#### Project Hörnsten

#### Interface Specification Functional Document

Interface Name: SuccessFactors Employee Central to Paylocity

RICEFW ID:

Author: Roselle Cartagena

Version: 1.0

IBM | Lundin Mining

#### Document History

Document Location

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Design Authority Approval Details

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Title | Review Date | Approved (Yes/No) |
| Ashish Sachdeva | Integration Lead |  |  |
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# General Information

|  |  |  |  |
| --- | --- | --- | --- |
| **RICEFW ID** |  | | |
| **Short Description** | An outbound integration process extracting data from SuccessFactors Employee Central to be sent to Paylocity Server | | |
| **Process Owner** |  | | |
| **Implementation Phase** |  | | |
| **Transaction(s) (if applicable)** |  | | |
| **Run Frequency** |  | **Language** |  |

# Desired Functionality

SAP SuccessFactors, which is a cloud-based platform will be implemented in Lundin globally to manage Human Resources (HR) related operation such as:

* Core HR capabilities for employee record-keeping, organizational management, and Time Management.
* Talent management for Recruiting, Onboarding, Learning, Performance & Goals, Succession & Development and Compensation & Variable Pay.

Paylocity is the payroll provider for Eagle. SuccessFactors will provide the required data to Paylocity via interface created in SAP Cloud Platform Integration (CPI) to continue its operations.

This Functional Specification is to define the scope of the system integration between SAP SuccessFactors and Paylocity.

## Business Benefits

The integration will provide all the relevant employee and payroll information that Paylocity requires. SuccessFactors Employee Central will act as the source of truth of these employee data to be fetch via CPI interface and sent to Paylocity.

## Scope

There will be 1 interface in scope for this integration, an outbound interface that will send employee data records from SuccessFactors to Paylocity.

SAP SuccessFactors Data Filters:

TBD

## Process flow

## Solution Details

|  |  |
| --- | --- |
| Data Source System: | SuccessFactors Employee Central |
| Data Target System: | Paylocity Server |
| Direction  *(with respect*  *to SuccessFactors)* | |  |  |  |  | | --- | --- | --- | --- | |  | Inbound | Interface data flows inbound to SuccessFactors | | | X | Outbound | Interface data flows outbound from SuccessFactors | | |  | Other | Specify: |  | |  | | | |
| Interface  Type | |  |  |  |  | | --- | --- | --- | --- | | X | Batch | One-way transfer of “accumulated” data set; Usually done by scheduled file transfer. | | |  | Near Real-Time | One-way message-based transfer of data; Usually triggered by event. | | |  | Real-Time | Immediate transfer of small data set; Usually triggered by event. | | |  | Excel Upload | Manually invoked from SAP session; Local spreadsheet file uploaded from PC. | | |  | Other | Specify: |  | |  | | | |
| Interface  Frequency | |  |  |  |  | | --- | --- | --- | --- | |  | Hourly | Details: |  | | X | Daily | Details: | TBD | |  | Weekly | Details: |  | |  | Monthly | Details: |  | |  | Quarterly | Details: |  | |  | Yearly | Details: |  | |  | On-Demand | How often: |  | |  | Other | Specify: |  | |  | | | |
| Type of  Records  Sent | |  |  |  |  | | --- | --- | --- | --- | | X | Full record load | Send all records every time interface is executed | | |  | Delta full records | Only send records where one or more fields have changed since previous execution | | |  | Delta records | Only send fields (and keys) that changed since previous interface execution | | |  | Other | Specify: |  | |  | | | |
| Volume  *(per single*  *execution)* | |  |  | | --- | --- | | Average Volume: | <Volume> records per interface execution | | Peak Volume: | <Lower Volume – Upper Volume> | |

|  |  |
| --- | --- |
| 1. Quality of Legacy Data: 2. Complexity of Legacy Data:   3. Complexity of a Manual Input:  4. Number of SAP Screens: | ( ) Good ( ) Average ( ) Poor  ( ) Simple ( ) Average ( ) Complex ( ) Extra-complex  ( ) Simple ( ) Average ( ) Complex  # screens |

## Mapping and business rules

Below is the mapping documentation showing transformation rules from source field to target field.

a

## Initiating Process / Process Type / Transaction / Program

The interface is scheduled to run every

## Impact to Markets

**TEXT TO BE REMOVED, GUIDANCE ONLY<** Include any impact to global or local markets **>END OF GUIDANCE TEXT**

## Translation Requirements

**TEXT TO BE REMOVED, GUIDANCE ONLY<** Include any language translations that need to be included **>END OF GUIDANCE TEXT**

# Middleware Solution

The CPI interface will run in a defined schedule and fetch the required data from SuccessFactors Employee Central. These data will be transformed and converted into Paylocity data fields and layout. These will be compiled in a file and the file will be sent to Paylocity server for further processing.

# Design considerations for Developers

**TEXT TO BE REMOVED, GUIDANCE ONLY<**

Any functional inputs to be considered by the developers eg: Class/Function module to be used **>END OF GUIDANCE TEXT**

# Integration Impacts

A customized interface is created for this integration process.

