



Implementation Guide | PUBLIC

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Replicating Employee Master Data from Employee Central to SAP ERP HCM Using SAP Cloud Integration as the Middleware (For Implementation Started Before Q2 2017)

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Change History

Learn about changes to the documentation for Replicating Employee Master from SAP SuccessFactors Employee Central to SAP ERP HCM in recent releases.

1H 2022 / PA_SE_IN SP33

Table 1:

Type of Change	Description	More Info
Added	Third gender is now supported for the country Austria based on the new Austria law. Hence Employee Central now supports a new country-specific gender field and corresponding country-specific picklists for Austria and same will be replicated to SAP ERP HCM system. During the replication process, replication of the new country-specific fields with new picklist values are considered.	Austria - personalInfo (Infotype 0002) [page 174]
Added	We now support replicating EC job information field <i>End of probation period</i> to SAP ERP Infotype Date specification (IT0041) date type 45.	Dates (Infotype 0041) [page 124]

2H 2021 / PA_SE_IN SP32

Type of Change	Description	More Info
Changed	Support package 32 of the PA_SE_IN software component is required in the SAP ERP HCM system.	Checking the Minimum Setup Required for Your Systems [page 14]
Added	We added that the integration add-on for SAP ERP HCM and SAP SuccessFactors Employee Central (SFSF EC INTEGRATION 1210) can be used to integrate the cloud HR solution provided by SAP (SAP SuccessFactors) with on-premise ERP applications provided by SAP (SAP ERP HCM) only.	Introduction [page 10]

Type of Change	Description	More Info
Added	We ensured that certificate-based authentication is listed consistently as an option for configuring the communication from SAP ERP HCM to the middleware.	Configuring the Integration Flow for Confirmation [page 151] Enabling the SAP ERP HCM Outbound Web Services to Set Up the Connection from SAP ERP HCM to the Middleware [page 155]
Changed	We've made the user roles configurable that you select when you set the <i>User Role</i> authorization for the senders in the integration flows.	Configuring the Integration Flow for Employee Master Data Replication [page 139] Configuring the Integration Flow for Confirmation [page 151]
Changed	The middleware now ensures that the URL you enter for ERP receivers in the integration flows starts with <code>https://</code> if the proxy type is set to <i>Internet</i> .	Configuring the Integration Flow for Employee Master Data Replication [page 139]
Added	We added the <i>OAuth2 SAML Bearer Assertion</i> authentication option in the configuration of Employee Central receivers for the integration flows.	Configuring Credentials for Communication Between SAP Cloud Integration and the Integrated Systems [page 133] Configuring the Integration Flow for Employee Master Data Replication [page 139] Configuring the Integration Flow for Confirmation [page 151]

1H 2021 / PA_SE_IN SP31

Type of Change	Description	More Info
May 21, 2021		
Changed	We updated the statement that Unicode is a prerequisite for the installation of the PA_SE_IN software component. This prerequisite refers to the software component (or the add-on in which it is contained) as a whole, not to a specific support package. Unicode has always been a prerequisite for installing the add-on. We just added the information in the 1H 2021 release to make the prerequisite explicit.	Checking the Minimum Setup Required for Your Systems [page 14]

Type of Change	Description	More Info
April 16, 2021		
Changed	The SAP Cloud Platform Integration brand has been retired. We've updated this guide with the new SAP Cloud Integration brand accordingly.	
Changed	Support package 31 of the PA_SE_IN software component is required in the SAP ERP HCM system.	Checking the Minimum Setup Required for Your Systems [page 14]
Added	We added that the PA_SE_IN software component can be installed in Unicode systems only.	Checking the Minimum Setup Required for Your Systems [page 14]
New	We now support a new country-specific gender field and corresponding country-specific picklists for India and Germany and the same will be replicated to the SAP ERP HCM system. During the replication process, replication of the new country-specific fields with new picklist values is considered. In addition global information should be maintained for the same country as Employee and salutation should be maintained appropriately.	
Added	New address fields for Russia is now supported for the employee data replication. You can now map the new home address fields to infotype 006.	Address Information - Russia [page 208]

1 Introduction

The purpose of this guide is to help you integrate SAP SuccessFactors Employee Central with an on-premise SAP ERP HCM Payroll system (provided in the cloud or run on-premise) and to configure replication of employee master data from SAP SuccessFactors Employee Central to an SAP ERP HCM system.

⚠ Caution

If you are starting a new integration project, this is **not** the right guide for you. We strongly recommend that you use instead the new standard integration we provide for employee master data replication (including employee organizational assignments) from Employee Central to SAP ERP HCM. Find the corresponding integration guides in SAP Help Portal, at http://help.sap.com/hr_ecintegration.

! Restriction

The integration add-on for SAP ERP HCM and SAP SuccessFactors Employee Central (SFSF EC INTEGRATION 1210) can be used to integrate the cloud HR solution provided by SAP (SAP SuccessFactors) with on-premise ERP applications provided by SAP (SAP ERP HCM) only. The add-on is included in the license for these systems.

The add-on cannot be licensed to use for integration between non-SAP cloud HR solutions and SAP ERP HCM.

The integration described in the current guide is used for the replication of employee master data to SAP ERP HCM Personnel Administration, which is required to run SAP ERP HCM processes for example payroll in SAP ERP HCM. With this deployment option, you can manage employees in Employee Central as the master data system and run further processes for these employees in the SAP ERP HCM system, for example to process payroll for employees in multiple countries while ensuring compliance with local legal regularity and reporting requirements in SAP ERP HCM HCM. Employees can see their pay statements and other payroll-related data in Employee Central. The other processes could use SAP ERP HCM workflow or employee data in other SAP modules for example SAP EHSM Incident Management.

For more information, refer to the [Employee Central Country/Region Specifics](#) guide.

i Note

Don't change any data that was replicated from Employee Central in the SAP ERP HCM system. Your changes would probably be overwritten by the next replication run from Employee Central. They wouldn't be replicated back to Employee Central either. That is, the systems would no longer be in sync.

Related Deployment Options and Integration Guides

Table 2:

Deployment Option	This guide can help you...
Replicating Organizational Data From Employee Central to SAP ERP HCM	use Employee Central as your organizational data system and replicate organizational data from Employee Central to your SAP ERP HCM system.
Replicating Cost Centers from SAP ERP HCM to Employee Central	replicate cost centers from the SAP ERP HCM system to Employee Central.
Integrating Employee Central with SAP ERP HCM Using a Pass-Through Scenario for SAP Process Integration	implement pass-through communication using SAP Process Integration (PI).
Integrating SAP ERP HCM with Employee Central in a Side-by-Side Deployment Option	implement the integration of on-premise SAP ERP HCM systems with SAP SuccessFactors Employee Central in the side-by-side context.
Migrating Data from SAP ERP HCM to Employee Central	migrate existing data from on-premise SAP ERP HCM systems to a new SAP SuccessFactors Employee Central system.

Find the most current version of these Guides on SAP Help Portal at [SAP SuccessFactors Employee Central Integration to SAP Business Suite](#).

Another helpful guide is the SAP Identity Management Configuration Guide available on SAP Help Portal at http://help.sap.com/saphelp_nwidmic_80/helpdata/en/1c/2d07aa6ed545a2a47b2b2153a965fe/content.htm?current_toc=/en/b0/7ffcc98fc24bb4aa7079da64754126/plain.htm&show_children=true

1.1 Supported Country/Regions

The following is a list of country/regions for which country/region-specific replication from Employee Central to SAP ERP HCM is supported. If you need to replicate country/region-specific data for any country/region not listed here, you can do so using extensibility.

- Argentina
- Australia
- Austria
- Brazil
- Canada
- Chile
- China
- Finland
- France
- Germany

- Hong Kong
- India
- Ireland
- Italy
- Japan
- Malaysia
- Mexico
- Netherlands
- New Zealand
- Puerto Rico
- Russia
- Saudi Arabia
- Singapore
- Spain
- South Korea
- Sweden
- Switzerland
- UK
- USA
- Venezuela

Related Information

[Extensibility \[page 63\]](#)

1.2 Target Group of This Document

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

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

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

1.3 Terminology

This table lists some differences in terminology for fields in Employee Central and their counterparts in SAP products:

Field/Entity in Employee Central	Field/Term in SAP ERP HCM systems
Employee Class	Employee Group
Employment Type	Employee Subgroup
Event	Personnel Action
Event Reason	Reason for Personnel Action
Frequency	Period Parameter
Job Classification	Work Contract
Job Location	Personnel Area/Personnel Subarea
Pay Component	Wage Type
Pay Group	Payroll Area
Salutation	Form of Address Code
Suffix	Name Supplement Code
Payment Method	Payment Form Code

1.4 Business Scenario

The following is an example of a typical business process:

1. The HR specialist executes employee related actions, for example hiring an employee in Employee Central. The HR specialist enters employee and employment-related data into Employee Central.
2. The HR specialist enters payroll-related information, for example, pay group as well as compensation information, for example, salary or pay rate, in Employee Central.
3. The HR specialist enters the employee organizational assignments for example, position assignment, job assignment, department assignment in Employee Central.
4. The employee enters private contact data, biographical data, or payment information in Employee Central.
5. Data is automatically extracted by the middleware, for example every 15 minutes, and sent to the SAP ERP HCM systems.

2 Checking the Minimum Setup Required for Your Systems

Check if your systems are ready so that you can set up employee master data replication from Employee Central to SAP ERP HCM.

Procedure

1. Do you meet the minimum setup for SAP ERP HCM systems?

Table 3: Required Software Component Versions and Support Packages

Component	Required Software Component Version
SAP NetWeaver	<p>SAP_BASIS with one of the following versions:</p> <ul style="list-style-type: none">◦ 700 with SP27 or a higher SP◦ 701 with SP12 or a higher SP◦ 702 with SP08 or a higher SP◦ 710 with SP15 or a higher SP◦ 711 with SP10 or a higher SP◦ 730 with SP03 or a higher SP

Component	Required Software Component Version
SAP ERP HCM	<p>The following software component versions are required in your system:</p> <ul style="list-style-type: none"> ○ SAP_APPL SAP_APPL 600 SP15 or a higher version/SP ○ SAP_HR The required minimum is one of the following versions: <ul style="list-style-type: none"> ○ SAP_HR 600 SP59 ○ SAP_HR 604 SP25 ○ SAP_HR 608 (initial delivery version, no SP required) <p>The minimum version ensures that the integration works, but you most probably need to implement additional SAP Notes. Which SAP Notes are required depends on the exact SP level available in your system.</p> <p>To prevent additional effort caused by investigating the required SAP Notes and by implementing them, we recommend that you use at least one of the following versions:</p> <ul style="list-style-type: none"> ○ SAP_HR 600 SPC7 (127) ○ SAP_HR 604 SP93 ○ SAP_HR 608 SP21 ○ EA-HR The required minimum is one of the following versions: <ul style="list-style-type: none"> ○ EA-HR 600 SP59 ○ EA-HR 602 SP38 ○ EA-HR 603 SP33 ○ EA-HR 604 SP25 ○ EA-HR 605 SP02 ○ EA-HR 606 (initial delivery version, no SP required) ○ EA-HR 607 (initial delivery version, no SP required) ○ EA-HR 608 (initial delivery version, no SP required) <p>The minimum version ensures that the integration works, but you most probably need to implement additional SAP Notes. Which SAP Notes are required depends on the exact SP level available in your system.</p>

Component	Required Software Component Version
	<p>To prevent additional effort caused by investigating the required SAP Notes and by implementing them, we recommend that you use at least one of the following versions:</p> <ul style="list-style-type: none"> EA-HR 603 SPA1 EA-HR 604 SP93 EA-HR 605 SP64 EA-HR 606 SP49 EA-HR 607 SP38 EA-HR 608 SP21
Integration add-on for SAP ERP HCM and SAP SuccessFactors Employee Central	PA_SE_IN 100 SP31 <div> Note Only this newest PA_SE_IN support package ensures that all features described in this document are available in your system. </div>

For more information, refer to [SFSF EC INTEGRATION 1210](#) in the SAP Software Center. You can access the Software Center from [SAP ONE Support Launchpad](#) by choosing *Software Downloads*.

⚠ Caution





The PA_SE_IN software component can be installed in Unicode systems only. Non-Unicode systems are not supported.

The Unicode conversion was already announced in the year 2006. The support of non-Unicode systems ends soon. The SFSF EC INTEGRATION 1210 add-on, which comprises the PA_SE_IN software component, has been developed and tested in a Unicode environment. It's not planned to offer it for non-Unicode systems. This means that Unicode is a prerequisite if you want to run the integrations provided by this add-on. For more information, refer to:

- SAP Note [838402](#) (*Problems within non-Unicode systems and landscape*) and the customer letter attached to this SAP Note
- SAP Note [1322715](#) (*Unicode FAQs*)
- SAP Knowledge Base Article (KBA) [2033243](#) (*End of non-Unicode Support: Release Details*)

2. Are the required SAP Notes installed?

Make sure that you have the up-to-date version of each SAP Note, which you can find in the SAP ONE Support Launchpad at <https://launchpad.support.sap.com/>. Also make sure that the required non-HR related SAP Notes are also installed.

SAP Note Number	Title	Description
2141312 	Creation of Info-type 0000:short dump GETWA_N OT AS-SIGNED	Gives instructions on how to make replication of infotype 0302 possible.
1043195 	Configuration of Web Service Runtime	Gives instructions on how to set up technical configuration of the Web Service Runtime environment.
2390655 	New logic for processing data records of infotype 0302 using infotype 0000	Gives instructions on how to process data records of infotype 0302 using infotype 0000.
1487337 	Downporting the class CL_ABAP_DYN_PRG	Contains various quality improvement measures for dynamic programming.

- Have you already installed the SAP GUI? If not, download it from the SAP ONE Support Launchpad.

i Note

Only HR admins have to log in to SAP ERP HCM and therefore must have access to the SAP GUI.

- Is Employee Central already set up?


For more information, see the [Implementing Employee Central Core](#) implementation guide. Find the most current version of this guide in SAP Help Portal at http://help.sap.com/hr_ec.

- Do you need Data Migration from SAP ERP HCM to Employee Central? For more information, see the *Migrating Data from SAP ERP HCM to Employee Central* guide at http://help.sap.com/hr_ecintegration
- Is the middleware already set up?

For more information about how to set up SAP Cloud Integration, refer to [SAP Cloud Integration](#).

Caution

You are only allowed to configure the content as described in this guide. If you make modifications not described in this guide, SAP will not provide support for the modified content.

The middleware content described in this guide is meant for use in SAP Cloud Integration. You are not allowed to deploy it in an on-premise SAP Process Orchestration system. For more information, see SAP Note [2428801](#) .

3 Prepare Employee Central for Integration

The following chapter describes step-by-step how to configure Employee Central so that it can communicate data to the SAP ERP HCM system.

To help you with your implementation, use the following sequence:

For information on this step...	see...
Step 1: Admin Center	Admin Center [page 19] This section describes the setting you need to make in Admin Center.
Step 2: Uploading the Picklists	Uploading the Picklists [page 47] This section describes which picklists need to be uploaded to Employee Central.
Step 3: Set Permissions for API User	Permissions Required for API Access [page 48] This section describes how to set the user permissions for the API.

i Note

For more information about the country-specific settings, see the [Country-Dependent Mapping of Personal Information Fields \(Infotype 0002\) \[page 174\]](#) and [Country-Dependent Mapping of Address Fields \(Infotype 0006\) \[page 182\]](#) sections.

3.1 Admin Center


3.1.1 Create the Replication Target System Object

Procedure

1. In SAP ERP HCM, go to transaction SCC4.

- Choose your client and press the magnifying glass.

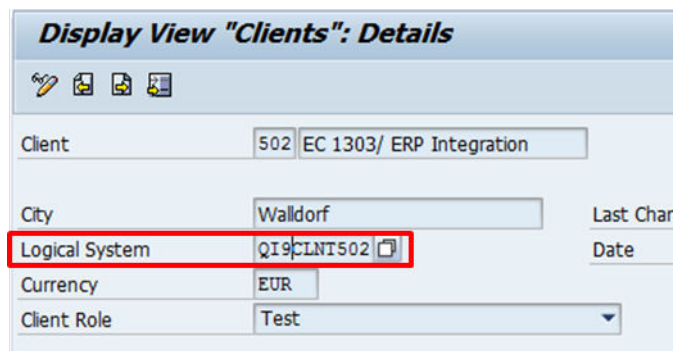
Display View "Clients": Overview



Client	Name	City	Crcy	Changed On
000	SAP AG	Walldorf	EUR	21.10.2011
001	Auslieferungsmandant R11	Kundstadt	USD	19.05.2009
002	Infinity: DMZ Test System	Walldorf	EUR	04.12.2012
005	Cross Client Customizing	Walldorf	EUR	29.08.2012
006	TCheck	Walldorf	EUR	04.08.2011
500	EC Integration Tests QAC	Walldorf	EUR	11.09.2013
502	EC 1303/ ERP Integration	Walldorf	EUR	01.10.2013
503	HCM 3rd partyIntegration1	Walldorf	EUR	10.01.2014
504	HCM 3rd partyIntegration2	Walldorf	EUR	13.01.2014
505	IDES for oD Data Service	Walldorf	EUR	24.10.2013
506	RDS Tests based on EC Pay	Walldorf	EUR	27.03.2014
507	Copy of Payroll Master	Walldorf	EUR	28.05.2014
599	Template for payroll	Walldorf	EUR	15.11.2012

- Note down the logical system name. You will need it again later in step 6.

Display View "Clients": Details



Client: 502 EC 1303/ ERP Integration

City: Walldorf

Logical System: Q19CLNT502

Currency: EUR

Client Role: Test

- Go to *Admin Center*. In the *Tools* search field, enter *Manage Data*.
- From the *Create New* dropdown, choose *Replication Target System*.

Back to: Admin Tools

Manage Data

Search: No Selection

Create New: No Selection

- Payment Method
- Payroll System Configuration
- Payroll/WorkbenchConfiguration
- Period-End Processing Rule Par...
- Personnel Area
- Personnel Area
- Position
- Recurring Deduction
- RecurringDeductionReplication
- Replication Target System

6. In *externalCode* enter the logical system name you just noted down in step 3.

7. Define an *externalName*.
8. For *Relevant for Payroll Integration* choose *Yes* and *Save*.

3.1.2 Configuring Employee Files

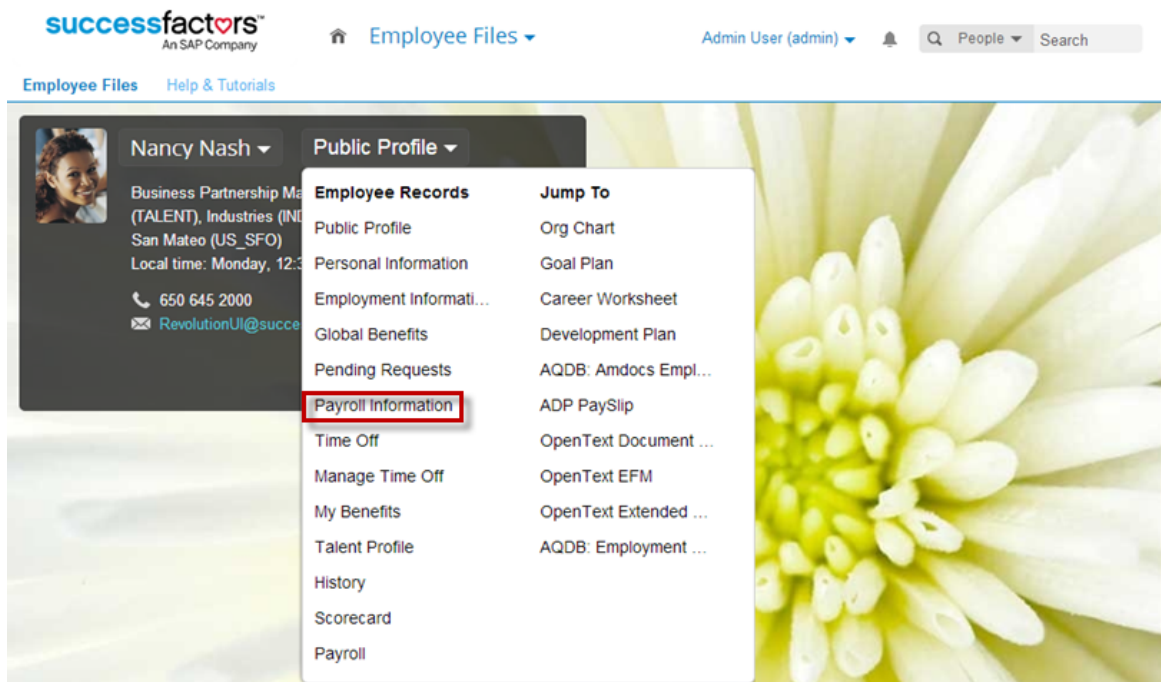
Procedure

1. Go to *Admin Center*. In the *Tools* search field, enter *Configure Employee Files*.
2. Check the boxes for *Payroll Information* as shown below and move the menu items up or down as desired using the arrows on the right side of the screen.

View Name	Show/Hide	Action	Sort Order
Public Profile			
Profile	<input checked="" type="checkbox"/>		↓
Employment Information	<input checked="" type="checkbox"/>		↑ ↓
History	<input checked="" type="checkbox"/>		↑ ↓
Compensation Statement	<input checked="" type="checkbox"/>		↑ ↓
Combined Statement	<input checked="" type="checkbox"/>		↑ ↓
Pending Requests	<input checked="" type="checkbox"/>		↑ ↓
Personal Information	<input checked="" type="checkbox"/>		↑ ↓
Payroll Information	<input checked="" type="checkbox"/>		↑

3. Save your changes.

The *Payroll Information* page is accessible from the landing page under *People Profile*. From the *Payroll Information* page, HR/Payroll admins and employees can access all payroll-related screens. It provides portlets dynamically to HR/Payroll admins and employees depending on the configuration in Payroll System Configuration and the role based permissions.



For more information, see section *Setting up Payroll Configuration* and section *Giving Admins and Employees Required Permissions*.

Related Information

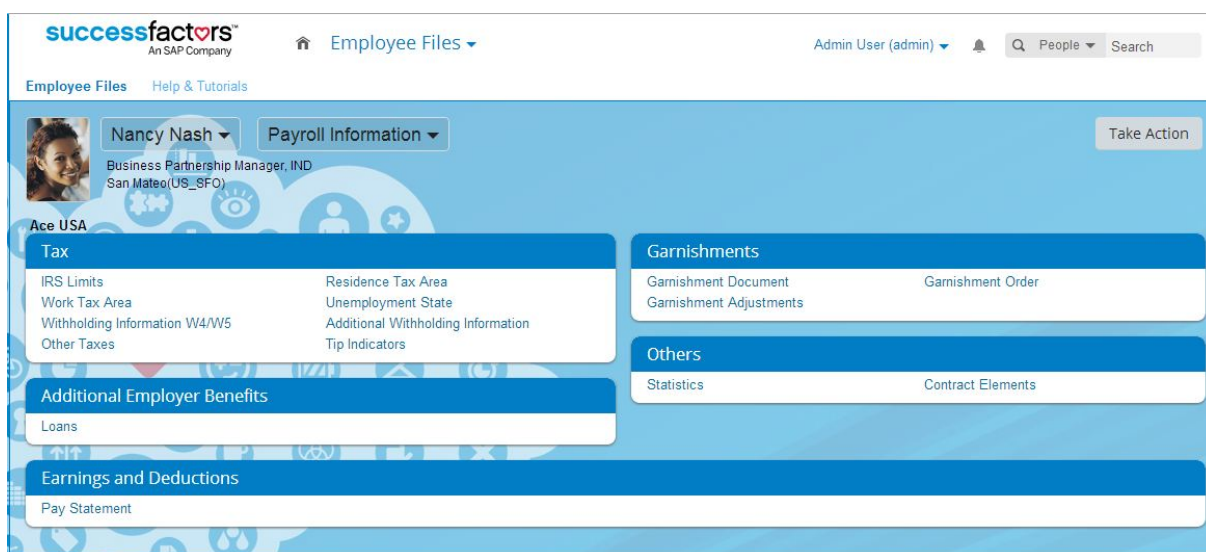
[Giving Admins and Employees Required Permissions \[page 30\]](#)

[Setting up Payroll Configuration \[page 22\]](#)

3.1.3 Setting up Payroll Configuration

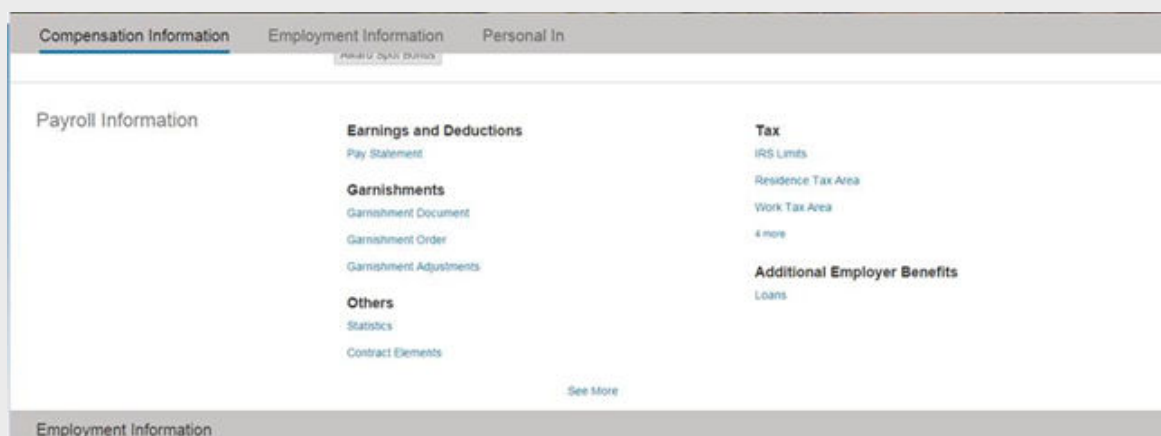
Context

Use Payroll Configuration to customize the portlets for the [Payroll Information](#) page. The [Payroll Information](#) page is the one place for system administrators or employees to access all payroll-related information. You can define the number of portlets and their content. You can add links to infotypes, pre-delivered services, or URLs for third-party applications.



Note

If People Profile has been enabled for your system, you will see the *Payroll* block instead of the *Payroll Information* page.



People Profile is the newest user interface for Employee Profile. For more information about People Profile, see the People Profile Administration Guide.

To set up Payroll Configuration, go to *Admin Center*. In the *Tools* search field, enter *Payroll Configuration*.

Next Steps

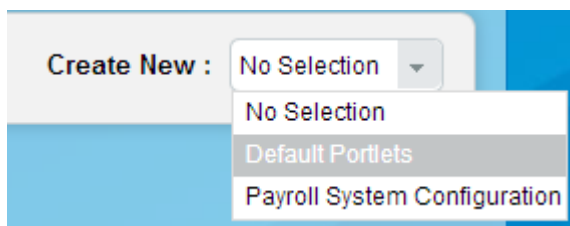
There are two ways you can set up Payroll Configuration. You can use *Default Portlets* and generate a default set of portlets for each country. The default portlets are preconfigured and are different for each country.

Alternatively, you can create your own portlets, from scratch or by editing the default portlets, using *Payroll System Configuration*.

3.1.3.1 Choose to use Default Portlets

Procedure

1. Go to Admin Center.
2. In the Tools Search field, enter *Payroll Configuration*.
3. Go to *Create New* and choose *Default Portlets*.



4. Choose the countries for which you want to create *Default Portlets* and save.

A screenshot of the 'Default Portlets' configuration page. The page has a title 'Default Portlets' and a subtitle 'Choose the countries for which you want to create default portlets in Payroll Configuration.' Below the subtitle, there is a list of countries with a 'No' button next to each. The countries listed are Argentina, Australia, Brazil, Canada, Switzerland, Sweden, United Kingdom, United States, and Venezuela. The 'No' button is a small button with a dropdown arrow. A vertical ellipsis (three dots) is located between the Canada and Switzerland entries, indicating that there are more countries in the list.

This creates an instance of Payroll System Configuration for each selected country.

Next Steps

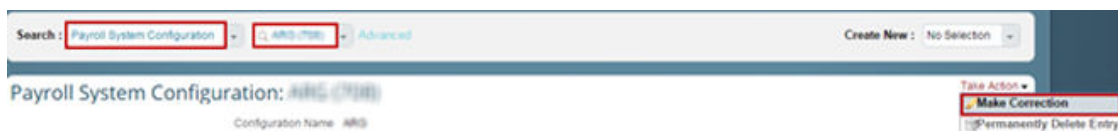
After enabling the Default Portlets for each selected country, you must add system and client information for each instance using [Payroll System Configuration](#). You can also add more portlets, remove, or edit the existing Default Portlets for specific countries in [Payroll System Configuration](#). For more information, see section [Payroll System Configuration per Country](#).

3.1.3.2 Payroll System Configuration per Country

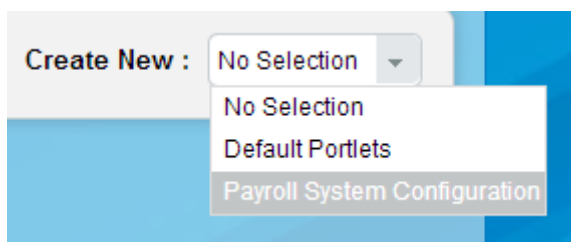
You can use [Payroll System Configuration](#) to create your own portlets for the [Payroll Information](#) page, either from scratch or by editing the default portlets.

Procedure

1. Go to Admin Center.
2. In the Tools Search field, enter [Payroll Configuration](#).
3. Do one of the following:
 - To edit the default portlets that you have enabled for a specific country, in the [Search](#) field, select [Payroll System Configuration](#) in the first dropdown menu and the country in the second dropdown menu. In the [Take Action](#) dropdown menu, select [Make Correction](#).



- To set up Payroll Configuration from scratch, go to [Create New](#) and choose [Payroll System Configuration](#).



4. Enter the relevant Information.

Payroll System Configuration

Configuration Name	<input type="text" value="Click or focus to edit"/>
* Country	<input type="text" value="No Selection"/>
Payroll System URL	<input type="text" value="Click or focus to edit"/>
Payroll System Client ID	<input type="text" value="Click or focus to edit"/>
* Status	<input type="text" value="Active"/>
* Enable access to BSI eFormsFactory (US only)	<input type="text" value="No"/>
Third Party Identity Provider URL for BSI eFormsFactory	<input type="text" value="Click or focus to edit"/>
Enable Enhanced Validations for Production	<input type="text" value="Yes"/>

- **Configuration Name**
Give your configuration a unique name so that you can find it easily, for example for editing at a later point in time.
- **Country**
Choose the country you want this configuration to be valid for.

Note

If you are editing the Payroll Configuration for a selected country, don't change the country in this field.

- **Payroll System URL**
Enter the relevant Payroll System URL.
For more information on how to find this URL see section *Finding the URLs*.
- **Payroll System Client ID**
Enter the relevant Payroll System Client ID.
- **Status**
Indicate whether the payroll configuration of the country is active or inactive.
- **Enable access to BSI eFormsFactory (US only) and Third Party IDP URL for BSI:**
For more information, refer to the [BSI SaaS Solutions and SAP SuccessFactors Employee Central Payroll](#) guide.
- **Enable Enhanced Validations for Production**
Set this flag to enable Enhanced Validation for Production. A country-independent enhanced validation will be active as soon as this flag is set for at least one country.
An example for an [Enhanced Validation](#) is the validation that prevents the import of *event reasons* that are already active in Employee Central.

5. Under [Portlets](#), you can configure your own portlets. Enter a [Portlet Label](#) and add Links in [Details](#).

Portlets

* Portlet Label (1) More

Earnings and Deductions Details

Click or focus to edit Details

Details

* Portlet Label Earnings and Deductions

Links

* Link Label	Infotype Number	URL	Service	(2) More
Payment Summary	Click or focus to edit	Click or focus to edit	No Selection	Details

Finished

For each link label, add one of the following types of links:

- Infotype: enter the infotype number
- URL: enter any URL: **http(s)://...**
- Service: select a pre-delivered self-service: several of these self-services are country specific. Available self-services include:
 - Pay Statement
 - Payment Summary (Australia only)
 - Superannuation (Australia only)
 - Federal Withholding Taxes - Employee Self Service (US only)
 - BSI eFormsFactory - Admin (US only)
 - BSI eFormsFactory - Employee (US only)
 - Reporting of Online W-2 - Employee Self Service (US Only)
 - Election for Online W-2 - Employee Self Service (US Only)
 - Form 16 (India only)

○ i Note

If the [Service](#) dropdown is empty, you can import these values, along with the Payroll URL type values, from the Success Store with the package name `Payroll Configuration Picklists` of type [Payroll Configuration](#).

i Note

For information about how to enable Australia Superannuation and Form 16 for India, see section [Setting up Australia Superannuation](#) and section [Setting up Form 16 \(India\)](#).

6. If you have entered a URL for the link label, click [Details](#) and enter relevant information:
 - Admin Service: This field determines whether a link is accessible for a user with the payroll admin role.
 - Self Service: This field determines whether a link is accessible by employees in the ESS.

The default settings for the Admin Service and Self Service fields in the delivery are as follows. You must not change the default settings except for the URL:

Type	Admin Service	Self Service
URL	Yes	No, if Admin Service is Yes
	No	Yes, if Admin Service is No.
Infotype Number	Yes	No
Pay Statement	Yes	Yes
Payment Summary Form	Yes	Yes
Superannuation –ESS	No	Yes
BSI eFormsFactory – Admin	Yes	No
BSI eFormsFactory – Employee	No	Yes
Federal Withholding Taxes - Employee Self Service	No	Yes
Form-16	No	Yes
Reporting of Online W-2 - Employee Self Service	No	Yes
Election for Online W-2 - Employee Self Service	No	Yes

i Note

Only ESS scenarios with static URL with SSO authentication are supported.

7. Click [Done](#) and save your changes.

Now you have defined the portlets of the [Payroll Information](#) page, the links under each portlet, and the infotype, URL, or service for each link.

i Note

If People Profile has been enabled for your system, you will see the [Payroll](#) block instead of the [Payroll Information](#) page. People Profile is the newest user interface for Employee Profile. For more information about People Profile, see the People Profile Administration Guide.

Below is an example of Payroll System Configuration for Australia:

Payroll System Configuration: AUS (301)

Configuration Name	AUS
* Country	Australia (AUS)
Payroll System URL	https://fscupid.wtf.sap.com:44313
Payroll System Client ID	1037
* Status	Active
* Enable access to BSI eFormsFactory (US only)	No
Third Party Identity Provider URL for BSI eFormsFactory	
Enable Enhanced Validations for Production	Yes

Portlets

Portlet Label	(1) More
Earnings and Deductions	Details
Tax	Details
Superannuation	Details
Additional Employer Benefits	Details
Leave	Details
Others	Details

Payroll System Configuration: Details

Configuration Name: AUS

Country: Australia (AUS)

Payroll System URL: <https://fscupid.wtf.sap.com:44313>

Payroll System Client ID: 1037

* Status: Active

* Enable access to BSI eFormsFactory (US only): No

Third Party Identity Provider URL for BSI eFormsFactory:

Enable Enhanced Validations for Production: Yes

Portlets

Portlet Label	(1) More
Earnings and Deductions	Details
Tax	Details
Superannuation	Details
Additional Employer Benefits	Details
Leave	Details
Others	Details

Links

Link Label	Infotype Number	URL	Service	
Payment Summary	849			Details
Termination Payment	850			Details
External Transfers	11			Details
Pay Statement			Pay Statement (1)	Details

[Done](#)

Next Steps

The links and portlets available on the [Payroll Information](#) page to a user depend dynamically on the Role Based Permissions. You must set up role-based permissions for the [Payroll Information](#) page. For more information, see section *Giving Admins and Employees Required Permissions*.

Related Information

[Giving Admins and Employees Required Permissions \[page 30\]](#)

3.1.4 Employee Central Data Replication Monitor

Employee Central provides an admin tool for monitoring data replication to the SAP ERP HCM system.

The integration processes update the status in the Employee Central Data Replication Monitor by sending notifications and confirmations. Use the Data Replication Monitor to check the replication status, view alerts, and analyze error messages related to data replication from Employee Central to SAP ERP HCM. For more information, refer to the [Employee Central Data Replication Monitor](#) administration guide.

3.1.5 Giving Admins and Employees Required Permissions

The [Payroll Information](#) page is accessible from the landing page under [People Profile](#). From the [Payroll Information](#) page, HR/Payroll admins and employees can access all payroll-related screens. It provides portlets dynamically to HR/Payroll admins and employees depending on the configuration in Payroll System Configuration and the role based permissions.

Therefore, the following roles need to be created in the system after the Succession Data Model and Country-Specific Data Models are set up:

- Standard user
- HR Admin
- Payroll Admin

If the company wishes to use the On-Behalf scenario in which the HR Admins can see the pay statement for the employees to which they are assigned, roles and authorization must be set up in SAP ERP HCM. Here SAP ERP HCM checks that only authorized people see the pay statement.

i Note

You can create the HR Admin user role in Employee Central and assign that role to a group if required by your company. However the user validations are checked only in the SAP ERP HCM system.

In the Admin Tool of the Employee Central system, you have to choose the user role for which you want to give access to payroll information.

For more information on setting permissions for admins and users, refer to the *Setting up Role Based Permissions* section.

For more information, refer to the [Implementing Employee Central Core](#) guide.

3.1.5.1 Adapting the HR Role or Payroll Admin role

Here is an example to show you how to adapt the HR Role or Payroll Admin role:

Procedure

1. Go to [Admin Center](#). In the [Tools](#) search field, enter [Manage Permission Roles](#).
2. Choose [Take action](#) and then [Edit](#) for the [HR Role](#) or [Payroll Admin](#) role.

Permission Role List

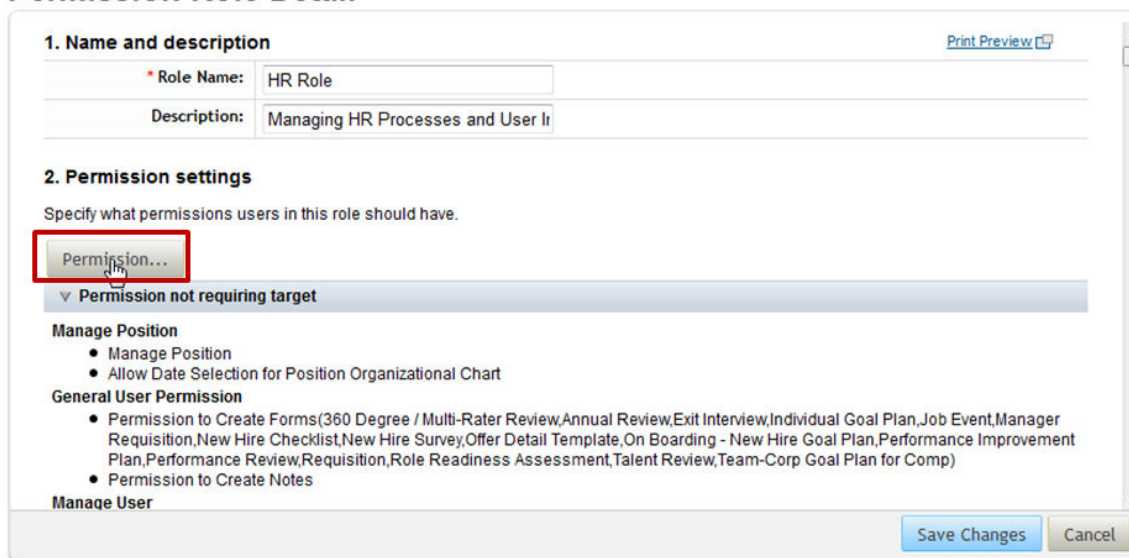
Different users should have different access to the information in the application. A *role* controls the access rights a user (or a group) has to the application or employee data. Each role has its own set of access permissions that you define. You can also limit exactly what a group can access.



Permission Role	Description	Status	Last Modified	Action
System Admin	Administration of System Behaviors and User Info	ACTIVE	2013-03-26	Take action
HR Role	Managing HR Processes and User Info	ACTIVE	2013-03-26	Take action
Manager Role	Manager Access to Employee, Goal, Development and Talent Info for their Org	ACTIVE	2013-03-15	Take action
Employee Self Service	Users can view and modify their employee and development info	ACTIVE	2013-03-07	Take action
Employee Login and Basic Access	Login, Public Employee Data, Goal and Dev Plan	ACTIVE	2013-02-25	Take action
Recruiters	Features and Reports for Recruiters	ACTIVE	2012-09-24	Take action
BasicOrg	Basic Org Chart Access	ACTIVE	2012-07-05	Take action
Compensation Admins	Compensation Administration	ACTIVE	2011-04-15	Take action

3. Click the [Permission](#) button.

Permission Role Detail



1. Name and description

* Role Name:

Description:

2. Permission settings

Specify what permissions users in this role should have.

Permission...

▼ Permission not requiring target

Manage Position

- Manage Position
- Allow Date Selection for Position Organizational Chart

General User Permission

- Permission to Create Forms(360 Degree / Multi-Rater Review,Annual Review,Exit Interview,Individual Goal Plan,Job Event,Manager Requisition,New Hire Checklist,New Hire Survey,Offer Detail Template,On Boarding - New Hire Goal Plan,Performance Improvement Plan,Performance Review,Requisition,Role Readiness Assessment,Talent Review,Team-Corp Goal Plan for Comp)
- Permission to Create Notes

Manage User

[Save Changes](#) [Cancel](#)

- Click [Employee Views](#) and check the boxes for [Payroll Information](#) as shown below. This means, a user with the HR Role or Payroll Admin role can see the [Payroll Information](#) menu option under [People Profile](#) on the home page.

Permission settings

Specify what permissions users in this role should have. ?

