In this chapter, you’ll learn how to integrate Employee Central with SAP ERP or SAP S/4HANA. You’ll start with common integration scenarios; then, you’ll follow step-by-step instructions to configure Employee Central, SAP Cloud Platform integration, and your on-premise SAP system.

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In this chapter, we’ll provide an overview of the three main prepackaged scenarios for the deployment models described in Chapter 1 and explain the replication process. In addition, we’ll dive into the configuration details, including prerequisites, to enable integration between Employee Central, SAP Cloud Platform Integration, and your on-premise SAP system (SAP ERP or SAP S/4HANA).

Before we go into detail on the configuration steps, let’s look at an overview of the integration of Employee Central with your on-premise SAP system.

5.1 Starting Your Integration Project

This section serves as a quick preview to help you understand the overall integration process in terms of related scopes and technology alongside high-level configuration activities that are involved when using SAP standard prepackaged integration solutions. This section also serves as an introduction to subsequent step-by-step configuration topics for setting up the integration between Employee Central and your on-premise SAP system.

5.1.1 The Big Picture

Let’s start with the integration scenarios shown in Figure 5.1 to begin our overview of Employee Central integration with your on-premise SAP system using SAP Cloud Platform Integration prepackaged integration content.
As of the latest version of the prepackaged integration content, three main predelivered integration scenarios can be leveraged for the full cloud, core hybrid, and side-by-side deployment models. These integration scenarios are:
- Cost center replication
- Organizational structure replication
- Employee data and organizational assignment replication

As shown in Figure 5.1, each integration scenario has a different integration flow design, which we’ll discuss in the following sections.

**Cost Center Replication**

A cost center data synchronization process is initiated by your on-premise SAP system to push cost center data to Employee Central via SAP Cloud Platform Integration, as shown in Figure 5.2. In SAP ERP and SAP S/4HANA, the data replication process utilizes SAP’s Application Link Enabling (ALE) technology for cost center data distribution where IDoc ODTF_CCTR is used for transferring data to SAP Cloud Platform Integration over a secure HTTP connection. The cost center data is then transformed by SAP Cloud Platform Integration and sent to Employee Central using the FOCostCenter OData application programming interface (API). As a result, Employee Central’s cost center foundation object is updated. The replication process supports both mass replication and delta replication.

**Organizational Structure Replication**

The organizational structure synchronization process, as shown in Figure 5.3, starts with your on-premise SAP system pulling down Employee Central foundation data such as business units, divisions, departments, job classifications, positions, and custom metadata framework (MDF) objects. This data is then translated into your on-premise SAP system’s organization management structure, namely, the organizational unit and its hierarchical relationship, job, position, and custom organization structure objects. In SAP ERP or SAP S/4HANA, the data replication process utilizes Simple Object Access Protocol (SOAP) web service protocols for organizational structure data requests where a web service request with a preconfigured organizational object data query is sent to SAP Cloud Platform Integration. SAP Cloud Platform Integration reads the query parameters and initiates a data extraction request to Employee Central via an OData API call. Based on the data selection query originating
from your on-premise SAP system, Employee Central will then send a response consisting of organizational structure raw data records back to your on-premise SAP system in the staging area. The organizational structure raw data is then converted into organizational management infotypes either immediately via event-based processing or at regular intervals via a scheduled background program. The replication process supports both mass replication and delta replication.

Figure 5.3 Organizational Structure Replication Overview

To get the organization structure integration up and running with minimal configuration effort, refer to the following high-level task list:

1. The configuration of Employee Central, such as enabling the OData API and configuring the user with RBPs.
2. The configuration and deployment of the SAP Cloud Platform Integration pre-packaged organizational structure iFlow.
3. SAP ERP or SAP S/4HANA configuration activities include activating SOA Manager-related web services, configuring the Employee Central to your on-premise SAP system infotype field mapping using the Business Integration Builder (BIB) framework for generic object replication with generic processing, and configuring background jobs.

Employee Data and Organizational Assignment Replication

The employee master data and employee organizational assignment synchronization process begins with your on-premise SAP system triggering an employee data extraction request to Employee Central to pull Employee Central employee data objects such as persons, personal information, employment information, job information, pay compensation, etc. This set of data is then translated into your on-premise SAP system’s employee master data in Personnel Administration (PA) infotypes and employee organizational assignment data in Organizational Management (OM) infotypes if Personnel Administration (PA)–Personnel Development (PD) integration is enabled. This integration synchronizes OM data such as position, organizational unit, and cost center with employee data in PA.

As shown in Figure 5.4, in your on-premise SAP system, the data replication process uses SOAP web services for employee and organizational assignment data extraction, while initiating a preconfigured employee data selection query to the Employee Central Compound Employee API request via SAP Cloud Platform Integration. Based on this, the Compound Employee API will send a response with Employee Central data records to your on-premise SAP system. The extracted compound employee data is then processed by employee- and organizational assignment-relevant subprocesses. First, the employee data subprocess is processed immediately using the BIB for updating personnel administration infotypes while the employee organizational assignment data is kept in a staging area. The subsequent process is triggered via events immediately and can be scheduled in the background to run periodically to post organizational assignment data from the staging area into the OM module.

Figure 5.4 Employee Data and Organizational Assignment Replication Overview
Note that the organizational assignment process is dependent on both the employee data replication and the organizational structure replication because this data is used to create the relationship between an employee and the organization in SAP ERP or SAP S/4HANA. As the result of the organizational assignment process, the employee’s position-to-organizational unit, position-to-position, position-to-person, and position-to-job relationships are formed to support integration with PA and OM.

To get the employee data and organizational assignment integration up and running with minimal configuration effort, refer to the following high-level task list:

1. The configuration of Employee Central, such as enabling the OData API and configuring user with RBPs.
2. The configuration and deployment of the SAP Cloud Platform Integration pre-packaged employee data and organizational assignment iFlow.

Other SAP ERP or SAP S/4HANA configuration activities include activating SOA Manager-related web services, configuring the Employee Central to SAP ERP or SAP S/4HANA infotype field mapping using the BIB, and configuring background jobs.

### 5.1.2 Integration Prerequisites

You should now have a high-level understanding of the expected integration scope and required configuration activities. Next, let’s look at the prerequisites:

- Employee Central on the latest version.
- SAP Cloud Platform Integration tenant.
- SAP ERP Human Capital Management (SAP ERP HCM) software component SAP_APPL 600 SP 15 and above.
- SAP ERP add-on PA_SE_IN 100 for employee data and organizational data scenarios.
- SAP ERP add-on ODTFINCC for cost center scenarios.
- ALE configuration, such as logical system, distribution model, remote function call (RFC) destination, and partner profiles in SAP ERP or SAP S/4HANA.
- SAP ERP or SAP S/4HANA set up as a Secure Sockets Layer (SSL) server to support secure HTTP communication.
- Either the cloud connector or reverse proxy application (e.g., SAP Web Dispatcher) set up between SAP Cloud Platform Integration and an SAP ERP or SAP S/4HANA on-premise system for accepting inbound connections from SAP Cloud Platform Integration to SAP ERP or SAP S/4HANA.

#### Figure 5.5 STRUST Import SSL Root Certificates

1. Import of the root certificate of SAP ERP or SAP S/4HANA in the SAP Cloud Platform Integration keystore.
2. Import of the root certificate of SAP Cloud Platform Integration in Transaction STRUST of SAP ERP or SAP S/4HANA as shown in Figure 5.5. Follow these steps:
   1. On the Trust Manager screen, click on SSL client SSL Client (Standard).
   2. Click on the Import button.
   4. Click the Ok button to complete the certificate import process.
5.2 Configuring Employee Central

Let’s start with the configuration and implementation of integration in Employee Central. This section will guide you through the required configuration activities to prepare an Employee Central instance for integration with your on-premise SAP system via SAP Cloud Platform Integration. The integration activities primarily cover API-related tasks.

To allow an external party to integrate with an Employee Central system by consuming the built-in APIs, follow these steps:

1. Determine the correct SAP SuccessFactors API host name URL to be used by SAP Cloud Platform Integration. To get the correct SAP SuccessFactors API URLs that correspond to your Employee Central data center, refer to SAP Knowledge Base Article 2215682.

2. Set up the permission role for the API user. Log on to Employee Central and navigate to Admin Center • Tools • Set User Permission • Manage Permission Roles. Click on Permission Role SFAPI and click on the Permission button to change the Permission settings by selecting the checkbox for each permission, as shown in Table 5.1 and Figure 5.6.

