

The logo for 'ingentis' is displayed in a white, lowercase, sans-serif font. The letters 'i' and 't' have small yellow dots above them. The letter 'g' has a yellow dot above it and a yellow dot below it. The letter 'e' has a yellow dot above it. The letter 'n' has a yellow dot above it. The letter 't' has a yellow dot above it. The letter 'i' has a yellow dot above it. The letter 's' has a yellow dot above it. The background is dark blue with a pattern of light blue vertical and diagonal bars.

Business rule trigger

Use Case Collection

Inheritance no. 1

Challenge

A change on an object should be reflected to associated objects along the structure as it is the standard in SAP HCM

Solution

Monitoring of the object type and trigger an inheritance from parent objects to child objects (or any other linked object). Several inherit flags can be in place and the SAP SuccessFactors business rules evaluate these flag for a yes/no decision on the trigger.

Examples

- inherit i.e. account assignment details from parent positions (or any object linked) to child positions
- Change of cost centers on the department level are propagated down to child departments, positions and employees
- Change of the function on a position which gets then propagated with an event to the employee

Inheritance no. 2

Challenge

The “chain of command” is currently displayed on the employee level and shows the way from the employee via the position via the department over the parent department etc. up to the Division and Business Unit. This “chain” allows an easy and swift understanding where a person is located in the structure. These details are passed over to third party solutions as well. Whenever an object changes its title / description, the information becomes outdated on the employee.

Solution

Monitoring of all relevant object types and trigger an inheritance from parent objects to child objects (or any other linked object) including thy SYNC parameter in order to have the Employee updated as well.

Examples

- Change of i.e. Department title 'UW Services' to 'Underwriting Services' effective 1st Nov 2023. The business rule trigger identifies all the child objects of this department (other departments, positions and employees) and adds a record effective 1 Nov 2023 on all of them. This results in the new department name being reflected on all relevant attributes on the child objects via SAP SuccessFactors business rules

Creation and Update of Assignments

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Challenge

Objects such as the position and employee can follow the assignment to i.e. the Division, Business Unit and Legal Entity via the Department. In case the Department gets updated, the directly and indirectly assigned objects need to be updated manually or via mass update.

Solution

Monitoring of the relevant object type and trigger an inheritance from parent objects to child objects (or any other linked object)

Examples

- Inheritance of Legal Entity, Business Unit, Division and custom objects via the Department to the Position and Employee

Creation and Update of Structures

Challenge

Companies can decide, that the position of the head of a department does automatically manages all other positions assigned to this department and as well the positions of the head of's from the subordinated department. A change of the head of does require a lot of manual work in order to keep the position structure in sync.

Solution

The business rule trigger monitors the department objects. In case of a change, the directly assigned positions as well as the positions from subordinated departments get triggered. A business rule on the position fetches the position ID of the head of and assigns it as parent position. In case the ID is equal to the ID of the position itself, the check goes a level up to the parent department.

Keep structures in sync

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Challenge

Some organizations tie the department structure to the position hierarchy. By maintaining the managing position on the department, the expectation is that the department follows the position in case positions get assigned to a new parent. The department should report to a new parent department as well.

Solution

Monitoring of the position object. In case a managing position gets assigned to a new parent position, the business rule trigger forces the managed department to identify its new parent via business rule.

The path looks like:

Department down to managing position, up to parent position, up to department.

The department ID reflects the new parent of the department then.

Deactivated Object Removal from Associated Objects

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Challenge

The deactivation of Business Unit is possible, even though it is linked with Departments. By standard, the Business Unit is still visible on department after deactivation

Solution

The business rule trigger sends a null value for Business Unit field to Department object as of deactivation date

Incumbent Field to NULL or Filled in

Challenge

Companies switching from SAP HCM to SAP SuccessFactors sometimes want (or are forced) to continue with the logic of i.e. the managing position which gets maintained on a department level. Custom fields are used with reference to the position object and its incumbent, which get populated via business rule. When the incumbent of the position changes or the position becomes vacant, the EC standard does not update the value on the department object (manual creation of a record does not work as well).

Solution

- The business rule trigger monitors the position objects. If the position becomes vacant, it triggers the associated department and sets the value of the managing person to NULL. (business rule updating custom timestamp field based on vacant field changes and BRT monitors it)
- If a vacant position becomes occupied, the solution triggers an update and the incumbent value is calculated by business rules and set on the department object

Sync between objects

Challenge

New or updated values on objects should be synced to direct or indirectly linked objects

Solution

Monitoring of the object type and trigger an inheritance from parent objects to child objects (or any other linked object)

Examples

- The short text of the Department changes which leads to an update of the assigned positions, because for the position short text the department short text is the source
- The location of Department changes which leads to an update of the assigned positions, because the position location comes from the Department
- The company code/cost center of the Position changes which leads to the update of the Department which the modified position manages (replication of the A012 relationship of SAP HCM)
- Horizontal propagation of birth name from perPersonal to perPerson

Tigger record creation on objects

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Challenge

A modification on an object does not trigger the creation of a new record on associated objects

Solution

Monitoring of the object type and trigger associated objects

Examples

- Company Code/Cost Center/Department Name changes but this does not trigger a new record on associated objects. Only visible as it is the name no code. For some cases we monitor name changes and then trigger an update in all associated objects just to have a new record.

Employee Name Update

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Challenge

The change of a value on an object should be reflected on assigned objects, such as the change of the surname of an HRBP. This change is not visible on the Job Relationships of other employees who have this HRBP assigned

Solution

The business rule trigger monitors the respective object type. Changes such as a name changes lead to a trigger on Job Relationships to fetch the new name of HRBP

Employee – Portlet to Portlet update

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Challenge

Changes in custom portlets are not reflected on i.e. the Employment information

Solution

The business rule trigger monitors the custom portlet and triggers related objects in order to fetch the updated information

Example

A custom portlet for Global Assignment is in place which can be maintained by responsible user exclusively. Due to some standard permission related needs, these information need to be copied to the Employment Details. The edit in the custom portlet triggers an update for Employment Details and the SAP SuccessFactors business rules copy the values

EC Profile to EP update

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Challenge

Different values per country used for one attribute shall be synced to a global list in order to receive a value catalogue

Solution

The business rule trigger monitors the custom portlet and triggers related objects in order to fetch the updated information

Example

The gender information will be stored in EC in CSF. The value can differ per country. Employee Profile has a standard gender field, with hardcoded limited gender options. The aim is to sync the gender values to a global list from country specific gender fields

Autopopulated field updates

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Challenge

Fields, which are autopopulated via business rule do not update in case the value on the source object does change.

Solution

The business rule trigger monitors the source objects and triggers related objects in order to fetch the updated information

Example

The department object carries a field called “Functional Area”. The value is autopopulated via business rule based on selections done on Department. The combination of these selections and results (Functional Area) are stored in an MDF object. If the result value changes in the MDF object, the business rule trigger solution triggers an update on all departments that have this combination. The Department gets updated with a new Functional Area value.

Update of responsible person

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Challenge

Some modules in SAP SuccessFactors benefit from the information of a responsible person such as the recruiter for a position, business partner for an employee etc. In case the definition of responsible person is made on a department level, the information does not update on positions and employees in case of an edit on the department. Especially after reorgs, the update requires a lot of manual efforts.

Solution

The business rule trigger monitors the department objects and triggers related objects in order to fetch the updated information. A positive side effect is i.e. the write back to SAP HCM IT0001

Not validated ideas

- Termination type of employee shall be propagated to a custom MDF in order to terminate associated infotypes in SAP HCM
- Termination type of employee shall be propagated to a custom MDF in order to manage functions such as first aiders and fire prevention officers
- Update of i.e. a role in case the job profile got modified
- The modification of the address shall trigger a workflow which is based on a custom MDF object
- In case the right for a company car gets terminated, the milage information shall be removed from the address info