#### Project Hörnsten

#### Interface Specification Functional Document

Interface Name: Organizational Objects Replication from Employee Central to SAP S/4HANA On Premise System

(Corporate and Eagle)

RICEFW ID: HR\_INT\_MUL2

Author: Name of the team member

Version: 1.

IBM | Lundin Mining

#### Document History

Document Location

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Revision History

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| --- | --- | --- | --- |
| Revision Number | Revision Date | Summary of Changes | Revised By |
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Design Authority Approval Details

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| --- | --- | --- | --- |
| Name | Title | Review Date | Approved (Yes/No) |
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# General Information

|  |  |  |  |
| --- | --- | --- | --- |
| **RICEFW ID** | HR\_INT\_MUL2 | | |
| **Short Description** | Organizational Objects Replication from Employee Central to SAP S/4HANA On Premise System (Corporate and Eagle) | | |
| **Process Owner** |  | | |
| **Implementation Phase** |  | | |
| **Transaction(s) (if applicable)** |  | | |
| **Run Frequency** |  | **Language** | English |

# Desired Functionality / User Story

Lundin Mining Corporate (Canada) and Eagle (US) HR uses the SAP SuccessFactors Employee Central as the system of record holding HR data including employees’ master data, organizational assignments, and organizational data. Existing processes such as Finance, Enterprise Asset Management (EAM), and Supply Chain Management (SCM) still run in an SAP S/4HANA system landscape. Therefore, the HR data maintained in Employee Central needs to be replicated to the SAP S/4HANA system to support the local processes running there.

## Business Benefits

Integrating SAP S/4HANA On Premise system with Employee Central using the Core Hybrid Deployment Option offers the following business features:

* The replication coverts the data from Employee Central to the SAP S/4HANA data model (or the other way around).
* Employee master data replication is automated.
* The replication prevents unnecessary retroactive Payroll runs in SAP S∕4HANA.
* If the data of employees terminated in SAP S∕4HANA wasn't migrated to Employee Central, integration notices that the respective employee needs to be rehired when replicating the data to SAP S∕4HANA.
* The integration handles global assignments, concurrent employment, and international transfers.
* The integration go-live can be done country/region by country/region since data extraction in Employee Central can be done country-based.
* The integration covers country/region specifics.
* Employee master data and organizational data replication are complementary. Organizational assignments are replicated into the employee's Organizational Assignment (0001) infotype in SAP S∕4HANA.

## Scope

**TEXT TO BE REMOVED, GUIDANCE ONLY<**

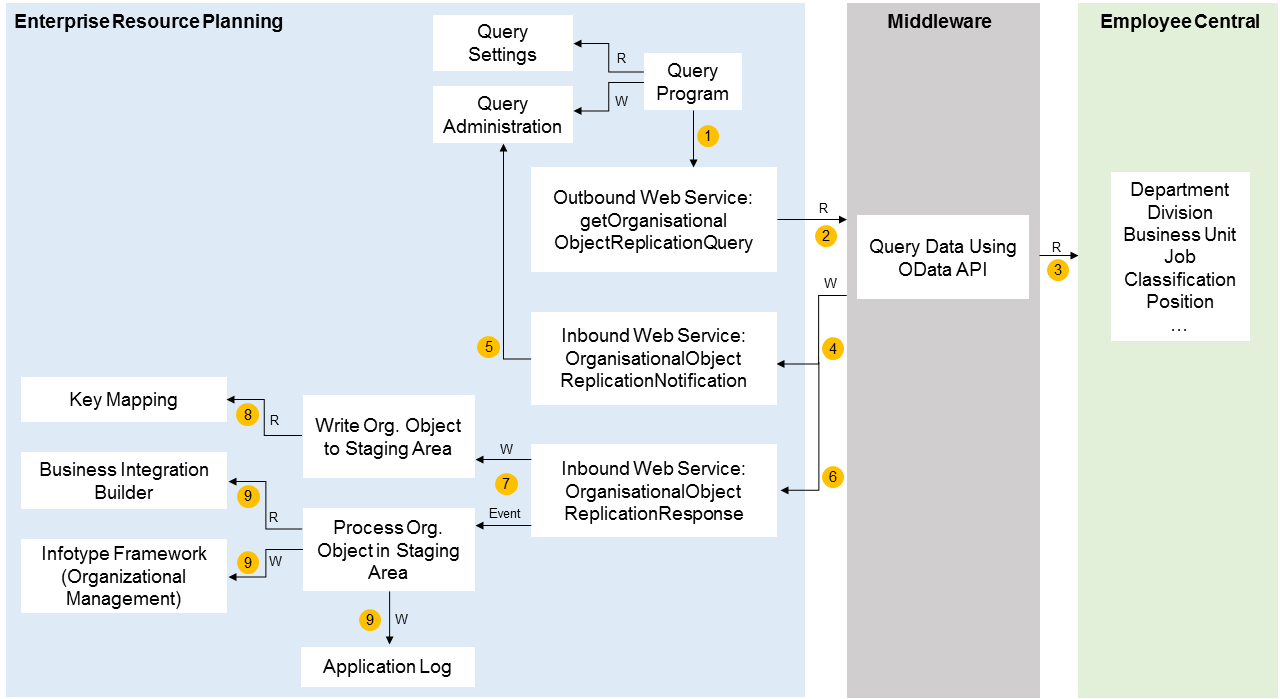
What is the scope of this object? **>END OF GUIDANCE TEXT**

This object covers the integration of SAP SuccessFactors Employee Central with SAP S/4HANA system, particularly the data replication scenario involving organizational objects.

The HR object types in scope are as follows:

* Company Code
* Organizational Unit (O)
* Position (S)
* Job (C)

## Process flow



**Organizational Objects Replication Process**

1. The query program in the SAP S∕4HANA system, Create and Execute Organizational Object Replication Query (RH\_SFIOM\_ORG\_OBJ\_REPL\_QUERY), reads the settings (such as the filtering information) you have defined in Customizing and calls the outbound web service getOrganisationalObjectReplicationQuery. It also updates the query administration tables.
2. The outbound web service sends the query to the middleware.

The filter settings tell the middleware which data records are to be replicated – for example, only active records if you've defined a suitable filter.

1. The middleware requests the corresponding data from Employee Central using the OData API.
2. The middleware calls the inbound web service OrganisationalObjectReplicationNotification in the SAP S∕4HANA system to send a notification about the replication status.
3. The inbound web service updates the status in the Administration of Organizational Object Query (SFIOM\_QRY\_ADM) table. This table stores an entry for each object type, which is updated with each replication run. The status can be Sent, Successful, or Failed.
4. The middleware calls the inbound web service OrganisationalObjectReplicationResponse in the SAP S∕4HANA system to pass over the data it has received from Employee Central.
5. The inbound web service stores the organizational object requests transferred from Employee Central in the staging area and triggers the SAP\_SFIOM\_ORG\_STRUC\_RPRQ\_CREATED event.
6. While storing the organizational object requests in the staging area, the SAP S∕4HANA system reads the key mapping to map Employee Central keys with SAP S∕4HANA keys.
7. Once the database update program registered on the SAP\_SFIOM\_ORG\_STRUC\_RPRQ\_CREATED event has run, the SAP S∕4HANA system creates or updates corresponding infotype records in Organizational Management and updates the application log. When doing so, it uses this field mapping settings you have made in the Business Integration Builder (or, in the Generic Object Replication with Object-Specific Processing use case, the default field mapping provided for the default objects).

## Solution Details

|  |  |
| --- | --- |
| Data Source System: | SAP SuccessFactors Employee Central |
| Data Target System: | SAP S/4HANA |
| Direction  *(with respect*  *to S/4HANA)* | |  |  |  |  | | --- | --- | --- | --- | | X | Inbound | Interface data flows inbound to S/4HANA | | | X | Outbound | Interface data flows outbound from S/4HANA | | |  | Other | Specify: |  | |  | | | |
| Interface  Type | |  |  |  |  | | --- | --- | --- | --- | | X | Batch | One-way transfer of “accumulated” data set; Usually done by scheduled file transfer. | | |  | Near Real-Time | One-way message-based transfer of data; Usually triggered by event. | | |  | Real-Time | Immediate transfer of small data set; Usually triggered by event. | | |  | Excel Upload | Manually invoked from SAP session; Local spreadsheet file uploaded from PC. | | |  | Other | Specify: |  | |  | | | |
| Interface  Frequency | |  |  |  |  | | --- | --- | --- | --- | | X | Hourly | Details: |  | |  | Daily | Details: |  | |  | Weekly | Details: |  | |  | Monthly | Details: |  | |  | Quarterly | Details: |  | |  | Yearly | Details: |  | |  | On-Demand | How often: |  | |  | Other | Specify: |  | |  | | | |
| Type of  Records  Sent | |  |  |  |  | | --- | --- | --- | --- | |  | Full record load | Send all records every time interface is executed | | | X | Delta full records | Only send records where one or more fields have changed since previous execution | | |  | Delta records | Only send fields (and keys) that changed since previous interface execution | | |  | Other | Specify: |  | |  | | | |
| Volume  *(per single*  *execution)* | |  |  | | --- | --- | | Average Volume: | <Volume> records per interface execution | | Peak Volume: | <Lower Volume – Upper Volume> | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1. Quality of Legacy Data: | N/A | ( ) Good | ( ) Average | ( ) Poor |  |
| 1. Complexity of Legacy Data: | N/A | ( ) Simple | ( ) Average | ( ) Complex |  |
| 1. Complexity of a Manual Input: | N/A | ( ) Simple | ( ) Average | ( ) Complex | ( ) Extra-complex |
| 1. Number of SAP Screens: | N/A | # screens | | | |

## Mapping and business rules

Mapping and business rules can be found in this SharePoint location <link>.

## Initiating Process / Process Type / Transaction / Program

The replication process starts with the execution of query program **RH\_SFIOM\_ORG\_OBJ\_REPL\_QUERY** (*Create and Execute Organizational Object Replication Query*), which is scheduled as a regular background job.

## Impact to Markets

This interface has no impact to global or local markets.

## Translation Requirements

The English language shall be used in the data replication. No language translations are needed.

# Middleware Solution

The **SAP Cloud Integration** shall be used as the middleware for the organizational object replication from SAP SuccessFactors Employee Central to SAP S∕4HANA.

Replication of organizational objects from Employee Central uses the following integration package and integration flow:

|  |  |
| --- | --- |
| **Integration Package** | **Integration Flow** |
| SAP SuccessFactors Employee Central Integration with SAP ERP or SAP S/4HANA: Employee and Organizational Data | Replicate Organizational Objects from SAP SuccessFactors Employee Central to SAP ERP or SAP S4HANA  *This integration flow is triggered by the SAP S∕4HANA system. It reads data from Employee Central and sends it to SAP S∕4HANA.* |

# Design considerations for Developers

**TEXT TO BE REMOVED, GUIDANCE ONLY<**

Any functional inputs to be considered by the developers eg: Class/Function module to be used **>END OF GUIDANCE TEXT**

# Integration Impacts

**TEXT TO BE REMOVED, GUIDANCE ONLY<** This should contain the areas of integration that could/will be impacted by this enhancement **>END OF GUIDANCE TEXT**

# SAP Data Archiving Access Requirements

This section is not applicable as data archiving is out of scope.