<table>
<thead>
<tr>
<th>Permission Group</th>
<th>Permission Category</th>
<th>Permissions</th>
</tr>
</thead>
<tbody>
<tr>
<td>User permissions</td>
<td>General user permissions</td>
<td>SFAPI user login</td>
</tr>
<tr>
<td>Administrator permissions</td>
<td>Manage integration tools</td>
<td>Allow admin to access the OData API through basic authentication</td>
</tr>
<tr>
<td>Administrator permissions</td>
<td>Employee Central API</td>
<td>Employee Central Foundation SOAP API</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Employee Central HRIS SOAP API</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Employee Central Foundation OData API (read-only)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Employee Central HRIS OData API (read-only)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Employee Central Foundation OData API (editable)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Employee Central HRIS OData API (editable)</td>
</tr>
</tbody>
</table>

Table 5.1 API Permission Roles

Figure 5.6 Manage Permission Roles Example Screenshot

Click the Done button to save your changes and then grant the permission role to the SFAPI user on the same screen in the 3 Grant this role to... section, as shown in Figure 5.7. Click on the Add... button.

Figure 5.7 Granting the Role
Within the **Permission Group...** option of the **Grant this role to...** screen, as shown in Figure 5.8, assign the SFAPI user group and click the **Done** button to save your changes.

![Figure 5.8 Selecting a Permission Group](image)

### 5.3 Configuring SAP Cloud Platform Integration

This section covers the required configuration steps in SAP Cloud Platform Integration for setting up integration scenarios for Employee Central to your on-premise SAP system. We’ll walk you through basic configuration activities of the three key integration scenarios: cost center integration, organizational data integration, and employee data integration. We’ll end this section with instructions on how to integrate the confirmation response back from your on-premise SAP system into Employee Central.

#### 5.3.1 Basic Configuration

In the basic configuration, we’ll walk through the standard predelivered integration package provided by SAP and identify the correct integration content to use. We’ll also cover API authentication between systems.

**Integration Content Discovery and Copy**

To start using the standard, predelivered integration content in SAP Cloud Platform Integration, go to the tenant landing page (for example, `https://<tenant host name>/itspaces/`) and navigate to **Discover** from the menu. You’ll see all the available integration packages published by SAP, as shown in Figure 5.9.

![Figure 5.9 SAP Cloud Platform Integration Package Discovery](image)

**SAP Commerce Cloud Integration with SAP S/4HANA Cloud - Service**

Integrate service scenarios SAP Commerce front office and Service in SAP S/4HANA Cloud

Published: about 19 hours ago
Version: 1.1
Vendor: SAP

**SAP Commerce Cloud Integration with SAP Marketing Cloud**

Integrate and automate your data replication processes between SAP Commerce Cloud and SAP Marketing Cloud

Published: about 19 hours ago
Version: 1.0.2
Vendor: SAP

The following integration packages are relevant for the integration between Employee Central and your on-premise SAP system:

- **ERP to SAP SuccessFactors Employee Central Cost Center**
- **SAP SuccessFactors Employee Central to ERP Employee and Organizational Data**
- **ERP to SAP SuccessFactors Employee Central Confirmation v2**
Once you’ve found the required integration packages, copy them to your Design workspace by clicking each integration package tile and selecting Copy. For the initial copy of an integration package, SAP Cloud Platform Integration doesn’t allow you to copy the package into your own namespace. Once you try to copy the package a second time, SAP Cloud Platform Integration will prompt you to provide your own namespace suffix. Use the following steps to copy and rename the integration package:

1. Select the Copy button, shown in Figure 5.10, to copy the selected standard integration package to your own workspace.

   ![Figure 5.10 Copying the Integration Package](image)

2. In the Messages popup window, click Create copy to copy the integration package, as shown in Figure 5.11.

   ![Figure 5.11 Creating the Copy](image)

3. Provide a suffix to create your own integration package file name, as shown in Figure 5.12, and click Ok.

   ![Figure 5.12 Creating an Integration Copy with a Suffix](image)

Now that you’ve completed the first step to configuring and implementing an integration scenario, let’s discuss connectivity authentication options and their configurations next.

### System Authentication Options and Configurations

In this section, we’ll discuss the available API authentication options for SAP Cloud Platform Integration systems, your on-premise SAP system, and Employee Central.

First, let’s look at the connectivity between your on-premise SAP system and SAP Cloud Platform Integration.

Both SAP ERP or SAP S/4HANA and SAP Cloud Platform Integration support authentication options either using basic authentication or client certificate authentication to authenticate and authorize inbound connections.

The following configuration options should be considered when setting up the communication from your on-premise SAP system to SAP Cloud Platform:

- **Basic authentication**
  
  To set up basic authentication from your on-premise SAP system to SAP Cloud Platform Integration, an SAP support user (S-user) with the ESBMessaging.send role assigned is required to configure both the RFC destination and the SOA Manager consumer web service in your on-premise SAP system.

- **Client certificate authentication**
  
  To set up client certificate authentication from your on-premise SAP system to SAP Cloud Platform Integration, your on-premise SAP system’s digital client certificate is imported into the sender configuration of the iFlow. The digital client certificate...
can be obtained via Transaction STRUST in your on-premise SAP system. We’ll describe in detail how to configure the iFlow in each integration scenario.

The following configuration options can be considered when setting up the communication from SAP Cloud Platform to your on-premise SAP system:

**Basic authentication**

To set up basic authentication from SAP Cloud Platform Integration to your on-premise SAP system, a technical user in your on-premise SAP system is required to configure and deploy user credentials in SAP Cloud Platform Integration. To configure and deploy user credentials, go to the SAP Cloud Platform Integration Manage Security Material tool by navigating to **WebUI > Menu > Monitor > Security Material**. Click the **Add** button, select **User Credentials**, and set the following information in the **Add User Credentials** popup window, as shown in Figure 5.13:

- **Name**: Enter a name, for example, “ERP_User.”
- **Type**: Select **User Credentials**.
- **User**: Enter your user name.
- **Password**: Enter your user password.

![Figure 5.13 Creating the User Credential Artifact](image)

**Client certificate authentication**

To set up client certificate authentication from SAP Cloud Platform Integration to your on-premise SAP system, import the SAP Cloud Platform Integration digital client certificate into Transaction STRUST in your on-premise SAP system. The digital client certificate can be obtained from SAP Cloud Platform Integration by following the menu path **WebUI > Menu > Monitor > Security Material > Keystore**. Click on the **Action** button of **Alias sap_cloudintegrationcertificate** and select **Download Certificate**, as shown in Figure 5.14.

![Figure 5.14 Downloading the Certificate](image)

**SAP Cloud Platform Integration to Employee Central communication**

To set up the SAP Cloud Platform Integration to Employee Central communication, the SFAPI user must be configured. The basic authentication option is supported in SAP Cloud Platform Integration, connecting to Employee Central. To configure and deploy the Employee Central SFAPI user, go to SAP Cloud Platform Integration’s Manage Security Material tool by navigating to **WebUI > Menu > Monitor > Security Material**. Click the **Add** button; select **User Credentials**, as shown in Figure 5.15; and set the following information, as shown in Figure 5.16:

- **Name**: Enter a name, e.g., “SFAPI_USER.”
- **Type**: Select **SuccessFactors**.
- **User**: Provide your user name.
- **Password**: Provide your user password.
- **Company ID**: Provide your company ID.
5.3.2 Integration Scenario Configuration

You should now have all of the relevant integration packages saved in your design workspace. To check, navigate to Design from the menu, as shown in Figure 5.17. You should see all the integration packages copied from the Discover page appearing in the Packages list. With all the relevant integration packages in place, you can begin the detailed configuration of each individual integration scenario, as we’ll discuss in the following sections.

Cost Center Integration Scenario

In this section, we’ll cover the settings required in SAP Cloud Platform Integration to enable the cost center replication scenario from SAP ERP or SAP S/4HANA Finance to Employee Central. Cost centers are required in Employee Central because these objects are assigned to employees.

To begin the configuration, select the ERP to SuccessFactors Employee Central Cost Center replication option from the integration package list. Two artifacts are delivered as standard for supporting the cost center integration scenario, as shown in Figure 5.18:

- ERP to SAP SuccessFactors Employee Central Cost Center
- SAP SuccessFactors Employee Central to ERP Employee and Organizational Data

For the parameter settings and configuration, we’ll focus only on the ERP to Employee Central Cost Center integration flow. Select Configure from the Actions dropdown menu to enter the integration flow configuration mode, as shown in Figure 5.18.
You'll arrive at the configuration screen shown in Figure 5.19, which displays the sender's parameter values for the cost center replication iFlow. To set up the sender, maintain the following parameters:

- **Sender**: Leave the default value SAP_ERP.
- **Adapter Type**: Leave the default value IDOC.
- **Address**: Leave the default value /ERP_to_EC_CostCenter_Replication_IDoc.
- **Certificate Browse/Subject DN and Issuer DN**: Import a client certificate from the sender system (only applicable for client certificate authorization).
- **Authorization**: Select User Role.

Now, navigate to the **Receiver** tab. To set up the receiver, maintain the following standard parameters:

- **Receiver**: Leave the default value SFSF_EC.
- **Adapter Type**: Leave the default value SuccessFactors.
- **Address**: Enter the Employee Central API base URL in this field, for example, "https://apisalesdemo4.successfactors.com.”
- **Authorization**: Leave the default value Basic authentication.

The following standard parameter values can be maintained under the **More** tab, as shown in Figure 5.20:

- **USE_EXTERNAL_COST_CENTER**: Enter “true” if you’d like to replicate SAP cost center IDs as the reference cost center IDs in Employee Central; otherwise, enter “false.”
- **PERSON_RESP_TARGET_FIELD**: Enter the name of the custom field in Employee Central that holds the names of the persons responsible for each cost center from your on-premise SAP system; otherwise, leave this field blank.
- **ERP_DEFAULT_LANGUAGE**: Enter the mandatory default value language for the cost center’s description field which is to be transferred from your on-premise SAP system to Employee Central. For example, enter “E” for English.
- **ENABLE_PAYLOAD_LOGGING**: Enter “true” to keep the complete message payload containing all the data transferred in the message processing log (MPL) in SAP Cloud Platform Integration. This feature is useful for issue analysis and troubleshooting purposes. Otherwise, enter “false.”
- **COMPANY_ID_TARGET_FIELD**: Enter the name of the custom field in Employee Central that holds the company ID from your on-premise SAP system. You're only required to maintain this field if you're transferring company codes from your...
on-premise SAP system to custom fields in Employee Central. Otherwise, leave this field blank.

Once the configuration is completed, you can deploy the ERP to Employee Central Cost Center integration flow in the SAP Cloud Platform Integration runtime node by clicking the Deploy button, as shown in Figure 5.20.

![Figure 5.20 Deploying the iFlow](image)

**5.3 Configuring SAP Cloud Platform Integration**

**Employee Data and Organizational Data Integration Scenario**

In this section, we’ll cover the settings required in the SAP Cloud Platform Integration to enable employee data and organizational data to be replicated to your on-premise SAP system. Organizational and employee data is required in your on-premise SAP system to support workflow, security, time, management, and payroll processes.

To begin the configuration, select SAP SuccessFactors Employee Central to ERP Employee and Organizational Data from the integration package list. Two artifacts are delivered as standard for supporting the employee data and organization data integration scenario, as shown in Figure 5.21:

- SAP SuccessFactors Employee Central to ERP Generic Object (Type: Integration Flow)
- SAP SuccessFactors Employee Central to ERP Employee Data and Organizational Assignment (Type: Integration Flow)

![Figure 5.21 Employee Central to ERP Employee and Organizational Data](image)

We’ll walk through both artifacts in the following sections.

**Employee Central to ERP Generic Object**

Let’s start with the parameter settings and configuration of a generic Employee Central to ERP object iFlow for enterprise structure job, position, department, division, business unit, and custom object replication processes. Select Configure from the Action dropdown menu to enter the iFlow configuration mode. You’ll arrive at the configuration screen shown in Figure 5.22, which displays the configuration parameters.

To set up the sender settings, configure the following fields:

- **Sender**: Leave the default value SAP_ERP_OUT.
- **Adapter Type**: Leave the default value SOAP.
- **Address**: Leave the default value /EC_to_ERP_Generic_Object_Query.
- **Authorization**: Select User Role or Client Certificate.
- **Certificate Browse/Subject DN and Issuer DN**: Import the client certificate from the sender system.
Next, go to the Receiver tab. The first step is to set up the receiver settings to query organizational data from Employee Central, as shown in Figure 5.23.

To set up the receiver settings, configure the following fields:

- **Receiver**: Select SFSF_EC from the dropdown list.
- **Adapter Type**: Leave the default value SuccessFactors.
- **Address**: Enter the Employee Central API base URL in this field, for example, “https://apisalesdemo4.successfactors.com.”
- **Credential Name**: Enter the name of the SAP SuccessFactors credential artifact you've deployed, for example, “SFAPI.”

The next step is to configure your on-premise SAP system's receiver details to notify the data replication status in your on-premise SAP system. To set up the receiver settings, as shown in Figure 5.24, configure the following fields:

- **Receiver**: Select SAP_ERP_Notification_IN from the dropdown list.
- **Adapter Type**: Leave the default value SOAP.
- **Address**: Enter the on-premise SAP system notification API URL in this field. To learn how to get the exact URL, see our later discussion of provider proxy configuration in Section 5.4.1.
- **Allow Chunking**: Selected by default. Deselect this checkbox if your on-premise SAP system installation doesn’t support HTTP chunking.
- **Proxy Type**: Select Internet for connecting SAP Cloud Platform Integration to your on-premise SAP system through the SAP Web Dispatcher; otherwise, select On-Premise if your on-premise SAP system is accessed through SAP Cloud Platform cloud connector.

- **Authentication**: Select Basic authentication or Certificate-based authentication.
Note
The SAP Cloud Platform Integration iFlow supports either basic authentication or client certificate authentication to authenticate the tenant itself against the target system for outbound connections from SAP Cloud Platform Integration to the receiver system. Note the following distinctions:

- Basic authentication uses a user name and password to authenticate the sender system against the receiver system.
- Client certificate authentication uses the sender’s digital client certificate to authenticate the sender system against the receiver system.

- Credential Name: Enter the name of your on-premise SAP system’s credential artifact you’ve deployed if you’re using basic authentication.
- Private Key Alias: Enter the certificate private key alias in this field if you’re using client certificate authentication.

Finally, you must set up the receiver settings for organization object replication to your on-premise SAP system, to replicate organizational objects including jobs, positions, departments, divisions, and business units from Employee Central to your on-premise SAP system. To set up the receiver settings, configure the following fields, as shown in Figure 5.25:

- Receiver: Select SAP_ERP_IN from the dropdown list.
- Adapter Type: Leave the default value SOAP.
- Address: Enter the notification API URL from your on-premise SAP system in this field. To learn how to get the exact URL, see our later discussion of provider proxy configuration in Section 5.4.1.
- Allow Chunking: Selected by default. Deselect this checkbox if your on-premise SAP system installation doesn’t support HTTP chunking.
- Proxy Type: Select Internet for connecting SAP Cloud Platform Integration to your on-premise SAP system through the SAP Web Dispatcher; otherwise, select On-Premise if your on-premise SAP system is accessed through the SAP Cloud Platform cloud connector.
- Authentication: Select Basic authentication or Certificate-Based authentication.
- Credential Name: Enter the name of the on-premise SAP system’s credential artifact you’ve deployed if you’re using basic authentication.

Once the configuration is completed, you can deploy the Employee Central to ERP Generic Object iFlow into the SAP Cloud Platform Integration runtime process by clicking the Deploy button.

Employee Central to ERP Employee Data and Organizational Assignment
Next, let’s set up the parameter settings and configuration of the SAP SuccessFactors Employee Central to SAP ERP Employee Data and Organizational Assignment iFlow. Select Configure from the Action dropdown to enter iFlow configuration mode. We’ll discuss the configuration and parameters in this section to complete the configurations settings and integration connections for the SAP SuccessFactors Employee Central to SAP ERP Employee Data and Organizational Assignment replication receiver iFlow.
To set up the sender settings, as shown in Figure 5.26, configure the following:

- **Sender**: Leave the default value **ERP_Query**.
- **Adapter Type**: Leave the default value **SOAP**.
- **Address**: Leave the default value **/EC_to_ERP_Master_Data_And_Org_Query**.
- **Authorization**: Select **User Role** or **Client Certificate**.
- **Certificate Browse/Subject DN and Issuer DN**: Import the client certificate from the sender system.

![Figure 5.26 Sender Parameter Configuration](image)

Next, go to the Receiver tab, where you’ll first set up the query to Employee Central that extracts employee data from Employee Central. Configure the following fields, as shown in Figure 5.27:

- **Receiver**: Select value **Employee_Central** from the dropdown menu.
- **Adapter Type**: Leave the default value **SuccessFactors**.
- **Address**: Enter the Employee Central API base URL in this field, for example, “https://apisalesdemo4.successfactors.com.”
- **Credential Name**: Enter the name of the SAP SuccessFactors credential artifact you’ve deployed.

![Figure 5.27 Configuring the Employee_Central Receiver](image)

Next, you must set up the receiver settings for employee data and organization assignment replication to your on-premise SAP system, which replicates this data from Employee Central to your on-premise SAP system. As shown in Figure 5.28, configure the following fields:

- **Receiver**: Select **ERP_Response** from the dropdown list.
- **Adapter Type**: Leave the default value **SOAP**.
- **Address**: Enter the notification API URL from your on-premise SAP system in this field. To learn how to get the exact URL, see our later discussion of provider proxy configuration in Section 5.4.1.
- **Allow Chunking**: Selected by default. Deselect this checkbox if your on-premise SAP system installation doesn’t support HTTP chunking.
- **Proxy Type**: Select **Internet** for connecting SAP Cloud Platform Integration to your on-premise SAP system through the SAP Web Dispatcher; otherwise, select **On-Premise** if your on-premise SAP system is accessed through the SAP Cloud Platform cloud connector.
Authentication: Select Basic authentication or Certificate-Based authentication.

