SuccessFactors Integration: Migrating EC-ERP Productized Integrations from Dell Boomi to SAP Cloud Platform Integration
**Document Details**

<table>
<thead>
<tr>
<th>Name</th>
<th>Objective</th>
<th>Audience</th>
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<tr>
<td>SuccessFactors Integration: Migrating EC-ERP Productized Integrations from Dell Boomi to SAP Cloud Platform Integration</td>
<td>Intention is to support customers and partners in migrating productized integrations (involving EC and SAP ERP) from Boomi to CPI</td>
<td>SAP SuccessFactors Customers: IT and HR professionals; SAP SuccessFactors Implementation Partners: Consultants, solution architects and project managers</td>
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**Change Log**

<table>
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<tr>
<th>Version</th>
<th>Date</th>
<th>Description</th>
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<tr>
<td>1.0</td>
<td>01.10.2018</td>
<td>Initial version</td>
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<td>02.04.2019</td>
<td>Minor formatting changes. Document title changes</td>
</tr>
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<td>2.0</td>
<td>18.12.2019</td>
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</tr>
<tr>
<td>2.1</td>
<td>02.01.2019</td>
<td>Incorporating Feedback from Experts • Clearer statement about not recommended option in chapter 3.1 • Wrong sentence corrections in chapter 3.3 • Better explanation of picture in chapter about phased migration</td>
</tr>
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<td>13.05.2020</td>
<td>Template adjustment and reference updated</td>
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**Supported Releases**

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<th>Product</th>
<th>Release - From</th>
<th>Release-Valid till</th>
</tr>
</thead>
<tbody>
<tr>
<td>SAP SuccessFactors Employee Central</td>
<td>1808</td>
<td></td>
</tr>
<tr>
<td>CPI (SAP Cloud Platform Integration)</td>
<td>See relevant sections below</td>
<td></td>
</tr>
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**Contribution**

<table>
<thead>
<tr>
<th>Role / Owner</th>
<th>Name</th>
<th>Organization</th>
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<tbody>
<tr>
<td>Author / Owner</td>
<td>SAP SuccessFactors Product Management</td>
<td>SAP SE</td>
</tr>
</tbody>
</table>

The recommendations in this document are based on the functionality available up to SAP SuccessFactors release mentioned above. 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 recent new functionality has not yet been considered in the latest version of this document, please reach out to your Customer Success Manager / Partner Delivery Manager or send an email to SAPSuccessFactorsIDPDoc@sap.com.

Implementation Design Principles (IDPs) for SuccessFactors solutions are delivered by SAP for helping customers and partners on how to choose the most appropriate strategy and solution architecture for SuccessFactors implementations. IDPs are compiled taking into consideration the experience of many implementation projects and addressing frequent business requirements as well as real-life implementation challenges. They are continuously reviewed and updated as product functionality evolves. 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 7.
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1 TERMINOLOGY

The following table explains some abbreviations used in this document.

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
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<tbody>
<tr>
<td>EC</td>
<td>SuccessFactors Employee Central</td>
</tr>
<tr>
<td>SAP ERP / SAP HCM</td>
<td>SAP Enterprise Resource Planning often referred in the document pertains to SAP HCM on premise system</td>
</tr>
<tr>
<td>MDF</td>
<td>Meta Data Framework</td>
</tr>
<tr>
<td>RBP</td>
<td>Role Based Permissions</td>
</tr>
<tr>
<td>UI</td>
<td>User Interface</td>
</tr>
<tr>
<td>CPI</td>
<td>SAP Cloud Platform Integration</td>
</tr>
<tr>
<td>SAP Cloud Connector (SCC)</td>
<td>Serves as a link between SAP Cloud Platform applications and on-premise systems. Combines an easy setup with a clear configuration of the systems that are exposed to the SAP Cloud Platform. Lets you use existing on-premise assets without exposing the entire internal landscape.</td>
</tr>
<tr>
<td>Talent Suite / BizX</td>
<td>SuccessFactors Talent Suite without Employee Central</td>
</tr>
<tr>
<td>PERNR</td>
<td>SAP Personnel Number</td>
</tr>
<tr>
<td>CP</td>
<td>SAP ERP Central Person Object</td>
</tr>
<tr>
<td>ECP</td>
<td>SAP Employee Central Payroll</td>
</tr>
<tr>
<td>Packaged Integration (Productized Integration)</td>
<td>An SAP Packaged Integration or SAP Integration Package is a collection of integration processes and documents to integrate SAP products with other SAP or non-SAP products. Different than a custom build integration those integrations are developed and maintained by SAP and reduce the effort and hence the costs for the customer significantly. They are also known as Productized Integrations.</td>
</tr>
<tr>
<td>Integration Process (iFlow)</td>
<td>Integration Flow also know as integration process. An Integration Package can contain multiple independent deployable integration processes (iFlows)</td>
</tr>
<tr>
<td>Business Integration Builder (BIB)</td>
<td>SuccessFactors integration with On premise ECC or SAP S/4HANA uses a tool called Business Integration Builder which has more capability/ flexibility in doing the mapping in the system using configuration in the backend rather than in the middleware or in BAdIs.</td>
</tr>
</tbody>
</table>

2 ABSTRACT

Customers who previously integrated EC & SAP ERP HCM with Dell Boomi Middleware look to move into the SAP Cloud Platform Integration (CPI) and its productized integrations to be aligned with the overall SAP integration strategy. This IDP discusses the available migration paths and considerations for a smooth transition.

3 INTRODUCTION

This document addresses the areas which customers need to consider when they decide to move the productized integrations from Dell Boomi to CPI. Dell Boomi and SAP Cloud Platform (Integration Services) are both cloud middleware platforms owned and operated by Dell and SAP respectively. Customers who have been using SuccessFactors prior to SAP’s
acquisition were offered Dell Boomi as the only cloud middleware platform. Since SAP acquired SuccessFactors, additionally CPI is also offered as the cloud middleware platform which supports SuccessFactors integrations. Productized integrations are released on both Dell Boomi and CPI. Though SAP releases productized integrations on CPI, not just for SuccessFactors but for other cloud products such as SAP Concur, SAP Ariba etc. SAP recommends CPI as preferred cloud middleware platform not just for SuccessFactors integration but for all scenarios involving cloud integrations. Any new set of productized integrations will be released only on CPI going forward. See also this note for SAPs statement on the status of Packaged Integrations on Dell Boomi and CPI: https://launchpad.support.sap.com/#/notes/2684991

The sections below describe the general the differences in the way SuccessFactors integrations are setup using Dell Boomi and CPI but also why and how customers should move from Dell Boomi to CPI.

4 BUSINESS REQUIREMENTS

Since the migration of integration content from a legacy middleware platform, such as Dell Boomi, to SAP Cloud Platform Integrations is not primarily a business requirement from a functional point of view, there is one important aspect behind it for business too, which is the capability to get future business requirements which are related to integrations out of the box delivered from SAP rather than having the need to build and maintaining them on a legacy platform by themselves. Someone could formulate this as the fulfilment of the nonfunctional requirement, to enable the customer to adopt future integration innovations at the lowest possible cost.

Even though the migration of integration content is not a direct business reequipment of the customer, when looking at it from a customer point of view it is clear that major requirements here are to keep the effort to do those technical migrations to a minimum and result in no disruption to the business and its existing processes.

From an operational point of view there are of cause more requirements a customer has towards his system landscape and the corresponding integration technologies. Removing legacy components from the integration landscape and moving to SAP Cloud Platform Integrations helps to address those:

- High Security: More system or software in the landscape, especially legacy ones, create a higher risk for security related issues, hence a minimum and up to date system landscape is helpful to run the integrations in a secure way
- Low Costs: Each additional system requires licenses and knowledge to manage them, both are adding to the cost of operating the systems
- High Availability and Performance: Especially when it comes to legacy system or software where architectures do not improve anymore and code is just maintained, there is often also no improvement anymore in robustness or performance.
- Fast Support: Reducing the number of the vendors and foreign components in the integration architecture, reduces the risk to end up in unclarity about responsibilities if support is required. This can speed up the time to resolution since communication is handled in house.

5 SOLUTION OVERVIEW & CONCEPTS

5.1 Why and how to migrate from Dell Boomi to SAP Cloud Platform Integration

In this document we are focusing on customers running SAP Packaged Integrations with SAP ERP HCM Systems. While it should be obvious, that a customer who has not yet started developing or installing integrations should do this on SAP Cloud Platform Integrations, this looks different for those who have already a footprint on Dell Boomi.

Customers with packaged integrations only on Dell Boomi and no custom integrations shall consider moving their integrations to SAP CPI at the earliest time possible. The risk and the effort for this is not that big compared to the gains they would get. Those include but are not limited to
- Have access to new integration packages developed by SAP on SAP Cloud Platform Integration and avoid to develop those as custom integrations on Dell Boomi
- Get improvements for existing integration packages they are running including support for additional features
- Benefit from SAP tool improvements e.g. monitoring which are not offered for 3rd party products such as Dell Boomi
- Decrease the vendor footprint and ensure single point of contact in case of integration support

For customer having a significant footprint on Dell Boomi this will be a case by case decision, good indicators to migrate to CPI also for those customers are:
- Plans to adopt in future SAP packaged integration which are available on SAP Cloud Platform Integrations only and would have to be developed as custom integrations on Boomi
- Customer who are going through a renovation of their custom integrations to leverage new APIs and create more stable and performant integration processes
- Customer who aim to simplify their system landscape (for example after an acquisition or spin-off) and are rebuilding their integrations based on a changed system landscape and/or new integration architecture

In general, a customer has three options, stay with Boomi, migrate to SAP Cloud Platform Integration or run a mixed approach. The table below illustrates those three options and gives a clear recommendation towards SAP Cloud Platform Integration. This information should help customers and partner to access the consequence of their decisions no matter if this decision is short or long-term.

<table>
<thead>
<tr>
<th>Option</th>
<th>Pro</th>
<th>Con</th>
</tr>
</thead>
<tbody>
<tr>
<td>Migrating to CPI <strong>recommended by SAP</strong></td>
<td>Benefit from improved existing packaged integrations, e.g. performance improvements or new features</td>
<td>Effort needed to migrate existing Dell Boomi integrations</td>
</tr>
<tr>
<td></td>
<td>Future proof technology choice allowing customer to benefit from new packaged integration for additional SAP or Partner products</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Benefit from Tool improvements for monitoring and connectivity to SF Products also for custom developments</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Simplified vendor landscape reducing time to resolution in support process</td>
<td></td>
</tr>
<tr>
<td></td>
<td>All data remains in SAP Data Centers</td>
<td></td>
</tr>
<tr>
<td>Staying on Boomi <strong>not recommended by SAP</strong></td>
<td>No additional effort, as long as there is no change required to the integrations.</td>
<td>All new packaged integrations for SAP products are delivered on CPI and have to be developed custom with high cost for the customer</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Improvements and feature enhancements to existing integrations will be done on CPI only, Boomi customers cannot profit from them</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Customer can also not benefit from Tool improvements for Monitoring or Connectivity</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Additional vendor might slow down support process in case of issues</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Some operational data leaves the SAP Data Center</td>
</tr>
<tr>
<td>Boomi and CPI mixed <strong>not recommended by SAP</strong></td>
<td>New integrations can be leveraged on CPI while old ones can continue to run on Boomi</td>
<td>Double license cost</td>
</tr>
</tbody>
</table>
Whenever there are some changes required, one possibility to mitigate risk is of a phased approach. For the migration from Dell Boomi to SAP Cloud Platform Integration a phased approach is possible as well, but those must follow certain rules. In general, someone can say that independent integrations can be migrated in a phased approach without a bigger risk, special caution is required when a phased migration is envisioned for a single packaged integration, e.g. on a country, region or subsidiary level, SAP is not recommending those, and customers would do this on their own risk. A phased approach also means that for a certain period the customer has to live with the downsides of what is mentioned in the table above for the mixed approach. For more details on a phased migration check chapter 6.7.

SAP offers its customers a special commercial option to get for the migration a SAP CPI tenant in parallel to their Dell Boomi tenant. Customer shall reach out to their SAP contact to get details on this.

