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SAP SuccessFactors Employee Central with Third Party Benefits Vendor- Bswift- Fetching Data from SuccessFactors Employee Central

Configuration Guide

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Fetching Data from SuccessFactors Employee Central

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1. Overview

1.1 Introduction

This configuration guide outlines the required setup to enable the interface provided in the package for integration between SAP SuccessFactors Employee Central and Bswift. The integration fetches relevant data from SAP SuccessFactors Employee Central and stores it as a cache in the Headers in the form of Key-Value Pairs.

1.2 Audience

The "SAP SuccessFactors Employee Central with Third Party Benefits Vendor- Bswift – Configuration Guide" is intended for both technology and application consultants, detailing how to configure the interface to transfer employee data from SAP SuccessFactors Employee Central to Bswift..

1.3 Additional Documentation

SAP Cloud Integration

SAP SuccessFactors

2. Business Scenario

A customer maintains core HR data (e.g., hires, terminations, job changes) in SAP SuccessFactors Employee Central . Using SAP Cloud Integration, the required data is retrieved fromEmployee Central, transformed as needed, and sent to Bswift for benefits administration—ensuring timely, accurate, and automated benefits processing without manual effort.

3. Prerequisites

- SAP Integration Suite (*with Cloud Integration Capability*) Subscription
- SuccessFactors
- Bswift
- Security Material for all authentications:
    - Credential for successfactors
    - Bswift Credentials

4. Configuration

4.1 Fetch Data from SAP Employee Central from SuccessFactors and store the relevant data.

Parameter	Description/Instruction
ProcessDirect	It has the address which is called by the main flow
RR_Fetching_FO_Division	Fetches the Data relevant to SF entity FO_Division
GS_Store_FODivison	Stores the Data relevant to SF entity FO_Division in Key Value Pairs
RR_Fetching_User	Fetches the Data relevant to SF entity User
GS_Store_User	Stores the Data relevant to SF entity User in Key Value Pairs
RR_Fetching_BusinessUnit	Fetches the Data relevant to SF entity FO_Business_Unit
GS_Store_BusinessUnit	Stores the Data relevant to SF entity FO_Business_Unit in Key Value Pairs
RR_Fetching_department	Fetches the Data relevant to SF entity department
GS_Store_Department	Stores the Data relevant to SF entity department in Key Value Pairs
RR_Fetching_Location	Fetches the Data relevant to SF entity FO Location
GS_Store_Location	Stores the Data relevant to SF entity FO Location in Key Value Pairs
RR_Fetching_FOpayGroup	Fetches the Data relevant to SF entity FO Pay Group

GS_Store_FOPayGroup	Stores the Data relevant to SF entity FO Pay Group in Key Value Pairs

4.2 Process Description

This Integration triggers from a process direct. SAP Cloud Integration acts as the middleware that fetches SAP SuccessFactors Employee Central . It first retrieves the data (Location, division, department changes) from EC. Next, it stores any relevant data in the form of Key-value Pairs using groovy script . Finally, it transmits the transformed data to the Main flow.

5. Deployment after Configuration

Fetch Data from SAP SuccessFactors Employee Central via SuccessFactors to send back to main flow

6. Usage Guidelines

To ensure optimal performance and data accuracy, please follow the below recommendations while using the integration:

1. **Use Delta Load** for all regular, scheduled runs. This approach ensures that only changed or new data is processed, significantly reducing the system load and improving processing efficiency.

2. **Use Full Load** only once during the initial data load or system setup. Repeated execution of full loads should be avoided, as it may result in duplicate entries, increased processing time, and unnecessary system strain.

3. **Do not schedule the integration to run more than once per hour.** Excessive frequency can lead to performance degradation, data conflicts, and potential system overload.

4. **Maintain a minimum interval of 15 minutes between successive executions** (manual or automated). This buffer allows previous jobs to complete properly and avoids overlapping executions, which can impact data consistency and system reliability.

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7.Supported Process

This Integration supports the following SF Entities:

Compound Employee
FO_Division
User
FO_BusinessUnit
FO_department
FO_Location
FOPayGroup

Please reach out to the Incture , Integration Support for any further queries or implementation of custom functionalities and more SF Entities.

8. About Us

Product: Incture

Contact Us: Incture , Integration Support