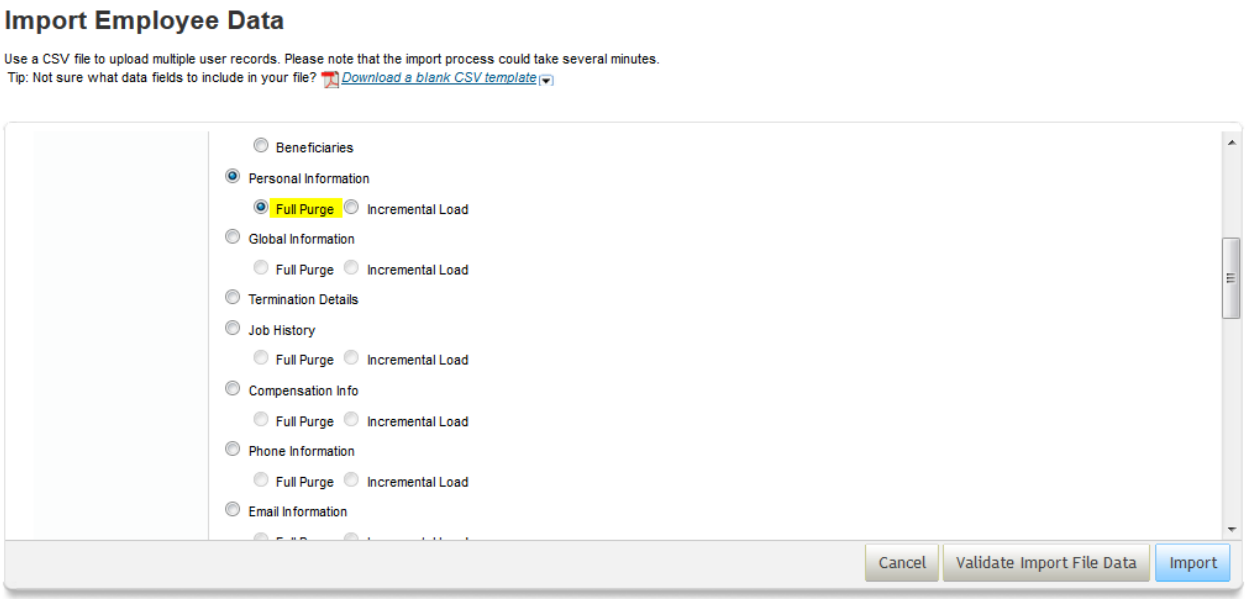
Here's how to upload CSV files containing employee master data to Employee Central.

Prerequisites

You have extracted the data from the SAP ERP HCM system into CSV files using the *Employee Data Extraction* (`ECPAO_EMPL_EXTRACTION`) program. For more information about the data extraction program, refer to Replicating Employee Data from SAP ERP HCM to Employee Central.

Context

Make sure that you follow the sequence we recommend for data extraction and import and that you upload the CSV files for the different employee data entities in the recommended order. For more information, refer to *For Which Employee Data-Related Employee Central Entities Can I Use Data Replication?* in Replicating Employee Data from SAP ERP HCM to Employee Central, where you can find a sequence number for each employee data entity.



Importing Employee Data into Employee Central

Procedure

1. Go to the Admin Center and choose the *Import Employee Data* tool.
2. Select the corresponding entity and the *Full Purge* option.
3. Choose *Import*.

You can also perform a bulk upload using the zip option. To import zip files, select the *Composite (Zip) Data Upload* option.

Task overview: Migrating Data from SAP ERP HCM to Employee Central [page 19]

Related Information

Sequence of Data Extraction and Import Steps for Different Object Types [page 19]
Importing Organizational Data into Employee Central [page 22]
Migrating Foundation Objects to Employee Central [page 25]
Migrating Pay Calendar to Employee Central [page 42]
Advantages of Web Service-Based Data Transfer for Migration [page 45]
Migrating Employee Master Data from Third-Party Systems [page 46]

3.4 Migrating Foundation Objects to Employee Central

You can now migrate the foundation objects to Employee Central. SAP has delivered a standard set of foundation objects. In addition to that, you can also create new foundation objects as per your requirement.

Parent topic: Migrating Data from SAP ERP HCM to Employee Central [page 19]

Related Information

Sequence of Data Extraction and Import Steps for Different Object Types [page 19]
Importing Organizational Data into Employee Central [page 22]
Importing Employee Data into Employee Central [page 24]
Migrating Pay Calendar to Employee Central [page 42]
Advantages of Web Service-Based Data Transfer for Migration [page 45]
Migrating Employee Master Data from Third-Party Systems [page 46]

3.4.1 Migrating Work Schedules to Employee Central

Here's how you can migrate work schedules from the SAP ERP HCM system to Employee Central.

Prerequisites

You have enabled the Business Integration Builder mode in your system. To make this setting, go to Customizing for Personnel Management and choose *Integration with SuccessFactors Employee Central* > *Business Integration Builder* > *Basic Settings* > *Maintain the Constant Values*. Add the *Activate BIB for EC to ERP Employee Replication* constant and set the constant value to **X**.

You have set up work schedule rules in your SAP ERP HCM system.

You have set up a proxy to your Employee Central instance.

You have set up the middleware:

- If you use SAP Cloud Integration as the middleware, make sure that the *Upsert Data from SAP ERP or SAP S4HANA to SAP SuccessFactors Employee Central Using the OData API* integration flow from the *SAP ERP or SAP S/4HANA Integration with SAP SuccessFactors Employee Central: Employee and Organizational Data* integration package is set up.
- If you use Boomi AtomSphere as the middleware, make sure that the *Packaged Integration: SAP ERP to EC Employee Replication v1.0* process from the *Packaged Integration: SAP ERP to EC Employee Replication v1.0* integration pack is set up.

For more information about how to set up the middleware, see the corresponding version of the *Replicating Employee Data from SAP ERP HCM to Employee Central* or the *Replicating Employee Data from SAP S/4HANA to Employee Central* integration guide. Find the most current version of the relevant guide in SAP Help Portal at http://help.sap.com/hr_ecintegration.

Context

To migrate work schedule rules, use the *Transfer Work Schedule Rules from ERP to Employee Central* (`ECTIM_TRANSFER_WSR`) transaction in your SAP ERP HCM system. This transaction calls the `ECTIM_TRANSFER_WSR_TO_EC` program. You can use this program, for example, to make available work schedules from SAP ERP HCM in Job Information of employees whose master data is maintained in Employee Central and replicated to SAP ERP HCM because you use SAP ERP HCM as the Time Management system.

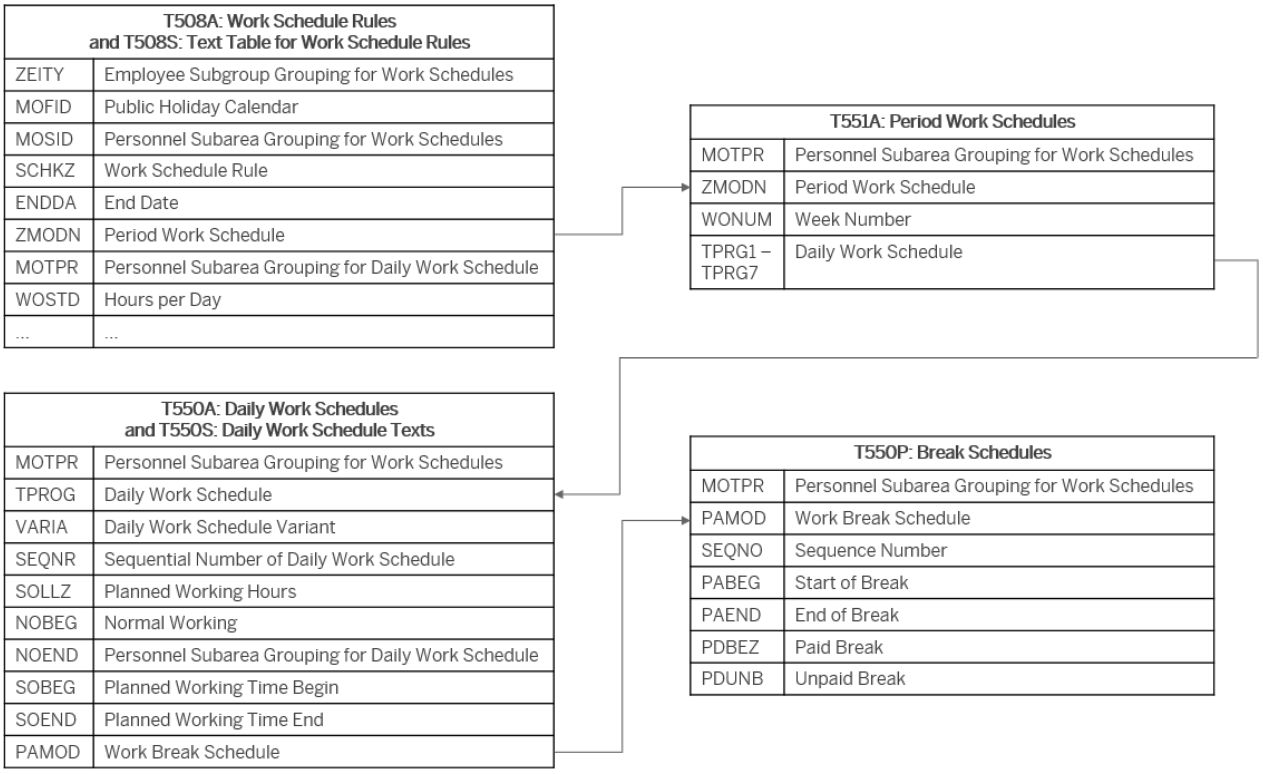
> **Note**
>
> What's called *Work Schedule* in Employee Central is the same as *Work Schedule Rule* in the SAP ERP HCM system.

The program transfers information from the following Customizing tables in the SAP ERP HCM system to Employee Central:

- *Work Schedule Rules* (`T508A`, `T508S`)

- *Period Work Schedules* (`T551A`)
- *Daily Work Schedule* (`T550A`, `T550S`)
- *Break Schedules* (`T550P`)

Here's an overview of the tables in Employee Central SAP ERP HCM:



Work Schedule Rules: Tables in SAP ERP HCM

The program uses the generic OData upsert middleware process to transfer the data to Employee Central. Make the following settings on the selection screen of the program:

Procedure

1. Specify your Employee Central instance.

   The Employee Central instance defines which language versions the program is to transfer when creating the external names of the *WorkSchedule* and *WorkScheduleDayModel* objects in Employee Central. In the SAP ERP HCM system, the descriptions to be transferred are stored in the *Text Table for Work Schedule Rules* (`T508S`) and *Daily Work Schedule Texts* (`T550S`) tables. The program transfers all languages that are mapped for the Employee Central instance in Customizing for Personnel Management, under *Integration with SuccessFactors Employee Central* > *Business Integration Builder* > *Organizational Data Integration* > *Map Languages from Employee Central and ERP*. If the *Text Table for Work Schedule Rules* (`T508S`) and *Daily Work Schedule Texts* (`T550S`) tables don't contain any entries for the work schedule rules to be transferred, the program transfers the external code of the work schedule rule to the *External Name* field – but only for the default Employee Central language. For the other languages, no external name is transferred in this case.

2. Select the work schedule rules to be transferred, using one of the following options:
    - Specify various selection criteria, such as the rule's employee subgroup grouping or the public holiday calendar assigned to the rule.
    - Select a transport request. For example, a request that you've used to transport your work schedule rules from your test system to your productive system.
    - Select all work schedule rules that are currently stored with the status *Failed* in the *Inventory of Replicated Foundation Objects* (`ECPAO_FO_INVT`) table and are assigned to the Employee Central instance you entered above.
3. Define how the program is to deal with day work schedule variants.

    Some work schedule rules use daily work schedules that have multiple day variants assigned. Employee Central cannot handle such variants. That's why you need to decide how the program is to handle such work schedule rules:

    - You can transfer all work schedule rules, ignoring day variants. That is, use the default variant also for those work schedule rules that have a specific day variant assigned (meaning, for which the *Daily Work Schedule Variant* (`VARIA`) field in the *Daily Work Schedule* (`T550A`) table is not empty).
    - You can omit work schedule rules that use multiple daily work schedule variants.
4. Define how the program is to deal with paid work breaks.

    Some work schedule rules use daily work schedules that have paid work breaks assigned. Employee Central cannot handle paid breaks. That's why you need to decide how the program is to handle such work schedule rules:

    - You can transfer only unpaid work breaks when creating the *WorkScheduleDayModelSegment* objects in Employee Central for the work schedule rules.
    - You can completely omit work schedule rules that use daily work schedules with breaks that have paid periods (meaning, for which the *Paid Break Period* (`PDBEZ`) field in the *Break Schedules* (`T550P`) table has an entry other than 0).
5. Select the time recording variant.