|  |  |
| --- | --- |
| Data Archiving | Data Archiving is the process used to delete data that is no longer needed from online database and storing same in an external storage that allows for data retrieval and analysis when need be.  Data that have been archived cannot be changed/updated. |
| Residency Time | The period of time that the document is stored in the online database before the document can be archived. Usually, the archiving process checks the last changed date to calculate the residency time. |
| Retention Time | The total period of time that a document exists in the online database + archived storage until it is required to be destroyed. From document creation to document’s end-of-life. |

|  |
| --- |
| 1. Will access to data older than 2 years be required?  YES  No |
| 1. If YES to question 1:    1. Will the data older than 2 years need to be updated. Why? What process would require this update, please specify?    2. Please specify reason / explain the need for these data required? Please check all that applies.     Legal requirement:  Explain: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_    Business  Explain: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Tax  Explain: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Audit  Explain: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Others: Specify \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Explain: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| 1. Please indicate the type of data used in this FSD     Shipments  Shipment Costs  Deliveries  SD Billing documents  Sales documents  Material Documents  Purchase Orders  Purchasing Requisitions  Financial Documents  Material Ledger  COPA  Handling Units  Others:  Please specify \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

| **Comments/Notes** |
| --- |
| N/A |

# Acceptance Criteria

**TEXT TO BE REMOVED, GUIDANCE ONLY<** This should contain the acceptance for each user story **>END OF GUIDANCE TEXT**

# Assumptions

**TEXT TO BE REMOVED, GUIDANCE ONLY<** The technical designer should detail here all the procedures or configuration affecting the enhancement that the developer can take for granted. Other assumptions that the designer foresees will better focus the scope of the enhancement should also be included here.

These are a very important part of the specification as they ensure that no unnecessary development work is undertaken.

It is normal for assumptions to be thought up at the technical development stage as well as the functional specification stage as development and testing may throw up more obscure scenarios than thought out at a business level. These should be discussed during the development stage and added to the spec when agreed.

Example assumptions:

1. All weights in the SAP system will be in kilograms
2. The user-exit will only be available to the Spanish users
3. Deliveries will have a maximum of 5 line items
4. The login language will be Spanish
5. Only Billing documents with Delivery documents (SD Preceding document category ‘J’) as their preceding referenced document will be extracted
6. The lessee’s price will never be more than 7 characters long Etc.**> END OF GUIDANCE TEXT**

# Error Handling/Monitoring Requirement

**TEXT TO BE REMOVED, GUIDANCE ONLY <** Error Handling Detail: Provide details here, if additional information is required.

If this has been identified as a business-critical process, then special job run notifications or error notifications or E-Mail messaging or custom programming may be required to ensure smooth business operation*.* ***>* END OF GUIDANCE TEXT**

## Error Conditions and Logging

**TEXT TO BE REMOVED, GUIDANCE ONLY <** Specify the error conditions under which the program should abort the control. Please describe the general requirements here and provide the escalation steps in the next section. Elaborate on issues like: If the program fails half way through, will this have any impact on any programs to be run after its completion? **> END OF GUIDANCE TEXT**

## Notification

**TEXT TO BE REMOVED, GUIDANCE ONLY <** Use this section to detail how the error should be handled. This may include a fix and a restart, manually editing a message, or it can be restarted automatically. If a common technique is used, please describe how the program/object will use it. For example, if there is a standard email system, what parameters would be used. Use the next section to elaborate on restart procedures if necessary. **> END OF GUIDANCE TEXT**

|  |  |  |  |
| --- | --- | --- | --- |
| **Error** | How error message should be reported | **Error Messages** | **Corrective action** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

## Restart / Recovery

**TEXT TO BE REMOVED, GUIDANCE ONLY <** Use this section to detail how the error should be handled. This may include a fix and a restart, manually editing a message, or it can be restarted automatically. If standard error notification is to be used, write “standard” in the second column. Include external errors such as a short dump due to a database or spool issue. That is, in the event of a catastrophic system wide error, what is the restart procedure?. **> END OF GUIDANCE TEXT**

