Integration Add-On 3.0 SP02 for SAP ERP HCM and SuccessFactors HCM Suite
Integration Scenario for Onboarding Data

SAP

Document History

> ⚠️ **Caution**
>
> Before you start the implementation, make sure you have the latest version of this document from SAP Help Portal at help.sap.com/erp_sfi_addon30 ↗ .

The following table provides an overview of the most important document changes.

Table 1

Version	Date	Description
1.0	2015-01-28	Initial version As of integration add-on 3.0 SP02, the standard integration described in this administration guide is available for SuccessFactors Onboarding and SAP ERP HCM. By implementing this integration, the onboarding data is transferred to SAP ERP HCM when the onboarding process is completed in SuccessFactors.
1.1	2016-01-27	In the chapter ▌▶ *About This Document* ❯ *Known Issues* ◢, the section *Pre-Day 1 Functionality* was added.

Content

Integration Add-On 3.0 SP02 for SAP ERP HCM and SuccessFactors HCM Suite

1 Introduction

As of integration add-on 3.0 SP02 for SAP ERP HCM and SuccessFactors HCM Suite, this standard integration is available for SuccessFactors Onboarding and SAP ERP HCM. By implementing this integration, the onboarding data is transferred to SAP ERP HCM when the onboarding process is completed in SuccessFactors.

1.1 About This Document

This document describes only the installation, operation, security, and upgrade of the integration scenario for onboarding data. If you plan to use the other integration scenarios that are available for the integration add-on, be sure to read the respective administration guides together with this guide. You can find them on SAP Help Portal at help.sap.com/erp_sfi_addon30 ↗ .

Prerequisites

You are familiar with the following:

- ABAP

  For example, modifying the mapping of SuccessFactors fields to SAP ERP fields
- SAP Process Integration

  For example, using middleware to transfer customer-specific fields from SAP ERP to SuccessFactors, or vice versa

Known Issues

Pre-Day 1 Functionality

If you enable pre-Day 1 functionality in SuccessFactors Onboarding via Provisioning, a temporary user is created in SuccessFactors HCM Suite. During employee replication, the temporary user needs to be synced from the employee data replication. Per the current scope of the integration:

- If you are using a middleware-based integration for employee replication, you must manually disable the temporary user ID that was created through the pre-Day 1 functionality.
- If you are using a file-based integration for employee replication, you must enhance the employee replication by adding the column ONBOARDING_ID to user replication. This column needs to be populated with the Onboarding ID during the initial replication of the user.

  For information about enhancing employee replication, see the how-to guide *Enhancing the Extraction of Employee Data with Customer-Specific Fields* on SAP Help Portal at service.sap.com/~sapidb/011000358700000658982013E ↗ .

Use Cases Involving Internal Transfers

If you have already implemented SuccessFactors Onboarding and have legacy data for internal hires without the *Hired* flag set to TRUE in the MDF object `candidateInfoObject`, you must configure your system so that the SAP ERP HCM system does not receive legacy data. You can do this by setting the appropriate filter criteria for the import report. When these filter criteria are set, the system only reads the data created after the integration was activated.

Whenever the imported onboarding area data is deleted in the SAP ERP HCM staging area, you must adjust the import program selection criteria to make sure that SAP ERP HCM does not again receive data that was previously deleted.

Limitation of SuccessFactors API

The import program is expected to import only candidates with *Ready to Hire* status in the MDF object `candidateInfoObject`. However, due to a limitation in the SuccessFactors API, the data cannot be filtered. As a workaround, you must manually check the onboarding status of the candidate in the transaction to decide if the employee has the appropriate status before proceeding. You can display the onboarding status for a candidate as follows:

1. Add the field *CurrentStatus* as an additional field in transaction `HRSFI_ONB_HIRE`. Also add the field to the ALV list layout of the transaction.

2. Note the content of this field before choosing *Start Action*. For example, candidates whose onboarding is still in process will have the status *New Employee Step* (this is when the candidate does not yet have *Ready to Hire* status). When the onboarding status is *Orientation Step*, the employee will have *Ready to Hire* status.

1.2 Further Information

Application Help

For detailed information about the integration add-on (for example, about the available integration scenarios, the prerequisites for using the scenarios, concepts and processes), see SAP Library at ▶ help.sap.com/erp_sfi ↗ ▶ *Application Help* ▶.

Implementation Information

The following table is a list of information about implementation topics that are not covered in this administrator guide.