User Permissions

- [Calibration](#)
- [Objectives](#)
- [Career Development Planning](#)
- [Compensation](#)
- [Employee Data](#)
- [Employee Central Effective Dated Entities](#)
- [Employee Views](#)
- [Payroll Permissions](#)
- [General User Permission](#)
- [Recruiting Permissions](#)
- [Reports Permission](#)
- [Succession Planners](#)
- [Variable Pay](#)
- [Miscellaneous Permissions](#)
- [Reorganisation Planning](#)

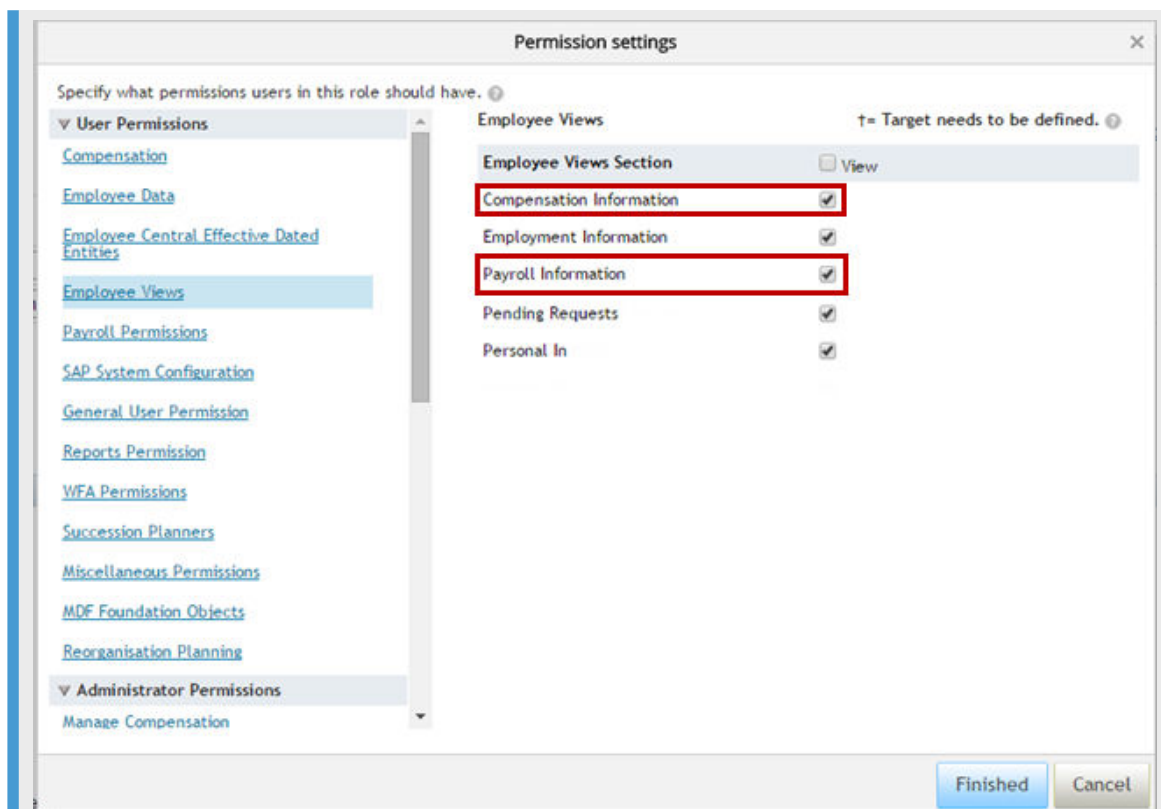
Compensation Statement	<input type="checkbox"/>
Compensation Statement	<input type="checkbox"/>
Contact Info	<input checked="" type="checkbox"/>
Employment Information	<input checked="" type="checkbox"/>
Global Benefits	<input checked="" type="checkbox"/>
History	<input type="checkbox"/>
Manage Time Off	<input checked="" type="checkbox"/>
My Benefits	<input type="checkbox"/>
Notes	<input type="checkbox"/>
Payroll Information	<input checked="" type="checkbox"/>
Pending Requests	<input type="checkbox"/>
Personal Info	<input type="checkbox"/>
Personal Information	<input checked="" type="checkbox"/>
Scorecard	<input checked="" type="checkbox"/>
Talent Info	<input checked="" type="checkbox"/>
Talent Profile	<input checked="" type="checkbox"/>
Time Off	<input checked="" type="checkbox"/>
Variable Pay Individual View	<input type="checkbox"/>

Finished **Cancel**

Note

If People Profile has been enabled for your system, besides the [Payroll Information](#) checkbox, make sure that the checkbox for the section under which you want the [Payroll](#) block to be displayed is also selected.

For example, in the standard delivery, the Payroll block is displayed under the [Compensation Information](#) section. Therefore, the [Compensation Information](#) checkbox is also selected.



People Profile is the newest user interface for Employee Profile. For more information about configuring the blocks and sections in People Profile, see the People Profile Administration Guide.

5. Click [Payroll Permissions](#) and check the [Payroll Administration](#) box:

Permission settings ✕

Specify what permissions users in this role should have. ?

▼ User Permissions

- [Calibration](#)
- [Objectives](#)
- [Career Development Planning](#)
- [Compensation](#)
- [Employee Data](#)
- [Employee Central Effective Dated Entities](#)
- [Employee Views](#)
- [Payroll Permissions](#)
- [General User Permission](#)
- [Recruiting Permissions](#)
- [Reports Permission](#)
- [Succession Planners](#)
- [Variable Pay](#)
- [Miscellaneous Permissions](#)
- [Reorganisation Planning](#)

Payroll Permissions

†= Target needs to be defined. ?

- ☐ Select All
- ☒ Payroll Administration[†]
- ☐ Payroll Self Service[†]

Finished
Cancel

- **Payroll Administration:** Permission for payroll UI mashups, custom links, and admin services for maintaining country-specific employee data required by payroll. You must grant this payroll permission to **the HR Role or Payroll Admin role**.
 - **Payroll Self Service:** Permission for employee self-services, such as Pay Statement. You must grant this payroll permission to **the standard user role**.
6. Click [Employee Data](#) and check the [Payment Information box](#) under *HR Information*.

Permission settings ✕

Specify what permissions users in this role should have. ?

▼ **User Permissions**

- [Calibration](#)
- [Objectives](#)
- [Career Development Planning](#)
- [Compensation](#)
- [Employee Data](#)**
- [Employee Central Effective Dated Entities](#)
- [Employee Views](#)
- [Payroll Permissions](#)
- [General User Permission](#)
- [Recruiting Permissions](#)
- [Reports Permission](#)
- [Succession Planners](#)
- [Variable Pay](#)
- [Miscellaneous Permissions](#)
- [Reorganisation Planning](#)

Starting Salary	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Willing to Relocate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
HR Information	<input type="checkbox"/> View	<input type="checkbox"/> Edit
Biographical Information	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
National ID Information	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Phone Information	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Email Information	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Business Email Address	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Social Accounts Information	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Primary Emergency Contact	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Direct Deposit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Spot Bonus	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Spot Bonus Edit Action	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Payment Information	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Work Permit Info	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Global Assignment Details	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Corporate Address	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Finished
Cancel

- Click [Employee Central Effective Dated Entities](#) and check all boxes for the fields that the user with the HR Role is allowed to see or to edit. Here make sure that you enable the following:
 - All the international and country-specific [Job Information](#) fields.

Permission settings

Specify what permissions users in this role should have. ?

User Permissions

- Calibration
- Objectives
- Career Development Planning
- Compensation
- Employee Data
- Employee Central Effective Dated Entities
- Employee Views
- Payroll Permissions
- General User Permission
- Recruiting Permissions
- Reports Permission
- Succession Planners
- Variable Pay
- Miscellaneous Permissions
- Reorganisation Planning

Job Information

	<input type="checkbox"/> View Current	<input type="checkbox"/> View History	<input type="checkbox"/> Edit/Insert	<input type="checkbox"/> Correct	<input type="checkbox"/> Delete
Job Information Actions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Edit Link	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Position	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Company	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Business Unit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Division	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Department	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Location	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Time Zone	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Cost Centre Account	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Supervisor	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Job Classification	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Job Title	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Local Job Title	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Pay Grade	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Finished **Cancel**

- All payroll-specific *Compensation Information* fields.

Permission settings

Specify what permissions users in this role should have. ?

User Permissions

- Calibration
- Objectives
- Career Development Planning
- Compensation
- Employee Data
- Employee Central Effective Dated Entities
- Employee Views
- Payroll Permissions
- General User Permission
- Recruiting Permissions
- Reports Permission
- Succession Planners
- Variable Pay
- Miscellaneous Permissions
- Reorganisation Planning

Compensation Information

	<input type="checkbox"/> View Current	<input type="checkbox"/> View History	<input type="checkbox"/> Edit/Insert	<input type="checkbox"/> Correct	<input type="checkbox"/> Delete
Compensation Info Actions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Edit Link	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pay Type	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Notes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sequence Number	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Pay Group	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Is Eligible for Benefit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Is Eligible for Car	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Benefits Rate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Compa Ratio	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Range Penetration	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Job Relationships

	<input checked="" type="checkbox"/> View Current	<input checked="" type="checkbox"/> View History	<input checked="" type="checkbox"/> Edit/Insert	<input type="checkbox"/> Correct	<input type="checkbox"/> Delete
Job Relationships Actions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Finished **Cancel**

- Click *Done*, and then *Save Changes*.

3.1.5.2 Giving standard users access to the Payroll Information page

To give employees with the standard user role (for example, the Employee Self Service role) the access to the Payroll Information page, take the following steps:

Procedure

1. Go to [Admin Center](#). In the [Tools](#) search field, enter [Manage Permission Roles](#).
2. Choose [Take action](#) and then [Edit](#) for the [Employee Self Service](#) role.

Permission Role List

Different users should have different access to the information in the application. A role controls the access rights a user (or a group) has to the application or employee data. Each role has its own set of access permissions that you define. You can also limit exactly what a group can access.

Type role name...					
Create New		Items per page 10 Page 1 of 2			
Permission Role	Description	Status	Created From	Last Modified	Action
Employee Login and Basic Access	Login, Public Employee Data, Goal and Dev Plan	ACTIVE		2014-04-21	Take Action
HR Role	Managing HR Processes and User Info	ACTIVE		2014-04-21	Take Action
Employee Self Service	Users can view and modify their employee and development info	ACTIVE		2014-04-21	Take Action
Payroll Admin	Payroll Admin	ACTIVE		2014-04-21	Take Action
System Admin	Administration of System Behaviors and User Info	ACTIVE		2014-04-21	Take Action
Recruiters	Features and Reports for Recruiters	ACTIVE		2013-11-22	Take Action
Pre-Hire		ACTIVE		2013-11-19	Take Action
Manager Role	Manager Access to Employee, Goal, Development and Talent info for their Org	ACTIVE		2013-11-19	Take Action
Company Info Access & User Search Role	This role was created automatically by the SuccessFactors system in the 1311 release to introduce new permissions which control user searches throughout the suite, and access to the Company Info page. Please refer to the 1311 release notes for more details	ACTIVE		2013-11-14	Take Action
Basic Org	Basic Org Chart Access	ACTIVE		2012-07-05	Take Action

3. Click the *Permission* button.

Permission Role Detail

1. Name and description

Role Name:

Employee Self Service

Description:

Users can view and modify thier emplo

[Print Preview](#)

2. Permission settings

Specify what permissions users in this role should have.

Permission...

Permission not requiring target

General User Permission

- Mobile To-Do List Access
- Mobile Organisation Chart Access
- Mobile Touchbase Access

Metadata Framework

- Configure Object Definitions
- Read/Write Permission on Metadata Framework
- Import Permission on Metadata Framework
- Manage Data
- Configure Business Rules

Recruiting Permissions

Save Changes

Cancel

- Click *Employee Views* and check the boxes for *Payroll Information* as shown below. This means, a user with the Employee Self Service role can see the *Payroll Information* menu option under *People Profile* on the home page.

Permission settings

Specify what permissions users in this role should have. ?

▼ User Permissions

- [Calibration](#)
- [Objectives](#)
- [Career Development Planning](#)
- [Compensation](#)
- [Employee Data](#)
- [Employee Central Effective Dated Entities](#)
- [Employee Views](#)
- [Payroll Permissions](#)
- [General User Permission](#)
- [Recruiting Permissions](#)
- [Reports Permission](#)
- [Succession Planners](#)
- [Variable Pay](#)
- [Miscellaneous Permissions](#)
- [Reorganisation Planning](#)

Compensation Statement	<input type="checkbox"/>
Compensation Statement	<input type="checkbox"/>
Contact Info	<input checked="" type="checkbox"/>
Employment Information	<input checked="" type="checkbox"/>
Global Benefits	<input checked="" type="checkbox"/>
History	<input type="checkbox"/>
Manage Time Off	<input checked="" type="checkbox"/>
My Benefits	<input type="checkbox"/>
Notes	<input type="checkbox"/>
Payroll Information	<input checked="" type="checkbox"/>
Pending Requests	<input type="checkbox"/>
Personal Info	<input type="checkbox"/>
Personal Information	<input checked="" type="checkbox"/>
Scorecard	<input checked="" type="checkbox"/>
Talent Info	<input checked="" type="checkbox"/>
Talent Profile	<input checked="" type="checkbox"/>
Time Off	<input checked="" type="checkbox"/>
Variable Pay Individual View	<input type="checkbox"/>

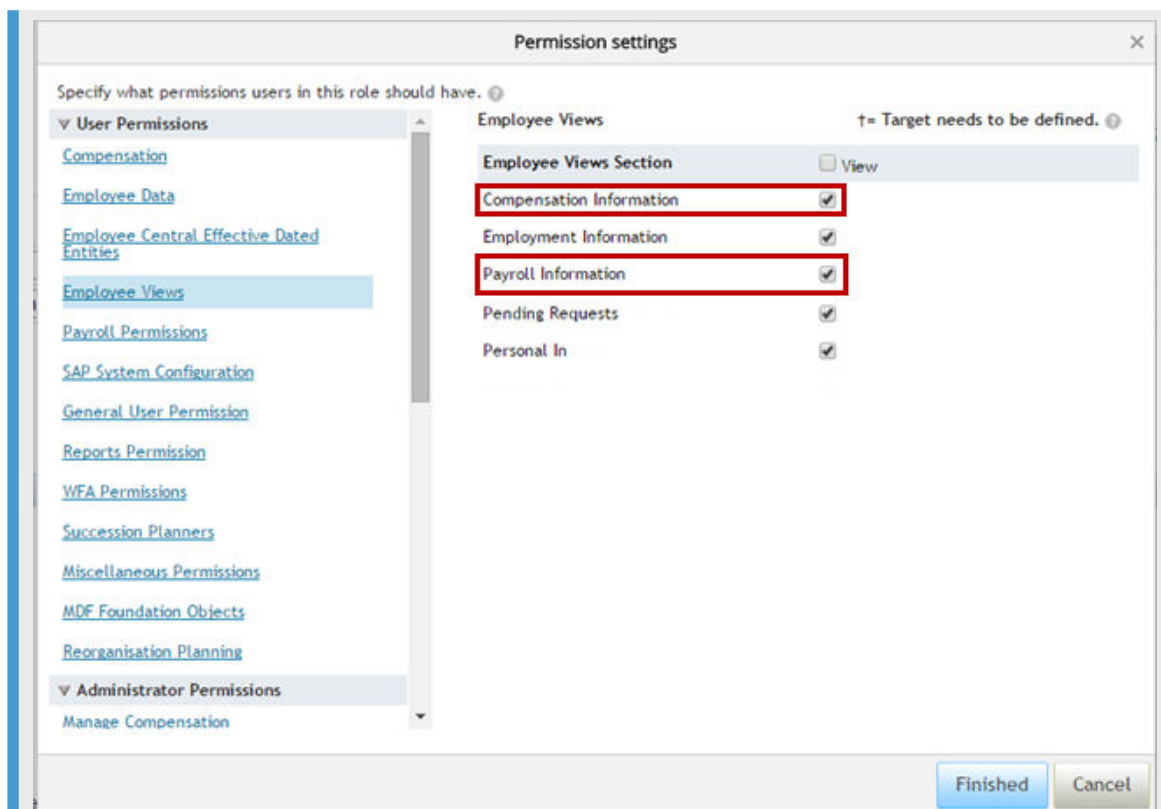
Finished

Cancel

i Note

If People Profile has been enabled for your system, besides the *Payroll Information* checkbox, make sure that the checkbox for the section under which you want the *Payroll* block to be displayed is also selected.

For example, in the standard delivery, the Payroll block is displayed under the *Compensation Information* section. Therefore, the *Compensation Information* checkbox is also selected.



People Profile is the newest user interface for Employee Profile. For more information about configuring the blocks and sections in People Profile, see the People Profile Administration Guide.

5. Click [Payroll Permissions](#) and check the [Payroll Self Service](#) box:

Permission settings ✕

Specify what permissions users in this role should have. ?

▼ User Permissions

- [Calibration](#)
- [Objectives](#)
- [Career Development Planning](#)
- [Compensation](#)
- [Employee Data](#)
- [Employee Central Effective Dated Entities](#)
- [Employee Views](#)
- [Payroll Permissions](#)
- [General User Permission](#)
- [Recruiting Permissions](#)
- [Reports Permission](#)
- [Succession Planners](#)
- [Variable Pay](#)
- [Miscellaneous Permissions](#)
- [Reorganisation Planning](#)

Payroll Permissions

‡= Target needs to be defined. ?

- ☐ Select All
- ☐ Payroll Administration†
- ☒ Payroll Self Service†

Finished
Cancel

- **Payroll Administration:** Permission for payroll UI mashups, custom links, and admin services for maintaining country-specific employee data required by payroll. You must grant this payroll permission to **the HR Role or Payroll Admin role**.
 - **Payroll Self Service:** Permission for employee self-services, such as Pay Statement. You must grant this payroll permission to **the standard user role**.
6. Click [Done](#).
7. Scroll down to the bottom of the [Permission Role Detail](#) page of the role and click [Edit Granting](#).

Permission Role Detail

Add...
Remove
Make active
Make inactive

Permission Groups or Users ▼

Please enter your keywords... 🔍

Page 1 of 1

	Permission Groups or Users	Target population	Active	Action
<input type="checkbox"/>	Everyone	everyone in self	✔	🔧 Edit Granting

Save Changes
Cancel

8. Under "*Specify the target population ...*", select *Granted User (Self)*.

Grant this role to...

1: Define whom you want to grant this role permission to. ?

Grant role to:
Everyone (All users) ▼

2: Specify the target population whom the above granted users have permission to access. [Why](#)

Target population
☐ Everyone
☒ Target population of:
☒ Granted User (Self) ▼
☐ None Selected Select...

☐ Exclude Granted User from having the permission access to him/herself. ?

3: Specify the target population for the other objects.
Holiday ☒ All ☐ Restrict target population to:

Finished Cancel

9. Click *Done*, and then *Save Changes*.

3.1.6 Setting up Payroll Error

Prerequisites

- Payroll Control Center has been implemented in SAP ERP HCM.
- Make sure that Payroll Error is enabled 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 Product Support.

- In order for the Payroll Error to work, you must install the SAP Note 2002516. If this SAP Note is missing, the system will give you the following error message: *ICF Node /sap/bc/ui5/ui5/SAP/HRPY_COCKPIT_M not found!*

To check whether you have installed the SAP Note 2002516 on the SAP ERP HCM side successfully, check the following:

- The BSP (Business Server Pages) application HRPY_COCKPIT_M exists in the package PAOC_PAY_PYD_UI.
- The following services are active in transaction SICF:
hrpy_cockpit_m under /default_host/sap/bc/bsp/sap/
hrpy_cockpit_m under /default_host/sap/bc/ui5/sap/

3.1.6.1 Setting Up Role Based Permissions for Using My Alerts and Unassigned Alerts

The system admin sets up the role based permissions for the payroll admin for using My Alerts and Unassigned Alert.:

Procedure

1. Go to [Admin Center](#). In the [Tools](#) search field, enter [Manage Permission Roles](#).
2. Choose [Take action](#) and then [Edit](#) for the payroll admin role.

Permission Role List

Different users should have different access to the information in the application. A role controls the access rights a user (or a group) has to the application or employee data. Each role has its own set of access permissions that you define. You can also limit exactly what a group can access.

Type role name:

Permission Role	Description	Status	Last Modified	Action
Payroll Admin	Payroll Admin	ACTIVE	2014-04-04	Take action
admin_role		ACTIVE	2014-04-04	Take action

3. Click the [Permission](#) button.

Permission Role Detail

1. Name and description

Role Name: admin_role

Description:

2. Permission settings
Specify what permissions users in this role should have.

Permission...

Permission not requiring target

General User Permission

- User Login
- Mass Create Group Permission
- Live Profile Access
- SFAPI User Login
- Permission to Create Forms(All)
- Allow role to access the Payroll Workbench tile

Manage Compensation

- Compensation Management Permission
- Manage Salary Pay Matrices
- Manage Lookup Table
- Manage Currency Conversion Rate Tables
- Manage Stock Value Tables
- Manage Stock Factors Tables
- Manage Families And Groups
- Manage Merit Matrices
- Budget Override
- Export Employee Compensation Data
- Manage Job Code and Pay Grade Map
- Manage Compensation Plan Template
- Generate Compensation Hierarchy for Rollup Report
- Manage Compensation Planner Permission

Save Changes

Cancel

4. Click [Payroll Control Center](#) and check the boxes for [My Alerts Access](#) and [Unassigned Alerts Access](#). This enables a user with the payroll admin role to use the [My Alerts](#) tab page and the [Unassigned Alerts](#) tab page.
 - [My Processes Access](#)
This enables a user with this role to use the [My Processes](#) tab.
 - [My Alerts Access](#)
This enables a user with this role to use the [My Alerts](#) tab.
 - [Unassigned Alerts Access](#)
This enables a user with this role to use the [Unassigned Alerts](#) tab.
 - [Manage Processes Access](#)
This enables a user with this role to use the [Manage Processes](#) tab.
 - [Manage Policies Access](#)
This enables a user with this role to use the [Manage Policies](#) tab.
 - [My Off-Cycles Access](#)
This enables a user with this role to use the [My Off-Cycles](#) tab.

5. Click [Payroll Integration Permission](#) and select the relevant permissions as follows:

Payroll System Assignment

This allows a user with this role to assign payroll systems to a target user.

- View
Make sure this option is selected.
 - Edit
This is optional. If you select this option, a payroll admin should be able to edit the payroll system assignment for himself or herself only.
6. Click [SAP System Configuration](#), select the [View](#) permission for [SAP System Configuration](#) and then click [Done](#).
 7. Scroll down to [Grant this role to ...](#) and click [Add](#) or [Edit Granting](#).

8. Make sure that [Self](#) is selected as the target population. This means that a payroll admin can assign payroll systems to himself or herself.

9. Click [Done](#) and [Save Changes](#).

3.1.6.2 Assigning Payroll Systems to a Payroll Admin

Procedure

1. Go to [Admin Center](#). In the [Tools](#) search field, enter [Payroll System Assignment](#).
2. Select [Payroll System Assignment](#) in the [Create New](#) dropdown menu and enter the relevant information.

Back to: Admin Tools

Payroll System Assignment

Search: [Advanced](#)

Payroll System Assignment

Systems

* System Name:

User Name:

* Default:

Updated by root on Wednesday, July 30, 2014 5:03:41 AM EDT

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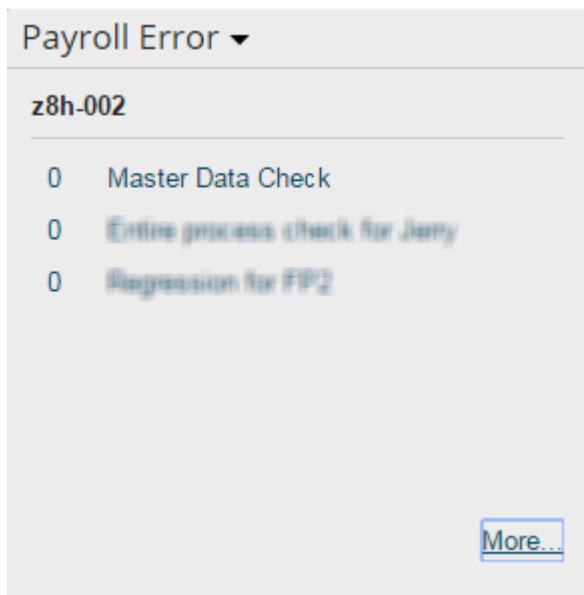
- User Name
Enter the user name of the payroll admin.
- Systems
Select system names in the dropdown menu.
- Default
Select a default system.

When the payroll admin accesses the Payroll Error, he or she sees the data of the default system. The payroll admin can choose to process other payroll systems that he or she has been assigned to by selecting the specific system.

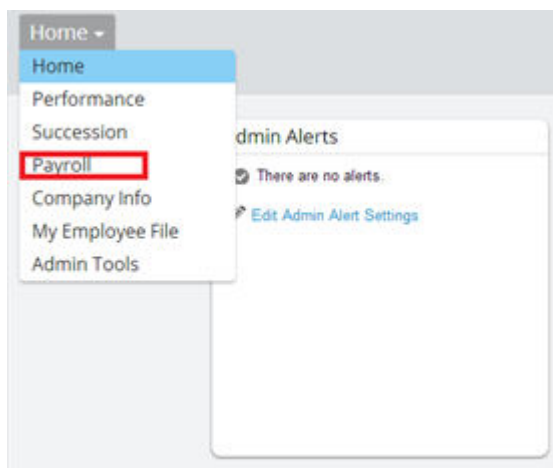
3. Click [Save](#).

Results

- Payroll Error
Now you have set up the Payroll Error. The Payroll Error tile is displayed on the [Home](#) page.



The payroll admin can also access the Payroll Error page by selecting the [Payroll](#) menu option on the [Home](#) page.



- Payroll Team Errors

The payroll admin can access the Payroll Team Errors page by selecting the [Payroll](#) menu option on the [Home](#) page.

Payroll ▼

Admin 1 | | Filter | Search | [Create New](#)

Payroll Process | Payroll Error | Payroll Team Errors

z8h-002

Payroll Control Center - Team Errors

All Processes

All filters selected

<input type="checkbox"/> Process	Date on	Errors	
<input type="checkbox"/> YP: Monthly Test Payroll - ZA February 2015	Feb 28, 2015	1	Assign to me
<input type="checkbox"/> China Monthly Test Payroll - C7 January 2015	Jan 31, 2015	3	Assign to me
<input type="checkbox"/> China Monthly Test Payroll - C7 January 2015	Jan 31, 2015	3	Assign to me

3.2 Uploading the Picklists

External codes have to be entered for all picklists. These codes must all be unique for their contexts.

You must upload the relevant picklists for the following HRIS element fields:

- employmentType (must be created and then uploaded)
- employeeClass
- addressType
- STATE_XXX (where XXX represents the relevant ISO country code) in employee address

⚠ Caution

Picklist entries must be in CAPITAL LETTERS and/or Numbers (0, 1, 2, 3....9).

→ Recommendation

Use the values that are already being used in SAP ERP HCM. Doing so will also save you from having to do manual mapping as described in section *Master Data Replication Information*.

For most countries, you must assign a picklist for STATE (or the equivalent in the related country such as COUNTY or REGION) in the address details. See *Country-Dependent Mapping of Address Fields (Infotype 0006)* for an outline of addresses country by country.

i Note

For certain countries such as Spain, there are additional country-specific picklists required for address maintenance.

PersonallInfo

There are numerous country-specific picklists that relate to the PersonallInfo block in Employee Central. You should ensure that the external codes of the picklist entries correspond to the relevant table in the SAP ERP HCM system for each country. You can find details of the various personal information picklists for each country in the [Employee Central Country Specifics](#) implementation guide.

For more information about picklists, see [Introduction to Picklists](#) in the *Implementing Employee Central Core* implementation guide.

Related Information

[Master Data Replication Information \[page 79\]](#)

[Country-Dependent Mapping of Address Fields \(Infotype 0006\) \[page 182\]](#)

3.3 Permissions Required for API Access

Data replication between SAP SuccessFactors Employee Central and the SAP ERP HCM system requires administrator and user permissions for SAP SuccessFactors APIs.

The permissions listed here grant users and administrators access to the SAP SuccessFactors OData API and SFAPI. SFAPI access includes access to CompoundEmployee API.

For more information about role-based permissions – what they are, how they work, how you set them up – refer to [Implementing Role-Based Permissions](#) in the SAP Help Portal.

Table 4: Permissions Required for API Access

Who's This Permission For?	Permission Location	Permission Name
User	<i>General User Permissions</i>	<i>SFAPI User Login</i>
Administrator	<i>Employee Central API</i>	<i>Employee Central Foundation SOAP API</i>
Administrator	<i>Employee Central API</i>	<i>Employee Central HRIS SOAP API or Employee Central Compound Employee API (restricted access)</i>
<div> <div>i Note</div> <div> <p>Either grant the <i>Employee Central HRIS SOAP API</i> permission, to give the administrator unrestricted access to the CompoundEmployee API. Or grant the <i>Employee Central Compound Employee API (restricted access)</i> permission, to restrict the access to the data of specific employees. Don't select both permissions for the same permission role. For more information, see Granting Permissions for Full Access to the CompoundEmployee API and Granting Permissions for Restricted Access to the CompoundEmployee API in the <i>Employee Central Compound Employee API</i> guide.</p> </div> </div>		
Administrator	<i>Employee Central API</i>	<i>Employee Central Foundation OData API (read-only)</i>
Administrator	<i>Employee Central API</i>	<i>Employee Central HRIS OData API (read-only)</i>
Administrator	<i>Employee Central API</i>	<i>Employee Central Foundation OData API (editable)</i>
Administrator	<i>Employee Central API</i>	<i>Employee Central HRIS OData API (editable)</i>

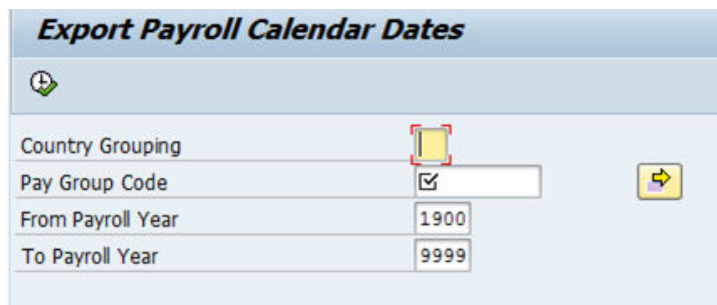
3.4 Setting up the Pay Calendar

You can export payroll calendar dates from Employee Central Payroll to import into Employee Central.

Export Pay Calendar Date Information from Employee Central Payroll

Export payroll calendar dates to a csv file:

1. In Employee Central Payroll, go to transaction SA38.
2. Enter program: PAOCF_EC_PAY_CALEDAR_INFO.
3. Enter the relevant information:



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

	A	B	C	D	E	F	G	H
1	payPeriodBeginDate	payPeriodEndDate	payCheckIssueDate	payPeriodsPerYear	offCycle	processingRunId	runType	payGroupCode
2	Pay Period Begin Date	Pay Period End Date	Pay Check Issue Date	Pay Periods Per Year	Off Cycle	Processing Run Id	Run Type	Pay Group
3	1/1/1990	1/31/1990	1/26/1990	12 No				UM
4	2/1/1990	2/28/1990	2/26/1990	12 No				UM
5	3/1/1990	3/31/1990	3/26/1990	12 No				UM
6	4/1/1990	4/30/1990	4/26/1990	12 No				UM
7	5/1/1990	5/31/1990	5/26/1990	12 No				UM
8	6/1/1990	6/30/1990	6/26/1990	12 No				UM
9	7/1/1990	7/31/1990	7/26/1990	12 No				UM
10	8/1/1990	8/31/1990	8/26/1990	12 No				UM
11	9/1/1990	9/30/1990	9/26/1990	12 No				UM
12	10/1/1990	10/31/1990	10/26/1990	12 No				UM
13	11/1/1990	11/30/1990	11/26/1990	12 No				UM
14	12/1/1990	12/31/1990	12/26/1990	12 No				UM
15	1/1/1991	1/31/1991	1/26/1991	12 No				UM
16	2/1/1991	2/28/1991	2/26/1991	12 No				UM
17	3/1/1991	3/31/1991	3/26/1991	12 No				UM
18	4/1/1991	4/30/1991	4/26/1991	12 No				UM
19	5/1/1991	5/31/1991	5/26/1991	12 No				UM
20	6/1/1991	6/30/1991	6/26/1991	12 No				UM
21	7/1/1991	7/31/1991	7/26/1991	12 No				UM

Import Pay Calendar Date Information to Employee Central

Before importing the csv file into the Employee Central system, make yourself familiar with the section [Data Integration for the Performance Management Suite](#).

For more information, refer to the [Implementing Employee Central Core](#) guide.

Go to [Admin Center](#). In the [Tools](#) search field, enter [Import Foundation Data](#)

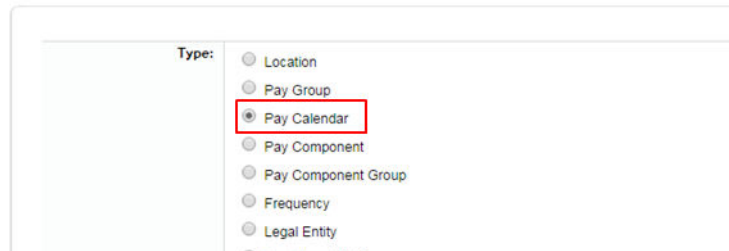
1. Choose [Pay Calendar](#)

Admin Tools

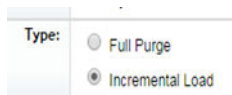
Back to [Admin Tools](#)

Import Foundation Data

Use a CSV file to upload multiple foundation records. Please note that the import process could take several minutes.
Tip: Not sure what data fields to include in your file? [Download a blank CSV template](#)

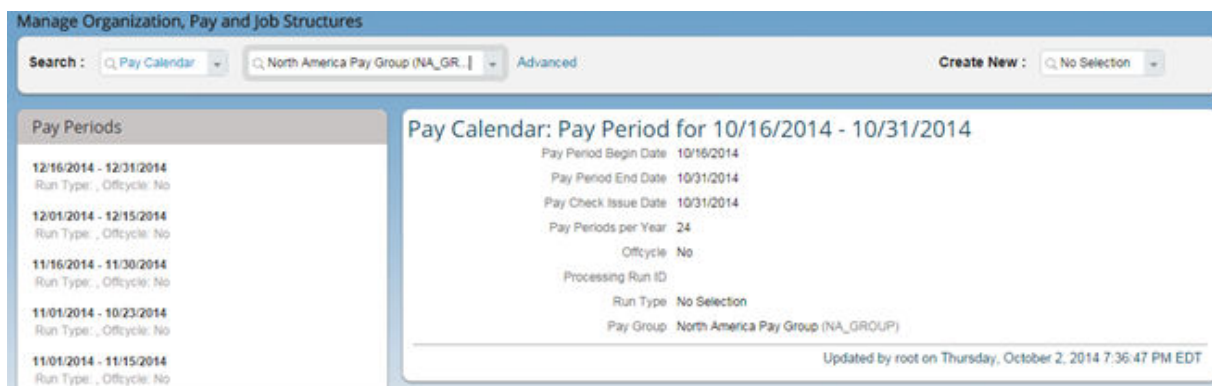


2. Choose [Incremental Load](#)



3. Click [Choose File](#) to browse for the csv file.
4. Click [Import](#).

You can check and validate the pay calendar in [Admin Center](#) under [Manage Organization, Pay and Job Structures](#).



3.4.1 Pay Calendar Date Validation

You can create configurable rules to be triggered for certain changes that validate the effective date (or any input date) of the change against the respective pay period start/end date or payment date. The following are a few example rules that may be helpful to you.

Raise Error: Effective start date of change is not equal to pay period begin date

To have the validation performed for changes made to employee data to ensure that the effective date of the change is always the same as the Pay Calendar Begin Date for the respective employee.

The screenshot shows the configuration of a rule in SAP. The rule is named "test_1_error_in_payCalendar_validation". The condition is set to "If" with the expression "Context.EffectiveDate is not equal to Get Pay Calendar Begin or End or Check Date". The "Then" section is configured to "Raise Message" with the message "test message error in pay cale...", severity "Error", and associated with the path "test_1_error_in_payCalendar_validation". The "Date Type" is set to "1" (Pay Calendar begin date).

- **Pay Group:** Select the employee pay group. The Payroll Calendar is specific to a Pay Group.
- **Effective Date:** Select the effective date. The pay period including this date will be identified based on this date.
- **Date Type:** Enter **1** to base the validation on the Pay Calendar Begin date.

Termination Event: Set the pay period end date as the date for Benefits End Date

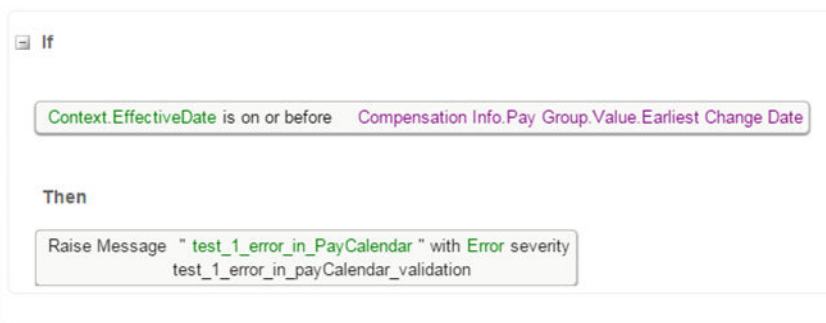
You want to set the *Benefits End Date* as the pay period end date of the termination date for a particular termination reason.

The screenshot shows the configuration of a rule in SAP. The rule is named "test_2_set_payCalendar_end_date". The condition is set to "If" with the expression "Employee Information Job Information Event R is equal to EARET". The "Then" section is configured to "Set" with the expression "Employee Information Employment Details Be to be equal to Get Pay Calendar Begin or End or Check Date". The "Date Type" is set to "2" (Pay Calendar end date).

- **Pay Group:** Select the employee pay group. The Payroll Calendar is specific to a Pay Group.
- **Effective Date:** Select the Termination date. The particular payroll period will be identified based on this date.
- **Date Type:** Enter **2** to get the Pay Calendar End Date.

Error Message: Effective date of Compensation Information is before Earliest Change Date (for Payroll)

You want to make sure that the effective date of changes are not before the *Earliest Change Date (for Payroll)*. Before setting up this rule you have to make sure that the *Earliest Change Date (for Payroll)* field is activated.



4 Set up the SAP ERP HCM system

The following chapter describes a step-by-step example of how you can prepare SAP ERP HCM systems for replication using the standard default configuration. Depending on your client's business requests, additional settings might be required.

The following are topics that need to be considered or checked:

Firewall

The customer must ensure that data can pass through their firewall so that data can be directly replicated from Employee Central and that the UI federation can be enabled.

Configurations

If a payroll system already exists, you need to set up Employee Central to correspond to entries in SAP ERP HCM, for example, company, payroll group, and employee groups.

Configure Employee Central using the same information from SAP ERP HCM, for example, wage types.

Web Service Activation

You must activate the web service in order to receive data from Employee Central into your SAP ERP HCM system.

For more information, see the *Activating the Web Service* section.

To help you with your implementation, use the following sequence to implement SAP ERP HCM systems integration:

For information on this step ...	see ...
Step 1: Defining Customer-Specific Activities	Defining Customer Specific Activities [page 57] This section describes the steps how to define customer-specific IMG activities if your customer doesn't want to use the standard customizing.
Step 2: Activating the Web Service	Activate the web service EmployeeMasterDataBundleReplicationRequest_In in component PA_SE_IN .

For more information see [SAP Help](#) on *Working with SOA Manager*.

4.1 Making Basic SAP ERP HCM Settings

Set up the basic environment for the SAP ERP HCM system, such as enabling the decoupled infotype framework and the Personnel Assignment switchbox.

Procedure

1. Setting up decoupled infotype framework (data sharing) configuration.
 - a. In the IMG structure, open [SAP Customizing Implementation Guide](#) > [Personnel Management](#) > [Personnel Administration](#) > [Customizing Procedures](#) > [Infotypes](#) > [Infotypes in Detached Infotype Framework](#) > [Use Decoupled and Not Decoupled IT Framework](#).

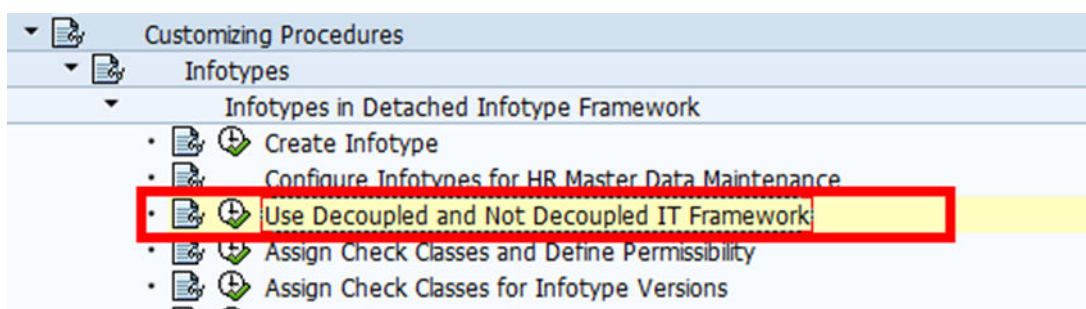


Figure 1: Customizing Activity: Use Decoupled and Not Decoupled IT Framework

- b. Set the value of the CCURE PC_UI switch to ☒. This switch enables the use of the Decoupled Infotype Framework also for the SAP ERP transaction PA30 (the employee master data maintenance application within SAP ERP).

System Switch (from Table T77S0)				
Group	Sem. abbr.	Value abbr.	Description	
CCURE	PC_UI	<input checked="" type="checkbox"/>	UI Main Switch	

Figure 2: CCURE PC_UI Switch

For more information see SAP Note [2126886](#).

Note

When decoupled infotype framework is activated using the [T77S0](#) switch CCURE/PC_UI, data maintenance via PA30 will be still valid. There should be no difference from business perspective,

even if two different implementations are used. In addition, PA30 also uses the decoupled framework for some of the infotypes. This is indicated via the flag *Permissibility of Infotype for New Framework* within the customizing activity *Assign Check Classes and Determine Permissibility*. This flag is only relevant for PA30 and not for employee master data replication or any other users of the framework.

When a customer enhancement has been done for an infotype the logic done for PA30 must be duplicated. The BAdIs for PA30 and the BAdIs for the decoupled infotype framework are different. The customer specific BAdI logic must be copied to the BAdIs of the decoupled framework. This has also to be done if the employee master data replication is used.

2. **Optional:** Enable the Personnel Assignment switchbox for PA20/PA30.

The Personnel Assignment switchbox lets you switch between Personnel Number (PERNR) and Person ID. This step is recommended if employees move from one country to another.

- a. Enable the switchbox in Customizing activity *Activate Concurrent Employment for Personnel Administration*.
- b. Change default settings in the Customizing activities *Description of Personnel Assignments and Personnel Assignment Overview and Personnel Assignment Details*.

Related Information

[Master Data Replication Information \[page 79\]](#)

[Defining Customer Specific Activities \[page 57\]](#)

4.1.1 Actions

Procedure

1. In the IMG structure, open ► *SAP Customizing Implementation Guide* ► *Personnel Management* ► *Personnel Administration* ► *Customizing Procedures* ► *Actions* ► *Set up personnel actions* ► *Personnel Action Types* ►.
2. Define the actions together with the possible reasons, the work contents, and the choice of actions for the HR administrator.
3. For all actions that involve a change of organizational data, make sure that the checkboxes *PA*, *EG*, and *SG* are checked to make sure that changes to personnel area, employee group, and employee subgroup are allowed.

Change View "Personnel Action Types": Overview

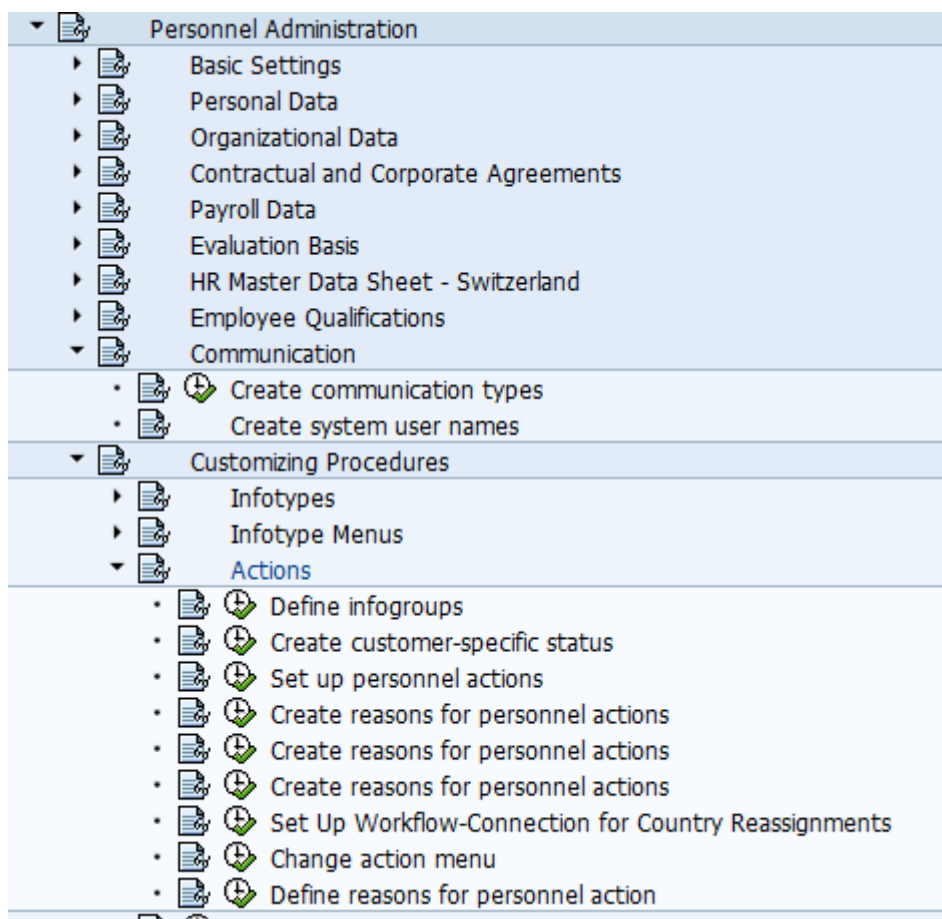
New Entries

Acti...	Name of Action Type	FC	Cus...	Em...	Spe...	Ch...	PA	EG	ES	G	D...	U...	U...	C...
01	Hiring	1		3	1		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	0		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
02	Organizational reassignm...	0					<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	2		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	

4. For Employee Central, events are replicated to the following actions:

- 01 - Hiring
- 02- Organizational Reassignment
- 10 - Leaving
- 12 - Reentry into Company

For more information, see the *Event* section in the *Master Data Replication* chapter.



⚠ Caution

If you create new *Actions* or *Events* you will have to change the Technical User Template to ensure successful communication with the middleware. For more information see *Changing the Technical User Template* (SAP_HR_PA_EC_EE_REPL).

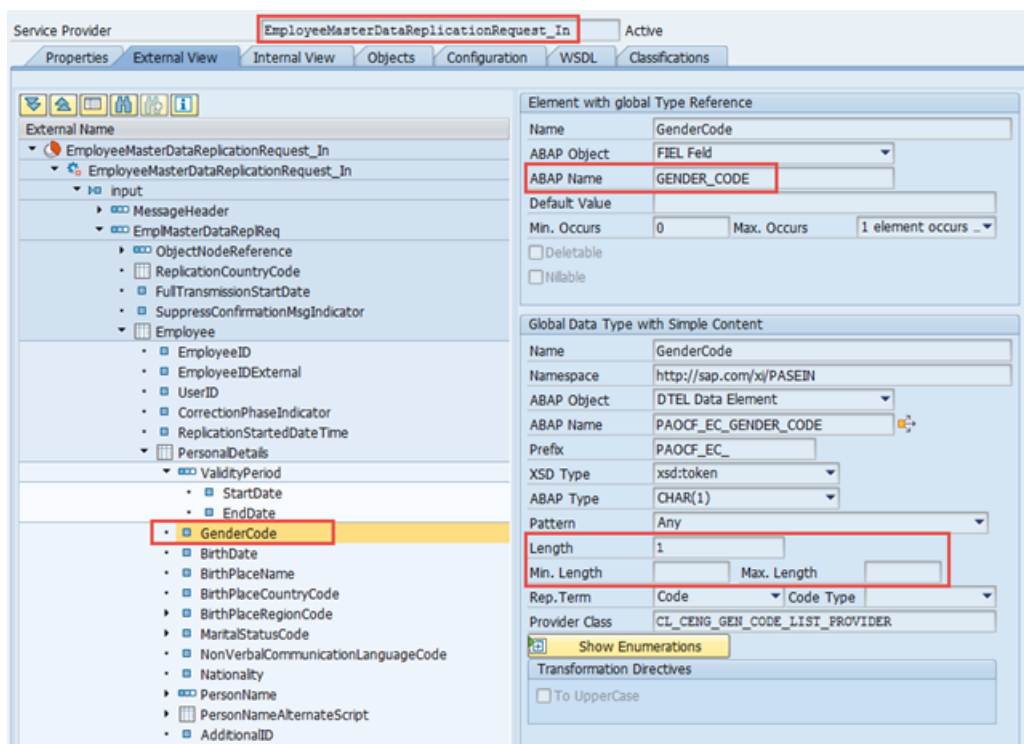
Related Information

[Event \[page 96\]](#)

[Multiple Events per Day \[page 99\]](#)

4.1.2 Mapping

The customizing entries for the code value lists are based on the Global Data Types (GDT). The service `EmployeeMasterDataReplicationRequest_In` contains the GDT mappings. In the external view of the service you can see the definition of a GDT. The GDT name to be entered in the customizing are the ABAP Names and the field length that has to be considered are listed in the GUI. GDT's have a fixed length or a range. You need to set the Employee Central field values accordingly. The value mapping is not case sensitive, i.e. to distinguish the Employee Central values by using lower and upper cases cannot be used for mapping purpose.

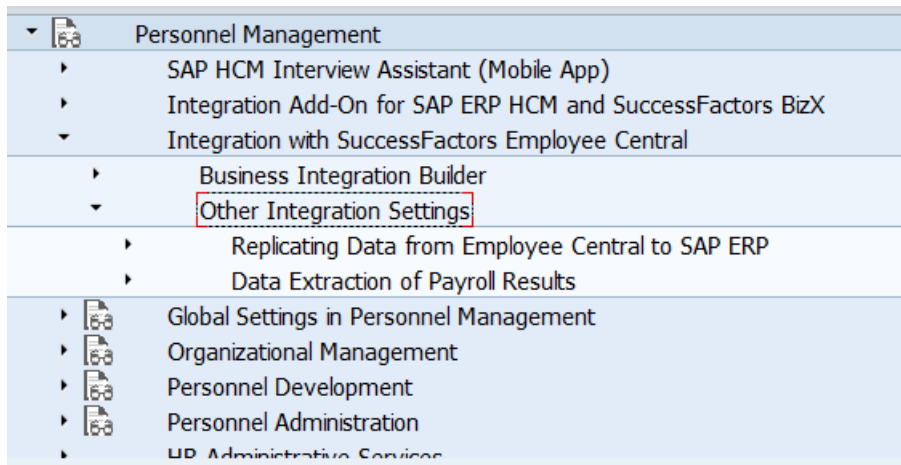


For the standard field mapping of Employee Central Fields to ERP HCM fields, refer the following chapters. If you need to perform any other field mapping, refer [Business Add-Ins \(BAI\) \[page 58\]](#). For value mapping check the customizing activities for [SAP Customizing Implementation Guide > Personnel Management > Other Integration Settings > Replicating Data from Employee Central to SAP ERP > Assignment of Code Values](#).

4.2 Defining Customer Specific Activities

Procedure

- In the IMG structure open [SAP Customizing Implementation Guide > Personnel Management > Integration with SuccessFactors Employee Central > Other Integration Settings > Replicating Data from Employee Central to SAP ERP](#).



4.2.1 Business Add-Ins (BAdI)

Context

⚠ Caution

If you have to change infotype data after replication **do not** implement the BAdI : [Master Data, Infotype Database update logic](#) (HRPAD00INFITYDB). Doing so will lead to retro-calculation to the start date of each changed record.

Instead, use the BAdI [Change mapped Infotype Data](#) EX_PAOCF_EC_CHANGE_INFOTYPE_DA. In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ►

Procedure

- Assign External Personnel Numbers
 - a. In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ► [Business Add-Ins](#) ► [BAdI: Assign External Personnel Numbers](#) .
 - b. You implement this BAdI if you want Employee Central to specify the personnel numbers used in the on-premise system. Here you can define which Employee Central field is used to determine the personnel number.
 - c. In addition, you have to define this external number range in the IMG activity [Maintain number range intervals for personnel numbers](#). For more information see step 2 of [Basic Settings in Defining Settings in Personnel Administration](#).

- Exclude Infotype Records from Deletion
 - a. In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ► [Business Add-Ins](#) ► [BAI: Exclude Infotype Records from Deletion](#) ►.
 - b. You implement this BAI if you have maintained subtypes manually in the SAP on-premise system and want to exclude them from deletion. As long as no data is replicated for the infotype, existing records will not be deleted. However the infotype will be updated if corresponding data is replicated from Employee Central to ERP.
- Decide Hire or Rehire
 - a. In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ► [Business Add-Ins](#) ► [BAI: Decide on hire or rehire](#) ►.
 - b. You implement this BAI to determine whether replicated employee master data should lead to a new personnel number (meaning the action hire is executed) or not.
- Extend field mapping for infotype 0021
 - a. In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ► [Business Add-Ins](#) ► [BAI: Extend field mapping for infotype 0021](#) ►.
 - b. You implement this BAI to change infotype 0021 data that has been replicated from Employee Central to SAP ERP HCM.

Related Information

[Advanced Extensibility \[page 66\]](#)

[Making Basic SAP ERP HCM Settings \[page 54\]](#)

4.2.1.1 The Hire/Rehire Scenario

In this Hire/Rehire scenario Employee Central is leveraged as the system of record for all global HR processes while SAP ERP HCM is used for local HR processes.

Background

Cut-off date handling allows you to keep historical data in SAP ERP HCM and to not migrate this data into Employee Central during implementation. This means that Employee Central doesn't know employees that were terminated prior to the cut-off date. As a result, a new hire instead of a rehire is triggered for employees terminated before the cut-off date because a duplicate check in Employee Central will not find these previously terminated employees (who are only stored in SAP ERP HCM).

Basic Use Case

- An existing SAP ERP HCM customer starts using Employee Central as their HCM consolidation system.
- When data was initially loaded from SAP ERP HCM to Employee Central, terminated employees were skipped.
- An employee that was skipped due to his termination before the cut-off date is to be rehired in Employee Central and the "old" SAP ERP HCM personnel number is to be reused or linked in SAP ERP HCM.

4.2.2 Assignment of Code Values

Procedure

- Define Standard Code Value Lists
 - a. In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ► [Assignment of Code Values](#) ► [Define Standard Code Value Lists](#) ►.
 - b. In this Customizing activity, you can map the code values of Employee Central to the global data types (GDT) of the SAP on-premise system.
- Define Country Dependency of Code Value Lists
 - a. In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ► [Assignment of Code Values](#) ► [Define Country Dependency of Code Value Lists](#) ►.
 - b. In this Customizing activity, you can assign the code value lists such that they are country dependent.
- Define Mapping of External Code Value Lists to Internal Code Value Lists
 - a. In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ► [Assignment of Code Values](#) ► [Define Mapping of External Code Value Lists to Internal Code Value Lists](#) ►.
 - b. In this Customizing activity, you can define the mapping of external code values, meaning those from Employee Central, to the code value lists of the SAP on-premise system.
- Assign Date Types
 - a. In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ► [Assignment of Code Values](#) ► [Assign Date Type](#) ►.
 - b. In this Customizing activity, you can assign the mapping of external date types, meaning those from Employee Central, to the date types of SAP ERP HCM.

In this case you will have to add infotype 0041 to the Technical User Template to ensure successful communication with the middleware. For more information see *Changing the Technical User Template and Dates (Infotype 0041)*.

Related Information

[Dates \(Infotype 0041\) \[page 124\]](#)

4.2.3 Key Mapping of Organizational Terms

Map Employee Central keys (of cost center, company code, or place of work) to the keys used in the SAP on-premise system.

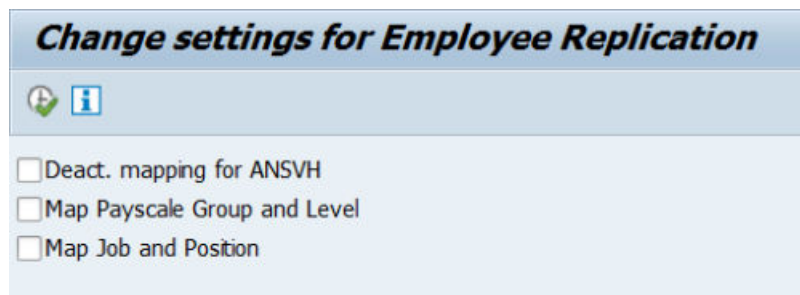
Procedure

- Assign Cost Center Keys
 - a. In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ► [Key Mapping of Organizational Terms](#) ► [Assign Cost Center Keys](#) ►.
 - b. In this Customizing activity, you can assign the cost center keys of Employee Central to the cost center keys in the SAP on-premise system.
- Assign Company Code Keys
 - a. In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ► [Key Mapping of Organizational Terms](#) ► [Assign Company Code Keys](#) ►.
 - b. In this Customizing activity, you can assign the Employee Central company code keys to the company code keys in the SAP on-premise system.
- Assign External Place of Work Keys to Internal Place of Work Keys
 - a. In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ► [Key Mapping of Organizational Terms](#) ► [Assign Place of Work Keys](#) ►.
 - b. In this Customizing activity, you can assign the place of work keys of Employee Central (for example Location) to the place of work keys in SAP on-premise system.

4.2.4 Switches for Employee Replication Settings

Use this Customizing Activity to change mappings for certain fields in employee master data replication.

In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ► [Switches for Employee Replication Settings](#) ►.



In this Customizing Activity you can:

- Deactivate mapping for the field *Work Contract (ANSVH)*.
- Trigger standard mapping of *Payscale Group* and *Payscale Level* from Job Information in Employee Central.
- Trigger standard mapping for the fields *Job* and *Position* from Job Information in Employee Central.

For more information see the system documentation of the Customizing Activity.

4.2.5 Wage Type Processing

Context

i Note

Only wage types with time constraints 1 and 2 are replicated to SAP ERP HCM HCM.

Procedure

- Assign Wage Types to Infotypes
 - a. In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ► [Wage Type Processing](#) ► [Assign Wage Types to Infotypes](#) ►.
 - b. In this Customizing activity, you can define all combinations of country and wage type (called *pay component* in Employee Central) that may occur during replication, and assign these combinations to infotypes 0008 (Basic Pay) or 0014 (Recurring Payments/Deductions)
- Assign Nonrecurring Payment Wage Types to Infotypes
 - a. In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ► [Wage Type Processing](#) ► [Assign Nonrecurring Payment Wage Types to Infotypes](#) ►.

- b. In this Customizing activity, you assign combinations of country and non-recurring payment wage types to the infotype 0015 (Additional Pay) or 0267 (Additional Off-Cycle Payments).
- Currency Conversion with Respect to Wage Type
 - a. In the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Other Integration Settings](#) ► [Replicating Data from Employee Central to SAP ERP](#) ► [Wage Type Processing](#) ► [Currency Conversion with Respect to Wage Type](#) ►.
 - b. In this Customizing activity, you assign currencies to wage types. There are two types of currencies. Firstly, the currency the system expects due to the wage types country grouping. These currencies have two decimal places. Secondly, artificial currencies you can create with more than two decimal places. In this Customizing activity you assign, per wage type, which artificial currency, with how many decimal places the replicated currency is converted to.
For example, you would like to store the amount of 10.125 USD in your system. First, create a currency with three decimal places and assign it to the respective wage type. If you don't, the system will automatically round up and store the amount 10.13 USD.

For more information on creating and maintaining currencies see the relevant documentation in ► [SAP Customizing Implementation Guide](#) ► [SAP Netweaver](#) ► [General Settings](#) ► [Currencies](#) ►.

4.2.6 Extensibility

With Extensibility you can...

- map Employee Central custom fields to SAP HCM infotypes,
- map Employee Central fields to custom fields in SAP HCM infotypes,
- change the logic of how the system fills SAP HCM infotypes of the standard set (infotypes 0001, 0014, 0015),
- fill SAP HCM infotypes outside the standard set (generic extension with XML attachment),
- define custom mapping of Employee Central code values and identifiers to SAP ERP HCM field values.

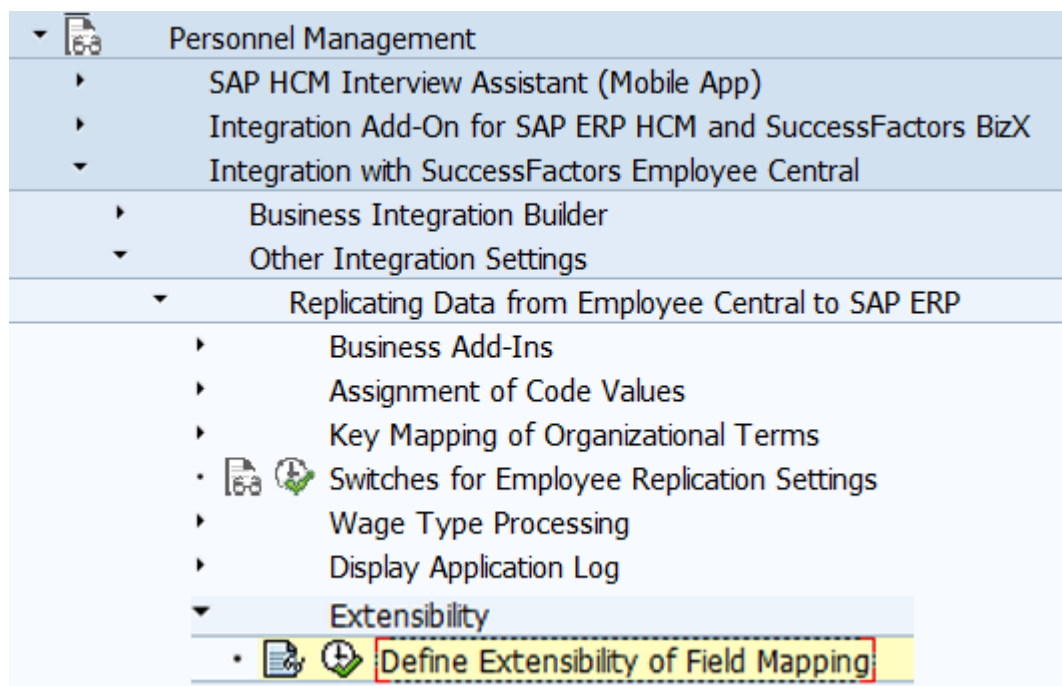
4.2.6.1 Basic Extensibility

With basic extensibility you can map Employee Central custom fields to SAP ERP HCM custom fields. There are various ways you can extend or overrule standard mapping between Employee Central employee data fields and infotypes in SAP ERP HCM.

4.2.6.1.1 Mapping Employee Central Custom Fields to Infotypes

You can map custom fields from the Employee Central Objects: Job Information, Personal Information, and Compensation Information to the SAP ERP HCM infotypes 0001, 0002, 0007, and 0008.

This is done in the PAOCFEC_V_EXTMAP maintenance view. To access this view, go to the IMG structure and open [SAP Customizing Implementation Guide](#) > [Personnel Management](#) > [Integration with SuccessFactors Employee Central](#) > [Other Integration Settings](#) > [Replicating Data from Employee Central to SAP ERP](#) > [Extensibility](#) > [Define Extensibility of Field Mapping](#)



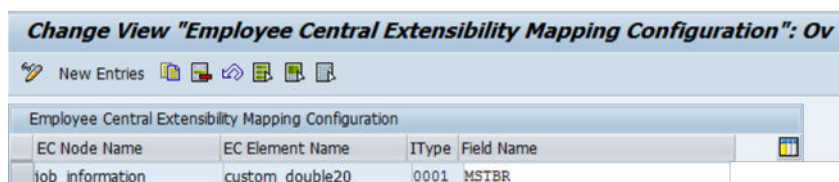
Employee Central Portlet	SAP Infotype	Target Fields in SAP
Job Information	0001 Organizational Assignment	All SAP ERP HCM and custom fields
Personal Information	0002 Personal Data	SAP ERP HCM and custom fields
Job Information	0007 Planned Working Time	All SAP ERP HCM and custom fields
Job Information	0008 Basic Pay	TRFGR, TRFST, BSGRD, DIVGV, STVOR, ANSAL, ANCUR, CPIND
<div style="border: 1px solid #ccc; padding: 10px; margin: 10px 0;"> i Note To set the correct planned compensation type (CPIND) in Infotype 008 based on the proposed value returned by the Infotype 008 container, you will have to set the switch with group name YSFEC, semantic abbreviation YCPIN and value "X" in the <code>∇_T77SO</code> view. </div>		
Compensation Information	0008 Basic Pay	TRFGR, TRFST, BSGRD, DIVGV, STVOR, ANSAL, ANCUR, CPIND

Employee Central Portlet	SAP Infotype	Target Fields in SAP
Employment Information	0041 Date Specifications	All SAP ERP HCM date types

Example: Custom field in Job Information to Infotype 0001 (Organizational Assignment)

You want to map an Employee Central custom field, in this example *custom_double20* to the SAP ERP HCM field MSTBR (Supervisor) from the Organizational Plan section of infotype 0001.

1. Activate your new custom field *custom_double20* in the relevant Employee Central data model for example in the Job Information section. Restrict its field length to that of the target field. In this case the target field is MSTBR and the field length restriction is 8 characters.
2. Go to the PAOCFEC_V_EXTMAP view and enter the following data to map the new custom field to the SAP ERP HCM field:



EC Node Name	EC Element Name	IType	Field Name
job_information	custom_double20	0001	MSTBR

Example: Mapping Employee Central Date Fields (Custom Fields) to SAP Date Types

You can map custom Employee Central date fields to date types in SAP ERP HCM. Date types are used in the Date Specification infotype 00041. You have to assign the SAP ERP HCM Date Types to your Employee Central Date Fields. Find out more about assigning and defining date types in the *Assignment of Code Values and Dates (Infotype 0041)* sections.

Related Information

[Assignment of Code Values \[page 60\]](#)

[Dates \(Infotype 0041\) \[page 124\]](#)

4.2.6.2 Advanced Extensibility

With advanced extensibility you can use Business Add-ins (BAI) to extend the SAP default logic for specific infotypes.

With the BAIs you can:

- Change the logic for filling infotypes of the standard set of infotypes (BAI A).
- Fill infotypes outside the standard set of infotypes (BAI B).

Concept

There are two types of BAIs you can use to enhance the SAP ERP HCM default logic for specific infotypes.

- **BAI A:** BAI that is processed after the standard mapping logic but before the infotype update. Use BAI A to extend or modify the mapping logic for all infotypes of the standard set, for when basic extensibility is not sufficient. You do not need to update the Infotype Framework in the BAI.
- **BAI B:** BAIs that are processed after the standard import logic for an employee but before save. Use BAI B to extend the replication scope to infotypes that are not a part of the standard set. The comparison between old data and mapped data and the update to the Infotype Framework has to be done in the BAI. We recommend you use the generic update logic described below.

Generic Update Logic

You need the generic update logic to update mapped infotype data in the infotype framework. The methods that handle the update logic are:

Of class: `CL_PAOCF_EC_SERVICE_LIB`

- `UPDATE_MASS_PNNNN_DATA`
- `UPDATE_MASS_PNNNN_DATA_SUBTY`

The main principles of the logic are:

- **Comparison of old and new data**
To avoid unnecessary updates, the system compares old and mapped data. Some fields aren't filled by the replication service but are automatically filled by the infotype framework. To take these automatically filled fields into account, the system executes a trail creation with mapped data that fills these infotypes. The content of the infotype that was created during trial mode is compared to the old data. If no differences are found, the next mapped infotype record is checked.
- **Update of the infotype framework**
If only minor changes to the infotype data are detected that will not lead to unwanted recalculation during the payroll run, the infotype data is updated with the modify statement. Once the replication service finds the first major change (for example new data), all updates are executed with the create statement of the infotype framework.
- **Deletion of data in the infotype framework**
The generic update logic will remove old infotype records that have not been mapped by the replication service and for which the validity overlap the full transmission start date or is later than the full

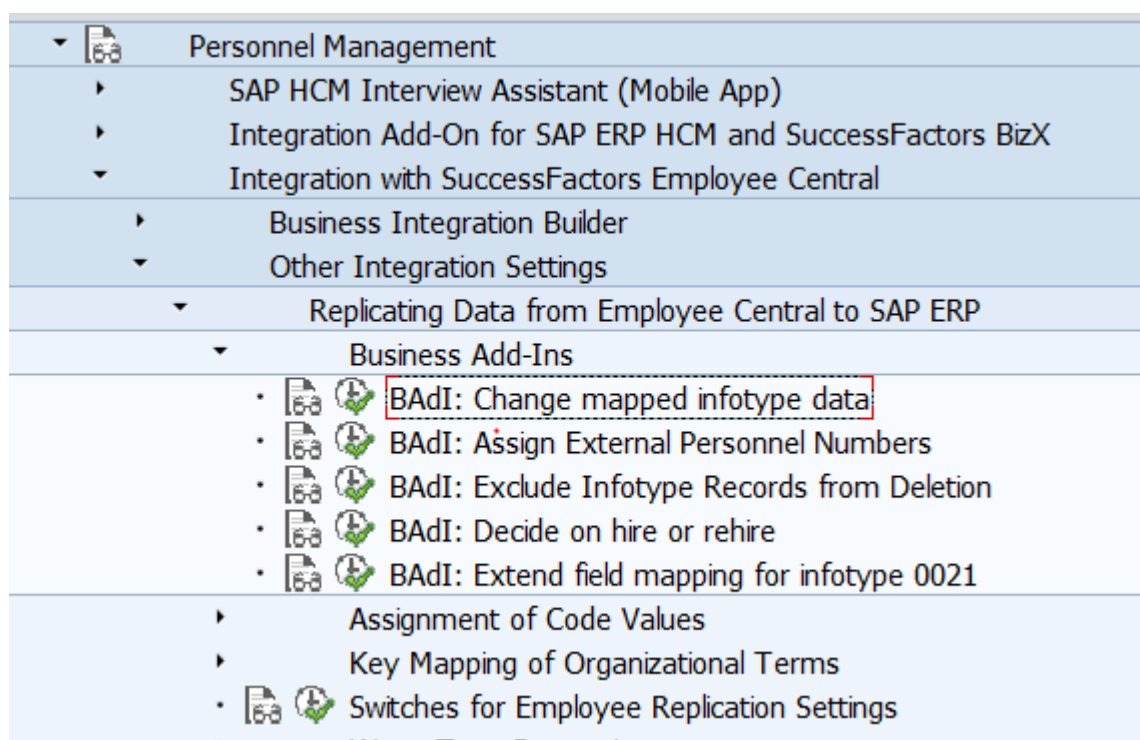
transmission start date. It is possible to exclude subtypes from deletion with the BAdI
EX_PAOCF_EC_EXCLUDE_FROM_DELET in enhancement spot ES_PAOCF_EC_TOOLS.

4.2.6.2.1 BAdI A: Change already mapped infotype data

With the BAdI EX_PAOCF_EC_CHANGE_INFOTYPE_DATA you can change infotype data that has already been replicated from the Employee Central system.

The BAdI is part of Enhancement Spot ES_PAOCF_EC_TOOLS.

In the IMG structure go to [SAP Customizing Implementation Guide](#) > [Personnel Management](#) > [Integration with SuccessFactors Employee Central](#) > [Other Integration Settings](#) > [Replicating Data from Employee Central to SAP ERP](#) > [Business Add-Ins](#) > [BAdI: Change mapped infotype data](#).



The standard set of infotypes you can change with this BAdI are:

Infotype	Description
IT0000	Actions
IT0001	Organizational Assignments
IT0002	Personal Data
IT0006	Addresses
IT0007	Planned Working Time
IT0008	Basic Pay

Infotype	Description
IT0009	Bank Details
IT0014	Recurring Payments/Deductions
IT0015	Additional Payments
IT0027	Cost Distribution
IT0041	Date Specifications
IT0105	Communication
IT0267	Additional Off-Cycle Payments
IT0709	Person ID

The following table shows you which Employee Central information you can map to which infotype. All custom fields of the respective Employee Central objects are also available in the BAdI. The whole employee XML data that is returned by the Employee Central Compound Employee API is available as well.

Source Employee Central objects	Target Infotype
Job Information, Compensation Information	IT0000
Job Information, Compensation Information	IT0001
Personal Details, National ID information	IT0002
Employee Information	IT0006
Job Information	IT0007
Job Information, Compensation Information	IT0008
Payment Information	IT0009
Job Information, Compensation Information (Recurring Payments/Deductions)	IT0014
Job Information, Spot Bonus (Additional Payments), and One Time Deductions (Additional Deductions)	IT0015
Job Information, Cost Distribution	IT0027
Employment Information	IT0041
Email Information	IT0105
Job Information, Spot Bonus (Additional Payments) and One time Deductions (Additional Deductions)	IT0267
Employee ID	IT0709

There is no standard implementation for this BAdI. The BAdI allows multiple implementations. If no infotype is specified, the implementation is processed for all standard infotypes.

4.2.6.2.1.1 Accessing the Employee Central outbound XML message

The complete XML data returned by the Compound Employee API is also available in BAdI A. It gives you access to all data per employee that is read from Employee Central in addition to the data from the standard import logic.

The input parameter `IO_EMPLOYEE_IXML_PROVIDER` refers to an instance of the class `CL_PAOCF_EE_IXML_PROVIDER` with access to the employee XML data returned by the Compound Employee API using the XML API and a reference to `IF_IXML_DOCUMENT`. Input is the complete inbound message and complete XML from the Compound Employee API.

The implementation has to call method `GET_EMPLOYEE_IXML_DOCUMENT` of the employee IXML provider. The employee data provided by the Compound Employee API is generally a superset of the fields mapped and passed to the inbound message.

4.2.6.2.2 BAdI B: Fill infotypes outside of the standard set of infotypes

With the BAdIs `EX_PAOCF_EC_PROCESS_EMPLOYEE` and `EX_PAOCF_EC_PROCESS_EMPLOYMENT` you can change infotype data outside of the standard set of infotypes.

The BAdI is part of Enhancement Spot `ES_PAOCF_EC_TOOLS`.

The advantages of each BAdI

To help you decide which BAdI is most suitable for your integration project, here is an overview of the respective advantages:

Employee data based BAdI	Employment data based BAdI
The complete <code>Employee</code> node is accessible as import parameter.	It is only called for personnel numbers relevant to the <code>EmployeeItem</code> node.
It is called for all personnel numbers relevant for an employee in Employee Central.	-
-	The work agreement items relevant for the personnel number are already calculated and passed in as import parameters.
Employee key mapping is provided for all personnel numbers relevant for an employee in Employee Central.	The employee key mapping relevant for the personnel number is already calculated and passed in as import parameter.

Employee data based BAdI

Provides reference to an instance of `CL_PAOCF_EE_IXML_PROVIDER` with access to the employee XML data returned by the Employee Central Compound Employee API.

Employment data based BAdI

-

⚠ Caution

Implementing these BAdIs requires deep knowledge of data models in Employee Central, the Employee Central Compound Employee API, and the SAP HCM Infotype Framework as well as knowledge of payroll integration and the inbound web service `EmployeeMasterDataReplicationRequest_In` or `EmployeeMasterDataBundleReplicationRequest_In`.

4.2.6.2.2.1 Extending Replication Processing of the Employee Message Node


Implement the BAdI `EX_PAOCF_EC_PROCESS_EMPLOYEE` if you want to fill additional infotypes in SAP ERP HCM based on the information passed on in the inbound message for employee master data replication.

The BAdI is processed separately for each personnel number that is associated with an employee in Employee Central. This makes it possible for you to further process employee data for a personnel number after the standard processing logic is completed. However, you can't use this post-processing step to heal any replication errors detected by standard processing.

Example Implementations

The following are simple example implementations you can use:

- `CL_EC_TOOLS_PROCESS_EMPLOYEE`
- `CL_PAOCF_PROCESS_EE_FROM_IXML`
- `CL_EC_TOOLS_EX_PROC_EE_3`

Implementation Example Classes	
	
Example Classes	Description
<code>CL_EC_TOOLS_PROCESS_EMPLOYEE</code>	Example for impl. of <code>EX_PAOCF_EC_PROCESS_EM...</code>
<code>CL_PAOCF_PROCESS_EE_FROM_IXML</code>	Example for <code>EX_PAOCF_EC_PROCESS_EMPLOYEE</code>
<code>CL_EC_TOOLS_EX_PROC_EE_3</code>	Example <code>PROCESS_EMPLOYEE</code> with IXML provider

4.2.6.2.2 Extending Replication Processing of the Employment Message Node

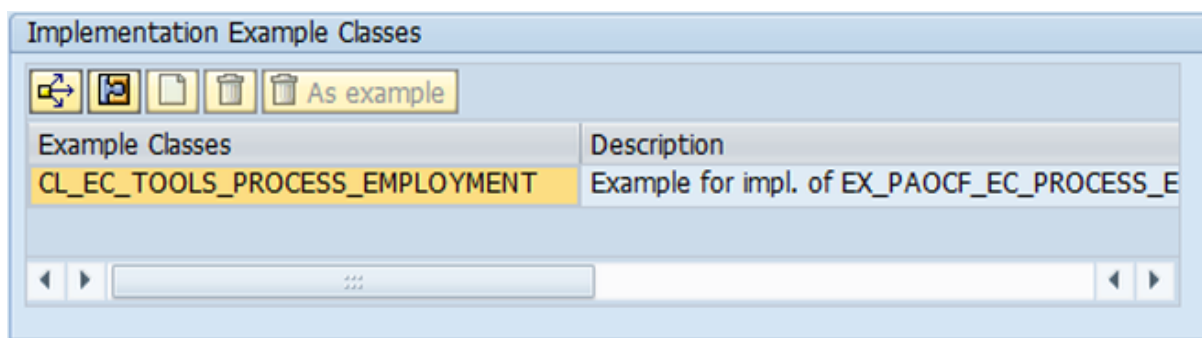
Implement the BAdI EX_PAOCF_EC_PROCESS_EMPLOYMENT if you want to fill additional infotypes in SAP ERP HCM based on the information passed on in the inbound message for employee master data replication.

The BAdI is processed separately for each personnel number that is associated with an employee's employment information in Employee Central. This makes it possible for you to further process employment data for a personnel number after the standard processing logic is completed. However, you can't use this post-processing step to heal any replication errors detected by standard processing.

Example Implementation

The following is a simple example implementation you can use:

- CL_EC_TOOLS_PROCESS_EMPLOYMENT



4.2.7 Country Filtering

Procedure

- In the IMG structure open [SAP Customizing Implementation Guide](#) > [Personnel Management](#) > [Integration with SuccessFactors Employee Central](#) > [Other Integration Settings](#) > [Replicating Data from Employee Central to SAP ERP](#) > [Country Filtering](#) > [Restrict Employee Master Data Replication to Certain Countries](#).
- In this Customizing activity, you can restrict the replication of employee master data to specific countries.

4.2.8 Infotype Filtering

You can perform the infotype filtering using the [Filter Infotypes](#) customizing activity.

Procedure

- In the IMG structure open [SAP Customizing Implementation Guide](#) > [Personnel Management](#) > [Integration with SuccessFactors Employee Central](#) > [Other Integration Settings](#) > [Replicating Data from Employee Central to SAP ERP](#) > [Infotype Filtering](#) > [Filter Infotypes](#).
- In this Customizing activity, you can choose which infotypes are replicated for which countries.

4.3 Integration between Organizational Management and Personnel Administration in SAP ERP HCM (PA-PD integration)

In your SAP ERP HCM system you may have active integration between Organizational Management (OM) and Personnel Administration (PA), called [PA-PD integration](#). PA-PD integration synchronizes the Organizational Management data, such as position, job, organizational unit, or cost center between Organizational Management and Personnel Administration. You can use PA-PD integration if you replicate employee master data and org assignment data from Employee Central to SAP ERP HCM to synchronize organizational management data (position, job, org unit, cost center) between the Relationships (1001) infotype in Organizational Management and the Organizational Assignment (0001) infotype in Personnel Administration.

Integration between Employee Central and SAP ERP HCM

In Personnel Administration, a person (object type P) can be assigned to a cost center and to organizational plan data: position, job, organizational unit. The assignments are stored in the [Organizational Assignment](#) (0001) infotype.

- If you use the employee master data replication message only, the message updates cost center from Employee Central and fills the default position from SAP ERP HCM Customizing (using the PLOGI PRELI entry in the T77S0 table).
- If you use the organizational assignment replication message, the message creates relationships in infotype 1001 between:
 - person and position (P – S),
 - position and cost center (S – K),
 - position and organizational unit (S – O), and to
 - position and job (S – C).

- If PA-PD integration is **not active**, the person (object type P) is the only link between the data stored for Personnel Administration and for Organizational Management. The objects and the relationships aren't synchronized across the two components.
- If PA-PD integration is **active**, infotype 1001 of Organizational Management and infotype 0001 of Personnel Administration are kept in sync. This means the OM fields position, job, org unit, and cost center are synchronized with the corresponding fields in infotype 0001 of Personnel Administration.
- If the employee is a new hire, the organizational unit and the job are left empty once the employee is created. The *Position* field is filled with the default position from SAP ERP HCM Customizing. After the organizational assignment message is processed in OM, the OM fields are replicated to the fields: position, job, organizational unit and cost center in infotype 0001 in Personnel Administration by PA-PD integration.

The employee master data replication message updates fields in infotype 0001 apart from OM fields for position, job and organizational unit. These fields are updated by the organizational assignment message in OM and then synchronized by PA-PD integration.

When a cost center is changed (compared to the existing cost center in the infotype database) during employee replication, the cost center field is made blank. When a cost center is unchanged the field will not be updated. And the old cost center is retained.

Integration between Organizational Management and Personnel Administration in Customizing

Integration between Organizational Management and Personnel Administration is active if the value of the PLOGI_ORGA switch in table T77S0 is set to X. Integration can be restricted for subsets of employees using the *Control: Integration of Personnel Planning and Master Data Management* (PLOGI) feature.







You can find these settings in SAP Customizing for ► *Personnel Management* ► *Organizational Management* ► *Integration* ► *Integration with Personnel Administration* ► *Set up Integration with Personnel Administration* ► Choose *Basic Settings* to set the switch or *Participate in Integration* to maintain the PLOGI feature.

4.4 Personnel Number (PERNR) Creation

4.4.1 Data Models in Employee Central and SAP ERP HCM



Employee Central Data Model

In Employee Central the relation between an employee and the employer is reflected through the objects *Person*, *Employment*, and its dependent objects such as *Job Information*, *Compensation Information*, and *Deductions*.

OBJECT	DEFINITION	EXAMPLE / data stored
 Person	Unique identification of the person, reflecting the natural person in whom the company has an interest.	Mike 25 Main St., San Francisco mike@sap.com
 Employment	Information such as hire date, rehire date, seniority date... that does not change over the course of an employee's stay with the company.	Home employment Host employment Concurrent employment 1 Concurrent employment 2
 Job Info	Time-dependent job related information	1/1/14 – 6/30/14 Company A 7/1/14 – 12/31/9999 Company B
 Compensation Info	Time-dependent compensation information	1/1/14 – 12/31/14 Salary \$1000 7/1/15 – 12/31/9999 Salary \$1100
 Deductions	Time-dependent deduction information	
 ...		

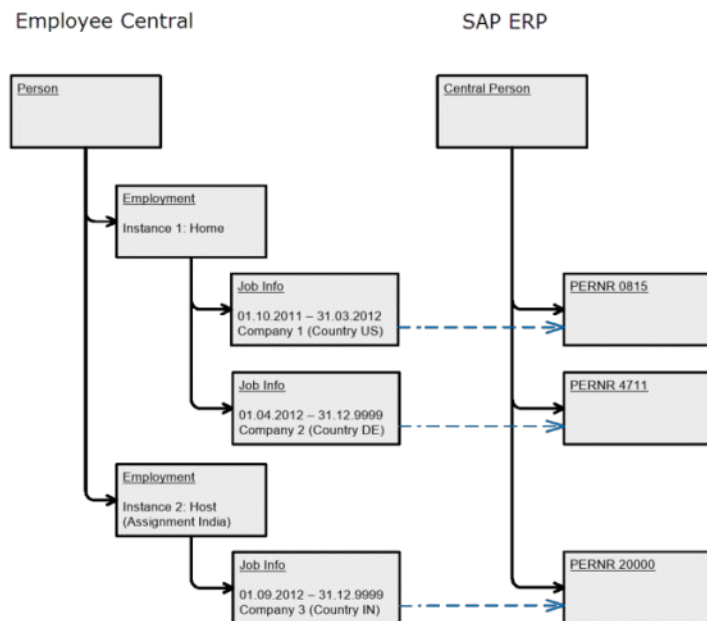
SAP ERP HCM Data Model

In the SAP ERP HCM data model the relation between an employee and the employer is reflected through the objects *Central Person (CP)* and *Personnel Number (PERNR)*.

OBJECT	DEFINITION	EXAMPLE / data stored
 (Central) Person	A natural person in whom the company has interest	Mike
 PERNR Personnel number	The PERNR represents the contract(s) of one person which, subject to the legislation of the country and to company policies, are to be considered jointly for payroll and which are not concurrent in their timelines.	Mike 25 Main St., San Francisco mike@sap.com 1/1/14 – 12/31/14 Salary \$1000 1/1/15 – 12/31/9999 Salary \$1100 1/1/14 – 6/30/14 Cost Center A 7/1/14 – 12/31/9999 Cost Center B 1/1/14 – 12/31/9999 Company A

The Data Models and Employee Master Data Replication

In order for payroll to be legally compliant, a new personnel number (PERNR) needs to be created if the country of employment changes. By default, the system automatically creates a new personnel number (PERNR) in the SAP ERP HCM backend system whenever the employee is assigned to a new company code (BUKRS). This can be overridden by implementing the *Change mapped Infotype Data* Business Add-in.



Important aspects to keep in mind:

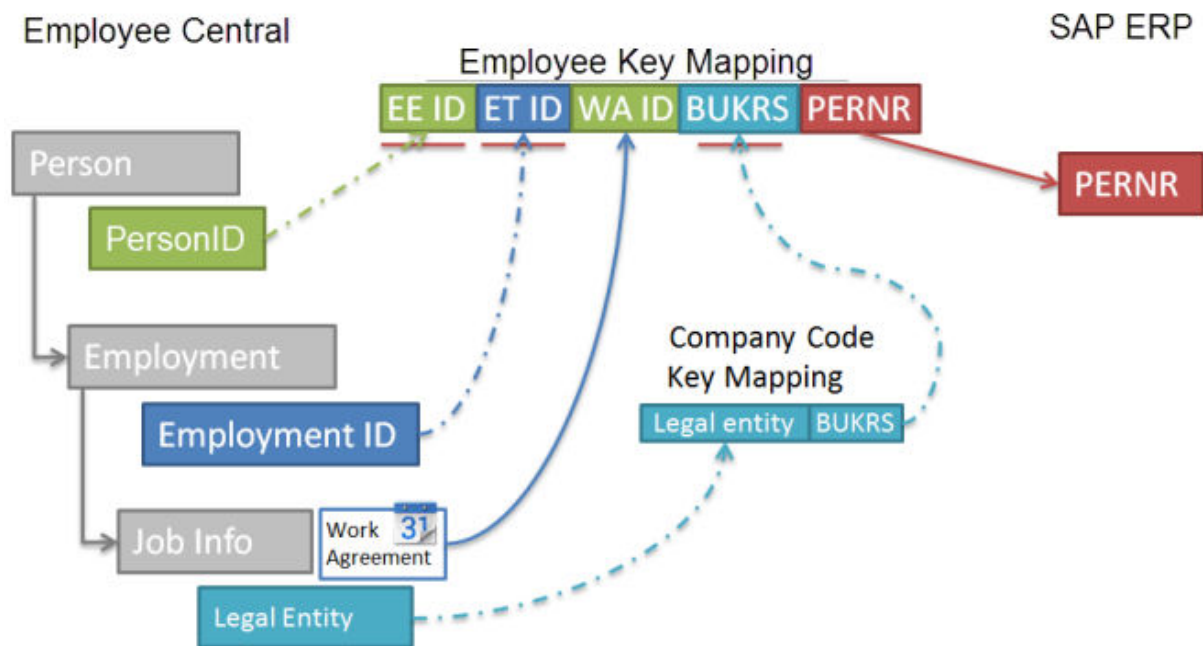
- Multiple employments of one employee in Employee Central lead to multiple distinct PERNRs in SAP ERP HCM, because each employment has distinct timelines for Job Information, Compensation Information and so on.
- Employee Central allows changes within individual employments that will lead to the creation of new PERNRs in SAP ERP HCM. For example organizational changes such as the legal entity. In general, the decision in which cases organizational changes lead to the creation of new PERNRs must be based on legal requirements, company policies, and the company's fiscal structure.
- When you replicate a newly hired employee from Employee Central to the Enterprise Resource Planning (ERP) system, the ERP system now makes sure that a personnel number, which is generated during a failure replication is retained for the future replication. Previously, the personnel number that was assigned in the first replication run was discarded in case the replication wasn't successful. With the next replication run, another new personnel number was used. Now, if replication fails, the same personnel number is being reused in the next replication run.

Related Information

[BAdI A: Change already mapped infotype data \[page 67\]](#)

4.4.1.1 Technical Realization of PERNR Creation

The personnel number (PERNR) in SAP ERP HCM is determined through the Person ID, the Employment ID and the Company/Legal Entity (BUKRS). These attributes are stored in the *Employee Key Mapping* table PAOCFEC_EEKEYMAP.



There is also company code key mapping that maps the Employee Central *Legal Entity* to the *Company Code* (BUKRS) in SAP ERP HCM.

Related Information

[Key Mapping of Organizational Terms \[page 61\]](#)

4.5 Using the Full Transmission Start Date

Basic Concept

Use the Full Transmission Start Date (FTSD) to reduce the amount of data that is transferred from Employee Central to SAP ERP HCM. Configure FTSD in the middleware using process parameter ECERP_FULL_TRANSMISSION_START_DATE.

⚠ Caution

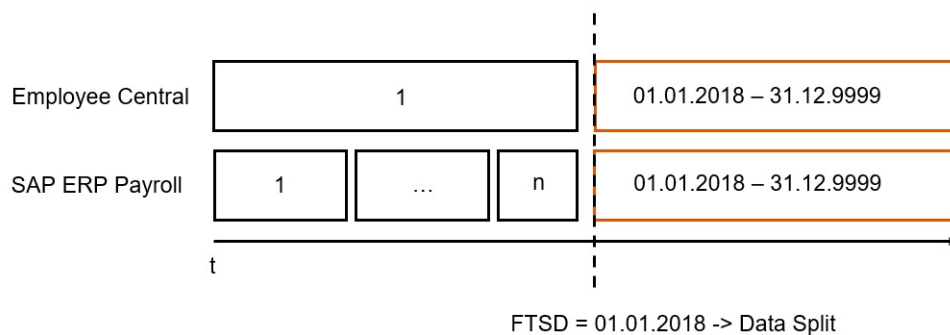
Make sure that no changes are made in Employee Central where the effective date is before the full transmission start date. In addition, FTSD shouldn't be moved to a past date once the replication process has started.

What happens when you set the FTSD?

- Only records that are valid on or after FTSD are replicated from Employee Central.
- Inbound processing will not touch any infotype record with validity ending before the FTSD.

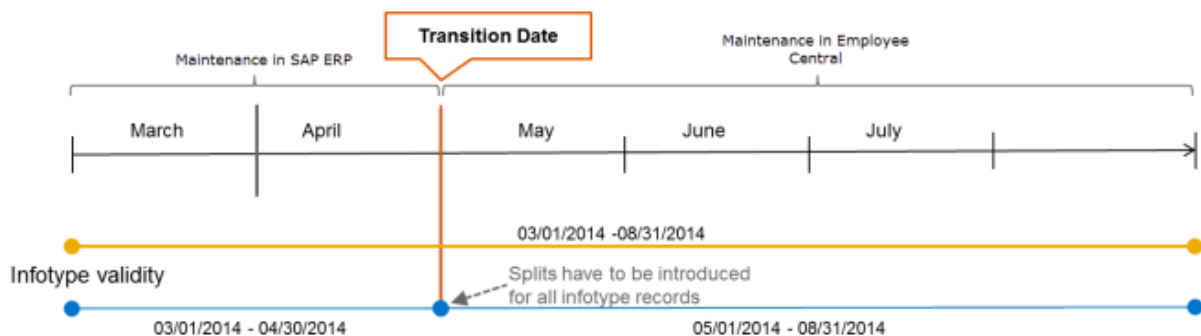
Using Full Transmission Start Date in Migration Scenarios

Use the FTSD as the cutoff date in migration scenarios to have a clear synch point between Employee Central and the SAP ERP HCM systems when splitting the employee data in Employee Central and the SAP ERP HCM system. Integration will differentiate between historical data and current data based on this synch point.



You have to create a clear synch point between both systems so that historical data isn't changed by employee master data replication.

- In Employee Central, create one record covering the past (usually beginning with the hire date of an employee) and one record on the go-live date.
- Do the same in SAP ERP HCM.



Using Full Transmission Start Date in Replication Scenarios

Use the FTSD as the cutoff date in replication scenarios to define the date from which the employee history is being replicated from Employee Central into the SAP ERP HCM system. Employee data which is valid only after this date are valid to be replicated to the SAP ERP HCM system by setting the FTSD date to future. If there are any changes to the old record which falls before the full transmission start date, system will produce an error message.

Some SAP ERP infotypes will get data from different EC portlet (for example: Job information and compensation information) and such data will have different validity periods, which would be considered during the replication process.

In order to support the move of FTSD in the replication process, you will have to create a split in Employee Central and SAP ERP HCM system.

Using Individual Full Transmission Start Date

FTSD for an employee will be updated in the `PAOCFEC_PN_FTSD` table. New entries are created in this table during the initial replication process. When global FTSD is greater than the individual FTSD, then the individual FTSD would be updated with the global FTSD date.

→ Remember

The FTSD influences retention times for employee data in Employee Central: The FTSD should be after the latest retention date of any Employee Central entity that is contained in data replication to SAP ERP HCM. Otherwise, data replication fails for the employee in question. If the employee's data is completely purged, this employee can never be replicated again – even if they are rehired later.

→ Tip

The individual FTSD stored in the `PAOCFEC_PN_FTSD` table isn't applied to employee organizational assignments by default. If you also replicate organizational assignments from Employee Central, implement the [Enhancements for Adapting Employee Organizational Assignment Request](#) (`EX_SF10M_ADAPT_EE_ORG_ASS_REQ`) Business Add-In to set the individual FTSD for organizational assignments.

5 Master Data Replication Information

i Note

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

For the tasks in the chapters *Set up Employee Central* and *Master Data Replication* as well as for *Country-Dependent Mapping of Address Fields* you will need support.

→ 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 Product Support.

Some SAP Cloud Services are available for use with SAP ERP HCM systems. Please contact SAP Cloud Support for more information.

⚠ Caution

Do not change the infotypes that are in the replication scope in SAP ERP HCM. The relevant infotypes are mentioned in this section. If you do, they will be overwritten during the next replication run.

i Note

You can find all tables referred to in this chapter in transaction `SM30` or in the IMG structure under ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Integration with SuccessFactors Employee Central](#) ► [Replicating Data from Employee Central to SAP ERP](#) ►.

→ Tip

It is recommended that you have enabled the country-specific validations for postal address (of the Home address of an employee), National ID, and bank account in [Admin Center](#) in Employee Central.

In the following sections the table shows you which Employee Central fields are required for the replication of data from Employee Central using the middleware to SAP ERP HCM. It also shows which fields you need to map manually and the corresponding pick lists IDs for doing so.

Along with the tables, you will find descriptions on which mapping activities you need to do for which fields.

5.1 Biographical Information (Infotype 0002)

Employee Central hr field	Description	Required for Replication	Code mapping required?	PicklistID	Infotype	Infotype Field
date-of-birth	Date of birth	Yes			0002	GBDAT
person-id-external	Person id external					
country-of-birth	Country of birth				0002	GBLND
place-of-birth	Place of birth				0002	GBORT
birth-name	Birth name				0002	NAME2
region-of-birth	Region of Birth	FR and IT			0002	GBDEP

There are no further mapping activities required for these fields. For Employee Central field *Region of Birth*, the inbound service used code value mapping with SAP GDT name `REGION_CODE`.

→ Tip

We recommend you to set the *Person ID External* to read-only in the biographical information of the Succession Data Model.

i Note

For France and Italy, country of birth and region of birth are required fields in Employee Central if the relevant employee is a French or Italian national. In Employee Central, you should choose the relevant region of birth in the Employee File under ► *Personal Information* ► *Biographical Information* ▾. Do not enter it during hiring.

i Note

Please note you cannot maintain the following secondary infotypes for personal information (infotype 0002) currently in SAP ERP HCM:

- 625 for Brazil
- 3527 for China
- 342 for Hong Kong
- 2246 for the United Kingdom

i Note

If you are having problems with country-specific replication, meaning, you aren't seeing the right country-specific screens, make sure that the feature IVWID is set for infotype 0002.

Date of Birth will be empty for the contingent workers since compensation information does not exist in EC. When you replicate the data to ERP, Date of Birth is mapped to GBDAT field of infotype 0002, which is a mandatory field. Since the value is empty, the replication will fail. Hence you need to provide a default value for *Date of Birth* in the constants table maintained in the `V_ECPAO_CONSTANT` view.

5.2 Personal Information (Infotype 0002)

Employee Central hris field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
Marital Status [page 81]	Marital status		Yes	ecMaritalStatus	0002	FAMST
Native Preferred Language [page 82]	Native preferred language	Yes	Yes	language	0002	SPRSL
Gender [page 82]	Gender	Yes	Yes	No PicklistID	0002	GESCH
firstName	Given name	Yes			0002	VORNA
lastName	Family name	Yes			0002	NACHN
middleName	Middle name				0002	MIDNM
Suffix [page 82]	Suffix		Yes	nameSuffix	0002	NAMZU
Salutation [page 83]	Salutation	Yes	Yes	salutation	0002	ANRED
last-name-alt1	Additional family name				0002	NACH2
nationality	Nationality	Yes			0002	NATIO

Note

If you are having problems with country-specific replication, meaning, you aren't seeing the right country-specific screens, make sure that the feature IVWID is set for infotype 0002.

The mapping can vary depending on the country of the employee. See *Country-Dependent Mapping of Personal Information Fields (Infotype 0002)*.

Related Information

[Country-Dependent Mapping of Personal Information Fields \(Infotype 0002\) \[page 174\]](#)

5.2.1 Marital Status

The Employee Central codes differ from the SAP Global Data Type (GDT) codes and cannot be mapped automatically. The SAP GDT name for Marital Status is `ISMARITAL_STATUS_CODE`

Employee Central Code	SAP Global Data Type Code	Technical Values in SAP ERP HCM
S = single	1 = single	0 = single

Employee Central Code	SAP Global Data Type Code	Technical Values in SAP ERP HCM
M = married	2 = married	1 = married
W = widowed	3 = widowed	2 = widowed
D = divorced	4 = divorced	3 = divorced
	5 = separated	4 = separated

In this case, there are three options:

- Change the Employee Central codes to match the SAP Global Data Type codes. In this case no further mapping is needed. This is the recommended option.
- Keep the Employee Central codes as they are. In this case you must map the Employee Central codes with the technical values in SAP ERP HCM as listed in the respective column in the table above. Map these values in table PAOCFEC_MAP_CC. Access this table in the Customizing activity [Define Mapping of External Code Value Lists to Internal Code Value Lists](#). For more information, see [Assignment of Code Values](#).

Related Information

[Assignment of Code Values \[page 60\]](#)

5.2.2 Native Preferred Language

Use the two character ISO 639 language codes as provided. See which languages are supported in SAP ERP HCM in table T002.

5.2.3 Gender

The outbound service sends the values M = male and F=female. Do not associate this field with a picklist. The values are automatically mapped using the inbound service.

In this case, no additional mapping is required. The inbound service uses code value mapping with SAP GDT name GENDER_CODE. You can adjust this code value mapping if needed.

5.2.4 Suffix

The field [suffix](#) has the picklist [namesuffix](#) associated to it. In Employee Central the picklist has no external codes. In SAP GDT they are [NameSupplementCode](#) (as described in table TSAD5). The inbound service uses code value mapping with SAP GDT name PERSON_NAME_SUPPLEMENT_CODE.

These values are mapped to T535N in table PAOCFEC_MAP. The recommended practice is to simply adjust the Employee Central values to match the SAP GDT values, as in this case no further mapping is required. However, if you do need additional suffixes such as for example Senior, Junior, II, or III the tables TSAD5 and T535N must be enhanced accordingly. Additionally, you must add a referring mapping to the table PAOCFEC_MAP_CC. Access this table in the Customizing activity Define Mapping of External Code Value Lists to Internal Code Value Lists. For more information, see *Assignment of Code Values*.

Related Information

[Assignment of Code Values \[page 60\]](#)

5.2.5 Salutation

The Employee Central field *salutation* is associated to the picklist ID *salutation*. The inbound service uses code value mapping with SAP GDT name `FORM_OF_ADDRESS_CODE`. In Employee Central the external codes for this picklist ID are filled with the values Mr and Mrs. The SAP GDT code values are:

- 0001=Mrs
- 0002=Mr

They are described in table TSAD3 and are mapped to table T522G based on the mapping defined in table PAOCFEC_MAP.

Change the Employee Central codes for field salutation to match the SAP GDT codes in table PAOCFEC_MAP_CC.

⚠ Caution

Set this field to mandatory in Employee Central.

5.3 Address Information (Infotype 0006)

Mapping of address fields is highly country-specific. For an overview of which fields are country-dependent or country independent see *Country Dependent Mapping of Address Fields (Infotype 0006)*.

⚠ Caution

In SAP ERP HCM, there are required fields that must be filled that are not required for Employee Central. This is highly country-specific. You can see table T588MFPROPS to make sure the right fields are replicated for the right countries.

i Note

The layout and labels of the address fields given in Employee Central varies depending on the country selected.

The table below shows the address fields available in Employee Central and the typical corresponding SAP on premise system field.

Note

The mapping can vary depending on the country of the address, see *Country-Dependent Mapping of Address Fields (Infotype 0006)*.

Employee Central hris field	Description	Required for Replication	Code mapping required?	PicklistID	Infotype	Infotype Field
Address type [page 85]	Address type	Yes	Yes	addressType	0006	ANSSA
Effective Start / End Date [page 86]	ValidityPeriod/Start-Date	Yes			0006	BEGDA
Effective Start / End Date [page 86]	ValidityPeriod/End-Date	Yes			0006	ENDDA
Address1 [page 87]	Address field 1	optional			0006	**
Address2 [page 87]	Address field 2	optional			0006	**
Address3 [page 87]	Address field 3	optional			0006	**
Address 4 - 8 [page 88]	**	optional			0006	**
City [page 88]	City	optional			0006	ORT01*
State / Province / County [page 88]	County	optional	Yes		0006	**
State / Province / County [page 88]	State	optional	Yes		0006	STATE
State / Province / County [page 88]	Province	optional	Yes		0006	STATE

Employee Central hris field	Description	Required for Replication	Code mapping required?	PicklistID	Infotype	Infotype Field
ZIP Code [page 89]	ZIP code	optional			0006	PSTLZ
Country [page 89]	Country	Yes			0006	LAND1

*Except for the Netherlands and Japan.

**Target attribute in the SAP on-premise system varies depending on the country.

Related Information

[Country-Dependent Mapping of Address Fields \(Infotype 0006\) \[page 182\]](#)

5.3.1 Address type

Map the Employee Central codes to the SAP GDT codes as shown in the following table:

Employee Central Code: Picklist Code	SAP Global Data Type Code: ADDRESS_USAGE_CODE	SAP ERP HCM: Address Record Type Code
business	BUSINESS	Default target value: 5= mailing address
home	HOME	Default target value: 1= permanent residence
mailing		No default mapping
benefits		No default mapping

The Employee Central field [address-type](#) is associated with the picklist [addressType](#). The external codes [business](#) and [home](#) cannot be changed. However, it is possible to add new picklist code values for [addressType](#) in Employee Central.

In the middleware the attribute [address-type](#) is mapped to the SAP GDT [AddressUsageCode](#). During inbound processing the SAP GDT [AddressUsageCode](#) is mapped to the SAP ERP HCM attribute [Address Record Type](#) using the tables PAOCFEC_MAP and PAOCFEC_MAP_CC. The target value is written into the fields Subtype and Address Record Type of infotype 0006.

If a transmitted value has no corresponding mapping entry then this address is not processed. The employee is saved without this specific address type. The inbound service maps the Employee Central external code values to the target values.

If you need to change default mapping, there are three possibilities:

- Change the Employee Central codes to match the SAP Global Data Type codes. In addition you must add the respective mapping entries to table PAOCFEC_MAP_CC. Access this table in the Customizing activity [Define Mapping of External Code Value Lists to Internal Code Value Lists](#). For more information, see [Assignment of Code Values](#).
- Keep the Employee Central codes as they are. In this case you must map in table PAOCFEC_MAP_CC. Access this table in the Customizing activity [Define Mapping of External Code Value Lists to Internal Code Value Lists](#). For more information, see [Assignment of Code Values](#).

These are examples for target values you could use in this case:

Sample Target Values	Comments
1 = permanent residence	In default system setup, the pay statement is sent to this address.
2 = temporary residence	This could be a holiday address, for example.
3 = home address	
4 = emergency address	
5 = mailing address	This is a suitable code value for a business address.

❖ Example

You want to replicate an emergency address:

1. Make sure that the Employee Central picklist [addressType](#) contains a code value called [emergency](#).
2. Add an entry in table PAOCFEC_MAP_CC with the code value [emergency](#) as in step 1 and the target value [4 = emergency](#).

i Note

The [AddressUsageCode](#) can only be 10 characters long.

Related Information

[Assignment of Code Values \[page 60\]](#)

5.3.2 Effective Start / End Date

There is direct mapping to the corresponding [validity period](#) fields of infotype 0006. No further mapping is required.

5.3.3 Address1

The mapping of [Address1](#) is country-dependent. For most countries this field is mapped to the field [street](#) of Infotype 0006. For an overview of which fields need country-dependent mapping for which countries see *Country Dependent Mapping of Address Fields (infotype 0006)*.

Exception

The Employee Central Field [Address1](#) cannot be mapped directly to a suitable message type field. For the Netherlands, the Employee Central field [Address3](#) is mapped to the SAP field [Street](#) of infotype 0006 (technical field name STRAS). See *Country Dependent Mapping of Address Fields (infotype 0006)* for exceptions.

Related Information

[Country-Dependent Mapping of Address Fields \(Infotype 0006\) \[page 182\]](#)

5.3.4 Address2

The mapping of Address2 is country-dependent. For an overview of which fields need country-dependent mapping for which countries see *Country Dependent Mapping of Address Fields (infotype 0006)*.

Related Information

[Country-Dependent Mapping of Address Fields \(Infotype 0006\) \[page 182\]](#)

5.3.5 Address3

In the standard delivery, there is country-dependent mapping for some countries such as Mexico and the Netherlands. Usage of Address3 can vary greatly depending on the local address layout, for example, it can be used as an extra address line or to indicate an apartment in a building (Spain). For further details, see *Country Dependent Mapping of Address Fields (infotype 0006)*.

Related Information

[Country-Dependent Mapping of Address Fields \(Infotype 0006\) \[page 182\]](#)

5.3.6 Address 4 - 8

In the standard delivery, there are country-dependent mappings for some countries. Usage of these fields can vary greatly depending on the local address layout. For details, see *Country Dependent Mapping of Address Fields (infotype 0006)*.

Related Information

[Country-Dependent Mapping of Address Fields \(Infotype 0006\) \[page 182\]](#)

5.3.7 City

The Employee Central field [City](#) is mapped directly to the corresponding field City in infotype 0006. No further mapping is required.

Exception

For the Netherlands the Employee Central field [Address2](#) is appended after Employee Central field [City](#) to the message type field [CityName](#) in the middleware. During inbound processing this bundled message field is mapped to the field [City](#).

For Hong Kong, the Employee Central field [City](#) (label District) is mapped to [District](#) of infotype 0006 (technical field name COUNC).

5.3.8 State / Province / County

In this case there is country-dependent mapping of 3 source fields: [State](#), [Province](#), and [County](#) into one single target field.

The processing order of the three source fields is defined in the middleware as follows:

1. State
2. Province
3. County

The target field in SAP ERP HCM is either [Region](#) or [District](#) in infotype 0006. For a complete list of which target field [County](#) is mapped to which country, see *Country Dependent Mapping of Address Fields (infotype 0006)*.

❖ Example

For Ireland, the field labeled [County](#) in Employee Central maps to [County Code](#) of infotype 0006 (technical field name STATE). Whereas for Australia, the field [County](#) in Employee Central maps to District (technical

field name ORT02) and [State](#) maps to the field with the same name in SAP ERP HCM (technical field name STATE).

⚠ Caution

For SAP ERP HCM in certain countries, State/Province (or the country equivalent) is a mandatory field. If you hire an employee or create a Global assignment in Employee Central for an employee to one of these countries and State is missing, this will cause replication to fail.

For example, an Austrian employee is assigned to a Canadian branch. PROVINCE is a mandatory field for Canada, but the equivalent field of STATE is not required in Austrian addresses in SAP ERP HCM, so it has not been maintained for this employee. Even if the field is provided on the Employee Central side, but the mapping on the SAP ERP HCM side is incomplete, you will receive an error message when you try to assign this employee into Canadian payroll system.

You should therefore ensure that the picklist mapping in Employee Central and the equivalent mapping in SAP ERP HCM is complete.

Related Information

[Country-Dependent Mapping of Address Fields \(Infotype 0006\) \[page 182\]](#)

5.3.9 ZIP Code

There is direct mapping to the corresponding field [Postal Code](#) of infotype 0006. No further mapping is required.

5.3.10 Country

There is direct mapping to the corresponding [Country](#) field of infotype 0006. No further mapping is required.

i Note

There must be entries in table T005 (Countries) for all countries that are contained in the replicated addresses.

5.4 Email Address Information (Infotype 0105)

Employee Central hris field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
email-address	Email address				0105	USRID_LONG
Email Address Type [page 90]	Email address type			ecEmailType	0105	
isPrimary	Primary indicator	Yes			0105	

i Note

Email addresses are only replicated to infotype 0105 if they are flagged as primary in Employee Central.

i Note

You can only change email addresses if the start date is in an open payroll period.

5.4.1 Email Address Type

The attribute email-type is associated to the picklist [ecEmailType](#), which has the 2 values:

- P = Personal
- B = Business

5.5 Job Information (Infotypes 0000, 0001, 0007, 0008)

Employee Central hris field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
Event [page 96]	Personal event code	Yes	Yes	event	0000	MASSN
Event Reason [page 100]	Reason code for the event		Yes		0000	MASSG
Location [page 93]	Location	Yes			0001	BTRTL WERKS
Company [page 94]	Company	Yes			0001	BUKRS
Cost Center [page 94]	Cost center				0001	KOSTL

Employee Central hris field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
Employee Class [page 95]	Employee class	Yes	Yes	employee-class	0001	PERSG
Employment Type [page 95]	Employment type	Yes	Yes	employment-Type	0001	PERSK
is-fulltime-employee	Fulltime employee indicator				0007	TEILK
workingDaysPerWeek	Working days per week				0007	WKWDY
Pay Scale Area and Pay Scale Type [page 100]	Pay scale area	Yes	Yes	pay-scale-area	0008	TRFGB
Pay Scale Area and Pay Scale Type [page 100]	Pay scale type	Yes	Yes	pay-scale-type	0008	TRFAR
Pay Scale Area and Pay Scale Type [page 100]	Pay scale group		Yes		0008	TRFGR
Pay Scale Group and Pay Scale Level [page 101]	Pay scale level		Yes		0008	TRFST
Work Schedule ID [page 103]	Work Schedule ID				0007	SCHKZ
FTE [page 106]	FTE				0008	BSGRD

Note

- You can't maintain the secondary infotype 0734 for basic pay (Infotype 0008) for Brazil.
- You can now replicate the infotype 0007 for workingDaysPerWeek = 0 to the SAP ERP HCM. You can enable the switch by using the transaction SM30 in the T77S0.

Infotype 0001 fields that are automatically filled

The field...	...is derived from...
Administrator Group (SBMOD)	the country grouping (MOLGA) that belongs to the country code of the work agreement item.

Administrator (SACHP)	the first entry in table T526, belonging to the personnel area defined by the PERMANENT_ESTABLISHMENT_ID of the work agreement item.
Organizational Key (VDSK1)	cost center and personnel area.

How to exclude Infotype 0007 from replication

- Use the [Infotype Filter](#) to filter out infotype 0007 (as well as other infotypes). For more information on filtering infotypes see section [Infotype Filtering](#).
- If you only want to exclude infotype 0007 for specific employees, leave the Employee Central field [Working Days per Week](#) empty.

▼ Job Information

Employee Status Active

Supervisor Dora Zamora

Job Classification Analyst

Job Title Analyst

Local Job Title

Pay Grade Salary Grade

Regular/Temporary Regular

Standard Weekly Hours 40

Working Days Per Week

Related Information

[Infotype Filtering \[page 72\]](#)

5.5.1 Work Contract

The Employee Central field [JobID](#) is mapped to the SAP ERP HCM field [ANSVH](#) (Work Contract) by default. You have to deactivate this mapping in the Customizing Activity [Switches for Employee Replication Settings](#) by checking the checkbox [Deact. mapping for ANSVH](#).

Change settings for Employee Replication

☒ Deact. mapping for ANSVH

☐ Map Payscale Group and Level

☐ Map Job and Position

In doing so, the report `PAOCF_EC_REPLICATION_SETTINGS` is triggered and the respective changes are made to the customizing tables `PAOCFEC_MAP_MODC` and `PAOCF_MAP_CC` by the system.

→ Recommendation

If you need to assign Work Contract to an employee in Employee Central we recommend you use Extensibility to do so.

1. Create a custom field in the Employee Central portlet Job Information.
2. Create a picklist for the new custom field based on the 2 character values in the SAP ERP HCM customizing table `T542A`.
3. Map the new custom field to the Work Contract (`ANSVH`) using Extensibility.

Related Information

[Switches for Employee Replication Settings \[page 61\]](#)

[Extensibility \[page 63\]](#)

5.5.2 Location

In Employee Central, *location* is represented by an instance of the foundation object *Location*. For every location you need to create a *personnel subarea* in SAP ERP HCM including information for the *personnel area* and related customizing settings. The codes for personnel subareas are checked with table `T001P`.

Data replication transfers the attribute `CODE` of table `FO_LOCATION_T` to SAP ERP HCM. In Employee Central this attribute can have a length of 32 characters; however, the inbound service has a length restriction of 20 characters so you should restrict the length of the element *location* in the Succession Data Model for the hrinf field *externalCode* to 20 characters.

In the inbound service, mapping entries in table `PAOCFEC_KMAPPEST` are required. Access this table in the Customizing activity *Assign Place of Work Keys*. For more information, see *Key Mapping of Organizational Terms*.

In the standard replication, the *location* (or *Permanent Establishment*) in Employee Central is mapped to a combination of personnel area (`WERKS`) and personnel subarea (`BTRTL`) in the Organizational Assignment Infotype (`0001`) in SAP. If this does not match your requirements, this can be overwritten by mapping for example a custom string from the Job Information portlet of Employee Central to the personnel subarea field of infotype `0001` in SAP.

Related Information

[Key Mapping of Organizational Terms \[page 61\]](#)

5.5.3 Company

For every company, create a company code in SAP ERP HCM including the customizing settings needed for payroll processing.

In Employee Central, *company* is represented by an instance of the foundation object *Legal Entity*. The company codes are checked with table T001.

Data replication transfers the attribute `CODE` of table `FO_LEGAL_ENTITY_T` to SAP ERP HCM. In Employee Central this attribute can have a length of 32 characters; however, the inbound service has a length restriction of 20 characters so you should restrict the length of the element *company* in the Corporate Succession Data Model for the *hris-field externalCode* to 20 characters.

In the inbound service, mapping entries in table `PAOCFEC_KMAPCOMC` are required. Mapping entries are required if the length of the element *company* is longer than 4 characters. Access this table in the Customizing activity *Assign Company Code Keys*. For more information, see *Key Mapping of Organizational Terms*.

Related Information

[Key Mapping of Organizational Terms \[page 61\]](#)

5.5.4 Cost Center

For every cost center you need to create a company code in SAP ERP HCM; including the Customizing settings needed for the payroll processing.

In Employee Central, cost center is represented by an instance of the foundation object *Cost Center*. Company codes are checked with table `CSKS`.

Data replication transfers the attribute `CODE` of table `FO_COSTCENTER_T` to SAP ERP HCM. In Employee Central this attribute can have a length of 32 characters; however, the inbound service has a length restriction of 20 characters so you should restrict the length of the element *costCenter* in the Data Model for the *hris-field externalCode* to 20 characters.

In the inbound service, mapping entries in table `PAOCFEC_KMAPCOSC` are required. Access this table in the Customizing activity *Assign Cost Center Keys*. For more information, see *Key Mapping of Organizational Terms*. If the length of the element *costCenter* is exactly 14 characters and after cutting off the first 4 characters it is still a valid 10-character value for a cost center in SAP ERP HCM (length of key field `KOSTL` of table `CSKS`), no mapping is required

Related Information

[Key Mapping of Organizational Terms \[page 61\]](#)

5.5.5 Employee Class

The *employee-class* is mapped to the SAP ERP HCM system *Employee Group* which is checked with database table T501. You can define the picklist with the ID **employee-class** and the table T501 according to the customer's needs. You must ensure that the Employee Central external code values match the SAP ERP HCM key values defined in table T501. If this is not the case, use database table PAOCFEC_MAP_CC. Access this table in the Customizing activity [Define Mapping of External Code Value Lists to Internal Code Value Lists](#). For more information, see [Assignment of Code Values](#).

Create mapping entries for:

GDT Name	Code List ID	List Agency ID
WORK_AGREEMENT_TYPE_CODE	10091	310

If you don't want to use the default values as delivered you can use the values as defined in the Global Data Type Catalog for the global data type [Work Agreement Type](#).

The corresponding values are already mapped to the SAP ERP HCM system *Employee Group* values.

Note

Not all combinations of *Employee Group* and *Employee Subgroup* that are allowed in Employee Central are also allowed in SAP ERP HCM.

Related Information

[Assignment of Code Values \[page 60\]](#)

5.5.6 Employment Type

The employment-type is mapped to the SAP ERP HCM *Employee Subgroup* which is checked with data base table T503K. You can define the pick list with the ID *employmentType* and the table T501 according to the customer's needs. You must ensure that the Employee Central external code values match the SAP ERP HCM key values defined in table T503K. If this is not the case, use data base table PAOCFEC_MAP_CC. Access this table in the Customizing activity [Define Mapping of External Code Value Lists to Internal Code Value Lists](#). For more information, see [Assignment of Code Values](#).

Create mapping entries for:

GDT Name	Code List ID	List Agency ID
WORK_AGREEMENT_ADMIN_CAT_CO DE	Country dependent between 20800 and 20900	310

i Note

Not all combinations of *Employee Group* and *Employee Subgroup* that are allowed in Employee Central are also allowed in SAP ERP HCM.

Related Information

[Assignment of Code Values \[page 60\]](#)

5.5.7 Event

The field *event* has the picklist ID *event* associated to it. You need to create active foundation objects *event reasons* for the following events:

They are then mapped to the following *Actions* in the SAP ERP HCM system:

Employee Central Value	Event Description
1	Additional Job
2	Assignment
3	Assignment Completion
4	Demotion
5	Data Change
6	Transfer
7	Suspension
8	Promotion
9	Job Reclassification
10	Leave of Absence
11	Temporary Layoff
12	Pay Rate Change
13	Position Change
14	Probation
15	Completion of Probation
16	Job Change

Employee Central Value	Event Description
22	Return From Disability
23	Return to Work
26	Termination
EGA	End Global Assignment
GA	Global Assignment
H	Hire
R	Rehire
SPP	Start Pension Payout
ERP Value	Action
01	Hiring
02	Organizational Reassignment
10	Leaving
12	Reentry into Company

The events are mapped by default as follows:

GDT Name	Code List ID	List Agency ID	GDT Code Value	ERP KEY
PERSONNEL_EVENT_ TYPE_CODE	21201	310	1	01
PERSONNEL_EVENT_ TYPE_CODE	21201	310	2	02
PERSONNEL_EVENT_ TYPE_CODE	21201	310	26	10
PERSONNEL_EVENT_ TYPE_CODE	21201	310	3	10
PERSONNEL_EVENT_ TYPE_CODE	21201	310	4	10
PERSONNEL_EVENT_ TYPE_CODE	21201	310	5	02
PERSONNEL_EVENT_ TYPE_CODE	21201	310	6	02
PERSONNEL_EVENT_ TYPE_CODE	21201	310	9	12
PERSONNEL_EVENT_ TYPE_CODE	21201	310	EGA	10
PERSONNEL_EVENT_ TYPE_CODE	21201	310	GA	01
PERSONNEL_EVENT_ TYPE_CODE	21201	310	H	01

GDT Name	Code List ID	List Agency ID	GDT Code Value	ERP KEY
PERSONNEL_EVENT_ TYPE_CODE	21201	310	R	12

⚠ Caution

In any case, you must configure the SAP ERP HCM Actions as described in section *Actions*, even if you have defined customer-specific Actions deferring from standard delivery.

You can access PAOCFEC_MAP_CC in the Customizing activity [Define Mapping of External Code Value Lists to Internal Code Value Lists](#). For more information, see *Assignment of Code Values*.

⚠ Caution

If you create new [Actions](#) or [Events](#) you will have to change the Technical User Template to ensure successful communication with the middleware. For more information see *Changing the Technical User Template (SAP_HR_PA_EC_EE_REPL)*.

i Note

If you want to change the default action type for the organizational change, you can configure the table T77S0 using the group id YSFEC and semantic id YCHAT using the SM30 transaction. If you do not make an entry the action type "02" will be taken as default. In case you are configuring a new action type, the customizing settings (table T529A and T530) should be the same as for action type "02".

i Note

As of PA_SE_IN SP31 [Action](#) types with input restrictions according to table T529A are no more considered during the update of infotype 0001 (Organizational Assignment).

Related Information

[Payroll Event \[page 98\]](#)

[Multiple Events per Day \[page 99\]](#)

[Assignment of Code Values \[page 60\]](#)

[Actions \[page 55\]](#)

5.5.7.1 Payroll Event

If you need to break down the events listed above into more specific events, for example to distinguish between paid and unpaid leave, you can create [Payroll Events](#). Assign these Payroll Events to an active foundation object [Event Reason](#), which you have created in Employee Central and mapped to an [Action](#) in SAP ERP HCM, as described in the section *Event*.

As a result, when you choose an Event Reason in Job Information that has a Payroll Event assigned to it, Employee Central will send Payroll Event to SAP ERP HCM instead of the Event.

❖ Example

You would like to break the event *Leave of Absence* down into *Paid* and *Unpaid Leave*.

Create *Event Reasons* for each and assign a value to the *Payroll Event*. Then assign the Event Reasons to the Event *Leave of Absence*. Now, whenever you choose the Event *Leave of Absence* and the respective *Event Reason*, the system will send whichever value is in the Payroll Event field: Paid or Unpaid.

⚠ Caution

Don't change Events or Payroll Events for Event Reasons that were valid in the past. Changes of this kind may lead to retroactive payroll calculation. For this reason, changes of this sort cannot be imported into SAP ERP HCM. However, they can be made using the Admin UI.

⚠ Caution

If you create new *Payroll Events* you will have to change the Technical User Template to ensure successful communication with the middleware. For more information see *Changing the Technical User Template* (SAP_HR_PA_EC_EE_REPL).

Related Information

[Event \[page 96\]](#)

5.5.8 Multiple Events per Day

It is possible to replicate multiple events for one employee a day. These additional events/actions are written into infotype 0302. You can switch this functionality by running the `RPUEVSUP` report in SAP ERP HCM for all PERNRs. Before doing so, you should check the customizing settings in table `T529A` to make sure that events/actions (`MASSN`) are written into infotype 0000 and 0302.

Limitations

- It is not possible to replicate multiple employee status changing events, such as hire or fire, on one day. You will get an error message and replication will not happen for this event.
- Infotype 0000 has time constraint 1, which means the no overlaps and no gaps are permitted from hire date to high date December 31, 9999. However, infotype 0302 uses time constraint 3, which allows for overlap. This means, if the action/event is customized to be filled into infotype 0302 only, you can add as many actions/events as desired, this is not possible if the event is customized to be filled into infotype 0000 only.

- Due to time constraint 1, you can only update one action/event to infotype 0000 per day. If more than one is added on one day, the action with the highest priority is added. You can prioritize the actions in table T529A with the field *ORDNR*. The Action with the lowest *ORDNR* has the highest priority. For these Actions there is only ever one entry in infotype 0302, no matter how often a day an action/event is entered in Job Information.

5.5.9 Event Reason

The field event reason refers to the respective foundation object. Its content is purely customer specific. If you want to replicate event reasons into reason for action (MASSG) in SAP ERP HCM, you have to make sure that the first 10 characters of the event reason are unique and can be mapped unambiguously into one event reason. (Event reasons that are longer than 10 characters are cut off during replication and only the first 10 characters are available for mapping in SAP ERP HCM.)

You can access PAOCFEC_MAP_CC in the Customizing activity *Define Mapping Code Value Lists*. For more information, see *Assignment of Code Values*.

❖ Example

GDT Name	Code List ID	List Agency ID	GDT Code Value	ERP KEY
PERSONNEL_EVENT _REASON_CODE	10104	310	PENSIONED	01

This is an example of how you could map the Event Reason to the ERP key (Both values are customer specific and are only used for this example, you do not have to map in this way.)

⚠ Caution

If an event reason is not mapped, the reason for action (MASSG) remains empty.

