



Employee Central to Exchange

Integration Guide for Temporary Work Schedule

Version 1.1

Document Control

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1.0	Initial	March 2024
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Item Number	Change Description	Chapter/Section
1.0	New document.	All document
1.1	Rebrand to Strada	All Document

Introduction

This implementation guide enables the configuration needed in both Employee Central and SAP Cloud Integration for the interfacing of temporary work schedule to Exchange.

Related documents

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

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Table of Contents

Table of Contents	4
1 Introduction	5
2 Integration Flow Configurations	6
3 EC to Exchange Mapping	10
4 Sample Execution of the Integration	14

1 Introduction

This implementation document will guide a customer who wants to implement the **Packaged Integration - SF EC Temporary Work Schedule to Exchange** in their Cloud Integration tenant to send temporary work schedule to Exchange.

Regular work schedules are work schedules that define the standard working pattern of an employee. Regular work schedules are assigned to an employee's job information. If the work schedule of an employee changes permanently, a new work schedule needs to be assigned via a job information change. However, temporary deviations from the standard working pattern don't require a job information change but can be represented via temporary work schedules which temporarily override the regular working pattern as defined by the work schedule assigned in the job information.

[Temporary work schedules](#) are regular or individual work schedules that are assigned to an employee for a temporary period of time only. The temporary change record is extracted from [TemporaryTimeInformation](#) Entity in SuccessFactors.

A dedicated integration flow is added to the existing [integration package](#) to extract the temporary time information using Odata and send them to Exchange where the data is transformed into substitution record into euHReka payroll.

The integration expects the required configuration in Employee Central to create temporary work schedule is in place. The integration only supports simple and period work schedule models for duration based-time recording. Period and Schedule work schedule models for clock time-based time recording are not yet supported. It is expected that prior to running the integration that all temporary work schedule records are transacted including updates and deletion for a given pay period. This ensures that relevant work schedules are interface to Exchange since additional handling is needed to support temporary time updates and deletion since Odata API response does not have an indicator which record has been updated and deleted. Strada Products team will assess the possibility of supporting update and deletion of temporary time in the future supported by a business case.

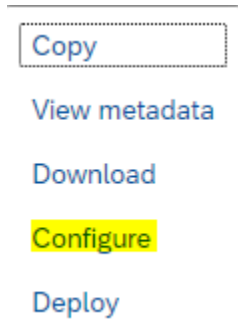
2 Integration Flow Configurations

There is a new Artifact for temporary work schedule integration introduced together with the [standard package](#). The artifact (integration flow) is included once customer upgrades to the latest version of the package.

- Integration Flow **Packaged Integration - SF EC Temporary Work Schedule to Exchange** – Support creation of substitution record in Exchange by replicating employee's temporary work schedule from Employee Central.
- Go to integration flow and click on Action.

<input type="checkbox"/>	Packaged Integration - SF EC Temporary Work Schedule to Exchange Support creation of substitution record in Exchange by replicating employee's temporary work schedule from Employee Central. Created	Integration Flow	24.11.0	
--------------------------	--	------------------	---------	---

- Click on Configure.



- The integration flow has 3 tabs, Timer, Receiver and More
 - **Timer** Tab can be scheduled based on frequency requirement

Configure "Packaged Integration - SF EC Temporary Work Schedule to Exchange"

Timer Receiver More

Timer: Start Timer [StartEvent_5] ▼

Run Once

Schedule on Day

Schedule to Recur

Best practice is to run the integration manually for a single company once per pay period before the cut-off.

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

Configure "Packaged Integration - SF EC Temporary Work Schedule to Exchange"

	Timer	Receiver	More
Connection	Receiver:	TemporaryTimeInformation	▼
	Adapter Type:	SuccessFactors	▼
	Address:	https://<end point url>	Select
	Authentication:	Basic	▼
Processing	Credential Name:	<SuccessFactors EC Credentials>	
	Timeout (in min):	4	

Configure "Packaged Integration - SF EC Temporary Work Schedule to Exchange"

	Timer	Receiver	More
Connection	Receiver:	hrXReceiver	▼
	Adapter Type:	SOAP	▼
	Address:	https://<end point url>	
	Credential Name:	<Web Service Credentials>	
	Timeout (in ms):	240000	

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: ▼

Company:

Day Model:

Enable AS2:

End Date:

GCC:

IsEmailEnabled:

PayGroup:

Simulation:

Start Date:

userId:

Parameter	Description	Default	Mandatory
Company	Comma-delimited list filter (no blank spaces before/after comma) for specifying the EC company codes to include in the extract.	None	Yes
Day Model	This is the daily work schedule in euHReka corresponding to non-working day in EC.	None	Yes
Enable AS2	1 for AS2 and 0 for Webservice Call	0	No
End Date	Correspond to the date until when the integration extracts the temporary time information. Integration extracts temporary time info with end date less than or equal to the input. Format: YYYY-MM-DD	None	Yes
GCC	Global Customer Code of hrX Exchange Environment	None, provided by Strada	Yes
IsEmailEnabled	1 to enable email else 0	0	No

PayGroup	Paygroup value filter	None	No
Simulation	1 means Temporary Time Information records are not send to Exchange. 0 means Temporary Time Information records are sent to Exchange.	0	No
Start Date	Correspond to the date from when the integration extracts the temporary time information. Integration extracts temporary time info with start date greater than or equal to the input. Format: YYYY-MM-DD	None	Yes
userId	Employee IDs separated by comma to filter on.	None	No

The integration run contains an attachment on the extracted temporary time information available for download.

The screenshot shows the SAP Cloud Integration 'Monitor Message Processing' interface. It displays a message processing log for a completed message. The message ID is AGXyqM2FWKeho07RVs351eCERS. The message was processed successfully in 2 seconds and 53 milliseconds. A property section shows the message ID, correlation ID, and receiver. The logs section shows the log level as 'Info' and the process ID as '335f160'. An attachment section lists a file named 'Temporary Time Information Snapshot Summary' with a type of 'csv/plain', a size of 1 KB, and a modified date of Mar 14, 2024, 15:35:43.

The screenshot shows an Excel spreadsheet with the following data:

personIdExternal	dayModel	individualWorkSch	workSchedule	modelCate	timeRecordingVariam	payGroup	company	lastModifiedDateTime	externalCode	workSchedule	endDate	lastModifiedBy	userId	startDate
E00013967		TRUE		PERIOD	DURATION	X2	YCUS	14/03/2024 6:58	e0600af6f24484abcc037c1c54e41a	IS1087738	23/03/2024 0:00	bestantea	E00013967	21/03/2024 0:00

3 EC to Exchange Mapping

The table below shows the updated mapping from EC to Alight Worklife Exchange for the temporary time information:

- If modelCategory = SIMPLE and individualWorkSchedule = FALSE AND WorkSchedule- timeRecordingVariant = DURATION

Target Field (BOD)	Source (Temporary Time Info)
IndicativeDeployment->ValidTo	TemporaryTimeInformation-> endDate
IndicativeDeployment->ValidFrom	TemporaryTimeInformation-> startDate
hr:ID	TemporaryTimeInformation-> workSchedule Note: workSchedule from EC is map/converted to the valid value of SCHKZ maintained in T508A in euHReka
SubstitutionType	Default 02. This can be override. See Exchange configuration.

- If modelCategory = PERIOD and individualWorkSchedule = TRUE AND WorkSchedule- timeRecordingVariant = DURATION.
- . Generate BOD per WorkScheduleDayModelAssignment record.

Condition	Target Field	Source
	IndicativeDeployment->ValidTo	WorkScheduleDayModelAssignment->Date
	IndicativeDeployment->ValidFrom	WorkScheduleDayModelAssignment->Date
IF WorkScheduleDayModelAssign	hr:StartTime hr:EndTime	Set to constant 00:00:00

ment->category = PLANNED_HOURS	hr:HoursQuantity	Get WorkScheduleDayModelAssign ment->hoursAndMinutes and add the seconds. For example: <hoursAndMinutes>06:00</hou rsAndMinutes>. So hr:EndTime is 06:00:00 hr:HoursQuantity is map from WorkScheduleDayModelAssign ment-> dayWorkingHours
IF WorkScheduleDayModelAssign ment->category = OFF	hr:DayCode	hr:DayCode map from WorkScheduleDayModelAssign ment->dayModel. The integration assigned the input in Day Model parameter. Note: work schedule day model from EC can be map/converted to the valid value of TPROG maintained in T550A in euHReka for non-working day.
IF WorkScheduleDayModelAssign ment->category = DAY_MODEL	hr:DayCode	hr:DayCode map from WorkScheduleDayModelAssign ment-> dayModel Note: work schedule day model from EC is map/coverted to the valid value of TPROG maintained in T550A in euHReka
	SubstitutionType	Default 02. This can be override. See Exchange configuration.

Additional Mapping:

- EmployeeID map from TemporaryTimeInformation->userId
- PersonID map from TemporaryTimeInformation->personIdExternal

Configuration in Exchange:

Configuration item	Value
Trans type	SFEC_TIMEOFF
Mapping	Feature
Description	Optional, project to decide
Key	hr:SubstitutionType
Value	02
Company group	Use '*' for all company groups

Sample source file generated in Cloud Integration for the Temporary Time Information

```

<TemporaryTimeInformation>
  <gcc>201</gcc>
  <MessageId>AGXrAVFMQdRCf4sHykplFX-HqFz</MessageId>
  <Version>27.1</Version>
  <TemporaryTimeInformation>
    <dayModelNav></dayModelNav>
    <dayModel></dayModel>
    <workScheduleNav>
      <WorkSchedule>
        <individualWorkSchedule>true</individualWorkSchedule>
        <workScheduleDayModel>
          <WorkScheduleDayModelAssignment>
            <category_prev>OFF</category_prev>
            <dayModel_prev></dayModel_prev>
            <date>2024-03-20</date>
            <dayModel>FREE</dayModel>
            <dayWorkingHours></dayWorkingHours>
            <WorkSchedule_externalCode>i51c654da8</WorkSchedule_externalCode>i51087f738
            <hoursAndMinutes></hoursAndMinutes>
            <category>DAY_MODEL</category>
            <day>1</day>
          </WorkScheduleDayModelAssignment>
        </workScheduleDayModels>
        <modelCategory>PERIOD</modelCategory>
        <workScheduleDays></workScheduleDays>
        <TimeRecordingVariant>DURATION</TimeRecordingVariant>
      </WorkSchedule>
    </workScheduleNav>
    <userIdNav>
      <User>
        <empInfo>
          <EmpEmployment>
            <personIdExternal>E00013967</personIdExternal>
            <compInfoNav>
              <EmpCompensation>
                <payGroup>X2</payGroup>
              </EmpCompensation>
            </compInfoNav>
            <jobInfoNav>
              <EmpJob>
                <company>YCUS</company>
              </EmpJob>
            </jobInfoNav>
            <userId>E00013967</userId>
          </EmpEmployment>
        </empInfo>
      </User>
    </userIdNav>
    <lastModifiedDateTime>2024-03-08T11:56:01.000</lastModifiedDateTime>
    <externalCode>2e8e9c7bb28247d8836b9d19d7e0c8be</externalCode>
    <workSchedule>i51c654da8</workSchedule>
    <endDate>2024-03-20T00:00:00.000</endDate>
    <lastModifiedBy>bestantea</lastModifiedBy>
    <userId>E00013967</userId>
    <startDate>2024-03-20T00:00:00.000</startDate>
  </TemporaryTimeInformation>
  <Query> startDate ge datetime##39;2024-03-20T00:00:00.000Z##39; and endDate le datetime##39;2024-03-31T00:00:00.000Z##39; and userIdNav/userId in ##39;E00013967##39;</Query>
</TemporaryTimeInformation>

