GLOSSARY OF SAP SUCCESSFACTORS EMPLOYEE CENTRAL PAYROLL

A Quick Reference Guide to SAP Terminologies

Concept/Term	Definition
SAP SuccessFactors	A cloud-based HCM suite from SAP. Supports core HR, talent management, and analytics.
Employee Central (EC)	The core HR module of SuccessFactors. Manages employee data, positions, events, and organizational structure.
Employee Central Payroll (ECP)	SAP's cloud payroll engine integrated with EC. Based on SAP ERP HCM Payroll, hosted and managed by SAP.
Payroll Control Center (PCC)	A payroll processing and monitoring tool. Allows real-time validation, alerting, and payroll simulation.
Payroll Schema	Set of rules used to calculate payroll results. Customizable and country-specific in nature.

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Concept/Term	Definition
PCR (Personnel Calculation Rule)	Defines logic within the payroll schema. Controls calculations like wage types, deductions, and hours.
Wage Type	Represents different pay components like basic salary or bonus. Used in payroll processing and reporting.
Infotype	A structured grouping of related HR data. Infotypes like IT0008 or IT0014 store payroll-relevant info.
Replication	The process of transferring employee data from EC to ECP. Ensures payroll gets up-to-date master data.
Point-to-Point Integration (P2P)	Integration model for EC and Payroll using middleware. Directly sends employee changes to payroll system.

Concept/Term	Definition
Middleware	A platform like SAP CPI or Dell Boomi that connects EC with Payroll. Supports data transformation and monitoring.
PA_SE_IN Data Model	SuccessFactors data model used for ECP. Stores EC employee data needed for payroll replication.
Payroll Area	Groups employees for collective payroll processing. Each area has its own payroll schedule.
Payroll Period	A specific time frame for which payroll is run. Can be weekly, biweekly, or monthly.
Off-Cycle Payroll	Special payroll runs for corrections, bonuses, or terminations outside regular schedule.

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Concept/Term	Definition
Gross-to-Net Calculation	Payroll computation from gross earnings to final net pay. Includes taxes, deductions, and contributions.
Posting to Finance	Sends payroll results to SAP Finance for accounting. Uses symbolic accounts to map wage types.
Symbolic Account	A logical account that links wage types to G/L accounts. Helps in financial postings.
General Ledger (G/L) Account	SAP Finance account that records payroll expenses and liabilities. Mapped via symbolic accounts.
PA30	A transaction used in on-premise SAP to maintain HR master data. ECP uses a similar backend for updates.

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Concept/Term	Definition
Time Off	EC feature to manage employee leaves. Integrated with payroll to calculate leave balances and payouts.
Advance Pay	A special payment processed before regular payroll. Handled via off-cycle processing.
Payroll Driver	Program that executes payroll runs. Usually run using transaction PC00_MXX_CALC.
Payroll Log	Detailed output of the payroll run. Helps identify how wage types and deductions were processed.
ECP Pre-Payroll Validation	Checks for data inconsistencies before payroll run. Helps avoid runtime errors or incorrect results.

Concept/Term	Definition
Retroactive Payroll	Recalculates payroll for prior periods due to changes. Ensures correct payment adjustments.
Cluster Table	Technical storage of payroll results in SAP (e.g., PCL2). Stores processed payroll data per employee.
Schema Modification	Custom changes made to payroll schemas. Needed to reflect organizational or legal payroll rules.
PIT Operation	A schema operation used to process wage types. Often seen in rules and PCRs.
ACT Operation	Schema operation that controls execution of subschemas or PCRs. A key control function in schemas.

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Concept/Term	Definition
Direct Deposit	Transfers net salary to employees' bank accounts. Managed via bank details in payroll data.
Bank Details Infotype (IT0009)	Stores employee bank information for payment processing. Critical for payroll execution.
Tax Infotype (IT0210)	Captures tax-related information for US employees. Used to determine federal and state tax withholding.
Benefits Integration	EC can integrate with benefits providers. Impacts payroll deductions and contributions.
Recurring Payments (IT0014)	Stores periodic wage types like allowances or deductions. Automatically included in every payroll run.

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Concept/Term	Definition
One-Time Payments (IT0015)	Used for ad-hoc payments like bonuses. Applies only to a specific payroll period.
Pay Statement	The employee-facing payslip generated after payroll. Contains earnings, deductions, and net pay.
Payroll Calendar	Schedule for payroll processes, including cutoffs and pay dates. Defined per payroll area.
Check Register	Report listing all employee pay details for a payroll run. Used for verification before payout.
Payroll Reconciliation	Process of matching payroll results with expected values. Helps ensure correct pay before posting.

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Concept/Term	Definition
Integration Center	Tool in EC to build and manage simple outbound integrations. Can be used for third-party payroll exports.
Data Replication Monitor	Monitors employee replication status from EC to Payroll. Highlights issues and success rates.
Country-Specific Configuration	Localizations applied to schemas and data models. Ensures compliance with local payroll laws.
Termination Processing	Handles final payroll and payouts for employees leaving. Includes notice pay, leave encashment, etc.
Rehire Processing	Specific logic to handle employees rejoining. Impacts seniority, accruals, and payroll eligibility.

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SAP SuccessFactors EC Payroll
Key Concepts

Concept/Term	Definition
Payroll Authorization	Controls access to payroll data and processing steps. Based on roles and permissions in EC and ECP.
Data Privacy Compliance	Ensures payroll systems meet regulations like GDPR. Involves encryption, access control, and audit logs.
Event Reason	Defines why a job or pay change occurred. Helps trigger workflows and data replication for payroll.
Employee Central Foundation Objects	Include legal entities, cost centers, pay groups. Crucial for payroll structuring and reporting.
Position Management	Aligns positions to job structures. Impacts compensation, pay scale, and payroll results.

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