

How-To Guide

CUSTOMER

Integration Add-On for SAP ERP HCM and SAP
SuccessFactors HCM Suite
Document Version: 1.0 – 2015-10-13

Enhancing the Compensation Integration with Custom Fields

Typographic Conventions

Type Style	Description
<i>Example</i>	Words or characters quoted from the screen. These include field names, screen titles, pushbuttons labels, menu names, menu paths, and menu options. Textual cross-references to other documents.
Example	Emphasized words or expressions.
EXAMPLE	Technical names of system objects. These include report names, program names, transaction codes, table names, and key concepts of a programming language when they are surrounded by body text, for example, SELECT and INCLUDE.
Example	Output on the screen. This includes file and directory names and their paths, messages, names of variables and parameters, source text, and names of installation, upgrade and database tools.
Example	Exact user entry. These are words or characters that you enter in the system exactly as they appear in the documentation.
<Example>	Variable user entry. Angle brackets indicate that you replace these words and characters with appropriate entries to make entries in the system.
EXAMPLE	Keys on the keyboard, for example, F2 or ENTER.

Document History

Version	Date	Change
1.0	2015-10-13	Initial version

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1 Enhancing the Compensation Integration with Custom Fields

1. In transaction SPXNGENAPPL add your customer-specific namespace, as shown in Figure 1.

Note

Transaction SPXNGENAPPL is available from SAP_BASIS 702 SP 8 onwards.

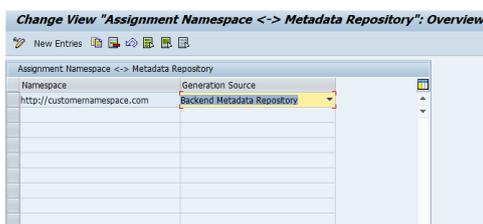


Figure 1

2. In transaction SE80 start the Repository Browser.
3. Open the package where you want to save your objects.
4. In the context menu of the package, choose *Create* → *Enterprise Service*.
A dialog box is displayed, as shown in Figure 2.

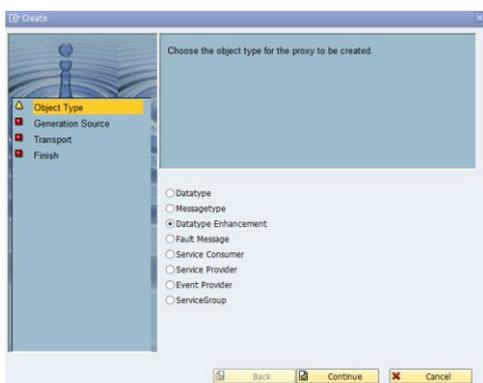


Figure 2

5. Select *Data Types Enhancement* and choose *Continue*.
This takes you to the next step, as shown in Figure 3.

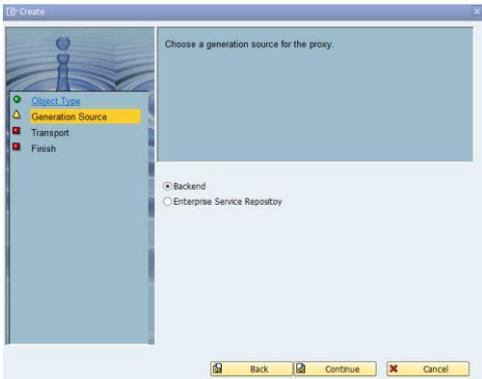


Figure 3

6. Select *Backend* (as shown in Figure 3) and choose *Continue*. This takes you to the next step, as shown in Figure 4.

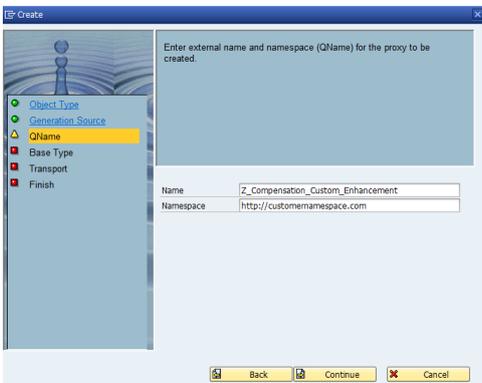


Figure 4

7. Enter the name for your enhancement. You can choose any name. Then enter your namespace (as maintained in transaction `SPXNGENAPPL`) and choose *Continue*. This takes you to the next step, as shown in Figure 5.

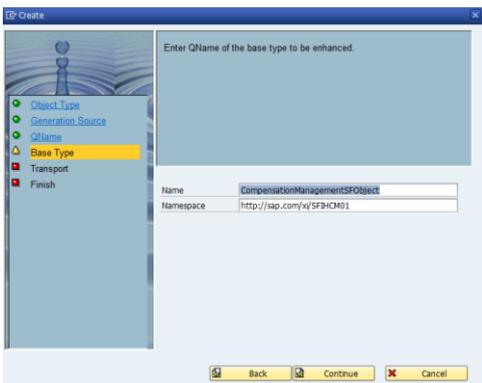


Figure 5

8. Enter the name and namespace of the object that you want to enhance. For compensation integration, enter the name `CompensationManagementSFObject` and the namespace `http://sap.com/xi/SFIHCM01` as shown in Figure 5. Then choose *Continue*. This takes you to the next step, as shown in Figure 6.



Figure 6

9. Enter the following information and then choose *Continue*:
 - o Package name where you want to save the object
In the example in Figure 6, the object is stored as a local object.
 - o Workbench request to transport the object
 - o Prefix of your choice

This takes you to the *Finish* step, as shown in Figure 7.

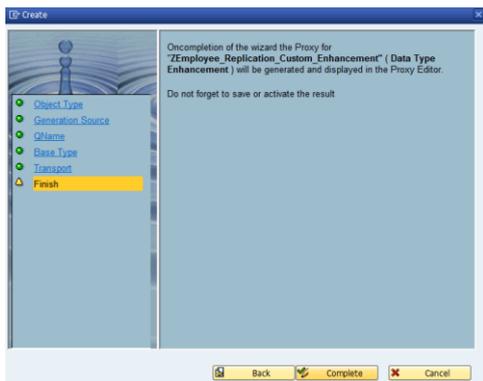


Figure 7

10. Choose *Complete*.
This creates an append structure, as shown in Figure 8.

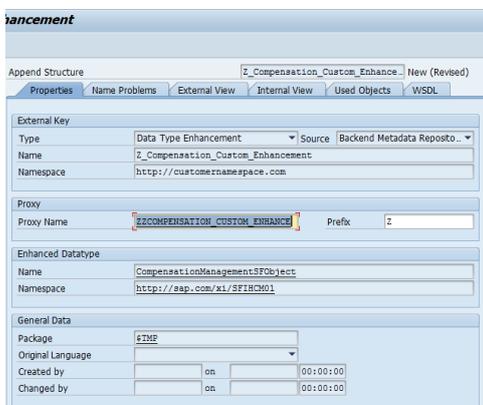


Figure 8

11. On the *External View* tab, right-click to add elements to the structure, as shown in Figure 9.

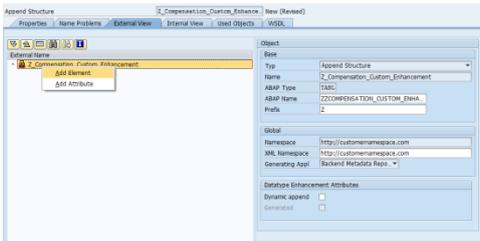


Figure 9

12. Choose *Add Element*.
 13. In the dialog box, enter the name of the structure, as shown in Figure 10. Then click the OK icon (✔).
- In Figure 10, we have added the field name *myCustomField*.

i Note

Be sure to add the same name as that of the field in the SuccessFactors compensation template.

