SuccessFactors Employee Central Managed Integration with ADP Global Payroll

Commercial in Confidence

Document Reference	GV0000	
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Authorizations and Amendments History

Version	Date	Author	Changes
16.00	09-Sept-2016	ADP Product	Initial
16.01	26-Sept-2016	ADP Product	Replication for IT33 Replication for IT185 subtype for national ids
16.02	15-Nov-2016	ADP Product	Replication for IT182 Mash up for IT169 Mash up for IT170 Mash up for IT377
16.03	15-Dec-2016	ADP Product	Mapping for basic extensibility Mash up for IT16 (localization for VN)

Version	Date	Author	Changes
			Mash up for IT652 (localization for DE)
17.01	10-Feb-2017	ADP Product	Replication from GV to EC for indirectly evaluated pay components
			Improvement of data migration tool
			Mash up for IT46 (localization for CH)
17.02	26-Septenber-2017	ADP Product	Mash up to complete events
			Mash up for IT 9523 (localization for VN)
			Mash up for IT 9524 (localization for VN)
			Mash up for IT 9525 (localization for VN)
			Mash up for IT 726 (localization for DK)
			Mash up for IT 740 (localization for DK)
			Mash up for IT 765 (localization for DK)
			Replication for IT32 added
			Replication for IT41: mapping more than only 12 dates
			Replication for IT9: localization for ZA
			Replication for IT7: localization for BE (enhanced) + activation of feature WWEEK + dynamic daily work schedule
			Improvement of data migration tool
			Honduras added to the countries supported
			Guatemala added to the countries supported
			Integration Center included in ADP managed integration
			Mapping for languages not supported by SAP
			Supporting local event reason
			Project technical landscape
17.03	24-November-2017	ADP Product	Replication of IT16 using standard fields
			Time replication for IT2001 and IT2010
			Full support of IT302
17.04	15-December-2017	ADP Product	*Note on company code mapping*
			Change of legal entity with termination and re-hire (for MX)

Version	Date	Author	Changes
			IT185 mapping to work permit portlet
			Phone number mapped to any subtype of IT105
18.01	31-January-2018	ADP Product	IT227 included in replication for AU
			IT7: Employment percent replicated using job-info-FTE field from EC
			IT7 fields daily, weekly, monthly and annual working hours can be defaulted from work schedule considering IT7 percentage
			Replication of local reason for action
			Updated status of mash up ITs expected by SAP for AT
			Mash up for IT 9500 (localization for BR)
			Mash up for 3229 (localization AR)
18.02	31-March-2018	ADP Product	Mash up for IT 728 (localization for DK)
			Mash up for IT 727 (localization for DK)
			Mash up for IT 779 (localization for DK)
			Integration and GDPR
			Replicate the same EC address to 2 different subtypes of IT6
			New subtype 9=SF in IT105
18.03	15-May-2018	ADP Product	CPI replacing BOOMI as middleware
			Clarification on BIB
			Payslip via mash up
18.04	30-June-2018	ADP Product	Mash up IT82, IT865, IT3364, IT9450
			IT332 for PT partially in replication (for SSN)
			Replication from GV to EC of bank master data
			Integration flows
18.05	31-August-2018	ADP Product	SL payroll id replicated from SFSF
			Replicate contact data from EC to any subtype of IT105
			Ukraine added to country scope

Version	Date	Author	Changes
18.06	30-September-2018	ADP Product	Update text of job, unit and position (25, 40 and more than 40 digits)
			Default IT9 with pay method = 'check' in hiring or re-hiring if payment info are not included in EC
			Mash up for IT3261 - Contracts with other relationship (HU)
			Mash up for IT0379 - Stock Purchase Plans (CA)
18.07	31-October-2018	ADP Product	Nicaragua added to country scope
			New chapter for 'Prerequisites/Requirements to implement ADP Integration'
			Replicate wage types from IT14 and IT15 backward to EC
			Default IT655 with 'ESS' checkbox defaulted in hiring or re-hiring
			Automatic delimitation of certain infotypes/subtypes (ex: 14, 169, 170, 242, 319) for terminated employees
			Replicate Payroll Administrator (P0001-SACHA), Time Administrator (P0001-SACHZ) and Administrator for HR Master Data (P0001-SACHP) from jobRelationsInfo portlet
18.08	30-November-2018	ADP Product	Note on limitation for replication mapping for basic extensibility (not applicable for pers area, subarea, EEgoup, EEsubgroup)
			IT587 for IN partially in replication (for Employee pension number id and Employee Provident Fund account number)
			IT588 for IN partially in replication (for employees' state insurance number)
18.09	31-December-2018	ADP Product	New Prerequisite on External id (that cannot be changed after initial hire)
			Mash up copy functionality for standard infotypes
			Replication: default employment % in IT7 base on country
			Replication: filter by pay group
			Mash up for IT3422 for CH

Version	Date	Author	Changes
19.01	31-January-2019	ADP Product	Replication: default language in IT2 independently from the Native preferred language the employee has in EC
			Initialization of EC/GV linking table before activating replication
19.01	28-February-2019	ADP Product	Mash up: IT0031 - Reference Personnel Numbers
			Replication: IT9600 (for GDMS)
			Replication: Clarification on IT31 and IT121 for CZ
			Deeplink: clarification on access to myPay and risks with proxy
			New chapter on 'how to read this document'
			Replication: default pay area, type, group and level in IT8
			Automatic update of IT3 field 'Run payroll up to' for withdrawn employees having payments after termination
19.03	31-March-2019	ADP Product	Mash up: add copy functionality to all ADP developed Infotypes
			Automatic creation of IT208 and 209 for USA
			Replication: default IT0008 pay type, group, area, level as of a specific date and based on pay group
			Replication: default flag in IT655 based on employee status
			IT241 for ID partially in replication (for employees' personal tax id, married for tax purpose and company tax id)
			IT242 for ID partially in replication (for employees' BPJS number, married for Jamsostek purpose)
			IT3385 for ID partially in replication (for employees' BPJS Kesehatan id)
19.04	30-April-2019	ADP Product	Automatic creation of IT207, 208 and 209 for USA
			Automatic creation of IT207 for USA
			Replication: default bank account for CN
			Replication Job Codes and Worker's comp codes for jobs and positions for USA

Version	Date	Author	Changes
			Replication: default IT3243 in hiring and re-hiring with PAE check box defaulted
19.05	31-May-2019	ADP Product	Replication Job Codes and Worker's comp codes for jobs and positions for Canada
19.06	30-June-2019	ADP Product	Replication: include IT9801 for EeTIME Replication: include IT50
19.07	31-July-2019	ADP Product	Replication: position replication with same id than EC Replication: include WBS element in IT27 Replication: replicate custom strings from employmentinfo to IT105 Replication: IT14 payment model default Replication: replace ' ' with '-' in national id for TH in IT185 Program to detect employees hired twice by error
19.08	31-August-2019	ADP Product	CPI parameters: ADP best practices Replication: custom of dates to IT41 Replication: add start date and end date to workpermit portlet to be replicated to start date and end date in IT185 Replication: program to correctly populate the 'time linking table' for absences (IT2001) Prerequisite on Employee Central external code length
19.09	30-September-2019	ADP Product	Replication: include IT9601 for GDMS IT9520 for VN partially in replication (for PIT Reference number) IT9521 for VN partially in replication (for Membership number - Compulsory social insurance reference number) Replication: bank detail for Sweden

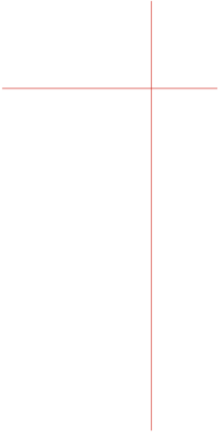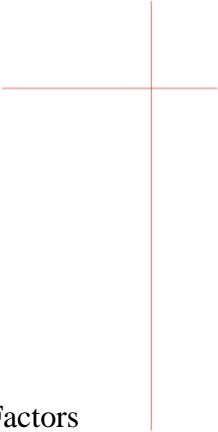| Version	Date	Author	Changes
			Generic replication for employee's IDs + mash up completion for local infotypes
19.10	30-October 2019	ADP Product	A new report to view and download SLG1 logs for replication
20.05	08-May 2020	ADP Product	Replication: Update IT0064 for French employee when Social Security Number changed in IT2.
			Replication: Replicate mother names and birth names for Hungarian employee in IT175.
			Replication: Replication of additional information from EC dependents portlet to IT21.
			Replication: Population off season code for wage type in IT0267.
			Mash up: add IT3427 for PL
			"United States - Tax infotypes (IT0207, IT0208, IT0209)" is removed.
			"Replication of indirectly evaluated wage types from ADP Global Payroll to Employee Central" is removed.

Table of Contents

Introduction

Target group

This guide helps Professional Services and SAP partner consultants to integrate SuccessFactors Employee Central with ADP Global Payroll using SuccessFactors Employee Central Managed Integration with ADP Global Payroll solution.

How to read this document

Changes introduced by each release are listed in chapter 'Authorizations and Amendments History'.

Terminology

This table provides an overview of some terms used in this document:

Term	Definition
Employee Central (EC)	Employee Central (EC) is a next generation core HR System that supports a broad range of HR processes and transactions
ADP Global Payroll	ADP Global Payroll (GPY) offering delivers payroll process, service and compliance across 104 countries. It is the single source of payroll information that provides consistent processes and standards that service the breadth of the global market while at the same time offering the depth of compliance and service needed to support local payroll
ADP GlobalView Payroll (GV)	ADP GlobalView Payroll, based on SAP technology, provides access to country specific reporting, absence and attendance, insight dashboard and many other features.
ADP Streamline Payroll (SL)	ADP Streamline Payroll is a multi-country payroll service targeted at small and mid-size subsidiaries of multinational organizations.

Global Data Management System (GDMS)	GPY's solution core is the Global Data Management System (GDMS), where HR global and local payroll data will be centrally stored in one system.
SAP Cloud Platform Integration (CPI)	SAP Cloud Platform Integration (CPI) facilitates the integration of business processes and data across on-premise and cloud applications (cloud to cloud and cloud to on-premise integrations).
Dell Boomi AtomSphere	Dell Boomi AtomSphere is an on-demand multi-tenant cloud integration platform for connecting cloud and on-premises applications and data.
Replication or DI (data integration)	All new hires and data changes flow from Employee Central to GlobalView Payroll or Global Data Management System (GDMS) using Data Interface Replication (DI). An Application Programming Interface (API) is implemented in Employee Central to extract the required employee data. Currently a mapping and integration middleware to call the API in Employee Central and collect all the extracted employee data.
Mash up or UI (User Interface Integration)	Rich Webdynpro ABAP UIs that allow create, read, update and delete operations on the GlobalView Payroll or Global Data Management System (GDMS) are housed within an iFrame in the Employee Central user interface.
Deep link	Deep linking is a tool used by websites to point a visitor directly to a page within the website instead of the landing page or front page of the site. This can also point to another site.
SSL and G2	SSL and G2 are the 2 templates accepted by the ADP standard interface methodology used to upload data in ADP GlobalView Payroll or Global Data Management System (GDMS).
SAP GUI	SAPGUI is the GUI client in SAP R/3's 3-tier architecture of database, application server and client.

	It is the platform used for remote access to the SAP central server in a company network.
Basic Extensibility	With basic extensibility you can map Employee Central custom or standard fields to SAP ERP HCM custom or standard fields. There are various ways you can extend or overrule standard mapping between Employee Central employee data fields and infotypes in SAP ERP HCM.

Business scenario

The following graphic shows the 3 main systems involved and the information flow between them

The following is an example of a Hiring process:

1. The HR specialist enters employee and HR employment-related data into Employee Central completing the hiring. This process is can be subject to workflow approval.
2. As soon as the last approval is given (if needed), data is automatically extracted by the middleware and sent to the ADP GlobalView Payroll / Global Data Management System (for countries with ADP Streamline Payroll).
   HR specialist can monitor and eventually fix the error in the Data Replication Monitor.
3. PY specialist complete the hiring process entering payroll-related information and/or country specific information into Employee Central via mash up.

Integration Overview

SuccessFactors Employee Central Managed Integration with ADP Global Payroll (ADP GlobalView Payroll and ADP Streamline Payroll) is based on standard SuccessFactors Employee Central Integration with SAP on premise payroll.

This integration is prebuilt for standard scenarios, but it is highly customizable in order to cover local specific country requirements and client specific needs.

Prerequisites for integration SuccessFactors Employee Central Managed Integration with ADP Global Payroll are:

1. Set up Employee Central, in a way that is compliant with ADP integration requirements[1]
2. Set up ADP Global Payroll (ADP GlobalView Payroll, ADP Streamline Global Data Management System GDMS Payroll, or ADP Celergo)**ADP Implementation Team can provide Celergo implementation guide**
3. Set up the middle ware

Please note that it is a prerequisite for:

- Both Employee Central and ADP Global Payroll in place to set up the integration, but they do not need to be necessary implemented at the same time.

Employee Central needs to adhere to the ADP integration requirements[2]

Integration scope

The scope of the SuccessFactors Employee Central Managed Integration with ADP Global Payroll includes:

- HR and Payroll master data needed to run payroll and produce payslip, legal reports or legal forms
- HR processes needed to support payroll and legal reports or legal forms
  (hiring, termination, re-hiring, change of legal entity, change of pay, organizational transfer, international assignment, concurrent employment, leave of absence, return

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1 Refer to corresponding chapter for more information on ADP requirements

2 Refer to corresponding chapter for more information on ADP requirements

from leave of absence, etc... including local actions created to support some country specific requirements)

SuccessFactors Employee Central Managed Integration with ADP Global Payroll
Does not include:
- OM related data (org unit, position, job, etc..)
- Contingent workers
- Payroll processes (manage payroll areas, execute payroll run, produce bank file, produce posting file, etc..)

Does not support:

- ADP clients using Best Of Breed payroll solution
- ADP Stream Line Payroll clients using SDH (Stream Line Data Hub)

For more information on:
- Countries included in ADP integration package
- Infotypes included per each country

Refer to appendix in this document

Integration features
SuccessFactors Employee Central Managed Integration with ADP Global Payroll includes 3 main features:
- **Replication or DI (data integration)**
  This feature maps the employee data from Employee Central to the corresponding fields within GlobalView Payroll or Global Data Management System (GDMS). This process can be scheduled to run as often as every five minutes thus providing a "near time" data update. The frequency/schedule of this interface should be determined by the client and the implementation team based on client needs and client file size. Real time integration is also available for all events.
  With data replication, information stored in Employee Central are sent to Global View/ Global Data Management System

- **Mash up or UI (User Interface Integration)**
  This feature allows an authorized user (typically HR or PY Admin) to view or update the required local data for payroll processing directly in Global View/ Global Data Management System

For some Infotype, permission can be granted also to employee to view or update some of their own information.

With mash up payroll data are directly exposed to the users in Employee Central but they remain stored ONLY in the Global View/ Global Data Management System database.

- **Deep link**

  This feature allows authorized users (depending on the link it can be HR admin user or managers or employees) to be redirected to other ADP applications without having to enter again user and password (SSO).

  This feature can be used also to connect the users to other non-ADP applications. In this case SSO might not be possible and users might have to enter again their credentials.

Integration Flows

- **Flows from EC to ADP Global Payroll**
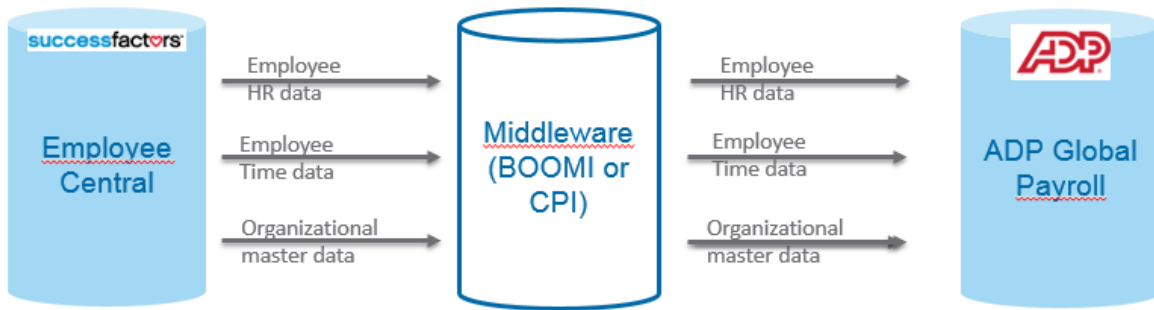
	Scope	Client adoption
Employee HR data	Employee HR data stored in EC and to be transferred to GPY	**All GPY** clients having ADP managed integration will activate this flow
Employee	Employee Time data stored in EC Time off and Time Sheet and to be	**Some GV clients** with ADP managed **integration only** (not

Time data	transferred to GV in IT2001 and IT2010	SFSF managed by ADP) might request to activate this flow
Organizational Master data	Jobs, positions, divisions, departments and business units master data stored in standard objects in EC and to be transferred to GPY PA tables T513, T513S, T528B, T528B and T527X*	**Some GV clients** having countries in scope needing jobs, positions or org unit in IT0001

*In case of client demand or legal requirements (like in Russia), in order to store in GPY organizational master data texts longer than 25 digits (limitation in PA tables) ADP has developed a feature to support replication to IT1000 (for text up to 40 digits) and replication to IT1002 st 0001 (for text exceeding 40 digits). Usage of IT1000 or IT1002 should be confirmed according to country PY template.