# Data Archiving Access Requirements

The data from CPI monitoring is available for checking and debugging in a span of 1 month.

|  |
| --- |
| 1. Please indicate the type of data used in this FSD     Shipments  Shipment Costs  Deliveries  SD Billing documents  Sales documents  Material Documents  Purchase Orders  Purchasing Requisitions  Financial Documents  Material Ledger  COPA  Handling Units  Others:  please specify \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

| **Comments/Notes** |
| --- |
|  |

# Acceptance Criteria

**TEXT TO BE REMOVED, GUIDANCE ONLY<** This should contain the acceptance for each user story **>END OF GUIDANCE TEXT**

# Assumptions

**TEXT TO BE REMOVED, GUIDANCE ONLY<** The technical designer should detail here all the procedures or configuration affecting the enhancement that the developer can take for granted. Other assumptions that the designer foresees will better focus the scope of the enhancement should also be included here.

These are a very important part of the specification as they ensure that no unnecessary development work is undertaken.

It is normal for assumptions to be thought up at the technical development stage as well as the functional specification stage as development and testing may throw up more obscure scenarios than thought out at a business level. These should be discussed during the development stage and added to the spec when agreed.

Example assumptions:

1. All weights in the SAP system will be in kilograms
2. The user-exit will only be available to the Spanish users
3. Deliveries will have a maximum of 5 line items
4. The login language will be Spanish
5. Only Billing documents with Delivery documents (SD Preceding document category ‘J’) as their preceding referenced document will be extracted
6. The lessee’s price will never be more than 7 characters long Etc.**> END OF GUIDANCE TEXT**

# Error Handling/Monitoring Requirement

**TEXT TO BE REMOVED, GUIDANCE ONLY <** Error Handling Detail: Provide details here, if additional information is required.

If this has been identified as a business-critical process, then special job run notifications or error notifications or E-Mail messaging or custom programming may be required to ensure smooth business operation*.* ***>* END OF GUIDANCE TEXT**

## Error Conditions and Logging

**TEXT TO BE REMOVED, GUIDANCE ONLY <** Specify the error conditions under which the program should abort the control. Please describe the general requirements here and provide the escalation steps in the next section. Elaborate on issues like: If the program fails half way through, will this have any impact on any programs to be run after its completion? **> END OF GUIDANCE TEXT**

## Notification

**TEXT TO BE REMOVED, GUIDANCE ONLY <** Use this section to detail how the error should be handled. This may include a fix and a restart, manually editing a message, or it can be restarted automatically. If a common technique is used, please describe how the program/object will use it. For example, if there is a standard email system, what parameters would be used. Use the next section to elaborate on restart procedures if necessary. **> END OF GUIDANCE TEXT**

|  |  |  |  |
| --- | --- | --- | --- |
| **Error** | How error message should be reported | **Error Messages** | **Corrective action** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

## Restart / Recovery

**TEXT TO BE REMOVED, GUIDANCE ONLY <** Use this section to detail how the error should be handled. This may include a fix and a restart, manually editing a message, or it can be restarted automatically. If standard error notification is to be used, write “standard” in the second column. Include external errors such as a short dump due to a database or spool issue. That is, in the event of a catastrophic system wide error, what is the restart procedure?. **> END OF GUIDANCE TEXT**

## Monitoring Requirements

**TEXT TO BE REMOVED, GUIDANCE ONLY <** Any Monitoring requirements eg: BPM**> END OF GUIDANCE TEXT**

# Security Requirements/ Authorization Details

**TEXT TO BE REMOVED, GUIDANCE ONLY<**Please describe any specific security requirements**>**

**END OF GUIDANCE TEXT**

To be filled by FSD Author in case SAP Transaction is used

RICEF is used to update, display or print data? Please capture the details here:

|  |  |
| --- | --- |
|  | Update |
|  | Display |
|  | Print |
|  | All |

Please indicate which SAP module the RICEF applies to.

|  |  |  |  |
| --- | --- | --- | --- |
| Module | Check (X) | Module | Check (X) |
| MM |  | PP |  |
| WM |  | FI |  |
| SD |  | CO |  |
| PM |  | BI |  |
| XI |  | Security |  |
| Master Data |  | ABAP |  |
| Other | *Please Specify* |

Please indicate which scenario, process and process steps the RICEF impacts since the BPML will be updated in line with the security change.

|  |  |
| --- | --- |
|  | **Description** |
| Scenario | *Scenario (exact name as appears in BWL)* |
| Process | *Process (exact name as appears in BWL)* |
| Process Step(s) | *Process Step(s) (exact name as appears in BWL)* |

Please give a brief description of the functionality the RICEF is used for?

e.g. RICEF01357 - The program is used to create and print (PDF form or ALV) sampled physical inventory list. Program copied from J\_3R\_LF\_INV3\_19 and modified . Or

e.g. RICEF02006 - Copy of standard MB25 report with additional Modification of Adding 3 text fields.

Please specify

RICEF needs additional authorization checks on already known organizational levels (e.g. company code, purchasing organization, plants etc.)?

|  |  |
| --- | --- |
|  | Yes |
|  | No |

When answer yes, the following organizational levels need to be checked:

|  |  |
| --- | --- |
| Organizational levels | Check (X) |
| Company Code |  |
| Cost Center |  |
| Profit Center |  |
| Sales Organization |  |
| Purchasing Organization |  |
| Plants |  |
| Other | *Please Specify* |
|  |  |
|  |  |

To be filled by Security Team / Development Team

Additional security requirements needed? (to be filled by security)

|  |  |  |
| --- | --- | --- |
|  | Yes | Proceed in filling the requirements – Developers to implement security requirements |
|  | No | No further information needed – No implementation of additional security requirements needed. |

Information for developer to implement security requirements in RICEF:

Authorization group to be assigned to report / program (to be filled by developer)

|  |
| --- |
|  |

RICEF is started by using an SAP transaction (to be filled by developer)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Custom SAP Transaction | Name: |  | |
|  | None |
| Transaction type *(only to be filled when transaction is used)* | | | |
|  | Report transaction |
|  | Parameter transaction |

Does the report call another custom or standard transaction? (to be filled by developer)

|  |  |  |
| --- | --- | --- |
|  | Yes | Name: |
|  | No |  |

RICEF needs to have additional authorization checks included? (to be filled by security)

|  |  |  |
| --- | --- | --- |
|  | Yes | Organizational segregation needed – e.g. Report is able to access data from all market units |
|  | No | Organizational segregation not needed – e.g. Report only handles market unit specific data |

When answer is yes, please implement the following authorization check in the RICEF before any data is displayed or manipulated:

|  |  |  |
| --- | --- | --- |
| Authorization object | Authorization field: | Authorization values |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

Information for security to setup relation between transactions and implemented authorization checks:

RICEF is using standard components and already has included authorization checks? (to be filled by developer)

|  |  |  |
| --- | --- | --- |
|  | Yes | Includes standard components with standard authorization checks |
|  | No | do not include standard authorization checks or is called by standard transactions. |

When answer yes, the following authorization objects need to be maintained in SU24:

|  |  |  |
| --- | --- | --- |
| Authorization object | Authorization field: | Authorization values |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

# Controls Impacts

**TEXT TO BE REMOVED, GUIDANCE ONLY<**Describe impacts to controls or design considerations or feedback related to controls.>**END OF GUIDANCE TEXT**

# Issues

**TEXT TO BE REMOVED, GUIDANCE ONLY****<**This section should be used like a log during the creation of this document to outline any outstanding issues that need to be resolved prior to continuing with the development work. Prior to sign-off there should be no issues remaining.

**>** **END OF GUIDANCE TEXT**

| **Issue #** | **Date Raised** | **Issue Description** | **Issue Resolution** |
| --- | --- | --- | --- |
|  |  |  |  |
|  |  |  |  |

# Dependencies

**TEXT TO BE REMOVED, GUIDANCE ONLY<**Dependency on other configuration, programs, external applications (if any). **> END OF GUIDANCE TEXT**

# 

# Unit Test Plan

**TEXT TO BE REMOVED, GUIDANCE ONLY <Test Condition** – Unit Test Process to be defined **> END OF GUIDANCE TEXT**



## Key Test Conditions

**TEXT TO BE REMOVED, GUIDANCE ONLY <**Identify methods to verify that the object worked properly such as reports, other transactions, etc.

Identify key business testing conditions. Specifically identify test conditions related to the business requirements, key logic branches, key data variations, etc. Full Assembly test conditions will be captured in HPQC/Worksoft. **> END OF GUIDANCE TEXT**

| **Test Condition** | **Step** | **Step Description** | **Test Data** | **Expected Result** | **Actual Result** | **Executed By/Date** | **Remarks** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

## Technical Test Conditions

**TEXT TO BE REMOVED, GUIDANCE ONLY <** Identify any special technical test conditions. **> END OF GUIDANCE TEXT**

| **Test Condition** | **Step** | **Step Description** | **Test Data** | **Expected Result** | **Actual Result** | **Executed By/Date** | **Remarks** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

## Risk and Controls Test Conditions

**TEXT TO BE REMOVED, GUIDANCE ONLY <** Identify any test conditions needed to test any risks or controls that were identified. Work with PCS to identify these test conditions. **> END OF GUIDANCE TEXT**

| **Test Condition** | **Step** | **Step Description** | **Test Data** | **Expected Result** | **Actual Result** | **Executed By/Date** | **Remarks** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

## Testing Considerations/Dependencies

**TEXT TO BE REMOVED, GUIDANCE ONLY <**Identify testing considerations and dependencies such as data requirements, prerequisite configuration, connectivity, etc. **> END OF GUIDANCE TEXT**

## Exception and Error Handling Test conditions

Exception - special logic or exceptions (e.g. do not process Government Markets customers, only process pre-packs)

| **Test Condition** | **Step** | **Step Description** | **Test Data** | **Expected Result** | **Actual Result** | **Executed By/Date** | **Remarks** |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

Error Handling - functionality in case of errors (e.g. Customer not found, Record already exists)

| **Test Condition** | **Step** | **Step Description** | **Test Data** | **Expected Result** | **Actual Result** | **Executed By/Date** | **Remarks** |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |