



Case Study: Pacific Coast Building Products' Journey to the Cloud Using SAP SuccessFactors Rapid Deployment Solutions

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Pacific Coast Building Products

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In This Session

- **Hear about Pacific Coast Building Products' (PCBP) decision to move to the cloud for Human Capital Management with SAP SuccessFactors**
- **Learn about SAP's standard Project methodology adopted by PCBP for the SAP SuccessFactors implementation**
- **Discover the standard process solutions offered with Employee Central and see where PCBP required customizations**
- **Find out how PCBP migrated organization and employee data from SAP ECC to SAP SuccessFactors Employee Central**
- **Learn about the integration established between SAP SuccessFactors Employee Central and SAP ECC**

What We'll Cover

- **Making the Decision to Move to the Cloud**
- **Employee Central Implementation Approach**
- **SAP to SuccessFactors Employee Central Data Migration**
- **Integration from SAP SuccessFactors Employee Central to SAP Payroll**
- **Wrap-up**

Who Is Pacific Coast Building Products?

- Pacific Coast Building Products (PCBP) family of companies
 - ♦ Manufacture and distribute building products through nine companies with more than 90 plants throughout the western US and Canada
 - ♦ User Community
 - ▶ 1,200+ supported PC and SAP ERP users
 - ▶ 3,200+ employees
 - ♦ Pacific Coast Companies, Inc. (PCCI) performs Shared Services for the enterprise
 - ♦ Originally live on SAP ERP in 2001
 - ▶ Utilizing SAP for Core HR, Payroll, and Benefits Administration

Our Family of Companies...

Basalite Concrete Products, LLC
 Basalite
 Epic Plastics
 Simons Brick

PABCO Building Products, LLC
 PABCO Gypsum
 QuietRock
 PABCO Paper
 PABCO Roofing Products

PABCO Clay Products, LLC
 Gladding, McBean
 H.C. Muddox
 Interstate Brick

Pacific Coast Building Services, Inc.
 Alcal Specialty Contracting, Inc.
 Alcal Home

Pacific Coast Supply, LLC
 Anderson Lumber
 Diamond Pacific
 Pacific Supply
 P.C. Wholesale
 Pioneer Builders Supply

Transportation Services, Inc.
 Material Transport

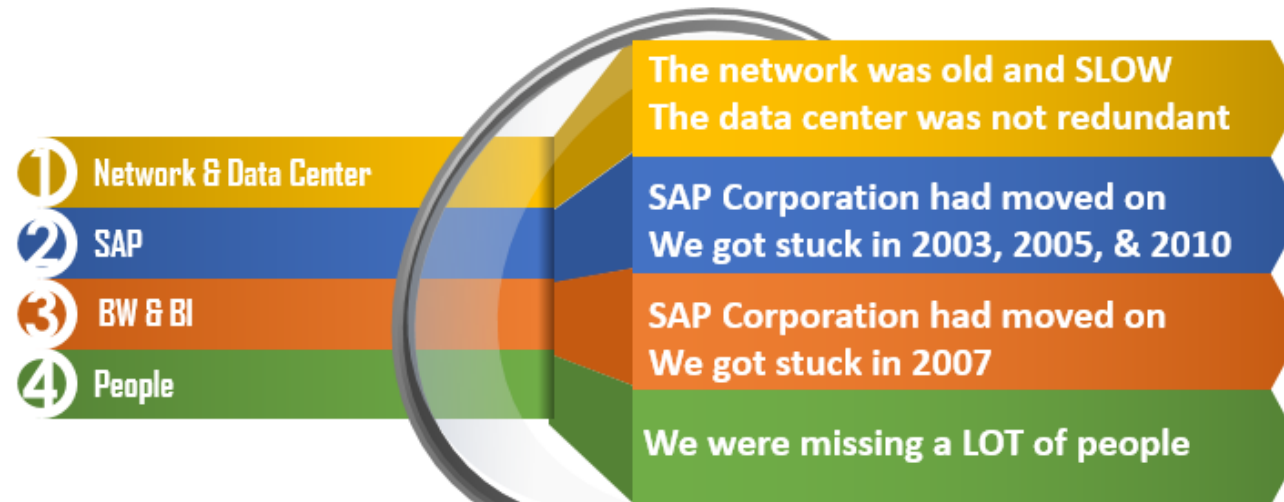
Pacific Jet Charter
 Pacific Coast Companies, Inc.
 PCBP Properties, Inc.

Who Is Pacific Coast Building Products? (cont.)

- The company priorities include an emphasis on
 - ♦ Safety ... Support safety as a #1 priority by exercising preeminent practices and diminishing the likelihood of any potential future risk
 - ♦ Focus and Growth ... Continued concentration on manufacturing subsidiaries services for optimal profitability; allow for “smart growth” over time based on market conditions, reopening of manufacturing facilities for certain product lines
 - ♦ Operational excellence ... Support “lean” operating model and continue to capitalize on established shared services practices
- IT Organization Governance
 - ♦ Steering Committee of subsidiary Presidents makes strategic decisions
 - ♦ Business Optimization Committee of subsidiary CFO makes tactical decisions

Developing the PCBP IT Strategy

- Conducted evaluation of the state of the IT landscape within the organization in 2015
- Analyzed PCBP landscape compared to SAP's Roadmap



The Strategy Components

People & Process Transformation
Network & Data Center Optimization
BW & BI Optimization
SAP Landscape Optimization
eBusiness Development

PCBP HCM Environment 2015

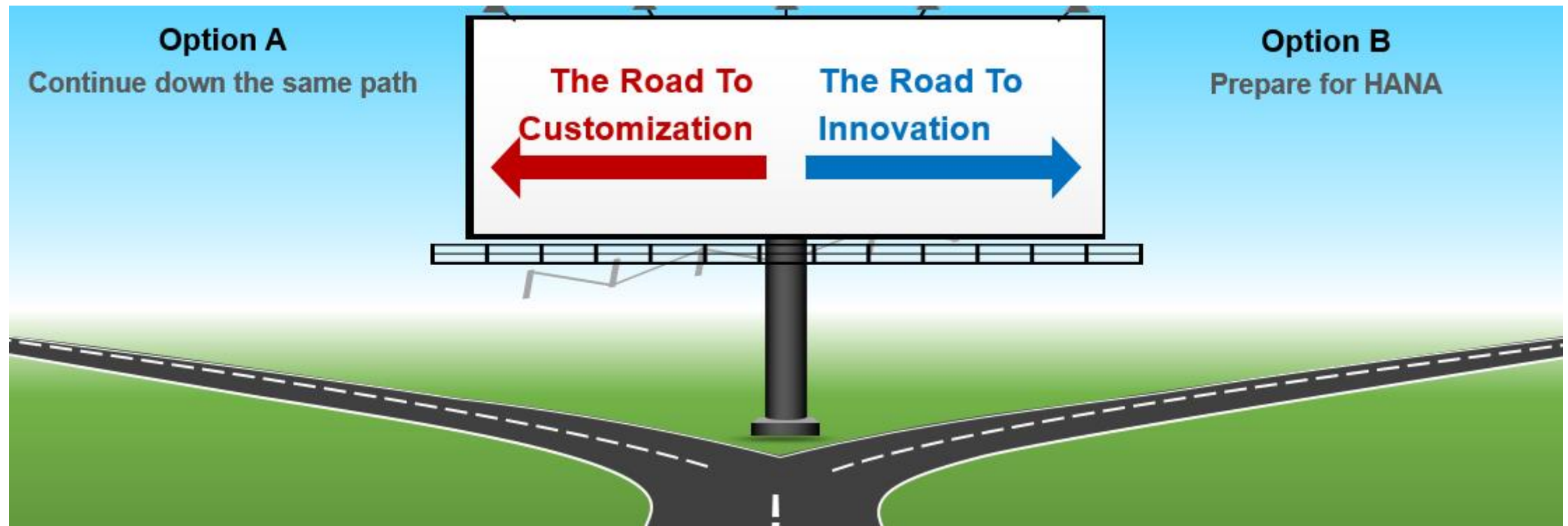
- Core HR processes utilizing SAP Enterprise Portal and Adobe Forms solution
- Performance Management executed through SAP Appraisal process presented on SAP Enterprise Portal
- Recruiting managed through single administrator through SAP E-Recruiting solution
- One subsidiary utilizing SAP Qualifications Tracking solution through SAP Enterprise Portal to maintain safety training records
 - ◆ Other subsidiaries all maintain offline documentation processes
- All other HCM-related processes are offline
 - ◆ Locations each managing independently

