



End-to-end Business Process Integration at the Speed of Business: A Customer's Perspective

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Agenda

About Hypercision

Our Business and the Need to Integrate

Our Integration Story

Deciding the Best Option

Lessons learned

Wrap up

About hyperCision

An Implementation Partner and a Customer

SUCCESS
CONNECT
2014

Our Services



hyperCision Approach in Overview

Our approach is simple: we hire great people in the industry and give them the foundation, tools, and guidance to allow them to deliver strategic HCM transformation for our clients.



PEOPLE

- Platinum-level consultants
- Passionate about HCM
- Results-oriented
- Knowledge sharing
- Over 8 yrs avg. experience



PROCESSES

- Project mgmt and controls
- Repeatable execution
- Best practice-driven
- Use software accelerators



PRINCIPLES

- Put our client's interests 1st
- Become trusted advisors
- 100% project transparency
- Really care about our clients



STRATEGIC HCM TRANSFORMATION

Our Business

And the Need to Integrate

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Business Drivers for Integration – Our Team

- Supporting our hC People
 - Small business with approximately 30 Consultants in addition to Developers, Administrative Staff, Sales and Leadership team members
 - Ongoing External Relationships with Service Providers
 - Specialty Needs Service Providers
 - Very fast paced ever changing environment
 - Heavy reliance on the skills, knowledge and certifications held by our employees
 - Our employee are our business

Business Drivers for Integration – The Business

- Growing the Business
 - It's our business to know integration – we need to make the solutions work for our customers
 - Customer needs will sometimes drive the opportunity to test/experiment internally first
 - Develop products and solutions to enhance the customer experience
 - Supporting our internal long term plan for expanded module use

Our Need to Integrate

hyperCision's business is to work with customers on their implementation, enhancements and adoption of SAP and SuccessFactors. Integration is critical.....



CONSULTING PARTNER

- SAP PartnerEdge Partners
- SuccessFactors Consulting Partners
- LSO Product & Release Testing Partners
- Solution Management & Development Partners
- ASUG Influence Council Participants

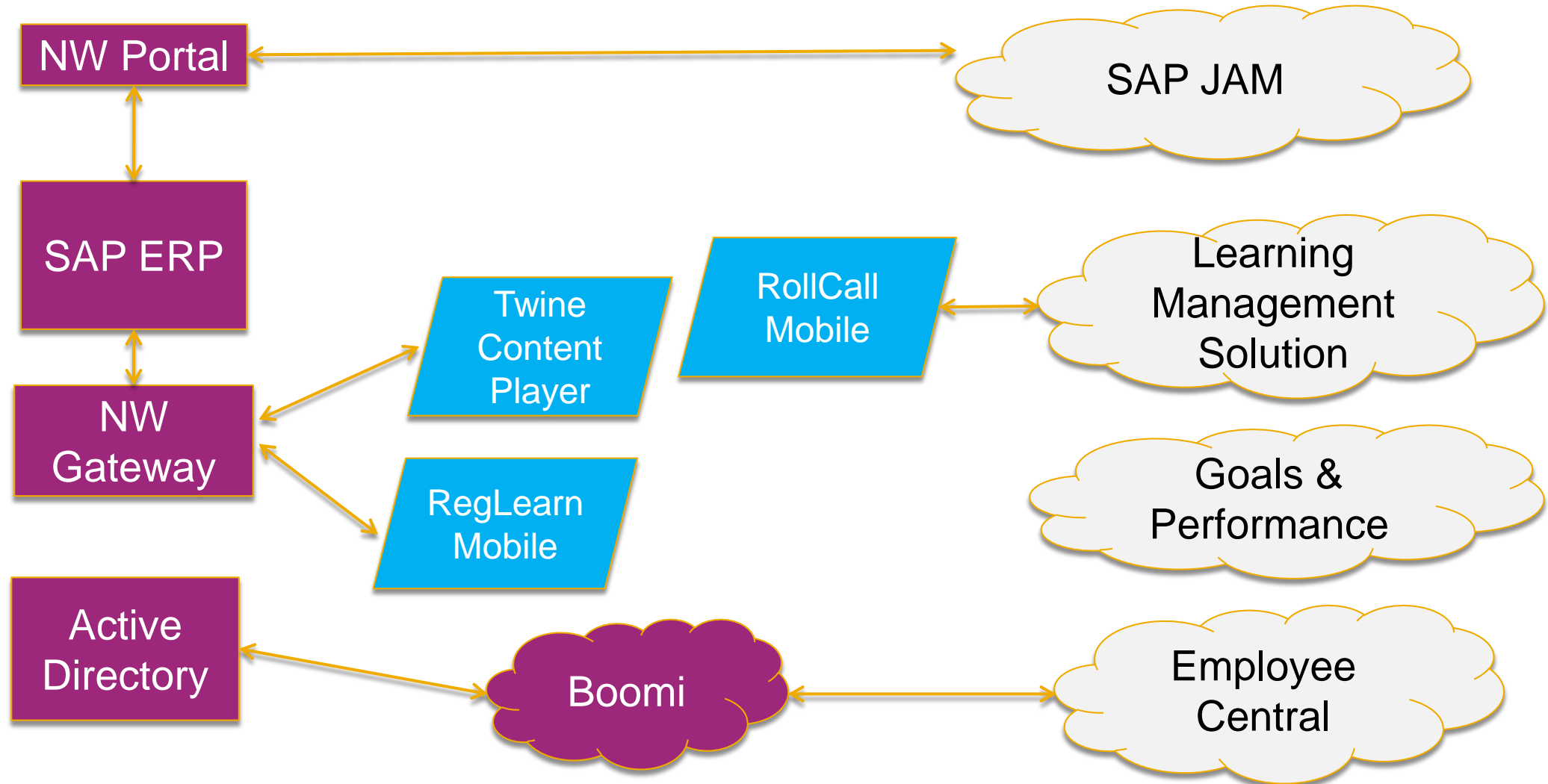
As customers we use the tools to support and drive our own business through the use of Platform, Goal/Performance Management and LMS. We are just beginning a migration from on Premise SAP HCM to Employee Central.



Our Integration Story

Not a Scary Fairy Tale

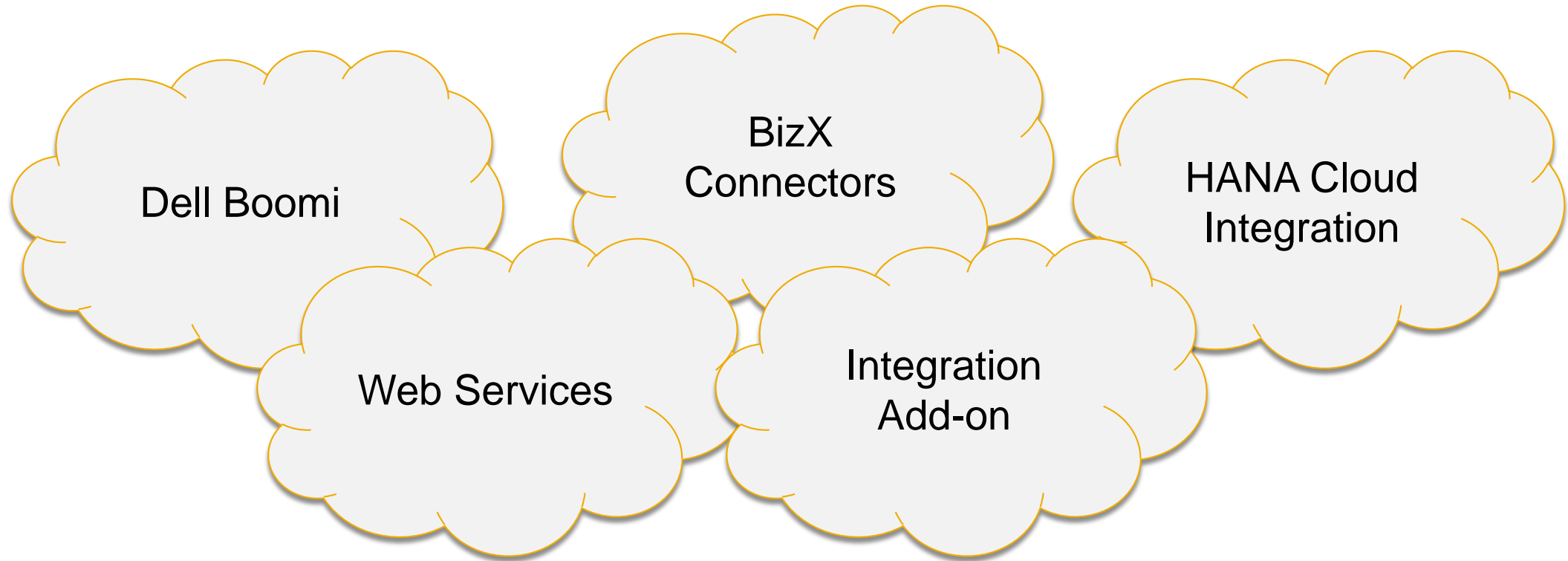
Internal Integration Efforts



Customer Integration Work

- Employee Central
 - Integration with 3rd Party Cloud Providers
 - BenefitFocus
 - Workforce Software
 - ADP
 - SAP Cloud Payroll (ECP)
 - On Premise SAP Payroll
- Recruiting Integration
- Active Directory Integration and SSO
- Connectors for LMS and Validated LMS

Integration Options



Dell Boomi

Dell Boomi is the most common Cloud Integration Platform for Employee Central customers

Boomi licenses are included for Employee Central customers

Boomi is a multi-tenant platform

A well thought out User Interface for designing and managing system integration processes

Boomi Processes

Process: EC CostCenters Split based on Company

This process pulls the CostCenters from EC via an AD HOC SFAPI entity and adds a single CSV to the WorkForce SFTP

A Simple Process

Options

Scheduling

Extensions

Add Note

Show Navigation

Execution



Connector



Map



Set Properties



No Data



SuccessFactors
EC-AD Employee Central
Cost Center AD HOC DEV



CostCenter XML to CSV File



Data Process



Set Properties

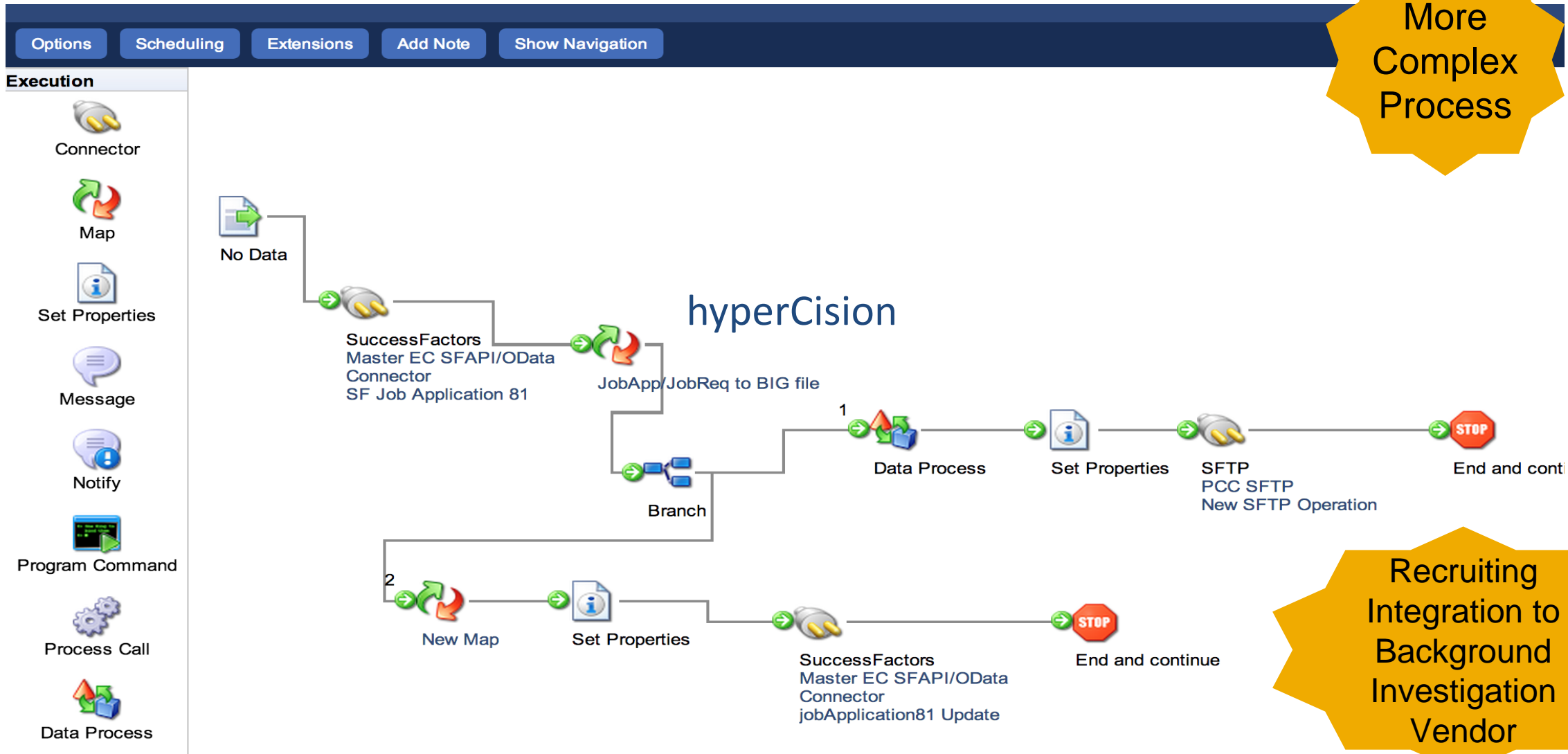


SFTP
PCC SFTP
PUT SFTP Operation

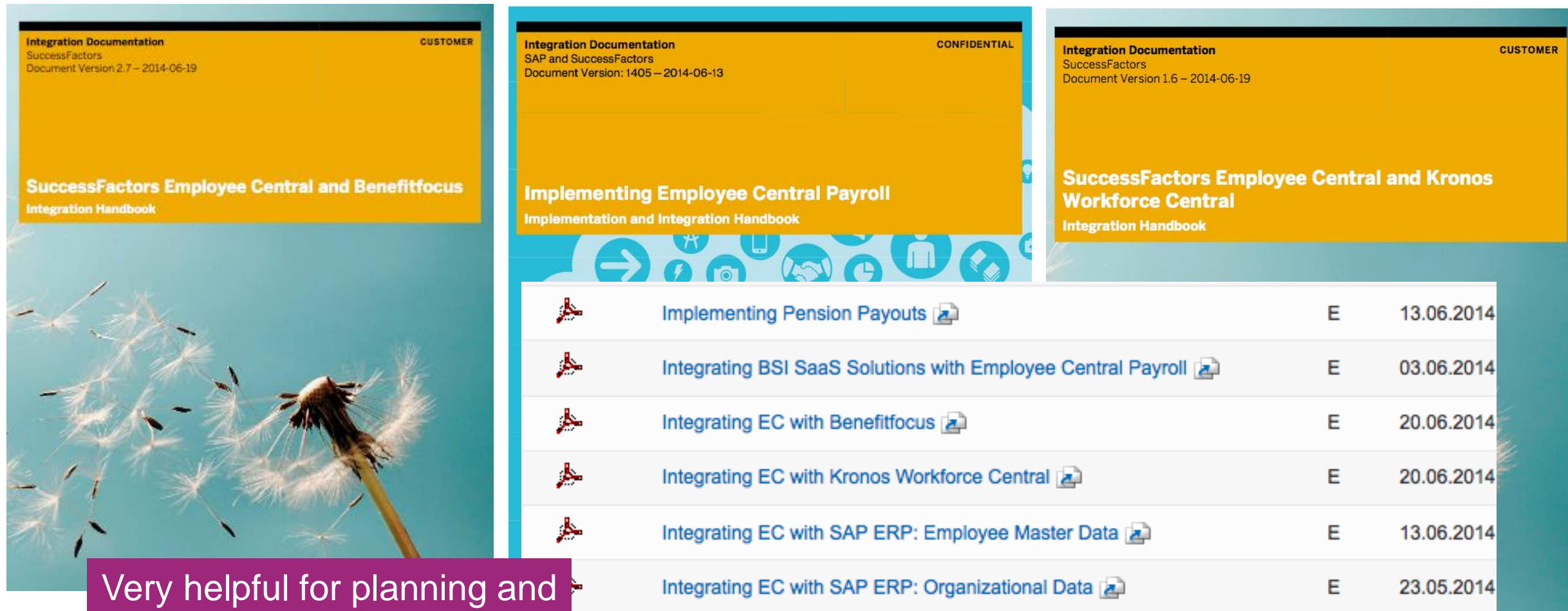


End and continue

Boomi Processes



Integration Handbooks



The image displays three integration handbook covers and a table of contents. The covers are for 'SuccessFactors Employee Central and Benefitfocus', 'Implementing Employee Central Payroll', and 'SuccessFactors Employee Central and Kronos Workforce Central'. The table of contents lists six integration topics with their respective status and dates.

Document Title	Status	Date
Implementing Pension Payouts	E	13.06.2014
Integrating BSI SaaS Solutions with Employee Central Payroll	E	03.06.2014
Integrating EC with Benefitfocus	E	20.06.2014
Integrating EC with Kronos Workforce Central	E	20.06.2014
Integrating EC with SAP ERP: Employee Master Data	E	13.06.2014
Integrating EC with SAP ERP: Organizational Data	E	23.05.2014

Very helpful for planning and implementing Integration Packs / iFlows

Boomi Process Library

Browse Process Library	
🔍 Filter Processes	
<u>iFlow: BenefitFocus payMax to EC Payroll - Benefits</u> Inbound file from BenefitFocus to EC Payroll which captures the employee payroll data as calculated by Benefitfocus to be updated in EC Payroll System.	View
<u>iFlow: EC Payroll/ERP to EC - Employee Confirmation 1308</u>	View
<u>iFlow: EC to Aon Hewitt - Employee</u> <Need description from Product management>	View
<u>iFlow: EC to BenefitFocus - Employee</u> The Successfactors EC BenefitFocus iFlow integrates Employee Central with the BenefitFocus Online Benefits Enrollment Portal. Employee data, including new	View
<u>iFlow: EC to EC Payroll/ERP - Employee 1308</u> fte to EmploymentPercent calculated correctly	View

Data Mapping in Boomi

Extensions

Process Filter:

All



[Show Audit Logs](#)

Connection Settings

Dynamic Process
Properties

Process Properties

Cross Reference

PGP

Data Maps

Data Maps:

EC to Workforce Software - CompoundEmployee - Workforce E2G_importE

EC to Workforce Software - CompoundEmployee

- job_information
 - action
 - job_title
 - job_code
 - department
 - division
 - location
 - start_date
 - acquired_from_company
 - end_date
 - created_on
 - last_modified_on
 - company
 - business_unit
 - cost_center
 - employee_class
 - employee_type
 - employment_type

Functions

Scripting

- empStatus
- startDate

terminationDate

Math Multiply

- Value
- Value to Multiply (100)

Result

Cross Reference Lookup

- EC Emplstatus Code

WFS Leave Type

WFS Status

Cross Reference Lookup

- EC Phone Type

Workforce E2G_importEmployees

- assignment_description
- assignment_end_date
- badge_id
- business_address
- company_code
- cost_center
- department_code
- district_code
- division_code
- effective_date
- employment_type
- external_payroll_id
- flsa_status
- fulltime_equivalency_percentage
- fulltime_parttime_flag
- generic_fields
- generic_field1
- generic_field2

Employee Central / ECP Integration

EC Payroll Issue Monitor:

Back to: Home Page

Payroll Processing

Failed Replications

Selected Employees

Selected Replication Time

Select All

Deselect All

Send

Select	Employee Name	Replication Sta	Replication Data Type	Last Replication Date
<input type="checkbox"/>	Acho,	Failed	Employee Master Data	Fri Apr 18 2014 12:45:3
<input type="checkbox"/>	Anderson,	Failed	Employee Master Data	Wed Mar 26 2014 16:4
<input type="checkbox"/>	Apple			Feb 06 2014 17:30

1. Cost centre DAL01MLD of controlling area 2860 unknown

Infotype Name: Organizational Assignment (0001)

Infotype Field:

Effective Date:

[View Employment Information](#)

2. No organizational data found for hire process for employee ID 1010

Infotype Name: Organizational Assignment (0001)

