



Employee Central to Exchange

Integration Guide Data Migration

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Summary of Changes

Item Number	Change Description	Chapter/Section
1.0	New document.	All document
1.1	Updates on operation mode and DM overview, and other sections	All document
1.2	Explained combination of parameters	
1.3	Added reference to the customer configuration in Exchange	Section 3.2
2.0	Updates from Exchange release 18.0	All document
3.0	Switch from snapshot mode to full mode 18.2	All document
4.0	Rebranding of SCPI to Cloud Integration	All document
4.1	Rebrand to Alight	All document
4.2	Updates on 21.0 changes	Page 11
4.3	Update	Page 6
5.0	Update screenshot to reflect ADS	All document
5.1	Clarified termed + incomplete hires	2.1, 2.2
5.2	Update on 23.11 changes	2.1
5.3	Clarification on period delta mode for one-time payment	Operation mode page 6
5.4	Rebrand to Strada	All

Introduction

This document is a guide for users on how to implement **Package Integration - SF EC to Exchange Snapshot-based Data Migration** in the customer Cloud Integration tenant. The person performing the steps must have access to Cloud Integration and be familiar with the configuration.

Related documents

All related documents can be found in [Strada Help Center](#).

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1 Introduction

This document covers the steps for setting up the new EC to Exchange Snapshot-based data migration delivered in Exchange Release 15 as part of integration package: [SAP SuccessFactors Employee Central integration with Strada for Payroll](#)

Limitations in the standard package

As the standard integration from EC to Exchange is based on record change data, this package cannot be used for data migration if historical records are present prior to the go-live of payroll:

1. For Exchange to process the employee, it needs to receive the hire record from EC which can be several years in the past and the employee may have moved since to other legal entities. It would thus send historical data to Exchange which cannot be discarded.
2. The change date can be different than the effective date.

If you want to run a payroll parallel, you will only need the records with effective date in that month irrespective of when it was changed.

Snapshot package as solution

The snapshot-based integration is intended to be used for data migration only. Instead of loading the data directly into Exchange like the standard integration does, the extracted employees are first loaded into an Excel data migration template.

The EC-Exchange snapshot-based data migration is performed by extracting a snapshot file from EC through a dedicated integration flow included in : [SAP SuccessFactors Employee Central integration with Strada for Payroll](#) in Cloud Integration. The snapshot file is sent through webservice, where Exchange transforms it into the template spreadsheet following the regular EC-Exchange transformation logic. Once Exchange has generated the spreadsheet, it can be downloaded to the local PC and allows the Strada project teams to perform pre-validation on correctness and completeness of the data prior to the upload to Exchange.

Employees can be selected via different options which are explained in the subsequent chapters.

Use cases for snapshot-based data migration integration:

The following are the common scenarios where you can use this integration:

- Client is using SF EC already prior to go-live of Strada payroll. Strada only needs the current records or the records valid in the month of payroll parallel. The integration makes it possible to take a snapshot extract on a given date in the past (maximum of 3 months in the past) to load all active employees on that date as new hires to Exchange.
- Client wants to run payroll parallel for historical periods. Strada requires the records valid for the selected payroll parallel period only instead of current data. The integration makes it possible to send the changes made in a given period, e.g. January 2nd, 2019 to January 31st, 2019, to Exchange.

The EC to Exchange data migration integration does not replace the standard integration but serves a different purpose. It is preferred over manually populating the Strada data migration templates for clients already live in EC.

2 Integration Overview

2.1 Supported Functionality

1. Snapshot date as hire date (default: no)

If this parameter is set, it will use the snapshot date as hire date for payroll. It moves the EC hire date to OriginalHireDate in the BOD. The default behavior is that the hire date of the employee would be taken from EC.

Example: The Use Snapshot date as hire date is important for loads into payroll.

