

SAP: ALL IN

SuccessFactors Onboarding Workflow

Exercise Document

July 2021

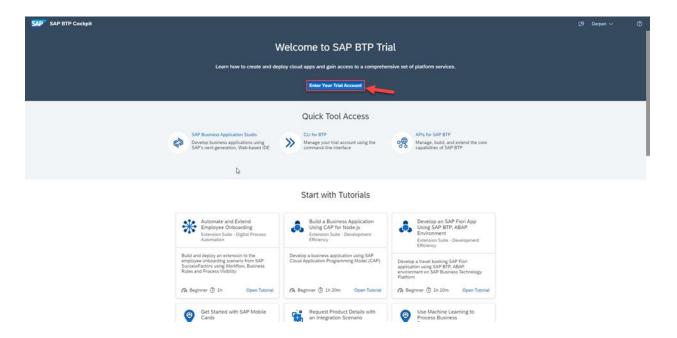


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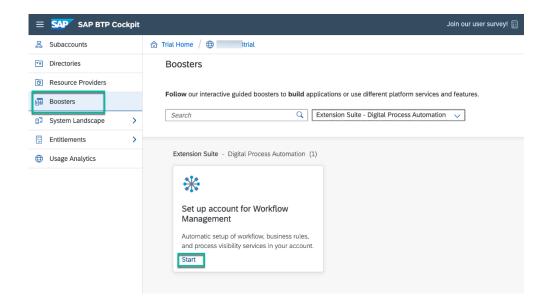
1 Activate Workflow Management Service

Prerequisites: As a prerequisite to this exercise you must have a Business Technology Platform trial account already.

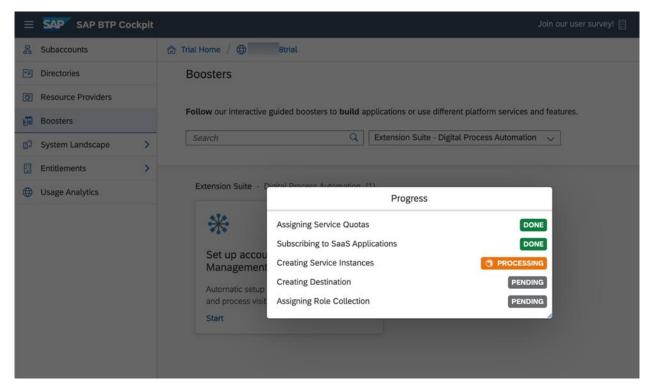
1. First, head over to the trial site by using this <u>link</u>. Then go ahead and click Enter your Trial Account:



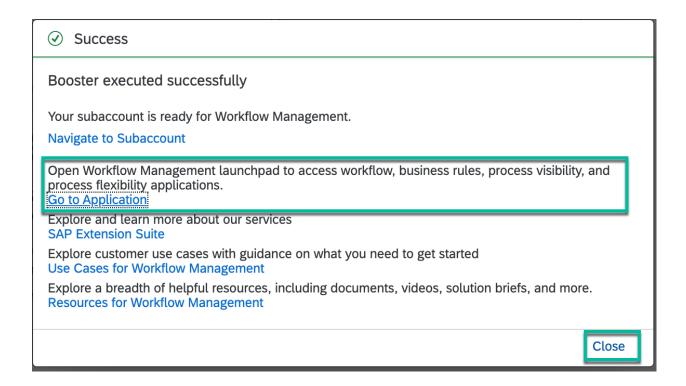
Once logged in, stay in the global account screen, and go to the boosters tab on the left. Search
for Workflow Management and hit the start button. This booster will be used to automatically set
up the workflow, business rules, process visibility and process flexibility capabilities in your
account.



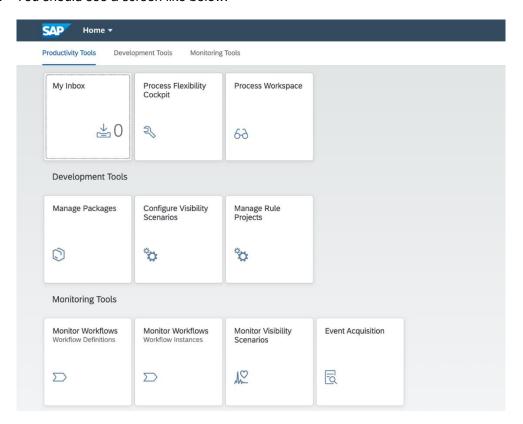
3. The booster will be started with pre-configured steps and take approximately 4-5 minutes to complete.



4. Wait until you see the success popup window once the booster completes successfully. Click on Go to Application to load up Workflow Management.



5. You should see a screen like below:

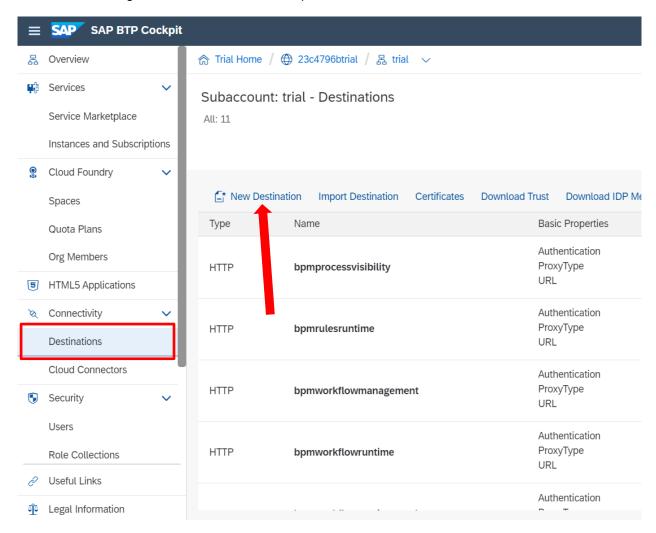


This automatic setup will do the following:

- Add Business Rules, Workflow, Process Visibility and Workflow Management entitlements in your account.
- Enable Workflow Management subscription.
- Create service instance for each of Business Rules, Workflow, Process Visibility and Workflow Management services.
- Create destinations with name BUSINESS_RULES, BUSINESSRULES_APIHUB and WM_CF_SPACE_PROVIDER. These destinations will be used while integrating business rules with workflow, importing business rules project from API Hub and importing live process content from process hub respectively.
- Add all the needed Workflow Management roles collections to your user.

2 Define Destination for Successfactors

In the subaccount go to the destinations menu option and then click on add New Destination



Add the new destination as shown below

Destination Configuration		
Name:*	SFSF_Demo_2	Additional Properties
Туре:	НТТР	
Description:	Test Connection to SFSF	✓ Use default JDK truststore
URL:*	https://apisalesdemo2.successfactors.eu:443	
Proxy Type:	Internet	
Authentication:	BasicAuthentication	
User:*	sfadmin@SFPART034714	
Password:	•••••	
Edit Clone Export Delete Check Connection		

Use the following system credentials for your scenario:

Company Link (For SF Access only): https://salesdemo.successfactors.eu/login?company=SFPART060627

Company API URL(Destination set up): https://apisalesdemo2.successfactors.eu:443

Company Destination User Name (for SF access drop the @SFPART): sfadmin@SFPART060627

Company Password: partBos@DC2

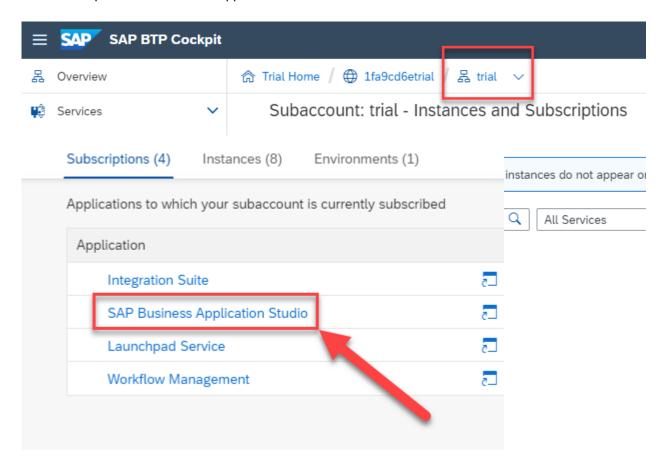
Save and close

3 Setup Onboarding Integration Scenario

In the following section we will work on creating a space in Business Application Studio and deploying our Workflow for the Success Factors Exercise. Next, we will import our business rules project into the business rules application. Lastly, we will work on creating a destination for Success Factors in your BTP subaccount.

Prerequisites: As a prerequisite to this exercise you must have provisioned and setup your Business Technology Platform Integration Tenant. In addition, you must have Business Application Studio provisioned.

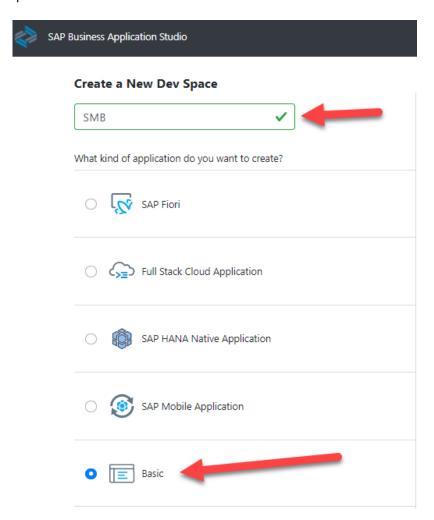
1. First, head over to your trial account and then into your trial subaccount. Then head to Instances and Subscriptions find Business Application Studio and click it as shown below:



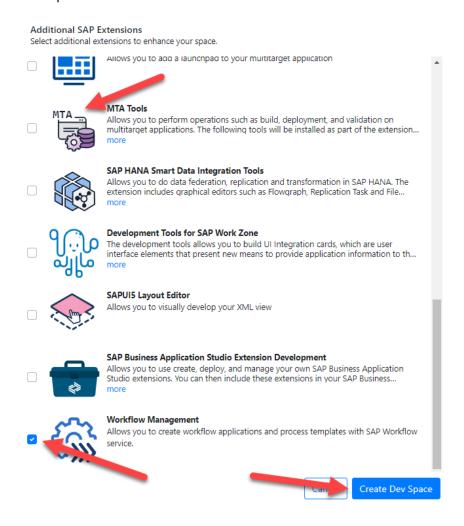
2. On the Business Application Studio Screen click Create Dev Space so we can import our project into this new space we create:



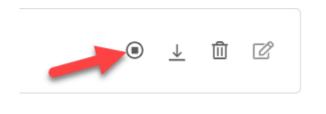
3. Next Select Basic for the type of application we want to create and give a name to your Dev Space like below:

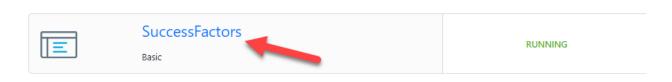


4. Next on the right add the SAP Extension Workflow Management and MTA tools, then hit Create Dev Space:

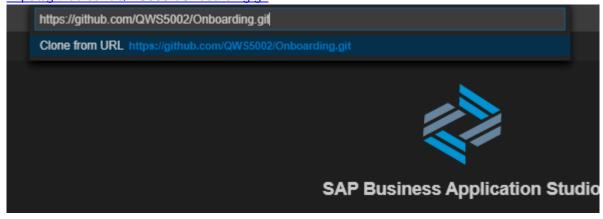


5. Now that your Dev Space has been created, go ahead and start it. Then once started, click on the Name of your Dev Space like below:

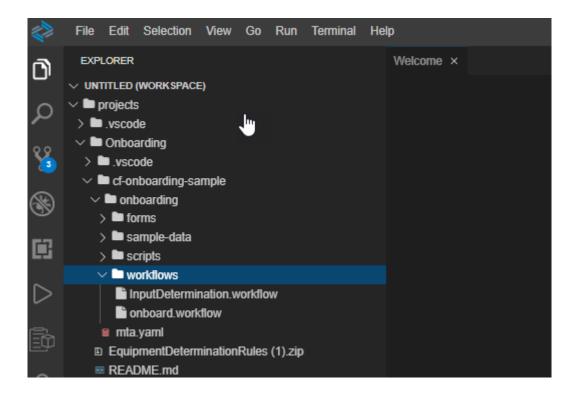




 Once Business Application Studio loads up you should see the welcome page like below. Click Clone from Git and provide the following repository URL: https://github.com/QWS5002/Onboarding.git



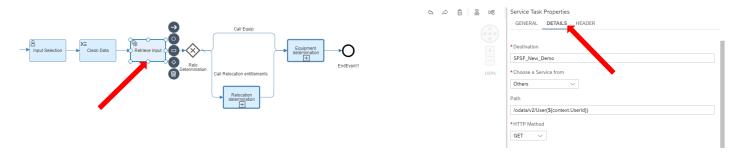
7. Now you should see the full Success Factors git hub project in your BAS Dev Space on the left like below:



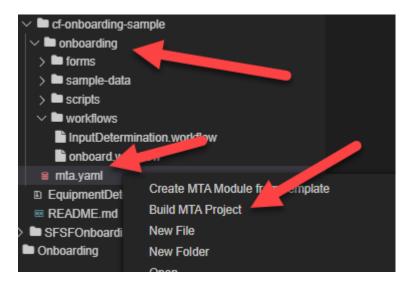
8. Now hit ctrl + s to save the project. Go to Terminal up top hit new terminal. On the new terminal window type out: *cf login* and hit enter. You will now input your Cloud Foundry Parameters. Specify the same org and space that Workflow Management was deployed to. Once this connection is created, we will be able to deploy our Workflow to Workflow Management directly from BAS.

```
Problems
                          Task: Deploy MTA Archive
            ~/projects
                                                    ~/projects ×
                                                                 ~/projects
user: projects $ cf login
API endpoint:
Email:
Passwoi u.
                                      Ι
Authenticating...
Select an org:
Org (enter to skip): 1
Targeted org
Targeted space dev.
API endpoint:
API version:
user:
org:
space:
user: projects $
```

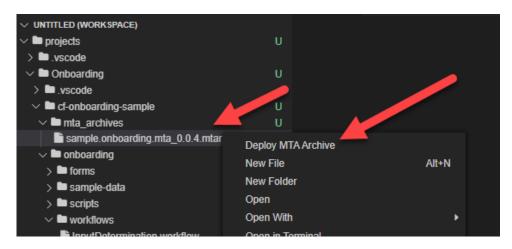
9. Once successfully logged in update the destination in the input determination workflow to the destination you set up in previous section. Click on the workflow object then click on details in the right hand side and enter your defined destination to SF here



10. Next go the panel iew on the left and on the then right click mta.yml in Onboarding. Click build mta.yml:

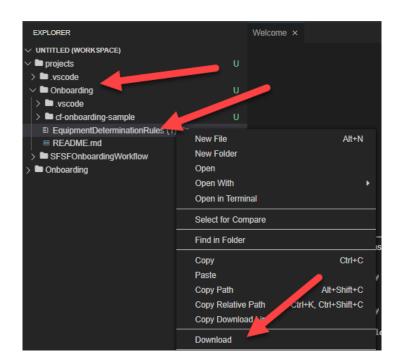


11. The folder mta_archives should be visible now in the project directory and you should see a .mtar file in the folder. Right click it and hit deploy mta archive. This will deploy the workflow to Workflow management. You should get a successful message in your termail.

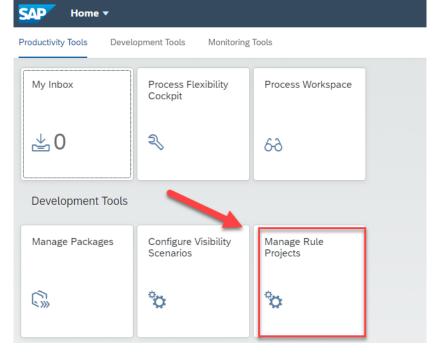


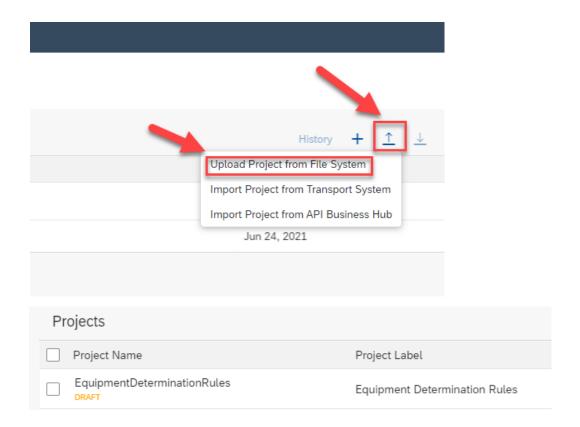
```
Operation ID: 6d1c7fb8-d384-11eb-bf51-eeee0a8db9f1
Operation ID: 6d1c7fb8-d384-11eb-bf51-eeee0a8db9f1
Deploying in org "1fa9cd6etrial" and space "dev"
Detected MTA schema version: "3"
No deployed MTA detected - this is initial deployment
Detected new MTA version: "0.0.8"
Service key "approvals-wm_workflow-credentials" for service "wm_workflow" already exists
Uploading content module "approvals" in target service "wm_workflow"...
Deploying content module "approvals" in target service "wm_workflow"...
Skipping deletion of services, because the command line option "--delete-services" is not specified.
Process finished.
Use "cf dmol -i 6d1c7fb8-d384-11eb-bf51-eeee0a8db9f1" to download the logs of the process.
```

12. Next, we will work on implementing our business rules project. You can download this project by going back out to BAS and into Explorer view. Go to Onboarding -> EquipmentDeterminationRules (1).zip. Right click on the zip file and download it locally to your laptop.



13. Now, let's upload the business rules project. Business Rules was activated when we activated the Workflow Service in the first step of this document. To upload a project, head over to WorkFlow Management Application -> Manage Rule Projects -> hit the upward facing arrow to import -> Upload Project from File System. Once uploaded, click into the project to see contents:

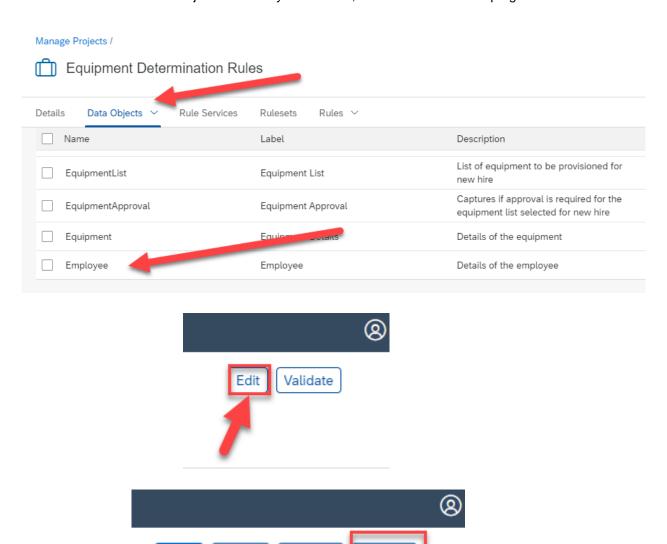




14. After the project loads, you want to hit copy to draft on the top right:



15. Now we must activate the different artifacts used in this Rules Project. First head over to data objects, which are just structures that will be used as inputs and outputs for rules in this project. To activate click into each object individually and hit edit, then activate on the top right:



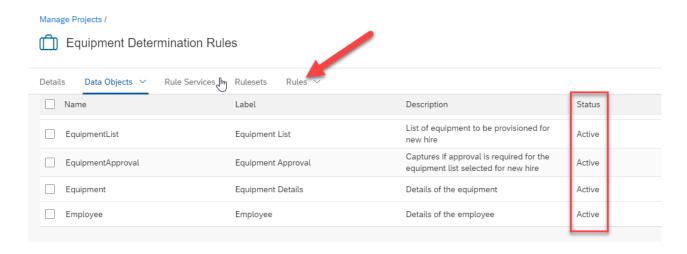
Save

Cancel

Validate

Activate

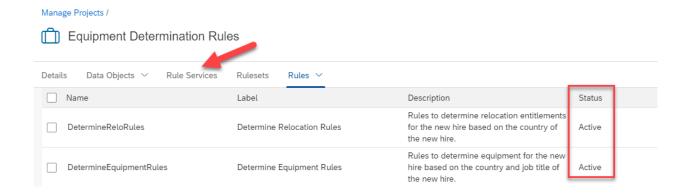
16. Make sure all objects are activated then head over to rules tab:



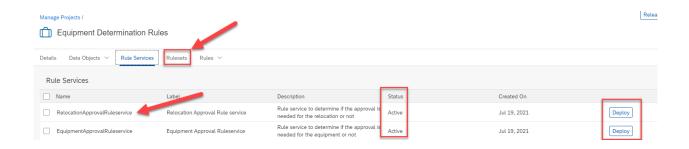
17. You should see some local rules in this section. We will need to activate all rules the same way as we did the data objects. Click into each rule one by one, hit edit, then hit activate:

Manage Projects / **Equipment Determination Rules** Details Data Objects ~ Rule Services Rulesets Rules ∨ Name Label Description Rules to determine relocation entitlements DetermineReloRules Determine Relocation Rules for the new hire based on the country of the new hire. Rules to determine equipment for the new DetermineEquipmentRules Determine Equipment Rules hire based on the country and job title of the new hire.

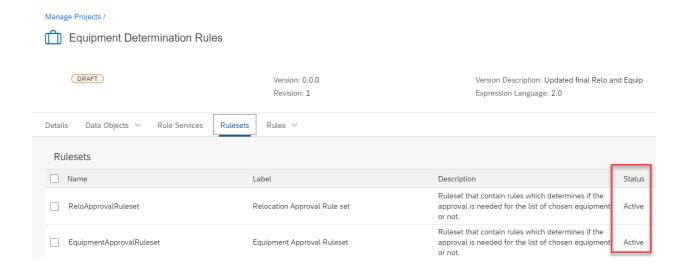
18. Make sure both show active, then head over to the rule services tab:



19. A rule service will expose a Ruleset that contains rules so that you can call it from an external application. In our case, it will be WorkFlow that will call these rules services. Activate these the same way we activated the data objects and rules. Click into them, hit edit, then activate. Make sure both are active, then deploy each one individually. Once deployed click into the Rulesets tab:

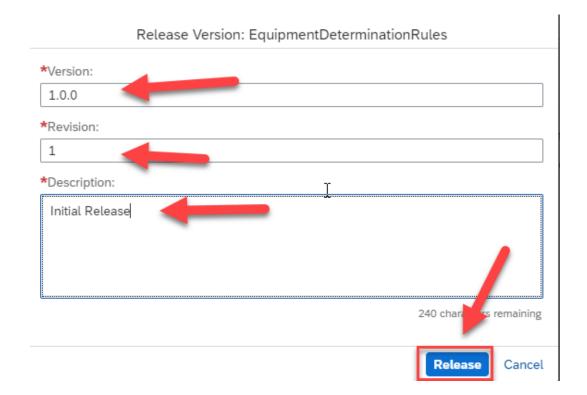


20. You should now see two rule sets here. A rule set is just a collection of rules. Rule sets can then be exposed through the Rule Services. We have two rule sets, each containing one of the rules from our project. Activate these the same way we activated the data objects, rules, and rule services. Click into them, hit edit, then activate. Make sure both are active.



21. Next, we want to release the entire project now so it can be consumed by the Workflow Service. On the top right corner hit release version. Fill out the version info as X.X.X and the revision as X. Then input a comment. Lastly hit release. See below for example input.

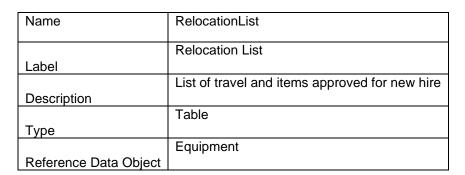




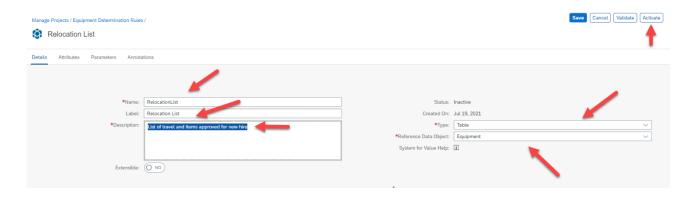
4 Add a Workflow and Business Rules

1. In this section we are going to extend our Business Rules project by adding two new data objects, two rule services, two rule sets, and two new rules. These new objects will be used in our new Relocation Workflow that will be created in this section. Then we will be creating a new WorkFlow that will handle the Relocation process for New Hires. The relocation workflow is only invoked if a new hire in the SuccessFactors sysetm is from India. If the new hire is from India, they will go through the relocation workflow, then the new hire onboarding workflow which we implemented in the previous section. If the new hire is from the U.S., then they will skip the relocation workflow and go directly to the new hire onboarding workflow.

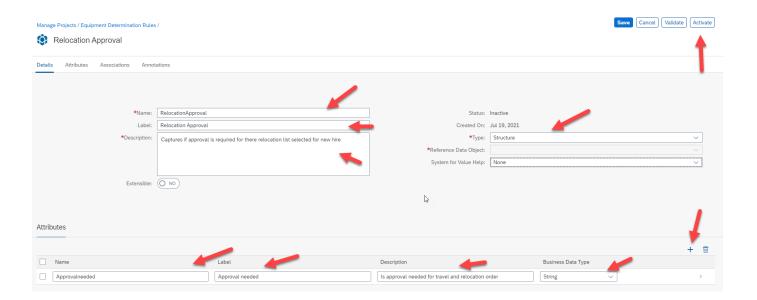
First, lets create our new objects in Business Rules. Go to your busines rules project, and lets create two new data objects. Hit the + icon on right side of the page. Fill out the parameters as shown in the two tables below. You will need to create two new data objects. Make sure to activate each by hitting the activate button once you have created them.







Name	RelocationApproval
Label	Relocation Approval
Description	Captures if approval is required for there relocation list selected for new hire
Туре	Structure
To add Attributes	Hit + Icon
Name	Approvalneeded
Label	Approval needed
Description	Is approval needed for travel and relocation order
Business Data Type	String



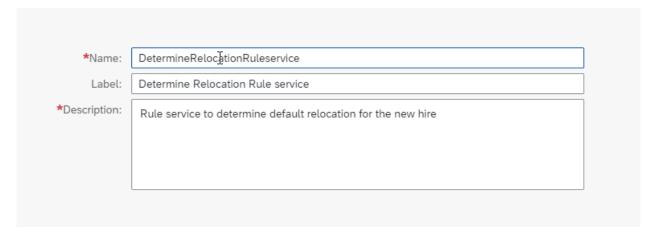
2. Now that we have our two new data objects created. Let's create the rule services. Head over to the tab and hit the plus icon on the right.



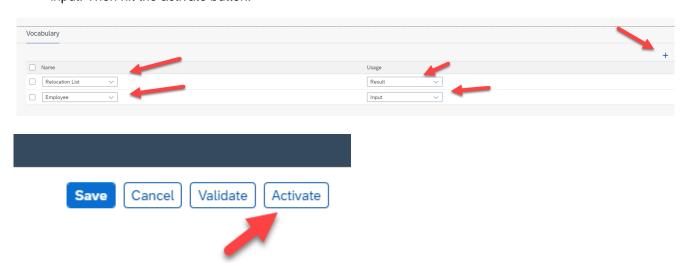
3. Now create the first rule service. See below for parameters.

Name: DetermineRelocationRuleservice Label: Determine Relocation Rule service

Description: Rule service to determine default relocation for the new hire



4. Now in the Vocabulary section hit the add button and select Relocation List and set it as the result. Add another Vocabulary by hitting the add button and select Employee and set it as the input. Then hit the activate button.



5. Next, let's add the second rule service. Back in the rule service tab hit the +icon. Use the below parameters to create the second rule service:

Name: RelocationApprovalRuleservice

Label: Relcoation Approval Rule service

Description: Rule service to determine if the approval is needed for the relocation or not

Manage Projects / Equipment Determination Rules /

Relocation Approval Rule service

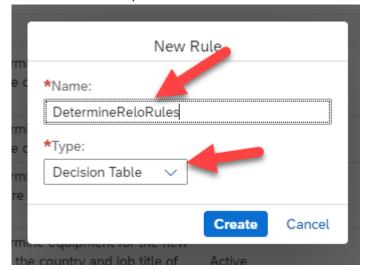


6. Next go to the Vocabulary section and add Relocation Approval as the result. Then add total equipment amount as the input. Last hit the activate button.





7. Now that we have the two rule services created, head over to the rules tab. Hit the plus icon to create a new rule. Input the name as DetermineReloRules and select decision table:



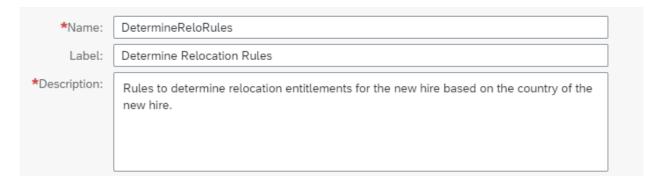
8. On the next screen, fill out the parameters like below:

Name: DetermineReloRules

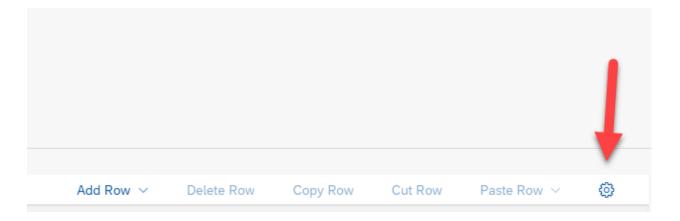
Label: Determine Relocation Rules

Description: Rules to determine relocation entitlements for the new hire based on the country of

the new hire.

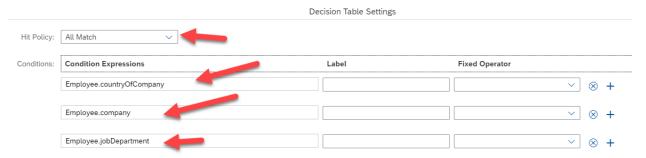


9. Next hit the gear on the bottom right:

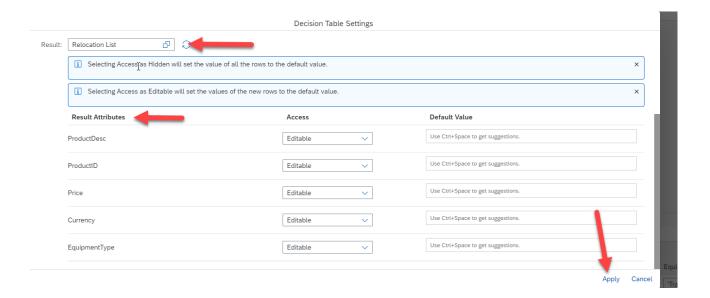


10. On the Pop-up set the Hit Policy to All Match. Next set the below conditions:

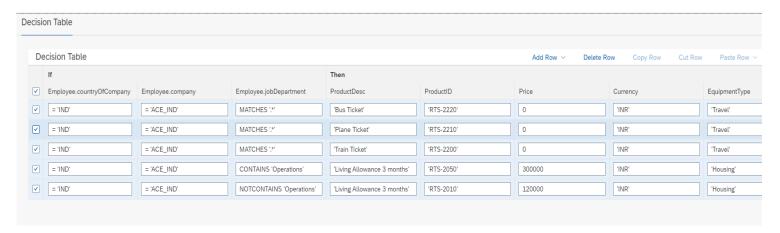
Employee.countryOfCompany Employee.company Employee.jobDepartment



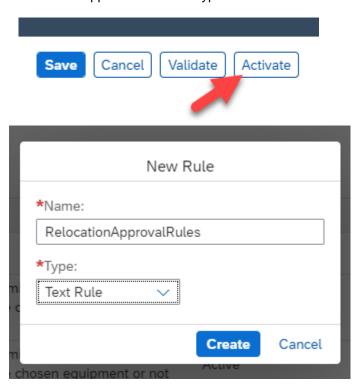
11. Next, set the Result to Relocation List and the attributes should autopopulate like below. Then hit apply:



12. Next, we need to fill out the decision table. The table will take the input and try to match it against one of the rows in the decision table. In our secenario all of the columns in the row must match with the input. If there is a match we set the Result Object and its attributes. Please fill out the decision table like below. Click Add Row to start filling it out:



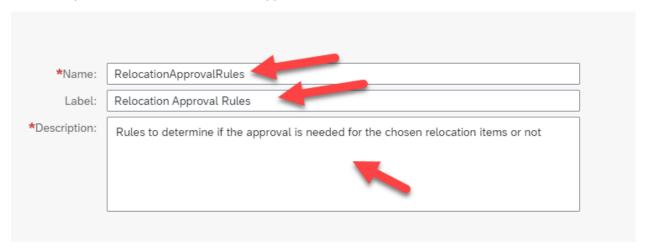
13. Next hit Activate to activate the rule. Then start creating another rule. Fill out the name as RelocationApprovalRules and type as Text Rule:



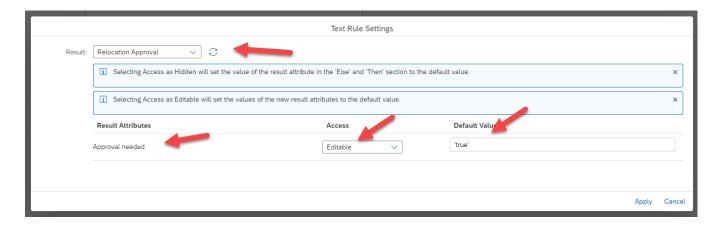
14. Next, fill out the following parameters on the next page for the rule:

Name: RelocationApprovalRules Label: Relocation Approval Rules

Description: Rules to determine if the approval is needed for the chosen relocation items or not

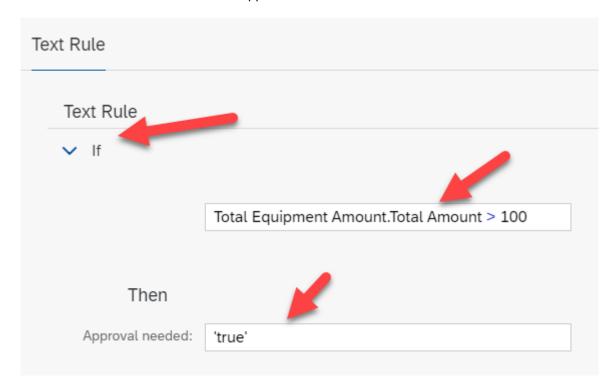


15. Next, hit the gear icon on the right. Fill out the parameters as shown in the picture below. Set the result as Relocation Approval. Set the attribute as Editable and set the default value as 'true'.



16. Next, expand the Text Rule by hitting the arrow. Paste this into the If statement input box: Total Equipment Amount. Total Amount > 100

Next set the Then statement to Approval needed: 'true'



17. Next, scroll down and hit the else drop down and set Approval needed to 'false':



18. Next we need to update the Equipment list to include IND for onboarding.

Open the equimpemnt determination rule, click on edit and in the table insert row and add the following items into the table



Once completed activate the equipment business rules

19. Lastly hit the activate button, then head over to the rulesets tab to create our two new rulesets. Hit the plus icon and fill out the below parameters for the first new ruleset:

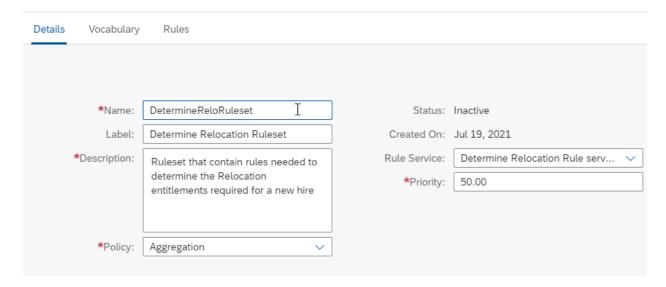
Name: DetermineReloRuleset Label: Determine Relocation Ruleset

Description: Ruleset that contain rules needed to determine the Relocation entitlements required

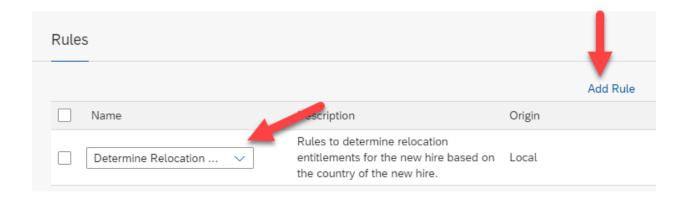
for a new hire Policy: Aggregation

Rule Service: Determine Relocation Rule service

Priority: 50.00



20. Next, scroll down and click Add Rule. Hit the dropdown and select Determine Relocation Rules:



21. Hit Actiavte, and create the final ruleset. Fill out the following parameters:

Name: ReloApprovalRuleset

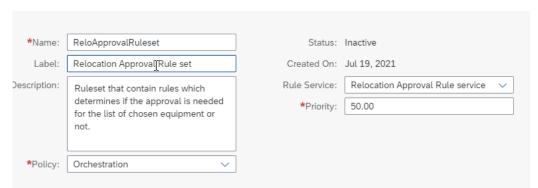
Label: Relocation Approval Rule set

Description: Ruleset that contain rules which determines if the approval is needed for the list of

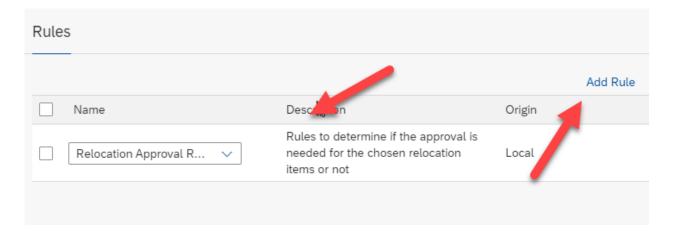
chosen equipment or not. Policy: Orchestration

Rule Service: Relocation Approval Rule service

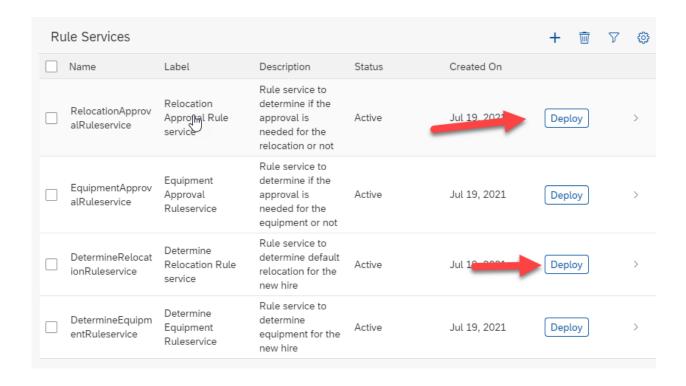
Priority: 50.00



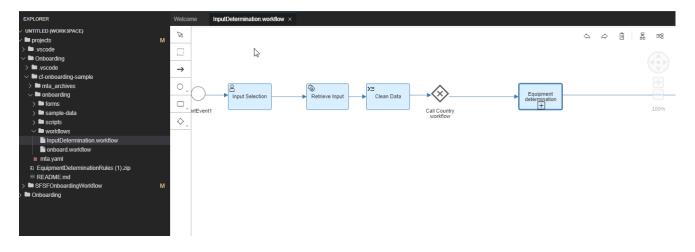
22. Next scroll down add the rule Relocation Approval Rule. Then hit activate:



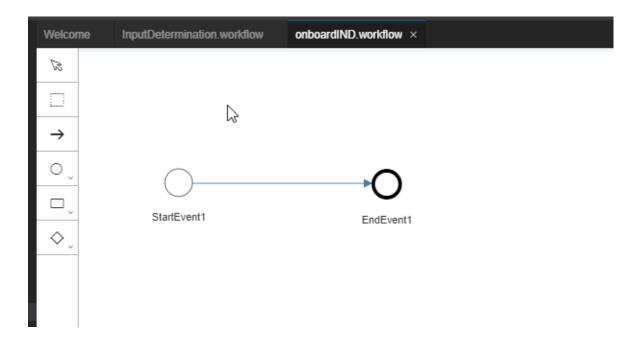
23. Next, go to the rule services tab and hit Deploy for the DetermineRelocationRuleservice and RelocationApprovalRuleservice:



- 24. Lastly, hit the Release Version, so now you can deploy your rule. Now we can begin creating our new India Onboarding Workflow.
- 25. Next, open up BAS and go into your space where you have pulled in the Workflow project earlier in this exercise.

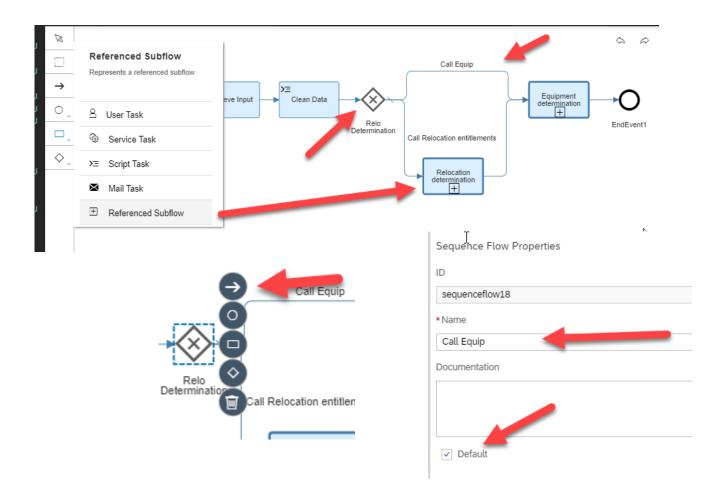


26. First, we want to add a new Workflow to our project. Go to View -> Find command and type Workflow. Select Create New Workflow, then hit enter two times until you get to Name your Workflow Prompt. Enter the name onboardIND.workflow. You should then see a StartEvent1 and EndEvent1 on your Workflow editor screen.

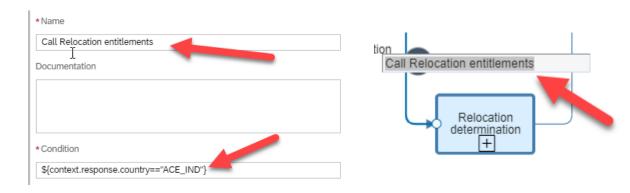


27. Now we have our new Relocation Workflow created. We need to call it from our intial workflow, which is the InputDetermination.workflow. Find it in the explorer on the left, and click into it. Rename the exclusive gateway to Relo Determination. Grab Referenced Subflow task and put it in between the Relo Determination Exclusive

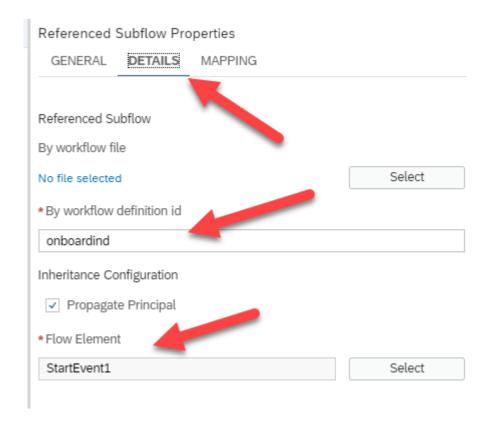
28. Gateway and Entitlement Determination Referenced Subflow task. Lastly draw a line from the Relo Determination Exclusive Gateway to the Entitlement Determination Referenced Subflow task. Name this line Call Equip and set it as your default path. 29.



30. Now, rename the line connecting Relo Determination to Relocation determination to Call Relocation entitlements. Set the condition to: \${context.response.country=="ACE_IND"}



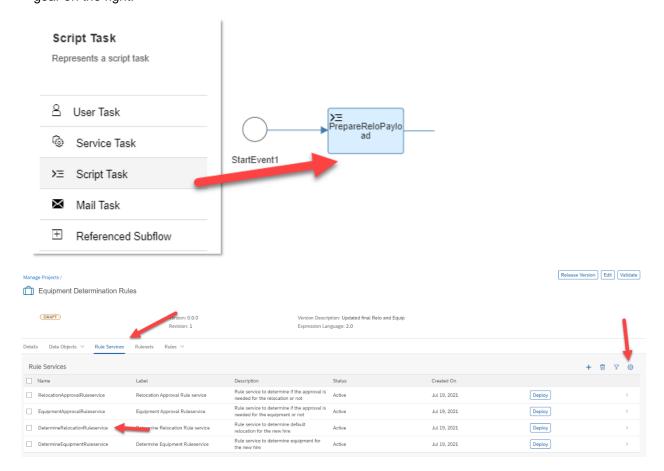
31. Now click the Relocation Determination task, and fill out the Details and Mapping tabs like below:



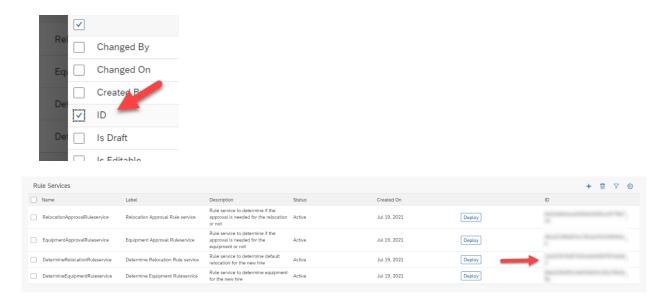
Mapping

Source:	Target:
\${context.response.countryCode}	\${context.response.countryCode}
\${context.response.CInfo}	\${context.CInfo}
\${context.response.country}	\${context.response.country}
Referenced Subflow Properties GENERAL DETAILS MAPPING Input Mapping Add Delete	
Source Context Path Target Context Path	
\$\ \\$\ \\$\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	
\${context.response.CInfo} \${context.CInfo}	
\${context.response.country} \${context.response.country}	
Output Mapping Add Delete	

32. Now go back to your onboardIND.workflow. Add a PrepareReloPayload script task. For this next part you will need your Rule Service ID for the rule you created earlier called DetermineRelocationRuleservice. To find this ID you must go back to the Business Rules application and into your Equipment Determination Rules project. Go to Rule Services and hit the gear on the right.



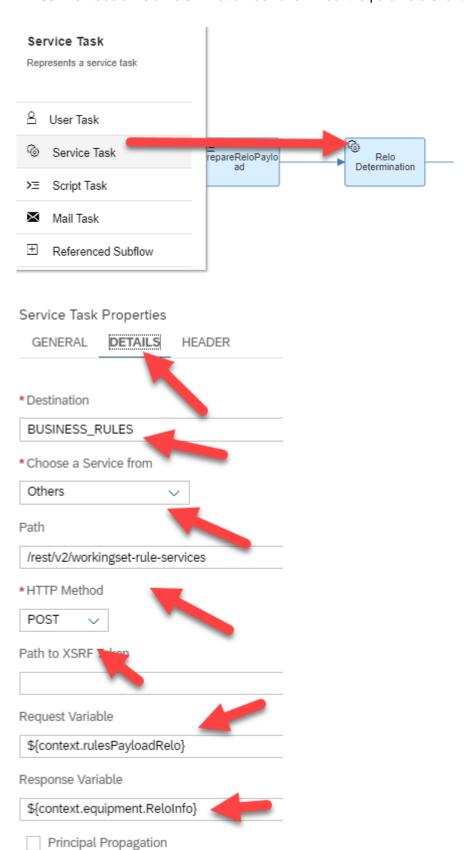
33. Now check the ID box. Hit okay and you should now be able to see your RuleService ID for DetermineRelocationRuleservice.



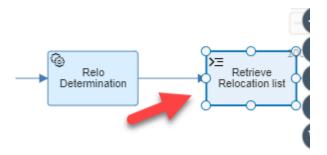
34. Now copy the ID and place it in the parameter <RuleServiceID> in the below code. Take this code and add it as a script for the PrepareReloPlayload task. Save it as PrepareReloPayload.

```
var empData = $.context.CInfo.d;
/****** Prepare Input Payload to Execute Rules ********/
 var employeeRelo = {};
 employeeRelo.countryOfCompany = $.context.response.countryCode;
 employeeRelo.company = $.context.response.country;
 employeeRelo.jobDepartment = empData.department;
 var VocabularyReloEmp = [{
   "Employee": employeeRelo
}];
 var rulesPayloadRelo = {
  "RuleServiceId": "<RuleServiceID",
  //"RuleServiceVersion": "00000000000000000000",
  "Vocabulary": VocabularyReloEmp
};
$.context.rulesPayloadRelo = rulesPayloadRelo;
```

35. Next add a Relo Determination task and Fill out the parameters for the details tab like below:

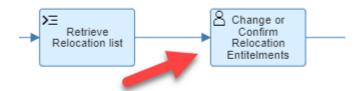


36. Next add a Retrieve Relocation list Script task after created in the previous step. Use the below code and name the script file Relocation List.js.



```
var RelosInfo = $.context.equipment.ReloInfo.Result[0].RelocationList;
var empData = $.context.CInfo.d;
var RelocationInfo = [];
var reloequip = {};
if (RelosInfo.length > 0) {
 for (var i = 0; i < RelosInfo.length; i++) {
   reloequip = RelosInfo[i];
   reloequip.ProdDesc = reloequip.ProductDesc;
   reloequip.Status = "Book";
   reloequip.RequestedLoc = empData.location;
   RelocationInfo.push(reloequip);
 }
}else {
 reloequip = RelosInfo;
 reloequip.ProdDesc = reloequip.ProductDesc;
 reloequip.Status = "Book";
 reloequip.RequestedLoc = empData.location;
 RelocationInfo.push(reloequip);
}
$.context.equipment.RelocationInfo = RelocationInfo;
```

37. Next add a Change or Confirm Relocation Entitlements user task.



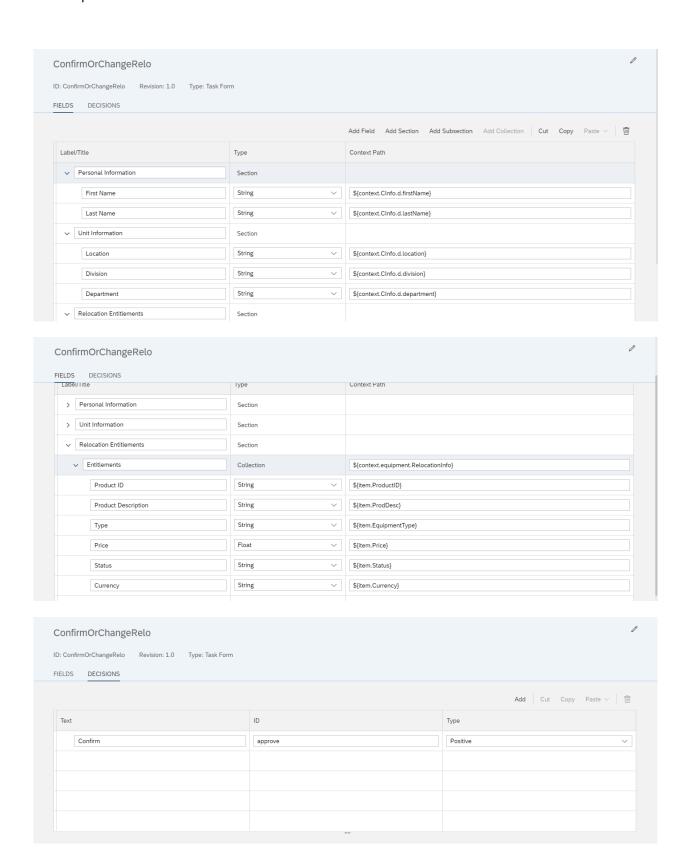
38. Fill out the following parameters for the above user task.

Subject: Confirm or Change relocation entitlements for \${context.CInfo.d.firstName} \${context.CInfo.d.lastName}



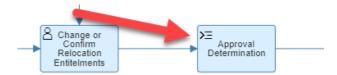
User Task Properties				
GENERAL DETAILS USER INTERFACE ATTRIBUTES				
*Priority				
Medium V				
Display Texts				
*Subject				
Confirm or Change relocation entitlements for \${context.CInfo.d.results[0].fName} \${context.CInfo.d.results[0].lName}				
Description				
Review and update relocation entitlements				
Recipients				
Users				
\${info.startedBy}				

39. The User Interface for this user task will be a form. Go to the User Interface tab in the User task and create a new form. Call the form ConfirmOrChangeRelo.form. Fill out the following parameter for the form. For the Relocation Entitlements Section set Entitlements as a collection:

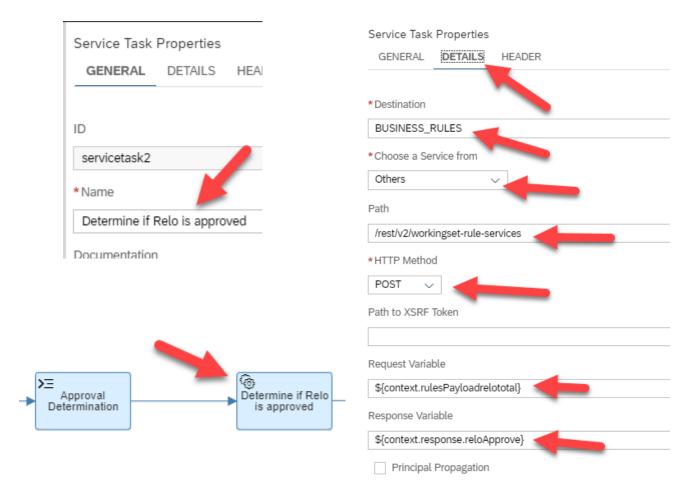


40. Now go back to the onboardIND.workflow and add another script task called Approval Determination. Call the script ReloApprovalDetermination. Replace the <RuleserviceID> parameter in the below script with the Rule Service ID for RelocationApprovalRuleservice. Then add the code to the script file and save it.

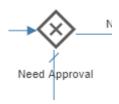
```
var reloInfo = $.context.equipment.RelocationInfo;
var relototal = 0;
var relototalInfo = [];
var relototequip = {};
if (reloInfo.length > 0) {
   for (var i = 0; i < reloInfo.length; i++) {
       relototequip = reloInfo[i];
       relototal = relototal + relototequip.Price;
       relototalInfo.push(relototequip);
   }
}else {
   relototequip = reloInfo;
   relototal = relototal + relototequip.Price;
   relototalInfo.push(relototequip);
}
$.context.equipment.Relototal = relototal;
 var Vocabularyrelo = [{
       "TotalEquipmentAmount": {
         "TotalAmount": relototal
 }
 }];
 var rulesPayloadrelototal = {
   "RuleServiceID>",
   //"RuleServiceVersion": "000002000007000000",
   "Vocabulary": Vocabularyrelo
 };
$.context.rulesPayloadrelototal = rulesPayloadrelototal;
```



41. Next, add a service task called Determine if Relo is approved. Fill out the General and Details tab like below:



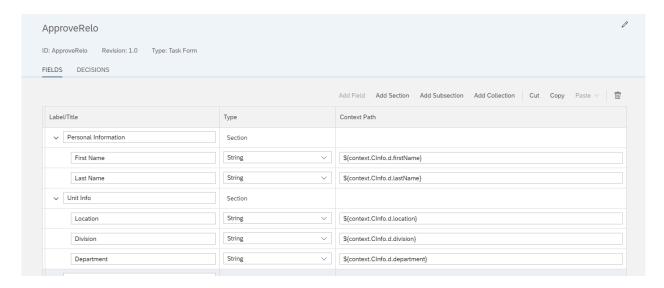
42. Next add and Exclusive Gateway called Need Approval:

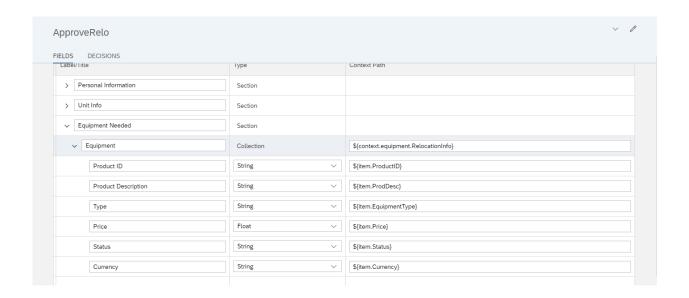


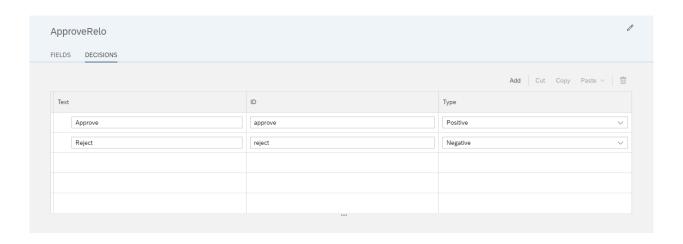
43. Next add an Approve Relocation Entitlements task. Fill out the General, and Details tabs using the below information:

Needs Approve Relocation Entitlements	User Task Properties GENERAL DETAILS USER INTERFACE ID usertask2 *Name Approve Relocation Entitlements
User Task Properties GENERAL DETAILS USER INTERFACE ATTRIBUTES *Priority Medium Display Texts *Subject Approve relocation entitlements for \${context.CInfo.d.results[0].fName} Description	\${context.Cinfo.d.results[0].lName}
Review and approve Relocation Entitlements Recipients Users	

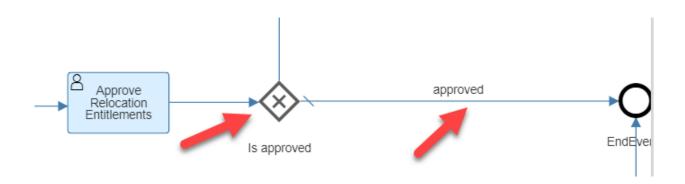
44. Now fill out the user interface tab. Create a new form and call the form ApproveRelo. Setup the form like below:



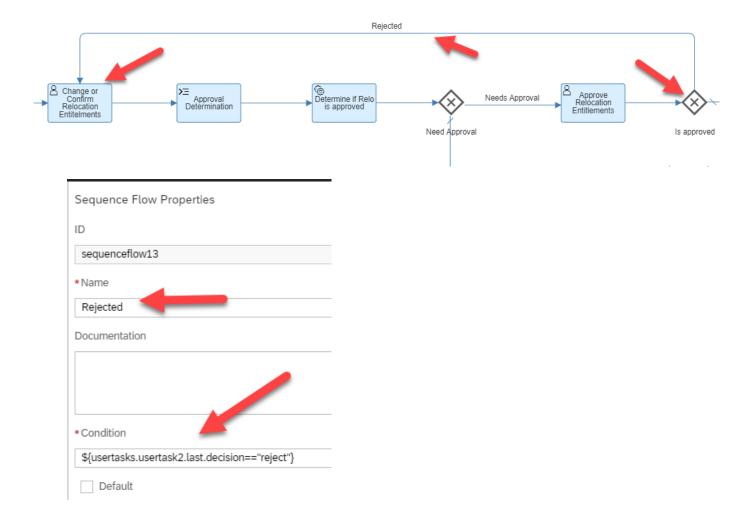




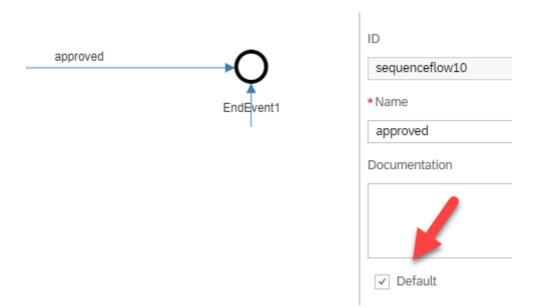
45. Now add another Exclusive Gateway and call it Is approved. Then connect this Exclusive gateway to the EndEvent and call the line approved.



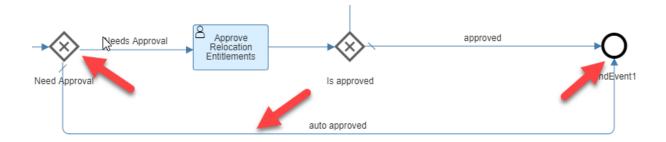
46. Next, connect the Is approved gateway to the Change or Confirm Relocation entitlements user task and call the line Rejected. Set the condition for the line like so: \${usertasks.usertask2.last.decision=="reject"}



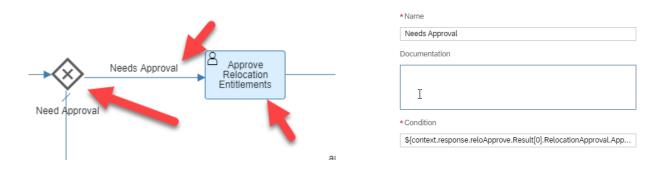
47. Next set the approved line that connects to the end event as the default path.



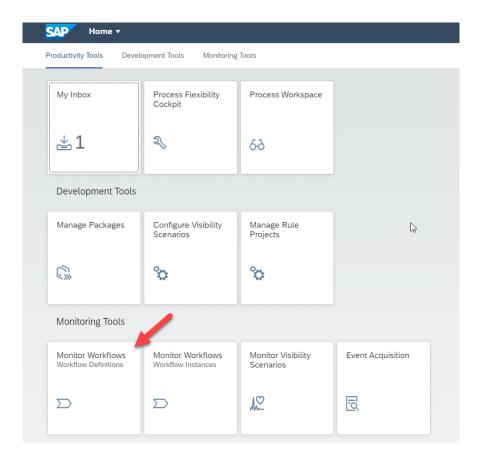
48. Next draw a line from the Need Approval Workflow to the EndEvent1 task, name it auto approved and set it as Default.



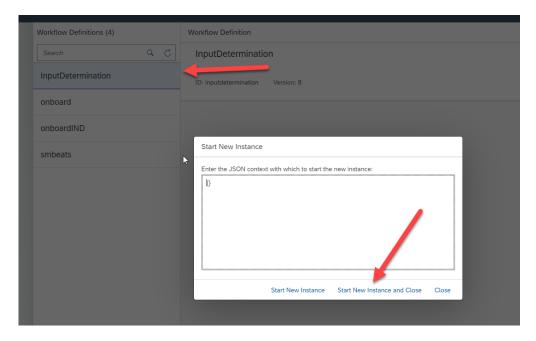
49. Name the line connecting Need Approval and Approve Relocation Entitlements tasks, Needs Approval. Set the condition as follows: \${context.response.reloApprove.Result[0].RelocationApproval.Approvalneeded=='true'}



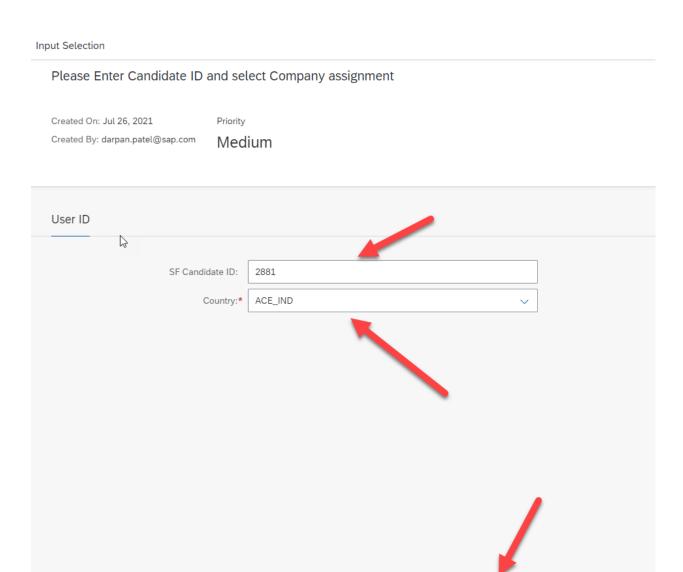
50. Now deploy your workflow. Build the mta.yml file, then deploy the archive as performed earlier in this exercise. To test it out go to Workflow definitions in your Workflow Management application:



51. Now start the workflow InputDetermination. Click Start New Instance and Close without filling out the Context:



52. The workflow has now been started. It is now waiting for user input. You should have received something in your My Inbox App. If you open it up you can put in a Candidate ID and Select US or IND. If you select ACE_IND and use User ID 103095, you will go through the relocation workflow. If you use User ID JSIMPSON and ACE_USA, you will skip the relocation workflow and go straight to onboarding equipment determination. Once you decide which route to go hit Find New Hire to move the workflow forward. Try it Out!



Find New Hire

Show Log

Claim