



BambooHR Adapter for SAP Integration Suite

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Contents

1	Introduction.....	3
1.1	Objective.....	3
1.2	Coding Samples.....	3
1.3	Internet Hyperlinks.....	3
1.4	Overview.....	3
1.5	Features.....	3
1.6	Quick Start.....	4
2	Adapter Installation.....	5
2.1	Prerequisites.....	5
2.2	Procedure.....	5
2.2.1	Adapter Installation by Creating a New Integration Flow.....	5
2.2.2	Adapter Installation without Creating a New Integration Flow.....	6
3	Getting Started: BambooHR Adapter.....	8
3.1	Architecture Overview.....	8
3.2	Application Configuration.....	8
3.3	Authentication.....	10
3.3.1	Creating Security Parameter in Security Material.....	10
4	BambooHR Adapter Configuration.....	12
4.1	Connection.....	12
4.2	Processing.....	13
5	BambooHR Operations.....	16
5.1	Add Employee (/api/v1/employees).....	16
5.2	Upload Employee File (/api/v1/employees/:id/files).....	17
5.3	Store a new employee photo (/api/v1/employees:employeeid/photo).....	20
5.4	Add New Candidate (/api/v1/applicant_tracking/application).....	22
5.5	Change a Request Status (/api/v1/time_off/requests/:requestId/status).....	23
6	Support.....	25
6.1	Troubleshooting.....	25

1 Introduction

1.1 Objective

This is the official guide for the BambooHR adapter for SAP Integration Suite. This guide covers all relevant information for integration developers to start working with the BambooHR adapter. Read this guide carefully before using the Adapter.

1.2 Coding Samples

Any software coding and/or code lines/strings ("Code") included in this documentation are only examples and are not intended to be used in a productive system environment. The Code is only intended to better explain and visualize the syntax and phrasing rules of certain coding. The correctness and completeness of the Code given herein is not guaranteed.

1.3 Internet Hyperlinks

The documentation may contain hyperlinks to the Internet. These hyperlinks are intended to serve as a hint about where to find related information. The availability and the correctness of this related information or the ability of this information to serve a particular purpose are not warranted.

1.4 Overview

BambooHR is an HR platform offering hiring, onboarding, payroll, and time-off management capabilities. BambooHR adapter for SAP Integration Suite allows you to connect to BambooHR allowing access and management of employee, organizational, and time-off data. The adapter works with the APIs of BambooHR that allows developers to access and integrate its components into their applications.

1.5 Features

BambooHR adapter has the following features:

- Receiver adapter enables access to BambooHR APIs like **Employee** data, **Time Off**, **Applicant Tracking**, **Custom Reports** etc.
- Supports secure authentication using **API Key**.
- Supports **Basic** configuration type that provides a convenient processing capability for supported versions whereas **Advanced** enables proficient users to perform calls with greater control while connecting to any API endpoint.
- Supports employee operations that allow signing **contracts** via **Upload EmployeeFile** and **Upload CompanyFile**.

- Support for onboarding processes via **Add New Candidate** and **Create Job Opening** operations.

1.6 Quick Start




This Quick Start section outlines minimal steps required to demo adapter usage. This does not cover all configuration scenarios, always refer to the complete documentation for complete and accurate guidance.

1. Prerequisites:
 - A BambooHR account with API access enabled. (See [3.2 Application Configuration](#))
 - SAP Integration Suite tenant with Standard License.
2. Generate BambooHR API Key:
 - a) Log in to BambooHR.
 - b) Go to profile picture > **API Keys**.
 - c) Click **Add New Key** and generate the API key.
3. Create **Secure Parameter** in SAP Integration Suite:
 - a) Navigate to **Monitor > Integrations and APIs**.
 - b) Go to **Manage Security > Security Material**.
 - c) Create **Secure Parameter** using API key.
4. Add BambooHR Adapter to an Integration Flow:
 - a) Go to **Design** workspace and create or open an Integration Flow.
 - b) Add BambooHR Adapter as a Receiver.
5. Configure **Connection** Tab:
 - a) **Address:** `https://<yourCompany>.bamboohr.com`
 - b) **API Key Alias:** Secure Parameter artifact created in #3.
 - c) Keep default timeout values.
6. Configure **Processing** :
 - a) Perform a basic operation to [Add Employee](#).
7. Deploy & Run:
 - a) **Save** and deploy the Integration Flow.
 - b) Monitor execution under **Integrations and APIs**.

2 Adapter Installation

This section describes the prerequisites and procedure to install the BambooHR adapter.


2.1 Prerequisites

 The BambooHR adapter is available as part of your Standard license for SAP Integration Suite. For more information, see [SAP Note](#).

Before you start working with the adapter, you must deploy it to your SAP Integration Suite tenant.

2.2 Procedure

You can deploy the adapter using the following methods:

 The following installation procedure is compatible with Apache Camel 3x environment, and Edge Integration Cell (EIC) platform.



2.2.1 Adapter Installation by Creating a New Integration Flow

Purpose

To install an adapter for use in your Integration flow.

Procedure

Go to **Design** workspace and select the integration package where you want to create a new Integration flow.

1. Click **Edit** to make the package editable.
2. Go to the **Artifacts** tab. Click **Add** and select **Integration Flow**.
3. Enter **Name** and **ID** for your flow. Additionally, select **Runtime Profile** from the drop-down and choose **Sender** and **Receiver** systems from the list . Finally, click **Add** to create the integration flow.
4. Go to the newly created integration flow and click **Edit** to make it editable.
5. In the integration flow, click **End** to add a **Connector**  between the **End** and the **Receiver** BambooHR.

A drop-down with the available adapters appears. The BambooHR adapter should show up in the list.

6. Select the BambooHR Adapter from the list. The adapter is now imported, which *triggers* the adapter deployment. Once the adapter is deployed, a success message is displayed that the adapter is successfully deployed.

Result: The adapter is deployed in the Design workspace.

2.2.2 Adapter Installation without Creating a New Integration Flow



The following procedure explains how the adapter is migrated from the Discover workspace to the Design workspace of the SAP Integration tenant.

This method is useful for scenarios where integration flow packages are migrated from development to a higher environment such as Production.

The adapter can be imported into the Design workspace without creating an integration flow. Use the Transport Management Service (TMS) to import/transport the adapter to a higher environment. Alternatively, if the TMS is not available in the landscape, the adapter package can be imported to the Design workspace by copying it from the Discover workspace.

Purpose

To copy the integration package from the Discover workspace and import the BambooHR adapter to the Design workspace, follow these steps:

Procedure

1. Go to **Discover** workspace.
2. In the search box, search for **BambooHR Adapter for SAP Integration Suite** package.
3. Select the package and click **Copy**. This copies the package from the Discover workspace to the Design workspace.
4. Go to **Design** workspace and select the copied **BambooHR Adapter for SAP Integration Suite** package.
5. In the **Actions** tab of the selected package, click **Deploy**. This completes the adapter deployment to the Design workspace.

Result: The adapter is deployed in the Design workspace.

After the adapter deployment is complete, you can check the status in the **Monitor** section.

Purpose

To check the status of the deployed adapter.

Procedure

1. Under the **Monitor** tab, click **Integrations and APIs**. This opens the **Overview** page.
2. On the **Overview** page, go to **Manage Integration Content** section and click **All**. This opens the **Integration Content** page with a list of all the deployed adapters.

You can check and confirm the deployment status of your adapter as shown in the screenshot below.

The screenshot displays the 'Integration Content (23)' page. On the left, a table lists the integration adapters. The 'BambooHR' adapter is highlighted, with a status of 'Started'. The main panel shows details for the 'BambooHR' adapter, including deployment time, user, package name, and version. A 'Status Details' section at the bottom shows a green checkmark and the message: 'The Integration Adapter is deployed successfully.'

Name	Status
BambooHR	Started
Integration Adapter	

BambooHR [Undeploy](#) [Download](#)

Deployed On: Nov 28, 2025, 20:10:55 ID: [redacted]
Deployed By: [redacted] Version: 1.0.0
Package: OEM_Adapter_December_Release

Status Details

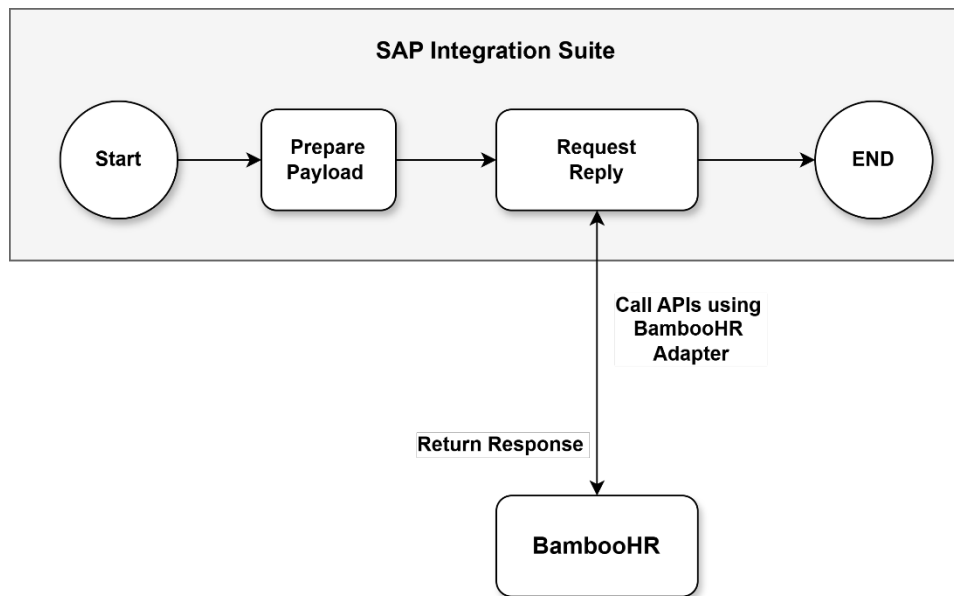
✓ The Integration Adapter is deployed successfully.

3 Getting Started: BambooHR Adapter

This section explains how to configure the BambooHR adapter for SAP Integration Suite. You can find information about adapter architecture, application configuration, and authentication for BambooHR Adapter.

3.1 Architecture Overview

How BambooHR Receiver Adapter Works:



- The BambooHR Receiver adapter is designed to receive and process data from an integration flow in SAP Integration Suite and facilitate communication with BambooHR application (external) using REST-based APIs.
- SAP Integration Suite acts as the initiator of the calls and sends a request to BambooHR (this is the receiver system) using the adapter.
- Additionally, it also handles responses and logs execution status and errors before returning them to SAP Integration Suite tenant.

3.2 Application Configuration

The links below contain basic information to help you get started with the BambooHR Application.

1. Introduction

Before you begin, ensure you have the below access and configurations set up.

- A BambooHR [account](#) with the proper permissions (ensure API Access is enabled).

3.3 Authentication

i Before setting up the authentication, ensure you have finished the required steps as directed in [Application Configuration](#).

This section explains the procedure to create security artifacts that are supported by the BambooHR Adapter in the SAP Integration Suite.

The BambooHR adapter supports **API Key**. You can securely store it by creating a **Secure Parameter** in SAP Security Material. This ensures that credentials can be safely provided to the Adapter.

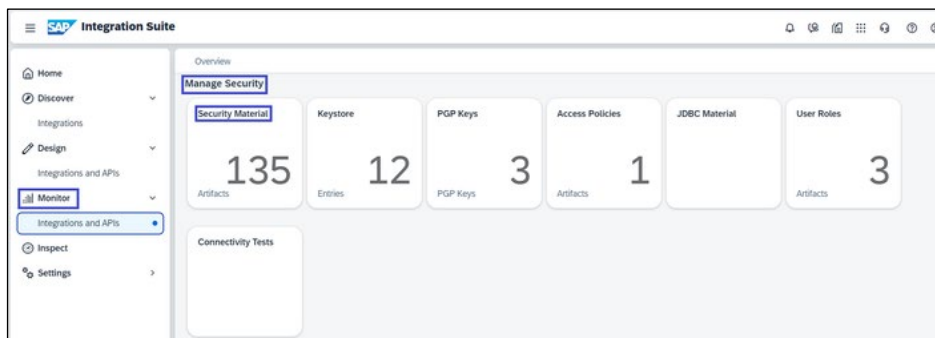
3.3.1 Creating Security Parameter in Security Material

Purpose

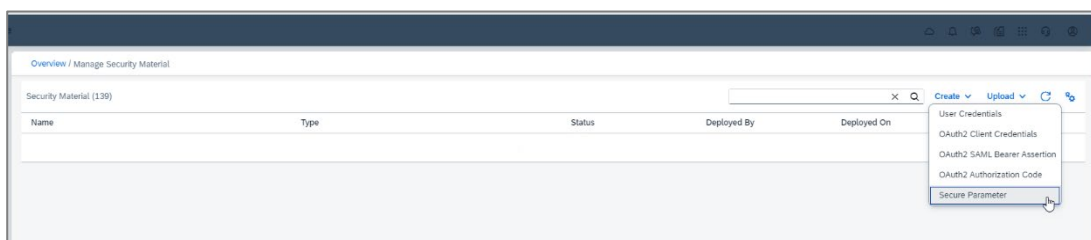
To create **Secure Parameter** artifact for BambooHR authentication.

Procedure


1. In SAP Integration Suite, navigate to **Monitor** > **Integrations and APIs**. The **Overview** page opens on the right.
2. On the **Overview** page, go to **Manage Security** section and click on the **Security Material** tile.



3. On the **Manage Security Material** page, click **Create** and select **Secure Parameter** from the dropdown.



4. In the **Create Secure Parameter** popup, provide the below details.

Field	Description
Name	Specify the name of the security artifact. The artifact name is used as an alias for the confidential data.
Description	Enter a description for the artifact (optional).
Secure Parameter	Enter API Key. For more information, see 3.2 Application Configuration  The permissible length is a maximum of 4096 characters.
Repeat Secure Parameter	Enter API Key again.

5. Click **Deploy** to complete the process.

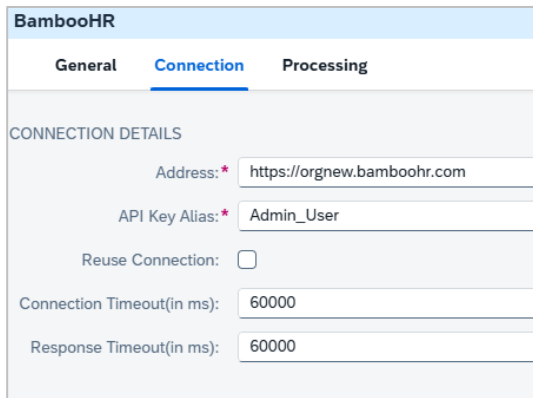
The Security artifact created above is used to connect to the BambooHR Application by configuring the **Connection tab** of the Adapter. For more details, see [Connection](#).

