SAP SuccessFactors ♡

Implementation Guide | PUBLIC
Document Version: 1H 2022 – 2022-07-22

Integrating SAP ERP User Interface with SAP SuccessFactors Employee Central

THE BEST RUN **SAP**

Content

Change History

Learn about changes to this guide in recent releases.

1H 2020 / PA_SE_IN SP29

Table 1: The following table summarizes changes to this guide for the SAP SuccessFactors 1H 2020 release

What's New	Description	More Info
Embedding SAP Fiori app My Paystubs with SAP SuccessFactors Employee Central	You can embed the SAP Fiori app My Paystubs with SAP SuccessFactors Employee Central so that your employees are enabled to access their payslip directly on the SAP SuccessFactors UI.	SAP Fiori App My Paystubs Integration with Employee Central [page 8]

1 Introduction to SAP ERP UI Integration with SAP SuccessFactors Employee Central

Some introductory words about integrating screens from your SAP ERP system with the SAP SuccessFactors Employee Central user interface

Learn more about embedding screens from SAP ERP on premise into the SAP SuccessFactors UI. Depending on your use case, you have different choices of how to integrate UIs:

- SAP ERP UI integration, using Manager Self-Service (MSS) and Employee Self-Service (ESS) as an example of SAP ERP applications you can embed into the Employee Central UI

> **i Note**
>
> Ensure that the SAP ERP system is configured in such a way that SAP can determine how the SAP ERP software is used. To measure users in your SAP installation clearly and precisely, your users must be classified according to their current use and the price list they are based on prior to each system measurement. This classification reflects the terms of the contract. For using the ESS pay statement integration in EC, you need to maintain a specific user classification in your SAP System Measurement tool. The contractually agreed-upon special user for our integration scenario is the user *SFSF EC Payslip Viewer*. Please use one of the special module types with ID 71-79 and overwrite the name of the contractual user type with *SFEC EC Payslip Viewer* and then save your entries. These are then offered as F4 input help in the user classification of contractual user types in your SAP ERP user maintenance transaction.

- UI integration using the *Payroll Information* page or the *Payroll* block within People Profile in Employee Central
- UI integration using the *Configure Custom Navigation* admin tool in Employee Central

Your Choices When Integrating SAP ERP Screens into the SAP SuccessFactors UI [page 5]
   Depending on your use case, you have different choices of how to integrate SAP ERP screens with the SAP SuccessFactors UI.

How UI Integration Supports Different Deployment Options of Employee Central Integration with SAP ERP [page 6]
   How you can use UI integration within the Core Hybrid HCM as well as the Side-by-Side HCM deployment option, and what it means in each case.

Related Information

UI Integration Using the Payroll Information Page [page 19]
UI Integration Using Custom Navigation [page 33]

1.1 Your Choices When Integrating SAP ERP Screens into the SAP SuccessFactors UI

Depending on your use case, you have different choices of how to integrate SAP ERP screens with the SAP SuccessFactors UI.

These are your UI integration options:

Table 2: UI Integration Options

Deployment Option	Integrating SAP SuccessFactors Employee Central with ...	What UI integration looks like	Example of how UI integration can be used	More info
The employee's data is mastered in SAP SuccessFactors Employee Central using the Core Hybrid HCM deployment option. Employee Central is used for all global HR business processes. SAP ERP HCM is used for Payroll processes. The employee's master data is replicated from Employee Central to SAP ERP HCM.	SAP ERP HCM On-Premise – Manager Self-Service and Employee Self-Service	The *Payroll Information* page enables end users such as employees to access their SAP ERP pay statement application and HR Administrators to country-specific payroll infotypes. It contains screens for accessing the relevant infotypes or the pay statements in SAP ERP HCM.	An HR Admin enters additional data that is needed for Payroll. An employee checks his or her pay statement.	UI Integration Using the Payroll Information Page [page 19]
The employees' data is mastered in SAP SuccessFactors Employee Central using the Core Hybrid HCM deployment option. Employee Central is used for all global HR business processes. The employee's master data is replicated from Employee Central to SAP ERP HCM.	SAP ERP HCM On-Premise	Using custom navigation, you can integrate screens from all kinds of systems not only with the SAP SuccessFactors home page, but also with other pages and menus. The screens from non-SuccessFactors systems are not embedded into the SAP SuccessFactors UI. Instead, you navigate to a new page – this applies to SAP ERP HCM on premise as well as third-party systems.		UI Integration Using Custom Navigation [page 33]

Parent topic: Introduction to SAP ERP UI Integration with SAP SuccessFactors Employee Central [page 4]

Related Information

How UI Integration Supports Different Deployment Options of Employee Central Integration with SAP ERP [page 6]

1.2 How UI Integration Supports Different Deployment Options of Employee Central Integration with SAP ERP

How you can use UI integration within the Core Hybrid HCM as well as the Side-by-Side HCM deployment option, and what it means in each case.

In both, the *Core Hybrid HCM* and the *Side-by-Side HCM* deployment options, UI integration enables users to view and edit data in Employee Central, regardless of whether Employee Central or SAP ERP is the system of record for the employee in question. Here's an example of what this means for the *Side-by-Side* deployment option:

Figure 1: Accessing Systems Using the Employee Central UI

> **i Note**
>
> To prevent users having to log on several times, make sure that browser single sign-on works for your web browser if you use the UI integration.

6 PUBLIC

Integrating SAP ERP User Interface with SAP SuccessFactors Employee Central
Introduction to SAP ERP UI Integration with SAP SuccessFactors Employee Central

Core Hybrid HCM

If you use the *Core Hybrid HCM* deployment option, UI integration can be used to trigger processes in the **local** SAP ERP system from the Employee Central UI. In this scenario, all **global** processes run in Employee Central. Example use cases of this scenario are:

- A **manager** wants to trigger a change for one of his or her employees using a workflow. The manager uses the SAP SuccessFactors homepage as his or her global UI hub to manage all relevant HR processes and his or her team. All employees are mastered in Employee Central, but the local SAP ERP system is still used for some local (for example, country-specific) processes. So the manager can also trigger such a local process from the SAP SuccessFactors homepage.The UI integration allows for screens from SAP ERP that are used to carry out **local** processes to be embedded as mashup (UI integration of ERP screen integrated with the Employee Central screen) within the Employee Central screens. All **global** Manager Self-Service processes run in Employee Central.
- An **employee** wants to trigger a change of his or her data. The employee uses the SAP SuccessFactors homepage as his or her global UI hub to handle all relevant HR processes. All employees are mastered in Employee Central, but the local SAP ERP system is still used for some local (for example, country-specific) processes. So the employee can also trigger such a local process from the SAP SuccessFactors homepage.The UI integration allows for screens from SAP ERP that are used to carry out **local** processes to be embedded as mashup within the Employee Central screens. All **global** Employee Self-Service processes run in Employee Central.

Side-by-Side HCM

If you use the *Side-by-Side HCM* deployment option, managers and employees can use the SAP SuccessFactors home page as a global UI hub. They can view data or trigger data changes for employees whose data is mastered in SAP ERP using the navigation on the Employee Central UI. This is possible since all employees whose data is mastered in SAP ERP are replicated to Employee Central using the employee data integration of the *Side-by-Side HCM* deployment option.

Parent topic: Introduction to SAP ERP UI Integration with SAP SuccessFactors Employee Central [page 4]

Related Information

Your Choices When Integrating SAP ERP Screens into the SAP SuccessFactors UI [page 5]

2 SAP Fiori App My Paystubs Integration with Employee Central

How to embed screens from your SAP Fiori app My Paystubs system into the SAP SuccessFactors user interface.

This chapter describes how you can embed the SAP Fiori App My Paystub using the SCP deployment option on NEO where the front end is deployed on the SCP and back-end on ERP.

By accessing the SAP Fiori app My Paystubs within SuccessFactors Employee Central you are enabled to access the SAP Fiori app directly from the SuccessFactors Employee Central home page. Following chapters explains how to embed SAP Fiori app My Paystub Version 3/ Fiori 2.0 into SuccessFactors Employee Central step-by-step.

2.1 System Setup Needed for UI Integration with SAP Fiori App My Paystubs

Check if your SAP ERP On-Premies system and other systems meets the minimum setup requirements to use SAP Fiori app My Paystubs to display SAP ERP payroll results.

- Minimum set up requirement (ADD-ON ERP Prerequisite) for installing SAP Fiori app My Paystubs. For more information about the installation pre-requisite for the back-end components (OData Service etc.) of My Paystubs app in the ABAP system, see *App Implementation: My Paystubs (Version 3)*. Back-end components are delivered with the installed SAP product versions as part of the listed software component.
- SAP BTP, Neo
- System landscape requirements for SAP Fiori
  Each SAP Fiori app consists of front-end components and back-end components:
  - The front-end components of the app consist of user interface and content required for launching the app on the SAP Fiori launchpad. These components have to be installed on your front-end server.
  - The back-end components of the app mainly consist of the OData services required for the app. These components have to be installed in your back-end system.

> **i Note**
>
> Ensure that the SAP ERP system is configured in such a way that SAP can determine how the SAP ERP software is used. To measure users in your SAP installation clearly and precisely, your users must be classified according to their current use and the price list they are based on prior to each system measurement. This classification reflects the terms of the contract. For using the ESS pay statement integration in EC, you need to maintain a specific user classification in your SAP System Measurement tool. The contractually agreed-upon special user for our integration scenario is the user *SFSF EC Payslip Viewer*. Please use one of the special module types with ID 71-79 and overwrite the name of the contractual user type with *SFEC EC Payslip Viewer* and then save your entries. These are then offered as F4 input help in the user classification of contractual user types in your SAP ERP user maintenance transaction.

8 PUBLIC

Integrating SAP ERP User Interface with SAP SuccessFactors Employee Central
SAP Fiori App My Paystubs Integration with Employee Central

Related Information

App Implementation: My Paystubs (Version 3)
My Paystubs (Version 3/Fiori 2.0)

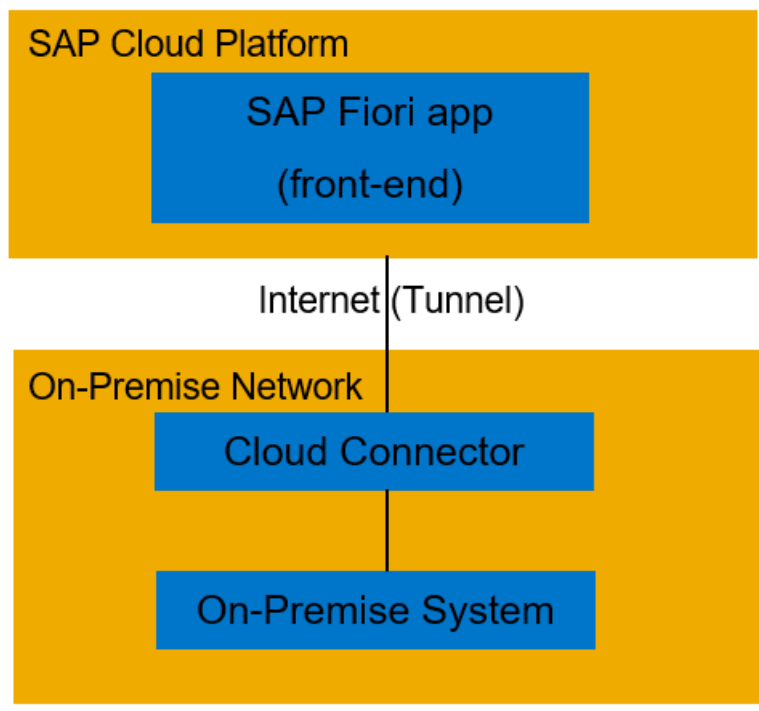## 2.2 Establishing SAP Cloud Integration Connectivity in the Neo Environment

Use SAP Cloud Integration connectivity for your application in the Neo environment.

You need to establish connectivity between your SAP Cloud Integration subaccount and your SAP ERP On-Premises system.

You require SAP Cloud Integration account and connectivity in the Neo environment to deploy front-end component of SAP Fiori app My Paystubs using SAP Web IDE service subscription. SAP Cloud Integration is required to create tunnel via Cloud Connector for accessing the backend Odata services of SAP Fiori app My Paystubs available on the SAP ERP On-Premise system. In SAP Cloud Integration, you must enable two connectivity. You will have to first enable the connectivity between your SAP Cloud Integration subaccount and your SAP ERP On-Premise system. And later you need to establish the connectivity between your SAP Cloud Integration subaccount and SAP SuccessFactors. To enable SAP Fiori app My Paystubs on SAP SuccessFactors Employee Central, integration is required between SAP SuccessFactors Employee Central and SAP Cloud Integration via Extension package.

The SAP Cloud Integration connectivity service allows you configuring a connection to an SAP ERP On-Premise system using the Cloud Connector. You can establish a secure communication channel from your SAP ERP On-Premise network to applications on SAP Cloud Integration while you keep full control and auditability of what is exposed to the cloud.

> **⁜ Example**
>
> **SAP Cloud Platform**
>
> **SAP Fiori app**
> **(front-end)**
>
> Internet (Tunnel)
>
> **On-Premise Network**
>
> **Cloud Connector**
>
> **On-Premise System**

To connect to your SAP Cloud Integration app from your SAP ERP On-Premise network, the Cloud Connector administrator need to set up a secure communication channel to your SAP Cloud Integration subaccount. The SAP Cloud Integration ensure that the tunnel can only be used by applications on your subaccount. Applications assigned to other (sub) accounts cannot access the communication channel. It is encrypted via transport layer security (TLS), which guarantees connection privacy.

For more information on how to install and configure the Cloud Connector in the Neo environment see, *SAP Cloud Integration Connectivity for the Neo Environment*.

Once you install and configure the Cloud Connector, you need to have the following service subscriptions:

- Portal Service (Configure APP on Fiori Launchpad)
- SAP Web IDE Full-stack (to deploy the My Paystubs app)
- Authorization & Trust Management (To configure SSO b/w SAP SuccessFactors Employee Central &SAP Cloud Integration
- Connectivity Service
- HTML applications (platform service)
- OData Provisioning

Related Information

SAP Cloud Platform Connectivity for the Neo Environment
Setting up Cloud Connector [page 11]
Importing Applications from the SAPUI5 ABAP Repository [page 11]

10   PUBLIC

Integrating SAP ERP User Interface with SAP SuccessFactors Employee Central
SAP Fiori App My Paystubs Integration with Employee Central

2.3 Setting up Cloud Connector

Learn more about the Cloud Connector: features, scenarios and setup.

To establish connectivity of SAP Cloud Integration with SAP ERP On-Premise system, you need to setup and configure cloud connector. The cloud connector provides control over SAP ERP On-Premise systems and resources that shall be accessible by the cloud applications. This connection also acts as a reverse invoke proxy between the SAP ERP On-Premise network and SAP Cloud Integration. It enables use of existing SAP ERP On-Premise assets without exposing the entire internal landscape.