⚠ Caution

Each event reason in Employee Central is directly linked to exactly one event in SAP ERP HCM. Make sure that the mapping of *event* and *event reason* match accordingly.

Related Information

[Assignment of Code Values \[page 60\]](#)

5.5.10 Pay Scale Area and Pay Scale Type

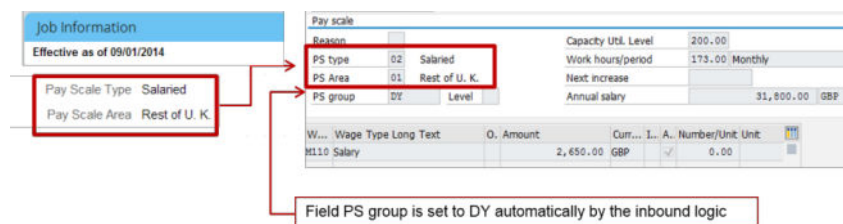
⚠ Caution

If you change *Pay Scale Area* or *Pay Scale Type* manually, the annual salary is **not** updated automatically.

i Note

The inbound service uses code value mapping with SAP GDT name `PAY_SCALE_TYPE_CODE` and `PAY_SCALE_AREA_CODE`.

Deriving Pay Scale Area and Type from Employee Central



You can replicate Pay Scale Area and Pay Scale Type from Employee Central to the SAP ERP HCM fields `TRFGB` and `TRFAR` respectively in two ways:

- Map `payScaleArea/payScaleType` to `TRFGB/TRFAR` in mapping table `PAOCFEC_MAP_CC`.
- The SAP ERP HCM fields are filled automatically if the IDs of the Employee Central fields are identical to those of `TRFAR/TRFGB`.

Related Information

[Assignment of Code Values \[page 60\]](#)

5.5.11 Pay Scale Group and Pay Scale Level

i Note

The inbound service uses code value mapping with SAP GDT name `PAY_SCALE_LEVEL_CODE` and `PAY_SCALE_GROUP_CODE`.

Deriving Pay Scale Group and Level from Employee Central

You can replicate Pay Scale Group and Pay Scale Type from Employee Central to the SAP ERP HCM fields `TRFGR` and `TRFST` respectively in two ways.

- Map `payScaleGroup/payScaleLevel` to `TRFGR/TRFST` in mapping table `PAOCFEC_MAP_CC`.

- The SAP ERP HCM fields are filled automatically by the values in the Employee Central fields if no code mapping is maintained for these fields.

Enabling the Replication of Pay Scale Group and Pay Scale Level

In order to enable the replication of Pay Scale Group and Pay Scale Level you have to turn it on in SAP ERP HCM:

1. Go to transaction SM30.
2. Enter Table / view `V_T77SO`.
3. Click [Maintain](#).
4. Click [New entries](#).
5. Enter the following data:
 - **Group:** `YSFEC`
 - **Semantical abbreviation (sem.abbr):** `YPSGL`
 - **Description:** *Enable replication of Payscale Group/Level*





5.5.12 Work Schedule Rule

The default logic of Work Schedule in SAP ERP HCM is as follows:

- As described in [SAP Customizing Implementation Guide > Time Management > Work Schedules](#), the system will use the first work schedule as in table T508A that matches the employee's Employee Group (Employee Subgroup Grouping) and the Personnel Area (Personal Subarea Grouping). If work schedule NORM has been defined, then this is the work schedule the system uses for the employee.
- Data entered into the Employee Central field Work Schedule is replicated to infotype 0007 in SAP ERP HCM. The inbound service uses code value mapping with SAP GDT name `WORK_SCHEDULE_RULE`.
- If Time Off is active, this work schedule is used.

If you want to use Employee Central Time off for work schedule determination instead, you have to turn off the default logic in SAP ERP HCM:

1. Go to transaction `SM30`.
2. Enter table / view `V_T77SO`.
3. Click [Maintain](#).
4. Click [New entries](#).
5. Enter the following data:
 - **Group:** `YSFEC`
 - **Semantical abbreviation (sem.abbr):** `YSCHK`
 - **Value abbreviation (value abbr.):** `X`
 - **Description:** *Disable default logic to determine work schedule*

Display View "System Table": Overview				
Documentation   				
Group	Sem.abbr.	Value abbr	Description	
YSFEC	YSCHK	X	Disable default logic to determine work schedule	
				^
				v

6. Click [Save](#).

Related Information

[Extensibility](#) [page 63]

[Assignment of Code Values](#) [page 60]

5.5.13 Work Schedule ID

You can only replicate the Employee Central field [Work Schedule ID](#) to SAP ERP HCM if [Time Off](#) is switched on in Employee Central.

To set up replication of Work Schedule ID to infotype 0007 you have to

- create an entry in table T77S0: [YSFEC/YSCHK](#) = X
- create mapping in table PAOCFEC_MAP_CC to SAP ERP HCM HCM value SCHKZ.
Infotype 0007 is created from the mapping table using the [Work Schedule Rule](#).

Deriving the Work Schedule from Settings in SAP ERP HCM

If there is no value in table T77S0: [YSFEC/YSCHK](#) table T508A is evaluated with parameters based on [Personnel Area](#) and [Personnel Subarea](#) of infotype 0001.

- If [NORM](#) is found in table T508A, infotype 0007 is created with Work Schedule [NORM](#).
- If [NORM](#) is not found in table T508A, then infotype 0007 is created based on the first hit in table T508A after sorting by SCHKZ.

Note

It is important that Infotype Field WRKHR has been maintained correctly. Go to transaction PE03 in SAP ERP HCM and make sure it looks like this:



If WRKHR is not maintained in this way Employment Percentage is set to 0.

Related Information

[Assignment of Code Values \[page 60\]](#)

5.5.14 Working Hours

Replication by default

The following fields are calculated automatically by the system, as described in the table below:

Infotype	Field Name	Infotype Field	Is calculated using:
0007	Daily working hours	ARBST	Employee Central <i>standard weekly hours</i> divided by Employee Central <i>working days per week</i>
0007	Employment percent	EMPCT	Daily working hours (ARBST) and Work Schedule Rule (SCHKZ)
0007	Weekly working hours	WOSTD	Employment percentage (EMPCT) multiplied by the respective values as defined in table T508A for Work Schedule.
	Monthly working hours	MOSTD	
	Annual working hours	JRSTD	

i Note

In Employee Central, you should ensure the entries for working hours (standard-hours) or days (workingDaysPerWeek) make sense, for example, do not enter more than 7 days for a working week.

Replication using Custom Fields and Basic Extensibility

Alternatively, you can use Employee Central Custom Fields and Basic Extensibility to replicate to infotype 0007 fields for *Working Hours*.

Depending on which Working Hours fields is to be filled using Extensibility, `WRKHR` must be maintained accordingly.

Basic Extensibility will overrule any infotype 0007 specific fields that have been derived before.

Related Information

[Extensibility \[page 63\]](#)

[Mapping Employee Central Custom Fields to Infotypes \[page 63\]](#)

5.5.15 Capacity Utilization Level

Default Replication Logic

The Infotype Framework defaults the infotype 0008 fields *Capacity Utilization Level*, *Work Hours/Period*, and *Annual Salary* based on the content of infotype 0007 field *Employment percent*.

The screenshot displays two SAP infotype screens. On the left, the 'Working time' section of infotype 0007 is visible, with 'Employment percent' highlighted by a red box and showing a value of 100.00. On the right, the 'Basic contract' section of infotype 0008 is shown, with 'Capacity Util. Level' highlighted by a red box and showing a value of 100.00. A red arrow points from the 'Employment percent' field in the left screen to the 'Capacity Util. Level' field in the right screen, illustrating the default replication logic.

Field	Value
Work schedule rule	20-WK
Time Mgmt status	0 - No time evaluation
Part-time employee	<input type="checkbox"/>
Employment percent	100.00
Best working hours	45.00
Weekly working hours	20.00
Monthly working hrs	86.50
Annual working hours	1038.00
Weekly workdays	5.00

Field	Value
Subtype	0 Basic contract
Pay scale	
Reason	
PS type	02 Salaried
PS Area	01 Rest of U. K.
PS group	07 Level
Capacity Util. Level	100.00
Work hours/period	86.50 Monthly
Next increase	
Annual salary	31,800.00 GBP
W... Wage Type Long Text	O. Amount
W110 Salary	2,650.00 GBP
Curr... I. A. Number/Unit	Unit
	0.00

Fill infotype 0008 with Employee Central Custom Fields from Compensation Information

Fields TRFGR, TRFAR, TRFST, BSGRD, DIVGV, STVOR, ANSAL, ANCUR and/ or CPIND are filled with custom fields.

Fill infotype 0008 with Employee Central Custom Fields from Job Information

Fields TRFGR, TRFAR, TRFST, BSGRD, DIVGV, STVOR, ANSAL, ANCUR and/ or CPIND are filled with custom fields.

For more information on filling infotype 0008 fields using custom fields see section [Mapping Employee Central Custom Fields to Infotypes](#).

Related Information

[Mapping Employee Central Custom Fields to Infotypes \[page 63\]](#)

5.5.16 FTE

This section explains how the Employee Central Field *FTE* can be replicated to infotype 0008.

Derive BSGRD from...	Entry in Table T77S0	If Extensibility is configured...
FTE	YBSGR = X	Extensibility will overwrite this setting.

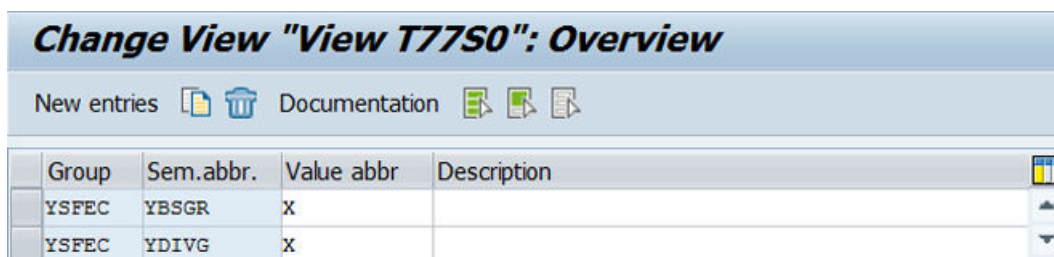
The following table describes other possibilities to fill the SAP ERP HCM fields BSGRD and DIVGV.

Derive BSGRD and DIVGV from...	Entry in Table T77S0	If Extensibility is configured...
custom fields (extensibility)	YBSGR = X	Extensibility is applied according to entries in PAOCFEC_V_EXTMAP.
feature TARIF	YBSGR = [empty]	Extensibility is overwritten by this setting.
Infotype Framework	YDIVG = X	Extensibility is overwritten by this setting

This is how you make these settings in table T77S0:

1. Go to transaction [SM30](#).

2. Enter table / view [V_T77S0](#).
3. Click [Maintain](#).
4. Click [New entries](#).
5. Enter the following data:
 - [Group](#): YSFEC
 - [Semantical abbreviation \(sem.abbr\)](#):
 1. [YBSGR](#)
 2. [YDIVG](#)
 - [Value abbreviation \(value abbr\)](#): X or empty



Group	Sem.abbr.	Value abbr	Description
YSFEC	YBSGR	X	
YSFEC	YDIVG	X	

6. Click [Save](#).

Related Information

[Extensibility \[page 63\]](#)

5.6 Compensation Information (Infotype 0001)

Employee Central hris field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
Pay Group [page 107]	Pay group	Yes	Yes		0001	ABKRS

Note

You can now replicate the Assignment Number to ERP system. The EC field [Assignment Number](#) in the spot bonus portlet is mapped to the ERP field ZUORD in the Infotype 0015 or Infotype 0267.

5.6.1 Pay Group

In Employee Central, the [pay group](#) is represented by an instance of the foundation object [Pay Group](#) and is a mandatory field in Employee Central. For every pay group in Employee Central you need a **payroll area code** in SAP ERP HCM. Payroll area codes in SAP ERP HCM are checked with table T549A.

Pay group will be empty for the contingent workers since compensation information does not exist in EC. When you replicate the data to ERP, *Pay Group* is mapped to `ABKRS` field of Info Type 1, which is a mandatory field. Since the value is empty, the replication will fail. Hence you need to provide a default value for pay group in the constants table maintained in the `V_ECPAO_CONSTANT` view.

Data replication transfers the attribute `CODE` of table `FO_PAYGROUP_T` to SAP ERP HCM. In Employee Central this attribute can have a length of 32 characters; however, the inbound service has a length restriction of 4 characters so you should restrict the length of the element *payGroup* in the Succession Data Model for the `hris-externalCode` to 4 characters.

Hris element	Hris field	Max-Length
payGroup	externalCode	4

If you are using a pay group with a pay group code longer than 2 characters you need to map the code in table `PAOCFEC_MAP_CC`. Access this table in the Customizing activity *Define Mapping of External Code Value Lists to Internal Code Value Lists*. For more information, see *Assignment of Code Values*.

The corresponding global data type name in the table is `PAYROLL_GROUP_CODE` and the list ID is country dependent and lies between 37000 and 37100.

Create mapping entries for:

GDT Name	Code List ID	List Agency ID
<code>PAYROLL_GROUP_CODE</code>	Country dependent between 37000 and 37100	310

⚠ Caution

Make sure that the Pay Group is set to mandatory in Job Information and in Compensation Data in the Succession Data Model. Inform the customer that he must always maintain the same pay group with the same value in Job Information and in Compensation Data, if the respective recurring payments belong together. Otherwise these recurring payments will not be replicated.

Related Information

[Assignment of Code Values \[page 60\]](#)

5.7 Pay Component Recurring (Infotypes 0008, 0014)

Employee Central hrisc field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
Pay Component [page 109]	Pay component	Yes	Yes		0008 0014	LGA01, LGA02... LGART
currency-code	Currency				0008 0014	WAERS
paycompvalue	Amount				0008 0014	BET01, BET02... BETRG
Unit of Measure [page 110]	Unit of Measure		Yes		0008 0014	ZEINH
Frequency [page 111]	Pay frequency	Yes			0014	ZEINZ ZANZL

Note

Only wage types with time constraints 1 and 2 are replicated to SAP ERP HCM. Time constraint 3 is not supported for wage types.

5.7.1 Pay Component

In Employee Central the *pay component* is represented by an instance of the foundation object Pay Component. For every pay component in Employee Central you need a wage type in SAP ERP HCM. Wage type codes in SAP ERP HCM are checked with table T512W.

Replication transfers the attribute CODE of table FO_PAY_COMPONENT_T to SAP ERP HCM. In Employee Central this attribute can have a length of 32 characters. However, the inbound service has a length restriction of 10 characters so you should restrict the length of the element *paycomponent* in the Corporate Succession Data Model for the hrisc-field *externalCode* to 10 characters.

In the inbound service a GDT code value mapping with GDT name COMPENSATION_COMPONENT_TYPE_ID in table PAOCFEC_MAP_CC is available. Access this table in the Customizing activity *Define Mapping of External Code Value Lists to Internal Code Value Lists*. For more information, see *Assignment of Code Values*.

This mapping is required if the code length exceeds 4 characters.

Note

You map these fields to either infotype 0008 (Basic Pay) or 0014 (Recurring Payment) in the PAOCFEC_WT_PROC table in the Customizing activity *Assign Wage Types to Infotypes*. For more information, see *Wage Type Processing*.

This is necessary to ensure that the Pay component is associated with the correct JobInfo and the respective infotype (0008 or 0014) is associated with the right personal number when an employee gets a new contract in a different country. Remember that the paygroup must be the same in compensation information and in the JobInfo.

Related Information

[Assignment of Code Values \[page 60\]](#)

[Wage Type Processing \[page 62\]](#)

5.7.2 Currency/Amount

An amount replicated by Employee Central is stored in your system with the number of decimal places defined by the respective currency. If you need more decimal places, you will have to create artificial currencies with the desired amount of decimal places and assign these to the respective wage types.

For more information see the Customizing activity [Assign Currencies to Wage Types](#) in *Wage Type Processing*.

Related Information

[Wage Type Processing \[page 62\]](#)

5.7.3 Unit of Measure

In Employee Central the field Unit of Measure is represented by an instance of the Foundation Object [Pay Component Recurring](#). Make sure that the visibility of the field [Unit of Measure](#) is set to both in the Corporate Data Model. The fields [Unit of Measure](#) and [Rate](#) have to be defined in the data model so that the Pay Component Type [Number](#) is available. Before you get started, make sure that your pay components and wage types are set up correctly. Take special care that the [Input Combination](#) for your wage types make sense.

For more information go to SAP ERP HCM and in the IMG structure open [SAP Customizing Implementation Guide](#) > [Personnel Management](#) > [Personnel Administration](#) > [Payroll Data](#) > [Basic Pay](#) > [Wage Types](#) > [Check Wage Type Catalog](#) > [Check wage type characteristics](#).

1. Create at least the following instances of the generic object [Unit of Measure](#) in Employee Central as shown in the table below. It is important that you create the instances exactly as they are shown here. It will make mapping easier for you and ensure successful replication.

externalCode	externalName
ANN	Years
DAY	Day
H87	Pieces
HUR	Hours
KMT	Kilometers
MIN	Minutes
MON	Months
P1	Percent

2. Map these instances to their counterparts in SAP ERP HCM. For more information on how to do this, see point [Define Mapping of External Code Value Lists to Internal Code Value Lists](#) of the section *Assignment of Code Values*.

i Note

The inbound service uses code value mapping with SAP GDT name `MEASURE_UNIT_CODE`.

Related Information

[Assignment of Code Values \[page 60\]](#)

5.7.4 Frequency

In Employee Central, the field [frequency](#) is represented by an instance of the foundation object [Frequency](#). It contains the fields [annualizationFactor](#) and [payFrequency](#) to translate the frequency into occurrences per year. In PayComponentRecurring, these occurrences are used to show the frequency of recurring payments. Replication transfers the fields [annualizationFactor](#) and [payFrequency](#) into three fields of PayComponentRecurring:

- CompensationCompCalDayRecurr/FrequencyCode
- CompensationCompCalDayRecurr/FrequencyValue
- CompensationCompRecurrFrequency

Here are the relations between the annualization factor and the frequency and how the mapping is done:

Annualization Factor	Pay Frequency	Frequency / Value	Frequency Code	Compensation CompRecurr Frequency	Description
0.0		1	3	3	Hourly
1.0		1	7	7	Yearly

Annualization Factor	Pay Frequency	Frequency / Value	Frequency Code	Compensation CompRecurr Fre- quency	Description
12.0		1	6	6	Monthly
24.0		99	9	9	Semi-Monthly
26.0		2	5	8	Bi-Weekly
4.0		3	6	11	Quarterly
52.0		1	5	5	Weekly
any	5	initial	initial	5	Weekly
any	6	initial	initial	6	Monthly
any	7	initial	initial	7	Yearly
any	8	initial	initial	8	Biweekly
any	9	initial	initial	9	Semimonthly
any	10	initial	initial	10	Four-weekly
any	11	initial	initial	11	Quarterly
any	12	initial	initial	12	Semiyearly
any	3	initial	initial	3	Hourly

Note

If the field *Pay Frequency* is blank, only the value of the field *Annualization Factor* is mapped. If the field *Pay Frequency* isn't blank, the system ignores the value of the field *Annualization Factor*. The valid values of *Pay Frequency* are 5, 6, 7, 8, 9, 10, 11, and 12.

Caution

If the relevant pay component is mapped to **infotype 0008**, the annualization factor is checked against the payroll periodicity. The data is only stored in infotype 0008 if the annualization factor matches the payroll periodicity. With the exception of the annualization factor *hourly*. In this case, the annualization factor isn't checked with payroll periodicity. The annualization factor *daily* isn't stored in infotype 0008.

If the pay component is mapped to **infotype 0014**, the annualization factor *semi-monthly* is only possible when payroll periodicity is semimonthly as well.

For more information on pay component/wage type mapping, see *Wage Type Processing*.

Related Information

[Wage Type Processing \[page 62\]](#)

5.8 Pay Component Non-Recurring (Infotype 0015)

Employee Central hr field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
Pay Component [page 113]	Pay component	Yes	Yes		0015	LGART
pay-date	Pay date	Yes			0015	UWDAT
value	Amount				0015	BETRG
currency-code	Currency				0015	WAERS
unit-of-measure	Unit of Measure		Yes		0015	ZEINH
Alternative Cost Center [page 115]	Alternative cost center				0015	KOSTL*

*This information is stored in table ASSOBB

Note

Only wage types with time constraints 1 and 2 are replicated to SAP ERP HCM. Time constraint 3 is not supported for wage types.

5.8.1 Pay Component

In Employee Central the [pay component](#) is represented by an instance of the foundation object Pay Component. For every pay component in Employee Central you need a wage type in SAP ERP HCM. Wage type codes in SAP ERP HCM are checked with table T512W.

Replication transfers the attribute CODE of table FO_PAY_COMPONENT_T to SAP ERP HCM. In Employee Central this attribute can have a length of 32 characters. However, the inbound service has a length restriction of 10 characters so you should restrict the length of the element [paycomponent](#) in the Corporate Succession Data Model for the hr-field [externalCode](#) to 10 characters.

In the inbound service a GDT code value mapping with GDT name COMPENSATION_COMPONENT_TYPE_ID in table PAOCFEC_MAP_CC is available. Access this table in the Customizing activity [Define Mapping of External Code Value Lists to Internal Code Value Lists](#). For more information, see [Assignment of Code Values](#).

This mapping is required if the code length exceeds 4 characters.

Note

Only map pay components for non-recurring payments (such as spot bonus) to infotype 0015 if they have the same time period as the respective JobInfo. This is necessary to ensure that the non-recurring payment is associated with the right JobInfo and the infotype (0015) is associated with the right personal number when an employee gets a new contract in a different country.

Related Information

[Assignment of Code Values \[page 60\]](#)

5.8.2 Currency/Amount

An amount replicated by Employee Central is stored in your system with the number of decimal places defined by the respective currency. If you need more decimal places, you will have to create artificial currencies with the desired amount of decimal places and assign these to the respective wage types.

For more information see the Customizing activity [Assign Currencies to Wage Types](#) in *Wage Type Processing*.

5.8.3 Unit of Measure

In Employee Central the field Unit of Measure is represented by an instance of the Foundation Object [Pay Component Recurring](#). Make sure that the visibility of the field [Unit of Measure](#) is set to both in the Corporate Data Model. The fields [Unit of Measure](#) and [Rate](#) have to be defined in the data model so that the Pay Component Type [Number](#) is available. Before you get started, make sure that your pay components and wage types are set up correctly. Take special care that the [Input Combination](#) for your wage types make sense.

For more information go to SAP ERP HCM and in the IMG structure open ► [SAP Customizing Implementation Guide](#) ► [Personnel Management](#) ► [Personnel Administration](#) ► [Payroll Data](#) ► [Basic Pay](#) ► [Wage Types](#) ► [Check Wage Type Catalog](#) ► [Check wage type characteristics](#) ►.

1. Create at least the following instances of the generic object [Unit of Measure](#) in Employee Central as shown in the table below. It is important that you create the instances exactly as they are shown here. It will make mapping easier for you and ensure successful replication.

externalCode	externalName
ANN	Years
DAY	Day
H87	Pieces
HUR	Hours
KMT	Kilometers
MIN	Minutes
MON	Months
P1	Percent

2. Map these instances to their counterparts in SAP ERP HCM. For more information on how to do this, see point [Define Mapping of External Code Value Lists to Internal Code Value Lists](#) of the section *Assignment of Code Values*.

i Note

The inbound service uses code value mapping with SAP GDT name `MEASURE_UNIT_CODE`.

5.8.4 Alternative Cost Center

For non-recurring payments, such as the spot bonus, it is possible to assign alternative cost centers. This alternative cost center will then override the cost center maintained for *jobInfo* (infotype 0001) and alternative cost distribution (infotype 0027). Mapping for these alternative cost centers is the same as for the usual cost centers in *jobInfo*. For more information see the section “cost-center” in *jobInfo* (Infotypes 0000, 0001, 0007, 0008).

i Note

If you haven't maintained cost center mapping in SAP ERP HCM (see *Cost Center*), the system will use the cost center entered in Employee Central and determine any other related organizational information. The company code is crucial for the determination of cost center related organizational information in infotypes 0015 and 0027. Therefore, the system uses the company code valid for infotype 0001 at that specific point in time. However, this record is only split if the record end date of the infotypes 0015 and 0027 are the same as the end date of infotype 0001. If this is not the case, the record is not split automatically and may lead to inconsistencies for the cost center in this time slice.

For this reason it is important to remember that if you make changes to the company in *Job Information*, this may lead to changes for the cost centers in infotypes 0015 and 0027.

You can avoid these inconsistencies by maintaining the mapping between internal and external cost center keys in the Customizing activity *Assign Cost Center Keys*. For more information, see *Key Mapping of Organizational Terms*.

Related Information

[Cost Center \[page 94\]](#)

[Key Mapping of Organizational Terms \[page 61\]](#)

[Job Information \(Infotypes 0000, 0001, 0007, 0008\) \[page 90\]](#)

5.9 Cost Distribution (Infotype 0027)

Employee Central MDF field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
EffectiveStartDate					0027	BEGDA
EffectiveEndDate					0027	ENDDA
costCenter	Cost center				0027	KST01-KST12
percentage	Percentage				0027	KPR01-KPR12

All fields must be filled for replication to be successful. The maximum number of cost centers in alternative cost distribution is 12 (KST01, KST02...KST11, KST12). Every cost center must have a percentage assigned to it.

Mapping for these alternative cost centers is the same as for the usual cost centers in jobInfo. For more information see the section *cost-center in jobInfo* (Infotypes 0000, 0001, 0007, 0008).

Note

The fields in EmpCostDistribution are MDF fields.

Caution

If you haven't maintained cost center mapping in SAP ERP HCM (see *Cost Center*), the system will use the cost center entered in Employee Central and determine any other related organizational information. The company code is crucial for the determination of cost center related organizational information in infotypes 0015 and 0027. Therefore, the system uses the company code valid for infotype 0001 at that specific point in time. However, this record is only split if the record end date of the infotypes 0015 and 0027 are the same as the end date of infotype 0001. If this is not the case, the record is not split automatically and may lead to inconsistencies for the cost center in this time slice.

For this reason it is important to remember that if you make changes to the company in *Job Information*, this may lead to changes for the cost centers in infotypes 0015 and 0027. You can avoid these inconsistencies by maintaining the mapping between internal and external cost center keys in the Customizing activity *Assign Cost Center Keys*. For more information, see *Key Mapping of Organizational Terms*.

Related Information

[Cost Center \[page 94\]](#)

[Key Mapping of Organizational Terms \[page 61\]](#)

[Job Information \(Infotypes 0000, 0001, 0007, 0008\) \[page 90\]](#)

5.10 Payment Information (Infotype 0009)

You can maintain an employee's payment details in Employee Central using MDF-based Payment Information.

For new customers, the old HRIS-based Direct Deposit/ payment information (handled by the HRIS elements directDeposit and paymentInfo) is no longer supported; and you must use the new MDF-based Payment Information. For existing customers, you can continue to use the old Direct Deposit/ payment information, but we highly recommend that you migrate to the new MDF-based Payment Information. For more information on how to migrate from the old to the new Payment Information, see the *Implementing Employee Central Core Guide*. Find the most current version of this guide on the Help Portal, at http://help.sap.com/hr_ec.

⚠ Caution

MDF-based Payment Information is based on the employee's employment, therefore, in order for MDF-based Payment Information to work, Job Information must be set up.

Advantages of MDF-based Payment Information :

- Effective dating
- Each pay type can have its own payment method
- Improved UI usability
- All data of HRIS-based Payment Information that was supported for replication is now also supported with the new MDF-based Payment Information, and more, for example the field Building Society Roll Number for the United Kingdom is only supported for the new MDF-based Payment Information.

	Employee Central MDF field	Description	Required for Replication?	Code mapping required?	Infotype	Infotype Field
See Payment Method section	paymentMethod	Payment method	Yes	Yes	0009	ZLSCH
See the Country/Region-Specific Fields section below.	newAccountIdType	Proof of Identity	Yes - Required for Colombia		0009	ICTYP
See Routing Number section	routingNumber	Routing number			0009	BANKL
See the Country/Region-Specific Fields section below.	accountType	Account Type	Yes - Required for certain countries	Yes	0009	BKONT
See the Country/Region-Specific Fields section below.	checkDigit	Bank Control Key	Yes - Required for certain countries		0009	BKONT

	Employee Central MDF field	Description	Required for Replication?	Code mapping required?	Infotype	Infotype Field
See Account Number section	accountNumber	Account Number	Yes - Required for certain countries		0009	BANKN
See Account Owner section	accountOwner	Account Owner			0009	EMFTX
See Bank Country section	bankCountry	Bank Country	Yes		0009	BANKS
See Currency section	currency	Currency	Yes		0009	WAERS
See IBAN section	iban	International bank account number (IBAN)	Yes - Required for certain countries		0009	IBAN
Building Society Roll Number UK only, see the Country/Region-Specific Fields section below.	buildingSocietyRollNumber	Building Society Roll Number	-		0009	PSKTO
Purpose	purpose	Purpose	-	No	0009	ZWECK

Country/Region-Specific Fields

For the MDF-based payment information, additional country/region-specific fields are specified in country/region-specific objects (PaymentInformationDetailV3<CountryCode>). For example, buildingSocietyRollNumber is specific to the United Kingdom and given in PaymentInformationDetailV3GBR. buildingSocietyRollNumber is mapped to PSKTO in Infotype 0009.

Note

accountType is required for replication for countries including Argentina, Colombia, Japan, and the United States. For these countries, the account-type is mapped to BKONT of [infotype 0009](#).

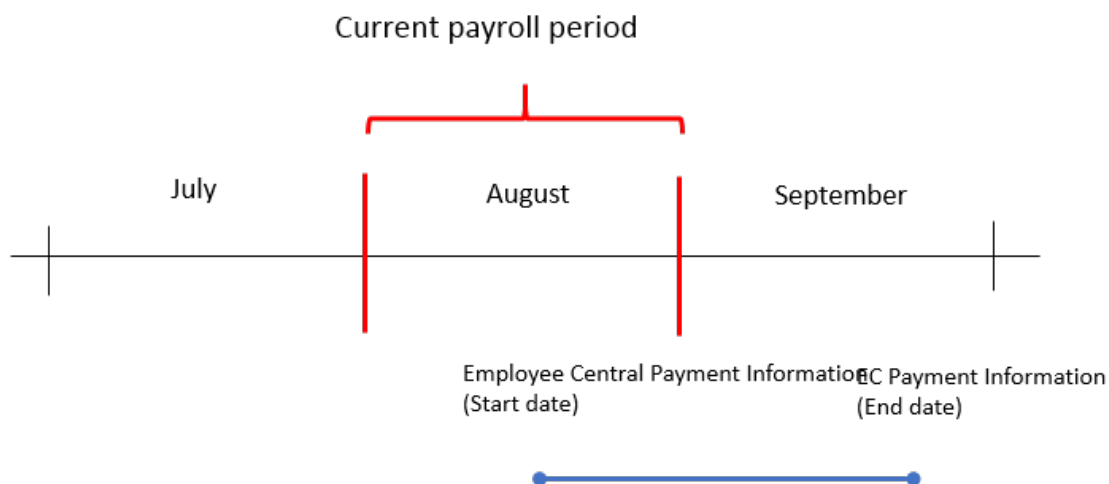
checkDigit (Bank Control Key) is required for replication for the following countries: Brazil, France, Italy, Mexico, Russia, Chile and Spain. For these countries, bank-control-key is instead mapped to BKONT of [infotype 0009](#).

accountNumber, currency, Proof of Identity (ID used by the employee when opening the bank account), and accountType are required for replication for Colombia if the selected payment method type is Bank Transfer. The proof of ID values are from table T5R05.

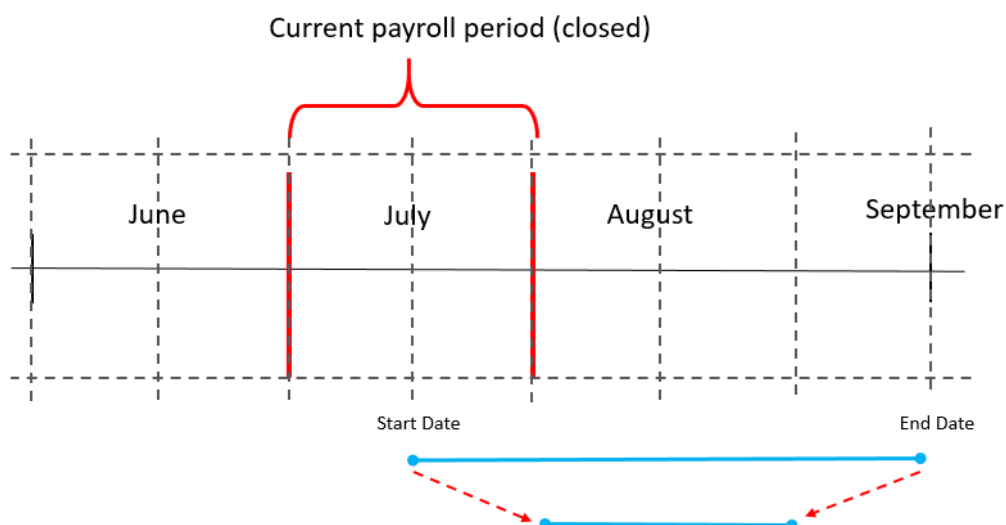
purpose is never replicated for Czech Republic.

5.10.1 MDF-based Payment Information: Effective Dating and Time Slices

Time slices of subtype 1 *Other bank* that are sent to SAP ERP HCM are adjusted to cover the existing payroll periods. The start date of the time slice is shifted to the beginning of the relevant payroll period and the end date is shifted to the end of the previous payroll period. Time slices of other subtypes are not adjusted to cover existing payroll periods. However, if the start date of any time slice of any subtype is **before** the current payroll period it is always adjusted to the start date of that payroll period.



If the start date is in a closed payroll period (no changes allowed), that start date is shifted to the beginning of the next payroll period.



i Note

From Q3 2018 onwards, when a newly hired employee is replicated initially, current payroll period will not be considered for adjusting the start date. In this case, start date will be the hire date or original payment information start date from EC, whichever is the latest.

5.10.2 Payment Method

Configure the external codes and external names for Payment Method are configured in Employee Central as shown in the table below. The externalCode is the payment method's technical identifier. It is selected by the outbound service and transferred by the middleware to the field PaymentFormCode of the inbound service interface EmployeeMasterDataReplicationRequest in the payroll system, where it is mapped by default to field ZLSCH of infotype 0009 with respect to the country of employment of the replicated employee. The field payment method must be filled for replication to be successful.

externalCode	externalName
05	Bank Transfer
06	Check
09	Cash

For more information on how to configure payment method in Payment Information in Employee Central, see section *Setting up MDF-based Payment Information > Configure Payment Methods using Manage Data*.

For more information, refer to the [Implementing Employee Central Core](#) guide.

For more information on code mapping in Employee Central inbound processing see *Assignment of Code Values*.

Related Information

[Assignment of Code Values \[page 60\]](#)

5.10.3 Routing Number

The routing number is a key that uniquely identifies a bank.

The Employee Central field routingNumber is transferred unchanged from Employee Central to SAP ERP HCM, where it is stored in field BANKL of infotype 0009.

The Employee Central field routingNumber must be filled for replication to be successful if no IBAN is entered.

5.10.4 Account Number

The *accountNumber* is a key that uniquely identifies a bank account at a bank.

The Employee Central field *accountNumber* is transferred unchanged from Employee Central to SAP ERP HCM, where it is stored in field `BANKN` of infotype 0009.

i Note

For China, if the bank account number entered in Employee Central is more than 18 digits, the first 18 digits are replicated to field `BANKN`(Bank Account) and the remaining digits are replicated to field `BKREF` (Reference Details) of infotype 0009.

The Employee Central field *accountNumber* must be filled for replication to be successful if no IBAN is entered.

5.10.5 Account Owner

The account owner is the person a bank account belongs to.

The Employee Central field *accountOwner* is a string which is transferred unchanged from Employee Central to SAP ERP HCM, where it is stored in field `EMFTX` of infotype 0009.

The Employee Central field Account Owner is not necessary for the successful replication. SAP ERP HCM uses the formatted name of the employee, the actual name format can vary depending on the country. For example, it could be a concatenation of the employee's salutation, name, and family name.

5.10.6 Payment Type Code

For MDF-based Payment Information, the Employee Central system sends the Pay Type and the Payment Method to SAP ERP HCM. The inbound service uses code value mapping with SAP GDT name `PAYMENT_TYPE_CODE`. The Payment Type Code (Subtype of infotype 0009) is derived depending on the Pay Type. The value of Payment Method is always used directly for Payment Form Code.

Pay Type	Infotype 0009 Subtype (Payment Type Code)
Main Payment Method	0
Payroll	1
Expenses	3
Bonus	6

5.10.7 Bank Country

The bank country is the country a bank is legally based in.

The Employee Central field *bankCountry* is an ISO-3 code which is transferred unchanged from Employee Central to SAP ERP HCM where it is mapped to ISO-2 format and then stored in field `BANKS` of infotype 0009.

The Employee Central field *bankCountry* must be filled for replication to be successful if no IBAN is entered.

5.10.8 Currency

The Employee Central field *currency* is an ISO-3 code which is transferred unchanged from Employee Central to SAP ERP HCM where it is stored in field `WAERS` of infotype 0009.

Maintaining the Employee Central field *currency* is necessary for successful replication of payment information.

5.10.9 International Bank Account Number (IBAN)

The international bank account number (IBAN) is a key that uniquely identifies a bank account across national borders.

The Employee Central field *iban* is a string which is transferred unchanged from Employee Central to SAP ERP HCM where it is stored in field `IBAN` of infotype 0009.

i Note

If the IBAN is provided in the payment information, any information entered in the Employee Central fields *Routing Number* and *Account Number* are overwritten by the information provided by the IBAN.

5.11 National Id Card (Infotype 0002)

Employee Central hr element	nationalId-Card	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
nationalId-Card	country	Country	Yes			0002	
	national-id	National identification	Yes			0002	PERID

No further mapping is required.

i Note

Only national-ids that are flagged as primary in Employee Central are replicated to infotype 0002.

i Note

National-id is required for replication for Canada, France, Spain, Sweden, the United Kingdom, and the United States.

For Brazil, national-ids are NOT replicated.

Note

Certain country versions use additional secondary info types for National ID: Austria, China, Finland, Hong Kong, India, Malaysia, and Singapore (Infotype 0185), Brazil (Infotype 0465), Japan (Infotype 0140), and Russia (Infotype 0037). These additional infotypes are not yet supported.

5.12 Dependents (Infotype 0021)

Employee Central field	Description	Required for Replication?	Code mapping required?	PicklistID	GDT code mapping ID	Infotype	Infotype Field
relationship-type	Relationship Type	yes			DEPEND-ENT_TYPE_CODE (list ID 92800)	0021	SUBTY FAMSA
dependent_personal_information_gender	Gender	no			GENER_CODE	0021	FASEX
dependent_personal_information_last_name	Dependent's Last Name	yes				0021	FANAM
dependent_personal_information_first_name	Dependent's First Name	yes				0021	FAVOR
date_of_birth	Date of Birth	yes				0021	FAGBDT

You can use the Business Add-in [Extend field mapping for infotype 0021](#) (EX_PAOCF_EC_EXTEND_FMAP_IT0021) to change infotype 0021 data that has been replicated from Employee Central to SAP ERP HCM.

Related Information

[Business Add-Ins \(BAI\) \[page 58\]](#)

5.13 Dates (Infotype 0041)

Dates are replicated from Employee Central to SAP ERP HCM so that payroll calculation can react to them. Dates are entered in various Employee Central elements and replicated to infotype 0041 in SAP ERP HCM. Assign the Employee Central date fields to date types in SAP ERP HCM in Customizing activity [Define Date Types](#). For more information about this activity see *Assignment of Code Values*.

The following fields are relevant for replication to infotype 0041:

Table 5: Date Fields from Employment Information

These Date Fields in Employee Central ...	Are automatically filled, depending on the scenario, with these values ...
benefits_eligibility_start_date	
benefitsEndDate	
bonusPayExpirationDate	
endDate	Termination Date
firstDateWorked	
lastDateWorked	
originalStartDate	
payrollEndDate	
planned_end_date	Global Assignment Planned End Date, Pension Planned End Date
professionalServiceDate	
salary_end_date	
seniorityDate	
serviceDate	
startDate	Start Date, Global Assignment Start Date, Pension Start Date
StockEndDate	
custom_date1-90	

Table 6: Date Fields from Job Information

These Date Fields in Employee Central ...	Are automatically filled, depending on the scenario, with these values ...
companyEntryDate	

These Date Fields in Employee Central ...	Are automatically filled, depending on the scenario, with these values ...
departmentEntryDate	
jobEntryDate	
locationEntryDate	
payScaleLevelEntryDate	
positionEntryDate	
hireDate	
terminationDate	
leaveOfAbsenceStartDate	
leaveOfAbsenceReturnDate	
probationPeriodEndDate	
custom_date1-30	

The *Employment Information* portlet (which is the source of this data in Employee Central) is not effective dated. Replication creates time slices for infotype 0041 according to the rule: *choose the validity as long as possible without affecting payroll history*. Basically, this means that during inbound processing the start date of the current pay period is determined (or, if the period is closed, the start date of the next period) and this date is taken as the begin date of the record to be created. The end date is the system high date, for example December 31, 9999. If there are no data changes, no new record is created.

What happens when...

The following is a short overview of some issues you may come across.

If...	Then...
...payroll period begin lies before the start date of employment?	the employment start date is used as the start date.
you don't define date types for a country grouping?	no data set is created for infotype 0041. the system assumes this is intended and will not log this as an error.
you define date types for a country grouping, but no dates are replicated?	an empty data set is created in infotype 0041.
you define date types for a country grouping, but only some of the related dates are replicated?	only these dates are stored in infotype 0041.
you create data sets after replication and remove the assignments between the date fields and date types for a specific country?	after the next replication run, the last replicated data set is limited to the day before the payroll period begin date. Records of infotype 0041 that are in the future of this date are deleted.
you have created already existing data records for infotype 0041 because of an incorrect Customizing setting?	check if the data can be corrected manually in SAP ERP HCM.

Related Information

[Assignment of Code Values \[page 60\]](#)

5.14 Supporting additional infotypes by using Business Integration Builder

To replicate the additional infotypes which are not supported in the existing Employee Central to ERP replication, you can use the business integration builder.

Prerequisites

- You must have imported the metadata from Employee Central to ERP for the relevant Employee Central entities. For ex: To replicate Infotype 0185 of an employee, the metadata report (ECPAO_ECTMPL_METADATA_WRITER) has to be run for the National ID entity.
- Configure the template group in the view cluster (VC_ECPAO_MAP) framework. This will include the Employee Central field mapping to the corresponding infotype field in SAP ERP. Also configure the value mapping entity to map the Employee Central values to the corresponding ERP values.

Procedure

1. Go to Define Template Group to be Used for Employee Data Replication from Employee Central customizing activity (V_ECPAO_TSET_IN)
2. Enter the view and click [Maintain](#).

i Note

This view will contain all the template groups entered through the view cluster.

Change View "Template Group for EC to ERP Employee Data Replication":

Template Group	Template Group Description	EC to ERP
AB_INVALID_INFOTYPE	Tets invalid infotype in global info	<input type="checkbox"/>
AB_Val_Map_test	Model Template for CSV Data Import	<input type="checkbox"/>
DS_CLONE_DEP	Model Template for CSV Data Import	<input type="checkbox"/>
DS_CLONE_DEPEND	Model Template for CSV Data Import	<input type="checkbox"/>
DS_CLONE_DEPEND1	Model Template for CSV Data Import	<input type="checkbox"/>
DS_CLONE_DEPEND2	Model Template for CSV Data Import	<input type="checkbox"/>
DS_CLONE_DEPEND3	Model Template for CSV Data Import	<input type="checkbox"/>
DS_CLONE_SEQNR	Test time constraint 3 for Spot bonus	<input type="checkbox"/>
DS_CLONE_SEQNR1	Test time constraint 3 for Spot bonus	<input type="checkbox"/>
DS_COST_DIST_IT0027	Test Cost distribution via IT0027 repeat structure	<input type="checkbox"/>
DS_COST_DIST_WS	Cost distribution replication via WS	<input type="checkbox"/>
DS_CSV_BLANK	Read from S tables	<input type="checkbox"/>
DS_CSV_BLANK_TEST	Read from S tables	<input type="checkbox"/>
DS_CSV_part_empty	Model Template for CSV Data Import	<input type="checkbox"/>
DS_Cloning_poc	Intotype 0021 replication	<input type="checkbox"/>
DS_DEPEND_S_TAB	Dependents S table testing	<input type="checkbox"/>
DS_Dependents_info	Intotype 0021 replication	<input type="checkbox"/>
DS_Dependents_poc	Intotype 0021 replication	<input type="checkbox"/>
DS_EE_DEP_Personal	Testing	<input type="checkbox"/>
DS_EE_WS_TEST	DS_EE_WS_TEST	<input type="checkbox"/>
DS_JOB_INFNTY_0041	Job info template with infotype 0041 mapping	<input type="checkbox"/>
DS_Job_WS	test	<input type="checkbox"/>
DS_MODEL_CSV	Model Template for CSV Data Import	<input type="checkbox"/>

Position... Entry 1 of 70

- Choose any one ERP template group from the list. This template group will be used for replicating the data from Employee Central to SAP ERP.

All the existing infotypes which are supported by the existing replication will not be supported by the inbound BiB. Existing infotypes are stored in the ECPAO_INFNTY_BLST table. Employee Central templates with process mode maintained as blank only will be supported by BiB.

Results

Replication from Employee Central to SAP ERP using BiB will be activated for the additional infotypes configured in the view cluster. BIB framework will now use the ERP template activated in the view V_ECPAO_TSET_IN for deriving the ERP templates and mappings required for replication.

6 Setting Up the Middleware

Set up SAP Cloud Integration as the middleware for the employee master data replication from SAP SuccessFactors Employee Central to SAP ERP HCM.

Note

For more information about which versions of the middleware content provided for this integration are still supported and which have been deprecated, refer to SAP Note [2684991](#).

Caution

You are only allowed to configure the content as described in this guide. If you make modifications not described in this guide, SAP will not provide support for the modified content.

The middleware content described in this guide is meant for use in SAP Cloud Integration. You are not allowed to deploy it in an on-premise SAP Process Orchestration system. For more information, see SAP Note [2428801](#).

You need the middleware to transfer data from SAP ERP HCM to Employee Central using a synchronous web service call.

6.1 Middleware Content for Employee Master Data Replication

Get an overview of the integration content that's available in SAP Cloud Integration for replicating employee master data from Employee Central to SAP ERP HCM.

Replication of employee master data from Employee Central uses the following integration packages and integration flows:

Table 7: Integration Packages and Integration Flows Used in This Integration

Integration package...	And contained integration flow...
SAP SuccessFactors Employee Central Integration with SAP ERP or SAP S/4HANA: Employee Data	Replicate Employee Master Data from SAP SuccessFactors Employee Central to SAP ERP or SAP S4HANA
SAP ERP or SAP S/4HANA Integration with SAP SuccessFactors Employee Central: Confirmation v2	Send Confirmations from SAP ERP or SAP S4HANA to SAP SuccessFactors Employee Central

Here's graphical overview of how the integration flows work and how the systems interact with each other:

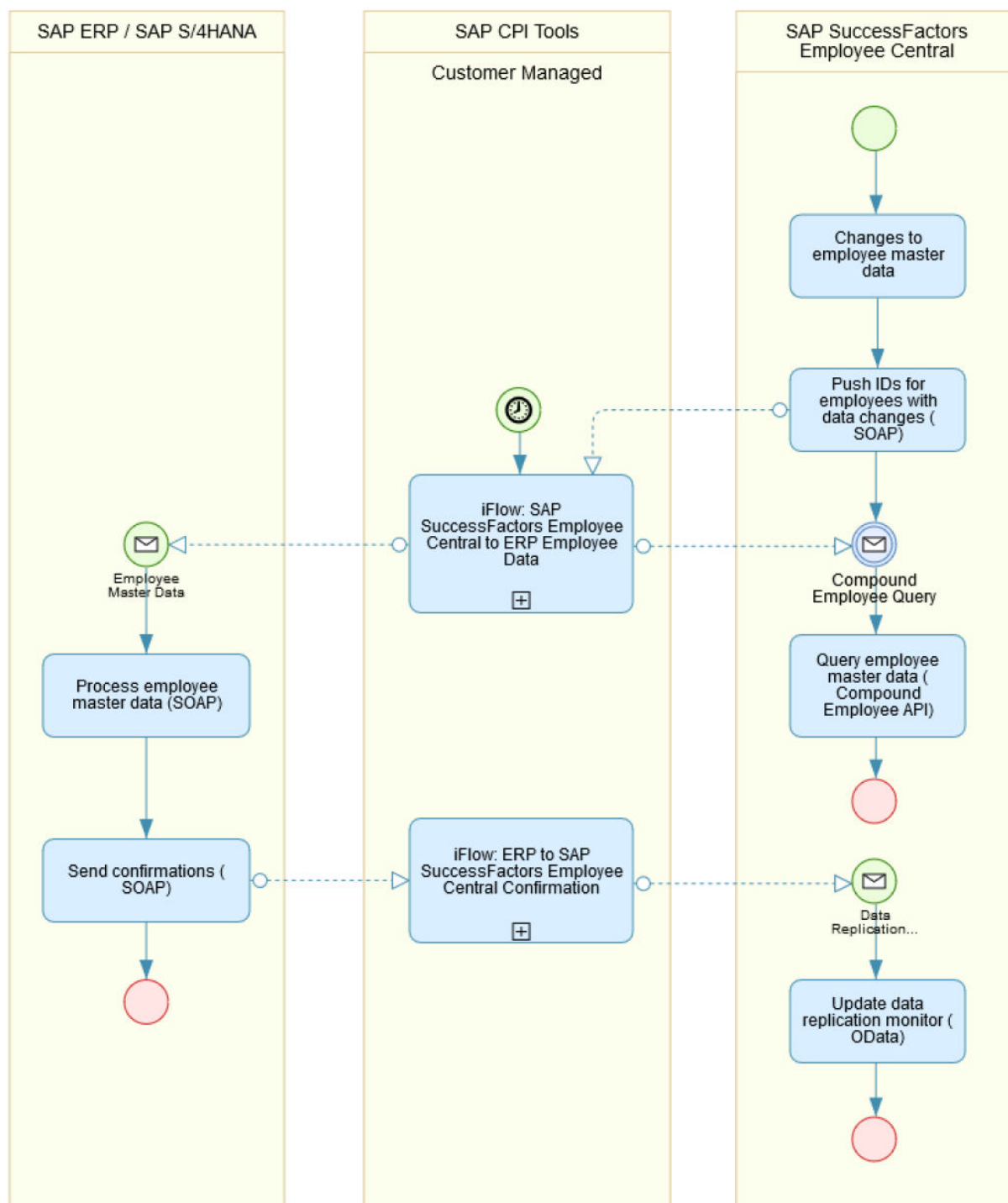



Figure 3: Overview of Employee Master Data Replication

6.2 Prerequisites for Using SAP Cloud Integration

Before you start configuring SAP Cloud Integration for employee master data replication from Employee Central to SAP ERP HCM, make sure that the prerequisites are fulfilled.

Some basic things need to be in place before you can set up the integration flows in SAP Cloud Integration. For more information, refer to [Initial Setup](#).

- You've been provided with an SAP Cloud Integration account.
- You have access to the web-based SAP Cloud Integration tools.
For details, refer to [Tool Access](#).
- You have access to the runtime node.
For details, refer to [Runtime in Detail](#).
- You've configured the Web Service Runtime as described in SAP Note [1043195](#) .
- You have an SAP Cloud Integration communication user, which enables the customer system for authentication based on user credentials. SAP Community Network (SCN) users are used for this purpose. For details, refer to the SAP Cloud Integration notification email you've received from SAP and to [Creating a User for Cloud Integration, Neo Environment](#).
- You've enabled the `CompoundEmployee` API.
- You've given OData API and `CompoundEmployee` API users the required permissions.
- You've created the technical user in the SAP ERP HCM system and given it the required roles and permissions.

Related Information

[Permissions Required for API Access \[page 48\]](#)

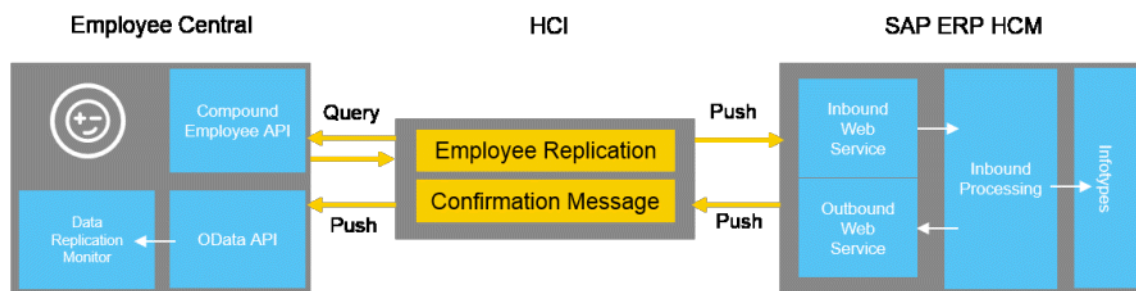
6.3 Configuring SAP Cloud Integration for Employee Master Data Replication

Some configuration steps are required to set up the integration flows. Their sequence depends on the communication used by the integration scenario.

The deployment option for data replication from Employee Central to SAP ERP HCM consists of the following integration flows:

- [Replicate Employee Master Data from SAP SuccessFactors Employee Central to SAP ERP or SAP S4HANA](#)
- [Send Confirmations from SAP ERP or SAP S4HANA to SAP SuccessFactors Employee Central](#)

The communication within this scenario is as follows:



1. The middleware queries Employee Central through the CompoundEmployee API and gets all changed employees as the response.
2. The middleware pushes the data to SAP ERP HCM for inbound processing.
3. Inbound processing writes the employee records to SAP ERP HCM infotypes
4. After inbound processing, the SAP ERP HCM system pushes the confirmation message back to the middleware.
5. The middleware upserts the data to the Employee Central Data Replication Monitor through OData APIs.
6. The Data Replication Monitor displays the replication status.

Go through the following steps to set up the integration flows.

1. [Configuring Certificates and Permissions \[page 132\]](#)
Configure certificates and permissions to enable a secure connection between your SAP ERP HCM system and SAP Cloud Integration.
2. [Configuring Credentials for Communication Between SAP Cloud Integration and the Integrated Systems \[page 133\]](#)
Create and deploy the credentials for the technical integration users. SAP Cloud Integration needs the credentials for communication with SAP SuccessFactors Employee Central and with SAP ERP HCM.
3. [How to Find the Endpoint URLs \[page 134\]](#)
Find the URLs you need to enter so that senders and receivers of the integration flows know which system they are to address.
4. [Setting up the Employee Replication Process \[page 137\]](#)
Configure regular replication of employee master data from Employee Central to the SAP ERP HCM system.
5. [Setting up the Employee Confirmation Message \[page 149\]](#)
Configure the confirmation message to update the Employee Central Data Replication Monitor with the replication status.
6. [Enabling Push Replication \[page 158\]](#)
Set up push replication to have employee master data replication triggered immediately, regardless of when the next regular replication is scheduled.

6.3.1 Configuring Certificates and Permissions

Configure certificates and permissions to enable a secure connection between your SAP ERP HCM system and SAP Cloud Integration.

Context

Even if you use basic authentication for your integration, certificates are needed to enable a secure HTTPS communication between SAP ERP HCM and SAP Cloud Integration. For more information, refer to [Connecting a Customer System to Cloud Integration](#). The SAP Cloud Integration user must also have the required permissions.

Procedure

1. Add the root certificate from SAP Cloud Integration in the [Trust Manager](#) (STRUST) transaction in your SAP ERP HCM system, for connections initiated by the SAP ERP HCM system to SAP Cloud Integration.

For more information, refer to [Trust Manager](#) in the SAP NetWeaver documentation.

2. Verify that the root certificate from your SAP ERP HCM system was added in the keystore in your SAP Cloud Integration tenant, for connections initiated by SAP Cloud Integration to the SAP ERP HCM system.

This step has been taken care of during the initial setup phase by the Cloud Operations team.

3. Make sure that the SAP Cloud Integration user that is used to trigger calls from outside the middleware to SAP Cloud Integration has the necessary permission for sending messages.

For more information, refer to [Persona](#) for the Cloud Foundry Environment or [Persona](#) for the Neo Environment.

Task overview: [Configuring SAP Cloud Integration for Employee Master Data Replication \[page 130\]](#)

Next task: [Configuring Credentials for Communication Between SAP Cloud Integration and the Integrated Systems \[page 133\]](#)

6.3.2 Configuring Credentials for Communication Between SAP Cloud Integration and the Integrated Systems

Create and deploy the credentials for the technical integration users. SAP Cloud Integration needs the credentials for communication with SAP SuccessFactors Employee Central and with SAP ERP HCM.

Prerequisites

Determine the SAP SuccessFactors credentials for the API user you want to use for the integration. The user must have the permission to call the SAP SuccessFactors `CompoundEmployee` and `OData` APIs.

Determine the SAP ERP HCM credentials for the user that you want to use for the integration.

Context

For more information about credentials artifacts and other security material in SAP Cloud Integration, refer to [Managing Security Material](#).

Procedure

1. Go to the SAP Cloud Integration Web UI and choose [Operations View](#) from the top-level menu on the left.
2. Choose [Manage Security](#) > [Security Material](#).
3. To create a credentials artifact for the communication between SAP Cloud Integration and Employee Central, choose [Create](#) and select a credentials type.
 - If you want to use the [Basic](#) authentication type for Employee Central receivers, select [User Credentials](#) and deploy a credentials artifact with the following attributes:

Table 8: Credentials Artifact with Type [SuccessFactors](#)

Field Name	User Action and Values
Name	Enter any name.
Type	Select SuccessFactors .
User	Enter the name of the SAP SuccessFactors API user.
Password	Enter the password of the SAP SuccessFactors API user.
Company ID	Enter the name of your SAP SuccessFactors Employee Central instance.

- If you want to use the [OAuth2 SAML Bearer Assertion](#) authentication type for Employee Central receivers, select [OAuth2 SAML Bearer Assertion](#) and deploy a corresponding credentials artifact.

For more information, refer to [Deploying an OAuth2 SAML Bearer Assertion](#).

4. To create a credentials artifact for the communication between SAP Cloud Integration and SAP ERP HCM, select [User Credentials](#) again.
5. Deploy a credentials artifact with the following attributes:

Table 9: Credentials Artifact with Type [User Credentials](#) for SAP ERP HCM

Field Name	User Action and Values
Name	Enter any name.
Type	Select User Credentials .
User	Enter the name of the SAP ERP HCM integration user.
Password	Enter the password of the SAP ERP HCM integration user.

Next Steps

You enter the names given to these credentials artifacts when you configure the integration flows.

Task overview: [Configuring SAP Cloud Integration for Employee Master Data Replication \[page 130\]](#)

Previous task: [Configuring Certificates and Permissions \[page 132\]](#)

Next: [How to Find the Endpoint URLs \[page 134\]](#)

Related Information

[Permissions Required for API Access \[page 48\]](#)

6.3.3 How to Find the Endpoint URLs

Find the URLs you need to enter so that senders and receivers of the integration flows know which system they are to address.

[Finding the URL for Communication from the Middleware to SAP ERP HCM \[page 135\]](#)

Determine the endpoint URL for SAP ERP HCM that you need to enter in the middleware.

[Finding the URL for Communication from SAP ERP HCM or Employee Central to the Middleware \[page 136\]](#)

Determine the endpoint URL for the middleware, to enter it in SAP ERP HCM and in Employee Central.

[Finding the URL for Communication from the Middleware to Employee Central \[page 137\]](#)

Determine the endpoint URL for Employee Central that you need to enter in the middleware.

Parent topic: [Configuring SAP Cloud Integration for Employee Master Data Replication \[page 130\]](#)

Previous task: [Configuring Credentials for Communication Between SAP Cloud Integration and the Integrated Systems \[page 133\]](#)

Next: [Setting up the Employee Replication Process \[page 137\]](#)

6.3.3.1 Finding the URL for Communication from the Middleware to SAP ERP HCM

Determine the endpoint URL for SAP ERP HCM that you need to enter in the middleware.

Context

The integration flow for employee master data replication is triggered by the middleware. This means the middleware needs to know the endpoint URL that it is to call in the SAP ERP HCM system.

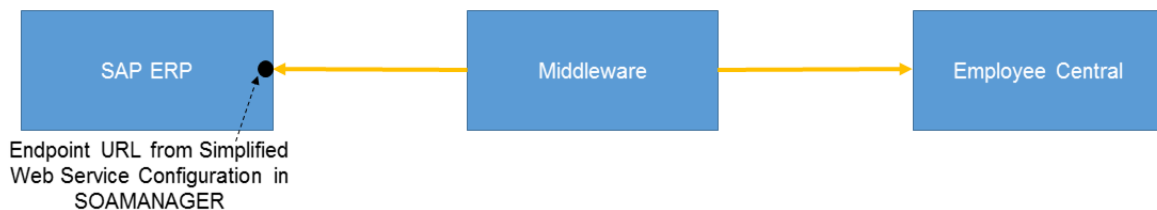


Figure 4: Endpoint URL in the SAP ERP HCM System

Procedure

1. In the SAP ERP HCM system, go to transaction [SOAMANAGER](#).
2. Under [Service Administration](#) choose [Simplified Web Service Configuration](#).

i Note

The [Simplified Web Service Configuration](#) tool described here is available from SAP NetWeaver 7.0 enhancement package 2 (SAP_BASIS 702). If you're using a lower SAP NetWeaver release, you must use the [Web Service Configuration](#) tool instead. For more information, refer to [Configuring a Service Provider](#) in the SAP NetWeaver documentation for release 7.0. For a detailed how-to description of [Web Service Configuration](#) and [Simplified Web Service Configuration](#) refer to the SAP Community Network, at [ABAP Connectivity - Web Services ABAP](#) > [How to configure a Service Provider](#) and [How to configure a Service Provider \(Simplified\)](#). To find the SOA Manager documentation for your SAP NetWeaver release, go to <http://help.sap.com> and search for *working with soamanager*. Then filter the search result for your SAP NetWeaver release and support package.

3. In the *Search Pattern* field enter ***masterdatabundle*** and choose *Go*.
4. Select the relevant *Service Definition* called *EmployeeMasterDataBundleReplicationRequest_In* and choose *Show Details*.
5. Copy:
 - The URL shown for *With WS Policy* in the *WSDL URLs* section
 - The *Access URL* from the *Configuration Details* section

The URLs are only accessible internally. To access the URLs externally, copy the first part of the URL from the *SOA Management* browser window, for example `http://xxx.sap.corp:44322/`. Then replace the first part of the WSDL and endpoint URLs displayed in the *Details of Provider Configuration* screen with the external part you copied from *SOA Management*.

In case you can't show the details, select the *User/Password* checkbox and choose *Save*. Afterwards, you can find the URLs in the details.

6.3.3.2 Finding the URL for Communication from SAP ERP HCM or Employee Central to the Middleware

Determine the endpoint URL for the middleware, to enter it in SAP ERP HCM and in Employee Central.

Context

SAP ERP HCM and Employee Central need to know the specific endpoint URL for each integration flow instance they are to call in the middleware. The endpoint URLs are needed here:

- The confirmation is sent by SAP ERP HCM to the middleware and from there to Employee Central.
- In the push replication process, Employee Central triggers the replication and therefore needs to address the middleware.

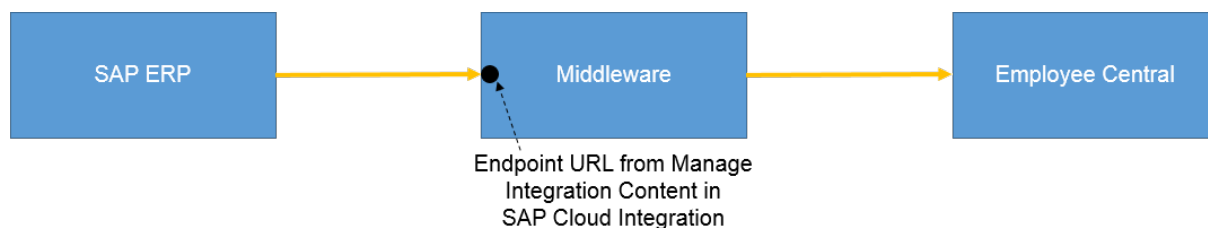


Figure 5: Example: Endpoint URL in the Middleware Addressed by SAP ERP HCM

Procedure

1. Go to *Manage Integration Content* in SAP Cloud Integration.
2. Copy the URL shown in the *Endpoints* section.

For more information, refer to *Managing Integration Content*.

The URL looks like this: `https://<runtime URL of your SAP Cloud Integration environment>/cxf/<sender address>`.

Note

The sender address part is the suffix you enter in the [Address](#) field of the sender in SAP Cloud Integration when setting up the corresponding integration flow. For example:

- EC_to_ERP_Push
- ERP_to_EC_EmployeeMasterDataReplicationConfirmation

To get the complete endpoint URL, configure and deploy the integration flow first, then copy the URL from [Manage Integration Content](#).

6.3.3.3 Finding the URL for Communication from the Middleware to Employee Central

Determine the endpoint URL for Employee Central that you need to enter in the middleware.

Context

To be able to trigger calls to Employee Central, the middleware needs to know the Compound Employee API endpoint URL it is to call there.



Figure 6: Endpoint URL in Employee Central

Procedure

1. Check which is your data center.
2. When setting up the integration flow, choose [Select](#) next to the [Address](#) field to add the base URL of your SAP SuccessFactors system, depending on your data center.

6.3.4 Setting up the Employee Replication Process

Configure regular replication of employee master data from Employee Central to the SAP ERP HCM system.

[Copying, Configuring, and Deploying the Integration Content \[page 138\]](#)

Copy, configure, and deploy the integration content provided for employee master data replication from Employee Central to the SAP ERP HCM system.

[Finding the Replication Target System \[page 139\]](#)

This section describes the steps you need to follow to find the *external code* you need to enter into the process parameter `REPLICATION_TARGET_SYSTEM`.

[Configuring the Integration Flow for Employee Master Data Replication \[page 139\]](#)

Here's how to configure the *Replicate Employee Master Data from SAP SuccessFactors Employee Central to SAP ERP or SAP S4HANA* integration flow.

[Scheduling the Process \[page 149\]](#)

Set up when and how often SAP Cloud Integration triggers the replication process.

Parent topic: [Configuring SAP Cloud Integration for Employee Master Data Replication \[page 130\]](#)

Previous: [How to Find the Endpoint URLs \[page 134\]](#)

Next: [Setting up the Employee Confirmation Message \[page 149\]](#)

6.3.4.1 Copying, Configuring, and Deploying the Integration Content

Copy, configure, and deploy the integration content provided for employee master data replication from Employee Central to the SAP ERP HCM system.

Context

You use the SAP Cloud Integration Web UI to access and manage integrations configured in SAP Cloud Integration. For more information, refer to [Developing Integration Content With SAP Cloud Integration](#).

Procedure

1. Go to the SAP Cloud Integration tenant for which you want to set up the integration content.
2. Browse the content catalog to find the *SAP SuccessFactors Employee Central Integration with SAP ERP or SAP S/4HANA: Employee Data* integration package.
3. Copy the content of the integration package to your workspace to be able to configure and deploy it.
4. Configure the *Replicate Employee Master Data from SAP SuccessFactors Employee Central to SAP ERP or SAP S4HANA* integration flow.

Related Information

[Finding the Replication Target System \[page 139\]](#)

[Configuring Credentials for Communication Between SAP Cloud Integration and the Integrated Systems \[page 133\]](#)

[Finding the URL for Communication from the Middleware to SAP ERP HCM \[page 135\]](#)

6.3.4.2 Finding the Replication Target System

This section describes the steps you need to follow to find the *external code* you need to enter into the process parameter `REPLICATION_TARGET_SYSTEM`.

1. Go to Admin Center and choose the *Manage Data* tool.
2. From the *Search* drop down choose *Replication Target System* and choose the *Replication Target System* object you've created before.
3. Copy down the *externalCode*.

Related Information

[Create the Replication Target System Object \[page 19\]](#)

6.3.4.3 Configuring the Integration Flow for Employee Master Data Replication

Here's how to configure the *Replicate Employee Master Data from SAP SuccessFactors Employee Central to SAP ERP or SAP S4HANA* integration flow.

Procedure

1. On the first tab, schedule the process as shown in the next section.
2. On the second tab, configure the sender, *EC_PUSH_EVENT*:

Table 10: Sender Configuration: Employee Central Push Event

Field	What to Enter
<i>Sender</i>	Choose <i>EC_PUSH_EVENT</i> .

Field	What to Enter
<i>Adapter Type</i>	Choose SOAP (no other entries are possible). For more information, refer to SOAP (SOAP 1.x) Adapter .
<i>Address</i>	Enter a suffix, such as /push , which is added to the service endpoint URL (the access URL for communication from Employee Central to the middleware). The suffix must be unique for each process instance. It's used to uniquely address this specific process instance. For example, if you enter push here, the URL is: <code>https://<runtime URL of your SAP Cloud Integration environment>/cxf/push</code> .
<i>Authorization</i>	Choose either User Role or Client Certificate . <div> Note If you choose User Role, you must select the User ID / Password authentication option when you enable the SAP ERP HCM outbound web services. If you choose Client Certificate here, you must select the X.509 SSL Client Certificate authentication option when you enable the outbound web services. </div>
<i>User Role</i> (only in case User Role is selected for <i>Authorization</i>)	Select the role that you've configured. For more information, refer to Connection Setup for Inbound Communication - Integration Flow Endpoints .
<i>Certificate</i> (only in case Client Certificate is selected for <i>Authorization</i>)	Browse to upload the certificate. For more information, refer to Client Certificate Authentication (Inbound) .

- On the next tab, configure the [EC_CE_API_QUERY](#) receiver:

Table 11: Receiver Configuration: Query Employee Central CompoundEmployee API

Field	What to Enter
<i>Receiver</i>	Choose EC_CE_API_QUERY .
<i>Adapter Type</i>	Choose SuccessFactors . For more information, refer to SuccessFactors (SOAP) Adapter .

Field	What to Enter
Address	<p>Choose Select to add the base URL of your SAP SuccessFactors system, depending on your data center.</p> <div> <p>! Restriction</p> <p>We don't support IP addresses in URLs as part of our reference architecture. Use domain names instead. If you think you have a special case that requires IP addresses instead of domain names, contact Product Support.</p> </div>
Address Suffix	Enter /sfapi/v1/soap .
Authentication	Choose either Basic or OAuth2 SAML Bearer Assertion .
Credential Name	<p>If you've selected Basic for Authentication: Enter the name of the credentials artifact with the type SuccessFactors that you created before.</p> <p>If you've selected OAuth2 SAML Bearer Assertion for Authentication: Enter the name of the credentials artifact with the type OAuth2 SAML Bearer Assertion that you created before.</p>
Page Size	We recommend entering 400 to replicate 400 employees at a time.

4. Configure the [SAP_ERP](#) receiver on the same tab:

Table 12: Receiver Configuration: Execute SAP ERP HCM Web Service

Field	What to Enter
Receiver	Choose SAP_ERP .
Adapter Type	<p>Choose SOAP.</p> <p>For more information, refer to SOAP (SAP RM) Adapter.</p>
Address	<p>Enter the endpoint URL of the SAP ERP HCM inbound web service for replication of employee master data.</p> <p>If you don't use SAP Cloud Connector, the URL must start with <code>https://</code>.</p> <p>If you use SAP Cloud Connector, the URL must start with <code>http://</code>. For more information about using SAP Cloud Connector, refer to Outbound: SAP Cloud Connector.</p>
Proxy Type	<p>If you don't use SAP Cloud Connector, choose Internet.</p> <p>If you use SAP Cloud Connector, choose On-Premise.</p>

Field	What to Enter
<i>Location ID</i> (only in case <i>On-Premise</i> is selected for <i>Proxy Type</i>)	<p>To connect to a cloud connector instance associated with your account, enter the location ID that you defined for this instance in the destination configuration on the cloud side. Or else enter <code>\${header.headername}</code> to dynamically read the value from a header.</p> <p>The location ID identifies the location of this cloud connector for a specific account. It's used as routing information. Thus, it's possible to connect multiple cloud connectors to a single account. If you don't specify any value for <i>Location ID</i>, the default is used, which is representing the behavior of previous cloud connector versions. The location ID must be unique per account and must be an identifier that can be used in a URI.</p>
<i>Authentication</i>	<p>In case <i>Internet</i> is selected for <i>Proxy Type</i>: Choose either <i>Basic</i> or <i>Client Certificate</i>. Don't use the other options.</p> <p>In case <i>On-Premise</i> is selected for <i>Proxy Type</i>: Choose either <i>Basic</i> or <i>Principal Propagation</i>. Don't use the other options. For more information about principal propagation, refer to Setting Up Principal Propagation (Example Scenario).</p>
<i>Credential Name</i> (only in case <i>Basic</i> is selected for <i>Authentication</i>)	<p>Enter the name of the credentials artifact with the type <i>User Credentials</i> that you created before.</p> <p>For more information, refer to Basic Authentication.</p>
<i>Private Key Alias</i> (only in case <i>Client Certificate</i> is selected for <i>Authentication</i>)	<p>Upload the appropriate certificate and enter it in the <i>Private Key Alias</i> field.</p> <p>For more information, refer to Client Certificate Authentication (Outbound).</p>
<i>Timeout (in ms)</i>	<p>Use the default value. Only change this value if you're facing issues. In that case, try a higher number.</p>
<i>Allow Chunking</i>	<p>By default, this checkbox is selected, which is supported by all HTTP 1.1 servers. When you face any connectivity issues while using an HTTP server without chunking support, deselect this checkbox.</p>

- On the last tab, configure the process parameters:

Table 13: Process Parameters

Field	What to Enter
<i>COMPANY</i>	Enter company codes to return all employees that have a job at the selected company at any point in time. Separate multiple companies with commas.
<i>CONTINGENT_WORKERS</i>	Enter 1 to exclude contingent workers from replication. Enter 2 to replicate contingent workers exclusively. Enter 3 to replicate employees and contingent workers.
<i>COUNTRY</i>	Enter a country/region to replicate all employees that have a job at a company located in this specific country/region at any point in time. Separate multiple countries/regions with commas.
<i>CUSTOM_MDF_OBJECTS</i>	Enter your custom MDF objects in a comma-separated list. Custom MDF objects must be registered with the CompoundEmployee API first. For more information, refer to Extending the API with MDF Objects in the guide <i>Implementing the Compound Employee API</i> .
<i>EMPLOYEE_CLASS</i>	Enter an employee class to return all employees of the respective employee class at any point in time. Separate multiple employee classes with commas.
<i>ENABLE_NOTIFICATION</i>	Enter FALSE to turn off the <i>Notification Message</i> to Employee Central. While the <i>Notification Message</i> is turned off, the <i>Data Replication Monitor</i> only shows the statuses <i>Successful</i> and <i>Failed</i> .

Field	What to Enter
<code>ENABLE_PAYLOAD_LOGGING</code>	<p>Enter true to transfer extended information to the process log in the middleware to be able to analyze issues more easily. You can also reset the parameter to false again if you no longer need the extended log.</p> <div> <p>⚠ Caution</p> <p>For data protection reasons, enable this extended log for troubleshooting purposes only. Make sure to disable the parameter again afterwards.</p> <p>If you enable the extended log, the complete message payload containing all data that is to be transferred is stored in the log. Make sure that you configure permissions in a way that only authorized persons can view the payload in the log. Also ensure that you're compliant with the data protection and privacy regulations so that your data gets the highest level of protection.</p> <p>For more information, refer to:</p> <ul style="list-style-type: none"> ◦ Data Protection and Privacy ◦ Identity and Access Management and Persona for the Cloud Foundry Environment ◦ Managing Users and Role Assignments and Persona for the Neo Environment </div>

Field	What to Enter
<code>ENABLE_TIME_DEPENDENT_EMPLOYEE_SELECTION</code>	Enter TRUE to apply the full transmission start date (FTSD) to the <code>COMPANY</code> , <code>COUNTRY</code> , and <code>EMPLOYEE_CLASS</code> filters. Here's an example of what this means for the <code>COUNTRY</code> filter:

❖ Example

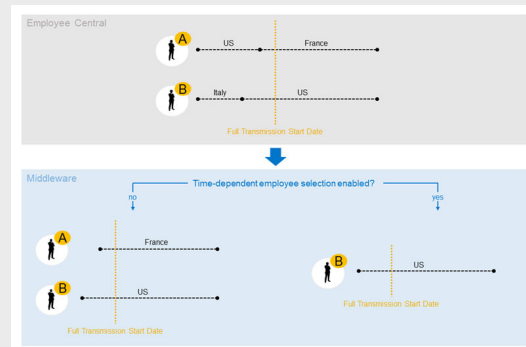


Figure 7: Time-Dependent Employee Selection

Employee A used to be located in the US and moved to France in May 2015. You replicate organizational assignments for US-based employees from Employee Central to a specific SAP ERP HCM system, using July 1, 2015 as the FTSD. When the new time-dependent filtering is applied, employee A's data isn't selected by the middleware because on July 1, 2015 this employee is no longer based in the US. Without time-dependent filtering, employee A is selected by the middleware because they used to be based in the US at one point in time.

<code>FULL_TRANSMISSION_START_DATE</code>	Enter a date to replicate all employee master data records that have a time slice later than this date. Use this date format: YYYY-MM-DD
---	---

Field	What to Enter
<i>INITIATE_FULL_LOAD</i>	<p>Enter TRUE to trigger a complete replication of all employee master data.</p> <div> <p>i Note</p> <p>You don't need to set this flag to TRUE for the first replication you carry out – the first replication is automatically handled as a full load.</p> <p>The flag doesn't reset itself. Reset it to FALSE to enable delta replication again.</p> </div> <div> <p>⚠ Caution</p> <p>Make sure that you initiate a full load each time you've changed a process parameter and when you move the full transmission start date to an earlier date.</p> </div>

Field	What to Enter
<i>MATCHING_EMPLOYMENTS_ONLY</i>	<p>The default is FALSE. Enter TRUE to only transfer employments whose company and country/region assignment matches the company and country/region filters you defined using the COMPANIES and COUNTRIES parameters.</p> <p>Employees can have multiple employments because their country/region or company assignment changed. If you enter TRUE here, only the employments that are relevant for the company or companies and country/region or countries/regions you specified are considered in data replication. If you enter FALSE, all employments are considered.</p> <p>If you enter TRUE, also <i>Global Information</i> within the employee's <i>Personal Information</i> is filtered based on the country/region or countries/regions you specified. If you specified a company or companies, the country/region of the company is used to determine the relevant information from <i>Global Information</i>. Only the information that's relevant for the applicable country/region or countries/regions is considered.</p> <div> <p>❖ Example</p> <p>Let's say you replicate only data that's relevant for Germany to a specific target system. That is, you entered the company territory code for Germany in the COUNTRIES parameter. Your full transmission start date (FTSD) is January 1, 2020. An employee moved from Germany to the US on February 1, 2020. That is, in the period after FTSD, this employee has two employments, the previous one in Germany and the current one in the US.</p> <p>If you enter TRUE, only the employment for Germany is replicated. The current, US employment isn't. If the employee has US-specific and Germany-specific information stored in <i>Global Information</i>, only the Germany-specific information is considered.</p> <p>If you enter FALSE, both employments and all data that's stored in <i>Global Information</i> are replicated.</p> </div> <div> <p>i Note</p> <p>The filtering for matching employments only works if you create new employments when transferring employees between companies and countries/regions.</p> </div>

Field	What to Enter
<i>MULTIPLE_JOB_EVENTS</i>	Enter true to replicate multiple job events.
<i>PERSON_ID_EXTERNAL</i>	Enter a person ID to replicate single employees during implementation, for example when testing. Remember to turn the process parameter off again afterwards.
<i>REPLICATION_TARGET_SYSTEM</i>	Enter the external code of the generic object instance for the replication target system in Employee Central that represents the SAP ERP HCM target system client to return all employees, for which replication to the specified system was scheduled.
<i>SAP_CC_LOCATION_ID</i>	<p>If you want to connect multiple SAP Cloud Connectors to a single account in SAP Cloud Integration, for communication with multiple SAP ERP HCM systems, enter the location ID you've defined when setting up your Cloud Connectors. This ID makes sure that all connections of this integration flow instance with a specific SAP ERP HCM system use the same SAP Cloud Connector.</p> <p>For more information, refer to Using SAP Cloud Connector with Cloud Integration Adapters.</p>
<i>SFSF_EC_PUSH_URL</i>	This is the suffix you entered in the Address field, when configuring the EC_PUSH_EVENT sender in step 2. Since you already specified a suffix, we recommend that you don't enter it here again.
<i>USER_SET_LAST_MODIFIED_DATE_TIME</i>	<p>If you want to replicate data from the past again, you can use this parameter to set the last modified date back in time.</p> <ol style="list-style-type: none"> 1. Enter date and time in this format YYYY-MM-DDThh:mm:ssZ in UTC. 2. Deploy process. 3. Go to the Data Store viewer and delete the <i>PV_LAST_MODIFIED_DATE</i> entry. <div> <p>Note</p> <p>Also set this parameter for the first replication run. Because when you run the replication for the first time, the <i>PV_LAST_MODIFIED_DATE</i> entry isn't available yet in the Data Store.</p> </div>

Field	What to Enter
<code>USE_EXTERNAL_COST_CENTER</code>	<p>Enter true to replicate the ID from the <i>External Object ID</i> field of the cost center in Employee Central. If you replicate cost centers from SAP ERP HCM and have set the <code>USE_EXTERNAL_COST_CENTER</code> parameter of the cost center replication process to true, the <i>External Object ID</i> field of the cost center in Employee Central is filled with the cost center key from SAP ERP HCM. In this case, we recommend that you also set the <code>USE_EXTERNAL_COST_CENTER</code> parameter to true so that the replication of employee master data also uses the SAP ERP HCM key.</p> <p>Enter false if you want to replicate the ID from the <i>Code</i> field of the cost center in Employee Central.</p>

i Note

When you change one of the filter parameters (*COMPANY*, *EMPLOYEE_CLASS*, *COUNTRY*), remember to set the `USER_SET_LAST_MODIFIED_DATE_TIME` parameter to the date as of which you want to replicate. If you don't, data reflecting the change is only replicated as of the time of the change.

6.3.4.4 Scheduling the Process

Set up when and how often SAP Cloud Integration triggers the replication process.

Procedure

1. In integration flow configuration, choose the *Scheduler* tab.
- For Initial Load
2. Choose *Run once*
- After initial load and when the system is ready for regularly recurring replication
3. Choose *Schedule to Recur* and make the required time settings.

6.3.5 Setting up the Employee Confirmation Message

Configure the confirmation message to update the Employee Central Data Replication Monitor with the replication status.

[Copying the Integration Package to Your Workspace \[page 150\]](#)

Copy and deploy the integration content provided for the confirmation message sent by SAP ERP HCM to the Employee Central Data Replication Monitor.

[Configuring the Integration Flow for Confirmation \[page 151\]](#)

Configure the sender, the receiver, and the externalized parameters of the integration flow we provide for sending confirmations for employee master data replication to Employee Central.

[Setting the Switch to Enable the Web Service for the Employee Replication Confirmation \[page 154\]](#)

Add an entry in the T77S0 table in SAP ERP HCM, to enable use of the confirmation message in employee master data replication from Employee Central.

[Enabling the SAP ERP HCM Outbound Web Services to Set Up the Connection from SAP ERP HCM to the Middleware \[page 155\]](#)

Activate the SAP ERP HCM outbound web services used by this integration to set up the connections for communication from the SAP ERP HCM system to SAP Cloud Integration.

Parent topic: [Configuring SAP Cloud Integration for Employee Master Data Replication \[page 130\]](#)

Previous: [Setting up the Employee Replication Process \[page 137\]](#)

Next task: [Enabling Push Replication \[page 158\]](#)

6.3.5.1 Copying the Integration Package to Your Workspace

Copy and deploy the integration content provided for the confirmation message sent by SAP ERP HCM to the Employee Central Data Replication Monitor.

Context

You use the SAP Cloud Integration Web UI to access and manage integrations configured in SAP Cloud Integration. For more information, refer to [Developing Integration Content With SAP Cloud Integration](#).

Procedure

1. Go to the SAP Cloud Integration tenant for which you want to set up the integration content.
2. Browse the content catalog to find the *SAP ERP or SAP S/4HANA Integration with SAP SuccessFactors Employee Central: Confirmation v2* integration package.
3. Copy the content of the integration package to your workspace to be able to configure and deploy it.

Next Steps

Configure the integration flow in SAP Cloud Integration and enable the web service in SAP ERP HCM.

Related Information

[Configuring Credentials for Communication Between SAP Cloud Integration and the Integrated Systems \[page 133\]](#)

6.3.5.2 Configuring the Integration Flow for Confirmation

Configure the sender, the receiver, and the externalized parameters of the integration flow we provide for sending confirmations for employee master data replication to Employee Central.

Context

You make the following settings for the *Send Confirmations from SAP ERP or SAP S4HANA to SAP SuccessFactors Employee Central* integration flow.

Procedure

1. Configure the sender, *SAP_ERP*, which is used by the SAP ERP HCM system to send the confirmation to the middleware.

Table 14: SAP_ERP Sender Configuration

Field	What to Enter
<i>Sender</i>	Choose <i>SAP_ERP</i> .
<i>Adapter Type</i>	Choose <i>SOAP</i> (no other entries are possible). For more information, refer to SOAP (SAP RM) Adapter .

Field	What to Enter
<i>Address</i>	<p>Enter a suffix, such as /</p> <p>ERP_to_EC_EmployeeMasterDataReplication Confirmation, which is added to the service endpoint URL (the access URL for communication from SAP ERP HCM to the middleware). The suffix must be unique for each process instance within the same SAP Cloud Integration environment. It is used to uniquely address this specific process instance.</p> <p>For example, if you enter /</p> <p>ERP_to_EC_EmployeeMasterDataReplication Confirmation here, the URL will be:</p> <p>https://<runtime URL of your SAP Cloud Integration environment>/cxf/ERP_to_EC_EmployeeMasterDataReplication Confirmation.</p>
<i>Authorization</i>	<p>Choose either <i>User Role</i> or <i>Client Certificate</i>.</p> <div> <p>i Note</p> <p>If you choose <i>User Role</i>, you must select the <i>User ID / Password</i> authentication option when you enable the SAP ERP HCM outbound web services. If you choose <i>Client Certificate</i> here, you must select the <i>X.509 SSL Client Certificate</i> authentication option when you enable the outbound web services.</p> </div>
<i>User Role</i> (only in case <i>User Role</i> is selected for <i>Authorization</i>)	<p>Select the role that you've configured.</p> <p>For more information, refer to Connection Setup for Inbound Communication - Integration Flow Endpoints.</p>
<i>Certificate</i> (only in case <i>Client Certificate</i> is selected for <i>Authorization</i>)	<p>Browse to upload the certificate.</p> <p>For more information, refer to Client Certificate Authentication (Inbound).</p>

- Configure the receiver, *SFSF_EC*, which is used by the middleware to update the Employee Central Data Replication Monitor:

Table 15: SFSF_EC Receiver Configuration

Field	What to Enter
<i>Receiver</i>	Choose <i>SFSF_EC</i> .

Field	What to Enter
Adapter Type	<p>Choose SuccessFactors (no other entries are possible).</p> <p>For more information, refer to SuccessFactors (OData V2) Adapter.</p>
Address	<p>Choose Select to add the base URL of your SAP SuccessFactors system, depending on your data center.</p> <div> <p>! Restriction</p> <p>We don't support IP addresses in URLs as part of our reference architecture. Use domain names instead. If you think you have a special case that requires IP addresses instead of domain names, contact Product Support.</p> </div>
Authentication	Choose either Basic or OAuth2 SAML Bearer Assertion .
Credential Name	<p>If you've selected Basic for Authentication: Enter the name of the credentials artifact with the type SuccessFactors that you created before.</p> <p>If you've selected OAuth2 SAML Bearer Assertion for Authentication: Enter the name of the credentials artifact with the type OAuth2 SAML Bearer Assertion that you created before.</p>
Timeout (in min)	Use the default value. Only change this value if you're facing issues. In that case, try a higher number.

3. Configure the process parameter.

Table 16: Process Parameter

Field	What to Enter
ENABLE_PAYLOAD_LOGGING	<p>Enter true to transfer extended information to the process log in the middleware to be able to analyze issues more easily. You can also reset the parameter to false again if you no longer need the extended log.</p> <div> <p>⚠ Caution</p> <p>For data protection reasons, enable this extended log for troubleshooting purposes only. Make sure to disable the parameter again afterwards.</p> <p>If you enable the extended log, the complete message payload containing all data that is to be transferred is stored in the log. Make sure that you configure permissions in a way that only authorized persons can view the payload in the log. Also ensure that you're compliant with the data protection and privacy regulations so that your data gets the highest level of protection.</p> <p>For more information, refer to:</p> <ul style="list-style-type: none"> ◦ Data Protection and Privacy ◦ Identity and Access Management and Persona for the Cloud Foundry Environment ◦ Managing Users and Role Assignments and Persona for the Neo Environment </div>

6.3.5.3 Setting the Switch to Enable the Web Service for the Employee Replication Confirmation

Add an entry in the T77S0 table in SAP ERP HCM, to enable use of the confirmation message in employee master data replication from Employee Central.

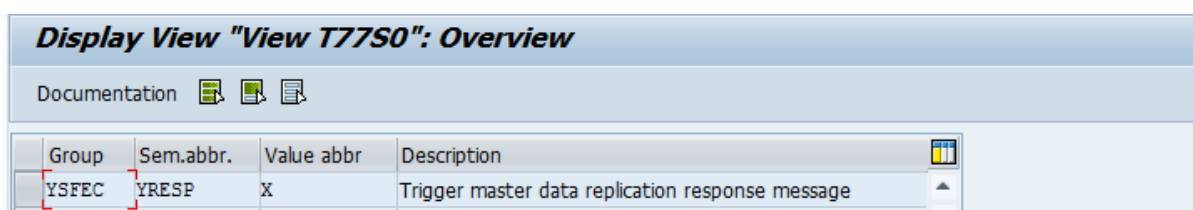
Procedure

1. In SAP ERP HCM, go to transaction SM30.
2. Enter the **V_T77S0** view.
3. Choose *Maintain*.
4. Choose *New entries*.
5. Enter the following data:

- *Group*: YSFEC
 - *Semantical abbreviation (sem.abbr)*: YRESP
 - *Value abbreviation (value abbr.)*: X
 - *Description*: Trigger master data replication response message
6. Click [Save](#).

Results

After entering the data, the screen should look similar to this:



Group	Sem.abbr.	Value abbr	Description
YSFEC	YRESP	X	Trigger master data replication response message

Figure 8: Entry in View T77S0

6.3.5.4 Enabling the SAP ERP HCM Outbound Web Services to Set Up the Connection from SAP ERP HCM to the Middleware

Activate the SAP ERP HCM outbound web services used by this integration to set up the connections for communication from the SAP ERP HCM system to SAP Cloud Integration.

Context

The confirmation message is triggered by the SAP ERP HCM system by sending the employee replication status to the Employee Central Data Replication Monitor using the middleware. To set up the connections for the communication from the SAP ERP HCM system to SAP Cloud Integration, enable the outbound web service:

Procedure

1. Copy the URL used for the communication from SAP ERP HCM to the middleware from [Manage Integration Content](#) > [Endpoints](#) in SAP Cloud Integration.

Note

The URL looks like this: `https://<runtime URL of your SAP Cloud Integration environment>/cxf/<sender address>`

The sender address part is the suffix you enter in the [Address](#) field of the sender in SAP Cloud Integration when setting up the corresponding integration flow. For example: /

ERP_to_EC_EmployeeMasterDataReplicationConfirmation

To get the complete endpoint URL, configure and deploy the integration flow first, then copy the URL from [Manage Integration Content](#).

2. Go to the [SOA Management](#) (SOAMANAGER) transaction in your SAP ERP HCM system and choose [Web Service Configuration](#).
3. Search for the CO_PAOCF_EC_EMPLOYEE_MASTER_DA consumer proxy and select the corresponding entry in the search result.
4. Choose ► [Create](#) ► [Manual Configuration](#) ► and create a new logical port.
5. Select either the [User ID / Password](#) or the [X.509 SSL Client Certificate](#) authentication option.

i Note

If you select the [User ID / Password](#) authentication option, you must choose [User Role](#) when you configure authorizations for the ERP sender in the corresponding integration flow. If you select the [X.509 SSL Client Certificate](#) authentication option, you must choose [Client Certificate](#) when you configure authorizations for the ERP sender in the integration flow.

6. If you've selected [User ID / Password](#), enter the user ID and password of your SAP Cloud Integration communication user. If you've selected [X.509 SSL Client Certificate](#), select an SSL Client Personal Security Environment (PSE).

For more information, refer to [Creating PSEs and Maintaining the PSE Infrastructure](#) in the SAP NetWeaver documentation.

7. Configure the transport settings.

Table 17: Transport Settings

Setting	What to Enter
URL components	Select this radio button.
Protocol	Select HTTPS .
Host	Enter the <runtime URL of your SAP Cloud Integration> environment part of the URL that you've copied in the first step.
Port	Enter the port number of your SAP Cloud Integration environment.
Path	Enter the /cxf/<sender address> part of the URL you've copied, such as: /cxf/ERP_to_EC_EmployeeMasterDataReplicationConfirmation .
Logon language	Select Language of User Context .

Setting	What to Enter
Name of proxy host	If you use a proxy, enter proxy . If not, leave this field empty.
Port number of proxy host	If you use a proxy, enter the port number, such as 8080 . If not, leave this field empty.
Transport binding type	Select SOAP 1.1 .
Make local call	Select No Call in Local System .
WSDL style	Select Document Style .
Optimized XML transfer	Select None .
Compress HTTP message	Select Inactive .
Compress response	Select True .

8. Configure the SOAP protocol.

Table 18: Protocol Configuration

Setting	What to Enter
Reliable messaging protocol	Select SAP RM
Message ID protocol	Select Suppress ID Transfer
Data transfer scope	Select Enhanced Data Transfer
Transfer protocol	Select Transfer via SOAP Header

9. Leave the other fields empty and finish the **Web Service Configuration** setup.

i Note

You don't need to make any entries in the **Identifiable Business Context** and **Operation Settings** steps.

10. To set your new logical port as default port, select the entry and choose **Set Log. Port Default**.

11. Test outbound connectivity from SAP ERP HCM to SAP Cloud Integration.

- a. Press the **Ping Web Service** button.

You'll get an **HTTP ERROR 405**. Don't worry, from a technical point of view everything is fine. You get this error message because the Ping can't fill the business content of the web service.

- b. If you get this or a similar error message when you start the Ping web service, you're most probably missing one or more certificates: **SRT Framework exception: Service Ping ERROR: Error when calling SOAP Runtime functions: SRT: Processing error in Internet Communication Framework: ("ICF Error when receiving the response: ICM_HTTP_SSL_ERROR")**

This error message is generated at technical handshake between SAP ERP HCM and the middleware systems, at the level of the Internet Communication Framework (ICF).

i Note

Depending on your system configuration, the user interface of the `SOAMANAGER` transaction might look different from what is described in this section.

Related Information

[Copying the Integration Package to Your Workspace \[page 150\]](#)

6.3.6 Enabling Push Replication

Set up push replication to have employee master data replication triggered immediately, regardless of when the next regular replication is scheduled.

Context

The middleware triggers employee master data replication in the time intervals you've scheduled. However, for certain job events, it is useful for replication to happen immediately independent of when the next regular replication is scheduled.

Preconfigured content for push replication is available for the job events *Hire*, *Rehire*, and *Termination*. Using this preconfigured content, you can replicate data immediately to SAP ERP HCM whenever a new employee is hired or when an employee is rehired or terminated in Employee Central, without having to wait for the next regular replication run.

i Note

You can use push replication only for employee master data.

Employees whose data was pushed to SAP ERP HCM will be picked up again in the next regular replication run.

Procedure

1. In Provisioning, under *Company Settings*, activate the *Enable Intelligent Services* option.

→ 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 Product Support.

2. In the Employee Central system, go to Admin Center and choose the [Import and Export Data](#) tool.
 - a. Select the action [Import Data](#).
 - b. Choose [Success Store](#).
 - c. In the [Package Name](#) column, find [Intelligent Service Rules](#) and select the radio button.
 - d. Choose [Import](#).
3. Go back to Admin Center and choose the [Manage Business Configuration](#) tool.
 - a. Choose [Job Information](#) and scroll down to [Trigger Rules](#).
 - b. Assign the rules you downloaded from [Success Store](#) to Job Information by entering the following information:

Table 19: Assigning the Rules

Rules	Event Type	Base Object
Event Hire (Event_Hire)	onPostSave	Job Information Model
Event Terminate (Event_Terminate)	onPostSave	Job Information Model
Event_Rehire (Event_Rehire)	onPostSave	Job Information Model

4. In the SAP Cloud Integration Web UI, go to [Manage Integration Content](#) > [Endpoints](#), copy the URL, and save it for step 5.
5. Go back to Admin Center and choose the [Event Notification Subscription](#) tool.
 - a. Go to the [Subscriber](#) view and create a subscriber.
 - b. Go to the [SEB External Event](#) view and choose [Add Subscription](#). Enter the following information:

Table 20: Adding a Subscription

In this field...	Enter this information...
SEB Event Type	Choose External Event Alert (the non-deprecated version).
Endpoint URL	Use the endpoint URL you copied and saved in step 4c.
Subscriber	Enter the subscriber you created.
Protocol	Choose SOAP over HTTP/HTTPS .
Click Authentication	Choose BASIC and enter the user ID and password for your SAP Cloud Integration communication user.

6. To verify the results, go to Admin Center and choose the [Event Notification Audit Log](#) tool.
7. In the [Event Details](#) column, click [View](#) to display the [Event Notification Audit Log Details](#).

Task overview: [Configuring SAP Cloud Integration for Employee Master Data Replication \[page 130\]](#)

Previous: [Setting up the Employee Confirmation Message \[page 149\]](#)

Related Information

[Prerequisites for Using SAP Cloud Integration \[page 130\]](#)

6.4 Monitoring in SAP Cloud Integration

Use the monitoring features of SAP Cloud Integration to check whether any issues occurred in your middleware processes.

SAP Cloud Integration provides a web-based monitoring UI that allows you to check the status of messages and integration content artifacts for a tenant cluster. For more information, see [Monitoring](#).

Use the log ID that you find in the monitoring to find the log of a specific process that didn't run successfully and to filter the log for detailed information.

6.4.1 Compound Employee API Result

Use the Compound API Result log to check and verify the replicated employee data.

If you have set the process parameter `ENABLE_PAYLOAD_LOGGING` to `TRUE` as described in [Copying, Configuring, and Deploying the Integration Content \[page 138\]](#) you will have an additional log in the Monitor called *Compound API Result*.

Monitor Message Processing

Status: All Time: Past Hour Integration Flow: All Integration Flows

Messages (60)

Last Updated at	Status
Feb 11, 2016, 13:30:05	Completed
Employee Central to SAP ERP Employee Data Replication	
Feb 11, 2016, 13:29:05	Completed
Employee Central to SAP ERP Employee Data Replication	

Log Compound API Result

Message Processing Log{

```
ContextName      = com.sap.ec2e
IntermediateError = false
MessageGuid      = AFa8fsgnGGTvn
Node             = vsa852251.wdf
OverallStatus    = COMPLETED
StartTime        = Thu Feb 11 12
StopTime         = Thu Feb 11 12
Children {
  Entering Camel route route87{
```

You can use this log to check the replicated employee data.

⚠ Caution

For data protection reasons, enable this extended log for troubleshooting purposes only. Make sure to disable the parameter again afterwards.

If you enable the extended log, the complete message payload containing all data that is to be transferred is stored in the log. Make sure that you configure permissions in a way that only authorized persons can view the payload in the log. Also ensure that you're compliant with the data protection and privacy regulations so that your data gets the highest level of protection.

For more information, refer to:

- [Data Protection and Privacy](#)
- [Identity and Access Management](#) and [Persona](#) for the Cloud Foundry Environment
- [Managing Users and Role Assignments](#) and [Persona](#) for the Neo Environment

6.5 How to Report a Middleware Incident

If you have issues that you can't solve using the monitoring in SAP Cloud Integration, please report an incident and provide information about the process run.

If you face an issue with your SAP Cloud Integration-based integration scenario and want to report an incident, make sure that the failed process run was carried out with the extended logging option activated. You can enable this option using the externalized parameter `ENABLE_PAYLOAD_LOGGING` in integration flow configuration. Switching on the extended log ensures that the data that's needed for analyzing the issue is written to the log. Add the log ID to the incident so that the support team can find the log easily.

Caution


For data protection reasons, enable this extended log for troubleshooting purposes only. Make sure to disable the parameter again afterwards.

If you enable the extended log, the complete message payload containing all data that is to be transferred is stored in the log. Make sure that you configure permissions in a way that only authorized persons can view the payload in the log. Also ensure that you're compliant with the data protection and privacy regulations so that your data gets the highest level of protection.

For more information, refer to:

- [Data Protection and Privacy](#)
- [Identity and Access Management](#) and [Persona](#) for the Cloud Foundry Environment
- [Managing Users and Role Assignments](#) and [Persona](#) for the Neo Environment

Note

When reporting a middleware incident, please make sure that you include all required information, as listed in the SAP Knowledge Base Article (KBA) [2763716](#) .

7 You're done! What's Next?

You've set up employee master data replication from Employee Central – now go through the follow-up steps.

[Troubleshooting \[page 162\]](#)

You can troubleshoot employee master data replication from Employee Central using the tools we describe here.

[Further Resources \[page 169\]](#)

Take a look at some additional sources of information.

[Optimizing the Performance of This Integration \[page 169\]](#)

Here are some best practices to help you improve the performance of employee master data replication.

[Handling of Data Purge in the Replication \[page 171\]](#)

Look at how the purge of data is handled in the replication from Employee Central to the SAP ERP HCM system.

7.1 Troubleshooting

You can troubleshoot employee master data replication from Employee Central using the tools we describe here.

[Checking Data Replication Results \[page 163\]](#)

Some tools are available for checking the result of employee master data replication from Employee Central.

[SAP: HTTPS Connectivity \[page 165\]](#)

Ensure that HTTPS connectivity is activated in your system.

[SAP: Checking Services \[page 165\]](#)

Activate and test services by following the instructions given in this topic.

[Changing Hire Dates \[page 166\]](#)

Here's how to change the hire date of an employee that has already been replicated to SAP ERP HCM.

Parent topic: [You're done! What's Next? \[page 162\]](#)

Related Information

[Further Resources \[page 169\]](#)

[Optimizing the Performance of This Integration \[page 169\]](#)

[Handling of Data Purge in the Replication \[page 171\]](#)

7.1.1 Checking Data Replication Results

Some tools are available for checking the result of employee master data replication from Employee Central.

[Monitoring tools in the SAP ERP HCM system: Web Service Utilities and Application Log \[page 163\]](#)

[Internet Communication Manager \(ICM\) \[page 164\]](#)

[API Audit Log \[page 164\]](#)

Parent topic: [Troubleshooting \[page 162\]](#)

Related Information

[SAP: HTTPS Connectivity \[page 165\]](#)

[SAP: Checking Services \[page 165\]](#)

[Changing Hire Dates \[page 166\]](#)

7.1.1.1 Monitoring tools in the SAP ERP HCM system: Web Service Utilities and Application Log

On the ERP side there are two monitoring tools that will help you identify errors that occur during the replication of employee master data. The tools cover different stages of the replication process. Replication messages are first received by the Web Service Framework. Here the system performs a technical check on the compliance of the received message with the XML schema required by the inbound service interface. The **error log** in the transaction [Web Service Utilities](#) (SRTUTIL) shows errors that come up in this check. Use interface name `II_PAOCF_EC_EMPLOYEE_MASTER_DA` to narrow the search in the [Re-select](#) dialog, if necessary. Erroneous messages are not further processed.

Correct messages are passed on to the application logic that maps the data to the structures of the SAP HCM employee infotypes and performs the updates on the HCM master data records. Numerous checks are performed here. Examples of errors are unknown code values, missing mandatory field data, or editing locks if records are currently being edited by another user. These errors can be monitored in the **Application Log** (transaction `SLG1`). On the selection screen enter `PAOC_SFI_PA` for the input field [Object](#).

Often it may be useful to look in detail at the data of the replication message to better understand why an error has occurred. This can be done in the **message monitor** of transaction [Web Service Utilities](#) (SRTUTIL). On the selection screen enter `employeeMasterDataReplicationRequest_In` for the input field [Interface Name](#) at the bottom of the screen and choose appropriate entries for the timestamp fields. Here every received replication message is logged. By double clicking on a message its content can be displayed. It can also be displayed as an XML.

Parent topic: [Checking Data Replication Results \[page 163\]](#)

Related Information

[Internet Communication Manager \(ICM\) \[page 164\]](#)

[API Audit Log \[page 164\]](#)

7.1.1.2 Internet Communication Manager (ICM)

See also the complete documentation on ICM in the SAP Library or on the Help portal (<http://help.sap.com>) under ► *SAP NetWeaver Library* ► *Solution Lifecycle Management by Key Component* ► *System Management* ► *Administration of the Internet Communication Manager* ►.

Parent topic: [Checking Data Replication Results \[page 163\]](#)

Related Information

[Monitoring tools in the SAP ERP HCM system: Web Service Utilities and Application Log \[page 163\]](#)

[API Audit Log \[page 164\]](#)

7.1.1.3 API Audit Log

Use the API Audit log to capture payload details for the last 10,000 API calls. This log allows you to inspect exactly the API payload request made to the system and the corresponding API response sent by the system. The API Audit Log is intended to help with support and debugging of API usage. The intended end user will be a developer who is using the API during an implementation or an administrator who can share information in this log with SuccessFactors support to help resolve API related support issues. The tool allows you to download data from individual calls, which you could then send to a SuccessFactors support representative.

Parent topic: [Checking Data Replication Results \[page 163\]](#)

Related Information

[Monitoring tools in the SAP ERP HCM system: Web Service Utilities and Application Log \[page 163\]](#)

[Internet Communication Manager \(ICM\) \[page 164\]](#)

7.1.2 SAP: HTTPS Connectivity

Ensure that HTTPS connectivity is activated in your system.

You can do so in the ICM Monitor (transaction `SMICM`).

Parent topic: [Troubleshooting \[page 162\]](#)

Related Information

[Checking Data Replication Results \[page 163\]](#)

[SAP: Checking Services \[page 165\]](#)

[Changing Hire Dates \[page 166\]](#)

7.1.3 SAP: Checking Services

Activate and test services by following the instructions given in this topic.


Context

If there is no communication from Employee Central to SAP, you can check in transaction `SICF` whether the following service is active:

`/sap/bc/srt/idoc`

Procedure

1. If the service is displayed in black, it is active. If it is inactive (displayed in gray), right click the service.
2. From the context menu, select [Activate Service](#).
3. To test the service, right click the service.
4. From the context menu, select [Test Service](#).
5. In transaction `SRTIDOC`, check whether the service `/sap/bc/srt/idoc` has been registered.

For more information, see SAP Note [1560878](#) , which gives instructions on how to explicitly allow objects to be processed by SOAP processor.

Task overview: [Troubleshooting \[page 162\]](#)

Related Information

[Checking Data Replication Results \[page 163\]](#)

[SAP: HTTPS Connectivity \[page 165\]](#)

[Changing Hire Dates \[page 166\]](#)

7.1.4 Changing Hire Dates

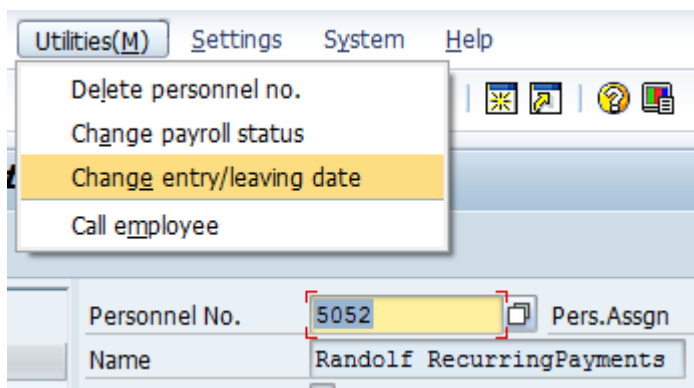
Here's how to change the hire date of an employee that has already been replicated to SAP ERP HCM.

Context

Since not all infotypes are replicated by the Employee Central system, you will have to change the hire dates in SAP ERP HCM.

Procedure

1. Go to transaction PA30 and enter the personnel number of the respective employee.
2. From the menu, choose:



3. Enter the new hire date in infotype 0000 maintenance:

Pers.No.	5064		
Name	Randolf RecurringPayments		
EE group	1 Active	Pers.area	DE01 Personnel area DE01
EE subgroup	DU Salaried employees		
Start	01.02.2013	to	31.12.2013 Chng 24.03.2014 MROGENDA

Personnel action	
Action Type	Hiring
Reason for Action	

4. A workflow is triggered that shifts all other affected infotypes. Choose the infotypes you want to shift as well.

Postpone action							
Action	JM Hiring						
Original date	01.01.2013						
New date	01.02.2013						

Infotype records							
	Infty	Text	Su...	Start	End	New start	New end
	0001	Organizational Assignment		01.01.2013	15.05.2013	01.02.2013	15.05.2013
	0006	Addresses	1	01.01.2013	31.12.9999	01.02.2013	31.12.9999
	0007	Planned Working Time		01.01.2013	31.12.2013	01.02.2013	31.12.2013
	0008	Basic Pay	0	01.01.2013	31.12.9999	01.02.2013	31.12.9999
	0009	Bank Details	0	01.01.2013	31.12.9999	01.02.2013	31.12.9999
	0105	Communication	ECUS	01.01.2013	31.12.9999	01.02.2013	31.12.9999

5. Save your changes.
6. In Employee Central you now need to go to the history of the following portlets and change the effective date of the oldest record to the new hire date:
- Job Information
 - Compensation Information
 - Personnel Information
 - Address Information

Task overview: [Troubleshooting \[page 162\]](#)

Related Information

[Checking Data Replication Results \[page 163\]](#)

[SAP: HTTPS Connectivity \[page 165\]](#)

7.1.4.1 When somebody changes the hire date of an already replicated employee to the future

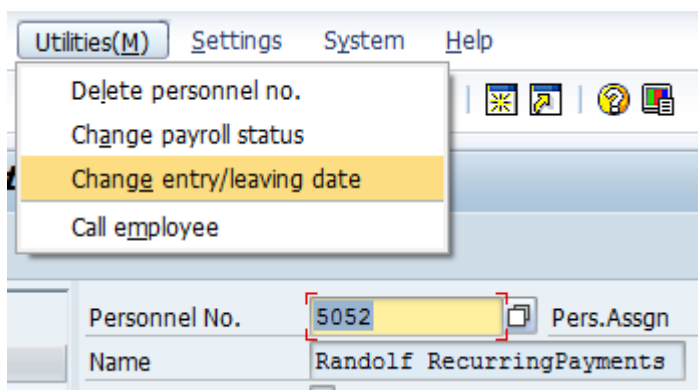
Context

In this case, replication will terminate with an error. In the Application Log you will find a message similar to:
ERP Organizational Assignment infotype does not exist for <hire date> (PG259)

Solution:

Procedure


1. Go to the History of the Job Information portlet and check the new hire date.
2. In SAP ERP HCM, go to transaction PA30 and enter the respective personnel number (as displayed in the Application Log)
3. From the menu, choose:



4. You can now change the hire date as described above.
5. After saving your changes, you can resend the employee data from Employee Central, either by using the resend option in the Data Replication Monitor.

7.2 Further Resources

Take a look at some additional sources of information.

- *Implementing SuccessFactors Employee Central Handbook*
For more information, refer to the [Implementing Employee Central Core](#) guide.
- *Employee Central Country-Specific Implementation Handbook*
For more information, refer to the [Employee Central Country/Region Specifics](#) guide.
- *User Management and Distribution with SAP NetWeaver Identity Management*
For more information see the *SAP NetWeaver Identity Management* library. Go to <http://help.sap.com> and search for *sap netweaver identity management*. Then filter the search result for your SAP NetWeaver release.
- *SAP NetWeaver Identity Management Community*
<https://www.sap.com/community/topic/identity-management.html> 

Parent topic: [You're done! What's Next? \[page 162\]](#)

Related Information

[Troubleshooting \[page 162\]](#)

[Optimizing the Performance of This Integration \[page 169\]](#)

[Handling of Data Purge in the Replication \[page 171\]](#)

7.3 Optimizing the Performance of This Integration

Here are some best practices to help you improve the performance of employee master data replication.

Employee master data replication is scheduled in the middleware. The middleware requests data from Employee Central and sends it to SAP ERP HCM.

Parallelization

You could parallelize employee master data replication by deploying the integration process multiple times in the middleware and defining appropriate selection parameters to make sure that each of these process instances transfers a different set of data. But since the middleware sends the data asynchronously to SAP ERP HCM, rather the SAP ERP HCM system than the middleware is the limiting factor. This means, parallelization wouldn't improve the performance significantly. That's why we don't recommend that you parallelize employee master data replication processes.

Package Size

We recommend that you use the default setting of 400 configured in the middleware. If you want to change the package size, we recommend not to send very small packages since this will generate a lot of inbound calls to your SAP ERP HCM system. This may interfere with the processing queue, thus impacting the performance.

Scheduling

We don't recommend trying to achieve a real-time integration by using very short replication cycles (such as replicating every minute). If you need to replicate a specific employee immediately, use push replication.

If you use multiple Employee Central-SAP ERP HCM integrations, we recommend to schedule them with the same interval, but with different timelines to avoid multiple replication processes running at the same point in time.

Server-Side Paging

Employee master data replication uses the `Compound Employee` API to request data from Employee Central. The API uses server-side paging to optimize the performance if large amounts of data need to be read. That's why we do not recommend that you have server-side paging disabled in SAP SuccessFactors 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 Product Support.

Notification, Confirmation, and Logging

You can disable notifications and confirmations being sent from SAP ERP HCM to Employee Central during initial load. You can turn notifications and confirmations back on when initial load is finished and you switch to delta replication. To turn notifications off, use the `Enable Notification` parameter in the middleware process. To turn confirmations off, leave the value of the `YSFEC / YRESP` switch in table `T77S0` blank. Even with confirmations being disabled, you can analyze errors occurring during initial load using the application log in the SAP ERP HCM system.

We recommend that you disable payload logging in the middleware. Only enable payload logging if an issue occurs in employee master data replication, to be able to analyze the problem.

General Recommendations

Check your firewall and your proxy for restrictions regarding the maximum package size. If necessary, adjust the firewall and proxy settings or the package size of your integration accordingly.

Disable integration processes you no longer use.

Latest when switching from your development and test environment to your productive environment, disable any integrations that you've set up for development and test purposes. Only trigger them on demand.

Check whether an integration really needs to run around the clock. Maybe for some types of data it is sufficient to replicate only from time to time. You can increase the time interval for the affected processes to replicate this data less frequently.

If the integration runs into an error, stop the scheduler. It doesn't make sense to continue a replication that constantly generates error messages. This just jams the logs and makes error analysis more difficult.

Parent topic: [You're done! What's Next? \[page 162\]](#)

Related Information

[Troubleshooting \[page 162\]](#)

[Further Resources \[page 169\]](#)

[Handling of Data Purge in the Replication \[page 171\]](#)

[Setting the Switch to Enable the Web Service for the Employee Replication Confirmation \[page 154\]](#)

7.4 Handling of Data Purge in the Replication

Look at how the purge of data is handled in the replication from Employee Central to the SAP ERP HCM system.

Purging data in SAP ERP HCM is independent of purging data in Employee Central. Each system has its own business reasons for keeping or purging data, and retention times can differ in both systems. That's why you decide for each system what data is to be purged.

Example

You might purge an employee's address in Employee Central. But the address can still be required in SAP ERP HCM for specific processes such as payroll.

If you purge data in Employee Central, this information isn't replicated to the SAP ERP HCM system automatically. If you want to purge the same data on the SAP ERP HCM side, you need to trigger this purge in addition.

The guiding principle is that unwanted data deletion in SAP ERP HCM must be prevented. That is, Employee Central and SAP ERP HCM aren't kept in sync regarding data purge.

i Note

Purging data isn't the same as deleting data. While it's often possible to "undelete" data and recover the deleted record, a data purge is permanent and the purged records are irrevocably removed.

Parent topic: [You're done! What's Next? \[page 162\]](#)

Related Information

[Troubleshooting \[page 162\]](#)

[Further Resources \[page 169\]](#)

[Optimizing the Performance of This Integration \[page 169\]](#)

7.4.1 Validation of Employee Data Purge in Data Replication from Employee Central

When employee master data and employee organizational assignments are purged in Employee Central, the data replication to SAP ERP HCM validates the purge and reacts to it.

The Employee Central `CompoundEmployee` API provides a validation option for reacting to the purge of employee data in Employee Central: Validation against the effective end date filter. This validation checks whether the full transmission start date (FTSD) you defined for the replication of employee master data and organizational assignments is in a period for which data was purged. The SAP ERP HCM system can then react accordingly when data is purged for an employee in Employee Central that's included in the data replication to SAP ERP HCM.

i Note

The validation option determines how the SAP ERP HCM reacts to a data purge in Employee Central. It doesn't affect purging data from SAP ERP HCM itself. Purging data in SAP ERP HCM is independent of purging data in Employee Central. You decide for each system separately what data is to be purged.

7.4.2 Purge of Application Logs in SAP ERP HCM

Purge application logs in the SAP ERP HCM system that you no longer need.

What Data Can Be Purged

Data replication between Employee Central and SAP ERP HCM uses the following objects when writing messages to the application log:

- Combined employee master data and organizational assignments replication from Employee Central to SAP ERP HCM:
Object `ECPAO_IN` with subobjects:
 - `GEN` for generic messages
 - `EE` for employee master data
 - `VERBOSE` for the Verbose message log
- Employee master data replication from Employee Central to SAP ERP HCM:
Object `PAOC_SFI_PA` with subobject `EE`
- Organizational data or organizational objects replication from Employee Central to SAP ERP HCM:
Object `PAOC_SFI_OM` with subobjects:
 - `REPL_REQ_PROCESSING` for the log created by the replication to the SAP ERP HCM system
 - `REPL_REQ_PROXY` for the log created when processing the inbound message in SAP ERP HCM
- Employee time data replication from Employee Central to SAP ERP HCM:
Object `PAOC_SFI_PA` with subobject `EE_TIME`

How to Purge Data

Use the `BC_SBAL` archiving object in the [Archive Administration](#) (SARA) transaction to delete these application logs in SAP ERP HCM if you no longer need them. The archiving object calls the `SBAL_ARCHIVE_DELETE` program, which deletes the data from the archived logs from the original tables.

On the selection screen of the `SBAL_ARCHIVE_DELETE` program, enter the following data:

- **Object** and **Subobject**: Select all application log objects and subobjects whose logs you want to delete
- **From (Date/Time)**: To delete all logs, enter **18000101**
- **To (Date/Time)**: Enter the latest possible date, keeping in mind that only the logs written after that date will still be available in SAP ERP HCM

For more information, see [Archiving Object BC_SBAL](#) in the SAP NetWeaver documentation.

8 Appendix

8.1 Country-Dependent Mapping of Personal Information Fields (Infotype 0002)

The section below outlines country by country which personal information fields in Employee Central are mapped to SAP ERP HCM in Master Data Replication.

i Note

The layout and labels of the personal data fields shown varies depending on the country selected.

8.1.1 Argentina - personallInfo (Infotype 0002)

In Employee Central, there are 2 National IDs "*Worker ID*" (CUIL) and "*National Number ID*" (DNI) that can be maintained for Argentina. If both CUIL and DNI are maintained, only CUIL will be replicated on the SAP ERP HCM side and CUIL must be flagged as "Primary" in order for the replication to be successful.

8.1.2 Austria - personallInfo (Infotype 0002)

The SAP ERP HCM replication for Austria is enhanced for the gender replication with the corresponding Male, Female, and Non-binary name fields for the Personal Information (0002) infotype.

i Note

Non-binary name field is available only from support package 33 of the SFSF EC INTEGRATION 1210 add-on (software component version PA_SE_IN 100).

8.1.3 Brazil - personallInfo (Infotype 0002)

The table below shows you the Brazil-specific fields for an employee's personal information in Employee Central. It also shows the equivalent fields in SAP ERP HCM for personallInfo (Infotype 0002).

Employee Central hr field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
genericNumber1	Ethnicity	-	-	-	0625	RACE
Custom_string_20	Cstring20 (Extensibility)	-	-	-	0625	NATUR

8.1.4 Chile - personalInfo (Infotype 0002)

The table below shows you the Chile-specific fields for an employee's personal information in Employee Central. It also shows the equivalent fields in SAP ERP HCM for personalInfo (Infotype 0002).

Employee Central hr field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
genericString1	Religion	-	Yes	RELIGION_CHL	0002	KONFE
genericNumber1	Number of Children	-	-	-	0002	ANZKD

The external codes of the picklist RELIGION_CHL must be the same as the codes for KONFE in SAP ERP HCM.

8.1.5 Germany - personalInfo (Infotype 0002)

The table below shows you the Germany-specific fields for an employee's personal information in Employee Central. It also shows the equivalent fields in SAP ERP HCM for personalInfo (Infotype 0002).

Employee Central hr field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
genderCountry-Specific	Gender country specific	Yes	Yes	gender_DEU	0002	GESCH

The SAP ERP HCM replication for Germany is enhanced for the gender replication with the corresponding Male, Female, and Non-binary name fields for the Personal Information (0002) infotype.

8.1.6 India - personalInfo (Infotype 0002)

The table below shows you the India-specific fields for an employee's personal information in Employee Central. It also shows the equivalent fields in SAP ERP HCM for personalInfo (Infotype 0002).

Employee Central hris field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
genderCountry-Specific	Gender country specific	Yes	Yes	gender_IND	0002	GESCH

The SAP ERP HCM replication for India is enhanced for the gender replication with the corresponding Male, Female, and Transgender name fields for the Personal Information (0002) infotype.

8.1.7 Japan - personallInfo (Infotype 0002)

The SAP ERP HCM replication for Japan is enhanced with the corresponding Kanji, Katakana and Romaji name fields for the Personal Information (0002) infotype. The table below shows you the relevant name fields for Japan and the equivalent fields in SAP ERP HCM in personallInfo (Infotype 0002).

Employee Central hris field	Description	Required for Replication?	Script Code	Infotype Field	Max Length in SAP ERP HCM
first_name, first_name_alt1, first_name_alt2	First name (Katakana)	Yes	411	FNAMK	40
last_name, last_name_alt1, last_name_alt2	Last name (Katakana)	Yes	411	LNAMK	40
first_name, first_name_alt1, first_name_alt2	First Name (Romaji)	-	215	FNAMR	40
last_name, last_name_alt1, last_name_alt2	Last name (Romaji)	-	215	LNAMR	40
first_name, first_name_alt1, first_name_alt2	First name (Kanji)	Yes	500	NACHN	40
last_name, last_name_alt1, last_name_alt2	Last name (Kanji)	Yes	500	VORNA	40
middle_name/ middle_name_alt1/ middle_name_alt2	Middle name (Katakana)	-	411	MIDKK	40
middle_name/ middle_name_alt1/ middle_name_alt2	Middle name (Kanji)	-	500	MIDKJ	40
middle_name, middle_name_alt1, middle_name_alt2	Middle name (Romaji)	-	215	MIDNM	40

Employee Central hr is field	Description	Required for Replication?	Script Code	Infotype Field	Max Length in SAP ERP HCM
birth_name, birth_name_alt1, birth_name_alt2	Birth name (Katakana)	-	411	NABIK	40
birth_name, birth_name_alt1, birth_name_alt2	Birth name (Kanji)	-	500	NAME2	40
birth_name/ birth_name_alt1/ birth_name_alt2	Birth name (Romaji)	-	215	NABIR	40

❖ Example

For the name fields for Japan, the Employee Central field can be either of the alternative language fields, depending on which field the customer has maintained. For example, for replication of Katakana names, the Script Code should be 411.

i Note

Script codes for the field *Language Script* can be defined using the MDF object `script`.

i Note

Middle names are replicated to infotype view 3387 of infotype 0002.

As the prerequisite for the replication of middle names for Japan, you must install SAP Note 2214424.

8.1.8 Korea - personalInfo (Infotype 0002)

The table below shows you the Korea-specific fields for an employee's personal information in Employee Central. It also shows the equivalent fields in SAP ERP HCM for personalInfo (Infotype 0002).

Employee Central hr is field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
first-name	First Name (Hangul)	Yes	-	-	0002	FNMHG
last-name	Last Name (Hangul)	Yes	-	-	0002	LNMHG
national-id	Registration Number	Yes	-	-	0002	REGNO

First Name and *Last Name* in Employee Central are mapped to *Hangul First Name* (P0539-FNMHG) and *Hangul Last Name* (P0539-LNMHG). No matter in which language the first and last names are maintained in Employee

Central, these will only be mapped to the Hangul language fields in SAP ERP HCM. Currently we are not replicating names into the Hanja and English language fields in SAP ERP HCM.

In Employee Central, there are 2 National IDs “[Resident Registration Number](#)” (Foreigners) and “[Korea Registration Number](#)” (Korean Citizens) that can be maintained for South Korea. The National ID which has been flagged as “Primary” will be replicated on the SAP ERP HCM Side.

8.1.9 Netherlands - personallInfo (Infotype 0002)

Due to special legal requirements on name formats for Netherlands, there are changes to the [Personal Information](#) portlet in Employee Central with the addition of new fields and the replication of these new fields to the SAP ERP HCM system.

In addition, changes have been made to the existing replication logic for certain fields in the [Personal Information](#) portlet when the country of employment is Netherlands.

