



Developer Guide | PUBLIC

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Data Object Tables in Employee Central

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1 Change History

Learn about changes to the documentation for Data Object Tables in Employee Central in recent releases.

2H 2021

Type of Change	Description	More Info
Changed	Updated information about how to enable the list of values for the gender field.	Personal Information [page 75]
Changed	Updated the list of deprecated fields.	Deprecated Elements [page 150]
Changed	Information about Entry Dates and Event-Based Dates is moved to the SAP SuccessFactors Data Model Reference Guide.	Entry Dates, Event-Based Dates, and TimeIn Calculation for Job Information

1H 2021

Type of Change	Description	More Info
Changed	Updated information about isContingent-Worker field.	Employment Information [page 101]
Changed	Updated information about genderCountrySpecific field.	Global Information [page 68]

2 Foundation Object Tables

The tables in the list give you the technical information about the foundation objects we deliver.

Most of the foundation objects include customer-specific fields, listed in the last rows of each table. These are fields you can customize to use any way you want, if the foundation objects as delivered do not have all the fields needed to satisfy your requirements even if, for example, you edit the field labels. You do not have to use the customer-specific fields, but they are there if you need them.

i Note

Beware that hiding all fields in a block using a business rule is not supported and will potentially cause unexpected behavior in the system. You must have at least one field on this object enabled to avoid inconsistent behavior.

For information on how foundation objects are processed in the Corporate Data Model, including how to create your own foundation objects, refer to the SAP SuccessFactors Data Model Reference guide.

For an explanation of what foundation objects are, and some links to more information about them, refer to the SAP SuccessFactors Data Model Reference guide.

For information on MDF Foundation objects, refer to the **Working with MDF Foundation Objects** section of the Implementing Employee Central Core guide.

Table Columns

Each of the tables has the following columns:

- **Standard**
If the field appears as part of the standard delivery for the relevant foundation object, “Yes” appears in this column. “No” appears in the column if the field is **not** part of the standard delivery.
- **Field ID**
Each foundation object consists of one or more fields. This column lists the technical IDs of the fields. You cannot change this ID.
- **Field Label**
This is the text that appears in the user interface (UI). You can change this to suit your own requirements.
- **Data Type**
HRIS Fields can handle data of various types (for fields of MDF FOs, see note below.). The options are:
 - **BIGDECIMAL** and **DECIMAL**
Fields with these data types can handle mathematical operations.
 - **BOOLEAN**
Fields like this can handle two options. On the UI, the most common options for such fields are “Yes” and “No”.
 - **DATE**
You can enter dates in fields of this type.

- **DOUBLE**
Fields with this data type can handle decimal numbers.
- **LONG**
Fields with this data type can only contain integers.
- **STRING**
You can enter a string of characters in fields with this data type. Where there is a limit on the number of characters in fields like this, the maximum number of characters allowed is shown in the [Max.Length](#) column.
- **Max.Length**
Some fields with data type “String” have a limit on the number of characters you can enter in the string. Where this is the case, this column shows the relevant maximum.
- **Default Visibility**
This determines whether the foundation object is visible on the UI and what you can do in it if it is visible. You can change the default setting to suit your own requirements, choosing from the following options:
 - BOTH: This means the field is visible on the UI for both display and editing purposes.
 - VIEW: This means the field is displayed on the UI, but it cannot be edited there.
 - NONE: The field does not appear on the UI.
- **Is Required?**
The answer “Yes” in this column indicates that the field is required. The answer “No” indicates that it is optional.
- **How To Use This Field**
Here's some help on how to use the fields. For example, if a field needs additional configuration, you can find the information here.

i Note

For MDF Foundation Objects (generic objects), custom fields are no longer restricted to set number of fields per datatype. Instead, you can now assign any number of fields, subject to a maximum of 200 fields, depending on your requirement to a datatype. Other points that apply to custom fields for MDF FOs:

- For each object, you can assign a maximum of 200 custom fields.
- There is no restriction on the name specified for the custom field. However, as a standard, all names specified will automatically be prefixed with *cust_* to indicate it is a custom field.
- For the different datatypes you can assign to a field, click the [Data Type](#) dropdown for the field in the [Configure Object Definition](#) page.
- The *enum* data type cannot be assigned to a custom field. This is restricted for pre-delivered fields.
- Use the *clob* data type for fields that require a max length greater than 255. For example, Job Description.
- If you choose to assign one of these datatypes to a custom field (*boolean*, *date*, *datetime*, *time*, *autocomplete*, *picklist*, *Generic Object*, *Foundation Object*, *attachment* and *user*), do not specify the max length as the system will automatically take care of this.

Related Information

[Corporate Data Model](#)
[MDF Foundation Objects](#)

2.1 Organization Objects A-Z

2.1.1 Business Unit

Here is a list of the fields available for this element.

BusinessUnit is an MDF Generic Object. Use the [Configure Object Definition](#) page to maintain this object.

generic object id: BusinessUnit

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	description	Description	Translatable	128	As defined in the Configure Object Definition page.	No	If you need a more detailed description of the business unit than the Name field can provide, enter it here.
Yes	effectiveStartDate	Start Date	Date	—	As defined in the Configure Object Definition page.	Yes	Enter the date the business unit becomes active.
Yes	effectiveEndDate	End Date	Date	—	As defined in the Configure Object Definition page.	No	You can also enter the date the business unit stops being active.
Yes	effectiveStatus	Status	Enum	—	As defined in the Configure Object Definition page.	Yes	Possible values are Active and Inactive. Do not configure this as a picklist.
Yes	externalCode	Code	String	32	As defined in the Configure Object Definition page.	Yes	Define a unique code by which the system can distinguish the different business units from each other.
Yes	headOfUnit	HeadOfUnit	User	—	As defined in the Configure Object Definition page.	No	You can enter the identifier of the person heading the business unit.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	name	Name	Translatable	90	As defined in the Configure Object Definition page.	No	You can enter a short name for the business unit here.

2.1.2 Corporate Address

Here is a list of the fields available for this element.

hris-element id: corporateAddress

Note

For a country/region-specific setup of `corporateAddress`, refer to the SAP SuccessFactors Employee Central Country/Region Specifics Implementation Guide.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
No	start-date	Start Date	DATE	—	Both	Yes	Enter the date when the corporate address becomes effective.
No	end-date	End Date	DATE	—	None	No	This is the end date the previous corporate address stops being effective. The system calculates the end date automatically depending on the start date entered.
Yes	address1	Address 1	STRING	256	None	No	You can enter the first line of address here.
Yes	address2	Address 2	STRING	256	None	No	You can enter the second line of address here.
Yes	address3	Address 3	STRING	256	None	No	You can enter the third line of address here.
Yes	city	City	STRING	30	Both	No	This is where you enter the city or town the company is located in.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	county	District	STRING	256	None	No	This is where you enter the county the company is located in.
Yes	state	State	STRING	256	None	No	This is where you enter the state the company is located in.
Yes	province	Province	STRING	256	None	No	This is where you enter the province the company is located in.
Yes	zip-code	Zip Code	STRING	256	None	No	This is where you enter the ZIP code of the place the company is located in.
Yes	country	Country	STRING	256	Both	Yes	This is where you enter the country the company is located in.
No	custom-string1-20	Custom Strings 1-20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-10	Custom Dates 1-10	DATE	—	None	No	
No	custom-long1-20	Customer Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

2.1.3 Cost Center

Here is a list of the fields available for this element.

Cost Center is now an MDF Generic Object. Use the [Configure Object Definition](#) page to maintain this object.

generic object id: CostCenter

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	costCenter-ExternalObjectId	External Object ID	String	40	As defined in the Configure Object Definition page.	No	This field contains the cost center ID in external format. If you have multiple financial systems from which you upload cost centers into Employee Central, make sure that the cost center IDs are unique. Usually, downstream systems like payroll do not understand this unique ID and you have to provide the cost center ID in its external format.
Yes	costCenter-Manager	Costcenter-Manager	User	255	As defined in the Configure Object Definition page.	No	Specify the cost center manager's identifier here.
Yes	description	Description	Translatable	128	As defined in the Configure Object Definition page.	No	Specify a description here if you need a more detailed description of the cost center than the one the Name field provides. This field is translated to English (US) and the company's default language.
Yes	effectiveStartDate	Start Date	Date	255	As defined in the Configure Object Definition page.	Yes	Specify the date on which the cost center becomes active.
Yes	effectiveEndDate	End Date	Date	255	As defined in the Configure Object Definition page.	No	Specify the date on which the cost center stops being active.
Yes	effectiveStatus	Status	Enum	255	As defined in the Configure Object Definition page.	Yes	Possible values are Active and Inactive. Do not configure this as a picklist.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	external-Code	Code	String	32	As defined in the Configure Object Definition page.	Yes	Specify a unique code by which the system can distinguish the different cost centers from each other.
Yes	glState-mentCode	GLState-mentCode	String	32	As defined in the Configure Object Definition page.	No	This code is assigned to account groups, such as customer receivables or vendor payables to record transactions, depending on financial accounts involved in such transactions. It ensures that total account data includes all sub-account transactions.
Yes	legalEntity	Legal Entity	Generic Object	38	As defined in the Configure Object Definition page.	No	Specify a legal entity to be associated with the cost center. By default, this field is set to not visible. That can be changed in the object definition.
Yes	Name	Name	Translatable	90	As defined in the Configure Object Definition page.	No	Specify a short name for the cost center unit here. This field is translated to English (US) and the company's default language.
Yes	parentCost-Center	Parent	Generic Object	255	As defined in the Configure Object Definition page.	No	Cost centers can be hierarchical. If this is the case in your business, use this field to specify a higher-level cost center.

2.1.4 Department

Here is a list of the fields available for this element.

Department is now an MDF Generic Object. Use the [Configure Object Definition](#) page to maintain this object.

generic object id: Department

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	costCenter	Cost Center	Cost Center GO	—	As defined in the Con- figure Ob- ject Defini- tion page.	No	You can assign the depart- ment to a cost center by entering the cost center details here.
Yes	description	Description	Translatable	128	As defined in the Con- figure Ob- ject Defini- tion page.	No	If you need a more detailed description of the depart- ment than the Name field can provide, enter it here.
Yes	external- Code	Code	String	32	As defined in the Con- figure Ob- ject Defini- tion page.	Yes	Define a unique code by which the system can dis- tinguish the different de- partments from each other.
Yes	effectiveS- tartDate	Start Date	Date	—	As defined in the Con- figure Ob- ject Defini- tion page.	Yes	Enter the date the depart- ment becomes active.
Yes	effecti- veEndDate	End Date	Date	—	As defined in the Con- figure Ob- ject Defini- tion page.	No	You can also enter the date the department stops be- ing active.
Yes	effectiveS- tatus	Status	Enum	—	As defined in the Con- figure Ob- ject Defini- tion page.	Yes	Possible values are Active and Inactive. Do not con- figure this as a picklist.
Yes	headOfUnit	Head of De- partment	User	—	As defined in the Con- figure Ob- ject Defini- tion page.	No	You can enter the depart- ment head's identifier here.
Yes	name	Name	Translatable	90	As defined in the Con- figure Ob- ject Defini- tion page.	No	You can enter a short name for the department.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	parentDepartment	Department	Department GO	—	As defined in the Con- figure Ob- ject Defini- tion page.	No	You can enter the depart- ment that is on the next level up in the cost center hierarchy.

2.1.5 Division

Here is a list of the fields available for this element.

Division is now an MDF Generic Object. Use the [Configure Object Definition](#) page to maintain this object.

generic object id: Division

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	description	Description	Translatable	128	As defined in the Con- figure Ob- ject Defini- tion page.	No	If you need a more detailed description of the division than the Name field can provide, enter it here.
Yes	external- Code	Code	String	32	As defined in the Con- figure Ob- ject Defini- tion page.	Yes	Define a unique code by which the system can dis- tinguish the different divi- sions from each other.
Yes	effectiveS- tartDate	Start Date	Date	—	As defined in the Con- figure Ob- ject Defini- tion page.	Yes	Enter the date the division becomes active.
Yes	effecti- veEndDate	End Date	Date	—	As defined in the Con- figure Ob- ject Defini- tion page.	No	You can also enter the date the division stops being active.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	effectiveS- tatus	Status	Enum	—	As defined in the Con- figure Ob- ject Defini- tion page.	Yes	Possible values are Active and Inactive. Do not con- figure this as a picklist.
Yes	headOfUnit	Head of Di- vision	User	—	As defined in the Con- figure Ob- ject Defini- tion page.	No	You can enter the division head's identifier here.
Yes	name	Name	Translatable	90	As defined in the Con- figure Ob- ject Defini- tion page.	No	You can enter a short name for the division here.
Yes	parentDivi- sion	Division	Division GO	—	As defined in the Con- figure Ob- ject Defini- tion page.	No	You can enter the division that is on the next level up in the division hierarchy.

2.1.6 Geozone

Here is a list of the fields available for this element.

hris-element id: geozone

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	adjustment- Percentage	Adjustment Percentage	STRING	—	Both	No	<p>If the pay range for this ge- ozone is to differ by a cer- tain percentage from that for another geozone, you can specify the percentage here.</p> <p>This field is informational only and is not used to cal- culate compa ratio or range penetration.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	description	Description	STRING	128	Both	No	If you need a more detailed description of the geozone than the Name field can provide, enter it here.
Yes	external-Code	Code	STRING	32	Both	Yes	Define a unique code by which the system can distinguish the different geozones from each other.
Yes	name	Name	STRING	90	Both	No	You can enter a short name for the geozone here.
Yes	start-date	Start Date	DATE	—	Both	Yes	Enter the date the geozone becomes active.
Yes	end-date	End Date	DATE	—	None	No	You can also enter the date the geozone stops being active.
Yes	status	Status	STRING	—	Both	Yes	Possible values are Active and Inactive. Do not configure this as a picklist.
No	custom-string1–20	Custom Strings 1–20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1–10	Custom Dates 1–10	DATE	—	None	No	
No	custom-long1–20	Customer Numbers 1–20	LONG	—	None	No	
No	custom-double1–20	Custom Decimals 1–20	DOUBLE	—	None	No	

2.1.7 Legal Entity

Here is a list of the fields available for this element.

Legal Entity is now an MDF Generic Object. Use the [Configure Object Definition](#) page to maintain this object.

generic object id: LegalEntity

i Note

For information on country/region-specific fields that were earlier referenced through legalEntityLocal, refer to the SAP SuccessFactors Employee Central Country/Region Specifics Implementation Guide.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	countryOfRegistration	Country	Country GO	—	As defined in the Configure Object Definition page.	Yes	Enter the country that makes up this geozone.
Yes	currency	Currency	Currency GO	—	As defined in the Configure Object Definition page.	Yes	Enter the currency that is used for this legal entity.
Yes	defaultLocation	Default Location	location FO	—	As defined in the Configure Object Definition page.	No	You can enter a location that applies to all employees in this legal entity.
Yes	defaultPayGroup	Default Pay Group	PayGroup GO	—	As defined in the Configure Object Definition page.	No	You can enter a pay group that applies to all employees in this legal entity.
Yes	description	Description	Translatable	128	As defined in the Configure Object Definition page.	No	If you need a more detailed description of the legal entity than the Name field can provide, enter it here.
Yes	externalCode	Legal Entity ID	String	32	As defined in the Configure Object Definition page.	Yes	Define a unique code by which the system can distinguish the different legal entities from each other.
Yes	name	Legal Entity Name	Translatable	90	As defined in the Configure Object Definition page.	No	You can enter a short name for the legal entity here.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	effectiveS- tatus	Status	Enum	—	As defined in the Con- figure Ob- ject Defini- tion page.	Yes	Possible values are Active and Inactive. Do not con- figure this as a picklist.
Yes	effectiveS- tartDate	Start Date	Date	—	As defined in the Con- figure Ob- ject Defini- tion page.	Yes	Enter the date the legal en- tity becomes active.
Yes	effecti- veEndDate	End Date	Date	—	As defined in the Con- figure Ob- ject Defini- tion page.	No	You can also enter the date when the legal entity stops being active.
Yes	standard- Weekly- Hours	Standard Weekly Hours	Decimal	—	As defined in the Con- figure Ob- ject Defini- tion page.	No	In this field, you can enter the number of hours em- ployees are expected to work in this geozone.
Yes	officialLan- guage	Official Lan- guage	String	—	As defined in the Con- figure Ob- ject Defini- tion page.	No	If there is an official lan- guage for a legal entity, you can enter the ISO code for that language here.

2.1.8 Location

Here is a list of the fields available for this element.

hris-element id: location

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	description	Description	STRING	128	Both	No	If you need a more detailed description of the location than the Name field can provide, enter it here.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	external-Code	Code	STRING	32	Both	Yes	Define a unique code by which the system can distinguish the different locations from each other.
Yes	locationGroup	Location Group	STRING	—	Both	No	If you want to assign this location to a group, enter the identifier for the relevant group here.
Yes	name	Name	STRING	90	Both	No	You can enter a short name for the location.
Yes	start-date	Start Date	DATE	—	Both	Yes	Enter the date when the location becomes active.
Yes	end-date	End Date	DATE	—	None	No	You can also enter the date the location stops being active.
Yes	status	Status	STRING	—	Both	Yes	Possible values are Active and Inactive. Do not configure this as a picklist.
Yes	standard-Hours	Standard Weekly Hours	DOUBLE	—	Both	No	You can enter the standard weekly hours for a location.
Yes	timezone	Timezone	STRING	—	Both	No	You can enter the time-zone for the location.
No	custom-string1–20	Custom Strings 1–20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1–10	Custom Dates 1–10	DATE	—	None	No	
No	custom-long1–20	Customer Numbers 1–20	LONG	—	None	No	
No	custom-double1–20	Custom Decimals 1–20	DOUBLE	—	None	No	

2.1.9 Location Group

Here is a list of the fields available for this element.

hris-element id: locationGroup

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	description	Description	STRING	128	Both	No	If you need a more detailed description of the location group than the short Name can provide, enter it here.
Yes	external-Code	Code	STRING	32	Both	Yes	Define a unique code by which the system can distinguish the different location groups from each other.
Yes	name	Name	STRING	90	Both	No	You can enter a short name for the location group here.
Yes	start-date	Start Date	DATE	—	Both	Yes	Enter the date the location group becomes active.
Yes	end-date	End Date	DATE	—	None	No	You can also enter the date the location group stops being active.
Yes	status	Status	STRING	—	Both	Yes	Possible values are Active and Inactive. Do not configure this as a picklist.
No	custom-string1-20	Custom Strings 1-20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-10	Custom Dates 1-10	DATE	—	None	No	
No	custom-long1-20	Customer Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

2.2 Job-Related Objects A-Z

2.2.1 Job Classification

Here is a list of the fields available for this element.

Job Classification is now an MDF Generic Object. Use the [Configure Object Definition](#) page to maintain this object.

generic object id: JobClassification

Note

For information on country/region-specific fields that were earlier referenced through jobClassLocal, refer to the SAP SuccessFactors Employee Central Country/Region Specifics Implementation Guide.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	defaultEmployeeClass	Employee Class	Picklist	32	As defined in the Configure Object Definition page.	No	If a customer configured picklist is added in Job Information, then that information is defaulted here.
Yes	defaultJobLevel	Job Level	Picklist	32	As defined in the Configure Object Definition page.	No	If a customer configured picklist is added in Job Information, then that information is defaulted here.
Yes	defaultSupervisorLevel	Supervisor Level	Picklist	—	As defined in the Configure Object Definition page.	No	If a customer configured picklist is added in Job Information, then that information is defaulted here.
Yes	description	Description	Translatable	4000	As defined in the Configure Object Definition page.	No	If you need a more detailed description of the job classification than the short name can provide, enter it here.
Yes	fulltimeEmployee	Is Full Time Employee	Boolean	—	As defined in the Configure Object Definition page.	No	Enter "Yes" to indicate that employees with this classification work full time or "No" to indicate that they work part time. No picklist required.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	effectiveStartDate	Start Date	Date	—	As defined in the Configure Object Definition page.	Yes	Enter the date the job classification becomes active.
Yes	effectiveEndDate	End Date	Date	—	As defined in the Configure Object Definition page.	No	You can also enter the date the job classification stops being active.
Yes	effectiveStatus	Status	Enum	—	As defined in the Configure Object Definition page.	Yes	Possible values are Active and Inactive. Do not configure this as a picklist.
Yes	externalCode	Job Code	String	32	As defined in the Configure Object Definition page.	Yes	Define a unique code by which the system can distinguish the different job classifications from each other.
Yes	jobFunction	Job Function	JobFunction GO		As defined in the Configure Object Definition page.	No	You can enter the job function relating to this job classification.
Yes	name	Job Title	Translatable	90	As defined in the Configure Object Definition page.	No	You can enter a short name for the job classification here.
Yes	parentJobClassification	Parent Job Classification	JobClassification GO	—	As defined in the Configure Object Definition page.	No	You can enter the job code that is on the next level up in the job code hierarchy.
Yes	payGrade	Pay Grade	payGrade FO	—	As defined in the Configure Object Definition page.	No	You can enter the pay grade for this job classification.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	regularTemporary	Regular/ Temporary	Picklist	32	As defined in the Con- figure Ob- ject Defini- tion page.	No	This field indicates whether the employee is regular or temporary.
Yes	standard- Weekly- Hours	Standard Weekly Hours	Decimal	—	As defined in the Con- figure Ob- ject Defini- tion page.	No	You can enter the standard weekly hours for the job classification.
Yes	worker- CompCode	Workers' Comp Code	String	32	As defined in the Con- figure Ob- ject Defini- tion page.	No	This is a custom configura- ble picklist to list codes for Workman's Compensa- tion. This is most com- monly used in the US.

2.2.2 Job Function

Here is a list of the fields available for this element.

Job Function is now an MDF Generic Object. Use the [Configure Object Definition](#) page to maintain this object.

generic object id: JobFunction

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	description	Description	Translatable	128	As defined in the Con- figure Ob- ject Defini- tion page.	No	If you need a more detailed description of the job func- tion than the short name can provide, enter it here.
Yes	external- Code	Job Func- tion ID	String	32	As defined in the Con- figure Ob- ject Defini- tion page.	Yes	Define a unique code by which the system can dis- tinguish the different job functions from each other.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	effectiveS- tatus	Status	Enum	—	As defined in the Con- figure Ob- ject Defini- tion page.	Yes	Possible values are Active and Inactive. Do not con- figure this as a picklist.
Yes	effectiveS- tartDate	Start Date	Date	—	As defined in the Con- figure Ob- ject Defini- tion page.	Yes	Enter the date the job function becomes active.
Yes	effecti- veEndDate	End Date	Date	—	As defined in the Con- figure Ob- ject Defini- tion page.	No	You can also enter the date the job function stops be- ing active.
Yes	jobFunction- Type	Job Func- tion Type	Picklist	32	As defined in the Con- figure Ob- ject Defini- tion page.	No	This is customer configu- rable picklist to use if clas- sification or grouping of job functions is required.
Yes	name	Name	Translatable	90	As defined in the Con- figure Ob- ject Defini- tion page.	No	You can enter a name for the job function here.
Yes	parentJob- Function	Parent Function Job	JobFunction GO	—	As defined in the Con- figure Ob- ject Defini- tion page.	No	You can enter the function code that is on the next level up in the function code hierarchy.

2.3 Pay-Related Objects A-Z

2.3.1 Frequency

Here is a list of the fields available for this element.

hris-element id: frequency

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	annualiza- tionFactor	Annualiza- tion Factor	LONG	—	Both	Yes	Use this field to record the number of times in a year an employee would be paid at this frequency to achieve an annual salary. Example: Enter “12” if the employee is paid monthly.
Yes	description	Description	STRING	128	Both	No	If you need a more detailed description of the frequency than the short name can provide, enter it here.
Yes	external- Code	Frequency ID	STRING	32	Both	Yes	Define a unique code by which the system can distinguish the different frequencies from each other.
Yes	name	Name	STRING	90	Both	No	You can enter a name for the frequency here.
No	custom- string1–20	Custom Strings 1– 20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom- date1–10	Custom Dates 1–10	DATE	—	None	No	
No	custom- long1–20	Customer Numbers 1– 20	LONG	—	None	No	
No	custom- double1–20	Custom Decimals 1– 20	DOUBLE	—	None	No	

2.3.2 Pay Calendar

Here is a list of the fields available for this element.

Pay Calendar is now an MDF Generic Object. Use the [Configure Object Definition](#) page to maintain this object.

generic object id: PayCalendar

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	payGroup	Pay Group	STRING	—	As defined in the Configure Object Definition page.	Yes	Enter the code for the pay group to which this pay period applies.
Yes	toPayPeriod.payPeriodBeginDate	Pay Period Begin Date	DATE	—	As defined in the Configure Object Definition page.	Yes	Enter the date a given pay period starts. Example: First of the month.
Yes	toPayPeriod.payPeriodEndDate	Pay Period End Date	DATE	—	As defined in the Configure Object Definition page.	Yes	Enter the date a given pay period ends. Example: 16th of the month.
Yes	toPayPeriod.payCheckIssueDate	Pay Check Issue Date	DATE	—	As defined in the Configure Object Definition page.	Yes	Enter the date a pay check is issued for a pay period. Example: 18th of the month.
Yes	toPayPeriod.cust_payPeriodsPerYear	Pay Periods Per Year	LONG	—	As defined in the Configure Object Definition page.	No	You can enter the number of pay periods in a year.
Yes	toPayPeriod.offcycle	Offcycle	BOOLEAN	—	As defined in the Configure Object Definition page.	No	<p>This field indicates whether a payroll run is a special payroll execution in addition to a regular (or normal) payroll execution.</p> <p>For example, for the month of December, the regular (normal) payroll execution is scheduled on Dec 28. On December 30, an off-cycle run is scheduled to be executed for a year-end bonus.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	toPayPeriod.processingRunId	Processing Run ID	STRING	256	As defined in the Configure Object Definition page.	No	You can enter an identifier for pay processing runs here.
Yes	toPayPeriod.runType	Run Type	STRING	256	As defined in the Configure Object Definition page.	No	The list of values comes from the picklist RUNTYPE.

2.3.3 Pay Component

Here is a list of the fields available for this element.

hris-element id: payComponent

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	basePay-ComponentGroup	Base Pay Component Group	STRING	—	Both	No	This attribute is only shown when the Pay Component Type is set to Percentage. It is hidden when the Pay Component Type is set to Amount. In case Pay Component Type = "Percentage", a Pay Component or Pay Component Group needs to be selected to define the amount on which percentage is to be applied.
Yes	canOverride	Can Override	BOOLEAN	—	Both	No	You can enter "Yes" if it will be possible to override this pay component for individual employees to whom it would otherwise apply, or "No" if it will not be possible.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	currency	Currency	CURRENCY	—	Both	No	You can specify the currency in which the pay component is paid.
Yes	description	Description	STRING	128	Both	No	If you need a longer description of the pay component than the short name can provide, enter it here.
Yes	displayOn-SelfService	Display on Self Service	BOOLEAN	—	Both	No	Controls whether this pay component will be displayed in manager self-service
Yes	end-date	End Date	DATE	—	None	No	You can also enter the date the pay component stops being active.
Yes	external-Code	Pay Component ID	STRING	32	Both	Yes	Define a unique code by which the system can distinguish the different pay components from each other.
Yes	frequency-Code	Frequency	STRING	—	Both	Yes	Specify how often a pay component is paid. Example: annually.
Yes	is-earning	Is Earning	BOOLEAN	—	Both	No	You can specify whether the pay component is an earning or a deduction.
Yes	IsRelevant-ForAdvance-Payment	Relevant for Advance	BOOLEAN	—	None	No	Here you can specify if this pay component is used in the advance payments process. Possible values are Yes and No .

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	maxFractionDigits	Maximum Decimal Places	LONG	—	None	No	<p>In this field you can define for each pay component how many decimals are maximally shown in the amount field.</p> <p>You can choose a number from 0 to 5. If you do not enter any value, the system uses the following value:</p> <ol style="list-style-type: none"> 1. The value defined for the <code>maximumFractionDigits</code> XML attribute that has been defined for <code>payComponentRecurring</code> or <code>payComponentNonRecurring</code> in the Succession Data Model 2. If the aforementioned XML attribute has not been defined, the default value is 3.
Yes	name	Name	STRING	90	Both	No	You can enter a name for the pay component.
Yes	number	Number	DOUBLE	—	Both	Edit	<p>This field supports Unit-based pay components as well as number of units.</p> <p>When Number is selected, Unit of Measure and Rate are shown.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	payComponentType	Pay Component Type	STRING	—	Both	Yes	<p>Possible values are Amount, Percentage and Number. Do not configure this as a picklist.</p> <p>For more information on setting up number as a possible value, refer to the Creating a Pay Component topic in the Implementing Employee Compensation Data in Employee Central guide.</p>
Yes	payComponentValue	Pay Component Value	DOUBLE	—	Both	No	You can specify a value for the pay component here.
Yes	rate	Rate	DOUBLE	—	Both	No	This field supports Unit-based pay components, typically price per unit.
Yes	recurring	Recurring	BOOLEAN	—	Both	No	You can indicate whether the pay component is paid regularly or is just a one-time payment.
Yes	selfServiceDescription	Self Service Description	STRING	—	Both	No	<div> i Note <p>This field is only displayed in the foundation object and will not show up anywhere else, even if filled with text. It was originally intended to be used as a description for the Manager Self-Service UI but was never implemented.</p> </div>
Yes	start-date	Start Date	DATE	—	Both	Yes	Enter the date the pay component becomes active.
Yes	status	Status	STRING	—	Both	Yes	Possible values are Active and Inactive. Do not configure this as a picklist.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	taxTreat- ment	Tax Treat- ment	STRING	—	Both	No	<p>You can indicate whether the pay component is taxed or not.</p> <p>The list of values comes from the picklist TAXTREATMENT.</p>
Yes	target	Target	BOOLEAN	—	Both	No	You can enter “Yes” in this field if the pay component is a target figure or percentage, or enter “No” if it is not.
Yes	unit-of- measure	Unit of Measure	STRING	—	Both	No	This field supports Unit-based pay components, for example, Day, Hour, and so on.
Yes	usedFor- CompPlan- ning	Used for Comp Plan- ning	STRING	—	Both	No	Controls whether this pay component will be used by the comp module. Possible values are None, Comp, Varpay and Both. Do not configure this as a picklist.
No	custom- string1–20	Custom Strings 1– 20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom- date1–10	Custom Dates 1–10	DATE	—	None	No	
No	custom- long1–20	Customer Numbers 1– 20	LONG	—	None	No	
No	custom- double1–20	Custom Decimals 1– 20	DOUBLE	—	None	No	

2.3.4 Pay Component Group

Here is a list of the fields available for this element.

hris-element id: payComponentGroup

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	currency	Currency	CURRENCY	—	Both	No	You can specify the currency in which the pay components in this group are paid.
Yes	description	Description	STRING	128	Both	No	If you need a more detailed description of the pay component group than the short name can provide, enter it here.
Yes	end-date	End Date	DATE	—	None	No	You can also enter the date the pay component group stops being active.
Yes	external-Code	Pay Component Group ID	STRING	32	Both	Yes	Define a unique code by which the system can distinguish the different pay component groups from each other.
Yes	name	Name	STRING	90	Both	No	You can enter a short name for the pay component group.
Yes	showOn-CompUI	Display on Comp UI	BOOLEAN	—	Both	No	You can choose whether to have the pay component group displayed on the
Yes	start-date	Start Date	DATE	—	Both	Yes	Enter the date the pay component group becomes active.
Yes	status	Status	STRING	—	Both	Yes	Possible values are Active and Inactive. Do not configure this as a picklist.
Yes	systemDefined	System Defined	BOOLEAN	—	None	No	You can enter “Yes” in this field if the system generates pay component groups for you, based on other data, or “No” if they are created manually.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	useForComparatioCalc	Use for Comparison Calculation	BOOLEAN	—	Both	No	You can choose whether the pay component group should be used as part of the comp ratio calculation.
Yes	useForRangePenetration	Use for Range Penetration	BOOLEAN	—	Both	No	You can enter “Yes” if this pay component group can be used to determine how far into a given pay range an employee has progressed or “No” if it is not used for that.
No	custom-string1–20	Custom Strings 1–20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1–10	Custom Dates 1–10	DATE	—	None	No	
No	custom-long1–20	Customer Numbers 1–20	LONG	—	None	No	
No	custom-double1–20	Custom Decimals 1–20	DOUBLE	—	None	No	

2.3.5 Pay Grade

Here is a list of the fields available for this element.

hris-element id: payGrade

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	description	Description	STRING	128	Both	No	If you need a more detailed description of the pay grade than the short name can provide, enter it here.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	end-date	End Date	DATE	—	None	No	You can also enter the date the pay grade stops being active.
Yes	external-Code	Pay Grade ID	STRING	32	Both	Yes	Define a unique code by which the system can distinguish the different pay grades from each other.
Yes	name	Name	STRING	90	Both	No	You can enter a short name for the pay grade.
Yes	paygradeLevel	Pay Grade Level	LONG	—	Both	No	You can use this field to enter the level of the relevant pay grade. For example, level 1 for a new starter.
Yes	start-date	Start Date	DATE	—	Both	Yes	Enter the date the pay grade becomes active.
Yes	status	Status	STRING	—	Both	Yes	Possible values are Active and Inactive. Do not configure this as a picklist.
No	custom-string1-20	Custom Strings 1-20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-10	Custom Dates 1-10	DATE	—	None	No	
No	custom-long1-20	Customer Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

2.3.6 Pay Group

Here is a list of the fields available for this element.

Pay Group is now an MDF Generic Object. Use the [Configure Object Definition](#) page to maintain this object.

generic object id: PayGroup

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	dataDelimter	DataDelimter	String	32	As defined in the Configure Object Definition page.	No	i Note This field is not used by Employee Central.
Yes	decimalPoint	Decimal-Point	String	32	As defined in the Configure Object Definition page.	No	i Note This field is not used by Employee Central.
Yes	description	Description	Translatable	128	As defined in the Configure Object Definition page.	No	If you need a more detailed description of the pay group than the short name can provide, enter it here.
Yes	earliest-ChangeDate	Earliest Change Date (for Payroll)	Date	—	As defined in the Configure Object Definition page.	No	Define the earliest date for which payroll relevant changes can be made for an employee assigned to this pay group.
Yes	effectiveStartDate	Start Date	Date	—	As defined in the Configure Object Definition page.	Yes	Enter the date the pay group becomes active.
Yes	effectiveEndDate	End Date	Date	—	As defined in the Configure Object Definition page.	No	You can also enter a date the pay group stops being active.
Yes	effectiveStatus	Status	Enum	—	As defined in the Configure Object Definition page.	Yes	Possible values are Active and Inactive. Do not configure this as a picklist.
Yes	external-Code	Pay Group ID	String	32	As defined in the Configure Object Definition page.	Yes	Define a unique code by which the system can distinguish the different pay groups from each other.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	lag	Lag	Number	—	As defined in the Configure Object Definition page.	No	Indicates the number of pay periods that the employee is paid in arrears. If the employee is paid current, set the lag to 0. This information is stored in Employee Central to be transmitted to payroll.
Yes	name	Name	Translatable	90	As defined in the Configure Object Definition page.	No	You can enter a short name for the pay group.
Yes	payment-Frequency	PayFrequency	Picklist	32	As defined in the Configure Object Definition page.	No	Specify how often a pay group is paid.
Yes	payrollVendorId	PayrollVendorID	String	32	As defined in the Configure Object Definition page.	No	If your company uses an external contractor to process its payroll, enter the contractor's ID here.
Yes	primary-ContactE-mail	Primary-ContactE-mail	String	256	As defined in the Configure Object Definition page.	No	You can enter an e-mail address for the group's main contact.
Yes	primary-ContactId	Primary-ContactID	String	256	As defined in the Configure Object Definition page.	No	You can enter the identifier of the main contact for this group.
Yes	primary-Contact-Name	Primary-Contact-Name	String	256	As defined in the Configure Object Definition page.	No	You can enter the name of the group's main contact.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	secondary-ContactE-mail	Secondary-ContactE-mail	String	256	As defined in the Configure Object Definition page.	No	You can enter an e-mail address for the group's secondary contact.
Yes	secondary-ContactId	Secondary-ContactID	String	256	As defined in the Configure Object Definition page.	No	Enter the identifier of the secondary contact for this group.
Yes	secondary-Contact-Name	Secondary-Contact-Name	String	256	As defined in the Configure Object Definition page.	No	You can enter the name of the group's secondary contact.
Yes	weeksInPay-Period	WeeksIn-PayPeriod	Number	—	As defined in the Configure Object Definition page.	No	You can specify how many weeks a pay period for this group should last.

2.3.7 Pay Range

Here is a list of the fields available for this element.

hris-element id: payRange

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	currency	Currency	CURRENCY	256	Both	No	You can specify the currency in which the pay range is indicated.
Yes	description	Description	STRING	128	Both	No	If you need a more detailed description of the pay range than the short name can provide, enter it here.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	end-date	End Date	DATE	—	None	No	This is the end date the previous pay range stops being effective. The system calculates the end date automatically depending on the start date entered.
Yes	external-Code	Pay Range ID	STRING	32	Both	Yes	Define a unique code by which the system can distinguish the different pay ranges from each other.
Yes	frequency-Code	Frequency	STRING	—	Both	Yes	Define how often a pay component is paid — for example, annually. The list of values comes from the frequency foundation object.
Yes	maximum-Pay	Maximum Pay	DOUBLE	—	Both	No	Enter the maximum pay for this pay range, for example: 80,000.
Yes	midPoint	Mid Point	DOUBLE	—	Both	No	Enter the mid point for this pay range that lies between the minimum and the maximum pay, for example: 75,000.
Yes	minimum-Pay	Minimum Pay	DOUBLE	—	Both	No	Enter the minimum pay for this pay range, for example: 70,000.
Yes	name	Name	STRING	90	Both	No	You can enter a short name for the pay range.
Yes	start-date	Start Date	DATE	—	Both	Yes	Enter the date the pay range becomes effective.
Yes	status	Status	STRING	—	Both	Yes	Possible values are Active and Inactive. Do not configure this as a picklist.
Yes	custom-string1–20	Custom Strings 1–20	STRING	256	None	No	You can use these fields for data not covered by the

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	custom-date1-10	Custom Dates 1-10	DATE	—	None	No	fields supplied as standard.
Yes	custom-long1-20	Customer Numbers 1-20	LONG	—	None	No	
Yes	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

2.4 Other Objects A-Z

2.4.1 Dynamic Role Assignment

Here is a list of the fields available for this element.

hris-element id: dynamicRoleAssignment

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	businessUnit	Business Unit	STRING	—	Both	No	The list of values comes from the business unit foundation objects that are available in the system.
Yes	company	Legal Entity	STRING	—	Both	No	<p>The list of values comes from the legal entity foundation objects that are available in the system.</p> <p>If you don't need this field, you can set the visibility to "none".</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	costCenter	Cost Center	STRING	—	Both	No	<p>The list of values comes from the cost center foundation objects that are available in the system.</p> <p>If you don't need this field, you can set the visibility to "none".</p>
Yes	department	Department	STRING	—	Both	No	<p>The list of values comes from the department foundation objects that are available in the system.</p> <p>If you don't need this field, you can set the visibility to "none".</p>
Yes	jobCode	Job Classification	STRING	—	Both	No	<p>The list of values comes from the job classification foundation objects that are available in the system.</p> <p>If you don't need this field, you can set the visibility to "none".</p>
Yes	location	Location	STRING	—	Both	No	<p>The list of values comes from the location foundation objects that are available in the system.</p> <p>If you don't need this field, you can set the visibility to "none".</p>
Yes	payGrade	Pay Grade	STRING	—	Both	No	<p>The list of values comes from the pay grade foundation objects that are available in the system.</p> <p>If you don't need this field, you can set the visibility to "none".</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	payGroup	Pay Group	STRING	—	Both	No	<p>The list of values comes from the pay group foundation objects that are available in the system.</p> <p>If you don't need this field, you can set the visibility to "none".</p>
Yes	person	Approver	STRING	—	Both	No	<p>Depending on what you have selected in the <code>resolverType</code> field, you can either select a dynamic group here, a position, or a specific person as workflow approver. For the person, the list of values comes from the users that have been created in the system.</p>
Yes	resolver-Type	Approver Type	STRING	—	Both	Yes	<p>In this field, you define who should approve the workflow request. The possible values are:</p> <ul style="list-style-type: none"> • Person • Dynamic Group • Position (if Position Management is enabled) <p>This field is always mandatory and visible; you can only change the label.</p>

2.4.2 Dynamic Role

Here is a list of the fields available for this element.

hris-element id: DynamicRole

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	description	Description	STRING	128	Both	No	If you need a more detailed description of the dynamic role than the short name can provide, enter it here.
Yes	external-Code	Code	STRING	32	Both	Yes	Define a unique code by which the system can distinguish the different dynamic roles from each other.
Yes	name	Name	STRING	90	Both	No	You can enter a short name for the dynamic role.
No	custom-string1–20	Custom Strings 1–20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1–10	Custom Dates 1–10	DATE	—	None	No	
No	custom-long1–20	Customer Numbers 1–20	LONG	—	None	No	
No	custom-double1–20	Custom Decimals 1–20	DOUBLE	—	None	No	

2.4.3 Event Reason

Here is a list of the fields available for this element.

hris-element id: eventReason

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	description	Description	STRING	128	Both	No	If you need a more detailed description of the pay grade than the short name can provide, enter it here.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	emplStatus	EmplStatus	STRING	45	None	No	You can use this field to enter the change in status that is causing the relevant event. Example: "Termination" if the relevant employee has left the company.
Yes	end-date	End Date	DATE	—	None	No	You can also enter the date the event reason stops being active.
Yes	event	Event	STRING	45	Both	Yes	Use this field to describe the event covered by this event reason.
Yes	external-Code	Code	STRING	32	Both	Yes	Define a unique code by which the system can distinguish the different event reasons from each other.
Yes	implicit-position-action	Follow-Up Activity in Position	STRING	32	None	No	<p>You can use this field to specify which event reasons trigger a follow-up activity on the assigned position, such as reclassification or transfer.</p> <p>This field is relevant when you have activated Position Management. The list of values comes from the predefined picklist <code>positionActionType</code>.</p>
Yes	inside-work-experience	Display in Internal Job History	STRING	256	Both	No	You can define which event reason should be displayed in the <i>Internal Job History</i> block in the Employee Profile. This block is a custom background block on the Employee Files page.
Yes	name		STRING	90	Both	No	You can enter a short name for the event reason.

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	payroll-event	Payroll Event	STRING	4	Both	No	This field is required for payroll integration with SAP ERP. It is used to store additional events to those delivered by SAP SuccessFactors. Leave the maximum length to 4. For more information, refer to the Employee Central Payroll Implementation Guide.
Yes	start-date	Start Date	DATE	—	Both	Yes	Enter the date the event reason becomes active.
Yes	status	Status	STRING	—	Both	Yes	Possible values are Active and Inactive. Do not configure this as a picklist.
No	custom-string1-20	Custom Strings 1-20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-10	Custom Dates 1-10	DATE	—	None	No	
No	custom-long1-20	Customer Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

2.4.4 WfConfig

Here is a list of the fields available for this element.

hris-element id: wfConfig

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	description	Description	STRING	128	Both	No	If you need a more detailed description of the WfConfig than the short name can provide, enter it here.
Yes	escalation	Escalation	Generic Object	—	Both	No	You can use this for the auto-escalation feature based on the Escalation MDF object.
Yes	external-Code	Code	STRING	32	Both	Yes	Define a unique code by which the system can distinguish the different workflow configurations from each other.
Yes	future-dated-alternate-workflow	Alternate Workflow	STRING	—	Both	No	See note for future-dated-alternate-workflow after table.
Yes	is-cc-link-to-approval-page	Redirect CC Users to Workflow Approval Page	BOOLEAN	—	Both	No	See note for is-cc-link-to-approval-page below table.
Yes	is-delegate-supported	Is Delegate Supported	BOOLEAN	—	Both	No	See note for is-delegate-supported after table.
Yes	name	Name	STRING	90	Both	No	You can enter a short name for this WfConfig.
Yes	remind-in-days	Remind in Days	LONG	—	Both	No	See note for remind-in-days after table.
Yes	custom-string1–20	Custom Strings 1–20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
Yes	custom-date1–10	Custom Dates 1–10	DATE	—	None	No	
Yes	custom-long1–20	Customer Numbers 1–20	LONG	—	None	No	

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

Note for: remind-in-days

This field is relevant when you set up reminder notifications with individual time spans for different workflow foundation objects. Enter the number of days after which the workflow approver is reminded to take action on a pending workflow.

Note that if you set up the time span for reminder notifications at quartz job level, you do not need to set up this field in the Corporate Data Model as the system will ignore any entries made in this field.

Note for: is-delegate-supported

Select [Yes](#) to enable manual delegation or auto delegation of workflows.

For auto delegation, all incoming workflow requests are automatically redirected to the delegate the user has selected in the [My Info](#) tile. For manual delegation, the approver can delegate the current workflow request for the current workflow step to any system user. The approver can revoke this delegation later. If the delegate declines the delegation, the workflow request is assigned back to the approver.

Note: This field is only supported when the workflow step approver type is [Role](#) and approver is configured with [Employee](#), [Employee Manager](#), [Employee Manager Manager](#), or [Employee HR](#). It is not applicable when the workflow step is configured with multiple approver roles, such as dynamic role, dynamic group or job relationship type roles (matrix manager, custom manager, second manager and additional manager).

Note for: future-dated-alternate-workflow

You can configure an alternate workflow that is used for future-dated records; if there are no future-dated records, or if this field has an invalid value, the main workflow is used. The list of values contains the workflow foundation objects defined in the system.

Note for: is-cc-link-to-approval-page

When a workflow is completed, CC users are informed by e-mail or notification that contains a link. This field defines to which page this link leads to.

If you select [Yes](#), the link leads the CC users to the workflow approval page. If you select [No](#), the link leads the CC users to the [Employment Information](#) page.

2.4.5 wfConfig Contributor

Here is a list of the fields available for this element.

hris-element id: wfConfigContributor

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	actorRole	Contributor	STRING	—	Both	Yes	<p>Select one of the following contributors:</p> <ul style="list-style-type: none"> • Employee • Employee Manager • Employee Manager Manager • Employee HR • Matrix Manager • Custom Manager • Second Manager • Additional Manager
Yes	actorType	Contributor Type	STRING	32	Both	Yes	<p>Select one of the following contributor types:</p> <ul style="list-style-type: none"> • Role • Dynamic Role • Dynamic Group • Person • Position
No	context	Context	STRING	32	Both	No	<p>When the transaction that requires an approval implies a manager change, the context allows you to determine which manager has to approve:</p> <ul style="list-style-type: none"> • Source (the initial manager) • Target (the new manager)
No	description	Description	STRING	128	Both	No	<p>If you need a more detailed description of the WFConfig Contributor than the short name can provide, enter it here.</p>
No	external-Code	Code	STRING	32	Both	Yes	<p>Define a unique code by which the system can distinguish the different config contributors from each other.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
No	name	Name	STRING	90	Both	No	You can enter a short name for this config contributor.

2.4.6 wfConfig CC

Here is a list of the fields available for this element.

hris-element id: wfConfigCC

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	actorRole	CC Role	STRING	—	Both	Yes	Select one of the following CC roles: <ul style="list-style-type: none"> • Employee • Employee Manager • Employee Manager Manager • Employee HR • Matrix Manager • Custom Manager • Second Manager • Additional Manager
Yes	actorType	CC Role Type	STRING	32	Both	Yes	Select one of the following CC role types: <ul style="list-style-type: none"> • Role • Dynamic Role • Dynamic Group • Person • External Email • Position

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
No	context	Context	STRING	32	Both	No	When the transaction that requires an approval implies a manager change, the context allows you to determine which manager has to approve: <ul style="list-style-type: none"> • Source (the initial manager) • Target (the new manager)
No	description	Description	STRING	128	Both	No	If you need a more detailed description of the CC Role than the short name can provide, enter it here.
No	external-Code	Code	STRING	32	Both	Yes	Define a unique code by which the system can distinguish the different CC Roles from each other.
No	name	Name	STRING	90	Both	No	You can enter a short name for this CC Role.

2.4.7 wf Step Approver

Here is a list of the fields available for this element.

hris-element id: wfStepApprover

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	actionType	Edit Transaction	STRING	256	None	No	<i>See note for actionType below.</i>

Standard	Field ID	Field Label	Data Type	Max. Length	Visibility	Required	How to Use this Field
Yes	approver- Role	Approver Role	STRING	—	Both	Yes	Select one of the following approver roles: <ul style="list-style-type: none"> • Employee • Employee Manager • Employee Manager Manager • Employee HR • Matrix Manager • Custom Manager • Second Manager • Additional Manager
Yes	approver- Type	Approver Type	STRING	32	Both	No	Select one of the following approver types: <ul style="list-style-type: none"> • Role • Dynamic Role • Dynamic Group • Position
Yes	context	Context	STRING	32	Both	No	When the transaction that requires an approval implies a manager change, the context allows you to determine which manager has to approve: <ul style="list-style-type: none"> • Source (the initial manager) • Target (the new manager)
Yes	skipType	No Approver Behavior	String	32	Both	No	See note for SkipType below.

Note for actionType

When you create a new workflow, you have to define if the workflow step approver can edit the submitted workflow. The options are:

- **No Edit:** The approver cannot edit an already submitted workflow. This is the standard option for an approver.
- **Edit with Route Change:** The approver can edit an already submitted workflow. The edited workflow will then go through the approval process again from the beginning.
- **Edit without Route Change:** The approver can edit an already submitted workflow. The edited workflow will then continue with the next step approver.

Note for skipType:

Define how the system should react when there is an empty position or dynamic group:

- **Stop the Workflow** Workflow step is considered as mandatory step.
- **Skip this Step** Workflow step is skipped. This is the default system behavior

Both options are applied when:

1. Workflow step approver is not assigned in case of Role, and Dynamic Role with person resolver type.
2. Workflow step position has no incumbents in case of Position.
3. Workflow step dynamic group has no members in case of Dynamic Group.
4. Workflow step dynamic role is assigned to an empty position or an empty dynamic group.

3 Person Object Tables

The tables in the list below give you the technical information about the person objects and their fields that are relevant for Employee Central.

You can define these in the Succession Data Model and the country/region-specific Succession Data Model with the XML file or [Manage Business Configuration](#) tool. You can find more information on these data models in the **Setting Up the Succession Data Model** and **Setting up Country/Region-Specific Data Models** sections of the Implementing Employee Central Core guide.

i Note

Beware that hiding all fields in a block using a business rule is not supported and will potentially cause unexpected behavior in the system. You must have at least one field on this object enabled to avoid inconsistent behavior.

When you refer to the following tables, consider the following:

- The standard XML file for the data models contains only a subset of these fields, but you can use all the fields listed in these tables, for example, to override default attributes.
- Those fields listed in the tables, but not in the Succession Data Model, still appear on the UI if their default visibility is set to "both". If you want to hide those fields, add them to the corresponding data model and set the visibility to "none".
- For `start-date`, `end-date`, `event-reason` and `event-reason-code`, you cannot change the default visibility. That means even if you change the visibility in the XML file for the Succession Data Model, the system ignores this and the default visibility as listed in these tables is considered.
- Fields listed in the standard XML files, but not in these tables, are not relevant for Employee Central 2.0. You should leave their visibility to "none". Exceptions to this rule are customer-specific fields that you can use as needed.

3.1 Person Objects A- Z

3.1.1 Addresses

Here is a list of the fields available for this element.

Addresses (hris-element-id: homeAddress)

The fields of this element are defined in the country-specific Succession Data Model.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	item-id	Item ID	LONG	—	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.
No	address-type	Address Type	STRING	30	None	No	<p>Do not configure this field in the data model as some other data type.</p> <p>The list of values comes from the picklist <code>addressType</code>. The pre-configured list of values contains the following:</p> <ul style="list-style-type: none"> • Home • Mailing • Benefits • Payroll <p>You can add more values to the picklist <code>addressType</code> by exporting and importing the picklist using the Admin Tools.</p>
Yes	address1-20	Address1-20	STRING	256	Both	No	You can enter 20 lines for address here.
Yes	city	City	STRING	256	Both	No	This is where you enter the city or town the employee lives in.
Yes	county	County	STRING	256	Both	No	This is where you enter the county the employee lives in.
Yes	state	State	STRING	256	Both	No	This is where you enter the state the employee lives in.
No	province	Province	STRING	256	Both	No	This is where you enter the province the employee lives in.

The fields of this element are defined in the country-specific Succession Data Model.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	zip-code	Zip Code	STRING	256	Both	No	This is where you enter the ZIP code of the place the employee lives in.
Yes	country	Country	STRING	256	Both	Yes	<p>The list of values comes from the predefined picklist <code><country></code>.</p> <div> <p>Note</p> <p>You must not configure any picklist or child picklist for the <code><country></code> field, as this field is hard-coded in the system.</p> </div> <p>If you want to define country-specific addresses, configure the fields for the corresponding country in the <code>homeAddress</code> HRIS-element in the country-specific Succession Data Model.</p>
No	address1-alt1 (lines 1-20)	Alt1 address1	STRING	256	None	No	<p>You can enter 20 lines for the address in alternate characters here.</p> <p>Address information can be displayed in up to two alternate character fields. A link to the alternate character fields is displayed in "Edit" mode, and the non-alternate character fields are already filled with the home address information that has been entered before.</p>
No	city-alt1	Alt1 City	STRING	256	None	No	You can enter the city or town in alternate character 1 here.

The fields of this element are defined in the country-specific Succession Data Model.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	state-alt1	Alt1 State	STRING	256	None	No	You can enter the state in alternate character 1 here.
No	province-alt1	Alt1 Province	STRING	256	None	No	You can enter the province in alternate character 1 here.
No	county-alt1	Alt 1 County	STRING	256	None	No	You can enter the county in alternate character 1 here.
No	zip-code-alt1	Alt1 Zip Code	STRING	256	None	No	You can enter the zip code in alternate character 1 here.
No	country-alt1	Alt1 Country	STRING	256	None	No	You can enter the country in alternate character 1 here.
No	address1-alt2 (lines 1-20)	Alt2 Address1	STRING	256	None	No	You can enter 20 lines for address in alternate character 2 here.
No	city-alt2	Alt2 City	STRING	256	None	No	You can enter the city in alternate character 2 here.
No	state-alt2	Alt2 State	STRING	256	None	No	You can enter the state in alternate character 2 here.
No	province-alt2	Alt12 Province	STRING	256	None	No	You can enter the province in alternate character 2 here.
No	county-alt2	Alt 2 County	STRING	256	None	No	You can enter the county in alternate character 2 here.
No	zip-code-alt2	Alt2 Zip Code	STRING	256	None	No	You can enter the zip code in alternate character 2 here.
No	country-alt2	Alt2 Country	STRING	256	None	No	You can enter the country in alternate character 2 here.

The fields of this element are defined in the country-specific Succession Data Model.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	attachment-id	Attachments	LONG	—	Both	No	<div> i Note <p>This field can be added either to the SDM or the CSF SDM. If the field is added to SDM, then it is available for all countries.</p> </div> <p>Attachments can be uploaded using this field.</p>
Yes	emp-users-sys-id	Employment Users Sys ID	STRING	50	None	No	<p>This field is filled with the users_sys_id of the employee on a global assignment when a host country address is created, thereby linking the address to the employment.</p> <div> i Note <p>This field is never visible on the UI.</p> </div>
No	end-date	End Date	DATE	—	None	No	<p>This is the end date the previous home address stops being effective. The system calculates the end date automatically depending on the start date entered.</p>
Yes	notes	Note	STRING	4000	Both	No	<p>This is a text field where the user can enter additional information if required.</p> <div> i Note <p>This field can't be displayed on the Employee Profile.</p> </div>

The fields of this element are defined in the country-specific Succession Data Model.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	custom-string1-20	Custom Strings 1-20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-10	Custom Dates 1-10	DATE	—	None	No	
No	custom-long1-20	Custom Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	You can use these fields for data for the second language not covered by the fields supplied as standard.
No	custom-string1-20-alt1	Custom Strings 1-20 in Language 1	STRING	256	None	No	
No	custom-date1-10-alt1	Custom Dates 1-10 in Language 1	DATE	—	None	No	
No	custom-long1-20-alt1	Custom Numbers 1-20 in Language 1	LONG	—	None	No	
No	custom-double1-20-alt1	Custom Decimals 1-20 in Language 1	DOUBLE	—	None	No	
No	custom-string1-20-alt2	Custom Strings 1-20 in Language 2	STRING	256	None	No	You can use these fields for data for the second language not covered by the fields supplied as standard.
No	custom-date1-10-alt2	Custom Dates 1-10 in Language 2	DATE	—	None	No	

The fields of this element are defined in the country-specific Succession Data Model.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	custom-double1-20-alt2	Custom Decimals 1-20 in Language 2	DOUBLE	—	None	No	
No	custom-long1-20-alt2	Custom Numbers 1-20 in Language 2	DOUBLE	—	None	No	
No	script	Script	STRING	128	None	No	Picklist ID is LANGUAGE-SCRIPTNAME
No	script-alt1	Script in Language 1	STRING	128	None	No	
No	script-alt2	Script in Language 2	STRING	128	None	No	

Note

Two sets of alternate languages are supports for Addresses. Alternate fields can be enabled in the Succession Data Model rather than in the Country-Specific Data Model. CSF settings would be ignored for alternate fields. Each alternate field represents some existing parent field in the element model in alternate script. The alternate fields take the visibility and permission from the parent fields. If any of the alt fields have entries, they can be displayed on the screen. However, in edit mode, these fields are automatically hidden.

3.1.2 Biographical Information

Here is a list of the fields available for this element.

Biographical Information (hris-element-id: personInfo)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	attachment-id	Attachments	LONG	—	Both	No	If the biographical info of an employee has a document such as birth certificate, this can be uploaded in this field.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	birth-name	Birth Name	STRING	128	Both	No	<p>You can enter the employee's birth name here, for example: Smith.</p> <p>This field is required if you use payroll integration with SAP ERP.</p> <p>Note: If you have specified a formal name format (using a birth-name) for your legal entity and want to replicate to SAP ERP, leave this field in hris-element-id: personInfo empty and specify the birth-name in the hris-element-id: personalInfo instead.</p>
Yes	country-of-birth	Country Of Birth	COUNTRY	100	Both	No	<p>You can enter the employee's country of birth here.</p> <p>The list of values comes from the predefined pick-list <code>country</code>.</p>
Yes	date-of-birth	Date Of Birth	DATE	—	Both	No	You can enter the employee's date of birth here.
Yes	date-of-death	Date Of Death	DATE	—	None	No	You can enter the employee's date of death here.
Yes	person-id-external	Person Id	STRING	32	Both	No	<p>This field contains the employee ID. You can manually assign employee IDs or have system-generated IDs. When you use system-generated IDs, set the visibility to "view" and add the attribute <code>allow-import="true"</code>.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	place-of-birth	Place Of Birth	STRING	100	Both	No	<p>You can enter the town the employee was born, for example: Chicago.</p> <p>This field is required if you use payroll integration with SAP ERP.</p>
Yes	region-of-birth	Region Of Birth	STRING	100	Both	No	<p>Enter the region where the employee was born. This is a free text field.</p> <div> <p>i Note</p> <p>The behavior of this field changes when payroll integration is enabled in your instance. The system will dynamically change the field behavior based on the value given in the <code><country of birth></code> field. Also, depending on the <code><country of employment></code>, this field may be made mandatory. For more information, refer to the end of this document.</p> </div>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	per-person-uuid	Person UUID	STRING	32	None	No	<p>This field contains a unique identifier of employees or their dependents, which you can use to integrate Person Data with other modules like Onboarding, Learning, Recruiting, Talent, and so on. You can manually assign a value or have system-generated IDs.</p> <p>To use with data imports, set the visibility to "view" and add the attribute allow-import="true".</p>
No	custom-string1-20	Custom Strings 1-20	STRING	256	None	No	<p>You can use these fields for data not covered by the fields supplied as standard.</p>
No	custom-date1-10	Custom Dates 1-10	DATE	—	None	No	
No	custom-long1-20	Custom Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

i Note

Once this field is populated with a value, it cannot be changed.

Region of Birth

When payroll integration is enabled, the system may dynamically change region of birth field and override the data model configuration. The following is a list of areas or countries affected by the behavior changes.

Provisioning

The dynamic behavior of the `<region-of-birth>` field will be activated only when the instance the *Enabled Payroll Integration* or *Enable Employee Central Payroll* feature is switched on in Provisioning.

Countries Supported

Country (Country Code)	If Country of Employment matches, convert field to mandatory?	If Country of Birth matches, convert field to a picklist field?	Picklist ID used
Italy (ITA)	Yes	Yes	PROVINCE_ITA
France (FRA)	Yes	Yes	DEPARTMENT_FRA
Venezuela (VEN)	Yes	Yes	REGION_VEN
Brazil (BRA)	No	Yes	STATE_BRA
Chile (CHL)	No	Yes	REGION_CHL

Mandatory or Not

	Italy	France	Venezuela	Brazil	Chile	Other
region-of-birth is mandatory value =	True	True	True	Value in data model	Value in data model	Value in data model

Picklist or Not

	Italy	France	Venezuela	Brazil	Chile	Other
region-of-birth is picklist value =	True	True	True	True	True	Value in data model

If no picklist ID is mentioned in the data model, then whenever the `<country of birth>` chosen is any of the five countries, the region-of-birth field will be converted to a picklist field with corresponding picklist ID (which is different for each of the five countries). For other countries, the field will remain as a free text. If a picklist ID is mentioned in the data model, then the region-of-birth field will always be a picklist field irrespective of the value in country of birth. The picklist ID will also remain same as the one mentioned in the data model.

Imports

When importing values, ensure that the correct values are filled out in the template.

- If the `<region of birth>` field has been assigned a picklist in the data model, then the standard procedure for working with fields with picklist assignment must be followed while filling the import file
- If the field does not have any picklist assigned to it in the data model, then
 - If payroll integration is activated and `<country of birth>` is one of the five countries mentioned earlier, then use the external code of the corresponding picklist value while filling the import file
 - Otherwise, you need to use free text while filling the import file

Current Behavior

- The picklist IDs are hard-coded from the backend. They **cannot** be changed!

- The behavior is based on the current active effective-dated job information record. So, the behavior can change for a user who has multiple job information records when the country of employment changes.
- Does not work in the New Hire process. It works only on Employee Profile page, and only for the employees, not their dependents.
- Does not work for future hires since this is based on the current active job information record.
- Does not work properly if the country of birth for the country of employment is null/empty.

3.1.3 Dependents

Here is a list of the fields available for this element.

Dependents (hris-element-id: personRelationshipInfo)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	item-id	Item ID	LONG	—	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.
Yes	attachment-id	Attachments	LONG	—	No	No	If the dependent of an employee has a document such as birth certificate, this can be uploaded using this field.
Yes	is-accompanying-dependent	Accompanying	BOOLEAN	—	Both	No	<p>When you add a global assignment, you can select this field in the Dependents block to determine if a dependent joins the employee on the global assignment.</p> <p>Possible values are Yes and No.</p> <p>You must have activated Global Assignments in the Admin Center.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	is-address-same-as-person	Copy Address from Employee	BOOLEAN	3	None	No	If the address of an employee's dependent is the same as the employee's address, you can select Yes to copy the address information for the dependent. If the employee's address subsequently changes, this change is not reflected in the dependent's address information unless you select Yes again.
Yes	is-beneficiary	Is Beneficiary	BOOLEAN	—	Both	No	<p>When you add pension payouts, you can select this field to determine whether a dependent is the beneficiary of an employee's pension payout in the event of that employee's death. Possible values are Yes and No.</p> <p>You must have activated Pension Payouts.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	relationship-type	Relationship	STRING	50	Both	Yes	<p>You have to define the relationship of the dependent to the employee.</p> <p>The list of values comes from the picklist <code>personRelationshipType</code>. Possible values are:</p> <ul style="list-style-type: none"> • Child • Stepchild • Child of Domestic Partner • Spouse • Registered Partner • Divorced Spouse • Father • Mother • Brother • Sister • Related Persons • Domestic Partner
No	custom-string1-30	Custom Strings 1-30	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-20	Custom Dates 1-20	DATE	—	None	No	
No	custom-long1-20	Custom Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

3.1.4 Direct Deposit

Direct Deposit is now replaced by the Payment Information and Payment Information Detail Generic Objects.

Direct Deposit (hris-element-id: directDeposit)

For more information, refer to the *Employee Central Payment Information* guide for details.

3.1.5 Email

Here is a list of the fields available for this element.

Email (hris-element-id: emailInfo)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	email-address	Email Address	STRING	100	Both	Yes	Enter an email address here.
Yes	email-type	Email Type	STRING	32	Both	Yes	Enter the type of email address. The list of values comes from the predefined picklist <code>ecMailType</code> and uses the following values: <ul style="list-style-type: none">• Personal• Business
Yes	isPrimary	Is Primary	BOOLEAN	1	Both	No	Indicate if the email address is the primary one. Possible values are Yes and No .
No	custom-string1-20	Custom Strings 1-20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-10	Custom Dates 1-10	DATE	—	None	No	
No	custom-long1-20	Custom Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

3.1.6 Emergency Contact

Here is a list of the fields available for this element.

Emergency Contact (hris-element-id: emergencyContactPrimary)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	address	Address	STRING	1000	Both	No	You can enter the address of the dependent here. This field is only available for dependents.
Yes	dateOfBirth	Date of Birth	DATE	—	None	No	You can enter the date of birth of the dependent here. This field is only available for dependents.
Yes	ecNameAlt1	Name in Alternate Character 1	STRING	256	None	No	You can enter the name of the dependent in alternate characters. This field is only available for dependents.
Yes	ecNameAlt2	Name in Alternate Character 2	STRING	256	None	No	You can enter the name of the dependent in alternate characters. This field is only available for dependents.
Yes	email	eMail	STRING	100	None	No	You can enter the email address of the contact person or dependent here.
Yes	gender	Gender	STRING	2	None	No	You can define the gender of the dependent here. This field is only available when the person identified in the Primary Emergency Contact block is a dependent. The list of values comes from a predefined picklist.
Yes	isAddSameAsEmployee	Copy Address from Employee	BOOLEAN	—	None	No	You can indicate whether the dependent has the same address as the employee. This field is only available for dependents. Possible values are Yes and No .

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	isDependent	Dependent	BOOLEAN	—	None	No	Define whether the person is a dependent of the employee. Possible values are Yes and No .
Yes	isDisabled	Disabled	BOOLEAN	—	None	No	You can indicate if the dependent is disabled or not. This field is only available for dependents. Possible values are Yes and No .
Yes	isEmergencyContact	Emergency Contact	BOOLEAN	—	None	No	Define whether the person is an emergency contact of the employee. Possible values are Yes and No .
Yes	isStudent	Student	BOOLEAN	—	None	No	You can indicate whether the dependent is a student. This field is only available for dependents. Possible values are Yes and No .
Yes	name	Name	STRING	—	Both	No	You can enter the full name of the contact person or dependent here.
Yes	phone	Phone	STRING	256	Both	No	Enter the phone number of the contact person or dependent here.
Yes	second-phone	Second Phone	STRING	256	Both	No	If the contact person or dependent has a second phone number, you can add it here.
No	primary_flag	Primary	STRING	1	Both	No	One of the contacts you enter in this block must be the primary emergency contact. Possible values are Yes and No .

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	relationship	Relationship	STRING	50	Both	No	You can define the relationship of the contact person or dependent with the employee. The relationship can be child, spouse, and so on. The list of values comes from the predefined picklist relation.
Yes	custom-string1	Emergency Contact Custom String 1	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-string2-20	Custom Strings 2-20	STRING	256	None	No	
No	custom-date1-10	Custom Dates 1-10	DATE	—	None	No	
No	custom-long1-20	Custom Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

3.1.7 Global Information

Here is a list of the fields available for this element.

Global Information (hris-element-id: globalInfo)

The fields of this element are defined in the country/region-specific Succession Data Model.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	country	Country/ Region	COUNTRY		Both	Yes	<p>The country/region-specific fields shown as global information depend on the country you select here.</p> <div><p>i Note</p><p>You must not configure any picklist or child picklist for the <code><country></code> field, as this field is hard-coded in the system.</p></div>
No	end-date	End Date	DATE		None	No	<p>This is the end date the previous global information stops being effective. The system calculates the end date automatically depending on the start date entered.</p>

The fields of this element are defined in the country/region-specific Succession Data Model.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	gender-Country-Specific	Gender	STRING	256	None	No	<p>To collect country/region-specific information related to genders, enable this field and define a picklist that contains the gender options for a country/region.</p> <p>The picklist ID must follow the format of gender_XXX, where XXX is a 3-letter ISO country/region code. Picklist IDs in any other format are ignored by the system.</p> <p>It is recommended to leave the <Gender> field in <i>Personal Information</i> empty if you choose to maintain the country/region-specific field.</p>
							<p>→ Remember</p> <p>Predefined picklists of the country/region-specific gender field are available for Germany and India.</p> <p>See the picklists with ID gender_DEU and gender_IND from <i>Employee Central Master Picklists</i>. For more information, see <i>Employee Central Country/Region Specifics</i>.</p>
No	generic-String1–30	Generic String	STRING	256	None	No	<p>The data covered by these fields is country/region-specific. You can find the fields defined for the cor-</p>

The fields of this element are defined in the country/region-specific Succession Data Model.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	genericDate1-20	Generic Date	DATE		None	No	responding country/region in the Country/Region-Specific Succession Data Model. These fields are defined by SAP SuccessFactors; you can't add your own generic fields.
No	genericNumber1-40	Generic Number	LONG		None	No	
No	custom-string1-30	Custom Strings 1-30	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-20	Custom Dates 1-20	DATE		None	No	
No	custom-long1-20	Custom Numbers 1-20	LONG		None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE		None	No	

3.1.8 National ID Information

Here is a list of the fields available for this element.

National ID Info (hris-element-id: nationalIdCard)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	attachment-id	Attachments	LONG	—	Both	No	If the national ID card of an employee has a document such as passport or other ID card, this can be uploaded in this field.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	card-type	National Id Card Type	STRING	256	Both	Yes	<p>Depending on the country/region selected, the corresponding national ID card type is displayed in this field, for example:</p> <ul style="list-style-type: none"> • Social Security Number (for USA) • Social Insurance Number (for Canada)
Yes	country	Country	STRING	100	Both	Yes	Select the country/region in which the national ID has been assigned from the list of countries.
Yes	isPrimary	Is Primary	BOOLEAN	1	Both	No	Indicate which national ID is the primary one.
Yes	isTemporary	Temporary ID Available	BOOLEAN	1	None	No	Indicate that a temporary ID is available.
Yes	national-id	National Id	STRING	256	Both	No	<p>Enter the number of the national ID in the corresponding format, for example:</p> <p>999–999–999</p> <div> <p>i Note</p> <p>If you use only the National ID field, then it can be set as a required field. If you allow temporary IDs in the system, then National ID must not be set to required.</p> </div> <p>You set up the country/region-specific format in the country-specific Succession Data Model, where you also define if the user input is validated against a specific format.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	temporary-id	Temporary ID	STRING	256	None	No	Enter the temporary ID.
Yes	start-date	Start Date	—	—	Both	No	Enter the start date of the validity period.
							i Note This field has been deprecated and should no longer be used.
Yes	end-date		—	—	Both	No	Enter the start date of the validity period.
							i Note This field has been deprecated and should no longer be used.
Yes	notes	Note	STRING	4000	Both	No	This is a text field where the user can enter additional information if required.
							i Note This field can't be displayed on the Employee Profile.
Yes	cpam-id	Cpam ID	STRING	256	None	No	This field is specific to France.
Yes	deuev-code	Deuev Code	STRING	256	None	No	This field is specific to Germany.
No	custom-string1-20	Custom Strings 1-20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-10	Custom Dates 1-10	DATE	—	None	No	

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	custom-long1-20	Custom Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

3.1.9 Payment Information

Here is a list of the fields available for this element.

Payment Information (hris-element-id: paymentInfo)

Note

To use the Payment Information block with payroll integration, you have to turn on payroll integration in Provisioning. Alternatively to use Payment Information without payroll integration, choose “Enable Direct Deposit as a Payment Method in Payment Information even if Payroll Integration is not enabled” in Provisioning and ensure that the Generic Objects setting is also selected.

The fields of this element are defined in the Succession Data Model.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	payment-method	Payment Method	STRING	20	None	No	<p>This field is required if you have activated payroll integration. It indicates how an employee gets paid, for example:</p> <ul style="list-style-type: none"> • By bank transfer • By check • Cash <p>For more information about how to set up payroll integration, refer to the SuccessFactors Employee Central Payroll guide.</p>

3.1.10 Personal Information

Here is a list of the fields available for this element.

Personal Information (hris-element-id: personallInfo)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	aboriginal-person	Aboriginal Person	BOOLEAN		None	No	
Yes	attachment-id	Attachments	LONG		None	No	
Yes	birth-name-alt1	Birth Name Alt1	STRING	128	Both	No	Here you can enter the employee's birth name in an alternate language. <div>i Note The birth name must first be enabled to use the alternate language fields. The admin must also be given permissions for the alternate language fields.</div>
Yes	birth-name-alt2	Birth Name Alt2	STRING	128	Both	No	Here you can enter the employee's birth name in an alternate language. <div>i Note The birth name must first be enabled to use the alternate language fields. The admin must also be given permissions for the alternate language fields.</div>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	birth-name	Birth Name	STRING	128	Both	No	<p>Here you can enter the employee's birth name.</p> <p>This field is required if you use payroll integration with SAP ERP.</p> <p>Note: If you have specified a formal name format (using a birth-name) for your legal entity and want to replicate to SAP ERP, specify the birth-name in the hris-element-id: personInfo and leave birth-name field in hris-element-id: personInfo empty.</p>
Yes	bilingualism-code	Bilingualism Code	STRING	256	None	No	
Yes	business-first-name	Business First Name	STRING	128	None	No	<p>Here you can enter a business first name that may be needed in some countries or regions. For example, if an employee keeps using an original name in business after the official name is changed, you can enter the original name as the business name.</p>
Yes	business-last-name	Business Last Name	STRING	128	None	No	<p>Here you can enter a business last name that may be needed in some countries or regions. For example, if an employee keeps using an original name in business after the official name is changed, you can enter the original name as the business name.</p>
Yes	business-first-name-alt1	Business First Name Alt1	STRING	128	None	No	<p>Here you can enter a business first name in an alternate language that may be needed in some countries or regions.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	business-last-name-alt1	Business Last Name Alt1	STRING	128	None	No	Here you can enter a business last name in an alternate language that may be needed in some countries or regions.
Yes	business-first-name-alt2	Business First Name Alt2	STRING	128	None	No	Here you can enter a business first name in an alternate language that may be needed in some countries or regions.
Yes	business-last-name-alt2	Business Last Name Alt2	STRING	128	None	No	Here you can enter a business last name in an alternate language that may be needed in some countries or regions.
Yes	certificate-start-date	Certificate Start Date	DATE	—	Both	No	Here you can enter the start date of the certificate that confirms that the employee is challenged.
Yes	certificate-end-date	Certificate End Date	DATE	—	Both	No	Here you can enter the end date of the certificate that confirms that the employee is challenged.
Yes	challenge-status	Challenge Status	STRING	1	Both	No	Here you can select if the employee is challenged. Possible values are Yes and No .
Yes	community-background	Community Background	STRING	256	None	No	
Yes	country-of-birth	Country/Region of Birth	STRING	256	None	No	
Yes	date-of-birth	Date of Birth	DATE		None	No	

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	display-name	Display Name	STRING	128	Both	No	Here you can enter the display name of the employee. For example, if an employee with the official Chinese name Shengjie prefers to be called Jason, you can enter Jason as the display name.
Yes	display-name-alt1	Display Name Alt1	STRING	128	Both	No	Here you can enter an employee's display name in a second language.
Yes	display-name-alt2	Display Name Alt2	STRING	128	Both	No	Here you can enter an employee's display name in a third language.
Yes	date-of-death	Date of Death	DATE		None	No	
Yes	dateOfFirst-EntryIn-France	Date of First Entry in France	DATE		None	No	
Yes	disabled-veteran	Disabled Veteran	BOOLEAN		None	No	
No	end-date	End Date	DATE		None	No	This is the end date the previous personal information stops being effective. The system calculates the end date automatically depending on the start date entered.
Yes	expected-retirement-date	Expected Retirement Date	DATE		None	No	
Yes	first-name	First Name	STRING	128	Both	Yes	Enter the employee's first name here.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	first-name-alt1	Alt1 First Name	STRING	128	Both	No	<p>You can enter the employee's name in alternate characters used by the employee's native language.</p> <p>You can enter the first name in alternate character 1 here.</p>
Yes	first-name-alt2	Alt2 First Name	STRING	128	Both	No	<p>You can enter the first name in alternate character 2 here.</p>
Yes	formal-name	Formal Name	STRING	128	Both	No	<p>Here you can enter the employee's formal name.</p> <p>For external user integration in Learning, set this to not mandatory.</p>
Yes	formal-name-alt1	Formal Name Alt1	STRING	128	Both	No	<p>Here you can enter an employee's formal name in a second language.</p>
Yes	formal-name-alt2	Formal Name Alt2	STRING	128	Both	No	<p>Here you can enter an employee's formal name in a third language.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	gender	Gender	STRING	2	Both	No	<p>Do not configure this as a picklist.</p> <p>For external user integration in Learning, set this to not mandatory.</p> <p>The list of values of this field is system-defined. By default, the values are "Male" and "Female". You can enable the following five values for the field from the Upgrade Center:</p> <ul style="list-style-type: none"> • Male • Female • Unknown • Undeclared • Others <p>To enable this list:</p> <ol style="list-style-type: none"> 1. Go to Upgrade Center > Optional Upgrades. 2. Select Enhancement to Gender Values – Inclusion of Additional Gender Values. <div> <p>i Note</p> <p>The changes by the upgrade can be reversed within 10 days. To reverse changes, in the Upgrade Center, select View Recently Completed Upgrades. On the Completed Upgrades page, select Undo against</p> </div>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
							<div>Enhancement to Gender Values.</div> <p>For rules to validate country/region-specific gender, see Local Gender Rules.</p>
Yes	healthcare-no	Healthcare Number	STRING	256	None	No	
Yes	initials	Initials	STRING	128	Both	No	Here you can enter an employee's initials, for example: J . D .
Yes	is-overridden	Customize Name Format	STRING	128	Both	No	<p>Here you can customize the employee's name format, by selecting the country whose name format you wish to use. You can do this by clicking on Options.</p> <div> → Remember If the changes to employee's personal information are managed by workflows, to edit an employee's formal name in Personal Information block, you must enable the <code><is-overridden></code> field with the Manage Business Configuration tool or the XML file. </div>
Yes	last-name	Last Name	STRING	128	Both	Yes	Enter the employee's last name here.
Yes	last-name-alt1	Alt1 Last Name	STRING	128	Both	No	You can enter the last name in alternate character 1 here.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	last-name-alt2	Alt2 Last Name	STRING	128	Both	No	You can enter the last name in alternate character 2 here.
Yes	marital-status	Marital Status	STRING		Both	No	<p>The list of values comes from the predefined pick-list <code>ecMaritalStatus</code> and contains the following values:</p> <ul style="list-style-type: none"> • Married • Single • Divorced • Widow • Unknown • Cohabitation • Separated • Head of Household • Partnership • Cohabitation with Contract (Netherlands) • Cohabitation without Contract (Netherlands) • PACS (France) <p>For external user integration in Learning, set this to not mandatory.</p>
Yes	middle-name	Middle Name	STRING	128	Both	No	You can enter the employee's middle name here, if existing.
Yes	middle-name-alt1	Alt1 Middle Name	STRING	128	Both	No	You can enter the middle name in alternate character 1 here.
Yes	middle-name-alt2	Alt2 Middle Name	STRING	128	Both	No	You can enter the middle name in alternate character 2 here.
Yes	medal-veteran	Medal Veteran	BOOLEAN		None	No	

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	name-format	Name Format	STRING	128	Both	No	Here you can specify the format of the employee's name.
Yes	name-format-code	Name Format Code	STRING	128	Both	No	Users can select the name format code from a list of values at employee level. The list shown in this field is linked to the name format configuration object of Employee Central. Each format that is defined in this object is shown in the field and the user can decide (on employee level) which format is to be applied to their name.
Yes	name-prefix	Prefix	PICKLIST	128	Both	No	Here you can select an honorary title before the employee's name if applicable, for example van or van der, and so on. The list of values come from a pre-defined picklist <code>nameprefix</code> . This field is getting converted from a free text to a picklist field. To get more details on how to do the conversion, refer to the announcement "New Picklist for Name Prefix Field" under Optional Upgrades in Upgrade Center.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	nationality	Nationality	STRING	128	Both	No	<p>You can enter the employee's nationality here, for example:</p> <ul style="list-style-type: none"> Germany USA <p>This field is required if you use payroll integration with SAP ERP.</p> <p>For external user integration in Learning, set this to not mandatory.</p> <div> <p>i Note</p> <p>There are validations in the system to check the Nationality, Second Nationality and Third Nationality fields avoid that incorrect data is entered in the fields. Nationality and Second Nationality cannot have the same value in both fields. The Third Nationality can only be entered if there is also a Second Nationality.</p> <p>If the information in the Nationality fields is provided from an external system such as Recruiting and/or Onboarding 1.0 please make sure that the corresponding source nationality fields are mapped to the right target fields with the right meaning. Also make sure that the nationality fields do not have the same value in</p> </div>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
							all the nationality fields.
Yes	native-preferred-lang	Native Preferred Lang	STRING	256	Both	No	<p>You can enter the preferred native language of the employee.</p> <p>The list of values comes from the predefined picklist Language. The external code is the ISO 639 code for each language. Stick to the ISO codes if you consider integration with SAP ERP.</p>
Yes	notes	Note	STRING	4000	Both	No	<p>This is a text field where the user can enter additional information if required.</p> <p>i Note This field can't be displayed on the Employee Profile.</p>
Yes	partner-name	Partner Name	STRING	128	Both	No	Here you can enter the name of your partner.
Yes	partner-name-prefix	Partner Name Prefix	PICKLIST	128	Both	No	Here you can select an honorary title before the employee's partner's name if applicable, for example van or van der, and so on. The list of values come from a predefined picklist nameprefix.
Yes	preferred-name	Preferred Name	STRING	128	Both	No	You can enter the employee's preferred name or nickname.
Yes	protected-veteran	Protected Veteran	BOOLEAN		None	No	
Yes	religion	Religion	STRING	256	None	No	

Standard	Field ID	Field Label	Data Type	Max. Length	Default Vis- ibility	Is Re- quired?	How To Use This Field
Yes	script	Language Script			Both	No	You can enter the language script.
Yes	script-alt1	Language Script			Both	No	You can enter the language script for the first alternate language.
Yes	script-alt2	Language Script			Both	No	You can enter the language script for the second alter- nate language.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	second-nationality	Second Nationality	STRING	128	Both	No	<p>If the employee has a second nationality, you can enter it in this field.</p> <div> <p>i Note</p> <p>There are validations in the system to check the Nationality, Second Nationality and Third Nationality fields avoid that incorrect data is entered in the fields. Nationality and Second Nationality cannot have the same value in both fields. The Third Nationality can only be entered if there is also a Second Nationality.</p> <p>If the information in the Nationality fields is provided from an external system such as Recruiting and/or Onboarding 1.0 please make sure that the corresponding source nationality fields are mapped to the right target fields with the right meaning. Also make sure that the nationality fields do not have the same value in all the nationality fields.</p> </div>
Yes	second-last-name	Second Last Name	STRING	128	None	No	Enter the employee's second last name here.
Yes	separated-veteran	Separated Veteran	BOOLEAN		None	No	

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	since	Marital Status Since	DATE	128	Both	No	You can enter the date since when the marital status you indicated in the field <code>marital-status</code> is valid.
Yes	salutation	Salutation	STRING	128	None	No	<p>The list of values comes from the predefined pick-list <code>salutation</code> and contains the following standard fields:</p> <ul style="list-style-type: none"> • Mr • Mrs • Ms
Yes	second-title	Second Title	STRING	128	Both	No	<p>Here you can enter the second title, for example: Phil. as the second title of Dr. Phil. John Smith.</p> <p>The list of values comes from the predefined pick-list <code>secondtitle</code>.</p>
Yes	suffix	Suffix	STRING	128	None	No	<p>You can enter a name suffix, such as Jr, Sr, PhD, and so on.</p> <p>The list of values comes from the predefined pick-list <code>namesuffix</code>.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	third-nationality	Third Nationality	STRING	128	Both	No	<p>If the employee has a third nationality, you can enter it in this field.</p> <div> <p>i Note</p> <p>There are validations in the system to check the Nationality, Second Nationality and Third Nationality fields avoid that incorrect data is entered in the fields. Nationality and Second Nationality cannot have the same value in both fields. The Third Nationality can only be entered if there is also a Second Nationality.</p> <p>If the information in the Nationality fields is provided from an external system such as Recruiting and/or Onboarding 1.0 please make sure that the corresponding source nationality fields are mapped to the right target fields with the right meaning. Also make sure that the nationality fields do not have the same value in all the nationality fields.</p> </div>
Yes	third-name	Third Name		256	Both	No	<p>If the person has a third name, you can enter that here.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	third-name-alt1	Third Name		256	Both	No	If the person has a third name, you can enter that here for the first alternate language.
Yes	third-name-alt2	Third Name		256	Both	No	If the person has a third name, you can enter that here for the second alternate language.
Yes	title	Title	STRING	128	Both	No	Here you can enter an employee's title, for example: Dr. for Dr. John Smith. The list of values comes from the predefined pick-list <code>title</code> .
Yes	veteran	Veteran	BOOLEAN		None	No	
Yes	visible-minority	Visible Minority	BOOLEAN		None	No	
Yes	custom-string1	Preferred Name	STRING	256	Both	No	You can enter the employee's preferred name here.
No	custom-string2-30	Custom Strings 2-30	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-20	Custom Dates 1-20	DATE	—	None	No	
No	custom-long1-20	Custom Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

Note

Two sets of alternate languages are supported for Personal Information. Alternate fields can be enabled in the Succession Data Model rather than in the Country/Region-Specific Data Model. Country/Region-Specific settings would be ignored for alternate fields. Each alternate field represents some existing parent field in the element model in alternate script. The alternate fields take the visibility and permission from the parent fields.

If any of the alt fields have entries, they can be displayed on the screen. However, in edit mode, these fields are automatically hidden.

3.1.11 Phone Information

Here is a list of the fields available for this element.

