

SAP SuccessFactors Employee Central Payroll Integration 2.0 with hrX Exchange

Integration Guide

Version 2.0



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Introduction

This implementation guide enables the configuration needed in both Employee Central and SCPI (Sap Cloud Platform Integration) for the SF EC Payroll Integration 2.0 with NGA HR hrX Exchange.

Related documents

All related documents can be found in [NGA Help Center](#). Make sure that you are connected to the NGA network when accessing the site.

In the document, the user will be redirected to some other documents where appropriate for more information about a functionality. All links will be indicated with this icon: 

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1 Introduction

The Employee Central – hrX Exchange Payroll Integration 2.0 is available as an integration pack in the customer's SAP Cloud Platform Integration account when the customer obtains Employee Central.

This new package is a successor of the standard package which was developed by SAP and now owned and managed by NGA. The new package offers the following key benefits to clients and implementors:

- Out of the box integration with no manual data mapping
- Logic in the SCPI components greatly simplified and reduced as mapping shifts to NGA's hrX Exchange middleware
- Improved troubleshooting as by sending the raw data and SFAPI query in the payload, problems can be investigated by NGA without dependency on client.

This guide helps the client and SAP partner consultants to integrate SuccessFactors Employee Central with the third-party payroll provider, NGA Human Resources. Integration is done through a standard integration package with NGA's hrX Exchange. This is an out-of-box integration that requires no manual data mapping.

The Implementation Guide provides instructions that will assist in the process of integrating data from SuccessFactors Employee Central into hrX Exchange for payroll processing.

It provides detail on the configuration and deployment of the new package integration to the client's SCPI tenant. The required set-up in hrX Exchange will be implemented by the NGA support project team.

2 Integration Overview

2.1 Supported scenarios

1. New package supports outbound integration from Employee Central to NGA HR for the following life cycle events:
 - a. Hire
 - b. Leave Of Absence and Return from Leave of Absence
 - c. Termination
 - d. Rehire
 - e. Transfer
 - f. Global Assignment
 - g. Concurrent Employment

2. Data changes on the following portlets:
 - a. Person Information
 - b. Personal Information
 - c. Email Information
 - d. Employment Information
 - e. Compensation Information
 - f. Pay Compensation: Recurring and non-recurring
 - g. Payment Information
 - h. National ID
 - i. Work Location Address
 - j. Deduction: Recurring and non-recurring
 - k. Work Permit
 - l. Alternative Cost Distribution

3. Business processes
 - a. Hire date change
 - b. Hire rescind
 - c. Termination date change
 - d. Termination event reason change
 - e. Revoke Termination
 - f. Compensation event reason change

4. New Features

- a. Support field clearing from EC (personal and address portlet) to hrX Exchange
- b. Query logging which includes the SFAPI query in the raw XML available in Exchange as source batch
- c. Eliminates top of stack issue
- d. Support Event driven integration
- e. Rescind of hire
- f. Support hire for fixed term
- g. Support rehire with new employment
- h. Support Payroll Specific Grouping and field override

2.2 Unsupported scenarios

Following scenarios related to Next Gen Integration are not supported as of Exchange 12.0:

1. Local data replication

Workaround: hrX Exchange forms. Currently is not part of the road map.

2.3 Prerequisites

Employee Central

- Perform changes to the Corporate Data Model to include **FOPayComponent** for three additional fields needed in the integration, **unit of measure**, **rate** and **number**. It is not needed to define pay component, employees will not see these fields when entering data for existing pay components. Instructions on making the changes are available in the [Employee Central Master Implementation Guide](#).
- For Employee Central API (SFAPI or/and OData) access, Employee Central system should be configured appropriately. Also, the user used in the Integration to access Employee Central, should have the appropriate privileges for accessing the data via OData/SFAPI. For more information, see SAP Help Portal for [APIs](#).
- This integration expects that the default fields for all the Foundation Objects used are always enabled:
 - FOCostCenter
 - FOPayComponent
 - FOPayGrade
 - FOLocation
 - Position
 - FODepartment
 - FOJobCode

Deviations from the standard default fields should be raised to NGA.

