

Q2 2019 SuccessFactors Review

**Suite Integration - EP, API,
EC-ERP, S/4HANA**

- Stephen Hammond

The integration of SuccessFactors with other applications is an area that is rapidly expanding and developing, and the Q2 2019 release provides further enhancements in the areas of API (Application Programming Interface), integration and migration, Business Configuration user interface, and the management of contingent workers.

ODATA API

A new ODATA (Open Data Protocol) function import `getWorkflowPendingData`, which was previously available only in beta, is now fully available. This API could be of use if you are looking to extend workflow approval processes via Cloud Platform Integration.

On the `EmpEmployment` (employee employment information) entity, there is a new indicator property `'hiringNotCompleted'`, which allows you to filter on employees who have been created via Onboarding 2.0 but have not completed the 'Manage Pending Hire' process- useful if you need to trigger a follow-on process to chase these up for completion.

Employee Central Imports

Previously SuccessFactors would suppress identical records for Job Information and Personal Information during the insertion of Employee Central (EC) employee data. This was problematic, because if underlying child object data such as global data had changed on a given date, then there was no way to import the child data without the corresponding Personal Information record having been created. This has now been fixed. Job Information and Personal Information records can now be inserted during import, even if their data has not changed, which allows the child record with the changed data to subsequently be inserted. As the rule is processed only in the actual context defined, the process becomes both faster and efficient.

Pre-Clean-up

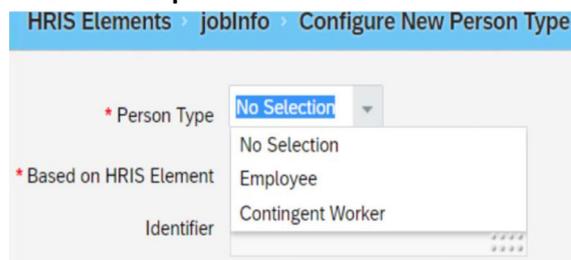


BCUI

The Business Configuration User Interface (BCUI) has been simplified by the removal of various unsupported person types (Basic Person, Student, Candidate and Contingent Worker). Note that if you have configuration in place already for these unsupported person types, SAP are releasing a help document to show you how to address this.

Note also that Role Type is now a mandatory field in BCUI for User Information, Standard, Background and Tab elements. This mandatory validation is only applied in BCUI so care should be taken if using the succession data model upload — the corresponding field using that method is 'role-name' and must be populated.

Post-Clean-up



EC/ERP Integration and Migration

To improve the performance of the Employee Data Replication Monitor, there is now a limit of 30 error messages per confirmation. If the user needs to see the full set of error messages, these are still available in the application logs in the target system.

If you are using BAdI implementations in EC/ERP integration, you can now export messages from the BAdI to appear in the SLG1 log on ERP. This is done via a new exporting parameter on the BAdI.

Administration of the query administration tables for EC to ERP Organisational Management integration has been improved by the addition of two new clean-up programs to remove unneeded query records.

A useful feature for customers who have large numbers of temporary or seasonal employees — the personnel number for a failed new hire replication will now be re-used rather than being skipped. There are a finite set of available numbers so reducing wastage is a critical consideration for larger organisations and those with a high staff turn-over rate.



Support has been added for temporary National ID for US/Canada employee integration, and additional employee home address fields for Russia. This enables the systems to be compliant with particular legal requirements within those countries.

Finally, as is usual for quarterly updates, there is a whole raft of minor bug fixes and updates too numerous to mention here - although I note with relief that the persistent problem with dumps on update to infotype 0001 seems to have finally been resolved.

Note that the ERP enhancements mentioned above require SP26 of the PA_SE_IN add-on.

Contingent Workforce Management

There are various new features in this release for customers who have enabled Contingent Workforce Management:

- Changes made to the Start Record of a Contingent Worker (SCWK) now automatically propagate to the End Record (ECWK) — this ensures the two records are kept in sync.
- When a permanent employee who is a manager leaves, their reports are automatically transferred to the next higher-level manager. The same functionality now applies if the manager is a Contingent Worker.

- Work order expiration notices are now automatically pushed to the manager of a Contingent Worker.
- There is now a new switch allowing you to configure if the Job Relationship portlet appears for Contingent Workers or not.

Conclusion

The updates and improvements included in the Q2 2019 release emphasise the importance of keeping up to date with the latest support packages, particularly the PA_SE_IN 100 add-on if you have deployed employee/OM integration between EC and ERP. As I mentioned above, the list of bug fixes and minor enhancements is too numerous to be covered in detail, so be sure to check out the SAP Release Readiness Webinars for the specifics, and keep your systems updated to the latest package levels.



How Can We Help?

Zalaris excels in delivering comprehensive HR and payroll services across the UK, Northern Europe, the Baltics and Poland. Our industry leadership position, however, goes beyond the borders and constraints of other providers to enable what matters most to our clients: maximising the value of human capital through excellence in HR processes.

- **Scoping Services** - for if you are thinking of moving to the HCM Cloud but are unsure of where to start.
- **Support Services** - for if you are already using SAP SuccessFactors and want a flexible support partner.
- **Release Management Services** - for if you are struggling to take advantage of the quarterly innovations in SAP SuccessFactors.
- **Business Process Services** - for if you are looking for operational support with your HCM processes.
- **Training Services** - for if you are not getting the most out your SuccessFactors system.

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