Managing a Hybrid Model
Integration of SAP HCM with SuccessFactors BizX Talent Management

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SAP HCM Product Management
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AGENDA

- Hybrid Strategy and Direction
- Integration Add-on Deliveries
  - User Data Integration
  - Compensation Integration
  - Recruiting Integration
- Key Learnings
Multiple deployment options to match your needs and strategy

Full HCM in the cloud

- Workforce Planning
- Compensation
- Succession
- Jam
- Analytics
- Employee Central

Full HCM On-Premise

- Workforce Planning & Analytics
- Core HR and Payroll
- Time & Attendance Management
- Talent Management

Integration

Cloud
- Performance & Goals
- Workforce Planning
- Compensation
- Workforce Analytics
- Succession & Development
- Recruiting
- Learning
- Social (Jam)

On-Premise
- Core HR
- Time & Attendance
- Payroll
- Workforce Analytics

Hybrid Deployment

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Committed to deliver integration built on three strategic pillars.

**Data Foundation**
- Builds the foundation for integrated data between SAP and SFSF
  - Include employee and organizational data (such as reporting relationships)
  - Eliminate double data entry and maintenance
  - Integrate two systems of records

**Process Integration**
- End-to-end process integration
  - Driven by processes (e.g. pay-for-performance, attract-to-hire)
  - Support end-to-end HR processes by bi-directional integration
  - Increase integration quality (event-based, periodical,...)

**Seamless User Experience**
- Unified access for end users to all HCM processes regardless of back-end system
  - Provide a single point of access across systems
  - Unified menus and navigation
Wave 1: Set the foundation point to point integration

- File based integration for employee and organizational data
- File base integration for analytical data
- Unified access with single-sign-on

Wave 2: Run end-to-end processes middleware integration

- “Pay for performance” process integration: Payroll and compensation allocation information integration
- Employee and organizational data middleware integration

- “Define-to-hire” process integration: Candidate integration from SuccessFactors Recruiting Execution to SAP ERP HCM

In Ramp-up since 18th March

- “Define-to-hire” process integration: Vacancy-to-requisition integration from SAP ERP HCM to SuccessFactors Recruiting Execution

Further organizational data & process integration (e.g. skills & competencies)
- Talent Management and Shared Services integration

Solution today

Q1 / 2013

Q3/ 2013

Under consideration

Planned innovations

Under consideration

Q1 / 2013

Q3 / 2012

H1 / 2012

Q4 / 2012

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SAP HANA Cloud Integration

- Integration service running on SAP NetWeaver Cloud
- Core Runtime for processing, transformation, and routing of messages
- Out-of-the-box connectivity support (WSRM, IDOC, sFTP)
- Eclipse based design time capabilities
- Embedded Operations cockpit for monitoring and administration

Packaged Integration

- Packaged integration for SAP to SAP (partly via RDS)
- Partner ecosystem to build integration content for Non-SAP
- Compatibility of message mappings (can be deployed on both SAP HANA Cloud Integration and SAP NetWeaver PI on-premise)

Application Scenarios

- SFSF BizX OD ↔ HCM OP (released March 2013)
- SFSF BizX OD ↔ HCM OP (RTC planned for Q2/2013)

Legend:
OD = on-demand / op = on-premise / EC = Employee Central / ByD = Business By Design / PI = Process Integration
Consolidating Processes and Access

Cloud
Talent Management
Learning
Recruiting
Workforce Planning & Analytics

On-Premise
HR Benefits
Payroll
Time & Attendance
Workforce Analytics

Unified Access

HR Processes

Follow @ASUG365 and #ASUG2013 on Twitter
- Hybrid Strategy and Direction
- Integration Add-on Deliveries
  - User Data Integration
  - Compensation Integration
  - Recruiting Integration
- Key Learnings
The integration add-on for SAP ERP 6.0 contains pre-delivered cross-system integration tailored to SAP and SuccessFactors.

