

Configuration Guide

SAP and SuccessFactors

Document Version: 1.0 – 2015-01-01

CUSTOMER

SuccessFactors EC to Benefitfocus HCI Integration Flow

Configuration Guide



Typographic Conventions

Type Style	Description
<i>Example</i>	Words or characters quoted from the screen. These include field names, screen titles, pushbuttons labels, menu names, menu paths, and menu options. Textual cross-references to other documents.
Example	Emphasized words or expressions.
EXAMPLE	Technical names of system objects. These include report names, program names, transaction codes, table names, and key concepts of a programming language when they are surrounded by body text, for example, SELECT and INCLUDE.
Example	Output on the screen. This includes file and directory names and their paths, messages, names of variables and parameters, source text, and names of installation, upgrade and database tools.
Example	Exact user entry. These are words or characters that you enter in the system exactly as they appear in the documentation.
<Example>	Variable user entry. Angle brackets indicate that you replace these words and characters with appropriate entries to make entries in the system.
EXAMPLE	Keys on the keyboard, for example, F2 or ENTER.

Document History

Version	Date	Change
1	2015-01-01	First Version

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1 Introduction

This document provides an overview of the artifacts delivered as part of SF EC – Benefitfocus Integration using HCI and configuration of it in a customer landscape.

The document discusses some of the common configuration steps first which are needed across all the scenarios and then give a detailed configuration of the individual iFlows.

2 Common Steps

2.1 SAP Credential Deployment

Section 3.12 of the [HCI Operations Guide](#) gives the details of how an artifact can be deployed.

In the same guide refer to section 3.12.6 “Deploying and Editing a User Credential Artifact”, to deploy the below mentioned artifacts

1. **SFSF EC Credentials:** These credentials will be used to connect to the SFSF EC system
2. **SFSF EC Payroll Credentials:** these credentials will be used to connect to the SFSF EC Payroll system
3. **SAP SFTP Server Credentials:** these credentials will be used to connect to the SFTP server
4. **Benefitfocus SFTP Server Credentials:** these credentials will be used to connect to the Benefitfocus SFTP server

Note : More on SFTP based Communication can be found in section 6.2 of [HCI Operations Guide](#)

2.2 Value Mapping Maintenance

A value mapping project would be delivered along with the iFlows in this integration. It needs to be deployed in the customer landscape so that the iFlows can refer to them.

Refer the section 2.3 in [Developer's Guide](#) for general information about Value Mappings.

To edit an existing Value Mapping refer to section 2.3.2 in the above document.

3 SF EC to Benefitfocus Outbound Flow

The following screens explain the steps needed to configure the EC to Benefitfocus Integration iFlow before deploying on the customer landscape.

Click on “Successfactors EC with 3rd Party Benefits Vendor - Benefitfocus” Integration process in the Discover section and configure “SF EC to Benefitfocus” Integration Flow

Value Mapping : Ethnicity Enables mapping values for ethnicity
Value Mapping : EEO Categories Enables mapping values for EEO Categories
SF EC to Benefitfocus Sends employee details from SF EC to 3rd Party Benefits vendor : Benefitfocus
Value Mapping : Name Suffix Enables mapping values for Name Suffix
Benefitfocus to EC Payroll Sends employee's benefit details from benefitfocus to EC Payroll
Value Mapping : Marital status Enables mapping values for Marital Status
Value Mapping : Pay Frequency Enables mapping values for Pay Frequency

Configure the following

3.1 Receiver

3.1.1 Query Compound Employee

This receiver helps you connect to the SF EC system

SENDER	RECEIVER	PARAMETERS
Receiver:	<input type="text" value="QueryCompoundEmployee"/>	<input type="button" value="v"/>
Adapter Type:	<input type="text" value="SuccessFactors"/>	<input type="button" value="v"/>
Address:	<input type="text"/>	
Authentication Type:	<input type="text" value="Basic Authentication"/>	<input type="button" value="v"/>
Credential Name:	<input type="text"/>	

Address: the SF EC url. Eg: <https://test.successfactors.com>

Credential Name: the name of the artifact that was deployed as a part of 2.1 of this document

3.1.2 SFTP: Test and Production Version

This receiver helps you to connect to the SFTP server using the Public Certificate of Benefitfocus. One can either use the Test Certificate or the Production Certificate.