Credential Name: Enter the name of your on-premise SAP system’s credential artifact you’ve deployed if you’re using basic authentication.

Private Key Alias: Enter the certificate private key alias in this field if you’re using certificate-based authentication.

Once the configuration is completed, you can deploy the SAP SuccessFactors Employee Central to SAP ERP Employee Data and Organizational Assignment iFlow into the SAP Cloud Platform Integration runtime node by clicking the Deploy button.

Send Confirmation from SAP ERP or SAP S/4HANA to Employee Central

The integration of confirmation responses from your on-premise SAP system to Employee Central updates the processing status of employee data and employee organization assignments in your on-premise SAP system to Employee Central. The confirmation SOAP web service message is triggered immediately after the employee data processing or employee organization assignment processing finishes in your on-premise SAP system.

To begin, select ERP to SuccessFactors Employee Central Confirmation v2 from the integration package list (refer back to Section 5.3.2, Figure 5.17). One artifact is delivered as standard to support the confirmation integration: ERP to Employee Central Confirmation v2 (Type: Integration Flow).

Let’s begin with the parameter settings and configuration of the ERP to Employee Central Confirmation v2 iFlow. Select Configure from the Action dropdown menu to enter the iFlow configuration mode. To set up the receiver settings for sending employee data and organizational assignment data replication confirmations to Employee Central, as shown in Figure 5.29, set the following:

- **Receiver**: Leave the default value SFSF_EC.
- **Adapter Type**: Leave the default value SuccessFactors.
- **Address**: Enter the Employee Central API base URL in this field, for example, “https://api4.successfactors.com.”
- **Authentication**: Leave the default value Basic authentication.
- **Credential Name**: Enter the name of the SAP SuccessFactors credential artifact you’ve deployed.
Several standard parameter values can be used. Under the More tab, the `ENABLE_PAYLOAD_LOGGING` standard parameter value can be used. Enter “true” to keep the complete message payload containing all the data transferred in the SAP Cloud Platform Integration message processing log (MPL). This feature is useful for issue analysis and troubleshooting purposes. Otherwise, enter “false.”

Once the configuration is completed, you can deploy the ERP to Employee Central Confirmation v2 iFlow into the SAP Cloud Platform Integration runtime node by clicking the Deploy button.

At this point, you should have completed all four iFlow configurations and deployed them. Next, navigate to WebUI • Menu • Monitor • Manage Integration Content and click on tiles labeled All, as shown in Figure 5.30. You should see all four deployed iFlows in the Started status, as shown in Figure 5.31.

Go through each set of deployed integration content and take note of their web service endpoint URLs. You’ll need these URLs when configuring the SOA Manager in your on-premise SAP system in the next section. An example web service endpoint URL is shown in Figure 5.32.

**5.4 Configuring SAP ERP or SAP S/4HANA**

In this section, we’ll focus on the configuration steps in SAP ERP or SAP S/4HANA for setting up integration scenarios between Employee Central and your on-premise SAP system. We’ll start with the basic setup, before walking you through several key scenarios: cost center integration, organizational data integration, and employee data integration. The configuration steps are the same regardless of whether you’re using SAP ERP or SAP S/4HANA.

### 5.4.1 Basic Setup

This section will cover the basic technical configuration steps for activating the required web services, IDocs, and BIB in integration framework that will be used in Employee Central to your on-premise SAP system integration scenarios.

**Web Service Configuration**

Both employee data and organizational data integration use SOAP web service technology for data transfers between your on-premise SAP system and SAP Cloud Platform Integration. The following web services should be configured in the SOA Manager to enable both data replication scenarios:
For the organizational data replication scenario, as shown in Table 5.2, the corresponding iFlow of these web services is **SAP SuccessFactors Employee Central to ERP Generic Object**.

For employee data and organizational assignment replication scenarios, as shown in Table 5.3, the corresponding iFlows of these web services are **SAP SuccessFactors Employee Central to SAP ERP Employee Data and Organizational Assignment and ERP to Employee Central Confirmation v2**.

### Table 5.2 Web Services Used by Organizational Data Replication

<table>
<thead>
<tr>
<th>Object Type</th>
<th>Object Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consumer proxy</td>
<td>getOrganisationalObjectReplicationQuery_Out</td>
</tr>
<tr>
<td>Provider proxy</td>
<td>OrganisationalObjectReplicationResponse_In</td>
</tr>
<tr>
<td>Provider proxy</td>
<td>OrganisationalObjectReplicationNotification_In</td>
</tr>
</tbody>
</table>

### Table 5.3 Web Services Used by Employee Data Organizational Assignment Replication

<table>
<thead>
<tr>
<th>Object Type</th>
<th>Object Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consumer proxy</td>
<td>getEmployeeMasterDataAndOrgAssignmentBundleReplication-Query_Out</td>
</tr>
<tr>
<td>Consumer proxy</td>
<td>EmployeeMasterDataReplicationConfirmationBOut</td>
</tr>
<tr>
<td>Provider proxy</td>
<td>EmployeeMasterDataAndOrgAssignmentBundleReplicationRequest_In</td>
</tr>
</tbody>
</table>

Two web service object types are involved in the replication scenarios: the consumer proxy object type or the provider proxy object type. In the following sections, we'll describe how to configure the web services for both object types.

**Consumer Proxy Configuration**

A consumer proxy refers to an outbound service that triggers a data request from SAP ERP or SAP S/4HANA. In the following configuration steps, we'll show you how to configure a consumer proxy for an organizational data replication scenario:

1. Go to your on-premise SAP system's **Web Service Configuration** via Transaction SOAMANAGER.
2. Search for the consumer proxy `getOrganisationalObjectReplicationQuery_Out`.

3. Create a new logical port by selecting the **Manual Configuration** option from the Create dropdown menu, as shown in Figure 5.33.

   ![Figure 5.33 Creating a Logical Port Using Manual Configuration](image)

4. On the following screen, enter the **Logical Port Name**, as shown in Figure 5.34. Click on the **Next** button to proceed with **Consumer Security** settings.

   ![Figure 5.34 Entering a Logical Port Name](image)

5. Within the **Consumer Security** settings, select the **User ID/Password** option and enter the communication user ID and password for SAP Cloud Platform Integration, as shown in Figure 5.35. Click on the **Next** button to proceed with the **HTTPSettings** step.
6. Configure the URL setting, as shown in Figure 5.36. This field should contain the web service endpoint URL of its corresponding iFlow. To obtain the URL, refer to Section 5.3.2, specifically the example shown in Figure 5.32. All other fields are pre-filled by default. Click on the Next button to proceed with the SOAP Protocol step.

7. In the SOAP Protocol step, as shown in Figure 5.37, configure the messaging parameters as follows:
   - RM 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.

8. Save the web service configuration by clicking on the Finish button.

9. Return to the logical port main screen, as shown in Figure 5.38. Set the saved logical port configuration as the default logical port by clicking the Set Log.Port Default button.

Repeat the same configuration steps for the consumer proxy for the employee data and organizational assignment replication scenario. The only difference is to search for the consumer proxy from Table 5.2 and Table 5.3 before beginning the manual configuration. All configuration settings should be filled out in the same way.
Provider Proxy Configuration

A provider proxy refers to an inbound service that receives/returns information in your on-premise SAP system. In the following configuration steps, we’ll walk through the configuration steps for using a provider proxy in the organizational data replication scenario:

1. Go to Simplified Web Service Configuration in Transaction SOAMANAGER in your on-premise SAP system.
2. Search for service definitions with the name OrganisationalObjectReplication-Response_In, select the User Name/Password option, and click the Save button, as shown in Figure 5.39.

3. Select Show Details to find the access URL in the Configuration Details section of the Details of Provider Configuration popup window, as shown in Figure 5.40. Note the WSDL URLs section and the With WS Policy URL; these URLs must be entered into the relevant receiver addresses of the iFlow configurations used in the employee data and organizational data integration scenario described earlier in Section 5.3.2. Enter the URL into the Address field for the Receiver settings as shown previously in Section 5.3.2, Figure 5.25.

4. Repeat the same configuration steps for the provider proxy for the employee data and organizational assignment replication scenario. The only difference is to search for the provider proxy from Table 5.2 and Table 5.3. All configuration settings should be completed in the same way.

ALE Distribution Configuration

Cost center replication from your on-premise SAP system to Employee Central utilizes SAP’s ALE technology where the IDoc ODTF_CCTR is used for data transfers to SAP Cloud Platform Integration over secure HTTP connections.

To enable the cost center replication from your on-premise SAP system to SAP Cloud Platform Integration, follow these steps:
1. Go to Transaction SM59 and set up a new RFC HTTP destination of **Connection Type G**. Fill in the following details, as shown in Figure 5.41:
   - **Target Host**: Enter the SAP Cloud Platform Integration runtime host URL.
   - **Path Prefix**: Enter the cost center iFlow sender address, for example, `/cxf/ERP_to_EC_CostCenter_Replication_IDoc`.