**Data extraction with the integration Add-On**

- Extract tool in SAP HCM to feed SuccessFactors Business Execution’s (BizX) employee data file with employee and organizational data
- Analytical extractors in SAP HCM to feed data into SuccessFactors Workforce Analytics
- Includes standard coding for data extraction, SAP and SFSF field mapping, generation of the .csv files and error handling
- Delta data extraction support

*Software downloads via the Software Distribution Center (http://service.sap.com/swdc), follow the path Installation and Upgrades ⇒ Browse our Download Catalogue ⇒ SAP On-Demand Solutions ⇒ SUCCESSFACTORS HCM INTEGR ⇒ SUCCESSFACTORS HCM INTEGR 1.0*

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- Extractor in SAP HCM to feed SuccessFactors Employee Data Import with employee and org data from SAP ERP HCM

- Pre-delivered integration enables **faster time-to-value and predictable integration set-up**:
  - Pre-delivered data extraction
  - Field mapping content
  - Data value determination examples
  - Delta handling
  - Error checking & monitoring tool
  - Extensibility (Badis/Custom-fields)

**Solution today**

*Available for SAP NetWeaver Process Integration (on-premise) and planned for SAP Hana Cloud Integration (Q2/3 2013)*

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<table>
<thead>
<tr>
<th>SF Field</th>
<th>Field Header</th>
<th>SAP Field</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>STATUS</td>
<td>STATUS</td>
<td>field status from IT0000 (STAT2)</td>
<td>Status mapping: Active – active; Retiree – inactive; Withdrawn – inactive; Inactive – inactive</td>
</tr>
<tr>
<td>USERID</td>
<td>USERID</td>
<td>Central Person</td>
<td></td>
</tr>
<tr>
<td>USERNAME</td>
<td>Username</td>
<td>1. USER IT 105 (0001) 2. Central Person</td>
<td></td>
</tr>
<tr>
<td>FIRSTNAME</td>
<td>First Name</td>
<td>IT 0002, VORNA</td>
<td></td>
</tr>
<tr>
<td>LASTNAME</td>
<td>Last Name</td>
<td>IT 0002, NACHN, NACH2</td>
<td></td>
</tr>
<tr>
<td>MI</td>
<td>Middle Name</td>
<td>IT 0002, INITS</td>
<td></td>
</tr>
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<td>GENDER</td>
<td>Gender</td>
<td>IT 0002, GESCH</td>
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<tr>
<td>EMAIL</td>
<td>Email</td>
<td>1. IT 105 subtype 0010 2. IT 105 subtype mail 3. User Data</td>
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<tr>
<td>MANAGER</td>
<td>Manager</td>
<td>1. Manager position 2. Reporting structure</td>
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<tr>
<td>HR</td>
<td>Human Resource</td>
<td>IT 0001 – HR Admin</td>
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</tr>
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</table>

For each field it is possible to create customer specific implementation for data provision (BAdI)
<table>
<thead>
<tr>
<th>SF Field</th>
<th>Field Header</th>
<th>SAP Field</th>
</tr>
</thead>
<tbody>
<tr>
<td>DEPARTMENT</td>
<td>Department</td>
<td>1. IT 0001 Org Unit 2. IT0001 Cost Center</td>
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<tr>
<td>JOBCODE</td>
<td>Job Code</td>
<td>IT 0001 Job</td>
</tr>
<tr>
<td>DIVISION</td>
<td>Division</td>
<td>IT 0001 Company Code</td>
</tr>
<tr>
<td>LOCATION</td>
<td>Location</td>
<td>IT 0001 Personnel Area</td>
</tr>
<tr>
<td>TIMEZONE</td>
<td>Time Zone</td>
<td>USER Data</td>
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<tr>
<td>HIREDATE</td>
<td>Hire Date</td>
<td>Feature: ENTRY</td>
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<tr>
<td>EMPID</td>
<td>Employee Id</td>
<td>PERNR</td>
</tr>
<tr>
<td>TITLE</td>
<td>Title</td>
<td>Customer own implementation</td>
</tr>
<tr>
<td>BIZ_PHONE</td>
<td>Business Phone</td>
<td>1. Infotype 032, Inhouse Phone Number (two fields)</td>
</tr>
<tr>
<td></td>
<td>Business Fax → Mobile</td>
<td>2. Infotype 0105, subtype 0020</td>
</tr>
<tr>
<td>FAX</td>
<td>Business Fax</td>
<td>1. Infotype, 0105, subtype CELL</td>
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<td>ADDR1</td>
<td>Address 1</td>
<td>Street of Personnel Area (IT0001)</td>
</tr>
<tr>
<td>ADDR2</td>
<td>Address 2</td>
<td>Street of Personnel Area (IT0001)</td>
</tr>
<tr>
<td>CITY</td>
<td>City</td>
<td>City of Personnel Area (IT0001)</td>
</tr>
<tr>
<td>STATE</td>
<td>State</td>
<td>State of Personnel Area (IT0001)</td>
</tr>
<tr>
<td>ZIP</td>
<td>ZIP</td>
<td>Zip Code of Personnel Area (IT0001)</td>
</tr>
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</table>

