



SuccessFactors

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Using the Data Replication Monitor

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1 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, awaiting processing, 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/4HANA	Can be replicated to Employee Central Payroll
Employee Master Data	Yes	Yes	Yes
Employee Organizational Assignment	Yes	Yes	No
Planned Working Time	Yes (in Point-to-Point Time Data Replication)	Yes (in Point-to-Point Time Data Replication)	Yes
Employee Absence Data	Yes	Yes	Yes
Time Pay Components	Yes	Yes	Yes
Onboarding Compliance Forms	No	No	Yes
Employee Financing Information	No	No	Yes

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

Data	Can be replicated from SAP Payroll	Can be replicated to Employee Central
Absences to Time Off	Yes	Yes

2 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/4HANA or SAP ERP.

1. [Enabling the Data Replication Monitor in Provisioning \[page 4\]](#)
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 \[page 10\]](#)
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. The Check Tool check *Target population doesn't contain too many users*. can be used to verify a specific user's Data Replication Monitor-related permission setup.
4. [Configuring Target Systems for the Data Replication Monitor \[page 14\]](#)
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 \[page 15\]](#)
Configure the Data Replication Monitor configuration by creating a *Data Replication Monitor Configuration* object.

2.1 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. Sign in to Provisioning.

→ Remember

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

2. Go to *Company Settings* and select one or both of the following options:
 - *Enable Employee Central Payroll*
 - *Enable Payroll Integration*: This is relevant for SAP Payroll in ERP systems.
 - *Enable SAP ERP Integration*: This is relevant only for specific use cases where only Employee Master Data is replicated.
3. Save your changes.

Next Steps

[Visibility of Replication Content Types Based on Provisioning Settings \[page 5\]](#)

Task overview: [Setting Up Employee Central Data Replication Monitor \[page 4\]](#)

Next task: [Granting Permissions for the Data Replication Monitor \[page 6\]](#)

2.1.1 Visibility of Replication Content Types Based on Provisioning Settings

Provisioning settings determine the visibility of replication content types. This information helps manage and optimize data replication.

→ Remember

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

Content Type	Required Setting
Employee Master Data	Any of these settings are enabled: <ul style="list-style-type: none"> • Enable Payroll Integration (Valid for SAP Payroll in ERP Systems) • Enable Employee Central Payroll • Enable SAP ERP Integration
Employee Organizational Assignment	Enable Payroll Integration (Valid for SAP Payroll in ERP Systems)
Employee Absence Data	<ul style="list-style-type: none"> • Enable Time Off In addition, one of the following is required: <ul style="list-style-type: none"> • Enable Payroll Integration (Valid for SAP Payroll in ERP Systems) • Enable Employee Central Payroll

Content Type	Required Setting
Time Pay Components	<ul style="list-style-type: none"> • Enable Time Sheet <p>In addition, one of the following is required:</p> <ul style="list-style-type: none"> • Enable Payroll Integration (Valid for SAP Payroll in ERP Systems) • Enable Employee Central Payroll
Onboarding Compliance Forms	<ul style="list-style-type: none"> • Onboarding (including Internal Hire Process) • Enable Employee Central Payroll
Planned Working Time	<ul style="list-style-type: none"> • Enable Time Off <p>In addition, one of the following is required:</p> <ul style="list-style-type: none"> • Enable Payroll Integration (Valid for SAP Payroll in ERP Systems) • Enable Employee Central Payroll
Absences to Time Off	<ul style="list-style-type: none"> • Enable Time Off <p>In addition, one of the following is required:</p> <ul style="list-style-type: none"> • Enable Payroll Integration (Valid for SAP Payroll in ERP Systems) • Enable Employee Central Payroll
Employee Financing Information	<ul style="list-style-type: none"> • Enable Position Budgeting Control • Enable Employee Central Payroll

2.2 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.

Prerequisites

- Make sure you've set up People Search as described at [Configuring Role-Based Permissions to Allow Logged In Users to View Certain Employee Information in People Search Results](#).
- Make sure that the Data Replication Monitor user has the necessary permissions to display required information in the Employee Profile. For more information, see [User Permissions for Employee Central](#).

