

Lesson Objectives



After completing this lesson, participants will be able to -

- Understand an overall about SF Employee Central System
- Understand the Basics of Employee Central System
- Log on to Successfactor Platform and do the Basic Navigations

Event and Event Reason Administration



EC is a Human Resource Information System (HRIS) and a way for you to track the changes to an employee record or your company structure over time. Events and event reasons allow you to keep track of changes to an employee record.

This is important for two reasons:

1. It keeps clear reporting about what changes were made.
2. It helps you to comply with legal or corporate policy regarding employee changes.


These events and event reasons also play a role in how self-service is configured in your system. You can see these events and event reasons when you make changes and these might be visible to your managers and employees as they work through self-service.

Events are hard coded in the system. The full list can be seen in the event picklist. You can deactivate events your customer chooses not to use, and you can also rename events.

It is very important to note that you should never create new events. The list that is delivered by SAP Successfactors contains the only events you can use in the system.

Because of the restriction on creating new events, event reasons were created. Event reasons can be built directly in the instance, and are used to differentiate between certain actions in the system. For example, if we look at the figure Event and Event Reason Administration 1, we can see the event "Termination". In order to differentiate between the different types of Termination (voluntary vs involuntary, retirement, lost to competitor) we can create multiple event reasons and tie them back to the one Termination event.

Event and Event Reason Administration 1



Data

- Business Unit Change
- Correction – Status
- Reorganization



Hire

- New Hire
- Contractor Onboarding



Leave of Absence

- Education
- Long Term Disability
- Military Service



Pay Rate Change

- Cost of Living Adjustment
- Merit



Termination

- Voluntary Career Development
- Retirement



Transfer

- Office Location Change
- Promotion

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Event Reason

Manage Organization, Pay and Job Structures

Search: Event Reason

Promotion (PAYPRO)

Advanced

Create New: On Selection

History

01/01/2019
Event Reason created

Take Action

Event Reason : Promotion (PAYPRO)

Import New Record

Effective as of: 01/01/2019

How indicates that the item changed on this date

Event ID: PAYPRO

Event Name: Promotion

Description: Promotion

Status: Active

Event: Pay Rate Change

Employee Status: Active

Updated by admin on Tuesday, January 15, 2019 9:23:27 AM PST

Pay Rate Change

- Cost of Living Adjustment
- Ment
- Transfer

Event reasons are also FOs and therefore are managed in the *Manage Organization, Pay and Job Structures* interface. In the figure, Event and Event Reason Administration 2, you can see an example of an event reason, promotion. You can configure the *Event ID*, *Event Name*, *Description*, *Status*, and *Employee Status*, and to which hard-coded event the event reason belongs. When a data change occurs, depending on your setup, the system can determine the correct event or event reason triggered (Event Reason Derivation) or you can manually choose the event and related event reason occurring.



Event and Event Reason Configuration



For reporting purposes, one event and event reason must be tied to each transaction, or change of employee data, that occurs in the system.

Event Reason Derivation (ERD) is a process that can be set up for your customer. It essentially tells the system the correct event, event reason, and workflow configuration (if needed) that should be triggered based on the type of transaction occurring in an employee's job or compensation sections. ERD requires a lot of initial setup, since each possible data change that could in those employee portals must be tied to a specific event/event reason. For example, the system needs to be able to differentiate between employee transfers, promotions, location changes, pay changes, position changes, etc. Customers who want ERD set up for their system should first determine the event reasons they need to cover all types of changes in the system, then the triggers or field changes associated with each event reason.

Although ERD setup requires more effort before go live, it greatly improves transaction accuracy, especially for Manager Self Service. Rather than a manager simply guessing which event and event reason is triggered, the system follows a set of pre-defined rules to accurately define what type of action is occurring. This greatly improves reporting on employee changes, which can help customers have a better understanding of what is occurring within their company.

If a customer chooses to not use ERD, the Event and Event Reason will always be chosen by the user initiating the transaction. Business rules can still be configured to tie the event reason chosen to a workflow configuration, to ensure the transaction goes through the appropriate approval process before it is active.

 [More information](#)

Event Reason Derivation



No Event Reason Derivation

- Event and Event Reasons are manually chosen for changes made to Employee Data
- Use Business Rules to connect Workflow to triggered Event Reason
- Quicker, more simplified solution

Event Reason Derivation (Preferred)

- Use Business Rules to trigger an Event, Event Reason and Workflow based on changes made to Employee Data
- Requires more initial setup
- More accurate reporting
- User-friendly

HR Edit



Job Information

Job Information Actions

☒ View Current

☒ View History

☒ Edit/Insert

☒ Correct

☒ Delete

☒

☒ *

☒

☒

☒

Change History

Job Information Changes

Jul 30, 2012

Last updated by admin on Thursday, April 25, 2013 4:10:09 PM PDT

Position Code Change

Time Type Profile
Standard Profile (STANDARD_PROFILE)

Holiday Calendar Code
US Holidays (HOLIDAY_US)

Work Schedule
Mon-Fri 8 Hour Days (SDAY8HOUR)

Position ID
VP, Sales (VP_SALES)

EEO Job Group
Sales Managers

EEO Category 1
Officials and Managers

EEO Category 4
No EEO-4 Reporting

EEO Category 5
No EEO-5 Reporting

Insert New Record

Load More

Insert History Record for Job Information

When would you like your changes to take effect? Feb 13, 2017

Employee Status

Employee Status

Active

Event

*Event

Transfer

*Event Reason

No Selection

Cost Center Change (DATA COST)

Inter Company Transfer (TRANACOT)

Internal Hire Temp Conversion (TRANTEMP)

International Transfer (TRANINTL)

Lateral (no req) (TRANLATL)

Office Location Change (TRANLOCN)

Promotion (TRANPROM)

Job Relationships

No data

HR Edit



Even with Event Reason Derivation turned on, those given the RBP rights to Insert New Records from the history of a portlet have the ability to bypass this process. If you do not go through the Take Action button available on employee tiles, you will manually choose the event and related event reason for the change you are making. Once you update the necessary fields and click Save, the change is automatically stored, and no workflow is triggered. This is referred to as an "HR Edit" and this capability should only be given to a more administrative audience.

To review, if ERD is turned on and the individual performing the change navigates through Take Action, then the system chooses the correct event and event reason, and triggers a workflow if one is configured for that particular change. If the individual navigates through History → Insert New Record, then they must manually choose the event and event reason, and no workflow is ever triggered.

ERD Provisioning Setup



Event Reason Derivation setup for all new customers

- Employee Central
- ☒ Effective Dated Data Platform
 - ☒ Enable Effective Dated fields in Basic Import
 - ☐ Employee Central V1 (i.e. Action Driven) — requires 'Effective Dated Data Platform'
 - ☒ Employee Central V2 (i.e. Event Reason Derivation) — requires 'Enable Generic Objects', 'Effective Dated Data Platform', 'Employee Profile data audit' and 'Enable the Attachment Manager'
 - ☒ Enable youCalc rules engine for HRIS — requires 'Employee Central V2 (i.e. Event Reason Derivation)', 'Enable Generic Objects', 'Effective Dated Data Platform', 'Employee Profile data audit' and 'Enable the Attachment Manager'
 - ☒ Enable Business Rules for Workflow Derivation (Do not activate together with 'Enable Youcalc rules engine for HRIS') [Not Ready for Sales/Production] — requires 'Employee Central V2 (i.e. Event Reason Derivation)', 'Enable Generic Objects', 'Effective Dated Data Platform', 'Employee Profile data audit' and 'Enable the Attachment Manager'
 - ☒ Enable Business Rules for Event Reason Derivation [Not Ready for Sales/Production] — requires 'Enable Business Rules for Workflow Derivation (Do not activate together with 'Enable Youcalc rules engine for HRIS')', 'Employee Central V2 (i.e. Event Reason Derivation)', 'Enable Generic Objects', 'Effective Dated Data Platform', 'Employee Profile data audit' and 'Enable the Attachment Manager'

Event Reason Derivation setup for some legacy customers

- Employee Central
- ☒ Effective Dated Data Platform
 - ☒ Enable Effective Dated fields in Basic Import
 - ☐ Employee Central V1 (i.e. Action Driven) — requires 'Effective Dated Data Platform'
 - ☒ Employee Central V2 (i.e. Event Reason Derivation) — requires 'Enable Generic Objects', 'Effective Dated Data Platform', 'Employee Profile data audit' and 'Enable the Attachment Manager'
 - ☒ Enable youCalc rules engine for HRIS — requires 'Employee Central V2 (i.e. Event Reason Derivation)', 'Enable Generic Objects', 'Effective Dated Data Platform', 'Employee Profile data audit' and 'Enable the Attachment Manager'
 - ☒ Enable Business Rules for Workflow Derivation (Do not activate together with 'Enable Youcalc rules engine for HRIS') [Not Ready for Sales/Production] — requires 'Employee Central V2 (i.e. Event Reason Derivation)', 'Enable Generic Objects', 'Effective Dated Data Platform', 'Employee Profile data audit' and 'Enable the Attachment Manager'
 - ☐ Enable Business Rules for Event Reason Derivation [Not Ready for Sales/Production] — requires 'Enable Business Rules for Workflow Derivation (Do not activate together with 'Enable Youcalc rules engine for HRIS')', 'Employee Central V2 (i.e. Event Reason Derivation)', 'Enable Generic Objects', 'Effective Dated Data Platform', 'Employee Profile data audit' and 'Enable the Attachment Manager'

No Event Reason Derivation

- Employee Central
- ☒ Effective Dated Data Platform
 - ☒ Enable Effective Dated fields in Basic Import
 - ☐ Employee Central V1 (i.e. Action Driven) — requires 'Effective Dated Data Platform'
 - ☐ Employee Central V2 (i.e. Event Reason Derivation) — requires 'Enable Generic Objects', 'Effective Dated Data Platform', 'Employee Profile data audit' and 'Enable the Attachment Manager'
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In the Figure, ERD Provisioning Setup, you can see all of the options for setting up ERD within Company Settings in Provisioning



An Example of Standard Hours Changed ERD

Take Action

- Change Job and Compensation Info
- Spot Bonus
- Employment Details

Choose what you want to change

- ☒ Job Information
Change employee's job data, time information, and other information.
- ☐ Job Relationships
Specify the employee's HR Business Partner, legal advisors, and others besides the primary manager.
- ☐ Compensation Information
Change the salary, bonus, eligibility for benefits, and other information.

When would you like your changes to take effect?
Aug 15, 2018

Position Information

Incumbent of Parent Position: No Selection
Position ID: VP, Sales (VP_SAL)

Organizational Information

Legal Entity: Ace USA (ACE_USA)

Your customer wants the system to automatically select an event, event reason and trigger a workflow process whenever the Standard Hours field is changed in the Job Information Portlet.

The above applications are called the functional areas, or application areas, or at times the functional modules of R/3. All of these terms are synonymous with each other.

An Example of Standard Hours Changed ERD 2



Event Reason: Standard Hours Changed (JOBHOURS)

Effective as of: 01/01/1970

Blue indicates that the item changed on this date

Event ID: **JOBHOURS**

Event Name: Standard Hours Changed

Description: Standard Hours Changed

Status: Active

Event Data Change

Employee Status: No Selection

Insert New Record

Workflow Configuration: Standard Hours Changed (JOBHOURSCHNG)

Workflow ID: JOBHOURSCHNG

Name: Standard Hours Changed

Description: Manager's Manager, HR Rep

Future Global Alternative Workflow

Step 1

Approver Type: Manager Manager

Approver Role: No Edit

Edit Transaction: No Edit

Context: Target

Relationship to Approver: No Approver Relationship

No Approver Relationship

Required Permission: No

Step 2

Approver Type: Employee HR

Approver Role: No Edit

Edit Transaction: No Edit

Context: Target

Relationship to Approver: No Approver Relationship

No Approver Relationship

Required Permission: No

Workflow Contributor

No data for Workflow Contributor available or you do not have the necessary permission

CC Role

No data for CC Role available or you do not have the necessary permission

First, event reasons and workflow configurations must be built before they can be connected to the employee data change. The event reason stores the hard-coded event that it falls under. When we use a business rule to choose the correct event reason, it also automatically chooses the event that is connected on this record.

An Example of Standard Hours Changed ERD 3

Search :Rule Advanced

New Rule: Select a Scenario

Basic

☒ Basic

Basic rule

Position Management

☐ Default Position Attributes in Position Organization Chart

You can use this scenario to default values if a new position is created in the Position Organization Chart via the action Add Lower-Level Position or the action Add Peer Position. You must first register the rule in Position Management Settings, in the field Rule for Defining Copy-Relevant Position Fields.

☐ Synchronize Incumbent's Changes to Position

You can use this scenario to synchronize changes in an incumbent's job information to the assigned position. You must first register the rule in Position Management Settings, in the field Rule for Synchronizing Job Information to Position.

☐ Synchronize Position Changes to Incumbents

You can use this scenario to synchronize changes of a position to the incumbents. You must first register the rule in Position Management Settings, in the field Rule for Synchronizing Position to Job Information. The rule should also be triggered if the position field is changed in Job Information.

☐ Update Rule for Mass Change Run

You can use this scenario in a mass change run to define the target criteria of objects to be updated, as well as the updated values.

Time Management

☐ Absence Validation

You can use this rule scenario to perform additional validations on Employee Time using absence validation rules. This rule scenario is invoked when leave requests are to be created, edited or canceled.

Basic

Basic rule

Rule Name*

STDHRSERD

Rule ID*

STDHRSERD

Start Date*

01/01/1900

Rule Type

No Selection

Description

Standard Hours Employee Change

Base Object*

Job Information Model

Base object is the first parameter. Additional parameters can be added after creating the rule

Continue

An Example of Standard Hours Changed ERD 3



In order to tie the event reason and workflow to the change occurring in the employee files, a business rule must be created. From Admin Center, navigate to Configure Business Rules. This will take you to *Business Rules Admin* tool. You must then click on the plus sign to add a new rule. Because the rule is not related to time off or position management, the Basic rule type is chosen. To create the rule, give it a descriptive name and ID. The ID cannot have any spaces within the name, or it will not trigger correctly. The Rule Type field is optional. This categorizes the rule, so that rules can be grouped together and reported on more easily. You can create new rule types in the Rule Type picklist.

The base object chosen should be where the change is occurring. There are two related to the Job Information portlet: Job Information, and Job Information Model. The *Model* base objects are used to set field properties for EC objects (for example, making a field mandatory, or hiding fields) OR compare the a changed value with the previous value. Each EC object is defined once as a base object, and then as a Model base object.

Because we are changing the value of a field, but not specifying what the new value will be, we must use the Job Information Model base object. This introduces comparative functions such as value and previous value that will track change in a field. Rules for Event Reason Derivation should use the model version of base objects.

An Example of Standard Hours Changed ERD 4

If

Job Information Model Standard Weekly Hours Value not equal to Job Information Model Standard Weekly Hours Previous Value

Then

Set Job Information Model Event Reason Value to be equal to Value **Standard Hours Changed (JOBHOU...)**

Set Job Information Model wfConfig Value to be equal to Value **Standard Hours Changed (JOBHOU...)**

Add Else If Add Else

Comparative Operands:

- =
- >
- >=
- <
- <=
- not equal to

Logical Operands:

- and
- or
- and/or

An Example of Standard Hours Changed ERD 4



Event Reason: Standard Hours Changed (JOBHOURS)

Effective as of 01/01/1970

Blue indicates that the item changed on this date

Event ID JOBHOURS

Event Name Standard Hours Changed

Workflow Configuration: Standard Hours Changed (JOBHOURSCHNG)

Workflow ID JOBHOURSCHNG

Name Standard Hours Changed

Description Manager's Manager, HR Rep

Future Dated Alternate Workflow

Once the Business Rules details are configured, we are taken to the IF/THEN statement section.

The IF statement is the change in the portlet that is going to trigger the event reason. In this scenario, the value Standard Weekly Hours is changing, so it cannot be equal to its previous value. Using value and previous value allows us to demonstrate a change to a field without having to specify what the new value should be. You can use a mix of the comparative and logical operands shown on the screen to build the conditions for when this rule should trigger.

The THEN statement is where you set the event reason and workflow configuration values to be the records you created in Manage Organization Pay and Job Structures. It is not necessary to include a workflow in every scenario. It is only necessary when additional approval is required for a change.

An Example of Standard Hours Changed ERD 5



The screenshot shows the SAP Employee Central JobInfo configuration interface. On the left is a navigation tree with 'JobInfo' selected. The main area is titled 'Employee Central JobInfo'. It contains several sections:

- Identifier:** A dropdown menu set to 'jobinfo'. Below it, 'Default Label' is 'Job Information' and 'Enabled' is a checked checkbox.
- HRIS Fields:** A table with columns for 'Label', 'Section', and 'Enabled'. It lists fields like 'position', 'company', and 'expected-return-date'.
- Trigger Rules:** A table with columns for 'Event Type' and 'Base Object'. It shows a rule named 'STANDARD (STANDARD)' with a 'Job Information Model' object.

At the bottom, there is a status bar indicating the configuration was updated by Emily Clark on Monday, February 13, 2017 7:36:36 AM PST, with 'Cancel' and 'Save' buttons.

In order for any Business Rule to trigger, it needs to be attached to the base object. Since the Job Information portlet is configured in the Succession Data Model, you can go to *Manage Business Configuration* to access the portlet in the system. Then click on jobinfo, and at the bottom of the screen, add both the event reason and workflow rules created.

Because we used the Job Information Model object, we must change the base object first before we can choose our rule.

An Example of Standard Hours Changed ERD 6

The screenshot shows the 'Change Job and Compensation Info' form in SAP. The form is partially filled with data for a job in the United States. A confirmation dialog box is overlaid on the form, asking for confirmation to submit a 'Standard Hours Changed' request for Penny Welsh. The dialog includes a text input field for a comment and a link to 'Show workflow participants'. The background form shows fields for Country, Supervisor, Job Classification, Job Title, Local Job Title, Pay Grade, Salary Grade, Regular/Temporary status, Standard Weekly Hours, and Time Information.

Country: United States

Supervisor: Wilson, Dale (regact)

*Job Classification: Director, Operations (OPS-DIR)

Job Title:

Local Job Title:

Pay Grade:

Salary Grade: 16 (GR-16)

Regular/Temporary: Regular

Standard Weekly Hours: 38

Time Information:

Holday Calendar Code:

Time Type Profile:

Please confirm your request.

Submitting Standard Hours Changed request for Penny Welsh.

Enter your comment here

[Show workflow participants](#)

Cancel Confirm

After all of the configuration work is completed, then the rule must be tested. In order to test out Event Reason Derivation, you must go through Take Action--Change Job and Compensation Information. In our example, when we update the Standard Hours and click save, the system automatically confirms that the Standard Hours Changed event reason was chosen, and the correct workflow is triggered.

Summary

You should now be able to:
Create an event reason

Configuring Propagation with Business Rules

DefaultCurrency (DefaultCurrency)

Insert New Record

Basic Information

Start Date01/01/1900

Rule Type

Description

Parameters

Name	Object
Context	System Context
Employee Information	Employee Information

Collapse All | Expand All

If

This rule is always true
To add an expression please uncheck the Always True checkbox.

Then

Set Pay Component Non Recurring Currency Code to be equal to Job Information Company Currency Currency Code
Select Pay Component Non Recurring where...

Business Rule for Propagation



You can define propagation rules to have the system automatically copy over the data from one field to another field. This way you can have the same data in several places of the system, while keeping just one data record.

Here are some examples for typical use cases:

- Example 1: Update Job Codes in Employee Central

IF...

the jobcode is changed in Employee Central

THEN...

retrieve all the job-code-related data from the job-related foundation objects to update the data in the Employee Central

- Example 2: Propagate FLSA Status

IF...

the country is USA

AND the job classification is changed

THEN...

propagate the FLSA status to jobinfo

- Example 3: Propagate Standard Hour

IF...

the legal entity is changed in Employment Info

THEN...

propagate the standard hour to Employment Info

Custom Rule for a Rule Type Picklist

Admin Center / Picklist Center / Versions /

EditDelete

RuleType

Effective Jan 1, 1900

Name:
Rule Type

Code:
RuleType

Parent Picklist:
Display Order:


Status:
Active


Effective Start Date:
Jan 1, 1900


Legacy Picklist ID:
RuleType


Picklist Values (5)


Search






+









<input type="checkbox"/>	External Code	Label	Status	Parent Picklist Value
<input type="checkbox"/>	compensationEligibility	Compensation Eligibility 	Active	>
<input type="checkbox"/>	varpayEligibility	Varpay Eligibility 	Active	>
<input type="checkbox"/>	massChange	Mass Change 	Active	>
<input type="checkbox"/>	PositionManagement	Position Management 	Active	>
<input type="checkbox"/>	TIMEOFF	Time Off 	Active	>

Custom Rule for a Rule Type Picklist

To classify our custom rules as a single rule type, we must first add a rule type to this picklist using the following steps:

1. Navigate to *Picklist Center*.
2. Search for "rule type".
3. On this picklist, navigate to *Take Action* → *Make Correction*.
4. In the last field of the values section, add the external code and label for your custom rule type. For this rule, the external code is "startdate" and the label is "New Position Start Date".
5. Click *Save*.

Foundation Object Propagation Example

Location: San Mateo (US_SFO) Insert New Record

Effective as of: 01/01/1990
Blue indicates that the item changed on this date

Code: US_SFO

Standard Hours: 40

Name: San Mateo (J)

Description: San Mateo, CA

Status: Active

Location Group: NA_WEST (NA_WEST)

Timezone: US/Pacific (GMT-08:00)

Geo Zone: North America, Western Region (NA_WEST)

Legal Entity: Ace USA (ACE_USA)

Business Unit: Corporate Industries (ACE_IND)

Division: Industries (IND)

Department: Sales (SALES)

Location: San Mateo (US_SFO)
Philadelphia, PA (US_PHL)

Cost Center Account: Direct Sales (3000)

Job Information: Timezone: US/Pacific (GMT-08:00)
US/Eastern (GMT-05:00)

Foundation Object Propagation

For the configuration of the business rule, we need to determine the appropriate fields required on the Foundation Object (source of the data value) and the Portlet (destination of the data value). In the example, we want to copy the timezone value from the Location Foundation Object Records to the timezone field in the Job Information Portlet. This is based upon the selection of a record in the location field of the Job Information Portlet. This can be summarized in the following table:

	Object / Portlet	Field
When I select a Foundation Object record in this field	Job Information	Location
Copy the value from the field	Location	Timezone
To the field:	Job Information	Timezone

We use the information to create a business rule that will apply the propagation.

Employee Central has limited support for cross portlet rules. Cross-portlet rules can set values for fields in a different portlet. Currently it is supported only for specific employment-related entities which includes Job information, Compensation Information, Pay component Recurring, Pay Component Non Recurring, Job Relationships and Employment Details. Even if the portlet support cross portlet rules, there still are limitations to what can actually be performed. You should review the Business Rules documentation and SAP Support site for more specific information.

Create a Business Rule from the Propagation Requirement

Configure Business Rules

Search :Rule No Selection Advanced Create New Rule

> Employee Central Core

> Metadata Framework

> Position Management

> Time Management

> Basic

Basic

The Basic Rule scenario does not provide any guidance about the supported objects, parameters, or actions you can use to configure the rule. Please check the available application-specific rule scenarios first. If no scenario fits to your needs, choose Basic.

Basic

The Basic Rule scenario does not provide any guidance about the supported objects, parameters, or actions you can use to configure the rule. Please check the available application-specific rule scenarios first. If no scenario fits to your needs, choose Basic.

Rule Name*

Prop_Location_jobinfo

Rule ID*

Prop_Location_jobinfo

Start Date*

01/01/1900

Rule Type

No Selection

Description

This rule propagates values from the location foundation object to the Job Information Portlet

Base Object*

job In

Job Information

Job Information Model

Additional ating the

Create a Business Rule from the Propagation Requirement

From the previous example, we now have the building blocks we need to build the Business Rule.

The first item will be to create the business rule and select the base object. The base object should be where the change is occurring. In our example, the base object will be Job Information.

There are possible objects two related to the Job Information portlet: Job Information, and Job Information Model. The Model base objects are used to set field properties for EC objects (for example, making a field mandatory, or hiding fields) OR compare a changed value with the previous value. Each EC object is defined once as a base object, and then as a Model base object.

We will simply trigger the rule to run every time the location field changes, without regard for what the previous and current values are. Therefore we can use the Job Information base object. To create the Rule and select the base object:

1. Navigate to Configure Business Rules. This will open the Business Rules Admin tool.
2. Click on the plus sign to add a new rule.
3. Select the Basic scenario
4. Type in the information for the Name and ID
5. Leave the start date as Jan 1 1900.
6. Optionally Select a Rule Type
7. Type in a detailed description
8. Select the appropriate Base Object

Configure the Logic for the Propagation Requirement

If



This rule is always true.
To add an expression please uncheck the Always True checkbox.

Then

Set `Job Information.Timezone` to be equal to `Job Information.Location.Timezone`

The IF statement contains the logic required to trigger the propagation. In this scenario, you are not concerned with the actual value. Therefore you will set the IF statement to always true. Setting the IF to always true implies the THEN statement will run any time the rule is triggered. We set the trigger event in the next section.

The THEN statement is where you set the value of the timezone field. You need to set the value to be equal to the value of the timezone for the selected location record.

Configure the Trigger for the Propagation Requirement

Configure the Trigger for the Propagation Requirement

Trigger Rules		
Base Object	Event Type	Rules
Job Information	onChange	Prop_Location_jobInfo (Prop_Lo...]
Job Information	No Selection	No Selection

In order for any Business Rule to trigger, it needs to be attached to the base object. Since the Job Information portlet is configured in the Succession Data Model, you can use either Manage Business Configuration or your XML editor to update the model.

To assign the Trigger in Manage Business Configuration:

1. Navigate to Manage Business Configuration
2. Select the appropriate portlet, usually the base object of the rule
3. Locate the field that when changes should initiate the propagation and click details.
4. In the Trigger Rules section, select the appropriate Base object
5. Set the event type to onChange
6. Select the rule you created for Rules.
7. Click Done.
8. Click Save.

Business Rule for Propagation



You can define propagation rules to have the system automatically copy over the data from one field to another field. This way you can have the same data in several places of the system, while keeping just one data record.

Here are some examples for typical use cases:

- Example 1: Update Job Codes in Employee Central

IF...

the jobcode is changed in Employee Central

THEN...

retrieve all the job-code-related data from the job-related foundation objects to update the data in the Employee Central

- Example 2: Propagate FLSA Status

IF...

the country is USA

AND the job classification is changed

THEN...

propagate the FLSA status to jobinfo

- Example 3: Propagate Standard Hour

IF...

the legal entity is changed in Employment Info

THEN...

propagate the standard hour to Employment Info

Custom Rule for a Rule Type Picklist

Admin Center / Picklist Center / Versions /

Edit

Delete

RuleType

Effective Jan 1, 1900

Name:
Rule Type

Code:
RuleType

Parent Picklist:
Display Order:

Status:
Active

Effective Start Date:
Jan 1, 1900

Legacy Picklist ID:
RuleType

Picklist Values (5)

Search

+

🗑

↕

🔍

[=]

⚙

<input type="checkbox"/>	External Code	Label	Status	Parent Picklist Value
<input type="checkbox"/>	compensationEligibility	Compensation Eligibility 🌐	Active	>
<input type="checkbox"/>	varpayEligibility	Varpay Eligibility 🌐	Active	>
<input type="checkbox"/>	massChange	Mass Change 🌐	Active	>
<input type="checkbox"/>	PositionManagement	Position Management 🌐	Active	>
<input type="checkbox"/>	TIMEOFF	Time Off 🌐	Active	>

Custom Rule for a Rule Type Picklist

To classify our custom rules as a single rule type, we must first add a rule type to this picklist using the following steps:

1. Navigate to *Picklist Center*.
2. Search for "rule type".
3. On this picklist, navigate to *Take Action* → *Make Correction*.
4. In the last field of the values section, add the external code and label for your custom rule type. For this rule, the external code is "startdate" and the label is "New Position Start Date".
5. Click *Save*.

Foundation Object Propagation Example

Location: San Mateo (US_SFO) Insert New Record

Effective as of: 01/01/1990
Blue indicates that the item changed on this date

Code: US_SFO

Standard Hours: 40

Name: San Mateo (J)

Description: San Mateo, CA (J)

Status: Active

Location Group: NA_WEST (NA_WEST)

Timezone: US/Pacific (GMT-08:00)

Geo Zone: North America, Western Region (NA_WEST)

Legal Entity: Ace USA (ACE_USA)

Business Unit: Corporate Industries (ACE_IND)

Division: Industries (IND)

Department: Sales (SALES)

Location: San Mateo (US_SFO)
Philadelphia, PA (US_PHL)

Cost Center Account: Direct Sales (3000)

Job Information: Timezone: US/Pacific (GMT-08:00)
US/Eastern (GMT-05:00)

Foundation Object Propagation



For the configuration of the business rule, we need to determine the appropriate fields required on the Foundation Object (source of the data value) and the Portlet (destination of the data value). In the example, we ant to copy the timezone value from the Location Foundation Object Records to the timezone field in the Job Information Portlet. This is based upon the selection of a record in the location field of the Job Information Portlet. This can be summarized in the following table:

	Object / Portlet	Field
When I select a Foundation Object record in this field	Job Information	Location
Copy the value from the field	Location	Timezone
To the field:	Job Information	Timezone

We use the information to create a business rule that will apply the propagation.

Employee Central has limited support for cross portlet rules. Cross-portlet rules can set values for fields in a different portlet. Currently it is supported only for specific employment-related entities which includes Job information, Compensation Information, Pay component Recurring, Pay Component Non Recurring, Job Relationships and Employment Details. Even if the portlet support cross portlet rules, there still are limitations to what can actually be performed. You should review the Business Rules documentation and SAP Support site for more specific information.

Create a Business Rule from the Propagation Requirement

Configure Business Rules

Search :Rule Advanced

To create a rule, expand a rule scenario category below and select a scenario.

- > Employee Central Core
- > Metadata Framework
- > Position Management
- > Time Management
- ▼ Basic
 - ☒ **Basic**
The Basic Rule scenario does not provide any guidance about the supported objects, parameters, or actions you can use to configure the rule. Please check the available application-specific rule scenarios first. If no scenario fits to your needs, choose Basic.

Basic
The Basic Rule scenario does not provide any guidance about the supported objects, parameters, or actions you can use to configure the rule. Please check the available application-specific rule scenarios first. If no scenario fits to your needs, choose Basic.

Rule Name*

Rule ID*

Start Date*

Rule Type

Description

Base Object*

 Additional
ating the

Create a Business Rule from the Propagation Requirement

From the previous example, we now have the building blocks we need to build the Business Rule.

The first item will be to create the business rule and select the base object. The base object should be where the change is occurring. In our example, the base object will be Job Information.

There are possible objects two related to the Job Information portlet: Job Information, and Job Information Model. The Model base objects are used to set field properties for EC objects (for example, making a field mandatory, or hiding fields) OR compare a changed value with the previous value. Each EC object is defined once as a base object, and then as a Model base object.

We will simply trigger the rule to run every time the location field changes, without regard for what the previous and current values are. Therefore we can use the Job Information base object. To create the Rule and select the base object:

1. Navigate to Configure Business Rules. This will open the Business Rules Admin tool.
2. Click on the plus sign to add a new rule.
3. Select the Basic scenario
4. Type in the information for the Name and ID
5. Leave the start date as Jan 1 1900.
6. Optionally Select a Rule Type
7. Type in a detailed description
8. Select the appropriate Base Object

Configure the Logic for the Propagation Requirement

If



This rule is always true.
To add an expression please uncheck the Always True checkbox.

Then

Set `Job Information.Timezone` to be equal to `Job Information.Location.Timezone`

The IF statement contains the logic required to trigger the propagation. In this scenario, you are not concerned with the actual value. Therefore you will set the IF statement to always true. Setting the IF to always true implies the THEN statement will run any time the rule is triggered. We set the trigger event in the next section.

The THEN statement is where you set the value of the timezone field. You need to set the value to be equal to the value of the timezone for the selected location record.

Configure the Trigger for the Propagation Requirement

Configure the Trigger for the Propagation Requirement

Trigger Rules		
Base Object	Event Type	Rules
Job Information	onChange	Prop_Location_jobInfo (Prop_Lo...)
Job Information	No Selection	No Selection

In order for any Business Rule to trigger, it needs to be attached to the base object. Since the Job Information portlet is configured in the Succession Data Model, you can use either Manage Business Configuration or your XML editor to update the model.

To assign the Trigger in Manage Business Configuration:

1. Navigate to Manage Business Configuration
2. Select the appropriate portlet, usually the base object of the rule
3. Locate the field that when changes should initiate the propagation and click details.
4. In the Trigger Rules section, select the appropriate Base object
5. Set the event type to onChange
6. Select the rule you created for Rules.
7. Click Done.
8. Click Save.

Demo

Successfactor Logon