![Figure 5.41 Creating an RFC Destination](image)

2. Navigate to the **Logon & Security** tab, select **Basic Authentication**, and enter your SAP Cloud Platform Integration user name and password, as shown in Figure 5.42. For **SSL**, select the **Active** radio button, and click the **Save** button.

![Figure 5.42 Configuring the Logon and Security](image)

3. Create a logical system for Employee Central in Transaction BD54. Click on the **New Entries** button, and you’ll arrive at the screen shown in Figure 5.43. Enter the **Log.System ID** and its **Name** as represented in the Employee Central system. Click on the **Save** button.

![Figure 5.43 Creating the Logical System](image)
4. Create a distribution model view for cost center data distribution from your on-premise SAP system to Employee Central by opening Transaction BD64. Then, click on the **Create Model View** button, as shown in Figure 5.44.

![Figure 5.44 Creating a Model View](image)

5. Next, add a message type into the model view. Click on the **Add Message Type** button, as shown in Figure 5.45, to proceed with the new message type configuration popup window.

![Figure 5.45 Adding a Message Type](image)

6. Maintain the following parameters, as shown in Figure 5.46, and then click on the green checkmark button to proceed:
   - **Model view**: Enter the model view “S4_EC.”
   - **Sender**: Select the logical system for your on-premise SAP system.
   - **Receiver**: Enter the Employee Central logical system, for example, “SFSFECOL.”
   - **Message Type**: Enter “ODTF_CCTR.”

   You should see the expected model view shown in Figure 5.47.

7. Create an **XML HTTP** port for IDoc processing in Transaction WE21 with the following attributes, as shown in Figure 5.48, and click the **Save** button:
   - **RFC destination**: Enter the RFC destination name created in Transaction SM59, as shown earlier in Figure 5.41.
   - **Content Type**: Choose **Application/x-sap.idoc** as the content type.
   - **SOAP Protocol**: Select this checkbox.

![Figure 5.48 Transaction WE21: Port Creation](image)
8. Create a new partner profile to specify IDoc data in Transaction WE20 with the following attributes, as shown in Figure 5.49:
   - **Partn. Type**: Set to LS (Logical system) for the Employee Central logical system.
   - **Message Type**: Set the IDoc message type ODTF_OCTR as the outbound parameter.
   - **Receiver port**: Assign the XML HTTP port created in step 7 (EC_CC) to the outbound parameter for Message Type ODTF_OCTR.

   ![Partner Profile Configuration](Figure 5.49)
   
   **Partner Profile**
   
   A partner profile is a configuration toolset that specifies the IDoc data interchange parameters between your on-premise SAP system and its partner system. This toolset allows a series of parameters to be configured for inbound and outbound IDocs.

   ![Outbound Parameters](Partner profiles: Outbound parameters)
   
   **Partner profiles: Outbound parameters**
   
   | Partner No. | SRFTECOL | SuccessFactors Employee Central |
   | Partn. Type | LS | Logical system |
   | Partner Role | |
   | Message Type | ODTF_OCTR |
   | Message code | |
   | Message function | Test |

   **Outbound Options**
   
   | Receiver port | EC_CC | To EC cost center RFC Port |
   | Queue Processing | Pass Doc Immediately | Collect IDocs |
   | Output Mode | 2 |

   **IDoc Type**
   
   | Basic type | ODTF_OCTR |
   | Extension | |
   | View | Cancel Processing After Syntax Error |
   | Seg. release in IDoc type | Segment Appl. Rel. |

   ![Change View "Constants for business integration builder"](Change View "Constants for business integration builder")
   
   Enable the Business Integration Builder

   Both organizational data and employee data replication scenarios use the BIB integration framework for data field mappings between Employee Central and your on-premise SAP system. To use the BIB framework, some basic activation and configuration steps are required before you can proceed to more detailed field mapping configuration activities. Let’s begin with the steps required for the basic setup:

1. **Enable the BIB integration framework by activating the BIB switch**
   
   Go to IMG path Personnel Management • Integration with SuccessFactors Employee Central • Business Integration Builder • Basic Settings • Maintain the Constant Value • New Entries. Select Activate BIB for EC to ERP Employee Replication in the Const (constant) field and enter “X” in the Constant Value field, as shown in Figure 5.50. Click the Save button.

   ![Activating the BIB Integration Framework](Figure 5.50)

2. **Specify the Employee Central instance ID**
   
   The next step is to create an ID to represent the target Employee Central instance to which the data will be exchanged with. The Employee Central company ID is generally used in this context for creating the Employee Central instance ID for easy reference. However, the ID can use any naming convention.
   
   Go to IMG path Personnel Management • Integration with SuccessFactors Employee Central • Business Integration Builder • Basic Settings • Specify Employee Central Instance ID • New Entries. Then, enter the EC Instance ID and its EC Instance Description value, as shown in Figure 5.51, and click the Save button.
3. Importing metadata from Employee Central

In this step, you'll assign the Employee Central data model or entities to the Employee Central ID instance to form the Employee Central field mapping template in your on-premise SAP system.

To obtain the metadata, go to Employee Central Admin Center • Company Setting • OData API Metadata Refresh and Export. Then, click Export to save the metadata XML file in your local drive, as shown in Figure 5.52.

Once the metadata XML file is exported, proceed to SAP ERP or SAP S/4HANA IMG path Personnel Management • Integration with SuccessFactors Employee Central • Business Integration Builder • Basic Settings • Import Metadata from Employee Central • Import Metadata for Web Service-Based Data Transfer from Employee Central. Select the EC Instance ID that you created previously and browse for the metadata XML file in the EC Metadata File field, then click the execute icon (green checkmark) icon in the upper-left corner, as shown in Figure 5.53.

You should expect the metadata is imported successfully, resulting in the screen shown in Figure 5.54.

4. Create a value mapping entity

This next step is to create a value mapping translation table between Employee
Central and your on-premise SAP system for use in field mapping. The value mapping entity provides for one-to-one code translation and is used in many field mappings due to code differences between the two systems. For example, a new hire event in Employee Central is maintained as NEWHIRE; however, the corresponding hire action type code in your on-premise SAP system is maintained as 01. Therefore, a value mapping entity is introduced to serve as a value translation table for the field mapping.

To create a new value mapping entity, go to IMG path Personnel Management • Integration with SuccessFactors Employee Central • Business Integration Builder • Basic Settings • Define Value Mapping Entity. Select Employee Central Instance ID • New Entries and enter the following parameters, as shown in Figure 5.55:

- **Value Mapping Entity**: Enter a value mapping entity ID, for example, “ZVM_EVENT_ACTION.”
- **Description**: Enter a description, for example, “Event-Action code mapping.”
- **ERP Value Help**: Enter the ERP field value definition, for example, “PA0000-MASSN.”

When you’re done with these settings, click the Save button.

![Figure 5.55 New Value Mapping Entity](image)

**Figure 5.55 New Value Mapping Entity**

5. **Maintain value mapping details**

Once the value mapping entity is created, you can now maintain the translation value within the value mapping entity. Go to IMG path Personnel Management • Integration with SuccessFactors Employee Central • Business Integration Builder • Basic Settings • Define Value Mapping Details. Select the EC Instance ID and Value Mapping Entity to proceed to the value mapping details overview screen. Click on the New Entries button.

You’ll arrive at the screen shown in Figure 5.56, where you’ll enter the SAP ERP or SAP S/4HANA code of “01,” for example, in the ERP Key field and enter the value of “NEWHIRE” for the Employee Central code in the EC Key field. Finally, click the Save button.

![Figure 5.56 Creating Value Mapping Details](image)

**Figure 5.56 Creating Value Mapping Details**

This step completes the basic technical configuration process for activating web services, IDoc settings, and BIB integration settings required for Employee Central to your on-premise SAP system integration scenarios. In the following sections, we’ll explore the specific integration scenarios in more detail.

### 5.4.2 Cost Center Integration Scenario

In most organization system designs, the master system of cost centers is maintained in SAP ERP or SAP S/4HANA financials. However, the cost center is required in Employee Central for employee cost center assignment activities. Therefore, cost center integration is required to enable the replication process. To enable cost center integration in your on-premise SAP system, perform the ALE distribution configuration as described in Section 5.4.1.

Two ways exist to run the cost center replication from your on-premise SAP system to Employee Central, which we’ll discuss in the following sections.

**Initial Cost Center Replication**

To manually execute the replication, follow these steps:

1. Go to Transaction SA38 and execute program ODTF_REPL_CC. You’ll arrive at the screen shown in Figure 5.57.
2. Fill in the cost center selection parameters, as shown in Figure 5.57, based on your requirements.

3. Scroll down to view more settings, as shown in Figure 5.58. Select the target Employee Central logical system where you created the logical system when we configured the ALE distribution in Section 5.4.1. Enter a cost center history cutoff date.

