CUSTOMER

How-To Guide 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
Example	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></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.
 - 1 Note

 $Transaction \ {\tt SPXNGENAPPL} \ is \ available \ from \ {\tt SAP_BASIS} \ 702 \ {\tt SP} \ 8 \ onwards.$



Figure 1

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

9	Choose the object type for the proxy to be created.	
Object Type Generation Source Transport Finish		
	Datatype Messapetype Glatatype Enhancement Fault Message Service Consumer Service Provder Dient Provder ServiceGroup	

Figure 2

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

🔄 Create	i	×
Object Type Generation Source Aname Base Type	Enter external name and namespace (QName) for the proxy to be created.	
C Transpot C Finish	Name Z_Compensition_Custom_Enhancement Namespace http://customernamespace.com	

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

6

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.

Object Type Generation Source Othere O	Enterthe packag useSTMP If already known For proxy object	e for the new object or check 'Local Obj you may enter the request to be used, s you have the option to specify a prefix	ectio
Finish	Package	¢TMP	
	Local Object		
	Prefix	Z	

- 9. Enter the following information and then choose *Continue*:
 - Package name where you want to save the object
 In the example in Figure 6, the object is stored as a local object.
 - \circ $\;$ 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.

ancement	
Append Structure	Z_Compensation_Custom_Enhance New (Revised)
Properties Name Pro	blems External View Internal View Used Objects WSDL
External Key	
Туре	Data Type Enhancement Source Backend Metadata Reposito
Name	Z_Compensation_Custom_Enhancement
Namespace	http://customernamespace.com
Proxy	
Proxy Name	ZZCOMPENSATION_CUSIOM_ENHANCE Prefx Z
Enhanced Datature	
Emanced bacacype	
Name	CompensationManagementSFObject
Namespace	http://sap.com/x1/SFIHCM01
General Data	
Package	\$TMP
Original Language	▼
Created by	on 00:00:00
Changed by	on 00:00:00

Figure 8

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

1 Note

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

Append Structure	Z_Compensation_Custom_Enhance. M	New (Revised)	
Properties Name Problems External View	Internal View Used Objects	WSDL	
	(c h	NA.P	
	00	yecc	
External Name	5	lase	
 Z_Compensation_Custom_Enhancement 	т	Гур	Append Structure
	14	lame	Z_Compensation_Custom_Enhancement
🖙 Define element name			×
Name myCustomField			NHA.
			××
	x	CHL Namespace	http://customernamespace.com
	x G	KHL Namespace Senerating Appl	http://customernamespace.com Backend Metadata Repo *
	G	(HL Namespace Senerating Appl Datatype Enhancen	http://customernamespace.com Backend Metadata Repo* ent Attributes
	S D D	CHL Namespace Senerating Appl Datatype Enhancen Dynamic append	http://customemamespace.com Backend Metadata Repo* ent Attributes
		CHL Namespace Senerating Appl Datatype Enhancen Dynamic append Senerated	http://customemarnespace.com Backend Metadata Repo* ent Attributes
	X C D G	OHL Namespace Senerating Appl Datatype Enhancen Dynamic append Senerated	http://cuitomemamespace.com Backend Metadata Repo_* ent Attributes

Figure 10

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



Figure 11

8

- 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.

	Object		
demai Name	Base		
Z_Compensation_Custom_Enhancement	Тур	Element with simple Content	
 myCustomField 	Name	myCustomField	
	ABAP Type	FIEL	UI Text
	ARAP Name	ZMY CUSTOM FIELD	-
		-	
	Element		
	Default Value		
	Min. Occurs	0 Max. Occurs 1	0
	Deletab.	Nilable 🗌	
	Simple Datatype		
	XSD Type	xsd:string	
	ABAP Type	STRING	
	Pattern		
	Length		

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.

lew Entries: Overv	iew of J	Added Entries				
		E SFSF Field ID (2) 51 Entries found		X		
		🖌 🖂 🛗 🔛 🗐 🚍 🧃 🛔				
log Structure	Field Set	SFSF Field ID	•			
Field assignments	Descriptio	LUMP_SUM2ELIGIBLE	- 3	^		
	Field as	MERIT		H		
	SFSF F	MERIT_ELIGIBLE			Required	
		OPTIONS				
		PAY_GRADE				
		PROMO_ELIGIBLE				
		PROMOTION				
		PRORATING			•	
		SALARY_ELIGIBLE			•	
		SALARY_PRORATING_END_DATE			-	
		SALARY_PRORATING_START_DATE			-	
		SALARY_TYPE				
		START_DATE				
		STOCK				
		STOCK_ELIGIBLE				
		STOCK_OPTION_ELIGIBLE			•	
		STOCK_OTHER1ELIGIBLE			•	
		STOCK OTHER2ELIGIBLE			•	
		STOCK OTHER3ELIGIBLE			· ·	
		STOCK STOCK ELIGIBLE			-	
		STOCK UNITS ELIGIBLE			•	
		UNITS PER YEAR				
		ZMY_CUSTOM_FIELD		÷		
		51 Entries found	-		-	
			_		-	
					· ·	
					-	

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.