```

Sample BOD Transformation

```
<?xml version="1.0" encoding="UTF-8"?>
<nga:ProcessPayServEmp xmlns:oa="http://www.openapplications.org/oagis/9"
  xmlns:hr="http://www.hr-xml.org/3"
  xmlns:nga="http://www.ngahr.com/ngapexxml/1"
  releaseID="DEFAULT"
  systemEnvironmentCode="DEV NP"
  languageCode="en-US">
  <oa:ApplicationArea xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
    xmlns:IOutput="com.wm.pkg.xslt.extension.IOutputMap">
    <oa:Sender>
      <oa:LogicalID>Z01-US001-1015</oa:LogicalID>
      <oa:ComponentID>PAYROLL</oa:ComponentID>
      <oa:ReferenceID>TimeOff</oa:ReferenceID>
      <oa:ConfirmationCode>Always</oa:ConfirmationCode>
    </oa:Sender>
    <oa:CreationDateTime>2024-03-14T07:35:51+00:00</oa:CreationDateTime>
    <oa:BODID>79fc0111-472a-435d-83d1-a6d2343524c0</oa:BODID>
  </oa:ApplicationArea>
  <nga:DataArea>
    <oa:Process>
      <oa:ActionCriteria>
        <oa:ActionExpression actionCode="ADD"/>
      </oa:ActionCriteria>
    </oa:Process>
    <nga:PayServEmp xmlns:sap="http://www.ngahr.com/sappexxml/1">
      <hr:IndicativeData>
        <hr:IndicativePersonDossier>
          <hr:IndicativeEmployee>
            <hr:EmployeeID>E00013967</hr:EmployeeID>
          </hr:IndicativeEmployee>
          <hr:IndicativeDeployment validTo="2024-03-21" validFrom="2024-03-21">
            <hr:Schedule>
              <hr:DaySchedule>
                <hr:DayCode>ZX1Z</hr:DayCode>
                <hr:UserArea>
                  <hr:SubstitutionType>02</hr:SubstitutionType>
                </hr:UserArea>
              </hr:DaySchedule>
            </hr:Schedule>
          </hr:IndicativeDeployment>
        </hr:IndicativePersonDossier>
      </hr:IndicativeData>
      <nga:PayServEmpExtension>
        <nga:AlternateIdentifiers>
          <nga:PayrollExchangeID>1017677392</nga:PayrollExchangeID>
          <nga:AlternateID/>
          <nga:PayServID>50007532</nga:PayServID>
        </nga:AlternateIdentifiers>
        <oa:OriginalApplicationArea>
          <oa:Sender>
            <oa:LogicalID>Z01-US001-1015</oa:LogicalID>
          </oa:Sender>
          <oa:CreationDateTime>2024-03-14T07:35:51+00:00</oa:CreationDateTime>
          <oa:BODID>BATCH_7086FA16-CD68-4046-B5F8-8813753C22B7</oa:BODID>
        </oa:OriginalApplicationArea>
      </nga:PayServEmpExtension>
    </nga:PayServEmp>
  </nga:DataArea>
</nga:ProcessPayServEmp>
```

4 Sample Execution of the Integration

People Profile / Administer Time

Time Information for Hire Jan16 Successfactor

Absences Time Accounts Account Payouts **Work Schedule** Planned Working Time Time Alerts

< Mar 3, 2024 – Mar 9, 2024 >

Sun	Mon	Tue	Wed	Thu	Fri	Sat
3	4	5	6	7	8	9
Non-Working Day	Non-Working Day	8:00	8:00	8:00	8:00	8:00

Create Temporary Change

Year for Display: 2024

Create Temporary Change for Mar 1 and Click Create Individual Work Schedule

Create Temporary Change

To which period should the temporary change apply? Mar 1, 2024 - Mar 1, 2024

Work Schedules (9)

Search

- Mon-Thurs 8 Hour Days 4d per week
- Mon-Fri 8HRS USA 40h/5d per week
- Mon-Thur 10 Hour Days 4d per week
- Mon-Tues 8 Hour Days 2d per week
- FTD FT, 10 9hrs M-F 5d

No work schedule selected

Use the filter icon to find a work schedule in the list or create an individual work schedule.

Create Individual Work Schedule

Create Temporary Change

To which period should the temporary change apply? Mar 1, 2024 - Mar 1, 2024

DETAILS PREVIEW

Starting Date: Mar 1, 2024 Friday

Work Schedule Days

Day	Category	Duration
1	Planned Hours	04:00

Assign

Temporary Time created:

Time Information for Hire Jan16 Successfactor

Absences Time Accounts Account Payouts **Work Schedule** Planned Working Time Time Alerts

< Mar 3, 2024 – Mar 9, 2024 >

Sun	Mon	Tue	Wed	Thu	Fri	Sat
3	4	5	6	7	8	9
Non-Working Day	Non-Working Day	8:00	8:00	8:00	8:00	8:00


[Create Temporary Change](#)

Year for Display:
2024

Regular Work Schedules

Since Jan 12, 2024
Mon-Fri 8HRS USA

Temporary Changes

Mar 1, 2024
Temporary Change (Work Schedule) 

Run the new integration flow for Temporary Time: Packaged Integration - SF EC Temporary Work Schedule to hrX Exchange.

Timer Receiver **More**

Type: All Parameters

Company:

Enable AS2: 0

End Date: 2024-03-31

GCC: Z01

IsEmailEnabled: 0

PayGroup:

Simulation:

Start Date: 2024-03-01

userId: E00013967

SAP Cloud Integration

Overview / Monitor Message Processing

Time: Past Hour | Status: All | Artifact: All Integration Flows | ID: AGXoaYDERchPkpW6N7H82K0gYKT

Messages (1)

Artifact Name	Status
Packaged Integration - SF EC Temporary Work Schedule to hrX Exchange	Completed
Mar 06, 2024, 21:03:00	4 sec 710 ms

Packaged Integration - SF EC Temporary Work Schedule to hrX Exchange Last Updated at: Mar 06, 2024, 21:03:00

Status | Properties | Logs | Attachments | Artifact Details

Message processing completed successfully.

Processing Time: 4 sec 710 ms

Properties

Message ID: AGXoaYDERchPkpW6N7H82K0gYKT
 Correlation ID: AGXoaYA73_aRptjK_GX5FP0iZl
 Receiver: hrXReceiver_SOAP

Message-ID: AGXoaYDERchPkpW6N7H82K0gYKT

In Exchange:

1 results for Company: Electacom All LCC* / Pay Group: All Pay Groups / Event Status: All / File Name: AGXoaYDERchPkpW6N7H82K0gYKT / Clear All

Company Group	File	Sent Date	Last Modified	Sender	Status	Elapsed Time	Link to Batch Content
Electacom All LCC*	Batch File	06/03/2024, 13:03	06/03/2024, 13:04	PEX	Closed - Success (1/1 Closed)	00:01:51	Display all Events

General Event Information

06/03/2024, 13:03	Created by (PEX)
06/03/2024, 13:03	Received (EC to Time Off/Quota Integration)
06/03/2024, 13:03	Waiting: File Transfer
06/03/2024, 13:03	Waiting: Transforming File
06/03/2024, 13:03	Waiting: Creating individual Events
06/03/2024, 13:03	Waiting
06/03/2024, 13:04	Processed Successfully
06/03/2024, 13:04	Closed - Success

/Interfaces/s01/estb/ift01/rv/Z01000001015_AGXoaYDERchPkpW6N7H82K0gYKT_ECTempTime.xml

[More Details](#) [Close Batch](#)

File Format: GCCLCC1015_MESSAGEID_ECTempTime.xml

Inbound Files | Events | Documents

1 results for Company: Electacom All LCC* / Pay Group: All Pay Groups / Event Status: All / Clear All

Company Group	Pay Group	Employee	Event	Status	Sent Date	Last Modified	Sender
YourCorp United States	US001 X2 (X2)	Hire Successfactor (E00013967 / 50007932)	Date Change	Closed - Success	06/03/2024, 13:03	06/03/2024, 13:04	Workday PECL

In euHReka: IT2003 record created.

< **SAP** Display Substitutions

✓ [] Personal work schedule Cancel

Personnel No: 50007532 Name: Mr Hire Successfactor
EE group: 1 Regular Personnel ar: ZUS1 euHReka US JAX Corp
WS rule: FF4001_Z 8h Day 40 SS Status: Active
From: 01.03.2024 To: 01.03.2024 Chg.: 06.03.2024 Z01_TST_EQF

Subst. type: 02 Shift substitution Substitution hours: 4.00

Individual working time
Time: 00:00 - 04:00 Previous day
Daily WS class: []

Find by
Person
Collective search
Search Term
Free search