SAP Cloud Platform Integration

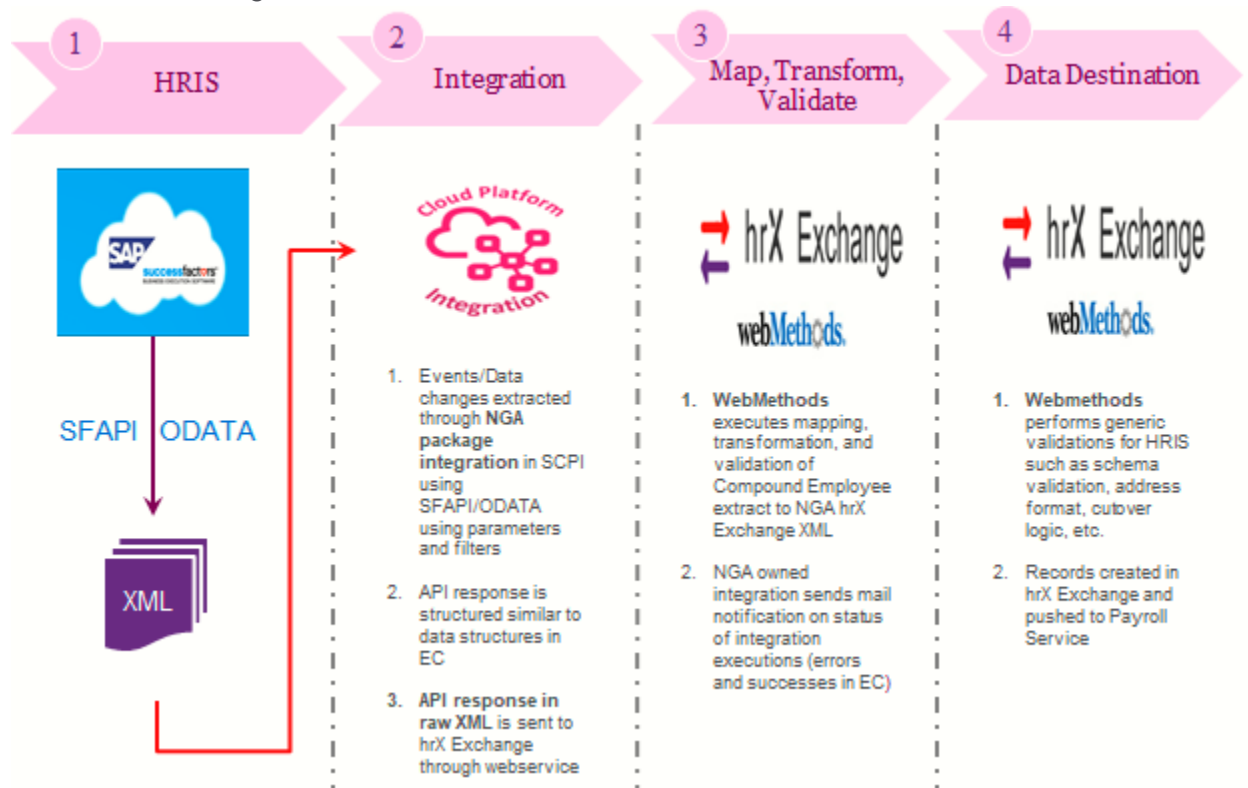
- The client must have an existing operational production and test SCPI tenants for integration with NGA
- The consultant performing the configuration steps must be familiar with SCPI and with installation, execution and monitoring of packaged integrations.

hrX Exchange

- Customer onboarding to hrX Exchange. As this is managed by Service Readiness professionals and application support team from NGA, this is not covered in this document

2.4 Technical Process Flow

The Next Gen integration is visualized below:



3 Payroll Integration 2.0

3.1 Payroll business process with hrX Exchange

The integration process generates BODs (XML file in NGA's native format) only for those employees who have undergone a change in Employee Central since the last execution of the process. The changes in Employee Central are categorized as ADD, MODIFY, or DELETE on the hrX Exchange side. If there is an addition or modification to the data of an employee, a BOD with the action field set to ADD is generated. If any data for an employee is deleted, a BOD with the action field set to DELETE is generated.

For hire and termination date change and pay element change, a BOD with the action field set to MODIFIED is generated. One BOD per action per employee is generated by the process. Each BOD can contain only one lifecycle event; this lifecycle event is sent to hrX Exchange only once. For example, if an employee is hired, the process generates a BOD for the Hire event. If the same employee undergoes a data modification, the process generates a BOD capturing the changes, but this BOD doesn't contain the Hire event because it was already sent to the provider initially. The integration supports the following lifecycle events:

- Hire
- Leave of Absence
- Return from Leave of Absence
- Termination

- **Rehire**
 - Rehire in the same country and within the same legal entity.
 - Rehire in the same country, but in a different legal entity.
 - Rehire in a different country.
 - For the above mentioned cases, the process generates a BOD with the action ADD and also containing the Rehire event. For that employee, only data modifications after the rehire date are supported by this integration. For a rehired employee, any retro dated changes are not supported prior to the rehire date.

- **Transfer**
 - Transfer in the same country and within the same legal entity. This is treated as a normal organizational change; the process generates a BOD with the action ADD and data capturing the transfer.
 - Transfer in the same country, but in a different legal entity
 - Transfer to a different country.
 - For transfers involving change in legal entity and country, the process generates two BODs. The first BOD is sent with the action ADD and includes the termination of the employee on the old job. The second BOD is sent with the

action ADD and the lifecycle event as Transfer and contains only the data that is valid as on the date of transfer. For the process to identify that the transfer is across legal entities and to a different country, the customer needs to maintain special event reasons for the standard Employee Central Transfer event. The event reasons relevant for Transfer within a country and across legal entities, and transfer between countries have to be maintained as a configuration mapping in Exchange.

3.2 Integration Specifications

The replication of employee master data from Employee Central to hrX Exchange uses the compound employee service in delta mode from Employee Central. The Compound Employee API for Employee Central extracts the employee data from Employee Central. Delta transmission enables Employee Central to determine the changes that have occurred since a certain point in time. For this delta calculation, the consumer only needs to pass the timestamp of the last synchronization when calling the Compound Employee API. Based on this timestamp of the last synchronization, the Compound Employee API determines all modified employees.

These employees are contained in the API response, including information about which segments and fields have modified. Delta transmission supports two alternative modes:

- The Compound Employee API response contains only the modified employee data with an action code that indicates how the data needs to be processed on the consumer side.
- The Compound Employee API returns all data including the unmodified segments that have the action code NO CHANGE.

Payroll Integration 2.0 SCPI package supported action codes are INSERT, CHANGE, DELETE, and NO CHANGE. The package extracts records from the following portlets:

| Compound Employee Elements Structure | hrX Exchange Mapping and Transformation |
|--------------------------------------|---|
| Biographical Information | 3.2.1 |
| Personal Information | 3.2.2 |
| Address Information | 3.2.3 |
| Email Information | 3.2.4 |
| Phone Information | 3.2.5 |
| Employment Information | 3.2.6 |
| Job Information | 3.2.7 |

| | |
|--|------------------------|
| Compensation Information | 3.2.8 |
| Pay Compensation Recurring Information | 3.2.9 |
| Pay Compensation Non-Recurring Information | 3.2.10 |
| Payment Information V3 | 3.2.11 |
| National ID Card | 3.2.12 |
| Work Location Address | 3.2.13 |
| Deduction Recurring Information | 3.2.14 |
| Deduction Non-Recurring Information | 3.2.15 |
| Work Permit | 3.2.16 |
| Alternative Cost Distribution | 3.2.17 |

3.2.1 Biographical Information

The Employee Central fields (date, country, region, and place, and the employee identification number) from personal information portlet are mapped to the NGA HR hrX Exchange XML.

