



Employee Central to hrX Exchange Snapshot Implementation User Guide Version 2.3



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Version	Description	Release Date
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1.1	Updates	December 2019
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Summary of Changes		
Version 1.0 Item No	Change Description	Chapter/Selection
1.0	New document.	All document.
1.1	Integration flow included in the package in API Hub	Various
2.0	Document call out that this guide supports only the old package and not the Payroll Integration 2.0	Section 2
2.1	<ul style="list-style-type: none"> Enables pay group mapping and filtering Document supported and unsupported functionality 	Section 2 and 3
2.2	Added screenshot on operating modes	Section 1
2.3	Rebranding	All sections

Introduction

This document is a guide for users on how to implement the [SCPI Snapshot package](#) in the customer tenant. The reader of the document should be familiar with SAP Cloud Platform Integration.

Related documents

All related documents can be found in [NGA Help Center](#).

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1 Introduction

This document covers the steps for setting up the [EC to hrX Exchange Snapshot integration](#) as part of the integration package:

 [SAP SuccessFactors Employee Central Integration with Third-Party Payroll Vendor - NGA HR.](#)

Due to limitations in the standard integration from EC to hrX Exchange, it cannot be used for data migration if historical records are present prior to the go-live of payroll.

The reason is that the standard integration works with the 'change date' as employee selection criteria and thus has two limitations when performing data migration:

- 1) For hrX Exchange to process the employee, it needs to receive the hire record from EC which can be several years in the past and the employee may have moved since to other legal entities. It would thus send historical data to hrX Exchange which cannot be discarded.
- 2) The change date can be different than the effective date.

If you want to run a payroll parallel, you will only need the records with effective date in that month irrespective of when it was changed.

The snapshot-based integration is intended to be used for data migration only. Instead of loading the data directly into hrX Exchange like the standard integration does, the extracted employees are first loaded into an Excel data migration template. This allows the NGA teams to perform a pre-validation on correctness and completeness of the data prior to loading.

Employees can be selected via different options which are explained in the subsequent chapters.

The following are the common scenarios where you can use this integration:

- Client is using SF EC already prior to go-live of NGA payroll. NGA only needs the current records or the records valid in the month of payroll parallel
The integration makes it possible to take a snapshot on a given date in the past (e.g. January 1st, 2019) and load all active employees on that date as new hires to Exchange
- Client wants to run payroll parallel for historical periods. NGA requires the records valid for the selected payroll parallel period only instead of current data.
The integration makes it possible to send the changes made in a given period, e.g. January 2nd, 2019 to January 31st, 2019, to Exchange.

The EC-hrX Exchange data migration integration does not replace the standard integration but serves a different purpose.

2 Integration Overview

2.1 Supported Functionality

1. Snapshot date as hire date (default: no)

If this parameter is set, it will use the snapshot date as hire date for payroll.

The default behavior is that the hire date of the employee would be taken from EC

2. Operation modes

Depending on the data and period to be extracted, the following modes are available. For further

details on Employee Central's Compound Employee API see [Employee Central Compound](#)

[Employee API](#). To better understand what is supported and its limitation for snapshot see [KBA](#)

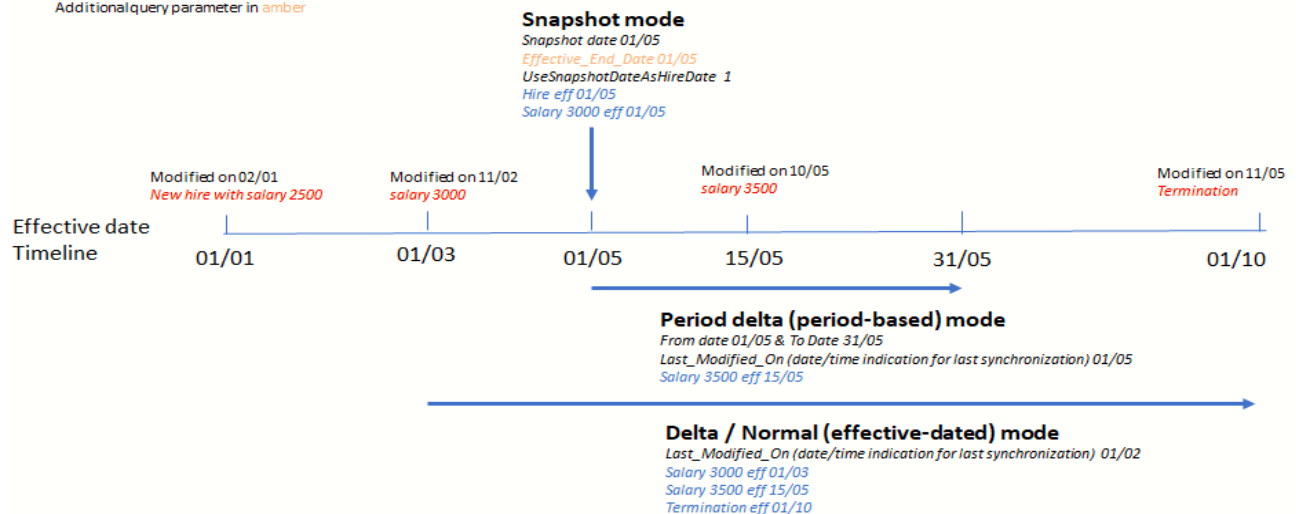
[2307099](#) and for delta see section 3 and for period delta section 4 of [Implementing the Employee](#)

