

# SuccessFactors AssignmentId Conversion

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# 1 Business Use Case

This IFlow can be used to convert SuccessFactors AssignmentIdExternals from an existing value to a new value.

This is typically used for migrations where existing Ids must be adjusted to fulfill future needs (e.g. switch from a pure talent system into an EC leading system).

SuccessFactors has no option to change the AssignmentIdExternals via IMPORT or on the UI. SuccessFactors provides only an API function Import to change the ID.

The IFlow provides an option to run mass changes based on provided conversion CSV/TXT files.

## 2 Prerequisites

### SuccessFactors:

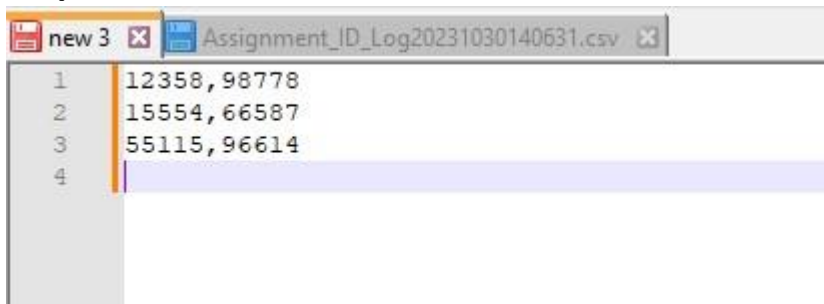
- Access to your SuccessFactors System
- Access to a Cloud SFTP Server (preferred the SuccessFactors SFTP)
- A user with API permissions and permissions to change the AssignmentId

### Integration Suite:

- Access to Integration Suite
- Permissions to configure and run the iFlow

### File:

- The file you provide must be a CSV or TXT file. - It contains NO Header Information - File Structure:  
<old assignmentId>,<new assignmentId>
- Example



1	12358,98778
2	15554,66587
3	55115,96614
4	

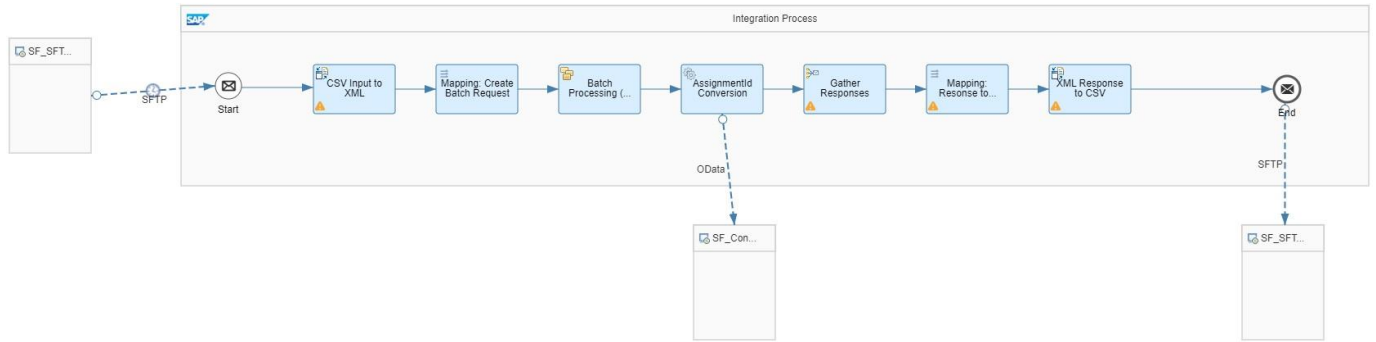
- Hint: If you prepare the file using Excel, please ensure that leading zeros are not deleted if used

## 3 Documentation

The IFlow reads a file from an SFTP Server, sends the change Information to SuccessFactors and provides a log file at SFTP.

### Steps:

1. Read File from SFTP Server
2. Transform the CSV/TXT file into an XML structure.
3. Message Mapping to transform the values from the CSV file into a structure SuccessFactors can understand.
4. Send the data to SuccessFactors (BATCH Job)
5. Receive the result of the import.
6. Message Mapping to transform the response from SuccessFactors into a format a person can read
7. Create a CSV/TXT file with the result of the mapping. 8. Save the file to SFTP Server



## 4 Developments

### 4.1 Connector SFTP – Integration Suite (read file)

SFTP

General

Source

Processing

Scheduler

Name: SFTP

CHANNEL DETAILS

Direction: Sender

System: SF\_SFTP\_SEND

Description:

ADAPTER DETAILS

Adapter Type: SFTP

Transport Protocol: SFTP

Message Protocol: File

SFTP

General

Source

Processing

Scheduler

FILE ACCESS PARAMETERS

Directory: /outgoing/AssignmentIdChange/boscht5

File Name: Assign\_change\_rest\_23\_Oct\*.csv

CONNECTION PARAMETERS

Address: sftp012.successfactors.eu:22

Proxy Type: Internet

Authentication: Public Key

User Name: hr\_ecsc\_integ\_boscht5\_odata\_mig

Private Key Alias:

Timeout (in ms): 60000

Maximum Reconnect Attempts: 3

Reconnect Delay (in ms): 60000

Automatically Disconnect: ☐

Enable Support for Deprecated Algorithms: ☒

SFTP

General

Source

Processing

Scheduler

PROCESSING PARAMETERS

Read Lock Strategy: None

Sorting: None

Max. Messages per Poll: 20

Lock Timeout (in min): 15

Change Directories Stepwise: ☐

Include Subdirectories: ☐

Use Fast Exists Check: ☒

Post-Processing: Move File

Archive Directory: Archive

Configuration Guide

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SFTP

General
Source
Processing
Scheduler

☒ Schedule on Day
☐ Schedule to Recur

Schedule on Day  
On Date

10/24/2023

09:45 PM

1 min

Between

00:00

and

01:00

Time Zone

( UTC 0:00 ) Greenwich Mean Time(Etc/GMT)

## 4.2 CSV Input to XML

CSV To XML Converter

General
Processing

XML Schema:

/xsd/assignmentFileSchema.xsd

Path to Target Element in XSD:

/root/assignmentID

Record Marker in CSV:
Field Separator in CSV:

Comma(,)

Exclude First Line Header:
☐

## 4.3 Mapping: Create Batch Request

Message Mapping

General

Processing

Reference Type:

Static

Resource:

/assignmentFileMapping.mmap

Design / rb.hr.ECSC.AssignmentIdConversion / rb.hr.ECSC.AssignmentIdConversion.assignmentId.TIMER / assignmentFileMapping / assignmentFileMapping

Simulate

root

Search

Structure

Occurrence

root

1.1

assignmentID

0..\*

oldId

1.1

newId

1.1

batchParts

Search

Structure

Occurrence

batchParts

1.1

batchQueryPart

1..\*

uri

1.1

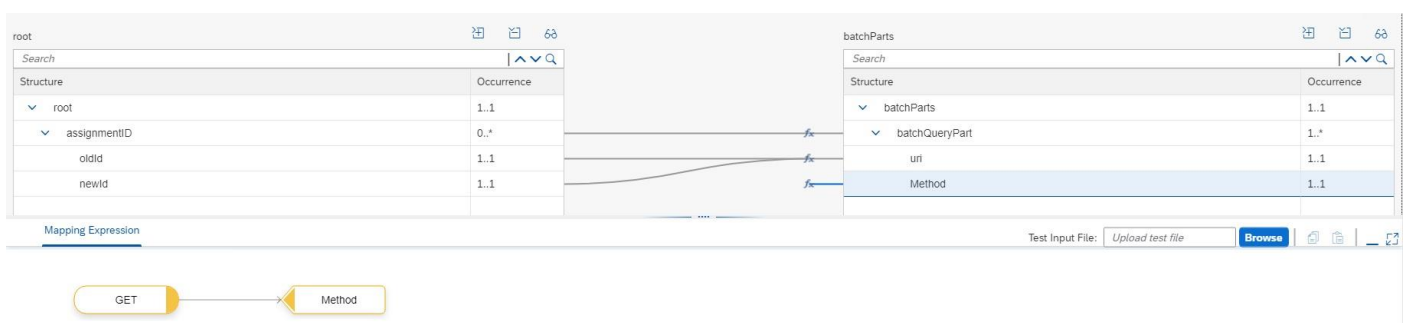
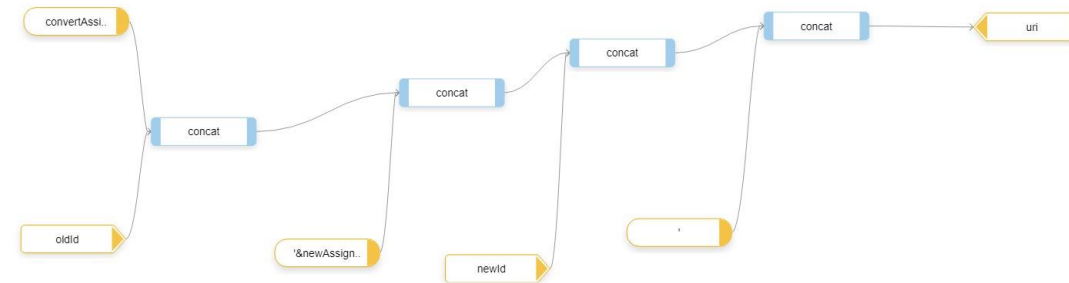
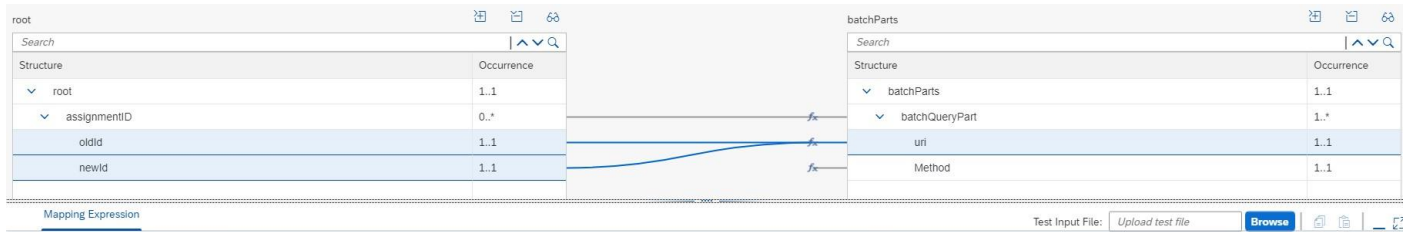
Method