Table 2

Content	Storage Location
Sizing and calculation of hardware requirements using Quick Sizer	service.sap.com/quicksizer ↗
Released platforms and technology topics such as maintenance strategies and supported languages	service.sap.com/platforms ↗ ⓘ Note To access the Platform Availability Matrix directly, enter service.sap.com/pam ↗ .
Network security	service.sap.com/securityguide ↗
High availability	service.sap.com/ha ↗
Performance	service.sap.com/performance ↗
Support Package Stacks, current software versions, and patch statuses	service.sap.com/sp-stacks ↗

Content	Storage Location
Unicode	service.sap.com/unicode ↗

Underlying Guides

The following table is a list of guides on which this administrator guide is based.

> **i** Note
>
> Ensure that you have implemented the content of these guides for your SAP ERP 6.0 system. This guide contains only additional information that is specific to the integration add-on for SAP ERP HCM and SuccessFactors HCM Suite.

Table 3

Guide	Storage
Master Guide for SAP ERP 6.0	▶ service.sap.com/instguides ↗ ❯ *SAP Business Suite Applications* ❯ *SAP ERP* ❯ *SAP ERP 6.0* ❯ *Installation* ❯
Installation Guide for SAP ERP 6.0	▶ service.sap.com/instguides ↗ ❯ *SAP Business Suite Applications* ❯ *SAP ERP* ❯ *SAP ERP 6.0* ❯ *Installation* ❯
Solution Operations Guide for SAP ERP 6.0	▶ service.sap.com/instguides ↗ ❯ *SAP Business Suite Applications* ❯ *SAP ERP* ❯ *SAP ERP 6.0* ❯ *Operations* ❯
Security Guide for SAP ERP 6.0	▶ service.sap.com/securityguide ↗ ❯ *SAP Business Suite Applications* ❯ *SAP ERP 6.0* ❯

> **i** Note
>
> SAP ERP 6.0 is the lowest version in which you can install the integration add-on. You can also install the integration add-on in higher versions of SAP ERP. Use the relevant guides for your SAP ERP version. For more information about the required SAP ERP versions, see *Software Units* in the next chapter.

Additional Information

The following table is a list of other additional information.

Table 4

Content	Storage
General information about SAP ERP Human Capital Management	service.sap.com/erp-hcm ↗
Create customer messages	service.sap.com/message ↗
Search for SAP Notes	service.sap.com/notes ↗
SAP Software Distribution Center (download and order software)	service.sap.com/swdc ↗

1.3 Important SAP Notes

Read the following SAP Notes before you start to implement the integration scenario for onboarding data.

Table 5

SAP Note Number	Title	Description
1841471	Release Strategy for ABAP Add-On SFIHCM03 600	Describes the prerequisites, installation process, and follow-up for installing the integration add-on
2102876	Prerequisite Enhancements for Onboarding Integration	Contains prerequisite enhancement to secure store that is required to store onboarding-related information and other enhancements in reuse components
2139047	Enhancement Feature to Mark Certain Fields As Only Insertable	Contains prerequisite enhancement to mark fields as only insertable. Such fields are not considered during an update operation.

2 Overview

In the following figure, the captured employee information is extracted from SuccessFactors Onboarding and transferred to SAP ERP HCM. The transferred data is stored in a staging area and can be uploaded to employee master data.
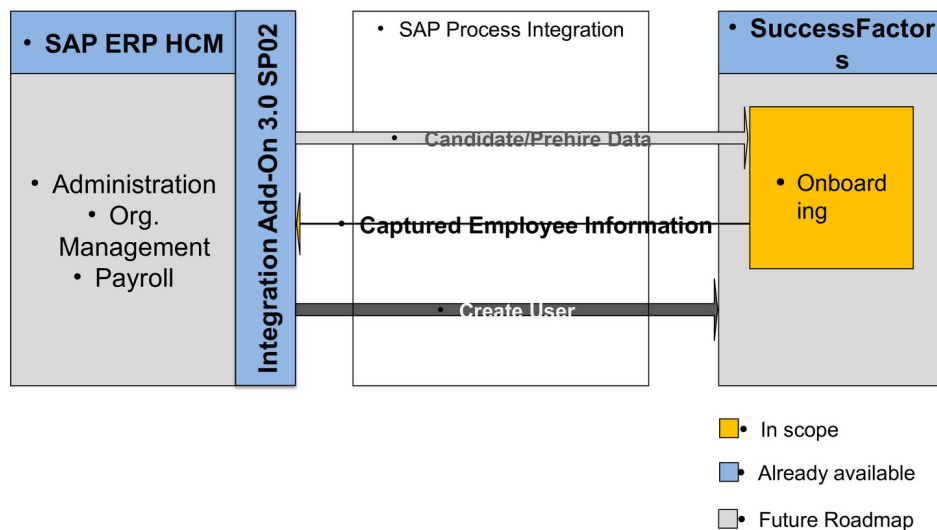

Figure 1: Overview

Prerequisites

Please see the application help for the integration add-on on SAP Help Portal at help.sap.com/erp_sfi ↗ .

Sequence

Be sure to transfer the data in the following sequence. When setting up background jobs, remember to take this sequence into account in their prioritization.

Table 6

Sequence	Integration Scenario	Comments
1	Recruiting data	Transfer information about positions to be staffed from SAP ERP HCM to SuccessFactors Recruiting Management so that the corresponding job requisitions can be created or changed in SuccessFactors
2	Onboarding data	Transfer captured employee information from SuccessFactors to SAP ERP HCM
3	Employee data	Transfer hired employee as USER to SuccessFactors. SuccessFactors

Sequence	Integration Scenario	Comments
		Onboarding reads the USER data and marks its data as hired.

Middleware

The integration add-on supports the integration scenario using middleware. Currently, content in SAP Process Integration is available.

2.1 Software Units

The following table show which components are mandatory:

Table 7

Component	Mandatory	Optional	Additional Information
Integration add-on 3.0 SP stack 2 for SAP ERP HCM and SuccessFactors HCM Suite (Product version SUCCESSFACTORS HCM INTEGR 3.0, software component versions SFIHCM01 600 with SP09, SFIHCM02 600 with SP04, SFIHCM03 600 with SP02)	X		
SAP ERP 6.0 SPS15 or above (with version 600 of the SAP ERP software components; SAP ERP 6.0 SPS15 comprises SP38 for software component version EA-HR 600)	X		
SAP Process Integration 7.31 SP14 or above and SAP Process Integration connectivity add-on 1.0 SP02 or above	X		Your SAP Process Integration system must have the support package level stated in SAP Note 1838921 . In your SAP ERP system, you must also define the access data for the System Landscape Directory (SLD) in *Maintain SLD Access Data* (transaction `SLDAPICUST`). For more information, see *Connecting to the System Landscape Directory* in SAP

Component	Mandatory	Optional	Additional Information
			Library for SAP NetWeaver at help.sap.com .
ESR Content for software component versions SFIHCM01 600, SFIHCM02 600, and SFIHCM03 600	X		
SAP Gateway 2.0 SP07 or above (and in the back end software component IW_BEP SP07 or above).	X (IW_BEP)	X (SAP Gateway)	For more information about SAP Gateway 2.0, see SAP Community Network at scn.sap.com/docs/ DOC-28526

2.2 System Landscape

Integration Using SAP Process Integration

The following figure shows how the integration add-on is embedded in the system landscape using SAP Process Integration as the middleware.
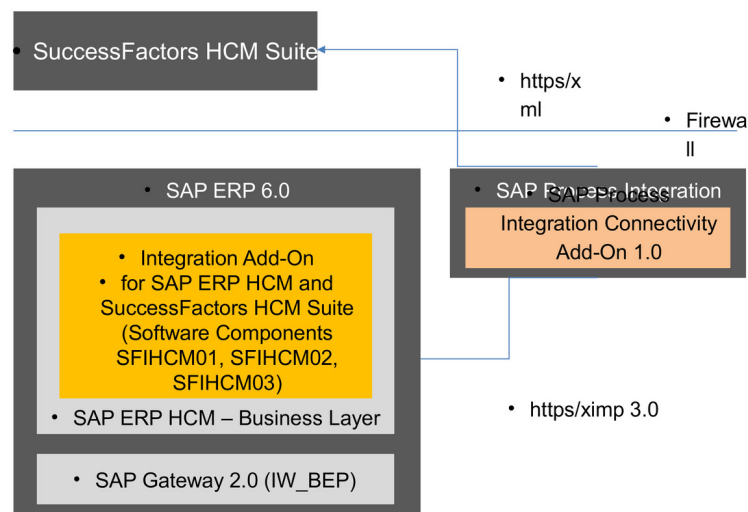
Figure 2: System Landscape Using SAP Process Integration

3 Installation

3.1 Installation Sequence

SAP ERP

Table 8

Sequence	Step	Comments
1	Install SAP ERP 6.0 – SAP ECC server	SAP ERP 6.0 is the lowest version in which you can install the integration add-on. You can also install the integration add-on in higher versions of SAP ERP. To install the SAP ECC server, use the relevant installation guide for your SAP ERP version. For more information, see SAP Service Marketplace at service.sap.com/erp-inst ↗ ▐ *SAP ERP 6.0* ❭ *Planning* ❭.
2	Install the integration add-on	For more information, see SAP Note 1841471 ↗.

Middleware

Table 9: SAP Process Integration

Sequence	Step	Comments
1	Install SAP Process Integration	For more information, see SAP Help Portal at help.sap.com/nwpi ↗ ▐ *Installation and Upgrade Information* ❭.
2	Install SAP Process Integration connectivity add-on	The integration content uses the SFSF adapter contained in the connectivity add-on. For more information, see SAP Help Portal at help.sap.com/nwpi-addon ↗ ▐ *SAP Process Integration, connectivity add-on 1.0 SP02* ❭ *Installation and Upgrade Information* ❭.
3	Install ESR content for integration add-on	For information about installing the ESR content, see SAP Help Portal at help.sap.com/nwpi ↗ ▐ *Application Help* ❭ *Importing ESR Content* ❭.

Sequence	Step	Comments
		For information about the services used for the integration add-on, see Integration Content for SAP Process Integration [page 13].

SuccessFactors

Table 10

Sequence	Step	Comments
1	Access SuccessFactors with the Q1 2015 release or higher	The integration uses the following: • OData API for querying the object `OnboardingCandidateInfo` to get a list of new hire records from SuccessFactors Onboarding • SOAP API `BeginSession` to start a session with SuccessFactors Onboarding • SOAP API `GetNewHireRecord` to get the details of a given new hire record • SOAP API `CancelSession` to end the session with SuccessFactors Onboarding See also *SuccessFactors Onboarding API Reference* at service.sap.com/ ~sapidb/ 012002523100009863032014E ↗ .

3.2   Integration Content

Integration Content for SAP Process Integration

The integration scenario for onboarding data uses the following services:

- SFSFOnboardingBeginSession_In (new)
- SFSFOnboardingBeginSession_Out (new)
- SFSFOnboardingCandidateInfo_In (new)
- SFSFOnboardingCandidateInfo_Out (new)
- SFSFOnboardingGetNewHireRecord_In (new)
- SFSFOnboardingGetNewHireRecord_Out (new)
- SFSFOnboardingCancelSession_In (new)
- SFSFOnboardingCancelSession_Out (new)

3.3 Installation Follow-Up

See SAP Note 1841471 .

4 Security

4.1 Security Aspects of Data, Data Flow, and Processes

Security Aspects of Data Flow Using SAP Process Integration

The following figure provides an overview of the data flow.
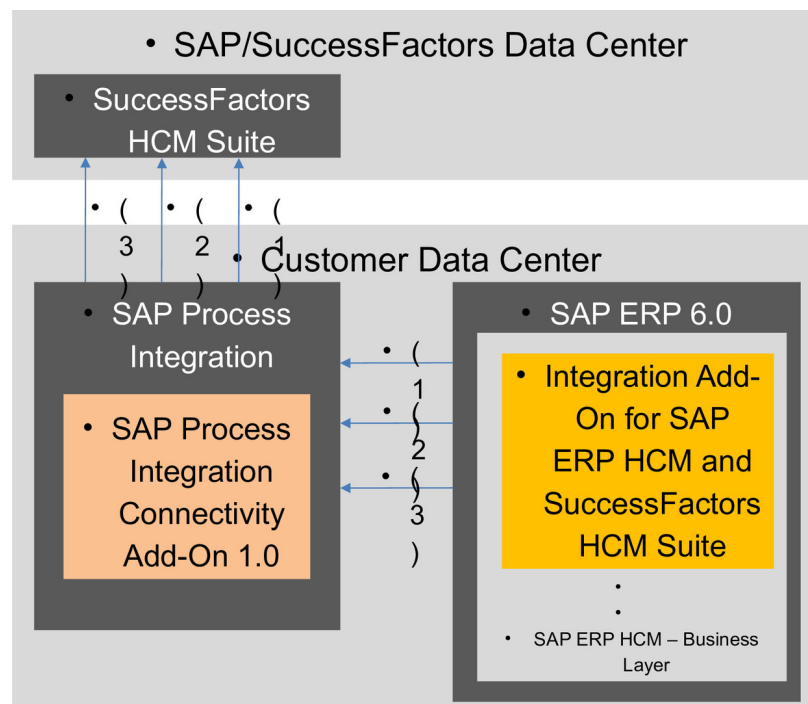

Figure 3: Data Flow Using SAP Process Integration

The following table shows which security aspect to consider for each process step, and which security measure applies.

Table 11

Step	Description	Security Measure
1	The SAP ERP system sends the credentials information (enterprise ID, user ID and password) to SuccessFactors Onboarding to open a session there. SuccessFactors Onboarding sends a session ID as a synchronous response. This ID is used for subsequent communication.	Customizing for *Integration Add-On for SAP ERP HCM and SuccessFactors HCM Suite* ▶ *Basic Settings* ▶ *Settings for Middleware* ▶

Step	Description	Security Measure
	The onboarding data is imported from SuccessFactors to the staging area in SAP ERP HCM.	
2	The SAP ERP system sends the session ID and data to be transferred to SuccessFactors, package by package. SuccessFactors sends a synchronous response confirming whether the data transfer was successful. If technical or business errors occurred, SuccessFactors sends relevant error codes and error messages, as well as information on which employee is affected.	Because the payload of SOAP messages is not encrypted, you can use monitoring tools to display the transferred data. Therefore, prevent the logging and tracing of SOAP messages in the SAP ERP system and in SAP Process Integration, or restrict the authorizations for the process integration monitoring tools accordingly. For more information, see *Protection of Sensitive Message Data* in the SAP Process Integration security guide on SAP Help Portal at help.sap.com/nwpi 🔗 .
3	If all data packages are transferred, the SAP ERP system sends to SuccessFactors the session ID of the session to be ended. SuccessFactors sends a synchronous response confirming whether the session could be ended successfully.	See step 2.

