



PUBLIC

SAP SuccessFactors Employee Central Payroll: Integration to S/4 HANA

Document Details

Name	Objective	Audience
SAP SuccessFactors Employee Central Payroll: Integration with S/4 HANA	This document will review typical integration scenarios between SAP SuccessFactors Employee Central Payroll and S/4 HANA for the available deployment options.	SAP SuccessFactors Customers: IT and HR professionals. SAP SuccessFactors Implementation Partners: Consultants, solution architects and project managers

Change Log

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Contribution

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Implementation Design Principle (IDP) are documents that complement existing implementation handbooks by addressing real-life implementation challenges as well as frequently asked questions. They are best practices verified by the SAP SuccessFactors product in collaboration with our experienced implementation partners and SAP services. IDPs will give structured guidance to address challenges via product configuration and/or provide workarounds to avoid typical implementation pitfalls. Some of the guidance especially technical solutions may require custom development which may require partner support.

The recommendations in this document are based on the features and functionality available up to SuccessFactors release at the time of writing. Future functionality can impact the recommendations provided by this document. We strive to keep these recommendations up-to-date, however, in case you find that a recent functionality has not yet been considered in the latest version of this document, please send an email to SAPSuccessFactorsIDPDoc@sap.com. In addition, the reader is advised to read and familiarize with essential and additional product-related documentation which includes Implementation Guides, SAP Notes, SAP Knowledge Base Articles, and additional assets as referenced in this document, see chapter 8.

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1 TERMINOLOGY

The following table explains some abbreviations used in this document.

Abbreviation	Description
ECP	SAP SuccessFactors Employee Central Payroll
S/4 HANA OP	S/4 HANA On Premise
RFC	Remote Function Call
ALE	Application Link Enabling
VPN	Virtual Private Network

2 ABSTRACT

This document will review typical integration scenarios between SAP SuccessFactors Employee Central Payroll and S/4 HANA for the available deployment options. It will enlist some of the best practices underlying these integration scenarios by explaining the critical configurations needed to run the processes seamlessly.

3 INTRODUCTION

Several customers who have moved their HR solution to SAP SuccessFactors including payroll would require integrating with the Finance system that is responsible for performing accounting and financial close. This is required to comply with statutory reporting requirements, to manage financial risk within the organization as well as measure and manage financial performance of various business units. SAP SuccessFactors Employee Central Payroll system solution enables companies to pay their employees once they have recorded their time to ensure regular pay, time off or if they leave company.

Following are the different deployment options for SAP SuccessFactors Employee Central Payroll:

- **SAP SuccessFactors Employee Central Payroll managed by SAP:** It is a cloud payroll solution hosted as a private cloud and natively integrated to SAP SuccessFactors Employee Central. It already supports 46 countries with payroll solutions. It is typically recommended for customer size greater than 5000. It is available for existing SAP HCM Payroll or new customers who have multi-country payroll requirements. Accelerated data migration tools for migration from SAP On-Premise to ECP is available and it is not a re-implementation. Some of the considerations while adopting this payroll solution is complex Time & Benefits requirements that are offered via Solution Extensions, high degree of standardization to SAP HCM & no core modifications are allowed as standard configurations cover most requirements.
- **SAP SuccessFactors Employee Central Payroll Partner Managed Cloud (PMC):** SAP SuccessFactors Payroll is offered via certified SAP SuccessFactors Partners including dedicated Business Process Outsourcing (BPO) like Finance, Tax, Payroll, & others. Partner provides application management, implementation & configuration. Partner also provides 1st and 2nd level of customer support. This solution allows customers increased flexibility based upon their business needs. It is usually for customers starting at 250 employees. The benefits of this solution are increased value based on partner's local knowledge, industry experience along with single vendor who can manage one or more BPO functions including licensing, service & support.

SAP also provides different deployment options for SAP S/4 HANA that acts as the Finance system. In this document we will only cover details SAP S/4 On-Premise system. Following are the deployment options of SAP S/4 HANA.

- RISE with SAP S/4HANA Cloud, previously known as SAP S/4HANA Cloud Essentials Edition (ES)
- SAP S/4HANA Cloud, Extended Edition (EX)
- RISE with SAP S/4 HANA Cloud, Private Edition
- SAP S/4HANA On Premise
- SAP ERP, private cloud edition

This document will typically review the integration business scenarios and system configurations needed between SAP SuccessFactors Employee Central Payroll (managed by SAP) and SAP S/4 HANA On-Premises as well as providing high level details of other deployment options.

4 BUSINESS REQUIREMENT

4.1 Functional Requirements

SAP SuccessFactors Employee Central (EC) is the 'System of Record' for employee master data and SuccessFactors Employee Central Payroll is the payroll system. SAP SuccessFactors Employee Central system is used for HR time keeping (EC Time Off) whereas SAP S/4 HANA system can be used for Cross Application Time Sheet for project costing. Employee time and allowances must be captured in EC or any other Core HR system which must be paid through payroll against a particular G/L account present within a particular chart of accounts and in turn is charged to employee's cost center. The payroll system through which employee will be paid is SAP SuccessFactors Employee Central System and Finance system is the SAP S/4 HANA On-Premise.

This document addresses the essential configurations required for Cost Center, Bank Master, Work Schedule replication along with Payroll Posting Interface details from the payroll system to the finance system. It also briefly introduces the cost center replication available via Master Data Integration (MDI) services.

The functional scope of using Employee Central Payroll is provided in the SAP Help guide **Employee Central Payroll Scope Description**:

<https://help.sap.com/viewer/01ed35f5fed24060b825e41dd845a499/latest/en-US/22a90e7797e74c2cba97523dae646d0f.html>

4.2 Technical Requirements

We have described the SAP SuccessFactors Employee Central Payroll and SAP S/4 HANA options which SAP offers. Depending on the product chosen on both the ends, one of the below integration scenarios needs to be adapted for fulfilling the business requirement.

- **Integration Scenario 1: SAP SuccessFactors Employee Central Payroll with SAP S/4 HANA On-Premise**

Below is a typical business scenario where we can see integration scenarios between SAP SuccessFactors Employee Central Payroll and S/4 HANA On-Premise. The technical scenario is also explained in the SAP Help guide **ALE Business Processes for HR**:

<https://help.sap.com/viewer/202240ef114849078a26cecaf2179665/latest/en-US/eb02dd5321e8424de10000000a174cb4.html>

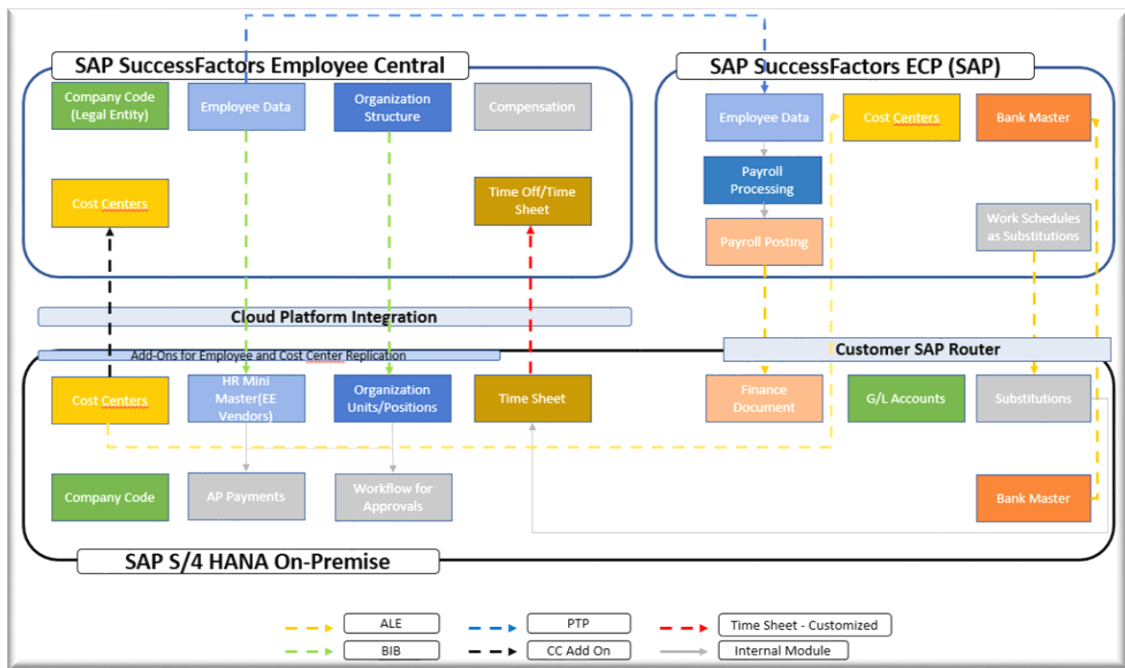


Figure 1: Integration Scenario 1 SAP SuccessFactors Employee Central Payroll & SAP S/4 HANA On-Premise