4. Click the execute icon (green checkmark) to start the cost center replication process.

5.4 Configuring SAP ERP or SAP S/4HANA

The same program ODTF_REPL_CC, with the IDoc change pointers program, is used to facilitate the delta replication process. To set up the delta replication job to run in the background, follow these steps:

1. First, select the Use Variant for Delta Replication Using Change Pointers checkbox within in program ODTF_REPL_CC, as shown in Figure 5.59.

2. Click the Save button to save it as a program variant.

3. Complete the scheduling process by creating a background job in Transaction SM36 using program RBDMIDOC (Creating IDoc Type from Change Pointers) with IDoc message type ODTF_CCTR.
SAP is constantly developing new features and processing and configuration methods in the Employee Central to SAP ERP or SAP S/4HANA workspace since they originally introduced integration from Employee Central to on-premise SAP systems. The integration mapping tool within your on-premise SAP system has evolved from simple default field mappings with restrictions to a highly flexible and customizable field mapping functionality. With the evolution of the integration mapping tool, two types of field mapping configuration approaches are available in your on-premise SAP system for organizational data integration scenarios:

- **Generic object replication with object-specific processing**
  This approach is a restricted configuration approach that follows the default field mapping, and you cannot make any configurable changes to the field mapping between Employee Central entities and SAP ERP or SAP S/4HANA organizational structure infotypes. The default field mapping mechanism supports the following transformation from Employee Central to your on-premise SAP system, as shown in Table 5.4.

<table>
<thead>
<tr>
<th>Employee Central Organizational Object</th>
<th>SAP ERP or SAP S/4HANA Organizational Object</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business unit</td>
<td>Organizational unit (object type O)</td>
</tr>
<tr>
<td>Division</td>
<td>Organizational unit (object type O)</td>
</tr>
<tr>
<td>Department</td>
<td>Organizational unit (object type O)</td>
</tr>
<tr>
<td>Job classification</td>
<td>Job (object type C)</td>
</tr>
<tr>
<td>Position</td>
<td>Position (object type S)</td>
</tr>
</tbody>
</table>

Table 5.4 Default Field Mapping of Organizational Objects

This approach also follows the default hierarchy relationship, as shown in Figure 5.60. Notice how the business unit, division, and department will all be represented by organizational units in your on-premise SAP system. The association between department and department, division and division, department to division, and division to business unit will be translated into organizational unit relationship type A002 reporting structure in your on-premise SAP system.
Business add-in (BAdI) implementation is required for any enhancement to custom field mappings. We do not recommend this approach, which is less flexible, unless you’ve already implemented the organizational data integration before the generic processing approach was released by SAP.

**Generic object replication with generic processing**

This flexible and customizable field mapping approach uses the BIB framework in your on-premise SAP system and does not follow the default field mapping. The field mapping between Employee Central entities and your on-premise SAP system’s organizational object infotypes is configurable, and you can map any organizational fields including custom fields from Employee Central to your on-premise SAP system’s organizational structure infotype according to your business requirements. Within the tool, a set of sample field mapping templates is also available for you to copy to speed up the field mapping configuration process and further enhancements. This approach does support all default organizational objects as well as custom objects from Employee Central without the need for BAdI implementation. This approach is recommended for its flexibility in field mapping implementation.

**Note**

The sample field mapping configuration follows the field mapping shown in Table 5.4 and the hierarchical relationship shown in Figure 5.60. We recommended you reuse the sample field mapping configuration template and adapt it according to your integration requirements.

Now that we’ve covered the pros and cons of the various configuration approaches in previous sections, let’s now get into the configuration details for the object replication with a generic processing approach, given its flexibility and also because it is the recommended way to configure field mappings. Thus, we’ll only cover this approach in the following sections.

**Transformation Template Setup**

As part of the BIB framework, transformation template groups in your on-premise SAP system are provided. These template groups are collections of fields and value mappings grouped by transformation templates. Transformation template groups are assigned to specific Employee Central instances by their system IDs. The data integration is performed for each transformation template group, which holds a collection of data replication field mappings between Employee Central entities and infotypes.

This section details the instructions for setting up the transformation template groups and templates for the predelivered sample group. Follow these steps:

1. **Create the transformation template group**

   Go to IMG path Personnel Management • Integration with SuccessFactors Employee Central • Business Integration Builder • Organizational Data Integration • Define Field Mapping for Organizational Data • New Entries. Fill in the following details, as shown in Figure 5.61, and click on Save:
   - Transformation Template Group: Enter a name for the template group.
   - EC Instance ID: Select the Employee Central instance ID.
   - Communication Channel: Select Web Service Transfer.
   - Sample Content: For our example, we entered “OM_WS_1.”
   - Earlie Trf Date: Leave this field blank. This field is only used for data migration/integration from your on-premise SAP system to Employee Central.
   - Enable For Delta Replication: Leave this field blank. This field is only used for data migration/integration from your on-premise SAP system to Employee Central.

   **Figure 5.61 Creating a Transformation Template Group**

2. **Create and assign the transformation template**

   Each transformation template is associated with one Employee Central entity. In Employee Central, each organizational object is represented by a single Employee Central entity. In most cases, organizational data replication from Employee
Central to your on-premise SAP system involves five default organizational objects: business unit, division, department, job, and position. Therefore, five transformation templates are required and assigned to these Employee Central entities.

For example, let’s create a transformation template for the mapping of the division entity in Employee Central to your on-premise SAP system’s organizational unit. Following the same IMG path as earlier, on the screen that opens, navigate to the Dialog Structure on the left and double-click on the Transformation Template - New Entries. Fill in the following details, as shown in Figure 5.62, and then click on Save:

- **Transformation Template**: Enter a name for this template, for example, “TT_DIVISION.”
- **Is Active**: Select this checkbox.
- **Don’t Merge Records**: Leave this field blank.
- **EC Entity**: Select the Employee Central entity that corresponds to the division. Five default Employee Central entities are available.

Repeat the same process for creating a new transformation template for every Employee Central entity that is to be translated into organizational data in your on-premise SAP system.

**Figure 5.62 Creating a Transformation Template**

**Field and Value Mapping Configuration**

Once the transformation templates have been set up, we can now perform the field mapping configuration for every individual Employee Central entity involved in the organizational integration scope. To speed up the configuration process, SAP offers pre-delivered sample field mapping templates for the five default Employee Central entities (business unit, division, department, job, and position). In the following configuration steps, we’ll cover how you can apply this sample field mapping template into the primary mapping of the template.

In the IMG screen **Transformation Template**, navigate to the Dialog Structure and double-click on **Primary Mapping**. Click on the **Copy Sample Content** button to copy the pre-delivered sample mapping for the division entity. You should see the mapping entries copied into the Primary Mapping table, as shown in Figure 5.63. Click on **Save**. Repeat the same step for the remaining Employee Central organization structure entities.

**Figure 5.63 Copying Sample Content to Primary Mapping**

In our example, in the Primary Mapping screen shown in Figure 5.63, you’ll see three field mappings, each mapped to three different infotypes. The mapping of the **Name** and **Description** fields is pretty straightforward: these fields are direct mapped to the short text and long description fields of infotypes 1000 and 1002, respectively. However, the **Parent Division** field of the Employee Central Division entity is mapped to infotype 1001, field **SOBID**, to form the organizational unit-to-organizational unit relationship type A002 (report to/line in your on-premise SAP system). With this mapping configuration, the association between the Employee Central division and its parent division will be translated into your on-premise SAP system’s organization unit, to a parent organizational unit (O-O) with a report to/line relationship type in infotype 1001, as shown previously in Figure 5.60.
However, the field mapping configuration does not translate the relationship between the Employee Central entity division and the business unit in your on-premise SAP system. To bring this relationship over to infotype 1001, you would create a new field mapping in the **Secondary Mapping** table within the same template. For example, within the primary mapping screen (shown earlier in Figure 5.63), select **New Entries**, and fill in the following details as shown in Figure 5.64:

- **EC Field**: Enter 38 (cust_toBusinessunit/externalCode).
- **Mapping Mode**: Select **Infotype Mapping** from the dropdown.
- **Linking Field**: Enter Parent Division.

![Figure 5.64 Creating a New Field Mapping](image)

Within the same screen, navigate to **Secondary Mapping** from the **Dialog Structure**. Maintain the following details, as shown in Figure 5.65, and click the **Save** button:

- **Parent Division**: Enter ‘’ to leave a blank parent division value as conditional logic to get the business unit instead of parent division
- **Infotype**: Enter 1001 (OM Relationship)

![Figure 5.65 Secondary Mapping](image)

With the secondary mapping configured, the conditional mapping in your on-premise SAP system can translate the relationship between the Employee Central division to another business unit into a relationship between the organizational unit to its parent organizational unit in infotype 1001. As long as the Employee Central division does not have a parent division assigned, its associated business unit relationship can be formed by the field mapping, as shown previously in Figure 5.60.