4.2 Authorizations

Role and Authorization Concept

The integration add-on uses the authorization concept provided by SAP NetWeaver Application Server for ABAP. Therefore, the security recommendations and guidelines for authorizations in the following security guides also apply to the integration add-on:

- Security guide for SAP NetWeaver Application Server for ABAP

  See SAP Help Portal at help.sap.com/nw 🔗 .
- Security guide for SAP ERP

  See SAP Help Portal at help.sap.com/erp 🔗 .

Standard Roles

The following table shows the security-relevant standard role that the integration add-on uses in the SAP ERP system. Use this role as a template for your own roles to assign the relevant authorizations to users in the SAP ERP system.

Table 12

Single Role	Description
SAP_HR_SFI_ONBOARDING_2	Comprises the authorization that the user requires to run the following applications: • Enter Credentials (transaction `HRSFI_CRD_ONB`) • Import Onboarding Data from SuccessFactors HCM Suite (transaction `HRSFI_ONB_DATA_IMP`) • Process Employee Data from Onboarding (transaction `HRSFI_ONB_HIRE`) • Delete Data Imported from SuccessFactors Onboarding (transaction `HRSFI_ONB_DEL_APPLS`) • Assign SuccessFactors Objects to Field Sets (transaction `S_MWC_71000042`)

For your own version of role SAP_HR_SFI_ONBOARDING_2, also define the following infotype authorization for the authorization objects P_ORGIN and P_ORGINCON:

Read authorization for infotypes *Actions* (0000) and *Organizational Assignment* (0001)

Business Add-In: Authorization Check for SuccessFactors Integration

You can use the Business Add-In *BAdI: Authorization Check for SFSF Integration* (`HRSFI_B_AUTHORITY_CHECK`) to perform authorization checks for the data transferred from SuccessFactors to the SAP ERP system. For more information, see Customizing for *Integration Add-On for SAP ERP HCM and SuccessFactors HCM Suite* ⫸ *Basic Settings* ⟩ *BAdI: Authorization Check for SFSF Integration* ⫸.

4.3 Communication Channel Security

Communication Channels for SAP Process Integration

The following table shows the communication channels that are used with SAP Process Integration as the middleware.

Table 13

Communication Path	Protocol Used	Type of Data Transferred	Security Measure
SAP ERP to SuccessFactors Onboarding	SOAP messages	Credentials information for logging on to SuccessFactors Onboarding (enterprise ID, user and password)	The credentials information is encrypted by storing it in the secure storage of SAP NetWeaver Application Server for ABAP. For more information, see Customizing for the *Integration Add-On for SAP ERP HCM and SuccessFactors HCM Suite* ⫸ *Basic Settings* ⟩ *Settings for Middleware* ⫸.

Communication Path	Protocol Used	Type of Data Transferred	Security Measure
SAP ERP to SuccessFactors	SOAP messages	List of new hire IDs	Because the payload of SOAP messages is not encrypted, you can use monitoring tools to display the transferred data. Therefore, prevent the logging and tracing of SOAP messages in the SAP ERP system and in SAP Process Integration, or restrict the authorizations for the SAP Process Integration monitoring tools accordingly. For more information, see *Protection of Sensitive Message Data* in the security guide for SAP Process Integration on SAP Help Portal at help.sap.com/nwpi ↱ .
SAP ERP to SuccessFactors Onboarding	SOAP messages	New hire records containing employee information	

Communication with SuccessFactors must use HTTPS. SOAP connections are protected with Web services security. For more information, see the security guide for SAP NetWeaver on SAP Help Portal at help.sap.com/ nw_platform ↱ ▶ *<Release>* ◗.

4.4   Enterprise Services Security

See the sections on enterprise services security in the following security guides:

- SAP NetWeaver Security Guide on SAP Help Portal at ▶ help.sap.com/nw_platform ↱ › *<Release>* › *Security Information* ◗
- SAP Process Integration Security Guide on SAP Help Portal at ▶ help.sap.com/nwpi ↱ › *<Release>* › *Security Information* ◗

4.5   SFAPI/OData/SOAP User Access to SuccessFactors

Restrict the access of the technical users that SAP Process Integration uses to log on to the productive system of SuccessFactors (SFAPI/OData/SOAP users) as follows:

- Ensure that the SFAPI/OData/SOAP users **cannot** log on to the SuccessFactors system through the user interface.
- Assign the SFAPI/OData/SOAP users only the access rights that they actually need.
- Restrict the access of the SFAPI/OData/SOAP users to a particular IP address or a particular range of IP addresses.

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- Ensure that the password for the SFAPI/OData/SOAP users does not expire.

For the specific authorization required in the SuccessFactors system for SuccessFactors APIs, see the SuccessFactors documentation on SAP Help Portal at help.sap.com/cloud4hr ↗ .

4.6 Deletion of Personnel Numbers and Extracted Employee Data

Deletion of Personnel Numbers

You can use the report *Delete Personnel Numbers Completely* (report `RPUDELPP`) to delete the personnel numbers of employees who have left the company if the retention periods for the employees' data have been reached. This report facilitates the deletion of personnel numbers in live systems. It uses the authorization object *Deletion of Personnel Numbers in Live Systems* (authorization object `P_DEL_PERN`). This authorization object is used by two roles: One role for requesting the deletion, and a second role for performing the deletion. These roles must be assigned to two different users (dual control principle). Report `RPUDELPN` performs the actual deletion. However, you cannot run this report in the live system directly.

Deletion of Extracted Employee Data

Report `RPUDELPP` calls the Business Add-In (BAdI) implementation *Delete Personnel Number from Onboarding Staging Tables* (BAdI implementation `HRSFI_DEL_ONB_STGING`) of *BAdI for Personnel Number Delete Reports* (BAdI `HRPAYXX_DELETE_PERNR`). BAdI implementation `HRSFI_DEL_ONB_STGING` deletes the entries that are stored in the following log tables for the relevant personnel number:

- SuccessFactors: Staging Area for Onboarding Applicants (table `HRSFI_D_ONB_IMP`)
- SuccessFactors: Messages from Onboarding Integration (table `HRSFI_D_ONB_ERR`)
- SuccessFactors: General Messages from Onboarding Integration (table `HRSFI_D_ONB_GER`)

5 Configuration

5.1 Configuration of Session Handling for SAP Process Integration

For the integration using middleware, information that is not contained in the payload of the SOAP messages needs to be transferred using a cookie. SAP Process Integration receives the cookies on login, reads them, processes them, and sends them to the back-end system. For each following service call, the back-end system resends this content. SAP Process Integration turns this back into cookies. The cookies run in HyperText Transfer Protocol (HTTP). To facilitate access to the HTTP header, the integration add-on uses communication adapters with the SOAP engine Apache eXtensible Interaction System (Apache Axis). Therefore, you need to configure a session handling using an axis adapter for the services involved.

> **Example**
>
> The SAP ERP system sends the credentials information (enterprise ID, user ID, and password) through SAP Process Integration to SuccessFactors to open a session there. SuccessFactors uses a cookie to send a session ID that is used for subsequent communication as a synchronous response. In the following calls, this session ID also needs to be transferred with a cookie. Therefore, to access the HTTP header, these calls need a corresponding session handling.

> **i Note**
>
> For more information about the axis framework, see SAP Note 1039369 and look for *Using the Axis Framework in the SOAP Adapter* in the SAP NetWeaver documentation at help.sap.com .

Procedure

The following procedure describes the configuration of the session handling using the session ID as an example:

1. In Enterprise Services Repository, make the following settings for the ESR Content of the integration add-on (software component version `SFIHCM01 600`):
   1. In the outbound service interfaces, include an element for the session ID, for example, `sessionid` of the type `string`.
   2. Create a message mapping and make the following settings for this:
      1. Create a user-defined function (UDF) with the following code (also see the graphic):

         > **Syntax**
         > ```
         > public String setHTTPHeaderCookies(String contentString, Container
         > container) throws StreamTransformationException{
         > String namespace  = "http://sap.com/xi/System/HTTP";
         > String dynConfKeyString = "Cookie";
         > DynamicConfiguration dynConf;
         > DynamicConfigurationKey dynConfKey;
         > ```

```
/* Write cookie content to dynamic configuration */
dynConf =(DynamicConfiguration)
container.getTransformationParameters().get(StreamTransformationConstants.D
YNAMIC_CONFIGURATION);
if (dynConf != null) {
dynConfKey = DynamicConfigurationKey.create(namespace, dynConfKeyString);
dynConf.put(dynConfKey, contentString);
}
return "ok";
}
```

```
public String setHeaderParameter(String paramValue, String paramName, String paramNamespace, Container container) throws StreamTransformationException{
    DynamicConfiguration conf =(DynamicConfiguration) container.getTransformationParameters().get(StreamTransformationConstants.DYNAMIC_CONFIGURATION);

    if (conf != null) {
        DynamicConfigurationKey key =DynamicConfigurationKey.create(paramNamespace, paramName);
        conf.put(key, paramValue);
    }

    return paramValue;

}
```

Figure 4: Code for User-Defined Function

2. For the highest node in the message mapping structure, define a mapping as follows:

   ○ Mapping for services with more than one node in the target message:

   Field (for example, `sessionID`) > function `Local .setHTTPHeaderCookies` > field (for example, `getJobResultEmbedded`)

Figure 5: Example: Mapping for Services with More Than One Node in the Target Message

   ○ Mapping for services with one node in the target message

   Field (for example, `sessionID`) > function `Local .setHTTPHeaderCookies` > function `FixValues` > function `createtIf` > field (for example, `logout`)

   The function `FixValues` must have the following properties:

   ○ Default value: *true*

   ○ Response to failed lookup: *Use Default Value*

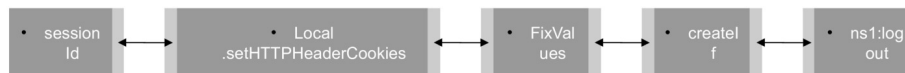   The function `createtIf` ensures that a message is generated.

Figure 6: Example: Mapping for Services with One Node in the Target Message

3. Create an operation mapping with this message mapping.

2. In the Integration Builder, make the following settings for the calls that use the configuration defined in step 1 for the session ID:

   1. For your business system or your business component or business service, create a communication channel.

   2. Make the following settings for the communication channel:

      ○ *Parameter* tab:

         ○ *Adaptor Type*: **SOAP** / **<Release of your SAP Process Integration system, for example, SAP BASIS 702>**

         ○ *Transport Log*: **HTTP (Axis)**

         ○ *URL*: According to your requirements

         ○ *Keep XI Header*: Indicator must be set

      ○ *Module* tab:

         ○ Add the following entries under *Processing Sequence*:

         Table 14

Number	Module Name	Type	Module Key
3	**AF_Adapters/axis/HandlerBean**	**Local Enterprise Bean**	**dcreq**
4	**AF_Adapters/axis/HandlerBean**	**Local Enterprise Bean**	**rem**

         > **i Note**
         >
         > Adhere to this exact sequence.

         ○ Use the following communication channel templates to make the settings under *Module Configuration*:

            ○ Configure the communication channel for the login service: Template *SFSF_Soap_Adapter_Axis_Login_Response*

            ○ Configure the communication channel for all other services: Template *SFSF_Soap_Adapter_Axis*

         If you use a proxy, enter values for the following parameters for both communication channels to suit your requirements:

Table 15

Module Key	Parameter Name
`trp`	`http.proxyHost`
`trp`	`http.proxyPort`

In the standard system, the parameters are contained in the communication channel template. If you do not use a proxy, remove this parameter.

> ⚠️ **Caution**
>
> If you want to use this parameter, you need to ensure that SAP Note 1578675 📎 is installed in your SAP Process Integration system.

The communication channel templates are in the namespace `http://sap.com/xi/SFIHCM01/IC`.

5.2 Configuration of Integration Process

Configuration of Integration Process for SAP Process Integration

Configure the communication channels, receiver agreements, and interface determination on the integration server as per your requirements.

5.3 Mapping of SuccessFactors Onboarding Fields to SAP ERP Employee Data

You map the imported new hire data from SuccessFactors Onboarding to SAP ERP HCM infotypes in ▐▶ *Customizing for Integration Add-On for SAP ERP HCM and SuccessFactors HCM Suite* ❯ *Integration Scenario for Onboarding Data* ❳.

5.4 Customizing for Integration Add-On for SAP ERP HCM and SuccessFactors HCM Suite

You make the Customizing settings for the integration add-on in the SAP ERP system in ▐▶ *Customizing for Personnel Management* ❯ *Integration Add-On for SAP ERP HCM and SuccessFactors HCM Suite* ❳.

5.5 Settings for Employees in Concurrent or Global Employment

For employees who are in concurrent or global employment and therefore have more than one personnel assignment (that is, personnel number), we recommend specifying one of these personnel numbers as the main

assignment. To do so, create a record of infotype *Main Personnel Assignment* (0712) with subtype *SuccessFactors* (`SFSF`) for the relevant employee. If an employee has more than one personnel number, but **no** main assignment has been defined for this employee, the following reports select one of the personnel numbers for the extraction of data:

- Sync Employee Data with SuccessFactors with Delta and Inactive Logic (report `RH_SFI_SYNCHRONIZE_EMPL_DATA`)
- Extract Employee Data for SuccessFactors (report `RH_SFI_TRIGGER_EMPL_DATA_REPL`)
- Sync Employee Data with SuccessFactors in Pre-Hire Period (report `RH_SFI_PREHIRE_EMPL_DATA`)

Alternatively, you can use the Business Add-In (BAdI) *Determine the Leading Assignment for a Central Person* (BAdI `HRSFI_B_LEADING_CONTRACT`) to define the main personnel assignment. For more information, see Customizing for the *Integration Add-On for SAP ERP HCM and SuccessFactors HCM Suite* ▶ *Basic Settings* ❯ *BAdI: Determine the Leading Assignment for a Central Person* ❯ .

6 Operation

6.1 Data Consistency

To ensure data consistency between SAP ERP HCM and SuccessFactors, please note the following:

- SuccessFactors Onboarding marks its new hires as hired when the user is available in the SuccessFactors foundation. We recommend using the integration scenario for employee data to replicate the newly hired employees as users.
- For a new hire, SuccessFactors Onboarding assumes that there is no user until the day the new hire starts at the company. Do not use the integration scenario for employee data to transfer future employees as users. When SuccessFactors Onboarding is implemented, you do not need to transfer prehires to SuccessFactors to enable early access; SuccessFactors Onboarding has its own functionality to allow limited access to SuccessFactors HCM Suite.

6.2 Periodic Tasks

Import Onboarding Data

Using transaction `HRSFI_ONB_DATA_IMP`, schedule the report as a regular background job to query SuccessFactors Onboarding and transfer the captured employee information to the staging area in SAP ERP HCM.

Error Monitoring and Correction

The above report that imports the data from SuccessFactors Onboarding displays any errors that occurred during the import. You can also use the transaction *Process Applications Imported from or Exported to Onboarding* (transaction `HRSFI_ONB_HIRE`) to check the messages created by the reports.

6.3 Problem Messages

When creating a customer message for the integration add-on, use the component PA-SFI-TM.

7 Upgrade

The following table shows the recommended sequence of steps to upgrade the integration add-on from 2.0 to 3.0 SP02 for the integration of onboarding data.

Table 16

Step	Action	Comments
System Instance 1 (SAP ERP)		
1	Install the following software components and their support packs: • SFIHCM01 600 SP09 • SFIHCM02 600 SP04 • SFIHCM03 600 SP02	
System Instance 2 (SAP Process Integration)		
2	Make sure that SAP Process Integration 7.31 SP14 or above is integrated into your system landscape. Install SAP Process Integration connectivity add-on 1.0 SP02.	Your SAP Process Integration system must have the support pack level stated in SAP Note 1838921 .
3	Install the ESR Content package for the following software component versions: • SFIHCM01 600 • SFIHCM02 600 • SFIHCM03 600	See step 2.
System Instance 3 (External SAP Process Integration in DMZ)		
4	Make sure that SAP Process Integration 7.31 SP14 or above is installed in the DMZ. Install SAP Process Integration connectivity add-on 1.0 SP02.	This step is optional. You only need it if you use a process integration system in the DMZ. Your SAP Process Integration system must have the support pack level stated in SAP Note 1838921 .
5	Install the ESR Content package for the following software component versions: • SFIHCM01 600 • SFIHCM02 600 • SFIHCM03 600	This step is optional. You only need it if you use a process integration system in the DMZ.
System Instance 4 (SuccessFactors)		

Step	Action	Comments
6	Ensure that SuccessFactors HCM Suite is on the Q1 2015 release or higher.	The APIs for the following objects are available as of this release: CandidateInfoObject, BeginSession, GetNewHireRecord, CancelSession.

Typographic Conventions

Example	Description
\<Example\>	Angle brackets indicate that you replace these words or characters with appropriate entries to make entries in the system, for example, "Enter your **\<User Name\>**".
▶ *Example* ❯ *Example* ❯	Arrows separating the parts of a navigation path, for example, menu options
Example	Emphasized words or expressions
Example	Words or characters that you enter in the system exactly as they appear in the documentation
www.sap.com ⬀	Textual cross-references to an internet address
/example	Quicklinks added to the internet address of a homepage to enable quick access to specific content on the Web
123456 ⬀	Hyperlink to an SAP Note, for example, SAP Note 123456 ⬀
Example	• Words or characters quoted from the screen. These include field labels, screen titles, pushbutton labels, menu names, and menu options. • Cross-references to other documentation or published works
`Example`	• Output on the screen following a user action, for example, messages • Source code or syntax quoted directly from a program • File and directory names and their paths, names of variables and parameters, and names of installation, upgrade, and database tools
`EXAMPLE`	Technical names of system objects. These include report names, program names, transaction codes, database table names, and key concepts of a programming language when they are surrounded by body text, for example, `SELECT` and `INCLUDE`
`EXAMPLE`	Keys on the keyboard

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