- **Integration Scenario 2: SAP SuccessFactors Employee Central Payroll managed by SAP and SAP S/4 HANA Cloud Public**

Below is a typical business scenario where we can see integration scenarios between SuccessFactors ECP and S/4 HANA Cloud Public. The technical scenario is also explained

<https://help.sap.com/viewer/6b39bd1d0e5e4099a5b65d835c29c696/latest/en-US/92b87c4ebfde49ada97673358ace9427.html>

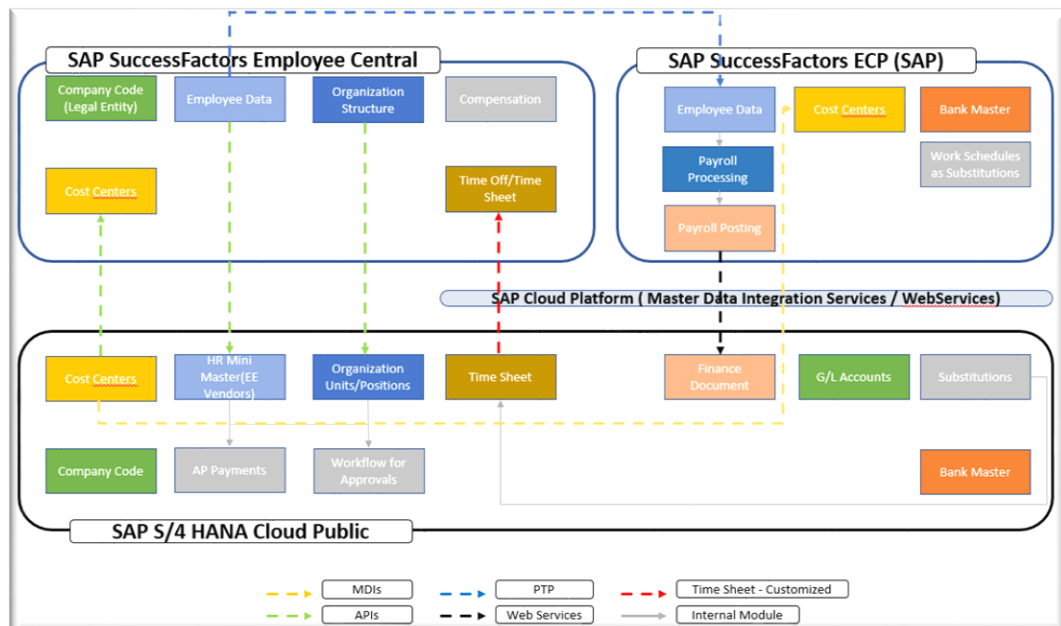


Figure 2: Integration Scenario 2 SAP SuccessFactors Employee Central Payroll & SAP S/4 HANA Cloud Public

- **Integration Scenario 3: SAP SuccessFactors Employee Central Payroll (PMC) and SAP S/4 HANA On-Premise**

Below is a typical business scenario where we can see integration scenarios between SAP SuccessFactors ECP managed by Partner (PMC) and SAP S/4 HANA On-Premise (SAP S/4 HANA OP). The only difference between this and integration scenario 1 is the connection between SAP SuccessFactors ECP and SAP S/4 HANA OP which is explained in Section 4.3

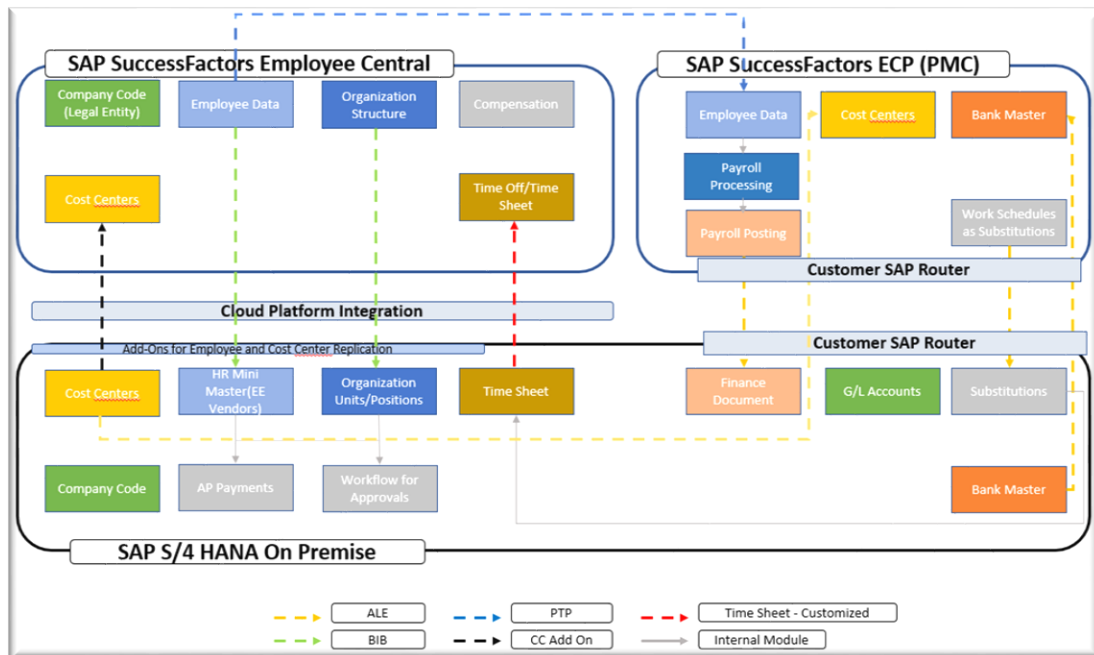


Figure 3: Integration Scenario 3 SAP SuccessFactors Employee Central Payroll (PMC) & SAP S/4 HANA On-Premise

- Integration Scenario 4: SAP SuccessFactors Employee Central Payroll (SAP) and SAP S/4 HANA HEC**

Below is a typical business scenario where we can see integration scenarios between SAP SuccessFactors ECP and SAP S/4 HANA HEC. The only difference between this and integration scenario 1 is the connection between SAP SuccessFactors ECP and SAP S/4 HANA HEC which is explained in Section 4.3

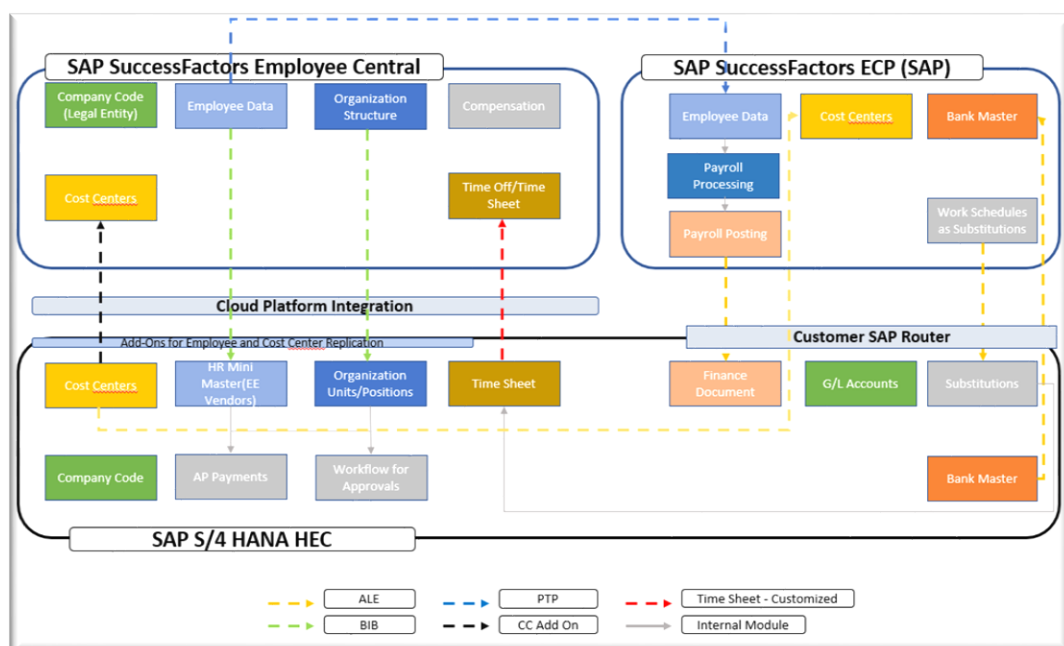


Figure 4: Integration Scenario 4 SAP SuccessFactors Employee Central Payroll (SAP) & SAP S/4 HANA HEC

4.3 Operational Requirements

To implement these integrations, we will require to establish connection between SAP SuccessFactors ECP and SAP S/4 HANA systems as per the customer infrastructure set up.

The Employee Central Payroll VPN connection is primarily needed for the backend access to SAP Payroll systems via SAPGui. However, it can also be used for RFC/ALE based integrations. Virtual Private Network (VPN) is the technology that can encapsulate and transmit network data, typically Internet Protocol data, over another network. IPsec-VPNs are typically used to connect businesses in a secure and cost-efficient way and is a de facto industry standard for B2B connections for years.

For integration scenarios where it is possible, SAP recommends that you rather use Web Services instead of RFC to be less dependent on the VPN connection. The integration between SAP S/4HANA Cloud Public and SAP SuccessFactors Employee Central Payroll is done via web service and doesn't require a VPN connectivity.

For technical integration we will need to establish an RFC/ALE connection between the systems which in turn requires a VPN tunnel set up. RFC/ALE connection cannot work between SAP SuccessFactors Employee Central Payroll system and SAP S/4 HANA On-Premises system. Customer can use the provided endpoint URLs to connect establish a RFC connection and an SAP Router needs to be installed in DMZ of customer network.

For more details on IPsec VPN prerequisites and configuration setup required on customer side and on SAP side, please visit the SAP Help guide ***Setting Up a VPN Connection to Employee Central Payroll Systems*** using the link below:

<https://help.sap.com/viewer/23e6b463adc541e89bf8ec54f371a35f/latest/en-US/4528841b8dfa4380a9077bc163139d08.html>

SAPGui and SAP RFC use SAPRouters on both sides of the connection. SAPRouter strings are required to establish a successful connection. The SAPRouter strings vary depending on the location of SAP Payroll systems.

The following graphic illustrates customer access to SAP SuccessFactors Employee Central Payroll systems over a virtual private network (VPN). The primary reason for using the VPN is SAPGui access to the SAP Payroll systems. It can also be used for Remote Function Call (RFC)/Application Link Enabling (ALE) based integrations. SAP recommends that you use Web Services instead of RFC to set up integration wherever possible.

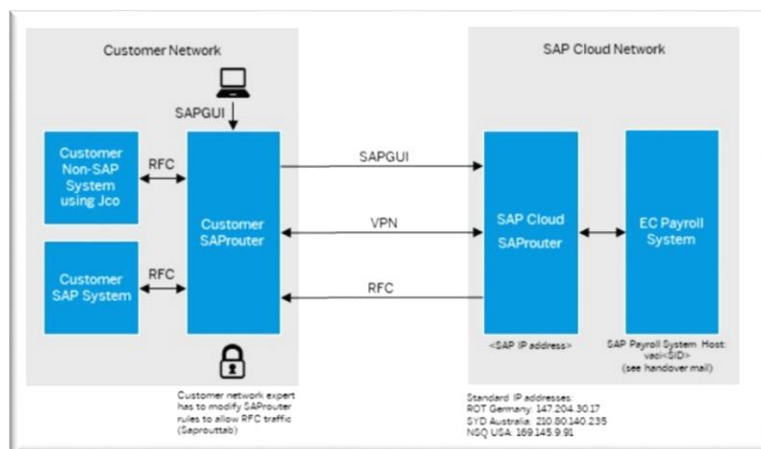


Figure 5: VPN Setup for ECP

Table of Contents	
General Information on VPN Technologies	
Technical Details of the VPN Connection to SAP	
IPsec VPN Prerequisites	
IPsec VPN Configuration Parameters	
Creation of Service Request to Configure the VPN Connection	
Security Policy	
SAProuter	
Download and Install SAProuter	
Start SAProuter	
Network Tests	
Employee Central Payroll Connectivity	
Customer Access to/from Payroll Systems Via VPN	
SAP Logon for Employee Central Payroll	
SAP Logon Configuration	
Customer Access to/from Payroll Systems Available Via Web Service	

SAPGui from Customer to SAP Payroll System	
EMEA (ROT/AMS)	/H/<customer-saprouter>/H/sr-emea.payroll.gtm.ondemand.com/H/<payroll-host>/S/3200
APJ (SYDL/SYD2)	/H/<customer-saprouter>/H/sr-amer.payroll.gtm.ondemand.com/H/<payroll-host>/S/3200
US (NSQ/STL)	/H/<customer-saprouter>/H/sr-apj.payroll.gtm.ondemand.com/H/<payroll-host>/S/3200
Riyadh (RI1)	/H/<customer-saprouter>/S/3299/H/157133.93.65/S/3299/H/<payroll-host>/S/3200
Dubai (DXB1)	/H/<customer-saprouter>/S/3299/H/157133.85.65/S/3299/H/<payroll-host>/S/3200

RFC from Customer to SAP Payroll System	
EMEA (ROT/AMS)	/H/<customer-saprouter>/H/sr-emea.payroll.gtm.ondemand.com/H/<payroll-host>/S/3300
APJ (SYDL/SYD2)	/H/<customer-saprouter>/H/sr-apj.payroll.gtm.ondemand.com/H/<payroll-host>/S/3300
US (NSQ/STL)	/H/<customer-saprouter>/H/sr-amer.payroll.gtm.ondemand.com/H/<payroll-host>/S/3300
Riyadh (RI1)	/H/<customer-saprouter>/S/3299/H/157133.93.65/S/3299/H/<payroll-host>/S/3300
Dubai (DXB1)	/H/<customer-saprouter>/S/3299/H/157133.85.65/S/3299/H/<payroll-host>/S/3300

RFC from SAP Payroll System to Customer ABAP Systems	
EMEA (ROT/AMS)	H/sr-emea.payroll.gtm.ondemand.com/H/<customer-saprouter>/H/<customer-host>/S/3300
APJ (SYDL/SYD2)	/H/sr-apj.payroll.gtm.ondemand.com/H/<customer-saprouter>/<customer-host>/S/3300
US (NSQ/STL)	/H/sr-amer.payroll.gtm.ondemand.com/H/<customer-saprouter>/<customer-host>/S/3300
Riyadh (RI1)	/H/157133.93.65/S/3299/H/<customer-saprouter>/S/3299/H/<ABAP server to be connected>

Figure 6: SAP router strings for ECP via VPN

The above RFC connections provided can be used to establish connections for the below integration scenarios

- **SAP SuccessFactors ECP(SAP) – S/4 HANA On-Premise**

The end point URL can be formulated as below:

ECP systems--> SAP Router (S)--> Customer SAP Router(C) --> On-Premise Router(OP) --> On-Premise Host.

Sample Target Host string: /H/SAP-router/S/3299/H/customer router/S/3299/H/customer target host/S/3300

- **SAP SuccessFactors ECP (PMC) – S/4 HANA On-Premise**

The end point URL can be formulated as below

ECP systems--> SAP Router (S)--> Customer SAP router (C- ECP) --> Customer SAP router (C- OP) --> On-Premise Router(OP) --> On-Premise Host

Customer SAP router(C), this must be able to connect to both ECP and On-Premise systems, additionally it acts a gateway to enable communication between On-Premise and ECP systems.

5 SOLUTION OVERVIEW AND CONCEPTS

Below is a typical 'Hire to Retire' process level-3 diagram which depicts the various processes which takes place step by step. It also illustrates a holistic picture where SAP SuccessFactors HXM is the 'Source of Truth' for all employee/contingent workers data, SAP S/4 HANA as a system for solution of other line of businesses such as Finance, Enterprise and Asset Management, Sales and Distribution etc.

