



PUBLIC

Document Version: 1H 2605 – 2026-09-17

Integrating SAP SuccessFactors Employee Central with SAP Master Data Integration

Content

1	Introduction.	3
2	Configuring Common Settings for Integration of SAP SuccessFactors Employee Central with SAP Master Data Integration.	4
2.1	Master Data Replication: Setup Instructions for SAP SuccessFactors Employee Central.	5
2.2	Required Permissions and Prerequisites.	10
2.3	Configuring OAuth for SAP Master Data Integration.	11
2.4	Mapping Extension Field for Inbound and Outbound Workforce Integration.	12
3	Master Data-Specific Information	15
3.1	Configuring the Business Scenarios for Inbound Integrations.	15
	Initial and Delta Loads for Inbound Business Scenarios.	18
	Scenario: Integrating Bank Data from SAP Master Data Integration to Employee Central.	18
	Scenario: Integrating Company Code from SAP Master Data Integration to Employee Central.	22
	Scenario: Integrating Cost Center from SAP Master Data Integration to Employee Central.	31
	Scenario: Integrating Exchange Rate from SAP Master Data Integration to Employee Central.	41
	Scenario: Integrating External Workforce from SAP Master Data Integration to Employee Central	43
	Scenario: Integrating Supplier Data from SAP Master Data Integration to Employee Central.	47
3.2	Configuring the Business Scenarios for Outbound Integrations.	50
	Scenario: Integrating Job Classification Data from Employee Central to SAP Master Data Integration.	53
	Scenario: Integrating Organizational Units from Employee Central to SAP Master Data Integration	54
	Scenario: Integrating Workforce from Employee Central to SAP Master Data Integration.	57
	Scenario: Integrating Location Data from Employee Central to SAP Master Data Integration.	96
4	Monitoring Inbound and Outbound Integration Scenarios.	101
4.1	Checking Results of Data Replication	101
5	Best Practices for Instance Refresh in Employee Central with Master Data Integration.	102
6	Change History.	104

1 Introduction

SAP Master Data Integration enables you to share consistent master data across multiple products easily and efficiently.

Once the relevant products, applications, or landscapes are connected to , master data is synchronized between them. Changes to master data are first propagated to the SAP Master Data Integration service and then further propagated to the connected systems.

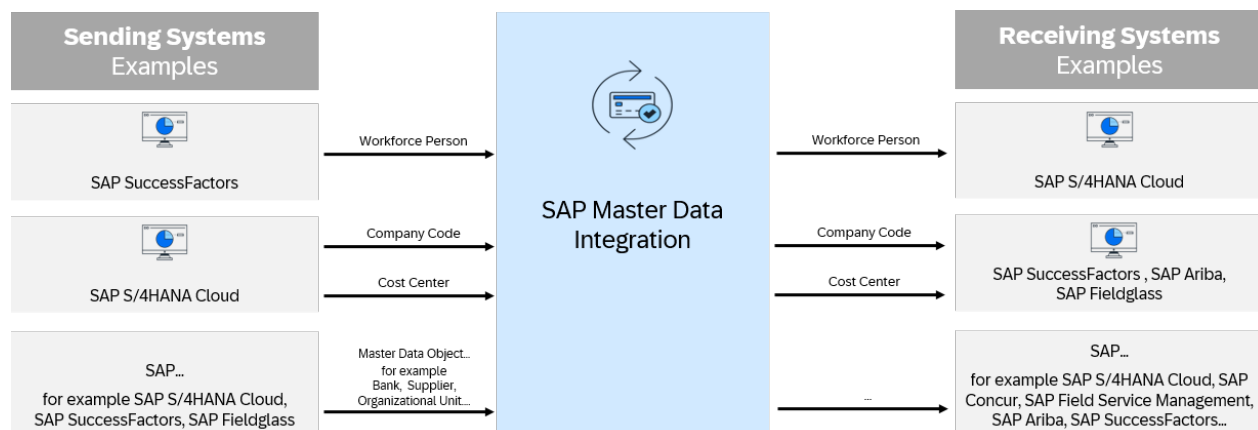
Note

Before you implement master data replication using SAP Master Data Integration, read the [Release Restriction Note](#), which is available on the [SAP S/4HANA Cloud page](#) on the SAP Help Portal.

Use this guide to prepare SAP SuccessFactors Employee Central and the Integration Center for replication of master data objects such as cost centers, workforce, product, or bank. The data synchronization is realized by a bundle of REST APIs, that read and update master data from Employee Central to SAP Master Data Integration and the other way around.

Object data created and changed in SAP systems can be integrated through multiple sending and receiving SAP systems, or in some cases, integrated through third-party systems.

To give you an idea of the possibilities, we provided an exemplary high-level overview of potential data flows during these processes. However, it's important to note that our systems are not limited to the ones shown here in the exemplary graphic.



2 Configuring Common Settings for Integration of SAP SuccessFactors Employee Central with SAP Master Data Integration

Make settings that you need for all integration scenarios.

Some settings are different depending on whether they're used for inbound or outbound scenarios. We mention this for the settings in question.

Recommended Reading

It's recommended to read through the following product guides in the *Related Information* section of this page.

- [SAP Master Data Integration](#)
- [Business Data Orchestration](#)

[Master Data Replication: Setup Instructions for SAP SuccessFactors Employee Central \[page 5\]](#)

Here you find the links to the step-by-step procedures for connecting SAP SuccessFactors Employee Central and SAP Master Data Integration for master data replication.

[Required Permissions and Prerequisites \[page 10\]](#)

Ensure that you have the required permissions for all inbound and outbound scenarios, to access and use the integration.

[Configuring OAuth for SAP Master Data Integration \[page 11\]](#)

Configure the OAuth authentication type for your scenarios to specify a process for resource owners to authorize third-party access to their server resources without sharing their credentials.

[Mapping Extension Field for Inbound and Outbound Workforce Integration \[page 12\]](#)

You can map extension fields for inbound and outbound workforce integration to their corresponding extension fields in the sending and receiving system. Data contained in these fields are replicated when the workforce integration happens.

Related Information

[What Is Master Data Integration?](#)

[General Setup of SAP Master Data Orchestration](#)

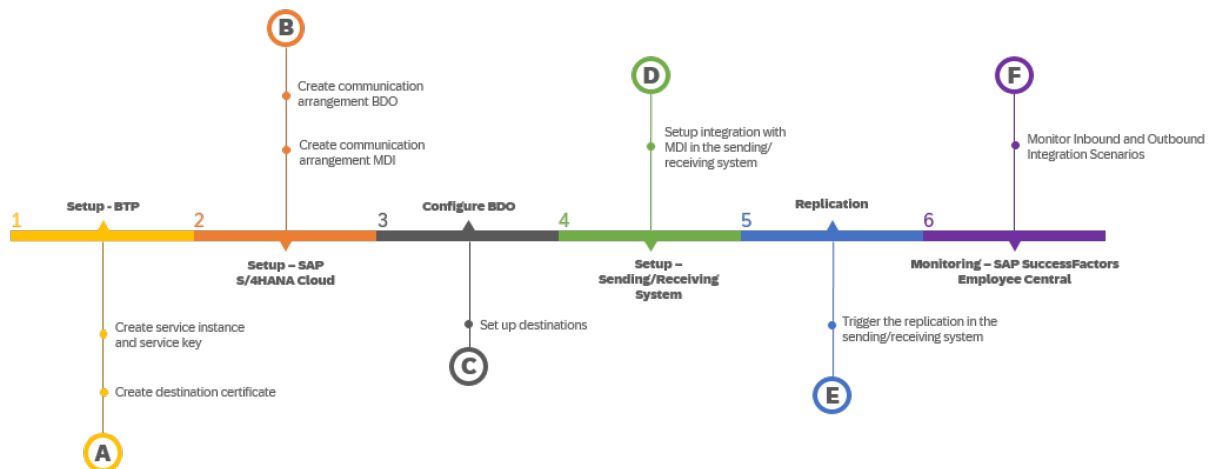
2.1 Master Data Replication: Setup Instructions for SAP SuccessFactors Employee Central

Here you find the links to the step-by-step procedures for connecting SAP SuccessFactors Employee Central and SAP Master Data Integration for master data replication.

Context

Note

This graphic is interactive. You can hover over each element to see more information about that step, or click on an element to navigate to the topic with the information for that step.



- https://help.sap.com/docs/SAP_MASTER_DATA_INTEGRATION/c7713d6177ad479d9ea00958db9f2f81/e01bb46b7e09427aa37ac2da40198cf2.html?locale=en-US&version=LATEST [https://help.sap.com/docs/SAP_MASTER_DATA_INTEGRATION/c7713d6177ad479d9ea00958db9f2f81/e01bb46b7e09427aa37ac2da40198cf2.html?locale=en-US&version=LATEST]
- https://help.sap.com/docs/CP_CONNECTIVITY/cca91383641e40ffbe03bdc78f00f681/df1bb55a526942b9bee78fea2ebb3162.html?locale=en-US&version=LATEST [https://help.sap.com/docs/CP_CONNECTIVITY/cca91383641e40ffbe03bdc78f00f681/df1bb55a526942b9bee78fea2ebb3162.html?locale=en-US&version=LATEST]
- [https://help.sap.com/docs/SAP_MASTER_DATA_INTEGRATION/c7713d6177ad479d9ea00958db9f2f81/69ae614272654411a4c03acea8d488b3.html]
- https://help.sap.com/docs/SAP_S4HANA_CLOUD/0f69f8fb28ac4bf48d2b57b9637e81fa/ada734c814a04d4fb4a7456eb93596fb.html?locale=en-US&version=LATEST [https://help.sap.com/docs/SAP_S4HANA_CLOUD/0f69f8fb28ac4bf48d2b57b9637e81fa/ada734c814a04d4fb4a7456eb93596fb.html?locale=en-US&version=LATEST]

- https://help.sap.com/docs/SAP_S4HANA_CLOUD/0f69f8fb28ac4bf48d2b57b9637e81fa/fbb01189cc394dc98bab956533de521e.html?locale=en-US&version=LATEST [https://help.sap.com/docs/SAP_S4HANA_CLOUD/0f69f8fb28ac4bf48d2b57b9637e81fa/fbb01189cc394dc98bab956533de521e.html?locale=en-US&version=LATEST]
- [https://help.sap.com/docs/SAP_S4HANA_CLOUD/0f69f8fb28ac4bf48d2b57b9637e81fa/8188b5a105da4dce89b433a205472cb5.html]
- [https://help.sap.com/docs/SAP_SUCCESSFACTORS_EMPLOYEE_CENTRAL/634eabb3d94044d2b319aaf7a8f18fb9/6adf2b887cec49639672d42dc5982d9c.html]
- [https://help.sap.com/docs/master-data-integration/sap-master-data-integration-prod/configuring-businesssystemids-for-client-applications]
- [https://help.sap.com/docs/master-data-integration/sap-master-data-integration-prod/configuring-writepermissions]
- [https://help.sap.com/docs/SAP_SUCCESSFACTORS_EMPLOYEE_CENTRAL/634eabb3d94044d2b319aaf7a8f18fb9/6adf2b887cec49639672d42dc5982d9c.html]

Procedure

Follow these steps to set up the integration between SAP SuccessFactors Employee Central and SAP Master Data Integration. The steps are the same for all types of master data. However, in some steps, you must enter specific information depending on the master data that you want to replicate. That master data-specific information is available in documents for the different types of master data that are listed in the Related Information section below.

❖ Example

If you want to replicate cost center master data, you need to check the chapter *Scenario: Integrating Cost Center from SAP Master Data Integration to Employee Central* for the steps highlighted in the table. You can find the relevant link in the *Related Information* section below. You can find all available types of master data in the *Related Information* section below.

"A" Line - Setup on SAP Business Technology Platform

Steps	Where to Perform This Step	Master Data-Specific Information Needed to Complete Step	Where to Find How-To Information for Completing This Step
Assign global account and create entitlement	SAP Business Technology Platform	No, done once	• Getting a Global Account for SAP Master Data Integration. • Entitlement and Quotas for SAP Business Technology Platform.
Create a subaccount	SAP Business Technology Platform	No, done once for each landscape	Creating Tenants for SAP Master Data Integration.

Steps	Where to Perform This Step	Master Data-Specific Information Needed to Complete Step	Where to Find How-To Information for Completing This Step
Create a tenant for your subaccount	SAP Business Technology Platform	No, done once for each landscape	Creating Tenants for SAP Master Data Integration
 Note For each subaccount, there can be at most one tenant of SAP Master Data Integration. This tenant is created for a subaccount with the subscription of the SAP Master Data Integration Tenant application.			
Create a service instance and a service key	SAP Business Technology Platform	No, done once for each connected product	Connecting Applications via Service Instances for SAP Master Data Integration.
 Note If you have already created an instance for the replication of one type of master data using SAP Master Data Integration, you do not need to set up additional instances for the replication of other types of master data. You can use the instance which already exists.			
Configure a business system ID	SAP Business Technology Platform	No, done once for each connected product	Configuring businessSystemIds for Client Applications for SAP Master Data Integration
Configuring Permissions	SAP Business Technology Platform	Yes, configure the distribution models to get access permissions to relevant master data objects.	Configuring Permissions for SAP Master Data Integration

"B" Line - Setup on SAP S/4HANA Cloud Public Edition

Steps	Where to Perform This Step	Master Data-Specific Information Needed to Complete Step	Where to Find How-To Information for Completing This Step
Create a communication arrangement for the replication of master data from SAP S/4HANA Cloud Public Edition through the SAP Master Data Integration service	SAP S/4HANA Cloud Public Edition	No, the same communication arrangement is used for all types of master data: SAP_COM_0659	Master Data Replication: Creation of Communication Arrangement SAP_COM_0659
 Note After a successful initial replication, when changing credentials used in communication arrangement SAP_COM_0659, please ensure that those credentials belong to the same SAP Master Data Integration service instance, as otherwise the replication may break.			
Create a communication arrangement for the connection to Business Data Orchestration	SAP S/4HANA Cloud Public Edition	No, the same communication arrangement is used for all types of master data: SAP_COM_0594	Master Data Replication: Creation of Communication Arrangement SAP_COM_0594

"C" Line - Configure Business Data Orchestration

Steps	Where to Perform This Step	Master Data-Specific Information Needed to Complete Step	Where to Find How-To Information for Completing This Step
Set up the required destinations	SAP Business Technology Platform	No, done once for each connected product	Master Data Replication: Setup of Destinations for SAP_COM_0594
 Note A single destination needs to be set up for each unique system connection.			

Steps	Where to Perform This Step	Master Data-Specific Information Needed to Complete Step	Where to Find How-To Information for Completing This Step
Create the required distribution models in Business Data Orchestration	SAP Business Technology Platform	Yes, see the master data-specific information for the data that needs to be entered to complete the step	Subscription Process for SAP Master Data Orchestration Maintenance of the Distribution Model in SAP Master Data Orchestration

"D" Line - Setup in Receiving/Sending System

Steps	Where to Perform This Step	Master Data-Specific Information Needed to Complete Step	Where to Find How-To Information for Completing This Step
Set up the integration with SAP Master Data Integration in the receiving/sending system	Receiving product Sending product	Depends on the sending or receiving system	See the information specific to the type of master data.

"E" Line - Replication

Steps	Where to Perform This Step	Master Data-Specific Information Needed to Complete Step	Where to Find How-To Information for Completing This Step
Trigger the replication in the sending/receiving system.		Yes, see the master data-specific information for the data that needs to be entered to complete the step	See the information specific to the type of master data under Initial and Delta Loads for Inbound Business Scenarios [page 18]

"F" Line - Monitoring in SAP SuccessFactors Employee Central

Steps	Where to Perform This Step	Master Data-Specific Information Needed to Complete Step	Where to Find How-To Information for Completing This Step
Monitor replication status for the replication.	SAP SuccessFactors Employee Central	No, done once for each connected product	Monitoring Inbound and Outbound Integration Scenarios [page 101]

Related Information

[Scenario: Integrating Workforce from Employee Central to SAP Master Data Integration](#) [page 57]

[Scenario: Integrating Cost Center from SAP Master Data Integration to Employee Central](#) [page 31]

[Scenario: Integrating Bank Data from SAP Master Data Integration to Employee Central](#) [page 18]

2.2 Required Permissions and Prerequisites

Ensure that you have the required permissions for all inbound and outbound scenarios, to access and use the integration.

To configure your Employee Central solution, make sure that you have the relevant permissions to configure and update the settings. For more information on these permissions, refer to the Related Information section of this page.

Prerequisites

Ensure that you have created the PULL Distribution Model in Business Data Orchestration. For more information refer to the Related Information section of this page. This is only valid for inbound scenarios.

ⓘ Note

Since data of inbound entities is mastered in the source system, it shouldn't usually be changed manually in SAP SuccessFactors. Please ensure that data is protected against manual changes by applying appropriate role-based permissions.

