SAP SuccessFactors

Administration Guide | PUBLIC
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Employee Central Data Replication Monitor

THE BEST RUN SAP

Content

1 Change History

Learn about changes to the documentation for Employee Central Data Replication Monitor in recent releases.

2H 2021

Type of Change	Description	More Info
Added	We added a note on the restriction of access to the Data Replication Monitor by a legal entity.	Restricting Access to Data Replication Monitor by Legal Entity (Country/Region or Company) [page 11]
Added	We added information on exporting entries from the Data Replication Monitor to a spreadsheet for further processing.	Exporting Entries from the Data Replication Monitor [page 22]
Added	We added information on the new content type Onboarding Compliance Forms.	Data Replication Monitor [page 4]Selecting Data in Data Replication Monitor [page 15]
Added	We added a recommendation on the Employee Data Replication Status.	Granting Permissions for the Data Replication Monitor [page 6]
Changed	We updated information on the restriction of access to the Data Replication Monitor by a generic object.	Restricting Access to Data Replication Monitor by Generic Object (Such as Target System) [page 9]
Added	We updated information on the new multiple search in Data Replication monitor feature.	Selecting Data in Data Replication Monitor [page 15]

1H 2021

Type of Change	Description	More Info
New	The Data Replication Monitor replaces the legacy Data Replication Monitor.	
New	You can now configure the default settings for the employee class picklist and the pay group filter.	Configuring the Data Replication Monitor using a Configuration Object [page 13]

2 Data Replication Monitor

Use the Employee Central Data Replication Monitor with improved performance and a new interface to monitor data replication from Employee Central to other systems.

Data Replication Monitor provides information about the successful, pending, or failed status of employee data replication between Employee Central and target systems.

Here's a table that shows what data can be replicated and to which target systems:

Data	Can be replicated to SAP ERP	Can be replicated to SAP S/4 HANA	Can be replicated to Employee Central Payroll
Employee Master Data	Yes	Yes	Yes
Employee Organizational Assignment	Yes	Yes	No
Planned Working Time	No	No	Yes
Employee Absence Data	Yes	Yes	Yes
Time Pay Components	Yes	Yes	Yes
Onboarding Compliance Forms	No	No	Yes

3 Setting Up Employee Central Data Replication Monitor

Make the required settings to show the Data Replication Monitor either on the home page or in the Admin Center and to use it in data replication from Employee Central to Employee Central Payroll or SAP S/4HANASAP S/4HANA HRSAP ERP HCMSAP ERP.

1. Enabling the Data Replication Monitor in Provisioning [page 5]
   Make the required settings in Provisioning to show the Data Replication Monitor tool in the Admin Center and to have the monitor updated with the notifications and confirmations sent by the corresponding standard integration.
2. Granting Permissions for the Data Replication Monitor [page 6]
   Give users the permissions they need to access the Data Replication Monitor and use it to monitor data replication from Employee Central to target systems.
3. Restricting Administrator Access to the Employee Central Data Replication Monitor [page 8]
   Restrict access to the Data Replication Monitor to specific target groups, so that an admin can see data replication records only for a specific group of employees.
4. Configuring Target Systems for the Data Replication Monitor [page 13]
   Enter the external codes of the *Replication Target System* objects you created in Employee Central for use in the corresponding integrations when setting up the target systems for Employee Central Data Replication Monitor.
5. Configuring the Data Replication Monitor using a Configuration Object [page 13]
   Configure the Data Replication Monitor configuration by creating a *Data Replication Monitor Configuration* object.

3.1 Enabling the Data Replication Monitor in Provisioning

Make the required settings in Provisioning to show the Data Replication Monitor tool in the Admin Center and to have the monitor updated with the notifications and confirmations sent by the corresponding standard integration.

Procedure

1. Log on to Provisioning.

   > → Remember
   >
   > As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner. If you're no longer working with an implementation partner, contact Product Support.

2. Go to *Company Settings* and select one or both of the following options:
    - *Enable Employee Central Payroll*
    - *Enable SAP ERP Integration*
3. Save your changes.

