SAP Analytics Cloud Integration with SAP SuccessFactors Position Write Back Outbound Flow

Configuration Guide

Document History

Version	Date	Summary of changes

Introduction

This document provides an overview of the artifacts delivered as part of SAP Analytics Cloud integration with SAP SuccessFactors Position write back Integration using Integration Suite.

This document discussed some of the common configuration steps first which are needed across all the scenarios and then give a detailed configuration of individual iFlows

Integration Overview

This guide is intended for Professional Services and SAP or partner consultants to integration SAP SAC With SAP SuccessFactors Employee Central (EC). Integration is through an SAP Cloud Integration available with in Integration Suite on BTP

Integration Options

Before you start the integration, determine your business requirements.it is recommend that you follow the steps mentioned below to successfully integration SAP SAC with SuccessFactors Employee Central

Use the following steps as a guideline to successfully integrate SAP SAC with SuccessFactors Employee Central. This is a simplified approach to a possible integration process. Identify the customer's business requirements, based on the requirements the integration process can be adjusted.

Business Process

The Integration process is available in Discover Spaces of the SAP Cloud Integration. Copy the Integration from Discover Space to Design Space and enhance the integration to match the business requirement.
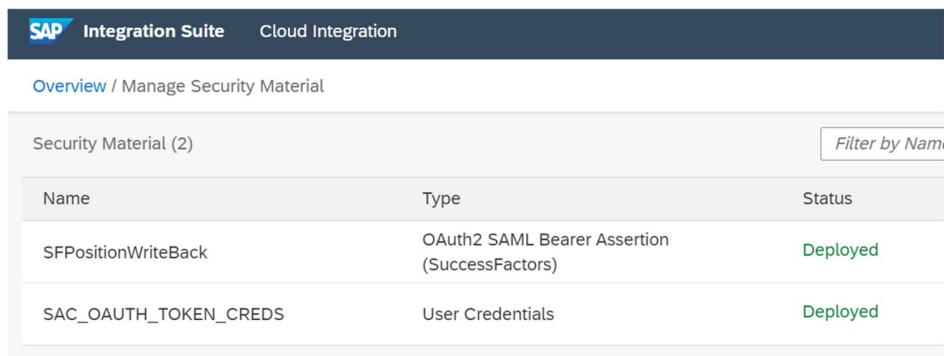
The integration is designed to extract the Planned positions from the SAP SAC via API using Oauth Authentication mechanism and Invoke the SuccessFactors Employee Central using Odata API to Create the Position.

Common Steps

SAP Credential Deployment

For setting up the authentication against SFSF and the SAC you will need to create two credential artifacts (Overview -> Manage -> Security -> Security Material)

1. SFSF EC Credentials: These Credentials will be used to authenticate against the SFSF EC System (standard named used in the workflow: *SFPositionWriteBack*
2. SAP SAC Credentials: These credentials will be used to authenticate against the SAP Analytics Cloud system. (artifact standard name used in the workflow: *SAC_OAUTH_TOKEN_CREDS*)

Name	Type	Status
SFPositionWriteBack	OAuth2 SAML Bearer Assertion (SuccessFactors)	Deployed
SAC_OAUTH_TOKEN_CREDS	User Credentials	Deployed

SFSF EC Credentials

Please refer to this blog on how to set up the OAutth2 SAML Bearer Authentication

[SAP Cloud Integration – OAuth2 SAML Bearer/X.509 Certificate Authentication Support in SuccessFactors Connector | SAP Blogs](#)

Edit OAuth2 Credentials

Name: *	SFPositionWriteBack
Grant Type:	OAuth2SAMLBearerAssertion
Description:	
Audience: *	www.successfactors.com
Client Key: *	Your SF API Key
Token Service URL: *	
Target System Type:	SuccessFactors
Company ID: *	Your SF Company ID
User ID:	Key Pair Common Name (CN)
Key Pair Alias: *	salesdemo_cpicert

Name of the key pair created

Deploy   Cancel

SAP SAC Credentials

Please refer to this blog on how to set up the authentication against the SAC Export API

Using the SAC Data Export API with Data Warehouse Cloud and Data Intelligence | SAP Blogs

Edit User Credentials

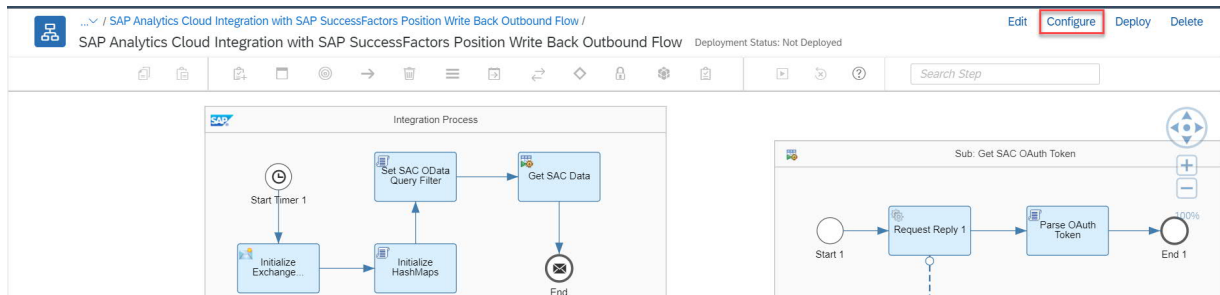|	
Name: *	SAC_OAUTH_TOKEN_CREDS
Description:	
Type: *	User Credentials
User: *	SAC OAuth Client ID
Password:	SAC Secret
Repeat Password:	SAC Secret

Deploy   Cancel

SAP Analytics Cloud Integration with SAP SuccessFactors Position Write Back Outbound Flow

The following screens explain the steps needed to configure the SAP SAC to SAP SuccessFactors position write Integration iFlow before deploying on the customer landscape.

Configure the workflow receivers

To configure the workflow, you must click "Configure" in the top-right corner.

Then go to the Receiver tab.

And then select each of the 3 included receivers using the first drop-down.

In the following section we will walk through the settings for each of the three receivers.

Receiver 1: SAC_Export
This receiver helps you connect to the SAP SAC system to export the newly planned positions.

Address: SAC Export API URL

Tip: To determine the SAC export job URL for the model, please refer to the SAP Analytics Cloud help page

[Export Data with the Data Export Service Open API | SAP Help Portal](#)

[Overview | Data Export Service | SAP API Business Hub](#)

When using the model delivered as part of the standard S*AP Human Experience Management(HXM) Workforce Planning* content package the URL is

https://<your SAC
tenant>/api/v1/dataexport/providers/sac/Caovcf79lrt4Iemzdv5643rzls/FactData

This receiver helps you connect to the SAP SAC system to retrieve the OAuth authentication token.

Address: Error! Hyperlink reference not valid. URL}}/oauth/token

Method: GET

Authentication: Basic (leave as Basic; not relevant as oAuth authentication is used in the flow)

Credential Name: the name of the SAC security artifact that was deployed (default: SAC_OAUTH_TOKEN_CREDS)

Receiver 3: "Insert_SF_Position"

This receiver helps you connect to the SFSF EC system to insert the newly planned position from SAP SAC

Address: {{SF_API_BASE_URL}}/odata/v2/Position

TIP: YOU CAN FIND THE SUCCESSFACTORS API ENDPOINTS HERE:
https://help.sap.com/docs/SAP_SUCCESSFACTORS_PLATFORM/d599f15995d348a1b45ba5603e2aba9b/03e1fc3791684367a6a76a614a2916de.html

Credential Name: the name of the SF Security artifact that was deployed (default: SFPositionWriteBack)

Configuring optional parameters of the job

Once the receivers are successfully configured, you can leverage the optional parameters to limit the integration job to only include positions in specific company codes or job classifications.

You can find the optional parameters by clicking on "more"-tab in the configuration dialog.

Property	Description
COMPANY_CODE	Company Code Loaded into SAC
HR_POSITION	Position ID generated by SAC
JOB_CLASSIFICATION	Job Classification code loaded into SAC
MPL_Log_Switch	Attach MPL log to iflow exeuction

TIP: you can leave one or more of these parameters blank. If you do not want to enter any parameters (= integrate all planned positions to Success Factors) then leave all parameters blank.

Reference Documents:

Integration Suite : [SAP Cloud Integration | SAP Help Portal](#)