Permissions

Applicability (Admin or User)	Permission Location	Permission Name	Description
Admin	Manage Integration Tools	Access to Integration Center	Gives administrators permission to access and configure business scenarios.
Admin	Admin Center Permissions	Read Execution Manager Events Read Execution Manager Event Payload	Gives administrators permission to access and configure business scenarios.
Admin	Manage Security Center	Access to OAuth Configurations	Gives administrators permission to configure the OAuth authentication type for business scenarios.

Applicability (Admin or User)	Permission Location	Permission Name	Description
Admin	Meta Data Framework	Admin access to MDF OData API	Gives the user who wants to execute the business scenario access to the MDF OData API and object types that are included in the replication.
Admin	MDF Foundation Objects	SAP Master Data Integration Configuration	Gives the user who wants to execute the business scenario access to the MDF Foundation Objects that are included in the replication.

Related Information

[Manage Distribution Model](#)
[Allowing Access to Business Scenarios](#)

2.3 Configuring OAuth for SAP Master Data Integration

Configure the OAuth authentication type for your scenarios to specify a process for resource owners to authorize third-party access to their server resources without sharing their credentials.

Prerequisites

You've created a service key for your SAP Master Data Integration instance in the SAP BTP cockpit. For more information about what service keys are, refer to [Service Keys](#) in the SAP Business Technology Platform documentation. For more information about how to create services keys when connecting a client to a tenant of SAP Master Data Integration service, refer to [Connecting Clients](#) in the SAP Master Data Integration documentation.

Procedure

1. Sign in to the SAP BTP cockpit and select your subaccount.
2. Locate your instance for SAP Master Data Integration and select the entry shown in the [Credentials](#) column for this instance.
3. Select the entry shown in the [Name](#) column for [Service Keys](#) to show the credentials.
4. Choose [Forms](#) and copy the values from the following fields:

- *clientid*
 - *clientsecret*
 - *url*
5. Sign in to your Employee Central instance.
 6. Go to ► [Admin Center](#) ► [Security Center](#) ► [OAuth Configurations](#) ►.
 7. Choose [Add](#) to create a new configuration.
 8. Enter a name and specify the following fields.

OAuth Configuration Field	What to Specify
<i>OAuth Type</i>	<i>OAuth 2.0</i>
<i>Grant Type</i>	<i>Client_Credentials</i>
<i>Client ID</i>	Value from <i>clientid</i> field in service key credentials
<i>Client Secret</i>	Value from <i>clientsecret</i> field in service key credentials
<i>Token URL</i>	Value from <i>url</i> field in service key credentials, with <i>/oauth/token</i> appended

9. Save your entries.

2.4 Mapping Extension Field for Inbound and Outbound Workforce Integration

You can map extension fields for inbound and outbound workforce integration to their corresponding extension fields in the sending and receiving system. Data contained in these fields are replicated when the workforce integration happens.

Prerequisites

- Create an extension field in Business Data Orchestration. For more information on how to create an extension field, refer to the topic [Using the Manage Business Object Type App](#) in the [Related Information](#) section of this page.
- Ensure that you have enabled Best Practices for address mapping, to generate the picklists *BCUI_HRIS_ELEMENT_TYPE* and *BCUI_MAPPED_DOMAIN_ATTRIBUTE_NAME* automatically. For more information, refer to [Enabling Best Practices Address Mapping for SAP Master Data Integration \[page 96\]](#).

Context

You can create a custom field, map this field to a corresponding field in SAP Master Data Integration, and replicate data contained when they initiate the workforce integration process. Such data can be retrieved by S/4HANA and other applications to estimate costs of an employee in the case of an outbound replication.

Extensible Entity Types

Entity in Employee Central	Entity in SAP Master Data Integration
personInfo	BiographicalDetails
personalInfo	PersonalDetails and ProfileDetails
employmentInfo	WorkAssignment
jobInfo	JobDetails

Procedure

Creating the Entry in the Picklist

1. Go to ► [Admin Center](#) ► [Picklist Center](#) ►.

2.  **Note**

External Workforce replication only supports `jobInfo` and `personalInfo`.

Add the picklist value `personalInfo` to the picklist `BCUI_HRIS_ELEMENT_TYPE`.

- a. Locate and click `BCUI_HRIS_ELEMENT_TYPE`.
- b. Choose the active version.
- c. Choose **+** ([Add New Value](#)).
- d. In the [Edit Picklist Value](#) page that appears, specify the following fields.

Field	Value
External Code	personalInfo
Label	Personal Information
Status	Active
Non-unique External Code	personalInfo

- e. Save your changes.

Creating the Mapping in Manage Business Configuration

3. Likewise, add the picklist value such as [ProfileDetails_ext__namespace1_VaccinationStatus](#) (with the format `<MDI Entity>_<Extension Field Name>`) to the picklist `BCUI_MAPPED_DOMAIN_ATTRIBUTE_NAME`. The [Extension Field Name](#) is the extension field you created in Business Data Orchestration.

Field	Value
External Code	ProfileDetails_ext__namespace1_VaccinationStatus
Label	Vaccination Status
Parent Picklist Value	Personal Information
Status	Active
Non-unique External Code	ProfileDetails_ext__namespace1_VaccinationStatus

- Go to ► [Admin Center](#) ► [Manage Business Configuration](#) ► and select [personallInfo](#) from the navigation tree.
- Conditional:** If you have not configured a custom field to store vaccination status information, choose an available field from the [Identifier](#) dropdown list in the [HRIS Fields](#) section and specify the following parameters. You can specify either using a picklist data type or a primitive data type.

Parameter	Value
Label	Vaccination Status
Enabled	Yes

→ Tip

User roles that are supposed to view or edit the custom field must be granted relevant permissions. Use the [Manage Permission Roles](#) tool and select required permissions at ► [Employee Central Effective Dated Entities](#) ► [Personal Information](#) ► [Vaccination Status](#) ►.

- Let's assume the [custom-string2](#) field has been configured to store service cost level information. Choose [Details](#) to the right and open the details editor window.
- Scroll down and locate the [Mapped Domain Attribute Name](#) field. Select [Vaccination Status](#) in the dropdown list.

[Vaccination Status](#) is the field in SAP Master Data Integration the custom field will be mapped to.

- Save your changes.

Results

The next time the integration runs, the vaccination status will be replicated to or received from SAP Master Data Integration (depending on whether it was an outbound or inbound replication).

Related Information

[Using the Manage Business Object Type App](#)

3 Master Data-Specific Information

Find the master data-specific information that needs to be entered to complete certain setup steps from SAP Master Data Integration to SAP SuccessFactors Employee Central.

Related Information

[Scenario: Integrating Cost Center from SAP Master Data Integration to Employee Central \[page 31\]](#)

[Scenario: Integrating Bank Data from SAP Master Data Integration to Employee Central \[page 18\]](#)

[Scenario: Integrating Company Code from SAP Master Data Integration to Employee Central \[page 22\]](#)

[Scenario: Integrating Workforce from Employee Central to SAP Master Data Integration \[page 57\]](#)

[Scenario: Integrating Exchange Rate from SAP Master Data Integration to Employee Central \[page 41\]](#)

[Scenario: Integrating Supplier Data from SAP Master Data Integration to Employee Central \[page 47\]](#)

[Scenario: Integrating Job Classification Data from Employee Central to SAP Master Data Integration \[page 53\]](#)

[Scenario: Integrating Organizational Units from Employee Central to SAP Master Data Integration \[page 54\]](#)

[Scenario: Integrating External Workforce from SAP Master Data Integration to Employee Central \[page 43\]](#)

3.1 Configuring the Business Scenarios for Inbound Integrations

Learn how to configure business scenarios for inbound integration scenarios and about the scenarios supported.

Context

To enable any integration in Employee Central, you need to specify a few mandatory fields in the Integration Center. This is where you schedule and run integration tasks.

Procedure

1. Sign in to your Employee Central instance and go to the [Admin Center](#) page.
2. Search for "Business Scenarios" in the global search bar at the top.
3. On the [Business Scenarios](#) page that appears, locate, and select the integration scenario you want to choose. They include:

- "Cost Center Replication from SAP Master Data Integration to EC"
 - "Exchange Rate Replication from SAP Master Data Integration to EC"
 - "Company Code Replication from SAP Master Data Integration to EC"
 - "Bank Replication from SAP Master Data Integration to EC"
 - "Workforce Replication from SAP Master Data Integration to EC"
 - "Supplier Replication from SAP Master Data Integration to EC"
4. Ensure the scenario is set to active. If it's already set to "ON", ignore this step.
 5. Choose the pen icon on the right to start configuring the settings.

You're now in the configuration UI.

6. Enter the integration name and description in the [Options](#) tab before choosing [Next](#) to continue:

Option	Description
Integration Name	User-definable.
Description	User-definable.

7. Specify options in the [Source Setting](#) tab like below before choosing [Next](#) to continue:

Option	Value
REST Server Settings	Enable it if not enabled yet.
Connection Name	User-definable. For example, "Connection to Employee Central".
REST API URL	Insert the URI out of the SAP Master Data Integration service key. For more information on the service key, refer to Configuring OAuth for SAP Master Data Integration [page 11] .
Authentication Type	OAuth. Because we need to access data during integration, an authentication process is required to specify which parties can access the data.
OAuth Configurations	Choose the entries you created in the topic Configuring OAuth for SAP Master Data Integration [page 11] .
Delta Token	INITIAL. Delta Token is used to fetch the newly added objects after the initial job. After each successful job, this delta token will be changed. You can specify this field by choosing either of the following two values: • INITIAL: Set to this value by choosing the reset button. Use this option when it's the initial job. • A certain delta token: If you want to retrieve data from a specific point, you need to record the delta token at the point beforehand and enter it here.
Operation Name	User-definable and not required.
Operation URI	Leave this field empty. The Operation URI option includes the entity and version used by the One Domain Model (ODM). Don't update this

Option	Value
	field unless required by SAP. If the Operation URI option is left empty, the latest supported ODM version is automatically considered.
Source Page Size	1000 by default. Specifies how many objects are read from the Log API at once. Large page size can yield higher performance.
Enable diagnostics for Run Now	Select it only for troubleshooting. For example, in case some objects couldn't be replicated from SAP Master Data Integration, selecting this option can enable payload to be logged in Execution Manager when "Run Now" is used.

8. Specify how often it should run in the [Scheduling](#) tab before choosing [Next](#).

Option	Value
Occurs	Specify how often the job runs. For example, Hourly, Once, Daily, Weekly, Monthly, Yearly. You can also set the scheduling to 15, 30 or 45 minutes. This needs to be configured in Provisioning. → 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. Suspended/Not Scheduled: Select this option if you want to cancel a job that is scheduled to recur in the future or run once in the future. However, once a job is running or queued, you can't cancel it.
Start Time	Choose a time to run the integration.
Ending On	Optional. Choose a time to end the integration scheduled executions.
Email To	Optional. You can enter the email address of any user who wants to receive error notifications after the scheduled job is finished.

9. Check the summary of integration configuration at the [Review and Run](#) tab:

- Choose [Save](#) to save your configuration.
- Choose [Set Schedule](#) to update your schedule.

10. Choose [Run Now](#) to start the integration.

Refresh the latest runtime by choosing on the [Refresh](#) icon beside [Last Run Time](#).

3.1.1 Initial and Delta Loads for Inbound Business Scenarios

The inbound integration scenarios can be executed in two different modes: initial load and delta load.

This topic explains details of the initial and delta loads for inbound scenarios. To configure parameters that affect the two modes, refer to the *Configuring the Integration Object* topic, under each scenario of this guide.

Initial Load

During the initial load all the entity instances are read from SAP Master Data Integration and stored in Employee Central. In this case, the [Delta Token](#) in the Business Scenario definition under the [Source Settings](#) tab is INITIAL. If you need to rerun an initial load, delete the value of the field [Delta Token](#) in the business scenario which automatically resets it to INITIAL. To ensure that only required data is received from SAP Master Data Integration, consider applying the configuration parameter [Cutoff Date](#). To identify already existing entity instances in Employee Central and match it with those received from SAP Master Data Integration, set the configuration parameter [Is Migration Run](#) to [Yes](#) in the Configuration Object.

Delta Load

During the delta load only the entity instances that were changed in SAP Master Data Integration since the last successful integration run will be stored in Employee Central. In this case, the [Delta Token](#) in the Business Scenario definition under the [Source Settings](#) tab is filled. To trigger a new initial load, reset the [Delta Token](#) and select the [Run Now](#) in the [Review and Run](#) tab.

3.1.2 Scenario: Integrating Bank Data from SAP Master Data Integration to Employee Central

SAP Master Data Integration serves as a central access layer for master data shared across cross-application business processes within the Intelligent Enterprise Suite. When master data is updated in one location, it is automatically distributed to all connected consumer systems in a consistent and unified manner.

Prerequisites

Before integrating Banks from SAP Master Data Integration to Employee Central, ensure the following prerequisites are fulfilled:

- Complete the generic setup instructions as outlined in the [Master Data Replication: Setup Instructions for SAP SuccessFactors Employee Central \[page 5\]](#).
- Administrator users with existing Banks must have configured the integration object, as described in [Configuring the Integration Object: Bank \[page 20\]](#)

- If the bank key in SAP S/4HANA does not match the bank number, ensure that country/region-specific validation on **routingNumber** is deactivated in Employee Central. For more information, refer to [Configuring a Country/Region Specific Bank Validation Object](#)
- Verify that a PULL distribution model has been created in Business Data Orchestration. For step-by-step instructions, see [Manage Distribution Model](#).

Context

SAP Master Data Integration acts as the central data hub for master data and serves as the intermediary in the Bank integration process. It replicates bank data objects created in SAP S/4HANA FIN to Employee Central. SAP S/4HANA is the primary system for updating bank data, and on the Employee Central side, these objects are essential for workforce master data. To execute the bank replication from SAP Master Data Integration to Employee Central, administrators must trigger the integration in Employee Central and initiate an initial load.

Procedure

1. Navigate to [Manage Data](#) to set up the integration object for Bank. Specify all required and optional fields as needed. For comprehensive instructions, see [Configuring the Integration Object: Bank \[page 20\]](#).
2. Refer to the data fields supported by Employee Central and their corresponding fields in SAP Master Data Integration, you can refer to [Field Mapping Between Employee Central and SAP Master Data Integration: Bank \[page 22\]](#).
3. Navigate to [Admin Center](#) > [Business Scenarios](#) to configure inbound business scenarios for integration. For step-by-step guidance, refer to [Configuring the Business Scenarios for Inbound Integration](#).

After configuring the Bank integration in [Business Scenarios](#), select [Run Now](#) to manually trigger the initial load. This action replicates all Banks from SAP Master Data Integration to Employee Central. SAP Master Data Integration returns a <deltaToken> parameter in the response, which the Integration Center reads and includes in subsequent requests. This token is used for pagination on the SAP Master Data Integration side.

The Integration Center retrieves pages of Banks until all available records are processed. The latest <deltaToken> is saved in the integration definition and will be used in the next integration job run to query only newly added events from SAP Master Data Integration. The <deltaToken> can be overwritten in the user interface to read from a specific point, or reset to its initial value to reload all Banks from SAP Master Data Integration.

After the initial load is successfully completed, schedule a periodic Integration Center job (for example, every 15 minutes). The job uses the latest saved <deltaToken> to retrieve newly added Bank events from SAP Master Data Integration. The <deltaToken> is only updated if the saving of cost centers is successful, ensuring that no information retrieved from SAP Master Data Integration is lost.

4. Check the results of the replication or monitor the progress of the integration. Refer to [Monitoring Inbound and Outbound Integration Scenarios \[page 101\]](#)

Results

Bank data from SAP S/4HANA FIN becomes available in Employee Central and can be used for workforce master data processes.

Related Information

[Master Data Replication: Setup Instructions for SAP S/4HANA Cloud Public Edition](#)

3.1.2.1 Configuring the Integration Object: Bank

The configuration process involves creating an instance of a predefined configuration object and defining some mandatory and optional fields.

Prerequisites

You have the [Admin Center](#) > [Manage Permission Roles](#) > [Administrator Permissions](#) > [MDF Foundation Objects](#) > [SAP Master Data Integration Configuration](#) permission.

Context

The configuration object controls how the integration behaves. Among other things, you can configure how existing banks are properly migrated to the new integration solution based on SAP Master Data Integration. If banks already exist in Employee Central from legacy integrations and you are transitioning to SAP Master Data Integration, a migration mechanism is provided. During the migration, you must specify an identifier in the configuration object to map banks between SAP Master Data Integration and Employee Central. The configuration object lets you specify whether the <bankNumber> from SAP Master Data Integration should map to the <routingNumber> in Employee Central. If <bankNumber> is not used, the mapping is done using the externalID from SAP Master Data Integration (excluding the country/region code prefix).

Caution

Once the initial load is triggered, don't change the configuration object to avoid data inconsistencies.

Procedure

1. Sign in to your Employee Central instance and go to the [Admin Center](#) page.
2. Search for **Manage Data** in the global search bar at the top.
3. In the new window that appears, enter **SAP Master Data Integration Configuration** into the [Create New](#) field to start creating a new instance of it.
4. Select [Bank](#) from the [Integration Object](#) dropdown.
5. Define the following mandatory and optional fields:

Field	Description
Bank Number Mapped	Optional. This parameter determines whether the field <code><bankNumber></code> from SAP Master Data Integration should be mapped to the field <code><routingNumber></code> in Employee Central.
Is Migration Run	Mandatory. This parameter is mandatory for legacy customers in order to find the existing banks in Employee Central. Note For customers using a legacy integration that are migrating to SAP Master Data Integration, it's necessary to set the Is Migration Run parameter to Yes before for the initial migration run. During migration, the entityOID in Employee Central is populated from SAP Master Data Integration This parameter will automatically be set to No, once the initial migration run is complete and future (delta) runs use entityOID for mapping existing banks. Since entityOID is the integration key for banks in Employee Central, do not change it via Imports or APIs. All changes should be initiated in SAP S/4HANA and updated in Employee Central through SAP Master Data Integration
Set out-of-sync Banks to inactive	This setting only affects the initial load, that is, the full load of all data from SAP Master Data Integration to Employee Central with the delta token INITIAL. It takes either of the following two values: • Yes (default): During an initial load, only banks (new or existing) that are replicated from SAP Master Data Integration keep their current status. All other legacy or "out-of-sync" banks are set to inactive. If those banks were already assigned to the employee records, they must be corrected afterwards. • No: All banks will keep their current status. Banks that aren't replicated from SAP Master Data Integration will not be set to inactive. Select this option if existing banks

Field	Description
	must be kept active, for example when additional banks are manually updated in Employee Central (in a test instance for example).

6. Save your instance.

3.1.2.2 Field Mapping Between Employee Central and SAP Master Data Integration: Bank

The data fields supported by Employee Central have their corresponding fields in SAP Master Data Integration.

Field Name in Employee Central	Field Name in SAP Master Data Integration
externalCode	externalId
city	Addresses->town->name
country	Country->code
bankName	Name
bankBranch	branchName
routingNumber	basedOnConfigexternalId/bankNumber
businessIdentificationCode	businessIdentificationCode
entityOID	Id
postalCode	Addresses->postCode
Street	Addresses->street->name
effectiveStatus	isMarkedForDeletion

3.1.3 Scenario: Integrating Company Code from SAP Master Data Integration to Employee Central

SAP Master Data Integration provides a central access layer for master data shared in cross-application business processes of the Intelligent Enterprise Suite. Master data updated in one place is distributed to all consumer systems in a unified way.

Prerequisites

Before integrating company code from SAP Master Data Integration to Employee Central, ensure the following prerequisites are fulfilled:

- Complete the generic setup instructions as outlined in the [Master Data Replication: Setup Instructions for SAP SuccessFactors Employee Central \[page 5\]](#).
- Ensure you've all enabled all the permissions mentioned here [Required Permissions and Prerequisites](#).
- Verify that a PULL distribution model has been created in Business Data Orchestration. For step-by-step instructions, see [Manage Distribution Model](#).

Context

SAP Master Data Integration is the data hub for master data and serves as the middle point of the company code integration process that replicates data (company code objects) created in SAP S/4HANA FIN to Employee Central. SAP S/4HANA is the primary system to update company code data. On the Employee Central side, these objects are known as Legal Entities, and are used and required for Workforce master data.

In order to execute the company code replication from SAP Master Data Integration to Employee Central, administrators should trigger the integration in the Employee Central system and start an initial load.

Procedure

1. Navigate to [Manage Data](#) to set up the integration object for company code. Specify all required and optional fields as needed. All the existent Legal Entities must be identifiable and trackable in Employee Central during the integration so migration is performed to ensure that existent Legal Entities are compatible with the new integration solution. During the migration, you can define a cutoff date to filter out legacy time periods from replicating those data from SAP Master Data Integration to Employee Central. The configuration is done by defining which cutoff date, which is used in an instance of the configuration object. For comprehensive instructions, see [Configuring the Integration Object: Company Code](#).

2. Navigate to [Admin Center](#) > [Business Scenarios](#) to configure inbound business scenarios for integration. For step-by-step guidance, refer to [Configuring the Business Scenarios for Inbound Integration](#).

When you've configured the Company Code integration in **Business Scenarios**, you can choose **Run Now** to start the integration, which will be used for manually triggering the initial load to replicate all Company Codes from SAP Master Data Integration to Employee Central. SAP Master Data Integration returns a <deltaToken> parameter in the response that the Integration Center reads and sends to SAP Master Data Integration in the following request. This token is used for pagination on the SAP Master Data Integration side.

The Integration Center retrieves pages of Company Codes until no more Company Codes are available. The latest <deltaToken> will be retained to be used in the next run of the integration job to only query newly added events from SAP Master Data Integration. The <deltaToken> can be overwritten on the Business Scenarios user interface to read from a certain point, or it can be reset to the initial value to reload all Company Codes from SAP Master Data Integration again.

After successful completion of the initial load, you need to schedule a regular job via the Business Scenarios UI (for example, every 15 minutes). The job uses the latest saved <deltaToken> to pick up newly added Company Code events from SAP Master Data Integration. The <deltaToken> will only be updated if the saving of company codes was successfully done. This ensures that no information is lost that has been retrieved from SAP Master Data Integration.

Key Dates Handling

There are three key dates that impact the starting time periods of the new Company Code objects to be replicated:

- Cutoff Date - the date you picked in this field
- Valid From Date - although the date isn't used in S/4HANA, it can be provided by a third-party system
- Low Date – a fixed date, 1900-01-01, to ensure that all data is taken care of if no other key dates are available

Below is a table of use cases with different key dates for your reference:

Modes	Use Cases.	Low Date	Valid From Date	Cutoff Date	Time Periods	Results
Initial Load	Employee Central has time periods before cutoff date.	1900/1/1	2022/1/1	2022/1/1	There are three time periods in Employee Central: 1. From 1900/1/1 to 2020/1/1 2. From 2020/1/1 to 2023/1/1 3. Since 2023/1/1	After the initial load, there will be four time periods: 1. From 1900/1/1 to 2020/1/1 - Employee Central data is unchanged. 2. From 2020/1/1 to 2022/1/1 - Employee Central data before the cutoff date is unchanged. 3. New time period, from 2022/1/1 to 2023/1/1, will be added as of cutoff date - Employee Central data as of the newly created time period will be updated with incoming SAP Master Data Integration data. 4. Since 2023/1/1 - Employee Central

Modes	Use Cases.	Low Date	Valid From Date	Cutoff Date	Time Periods	Results
						data will be updated to include SAP Master Data Integration data.
	Employee Central has only a future dated record.	NA	NA	2022/1/1	There's one time period in Employee Central: 1. Since 2023/1/1	After the initial load, there will be one time period: 1. Since 2023/1/1 - Employee Central data will be updated to include SAP Master Data Integration data.
	Employee Central has no record, and the cutoff date is configured.	NA	NA	2022/1/1	There are no time periods in Employee Central.	After the initial load, there will be one time period: 1. Since 2022/1/1 - Employee Central will be updated with SAP Master Data Integration data.

Modes	Use Cases.	Low Date	Valid From Date	Cutoff Date	Time Periods	Results
	Employee Central has no record, and no cutoff date is configured.	1900/1/1	2000/1/1	NA	There are no time periods in Employee Central.	After the initial load, there will be one time period: 1. Since 2000/1/1 - Employee Central will be updated with SAP Master Data Integration data.

Modes	Use Cases.	Low Date	Valid From Date	Cutoff Date	Time Periods	Results
	Cutoff date isn't configured.	NA	NA	NA	There are three time periods in Employee Central: 1. From 1900/1/1 to 2020/1/1 2. From 2020/1/1 to 2023/1/1 3. Since 2023/1/1	After the initial load, there will be three time periods in Employee Central: 1. From 1900/1/1 to 2020/1/1 - Employee Central data will be updated to include SAP Master Data Integration data. 2. From 2020/1/1 to 2023/1/1 - Employee Central data will be updated to include SAP Master Data Integration data. 3. Since 2023/1/1 - Employee Central data will be updated to include SAP Master Data Integration data.
Delta Load	Even if the cutoff date is configured in delta load, the cutoff date is ignored. Instead, a new record is added as the date of today. During a delta load, the system creates a new time slice only when at least one of the replicated fields, such as name, currency, or country, has changed in MDI. If none of these fields are changed, a new time slice is not created.					

Note

When company code data is deleted in S/4HANA, the corresponding company code data in Employee Central isn't deleted, but all time periods are set to inactive.

Results

Company code data from SAP S/4HANA FIN is successfully replicated to Employee Central as Legal Entities, enabling their use in Workforce master data processes.

3.1.3.1 Configuring the Integration Object : Company Code

The configuration process involves creating an instance of a predefined configuration object and defining some mandatory and optional fields.

Context

The configuration process is intended for existing customers, though it can also be used by new customers. This instance is configured to ensure that the existent company codes are properly migrated to the new integration solution based on SAP Master Data Integration. New customers are recommended not to change any options when configuring the instance.

This configuration object controls:

- The mode to migrate legacy Company Code to Employee Central via SAP Master Data Integration – initial load and delta load.
- As of which date the data in Employee Central should be updated or created with the data from SAP Master Data Integration.

Procedure

1. Go to ► [Admin Center](#) ► [Manage Data](#) ►.
2. Enter **SAP Master Data Integration Configuration** in the [Create New](#) field to start creating a new instance of it.
3. Select [Company Code](#) from the [Integration Object](#) dropdown.
4. Define the following mandatory and optional fields:

Field	Description
Cutoff Date	Optional. This parameter only considers time periods from SAP Master Data Integration after the cutoff date to ensure that only relevant data is replicated. Pre-existing data before the cutoff date in Employee Central, is also retained. For pre-existing data, only the entityOID field gets updated in order to keep track of all the legal entities. Configure the cutoff date parameter with the date picker. The Cutoff Date in the configuration object is only considered during the replication in the initial load. A time period with "start date = Cutoff Date" will be added if it doesn't already exist. In delta load, a time period with "start date = today" will be added if it doesn't already exist. The system will only update time periods starting "today". For new company code objects, the system will apply the logic of "MAX(Cutoff Date, validFrom, lowDate('1900-01-01'))". For more information about key dates handling, see the <i>Initial and Delta Loads</i> topic.
Is Migration Run	Recommended. During the migration run, the existing legal entities in Employee Central will be identified by their external code. After the initial migration run, the existing legal entities will be identified through their entityOID that has been filled during initial migration. Note To enable the initial migration to work properly the configuration parameter Is migration job in the configuration object must be set to True. During the migration, run the entityOID field of Company Codes in Employee Central is filled from SAP Master Data Integration. The Is migration job parameter in the configuration object is automatically set to False after the successful initial migration run. For the next jobs (Delta runs), the existing Company Codes are replicated based on the entityOID.
Set out-of-sync Company Codes to inactive	This setting only affects the initial load, that is, the full load of all data from SAP Master Data Integration to Employee Central with the delta token INITIAL. It takes either of the following two values: - Yes (default): During an initial load, only company codes (new or existing) that are replicated from SAP Master Data Integration keep their current status. All other legacy or "out-of-sync" company codes are set to inactive. If those company codes were already assigned to the employee records, they must be corrected afterwards. - No : All company codes keep their current status. Company codes that aren't replicated from SAP Master Data

Field	Description
	Integration won't be set to inactive. Select this option if existing company codes must be kept active, for example when additional company codes are manually updated in Employee Central (in a test instance for example).

5. Save your changes.

3.1.3.2 Field Mapping Between Employee Central and SAP Master Data Integration: Company Code

The data fields supported by SAP Master Data Integration have their corresponding fields in Employee Central.

The table below sets out the mapping relations between Employee Central fields and SAP Master Data Integration fields.

Field in Employee Central	Field in SAP Master Data Integration
externalCode	displayId
entityOID	id
Currency	currency
Country	country
Name	name

3.1.4 Scenario: Integrating Cost Center from SAP Master Data Integration to Employee Central

SAP Master Data Integration provides a central access layer for master data shared in cross-application business processes of the Intelligent Enterprise Suite. Master data updated in one place is distributed to all consumer systems in a unified way.

Prerequisites

Before integrating cost center from SAP Master Data Integration to Employee Central, ensure the following prerequisites are fulfilled:

- Complete the generic setup instructions as outlined in the [Master Data Replication: Setup Instructions for SAP SuccessFactors Employee Central \[page 5\]](#).
- Ensure you've all enabled all the permissions mentioned here [Required Permissions and Prerequisites](#).

- Verify that a PULL distribution model has been created in Business Data Orchestration. For step-by-step instructions, see [Manage Distribution Model](#).
- Adjust the cost center data model to avoid errors during integration that are based on data model inconsistencies between SAP Master Data Integration and SAP SuccessFactors.
 - Ensure the visibility of `LegalEntity` is set to `Editable`. To change the visibility, you need the permission [Configure Object Definitions](#). For more information, refer to [Checking Visibility of legalEntity for the Cost Center](#).
 - Ensure that the field length of External Code must be adapted to 30 at a minimum in Employee Central.

Context

SAP Master Data Integration is the data hub for master data and serves as the middle point of the cost center integration process that replicates data (cost centers) created in SAP S/4HANA FIN to Employee Central. SAP S/4HANA is the primary system to update cost centers (Create/Update/Delete); on the Employee Central side, these cost centers are used and required for workforce master data. In order to execute the cost center replication from SAP Master Data Integration to Employee Central, customers should trigger the integration in the Employee Central system and start an initial load.

Procedure

1. Navigate to [Manage Data](#) to set up the integration object for company code. Specify all required and optional fields as needed. For comprehensive instructions, see [Configuring the Integration Object : Cost Center \[page 33\]](#).
2. Navigate to [Admin Center](#) > [Business Scenarios](#) to configure inbound business scenarios for integration. For step-by-step guidance, refer to [Configuring the Business Scenarios for Inbound Integration](#).

Results

Cost centers from SAP S/4HANA FIN are replicated and available in Employee Central for workforce master data processes.

Next Steps

For information on replicating cost centers from SAP S/4HANA Cloud or SAP S/4HANA on-premise, refer to [Cost Center Replication](#) topic.

Related Information

[Cost Center Replication: Setup Instructions](#)

[Cost Center Replication](#)

3.1.4.1 Configuring the Integration Object : Cost Center

The configuration process involves creating an instance of a predefined configuration object and defining some mandatory and optional fields.

Context

The configuration object controls how the integration behaves. Among other things, you can configure how existing cost centers are properly migrated to the new integration solution based on SAP Master Data Integration.

⚠ Caution

Once the initial load is triggered, don't change the configuration object to avoid data inconsistencies.

Procedure

1. Sign in to your Employee Central instance and go to the [Admin Center](#) page.
2. Search for "Manage Data" in the global search bar at the top.
3. In the new window that appears, enter "SAP Master Data Services Cost Center Integration Configuration" into the [Create New](#) field to start creating a new instance of it.
4. Define the following mandatory and optional fields:

Field	Description
External Code Mapping	Mandatory Specifies which field from SAP Master Data Integration is mapped to the cost center External Code field in Employee Central: • Display Name - displayName • Cost Center External ID - (default) costCenterId (is added as a prefix with Controlling Area Code if configured.) Choose costCenterId if you use or plan to use SAP SuccessFactors Employee Central Payroll.

