spinifexIT

Upgrade Easy Reporter to Easy Reporter for SuccessFactors

Available on
SAP Store

Combining data from both SAP SuccessFactors and SAP Payroll, especially if you're using both Employee Central and SAP Payroll (including Employee Central Payroll, S/4HANA, or SAP ERP), can be quite complex.

Easy Reporter for SuccessFactors allows you to effortlessly create real-time reports that merge ECP Payroll and SAP SuccessFactors Employee Central data.

These reports can be easily shared with HR, Payroll Teams, Managers, or even Employees directly from SAP SuccessFactors, without the need for any technical expertise.

Through this solution, you will automatically be able to:

Report SAP SuccessFactors Employee Central data alongside the payroll data

Directly report other SAP SuccessFactors data using any existing SAP SuccessFactors API

Allow SAP SuccessFactors selection fields to be included on any existing SAP report

Run & edit any reports directly from Employee Central through the Web Reporting solution
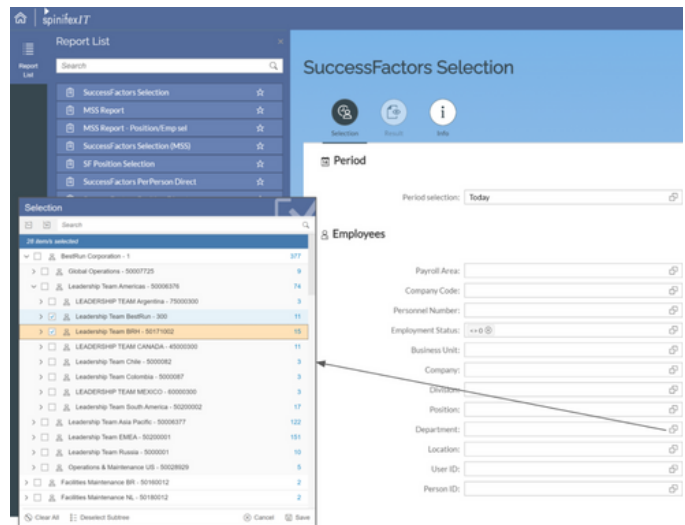
Special access to fields such as Manager via the SAP SuccessFactors position links

SAP Payroll to Employee Central Reporting

Now, any report you create can incorporate SAP SuccessFactors Employee Data along with SAP Employee Central Payroll information using the standard Easy Reporter drag-and-drop interface.

When processing data for any SAP Employee, this feature seamlessly connects to SAP SuccessFactors to retrieve Employee Central information, making it readily available for inclusion in your reports.

Features include

- Employee Central fields can be generated directly from SAP SuccessFactors entities.
- Employee Central Time fields are also available for reporting absences, attendances and leave balances.
- Fields are automatically linked to the SAP employee through Easy Reporter.
- Custom entities and fields from SAP SuccessFactors can be easily included for reporting.
- Selection screen fields are automatically added to any reports with SAP SuccessFactors data.
- Buffering of selection fields and manager hierarchy can be activated for fast performance Employee Central data can be read based on a specific date, but you can also use advanced options including:
  - Report data based on the start or end date of any period
  - Report all data transactions within a specified period
- Ability to report the employee's manager's information, but based on the position hierarchy in SAP SuccessFactors
- Include the foundation object hierarchy into reports for division, department, and position

Common Use Cases include

Sorting and grouping payroll information by SAP SuccessFactors fields, such as site, department, position, and many others.

Incorporating SAP SuccessFactors data alongside payroll information for reporting or interfaces.

Comparing SAP SuccessFactors information with SAP payroll data to validate replication.

Automating exception-based data auditing that considers both Payroll and Employee Central data to ensure data integrity. This is particularly useful during leaves of absence, transfers, or special employment conditions

Reporting SAP SuccessFactors Employees Directly

In many cases, you may also require the ability to report employees directly from SAP SuccessFactors. The advantage of this is that you can report employees who are not linked to SAP Employees.

This is particularly beneficial for customers with parts of the organization that are not directly integrated with SAP Payroll. For instance, employee data may be stored in SAP SuccessFactors, but the employee isn't included in the Payroll system.

However, if Payroll data is needed, it is possible to connect to SAP to include Payroll Data alongside Employee Central information

Features include

- Fields can be generated directly from SAP SuccessFactors entities.
- Automatically linked to the SAP Employee through Easy Reporter
- Custom entities and fields from SAP SuccessFactors can be easily included for reporting.
- Selection screen fields are automatically added to any reports with SAP SuccessFactors data.
- Buffering of selection fields and manager hierarchy can be activated for fast performance.
- Include filters to limit the SAP SuccessFactors data immediately based on the report selection fields. This allows much less data to be transferred.

Common use cases

Directly report SAP SuccessFactors information, utilizing all Easy Reporter functionalities for distribution, interfaces, calculations, and more.

Report the entire organization, including Payroll data, if employees are linked.

Global reporting, including headcounts, census, and auditing, when Payroll and Employee Central populations differ

Reporting other SAP SuccessFactors Data Sources

Other entities from SAP SuccessFactors can also be integrated into Easy Reporter. Any entity with an API, including custom fields, can be included. Please note that certain entities may have limited reporting capabilities, so it's advisable to consult with our SpinifexIT Consultants regarding your reporting needs.

These fields can be added to any report and can leverage any of the Easy Reporter functions.

Common areas for reporting include

Reporting position details

Report the organizational structure separately from employees

Recruiting data (requisition, application, candidate and more)

Execute and Edit Reports directly from SAP SuccessFactors

You can run any Easy Reporter report directly from SAP SuccessFactors using the pre-built interface, with the following restrictions.

Manager Self Service

Reports set up this way will restrict a manager to only see their staff.

- Manager self-service reports will automatically restrict the employees reported to the hierarchy beneath the manager. This restriction is based on the SAP SuccessFactors Position Hierarchy, eliminating the need for an Organizational Structure or additional Structural Authorizations within the Payroll Environment.
- Reports can incorporate SAP Selection Fields or SAP SuccessFactors Selection Fields.
- SAP SuccessFactors selection fields include the SAP SuccessFactors hierarchy for easy selection of a location and all its subareas.

This enables a manager to access information such as their employees' Payroll Details, Overtime, Leave, or Employee Master Data.

Managers can choose the data to be displayed using dates, date ranges, or even payroll periods.

Employee Self Service

Reports set up as Employee Self Service will display data only for the logged-in SAP SuccessFactors user.

- Reports will automatically only display the Data for the logged-in user.

This allows employees to view their own data, including both SAP SuccessFactors and Payroll data.

Employees can select the data to be displayed using dates, date ranges, or payroll periods.

Payroll Administrators

For the Payroll or Reporting Team, it is possible to run any Easy Reporter report directly from SAP SuccessFactors.

These reports provide the same execution options as those available within Easy Reporter, and they include selection screen fields from both SAP Payroll and Employee Central.

You can run these reports either directly or in the background.

Detailed Connection Information

Simple Connection to SAP SuccessFactors

- Connection via an SAP RFC Connection
- Connection using a fixed API user or the logged-in user (via oAuth)
- Fields are generated directly from the MetaData in SAP SuccessFactors, automatically including any customer-specific fields.
- Users are automatically connected between SAP and Employee Central using either UserID via Communication Infotype, Employee Number, or PersonIdExternal Infotype.