

The Core Hybrid integration model on the example of Cost Centers

10 December 2020



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Introduction

About the article

About the article

This article collects all possible options of integration of Cost Centers and demonstrates which option should be used for the short and the long code of Cost Center for:

- Replication of Cost Centers from SAP ERP to EC;
- Replication of assignment of Organizational Objects to Cost Centers from ERP to EC and from EC to ERP;
- Replication of assignment of Employees to Cost Centers from ERP to EC and from EC to ERP.

The reader will learn:

- How to replicate the short code of Cost Center;
- How to replicate Cost Center with Cost Center Manager and additional analytics;
- How to replicate assignment of Organizational Objects and Employees to Cost Centers without the manual mapping in table PAOCFEC_KMAPCOSC.

Acknowledgements

I would like to thank Deloitte Consultants for reviewing and improving this article:

Artur Avzalov helped develop the initial design described in this article;

Rachana Chokkapu helped structure the article and make it more readable;

Sujit Mallik helped tailor our terminology;

Sven Burow shared his project experience and highlighted important issues from the projects.

Thanks,

Vladimir Latyshenko

Overview of the Core Hybrid deployment model

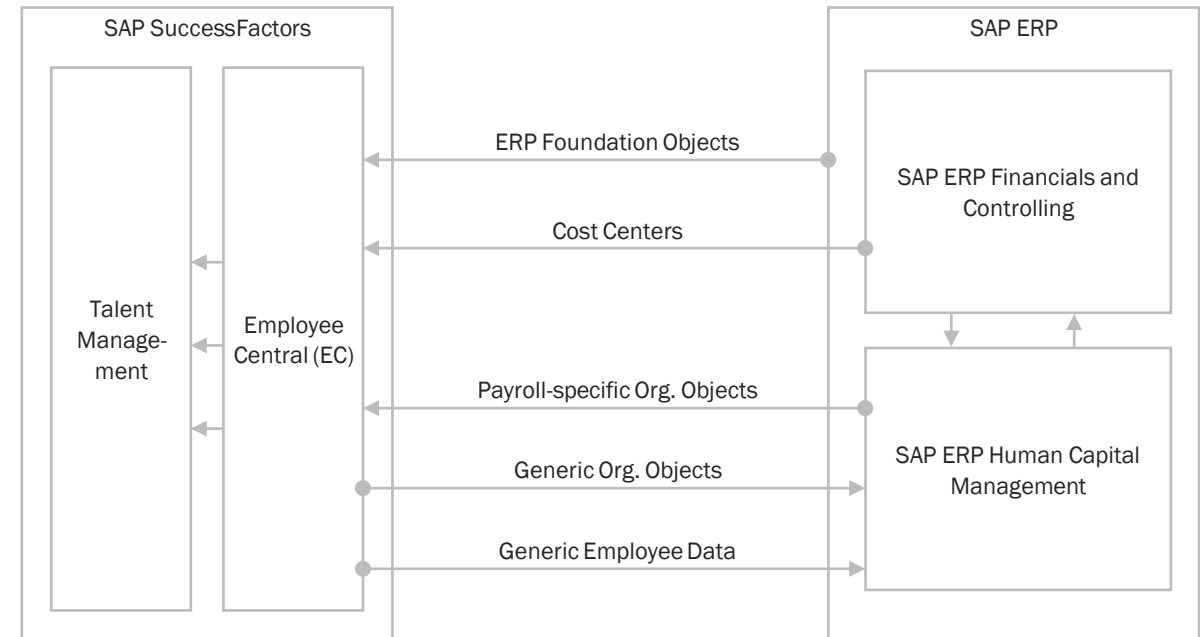
The Core Hybrid deployment model helps divide HR processes between SuccessFactors and SAP ERP HCM in the most efficient way; however, the model requires a complex integration.

HR processes in the Core Hybrid deployment model are divided between SuccessFactors and SAP ERP in the following way:

- **SuccessFactors** is used as the system of record for generic Organizational Objects, generic Employee Data, and Talent Management;
- **SAP ERP** is used as the system of record for ERP Foundation Objects (e.g. table T001 for Company Codes), Cost Centers, payroll-specific Organizational Objects (e.g. object OR for Legal Entities), payroll-specific Employee Data (e.g. some Additional Payments), Time Management, and Payroll.

The model requires SAP Cloud Platform Integration (CPI) as the middleware.

- ① Read the [Implementation Design Principles](#) before designing the Core Hybrid model.



