

Configuration Guide

SAP and SuccessFactors

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CUSTOMER

SuccessFactors RCM to People Answers 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	2014-11-01	First Version

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1 Introduction

This document provides an overview of the artifacts delivered as part of SF RCM – People Answer 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

SFSF RCM Credentials: These credentials will be used to connect to the SFSF RCM system

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 RCM to People Answer Outbound Flow

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

Click on “Successfactors RCM to People Answer” Integration process in the Discover section and configure “RCM to PA Assessment “Integration Flow

PA-SF RCM Score Type Value Mapping PA-SF RCM Score Type Value Mapping
PA to SF RCM Assessment Result Assessment results are sent back from People Answer to SF RCM
SF RCM to PA Assessment Candidate and Assessment order details are sent from SF RCM to People Answer
PA - SF RCM Order Status Value Mapping PA - SF RCM Order Status Value Mapping

Configure the following

Parameters: these parameters are provided by the People Answer Vendor

PAPartnerCode:	<input type="text" value="<PA Partner Code>"/>
PAUserName:	<input type="text" value="<PA User Name>"/>
PAPartnerCompanyCode:	<input type="text" value="<PA Partner Company Code>"/>
PAPartnerLocationCode:	<input type="text" value="<PA Partner Location Code>"/>
PAPassword:	<input type="text" value="<PA Password>"/>
PAPartnerLocationDescription:	<input type="text" value="<PA Partner Location Description>"/>

PAUserName: PA username to be able to send assessment order details to PA

PAPassword: PA password to be able to send assessment order details to PA

PAPartnerCode: PA Partner code

PAPartnerCompanyCode: PA Partner company code

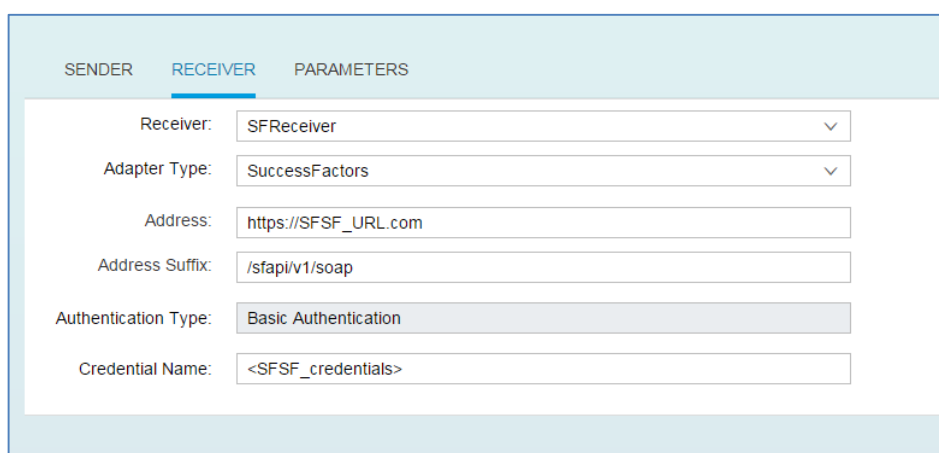
PAPartnerLocationCode: PA Partner location code

PAPartnerLocationDescription: PA Partner Location Description

4 People Answer to RCM Inbound Flow

The following screens explain the steps needed to configure the PA to RCN Assessment Result Iflow before deploying on the customer landscape.

Receiver: these are the details required in order to be able to connect to the SF RCM system



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

Receiver:	SFReceiver
Adapter Type:	SuccessFactors
Address:	https://SFSF_URL.com
Address Suffix:	/sfapi/v1/soap
Authentication Type:	Basic Authentication
Credential Name:	<SFSF_credentials>

Address: the url to the Successfactors RCM system

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

4.1 Value mapping settings

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

The entries can be modified in this project to suit the needs of the customer. Refer to the [section "FAQ's - Functionality"](#) of this document for more details on the contents of these maps.

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.

Value mappings for	
Vendor, Vendor_Score_Type	SF, SF_Score_Type
Stanine	Stanine
Sten	Sten
GPA	GPA
IntelligenceQuoteint	IntelligenceQuoteint
NormalCurve	NormalCurve
Percentile	Percentile

Value mappings for	
PA_OB, PA_Status_PA_ErrorCode_PA_T...	SF_OB, SF_Status
Error_PAERRORINVALIDREQUEST_YES	99
Error_PAERRORINTERNALREQUEST_YES	99
Error__YES	99
Acknowledged__NO	2
Acknowledged__YES	2