HCM Pain Points

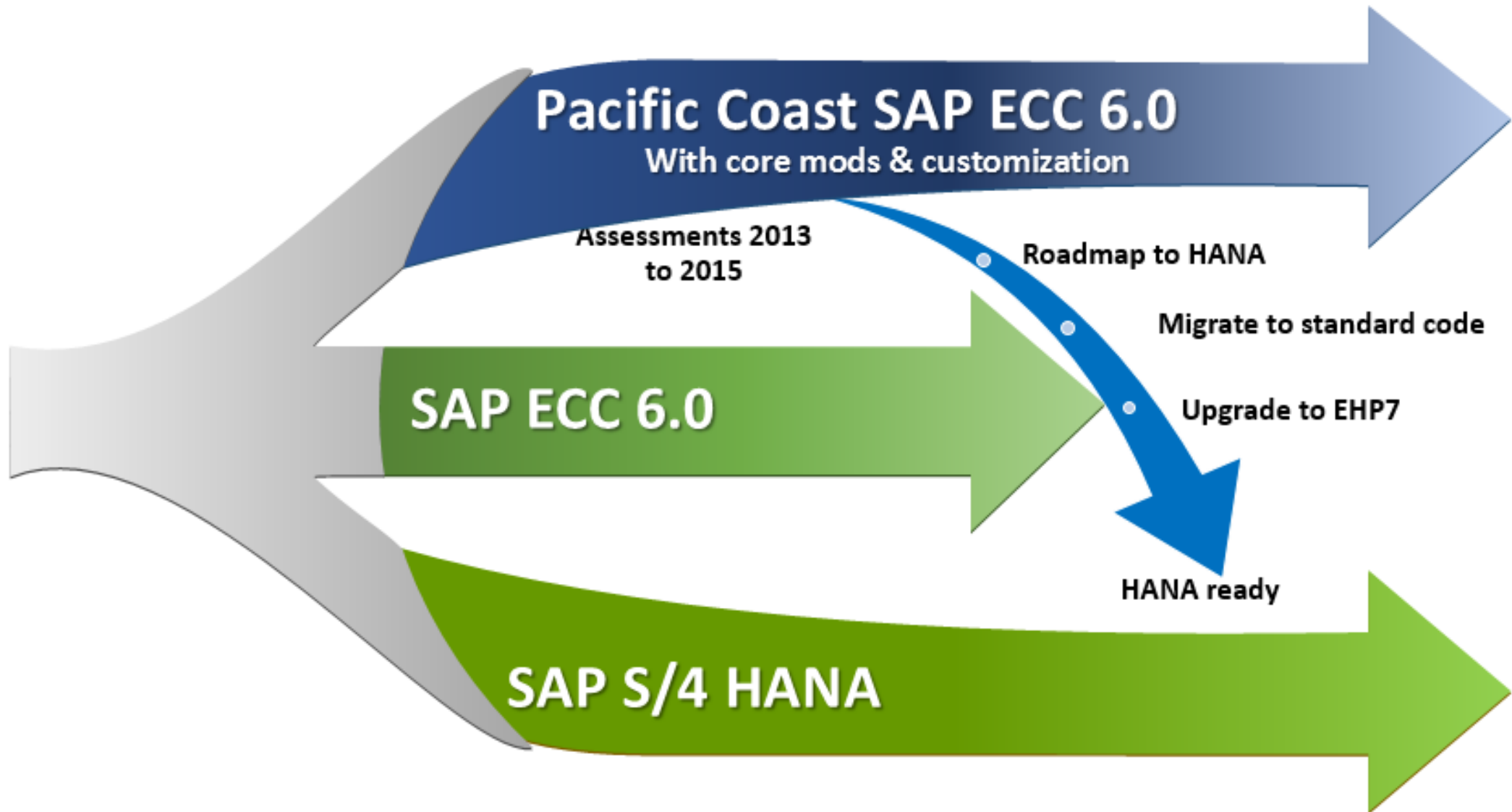
- **SAP Org Structure maintenance processed by PCCI Shared Services**
 - ◆ **Delays in updates to position and reporting relationship data**
- **Download/Upload process to process Performance Appraisals was problematic**
 - ◆ **User errors in saved files naming convention and storage location**
- **Limited visibility for subsidiary executive and managers**
 - ◆ **Organization charts**
 - ◆ **Employee data**
 - ◆ **In-progress changes**
 - ◆ **Performance history**
- **Disparate processes and offline documentation present no opportunity for reporting**

PCBP Steering Committee Decision Point

- Reviewing the extensive customization and old technologies in the current environment, the subsidiaries decided to rebuild the IT Strategy



PCBP IT Strategy = Preparing for What's Next from SAP



Human Resource Management System Decision

- Presented Talent Management software evaluation to Steering Committee March 2015
 - ◆ SuccessFactors recently acquired by SAP
 - ◆ SaaS presented a solution to keeping the system up to date with current functionality
 - ◆ Standard integrations available from SAP for ECC since Payroll and Benefits would remain in that environment
 - ◆ Additional integration development was on SAP's SuccessFactors roadmap
 - ◆ SuccessFactors included the Core HR process solution – Employee Central
- Decision to move forward with SAP SuccessFactors
 - ◆ Develop HCM Enterprise Project Committee to evaluate implementation options

HCM Enterprise Committee

- Purpose

- Ensure the solution adequately supports the business needs of all subsidiaries
- Define the scope and requirements to develop the PCBP Implementation Roadmap
- Led Change Management effort in preparing for and implementing SAP SuccessFactors

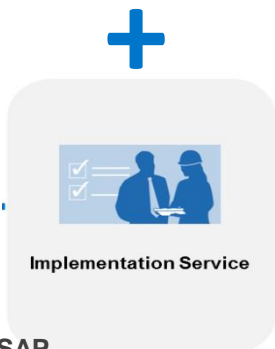


Implementation Process Evaluation

- As the HCM Enterprise Project Committee evaluated potential implementation approaches, we reviewed the rapid deployment solutions as part of SAP's Best Practices



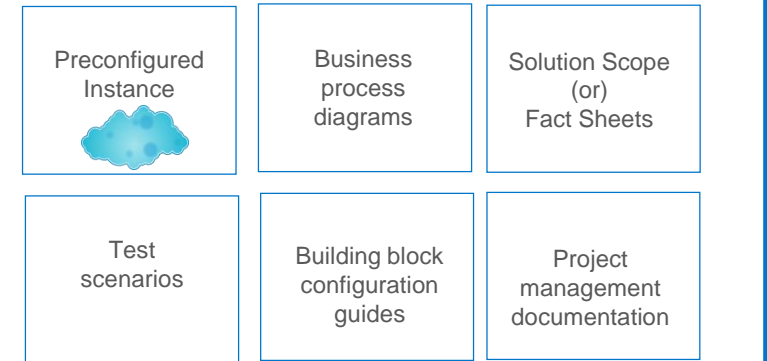
SAP Best Practices



Source: SAP

SAP Best Practices (free content):

- Preconfigured Instance/Automated Configuration
- Configuration Guides
- Technical “how to” & integration guides
- Expert documentation
- Project tools & accelerators



Supporting Services:

- Tailored implementation service based on SAP Activate or
- 6-12 week fixed-price, fixed-scope rapid-deployment solution services
- Leveraging combination of Partner and customer teams



Available RDS Packages for SAP SuccessFactors

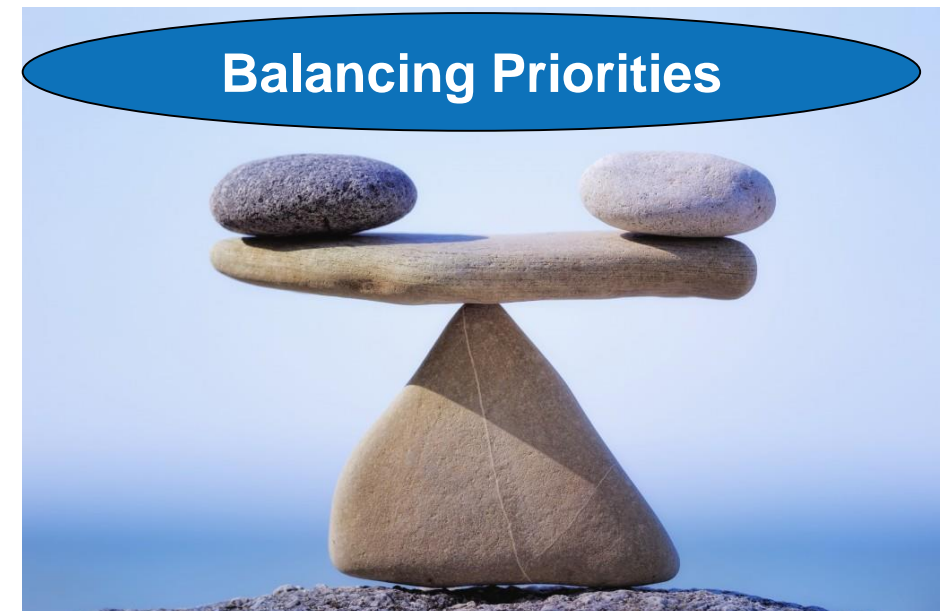
HCM Cloud Products	SAP SF RDS	Project Duration (estimate)
Platform	Available Now	Included
Employee Central	Available Now	12 weeks
Performance & Goals	Available Now	6 weeks
Compensation	Available Now	8 weeks
Succession and Development	Available Now	6 weeks
Recruiting Management	Available Now	10 weeks

SuccessFactors Implementation Project Guiding Principles

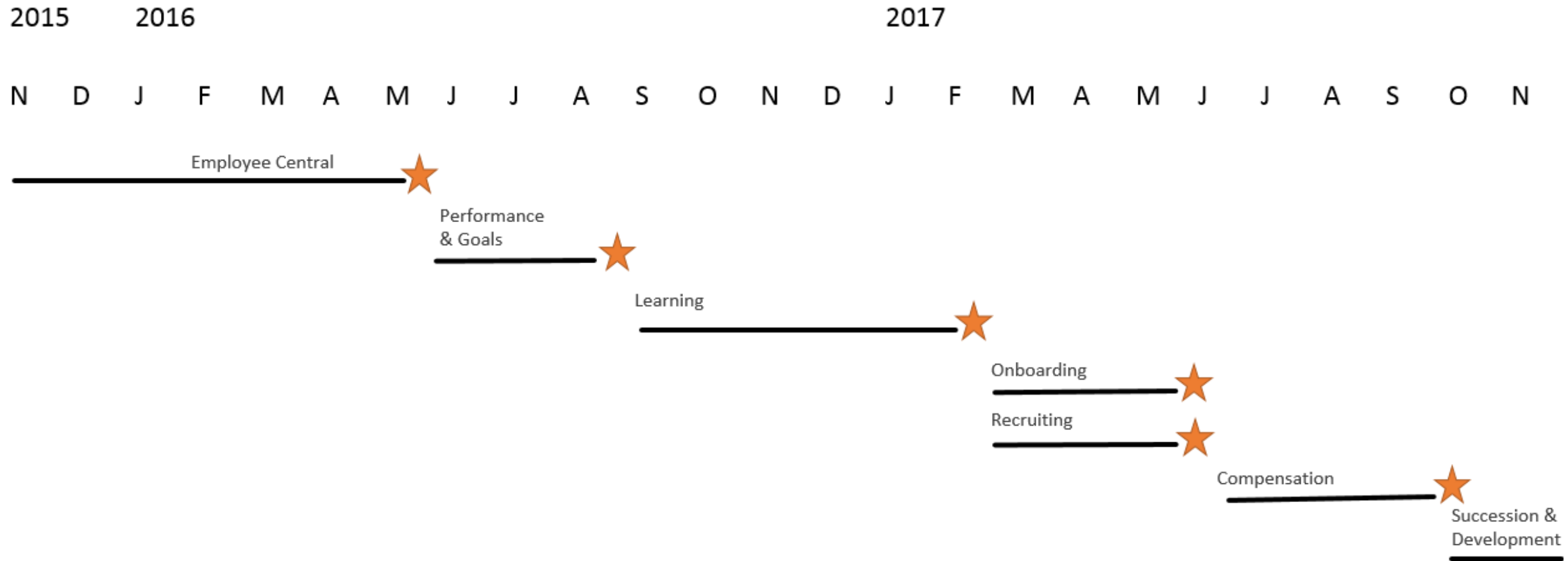
Decision Anchors	Attributes
Enterprise	Consider the impact of decisions on enterprise value (nothing is sacred)
Business-Driven	Deliver business value by focusing on practical core business needs that improve profitability
Efficient	Leverage tools and automate processes to maximize productivity
Accessible	Appropriate data is readily available
Transparent	Develop a collegial working environment for all stakeholders based on transparency
Intuitive	Design systems that are easy to understand without explicit instruction
Best Practices	Implement standardized superior business processes used by market leaders unless a compelling business case can be established for using alternative methods and processes.
Compliance	Enable informed tradeoffs between project, portfolio, and business risks and potential rewards
Dedication	Invest the time and resources required to optimize the implementation and deployment