For more information on installing the Cloud Connector see, *Cloud Connector* topic.

Related Information

Cloud Connector

2.4 Importing Applications from the SAPUI5 ABAP Repository

You can import an existing application from the SAPUI5 ABAP repository into the SAP Web IDE workspace.

You need to import front-end component of SAP Fiori app My Paystubs for the deployment on SAP Cloud Integration. You can import an existing application from the SAPUI5 ABAP repository into the SAP Web IDE workspace.

For more information on importing an existing application from the SAPUI5 ABAP repository into the SAP Web IDE workspace see, *Import Applications from the SAPUI5 ABAP Repository* topic.

Related Information

Import Applications from the SAPUI5 ABAP Repository

2.5 Deploying SAP Fiori App My Paystubs to SAP Cloud Integration

You can deploy any project from SAP Web IDE to SAP Cloud Integration as a new application or as an update to a previously deployed application in any of your SAP Cloud Integration accounts.

SAP Fiori app My Paystubs that is deployed to an SAP Cloud Integration subaccount, can be added to the portal site. You will be able to add the Fiori app to a launchpad page of the site after the successful deployment. Deployment is required in order to consume backend OData services of Fiori application via SAP Cloud Integration.

For more information on deploying SAP Fiori app My Paystubs to SAP Cloud Integration see, *Deploy Applications to SAP Cloud Integration* topic.

> **i Note**
>
> SAP Fiori app My Paystubs has a dependency on a related app (HCMFAB_COMMON) which also needs to be deployed on SAP Cloud Integration. (See below)

SAPUI5 Application

The ICF nodes for the following SAPUI5 application must be activated on the front-end server:

Component	Technical Name	Path to ICF Node	SAP UI5 Component
SAP UI5 Application	HCMFAB_PAY_MON	/sap/bc/ui5_ui5/sap/ hcmfab_pay_mon	hcm.fab.mypaystubs
	HCMFAB_COMMON *	/sap/bc/ui5_ui5/sap/ hcmfab_common	hcm.fab.lib.common

Related Information

[Deploy Applications to SAP Cloud Platform](#)

12 PUBLIC

Integrating SAP ERP User Interface with SAP SuccessFactors Employee Central
SAP Fiori App My Paystubs Integration with Employee Central

2.6 Configuring SAP SuccessFactors Extensions

Integrate SAP Cloud Integration with SAP SuccessFactors Employee Central through extensions to configure SAP SuccessFactors Extensions

Context

To configure SAP SuccessFactors Extensions, you must first integrate SAP Cloud Integration with SAP SuccessFactors Employee Central through extensions. After the integration is done, you must enable New Extension Manager (Fiori) on provisioning.

Procedure

1. Create an integration token for SAP SuccessFactors. For more information see, *Create an Integration Token for SAP SuccessFactors* topic.

2. Configure the extension integration between SAP Cloud Integration and SAP SuccessFactorsSAP SuccessFactors. For more information see, *Configure the Extension Integration Between SAP Cloud Integration and SAP SuccessFactors* topic.

   > **i Note**
   >
   > If SAP SuccessFactors has IP restrictions defined in the IP Restriction Management tool, then the IP ranges of the respective SAP Cloud Integration region should be added as well. To convert the IP ranges of the respective SAP Cloud Integration region to a format expected by the IP Restriction Management tool, use an IP calculator.

3. Define the People Pool for managing extensions. For more information see, *Defining the People Pool for Managing Extensions* topic.

Related Information

Create an Integration Token for SAP SuccessFactors
Configure the Extension Integration Between SAP Cloud Platform and SAP SuccessFactors
Defining the People Pool for Managing Extensions

2.7   Enabling SAP Fiori App My Paystubs in SAP SuccessFactors Extension Manager

After the new Extension Manager (Fiori) is enabled on provisioning, you need to enable your SAP Fiori app My Paystubs extension in Extension Manager and also assign the corresponding SAP SuccessFactors role to access the Extension package.

Context

To enable your SAP Fiori app My Paystubs extension in Extension Manager, follow the steps:

Procedure

1. Login to *Employee Central* account.
2. Under *Manage Permission Groups*, select *Extension Administrators*.
3. From the *Category* drop down, select *Username*. To include people in the group, type a name of your group and choose who you want to include in the group.
4. Click *Done*.
5. From the right corner under *Active Group Membership*, click *Update*.
6. Log out and Login to your *SuccessFactors Company* account.
7. From the SAP SuccessFactors home page, search for *Extensions* to verify if you are able to access the *Extension Directory* page.

> **i** Note
>
> In case of *Site not found* error while trying to access Extension Directory. Kindly check that tenant type = SFSF is maintained on the portal service of SAP Cloud Integration.

Results

Now the added members are the administrators for the customer extension module (Extensions admin).

14   PUBLIC

Integrating SAP ERP User Interface with SAP SuccessFactors Employee Central
SAP Fiori App My Paystubs Integration with Employee Central

2.8 Enabling SAP Fiori App My Paystubs in SAP Cloud Integration

Configure the connectivity between SAP Cloud Integration and the SAP ERP On-Premise system.

Context

You must deploy SAP Fiori app My Paystubs in their SAP Cloud Integration sub-account. To get the SAP Fiori app My Paystubs running you need to establish the connectivity for tunnel creation between your SAP Cloud Integration sub-account and your Cloud Connector. This is done via configuration of destinations.

> ℹ Note
>
> A destination defines the back-end connectivity and is an URL to which requests are forwarded.

Procedure

1. Create connectivity with your Cloud Connector by creating destination on sub-account level. Enter the following data:
   a. Name = Cloud Connector tunnel
   b. Type = HTTP
   c. Description = on-premise connectivity via Cloud Connector.
   d. URL = https://<YOUR Virtual Host>.portnumber

   > ℹ Note
   >
   > Virtual Host mapped with Internal Host (backend URL) in Cloud Connector
   >
   > Example: https://VZN:4340

   e. Proxy Type = OnPremise
   f. Authentication = Choose the appropriate authentication
   g. User/Password = Enter the user name/password

   > ℹ Note
   >
   > You need to create in your SAP ERP On-Premise system a corresponding business user role and password having authorization to access SAP Fiori app My Paystubs. Ensure that all the users/ employees are configured with access permission for the business user role to call OData service of SAP Fiori app My Paystubs on your SAP ERP On-Premise system.

   h. sap-client = ERP system ID
   i. WebIDEEnabled = True
   j. WebIDESystem = ERP system type

    k.   WebIDEUsage =
odata_hci,odata_hcp_odp,odata_abap,odata_gen,api_mgmt_catalog,ui5_execute_abap,dev_abap

2. Establish trust settings to enable SSO between SAP SuccessFactors Employee Central & SAP Cloud Integration. For more information see, *Create an Integration Token for SAP SuccessFactors* topic.

3. Configure SAP Cloud Integration sub-account in Cloud Connector for cloud to SAP ERP On-Premise connectivity.

4. Create Virtual Host <-> Internal Host (backend ABAP system) mapping in Cloud Connector.

Related Information

Create an Integration Token for SAP SuccessFactors

2.9 Enabling SAP Fiori App My Paystubs on SAP SuccessFactors Employee Central

After enabling the SAP Fiori app My Paystubs on the SAP Cloud Integration, you need to enable the *MyPaystubs Fiori App* on SAP SuccessFactors Employee Central.

