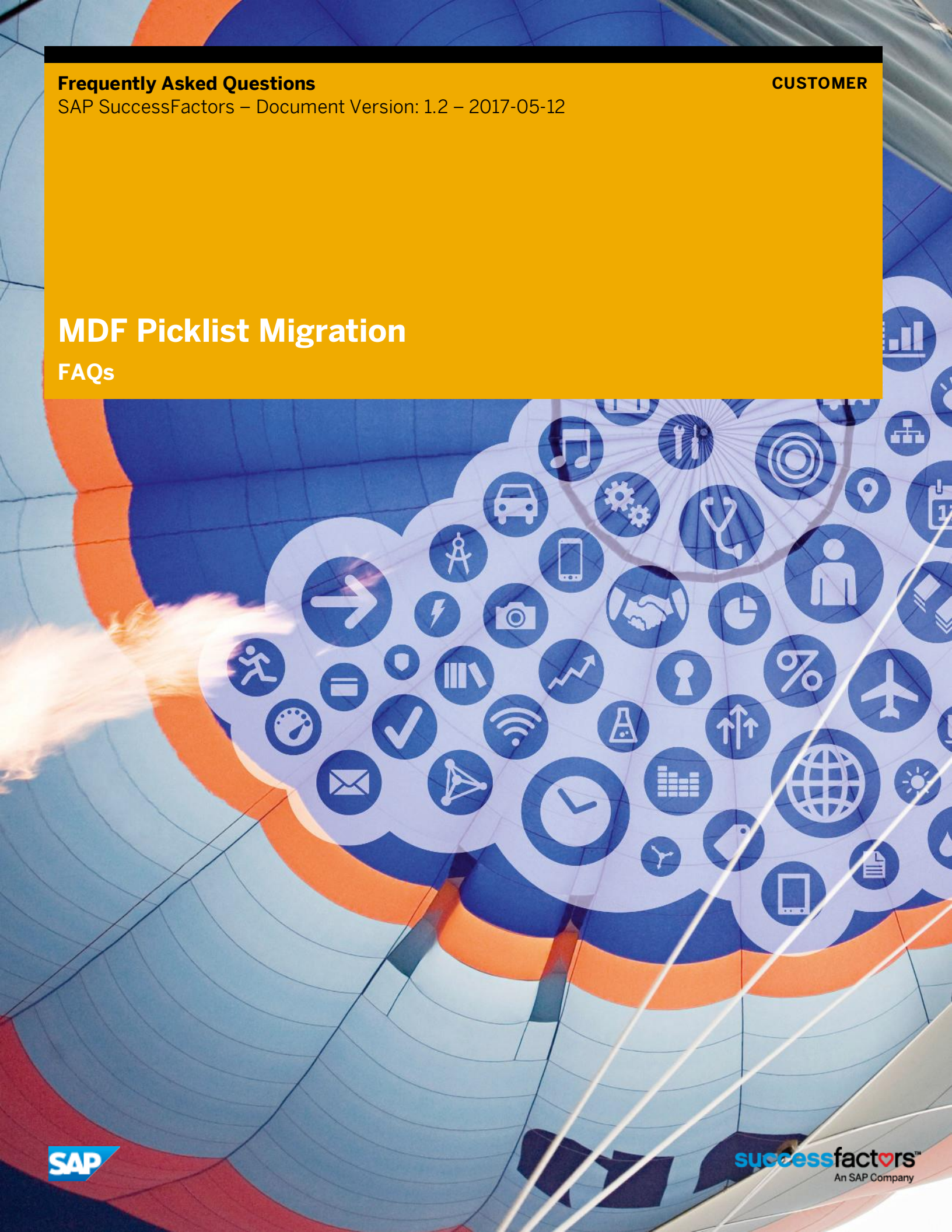
Frequently Asked Questions

SAP SuccessFactors – Document Version: 1.2 – 2017-05-12

CUSTOMER

MDF Picklist Migration

FAQs



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Document History

Version	Date	Change
1.0	2017-04-20	Initial Version
1.1	2017-05-03	Updated links to documentation on SAP Help Portal
1.2	2017-05-12	Added questions about migration timing and legacy picklists

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Frequently Asked Questions

Q: Why are you doing this migration?

A: To make picklist management simpler.

Currently, you have two areas where picklists can be managed:

- "Legacy" Picklists, which are mainly used to manage Employee Profile, Talent modules, Recruiting Management and parts of Employee Central
- MetaData Framework (MDF), which is mainly for Employee Central and extension applications built on MDF.

Once your picklist data has been migrated to the MetaData Framework (MDF), you can manage all your picklists using the new *Picklist Center*.

Q: What is the migration schedule for each data center (Preview and Production)?

A: The migration schedule is not going to be by data center but customer-by-customer.

Q: When will my picklists be migrated?

A: You will receive a notification email as to when your instance will be affected. We are doing this in waves.

Q: What do I need to do to prepare for the migration?

A: Nothing. We will handle the migration; you just need to be aware of the timing in your preview and production instances (as appropriate).

Q: How will I manage my picklists post-migration?

A: After this migration, you will see the following key benefits in using the Picklist Center:

- A single place where picklist information is stored for Employee Central, Recruiting, Talent, and Employee Profile. The double maintenance of "legacy" and MDF Picklists will no longer be necessary
- A user interface to manage changes to picklists. You will no longer have to export existing picklists, edit them in an offline spreadsheet, then re-import the updated file for a single label change. Instead, you will be able to make changes directly in the new user interface.
- Maintenance across SuccessFactors and external environments will be easier by using unique external codes. By requiring unique external codes, picklists and picklist values will be easily identifiable and therefore easier to manage across environments.

Q: Will my preview and production instances be updated at the same time?

A: No, your preview instance will be migrated first, then your production instance picklists will be migrated approximately 4 weeks later. The one exception is for those customers on the Shanghai data center (DC15); your picklists in your test instances and your production instances will me migrated at the same time.

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Q: Why are you updating the preview and production instances at different times?

A: We are migrating preview environments one month before the production environments to allow you to conduct limited/focused testing (for example, log in, verify that the picklists used in Employee Profile or a Job Requisition have the same content as they used to).

Q: Why this migration is occurring outside of the normal release cycle?

A: The migration was designed to have no impact on non-admin end users of the application. The same content that was in the legacy picklists are simply being moved over into MDF, and we verify this before completing the migration. If there is an issue, we have a mechanism to roll it back.

Q: Will this mean a system downtime?

A: No. We are running the picklist migration after business hours for each data center/time zone, that is, between 12am to 6 am. If the instance is in the middle of the migration, you can still log on and use it normally; only the picklist export/import would be affected. Therefore, we recommend not to perform any "Picklist Management" operations during this migration time.

Q: What impact will this have on our current configuration? Will we need to do any re-work to re-map our picklist fields to the newly created MDF picklists following the migration?

A: No, you will not need to make any changes.

Q: Are there any impacts to filter field functionality or cascading picklists? Will the "old rules" still apply, just leveraging the new MDF picklists?

A: There should be no functional impact to end-users and the same rules should continue to apply. Configuration of Picklist IDs in XML will not change.

Q: Our legacy picklists are used for integrations between SAP SuccessFactors and third parties. Will the API automatically change to read the new MDF picklist and will it include the same values as the Legacy picklist?

A: APIs will continue to retain the same format for request/response, and we will handle any underlying changes to manage the content via MDF picklists.

Q: After the migration is completed, will the legacy picklist imports still be available? If yes, will they automatically be synched with the MDF picklists?

A: Legacy picklist imports will only be available for scheduled jobs. This is so that we do not break any previously set up integrations. That data will be directly entered into MDF and not into legacy data tables.

Q: Where can I get more information?

A: Please review the documentation.

Q: Where can I ask a question that is not listed here?

A: Please post your question on the customer community on the Platform Quick Answers page.

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