WEBSESSIONS

Perform mass data uploads in SuccessFactors more easily and efficiently

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SuccessFactors Challenges

Data Quality

Clients in Hybrid scenarios or with SAP SuccessFactors Employee Central Payroll want to make sure that data replication is occurring as it should and the values are correct in both systems

Making Mass Data Changes in Employee Central

SuccessFactors Employee Central customers want the ability to perform mass changes to their Employee Central data

Data Quality

Data Quality

- Clients in Hybrid scenarios or with SAP SuccessFactors Employee Central Payroll want to make sure that the Employee data that exists in both their On-Premise ECC system and their SuccessFactors system is in alignment
  - Customers are using both systems at the same time and
  - Data replication is occurring between systems
  - Customers need to continuously ensure data quality and accuracy

"WE CAN REPORT ON SAP AND SUCCESSFACTORS DATA IN THE SAME REPORT."

SAP On-Premise HCM

SAP SuccessFactors Cloud HCM

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Data Quality

- [Query Manager](#) allows reporting across both SAP & SuccessFactors at the same time to identify and alert you of any data that does not match
  - SAP-certified solution ([powered by SAP NetWeaver](#))
  - Whitelisted to run on Employee Central Payroll ([Note 2167337](#))
  - Listed as a data source for Payroll, Payroll Config and On-Premise reporting ([SAP Analytics Cloud](#))
  - Listed on the SAP App Center ([ID: 1007368](#))

Report Title: SAP and SuccessFactors Employee Central Data Comparison Report
Run Date: September 12, 2017
Number of Records: 12
Run By: Danielle Larocca

Mismatches	Personnel Number	Last Name (SAP)	Last Name (SF)	First Name (SAP)	First Name (SF)	DOB (SAP)	DOB (SF)	Address (SAP)	Address (SF)	City (SAP)	City (SF)	State/Region (SAP)
⚠	00000208	Kincaid	Kincaid	Jack	Jack	07/06/1953	07/06/1953	4125 North Front Street	4125 North Front Street	Harrisburg	Harrisburg	Pennsylvania
⚠	00000210	Hollston	Hollston	Kay	Kay	02/13/1954	02/13/1954	120 Castle Drive	120 Castle Drive	Pittsburg	North Wales	Pennsylvania
🔴	00000217	Pawlucky	Pawlucky	Joanne	Joanne	03/04/1956	04/03/1956	384 W. Lancaster Ave.	384 W. Lancaster Ave.	Wayne	Wayne	Pennsylvania
⚠	00000264	Dixons	Dixon	Carl	Carl	01/30/1991	01/30/1991	131-A Second Street	131-A Second Street	Sacramento	Sacramento	California
🟩	00000269	Muller	Muller	William	William	03/15/1989	03/15/1989	124 Edmunds Street	124 Edmunds Street	Havertown	Havertown	Pennsylvania
🟩	00000310	Shervin	Shervin	Ben	Ben	11/16/1978	11/16/1978	3366 Waterview	3366 Waterview	Buffalo	Buffalo	New York
🟩	00000311	Hall	Hall	Alex	Alex	05/10/1965	05/10/1965	114 Angel St	114 Angel St	New Brunswick	New Brunswick	New Jersey
🔴	00000412	Drake	Drake	Audrey	Audrey	11/08/1955	08/11/1955	97 Main Street	55 Brown Street	North Sydney	North Sydney	New South Wales
🟩	00000425	Catarino	Catarino	Andre	Andre	07/28/1961	07/28/1961	Rua Monte Serrat	Rua Monte Serrat	Sao Paulo	Sao Paulo	Sao Paulo
🟩	00000458	Ruiz	Ruiz	Amelia	Amelia	01/07/1970	01/07/1970	1121 Coventry Avenue	1121 Coventry Avenue	Cheltenham	Cheltenham	Pennsylvania
⚠	00000492	Neil	Neil	Brett	Brett	07/01/1970	01/07/1970	1121 Coventry Avenue	1121 Coventry Avenue	Cheltenham	Cheltenham	Pennsylvania
🟩	00000629	Winters	Winters	Amanda	Amanda	05/27/1962	05/27/1962	107 N.E. Monroe Street	107 N.E. Monroe Street	Peoria	Peoria	Illinois

🟩 no mismatches   ⚠ one mismatch   🔴 more than one mismatch

Making Mass Data Changes in Employee Central

Making Mass Changes in Employee Central

- SuccessFactors Employee Central Clients want to make mass updates to their data
  - This includes mass updates to position data, job information and other data
  - In addition an efficient approval processing with logging is required

Making Mass Changes in Employee Central

- Master Data Workbench allows clients to perform bulk updates on their SuccessFactors Employee Central data

  - Apply changes to mass data, with approvals

  - Proactively reduce payroll and data quality issues

  - Improve your overall data quality

Solution

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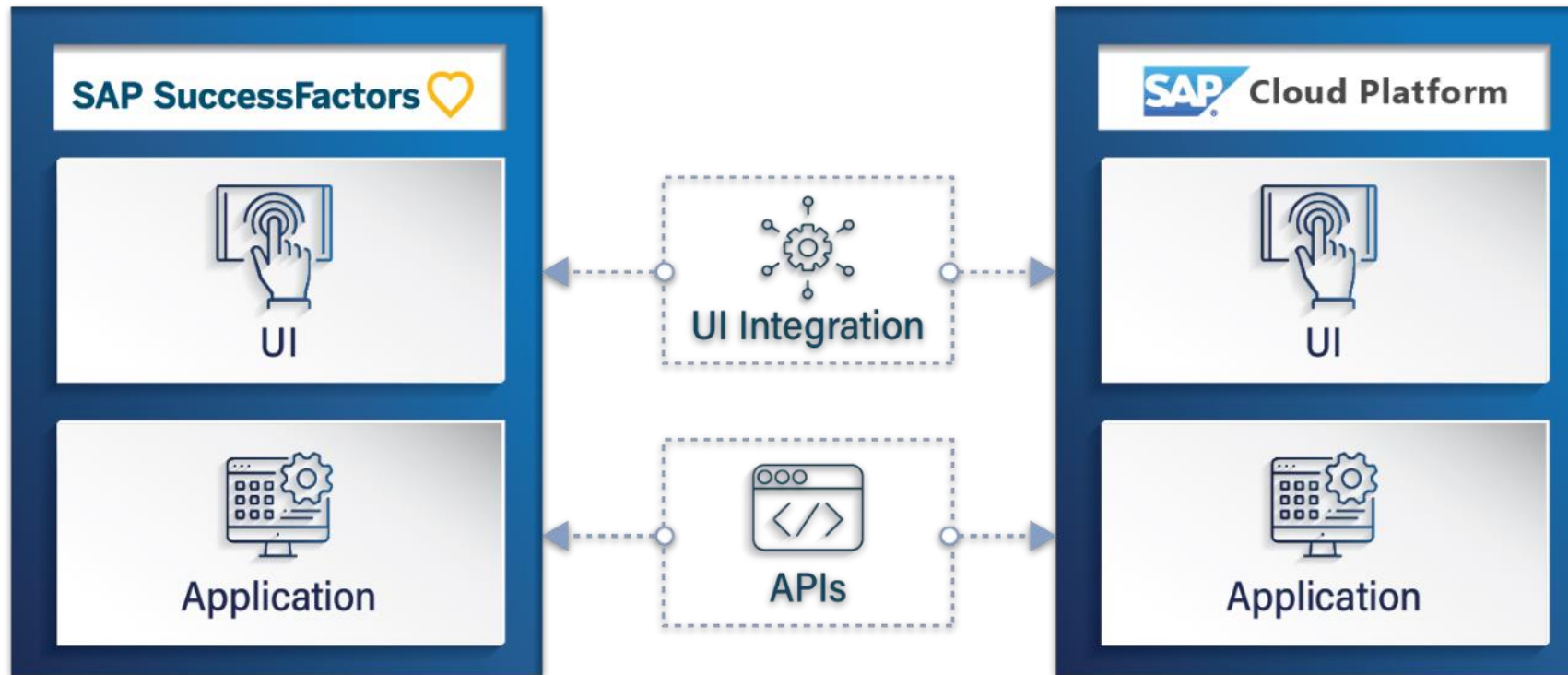| TOOL	OBJECT	OVERVIEW
Import Employee Data	Employee & Employment	Mass changes to Employee & Employment data through data templates.
Import and Export Data	Generic Objects	Mass changes to all Generic Objects through data templates.
Manage Mass Changes	Job Information & Job Relationship	Mass changes to Job Information or Job Relationships can be performed on a defined Employee Group. The employee group are setup similar to a Permission Group.
Manage Mass Changes for Metadata Objects	Position	Mass changes to a set of positions based on a business rule defined. The change can also be executed in simulation mode.

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TOOL	STRENGTHS	WEAKNESSES
Import Employee Data	▪ The only standard SuccessFactors tool available to make mass changes on Employee and Employment-related data, with the exception of Job Information. ▪ The only standard tool that can be used to make changes to Hire Dates in the past. ▪ The only standard tool available to load mass new hires.	▪ Existing data cannot be pre-populated into the templates before making mass changes. If a user wants current data in their templates, they will need to build a report per template. ▪ Field level permissions are not taken into account when importing Employee Data Templates. ▪ A specific order needs to be followed when importing the templates for mass new hires.
Import and Export Data	▪ Useful to perform mass uploads and changes to Generic Objects.	▪ The user has no option to trigger standard Workflows during the import. ▪ Complex templates needs to be completed to do mass imports or changes. ▪ Complexity in the number of objects available in the tool. ▪ If data has been exported, it will display all the records. Filtering will need to be done in Excel to get the desired list of records.
Manage Mass Changes	▪ This standard tool makes it easy to make mass changes on a predefined Employee Group without the need to populate data templates. ▪ Useful if similar changes should be made to a set of employees.	▪ Can only be used for job Information and Job Relationship Information. ▪ Predefined changes will be made on the defined population, which means a user cannot make different changes on employees. ▪ Standard predefined Workflows cannot be triggered. ▪ Role-based permissions are not taken into account when making mass changes.
Manage Mass Changes for Metadata Objects	▪ Useful tool if a user wants to make the same changes to a set of Positions.	▪ Can only be used for changes of positions at the moment. ▪ Predefined changes will be made based on a business rule. The IF condition will determine the Position Population and the THEN condition will determine the changes that should be made, thus individual changes cannot be made. ▪ Standard approval process cannot be triggered. ▪ Unable to view the list of Positions that will be changed.

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Making Mass Changes in Employee Central

- What to consider when designing a mass edit tool

    - Role-Based Permission (RBP)

    - Leverages existing Employee Central workflows

    - Real-time data

    - Picklists

    - Associations

    - GDPR

    - Audit logs

    - Modern UI based on SuccessFactors UI

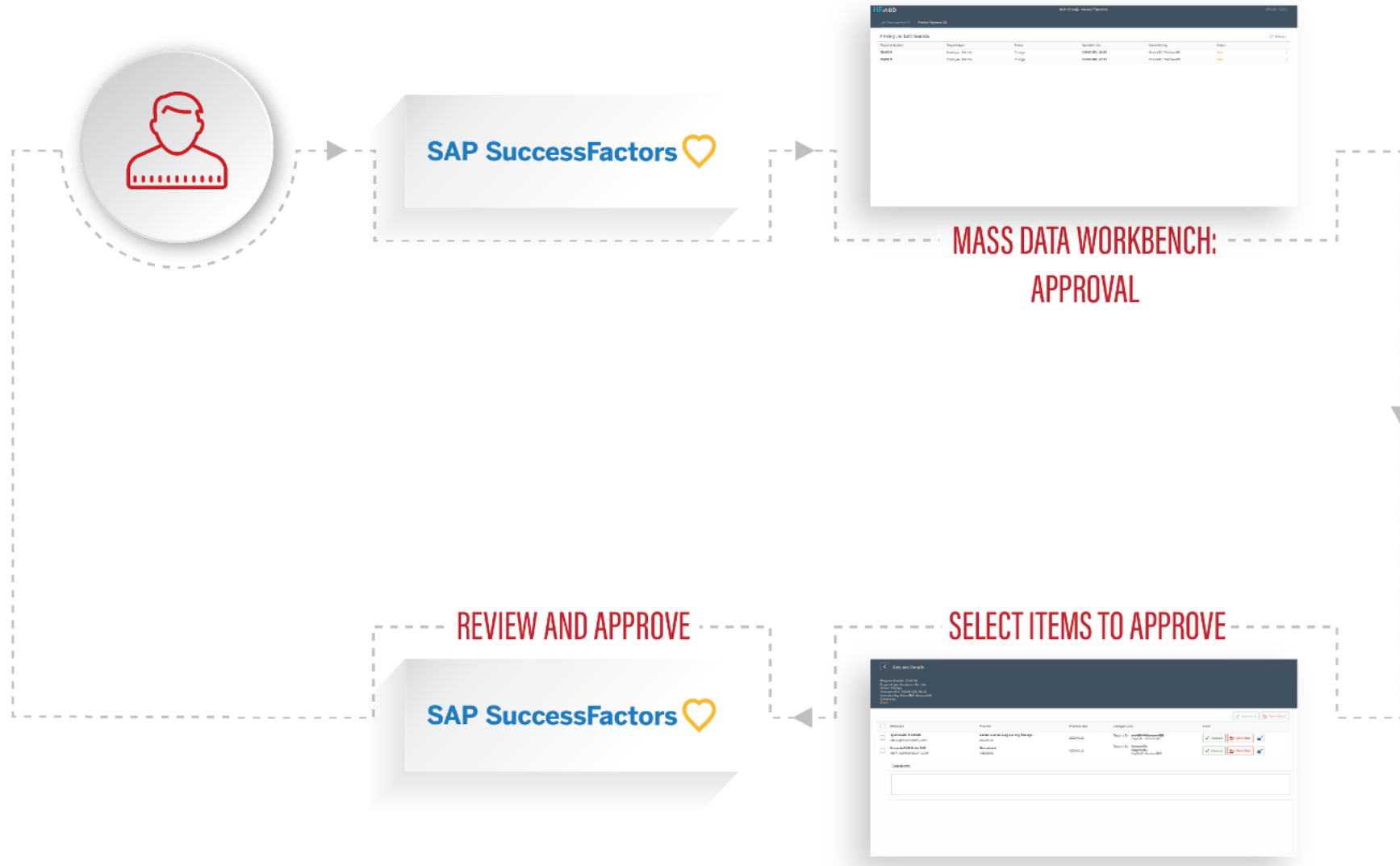   - Seamless user experience

        - Single-sign on

Making Mass Changes in Employee Central

Making Mass Changes in Employee Central: Request

SAP SuccessFactors ♡ → MASS DATA WORKBENCH → TEMPLATES

SAP SuccessFactors ♡ — WORKFLOW — NOTIFICATIONS

CONFIRM — EDIT JOB INFO — SELECT JOB INFO

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Making Mass Changes in Employee Central: Approve

MASS DATA WORKBENCH: APPROVAL

SELECT ITEMS TO APPROVE

REVIEW AND APPROVE

SAP SuccessFactors

SAP SuccessFactors

Making Mass Changes in Employee Central: Log
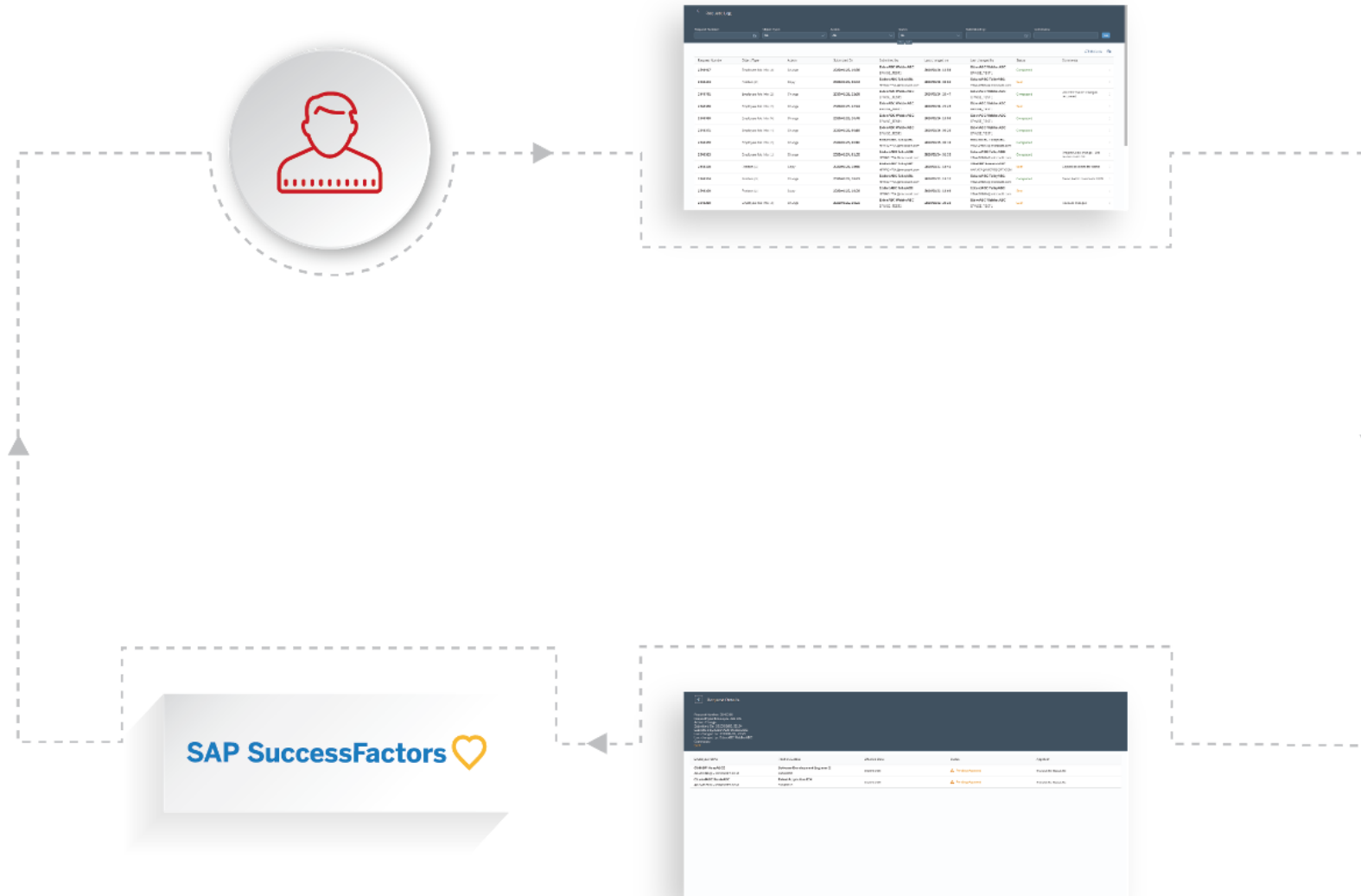
Demo

OFFER:

**If you already have SCP, we will do the deployment
of MDW at no cost to you.**

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