

SAP SuccessFactors Employee Central with Third Party CSR Vendor - Benevity

Configuration Guide

INCTURE

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Vendor - Benevity**

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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 (EC) and Benevity. The integration fetches relevant data from SAP SuccessFactors EC and transmitting it to Benevity. This ensures seamless data flow and synchronization between SAP SuccessFactors EC and Benevity for effective CSR administration.

1.2 Audience

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

1.3 Additional Documentation

[SAP Cloud Integration](#)

[SAP SuccessFactors](#)

2. Business Scenario

A customer maintains core HR data such as hires, terminations, and job changes in SAP SuccessFactors Employee Central (EC). Using SAP Cloud Integration, relevant employee data is retrieved from EC, transformed as required, and sent to the Benevity CSR platform. This enables automated and accurate employee eligibility updates for donation matching, volunteering programs, and other CSR initiatives—ensuring seamless engagement without manual intervention.

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.

3. Prerequisites

- SAP Integration Suite (*with Cloud Integration Capability*) Subscription
- SuccessFactors
- Benevity
- Security Material for all authentications:
 - o Credential for Successfactors

4. Configuration

4.1 Fetch Data from Employee Central (EC) to Send to Benevity From SuccessFactors

Parameter	Description/Instruction
CM_SetProperties	Content Modifier to sets the required Properties to be used in the configuration.
GS_QueryBuilder	Groovy to create the query for Successfactor as per the user input
Sequential Multicast	Cast the data sequentially
RR_PicklistOption	Request Reply to fetches the data from "PicklistOption" Entity from SuccessFactors.
Write_cache_PicklistOption	Write for storing the data of picklistOption entity
RR_FoLocation	Request Reply to fetches the data from "Fo_Location" Entity from SuccessFactors.
Write_Cache_FoLocation	Write for storing the data of FoLocation entity
RR_CompoundEmployee	Request Reply to fetches the data from "CompoundEmployee" Entity from SuccessFactors.
GeneralSplitter_ onCompoundEmployee	General Splitter for splitting the data on CompoundEmployee
CM_settingProperties	Content Modifier to Set the payload
Get_PickListOption_CacheData	Get the pickListOption entity
GS_settingValues	Groovy for setting pickListOption Cache Value
Get_FoLocation_cacheDate	Get the FoLocation entity
GS_settingValues	Setting FoLocation Cache Value

CM_settingValue	Get the compoundEmployee payload data
MM_BenevityMap	To Map the fields
Gather_CombiningData	To gather the data
GS_settingBody	Groovy to set the body of gathered Data
CM_SetProperties	Content Modifier to set the file name and and logging requirement
GS_fixBody	Groovy to add Root before converting the data in csv
XML_To_CSV_ConverterData_Conversion	To convert the data from xml to csv
GS_settingBody	Groovy to fix the body
GS_settingFileNameAndCustomHeader	Groovy for setting file name and custom header
send_SFTP	To send file to SFTP
GS_LoggingIncomingPayload	Groovy for logging the payload
Storing_LSRD	To store last run date

4.2 Process Description

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

5. Deployment after Configuration

- ◆ Fetch Data from Employee Central (EC) with SuccessFactors to Send to Benevity via SFTP.

6. Usage Guidelines

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

- **Use Delta Load** for all regular scheduled runs.
This helps in processing only the changed data and reduces load on the system.
- **Use Full Load only once** during the **initial data load** or system setup.
Avoid using full load repeatedly as it may lead to duplicate or unnecessary data processing.
- **Do not schedule the integration to run more than once per hour.**
This prevents system overload and ensures smooth synchronization across systems.

7. Supported Process

The template supports **end-to-end functionality** and is ready for use in production environments.

This template supports the following entities:

CompoundEmployee
FoLocation
PickListOption.

For any customization or specific requirements, feel free to contact us.

8. About Us

Product: [Incture](#)

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