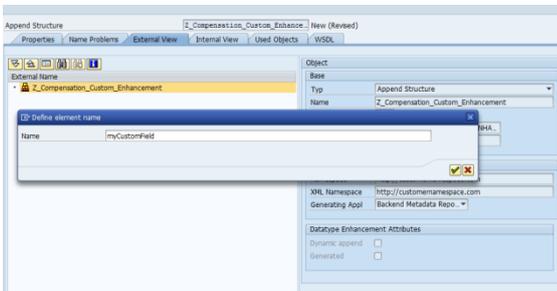


Figure 10

After the field is added, it appears in the structure, as shown in Figure 11.

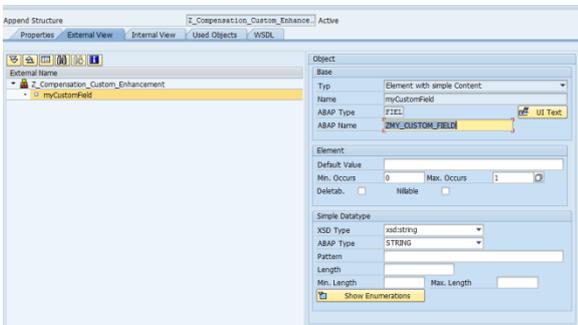


Figure 11

14. To add more fields, repeat steps 11 and 12.
 15. Save and activate the object.
- After activation, the status of the objects should be *Active*, as shown in Figure 12.

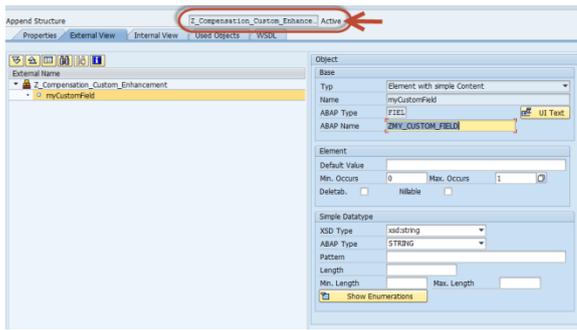


Figure 12

16. In transaction SPRO navigate to Customizing for *Integration Add-On for SAP ERP HCM and SuccessFactors HCM Suite* → *Integration Scenario for Compensation Data* → *Data Transfer from SAP ERP HCM to SuccessFactors HCM Suite* → *Define Fields for Extracting Compensation Data* and define a new field set (or edit the existing one). Within the field set, define a new field.

The value help for the field *SFSF Field ID* shows the new custom field, as can be seen in Figure 13.

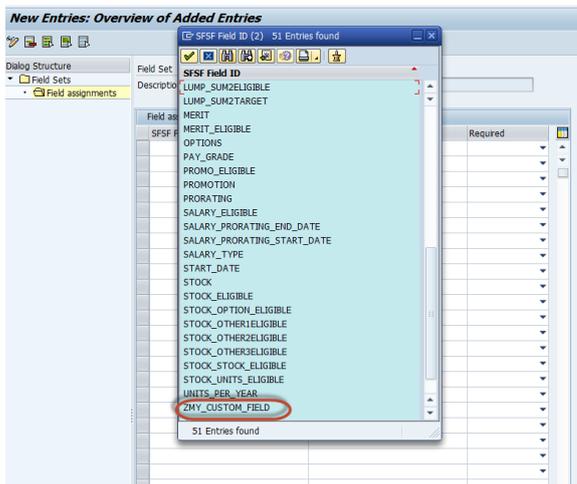


Figure 13

17. Add the required fields to the field set.
18. (Only necessary if you also want to display the new field in Web Dynpro application HRSFI_MONITORING_EMPL for monitoring the transfer of data from SAP ERP HCM to SuccessFactors HCM Suite): In transaction SE11 open the data type HRSFI_S_COMP_LOG_MONITOR_DATA and choose *Append Structure...* In the dialog box, enter the name of the append structure and choose *Continue*, as shown in Figure 14.