[Central Compound Employee API in Delta Transmission Mode](#).

Mode	Purpose
Standard (Delta)	This selects the standard integration. This mode is use for adhoc run eliminating the need to create another instance of the package in SCPI
Snapshot	Initial data migration to create new hires in hrX Exchange with data valid on the snapshot date for active employees only in SuccessFactors Employee Central
PeriodDelta	Select records valid 'From date' to 'To date' to send over changes in a specific time frame based on the records effective date. This is recommended for capturing any additional data migration activities after the initial data migration using snapshot mode

Behavior per DM mode

Today is 11/05
Parameters in **black**
EC data in **red**
Extracted data in **blue**
Additional query parameter in **amber**



Overview of Snapshot, Period Delta, and Delta Mode

2.2 Unsupported Functionality

1. Snapshot mode does not support migration of employees on global assignment, concurrent employment and terminated employees.
Workaround: Using SuccessFactors Employee Central Reports data migration template is manually created and uploaded to hrX Exchange.
2. [🔗 Compound Employee API Change to Last Modified On & Snapshot Date H2 2020 Release.](#)
Impact: As of the H2 2020 Release, queries that pull data from the 'last_modified_on' and 'snapshot_date' fields will be limited to a maximum of 90 days in the past. For example, if the API data extract occurs on 3/2/20, it will only be able to pull data from 12/3/19 onwards. NGA HR will assess actual impact once the changes hits preview on October 16, 2020.

3 Implementation Guide

There is an artifact for snapshot data migration integration introduced together with the standard package, [SAP SuccessFactors Employee Central Integration with Third-Party Payroll Vendor - NGA HR](#). The artifact (integration flow) is included once customer upgrades to the latest version of the package.

<input type="checkbox"/> Name	Type	Version	Actions
<input type="checkbox"/> Package Integration - SF EC Snapshot based integration to hrX Exchange <input type="checkbox"/> Supports snapshot based integrations for data migration from EC to hrX Exchange Created	Integration Flow	1.0.0	

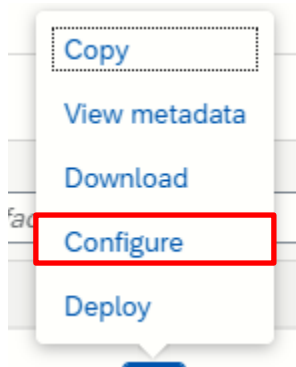
Integration Flow **Package Integration - SF EC Snapshot based integration to hrX Exchange** - Supports snapshot-based integrations for data migration from EC to hrX Exchange

3.1 Integration Flow Configurations

- Go to integration flow and click on Action.

Package Integration - SF EC Snapshot based integration to hrX Exchange Supports snapshot based integrations for data migration from EC to hrX Exchange Created	Integration Flow	1.1.0	
---	------------------	-------	--

- Click on Configure



- The integration flow has 3 tabs, Timer, Receiver and More.

Configure "Data Migration Artifact"

Timer Receiver More

Timer: Start Event [StartEvent_7]

Run Once
 Schedule on Day
 Schedule to Recur

Save Deploy Close

- **Timer** Tab can be scheduled as customer desires, use only for **standard mode**.

Timer: Start Event 2 [StartEvent_2]

Run Once
 Schedule on Day
 Schedule to Recur

Schedule to Recur

Daily

On Time 10:49 AM
 Every 5 min Between 00:00 and 24:00

Time Zone (UTC 0:00) GMT+00:00(Etc/GMT)

- **Receiver** Tab is the Configuration of SF Instance and hrX Exchange web service and SFTP

Timer Receiver More

Receiver: CompoundEmployee

Adapter Type: SuccessFactors

Processing

Address: https://<SFAPI end point url>

Credential Name: <SuccessFactors EC Credentials>

NGA End Point or hrX Exchange web service endpoint and the EFT details are provided by NGA customer project team.

Timer **Receiver** More

Receiver: NGAEndPoint

Adapter Type: SOAP

Connection

Address: https://<NGA end point url>

Credential Name: <NGA Web Service Credentials>

Timeout (in ms): 60000

Timer **Receiver** More

Receiver: SFTP

Adapter Type: SFTP

Target

Directory: <EFT Folder>

Address: <EFT Address>

Credential Name: <EFT Credentials>

- **More** Tab is the Selection Screen of the Integration Flow
 - **BusinessUnit:** Include the foundation object externalCode if you want to include only employees associated with that foundation object.
 - **Company:** Comma-delimited list filter (no blank spaces before/after comma) for specifying the companies to include in the extract. In **snapshot** mode, it is mandatory to put only **1 Company code** per extract to generate 1 file containing all the records for the same LCC.
 - **Component Id:** Maintain the Company ID of the Employee Central Instance
 - **Cost Center:** Enter 1 to send the Cost Center's External Object ID to hrX Exchange or enter 0 to send the external code of the Cost Center.
 - **EmployeeClass:** Comma-delimited list Filter (no blank spaces before/after comma) for specifying the employee classes to include in the extract
 - **From Date:** supporting parameter for **perioddelta** mode indicating the effective start date of the record

- **GCC:** Enter the Global Customer Code
- **IsEmailEnabled:** Enter 1 to enable mail, else enter 0.
- **LastModifiedOn:** Provide a time stamp value in the format yyyy-mm-ddThh:mm:ss.sssZ (for example, 2015-01-01T00:00:00.000Z). This is use for **perioddelta** mode only. Recommendation is to set the value equal to a date within the **From Date** and **To Date** but less than the last modified on when changes were transacted. Recommendation is to set this the day after the snapshot date.
- **Location:** Include the foundation object externalCode if you want to in-clude only employees associated with that foundation object.
- **Mode:** 3 modes available:
 - **standard** – mode to execute the standard integration flow for adhoc run
 - **snapshot** – mode to execute for initial data migration
 - **perioddelta** – mode to execute after the snapshot data migration activities are completed to capture specific time frame data changes needed for additional DM activities.
- **Pay Group:** Comma-delimited list Filter (no blank spaces before/after comma) for specifying th e pay group to include in the extract
- **PersonIdExternal:** Comma-delimited list filter (no blank spaces before/after comma) for specifying the person_id_externals to include in the extract.
- **Snapshot Date:** provide a time stamp value in the format yyyy-mm-ddThh:mm:ss.sssZ (for example, 2019-01-01T00:00:00.000Z). The input date will get the records of employee valid until the snapshot date. This field is exclusive for **snapshot** mode only.
- **Snapshot Query Fields** query option to select the portlet to query during **snapshot** mode. If the field is blank, then it will default all portlet to be selected. The full list of portlet is as follows:
person, personal_information, address_information, email_information, employment_information, job_information, compensation_information, paycompensation_recurring, paycompensation_non_recurring, payment_information, alternative_cost_distribution, deduction_recurring, deduction_non_recurring, personal_documents_information, national_id_card
Note : the customer can remove portlets if they don't like to extract it in the BOD.
- **To Date** Supporting parameter for **perioddelta** mode indicating the effective end date of the record. If the end date of record is greater than the input, it will default as 99991231.

- **UseSnapshotDateAsHireDate** Enter 1 to use the Snapshot Date as the Hire Date, else enter 0 to use the hire date from Job Info portlet. This field is exclusive in **snapshot** mode.
- Once the setup is done, click **Deploy**.

Configure "Data Migration Artifact"

LastModifiedOn:	<Format yyyy-mm-ddThh:mm:ss.000Z>
Location:	<Location>
mode[standard,snapshot,peri...	<Query Mode standard or snapshot or periodelta>
Pay Components - Number:	<1 or 0>
PersonIdExternal:	<Person ID>
Snapshot Date:	<Format yyyy-mm-ddThh:mm:ss.000Z>
Snapshot Query Fields:	<Portlet in EC to query>
To Date:	<Format yyyy-MM-dd>
TransferEventReasonCode-In...	<Transfer Event Code>
TransferEventReasonCode-In...	<Transfer Reason Code>
UseSnapShotDateAsHireDate:	<1 or 0>

Save **Deploy** Close

4 Sample Execution of the Integration

Do not schedule the integration as the data migration should be run on ad-hoc basis only for data migration.

4.1 Standard (Delta) Mode

- Run SCPI Package for Data Migration.
- Set the mode as **standard**.

Configure "Data Migration Artifact"

SCPI:	201
IsEmailEnabled:	1
LastModifiedOn:	2016-01-01T00:00:00.000Z
Location:	
mode[standard, snapshot, peri...]	standard
Pay Components - Number:	1
PersonIdExternal:	262
Snapshot Date:	2019-02-28T00:00:00.000Z
Snapshot Query Fields:	

- Deploy.

Pay Components - Number:	1
PersonIdExternal:	262
Snapshot Date:	2019-02-28T00:00:00.000Z
Snapshot Query Fields:	
To Date:	2018-01-30
TransferEventReasonCode-In...	TRANINTL
TransferEventReasonCode-In...	TRANICOT

Save **Deploy** Close

- hrX received the event just like the standard package. It will appear under Event Tab from hrX Integration.

COMPANY GROUP ▲	PAY GROUP ▲	EMPLOYEE ▲	EVENT ▲	STATUS ▲	SENT DATE ▲	LAST MODIFIED ▲
Electracom US 4	US001 X1 (X1)	Mark Jones (262 / 262)	Hiring	CLOSED WITH WARNINGS	08/03/2019, 05:01	08/03/2019, 05:02

- It can be used to run adhoc without interrupting the standard package that run as scheduled job to pick the deltas.

- Pre-requisite is that the customer should configured the Webservice under Receiver -> NGAEndPoint for hrX and value mapping are being adopt from the standard package.

4.2 Snapshot Mode

- Run SCPI Package for Data Migration.
- Set the mode as **snapshot** and snapshot date that will be use as the starting point.

mode[standard,snapshot,peri...

Pay Components - Number:

PersonIdExternal:

Snapshot Date:

Snapshot Query Fields:

To Date:

Deploy.

Configure "Data Migration Artifact"

SCC:

IsEmailEnabled:

LastModifiedOn:

Location:

mode[standard,snapshot,peri...

Pay Components - Number:

PersonIdExternal:

Snapshot Date:

Snapshot Query Fields:

To Date:

TransferEventReasonCode-In...

TransferEventReasonCode-In...

UseSnapshotDateAsHireDate:

Save Deploy Close

- hrX received the event and will appear under Inbound File Tab from hrX Integration.

COMPANY GROUP	FILE	SENT DATE	LAST MODIFIED	SENDER	STATUS	ELAPSED TIME	LINK TO BATCH CONTENT
Electacom	Batch File	08/03/2019, 07:02	08/03/2019, 07:02	PEX	Closed - Success (No Events)	00:00:09	Display all Events
Electacom	Batch File	08/03/2019, 07:02	08/03/2019, 07:02	PEX	Closed - Success (No Events)	00:00:18	Display all Events

- It will have 2 events - the BOD XML file that the package created and the other file containing the Excel Data Migration File.

XML File coming from SCPI contains 1021 transtype with filename:
GCCLCC1021_DateTimeStamp.xml.

Electracom	Batch File	08/03/2019, 07:02	08/03/2019, 07:02	PEX	Closed - Success (No Events)	00:00:18	Display all Events
General Event Information							
08/03/2019, 07:02	Created By (PEX)						
08/03/2019, 07:02	Received						
08/03/2019, 07:02	Waiting: File Transfer						
08/03/2019, 07:02	Waiting: Transforming File						
08/03/2019, 07:02	Waiting: Creating Individual Events						
08/03/2019, 07:02	Processed Successfully						
08/03/2019, 07:02	Closed - Success						
/interfaces/zsa/workday/itfd01/in/ZZA00000102120190308070216.xml							

The other event is the Data Migration File generated in Exchange contains 1013 as transtype with filename GCCLCC1013_SF2DM_DateTimeStamp.xlsx.

