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English

Disclaimer

SAP SuccessFactors Workforce Availability
Integration with SAP S/4HANA

SAP SE

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2 Purpose

The purpose of this document is to describe the usage of the SAP CPI content package within an SAP S/4 HANA Integration to SuccessFactors Time Management for Availability Replication.

Note: This is an integration flow for the New Workforce Availability Service which will be replacing the existing JB1 solution to overcome all the limitations the existing service has.

3 Disclaimer

Limitations with Availability replication

1. The SuccessFactors WorkforceAvailabilityService API is under restricted release and does not support proper pagination and delta handling (when called with last modified date). Example: in case of temporary work schedule changes.
2. Due to the limitation that API WorkforceAvailabilityService only allows 1000 records per request; to ensure there is no data missing, count is fetched first then integration flow reads all records in a loop using skip and top.
3. It is recommended to schedule this integration flow on daily basis, so that the actual data replication happens once a day, to handle delta changes. As a pre-requisite to this integration flow schedule, make sure to follow the below sequencing of jobs:
 - I. Employee replication job
 - II. SuccessFactors Availability replication job
 - III. Integration flow mentioned above
4. This integration flow must be manually executed to consider filter parameters at any point of time. For this, the parameter “scope Mode” must be set to ‘true’. In addition, timer “Start Timer: Scope Mode” should be ‘Run Once’ while executing SCOPEMODE manually. Please note the scenarios under which the integration flow needs to be triggered manually with the Scope Mode.
 - I. After the initial mode of replication of Workforce Availability data for the set RBP permissions of Company Code, Job Code, Employee Class, and Employee Type (as explained in SuccessFactors documentation); if there is a need to enhance the scope of these filters, then a manual trigger of the integration flow with the filter as the respective enhancing value of one of the 4 parameters needs to be triggered in the scope mode. After this manual trigger of replication, the next scheduled delta sync will continue to replicate from next time onwards as before. But also, as a pre-requisite, before triggering the integration flow in manual

mode, please ensure to enhance RBP permissions in SuccessFactors also with the new value required for the filter parameters.

- II. If in case a particular employee's availability replication is erroneous or missing due to any reasons, then a manual trigger of the integration flow in the "Scope" mode can be triggered with the respective workassignmentId value as the filter parameter.
5. Supported filters for Scope Mode are combination of parameters "Company Codes", "Employee Class", "Employment Type", "Job Codes" or "WorkAssignmentIDs/UserIds". Make sure to use parameter UserIds alone and don't combine with any other 4 filter parameters. Otherwise, the integration flow execution would fail at run time. For all the parameters, make sure to values separated by commas.
 6. Whenever the integration flow is executed for the first time, the variable "lastSuccExecTimeStamp" is created based on the latest execution timestamp. Removing the timestamp from Manage Variables will again lead into execution of Initial Mode once again.