    The time recording variant of a work schedule rule (duration or clock time) needs to be the same as for all work schedule day models assigned to the work schedule. Following options are available for choosing the time recording variant:

    - Use time recording variant *Duration* for all work schedules and work schedule day models.
    - Use time recording variant *Clock Time* for all work schedules and work schedule day models, but omit work schedules that have cross-midnight shifts.
    - Use time recording variant *Clock Time* for all work schedules and work schedule day models, but use Duration for work schedules that have cross-midnight shifts.
    - Use time recording variant *Clock Time* for all work schedules.

        > **Note**
        >
        > This option is available from the SP31 package. The Cross midnight work schedules (schedules where the working time starts on one day and ends the next day) are now supported in SAP SuccessFactors Employee Central. This option will then use clock time for all work schedules and supports sending the cross-midnight work schedules to EC.

    - Use the option *Transfer Day Work Schedule's Flextime as 'Flextime Bandwidth' segment* so that the field Planned working time in the Flextime are mapped to the Flextime Bandwidth category and the Normal working time in the Flextime are mapped to the Scheduled working time.

> **Note**
>
> This option is applicable only for Clock Time.

Handling of day schedules with Flextime across midnight:

- Case 1: Planned working time and Normal working time are not cross-midnight shift: Then the report updates above segments to Flextime bandwidth and Scheduled working time segments respectively for the Work Schedule Day Model.
- Case 2: Planned working time and Normal working time are both across midnight: Then the report updates to Flextime bandwidth and Scheduled working time segments respectively for the Work Schedule Day Model.
- Case 3: Planned working time is not cross-midnight shift but Normal working time is cross-midnight shift: This is an invalid case as Planned working time would always be greater than Normal Working time as per ERP configurations.
- Case 4: Planned working time is cross-midnight shift but Normal working time is not cross-midnight shift: EC does not allow creation of such flex time bandwidths in the day work schedule. Hence the report skips the work schedules which have at least one such day work schedule.

6. Define whether the program is to carry out a test run first.

   You can carry out a test run of the program to output the result to SAP List Viewer, without triggering the actual transfer to Employee Central. SAP List Viewer shows the data in a tree view. You can check what would be transferred (and what wouldn't). If you clear the *Test Mode* checkbox, the program triggers the actual upsert to Employee Central using the default logical port defined for data replication from SAP ERP HCM to Employee Central. The result screen shows statistical information such as how many work schedule rules were upserted, had errors, or were skipped.

Results

If you clear the *Test Mode* checkbox, the program creates corresponding objects in Employee Central and updates the following tables in SAP ERP HCM:

- *Inventory of Replicated Foundation Objects* (`ECPAO_FO_INVT`)
- *Inventory of Replicated Foundation Objects - Messages* (`ECPAO_FO_INVT_M`)

These tables are updated for each replication run. They don't contain a replication history. Use the *Analyze Status of Foundation Object Replication* (`ECPAO_INVT_FO`) transaction, which evaluates these tables, to check the result of the program run.

Next Steps

If you replicate employee master data from Employee Central to the SAP ERP HCM system and want to map the *Planned Working Time* (0007) infotype, set up a conversion rule to transfer only the first eight characters of the external key from Employee Central to the *Work Schedule Rule* (`SCHKZ`) field in SAP ERP HCM.

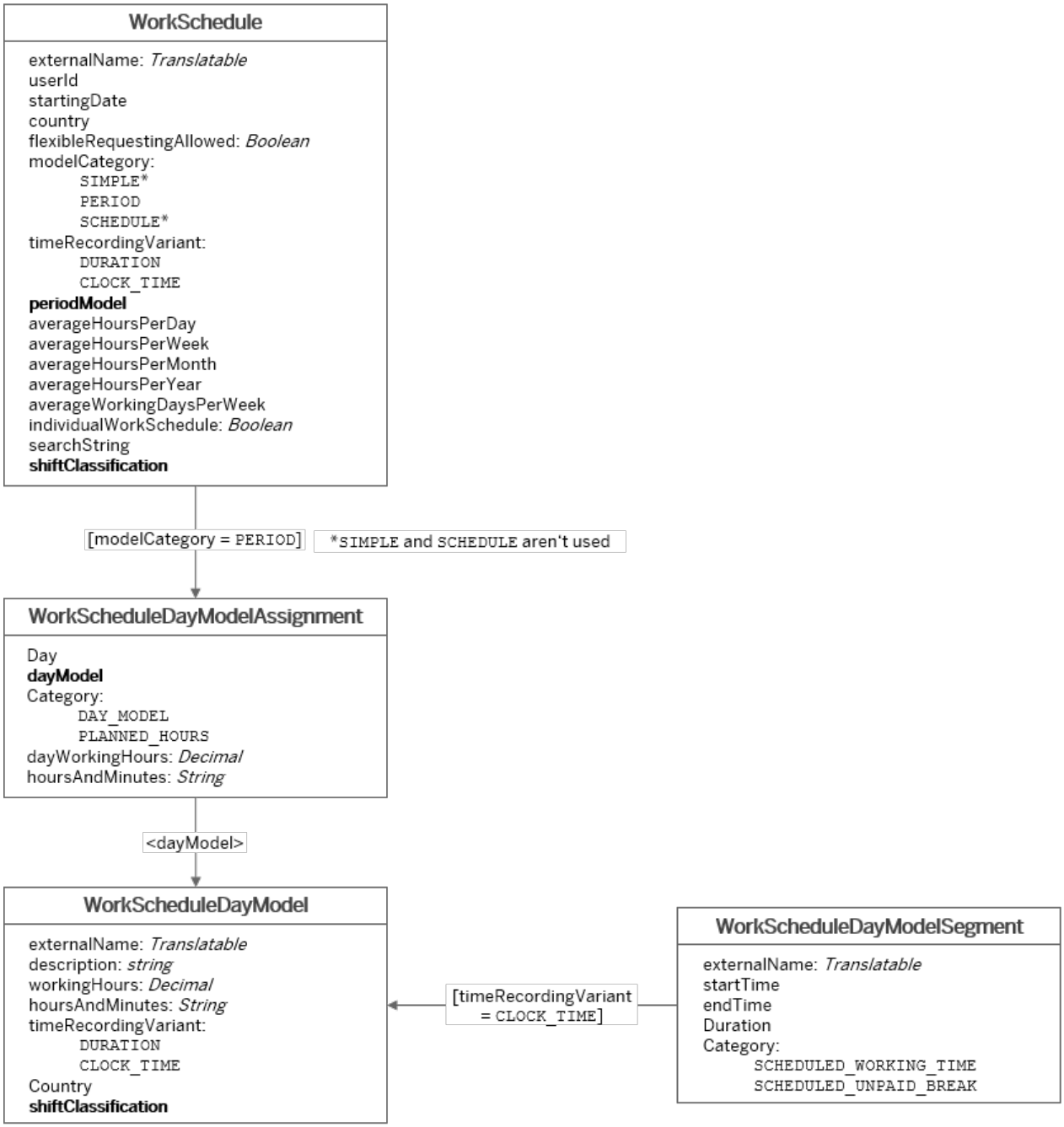
Work Schedule Objects Created in Employee Central [page 31]
: Based in the work schedule objects migrated from the SAP ERP HCM system, the *Transfer Work Schedule Rules from ERP to Employee Central* program creates corresponding objects in Employee Central.

External Codes Generated for Work Schedule Objects in Employee Central [page 33]
When creating work schedule objects in Employee Central, the *Transfer Work Schedule Rules from ERP to Employee Central* program generates suitable external codes.

3.4.1.1 Work Schedule Objects Created in Employee Central

Based in the work schedule objects migrated from the SAP ERP HCM system, the *Transfer Work Schedule Rules from ERP to Employee Central* program creates corresponding objects in Employee Central.

Here's an overview of the objects created in Employee Central:



Work Schedule Rules: Objects in Employee Central

> **Note**
>
> If the OData upsert of the work schedule itself or of any of its child objects fails, the program sets the status *Failed* for this work schedule in the *Inventory of Replicated Foundation Objects* (`ECPAO_FO_INVT`) table. It skips

the work schedule and all child objects that haven't been upserted yet and continues with upserting the next work schedule. To upsert the skipped work schedules later, correct the issue that caused the error. Then run this program again, choosing the option *Select All Previously Failed Work Schedule Rules for This EC Instance*.

WorkSchedule

If a work schedule rule is transferred which already exists in Employee Central and is used in an employee's Job Information, the upsert fails. You will be shown the following error message in this case:

Change of work schedule not possible due to job information references

If you transfer a work schedule rule using a day model that already exists and is used in Employee Central (because it was already replicated with another work schedule rule), you are shown the following information message:

Change of work schedule day model not possible due to job information references

Don't worry – in this case the new work schedule rule is created correctly in Employee Central, using the day model that was replicated before.

WorkScheduleDayModelAssignment

The program associates the *WorkScheduleDayModel* objects to the corresponding *WorkSchedule* objects using the *WorkScheduleDayModelAssignment* objects.

WorkScheduleDayModel

To change an existing day model in Employee Central, a new data record is required. That's why you need to go through the following steps if you want to transfer a changed day model from SAP ERP HCM to Employee Central:

1. Edit the day model in SAP ERP HCM, using a specific start date.
   This will result in a new day model object being created in Employee Central because the time stamp is included in the external code.
2. Create a new record for the work schedule rule in SAP ERP HCM, using the same start date as for the new day model record.
   This will result in a new work schedule rule object being created in Employee Central because the time stamp is included in the external code.

Example

Let's say on October 1, 2017 you migrate a work schedule rule with a work schedule day model from SAP ERP HCM to Employee Central. The data records in SAP ERP HCM have the start date January 1, 1990. That is, the objects created in Employee Central get the following external codes:

WorkSchedule `PDAYxxxxxxxxx19900101` with *WorkScheduleDayModel* `xxxxxxxx19900101C`

You assign this work schedule in an employee's Job Information.

On January 1, 2018, you change the day model in SAP ERP HCM. If you'd now replicate this information to Employee Central, this would result in the following objects:

WorkSchedule `PDAYxxxxxxxxx19900101` with *WorkScheduleDayModel* `xxxxxxxx120180101C`

But since the `PDAYxxxxxxxxx19900101` work schedule is used in Employee Central, the error message *Change of work schedule not possible due to job information references* would be raised and the upsert would fail.

That's why you also need to edit the work schedule rule in SAP ERP HCM, using the start date January 1, 2018. Because then the following objects are created in Employee Central:

WorkSchedule `PDAYxxxxxxxxx20180101` with *WorkScheduleDayModel* `xxxxxxxx120180101C`

Both are new objects, so the upsert is successful this time.

WorkScheduleDayModelSegment

For the *Clock Time* time recording variant, the program also creates *WorkScheduleDayModelSegment* objects and links them to their parent *WorkScheduleDayModel* objects.

Parent topic: Migrating Work Schedules to Employee Central [page 26]

Related Information

External Codes Generated for Work Schedule Objects in Employee Central [page 33]

3.4.1.2 External Codes Generated for Work Schedule Objects in Employee Central

When creating work schedule objects in Employee Central, the *Transfer Work Schedule Rules from ERP to Employee Central* program generates suitable external codes.

Work Schedule

When creating the *WorkSchedule* object, the *Transfer Work Schedule Rules from ERP to Employee Central* program populates the *externalCode* field with a key that is concatenated from the values of the following fields of the *Work Schedule Rules* (`T508A`) table in the SAP ERP HCM system:

- *Work Schedule Rule* (`SCHKZ`)
- *Employee Subgroup Grouping for Work Schedules* (`ZEITY`)

- *Public Holiday Calendar* (`MOFID`)
- *Personnel Subarea Grouping for Work Schedules* (`MOSID`)
- *Start Date* (`BEGDA`)

> **Example**
>
> Let's say, this information is stored in the *Work Schedule Rules* table:
>
> - *Work Schedule Rule*: PDAY (= 8 Hour Day Shift)
> - *Employee Subgroup Grouping for Work Schedules*: 1
> - *Public Holiday Calendar*: US
> - *Personnel Subarea Grouping for Work Schedules*: 10
> - *Start Date*: 01/01/2018
>
> Then the external key of the corresponding *WorkSchedule* object would be: `PDAY  1US1020180101`
>
> The first part, which represents the actual key of the work schedule rule, needs to be eight characters long. That's why the program adds blanks if needed. In our example, it adds four blanks because the actual key (*PDAY*) is only four characters long.

