

SAP SuccessFactors Employee Central with Third Party Benefits Vendor- Bswift- SuccessFactors Employee Central to Bswift

Configuration Guide

INCTURE

SuccessFactors Employee Central to Bswift

Configuration Guide

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1. Overview

1.1 Introduction

This configuration guide outlines the required setup to enable the interface provided in the package for integration between SAP SuccessFactors Employee Central and Bswift. The integration fetches relevant data from SAP SuccessFactors Employee Central and transmitting it to Bswift. This ensures seamless data flow and synchronization between SuccessFactors Employee Central and bswift for effective benefits administration.

1.2 Audience

The "SAP SuccessFactors Employee Central with Third Party Benefits Vendor- Bswift – Configuration Guide" is intended for both technology and application consultants, detailing how to configure the interface to transfer employee data from SAP SuccessFactors Employee Central to Bswift .

1.3 Additional Documentation

[SAP Cloud Integration](#)

[SAP SuccessFactors](#)

2. Business Scenario

A customer maintains core HR data (e.g., hires, terminations, job changes) in SAP SuccessFactors Employee Central. Using SAP Cloud Integration, the required data is retrieved from SuccessFactors Employee Central, transformed as needed, and sent to Bswift for benefits administration—ensuring timely, accurate, and automated benefits processing without manual effort.

To optimize performance and minimize unnecessary load on the SuccessFactors APIs, the integration uses **Delta Load** to fetch only the changes (e.g., new hires, updates, or terminations) since the last successful run. This approach ensures efficient data synchronization while reducing API usage and system overhead.

- SAP Integration Suite (*with Cloud Integration Capability*) Subscription
- SuccessFactors
- Bswift
- Security Material for all authentications:

- Credential for successfactors
- Bswift Credentials

4. Configuration

4.1 Fetch Data from SuccessFactors Employee Central to Send to Bswift

Parameter	Description/Instruction
Request Reply (RR_Required_Cache)	Process Direct to Bswift required Cache Integration
Content Modifier (CM_setProperties)	Sets the required Properties to be used in the configuration
Request Reply (RR_Compound_Employee)	Fetches the Compound Employee Data
Content Modifier (CM_setProperties)	Sets the TerminationDate and currentDate
General Splitter (GeneralS_CESplitter)	Splits the data on Compound Employee
Content Modifier (CM_SetPropertiesForRouter)	Sets the properties for the Routing conditions
Groovy Script (GS_CheckTermination)	Checks on the created properties for routing
Router (Router_Termination)	Routes the data to the relevant type
Content Modifier (CM_SetBodyNull)	Makes the body Null
Message Mapping (MM_BSwift)	Performs required Transformation and maps the data cached earlier.
XML to CSV Converter (Data_Conversion)	Converts the data to csv format
Content Modifier (CM_SetFirstLine)	Sets the headers as the first line
Groovy Script (GS_PayloadLogging)	Logs the output payload on conditional basis

Groovy Script (GS_Custom_Headers)	Sets the filename as the Custom Header
Send (Send_To_Bswift)	Sends the file to Bswift
Write Variable (Write Variables)	Stores the LSRD(last successful Run Date)

4.2 Process Description

SAP Cloud Integration acts as the middleware that connects SAP SuccessFactors Employee Central and Bswift. It first retrieves the core HR data (hires, terminations, address changes) from SuccessFactors Employee Central. Next, it applies any required transformations—such as field mapping or formatting—to align with Bswift’s data structure. Finally, it securely transmits the transformed data to Bswift, ensuring real-time or scheduled updates for benefits administration.

5. Deployment after Configuration

Fetch Data from SuccessFactors Employee Central via SuccessFactors to Send to Bswift via SFTP.

6.Usage Guidelines

To ensure optimal performance and data accuracy, please follow the below recommendations while using the integration:

1. **Use Delta Load** for all regular, scheduled runs. This approach ensures that only changed or new data is processed, significantly reducing the system load and improving processing efficiency.
2. **Use Full Load** only once during the initial data load or system setup. Repeated execution of full loads should be avoided, as it may result in duplicate entries, increased processing time, and unnecessary system strain.
3. **Do not schedule the integration to run more than once per hour.** Excessive frequency can lead to performance degradation, data conflicts, and potential system overload.
4. **Maintain a minimum interval of 15 minutes between successive executions** (manual or automated). This buffer allows previous jobs to complete properly and avoids overlapping executions, which can impact data consistency and system reliability.

7.Supported Process

This Integration supports the following SF Entities:

Compound Employee

FO_Division

User

FO_BusinessUnit

FO_department

FO_Location

FOPayGroup

Please reach out to the [Incture](#) , [Integration Support](#) for any further queries or implementation of custom functionalities and more SF Entities.

8. About Us

Product: [Incture](#)

Contact Us: [Incture](#) , [Integration Support](#)