4 BambooHR Adapter Configuration

This section describes the fields to be configured for your BambooHR adapter. You need to configure the **Connection** and **Processing** tabs. A description and example usage for every field has been provided below.

4.1 Connection

The Connection tab contains connection and authentication parameters for BambooHR. The Security artifact created in [Authentication](#), should be used in the **Connection** tab of the adapter as shown in the sample figure below.



The screenshot shows the configuration interface for the BambooHR adapter. It has three tabs: General, Connection (selected), and Processing. Under the 'CONNECTION DETAILS' section, there are several input fields: 'Address' with the value 'https://orgnew.bamboohr.com', 'API Key Alias' with the value 'Admin_User', a 'Reuse Connection' checkbox which is unchecked, 'Connection Timeout(in ms)' with the value '60000', and 'Response Timeout(in ms)' with the value '60000'.

The table below contains the complete list of fields that can be found in the **Connection** tab.

Parameter	Description
Address	Specify the hostname to connect to BambooHR. Example: <code>https://\${header.org}.bamboohr.com</code>
API Key Alias	Specify the Secure Parameter alias that contains the credentials for authentication. This artifact securely stores the API key. For more information, see Application Configuration .
Reuse Connection	Enable to reuse the connection.
Connection Timeout(in ms)	Specify the maximum waiting time (in milliseconds) for the connection to be established. Default: <code>60000</code>
Response Timeout(in ms)	Specify the maximum waiting time (in milliseconds) for a response message. Default: <code>60000</code>



4.2 Processing

The **Processing** tab allows you to configure the operations that can be performed using BambooHR Adapter. The below image shows a sample operation using **Get Report by ID** operation.

The screenshot displays the BambooHR configuration interface for the Processing tab. It includes sections for Processing Details, Operation Parameters, and Header Details. The Configuration Type is set to 'Basic', the Entity is 'Custom Reports', and the Operation is 'Get Report by ID (/api/v1/custom-reports/reportId)'. The Operation Parameters table lists a parameter named 'reportId' with the value '\$[header.Report_Id]'. The Header Details section shows fields for Request Headers and Response Headers.

The table below contains the complete list of fields that can be found in the **Processing** tab.

Parameter	Description
Configuration Type	Select the required configuration type: <ul style="list-style-type: none"> • Basic provides a convenient processing capability for supported versions using UI elements like dropdowns and parameter text fields. • Advanced provides relative URL which enables proficient users to perform calls with greater control while connecting to any API endpoint.
Entity	Select the entity based on which the operation will be performed.
Operation	Select the desired operation from the dropdown.
Operation Parameters	Specify the operation parameters as a name value pair. Example: Name: file Value: readme.txt
Request Payload Source	Select an option to specify the source for request payload:

Parameter	Description
	<ul style="list-style-type: none"> • UI Configurable provides user-friendly fields to create the payload automatically. • Exchange Body allows you to specify required structure and values directly as part of the payload.
Category	<p>Specify the category id for uploading company file or employee file.</p> <div style="border: 1px solid #ccc; background-color: #e6f2ff; padding: 5px; margin-top: 10px;">  This appears as Folder ID in BambooHR. </div>
File Name	<p>Specify the name of the file along with the extension.</p> <p>Example: <code>readme.txt</code></p>
Content-Type	<p>Specify the Content-Type header of the body including the boundary part for multipart/form-data.</p> <p>Example:</p> <ul style="list-style-type: none"> • <code>application/json</code> • <code>multipart/form-data; boundary=----BambooHR-MultiPart-Mime-Boundary----</code>
HTTP Method	<p>Select the required method from the available dropdown:</p> <ul style="list-style-type: none"> • DELETE • GET • HEAD • PATCH • POST • PUT
Relative URL	<p>Specify the relative endpoint , excluding the Host.</p> <p>Example: <code>v1/applicant_tracking/application</code></p>
Query	<p>Specify the expression containing the query parameter and value Syntax: <code>param1=value1&param2=value2</code></p> <div style="border: 1px solid #add8e6; background-color: #e6f2ff; padding: 10px; margin-top: 10px;">  While using space (), ensure that you encode the query using %20. List Job Applications under Applicant Tracking, query can be specified as: <code>jobId=34&applicationStatus=ALL&searchString=john.doe@gmail.com&newSince=2025-11-01%2013:00:00</code> </div> <p>For more information about mandatory parameters, see BambooHR API Documentation.</p>

Parameter	Description
Request Headers	<p>Specify a list of custom headers, separated by a pipe (), to be sent to the target system. Use an asterisk (*) to send all custom headers to the target system.</p> <p>All Camel-specific headers and HTTP protocol headers except "date" are excluded by default, even if you specify them.</p>
Response Headers	<p>Specify a list of headers, separated by a pipe (), coming from the target system's response to be received in the message. Use an asterisk (*) to receive all the headers from the target system, which is also the default value.</p> <p>All Camel-specific headers and HTTP protocol headers except "date" are excluded by default, even if you specify them.</p>

