



# Employee Central to hrX Exchange Time-Off

Implementation User Guide

Version 3.3



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<b>Version</b>	<b>Description</b>	<b>Release Date</b>
1.0	Initial	November 2018
2.0	Fixed bug in saving last modified on.	January 2019
2.1	EC authorizations	August 2019
2.2	Mapping correction employee ID	September 2019
3.0	Remove section 2 implementation guide.	October 2019
3.1	<ul style="list-style-type: none"> <li>Add hours in the extract</li> <li>Modified Section 4 and Remove Section 6</li> </ul>	March 2020
3.2	Formatting	September 2020
3.3	Clarifications	September 2020

<b>Summary of Changes</b>		
<b>Version 1.0 Item No</b>	<b>Change Description</b>	<b>Chapter/Selection</b>
1.0	New document.	All document.
2.0	<p>-Fixed the Integration Flow to save the last modified on variable LastModifiedOn_LV so that the correct delta will be sent to Exchange.</p> <p>-Added debug mode in the document that when you filter by userId, it will not update the last modified on.</p>	<p>-Introduction</p> <p>-Implementation Guide/Package has been updated</p> <p>-Selection Screen updated including the</p>

	-Added Time Type parameter	TimeType parameter -Debug mode is included in the document
2.1	Authorizations update	New
2.2	Corrected mapping of employee id	5
3.0	Remove section 2 implementation guide. Iflow will be included in the package when customer upgrades to the latest content (Version 1908-1.4.3)	2
3.1	Add hours in the extraction and modified section 4 and remove 6	Section 4 and 5
3.2	Added section on deletions	

## Introduction

This document is a guide for users on how to implement [Packaged Integration - SF EC Time-off to hrX Exchange](#) in the customer SCPI tenant. The person performing the steps must have access to SCPI and be familiar with the configuration.

## Related documents

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

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# 1 Introduction

Time off data is not integrated with the EC to Exchange package as CompoundEmployee does not send over the time-data.

This implementation document will guide a customer who wants to implement the [Packaged Integration - SF EC Time-off to hrX Exchange](#) in their SCPI tenant.

The data to be extracted will be coming from EmployeeTime Entity in SuccessFactors. Although Employee Central Absences can now be filtered in the SCPI Integration Flow, the customer should configure the values in hrX Exchange to be transformed and integrated in HrX Exchange to Payroll Service.

## 2 Implementation Guide

There is a new Artifact for time-off integration introduced together with the standard package. The artifact (integration flow) is included once customer upgrades to the latest version of the package.

<input type="checkbox"/>	<a href="#">Packaged Integration - SF EC Time-off to NGA HR hrX Exchange</a> Transfers processed employee data from SAP SuccessFactors Employee Central to NGA HR hrX Unmodified	Integration Flow	1.0.0	
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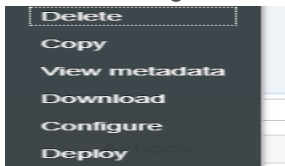
- Integration Flow **Packaged Integration - SF EC Time-off to NGA HR hrX Exchange** – Transfers time-off data from SuccessFactors Employee Central to Exchange.

## 3 Integration Flow Configurations

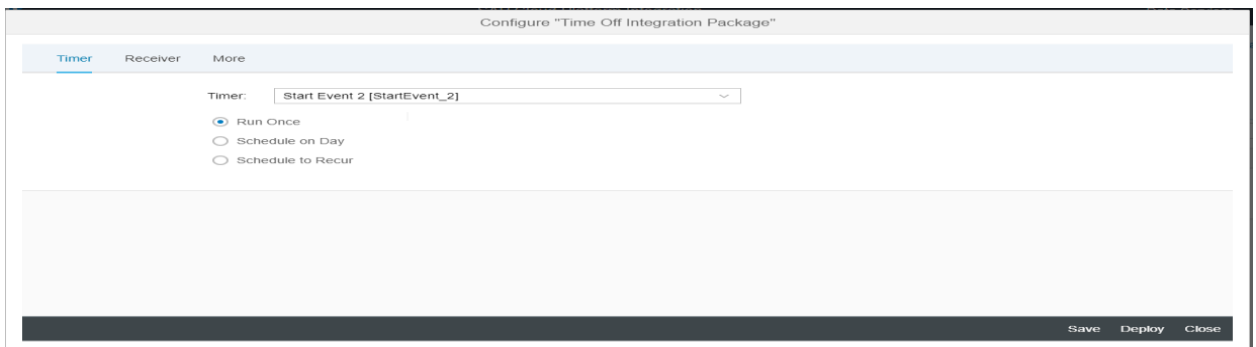
- Go to integration flow and click on Action.

<input type="checkbox"/>	<a href="#">Packaged Integration - SF EC Time-off to NGA HR hrX Exchange</a> Transfers processed employee data from SAP SuccessFactors Employee Central to NGA HR hrX Created	Integration Flow	1.0.0	
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- Click on Configure.



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



- **Timer** Tab can be scheduled as customer desires

Timer: Start Event 2 [StartEvent\_2] v

Run Once  
 Schedule on Day  
 Schedule to Recur

Schedule to Recur

Daily v

On Time 10:49 AM  
 Every

5 min v Between 00:00 v and 24:00 v

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

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

Timer **Receiver** More

Receiver: PEXReceiver v

Adapter Type: SOAP v

**Connection**

Address: http://ngaendpoint

Credential Name: <NGACredentials>

Timer **Receiver** More

Receiver: SFReceiver v

Adapter Type: SuccessFactors v

**Connection**

Address: http://sfapiserver

Credential Name: <SFEC Credentials>

IF a dedicated SF EC user is created for this integration, ensure the following minimum set of authorizations:

▼ **Permission not requiring target**

**Employee Central API**

- Employee Central Foundation OData API (editable)
- Employee Central HRIS OData API (editable)

**Manage Integration Tools**

- Allow Admin to Access OData API through Basic Authentication

▼ **Permission requiring target**

**Employee Data**

- Biographical Information View
- Employment Details MSS View

**Employee Views**

- Personal Information View

**Employee Central Effective Dated Entities**

- CP View Current
- IPIN View Current
- Pay Group View Current

**Time Management Object Permissions**

- Employee Time

**More** Tab is the Selection Screen of the Integration Flow

Timer   Receiver   **More**

Type:

GlobalCustomerCode:

LastExecutionTimeStamp:

PayGroup:

PayloadLogging:

timeType:

UserId:

Parameter	Explanation	Default	Mandatory
GlobalCustomerCode	GCC of hrX Exchange Environment	None, provided by NGA	Yes
LastExecutionTimeStamp	The start time until today of the records to be pickup. Leave as blank in the normal schedule run	None	No



Paygroup	Paygroup value of the employee to be send in hrX Exchange	None	
PayLoadLogging	When you wanted to download a copy of the records in EC when set to 1 and will be available as Attachment in the Monitor View	0	No
timeType	Employee Time Type. This acts as a filter	None	No
UserId	Employee IDs separated by comma to filter on. <i>Note: If the UserId is populated, it will trigger debug mode = true and the last modified on will not updated.</i>	None	No

If the payloadlogging is enabled then the attachments tab of the executed run shows this

[Status](#)
[Properties](#)
[Logs](#)
[Attachments](#)

Name	Modified At	Size	Actions
ResponsePayload: text/plain	Nov 19, 2018, 16:01:07	3 KB	<a href="#">↓</a>

- Once the setup is done, click **Deploy**.

[Timer](#)
[Receiver](#)
[More](#)

Type:

GlobalCustomerCode:

LastExecutionTimeStamp:

PayGroup:

PayLoadLogging:

timeType:

UserId:

[Save](#)
[Deploy](#)
[Close](#)

## 4 hrX Exchange Configurations

The absences recorded in EC can be payroll relevant but not all. If there is paid leave for the employees and no quota deduction takes place, e.g. a day-off when the employee gets married, this is not relevant to interface.

Other types like sick leave and vacation leave can be relevant. The decision is made to have the relevant ones for payroll explicitly configured.

Since the Time Off integration is not filtering the codes from EC, the filtering will be done in hrX Exchange Configuration.

Note that if there is no configuration in hrX Exchange, no Time off records will be created.

Provide the list absence types and the corresponding country that are payroll relevant to NGA so it can be configured.

## 5 EC to hrX Exchange Mapping

The table below shows the mapping from EC to hrX Exchange

EC EmployeeTime	HrX Exchange nga:TimeElement	Example
startDate	validFrom	2018-11-19T00:00:00.000
endDate	validTo	2018-11-19T00:00:00.000
userId	hr:EmployeeId	E00009841
timeType	hr:ID	CSUSA0011
quantityInDays	nga:Units (Days)	1
quantityInHours	nga:Units (Hours)	8
approvalStatus	N/A	Only APPROVED and CANCELLED
N/A	nga:UnitType	DAYS or HOURS

### Sample File Generated in SCPI Time Off Integration

```

<EmployeeTime>
  <gcc>ZZA</gcc>
  <EmployeeTime>
    <approvalStatus>APPROVED</approvalStatus>
    <userIdNav>
      <User>
        <empInfo>
          <EmpEmployment>
            <personIdExternal>E00008712</personIdExternal>
          </EmpEmployment>
        </empInfo>
      </User>
    </userIdNav>
    <lastModifiedDateTime>2020-01-28T15:24:39.000</lastModifiedDateTime>
    <externalCode>f0c92615a7bf4e86be9028cd5b135361</externalCode>
    <endDate>2020-01-31T00:00:00.000</endDate>
    <quantityInHours>40</quantityInHours>
    <quantityInDays>5</quantityInDays>
    <timeType>SICKNESS</timeType>
    <comment/>
    <userId>E00008712</userId>
    <startDate>2020-01-27T00:00:00.000</startDate>
  </EmployeeTime>
</EmployeeTime>

```

### Sample BOD Transformation

```

<nga:PayServEmpTimeElements>
  <nga:TimeElement validTo="2020-01-15" validFrom="2020-01-01">
    <hr:ID>Check Unpaid</hr:ID>
    <nga:Units>60</nga:Units>
    <nga:UnitType>HOURS</nga:UnitType>
    <nga:FreeFormEffectivePeriod>
      <hr:StartDate>
        <hr:FormattedDateTime>2020-01-01</hr:FormattedDateTime>
      </hr:StartDate>
      <hr:EndDate>
        <hr:FormattedDateTime>2020-01-15</hr:FormattedDateTime>
      </hr:EndDate>
    </nga:FreeFormEffectivePeriod>
  </nga:TimeElement>
</nga:PayServEmpTimeElements>
</nga:PayServEmp>
</nga:DataArea>
</nga:ProcessPayServEmp>

```

## 6 Supported scenarios

The following scenarios are supported in the current version of the interface.

### \* **Create absence**

When an absence is created it is only interfaced to Exchange when it's approved. This could be explicit approval by the manager or implicit by the configuration of the time element in EC. This is typically the case when there's absence without a quota, e.g. sick leave.

### \* **Edit absence**

When an absence is edited then the same rules apply for the create.  
This leads to two BODs: DELETE for the original record and an ADD for the new record.

### \* **Delete absence**

When an approved absence is cancelled in EC, this leads to a DELETE event.

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