## Monitoring Requirements

**SAP S/4HANA**

* Analyze Application Log (SLG1) transaction can be used to analyze the incoming messages for organizational object replication from Employee Central in SAP S∕4HANA system.
* Web Service Utilities (SRTUTIL) transaction offers an Error Log and a Message Monitor tool, which can be used, for example, to analyze errors in incoming SOAP messages or check the content of messages.
* Replication Request Monitor (SFIUI\_A\_REPL\_REQ\_MONITOR) Web Dynpro application allows users to check replication requests for organizational objects and organizational assignments in all details, analyze error message issued by the replication from Employee Central, and process replication requests manually.
* Display Organizational Object Replication Requests (SFIOM\_VIEW\_ORG\_REQS) transaction allows access to the staging area for organizational objects in SAP S∕4HANA to check statuses or process requests manually.

**SAP Cloud Integration**

* SAP Cloud Integration provides a web-based monitoring UI that allows you to check the status of messages and integration content artifacts for a tenant cluster.

**Employee Central**

* OData API Audit Log can be used to monitor OData API calls to Employee Central

# Security Requirements/ Authorization Details

**TEXT TO BE REMOVED, GUIDANCE ONLY<**Please describe any specific security requirements**>**

**END OF GUIDANCE TEXT**

To be filled by FSD Author in case SAP Transaction is used

RICEF is used to update, display or print data? Please capture the details here:

|  |  |
| --- | --- |
|  | Update |
|  | Display |
|  | Print |
|  | All |

Please indicate which SAP module the RICEF applies to.

|  |  |  |  |
| --- | --- | --- | --- |
| Module | Check (X) | Module | Check (X) |
| MM |  | PP |  |
| WM |  | FI |  |
| SD |  | CO |  |
| PM |  | BI |  |
| XI |  | Security |  |
| Master Data |  | ABAP |  |
| Other | *Please Specify* |

Please indicate which scenario, process and process steps the RICEF impacts since the BPML will be updated in line with the security change.

|  |  |
| --- | --- |
|  | **Description** |
| Scenario | *Scenario (exact name as appears in BWL)* |
| Process | *Process (exact name as appears in BWL)* |
| Process Step(s) | *Process Step(s) (exact name as appears in BWL)* |

Please give a brief description of the functionality the RICEF is used for?

e.g. RICEF01357 - The program is used to create and print (PDF form or ALV) sampled physical inventory list. Program copied from J\_3R\_LF\_INV3\_19 and modified . Or

e.g. RICEF02006 - Copy of standard MB25 report with additional Modification of Adding 3 text fields.

Please specify

RICEF needs additional authorization checks on already known organizational levels (e.g. company code, purchasing organization, plants etc.)?

|  |  |
| --- | --- |
|  | Yes |
|  | No |

When answer yes, the following organizational levels need to be checked:

|  |  |
| --- | --- |
| Organizational levels | Check (X) |
| Company Code |  |
| Cost Center |  |
| Profit Center |  |
| Sales Organization |  |
| Purchasing Organization |  |
| Plants |  |
| Other | *Please Specify* |
|  |  |
|  |  |

To be filled by Security Team / Development Team

Additional security requirements needed? (to be filled by security)

|  |  |  |
| --- | --- | --- |
|  | Yes | Proceed in filling the requirements – Developers to implement security requirements |
|  | No | No further information needed – No implementation of additional security requirements needed. |

Information for developer to implement security requirements in RICEF:

Authorization group to be assigned to report / program (to be filled by developer)

|  |
| --- |
|  |

RICEF is started by using an SAP transaction (to be filled by developer)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Custom SAP Transaction | Name: |  | |
|  | None |
| Transaction type *(only to be filled when transaction is used)* | | | |
|  | Report transaction |
|  | Parameter transaction |

Does the report call another custom or standard transaction? (to be filled by developer)

|  |  |  |
| --- | --- | --- |
|  | Yes | Name: |
|  | No |  |

RICEF needs to have additional authorization checks included? (to be filled by security)

|  |  |  |
| --- | --- | --- |
|  | Yes | Organizational segregation needed – e.g. Report is able to access data from all market units |
|  | No | Organizational segregation not needed – e.g. Report only handles market unit specific data |

When answer is yes, please implement the following authorization check in the RICEF before any data is displayed or manipulated:

|  |  |  |
| --- | --- | --- |
| Authorization object | Authorization field: | Authorization values |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

Information for security to setup relation between transactions and implemented authorization checks:

RICEF is using standard components and already has included authorization checks? (to be filled by developer)

|  |  |  |
| --- | --- | --- |
|  | Yes | Includes standard components with standard authorization checks |
|  | No | do not include standard authorization checks or is called by standard transactions. |

When answer yes, the following authorization objects need to be maintained in SU24:

|  |  |  |
| --- | --- | --- |
| Authorization object | Authorization field: | Authorization values |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

# Controls Impacts

**TEXT TO BE REMOVED, GUIDANCE ONLY<**Describe impacts to controls or design considerations or feedback related to controls.>**END OF GUIDANCE TEXT**

# Issues

**TEXT TO BE REMOVED, GUIDANCE ONLY****<**This section should be used like a log during the creation of this document to outline any outstanding issues that need to be resolved prior to continuing with the development work. Prior to sign-off there should be no issues remaining.

**>** **END OF GUIDANCE TEXT**

| **Issue #** | **Date Raised** | **Issue Description** | **Issue Resolution** |
| --- | --- | --- | --- |
|  |  |  |  |
|  |  |  |  |

# Dependencies

* The required software products and versions are installed.
* The required SAP Notes are implemented and have the up-to-date versions.
* The required authorizations and permissions are granted to technical and business users.
* Employee Central has been setup.
* SAP Cloud Integration has been setup.
* SAP S/4HANA System has been setup.

# 

# Unit Test Plan

**TEXT TO BE REMOVED, GUIDANCE ONLY <Test Condition** – Unit Test Process to be defined **> END OF GUIDANCE TEXT**



## Key Test Conditions

**TEXT TO BE REMOVED, GUIDANCE ONLY <**Identify methods to verify that the object worked properly such as reports, other transactions, etc.

Identify key business testing conditions. Specifically identify test conditions related to the business requirements, key logic branches, key data variations, etc. Full Assembly test conditions will be captured in HPQC/Worksoft. **> END OF GUIDANCE TEXT**

| **Test Condition** | **Step** | **Step Description** | **Test Data** | **Expected Result** | **Actual Result** | **Executed By/Date** | **Remarks** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

## Technical Test Conditions

**TEXT TO BE REMOVED, GUIDANCE ONLY <** Identify any special technical test conditions. **> END OF GUIDANCE TEXT**

| **Test Condition** | **Step** | **Step Description** | **Test Data** | **Expected Result** | **Actual Result** | **Executed By/Date** | **Remarks** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

## Risk and Controls Test Conditions

**TEXT TO BE REMOVED, GUIDANCE ONLY <** Identify any test conditions needed to test any risks or controls that were identified. Work with PCS to identify these test conditions. **> END OF GUIDANCE TEXT**

| **Test Condition** | **Step** | **Step Description** | **Test Data** | **Expected Result** | **Actual Result** | **Executed By/Date** | **Remarks** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

## Testing Considerations/Dependencies

**TEXT TO BE REMOVED, GUIDANCE ONLY <**Identify testing considerations and dependencies such as data requirements, prerequisite configuration, connectivity, etc. **> END OF GUIDANCE TEXT**

## Exception and Error Handling Test conditions

Exception - special logic or exceptions (e.g. do not process Government Markets customers, only process pre-packs)

| **Test Condition** | **Step** | **Step Description** | **Test Data** | **Expected Result** | **Actual Result** | **Executed By/Date** | **Remarks** |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

Error Handling - functionality in case of errors (e.g. Customer not found, Record already exists)

| **Test Condition** | **Step** | **Step Description** | **Test Data** | **Expected Result** | **Actual Result** | **Executed By/Date** | **Remarks** |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |