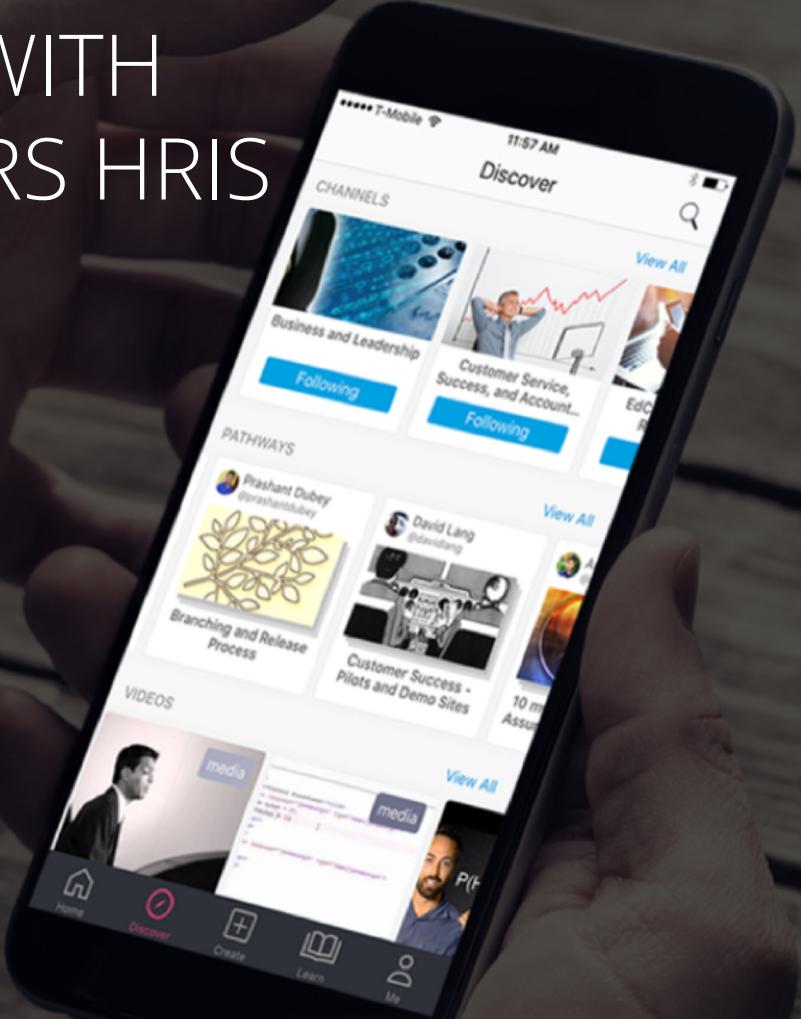


# INTEGRATIONS WITH SUCCESSFACTORS HRIS



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# Enterprise HRIS Integration

- Typically, HRIS Integrations with EdCast comprise of these three aspects:
  - Employee Profile Modelling
    - Setting up a Typical User Profile on LXP
  - Employee Data Synchronization
    - Groups, Users, Managers, Custom Attributes etc
  - SSO Authentication
    - SAML, OAuth, OpenID Connect

# Employee Profile Modeling - Mandatory Attributes

- The LXP can work with the most minimal amount of employee information - only the following attributes are mandatory
  - Email
  - First Name
  - Last Name
- A consistent user account can be created using these mandatory attributes

# Employee Profile Modeling - Custom Attributes

- LXP User Account can be enriched to pass some additional information from the customer's HR record such as:
  - Employee ID
  - Business Unit
  - Functional Manager
- Custom attributes can be populated using any of our integration modes from the HR record of the Employee

# SuccessFactors Connector

- Supports adding/updating users
- Supports adding/updating custom attributes
- Supports synchronizing user states
- Fetches all the user data on day one and then fetches the delta from second day onwards
- SuccessFactors connector runs once in every 24 hours

# SuccessFactors Connector - Things to note

- Doesn't support fetching profile images
- Doesn't support fetching and mapping the manager details

# SuccessFactors Connector - Configuration Parameters

Name	Description	Sample Value
Host URL	Host URL used to fetch users data from SuccessFactor API	<a href="http://acme.sumtotal.host">http://acme.sumtotal.host</a>
Client ID	Client ID given by SuccessFactor	32.1
User ID	User ID given by SuccessFactor	admin
Company ID	Company ID_id given by SuccessFactor	asdasfdsadas==
Private Key	Private Key given by SuccessFactor	acme_corp
Global Unique ID	Unique ID that represents the user (only if SSO is enabled)	acme_id

# SuccessFactors Integration Process (Internal)

1. Customer IT administrator share the SuccessFactors configuration parameters(From slide#7) with EdCast customer support team
2. EdCast support team will configure SuccessFactors job in <https://hrms-prod.edcast.io>
  - o Create HRMS Source with customer provided values

# SuccessFactors HRMS Source (Internal)

Name	Description	Sample Value
Name	Name of the SuccessFactors Source	SuccessFactors Acme SB
source_config	Configuration parameters for the SuccessFactors connector	<pre>{   "host_url":     "https://api4.successfactors.com",   "client_id":     "NGUyZjasdasVjZDQzZjYzNWNjMmR     mOTZhNDBiZmZiZA",   "user_id": "SFAPI_EDCAST",   "company_id": "acmeP",   "private_key": "" }</pre>
optional_config	Optional configuration parameters for the SuccessFactors connector	<pre>{   "sso_enabled": "true",   "external_identifier_key": "acme_id"} }</pre>

# SuccessFactors HRMS Source (Internal)

Name	Description	Sample Value
Field Mapping	Map the EdCast LXP schema to customer's SuccessFactors schema	{ "first_name": { "external_key": "worker_data_data_first_name" }, "last_name": { "external_key": "worker_data_last_name" }}
Organization	Organization of the customer deployment	1908
is_enabled	The option enables the SuccessFactors connector	Yes