PCBP Functional Business Drivers

- Tie regulatory compliance and safety-related qualifications to positions
- Report on qualifications held by an employee
- Associate a qualification to a required training course
- Speed the new-hire paperwork process
- Merge SuccessFactors functionality into current business process needs
- Track all types of employee leave
- Report on manager's appraisal timeliness
- Ease process of completing review forms
- Associate merit increase to performance review
- Manage incentive pay
- Regulatory-compliant candidate reporting
- Drive goals for organization level to the employee
- Identify and develop key performers



PCBP SuccessFactors Implementation Roadmap



PCBP Employee Central Business Drivers

- **Easy to use Employee Master Data Change Forms**
- **Increased ability to manage workflow items**
- **Increase organizational visibility for managers and employees**
- **Simplify processes to maintain Org Structure and Position Master Data**
- **Improved security and ease of managing that security**
- **Increase accountability of our managers**
- **Ensure the right people have the right information**

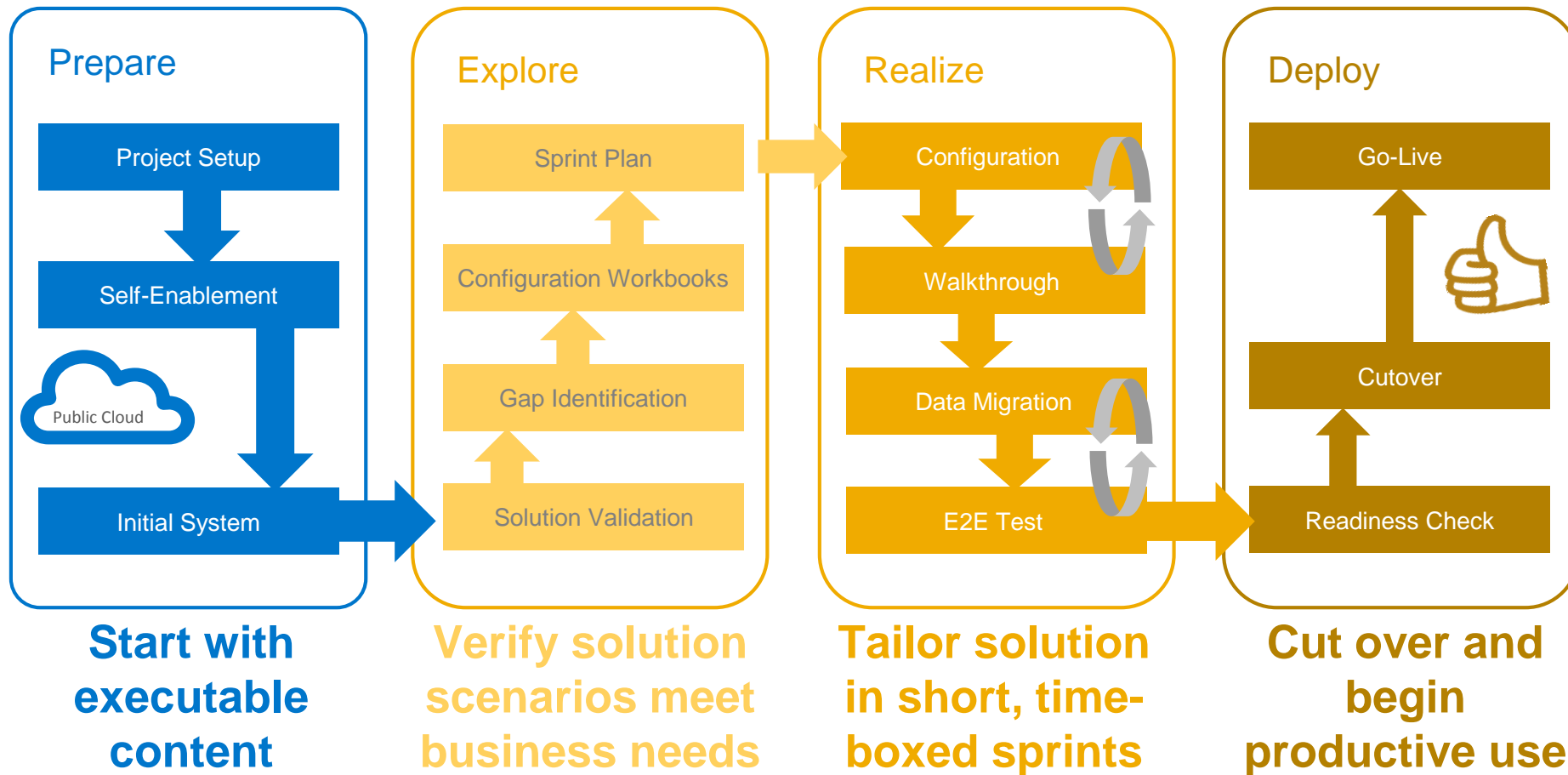
PCBP Employee Central Success Criteria

- Payroll processes remain intact in SAP ECC
- HR Managers have workflow management capability
- Subsidiary Org Structure is visible to employees
- Basic changes are easy for managers to maintain
- Implementation of appropriate organization and role-based security
- Data integrity ensured through migration from SAP ECC
- Managers and employees are prepared for deployment
- User acceptance and adoption

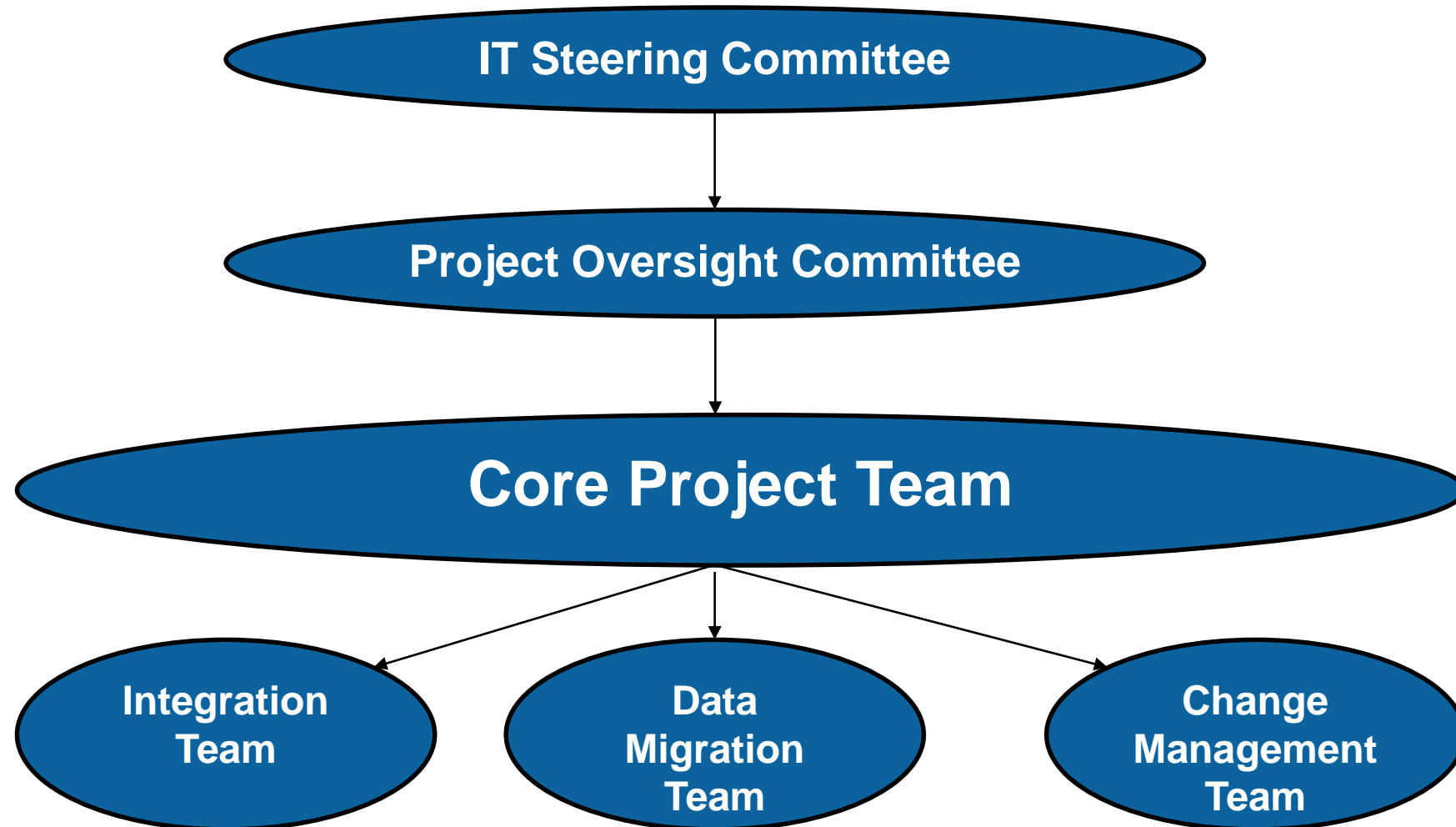
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How We Utilize SAP's Activate Methodology



PCBP Project Team Structure



Project Roles and Responsibilities

Project Sponsor

- Champion the project within your organization
- Validate key decisions of strategy and policy
- Ensure that the required resources are in place to support project

5 – 10%

Project Manager

- Create, validate, maintain project plan
- Manage all customer activities and resources
- Obtain and provide information, data decisions, and approvals
- Help resolve project issues and escalate accordingly
- Manage internal risks
- Ensure customer dependencies satisfied

80 – 100%

Process Owner(s) and Subject Matter Experts

- Provide knowledge of existing processes
- Provide future vision and lead future process design
- Design acceptance tests and execute those tests
- Provide all sign-offs in a timely manner as the project
- Review data migrated and sign off

60 – 70%

Business Stakeholder(s)

- Provide input and validate new process designs
- Provide feedback on configured solution
- Participate in system, integration testing and UAT
- First trained on the product for deployment
- Influence Executive & Employee engagement & adoption

20 – 40%

HRIS Technical Resources

- Understands HRIS data and processes
- Learns file creation specifications and loading approaches
- Coordinates data imports, loading and testing
- Integration Design, Build and testing
- Co-ordinates data migration and testing
- Ensure appropriate internet connectivity is available to end users
- Provide necessary technical connections for integrations
- Ensure desktops meets requirements
- Test email process internally

25 – 75%

Roles and Responsibilities

Change Management

- Works with project team to determine areas where change management is required
- Develops a change management strategy and action plan accordingly
- Develops and executes the communication plan to address key audiences
- Develops a support plan for internal and/or external communities
- Develops the set of business requirements as defined in a process map for both current and future state
- Develop tools and resources to manage the people/change management aspects of the HCM program.
- Owns the deployment strategies and plans and coordinates the deliverables as defined in the plans

20 – 40%

Trainer(s)

- Define training plan/strategy
- Prepare training tools and materials
- Develop end user training materials
- Deliver (or manage the delivery of) training to Executives & Employees

Varies

Testing Lead

- Work with Ameritas project manager and/or functional consultant to develop test strategy and plan (End-to-End, Integration and User Acceptance)
- Manage and Execute test plan
- Co-ordination of testing data

20-50%

System Administrators

- Learn System Administration activities for specific module
- Facilitate refinement decisions
- Execute refinements and system setup
- Participate in iteration testing and UAT
- Maintain workbook for iteration 1 and 2
- Support data migration and integration mapping activities
- Responsible for security set up (RBP)

40-60%

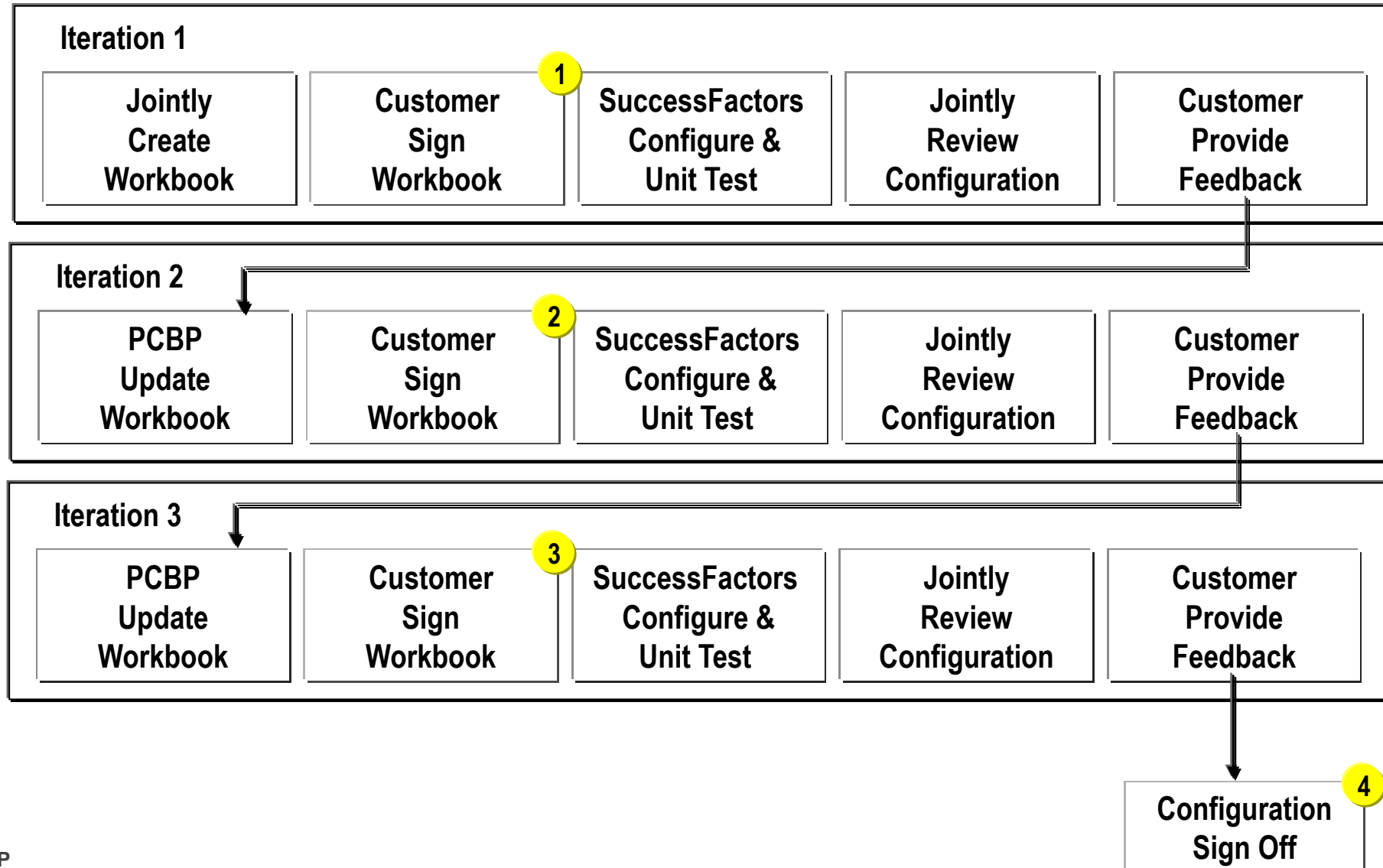
PCBP Project Team Structure

	PCCI	PCBS	BCP	PABCO	PCS	Meeting Frequency
Executive Sponsors	VP	President	President	President	President	
Project Oversight Committee (Project Sponsors)	CFO CIO	HR Manager	CFO	CFO	COO Sub IT PM	Monthly
Core Team (Key Stakeholders, Key Decision Makers, Process Owners, SMEs, Trainers)	HR Manager IT Director SAP HR Analysts	HR Manager Sub IT PM	HR Manager Sub IT PM	HR Manager Sub IT PM	HR Manager Sub IT PM	Weekly
Subsidiary Support		HR Admin	Trainer HR Admin	HR Admin	HR Admin	Bi-Weekly
Data Migration Team	HR Manager SAP HR Analyst	Sub IT PM	Sub IT PM MD Analyst	Sub IT PM MD Analyst	Sub IT PM MD Analyst	Weekly
Employee Central Admin Training	HR Manager SAP HR Analyst	HR Manager	HR Manager	HR Manager	HR Manager	Weekly (4 sessions)
Integration Team	HR Manager IT Director SAP HR Analysts	Sub IT PM	Sub IT PM	Sub IT PM	Sub IT PM	Weekly
Change Management Team	CFO CIO	HR Manager	CFO HR Manager Sub IT PM	CFO HR Manager	HR Manager	Bi-Weekly

Customization Documentation Process

- All Customization Requests require Oversight Committee approval
 - Customization is defined as any functionality or integration not part of the Rapid Deployment Solution package
- All customization decisions reported to IT Steering Committee

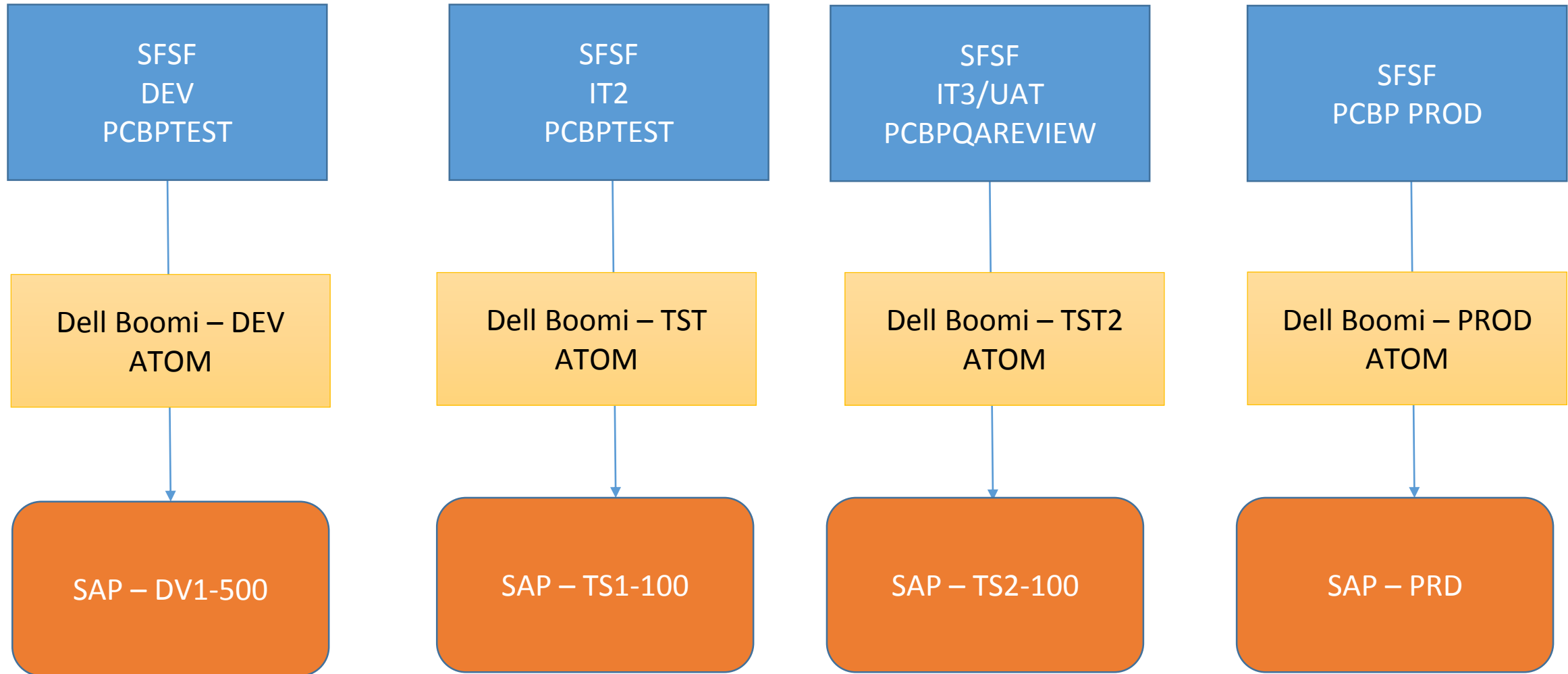
Configuration Iterations Process



Project Milestones

- Kickoff/Requirements Gathering
- System Design and Configuration
 - ◊ Data Mapping Definitions
- Iteration 1 Requirements Sign-Off
 - ◊ Load sample Data to Test instance
- Iteration 1 System Walkthrough
 - ◊ Testing Period
 - Training Wave 1
- Iteration 2 Requirements Sign-Off
 - ◊ Load Data to Test – 80%
- Iteration 2 System Walkthrough
 - ◊ Testing Period
 - Training Wave 2
- Iteration 3 Requirements Sign-Off
 - ◊ Load Data to Test – 100%
- Iteration 3 System Walkthrough
 - ◊ Testing Period
 - Training Wave 3
- Configuration Sign-Off
- Mock cutover
- UAT Testing Sign-Off
 - ◊ Training Wave 4
- Production Readiness Sign-Off
 - ◊ Load Data to Prod – FINAL
- Execution of Cutover Plan
- Go-Live

System Landscape Overview



SAP SuccessFactors Employee Central RDS

The SuccessFactors Employee Central RDS enables to implement Employee Central providing comprehensive, integrated Core HR capabilities in the Cloud



Solution Scope



- **Core HR :**
HR Transactions
New Hires
Changes and Transfers



- **Time Off**
Benefit from pre-configured time types, time profiles, more as a solid starting point for your SuccessFactors Employee Central Time Off configuration including Absence Management).



- **Employee Profile:**
Enable maintenance of employee data such as skills, interests, experience and expertise in SuccessFactors



- **Position Management (to be released in Oct 2015)**
Enable maintenance of position hierarchy

Packaged Content

- **Pre-configured business processes to manage the whole employee life cycle – from hire to retire – based on proven SAP Best Practices.**
- **Preconfigured cloud instance of Employee Central solution enriched with SAP and SuccessFactors Best practices**
- **Specialized approach to implementation that accelerates the process of HCM value execution**



SuccessFactors

Rapid Deployment Solution

SAP Best Practices

Pre-configured Landscape

Implementation Services

Employee Central RDS Business Scope

HR Transactions

- Add new Employee or Rehire
- Job Change/Transfer/ Pay Rate Change
- Promotion/Demotion
- Leave of Absence
- Data Change Employee File
- Termination
- Dependents Management

Time Off

- Short-Term/Long-Term absences management (Time-Off Request)
- View team absences
- View own time account
- Manager approval
- Return to work and Job/Position information update in case of Long-Term absences
- HR Administrator time-off management
- Record Working Time

Position Management

- Create Position
- Update/View Position
- Deactivate Position
- Mass Change for Positions

Integration

- Integration with SAP SuccessFactors Employee Central Payroll

Employee Central Foundation

Employee Central Functionality	Included Best Practice	Can be refined during implementation	Can be addressed post Go-Live
Standard Foundation Objects with propagation to support data consistency and referential integrity	●	+	
HR Data with Effective Dating including up to 20 custom fields	●	+	
Standard event transactions with workflow support (Hire, Rehire, Terminate, Leave or Absence, Transfer, Promotion, Demotion, Probation, Job Change, Data Change, Job Reclassification, Pay Rate Change, Position Change, Return to Work)	●	+	
Global Assignments (Country Transfers)	●		
Standard Reports including Demographic, Pay History and Headcount Reporting	●		
Employee and Manager Self-Service	●	+	
Standard country specific capability	●	+	
Standard Integrations (flat file for foundational) <ul style="list-style-type: none"> • Ad hoc report training provided by Success Academy • Customer's System Administrator will independently create appropriate ad hoc reports which include the fields needed by customer's other systems/vendors The SuccessFactors Consultant or Customer Success can schedule the report(s) to be sent via flat file to the customer as appropriate) • If additional flat file assistance is required post go-live, Customer Success can provide guidance at no additional charge. 	●		

Source: SAP

Employee Central Foundation (cont.)

Employee Central Functionality	Included Best Practice	Can be refined during implementation	Can be addressed post Go-Live
Support for single language pack including date format, currency code and number format	●		
Rules engine configuration for defaults/edits up to 5 rules	●	+	
Standard Employee Profile enablement (with standard/predefined Background Sections)	●	+	
Data export via Ad hoc Reporting	●		
Attachment functionality (PDF and MS Office)	●		
Modification/adjust of Role Based Permission setup		+	
Mapping of customer data to available fields and sections (Foundation objects and Employee data)		+	
Refine and modify pre-configured Employee and Manager specific sections		+	
Refine and modify pre-configured picklists			

Employee Central Foundation (cont.)

Employee Central Functionality	Included Best Practice	Can be refined during implementation	Can be addressed post Go-Live
Refine and modify employee data and transaction permissions		+	
Implementation of additional language packs including translation of custom fields			◆
Configuration of modules other than Employee Central including Analytics supported through Workforce Analytics products			◆
Integration with Recruitment, Compensation, and/or Variable Pay			◆
Event Derivation (automated event/event reason assignment)		+	◆
Position Management	●		
Migration of Historical Data			◆
Mobile configuration			◆
Integration w/ 3 rd Party Applications			◆

Employee Central Foundation (cont.)

Employee Central Functionality	Included Best Practice	Can be refined during implementation	Can be addressed post Go-Live
Time Off functionality	●	+	
Custom objects using MDF			◆
Custom fields beyond standard 20			◆
Non-standard country specific fields and localizations			◆

PCBP's Employee Central Customizations

- **Workflow lookup table based on Business Unit, Employment Type, Action Initiator Role, and Event/Event Reason**
- **Business Rules**
 - ◆ **EC to use same numbering convention as SAP PERNR**
 - ◆ **Default User Name to be same as Employee # (PERNR)**
 - ◆ **Default first name as preferred name**
 - ◆ **Leave of Absence Workflow Rules**
 - ◆ **Validation between pay-related fields in Comp Info; pay frequency, pay type, pay group**
 - ◆ **Validation between pay-related fields in Job Info; Employment Type to Pay Scale Type, Area, Group, and Level**
 - ◆ **Validation between Job Info and Comp Info and Pay Component fields**

Employee Central Process Challenges

- **Steep learning curve for businesses to understand how all Employee Data fields are used**
- **Leave of Absence process**
 - ◊ **Simple request process; changes and cancellations not intuitive due to integration**
 - ◊ **Return from Leave is part of the original leave request**
- **Time-Off accrual balances**
 - ◊ **Calculations in SAP ECC include vast customization to build complex rules**
 - ◊ **Integration for Go-Live built was from SFSF EC to SAP ECC only, not the other direction**



Heads-Up

Employee Central Processes Lessons Learned

- Detailed test scripts with business scenarios needed in earlier iteration
 - RDS test scripts were a helpful start but cumbersome for the business to use
- Include more extended user groups in testing cycles

What We'll Cover

- Making the Decision to Move to the Cloud
- Employee Central Implementation Approach
- SAP to SuccessFactors Employee Central Data Migration
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PCBP Data Migration Strategy

- Perform analysis and clean data prior to data migration execution
- Implement validation rules to mitigate data loading issues
- Only load history where it's required
- Ensure audit and reconciliation reports are provided to validate data
- Business are involved to sign off on the data
- Define the right cut-off dates per company payroll periods
- Leveraged SAP Data Migration Add-On Tool (part of SAP Standard Integration Add-On 3.0)



Best Practice

Data Migration Activities



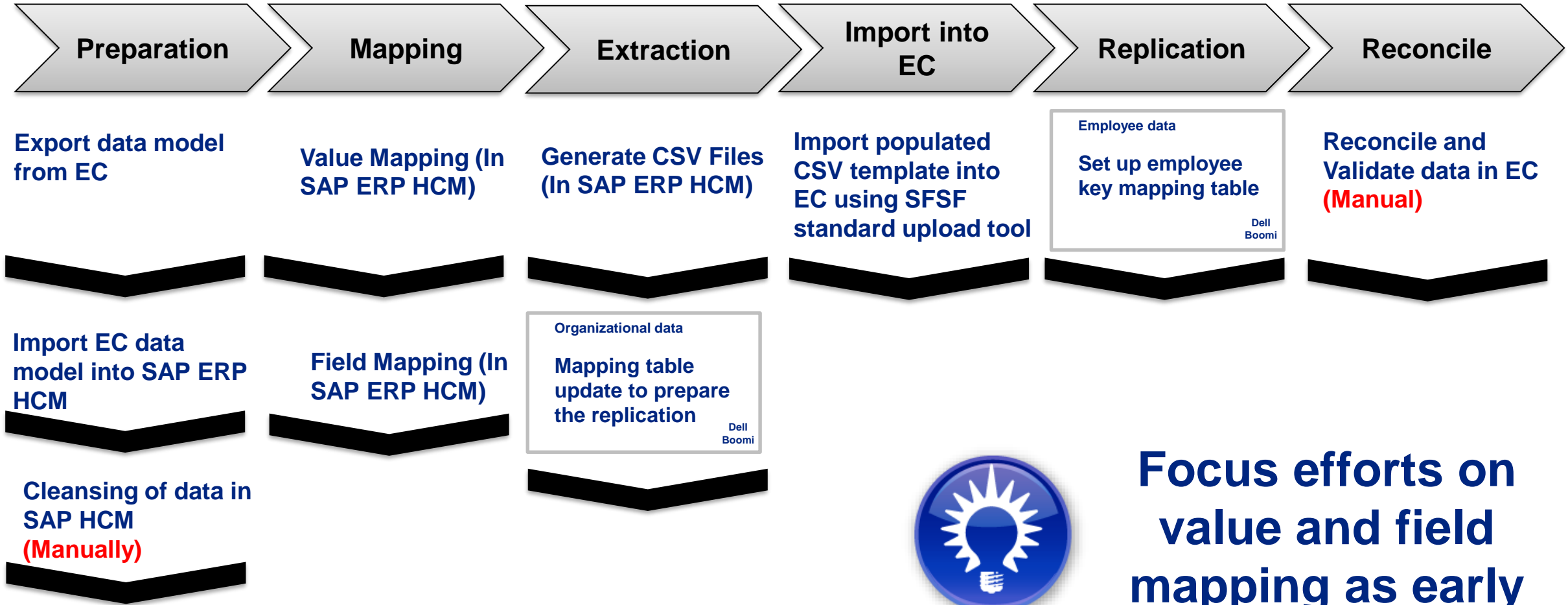
Determining Migration Scope

- **Businesses restructured Organizational Charts utilizing Employee Central data elements**
 - ♦ **Business Units**
 - ♦ **Divisions**
 - ♦ **Departments**
- **While businesses desired employee data history, new organizational structures would have required the conversion of org object history as well as employee data**
 - ♦ **Too much data!**

PCBP Data Migration Scope

- Current Employee's original Hire record with generic Organization data
- Current Employee's current Organization data
- Withdrawn Employee's basic data with generic organization information
 - ◆ Business requirement was for rehired employees to utilize same employee ID #

Migration Process from SAP ERP to EC



Tip

Focus efforts on value and field mapping as early as possible

Data Mapping

- Value Mapping
 - ◆ Standard-delivered value mapping
 - ▶ Check Value mapping Entities (V_ECPAO_VALENT_S)
 - ▶ Check Value Mapping Details (V_ECPAO_VALMAP_S)
 - ◆ Custom Value Mapping
 - ▶ Define Value Mapping Entities (V_ECPAO_VALUENTY)
 - ▶ Define Value Mapping Details (V_ECPAO_VALENTY)
 - ▶ Define Country-Specific Value Mapping Details (V_ECPAO_VALENTYC)
- Field Mapping
 - ◆ Customize (VC_ECPAO_MAP)
 - ◆ Complete mappings per template

Foundation Object Templates

- Legal Entity
- CSF (Country-Specific) Legal Entity
- Business Unit
- Division
- Department
- Cost Center
- Location Group
- Location
- Geozone
- Job Classification
- CSF (Country-Specific) Job Classification
- Job Function
- Pay Group
- Pay Range
- Pay Component
- Pay Component Group
- Frequency
- Event Reason
- Position
- *Associations*

Employee Data Templates

- National ID Information
- Personal Information
- Home Address
- Biographical Information
- Work Permit Info
- Contact Information
- Primary Emergency Contact
- Dependents
- Payment Information
- Job Information
- Employment Details
- Job Relationships
- Compensation Information

Data Migration Loads to Support Iteration Testing Cycles

Data Migration Testing	Purpose	Test Data required
Unit Testing (POC)	Proof of concept – ensure process is working	Limited (10-20 sets of dummy data)
Iteration 1	Iteration 1 testing refinement – finalize EC design	Limited subset of sample data for each business
Iteration 2	Iteration 2 testing	80-100% of test data required to begin testing on integrations, cutover planning
Iteration 3	Iteration 3 testing – full file	100% full file of test data required for testing and to confirm cutover planning activities
UAT	UAT testing – full file	100% full file of test data required to support UAT testing and final dry run of cutover activities

PCBP Data Migration Steps

1. **Import Foundation Objects according to prerequisite sequence**
2. **Remove field requirements in Employee Central**
3. **Extract all withdrawn employees from SAP ECC**
4. **Import Withdrawn Employee data (excluding organizational information)**
5. **Update the Employee Key mapping table in Dell Boomi with Withdrawn Employee ID**
6. **Freeze changes in SAP ECC**
7. **Set field requirements in Employee Central**
8. **Extract Position data**
9. **Extract active employee data from SAP ECC**
10. **Import Position data**
11. **Import Employee data according to prerequisite sequence**

Data Migration Challenges

- Value and Field data required custom mapping as fields are not used in standard ways
- Determining extract value format was trial and error
 - ◊ Object external code versus the object Name
 - ◊ Picklist value code versus the picklist value name
 - ◊ Pay Scale Type/Area/Group/Level field codes
 - Code of Group and Level utilizes the codes of Type and Area
- Loading sample data required careful determination of full reporting chain to be included in import



Heads-Up

Data Migration Lessons Learned

- Document field mapping with technical details with determining fields requirements
- Use very small samples of data when testing imports until all mapping is 100% defined
- Plan import sequence carefully including the foundation object associations

**PCBP Data Migration Worksheet
w/ SAP Template Names**

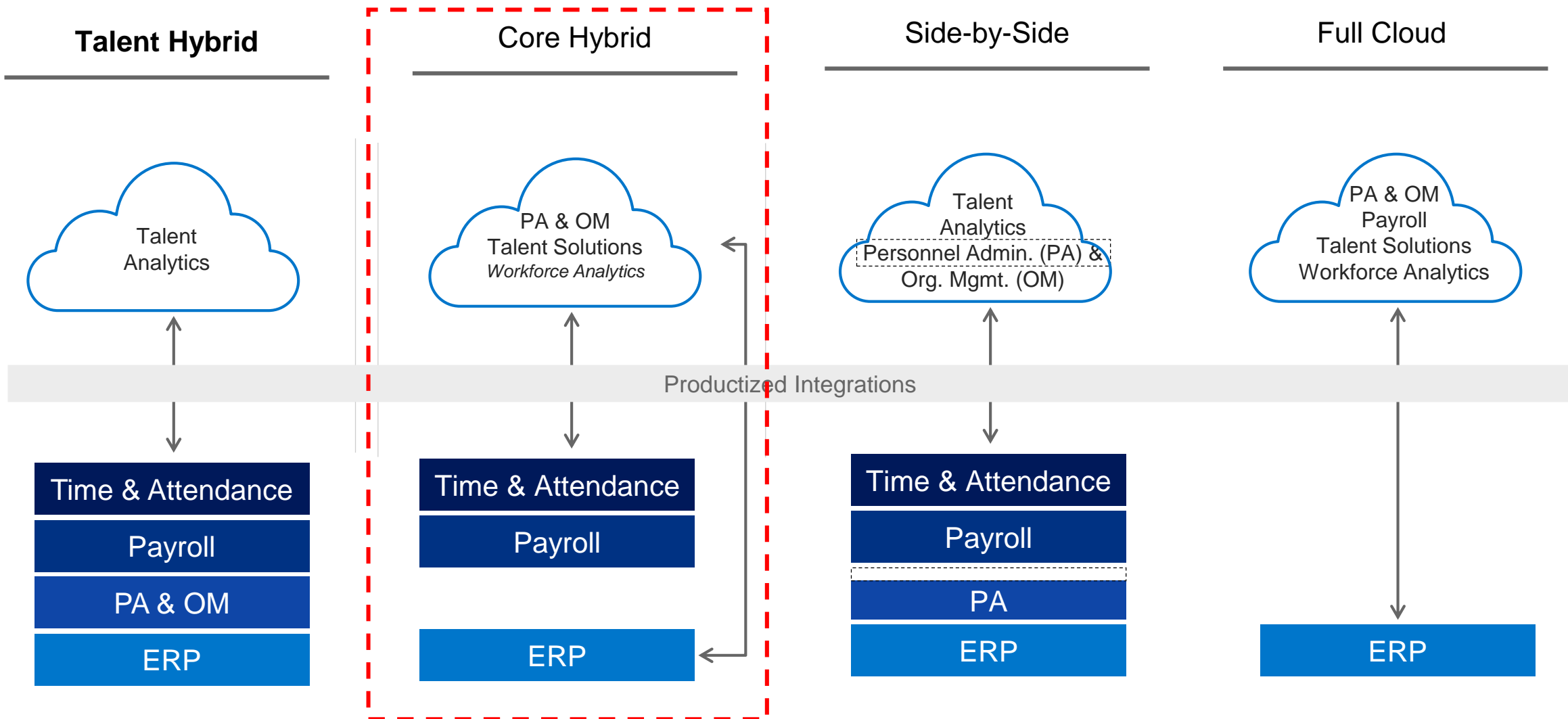


Take Home File

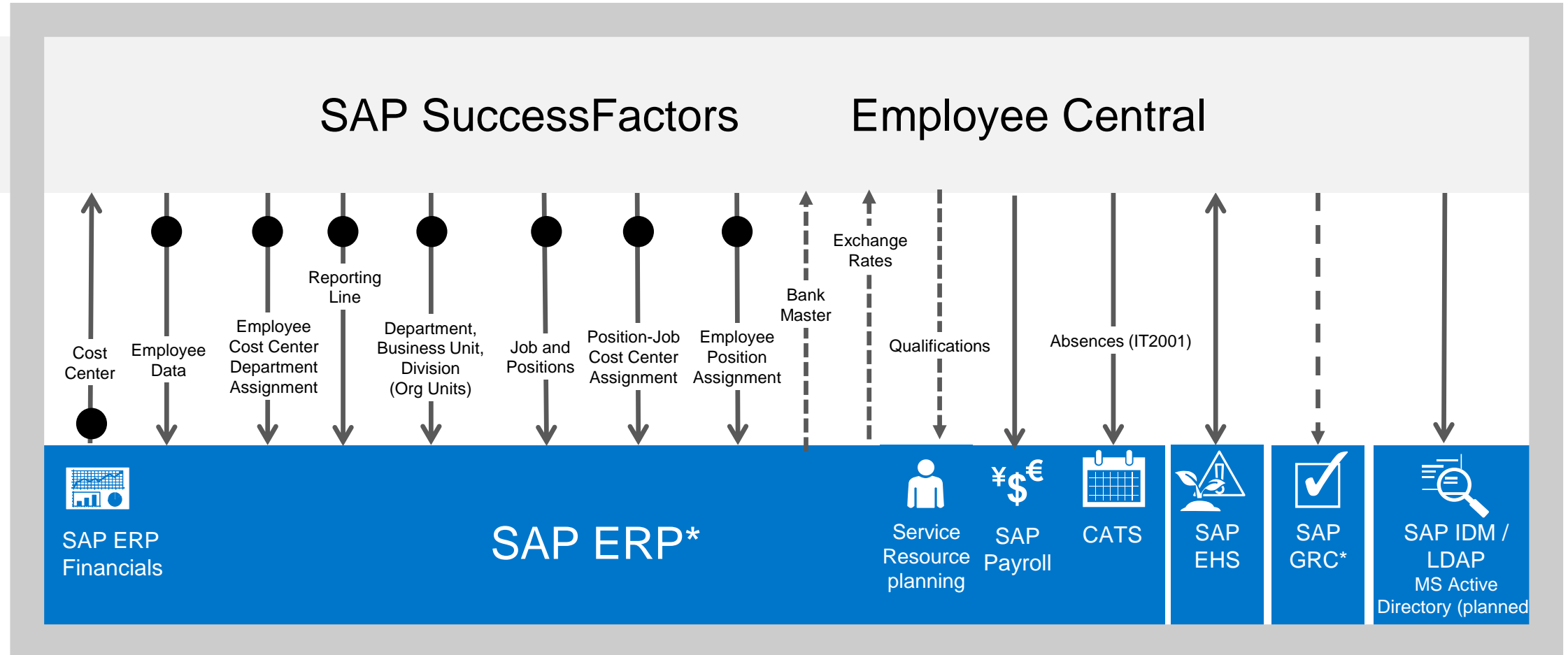
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PCBP's Cloud Deployment Model



Core Hybrid and Full Cloud Integrations



* The same integrations are also valid for S/4HANA On Premise instead of SAP ERP

Productized Integration supported through HCI

- Rapid Deployment Solutions (accelerator) available
- > Partially available/Roadmap (1508 and beyond)

Source: SAP

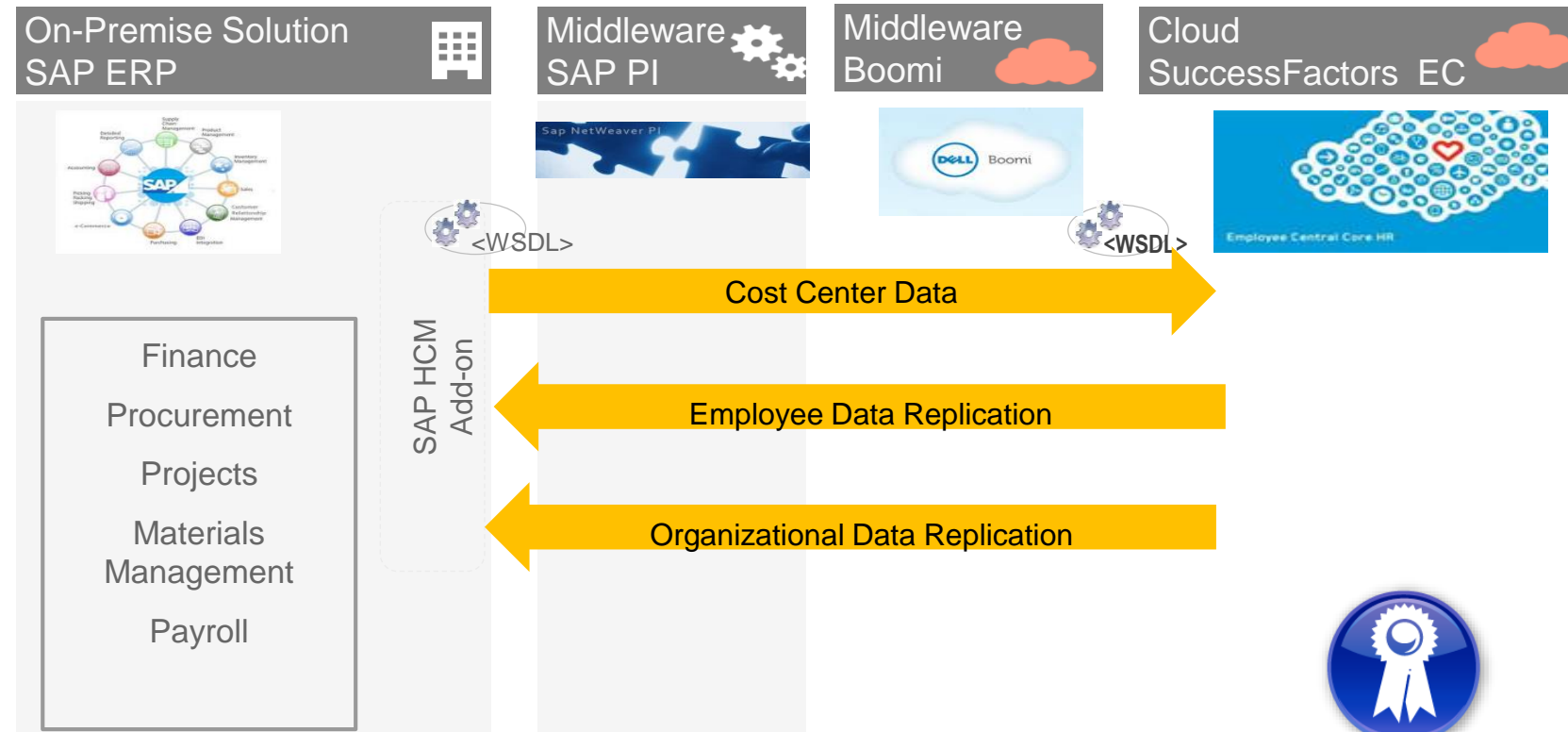
SAP SuccessFactors Employee Central Integration with SAP ERP

Step-by-step Configuration Guides, Business Process Descriptions, Test Cases for the following scenarios:

- These cover integration of employee data, and organizational data, and cost center assignments from Employee Central to SAP ERP, and integration of cost center from SAP ERP to Employee Central.

Highlights:

- Easier and faster integration between the SuccessFactors Employee Central and SAP ERP using SAP Process Orchestration as a router to enable SAP PI as a security concept
- Setup of an end-to-end integration based on best-practice
- Minimization of project risk through a rapid-deployment solution



The RDS leverages available productized integration & documentation (HCM Add-on, Standard Middleware Content) and applies it for a specific scenario configuration description



EC Integration Activities

PREPARE

- Define Integration team
- Finalize Integration approach
- Gather and analyze integration requirements
- System preparation

EXPLORE

- Analyze Integration requirements
- Finalize System prep activities
- Build Integration POC
- Develop EC integration WBs

REALIZE

- Update mapping of EC to SAP fields in WBs
- Translation and transformation rules
- Build Boomi integrations and Unit Test
- Develop Tech Specs
- Build test connections
- Testing Iteration # 2 and 3
- Reconciliation and Validation of integration between EC and SAP

DEPLOY

- Deploy integrations to Production
- Establish Production connections
- Establish production schedule and monitor

Personnel Administration Integration

- Integrate New hires, Changes, and Termination employee data for the following infotypes from EC to SAP HCM:

Infotype	Infotype Name	Integration Type
IT0000	Actions	Standard
IT0001	Org Assignment	Standard
IT0002	Personnel Data	Standard
IT0006	Addresses	Standard
IT0008	Basic Pay	Standard
IT0041	Date specifications	Standard

Organization Management Integration

- New and Updated objects for Org unit, Jobs, and Positions
- OM Relationships (O-O, C-S, S-P, S-K, O-S)

Infotype	Infotype Name	Integration Type
IT1000	Object	Standard
IT1001	Relationships	Standard

PCBP Integration Customizations

- **Map Location to Personnel Area rather than Personnel Area + Personnel Sub Area**
- **Map employee ID to SAP PERNR**
- **Map Pay Scale fields for Canadian Employees**
- **Extensive use of BAdI to update SAP ECC infotypes appropriately**
- **Complex BAdI development to prevent overriding of SAP Time/PY required fields not maintained in Employee Central**

Integration Challenges

- **Integration does not trigger Dynamic Actions**
 - ◊ Legacy processes utilized dynamic actions to populate values in many infotypes automatically
 - ◊ Manual secondary processes are now required to ensure complete Employee data in SAP ECC
- **Timing of Integration jobs while Payroll is running**
 - ◊ Locking employee records
- **Monitoring for errors in integration is cumbersome from SAP ECC perspective**
- **Legacy process for employee transfer between company codes changed to include a Termination and Rehire**



Heads-Up

Integration Lessons Learned

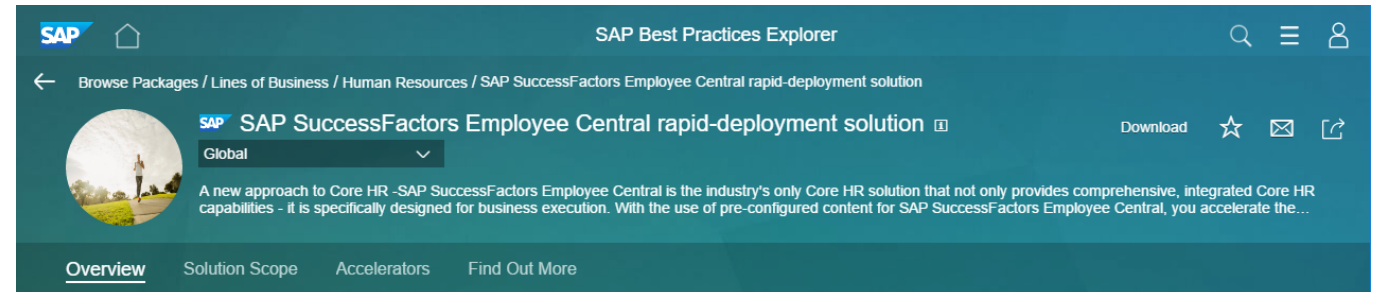
- **Automated reprocessing is available for locked employee records through EC Payroll Integration**
- **Ensure robust testing scripts for early iterations to include Org Object additions/changes as well as Employee Data additions/changes**
- **Ensure organization structure between SAP and SuccessFactors EC are built the same prior to executing baseline integration run**

What We'll Cover

- Making the Decision to Move to the Cloud
- Employee Central Implementation Approach
- SAP to SuccessFactors Employee Central Data Migration
- Integration from SAP SuccessFactors Employee Central to SAP Payroll
- Wrap-up

Where to Find More Information

- Accessing Best Practices for Employee Central on Best Practices Explorer
 - ◆ https://rapid.sap.com/bp/BP_SF_SF_EC and choose the country version you need

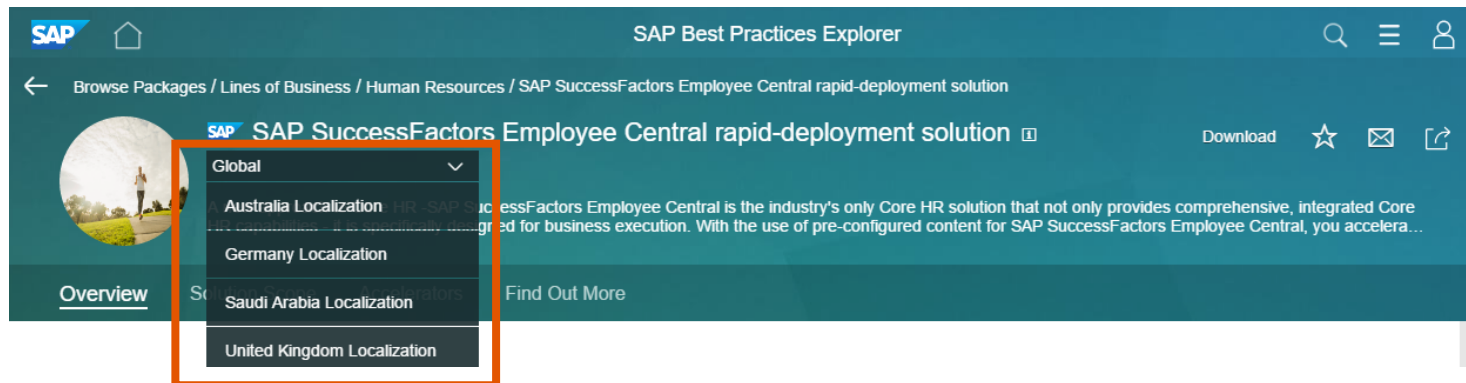


A new approach to Core HR - SAP SuccessFactors Employee Central is the industry's only Core HR solution that not only provides comprehensive, integrated Core HR capabilities - it is specifically designed for business execution.

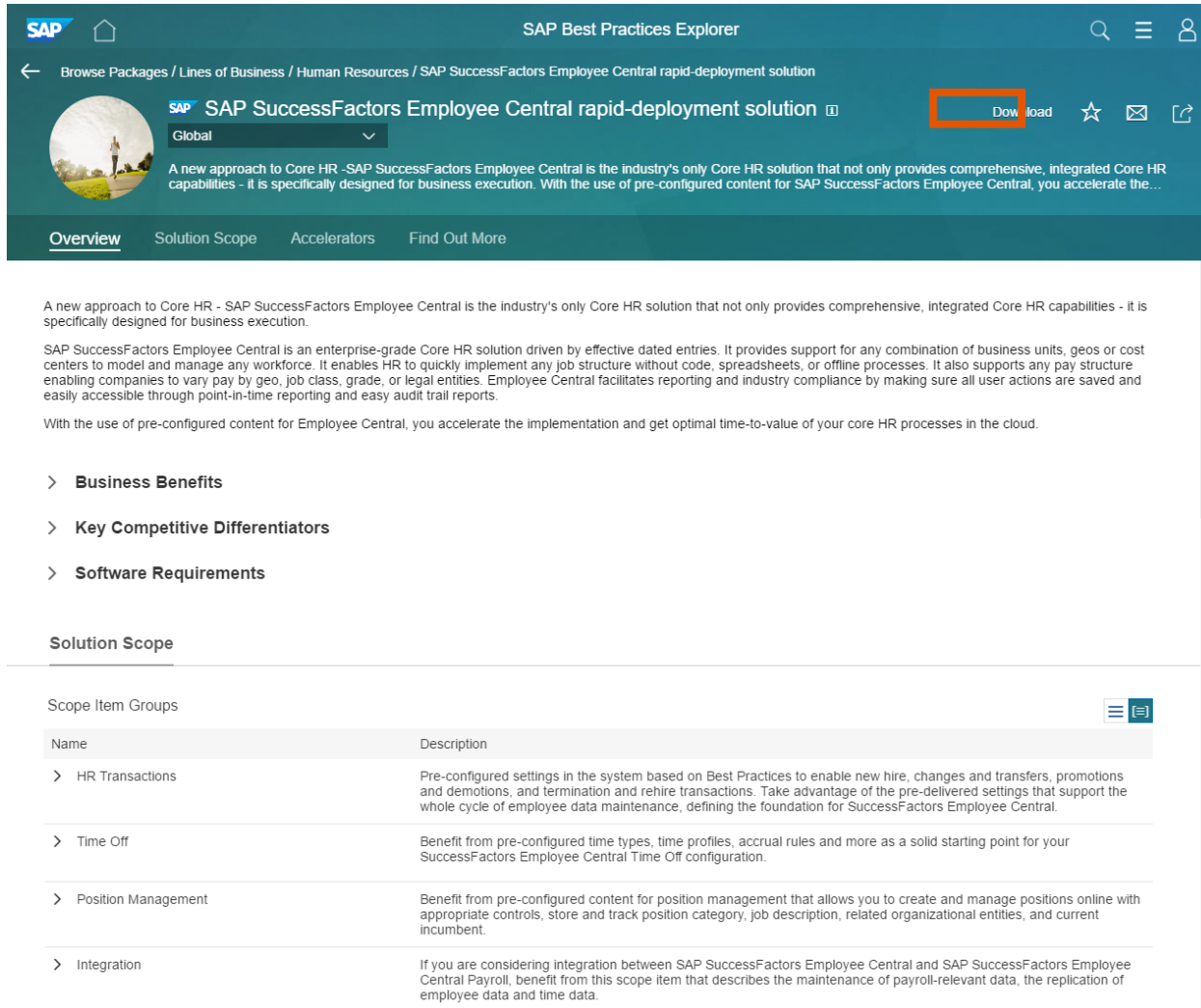
SAP SuccessFactors Employee Central is an enterprise-grade Core HR solution driven by effective dated entries. It provides support for any combination of business units, geos or cost centers to model and manage any workforce. It enables HR to quickly implement any job structure without code, spreadsheets, or offline processes. It also supports any pay structure enabling companies to vary pay by geo, job class, grade, or legal entities. Employee Central facilitates reporting and industry compliance by making sure all user actions are saved and easily accessible through point-in-time reporting and easy audit trail reports.

With the use of pre-configured content for Employee Central, you accelerate the implementation and get optimal time-to-value of your core HR processes in the cloud.

- > Business Benefits
- > Key Competitive Differentiators
- > Software Requirements



Where to Find More Information (cont.)



The screenshot shows the SAP Best Practices Explorer interface for the 'SAP SuccessFactors Employee Central rapid-deployment solution'. The 'Download' button is highlighted with a red box. The interface includes a breadcrumb trail, a search bar, and a navigation menu. The main content area contains a description of the solution and a table of scope item groups.

SAP Best Practices Explorer

Browse Packages / Lines of Business / Human Resources / SAP SuccessFactors Employee Central rapid-deployment solution

SAP SuccessFactors Employee Central rapid-deployment solution **Download** ☆ ✉

Global

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Overview Solution Scope Accelerators Find Out More

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- > **Business Benefits**
- > **Key Competitive Differentiators**
- > **Software Requirements**

Solution Scope

Scope Item Groups ☰

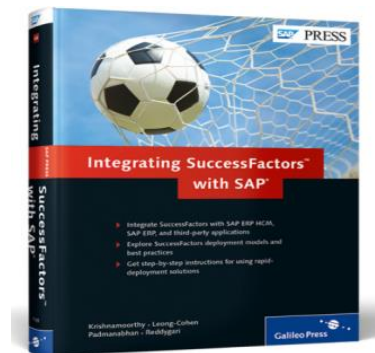
Name	Description
> HR Transactions	Pre-configured settings in the system based on Best Practices to enable new hire, changes and transfers, promotions and demotions, and termination and rehire transactions. Take advantage of the pre-delivered settings that support the whole cycle of employee data maintenance, defining the foundation for SuccessFactors Employee Central.
> Time Off	Benefit from pre-configured time types, time profiles, accrual rules and more as a solid starting point for your SuccessFactors Employee Central Time Off configuration.
> Position Management	Benefit from pre-configured content for position management that allows you to create and manage positions online with appropriate controls, store and track position category, job description, related organizational entities, and current incumbent.
> Integration	If you are considering integration between SAP SuccessFactors Employee Central and SAP SuccessFactors Employee Central Payroll, benefit from this scope item that describes the maintenance of payroll-relevant data, the replication of employee data and time data.

- **Downloading Best Practices for Employee Central on Best Practices Explorer***
 - ◆ **Click on the Download Icon in the right top corner**

* Requires login credentials to access

Where to Find More Information (cont.)

- Integration Add-On for SAP ERP HCM and SuccessFactors HCM Suite on the SAP Help Portal
 - ♦ <http://bit.ly/sapsuccessfactorsintegrationhelp>
- Donna Leong-Cohen, Venki Krishnamoorthy, Prashanth Padmanabhan, Chinni Reddygari, and Vishnu Kandi, *Integrating SuccessFactors with SAP* (SAP PRESS, 2015).
 - ♦ www.sap-press.com/integrating-successfactors-with-sap_3723/



7 Key Points to Take Home

- Utilize SAP SuccessFactors RDS for Employee Central deployments to accelerate configuration time and take advantage of established best practices
- Business rules can help fill gaps in functionality not provided in the RDS
- Extend testing cycles to include end-user community to gauge understanding of end-to-end process as well as how specific data is used in payroll, timekeeping, or benefits processes
- Detail field mapping, employing SAP ECC migration templates as field requirements are defined
- Carefully plan the migration steps to ensure proper sequencing of foundation elements, position data, and employee data
- Employ Data Replication Overview tools as part of initial deployment to ease integration troubleshooting
- Clearly define baseline replication scenarios early on

Your Turn!



Questions?

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Email: Robyn.Musillani@paccoast.com**

Please remember to complete your session evaluation

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