> **Note**
>
> Employee Central issues a warning message about the code being longer than ten characters. You can ignore this warning.

You can use BAdI definition `EX_ECTIM_WSR_DATA_MODIFY` to modify the external code from the ERP system for the work schedule rule. You use this BAdI to provide the external code in the required format during the work schedule migration to Employee Central fields. You can access the customizing activity at *Personnel Management* > *Integration with SuccessFactors Employee Central* > *Business Integration Builder* > *Business Add-Ins (BAdIs)Business Add-Ins (BAdIs)* > *Data Transfer to Employee Central* > *BAdI: Mapping of External Code during the Work Schedule Migration*.

Work Schedule Day Model

When creating the *WorkScheduleDayModel* object, the program populates the *externalCode* field with a key that is concatenated from the values of the following fields of the *Daily Work Schedule* (`T550A`) table in the SAP ERP HCM system:

- *Personnel Subarea Grouping for Daily Work Schedules* (`MOTPR`)
- *Daily Work Schedule* (`TPROG`)
- *Daily Work Schedule Variant* (`VARIA`)
- *Sequential Number of Daily Work Schedule* (`SEQNO`)

  > **Note**
  >
  > The sequential number is not considered. The program always uses 01 here.

- *Start Date* (`BEGDA`)

> **Note**
>
> The start date is only added if you have implemented SAP Note 2586803 in addition to support package 21 of the `PA_SE_IN` 100 software component version..

At the end of the external code, the program adds the time recording variant. Either *D* for *Duration* or *C* for *Clock Time*.

> **Example**
>
> Let's say, this information is stored in the *Daily Work Schedule* table:
>
> - *Personnel Subarea Grouping for Daily Work Schedules*: 01
> - *Daily Work Schedule*: NORM
> - *Daily Work Schedule Variant*: blank (= standard variant)
> - *Sequential Number of Daily Work Schedule*: 1
> - *Start Date*: 01/01/2018
>
> The time recording variant is *Clock Time*
>
> Then the external key of the corresponding *WorkScheduleDayModel* object would be: `01NORM0120180101C`

Parent topic: Migrating Work Schedules to Employee Central [page 26]

Related Information

Work Schedule Objects Created in Employee Central [page 31]

3.4.2 Migrating Other Standard Foundation Objects to Employee Central

Here's how you can migrate other standard Foundation Objects from the SAP ERP HCM system to Employee Central than the SAP delivered list of four standard foundation objects (Work Schedule, Pay Component, Pay Component Group, & Company).

Context

To migrate the foundation objects: PayComponet, PayComponent Group, and Company, use the *Transfer Foundation Objects from ERP to Employee Central* (`ECPAO_TRANS_FO_OBJ`) transaction in your SAP ERP HCM system. This transaction calls the `ECPAO_TRANSFER_FO_OBJ_TO_EC` program. You can use the *BAdI: Mapping Foundation Objects data for Data Migration to EC* BAdI to read data from the ERP database tables or pass a constant value to map with the EC fields for the foundation objects (PayComponent, PayComponentGroup, or Company). You can access the customizing activity at *Personnel Management*

Integration with SuccessFactors Employee Central > *Business Integration Builder* > *Business Add-Ins (BAdIs)* > *Data Transfer to Employee Central* > *BAdI: Mapping Foundation Objects data for Data Migration to EC*. The BAdI *BADI EX_ECPAO_MAP_FOBJ_TRANS_TO_EC* is called by the `ECPAO_TRANSFER_FO_OBJ_TO_EC` program, based on the foundation object that you choose. SAP has delivered default active BAdI implementations for these three standard Foundation Objects which can be used.

Procedure

1. Specify the Employee Central instance. Once you specify the EC instance, based on that the locale language will be picked up otherwise system log on language will be considered.
2. Choose the foundation object for which you want to migrate the data. You can choose either Pay Component, Pay Component Group, or Company.
3. Choose the country grouping for which you want to transfer the foundation object type.
4. Choose the required Foundation Object field.
5. Choose the Transport Request in which you have made the changes or created entries for the foundation objects. You can either choose *Transport Request* option or *Foundation Object selection from screen* option.
6. Choose the Earliest Transfer Date from which you want to migrate the Foundation Objects to EC.
7. Define whether the program is to carry out a test run first.

   You can carry out a test run of the program to output the result to SAP List Viewer, without triggering the actual transfer to Employee Central. SAP List Viewer shows the data in a tree view. You can check what would be transferred (and what wouldn't). If you clear the Test Mode checkbox, the program triggers the actual upsert to Employee Central using the default logical port defined for data replication from SAP ERP HCM to Employee Central. The result screen shows statistical information such as how many wage types or wage type groups or company were upserted, had errors, or were skipped.

   In Test Run you can either choose *Logs* or *List View*, which enables you to view the results via Application Logs or ALV display respectively. Additionally you can also download the results consisting of Foundation Objects and related attributes into a CSV file through List view mode. This will allow you to see the data that is being mapped and exported. Additionally, it displays the total number of successful and erroneous records that were processed in the current run.

   > ### Note
   >
   > The option to choose between *Logs* and *List View* is only applicable in Test Run and is disabled in Production run.

3.4.2.1 Default Field Mapping Delivered in the Standard Active BAdI Implementation

Here's the details of the default mappings delivered in the active BAdI implementation from SAP

Pay Component

EC Field	Accepted Values in EC	ERP Table	ERP Field	Constant Value (No backend mapping)
externalCode		T511	LGART	
name		T512T	LGTXT/KZTXT	
description		T512T	LGTXT/KZTXT	
startDate		T511	BEGDA	
endDate		T511	ENDDA	
status	ACTIVE/INACTIVE			ACTIVE
payComponentType	Amount/Percent-age/Number	T511	KOMBI	
number	If payComponentType is Number then these fields (fields 8, 9, 10) are to be filled			
unitOfMeasure		T511	ZEINH	
Rate				
isEarning	0/1	T511	OPKEN	
currency			WAERS	
frequencyCode	MON-monthly			MON
Recurring	0/1			1
canOverride	0/1	T511	MOD02	
isEndDatedPayment	0/1			1

Pay Component Group

EC Field	Accepted Values in EC	ERP Table	ERP Field	Constant Value (No backend mapping)
externalCode		T52D7	WGGRP	
name		T52D6	WGRTX	
Description		T52D6	WGRTX	
startDate				System date
endDate				31/12/9999
status	ACTIVE/INACTIVE			ACTIVE
showOnCompUI	0/1			1
useForComparatioCalc	0/1			0
Currency			WAERS	
useForRangePenetration	0/1			0
sortOrder	0/1			
payComponentFIx	Example: M210|M211|M212			Multiple Pay components can be send using the separator '|'

Legal Entity

EC Field	EC Field Description	Accepted Values in EC	ERP Table	ERP field
start-date	Start Date	Depending on the date provided in the selection screen if not provided then the lowest date 01.01.1900		
externalCode	Legal Entity ID		T001	BUKRS
Name/name_defaultValue	Legal Entity Name		T001	BUTXT

EC Field	EC Field Description	Accepted Values in EC	ERP Table	ERP field
name.en_US	Legal Entity Name	This is a concatenation of 'name_' with default locale. Default locale is from Table ECPAO_COMPANY and field DEFAULT_LOCALE	T001	BUTXT
Description	Description		T001	BUTXT
description.en_US	Description	This is a concatenation of 'description_' with default locale. Default locale is from Table ECPAO_COMPANY and field DEFAULT_LOCALE	T001	BUTXT
status	Status	ACTIVE/INACTIVE		
defaultPayGroup **Note** This is not a mandatory field	Default Pay Group			
defaultLocation **Note** This is not a mandatory field	Default Location			
standardHours **Note** It is set 40 in standard	Standard Weekly Hours	It is a numeric for example 40		
Currency	Currency		T001	WAERS
Country	Country		T005	INTCA3

EC Field	EC Field Description	Accepted Values in EC	ERP Table	ERP field
NameFormatGO.externalCode	Name Format			

> **Note**
>
> This is not a mandatory field

In case you need a different mapping logic for any of the fields or need to include an additional field, then you can disable the default active BAdI implementation and create your own custom BAdI implementation.

3.4.3 Migrating Custom Foundation Objects to Employee Central

Migrate additional Foundation Objects (FO) other than the standard list delivered by SAP. Custom objects having parent child relationships with composite associations or valid when associations are not supported.

Context

SAP delivers a list of four standard foundation objects (Work Schedule, Pay Component, Pay Component Group, & Company). You can use the V_ECPA0_FO_UPS view to add your own foundation objects. Once you add the new foundation object, you have to implement the EX_ECPA0_MAP_F0BJ_TRANS_T0_EC BAdI to map the corresponding Employee Central field of the corresponding foundation object. You also need to set the filter value as FO object name. Once you activate the BAdI, you need to run the ECPA0_TRANSFER_F0_0BJ_T0_EC report for migrating the foundation object to EC. And for the custom foundation objects in the report selection screen you need to also enter the transport request. You could choose the foundation objects either based on country grouping or objects specified in the screen.

Procedure

1. Enter the Object type.
2. Enter the text that you want for the new foundation object that you are adding.
3. Enter the Employee Central entity name for the new foundation object.
4. Enter the table name and field name in the *Validation Table Name for FO* and *Validation Table Field Name for FO* field. These are optional field.

   When these fields are filled with valid table and field name, the selection screen of the report ECPA0_TRANSFER_F0_0BJ_T0_EC enables the option to choose the object - foundation object by country grouping and object id. The table name and field name in this view is used to validate the input entered in the

selection screen of the report. In case these two fields are not filled, then only the option *Transport request* is enabled.

> **Note**
>
> By using the navigational fields data, you can now send the data to SAP SuccessFactors Employee Central. The report also allows you to send the navigational properties. With this you no more need to use the text fields for entering the names of the linked objects.

3.4.4 Analyzing the Status of Migration of Foundation Object to Employee Central

Here's how to check the migration status for Foundation Objects (FO) you transferred from the SAP ERP HCM system to Employee Central. You can check the status for the foundation objects like: Work Schedule Rules, Pay Component, Pay Component Group, Company and also for any additional custom Foundation Objects.

Prerequisites

You have run the *Transfer Work Schedule Rules from ERP to Employee Central* (`ECTIM_TRANSFER_WSR_TO_EC`) program or *Transfer Foundation Objects from ERP to Employee Central*) `ECPAO_TRANS_FO_OBJ`) program in your SAP ERP HCM system.

Context

To check the migration status, use the *Analyze Status of Foundation Object Replication* (`ECPAO_INVT_FO`) transaction. This transaction calls the `ECPAO_INVENTORY_FOR_FND_OBJ` program. This program analyzes the status of the last run of the *Transfer Work Schedule Rules from ERP to Employee Central* and *Transfer Foundation Objects from ERP to Employee Central* program and shows the messages raised by it. While doing so, it analyzes the content of the following tables:

- *Inventory of Replicated Foundation Objects* (`ECPAO_FO_INVT`)
- *Inventory of Replicated Foundation Objects - Messages* (`ECPAO_FO_INVT_M`)

These tables are updated for each replication run. They don't contain a replication history.

Procedure

1. Select the Employee Central foundation object type.
2. Specify the Employee Central instance for which you've transferred the foundation objects to Employee Central.

3. Optionally, enter the external code or codes of the foundation objects whose replication status you want to analyze.

   You can also use wildcards, for example, **NORM*** to select specific objects. If you don't specify any external codes, the status of all objects is analyzed that were contained in the last migration run.
4. Select the migration status you want to check.

   By default, the program shows objects whose status is *Failed*. You can also select *Successful*.
5. To restrict the output to a specific time frame you're interested in, select the *Select Data Based on Time Range* checkbox and enter a *From* and *To* date and time.

   This is useful, for example, when you know that errors occurred on a specific day and want to analyze the status only for this day.

Results

In the result, you'll first see some statistical information such as how many objects were upserted successfully or had errors.

Below the statistical information is the list of objects contained in the last replication run (as specified in your selection criteria), together with the replication status and the time stamp of when they were replicated. For each object, all messages are listed that were raised by the last migration run. These could be messages issued for the object itself (such as the work schedule rule or other foundation objects) as well as messages issued for related objects (such as work schedule day models).

3.5 Migrating Pay Calendar to Employee Central

You can migrate the pay calendar data to Employee Central. You will have to first export the pay calendar data information from Employee Central payroll and then import the data to Employee Central.

Parent topic: Migrating Data from SAP ERP HCM to Employee Central [page 19]

Related Information

Sequence of Data Extraction and Import Steps for Different Object Types [page 19]
Importing Organizational Data into Employee Central [page 22]
Importing Employee Data into Employee Central [page 24]
Migrating Foundation Objects to Employee Central [page 25]
Advantages of Web Service-Based Data Transfer for Migration [page 45]
Migrating Employee Master Data from Third-Party Systems [page 46]

3.5.1 Exporting Pay Calendar Information from ERP

Before you migrate Pay Calendar to Employee Central, you need to export the payroll calendar dates to a csv file.

Context

Procedure

1. Go to transaction *SE38*.
2. Enter program: `PAOCF_EC_PAY_CALENDAR_INFO`.
3. Enter the relevent information (Country Grouping, Pay Group Code, From Payroll Year, and To Payroll Year.)
4. Execute the report to export the Pay Calendar information into a csv file.

Results

The dates are exported to a csv file and will look similar to this.

Example

	A	B	C	D	E	F	G	H	I	J
1	[OPERATOR]	payGroup.externalCode	toPayPeriod.payPeriodBeginDate	toPayPeriod.payPeriodEndDate	toPayPeriod.payCheckIssueDate	toPayPeriod.cust_payPeriodsPerYear	toPayPeriod.offcycle	toPayPeriod.processingRunId	toPayPeriod.runType.externalCode	toPayPeriod.externalCode
2	Supported operators: Delimit Clear	Pay Group.Pay Group ID	Pay Period Begin Date	Pay Period End Date	Pay Check Issue Date	Pay Periods per Year	Offcycle(Valid Values : TRUE/FALSE)	Processing Run ID	Picklist Value.External Code	externalCode
3		1	1/1/1994	1/31/1994	1/29/1994	12	FALSE			
4		1	2/1/1994	2/28/1994	2/26/1994	12	FALSE			
5		1	3/1/1994	3/31/1994	3/29/1994	12	FALSE			
6		1	4/1/1994	4/30/1994	4/28/1994	12	FALSE			
7		1	5/1/1994	5/31/1994	5/29/1994	12	FALSE			
8		1	6/1/1994	6/30/1994	6/28/1994	12	FALSE			
9		1	7/1/1994	7/31/1994	7/29/1994	12	FALSE			
10		1	8/1/1994	8/31/1994	8/29/1994	12	FALSE			
11		1	9/1/1994	9/30/1994	9/28/1994	12	FALSE			
12		1	10/1/1994	10/31/1994	10/29/1994	12	FALSE			
13		1	11/1/1994	11/30/1994	11/28/1994	12	FALSE			
14		1	12/1/1994	12/31/1994	12/29/1994	12	FALSE			
15		1	1/1/1995	1/31/1995	1/29/1995	12	FALSE			
16		1	2/1/1995	2/28/1995	2/26/1995	12	FALSE			
17		1	3/1/1995	3/31/1995	3/29/1995	12	FALSE			
18		1	4/1/1995	4/30/1995	4/28/1995	12	FALSE			
19		1	5/1/1995	5/31/1995	5/29/1995	12	FALSE			
20		1	6/1/1995	6/30/1995	6/28/1995	12	FALSE			
21		1	7/1/1995	7/31/1995	7/29/1995	12	FALSE			
22		1	8/1/1995	8/31/1995	8/29/1995	12	FALSE			

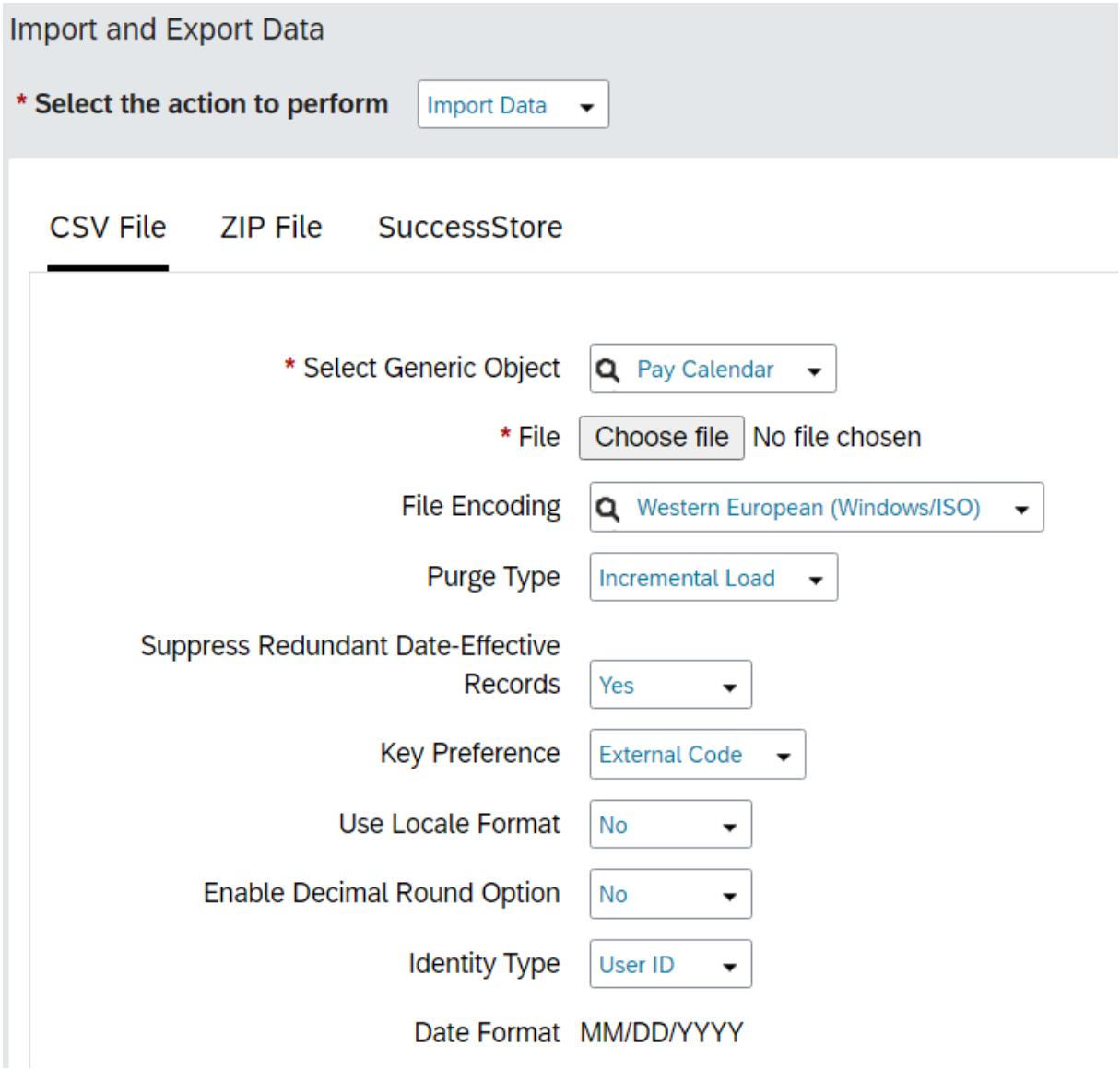
3.5.2 Importing Pay Calendar Information to Employee Central

You can import the Pay Calendar information to Employee Central.

Context

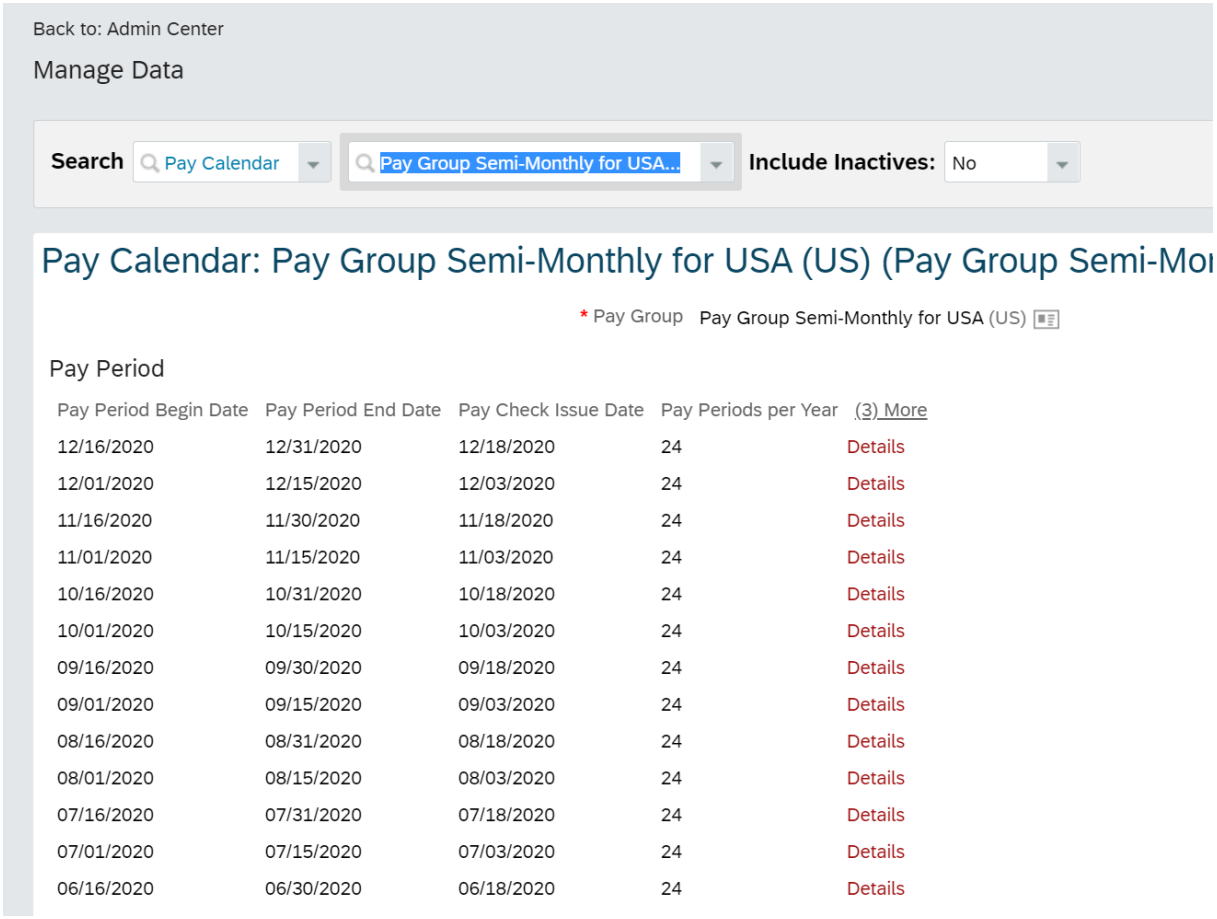
Procedure

1. Go to *Admin Center*. In the *Tools* search field, enter *Import and Export Data*.
2. Choose *Import Data*.



3. Choose *Pay Calendar*.
4. Choose *Incremental Load*.
5. Click *Choose File* to browse for the csv file.
6. Click *Import*.

   You can check and validate the pay calendar in *Admin Center* under *Manage Data*.



3.6 Advantages of Web Service-Based Data Transfer for Migration

Find out why web service-based data migration might be preferable to using the CSV-based approach.

- In the web service-based data replication mode, less manual effort is required while replicating the data into Employee Central. In contrast, the CSV-based data replication mode is a two-step process, where the files have to be first downloaded and then imported manually into the Employee Central.
- In the web service-based data replication mode, the employee key mapping table is populated automatically during the replication process. In contrast, in the CSV-based data replication mode, you need to execute the key mapping update program ECPA0_EEREPCSV_EEKEYMAP_UPDATE separately after you've imported the employee data to populate the employee key mapping table.

> **Note**
>
> This is applicable only for non-BIB mode.

- Change pointers or delta transfer is possible in web service-based data transfer.
- You can set up a continuous migration of employee data. During the initial data migration from SAP ERP HCM system to Employee Central, you can simulate the replication from Employee Central to SAP ERP HCM. During the simulation, you can check for any errors and resolve the errors before you replicate the actual data to Employee Central. Further migration will happen only for the delta when the initial migration was completed. Only for the delta, you can run the replication from Employee Central to SAP ERP HCM, during which you can check for any errors and resolve the errors before the actual replication.
- In the web service-based data replication you can schedule the job in background for mass replication of employees, which requires less manual effort. This makes the scheduling of the replication job easier. In contrast, in the CSV-based data replication mode, to schedule the background job, you need to choose the *Application Server* option, where all the CSV files will be downloaded to a pre-defined location in the Application Server.
- The complete metadata of all the web service entities can be imported together from Employee Central to SAP ERP HCM in a single execution of the metadata import program. The OData Metadata XML file in Employee Central contains the complete metadata details including all attributes, such as *is mandatory*, *data type*, and so on. In contrast, in the CSV-based data replication mode, you need to import the metadata of all the entities individually. The Employee Central field level attributes are not available in the CSV metadata files.