Context

You need to enable the SAP Fiori app My Paystubs in the SuccessFactors instance.

Procedure

1. Login to SAP SuccessFactors Employee Central.

2. Go to *People Search*, and search for *Extensions*.

3. Under *Extension Directory* click the + icon to create an extension.

4. On the Create Extension page, select the *SuccessFactors Extensions* from the *Template Source* drop down and then click the *SF Starter Extension*.

5. After the extension is created successfully, from the *Content Management* drop down on the left, select *Apps*.

    a.   On the *Apps* page, click the + icon to create a *New App*.

    b.   From the *Properties* pane, under the General tab, click *Browse*. Select the *App Resource as hcmfabpaymon (My Paystubs).* App will appear once deployed on SAP Cloud Integration.

    c.   You can now change the app name to a name of your choice. Follow the steps below to change the app name.

16   PUBLIC

Integrating SAP ERP User Interface with SAP SuccessFactors Employee Central
SAP Fiori App My Paystubs Integration with Employee Central

> **i Note**
>
> From the *Intent Navigation* section, type *HCMFAB_PAY_MON* (case sensitive) for the Semantic Object field and *Display* (case sensitive) for the Action field.

6. Click *Catalogs*. Click the + icon to assign a new catalog.
7. Click *Save* to save your changes.
8. Click *Publish* to publish the app.
9. After the app is successfully published, copy the web URL address (to be used later).

> **i Note**
>
> Kindly check the intent navigation values (Semantic object & Action) at the end of the generated web URL before configuring it under *SuccessFactors Employee Central*.
> - Semantic object = HCMFAB_PAY_MON
> - Action = Display
>
> > **⁘ Example**
> >
> > Example of sample URL: `https:// flpsandboxXXXXXX.dispatcher.int.sap.<SCPlandscape>.ondemand.com/sites? siteId=<FLP site ID>&evictCache=true#HCMFAB_PAY_MON-Display`

10. Login to *SuccessFactors Employee Central*, navigate to *Configure Custom Navigation* and configure the URL for *Fiori App* copied in the previous step as mentioned below.

> **i Note**
>
> We recommend you to choose **External Link – New Tab/Window** as the *Link Type*.

11. Login to *SuccessFactors Employee Central*, navigate to *Employee Profile* and click on *Take Action*. You will now be able to see the *MyPaystubs Fiori Payslip* option enabled. Employees can now access their payslip via the SAP Fiori app My Paystubs.

2.10 Configure SAP Fiori App My Paystubs in SuccessFactors Employee Central

After you have successfully enabled the SAP Fiori app My Paystubs on SuccessFactors Employee Central, you have to configure the SAP Fiori app My Paystubs.

You can access the *SAP Fiori app My Paystubs* in *SuccessFactors Employee Central* through custom navigation.

Configure Custom Navigation

1. Go to *Admin Center* in Employee Central.
2. In the *Tools* search field, enter *Configure Custom Navigation*.
3. Configure the item label, menu location, add navigation link URL, and provide required permissions for Employee Self Service role. For more information on how to enable Custom Navigation feature, see Configuring Custom Navigations topic.

Related Information

Configuring Custom Navigations

18   PUBLIC

Integrating SAP ERP User Interface with SAP SuccessFactors Employee Central
SAP Fiori App My Paystubs Integration with Employee Central

3 UI Integration Using the Payroll Information Page

Here's how to set up UI integration for the *Payroll Information* page or the *Payroll* block in People Profile.

Minimum System Setup Needed for UI Integration with Payroll [page 19]
> Check if you meet the minimum setup requirements for a system in which you run payroll.

Setting Up Payroll Configuration [page 21]
> Use Payroll Configuration to customize the blocks for the *Payroll Information* page or the *Payroll* block in People Profile.

Setting up Payslip for SAP ERP On-premise Customer [page 26]
> You might have to configure the SAP ERP User Interface to setup the payslip for the On-premises customers. To enable integrating the SAP ERP ESS Salary statement application with Employee Central it is a prerequisite that this application is already configured in SAP ERP.

3.1 Minimum System Setup Needed for UI Integration with Payroll

Check if you meet the minimum setup requirements for a system in which you run payroll.

The following components are needed in the versions listed here to use UI integration with a payroll system.

Table 3: Minimum System Setup

| For this component ...	You need this software component version and support package...
SAP NetWeaver	`SAP_BASIS` 700 SP18 or a higher version/SP
SAP ERP	`EA-HR` 607: • To use the integration in general: `EA-HR` 607 SP03 or a higher version/SP • To use the integration for the pay statement: `EA-HR` 607 SP09 or a higher version/SP **i Note** The `EA-HR` 607 software component is not only part of the in-advance shipment HR renewal 1.0, but also of SAP ERP 6.0 enhancement package 7. The same is true for the `EA-HR` 608 software component version, which is part of HR renewal 2.0 as well as SAP ERP 6.0 enhancement package 8.

The following SAP Notes are required in addition:

Table 4: Required SAP Notes

This SAP Note...	Is required to...
1487337 🕮 (*Downporting the class CL_ABAP_DYN_PRG*)	Implement various quality improvement measures for dynamic programming

To check which country-specific infotypes are available for UI integration in which software component version, go to SAP Help Portal at http://help.sap.com/hr_renewal. From here:

1. Choose your combination of release, feature pack, and support package from the *Version* list.
2. Choose your language from the *Language* list.
3. (Assuming you have chosen *English*:) Choose ▌ *Application Help* ❯ *Human Resources* ▌.
   This opens the SAP Library of the corresponding feature pack.
4. In the SAP Library, navigate to ▌ *Personnel Management (PA)* ❯ *Personnel & Organization* ❯ *Infotypes* ❯ *Employee Data (Infotypes)* ❯ *Country-Specific Infotypes* ▌ using the navigation frame on the left side. Then choose the relevant country to see the available infotypes.

> **i Note**
>
> Ensure that the SAP ERP system is configured in such a way that SAP can determine how the SAP ERP software is used. To measure users in your SAP installation clearly and precisely, your users must be classified according to their current use and the price list they are based on prior to each system measurement. This classification reflects the terms of the contract. For using the ESS pay statement integration in EC, you need to maintain a specific user classification in your SAP System Measurement tool. The contractually agreed-upon special user for our integration scenario is the user *SFSF EC Payslip Viewer*. Please use one of the special module types with ID 71-79 and overwrite the name of the contractual user type with *SFEC EC Payslip Viewer* and then save your entries. These are then offered as F4 input help in the user classification of contractual user types in your SAP ERP user maintenance transaction.

Parent topic: UI Integration Using the Payroll Information Page [page 19]

Related Information

Setting Up Payroll Configuration [page 21]
Setting up Payslip for SAP ERP On-premise Customer [page 26]

20   PUBLIC

Integrating SAP ERP User Interface with SAP SuccessFactors Employee Central
UI Integration Using the Payroll Information Page

3.2 Setting Up Payroll Configuration

Use Payroll Configuration to customize the blocks for the *Payroll Information* page or the *Payroll* block in People Profile.

Context

The *Payroll Information* page is the one place for HR administrators or employees to access all payroll-related information. You can define the number of blocks and their content.

> ✣ Example
>
> You could define these blocks:
>
> - *Tax*, showing:
>   - *ISR Limits*
>   - *Work Tax Area*
>   - *Residence Tax Area*
>   - *Withholding Information W4/W5*
>   - *Additional Withholding Information*
> - *Garnishments*, showing:
>   - *Garnishment Document*
>   - *Garnishment Order*
>   - *Garnishment Adjustments*
> - *Earnings and Deductions*, showing:
>   - *Pay Statement*

You can add links to infotypes, predelivered services, or URLs for third-party applications.

> i Note
>
> If People Profile has been enabled for your system, you'll see the *Payroll Information* section in the People Profile page. In ▶ *Admin Center* 〉 *Configure People Profile* ◤, you must add the *Payroll Information* block in the relevant section or subsection. A consistent UI behavior is delivered for country/region-specific mashups, Pay Statements, and other ESS scenarios launched from the *Payroll* block of People Profile.
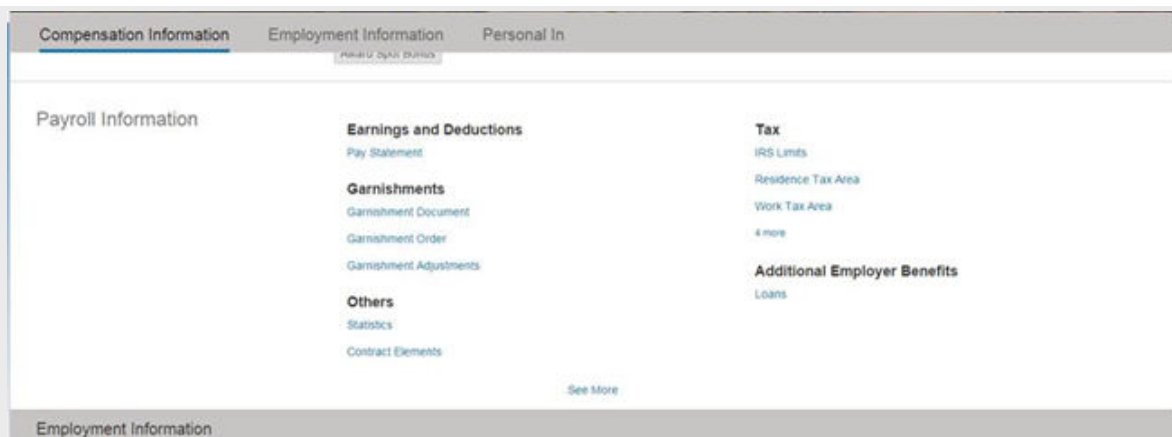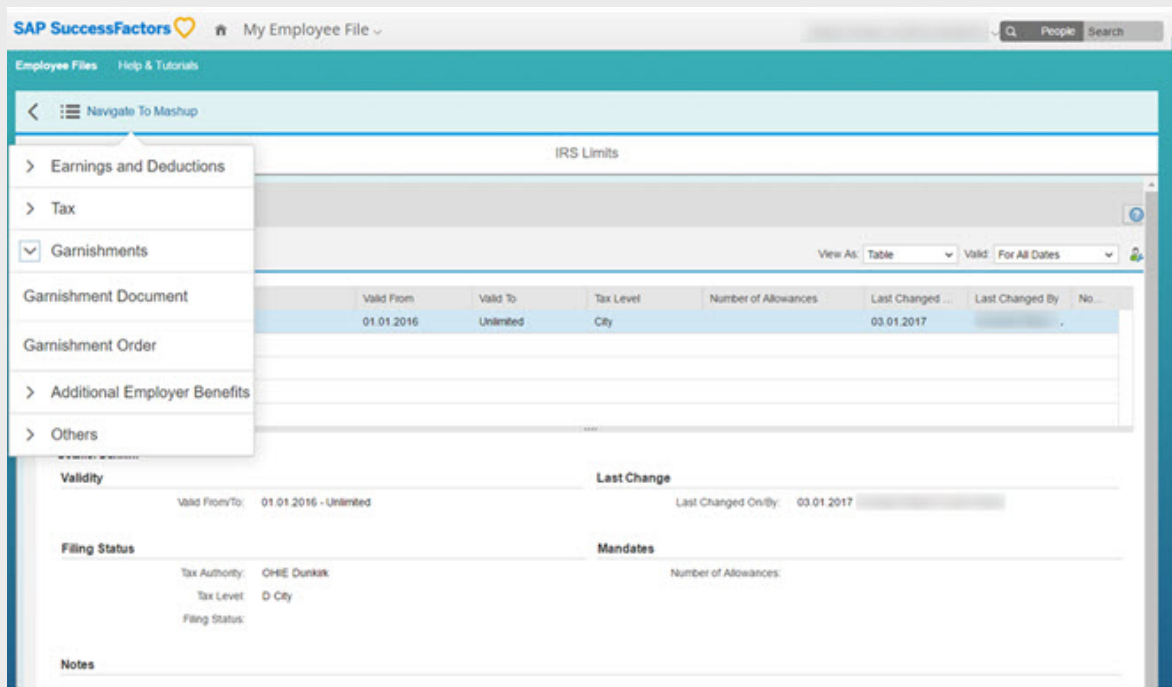
Figure 2: Payroll Information Page

Figure 3: Payroll Block in People Profile

People Profile is the newest user interface for Employee Profile. For more information, see the *People Profile* admin guide. Find the current version of this guide at http://help.sap.com/cloud4hr.

To set up Payroll Configuration, go to *Admin Center* and choose the *Payroll Configuration* tool.

Next Steps

If you're an Employee Central Payroll customer, a new *Payroll Unified Configuration* tool has been introduced to set up blocks, payroll tasks, and system configuration under one UI. You can use the EC payroll system configuration to setup the blocks for each country/region application that you can display on the payroll configuration page.

If you aren't an Employee Central Payroll customer, you can do the following:

- You can generate a default set of blocks for each country or region for the *Payroll Information* page.
- You can use *Payroll System Configuration* to create your own blocks for the *Payroll Information* page, either from scratch or by editing the default blocks.
- You can see the last replication status and it's time on the *Payroll Information* page. In order to see this, administrator must have view permission to *Employee Data Replication Status MDF*.

> Choose to Use Default Portlets [page 23]
> You can generate a default set of portlets for each country for the *Payroll Information* page. The default portlets are preconfigured and are different for each country.

> Payroll System Configuration Per Country/Region [page 24]
> You can use *Payroll System Configuration* to create your own portlets for the *Payroll Information* portlet, either from scratch or by editing the default blocks.

Task overview: UI Integration Using the Payroll Information Page [page 19]

Related Information

Minimum System Setup Needed for UI Integration with Payroll [page 19]
Setting up Payslip for SAP ERP On-premise Customer [page 26]

3.2.1 Choose to Use Default Portlets

You can generate a default set of portlets for each country for the *Payroll Information* page. The default portlets are preconfigured and are different for each country.

Procedure

1. Go to Admin Center and choose the *Payroll Configuration* tool.
2. Go to *Create New* and choose *Default Portlets*.
3. Choose the countries for which you want to create *Default Portlets* and save.

Next Steps

After enabling the default portlets for each selected country, you must add system and client information for each instance using *Payroll System Configuration*. You can also add more portlets, remove, or edit the existing default portlets for specific countries in *Payroll System Configuration*.

Task overview:

Related Information

3.2.2 Payroll System Configuration Per Country/Region

You can use *Payroll System Configuration* to create your own portlets for the *Payroll Information* portlet, either from scratch or by editing the default blocks.

Procedure

1. Go to *Admin Center* and choose the *Payroll Configuration* tool.
2. Do one of the following:
    ○ To edit the default blocks that you've enabled for a specific country/region or region, in the *Search* field, select *Payroll System Configuration* in the first dropdown menu and the country/region in the second dropdown menu. In the *Take Action* dropdown menu, select *Make Correction*.
    ○ To set up Payroll Configuration from scratch, go to *Create New* and choose *Payroll System Configuration*.
3. Enter the relevant Information.
    ○ *Configuration Name*
      Give your configuration a unique name so that you can find it easily, for example for editing at a later point in time.
    ○ *Country/Region*
      Choose the country/region you want this configuration to be valid for.

      > **i Note**
      >
      > If you're editing the Payroll Configuration for a selected country/region, don't change the country/region in this field.

    ○ *Payroll System URL*
      Enter the relevant Payroll System URL.
    ○ *Payroll System Client ID*
      Enter the relevant Payroll System Client ID.
    ○ *Status*
      Indicate whether the payroll configuration of the country/region is active or inactive.
    ○ *Enable Enhanced Validations for Production*
      Set this flag to enable Enhanced Validation for Production. A country/region-independent enhanced validation is active as soon as this flag is set for at least one country/region or region.
      An example for an *Enhanced Validation* is the validation that prevents the import of that is *eventreasons* already active in Employee Central.

4. Configure your own blocks under *Portlets* section. Enter a name for the portlet and choose *Details* to add links. Enter either an infotype number or a URL for each link, or select a predelivered service:

○ *Infotype Number*: Enter the number of the infotype.
Make sure that the related infotype web service is activated. If you're using the *Personnel & Organization* component in your ERP system to edit master data for organizational units, positions, and employees, as well as their assignments to each other, the corresponding master data application (Web Dynpro application `HRPAO_PAOM_MASTERDATA`) must be activated.

> **i Note**
>
> You can also enter the number of a custom infotype. Theses numbers start with 9. If you're using the *Personnel & Organization* component in your ERP system, you can define configurations for the `HRPAO_PAOM_MASTERDATA` Web Dynpro application to add custom content to the landing page provided for HR professionals. For more information, got to SAP Help Portal at http:// help.sap.com/erp608 and choose the application help linked in the *End-User Information* section. From here, navigate to ▌▶ *SAP ERP Central Component* ❯ *Human Resources* ❯ *Personnel Management* ❯ *Personnel & Organization* ❯ *Master Data Application* ❯ *Configuration* ▐.

○ *URL*: Enter the URL of the relevant web service, starting with `http(s)://`….

○ *Service*: Select a predelivered self-service: several of these self-services are country/region-specific. Available self-services include:

> **i Note**
>
> If the *Service* dropdown is empty, you can import these values, along with the Payroll URL type values, from the SuccessStore with the package name `Payroll Configuration Picklists` of type *Payroll Configuration*. SuccessStore provides access to best-practice content libraries with prebuilt versions of common elements used throughout SuccessFactors. There's no direct module. It's built into the tools. The content is presented, when adding or editing, as options to select.

5. If you've entered a URL, click *Details* and enter relevant information:

○ *Admin Service*: This field determines whether a link is accessible for a user with the payroll admin role.
○ *Self Service*: This field determines whether a link is accessible by employees in the ESS.
○ *Required for Payroll*: This field determines whether a link is required for the payroll purpose.
○ *Open Link in New Tab Service*: This field determines whether a link will open in a new tab.

The default settings for the *Admin Service* and *Self-Service* fields in the delivery are as follows. You must not change the default settings except for the URL:

Table 5: Admin Service and Self-Service Settings

Type	Admin Service	Self-Service
ESS pay statement	No	Yes

> **i Note**
>
> Only ESS scenarios with static URL with SSO authentication are supported.

6. Click *Done* and save your changes.

Now, you've defined the blocks of the *Payroll Information* portlet, the links under each block, and the infotype, URL, or service for each link.

> **i Note**
>
> If People Profile has been enabled for your system, you see the *Payroll* block instead of the *Payroll Information* page. People Profile is the newest user interface for Employee Profile. For more information about People Profile, see the People Profile administration guide in SAP Help Portal http://help.sap.com/cloud4hr.

Next Steps

If People Profile has been enabled for your system, you can continue to set up pay data (such as net pay, gross pay, and tax) in the Payroll portlet for employee self-service. Employees viewing their own Employee File can view the pay data in the Payroll block.

The links and portlet available on the *Payroll Information* portlet to a user depend dynamically on the role-based permissions. You must set up role-based permissions for the *Payroll Information* portlet.

Task overview: Setting Up Payroll Configuration [page 21]

Related Information

Choose to Use Default Portlets [page 23]

3.3   Setting up Payslip for SAP ERP On-premise Customer

You might have to configure the SAP ERP User Interface to setup the payslip for the On-premises customers. To enable integrating the SAP ERP ESS Salary statement application with Employee Central it is a prerequisite that this application is already configured in SAP ERP.

Context

There are various steps that you need to perform for configuring the SAP ERP User Interface to setup the payslip for the On-premises customers.

Procedure

1. Setup the single sign-on (SAML2.0 SSO) between Employee Central and SAP ERP HCM system.

For more information see Log on Using SAML 2.0 Assertion for Front-End Single Sign-On (SSO) [page 28].

2. Configure SAP Web Dispatcher to create a communication mode between the browser that you are using and the SAP ERP system.

   For more information on configuring the SAP Web Dispatcher, see Configuring SAP Web Dispatcher topic.

3. Configure ESS applications in Employee Central.

   For more information see: Steps to Configure ESS Applications in Employee Central [page 31]

4. Choose the payslip type based on your requirement:
   - Web Dynpro ABAP payslip
   - Arrow-based payslip

   If you are configuring the payslip for the first time, then SAP recommends you to use Web Dynpro ABAP payslip.

   > i Note
   >
   > **Pre-Requisite**: It is mandatory that Webdynpro setup should have been completed already in Customer ERP backend system for UI Integration of Webdypro ABAP paylip solution to work properly.

   For more information see: Steps to Configure ESS Applications in Employee Central [page 31]. If you are an On-prem customer, then you need not switch off the web dispatcher or proxy to have secure infrastructure. Webdynpro ABAP Payslip could be used even when web dispatcher is configured in your own landscape. You can embed this application under Payroll Information page to display the payslip.

Application name	Application Configuration
HRESS_A_PAYSLIP	HRESS_AC_PAYSLIP

   For the above payslip to work, you should make sure that the ERP user ID is maintained in Infotype IT0105 - Subtype 0001 so that application identify the ERP employee (PERNR) via User Id (SY-UNAME).

   > i Note
   >
   > The above application which is suggested is only meant for employees to display the payslip based on the SSO login. It is also mandatory that Webdynpro setup should have been completed already in customer ERP backend system for UI Integration of Webdypro ABAP paylip solution to work properly.

   If you have already configured the standard payslip, refer the 2253359 for more information.

   > i Note
   >
   > This knowledge base article is valid only if there is no web dispatchers or proxies configured in between the SAP ERP system and Employee Central system, which in turn specifies that there is a direct connectivity between the SAP ERP system and Employee Central system.

5. Enable SAP ERP Pay Statement applications on SAP SuccessFactors homepage and mobile device support.

   The SAP ERP ESS Salary statement application is based on SAP ERP Web Dynpro ABAP technology and was designed for desktop computers. Please see SAP Note 2700517 for information on Mobile Device support. We recommend to use the SAP Fiori HCM My Paystub App for mobile device users. In addition, refer to the following SAP Note:

- 2700517 🔗

    : Mobile device support for Unified Rendering based UI technologies

- 2821440 🔗

    : ESS UI5: Salary Statement PDF button does launch PDF with Chrome

> **i Note**
>
> Consider SAP Note 2700517 🔗 also when you want to launch the application through the SuccessFactors Mobile application We recommend launching the SAP Fiori App My Paystub configured to be opened in a separate browser window (tab) and to use the new homepage and custom cards.

Task overview: UI Integration Using the Payroll Information Page [page 19]

Related Information

Minimum System Setup Needed for UI Integration with Payroll [page 19]
Setting Up Payroll Configuration [page 21]

3.3.1 Log on Using SAML 2.0 Assertion for Front-End Single Sign-On (SSO)

Your solution supports SSO based on Security Assertion Markup Language 2.0 (SAML 2.0). To use this function, your system landscape requires the following components:

- An SAML 2.0 enabled identity provider (IdP)
- At least one local service provider, for example, your solution or a Web-based 3rd-party product
- A browser client

The use of an SAML 2.0. enabled identity provider is mandatory. If you have no identity provider, it is recommended that you use SAP Cloud Identity Services - Identity Authentication.

When a user connects to the service provider by using the corresponding URL, the browser redirects the authentication request to the IdP. If the user is not yet logged on, they are prompted to log on to the IdP. After that the browser redirects the connection back to the original URL and the user is automatically logged on to the service provider. This process flow is always the same for all server providers.

The mutual trust between service provider and IdP is established by the exchange of certificates and additional metadata.

It is recommended you disable username and password based access for users who use SSO to log in. As the users would use SSO, they wouldn't be aware if their passwords get changed. IdPs could also provide extra security features such as two-factor authentication, which would not be effective in case the username and password option is still available.

For more information, see the *Front-End Single Sign-On* document in the Help Center and the SAP Identity Provider documentation on SAP Help Portal at http://help.sap.com/netweaver ▶ *SAP NetWeaver Identity Management* ❯ *<release>* ❯ *Application Help* ◀.

3.3.1.1   Configure Your Solution for Single Sign-On

This topic describes how to set up your solution to use front end single sign-on (SSO).

Prerequisites

You have downloaded the XML file of the metadata of your identity provider (IdP)

Context

You can configure SSO in your system using the `Configure Single Sign-On` common task, which is started from ▶ *Application and User Management* ❯ *Common Tasks* ◀.

For more information, see the administrator guide for your cloud product at help.sap.com.

> **i Note**
>
> SAP recommends using the standard IDP identity provider for payslip mashup provided for SuccessFactors Employee Central rather than using the customized IDP.

Procedure

1. Choose *My System*.
2. Under *Download metadata*, depending on the type of metadata acceptable to your identity provider, choose either of the following: SP Metadata (Service Provider Metadata) or STS Metadata (Security Token Service Metadata).

   Download the SAML metadata from on-prem ERP system
   1. Go to transaction SAML2.
   2. Go to tab *Local Provider* and choose *Metadata*.
3. Save the XML file for upload into the IdP.

   > **i Note**
   >
   > Some IdPs can upload all information from the metadata XML file. Others require manual entry of the information contained in the file.

4. Specifiy whether the employee can manually choose between logging on with a user ID and password or SSO by selecting the *Manual Identity Provider Selection* check box.

5. In the *SSO URL* section, specify which URL should be used by the employee to log on to the system. In the *URL Sent to Employee* drop-down list you can choose from the following options:

   a. *Non-SSO URL*: The system sends only the normal system URL to the employee. The employee cannot log on using SSO and must use a password or a certificate instead.

   a. *SSO URL*: The system sends only the SSO URL to the employee. The employee can log on using SSO. The authentication request is redirected through the IdP.

   a. *Automatic selection*: If SSO is not active, the system sends the normal system URL to the employee. If SSO is active, the system checks whether the employee has a password. If the password is available, both SSO URL and non-SSO URL are sent to the employee. However, if the employee has no password, only the SSO URL is sent to the employee.

6. Choose *Identity Provider*.

7. Click *New Identity Provider* and select the metadata XML file that you have downloaded from your IdP. By importing the metadata, the system automatically uploads the required signature certificate and encryption certificate.

   1. Enter the Assertion Consumer Service and Single Log-out Service URLs in the IDP configuration.
      1. Go to SuccessFactors HCM Suite provisioning.
      2. Choose a company.
      3. Go to *Authorized SP Assertion Consumer Service Settings* in section *Service Provider Settings*.

      > ℹ **Note**
      >
      > ○ Assertion URL: https://myXXXXXX.payroll.ondemand.com/sap/saml2/sp/acs/100
      > ○ Logout URL: https://myXXXXXX.payroll.ondemand.com/sap/saml2/sp/slo/100

      4. Select the *Application Name* as EC Payroll and make sure that the **SHA-256 Certificate** field is checked.
      5. Choose **ERP Integration** with **PA_SE_IN** from the drop-down list box.

   2. Configure the Service Provider SAML 2.0 for on-prem ERP system
      1. Generate IDP metadata file.
         Enter the URL in the following pattern and click enter: https://<server URL>/idp/samlmetadata?company=<companyID>

         > ⁜ **Example**
         >
         > https://salesdemo4.successfactors.com/idp/samlmetadata?company=ace89z 🔗. Generate IDP metadata file and save the metafata file that was downloaded automatically.

      2. Go to the transaction SAML2 and click on *Trusted Providers* tab and upload the IDP metadata from the metadata file.
      3. Click *Add* and choose *Upload Metadata File* from the dropdown menu.

8. If you have multiple identity providers configured and you have not selected the *Manual Identity Provider Selection* check box in the previous step, you must select the default IdP, which is automatically selected when logging onto the system. To do so, select the corresponding IdP and click *Actions*, then choose *Set to Default*.

9. If required, you can specify the *Alias*, which defines the displayed name of the IdP that appears on the log on screen.

30 PUBLIC

Integrating SAP ERP User Interface with SAP SuccessFactors Employee Central
UI Integration Using the Payroll Information Page

10. If your IdP requires the element `Assertion Consumer Service URL` in the SAML request, select the *Include Assertion Consumer Service URL* check box.

11. Once you have configured your IdP, activate SSO in your cloud solution. To do so, click *Activate Single Sign-On*.

12. Save your changes.

3.3.2 Steps to Configure ESS Applications in Employee Central

Take a look at on how to configure ESS applications in Employee Central.
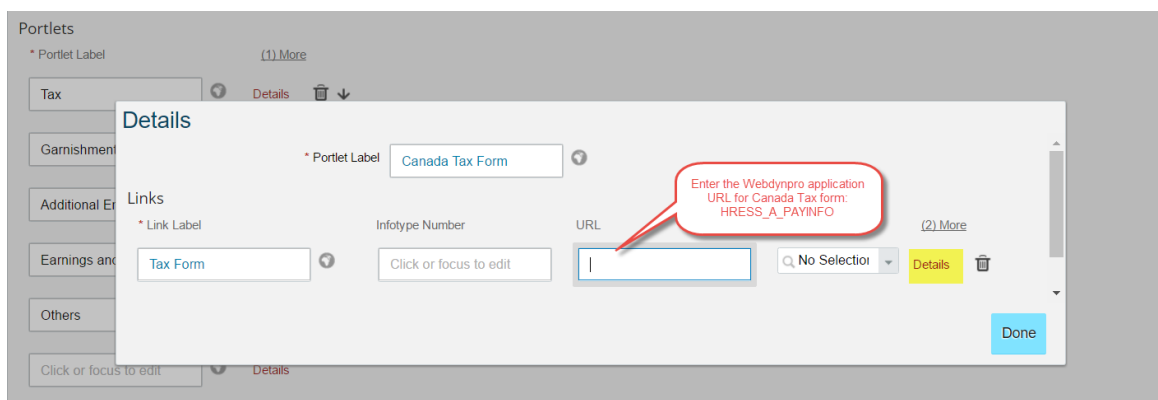
Prerequisites

- 1. Employee master data has been replicated successfully from Employee Central to payroll system.
  2. In transaction SU01, User ID has been created using the PersonID provided in Employee Central as User ID and Alias name and has been assigned necessary roles and profiles.
  3. The Communication (0105) infotype System User Name (0001) subtype has been updated with the User ID you created in the previous step for the replicated employee.
  4. Alternatively, you can use the report *PAOCF_EC_ESS_USER_UPDATE* to do steps 2 and 3 above.

Context

Procedure

1. Go to *Admin Center* in Employee Central. In the Tools search field, enter *Payroll Configuration* and choose *Payroll System Configuration* from the *Search* field. Configure the payroll system, by choosing a country.

2. As an example add a new portlet as `Canada Tax form` (existing portlets can also be used) and provide appropriate link label. In the URL section, paste application configuration url copied from the browser by executing the application in SE80 in the ERP system's URL.

Integrating SAP ERP User Interface with SAP SuccessFactors Employee Central
UI Integration Using the Payroll Information Page

PUBLIC   **31**

3. Click on *Details* to configure the application as Self-service application as shown below and save the configurations.
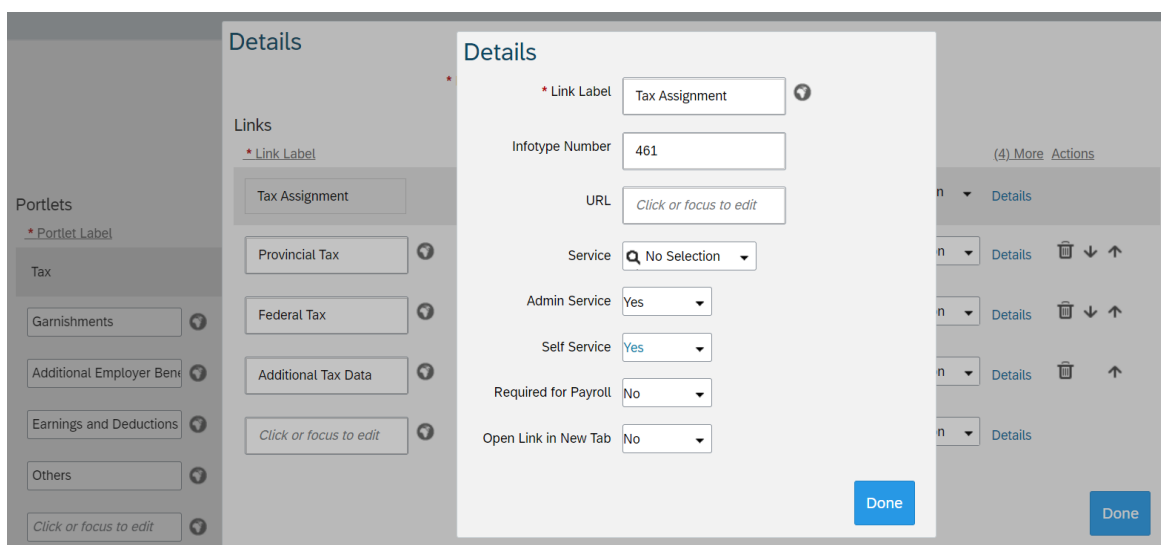
4. In transaction SICF in Payroll system, enter **HRESS_A_PAYINFO** in the *Service Name* field and then press the *Execute* button (or press F8). Double-click the service **HRESS_A_PAYINFO**.

5. Click the *Change* button and click the *Logon Data* tab page.

6. Under *Authentication*, select *Internet User*.

7. Save your changes.

4 UI Integration Using Custom Navigation

You can use the *Configure Custom Navigation* admin tool in Employee Central to add hyperlinks to various locations in the SAP SuccessFactors user interface, enabling users to navigate from that location to a specified URL.

For more information about this tool, see the Custom Navigation Links administration guide. Find the most current version of this guide in SAP Help Portal at http://help.sap.com/cloud4hr.

In addition, you can refer to these SAP notes for more information on configuring custom navigation:

Description	SAP Note
Enable Configure Custom Navigation and grant permission	2373626
Add URL Parameters to Custom Navigation Links	2163294
Add custom link(s) in Home Menu and Employee Profile for External and/or Internal application	2092557
Adding Custom Navigation Actions	2195722
How to use Custom Navigation in Employee Profile	2149545
Custom navigation - Able to access custom menu without permission	2592635
What methods of SSO (Single Sign On) does SuccessFactors Support? - BizX Platform	2088827

5 Troubleshooting of Integration of SAP ERP User Interface with Employee Central

Learn more about common issues related to different browsers when launching *SAP ERP Web Dynpro* applications integrated with SAP SuccessFactors Employee Central (cross-domain browser integration scenario).

5.1 UI Mashup Issues due to SameSite Cookie Handling

You've recently updated your *Google Chrome*, *Microsoft Internet Explorer*, or *Safari* web browser. After the update you're getting browser errors such as *Page not displayed 'Error 400 session not found'* when launching SAP ERP Web Dynrpo applications integrated with SAP SuccessFactors Employee Central.

This issue is caused due to the tightened cookie handling of the browsers for the SameSite attribute. The recent browser updates are incompatible with the *SameSite cookie* handling of SAP applications. To know more about the affected browser and the browser versions and to resolve this issue, 2887651 and apply the solution based on your environment. For more assistance on implementing the note 2887651's Server-side solution, please contact your basis experts. In case of any queries regarding the note, kindly contact the *BC-CST-IC* component support.

> **i** Note
>
> We advise you to consult with your security team and discuss if the temporary approach meets your company security standards before applying the temporary fix on the web browser that you're using.

5.2 UI Mashup Issues due to Unterminated Backend Sessions

You're facing issues when launching SAP ERP Web Dynpro applications integrated with SAP SuccessFactors Employee Central in your Google Chrome browser or Microsoft New Edge (Chromium)

Context

This issue occurs when you're closing or refreshing the browser and or navigating between the applications.

34   PUBLIC

Integrating SAP ERP User Interface with SAP SuccessFactors Employee Central
Troubleshooting of Integration of SAP ERP User Interface with Employee Central

Procedure

To resolve this issue, refer to KBA-2781622 and upgrade your system landscape by applying the relevant SAP released patch or note for SAP on-premise system.

5.3 How to Allow and Embed Fiori Launchpad URL Embedded in SuccessFactors

This is an issue that occurs when you embed Fiori Launchpad URL in SuccessFactors due to the default cross-domain framing protection.

Context

This issue occurs due to the default security behavior settings during integration via iFrame of cross-domain SAP applications. To resolve the issue, you need to define the allow list in the HTTP_WHITELIST in ABAP Back-End.

Procedure

Define what is allowed in HTTP_WHITELIST in ABAP Back-End. For more information see the following document in SAP Help Portal.

Related Information

Clickjacking Framing Protection
Defining Whitelist in HTTP_WHITELIST in ABAP Back-End
Whitelist based Clickjacking Framing Protection in SAP Fiori Launchpad for NW AS ABAP

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