Employment Details		Employment Details	
Hire Date	Feb 01, 2017	Seniority Start Date	Feb 01, 2017
Original Start Date	Feb 01, 2015	Eligible for Stock	No
First Date Worked	Feb 06, 2017	Service Date	Feb 01, 2017

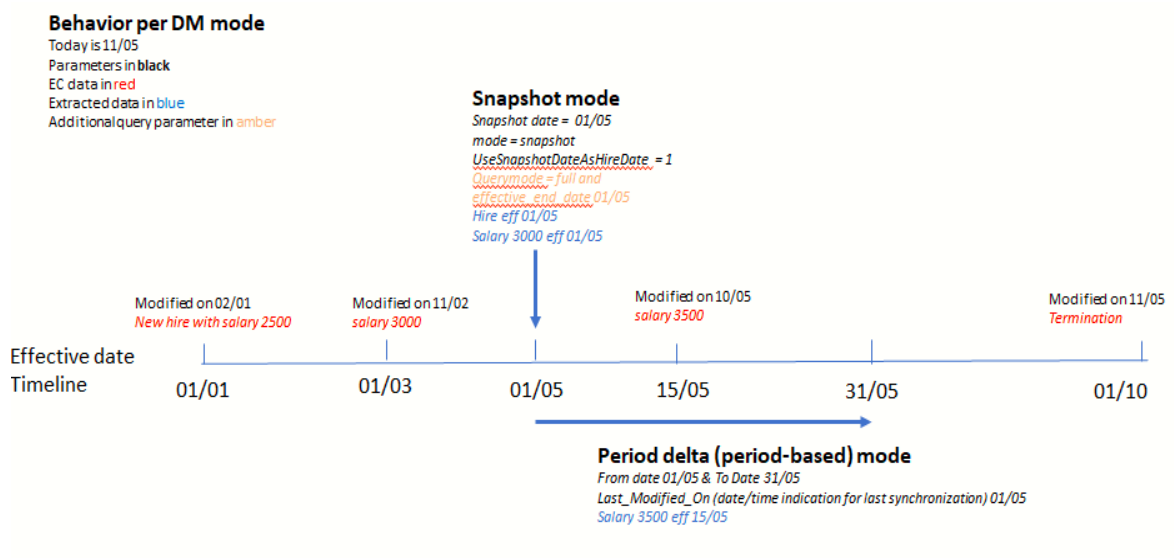
If *Snapshot date as hire date* parameter is set to No then the hire date would be Feb 01, 2017 and original hire date is Feb 01, 2015. For SAP based payroll systems this would lead to data being rejected if the go-live is on September 01, 2020. In such case the *Snapshot date as hire date* parameter should be set to 1. It would then use September 01, 2020 as hire date and Feb 01, 2017 as original hire date.

2. Operation modes

Depending on the data and period to be extracted, the following modes are available. Initially, the integration is using Compound Employee API in snapshot mode, but due to its limitation (see [KBA 2307099](#)) where it fails to extract effective dated records due to an update done after the key-in snapshot date, the integration is switching from using snapshot to **full mode in 18.2**. For period delta (period-based) see section 4.72 of [Implementing the Employee Central Compound Employee API in Delta Transmission Mode](#).

Mode	Purpose
Snapshot	Initial data migration to create new hires in Exchange for employees in scope based on the snapshot date input. Compound Employee API in full querymode extracts and returns data as of snapshot date. Note that the snapshot date parameter is used in the query as: <ul style="list-style-type: none">effective_end_date as result filter

PeriodDelta	<p>Select records valid 'From date' to 'To date' to send over changes in a specific time frame based on the records effective date. This is recommended for capturing additional changes after the initial data migration using snapshot mode has been completed. Period delta serves as the catch-up mode to align any changes after snapshot mode and before go-live. It is also beneficial for scenarios where customer wants to extract only changed data that is relevant for the given period. Note that the use of period delta mode is intended for payroll parallel run. If the 'From date' and 'To date' would cover more than a month then use the standard integration (delta) for the catch-up. When running in period delta snamode, the non-recurring portlets is not supported.</p>
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Overview of Snapshot and Period Delta Mode

- Support migration of terminated employees.** The integration generates in the Excel DM template the hire record in the NEW_HIRE worksheet and the termination record in the DATA_CHANGE (Termination) worksheet. A new parameter, Exclude Term Date is introduced to exclude regular terminated employees from the snapshot file that have termination date before the input date.