Note: More can be found on Certificate based Authentication for HCI in section 7 of the [HCI Onboarding Guide](#)

SENDER	RECEIVER	PARAMETERS
Receiver:	<input type="text" value="PROD_Encryption"/>	<input type="button" value="v"/>
Adapter Type:	<input type="text" value="SFTP"/>	<input type="button" value="v"/>
Directory:	<input type="text"/>	
Server Host:	<input type="text"/>	
User Name:	<input type="text"/>	

Directory: directory name on the SFTP server where the resultant file need to be stored. Eg: /Test

Server Host: SFTP server host URL. Eg: test.sftp.com

User Name: the name of the artifact that was deployed as a part of 2.1 of this document

3.1.3 SFTP: Plain Text

This receiver helps you send the resultant file of the process to a directory on the SFTP location

The screenshot shows a configuration interface with three tabs: SENDER, RECEIVER (selected), and PARAMETERS. Under the RECEIVER tab, there are five fields: Receiver (dropdown menu with 'PlainText' selected), Adapter Type (dropdown menu with 'SFTP' selected), Directory (text input field), Server Host (text input field), and User Name (text input field with a period '.' entered).

Directory: directory name on the SFTP server where the resultant file need to be stored. Eg: /Test

Server Host: SFTP server host URL. Eg: test.sftp.com

User Name: the name of the artifact that was deployed as a part of 2.1 of this document

3.1.4 Error Reporting

This receiver helps you log the failing employees from the payload and send the relevant information to a directory on the SFTP location

The screenshot shows a configuration interface with three tabs: SENDER, RECEIVER (selected), and PARAMETERS. Under the RECEIVER tab, there are five fields: Receiver (dropdown menu with 'ErrorReporting' selected), Adapter Type (dropdown menu with 'SFTP' selected), Directory (text input field), Server Host (text input field), and User Name (text input field).

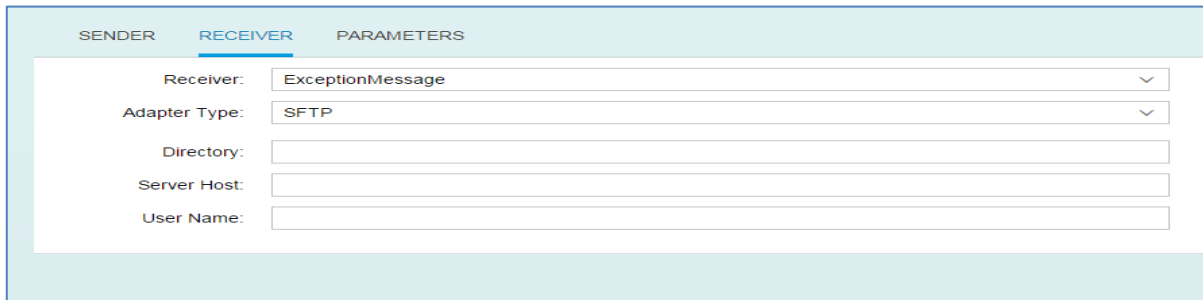
Directory: directory name on the SFTP server where the logs need to be stored. Eg: /Logs

Server Host: SFTP server host URL. Eg: test.sftp.com

User Name: the name of the artifact that was deployed as a part of 2.1 of this document

3.1.5 Exception Message

This receiver helps you log the exceptions that occur during a process run and send the relevant information to a directory on the SFTP location



The screenshot shows a configuration interface with three tabs: SENDER, RECEIVER (selected), and PARAMETERS. The RECEIVER tab contains the following fields:

- Receiver: ExceptionMessage (dropdown menu)
- Adapter Type: SFTP (dropdown menu)
- Directory: (text input field)
- Server Host: (text input field)
- User Name: (text input field)

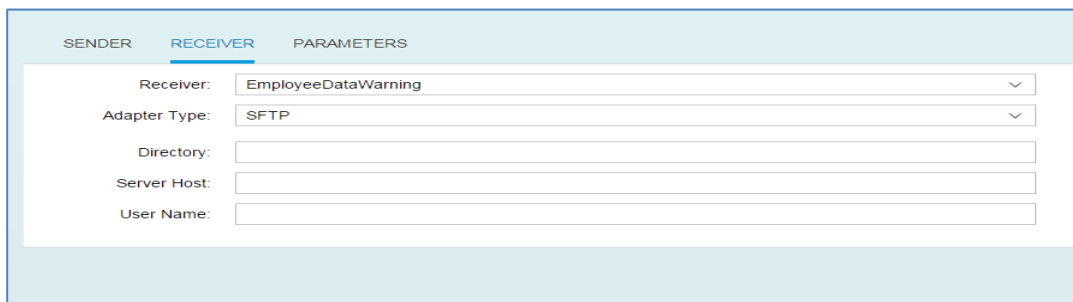
Directory: directory name on the SFTP server where the exceptions need to be stored. Eg: /Logs

Server Host: SFTP server host URL. Eg: test.sftp.com

User Name: the name of the artifact that was deployed as a part of 2.1 of this document

3.1.6 Employee Data Warning

This receiver helps you log the payload related warnings during a process run and send the relevant information to a directory on the SFTP location



The screenshot shows a configuration interface with three tabs: SENDER, RECEIVER (selected), and PARAMETERS. The RECEIVER tab contains the following fields:

- Receiver: EmployeeDataWarning (dropdown menu)
- Adapter Type: SFTP (dropdown menu)
- Directory: (text input field)
- Server Host: (text input field)
- User Name: (text input field)

Directory: directory name on the SFTP server where the warnings need to be stored. Eg: /Logs

Server Host: SFTP server host URL. Eg: test.sftp.com

User Name: the name of the artifact that was deployed as a part of 2.1 of this document

3.2 Parameters

SENDER	RECEIVER	PARAMETERS
		PasswordMethod_ext: <input type="text"/>
		CustomCategoryType1_ext: <input type="text"/>
		CustomCategoryType11_ext: <input type="text"/>
		includedPayComponents_ext: <input type="text"/>
		CustomCategoryType10_ext: <input type="text" value="1"/>
		CustomCategoryType13_ext: <input type="text" value="1"/>
		PayFrequency_ext: <input type="text" value="BIWEEKLY"/>
		CustomCategoryType12_ext: <input type="text"/>
		custom_filter_ext: <input type="text" value="person/national_id_card/country=USA.GRE;person/person_id!=117"/>
		regular_temp_ext: <input type="text"/>

The process parameters contain customizing options. To configure these, you can override the default values.

Property	Description
Pay Frequency	Pay Frequency field of Benefitfocus file
Benefitfocus Client ID	Client ID for the Benefitfocus account/tenant
File Encryption Mode	Specifies the type of deployment. DEMO sends to a Disk Connector on a local atom. Other modes send to Benefitfocus SFTP server either encrypted or unencrypted.
is_fulltime_employee	Include only full-time employees
pay_group	Include the foundation object externalCode if you want to include only employees associated with that foundation object. (This is a pay_group in job information and not in compensation information.)
employee_class	Comma-delimited list (no blank spaces before/after comma) for specifying the employee classes to include in the extract
regular_temp	Include regular or temporary employees
employment_type	Include employees with a particular employment type
location	Include the foundation object externalCode if you want to include only employees associated with that foundation object
company	Comma-delimited list (no blank spaces before/after comma) for specifying the companies to include in the extract
company_territory_code	Comma-delimited list (no blank spaces before/after comma) for specifying the single company_territory_codes to include in the extract
business_unit	Include the foundation object externalCode if you want to include only

Property	Description
	employees associated with that foundation object
Custom Filters	Comma-delimited custom filters (no blank spaces before/after comma) for the CompoundEmployee document in format "person/national_id_card/country=USA,GRE;person/person_id=117", etc.
person_id_external	Comma-delimited list (no blank spaces before/after comma) for specifying the person_id externals to include in the extract
Terminate Filtered Employees	Include newly filtered employees as terminated, one time
Pay Components	Comma-delimited list (no blank spaces before/after comma) of pay component IDs to include in calculating annual salary. If blank, all (max 6) are included.

3.3 Value mapping settings

Following are the fields which have been mapped via a value mapping project in HCI

Refer the section 2.3 in [Developer's Guide](#) for general information about Value Mappings.

To edit the Value Mapping refer to section 2.3.2 in the above document.

1. **Name Suffix**
2. **Marital Status**
3. **Pay Frequency**
4. **Ethnicity**
5. **EEO Categories**

4 Benefitfocus to SF EC Inbound Flow

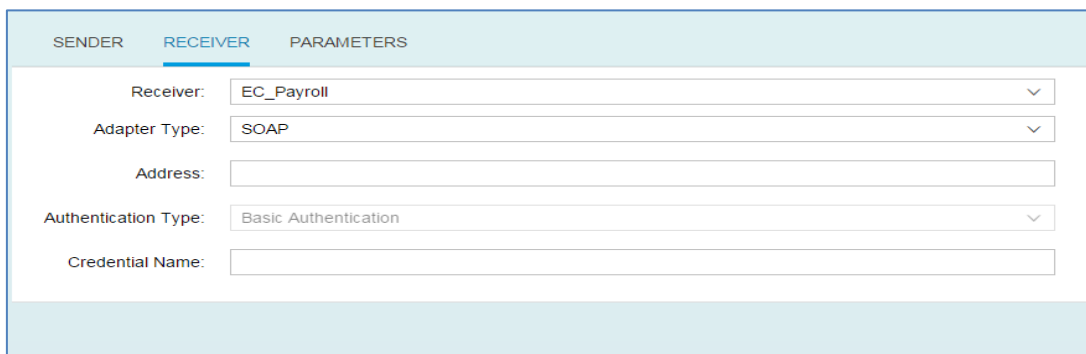
The following screens explain the steps needed to configure the Benefitfocus to EC Payroll Iflow before deploying on the customer landscape.

Configure the following

4.1 Receiver

4.1.1 EC Payroll

This receiver helps you connect to the SF EC Payroll System



The screenshot shows a configuration interface with three tabs: SENDER, RECEIVER (selected), and PARAMETERS. The RECEIVER tab contains the following fields:

Receiver:	EC_Payroll
Adapter Type:	SOAP
Address:	
Authentication Type:	Basic Authentication
Credential Name:	

Address: The EC Payroll connection url

Credential Name: the name of the artifact that was deployed as a part of 2.1 of this document

4.1.2 SFTP: Successful Records

This receiver helps you send the resultant file of the process to a directory on the SFTP location

SENDER	RECEIVER	PARAMETERS
Receiver:	SuccessfulRecords	▼
Adapter Type:	SFTP	▼
Directory:	<input type="text"/>	
Server Host:	<input type="text"/>	
User Name:	<input type="text"/>	

Directory: directory name on the SFTP server where the resultant file need to be stored. Eg: /Test

Server Host: SFTP server host URL. Eg: test.sftp.com

User Name: the name of the artifact that was deployed as a part of 2.1 of this document

4.1.3 SFTP: Error Records & Invalid Records

This receiver helps you log the failing employees from the payload and send the relevant information to a directory on the SFTP location

SENDER	RECEIVER	PARAMETERS
Receiver:	Invalid_Records	▼
Adapter Type:	SFTP	▼
Directory:	<input type="text"/>	
Server Host:	<input type="text"/>	
User Name:	<input type="text"/>	

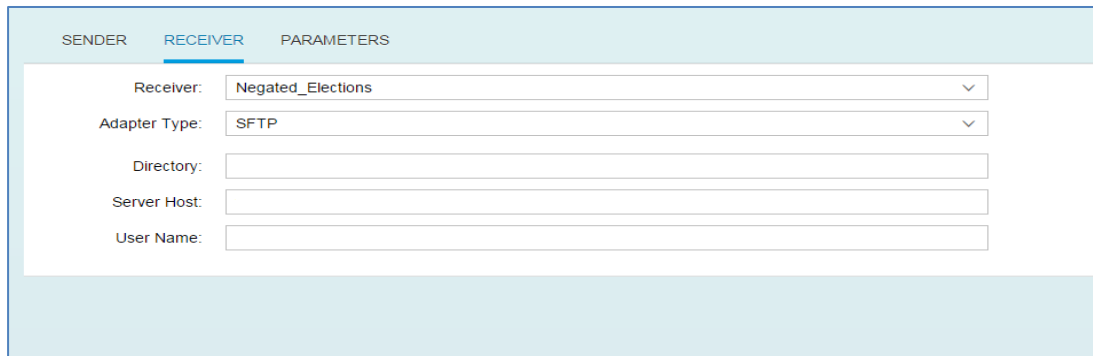
Directory: directory name on the SFTP server where the logs need to be stored. Eg: /Logs

Server Host: SFTP server host URL. Eg: test.sftp.com

User Name: the name of the artifact that was deployed as a part of 2.1 of this document

4.1.4 SFTP: Negated elections & Mandatory Fields Missing

This receiver helps you to capture negated elected records and the records where mandatory fields are missing, from the payload and send the relevant information to a directory on the SFTP location



The screenshot shows a configuration interface with three tabs: SENDER, RECEIVER (selected), and PARAMETERS. The RECEIVER tab contains the following fields:

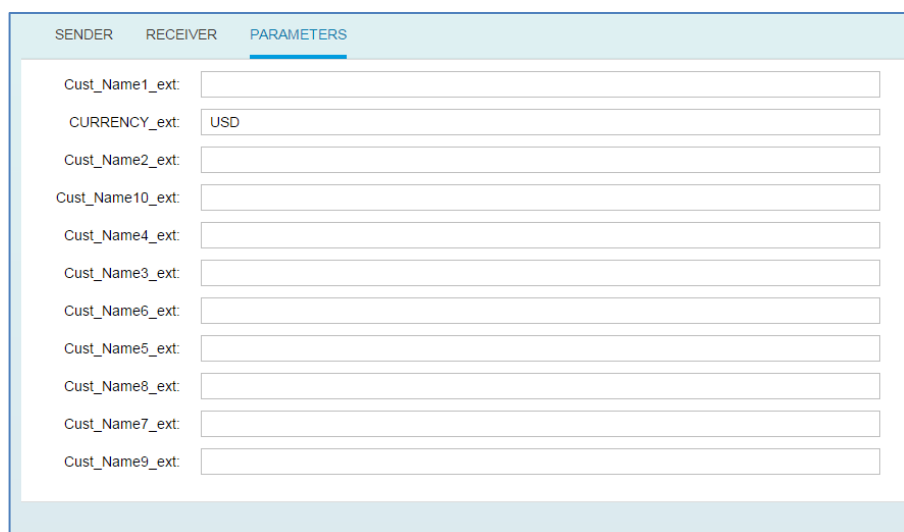
- Receiver: A dropdown menu with "Negated_Elections" selected.
- Adapter Type: A dropdown menu with "SFTP" selected.
- Directory: An empty text input field.
- Server Host: An empty text input field.
- User Name: An empty text input field.

Directory: directory name on the SFTP server where the logs need to be stored. Eg: /Logs

Server Host: SFTP server host URL. Eg: test.sftp.com

User Name: the name of the artifact that was deployed as a part of 2.1 of this document

4.2 Parameters



The screenshot shows a configuration interface with three tabs: SENDER, RECEIVER, and PARAMETERS (selected). The PARAMETERS tab contains the following fields:

- Cust_Name1_ext: An empty text input field.
- CURRENCY_ext: A dropdown menu with "USD" selected.
- Cust_Name2_ext: An empty text input field.
- Cust_Name10_ext: An empty text input field.
- Cust_Name4_ext: An empty text input field.
- Cust_Name3_ext: An empty text input field.
- Cust_Name6_ext: An empty text input field.
- Cust_Name5_ext: An empty text input field.
- Cust_Name8_ext: An empty text input field.
- Cust_Name7_ext: An empty text input field.
- Cust_Name9_ext: An empty text input field.

The process parameters contain customizing options. To configure these, you can override the default values.

- CURRENCY: Currency in which the amount is processed
- Custom Fields

4.3 Value mapping settings

Following are the fields which have been mapped via a value mapping project in HCI
Refer the section 2.3 in [Developer's Guide](#) for general information about Value Mappings.
To edit the Value Mapping refer to section 2.3.2 in the above document.

- 1. Negated Election Code**
- 2. Employer Contribution Benefit Type**