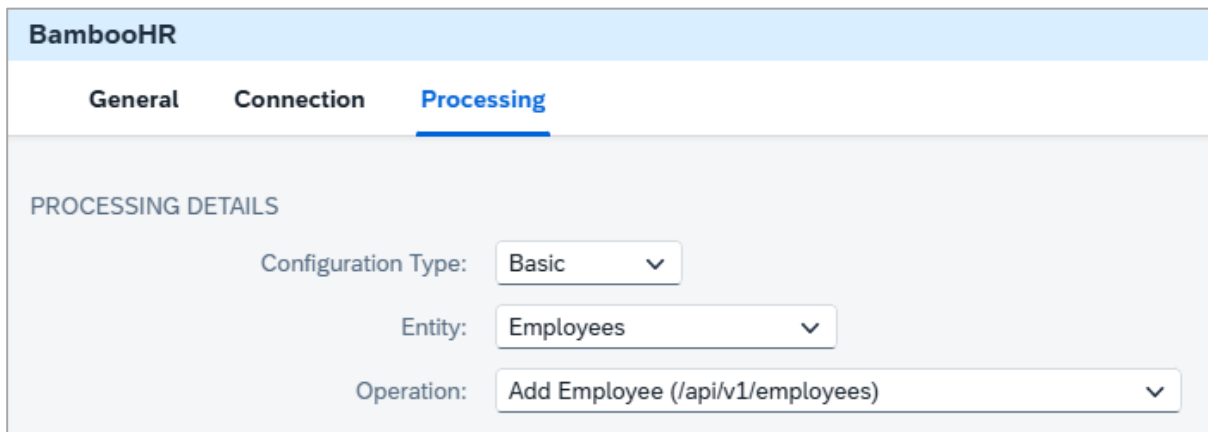
5 BambooHR Operations

This section lists and describes some of the operations supported by the BambooHR Adapter.

For detailed information about API calls including the **Content-Type** and **Accept** headers to be used, see [BambooHR API Reference](#).

5.1 Add Employee (/api/v1/employees)

Add a new employee to your BambooHR. You must provide a first name and a last name.



The screenshot shows the BambooHR interface with three tabs: 'General', 'Connection', and 'Processing'. The 'Processing' tab is active. Below the tabs, the text 'PROCESSING DETAILS' is displayed. There are three dropdown menus: 'Configuration Type' set to 'Basic', 'Entity' set to 'Employees', and 'Operation' set to 'Add Employee (/api/v1/employees)'.

Sample Payload:

```
{  
  "firstName": "John",  
  "lastName": "Doe"  
}
```

For information about additional details, see [Add Employee API Reference](#).

For more information regarding the complete set of fields for the adapter, see [Processing](#).

Parameter	Value
Configuration Type	Select the required configuration type as Basic .
Entity	Select entity as Employees
Operation	Select operation as Add Employee (/api/v1/employees)

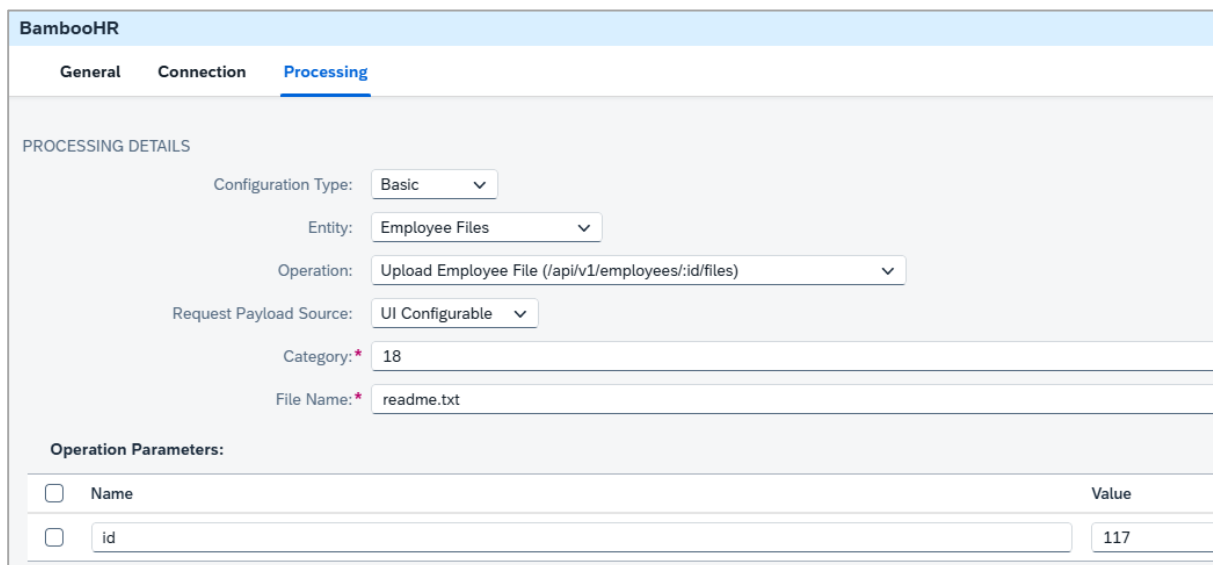
5.2 Upload Employee File (/api/v1/employees/:id/files)

To upload a file, you must provide the content of the file and the category ID to place the file. You must also provide employee id as an operation parameter.

For more information, see [Upload Employee File API Reference](#).

The following example demonstrates uploading a file to BambooHR. You can perform the operation in two ways:

a) **Request Payload Source** is set to **UI Configurable**



The screenshot shows the 'Processing' tab in the BambooHR interface. Under 'PROCESSING DETAILS', the following fields are visible:



- Configuration Type: Basic (dropdown)
- Entity: Employee Files (dropdown)
- Operation: Upload Employee File (/api/v1/employees/:id/files) (dropdown)
- Request Payload Source: UI Configurable (dropdown)
- Category: 18 (text input)
- File Name: readme.txt (text input)

Below these fields is the 'Operation Parameters' section, which includes a table with two rows:

<input type="checkbox"/> Name	Value
<input type="checkbox"/> id	117

For more information regarding the complete set of fields for the adapter, see [Processing](#).

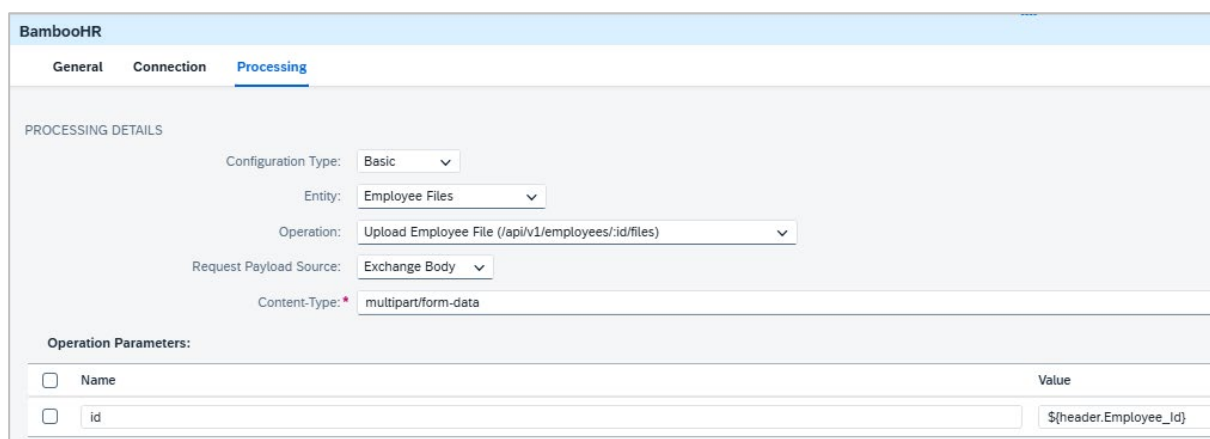
Parameter	Value
Configuration Type	Select the required configuration type as Basic
Entity	Select the entity as Employee Files
Operation	Select operation as Upload Employee File (/api/v1/employees/:id/files)
Request Payload Source	Select to specify the source for request payload as UI Configurable .

Parameter	Value
Category	Specify the category id for uploading company file or employee file. Example: 18  This appears as Folder Id in BambooHR.
File Name	Specify the file name along with the extension. readme.txt  Ensure that the file extension is correct.
Operation Parameters	Specify query parameter as key value pair. For more information about mandatory parameters, see BambooHR API Documentation . Name id Value 117

Payload for file content:

```
This file contains information to help you get started with BambooHR.
```

a) **Request Payload Source** is set to **Exchange Body**



BambooHR

General Connection **Processing**

PROCESSING DETAILS

Configuration Type: Basic

Entity: Employee Files

Operation: Upload Employee File (/api/v1/employees/:id/files)

Request Payload Source: Exchange Body


Content-Type: * multipart/form-data

Operation Parameters:

Name	Value
<input type="checkbox"/> id	<input type="text" value="\${header.Employee_Id}"/>

Parameter	Value
Configuration Type	Select the required configuration type as Basic

Parameter	Value
Entity	Select the entity as Employee Files
Operation	Select the entity as Upload Employee File (/api/v1/employees/:id/files)
Request Payload Source	Select to specify the source for request payload as Exchange Body
Content-Type	multipart/form-data
Operation Parameters	Name <code>id</code> Value <code>117</code>

 Along with the payload, ensure that you provide the specific content type header that defines the request payload structure. If **Content Type** is **multipart/form-data**, you must calculate boundary and include boundary information in the Content Type header in the payload.

Sample Header and Payload are provided on the next page.

```

POST /api/v1/employees/1/files/ HTTP/1.0
Host: {companyDomain}.bamboohr.com
Content-Type: multipart/form-data; boundary=----BambooHR-MultiPart-Mime-Boundary----
Content-Length: 520

-----BambooHR-MultiPart-Mime-Boundary----
Content-Disposition: form-data; name="category"

112
-----BambooHR-MultiPart-Mime-Boundary----
Content-Disposition: form-data; name="fileName"

readme.txt
-----BambooHR-MultiPart-Mime-Boundary----
Content-Disposition: form-data; name="share"

yes
-----BambooHR-MultiPart-Mime-Boundary----
Content-Disposition: form-data; name="file"; filename="readme.txt"
Content-Type: text/plain

This is a sample text file.

-----BambooHR-MultiPart-Mime-Boundary-----

```

5.3 Store a new employee photo (/api/v1/employees/:employeeid/photo)

This operation shows how you can store a photo for an employee BambooHR by specifying its `employee_id`. For more information, see [Store Employee Photo API Reference](#).



For operations like **Store a new employee Photo**, **Add Employee File**, and **Add Company File**, you must specify the **Content-Type** as `multipart/form-data`.

The screenshot shows the 'Processing Details' configuration page in BambooHR. It includes the following settings:

- Configuration Type: Basic
- Entity: Photos
- Operation: Store a new employee photo (/api/v1/employees/:employeeid/photo)
- Request Payload Source: Exchange Body
- Content-Type: \${header.Content-Type}

Below these settings is a table for 'Operation Parameters':

Name	Value
employeeid	\${header.Employee_Id}


Sample Payload:

```
POST /api/v1/employees/1/photo/ HTTP/1.0
Host: {companyDomain}.bamboohr.com
Content-Type: multipart/form-data; boundary=----BambooHR-
MultiPart-Mime-Boundary----
Content-Length: 520


-----BambooHR-MultiPart-Mime-Boundary-----
Content-Disposition: form-data; name="file";
filename="photo.jpg"
Content-Type: text/plain

... binary file data ...

-----BambooHR-MultiPart-Mime-Boundary-----
```

 If **Content Type** is **multipart/form-data**, you must calculate boundary and include boundary information in the Content Type header in the payload as shown above.

For more information regarding the complete set of fields for the adapter, see [Processing](#).

Parameter	Value
Configuration Type	Select configuration type as Basic
Entity	Select entity as Photos
Operation	Select operation as Store a new employee photo (/api/v1/employeeId/photo)
Request Payload Source	Select to specify the source for request payload as Exchange Body
Content-Type	Specify Content Type as <code>\${header.content_type}</code>  You must specify the content_type as <code>multipart/form-data</code> .

For more information regarding the complete set of fields, see [Processing](#).

5.4 Add New Candidate (/api/v1/applicant_tracking/application)

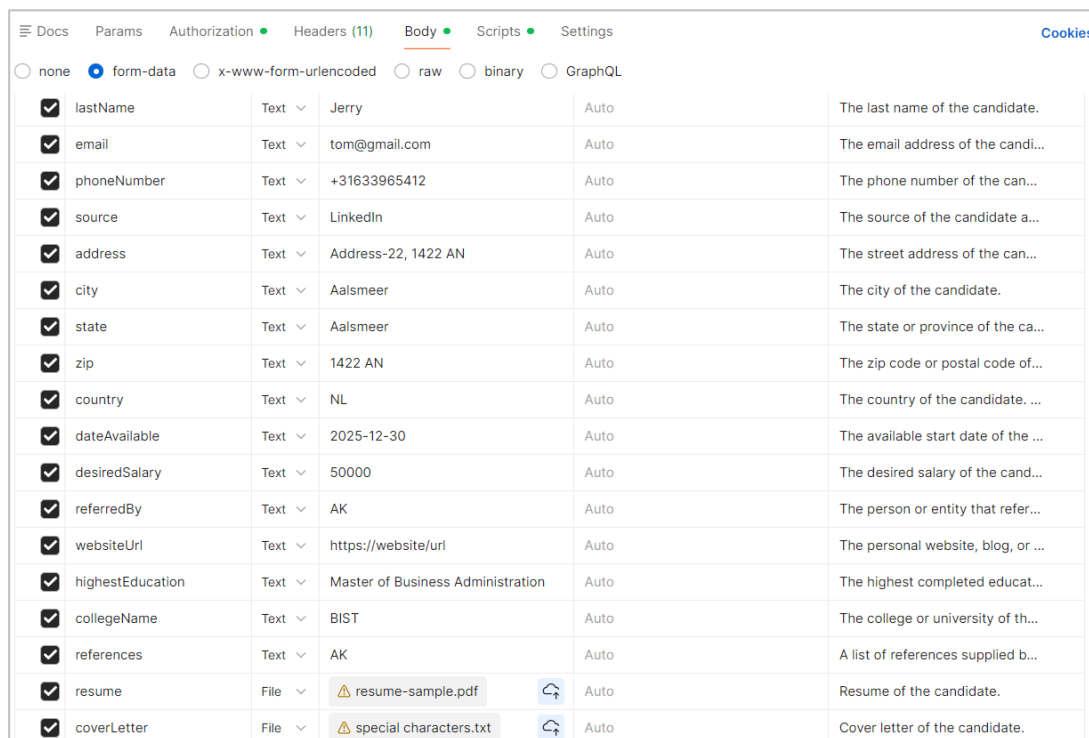
You can use this operation to add a new candidate for a job opening.

i For the **Create Candidate** and **Create Job Opening** operations, you must specify the Content-Type as either `multipart/form-data` or `application/json`.