Task overview: Setting Up Employee Central Data Replication Monitor [page 5]

Next task: Granting Permissions for the Data Replication Monitor [page 6]

3.2 Granting Permissions for the Data Replication Monitor

Give users the permissions they need to access the Data Replication Monitor and use it to monitor data replication from Employee Central to target systems.

Procedure

1. Under *Administrator Permissions*, select the *Manage Integration Tools* category.
2. Select *Access to Data Replication Monitor*.
3. Give users the following permissions to enable them to access all features provided by the tool:

Category	Permission
Under *Administrator Permissions*, **select the** *Manage System Properties* **category.**	Select the *Picklist Management and Picklists Mappings Set Up* permission. This is required for the Employee Class filter.
Under *Administrator Permissions*, **select the** *Employee Central API* **category.**	Select the *Employee Central Foundation OData API (read-only)* permission.
Under *Administrator Permissions*, **select the** *Metadata Framework* **category.**	Select the following settings: ○ *Access to non-secured objects* This permission allows a user to access information provided by MDF objects (such as the *Target System*) when viewing data replication records in the Data Replication Monitor. ○ *Import Permission on Metadata Framework*
Under *User Permissions*, **select the** *General User Permissions* **category.**	Select the following: ○ *Live Profile Access* This permission allows a user to access the employee file from records in Data Replication Monitor. ○ *Company Info Access* > *User Search*

Category	Permission
Under *User Permissions***, select the** *Employee Central Effective Dated Entities* **category.**	Under *Job Information*, select the *View Current* option for these fields: ◦ *Company* ◦ *Country* ◦ *Location* ◦ *Employee Class* ◦ *Pay Group*
Under *User Permissions***, select the** *Employee Central Effective Dated Entities* **category.**	Under *Compensation Information*, select the *View Current* option for the field: ◦ *Pay Group*
Under *User Permissions***, select the** *Employee Central Effective Dated Entities* **category.**	Under *Personal Information*, select the *View Current* option for these fields: ◦ *Personal Information Actions* ◦ *First Name* ◦ *Last Name*
Under *User Permissions***, select the** *Employee Data* **category.**	Under *HR Information*, select the *View* option for *Biographical Information*.
Under *Administrator Permissions***, select the** *Manage Integration Tools* **category.**	Select the *Delete Records from Data Replication Monitor* permission to be able to delete entries from the Data Replication Monitor.
Under *Administrator Permissions***, select the** *Manage User* **category.**	Select the following settings: ◦ *Employee Export* ◦ *Export Extended User Information* This permission is required to ensure that the search works correctly.

→ Recommendation

We recommend that you set the *Employee Data Replication Status* object to secured.

i Note

If you have secured the *Employee Data Replication Status* object, in the object definition, you can choose the *Permission Category*, for example *SAP System Configuration*, which controls the category in the *Permission Roles* page. In the *Permission Roles* page, you can select the *View* and *Edit* option to be able to reprocess and delete entries from the Data Replication Monitor.

If you have secured the *Employee Data Replication Confirmation* object, in the object definition, you can choose the *Permission Category*, for example *SAP System Configuration*, which controls the category in the *Permission Roles* page. In the *Permission Roles* page, you can select the *View* option to see the confirmation messages.

If you have secured the *Replication Target System* object, in the object definition, you can choose the *Permission Category*, for example *SAP System Configuration*, which controls the category in the *Permission Roles* page. In the *Permission Roles* page, you can select the *View* option to see the list of systems.

Task overview: Setting Up Employee Central Data Replication Monitor [page 5]

Previous task: Enabling the Data Replication Monitor in Provisioning [page 5]

Next task: Restricting Administrator Access to the Employee Central Data Replication Monitor [page 8]

Related Information

List of Role-Based Permissions

3.3 Restricting Administrator Access to the Employee Central Data Replication Monitor

Restrict access to the Data Replication Monitor to specific target groups, so that an admin can see data replication records only for a specific group of employees.

Procedure

1. Under *Administrator Permissions*, select the *Manage Integration Tools* category.
2. Select the checkbox for the *Restrict Access to Data Replication Monitor to Specific Target Population* permission.

   > **i Note**
   >
   > This permission requires the *Access to Data Replication Monitor* permission to be set.

3. Define the target population.

   You can do this in different ways:

   - Based on generic objects, which are part of the Metadata Framework (MDF). This way you can restrict access to data replication records related to specific target systems, for example.
   - Based on the MDF foundation object *Legal Entity*. This way you can restrict access to data replication records related to specific countries/regions or companies.

1. Restricting Access to Data Replication Monitor by Generic Object (Such as Target System) [page 9]
   Restrict access to specific data replication records in the Data Replication Monitor, by securing generic objects and defining role-based permissions based on the secured objects.
2. Restricting Access to Data Replication Monitor by Legal Entity (Country/Region or Company) [page 11]
   Restrict access to specific data replication records in the Data Replication Monitor, by defining role-based permissions based on the *Legal Entity* object.

Task overview: Setting Up Employee Central Data Replication Monitor [page 5]

Previous task: Granting Permissions for the Data Replication Monitor [page 6]

Next task: Configuring Target Systems for the Data Replication Monitor [page 13]

Related Information

List of Role-Based Permissions

3.3.1 Restricting Access to Data Replication Monitor by Generic Object (Such as Target System)

Restrict access to specific data replication records in the Data Replication Monitor, by securing generic objects and defining role-based permissions based on the secured objects.

Context

> Example
>
> Let's assume you grant administrators access to data replication records related to the replication target systems SYS1 and SYS2, using the generic objects *Employee Data Replication Status* and *Replication Target System*.

Procedure

1. Secure the generic objects.
   a. Go to the Admin Center and choose the *Configure Object Definitions* tool.
   b. Select the object definition for *Employee Data Replication Status* and choose *Take Action* > *Make Correction*
   c. Scroll down to the *Security* section, set the *Secured* attribute to *Yes*, and save your changes.

   These steps allow you to restrict access to data replication records with a specific target system. To also reduce the list of values shown for the *Target System* selection criterion in the Data Replication Monitor, you need to secure the generic object *Replication Target System* as well. That is, repeat the same steps for *Replication Target System*.

> **Note**
>
> You can also restrict access to the Data Replication Monitor by securing other generic objects, such as *Pay Group* or *Location*. But this does not reduce the list of values shown for the corresponding selection criteria

> **Caution**
>
> As soon as you set an object definition to *Secured*, admins no longer have permission to see or change the corresponding object. The object will be shown in the relevant permission roles, but no permissions will be set for it. This also applies to existing permission roles. You need to explicitly grant the required permission (such as *View* or *Edit*) under *User Permissions* > *Miscellaneous Permissions* once you've secured a generic object.

2. Set up role-based permissions based on the secured objects.
   a. Go back to the Admin Center and choose the *Manage Permission Roles* tool.
   b. Select the permission role you want to configure for restricted use of the Dara Replication Monitor, go to *Permission Settings*, and choose the *Permission...* pushbutton.
   c. Under User Permissions, choose Miscellaneous Permissions.

   > **Note**
   >
   > This is the default category. If you selected another permission category when securing the generic objects, the permissions are shown in this other category, not under *Miscellaneous Permissions*.

   d. Select the View checkbox for Employee Data Replication Status and Replication Target System, then choose *Done*.
   e. Scroll down to *Grant this role to...* and choose *Add*.
   f. Under *Specify the target population for the other objects*, you'll see the secured objects, *Employee Data Replication Status* and *Replication Target System*.
   g. For both objects, select *Restrict target population to:* and specify the replication target systems, such as SYS1 and SYS2, then choose *Done*.

Results

An admin who is granted the permission role only sees data replication records for employees whose data is replicated to one of the target systems SYS1 or SYS2. The dropdown list of the *Target System* selection criterion only shows these two systems.

Task overview: Restricting Administrator Access to the Employee Central Data Replication Monitor [page 8]

Next task: Restricting Access to Data Replication Monitor by Legal Entity (Country/Region or Company) [page 11]

3.3.2 Restricting Access to Data Replication Monitor by Legal Entity (Country/Region or Company)

Restrict access to specific data replication records in the Data Replication Monitor, by defining role-based permissions based on the *Legal Entity* object.

Context

> **Example**
>
> Let's assume you grant administrators access to data replication records created for employees in whose employment information the country/region assignment is either *United States (USA)* or *Germany (DEU)*.

The Data Replication Monitor selection criteria *Country/Region* and *Company* both refer to the MDF foundation object *Legal Entity*. This object is secured by default. You can't change this setting.

> **Caution**
>
> Restricting access to the Data Replication Monitor through target populations can severely impact the performance of the UI. The larger the target population, the bigger the impact on the performance. Please avoid checking the option *Exclude Granted User from having the permission access to him/herself*, when assigning the role to a target population which includes *Everyone*. This would create a target population containing all employees except the logged on user.

Procedure

1. Create a permission group to define the group of administrators that have restricted access to the Data Replication Monitor.
    a. Go to the Admin Center and choose the *Manage Permission Groups* tool.
    b. Choose *Create New* and enter a group name.
    c. Under *Choose Group Members*, define which group of people is to get access to the Data Replication Monitor.
2. Create another permission group to define the target population the administrators have access to.
    a. Choose *Create New* and enter a group name.
    b. Under *Choose Group Members*, select the *Job Information-Company-Country* category for the people pool and add the applicable countries/regions, such as *United States* and *Germany*.

    > **Note**
    >
    > The *Job Information-Company-Country* category is only available if permission group filters are configured in your Succession Data Model in Provisioning as shown here:
    >
    > ```
    > <dg-filters>
    >   <permission-group-filter>
    >     <hris-element-ref refid="jobInfo">
    > ```

```
        [...]
        <hris-field-ref refid="company"/>
        <hris-field-ref refid="company" ref-field="countryOfRegistration"/>
        [...]
      </hris-element-ref>
    </permission-group-filter>
  </dg-filters>
```

→ Remember

As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner. If you're no longer working with an implementation partner, contact Product Support.

3. Set up role-based permissions for the group of administrators and define the target population for them.
    a. Go back to the Admin Center, choose the *Manage Permission Roles* tool, and select the permission role you want to configure for restricted use of the Data Replication Monitor.
    b. Grant access to the secured *Legal Entity* object.
        1. Go to *Permission Settings* and choose *Permission...*.
        2. Go to *Administrator Permissions* and choose *MDF Foundation Objects* .
        3. Select the *View Current* checkbox for *Visibility* of the *Legal Entity* object, then choose *Done*.
    c. Grant the role to the group of administrators who are to get restricted access.
        1. Go to *Grant this role to...* and choose *Add*.
        2. In the first step, *Define whom you want to grant this role permission to*. Select the permission group you created first, to define which group of people is to get access to the Data Replication Monitor.
        3. In the second step, *Specify the target population whom the above granted users have permission to access*, select the permission group you created second, to define the target population.
        This step reduces the result list.
        4. In the third step, *Specify the target population for the other objects*, you see *Legal Entity*. Select *Restrict target population to:* and specify the countries/regions, such as *United States* and *Germany*, then choose *Done*.
        This step reduces the list of entries shown for the *Country/Region* dropdown.

Results

Administrators who are granted the permission role you just defined only see data replication records for employees who have a job in one of the US or in Germany. For these admins, the dropdown list of the *Country/Region* selection criterion only shows these two countries/regions. The *Company* selection criterion only contains companies that are located in these countries/regions.

Task overview: Restricting Administrator Access to the Employee Central Data Replication Monitor [page 8]

Previous task: Restricting Access to Data Replication Monitor by Generic Object (Such as Target System) [page 9]

3.4 Configuring Target Systems for the Data Replication Monitor

Enter the external codes of the *Replication Target System* objects you created in Employee Central for use in the corresponding integrations when setting up the target systems for Employee Central Data Replication Monitor.

Procedure

In Data Replication Monitor, specify exactly the same external code as you entered in either middleware or the SAP S/4HANASAP S/4HANA HRSAP ERP HCMSAP ERP system when setting up the parameters for the corresponding replication process.

Task overview: Setting Up Employee Central Data Replication Monitor [page 5]

Previous task: Restricting Administrator Access to the Employee Central Data Replication Monitor [page 8]

Next task: Configuring the Data Replication Monitor using a Configuration Object [page 13]

3.5 Configuring the Data Replication Monitor using a Configuration Object

Configure the Data Replication Monitor configuration by creating a *Data Replication Monitor Configuration* object.