Dictionary: Dis	splay S	tructure	_				
⊨⇒ 🎾 🍪 ੴ	1 60 A	÷ 18 Z =	Hierarchy Display	Append	Structure		
ructure	HRSFI_S_	COMP_LOG_MONITO	R_DATA Active				
ort Description	Structure	for Displaying Tran	fer Log in Monitor				
Attributes Com	ponents	Entry help/che	k Currency/quantity fi	elós			
Er Create A	ppend Str	ucture for HRSFL_S	_COMP_LOG_M 🛛 🗙				
Around Nam		77COMPENSAT	ION CUSTOM EXEANCE	1	16 / 52		
Compl		COLORIN ECONO		ngth De	cl Short Description	Group	
F1N P.				0	OFIN_PAY_GRADE		-
TINAL MAR AND	13200		VIELES	0	0FINAL_JOB_CODE		-
FINAL JOB FAMILS	Types	*	STRING	0	0 FINAL_JOB_FAMILY		
FINAL JOB ROLE	Types	*	STRING	0	0FINAL_DOB_ROLE		
308_CODE	Types	*	STRING	0	0)08_CODE		
JOB_FAMILY	Types	*	STRING	0	0JDB_FAMILY		
JOB_LEVEL	Types	-	STRING	0	0.008_LEVEL		
JOB_ROLE	Types	*	STRING	0	0)08_ROLE		
JOB_TITLE	Types	*	STRING	0	0JOB_TITLE		
LOCAL_CURRENCY_	Types	*	STRING	0	0 LOCAL_CURRENCY_CODE		
LUMP_SUM	Types	*	STRING	0	OLUMP_SUM		
1088 5082	Types	*	STRING	0	0 LUMP_SUM2		
LUMP_SUM2TARGET	Types	*	STRING	0	0.LUMP_SUM2TARGET		
LUMP_SUM_ELIGIB.	Types	*	STRING	0	0 LUMP_SUM_ELIGIBLE		
LUMP_SUM2ELIGIB.	Types	*	STRING	0	0 LUMP_SUM2ELIGIBLE		
LUNP_SUN_TARGET	Types	*	STRING	0	0LUMP_SUM_TARGET		
MERIT	Types	*	STRING	0	OMERIT		
MERIT_ELIGIBLE	Types	*	STRING	0	0 MERIT_ELIGIBLE		
OFTIONS	Types	*	STRING	٥	O OP TIONS		
PAT_GRADE	Types	*	STRING	0	0 PAY_GRADE		
PROMO_ELIGIBLE	Types	*	STRING	0	0 PROMO_ELIGIBLE		
PROMOTION	Types	*	STRING	0	O PROMO TION		
PRORATING	Types	*	STRING	0	OPRORATING		
SALARY_ELIGIBLE	Types	*	STRING	0	0 SALARY_ELIGIBLE		
SALARY_FRORATIN	Types	*	STRING	0	0 SALARY_PRORATING_END_DATE		
SALARY_PROBATIN	. Types	*	STRING	0	0 SALARY_PRORATING_START_DATE		
SALARY_TYPE	Types	*	STRING	0	0 SALARY_TYPE		
START_DATE	Types	*	STRING	0	OSTART_DATE		
STOCK	Types	*	STRING	0	© STOCK		
STOCK ELIGIBLE	Types	*	STRING	0	OSTOCK_ELIGIBLE		
STOCK_OPTION_EL.	Types	*	STRING	0	0 STOCK_OPTION_ELIGIBLE		
STOCK_OTHERIELI	Types	¥	STRING	0	0 STOCK_0 THER1ELIGIBLE		
STOCK OTHERSELT.	Types	*	070700	0	OSTOCK OTHER2ELIGIBLE		

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.

Hierarchy Display				
Active	elds			
w Appending Obj	1	/ 1		
Data Type Le	ength Deci	Short Description	Group	
STRING	0			÷
	Herarchy Display Active Unrency/quantity fi aw Appending Obj Data Type Lu STR1340	Herarchy Deplay Active Active wrency/quantity fields wrency/quantity fields areacy/quantity	Nearch/ Dipby/ Active anterorgaunter Felts anterorgaunter Felts (and Type Level) for a first Decorption attack (b)	Neurchy Opday Active antercytoantry Methio and Ageneting Obj. 1 / 1 (Shall How Lange Decu. Shart Decution) attain of o

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 → BAdl: Extraction of Compensation Data, create an implementation for BAdl 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.

Ty.	Parameter	Type spec.	Description
K O	IV_FIELD_ID	TYPE HRSFI_COMP_SFSF_FIELD_ID	Field ID
ю	IV_PERSON_ID	TYPE PERSONID	Technical Person Number
) KO	IV_LEADING_PERNR	TYPE PERNR_D	Personnel Number
ю	IV_LANGUAGE	TYPE SPRSL	Language Key for text fields
) KO	IV_KEYDATE	TYPE DATS	Read date for data
ю	IS_P0001	TYPE P0001	Infotype 0001 record on IV_KEYDATE
) KO	IT_P0008	TYPE P0008_TAB	Infotype 0008 records on IV_KEYDATE
•	EV_FIELD_VALUE	TYPE STRING	Formatted field value
88	CX_HRSFI_COMP_DATA_EXCEPTION		Exception Class
Method IF_HRSFI_CONP_FIELD_EXTRACTOR-GET_FIELD_VALUE		Active	
1 HETHOD if hrsfi comp field extractor~get field value.			
<pre>2 If iv_field_id EQ 'INT_CUITOM_FIELD'. 4 CONCATENATE is_p0001-ename ': myCustomField' INTO ev_field_value. 5 EXEMPTINO.</pre>			

Figure 16

- 20. Provide a filter value for the BAdl. In step 16, when you add fields to the field set, enter the filter value of the BAdl 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

www.sap.com/contactsap

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