3.2.2 Personal Information

The Employee Central fields such as birth name, marital status, gender, first name and last name, nationality, native prefer language etc. from personal information portlet are mapped to the NGA HR hrX Exchange XML.

Native Preferred Language

Integration limits the length of this field to 2. This drives the local language to be use for extracting the text description for some of the job information fields. Ensure that the configured picklist for the native preferred language uses the SAP standard: <language>_<country> e.g. pt_BR for Brazilian Portuguese. This is needed as the translations for position title etc. rely on the employee's selected native preferred language.

3.2.3 Address Information

The Employee Central fields from the address information portlet are mapped to the NGA HR hrX Exchange XML.

The integration maps the Employee Central home/ mailing address fields (address 1 to address12) to the address line sequence (1 to 12) in hrX Exchange by referencing the address

line configuration in hrX Exchange. After which the address is formatted in Exchange based on the country specific standard address mapping for SuccessFactors Employee Central as HRIS. The possible outcomes of the address formatting in BOD:

- 1 Home/Mailing address section when Country Address Type = Basic
- 2 Home/Mailing address sections when Country Address Type = Extended

3.2.4 Email Information

The Employee Central fields for email from Contact Information portlet are mapped to the NGA HR hrX Exchange XML.

Email Information is a non-effective-dated entity in Employee Central, and since hrX Exchange expects a validity date, this data is sent to hrX Exchange with **validFrom** as the current date and **validTo** as 9999-12-31. In the case of a Hire scenario, the Hire Date is sent as validFrom, for a Transfer scenario the Transfer Date is sent as validFrom and for a Rehire scenario, the Rehire Date is sent as validFrom.

3.2.5 Phone Information

The Employee Central fields for phone from Contact Information portlet are mapped to the NGA HR hrX Exchange XML.

Phone Information is a non-effective-dated entity in Employee Central, and since hrX Exchange expects a validity date, this data is sent to hrX Exchange with **validFrom** as the current date and **validTo** as 9999-12-31. In the case of a Hire scenario, the Hire Date is sent as validFrom, for a Transfer scenario the Transfer Date is sent as validFrom and for a Rehire scenario, the Rehire Date is sent as validFrom.

3.2.6 Employment Information

The Employee Central fields (user_id, original hire date, seniority date, etc.) from Employment Information portlet are mapped to the NGA HR hrX Exchange XML.

3.2.7 Job Information

The Employee Central fields (employee class, position, work schedule, etc.) from Job information portlet are mapped to the NGA HR hrX Exchange XML.

Cost Center

By default, the hrX Exchange field (CostCenterCode) is mapped with the external code of the Cost Center. When the external configuration switch (Cost Center- External Object ID) is

enabled (set to 1) in the parameter in the Next Gen iflow then the hrX Exchange field (CostCenterCode) is mapped with the external object ID of the cost center which is fetched from the Foundation Object (FO Cost Center)

Local language text

This integration sends the values for the following fields (part of Entity Personal Information) in the native preferred language of the employee

- Department Name (FODepartment)
- Job Title (FOJobCode)
- Position Title (Position)

The translated field values are obtained from their corresponding foundation objects. For a Foundation Object, if the translated value is not maintained or if the native preferred language itself is not maintained for the employee, then the default value from the corresponding foundation object is sent across to hrX Exchange.

Lifecycle Event

Transformation uses the following:

- event_reason
 - start_date
 - event
 - created_on
 - employment_information/salary_end_date
 - employment_information/originalStartDate
- The field <created_on> is used to determine if the event is being sent for the first time. Based on the field <event>, the appropriate hrX Exchange fields are populated. If the event is Hire, the field originalStartDate is mapped to originalHireDate in BOD. If the event is Termination, the field <salary_end_date> is sent to hrX Exchange and mapped to the field LastPaidDate in BOD.

Termination Date

The termination date sent to NGA HR is the employee's last day being active in Employee Central.

Payscale Information

Transformation uses the following fields:

- Start Date
- End Date
- payScaleArea

- payScaleType
- payScaleGroup
- payScaleLevel
- payGrade

Transformation checks if the pay scale information is available in the Compound Employee response and only then maps them to the NGA HR XML. This is to avoid blind mapping of Job Start and End dates. It is a requirement to concatenate payScaleArea with payScaleType. Also, if the payScaleLevel is maintained in the job record, then this value is map to BOD, otherwise the corresponding payGradeLevel maintained for a payGrade in the foundation object, FOpayGrade is map to BOD.

Event Reason in Alternate Description Mapping

The following table lists out the Employee Central events mapped to the respective NGA HR Description types:

| Employee Central event | NGA HR Description Type |
|---|-------------------------|
| Hire | HireReason |
| Termination | TerminationReason |
| Transfer, Data Change, Demotion, Job Change, Pay Rate Change, Job Reclassification, Position Change, Promotion, Global Assignment (Start and End) | WorkConditionReason |

3.2.8 Compensation Information

The Employee Central field (pay group, start date and end date of employee’s salary) from compensation portlet are mapped to the NGA HR hrX Exchange XML.

3.2.9 Pay Compensation Recurring Information

The Employee Central fields from the compensation portlet for recurring pay component are mapped to the NGA HR hrX Exchange XML.

This Integration supports pay components with Amounts, Percentage and Number. This can now be used to make Employee Central perform calculations based on the entered percentage or amount.

3.2.10 Pay Compensation Non-Recurring Information

The Employee Central fields from the compensation portlet for non-recurring pay component are mapped to the NGA HR hrX Exchange XML.

This Integration supports pay components with Amounts, Percentage and Number.

In case you want to modify the existing non-recurring payment record, ensure that you first delete that particular record from Employee Central and then add a new record to maintain data integrity between Employee Central and hrX Exchange systems.

3.2.11 Payment Information

The Employee Central fields from the Payment Information portlet are mapped to the NGA HR hrX Exchange XML.

The Payment Information data will only be supported if the pay type is either 'MAIN' or 'PAYROLL'. Other pay types are not supported in this Integration.

3.2.12 National ID Card

The Employee Central fields from National ID portlet are mapped to the NGA HR hrX Exchange XML.

Since National ID Information is a non-effective-dated entity in Employee Central, and hrX Exchange expects a validity for it, this data is sent to hrX Exchange with validFrom as the current date and validTo as 9999-12-31. In the case of a Hire scenario, the Hire Date is sent as validFrom, for a Transfer scenario the Transfer Date is sent as validFrom and for a Rehire scenario, the Rehire Date is sent as validFrom.

The national ID information is sent based on the country to which the employee belongs. For example, if an employee belongs to the country USA, and national ID information is maintained for USA and DEU, only the national ID information for USA is sent to hrX Exchange.

3.2.13 Work Location Address

The Employee Central foundation object (FO) fields are mapped to the NGA HR hrX Exchange XML.

Map Work Location Address

This function maps the work location address. If the value of the location field is not in the form XXX_HOME (XXX being the three-digit country code), the address for that location in foundation object SFOData.FOLocation is picked up as the work location address. The work location address is mapped only if either the employee is newly hired or the location has been modified for that employee.

3.2.14 Deduction Recurring Information

The Employee Central fields from the deduction portlet for recurring pay component are mapped to the NGA HR hrX Exchange XML.

3.2.15 Deduction Non-Recurring Information

The Employee Central fields from the deduction portlet for non-recurring pay component are mapped to the NGA HR hrX Exchange XML.

In case you want to modify the existing non-recurring payment record, ensure that you first delete that particular record from Employee Central and then add a new record to maintain data integrity between Employee Central and hrX Exchange systems.

3.2.16 Work Permit

The Employee Central Personal Documents Information fields from Work Eligibility Information/Work Permit Info portlet are mapped to the NGA HR hrX Exchange XML.

Since Personal Documents Information is a non-effective-dated entity in Employee Central, and hrX Exchange expects a validity for it, this data is sent to hrX Exchange with *validFrom* as the current date and *validTo* as 9999-12-31 In the case of a Hire scenario, the Hire Date is sent as *validFrom*, for a Transfer scenario the Transfer Date is sent as *validFrom* and for a Rehire scenario, the Rehire Date is sent as *validFrom*.

3.2.17 Alternative Cost Distribution

The Employee Central Cost Distribution Information object fields from Alternative Cost Distribution portlet are mapped to the NGA HR hrX Exchange XML. This portlet allows for the assignment of multiple cost centers to one single employee. Cost Center field in Employment Info Job Information gets overridden when alternate cost distribution is used.

3.3 Integration Key Considerations

- Payroll Integration 2.0 supports processing of maximum 5000 records at a time. If there is a need to process more than 5000 records, then we recommend you split the payload using one of the available filters and then run the split data set individually.
 - Example: In the external parameters we have the following four filters to be used:
 1. Location
 2. BusinessUnit
 3. EmployeeClass
 4. CompanyThese filters are all comma delimited. Hence we can use these filters to limit out the number of records at a time.
- When the PersonIdExternal filter is applied, and the integration is triggered then the Last Execution time stamp value will not be updated.
- We recommend that you use PersonIdExternal filter only for debugging or for on demand employee replication to hrX Exchange.
- This integration process each job event information and checks for multiple events on the same day. If there is a life-cycle event added for an employee, and if there are multiple other job events added in the job information on the same day, then the integration sends the latest job information with the life-cycle event. This way, there is no data loss or lifecycle event miss. For instance, if an employee is hired on 18th March 2019, and if a new Job Title event is added for that employee on the same day, then the integration sends the Hire event information along with the latest job information, which includes the new job title.
- For the following fields, the code values maintained in Employee Central have to be sent to hrX Exchange. They are then mapped to hrX Exchange specific values in the hrX Exchange system.
 - Company
 - Location
 - Pay Group
 - Cost Center
 - Pay Component
- After an employee is hired in Employee Central and replicated in hrX Exchange (hrX Exchange), if there is a further change to the hire date of the employee, then a MODIFIED BOD is generated capturing the change in the hire date of the employee.
- After an employee is terminated in Employee Central and replicated in hrX Exchange (hrX Exchange), if there is a further change to the termination date of the employee, then a MODIFIED BOD is generated capturing the change in the Termination Date of the

employee along with the Last Paid Date. Ensure that when you change the Termination Date of an employee, you also change the Salary End Date in Employee Central to keep the Last Paid Date aligned with the Termination Date.

- A terminated employee who is already replicated in hrX Exchange (hrX Exchange) and if the termination is DELETED in Employee Central, then a DELETE BOD is generated capturing the termination event details.
- Ensure that you create separate pay components for payments and deductions in Employee Central for the hrX Exchange system to differentiate payments from deductions.
- This Integration supports pay components with Amounts, Percentage and Number.
- It is recommended that when you run this integration on the SAP Cloud Platform integration, you set the frequency to less than 15 minutes. A low frequency time helps in avoiding overloading the system and reduced performance issues.
- After an employee is hired in Employee Central, an additional job record is created and this integration is triggered, then the HIRE BOD will have the field IndicativeDeployment/validTo set to 9999-12-31. Initially, this field was set to the end date reflecting the validity of the first hire job record.
- For Foundation Objects Position, FODepartment and FOJobCode, this integration performs on demand queries just before the employee data is mapped to the target structure and it does not hold the entire data of objects in-memory.
- When the process is executed for the first time, no data is fetched and no BODs are generated. This is because the process always reads data for all changes made to the employee data between the last execution of the process and the current execution date/time. Since the last execution timestamp for the first execution is blank, it is set to current date.
- Any employee data in Employee Central prior to setting up this integration must be manually updated in hrX Exchange (data migration activity). After you have set up the integration, newly created data and modified data are sent to hrX Exchange via the integration. The integration in itself is not intended to be use for migrating existing data from EC to hrX Exchange.
- While scheduling this integration you must ensure that mass updates are not taking place in the system. If so, then there could be following impacts:
 1. Data Loss
 2. Duplicates

- EC-Exchange Payroll Integration 2.0 supports global assignment and concurrent employment. Related documents can be found in the Documents section of the Next Gen package.
- EC-Exchange Payroll Integration 2.0 supports event driven integration in which the integration suppresses sending duplicate EDI related events (hire, termination, rehire, and concurrent employment) to hrX Exchange. This is [parameter](#) driven.
- The integration extracts records from EC and sends the raw SFAPI response to Exchange. This source file is now available in hrX Exchange for monitoring and troubleshooting. The source file contains multiple records for employees and the transformation from WebMethods in hrX Exchange generates the individual BODs.

4 Configuration

4.1 Setting up EC-Exchange Payroll Integration 2.0 in SCPI

The steps outlined in this chapter require access to SCPI and the user performing these steps is expected to be familiar with SCPI and has the proper authorizations.

Procedure:

1. Launch the Web application by accessing the URL provided by SAP.
2. Click  Discover.
3. Find the **SAP Successfactors Employee Central Payroll Integration 2.0 with NGA HR**. Click **Copy to Workspace** to copy **SAP Successfactors Employee Central Payroll Integration 2.0 with NGA HR** package to your workspace.
4. Click  **Design > SAP Successfactors Employee Central Payroll Integration 2.0 with NGA HR > Artifacts**. A page with the following artifacts is displayed:
 - Package Integration - SF EC Next Gen Integration to NGA HR hrX Exchange
 - Packaged Integration - SF EC Event Driven via ISC to NGA HR hrX Exchange
 - Packaged Integration - SF EC Global Assignment to NGA HR hrX Exchange
 - Packaged Integration - SF EC Global Assignment via ISC to NGA HR hrX Exchange
 - Packaged Integration - SF EC Time-off to NGA HR hrX Exchange

- Packaged ValueMapping - SF EC to NGA HR Concurrent Employment Mode
5. Click Package Integration - SF EC Next Gen Integration to NGA HR hrX Exchange > **Actions > Configure**. A page with the following tabs is displayed:
 - Timer
 - Receiver
 - Parameters
 6. Click the *Timer* tab. On this tab, you can schedule the integration based on the required business needs. The following three options are available:
 - Run Once
 - Schedule on Day
 - Schedule to Recur

When testing the integration, it is recommended that you choose the Run Once option.
 7. Click the **Receiver** tab. For Receiver settings, see [Receiver Settings](#).
 8. Click the **Parameters** tab. For Parameters settings, see [Parameters](#).
 9. Save the configuration details.
 10. Click **Back** to go to the catalog page listing all the artifacts.
 11. Deploy the catalog by selecting **Actions > Deploy**.

Receiver Settings

Compound Employee

This receiver helps you to connect to Employee Central.

| Field | Description |
|-----------------|--|
| Address | Employee Central URL, for example, https://test.successfactors.com |
| Credential Name | SAP Credential Deployment |

NGA HR EndPoint

This receiver helps you to connect to hrX Exchange Web Service End Point.

| Field | Description |
|---------|--|
| Address | NGA HR End Point URL (to be provided by the Service Readiness or Application Support from NGA) |

| Field | Description |
|-----------------|--|
| Credential Name | Deployed credential name that has the user name and password for the NGA HR Web Service Connection |

MailServer

This receiver helps you to connect to SMTP Mail Server.

| Field | Description |
|-----------------|---|
| Adapter Type | By default, the Adapter Type is Mail . |
| Address | Mail Server URL. |
| Protection | Select from the drop-down, the method to establish an encrypted (Secure) connection. |
| Authentication | By default, the Authentication Type is "None". You can select the appropriate Authentication Type from the drop down. |
| Credential Name | Enter the credentials for this mail server, if the Authentication Type is "plain User/Password". |
| From | The From address of the mail server. |
| To | The address of the recipient of the emails generated by the process. |

SAP Credential Deployment

To deploy the following artifacts, see Deploying and Editing a User Credentials Artifact in the Operations Guide for SAP Cloud Platform Integration

| Artifact | Description |
|--------------------------------|--|
| SuccessFactors EC Credentials | These credentials are used to connect to the Employee Central system. Ensure they have the correct authorizations to perform OData and SFAPI calls |
| SMTP Server Credentials | These credentials are used to connect to client's mail server. |
| NGA HR Web Service Credentials | These credentials are used to connect to the NGA HR Web Service. These are provided by NGA HR |

Parameters (in order of appearance in the iflow configuration)

| Parameter Name | Description | Required |
|------------------|--|----------|
| Ad-hoc run | If set to 1 then integration does not update LastModifiedOn (LastModifiedOn_LV) variable | No |
| BusinessUnit | Include the foundation object externalCode if you want to include only employees associated with that foundation object. | No |
| Company | Comma-delimited list filter (no blank spaces before/after comma) for specifying the companies to include in the extract. | Yes |
| ComponentID | Company ID of the Employee Central Instance | Yes |
| EmployeeClass | Comma-delimited list filter (no blank spaces before/after comma) for specifying the employee classes to include in the extract. This can be used to include regular employees only and exclude externals | No |
| Event Driven | 1 means EDI is configured in ISC (Intelligent Service Center) and hire, termination, and rehire events are triggered via ISC and created in hrX Exchange in real time. When this parameter is enabled, standard package suppress processing of these events to avoid sending duplicate events in Exchange. 0 or blank means EDI is not configured. EDI events like hire, termination, and rehire are process by the regular run of standard package | Yes |
| GCC | Enter the Global Customer Code | Yes |
| IsEmailEnabled | 1 enables the email functionality | Yes |
| LastModifiedOn | In this dynamic process property, provide a time stamp value in the format yyyy-mm-ddThh:mm:ss.sssZ (for example, 2015-01-01T00:00:00.000Z) for the first ever execution of the process. The process then fetches the changes in the Employee Central system as of the provided time stamp value. | N/A |
| Location | Include the foundation object externalCode if you want to include only employees associated with that foundation object. | No |
| PayGroup | Comma-delimited list filter (no blank spaces before/after comma) for specifying the paygroup/s to include in the extract. | No |
| PersonIdExternal | Comma-delimited list filter (no blank spaces before/after comma) for specifying the person_id_externals to include in the extract. | No |

Value Mapping

Value mappings are translation tables between the Employee Central entries and the hrX Exchange values. The following Value Mapping is used in this integration:

Packaged ValueMapping - SF EC to NGA HR Concurrent Employment Mode

Set either full or light concurrent employment mode against Local Customer Code. In the first column, enter the Employee Central company code. In the second column, enter the hrX Exchange concurrent employment mode (Full or Light).

4.2 hrX Exchange Configuration

Configuration will also be required on the hrX Exchange system in order for EC-Exchange Payroll Integration 2.0 to work correctly. The configuration steps will be completed by the NGA HR project support team. A separate guide named hrX Exchange – SAP SuccessFactors Employee Central Payroll Integration 2.0-Customer Configuration describes the necessary configuration steps. At a high level, the configuration step covers hrX Exchange customer configuration mapping specific for EC-Exchange.

4.3 Switching back to Old Standard Package Integration

Customer is able to roll back using the old standard package integration for EC-Exchange in case there are issues with the new package. This can be achieved by following the [integration guide](#) for SAP SuccessFactors Employee Central with Third-Party Payroll Vendor - NGA HR.

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