



SAP SuccessFactors 

Office Hours Onboarding

Implementing EC Mini Master
Scoping and Considerations

March 2nd, 2022

Partner

THE BEST RUN 

Disclaimer

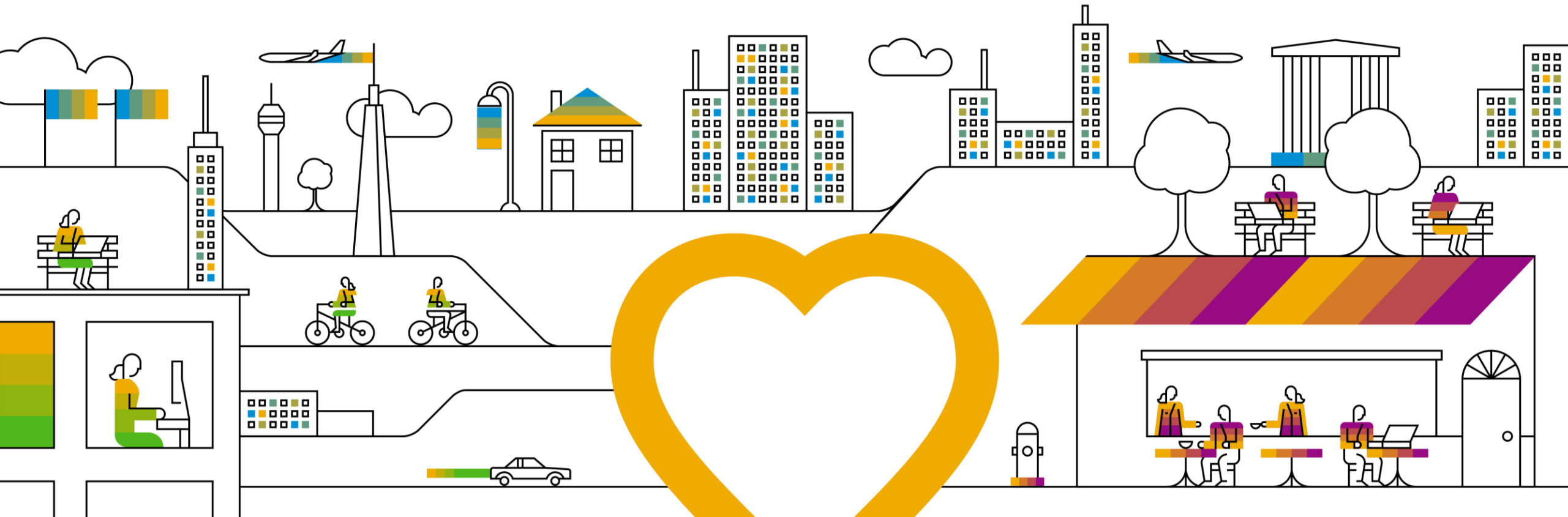
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Agenda

- Onboarding- Implementing EC Mini-Master – Scoping and Considerations
- Open Questions

Implementing EC Mini-Master – Scoping and Considerations



What is EC Mini-Master?

EC Mini-Master is a limited version of Employee Central bundled with Onboarding when the customer currently does not use or have Employee Central.

- No additional cost or license required.
- Onboarding is built on the same platform as Employee Central and uses the same structure and data model.
- EC Mini-Master requires data from the third-party HRIS.
 - Onboarding will leverage the foundation objects in the EC Mini-Master.
 - Foundation Objects are pushed from 3rd party HRIS into EC Mini-Master.

What is included with the **Standard EC Mini-Master?**

Leading Practice would include the following EC portlets and Foundation Objects to be configured.

Portlets:

- Biographical
- Personal Information
- Person Information
- Employment Details
- Job Information
- Email Information
- Phone Information
- Home Address
- National ID

Foundation Objects:

- Company (required for Compliance)
- Business Unit
- Cost Center
- Department
- Location (required for Compliance)
- Job Classification
- Position Number (not full Position Management)

New Hire Events:

- Up to 2 New Hire Event Reasons

These portlets are used to allow Onboarding to run effectively with all standard configuration options.

**The customer must have implemented User Data File and Employee Profile.*

Additional Portlets Available for EC Mini-Master

EC Mini Master is not a full version of Employee Central. It's only what is needed to allow for Onboarding to run.

**Keep in mind that the customer has not purchased EC and does not have a license.*

Additional portlets that can be scoped separately but are not included in the standard EC Mini-Master:

**Note: Prior to adding below portlets to scope consider full EC with License.*

Optional Portlets that can be exposed in Onboarding and EC.

- Global Information
- Person Relationship Information
- Work Permit Information
- Compensation Information
- Pay Component Recurring
- Pay Component Non-Recurring
- Dependent Information

Considerations for EC Mini-Master?

Some Onboarding functionality is not possible with EC Mini-Master.

- EC Mini-Master for Onboarding does not allow for the use of *Crossboarding or Offboarding* (do not scope)
- Restart Onboarding functionality is limited.
 - Restart can occur from within Onboarding and data will flow to the external HRIS
 - Restart cannot be triggered from the external HIRS to Onboarding

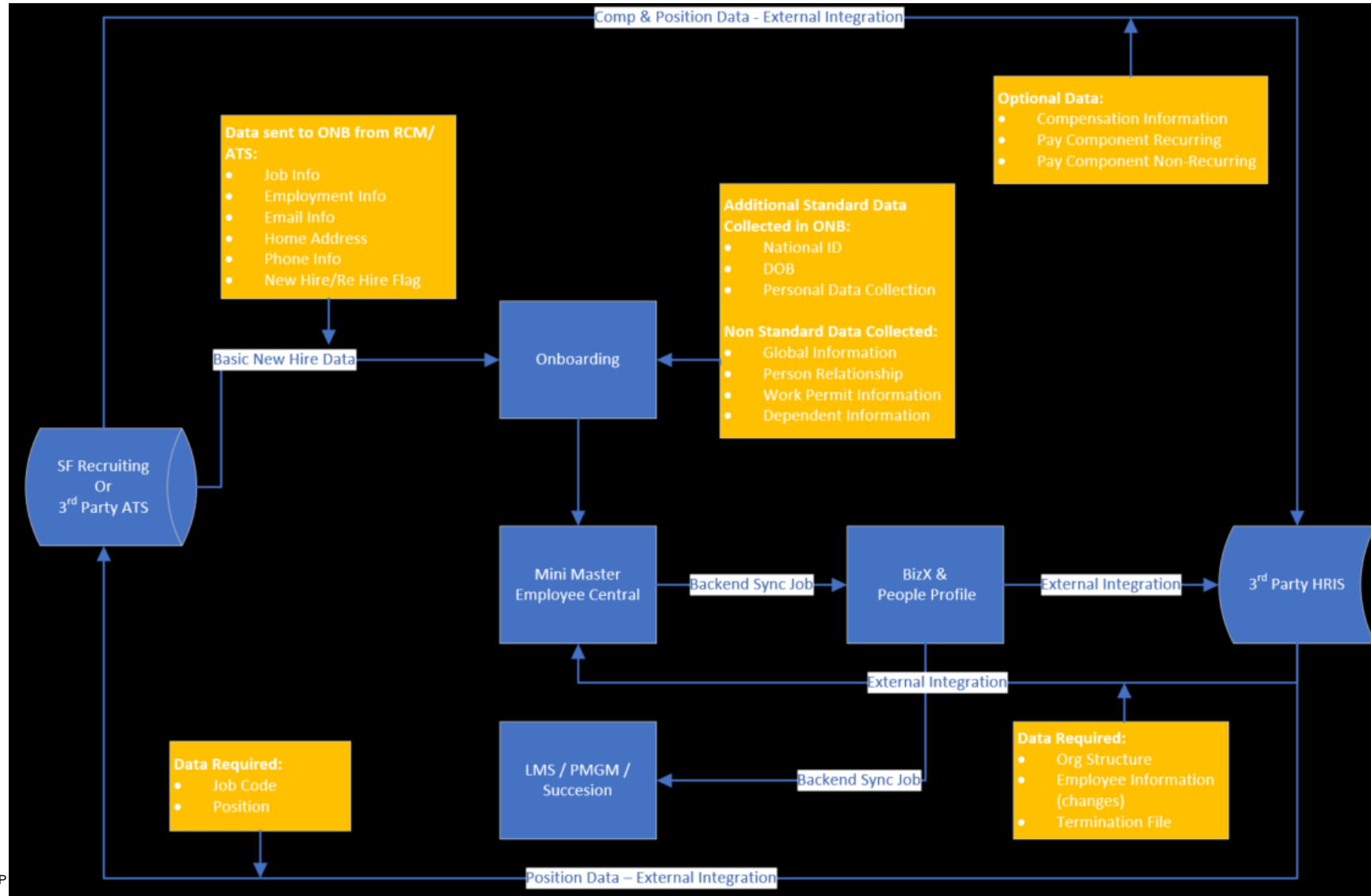
EC Consultant is needed to set up and configure EC Mini-Master.

- Ensure enough hours are provided for setting up the *standard EC Mini-Master*. The recommendation is 60 hours (configuration) and 20 hours (functional).
- Additional scoping is required for the *non-standard EC Mini-Master portlets*.
- Upload of the full employee population for EC Mini Master is needed to supply Onboarding for select functionality. This includes the Buddy Task, Recommended People, and Manager Assignment.
- An integration Consultant is needed to build custom integration to third-party HRIS (this includes SAP ERP HCM). Ensure project timeline has additional weeks allowed for successful implementation.

Leading Practice Data Flow with Onboarding EC Mini-Master

Customer with Live Recruiting/ATS and External HRIS in Place

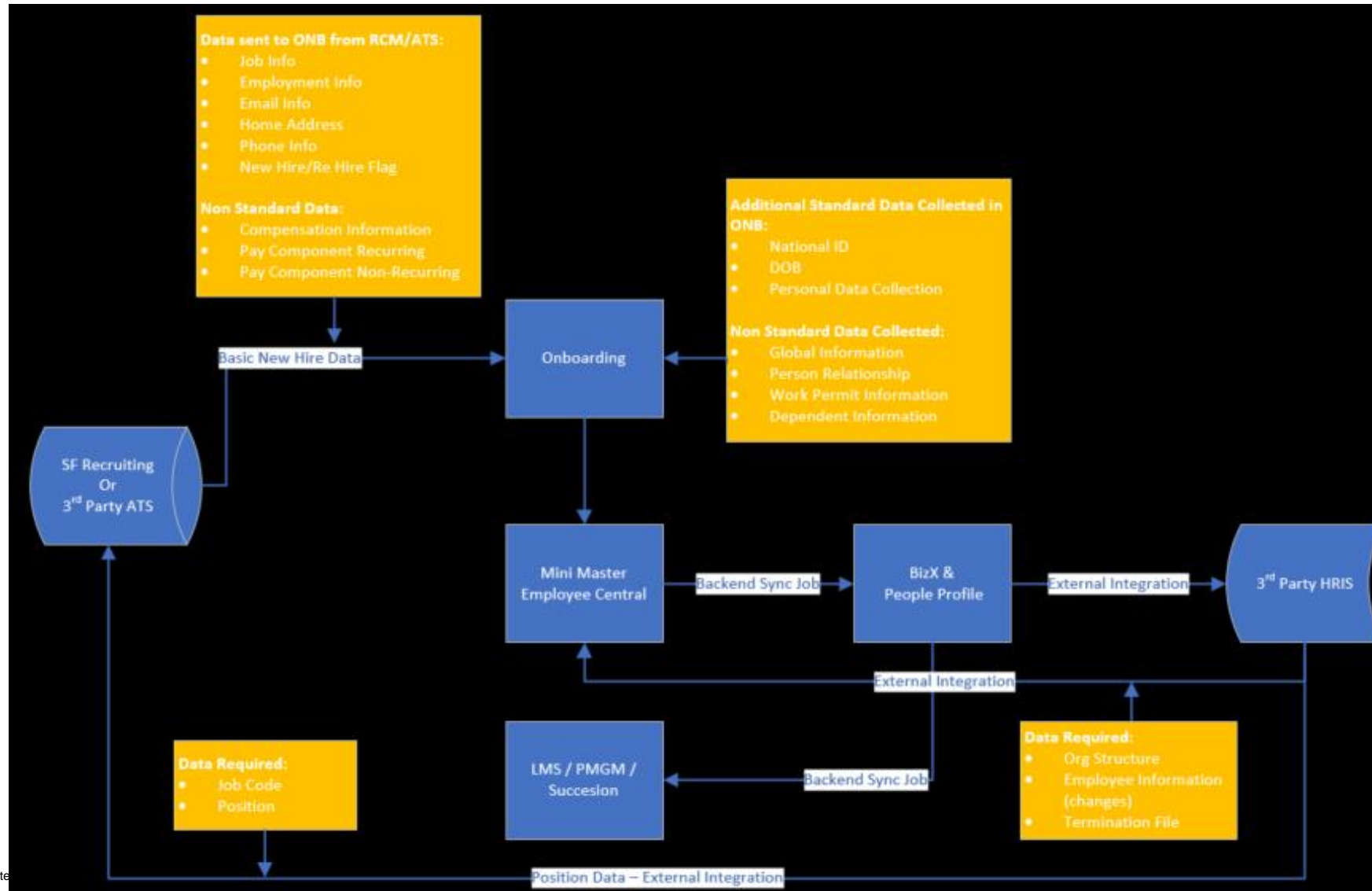
*Each customer is different and what is represented can be adjusted.



Leading Practice Data Flow with Onboarding EC Mini-Master

Customer adding Recruiting/ATS and Onboarding with External HRIS in Place

*Each customer is different and what is represented can be adjusted.



Additional Resources

- [Implementation Design Principal: SAP SuccessFactors Onboarding: External HRIS](#)
- [Configuration Guide: Integration of an External HRIS with Onboarding](#)
- [Blog: Onboarding \(2.0\) with an External HRIS](#)



Q & A

Thank you.