5.2 Dell Boomi Setup

Dell Boomi provides a cloud-based integration platform. It supports two deployment models: an in-the-cloud deployment model that is used when all the integration endpoints are cloud-based and an on-premise deployment model that is used when any of the integration endpoints are within a corporate network. SAP SuccessFactors has set up their own private Atom Cloud. Whenever a customer deploys an integration process then it is deployed onto the atom cloud which resides in the SuccessFactors data centers. Though customers can also deploy local atoms in order to integrate their on-premise systems (which are behind customer firewall) to be managed via Dell Boomi Atomsphere platform. Basic high-level architecture using Boomi Atom Cloud is shown below:

Figure 1: System Landscape Example with Boomi
5.3 SAP Cloud Platform Integration Setup

SAP Cloud Platform Integration comes under the broader SAP iPaaS offering which is known as SAP Cloud Platform. CPI is a service available on the SAP Cloud Platform (SCP), which is an enterprise grade platform to build, extend, and integrate your applications. SAP Cloud Platform among integration has many other services such as mobile, SSO, webIDE, workflow, portal, machine learning, IOT to name a few. SCP is the default platform of choice for extending your core SAP business processes. and besides this these services are interoperable, therefore supporting customers build a state of art intelligent enterprise suite. Every customer has their own runtime environment and these environments may exist on the same server, but they run on separate VMs (virtual machines) and any communication between them is via APIs. As someone can see the design time of CPI is running on SAP Data Centers and also operational data is not leaving it. Basic high-level architecture using CPI is shown below:

![System Landscape Example with SAP CPI](image)

5.4 Setup Comparisons

Listed below are some setup comparisons between SAP Cloud Platform Integration and Dell Boomi. Please note there can be several differences, mentioned below are the only ones which are assumed to be beneficial to the reader of this document.

- SAP CPI is an SAP own middleware offering therefore, customer interact with SAP directly around this topic and incase of Dell Boomi, SAP acts as a reseller of subscriptions incase customers opt for Dell Boomi as a middleware.

- Due to the difference in the architecture as briefly explained above, customer will be required to make updates to their system architecture when they switch from Dell Boomi to CPI. For example:
  - IP address range for Dell Boomi data center and CPI are different, therefore the firewall ports if any needs to be updated upon migration.
  - Server and Client certificates in the on-premise ERP system will also need updated during migration.
  - Any custom integrations which have been built using SuccessFactors SMTP server for sending emails needs to be changed to a publicly available SMTP server, as SuccessFactors does not allow external access to SMTP server.
  - Any locally installed atom needs to be removed and instead SAP Cloud connector can be used to connect all the on-premise systems with CPI without opening any specific firewall ports. Note: The usage of SAP Cloud Connector and Dell Boomi Local Atom may sound complementary in the statement above but architecturally and the way both of them operate is different. Refer to the SAP Cloud connector documentation for more details.
SCC is a component running in customers on premise landscape being used as reverse proxy for inbound calls from the cloud i.e. the CPI runtime environment. The middleware process will stay in the cloud (difference to Boomi) and the calls will be routed securely via SCC running in on premise landscape of customer. Outbound calls (on-premise to cloud) will go directly from ERP to CPI tenant and not via SCC.

6 DETAILED SOLUTION

This section describes each of the productized integrations (EC - ERP) that have been delivered on Dell Boomi or CPI and the steps required to switch from Dell Boomi to CPI.

The solutions described in this document are created as cloud solutions. Therefore, the SAP Cloud Platform Integration processes are not and will not be available as content for SAP PI/PO (Process Integration / Process Orchestration) to be able to react on changes and requirements that come with new features in the involved systems much faster.

6.1 SAP SuccessFactors Employee Central to ERP Employee and Organizational Data

SAP has released several versions of Employee and Organizational data replication scenarios. Starting from a productized integration where mappings were pre-defined with a fixed set of infotypes to a state of art BIB based mapping where the fields and mappings are completely flexible. The concept for the replications did change over time. The first concept was to have separate processes for employee data, the corresponding org assignment information and the mapping was done in the middleware. The concept changed, as the middleware was supposed to have no real logic in its content but should only replicate the data and with the introduction of the Business Integration Builder, the process should not need any configuration other than the connections. As the payload is transported basically unchanged to the ERP target system, it became much more efficient to also transport the Assignment data at the same time. This resulted in the combined replication process, which is the most efficient and recommended way.

The sections below provide an overview of the productized versions of Employee and Organization replication scenarios. It also explains the dependencies that exist when moving from one version of Boomi integration to a different (or an upgraded) version of CPI integration.

6.1.1 Overview of Processes for Employee Replication

<table>
<thead>
<tr>
<th>Dell Boomi</th>
<th>SAP Cloud Platform Integration</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>Packaged Integration: EC to EC Payroll - Employee Replication v8.0</td>
<td>(no corresponding process available, as this concept was outdated when CPI content was created)</td>
<td>value mapping for employee class, employment type and marital status was done in middleware.</td>
</tr>
<tr>
<td>Packaged Integration: SuccessFactors Employee Central to ERP Employee Data Replication</td>
<td>Employee Central to ERP Employee Data</td>
<td>Configuration in middleware, value mapping in ERP. See note below.</td>
</tr>
<tr>
<td>(no corresponding process available, as the new concept is only supported with CPI)</td>
<td>Employee Central to ERP Employee Data and Organizational Assignment</td>
<td>Complete configuration is done in ERP, BIB required</td>
</tr>
</tbody>
</table>

Note: For the Boomi Employee Replication V8.0 there where Cross Tables for value mappings provided, which were necessary to avoid length restrictions of the target interface, this is not necessary in the later versions. Instead this can be done in the target system via BADI. The Push Replication in Boomi was a separate listener process, in CPI however there is only one integration process necessary for Option 1 below, as it can have multiple ways to start the process at once. For the latest Integration we have again a separated Push process.
6.1.2 Overview of Processes for Employee Organizational Assignment Replication

<table>
<thead>
<tr>
<th>Dell Boomi</th>
<th>SAP Cloud Platform Integration</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>iFlow: EC to ERP - Employee Organizational Assignment Replication v1.0</td>
<td>(no corresponding process available)</td>
<td>configuration in middleware</td>
</tr>
<tr>
<td>Packaged Integration: EC to ERP - Employee Organizational Assignment Replication v2.0</td>
<td>Employee Central to ERP Organizational Assignments</td>
<td>Basically, updated version of v1, same concept but optimized and removed compatibility options</td>
</tr>
<tr>
<td>(no corresponding process available, as the new concept is only supported with CPI)</td>
<td>Employee Central to ERP Employee Data and Organizational Assignment</td>
<td>Complete configuration is done in ERP, <strong>BIB required</strong></td>
</tr>
</tbody>
</table>

6.1.3 Overview of Processes for Organizational Data Replication

<table>
<thead>
<tr>
<th>Dell Boomi</th>
<th>SAP Cloud Platform Integration</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specific Data Replication</td>
<td>(no corresponding process available, as this concept was outdated when CPI content was created, and the generic approach is more flexible)</td>
<td>The object specific replication is no longer supported with CPI. Change to Generic Object Replication is necessary.</td>
</tr>
<tr>
<td>• iFlow: EC to ERP Position Replication v1.0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• iFlow: EC to ERP Job Replication v1.0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• iFlow: EC to ERP Org Structure Item Replication v1.0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Packaged Integration: EC to ERP - Generic Object Replication v1.0</td>
<td>Employee Central to ERP Generic Object</td>
<td>Complete configuration is done in ERP, <strong>BIB required</strong></td>
</tr>
</tbody>
</table>

Note: The process exists twice in two different CPI Integration Packages. This is because the Org Assignment Replication was merged with the Employee Data Replication and the process was included into the package, so everything is in one Integration Package. Switch to CPI will require BIB.

6.1.4 Available Options: Switch from Dell Boomi to CPI

The first option is to use the older CPI processes, that are very close to the concept the Boomi processes followed.

![Figure 3: Option 1 for Migrating from Dell Boomi to CPI](image-url)
Pros and Cons of this simple approach:

- No switch to BIB required for Employee Master Data and Organizational Assignment required (but Org Object Replication needs BIB)
- Basic concept is the same, Interfaces stay the same (except for Employee Replication V8, for which there is no representation of in CPI content)
- Configuration is very similar
- Might not be able to support all new features
- **Easy switch, but old concept and not as future proof**

**Note:** It is possible to use the combined Employee Master Data and Organizational Assignment Replication from the combined package (Option 2) and use it together with the Generic Object Replication process from the Organizational Data package (Option 1, right blue box). We advise against this so, as the new package is designed so its processes work together optimally

The second and recommended option is to move to BIB for employee replication and use the combined replication as shown in the figure below

![Diagram](image.png)

Figure 4: Option 2 for Migrating from Dell Boomi to CPI

Pros and Cons of this approach:

- Switch to BIB is required
- Complete configuration is done in ERP
- More performant
- Less traffic
- Ready for new features
- **More effort to switch, but future proof, as this is the state-of-the-art concept**

### 6.1.5 Delta Replication

For option 1 the delta replication can be continued for master data replication. The timestamp of the last successful run of the Boomi process can be entered in the USER_SET_LAST_MODIFIED_DATE_TIME parameter of the CPI process. Remember to delete this date after a single run, so the delta replication will automatically set the last modified date from then on. For the Employee Organizational Assignment Replication, this option does not exist and a full upload ("initial load") is required once.
For option 2 the delta replication can be continued for both processes. For this use the “Select Employees with Data Changes After Change Date” Parameter in the Backend report “ECPAO_EE_ORG_REPL_QUERY”. This has to be only once and should not be done in the variant that is used for the scheduled job.

6.1.6 Special Considerations for ADP and SAP S/4Hana

ADP GlobalView is not released yet for integrations using the Business Information Builder (BiB), hence the only option for customer using the Employee replication for ADP is Option 1 (without the Generic Object replication for Organizational Objects).

SAP S/4Hana Cloud will have a complete own Employee Replication which has not much in common with the current integrations on SAP ERP HCM. As a result, for customer who want to implement SAP S/4 Hana Cloud in future but still have SAP ERP HCM, it might be a better option to wait with the migration from Boomi to CPI or at least choose Option 1 which has a smaller effort. Otherwise the would have two major migrations, one from Boomi to CPI for SAP ERP HCM and another one from the chosen integration with their SAP ERP HCM system to the new integration for SAP S/4Hana Cloud.

For SAP S/4Hana on-premise edition the situation is different than for the cloud edition. The on-premise edition is using the same integration as the SAP ERP HCM system but supports only the BiB based version. Hence customers running SAP S/4Hana on-premise must go with Option 2. As a result, customer who are running SAP ERP HCM now and want to go to SAP S/4Hana on-premise edition in future, should think about using Option 2, since most of the work can be reused and doesn't need a major change in the backend when they go to SAP S/4Hana on-premise edition.

6.1.7 Configuration comparisons

6.1.7.1 Employee Replication

<table>
<thead>
<tr>
<th>Boomi Packaged Integration: EC to EC Payroll - Employee Replication v8.0</th>
<th>Boomi Integration: SuccessFactors Employee Central to ERP Data Replication</th>
<th>Packaged Employee Central to ERP Employee Data</th>
<th>CPI Employee Central to ERP Employee Data</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ECERP_COMPANY</strong></td>
<td>Company Filter</td>
<td>COMPANY</td>
<td>COMPANY</td>
</tr>
<tr>
<td><strong>ECERP_COMPANY_TERRITORY_CODE</strong></td>
<td>Country Filter</td>
<td>COUNTRY</td>
<td>COUNTRY</td>
</tr>
<tr>
<td><strong>ECERP_EMPLOYEE_CLASS</strong></td>
<td>Employee Class Filter</td>
<td>EMPLOYEE_CLASS</td>
<td>EMPLOYEE_CLASS</td>
</tr>
<tr>
<td><strong>ECERP_FULL_TRANSMISSION_START_DATE</strong></td>
<td>Full Transmission Start Date</td>
<td>FULL_TRANSMISSION_START_DATE</td>
<td>FULL_TRANSMISSION_START_DATE</td>
</tr>
<tr>
<td><strong>ECERP_REPLICATION_TARGET_SYSTEM</strong></td>
<td>Replication Start Date</td>
<td>REPLICATION_TARGET_SYSTEM</td>
<td>REPLICATION_TARGET_SYSTEM</td>
</tr>
<tr>
<td><strong>ECERP_EXTERNAL_COST_CENTRE_ID_USAGE</strong></td>
<td>Use External Cost Center ID</td>
<td>USE_EXTERNAL_COST_CENTRE</td>
<td>USE_EXTERNAL_COST_CENTRE</td>
</tr>
<tr>
<td><strong>ECERP_TARGET_WEB_SERVICE</strong></td>
<td>(not necessary)</td>
<td>(not necessary)</td>
<td>(not necessary)</td>
</tr>
<tr>
<td><strong>ECERP_EXTENSIONSIBILITY_USAGE</strong></td>
<td>(not necessary)</td>
<td>(not necessary)</td>
<td>(not necessary)</td>
</tr>
<tr>
<td><strong>ECERP_MULTIPLE_JOB_EVENTS</strong></td>
<td>Multiple Job Events</td>
<td>MULTIPLE_JOB_EVENTS</td>
<td>MULTIPLE_JOB_EVENTS</td>
</tr>
<tr>
<td><strong>ECERP_PERSON_ID_EXT</strong></td>
<td>Person ID External</td>
<td>PERSON_ID_EXTERNAL</td>
<td>PERSON_ID_EXTERNAL</td>
</tr>
<tr>
<td><strong>ECERP_USER_ID</strong></td>
<td>(not externalized, used for push)</td>
<td>(not externalized, used for push)</td>
<td>(not externalized, used for push)</td>
</tr>
<tr>
<td><strong>ECERP_CONTINGENT_WORKERS</strong></td>
<td>Contingent Workers</td>
<td>CONTINGENT_WORKERS</td>
<td>CONTINGENT_WORKERS</td>
</tr>
<tr>
<td><strong>ECERP_SEND_NOTIFICATION</strong></td>
<td>Enable Notification</td>
<td>ENABLE_NOTIFICATION</td>
<td>ENABLE_NOTIFICATION</td>
</tr>
<tr>
<td><strong>ECERP_ENABLE_TIME_DEPENDENT_EMPLOYEE_SELECTION</strong></td>
<td>Enable Time-Dependent Employee Selection</td>
<td>ENABLE_TIME_DEPENDENT_EMPLOYEE_SELECTION</td>
<td>ENABLE_TIME_DEPENDENT_EMPLOYEE_SELECTION</td>
</tr>
<tr>
<td><strong>MATCHING_EMPLOYMENTS_ONLY</strong></td>
<td>Matching Employments Only</td>
<td>MATCHING_EMPLOYMENTS_ONLY</td>
<td>MATCHING_EMPLOYMENTS_ONLY</td>
</tr>
<tr>
<td><strong>ECERP_LOG_CURRENT_DATA</strong></td>
<td>Payload Logging</td>
<td>ENABLE_PAYLOAD_LOGGING</td>
<td>ENABLE_PAYLOAD_LOGGING</td>
</tr>
<tr>
<td><strong>ECERP_BATCH_SIZE</strong></td>
<td>ERP Batch Size</td>
<td>(Connector Configuration)</td>
<td>(Connector Configuration)</td>
</tr>
</tbody>
</table>
### Employee Org Assignment Replication

<table>
<thead>
<tr>
<th>Boomi iFlow: EC to ERP - Employee Organizational Assignment Replication v1.0</th>
<th>Boomi Packaged Integration: EC to ERP - Employee Organizational Assignment Replication v2.0</th>
<th>CPI Employee Central to ERP Organizational Assignments</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECERPORG_COMPANY</td>
<td>Company Filter</td>
<td>COMPANIES</td>
</tr>
<tr>
<td>ECERPORG_FULL_TRANSMISSION_STAR T_DATE</td>
<td>Full Transmission Start Date</td>
<td>FULL_TRANSMISSION_START_DATE</td>
</tr>
<tr>
<td>ECERPORG_TRANSFER_DEPARTMENT_ASSIGNMENT</td>
<td>(defaulted to yes)</td>
<td>(not needed)</td>
</tr>
<tr>
<td>ECERPORG_USE_EXTERNAL_COST_CENTER_ID</td>
<td>Use External Cost Center ID</td>
<td>USE_EXTERNAL_COST_CENTER_ID</td>
</tr>
<tr>
<td>ECERPORG_INITIAL_LOAD</td>
<td>Initial Load</td>
<td>INITIATE_FULL_LOAD</td>
</tr>
<tr>
<td>ECERPORG_READ_MANAGER_COMPAN Y</td>
<td>(handled in ERP)</td>
<td>(handled in ERP)</td>
</tr>
<tr>
<td>ECERPORG_REPLICATE_JOB_ASSIGNMENT</td>
<td>(defaulted to yes)</td>
<td>(not needed)</td>
</tr>
<tr>
<td>ECERPORG_REPLICATE_INACTIVE_JOB_INFO</td>
<td>(handled by “Ignore Employment Status”)</td>
<td>(not needed)</td>
</tr>
<tr>
<td>ECERPORG_REPLICATE_POSITION_ASSIGNMENT</td>
<td>(defaulted to yes)</td>
<td>(not needed)</td>
</tr>
<tr>
<td>ECERPORG_REPLICATE_CFIELDS</td>
<td>(defaulted to yes)</td>
<td>(not needed)</td>
</tr>
<tr>
<td>ECERPORG_REPLICATE_JOB_RELATION</td>
<td>(defaulted to yes)</td>
<td>(not needed)</td>
</tr>
<tr>
<td>ECERPORG_REPLICATION_TARGET_SYSTEM</td>
<td>Replication Target System</td>
<td>REPLICATION_TARGET_SYSTEM</td>
</tr>
<tr>
<td>ECERPORG_SUPPORT_MONITORING</td>
<td>Enable Notification</td>
<td>ENABLE_NOTIFICATION</td>
</tr>
<tr>
<td>ECERPORG_COUNTRY</td>
<td>Country Filter</td>
<td>COUNTRIES</td>
</tr>
<tr>
<td>ECERPORG_EMPLOYEE_CLASS</td>
<td>Employee Class Filter</td>
<td>EMPLOYEE_CLASSES</td>
</tr>
<tr>
<td>ECERPORG_IGNORE_JOB_INFOEMPLSTAT UES</td>
<td>Ignore Employment Status</td>
<td>IGNORE_JOB_INFOEMPLSTAT UES</td>
</tr>
<tr>
<td>ECERPORG_CONTINGENT_WORKERS</td>
<td>Contingent Workers</td>
<td>CONTINGENT_WORKERS</td>
</tr>
<tr>
<td>ECERPORG_ENABLE_ASSOCIATED_EMPLOYEE_INFORMATION</td>
<td>Enable Associated Employee Information</td>
<td>ENABLE_ASSOCIATED_EMPLOYEE_INFORMATION</td>
</tr>
<tr>
<td>ECERPORG_MATCHING_EMPLOYMENTS_ONLY</td>
<td>Matching Employments Only</td>
<td>MATCHING_EMPLOYMENTS_ONLY</td>
</tr>
<tr>
<td>(not supported)</td>
<td>Enable Time Dependent Employee Selection</td>
<td>(not supported)</td>
</tr>
<tr>
<td>(not supported)</td>
<td>(not supported)</td>
<td>(not supported)</td>
</tr>
<tr>
<td>(not supported)</td>
<td>ENABLE_PAYLOAD_LOGGING</td>
<td>SAP_CC_LOCATION_ID</td>
</tr>
</tbody>
</table>
6.1.7.3 Combined Employee Master Data and Organizational Assignment Data in BIB-Mode

The configuration for this process (Employee Central to ERP Employee Data and Organizational Assignment) is done in the BIB. For details on this, see the corresponding guide. Most of the fields are now configured in the BIB template configuration. The exceptions are listed below. For the left side, the parameter names from the latest Boomi processes are used if not stated otherwise (Packaged Integration: SuccessFactors Employee Central to ERP Employee Data Replication / Packaged Integration: EC to ERP - Employee Organizational Assignment Replication v2.0)

<table>
<thead>
<tr>
<th>Middleware Parameter</th>
<th>BIB configuration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Person ID External</td>
<td>Parameter in Replication report ECPAO_EE_ORG_REPL_QUERY</td>
</tr>
<tr>
<td>Payload Logging</td>
<td>Checkbox in Replication report ECPAO_EE_ORG_REPL_QUERY</td>
</tr>
<tr>
<td>Full Transmission Start Date</td>
<td>Parameter in Replication report ECPAO_EE_ORG_REPL_QUERY</td>
</tr>
<tr>
<td>Enable Time-Dependent Employee Selection</td>
<td>Does not exist anymore (defaulted to true)</td>
</tr>
<tr>
<td>ERP Batch Size</td>
<td>Is still configured in the connector configuration in CPI</td>
</tr>
<tr>
<td>USER_SET_LAST_MODIFIED_DATE_TIME</td>
<td>Is now automatically handled within the backend logic and can also be modified there (everything else)</td>
</tr>
</tbody>
</table>

| BIB configuration                  | |
|------------------------------------| |
| Configuration in EC Templates     | |

6.1.7.4 Organizational Object Replication

For the Generic Object Replication, there is no configuration in the middleware. Also, as the configurations for the specific objects are very similar, the configurations are combined in this table.

<table>
<thead>
<tr>
<th>Boomi Specific Object Replication*</th>
<th>Boomi/CPI Generic Object Replication</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECERP*_FULL_TRANSMISSION_START_DATE</td>
<td>Configured in Report RH_SFIOM_ORG_OBJ_REPL_QUERY</td>
</tr>
<tr>
<td>ECERPOS_REPLICATE_CFIELDS</td>
<td>Was used to activate custom field replication, as fields are configured individually in BIB, there is no direct equivalent for it</td>
</tr>
<tr>
<td>ECERP*_INITIAL_LOAD</td>
<td>RH_SFIOM_ORG_OBJ_REPL_QUERY (&quot;Initiate Full Load&quot;)</td>
</tr>
<tr>
<td>ECERPOS_REPLICATE_* (DEP, DIV, BU)</td>
<td>These fields were used to switch replication on for Department, Division and Business Unit. Since you configure every object for itself in BIB, there is no direct equivalent for it</td>
</tr>
<tr>
<td>ECERPOS_FILTER_FIELD_* (DEP, DIV, BU)</td>
<td>These fields were used for filtering. Filtering is defined in the object template in BIB</td>
</tr>
<tr>
<td>ECERPJOB_FILTER_FIELD</td>
<td></td>
</tr>
<tr>
<td>ECERPJOB_FILTER_CRITERIA_*(DEP, DIV, BU)</td>
<td></td>
</tr>
<tr>
<td>ECERPPOSITION_COMPANY</td>
<td></td>
</tr>
<tr>
<td>ECERPPOSITION_TRANSFER_MASS_POSITIONS</td>
<td></td>
</tr>
<tr>
<td>ECERPOS_REPLICATE_TRANSLATIONS</td>
<td>→ Language Mapping (see BIB configuration)</td>
</tr>
</tbody>
</table>

*With Specific Object Replication, the following processes are meant:

- iFlow: EC to ERP Org Structure Item Replication v1.0
  - iFlow: EC to ERP Business Unit Replication v1.0
  - iFlow: EC to ERP Division Replication v1.0
  - iFlow: EC to ERP Department Replication v1.0
- iFlow: EC to ERP Position Replication v1.0
- iFlow: EC to ERP Job Replication v1.0
6.2 SAP SuccessFactors Employee Central to ERP Employee Time for Payroll

Employee Time replication comprises of Absence and Remuneration Information replication from EC to ERP. The sections below provide an overview of the productized versions of Employee Time replication scenarios. There have not been many changes in the replication process since it was released on Dell Boomi and later in CPI.

6.2.1 Overview of Processes for Absence Replication

<table>
<thead>
<tr>
<th>Boomi</th>
<th>SAP Cloud Platform Integration</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>Packaged Integration: EC to EC Payroll - Employee Absence Data Replication &lt; = v3.0* (non-proxy)</td>
<td>(no corresponding process available)</td>
<td>Non-proxy-based replication is not supported in CPI</td>
</tr>
<tr>
<td>Packaged Integration: SuccessFactors Employee Central to ERP - Absence Data Replication</td>
<td>Employee Central to ERP Absence Data</td>
<td>Proxy based replication, country-specific fields are supported</td>
</tr>
</tbody>
</table>

* for V4.0 see “Packaged Integration: SuccessFactors Employee Central to ERP - Absence Data Replication” (second row)

6.2.2 Process Overview for Time Pay Component Replication

<table>
<thead>
<tr>
<th>Boomi</th>
<th>SAP Cloud Platform Integration</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>Packaged Integration: SuccessFactors Employee Central to ERP Employee Data Replication*</td>
<td>Employee Central to ERP Time Pay Component</td>
<td>Proxy based replication</td>
</tr>
</tbody>
</table>

* also valid for older versions

6.2.3 Delta Replication

If the old non-proxy replication was used, the delta replication cannot be continued, as the concept changed. It will be required to generate proxy objects and full upload of the current data. For the newer processes, the delta replication is handled by the status of the proxy objects. Switching to a CPI process will require any changes and the delta replication will continue.

6.2.4 Configuration Comparisons

6.2.4.1 Absence Replication

<table>
<thead>
<tr>
<th>Boomi</th>
<th>Packaged Integration: SuccessFactors Employee Central to ERP - Absence Data</th>
<th>CPI Employee Central to ERP Absence Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Replication Target System</td>
<td>REPLICATION_TARGET_SYSTEM</td>
<td></td>
</tr>
<tr>
<td>Payload Logging</td>
<td>ENABLE_PAYLOAD_LOGGING</td>
<td></td>
</tr>
<tr>
<td>Country specific fields</td>
<td>ENABLE_COUNTRY_SPECIFIC_FIELDS</td>
<td></td>
</tr>
</tbody>
</table>

6.2.4.2 Time Pay Component Replication

<table>
<thead>
<tr>
<th>Boomi</th>
<th>Packaged Integration: SuccessFactors Employee Central to ERP - Time Pay Component Replication</th>
<th>CPI Employee Central to ERP Time Pay Component</th>
</tr>
</thead>
<tbody>
<tr>
<td>Replication Target System</td>
<td>REPLICATION_TARGET_SYSTEM</td>
<td></td>
</tr>
<tr>
<td>Payload Logging</td>
<td>ENABLE_PAYLOAD_LOGGING</td>
<td></td>
</tr>
</tbody>
</table>
6.3  ERP to SAP SuccessFactors Employee Central Confirmation

Employee Confirmation relates to the scenario to update Employee Central with the update logs (during the EC to SAP ERP). The sections below provide an overview of the productized versions of Employee Confirmation replication scenario. There have been no changes in the replication process since it was released on Dell Boomi and later in CPI. The concept of confirmations is similar for both middleware.

6.3.1  Overview of Processes

<table>
<thead>
<tr>
<th>Boomi</th>
<th>SAP Cloud Platform Integration</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>Packaged Integration: EC Payroll (AddOn)</td>
<td>ERP to Employee Central Confirmation</td>
<td>value mapping for employee class, employment type and marital status was done in middleware.</td>
</tr>
<tr>
<td>to EC - Employee Confirmation v5.0 (or older)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

6.3.2  Configuration Comparisons

<table>
<thead>
<tr>
<th>Boomi</th>
<th>SAP Cloud Platform Integration</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>Packaged Integration: EC Payroll (AddOn)</td>
<td>ERP to Employee Central Confirmation</td>
<td></td>
</tr>
<tr>
<td>to EC - Employee Confirmation v5.0 (or older)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ECERP_LOG_CURRENT_DATA</td>
<td>ENABLE_PAYLOAD_LOGGING</td>
<td></td>
</tr>
</tbody>
</table>

6.4  ERP to SAP SuccessFactors Employee Central Cost Center

Cost center replication is from SAP ERP to Employee Central to update cost center MDF from the cost center master in SAP ERP. There has not been any change in the replication process or design since its first release. The section below provides an overview of the productized versions of cost center replication scenario. There have been no changes in the replication process since it was released on Dell Boomi and later in CPI. The Boomi Cost Center replication is equivalent to the CPI version and the configuration is done the same way.

6.4.1  Overview of Processes

<table>
<thead>
<tr>
<th>Boomi</th>
<th>SAP Cloud Platform Integration</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>iFlow: ERP to EC Cost Center Replication</td>
<td>(no corresponding process available)</td>
<td>Early version does not require a default language, but lacks some newer features (see next row)</td>
</tr>
<tr>
<td>Packaged Integration: ERP to EC Cost Center Replication v2.0</td>
<td>ERP to Employee Central Cost Center</td>
<td>Requires specification of default language, allows replication of responsible person and company to a customizable field</td>
</tr>
</tbody>
</table>

6.4.2  Delta Replication

As delta replication is handled by the ERP system, if the middleware is changed, the delta replication will still work.

6.4.3  Configuration Comparisons

<table>
<thead>
<tr>
<th>Boomi</th>
<th>SAP Cloud Platform Integration</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boomi Packaged Integration: ERP to EC Cost Center Replication v2.0</td>
<td>ADD_INACTIVE_RECORD_IF_DELIMITED</td>
<td></td>
</tr>
<tr>
<td>Boomi Packaged Integration: ERP to EC Cost Center Replication v2.0</td>
<td>COMPANY_ID_TARGET_FIELD</td>
<td>COMPANY_ID_TARGET_FIELD</td>
</tr>
<tr>
<td>Boomi Packaged Integration: ERP to EC Cost Center Replication v2.0</td>
<td>ERP_DEFAULT_LANGUAGE</td>
<td>ERP_DEFAULT_LANGUAGE</td>
</tr>
<tr>
<td>Boomi Packaged Integration: ERP to EC Cost Center Replication v2.0</td>
<td>PERSON_RESP_TARGET_FIELD</td>
<td>PERSON_RESP_TARGET_FIELD</td>
</tr>
<tr>
<td>Boomi Packaged Integration: ERP to EC Cost Center Replication v2.0</td>
<td>USE_EXTERNAL_COST_CENTER_ID</td>
<td>USE_EXTERNAL_COST_CENTER_ID</td>
</tr>
</tbody>
</table>
6.5 ERP to SAP SuccessFactors Employee Central Employee and Organizational Data

ERP to EC migration via productized integrations has gone through some design changes since its introduction. Initially it was released as an SAP ERP tool to generate files for manual upload and this was automated via productized integrations released on CPI. Please refer the specific integration guides for detailed explanation.

The sections below provide an overview of the productized versions of ERP to EC migration scenarios and the way it is mapped in Dell Boomi and CPI.

The Generic OData Upsert is used for initial migration of ERP objects to EC. The Boomi name (Employee Replication) might be confusing and is because the process was originally only used for Employee Migration. While in CPI the name was changed, the general way how it works is the same.

6.5.1 Process Overview

<table>
<thead>
<tr>
<th>Boomi</th>
<th>SAP Cloud Platform Integration</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>Packaged Integration: SAP ERP to EC Employee Replication v1.0</td>
<td>ERP to Employee Central Generic OData Upsert</td>
<td>Main Process works the same way for both middleware</td>
</tr>
<tr>
<td>Packaged Integration: SAP ERP to EC Employee Key Data Query v1.0</td>
<td>ERP to SAP SuccessFactors Employee Central Employee Key Data Query</td>
<td>Used by employee replication to sync key data. Works the same for both middleware</td>
</tr>
</tbody>
</table>

6.5.2 Delta Replication

As delta replication is handled by the ERP system, if the middleware is changed, the delta replication will still work.

6.5.3 Configuration Comparisons

<table>
<thead>
<tr>
<th>Boomi Packaged Integration: SAP ERP to EC Employee Replication v1.0</th>
<th>CPI ERP to Employee Central Generic OData Upsert</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECERP_LOG_CURRENT_DATA</td>
<td>ENABLE_PAYLOAD_LOGGING</td>
</tr>
</tbody>
</table>

6.6 SAP Employee Central Payroll

For SAP Employee Central Payroll (ECP) there are two different version running on Dell Boomi. one based on the EA-HRXX software component and another one based on PA-SE-IN. For both versions we have migration guides available here: [https://help.sap.com/viewer/product/SAP_SUCCESSFACTORS_EMPLOYEE_CENTRAL_PAYROLL/LATEST/en-US](https://help.sap.com/viewer/product/SAP_SUCCESSFACTORS_EMPLOYEE_CENTRAL_PAYROLL/LATEST/en-US).

Different than for the other migrations before this is a migration from Boomi to a middleware free point to point integration and does not require SAP Cloud Platform Integration.

The effort for this migration depends on the amount of custom code done in BAdIs, as long as there are no custom implementations or modifications the migration is straightforward.

6.7 Phased Migration

The clear recommendation of SAP is to avoid a phased migration and migrate all integrations to CPI. In case this is not possible the 2nd best option is a phased migration. SAP only recommends phased migrations for complete integrations packages with all dependent further integration packages. For example, SAP Packaged Integration for employee data, organizational data, time data, confirmation and employee push shall be
migrated in one run. A possible phased migration can be done between SAP packaged integration and custom integrations as long as there are no hard dependencies.

There are certain do’s and don’ts for a phased migration of integration packages. One important thing to avoid is to do a phased migration of two integrations that are called from a single system using the same URL for a SOAP or REST listener. This is for example the case for the SAP SuccessFactors Employee Central to SAP ERP Employee and Organizational Data integration. This integration makes use of a SOAP listener concept, where the replication is triggered from the SAP ERP HCM system by calling the endpoint on SAP Cloud Platform Integration. This endpoint being called can be configured exactly once in each tenant. In case this integration is split into two based on a country and one shall run on Boomi and the other on CPI there is no way to configure both. Either the CPI or the Boomi middleware can be called from the system. Only in the case where multiple SAP HCM Systems or at least multiple tenants are used such a phased migration would be technically possible but still not recommended. The same limitation might be true for other custom integrations as well.

The picture below illustrates this based on the SAP SuccessFactors Employee Central to SAP ERP Employee replication used for an SAP Payroll system (PAY) operated on premise by the customer. This integration is based on a configuration in the Payroll backend which calls a single SOAP listener URL, this configuration can be done only once without any condition, it’s one static URL.

The first two configuration in red show a setup where multiple EC systems shall be connected to one Payroll system and tenant. This could happen if a customer acquires during his CPI migration another company having already an EC system. No matter which (Boomi or CPI) or how many middleware tenants or processes are used this setup is technically not possible.

The 3rd configuration in red shows an attempt to split up an integration into two parts using for example a filter to migrate one part of the company to CPI while the rest still stays on CPI. Again this is technically not possible since someone can configure only one endpoint in the payroll system and the two processes in Boomi and CPI would have two different ones.

The 2nd column shows an untested but technically possible configuration which also not recommended. In this case a single EC system is connected to two different Payroll systems one running on Boomi and another one running on CPI.

The last column shows all supported configuration options for a migration. The first setup shows a single EC system which is connected to multiple payroll systems or tenants using multiple CPI processes (no mixture of Boomi and CPI). The 2nd options is the same one with Boomi and the third one is a special case where there is only one EC System and one Payroll and the middleware is either Boomi or CPI.

**Figure 5: Supported Configuration Option for a Migration**
7 REFERENCES

SAP Notes/KBAs

- 2684991 – Information about the middleware content for SAP SuccessFactors Employee Central Integrations with ERP

SAP Help Portal

- ADP GlobalView – SuccessFactors Employee Central Managed Integration with ADP Global Payroll
- SAP Employee Central Payroll Migration Guide for EA-HRX software component
- SAP Employee Central Payroll MigrationGuide fro PS-SE-IN software component
- All relevant Integration guides for SAP SuccessFactors