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| SAP Best Practices for SAP SuccessFactors Employee Central  April 2018  EnglishEnglish |  |
|  | SAP Best Practices for SAP SuccessFactors Employee Central: APOSoftware and Delivery Requirements |
| SAP SE Dietmar-Hopp-Allee 16 69190 Walldorf Germany | |  |  | | --- | --- | | Document Revisions | Date | | 0 | Initial version | | 1 |  | | 2 |  | |

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Icons

|  |  |
| --- | --- |
| Icon | Meaning |
| achtung | Caution |
| example | Example |
| tip | Note |
| recommen | Recommendation |
| syntaxic | Syntax |
| process | External Process |
| decision_pointqm | Business Process Alternative/Decision Choice |

Typographic Conventions

|  |  |
| --- | --- |
| Type Style | Description |
| Example text | Words or characters that appear on the screen. These include field names, screen titles, pushbuttons as well as menu names, paths and options.  Cross-references to other documentation. |
| **Example text** | Emphasized words or phrases in body text, titles of graphics and tables. |
| EXAMPLE TEXT | Names of elements in the system. These include report names, program names, transaction codes, table names, and individual key words of a programming language, when surrounded by body text, for example, SELECT and INCLUDE. |
| Example text | Screen output. This includes file and directory names and their paths, messages, source code, names of variables and parameters as well as names of installation, upgrade and database tools. |
| EXAMPLE TEXT | Keys on the keyboard, for example, function keys (such as F2) or the ENTER key. |
| Example text | Exact user entry. These are words or characters that you enter in the system exactly as they appear in the documentation. |
| <Example text> | Variable user entry. Pointed brackets indicate that you replace these words and characters with appropriate entries. |

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# Purpose of the Document

This document contains all information for the following purposes:

* Validate that key prerequisites, such as software components and versions correspond with the customer’s situation.
* Check that all prerequisites for a customer implementation are in place.
* Check that correct content, tools and skills are in place before the project starts.

The document will list different kinds of requirements at package level if they are valid for all scope items included in the package. Mention is given for requirements valid for certain scope items only.

The document contains prerequisites only, but not the procedures to meet these prerequisites.

# Technical Requirements

This section contains technical requirements in different areas. For each requirement, the relevance for scope items of the package is provided.

## Software Product Versions

The following software products and versions are required:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Product** | **Product Version** | **Components as Tested** | **Comments** | **Relevance** |
| SAP SuccessFactors Employee Central (min.) or SAP SuccessFactors HCM Core | Latest Version | SAP SuccessFactors Employee Central | Cloud | All Scope Items |
| SAP SuccessFactors platform (min.) or SAP SuccessFactors HCM Core | Latest Version | SAP SuccessFactors Platform | Cloud | All Scope Items |

tip

If the customer wants to execute process steps related to SAP SuccessFactors Employee Central Payroll integration (scope item 15O), SAP SuccessFactors Employee Central Payroll 1.0 must be configured as prerequisite which is not in scope of this package.

Please ensure that the latest Support Packages are applied for software components EA-HR\*\* and SAP\_HR\*\*.

Furthermore, the integration between SAP SuccessFactors Employee Central and Employee Central Payroll, as described in configuration guide FK7, must be set up.

tip

The replication of the cost center from the finance system to the Employee Central system is covered by separate integrations, like: *SAP Best Practices for SAP S/4HANA Cloud* - <https://rapid.sap.com/bp/BP_CLD_ENTPR>. For On-Premise check the [SAP Help Portal](https://help.sap.com/viewer/p/SAP_SUCCESSFACTORS_EMPLOYEE_CENTRAL_INTEGRATION_TO_SAP_BUSINESS_SUITE) section *Integration with SAP S/4HANA On Premise*.

## System Requirements and Technical Prerequisites for SAP SuccessFactors

SAP SuccessFactors HCM is a full web-based offering. You will need an Internet connection and a system that meets specific requirements. For the detailed requirements, please check the [System Requirements and Technical Prerequisites](https://help.sap.com/viewer/7e01bd2cca40425e9d025f80e100fbcb/1711/en-US) document, which can be also found in the [SAP Help Portal](https://help.sap.com/viewer/product/SAP_SUCCESSFACTORS_HCM_SUITE/) in the section *Reference.*

## SAP Notes

The following SAP Notes need to be considered:

|  |  |  |  |
| --- | --- | --- | --- |
| **SAP Note No.** | **Content** | **Comments** | **Relevance** |
| [2011015](https://launchpad.support.sap.com/#/notes/2011015) | This SAP Note contains critical information for implementing the SAP Best Practices for SAP SuccessFactors Employee Central | Before you start the implementation of the related SAP Best Practices scope, check the latest versions of this SAP Note. | All Scope Items |

## Active Business Functionality Required

Functionality in this solution package requires certain business functionality to be active in the SAP landscape. These business functionalities need to be activated:

|  |  |  |  |
| --- | --- | --- | --- |
| **Product** | **Business Functionality** | **Configuration or Data Required** | **Relevance** |
| SAP ERP On-Premise / S/4HANA | Financial / Cost Center Accounting | Company Code, Accounts, Cost Center Master Data | All Scope Items |
| SAP SuccessFactors Employee Central Payroll | Payroll | Payroll Configuration required | 15O |

## Connectivity

The following connectivity is provided:

* RFC connection of type ‘3 - ABAP connection’ between your SAP ERP finance and Employee Central payroll system using a technical ALE user for the login

For more information, see the *Configuration Guide - Getting started* for integration.

## Authorizations

The following authorizations are required for the data replication to Employee Central Payroll based on the delivered template role:

| **System** | **User Role** | **Remarks** |
| --- | --- | --- |
| *SAP SuccessFactors Employee Central Payroll* | SAP\_HR\_PA\_EC\_EE\_BNDL\_REPL\_V3 | SAP\_HR\_PA\_EC\_EE\_BNDL\_REPL\_V3 is designed for the technical user which executes  the enterprise services with the names  "EmployeeMasterDataBundleReplicationRequest\_In" in namespace  "http://sap.com/xi/EA-HR" and "EmployeeMasterDataPushReplicationRequest\_In" in  namespace "http://sap.com/xi/EA-HR".  The role provides the authorizations which are necessary to process the  replication of employees. But it does not provide the authorizations to execute  an enterprise service in general. To achieve this, you need to add other roles to  your user.  The authorization object P\_ORGIN is checked against PERSA=\*;PERSG=\*;  PERSK=\*;VDSK1=\*; during runtime. Therefore, the role provides generic  authorizations for these fields. |
| *SAP SuccessFactors Employee Central* | SFAPI | API Login Permission for replication. |