

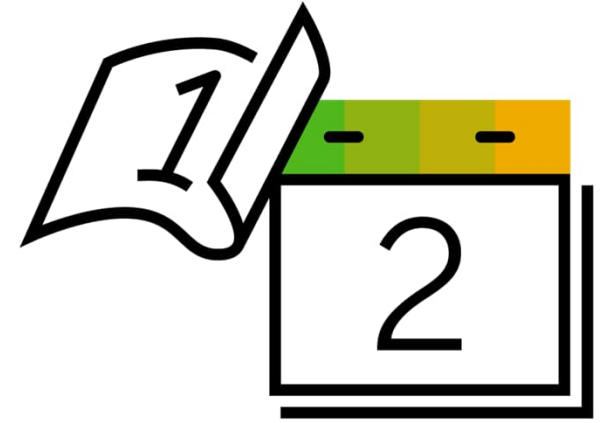


HOL105 Write Business Rules to Automate Processes in SAP SuccessFactors Employee Central

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October 4, 2023

Agenda

- Introduction
- Lab Activities
- Q&A





Introduction

Write Business Rules to Automate Processes in the SAP SuccessFactors Employee Central Solution

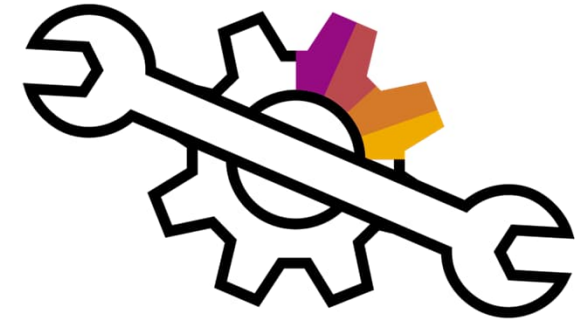
- In this hands-on lab, learn how to more easily create powerful business rules using scenarios to drive changes in the SAP SuccessFactors Employee Central solution.

Configure Business Rules

Search :Rule No Selection Advanced

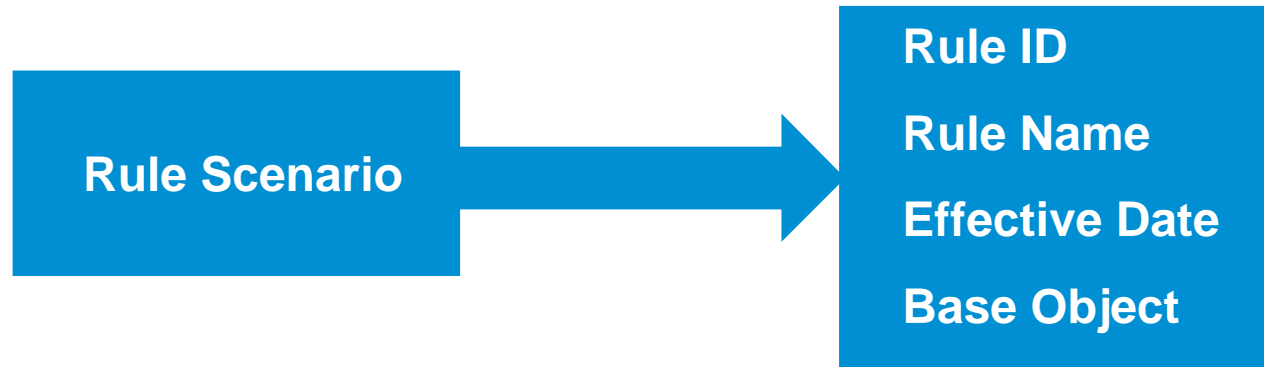
To create a rule, expand a rule scenario category below and select a scenario.

- > Advances Management
- > Benefits Management
- > Compensation and Variable Pay
- ▼ 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 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 Hire/Rehire 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
 - ☐ **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.
 - ☐ **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.



Business Rule Configuration Process – General Structure

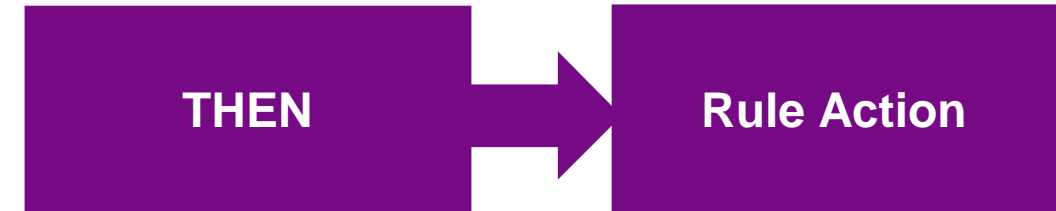
1. Attributes



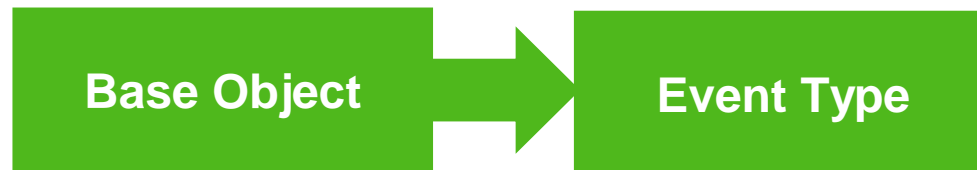
2. Conditions



3. Statements



4. Assignment





Lab Activities

Lab Activities

Some of the activities you will practice and test today are:

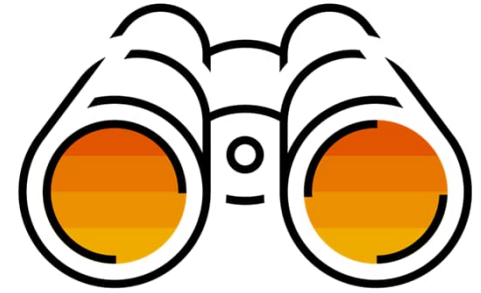
- Generating an EC Alert for Work Permit Expiration
- Calculate a transient field based on the date of birth of the employee
- Modify a rule to default field attributes during Hire Event.
- Test a Cross Entity Business Rule to create data in an HRIS Element.
- Add a Custom Foundation Object field to an existing propagation rule and verify the results.
- Change a Business Rule scenario from basic to application-specific running the tool wizard. (Optional)





Additional Resources

RESOURCES



SAP Help Portal

[Implementing Business Rules in SAP SuccessFactors](#)

[To-Do Alert Overview](#)

KBAs

[2156278 - How To Set Up EC Alerts and Notifications Using Business Rules](#)

[2468444 - EC Alerts: Work Permit Expiration Alert Rule](#)

[2529515 - Position To Job Information Sync Troubleshooting Guide
\(PositionToJobInfoSyncRuleCheck\) – EC](#)

[3280407 - Manual Mass Change of Basic Rules to Application-Specific Scenarios – FAQ](#)

[2385771 - Masking Number Sensitive Field Data in Employee Central](#)

Implementation Design Principles

[SAP SuccessFactors Employee Central - Managing Alerts and Notifications](#)

[SAP SuccessFactors Employee Central: Optimizing Business Rules for Specific Scenarios](#)



Q&A

Thank you.

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