Steps of the Core Hybrid model for integration of Cost Centers

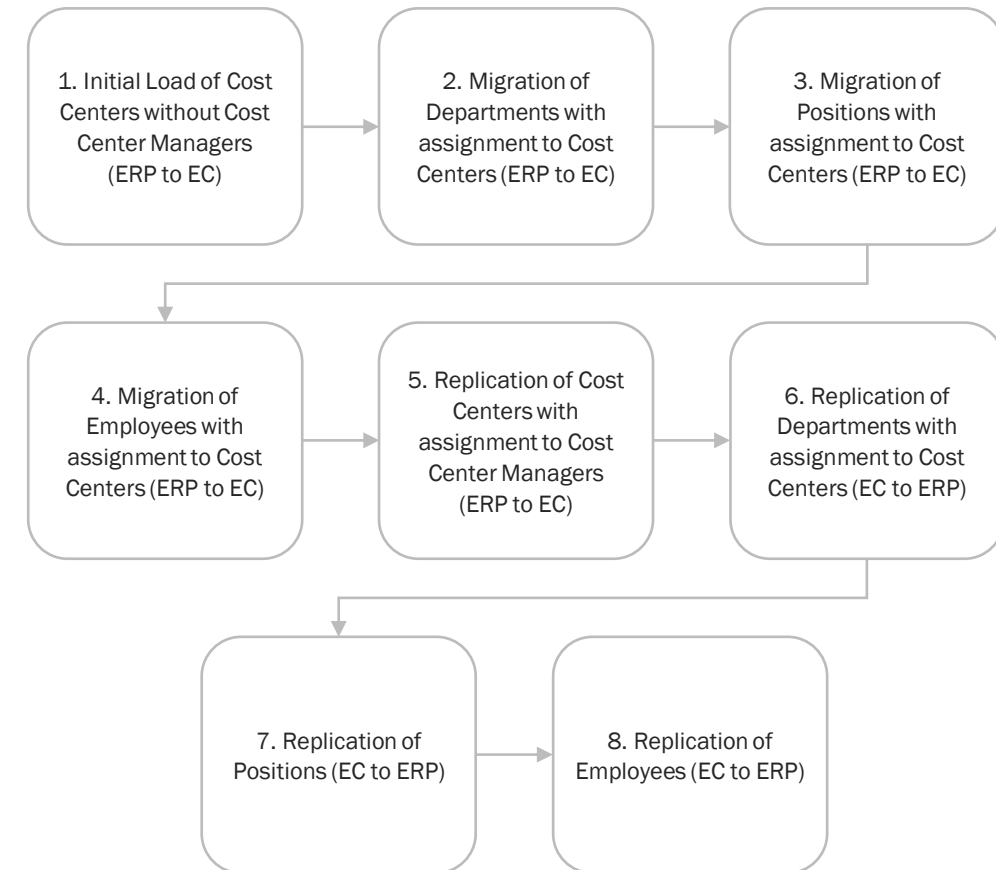
The basic principle of data replication says that **an object is always replicated before an assignment to the object**. For example, a Cost Center is assigned to a Legal Entity, so the Legal Entity must be replicated before the Cost Center.

Here we demonstrate the sequence of replication of Cost Centers and assignment to Cost Centers when the Core Hybrid model is deployed over a live SAP ERP HCM.

The key programs in SAP ERP per each step:

- 1: ODTF_REPL_CC_CSV
- 2,3: ECPAO_OM_OBJECT_EXTRACTION
- 4: ECPAO_EMPL_EXTRACTION
- 5: ODTF_REPL_CC
- 6,7: RH_SFIOM_ORG_OBJ_REPL_QUERY
- 8: ECPAO_EE_ORG_REPL_QUERY

❗ Look through the Implementation Guide in the Reference List before implementing the replication.



Replication of Cost Centers from ERP to EC

Replication chain for Cost Centers (ERP to EC)

Cost Centers are stored in table **CSKS** and replicated to Employee Central with program **ODTF_REPL_CC**, using the IDoc technology.

In SAP ERP, all conversions for replication of Cost Centers are done with use of BAdI **ODTF_CO_REPL_IDOC_COST_CENTERS**.

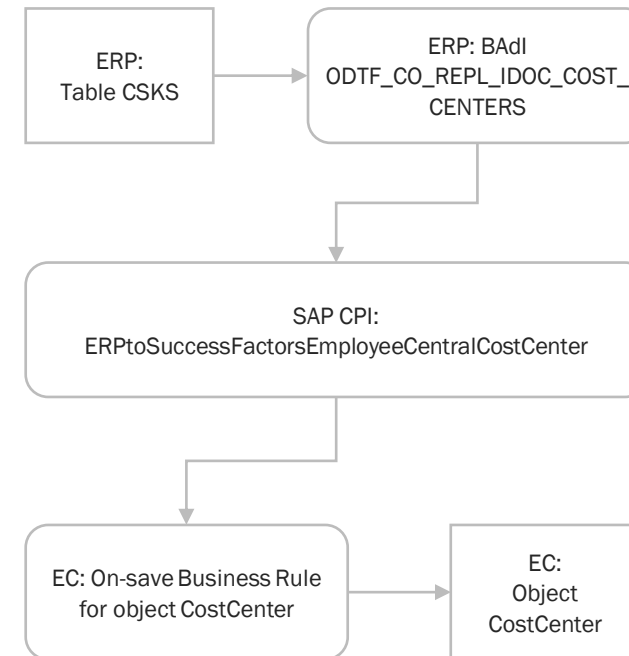
Fields **legalEntity**, **costCenterManager**, and **costCenterExternalObjectId** are mapped in SAP CPI in package **ERPtoSuccessFactorsEmployeeCentralCostCenter** in Externalized Parameters.

In EC, on-save **Business Rules for MDF Based Objects** with purpose Evaluate can be used for additional data enrichment.

Lessons learned:

- ① Replication of the short code of Cost Center as the key field is acceptable if there is one Controlling Area.
- ① Cost Center Managers can be replicated only with BAdI.
- ① Additional custom analytics of Cost Centers can be replicated only via field **costCenterExternalObjectId**.

See examples in the Appendix.



Migration of Organizational Objects from ERP to EC

Migration chain for Organizational Objects on the example of Cost Centers (ERP to EC)

In SAP ERP HCM, assignment of Organizational Objects to Cost Centers is stored in **infotype 1001, subtype A011**, in the format 1234567°°°ABCD, where the first 10 characters represent the short code of Cost Center and characters from 11 to 14 represent the code of Controlling Area.

By default, program **ECPAO_OM_OBJECT_EXTRACTION** extracts the assignment to Cost Centers in the KOKRSKOSTL format, i.e. ABCD1234567.

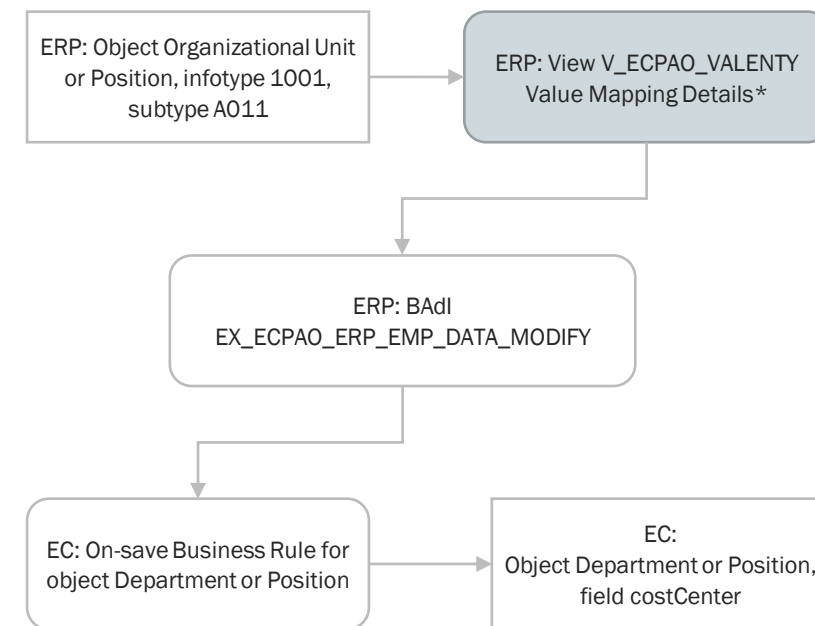
If we migrate the short code of Cost Center, then the first four characters should be cut off. The conversion is done with use of BAdI **EX_ECPAO_ERP_EMP_DATA_MODIFY**.

We do not recommend using table **V_ECPAO_VALENTY** and value mapping type “Standard Mapping” for Cost Centers; however, the guide says it is acceptable (5, § 4.3.5.2, p. 101-102).

In EC, on-save **Business Rules for MDF Based Objects** with purpose Evaluate can be used for the data enrichment.

① Positions of Cost Center Managers can be inherited to Matrix Position and used for workflows and permissions.

See examples in the Appendix.



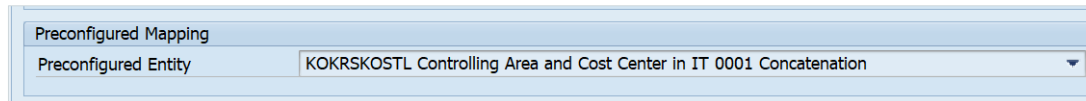
* Grayed out are the steps that are normally not required for Cost Centers

Migration of Employee Data from ERP to EC

Migration chain for Employee Data on the example of Cost Centers (ERP to EC)

In SAP ERP HCM, assignment of Employees to Cost Centers is stored in **infotype 0001**, in the short format e.g. value 1234567. No conversion is required if we use the same format in EC.

Program **ECPAO_EMPL_EXTRACTION** can prepend the value with the code of Controlling Area. The conversion is configured in cluster **VC_ECPAO_MAP**, view Primary Mapping, section Preconfigured Mapping, option “KOKRSKOSTL Controlling Area and Cost Center in IT 0001 Concatenation”, as shown in the example below:

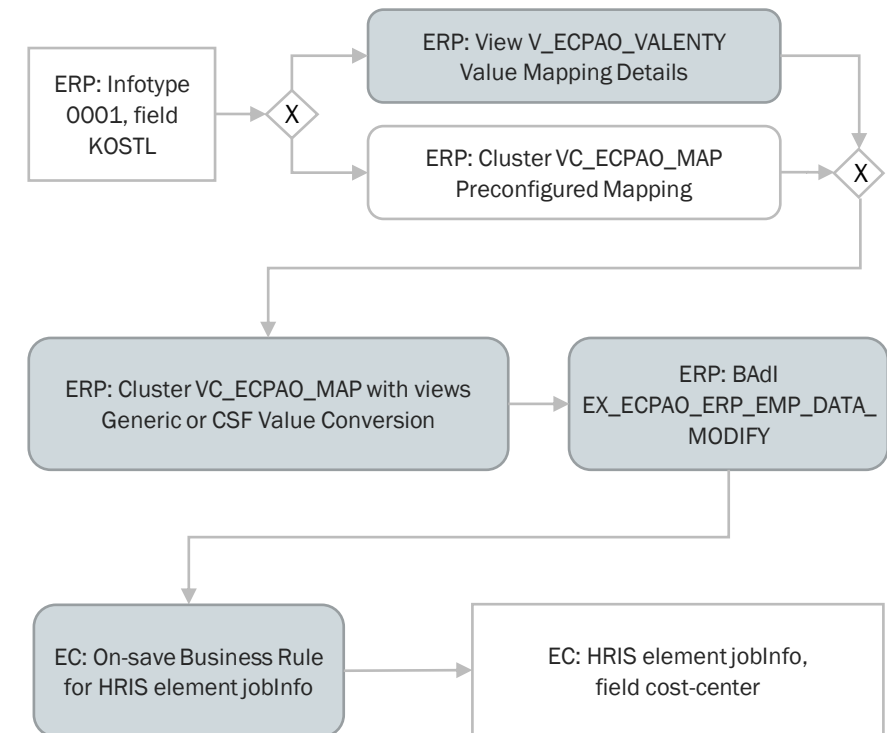


Generic and CSF Value Conversion is available for migration of Employee Data.

❶ Results of all value conversion can be checked at the call of BAdI **EX_ECPAO_ERP_EMP_DATA_MODIFY**. The BAdI itself can be also used for complex conversions.

In EC, **Business Rules with scenario “Basic”** and Base Object “Job Information” can be used for additional data enrichment, which requires Role-Based Permission “Employee Central Import Settings”.

See examples in the Appendix.



Replication of Organizational Objects from EC to ERP

Replication of Employee Data from EC to ERP

Replication chain for Employees on the example of Cost Centers (EC to ERP)

Program `ECPAO_EE_ORG_REPL_QUERY` requests Employee Data from Employee Central, converts the data and saves it to SAP ERP HCM.

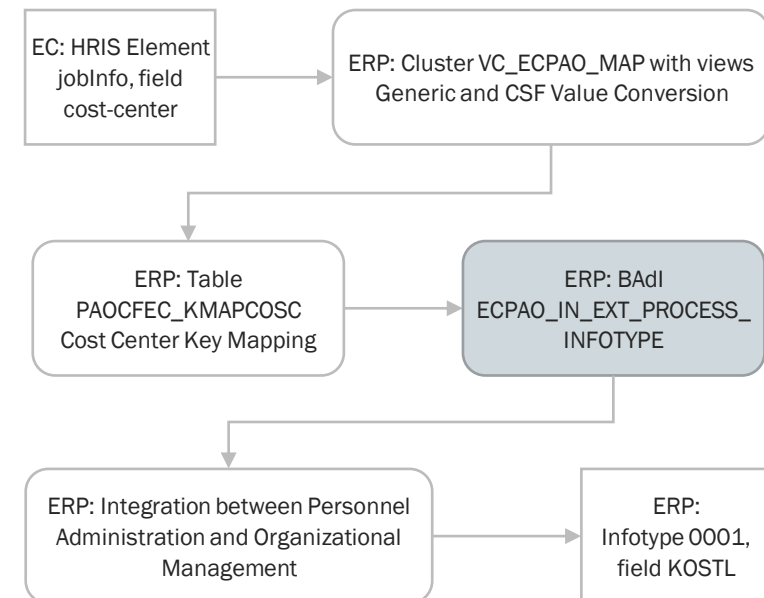
If switch **PLOGI ORGA** is enabled and feature PLOGI is accordingly configured, then assignment of Employee to Job, Organizational Unit and Cost Center is updated every time, when the assignment of Employee to Position and respective relationships B007, A003 and A011 are updated.

If feature **PLOGI** excludes some Personnel Numbers (e.g. Contingent Workers) from the integration with Organizational Management, then the organizational assignment should be replicated from HRIS element Job Information. The separate transformation template is defined in cluster `VC_ECPAO_QRY_CFG`.

Generic Value Conversion should be done in cluster `VC_ECPAO_MAP` for the long `KOKRSKOSTL` code of Cost Center.

Alternatively, field `costCenterExternalObjectId` of generic object Cost Center can be used to replace the long codes of Cost Center with the short ones. This option can be enabled in cluster `VC_ECPAO_QRY_CFG`.

Finally, table `PAOCFEC_KMAPCOSC` can always be used to maintain manual mapping if an automatic conversion is not possible.



Conclusion

Conclusion and Lessons learned

Deployment of the Core Hybrid model requires at least the following integrations:

- Transfer of ERP Foundation Objects from ERP to EC
- Replication of Cost Centers from ERP to EC
- Migration of Organizational Objects from ERP to EC
- Migration of generic Employee Data from ERP to EC
- Replication of generic Organizational Objects from EC to ERP
- Replication of generic Employee Data from EC to ERP

Lessons learned:

- ① Use of the short code of Cost Center (e.g. 1234567) in Employee Central is acceptable if there is one Controlling Area.
- ① Cost Center Managers can be replicated only with BAdI.
- ① Positions of Cost Center Managers can be inherited to Matrix Position and used for workflows and permissions.
- ① Additional custom analytics of Cost Centers can be replicated only via field `costCenterExternalObjectId`.
- ① An Implicit Enhancement can be used as a workaround for replication of Organizational Objects with Cost Centers (from EC to ERP).



Wrap-Up

Question & Answer

Appendix

Alternative Cost Centers

Alternative Cost Centers are used to overwrite the Main Cost Center for a certain percentage and period of time.

The table below shows where the Alternative Cost Centers are stored in SAP ERP HCM and Employee Central.

	SAP ERP HCM	Employee Central
Organizational Objects	Infotype 1018	Custom Composite One-to-many Child Object
Employees	Infotype 0027	Object EmpCostDistribution

For details about replication of the Alternative Cost Centers, see the following guides.

	Migration to Employee Central	Replication from Employee Central
Org. Objects	“Replicating Organizational Data from SAP ERP HCM to Employee Central Using SAP Cloud Platform Integration as the Middleware” , § 4.3.3, p. 85-86	“Replicating Organizational Objects from Employee Central to SAP ERP HCM” , § 6.3.11.3, p. 124-128 and video “How to Define the Field Mapping for Replication of Cost Distribution for Positions from Employee Central”
Employees	“Replicating Employee Data from SAP ERP HCM to Employee Central Using SAP Cloud Platform Integration as the Middleware” , § 5.4.2.1.2, p. 171-172	“Replicating Employee Master Data and Organizational Assignments from Employee Central to SAP ERP HCM” , § 6.2.1, p. 168

Conversion of Cost Center Manager from ERP to EC format (1/2)

In Employee Central, the Cost Center Manager is stored in object CostCenter, field **costCenterManager** in the format of userID, e.g. **00001234**.

In SAP ERP Controlling, as a rule, the Cost Center Manager is stored in table CSKS, field **VERAK_USER** in the SAP-username format, e.g. **CGRANT**.

As we can see, fields **costCenterManager** and **VERAK_USER** have different values.

Moreover, field **VERAK_USER**, as a rule, is time-independent and does not check the assignment of Personnel Number (e.g. 00001234) to the user (e.g. CGRANT); on the contrary, field **costCenterManager** always checks if the Employee is active on the start date of the record of the Cost Center.

Therefore, program **ODTF_REPL_CC** can replicate the Cost Center Manager only with used of BAdI:

The screenshot shows a configuration dialog titled "Responsible Manager" with the following options:

- Read Employee ID from Field 'User Responsible'
- Read Employee ID from Field 'Person Responsible'
- Set Responsible Manager in BAdI
- Leave all manager related fields empty

Below the radio buttons, there is a section labeled "Logical System" with an empty text input field.

At the bottom, there is a checkbox labeled "Responsible Manager is mandatory" which is currently unchecked.

Conversion of Cost Center Manager from ERP to EC format (2/2)

```
METHOD if_odtf_co_repl_idoc_cost_cent~modify_cost_center_extractor.
DATA:
  lt_p0000    TYPE STANDARD TABLE OF p0000,
  ls_p0000    TYPE p0000,
  lv_pernr    TYPE pernr_d,
  lv_start_old TYPE datum,
  lv_start_new TYPE datum.
LOOP AT cs_cost_centers_idoc-cost_centre ASSIGNING FIELD-SYMBOL(<ls_cost_centre>).
  LOOP AT <ls_cost_centre>-cost_centre_attributes
    ASSIGNING FIELD-SYMBOL(<ls_cost_centre_attributes>).
    CLEAR: lv_pernr,lv_start_new,lv_start_old.
    CALL FUNCTION 'ODTF_CC_GET_PERNR_FOR_USER'
      EXPORTING
        user = <ls_cost_centre_attributes>-ass_mgr_ee_user_account_id
      IMPORTING
        pernr = <ls_cost_centre_attributes>-ass_mgr_ee_text.
    IF sy-subrc <> 0.
      CLEAR <ls_cost_centre_attributes>-ass_mgr_ee_text.
    ELSE.
      WRITE <ls_cost_centre_attributes>-ass_mgr_ee_text TO lv_pernr.
      lv_start_old = <ls_cost_centre_attributes>-validity_period_start_date.
      READ TABLE lt_p0000 TRANSPORTING NO FIELDS WITH KEY pernr = lv_pernr.
      IF sy-subrc = 4.
        CALL FUNCTION 'HR_READ_INFOTYPE'
          EXPORTING
            tclas    = 'A'
            pernr    = lv_pernr
            infy     = '0000'
            begda    = '19000101'
            endda    = '99991231'
          TABLES
            infy_tab = lt_p0000
          EXCEPTIONS
            infy_not_found = 1
            invalid_input  = 2
            OTHERS         = 3.
```

```
METHOD if_odtf_co_repl_idoc_cost_cent~modify_cost_center_extractor.
DATA:
  lt_p0000    TYPE STANDARD TABLE OF p0000,
  ls_p0000    TYPE p0000,
  lv_pernr    TYPE pernr_d,
  lv_start_old TYPE datum,
  lv_start_new TYPE datum.
LOOP AT cs_cost_centers_idoc-cost_centre ASSIGNING FIELD-SYMBOL(<ls_cost_centre>).
  LOOP AT <ls_cost_centre>-cost_centre_attributes
    ASSIGNING FIELD-SYMBOL(<ls_cost_centre_attributes>).
    CLEAR: lv_pernr,lv_start_new,lv_start_old.
    CALL FUNCTION 'ODTF_CC_GET_PERNR_FOR_USER'
      EXPORTING
        user = <ls_cost_centre_attributes>-ass_mgr_ee_user_account_id
      IMPORTING
        pernr = <ls_cost_centre_attributes>-ass_mgr_ee_text.
    IF sy-subrc <> 0.
      CLEAR <ls_cost_centre_attributes>-ass_mgr_ee_text.
    ELSE.
      WRITE <ls_cost_centre_attributes>-ass_mgr_ee_text TO lv_pernr.
      lv_start_old = <ls_cost_centre_attributes>-validity_period_start_date.
      READ TABLE lt_p0000 TRANSPORTING NO FIELDS WITH KEY pernr = lv_pernr.
      IF sy-subrc = 4.
        CALL FUNCTION 'HR_READ_INFOTYPE'
          EXPORTING
            tclas    = 'A'
            pernr    = lv_pernr
            infy     = '0000'
            begda    = '19000101'
            endda    = '99991231'
          TABLES
            infy_tab = lt_p0000
          EXCEPTIONS
            infy_not_found = 1
            invalid_input  = 2
            OTHERS         = 3.
```


Replacement of the long code of Cost Center with the short one

Program `ODTF_REPL_CC` extracts both the short and the long format of Cost Center (e.g. `1234567` and `ABCD1234567`, where ABCD is Controlling Area).

By default, the long code of Cost Center is used as the key field; however, if there is one Controlling Area, it is acceptable to use the short code of Cost Center as the key field. The short code of Cost Center should not be used if there are two and more Controlling Areas.

We recommend using the long code of Cost Center as the key field.

BAdI `ODTF_CO_REPL_IDOC_COST_CENTERS` can be used to replace the long code of Cost Center with the short one, as shown below:

```
METHOD if_odtf_co_repl_idoc_cost_cent~modify_cost_center_extractor.  
  LOOP AT cs_cost_centers_idoc-cost_centre ASSIGNING FIELD-  
SYMBOL(<ls_cost_centre>).  
  <ls_cost_centre>-remote_object_id = <ls_cost_centre>-  
remote_external_object_id.  
  ENDMETHOD.  
ENDMETHOD.
```

Data enrichment for Cost Centers

Let us assume that the codes of Cost Centers are meaningful.

For example, the fifth character of Cost Center represents the Business Unit. For example, Cost Centers ABCDZ234567 and ABCDY234567 should be associated to Business Unit **CORP**.

In this case, we can build this logic into the definition of Business Unit with use of a Custom Composite One-to-many Child Object, for example object `cust_FifthCharOfCostCenterCode`, as shown below:

Business Unit: Corporate (CORP)

* Start Date 01/01/2016

* Business Unit Code CORP

Business Unit Name Corporate

Description Corporate

* Status Active

Head of Unit Jordan Robinson (jrobinson)

The Fifth character in the code of Cost Center

externalCode	Comments
Z	
Y	

Now an on-save Business Rule can use the object to assign Cost Centers to Business Units, as shown below:

```
rule()
{
  if(true)
  {
    CostCenter.cust_toBusinessUnit = lookup("cust_FifthCharOfCostCenterCode","parent","",
      ["externalCode","==" ,substring(text:CostCenter.externalCode,start:"5",length:"1"),"" ,"]);
  }
}
```

Replication of additional analytics for Cost Centers

Let us assume that field `costCenterExternalObjectId` is not required for the short code of Cost Center. (Field `costCenterExternalObjectId` can be used for replication of Employee Data from EC to ERP, which is enabled in cluster VC_ECPAO_QRY_CFG)

If this is the case, we can use field `costCenterExternalObjectId` for replication of additional parameters of Cost Center.

Afterwards, the parameters can be used to assign Cost Center to additional objects (e.g. `cust_Location` or `Division`), as we have shown on the previous slide.

```
METHOD if_odtf_co_repl_idoc_cost_cent~modify_cost_center_extractor.  
  LOOP AT cs_cost_centers_idoc-cost_centre ASSIGNING FIELD-SYMBOL(<ls_cost_centre>).  
    <ls_cost_centre>-remote_external_object_id = 'Additional parameters of Cost Center'.  
  ENDLOOP.  
ENDMETHOD.
```

Replacement of the long code of Cost Center with the short one (For Departments and Positions. From ERP to EC)

By default, program `ECPAO_OM_OBJECT_EXTRACTION` extracts the assignment of Organizational Objects to Cost Centers in the long KOKRSKOSTL format, i.e. ABCD1234567.

No conversion is required if we replicate Cost Centers in the long format.

However, if we replicate the short code of Cost Center, then we need to cut off the first four characters, which are used for Controlling Area.

BAdI `EX_ECPAO_ERP_EMP_DATA_MODIFY` is used to the conversion, as shown in the following example.

We recommend using the long code of Cost Center as the key field.

```
METHOD if_ecpao_erp_emp_data_update~modify_om_object_data.  
  IF iv_template_id = 'WS_OM_DEP'.  
    LOOP AT ct_om_object_data ASSIGNING FIELD-SYMBOL(<ls_om_object_data>).  
      IF <ls_om_object_data>-ec_field_id = 'costCenter'.  
        <ls_om_object_data>-value = <ls_om_object_data>-value+4(10).  
      ENDIF.  
    ENDLOOP.  
  ENDIF.  
ENDMETHOD.
```

Inheritance of Cost Center from the parent Department (For Departments and Positions. From ERP to EC)

Let us assume that Positions always inherit Cost Center from Department, which means that relationship A011 is not stored for Positions in SAP ERP HCM.

In this case, the migration of assignment of Positions to Cost Center is done with use of an on-save Business Rule, as shown in the example below:

```
rule()
{
  if(true)
  {
    Position.costCenter = Position.department.costCenter;
  }
}
```

Other examples of successful data enrichments for Organizational Objects:

- Inheritance of fields from parent objects;
- Matrix Positions, which can be used for workflows and permissions;
- Searchable fields, which can be used for selection of objects.

Inheritance of Matrix Position of Cost Center Manager (For Positions. From ERP to EC)

Matrix relationship with Position of Cost Center Manager (i.e. Matrix Position) can be used for **workflows** and **permissions**.

Evaluation of the Matrix Positions requires the following data: association **parentPosition**, assignment of Cost Center to **Cost Center Manager**, assignment of Employee to **Position**.

Employee Central allows creating a matrix relationship if only the Matrix Position is not equal to the Position and does not lie in the hierarchy below the Position, i.e. the Position is not a manager or manager of manager etc. for the Matrix Position.

Here is an example of the on-save Business Rule for evaluation of the matrix relationship with Cost Center Manager.

```
rule()
{
  var var_newCCM = Position.costCenter.costCenterManager.jobInfo.position;
  var var_currentCCM = Position.positionMatrixRelationship(#matrixRelationshipType ==
    "CCM"#[0].relatedPosition;

  if(literal(var_currentCCM) == null
    && (unliteral(Position) == var_newCCM || unliteral(Position) == var_newCCM.parentPosition))
  {
    Position.addAssociation(associationName:"positionMatrixRelationship",association:new
      (parent:Position,relatedPosition:Position.parentPosition,matrixRelationshipType:"CCM"));
  }
  else if(literal(var_currentCCM) != null
    && (unliteral(Position) == var_newCCM || unliteral(Position) == var_newCCM.parentPosition))
  {
    Position.positionMatrixRelationship(#matrixRelationshipType == "CCM"#[0].relatedPosition =
      Position.parentPosition;
  }
  else if(literal(var_currentCCM) == null)
  {
    Position.addAssociation(associationName:"positionMatrixRelationship",association:new
      (parent:Position,relatedPosition:var_newCCM,matrixRelationshipType:"CCM"));
  }
  else if(literal(var_currentCCM) != null)
  {
    Position.positionMatrixRelationship(#matrixRelationshipType == "CCM"#[0].relatedPosition =
      var_newCCM;
  }
}
```

Automatic conversion of assignment to Cost Centers (For Organizational Units and Positions. From EC to ERP)

In SAP ERP HCM, assignment of Organizational Objects to Cost Centers is stored in format 1234567°°°ABCD with the space(s) in between if the short code of Cost Center is less than 10 characters.

Automatic conversion into the ERP format is delivered only for the long codes of Cost Centers that are exactly 14 characters long, assuming format ABCD1234567890, where the first four characters represent Controlling Area and characters from 5 to 14 represent Cost Center.

All other cases require manual mapping of Cost Centers with use of table PAOCFEC_KMAPCOSC.

Automatic conversion of Cost Centers that are less than 14 characters long can be done only with an Implicit Enhancement of method
IF_ECPAO_SFI_VALUE_MAPPER~MAP_EC_VALUE_TO_ERP_VALUE of class CL_SFIOM_GENRQ_VALMAP_COSTCTR.

The Implicit Enhancement should be placed at the beginning of the method.

ENHANCEMENT 1 ZENH_MAP_EC_VALUE_TO_ERP_VALUE.

DATA:

```
BEGIN OF ls_korks_kostl,  
korks TYPE kokrs,  
kostl TYPE kostl,  
END OF ls_korks_kostl,  
lv_length_cc TYPE i.
```

```
lv_length_cc = strlen( iv_ec_value ).
```

```
SELECT SINGLE kokrs kostl  
FROM CSKS
```

```
INTO ls_korks_kostl
```

```
WHERE kokrs = iv_ec_value(4) AND kostl = iv_ec_value+4(10).
```

```
IF sy-subrc = 0 AND lv_length_cc LT 14.
```

```
rv_erp_value(10) = ls_korks_kostl-kostl.
```

```
rv_erp_value+10(4) = ls_korks_kostl-korks.
```

```
RETURN.
```

```
ELSE.
```

```
SELECT SINGLE kokrs kostl
```

```
FROM CSKS
```

```
INTO ls_korks_kostl
```

```
WHERE kostl = iv_ec_value AND kokrs = 'ABCD'. "Assuming that only Controlling
```

Area ABCD is used

```
IF sy-subrc = 0 AND lv_length_cc LE 10.
```

```
rv_erp_value(10) = ls_korks_kostl-kostl.
```

```
rv_erp_value+10(4) = ls_korks_kostl-korks.
```

```
RETURN.
```

```
ENDIF.
```

```
ENDIF.
```

```
ENDENHANCEMENT.
```

Corresponding attributes of cluster VC_ECPAO_QRY_CFG and feature PLOGI (For Employee Data. From EC to ERP)

Cluster VC_ECPAO_QRY_CFG is used to include Employees into the replication from Employee Central to SAP ERP HCM.

Feature PLOGI is used to include Personnel Numbers into the synchronization of organizational assignment from SAP ERP HCM Organizational Management.

If feature PLOGI excludes some Personnel Numbers, e.g. Contingent Workers, from the integration with Organizational Management, then the organizational assignment should be replicated from HRIS element Job Information with a separate transformation template.

Here we compare query parameters of the cluster with corresponding attributes of feature PLOGI.

Query parameters of cluster VC_ECPAO_QRY_CFG	Attributes of feature PLOGI
Type of Workforce (Employees / Contingent Workers / both)	—
Country	Country Grouping
Company	Company Code
Employee Class	Employee Group

Conversion of value ABCD1234567 value 1234567 (For Employee Data. From EC to ERP)

Generic Value Conversion in cluster VC_ECPAO_MAP is used for conversion of the long KOKRSKOSTL code of Cost Center to the short one, e.g. value ABCD1234567 to value 1234567.

The conversion is available for replication from EC to ERP.

Here we show an example of the conversion.

Seq. #	Operation	Parameter 1	Par. 2	Par. with field	Dir.
1	Edit using pattern	____:_____			EC to ERP
2	Split after string/character	;			EC to ERP

Glossary

Replication	Regular replication in the Core Hybrid deployment model, e.g. Cost Centers from ERP to EC, Organizational Objects and Employees from EC to ERP
Assignment	An assignment of one object to another with use of field or association
EC	SAP SuccessFactors Employee Central
ERP	Depending on the context, either SAP ERP or SAP ERP HCM
Short code of Cost Center	The code of Cost Center without the Controlling Area in it (e.g. 1234567)
Long code of Cost Center	The unique code of Cost Center, when the short code of Cost Center is prepended with Controlling Area (e.g. ABCD1234567)
ERP Foundation Objects	Objects that are configured in SAP ERP tables and transferred to Employee Central with use of transaction ECPAO_TRANS_FO_OBJ
Initial Load	Initial transfer of objects without assignment to other objects
Main Cost Center	Assignment of Organizational Objects and Employees to Main Cost Center
Migration	Transfer of data from ERP to EC for deployment of the Core Hybrid model
On-save Business Rule	A Business Rule triggered by the onSave event. For Generic Objects, it is the rule with scenario “Rules for MDF Based Objects” and purpose Evaluate. For Employees, it is the rule with scenario “Basic” and Base Object “Job Information”.

Reference List

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Thank You!

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