SAP HCM

Migration Solutions by NLS

Variants
Architecture
Mapping
XML transfer format
Verification
Process

HCM Data Migration: Possible Variants

SAP (remote) client copy

- free-of-charge Standard
- only full clients no separation based on applications

Transports & file down-/up-load

- proven SAP data transport methods
- not all HCM objects
- very technical

SAP LSMW / TDMS

• Only import

SAP Services (SLO: System Landscape Transformation)

• all HCM objects / costs ?

Third party

• your choice (Hayes, EPI USE, Centric, ...)

Our migration services

- all HCM objects
- all kinds of mappings / filters / splits / generators
- full service

A) ('level I') Transports & file down-/up-load

- customizing and data
- proven SAP data transport methods
- not all HCM objects
- very technical
- low cost

B) ('level II') NLS migration tools & services

- customizing and data based on XML formatted data in files
- all HCM objects
- all kinds of mappings / filters / splits / generators
- full service

Options

• Repository objects (Programs, ...) can be transferred on time&material basis

Customer involvement

• All migration activities are executed by NLS; the customer provides the necessary infrastructure and is responsible for the verification of the results.

Migration as a service

- All installations and runs are performed by us
- remotely (via standard SAP infrastructure) and on-site
- tests and production runs
- Assistance in critical issues (e.g. number areas)
- Customer input at verification ('only')

Restrictions

• No data modifications (mapping, filtering, slitting, deletion) possible

No Tools required

- based on standard SAP transport environment
- no additional costs

HCM know how

- 15 years in the SAP HCM industry
- HR/HCM Migrations since 1997

An analysis of **repository**, **customizing** and **data** objects to be migrated is made. The lists are maintained as Excel sheets.

Together with the customer the objects are classified.

Based on the list transport requests are generated in the source system(s).

The transports are released and transported into the target systems (development, customizing, production).

Additional small tools allow for (limited) post-processing and for verification (item counts, sums, ...).

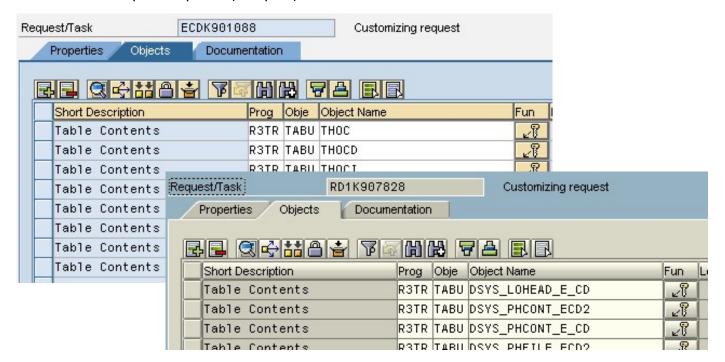
The migration process may be repeated by rescheduling of transports.

Additional object types (e.g. HCM infotype attachments) may be migrated separately.

Excel-based object lists (sample):

- 4	A	В	С	D	E	F
1	Object	Original	Package	Layer	TransTarg.	Repaired
2	R3TR AQBG ZHR_MBILHRD	RD1	ZHRPA	ZRD1	RQ1	
3	R3TR CLAS ZCL_CUSTOMIZING	RD1	ZHR_PF	ZRD1	RQ1	
4	R3TR CLAS ZCL_DATES_UTILITIES	RD1	ZHR_PF	ZRD1	RQ1	
5	R3TR CLAS ZCL_DEF_IM_HRPADUN_DS	RD1	ZHR	ZRD1	RQ1	
6	R3TR CLAS ZCL_GET_ACCOUNT_DATA	RD1	ZHR_PF	ZRD1	RQ1	
7	R3TR CLAS ZCL_GET_ALV_9278	RD1	ZHR_PF	ZRD1	RQ1	
8	R3TR CLAS ZCL_GET_T51RT	RD1	ZHR_PF	ZRD1	RQ1	
9	R3TR CLAS ZCL_GET_T9PF1	RD1	ZHR_PF	ZRD1	RQ1	
10	R3TR CLAS ZCL GET T9PF2	RD1	ZHR PF	ZRD1	RQ1	

Genrated transport requests (samples):



Migration as a service

- All installations and runs are performed by us
- remotely (via standard SAP infrastructure) and on-site
- tests and production runs
- Assistance in critical issues (e.g. number areas)
- Customer input at mapping and verification ('only')

Tools on a loan base

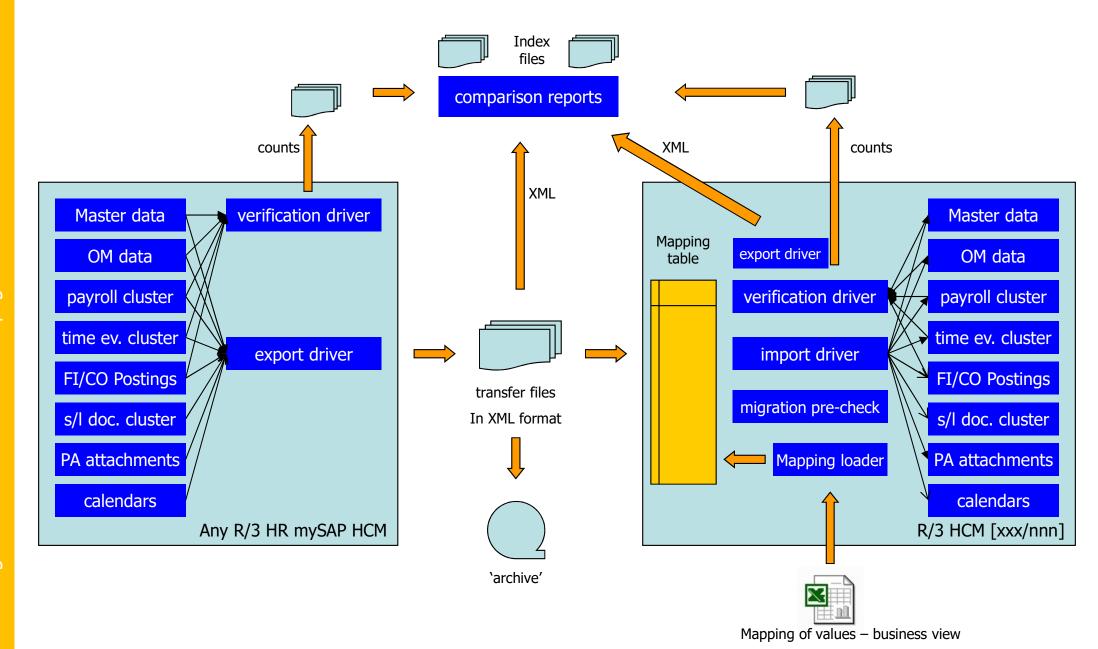
- proven toolset
- cost sensitive

Additional benefits

• Data archive in architecture independent format

HCM know how

- 15 years in the SAP HCM industry
- HR/HCM Migrations since 1997



Several tool assist in the common migration tasks

Data

- Export & Import of all HCM/customer objects, Transfer in XML format
- PreCheck
- Verifications
- Table copy & compare

Process

- Job scheduler
- Mapping loader

The migration and assistance tools are entirely SAP based (ABAP/4 coded)

Several tool assist in the migration verification phase

Verification Overview

- Generation and comparison of key figures (counts, sums, ...)
- Tolerates deletions and splits
- Fast (kind of...)

Verification on field level

- 100 % check
- Uses mapping rules

The migration verification tools are entirely SAP based (ABAP/4 coded)

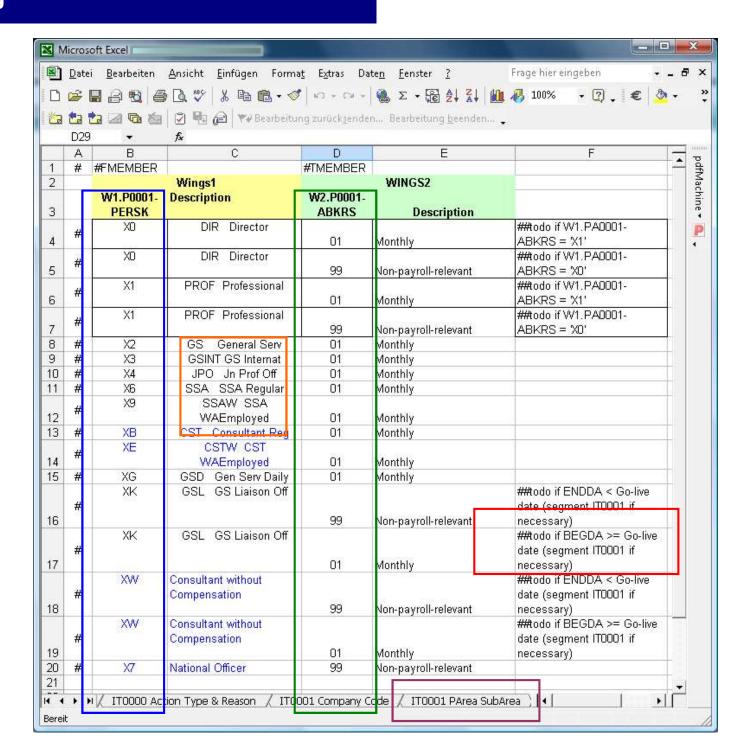
The mapping is maintained in a Excel sheet optimized for business review purposes.

Any business object (e.g. actions) has a sheet by its own (violet frame).

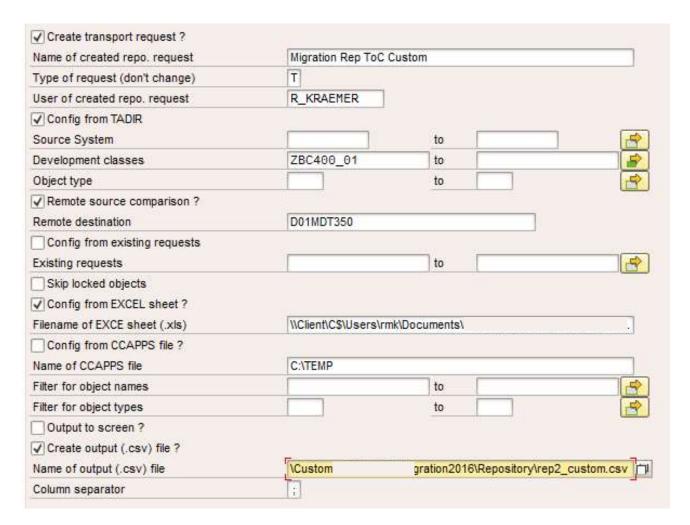
Text insertion is possible everywhere (orange frame).

Actual technical mapping value pairs 'from' (blue frame) & 'to' (green frame) are automatically extracted and put into the migration mapping tables.

Hints, algorithms and Status can be given to the developers and are reported from the mapping loader (red frame).



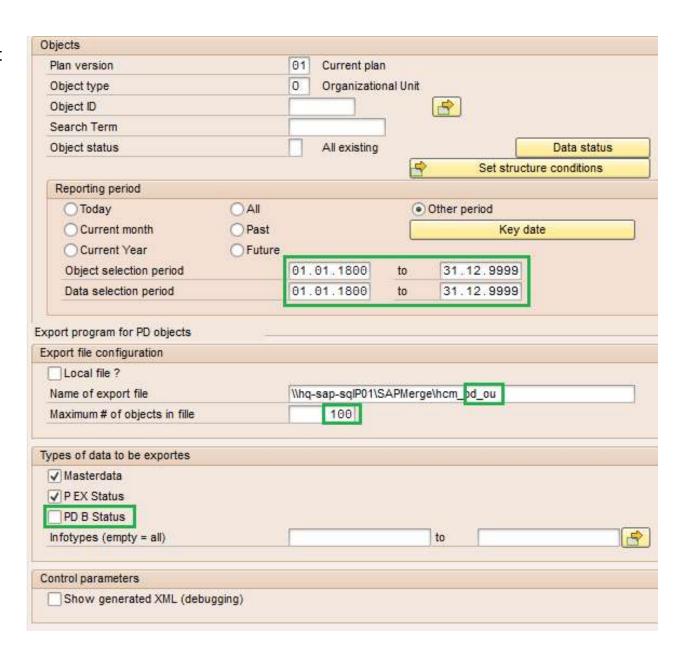
Construction of transport requests of selectable workbench (usually custom developments) objects.



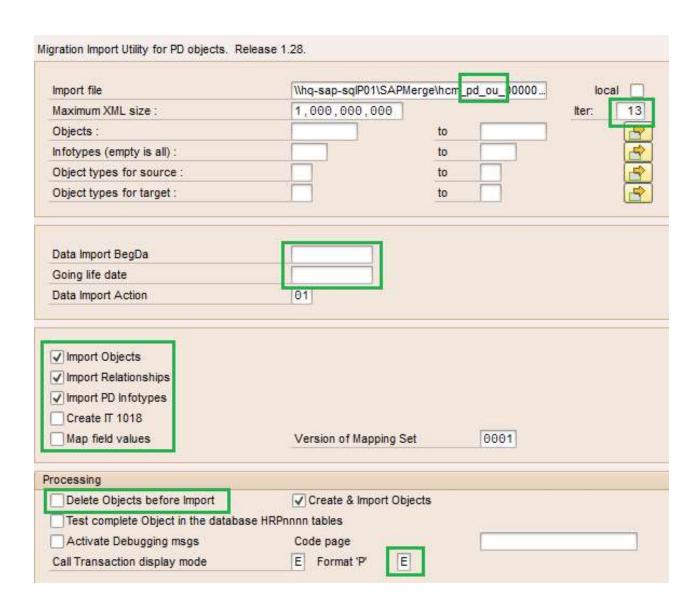
Construction of transport requests of selectable customizing objects.

✓ Also WB request ?					
Name of created cust, request	Cust By Mig. 50 o	Cust By Mig. 50 objs			
Type of request (don't change)	W				
User of created cust, request	R_KRAEMER				
Status for incl. to transport	Сору				
Config from existing requests					
Existing requests		to			
Software component	SAP_HR	to			
Delivery class	C				
Language (SPRAS)	EN				
Molga	06				
Filters for table names	T5FPBS0*	to			
☑Remote table comparison ?					
Remote client	350				
Max size for remote comparison	10,00	00			
Remote destination	M01MDT350				
✓ Config from EXCEL sheet ?					
Filename of EXCEL sheet (.xls)	\\Client\C\$\Users	\\Client\C\$\Users\rmk\Documents			
Check existing transports					
Show only 'relevant' entries					
✓ Output to screen ?					
✓ Create output (.csv) file ?					
Name of output (.csv) file	stomers	ition2016\Customizing\hcm_T5FPBSx.csv			
Column separator	Ti				

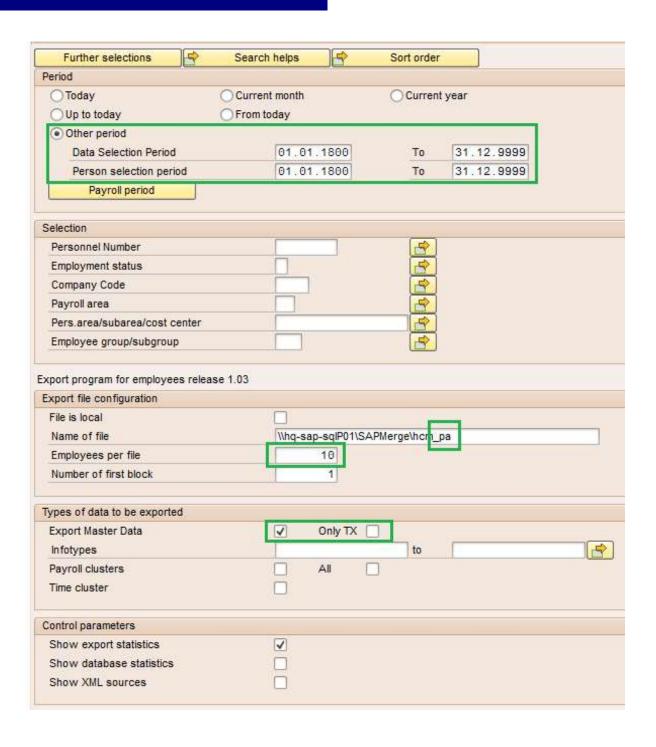
Export of organizational management (PD) data.



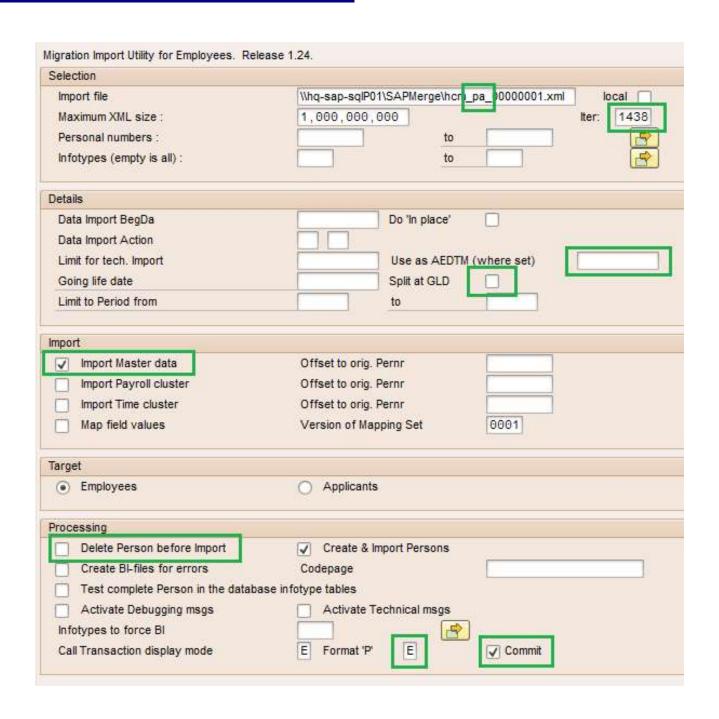
Import of organizational management (PD); including relationships and update of ASSHR, ASSOB, PDSNR & PTQUODED tables.



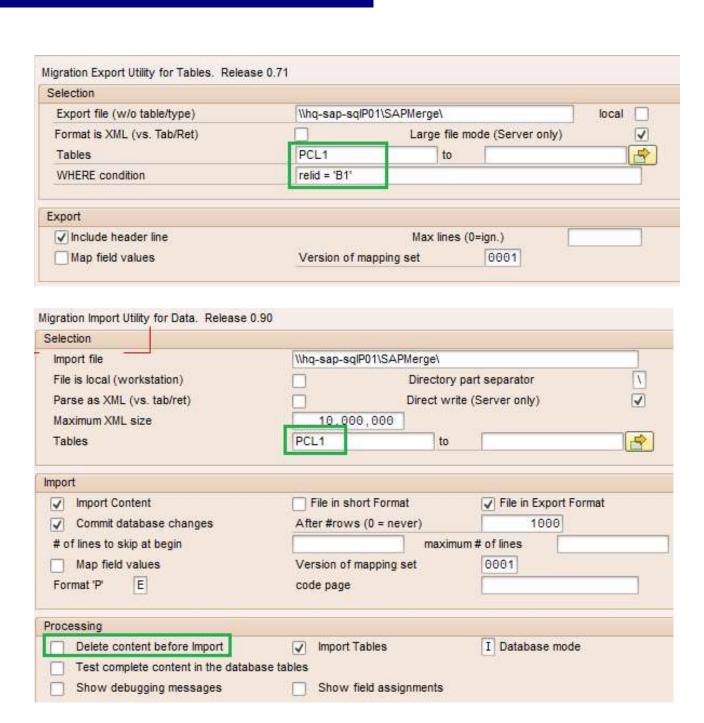
Export of master data, payroll results (cluster) and time events (cluster).



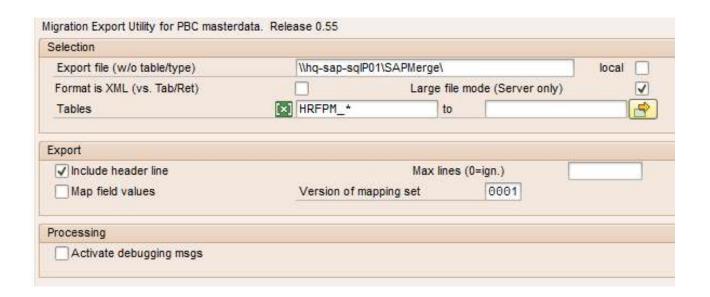
Import of master data, payroll results (cluster) and time events (cluster).

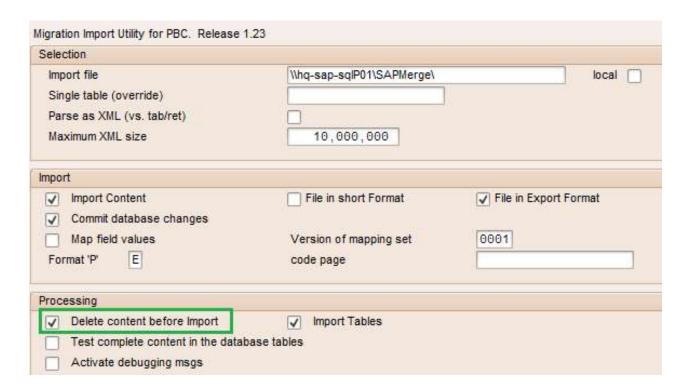


Export and Import of cluster PCL1 with selectable 'RELID's

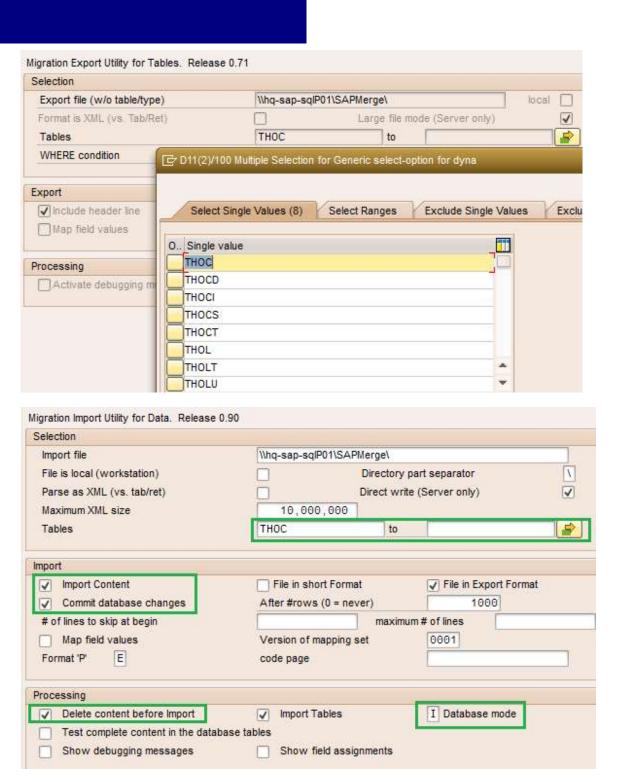


Export and Import of PBC



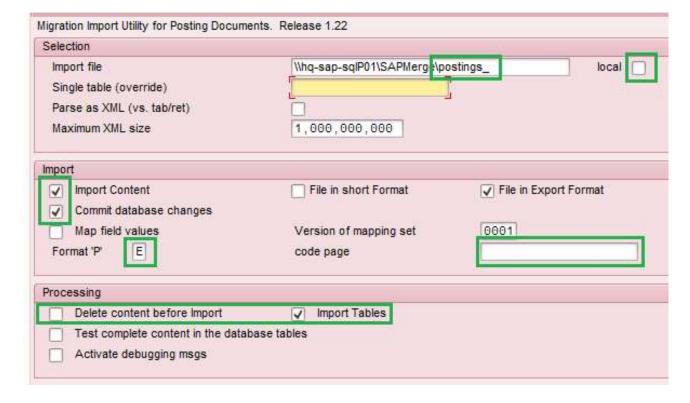


Export and Import of calendars (public, holiday, factory, ...)



Export and Import of postings to FI





Export and Import of users





The XML format for transfer of employee data from a legacy system into a SAP HCM system is closely related to the structures and field names of the SAP HCM data model.

Structures

- Infotypes OM and PA
- Tables of Clusters PCL1 & PCL2
- Postings to FI
- 'frontend' Attachments

Field Names

Short Names as defined in the SAP data dictionary
 The technical and business description of the XML tag names can therefore retrieved directly from the R/3 system.

```
- <hcm_pa_date="0
 - <head>
     <cli>client>099</client>
    <system_id>DEV</system_id>
    <sap_release>45B</sap_release>
    <datestamp>20070806</datestamp>
     <timestamp>162001</timestamp>
    <username>VOMHOFE</username>
     <driver>Export program for employees release 0.87</driver>
    <driver_proq>Y_MIGHR_EXP_PA</driver_proq>
   - <base>
      <db_system>ORACLE</db_system>
      <o_system>Windows NT</o_system>
      <host>wfpsap01</host>
     </base>
   - <selection>
      <startdate>20020101</startdate>
      <enddate>20020331</enddate>
     </selection>
                                                                                   head
   </head>
   <body>
   + <employee pernr="00012070">
   - <employee pernr="00012468">
                                                                                   master data
    + <masterdata>
                                                                                   payroll cluster
    + <cluster_py>
    + <cluster_pt>
                                                                                   time cluster
     </employee>
   <employee pernr="00012682">
                                                                                   Body: employees
   </body>
 </hcm_pa>
```

```
- <masterdata>
 + <infotypes id="0000">
 + <infotypes id="0001">
 + <infotypes id="0002">
 + <infotypes id="0003">
 + <infotypes id="0006">
 + <infotypes id="0007">
 + <infotypes id="0008">
 + <infotypes id="0009">
 + <infotypes id="0014">
 + <infotypes id="0015">
 + <infotypes id="0016">
 + <infotypes id="0017">
 + <infotypes id="0019">
 + <infotypes id="0021">
 + <infotypes id="0028">
 + <infotypes id="0041">
 + <infotypes id="0045">
 + <infotypes id="0078">
 + <infotypes id="0105">
 + <infotypes id="0167">
 + <infotypes id="0168">
 + <infotypes id="0171">
 + <infotypes id="0302">
 + <infotypes id="0378">
 + <infotypes id="0439">
 + <infotypes id="2001">
 + <infotypes id="2006">
 + <infotypes id="2007">
 + <infotypes id="2010">
 + <infotypes id="2013">
 + <infotypes id="9009">
 + <infotypes id="9011">
 + <infotypes id="9300">
 + <infotypes id="9312">
                                                              Infotypes grouped by type
 + <infotypes id="9322">
```

</masterdata>

</infotypes>

```
- <infotypes id="0021">
 - <infotype id="0021">
     <freetext />
     <subty>1</subty>
     <objps>01</objps>
     <endda>31.12.9999</endda>
     <br/>
<br/>
da>01.01.2002</beqda>
     <aedtm>09.03.2002</aedtm>
     <uname>PROIETTI</uname>
     <famsa>1</famsa>
     <fqbdt>07.03.1954</fqbdt>
     <fasex>2</fasex>
     <favor>Margrethe</favor>
     <fanam>Juncker</fanam>
     <zz_dob_cert>X</zz_dob_cert>
     <zz_family_at>X</zz_family_at>
                                                                 Single Infotypes with fields
   </infotype>
 <infotype id="0021">
     <freetext />
     <subty>2</subty>
     <objps>01</objps>
     <endda>31.10.2004</endda>
     <br/>begda>01.01.2002</begda>
     <aedtm>29.11.2004</aedtm>
     <uname>BALDUCCI</uname>
     <famsa>2</famsa>
     <fqbdt>02.05.1988</fqbdt>
     <fanat>US</fanat>
     <fasex>1</fasex>
     <favor>Benjamin</favor>
     <fanam>Davies</fanam>
     <kdart>CH</kdart>
     <zz_dob_cert>X</zz_dob_cert>
     <zz_family_at>X</zz_family_at>
   </infotype>
 + <infotype id="0021">
 + <infotype id="0021">
 + <infotype id="0021">
 + <infotype id="0021">
```

```
- <cluster_py>
 - <period period="200201">
   + eqnr="00001">
   </period>
 - <period period="200202">
   + eqnr="00001">
   - seqnr="00006">
     + <wpbp_list>
     + <rt_list>
     + <crt_list>
     + <bt_list>
     + <c1_list>
     ₩ <v0_list>
                                    a line consists of tables
     </line>
   + eqnr="00007">
                                                              Cluster structured in periods & lines
   </period>
 </cluster_py>
```

Level II: Export files: payroll cluster wpbp

```
- <wpbp_list>

    ⟨wpbp>

     <apznr>01</apznr>
     <br/>
<br/>
da>20020101</beqda>
     <endda>20020131</endda>
     <massn>TM</massn>
     <massq>01</massq>
     <stat1>1</stat1>
     <stat2>3</stat2>
     <stat3>1</stat3>
     <aktivin>X</aktivin>
     <bukrs>WFP1</bukrs>
     <werks>0490</werks>
     <br/>
<br/>
btrtl>01F</btrtl>
     <kostl>UGA</kostl>
     <persg>1</persg>
     <persk>X1</persk>
     <abart>3</abart>
     <plans>20945528</plans>
     <qsber>GPSA</qsber>
     <ansvh>Z2</ansvh>
     <orgeh>50002558</orgeh>
     <stell>30000042</stell>
     <zterf>9</zterf>
     <schkz>NORM</schkz>
     <empct>100.0000</empct>
     <ksoll>31.0000</ksoll>
     <asoll>23.0000</asoll>
     <ssoll>173.0000</ssoll>
     <kdivi>31.0000</kdivi>
     <adivi>23.0000</adivi>
     <sdivi>173.0000</sdivi>
     <divqv>163.0000</divqv>
     <bsqrd>100.0000</bsqrd>
     <trfar>01</trfar>
     <trfgb>01</trfgb>
     <trfqr>P-5</trfqr>
     <trfst>07</trfst>
                                                                    Table consists of multiple entries,
     <arbst>8.0000</arbst>
     <wkwdy>5.0000</wkwdy>
                                                                    Every entry has fields
   </wpbp>
 </wpbp list>
```

```
- <rt_list>
   <rt>* /101 12,681.0000</rt>
   <rt>* /109 2,073.0000</rt>
   <rt>* /110 3,887.0000-</rt>
   <rt>* /190 11,520.0000</rt>
   <rt>* /192 11,520 10,065.0000</rt>
   <rt>* /550 8,794.0000</rt>
   <rt>* /559 8,794 5,794.0000</rt>
   <rt>* /560 8,794.0000</rt>
   <rt>* /700 10,867.0000</rt>
   <rt>* /840 10,867 10.0000</rt>
   <rt>* /844 10 8.0000</rt>
   <rt>* /845 8 8.0000</rt>
   <rt>* 5100 8 B 8 910.0000-</rt>
   <rt>* 5320 910- B 910- 23.0000-</rt>
   <rt>* 5390 23- B 23- 23.0000-</rt>
   <rt>* 7600 23- 31.0000</rt>
   <rt>* 9515 31 10,065.0000</rt>
   <rt>* 9557 U 10,065 3,000.0000</rt>
   <rt>3 /001 3,000 56.0000</rt>
   <rt>3 /002 56 40.0000</rt>
   <rt>3 /093 40 338.0000</rt>
   <rt>3 /BER 338 2,073.0000</rt>
   <rt>3 1100 2,073 9,123.0000</rt>
   <rt>3 110X 9,123 6,506.0000</rt>
   <rt>3 2000 6,506 030 13.0000 813.0000</rt>
   <rt>3 2160 813 2,617.0000-</rt>
   <rt>3 2220 2,617- 060 5.0000 807.0000</rt>
   <rt>3 2350 807 030 34.0000 1,861.0000</rt>
   <rt>3 2780 1,861 78.0000</rt>
   <rt>3 5110 78 012 11,520.0000</rt>
   <rt>3 5115 11,520 138,237.0000</rt>
   <rt>3 5400 138,237 B 138,237 253.0000-</rt>
   <rt>3 5500 253- B 253- 36.0000-</rt>
   <rt>3 5810 36- 26.0000-</rt>
   <rt>3 7100 26- B 26- 1,820.0000</rt>
   <rt>3 7400 1,820 B 1,820 253.0000</rt>
   <rt>3 9500 253 253 $ 253 13,167.0000</rt>
 </rt_list>
```

+ <qtbase_list> </period> </cluster_pt>

```
- <cluster_pt>
  - <period period="200201">
   + <wpbp_list>
   + <saldo_list>
   + <zes_list>
   + <zko_list>
   + <abwkonti_list>
   + <psp_list>
   + <anwkonti_list>
   + <pt_list>
   + <qtacc_list>
                                                   Time cluster is structured into periods,
   + <qtbase_list>
                                                   Periods consist of tables
    </period>
 - <period period="200202">
   + <wpbp_list>
   + <saldo_list>
   + <zes_list>
   + <zko_list>
   + <abwkonti_list>
   + <psp_list>
   + <anwkonti_list>
   + <pt_list>
   + <qtacc_list>
```

Level II: Export files : time management cluster

```
- <period period="200202">
 + <wpbp_list>
 - <saldo_list>
   + <saldo>
   + <saldo>
   - <saldo>
       <ztart>0050</ztart>
       <anzhl>1,270.0000</anzhl>
     </saldo>
   + <saldo>
   + <saldo>
   + <saldo>
   + <saldo>
   + <saldo>
   </saldo_list>
 + <zes_list>
 + <zko_list>
 - <abwkonti_list>
   + <abwkonti>
   - <abwkonti>
       <infty>2006</infty>
       <subty>11</subty>
       <endda>20030228</endda>
       <br/>
<br/>
da>20020301</beqda>
       <ktart>11</ktart>
       <zeinh>010</zeinh>
       <kverb>28.0000</kverb>
       <rewri>1</rewri>
       <desta>20020301</desta>
       <deend>20030228</deend>
                                      Every entry consists of fields
     </abwkonti>
                                                                       Tables have multiple entries
   </abwkonti_list>
 + <psp_list>
 + <anwkonti_list>
 + <pt_list>
 + <qtacc_list>
 + <qtbase_list>
 </period>
```