



Pass the Test with FIS/ECDataCopy

PROVISION OF EMPLOYEE CENTRAL DATA IN SUCCESS FACTORS

Good data quality has a positive effect on efficiency and productivity. If data is correct, reliable and current, HR employees can execute their tasks more quickly and with fewer errors. This does not only save time but also resources that can be better used elsewhere. Well-founded HR data and personnel processes for the test and the system operation are the core of every company. With a view to this, employees in HR departments wish HR-specific IT support and more automated processes. This is exactly what FIS/ECDataCopy offers: the option of safe data copying in SAP SuccessFactors. With this solution, the workload of your employees in the IT and HR departments will be reduced.

Provision of SuccessFactors Employee Central Data

Due to internal changes, legal regulations or other provisions, HR departments regularly have to make HR-specific adjustments to operations and processes. Sometimes, these requirements come unexpected and are mostly urgent. To be able to respond to requirements or adjustments at short notice, a high-quality data basis and smooth personnel processes are needed. Test data is generated at first to ensure at any time the correctness of all HR-specific processes, such as leave requests, time recording, payroll, further training etc., and, at the same time, save resources for routine activities. This data enables the mapping and checking of scenarios in the test environment before they are imported into the production system.

Your benefits

- ✓ Low susceptibility to errors when transferring data through the elimination of manual activities
- ✓ Time saving when provisioning data in source systems
- ✓ Resource conservation (HR, IT) through the elimination of manual data entry
- ✓ Lower susceptibility to errors due to the use of realistic test data
- ✓ Test data can also be generated by HR employees, which avoids the dependence on IT departments
- ✓ Rapid availability of the system enhancement through short implementation time (SaaS)

The re-entry of data and the resulting susceptibility to errors, possible rectifications and, above all, the time lag cause unnecessary time expenditure as the data is already available in a system – as correct data.

It is the advantage of automated processes that required data is available more quickly. However, it is often a chal-

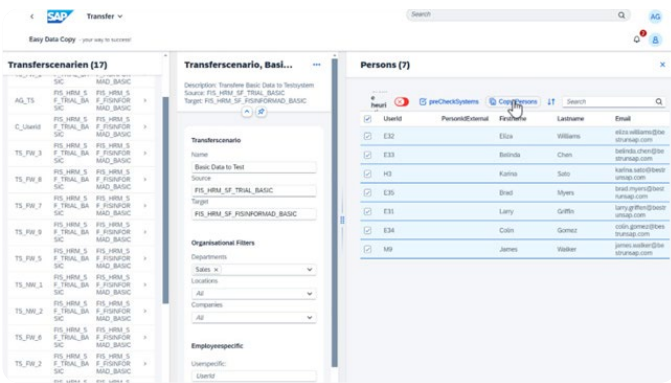


Illustration of a transfer scenario

Technical details

- FIS/ECDataCopy is a perfect enhancement of the SAP SuccessFactors standard product for copying data into source systems. The data can be used to execute meaningful tests and integration tests.
- FIS/ECDataCopy is a cloud-based development on SAP Business Technology Platform
- Selection of systems that can be used as source or target system

challenge to transfer correct data to an upstream non-production system as efficiently and error-free as possible.

The motto here is: **copying allowed**. FIS/ECDataCopy offers a simple option to transfer data from an SAP SuccessFactors Employee Central system to another SF EC system. First, the data is **customized** and then it is **transferred**.

Customizing

Customizing means company-specific default settings in the system to prepare the transfer of data. Here, scenarios for a transfer run are specified by default. A scenario consists of a source system and a target system specifying what kind of data is to be transferred from where and to where. The Customizing settings also specify which data record components (salary data, basic data, address data etc.) are to be transferred. It is also possible to select filter criteria for the transfer in order to restrict the corresponding data records.

Transfer

FIS/ECDataCopy enables the transfer of a targeted selection of data that is to be transferred to another system by means of different criteria.

Here, the particularity of copying is considered as in most cases the dataset is not completely transferred. Often, only specific groups of employees and parameters are selected that have to be precisely chosen. A data transfer is also possible without technical know-how and can be executed by the HR employees themselves.

During the transfer, selected data or the complete dataset is transferred into a test or development system (target system). FIS/ECDataCopy enables the error-free copying of existing data in a reliable, complete and organization-specific way. The advantage is that historical data can be used during testing, e.g. department change, general organizational changes or changes of names or tax classes etc. The transfer can be flexibly triggered at any time and whenever the data is required. Sounds simple, is simple – virtually everything EC.