Employees who are terminated as No-show must be manually removed.

4. **Support global assignment.** The integration generates in the Excel DM template the hire record in the NEW_HIRE worksheet either for the host or home since the integration is run per company or LCC. It also generates the hire record in the NEW_HIRE worksheet for the host and the termination record in the DATA_CHANGE (Termination) worksheet when global assignment has been ended.
5. **Support concurrent employment.** The integration generates in the Excel DM template the hire record in the NEW_HIRE worksheet of the primary and secondary employment. It also generates the hire record in the NEW_HIRE worksheet and the termination record in the DATA_CHANGE (Termination) worksheet when concurrent employment has been terminated.
6. **Support LOA (Leave of Absence) and include hiringnotcompleted as query condition.** With 23.11 version, the integration generates in the Excel DM template the LOA records in the DATA_CHANGE (Leave) worksheet. The query condition also now includes the hiringnotcompleted to exclude candidate employees still not hired in SuccessFactors.

2.2 Unsupported Functionality

1. Snapshot mode does not have exclusion parameter for past dated global assignment and concurrent employment. This means all global assignment and concurrent employment records including past dated assignments are return and included in the generated DM template. Strada project team supporting the customer should review the generated DM template and manually exclude global assignment and concurrent employment records that are not relevant for the customers. Exclusion parameter is only available for the regular termination.
2. Snapshot mode current version does not support execution for multiple LCCs. The recommendation is to run the snapshot mode 1 company code at a time to generate 1 file per LCC.
3. [🔗 Compound Employee API Change to Last Modified On & Snapshot Date H2 2020 Release.](#)

Impact: As of the H2 2020 Release for preview instances, queries that pull data from the 'last_modified_on' and 'snapshot_date' fields will be limited to a maximum of 90 days in the past.

This limitation does not impact the integration since we are not using snapshot_date as query parameter but instead using the snapshot date parameter as the effective_end_date filter for full mode query.

4. Two different countries for two different address types is not a scenario currently supported for the data migration. To be sure the address within sheet "NEW_HIRE" is correct, compare the address with the address in the sheet "DATA_CHANGE (Address)".

5. Exclusion of No-shows

There is no built-in functionality to exclude employees who have been terminated as No-shows. Strada recommendation is to either purge them before running the extract or have Strada delete them prior to loading

6. Exclusion of incomplete onboarded employees

If Onboarding module is used and there are incomplete hires, they are not excluded in the standard extract. Recommendation is to exclude them via the Pay group filter or other existing filters.

3 Implementation

There is a new Artifact for snapshot data migration integration introduced together with the EC-Exchange new package, [SAP SuccessFactors Employee Central integration with Strada for Payroll](#). The artifact (integration flow) is included once customer upgrades to the latest version of the package.

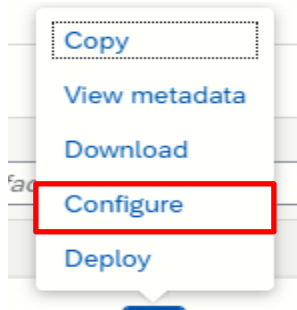
<input type="checkbox"/>	Package Integration - SF EC to Exchange Snapshot-based Data Migration Supports snapshot based integrations for data migration from Employee Central to Exchange Modified	Integration Flow	24.11.0	
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3.1 Integration Flow Configuration

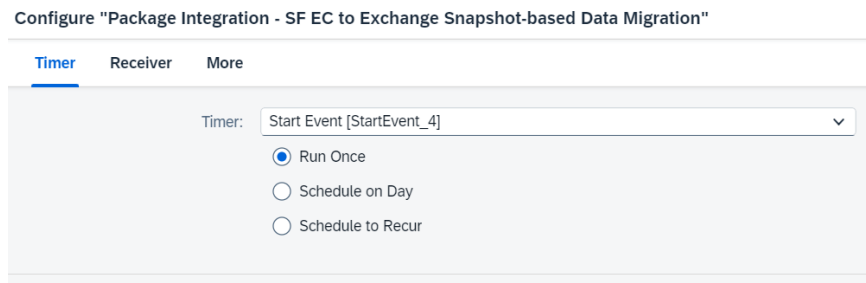
- Go to integration flow and click on Action.

<input type="checkbox"/>	Package Integration - SF EC to Exchange Snapshot-based Data Migration Supports snapshot based integrations for data migration from Employee Central to Exchange Modified	Integration Flow	24.11.0	
--------------------------	--	------------------	---------	--

- Click on Configure



- The integration flow has 3 tabs, Timer, Receiver and More



- **Timer** Tab has 3 options to choose from, but we recommend that the customer only use the Run Once option for snapshot and period delta mode since the interfaces are executed on ad hoc.

The screenshot shows the 'Timer' configuration tab. At the top, there are three tabs: 'Timer' (selected), 'Receiver', and 'More'. Below the tabs, there is a 'Timer:' dropdown menu with the value 'Start Event [StartEvent_4]'. Underneath, there are three radio button options: 'Run Once' (which is selected), 'Schedule on Day', and 'Schedule to Recur'.

- **Receiver** Tab is the configuration of SF EC Instance and Exchange web service and Exception_Mail.

The screenshot shows the 'Receiver' configuration tab. At the top, there are three tabs: 'Timer', 'Receiver' (selected), and 'More'. The configuration is divided into two sections: 'Connection' and 'Processing'.
 In the 'Connection' section:
 - 'Receiver:' dropdown is set to 'CompoundEmployee'.
 - 'Adapter Type:' dropdown is set to 'SuccessFactors'.
 - 'Address:' text input contains 'https://<SFAPI end point url>' with a 'Select' button to its right.
 - 'Authentication:' dropdown is set to 'Basic'.
 - 'Credential Name:' text input contains '<SuccessFactors EC Credentials>'.
 In the 'Processing' section:
 - 'Timeout (in min):' text input contains '4'.

hrXReceiver is the web service endpoint provided by Strada customer project team.

The screenshot shows the 'Receiver' configuration tab. At the top, there are three tabs: 'Timer', 'Receiver' (selected), and 'More'. The configuration is divided into two sections: 'Connection' and 'Processing'.
 In the 'Connection' section:
 - 'Receiver:' dropdown is set to 'hrXReceiver'.
 - 'Adapter Type:' dropdown is set to 'SOAP'.
 - 'Address:' text input contains 'https://<end point url>'.
 - 'Credential Name:' text input contains '<Web Service Credentials>'.
 In the 'Processing' section:
 - 'Timeout (in ms):' text input contains '240000'.

- **More** Tab is the Selection Screen of the Integration Flow
 - **BusinessUnit:** Comma-delimited list filter (no blank spaces before/after comma) for specifying the business units to include in the extract.
 - **Company:** Comma-delimited list filter (no blank spaces before/after comma) for specifying the companies to include in the extract. In **snapshot** mode, it is recommended to put only **1 Company code** per extract to generate 1 file containing all the records for the same LCC.
 - **Component Id:** Maintain the Company ID of the Employee Central Instance.
 - **Default Termination Reason:** The entry will be used to default the termination reason when the latest job information of the terminated employee is no longer the term event. This is introduced in version 21.0.
 - **EmployeeClass:** Comma-delimited list filter (no blank spaces before/after comma) for specifying the employee classes to include in the extract
 - **Enable AS2:** 1 for sending data via AS2 protocol or 0 via webservice call
 - **Exclude Term Date:** Exclude terminated employees from snapshot result with termination date before the input value. If left blank, the integration by default excludes employees who were terminated more than 6 months ago. The logic is adjusted in version 21.0 to cover scenario when the latest job information of the terminated employee is no longer the term event.
 - **From Date:** Supporting parameter for **perioddelta** mode indicating the effective start date of the record

- **GCC:** Enter the Global Customer Code.
- **IsEmailEnabled:** Enter 1 to enable mail, else enter 0.
- **LastModifiedOn:** Provide a time stamp value in the format yyyy-mm-ddThh:mm:ss.sssZ (for example, 2015-01-01T00:00:00.000Z). This is use for **perioddelta** mode only. This represents the date/time indicator of the last synchronization. Recommendation is to set the value equal to the **From Date** or the date after the snapshot mode was executed.
- **Location:** Include the foundation object externalCode if you want to include only employees associated with that foundation object.
- **Mode:** 2 modes are available:
 - **snapshot** – mode to execute for initial data migration.
 - **perioddelta** – mode to execute after the snapshot data migration activities are completed to capture specific time frame data changes needed for additional DM activities and payroll parallel run.
- **Pay Group:** Comma-delimited list Filter (no blank spaces before/after comma) for specifying the pay group to include in the extract. If used, all relevant pay groups must be listed.
- **PersonIdExternal:** Comma-delimited list filter (no blank spaces before/after comma) for specifying the person_id_externals to include in the extract.
- **Snapshot Date:** provide a time stamp value in the format YYYY-MM-DD (for example, 2021-01-01). The input date will return the records of employee as of snapshot date. This field is exclusive for **snapshot** mode only.
- **To Date:** Supporting parameter for **perioddelta** mode indicating the effective end date of the record. If the end date of record is greater than the input, it will default as 99991231.

- **UseSnapshotDateAsHireDate** Enter 1 to use the Snapshot Date as the Hire Date, else enter 0 to use the hire date from Job Info portlet. This field is exclusive in **snapshot** mode

Parameter matrix

The table below shows the combination of parameters per mode.

O = Optional, X = Mandatory, - = Not applicable

Parameter	Snapshot	Perioddelta
BusinessUnit	O	O
Company	X	X
ComponentID	X	X
Default Termination Reason	O	-
EmployeeClass	O	O
Enable AS2	O	O
Exclude Term Date	O	-
From Date	-	X
GCC	X	X
IsEmailEnabled	O	O
LastModifiedOn	-	X
Location	O	O
Mode	snapshot	perioddelta
Pay Group	O	O
PersonIdExternal	O	O
Snapshot Date	X	-
To Date	-	X
UseSnapshotAsHireDate	X	-

- Once the setup is done, click **Save** and **Deploy**

3.2 Exchange Configuration

Configuration will also be required on the Exchange system in order for **Package Integration - SF EC to Exchange Snapshot-based Data Migration** to work correctly. The configuration steps will be completed by the Strada project support team. A separate guide named “SAP SuccessFactors - Exchange - Integration - Customer Configuration” describes the necessary configuration steps. At a high level, the configuration step covers Exchange customer configuration mapping specific for EC-Exchange. This covers the set-up of field overrides, payroll specific groupings and more.

4 Sample Execution

4.1 Snapshot Mode

Steps:

- Run **Package Integration - SF EC to Exchange Snapshot-based Data Migration**.
- Set the mode to **snapshot** and enter snapshot date that will be use as the starting point for the extraction.

A screenshot of a configuration form with several input fields. The 'mode' field is set to 'snapshot'. The 'Snapshot Date' field is set to '2021-01-01'. Other fields include 'PayGroup', 'PersonIdExternal', 'To Date', and 'UseSnapShotDateAsHire...'.

mode[snapshot,periodde... :	snapshot
PayGroup:	
PersonIdExternal:	
Snapshot Date:	2021-01-01
To Date:	
UseSnapShotDateAsHire... :	0

Example:

If employees have been hired / transferred effective 2021-01-01 then the recommendation is to set snapshot_date to 2021-01-01.

- **Deploy**
- In Cloud Integration you can see the message:

A screenshot of the SAP Cloud Integration interface showing a message processing overview. The message is titled 'Package Integration - SF EC to hrX Exchange Snapshot-based Data Migration' and has a status of 'Completed'. The processing time is 36 sec 766 ms. The interface includes filters for Time, Status, Artifact, and ID, and a table of messages.

Artifact Name	Status
Package Integration - SF EC to hrX Exchange Snapshot-based Data Migration	Completed

Message processing completed successfully.

Processing Time: 36 sec 766 ms

Properties

- Message ID: AGKfGXFrd4ZzhXY2sV51wWMql
- Correlation ID: AGKfGW7WuamZOpISS_PCXHorMFh
- Receiver: hrXReceiver_SOAP

- In Exchange 2 batch files will appear under Inbound Files Tab in Integration: 2 batch files: the Compound Employee Response (raw XML file) or the snapshot file that the package generated and the other file containing the Excel Data Migration File.

XML file coming from Cloud Integration contains 1023 transtype with filename GCCLCC1023_[MessageID from Cloud Integration]_EC_DM.xml. Note that LCC is always set to 00000.

Electracom Batch File 07/06/2022, 16:27 07/06/2022, 16:28 PEX Closed - Success (No Events) 00:00:25 Display all Events ^

General Event Information

07/06/2022, 16:27	Created by (PEX)
07/06/2022, 16:27	Received (EC SCPIv2 Snapshot)
07/06/2022, 16:27	Waiting: File Transfer
07/06/2022, 16:28	Waiting: Transforming File
07/06/2022, 16:28	Processed Successfully
07/06/2022, 16:28	Closed - Success

[/interfaces/zza/esb/ift01/in/ZZA000001023_AGKffGXFRNd4ZzhXY2sV51wIWMqL_EC_DM.xml](#)

[More Details](#) [New Ticket](#) [Close Batch](#)

The other event is the Data Migration File generated in Exchange contains 1013 as transtype with filename GCCLCC1013_SCPIv2toDM_DateTimeStamp.xlsx. Note that LCC is always set to 00000.

Electracom Batch File 07/06/2022, 16:28 07/06/2022, 16:28 PEX Closed - Success (No Events) 00:00:18 Display all Events ^

General Event Information

07/06/2022, 16:28	Created by (PEX)
07/06/2022, 16:28	Received (atlas.nga.transform.mBod:passthrough)
07/06/2022, 16:28	Waiting: File Transfer
07/06/2022, 16:28	Waiting: Transforming File
07/06/2022, 16:28	Processed Successfully
07/06/2022, 16:28	Closed - Success

[/interfaces/zza/esb/ift01/in/ZZA000001013_SCPIv2toDM_20220607T162813.xlsx](#)

[More Details](#) [New Ticket](#) [Close Batch](#)

- Download the Excel Data Migration and double check the data quality.

- Click More Details and scroll down the popup on the right side.

The screenshot shows a table with columns: Company Group, File, Sent Date, Last Modified, Sender, and Status. The first row is for 'Electracom' with a 'Batch File' sent on '07/06/2022, 16:28' to 'PEX', with a status of 'Closed - Success (No Ev)'. Below the table is a 'General Event Information' section with a list of events. A 'More Details' button is highlighted with a red box. To the right is a detailed view for the selected event, including 'General Info' (Company Group, BOD, Confirm BOD), 'Status' (Created by, Received, Waiting, Processed, Closed), and 'Report Area' (Unprocessed, Total). A 'Download Source' button is also highlighted with a red box.

Open the File. It should contain the Hire Tab and other Data Changes.

The screenshot shows an Excel spreadsheet with the following data:

Person ID	Person Leg	Person Leg Formatted	Given Name	Middle Name	Family Name	Secondary Former Name
US001	E00009311	US-SSN	40607938	Stover Wil	Wilma J	Stover Wilma J

The spreadsheet is titled 'LCC' and has tabs for 'NEW_HIRE', 'DATA_CHANGE (Date Specs)', 'DATA_CHANGE (Address)', 'DATA_CHANGE (Bank)', 'DATA_CHANGE (Pay Element)', 'DATA_CHANGE (Contract)', and 'DATA_CHANGE (Other)'. The 'NEW_HIRE' tab is currently selected.

- Re-drop in SFTP for final process.
 - When the template spreadsheet is created in Exchange it was generated using the same EC-Exchange transformation logic or the regular delta integration. This means there is no further data transformation required as the values in the spreadsheet are final as the integration already considers the existing configuration mapping maintained in Exchange.

- Column for Hire Reason with xpath
nga:PayServEmpExtension/nga:AlternateDescriptions/nga:Description[@Type="HireReason"] is defaulted to HIRNEW since the intent of the snapshot mode is to generate hire record in the NEW_HIRE worksheet and the job information return from the SFAPI query does not necessarily contains the hire event reason. If needed the DM template can be adjusted manually to populate the corresponding hire event reason.
- Before re-dropping the file in SFTP, make sure to rename the file for system id 1999 for Data Migration. Follow the file name format of the data migration file
 - [GCC][LCC]1999<free_text>.xlsx
where:
 - The first 3 digits represent the GCC (Global Company Code)
 - followed by a 5 digit LCC (Local Company Code)
 - followed by “1999” (represents the Data Migration file type)
 - followed by free text.
 - No spaces are allowed in the filename.

NOTE: Starting Exchange Release 12.0, you can now leave the LCC part of the filename to “00000” or five zeroes. There would be an LCC column in the NEW_HIRE worksheet.

- Follow the normal processing steps of file type “1999” in Exchange.

4.2 Period Delta Mode

The delta mode acts as a catch-up run, typically from day of snapshot until end of time to include future dated records.

Steps

- Run Cloud Integration Package for Data Migration.
- Set the mode as **perioddelta**.
- Set the effective start date and end date of the record and Last Modified On which is usually the date after the snapshot date.

Configure "Package Integration - SF EC to hrX Exchange Snapshot-based Data Migration"

BusinessUnit:	
Company:	YCUS
ComponentID:	northgateID3
Default Termination Reason:	
EmployeeClass:	
Enable AS2:	
Exclude Term Date:	
From Date:	2021-03-01
GCC:	ZZA
IsEmailEnabled:	1
LastModifiedOn:	2022-06-07T00:00:00.000Z
Location:	
mode[snapshot_perioddelta]:	perioddelta
PayGroup:	
PersonIDExternal:	E00009313
Snapshot Date:	
To Date:	2021-03-30

[Save](#) [Deploy](#) [Close](#)

- Save and Deploy.
- In Cloud Integration

SAP Cloud Integration

Overview / Monitor Message Processing

Time: Past Hour | Status: All | Artifact: All Integration Flows | ID: AGKfHmPA2kmlUmSqckdaQ...

Use More Fields

Messages (1)

Artifact Name	Status
Package Integration - SF EC to hrX Exchange Snapshot-based Data Migration	Completed
Jun 08, 2022, 01:02:03	16 sec 286 ms

Package Integration - SF EC to hrX Exchange Snapshot-based Data Migration

Last Updated at: Jun 08, 2022, 01:02:03

Status Properties Logs Artifact Details

Message processing completed successfully.

Processing Time: 16 sec 286 ms

Properties

Message ID: AGKfHmPA2kmlUmSqckdaQymGD
Correlation ID: AGKfHmTFHB31nRzYBmSUHP6y4L
Receiver: hrXReceiver_SOAP

- Exchange will receive the event via webservice to update the record of employee just like the BAU/delta integration flow.

Company Group	File	Sent Date	Last Modified	Sender	Status	Elapsed Time	Link to Batch Content	
Electracom	Batch File	07/06/2022, 17:02	07/06/2022, 17:03	PEX	Closed - Failure (2/2 Closed)	00:01:23	Display all Events	^

General Event Information

07/06/2022, 17:02	Created by (PEX)	Origin of message	Payroll Exchange
07/06/2022, 17:02	Received (EC Masterdata)	What is the message	File Processed with messages.
07/06/2022, 17:02	Waiting: File Transfer	Comments	
07/06/2022, 17:02	Waiting: Transforming File	What to Do	This event can not be handled automatically and needs manual intervention, ticket has been created to manage this activity
07/06/2022, 17:02	Waiting: Creating Individual Events		
07/06/2022, 17:02	Waiting		
07/06/2022, 17:03	Processed with Errors		
07/06/2022, 17:03	Review: Payroll		
07/06/2022, 17:03	Closed - Failure		

/interfaces/zza/esb/itft01/in/ZZA000001022_AGKfhHvmPA2kmlUmSaqkdaQuymGD_ECNextGen.xml

[More Details](#)
[New Ticket](#)
[Close Batch](#)