Context

The *Data Replication Monitor Configuration* object helps you to change the default behavior for the Employee Class and Pay Group filters in the DRM UI if required.

Procedure

1. Go to *Admin Center* > *Manage Data*.
2. Select *Create New* > *Data Replication Monitor Configuration*.
3. Select the picklist to use as the target object for the *Employee Class* field. The system default is the EMPLOYEECLASS picklist.

4. Select the target entity for the *Pay Group Filter*. The system default is for Compensation Information.
5. Save your settings.

Results

The *Data Replication Monitor* will consider the configurations made in the *Data Replication Monitor Configuration* object instead of the standard settings.

Task overview: Setting Up Employee Central Data Replication Monitor [page 5]

Previous task: Configuring Target Systems for the Data Replication Monitor [page 13]

4 Using Data Replication Monitor

Use the options available in Employee Central Data Replication Monitor to view exactly the data you require.

Selecting Data in Data Replication Monitor [page 15]
Use the selection options available in Data Replication Monitor.

Taking Action from the Replication Results in Data Replication Monitor [page 17]
Use the replication results to display additional information and take corrective action where necessary.

4.1 Selecting Data in Data Replication Monitor

Use the selection options available in Data Replication Monitor.

Context

You want to monitor data replications from Employee Central to designated target systems.

Procedure

1. Go to the Admin Center and choose *Data Replication Monitor*.
2. Make your selections in the resulting screen:
    - *Employee*
      Here are the options to search for employees:
        - Enter the name or ID of the user of the employee you're looking for. Once you enter the name or the ID, a dropdown menu appears. You're able to select multiple employees from the dropdown menu.
        - Select *Advanced Search* and choose the search criteria you want to use:
            - First Name
            - Last Name
            - Person ID
            - User Name

          > **Note**
          >
          > Employees with active and inactive employment records found in the search are added to the existing filters.
    - *Replication Content Type*

    Select any or all of:
    - Employee Master Data
    - Employee Organizational Assignment
    - Planned Working Time
    - Employee Absence Data
    - Time Pay Components
    - Onboarding Compliance Forms
- *Replication Target System*
- *Status*
    - Successful
    - Pending
    - Failed

    > **i Note**
    >
    > The default setting for Status is preset to Pending and Failed.
- *Replication Time*
    - All Until Now
    - Last Week
    - Last 24 Hours

        > **i Note**
        >
        > The default setting is Last 24 Hours.
    - Last Hour
    - Last 15 Minutes

    Instead of choosing any of the above, you can select *Custom Range* and enter date and time.

3. If you want to refine the data replication search further, choose *Adapt Filters*. There are *Basic* and *Employee* filters. Expand the *Employee* to choose the filters you want from:
    - Company
    - Country/Region
    - Employee Class
    - Location
    - Pay Group
4. When you've made all your selections, choose *Go*.

4.2 Taking Action from the Replication Results in Data Replication Monitor

Use the replication results to display additional information and take corrective action where necessary.

Procedure

1. When you run the data replication report based on your required selections as described in the Selecting Data in Data Replication Monitor [page 15] documentation, the system displays a list of the data that satisfies those criteria. The list shows:
   - Object Name
   - Replication Content Type
   - Status
     That is, the status of the replication. Possible statuses are:
     - *Successful*
     - *Pending*
     - *Failed*
   - Messages
     Take a look at step 3 below for more information on messages and what to do about them.
   - Last Replicated
     This field shows the date of the most recent replication for the object shown in this line.
   - Replication Scheduled For
     This field shows the date of the next scheduled replication for the object shown in this line.
2. You can adjust the display using the filters provided, which are the same filters you could choose from before you ran the report. To make any adjustments, choose *Adapt Filters*, then make any changes and select *Go*. The system then displays the data using the new filters.
3. You can take corrective action for any errors found by selecting the relevant message to show details of the replication. In the resulting screen, select the right-pointing arrow next to the message text, then use the link to access the tool you need to use to correct the error, for example, the Time Off Workbench or People Profile.

   You must have authorization to use the tool in question.
4. You can then choose the following actions:

Action	Description
Select All **checkbox**	Select all loaded entries for mass reprocessing, deletion, or export. To select more entries than shown, scroll down the list to load more entries on the page and then reselect the *Select All* checkbox.
Reprocess	Carry out a corrected replication
Delete	Delete existing entries
Export to Spreadsheet **icon**	Export entries to a spreadsheet for further processing You can export a maximum of 1000 entries to spreadsheet.

Related Information

[Reprocessing Employee Data Replication [page 18]](#)
[Deleting Entries from the Data Replication Monitor [page 20]](#)
[Exporting Entries from the Data Replication Monitor [page 22]](#)

4.2.1 Reprocessing Employee Data Replication

For certain errors, data replication is reprocessed automatically. You can also reprocess the replication manually.

Prerequisites

Users supposed to be able to reprocess records need to have the *Edit* permission for *Employee Data Replication Status* if security based on RBP is added. The reprocessing is only for the replication content types *Employee Master Data*, *Employee Absence Data*, *Time Pay Components*, and *Planned Working Time*

Automatic Reprocessing

There are certain errors that aren't caused by incorrect employee data or faulty mapping logic. These errors usually occur when data is locked or in correction phase. In these cases, the system automatically reprocesses the replication.

Replication Errors and Automatic Reprocessing

Message	Message type ID from incoming confirmation message	Relevant for replication content type	Waiting time before next replication run starts
Status of payroll area <name> forbids replication of employee <employee name/ID>	127(HRSFEC_SERVICES)	*Employee Master Data* *Employee Absence Data* *Time Pay Components* *Planned Working Time*	60 minutes
Status of payroll area <name> doesn't allow replication of employee <employee ID>	127(PAOCF_EC_SERVICES)	*Employee Master Data* *Employee Absence Data* *Time Pay Components* *Planned Working Time*	60 minutes
Payroll area <name> is locked for master data maintenance	135(PG)	*Employee Master Data*	60 minutes

Message	Message type ID from incoming confirmation message	Relevant for replication content type	Waiting time before next replication run starts
Status of payroll area <name> doesn’t allow replication of employee <employee ID>	150(ECPAO_PROCESSING)	*Employee Master Data*	60 minutes
Online maintenance is locked in payroll area <name>	135(RP)	*Employee Master Data*	60 minutes
Personnel number <employee ID> is locked by user <user ID>	051(HRPAY99OC)	*Employee Master Data*	none
Person is already being processed by user <user ID>	001(PBAS_SERVICE)	*Employee Master Data*	none
Employee <employee ID> is currently processed with another inbound message	250(HRSFEC_SERVICES)	*Employee Master Data*	none
Payroll area <name> locked	015(HRTIM00BLPRETRO)	*Employee Absence Data* *Time Pay Components* *Planned Working Time*	60 minutes

i Note

If the replication error comes from the SAP S/4HANASAP S/4HANA HRSAP ERP HCMSAP ERP system, the message type ID consists of the SAP S/4HANASAP S/4HANA HRSAP ERP HCMSAP ERP message number and, in brackets, the SAP S/4HANASAP S/4HANA HRSAP ERP HCMSAP ERP message class.

Replication Time Offset in Minutes

For the errors that have a default waiting time of 60 minutes, you can override the default by setting a replication time offset in the configuration of the *Replication Target System* object. There, you can enter the number of minutes you want the resend of data to be delayed by when the payroll area is locked or in correction phase. If you don't set a replication time offset in the configuration of the *Replication Target System* object, the default time offsets listed in the table are used.

i Note

Overriding automatic rescheduling is only possible for errors that have a default waiting time specified in the table, and only for the replication content types *Employee Master Data*, *Employee Absence Data*, *Time Pay Components*, and *Planned Working Time*.

Manual Reprocessing

You can trigger a replication run for one or more employees in Data Replication Monitor. Select the employees and choose *Reprocess* to reprocess selected items in the next replication run. A popup appears asking if you want to ignore data correction lock in the replication target system. If you select *Yes*, the *Scheduled Replication Time* field is set to the current time and the flag *Allow Replication in Correction Phase* is set to *True* for the respective employee or employees. This means that the employee data is replicated to the target system, even if payroll is in correction phase. In this case, the error message *Payroll area in correction phase* isn't generated.

If you select more than one record and choose *Reprocess*, you're shown a confirmation popup with information about the records to be sent. You can still cancel manual reprocessing at this point.

Manual reprocessing overrides any other method of reprocessing.

> **i Note**
>
> If you use combined replication of employee master data together with organizational assignments from Employee Central to SAP S⁄4HANASAP S⁄4HANA HRSAP ERP HCMSAP ERP, triggering a replication run for one or more employees in Data Replication Monitor also triggers organizational assignment replication for the employees in question. But organizational assignment replication only happens, when the employees' master data was posted without errors in the SAP S⁄4HANASAP S⁄4HANA HRSAP ERP HCMSAP ERP system.
>
> You can also trigger a replication run for one or more employees (including their organizational assignments) from the SAP S⁄4HANASAP S⁄4HANA HRSAP ERP HCMSAP ERP system, using the query program there.

4.2.2 Deleting Entries from the Data Replication Monitor

You can delete entries you no longer need for monitoring from the Data Replication Monitor. For example, because they were created during a test phase.

Prerequisites

To delete records, users need to have *Delete Records from Data Replication Monitor* permission granted. Only if this permission is granted, the *Delete* option is shown in the standard view. In addition, they need to have the Edit permission for *Employee Data Replication Status* if security based on RBP is added.

Triggering Deletion from the Data Replication Monitor

Select all records you want to delete in the result list and choose *Delete*. A message appears asking you *Do you really want to delete the selected records?* If you confirm deletion, the selected records will immediately be deleted.

Deletion is Done in the Background

If you have selected more than ten records to be deleted, the records will immediately be flagged as *Deleted* and will no longer be visible in the Data Replication Monitor. But deletion doesn't happen immediately in this case. Instead, a background process is triggered, which will delete the records from the database in packages of 1000.

The system decides when the background process runs. Once it is started, it searches for all records that are flagged as *Deleted* to delete them from the database. Once the background process has started to run, you can check the status and download it in the *Comma-Separated Values* (CSV) format from job monitoring. To do this, go to Admin Center and choose the *Monitor Job* tool.

> **i Note**
>
> The numbers shown in the *Monitor Job* tool can differ from the number of records you've selected for deletion. Here's why:
>
> - The total number of deleted records might be smaller than the number of records you've selected for deletion. This is because meanwhile another background process might already have run and deleted some of the records.
> - The total number of deleted records might also be higher than the number of records you originally selected for deletion. This is because the background process picks up all records that are flagged as *Deleted*. There might be other records for which deletion was triggered by another user.

Triggering Deletion from Provisioning if the Background Process Failed

If a deletion background process failed and records flagged as *Deleted* remain in the database, you can start a deletion job manually, without triggering deletion from the Data Replication Monitor.

To do this, go to Provisioning for your instance and go to the *Managing Job Scheduler* section. From here, choose *Manage Scheduled Jobs*, then *Create New Job*. Enter job name and job owner and choose the job type *Employee Data Replication Element Deletion*, but **don't** select the *Clean Up Orphaned Records from Data Replication Monitor* parameter. Then choose *Create Job*.

> **→ Remember**
>
> As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner. If you're no longer working with an implementation partner, contact Product Support.

4.2.3 Exporting Entries from the Data Replication Monitor

You can export entries from the Data Replication Monitor to a spreadsheet for further processing.

Triggering the Export from the Data Replication Monitor

Select all records you want to export in the result list and choose the *Export to Spreadsheet* icon. The selected entries are exported to a spreadsheet program, for example, Microsoft Excel.

Working in the Spreadsheet

All columns and entries are shown in the spreadsheet, including ones not selected on the Data Replication Monitor UI. The external ID column displays the person ID external separately, even though it is shown in the UI with the object name. The error messages are also shown for each entry. You can use the standard functions of the spreadsheet for further sorting and filtering, or adding custom columns for notes.

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