Field	Description
	Company Code and Cost Center External ID -<i>localIdS4.companyCode</i> and <i>localIdS4.costCenterId</i> For more information, refer to the example at the end of this page. Note If the display name from SAP S/4HANA isn't selected for External Code in Employee Central, customers must ensure that <i>costCenterId</i> in SAP S/4HANA is unique cross all companies.
External ID Prefix of Cost Center	Mandatory Specifies if a prefix for the costCenterExternalObjectId field in Employee Central is required. Two options are offered: - Company Code: the company code prefix is added to the costCenterExternalObjectId(default) - No: only the <i>localIdS4.costCenterId</i> from SAP Master Data Integration is mapped to this field.
Cost Center Identification Field	Mandatory It's intended to be used by existing customers to identify cost centers in Employee Central. You need to define the Cost Center Identification field to enable proper identification of existing Cost Centers during the Migration Run. During delta loads, this configuration parameter is not applied but the entity OID is always used. Three options are available: - Entity OID - External Code (default for new customers) - Cost Center External ID
Set out-of-sync Cost Centers to inactive	Mandatory This setting only affects the initial load, that is, the full load of all data from SAP Master Data Integration to Employee Central with the delta token INITIAL. It takes either of the following two values: Yes: During an initial load, only cost centers (new or existing) that are replicated from SAP Master Data Integration keep their current status in Employee Central. All other legacy or "out-of-sync" cost centers are set to inactive. If those cost centers were already as-

Field	Description
	signed to employee job information records, they must be corrected afterwards. No (default): All cost centers in Employee Central keep their current status. Cost centers that aren't replicated from SAP Master Data Integration won't be set to inactive. Select this option if existing cost centers must be kept active, for example when additional cost centers are manually updated in Employee Central (in a test instance for example).
Controlling Area Code	Optional If customers use Area Code for their cost centers, it is added as a prefix for external code when the mapping option for External Code is "Cost Center External ID".
Custom Field Name for Company Code	Optional In the past, many customers maintained a custom field that was filled with the company code. During the replication, the specified field is filled with the companyCode value from SAP Master Data Integration. ⚠ Caution Once the initial load is triggered, don't change the configuration object to avoid data inconsistencies.
Cutoff Date	Optional This parameter only considers time periods from SAP Master Data Integration after the cutoff date to ensure that only relevant data is replicated. Pre-existing data before the cutoff date in Employee Central is also retained. Configure the cutoff date parameter with the date picker.
Is Migration Run	Mandatory If you have existing cost centers in SAP SuccessFactors which should be synced from SAP Master Data Integration, you need to set the configuration parameter <i>Is Migration Run</i> to Yes before you trigger the initial load from SAP Master Data Integration. This parameter is automatically set to No, once the initial migration run is complete. The identification of existing cost centers in SAP SuccessFactors during the migration run depends on the configuration parameter <i>Cost Center Identification Field</i>. If you choose the <i>External Code</i> as the <i>Cost Center Identification Field</i>, the

Field	Description
	configuration parameter External Code Mapping is additionally considered when identifying existing cost centers. This parameter decides if the field entityOID of existing cost centers gets updated during an integration run.
Use Master Data Integration (MDI) Controlling Area Code as External Code Prefix	Mandatory Use this field if you're replicating cost centers from SAP S/4 On-Premise and use more than one controlling area in SAP S/4 On-Premise. It takes either of the following two values: • Yes (default): This parameter uses the controlling area from SAP Master Data Integration data. • No : This parameter uses the controlling area from the Controlling Area Code field.
Cost Center ID Code Format	Optional Use this field to select the format of the cost center external ID when integrating cost center data. There are the following two options as drop downs: • Cost Center External ID (With Leading Zeros) : Uses the external ID code with leading zeros for the cost center external code. Example: 0000005000. Note This is the default value that will be used if no other option is selected for this field. • Cost Center External ID (Without Leading Zeros): Uses the external ID code without leading zeros for the cost center external code. Example: 5000.
Controlling Area Code Customization	Use this field if you want the controlling area code value with spaces up to 4 characters. You can select the following option from the drop down: • Controlling Area Code With Space: Adds a space upto 4 characters to your existing Controlling area code before concatenating with the cost center ID. Example • Controlling Area Code: A01 • Cost Center External ID: 0017101199 • External Code Mapping is set to Cost Center External ID When you select the Controlling Area Code With Space option, the external code will look like this: "A01 0017101199" (with space).

Field	Description
	If you don't select the option, the external code would look like: "A010017101199"

The following example is applicable for SAP_COM_0056 for **External Code Mapping**.

- Display Name: 1710/0017101199/OLOI36K
- Company Code: 1710
- Controlling Area Code: A001
- Cost Center External ID: 0017101199

Depending on which [External Code Mapping](#) option you choose, the code is different:

- Cost Center External ID:
 - If Controlling Area Code is empty: 0017101199
 - If Controlling Area Code isn't empty (for example "A001"): A0010017101199
- Company Code and Cost Center External ID: 17100017101199
- Display Name: 1710/0017101199/OLOI36K

Note

If customers would have any integration with Employee Central Payroll afterwards, the external code shall be created by concatenating the controlling area code and the cost center External ID, which is compatible with SAP_COM_0056.

5. Save your instance.

3.1.4.2 Checking Visibility of legalEntity for the Cost Center

As one of the prerequisites for the cost center integration, the **Visibility** attribute of the **legalEntity** field should have **Editable** as its value. This allows the integration process to operate the related field.

Procedure

1. Sign in to [Admin Center](#) and enter "Configure Object Definitions" in the global search bar.
2. In the window that appears, search for "Object Definition" in the first dropdown box and "Cost Center" in the second.
3. Locate "legalEntity" in the [Fields](#) section and choose [Details](#).
4. Check that the **Visibility** attribute has **Editable** as its value.
5. Save your changes.

3.1.4.3 Cost Center Migration to Support SAP Master Data Integration

The migration is performed to ensure that existent cost centers are compatible with the new integration solution.

The migration is designed to serve customers having existing cost centers in Employee Central. It needs to be ensured that all the existent cost centers are identifiable and trackable in Employee Central during the integration. This is done through configuration in the configuration object. For more information, refer to [Configuring the Integration Object : Cost Center \[page 33\]](#).

In the Configuration object, you can specify the following:

- Some of the key fields (External Code, Cost Center External Object ID) are defined in Employee Central, and you're able to decide how the integration generates information and fills these fields.
- As a customer with existing cost centers in Employee Central, you're able to configure how these cost centers can be identified in Employee Central and made compatible with the new integration. So, in the future, any changes to these cost centers in SAP S/4HANA can be reflected in Employee Central via SAP Master Data Integration as well.

For more information on how to enable the migration, refer to [Configuring the Integration Object : Cost Center \[page 33\]](#).

It's important to note that no manual change shall be done to the cost centers in Employee Central. The primary system to initiate changes now is SAP S/4HANA. This means Employee Central updates the cost centers only when receiving the corresponding changes from SAP Master Data Integration, which are, in turn, triggered by SAP S/4HANA.

3.1.4.4 Standard Field Mapping Between Employee Central and SAP Master Data Integration: Cost Center

The data fields supported by Employee Central have their corresponding fields in SAP Master Data Integration.

Field Name in Employee Central	Field Name in SAP Master Data Integration
<i>entityOID</i>	<i>id</i>
<i>externalCode</i>	Depends on the configuration object. For more information, refer to Configuring the Integration Object : Cost Center [page 33]
<i>effectiveStartDate</i>	<i>attributes.valid_from.</i>
<i>costCenterExternalObjectId</i>	<i>localIdS4.costCenterId</i> ; depending on the configuration, a prefix might be added. For more information, refer to Configuring the Integration Object : Cost Center [page 33]
<i>legalEntity</i>	<i>localIdS4.companyCode</i>
<i>status</i>	<i>true</i> if <i>isValid.content</i> is <i>true</i> and <i>attributes.isBlockedForPrimaryPosting</i> is <i>false</i> for the specific time period.

Field Name in Employee Central	Field Name in SAP Master Data Integration
<i>name</i>	<i>attributes.name</i>
<i>description</i>	<i>attributes.description</i>

3.1.4.5 Mapping Custom Fields from SAP Master Data Integration to Employee Central: Cost Center

You can map custom fields from SAP Master Data Integration to Employee Central when configuring the integration object, to ensure cost centers can be replicated with additional fields.

Prerequisites

- You have at least the version [3.1.0](#) defined in your system in the Business Data Orchestration Distribution Model.
- The custom field has to be configured in SAP Master Data Integration
- The target field has to be configured in Employee Central.

Context

You can map custom fields between SAP Master Data Integration and Employee Central for the following scenarios.

- Mapping a custom or an extension SAP Master Data Integration field to a standard Employee Central field. If you want to create a mapping for this scenario, follow the steps from the procedure in the order 1, 2, 5, 6, 7.
- Mapping a standard SAP Master Data Integration field to a custom Employee Central field. If you want to create a mapping for this scenario, follow the steps from the procedure in the order 3, 4, 5, 6, 7.
- Mapping a custom or an extension SAP Master Data Integration field to a custom Employee Central field. If you want to create a mapping for this scenario, follow all steps from the procedure in the order from 1 to 7.

Note

Fields mapped in a standard integration can't be remapped.

Procedure

The following steps are configured in Business Data Orchestration.

1. Go to  [Manage Business Object Type](#)  and select [Cost Center](#) from the dropdown list. Select the version you have defined in your system in the Business Data Orchestration distribution model (version [3.1.0](#) at least).

2. [Create](#) or [Edit](#) extension fields from the [Extension Fields](#) tab. Make a note of the name of the extension field you created, to use it for mapping in step 6. For more information, please refer to [Manage Business Object Type](#).

The extension field is now activated and available in SAP Master Data Integration.

The following steps are configured in the SAP SuccessFactors Employee Central system.

3. From the [Admin Center](#), go to the [Configure Object Definitions](#) and select [Cost Center](#) from the dropdown list.
4. Add the custom field by editing the [Object Definition](#), verify the details and [Save](#).

The extension field is now activated and available in Employee Central.

The following steps always apply, regardless of the scenario. The steps are configured in the SAP SuccessFactors Employee Central system.

5. Go to [Admin Center](#) [Manage Data](#) and select the [SAP Master Data Services Cost Center Integration Configuration](#).
6. Edit the configuration object, and enter the values for source fields and use the dropdown list for the destination fields under the [Extension Configuration](#). For the source field, provide the full path of the SAP Master Data Integration field from the root level. For example, if you created an extension field for the responsible user, then the source field could look like [attributes.ext__sfs_responsibleUser](#). Currently, only the [attributes](#) node is supported in the cost center One Domain Model.
7. Check your entries for the [Extension Configuration](#) and [Save](#).

Related Information

[Cost Center Replication: Extensibility](#)

3.1.4.6 Monitoring Cost Centers Replication

After the integration is completed, you can follow this procedure to check that your cost center has been successfully replicated to Employee Central.

Procedure

1. Sign in to your Employee Central instance and go to the [Admin Center](#) page.
2. Search for "Manage Data" in the global search bar at the top.
3. In the [Manage Data](#) page, select "Cost Center" in the first dropdown list near the [Search](#) label and then specify the ID of your cost center in the second.
4. Check the timestamp information at the bottom and confirm that the cost center was updated at the same time when your integration process finishes. It is recommended to check the [Last Run Time](#) in the [Review and Run](#) tab of the business scenario.

3.1.5 Scenario: Integrating Exchange Rate from SAP Master Data Integration to Employee Central

SAP Master Data Integration provides a central access layer for master data shared in cross-application business processes of the Intelligent Enterprise Suite. Master data updated in one place is distributed to all consumer systems in a unified way.

Prerequisites

Before you can integrate exchange rate data from SAP Master Data Integration to Employee Central, make sure that the following prerequisites are met.

- Refer to [Setting Up the Currency Exchange Rate](#) and ensure that the correct permissions are granted.
- Ensure that the picklist [CurrencyExchangeRateType](#) includes the value [DEFAULT](#).
- Configure the appropriate filters in Business Data Orchestration to allow the right exchange rate types to be sent to Employee Central.
- Complete the generic setup instructions as outlined in the [Master Data Replication: Setup Instructions for SAP SuccessFactors Employee Central](#).
- Verify that a PULL distribution model has been created in Business Data Orchestration. For step-by-step instructions, see [Manage Distribution Model](#).

Context

SAP Master Data Integration additionally serves as the middle point for the exchange rate integration process that replicates exchange rates created and changed in SAP S/4HANA to Employee Central. SAP S/4HANA is the primary system to update exchange rate data.

This task describes how HR administrators can trigger the integration of exchange rate data from SAP Master Data Integration to Employee Central and start an initial load, as well as highlight required business scenario configurations for the integration to take place.

Procedure

1. Navigate to ► [Admin Center](#) ► [Business Scenarios](#) ► to configure inbound business scenarios for integration. For step-by-step guidance, refer to [Configuring the Business Scenarios for Inbound Integration](#).

This action typically initiates the initial load of exchange rate data replicated from SAP S/4HANA through SAP Master Data Integration to Employee Central.

2. When you've configured the Exchange Rate integration in [Business Scenarios](#), you can choose [Run Now](#) to start the integration, which will be used for manually triggering the initial load to replicate all exchange rates from SAP Master Data Integration to Employee Central. SAP Master Data Integration returns a <deltaToken> parameter in the response that the Integration Center reads and sends to SAP Master Data Integration in the subsequent request. This token is used for pagination on the SAP Master Data Integration side.

The Integration Center retrieves pages of exchange rates until no more exchange rates are available. The latest <deltaToken> will be retained to be used in the next run of the integration job to only fetch newly added or changed exchange rates from SAP Master Data Integration. The <deltaToken> can be overwritten on the Business Scenarios user interface to read from a certain point, or it can be reset to the initial value (i.e. INITIAL) to reload all exchange rates from SAP Master Data Integration again.

After successful completion of the initial load and to keep the exchange rate data up to date on Employee Central, you need to schedule a regular job via the Business Scenarios UI (for example, every 15 minutes). The job uses the latest saved <deltaToken> to pick up newly added or changed exchange rates from SAP Master Data Integration. The <deltaToken> will only be updated if the saving of exchange rates was successfully done. This ensures that no information is lost that has been retrieved from SAP Master Data Integration.

Results

Exchange rates that are created or changed in SAP S/4HANA are replicated to Employee Central via SAP Master Data Integration.

Related Information

[Exchange Rate Replication](#)

3.1.5.1 Field Mapping Between Employee Central and SAP Master Data Integration : Exchange Rate

The data fields supported by SAP Master Data Integration have their corresponding fields in Employee Central. The table below sets out the mapping relations between Employee Central fields and SAP Master Data Integration fields.

Field in Employee Central	Field in SAP Master Data Integration
currencyExchangeRateType	exchangeType
 Note The value for currencyExchangeRateType is always set to "DEFAULT" .	
entityOID	id
sourceCurrency	fromCurrency
targetCurrency	toCurrency

Field in Employee Central	Field in SAP Master Data Integration
exchangeRate	rate
Note The mapped exchange rate in Employee Central is calculated with the help of the toRatio, fromRatio and isDirectRate parameter values from SAP Master Data Integration.	
effectiveStartDate	validFrom
Note The field effectiveStatus in Employee Central is always set to active.	

3.1.6 Scenario: Integrating External Workforce from SAP Master Data Integration to Employee Central

SAP Master Data Integration provides a central access layer for master data shared in cross-application business processes of the Intelligent Enterprise Suite. Master data updated in one place is distributed to all consumer systems in a unified way.

Prerequisites

Before you can integrate contingent worker data from SAP Master Data Integration to Employee Central, ensure that the following prerequisites are met:

- The integration between SAP Fieldglass is set up with SAP Master Data Integration for contingent workers.
- Complete the generic setup instructions as outlined in the [Master Data Replication: Setup Instructions for SAP SuccessFactors Employee Central](#).
Ensure you've all enabled all the permissions mentioned here [Required Permissions and Prerequisites](#).
- The Contingent Worker Data Model is enabled and defined in [Manage Business Configuration](#).
- To ensure that users have permissions to write entities in Employee Central, grant them the required SAP SuccessFactors permissions required for external workforce integration. From the [Permissions settings](#) page, select [Employee Central API](#) and choose the permission [Employee Central HRIS OData API \(editable\)](#).
- For the [Source of Record](#) picklist, ensure that it contains the value [MDI](#).
- New Work Order Requires New Employment is enabled for contingent workers. For more information on setting up and managing concurrent employments for contingent workers, refer to [New Work Order Requires New Employments](#).
- Go to Admin Center ► [Admin Center](#) ► [Manage Organization, Pay and Job Structures](#) and ensure that event reasons [SCWK](#), [ECWK](#) and [DATACHG](#) are enabled.
- The [per-person](#) OID is enabled in [Manage Business Configuration](#). The [per-person](#) OID stores the [WorkforcePerson.id](#) which is used across different applications to identify the same WorkforcePerson.

HR administrators must have appropriate access rights in Employee Central and have master data relevant to external workforce established in SAP Fieldglass.

Context

SAP Master Data Integration is the data hub for master data and serves as the middle point for the external workforce integration process that replicates external workforce data, specifically contingent workers created, updated and deleted in SAP Fieldglass to Employee Central. SAP Fieldglass is the primary system that updates contingent worker data.

Procedure

1. Navigate to [Manage Data](#) to set up the integration object for company code. Specify all required and optional fields as needed. For comprehensive instructions, see [Configuring the Integration Object : Inbound Workforce Person \[page 46\]](#).
2. Navigate to [Admin Center > Business Scenarios](#) to configure inbound business scenarios for integration. For step-by-step guidance, refer to [Configuring the Business Scenarios for Inbound Integration](#).
3. Trigger the integration process for the initial load to replicate external workforce data from SAP Master Data Integration.

When receiving external worker data from SAP Master Data Integration, position follow-up processes are triggered automatically.

For more information, refer to *Follow-Up Processes for External Workforce Replication from SAP Master Data Integration to SAP SuccessFactors Employee Central* in the [Related Information](#) of this page.

Results

External workforce data is replicated from SAP Fieldglass (via SAP Master Data Integration) into Employee Central, and follow-up processes are triggered as needed.

Note

It is recommended to create a new person in Employee Central if the worker had a previous work assignment in SAP Fieldglass as a contingent worker.

Related Information

[Follow-Up Processes for External Workforce Replication from SAP Master Data Integration to SAP SuccessFactors Employee Central](#)

3.1.6.1 Field Mapping Between SAP Master Data Integration and Employee Central: External Workforce

The data fields supported by SAP Master Data Integration have their corresponding fields in Employee Central.

The table below sets out the mapping relations between Employee Central fields and SAP Master Data Integration fields.

OData Entity in Employee Central	Field in Employee Central (OData Field Name)	Entity/Type in SAP Master Data Integration	Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length
PerPerson	perPersonOid	WorkforcePerson	id	Y	String	36
	personIdExternal		externalId	Y	String	100
PerPersonal	script	ProfileDetails	scriptCode	N	String	4
	firstName		firstName	Y	String	128
	lastName		lastName	Y	String	128
	formalName		formalName	N	String	4000
	title		academicTitle	N	String	255
PerEmail	emailType	Email	usage	N	String	255
	emailAddress		address	N	String	256
	isPrimary		isDefault	N	Boolean	
EmpEmployment	userId	WorkAssignment	id	Y	String	100
	assignmentIdExternal		externalID	Y	String	100
	startDate		startDate	Y	Date	
	endDate		endDate	N	Date	
	isContingent-Worker		isContingent-Worker	Y	Boolean	
EmpJob	event	JobDetails	event	Y	EventCode	255
	eventReason		eventReason	N	EventReason-Code	255
	company		legalEntity	Y	CompanyCodeAssociation	4
	countryOfCompany		country	Y	CountryCode	2

OData Entity in Employee Central	Field in Employee Central (OData Field Name)	Entity/Type in SAP Master Data Integration	Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length
	costCenter		costCenter	N	Association to CostCenter	10
	jobCode		job	N	JobClassificationAssociation	
	jobTitle		jobTitle	N	String	
	emplStatus		status	Y	String	255
	standardHours		workingHoursPerWeek	N	Decimal	5
	fte		fte	N	Decimal	3
	position		position	N	PositionRef	128
	location		location	N	LocationRef	128
	businessUnit		orgUnit	N	OrganizationalUnitAssociation	128
	managerId		supervisorWorkAssignment/id	N	String	100
WorkOrder	vendor	WorkOrderDetails	supplier	Y	String	10

Note

Entities used in SAP Master Data Integration are all ODM (One Domain Model) entities.

3.1.6.2 Configuring the Integration Object : Inbound Workforce Person

The configuration process involves creating an instance of a predefined configuration object and defining fields.

Context

The configuration object controls how the integration behaves. Among other things, you can configure how existing contingent workers are properly migrated to the new integration solution based on SAP Master Data Integration.

Caution

Once the initial load is triggered, don't change the configuration object to avoid data inconsistencies.

Procedure

1. Sign in to your Employee Central instance and go to the [Admin Center](#) page.
2. Search for "Manage Data" in the global search bar at the top.
3. In the new window that appears, enter "SAP Master Data Services Integration Configuration" into the [Create New](#) field to start creating a new instance of it.
4. In the [Integration Object](#) dropdown list, choose [Inbound Workforce Person](#).
5. Define the following optional field if required:

Field	Description
Cutoff Date for Inactive Workers	Optional. This parameter only considers time slices from SAP Master Data Integration after the cutoff date to ensure that only relevant data is replicated. Pre-existing data before the cutoff date in Employee Central, is also retained. Configure the cutoff date parameter with the date picker. Only contingent workers who have a contingent assignment that ends after the set cutoff date are replicated.
Cost Center Reference Field	Optional. The parameter Cost Center Reference Field is set to Cost Center OID by default. Choose Cost Center External ID from the dropdown list if you are not using cost center integration from SAP Master Data Integration and the cost center codes in SAP Fieldglass exactly match the cost center external codes in SAP SuccessFactors Employee Central.

6. Save your instance.

3.1.7 Scenario: Integrating Supplier Data from SAP Master Data Integration to Employee Central

SAP Master Data Integration provides a central access layer for master data shared in cross-application business processes of the Intelligent Enterprise Suite. Master data updated in one place is distributed to all consumer systems in a unified way.

Prerequisites

- Complete the generic setup instructions as outlined in the [Master Data Replication: Setup Instructions for SAP SuccessFactors Employee Central](#).

- To configure your Employee Central solution, make sure that you have the relevant permissions to configure and update the settings. For more information, refer to [Required Permissions and Prerequisites](#).
- Verify that a PULL distribution model has been created in Business Data Orchestration. For step-by-step instructions, see [Manage Distribution Model](#).
- Configure the filter in Business Data Orchestration to only allow Business Partner to be sent to Employee Central which is in the role of a supplier. That means the roles->role->code equal to FLVN00 or FLVN01.

Context

SAP Master Data Integration is the data hub for master data and serves as the middle point for the supplier integration process that replicates supplier (BusinessPartner) data created, updated and deleted in SAP S/4HANA, SAP Ariba or a third party system to Employee Central.

Procedure

1. Navigate to [Manage Data](#) to set up the integration object for company code. Specify all required and optional fields as needed. For comprehensive instructions, see [Configuring the Integration Object : Supplier \[page 49\]](#).
2. Navigate to ► [Admin Center](#) ► [Business Scenarios](#) ► to configure inbound business scenarios for integration. For step-by-step guidance, refer to [Configuring the Business Scenarios for Inbound Integration](#).
3. Start an initial load of supplier (BusinessPartner) data.

Master data will be replicated from SAP S/4HANA, SAP Ariba, or a third-party system to Employee Central through SAP Master Data Integration.

Results

Supplier data (BusinessPartner) is successfully integrated and replicated across systems, enabling consistent master data usage in Employee Central and other consumer systems in the Intelligent Enterprise Suite. For information about the application specific settings for SAP Fieldglass, refer to [Business Partner](#).

3.1.7.1 Field Mapping Between SAP Master Data Integration and Employee Central: Supplier

The data fields supported by SAP Master Data Integration have their corresponding fields in Employee Central.

The table below sets out the mapping relations between VendorInfo Fields in Employee Central and BusinessPartner fields SAP Master Data Integration.

Field Name in VendorInfo in Employee Central	Field Name in BusinessPartner SAP Master Data Integration
entityOID	id
vendorCode	displayId
vendorName	- If businessPartnerType = organization organization->nameDetails->formattedOrgNameLine1 - If businessPartnerType = person person->nameDetails->firstName + person->nameDetails->lastName

3.1.7.2 Configuring the Integration Object : Supplier

The configuration process involves creating an instance of a predefined configuration object and defining fields.

Context

The configuration object controls how the integration behaves. Among other things, you can configure how existing Suppliers or Vendors are properly migrated to the new integration solution based on SAP Master Data Integration.

⚠ Caution

Once the initial load is triggered, don't change the configuration object to avoid data inconsistencies.

Procedure

1. Sign in to your Employee Central instance and go to the [Admin Center](#) page.
2. Search for "Manage Data" in the global search bar at the top.
3. In the new window that appears, enter "SAP Master Data Services Integration Configuration" into the [Create New](#) field to start creating a new instance of it.
4. In the [Integration Object](#) dropdown list, choose [Supplier](#).
5. Define the following optional fields if required:

Field	Description
Is Migration Run	Recommended During the migration run, the existing vendors in Employee Central will be identified by their external code. After the initial migration run, the existing vendors will be identified

Field	Description
	through their entityOID that has been filled during initial migration. This parameter is reset to <i>No</i> after the migration run is complete.
Set out-of-sync Suppliers to inactive	It takes either of the following two values: No (default): All vendors keep their current status. Vendors that exist in Employee Central but aren't replicated from SAP Master Data Integration won't be set to inactive. Select this option if existing vendors must be kept active, for example when additional vendors are manually updated in Employee Central (in a test instance for example). Yes: During an initial load, only vendors (new or existing) that are replicated from SAP Master Data Integration keep their current status. All other vendors that exist in Employee Central but aren't replicated from SAP Master Data Integration are set to inactive. If those vendors were already assigned to the work order, they must be corrected afterwards.

6. Save your instance.

3.2 Configuring the Business Scenarios for Outbound Integrations

Learn how to configure business scenarios for outbound integration scenarios and about the scenarios supported.

Context

To enable any integration in Employee Central, you need to specify a few mandatory fields in the Integration Center. This is where you schedule and run integration tasks.

📘 Note

You can search for objects in the Master Data Integration (MDI) using Local Id (External Id in Employee Central), when the Local Id is mapped in MDI key mapping. This enhancement supports multiple object types, including Person and Organization Unit, for outbound integrations. In [Business Data Orchestration > Display Objects](#) page, you can use the *Local Id* search field to find objects when the Local ID is sent and mapped in MDI key mapping. This applies to outbound integrations for all SAP SuccessFactors objects and, for microservices, currently supports Location objects. The search returns correct results for objects where the Local ID is mapped, and existing OID-based search functionality remains unchanged. For more information, refer to [Display Object](#).

Procedure

1. Sign in to your Employee Central instance and go to the [Admin Center](#) page.
2. Search for "Business Scenarios" in the global search bar at the top.
3. On the [Business Scenarios](#) page that appears, locate, and select the integration scenario you want to choose. They include:
 - "Workforce Replication from EC to SAP Master Data Integration"
 - "Org Unit Replication from EC to SAP Master Data Integration"
 - "Job Classification Repl. from EC to SAP Master Data Integration"
4. Ensure the scenario is set to active. If it's already set to "ON", ignore this step.
5. Choose the pen icon on the right to start configuring the settings.

You're now in the configuration UI.

6. Enter the integration name and description in the [Options](#) tab before choosing [Next](#) to continue:

Option	Description
Integration Name	User-definable.
Description	User-definable.
Destination Page Size	Destination Page Size limits the number of records that will be included in a Batch-Paging element. When this number is exceeded, a new Batch-file gets created. By default, the value of the Destination Page Size is set to 1.

7. Under the [Filter and Sort](#) tab, the [Last Run Time](#) is user-definable for all outbound integration scenarios, but is automatically updated during a delta load. For more information on the configuration of the [Last Run Time](#), refer to [Initial and Delta Loads for Outbound Business Scenarios \[page 86\]](#). The [Advanced Filters](#), can only be configured when using the business scenario, Workforce integration. For more information, refer to [Scenario: Integrating Workforce from Employee Central to SAP Master Data Integration \[page 57\]](#).
8. Specify options in the [Destination Setting](#) tab before choosing [Next](#).

Option	Description
REST Server Settings	Enable it if not enabled yet.
Connection Name	User-definable. For example, "Connection to SAP Master Data Integration".
REST API URL	Insert the URI out of the SAP Master Data Integration service key. For more information on the service key, refer to Configuring OAuth for SAP Master Data Integration [page 11] .
Operation URI	Leave this field empty. The Operation URI option includes the entity and version used by the One Domain Model (ODM). Don't update this field unless required by SAP. If the Operation URI option is left empty, the latest supported ODM version is automatically considered.

Option	Description
Authentication Type	OAuth. Because we need to access data during integration, an authentication process is required to specify which parties can access the data.
OAuth Configurations	Choose the entries you created in the topic Configuring OAuth for SAP Master Data Integration [page 11] .
HTTP Method	Specifies the HTTP method that should be used for data replication in integration (for example, GET, POST).
Operation Name	User-definable and not required.
Source Page Size	400 by default. Specifies the query page size, that is, the number of records fetched from the database at a single time. Large page size can yield higher performance, but complex queries may need a small page size.
Enable Server Side Pagination	Make sure it is selected.
Enable diagnostics for Run Now	Select it only for troubleshooting. For example, in case some objects couldn't be replicated to SAP Master Data Integration, selecting this option can enable payload to be logged in Execution Manager when "Run Now" is used.

9. Specify how often it should run in the [Scheduling](#) tab before choosing [Next](#).

Option	Description
Occurs	Specify how often the job runs. For example, Hourly, Once, Daily, Weekly, Monthly, Yearly. You can also set the scheduling to 15, 30 or 45 minutes. This needs to be configured in Provisioning. → 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. Suspended/Not Scheduled: Select this option if you want to cancel a job that is scheduled to recur in the future or run once in the future. However, once a job is running or queued, you can't cancel it.
Start Time	Choose a time to run the integration.
Ending On	Optional. Choose a time to end the integration scheduled executions.
Email To	Optional. You can enter the email address of any user who wants to receive error notifications after the scheduled job is finished.

10. Check the summary of integration configuration at the [Review and Run](#) tab:

- Choose [Save](#) to save your configuration.
- Choose [Set Schedule](#) to update your schedule.

11. Choose [Run Now](#) to start the integration.

Refresh the latest runtime by choosing on the [Refresh](#) icon beside *Last Run Time*.

3.2.1 Scenario: Integrating Job Classification Data from Employee Central to SAP Master Data Integration

Integrate updated job classification data from Employee Central with SAP Master Data Integration, enabling downstream use by SAP Fieldglass and other applications.

Prerequisites

- Complete the generic setup instructions as outlined in the [Master Data Replication: Setup Instructions for SAP SuccessFactors Employee Central](#).

Context

Job classification contains details of a specific job, such as job code, job title, job function, job level, and pay grade. This scenario involves the update and integration of job classification data originating in Employee Central, with downstream distribution to consuming systems.

Procedure

1. Navigate to [Manage Data](#) to set up the integration object for company code. Specify all required and optional fields as needed. For comprehensive instructions, see .
2. Navigate to ► [Admin Center](#) ► [Business Scenarios](#) ► to configure inbound business scenarios for integration. For step-by-step guidance, refer to [Configuring the Business Scenarios for Outbound Integrations](#).

Results

Job classification data is successfully integrated and available for retrieval by downstream applications. For information about the application specific settings for SAP S/4HANA Cloud, refer to [Job Classification](#).

Related Information

[Foundation Objects for Handling Job-Related Areas](#)

3.2.1.1 Field Mapping Between Employee Central and SAP Master Data Integration: Job Classification

The data fields supported by SAP Master Data Integration have their corresponding fields in Employee Central.

The tables below sets out the mapping relations between Employee Central fields and SAP Master Data Integration fields.

Field in Employee Central	Field in SAP Master Data Integration
entityUUID	id
externalCode	externalId
effectiveStartDate	details->valid_from
effectiveEndDate	details->valid_to
status	details->content->isActive
name	details->content->name
description	details->content->description
parentJobClassification	details->content->superOrdinateJobClassification

3.2.2 Scenario: Integrating Organizational Units from Employee Central to SAP Master Data Integration

Integrate and replicate organizational unit data (Division, Department, and Business Unit) from Employee Central to SAP Master Data Integration, enabling their use by SAP Fieldglass and other applications.

Prerequisites

- Complete the generic setup instructions as outlined in the [Master Data Replication: Setup Instructions for SAP SuccessFactors Employee Central](#).

Context

Organizational unit data is updated in Employee Central and uploaded (upstream integration) to SAP Master Data Integration, from which SAP Fieldglass or other applications can retrieve them for their own purposes (downstream integration).

Division, Department, and Business Unit are all entities in Employee Central that are replicated to the [sap.odm.workforce.foundation.OrganizationalUnit](#) entity type.

Procedure

1. Navigate to [Manage Data](#) to set up the integration object for company code. Specify all required and optional fields as needed. For comprehensive instructions, see [Configuring the Integration Object: Organizational Units \[page 56\]](#).
2. Navigate to ► [Admin Center](#) ► [Business Scenarios](#) ► to configure inbound business scenarios for integration. For step-by-step guidance, refer to [Configuring the Business Scenarios for Outbound Integrations \[page 50\]](#).
3. Initiate the replication of organizational unit data to SAP Master Data Integration.

The data is uploaded upstream and mapped to the [sap.odm.workforce.foundation.OrganizationalUnit](#) entity type.

4. Allow downstream applications, such as SAP Fieldglass, to retrieve organizational unit data as needed from SAP Master Data Integration.

Downstream integration enables additional applications to utilize the replicated data.

Results

Organizational unit (Division, Department, and Business Unit) records from Employee Central are available in SAP Master Data Integration and can be retrieved by SAP Fieldglass and other subscribed applications. You further refer to [Organizational Unit](#).

3.2.2.1 Field Mapping Between Employee Central and SAP Master Data Integration: Organizational Unit

The data fields supported by SAP Master Data Integration have their corresponding fields in Employee Central.

The tables below sets out the mapping relations between Employee Central fields and SAP Master Data Integration fields.

Field in Employee Central	Field in SAP Master Data Integration
entityUUID	id
externalCode	externalId
Constant values depending on Organizational Unit type • 01 for Department • 02 for Division • 03 for Business Unit	category
effectiveStartDate	details->valid_from superOrdinateOrgUnits->valid_from

Field in Employee Central	Field in SAP Master Data Integration
effectiveEndDate	details->valid_to superOrdinateOrgUnits->valid_to
status	details->content->isActive
name	details->content->name
description	details->content->description
costCenter	details->content->costCenter
 Note This field is present only in the entity type Department	
entityUUID of parent object	superOrdinateOrgUnits->content->superOrdinateOrgUnit->id

3.2.2.2 Configuring the Integration Object: Organizational Units

You can configure the integration object to customize your organizational units integration. The process mainly involves creating an instance of a predefined integration object.