For each field it is possible to create customer specific implementation for data provision (BAdI)
<table>
<thead>
<tr>
<th>SF Field</th>
<th>Field Header</th>
<th>SAP Field</th>
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</thead>
<tbody>
<tr>
<td>REVIEW_FREQ</td>
<td>Review Frequency</td>
<td>Customer own implementation</td>
</tr>
<tr>
<td>LAST_REVIEW_DATE</td>
<td>Last Review Date</td>
<td>Customer own implementation</td>
</tr>
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<td>Customizable Field 1</td>
<td>IT 0001 - Personnel subarea</td>
</tr>
<tr>
<td>CUSTOM02</td>
<td>Customizable Field 2</td>
<td>IT 0001 – Employee group</td>
</tr>
<tr>
<td>CUSTOM03</td>
<td>Customizable Field 3</td>
<td>IT 0001 – Employee subgroup</td>
</tr>
<tr>
<td>CUSTOM04</td>
<td>Customizable Field 4</td>
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<tr>
<td>CUSTOM......</td>
<td>Customizable Field ....</td>
<td></td>
</tr>
<tr>
<td>CUSTOM15</td>
<td>Customizable Field 15</td>
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<td>Matrix Manager</td>
<td>Reporting structure</td>
</tr>
<tr>
<td>Custom Manager</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Second Manager</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proxy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Default Locale</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*For each field it is possible to create customer specific implementation for data provision (BAdi)*
Data Extraction and transfer

**Sync Employee Data with SuccessFactors (with Delta and Inactive Logic)**

- **Selection Criteria**
  - Personnel Number
  - Employment Status
  - Company Code
  - Personnel area
  - Personnel subarea
  - Employee group
  - Employee subgroup

- **Default Settings**
  - Extraction Variant: INTEGRATION...
  - MIDIware
  - File Transfer with Path: /tmp/EMPLDATA_20130308_120104.csv

- **Fields**
  - Status: Infotype 0000 / STA.
  - User ID: Central Person ID
  - User Name: Central Person ID
  - First Name: Infotype 0002
  - Last Name: Infotype 0002

**Enforce full upload (not only delta)**

**Transfer based on Middleware or file**

**Field labels (left side) represents the SuccessFactors fields**

**Specify the data source to fill a specific SuccessFactors field.**

Employee selection to specify the group of employees participating in the integration with SuccessFactors BizX
Specify the data source for each field by selecting an option from drop down list box.

- For some fields SAP provides one or more pre-defined data sourced to fill the SuccessFactors field.
- For each field you can create your own implementation for data provision (BAdI).
Jonathan works in Germany and has one contract with number 75689.

Jonathan moves to US and works for the same company in the US.

In the SAP ERP system the employee is transferred to another country and thus gets a new personnel assignment /contract.

The CP works as a bracket for the two contracts and is a unique identifier for the employee.

In most cases the “old” contract becomes inactive. But there are some exceptions where an employee can have multiple active contracts. For employees with multiple active contracts it is highly recommended to specify the main contract for SF integration (Infotype 0712 Subytyp SuccessFactors (SFSF)).
Monitoring Backend Middleware & Inbound BizX

Successfully processed users Message can be set to solved manually

For selected employee, the data transfer can be forced before the next scheduled run

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### Success Factors - Transfer Monitoring

#### Employee Data Transfer

<table>
<thead>
<tr>
<th>Status</th>
<th>Message Type</th>
<th>Message Text</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unsolved</td>
<td></td>
<td>Field HR has no value for person 00010963</td>
</tr>
<tr>
<td>Unsolved</td>
<td></td>
<td>Field USERNAME has no value for person 00010964</td>
</tr>
<tr>
<td>Unsolved</td>
<td></td>
<td>Field MTH has no value for person 00010964</td>
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<td></td>
<td>Field HR has no value for person 00010964</td>
</tr>
<tr>
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<td></td>
<td>Field MATRIX_MANAGER has no value for person 00010965</td>
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<tr>
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<td></td>
<td>Field Z_MEDICALNAME has no value for person 00010965</td>
</tr>
<tr>
<td>Unsolved</td>
<td></td>
<td>Field MTH has no value for person 00010965</td>
</tr>
<tr>
<td>Unsolved</td>
<td></td>
<td>Field HR has no value for person 00010965</td>
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<tr>
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<td></td>
<td>Field HR has no value for person 00010965</td>
</tr>
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Hybrid Strategy and Direction
Integration Add-on Deliveries
  - User Data Integration
  - Compensation Integration
  - Recruiting Integration
Key Learnings
Pre-delivered process integration for “Pay for Performance”:
- Start compensation planning in SuccessFactors Compensation with SAP employee, organizational and salary data
- Pay approved merit increases, bonuses and lump sum payments with SAP Payroll

Solution today

*Available for SAP NetWeaver Process Integration (on-premise) and planned for SAP Hana Cloud Integration (Q2/3 2013)*
Type of data extracted from SAP for BizX Compensation

- **Salary information** (mandatory for Comp. Planning): Annual, monthly, semi-monthly, hourly salaries: SAP standard extraction logic based on best-practices and Badis for custom logic.

- **Additional organizational information** (optional for Comp. Planning): Start date of current position, Paygrade. SAP standard extraction logic based on best-practices and Badis for custom logic.

- **Depending on process set-up for Comp. Planning** (optional for Comp. Planning):
  Data on Eligibility, Job title & Job level, etc.. can be extracted out of SAP via Badis (custom-logic).
Employee selection to specify the group of employees participating in the integration with SuccessFactors BizX.

Field Set: define the field set that contains the data mapping for the fields from SAP for the Compensation Planning process in SFSF.
Bring back SFSF Compensation Planning results into SAP ERP HCM in a 2 steps, “safe” approach:

1.) Import SFSF compensation results into SAP ERP HCM database tables

2.) Activate the changes in payroll relevant infotypes (0008 and 0015) before activation – make a test
AGENDA

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  - Recruiting Integration
- Key Learnings
Process Integration “Attract-to-hire”

SuccessFactors Recruiting

Job Requisition Creation → Recruiting Process → Candidate selected → Application set to hire → New employee profile created

Position & Job Information (Phase 2)

SAP Labs preview

SAP HCM

Organizational Management

Personnel Administration - Perform personal action (Hire / Rehire / Transfer)

Update employee

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- Hybrid Strategy and Direction
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  - Compensation Integration
  - Recruiting Integration
- Key Learnings
- References
- Pre-delivered process integration
- Best practices
- Delta handling
- Extensible to customer needs
- Web-service based integration


Service Marketplace:
service.sap.com\erp-hcm => Media Library SuccessFactors Integration
- Details on user data transfer
- Cookbook for Single Sign On
- Cookbook for Integration of multiple SAP ERP HCM systems
- Details on bi-directional Compensation Integration

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