Context

The Check Tool check *The user has the required permissions to access the Data Replication Monitor and to perform necessary actions* can be used to verify a specific user's Data Replication Monitor-related permission setup.

Procedure

Give users the following permissions to enable them to access all features provided by the tool.

Some permissions are only available if the field is enabled on the Manage Business Configuration page.

Category	Permission
Under <i>Administrator Permissions</i>, select the <i>Employee Central API</i> category.	Select the <i>Employee Central Foundation OData API (read-only)</i> permission.
Under <i>Administrator Permissions</i>, select the <i>Metadata Framework</i> category.	Select the <i>Access to non-secured objects</i> permission. This permission allows a user to access information provided by MDF objects, for example, picklists, that are not set to secured when viewing data replication records in the Data Replication Monitor.
Under <i>Administrator Permissions</i>, select the <i>MDF Foundation Objects</i> category.	Grant at least <i>View Current</i> permission for the object type <i>Legal Entity</i> .
Under <i>User Permissions</i>, select the <i>Data Replication Monitor</i> category.	Grant at least <i>View</i> permission for the object types listed: <ul style="list-style-type: none">• <i>Employee Data Replication Status</i>• <i>Employee Data Replication Confirmation</i>• <i>Replication Target System</i> For <i>Employee Data Replication Status</i> select the <i>View</i> and <i>Edit</i> options to be able to reprocess entries from the Data Replication Monitor.
Under <i>Administrator Permissions</i>, select the <i>Manage Integration Tools</i> category.	Select the following: <ul style="list-style-type: none">• <i>Access to Data Replication Monitor</i> This permission allows a user to access the Data Replication Monitor.• <i>Delete Records from Data Replication Monitor</i> Grant this permission only if the user shall be able to delete entries from the Data Replication Monitor.• <i>Mass Export from Data Replication Monitor</i> Grant this permission only if the user shall be able to mass export entries from the Data Replication Monitor.
Under <i>Administrator Permissions</i>, select the <i>Manage Hires</i> category.	Select the <i>Include Inactive Employees in the Search</i> permission. For more information, refer to the links in the Related Information section.

Category	Permission
<p>Under <i>User Permissions</i>, select the <i>General User Permission</i> category.</p>	<p>Select the following:</p> <ul style="list-style-type: none"> • <i>Live Profile Access</i> This permission allows a user to access the employee file from records in Data Replication Monitor. • <i>Company Info Access</i> > <i>User Search</i> > This permission enables the user to use the <i>Employee Search</i> field of Data Replication Monitor.
<p>Under <i>User Permissions</i>, select the <i>Employee Data</i> category.</p>	<p>Under <i>Employment Details</i>, select the <i>View</i> option for:</p> <ul style="list-style-type: none"> • <i>Employment Details MSS</i> • <i>Assignment Id External</i> <p>Under <i>HR Information</i>, select the <i>View</i> option for the <i>Biographical Information</i> field.</p> <p>Under <i>Employee Profile</i>, select the <i>View</i> option for:</p> <ul style="list-style-type: none"> • First Name • Last Name • Status • Display Name (if the General Display Name feature is active) <p>These settings are required to display the name information correctly.</p>
<p>Under <i>User Permissions</i>, select the <i>Employee Central Effective Dated Entities</i> category.</p>	<p>Under <i>Job Information</i>, select the <i>View Current</i> option for these fields:</p> <ul style="list-style-type: none"> • <i>Company</i> • <i>Country of Company</i> • <i>Location</i> • <i>Employee Class</i> • <i>Pay Group</i> This option is for when <i>Pay Group</i> field in <i>Job Information</i> is used and configured in the Configuration Object. <p>Under <i>Compensation Information</i>, select the <i>View Current</i> option for the field.</p> <ul style="list-style-type: none"> • <i>Pay Group</i> This option is for when <i>Pay Group</i> field in <i>Compensation Information</i> is used and configured in the Configuration Object or the Configuration Object or the Pay Group Filter option are blank. <p>These settings are required to ensure that the user can see all expected records when using the respective filter options.</p> <p>For more information about Configuration Objects, refer to Configuring the Data Replication Monitor using a Configuration Object [page 15].</p>

Note

If you have additionally secured one of the following objects in the object definition, you need to grant at least *View* permission to your Data Replication Monitor role:

- *Country/Region* (Country)
- *Translations* (GOLocalizedData)
- *Picklist* (PickList)
- *Picklist Value* (PickListValue)

Note

If you use Onboarding, you need to set up two target populations for your Data Replication Monitor role to ensure that all information is displayed correctly: one for regular employees and one external target population for external Onboarding users.