**Running the Replication Process**

The process of replicating organization data comes with two subprocesses in your on-premise SAP system:

1. The organization object replication request begins with a trigger from your on-premise SAP system using program RH_SFIOM_ORG_OBJ_REPL_QUERY to send a query to replicate organizational objects from Employee Central to your on-premise SAP system through a staging area.
2. The second process uses program RH_SFIOM_PROC_ORG_STRUC_RPRQ to post the organizational objects from the staging area into your on-premise SAP system Organizational Management (OM) tables. On the program selection screen, you can restrict the object types to be read to specific organizational object types and post to database tables, as shown in Figure 5.66.

The same programs can be used manually or via background scheduling jobs through Transaction SM36. Typically, organizational data programs are run on a regular basis, so any organizational data maintained in Employee Central is replicated over to your on-premise SAP system.
Figure 5.66 Program RH_SFIOM_PROC_ORG_STRUC_RPRQ

Note
To avoid data locking errors when creating organizational objects for business units, divisions, and departments using the OM creation program RH_SFIOM_PROC_ORG_STRUC_RPRQ, we recommend you create three organization object types in a sequence, starting with business unit updates, then division updates, and then department updates. Run each organization object type one at a time.

5.4.4 Employee Data Integration Scenario
This section details the necessary instructions for setting up employee data field mappings through the BIB integration framework. The focus of this section is to start simple, with the minimum required field mapping configuration steps for enabling the employee data replication from Employee Central to your on-premise SAP system. Unlike organizational data integration, the employee data integration scope varies from employee “mini master” data to full employee master data replication, depending on your requirements. Mini master data is generally a limited set of HR data required in your on-premise SAP system for non-HR functions, such as an employee’s name and organizational details. Full employee master data is typically required when HR or payroll functionality is maintained in your on-premise SAP system. A good rule of thumb is to always start with a simple configuration and then add more complexity as you go along.

In the following sections, we’ll demonstrate the field mapping configuration steps for an employee mini master data integration that involves data replication to basic infotypes 0000, 0001, and 0002.

Transformation Template Setup
Let’s get started with creating a transformation template group for employee data integration. A transformation template group is essential for the BIB integration framework in every integration scenario; at least one transformation template group is required to run the integration for each integration scenario, for example, if running both organizational data and employee data integration scenarios, you’ll need two. Two transformation template groups are created: one for the organizational data replication field mapping and another for the employee data replication field mapping. In this section, we’ll walk you through setting up a transformation template group and a transformation template specific to the employee data integration scenario. Follow these steps:

1. Create the transformation template group
   Go to IMG path Personnel Management • Integration with SuccessFactors Employee Central • Business Integration Builder • Employee Data Integration • Define Field Mapping for Employee Data • New Entries. Fill in the following details, as shown in Figure 5.67, and click Save:
   - Transformation Template Group: Enter a name for the template group.
   - EC Instance: Select the Employee Central instance ID.
   - Communicational Channel: Select Web Service Transfer.
   - Sample Content: Leave this field blank. In our example, we’ll create a mapping template instead of utilizing a sample template.
   - Earliest Transfer Date: Leave this field blank. This field is only used for data migration/integration from your on-premise SAP system to Employee Central.
Enable For Delta Replication: Leave this unchecked. This field is only used for data migration/integration from your on-premise SAP system to Employee Central.

Figure 5.67 Create Transformation Template Group for Employee Data Integration

2. Assign the transformation template(s) to transformation template group

In Employee Central, an employee data record is logically stored in a combination of multiple Employee Central entities. An Employee Central entity group stores data that shares common attributes. For example, the Employee Central entity PerPersonal carries an employee’s personal details such as name, gender, and marital status.

A transformation template is a representation of an Employee Central entity in your on-premise SAP system for configuring field mappings, and you must understand the Employee Central entity and its dataset before adding a transformation template to transformation template group. The relationship between the transformation template and the Employee Central entity is a one-to-one relationship.

In the case of an employee mini master data integration scenario, the transformation templates shown in Table 5.5 will be added to the transformation template group.

<table>
<thead>
<tr>
<th>Transformation Template</th>
<th>Employee Central Entity Name</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>WS_4</td>
<td>EmpJob</td>
<td>Job info</td>
</tr>
<tr>
<td>WS_5</td>
<td>PerPersonal</td>
<td>Personal info</td>
</tr>
<tr>
<td>WS_11</td>
<td>EmpCompensation</td>
<td>Compensation info</td>
</tr>
</tbody>
</table>

Table 5.5 Transformation Template and Its Associated Employee Central Entities

Within the same IMG path screen, navigate to the Dialog Structure and double-click on the Transformation Template - New Entries. Fill in the following details, as shown in Figure 5.68, and click on Save:

- Transformation Template: Enter a template name, for example, “WS_5.”
- Is Active: Select this checkbox.
- Don’t Merge Records: Leave this field blank.
- EC Entity: Select the Employee Central entity that corresponds to PerPersonal.

Repeat the same step for creating a new transformation template for every Employee Central entity that is required for employee mini master data replication.

Figure 5.68 Transformation Template for Employee Central Entity PerPersonal

As a result of transformation template creation and assignment, you should expect a list of transformation templates assigned under Transformation Template Group, as shown in Figure 5.69.
5 Employee Central with SAP ERP or SAP S/4HANA

Field and Value Mapping Configuration

Once the transformation templates have been set up, you can now perform the field mapping configuration for each transformation template/Employee Central entity included in scope for the employee data integration scenario. In the case of the employee mini master data integration scenario, the field mappings shown in Table 5.6 should be added to each transformation template.

Table 5.6  Primarily Field Mapping (Cont.)

<table>
<thead>
<tr>
<th>Transformation Template</th>
<th>Field ID Description</th>
<th>Mapping Mode</th>
<th>Infotype</th>
<th>Infotype Field</th>
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<td>ORGEH</td>
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<tr>
<td>WS_4</td>
<td>Position</td>
<td>Infotype mapping</td>
<td>0001</td>
<td>PLANS</td>
</tr>
</tbody>
</table>

Follow these steps:

1. Within the same IMG screen for the transformation template, select transformation template WS_4 (Employment Central entity EmpJob), as shown in Figure 5.70.

Figure 5.70  Transformation Template

2. Next, navigate to the Dialog Structure and double-click on the Primary Mapping to arrive at the screen shown in Figure 5.71.
3. Click on New Entries to create field mappings for the entity. Fill in the following mapping details, as shown in Figure 5.72, and click Save:

- **EC Field**: Select the source Employee Central field technical name, for example, 43 for the event field.
- **Mapping Mode**: Select Infotype Mapping from the dropdown menu.
- **Infotype**: Fill in the target infotype number, for example, 0000 for infotype 0000 (Action).
- **Subtype**: Fill in the infotype subtype if the field mapping requires mapping to an infotype with subtypes. Leave this field blank if a subtype is not required.
- **Infotype Field**: Fill in the target infotype technical name, for example, MASSN for the Action Type field.
- **Value Mapping Entity**: Fill in the value mapping entity name if field value code translation is required for this field.

Repeat the same step for the remaining field mappings for each transformation template, as listed previously in Table 5.6.

**Note**
Assign the value mapping entity in the field mapping detail if you need code translation between Employee Central and your on-premise SAP system. For example, as shown in Figure 5.72, the value mapping entity ZVM_EVENT_ACTION has been assigned to the field mapping of Event to MASSN, as shown earlier in Figure 5.55. This scenario, where the event code is maintained in Employee Central in a different way than the action type code in your on-premise SAP system, is quite common.

**Employee Master Data and Organization Assignment Query Configuration**
At this point, you’ve completed all necessary field mapping configuration activities. Now, you can begin creating data extraction query parameters for employee master data and organization assignments. Go to IMG path Personnel Management • Integration with SuccessFactors Employee Central • Business Integration Builder • Employee Data Integration • Define Parameters for Employee Master Data and Org. Assignment Query • New Entries.

On this screen, you can maintain the following employee data query parameters, as shown in Figure 5.73, and click the Save button:

- **Transformation Template Group**
  Select the transformation template group that we created in the previous section.
5 Employee Central with SAP ERP or SAP S/4HANA

- **Transformation Template Group Description**
  Fill in a description for the extraction, for example, “Employee mini master data replication.”

- **Company**
  Enter an Employee Central company ID to restrict the employee data replication to a specific company.

- **Country**
  Enter an Employee Central country ID to restrict the employee data replication to a specific country.

- **Employee Class**
  Enter an Employee Central employee class to restrict the employee data replication to a specific employee class.

- **Type of Workforce**
  Select the workforce type (Employee, Contingent Worker, or both) to restrict the employee data replication to specific workforces.

- **Replicate Organization Assignment**
  Select this checkbox to enable organization assignment replication; deselect it to disable replication.

- **Exclude Org. Assignment with Employment Status**
  Enter an employee employment status to restrict the organization assignment to a specific employment status.

- **Target System**
  Enter the replication target system maintained in Employee Central • Admin Center • Manage Data.

- **Use External Cost Center ID**
  Select this checkbox to use SAP ERP or SAP S/4HANA cost center IDs for cost center assignments.

- **Multiple Job Events Per Day**
  Select this checkbox to allow employee data replication with multiple job events per day if the scenario exists in Employee Central. Otherwise, the employee job event replication is restricted to the latest job event from Employee Central.

- **Create Notification in Employee Central**
  Select this checkbox to send notifications to Employee Central on the employee data and organizational assignment replication process status.

- **No Confirmation in Employee Central**
  Select this checkbox to exclude the “Successful” or “Failed” statuses from notifications to Employee Central.

---

### Running the Replication Process

The employee data and organizational assignment replication process includes two subprocesses in your on-premise SAP system. Let’s walk through both subprocesses next:

1. The employee data and organizational assignment replication request begins with a trigger from your on-premise SAP system using program ECPAO_EE_ORG_REPL_QUERY, as shown in Figure 5.74.

---

**Figure 5.73** Employee Master and Organizational Assignment Replication Query Parameters

**Figure 5.74** Program ECPAO_EE_ORG_REPL_QUERY
This program sends a query to replicate both the employee data and the organizational assignment data from Employee Central to your on-premise SAP system with the direct updating of employee personnel information data in infotypes. However, organizational assignment data is inserted in a staging area at the same time. After the first program has completed, notice that the organizational assignment details, such as organizational unit, job, and position, will be blank. This data will be populated by the second program.

**Note**

In the case of employee data replication error troubleshooting, check on the Enable Extended Verbose Logging option, as shown in Figure 5.74. This option allows the replication program to capture detailed logging during the employee data replication run.

2. Like organizational object replication, the second program, RH_SFIOM_PROC_EE_ORG_ASS_RPRQ, as shown in Figure 5.75, posts the organizational assignment data from the staging area into OM tables in your on-premise SAP system to update the values in the organizational assignment infotype 0001, such as the employee’s organizational unit, job, and position. The same program can be used manually or via background scheduling jobs through Transaction SM36.

![Figure 5.75 Program RH_SFIOM_PROC_EE_ORG_ASS_RPRQ](image)

After running both the employee and organizational assignment programs, the employee data will be maintained and replicated from Employee Central to your on-premise SAP system. Typically, a background job can be run daily to send the employee data updates to your on-premise SAP system.

### 5.4.5 Data Replication Monitoring and Troubleshooting

Data replication errors are quite common during all phases of project implementation as well as during production system support and may stem from configuration issues and data issues. Understanding the monitoring tools available can help you in your troubleshooting efforts.

This section details the monitoring tools available for each integration scenario.

**Cost Center Integration**

The monitoring processes for cost center integrations include the following:

- **IDoc monitoring using Transaction WE02 in the on-premise SAP system**
  
  Open Transaction WE02, enter “ODTF_CCTR” in the Logical Message field in the selection screen, and click the **Execute** icon, as shown in Figure 5.76. You’ll see the IDoc processing status overview screen.

![Figure 5.76 Transaction WE02 IDoc Monitoring](image)
Enable option is turned on, you can retrieve the cost center content as an XML file from the message processing log (MPL).

Figure 5.77 SAP Cloud Platform Integration Cost Center Monitoring

**SAP SuccessFactors Employee Central OData API audit log**

Navigate to Admin Center - Company Settings - OData API Audit Log. Look for OData API call entity FOCostCenter, as shown in Figure 5.78. Click on the relevant log and review the OData request and response content.

**Employee Data Integration**

The monitoring processes for employee data integrations include the following:

- **SAP ERP or SAP S/4HANA transaction**
  
  You can view the application log monitor via Transaction SLG1 to see employee data processing information, as shown in Figure 5.79. Enter the following parameters:
  
  - Object: Enter ECPAO_IN.
  - Subobject: Enter *
  - External ID: Enter *

  Then click the execute icon (green checkmark) to view the employee data replication processing log, as shown in Figure 5.80.

![Transaction SLG1 Analyze Application Log](image-url)
For every generated application log, two subobjects exist in the application log level. Subobject EE provides the status of infotype update processes, as shown in Figure 5.80, and subobject VERBOSE provides detailed employee date field mapping logs, as shown in Figure 5.81.

SAP Cloud Platform Integration message monitoring
Navigate to WebUI • Menu • Monitor. On the Monitor Overview page, select the SAP SuccessFactors Employee Central to ERP Employee Data and Organizational Assignment artifact to display the overall status for the employee data message process, as shown in Figure 5.82.

SAP SuccessFactors Employee Central to ERP Employee Data and Organizational Assignment Monitoring
Navigate to Admin Center • Company Settings • SFAPI Audit Log. Look for the OData SFAPI call entity compoundemployee. Look for error messages if the compoundemployee log entries have a Failed status, as shown in Figure 5.83.
Organizational Data Integration

The monitoring processes for organizational data integrations include the following:

- **SAP ERP or SAP S/4HANA programs/transactions**
  
  Similarly, you can use the same Transaction SLG1 with different parameter settings to monitor the organizational data replication process, as follows:
  
  - **Object**: Enter PAOC_SFI_OM.
  - **Subobject**: Enter *.
  - **External ID**: Enter *

  Open Transaction SFIOM_VIEW_ORG_REQS to monitor the status of replication processing requests for organizational objects in the staging area. Open Transaction SFIOM_VIEW_REQUESTS to monitor replication processing requests for organizational assignments in the staging area, as shown in Figure 5.84.

Figure 5.84 Organizational Assignment Replication Request Status

- **SAP Cloud Platform Integration message monitoring**

  Navigate to WebUI > Menu > Monitor. On the Monitor Overview page, select the SAP SuccessFactors Employee Central to ERP Generic Object artifact to display the overall organization structure data messages processing status, as shown in Figure 5.85.

Figure 5.85 SAP Cloud Platform Integration Organizational Structure Replication Monitoring
5.5 Common Integration Scenario Considerations

This section highlights two common scenarios that may require additional solution design. The first case is when Employee Central location field mappings are to be applied to SAP organizational entities for personnel areas and subareas. The second case arises because using the same user IDs for organizational objects and employees across SAP on-premise and SAP SuccessFactors systems is a best practice. Let’s discuss these two scenarios next:

- **SAP personnel area and personnel subarea to SAP SuccessFactors location field mapping**
  
  By default, your on-premise SAP system’s employee personnel areas and personnel subareas are mapped to a single location field in Employee Central. This default mapping rule works if the employee personnel area and personnel subarea structure design is straightforward and you don’t plan to integrate employee data from Employee Central back to your on-premise SAP system.

  However, note that this default mapping rule and strategy to handle a single location is split by the mapping into two fields—the personnel area and subarea—if you plan to integrate employee data from Employee Central back to your on-premise SAP system. In most business scenarios, a single location field value is not capable of translating into the direct representation of location to personnel area and subarea in your on-premise SAP system in a one-to-one relationship.

  Therefore, a simple enhancement is usually required that introduces a custom field in Employee Central to store the personnel subarea value from your on-premise SAP system to form a one-to-one direct mapping between the systems. With this enhancement, an additional primary field mapping configuration is required for the Employee Central custom field. An example is shown in Table 5.7.

  For the detailed steps to create these field mappings, refer to our discussion of field and value mapping configuration earlier in Section 5.4.4.

- **Use the same ID for the employee ID and the organizational structure object ID for initial data migration and replication cases**

  In this scenario, using the same ID eliminates the effort of creating and maintaining object ID mapping tables, thus enhancing consistency across systems and reducing user confusion.

  For the initial data migration to allow the same ID to be populated from your on-premise SAP system to Employee Central, make sure the automated external code generation sequence capability for business unit, division, department, position, job classification, and person ID external for employee are turned off. Once data migration is completed, then the autogeneration capability can be turned on in Employee Central.

  For new organizational objects and employee external person IDs generated in Employee Central, we recommend that the same external person ID is replicated.
over to your on-premise SAP system. This replication is established by setting up the SAP ERP or SAP S/4HANA feature `PERNR` to read external number ranges. You must also implement a simple business add-in (BAdI) implementation to assign the Employee Central person ID to the external `PERNR` in your on-premise SAP system.

To implement the BAdI in your on-premise SAP system, go to IMG path Personnel Management • Integration with SuccessFactors Employee Central • Business Integration Builder • Business Add-Ins (BAdIs) • Data Transfer From Employee Central • BAdI: Defining the `PERNR` and Central Person ID.

### 5.6 Summary

In this chapter, we covered the integration process, including setting up the required field mappings using the BIB for the replication of organizational and employee data from Employee Central to your on-premise SAP system. We also discussed the technical configuration activities required for enabling cost center data replication from your on-premise SAP system to Employee Central.

In the next chapter, we’ll discuss how to integrate Employee Central with Employee Central Payroll.
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