1.1

Mapping Expression

Test Input File: Upload test file Browse

assignmentID → batchQueryP...



## 4.4 Splitter – Batch Processing (max. 180)

General Splitter

General

Processing

Expression Type:

XPath

XPath Expression:

/batchParts/batchQueryPart

Grouping:

150

Streaming:

☒

Parallel Processing:

☐

Stop on Exception:

☒



## 4.5 Send and Receive: Send Batch API to SuccessFactors

**OData**

General Connection Processing

Name: OData

**CHANNEL DETAILS**

Direction: Receiver

System: Receiver

Description:

**ADAPTER DETAILS**

Adapter Type: OData

Transport Protocol: HTTP

Message Protocol: OData V2

**OData**

General **Connection** Processing

**CONNECTION DETAILS**

Address: https://api12preview.sapsf.eu/odata/v2/

Proxy Type: Internet

Authentication: OAuth2 SAML Bearer Assertion

Credential Name: hr\_ecsc\_integ\_boscht5\_odata\_mig

CSRF Protected: ☒

Reuse Connection: ☒

**OData**

General Connection **Processing**

**PROCESSING DETAILS**

Operation Details: Query (GET)

Resource Path: convertAssignmentIdExternal

Query Options:

Enable Batch Processing: ☒

Custom Query Options:

Content Type: Atom

Page Size:

Process in Pages: ☐

Attach Error Details on Failure: ☒

Timeout (in min): 3

**HEADER DETAILS**

Request Headers:

Response Headers:

**METADATA DETAILS**

Request Headers:

Custom Query Parameters:

## 4.6 Gather Responses from Batch

**Gather**

General

Aggregation Strategy

Incoming Format:

XML (Same Format)

Aggregation Algorithm:

Combine at XPath

Combine from source (XPath):

/batchPartResponse/batchQueryPartResponse

Combine at target (XPath):

## 4.7 Mapping: Response to Export File

**Message Mapping**

General

Processing

Reference Type:

Static

Resource:

/AssignmentResultMapping.mmap

batchPartResponse

Structure

Occurrence

batchPartResponse1.1

batchQueryPartResponse1.\*

statusInfo1.1

contentId1.1

body0.1

convertAssignmentIdExternal0.1

String0.1

statusCode1.1

response

Structure

Occurrence

response1.1

assignmentID0.\*

code1.1

message1.1

batchPartResponse

Structure

Occurrence

batchPartResponse1.1

batchQueryPartResponse1.\*

statusInfo1.1

contentId1.1

body0.1

convertAssignmentIdExternal0.1

response

Structure

Occurrence

response1.1

assignmentID0.\*

code1.1

message1.1

Mapping Expression

Test Input File: Upload test file

Browse

batchQueryP.

assignmentID

Configuration Guide

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rb.hr.ECSC.AssignmentIdConversion.assignmentId.TIMER / AssignmentResultMapping / AssignmentResultMapping Simulate

batchPartResponse

Structure	Occurrence
contentId	1..1
body	0..1
convertAssignmentIdExternal	0..1
String	0..1
statusCode	1..1

response

Structure	Occurrence
response	1..1
assignmentID	0..*
code	1..1
message	1..1

Mapping Expression

Test Input File:

```

graph LR
    statusCode[statusCode] --> code[code]
  
```

rb.hr.ECSC.AssignmentIdConversion.assignmentId.TIMER / AssignmentResultMapping / AssignmentResultMapping Simulate

batchPartResponse

Structure	Occurrence
contentId	1..1
body	0..1
convertAssignmentIdExternal	0..1
String	0..1
statusCode	1..1

response

Structure	Occurrence
response	1..1
assignmentID	0..*
code	1..1
message	1..1

Mapping Expression

Test Input File:

```

graph LR
    body[body] --> equals[equals(String)]
    String[String] --> equals
    equals --> if[if]
    if --> message[message]
  
```

## 4.8 XML Response to CSV Format

XML To CSV Converter

General

Processing

BASIC ELEMENTS

Path to Source Element in XSD:

Field Separator in CSV:

Include Field Name as Headers: ☐

PARENT ELEMENT

Include Parent Element: ☐

Include Attribute Values: ☐

## 4.9 Connector SFTP – Integration Suite (write Log to SFTP)

The screenshot shows the 'General' tab of the SFTP connector configuration. The 'Name' field is set to 'SFTP'. The 'CHANNEL DETAILS' section includes 'Direction' (Receiver), 'System' (SF\_SFTP\_LOG), and 'Description'. The 'ADAPTER DETAILS' section includes 'Adapter Type' (SFTP), 'Transport Protocol' (SFTP), and 'Message Protocol' (File).

The screenshot shows the 'Target' tab of the SFTP connector configuration. The 'FILE ACCESS PARAMETERS' section includes 'Directory' (/Outgoing/AssignmentIdChange/boscht5/completed), 'File Name' (Assignment\_ID\_Log.csv), and 'Append Timestamp' (checked). The 'CONNECTION PARAMETERS' section includes 'Address' (sftp012.successfactors.eu:22), 'Proxy Type' (Internet), 'Authentication' (Public Key), 'User Name' (hr\_ecsc\_integ\_boscht5\_odata\_mig), 'Private Key Alias', 'Timeout (in ms)' (10000), 'Maximum Reconnect Attempts' (3), 'Reconnect Delay (in ms)' (1000), 'Automatically Disconnect' (unchecked), and 'Enable Support for Deprecated Algorithms' (checked).

The screenshot shows the 'Processing' tab of the SFTP connector configuration. The 'PROCESSING PARAMETERS' section includes 'Change Directories Stepwise' (checked), 'Create Directories' (checked), 'Flatten File Names' (unchecked), 'Prevent Directory Traversal' (checked), 'Use Fast Exists Check' (checked), 'Handling for Existing Files' (Override), and 'Use Temporary File' (unchecked).

## 5 Configuration steps on SAP Cloud Integration

### 5.1 Sender System (SF SFTP)

**Directory:** This is the folder (structure) where you want to store the file

**File Name:** The name of your file (use \* for dynamic parts if wished)

**Address:** address of the SFTP Server (please add the port 22 to the address)

**Authentication:** Use an authentication that fits to your SFTP Server. In case of SuccessFactors Username/Password Credential Name: Use a valid security artifact.

**Archive directory:** after processing the file we move the file to another folder. please mention the folder here if you want to move the file to another folder.

**Scheduler:** Define by when you want to run the integration. Typically, it is a “one time” action, but you can also schedule the flow,

Sender Receiver More

**Source**

Sender: SF\_SFTP\_SEND

Adapter Type: SFTP

Directory: /outgoing/AssignmentId

File Name: Conversion\*.txt

Address: sftp8.sapsf.com:22

Authentication: User Name/Password

Credential Name: SFTP\_SF

**Processing**

Archive Directory: archive

Schedule: ☒ Schedule on Day ☐ Schedule to Recur

Schedule on Day

On Date: 10/18/2032

On Time: 11:12 AM

Every: 1 min

Between: 00:00 and 01:00

Time Zone: ( UTC 1:00 ) Central European Time(Europe/Berlin)

## 5.2 Receiver System (SuccessFactors)

Sender Receiver More

**Connection**

Receiver: SF\_Conversion

Adapter Type: HCIOData

Address: https://api2preview.sapsf.eu/odata/v2/

Authentication: Basic

Credential Name: SF\_CREDENTIALS

**Processing**

Timeout (in min): 1

## 5.3 Receive System (SF SFTP)

Sender Receiver More

**Target**

Receiver: SF\_SFTP\_LOG

Adapter Type: SFTP

Directory: /outgoing/AssignmentId/result

File Name: Conversion\_Result.txt

Append Timestamp: ☒

Address: sftp8.sapsf.com:22

Authentication: User Name/Password

Credential Name: SFTP\_SF

## 5.4 Parameter

Sender

Receiver

More

Type:

All Parameters

▼

BATCH\_SIZE:

150