If you want to use the Data Replication Monitor with full access to all records but have issues with name display it is a best practice to set up a second role that grants access to all field permissions under category **User Permissions** > *Employee Data* with a target population of all employees (and all onboardees if relevant).

Note

The *Employee Export* permission overrules field-specific settings if granted in an additional role. In case the target population is different than the one configured for the Data Replication Monitor role, this can lead to names being displayed as "???" in the Data Replication Monitor.

For more information on the *Employee Export* permission, refer to [Permissions](#).

The target population settings will also be checked by the *The user has the required permissions to access the Data Replication Monitor and to perform necessary actions* check.

Task overview: [Setting Up Employee Central Data Replication Monitor \[page 4\]](#)

Previous task: [Enabling the Data Replication Monitor in Provisioning \[page 4\]](#)

Next task: [Restricting Administrator Access to the Employee Central Data Replication Monitor \[page 10\]](#)

Related Information

[Using the Check Tool to Solve Issues](#)

[List of Role-Based Permissions](#)

[Configuring the Data Replication Monitor using a Configuration Object \[page 15\]](#)

[Configuring People Search](#)

[Working with Legacy People Search](#)

[Working with Enhanced People Search](#)

2.3 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. The Check Tool check [Target population doesn't contain too many users](#). can be used to verify a specific user's Data Replication Monitor-related permission setup.

Procedure

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 the Replication Target System \[page 11\]](#)
Restrict access to specific data replication records in the Data Replication Monitor, by defining role-based permissions based on the [Replication Target System](#) object.
 2. [Restricting Access to Data Replication Monitor by Legal Entity \(Country/Region or Company\) \[page 12\]](#)
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 \[page 4\]](#)

Previous task: [Granting Permissions for the Data Replication Monitor \[page 6\]](#)

Next task: [Configuring Target Systems for the Data Replication Monitor \[page 14\]](#)

Related Information

[List of Role-Based Permissions](#)

2.3.1 Restricting Access to Data Replication Monitor by the Replication Target System

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

Prerequisites

Make sure the administrator has the required permission to view *Employee Data Replication Status* and *Replication Target System*. To do so, check the *Permission Category* of the administrator. Go to ► *Admin Center* ► *Manage Permission Roles* ► *Choose the permission role* ► *Permission...* ►. Select the relevant permission and check *View* under *Employee Data Replication Status* and *Replication Target System*.

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

Secure the generic objects.

- Go to the Admin Center and choose the *Configure Object Definitions* tool.
- Select the object definition for *Employee Data Replication Status* and choose ► *Take Action* ► *Make Correction* ►
- 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 *Replication 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.

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 \[page 10\]](#)

Next task: [Restricting Access to Data Replication Monitor by Legal Entity \(Country/Region or Company\) \[page 12\]](#)

2.3.2 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 signed-in user.

The check *Target population doesn't contain too many users*. can be used to verify a specific user's Data Replication Monitor-related permission setup.

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.

Note

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

3. Create a permission group to define the group of administrators that have restricted access to the Data Replication Monitor.
4. 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 or Account Executive. For any non-implementation tasks, contact Technical Support.

5. 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 and restrict the target population to specify the countries/regions, such as *United States* and *Germany*, then choose *Done*.

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 \[page 10\]](#)

Previous task: [Restricting Access to Data Replication Monitor by the Replication Target System \[page 11\]](#)

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

Task overview: [Setting Up Employee Central Data Replication Monitor \[page 4\]](#)

Previous task: [Restricting Administrator Access to the Employee Central Data Replication Monitor \[page 10\]](#)

Next task: [Configuring the Data Replication Monitor using a Configuration Object \[page 15\]](#)

2.5 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](#) ►. The object is secured. Administrative users need view and edit permissions for it.
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.

Next Steps

Once the *Data Replication Monitor Configuration* is created, check the permissions for the configured *Pay Group* field. For more information, refer to the [Granting Permissions for the Data Replication Monitor \[page 6\]](#) topic.

Task overview: [Setting Up Employee Central Data Replication Monitor \[page 4\]](#)

Previous task: [Configuring Target Systems for the Data Replication Monitor \[page 14\]](#)

3 Using Data Replication Monitor

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

[Data Replication Monitor Result Table \[page 16\]](#)

Use the Result Table on the Data Replication Monitor to view the statuses and details of the replication.

[Filtering Data in Data Replication Monitor \[page 18\]](#)

Use the selection options available in Data Replication Monitor to filter out data.

[Taking Action from the Replication Results in Data Replication Monitor \[page 21\]](#)

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

[Admin Alerts for the Data Replication Monitor \[page 27\]](#)

Admin Alerts inform you of pending action items in your system, such as stalled workflows, integration issues, and HR data issues.

3.1 Data Replication Monitor Result Table

Use the Result Table on the Data Replication Monitor to view the statuses and details of the replication.

The Data Replication Monitor Result Table includes the following columns:

Note

Not all columns are displayed by default. Some of them need to be added using [Manage Columns](#). The default columns are: Object Name, Replication Content Type, Status, Messages, Last Replicated, and Replication Scheduled For.

Object Name

For person-based replication content types [Employee Master Data](#), [Employee Organizational Assignment](#), the object name is a combination of the following field values in the Employee Profile:

General Display Name or Default Full Name + Personal ID External.

The link leads to the [Personal Information](#) from the [People Profile](#).

For user-based replication content types [Time Pay Components](#), [Planned working time](#), [Employee Absence Data](#), [Onboarding Compliance Forms](#) and [Absences to Time Off](#), the object name is a combination of the following field values in the Employee Profile:

General Display Name or Default Full Name + Personal ID External + (Assignment ID External)

The link leads to [Employment Information](#) from the [People Profile](#).

[Onboarding Compliance Forms](#) doesn't include a link.

Replication Content Type

The replication content type is set by the integration and can be used to differentiate replication scenarios.

Replication Target System

The replication target system is the designated system to which the data is replicated.

Status

Successful: The data was processed in the target system.

Pending: The data was collected for processing.

Failed: Processing of the data failed. The details of the failed statuses can be viewed from the [Messages](#) tab.

Awaiting processing: The data arrived in the target system but isn't processed yet.

Note

The status *Awaiting processing* is supported only for the standard integration to SFSF EC S4 HCM INTEGRATION Add-On.

Messages

Replication Messages are displayed in the dialog [Replication Details](#) by selecting the message link. The messages are displayed in the language in which they were sent from the replication target system, such as an SAP ERP HCM system.

The record can contain up to 30 messages.

Last Replicated

Describes the time stamp at which the data was last processed in the target system.

Last Replication Start Time

Describes the time stamp of the latest replication attempt. In case the status is *Pending*, this field allows the user to see whether the replication process is waiting for confirmation. By comparing the time stamp in the [Last](#)

Replication Start Time with the *Last Replicated* time stamp, the user can understand whether a new replication was already initiated after the last processing in the target system.

Replication Scheduled For

Describes the time stamp at which the data will be collected for the replication.

Start Time of First Replication Since Last Success

Describes the time stamp of the first replication attempt after the last successful replication. In case the status is currently Failed, this field allows to monitor the duration since when the replication failed and the employee data is out of sync.

3.2 Filtering Data in Data Replication Monitor

Use the selection options available in Data Replication Monitor to filter out data.

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

→ Tip

If you want to hide external Onboarding users from the search, enable the [Admin Center > Company System and Logo Settings > Hide External Users from search results](#) setting.

ⓘ Note

Employees with active and inactive employment records found in the search are combined with the other available filters.

- [Replication Content Type](#).

ⓘ Note

The visibility depends on the Provisioning settings you configure in [Visibility of Replication Content Types Based on Provisioning Settings \[page 5\]](#)

- Employee Master Data
 - Employee Organizational Assignment
 - Planned Working Time
 - Employee Absence Data
 - Time Pay Components
 - Onboarding Compliance Forms
 - Absences to Time Off
 - Employee Financing Information
- [Replication Target System](#)
 - [Status](#)
 - Successful
 - Pending
 - Awaiting Processing
 - Failed

ⓘ Note

The default setting for Status is preset to Pending, Failed, and Awaiting Processing.

- [Replication Time](#)
 - All Until Now
 - Last Week
 - 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.

ⓘ Note

The default setting is Last 24 Hours.

3. If you want to refine the data replication search further, choose [Adapt Filters](#). There are [Basic](#) and [Employee](#) filters. For person-based replication content types, records will be displayed on the Data Replication Monitor as

soon as one of the person's employments fulfills the filter. For user-based replication content types, the search criteria can be used to filter out specific employment related Data Replication Monitor records. These are the available filter options:

- Employee
- Replication Content Type
- Replication Target System
- Status
- Replication Time
- Company
- Country/Region
- Employee Class
- Location
- Pay Group

Note

The filters Company, Country/Region and Location include the option to select all values, equal to or up to 1000 values at a time. You can also use the keyboard shortcut Ctrl+A to select all entries in the dropdown list in each filter. The Location filter displays a maximum of 3,000 items in the filter list. However, users can search for additional items using the filter input if they are not shown during the initial load. Users can further narrow down the list of locations by using the search function. If you want records with all possible values for Company, Country/Region and/or Location to be displayed, leave the corresponding filter empty.

To deselect a range of values, deselect one value by deselecting its checkbox. Proceed to deselect additional values that are in a sequence by keeping the shift key pressed and move up or down the value list with the up and down arrow keys on your keyboard.

4. When you've made all your selections, choose [Go](#).

Related Information

[Visibility of Replication Content Types Based on Provisioning Settings \[page 5\]](#)

3.3 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 [Filtering Data in Data Replication Monitor \[page 18\]](#) 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
 - Awaiting Processing
 - 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

Action	Description
	You can export a maximum of 10000 entries to spreadsheet.

Related Information

[Reprocessing Employee Data Replication \[page 22\]](#)

[Deleting Entries from the Data Replication Monitor \[page 25\]](#)

[Exporting Entries from the Data Replication Monitor \[page 26\]](#)

3.3.1 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
Payroll area &1 in correction phase; employee &3 (&2/&4) not replicated.	127(HRSFEC_SERVICES)	<i>Employee Master Data</i> <i>Employee Absence Data</i> <i>Time Pay Components</i> <i>Planned Working Time</i>	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>	127(PAOCF_EC_SERVICES)	<i>Employee Master Data</i> <i>Employee Absence Data</i> <i>Time Pay Components</i> <i>Planned Working Time</i>	60 minutes
Payroll area <name> is locked for master data maintenance	135(PG)	<i>Employee Master Data</i>	60 minutes
Status of payroll area <name> doesn't allow replication of employee <employee ID>	150(ECPAO_PROCESSING)	<i>Employee Master Data</i>	60 minutes
Online maintenance is locked in payroll area <name>	135(RP)	<i>Employee Master Data</i>	60 minutes
Personnel number <employee ID> is locked by user <user ID>	051(HRPAY99OC)	<i>Employee Master Data</i>	none
Person is already being processed by user <user ID>	001(PBAS_SERVICE)	<i>Employee Master Data</i>	none
Employee <employee ID> is currently processed with another inbound message	250(HRSFEC_SERVICES)	<i>Employee Master Data</i>	none
Payroll area <name> locked	015(HRTIM00BLPRETRO)	<i>Employee Absence Data</i> <i>Time Pay Components</i> <i>Planned Working Time</i>	60 minutes

📌 Note

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

Specifics for Replication Content Type Employee Master Data

For the Employee Master Data replication content type, the scheduled replication time will be cleared when a confirmation with Awaiting Processing or Successful status comes in that has a later replication start time or a higher processing time than the previously set scheduled time.

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.

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.

Note

If you use combined replication of employee master data together with organizational assignments from Employee Central to SAP S/4HANA or SAP 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/4HANA or SAP ERP system.

You can also trigger a replication run for one or more employees (including their organizational assignments) from the SAP S/4HANA or SAP ERP system, using the [query program](#) there.

3.3.2 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.

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 or Account Executive. For any non-implementation tasks, contact Technical Support.

3.3.3 Exporting Entries from the Data Replication Monitor

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's displayed together with the object name on the UI. The error messages are also displayed concatenated for each entry as on the UI. You can use the standard functions of the spreadsheet for further sorting and filtering, or adding custom columns for notes.

When exporting records using the mass export option, the spreadsheet will contain one record for each message. Additionally, the Message Type ID and Message are displayed in separate columns. This is used to filter and group based on Message Type ID and Message.

3.3.3.1 Mass Exporting Entries from the Data Replication Monitor

As a HR administrator, you can mass export entries from the Data Replication Monitor to a spreadsheet for further processing.

Context

To mass export records, administrators need to have the *Mass Export from Data Replication Monitor* permission granted. Use the path [▶ Permission Roles](#) [▶ Permissions](#) [▶ Manage Integration Tools](#) [▶ Mass Export from Data Replication Monitor](#) [▶](#). Only if this permission is granted, the options are displayed in the standard view.

Procedure

1. Open the Data Replication Monitor.
2. Go to and select the *Export to Spreadsheet* icon on the top right of the screen. Based on the number of record results displayed on the Data Replication Monitor,
 - *Export selected records*
 - *Export 10000 records* or *Export all <number of> records*

→ Tip

You can only export up to 10000 record results at once. Use the status filters on the Data Replication Monitor to load relevant results.

3.4 Admin Alerts for the Data Replication Monitor

Admin Alerts inform you of pending action items in your system, such as stalled workflows, integration issues, and HR data issues.

System and HR administrators can access Admin Alerts through the Admin Alerts tile in Admin Center. Managers can access Admin Alerts through the quick action card on the home page. It is also possible to set up email notifications to receive push notifications when issues arise.

You can set up the following alerts in the Data Replication Monitor section:

- Onboarding Compliance Forms
- Employee Absence Data
- Absences to Time Off
- Planned Working Time

- Time Pay Components
- Employee Master Data
- Employee Organizational Assignment
- Employee Financing Information

→ Remember

The list is based on the Provisioning settings. This means, that if a feature is not enabled in Provisioning, then its related Admin Alert will not be available in the system. For more information, refer to [Visibility of Replication Content Types Based on Provisioning Settings \[page 5\]](#).

Prerequisites

- The Admin Alerts feature is enabled in the system.
- All permissions are granted.

For more information, refer to the links in the Related Information section.

Working with Alerts

When you select an Admin Alert, for example, an Employee Master Data alert, the system takes you to the Data Replication Monitor where the filters for corresponding Content Type, Status Failed and Pending Status as well as Replication Time of the last 24 hours are preselected for you.

Once the issue found in the alert is solved, and the replication has been successfully re-run, it will automatically be removed from the alert list.

Related Information

[Permissions for Admin Alerts](#)

[Setting Up Email Notifications for Admin Alerts](#)

[Troubleshooting HR Data Issue Alerts](#)

[Visibility of Replication Content Types Based on Provisioning Settings \[page 5\]](#)

4 Change History

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

1H 2026

Type of Change	Description	More Info
Changed	For customers using Public Sector features, you can now replicate financing information. We have therefore updated several topics with this information.	Data Replication Monitor [page 3] Data Replication Monitor Result Table [page 16] Filtering Data in Data Replication Monitor [page 18] Admin Alerts for the Data Replication Monitor [page 27]
Changed	The Location filter now displays a maximum of 3,000 items in the filter list.	Filtering Data in Data Replication Monitor [page 18]
Changed	The Data Replication Monitor now includes a <i>Last Replication Start Time</i> column to provide clear visibility into the most recent replication initiation times for each entity.	Data Replication Monitor Result Table [page 16]

2H 2025



Type of Change	Description	More Info
Added	We added a new topic about admin alerts.	Admin Alerts for the Data Replication Monitor [page 27]

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