Employee Central hris field	Description	Required for Rep- lication?	Code mapping re- quired?	PicklistID	Infotype Field
birth-name	Birth Name	Yes	-	-	NACHN
partner-name	Partner Name	-	-	-	NAME2
name-prefix	Name Prefix of Employee	-	Yes	nameprefix*	VORSW
partner-name-pre- fix	Name Prefix of Partner	-	Yes	nameprefix*	VORS2
initials	Initials	Yes	-	-	INIT5
name-format-code	Name Format Code	-	-	-	KNZNM

* Two values in the picklist with external codes 205 (von und zu der) and 206 (von und zur) will not be replicated by default. To replicate these values successfully, you must change the corresponding external code in SAP ERP HCM in table T535N to less than or equal to 10 characters and make a relevant entry in table PAOCFEC_MAP.

Note

- The [Last Name](#) field in Employee Central will no longer be replicated when the country of employment is Netherlands.
- If an employee has a global assignment in another county, ensure that the name requirements are met for the country that the employee is assigned to. After the global assignment is ended, when the employee returns to Netherlands, make sure that you do the required name adjustments again.

8.1.10 New Zealand - personallInfo (Infotype 0002)

The table below shows you the New Zealand-specific fields for an employee's personal information in Employee Central. It also shows the equivalent fields in SAP ERP HCM for personallInfo (Infotype 0002).

Employee Central hris field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
genericString5	Religion	-	Yes	RELIGION_NZL	0002	KONFE
genericNumber2	Number of Children	-	-	-	-	ANZKD
genderCountry-Specific	Gender country specific	Yes	Yes	gender_AUT	0002	GESCH

The SAP ERP HCM replication for India is enhanced for the gender replication with the corresponding Male, Female, Gender Diverse, and Undeclared name fields for the Personal Information (0002) infotype.

The external codes of the picklist RELIGION_NZL in Employee Central should be the same as Religious Denomination Key in table T516T in SAP ERP HCM.

8.1.11 Saudi Arabia - personallInfo (Infotype 0002)

The table below shows you the available fields specific to South Arabia for an employee's personal information in Employee Central. It also shows the equivalent fields in SAP ERP HCM for personallInfo (Infotype 0002).

Employee Central hris field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype Field	Max Length in SAP ERP HCM
first_name_alt1 / first_name_alt2	First Name (Arabic)	Yes	-	-	FNAMR	40
middle_name_alt1 / middle_name_alt2	Second Name (Arabic)	Yes	-	-	NABIR	40
third_name_alt1 / third_name_alt2	Third Name (Arabic)	Yes	-	-	NICKR	40
last_name_alt1 / last_name_alt2	Last Name (Arabic)	Yes	-	-	LNAMR	40
middle_name	Middle Name (English)	-	-	-	MIDNM	40
third_name	Third Name (English)	-	-	-	MIDNM	40
genericString1	Religion	Yes	Yes	RELIGION_SAU	KITXT	4
genericString6	Blood Group	-	Yes	bloodGroup	BLGRP	3

Employee Central hris field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype Field	Max Length in SAP ERP HCM
genericString7	Home Airport	-	Yes	-	HOMAP	3
genericString8	Sponsor ID	-	-	-	SPONR	10
genericString9	Profession for Legal Reporting	-	Yes	professionLegal_SAU	SAVPC	10
genericString10	Passport Profession	-	-	-	SAPPC	10
genericString11	Border Entry No.	-	-	-	BORDR	10
genericString12	Port Entry No.	-	-	-	EPORT	20
genericDate1	Entry Date (Islamic)	-	-	-	ENTRD	8
genericString13	Family Residing in Saudi Arabia	-	-	yesNo	FRESI	1
genericString14	No Company Housing	-	-	yesNo	NOCPH	1
genericString15	Exclude from legal reporting	-	-	yesNo	EXCLE	1

Note

- For all the Arabic name fields, the Employee Central field can be either of the alternative language fields, depending on which field the customer has maintained. For replication of Arabic names, the Script Code (script_alt1/script_alt2) should be 160.
- For picklist yesNo, make sure to use the external code "1" for the value Yes and use blank for the value No.
- To replicate these fields from *Blood Group* (genericString6) to *Exclude from Legal Reporting* (genericString15), the SAP Note 2161739 has to be implemented.

The following fields must be marked mandatory when the employee belongs to a Saudi Arabian Legal Entity in Employee Central:

- First Name*
- Last Name*
- Form of Address*
- Birth Date*
- Gender*
- Mother Tongue*
- Nationality*

8.1.12 Venezuela - personallInfo (Infotype 0002)

Employee Central hris field	Description	Required for Replication?	Code mapping required?	PicklistID	Infotype	Infotype Field
genericNumber2	Number of Children	-	-	-	0002	ANZKD

The following fields must be marked as mandatory on the Employee Central user interface if the employee belongs to a Venezuelan Legal Entity, because these fields are used in legal reports on the SAP ERP HCM side

- Title
- Last Name
- First Name
- Date of Birth
- Place of Birth
- Language
- Country of Birth
- Region of Birth*
- Nationality
- Marital Status

* Region of Birth

For a Venezuelan legal entity, *Region of Birth* is a free-text field during hiring. Picklist is enabled for this field only when editing existing employees that come from the following countries of birth:

- France
- Italy
- Venezuela

For Venezuela, the picklist values and their corresponding descriptions are as follows:

Picklist Value	Region of Birth	Picklist Value	Region of Birth
A	Caracas	N	Monagas
B	Anzoategui	O	Nueva Esparta
C	Apure	P	Portuguesa
D	Aragua	R	Sucre
E	Barinas	S	Tachira
F	Bolivar	T	Trujillo

Picklist Value	Region of Birth	Picklist Value	Region of Birth
G	Carabobo	U	Yaracuy
H	Cojedes	V	Zulia
I	Falcon	W	Dependencias Federales
J	Guarico	X	Vargas
K	Lara	Y	Delta Amacuro
L	Merida	Z	Amazonas
M	Miranda		

For example, for an employee born in Caracas region in Venezuela, you must enter A in the Region of Birth field during hiring.

Region of Birth is mandatory for a Venezuela legal entity irrespective of the employee's country of birth. Therefore, replication will fail if the field value is incorrect. To avoid this, make sure that you have the following entry for the country of birth for the employee in the Regions (V_T005S) view:

Country (of Birth)	Region	Description
IN (for example)	OTH	Others

8.2 Country-Dependent Mapping of Address Fields (Infotype 0006)

The section below outlines country by country which address fields in Employee Central are mapped to SAP ERP HCM in Master Data Replication.

Note

The layout and labels of the address fields shown varies depending on the country selected.

The following table shows you which Employee Central address fields are country-independent.

IT0006 Target Fields	Effective Start-Date	Effective End-Date	Address Type	Country	City	ZIP Code
BEGDA	country-independent					
ENDDA		country-independent				

IT0006 Target Fields	Effective Start-Date	Effective End-Date	Address Type	Country	City	ZIP Code
SUBTY			country-independent			
ANSSA			country-independent			
ORT01					country-independent (Exception: NLD, HKG)	
PSTLZ						country-independent
LAND1				country-independent		

Related Information

[Master Data Replication Information \[page 79\]](#)

8.2.1 Address Information - Argentina

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Argentina for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields		Employee Central						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Pick-list ID
STRAS	-	address1	Street	Both	String	256	-	-

SAP ERP HCM Fields		Employee Central						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
HSNMR	-	address2	House Number	Both	String	256	-	-
FLOOR	-	address3	Storey	Both	String	256	-	-
POSTA	-	address4	Apartment	Both	String	256	-	-
LOCAT	-	address5	Extra Address Line	Both	String	256	-	-
PSTLZ	-	zip-code	Postal Code	Both	String	256	-	-
ORT01	Yes	city	City	Both	String	256	Yes	-
ORT02	-	county	District	Both	String	256	-	-
-	-	address6	Town	Both	String	256	-	-
STATE	Yes	state	Region	Both	String	256	-	REGION_ARG

8.2.2 Address Information - Australia

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Australia for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Name	Field Type	Max Length	Default Visibility	Mandatory in Employee Central?	Employee Central Picklist ID
STRAS	-	address1	Street	String	256	Both	-	-
HSNMR	-	address2	House Number	String	256	Both	-	-

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Name	Field Type	Max Length	Default Visibility	Mandatory in Employee Central?	Employee Central Picklist ID
POSTA	-	address3	Apartment	String	256	Both	-	-
LOCAT	-	address4	Extra Address Line	String	256	Both	-	-
PSTLZ	-	zip-code	Postal Code	String	256	Both	-	-
ORT01	Yes	city	City	String	256	Both	-	-
ORT02	-	county	County	String	256	Both	-	-
STATE	-	state	State	String	256	Both	-	STATE_AUS

i Note

The format for postal codes in Australia is as follows: NNNN. For example, Sydney NSW 2000.

8.2.3 Address Information - Austria

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Austria for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
STRAS	-	address1	Street and House Number	Both	String	256	-	-
PSTLZ	-	zip-code	Postal Code	Both	String	256	-	-

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
ORT01	Yes	city	City	Both	String	256	-	-
ORT02	-	county	District	Both	String	256	-	-
STATE	Yes	state	Region	Both	String	256	-	STATE_AUT

i Note

The format for postal codes in Austria is as follows: NNNN.

8.2.4 Address Information - Brazil

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Brazil for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Field Type	Max Length	Visibility	Employee Central Picklist ID	Mandatory in Employee Central?
STRAS	Yes	address1	Street	String	256	Both	-	-
HSNMR	Yes	address2	House Number	String	256	Both	-	-
POSTA	-	address3	Extra Address Line	String	256	Both	-	-
ORT02	-	address4	Neighborhood	String	256	Both	-	-
ORT01	Yes	city	City	String	256	Both	-	-

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Field Type	Max Length	Visibility	Employee Central Picklist ID	Mandatory in Employee Central?
PSTLZ	Yes	zip-code	Postal Code	String	256	Both	-	Yes
STATE	Yes	state	State	String	256	Both	STATE_BRA	-

i Note

The format for postal codes in Brazil is as follows: NNNNN-NNN. For example, Rio de Janeiro: RJ 11525-232 44

8.2.5 Address Information - Canada

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Canada for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
STRAS	-	address1	Street and House Number	Both	String	256	-	-
LOCAT	-	address2	Address Line 2	Both	String	256	-	-
ORT01	Yes	city	City	Both	String	256	-	-

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Pick-list ID
STATE	Yes	state	Province	Both	String	256	Yes*	PROV-INCE_CAN After you enter a Postal Code, Province becomes a required field in Employee Central. See below for details.
PSTLZ	Yes	zip-code	Postal Code	Both	String	256	-	-

Note

Address validation must first be activated by an administrator in [Admin Tools](#). The format for postal codes in Canada is ANA NAN: for example, Toronto, Ontario M2P 2B8. The space given after the 3rd character is mandatory. Additionally the leading character should correspond to the postal sorting code of the province. The sorting codes that are assigned are as follows:

- Newfoundland and Labrador - A
- Nova Scotia - B
- Prince Edward Island - C
- New Brunswick - E
- Quebec - G, H, J
- Ontario - K, L, M, N, P
- Manitoba - R
- Saskatchewan - S
- Alberta - T
- British Columbia - V
- Northwest Territories/ Nunavut - X
- Yukon - Y

8.2.6 Address Information - Chile

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Chile for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Pick-list ID
NAME2	No	address1	Care Of	Both	String	256	No	-
STRAS	No	address2	Street	Both	String	256	No	-
HSNMR	No	address3	House Number	Both	String	256	No	-
POSTA	No	address4	Apartment	Both	String	256	No	-
LOCAT	No	address5	Extra Address Line	Both	String	256	No	-
PSTLZ	No	zip-code	Postal Code	Both	String	256	No	-
ORT01	Yes	city	City	Both	String	256	Yes	-
ORT02	No	county	District	Both	String	256	No	-
STATE	Yes	state	Region	Both	String	256	No	REGION_CHL

8.2.7 Address Information - China

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for China for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields		Employee Central Fields						
ITOO6 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Pick-list ID
LOCAT	No	address1	Detailed Address	Both	String	256	No	-
STRAS	No	address2	Street and House Number	Both	String	256	No	-
ORTO2	No	address3	County/ District	Both	String	256	No	-
ORTO1	Yes	city	City/ Pre-fecture	Both	String	256	No	-
PSTLZ	No	zip-code	Postal Code	Both	String	256	No	-
STATE	No	state	Province	Both	String	256	No	STATE_CHN

i Note

The format for postal codes in China is as follows: NNNNNN. For example, 200040 Shanghai. An administrator must first activate address validation in [Admin Tools](#).

8.2.8 Address Information - El Salvador

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for El Salvador for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

Table 21: Home Address- El Salvador

SAP ERP HCM Fields		Employee Central Fields					
IT006 Target	Mandatory in SAP ERP HCM?	Field ID	Field Label	Data Type	Max Length	Visibility	Mandatory in Employee Central?
NAME2	No	address1	Care Of	String	256	Both	No
STRAS	No	address2	Street Name	String	256	Both	No
HSNMR	No	address3	House Number	String	256	Both	No
LOCAT	No	address4	Locality	String	256	Both	No
PSTLZ	No	address5	Department	String	256	Both	No
POSTA	No	zip-code	Postal Code	String	256	Both	No
ORT01	Yes	city	City	String	256	Both	Yes
ORT02	No	county	District	String	256	Both	No
STATE	Yes	state	Region	String	256	Both	No

8.2.9 Address Information - Finland

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Finland for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
STRAS	No	address1	Street	Both	String	256	No	-
HSNMR	No	address2	House Number	Both	String	256	No	-
POSTA	No	address3	Apartment	Both	String	256	No	-
LOCAT	No	address4	Extra Address Line	Both	String	256	No	-
PSTLZ	No	zip-code	Postal Code	Both	String	256	No	-
ORT01	Yes	city	City	Both	String	256	No	-
ORT02	No	county	County	Both	String	256	No	-
STATE	No	state	State	Both	String	256	No	REGION_FIN

8.2.10 Address Information - France

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for France for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM		Employee Central							
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID	NOTE
HSNMR	No	address1	House Number	Both	String	256	No	-	-
STRAS	No	address2	Street	Both	String	256	No	-	-

SAP ERP HCM		Employee Central							
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID	NOTE
LOCAT	No	address3	Extra Address Line	Both	String	256	No	-	-
ORT01	Yes	city	City	Both	String	256	No	-	-
STATE	Yes	state	Department	Both	String	256	No	DEPARTMENT_FRA	-
PSTLZ	Yes	zip-code	Postal Code	Both	String	256	Yes	-	-
ORT02	No	county	District	Both	String	256	No	-	-
RCTVC	No	address4	Municipality INSEE Code	Both	String	256	No	-	The INSEE code refers to the municipality where the employee lives. This code is needed for the N4DS statutory requirement in France.
OR2KK	No	address5	Municipality Name	Both	String	256	No	-	-

Note

Postal Code Validation: Address validation must first be activated by an administrator in Admin Center. The format for postal codes in France is as follows: NNNNN. For example, 75008 Paris.

8.2.11 Address Information - Germany

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Germany for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields		Employee Central Fields							
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID	
STRAS	-	address1	Street	Both	String	256	-	-	STRAS corresponds to Street and House Number in Employee Central: "address1, address2"
-	-	address2	House Number	Both	String	256	-	-	
PSTLZ	-	zip-code	Postal Code	Both	String	256	-	-	
ORT01	Yes	city	City	Both	String	256	-	-	
ORT02	-	address3	District	Both	String	256	-	-	

i Note

The format for postal codes in Germany is as follows: NNNNN. For example, 69190 Walldorf.

8.2.12 Address Information - Hong Kong

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Hong Kong for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields		Employee Central Fields							
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID	Note
LOCAT	No	address1	Extra Address Line	Both	String	256	No	-	-
STRAS	No	address2	Street	Both	String	256	No	-	-
COUNC	No	city	District	Both	String	256	No	DIS-TRICT_HKG	-
WKWNG	No	address3	Company Housing	Both	String	256	No	yesNo	Select "Yes" if the employee lives in housing provided by your company.
STATE	No	state	Area Code	Both	String	256	No	AREA_HKG	-
LAND1	Yes	country	Country/Region	Both	String	256	Yes		

i Note

Area Code (STATE) isn't directly replicated to ERP. The District picklist in Employee Central takes the format XX(X)-YYY (Area code – District). This value is split for filling both COUNC and STATE fields in the ERP system.

8.2.13 Address Information - India

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for India for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

SAP ERP HCM Fields			Employee Central Fields					
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Name	Field Type	Max Length	Default Visibility	Mandatory in Employee Central?	Employee Central Picklist ID
STRAS	-	address1	Street	String	256	Both	-	-
HSNMR	-	address2	House Number	String	256	Both	-	-
LOCAT	-	address3	Extra Address Line	String	256	Both	-	-
PSTLZ	-	zip-code	PIN	String	256	Both	-	-
ORT01	Yes	city	City	String	256	Both	-	-
ORT02	-	county	District	String	256	Both	-	-
STATE	-	state	State	String	256	Both	-	STATE_IND

i Note

The format of the PIN code is as follows: NNNNNN. For example, Bangalore 560071.

8.2.14 Address Information - Ireland

The table below shows you the available fields for Ireland for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

SAP ERP HCM Fields

Employee Central Fields

IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Name	Field Type	Max Length	Default Visibility	Mandatory in Employee Central?	Employee Central Picklist ID
STRAS	Yes	address1	House Number and Street	String	256	Both	-	-
LOCAT	-	address2	Address Line 2	String	256	Both	-	-
ORT01	-	city	City	String	256	Both	-	-
ORT02	-	address3	District	String	256	Both	-	-
STATE	Yes	county	County	String	256	Both	-	COUNTY_IRL
PSTLZ	-	zip-code	Postal Code	String	256	Both	Yes	-

i Note

From 2015, Ireland implements a postcode system called Eircode. The Eircode is a unique code assigned to each residential and business address making it easier for those delivering goods and services to accurately identify the location of an address. The content entered in the Postal Code field in Employee Central is validated according to the following definition of the Eircode format.

Component	Position in the Postal Code	Allowed Characters
Routing Key	1	A, C, D, E, F, H, K, N, P, R, T, V, W, X, Y
	2	0, 1, 2, 3 ... 9
	3	0, 1, 2, 3 ... 9, and W (only in the combination "D6W")
Unique Identifier	4	0, 1, 2, 3 ... 9, and A, C, D, E, F, H, K, N, P, R, T, V, W, X, Y
	5	
	6	
	7	

8.2.15 Address Information - Italy

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Italy for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Name	Field Type	Max Length	Default Visibility	Mandatory in Employee Central?	Employee Central Picklist ID
STRAS	Yes	address1	Street and House Number	String	256	Both	-	-
LOCAT	-	address2	Address Line 2	String	256	Both	-	-
ORT01	Yes	city	City	String	256	Both	-	-
STATE	Yes	state	Province	String	256	Both	-	PROVINCE_ITA
PSTLZ	Yes	zip-code	Postal Code	String	256	Both	-	-

8.2.16 Address Information - Japan

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Japan for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields

Employee Central Fields

IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Em- ployee Cen- tral?	Employee Central Pick- list ID
STATE	-	state	State	Both	String	256	-	REGION_JPN
PSTLZ	-	zip-code	Postal Code	Both	String	256	-	
COUNC	-	county	County	Both	String	256	-	-
ORT01	-	address1	Kanji Ad- dress Line 1	Both	String	256	-	-
ORT02	-	address2	Kanji Ad- dress Line 2	Both	String	256	-	-
STRAS	-	address3	Kanji Ad- dress Line 3	Both	String	256	-	-
OR1KK	-	address4	Kana Ad- dress Line 1	Both	String	256	-	-
OR2KK	-	address5	Kana Ad- dress Line 2	Both	String	256	-	-
LOCAT	-	address6	Kana Ad- dress Line 3	Both	String	256	-	-

i Note

For Japan, the field [County](#) in Employee Central maps to County Code (COUNC), which is checked by the database table T005E. You can define a picklist in Employee Central and map the respective county codes to the table T005E according to the customer's needs.

You must ensure that the Employee Central external code values match the SAP ERP HCM key values defined in table T005E.

i Note

The format of the Japanese postal code is as follows: NNNNNNN or NNN-NNNN.

8.2.17 Address Information - Jordan

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Jordan for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

Table 22: Home Address – Jordan

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Em- ployee Central?	Employee Central Picklist ID
NAME2	No	address1	Care Of	Both	String	256	No	-
STRAS	No	address2	Street	Both	String	256	No	-
LOCAT	No	Address3	Locality	Both	String	256	No	-
PSTLZ	No	zip-code	Postal Code	Both	String	256	No	-
ORT01	Yes	city	City	Both	String	256	Yes	-
ORT02	No	county	District	Both	String	256	No	-
STATE	Yes	state	Province	Both	String	256	No	-

8.2.18 Address Information - Lebanon

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Lebanon for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

Table 23: Home Address - Lebanon

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
NAME2	No	address1	Care Of	Both	String	256	No	-
STRAS	No	address4	Street	Both	String	256	No	-
LOCAT	No	address2	Governorate	Both	String	256	No	-
PSTLZ	No	zip-code	Postal Code	Both	String	256	No	-
ORT01	Yes	address3	City	Both	String	256	Yes	-
ORT02	No	county	District	Both	String	256	No	-

8.2.19 Address Information - Malaysia

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Malaysia for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
STRAS	-	address1	Address 1	Both	String	256	-	-
LOCAT	-	address2	Address 2	Both	String	256	-	-
ORT02	-	address3	Address 3	Both	String	256	-	-
PSTLZ	-	zip-code	Postal Code	Both	String	256	-	-

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
ORT01	Yes	city	City	Both	String	256	Yes	-
STATE	-	state	Region	Both	String	256	-	RE-GION_MYS
NAME2	-	address4	Care Of (contact name)	Both	String	256	-	-

8.2.20 Address Information - Mexico

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Mexico for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Name	Picklist ID	Max Length	Mandatory in Employee Central?	Visibility	How to Use this Field:
STRAS	-	address1	Street and House Number	-	256	-	Both	-
POSTA	-	address2	Apartment	-	256	-	Both	-
ORT02	-	address3	Colony	-	256	-	Both	-
RCTVC	Yes	address4	Municipality	MUNCL_MEX	256	-	Both	-
ORT01	Yes	city	City	-	256	-	Both	-
STATE	-	state	State	STATE_MEX	256	-	Both	-
PSTLZ	-	zip-code	Postal Code	-	256	-	Both	-

i Note

The format for postal codes in Mexico is as follows NNNNN. For example, 45070 Zapopan.

8.2.21 Address Information - Netherlands

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for the Netherlands for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Pick-list ID
LOCAT	-	address1	Extra Address Line	Both	String	256	-	-
STRAS	-	address3	Street	Both	String	256	-	-
HSNMR	-	address4	House Number	Both	String	256	-	-
POSTA	-	address5	Apartment	Both	String	256	-	-
ORT01	-	address2	Location	Both	String	256	-	-
PSTLZ	-	zip-code	Postal Code	Both	String	256	-	-
CITY	-	city	City	Both	String	256	-	-

i Note

The format of postal codes in the Netherlands is as follows: NNNN AA; the space after the 4th digit is mandatory. For example, 5631 AV Eindhoven.

8.2.22 Address Information - New Zealand

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for New Zealand for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

SAP ERP HCM Fields		Employee Central Fields							
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Name	Field Type	Max Length	Default Visibility	Mandatory in Employee Central?	Employee Central Picklist ID	How to Use this Field:
NAME2	Yes*	address1	Contact Name	String	256	Both	-	-	In SAP ERP HCM, this is a mandatory field for Emergency Address (subtype 4).
STRAS	-	address3	Street and House Number	String	256	Both	-	-	-
LOCAT	-	address4	Extra Address Line	String	256	Both	-	-	-
ORT02	-	county	Suburb	String	256	Both	-	-	-
ORT01	-	city	City	String	256	Both	-	-	-
PSTLZ	-	zip-code	Postal Code	String	256	Both	-	-	-

8.2.23 Address Information - Pakistan

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Pakistan for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

Table 24: Home Address – Pakistan

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
NAME2	No	address1	Care Of	Both	String	256	No	-
STRAS	No	address3	Street	Both	String	256	No	-
HSNMR	No	address2	House Number	Both	String	256	No	-
PSTLZ	No	zip-code	Postal Code	Both	String	256	No	-
ORT01	Yes	city	City	Both	String	256	Yes	-
ORT02	No	county	District	Both	String	256	No	-
STATE	Yes	state	Province	Both	String	256	No	-

8.2.24 Address Information - Panama

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Panama for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

Table 25: Home Address – Panama

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
NAME2	No	address1	Name of Addressee	Both	String	256	No	-
STRAS	No	address2	Street Name and Number	Both	String	256	No	-
POSTA	No	address3	Apartment	Both	String	256	No	-
PSTLZ	No	zip-code	Postal Code	Both	String	256	No	-
ORT01	Yes	city	City	Both	String	256	Yes	-
ORT02	No	county	District	Both	String	256	No	-
STATE	Yes	state	Province	Both	String	256	No	-

8.2.25 Address Information - Peru

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Peru for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

Table 26: Home Address – Peru

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Required in Employee Central?	Employee Central Picklist ID
NAME2	No	address1	Name of Addressee	Both	String	256	No	-
STRAS	No	address2	Street Name and Number	Both	String	256	No	-
POSTA	No	address3	Apartment	Both	String	256	No	-
PSTLZ	No	zip-code	Postal Code	Both	String	256	No	-
ORT01	Yes	city	City	Both	String	256	Yes	-
ORT02	No	county	District	Both	String	256	No	-
STATE	Yes	state	Province	Both	String	256	No	-

8.2.26 Address Information - Poland

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Poland for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

Table 27: Home Address – Poland

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
STRAS	No	address1	Street	Both	String	256	No	-
HSNMR	No	address2	House Number	Both	String	256	No	-
POSTA	No	address3	Apartment	Both	String	256	No	-
LOCAT	No	address4	Extra Address Line	Both	String	256	No	-
PSTLZ	No	zip-code	Postal Code	Both	String	256	No	-
ORT01	Yes	city	City	Both	String	256	Yes	-
STATE	Yes	state	Region	Both	String	256	No	-

8.2.27 Address Information - Russia

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Russia for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

SAP ERP HCM Fields

Employee Central Fields

IT0006 Target:	IT3433 Target:	Manda- tory in SAP ERP HCM?	Employee Central Field ID	Field Name	Picklist ID	Max Length	Mandatory in Em- ployee Central?	Visibil- ity	How to Use this Field:
OR1KK[31-40]		-	address4	Street Type	STRTYP E_RUS	256	-	Both	Street type is a classification of the type of road where the building is located. The list of values comes from the predefined picklist: STRTYPE_RUS. The values given in this picklist are only available in the local language.
STRAS		-	address1	Street	-	256	-	Both	-
HSNMR		-	address2	House Number	-	256	-	Both	-
BLDNG		-	address3	Building	-	256	-	Both	-
POSTA		-	address5	Apartment	-	256	-	Both	-

SAP ERP HCM Fields

Employee Central Fields

IT0006 Target:	IT3433 Target:	Manda- tory in SAP ERP HCM?	Employee Central Field ID	Field Name	Picklist ID	Max Length	Mandatory in Em- ployee Central?	Visibil- ity	How to Use this Field:
OR1KK[11-20]		-	address6	Locality Type	LOC- TYPE_R US	3	-		A list of the various administrative subdivisions used by the Government to classify inhabited areas. The list of values comes from the predefined picklist: LOC-TYPE_RUS. Values are available in local language only.
ORT01		-	city	City/ Locality	-	256	-	Both	-
ORT02		-	address13	City District	-	256	-	Both	-
OR1KK[21-30]		-	address14	City District Type	CITY- DIS- TRICT- TYPE_R US	256	-	Both	-
	PLAN- NAME	-	address15	Plan Structure	-	256	-	Both	-
	PLAN- SOCR	-	address16	Plan Structure Type	PLAN- STRUC- TURE- TYPE_R US	256	-	Both	-
	EST- STAT- NAME	-	address9	Estate Status	ESTA- TESTA- TUS_RU S	256	-	Both	-
	STRUC- NUM	-	address10	Structure Number	-	256	-	Both	-

SAP ERP HCM Fields			Employee Central Fields						
IT0006 Target:	IT3433 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Name	Picklist ID	Max Length	Mandatory in Employee Central?	Visibility	How to Use this Field:
	STRSTANAME	-	address11	Structure Status	STRUCTURES-TATUS_RUS	256	-	Both	-
FLOOR		-	address12	Floor	-	256	-	Both	-
COUNC		-	address7	County	-	256	-	Both	-
	AREA-SOCR		address17	County Type	COUNTY-TYPE_RUS	256	-	Both	-
STATE		-	state	Region	REGION_RUS	256	-	Both	-
	REGION-SOCR	-	address18	Region Type	REGION-TYPE_RUS	256	-	Both	-
PSTLZ		-	zip-code	Postal Code	-	256	-	Both	The format for postal codes in Russia is as follows: NNNNNN.
COM06		-	address8	Local Tax Office Code	-	256	-	Both	-

8.2.28 Address Information - Saudi Arabia

The table below shows you which address fields are specific for Saudi Arabia in Employee Central and their equivalent in SAP ERP HCM.

SAP ERP HCM Fields			Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Max Length in SAP ERP HCM	Employee Central Field ID	Field Label	Field Type	Max Length in Employee Central	Visibility	Employee Central Picklist ID	Mandatory in Employee Central?
NAME2	-	40	address1	Addressee	String	256	Both	-	-

SAP ERP HCM Fields			Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Max Length in SAP ERP HCM	Employee Central Field ID	Field Label	Field Type	Max Length in Employee Central	Visibility	Employee Central Picklist ID	Mandatory in Employee Central?
CONKK	-	40	address7	PO Box	String	256	Both	-	-
OR2KK	-	40	address8	Camp	String	256	Both	CAMP_SA U	-
STRAS	-	60	address2	Street	String	256	Both	-	-
HSNMR	-	10	address4	House Number	String	256	Both	-	-
LOCAT	-	40	address3	Second Address Line	String	256	Both	-	-
POSTA	-	10	address5	Apart- ment ID	String	256	Both	-	-
RCTVC	-	6	address9	Bed No.	String	256	Both	-	-
PSTLZ	-	10	zip-code	Postal Code	String	256	Both	-	-
ORT01	Yes	40	address6	City	String	256	Both	-	Yes
ORT02	-	40	county	District	String	256	Both	-	-
REGIO	-	3	state	Region	String	256	Both	RE- GION_SA U	-
LAND1	Yes	3	country	Country	String	256	Both	-	Yes

8.2.29 Address Information - Singapore

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Singapore for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields			Employee Central Fields					
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
STRAS	Yes	address1	Street and House Number	Both	String	256	No	-
LOCAT	-	address2	Address Line 2	Both	String	256	No	-
ADR03	-	address3	Address Line 3	Both	String	256	No	-
ORT01	Yes	city	City	Both	String	256	No	-
PSTLZ	Yes	zip-code	Postal Code	Both	String	256	No	-
ORT02	-	county	District	Both	String	256	No	REGION_SGP

8.2.30 Address Information - Slovakia

Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Slovakia for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

SAP ERP HCM Fields			Employee Central Fields						
IT006 Target	Mandatory in SAP ERP HCM?	Field ID	Field Label	Standard	Data Type	Max Length	Default Visibility	Mandatory in Employee Central?	Picklist ID
NAME2	No	address1	Care Of	Yes	String	256	Both	No	-
STRAS	No	address2	Street	Yes	String	256	Both	No	-
HSNMR	No	address4	House Number	Yes	String	256	Both	No	-

SAP ERP HCM Fields				Employee Central Fields					
IT006 Target	Mandatory in SAP ERP HCM?	Field ID	Field Label	Standard	Data Type	Max Length	Default Visibility	Mandatory in Employee Central?	Picklist ID
POSTA	No	address5	Apart-ment	Yes	String	256	Both	No	–
LOCAT	No	address3	Extra Ad-dress Line	Yes	String	256	Both	No	–
PSTLZ	No	zip-code	Postal Code	Yes	String	256	Both	No	–
ORT01	Yes	city	City	Yes	String	256	Both	Yes	-
ORT02	No	county	District	Yes	String	256	Both	No	–
STATE	Yes	state	Region	Yes	String	256	Both	No	–

8.2.31 Address Information - Slovenia

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Slovenia for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

Table 28: Home Address – Slovenia

SAP ERP HCM Fields			Employee Central Fields					
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
NAME2	No	address1	Care Of	Both	String	256	No	-

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
STRAS	No	address2	Street	Both	String	256	No	-
HSNMR	No	address4	House Number	Both	String	256	No	-
POSTA	No	address5	Apartment	Both	String	256	No	-
LOCAT	No	address3	Extra Address Line	Both	String	256	No	-
PSTLZ	No	zip-code	Postal Code	Both	String	256	No	-
ORT01	Yes	city	City	Both	String	256	Yes	-
ORT02	No	county	District	Both	String	256	No	-
STATE	Yes	state	Region	Both	String	256	No	-

8.2.32 Address Information - South Korea

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for South Korea for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields		Employee Central							
IT0006 Target:	Mandatory in SAP ERP HCM?	Em- ployee Central Field ID	Field Label	Visibility	Data Type	Max Length	Manda- tory in Employee Central?	Employee Central Pick- list ID	How to Use this Field:
STATE	Yes	state	District	Both	String	256	Yes	REGION_KOR	-

SAP ERP HCM Fields		Employee Central							
IT0006 Target:	Mandatory in SAP ERP HCM?	Em- ployee Central Field ID	Field Label	Visibility	Data Type	Max Length	Manda- tory in Employee Central?	Employee Central Pick- list ID	How to Use this Field:
PSTLZ	Yes*	zip-code	ZIP Code	Both	String	256	Yes		If address3 (STRAS) is filled, zip-code is mandatory in SAP ERP HCM. If address3 (STRAS) is not filled, zip-code is not mandatory.
ORT1K	Yes	address1	City/ District/ County	Both	String	256	Yes	-	-
ORT2K	-	address2	Neighborhood/ Town/ Township	Both	String	256	No	-	-
STRAS	-	address3	Address 1	Both	String	256	No	-	-
LOCAT	-	address4	Address 2	Both	String	256	No	-	-

8.2.33 Address Information - South Africa

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for South Africa for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

Table 29: Home Address – South Africa

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
NAME2	No	address1	Care Of	Both	String	256	No	-
STRAS	No	address5	Street	Both	String	256	No	-
HSNMR	No	address4	House Number	Both	String	256	No	-
POSTA	No	address2	Apartment	Both	String	256	No	-
LOCAT	No	address3	Extra Address Line	Both	String	256	No	-
PSTLZ	No	zip-code	Postal Code	Both	String	256	No	-
ORT01	Yes	city	City	Both	String	256	Yes	-
ORT02	No	county	District	Both	String	256	No	-
STATE	Yes	state	Region	Both	String	256	No	-

8.2.34 Address Information - Spain

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Spain for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

SAP ERP HCM Fields Employee Central

IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Name	Picklist ID	Max Length	Mandatory in Employee Central?	Visibility	How to Use this Field:
STRDS	Yes	address4	Street Type	STRTYPE_ESP	256	-	Both	Street type is a classification of the type of road where the building is located. For example, Rambla. The list of values comes from the pre-defined picklist: STRTYPE_ESP. The values given in this picklist are only available in the local language.
STRAS	Yes	address1	Street	-	256	-	Both	-
HSNMR	-	address2	House Number	-	256	-	Both	-
POSTA	-	address3	Stair / Floor / Apartment	-	256	-	Both	-
LOCAT	-	address5	Extra Address Line	-	256	-	Both	-
PSTLZ	-	zip-code	Postal Code	-	256	-	Both	-
ORT01	Yes	city	City	-	256	-	Both	-
ORT02	-	address6	District	-	256	-	Both	-
STATE	-	state	Province	PROVINCE_ESP	256	-	Both	-

In both of the above cases, you must ensure that the Employee Central external code values match the SAP ERP HCM key values defined in table T5EVP.

8.2.35 Address Information - Sweden

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Sweden for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields		Employee Central						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Pick-list ID
STRAS	-	address1	Street	Both	String	256	-	-
HSNMR	-	address2	House Number	Both	String	256	-	-
POSTA	-	address3	Apartment	Both	String	256	-	-
LOCAT	-	address4	Extra Address Line	Both	String	256	-	-
PSTLZ	Yes	zip-code	Postal Code	Both	String	256	-	-
ORT01	Yes	city	City	Both	String	256	-	-
ORT02	-	county	District	Both	String	256	-	-
STATE	-	state	County	Both	String	256	-	COUNTY_SW E

i Note

The format for postal codes in Sweden is as follows: NNN NN; the space after the 3rd digit is mandatory. For example, 111 49 Stockholm.

8.2.36 Address Information - Switzerland

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Switzerland for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM Fields		Employee Central						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Required in Employee Central?	Employee Central Pick-list ID
-	-	address20	Care Of	Both	String	256	-	-
STRAS		address1	Street and House Number	Both	String	256	-	-
PSTLZ	-	zip-code	Postal Code	Both	String	256	-	-
ORT01	Yes	city	City	Both	String	256	-	-
ORT02	-	county	District	Both	String	256	-	-
STATE	-	state	Canton	Both	String	256	-	CAN-TON_CHE

i Note

The format for postal codes in Switzerland is as follows: NNNN.

8.2.37 Address Information - Turkey

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Turkey for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

Table 30: Home Address – Turkey

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
NAME2	No	address1	Care Of	Both	String	256	No	-
STRAS	No	Address3	Street	Both	String	256	No	-
HSNMR	No	Address4	House Number	Both	String	256	No	-
LOCAT	No	Address2	Extra Address Line	Both	String	256	No	-
PSTLZ	No	zip-code	Postal Code	Both	String	256	No	-
ORT01	Yes	city	City	Both	String	256	Yes	-
STATE	Yes	province	Region	Both	String	256	No	-
LAND1	Yes	country	Country	Both	String	-	Yes	-

8.2.38 Address Information - United Arab Emirates

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for United Arab Emirates for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

Table 31: Home Address – United Arab Emirates

SAP ERP HCM Fields		Employee Central Fields						
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Mandatory in Employee Central?	Employee Central Picklist ID
NAME2	No	address1	Care Of	Both	String	256	No	-
STRAS	No	address2	Street	Both	String	256	No	-
HSNMR	No	address3	House Number	Both	String	256	No	-
LOCAT	No	address5	Extra Address Line	Both	String	256	No	-
PSTLZ	No	zip-code	Postal Code	Both	String	256	No	-
ORT01	Yes	city	City	Both	String	256	Yes	-
ORT02	No	county	District	Both	String	256	No	-
STATE	Yes	state	Region	Both	String	256	No	-

8.2.39 Address Information - United Kingdom

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for the United Kingdom for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

SAP ERP HCM		Employee Central						
IT006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Label	Visibility	Data Type	Max Length	Required in Employee Central?	Employee Central Picklist ID
STRAS	Yes	address1	Building Number and Street	Both	String	256	-	-
LOCAT	-	address2	Address Line 2	Both	String	256	-	-
ORT02	-	address3	District	Both	String	256	-	-
ORT01	Yes	city	City	Both	String	256	-	-
STATE	-	county	County	Both	String	256	-	COUNTY_GBR
-	-	state	State	Both	String	256	-	STATE_GBR
PSTLZ	-	zip-code	Postal Code	Both	String	256	-	-

8.2.40 Address Information - United States

Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for the United States for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006).

SAP ERP HCM Fields		Employee Central					
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Name	Picklist ID	Mandatory in Employee Central?	Data Type	Visibility
STRAS	-	address1	Address Line 1	-	-	String	Both
LOCAT	-	address2	Address Line 2	-	-	String	Both
ORT01	Yes	city	City	-	-	String	Both

SAP ERP HCM Fields			Employee Central				
IT0006 Target:	Mandatory in SAP ERP HCM?	Employee Central Field ID	Field Name	Picklist ID	Mandatory in Employee Central?	Data Type	Visibility
ORT02	-	county	County	-	-	String	Both
STATE	-	state	State	STATE_USA	-	String	Both
PSTLZ	Yes	zip-code	ZIP	-	-	String	Both

i Note

An administrator must first activate address validation in [Admin Tools](#) to enable validation of Zip codes in Employee Central. The format for zip codes in the United States is as follows: NNNNN or NNNNN-NNNN. If it is an extended ZIP code, the code is 5 digits followed by a dash and a further 4 digits.

8.2.41 Address Information - Venezuela

i Note

If you're integrating Employee Central into SAP ERP HCM, it's recommended that you don't change the field assignments given for addresses in Employee Central as this may cause problems later in master data replication.

i Note

Country (LAND1 in SAP ERP HCM) is a mandatory field in both Employee Central and in SAP ERP HCM.

The table below shows you the available fields for Venezuela for an employee's home address in Employee Central. It also shows the equivalent fields in SAP ERP HCM for addressInfo (Infotype 0006). All the fields listed are standard fields in Employee Central.

i Note

In SAP ERP HCM, the field lengths for home address for Venezuela are different to the max length specified in Employee Central. If you are integrating Employee Central into SAP ERP HCM, it is therefore recommended that you follow the field lengths used by SAP ERP HCM, see Max Length in SAP ERP HCM in the table below. It is also recommended that you do not change the address field assignments as this may cause problems later in master data replication.

SAP ERP HCM

Employee Central



IT0006 Target:	Required in SAP ERP HCM?	Max Length in SAP ERP HCM	Employee Central Field ID	Field La- bel	Field Type	Max Length in Employee Central	Visibility	Employee Central Picklist ID	Required in Em- ployee Central?
STRAS	Yes	60	address1	Street Name and Number	String	256	Both	-	Yes
LOCAT	-	40	address2	Extra Ad- dress Line	String	256	Both	-	-
HSNMR	-	10	address3	House Number	String	256	Both	-	-
POSTA	-	10	address4	Apart- ment	String	256	Both	-	-
PSTLZ	-	10	zip-code	Postal Code	String	256	Both	-	-
ORT01	Yes	40	city	City	String	256	Both	-	Yes
ADR03	-	40	address5	Street2	String	256	Both	-	-
STATE	Yes	3	state	State	String	256	Both	RE- GION_VE N	Yes

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