Yourcorp US 2	Batch File	15/03/2019, 10:23	15/03/2019, 10:24	PEX	
General Event Information					
15/03/2019, 10:23	Created By (PEX)				
15/03/2019, 10:23	Received				
15/03/2019, 10:24	Waiting: File Transfer				
15/03/2019, 10:24	Waiting: Transforming File				
15/03/2019, 10:24	Waiting: Creating Individual Events				
15/03/2019, 10:24	Processed Successfully				
15/03/2019, 10:24	Closed - Success				
/interfaces/z05/workday/itfd01/in/Z05US0021013_SF2DM_20190315T092359.xlsx					
More Details New Ticket Close Batch					

Status	
Created By (PEX)	15-Mar-2019 10:23:59 +01:00
Received	15-Mar-2019 10:23:59 +01:00
Waiting: File Transfer	15-Mar-2019 10:24:00 +01:00
Waiting: Transforming...	15-Mar-2019 10:24:12 +01:00
Waiting: Creating Indi...	15-Mar-2019 10:24:12 +01:00
Processed Successfully	15-Mar-2019 10:24:12 +01:00
Closed - Success	15-Mar-2019 10:24:12 +01:00

Report Area	
Unprocessed	0
Total	0

Download Source
Download Event Status

- Download the Excel Data Migration and double check the data quality.

Closed - Success +00:00
08-Mar-2019 07:0
+00:00

Report Area

Unprocessed 0

Total 0

Download Source
Transformed Final Bod

Download Bod

- Open the File, it should contain the Hire Tab and other Data Changes.

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
1	Person ID	Person Le	Person Legal IC	Given Name	Middle N	Family Name + H	Secondary Salutation	Generatio	Qualificat	Title	Initial	Name in I	Email Address	Address T	Line 1	Li
2	hr:Indicati	hr:Indicati	hr:IndicativeDe	hr:IndicativeD	hr:Indicati	hr:IndicativeData	hr:Indicati	hr:Indicati	hr:Indicati	hr:Indicati	hr:Indicati	hr:Indicati	hr:IndicativeData	hr:Indicative	hr:Indicati	hr:Indicati
3	262	US-SSN	111-22-2333	Mark		Jones		Mr.					markjones@z03.com	home		
4	263	US-SSN	498-49-4646	Peter		Pan							peterpan@z03.com	home		
5	265	US-SSN	111-11-1197	TestBug1611		LongLocation							testbug1611.longlocation@z03.com	home		

- Redrop in SFTP for final process.
 - Remove the column for Hire Reason with xpath
`nga:PayServEmpExtension/nga:AlternateDescriptions/nga:Description[@Type="HireReason"]`
 - Before re-dropping the file in SFTP, make sure to rename the file for system id 1999 for Data Migration. Follow the file name format of the data migration file
 - `[GCC][LCC]1999<free_text>.xlsx`
 where:
 - The first 3 digits represent the GCC (Global Company Code)
 - followed by a 5 digit LCC (Local Company Code)
 - followed by "1999" (represents the Data Migration file type)
 - followed by free text.
 - No spaces are allowed in the filename.
 - Follow the normal processing steps of file type "1999" in hrX Exchange.
- The recipient will receive a summary excel file containing the Employee ID, LCC and Status whether an Employee has been created a Hire BOD or contains an Error if any.

A	B	C	D	E	F	G	H	I	J	K
1	Snapshot Summary Log									
2	Person Id	LCC	Hire Date	Message						
3	262	US004		8/4/2016 Hire BOD Created						
4	263	US004		8/1/2016 Hire BOD Created						
5	265	US004		11/14/2016 Hire BOD Created						

Snapshot EE Summary

kirkdominic.madrone@ngahr.com

Today, 3:02 PM
kirkdominic.madrone

snapshot_ee_list.csv
519 bytes

Download
Save to OneDrive - Northgate Information Solutions Limited

Hi,

Attached is the summary of employee extracted in Snapshot mode.

Thank you.

- It has a PayloadLogging so that if the email recipient was not set, you can still download the text file containing the summary log of the extract.

Under the Monitor Tab, select the package and Click on Attachment and download the file.

Data Migration Artifact

Last Updated at: Mar 08, 2019, 14:50:48

Status
Properties
Logs
Attachments

Name	Modified At	Size	Actions
ResponsePayload: text/plain	Mar 08, 2019, 14:50:46	1 KB	↓

- The Inactive Employee was not included in the extract during snapshot mode.

4.3 Period Delta Mode

- Run SCPI Package for Data Migration.
- Set the mode as **perioddelta**.

Configure "Standard Package with Snapshot and Period Delta Mode"

EmployeeId:	<input type="text"/>
From Date:	<input type="text" value="2019-03-01"/>
GCC:	<input type="text" value="Z01"/>
IsEmailEnabled:	<input type="text" value="1"/>
LastModifiedOn:	<input type="text" value="2019-03-01T00:00:00.000Z"/>
Location:	<input type="text"/>
mode[standard, snapshot, peri...]	<input type="text" value="perioddelta"/>
Pay Components - Number:	<input type="text"/>
PersonIdExternal:	<input type="text" value="262"/>
Snapshot Date:	<input type="text" value="2019-04-28T00:00:00.000Z"/>
Snapshot Query Fields:	<input type="text"/>
To Date:	<input type="text" value="2019-03-30"/>

- Set the effective start date and end date of the record and Last Modified On usually the date after the snapshot date.

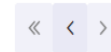
Configure "Standard Package with Snapshot and Period Delta Mode"

EmployeeClass:	
From Date:	2019-03-01
GCC:	Z01
IsEmailEnabled:	1
LastModifiedOn:	2019-03-01T00:00:00.000Z
Location:	
mode[standard,snapshot,peri...	perioddelta
Pay Components - Number:	
PersonIdExternal:	262
Snapshot Date:	2019-04-28T00:00:00.000Z
Snapshot Query Fields:	
To Date:	2019-03-30

- Deploy.
- hrX will receive the event via webservice to update the record of employee.

COMPANY GROUP	PAY GROUP	EMPLOYEE	EVENT	STATUS
Electracom US 4	US001 X1 (X1)	Mark Jones (262 / 262)	Data Change	CLOSED - SUCCESS

General Event Information	
11/03/2019, 06:20	Created By (PECI)
11/03/2019, 06:20	Sent Date
11/03/2019, 06:20	Received (Success Factors Employee Central)
11/03/2019, 06:20	Waiting: Submission (Third Party)
11/03/2019, 06:20	Waiting: Response (Third Party)
11/03/2019, 06:37	Accept In Process by (Kirk Madrona)



ADD

Personal Data

Communication

Start Date: 11-Mar-2019 (Old Value: 01-Aug-2016)

Payroll and comments

Payroll Service ID: 262

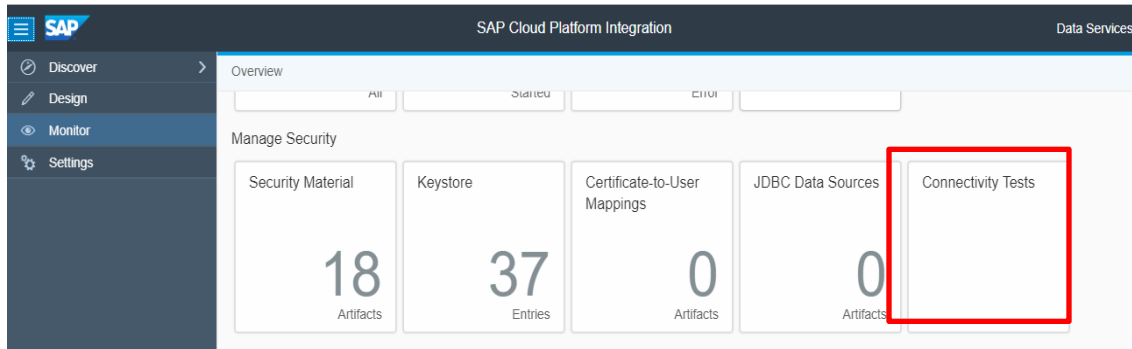
Comments:

Print

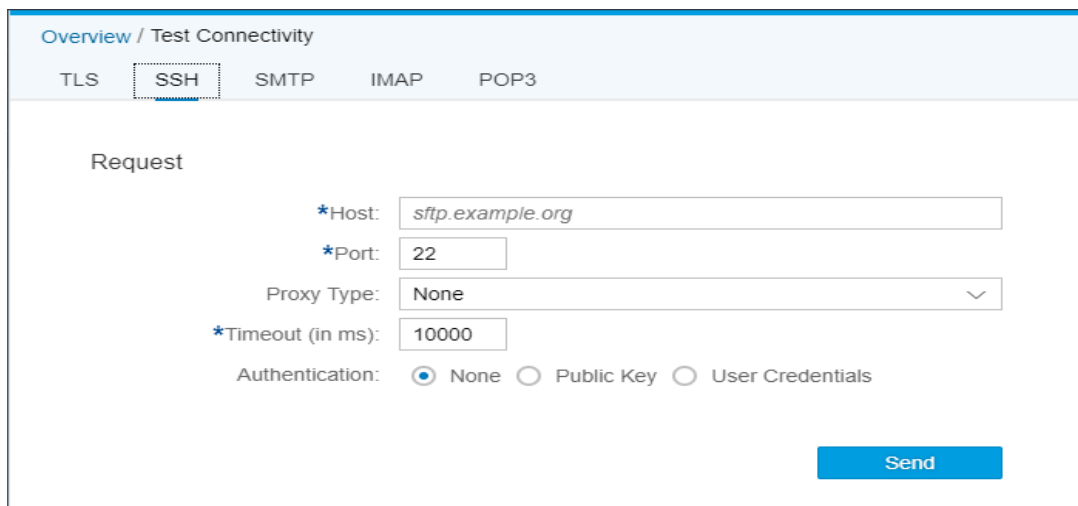
5 Configured Known Host for New SFTP Connection

- Start Connectivity Test.

Under Monitor of SCPI Tenant, Click on Connectivity Test.



- Click on SSH.

A screenshot of the 'Test Connectivity' form in the SAP Cloud Platform Integration Monitor. The 'SSH' tab is selected. The form is titled 'Request' and contains the following fields:

- *Host: sftp.example.org
- *Port: 22
- Proxy Type: None
- *Timeout (in ms): 10000
- Authentication: None Public Key User Credentials

A blue 'Send' button is located at the bottom right of the form.

Populate Information as below using the information provided by NGA:

Overview / Test Connectivity

TLS **SSH** SMTP IMAP POP3

Request

*Host:

*Port:

Proxy Type:

*Timeout (in ms):

Authentication: None Public Key User Credentials

*Credential Name:

Check Host Key

Check Directory Access

Directory:

Credential name is maintained in Monitor->Manage Security->Security Material

Directory is the path of folder you wanted to drop the file. In HrX, it is usually drop in **/in** folder.

- Click Send, it should give you the Host Key.
- Click Copy Host Key.

Overview / Test Connectivity

TLS **SSH** SMTP IMAP POP3

Request

*Host:

*Port:

Proxy Type:

*Timeout (in ms):

Authentication: None Public Key User Credentials

*Credential Name:

Check Host Key

Check Directory Access

Directory:

Response

Successfully reached host at redacted.com:22

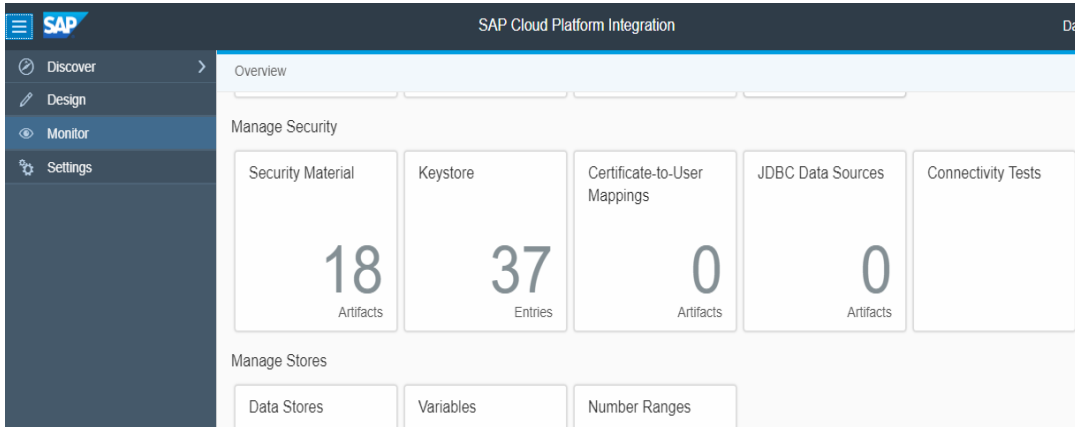
Host Key Type: ssh-rsa

Host Key Fingerprint: redacted:1c:77:66

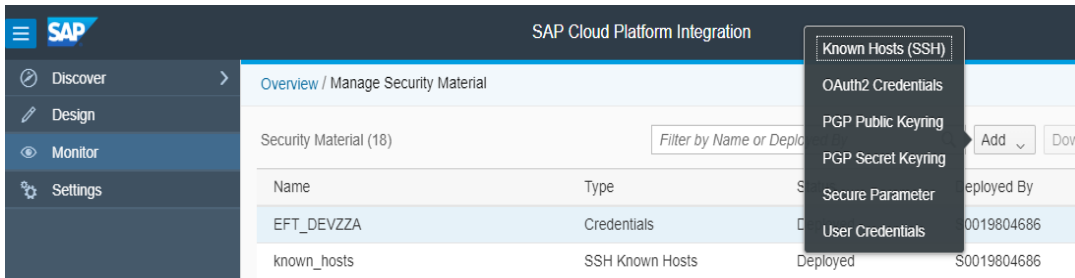
Directory:

```
drwxrwx-rw- 1 user  group      0 Mar  8 07:12 in
-rw-rw-rw- 1 user  group      7441 Oct 17 2017 ZZANL0021001_
```

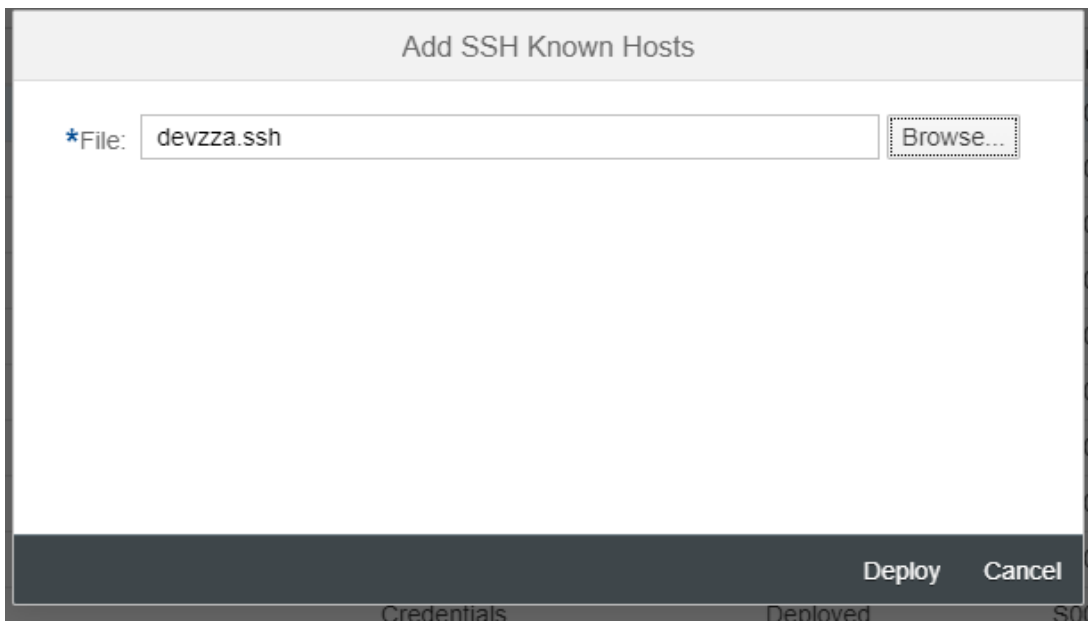
- Paste the Host Key to notepad and save as <any naming convention>.ssh
- Go Back to Monitor->Security Material



- Click Add Known Host.



- Browse the Host Key and Deploy.



- The connection to SFTP is now paired and the CPI tenant security will allow sending the file to SFTP.

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