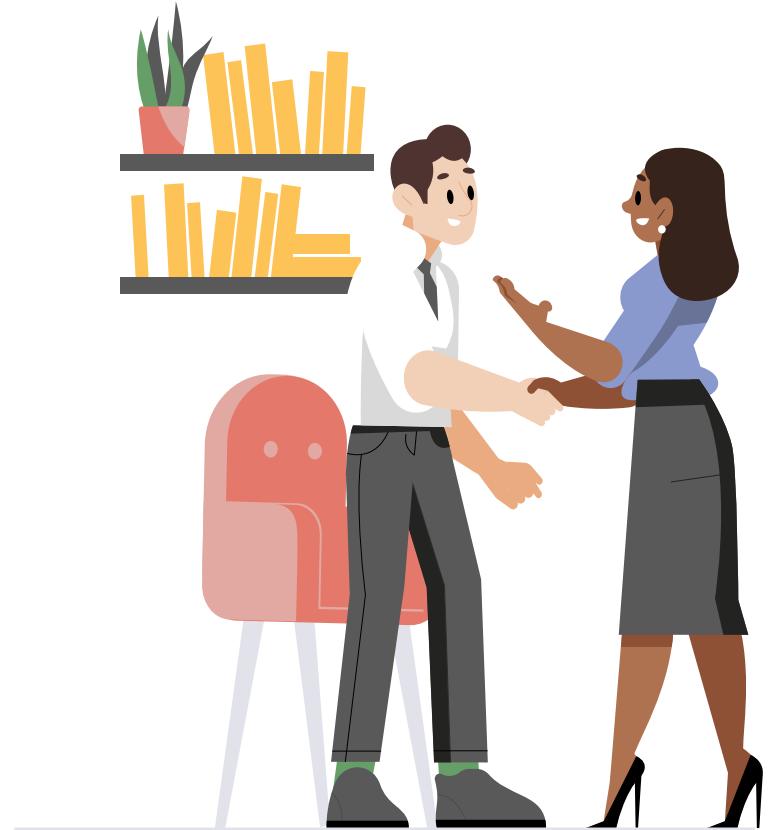
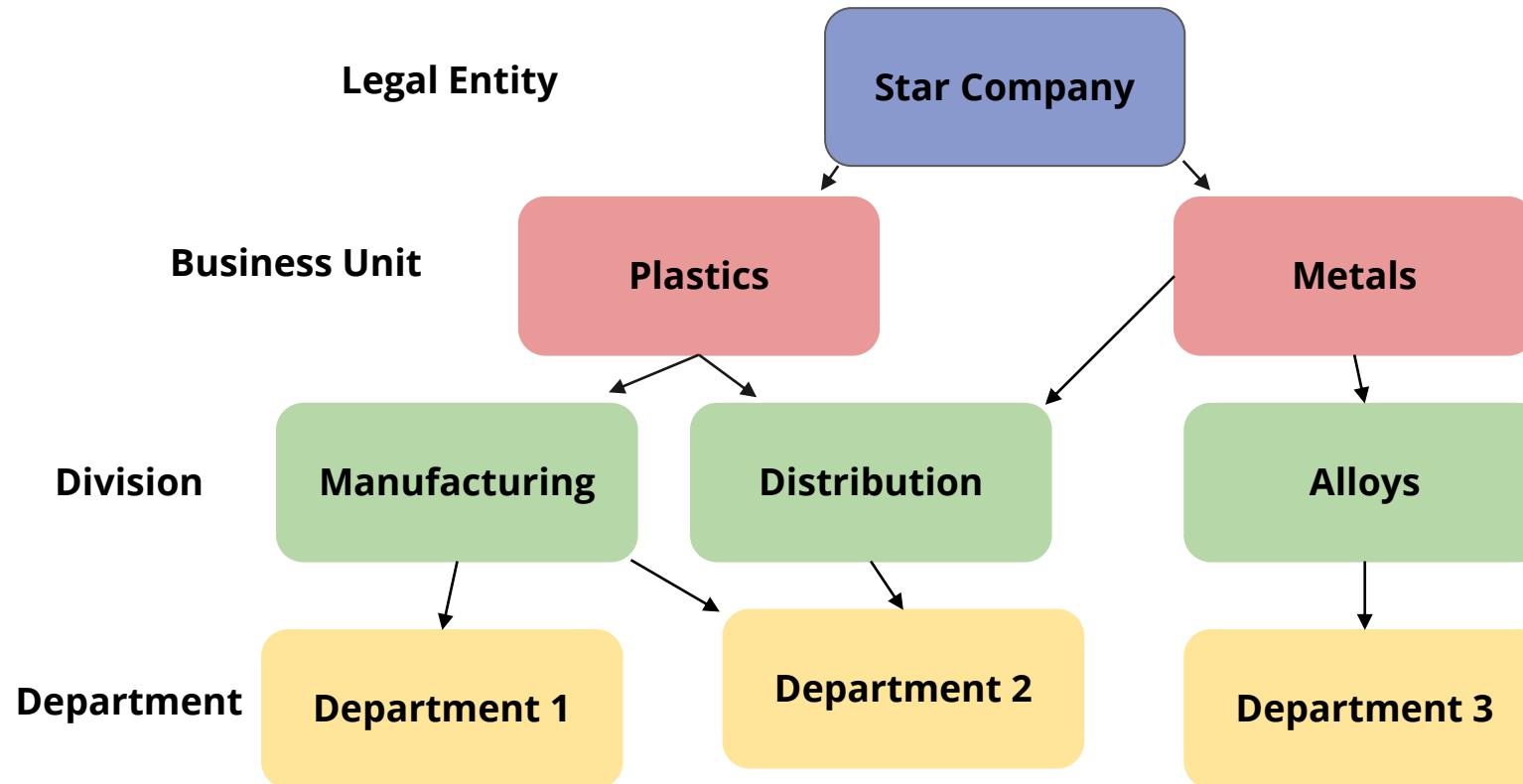


Employee Central Configuration



Ahmed Shafay Omima Mostafa Ibrahim ELFahham
Hager Mohamed Ahmed Abdelhalim

Organizational Structure Example



Manage Data→ Create New Legal Entity

SAP Admin Center ▾ Search for actions or people 3 ? ! ! ! ! !

Back to: Admin Center
Manage Data

Search Search As Of: 04/24/2024 Create New

legal entity: Star_Company (1024)

HISTORY 01/01/1900

Start Date * 01/01/1900

Legal Entity ID * 1024

Company Name Star_Company

Description Star Company

Status * Active

Default Pay Group

Default Location

Standard Weekly Hours * 40

Currency *

Country *

USA

Manage Data→ Create New Business Unit

SAP Admin Center Search for actions or people 3

Back to: Admin Center Manage Data

Search Business Unit No Selection Include Inactives: No Search As Of: 04/24/2024 Create New No Selection

Business Unit: Plastics (10241)

Start Date * 01/01/1900 calendar icon

Business Unit Code * 10241

Business Unit Name Plastics edit icon

Description Plastics edit icon

Status * Active dropdown menu

Head of Unit No Selection

legacy_code Click or focus to edit

AggregateO No Selection

company

Star_Company (1024) edit icon trash icon

No Selection plus icon

HISTORY 01/01/1900

Manage Data→ Create New Division

SAP Admin Center Search for actions or people 3

Manage Data

Search Division No Selection Include Inactives: No Search As Of: 04/24/2024 Create New No Selection

Division: Manufacturing (10030)

HISTORY 03/01/1900

Start Date * 01/01/1900

Code * 10030

Name Manufacturing

Description Manufacturing

Status * Active

Head of Division No Selection

Parent Division No Selection

Region No Selection

loc Click or focus to edit

picklist No Selection

Business Units

Plastics (10241)

Manage Data→ Create New Department

SAP Admin Center ▾ Search for actions or people 3 ? ! Notification User Picture

Search Department No Selection Include Inactives: No Search As Of: 04/24/2024 Create New No Selection

Department: Department1 (10241)

HISTORY 01/01/1900

Start Date *	01/01/1900
Code *	10241
Name	Department1
Description	Department1
Status *	Active
Head of Department	No Selection
Parent Department	No Selection +
Cost Center	No Selection +

Apprentice Details +

Division

Manufacturing (10030) Remove Add

No Selection +

View Organizational Chart Business Unit Plastics)

Company Structure Overview

Business Unit
10241
Plastics
Active

Division
10030
Manufacturing
Parent Division: No Data

Division
10031
Distribution
Parent Division: No Data

Department
10241

Department
10242

View Organizational Chart (Business Unit Metals)

SAP

Org Chart ▾ Search for actions or people 3

Org Chart Position Org Chart Company Structure Overview Directory Resources

Company Structure test view (test view) Search Department Department3 (10243) As Of 04/25/2024 90% + ★ + ! ↑ ↓ ↶ ↷ ⚙️

```
graph TD; BU[Business Unit  
10242  
Metals  
Active  
0 0 2] --- D1[Division  
10031  
Distribution  
Parent Division: No Data  
0 0 0]; BU --- D2[Division  
10032  
Alloys  
Parent Division: No Data  
0 0 1]; D2 --- DEP[Department  
10243]
```

The screenshot displays the SAP SuccessFactors Organizational Chart interface. The main title is "View Organizational Chart (Business Unit Metals)". The top navigation bar includes "Org Chart", "Position Org Chart", "Company Structure Overview", "Directory", and "Resources". Below the navigation is a search bar for "actions or people" and various filter and search options. The main content area shows a hierarchical organizational chart. At the top is a "Business Unit" node with ID 10242, labeled "Metals" and "Active", with 0 employees. It has two children, "Division" nodes with IDs 10031 and 10032. The division with ID 10031 is labeled "Distribution" and has "Parent Division: No Data". The division with ID 10032 is labeled "Alloys" and also has "Parent Division: No Data". Both divisions have 0 employees. The division with ID 10032 has one child, a "Department" node with ID 10243, which is labeled "Metals". The department has 0 employees.

Associations

01

Types

- **Valid When:**

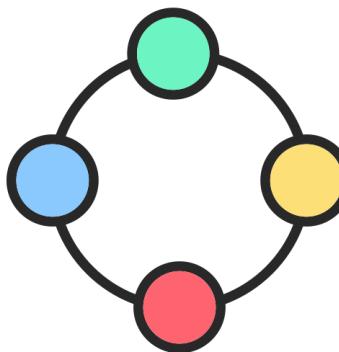
Objects associated with this relationship exist **independently** and have their own life cycle.

The relationship is configured in the **lower-level object**. Ex: Location and legal entity

- **Composite:**

This type of association creates a parent-child relationship, where the child object **cannot exist** outside the parent object.

In a composite association, the relationship is configured in the **parent object**. Ex: Location and address



02

Multiplicity

- Determines how many records you can associate together

- **One to One Associations**

- **One to Many Association**

Associations

Four Types of Foundation Object Associations

MDF to MDF

- MDF Foundation object to MDF Foundation Object
- Example: Division to Business Unit

XML to MDF

- XML Foundation object to MDF Foundation Object
- Example: Location to Legal Entity

XML to XML

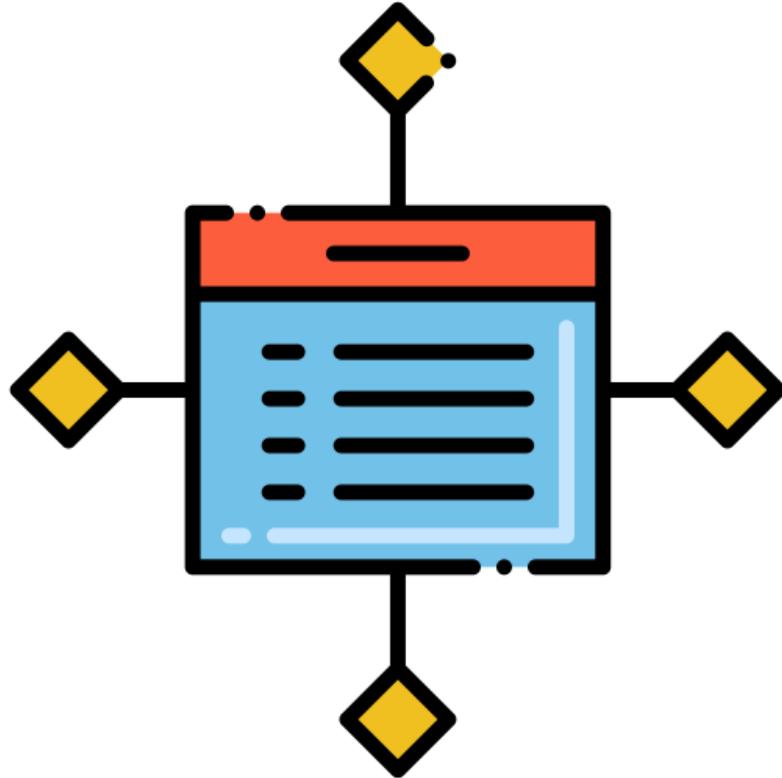
- XML Foundation object to XML Foundation Object
- Example: Location to Geozone

MDF to XML

- MDF Foundation object to XML Foundation Object
- Example: no standard associations of this type



Figure 55: Types of Foundation Object Associations



MDF to MDF

MDF to MDF Associations

SAP Admin Center

Back to: Admin Center

Configure Object Definitions

Search Object Definition Business Unit Include Inactives: No

Actions

Configure Object Definitions (highlighted)

Manage Advance Objects

External User Visibility

Community

Create New No Selection

Take Action

Object Definition: Business Unit (BusinessUnit)

Code * BusinessUnit ?

Effective Date * Basic ?

API Visibility Editable ?

Status * Active ?

MDF Version History Delete History ?

Default Screen ?

Label Business Unit ?

Description ?

API Sub Version No Selection ?

Subject User Field ?

Workflow Routing ?

Pending Data Yes ?

Todo Category Generic Object Change Requests ?

Object Category Non-User Transactional

Fields

Name	Database Field Name	Maximum Length	Data Type	(21) More
effectiveStartDate	effectiveStartDate	10	Date	Details

MDF to MDF Associations

Business unit → legal Entity

SAP Admin Center - configure object

mdfSystemOptimisticLo	optimisticLockid	255	Number	Details	  
mdfSystemOptimisticLo	optimisticLockUUID	255	String	Details	  
autoCreated	sfFields.sfField3	5	Boolean	Details	  
cust_legacy_code	customFields.customField1	128	String	Details	  
cust_AggregateO	customFields.customField2	38	Picklist	Details	 
cust_		Click or focus to edit	String	Details	

Associations

Name *	Multiplicity *	Destination Object *	Type *	(13) More Actions
cust_LegalEntity	One To Many	 legal entity	Valid When	Details 

MDF to MDF Associations

Admin Center ▾

configure object

Details

Name * LegalEntity

Multiplicity * One To Many

Destination Object * legal entity

Type * Valid When

Destination Object Column Click or focus to edit

Source Object Column Click or focus to edit

Is Transient No

UI Association Renderer Click or focus to edit

Required No

Visibility * Editable

Status * Active

Label Click or focus to edit

dfSystemOptimisticLo optimisticLockId

dfSystemOptimisticLo optimisticLockUUID

toCreated sfFields.sfField3

st_legacy_code customFields.customField1

st_AggregateO customFields.customField2

st_

Associations

Name * Multiplicity * Destination Object

st_LegalEntity One To Many

st_ One To One

Searchable Fields

Status * Status

Active

This screenshot shows the SAP SuccessFactors Admin Center interface for configuring an MDF to MDF association. The main title is 'MDF to MDF Associations'. On the left, there's a sidebar with various system fields like 'dfSystemOptimisticLo', 'optimisticLockId', 'optimisticLockUUID', etc. The central part is titled 'Details' and contains fields for 'Name' (set to 'LegalEntity'), 'Multiplicity' (set to 'One To Many'), 'Destination Object' (set to 'legal entity'), 'Type' (set to 'Valid When'), and several other optional settings like 'Destination Object Column', 'Source Object Column', 'Is Transient', 'UI Association Renderer', 'Required', 'Visibility', 'Status', and 'Label'. The status is currently set to 'Active'.

Align the Relationship in the Employee File

Manage Business Configuration

The screenshot shows the SAP Admin Center interface. The top navigation bar includes the SAP logo, Admin Center, and a search bar labeled "manage business conf". A notification icon with the number "3" is visible. The left sidebar has a tree view under "Employee Central" with "HRIS Elements" expanded, showing various sub-items like "biographicalInfoLoc", "complinfo", and "jobInfo". The "jobInfo" item is highlighted with a red box. The main content area has tabs for "Employee Central", "HRIS Elements", and "jobInfo".

Actions

- Business Scenarios
- Configure Business Rules
- Manage Business Configuration** (highlighted with a red box)
- Process Variant Manager

Community

Search “**manage business conf**” in Community

Identifier	Label	Description	Enabled	Details
Identifier * jobInfo	Job Info	Position Information (jobInfo_positionInfoList)	Yes	Details
Label Job Info		Position Information (jobInfo_positionInfoList)	Yes	Details
Default Label Job Info		Position Information (jobInfo_positionInfoList)	Yes	Details
Enabled Yes		Organization Information (jobInfo_orgFieldsList)	Yes	Details
business-unit	Business Unit	Organization Information (jobInfo_orgFieldsList)	Yes	Details
division	Division	Organization Information (jobInfo_orgFieldsList)	Yes	Details
department	Department	Organization Information (jobInfo_orgFieldsList)	Yes	Details
custom-string13	SubDepartment	Organization Information (jobInfo_orgFieldsList)	No	Details
custom-string17	Section2	Organization Information (jobInfo_orgFieldsList)	No	Details

Align the Relationship in the Employee File

Manage Business Configuration

The screenshot shows a configuration interface for managing business settings. On the left, a sidebar lists various configuration categories like JOBRelationsInfo, personalinfo, and HRIS Actions. The main area displays several configuration items:

- Allow Import:** Set to "No".
- Refresh Compensation Required:** Set to "No".
- Mapped Domain Attribute Name:** Set to "No Selection".
- Field Criteria:** A red box highlights the "Destination Field Value" input ("company") and the "Source Field Name" input ("cust_LegalEntity.internal").
- Actions:** A trash can icon for deleting the configuration.

On the right, a table lists multiple entries under the heading "Enabled". Each entry includes a dropdown menu, a "Details" link, and up/down arrow icons for reordering. The first few rows show "Yes" in the dropdown and "Details" links for "Tr", "SyTr", and "Fi".

Align the Relationship in Position Management

Configure Object Definition

The screenshot shows the SAP Admin Center interface for managing object definitions. The top navigation bar includes the SAP logo, Admin Center, and a search bar labeled "configure objec". A red box highlights the "Actions" menu, which contains the option "Configure Object Definitions".

The main content area displays the "Object Definition: Position (Position)" configuration page. The "Code" field is set to "Position". Other configuration fields include:

- Effective Dating: Basic
- API Visibility: Editable
- Status: Active
- MDF Version History: No
- Default Screen: PositionUI3
- Label: Click or focus to edit
- Description: (empty)
- API Sub Version: V1.0

On the right side, there are buttons for "Create New" and "No Selection".

Align the Relationship in Position Management

Configure Object Definition

SAP Admin Center - configure object

Details

rowId	id
mdfSystemExternalUser	externalUserVisibility
code	externalCode
effectiveStartDate	effectiveStartDate
changeReason	sfFields.sfField1
jobCode	sfFields.sfField8
positionTitle	sfFields.sfField2
jobTitle	sfFields.sfField7
company	sfFields.sfField15
businessUnit	sfFields.sfField16
division	sfFields.sfField17
department	sfFields.sfField18
location	sfFields.sfField19

Status * Active

Label Click or focus to edit

Cascade None

Inactivated By No Selection

End Of Period No

Rules

External Code *

No Selection

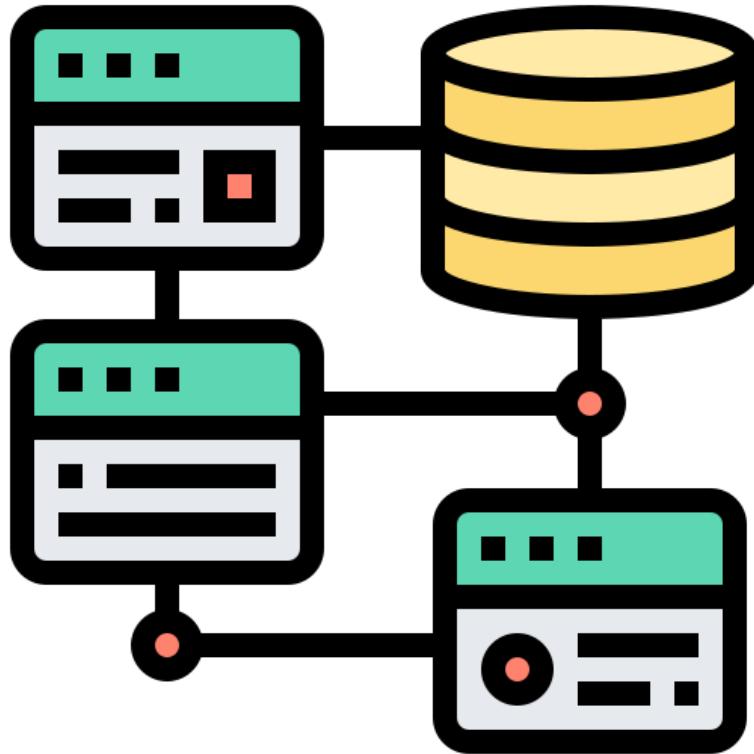
Field Criteria

Source Field Name *	Destination Field Name	Default Destination Value	Status *	Actions
effectiveStartDate	effectiveStartDate	1900-01-01	Active	
cust_LegalEntity.internal	company	1900-01-01	Active	
Click or focus to edit	Click or focus to edit	Click or focus to edit	Active	

Condition

Field Id * Click or focus to edit

Done



XML to MDF

XML to MDF Associations (location -> Legal entity)

Corporate data model “Standard”

The screenshot shows the Oracle Data Modeler interface with the following components:

- Document Outline:** On the left, it lists various HRIS elements like hris-field, hris-associations, and hris-element.
- Properties:** A panel at the bottom left shows the properties for the selected element, specifically for the 'id' attribute of a 'hris-association':

Attributes	id
required	false
multiplicity	ONE_TO_MANY
destination-e...	LegalEntity
- Project Explorer:** On the right, it shows a list of hris-field elements.
- Central Editor:** The main area displays the XML file '2305-corporate-datamodel.xml'. It shows a table of elements with columns: id, label, hris-field, and hris-associations. One row for 'location' is highlighted with a red box. This row has a nested 'hris-associations' section, which also contains a table with columns: id, multiplicity, destination-e..., and required. This nested section is also highlighted with a red box.

= id	= label	= hris-field	= hris-associations												
1 locationGroup	Location Group	hris-field (76)													
2 geozone	Geo Zone	hris-field (77)													
3 location	Location	hris-field (79)	hris-associations												
			<table border="1"><thead><tr><th>= id</th><th>= multiplicity</th><th>= destination-e...</th><th>= required</th></tr></thead><tbody><tr><td>1 id</td><td>ONE_TO_ONE</td><td>geozone</td><td>false</td></tr><tr><td>2 id</td><td>ONE_TO_MANY</td><td>LegalEntity</td><td>false</td></tr></tbody></table>	= id	= multiplicity	= destination-e...	= required	1 id	ONE_TO_ONE	geozone	false	2 id	ONE_TO_MANY	LegalEntity	false
= id	= multiplicity	= destination-e...	= required												
1 id	ONE_TO_ONE	geozone	false												
2 id	ONE_TO_MANY	LegalEntity	false												
4 payRange	Pay Range	hris-field (80)	hris-associations												
5 payGrade	Pay Grade	hris-field (77)													
6 payComponent	Pay Component	hris-field (90)													
7 payComponentGroup	Pay Component Group	hris-field (81)	hris-associations												
8 frequency	Frequency	hris-field (74)													
9 corporateAddress		hris-field (9)													
10 dynamicRole	Dynamic Role	hris-field (73)													
11 dynamicRoleAssignr		hris-field (9)													
12 wfConfig	Workflow Configuration	hris-field (78)													
13 wfConfigStep															
14 wfStepApprover		hris-field (6)													
15 eventReason	Event Reason	hris-field (9)													
16 wfConfigContributor	Workflow Contributor	hris-field (2)													

XML to MDF Associations

Manage Organization, pay and structure

SAP Admin Center - Back to: Admin Center

Manage Organization, Pay and Job Structures

Search : Location Boston (10000-0001) Advanced Create New : No Selection

History
01/01/1900 Location: Record created Take Action ▾

Location: Boston (10000-0001)

* Effective as of 01/01/1900 * Required Fields

Blue indicates that the item changed on this date

* Code: 10000-0001
Name: Boston
Description: Sandbox: Boston
* Status: Active
Location Group: North America (North_Amer)
Timezone: US/Eastern (GMT-04:00)
Standard Weekly Hours: 40
Zone: USA Metro (USA_METRO)

legal entity +
BestRun (10000) Delete

XML to MDF Associations

Manage Business Configuration

The screenshot shows the SAP Admin Center interface. On the left, there's a sidebar with navigation links like 'Admin Center', 'Employee Profile', and 'Filters'. The main area displays 'HRIS Fields' with a list of fields and their properties. A red box highlights the 'imInfo' and 'jobInfo' entries in the list. Another red box highlights the 'Manage Business Configuration' option in the 'Actions' dropdown menu, which is also shown in a separate window. This window lists various configuration options like 'Business Scenarios', 'Configure Business Rules', and 'Manage Business Configuration'.

Field	Type	Label	Action
imInfo	Identifier	Position	Organization Information (jobInfo_orgFieldsList)
jobInfo	Identifier	Position	Organization Information (jobInfo_orgFieldsList)
location	Location	Location	Organization Information (jobInfo_orgFieldsList)
custom-string4	Parking	Parking	Organization Information (jobInfo_orgFieldsList)
timezone	Timezone	Timezone	Organization Information (jobInfo_orgFieldsList)

XML to MDF Associations

Manage Business Configuration

SAP Admin Center - manage business con

Details

Masked: No

Log Read Access: No Selection

Maximum Length: 128

Maximum Fraction Digits: Click or focus to edit

Show Trailing Zeros: No

Allow Import: No

Refresh Compensation Required: No

Mapped Domain Attribute Name: No Selection

Field Criteria

Destination Field Value *	Source Field Name *
company	LegalEntity
department	Department
Click or focus to edit	Click or focus to edit

HRIS Sync Mapping: Standard Field

Standard Field *	Entity Type	Entity Name

Done

The screenshot shows the SAP Admin Center interface for managing business components. The main area displays various configuration options for a field, such as Masked (No), Log Read Access (No Selection), and Maximum Length (128). A red box highlights the 'Field Criteria' section, which contains two rows of mappings between destination fields and source field names. The first row maps 'company' to 'LegalEntity'. The second row maps 'department' to 'Department'. Below this, there are two additional rows with placeholder text: 'Click or focus to edit' for both destination and source fields. At the bottom, there's a section for 'HRIS Sync Mapping: Standard Field' with three empty columns for 'Standard Field', 'Entity Type', and 'Entity Name'. On the right side, a vertical list of other field entries is shown with 'Details' and 'Edit' buttons.



XML to XML

XML to XML Associations (location -> Geozone)

Corporate data model “Standard”

The screenshot shows a corporate data model editor interface with the following components:

- Document Outline:** On the left, it lists various XML elements and their relationships.
- Properties:** A panel at the bottom left shows the properties for the selected element.
- Editor Area:** The main area displays the XML structure of `2305-corporate-datamodel.xml`.
 - Elements:** A table showing elements with attributes like `= id`, `= label`, etc.
 - Row 1: locationGroup (Location Group)
 - Row 2: geozone (Geo Zone)
 - Row 3: location (Location)
 - Row 4: payRange (Pay Range)
 - Row 5: payGrade (Pay Grade)
 - Row 6: payComponent (Pay Component)
 - Row 7: payComponentGroup (Pay Component Group)
 - Row 8: frequency (Frequency)
 - Row 9: corporateAddress (Corporate Address)
 - Row 10: dynamicRole (Dynamic Role)
 - Row 11: dynamicRoleAssignr (Dynamic Role Assigner)
 - Row 12: wfConfig (Workflow Configuration)
 - Row 13: wfConfigStep (Workflow Configuration Step)
 - Row 14: wfStepApprover (Workflow Step Approver)
 - Row 15: eventReason (Event Reason)
 - Row 16: wfConfigContributor (Workflow Configuration Contributor)
 - Associations:** A table showing associations between elements.
 - Row 1: `location` (id: 3) has an association with `geozone` (id: 2).
 - Row 2: `location` (id: 3) has an association with `LegalEntity` (id: 16).
- Project Explorer:** On the right, it shows a list of projects.

A red box highlights the association table, specifically the row for the `location` element's association with `geozone`.