Context

By configuring the integration object, you can decide whether you want to exclude department, division, or business unit objects from replication and specify custom parent object fields for these objects. All parameters are assigned default values, so this task is optional.

Procedure

1. Sign in to your Employee Central instance and go to the [Admin Center](#) page.
2. Search for "Manage Data" in the global search bar at the top.
3. In the new window that appears, enter "SAP Master Data Integration Configuration" into the [Create New](#) field to start creating a new instance of it.
4. In the [Integration Object](#) dropdown list, choose [Org Units](#).
5. Define the following mandatory and optional fields to configure the Organizational Units integration object:

Parameter	Value
Exclude Division from Replication	Division objects are replicated by default. Assign "true" to this parameter to prevent them from being replicated.
Exclude Department from Replication	Department objects are replicated by default. Assign "true" to this parameter to prevent them from being replicated.
Exclude Business Unit from Replication	Business unit objects are replicated by default. Assign "true" to this parameter to prevent them from being replicated.
Parent Object Field of Department	By default, the parent object for the department entity is the parentDepartment field. You can stick with the default option or choose to use a custom field (or custom association).
Parent Object Field of Division	By default, the parent object for the division entity is the parentDivision field. You can stick with the default option or choose to use a custom field (or custom association).
Parent Object Field of Business Unit	There's no default parent object field for the business unit entity.

6. Save your instance.

Related Information

[Adding Fields](#)

3.2.3 Scenario: Integrating Workforce from Employee Central to SAP Master Data Integration

Integrate and filter workforce data from Employee Central to SAP Master Data Integration, ensuring only relevant employee and contingent worker data is made available for use in SAP S/4HANA or other applications.

Prerequisites

Before integrating Workforce from Employee Central to SAP Master Data Integration, ensure the following prerequisites are fulfilled:

- Complete the generic setup instructions as outlined in the [Master Data Replication: Setup Instructions for SAP SuccessFactors Employee Central](#).
- To ensure that users have permissions to access entities in Employee Central, grant them the permissions required for the integration of workforce to SAP Master Data Integration.

- [▶ Administrator ▶ Manage Integration Tools ▶ Allow Admin to Access OData API through Basic Authentication ▶](#) This permission enables a user to access OData APIs through Basic Authentication. It's not required if you use OAuth to authenticate API users.
- [▶ Administrator ▶ Admin Center APIs ▶ Employee Central Foundation OData API \(read-only\) ▶](#)
- [▶ Administrator ▶ Admin Center APIs ▶ Employee Central HRIS OData API \(read-only\) ▶](#)
- [▶ Administrator ▶ Manage User ▶ User Account OData Entity ▶](#)
- Ensure that contingent workers from Fieldglass or other third-party applications are properly filtered out during integration. Use the [Exclude List of System of Record](#) to exclude specific contingent workers as required. For detailed instructions, refer to [Employees in Scope of Replication \[page 87\]](#)
- Add the relevant object selection filter for your consumer application. Apply the following filter to your BDO (Business Data Orchestration) model: [NOT \(WorkforcePerson.workAssignments.assignmentClassification.code = HD\)](#) . This filter ensures that Higher Duty assignments are excluded from replication if your application does not process these and if Higher Duty replication is enabled in the Master Data Integration configuration.
- Check the distributed data against the SAP One Domain Model to confirm integration scope. The SAP One Domain Model provides a unified view of distributed workforce data that enables customers to evaluate the integration's scope. For information on the SAP One Domain Model, see the [Related Information](#) section of this page.

Context

Workforce data, including employees and contingent workers, is maintained in Employee Central and transferred to SAP Master Data Integration. SAP S/4HANA and other downstream applications can then utilize the integrated workforce data for various business purposes.

Procedure

1. To ensure workforce data from Employee Central can be replicated to SAP Master Data Integration for consumption by other applications, correct mapping relations at entity and field levels must be established. Refer to [Field Mapping Between Employee Central and SAP Master Data Integration: Workforce Person \[page 59\]](#)
2. Navigate to [Manage Data](#) to set up the integration object for Workforce. Specify all required and optional fields as needed. For comprehensive instructions, see [Configuring the Integration Object: Workforce Person \[page 84\]](#) .
3. Navigate to [▶ Admin Center ▶ Business Scenarios ▶](#) to configure inbound business scenarios for integration. For step-by-step guidance, refer to [Configuring the Business Scenarios for Outbound Integrations \[page 50\]](#).
4. Under the [Filter and Sort](#) tab, you can only do the following two configurations at the moment.

Option	Description
Define personId (personIdExternal) in the Advanced Filters area	You can define personIdExternal or personId based formulas to replicate specific employees. Users should expand the

Option	Description
	Advanced Filters , select Browse and Use the Entity Tree View to select the personID (personIdExternal). This is only used for troubleshooting.
Define Last Run Time	You can specify a time and any employees that have changed after that time are replicated.

5. Choose [Run Now](#) to start the integration.
6. Refresh the latest runtime by choosing on the [Refresh](#) icon beside [Last Run Time](#).
7. Monitor messages and replication status and perform error handling for the replication. Refer to
8. Access further details for integrating SAP S/4HANA or SAP S/4HANA Cloud with SAP Master Data Integration.

Refer to the [Related Information](#) section of this page for links and documentation regarding integration setup procedures.

Related Information

[SAP One Domain Model](#)

[Workforce Integration in SAP S/4HANA](#)

[Workforce Person Replication in SAP S/4HANA Cloud](#)

[SAP One Domain Model](#)

[Workforce Integration at SAP S/4HANA](#)

[Workforce Person Replication](#)

3.2.3.1 Field Mapping Between Employee Central and SAP Master Data Integration: Workforce Person

The data fields supported by SAP Master Data Integration have their corresponding fields in Employee Central.

The table below explains the predefined mapping relations between Employee Central fields and SAP Master Data Integration fields of ODM WorkforcePerson 3.9.0.

Note

Entities used in SAP Master Data Integration are ODM (One Domain Model) entities.

OData Entity in Employee Central	HRIS Element	Field in Employee Central (OData Field Path)	Entity/Type in SAP Master Data Integration	Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
PerPerson	personInfo	PerPerson->personUuid	Workforce-Person	id	Y	String	36	
		PerPerson->personIdExternal		externalId	Y	String	100	
		PerPerson->dateOfBirth	BiographicalInformation	dateOfBirth	N	Date	n/a	
UserAccount	userAccountInfo	PerPerson->userAccountNav->username	SourceUserAccount	userName	Y	String	100	
PerPersonal	personallInfo	PerPerson->personallInfoNav->salutation	PersonalDetails	formOfAddress	N	String	255	
		PerPerson->personallInfoNav->gender		gender	N	String	1	
PerPersonal	personallInfo	PerPerson->personallInfoNav->script	ProfileDetails	scriptCode	N	String	4	
		PerPerson->personallInfoNav->scriptAlt1						
		PerPerson->personallInfoNav->scriptAlt2						

OData Entity in Employee Central	HRIS Element	Entity/Type		Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		Field in Employee Central (OData Field Path)	in SAP Master Data Integration					
		PerPerson->person-llInfoNav->firstName		firstName	N	String	128	
		PerPerson->person-llInfoNav->firstNameAlt1						
		PerPerson->person-llInfoNav->firstNameAlt2						
		PerPerson->person-llInfoNav->middleName		middle-Name	N	String	128	
		PerPerson->person-llInfoNav->middleNameAlt1						
		PerPerson->person-llInfoNav->middleNameAlt2						

OData Entity in Employee Central	HRIS Element	Entity/Type		Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		Field in Employee Central (OData Field Path)	in SAP Master Data Integration					
		PerPerson->person-InfoNav->lastName		lastName	N	String	128	
		PerPerson->person-InfoNav->lastNameAlt1						
		PerPerson->person-InfoNav->lastNameAlt2						
		PerPerson->person-InfoNav->formalName		formalName	N	String	4000	
		PerPerson->person-InfoNav->formalNameAlt1						
		PerPerson->person-InfoNav->formalNameAlt2						

OData Entity in Employee Central	HRIS Element	Entity/Type		Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		Field in Employee Central (OData Field Path)	in SAP Master Data Integration					
		PerPerson->person-llInfoNav->birthName		birthName	N	String	128	
		PerPerson->person-llInfoNav->birthNameAlt1						
		PerPerson->person-llInfoNav->birthNameAlt2						
		PerPerson->person-llInfoNav->preferredName		preferred-Name	N	String	128	
		PerPerson->person-llInfoNav->initials		initials	N	String	128	
		PerPerson->person-llInfoNav->title		academicTitle	N	String	255	
		PerPerson->person-llInfoNav->secondTitle		additionalAcademicTitle	N	String	255	
		PerPerson->person-llInfoNav->suffix		nameSuffix	N	String	128	
		PerPerson->person-llInfoNav->namePrefix		namePrefix	N	String	128	

OData Entity in Employee Central	HRIS Element	Entity/Type		Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		Field in Employee Central (OData Field Path)	in SAP Master Data Integration					
		PerPerson->personalInfoNav->nativePreferredLang		nativePreferredLanguage	N	String	100	
		PerPerson->personalInfoNav->businessFirstName		businessFirstName	N	String	128	
		PerPerson->personalInfoNav->businessLastName		businessLastName	N	String	128	
		PerPerson->personalInfoNav->partnerName		partnerName	N	String	128	
		PerPerson->personalInfoNav->partnerNamePrefix		partnerNamePrefix	N	String	128	
		PerPerson->personalInfoNav->secondLastName		secondLastName	N	String	128	
PerEmail	emailInfo	PerPerson->emailNav->emailType	Email	usage	N	String	255	
		PerPerson->emailNav->emailAddress		address	N	String	256	
		PerPerson->emailNav->isPrimary		isDefault	N	Boolean	n/a	

OData Entity in Employee Central	HRIS Element	Field in Employee Central (OData Field Path)	Entity/Type in SAP Master Data Integration	Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
PerAddress-DEFLT	homeAddress	PerPerson->homeAddressNav-DEFLT[addressType="home"]->addressType	PrivateAddresses/WorkAssignmentPrivateAddress	usage	N	String	255	
		PerPerson->homeAddressNav-DEFLT[addressType="home"]->country		country	N	String	2	
PerPhone	phoneInfo	phoneNav->country-Code	Phone	country	N	String	2	
		PerPerson->phoneNav->phoneType		usage	N	String	255	

OData Entity in Employee Central	HRIS Element	Field in Employee Central (OData Field Path)	Entity/Type in SAP Master Data Integration	Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		phoneNav->countryCode + phoneNav->areaCode + phoneNav->phoneNumber + phoneNav->extension		number	N	String	132	
		ⓘ Not e We recommend using the picklist of SAP Best Practices, SFCC_PhoneCountryCode.						
				description	N	String	256	
				isDefault	N	Boolean	n/a	
		isPrimary						
PerEmergencyContacts	emergency-Contact	PerPerson->emergencyContactNav->name	Emergency-Contact	name	N	String	256	
		PerPerson->emergencyContactNav->primaryFlag		isPrimary	Y	Boolean	n/a	
		PerPerson->emergencyContactNav->relationship		workforce-PersonRelationship	N	String	255	

OData Entity in Employee Central	HRIS Element	Field in Employee Central (OData Field Path)	Entity/Type in SAP Master Data Integration	Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		PerPerson->emergencyContactNav->email		emails	N	String	100	
		PerPerson->emergencyContactNav->phone		phones	N	String	132	
		PerPerson->emergencyContactNav->addressNav-DEFLT->addressType		privateAddress	N	String	255	
EmpEmployment	employmentInfo	PerPerson->employmentNav->userId	WorkAssignment	id	Y	String	100	3.9.0
		PerPerson->employmentNav->assignmentClass		assignment-Classification->code	Y	String	255	
		PerPerson->employmentNav->assignmentIdExternal		externalID	Y	String	100	

Note

Work assignments with a code value ST, GA or HD are replicated to SAP Master Data Integration.

OData Entity in Employee Central	HRIS Element	Entity/Type		Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		Field in Employee Central (OData Field Path)	in SAP Master Data Integration					
		PerPerson->employmentNav->userNav->assignmentUUID		assignment-tld	Y	String	32	
		PerPerson->employmentNav->originalStartDate		startDate	Y	Date	n/a	
				 Note If the start-Date is set, the original hire date is sent. If the start-Date isn't set, the earliest of the three fields (start-Date, hire date, and the job start date) of employment is sent.				
		PerPerson->employmentNav->endDate		endDate	N	Date	n/a	

OData Entity in Employee Central	HRIS Element	Field in Employee Central (OData Field Path)	Entity/Type in SAP Master Data Integration	Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		PerPerson->employmentNav->isContingentWorker		isContingentWorker	N	Boolean	n/a	
EmpJob	jobInfo	n/a	WorkAssignmentDetails	isPrimary	N	Boolean	n/a	
				 Note Determined by the work assignment and job information.				
EmpJob	jobInfo	PerPerson->employmentNav->jobInfoNav->event	Job Details	event	N	EventCode	255	
		PerPerson->employmentNav->jobInfoNav->eventReason		eventReason	N	EventReasonCode	255	
		PerPerson->employmentNav->jobInfoNav->sequenceNumber		eventSequence	N	String	255	
		PerPerson->employmentNav->jobInfoNav->company		legalEntity	N	Company-CodeAssociation	4	

OData Entity in Employee Central	HRIS Element	Field in Employee Central (OData Field Path)	Entity/Type in SAP Master Data Integration	Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		PerPerson->employmentNav->jobInfoNav->countryOfCompany		country	Y	Country-Code	2	
		PerPerson->employmentNav->jobInfoNav->costCenter		costCenter	N	Association to CostCenter	10	
		PerPerson->employmentNav->jobInfoNav->jobCode		job	N	JobClassificationAssociation	n/a	
		PerPerson->employmentNav->jobInfoNav->jobTitle		jobTitle	N	String	256	
		PerPerson->employmentNav->jobInfoNav->emplStatus		status	Y	String	255	
		PerPerson->employmentNav->jobInfoNav->standardHours		working-HoursPerWeek	N	Decimal	5	
		PerPerson->employmentNav->jobInfoNav->workingDaysPerWeek		workingDaysPerWeek	N	Decimal	3	

OData Entity in Employee Central	HRIS Element	Field in Employee Central (OData Field Path)	Entity/Type in SAP Master Data Integration	Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		PerPerson->employmentNav->jobInfoNav->fte		fte	N	Decimal	3	
		PerPerson->employmentNav->jobInfoNav->position		position	N	PositionRef	128	
		PerPerson->employmentNav->jobInfoNav->location		location	N	LocationRef	128	
		PerPerson->employmentNav->jobInfoNav->locationNav		location->ref->id	N	String (OID)	36	
		PerPerson->employmentNav->jobInfoNav->employeeClass		employee-Class	N	String	255	
		PerPerson->employmentNav->jobInfoNav->jobCodeNav->entityOID		job->ref->id	N	String (OID)	36	
		PerPerson->employmentNav->jobInfoNav->department or division or businessUnit		orgUnit	N	OrganizationalUnitAssociation	128	

OData Entity in Employee Central	HRIS Element	Entity/Type		Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		Field in Employee Central (OData Field Path)	in SAP Master Data Integration					
		PerPerson->employmentNav->jobInfoNav->department or division or businessUnit		superOrdinateOrgUnit1	N	OrganizationalUnitAssociation	128	
		PerPerson->employmentNav->jobInfoNav->department or division or businessUnit		superOrdinateOrgUnit2	N	OrganizationalUnitAssociation	128	
		departmentNav->entityOID or divisionNav->entityOID or businessUnitNav->entityOID		orgUnit->ref->id	N	String (OID)	36	
		Hardcoded values: "01" for department, "02" for division, "03" for businessUnit		orgUnit->ref->category	N	String	2	
		departmentNav->entityOID or divisionNav->entityOID or businessUnitNav->entityOID		superOrdinateOrgUnit1->ref->id	N	String (OID)	36	

OData Entity in Employee Central	HRIS Element	Entity/Type		Mandatory? (Y/N)	Type	Max Length	ODM Version
		Field in Employee Central (OData Field Path)	Field in SAP Master Data Integration				
		PerPerson->employmentNav->jobInfoNav->serviceCostLevel	professionalService-CostLevel	N	ProfessionalService-CostLevel-Code	4	
		PerPerson->employmentNav->jobInfoNav->workforceSchedulingGroupId	schedulingGroup->externalId		String	255	3.9.0
		PerPerson->employmentNav->jobInfoNav->timeRecordingVariant	timeRecordingVariant->code		String	255	3.9.0

OData Entity in Employee Central	HRIS Element	Field in Employee Central (OData Field Path)	Entity/Type in SAP Master Data Integration	Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
PerPhoto	n/a	PerPerson->employmentNav->photoNav->photoType	Photo	type	N	String	255	
		 Not e For ex- am- ple: / odata/v 2/ Photo(p hoto- Type=1, userId=' ')/ \$value? se- lected_ per- son_uui d=1FE2 B08CF8 B242F6 8C1E55 A7B8B9 F02E						
		PerPerson->employmentNav->photoNav->photoType		imageURL	N	URL	n/a	
		PerPerson->perPersonUuid						

OData Entity in Employee Central	HRIS Element	Entity/Type		Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		Field in Employee Central (OData Field Path)	in SAP Master Data Integration					
		PerPerson->employmentNav->photoNav->lastModifiedDate-Time		modifiedAt	N	DateTime	n/a	
PaymentInformation(Detail)	n/a	PerPerson->employmentNav->paymentInformationNav->toPaymentInformationDetailV3->paymentType	PaymentDetails	payment-Type	Y	String	255	
		PerPerson->employmentNav->paymentInformationNav->toPaymentInformationDetailV3->paymentMethod		payment-Method	Y	String	255	
		PerPerson->employmentNav->paymentInformationNav->toPaymentInformationDetailV3->accountOwner		bankAccountHolderName	N	String	256	

OData Entity in Employee Central	HRIS Element	Entity/Type		Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		Field in Employee Central (OData Field Path)	in SAP Master Data Integration					
		PerPerson->employmentNav->paymentInformationNav->toPaymentInformationDetailV3->iban		IBAN	N	String	34	
		PerPerson->employmentNav->paymentInformationNav->toPaymentInformationDetailV3->routingNumber		bankNumber	N	String	15	
		PerPerson->employmentNav->paymentInformationNav->toPaymentInformationDetailV3->businessIdentifierCode		businessIdentifierCode	N	String	11	
		PerPerson->employmentNav->paymentInformationNav->toPaymentInformationDetailV3->accountNumber		bankAccount	N	String	35	

OData Entity in Employee Central	HRIS Element	Entity/Type		Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		Field in Employee Central (OData Field Path)	in SAP Master Data Integration					
		Country specific mapping		additional-PaymentReference	N	String	40	
		PerPerson->employmentNav->paymentInformationNav->toPaymentInformationDetailV3->purpose		bankAccountReference	N	String	20	
		Country specific mapping		bankAccountType	N	String	2	
		Country specific mapping		bankControlKey	N	String	2	
		PerPerson->employmentNav->paymentInformationNav->toPaymentInformationDetailV3->currency		bankAccountCurrency	N	String	3	
		PerPerson->employmentNav->paymentInformationNav->toPaymentInformationDetailV3->bankCountry		bankCountry	N	String	2	

OData Entity in Employee Central	HRIS Element	Entity/Type		Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		Field in Employee Central (OData Field Path)	in SAP Master Data Integration					
		PerPerson->employmentNav->paymentInformationNav->toPaymentInformationDetailV3->bankNav->entityOID		id	N	String(OID)	36	
WorkOrder	n/a	PerPerson->employmentNav->workOrderNav->vendor	WorkOrder-Details	supplier	N	String	10	
		PerPerson->employmentNav->workOrderNav->vendorNav->entityOID		businessPartner	N	String (OID)	36	
EmpCostAssignment; if Industry Features Public Sector Management Cost Objects is enabled in Provisioning. Or EmpCostDistribution	n/a	PerPerson->employmentNav->employmentNav->costAssignmentNav->items->defaultAssignment	Alternate-CostAssignment	isDefault		Boolean	n/a	

OData Entity in Employee Central	HRIS Element	Field in Employee Central (OData Field Path)	Entity/Type in SAP Master Data Integration	Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
→ 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.		PerPerson->employmentNav->employmentNav->costAssignmentNav->items->percentage		percentage		Decimal (3, 2)	3	
		PerPerson->employmentNav->employmentNav->costDistributionNav->items->percentage						
		PerPerson->employmentNav->employmentNav->costAssignmentNav->items->costCenter		costCenter		Association to CostCenter	n/a	
		PerPerson->employmentNav->employmentNav->costDistributionNav->items->costCenter						

OData Entity in Employee Central	HRIS Element	Entity/Type		Field in SAP Master Data Integration	Mandatory? (Y/N)	Type	Max Length	ODM Version
		Field in Employee Central (OData Field Path)	in SAP Master Data Integration					
		PerPerson->employmentNav->employmentNav->costAssignmentNav->items->budgetPeriod		budgetPeriod		Association to Budget-Period	n/a	
		PerPerson->employmentNav->employmentNav->costAssignmentNav->items->functionalArea		functionalArea		Association to FunctionalArea	n/a	
		PerPerson->employmentNav->employmentNav->costAssignmentNav->items->fund		fund		Association to Fund	n/a	
		PerPerson->employmentNav->employmentNav->costAssignmentNav->items->fundCenter		fundsCenter		Association to Funds-Center	n/a	
		PerPerson->employmentNav->employmentNav->costAssignmentNav->items->grant		grant		Association to Grant	n/a	

OData Entity in Employee Central	HRIS Element	Entity/Type		Mandatory? (Y/N)	Type	Max Length	ODM Version
		Field in Employee Central (OData Field Path)	Field in SAP Master Data Integration				
		PerPerson->employmentNav->employmentNav->costAssignmentNav->items->projectControllingObject->entityOID	projectControllingObjectRef.ref.id		Association to one ProjectControllingObject	n/a	
		PerPerson->employmentNav->employmentNav->costAssignmentNav->items->projectControllingObject->externalCode	projectControllingObjectRef.displayId		String	50	
		PerPerson->employmentNav->employmentNav->costAssignmentNav->items->projectControllingObject->projectControllingObjectType	projectControllingObjectRef.objectType		ProjectControllingObjectTypeCode	n/a	

3.2.3.2 Configuring Standardized Codelist Values in the Integration

You can map values of the Employee Central picklist to their aligned codelist values.

Context

If you use codelist values, you need to ensure that the values of the Employee Central picklist are mapped to their corresponding aligned codelist values, using the new MDF field *Standardized Code Value*, before such data can be replicated to SAP Master Data Integration.

Procedure

Enable New MDF Field: This needs to be done ONLY once.

1. Go to ► [Admin Center](#) ► [Configure Object Definitions](#) ►.
2. Select [Object Definition](#) in the first dropdown list and [Picklist Value](#) in the second dropdown list.
3. Set the [Visibility](#) attribute of [externalStandardizedCode](#) to [Editable](#).
 - a. Choose [Make Correction](#) in the [Take Action](#) menu on the right.
 - b. Locate the [externalStandardizedCode](#) field and choose [Details](#) on the right to open the details editing window.
 - c. Locate the [Visibility](#) attribute, select [Editable](#) as its value, close the window, and save your changes made to the object definition.

Map Picklist Value to the Aligned Codelist Value

4. Go to ► [Admin Center](#) ► [Picklist Center](#) ► and find a picklist that doesn't use aligned codelist values.
5. Map picklists to their corresponding aligned codelist values.
 - a. Click the specific picklist, and choose an active version.
 - b. Click a specific picklist to open its [Edit Picklist Value](#) page.
 - c. Enter the correct code in the [External Standardized Code](#) field.
 - d. Choose [Save](#).
6. Save your changes.

3.2.3.3 Configuring the Integration Object: Workforce Person

You can configure the integration object to customize your workforce integration. The process mainly involves creating an instance of a predefined integration object.

Context

By configuring the integration object, you can decide whether you want to replicate IDs of purged workforce or relative links of employees photo. All parameters are assigned default values, so this task is optional.

Procedure

1. Sign in to your Employee Central instance and go to the [Admin Center](#) page.
2. Search for "Manage Data" in the global search bar at the top.
3. In the new window that appears, enter "SAP Master Data Integration Configuration" into the [Create New](#) field to start creating a new instance of it.
4. In the [Integration Object](#) dropdown list, choose [Workforce Person](#).
5. Define the following mandatory and optional fields to configure the workforce integration object:

Parameter	Value
Sync IDs of Purged Workforce	• Yes: In case you have chosen to purge workforce data, the IDs of purged employees are sent to SAP Master Data Integration and meanwhile, these employees are deleted in SAP Master Data Integration. • No: Default value. Choose "No" if you don't purge workforce or you don't want to replicate the purged IDs. For more information, refer to <i>Getting Started with Data Purge</i> from the Related Information section of this page.
Replicate Photo	• Yes: Relative links of workforce persons' photo are also replicated. • No: Default value. Choose "No" if you don't want to replicate relative links of photo to MDI. Note Before allowing the replication, we suggest that you check whether organizational measures need to be in place to comply with regulations.
Cutoff Date	Configure the cutoff date parameter with the date picker. For more information, please refer to The Cutoff Date and Data Replication [page 88] .

Parameter	Value
	→ Recommendation It's recommended to set a cutoff date that is at least 3 months before the planned start date of migration. If you didn't initially set a cutoff date, avoid setting it after the initial load completed, to avoid data inconsistencies.
Cutoff Date Exception Person IDs	Add external person IDs to the parameter Cutoff Date Exception Person IDs for a one time replication where no cutoff date is applied. This parameter is only applied by using Run Now mode in the Business Scenario Configuration. Use this parameter if certain changes are filtered out by the configured cutoff date (for example, an employee gets terminated retrospectively after the replication, where the termination date before the cutoff date.) For more information, refer to The Cutoff Date and Data Replication [page 88] Separate each person ID by a comma.
Exclude List of System of Record	The Exclude List of System of Record parameter defines and filters out employees with various external source systems of record during a replication process. Add values to the list of system of record and separate each entry by a comma. For more information on the Source of Record field, refer to the Related Information section of this page. ⓘ Note EC can't be added to the list.
Pseudo Hire Event Reason	A record is added to JobDetails to indicate that the actual "hire" event is filtered out by Cutoff Date if the Pseudo Hire Event Reason is configured. In rare cases, when an HR administrator terminates an employment retrospectively after the initial load, and the actual "termination" event of the employment is before the cutoff date you set, it might cause downstream data issue. As a preventative action, if you've configured a Cutoff Date, we recommend that you also configure a Pseudo Hire Event Reason along with the Cutoff Date.
Source of Cost Center externalId	Optional. Defines from which source the externalId reference to a cost center is set. The cost center ID is stored in the Code field of the cost center object in Employee Central. However, if you've already used other integrations that replicate the cost center, the ID can be stored instead in the costCenterExternalObjectId field of the cost center object. Depending on the field in which you store the cost center ID in Employee Central, enter one of the following options here:

Parameter	Value
	• <code>externalCode</code> if you store the cost center ID in the Code field • <code>costCenterExternalObjectId</code> if you store the cost center ID in the External Object ID field.
Replication of Higher Duty or Temporary Assignment	Optional. • Yes: Replicate higher duty assignments to MDI. Note After the replication of higher duties or temporary assignments is enabled in the system, employees with higher duties or temporary assignments may receive additional permissions, depending on settings in the integrated applications. To prevent unwanted replication to specific consumer applications, configure a filter for the assignment-classification field using Business Data Orchestration. • No: Default value. Choose "No" if you don't want to replicate higher duty assignment.

6. Save your instance.

Related Information

[Preconfigured Mapping of SAP S/4HANA Fields to Employee Central Fields](#)

[Getting Started with Data Purge](#)

[Employment Information](#)

3.2.3.4 Initial and Delta Loads for Outbound Business Scenarios

The outbound integration scenarios can be executed in two different modes: initial load and delta load.

This topic explains details of the initial and delta loads for outbound scenarios. To configure parameters that affect the two modes, refer to the *Configuring the Integration Object* topic, under each scenario of this guide.

Initial Load

During the initial load all the entity instances are read from Employee Central and sent to SAP Master Data Integration. In this case, the [Last Run Time](#) in the Business Scenario definition under the [Filter and Sort](#) tab

is empty. To ensure that only required data is sent to SAP Master Data Integration, consider applying the configuration parameter [Cutoff Date](#).

Delta Load

During the delta load only the entity instances that were changed in Employee Central since the last successful integration run will be sent to SAP Master Data Integration. In this case the [Last Run Time](#) in the Business Scenario definition under the [Filter and Sort](#) tab is set to the date of the last successful run. To trigger a new initial load, delete the [Last Run time](#) and select [Run Now](#) in the [Review and Run](#) tab.

⚠ Caution

In case of job aborts or communication errors, the timestamp isn't updated and all changes since the last successful run will be reprocessed.

3.2.3.5 Employees in Scope of Replication

Learn about how Workforce Integration can replicate data of rehired former employees with their previous employment information.

Workforce Integration replicates employees that are rehired based on an old employment to SAP Master Data Integration only after the Manage Pending Hire is completed.

The status of the rehiring process can be viewed in Onboarding. For more information about the rehiring process in Onboarding, refer to [Enabling Rehire with Old Employment](#) in the [Related Information](#) section of this page.

Employee Central allows the employee's standard assignment type (ST), the global assignment type (GA), and higher duty assignment type (HD) in the replication.

📘 Note

The integration to SAP Master Data Integration replicates both worker types, internal employees and contingent workers by default. If you use Fieldglass or a third-party application as the provider for contingent workers, the [Exclude List of System of Record](#) configuration parameter needs to be used to filter out the contingent workers originating from a different system.

Related Information

[Enabling Rehire with Old Employment](#)

3.2.3.6 The Cutoff Date and Data Replication

The cutoff date is used to filter out specific data you don't require in your receiving system to ensure employee data stays consistent throughout. It also considers various scenarios that involve either replicating data from the past or replicating data in the future.

When you set the cutoff date, only employees with effective-dated entities such as job information and person information that are active on or after the cutoff date are replicated from Employee Central to SAP Master Data Integration.

There are various scenarios where the behavior of the cutoff date differs. For more information, refer to [The Cutoff Date - an Overview of Scenarios \[page 88\]](#).

Example

Consider a scenario where you want data from all employees to be replicated into SAP Master Data Integration from January 1, 2021. You have to select the date from the date picker as your cutoff date to begin with.

Effective-dated entities such as job information and person information that exist in Employee Central from your cutoff date of 01.01.2021, are replicated accordingly.

Data present in Employee Central, which is relevant to time periods before the set cutoff date is disregarded and therefore filtered out.

3.2.3.6.1 The Cutoff Date - an Overview of Scenarios

The following scenarios help explain the behavior of the cutoff date.

The following table discusses the various scenarios of the cutoff date and the replication outcomes of each scenario.

Cutoff Date Scenarios

Scenario	Conditions with regard to the Cutoff Date	Replication Outcome
Termination	- The employee is hired before the cutoff date and, - The employee is terminated before the cutoff date.	This employee's data isn't replicated and filtered out.

Scenario	Conditions with regard to the Cutoff Date	Replication Outcome
Termination	- The employee is hired before the cutoff date and, - The employee was terminated retrospectively to an end date before the cutoff date.	If retrospective termination occurs, the employee doesn't get replicated to SAP Master Data Integration. Then the employee data remains filtered out. Note In the cases of retrospective corrections, which cause out of sync data, the admin must add the person IDs to the parameter <i>Cutoff date exception person IDs</i> for a one time replication. Then the admin must go to Business Scenarios > Workforce Replication and add the affected person IDs to the <i>Advanced Filter, Person Id (personIdExternal)</i> in <i>Biographical Information (PersonKey)</i> and trigger a one time replication job with <i>Run Now</i>.
Termination of a Single Employment	- The employee has multiple parallel assignments such as Global Assignment or a Concurrent Employment and, - The employee begins the Global Assignment before the set cutoff date and, - The employee completes the Global Assignment before the set cutoff date and, - The employee keeps their primary employment throughout.	This employee's Global Assignment data isn't replicated and therefore filtered out. The details of their primary employment aren't affected by the Global Assignment. Therefore, their primary employment details are replicated accordingly.

Scenario	Conditions with regard to the Cutoff Date	Replication Outcome
Termination of a Single Employment	- The employee has multiple parallel assignments such as Global Assignment or a Concurrent Employment and, - The employee begins the Global Assignment before the set cutoff date and, - The employee will complete their Global Assignment after the cutoff date and, - The employee keeps their primary employment throughout.	In this case, the start date of the Global Assignment is set to the cutoff date. The end date, however, would be set to a high date. The primary employment details are replicated accordingly.
Rehire with a New Employment	- An employee leaves the company and is later rehired into a new employment and, - The employee is rehired with a new person ID, and - The time period of the previous employment lies before the cutoff date.	This employee's previous employment data isn't replicated and therefore filtered out. The data from the current employment of the employee is the only data that is replicated.

3.2.3.7 Employee Central Configuration

Before you start replicating workforce data from Employee Central, perform necessary configurations to make it ready.

3.2.3.7.1 Updating Maximum Lengths of Foundation Objects

The maximum lengths of the foundation objects relevant for master data syncing need to be updated so that they correspond to those defined in SAP Master Data Integration.

Prerequisites

You have obtained maximum lengths of those object values in the integration target system.

Context

For objects such as Legal Entity and Cost Center, the maximum lengths of their external codes must be updated to make sure that they don't exceed what is defined in the target system, for example, in SAP S/4HANA.

Procedure

1. In [Admin Center](#), go to [Configure Object Definitions](#).
2. Open the object definition of Legal Entity and update the maximum length of the [externalCode](#) field. If the integration target system is SAP S/4HANA, the recommended maximum length for the field is 4.
3. Save your changes.

Results

The maximum lengths of the [externalCode](#) fields have been updated according to the integration target system.

3.2.3.7.2 Updating Field Maximum Length of HRIS Fields

To make sure that master data can be fully synced to SAP Master Data Integration, the maximum lengths of the HRIS data fields in your Employee Central solution must not exceed those defined for the corresponding entities in the service.

Prerequisites

You've got a list of data fields and their maximum lengths in SAP Master Data Integration. Refer to [Field Mapping Between Employee Central and SAP Master Data Integration: Workforce Person \[page 59\]](#).

Procedure

1. In [Admin Center](#), go to [Manage Business Configuration](#).
2. Navigate to relevant fields.
3. Update the field lengths and make sure they don't exceed what is defined in SAP Master Data Integration.
4. Save your changes.

Results

The maximum lengths are aligned. The field values from Employee Central can be synced and saved in the service.

3.2.3.7.3 Enabling a Field in Employee Central for Replication in SAP Master Data Integration

Some data fields supported by SAP Master Data Integration are not enabled in Employee Central by default. You can enable a field if you want to replicate it to SAP Master Data Integration.

Context

Here we taken the example of [Service Cost Level](#).

Procedure

1. In [Picklist Center](#), maintain the related picklist [serviceCostLevel](#) with the same values as in SAP S/4HANA Cloud Public Edition.
2. Go to [Manage Business Configuration](#), enable the standard field for service cost level in [jobInfo](#).
3. Go to [Manage Permission Roles](#), provide the permission to the corresponding Role-Based Permission (RBP) roles.
4. Go to [OData API Metadata Refresh and Export](#), choose [Refresh](#) located next to [Refresh Metadata Cache](#)

Results

A field is enabled in Employee Central and can be replicated to SAP Master Data Integration.

3.2.3.7.4 Enabling the Feature to Return Empty Values for Deleted Entities

Data deletions must also be synchronized, so that data in SAP Master Data Integration is always up to date.

Procedure

1. In [Admin Center](#), go to [Manage Employee Central Settings](#).
2. Turn on [Consider Deletion of Expanded Entities As A Change](#).
3. Save your changes.

Results

When relevant data has been deleted, the deletion gets replicated to SAP Master Data Integration.

3.2.3.7.5 Configuring Settings for Global Assignment

Employees on Global Assignment have a home assignment and a host assignment. You can specify which of the two should be regarded as the primary assignment of employees, and SAP Master Data Integration will then sync details about their primary assignment.

Prerequisites

Event reasons for taking and returning from global assignments have been created and the employee statuses for the two event reasons have been configured as Dormant and Active respectively.

Configure the address information of the host country/region if Global Assignment is enabled. Create a host address picklist and add an `emp-users-sys-id` field. For detailed steps, refer to the Related Information at the end of this page.

Procedure

1. In [Admin Center](#), go to [Manage Data](#).
2. Select your global assignment configuration and update the following attributes according to your primary assignment definition:

- Host assignment as the primary assignment

Data Attribute	Attribute Value
Update home job info record for global assignments	Yes
Event reason in home job info while user is on global assignment	Away on Global Assignment (AGA)
Event reason in home job info when user is back from global assignment	Back from Global Assignment (BGA)

- Home assignment as the primary assignment

Data Attribute	Attribute Value
Update home job info record for global assignments	No
Event reason in home job info while user is on global assignment	Not relevant
Event reason in home job info when user is back from global assignment	Not relevant

3. Save your changes.

Results

Primary assignment has been defined. SAP Master Data Integration will then sync details about employees' primary assignment.

3.2.3.7.6 Configuring Address Mapping in Employee Central

Before workforce data can be integrated to SAP Master Data Integration from Employee Central, customers should ensure that address information between the two sides is properly mapped.

Prerequisites

Ensure that you have enabled Best Practices. For more information, refer to [Enabling Best Practices Address Mapping for SAP Master Data Integration \[page 96\]](#).

Context

To map addresses, you can use the country/region-specific mapping UI or, when such a UI isn't available, the mapping UI of the base element.

Procedure

1. Sign in to your Employee Central instance and go to the [Admin Center](#) page.
2. Search for and select [Manage Business Configuration](#) in the global search bar at the top.
3. Let's assume we want to map home address information. From the [Manage Business Configuration](#) screen, navigate to the list on the left, and select ► [Employee Central](#) ► [HRIS Elements](#) ► [homeAddress](#) ►.

Under the [homeAddress](#) header, more items with a 3-character country/region code are shown. Each item represents configuration of a specific country/region.

4. Configure address mapping at country/region-specific element or base element.
 - Choose a specific country/region: The country/region-specific mapping UI is available. Choose [homeAddress_FRA](#), for example, to configure mapping for France.
 - Choose the base element: You need to configure address mapping at the base element ([homeAddress](#)) the address mapping hasn't been configured for certain countries/regions.
5. Choose [Details](#) for the field that you want to edit, for example, [address1](#).
6. Specify a value for [Mapped Domain Attribute Name](#) at the bottom of the page to create the mapping relationship, for example [Street \(PrivateAddress_street\)](#).
7. Save your configuration.

Note

Although in most cases for primary region picklist, the aligned codelist values are ISO codes, and there might be deviations. We recommend that you use aligned codelist values to define primary regions in SAP systems consistently. For more information about aligned codelist values, see [CountrySubdivisionCodes](#) .

For more information, refer to [Configuring Standardized Codelist Values in the Integration \[page 83\]](#).

3.2.3.7.7 Enabling Best Practices Address Mapping for SAP Master Data Integration

You can enable Best Practice address mapping in the Provisioning. After that, address mapping is configured and performed automatically.

Procedure

1. In the [SAP SuccessFactors Upgrade Center](#) page, filter by SAP Best Practices and locate [Best Practices Address Mapping for SAP Master Data Integration](#).
2. Select the option and choose [Upgrade Now](#).

Address mapping is configured automatically.

3.2.4 Scenario: Integrating Location Data from Employee Central to SAP Master Data Integration

Integrate updated location data in Employee Central with SAP Master Data Integration for use by SAP Fieldglass and other applications.

Prerequisites

- Complete the generic setup instructions as outlined in the [Master Data Replication: Setup Instructions for SAP SuccessFactors Employee Central](#).
- Ensure that an SAP Master Data Integration connection is configured in the Integration Service Registration Center. For more information, refer to [Configuring the Integration Service Registration Center](#)
- Ensure that you have the Administrator permission with access to the Upgrade Center.
- Enable event publishing for legacy foundation objects. Refer to [Legacy Foundation Object Event Publishing](#)

Context

When location data is updated in Employee Central, it is uploaded (upstream integration) to SAP Master Data Integration. From there, SAP Fieldglass or other applications can retrieve the data for their own use (downstream integration). The Location integration is not enabled by default. To enable this integration:

Procedure

1. Sign in to your Employee Central instance and go to ► [Admin Center](#) ► [Upgrade Center](#) ▾ page.
2. Under [Optional Upgrades](#), select [Location Replication from Employee Central to SAP Master Data Integration](#).
3. Select [Upgrade](#) from the [Location Replication from Employee Central to SAP Master Data Integration](#) upgrade description page.
4. Confirm the upgrade by selecting option [Yes](#).

Results

Location data from Employee Central is available in SAP Master Data Integration and can be accessed by downstream applications such as SAP Fieldglass.

3.2.4.1 Field Mapping Between Employee Central and SAP Master Data Integration: Location

The data fields supported by SAP Master Data Integration have their corresponding fields in Employee Central.

The table below sets out the mapping relations between Employee Central fields and SAP Master Data Integration fields.

📘 Note

Entities used in SAP Master Data Integration are ODM (One Domain Model) entities.

Field in Employee Central	Field in SAP Master Data Integration
entityOID	id
externalCode	externalId
startDate	details->valid_from
endDate	details->valid_to
status	details->content->isActive

Field in Employee Central	Field in SAP Master Data Integration
name	details->content->name
description	details->content->description
addressNavDEFLT->country	details->content->address->country->code
addressNavDEFLT->zipCode	details->content->address->postCode
addressNavDEFLT->city	details->content->address->town->name

3.2.4.2 Configuring the Integration Service Registration Center

Register SAP Master Data Integration on the Integration Service Registration Center.

Prerequisites

You've created a service key for your SAP Master Data Integration instance in the SAP BTP cockpit. For more information about what service keys are, refer to [Service Keys](#) in the SAP Business Technology Platform documentation. For more information about how to create services keys when connecting a client to a tenant of SAP Master Data Integration service, refer to [Connecting Clients](#) in the SAP Master Data Integration documentation.

Procedure

1. Sign in to the SAP BTP cockpit and select your subaccount.
2. Locate your instance for SAP Master Data Integration and select the entry shown in the [Credentials](#) column for this instance.
3. Select the entry shown in the [Name](#) column for [Service Keys](#) to show the credentials.
4. Choose [Forms](#) and copy the values from the following fields:
 - [clientid](#)
 - [clientsecret](#)
 - [url](#)
 - [uri](#)
5. Sign in to your Employee Central instance.
6. Go to [Admin Center](#) [Integration Service Registration Center](#).
7. Select [SAP Master Data Integration](#) from the dropdown menu [Integration Service](#).
8. Specify the following fields.

OAuth Configuration Field	What to Specify
Destination URL	Value from uri field in service key credentials
Authentication Type	Client Credentials
Client ID	Value from clientid field in service key credentials
Client Secret	Value from clientsecret field in service key credentials
OAuth URL	Value from url field in service key credentials, with /oauth/ token appended

9. Select [Register](#).

3.2.4.3 Configuring the Integration Object : Workforce Location

You can configure the integration object to customize your Location integration. The process mainly involves creating an instance of a predefined integration object.

Context

Configure the integration object to influence the replication of the Location object to SAP Master Data Integration.

Procedure

1. Sign in to your Employee Central instance and go to the [Admin Center](#) page.
2. Search for "Manage Data" in the global search bar at the top.
3. In the new window that appears, enter "SAP Master Data Integration Configuration" into the [Create New](#) field to start creating a new instance of it. If an object exists already, select it .
4. In the [Integration Object](#) dropdown list, choose [Workforce Location](#).
5. Define the following fields to configure the Location integration object:

Parameter	Value
Request Initial Load	No (Default) and Yes If you set the value to No , the setting doesn't have any effect on the configuration object. Set the value to Yes to retrigger the initial load and replicate all Location data to SAP Master Data Integration.

Parameter	Value
	The date and time of the initial load displays the last time the object was saved with Yes and the initial load was retriggered.

6. Save your instance.

4 Monitoring Inbound and Outbound Integration Scenarios

You can check the results of data replication, as well as monitor the progress of the integration.

To Set up Integration & Exception Monitoring for SAP SuccessFactors through SAP Cloud ALM, please refer to the Related Information section of this page.

Related Information

[Setup for SAP SuccessFactors](#) 

4.1 Checking Results of Data Replication

After the integration is complete, you can follow this procedure to check the result of data replication.

Procedure

1. Sign in to your Employee Central instance and go to ► [Admin Center](#) ► [Integration Center](#) ► [Monitor Integration](#) ► [Monitor](#) .
2. Locate the replication job in the [Process Instance Name](#) column.
3. In the [Process State](#) column, check whether it's completed or has failed.
4. **Optional:** Choose the ">" button on the right to view the details of that process. The details that are displayed include the number of records that have been sent or received, or further information on why an integration failed, for example.

5 Best Practices for Instance Refresh in Employee Central with Master Data Integration

Instance Refresh enables you to copy data and configuration across Lines of Business (LoB) in SAP SuccessFactors Employee Central, when Master Data Integration (MDI) is used for data replication.

The Instance Refresh tool allows administrators to replicate data and configuration from a source SAP SuccessFactors HCM suite instance to a target instance. This process ensures business continuity by maintaining integrations and providing visibility into the status of the replication request throughout its lifecycle.

During a refresh, data and configuration are copied from the source to the target instance without disrupting existing integrations. The administrator must have access to both instances to initiate and monitor the refresh. For step-by-step instructions, refer to the [Instance Refresh](#) topic.

Before Instance Refresh

Prior to starting an Instance Refresh, follow these MDI-specific guidelines:

- Disable MDI integrations to prevent unintended data flow during or after the refresh.
- Initialize the connected MDI instance and delete any existing data to ensure a clean refresh.

During Instance Refresh

Monitor the progress of your refresh using the Instance Refresh tool. Administrators receive email notifications at each major status change. For more details, see [Monitoring Instance Refresh Status](#).

Post Instance Refresh

After receiving a **Successful** status notification, complete the following post-refresh activities:

- Independently refresh each provider and consumer system (for example, Production to Quality) using the appropriate system tools, such as the S/4HANA Public Cloud refresh tool.
- Re-enable integrations once the refresh is complete.
- Resend data from each provider to MDI in the recommended sequence (for example, cost centers, company codes, then workforce data).
- Perform an initial load and migration to MDI on both SAP SuccessFactors and S/4HANA to ensure all references are updated using Object IDs (OIDs).

Related Information

[Data Reset](#)

[Test Data Refresh](#)

6 Change History

Learn about changes to the documentation for Integrating SAP SuccessFactors Employee Central with SAP Master Data Integration in recent releases.

1H 2026

Type of Change	Description	More Info
Changed	We updated the field mapping table for Workforce integration.	Field Mapping Between Employee Central and SAP Master Data Integration: Workforce Person [page 59]
New	We added a new topic on how to enable a field in Employee Central for Replication in SAP Master Data Integration.	Enabling a Field in Employee Central for Replication in SAP Master Data Integration [page 92]
Deleted	We removed the scenario based setup instruction topics. The content is moved to the respective scenario title topics.	
New	We added a topic on best practices for Instance Refresh in Employee Central with Master Data Integration.	Best Practices for Instance Refresh in Employee Central with Master Data Integration [page 102]

2H 2025

Type of Change	Description	More Info
Changed	We updated the field mapping table for Workforce integration.	Field Mapping Between Employee Central and SAP Master Data Integration: Workforce Person [page 59]
Changed	We updated the Configuring the Integration Object topic for Cost Center inbound integration.	Configuring the Integration Object : Cost Center [page 33]

Important Disclaimers and Legal Information

Hyperlinks

Some links are classified by an icon and/or a mouseover text. These links provide additional information.

About the icons:

- Links with the icon : You are entering a Web site that is not hosted by SAP. By using such links, you agree (unless expressly stated otherwise in your agreements with SAP) to this:
 - The content of the linked-to site is not SAP documentation. You may not infer any product claims against SAP based on this information.
 - SAP does not agree or disagree with the content on the linked-to site, nor does SAP warrant the availability and correctness. SAP shall not be liable for any damages caused by the use of such content unless damages have been caused by SAP's gross negligence or willful misconduct.
- Links with the icon : You are leaving the documentation for that particular SAP product or service and are entering an SAP-hosted Web site. By using such links, you agree that (unless expressly stated otherwise in your agreements with SAP) you may not infer any product claims against SAP based on this information.

Videos Hosted on External Platforms

Some videos may point to third-party video hosting platforms. SAP cannot guarantee the future availability of videos stored on these platforms. Furthermore, any advertisements or other content hosted on these platforms (for example, suggested videos or by navigating to other videos hosted on the same site), are not within the control or responsibility of SAP.

Beta and Other Experimental Features

Experimental features are not part of the officially delivered scope that SAP guarantees for future releases. This means that experimental features may be changed by SAP at any time for any reason without notice. Experimental features are not for productive use. You may not demonstrate, test, examine, evaluate or otherwise use the experimental features in a live operating environment or with data that has not been sufficiently backed up.

The purpose of experimental features is to get feedback early on, allowing customers and partners to influence the future product accordingly. By providing your feedback (e.g. in the SAP Community), you accept that intellectual property rights of the contributions or derivative works shall remain the exclusive property of SAP.

Example Code

Any software coding and/or code snippets are examples. They are not for productive use. The example code is only intended to better explain and visualize the syntax and phrasing rules. SAP does not warrant the correctness and completeness of the example code. SAP shall not be liable for errors or damages caused by the use of example code unless damages have been caused by SAP's gross negligence or willful misconduct.

Bias-Free Language

SAP supports a culture of diversity and inclusion. Whenever possible, we use unbiased language in our documentation to refer to people of all cultures, ethnicities, genders, and abilities.

© 2026 SAP SE or an SAP affiliate company. All rights reserved.

No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of SAP SE or an SAP affiliate company. The information contained herein may be changed without prior notice.

Some software products marketed by SAP SE and its distributors contain proprietary software components of other software vendors. National product specifications may vary.

These materials are provided by SAP SE or an SAP affiliate company for informational purposes only, without representation or warranty of any kind, and SAP or its affiliated companies shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP or SAP affiliate company products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.

SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and other countries. All other product and service names mentioned are the trademarks of their respective companies.

Please see <https://www.sap.com/about/legal/trademark.html> for additional trademark information and notices.