- **Flows from ADP Global Payroll to EC**
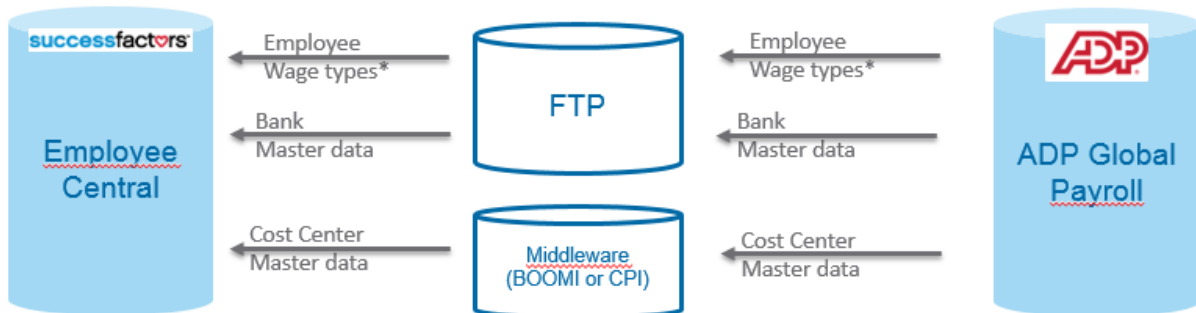
	Scope	Client adoption
Cost Center Master data	Cost center master data stored GPY in CSKS/CSKT and to be transferred to EC foundation object table for cost center	**GV and GDMS clients** deciding to create cost center master data automatically from ADP Global Payroll

Functional Integration landscape

Picture below shows SuccessFactors Employee Central Managed Integration with ADP Global Payroll
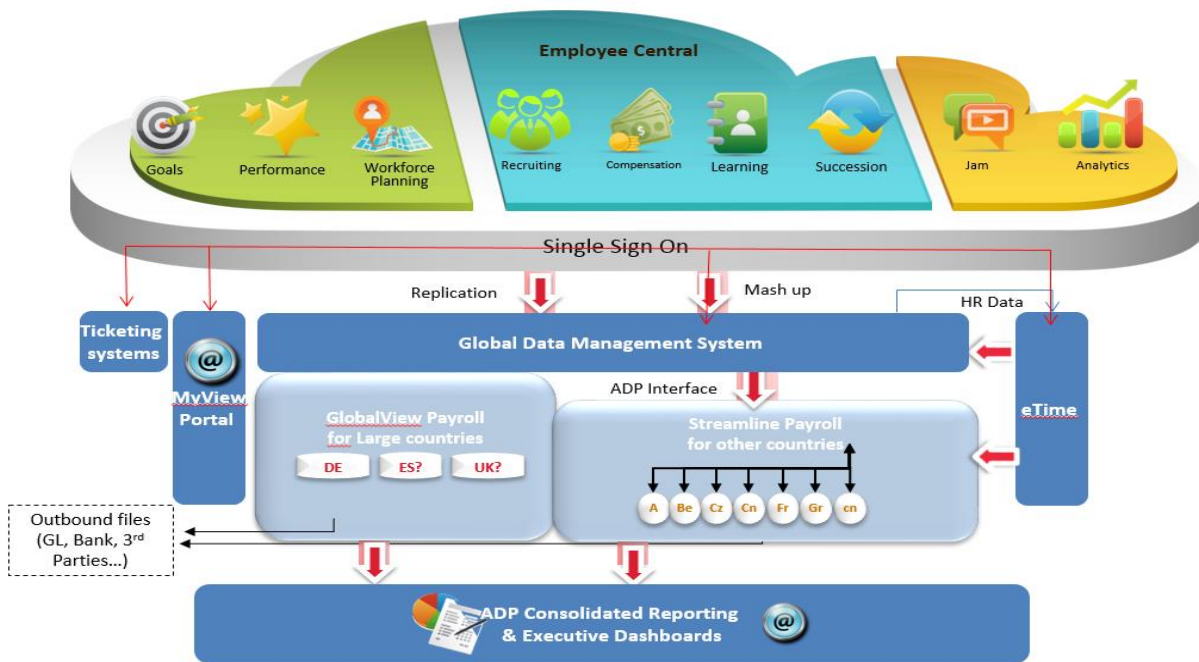
SuccessFactors Employee Central Managed Integration with ADP Global Payroll includes also direct connection via SSO from SuccessFactors home page to:
- ADP Global Time and Labor EeTime (deep link)
- ADP Insight Dashboard (via myView)
- ADP Streamline Payroll (deep link to SPM)
- DP portal (deep link) MyView - to access myPay and ADP GV Time applications
- ADP Ticketing Systems (CRM, Sieble)

Project System landscape

Picture below shows the suggested standard Integration landscape for payroll projects:
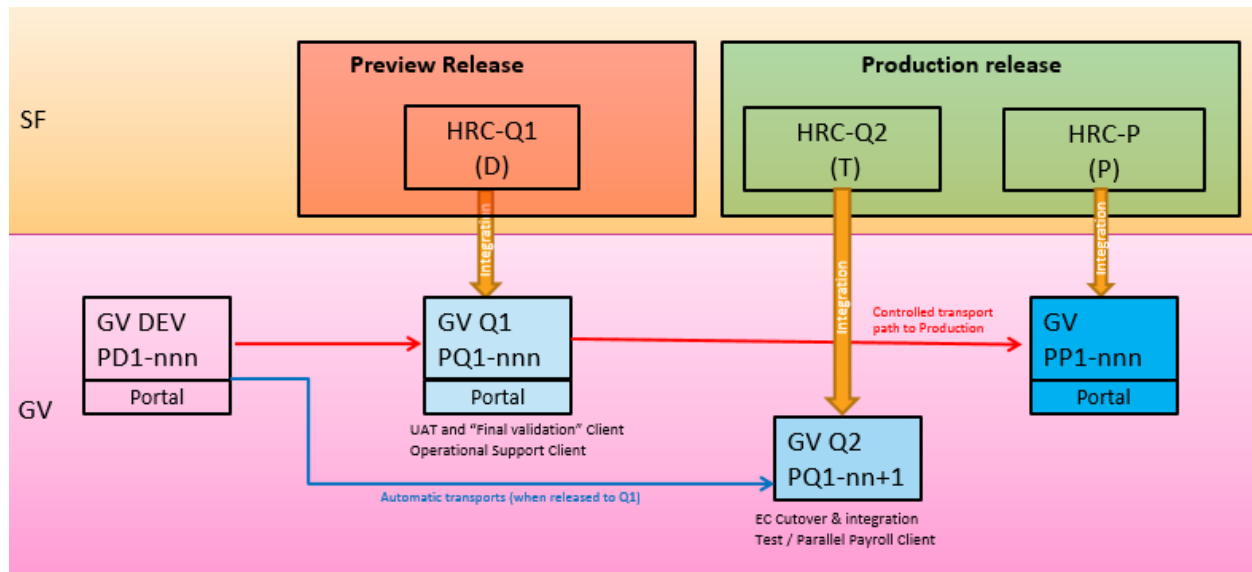
Within Employee Central each instance is used as follows during the project phases:
- Design (Q1)
- Config (Q1)
  - Iteration 1
  - Iteration 2
  - Iteration 3...
- UAT (Q1)
- Final Validation (Q1)
- Parallel/Cutover and Integration Test (Q2)
  - PR1
  - PR2...
- Production (P)
- Prod. Support (Q1)
  (EC Q2 can be delivered to Client Services, or decommissioned if no longer required.

Within ADP Global Payroll each instance is used as follows during the project phases:
- Design (D1)
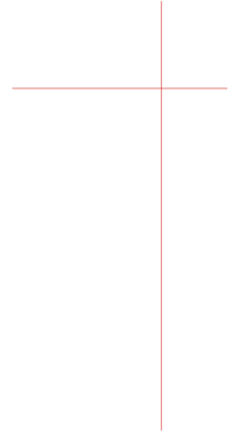
- Config (D1)
- Unit Test (Q1)
- UAT (Q1)
- Final Validation (Q1)
- Parallel/Cutover and Integration Test (Q2 – not executed for GDMS)
        PR1
        PR2..
- Production (P1)
- Prod. Support (Q1)
  (Note that the GV client Q2 is decommissioned at the end of the implementation so it means that EC Q2 will not have integration with GV any more)
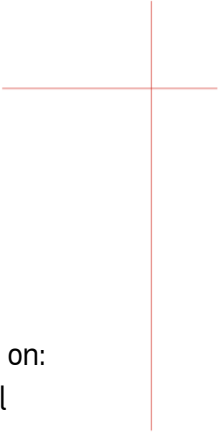
ADP Integration Requirements

SuccessFactors Employee Central Managed Integration with ADP Global Payroll is based on:
- standard SuccessFactors Employee Central Integration to SAP on premise payroll
- ADP Global Payroll template solution (ADP GlobalView Payroll and ADP Streamline Payroll).

ADP offers a certified integration with SFSF Employee Central which ensures that HR data stored in Employee Central and required for Payroll is sent via this integration and will be handled correctly. It enables payroll to be processed correctly by ADP.

This means clients using the ADP Integration must use the connector as per ADP guidelines and requirements described in this chapter.

Employee Central external codes length

Guidelines and Requirements

Please note that there is a significant disparity between the ids that need to be replicated to GlobalView and they must be compliant with the length SAP defined in the middleware and in the SAP mapping table. In most cases these are shorter than the one defined in EC.

This not an issue for new clients, but existing clients will need to recognize the max field length discrepancies and plan accordingly.

Some of the misalignment are with CPI and others are in the SAP mapping table

EC table/field externalCode	SAP table	Misalignments
Legal Entity	PAOCFEC_KMAPCOMC	Max length in SAP is 20 digits – Length in EC is longer
Cost Center	PAOCFEC_KMAPCOSC	Max length in SAP is 20 digits – Length in EC is longer
Pay Group		Max length in CPI is 4 digits – Length in EC is longer

Event		Max length in CPI is 4 digits – Length in EC is longer
Event Reason		Max length in CPI is 10 digits – Length in EC is longer
Employment Type		Max length in CPI is 2 digits – Length in EC is longer
Employee Class		Max length in CPI is 4 digits – Length in EC is longer
Job		Max length in CPI is 20 digits – Length in EC is longer
Position		Max length in CPI is 100 digits – Length in EC is longer
Work Contract	PAOCFEC_MAP_CC	Max length in SAP is 10 digits – Length in EC is longer
Full time indicator		Max length in CPI is 1 digit – Length in EC is longer
Pay scale type	PAOCFEC_MAP_CC	Max length in SAP is 10 digits – Length in EC is longer
Pay scale area	PAOCFEC_MAP_CC	Max length in SAP is 10 digits – Length in EC is longer
Payscale group	PAOCFEC_MAP_CC	Max length in SAP is 10 digits – Length in EC is longer
Pay scale level	PAOCFEC_MAP_CC	Max length in SAP is 10 digits – Length in EC is longer

Pay component	PAOCFEC_MAP_CC	Max length in SAP is 10 digits – Length in EC is longer
Payment method		Max length in CPI is 2 digits – Length in EC is longer
Employment status		Max length in CPI is 2 digits – Length in EC is longer

EC table/field	SAP table	
Biographical Information/person-id-external	IT0709	Max length in SAP is 20 digits – Length in EC is longer
Biographical Information/ place-of-birth	IT0002	Max length in SAP is 40 digits – Length in EC is longer
Personal Information/ all fields related to names (**20+ fields**)	IT0002	Max length in SAP is 40 digits – Length in EC is longer
Personal Information/ title	IT0002	Max length in CPI is 4 digits – Length in EC is longer
CSF Personal Info (Global Info) / genericNumberX (**40+ fields**)	No mapping	Field is defined as numeric but associated to alphabetic pick list (Yes_no) > this is failing in CPI even if the field is not included in replication
Phone Information/phone-number	IT0006	Max length in SAP is 14 digits – Length in EC is longer
Home Address/addressX (**500+ fields**)	IT0006	In general the corresponding fields mapped in GV are shorter than the one in EC - this is valid for all countries and all addressX fields

Home Address/city	IT0006	Max length in SAP is 40 digits – Length in EC is longer
Home Address/zip-code	IT0006	Max length in SAP is 10 digits – Length in EC is longer
Dependents/ all fields related to names (**4 fields**)	IT0021	Max length in SAP is 40 digits – Length in EC is longer

Employee Central ids

Requirements

- EC external id, automatically generated by SuccessFactors, must be stored (as is*) in ADP Global Payroll global id (IT0709) and must be unique cross countries.
- EC external id, once assigned during the hiring process, cannot be changed anymore (changing EC external id after initial hiring is technically possible in EC, but this will create major issues in replication, so this scenario is not supported by ADP integration)
- EC user name, used to log on to SFSF is not transferred to ADP Global Payroll and not used for integration.
- EC user id, automatically generated by SuccessFactors, must be stored (as is*) ADP Global Payroll user id (IT0105 subtype ECUS). This will be used in mash up and in SSO between SuccessFactors and ADP applications (ADP portal, eTime, Darwin, Stream on Line, etc..).
- No transformation is supported for EC user id and for EC external id.
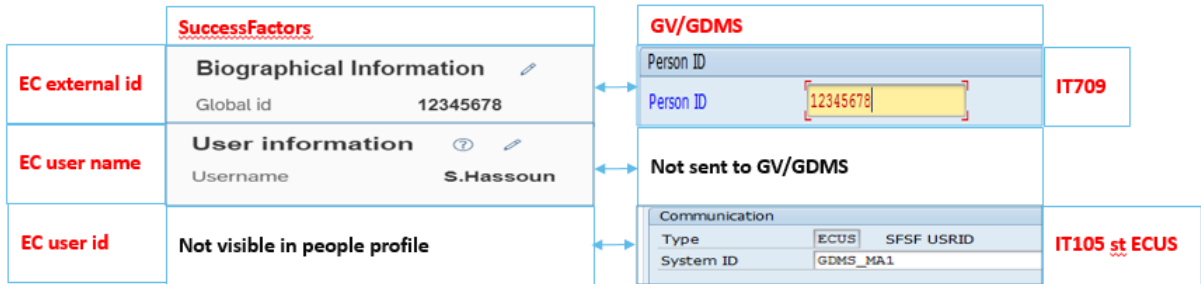
*leading zeros are relevant – strong advise is
not to have leading zeros in EC*

Legal Entities

Requirements

— For each Employee Central legal set up in SuccessFactors a corresponding
company code must be defined in ADP Global Payroll (1:1 or many:1)

— The same approach is requested in all countries.
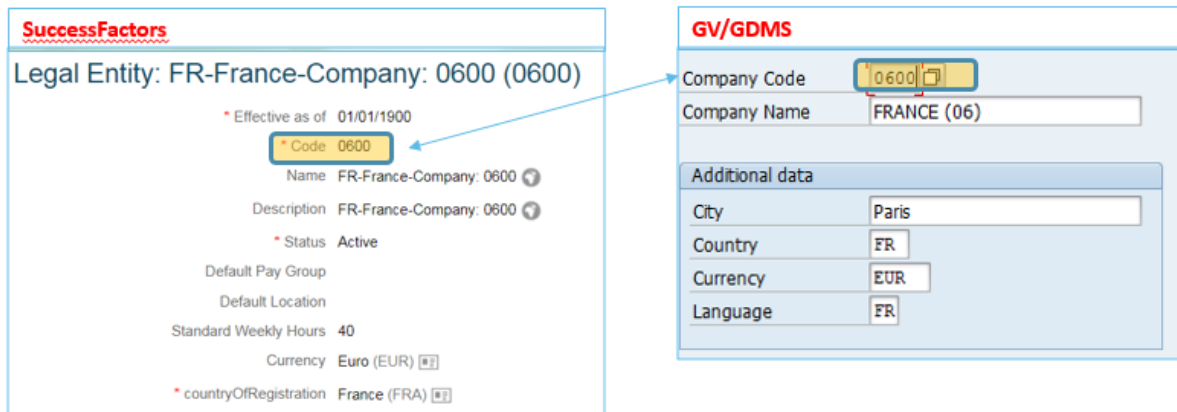
Personal area/subarea

Requirements

— For each combination of personal area/subarea in ADP Global Payroll, a
corresponding Employee Central location needs to be set up in SuccessFactors.

— If this is not possible, client can create, in Employee Central Job Info, a custom
string to store personal area and a custom string to store personal subarea, but in

this case the values stored in Employee Central must be equal to the values needed in ADP Global Payroll.

- Value conversion is not available for this scenario, so codes stored in Employee Central custom strings must be equal to the values needed in ADP Global Payroll
- The same approach is required in all countries (global set up)
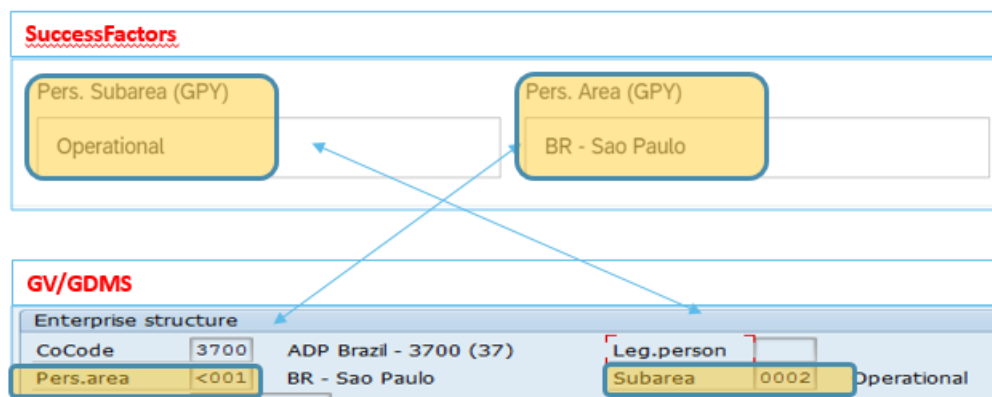
Action reasons

Requirements

- Both in ADP Global Payroll and in Employee Central reasons are global, but in some countries, there is the need of storing ADP Global Payroll local reasons for action.
    - *Example: in SK a list of leave of absence reasons is provided by the government and GlobalView payroll must use these local reasons.*
- In case client is not willing to 'pollute' Employee Central global reasons with ADP Global Payroll local reasons, client can create, in Employee Central job info, a custom string to store ADP Global Payroll local reasons.
- Data conversion is not available for this scenario so reasons codes stored in Employee Central custom string must be equal to the values needed in ADP Global Payroll
- The same approach is required in all countries (global set up)
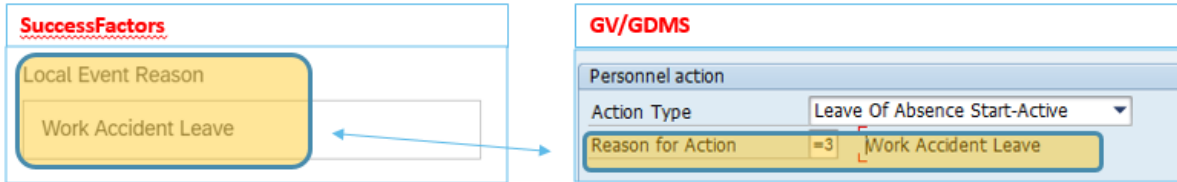
Actions

Requirements
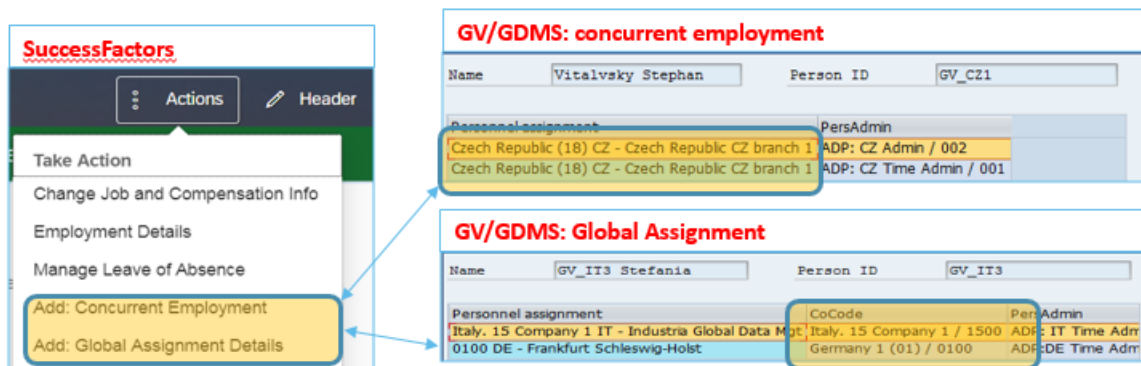
- Both in ADP Global Payroll and in Employee Central actions/events are global, but in some countries, there is the need of using actions in a specific way to meet ADP Global Payroll requirements.
  - *Example: in case of leave of absence the employee must be made inactive in ADP Global Payroll (with action 'inactivate employee') in Canada while in Slovakia the employee should remain active (with action 'leave of absence-active').*
- In order to meet the requirements of EC global event to be mapped to different actions in ADP Global Payroll, depending on the country, there might be the need of implementing in EC 'payroll event' linked to new local event reasons. In this case event reasons must be created in the <u>standard field</u>.
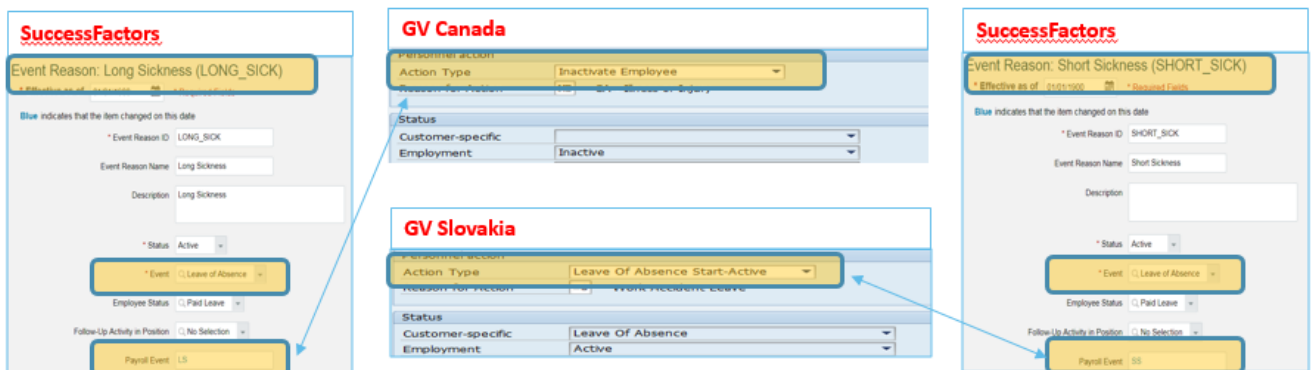
Global Assignment and Concurrent Employment

Requirements

- Standard Employee Central event called 'Global Assignment' must be implemented in SuccessFactors and used when the employee is moving from one country to another with a temporary expatriation with shadow payroll (employee has an active payroll in home and host country).
- Standard Employee Central event called 'Concurrent Employment' must be implemented in SuccessFactors and used when the employee is having more than one active contract in the same country*.

Concurrent Employment can be used only if supported by ADP Global Payroll - check with CS payroll:

- *ADP Global Payroll does not support concurrent employment in USA even if legally acceptable*
- *ADP Global Payroll does not support concurrent employment in FR, ES, IT, PT because not legally acceptable*
    - *ADP Global Payroll does support concurrent employment in CZ, SK, RU, NL, PL, AT ect..*

Note : Assign multiple positions to 1 employee

> SAP recommendation in case of requirement to assign multiple positions to 1 employee is to use concurrent employment (KBA 2360749) but this document is misleading.

KBA 2360749 does not specify that the approach of using concurrent employment to assign to an employee multiple positions is 100% fine ONLY if you are not integrating with SAP payroll (in the cloud or on premise)

If you are integrating with SAP payroll (in the cloud or on premise) you should use concurrent employment ONLY in case the employee is having 1 contract (1 payslip) per each position because the scenario of multiple positions within the same contract is not currently supported in EC. Unfortunately, this is not well explained in SAP documentation and for this reason EC implementation consultants keep on misusing concurrent employment.

ADP raised this challenge to SAP and they will hopefully adjust the documentation but there will be no solution in EC, in the short term, to cover the scenario of 1 employee having 1 contract and 1 payslip but to be assigned to multiple positions.

If client is still willing to use concurrent employment for this scenario, replication will create an employee id per each EC employment.

In order to avoid to pay these 'fake' employees they will need to be assigned to payroll area 'ZZ' (excluded from payroll) and to employee group '9' (excluded from legal report).

This approach needs to be approved by GV payroll consultant and this approach will increase the risk of errors in replication (because we are adding to replication scope employees that are not relevant for payroll).
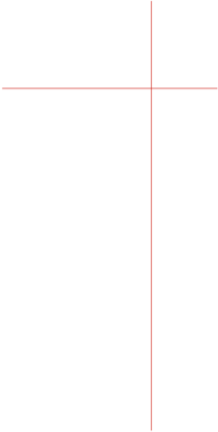
Master Data Replication

Replication for Actions (IT0000 and 0302)

Below the preferred data mapping for actions.

In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0000	Action	MASSN	jobinfo-event	Pick list 'event'	not possible - mapping is defined by SAP	payroll event can be implemented to cover special mapping in GV/GDMS
IT0000	Reason	MASSG	jobinfo-event-reason	Foundation table for event reasons	possible using table PAOCFEC_MAP_CC code PERSONNEL_EVENT_REASON_CODE	

SuccessFactors Employee Central Managed Integration with ADP Global Payroll supports the following business scenarios:

- Hiring
- Termination
- Re-hiring
  - o Re-hiring with same GlobalView employee id (PERNR) (this is not supported by SAP on the day after the termination)
  - o Re-hiring with same GlobalView employee id (PERNR), at least 2 days after the termination
  - o Re-hiring with same GlobalView employee id (PERNR) on the day after the termination for RU, ES and FR
  - o Re-hiring with a different GlobalView employee id (PERNR)

- o Re-hiring of an employee not present in the GV/GDMS data base (this can happen when EC has more history that GV/GDMS and terminated employees loaded in EC have not been loaded in GV/GDMS)
- Change of legal entity
  - o As an org transfer
  - o As termination/new hiring
  - o As a termination / re-hire (with 1 day of gap between the 2 actions)
- Change of pay group
- Organization transfer
- Change of pay
- Country transfer (employee permanently leave the home country – no shadow payroll)
- Start of Global assignment (employee temporary leave the home country –shadow payroll)
- End of Global assignment with repatriation (employee return to home country)
- End of Global assignment with localization (employee remain in the host country)
- Concurrent employment (employee has several active assignments/payslips in the same country)
- Leave of Absence
  - o With payroll inactivation
  - o Without payroll inactivation
- Return from Leave of Absence

SuccessFactors Employee Central Managed Integration with ADP Global Payroll does not support the following business scenarios:
- Change of hiring date
- Change of termination date
- Not show (deactivation/deletion of employee)

In case the employee is having one of the above scenarios GV/GDMS data base should be kept aligned with Employee Central manually (via SAP GUI, SSL or G2)

Event Reasons in EC are globally and mapped to the local action reasons in ADP Global Payroll. For some clients this is a limitation because they are forced to store in the global event reasons list all local reasons needed for payroll and reports.

ADP developed a tool to replicate the action reason in IT0000 from a custom string stored in EC JobInfo giving also the possibility of value conversion from EC code to ADP Global Payroll code. Please contact directly ADP to receive more information for the setup of this enhancement.

Several clients have reported a duplication of new hires (the same new hire was created twice in GlobalView). This was due to an SAP bug in replication fixed with note 2814691.

ADP has created a program to identify duplicated employees and inform immediately HR practitioner. Even if now the bug has been fixed by SAP, ADP does recommend scheduling this program for all clients in production to detect asap eventual employee duplication.

Replication for Organizational assignment (IT0001)

Below the preferred data mapping for organizational assignment.

In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0001	Company Code	BUKRS	jobinfo-company	Foundation table for Legal entity	possible using table PAOCFEC_KMAP COMC	_basic extensibility is not supported for this field_
IT0001	Cost Center	KOSTL	jobinfo-cost-center	Foundation table for cost centers	possible using table PAOCFEC_KMAP COSC	several possible approaches are possible for cost center master data
IT0001	Personnel Area	WERKS	jobinfo-location	Foundation table for Location	possible using table PAOCFEC_KMAP PEST	these 2 fields can also be maintained via basic extensibility
IT0001	Personnel SubArea	BTRTL	jobinfo-location			

IT0001	Employee group	PERSG	jobinfo-employee-class	pick list employee-class	possible using table PAOCFEC_MAP_CC code WORK_AGREEMENT_TYPE_CODE	
IT0001	Employee sub group	PERSK	jobinfo-employment-type	pick list employmentType	possible using table PAOCFEC_MAP_CC code WORK_AGREEMENT_ADMIN_CAT_CODE	
IT0001	Payroll area	ORGEH	CompInfo-pay-group	Foundation table for pay group	possible using table PAOCFEC_MAP_CC code PAYROLL_GROUP_CODE	
IT0001	GVS Payroll Area	ZZABK	jobinfo-custom_stringXX	Pick list 'YYYY'	Possible using ADP custom feature – ask ADP for more information	this field can also be defaulted directly in GDMS using feature ZZABK
IT0001	Work Contract	PLANS	jobinfo-custom_stringXX	Pick list 'YYYY'	Possible using ADP custom feature – ask ADP for more information	
IT0001	Org unit	STELL	jobinfo-custom_stringXX	Pick list 'YYYY'		
IT0001	Position		jobinfo-position	Foundation table for positions		
IT0001	Job		jobinfo-job-code	Foundation table		

				for job classification		
IT0001	Organizational key	VDSK1	jobinfo-custom_stringXX	Pick list 'YYYY'	Possible using ADP custom feature – ask ADP for more information	
IT0001	Payroll Administrator	SACHA	jobinfo-custom_stringXX or jobRelationsInfo	Pick list 'YYYY'	Possible using ADP custom feature – ask ADP for more information	
IT0001	Administrator for HR Master Data	SACHP	jobinfo-custom_stringXX or jobRelationsInfo	Pick list 'YYYY'	Possible using ADP custom feature – ask ADP for more information	
IT0001	Administrator for Time Recording	SACHZ	jobinfo-custom_stringXX or jobRelationsInfo	Pick list 'YYYY'	Possible using ADP custom feature – ask ADP for more information	
IT0001	SF-EC Manager	ZZMGR	jobinfo-manager-id			ADP can support replication of more than 1 manager taking information from job relationship in EC
IT0001	Business Area	GSBER	jobinfo-custom_stringXX	Pick list 'YYYY'	Possible using ADP custom feature – ask	
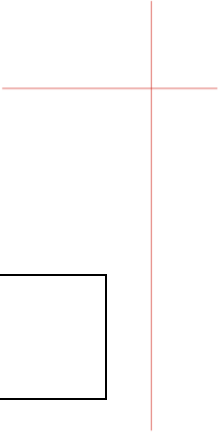
				ADP for more information	

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to cover replication Payroll Administrator (P0001-SACHA), Time Administrator (P0001-SACHZ) and Administrator for HR Master Data (P0001-SACHP) using information stored in jobRelationsInfo portlet.

NOTE: in case extensibility is used for pers area, subarea, employee group and subgroup and the client is requesting a value mapping between the codes stored in EC and the one stored in GV/GDMS this is possible but with some limitations:
- **Middleware should be CPI or BOOMI using bundle services (BOOMI v8 does not support this option)**
- **Codes in EC must be unique cross countries (as the mapping is very simple and it does not include the country but only the code)**

Please contact directly ADP to receive more information for the set up of these enhancements.

Replication for Personal data (IT0002)
Below the preferred data mapping for personal data.
In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0002	Personnel ID Number	PERID	nationalIdCard-national-id			for the countries storing the national id in a different IT (add on to IT2) ADP has developed a special tool

IT0002	Date of birth	GBDAT	personInfo-date-of-birth			
IT0002	Country of birth	GBLND	personInfo-country-of-birth			
IT0002	Place of birth	GBORT	personInfo-place-of-birth			follow SAP local mapping if available. In case the country has not been localized by SAP use the ADP tool supporting replication for any field of IT2 and its add on
IT0002	Birth name	NAME2	personalInfo-birth-name			for names in other language ADP has developed a special tool
IT0002	Marital status	FAMST	personalInfo-marital-status	pick list 'MARITAL STATUS'	possible using table PAOCFEC_MAP_CC code MARITAL_STATUS_CODE	
IT0002	Language	SPRSL	personalInfo-native-preferred-lang	pick list 'language'	No mapping is possible	
IT0002	Gender	GESCH	personalInfo-gender	pick list 'XXXXX'	possible using table PAOCFE	

					C_MAP_C C code GENDE R_CODE	
IT0002	Name prefix	VORSW	personalInfo-name-prefix	pick list 'XXXXX'		
IT0002	First name	VORNA	personalInfo-first-name			for names in other language ADP has developed a special tool
IT0002	Last name	NACHN	personalInfo-last-name			for names in other language ADP has developed a special tool
IT0002	Middle name	MIDNM	personalInfo-middle-name			for names in other language ADP has developed a special tool
IT0002	Title	ANRED	personalInfo-salutation	pick list 'salutation'		
IT0002	Second Name	NACH2				
IT0002	Nationality	NATIO	personalInfo-nationality			
IT0002	Second Nationality	NATI2	personalInfo-second-nationality			
IT0002	Third Nationality	NATI3	personalInfo-third-nationality			

IT0002	Accade mic title	TITEL	personalInfo-title	pick list 'XXXXX'	possible using table PAOCFE C_MAP_C C code ACADE MIC_TITL E_CODE	implement a pick list with code = NNNN (4 digit numeric) to avoid problem with BOOMI/CPI supporting max 4 digits length for this field
IT0002	Religio n	KONFE	globalInfo-…… (field is different by country)	pick list 'XXXXX'		this field must be implemented with a global pick list
IT0002	Number of Childre n	ANZKD	globalInfo-…… (field is different by country)			

IT0002 is highly localized in SAP and very often behind IT0002 there are other infotypes hidden to store country specific information.
SAP has localized replication for less countries than what is included in ADP scope, so SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to cover replication for any global and local fields of IT0002 (including local infotype view).
Please contact directly ADP to receive more information for the setup of this enhancement.

ADP Global Payroll does not support all languages available in EC and in case a language not supported in SAP is sent via replication the employee gets a blocking error.
ADP developed a tool to be able to map any EC language to SAP existing languages and avoid this error in replication.

ADP Global Payroll does support payslip only in the official country language(s) and in English, but in EC native preferred language associated to the employee can be different from the official country language(s) or English.

ADP developed a tool to be able to default in replication payslip language and not to use the employee Native preferred language.

Please contact directly ADP to receive more information for the set up of this enhancement.

Replication for Payroll Status (IT0003)
Payroll Status Infotype is automatically created via replication.

ADP developed a feature to automatically update IT 0003 'Run payroll up to' date if the end date of wage type, send in replication to IT14 or IT15 is after the termination date.

Please contact directly ADP to receive more information for the set up of this enhancement.

Replication for Addresses (IT0006)
Below the preferred data mapping for addresses.
In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0006	Type of address	ANSSA	homeAddress-address-type	pick list addressType e	possible using table PAOCFEC_MAP_CC code ADDRESS_USAGE_CODE	
IT0006	start date	BEGDA	homeAddress-effective_start_date			
IT0006	end date	ENDDA	Address Information-effective_end_date			

IT0006	Telephone Number	TELNR	phoneInfo-phone-number			the phone type flagged as 'is primary' in the one which gets replicated
IT0006	other fields		see mapping per country in SAP document			for the countries not localized by SAP and for the fields not included in SAP localization, ADP developed a generic tool covering all fields of IT6

IT0006 is highly localized in SAP.
SAP has localized replication for less countries than what is included in ADP scope so SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to cover replication for any global and local fields of IT0006.

In some countries, for legal reports or local processes, the same address information needs to be stored in different subtypes of IT6. SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to replicate data from the same address type in EC to different subtypes of IT6.

Please contact directly ADP to receive more information for the set up of these enhancements.

Replication for Planned Working Time (IT0007)

Some functionalities of Time off are needed for replication of IT7 (holidays, holiday calendars, work schedule). Time off needs to be turned on in provisioning and implemented for these limited functionalities.
Any other functionalities of Time off (time type, time profile, accruals, workflows, etc…), not needed for replication of IT7, are not part of ADP offer for integration.

ADP Global Payroll integration package can be implemented also without having Time off activated in Employee Central.

Below the preferred data mapping for Planned working time.