Properties Panel (Bottom Left):

Attributes	
id	id
required	false
multiplicity	ONE_TO_MANY
destination-e...	LegalEntity

XML to XML Associations (location -> Geozone)

Corporate data model “Standard”

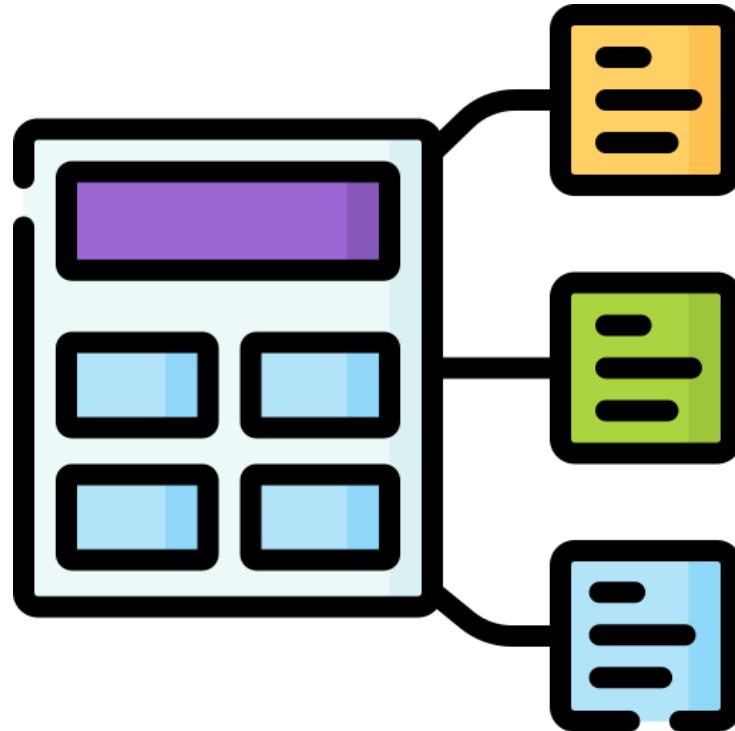
The screenshot shows the SAP Admin Center interface for managing organization, pay, and job structures. The top navigation bar includes the SAP logo, Admin Center dropdown, search bar, and various notification icons.

The main content area displays the "Manage Organization, Pay and Job Structures" page. The left sidebar shows a "History" section with a single entry: "01/01/1900 Location: Record created". The right sidebar contains a "Take Action" button.

The central panel is titled "Location: Boston (10000-0001)". It lists several configuration fields:

- * Effective as of: 01/01/1900 (Required Fields)
- * Code: 10000-0001
- Name: Boston
- Description: Sandbox: Boston
- * Status: Active
- Location Group: North America (North_Amer)
- Timezone: US/Eastern (GMT-04:00)
- Standard Weekly Hours: 40
- Geo Zone: USA Metro (USA_METRO) (highlighted with a red box)

At the bottom of the panel, there are "legal entity" and "BestRun (10000)" buttons.



MDF to XML

MDF to XML Associations (Garage -> Location)

You cannot directly define the associations to legacy foundation objects.

Location Wrapper: Pre-delivered generic object representing a legacy foundation object which is mapped to location via external code.



MDF to XML Associations (Garage -> Location wrapper) Configure Object Definitions

The screenshot shows the SAP Admin Center interface with the title "Configure Object Definitions". The top navigation bar includes the SAP logo, "Admin Center", a search bar ("Search for actions or people"), and various status icons.

The main content area displays the configuration details for an object definition named "GarageO (cust_GarageO)".

Object Definition: GarageO (cust_GarageO)

Setting	Value
Code *	cust_GarageO
Effective Dating *	Basic
API Visibility	Not Visible
Status *	Active
MDF Version History	No Selection
Default Screen	No Selection
Label	GarageO
Description	(Empty text area)
API Sub Version	V1.1
Subject User Field	Click or focus to edit

MDF to XML Associations (Garage -> Location Wrapper) Configure Object Definitions

The screenshot shows the SAP Admin Center interface with the following details:

- Object Definitions:** A list of system objects with their properties and types:
 - mdfSystemRecordStatus: recordStatusStr (String, value: 255)
 - mdfSystemOptimisticLock: optimisticLockId (Number, value: 255)
 - mdfSystemOptimisticLock: optimisticLockUUID (String, value: 255)
 - mdfSystemExternalUser: externalUserVisibility (Enum, value: 1)
 - mdfSystemVersionId: versionId (Number, value: 255)
 - cust_ (String, value: Click or focus to edit)
- Associations:** A section titled "Associations" with a red box highlighting the first entry:

Name *	Multiplicity *	Destination Object *	Type *	Actions
cust_toLocation	One To Many	Location Wrapper	Composite	(13) More Actions

Below this, another association is listed:

Name *	Multiplicity *	Destination Object *	Type *	Actions
cust_	One To One	1:1 Meetings	Composite	Details

MDF to XML Associations (Garage -> Location)

Manage data

SAP Admin Center

Search for actions or people

Back to: Admin Center

Manage Data

Make Correction

Search GarageO ▾ Garage Omimaw ▾ Include Inactives: No Search As Of: 05/07/2024 Create New No Selection

GarageO: Garage Omimaw

HISTORY <

Garage Name: Garage Omimaw

effectiveStartDate: 04/12/2024

Car Capacity: 10

Location

Location * Actions

AS_Berlin (AS_DU_BER) ▾

No Selection

Align the garage to employee file

Manage Business Configuration

SAP Admin Center ▾

Search for actions or people

HRIS Actions
HRIS Sync Mappings
Employee Profile
Filters

Business Unit	Organization Information (job...)	Yes	Details
Division	Organization Information (job...)	Yes	Details
Department	Organization Information (job...)	Yes	Details
SubDepartment	Organization Information (job...)	No	Details
Section2	Organization Information (job...)	No	Details
Area	Organization Information (job...)	No	Details
District	Organization Information (job...)	No	Details
Subarea	Organization Information (job...)	No	Details
Location	Organization Information (job...)	Yes	Details
GarageO	Organization Information (job...)	Yes	Details
Timezone	Organization Information (job...)	Yes	Details
Cost Center	Organization Information (job...)	Yes	Details
Newlayer	Organization Information (job...)	No	Details

Align the garage to employee file

Manage Business Configuration

The screenshot shows the SAP Admin Center interface for managing business configuration. On the left, a sidebar lists HRIS Actions, HRIS Sync Mappings, Employee Profile, and Filters. The main area is titled "Details" and shows configuration for a custom string field. A red box highlights the "Data Type" (STRING), "Type of Reference Object" (Foundation Object), and "Reference Object" (cust_GarageO) fields. Below these, other settings include Picklist (No Selection), Parent Field for Picklist (No Selection), Visibility (Edit), Masked (No), and Log Read Access (No Selection). A "Done" button is at the bottom right. To the right, a list of configuration items is visible, each with a "Details" link and up/down arrows.

Setting	Value	Action
Identifier *	custom-string4	
Label	GarageO	
Section	Organization Information (jobj...)	
Enabled	Yes	
Mandatory	No	
Default Label	GarageO	
Data Type	STRING	
Type of Reference Object	Foundation Object	
Reference Object	cust_GarageO	
Picklist	No Selection	
Parent Field for Picklist	No Selection	
Visibility	Edit	
Masked	No	
Log Read Access	No Selection	

Align the garage to employee file

Manage Business Configuration

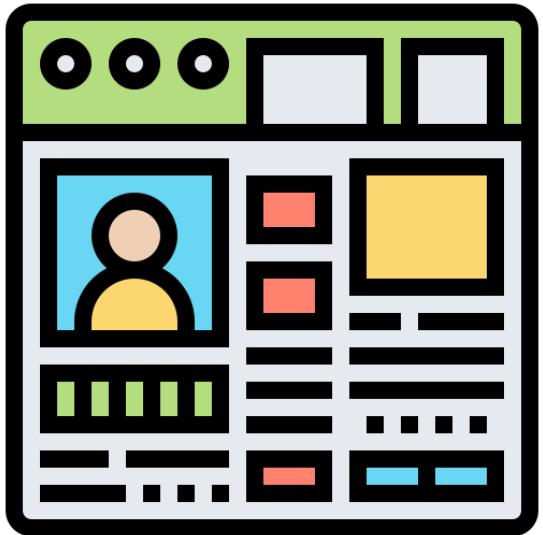
The screenshot shows the SAP SuccessFactors Admin Center interface. The left sidebar includes links for HRIS Actions, HRIS Sync Mappings, Employee Profile, and Filters. The main area is titled "Details" and contains various configuration fields:

- Picklist: No Selection
- Parent Field for Picklist: No Selection
- Visibility: Edit
- Masked: No
- Log Read Access: No Selection
- Maximum Length: 256
- Maximum Fraction Digits: Click or focus to edit
- Show Trailing Zeros: No
- Allow Import: No
- Refresh Compensation Required: No
- Mapped Domain Attribute Name: No Selection

A red box highlights the "Field Criteria" section, which contains:

- Destination Field Value *: location
- Source Field Name *: cust_toLocation.external

At the bottom right are "Done" and "Cancel" buttons.



MDF Object Creation

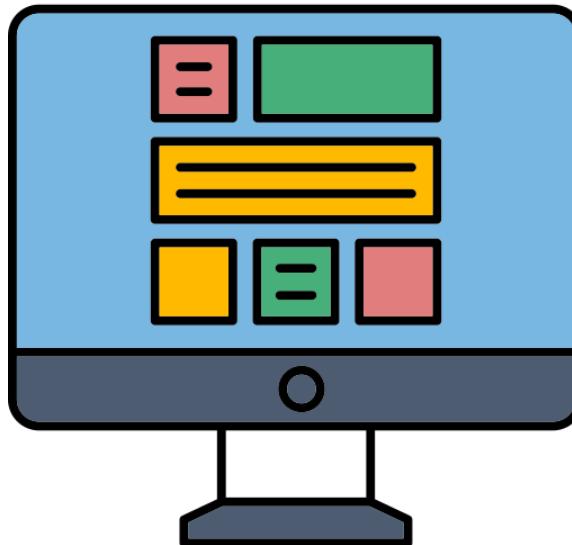
MDF object Creation Steps:

1- Configure object definition

2-Manage configuration ui

3-Configure people profile

4-Adding RBP





Home ▾



Good afternoon!

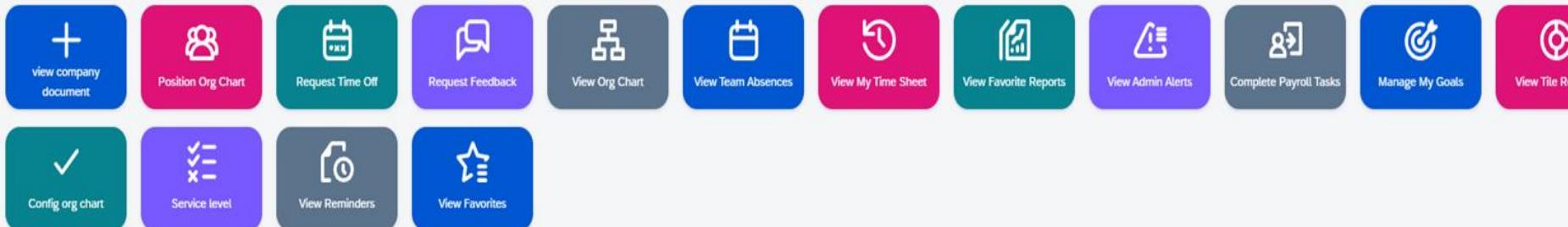
configure object

Actions

- Configure Object Definitions
- Manage Advance Objects
- External User Visibility
- Community

Search "configure object" in Community

Quick Actions



For You Today

Finish Your Profile

...

You have completed 92%

[Back to: Admin Center](#)

Configure Object Definitions

Search

Include Inactives: No

Create New

No Selection

Legisitively Sensitive Data Config...

Object Definition

Object Definition: cust_(cust_)

Code * Effective Dating * API Visibility Status * MDF Version History Default Screen Label Description API Sub Version Subject User Field Workflow Routing Pending Data Todo Category Object Category

API Sub Version	V1.1	
Subject User Field	Click or focus to edit	
Workflow Routing	No Selection	
Pending Data	No	
Todo Category	Generic Object Change Requests	
Object Category	No Selection	

Fields

Name *	Database Field Name *	Maximum Length	Data Type *	(21) More Actions
externalCode	externalCode	128	User	
externalName	externalName	128	String	
effectiveStartDate	effectiveStartDate	10	Date	
cust_color		22	String	
cust_batch		25	String	
cust_	Click or focus to edit		String	

Associations

Name *	Multiplicity *	Destination Object *	Type *	(13) More
cust_	One To One	1:1 Meetings	Composite	



Home ▾

configure ui



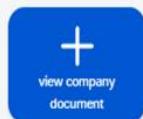
Actions

Manage Configuration UI

Community

Search "configure ui" in Community

Quick Actions



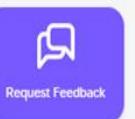
view company
document



Position Org Chart



Request Time Off



Request Feedback



View Org Chart



View Team Absences



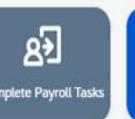
View My Time Sheet



View Favorite Reports



View Admin Alerts



Complete Payroll Tasks



Manage My Goals



View Tile Re却



Config org chart



Service level



View Reminders



View Favorites

For You Today

Finish Your Profile

...

You have completed 92%

Why not update it now?

[Back to: Admin Center](#)

Manage Configuration UI

Search : No Selection ▾

Create New

Id *

Select Base Object additions ▾

Export Cancel Save

additions:

Add Field Add Link Add Group Add Reference Edit Properties Delete

externalCode

externalName color batch effectiveStartDate *

OK Cancel



Good afternoon!

Actions

[Configure People Profile](#) [Succession Settings](#)[Community](#)[Search "people profile" in Community](#)

Quick Actions

 view company document	 Position Org Chart	 Request Time Off	 Request Feedback	 View Org Chart	 View Team Absences	 View My Time Sheet	 View Favorite Reports	 View Admin Alerts	 Complete Payroll Tasks	 Manage My Goals	 View Tile Rep...
 Config org chart	 Service level	 View Reminders	 View Favorites								

For You Today

 Finish Your Profile

...

You have completed 92%

Configure People Profile

English US (English US)

colleague 1

Live Profile MDF Information

Place block here

mancity

mancity

Live Profile MDF Information

Place block here

Benefits Overview

Benefits Overview

My Active Enrollments

Benefit Actions

additions

sub additions

Live Profile MDF Information

Place block here

Add a new section

Edit Block: Live Profile MDF Information

Block Id: Block Type: MDF_BLOCKS

Links:

+ Add

MDF Screen ID:

additions

Remove Block

Good afternoon!

Quick Actions

view company document	Position Org Chart	Request Time Off	Request Feedback	View Org Chart	Reports	View Admin Alerts	Complete Payroll Tasks	Manage My Goals	View Tile Reports
Config org chart	Service level	View Reminders	View Favorites						

Select Target User

Please enter target user name:*

Aanya Singh (sfadmin)
Administrative, Chicago, Corporate Services
(CORP_SVCS)

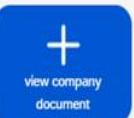
For You Today

Finish Your Profile

...



Quick Actions

 view company document	 Position Org Chart	 Request Time Off	 Request Feedback	 View Org Chart	 View Team Absences	 View My Time Sheet	 Manage Permission Roles	 Manage Permission Groups	 Manage My Goals	 View Tile Reports
 Config org chart	 Service level	 View Reminders	 View Favorites							

Approvals

Job Requisition	...
erp 11	

Admin Center

Back to Admin Center

[Go To Customer Community](#) [Admin Resources](#) [Handout Builder](#)

Permission Role List

Different users should have different access to the information in the application. A role controls the access rights a user (or a group) has to the application or employee data. Each role has its own set of access permissions that you define. You can also limit exactly what a group can access.

Type role name... <input type="text"/> <input type="button" value="Search"/>							Switch to the Latest Role-Based Permissions				
							Items per page	10	Page	1 of 11	Next
ID	Permission Role	User Type	Description	Status	RBP-Only	Created From	Last Modified	Action			
1701	 zz		zz	ACTIVE	<input type="checkbox"/>		2024-04-24	Take action			
101	System Admin		System Admin	ACTIVE	<input type="checkbox"/>		2024-04-24	Take action			
1676	 o & i		O & i permission role	ACTIVE	<input type="checkbox"/>		2024-04-23	Take action			
1704	 H-role		for test	ACTIVE	<input type="checkbox"/>		2024-04-23	Take action			
1698	Super AS		AS	ACTIVE	<input type="checkbox"/>		2024-04-21	Take action			
1703	Recruiting team		Best Team	ACTIVE	<input type="checkbox"/>		2024-04-21	Take action			
103	Employee Self Service		Users can view and modify thier employee and development info	ACTIVE	<input type="checkbox"/>		2024-04-20	Take action			
115	MSS		Manager Self Service	ACTIVE	<input type="checkbox"/>		2024-04-19	Take action			
1702	 IT			ACTIVE	<input type="checkbox"/>		2024-04-19	Take action			
1699	super user		give those ppl all permissions on the system	ACTIVE	<input type="checkbox"/>		2024-04-19	Take action			

Admin Center

Back to [Admin Center](#)

[Go To Customer Community](#) [Admin Resources](#) [Handbook](#)

Permission Role Detail

Employee Views

- mancity
- additions

view.cust

View

View

Miscellaneous Permissions

- additions
- cust_mancity

View History/Correct/Create/Insert/View Current/Delete

View History/Correct/Create/Insert/View Current/Delete

3. Grant this role to...

Select a group whom you want to grant this role to. You may want a group of users to manage employee records for a certain group of employees. For example, maybe a department manager should edit records within her own department.

[Add...](#) [Add For External Target Population](#) [Remove](#) [Make active](#) [Make inactive](#)

Permission Groups or Users [▼](#) Please enter your keywords... 

KK < Page of 1 > KK

<input type="checkbox"/>	ID	Permission Groups or Users	Target Population	Active	Action
<input type="checkbox"/>	1844	zz	All(Employees)		 Edit Grar 

[Save Changes](#) [Cancel](#)

Admin Center

[Back to Admin Center](#)

Permission Role Detail

1. Name and description

* Role Name:	zz
Description:	zz

2. Permission settings

Specify what permissions users in this role should have.

[Permission...](#)[▼ Permission not requiring target](#)

Manage Position

- Access Position Organization Chart
- Change Display Date of Position Organization Chart
- Access Position Management Settings in Admin Center
- Mass Copy of Position in Position Organization Chart
- Option to Move Position to New Manager on Job Info Change
- Create Job Requisition in Position Organization Chart
- View Job Requisition in Position Organization Chart
- Select Job Requisition Template in Position Organization Chart
- Create Position from Position Organization Chart
- Create Fieldglass Job Requisition in Position Organization Chart

[▼ Permission requiring target](#)

Employee Data

- Additional Job (CONCRJOB)
- Create or Delete Pay Components Using Business Rules Without Additional Permissions

Employee Views

- mancy

Permission settings

Specify what permissions users in this role should have. ★= Access period can be defined at the granting rule level.[Employee Widgets](#)[Employee Views](#)[Manage Document Generation](#)[Templates](#)[Compensation and Variable Pay](#)[Payroll Permissions](#)[Recruiting Permissions](#)[Reports Permission](#)[Analytics permissions](#)[Employee Data](#)[General User Permission](#)

Employee Views

t= Target needs to be defined. ?

Employee Views Section

 View

Accident and Illness Report

additions

Advances

Apprentice

Benefits Overview

Car

colleague

Combined Statement

Company Property Log

Compensation Information

COVID-19

Disciplinary Log

[Done](#)[Cancel](#)[Save Changes](#) [Cancel](#)[Print Preview](#)

Admin Center

Back to Admin Center

Permission Role Detail

1. Name and description

Role Name: zz

Description:
zz

2. Permission settings

Specify what permissions users in this role should have.

Permission...

▼ Permission not requiring target

Manage Position

- Access Position Organization Chart
- Change Display Date of Position Organization Chart
- Access Position Management Settings in Admin Center
- Mass Copy of Position in Position Organization Chart
- Option to Move Position to New Manager on Job Info Change
- Create Job Requisition in Position Organization Chart
- View Job Requisition in Position Organization Chart
- Select Job Requisition Template in Position Organization Chart
- Create Position from Position Organization Chart
- Create Fieldglass Job Requisition in Position Organization Chart

▼ Permission requiring target

Employee Data

- Additional Job (CONCRJOB)
- Create or Delete Pay Components Using Business Rules Without Additional Permissions

Employee Views

- mancity

Permission settings

Specify what permissions users in this role should have. ⓘ ★= Access period can be defined at the granting rule level.

Field Level Overrides

additions †

Visibility: View Current View History*

Actions: Create Insert Correct Delete Import/Export
 Field Level Overrides

businessunittest1

Visibility: View Current View History

Actions: Create Insert Correct Delete Import/Export
 Field Level Overrides

businessunittest2

Visibility: View Current View History

Actions: Create Insert Correct Delete Import/Export
 Field Level Overrides

cust_12344

Visibility: View Current View History

Actions: Create Insert Correct Delete Import/Export
 Field Level Overrides

Done **Cancel**

View

Save Changes **Cancel**

Ahmed halim (12344) ▾



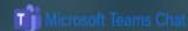
accountant1, Location 1 (B1)

Location 1 (B1) (Africa/Bamako)

Local time: Wednesday, 01:37:24 PM

halemahmed2@gmail.com

Hire Date: Apr 08, 2024



92%

Your profile is incomplete.

[Finish Now](#)

Advances ▾ My Experience Pervious Employer section new 1 My Experience Tracker Car Favorite Color colleague mancy Benefits Overview additions ▾

Personal Information

Personal Information

Effective as of: Apr 09, 2024

First Name	Ahmed	Marital Status	-
Last Name	halim	Date Of Birth	-
Middle Name	-	Nationality	Egypt
Salutation	-	Preferred Language	Arabic
Suffixx	-	Halim	-
Preferred Name	Ahmed	anything	-
Gender	-	Blood group	-

Global Information



Ahmed halim (12344) ▾

Advances My Experience Previous Em...
additions
sub additions

additions:

When should these changes take effect? *

Apr 24, 2024

externalName

color

batch

Save Cancel

mancity Benefits Overview additions



Create Picklist



Home ▾



picklist

Actions

Picklist Mappings

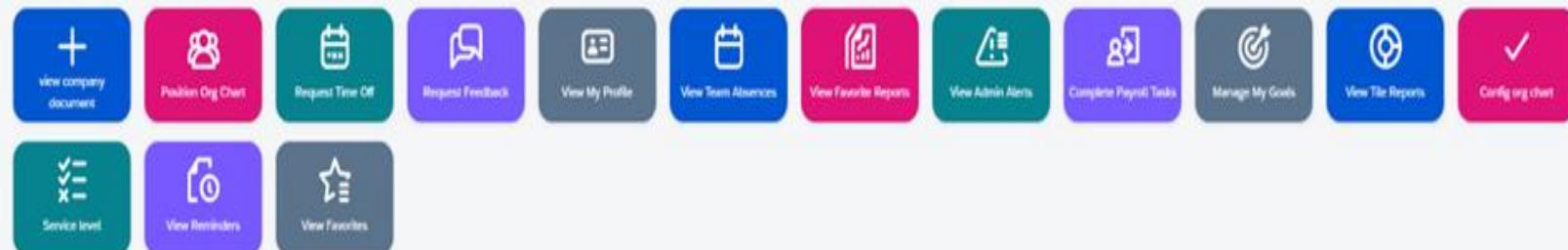
Picklist Center

Import/Export Country/Region-Specific XML for Corporate Data Model

Community

Search "picklist" in Community

Quick Actions



For You Today

Finish Your Profile

...

You have completed 92%

Why not update it now?

Admin Center /
Picklist Center

Picklists (574)		As of date	Apr 14, 2024	Search						
	Code	Name	Status	Effective Start Date	Parent Picklist					
	0001	BOB pc	Active	Jul 20, 2023						
	01000	Amr Test	Active	Jan 1, 1900						
	1010	picklist new	Active	Apr 11, 2024						
	123456	BLOOD GROUP SOLEX	Active	Sep 4, 2023						
	201814	HCM Testing	Active	Feb 26, 2023						
	2244	holo	Active	Apr 14, 2024						
	ACADEMICDEGREE_ARE		Active	Jan 1, 1900						
	ACADEMICDEGREE_QAT		Active	Jan 1, 1900						
	ACADEMIC_TITLE		Active	Jan 1, 1900						
	ACCOMODATION_AUT		Active	Jan 1, 1900						
	ADD_TIME_ID	Additional Time ID	Active	Jan 1, 1900						
	AGGREG	AGGREG	Active	Jan 1, 1900	ISOCountryList (ISOCountryList)					
	AGGREG1	AGGREG1	Active	Jan 1, 1900						
	ALLOWANCE_AUT		Active	Jan 1, 1900						
	AREA_HKG		Active	Jan 1, 1900						
	AS_AGGREG	AS_Aggregate Function	Active	Jan 1, 1900						
	AS_Region	Region	Active	Jan 1, 1900						
	AS_Scope	Scope	Active	Jan 1, 1900						
	AS_X	X	Active	Jan 1, 1900						

pc list

Effective Apr 14, 2024

Name:

pc list

Status:

Active

Code:

pc list

Effective Start Date:

Apr 14, 2024

Parent Picklist:

-

Legacy Picklist ID:

pc list

Display Order:

Alphabetical

Picklist Values (2)

 Search

<input type="checkbox"/> External Code	Label	Status	Parent Picklist Value
<input type="checkbox"/> IT	IT	Active	>
<input type="checkbox"/> software	software	Active	>



Home ▾

configure obj



Actions

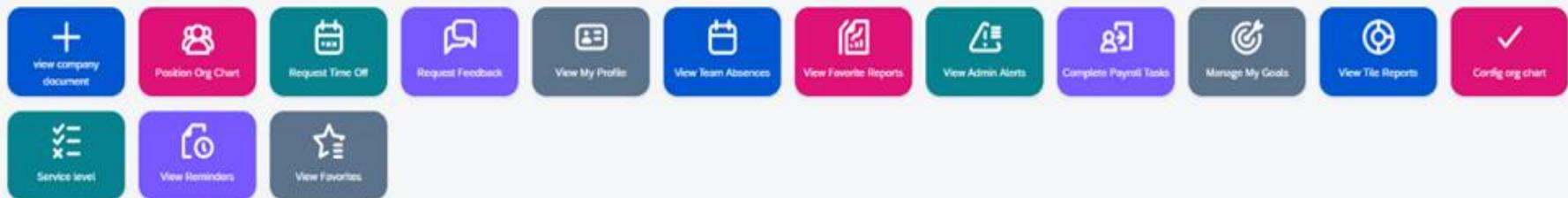
[Configure Object Definitions](#)[Manage Advance Objects](#)[External User Visibility](#)

Community

Search "configure obj" in Community



Quick Actions



For You Today

Finish Your Profile

You have completed 92%

Will you complete it now?

[Back to: Admin Center](#)

Configure Object Definitions

Search **Object Definitions** **Department**Include Inactives: **No**

Create New

No Selection

Object Definition: Department (Department)

Code * **Department** Effective Dating * **Basic** API Visibility **Editable** Status * **Active** MDV Version History **Delete History** Default Screen **No Selection** Label **Department**

Description

API Sub Version **No Selection** Subject User Field **Click or focus to edit** Workflow Routing **No Selection** Pending Data **Yes** Todos Category **Generic Object Change Requests** Object Category **No Selection**

parentDepartment	stFields.stField3	38	Q Generic Object	Details	  
costCenter	stFields.stField4	38	Q Generic Object	Details	  
createdDate	createdDate	35	Q DateTime	Details	  
createdBy	createdBy	100	Q User	Details	  
lastModifiedDate	lastModifiedDate	35	Q DateTime	Details	  
lastModifiedBy	lastModifiedBy	100	Q User	Details	  
readId	id	255	Q Number	Details	  
internalId	internalCode	255	Q Number	Details	  
matSystemOptimisticLockId	optimisticLockId	255	Q Number	Details	  
matSystemOptimisticLockId	optimisticLockUUID	255	Q String	Details	  
autoCreated	stFields.stField5	5	Q Boolean	Details	  
custom_field_id	customFields.customField1	38	Q Picker	Details	 
cust_		Click or focus to edit	Q String	Details	

parentDepartment	stFields.stField3
costCenter	stFields.stField4
createdDate	createdDate
createdBy	createdBy
lastModifiedDate	lastModifiedDate
lastModifiedBy	lastModifiedBy
rowId	id
internalId	internalCode
multSystemOptimisticLock	optimisticLockId
multSystemOptimisticLock	optimisticLockUUID
autoCreated	stFields.stField5
cust_pc_list	customFields.customField
cust_	

Associations

Name *	Multiplicity *	Description
toDepartmentApprentice	One To One	Cascade
cust_toDivision	One To Many	Cascade

Details

Valid Values Source: pc list

Hide Old Value: No

Decimal Precision: Click or focus to edit

Include Inactive Users: No

UI Field Renderer: Click or focus to edit

Transient: No

Help Text:

Mask Value on UI: No

Show Trailing Zeros: No

Default Value: Click or focus to edit

Hide Seconds: No

Required: No

Visibility: Editable

Status: ACTIVE

Label: pc list

Cascade: None

Done



Home ▾



Good evening!

manage data

**Actions**[Manage Data Storage](#)**Manage Data**

[Manage Data Privacy Configurations](#)(Data Retention Management 1.0 only)

[Data Privacy Statement](#)[Import Foundation Data](#)[Mass Data Management](#)[Data Retention Management](#)[Set DPCS Statement Status](#)[Purge Request Monitor](#)[Manage Time Off Calendars](#)[Show 1 more action](#)**Community**

Search "manage data" in Community

**Quick Actions**

view company document



Position Org Chart



Request Time Off



Request Feedback



View My Profile



View Team Absences



View Favorite Reports



View 1 more action



View Tile Reports



Config org chart

For You Today

...

You have completed 92%

Why not update it now?

[Back to Admin Center](#)

Manage Data

Search Department No SelectionInclude Inactives: NoSearch As Of: 04/14/2024

Create New

 No Selection

Department:

Start Date * 04/14/2024 Code * Click or focus to editName Click or focus to edit Description Click or focus to edit Status * ActiveHead of Department No SelectionParent Department No SelectionCost Center No SelectionDivision No Selection

Division

 No Selection

native-preferred-lang	Preferred Language	Yes	Yes	Details	
date-of-death	Date Of Death	No	No	Details	
challenge-status	Challenge Status	No	No	Details	
certificate-start-date	Certificate Start Date	No	No	Details	
certificate-end-date	Certificate End Date	No	No	Details	
script	Language Script	No	No	Details	
custom-string1	Test	No	No	Details	
custom-string2	TESSSSSS	No	No	Details	
attachment-id	MY ATTACH	No	No	Details	
custom-double2	Arsenal	No	No	Details	
custom-string3	solex name	No	No	Details	
custom-string8	BLOOD GROUP SOLEX	No	No	Details	
custom-string4	Halim	Yes	No	Details	
custom-string5	anything	Yes	No	Details	
custom-string13	Blood group	Yes	No	Details	
custom-string25	family members	Yes	No	Details	

Admin Center

Back to Admin Center

Permission Role Detail

- Issue Comments
- ???STOCK_BUDGET_OTHER1_AMOUNT???
- Performance History Portlet
- Google Documents
- Benefits Eligibility Start Date
- Recruiting Source
- ???SALARY_BUDGET_LUMPSUM_PERCENTAGE???
- Raise Prorating
- Planned End Date
- Position Portlet
- One-Time Payments Edit Action
- Addresses
- Citizenship
- Bonus Pay Expiration Date
- Functional Experience
- Compensation (Read only)
- Performance ***Manager view only
- ???SALARY_BUDGET_MERIT_PERCENTAGE???
- Flexible Spending Accounts
- Merit Raise Effective Date
- Promotion
- Salary End Date
- Service Date
- Lump Sum 2 Target
- Attachment
- Job Information
- Personal Information
- Potential
- Lump Sum Target
- 9-box placement 1
- Suffix
- Starting Salary
- Global Assignment Delete
- Company
- ???STOCK_BUDGET_UNIT_AMOUNT???
- Units per Year
- Competency Behavior Breakdown Portlet
- Bonus Target (BNS-TGT)
- BONUS% (BONUS%)

Permission settings

[Go To Customer Community](#) [Admin Resources](#) [Handout Bu](#)

Specify what permissions users in this role should have. ⓘ ★= Access period can be defined at the granting rule level.

[Manage Business Configuration](#)

Marital Status	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Date Of Birth	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Nationality	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

[Admin Alerts Object Permissions](#)

Preferred Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Halim	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[Email Framework Object](#)

anything	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Blood group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[Permissions](#)

family members	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
globalInfo_country	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

[Manage Mass Data Management](#)

USA - Ethnic Group	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
USA - Veteran	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

[Manage Conditional Groups and Defaults](#)

USA - Challenged Veteran	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
USA - Special Disabled Veteran	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

[Manage Compensation Structure Objects](#)

USA - Visa Type	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[Manage Time](#)

	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

[Configuration Transport Center](#)

	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

[Manage Instance](#)

	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

[Synchronization](#)[Done](#)[Cancel](#)[Save Changes](#) [Cancel](#)

Admin Center / Picklist Center / Versions /

1010

Effective Apr 11, 2024

[Edit](#) [Deactivate](#)Name:
picklist newStatus:
ActiveCode:
1010Effective Start Date:
Apr 11, 2024Parent Picklist:
-Legacy Picklist ID:
1010Display Order:
Alphabetical

Picklist Values (2)

 Search

<input type="checkbox"/> External Code	Label	Status	Parent Picklist Value
<input type="checkbox"/> 1020	one person	Active	
<input type="checkbox"/> 1021	multiple	Active	

Details

Identifier *

Label

Enabled

Mandatory

Default Label

Data Type

Type of Reference Object

Reference Object

Picklist

Parent Field for Picklist

Visibility

Masked

Log Read Access

Maximum Length

Maximum Fraction Digits

Show Trailing Zeros

Allow Import

Done

Personal Information

Gender

Nationality*

Suffixx

Date Of Birth

Halim

anything

Blood group

family members

- No Selection
- multiple
- one person



Show 5 fewer fields

▼ Name in Alternate Language 1

First Name

Middle Name

Last Name

Add Global Information

Save Cancel

Global Information



Business Rules

Business Rules

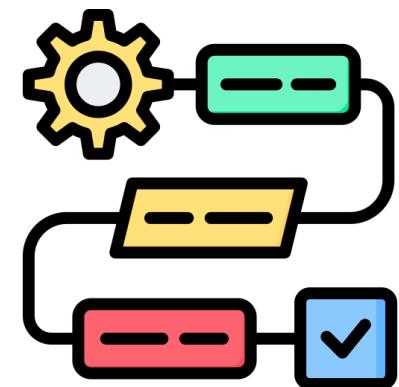
- “**Configure Business Rules**” tool is a user friendly tool for configuring programming scenarios to ease user’s functions.
- The tool contain predefined scenarios to help the user while creating the rule.
- Objects must be selected before configuring the rule.



● Categories

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

- > Advances Management
- > Benefits Management
- > Calibration
- > Compensation and Variable Pay
- > Contingent Workforce Management
- > Employee Central Core
- > Document Generation
- > Email Services
- > Foundation Objects
- > Custom Tile (Decision Rules)
- > Intelligent Services Center (ISC)
- > Metadata Framework
- > Onboarding
- > Position Management
- > Performance Management Weighted Rating
- > Recruiting
- > Reward and Recognition
- > Time Management
- > Basic



● Scenarios

▼ Employee Central Core

Trigger Rules to Generate Assignment ID External

You can use this scenario to create rules that generate the value for Assignment ID External based on MDF Sequence objects. Create a single rule only based on this scenario. For more information, refer to the Assignment ID topic on the SAP Help Portal.

Trigger Rules to Generate Employee ID for Hire/Rehire

You can use this scenario to create rules that generate an Employee ID from the Metadata Framework (MDF) Sequence and assign it to the User ID field of the Employee Information object during the Hire/Rehire with new employment Configuration object. If you have enabled the Onboarding feature, you must also register the rule for the Onboarding Configuration object.

Trigger Rules for Hire/Rehire

You can use this scenario to create rules for the Hire/Rehire with new employment process using the Employee Information base object.

Trigger Rules for Event Reason Derivation

You can use this scenario to create rules that derive the event reason for the Job Information Model and Compensation Information Model.

Trigger Rules to Generate Employee Central Alerts

You can use this scenario to create rules that generate Employee Central alerts for HRIS Elements. In Manage Business Configuration, rules created using this scenario can be registered only for the saveAlert event type.

Trigger Rules to Enforce New Employment for Rehire

You can use this scenario to create rules that validate business requirements for Rehire with new employment and display an error message if the conditions are not met.

Trigger Workflows

You can use this scenario to create rules that trigger workflows to approve data changes. In Manage Business Configuration, rules created using this scenario can be registered only for the onSave event type.

Trigger Rules to Display Internal Job History

You can use this scenario to create rules to display the Internal Job History on the People Profile page.

● Basic Business Rule

The screenshot shows the SAP SuccessFactors Admin Center interface. On the left, a sidebar lists various management categories. A red box highlights the 'Basic' category under 'Business Rules'. The main area is titled 'Basic' and contains fields for 'Rule Name*', 'Rule ID*', 'Start Date*', 'Rule Type', 'Description', and 'Base Object*'. A note at the bottom of the 'Basic' section states: 'The "Basic" rule scenario does not provide any guidance about the supported objects, parameters, or actions you can use to configure the rule. Please check the available application-specific rule scenarios first. If no scenario fits to your needs, choose "Basic".'

Admin Center ▾

Search for actions or people

4

SAP

> Advances Management

> Benefits Management

> Calibration

> Compensation and Variable Pay

> Contingent Workforce Management

> Employee Central Core

> Document Generation

> Email Services

> Foundation Objects

> Custom Tile (Decision Rules)

> Intelligent Services Center (ISC)

> Metadata Framework

> Onboarding

> Position Management

> Performance Management Weighted Rating

> Recruiting

> Reward and Recognition

> Time Management

✓ Basic

① Basic

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

Basic

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

Rule Name* TEST

Rule ID* TEST

Start Date* 01/01/1900

Rule Type

Description

Base Object* Job Information Model (recommended)

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

Continue

● Navigation

SAP Admin Center ▾

Back to: Business Rules Admin

Configure Business Rules

Search :Rule No Selection ▾ Advanced ▾ Create New Rule

TEST (TEST)

Scenario: Basic

Basic Information

Start Date 01/01/1900

Rule Type

Description

Parameters

Name	Code	Object
Context	context	System Context <input type="button" value=""/>
Job Information Model (recom...)	jobInfoModel	Job Information Model
benefit	benefit	<input type="button" value=""/>
employee_information	employee_information	<input type="button" value=""/>
<input type="button" value=""/> Benefit	<input type="button" value=""/>	<input type="button" value=""/>
<input type="button" value=""/> Employee Information	<input type="button" value=""/>	<input type="button" value=""/>

Add Parameter

Collapse All | Expand All

Variables

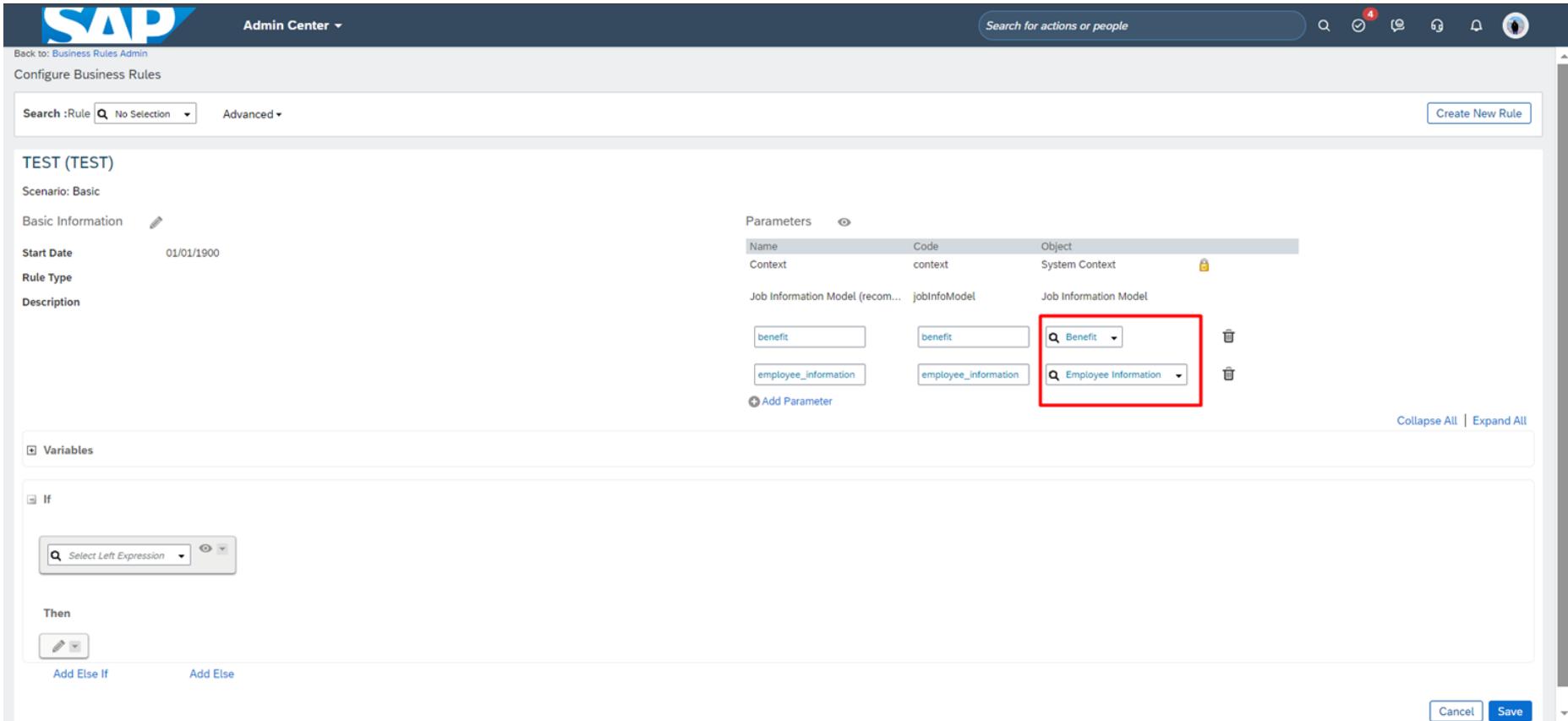
If

Select Left Expression

Then

Add Else If Add Else

Cancel Save



● Navigation

The screenshot shows the SAP SuccessFactors Fiori application interface. On the left, there is a navigation sidebar with sections like TES, Scenario, Basic, Start I, Rule 1, Description, If, and Then. A red box highlights the 'Job Information Model (recommended)' section under 'Basic'. The main area displays a list of actions, with 'Calculate average full-time equivalent for Accrable Period' selected. To the right, a 'Parameters' panel shows the selected parameters: 'Context' (code: context, object: System Context), 'benefit' (code: benefit, object: Benefit), and 'employee_information' (code: employee_information, object: Employee Information). There is also an 'Add Parameter' button.

Search for actions or people

Job Information Model (recommended)

Context

benefit

employee_information

Add Duration in Seconds to DateTime()

Add Multiple()

Add()

Adjust Pay Scale Level()

Amount from Pay Scale Structure()

Average full-time equivalent for Accrable Period based on Month()

Average full-time equivalent for Accrable Period()

Average full-time equivalent for Accrable Period

Calculate average full-time equivalent for Accrable Period

Calculate Average Value For Numeric Job Info Field Based On Months()

Calculate Average Value For Numeric Job Info Field()

Calculate Balance For Types()

Calculate Balance()

Calculate Duration in Seconds Between Two DateTime Values()

Calculate Entitlement Balance()

Calculate FTE based on Standard Hours()

Calculate Higher Duty/Temporary Assignment Allowance()

Cap Accrual()

Cardinality()

Check If Retroactive Changes Allowed in Period()

Concatenate()

Condense()

Convert Days To YY/MM/DD

Count Number of Leave of Absence Days()

Create Date()

Create DateTime()

Parameters

Name	Code	Object
Context	context	System Context
Job Information Model (recom...)	jobInfoModel	Job Information Model

benefit

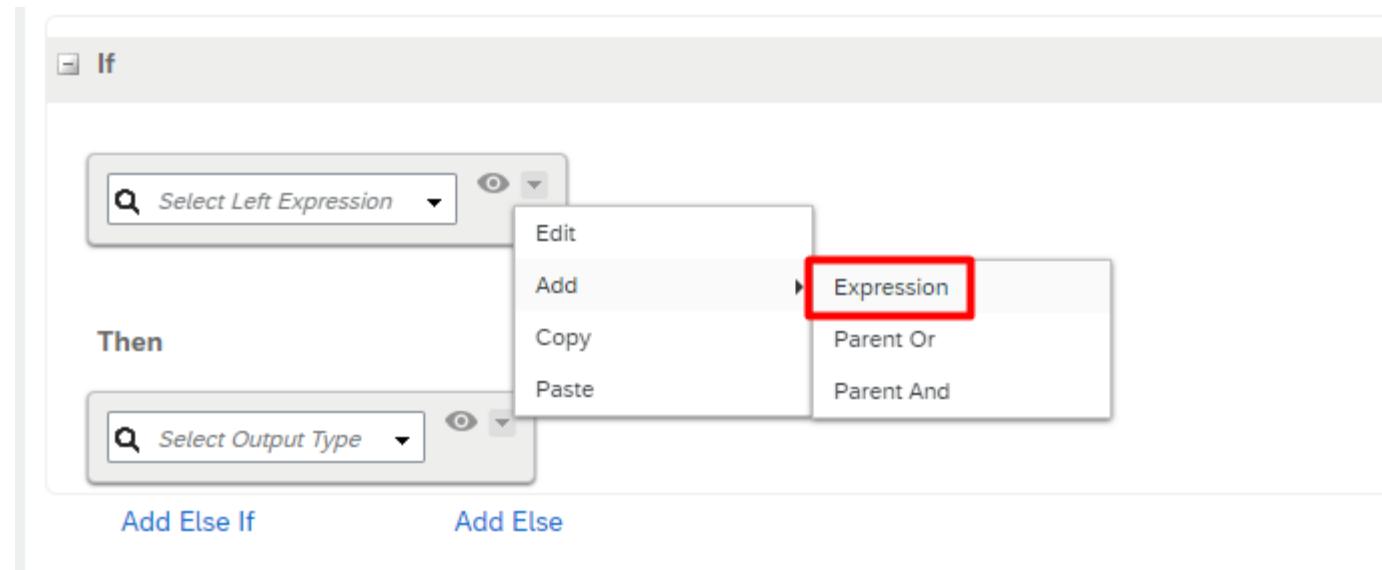
employee_information

Benefit

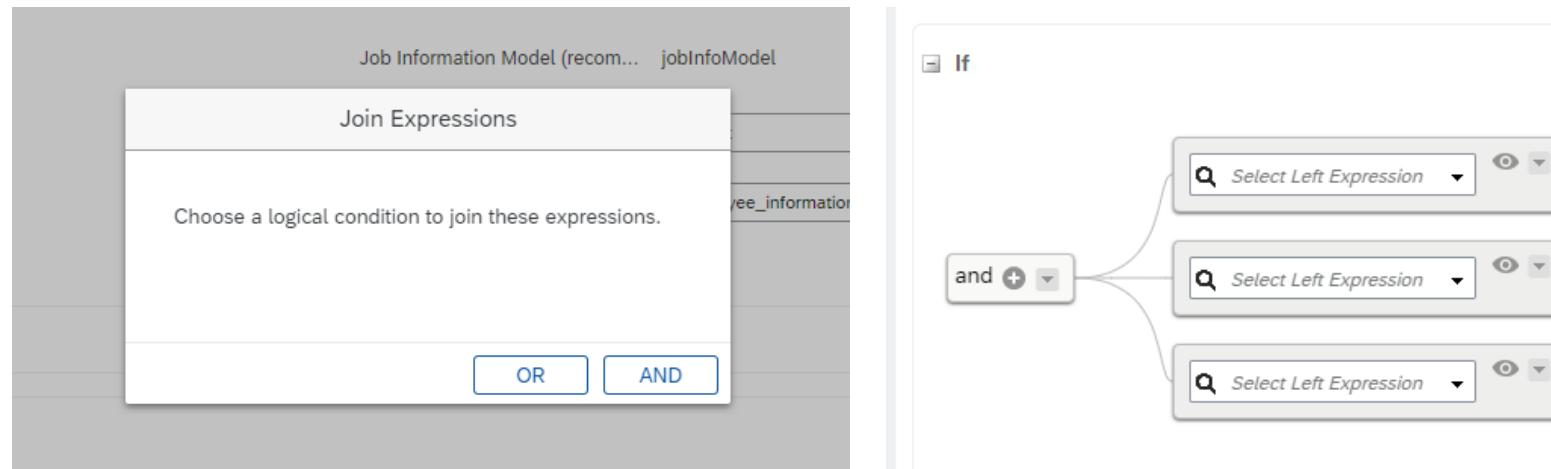
Employee Information

Add Parameter

- Navigation



- Navigation

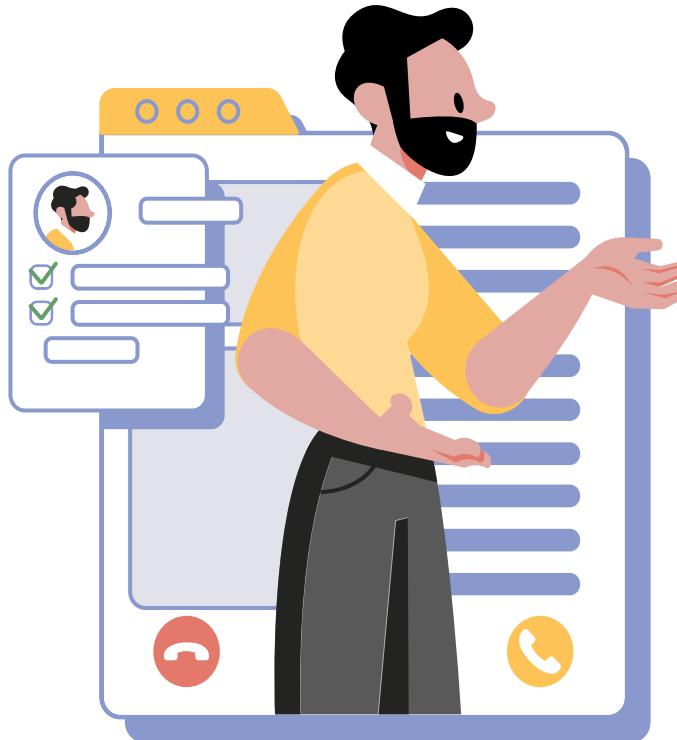


- Navigation

The screenshot shows a configuration interface for an SAP SuccessFactors Fiori application. At the top left, there is a navigation bar with a search icon and a user profile icon. Below the navigation bar, the main area is divided into sections:

- Variables**: A section containing a list of variables.
- If**: An expanded conditional block. It contains a list of actions:
 - Set
 - Raise Message
 - Create
 - Delete
 - Execute
 - Add ToA search bar is located at the bottom of this list.

At the bottom of the interface, there are two buttons: "Add Else If" and "Add Else".



Events & Event Reasons

Events & Event Reasons

- **Events** are foundation objects that describes a performed action and track the employee life cycle (Ex: Hire, Rehire, Terminate, Promotion).
- **Event Reason** is an activity derived from the **Event**.
Event: Termination, **Event Reason:** Termination due to poor performance.
- **Event Derivation Rule**, Based on predefined business rules Events & Event Reasons are auto propagated if the data entry by the user matches the business rule criteria.



- Create Event Reason and Link it to an Event

Event Reason: Salary_Upgrade (Salary_Upgrade)

* Effective as of 04/20/2024 Calendar icon * Required Fields

Blue indicates that the item changed on this date

* Event Reason ID

Event Reason Name Globe icon

Description

* Status

* Event

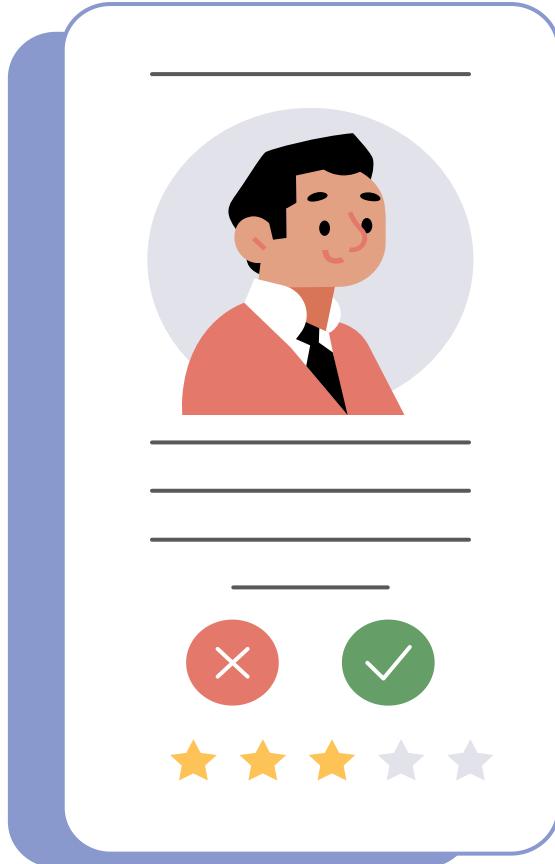
Employee Status

Follow-Up Activity in Position

Payroll Event

Display in Internal Job History Portlet





Workflow

Workflow

- When a user performs an action to enter new data or change an existing data this action may trigger approval requests on saving this transaction, these approval requests are also known as “**Workflow**”.
- The insert new record “**clock icon**” doesn’t trigger approval workflow, unlike the Edit “**pencil icon**” or the **Take action** button which triggers approval workflow based on predefined business rules.

Workflow

- **Workflow Participants:**

Personnel, could be a manager (Role, Dynamic Role).

Dynamic Group, only one employee within this group has to approve the request.

“Assign to me” button assign the approval request to the employee who presses it.

- **Participants Types:**

Approvers, participate in the workflow by approving or denying and can also add comments to the workflow.

Contributors, Can only add comments to the workflow and do not actively participate by approving or denying, they get notified by the workflow progress.

CC Role, Only gets notified upon the completion of the request.

Manage Organization, Pay and Job Structures – Create Workflow

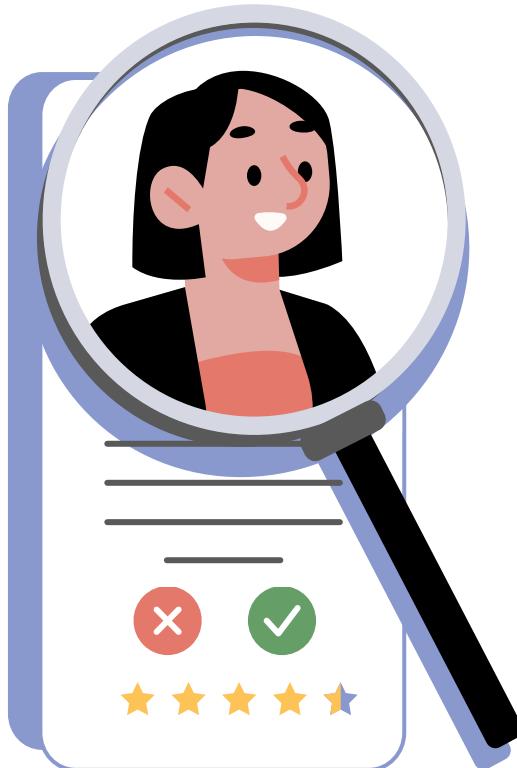
The screenshot shows the SAP Admin Center interface for managing organization, pay, and job structures. The title bar includes the SAP logo, Admin Center, and a search bar for actions or people. A notification icon with the number 4 is visible.

The main content area is titled "Manage Organization, Pay and Job Structures" and shows a workflow configuration page. The workflow is named "ITI Approval Workflow (ITI_Wor...)" with a workflow ID of "ITI_Workflow". It has a reminder set for 1 day and is marked as delegate-supported. There are dropdowns for alternate workflow and escalation, and a setting to redirect CC users to the workflow approval page.

The configuration is divided into steps:

- Step 1:** Approver Type (Dynamic Group), Approver Role (O & I), Context (Edit Transaction: Edit without Route), No Approver Behavior, Relationship to Approver, Respect Permission, Workflow Email Configuration.
- Step 2:** Approver Type (No Selection), Approver Role, Context (Edit Transaction: Skip this Step), No Approver Behavior, Relationship to Approver, Respect Permission, Workflow Email Configuration.

Below the steps, there are sections for Contributors (Contributor Type: Role, Contributor: No Selection, Relationship to Approver: Employee, Context: Source, Respect Permission: No) and Cc Role (Cc Role Type: Role, Cc Role: No Selection, Relationship to Approver: Employee, Context: Source, Respect Permission: No, Email Template Group: No Selection).



Business Rules for Event Reason & Workflow Derivation

Create Business Rule For Event Derivation

Upgrade salary (Upgrade_Salary)

 Insert New Record

Scenario: Basic [Change Scenario](#)

Basic Information

Start Date 01/01/1900

Rule Type

Description Upgrade salary

Parameters

Name	Object
Context	System Context 
Compensation Information Mo...	Compensation Information Mo...

[Collapse All](#) | [Expand All](#)

Variables

If

Compensation Information Model (recommended).AnnualizedSalary.Previous Value < Compensation Information Model (recommended).AnnualizedSalary.Value

Then

Set Compensation Information Model (recommended).Event Reason.Value to be equal to **Salary_Upgrade** (Salary_Upgrade)

Create Workflow Trigger Rule

WF_SALARY (WF_SALARY)

 Insert New Record

Scenario: Basic [Change Scenario](#)

Basic Information

Start Date 01/01/1900

Rule Type

Description WF_SALARY

Parameters

Name	Object
Context	System Context 
Compensation Information	Compensation Information

[Collapse All](#) | [Expand All](#)

Variables

If

Compensation Information.Event Reason is equal to **Salary_Upgrade** (Salary_Upgrade)

Then

Set Compensation Information.wfConfig to be equal to **ITI Approval Workflow** (ITI_Workflow)

Assign Trigger Rules in targeted HRIS Element

The screenshot shows the SAP Admin Center interface. The left sidebar navigation includes 'Employee Central', 'HRIS Elements' (with 'complinfo' selected), 'Employee Profile', and 'Filters'. The main content area displays the 'complinfo' HRIS Element details. The 'Identifier' is set to 'complinfo'. The 'Label' is 'Compensation Information' and the 'Default Label' is also 'Compensation Information'. The element is 'Enabled' and 'Yes' for 'Enabled For Onboarding'. The 'HRIS Fields' section lists various fields with their identifiers, labels, and properties (Enabled, Mandatory). A 'Trigger Rules' section at the bottom shows two rules assigned to the 'complinfo' element.

Base Object	Event Type	Rules	Enabled	(1) More
Compensation Information Model	onSave	Upgrade salary (Upgrade_Salary)	Yes	Details
Compensation Information	onSave	WF_SALARY (WF_SALARY)	Yes	Details

Trigger Rules

Base Object	Event Type	Rules	Enabled	(1) More
Compensation Information Model	onSave	Upgrade salary (Upgrade_Salary)	Yes	Details
Compensation Information	onSave	WF_SALARY (WF_SALARY)	Yes	Details

Change Job and Compensation Info

The screenshot shows the SAP Fiori Employee File interface. On the left, there's a large circular profile placeholder with a person icon. To its right, the title "Benefit Allowance" and a dropdown menu "(Benefits) ▾". Below this, the employee's details are listed: "Engineer II, Boston (10000-0001), Research & Development (RES_DEV)", "Development (5000132), Research & Development (RES_DEV)", "Boston (10000-0001) (US/Eastern)", "Local time: Wednesday, 08:14:35 AM", and "Hire Date: Apr 22, 2024". Below these details are two small blue social media icons: Facebook and LinkedIn.

At the bottom of the main area, there are tabs: "Personal Information" (underlined in blue), "Employment Info", "Compensation Information", "Time", "Talent Profile", "Notes", and "COVID-19".

In the top right corner, there's a search bar "Search for actions or people" with a magnifying glass icon and a red notification badge with the number "4". Next to it are icons for refresh, filter, and help, followed by a user profile picture.

On the far right, there's a vertical toolbar with buttons for "Actions" (with a pencil icon), "Header" (with a document icon), and "As of Today" (with a calendar icon). A dropdown menu titled "Take Action" is open, listing several options: "Add Note", "Add: Concurrent Employment", "Add: Global Assignment Details", "Change Job and Compensation Info" (which is highlighted with a red border), "Employment Details", "Generate Document", "Give a badge", "Leave Of Absence", "Manage Alternative Cost Distribution", and "One Time Deduction". At the bottom of the toolbar, there are buttons for "Previous" and "Next".

Workflow is triggered upon Increasing Employee's Annualized Salary

The screenshot shows the SAP Fiori Employee Files interface. On the left, there is a navigation bar with icons for User, Benefits, Compensation, Current Pay, and Experience. The main area displays 'Compensation Information' for an employee named 'Benefit Allowance'. A red box highlights the 'Annualized Salary (AnnualizedSalary)' field, which contains '105,600.000 USD' and '103,200.000-USD'. A modal dialog titled 'Confirm Request' is open, asking 'Submitting Salary_Upgrade request for Benefit Allowance.' It includes a comment input field, a 'Hide Workflow Participants' button, and a list of approvers. The approver 'Omidah Ghoneim' is listed with the title 'Planning Manager'. At the bottom of the modal are 'Submit' and 'Cancel' buttons. In the bottom right corner of the main screen, there are 'Save' and 'Cancel' buttons.

Employee Files ▾

Search for actions or people

4

Today ...

Experience >

Comp

Compensation

Current Pay

Benefit Allowance

Compensation Information

When should these changes take effect?

May 07, 2024

Compensation Information

Annualized Salary (AnnualizedSalary)

105,600.000 USD

103,200.000-USD

Pay Group *

USA Semi-Monthly (US)

Is Eligible For Benefit

Yes

Is Eligible For Car

No

Compensation Information

Confirm Request

Submitting Salary_Upgrade request for Benefit Allowance.

Enter your comment here

Hide Workflow Participants

Approvers

1 Omidah Ghoneim
Planning Manager

Submit Cancel

Save Cancel

Request is sent

Do you approve this request?

Salary_Upgrade for Benefit Allowance

Initiated by Ibrahim ElFahham on May 7, 2024

Effective Date May 7, 2024

[View Workflow Participants](#)

Compensation Information

Range Penetration	45.57% 38.65%
Compa Ratio	98.57% 96.33%
Annualized Salary (AnnualizedSalary) 	105,600.000 USD ±103,200.000 USD

Compensation

Pay Component	Amount	Currency	Frequency
Base Salary USA (BASESAL_US)	8,800 8,600	USD	Monthly (MON)

Comment

 Write a comment

Post

[Approve](#) [Delegate](#) [Update](#) [Send Back](#) [Assign To Me](#)



Benefit Allowance
Engineer II
Boston (10000-0001)
No Direct Reports

Activity

 Initiated by Ibrahim ElFahham on May 7, 2024.

Event Reason is propagated based on the business rule

Benefit Allowance

Compensation Information

Current Pay

Change History

May 07, 2024 (5 of 5)

Salary_Upgrade

Base Salary USA (BASESAL_US)
8,800
8,600

May 07, 2024 (4 of 5)

Salary_Upgrade

Base Salary USA (BASESAL_US)
8,600
8,500

May 07, 2024 (3 of 5)

Salary_Upgrade

Base Salary USA (BASESAL_US)
8,500
8,200

Insert New Record

Load More

Compensation Information: Benefit Allowance

Last updated by Ibrahim ElFahham (1111111111) on Tuesday, May 7, 2024 9:11:44 AM EDT

Effective as of: May 07, 2024

Event

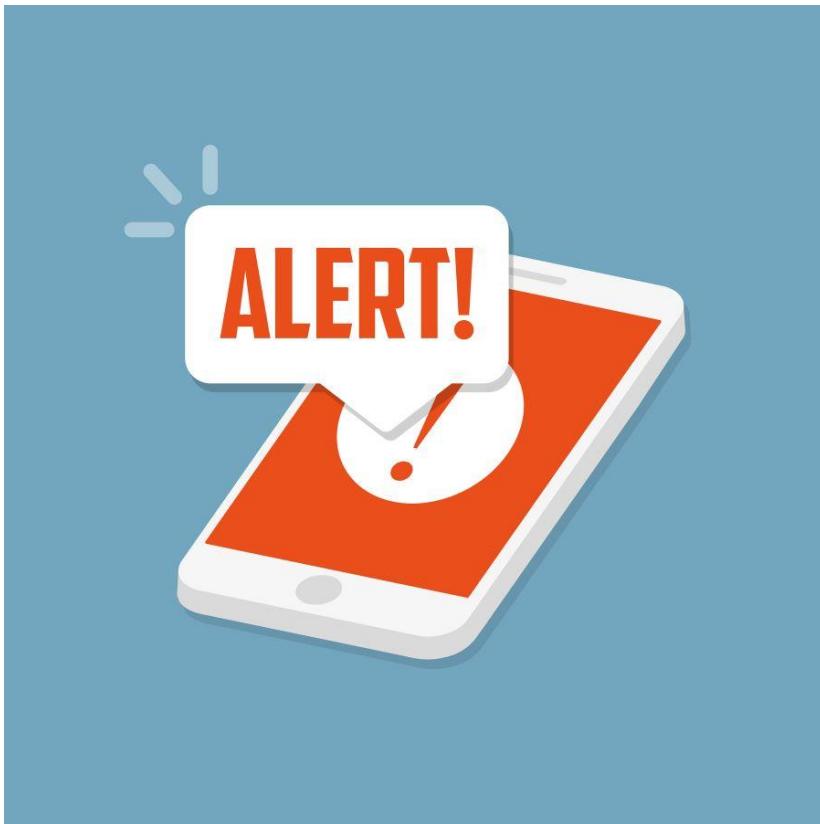
Event	Data Change
Event Reason	Salary_Upgrade (Salary_Upgrade)

Compensation Information

Annualized Salary (AnnualizedSalary)	105,600.000 USD 103,200.000 USD
Bonus Target	-
Pay Group	USA Semi-Monthly (US)
Is Eligible For Benefit	Yes
Is Eligible For Car	No
Compa Ratio	98.57%
Range Penetration	45.57%
Payroll System Id	-

Edit View Approval History Cancel

Alerts Notification



Alerts Notification

What is the Alerts?

Allow users to be notified of upcoming system events requiring their attention.



Efficient Data Management

Employee's data are triggered to be inform all relevant stakeholders.

Real-Time Updates

Accurate payroll processing.

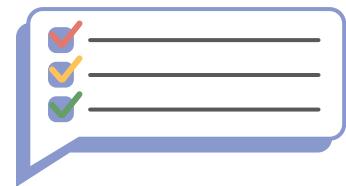
Task Management

Scheduled alerts for recurring tasks like monthly payroll closures.



Enhanced User Experience

Helps them manage their team's workload effectively.



Alerts Notification

Change in Employee's Job Role

Ahmed is promoted from a "Senior Analyst" to a "Team Lead" within the finance department.

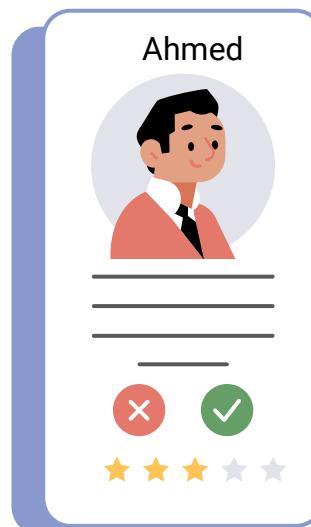
Process

HR Update:

administrator updates Ahmed's job title.

Triggering Alerts:

update triggers an automated alert system configured within SAP SF EC.



Alert Notification Workflow

HR Department

Receives a notification to review benefits that may change with Ahmed's new role.

Finance Department

Head of the department >> adjusted team responsibilities.

IT Department

Updates access permissions.

Payroll Department

Updates salary or bonuses associated with the new position.

Alerts Notification

Work Visa Expiration Date

Admin Center ⇒ Manage Data ⇒ Create New “Alert Message”

The screenshot shows the SAP SuccessFactors Admin Center interface. At the top, there is a navigation bar with the SAP logo, a search bar, and several icons for notifications and user management. Below the navigation bar, the main content area is titled "Manage Data". A sub-section titled "Alert Message" is currently selected. The page displays a form for creating a new alert message, specifically for "WorkVisa". The form fields include:

- Name: WorkVisa
- External Code: * WorkVisa
- Effective Status: * Active
- Alert Header: Work Visa Alert For [[SUBJECT_USER]]
- Alert Description: Work Visa Alert For [[SUBJECT_USER]] on [[EFFECTIVE_DATE]]
- Localized Header: * Work Visa Alert For [[SUBJECT_USER]] on [[EFFECTIVE_DATE]]. Click [[VIEW_BLOCK_ON_PROFILE]] (with help and info icons)
- Localized Description: * Work Visa Alert For [[SUBJECT_USER]] on [[EFFECTIVE_DATE]]. Click [[VIEW_BLOCK_ON_PROFILE]] (with help and info icons)

At the bottom of the form, there is a "Take Action" button. The footer of the page indicates that the data was updated by Ahmed Shafay (103280) on Wednesday, April 17, 2024, at 8:17:15 PM EET.

Alerts Notification

Work Visa Expiration Date

Admin Center ⇒ Manage Organization, Pay and Job Structures ⇒ Create New “Workflow” to identify the Recipient.

The screenshot shows the SAP Admin Center interface for managing organization, pay, and job structures. A new workflow is being created with the following details:

- Workflow ID:** WFVisaAlert
- Name:** WFVisaAlert
- Description:** Remind In Days
- Is Delegate Supported:** No
- Alternate Workflow:** Escalation
- Redirect CC Users To Workflow Approval Page:** No

Step 1:

Approver Type	Approver Role	Context	Edit Transaction	No Approver Behavior	Relationship to Approver	Respect Permission	Workflow Email Configuration
Role	Self	Source	No Edit	Skip this Step	Employee	No	

Contributors: No data for Contributors available or you do not have the necessary permission.

Cc Role:

CC Role Type	CC Role	Relationship to Approver	Context	Respect Permission	Email Template Group
Role	Self	Employee	Source	No	No Selection
Role	Manager	Employee	Source	No	No Selection

Updated by Ahmed Shafay (1.93E+11) on Wednesday, April 17, 2024 8:53:02 PM EET

Alerts Notification

Work Visa Expiration Date

Create a **Business Rule** "To automate the alert" → Employee Central Core → **Base Object:** Personal Document Information Model

The screenshot shows the SAP SuccessFactors Admin Center interface. At the top, there's a navigation bar with the SAP logo, search bar, and various icons. Below it, the main content area is titled 'VisaAlertRule (VisaAlertRule)' under the 'Admin Center' dropdown. The page displays the 'Basic Information' section with 'Start Date' set to '01/01/1900' and 'Description' left blank. The 'Base Object' is set to 'Personal Document Information Model'. On the right, there's a 'Parameters' table and a 'Variables' section. The 'If' condition is defined as 'Personal Document Information Model.Country.Value is equal to Egypt (EGY, 63) AND Personal Document Information Model.Expiration Date.Value is not equal to Null'. The 'Then' actions include setting 'Alert.Alert Message' to 'WorkVisa (WorkVisa)', 'Alert.Workflow Information' to 'WFVisaAlert(WFVisaAlert)', and 'Alert.Effective Date' to 'Date Plus()' with a base date of 'Personal Document Information Model.Expiration Date.Value', optional number of months '0', and optional number of days '-30'. A 'Variables' section is also visible.

Alerts Notification

Work Visa Expiration Date

Assign Rule ⇒ HRIS → WorkPermitInfo

The screenshot shows the SAP Admin Center interface with the following details:

- Left Sidebar:** Employee Central > HRIS Elements > workPermitInfo.
- Identifier:** Identifier: workPermitInfo, Label: Work Permit Info, Default Label: Work Permit Info, Enabled: Yes.
- HRIS Fields:** A table listing fields with their labels, enabled status, mandatory status, and details link.

Identifier	Label	Enabled	Mandatory	Details
country	Country	Yes	Yes	Details
document-type	Document Type	Yes	Yes	Details
document-title	Document Title	Yes	No	Details
document-number	Document Number	Yes	No	Details
issue-date	Issue Date	Yes	Yes	Details
issue-place	Issue Place	Yes	No	Details
issuing-authority	Issuing Authority	Yes	No	Details
expiration-date	Expiration Date	Yes	No	Details
is-validated	Validated	Yes	Yes	Details
- Trigger Rules:** A table showing rules based on base objects, event types, and rules, with enabled status and details links.

Base Object	Event Type	Rules	Enabled	More
Work Permit Info Model	onSave	WorkPermitApproval (WorkPermitApproval)	Yes	Details
Work Permit Info Model	onSave	SB_WorkPermitApproval (SB_WorkPermitApproval)	Yes	Details
Work Permit Info Model	saveAlert	Work_Permit_Alert (Work_Permit_Alert)	Yes	Details
Work Permit Info Model	saveAlert	VisaAlertRule (VisaAlertRule)	Yes	Details

Alerts Notification

Work Visa Expiration Date

Schedule a Re

SuccessFactors Business Execution Suite™ PROVISIONING

Companies

Company Details New Company Reports Operations/Maintenance SMS Manage Provisioners Manage WFA URLs Manage People Analytics, embedded edition Guardrails Configuration SAP Analytics Cloud configurations SuccessStore Upgrade Center Media Content Upgrade Center Feature Config Search Index Application Security nullnull

up to Company Listing 0-9 A B C D E F G H I J K L M N O P Q R S T U V W X Y Z Others show all... SAP Cloud

Manage Scheduled Jobs ←

Use this page to manage all Import/Export jobs.

Managing PGP Keys

Scheduled Jobs

Create New Job Monitor Jobs

Job Type: All Job Name: Status: All Refresh

Prev 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 Next

Job Name	Job Type	Recurring?	Dependant of	Status	Actions
refreshRbpModel_SFEDU020083(79928)	Refresh RBP Model	<input type="checkbox"/>		Submitted	Select ▾
refreshNormalizeAttrJob_SFEDU020083_SFEDU020083(79908)	???REFRESH_NORMALIZE_ATTR_JOB???	<input type="checkbox"/>		Submitted	Select ▾
refreshRbpModel_SFEDU020083(79890)	Refresh RBP Model	<input type="checkbox"/>		Submitted	Select ▾
SPDFieldSyncCompanyJobType_SFEDU020083(79884)	Sync Sensitive Personal Data Field Configurations (Company Job)	<input type="checkbox"/>		Submitted	Select ▾
rbpSelfHealingJob(79883)	RBP Self Healing Job	<input type="checkbox"/>		Submitted	Select ▾
DMSAttachmentSpaceUpdateJobType_SFEDU020083_SFEDU020083(79882)	Recalculate Storage Space for Document Management Service (Company Job)	<input type="checkbox"/>		Submitted	Select ▾
ExternalEventAuditPurgeJobType_SFEDU020083_1(79881)	External Event Audit Purge Job	<input type="checkbox"/>		Submitted	Select ▾
CleanAPIAuditCompanyJobType_SFEDU020083_1(79880)	Clean API Audit Log Company Job	<input type="checkbox"/>		Submitted	Select ▾
TransportBixx18nLabelCompanyJob_SFEDU020083_Mon_Apr_25_01:02:50_EDT_2022(79878)	Sync Shared Messages Company Job	<input type="checkbox"/>		Submitted	Select ▾
DMSAttachmentSpaceUpdateJobType_EDMSTRINT3H_EDMSTRINT3H(70409)	Recalculate Storage Space for Document Management Service (Company Job)	<input type="checkbox"/>		Not Submitted	Select ▾
Purge Admin Alerts(79877)	Admin Alerts Purge	<input type="checkbox"/>		Submitted	Select ▾

Alerts Notification

Work Visa Expiration Date

Job identification

*** Job Name:** Alert and Notification 

*** Job Owner:** Emily Clark  Find User...
The Job Owner will be used to authenticate all submitted jobs. They will also be the default user to receive Email notifications.

*** Job Type:** EC Alerts and Notifications 

Job Parameters:

Modified date since

Current date (server time, MM/DD/YYYY): 04/25/2022

Specify a date (server time, MM/DD/YYYY, for example 11/29/2020. Select this only when you want to run the job once):

Only check current and future record

Note:
Selecting the right modified date can prevent prolonged or interrupted jobs. When you are to run the job for the first time, select "Specify a date" and enter a proper date for it. The job will scan all the records that have been modified since the specified date. So, be sure to enter a date to include only a reasonable amount of created, updated, or imported records, which ensures the job can be completed successfully or doesn't take too much time. After the first run, you can select "Last successful job run date". This allows the job to scan only the records that have been updated after that date.

Job Occurrence & Notification 

Occurrence: Once Recurring Dependant of

Recurring Pattern
Based on Time Zone: America/New_York

Daily  Hold the Ctrl key down to **select multiple hours**.
Example: For 5:30AM and 5:30PM, select "5" and "17" in the hours, and "30" in the minute.

Start Date: Jobs are scheduled based on local time for this server which is currently: Mon Apr 25 03:37:56 EDT 2022

End Date:

Additional Email Recipients: Enter additional Email addresses, separated by commas, for all the users who want to receive the notifications.

Send Email when job starts:

Alerts Notification

Work Visa Expiration Date

Run it now to test the configuration ⇒ Run It Now

SAP SuccessFactors Business Execution Suite™ PROVISIONING

Companies

Manage People Analytics, embedded edition Guardrails Configuration SAP Analytics Cloud configurations SuccessStore Upgrade Center Media Content Upgrade Center Feature Config Search Index Application Security nullnull

Logout

Companies

up to Company Listing 0-9 A B C D E E G H I J K L M N O P Q R S T U V W X Y Z Others show all... SAP Cloud

Manage Scheduled Jobs
Use this page to manage all Import/Export jobs.
Managing PGP Keys
Scheduled Jobs
Create New Job Monitor Jobs

Job Type: All Job Name: Status: All Refresh

Prev 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 Next

Job Name	Job Type	Recurring?	Dependant of	Status	Actions
Alert_and_Notification(79929)	EC Alerts and Notifications	<input checked="" type="checkbox"/>		Not Submitted	Select
refreshRbpModel_SFEDU020083(79928)	Refresh RBP Model	<input type="checkbox"/>		Edit	
refreshNormalizeAttrJob_SFEDU020083_SFEDU020083(79908)	???REFRESH_NORMALIZE_ATTR_JOB???	<input type="checkbox"/>		Submit	
refreshRbpModel_SFEDU020083(79890)	Refresh RBP Model	<input type="checkbox"/>		Run It Now	Run It Now
SPDFieldSyncCompanyJobType_SFEDU020083(79884)	Sync Sensitive Personal Data Field Configurations (Company Job)	<input type="checkbox"/>		Delete	
rpbSelfHealingJob(79883)	RBP Self Healing Job	<input type="checkbox"/>		Submitted	Select
	Recalculate Storage Space for Document				

SUCCESS FACTORS

Alerts Notification

Work Visa Expiration Date

User Alert:



The screenshot shows the SAP SuccessFactors homepage. At the top, there is a navigation bar with links for 'Home', 'My Team', 'Request Time Off', 'My Profile', 'Org Chart', 'Mobile Activation', 'Reminders', and 'Favorites'. Below the navigation bar, a search bar and a user profile icon are visible. A banner at the bottom of the page reads 'For You Today'.

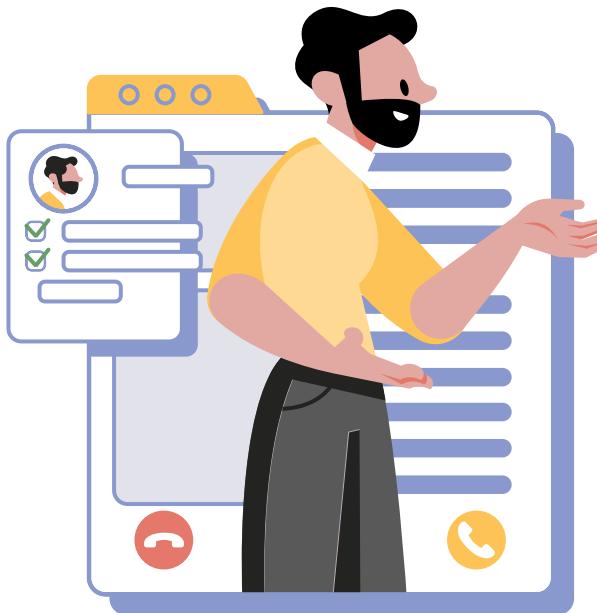
A callout box is overlaid on the page, containing the following text:

Take Action

Work Visa Alert for Marcus Hoff
on Apr 25, 2022. Click

Below the text, there is a small profile picture of Marcus Hoff and his name, followed by his title 'Sales Director, NE'. At the bottom of the callout box are two buttons: 'Done' and '...'. The entire text area of the callout box is highlighted with a red rectangular border.

Benefits



- ✓
- ✓
- ✓
- ✓

Insurance

Policyholder and dependents are covered under the policy.

Pension

The employer & the employee contribute a certain percentage or amount to the pension fund and it is regularly paid to an employee after retirement..

Allowance

Employees are granted additional payment to cover work related expenses.

Deductible Allowance

An amount is deducted from the employees salary in exchange for the service provided by the employer.

Benefits



Saving Plans

The employer & the employee contribute a certain percentage or amount which can be used anytime



Reimbursement

Employee pays the bill and submits the claim against that.



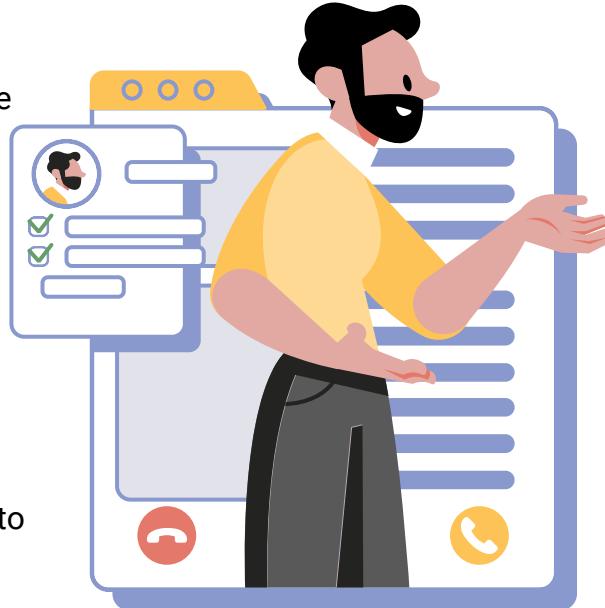
Wallet

Employees are awarded points which can be used for using different services.

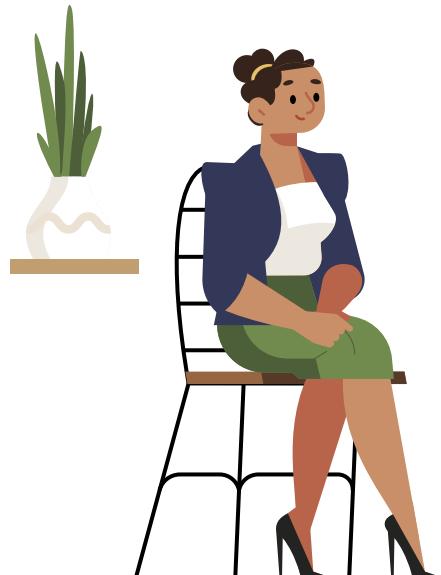


Benefit Program

Combination of benefits with limit to each employee assigned to it.



Insurance Types



01 Health/Medical

02 Business Travel

03 Accident

04 Life

05 Dental

Configuration Steps

Insurance

Enable global
benefits from
Provisioning

Enable Benefits

Provide RBP

Manage Benefits

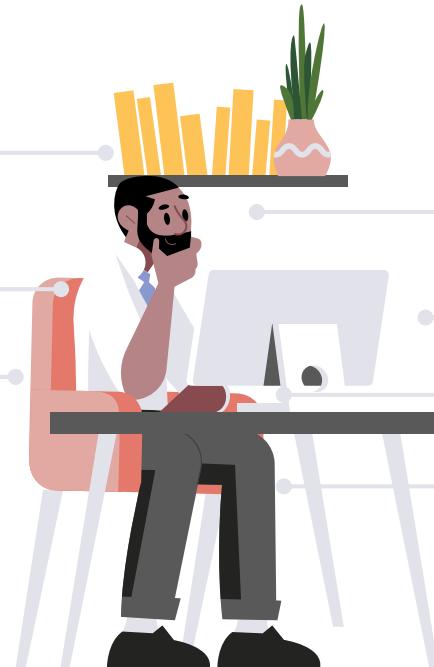
Create Required
Pay Components

Insurance Plan

Insurance
Coverage

Enroll Options

Rate Chart

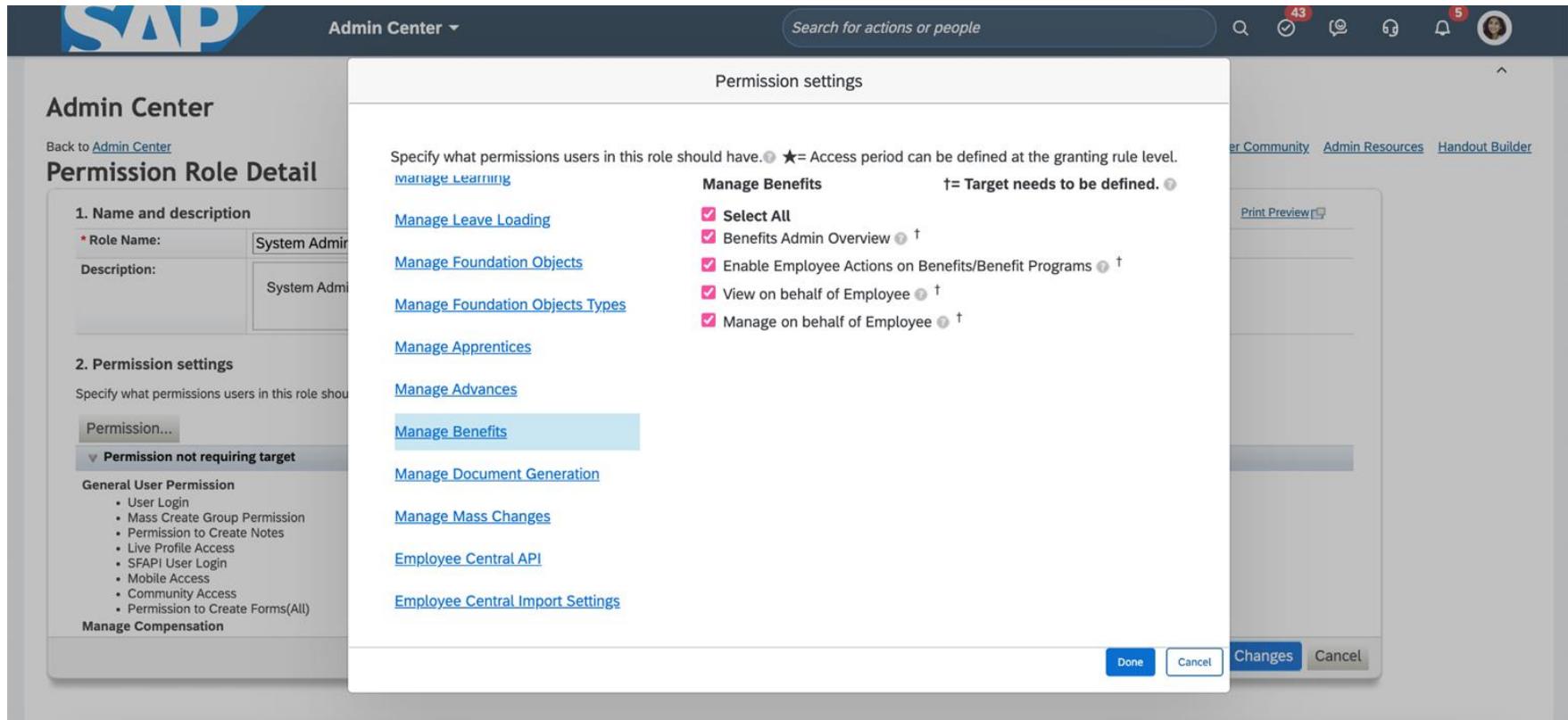


Benefits



Insurance

Provide Permissions



The screenshot shows the SAP SuccessFactors Admin Center interface. The main title is "Provide Permissions". The top navigation bar includes the SAP logo, Admin Center, a search bar ("Search for actions or people"), and various user icons (43 notifications, 5 messages, profile picture).

The left sidebar is titled "Admin Center" and contains the "Permission Role Detail" section. It includes fields for "Role Name" (System Admin) and "Description" (System Admin), and sections for "Name and description" and "Permission settings". Under "Permission settings", there is a "Permission..." button and a "Permission not requiring target" section which is expanded, showing a list of general user permissions.

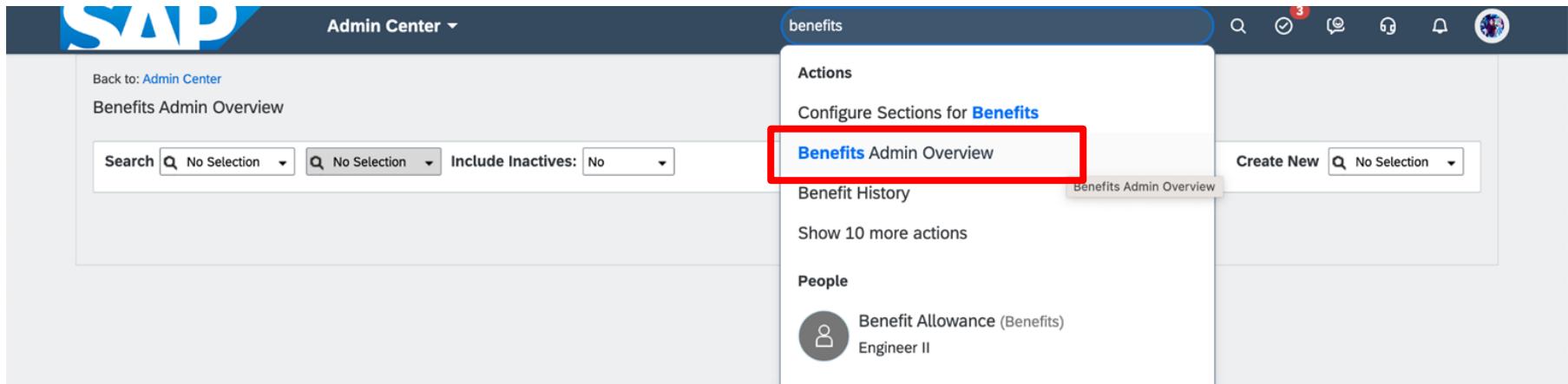
The central content area is titled "Permission settings" and asks "Specify what permissions users in this role should have." It includes a note: "★= Access period can be defined at the granting rule level." and "†= Target needs to be defined." A "Manage Benefits" section is shown, containing several checkboxes:

- Select All
- Benefits Admin Overview †
- Enable Employee Actions on Benefits/Benefit Programs †
- View on behalf of Employee †
- Manage on behalf of Employee †

Below this are links to other permission categories: Manage Learning, Manage Leave Loading, Manage Foundation Objects, Manage Foundation Objects Types, Manage Apprentices, Manage Advances, Manage Benefits (which is highlighted with a blue background), Manage Document Generation, Manage Mass Changes, Employee Central API, and Employee Central Import Settings.

At the bottom right of the central window are buttons: Done, Cancel, Changes, and Cancel.

Benefits Admins Overview



The screenshot shows the SAP SuccessFactors Benefits Admins Overview page. At the top, there is a navigation bar with the SAP logo, Admin Center, and a search bar containing the word "benefits". The main content area has a title "Benefits Admin Overview" and includes search filters for "Search", "No Selection", "No Selection", and "Include Inactives: No". On the right, a sidebar titled "Actions" lists "Configure Sections for Benefits" and "Benefits Admin Overview", which is highlighted with a red box. Below this, there are sections for "Benefit History" (with a link to "Show 10 more actions") and "People" (listing "Benefit Allowance (Benefits)" and "Engineer II"). A "Create New" button and another search filter are also present.

Create New Benefit

SAP Admin Center

Search for actions or people

Back to: Admin Center

Benefits Admin Overview

Search Include Inactives: No

Additional Voluntary Contribution Limits
Bands Based on Pensionable Earnings
Beneficiary Additional Field
Beneficiary Fields Configuration
Benefit Benefit
Benefit Claim Accumulation
Benefit Company Car Allowed Models
Benefit Company Car Lease Service ...
Benefit Company Car Recommended...

Create Benefit Type Insurance

SAP Admin Center - Search for actions or people

Search: Benefit, OInsurance (9900), Include Inactives: No, Search As Of: 05/07/2024, Create New, No Selection

Benefit: Insurance

Step 1: Specify Benefit Type

Benefit Type: Insurance

Step 2: General Information

Benefit ID: 9900	Benefit Name: OInsurance	Effective From: 01/01/1900	Benefit Program: +	Status: Active
Benefit Short Description:		Currency: USD (USD)		

Payroll Integration

EC Compensation Integration

Integration Mode: Pay Components, Deduction Start Date: As of Enrollment Effective Date...

Step 3: Associate Legal Entities

Legal Entity

Enrollment Details

SAP Admin Center ▾ Search for actions or people 3 ✉ ✉ ✉ ✉ ✉ ✉

Step 3: Associate Legal Entities

Legal Entity

BestRun (BestRun (10000)) ✖ ✖

No Selection ✖ ✚

Step 4: Specify Enrollment and Claim Dates

Benefit Schedule

Oschedule (9900) ✖ ✖

Step 5: Define Enrollment Details

Enrollment Required * Yes

Effective From Rule No Selection ✚

Days Remaining to Enroll * Show

Enrollment Type and Workflow

Enrollment Type * Manual ✖

Enrollment Workflow No Selection ✖

Email Notification For Enrollment Yes ✖

Settings for Employee Edit of Enrollments

Enrollment Edit Allowed No ✖

Allow Automatic Updates of Enrollment No ✖

Benefit Schedules

SAP Admin Center ▾ Search for actions or people 3

Step 3: Associate Legal Entities

Legal Entity

BestRun (BestRun (10000)) ▾ + trash

No Selection ▾ +

Step 4: Specify Enrollment and Claim Data

Benefit Schedule

Oschedule (9900) ▾ trash

Step 5: Define Enrollment Details

Enrollment Type

Days Remaining

Enrollment Type and Workflow

Enrollment Type * Enrollment Workflow Email Notification For Enrollment

Benefit Schedules: Oschedule (9900)

Schedule ID * 9900

Schedule Name * Oschedule

Schedule Periods

O2024 Enrollment (9900) ▾ trash

No Selection ▾ +

Updated by Omimah Ghoneim(103287) on Sunday, April 21, 2024 5:32:51 PM EDT

Save Cancel

Benefit Schedule Period

SAP Admin Center ▾ Search for actions or people 3 ? ! ! ! !

Step 3: Associate Legal Entities
Legal Entity
BestRun (BestRun (10000)) ▾ No Selection ▾

Step 4: Specify Enrollment and Claim
Benefit Schedule
Oschedule (9900) ▾

Step 5: Define Enrollment Details
Enrollment Type and Workflow
Enrollment Type * Enrollment Workflow
Manual ▾ No Selection ▾ Yes ▾

Benefit Schedule Period: O2024 Enrollment (9900)

Period ID *	9900
Period Name *	O2024 Enrollment
Enrollment Opens	04/20/2024
Enrollment Closes	04/20/2025
Enrollment Effective From	04/22/2024
Enrollment Valid Until	04/22/2025
Claim Starts	04/22/2024
Claim Ends	04/22/2025

Save Cancel

Enrollment Details

SAP Admin Center ▾ Search for actions or people 3 ? ! ! ! !

▼ Step 5: Define Enrollment Details

Enrollment Required * Yes

Effective From Rule +

Days Remaining to Enroll * Show

Enrollment Type and Workflow

Enrollment Type * Enrollment Workflow Email Notification For Enrollment

Manual Yes

Settings for Employee Edit of Enrollments

Enrollment Edit Allowed Allow Automatic Updates of Enrollment

No No

Associate Any Additional Enrollment Fields And Config UI Screen Specific to this Benefit (Optional)

Enrollment Screen ID Additional Enrollment Fields Carry Forward Enrollment

No

▼ Step 6: Add Useful Contacts

Contacts

Tessa Walker (1581)

+

Hyperlinks & Policy Documents

Step 7: Add Hyperlinks, Policy Documents and Forms

Use "Hyperlinks" to create links to display with each benefit. You can maintain up to three hyperlinks.

Hyperlinks

URL *	Label *
<input type="text" value="Click or focus to edit"/>	<input type="text" value="Click or focus to edit"/> 

Policy Documents **Forms** **Useful Links**

<input type="text" value="No Selection"/>  	<input type="text" value="No Selection"/>  	<input type="text" value="No Selection"/>  
---	---	---

Instructions to Set Up Insurance Plans

1. Create Insurance Plans using 'Benefits Admin Overview'
2. Create Rate Charts from 'Benefits Admin Overview'
3. Specify Employee Eligibility and associate Rate Charts for Insurance Plans

Step 8: Specify Insurance Plan Details (if Benefit Type is Insurance)

Insurance Type *	Nominee Relevant	Use Decimal Precision for Contribution Amounts
<input type="text" value="Health/Medical (Health/Medical..."/> 	<input type="text" value="No"/> 	<input type="text" value="No"/> 

Insurance Plans

<input type="text" value="Oplan (9900)"/>   	<input type="text" value="No Selection"/>  
---	---

Insurance Plan

Admin Center Search for actions or people

Insurance Plan: Oplan (9900)

Frequency *

Plan ID *

Plan Name *

Insurance Provider *

Employer contribution pay component

Employee contribution pay component

Eligibility Rule For Coverage

Premium for *

mdfSystemEffectiveStartDate *

Country/Region

Insurance Plan Description

Proof of Good Health

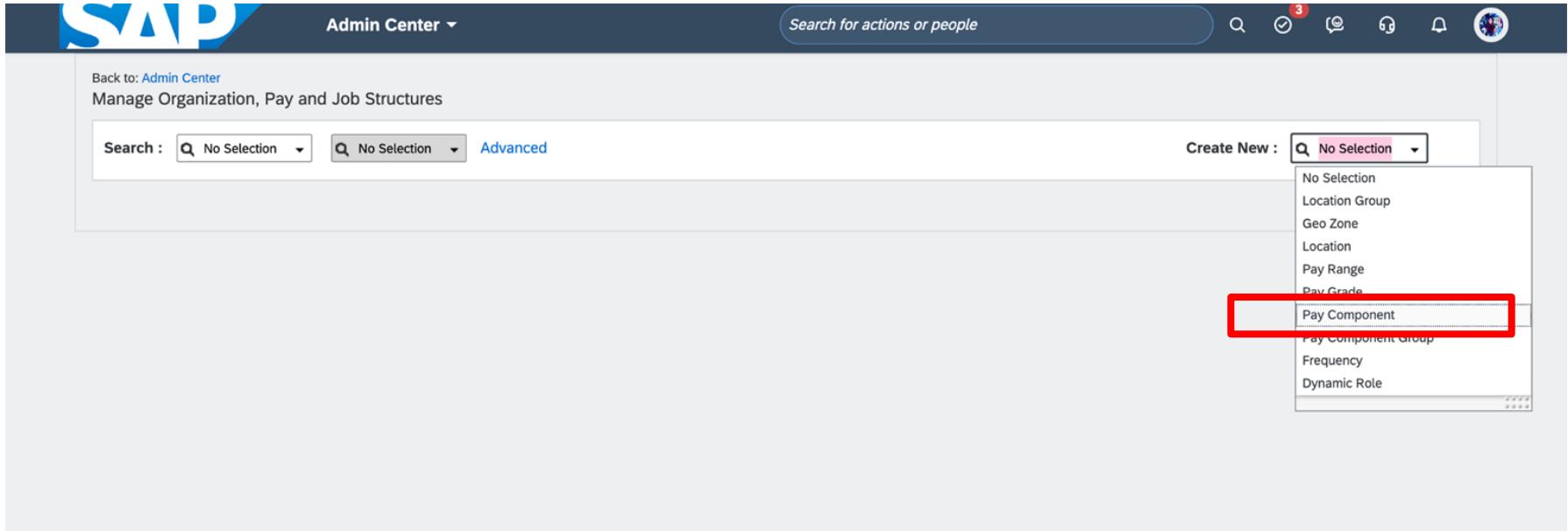
Coverage Options

Step 9: Manage Field Visibility for Insurance Plan

Insurance Field	Visible
Effective From	Show
Request Date	Show
My Contribution	Show
Frequency	Show
Coverage Name	Show
Enrolled For	Show
Provider Name	Show

Save **Cancel**

Pay Component



Admin Center ▾

Search for actions or people

Back to: Admin Center

Manage Organization, Pay and Job Structures

Search : Advanced

Create New :

- No Selection
- Location Group
- Geo Zone
- Location
- Pay Range
- Pay Grade
- Pay Component**
- Pay Component Group
- Frequency
- Dynamic Role

Pay Component

SAP Admin Center ▾ Search for actions or people ? ! g ! ! ! ! !

History
01/01/1900 Take Action ▾ Pay Component: Record created

Pay Component: OPay (9900)

* Effective as of * Required Fields

Blue indicates that the item changed on this date

* Pay Component ID
Name ?
Description ?

* Status ▼
* Pay Component Type ▼
Is Earning ▼
Currency ▼

Pay Component Value

* Frequency ▼

Recurring ▼

Tax Treatment ▼

Can Override ▼

Insurance Provider

Admin Center Search for actions or people ? Logout

2. Create Rate Charts from 'Benefits /

3. Specify Employee Eligibility

Step 8: Specify Insurance Provider

Insurance Type * Health/Medical (Health/Medical)

Insurance Plans Oplan (9900) +

No Selection +

Default Insurance Plan Oplan (9900) +

Step 9: Manage Field Visibility

Insurance Field Effective From +

Request Date +

My Contribution +

Insurance Plan: Oplan (9900)

Frequency *

Insurance Provider: Omima (9900)

Provider ID * 9900

Provider Name * Omima

Contact Person Click or focus to edit

Contact Phone Click or focus to edit

Contact Email Click or focus to edit

usefulLinks No Selection +

policyDocuments No Selection +

Updated by Omimah Ghoneim(103287) on behalf of Aanya Singh(sfadmin) on Sunday, April 21, 2024 4:49:17 PM EDT

Save Cancel

Insurance Plan

SAP Admin Center - Insurance Plan: Oplan (9900) Employee contribution pay component

Search for actions or people

Health/Medical (Health/Medical...)

Insurance Plans

Oplan (9900) No Selection

Default Insurance Plan

Oplan (9900) No Selection

Step 9: Manage Field Visibility for Oplan (9900)

Insurance Field

Effective From Request Date My Contribution Frequency Coverage Name Enrolled For Provider Name

Visible

Coverage Options

Enrollment For *

OEnrollee (9900) No Selection

(1) More Actions Details

Proof of Good Health

No Selection

toBenefit

Benefit ID * Benefit Name * Effective From * Benefit Short Description (1)

Click or focus to edit Click or focus to edit MM/DD/YYYY Click or focus to edit

Save Cancel

Eligibility Rule For Coverage

No Selection

Premium for *

Employee and Dependents

mdfSystemEffectiveStartDate *

05/07/2024

Country/Region

No Selection

Insurance Plan Description

Proof of Good Health

No Selection

Coverage Options

Enrollment For *

OEnrollee (9900) No Selection

(1) More Actions Details

toBenefit

Benefit ID * Benefit Name * Effective From * Benefit Short Description (1)

Click or focus to edit Click or focus to edit MM/DD/YYYY Click or focus to edit

Save Cancel

Eligible Enrollee

Admin Center - Search for actions or people

Eligible Enrollee Options: OEnrollee (9900)

Enrollee Options ID * 9900

Enrollee Options Name * OEnrollee

Dependent Option * Employee_only (Employee)

Minimum Allowed Dependents Click or focus to edit

Maximum Allowed Dependents Click or focus to edit

Dependent Eligibility Rule No Selection

Automatic Update of Dependent Enrollment Status No Selection

Select Allowed Dependent Types

No Selection

toCoverageOptions

Enrollment For * (1) More

No Selection Details

Updated by Omimah Ghoneim(103287) on behalf of Aanya Singh(sfadmin) on Sunday, April 21, 2024 4:51:41 PM EDT

Save Cancel

Health/Medical (H)

Insurance Plans

Oplan (9900)

No Selection

Default Insurance Plan

Oplan (9900)

Step 9: Manage FI

Insurance Field

Effective From

Request Date

My Contribution

Frequency

Coverage Name

Enrolled For

Provider Name

Enrollee

History «

04/22/2024 Take Action ▾

Modified: Oinsurance (9900)
Modified: Oplan (9900)
Modified: 559124 (559124)
Modified: Oplan (9900)

04/21/2024

Country/Region: United States (USA)
Modified: Oinsurance (9900)
Modified: Oplan (9900)
Modified: 559124 (559124)
Modified: Oplan (9900)
Deleted: 559119 (559119)

01/01/1900

Insurance Plan: Record created

Insurance Plan: Oplan (9900)

Frequency * Annual (ANN)
Plan ID * 9900
Plan Name * Oplan 
Insurance Provider * Omima (9900) 

Employer contribution pay component

Details

Enrollment For OEnrollee (9900) 

Coverage Details

Coverage Rate Chart

OCoverage (9900)  9900 (9900) 

Coverage Options

Enrollment For (1) More
OEnrollee (9900)  Details

Done

Insurance Coverage

History <

Insurance Plan: Oplan (9900)

 Insert New Record

04/22/2024

Take Action ▾

Frequency * Annual (ANN)

Modified: Oinsurance (9900)

Modified: Oplan (9900)

Modified: 559124 (559124)

Modified: Oplan (9900)

04/21/2024

Country/Region: United States (USA)

Modified: Oinsurance (9900)

Modified: Oplan (9900)

Modified: 559124 (559124)

Modified: Oplan (9900)

Deleted: 559119 (559119)

01/01/1900

Insurance Plan: Record created

Insurance Coverage: OCoverage (9900)

Coverage ID *

9900

Coverage Name *

OCoverage

Coverage Type *

Amount

Amount *

25,000

toCoverageDetails

Coverage *

Rate Chart

 No Selection No Selection

Updated by Omimah Ghoneim(103287) on behalf of Aanya Singh(sfadmin) on Sunday, April 21, 2024 4:53:01 PM
EDT

Save

Cancel

No data for toBenefit available or you do not have the necessary permission.

Insurance Rate Chart

Admin Center - Insurance Rate Chart: 9900 (9900)

Gender Relevant: No

Age as-of Day: No Selection

Age as-of Month: No Selection

Age as-of Year: No Selection

Effective Start Date: * 05/06/2024

Rate Chart ID: * 9900

Insurance Plan: * Oplan (9900)

Insurance Provider: Omima (9900)

Insurance Coverage: * OCoverage (9900)

Factor: * -1

Currency: * USD (USD)

Rate Chart for Plans Covering Employee and Dependents

Gender	Rate Chart Type *	Age From	Age To	(10) More Actions
No Selection	Regular	18	60	Details

Save Cancel

Tuesday, April 23, 2024 5:28:42

Manage Field Visibility

SAP Admin Center ▾ Search for actions or people 3 ? Q Notification User

Insurance Plans

Oplan (9900) Filter Delete

No Selection Filter Add

Default Insurance Plan Default Enrollee Options Default Insurance Coverage

Oplan (9900) Filter OEnrollee (9900) Filter OCoverage (9900) Filter

▼ Step 9: Manage Field Visibility for Employee Benefits Overview

Insurance Field	Visibility Settings	Actions
Effective From	Show	Delete Down
Request Date	Show	Delete Down Up
My Contribution	Show	Delete Down Up
Frequency	Show	Delete Down Up
Coverage Name	Show	Delete Down Up
Enrolled For	Show	Delete Down Up
Provider Name	Show	Delete Down Up
Employer Contribution	Show	Delete Up

Benefits Overview

SAP My Employee File ▾ Search for actions or people 8

← Benefits for Benefit Allowance ⚡ 0

Enrollments Insurances Reimbursements Allowances Pensions Deductible Allowances Savings Plans Benefit Programs

[Enroll Now](#)

IBRAPENSION

235 Days Remaining

[Enroll Now](#)

[Enroll Now](#)

EC_Meal Allowance

346 Days Remaining

[Enroll Now](#)

EC Reimbursement 05

236 Days Remaining

[Enroll Now](#)

OInsurance

346 Days Remaining

[Enroll Now](#)

OInsurance

346 Days Remaining

[Enroll Now](#)

Show More ↑

Benefits Overview

SAP My Employee File ▾ Search for actions or people 8

Enrollments Ins

Enroll Benefit Allowance into OInsurance

When should these changes take effect?*

May 09, 2024

▼ Insurance Enrollment

Select Plan

Plan* Carrier Enrolling For* Coverage*

Oplan (9900) Omima (9900) OEnrollee (9900) OCoverage (9900)

Smoking

Not Relevant

Enroll Dependents Add

Contribution Amounts

Your Contribution Employer Contribution Premium Payment Frequency*

50 75 Annual (ANN)

Save Cancel Show More ↑

The screenshot shows the SAP SuccessFactors Benefits Overview interface. The main title is "Benefits Overview". On the left, there's a navigation bar with "My Employee File" and a search bar. Below that, there are tabs for "Enrollments" and "Ins". The main content area is titled "Enroll Benefit Allowance into OInsurance". It asks for the effective date ("May 09, 2024"). Under "Insurance Enrollment", it shows the "Select Plan" section with dropdowns for "Plan" (Oplan (9900)), "Carrier" (Omima (9900)), "Enrolling For" (OEnrollee (9900)), and "Coverage" (OCoverage (9900)). There's also a "Smoking" dropdown set to "Not Relevant". Below this, there's a section for "Enroll Dependents" with an "Add" button. At the bottom, there's a "Contribution Amounts" section with fields for "Your Contribution" (50), "Employer Contribution" (75), and "Premium Payment Frequency" (Annual (ANN)). At the very bottom right are "Save", "Cancel", and "Show More" buttons.

Benefits Overview

SAP My Employee File ▾ Search for actions or people 8

Enrollments Ins

Enroll Benefit Allowance into OInsurance

When should these changes take effect?*

May 09, 2024

▼ Insurance Enrollment

Select Plan

Plan* Oplan (9900)

Carrier Omima (9900)

Enrolling For*

Coverage* OCoverage (9900)

Smoking

Not Relevant

Warning

Great choice, please proceed

Correct Proceed

Enroll Dependents Add

Contribution Amounts

Your Contribution 50

Employer Contribution 75

Premium Payment Frequency* Annual (ANN)

Save Cancel Show More

A modal window titled "Warning" displays the message "Great choice, please proceed" with two buttons: "Correct" and "Proceed".

Benefits Overview

The screenshot shows the SAP SuccessFactors Benefits Overview interface. At the top, there's a navigation bar with the SAP logo, a search bar, and various icons. Below the navigation bar, a main menu lists categories like Enrollments, Insurances, Reimbursements, Allowances, Pensions, Deductible Allowances, Savings Plans, and Benefit Programs. The 'Enrollments' tab is currently selected. In the main content area, under the 'Insurances' section, a detailed view of an insurance plan is displayed. The plan information includes:

Insurance	
OInsurance	Edit
Effective From	May 08, 2024
Request Date	May 08, 2024
My Contribution	50.00 USD
Employer Contribution	75.00 USD
Frequency	Annual
Coverage Name	OCoverage
Provider Name	Omima
Enrolled For	OEnrollee

Benefits



Pension

Create Benefit with Pension/Retirement Saving Plan type

Benefit:

HISTORY 

Step 1: Specify Benefit Type

Benefit Type * 

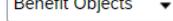
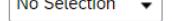
Step 2: General Information

Benefit ID *	Benefit Name *	Effective From *	Benefit Program	Status *
<input type="text" value="IBRAPENSION"/>	<input type="text" value="IBRAPENSION"/>	<input type="text" value="01/01/1900"/> 		<input type="text" value="Active"/>

Benefit Short Description  

Payroll Integration

EC Compensation Integration

Integration Mode  Deduction Start Date 

Step 3: Associate Legal Entities

Legal Entity   

01/01/1900 

▼ Step 4: Specify Enrollment and Claim Dates

Benefit Schedule

 Ibra_schedule (IBRA14)

Frequency

 Monthly (MON)

▼ Step 5: Define Enrollment Details

Enrollment Required *

 Yes

Effective From Rule

 No Selection 

Days Remaining to Enroll *

 Show

Enrollment Type and Workflow

Enrollment Type *

 Manual

Enrollment Workflow

 No Selection

Email Notification For Enrollment

 No

Settings for Employee Edit of Enrollments

Enrollment Edit Allowed

 No

Allow Automatic Updates of Enrollment

 No

Contacts & Documents

▼ Step 6: Add Useful Contacts

Contacts

Tessa Walker (1581) ▾  

No Selection ▾ 

▼ Step 7: Add Hyperlinks, Policy Documents and Forms

Use "Hyperlinks" to create links to display with each benefit. You can maintain up to three hyperlinks.

Hyperlinks

URL *

Click or focus to edit

Label *

Click or focus to edit



Policy Documents

No Selection ▾ 

Forms

No Selection ▾ 

Useful Links

No Selection ▾ 

Pension Funds

▼ Step 8: Specify Plan Details

Plan Type Details

Country/Region *

 United States (USA) 

Pension Funds

Retirement Plan type *

 Single 

Retirement Age

 60

Country/Region Specific Fields

Pension Funds

 IBRAOPENFUND  No Selection 

Pension Funds

SAP Admin Center ▾ Search for actions or people 4

Plan Type Details

Country/Region *

Country/Region Specific F

Pension Funds

No Selection +

Statutory Lookup

Employer Contribution Deta

Employer Contribution Type *

Contribution Amount

Employee Contribution Det

Employee Contribution Type *

Benefit Pension Fund: IBRAOPENFUND

Is Default Yes

Fund Name * IBRAOPENFUND

Fund Agency Id IBRAOPENFUND

Fund Number IBRAOPENFUND

Employee Contribution Pay Component

Employer Contribution Pay Component

Fund Agency Link Click or focus to edit

toBenefit

Benefit ID *	Benefit Name *	Effective From *	Benefit Short Description (16) More
<input type="text" value="Click or focus to edit"/>	<input type="text" value="Click or focus to edit"/>	<input type="text" value="MM/DD/YYYY"/> <input type="button" value=""/>	<input type="text" value="Click or focus to edit"/> Details

Updated by Ibrahim ElFahham(103283) on Monday, April 22, 2024 9:14:38 PM EDT

Save Cancel

Employee & Employer Contribution

Employer Contribution Detail

Employer Contribution Type * Contribution Rule

Amount

pension (pension)

No



Contribution Amount

50

Employee Contribution Detail

Employee Contribution Type * Contribution Rule

Amount

pension (pension)

No



Contribution Amount

Click or focus to edit

Employee & Employer Contribution Rule

Configure Business Rules

Search :Rule No Selection ▾ Advanced ▾ Create New Rule

History « pension (pension) Insert New Record

01/01/1900 Take Action ▾ Rule created

Scenario: Basic Change Scenario

Basic Information

Start Date 01/01/1900
Rule Type Benefits Rules (Benefits)

Description

Parameters

Name	Object
Context	System Context
Benefit	Benefit
job information	Job Information
compensation	Compensation Information

Variables

If

job information.Pay Grade is equal to Salary Grade 10 (GR-10)

Then

Set Benefit.Employee Contribution Detail.Contribution Amount to be equal to Divide()
Dividend: Multiply()
Value: compensation.AnnualizedSalary
Factor: 0.05
Divisor: 12

Employee Annualized Salary

Compensation Information

Current Pay

Compensation Information

Effective as of: Apr 21, 2024

Annualized Salary (AnnualizedSalary) 	96,000.000 USD
Compa Ratio 	89.61%
Range Penetration 	17.87%
Bonus Target	-
Pay Group	USA Semi-Monthly (US)
Is Eligible For Benefit	Yes

Is Eligible For Car No

Payroll System Id -

Payroll Id -

Is Highly Compensated Employee No

Pay Grade -

Total Compensation History

120k

Employee Contribution Amount = 96,000*5% / 12 = 400

Employee Contribution Amount is calculated automatically

The screenshot shows the SAP Employee Files interface for enrolling an employee into a pension plan. The top navigation bar includes the SAP logo, 'Employee Files', a search bar, and various icons for notifications and user profile.

The main title of the dialog is 'Enroll Ibrahim ElFahham into IBRAPENSION'. Below it, there are two sections: 'Pension / Retirement Contribution Guidelines' and 'Pension Enrollment'. Under 'Pension Enrollment', the 'Fund' dropdown is set to 'IBRAOPENPENSIONFUND'. The 'Employee Contribution Amount' field contains the value '400', which is highlighted with a red border. The 'Employer Contribution Amount' field contains '50'. There are also fields for 'Employee Contribution Percentage' and 'Employer Contribution Percentage', both of which are currently empty. At the bottom left is an 'Add' button, and at the bottom right are 'Save' and 'Cancel' buttons.

Employee Contribution Amount
400

Employer Contribution Amount
50

Employee Contribution Percentage

Employer Contribution Percentage

Add

Save Cancel

Benefits



Saving Plan

History «

05/07/2024

Take Action ▾

Benefit: Record created

Benefit:

Insert New Record

▼ Step 1: Specify Benefit Type

Benefit Type *

Savings Plan

▼ Step 2: General Information

Benefit ID *

Benefit Name *

Effective From *

Benefit Program

Status *

22

emergency saving

05/07/2024



Active

Benefit Short Description

Currency *

USD (USD)

Eligibility Criteria

Eligibility Rule

Payroll Integration

EC Compensation Integration

Integration Mode

Deduction Start Date

Pay Components

Always Next Pay Period

▼ Step 3: Associate Legal Entities

Legal Entity

BestRun (BestRun (10000))

▼ Step 4: Specify Enrollment and Claim Dates

Benefit Schedule

halimo (60)

▼ Step 5: Define Enrollment Details

Enrollment Required * Yes

Effective From Rule

Days Remaining to Enroll * Show

Enrollment Type and Workflow

Enrollment Type * Enrollment Workflow Email Notification For Enrollment

Manual

No

Settings for Employee Edit of Enrollments

Enrollment Edit Allowed Allow Edit of Enrollment * Allow Opt Out of Enrollment *

Yes

Only during Open Enrollment...

No

Associate Any Additional Enrollment Fields And Config UI Screen Specific to this Benefit (Optional)

Enrollment Screen ID Additional Enrollment Fields Carry Forward Enrollment

No

▼ Step 6: Add Useful Contacts

Contacts

▼ Step 7: Add Hyperlinks, Policy Documents and Forms

Use "Hyperlinks" to create links to display with each benefit. You can maintain up to three hyperlinks.

Hyperlinks

No data for Hyperlinks available or you do not have the necessary permission.

Policy Documents Forms Useful Links

▼ Step 8: Specify Plan Details

Country/Region United States (USA)

Plan Type *

Annual Minimum Contribution Amount *

Annual Maximum Contribution Amount *

Dependent Care Reimbursement Account (DCRA) 100

200

Annual Maximum Pay Component

OSalary_Advance_Payment (OAdvancePay)

Deduction Details



Benefits for Hajar Mohammed Ehsan



0

[Enrollments](#) [Insurances](#) [Reimbursements](#) [Allowances](#) [Pensions](#) [Deductible Allowances](#) [Savings Plans](#) [Benefit Programs](#)

Other Available Benefits

Benefits

IBRADEDUCTIBLE

237

Days Remaining

[Enroll Now](#)

EC_Meal Allowance

348

Days Remaining

[Enroll Now](#)

Ibra Insurance

237

Days Remaining

[Enroll Now](#)

emergency saving

348

Days Remaining

[Enroll Now](#)

EC_Course Deductable Allowance

238

Days Remaining

[Enroll Now](#)

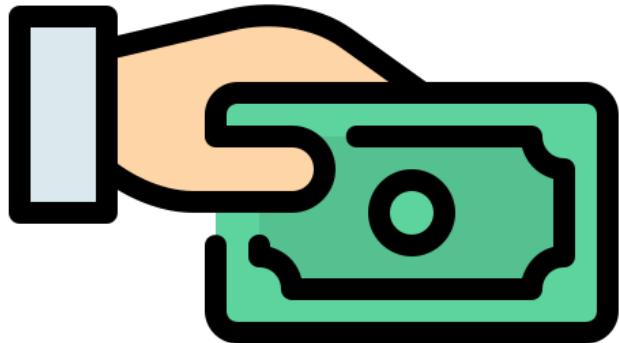
halim pension

348

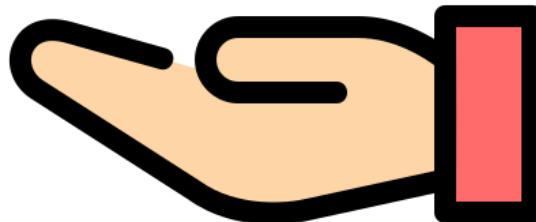
Days Remaining

[Enroll Now](#)[Show More](#)

Benefits



Allowance



Allowance

- ⇒ Employee allowances are extra payments given to employees for specific purposes over and above their regular salary.
- ⇒ Used for **general purposes**, which may **not necessarily** be tied to specific expenses.
- ⇒ **Added** to the employee's **taxable income**.

Types of Allowances:

1- **Travel Allowance:** This might include **public transport fares or fuel costs.**

2- **Meal Allowance:** Meals during work hours/overtime.

3- **Housing Allowance:** Rental or housing expenses,

4- **Mobile Phone or Internet Allowance:** Employees need to use them for work purposes.

5- **Health Allowance:** health expenses might not be fully covered by standard health insurance.



Allowance

Meal Allowance

SAP Admin Center - Back to: Admin Center Manage Data

Search: Benefit (EC_Meal Allowance (99000)) Include Inactives: No Search As Of: 04/25/2024 Create New (No Selection)

History « Benefit: EC_Meal Allowance (99000) Insert New Record

01/01/1900 Take Action Benefit: Record created

Benefit ID: * 99000
Benefit Name: * EC_Meal Allowance
Effective From: * 01/01/1900
Benefit Short Description: Meal Allowance
Status: * Active
Exception Workflow:
Benefit Type: * Allowance
Allow Automatic Updates of Enrollment: No
Frequency: Annual (ANN)
Integration Mode: Pay Components
Eligibility Rule: Allowance_test (Allowance_test) []
Entitlement Amount: 300
Dependent specific Rule: No

Benefit Payment Options

Pay Component	Payment Mode	Is Default
OPay (9900)	Cash (Cash)	Yes

Enrollment Required: * Yes
Enrollment Edit Allowed: No
Email Notification For Enrollment: Yes
Enrollment Type: * Manual
Carry Forward Enrollment: No
Additional Enrollment Fields

Allowance

Meal Allowance

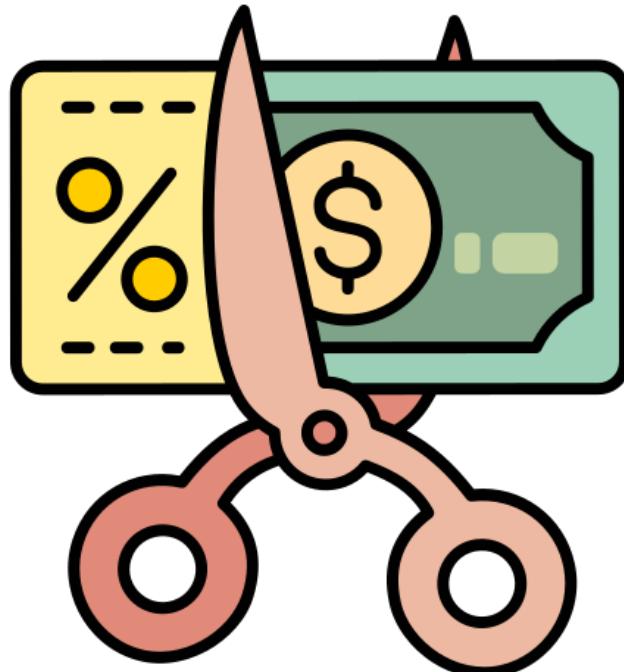
Admin Center ▾ Search for actions or people 2 

Entitlement Amount: 300
Dependent specific Rule: No

Benefit Payment Options

Pay Component: OPay (9900)	Payment Mode: Cash (Cash)	Is Default: Yes
Enrollment Required: Yes		
Enrollment Edit Allowed: No		
Email Notification For Enrollment: Yes		
Enrollment Type: Manual		
Carry Forward Enrollment: No		
Additional Enrollment Fields		
Enrollment Workflow		
Enrollment Screen ID		
Days Remaining to Enroll: Show		
Effective From Rule		
Benefit Specific Fields		
Currency: USD (USD) 		
Benefit Program 		
Benefit Schedule: Oschedule (9900) 		
Disable Client Date Validation: No		
Benefit Contact		
Tessa Walker (1581) 		
Associated To Wallets		
No data for Associated To Wallets available or you do not have the necessary permission.		

Benefits



Deductible Allowance

Deductible Allowance

- ⇒ Fixed amounts/Percentage given to employees to cover expected costs **related to their employment.**
- ⇒ Excluded from the employee's **taxable income** and Requires detailed documentation and proof (like receipts)

Types of Deductible Allowances:

1- Professional Development: An employee is encouraged to continue their education in their professional field.

2- Uniform Allowance: Employees are required to wear a uniform for work (Banks).

3- Home Office Setup: An employee is required to work from home and needs to set up a home office.

Deductible Allowance

Course Deductible Allowance

SAP Admin Center - Back to: Admin Center Manage Data

Search Benefit EC_Course Deductable Allowance... Include Inactives: No Search As Of: 05/07/2024 Create New No Selection

Successfully Saved

History «

04/22/2024 Take Action Benefit: Record created

Benefit: EC_Course Deductable Allowance (0987) Insert New Record

Benefit ID * 0987
Benefit Name * EC_Course Deductable Allowance
Effective From * 04/22/2024
Benefit Short Description EC_Course Deductable Allowance
Status * Active
Exception Workflow
Benefit Type * Deductible Allowance
Deduction Start Date As of Enrollment Effective Date
Frequency Monthly (MON)
Integration Mode Pay Components

Deductible Allowance

Employee Contribution Pay Component test (1)
Employer Contribution Pay Component test (1)
Employee Contribution 200
Employer Contribution 800
Contribution Rule
Enrollment Required * Yes
Enrollment Edit Allowed No
Email Notification For Enrollment No
Enrollment Type * Manual
Carry Forward Enrollment No

Deductible Allowance

Course Deductible Allowance

Admin Center ▾ Search for actions or people     

Additional Enrollment Fields

- Enrollment Workflow
- Enrollment Screen ID
- Days Remaining to Enroll ***** [Show](#)
- Effective From Rule
- Benefit Specific Fields
- Currency ***** **USD (USD)** 
- Benefit Program 
- Benefit Schedule [AS-Benefits Enrollment Shcedule \(AS06\)](#) 
- Disable Client Date Validation **No**

Benefit Contact

Tessa Walker (1581) 

Associated To Wallets

No data for Associated To Wallets available or you do not have the necessary permission.

Legal Entities

Bassam (Bassam (10000000)) 
BestRun (BestRun (10000)) 

Policy Documents

Global Benefits (3421) 

Forms

No data for Forms available or you do not have the necessary permission.

Useful Links

Deductible Allowance

Course Deductible Allowance

My Employee File - Benefits for John Shafay

Search for actions or people

Enrollments Insurances Reimbursements Allowances Pensions Deductible Allowances Savings Plans Benefit Programs

Other Available Benefits

Benefits	Days Remaining	Action
IBRADEDUCTIBLE	236 Days Remaining	Enroll Now
EC_Course Deductable Allowance	237 Days Remaining	Enroll Now
Ibra Insurance	236 Days Remaining	Enroll Now
EC_Meal Allowance	347 Days Remaining	Enroll Now
EC Reimbursement: Dental cleanings and Vision glasses.	237 Days Remaining	Enroll Now
OInsurance	347 Days Remaining	Enroll Now

Deductible Allowance

Course Deductible Allowance

My Employee File • Search for actions or people

Enroll John Shafay into EC_Course Deductable Allowance

When should these changes take effect?* May 08, 2024

General Information

General Request Date Effective From* May 08, 2024 May 08, 2024 →

Entitlement Details

Currency USD (USD) →

Policy Documents and Useful Contacts

Policy Documents Forms Useful Links Useful Contacts

Global Benefits (3421) No data No data Tessa Walker (1581) →

Save Cancel

Enroll John Shafay into EC_Course Deductable Allowance

Deduction Details

Employee Contribution 200 →

Employer Contribution 800 →

Employee Contribution Pay Component test (1)

Employer Contribution Pay Component test (1)

Save Cancel →

Deductible Allowances

Deductible Allowances

Deductible Allowances	
EC_Course Deductable Allowance	→
Effective From	May 08, 2024
My Contribution	200.00 USD
Employer Contribution	800.00 USD
Frequency	Monthly

Enroll John Shafay into EC_Course Deductable Allowance

Deduction Details

Employee Contribution 200

Employer Contribution 800

Employee Contribution Pay Component test (1)

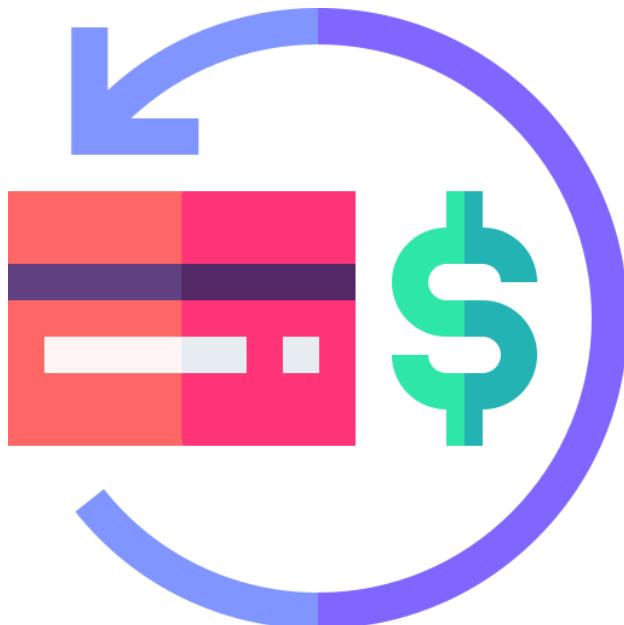
Employer Contribution Pay Component test (1)

Warning Great choice, please proceed

Correct Proceed →

Save Cancel

Benefits



Reimbursement

Reimbursement

Employee can pay for eligible expenses upfront and then submit a claim to get reimbursed by the company.

Types of Reimbursement:

- 1- **Business Travel:** Flight tickets,
- 2- **Professional Development:** Tuition fees for job-related courses or certifications.
- 3- **Home Office Setup:** Ergonomic furniture (chair, desk, monitor, Keyboard).
- 4- **Mobile Phone:** Cost of a mobile phone if used primarily for work/phone bills.

Reimbursement

Reimbursement Education

Admin Center ▾

Back to: Admin Center

Manage Data

Search Benefit EC Reimbursement Education (EC...) Include Inactives: No Successfully Saved

History «

01/01/1900 Benefit: Record created

Benefit: EC Reimbursement Education (EC_Rem01)

Insert New Record

Benefit ID * EC_Rem01
Benefit Name * EC Reimbursement Education
Effective From * 01/01/1900
Benefit Short Description Reimbursement Education
Status * Active
Exception Workflow
Benefit Type * Reimbursement
Proof Details Benefit Employee Claim Detail (BenefitEmployeeClaimDetail)
Frequency Bi-Monthly (BIM)
Integration Mode Pay Components
Maximum Claims Per Schedule 2
Maximum Claims Per Frequency 1
Claim Workflow
Eligibility Rule
Additional Claim Fields
Multiple Proofs * Yes
Entitlement Amount 5,000
Exceed Entitlement Amount No
Trigger Event No Selection
Balance Carry Forward No
Dependent specific Rule No
Claim Screen ID

Reimbursement

Reimbursement Education

Admin Center ▾ Search for actions or people     

Days Remaining to Claim Show 2

Benefit Payment Options

Pay Component	Payment Mode	Is Default
AS Reimbursement (ASREM)	Cash (Cash)	Yes

Enrollment Required No

Benefit Specific Fields

Currency USD (USD) 

Benefit Program 

Benefit Schedule AS-Benefits Enrollment Shcedule (AS06) 

Disable Client Date Validation No

Benefit Contact

Tessa Walker (1581) 

Associated To Wallets

No data for Associated To Wallets available or you do not have the necessary permission.

Legal Entities

Bassam (Bassam (10000000)) 

BestRun (BestRun (10000)) 

Policy Documents

Global Benefits (3421) 

Forms

No data for Forms available or you do not have the necessary permission.

Useful Links

Reimbursement

“Trigger Event”

Admin Center ▾ Search for actions or people 2 Profile Help Feedback Logout

Maximum Claims Per Frequency

Claim Workflow

Eligibility Rule +

Additional Claim Fields

Multiple Proofs *

Entitlement Amount

Exceed Entitlement Amount

Trigger Event Trigger Event

No Selection
Date of Birth
Date of Hire
Marriage
Child Birth

Balance Carry Forward

Dependent specific Rule

Claim Screen ID

Days Remaining to Claim *

Benefit Payment Options

Pay Component *	Payment Mode *	Is Default	Actions
<input type="text" value="AS Reimbursement (ASREM)"/>	<input type="text" value="Cash (Cash)"/>	<input type="text" value="Yes"/>	Delete
<input type="text" value="No Selection"/>	<input type="text" value="No Selection"/>	<input type="text" value="No"/>	

Enrollment Required *

Benefit Specific Fields

Reimbursement

The screenshot displays the SAP SuccessFactors Benefits interface for an employee named John Shafay. The top navigation bar includes links for My Employee File, Search for actions or people, Notifications, and a shopping cart icon.

The main content area shows various benefit categories:

- Enrollments:** Ibra Insurance (236 days remaining), Olsurance (347 days remaining).
- Reimbursements:** EC Reimbursement: Dental cleanings and Vision glasses (237 days remaining). This section is highlighted with a red box and an arrow pointing to the "Enroll Now" button.
- Allowances:** emergency saving (347 days remaining).
- Pensions:** Benefit Programs (347 days remaining).

Below these sections, there is a "Show More" link.

To the right, a detailed view of the "EC Reimbursement: Dental cleanings and Vision glasses" enrollment is shown:

General
Request Date: May 08, 2024 | Effective From: May 08, 2024

Entitlement Details
Benefit Entitlement Amount: 2,000 | Enrollment Amount: 300 | Currency: USD (USD)

Policy Documents and Useful Contacts
Policy Documents: Global Benefits (3421) | Forms: No data | Useful Links: No data | Useful Contacts: Tessa Walker (1581)

Upload Attachment
Attachment: Screenshot_7.png (Uploaded On: May 08, 2024 - File Size: 325395 bytes)

The bottom portion of the screenshot shows a modal window for the same reimbursement claim, with the "Reimbursements" tab selected. It displays the claim details and a smaller preview of the enrollment page.

Reimbursement

Claim EC Reimbursement: Dental cleanings and Vision glasses. for John Shafay

Entitlement and Claim Amount	Claim EC Reimbursement: Dental cleanings and Vision glasses. for John Shafay
Entitlement Amount <input type="text" value="300"/>	Receipt No. <input type="text" value="123"/>
Total Claim Amount* <input type="text" value="300"/>	Receipt Date <input type="text" value="May 01, 2024"/> 
Currency* <input type="text" value="USD (USD)"/> 	Receipt End Date (if applicable) <input type="text" value="May 31, 2024"/> 
Claim Date* <input type="text" value="May 08, 2024"/>	Patient Name (if applicable) <input type="text" value="Ahmed Shafay"/>
▼ Benefit Employee Claim Detail	
Amount <input type="text" value="300"/>	Relationship (if applicable) <input type="text" value="Self (Self)"/> 
Show 4 fewer fields	
Add	
Supporting Documents	
Attachment	

 **Screenshot_7.png**
Uploaded On: May 08, 2024 · File Size: 325395 bytes

Policy Documents and Useful Contacts

Policy Documents	Forms	Links	Contacts
<input type="text" value="Global Benefits (3421)"/> 	No data	No data	<input type="text" value="Tessa Walker (1581)"/> 

▼ Claim Period

Start Date <input type="text" value="Jan 01, 2024"/>	End Date <input type="text" value="Dec 31, 2024"/>
---	---

Reimbursement

Claim EC Reimbursement: Dental cleanings and Vision glasses. for John Shafay

Entitlement and Claim Amount	
Entitlement Amount <input type="text" value="300"/>	
Total Claim Amount* <input type="text" value="300"/>	
Currency* <input type="text" value="USD (USD)"/> 	
Claim Date* <input type="text" value="May 08, 2024"/>	
▼ Benefit Employee Claim Detail	
Amount <input type="text" value="300"/>	Show 4 fewer fields
Description <input type="text" value="Vision Glasses Receipt"/>	
Attachment	Supporting Documents Attachment

 [Screenshot_7.png](#)
Uploaded On: May 08, 2024 · File Size: 325395 bytes

Claim EC Reimbursement: Dental cleanings and Vision glasses. for John Shafay

Receipt No. <input type="text" value="123"/>
Receipt Date <input type="text" value="May 01, 2024"/> 
Receipt End Date (if applicable) <input type="text" value="May 31, 2024"/> 
Patient Name (if applicable) <input type="text" value="Ahmed Shafay"/>
Relationship (if applicable) <input type="text" value="Self (Self)"/>

Policy Documents and Useful Contacts

Policy Documents	Forms	Links	Contacts
<input type="text" value="Global Benefits (3421)"/> 	No data	No data	<input type="text" value="Tessa Walker (1581)"/> 

▼ Claim Period

Start Date <input type="text" value="Jan 01, 2024"/>
End Date <input type="text" value="Dec 31, 2024"/>

Benefits



Wallet

Wallet

Monetary Value=Credit Points×Conversion Factor=1×10=10

Admin Center ▾ Days Remaining to Claim • Show Search for actions or people 2

Benefit Payment Options

Pay Component	Payment Mode	Is Default
AS Reimbursement (ASREM)	Cash (Cash)	Yes

Enrollment Required • No

Benefit Specific Fields

Currency •	USD (USD) 
------------	---

Benefit Program 

Benefit Schedule AS-Benefits Enrollment Shcedule (AS06) 

Disable Client Date Validation No

Benefit Contact

Tessa Walker (1581) 

Associated To Wallets

No data for Associated To Wallets available or you do not have the necessary permission.

Legal Entities

Bassam (Bassam (10000000)) 
BestRun (BestRun (10000)) 

Policy Documents

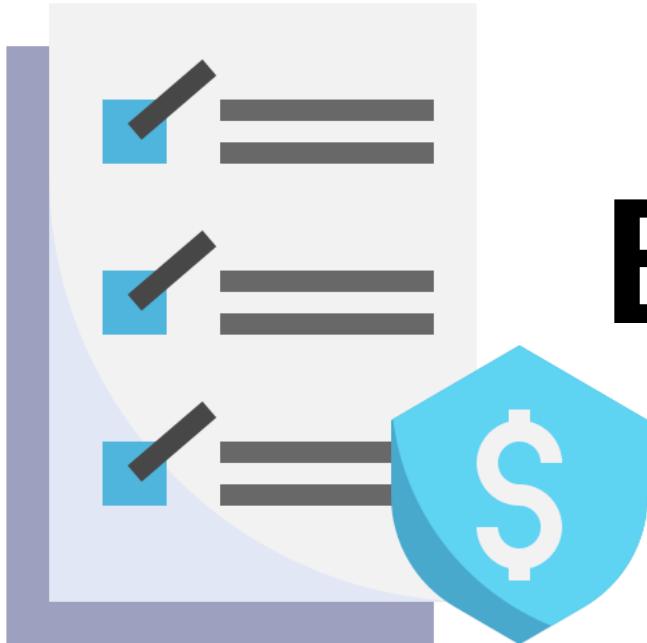
Global Benefits (3421) 

Forms

No data for Forms available or you do not have the necessary permission.

Useful Links

Benefits



Benefits Program

Benefit Program

Benefit program Creation

Admin Center ▾

Manage Data

Search Benefit Program ▾ EC_Benefits Program Full Time ... ▾ Include Inactives: No ▾ Search As Of: 04/25/2024 Create New No Selection ▾

History «

01/01/1900 Take Action ▾
Benefit Program: Record created

Benefit Program: EC_Benefits Program Full Time (ECBP01) Insert New Record

Program ID * ECBP01
Program Name * EC_Benefits Program Full Time
Effective From * 01/01/1900
Entitlement Amount
Currency * USD (USD)
Select Multiple Benefits No
Eligibility Rule BPRULE (BPRULE)
Program Enrollment Workflow Benefits_Approval (Benefits_Approval)
Program Schedule * AS-Benefits Enrollment Schedule (AS06)
Exception Workflow
Suppress Client Date Validation No

Benefits

AS_Benefit_for_Program (AS066)
Children Education Allowance (205891)
AS_GYM Membership (ASGYM06)

Policy Documents

Global Benefits (3421)

Forms

No data for Forms available or you do not have the necessary permission.

Useful Links

No data for Useful Links available or you do not have the necessary permission.

Benefit Program

Business Rule Full/Part Time

Admin Center ▾ Search for actions or people 2 Insert New Record

BPRULE (BPRULE)
Scenario: Basic [Change Scenario](#)

Basic Information

Start Date	01/01/1900
Rule Type	Benefits Rules (Benefits)
Description	Benefit Program (Full & part Time Employees)

Parameters

Name	Object
Context	System Context
Benefit Program	Benefit Program
Job Information	Job Information

[Collapse All](#) | [Expand All](#)

Variables

If

`Job information.Job Classification.Is Full Time Employee is equal to Yes`

Then

`Set Benefit Program.Entitlement Amount to be equal to 150000`

Else If

`Job information.Job Classification.Is Full Time Employee is equal to No`

Then

`Set Benefit Program.Entitlement Amount to be equal to 50000`

Updated by Ahmed Mohamed Shafay on Thursday, April 25, 2024 1:47:55 AM EET

Benefit Program

SAP My Employee File - Search for actions or people Actions Header As of Today Ahmed Mohamed Shafay (1.93E+11) Accountant, ELZAMALIK-CAIRO (ELZAMALIK)

Employee Info	Compensation Information	Time	Talent Profile	Notes	COVID-19	Advances	My Experience	Pervious Employer	section
Employee Status: Active	Job Classification: Accountant (7000027)					Employee Class: -	Employment Type: -	Country: Egypt	
Supervisor									
Job Title: Accountant	Pay Grade: Salary Grade 12 (GR-12)					Pay Scale Type: BB1 (EGY/BB1)	Pay Scale Group: -	Pay Scale Area: B2 (EGY/B2)	
Regular/Temporary: -	Standard Weekly Hours: 40					Pay Scale Level: -	Vacation Balance: -	Contract Type: -	
Working Days Per Week: 0						Probationary Period End Date: -			
FTE: 1									
Is Fulltime Employee: Yes									
Event Reason: -	Event Reason: External								
Time Information									

Benefit Program

My Employee File ▾

Search for actions or people

Benefits for Ahmed Mohamed Shafay

Enroll Ahmed Mohamed Shafay into EC_Benefits Program Full Time

When should these changes take effect? *

May 06, 2024

Effective From *

May 06, 2024

Request Date

May 06, 2024

Program Entitlement Amount

150,000 ←

Total Enrolled Amount

Currency *

USD (USD)

Select Benefit

Benefit *

Add Select Benefit

Save Cancel

Enroll Now

Benefit Program

If the total Entitlement amount is more than the limit the system will prevent Enrollment >>

Enroll Ahmed Mohamed Shafay into EC_Benefits Program Full Time

USD (USD)

▼ Select Benefit

Benefit* AS_GYM Membershi ...

Eligible Amount 5,000

Amount*

Currency* USD (USD)

▼ Policy Documents

Policy Documents	Forms	Links
Global Benefits (3421)	No data	No data

Add Select Benefit

Benefit Program

SAP My Employee File - Ahmed halim (12344) account1, Location 1 (B1)

Actions Header As of Today

Employment Info	Compensation Information	Time	Talent Profile	Notes	COVID-19	Advances	My Experience	Pervious Employer	section
Employee Status	Active					Employee Class	-		
Job Classification	accountant1 (7000042)					Employment Type	-		
 Kristie Garrity Supervisor						Country	Egypt		
Job Title	accountant1					Time In Job	0 Years 0 Months 19 Days		
Pay Grade	halimo (77)					Pay Scale Type	BB1 (EGY/BB1)		
Regular/Temporary	-					Pay Scale Group	-		
Standard Weekly Hours	40					Pay Scale Area	B2 (EGY/B2)		
Working Days Per Week	0					Pay Scale Level	-		
FTE	1					Vacation Balance	-		
Is Fulltime Employee	No					Contract Type	-		
Event Reason	?????????Modification?????????					Probationary Period End Date	-		
Event Reason External	-								
Time Information									
Holiday Calendar	Holidaycalendar_haj (Holidaycalendar_haj)					Time Recording	Clock Times		

Benefit Program

SAP My Employee File - Benefits for Ahmed halim

Enroll Ahmed halim into EC_Benefits Program Full Time

When should these changes take effect? *

May 06, 2024

Effective From *

May 06, 2024

Request Date

May 06, 2024

Program Entitlement Amount

50,000

Total Enrolled Amount

Currency *

USD (USD)

Select Benefit

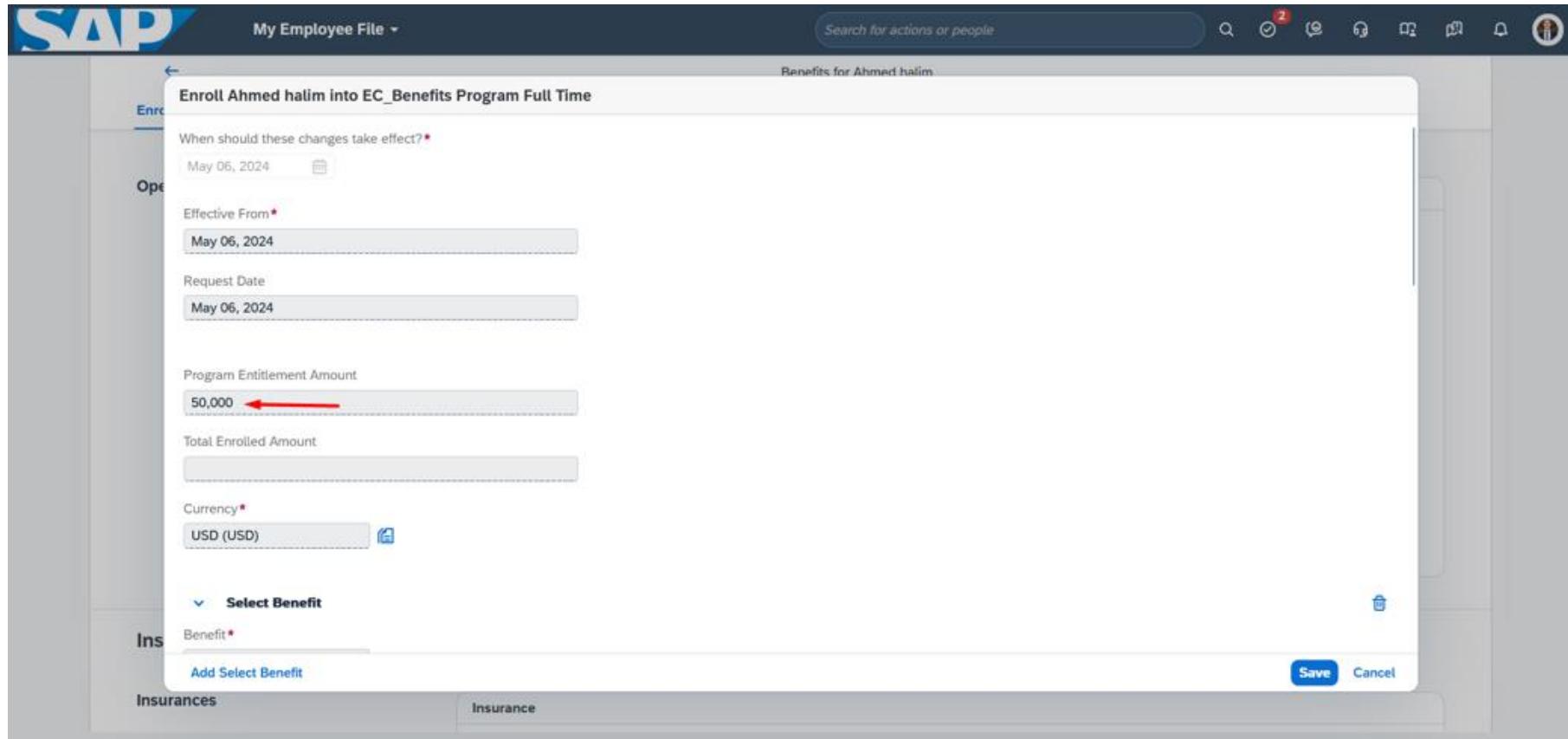
Benefit *

Add Select Benefit

Insurances

Insurance

Save Cancel



Benefit Program

Benefit Program: EC_Benefits Program Full Time (ECBP01)

[Insert New Record](#)

Program ID * ECBP01

Program Name * EC_Benefits Program Full Time

Effective From * 01/01/1900

Entitlement Amount 150,000

Currency * USD (USD) Select Multiple Benefits No Eligibility Rule BRBP (BRBP) 

Program Enrollment Workflow Benefits_Approval (Benefits_Approval)

Program Schedule * AS-Benefits Enrollment Shcedule (AS06) 

Exception Workflow

Suppress Client Date Validation No

Benefits

AS_Benefit_for_Program (AS066) Children Education Allowance (205891) AS_GYM Membership (ASGYM06) 

Policy Documents

Global Benefits (3421) 

Forms

Benefit Program

Enroll Ahmed Mohamed Shafay into EC_Benefits Program Full Time

AS_Benefit_for_Progr...

Eligible Amount

700

Amount*

500 ←

Currency*

USD (USD)

Select Benefit

Benefit*

Children Education Al ...

Eligible Amount

150,000

Amount*

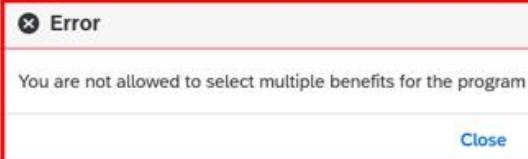
145,000 ←

Currency*

USD (USD)

Add Select Benefit

Save Cancel



Advances VS Loans

No Interest will be charged

Deducted from
next month salary

Interests are charged

In recovery of loans multiple
installments are permitted





Loans

Manage Advances Permissions

Admin Center ▾

Search for actions or people

Permission settings

Specify what permissions users in this role should have. ⓘ ★= Access period can be defined at the granting rule level.

Manage Learning

Manage Leave Loading

Manage Foundation Objects

Manage Foundation Objects Types

Manage Apprentices

Manage Advances

Manage Benefits

Manage Document Generation

Manage Mass Changes

Employee Central API

Employee Central Import Settings

Manage Advances

Select All

Advances Eligibility ⓘ †

All Others

Edit

View

Ctrl-Click to select multiple

Create Advance ⓘ †

Advances Admin Overview ⓘ †

Done

Cancel

Create Pay Component

SAP Admin Center Search for actions or people Q ? Q Bell User Profile

History
01/01/1900 Take Action ▾
Pay Component: Record created

Pay Component: Car_Loan (Car_Loan)

* Effective as of * Required Fields

Blue indicates that the item changed on this date

* Pay Component ID

Name ?

Description

Status ▼

* Pay Component Type ▼

Is Earning ▼

Currency Q ▼

Pay Component Value

* Frequency Q ▼

Recurring ▼

Tax Treatment Q No Selection ▼

Can Override ▼

Create Pay Component

SAP Admin Center ▾ Search for actions or people Q ? ! 6g ! ! ! ! ! !

Status: Active ▼

* Pay Component Type: Amount ▼

Is Earning: Yes ▼

Currency: USD ▼

Pay Component Value: Click or focus to edit

* Frequency: Annual (ANN) ▼

Recurring: No ▼

Tax Treatment: No Selection ▼

Can Override: Yes ▼

Self Service Description: Click or focus to edit

Display on Self Service: No ▼

Used for Comp Planning: None ▼

Recurring Payment and Deduction: No ▼

Maximum Decimal Places: Default ▼

Enable End-Dated Payments: No ▼

Last updated by Omimah Ghoneim (OMIMAW) on Wednesday, May 8, 2024 9:58:57 AM EDT

Create Eligibility for advances/ Manage Advance Objects

SAP Admin Center - Back to: Admin Center

Manage Data

Search: No Selection Create New: eligi

Include Inactives: No

Eligibility For Advances (highlighted with a red box)

Benefit Dependent Eligibility Cha...
Benefit Eligibility
Benefits Eligibility Date Configura...
Eligible Employees Data For Benefit...
Eligible Enrollee Options

The screenshot shows the SAP Admin Center interface. At the top, there's a search bar labeled "Search for actions or people" and several icons. Below the header, the "Admin Center" is selected in the breadcrumb. The main area is titled "Manage Data". On the left, there are search fields for "Search" and "Include Inactives". On the right, there's a "Create New" button with a dropdown menu open. The menu contains several options, with "Eligibility For Advances" being highlighted by a red box. Other visible options include "Benefit Dependent Eligibility Cha...", "Benefit Eligibility", "Benefits Eligibility Date Configura...", "Eligible Employees Data For Benefit...", and "Eligible Enrollee Options".

Create Loan

SAP Admin Center Search for actions or people 3 ✉ ✉ ✉ ✉

Back to: Admin Center Manage Data Make Correction

Search Eligibility For Advances Car_Loan (Car_Loan) Include Inactives: No Search As Of: 05/06/2024 Create New No Selection

Eligibility For Advances: Car_Loan (Car_Loan)

HISTORY 01/01/1900

Eligibility ID * Car_Loan

Effective Start Date * 01/01/1900

Status * Active

Advance Type * Car_Loan (Car_Loan)

Pay Component Type Amount

Legal Entity BestRun (10000)

Pay Grade No Selection

Maximum Eligibility Amount/Percentage 45,000

Currency USD (USD)

Maximum Eligible Occurrences Click or focus to edit

Eligibility Valid For (Number) Click or focus to edit

Create Loan

SAP Admin Center ▾ Search for actions or people 3 ✉ ✉ ✉ ✉ ✉

Eligibility Valid For (Number)	<input type="text" value="Click or focus to edit"/>
Eligibility Valid For (Unit)	<input type="text" value="No Selection"/>
First Occurrence Date	<input type="text" value="MM/DD/YYYY"/> Calendar icon
Eligibility Valid Till	
Installment Amount	
Number of Installments *	<input type="text" value="10"/>
Installment Frequency *	<input type="text" value="Monthly (MON)"/> Search icon
Interest Type *	<input type="text" value="Simple"/>
Interest Rate % *	<input type="text" value="2"/>
Employee can Edit Number of Installments *	<input type="text" value="No"/>
Enable Auto Recovery *	<input type="text" value="Yes"/>
Monthly Recovery Date *	<input type="text" value="01"/> Search icon
Recovery Pay Component(Recurring) *	<input type="text" value="Professional Dues (PRODUES)"/> Search icon
Recovery Pay Component(One Time) *	<input style="height: 30px;" type="text" value="One Time Charity Deduction (CH...)"/> Search icon
Recovery Format *	<input type="text" value="As Per Date"/>
Default Workflow	<input type="text" value="No Selection"/>

Create Loan

Admin Center ▾ Search for actions or people Q ? ! ! ! ! ! !

Interest Rate % *	<input type="text" value="2"/>
Employee can Edit Number of Installments *	<input type="button" value="No"/>
Enable Auto Recovery *	<input type="button" value="Yes"/>
Monthly Recovery Date *	<input type="button" value="Q 01"/>
Recovery Pay Component(Recurring) *	<input type="button" value="Q Professional Dues (PRODUES)"/>
Recovery Pay Component(One Time) *	<input type="button" value="Q One Time Charity Deduction (CH..."/>
Recovery Format *	<input type="button" value="As Per Date"/>
Default Workflow	<input type="button" value="Q No Selection"/>
Exception For Requested Amount	<input type="button" value="No"/>
Exception For Number of Installments	<input type="button" value="No"/>
Exception Workflow	<input type="button" value="Q No Selection"/>
Eligibility Rule	<input type="button" value="Q IBRALOAN (IBRALOAN)"/> <input type="button" value=""/>
Allow Unlimited Eligibility Amount	<input type="button" value="No"/>

Updated by Omimah Ghoneim(103287) on Monday, May 6, 2024 7:16:58 PM EDT

Save Cancel

Eligibility Rule

Configure Business Rules

Search :Rule No Selection ▾

Advanced ▾

Create New Rule

✓ IBRALOAN (IBRALOAN)

Scenario: Advances Eligibility Rule

Basic Information 

Start Date 01/01/1900

Description

Parameters

Name	Object
Context	System Context 
Eligibility For Advances	Eligibility For Advances 
Eligibility Rule Result	Eligibility Calculation Rule Result

[Collapse All](#) | [Expand All](#)

Variables

If

Context.Current User.Job Information.Position is equal to Engineer II (3000980) 

Then

Set Eligibility Rule Result.Maximum Eligibility Amount to be equal to 1500 

[Add Else If](#)

Else If

Context.Current User.Job Information.Position is equal to Planning Manager (3000983) 

Then

Eligibility Rule

SAP Home ▾ Search for actions or people 3 Collapse All Expand All

010119

Variables

If

Context.Current User.Job Information.Position is equal to Engineer II (3000980)

Then

Set Eligibility Rule Result.Maximum Eligibility Amount to be equal to 1500

Add Else If

Else If

Context.Current User.Job Information.Position is equal to Planning Manager (3000983)

Then

Set Eligibility Rule Result.Maximum Eligibility Amount to be equal to 40000

Add Expression | Clear All

Add Else If

Else If

Context.Current User.Job Information.Position is equal to Market Analyst (3000979)

Then

Set Eligibility Rule Result.Maximum Eligibility Amount to be equal to 500

Add Else If Add Else

Updated by Ibrahim ElFahham on Monday, May 6, 2024 6:54:14 PM EDT

Add rule in Non recurring Payment

The screenshot shows the SAP Admin Center interface for configuring Object Definitions. The search bar at the top includes filters for "Object Definition" and "Non-Recurring Payment". The main content area displays the "Object Definition: Non-Recurring Payment (NonRecurringPayment)". The configuration fields include:

- Code: NonRecurringPayment
- Effective Dating: None
- API Visibility: Read Only
- Status: Active
- MDF Version History: No
- Default Screen: No Selection
- Label: Click or focus to edit
- Description: (empty)
- API Sub Version: V1.0
- Subject User Field: userSysId

Validate Rules

The screenshot shows the SAP Admin Center interface with the following sections:

- Rules**: A general category.
- Initialize Rules**: A section with a search input ("No Selection") and a "+" button.
- Validate Rules**: A section with a search input ("Oloan (Oloan)") and a delete icon, followed by another search input ("No Selection") and a "+" button.
- Save Rules**: A section with a search input ("No Selection") and a "+" button.
- Post Save Rules**: A section with a search input ("No Selection") and a "+" button.
- Delete Rules**: A section with a search input ("No Selection") and a "+" button.

At the top right, there is a header bar with the SAP logo, "Admin Center", a search bar ("Search for actions or people"), and several notification icons (including a red dot indicating 3 notifications).

At the bottom right, there is a small screenshot of the SAP Fiori Launchpad.

At the very bottom center, there is a footer message: "Updated by Omimah Ghoneim(103287) on Monday, May 6, 2024 6:45:1".

Loan Business rule

SAP Home ▾ Search for actions or people 3 ? Q W N Bell User

Back to: Admin Center

Configure Business Rules

Search :Rule No Selection Advanced Create New Rule

Oloan (Oloan)

Scenario: Basic

Basic Information edit

Start Date 01/01/1900

Rule Type

Description

Parameters edit

Name	Object
Context	System Context lock
Non-Recurring Payment	Non-Recurring Payment

Collapse All | Expand All

Variables

If Always True | Simplify Expressions | Clear All

Non-Recurring Payment.Amount > Non-Recurring Payment.User ID.Employment Details.Compensation \equiv .Amount edit copy
The rule selects one entry from the collection "Compensation" where...
Pay Component is equal to Base Salary USA (BASESAL_US)

Then

Raise Message "Err_amount_advance" with Error severity
You cannot apply more than base salary edit
Err_amount_advance: You Cannot apply more than the base salary

Add Else If

Else If

Loan Business rule

Variables

If

Non-Recurring Payment.Amount > Non-Recurring Payment.User ID.Employment Details.Compensation ≡.Amount
The rule selects one entry from the collection "Compensation" where...
Pay Component is equal to Base Salary USA (BASESAL_US)

Then

Raise Message "Err_amount_advance" with Error severity
You cannot apply more than base salary
Err_amount_advance: You Cannot apply more than the base salary

Add Else If

Else If

Simplify Expressions | Clear All | Delete

Lookup(Non-Recurring Payment) Select Advance.Recovery Status where...
is equal to Planned
Non-Recurring Payment. User ID is equal to Non-Recurring Payment.User ID
Non-Recurring Payment. Advance.Recovery Status is equal to Planned

Then

Raise Message "Err_pending_loan_exist" with Error severity
You cannot apply for new advances as pending loan exist!!
Err_pending_loan_exist: You cannot apply for new advances as pending loan exist!!

Add Else If Add Else

Updated by Omimah Ghoneim on Monday, May 6, 2019

Cancel Save



Add permission pay component to user

SAP Admin Center ▾ Search for actions or people 3

Admin Center

Back to Admin Center

Permission Role Detail

- Job Info Change (JOBINFOCHANGE)
- test66
- LeaveofAbsence (Leave of Absence)
- Return to Work (ReturntoWork)
- null
- HIRE (HIRE)
- Standard Hours Changing (Standard_H)
- Lms
- null
- Salary_Advance (Salary_Advance)
- Salary_Advance_Deduction (Salary_Advance_Deduction)
- GE.Event.Reason.LOA (GE.Event.Reason.LOA)
- GE.Event.Reason.RTW (GE.Event.Reason.RTW)
- Terminate Ibra (ibra)
- hajer pay component (2222pay compc)
- hajer pay component (2221)
- hajer pay component grou (2222)
- mo (09)
- expansion22 (expansion22)
- cc (12)
- 77 (7)
- 44 (44)
- ff (ff)
- gg (gg)
- hajer reason (hajer)
- gory reason (gory22)
- 202 (20)
- momo (momo)
- 1111 (1111)

Permission settings

Specify what permissions users in this role should have. ⓘ ★= Access period can be defined at the granting rule level.

[Compensation and variable pay](#)

[Payroll Permissions](#)

[Recruiting Permissions](#)

[Reports Permission](#)

[Analytics permissions](#)

[Employee Data](#)

[General User Permission](#)

[SAP System Configuration](#)

[Payroll Integration Permission](#)

[Continuous Performance Management](#)

Permission	Granted	Access Period
Canada RRSP EE (CAN_RRSP_EE)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Canada RRSP ER (CAN_RRSP_ER)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Canada Wellness Employee (CAN_WELL_EE_CONT)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Canada Wellness ER (CAN_WELL_ER_CONT)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Canada Work Boot (CAN_WORKBOOT)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Car_Loan (Car_Loan)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Car Allowance DE (CAR_DE)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Car Allowance India (CAR_ALLOWANCE_INDIA)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Car Allowance Korea (CARALLOWANCE_KR)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Car Allowance KSA (KSA_CAR)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Car Allowance UK (CA_UK)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Car Benefit China (CAR_CN)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Car Deduction (MD08)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Car Insurance Reimbursement UK (CIRID_UK)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Done Changes Cancel

Community Admin Resources Handout Builder

Request Loan from Employee profile

Actions Header As of Today

Omimahw Omimahw (Omimahw) ▾ Engineer II, Berlin (9900), Research & Development (RES_DEV)

Notes COVID-19 Advances My Experience Previous Employer section new 1 My Experience Tracker Car Favorite Color Benefits Overview additions2

Eligibility For Advances Eligibility For Advances

Loan		Car_Loan	
Remaining Eligibility 200 USD		Remaining Eligibility 1,500 USD	
Total Eligibility Amount 200 USD		Total Eligibility Amount 1,500 USD	
Request Now		Request Now	
Effective Start Date	Jun 02, 2023	Effective Start Date	Jan 01, 1900
Requests Remaining	-	Requests Remaining	-
Installment Frequency	Annual	Installment Frequency	Monthly
Interest Rate %	-	Interest Rate %	2.00
Interest Type	Not Applicable	Interest Type	Simple
Eligibility Valid Till	Feb 01, 2025	Eligibility Valid Till	Dec 31, 9999

↑

Request Loan from Employee profile

SAP My Employee File ▾ Search for actions or people

Omimahw Omimahw (Om)

Notes COVID-19 Advances My Expenses

Eligibility For Advances

Request Advance for Car_Loan

Advance Details

Request Date * May 07, 2024

Advance Type * Car_Loan (Car_Loan)

Currency * USD (USD)

Requested Amount * 200

Payment Mode * Payroll (Payroll)

Description

Save Cancel

Eligibility Valid Till Feb 01, 2025 Eligibility Valid Till Dec 31, 9999

Remaining Eligibility 1,500 USD

Total Eligibility Amount 1,500 USD

Jan 01, 1900

-

Monthly

2.00

Simple

As of Today

This screenshot shows the SAP Fiori Employee Profile interface. A modal dialog titled 'Request Advance for Car_Loan' is open, prompting for advance details like date, type, currency, amount, and mode. The background shows the employee's profile and various navigation tabs. To the right, a sidebar displays remaining and total eligibility amounts, along with payment frequency and simple calculations.

Error Amount is Exceeded

The screenshot shows the SAP Fiori Employee File interface. The top navigation bar includes the SAP logo, a search bar, and various icons for actions and notifications. The main area displays a card for "Omimahw Omimahw (Om)". Below this, a sub-menu shows "Notes", "COVID-19", "Advances", and "My Expenses". The "Advances" tab is selected, showing a list of items like "Eligibility For Advances", "Remaining Eligibility: 1,500 USD", and "Total Eligibility Amount: 1,500 USD". A modal dialog titled "Request Advance for Car_Loan" is open, prompting for "Advance Details". The "Request Date" is set to "May 07, 2024", and the "Advance Type" is "Car_Loan (Car_Loan)". An "Error" message box is displayed, stating "Requested amount exceeds maximum eligible amount", with a "Close" button. Other fields in the dialog include "Currency" (USD (USD)), "Requested Amount" (empty), "Payment Mode" (No Selection), and "Description" (empty). At the bottom of the dialog are "Save" and "Cancel" buttons. The overall theme is light blue and white.

Error if requested another loan

The screenshot shows a SAP Fiori application interface for managing employee advances. The top navigation bar includes the SAP logo, a search bar, and various icons for actions, header, and filters. The main area displays the user profile "Omimahw Omimahw (Om)" and a navigation menu with links for Notes, COVID-19, Advances, and My Expenses.

The "Advances" tab is selected, and the "Eligibility For Advances" section is visible. A modal dialog titled "Request Advance for Loan" is open, showing fields for Request Date (May 07, 2024), Advance Type (Loan (Loan)), Currency (USD (USD)), Requested Amount (200), and Payment Mode (Payroll (Payroll)).

An error message box is displayed, stating: "You cannot apply for new advances as pending loan exist!!".

On the right side of the screen, there is a summary section for "Remaining Eligibility" showing 1,300 USD and a "Total Eligibility Amount" of 1,500 USD. Below this, there are details for "Eligibility Valid Till": Jan 01, 1900, Monthly, 2.00, and Simple, with a date of Dec 31, 9999.



Advances

Advance Configuration Steps

- 1- Manage Employee Central Settings
- 2-Configure People Profile
- 3-Adding RBP





Clock In Clock Out ②

Person, Employment and Worker Type



Global Assignment Management ②



Enable Localized Biographical Information ②



Concurrent Employment Management ②



Dependents Management ②



Contingent Workers ②



Apprentice Management ③



Employee Central Quick Actions ②

Others



Position Management ②



Deductions Management ②



Advances ②



Dismissal Protection ②



Fiscal Year ②



IT Declarations ②



Cost Distribution ②



Work Seniority ②

Configure People Profile

English US (En)

☰ School Allowance

☰ School Allowance

☰ Live Profile MDF Information

☰ Notes

☰ Requests

☰ Salay Slip

☰ Live Profile MDF Information

☰ Live Profile User Information

☰ Advances

☰ Current Advances

☰ Current Advances

☰ Eligibility For Adv...

☰ Eligibility For Advances

☰ My Experience

☰ My Experience

☰ Live Profile MDF Information

☰ My Experience

Available Blocks

Drag and drop blocks to create profile

Search

▼ Talent

☰ Live Profile Trend Infor...

☰ Competency - Behavior ...

☰ Competencies

☰ Development Goals

☰ Goal Ratings

☰ Overview

☰ Performance History

☰ Successors

Admin Center

[Back to Admin Center](#)

Permission Role Detail

1. Name and description

* Role Name:	System Admin
Description:	System Admin

2. Permission settings

Specify what permissions users in this role should have.

[Permission...](#)[Permission not requiring target](#)

General User Permission

- User Login
- Mass Create Group Permission
- Permission to Create Notes
- Live Profile Access
- SFAPI User Login
- Mobile Access
- Community Access
- Permission to Create Forms(All)

Manage Compensation

- Compensation Management Permission
- Manage Salary Pay Matrices
- Manage Stock Value Tables
- Manage Stock Factors Tables
- Manage Merit Matrices
- Budget Override
- Export Employee Compensation Data
- Manage Job Code and Pay Grade Map
- Generate Compensation Hierarchy for Rollup Report
- Manage Compensation Planner Permission

Permission settings

Specify what permissions users in this role should have. ⓘ ★= Access period can be defined at the granting rule level.

Manage Advances

- Select All
 Advances Eligibility ⓘ ↑
 All Others

Edit
View

Ctrl-Click to select multiple

- Create Advance ⓘ ↑

- Advances Admin Overview ⓘ ↑

Manage Benefits

Manage Document Generation

Manage Mass Changes

Employee Central API

Employee Central Import

Settings

[Done](#)[Cancel](#)[Save Changes](#)[Cancel](#)[Print Preview](#)[Cancel](#)



Home ▾

advance



Actions

Go to [Advanced Reporting](#)

Manage [Advance Objects](#)

Approve Form

Sign Form

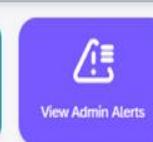
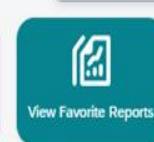
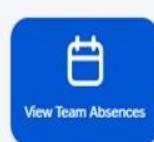
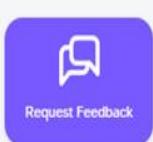
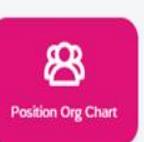
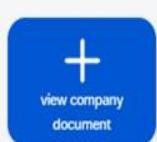
View my employment information

Employment Information...

Community

Search "advance" in Community

Quick Actions



For You Today

Finish Your Profile

...

You have completed 92%

Why not update it now?

History «

04/24/2024

Take Action ▾

Eligibility For Advances: Record created

Eligibility For Advances: advance1 (advance1)

Insert New Record

Eligibility ID * advance1

Effective Start Date * 04/24/2024

Status * Active

Advance Type * OSalary_Advance_Payment (OAdvancePay)

Pay Component Type Amount

Legal Entity BestRun Company (1710) [i]

Pay Grade

Maximum Eligibility Amount/Percentage 10,000

Currency USD (USD) [i]

Maximum Eligible Occurrences

Eligibility Valid For (Number)

Eligibility Valid For (Unit) No Selection

First Occurrence Date

Eligibility Valid Till

Installment Amount

Number of Installments * 1

Installment Frequency * Monthly (MON)

Interest Type * Not Applicable

Employee can Edit Number of Installments * No

Enable Auto Recovery * Yes

Monthly Recovery Date * 01

Recovery Pay Component(Recurring) * Charity Contribution (CHARITY)

Recovery Pay Component(One Time) * One Time Charity Deduction (CHARITY_1T)

Recovery Format * As Per Date

Default Workflow

Exception For Requested Amount No

Exception For Number of Installments No

Exception Workflow

Eligibility Rule new1 (new1) [i]

Allow Unlimited Eligibility Amount No

[Back to: Admin Center](#)

Manage Organization, Pay and Job Structures

Search : Pay Component ▾ OSalary_Advance_Payment (OAdv... ▾

Advanced

Create New : No Selection ▾

History

01/01/1900

Take Action ▾

Pay Component: Record created

Pay Component: OSalary_Advance_Payment (OAdvancePay)

Insert New Record

Effective as of 01/01/1900

Blue indicates that the item changed on this date

Pay Component ID OAdvancePay

Name OSalary_Advance_Payment

Description

Status Active

Pay Component Type Amount

Is Earning Yes

Currency USD

Pay Component Value

Frequency Monthly (MON)

Recurring No

Tax Treatment No Selection

Can Override Yes

Self Service Description O_Salary_Advance_payment

Display on Self Service Yes

Used for Comp Planning None

Recurring Payment and Deduction No

Maximum Decimal Places Default

Enable End-Dated Payments No

Updated by Omimah Ghoneim (OMIMAW) on behalf of Aanya Singh (sfadmin) on Monday, April 22, 2024 5:25:19 AM GMT

Search :Rule No Selection ▾

Advanced ▾

[Create New Rule](#)

History «

new1 (new1)[Insert New Record](#)Scenario: Advances Eligibility Rule [Change Scenario](#)01/01/1900 [Take Action](#) ▾

Rule created

Basic Information

Start Date 01/01/1900

Description

Parameters

Name	Object
Context	System Context 
Eligibility For Advances	Eligibility For Advances 
Eligibility Rule Result	Eligibility Calculation Rule Result

[Collapse All](#) | [Expand All](#) Variables If

Eligibility For Advances.Legal Entity is equal to Context.Current User.Job Information.Company

Then

Set Eligibility Rule Result.Unlimited Amount to be equal to No

Set Eligibility Rule Result.Is Eligible to be equal to Yes

Set Eligibility Rule Result.Maximum Eligibility Amount to be equal to Context.Current User.Employment Details.Compensation Σ.Amount

The rule selects one entry from the collection "Compensation" where...

Amount = 4500



Mark Miller (MMILLER) ▾



Advances ▾

My Experience

Previous

Eligibility For Advances

Eli

Ca

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Int

Eli

Eli

Attachment

Lo

Request Advance for test

Advance Details

Request Date *

Apr 24, 2024



Advance Type *

test (1)

Currency *

USD (USD)

Requested Amount

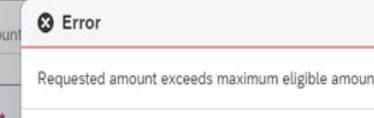
Payment Mode *

No Selection

Description

mancity Benefits Overview addition > ▾

Actions Header As of Today

Remaining Eligibility
4,500 USD
Total Eligible Amount
4,500 USD

Apr 24, 2024

Monthly

Not Applicable

Dec 31, 9999

advance1

Remaining Eligibility

200 USD

Actions Header As of Today

**Mark Miller (MMILLER)** ▾ Property Manager, New York (1710-2007), Real Estate (ECORE)[◀ 9](#) [Advances](#) ▾ [My Experience](#) [Pervious Employer](#) [section new 1](#) [My Experience Tracker](#) [Car](#) [Favorite Color](#) [colleage](#) [mancity](#) [Benefits Overview](#) [additio](#) ▶ [▼](#)**Eligibility For Advances****Eligibility For Advances**

Carloan

Remaining Eligibility
10,000 EGP
Total Eligibility Amount 10,000 EGP

[Request Now](#)

OSalary_Advance_Payment

Remaining Eligibility
3,500 USD
Total Eligibility Amount 4,500 USD

[Request Now](#)

Effective Start Date Jun 02, 2023

Effective Start Date Apr 24, 2024

Requests Remaining -

Requests Remaining -

Installment Frequency Monthly

Installment Frequency Monthly

Interest Rate % -

Interest Rate % -

Interest Type Not Applicable

Interest Type Not Applicable

Eligibility Valid Till Dec 31, 9999

Eligibility Valid Till Dec 31, 9999

Eligibility ID carloan

Eligibility ID advance1



Mark Miller (MMILLER) ▾

[←](#) Advances ▾ My Experience Previous

Eligibility For Advances

Eligibility

Currency

Ca

C

C

C

C

C

C

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Request Advance for OSalary_Advance_Payment

Actions Header As of Today

Advance Details



Request Date*

Apr 24, 2024

Advance Type*

OSalary_Advance_Payme...

Currency*

USD (USD)

Error

You cannot have a recovery with the duplicate pay component within the period of this advance

Close

Description

Attachment

Lo

Save

Cancel

Remaining Eligibility|

200 USD

Eligibility
3,500 USD
Total Eligibility Amount
4,500 USD

Apr 24, 2024

Monthly

Not Applicable

Dec 31, 9999

advance1

Search Eligibility For Advances ▾

No Selection ▾

Include Inactives: No ▾

Search As Of: 05/07/2024 Calendar

Create New

No Selection ▾

History «

05/07/2024

Take Action ▾

Eligibility For Advances: Record created

Eligibility For Advances: 123456 (123456)

Insert New Record

Eligibility ID * 123456

Effective Start Date * 05/07/2024

Status * Active

Advance Type * advance1 (advance1)

Pay Component Type Amount

Legal Entity BestRun Company (1710) Info

Pay Grade Salary Grade 05 (GR-05)

Maximum Eligibility Amount/Percentage 6,000

Currency USD (USD) Info

Maximum Eligible Occurrences 3

Eligibility Valid For (Number) 3

Eligibility Valid For (Unit) Month(s)

First Occurrence Date 05/07/2024

Eligibility Valid Till

Installment Amount

Number of Installments * 1

Installment Frequency * Monthly (MON)

Interest Type * Not Applicable

Employee can Edit Number of Installments * No

Enable Auto Recovery * Yes

Week Number * First

Day Of Week * Monday

Recovery Pay Component(Recurring) * Charity Contribution (CHARITY)

Recovery Pay Component(One Time) * One Time Charity Deduction (CHARITY_1T)

Recovery Format * As Per Day

Default Workflow

Exception For Requested Amount No

Admin Center

[Back to Admin Center](#)

Permission Role Detail

- (o) (o!)
- no (no)
- Job Info Change (JOBINFOCHANGE_06)
- xz (xz)
- all_reason (all_reason)
- reason1 (reason1)
- reason2 (reason2)
- Gym Membership (gymmembership)
- h&h (1313)
- reason3 (reason3)
- Job Info Change (9900)
- ibrahire (Ibrahire)
- Health Plan Employee UK (HPEE_UK)
- halimo (50)
- OPay (9900)
- OSalary_Advance_Payment (OAdvancePay)
- urgent issue (222222)
- halimm (77a)
- hola (1010)
- advance1 (advance1)

Manage Time Off

- Time Account(All)
- Manage Purchase Leave

Payroll Permissions

- Payroll Administration
- Payroll Self Service
- Payroll System Information Dashboard

Employee Central API

- Employee Central Compound Employee API (restricted access)

Manage Compensation and Varpay

- Recall Statements
- General Statements
- Print Statements
- Compensation Groups
- Compensation Job Monitor
- View User Personal Statements

Employee Views

Permission settings

Specify what permissions users in this role should have. ⓘ ★= Access period can be defined at the granting rule level.

Permission Category	Description	Granted	Revoked
Payroll Permissions	1. CAN_LTD_INS_ER_CONT (CAN_LTD_INS_ER_CONT)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	2. CAN_LTD_INS_EE_CONT (CAN_LTD_INS_EE_CONT)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Recruiting Permissions	Accident_HK-ER Contribution (ADNT_HK_ER)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Accident_HK-EE Contribution (ADNT_HK_EE)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Reports Permission	AccidentInsurance_DE (ACCINS_DE)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	advance1 (advance1)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Analytics permissions	Annual Incentive India (ANNUAL_INCENTIVE_INDIA)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	ANNUALMAXPC (ANNUALMAXPC)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Employee Data	AS Advance Pay Cop. (AS_Advance_PCop.)	<input type="checkbox"/>	<input type="checkbox"/>
	AS-Pay (AS1000)	<input type="checkbox"/>	<input type="checkbox"/>
General User Permission	AS Reimbursement (ASREM)	<input type="checkbox"/>	<input type="checkbox"/>
	Base Housing Allow HK (BASE_RENT_HK)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
SAP System Configuration	AS Payroll Integration (AS_PAYINT)	<input type="checkbox"/>	<input type="checkbox"/>
	AS Payroll Integration (AS_PAYINT)	<input type="checkbox"/>	<input type="checkbox"/>
Payroll Integration Permission	AS Payroll Integration (AS_PAYINT)	<input type="checkbox"/>	<input type="checkbox"/>
	AS Payroll Integration (AS_PAYINT)	<input type="checkbox"/>	<input type="checkbox"/>
Continuous Performance Management	AS Reimbursement (ASREM)	<input type="checkbox"/>	<input type="checkbox"/>
	AS Payroll Integration (AS_PAYINT)	<input type="checkbox"/>	<input type="checkbox"/>
MDF Recruiting Permissions	AS Payroll Integration (AS_PAYINT)	<input type="checkbox"/>	<input type="checkbox"/>
	AS Payroll Integration (AS_PAYINT)	<input type="checkbox"/>	<input type="checkbox"/>

Done **Cancel**

Save Changes **Cancel**

**Roberto Viola (rviola)** ▾ OD Consultant, Dallas (1710-2005), Corporate Services (CORP_SVCS)

Actions

Header

As of Today



9 Advances ▾ My Experience Previous Employer section new 1 My Experience Tracker Car Favorite Color colleague mancy Benefits Overview additional ▾

Eligibility For Advances**Eligibility For Advances**

Carloan

Remaining Eligibility

10,000 EGP

Total Eligibility Amount,
10,000 EGP[Request Now](#)

advance1

Remaining Eligibility

6,000 USD

Total Eligibility Amount,
6,000 USD[Request Now](#)

Effective Start Date Jun 02, 2023

Effective Start Date May 07, 2024

Requests Remaining -

Requests Remaining 3

Installment Frequency
MonthlyInstallment Frequency
Monthly

Interest Rate % -

Interest Rate % -

Interest Type Not Applicable

Interest Type Not Applicable

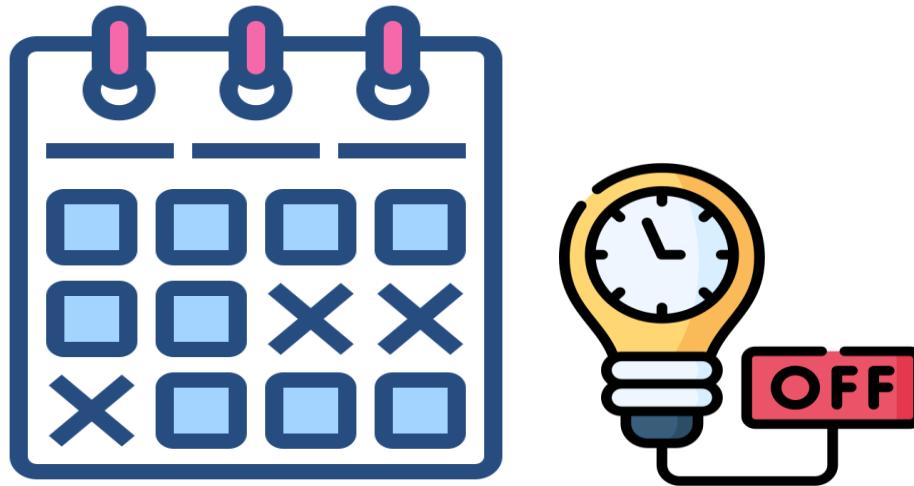
Eligibility Valid Till Dec 31, 9999

Eligibility Valid Till Aug 06, 2024

Eligibility ID carloan

Eligibility ID 123456

Time Off



1- Holiday calendar :

Public holidays for employees according to each country



Create holiday calendar :

Manage Data

Search Holiday Calendar Holidaycalendar_haj (Holidayca... Include Inactives: No Create New No Selection

Holiday Calendar: Holidaycalendar_haj (Holidaycalendar_haj)

Name *	<input type="text"/> Holidaycalendar_haj <input type="button"/>	<input type="button"/>	<input type="button"/>
Entity UUID *	3BE95FB1FCC54248991968560DA9D43B		
Country/Region	<input type="text"/> No Selection <input type="button"/>	<input type="button"/>	<input type="button"/>
External Code *	<input type="text"/> Holidaycalendar_haj <input type="button"/>	<input type="button"/>	

Holiday Assignments

Date of Holiday *	Entity UUID *	Holiday Class *	Holiday *	(1) More Actions
06/16/2024 <input type="button"/>	3AC29865AE3947A3B110997C0A26CFD4	Full <input type="button"/>	<input type="text"/> Eid Adha_haj (Eid Adha_haj) <input type="button"/> <input type="button"/>	<input type="text"/> Details <input type="button"/> <input type="button"/> <input type="button"/>
05/06/2024 <input type="button"/>	6DAB626AC5744E58943FD8E2DA2FB59D	Full <input type="button"/>	<input type="text"/> Easter day_haj (Easter day_haj) <input type="button"/> <input type="button"/>	<input type="text"/> Details <input type="button"/> <input type="button"/> <input type="button"/>
12/31/2024 <input type="button"/>	CBCCE12A9BDF4714A75CC5A6E004E4D3	Full <input type="button"/>	<input type="text"/> Christmas Day_haj (Christmas D... <input type="button"/> <input type="button"/>	<input type="text"/> Details <input type="button"/> <input type="button"/> <input type="button"/>
MM/DD/YYYY <input type="button"/>		Full <input type="button"/>	<input type="text"/> No Selection <input type="button"/> <input type="button"/>	<input type="text"/> Details

Define the name and code for the holiday :

Holiday Calendar: Holidaycalendar - Holiday: Easter day_haj (Easter day_haj)

Holiday Code * ?

Entity UUID * 14729CC46380467983F5153AA0DB8291

Name * ? ?

Country/Region ?

Holiday Assignments

Date of Holiday *	Entity UUID *	Updated by Hajar Mohammed Ehsan(103282) on Sunday, April 21, 2024 9:29:07 PM EDT	Actions
06/16/2024 <input type="button" value="Calendar"/>	3AC29865AE3947A	Save Cancel	<input type="button" value="Details"/> <input type="button" value="Delete"/> <input type="button" value="Up"/> <input type="button" value="Down"/>
05/06/2024 <input type="button" value="Calendar"/>	6DAB626AC5744E58943FD8E2DA2FB59D	Full ? <input type="text" value="Easter day_haj (Easter day_haj..."/> <input type="button" value="Details"/> <input type="button" value="Delete"/> <input type="button" value="Up"/>	<input type="button" value="Details"/> <input type="button" value="Delete"/> <input type="button" value="Up"/>
12/31/2024 <input type="button" value="Calendar"/>	CBCCE12A9BDF4714A75CC5A6E004E4D3	Full ? <input type="text" value="Christmas Day_haj (Christmas D..."/> <input type="button" value="Details"/> <input type="button" value="Delete"/> <input type="button" value="Up"/>	<input type="button" value="Details"/> <input type="button" value="Delete"/> <input type="button" value="Up"/>
MM/DD/YYYY <input type="button" value="Calendar"/>		Full ? <input type="text" value="No Selection"/> <input type="button" value="Details"/> <input type="button" value="Delete"/>	

Define holiday category for each public holiday:

Holiday Calendar: Holidaycalendar_haj (Holidaycalendar_haj)

Details

Name *	Date of Holiday *
Entity UUID *	Entity UUID *
Country/Region	Holiday Class *
External Code *	Holiday *

Holiday Assignments

Date of Holiday *	Entity UUID *	Holiday Category *
06/16/2024	3AC29B65AE3947A3B110997C04	Full (FULL)
05/06/2024	6DAB626AC5744E58943FD8E2DA2FB59D	Full (HALF)
12/31/2024	CBCCE12A9BDF4714A75CC5A6E004E4D3	Higher Premium Holiday (1111)
MM/DD/YYYY		Labour eid (9030)
		No Premium Holiday (2222)

1) More Actions

Done

Full (FULL)

25TH January (2020)

Easter day_haj (20)

Full (FULL)

Half (HALF)

Higher Premium Holiday (1111)

Labour eid (9030)

No Premium Holiday (2222)

No Selection

Public holiday in people profile/ time off:

People Profile / Time Off

Time Off

Show Team Absences

May 2024		June 2024											
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3	4						1
5	6	7	8	9	10	11	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28	29
						30							

Legend:

- Today
- Selected
- Working Day
- Non-Working Day
- Approved
- Pending / Cancellation Pending
- Holiday

Balances

Annual_haj	19 days
Show All	

Upcoming Time Off

Eid Adha_haj (1 day)	
Sun, Jun 16, 2024	Holiday
Christmas Day_haj (1 day)	
Tue, Dec 31, 2024	Holiday

Show All

Absence calendar / display public holiday :

Team Absence Calendar

Search for people Absent (0) Include Contingent Workers

[Day](#) [Week](#) [Month](#)

< Today > May 1, 2024 - May 31, 2024

Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

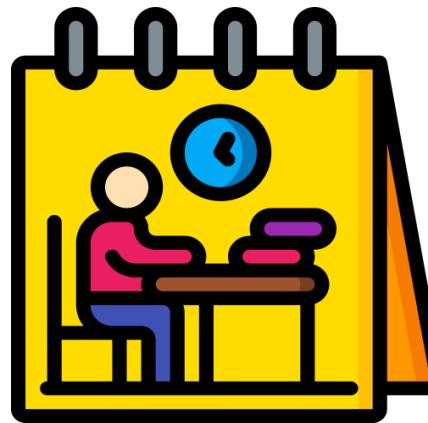
Week 18 Week 19 Week 20 Week 21 Week 22

The calendar displays a grid of days from May 1 to May 31, 2024. A red box highlights May 6, which is labeled 'Easter day_haj (1 day)' with a duration of 1 day. This absence is associated with employee Hajar Mohammed Ehsan. Other employees listed on the left are Molly Huddleston, Rhonda Brown, and Marty Goodman, each with a small profile picture.

Employee	Absence Details
Hajar Mohammed Ehsan	Easter day_haj (1 day) Date: May 6, 2024
Molly Huddleston	
Rhonda Brown	
Marty Goodman	

2- Work schedule

Work schedules provide the basis for all time management in a company.



1- Create work schedule:

Manage Data

Search Include Inactives: No Create New

Work Schedule: work schedule_haj (workschedule_haj)

External Name *	work schedule_haj
Search Field	Click or focus to edit
Is Individual Work Schedule *	No
Model *	Period
Cross Midnight Allowed *	No
Time Recording Variant *	Clock Times
Shift Classification	<input type="text" value="Early Shift (DY_EARLY)"/> <input type="button" value="New"/>
User	<input type="text"/>
Average Hours Per Day	8
Average Hours Per Week	40
Average Hours Per Month	160
Average Hours Per Year	1,920

Work Schedule Days for Period Model

Day*

Category*

(7) More Actions

1

Day Model ▾

Details

2

Day Model ▾

Details

3

Day Model ▾

Details

4

Day Model ▾

Details

5

Non-Working Day ▾

Details

6

Non-Working Day ▾

Details

7

Day Model ▾

Details

Details:

The screenshot shows a software interface for managing work schedules. At the top, there are three input fields for average hours: "Average Hours Per Day" (8), "Average Hours Per Week" (40), and "Average Hours Per Month" (160). Below these, a modal window titled "Details" is open, showing the configuration for "Day Model". The "Day" field contains the value "1", which is highlighted with a red rectangle. The "Category" dropdown is set to "Day Model". Under "Planned Hours And Minutes (hh:mm)", there is a placeholder text "Click or focus to edit". The "Planned Hours (Decimal)" field also has a placeholder "Click or focus to edit". The "Day Model" dropdown shows a search result: "workdaymodel_haj (workschedule...)" with an entity UUID of "9465471158E14F6B87C08222ECDD4808". The "Rounding" dropdown is set to "No Selection". At the bottom right of the modal is a blue "Done" button. On the left side of the main interface, there is a table titled "Work Schedule Days for Period Model" with columns for "Day" and "Category". The days listed are 1 through 7. Rows 1 through 4 have "Day Model" selected, while rows 5, 6, and 7 have "Non-Working Day" selected. There are "Details" buttons and up/down arrow buttons for each row.

Day	Category
1	Day Model
2	Day Model
3	Day Model
4	Day Model
5	Non-Working Day
6	Non-Working Day
7	Day Model

Day model :

Details

Day *

Category *

Planned Hours And Minutes (hh:mm)

Planned Hours (Decimal)

Day Model 

Entity UUID * 50C6C66122C84F6294CE2A4BEFF5EBBC

Rounding  

Done

Define the working hours and break:

Work Schedule Day Model: workdaymodel_haj (workschedule_haj)

External Name *  

Time Recording Variant *  

Cross Midnight Allowed 

Non-Working Day 

Segments

Start Time *	End Time *	Duration	Category *	(1) More Actions
08:00 AM	05:00 PM	540	Scheduled Working Time	  
12:00 PM	01:00 PM	60	Scheduled Unpaid Break	  
<input type="text" value="Click or focus to edit"/>	<input type="text" value="Click or focus to edit"/>		Scheduled Working Time	

Shift Classification    

Description

Planned Hours (Decimal) 

Planned Hours And Minutes (hh:mm) 

Country/Region    

Employee profile/ Time information :

The screenshot shows the SAP Fiori interface for managing employee profiles. The top navigation bar includes the SAP logo, a search bar, and various icons for actions and header modification. The main content area is titled "Edit History of Job Information on Apr 23, 2024".

Job Information section:

- Country: United States
- Pay Scale Type: Standard Contract (USA/1)
- Pay Scale Area: Western Region (USA/US1)
- Show 8 more fields

Time Information section:

Time Recording Variant	Time Profile	Time Recorded Profile
Clock Times	Time profile_haj (Time profile_haj) timeprofile_haj-(timeprofile_haj)	Clocktime Regular (CLT_REG)

Work Schedule section (highlighted with a red box):

- Work Schedule: work schedule_haj (wo...)
- Details button
- Find a Work Schedule button

Holiday Calendar section:

- Holiday Calendar: Holidaycalendar_haj (Holidaycalendar_haj)

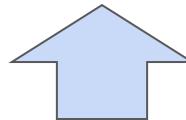
Details:

Work Schedule Details						
PREVIEW	DETAILS					
Day	Category	Start Time	End Time	Breaks	Duration	Flextime Bandwidth
1	Day Model: workschedule_haj	8:00 AM	5:00 PM	12:00 PM - 1:00 PM (60 minutes)	08:00	No flextime bandwidth defined
2	Day Model: workschedule_haj	8:00 AM	5:00 PM	12:00 PM - 1:00 PM (60 minutes)	08:00	No flextime bandwidth defined
3	Day Model: workschedule_haj	8:00 AM	5:00 PM	12:00 PM - 1:00 PM (60 minutes)	08:00	No flextime bandwidth defined
4	Day Model: workschedule_haj	8:00 AM	5:00 PM	12:00 PM - 1:00 PM (60 minutes)	08:00	No flextime bandwidth defined
5	Non-Working Day	12:00 AM	12:00 AM	No breaks defined	--	No flextime bandwidth defined
6	Non-Working Day	12:00 AM	12:00 AM	No breaks defined	--	No flextime bandwidth defined
7	Day Model: workschedule_haj	8:00 AM	5:00 PM	12:00 PM - 1:00 PM (60 minutes)	08:00	No flextime bandwidth defined

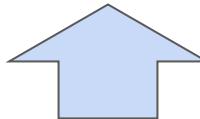
Time Profile



Time Profile



Time Type



Time Account Type

Time profile

Manage Data

Search Create New

Time Profile: Time profile haj (Time profile haj)

HISTORY <
 01/01/1900

External Name *	<input type="text" value="Time profile haj"/>	<input type="button"/>	<input type="button"/>
Time Account Type for Working Time Account	<input type="text" value="No Selection"/>	<input type="button"/>	<input type="button"/>
Time Account Type for Time Off in Lieu	<input type="text" value="No Selection"/>	<input type="button"/>	<input type="button"/>
Default Import Attendance Time Type	<input type="text" value="No Selection"/>	<input type="button"/>	<input type="button"/>
Time Recording Variant *	<input type="text" value="Clock Times"/>	<input type="button"/>	
Main Break Time Type	<input type="text" value="Break (BREAK)"/>	<input type="button"/>	<input type="button"/>
Entity UUID *	DC9EB3A5D17C4945850D3D2823ABA233		
Main Absence Time Type	<input type="text" value="No Selection"/>	<input type="button"/>	<input type="button"/>
Country/Region	<input type="text" value="No Selection"/>	<input type="button"/>	<input type="button"/>
Main Attendance Time Type	<input type="text" value="No Selection"/>	<input type="button"/>	<input type="button"/>
External Code *	<input type="text" value="Time profile haj"/>	<input type="button"/>	
Effective Start Date *	<input type="text" value="01/01/1900"/>	<input type="button"/>	

Status * Active ▾

Update TOIL Account Only When Changes Approved No ?

Update Working Time Account Only When Changes Approved No ?

Instructional Text For Time Off Employee Self-Service

Available Time Type

Time Type *

(7) More Actions

Annual_haj (Annual_haj1) ▾

Details



Break (BREAK) ▾

Details



casual type_haj (casual type_h...)

Details



Time Type

Time Type: Annual_haj (Annual_haj1)

External Name *	Annual_haj
Entity UUID *	C744568C6CE94E81AC67B8C23BF26250
Workflow Configuration	haj_workflow (haj_workflow)
Unit *	Day(s)
Country/Region	No Selection
Classification	Absence
Collision Grouping	No Selection
Requesting on Non-Working Days Allowed	No
Accrual Recalculation Relevance	No Selection
Undetermined End Date Allowed	No
Absence Class *	Unspecified
Counting Method	No Selection
Permitted Fractions For Unit Day	Only full day bookings allowed
Permitted Fractions For Unit Hour	No Selection
Leave of Absence Event Reason (Plan)	No Selection
Absence Counting Configuration	No Selection

Time Account Posting Rules

Time Account Type *

External Code *

Entity UUID *

2FD4E8E3CF1140B48D502180FC421CF4 

 No Selection  

Click or focus to edit

Take Rules

Rule *

Entity UUID * External Code *

Click or focus to edit

Time Account type

Time Account Type: Anuuual_haj (Annual_haj)

External Name *  

Payout Eligibility  

Entity UUID * 496D78A6C9ED45F7BCB4024DCB3DD119

Unit  

Account Creation Type *  

Account Creation Offset [Months]  

Account Creation Automation *  

Account Valid From [Day]  

Account Valid From [Month]  

Level Of Accrual Automation *  

Entitlement Method *  

Accrual Rule Data Effective Date  

Simulate Accruals *  

Accrual Creation Offset [Days]  

Time From Hire To First Accrual  

Save

Cancel

Time Account Type: Anual_haj (Annual_haj)

Account Valid From [Month] ?

Level Of Accrual Automation * ?

Entitlement Method * ?

Accrual Rule Data Effective Date ?

Simulate Accruals * ?

Accrual Creation Offset [Days] ?

Time From Hire To First Accrual ?

Time Unit From Hire To First Accrual ?

Hire Rule ?

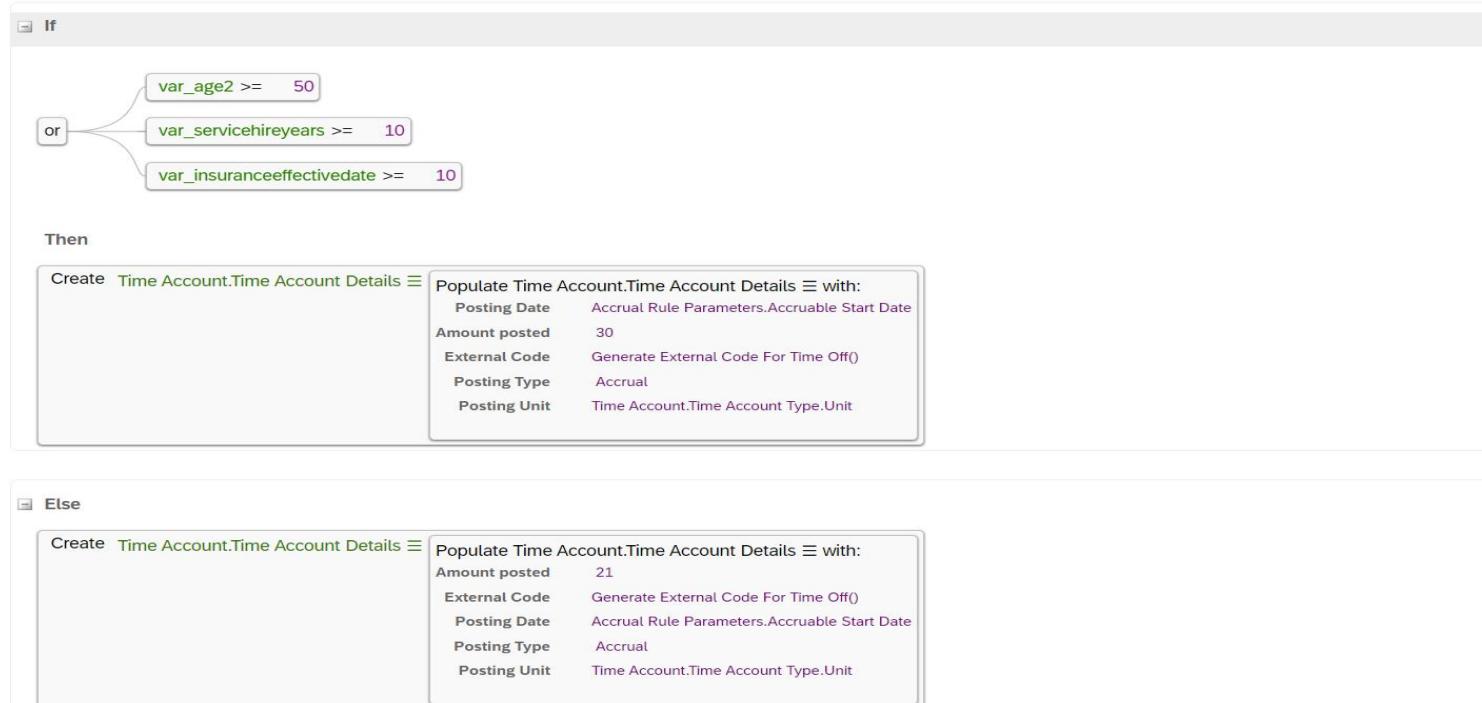
Termination Rule + ?

Accruals Based On * ?

Accrual Rule ?

Recalculation Fields

Hire & accrual rule



Assign time profile to people profile

Layla Ahmed Roshdy (Layla1234555) ▾ Business Developer Senior, Boston (10000-0001), Research & Development (RES_DEV)

Actions Header As of Today

Employment Info	Compensation Information	Time	Talent Profile	Notes	COVID-19	Advances	My Experience	Pervious Employer	section
FTE	1					Probationary Period	-		
Is Fulltime Employee	Yes					End Date			
Event Reason	-					EEO Job Group	-		
Event Reason External	-					Contract Type	-		
Employee Class	Active					Additional Time ID	-		
FLSA Status	-								
Employment Type	-								
Time Information									
Holiday Calendar	Holidaycalendar_haj (Holidaycalendar_haj)								
Work Schedule	work schedule_haj (workschedule_haj) Details								
Time Profile	Time profile haj (Time profile haj)								
	Time Recording Variant	Clock Times							
	Time Recorded Profile	-							

Actions Header As of Today ...



Layla Ahmed Roshdy (Layla1234555) ▾ Business Developer Senior, Boston (10000-0001), Research & Development (RES_DEV)

< / Time Talent Profile ▾ Notes COVID-19 Advances ▾ My Experience Previous Employer section new 1 My Experience Tracker Car Favorite Color > ▾

Time

Time

Time Sheet

No time recording profile is assigned to job information.

[Go to Time Sheet](#)

Upcoming Time Off

There are no upcoming absences.

[Administer Time](#)

Time Off Balances

21 days Annual_haj

[Pay Out Time](#)

[Purchase Time](#)

Talent Profile

Thank You!