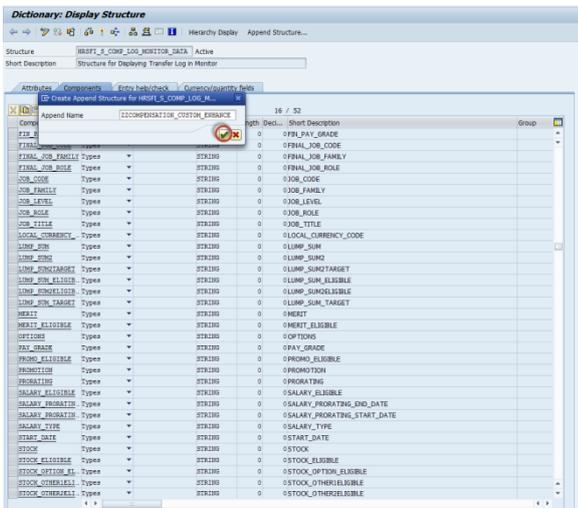


Figure 14

This creates an append structure.

Enter the components as they have been entered in structure SFI_SE_COMPENSATION_MANAGEMENT and activate the append structure, as shown in Figure 15.

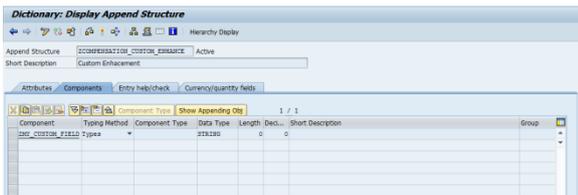


Figure 15

19. In Customizing for *Integration Add-On for SAP ERP HCM and SuccessFactors HCM Suite* → *Integration Scenario for Compensation Data* → *Data Transfer from SAP ERP HCM to SuccessFactors HCM Suite* → *BAdI: Extraction of Compensation Data*, create an implementation for BAdI HRSFI_B_COMP_FIELD_EXTRACTOR to define the data retrieval for the new field. For this, use the method GET_FIELD_VALUE. For each enhanced field (IV_FIELD_ID), provide a method to return EV_FIELD_VALUE.

Figure 16 shows the example code for the method. In this example, we have hardcoded some values, but in an actual scenario, you get the data for a personnel number.

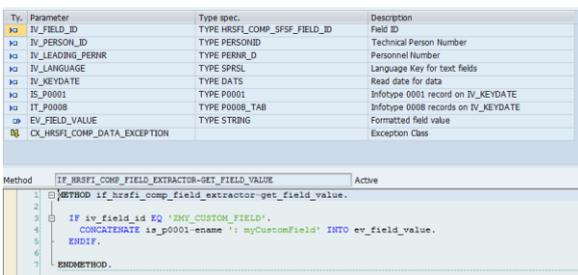


Figure 16

20. Provide a filter value for the BAdI. In step 16, when you add fields to the field set, enter the filter value of the BAdI in the column *Data Extraction for Export*.
21. If you extend the compensation data integration with more than one customer-specific field, you have to map each field in this method.

22. Deploy the SAP HANA Cloud Integration content iFlow *Upsert Compensation Data with Custom Enhancement* and configure the endpoint (deployed iFlow) for the consumer proxy interface SFSFCompensationManagementUpsertRequestConfirmation_Out.
23. To transfer the compensation data to SuccessFactors HCM Suite, run the report RH_SFI_SYNCH_COMP_DATA.
24. To verify the results, log on to SuccessFactors HCM Suite and view the SFAPI audit logs, as shown in Figure 17.

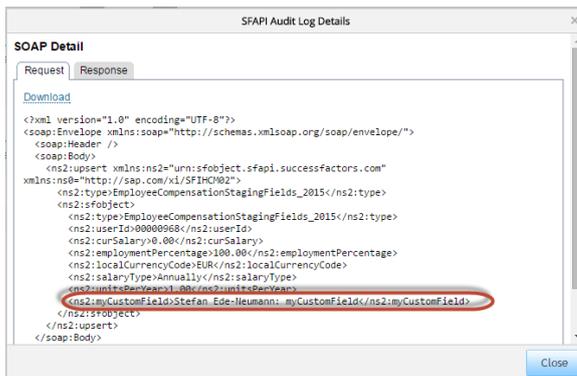


Figure 17



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Material Number:

