



Employee Central Cross Topics

The Employee Central Cross Topics area of H1 2020 release brings us enhancements to the CompoundEmployee Application Programming Interface (API) and some new features to make SAP-EC data integration more flexible. There are also some important changes to Data Import which could affect your existing import processes, so let's take a closer look.



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API

The CompoundEmployee API sees a few updates in this release, with new data segments becoming available and some extra parameters to fine-tune the response:

- A new employment filter assignment_class, this lets you return only standard employments or global assignments, for example
- A new query parameter *suppressUnwantedGlobalInfo*, to allow you to return only the Global Information in countries relevant to your query
- New data segments that return the objects *One-Time Information for Benefit Integration* and *Recurring Information for Benefit Integration*, both are useful for integration purposes if you're extracting benefit contributions info for a third-party benefits system

- Finally, the Assignment ID, which uniquely identifies a user in the system when you are using multiple employment or contingent employment, is now **always** returned in the EmpEmployment object, even if you have not configured the *assignmentIdExternal* field in the Succession Data Model

Data Import and Export

The use of Centralised Services to support data import is extended further with this release. This change means that functionality such as business rules, identical record suppression and error management are now supported when importing the following data, as of the H1 2020 release:

- Personal Information.
- Employment Information.
- Global Information.

This advance builds upon the support added in previous releases for the import of biographical, e-mail, phone and national ID information. Do bear in mind that, for these four data objects, the use of Centralised Services is now enabled by default, even if you have not activated this feature yourself.

One further enhancement to data import is that you can now configure workflows to trigger approval of imported non-recurring pay component data.

ERP Integration

The Data Replication Monitor on Employee Central, a useful tool for monitoring the results of integrations between Employee Central and SAP, has a new look. The principal advantage to the new format is that error messages are now provided directly in the report. Previously you had to hover over the record to see the error detail.

Object Name	Replication Content Type	Status	Messages	Last Replicated	Replication Scheduled For
Paul, Berlin DEAuto12020Mar100946	Employee Master Data	Successful		Mar 11, 2020, 4:02:53 PM	
TimeoffZeroZeroTwo, Tester TSC20200224143600	Employee Master Data	Successful		Mar 11, 2020, 4:02:41 PM	
TimeoffZeroZeroThree, Tester TSC20200224144300	Employee Master Data	Successful		Mar 11, 2020, 4:02:41 PM	
Valencia, Gino 158	Employee Master Data	Failed	(2) Enter payroll area for period 20151001 - 99991231....	Mar 11, 2020, 4:02:37 PM	

SAP has now started to provide videos showing the basic steps of setting up the integration of employee data from SAP to Employee Central. They are by no means a full set of instructions but could still be a useful overview if you are considering going down this route.

The videos are available here:

- [Extracting Employee Data with Additional Events](#)
- [Step-Wise Migration](#)



Finally, there are some useful enhancements to make existing SAP-EC integrations run more smoothly:

- You can now define a specific full transmission start date (FTSD) per country/ region for replication of employee data from EC to SAP
- When filtering employee replication from EC to SAP by country/ region, global information will also be filtered accordingly
- Employees who are hired but do not show up to start work- no-shows- can now be replicated from EC to SAP with the correct Inactive status and event reason
- You now have extra control over how and when employee events replicated from EC to SAP as personnel actions cause infotype splits in the Org Assignment infotype (0001). You can, for example, configure the system so that Personnel Actions only create infotype 0001 splits if the org data has changed

Keep in mind that the above enhancements require support package 29 of the integration add-on for ERP and SAP SuccessFactors Employee Central (SFSF EC INTEGRATION 1210) to be installed in your SAP ERP system.

Conclusion

The one big takeaway for me is that everyone should examine the use of Centralised Services to support import of Personal, Employment and Global Information. It has been growing steadily, and since it is now enabled by default, the message from SAP is clear. In particular, you need to be acutely aware that if you have a business rule in place for the affected portlets, your existing import processes could be affected by this if you take no action.



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