For detailed information about this operation, see [Create Candidate](#).

The example below shows usage via the **Advanced** tab.

The screenshot below shows a sample request which allows you to upload **resume** and **coverLetter** for your candidate.



Field	Type	Value	Format	Description
<input checked="" type="checkbox"/> lastName	Text	Jerry	Auto	The last name of the candidate.
<input checked="" type="checkbox"/> email	Text	tom@gmail.com	Auto	The email address of the candi...
<input checked="" type="checkbox"/> phoneNumber	Text	+31633965412	Auto	The phone number of the can...
<input checked="" type="checkbox"/> source	Text	LinkedIn	Auto	The source of the candidate a...
<input checked="" type="checkbox"/> address	Text	Address-22, 1422 AN	Auto	The street address of the can...
<input checked="" type="checkbox"/> city	Text	Aalsmeer	Auto	The city of the candidate.
<input checked="" type="checkbox"/> state	Text	Aalsmeer	Auto	The state or province of the ca...
<input checked="" type="checkbox"/> zip	Text	1422 AN	Auto	The zip code or postal code of...
<input checked="" type="checkbox"/> country	Text	NL	Auto	The country of the candidate. ...
<input checked="" type="checkbox"/> dateAvailable	Text	2025-12-30	Auto	The available start date of the ...
<input checked="" type="checkbox"/> desiredSalary	Text	50000	Auto	The desired salary of the cand...
<input checked="" type="checkbox"/> referredBy	Text	AK	Auto	The person or entity that refer...
<input checked="" type="checkbox"/> websiteUrl	Text	https://website/url	Auto	The personal website, blog, or ...
<input checked="" type="checkbox"/> highestEducation	Text	Master of Business Administration	Auto	The highest completed educat...
<input checked="" type="checkbox"/> collegeName	Text	BIST	Auto	The college or university of th...
<input checked="" type="checkbox"/> references	Text	AK	Auto	A list of references supplied b...
<input checked="" type="checkbox"/> resume	File	resume-sample.pdf	Auto	Resume of the candidate.
<input checked="" type="checkbox"/> coverLetter	File	special characters.txt	Auto	Cover letter of the candidate.

The screenshot shows the BambooHR interface with the 'Processing' tab selected. Under 'PROCESSING DETAILS', the 'Configuration Type' is set to 'Advanced', the 'HTTP Method' is 'POST', and the 'Relative URL' is '/api/v1/applicant_tracking/application'. The 'HEADER DETAILS' section shows 'Request Headers' and 'Response Headers' fields.

For more information regarding the complete set of fields for the adapter, see [Processing](#).

Parameter	Value
Configuration Type	Select configuration type as Advanced
HTTP Method	Select HTTP method as POST
Relative URL	Specify endpoint as /api/v1/applicant_tracking/application

5.5 Change a Request Status (/api/v1/time_off/requests/:requestId/status)

You can use this operation to approve, deny, or cancel a time off request. You must provide a `requestId` for the request along with the status as `approved`, `cancelled`, or `denied`. Optionally, you can provide a note to accompany the change in request status.

Sample Payload:

```
{
  "status": "approved",
  "note": "Reminder to set an Out of Office message"
}
```

BambooHR

General Connection **Processing**

PROCESSING DETAILS

Configuration Type:


HTTP Method:

Relative URL: *

Query:

Parameter	Value
Configuration Type	Select configuration type as Advanced
HTTP Method	Select method as PUT
Relative URL	Select endpoint as /api/v1/time_off/requests/\${header.id}/status

For detailed information about this operation, see [Update Time Off Request Status](#).

 At the time of BambooHR adapter release, BambooHR issued a warning about the **Report** entity being deprecated soon. Keep in mind while using it for production scenarios. For more information, see [Reports](#).

6 Support

6.1 Troubleshooting

Scenario	Error Message	Possible Reason
Gets all updated employee IDs (/api/v1/employees/changed) operation fails with an error on the exchange header x-bamboohr-error-message .	<code>x-bamboohr-error-message:since field is required.</code>	Ensure you have not missed the mandatory query parameters for the operation. For more information about mandatory parameters, see BambooHR API Documentation .
A Bamboohr operation fails due a Content-Type error.	<code>org.apache.camel.CamelException: The Content-Type header cannot be empty</code>	For detailed information about API calls including the Content-Type and Accept headers to be used, see BambooHR API Reference .