Phone Information (hris-element-id: phoneInfo)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	country-code	Country Code	STRING	32	Both	No	You can enter the country code here, for example, 0049 for Germany.
Yes	area-code	Area Code	STRING	32	Both	No	You can enter the code for the region or state here.
Yes	phone-number	Phone Number	STRING	100	Both	Yes	You can enter the phone number here.
Yes	extension	Extension	STRING	32	Both	No	You can enter the extension of the phone number here.
Yes	isPrimary	Is Primary	BOOLEAN	1	Both	No	You can indicate which phone number is the primary one.
Yes	phone-type	Phone Type	STRING	100	Both	Yes	The list of values comes from the picklist <code>ecPhoneType</code> and contains the following values: <ul style="list-style-type: none">• Home• Business• Billing• Cell• Fax• Private Mobile• Other• Shipping
No	custom-string1–20	Custom Strings 1–20	STRING	256	None	No	You can use these fields for data not covered by the

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	custom-date1-10	Custom Dates 1-10	DATE	—	None	No	fields supplied as standard.
No	custom-long1-20	Custom Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

3.1.12 Social Accounts

Here is a list of the fields available for this element.

Social Accounts (hris-element-id: imInfo)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	domain	Domain	STRING	100	Both	No	<p>You can select the instant messaging domain for your social account, for example, Yahoo Messenger, AOL Instant Messenger, and so on.</p> <p>You can add more domains to the predefined picklist <code>imdomain</code>.</p>
Yes	im-id	Instant Messaging ID	STRING	100	Both	Yes	You can enter the ID that identifies the user in the instant messaging application.
Yes	url	URL	STRING	256	Both	No	You can enter the corresponding URL to the instant messaging domain here.
No	custom-string1-20	Custom Strings 1-20	STRING	256	None	No	You can use these fields for data not covered by the

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	custom-date1-10	Custom Dates 1-10	DATE	—	None	No	fields supplied as standard.
No	custom-long1-20	Custom Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

3.1.13 Work Permit Info

Here is a list of the fields available for this element.

Work Permit Info (hris-element-id: workPermitInfo)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	attachment-id	Attachments	ATTACHMENT	—	Both	No	You can upload a copy of the work permit document in different formats, for example, .doc, .ppt, .png, and so on.
Yes	country	Country	STRING	256	Both	No	<p>This field is used to capture the country/region for which the document is valid.</p> <p>The list of values comes from the predefined pick-list <code>ISOCountryList</code>.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	document-type	Document Type	STRING	256	Both	No	<p>The type of the document for which the ID needs to be captured is given in this field.</p> <p>The list of values comes from the predefined cascading picklist <code>permitdoctype</code>, which is filtered based on the country/region selected in the <code>country</code> field.</p>
Yes	document-title	Document Title	STRING	256	Both	No	You can enter the title of the document.
Yes	document-number	Document Number	STRING	256	Both	No	You can enter the number of the document.
No	entity-type	Entity-type	STRING	32	None	No	<p>i Note</p> <p>In Employee Central V1, 3 entity types were supported. With Employee Central V2, only 1 (Work Eligibility) is supported and the other types are obsolete. So this field is always automatically set to Work Eligibility.</p> <p>Since only 1 type is supported, this is always set to not visible in the system.</p>
Yes	expiration-date	Expiration Date	DATE	—	Both	No	The work permit document is valid until this date.
Yes	issuing-authority	Issuing Authority	STRING	256	Both	No	You can enter the authority that issued the document.
Yes	issue-date	Issue Date	DATE	—	Both	Yes	Enter the date when the document was issued.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	issue-place	Issue Place	STRING	256	Both	No	You can enter the place where the document was issued.
Yes	is-validated	Validated	BOOLEAN	—	Both	No	You can indicate if the document has been validated by somebody. Possible values are Yes and No .
Yes	notes	Note	STRING	4000	Both	No	This is a text field where the user can enter additional information if required.
							i Note This field can't be displayed on the Employee Profile.
No	custom-string1-20	Custom Strings 1-20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-10	Custom Dates 1-10	DATE	—	None	No	
No	custom-long1-20	Custom Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

4 Employment Object Tables

The tables in the list below give you the technical information about the employment objects and their fields that are relevant for Employee Central.

You can define these in the Succession Data Model and the country-specific Succession Data Model. You can find more information on these data models in the **Setting Up the Succession Data Model** and **Setting up Country/Region-Specific Data Models** sections of the SAP SuccessFactors Data Model Reference guide.

i Note

Beware that hiding all fields in a block using a business rule is not supported and will potentially cause unexpected behavior in the system. You must have at least one field on this object enabled to avoid inconsistent behavior.

When you refer to the following tables, consider the following:

- The standard XML file for the data models contains only a subset of these fields, but you can use all the fields listed in these tables, for example, to override default attributes.
- Those fields listed in the tables, but not in the Succession Data Model, still appear on the UI if their default visibility is set to "both". If you want to hide those fields, add them to the corresponding data model and set the visibility to "none".
- For `start-date`, `end-date`, `event-reason` and `event-reason-code`, you cannot change the default visibility. That means even if you change the visibility in the XML file for the Succession Data Model, the system ignores this and the default visibility as listed in these tables is considered.
- Fields listed in the standard XML files, but not in these tables, are not relevant for Employee Central 2.0. You should leave their visibility to "none". Exceptions to this rule are customer-specific fields that you can use as needed.

Related Information

[Succession Data Model \(SDM\)](#)

4.1 Employment Objects A - Z

4.1.1 Compensation Information

Here is a list of the fields available for this element.

Compensation Information (hris-element-id: compInfo)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	benefits-rate	Benefits Rate	DOUBLE	—	None	No	This field is to show the benefits calculation for employees who have highly variable compensation, for example, employees who work on commission. This calculation determines their benefit coverage.
Yes	compa-ratio	Compa-ratio	DOUBLE	—	View	No	This field is calculated by the system; leave the visibility on “view”.
No	event-reason-icode	Event-reason-icode	UNDEFINED	—	Both	No	If you have defined event reason foundation objects, this field contains the external code of those event reasons.
Yes	flsa-status	US FLSA Status	STRING	256	Both	No	This field is moving to the country-specific data model as it is US-specific.
Yes	job-level	Job Level	STRING	256	Both	No	This field is not in use for Employee Central 2.0 and must be configured with visibility “none”.
Yes	is-eligible-for-benefits	Is Eligible For Benefits	BOOLEAN	—	None	No	You can indicate if the employee is eligible for benefits. Possible values are Yes and No .
Yes	is-eligible-for-car	Is Eligible For Car	BOOLEAN	—	None	No	You can indicate if the employee is eligible for a company car. Possible values are Yes and No .
Yes	is-eligible-for-leave-loading	Is Eligible for Leave Loading	BOOLEAN	—	None	No	You can indicate if the employee is eligible for leave loading. Possible values are Yes and No .
Yes	is-highly-compensated-employee	Is Highly Compensated Employee	BOOLEAN	—	None	No	Here you indicate if an employee is highly compensated. Possible values are Yes and No .

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	is-insider	Insider As Defined By Statute	BOOLEAN	—	None	No	<p>This field helps you to track insider trading on the stock market. You can define if an employee has access to insider information and is thus considered an insider according to the local insider law, for example, the Securities Exchange Act in the USA.</p> <p>Possible values are Yes and No.</p>
Yes	notes	Note	STRING	4000	Both	No	<p>This is a text field where the user can enter additional information if required.</p>
Yes	pay-group	Pay Group	STRING	—	None	No	<p>You can define the pay group of the employee here.</p> <p>If you have defined pay group foundation objects, this field contains the external code of those pay groups.</p> <div> ⚠ Caution Do not add picklists for this field. </div>
Yes	pay-type	Pay Type	STRING	256	Both	No	<p>The list of values for the pay type is predefined by picklist <code>PayType</code>. Possible values are salaried, commissioned, and so on.</p>
Yes	payroll-id	Payroll Id	STRING	64	None	No	<p>Here you can enter the ID of the payroll that is used to compensate the employee.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	payroll-system-id	Payroll System Id	STRING	32	None	No	Here you can enter the ID of the payroll system used for compensating the employee.
Yes	pensionable-salary	Pensionable Salary	DOUBLE	—	None	No	You can enter an amount that defines the employee's pensionable salary.
Yes	range-penetration	Range Penetration	DOUBLE	—	View	No	This field is calculated by the system; leave the visibility on "view".
Yes	salary	Salary	SALARY	—	Both	No	<p>This field is not in use for Employee Central 2.0 and must be configured with visibility "none".</p> <p>In Employee Central 1.0, this field was a combination of salaryRateType, salaryRateUnits and salaryCurrencyCode. This field has been replaced with Recurring Pay Components in Employee Central 2.0.</p>
Yes	salaryRate-Type	Salary Rate Type	STRING	50	Both	No	This field is not in use for Employee Central 2.0 and must be configured with visibility "none".
Yes	salaryRateUnits	Salary Rate Units	LONG	—	Both	No	This field is not in use for Employee Central 2.0 and must be configured with visibility "none".
Yes	salaryCurrencyCode	Currency	STRING	20	Both	No	This field is not in use for Employee Central 2.0 and must be configured with visibility "none".

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	seq-number	Sequence Number	LONG	—	Both	No	This field tells you the sequence of transactions for that day, for example, 1 of 2, 2 of 2. This field is only required for import, and will appear in the import template if you have enabled the field.
No	custom-string1-100	Custom Strings 1-100	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-30	Custom Dates 1-30	DATE	—	None	No	
No	custom-long1-20	Custom Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

Note

In compensation information as well as recurring and non-recurring payments, fields of type DOUBLE can now be hidden. To do this, set the pii field to TRUE (pii="true"). This allows the users to decide for themselves what information is visible and prevents unauthorized eyes from seeing the information by mistake.

4.1.2 Employee Information

Here is a list of the fields available for this element.

Employee Information (hris-element-id: userAccountInfo)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	user-name	User Name	STRING	32	None	Yes	<p>You can enter a unique user name for new employees during the hire process. This value is also displayed on the Username field on the Talent Profile page.</p> <p>If this field has visibility="both", but no value is entered during the new hire process, the system copies over the value from the Person Id field. This is also the standard behavior if <code>userAccountInfo</code> is not contained in the Succession Data Model.</p>

4.1.3 Employment Information

Here is a list of the fields available for this element.

Employment Information (hris-element-id: employmentInfo)

See also **Termination Information** table further below

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	assignment-id-external	Assignment ID external	STRING	256	Both	Yes	<p>This is an identifier for the employment of a user and can be used for integrations with external systems. It is unique and case-sensitive.</p> <p>This is a multipurpose field that can be used for different scenarios.</p>
Yes	benefits-eligibility-start-date	Benefits Eligibility Start Date	DATE	—	Both	No	<p>This is the start date from which the employee is eligible for benefits.</p>

See also Termination Information table further below

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	company	New Assignment Company	STRING	256	Both	Yes	<p>This field is required when you have set up Concurrent Employment in Provisioning.</p> <p>Here you define the company where the concurrent employment takes place; it can be the same company as specified for the existing employment.</p>
Yes	companyExitDate	Company Exit Date	DATE	—	None	Yes	<p>It is important to have this field filled out when an employee leaves the company. From this date, the legal obligation period for when to purge the user can be calculated.</p>
Yes	eligibleForStock	Eligible for Stock	BOOLEAN	—	Both	No	<p>You can indicate if the employee is eligible for stock.</p> <p>Possible values are Yes and No.</p>
No	employeeFirstEmployment	Employee's First Employment	BOOLEAN	10	None	No	<p>The field indicates whether this is the employee's first employment or not.</p>
Yes	firstDateWorked	First Date Worked	STRING	256	Both	No	<p>You can enter the employee's first date at the company here.</p> <p>If you use payroll integration with SAP ERP, this field is required for legal reporting in the USA.</p>
Yes	initialOptionGrant	Initial Option Grant	LONG	—	Both	No	<p>This is the initial number of options granted to the employee.</p>
Yes	initialStockGrant	Initial Stock Grant	LONG	—	Both	No	<p>This is the initial number of stocks granted to the employee.</p>

See also Termination Information table further below

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	isContingentWorker	Is Contingent Worker	BOOLEAN	1	View	No	<p>This field is used to denote that a user is an external worker.</p> <div><p>i Note</p><p>Only enable this field if contingent workforce is enabled in your system.</p><p>If the isContingentWorker field is present in employmentInfo HRIS Element, ensure that its Visibility property is set to View and Allow Import is set to Yes to avoid validations while saving your changes.</p></div>

See also Termination Information table further below

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	isECRecord	Is EC Record	FIXED	1	Both	No	<p>This field is system generated and is used to differentiate Employee Central users from other Employee Profile users who have no Employee Central data.</p> <p>For an Employee Profile user the value is set to 0.</p> <p>If a user is created using the Hire Wizard or any Employee Central Employment wizard (Add New Employee, Manage Pending Hire, Add Contingent Worker, Add Global Assignment, Add Concurrent Employment), this value will be set to 1, to indicate that they are an Employee Central user.</p> <p>If a user is created from an import, they have to have their data imported in the correct sequence to be marked as an Employee Central user and have the value set to 1.</p> <p>If they are not imported in the correct order, the system will not mark them as an Employee Central user and they will not be included in Employee Central functions, for example, their data will not be synced in the HRIS Sync.</p> <p>The only way to correct this is to FULL PURGE import their data in the correct order.</p>

See also Termination Information table further below

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
							The field is not visible in the UI and can either be reported on using Advanced Reporting or checked in the Integration Center.
Yes	isPrimary	Is Primary	BOOLEAN	—	Both	No	<div>i Note</div> <div>You cannot use this field because it has been deprecated.</div>
Yes	jobCredit	Job Credit	STRING	—	Both	No	The job credit corresponds to the seniority an employee can acquire before joining the company.
Yes	jobNumber	Employment Id	STRING	—	View	No	This field has significance when we implement multiple jobs concept, until then it is defaulted to 1.
Yes	original-StartDate	Original Start Date	DATE	—	Both	No	If the employee has been working for the company before, enter the date of the first hire in the organization in this field.
No	notes	Note	STRING	4000	Both	No	This is a text field where the user can enter additional information if required.
Yes	prevEmployeeId	Previous Employment ID	STRING	—	Both	No	This field shows the previous employee ID if the employee has been at the company before. The new ID differs from the old ID, because the employee is considered as a new hire, even if the employee has worked for the same company before.

See also Termination Information table further below

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	primaryEmployment-Date	Primary Employment Date	DATE	—	None	No	This is a transient field used for Concurrent Employment, when updating primary and secondary employments.
Yes	professionalService-Date	Professional Service Date	DATE	—	Both	No	You can use this field to track dates for professional experience.
Yes	seniority-Date	Seniority Start Date	DATE	—	Both	No	This is the date from which seniority should be calculated.
Yes	serviceDate	Service Date	DATE	—	Both	No	You can use this date to grandfather service to rehired employees. In rare cases, a job credit is given to an employee and service date is adjusted. For example, if an employee is rehired with less than a 6-month break, the service date is set to the original hire date.
Yes	start-date	Hire Date	DATE	—	Both	Yes	Enter the date of the current hire for an employment.

See also Termination Information table further below

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	sourceOfRecord	Source of Record	STRING	—	None	Yes	<p>This field is required for integration between Employee Central and SAP ERP as well to Integration Center.</p> <p>The list of values comes from the sourceOfRecord picklist. The picklist must contain the values "EC", "ONB", as well as any values for each external system where employee data is recorded. For technical reasons, the values for the picklist cannot contain commas.</p> <p>Picklists are found on the SAP Help Portal on the SAP SuccessFactors Employee Central page under ► Implement ► Configuration ► Employee Central Master Picklists ►.</p> <p>You update picklists in ► Admin Center ► Picklist Center ►.</p>
No	custom-string1-15 and custom-string21-80	—	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-5, custom-date21-30, custom-date41-65	—	DATE	—	None	No	
No	custom-long1-10	—	LONG	—	None	No	

See also Termination Information table further below

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	custom-double1-10	—	DOUBLE	—	None	No	

Note

The `<isRehire>` field is a transient field used during import when a user is created for the Rehire with New Employment scenario. This value is not saved to the database, it is only needed for the import.

4.1.4 Global Assignment Details

Here is a list of the fields available for this element.

Global Assignment Details (hris-element-id: globalAssignmentInfo)

To use the Global Assignment Details block, you have to turn on Global Assignments in the Admin Center.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	assignment-tIDExternal	Assignment ID external	STRING	256	Both	Yes	This is an identifier for the employment of a user and can be used for integrations with external systems. It is unique and case-sensitive.
Yes	assignment-type	Assignment Type	STRING	128	Both	Yes	Select the type of the global assignment. The list of values comes from the picklist <code>global_assignment_type</code> .
Yes	company	Company	STRING	256	Both	Yes	Enter the company the employee goes to for the global assignment. You can choose from the companies that are available in the system.

To use the Global Assignment Details block, you have to turn on Global Assignments in the Admin Center.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	end-date	Actual End Date	DATE	—	Both	Yes	When you end a global assignment, you need to specify the actual end date. The date cannot be empty.
Yes	planned-end-date	Planned End Date	DATE	—	Both	Yes	Enter the date when the global assignment is supposed to end.
No	payroll-end-date	Payroll End Date	DATE	—	Both	No	The date of the last payroll for the global assignment.
No	custom-string101–115 and custom-string116–120	—	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard. The first 5 customer—specific field numbers are used to add a global assignment, the last 5 custom field numbers are used to end a global assignment.
No	custom-date31–35 and custom-date36–40	—	DATE	—	None	No	
No	custom-long21–25 and custom-long26–30	—	LONG	—	None	No	
No	custom-double21–25 and custom-double26–30	—	DOUBLE	—	None	No	

4.1.5 Job Information

Here is a list of the fields available for this element.

Job Information (hris-element-id: jobInfo)

i Note

If a field is not defined in the data model, it cannot be used in business rules.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	acquired-from-company	Acquired-from-company	STRING	—	None	No	You can enter the former company the employee used to work in before joining the current company.
No	additional-manager	Additional-manager	HRIS_FIN-DUSER	384	None	No	This field was previously used to enter an additional manager for the employee.
No	address	Address	LONG	—	None	No	<div>i Note</div> <p>This field has been deprecated and can no longer be used.</p>
Yes	amount-of-financial-plan	Amount Of Financial Plan	DOUBLE	—	None	No	<p>This field was previously used to indicate whether an employee is eligible for the financial plan, you can indicate the amount that is planned.</p> <div>i Note</div> <p>This field has been deprecated and can no longer be used.</p>
No	attachment-id	Attachment-id	LONG	—	None	No	Use this field to upload any attachments.
Yes	business-unit	Business Unit	STRING	—	None	Yes	If you have defined business unit foundation objects, this field contains the external code of those business units.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	company	Company	STRING	—	None	Yes	<p>This is the company or legal entity where the employee is hired.</p> <p>The country of the legal entity determines the country-specific attributes displayed in the Job Information block.</p> <p>If you have defined legal entity foundation objects, this field contains the external code of those legal entities.</p>
Yes	company-leaving-for	Company Leaving For	STRING	—	None	No	<p>If an employee leaves the company, you can track the new company of the employee.</p>
Yes	contract-end-date	Contract End Date	DATE	0	Both	No	<p>Enter the date in which the contract ends.</p>
Yes	cost-center	Cost Center	STRING	—	None	No	<p>If you have defined cost center foundation objects, this field contains the external code of those cost centers.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	country-of-company	Country	STRING	256	View	No	<p>This field contains the country the company is located in. The values are derived from the country (territory ID) of the legal entity, showing the values from the picklist <code>ISOCountryList</code>. The field cannot be edited. Fields in the section <code>Job Information</code> can use the picklist <code>ISOCountryList</code> as parent picklist, for example for the <code>hris-field notice-period</code>. In this case it is mandatory that the field <code>country-of-company</code> is visible in the same block as the field using this picklist as parent picklist.</p>
Yes	default-overtime-compensation-variant	Default Overtime Compensation Variant	STRING	—	None	No	<p>This field is relevant for the Employee Central Payroll Time Sheet.</p> <p>Set this field to define the form of the overtime compensation received by employees.</p>
Yes	department	Department	STRING	128	Both	No	<p>If you have defined department foundation objects, this field contains the external code of those departments.</p>
Yes	division	Division	STRING	128	Both	No	<p>If you have defined division foundation objects, this field contains the external code of those divisions.</p> <p>This field is synced to the standard element 'division' in the Employee Profile.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	dynamic-break-config-code	Dynamic Break Configuration	STRING	256	Both	No	For the payroll time sheet, you can specify that a dynamic break rule is applied on days where no breaks are configured in the employee's work schedule. For those days, a dynamic break rule will automatically create breaks after a specific number of hours of working time.
Yes	eeo-class	EEO Class	STRING	256	Both	No	You can define the class for equal employment opportunities. The list of values comes from the predefined pick-list <code>eeo-class</code> .
Yes	employee-class	Employee Class	STRING	256	None	No	This field indicates if the worker is an employee, a contractor, an intern, and so on. The list of values comes from the predefined pick-list <code>EMPLOYEECLASS</code> .
	employee-notice-period	Employee Notice Period	PICKLIST	256	Both	No	Here you can specify the notice period the employee must give or follow when he/she wants to quit their job (leave the company).
Yes	employee-type	Employee Type	STRING	100	Both	No	You can define whether the employee type is hourly, salaried, exception hourly, not applicable, and so on. The list of values comes from the predefined pick-list <code>employee-type</code> .

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	employ-ment-type	Employ-ment Type	STRING	32	None	No	This is a customer configurable picklist to track types of employment, for example, apprentice, full-time, and so on.
No	emplStatus	EmplStatus	STRING	—	None	No	<p>This is a fixed picklist to indicate employment status, for example, Active, Paid Leave, Unpaid Leave, Suspended, Terminated, and so on.</p> <p>This cannot be changed by the customer.</p>
Yes	ern-number	Employee Record Number	LONG	—	None	No	<div> i Note This field has been deprecated and can no longer be used. </div>
No	event	Event	STRING	—	Both	No	<p>This field indicates the event that has led to the change of the job information.</p> <p>The list of values comes from the predefined picklist <code>event</code>. You can change the labels for the events in this picklist, but you cannot add additional events.</p>
No	event-reason	Event-reason-code	LONG	—	Both	No	<p>This is the reason for the change of the job information.</p> <p>If you have defined event reason foundation objects, this field contains the external code of those event reasons.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	expected-return-date	Expected-return-date	DATE	—	None	No	<p>If an employee is on a leave of absence, then this field can be used to record the planned return date.</p> <div> i Note This field will only be displayed for leave of absence job history records. </div>
Yes	fte	FTE	DOUBLE	—	None	No	<p>This is a calculated field that cannot be updated manually. It is hard coded in the system that FTE is calculated according to a cascading logic based on the default working hours (position, job, location, legal entity).</p> <p>FTE stands for “full-time equivalent” and indicates an employee's working hours or a legal entity's standard working hours.</p>
No	govt-grant-amount	Govt-grant-amount	DOUBLE	4000	None	No	<div> i Note This field has been deprecated and can no longer be used. </div>
No	hire-source	Hire-source	STRING	—	None	No	<p>This field can be used to track the source of the hire, for example, internet ad or newspaper ad.</p>
No	hire-source-details	Hire-source-details	STRING	—	None	No	<p>This is a customer configurable picklist. This is a sub-grouping of the Hire Source field. If the source was a newspaper, then this field can be used to say which newspaper.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	holiday-calendar-code	Holiday Calendar	STRING	—	None	No	<p>This field is relevant for Time Off.</p> <p>A holiday calendar shows the public holidays for a given period and country.</p> <p>If you have defined holiday calendar generic objects, this field contains the external code and name of those holiday calendars.</p>
Yes	hr-manager	HR Manager	STRING		None	No	<div> i Note <p>This field is not supported by Employee Central and should never be enabled for it.</p> </div> <p>This field does not appear on the UI. Leave the visibility to “none” to prevent this field from showing up in the role-based permissions setup.</p>
Yes	international-org-code	International Org Code	STRING	256	None	No	<div> i Note <p>This field is deprecated and can no longer be used.</p> </div>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	is-competition-clause-active	Competition Clause	BOOLEAN	—	None	No	<p>Set this field to indicate whether a competition clause has been defined for the employee. A competition clause is an agreement restricting an employee who leaves the enterprise from acquiring employment with a competitor within a specific industry, or period of time.</p> <p>Possible values are Yes and No.</p>
Yes	is-cross-border-worker	Is Cross Border Worker	BOOLEAN	—	None	No	<p>You can indicate if the employee is a cross-border worker.</p> <p>Possible values are Yes and No.</p>
Yes	is-eligible-for-benefit	Is Eligible For Benefit	BOOLEAN	—	None	No	<p>This field was previously used to indicate whether the employee is eligible for company benefits.</p> <p>This information should now be set in Compensation Information.</p>
Yes	is-eligible-for-car	Is Eligible For Car	BOOLEAN	—	None	No	<p>This field was previously used to indicate whether the employee is eligible for a company car.</p> <p>This information should now be set in Compensation Information.</p>
Yes	is-eligible-for-financial-plan	Is Eligible For Financial Plan	BOOLEAN	—	None	No	<p>You can indicate whether the employee is eligible for a company financial plan.</p>
Yes	is-fulltime-employee	Is Fulltime Employee	BOOLEAN	—	None	No	<p>You can indicate if the employee is a full-time employee.</p> <p>Possible values are Yes and No.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	is-home-worker	Is-home-worker	BOOLEAN	—	None	No	You can indicate if the employee works from home.
Yes	is-primary	Is Primary	BOOLEAN	—	None	No	<p>This field was previously used to track the primary job if an employee had multiple jobs in the company.</p> <p>This can now be tracked in the UI for Concurrent Employment by setting main and secondary employment.</p>
Yes	is-shift-employee	Is Shift Employee	BOOLEAN	—	None	No	This is where you indicate if the employee works in shift.
Yes	is-side-line-job-allowed	Sideline Job Allowed	BOOLEAN	—	None	No	<p>This field indicates if the employee is allowed to take up a sideline job supplementary to the employee's main occupation.</p> <p>Possible values are Yes and No.</p>
No	is-volunteer	Is-volunteer	BOOLEAN	—	None	No	You can use this field to indicate whether an employee is a volunteer.
Yes	job-code	Job Classification	STRING	128	Both	Yes	<p>This is the job classification of the employee.</p> <p>If you have defined job classification foundation objects, this field contains the external code of those job classifications.</p> <p>This field is synced to the standard element 'jobCode' of the Employee Profile.</p>
Yes	jobEntry-Date	Job Entry Date	DATE	—	None	No	This field shows when an employee started in a job. You can change this field manually.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	job-title	Job Title	STRING	256	Both	No	<p>This field is automatically filled with the job title defined in the job classification foundation object.</p> <p>This field is synced to the standard element 'title' of the Employee Profile.</p>
No	job-request-number	Job-request-number	LONG	—	None	No	This field can be used to track the job requisition ID in a recruiting system.
Yes	local-job-title	Local Job Title	STRING	256	None	No	Here you can enter the local job title if it differs from the company-wide used job title.
Yes	location	Location	STRING	128	Both	No	If you have defined location foundation objects, this field contains the external code of those locations.
Yes	manager	Manager	STRING		None	No	This field does not appear on the UI. Leave the visibility to "none" to prevent this field from showing up in the role-based permissions setup.
Yes	manager-category	Manager Category	STRING	256	None	No	This is customer configurable picklist to categorize manager types.
Yes	manager-id	Supervisor	HRIS_FIN-DUSER	384	Both	No	<p>You can choose from the list of existing users in the system to identify the employee's manager. This information is then used to build the Org Chart.</p> <p>This field is synced to the standard element 'managerId' of the Employee Profile.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	notes	Note	STRING	4000	Both	No	This is a text field where the user can enter additional information if required.
No	notice-period	Notice Period	STRING	256	Both	No	<p>In this field you define the amount of time that must be given, by either an employer or an employee, before the date on which the work agreement is terminated. The list of values comes from the predefined picklist <code>NOTICEPERI</code>.</p> <p>As you can use this field country dependent, you can create country-dependent values by using the picklist <code>ISOCountryList</code> as parent picklist.</p>
Yes	pay-grade	Pay Grade	STRING	256	None	No	If you have defined pay grade foundation objects, this field contains the external code of those pay grades.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	pay-group	Pay Group	STRING	256	None	No	<p>This field is not to be used. Leave the visibility to “none” to prevent this field from showing up in the role-based permission setup.</p> <div> <p>i Note</p> <p>This field is deprecated and can no longer be used. In addition, this field is not supported for any features released after Q1 2017.</p> <p>Do not use this field if you are integrating with Employee Central Payroll or SAP HCM Suite. Instead, please use the field pay-group in Compensation Information.</p> </div>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	payScaleArea	Pay Scale Area	STRING	256	None	No	<p>This is the pay scale area to which the employee is assigned.</p> <p>If you have defined pay scale area foundation objects, this field contains the external code of those pay scale areas.</p> <div> <p>i Note</p> <p>Customers who use a picklist for this object should migrate this picklist to foundation objects using the Provisioning job "Initialize migration of picklist fields payscale area and type to MDF objects". New customers should not use a picklist for this field.</p> </div>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	payScale-Type	Pay Scale Type	STRING	256	None	No	<p>This is the pay scale type to which the employee is assigned.</p> <p>If you have defined pay scale type foundation objects, this field contains the external code of those pay scale types.</p> <div> <p>i Note</p> <p>Customers who use a picklist for this object should migrate this picklist to foundation objects using the Provisioning job "Initialize migration of picklist fields payscale area and type to MDF objects". New customers should not use a picklist for this field.</p> </div>
Yes	payScaleGroup	Pay Scale Group	STRING	256	None	No	<p>This is the pay scale group to which the employee is assigned.</p> <p>If you have defined pay scale group foundation objects, this field contains the external code of those pay scale groups.</p>
Yes	payScaleLevel	Pay Scale Level	STRING	256	None	No	<p>This is the pay scale level to which the employee is assigned.</p> <p>If you have defined pay scale level foundation objects, this field contains the external code of those pay scale levels.</p>
Yes	position	Position	LONG	—	None	No	<p>This field is only shown when you have activated Position Management.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	positionEntryDate	Position Entry Date	DATE	—	None	No	<p>This field shows when the incumbent has taken on a position. You can change this field manually.</p> <p>This field is only shown when you have activated Position Management.</p>
Yes	probation-period-end-date	Probationary Period End Date	DATE	—	None	No	Here you enter the end date of the employee's probationary period.
Yes	radford-job-code	Radford JobCode	STRING	128	Both	No	These are standardized job codes from the Radford consulting company.
Yes	refresh-comp-required	Enable Compensation Refresh	STRING	128	Both	Yes	The new property indicates whether the corresponding field needs to trigger the refresh of compensation information when there is a change in the job information.
Yes	regular-temp	Regular/Temporary	STRING	32	None	No	<p>This field indicates whether the employee is regular or temporary.</p> <p>The list of values comes from the predefined picklist <code>regular-temp</code>.</p>
Yes	seq-number	Sequence Number	LONG	—	Both	Yes	This field tells you the sequence of transactions for that day, for example, 1 of 2, 2 of 2.
Yes	shift-code	Shift Code	STRING	256	None	No	The shift code indicates in which shift the employee works in.
Yes	shift-factor	Shift Percent	DOUBLE	—	None	No	This field indicates the compensation multiplier for working a specific shift, for example, 1.5 for a weekend day or holiday.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	shift-rate	Shift Rate	DOUBLE	—	None	No	This field indicates the differential for a specific shift, for example, on a weekend or holiday.
Yes	sick-pay-supplement	Sick Pay Supplement	STRING	256	Both	No	<p>This field indicates if the employee gets an additional payment when on sick leave. Continued pay is affected when an employee is unable to work.</p> <p>The list of values comes from the predefined picklist <code>SICKPAYSUPP</code>. As you can use this field country dependent, you can create country-dependent values by using the picklist <code>ISOCountryList</code> as parent picklist.</p>
Yes	standard-hours	Standard Weekly Hours	DOUBLE	—	None	No	You can define the standard weekly hours the employee is supposed to work. This should be the same amount as defined in the employee's contract.
Yes	supervisor-level	Supervisor Level	STRING	256	None	No	This is a customer configurable picklist for customers who want to categorize supervisory levels.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	timeInJob	Time In Job	STRING	256	None	No	<p>This field shows how long an employee has been in a job. This time is calculated by the system and shows the time difference between the current date (or the end date for history records) and the Job Entry Date. For example, the time an employee spends on maternity leave is added to the Time In Job.</p> <p>You cannot change this value.</p>
Yes	timeInPosition	Time In Position	STRING	128	None	No	<p>This field shows how long the incumbent has been in a position. This time is calculated by the system and shows the time difference between the current date (or the end date for history records) and the Position Entry Date. You cannot change this value.</p> <p>This field is only shown when you have activated Position Management.</p>
Yes	time-recording-admissibility-code	Time Recording Admissibility	STRING	—	None	No	<p>This field is relevant for the Employee Central Payroll Time Sheet.</p> <p>This field allows you to define time recording admissibility rules for individual employees - controlling whether employees can amend time sheet data in the past and whether they can amend already-approved time sheets.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	time-recording-profile-code	Time Recording Profile	STRING	—	None	No	<p>This field is relevant for the Employee Central Payroll Time Sheet.</p> <p>The Time Recording Profile contains employee-specific settings for the Employee Central Payroll Time Sheet.</p> <p>It sets the time recording method and the time valuation rules which are used for this employee. If you have defined time recording profile generic objects, this field contains the external code and name of those time recording profiles.</p> <p>Note: If the Employee Central Payroll Time Sheet is enabled in Provisioning, the Time Recording Profile can only be entered and saved together with the other three Time Off fields in job information.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	time-recording-variant	Time Recording Variant	STRING	—	None	No	<p>This field is relevant for the Employee Central Payroll Time Sheet.</p> <p>Employees record their time in the Employee Central Payroll Time Sheet using one of the following time recording variants:</p> <p>Clock Time-Based Recording - Time recording based solely on the entered start and end times of work within a specified period, for example, per day.</p> <p>Duration-Based Recording - Time recording based solely on the duration of the work recorded for a specific period, for example, in hours and minutes for a given day of work.</p>
Yes	time-type-profile-code	Time Profile	STRING	—	None	No	<p>This field is relevant for Time Off.</p> <p>Different time types, such as work, vacation, and paid time off (PTO) can be assigned to a single structure, called the time profile. This time profile is then assigned to employees so that they know, for example, how much time off they can take and what kind.</p> <p>If you have defined time profile generic objects, this field contains the external code and name of those time profiles.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	track-id	Track Id	STRING	32	None	No	<div> <i>i</i> Note <p>This field has been deprecated and should no longer be used.</p> </div>
Yes	workingDaysPerWeek	Working Days Per Week	STRING	256	Both	No	<p>You can enter the number of working days each week. It is not a working schedule.</p> <p>The number must be smaller than or equal 7. For example:</p> <ul style="list-style-type: none"> • 5 • 3.5 <p>This field is required if you use payroll integration with SAP ERP.</p>
Yes	work-period	Work Period	STRING	100	None	No	<p>This field belongs to the Standard Weekly Hours field to denote how many hours an employee should work each week.</p>
Yes	workschedule-code	Work Schedule	STRING	—	None	No	<p>This field is relevant for Time Off.</p> <p>It defines how an employee's total work time is divided. For example, an employee might be scheduled to work 40 hours a week, comprising 5 days of 8 hours each.</p> <p>If you have defined work schedule generic objects, this field contains the external code and name of those work schedules.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	custom-string1	Custom String 1	STRING	256	None	No	Do not use the <code>type</code> attribute for this custom string (neither <code>type="foundation object"</code> nor <code>type="generic object"</code> nor <code>type="worker"</code>).
No	custom-string2-160	Custom Strings 2-160	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-50	Custom Dates 1-50	DATE	—	None	No	
No	custom-long1-20	Custom Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	
Yes	companyEntryDate	Company Entry Date	DATE	—	View	No	For more information, refer to the Entry-Based Date Fields section of Entry Dates, Event-Based Dates, and TimeIn Calculation for Job Information .
Yes	timeInCompany	Time In Company	STRING	256	View	No	
Yes	locationEntryDate	Location Entry Date	DATE	—	View	No	
Yes	timeInLocation	Time In Location	STRING	256	View	No	
Yes	departmentEntryDate	Department Entry Date	DATE	—	View	No	
Yes	timeInDepartment	Time In Department	STRING	256	View	No	
Yes	payScaleLevelEntryDate	Pay Scale Level Entry Date	DATE	—		No	

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	timeInPay-ScaleLevel	Time In Pay Scale Level	STRING	256	View	No	
Yes	hireDate	Hire Date	DATE	—		No	For more information, refer to the Event-Based Date Fields section of Entry Dates, Event-Based Dates, and TimeIn Calculation for Job Information .
Yes	termination-Date	Termination Date	DATE	—		No	
Yes	leaveOfAbsenceStart-Date	Leave Of Absence Start Date	DATE	—		No	
Yes	leaveOfAbsenceRe-turnDate	Leave of Absence Re-turn Date	DATE	—		No	

4.1.6 Job Relationships

Here is a list of the fields available for this element.

Job Relationships (hris-element-id: jobRelationsInfo)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	relationship-type	Relationship Type	STRING	100	Both	Yes	<p>Here you choose the type of relationship. The list of values comes from the predefined picklist <code>jobRelType</code>. Possible values are:</p> <ul style="list-style-type: none"> • HR manager • Matrix manager • Custom manager • Second manager • Additional manager • Delegate A • Delegate B <p>You can also add more types of manager by enhancing the picklist CSV file.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	rel-user-id	Name	STRING	384	Both	Yes	You can select the manager's name from the list of existing users in the system.
No	custom-string1-20	Custom string 1 to 20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-10	Custom Dates 1-10	DATE	—	None	No	
No	custom-long1-20	Custom Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

4.1.7 PayComponentNonRecurring

Here is a list of the fields available for this element.

PayComponentNonRecurring (hris-element-id: payComponentNonRecurring)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	action-enum	Action-enum		—	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.
No	action-id	Action-id	LONG	—	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	alternative-cost-center	Alternative Cost Center	STRING	256	Both	No	<p>You can assign an alternative cost center to the non-recurring payment by entering the cost center here.</p> <p>This field is relevant for payroll integration. For more information, refer to the SAP SuccessFactors Employee Central Payroll guide.</p>
No	allow-delete	Specifies if delete is allowed for a record	BOOLEAN	—	None	No	<p>This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	base-pay-component	Base Pay Component	STRING	—	None	No	<p>You can specify for pay components of type PERCENTAGE of what exactly the pay component is a percentage, for example, bonus = 10% of base salary. Once this field is filled for a pay component definition, all employee pay components must use this value of the base pay component group field (it cannot be overwritten).</p> <div> <p>i Note</p> <p>If you enable this field as editable in the employee UIs, the value help will offer you all the pay component groups to which the pay component you are editing are assigned. So for example, you would get the pay component group "Total annual earnings" offered as a possible base pay component group for employee pay component base salary, bonus, and car allowance.</p> <p>Set to View to be displayed on the UI or None. Do not set it to Both.</p> </div>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	calculated-amount	Calculated Amount	Double	—	View	No	<ul style="list-style-type: none"> For pay components of type AMOUNT, the calculated amount is set to the amount For pay components of type PERCENTAGE, the calculated amount is the amount of the corresponding base pay component group multiplied with the percentage which is stored in the field amount For pay components of type NUMBER, the calculated amount is the number entered in the employee pay component multiplied by a rate read from either the pay scale level or from the pay component (FO) definition. <div> i Note If the rate in the payscalelevel is not available, the rate specified in the Foundation Object is used. </div>
No	created-by	Created-by	STRING	100	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.
No	created-on	Created-on	DATE	—	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	currency-code	Currency Code	STRING	20	Both	Yes	Select the currency the pay component is issued in from the list of currencies provided in this field.
No	item-id	Item-id	LONG	—	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.
No	last-modified-by	Last-modified-by	STRING	100	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.
No	last-modified-on	Last-modified-on	DATE	—	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.
Yes	non-recurring-pay-period-end-date	End Date of the Related Period	DATE	default	None	No	This field has the visibility 'none' by default. So if the customers require these fields, then they need to change the data model to have the visibility set to 'both'. The field values will be replicated to SAP ERP if payroll is enabled.
Yes	non-recurring-pay-period-start-date	Start Date of the Related Period	DATE	default	None	No	This field has the visibility 'none' by default. So if the customers require these fields, then they need to change the data model to have the visibility set to 'both'. The field values will be replicated to SAP ERP if payroll is enabled.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	number-of-units	Number of Units	DOUBLE	—	Both	No	The value specified in this field is multiplied with the rate from the payscalelevel defined in Job Information. In case the payscalelevel is not available, the value specified in this field is multiplied with the rate defined for the Foundation Object, which is then displayed in the calculated-amount field.
Yes	offcycle-reason	OffCycle Reason	Picklist	—	None	No	<div>i Note</div> <p>You only need to use this field if you use Payroll Control Center.</p> <p>The value of this field gives the reason for the offcycle payment.</p> <p>The valid offcycle reasons need to be specified in a picklist. The external code of the picklist can be any value except blank. The external code of the picklist has to be mapped in the Code Value Mapping (T77SFEC_CVMAPC) table in Employee Central Payroll.</p>
Yes	pay-component-code	Type	STRING	—	Both	Yes	If you have defined pay component foundation objects, this field contains the external code of those pay components.
No	pay-component-type	Pay-component-type	STRING	38	None	No	Choose Amount, Percentage or Number.
Yes	pay-date	Issue Date	DATE	—	Both	Yes	The date the compensation is issued.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	pay-id	Pay ID	Picklist	—	None	No	<div> i Note You only need to use this field if you use Payroll Control Center. </div> <p>The ID is used to differentiate batches of offcycle payroll runs.</p> <p>The ID values need to be specified in a picklist. They cannot be in the ranges of 0-9, A-Z and '!'. Only special characters, such as '@', '#', '\$', '%', '^', '&', '*', '?', can be used to indicate the specific payment to be treated as planned offcycle if the Payroll Control Center is implemented.</p> <p>When the ID is not entered, the specific payment will be treated as ad-hoc offcycle payment if the Payroll Control Center is implemented.</p>
Yes	sent-to-payroll	Sent To Payroll	DATE	—	None	No	The date the compensation information is sent to payroll.
No	sequence-number	Sequence Number	STRING	38	View	Yes	This field is required for importing data. If you enable this field, the allow import property is defaulted to True.
Yes	tax-treatment	Tax Treatment	STRING	32	None	No	This field shows whether the pay component is taxed or not.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	unit-of-measure	Unit of Measure	Generic Object (Unit of Measure according to UN/CEFACT Recommendation 20/21)	—	Both	No	Displays the unit that is used. For example, kg, pound, pieces, and so on.
Yes	value	Amount	DOUBLE	—	Both	Yes	Here you define the amount of the component in numbers.
No	custom-string1–20	Custom Strings 1–20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1–10	Custom Dates 1–10	DATE	—	None	No	
No	custom-long1–20	Custom Numbers 1–20	LONG	—	None	No	
No	custom-double1–50	Custom Decimals 1–50	DOUBLE	—	None	No	

Note

In compensation information as well as recurring and non-recurring payments, fields of type DOUBLE can now be hidden. To do this, set the pii field to TRUE (pii="true"). This allows the users to decide for themselves what information is visible and prevents unauthorized eyes from seeing the information by mistake.

4.1.8 PayComponentRecurring

Here is a list of the fields available for this element.

PayComponentRecurring (hris-element-id: *payComponentRecurring*)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	action-enum	Action-enum		—	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.
No	action-id	Action-id	LONG	—	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.
No	allow-delete	Specifies if delete is allowed for a record	BOOLEAN	—	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	base-pay-component	Base Pay Component	STRING	—	None	No	<p>You can specify for pay components of type PERCENTAGE of what exactly the pay component is a percentage, for example, bonus = 10% of base salary. Once this field is filled for a pay component, all employee pay components must use this value of the base pay component group field (it cannot be overwritten).</p> <div> <p>i Note</p> <p>If you enable this field as editable in the employee UIs, the value help will offer you all the pay component groups to which the pay component you are editing are assigned. So for example, you would get the pay component group "Total annual earnings" offered as a possible base pay component group for employee pay component base salary, bonus, and car allowance.</p> </div>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	calculated-amount	Calculated Amount	Double	—	View	No	<ul style="list-style-type: none"> For pay components of type AMOUNT, the calculated amount is set to the amount. Note that you cannot use a rule to automatically set this value. For pay components of type PERCENTAGE, the calculated amount is the amount of the corresponding base pay component group multiplied with the percentage which is stored in the field amount. For pay components of type NUMBER, the calculated amount is the number entered in the employee pay component multiplied by a rate read from either the pay scale level or from the pay component foundation object definition. <div> i Note If the rate in the pay scale level is not available, the rate specified in the foundation object is used. </div>
No	compensation-id	Compensation-ID	LONG	—	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	created-by	Created-by	STRING	100	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.
NO	created-on	Created-on	DATE	—	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.
Yes	currency-code	Currency	STRING	32	Both	Yes	Here you select the currency of the pay component. The values come from the list of currencies.
Yes	deferralpercentage	Deferral Percentage	DOUBLE	—	None	No	This field is used for internal purposes. Do not configure the visibility.
No	end-date	End Date	DATE	—	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.
Yes	frequency-Code	Frequency	STRING	30	Both	No	<p>This is the frequency in which the pay component is paid, for example, monthly, annual, bi-weekly, and so on.</p> <p>If you have defined frequency foundation objects, this field contains the external code of those frequencies.</p>
No	is-earning	Is-earning	BOOLEAN	1	None	No	This field is used for internal purposes. Do not configure the visibility.
Yes	is-target	Is Target	BOOLEAN	1	None	No	This field shows whether the pay component is a target figure or percentage.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	item-id	Item-id	LONG	—	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.
No	last-modified-by	Last-modified-by	STRING	100	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.
No	last-modified-on	Last-modified-on	DATE	—	None	No	This field is used for internal purposes. Do not use it in the data model. Even if it is used, it won't be visible on the UI.
Yes	no-changes-until-date	No Changes Until This Date	DATE	—	None	No	This is a calculated, transient field on the UI. It shows the date when a change is planned for a pay component.
Yes	number-of-units	Number of Units	DOUBLE	—	Both	No	The value specified in this field is multiplied with the rate from the payscale level defined in Job Information. In case the pay-scale level is not available, the value specified in this field is multiplied with the rate defined for the Foundation Object which is then displayed in the calculated-amount field.
Yes	pay-component	Pay Component	STRING	—	Both	Yes	<p>Enter the pay component that makes up the employee's total compensation, like base salary.</p> <p>If you have defined pay component foundation objects, this field contains the external code of those pay components.</p>

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	pay-component-type	Pay Component Type	STRING	38	None	No	Choose Amount, Percentage or Number.
Yes	paycomp-value	Amount	DOUBLE	—	Both	Yes	Here you define the amount of the component in numbers.
Yes	sent-to-pay-roll	Sent To Payroll Date	DATE	—	None	No	This field is used for internal purposes. Do not configure the visibility.
No	seq-number	Seq-number	LONG	—	None	No	This field is used for internal purposes. Do not configure the visibility.
Yes	tax-treatment	Tax Treatment	STRING	—	None	No	This field is used for internal purposes. Do not configure the visibility.
Yes	unit-of-measure	Unit of Measure	Generic Object (Unit of Measure according to UN/CEFACT Recommendation 20/21)	—	Both	No	Displays the unit which is used. For example, kg, pound, pieces, and so on.
No	custom-string1-20	Custom Strings 1-20	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date1-10	Custom Dates 1-10	DATE	—	None	No	
No	custom-long1-20	Custom Numbers 1-20	LONG	—	None	No	
No	custom-double1-20	Custom Decimals 1-20	DOUBLE	—	None	No	

i Note

In compensation information as well as recurring and non-recurring payments, fields of type DOUBLE can now be hidden. To do this, set the pii field to TRUE (pii="true"). This allows the users to decide for themselves what information is visible and prevents unauthorized eyes from seeing the information by mistake.

4.1.9 Pension Payout Details

Here is a list of the fields available for this element.

Pension Payout Details (hris-element-id: pensionPayoutsInfo)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	company	Pension Provider	STRING	256	Both	Yes	Enter the pension provider that pays the pension payout. You can select from the pension providers you have created as company foundation object in the system.
Yes	end-date	Actual End Date	DATE	—	Both	Yes	When you end a pension payout, you have to enter the actual end date of the pension payout.
Yes	payroll-end-date	Payroll End Date	DATE	—	Both	Yes	Enter the payroll end date. This might differ from the end date of the pension payout.
Yes	planned-end-date	End Date	DATE	—	Both	No	Enter the end date when the pension payout is supposed to end. This does not end the pension payout automatically.
Yes	start-date	Start Date	DATE	—	Both	Yes	Enter the start date of the pension payout.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	custom-string101–115 and custom-string116–120	—	STRING	256	None	No	<p>You can use these fields for data not covered by the fields supplied as standard.</p> <p>The first 5 custom field numbers are used to add a pension payout, the last 5 custom field numbers are used to end a pension payout.</p>
No	custom-date31–35 and custom-date36–40	—	DATE	—	None	No	
No	custom-long21–25 and custom-long26–30	—	LONG	—	None	No	
No	custom-double21–25 and custom-double26–30	—	DOUBLE	—	None	No	

4.1.10 Termination Information

Here is a list of the fields available for this element.

Termination Information (part of hr:element-id: employmentInfo)

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	benefitsEndDate	Benefits End Date	DATE	—	Both	No	Benefits are granted until this date. By default, this is the same date as the termination date, unless you change it here.
No	bonusPayExpirationDate	Bonus Pay Expiration Date	DATE	—	Both	No	Bonus pays are being paid until this date. By default, this is the same date as the termination date, unless you change it here.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
Yes	eligiblefor-SalContinuation	Eligible for Salary Continuation	BOOLEAN	—	Both	No	This field indicates that the employee is eligible for salary continuation. Possible values are Yes and No .
Yes	end-date	Termination Date	DATE	—	View	Yes	Enter the end date of the employee's working contract with the company.
Yes	lastDate-Worked	Last Date Worked	DATE	—	Both	No	The last day the employee worked for the company. By default, this is the same date as the termination date, unless you change it here.
Yes	okToRehire	Ok to Rehire	BOOLEAN	—	Both	No	If the employee can be re-hired, set this field to Yes .
Yes	payrollEnd-Date	Payroll End Date	DATE	—	Both	No	The last payroll for this employee. By default, this is the same date as the termination date, unless you change it here.
Yes	regretTermination	Regret Termination	BOOLEAN	—	Both	No	If this termination is a loss for the organization, set this field to Yes .
Yes	salary-end-date	Salary End Date	DATE	—	Both	No	Salary is paid until this date. By default, this is the same date as the termination date, unless you change it here.
Yes	StockEnd-Date	Stock End Date	DATE	—	Both	No	Stocks are granted until this date. By default, this is the same date as the termination date, unless you change it here.

Standard	Field ID	Field Label	Data Type	Max. Length	Default Visibility	Is Required?	How To Use This Field
No	custom-string16 to custom-string20 and custom-string81–100	Custom Strings 16–20 Custom Strings 81–100	STRING	256	None	No	You can use these fields for data not covered by the fields supplied as standard.
No	custom-date6 to custom-date20	Custom Dates 6–20 Custom Dates 66–90	DATE	—	None	No	
No	custom-long11 to custom-long20	Custom Numbers 11–20	LONG	—	None	No	
No	custom-double11 to custom-double20	Custom Decimals 11–20	DOUBLE	—	None	No	

i Note

If the attachment field is configured for Job Information, then attachments are shown in the related Job Information record in the History UI.

However, if the attachments field is not configured for Job Information or the logged-in user does not have permission to view or edit that field, but the workflow initiator added the attachments to Job Information, then system loads the attachment into the Employment Information attachments field in the Termination UI.

5 Deprecated Elements

The following elements are deprecated and must not be used in the data models.



- Additional-Manager
- Address
- Amount-of-Financial-Plan
- BonusInfo
- CompAdjustInfo
- Custom-Manager
- DirectDeposit
- ERN-Number
- Govt-Grant-Amount
- HR-Manager
- International-Org-Code
- Is-Primary
- JobInfoLocal
- LeaveOfAbsence
- Manager
- Manager-Employment-ID
- Matrix-Manager
- NameInfo
- PayrollInfo
- Pay-Group
- RelInfo
- Second-Manager
- StatusInfo
- Time-Account-Profile-Code
- Track-ID
- WorkEligibilityInfo

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