GV/GDMS		EC Time off active	EC Time off non active
Work schedule rule (P0007-SCHKZ)	GV	workschedule-code (jobinfo_time)*	> custom field using extensibility*** OR > first work schedule as in table T508A that matches the employee's Employee Group (Employee Subgroup Grouping) and the Personnel Area (Personal Subarea Grouping).
	GDMS	workschedule-code (jobinfo_time)*	> custom field using extensibility*** OR > first work schedule as in table T508A that matches the employee's Employee Group (Employee Subgroup Grouping) and the Personnel Area (Personal Subarea Grouping).
Time Mgmt status (P0007-ZTERF)	GV	> custom field using extensibility*** OR > defaulted from feature TMSTA (using enhancement ****)	> custom field using extensibility*** OR > defaulted from feature TMSTA (using enhancement****)
	GDMS	> custom field using extensibility*** OR > defaulted from feature TMSTA (using enhancement ****)	> custom field using extensibility*** OR > defaulted from feature TMSTA (using enhancement ****)
Part time flag (P0007-TEILK)	GV	> is-fulltime-employee (jobinfo job)	> is-fulltime-employee (jobinfo job)
	GDMS	> is-fulltime-employee (jobinfo job)	> is-fulltime-employee (jobinfo job)

Employme nt percent ** (P0007-EMPCT)	GV	> calculated comparing standard-hours (jobinfo job) from EC with the number of hours per week store in T508A in the WS customizing OR > custom field using basic extensibility	> calculated comparing standard-hours (jobinfo job) from EC with the number of hours per week store in T508A in the WS customizing OR > custom field using basic extensibility
	GDMS	> calculated comparing standard-hours (jobinfo job) from EC with the number of hours per week store in T508A in the WS customizing OR > custom field using basic extensibility	> calculated comparing standard-hours (jobinfo job) from EC with the number of hours per week store in T508A in the WS customizing OR > custom field using basic extensibility

Note: ADP managed integration has been amended so that Employment percent (P0007-EMPCT) can be replicated using job-info-FTE field from EC

ADP managed integration has been amended so that Employment percent (P0007-EMPCT) can be defaulted based on country when in EC employment % for IT7 cannot be stored neither in standard field FTE, nor in a custom string nor calculate in replication from work schedule

Daily working hours (P0007-ARBST)	GV	> Employee Central standard weekly hours divided by Employee Central working days per week OR > custom field using extensibility***	> Employee Central standard weekly hours divided by Employee Central working days per week OR > custom field using extensibility***
	GDMS	> custom field using extensibility*** OR > Employee Central standard weekly hours divided by Employee Central working days per week	> custom field using extensibility*** OR > Employee Central standard weekly hours divided by Employee Central working days per week

Note: ADP managed integration has been amended so that daily working hours (P0007- ARBST) can be defaulted from GV customizing and using IT7 percentage

Weekly working hours (P0007-WOSTD)	GV	> Employment percentage (EMPCT) multiplied by the respective values as defined in table T508A for Work Schedule OR > custom field using extensibility***	> Employment percentage (EMPCT) multiplied by the respective values as defined in table T508A for Work Schedule OR > custom field using extensibility***
	GDMS	> custom field using extensibility*** OR > Employment percentage (EMPCT) multiplied by the respective values as defined in table T508A for Work Schedule	> custom field using extensibility*** OR > Employment percentage (EMPCT) multiplied by the respective values as defined in table T508A for Work Schedule

Note: ADP managed integration has been amended so that weekly working hours (P0007- WOSTD) can be defaulted from GV customizing and using IT7 percentage

Monthly working hrs (P0007-MOSTD)	GV	> Employment percentage (EMPCT) multiplied by the respective values as defined in table T508A for Work Schedule OR > custom field using extensibility***	> Employment percentage (EMPCT) multiplied by the respective values as defined in table T508A for Work Schedule OR > custom field using extensibility***
	GDMS	> custom field using extensibility*** OR > Employment percentage (EMPCT) multiplied by the respective values as defined in table T508A for Work Schedule	> custom field using extensibility*** OR > Employment percentage (EMPCT) multiplied by the respective values as defined in table T508A for Work Schedule

Note: ADP managed integration has been amended so that monthly working hours (P0007- MOSTD) can be defaulted from GV customizing and using IT7 percentage

Annual working hours (P0007-JRSTD)	GV	> Employment percentage (EMPCT) multiplied by the respective values as defined in table T508A for Work Schedule OR > custom field using extensibility***	> Employment percentage (EMPCT) multiplied by the respective values as defined in table T508A for Work Schedule OR > custom field using extensibility***

	GDMS	> custom field using extensibility*** OR > Employment percentage (EMPCT) multiplied by the respective values as defined in table T508A for Work Schedule	> custom field using extensibility*** OR > Employment percentage (EMPCT) multiplied by the respective values as defined in table T508A for Work Schedule
Note: ADP managed integration has been amended so that annual working hours (P0007- JRSTD) can be defaulted from GV customizing and using IT7 percentage			
Weekly workdays (P0007-WKWDY)	**GV**	workingDaysPerWeek (jobinfo job)	workingDaysPerWeek (jobinfo job)
	GDMS	workingDaysPerWeek (jobinfo job)	workingDaysPerWeek (jobinfo job)

Notes:

*mapping for work schedule is supported in PAOCFEC_MAP_CC

**If feature WRKHR is not maintained with D/X (or Depending on which Working Hours fields is to be filled using Extensibility) Employment Percentage is set to 0

***Basic Extensibility will overrule any infotype 0007 specific fields that have been derived before

****for more information on this enhancement contact directly ADP

Infotype 0007 has been deeply localized for Belgium where additional IT0107 has been added to hold country specific information.

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to automatically create via replication IT0107 as additional view of IT7 for Belgium.

Please contact directly ADP to receive more information for the set up of this enhancement.

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has also been enhanced to:

- Provide a feature to default Working Week (needed to correctly run PY in USA)
- Provide a feature to default part time flag and "dynamic daily work schedule" in case employment percentage is less than 100% (needed to correctly run PY in some EMEA countries)

- Provide a feature to default employment % when in EC employment % for IT7 cannot be stored neither in standard field FTE, nor in a custom string nor calculate in replication from work schedule

Please contact directly ADP to receive more information for the set up of this enhancement.

Replication for Basic Pay (IT0008)

Below the preferred data mapping for basic pay.

In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0008	Pay scale area	TRFGB	jobinfo-payScaleArea	Foundation table 'Pay Scale Area'	possible using table PAOCFEC_MAP_CC code PAY_SCALE_AREA_CODE	
IT0008	Pay scale type	TRFAR	jobinfo-payScaleType	Foundation table 'Pay Scale Type'	possible using table PAOCFEC_MAP_CC code PAY_SCALE_TYPE_CODE	
IT0008	Pay scale group	TRFGR	jobinfo-payScaleGroup	Foundation table 'Pay Scale Group'	possible using table PAOCFEC_MAP_CC code PAY_SCALE_GROUP_CODE	
IT0008	Pay scale level	TRFST	jobinfo-payScaleLevel	Foundation table 'Pay Scale Level'	possible using table PAOCFEC_MAP_CC code PAY_SCALE_LEVEL_CODE	

IT0008	Working Hours per Payroll Period	DIVGV	jobinfo-custom-doubleXX			this field can also be defaulted from IT7 or replicated using extensibility
IT0008	Capacity Utilization level	BSGRD	jobinfo-custom-doubleXX			this field can also be defaulted from IT7 or replicated using extensibility
IT0008	Annual salary	ANSAL	CompInfo-custom_doubleXX			ANSAL can be calculated directly in SAP via features ASAL and PFREQ or replicated using extensibility
IT0008	wage type	LGART	PayComponentRecurring-pay-component	foundation table 'Pay component'	possible using table PAOCFEC_MAP_CC code COMPENSATION_COMPONENT_TYPE_ID	Only wage types with time constraints 1 and 2 are replicated. Time constraint 3 is not supported for wage types replication
IT0008	Wage Type Amount for Payments	BETRG	PayComponentRecurring-paycompvalue			for wage type indirectly evaluated there are 3 possible approaches also depending on the country

IT0008	curre ncy	WAERS	PayCompone ntRecurring-currency-code		possible using table PAOCFEC_CU RR	
IT0008			PayCompone ntRecurring-frequency		only frequency defined in the SAP document are supported	frequency should map to the payroll area frequency
IT0008	Numb er	ANZHL	PayCompone ntRecurring-number-of-units			
IT0008	Time unit for deter minin g next paym ent	EITXT	Pay Component Recurring-unit-of-measure		possible using table PAOCFEC_MA P_CC code MEASURE_UN IT_CODE	

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to default pay scale area, type, group and level IT0008 so that these fields donot need to be created and maintained in EC when not needed.

Please contact directly ADP to receive more information for the set up of this enhancement.

Replication for Bank Details (IT0009)
Below the preferred data mapping for bank details.
In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infoty pe	Field	Technic al name	Technical name	Founda tion		

				table/P ick list		
IT0009	Start date	BEGDA				start date for IT9 is calculated based on the payroll area - refer to SAP documentatio n for more detail on this
IT0009	Payment Method	ZLSCH	PaymentInformti onDetailV3-Payment Method	foundat ion table 'Payme nt Method'		
IT0009	Subtype	SUBTY	PaymentInformti onDetailV3-newAccountIdTy pe		possible using table PAOCFEC_M AP_CC code PAYMENT_F ORM_CODE	
IT0009	Bank Keys	BANKL	PaymentInformti onDetailV3 - routingNumber	foundat ion table 'bank'		bank master data can be maintained in EC or not
IT0009	Bank Control Key	BKONT	PaymentInformti onDetailV3 - accountType			this is replicated only for some countries
IT0009	Check Digit for Bank No./Accou nt	BANKP	PaymentInformti onDetailV3 - checkDigit			this is replicated only for some countries
IT0009	Bank account number	BANKN	paymentinfo-accountNumber			

IT0009	Payee Text	EMFTX	PaymentInformti onDetailV3-accountOwner			
IT0009	Bank country key	BANKS	PaymentInformti onDetailV3-bankCountry			
IT0009	Currency	WAERS	PaymentInformti onDetailV3-currency			
IT0009	IBAN	IBAN	PaymentInformti onDetailV3-iban			
IT0009	Account Number of Bank Account At Post Office	PSKTO	PaymentInformti onDetailV3-buildingSocietyR ollNumber			special rules applies for some countries
IT0009	city	ORT01				in some countries city and postal code in IT9 should be taken from employee's address in IT6
IT0009	postal code	BKPLZ				
IT0009	purpose	ZWECK	PaymentInformti onDetailV3-purpose			

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced for South Africa to be able to include in replication 'account type' and 'A/C holder relationships' fields mandatory for PY in this country.

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to feed bank master data table from ADP Global Payroll back to EC so that the most updated list of banks is always available in EC.

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to default bank account for Chinese employee as following:
- = 9 > for external (employee group '9'
- = 1 > for all other employees

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to default for Swedish employee:
- Bank key = '9999'
- Bank account number = concatenation of routing number and account number

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to give the possibility to clients to:
- Create IT9 subtype 0 (main bank) for new hires with payroll method = 'check' not having payment information in Employee Central, so that if the employee is not updating bank data via ESS before payroll is running the employee is not erroring out in payroll
- Create IT9 subtype 0 (main bank) for re-hires (when IT9 was delimited by termination) with payroll method = 'check' not having payment information in Employee Central, so that if the employee is not updating bank data via ESS before payroll is running the employee is not erroring out in payroll

Please contact directly ADP to receive more information for the set up of this enhancement.

NOTE: due to a limitation in the middleware payment method in EC must be configured with only 2 digits.

Replication for Recurring Payments/Deductions (IT0014)
Below the preferred data mapping for Recurring Payments/Deductions.
In the field 'notes' it is captured a possible alternative approach for the mapping.

SAP			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/ Pick list		

IT0014	wage type	LGART	PayComponentRecurring-pay-component	foundation table 'Pay component'	possible using table PAOCFEC_MAP_CC code COMPENSATION_COMPONENT_TYPE_ID	Only wage types with time constraints 1 and 2 are replicated. Time constraint 3 is not supported for wage types replication
IT0014	Wage Type Amount for Payments	BETRG	PayComponentRecurring-paycompvalue			
IT0014	currency	WAERS	PayComponentRecurring-currency-code		possible using table PAOCFEC_CURR	
IT0014			PayComponentRecurring-frequency		only frequency defined in the SAP document are supported	frequency should map to the payroll area frequency
IT0014	Number	ANZHL	PayComponentRecurring-number-of-units			
IT0014	Time unit for determining next payment	EITXT	Pay Component Recurring-unit-of-measure		possible using table PAOCFEC_MAP_CC code MEASURE_UNIT_CODE	

Even if replication is fully supported for IT0014, ADP strongly suggests to include in replication ONLY the pay components that must be stored in Employee Central for HR or Compensation processes and use mash up for all purely payroll related wage types.

For terminated employees some wage types are required to be delimited with the last day of the pay period in which the termination date falls in or with the termination dates.
ADP provides a feature to automatically delimit the relevant wage types of IT14 (only if not included in replication) when employee is terminated in EC.
In case a wage type is in scope of replication, to guarantee alignment between HR and payroll systems, expectation is that delimitation is done in EC and replicated to ADP Global Payroll.

For some wage types payment model is needed to be stored in IT14 and this information is not available in EC.
ADP provides a feature to default payment model via replication by reading payroll configuration.

Please contact directly ADP to receive more information for the set up of this enhancement.

Replication for Additional Payments (IT0015)

Below the preferred data mapping for Additional Payments.
In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/ Pick list		
IT0015	date of origin	BEGDA	PayComponent NonRecurring-pay-date			
IT0015	wage type	LGART	PayComponent NonRecurring-pay-component-code	foundation table 'Pay component'	possible using table PAOCFEC_MAP_CC code COMPENSATION_C	Only wage types with time constraints 1 and 2 are replicated. Time constraint 3 is

				OMPONENT_TYPE_ID	not supported for wage types replication	
IT0015	Wage Type Amount for Payments	BETRG	PayComponent NonRecurring-value			
IT0015	currency	WAERS	PayComponent NonRecurring-currency-code		possible using table PAOCFEC_CURR	
IT0015	Number	ANZHL	PayComponent NonRecurring-number-of-units			
IT0015	Time unit for determining next payment	EITXT	PayComponent NonRecurring-unit-of-measure		possible using table PAOCFEC_MAP_CC code MEASURE_UNIT_CODE	

Replication for Contract Elements (IT0016)

Below the preferred data mapping for Contract Elements.

In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0016	Contract End Date	CTEDT	jobinfo-contract-end-date			

IT0016	Contract number	CTNUM	jobinfo-contract-number			
IT0016	Contract Type	CTTYP	jobinfo-contract-type	Pick list 'YYYY'	Possible using ADP custom feature – ask ADP for more information	
IT0016	Initial Entry	EINDT	jobinfo-initial-entry-date			
IT0016	Probationary Period (Number)	PRBZT	jobinfo-probationary-period			

IT16 is not included in the standard replication. In ADP we have created such an extension mainly for GDMS countries where IT16 is mandatory for Stream Line Payroll.
ADP developed a tool to avoid double data entry for contract data which can be entered in EC and replicated (for the fields included in replication) and completed via mash up for the PY country specific information.
Please contact directly ADP to receive more information for the set up of this enhancement.

Replication for Family Member/Dependents (IT0021)

Below the preferred data mapping for Family Member/Dependents.
In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0021	Subtype	SUBTY	personRelationshipInfo	pick list 'relationship-type'	possible using table PAOCFEC_MAP_CC code	

					DEPENDENT_TYPE_CODE	
IT0021	First Name	FAVOR	personRelationshipInfo-first-name			
IT0021	Last Name	FANAM	personRelationshipInfo-last-name			
IT0021	Second Name	FNAC2	personRelationshipInfo-second-last-name			
IT0021	Complete Name	FCNAM	personRelationshipInfo			
IT0021	Date of Birth	FGBDT	personRelationshipInfo-date-of-birth			
IT0021	Birthplace	FGBOT	personRelationshipInfo-place-of-birth			
IT0021*						Supported by ADP BAdI implemenation

ADP developed a tool to avoid double data entry for family dependents data which can be entered in EC and replicated (for the fields included in replication) and completed via mash up for the PY country specific information.

*: ADP also implemented a standard SAP BAdI "Extend field mapping for infotype 0021" to replicate additional fields including custom fields from EC Dependents portlet to IT0021.

Please contact directly ADP to receive more information for the set up of this enhancement.

Replication for Cost Distribution (IT0027)
Replication supports only cost center to be transferred to IT27.
In case the client needs to use orders or WBS elements:
- mash up can be used to update IT0027 or
- a custom string can be added in job_info to be included in replication.

Note: this feature can also be used to replicate cost center stored in job info custom string to IT27

Please contact directly ADP to receive more information for the set up of this enhancement.

Replication for Reference Personnel Numbers (IT0031)

IT Reference Personnel Numbers is used to link 2 employee ids (PERNR) together with the same Central Person (CP) id and the same global id (stored in IT709)
With replication there is no need to use IT31 anymore because the link is done automatically by replication in case of:

- Global Assignment
- Concurrent Employment
- Re-hiring with new employment

Replication creates the cp relationship for new PERNRs while for existing PERNRs, there is no change.
IT 31 is available in mash up in case client is willing to have visibility of these links.

Replication for Internal Data (IT0032)

SAP standard replication does not cover IT0032.
SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to create IT0032 (field previous personnel number) with values stored in Employee Central employmentInfo portlet.
Below the data mapping for Internal Data.
In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		

| IT0032 | Previous Personnel Number | PNALT | employmentInfo-prevEmployeeid | | | Replication supports only this one field of IT32 |

Note: this mapping can be supported also with other fields in JobInfo portlet

Replication for Statistics (IT0033)

SAP standard replication does not cover IT0033.

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to create IT0033 (any subtypes) with values stored in Employee Central jobinfo portlet.

Below the data mapping for statistics.

In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0033	Statistical exceptions	P0033-AUS01, AUS02....	jobinfo-.....			Only fields stored in jobInfo can be replicated to IT33

Please contact directly ADP to receive more information for the set up of this enhancement.

Replication for Date Specifications (IT0041)

Below the preferred data mapping for Date Specifications.

In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		

IT0041	Date type	DAR01, DAR02….	employmentInfo-…..jobinfo-custom-dateXX		using V_PAOCFEC_MAP_DA	dates stored in jobInfo can be replicated using extensibility

Standard SAP integration allows only to map up to 12 date types per country even if IT41 can support 24 date types per employee.

In a lot of our Payroll implementation have defined more than only 12 date types in each country.

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to map as many dates as defined per each country.

Limitation on max 24 date types associated to the employee remains in place because this is due to SAP design.

Dates in Employee central can be stored in Job Info or in Employment Info. Best practice is to store:
- any local date in job info
- any global date in employment info

This is because job info is associated to the employment id and it can be differentiated in case of global assignment while employment info is associated to the employee id and it cannot be differentiated in case of global assignment.

Dates stored in employment info, in case of global assignment, are replicated to IT41 of both home and host employee in GlobalView/GDMS.

Notes: If dates are stored in job info they can be replicated only up to custom_date 30. SAP standard replication is preventing replication to IT41 for custom dates over 31 stored in job info. This limitation has been eliminated in ADP product.
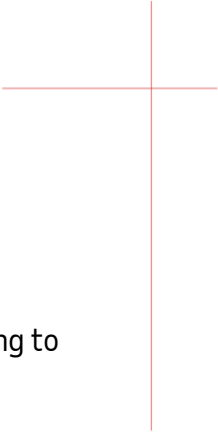
Please contact directly ADP to receive more information for the set up of this enhancement.

Replication for Communication (IT0105)

Below the preferred data mapping for Communication.

In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0105	Subtype 0010	USRID_LONG	emailInfo-email-address			the email type flagged as 'is primary' in the one which gets replicated
IT0105	Subtype ECUS	USRID_LONG	userAccountInfo-user-id			
IT0105	Subtype 006	USRID_LONG	phoneInfo-phone-number			the phone type flagged as 'is primary' in the one which gets replicated
IT0105	Subtype 9=SF	USRID_LONG	jobinfo-custom_stringXX	Yes/No		To be used to flag employees needing access to myView portal
IT0105	Subtype Y1	USRID_LONG	personInfo-custom-stringXX			To be used if SL PY id is

						not generated by GDMS by entered in EC
IT0105	other subtypes	USRID_LONG	jobinfo-custom_stringXX			
IT0105	other subtypes	USRID_LONG	phoneInfo-phone-number			
IT0105	other subtypes	USRID_LONG	employmentInfo-custom_stringXX			

SAP replication covers only 2 subtype for IT105:
- Subtype ECUS > to store user id
- Subtype 0010 > to store email address

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to cover replication for any subtype of IT105 as long as information is stored in Employee Central in Job Information portlet or contact portlet

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to cover replication for IT105 st Y1 (payroll streamlined id) for those clients/countries that they prefer to create the payroll streamlined id as id in personInfo instead than have it automatically generated directly in GDMS.

Not all employees in EC need to be created as ADP portal (myView) user. In order to meet this requirement a custom_string (yes/no) new field in Job info can be created to identify if the employee needs to have access to myView. This filed is replicated to IT105 st "9=SF" (trigger to ESS portal user creation) and used as trigger for the ADP Portal user creation.

Please contact directly ADP to receive more information for the set up of these enhancements.

Replication for General Benefits Information (IT0171)

SAP standard replication does not cover IT0171.

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to automatically create IT171 with values defaulted according with customizing defined in GV.

Please contact directly ADP to receive more information for the set up of this enhancement.

Alternative Name (IT0182)

SAP standard replication does not cover IT0182 but this infotypes is used in many countries (especially in APAC) to store the name of the employee to be used in payslip and legal reports.

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to create IT182 with the names stored in EC personal information.

Below the data mapping for alternative name.

In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0182	Alternative name	ALNAM	personalInfo			Customizing is available to configure how replication will concatenate any name from personalInfo into the GV/GDMS 'Alternative name' (only 60 digits)

Please contact directly ADP to receive more information for the set up of this enhancement.

IT182 remains also available via mash up in case replication does not cover client's requirements.

Replication for Personal IDs (IT0185)

SAP standard replication does not cover IT0185.

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to automatically create IT185 subtype Y1 for Streamline Payroll id with value defaulted according with customizing defined in GDMS.

In case client prefers not to go for automatic generation in GDMS of Streamline Payroll id this can be stored in EC and replicated to IT185 st Y1.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0185 – St Y1	Personnel ID Number	ICNUM	personInfo-custom-strinXX			

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to automatically create IT185 subtypes for national ids with values stored in Employee Central National ids portlet.

Below the data mapping for national ids.

In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0185	Personnel ID Number	ICNUM	nationalIdCard-national-id			

For Thailand the national id must be stored with format '1-1111-11111-11-1' but there is no check in EC so client can create it with format '1 1111 11111 11 1' and this is not correct. ADP integration has been enhanced to force '-' in case of ' ' for the national id of Thailand.

For some countries IT185 can also be mapped to fields stored in EC work permit portlet.
In case for payroll or legal report in IT185 you need to replicate, on top of issue date and expiration date, also the start and end date of the record. You can create 2 additional custom dates to be mapped to BEGDA and ENDDA.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		Notes
IT0185	Type of identification (IC type)	ICTYP	workPermitInfo-document-type			
IT0185	Identity Number	PSG_IDNUM	workPermitInfo-document-number			
IT0185	PSG_FPDAT	Date of issue for personal ID	workPermitInfo-issue-date			
IT0185	ID expiry date	EXPID	workPermitInfo-expiration-date			
IT0185	start date	BEGDA	workPermitInfo-custom-dateXX			
IT0185	end date	ENDDA	workPermitInfo-custom-dateXX			

Please contact directly ADP to receive more information for the set up of these enhancements. Any other subtype of IT185 will be maintained via mash up.

Replication for Add. Off-Cycle Payments (IT0267)
Below the preferred data mapping.
In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infot ype	Field	Techn ical name	Technical name	Founda tion table/ Pick list		
IT026 7	date of origin	BEGD A	PayComponentNo nRecurring-pay-date			
IT026 7	wage type	LGAR T	PayComponentNo nRecurring-pay-component-code	founda tion table 'Pay compon ent'	possible using table PAOCFEC_MAP_CC code COMPENSATION_COMPO NENT_TYPE_ID	Only wage types with time constr aints 1 and 2 are replica ted. Time constr aint 3 is not suppor ted for wage types replica tion
IT026 7	Wage Type Amoun t for Payme nts	BETR G	PayComponentNo nRecurring-value			
IT026 7	currenc y	WAE RS	PayComponentNo nRecurring-currency-code		possible using table PAOCFEC_CURR	

IT0267	Number	ANZHL	PayComponentNonRecurring-number-of-units			
IT0267	Time unit for determining next payment	EITXT	PayComponentNonRecurring-unit-of-measure		possible using table PAOCFEC_MAP_CC code MEASURE_UNIT_CODE	
IT0267	Reason for Off-Cycle Payroll	OCRSN*				Reason code is predefined and assigned to wage type in GV system.

*: Please contact directly ADP to receive more information for the set up.

Replication for ESS Settings Remuneration Statement (IT0655)

SAP standard replication does not cover IT0655.

SAP standard mash up for IT655 is available.

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to give the possibility to clients to default IT655 ''ESS' check box' based on employment status in GV/GDMS:

- New hire > new record is created in GV with start date = hiring date and flag = 'X'
- When status is changed from 3 to 1 (Leave of absence) > new record is created in GV with start date = date of changing the status and flag = ' '
- When status is changed from 1 to 3 (Return from leave) > new record is created in GV with start date = date of changing the status and flag = 'X'

- When status is changed from 3 to 0 (termination) > new record is created in GV with start date = date of changing the status and flag = ' '
- When status is changed from 3 to 2 (pension) > new record is created in GV with start date = date of changing the status and flag = ' '
- When status is changed from 0 to 3 (rehiring) > new record is created in GV with start date = date of changing the status and flag = 'X'

Please contact directly ADP to receive more information for the set up of this enhancement.

Replication for Person ID (IT0709)

Person ID is automatically created via replication.

Replication for Absences (IT2001)

Below the preferred data mapping for absences.
In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT2001	start date	BEGDA	TimeOff-startDate			
IT2001	end date	ENDDA	TimeOff-endDate			
IT2001	Attendance and Absence Days	ABWTG	TimeOff-quantityInDays			
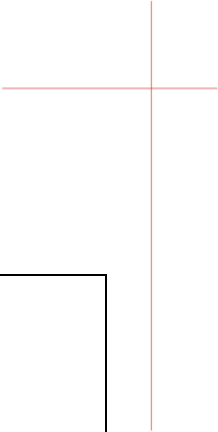
| IT2001 | Absence hours | STDAZ | TimeOff-quantityInHours | | | |
| IT2001 | Attendance or Absence Type | AWART | TimeOff-timeType externalCode | Foundation table for Time Type | possible using table PAOCFEC_MAP_CC code TIME_TYPE_CODE | |

EC time off module needs to be activated to cover this scenario.
Additional time data not included in replication can be provided using G2 or SSL or by using the integrated solution EeTime or ADP GV Time.

Note: in case replication for absences (IT2001) is activated when both EC and GlobalView are live since some time, before turning on the replication, you need to be sure the 'time linking table' is properly filled in connecting the absences stored in EC with the corresponding records stored in IT2001. This is to avoid that all absences in IT2001 are duplicated the first time replication runs.
The standard migration program provided by SAP has been amended by ADP to guarantee a correct load in the 'time linking table'.
Please contact directly ADP to receive more information for the set up of this enhancement.

Replication for Employee Remuneration Info (IT2010)

Below the preferred data mapping for Employee Remuneration Info.
In the field 'notes' it is captured a possible alternative approach for the mapping.

GV/GDMS			EC			EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list			
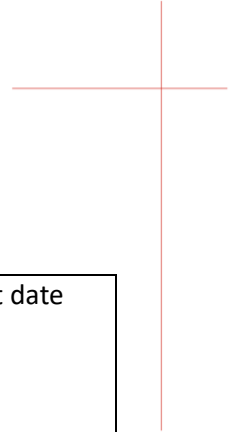
IT2010	start date	BEGDA	Time Valuation Result - Booking Date			start date
IT2010	end date	ENDDA	Time Valuation Result - Booking Date			end date
IT2010	Wage Type	LGART	Time Valuation Result - Time Pay Type - External Code		possible using table PAOCFEC_MAP_CC code TIME_PAY_TYPE_CODE	Wage Type
IT2010	Number per Time Unit for EE Remuneration Info	ANZHL	Time Valuation Result - Hours			Number per Time Unit for EE Remuneration Info
IT2010	Cost Center	KOSTL	Time Valuation Result - Cost Center			Cost Center

EC time sheet module needs to be activated to cover this scenario.

Additional time data not included in replication can be provided using G2 or SSL or by using the integrated solution EeTime or ADP GV Time.

Replication for GPY Organizational Assignment Info (IT9600) – for GDMS

Infotype GPY Organizational Assignment (IT9600) has been created custom in ADP global payroll solution to store specific organization assignment data needed for StreamLine payroll.
IT9600 is not a standard SAP infotype and for this reason does not have any corresponding standard portlet in Employee Central.
IT9600 can be maintained by the client via mash up.
If client prefers to include it in replication., he can import a custom MDF object created by ADP including all IT9600 fields and make them available in EC.
Once the new fields are available in EC they can be defaulted via business rules (to avoid double data entry) and included in replication.

Please contact directly ADP to receive more information for the set up of this enhancement.

Replication for GPY Additional Information (IT9601) – for GDMS

Infotype GPY Additional Information (IT9601) has been created custom in ADP global payroll solution to store specific payroll data needed for StreamLine payroll.
IT9601 is not a standard SAP infotype and for this reason does not have any corresponding standard portlet in Employee Central.
IT9601 can be maintained by the client via mash up.
If client prefers to include it in replication, he can import a custom MDF object created by ADP including all IT9601 fields and make them available in EC.
Once the new fields are available in EC they can be defaulted via business rules (to avoid double data entry) and included in replication.

Please contact directly ADP to receive more information for the set up of this enhancement.

Replication for Enterprise eTime (IT9801) – for EeTIME

Infotype Enterprise eTime (IT9801) has been created custom in ADP global payroll solution to store specific HR data needed for EeTIME system.
IT9801 is not a standard SAP infotype and for this reason does not have any corresponding standard portlet in Employee Central.
IT9801 can be maintained by the client via mash up.
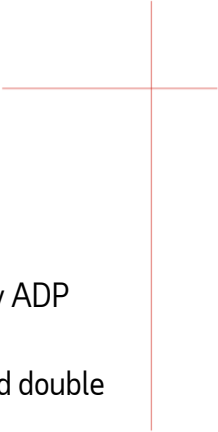
If client prefers to include it in replication, he can import a custom MDF object created by ADP including all IT9801 fields and make them available in EC.
Once the new fields are available in EC, they can be defaulted via business rules (to avoid double data entry) and included in replication.

Please contact directly ADP to receive more information for the set up of this enhancement.

Country Specific Infotypes
Australia

Tax File Number (IT0227)

SAP standard replication does not cover IT0227 but to avoid the client to have to do double data entry in EC and In mash up SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to replicate nationalIdCard-national-id to IT227 for Australian employees.

Below the data mapping for Australia Tax File number.

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0227	Tax file number	TAXFN	nationalIdCard-national-id			

Please contact directly ADP to receive more information for the set up of this enhancement. IT227 remains also available via mash up in case replication does not cover client's requirements.

Czech Republic

RefPerNo Priority (IT0121)

RefPerNo Priority (IT121) for Czech Republic is used to store all the employee ids (PERNR) linked to each other and to define the priority for contracts (primary, secondary, ect) in case of Concurrent Employment.

RefPerNo Priority (IT121) works like IT31. Please refer to IT31 chapter for more details

France

Social Insurance (IT0064)

When employee's Social Security Number changes in National id portlet in EC, his existing records in IT0064 should also be updated with new Social Security Number. The new SS number will be transferred to all existing IT0064 records.

Below the data mapping

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0064	Social insurance number	NUMSS	nationalIdCard-national-id			

Please contact directly ADP to receive more information for the set up of this enhancement. IT64 remains also available via mash up in case replication does not cover client's requirements.

Hungary

Supplementary personal data (IT0175)

To avoid double data entry in EC and in mash up, SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to replicate names to IT175 for Hungarian employees.

Below the data mapping

GV/GDMS	EC		Notes

Infotype	Field	Technical name	Technical name	Foundation table/Pick list	EC > Data mapping	
IT0175	Mother's name	MUNAM	To be defined by customer			
IT0175	Mother's first name	MUVOR	To be defined by customer			
IT0175	Birth last name	SZULV	To be defined by customer			
IT0175	Birth first name	SZULU	To be defined by customer			

Please contact directly ADP to receive more information for the set up of this enhancement. IT175 remains also available via mash up in case replication does not cover client's requirements.

Indonesia

Tax Data (IT0241)

SAP standard replication does not cover IT0241 but to avoid the client to have to do double data entry in EC and in mash up SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able:
- to replicate personal tax id
- to default 'married for tax purpose' from marital status and
- to default 'company tax id' is defaulted from PY customizing for Indonesian employees.

Below the data mapping

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	**Field**	**Technical name**	**Technical name**	**Foundation table/Pick list**		
IT0241	Employee pension number id	TXID1/TXID2/TXID3	workPermitInfo-document-number			
IT0241	married for tax purpose	TXID1/TXID2/TXID3				Defaulted from marital status
IT0241	company tax id	MARRD				Defaulted from payroll customizing

The additional fields needed for payroll can be completed in mash up.

Please contact directly ADP to receive more information for the set up of this enhancement

Jamsostek Insurance (IT0242)

SAP standard replication does not cover IT0242 but to avoid the client to have to do double data entry in EC and in mash up SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able:

- to replicate Jamsostek Insurance number
- to default 'married for Jamsostek purpose' from marital status and

for Indonesian employees.

Below the data mapping

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0242	Identification number	JAMID	workPermitInfo-document-number			
IT0242	married for Jamsostek purpose	MARID				Defaulted from marital status

The additional fields needed for payroll can be completed in mash up.
Please contact directly ADP to receive more information for the set up of this enhancement

BPJS Kesehatan (IT03385)

SAP standard replication does not cover IT03385 but to avoid the client to have to do double data entry in EC and in mash up SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to replicate BPJS Kesehatan id for Indonesian employees.

Below the data mapping

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT03385	BPJS ID	BPJSI	workPermitInfo-document-number			

The additional fields needed for payroll can be completed in mash up.
Please contact directly ADP to receive more information for the set up of this enhancement

India

Provident Fund Contribution (IT0587)

SAP standard replication does not cover IT0587 but to avoid the client to have to do double data entry in EC and In mash up SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to replicate Employee pension number id and Employee Provident Fund account number from workPermitInfo to IT587 for Indian employees.

Below the data mapping

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0587	Employee pension number id	EEPNM	workPermitInfo-document-number			
IT0587	Provident Fund account number	EEPFM	workPermitInfo-document-number			

The additional fields needed for payroll can be completed in mash up.
Please contact directly ADP to receive more information for the set up of this enhancement

Other Statutory Deduction (IT0588)

SAP standard replication does not cover IT0588 but to avoid the client to have to do double data entry in EC and In mash up SuccessFactors Employee Central Managed Integration with

ADP Global Payroll has been enhanced to be able to replicate employees' state insurance number from workPermitInfo to IT588 subtype ESI (0001) for Indian employees.

Below the data mapping

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0588	state insurance number	ESINM	workPermitInfo-document-number			

The additional fields needed for payroll can be completed in mash up.
Please contact directly ADP to receive more information for the set up of this enhancement

Portugal

Social Security (IT0332)

SAP standard replication does not cover IT0332 but to avoid the client to have to do double data entry in EC and In mash up SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to replicate nationalIdCard-national-id to IT332 for Portuguese employees.

Below the data mapping

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT0332	Social Security	TAXFN	nationalIdCard-national-id			

The additional fields needed for payroll can be completed in mash up.
Please contact directly ADP to receive more information for the set up of this enhancement
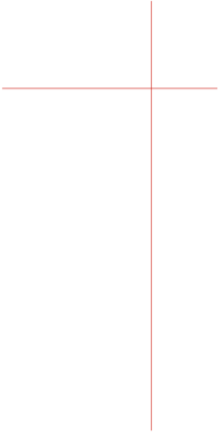
United Kingdom

Electronic Communication (IT3243)

SAP standard mash up for IT3243 is available.
SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to give the possibility to clients to default IT3243 'no electronic pension auto-enrolment' check box for all new hires

Please contact directly ADP to receive more information for the set up of this enhancement.

Vietnam

Personal Income Tax (IT9520)

SAP standard replication does not cover IT9520 (Personal Income Tax) but to avoid the client to have to do double data entry in EC and In mash up SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to replicate nationalIdCard-national-id to IT9520 for Vietnamese employees.

Below the data mapping

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT9520	PIT Reference number	PITNO	nationalIdCard-national-id			

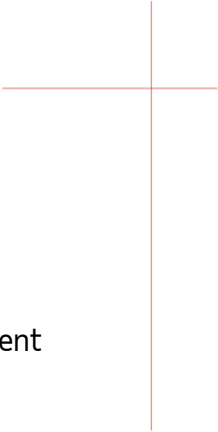The additional fields needed for payroll can be completed in mash up.
Please contact directly ADP to receive more information for the set up of this enhancement

Social Insurance (IT9521)

SAP standard replication does not cover IT9521 (Social Insurance) but to avoid the client to have to do double data entry in EC and In mash up SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to be able to replicate nationalIdCard-national-id to IT9521 for Vietnamese employees.

Below the data mapping

GV/GDMS			EC		EC > Data mapping	Notes
Infotype	Field	Technical name	Technical name	Foundation table/Pick list		
IT9521	Compulsory membership no.	CSINO	nationalIdCard-national-id			

The additional fields needed for payroll can be completed in mash up.
Please contact directly ADP to receive more information for the set up of this enhancement

Automatic delimitation of certain infotypes/subtypes at employee's termination
For terminated employees some infotypes/subtypes (for example the one related to benefits such IT169, IT170, IT319, IT242, et..) are required to be delimited with the date of termination or with the last day of the pay period in which the termination date faGVlls in.

ADP provides a feature to automatically delimit the relevant subtypes of certain infotypes via replication when employee is terminated in EC.

Please contact directly ADP to receive more information for the set up of this enhancement.

Replication filters
On top of the standard replication filters delivered by SAP:
- Country
- Infotypes

(please refer to SAP documentation for further details on this set up) SuccessFactors Employee Central Managed Integration with ADP Global Payroll allows each client to remove from replication:

- Specific infotypes for specific employees
- Specific infotypes for specific groups of employees identified by the employee group or employee subgroup
- Employees by pay group

This enhancement has been created in order to manage some exception for employees (infotypes) that should be excluded from replication for specific business reasons.

Please contact directly ADP to receive more information for the set up of this enhancement.

Replication mapping for basic extensibility

Standard basic extensibility is based on the assumption that the value entered in EC is transmitted via replication to SAP on premise without any possibility of conversion.

SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to support conversion of values sent via basic extensibility.

NOTE: in case extensibility is used for pers area, subarea, employee group and subgroup and the client is requesting a value mapping between the codes stored in EC and the one stored in GV/GDMS this is possible but with some limitations:

- *Middleware should be CPI or BOOMI using bundle services (BOOMI v8 does not support this option)*
- *Codes in EC must be unique cross countries (as the mapping is very simple and it does not include the country but only the code)*

Please contact directly ADP to receive more information for the set up of this enhancement.

Replication of employee's IDs to local infotypes to be completed via mash up

In order to avoid double data entry for the employee's IDs, SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced to support replication of Id from National ID or workpermit portlet to any local infotypes normally not included in replication.

If additional information are needed for payroll or legal reports, they can be completed in these local infotypes using mash up functionality.
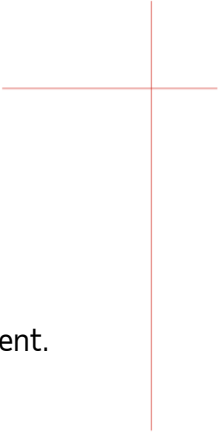
Please contact directly ADP to receive more information for the set up of this enhancement.

Replication and Employee Purge (GDPR)

With the General Data protection Regulation effective from 25th of May 2018 the 'right to be forgotten' will be introduced for any employee resident in the European Union.

Employee, after leaving the company can request that his data are deleted from any system.

For this reason, a purge functionality has been introduced both in SuccessFactors and in ADP Global Payroll.

When and employee is purged in SuccessFactors the replication does not detect this change and this is not automatically transferred to ADP Global Payroll via replication.

In case of request of employee purge the action will be done manually in SuccessFactors and in ADP Global Payroll following 2 separate different processes.

The same will happen in case of massive purge of employees after agreed retention time.

Tools to monitor Data Replication errors

Data Replication Monitor
SuccessFactors Employee Central Managed Integration with ADP Global Payroll offers standard usage of Data replication monitor tool both for GV payroll and for StreamLine Payroll countries.

Data Replication Monitor and Payroll Area Status
Standard Data Replication Monitor works as described below depending on the payroll area status:

Standard Status	PY status	Replication
Release for Payroll	Payroll calculation is running	Data are not transmitted to SAP PY and they are temporary parked waiting for the payroll area to be set to status 'exit'

Release for correction	PY simulation has been executed and some errors needs to be fixed before real payroll is executed	Data can be transmitted to SAP PY if the user selects the record to be transmitted and presses option 'send'. This is a manual approach to control data and only some specific changes are sent to the PY
Exit payroll	Payroll calculation has been completed and data for coming period are flowing from HR system	Data are transmitted to SAP PY with the frequency defined by the client

In order to manage client requirements in a more flexible way ADP GlobalView Payroll has created 2 sub-statuses for the standard status 'release for correction':
- Release for early correction
- Release for main correction

In order to manage client requirements in a more flexible way and to be consistent with the custom ADP payroll statuses, SuccessFactors Employee Central Managed Integration with ADP Global Payroll has been enhanced in order for the replication to behave in different ways depending on the payroll status.
Each client/country can define the behavior of the data replication depending on the standard or custom payroll statuses based on its local business processes.
Please contact directly ADP to receive more information for the set up of this enhancement.

Other ADP Data Replication Monitor tool
Standard Data Replication Monitor tool is very useful tool for Employee Central HR users to monitor errors on a day to day basis when the integration process is live and stable. This tool is available in SuccessFactors.
Tracing Utilities for Web Service (SRTUTIL) and Application log (SLG1) is very useful tool for Admin or IT users to monitor errors on a day to day basis when the integration process is live and stable. This tool is available in SAP
Unfortunately, none of these 3 tools offer the possibility of:
- Having an overview of the replication errors

- Download the list of errors in excel

During data migration or in case of mass upload these functionalities can be very useful and this is the reason why ADP proposed an enhancement for the Data replication Monitor tools.
This new feature can be used during projects by consultants, but it can also be granted (on demand) to clients.
Please contact directly ADP to receive more information for the set up of this enhancement.

A new report has been developed by ADP to facilitate the analysis of application logs.
This report reads logs from SLG1 and displays in a grid format. It allows you to download the information in Excel format based on Country, Company Code, Payroll Area and message type selection. EC ID is displayed with PERNR for each message. The results of the report can also be saved in backend tables and retrieved later to review or download.

Please contact ADP for more information about this report.

Initialization of EC/GV linking table before activating replication

Table PAOCFEC_EEKEYMAP is making the link between employees in EC and employees in GV and ensuring correct replication.

Before activating the replication for the first time, table PAOCFEC_EEKEYMAP should be initialized following a different approach depending on client scenario:

		Client is not live in GV/GDMS	Client is already live in GV/GDMS
Replication using BOOMI	**Initial data load in EC done from GV**	- No activity needed to initialize PAOCFEC_EEKEYMAP - PAOCFEC_EEKEYMAP is automatically populate by first replication	Use Data migration tool (infoporter) to initialize PAOCFEC_EEKEYMAP
	Initial data load in EC done from external system		Use BOOMI extract to initialize PAOCFEC_EEKEYMAP
Replication using CPI	**Initial data load in EC done from GV**	- No activity needed to initialize PAOCFEC_EEKEYMAP	Use Data migration tool (infoporter) to initialize PAOCFEC_EEKEYMAP*

	Initial data load in EC done from external system	- PAOCFEC_EEKEYMAP is automatically populate by first replication	- Download user id from EC - Load user id in IT105 st ECUS via SSL - Activate in Data migration tool (infoporter) the BADI to read user id from IT105 st ECUS - Use Data migration tool (infoporter) to initialize PAOCFEC_EEKEYMAP

Please contact directly ADP to receive more information for the initialization of this table.

Replication Technology and Middleware

Replication technology (SAP Add On)

Replication for SuccessFactors Employee Central Managed Integration with ADP Global Payroll is based on the SAP Add On.

SAP BIB technology and supporting new features is deemed out of scope of ADP Replication. Please refer to appendix for some examples.

Middleware
SuccessFactors Employee Central Managed Integration with ADP Global Payroll supports 2 types of middleware:
- SAP Cloud Platform Integration (CPI) middleware > for new clients
- Dell BOOMI middleware > for existing clients

All is described in this document is applicable independently of the middleware defined in the client contract (CPI or BOOMI)
Both CPI and BOOMI cover:
- the same business scenario
- the same data scope (infotypes)
- the same countries scope

SAP CPI Middleware
SAP Cloud Platform Integration is used as middleware for the replication.
Below the schema on how CPI is included in ADP replication landscape
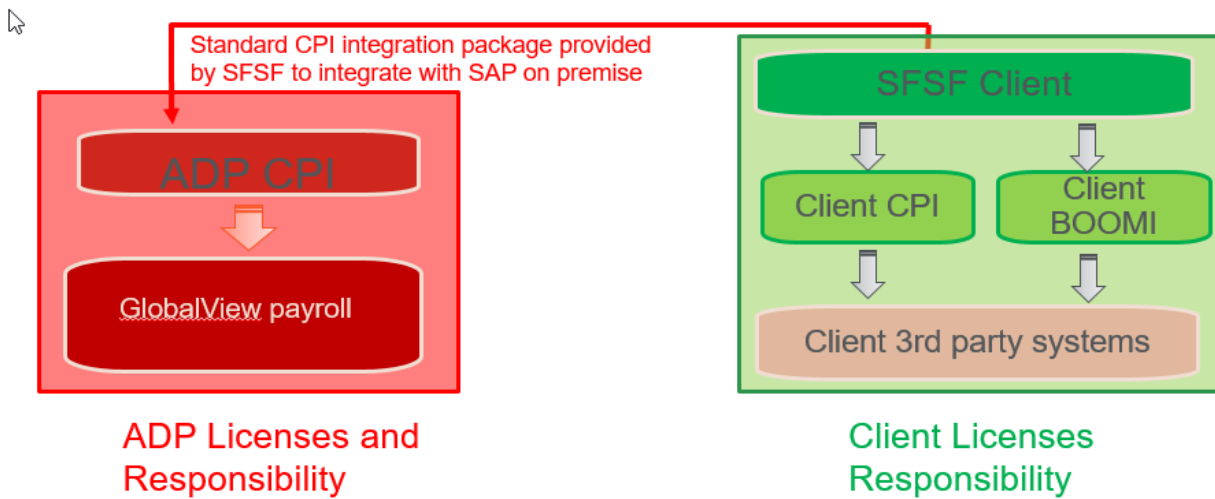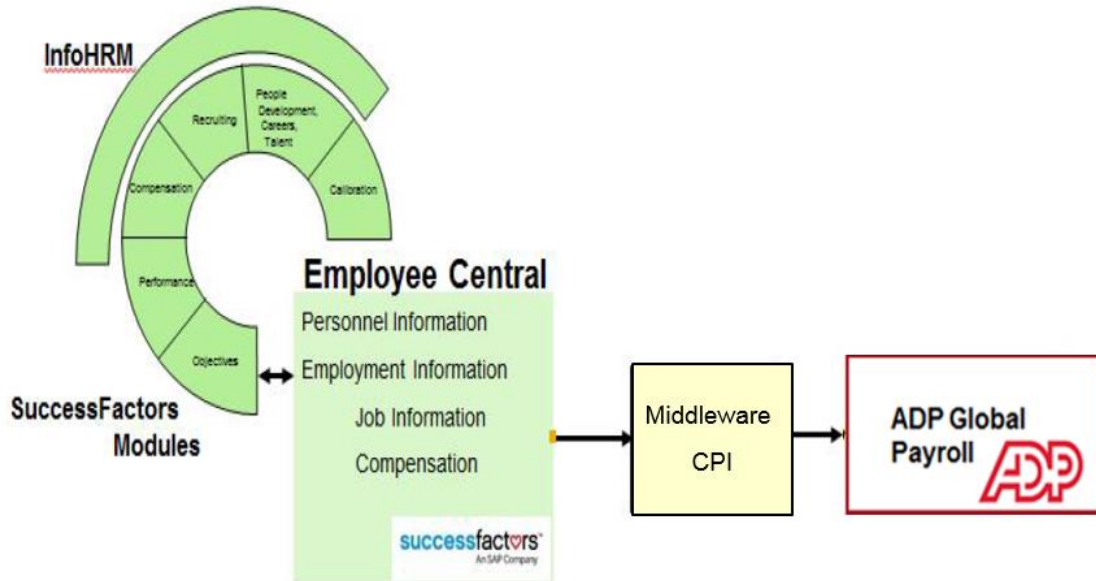
CPI configuration is done by the ADP IT team using information provided by ADP Integration project in a specific questionnaire.

ADP product provides best practices on how to configure CPI parameters to replicate data from Employee Central to GlobalView/GDMS but client can deviate from these best practices in case this is justified by EC or GV configuration.

Parameter	Description	Default	Note
Company	Enter company codes to return all employees that have a job at the selected company at any point in time.	blank	This can be used to exclude a specific population in replication (ex: terminated employees)*
Contingent Workers	Enter 1 to exclude contingent workers from replication. Enter 2 to replicate contingent workers exclusively. Enter 3 to replicate employees and contingent workers.	1	Contingent workers are out of standard replication scope to GV/GDMS
Country	Enter a country to replicate all employees that have a job at a company located in this specific country at any point in time.		
Custom MDF Objects	Enter your custom MDF objects.		Custom MDF objects must be registered with the Compound Employee API first This can be used to replicate IT9600 or IT9801 or IT9601
Employee class	Enter an employee class to return all employees of the respective employee class at any point in time.	blank	This can be used to exclude a specific population in replication (ex: terminated employees)*
Enable notification	Enter FALSE to turn off the Notification Message to Employee Central. While the Notification Message is turned off, the Data Replication Monitor only shows the statuses Successful and Failed.	TRUE	
Enable payload logging	Enter true to transfer extended information to the process log in the middleware to be able to analyze issues more easily. You can also reset the parameter to false again if you no longer need the extended log. Caution For data protection reasons you should only turn this extended mlton for trouble shooting purposes and make sure to reset the parameter to false again afterwards. If you set the parameter to true, the complete message payload containing all data that is to be transferred is stored in the log. Make sure that you set up permissions in a way that only authorized persons can view the payload in the log.	TRUE in quality FALSE in production	Activated in quality during UAT to facilitate troubleshooting. Deactivated in production to be complaint with client data privacy requirements
Enable time _dependent employee_ selection	Enter TRUE to apply the full transmission start date (FTSD) to the COMPANIES, COUNTRIES, and EMPLOYEE_CLASS filters. Here's an example of what this means for the COUNTRIES filter: Employee A used to be located in the US and moved to France in May 2015. You replicate organizational assignments for US-based employees from Employee Central to a specific SAP ERP HCM system, using July 1, 2015 as the FTSD.	FALSE	Depending on client requirement this filter can be turned to TRUE on implementation demand (with Client Services approval)

	When the new time-dependent filtering is applied, employee A's data is not selected by the middleware because on July 1, 2015 he or she is no longer based in the US. Without time-dependent filtering, employee A is selected by the middleware because he or she used to be based in the US at one point in time.		
Full Transmission Start Date	Enter a date to replicate all employee master data records that have a time slice later than this date.		Same date for all countries
Matching Employments Only	Enter TRUE to only transfer employments whose company and country assignment matches the company and country filters you defined using the COMPANY and COUNTRY parameters. Employees may have multiple employments because their country or company assignment changed. If you enter TRUE here, only the employments that are relevant for the company or companies and country or countries you specified in this integration flow are considered in data replication. If you enter FALSE, all employments are considered.	TRUE	Depending on client requirement this filter can be turned to FALSE on implementation demand (with Client Services approval)
MULTIPLE_JOB_EVENTS	Enter true to replicate multiple job events (if in GV IT302 is used)	TRUE	IT302 must be activated in T77S0[3]
PERSON_ID_EXTERNAL	Enter a person ID to replicate single employees during implementation, for example when testing.		During UAT this parameter can be used to push specific employees for testing
REPLICATION_TARGET_SYSTEM	Enter the external code of the generic object instance for the replication target system in Employee Central that represents the SAP ERP HCM target system client to return all employees, for which replication to the specified system was scheduled.		This value is provided by ADP IT team
SAP_CC_LOCATION_ID	If you want to connect multiple SAP Cloud Connectors to a single account in SAP Cloud Platform Integration, for communication with multiple SAP ERP HCM systems, enter the location ID you've defined when setting up your Cloud Connectors. This ID makes sure that all connections of this integration flow instance with a specific SAP ERP HCM system use the same SAP Cloud Connector.	na	This value is provided by ADP IT team
SFSF_EC_PUSH_URL	This is the suffix you entered in the Address field, when configuring the EC_PUSH_EVENT sender in step 2. Since you already specified a suffix, we recommend that you don't enter it here again	na	This value is provided by ADP IT team
USER_SET_LAST_MODIFIED_DATE_TIME	If you want to replicate data from the past again, you can use this parameter to set the last modified date back in time.	blank	To be used only for the first time an iFlow is executed

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[3] if client has IT302 deactivated in T77S0, this parameter should be set to FALSE. For GV clients IT302 is normally supported.

USE_EXTERNAL_COST_CENTER	Enter TRUE to replicate the ID from the External Object ID field of the cost center in Employee Central. If you replicate cost centers from SAP ERP HCM and have set the USE_EXTERNAL_COST_CENTER parameter of the cost center replication process to true, the External Object ID field of the cost center in Employee Central is filled with the cost center key from SAP ERP HCM. In this case we recommend to also set the USE_EXTERNAL_COST_CENTER parameter to true so that employee master data replication also uses the SAP ERP HCM key. Enter FALSE if you want to replicate the ID from the Code field of the cost center in Employee Central.	FALSE	Depending on client requirement this filter can be turned to TRUE on implementation demand (with Client Services approval)

Dell BOOMI Middleware

Dell BOOMI middleware will only be supported for clients already in implementation or having it explicitly mentioned in the contract.

In case of BOOMI middleware ADP is requesting to have a dedicated BOOMI atom for ADP managed integration (1 atom for all countries in scope).

Below the schema on how BOOMI is included in ADP replication landscape
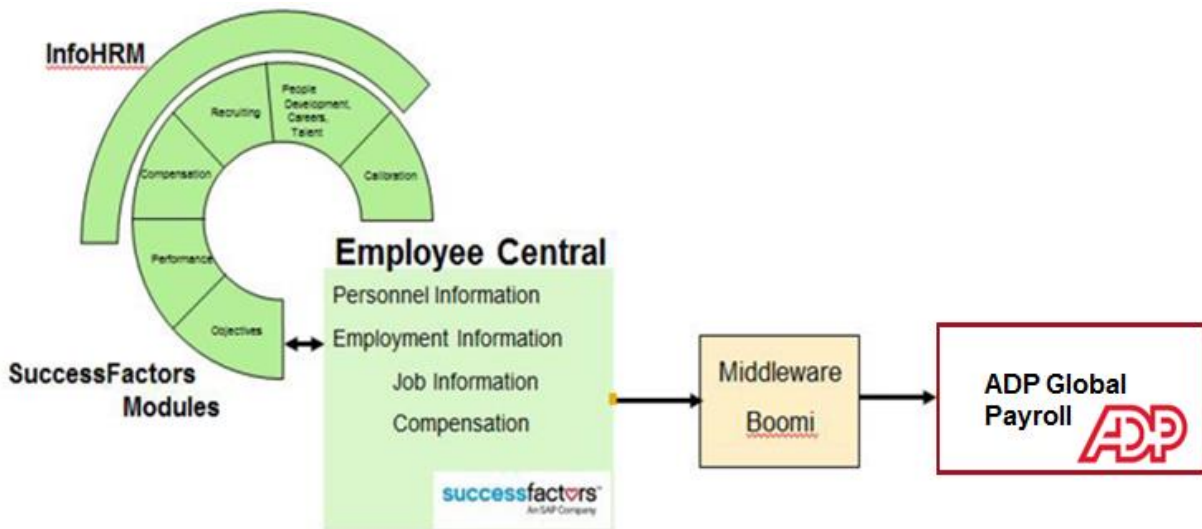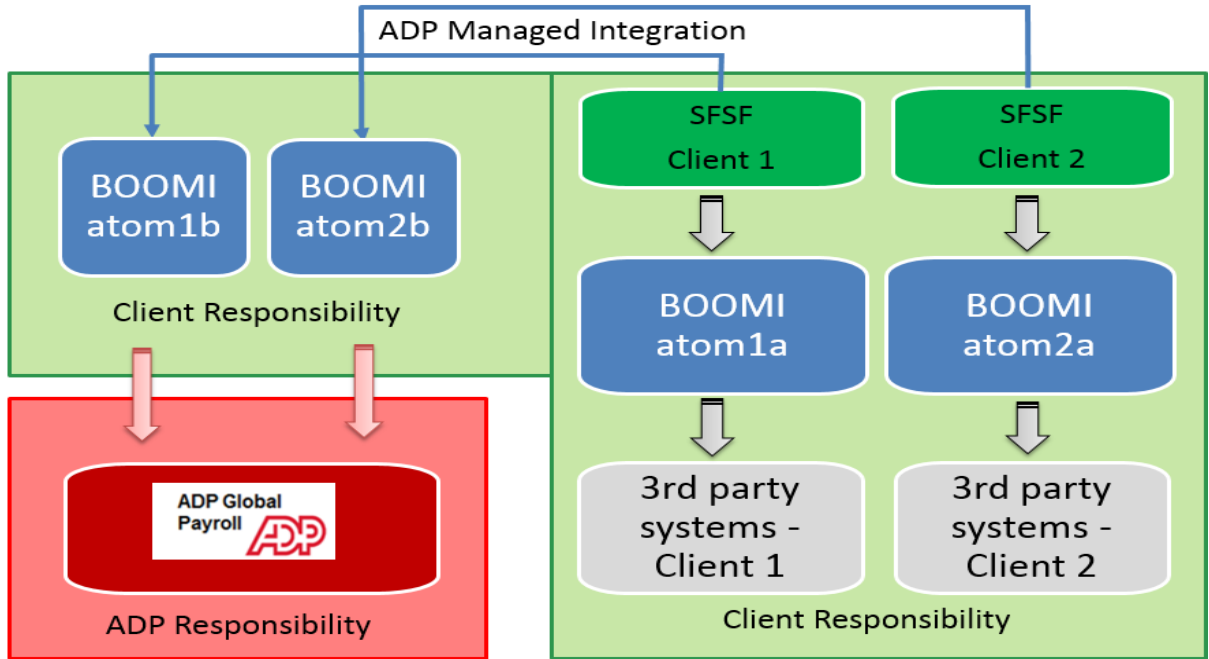
In case BOOMI middleware is under client responsibility ADP expects that bundle services is installed and used for replication.

For details on how to set up BOOMI middleware please refer to the standard SAP documentation.

Mash up

Mash up functionality used by SuccessFactors Employee Central Managed Integration with ADP Global Payroll is based on standard SAP so for details on how to implement it, please refer to the standard SAP documentation.

Mash-up is only offered if customers buy the ADP Integration package at minimum to ADP. This prevents the need of additional interfaces as all data required to process a payroll is managed via the EC front-end user interface.

Mash up Infotypes not delivered by SAP

Mash up is based on HR SAP Renewal 2.0 but SAP has not provided screens for:
- Danish local PY specific infotypes
- Vietnamese local PY specific infotypes
- Brazilian specific infotypes for eSocial
- Benefit global infotypes

SuccessFactors Employee Central Managed Integration with ADP Global Payroll, on top of providing custom mash up for ADP custom infotypes (for E-time and GDMS), has been enhanced to cover:
- all local PY specific infotypes needed in Brazil, Vietnam and Denmark
- all Benefit global infotypes needed (in certain countries)

The aim is to correctly run payroll and produce legal reports.

For more details on the list of infotypes available via mash up in SuccessFactors Employee Central Managed Integration with ADP Global Payroll please refer to appendix 'infotype in scope'.

Note: SAP has released in Dec 2018 the mash up copy functionality which will now be available to all standard infotypes.

ADP made this functionality available also for the mash up infotypes developed in house.

Mash up guided to complete event

Mash up tool has been enhanced by ADP for the HR or PY practitioner to be guided in the completion of hiring and termination processes for those infotypes needed, for payroll and legal reports, but not available in replication.

This feature is configurable by country.
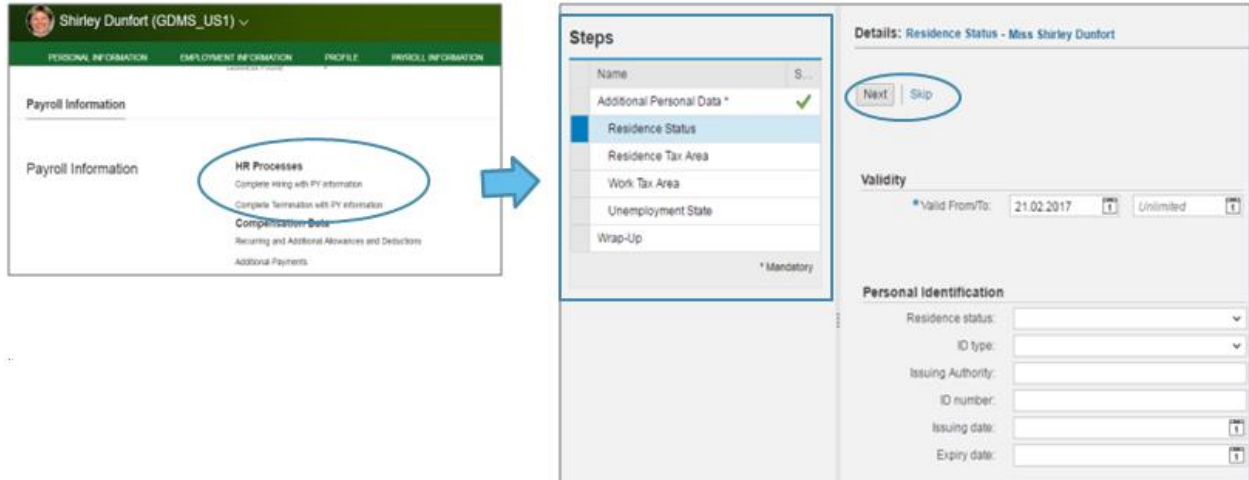
Mash up user management and authorization

Mash up authorization are based on 3 steps:

- RBP in SuccessFactors > to grant access to the user to see mash up menu in Employee Central (Payroll)
- Mash up configuration > to grant access to the list of infotypes available for each country
- SAP authorization roles associated to cloud users > to grant access to the edit or view each single infotype/subtype

SuccessFactors Employee Central Managed Integration with ADP Global Payroll includes an enhancement to manage SAP authorization roles in a completely automated way by the client who can decide what role needs to be associated to what mash up user (cloud users).

Mash up payslip

With the introduction of SFSF EC Cloud, users are no longer provided the capability to access their payslips via the mashup functionality.

In order to overcome this gap, ADP grants the clients employees access to their payslips via a deep link to ADP myPay.

Deep link

Deep link allows authorized users (depending on the link it can be HR admin user or managers or employees) to be redirected to other ADP applications without having to enter again user and password (SSO).

This feature can be used also to connect the users to other non- ADP applications that have SSO capabilities. Not for applications that do not support SSO, users will need to revert to entering their credentials.

Deeplink to myPay and Proxy

One of the features that clients are normally including in deeplink is the access to payslip (myPay).

While configuring this access in EC client should consider the risk related to the fact that proxy user could see payslip of other employees.

Admin having authorization to see the user and having authorization to 'proxy management' will always be able to access via deeplink employee's payslip and any other sensitive payroll information.

In case of proxy for employee, it will be possible for the employee to determine what feature to delegate to his/her proxy. If deeplink is part of the delegated feature employee's payslip and any other sensitive payroll information will be accessible by his/her proxy.

Deep link can be configured to be accessible from:

- Home page
- Top navigation menu
- Employee profile
- Action Search

Employee should be trained on how to proceed in proxy delegation not to make his/her pay slip available to his/her proxy.

Note: it is highly recommended not to configure deep link to myPay in the top navigation menu because in this case it will be impossible to limit access to payslip to the proxy user.

Please contact ADP if you want to have more information or detail on this topic.

Data Migration Tool

SuccessFactors Employee Central Managed Integration with ADP Global Payroll leverage the data migration using the standard tool provided by SAP called Infoporter.
For more information on this tool please refer to SAP documentation.

These tools have been enhanced to:
- Provide a feature to split the infotypes in GV/GDMS to facilitate the first data integration
- Provide a feature to merge extracted records before cut over date
- Provide feature to cover some special mapping for the data extraction not covered by the standard
- Provide feature to handle migration of the first record in job and comp equal to initial hiring date in GV/GDMS (take the date form 3424, delete all records in between hiring and PY go live, set start date = BEGDA in GV/GDMS and not cut off date)
- Provide feature so that, in case 'fake' event is added by the data migration tool (to align job and comp with IT0 and IT1) event reason is not anymore hardcoded to DATACHG but it can be customized
- Provide a feature to Pull information for BasicUserInfo from any field of IT2 (including add on)
- Provide a feature to concatenated ISO code to the county code for region and state if needed
- Provide a feature to extract phone number data from IT6 or IT105 and make phone number as primary in template PhoneInfo based on priority list
- And much more.....

Please contact directly ADP to receive full list and more information for the set-up of these enhancements.

Other outbound interfaces from Employee Central to GV/GDMS

Other outbound interfaces

Other outbound interfaces from SFSF EC directly to 3rd party systems or to ADP Global Payroll (ex: for time data) can be created using BOOMI/CPI:

- These interfaces need to be approved by client service/ITS for the support
- An agreement on the support needs to be taken with the partner creating the interface
- A separate BOOMI Atom or CPI tenant needs to be put in place for these interfaces

Integration center

ADP has strict and specific security rules for file transfer.

Please contact ADP for more information on how to apply the security rules for file transfer requested by ADP when using SFSF integration center
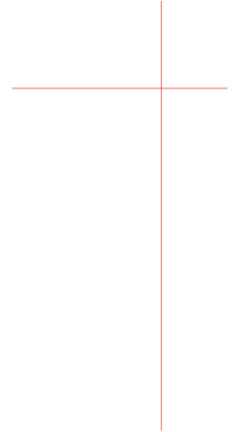
Appendix

Countries scope

Below the list of countries delivered in the SuccessFactors Employee Central Managed
Integration with ADP Global Payroll

Country	ADP GlobalView Payroll	ADP Streamline Payroll
Argentina	yes	yes
Australia	yes	yes
Austria	yes	yes
Bahrain	no	yes
Bangladesh	no	yes
Belgium	yes	yes
Brazil	GV	No**
Bulgaria	no	yes
Canada	yes	yes
Chile	no	yes
China	yes	yes
Colombia	no	yes
Costa Rica	no	yes
Croatia	no	yes
Czech Republic	yes	yes
Denmark	yes	yes
Ecuador	no	yes
Egypt	no	yes
El Salvador	no	yes
Estonia	no	yes
Finland	yes	yes
France	yes	yes
Germany	yes	yes
Greece	no	yes
Guatemala	no	yes
Honduras	no	yes
Hong Kong	yes	yes
Hungary	yes	yes
India	yes	yes
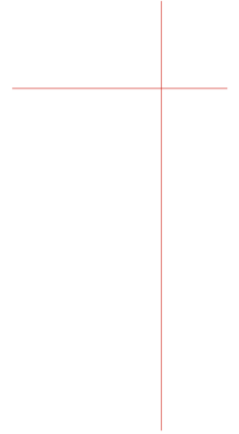
Indonesia	yes	yes
Ireland	yes	yes
Israel	no	yes
Italy	yes	yes
Japan	yes	yes
Jordan	no	planned
Kuwait	no	yes
Latvia	no	yes
Lithuania	no	yes
Luxemburg	no	yes
Macedonia	no	yes
Malaysia	yes	yes
Mexico	yes	yes
Morocco	no	yes
Netherlands	yes	yes
New Zealand	yes	yes
Nicaragua	no	yes
Norway	yes	yes
Oman	no	yes
Panama	no	yes
Peru	no	yes
Philippines	yes	yes
Poland	yes	yes
Portugal	yes	yes
Puerto Rico	no	planned
Qatar	no	yes
Romania	yes	yes
Russia	yes	yes
Saudi Arabia	no	yes
Serbia	no	yes
Singapore	yes	yes
Slovakia	yes	yes
Slovenia	no	planned
South Africa	yes	yes
South Korea	yes	yes
Spain	yes	yes
Sri Lanka	no	yes
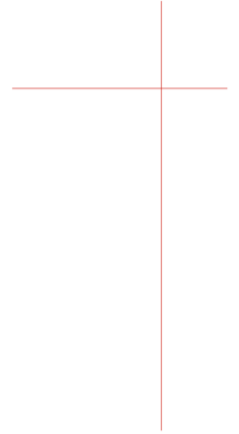
Sweden	yes	yes
Switzerland	yes	yes
Taiwan	yes	yes
Thailand	yes	yes
Tunisia	no	yes
Turkey	yes	yes
UK	yes	yes
United Arab E.	no	yes
Ukraine	no	yes
Uruguay	no	yes
USA	yes	yes
Venezuela	no	yes
Vietnam	yes	yes

** due to the recent Brazilian law on e-social ADP does not have (yet) a fully integrated solution for ADP Streamline Payroll

Infotype in scope

Below the list of infotypes by country delivered in the SuccessFactors Employee Central Managed Integration with ADP Global Payroll

*all means that there is a generic screen available for the infotype, but no country specific solution

Infotype	Country*	Integration feature
IT0000	all	replication
IT0001	all	replication
IT0002	all	replication
IT0003	all	created automatically
IT0004	all - DE - FR - RU	mash up
IT0006	all	replication
IT0007	all	replication
IT0008	all	mash up or replication
IT0009	all	mash up or replication
IT0010	DE	mash up
IT0011	all - BE - BG - CZ - HR - NZ - PL - RO - RU - SK - ZA	mash up
IT0012	DE	mash up

IT0013	DE	mash up
IT0014	all - PL - RU - US	mash up - it can be supported also by replication but only for Pay component needed in EC or comp
IT0015	all - FR - IN - RU	mash up - it can be supported also by replication but only for Pay component needed in EC or comp
IT0016	all - AE - BE - BR - CN - CZ - DE - ES - FR - GB - HK - IN - KW - OM - QA - RO - RU - SA - SK – UN -VN	mash up - it can be supported also via replication but only for some fields
IT0017	all	mash up
IT0019	all	mash up
IT0020	DE	mash up
IT0021	all - AE - AR - AT - BE - BG - BR - CA - CH - CL - CN - CZ - DE - DE - ES - FP - FR - GR - HK - HU - ID - IT - JP - KR - KW - MX - MY - NL - OM - PH - PL - PT - QA - RO - RU - SA - SG - SK - TH - TR - TW - UN - US - VE - VN	mash up - it can be supported also via replication but only for some fields
IT0022	all - CN - CZ - HU - JP - PL - QA - RU - SA - SE - SK	mash up
IT0023	all - CN - JP - PL -	mash up
IT0027	all - DE	mash up - it can be supported also via replication
IT0028	all - FR	mash up
IT0029	DE	mash up
IT0030	all	mash up
IT0031	CZ	mash up
IT0032	all - FP	mash up
IT0033	all	mash up or replication
IT0034	all	mash up
IT0035	all	mash up
IT0036	CH	mash up
IT0037	OM	mash up
IT0038	CH	mash up
IT0039	CH	mash up
IT0040	all	mash up
IT0041	all	replication
IT0042	AT	mash up
IT0044	AT	mash up
IT0045	all - CO - GB - JP - KR - QA	mash up
IT0046	CH	mash up
IT0048	all - GB - RU	mash up

IT0049	DE	mash up
IT0050	all	G2 or SSL - mash up
IT0051	DE	mash up
IT0052	DE	mash up
IT0053	DE	mash up
IT0055	AT	mash up
IT0057	all - BR - CA - ES - FI - ID - IN - US	mash up
IT0058	AT	mash up
IT0059	NL	mash up
IT0060	NL	mash up
IT0061	ES	mash up
IT0062	ES	mash up
IT0064	FR	mash up
IT0065	GB	mash up
IT0066	CA	mash up
IT0067	CA	mash up
IT0068	CA	mash up
IT0069	GB	mash up
IT0070	GB	mash up
IT0071	GB	mash up
IT0076	US	mash up
IT0077	all - CA - GB - IN - US	mash up
IT0079	DE	mash up
IT0080	all - DE - FR	mash up
IT0081	all	mash up
IT0082	all	mash up
IT0084	GB	mash up
IT0085	GB	mash up
IT0086	GB	mash up
IT0088	GB	mash up
IT0090	ES	mash up
IT0092	ES	mash up
IT0093	DE	mash up
IT0094	US	mash up
IT0098	FR	mash up
IT0100	BE	mash up
IT0101	BE	mash up

IT0102	all - US	mash up
IT0105	all	mash up and replication
IT0110	NL	mash up
IT0111	DE	mash up
IT0112	DE	mash up
IT0113	DE	mash up
IT0114	DE	mash up
IT0115	DE	mash up
IT0116	DE	mash up
IT0117	DE	mash up
IT0118	DE	mash up
IT0121	CZ - GB	mash up
IT0123	DE	mash up
IT0124	DE	mash up
IT0126	DE	mash up
IT0127	NL	mash up
IT0128	all - NZ	mash up
IT0131	AT	mash up expected by SAP
IT0132	AT	mash up expected by SAP
IT0133	AT	mash up expected by SAP
IT0134	AT	mash up expected by SAP
IT0135	AT	mash up expected by SAP
IT0136	AT	mash up expected by SAP
IT0137	AT	mash up expected by SAP
IT0140	JP	mash up
IT0141	JP	mash up
IT0142	JP	mash up
IT0143	JP	mash up
IT0145	JP	mash up
IT0146	JP	mash up
IT0147	JP	mash up
IT0149	ZA	mash up
IT0150	ZA	mash up
IT0151	ZA	mash up
IT0152	CZ	mash up
IT0153	CZ	mash up
IT0154	IT	mash up

IT0155	IT	mash up
IT0156	IT	mash up
IT0157	IT	mash up
IT0158	IT	mash up
IT0159	IT	mash up
IT0160	IT	mash up
IT0161	US	mash up
IT0163	HU	mash up
IT0164	HU	mash up
IT0167	all	mash up
IT0168	all	mash up
IT0169	all	mash up or defaulted via replication
IT0170	all	mash up or defaulted via replication
IT0171	all	mash up or defaulted via replication
IT0172	all	mash up
IT0173	NO	mash up
IT0175	HU	mash up
IT0176	HU	mash up
IT0178	HU	mash up
IT0179	SG	mash up
IT0181	SG	mash up
IT0182	all - TW	mash up or replication
IT0183	all - CN - KR	mash up
IT0184	SG	mash up
IT0185	all - AR - CL - CN - HK - IN - JP - KW - MY - OM - PL - QA - RO - SA - SG - TW	mash up or replication
IT0186	SG	mash up
IT0188	AU	mash up
IT0193	HU	mash up
IT0194	US	mash up
IT0195	US	mash up
IT0196	MY	mash up
IT0197	MY	mash up
IT0198	MY	mash up
IT0199	MY	mash up
IT0205	FI	mash up

IT0206	FI	mash up
IT0207	US	mash up or defaulted via replication
IT0208	US	mash up or defaulted via replication
IT0209	US	mash up or defaulted via replication
IT0210	US	mash up
IT0216	all - US	mash up
IT0217	FR	mash up
IT0218	FR	mash up
IT0219	all	mash up
IT0220	AU	mash up
IT0221	CA - US	mash up
IT0226	HU	mash up
IT0227	AU	mash up or replication
IT0228	FI	mash up
IT0233	FR	mash up
IT0234	US	mash up
IT0235	US	mash up
IT0241	ID	mash up
IT0242	ID	mash up
IT0243	CZ	mash up
IT0244	CZ	mash up
IT0245	CZ	mash up
IT0252	SK	mash up
IT0253	SK	mash up
IT0256	SK	mash up
IT0257	SK	mash up
IT0262	all	mash up
IT0265	DE	mash up
IT0267	all - PL - RU	mash up
IT0271	DE	mash up
IT0272	FR	mash up
IT0273	SE	mash up
IT0275	SE	mash up
IT0277	SE	mash up
IT0284	HU	mash up
IT0285	HU	mash up
IT0287	HU	mash up

IT0290	all - KZ - RU -UA	mash up
IT0291	all	mash up
IT0292	all - RU - UA	mash up
IT0293	all	mash up
IT0294	RU	mash up
IT0295	all	mash up
IT0296	all - KZ - UA	mash up
IT0298	all	mash up
IT0299	all - UA	mash up
IT0302	all	replication
IT0303	NL	mash up
IT0304	DE	mash up
IT0305	IT	mash up
IT0307	HU	mash up
IT0308	HU	mash up
IT0309	NZ	mash up
IT0310	NZ	mash up
IT0312	NZ	mash up
IT0313	NZ	mash up
IT0315	all	mash up
IT0317	NL	mash up
IT0319	ID	mash up
IT0320	DE	mash up
IT0321	DE	mash up
IT0322	DE	mash up
IT0326	DE	mash up
IT0329	DE	mash up
IT0330	DE	mash up
IT0331	PT	mash up
IT0332	PT	mash up or replication for id
IT0333	PT	mash up
IT0334	PT	mash up
IT0337	PT	mash up
IT0338	PT	mash up
IT0341	DE	mash up
IT0345	HK	mash up
IT0346	HK	mash up

IT0347	HK	mash up
IT0349	HK	mash up
IT0351	HK	mash up
IT0353	TW	mash up
IT0354	TW	mash up
IT0355	TW	mash up
IT0356	TW	mash up
IT0357	TW	mash up
IT0358	TW	mash up
IT0359	IE	mash up
IT0360	IE	mash up
IT0361	IE	mash up
IT0363	DE	mash up
IT0364	TH	mash up
IT0365	TH	mash up
IT0366	TH	mash up
IT0367	AT	mash up
IT0369	MX	mash up
IT0370	MX	mash up
IT0371	MX	mash up
IT0372	MX	mash up
IT0374	MY	mash up
IT0375	all	mash up
IT0376	all	mash up
IT0377	all	mash up
IT0378	all	mash up
IT0379	CA	mash up
IT0386	IE	mash up
IT0387	IE	mash up
IT0388	JP	mash up
IT0389	AR	mash up
IT0390	AR	mash up
IT0391	AR	mash up
IT0392	AR	mash up
IT0393	AR	mash up
IT0395	all	mash up
IT0399	VE	mash up

IT0400	VE	mash up
IT0401	VE	mash up
IT0406	DE	mash up
IT0410	BR	mash up
IT0411	PH	mash up
IT0413	PL	mash up
IT0416	all	G2 or SSL or mash up
IT0419	NO	mash up
IT0421	IT	mash up
IT0422	PH	mash up
IT0423	PH	mash up
IT0424	FR	mash up
IT0425	FR	mash up
IT0426	MX	mash up
IT0427	MX	mash up
IT0429	FP	mash up
IT0437	BR	mash up
IT0438	SE	mash up
IT0440	HK	mash up
IT0441	HU	mash up
IT0442	all - BE - DK - FI - GB - NL	mash up
IT0461	CA	mash up
IT0462	CA	mash up
IT0463	CA	mash up
IT0464	CA	mash up
IT0465	BR	mash up
IT0483	IT	mash up
IT0485	FP	mash up
IT0491	CA	mash up
IT0503	BE	mash up
IT0504	BE	mash up
IT0505	BE	mash up
IT0506	US	mash up
IT0507	AU	mash up
IT0508	AU	mash up
IT0509	AU - DE - UN	mash up
IT0513	HU	mash up

IT0514	HU	mash up
IT0515	PL	mash up
IT0516	PL	mash up
IT0518	RO	mash up
IT0519	RO	mash up
IT0521	DE	mash up
IT0526	AT	mash up
IT0527	AT	mash up
IT0529	CN	mash up
IT0530	CN	mash up
IT0531	CN	mash up
IT0532	CN	mash up
IT0533	CN	mash up
IT0534	CN	mash up
IT0535	CN	mash up
IT0536	CN	mash up
IT0537	CN	mash up
IT0538	KR	mash up
IT0541	KR	mash up
IT0542	KR	mash up
IT0543	KR	mash up
IT0544	KR	mash up
IT0545	KR	mash up
IT0546	SG	mash up
IT0547	MY	mash up
IT0548	IT	mash up
IT0551	AR	mash up
IT0552	all	mash up
IT0553	all	mash up
IT0555	KR	mash up
IT0557	KR	mash up
IT0559	JP	mash up
IT0560	JP	mash up
IT0561	MX	mash up
IT0562	HR	mash up
IT0563	HR	mash up
IT0564	HR	mash up

IT0566	US	mash up
IT0567	AU	mash up
IT0568	AU	mash up
IT0569	BE	mash up
IT0570	GB	mash up
IT0571	GB	mash up
IT0572	GB	mash up
IT0573	AU	mash up
IT0575	HR	mash up
IT0580	IN	mash up
IT0581	IN	mash up
IT0582	IN	mash up
IT0583	IN	mash up
IT0584	IN	mash up
IT0585	IN	mash up
IT0586	IN	mash up
IT0587	IN	mash up
IT0588	IN	mash up
IT0589	IN	mash up
IT0590	IN	mash up
IT0591	IN	mash up
IT0593	DE	mash up
IT0595	DE	mash up
IT0596	PH	mash up
IT0597	DE	mash up
IT0598	all	mash up
IT0600	CH	mash up
IT0601	FP	mash up
IT0614	GB	mash up
IT0615	GB	mash up
IT0617	GB	mash up
IT0618	GB	mash up
IT0619	AU	mash up
IT0620	CZ	mash up
IT0621	SK	mash up
IT0624	GB	mash up
IT0632	AT	mash up

IT0634	PH	mash up
IT0635	HU	mash up
IT0645	VE	mash up
IT0648	GB	mash up
IT0650	DE	mash up
IT0651	DE	mash up
IT0652	DE	mash up
IT0653	DE	mash up
IT0654	MX	mash up
IT0655	all	mash up – defaulted via replication
IT0657	PL	mash up
IT0658	PL	mash up
IT0659	IT	mash up
IT0660	HU	mash up
IT0661	BR	mash up
IT0662	AT	mash up
IT0694	ID	mash up
IT0699	DE	mash up
IT0700	DE	mash up
IT0701	AU	mash up
IT0709	all	replication
IT0712	all	mash up
IT0713	all - FR	mash up
IT0714	ES	mash up
IT0716	AR	mash up
IT0717	KR	mash up
IT0718	KR	mash up
IT0725	ZA	mash up
IT0726	DK	mash up
IT0727	DK	mash up
IT0728	DK	mash up
IT0735	BE	mash up
IT0736	BR	mash up
IT0737	BR	mash up
IT0738	BR	mash up

IT0739	SG	mash up
IT0740	DK	mash up
IT0741	SG	mash up
IT0745	DE	mash up
IT0751	AT	mash up
IT0756	MX	mash up
IT0757	GB	mash up
IT0765	DK	mash up
IT0766	DK	mash up
IT0768	ES	mash up
IT0769	TR	mash up
IT0770	TR	mash up
IT0771	TR	mash up
IT0774	TR	mash up
IT0776	TR	mash up
IT0778	TR	mash up
IT0779	DK	mash up
IT0793	GB	mash up
IT0797	AT	mash up expected by SAP
IT0799	ES	mash up
IT0808	NL	mash up
IT0812	KR	mash up
IT0817	AU	mash up
IT0818	TW	mash up
IT0829	CO	mash up
IT0830	CO	mash up
IT0831	CO	mash up
IT0832	CO	mash up
IT0833	CO	mash up
IT0834	CO	mash up
IT0835	CO	mash up
IT0847	CO	mash up
IT0848	ZA	mash up
IT0849	AU	mash up
IT0850	AU	mash up
IT0851	JP	mash up
IT0852	JP	mash up

IT0853	JP	mash up
IT0854	NL	mash up
IT0858	KR	mash up
IT0859	PL	mash up
IT0860	AE - RU	mash up
IT0861	FP - RU	mash up
IT0865	BE	mash up
IT0874	GB	mash up
IT0875	AR	mash up
IT0876	RU	mash up
IT0879	NL	mash up
IT0880	CO	mash up
IT0881	KR	mash up
IT0885	TR	mash up
IT0887	ES	mash up
IT0888	JP	mash up
IT0889	JP	mash up
IT0890	JP	mash up
IT0896	PT	mash up
IT0899	PT	mash up
IT0903	JP	mash up
IT0904	DE	mash up
IT0908	DE	mash up
IT0909	US	mash up
IT0935	BG	mash up
IT0936	BG	mash up
IT0937	BG	mash up
IT0938	BG	mash up
IT0939	BG	mash up
IT0940	BG	mash up
IT0942	DE	mash up
IT0960	UN	mash up
IT0961	UN	mash up
IT0962	UN	mash up
IT0963	UN	mash up
IT0964	UN	mash up
IT0965	UN	mash up

IT0968	ES	mash up
IT0977	CH	mash up
IT0980	CH	mash up
IT2001	SE - all	Replication or G2 or SSL or mash up
IT2002	all	G2 or SSL or mash up
IT2003	all	G2 or SSL or mash up
IT2004	all	G2 or SSL or mash up
IT2006	all	G2 or SSL or mash up
IT2007	all	G2 or SSL or mash up
IT2010	all	Replication or G2 or SSL or mash up
IT2011	all	G2 or SSL or mash up
IT2012	all	G2 or SSL or mash up
IT2013	all	G2 or SSL or mash up
IT3202	ZA	mash up
IT3203	JP	mash up
IT3204	JP	mash up
IT3205	AT	mash up expected by SAP
IT3207	BE	mash up
IT3210	NL	mash up
IT3212	CN	mash up
IT3213	all	mash up
IT3215	GB	mash up
IT3216	GB	mash up
IT3217	GB	mash up
IT3219	GR	mash up
IT3220	GR	mash up
IT3223	TW	mash up
IT3224	CN	mash up
IT3227	CL	mash up
IT3228	all - US	mash up
IT3229	AR	mash up
IT3231	ES	mash up
IT3232	AT	mash up expected by SAP
IT3233	AT	mash up expected by SAP
IT3234	HU	mash up

IT3235	CL	mash up
IT3238	AT	mash up
IT3243	GB	mash up
IT3244	UN	mash up
IT3248	AT	mash up expected by SAP
IT3251	AE	mash up
IT3252	SA	mash up
IT3260	HU	mash up
IT3261	HU	mash up
IT3266	HU	mash up
IT3267	HU	mash up
IT3270	BE	mash up
IT3271	BE	mash up
IT3273	RU	mash up
IT3274	NL	mash up
IT3294	IE	mash up
IT3297	GB	mash up
IT3301	QA	mash up
IT3307	QA	mash up
IT3308	QA	mash up
IT3309	QA	mash up
IT3310	SA	mash up
IT3311	SA	mash up
IT3312	SA	mash up
IT3314	QA	mash up
IT3315	QA	mash up
IT3317	QA	mash up
IT3318	QA	mash up
IT3319	FR	mash up
IT3320	SA	mash up
IT3321	SA	mash up
IT3323	SA	mash up
IT3327	SA	mash up
IT3328	SA	mash up
IT3329	SA	mash up
IT3330	RU	mash up
IT3335	QA	mash up

IT3336	QA	mash up
IT3338	QA	mash up
IT3339	QA	mash up
IT3340	FR	Obsolete – SAP will replace this IT
IT3342	SA	mash up
IT3343	SA	mash up
IT3348	AU	mash up
IT3349	QA	mash up
IT3350	SK	mash up
IT3353	KW	mash up
IT3354	KW	mash up
IT3355	all	mash up
IT3356	AE	mash up
IT3357	KW	mash up
IT3358	AE	mash up
IT3359	IE	mash up
IT3362	KW	mash up
IT3363	NO	mash up
IT3364	SG	mash up
IT3369	OM	mash up
IT3370	OM	mash up
IT3372	OM	mash up
IT3373	OM	mash up
IT3377	FR	mash up
IT3385	ID	mash up
IT3386	JP	mash up
IT3389	EG	mash up
IT3390	EG	mash up
IT3391	EG	mash up
IT3392	EG	mash up
IT3393	ES	mash up
IT3394	CH	mash up
IT3403	FR	mash up
IT3422	CH	mash up
IT3427	PL	mash up
IT3531	CN	mash up

IT3532	CN	mash up
IT3533	CN	mash up
IT3534	CN	mash up
IT3538	KR	mash up
IT3542	KR	mash up
IT3670	AT	mash up
IT9002	BR	mash up
IT9004	all	replication
IT9520	VN	mash up + partial replication for id
IT9521	VN	mash up + partial replication for id
IT9523	VN	mash up
IT9524	VN	mash up
IT9525	VN	mash up
IT9450	BR	mash up
IT9500	BR	mash up
IT9503	BR	mash up
IT9600	all	mash up or replication
IT9601	all	Replication or mash up
IT9602	all	mash up
IT9800	all	mash up
IT9801	all	mash up

Sample BIB functionality not in scope

Title	Description	Comment
Country/Region-Specific Full Transmission Start Date	You can now define a specific full transmission start date (FTSD) for each country/region you include in the replication of employee master data from SAP SuccessFactors Employee Central to your on-premise SAP S/4HANA or SAP ERP system.	Only in BIB, not in ADP replication
Replication of No-Shows from Employee Central	If you've enabled the reporting of new hires as no-shows in SAP SuccessFactors Employee Central, this information is now transferred to your on-premise SAP S/4HANA or SAP ERP system.	Only in BIB, not in ADP replication
Handling of Status-Changing Events Replicated from Employee Central	You can now overrule the default behavior of your on-premise SAP S/4HANA or SAP ERP system in cases where the replication of event reasons from Employee Central leads to errors in the SAP S/4HANA or SAP ERP system.	Only in BIB, not in ADP replication

More Flexibility in Handling of Infotype Splits	You can now specify how the Organizational Assignment infotype in your on-premise SAP S/4HANA or SAP ERP system reacts when data replication from Employee Central inserts an infotype split in the Actions infotype for an employee.	Only in BIB, not in ADP replication