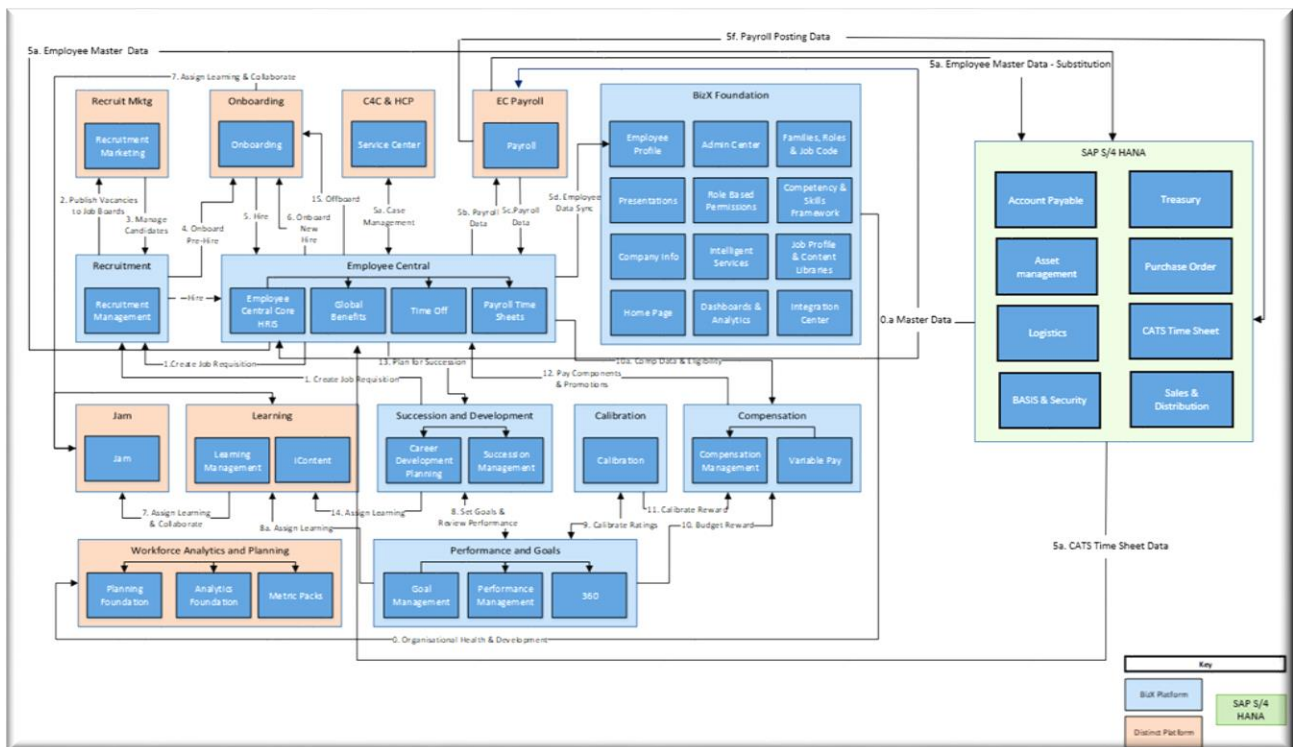


Figure 7: Hire-to-Retire Process Diagram Involving SAP S/4 HANA & SAP SuccessFactors Products

In the above diagram, system which are involved in the process 'Hire-to-Retire' are –

- SAP SuccessFactors BiZx
- SAP SuccessFactors Onboarding 1.0
- SAP SuccessFactors Learning
- SAP SuccessFactors C4C
- SAP SuccessFactors Workforce Analytics and Planning
- SAP Jam
- SAP SuccessFactors Recruiting Marketing
- SAP SuccessFactors Employee Central Payroll
- SAP S/4 HANA On-Premise

In this document, we will discuss the integrations solutions which are a part of these following processes:

Master Data

This includes master data integrations from SAP S/4 HANA to SAP SuccessFactors EC and ECP for Cost Center and Bank Master.

Employee Master Data – Substitution

This includes employee master data (substitution) from SAP SuccessFactors ECP to SAP S/4 HANA to move the planned working time which can be used in CATS Time Sheet for project costing. The employee master data has Employee Central has the system of record.

Payroll Posting Data

This includes payroll posting integration from SAP SuccessFactors ECP to SAP S/4 HANA to post the finance document

Integration	Source	Destination	Protocol
Cost Center	SAP S/4 HANA OP	SAP SuccessFactors ECP	ALE
Bank Master	SAP S/4 HANA OP	SAP SuccessFactors ECP	ALE
Work Schedules	SAP SuccessFactors ECP	SAP S/4 HANA OP	ALE
Payroll Posting	SAP SuccessFactors ECP	SAP S/4 HANA OP	ALE
Cost Center	SAP Cloud Platform	SAP SuccessFactors ECP	Master Data Integration Services

Figure 8: System Integration between Different Business Processes

6 DETAILED SOLUTION

6.1 Cost Centre Master Data Replication (ALE)

The recommended approach for distributing finance and controlling data is using ALE distribution of data through SAP standard IDoc's as it transfers real time data.

The setup will track any creation/changes in master data by activated change pointers and SAP standard programs RBDMIDOC will convert the change pointers to SAP standard IDocs. Based on filters in the ALE distribution model updates and sent to the target system. RBDCPCLR program will clear the change pointers.

6.1.1 Steps in SAP S/4 HANA Any Premise

For more details on the below sections, please refer to the SAP Help guide [Setting up Payroll Processing with SAP SuccessFactors Employee Central Payroll](#).

6.1.1.1 Cross-System Company Code

Cross-system company codes are used in the distribution in financial accounting. There is exactly one central system for each cross-system company code in the distributed environment. One company code must be assigned to this cross-system company code on each system involved in the distribution. When sending an IDoc with company code-dependent data, the company code is replaced with the cross-system company code in all company code fields. When receiving this kind of IDoc, the reverse conversion takes place. This step has to be completed in both receiver and sender system. This can be configured using transaction OB72.

The use of cross-system company codes and business areas in the distributed financial accounting is a provisional measure. SAP reserves the right to replace this in a future release with a tool that allows a

conversion for all the organizational units of the SAP system. Therefore, SAP recommends that you choose consistent identifiers for the business area and the cross-system business area.

6.1.1.2 Checking Cross-System Business Area

Cross-system business areas are used in distribution in financial accounting. The business areas must be assigned to cross-system business areas on each system involved in the distribution.

When sending an IDoc with business area data, the business area is replaced with the cross-system business area in all business area fields. When receiving this kind of IDoc, the reverse conversion takes place. This step has to be completed in both receiver and sender system. This can be configured using transaction OB93.

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6.1.1.3 Defining Logical System

Logical System needs to be defined which will be further used in setting up the distribution model.

6.1.1.4 Assigning Logical System to Client

Then you need to assign this logical System needs to a client which will be further used in setting up the distribution model.

6.1.1.5 Maintaining the Distribution Model in S/4HANA OP

The distribution model is the process flow between the sender and receiver system. Here we can either create a new distribution model or adapt to an existing one. We can add a Message Type or BAPIs.

6.1.2 Steps in SuccessFactors Employee Central Payroll

6.1.2.1 Cross-System Company Code

Cross-system company codes are used in the distribution in financial accounting. There is exactly one central system for each cross-system company code in the distributed environment. One company code must be assigned to this cross-system company code on each system involved in the distribution. When sending an IDoc with company code-dependent data, the company code is replaced with the cross-system company code in all company code fields. When receiving this kind of IDoc, the reverse conversion takes place.

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6.1.2.3 Defining Logical System

Logical System needs to be defined which will be further used in setting up the distribution model.

6.1.2.4 Assigning Logical System to Client

Then you need to assign this logical System needs to a client which will be further used in setting up the distribution model.

6.1.2.5 Maintaining the Distribution Model in SuccessFactors ECP

The distribution model is the process flow between the sender and receiver system. Here we can either create a new distribution model or adapt to an existing one. We can add a Message Type or BAPIs.

6.2 Bank Master Replication (ALE)

In a typical scenario, where your Finance system is SAP S/4 HANA On-Premise and SAP SuccessFactors is the 'Source of Truth' for an employee record, you will have to maintain the Bank Master in SAP SuccessFactors EC and ECP system.

In this document, we will consider the Bank Master creation in SAP SuccessFactors ECP. We can manually create this data in SAP SuccessFactors ECP or use LSMW to load the data at the time of implementation.

However, the recommended approach would be to establish an integration between SAP S/4 HANA On-Premise and SAP SuccessFactors ECP to transfer the Bank Master record. This will help synchronization between two systems at any point of time.

6.2.1 Steps in SAP S/4 HANA Any Premise

Repeat the steps mentioned 6.1.1.1 – 6.1.1.4

6.2.1.1 Maintaining the Distribution Model in S/4 HANA OP

1. In your S/4HANA OP system, access the following transaction:

Transaction code	BD64
------------------	------

2. On the Display Distribution Model screen, switch to the change mode.
3. Choose Create Model View (Ctrl + F4).
4. In the Create model view dialog box, enter a short text (for example <Bank Master Data>) and a technical name (for example < BNKA >). Choose Continue (Enter). Save your entries.
5. Select your newly created model and choose Add Message Type.
6. In the Add BAPI dialog box, enter the logical system of your SAP S/4HANA OP in the Sender field and the logical system of your Employee Central Payroll system in the Receiver field. As the object add <Bank> and Method as <Create>

7. In the Add BAPI dialog box, enter the logical system of your SAP S/4HANA OP in the Sender field and the logical system of your Employee Central Payroll system in the Receiver field. As the object add <Bank> and Method as <Change>
8. Save your entries.



Figure 9. Bank Master Data Distribution Model (Logical System Setup)

6.2.1.2 Define Consolidation System for Bank Data Distribution

SAP Customizing Implementation Guide —> Cross-Application Components—> Bank Directory—> Distribution of Banks—>Make Settings for Distributing Bank Master Data

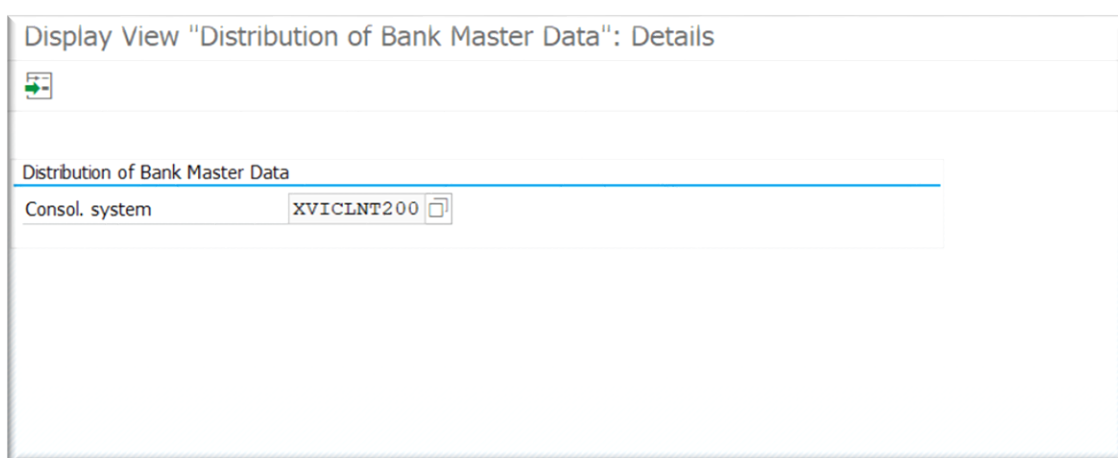


Figure 10. Bank Master Data Distribution Model

6.2.1.3 Creating Partner Profile

1. In your SAP S/4HANA OP system, access the following transaction:

Transaction code	WE20
------------------	------

2. On the Partner profiles screen, select Partner Type LS in the navigation panel.
3. Choose Create and make the following entries:

Field Name	Value
Partner No.	<Enter the ID for your partner no. Your ALE partner is an SAP system that is addressed by your system (using RFC), in this case the Employee Central Payroll system, for example XVICLNT200>
Partn. Type	LS

4. On Post processing: permitted agent tab, specify the job (person or group of people) to be notified if processing errors occur.
5. In the Outbound parmtrs. Section, choose Create Outbound Parameter.
6. On the Partner profiles: Outbound parameters screen, make the following entries:

Field Name	Value
Message Type	BANK_CREATE, BANK_CHANGE
Receiver Port	A000000001
Output Mode	
Transfer IDoc Immed.	X
Basic Type	BANK_CREATE01, BANK_CHANGE01
Cancel Processing After Syntax Error	X

7. Save your entries.

8. In the Inbound parameters section, include the below details and save your entries

Field Name	Value
Message Type	BANK_SAVEREPLICA
Process Code	BAPI
Cancel Processing After Syntax Error	X
Processing by Function Module	
Trigger Immediately	X

Partner profiles: Outbound parameters

Partner No. Logical System for ECP non-prod

Partn.Type Logical system

Partner Role

Message Type Create bank

Message code

Message function ☐ Test

Outbound Options | Message Control | Post Processing: Valid Processors | Telephony | EDI Standard

Receiver port Transactional RFC Connection to ECP

Pack. Size

☐ Queue Processing

Output Mode

☒ Pass IDoc Immediately Output Mode 2

☐ Collect IDocs

IDoc Type

Basic type Create Bank

Extension

View

☒ Cancel Processing After Syntax Error

Seg. release in IDoc type Segment Appl. Rel.

Figure 11. Bank Master Data – Partner Profiles (Outbound Parameters)

Partner profiles: Inbound parameters

Partner No. XVICLNT200 Logical System for ECP non-prod

Partn. Type LS

Partner Role

Message Type BANK_SAVEREPLICA Duplicate individual banks (ALE)

Message code

Message function ☐ Test

Inbound options Post Processing: Valid Processors Telephony

Process code BAPI ☐ Inbound BAPI IDoc: Individual proces...

☒ Cancel Processing After Syntax Error

Processing by Function Module

☐ Trigger by background program

☒ Trigger Immediately

Options

Figure 11. Bank Master Data – Partner Profiles (Inbound Parameters)

6.2.1.4 Defining Job for Delta Distribution

You can also use transaction FI08 for sending the Bank Master Data on adhoc basis.

6.2.2 Steps in SuccessFactors Employee Central Payroll

Repeat step 6.1.2.1 – 6.1.2.4

6.2.2.1 Maintaining the distribution model in SuccessFactors Employee Central Payroll

1. In your SuccessFactors ECP system, access the following transaction:

Transaction code	BD64
------------------	------

2. On the Display Distribution Model screen, switch to the change mode.
3. Choose Create Model View (Ctrl + F4).
4. In the Create model view dialog box, enter a short text (for example <Bank Master Data>) and a technical name (for example < BNKA >). Choose Continue (Enter). Save your entries.
5. Select your newly created model and choose Add Message Type.
6. In the Add BAPI dialog box, enter the logical system of your SAP S/4HANA OP in the Sender field and the logical system of your Employee Central Payroll system in the Receiver field. As the object add <Bank> and Method as <Create>
7. In the Add BAPI dialog box, enter the logical system of your SAP S/4HANA OP in the Sender field and the logical system of your Employee Central Payroll system in the Receiver field. As the object add <Bank> and Method as <Change>
8. Save your entries.

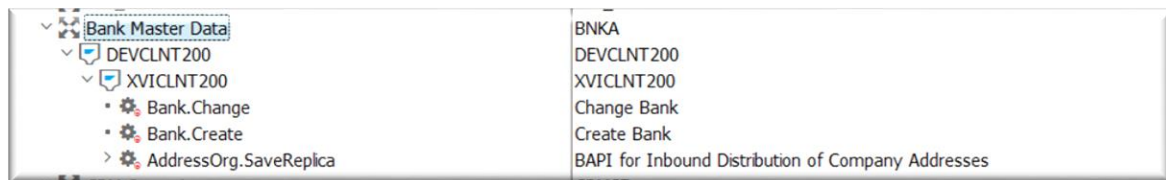


Figure 12: Bank Master Data Distribution Model

6.2.2.2 Creating Partner Profile

1. In your SAP ECP system, access the following transaction:

Transaction code	WE20
------------------	------

2. On the Partner profiles screen, select Partner Type LS in the navigation panel.
3. Choose Create and make the following entries:

Field Name	Value
Partner No.	<Enter the ID for your partner no. Your ALE partner is an SAP system that is addressed by your system (using RFC), in this case the Employee Central Payroll system, for example XVICLNT200>
Partn. Type	LS

4. On Post processing: permitted agent tab, specify the job (person or group of people) to be notified if processing errors occur.
5. In the Inbound parameters. Section, choose Create Inbound Parameter.
6. On the Partner profiles: Inbound parameters screen, make the following entries:

Field Name	Value
Message Type	BANK_CREATE, BANK_CHANGE
Process Code	BAPI
Cancel Processing After Syntax Error	X
Processing by Function Module	
Trigger Immediately	X

7. Save your entries.
8. In the Outbound parameters section, choose Create Outbound Parameter.
9. On the Partner profiles: Outbound parameters screen, make the following entries:

Field Name	Value
Message Type	BANK_SAVEREPLICA
Receiver Port	S4_PORT
Output Mode	
Transfer IDoc Immed.	X
Basic Type	BANK_SAVEREPLICA01
Cancel Processing After Syntax Error	X

10. Save your entries

6.2.2.3 IDOC Samples

Below is an example of the IDoc sample for Bank Master in the S/4 HANA system:

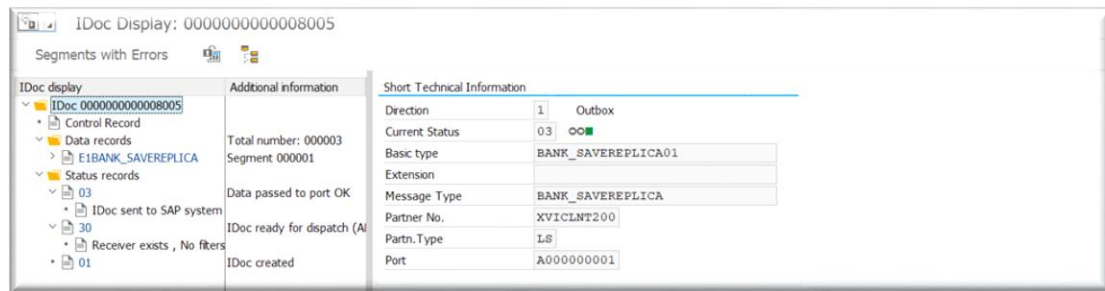


Figure 13. Bank Master Data IDoc Sample

6.3 Work Schedule Replication (ALE)

There can be business scenario where you need to maintain Time Sheet for project costing for employee and contractual workforce. SuccessFactors Employee Central timesheet is only a HR timesheet application and does not have the capability to do project costing for employee/contractual workforce. In this case, you may end up using SAP S/4 HANA Cross Application Time Sheet (CATS) which will need employee/contractor planned working time. The work schedules can be generated in SuccessFactors Employee Central and needs to manually replicate both in SuccessFactors Employee Central Payroll and S/4 HANA. In H1 2020, SAP has come up with a productized integration for Work Schedules from SuccessFactors Employee Central to SuccessFactors Employee Central Payroll.

This uses the concept of substitutions as in IT2003 in SuccessFactors ECP to store the daily work schedule and planned work time in SuccessFactors ECP. However, until today there is not any productized integration available for work schedules replication between SuccessFactors Employee Central and S/4 HANA. However, we can leverage the concept of Substitutions (IT2003) in SuccessFactors ECP holding daily work schedule and planned to work in form of substitutions to bring these into S/4 HANA. S/4 HANA CATS can be configured to read the Substitutions (IT2003) instead of Planned Working Time (IT0007). The scope of this document is to only illustrate the integration of substitution data from SuccessFactors ECP to S/4 HANA and not configuration of Substitution in SuccessFactors ECP and S/4 HANA.

This will cater to the planned working times required for employees in S/4 HANA as in ECP we do not maintain IT2003 for contractors. To cater to requirement for planned working hours for contractors IT2003 has to be generated separately.

6.3.1 Steps in SAP S/4 HANA Any Premise

Follow steps 6.1.1.1 – 6.1.1.4

6.3.1.1 Create a custom segment in S/4 HANA OP

1. Go to transaction WE31
2. Enter Segment Name Z1P2003
3. Enter Short Description HR Masters – Substitutions
4. Enter the below details

Position	Field Name	Data Element
1	PERNR	PERSNO

2	SUBTY	SUBTY
3	OBJPS	OBJPS
4	SPRPS	SPRPS
5	ENDDA	ENDDA
6	BEGDA	BEGDA
7	SEQNR	SEQNR
8	AEDTM	AEDAT
9	UNAME	AENAM
10	HISTO	HISTO
11	ITXEX	ITXEX
12	REFEX	PRFEX
13	ORDEX	ORDEX
14	ITBLD	ITBLD
15	PREAS	PREAS
16	FLAG1	NUSED
17	FLAG2	NUSED
18	FLAG3	NUSED
19	FLAG4	NUSED
20	RESE1	NUSED2
21	RESE2	NUSED2
22	GRPVL	PCCE_GPVAL
23	BEGUZ	BEGUZ
24	ENDUZ	ENDUZ
25	VTKEN	VTKEN
26	VTART	VTART
27	STDAZ	VTSTD
28	PAMOD	PAMOD
29	PBEG1	PDBEG
30	PEND1	PDEND
31	PBEZ1	PDBEZ
32	PUNB1	PDUNB
33	PBEG2	PDBEG
34	PEND2	PDEND
35	PBEZ2	PDBEZ
36	PUNB2	PDUNB
37	ZEITY	DZEITY
38	MOFID	HIDENT
39	MOSID	MOSID
40	SCHKZ	SCHKN
41	MOTPR	MOTPR
42	TPROG	TPROG
43	VARIA	VARIA
44	TAGTY	TAGTY
45	TPKLA	TPKLA
46	VPERN	VPERN
47	AUFKZ	AUFKN
48	BWGRL	PTM_VBAS7S

49	TRFGR	TRFGR
50	TRFST	TRFST
51	PRAKN	PRAKN
52	PRAKZ	PRAKZ
53	OTYPE	OTYPE
54	PLANS	PLANS
55	EXBEL	EXBEL
56	WAERS	WAERS
57	WTART	WTART
58	TDLANGU	TMW_TDLANGU
59	TDSUBLA	TMW_TDSUBLA
60	TDTYPE	TDTYPE
61	LOGSYS	LOGSYS
62	AWTYP	AWTYP
63	AWREF	AWREF
64	AWORG	AWORG
65	NXDFL	PTM_NXDFL
66	FTKLA	FTKLA

1. Save your entries
2. Release the segment

6.3.1.2 Create a custom extension for basic IDOC type

1. Go to transaction WE30
2. Enter a name ZHRMD_A09 click on Extension and Create
3. Place your cursor on E1PITYP and add custom segment Z1P2003
4. Save your entries
5. Release the IDOC type

6.3.1.3 Maintain T777D view

1. Go to transaction SM30
2. Enter the view T777D
3. Maintain IDOC segment against infotype 2003
4. Save the entry

Display View "Infotypes - Dialog/Database Assignment": Details

Infotype: 2003

General Fields for Dialog Control

Dialog module	RP_2003
Structure	P2003
Database table	PA2003
Module Pool	MP200000
IDOC segment	Z1P2003
2nd IDOC segmnt	
3rd IDOC Seg.	

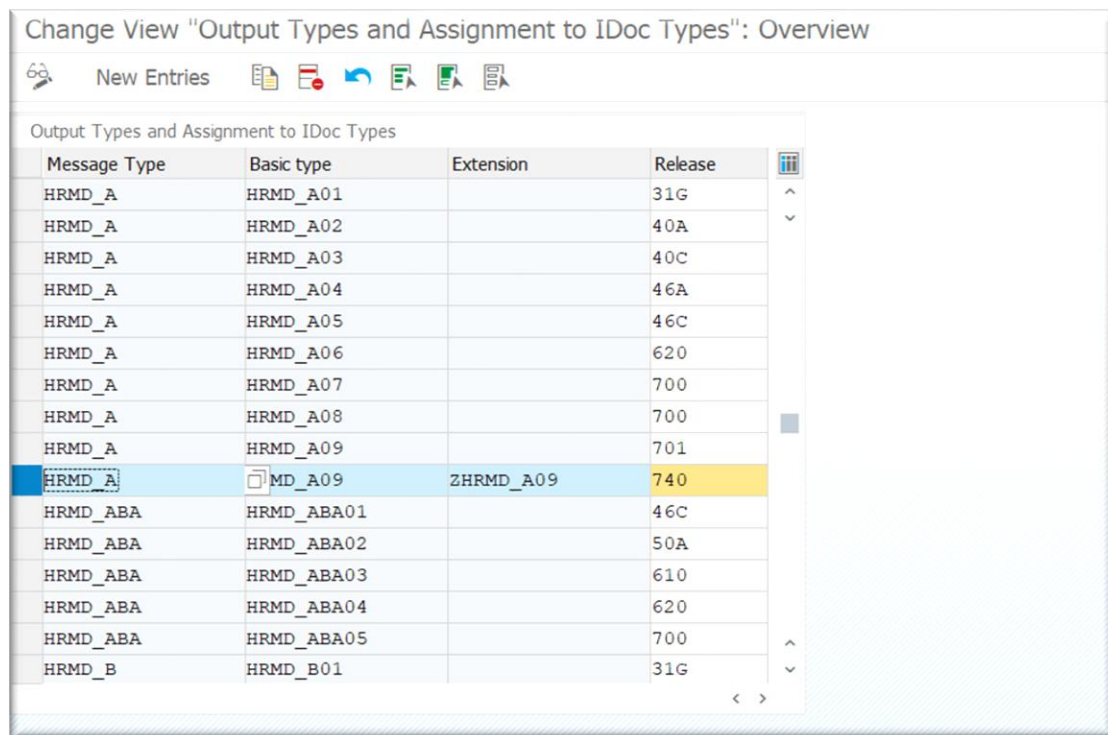
Infotype of: ☒ Personnel Administration ☐ Personnel Planning

☐ Infotype Versions

Figure 11. IDoc Segment (Infotype 2003)

6.3.1.4 Maintain IDoc Extension

1. Go to transaction WE82
2. Maintain new entries
3. Maintain the Message Type HRMD_A
4. Maintain the basic type HRMD_A
5. Maintain the extension ZHRMD_A
6. Save your entries



Message Type	Basic type	Extension	Release
HRMD_A	HRMD_A01		31G
HRMD_A	HRMD_A02		40A
HRMD_A	HRMD_A03		40C
HRMD_A	HRMD_A04		46A
HRMD_A	HRMD_A05		46C
HRMD_A	HRMD_A06		620
HRMD_A	HRMD_A07		700
HRMD_A	HRMD_A08		700
HRMD_A	HRMD_A09		701
HRMD_A	MD_A09	ZHRMD_A09	740
HRMD_ABA	HRMD_ABA01		46C
HRMD_ABA	HRMD_ABA02		50A
HRMD_ABA	HRMD_ABA03		610
HRMD_ABA	HRMD_ABA04		620
HRMD_ABA	HRMD_ABA05		700
HRMD_B	HRMD_B01		31G





Figure 12. Output Types & Assignment to IDoc Types

6.3.1.5 Maintaining the distribution model in S/4 HANA OP

1. In your S/4HANA OP system, access the following transaction:

Transaction code	SALE
------------------	------

2. On the Display Distribution Model screen, switch to the change mode.
3. Choose Create Model View (Ctrl + F4).
4. In the Create model view dialog box, enter a short text (for example <HR Masters: Substitutions>) and a technical name (for example < HRMD_A >). Choose Continue (Enter). Save your entries.
5. Select your newly created model and choose Add Message Type.
6. In the Add Message Type dialog box, enter the logical system of your SAP S/4HANA OP in the Sender field and the logical system of your Employee Central Payroll system in the Receiver field. As message type, select HRMD_A.
7. Save your entries.

- ▼  HR Master - Substitutions
- ▼  Logical System for ECP non-prod
- ▼  Logical System for Client 200
- ▼  HRMD_A

HRMD_A
XVCLNT200
DEVCLNT200
HR: Plan data and HR master data

6.3.1.6 Creating Partner Profile

1. In your SAP S/4HANA OP system, access the following transaction:

Transaction code	WE20
------------------	------

2. On the Partner profiles screen, select Partner Type LS in the navigation panel.
3. Choose Create and make the following entries:

Field Name	Value
Partner No.	<Enter the ID for your partner no. Your ALE partner is an SAP system that is addressed by your system (using RFC), in this case the Employee Central Payroll system, for example XVCLNT200>
Partn. Type	LS

4. On Post processing: permitted agent tab, specify the job (person or group of people) to be notified if processing errors occur.
5. In the Inbound parameters. Section, choose Create Inbound Parameter.
6. On the Partner profiles: Outbound parameters screen, make the following entries:
7. Save your entries.

Field Name	Value
Message Type	HRMD_A
Process Code	HRMD_A01
Cancel Processing After Syntax Error	X
Processing by Function Module	
Trigger Immediately	X

6.3.1.7 Maintain Personel Subarea Grouping for Substitution

1. Go to transaction code SM30
2. Table V_001P_E
3. Maintain the entries

6.3.1.8 Define Substitution types

1. Go to transaction code SM30
2. V_T556
3. Maintain the entries

6.3.2 Steps in SuccessFactors Employee Central Payroll

Repeat step 6.1.2.1 – 6.1.2.4

6.3.2.1 Create a custom segment in Employee Central Payroll

1. Go to transaction WE31
2. Enter Segment Name Z1P2003
3. Enter Short Description HR Masters – Substitutions
4. Enter the below details

Position	Field Name	Data Element
1	PERNR	PERSNO
2	SUBTY	SUBTY
3	OBJPS	OBJPS
4	SPRPS	SPRPS
5	ENDDA	ENDDA
6	BEGDA	BEGDA
7	SEQNR	SEQNR
8	AEDTM	AEDAT
9	UNAME	AENAM
10	HISTO	HISTO
11	ITXEX	ITXEX
12	REFEX	PRFEX
13	ORDEX	ORDEX
14	ITBLD	ITBLD
15	PREAS	PREAS
16	FLAG1	NUSED
17	FLAG2	NUSED
18	FLAG3	NUSED
19	FLAG4	NUSED
20	RESE1	NUSED2
21	RESE2	NUSED2
22	GRPVL	PCCE_GPVAL
23	BEGUZ	BEGUZ
24	ENDUZ	ENDUZ
25	VTKEN	VTKEN
26	VTART	VTART
27	STDAZ	VTSTD
28	PAMOD	PAMOD
29	PBEG1	PDBEG
30	PEND1	PDEND
31	PBEZ1	PDBEZ
32	PUNB1	PDUNB
33	PBEG2	PDBEG
34	PEND2	PDEND
35	PBEZ2	PDBEZ
36	PUNB2	PDUNB
37	ZEITY	DZEITY
38	MOFID	HIDENT
39	MOSID	MOSID
40	SCHKZ	SCHKN
41	MOTPR	MOTPR

42	TPROG	TPROG
43	VARIA	VARIA
44	TAGTY	TAGTY
45	TPKLA	TPKLA
46	VPERN	VPERN
47	AUFKZ	AUFKN
48	BWGRL	PTM_VBAS7S
49	TRFGR	TRFGR
50	TRFST	TRFST
51	PRAKN	PRAKN
52	PRAKZ	PRAKZ
53	OTYPE	OTYPE
54	PLANS	PLANS
55	EXBEL	EXBEL
56	WAERS	WAERS
57	WTART	WTART
58	TDLANGU	TMW_TDLANGU
59	TDSUBLA	TMW_TDSUBLA
60	TDTYPE	TDTYPE
61	LOGSYS	LOGSYS
62	AWTYP	AWTYP
63	AWREF	AWREF
64	AWORG	AWORG
65	NXDFL	PTM_NXDFL
66	FTKLA	FTKLA

5. Save your entries
6. Release the segment

6.3.2.2 Create a custom extension for basic IDOC type

1. Go to transaction WE30
2. Enter a name ZHRMD_A09 click on Extension and Create
3. Place your cursor on E1PITYP and add custom segment Z1P2003
4. Save your entries
5. Release the IDOC type

6.3.2.3 Create a custom extension for basic IDOC type

1. Go to transaction WE30
2. Enter a name ZHRMD_A09 click on Extension and Create
3. Place your cursor on E1PITYP and add custom segment Z1P2003
4. Save your entries
5. Release the IDOC type

6.3.2.4 Maintain T777D view

1. Go to transaction SM30
2. Enter the view T777D
3. Maintain IDOC segment against infotype 2003
4. Save the entry

Display View "Infotypes - Dialog/Database Assignment": Details

Infotype 2003

General Fields for Dialog Control

Dialog module	RP_2003
Structure	P2003
Database table	PA2003
Module Pool	MP200000
IDOC segment	Z1P2003
2nd IDOC segmnt	
3rd IDOC Seg.	

Infotype of ☒ Personnel Administration ☐ Personnel Planning

☐ Infotype Versions

Figure 13. Infotypes 2003 IDoc Segment

6.3.2.5 Maintain IDoc extension

1. Go to transaction WE82
2. Maintain new entries
3. Maintain the Message Type HRMD_A
4. Maintain the basic type HRMD_A
5. Maintain the extension ZHRMD_A
6. Save your entries

Change View "Output Types and Assignment to IDoc Types": Overview

New Entries

Message Type	Basic type	Extension	Release
HRMD_A	HRMD_A01		31G
HRMD_A	HRMD_A02		40A
HRMD_A	HRMD_A03		40C
HRMD_A	HRMD_A04		46A
HRMD_A	HRMD_A05		46C
HRMD_A	HRMD_A06		620
HRMD_A	HRMD_A07		700
HRMD_A	HRMD_A08		700
HRMD_A	HRMD_A09		701
HRMD_A	MD_A09	ZHRMD_A09	740
HRMD_ABA	HRMD_ABA01		46C
HRMD_ABA	HRMD_ABA02		50A
HRMD_ABA	HRMD_ABA03		610
HRMD_ABA	HRMD_ABA04		620
HRMD_ABA	HRMD_ABA05		700
HRMD_B	HRMD_B01		31G

Figure 14. Output Types & Assignment to IDoc Types

6.3.2.6 Maintaining the distribution model in SuccessFactors Employee Central Payroll

1. In your SuccessFactors ECP system, access the following transaction:

Transaction code	SALE
------------------	------

- On the Display Distribution Model screen, switch to the change mode.
- Choose Create Model View (Ctrl + F4).
- In the Create model view dialog box, enter a short text (for example <HR Masters: Substitutions>) and a technical name (for example < HRMD_A >). Choose Continue (Enter). Save your entries.
- Select your newly created model and choose Add Message Type.
- In the Add Message Type dialog box, enter the logical system of your SAP S/4HANA OP in the Sender field and the logical system of your Employee Central Payroll system in the Receiver field. As message type, select HRMD_A.
- Save your entries.

HR Master - Substitutions Logical System for ECP non-prod Logical System for Client 200 > HRMD_A	HRMD_A XVICLNT200 DEVCLNT200 HR: Plan data and HR master data
---	--

Figure 15. HR Master - Substitutions

6.3.2.7 Creating Partner Profile

- In your SuccessFactors ECP system, access the following transaction:

Transaction code	WE20
------------------	------

- On the Partner profiles screen, select Partner Type LS in the navigation panel.
- Choose Create and make the following entries:

Field Name	Value
Partner No.	<Enter the ID for your partner no. Your ALE partner is an SAP system that is addressed by your system (using RFC), in this case the Employee Central Payroll system, for example XVICLNT200>
Partn. Type	LS

- On Post processing: permitted agent tab, specify the job (person or group of people) to be notified if processing errors occur.
- In the Inbound parameters. Section choose Create Inbound Parameter.
- On the Partner profiles: Inbound parameters screen, make the following entries:

Field Name	Value
Message Type	HRMD_A
Process Code	HRMD_A01
Cancel Processing After Syntax Error	X
Processing by Function Module	
Trigger Immediately	X

- Save your entries.

6.3.2.8 Maintain Personel Subarea Grouping for Substitution

- Go to transaction code SM30
- Table V_001P_E
- Maintain the entries

6.3.2.9 Define Substitution types

1. Go to transaction code SM30
2. V_T556
3. Maintain the entries

6.4 Payroll Posting Interface (ALE)

This is the most critical interface between your payroll and finance system where it processes the payroll posting using the posting schema available in your finance system. Payroll Posting Interface can be configured between SAP SuccessFactors Employee Central Payroll and S/4 HANA Any Premise system. An outbound interface from SuccessFactors - Employee Central Payroll is required to transfer payroll posting data to S/4HANA.

Financial transactions which have originated in SuccessFactors HR system because of the payroll run are posted into the S/4HANA GL accounts/Cost centres/Vendor accounts. Transactions will include Payroll costs, third party payroll vendor postings (for example Superannuation funds, payroll deductions etc.), provisions for annual leave / long service leave etc.

The standard interface will automatically post these transactions through to S/4HANA when the payroll run and posting document process has been completed in SuccessFactors.

Depending on the selected integration scenario, ALE or Web Services are used to transfer payroll postings from Employee Central Payroll to SAP Financials. The payroll transfer process is described in the diagram below:

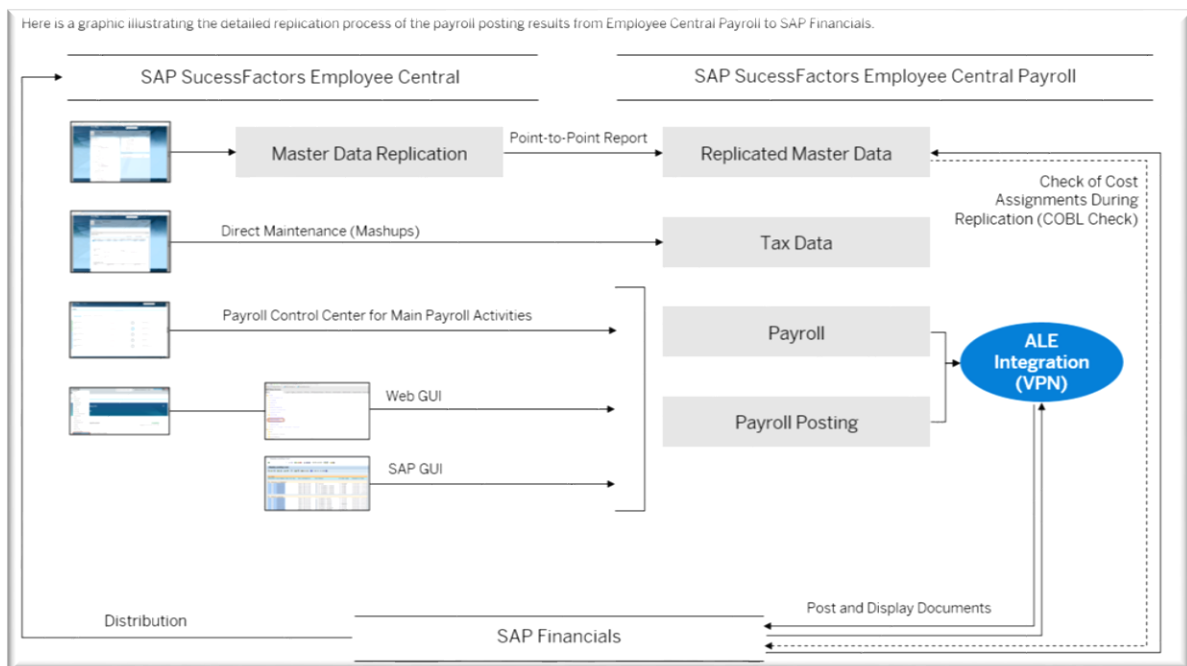


Figure 16. Payroll Processing from ECP & SAP Financials

6.4.1 Functions performed in the Payroll system

- Determination of accounts
- Determination of vendors and customers
- Determination of posting period from fiscal year variant
- Account assignment checks
- Read fixed account assignments for cost elements
- Read value-added tax indicator
- Validation of document data against data from Accounting

- Read short texts for G/L accounts
- Read short texts for vendors and customers
- Display of payroll document

6.4.2 Functions performed in the Accounting System

- Posting payroll documents to accounting components
- Displaying accounting document

6.5 Cost Center Replication (MDI services)

The integration between SAP SuccessFactors and the SAP Cloud Platform Master Data Integration service can be used for cost center replication. This integration can also be used together with the integration between SAP SuccessFactors Employee Central Payroll and General Ledger accounting functions in Finance in SAP S/4HANA Cloud to ensure secure and direct connectivity for posting payroll results in SAP S/4HANA Cloud.

These integration scenarios use Web services to allow you to do, for example, the following:

- Use SAP Cloud Platform Master Data Integration to transfer cost center data from SAP S/4HANA Cloud to SAP SuccessFactors and vice versa
- Read other business configuration settings from SAP S/4HANA Cloud in SAP SuccessFactors Employee Central Payroll
- Transfer payroll posting documents from SAP SuccessFactors Employee Central Payroll to SAP S/4HANA Cloud

<https://help.sap.com/viewer/6b39bd1d0e5e4099a5b65d835c29c696/latest/en-US/decbb94c95fa421ead9101e4c43683f7.html>

7 ASSUMPTIONS AND EXCLUSIONS

The following tables in the ERP system must be replicated in the SuccessFactors Employee Central Payroll system.

- Table of Document Types (T003)
- Table of Line-Item Texts (T053)

8 REFERENCES

SAP Help Portal

- Implementation Guide
ECP VPN Installation -
https://help.sap.com/docs/SAP_SUCCESSFACTORS_EMPLOYEE_CENTRAL_PAYROLL/4cf54329c08e484ea34eae4703498b55/a48edbcfb43447dda0b81f7cdf86a917.html?locale=en-US
- 1NLOP - <https://help.sap.com/viewer/2c158dc83732454cb8830b3010e2c322/2020.000/en-US/fc7529fd892744d093810a2577864731.html>
- Overview of EC Payroll integration with Financials -
https://help.sap.com/viewer/202240ef114849078a26cecaf2179665/EHP8_HRSP_86/en-US/eb02dd5321e8424de10000000a174cb4.html

SAP Notes/KBA

- [2907385 - General note on Employee Central Payroll and the transfer of payroll results to accounting](#)
- [2883164 - Preparation: Public Sector \(PSM\) integration via Web service - https://launchpad.support.sap.com/#/notes/2883164](#)
- [2707220 - Posting to accounting: From SAP SuccessFactors Employee Central Payroll to SAP S/4HANA Cloud - https://launchpad.support.sap.com/#/notes/2707220](#)

Architectural Leading Practices (ALP)

- [https://community.successfactors.com/t5/Resources-and-Updates-Blog/HR-Cloud-Architect-and-Advisory-team-publishes-quot/ba-p/234624](#)
- Check for suitable ones here: [https://d.dam.sap.com/s/p/a/7Ewvuuh/SAP776154_ALP%20-%20SAP%20SuccessFactors%20Payroll%20Process%20Strategy%201H%202022%20PUBLIC.pdf](#)
- Additional Resources
[https://blogs.sap.com/2013/04/18/management-of-bank-master-across-sap-systems/](#)
 - [https://help.sap.com/docs/SAP_S4HANA_ON-PREMISE/2c158dc83732454cb8830b3010e2c322/14726177af764148ac998258bf4c9a50.html](#)

9 APPENDIX

None

www.sap.com/contactsap

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