Parent topic: Migrating Data from SAP ERP HCM to Employee Central [page 19]

Related Information

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Migrating Foundation Objects to Employee Central [page 25]
Migrating Pay Calendar to Employee Central [page 42]
Migrating Employee Master Data from Third-Party Systems [page 46]

3.7 Migrating Employee Master Data from Third-Party Systems

You might want to migrate employee master data from other systems, such as non-HCM or third-party systems, as well as from SAP ERP HCM system to Employee Central.

During migration, you want to consider using employee master data from third-party systems to migrate the data to Employee Central. You can do either of the following:

- You can either consider migrating some entities from the third-party system and the remaining entities from the SAP ERP HCM system. You can migrate the relevant Employee Central entity data from third-party system

using CSV files. And you can run the migration for the remaining entities using the data migration tool. The employee identifier fields in Employee Central, *user-id* and *person-id-external*, have to be same in both the data migration tool and in the CSV file-based migration from the third-party system. Meaning, the third-party CSV files should be imported to Employee Central with the same *user-id* and *person-id-external*.

> **Note**
>
> The time segments of related entities that appear in the same block in Employee Central, such as compensation and recurring pay components, personal info and global info, payment info details and county specific payment info details, need to be in sync to enable successful imports into Employee Central. That's why we recommend that you use the third-party migration via CSV file-based imports either for **all** related entities belonging to the same blocks in Employee Central or for none of them.

> **Example**
>
> The compensation entity has this data record: January 1, 2012 to December 31, 9999. The recurring pay components entity has this data record: January 1, 2014 to December 31, 9999. If you import compensation information using the data migration tool and recurring information from a third-party system, you need to manually synchronize the time segments accordingly.

- You can populate some fields of an Employee Central entity from a third-party system and the remaining fields of the same entity from SAP ERP HCM system. In this scenario, you can store the data of the fields from the third-party system using a custom table in the SAP ERP HCM system. Then you can use the field mapping BAdI (`EX_ECPAO_EMP_DATA_EXTRACT_OUT`) to read the custom table and populate in the relevant fields of the Employee Central entities.

Parent topic: Migrating Data from SAP ERP HCM to Employee Central [page 19]

Related Information

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Advantages of Web Service-Based Data Transfer for Migration [page 45]

4 HR Business Processes for the Side-by-Side Deployment Option in Employee Data Migration

Find out how the HR business processes work when you use the side-by-side deployment option.

Employee Hired in SAP ERP HCM [page 48]
You can migrate an employee hired in SAP ERP HCM to Employee Central.

Rehiring an Employee in SAP ERP HCM Who Was Previously Mastered in SAP ERP HCM [page 50]
You rehire an employee in SAP ERP HCM system and migrate the employee's master data to Employee Central.

Employee Transferred in SAP ERP HCM [page 53]
You can migrate an employee which has been transferred in SAP ERP HCM system.

Employee in International Transfer [page 53]
You can migrate an employee which has an international transfer in SAP ERP HCM system from one country to another country.

Assigning an Employee Globally Within SAP ERP HCM [page 56]
You can assign an employee globally within SAP ERP HCM system and store the information in specific infotypes.

Employee Having Concurrent Employment in SAP ERP HCM [page 61]
You can migrate an employee who has several personnel assignments.

Employee Terminated in SAP ERP HCM [page 62]
You can migrate an employee who has been terminated in SAP ERP HCM system.

4.1 Employee Hired in SAP ERP HCM

You can migrate an employee hired in SAP ERP HCM to Employee Central.

In Employee Central, the personnel number (**PERNR**) is mapped to the *user_id* field and the central person (**CP**) is mapped to the *person_id_external* field. The employee's data is stored in Employee Central according to the field mapping that you have defined in Customizing. For more information about the Customizing settings, see the *Replicating Employee Data from SAP ERP HCM to Employee Central* integration guide. Find the most current version of this guide at http://help.sap.com/hr_ecintegration.

> **Note**
>
> In SAP ERP HCM, you can define how the hire date is determined using the *Rule for Determining Entry Date* (**ENTRY**) feature. The employee's hire date provided by this feature is replicated to Employee Central.

If you have stored your employees' data in SAP ERP HCM for several years already and want to start the employee master data replication from SAP ERP HCM to Employee Central at a certain point in time, you can define a cutoff

date. If you use the cutoff date, the *Hire Date* and *Original Start Date* fields in Employee Central are filled in different ways, depending on whether the employee's hire date is before or after the cutoff date:

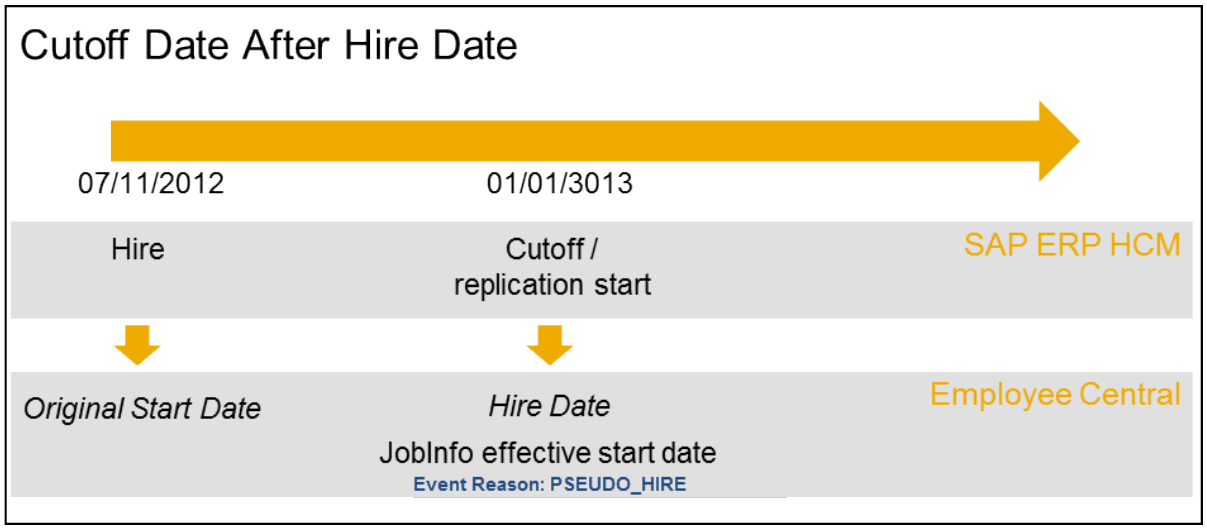
- If the cutoff date is before the hire date in SAP ERP HCM, the *Hire Date* and *Original Start Date* fields in Employee Central are both filled with the SAP ERP HCM hire date.



Cutoff Date is Before Hire Date

The employee's data is extracted starting with the hire date for all effective-dated entities, including Job Info (Job History) and also for Non-Recurring Pay Components.

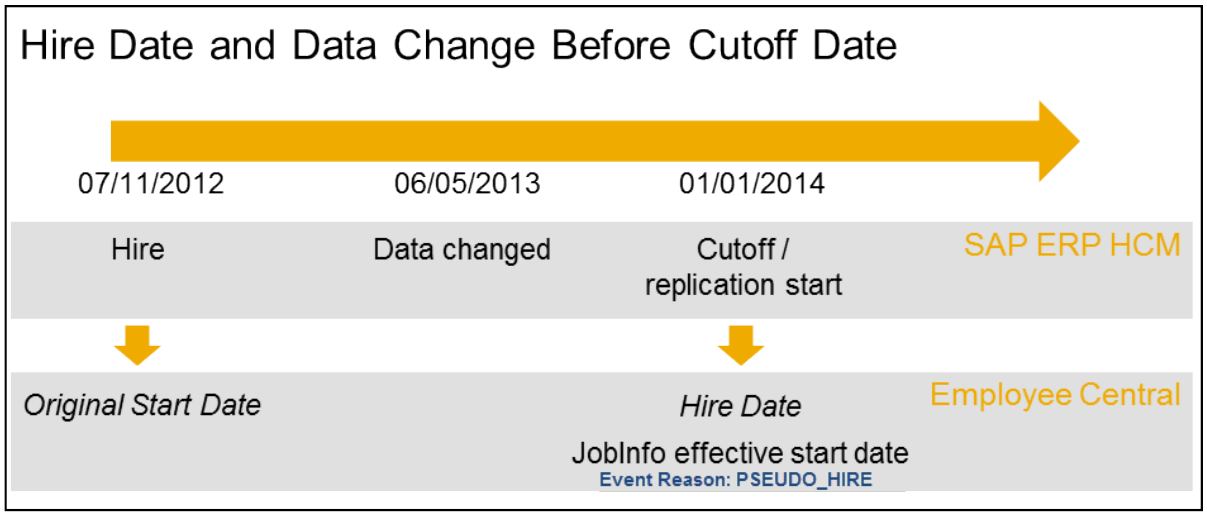
- If the cutoff date is after the hire date in SAP ERP HCM, the SAP ERP HCM hire date is mapped to the *Original Start Date* field and the cutoff date is mapped to the *Hire Date* field in Employee Central.
  Since this is not a usual hire in Employee Central (because the employee was already hired before the cutoff date in SAP ERP HCM), a *Hire* event with the `PSEUDO_HIRE` event reason is carried out.



Cutoff Date is After Hire Date

The employee's data is extracted starting with the cutoff date for all effective-dated entities, including Job Info (Job History) and also for Non-Recurring Pay Components.

- If the hire date is before the cutoff date and data is changed in SAP ERP HCM before the cutoff date, the SAP ERP HCM hire date is mapped to the *Original Start Date* field and the cutoff date is mapped to the *Hire Date* field in Employee Central. The employee has only one *Job Information* record in Employee Central representing the data valid at the cutoff date.
  Also in this case a *Hire* event with the `PSEUDO_HIRE` event reason is carried out in Employee Central.



Cutoff Date is After Hire Date

  The employee's data is extracted starting with the cutoff date for all effective-dated entities, including Job Info (Job History) and also for Non-Recurring Pay Components.

Parent topic: HR Business Processes for the Side-by-Side Deployment Option in Employee Data Migration [page 48]

Related Information

Rehiring an Employee in SAP ERP HCM Who Was Previously Mastered in SAP ERP HCM [page 50]
Employee Transferred in SAP ERP HCM [page 53]
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4.2 Rehiring an Employee in SAP ERP HCM Who Was Previously Mastered in SAP ERP HCM

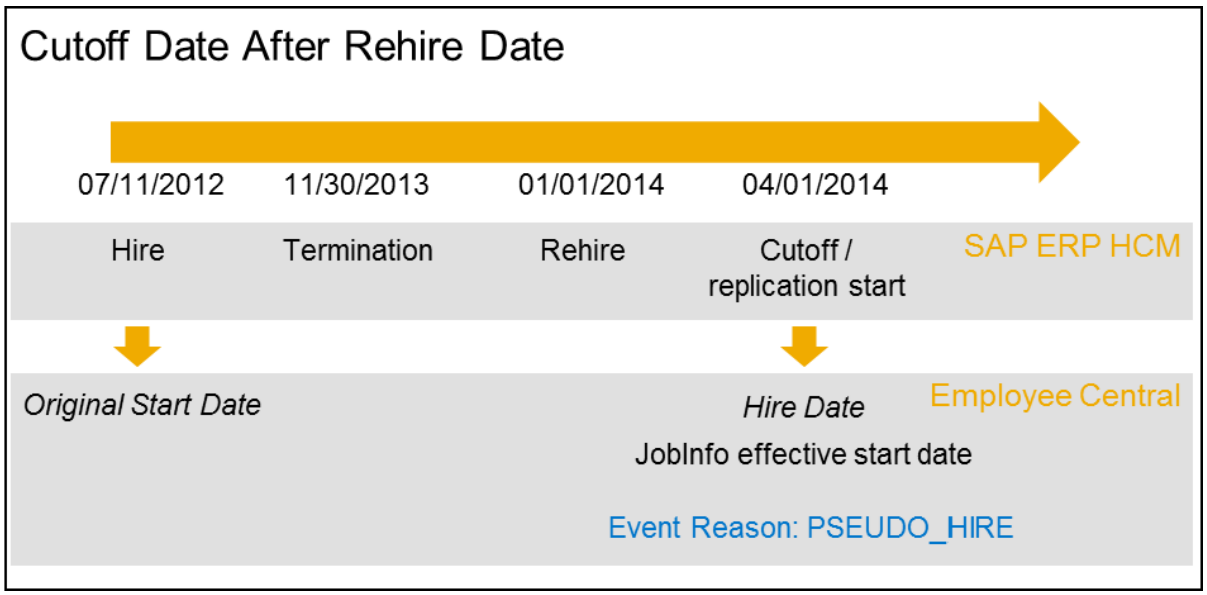
You rehire an employee in SAP ERP HCM system and migrate the employee's master data to Employee Central.

When you try to hire a person in SAP ERP HCM, a duplicate check is carried out. If an employee with the same name and birth date already existed before, you have to carry out a rehire action instead of the hire action. When

you rehire an employee, he or she gets the same personnel number (`PERNR`) as before, which is assigned to the same central person (`CP`). Once the employee is rehired, you can migrate the employee's master data to Employee Central.

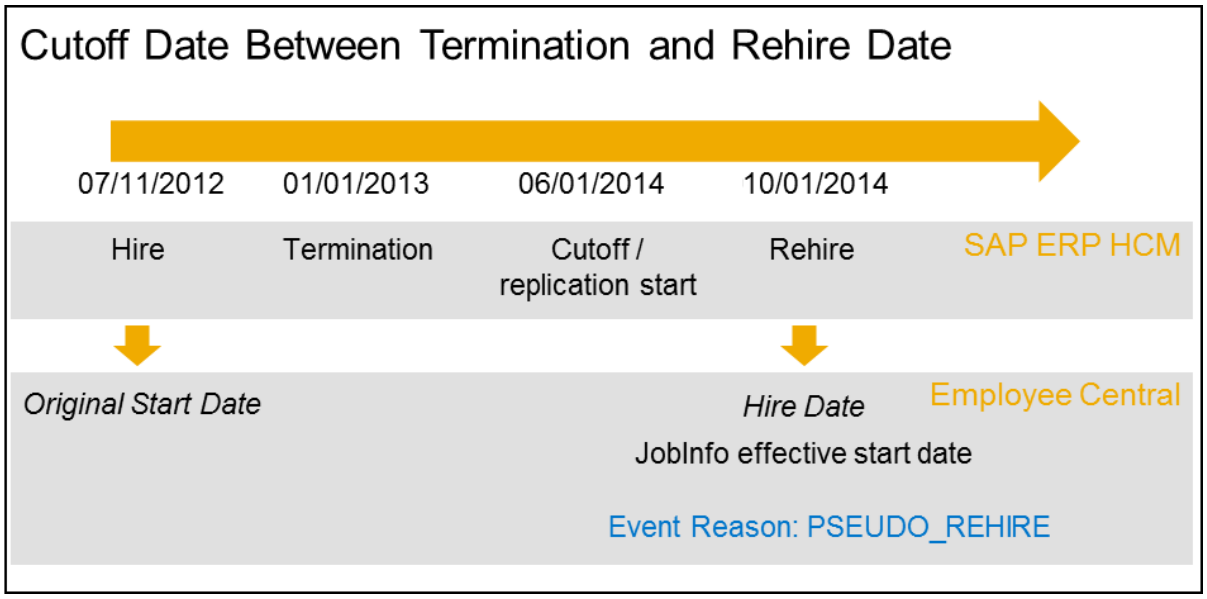
If you use the cutoff date, the following situations can occur:

- If the cutoff date is after the rehire date, meaning, the employee was hired, terminated, and then rehired in SAP ERP HCM before the cutoff date, the first hire date (first entry into the company) is mapped to the *Original Start Date* field in Employee Central. The cutoff date is mapped to the *Hire Date* field in Employee Central. You can still use the date of the employee's first entry into the company to calculate, for example, the employee's seniority, since this date is stored in the *Original Start Date* field.
  Since this is not a usual hire in Employee Central (because the employee was already hired before), a *Hire* event with the `PSEUDO_REHIRE` event reason is carried out.



Cutoff Date is After Rehire Date

  The employee's data is extracted starting with the cutoff date for all effective-dated entities, including Job Info (Job History) and also for Non-Recurring Pay Components.
- When an employee is rehired after the termination date and the cutoff date is between termination date and rehire date, then job information records will be extracted from the rehire date with PSEUDO_REHIRE event reason.
  The first hire date (first entry into the company) is mapped to the *Original Start Date* field and the *Hire Date* field of *Employment Info* template in Employee Central.



Cutoff Date is Before Rehire Date

The employee's data is extracted starting with the rehire date for all effective-dated entities, including Job Info (Job History) and also for Non-Recurring Pay Components.

- If the cutoff date is after the termination date and the employee is not rehired, no data is extracted for all effective-dated templates and the Non-Recurring Pay Components template.

Parent topic: HR Business Processes for the Side-by-Side Deployment Option in Employee Data Migration [page 48]

Related Information

Employee Hired in SAP ERP HCM [page 48]
Employee Transferred in SAP ERP HCM [page 53]
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Employee Having Concurrent Employment in SAP ERP HCM [page 61]
Employee Terminated in SAP ERP HCM [page 62]

4.3 Employee Transferred in SAP ERP HCM

You can migrate an employee which has been transferred in SAP ERP HCM system.

When you carry out an organizational reassignment for an employee whose data is mastered in SAP ERP HCM, the *Organizational Reassignment* (0001) infotype is changed. An organizational reassignment means that:

- The employee's country assignment and personnel number (`PERNR`) stay the same
- Only one personnel number exists for the employee

You can migrate the changes regarding the organizational assignment to Employee Central. In Employee Central, a *Data Change* event with the `DATAREORG` event reason is carried out and a new *Job Information* record is created. The date of the organizational reassignment in SAP ERP HCM is used as the effective start date of this *Job Information* record.

Parent topic: HR Business Processes for the Side-by-Side Deployment Option in Employee Data Migration [page 48]

Related Information

Employee Hired in SAP ERP HCM [page 48]
Rehiring an Employee in SAP ERP HCM Who Was Previously Mastered in SAP ERP HCM [page 50]
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4.4 Employee in International Transfer

You can migrate an employee which has an international transfer in SAP ERP HCM system from one country to another country.

When you transfer an employee in SAP ERP HCM from one country to another, you usually carry out a *Leaving* action in the original country and a *Hiring* action in the new country. This means that the employee gets a new personnel number (`PERNR`) which is assigned to the same central person (`CP`).

When extracting data, the *Employee Data Extraction* (`ECPAO_EMPL_EXTRACTION`) program analyzes the personnel numbers assigned to one central person. The personnel numbers are handled together and the data of both is transferred to the same *Job Information* record in Employee Central if the following conditions are fulfilled for both personnel numbers:

- They are assigned to different countries.
- Only one of them is active.

- The *Leaving* and *Hiring* actions were carried out for them.

In Employee Central, either a transfer event or a new employment is created with an international transfer event reason.

For more details, refer the *Defining Employee Data-Related Settings for Your Employee Central Company* topic in the *Replicating Employee Data from SAP ERP HCM to Employee Central* guides.

> → Tip
>
> You should always create new employment for international transfer in order to streamline the end-to-end replication process of a person having multiple contracts.

After the migration process from SAP ERP HCM if you will also be replicating the employees back from Employee Central to SAP ERP HCM, then we recommend you to always create a new employment for international transfer during migration.

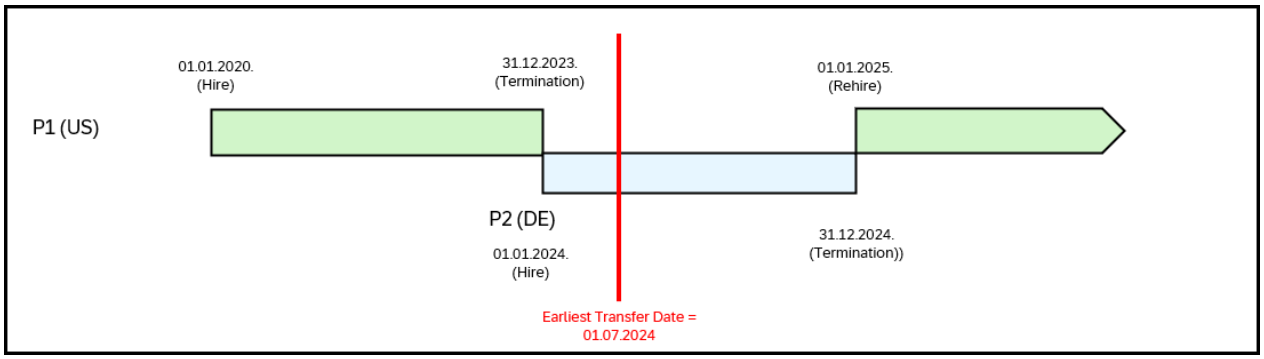
When the centralized services switch in Employee Central is enabled, the isRehire field is set as true or false for the international transfer scenario. The isRehire field is considered as a standard field and the value is set as false for the first employment and true for the second employment (rehire) record. In case this field is not sent, then the secondary assignments are created in EC, which is not intended for international transfer. And this works only with option *Create New Employment* in the company settings. For more information on the IsRehire field, refer the *Non-Configurable (Standard) Mapping of SAP ERP HCM Fields to Employee Central Fields* topic in the Related Information section.

> ⓘ Note
>
> The original country and the new country can be mastered in one SAP ERP HCM system or in different SAP ERP HCM systems. The assignment in the new country can start immediately after the assignment in the original country has ended, or there can be a gap between them. You only need to make sure that the employee's personnel numbers are always assigned to one and the same central person.

An employee can have two consecutive International Transfers between the same countries. For example, an employee who previously transferred from the USA to Germany may later decide to transfer again, this time, from Germany back to the USA.

In such cases, the existing Personnel Number (PERNR) can be rehired in SAP ERP HCM for the second International Transfer — in this example, rehiring the PERNR in the USA. When the Earliest Transfer Date falls between the termination and rehire dates, the latest enhancement to SAP Infoporter enables the employee's data to be migrated to Employee Central. Set the switch *ERP to EC: Filter Based on Employment Status* to *X* in the view *V_ECPAO_CONSTANT*.

During employee data migration, SAP Infoporter will consider the period starting from the Earliest Transfer Date, resulting in only a single International Transfer (from the second country to the first) being recorded in Employee Central.



Note

If there are more than two contracts for an employee (starting after the earliest transfer date) involving two PERNRs, then this scenario is not supported. This can include scenarios involving international transfer. For example:

- There is a global assignment from PERNR 1 to PERNR 2 (host PERNR is terminated when global assignment starts) followed by international transfer from PERNR 2 to PERNR 1 (which is rehired). In this case if the first HR process happens before the earliest transfer date, then it would be ignored and only the international transfer from country 2 to country 1 will be considered. The earliest transfer date must be after the termination date of PERNR 1 in these cases.
- Multiple contracts starting after Earliest Transfer Date involving different types of HR processes like Global Assignment, International Transfer and Concurrent employment for the same employee is not supported.

Note

The infoporter tool currently migrates the dependent data based on the ERP personnel number. In case of an international transfer employee, if the same dependent is maintained in both the PERNR's, then the dependent data is considered for migration twice. If you want to remove the duplicate dependent data, then you need to use the modify BAdI definition `EX_ECPAO_ERP_EMP_DATA_MODIFY` for deleting the duplicate dependent details.

When you enable the `ERP to EC: Determine Personal Data of Global Employees` switch in the `V_ECPAO_CONSTANT` view, the following options are applicable:

- When there is a global transfer from PERNR 1 to PERNR 2, the personal information (infotype 0002), Global information (0002 or its secondary infotypes), and address details (infotype 0006) from both the PERNR's are replicated based on the earliest transfer date.
- Email address and phone number of an employee would be extracted from the employee who is active. If there is no data available for the active assignment, then the system will get the information from the first assignment before International Transfer mapped with the same person.
- Biographical information of an employee is always extracted from the first PERNR only irrespective of the employment status.
- For National ID information block, system will extract both the assignment data.

Parent topic: HR Business Processes for the Side-by-Side Deployment Option in Employee Data Migration [page 48]

Related Information

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Employee Terminated in SAP ERP HCM [page 62]
Non-Configurable (Standard) Mapping of SAP ERP HCM Fields to Employee Central Fields

4.5 Assigning an Employee Globally Within SAP ERP HCM

You can assign an employee globally within SAP ERP HCM system and store the information in specific infotypes.

In SAP ERP HCM, you should store information about an employee's global assignment in the following infotypes:

- To determine which is the host and which is the home assignment, you should use the *Details on Global Assignment* (0710) infotype. This infotype is mandatory to be maintained for the infoporter tool to identify the global assignment employment type. Else the HR process is identified incorrectly.
- To determine which personnel number is used to send biographical and personal information to Employee Central, you should use the *Main Personnel Assignment* (0712) infotype with the *SuccessFactors* (SFSF) subtype.

> **Note**
>
> If the planned end date in the 0710 Infotype is greater than the actual termination date, then the system will consider the termination date of an employee from the Infotype 0000 – Actions. But if the planned end date in the 0710 Infotype is less than the actual termination date, then the system will consider only the Infotype 0710 – Planned End Date, as this is a data issue. Hence you will have to extend the end date of the employee in Infotype 0710.

The data from both the host and the home assignments is migrated to Employee Central. In Employee Central, the employee's biographical and personal information is taken from the personnel number that you have marked as the main personnel assignment in SAP ERP HCM.

If you've defined a cutoff date for data replication, this can affect the start date of the global assignment: If the cutoff date is later than the actual start date of the global assignment, the cutoff date is used. If the cutoff date is between the start date and the end date of the host assignment, the Job Information record for the host assignment is transferred to Employee Central using the `PSEUDO_ADDGA` event reason for the *Add Global Assignment* event.

> **Note**
>
> If there are more than two multiple contracts for an employee (starting after the earliest transfer date) involving two PERNR's, then this scenario is not supported. This can include the scenario involving global assignment. For example: There is a global assignment from PERNR 1 to PERNR 2 (which is terminated when the assignment period ends) then there is an international transfer to the second country from PERNR 1 to

PERNR 2 (which is rehired). In this case if the global assignment happens before the earliest transfer date, then this would be ignored and only the international transfer from country 1 to country 2 will be considered.

- When there is a global assignment from PERNR 1 to PERNR 2, the personal information (infotype 0002), Global information (0002 or its secondary infotypes), and address details (infotype 0006) from both the PERNR's are replicated based on the earliest transfer date. In this case, you have to maintain infotype 0712 (main personnel assignment) for the 2nd PERNR and maintain the home PERNR as the leading PERNR during the global assignment period. Based on this, the host address will be created in Employee Central with address type host for the host PERNR along with the home address, which is mapped with the home PERNR.

  > **Note**
  >
  > From EC, you will have to make sure that the host address type is available in the Employee Central picklist.

- For global assignment user, if the permanent residence address is maintained for both the assignments (home & host), then the home PERNR would hold the home address type and host PERNR would hold the host address type in the Employee Central system.

  > **Note**
  >
  > Emp_users_sys_id field should be added into perAddress enitity with the configurations: Enabled = True, Visibility = view & allow import = Yes in the Employee Central system. This field has to be included in the view cluster (VC_ECPAO_MAP) field mapping for address entity.

- Email address and phone number of an employee would be extracted from the employee who is active. If both the PERNR's are active then system will migrate the host PERNR's email address and phone number.
  If there is no data available for the host PERNR, then the system will get the information from the other PERNR mapped with the same person. For global assignment, system will try to send the host PERNR's email address and phone number based on the infotype 0712.
- For National ID information portlet, system will extract both the assignment data.

> **Note**
>
> If you have not maintained the infotype 0712 (main personnel assignment), then the host address type for the host PERNR would not be created. Instead home sub-type is created for both home and host PERNR. Similarly for biographical, email address, and phone number of an employee will be extracted only from the home PERNR even if it is inactive.

> **Note**
>
> When global assignment configuration object is enabled in Employee Central to create global assignment events like *Away on Global Assignment* and *Back from Global Assignment*, following points to be considered:
>
> - Equivalent custom actions for the above events have to be explicitly created for the pernrs in the SAP ERP HCM system.
> - Additional value mapping for the events have to be done : Eg: custom Action for Away on Global Assignment has to be mapped to event AGA(Away on global Assignment) on EC.
>
> If the above actions are not performed, then whenever there is a change from SAP ERP HCM sent to home assignment or when the replication from SAP ERP HCM is triggered again, the automatic events created in EC will be deleted as the upsert is a full purge.

> **Note**
>
> The infoporter tool currently migrates the dependent data based on the ERP personnel number. In case of global assignment for an employee, if the same dependent is maintained in both the PERNR's, then the dependent data is considered for migration twice. If you want to remove the duplicate dependent data, then you need to use the modify BAdI definition `EX_ECPAO_ERP_EMP_DATA_MODIFY` for deleting the duplicate dependent details.

Parent topic: HR Business Processes for the Side-by-Side Deployment Option in Employee Data Migration [page 48]

Related Information

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4.5.1 Migrating Employees Rehired in Host Country After Global Assignment

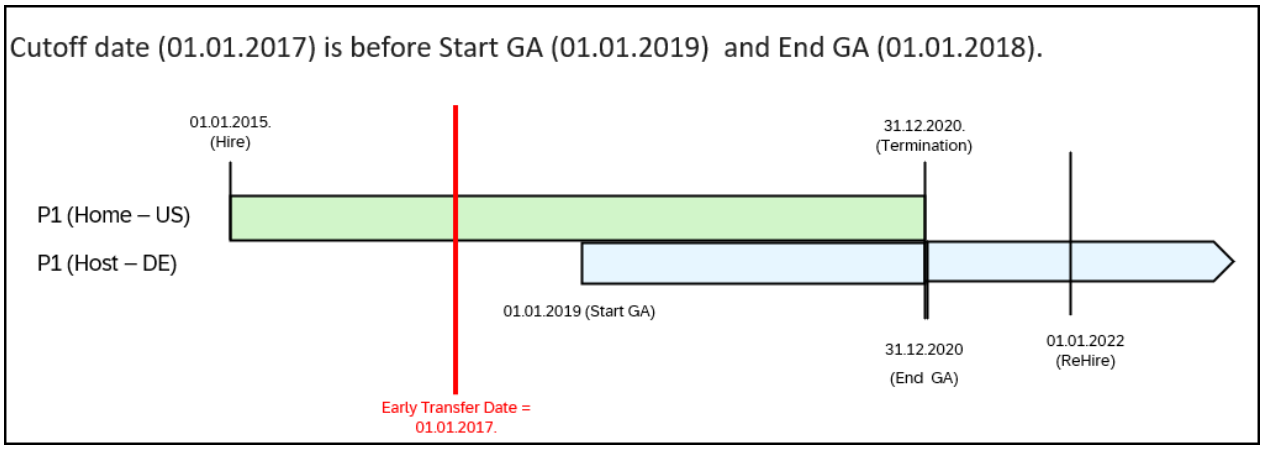
Learn how we support the migration of employee data for those rehired after a global assignment with an existing Personnel Number (PERNR).

In some global assignment scenarios, an employee may choose to relocate permanently to the host country after returning from a global assignment. In SAP ERP HCM, this is typically handled by terminating the home country Personnel Number (PERNR) and rehiring the host country PERNR previously used during the global assignment. For example, an employee based in Germany who went on a global assignment to the USA may decide to permanently transfer back to the USA after the assignment ends, prompting a rehire on the existing USA PERNR.

The outcome of the data migration will vary based on the Earliest Transfer Date. Let's consider the following use cases where the home PERNR P1 belongs to USA and the host PERNR P2 belongs to Germany.

Use Case 1: The Earliest Transfer Date is before the Global Assignment Start Date.

For example:

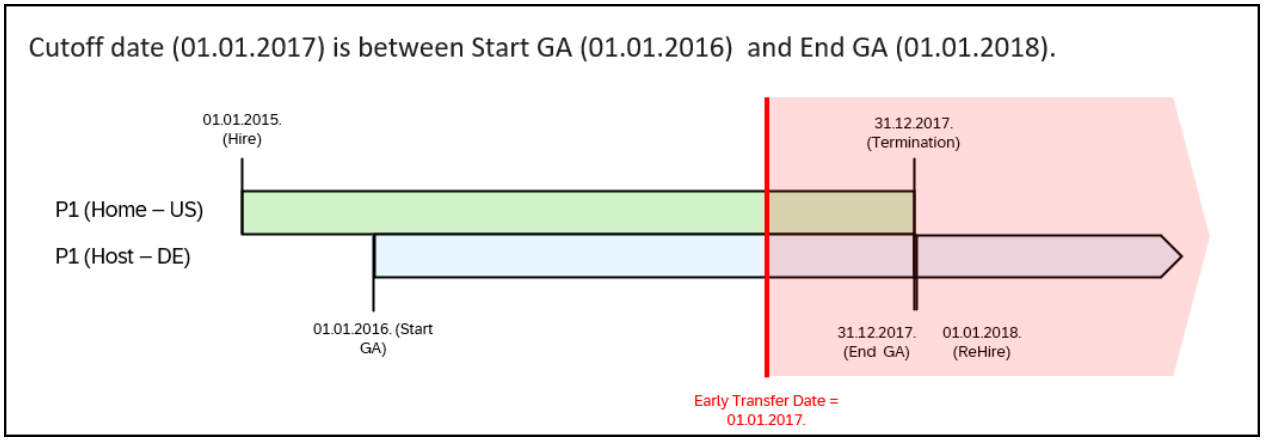


The Job History in Employee Central will have the following details:

Event Reason	User ID	Start Date
PSEUDO_HIRE	P1	01/01/2017
ADDGA	P2	01/01/2018
TERMINATION	P1	31/12/2020
ENDGA	P2	31/12/2020
REHIRE	P2	01/01/2022

Use Case 2: Earliest Transfer Date between Global Assignment Start and End Date.

For example:



The Job History in Employee Central will have the following details:

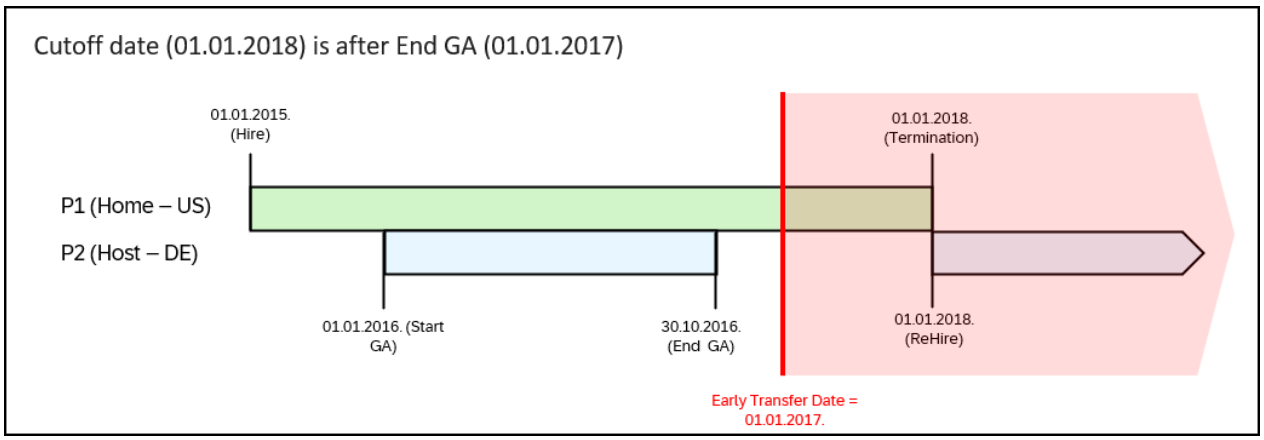
Event Reason	User ID	Start Date
PSEUDO_HIRE	P1	01/01/2017
PSEUDO_AGGDA	P2	01/01/2017
TERMINATION	P1	31/12/2017

ENDGA	P2	31/12/2017
REHIRE	P2	01/01/2018

When the **ERP to EC: Rehire after GA and Cutoff Date with Same PERNR** switch is enabled in the V_ECPAO_CONSTANT view, the following use cases are applicable:

Use Case 3: Earliest Transfer Date after the Global Assignment End Date.

For example:

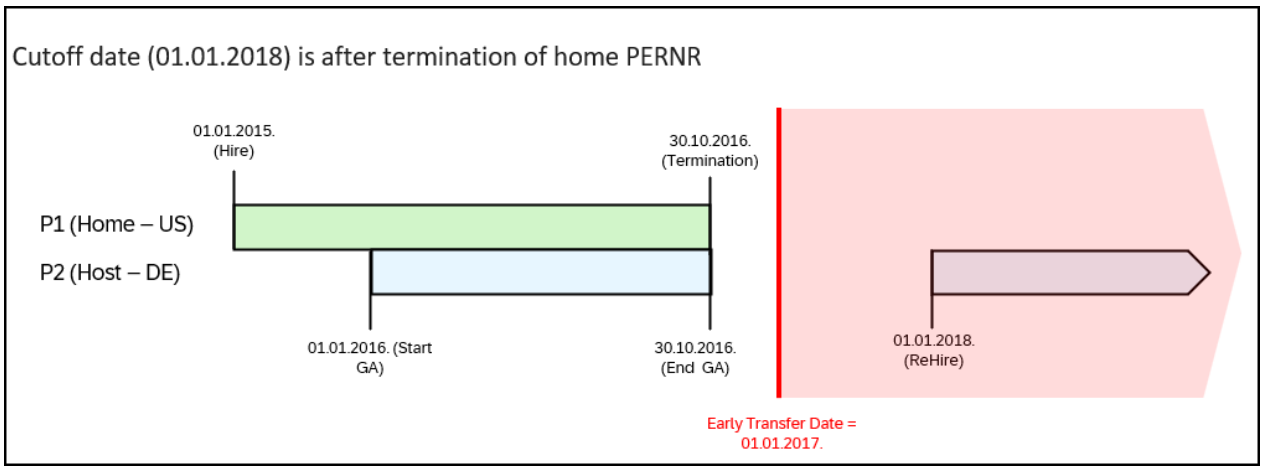


The Job History in Employee Central will have the following details:

Event Reason	User ID	Start Date
PSEUDO_HIRE	P1	01.01.2017
TERMINATION	P1	01.01.2018
PSEUDO_HIRE	P2	01.01.2018

Use Case 4: Earliest Transfer Date after Termination of Home PERNR.

For example:



The Job History in Employee Central will have the following details:

Event Reason	User ID	Start Date
PSEUDO_REHIRE	P2	01/01/2018

4.6 Employee Having Concurrent Employment in SAP ERP HCM

You can migrate an employee who has several personnel assignments.

In SAP ERP HCM, an employee who has several personnel assignments (personnel numbers) with the employment status Active within the same country is considered as concurrently employed. While creating the second employment, the first employment should be still active. In Employee Central, an employment is created for each of the employee's personnel assignments.

For concurrent employment, all non-effective dated entities data is extracted from the first employment and all effective dated entities data will be extracted from both the employments.

- The user (WS_1), biographical (WS_2), personal info (WS_5), email (WS_7), phone (WS_8), address (WS_10), national ID (WS_17), global info (WS_18), personal relationship (WS_19) are extracted from the first employment and not extracted from the second employment.
- For the employment details (WS_3), job information (WS_4), job relationship (WS_9), compensation (WS_11), pay comp recurring (WS_12), pay comp non recurring (WS_13), PIV3 details (WS_14), termination (WS_15), PIV3 (WS_16), cost distribution (WS_20), and cost distribution item (WS_21) both the PERNR's are extracted.
- Based on the employment info, user API will create the user and biographical entity data in the Employee Central system by default.
- The termination entity is extracted, in case of any employment is terminated.

> ### Note
>
> In the employment info entity, the IsRehire flag value is extracted as false for both the employments. This flag setting make sure that the secondary assignment entity is created in theEmployee Central system denoting it as concurrent employment.

When first employment is terminated before cutoff date:

When Additional Events is not maintained:

If additional events, first employment details will be skipped from the data extraction process and the secondary employment details will be extracted.

When Additional Events are maintained:

Both the employment details are considered for data extraction process. But all non-effective dated entities will be extracting data from the first employment and effective dated entities will be extracting data from both the employments.

> ### Note
>
> The infoporter tool currently migrates the dependent data based on the ERP personnel number. In case of concurrent employment, if the same dependent is maintained in both the PERNR's, then the dependent data is

considered for migration twice. If you want to remove the duplicate dependent data, then you need to use the modify BAdI definition `EX_ECPAO_ERP_EMP_DATA_MODIFY` for deleting the duplicate dependent details.

Parent topic: HR Business Processes for the Side-by-Side Deployment Option in Employee Data Migration [page 48]

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4.7 Employee Terminated in SAP ERP HCM

You can migrate an employee who has been terminated in SAP ERP HCM system.

When you terminate an employee in SAP ERP HCM, the information about the termination is migrated to Employee Central if the earliest transfer date is before the termination date. This ensures that the employee is also terminated in Employee Central and becomes inactive there. When you carry out the *Leaving* action in SAP ERP HCM, the employee's employment status is changed to *Withdrawn*. When the termination is replicated to Employee Central, a *Termination* event with the *Termination* event reason is carried out and a new *Job Information* record is created.

> **Note**
>
> When an employee is terminated, his or her assigned position, job code, division, department, business unit, and cost-center information remains in Job Information in Employee Central. In the SAP ERP HCM system, however, a terminated employee has a default position assigned, and job, organizational unit, and cost-center assignments are removed from the *Organizational Assignment* (0001) infotype. If this information was replicated to Employee Central, the assignments are also removed from the employee's Job Information. This is the reason why the SAP ERP HCM system migrates the corresponding assignments from the employee's last active *Organizational Assignment* record instead of from the terminated one.

Parent topic: HR Business Processes for the Side-by-Side Deployment Option in Employee Data Migration [page 48]

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5 Starting Data Replication from Employee Central to the SAP ERP HCM System

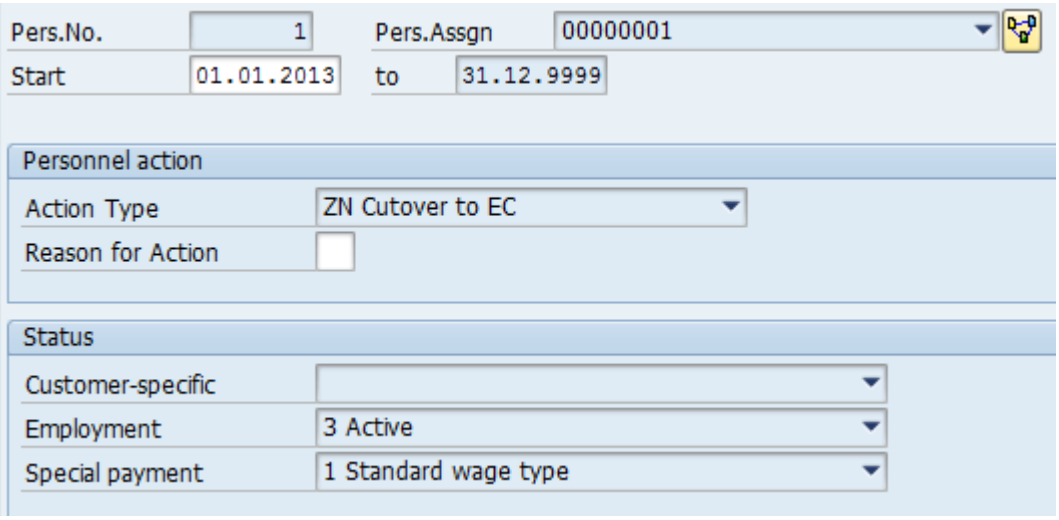
Once you've finished data migration from the SAP ERP HCM system to Employee Central, you can start replicating employee master data from Employee Central to SAP ERP HCM.

Some things to remember:

- The employee key mapping table should be filled **before** you start replicating data from Employee Central to SAP ERP HCM.
  For more information, see the *Replicating Employee Data from SAP ERP HCM to Employee Central* integration guide. Find the most current version of this guide in SAP Help Portal at http://help.sap.com/hr_ecintegration.
- Set an appropriate full transmission start date (FTSD), in the properties of the process that replicates employee master data from Employee Central to SAP ERP HCM. For more information refer to section *Setting up the Middleware* in the *Replicating Employee Master Data from Employee Central to SAP ERP HCM* integration guide. Find the most current version of this guide in SAP Help Portal at http://help.sap.com/hr_ecintegration.
  The FTSD is the earliest extraction date. Data in Employee Central that has a last modified date that is before FTSD isn't replicated to the SAP ERP HCM system. This way, the FTSD helps you to control the volume of data that is to be transferred from Employee Central to SAP ERP HCM.
  You must **not** choose a FTSD that is before the cutover date for your migration project. You can set any FTSD that is after the cutover date and suits your specific business requirements.
- After the cutover date for data migration, Employee Central creates a new employee using an event reason with the *Hire* event. If you replicate this employee's data back to SAP ERP HCM, the SAP ERP HCM system tries to initiate a new *Hiring* personnel action since the *Hire* event from Employee Central is mapped to the *Hiring* action in SAP ERP HCM. But the employee already exists in SAP ERP HCM, so a *Hiring* action was already carried out for him or her. A second *Hiring* action cannot be triggered, therefore the employee data replication from Employee Central to SAP ERP HCM shows an error for this employee.
  To prevent this kind of error, you can create a new event reason such as *Cutover*. Assign the *Hire* event to this event reason. Also specify the SAP ERP HCM action to be carried out in the *Payroll Event* field of the event reason.



Event Reason in Employee Central



Action Type in the SAP ERP HCM System

At cutover date, you can add this event reason to the employees who were earlier hired in the SAP ERP HCM system. This has the following effects:

- The *Job History* record of the employee can be created without issues since the *Hire* event is set for the event reason.
- The employee can be replicated without issues to the SAP ERP HCM system since you've specified a specific action in the *Payroll Event* field, which is then used in SAP ERP HCM instead of the *Hiring* action.

Example

Employee 12345 was hired in SAP ERP HCM on January 10, 2012. The cutover date for data migration from SAP ERP HCM to Employee Central is July 1, 2015. So employee 12345 has a first *Job History* record in Employee Central starting with July 1, 2015. This *Job History* record is created using a specific *Cutover* event reason. Now you replicate this employee's data from Employee Central to SAP ERP HCM. The data

replication will set the action to be carried out in SAP ERP HCM automatically since you've mapped the desired action to the *Payroll Event* field of the *Cutover* event reason in Employee Central.

Note that if you don't specify the SAP ERP HCM action in the *Payroll Event* field of the *Cutover* event reason in Employee Central, employee data replication from Employee Central to SAP ERP HCM shows an error because then the SAP ERP HCM system tries to carry out the *Hiring* action. But the *Hiring* action was already carried out on January 10, 2012 for employee 12345 and can't be carried out again.

6 Validating the Migration

Make some checks to validate whether data migration from the SAP ERP HCM system to Employee Central was successful.

Checking data migration from SAP ERP HCM to Employee Central

In your SAP ERP HCM system, go to the *Analyze Application Log* (`SLG1`) transaction or you can run the (`SLGD`) transaction to display the data in text format and export the data into an excel file or in other formats. After executing the transaction you can choose the required format in which you want to export the log file check the following application logs:

- For employee data: `ECPAO` object and subobject
- For organizational data: `ECPAO` object and `ECPAO_OM` subobject

Checking employee master data replication from Employee Central to SAP ERP HCM

In your SAP ERP HCM system, check the following:

- Go to the *Analyze Application Log* (`SLG1`) transaction and check the error log for the `PAOC_SFI_PA` object. The new *Analyze Inventory of Replicated Employee Data* (`ECPAO_EMPL_INVENTORY_ALV`) program and Replicated Organizational Data (`ECPAO_OM_INVENTORY_ALV`) is available to check the inventory tables. The new inventory tables are updated with the replication information per Employee Central entity. The Analyze Application Log (SLG1) transaction now shows the messages per employee/personnel number.
- Go to the *Web Service Utilities* (`SRTUTIL`) transaction.
  - In the error log, check the messages for the *II_PAOCF_EC_EMPLOYEE_MASTER_DA* interface.
  - In the message monitor, check the messages for the *EmployeeMasterDataReplicationRequest_In* interface.

  For more information about checking data replication results refer to the *Replicating Employee Master Data from Employee Central to SAP ERP HCM* integration guide. Find the most current version of this guide in SAP Help Portal at http://help.sap.com/hr_ecintegration.

  > ### Note
  >
  > Depending on your system configuration, the `SRTUTIL` transaction might not be available. If it's not, use the *Integration Engine: Monitoring* (`SXMB_MONI`) transaction instead.

7 Change History

Learn about changes to the documentation for Migrating Data from SAP ERP HCM to Employee Central Using Infoporter in recent releases.

2H 2025

Type of Change	Description	More Info
Added	We added information about supporting the migration of employees who are rehired during consecutive international transfers.	Employee in International Transfer [page 53]

2H 2023

Type of Change	Description	More Info
Changed	We have moved the Change History to the end of the guide.	Overview of Data Migration from SAP ERP HCM to Employee Central [page 4]

2H 2021/ PA_SE_IN SP32

The following table summarizes changes to this guide for the SAP SuccessFactors 2H 2021 release.

Type of Change	Description	More Info
New	Added information about the support of migration of Flextime Bandwidth through Workschedule migration report.	Migrating Foundation Objects to Employee Central [page 25]
New	Added information about the support of navigational fields to send data to SAP SuccessFactors Employee Central	Migrating Custom Foundation Objects to Employee Central [page 40]

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