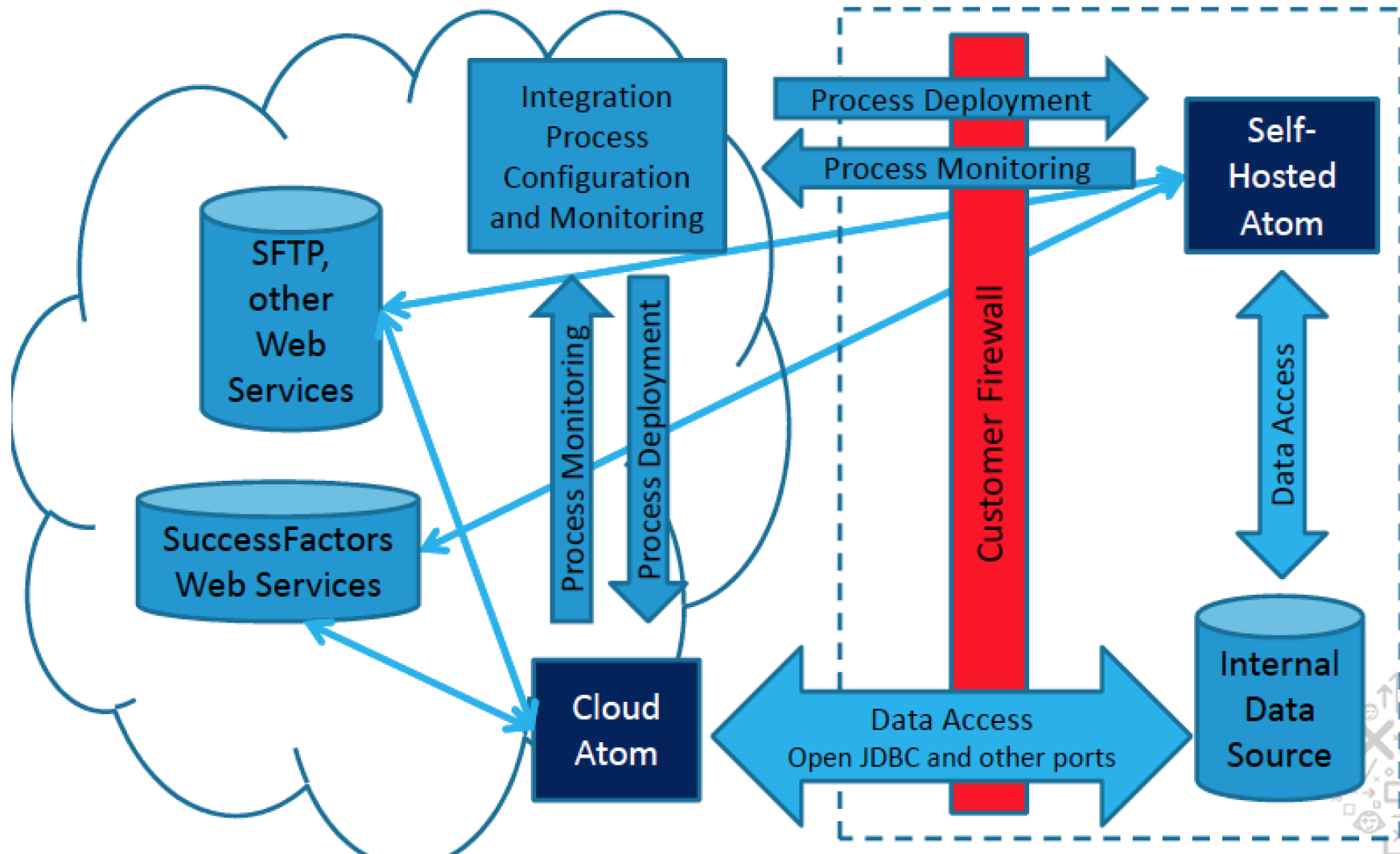
Infotype Field:

Helpful ECP Transactions:

SRTUTIL – Message Monitor to see all of The data coming through

SLGI – Error Logs

Integrating EC with On-Premise



Web Services

Advanced EC SFAPI & Odata Provisioning Items

• Managing Job Scheduler

[Manage Scheduled Jobs](#)

[Monitor Jobs](#)

[Managing PGP Keys](#)

[Send to Server Report Transfer Settings](#)

• API Debug Logs

[PartnerService Debug Log](#)

[SFWebService Debug Log](#)

[SFAPI Debug Log](#)

[OData API Debug Log](#)

• API Settings & Tools

[SFAPI Audit Log Setting](#)

[SFAPI Throttling Setting](#)

[SFAPI Async Throttling Setting](#)

[SFAPI Metering and Throttling Details](#)

[SFAPI Feature Settings](#)

[OData API Audit Log Setting](#)

Web Services



Partner Web Service



SF Web Service



DocSearch Web Service



User Web Service



SOAP RPC Servlet



SFAPI



SFAPI Ad hoc Feature



Inform Ad hoc Web Service [*Not Ready for Sales/Production*]



Employee Central SOAP API



OData API



Employee Central OData API [*Not Ready for Sales/Production*]

TIP: The default was raised from 5 after the services stopped working

SFAPI Async throttling:

Maximum Waiting and Running Job Amount:

12

Save

Employee Central Company Settings

Admin Tools > Company Settings

Manage OAuth2 Client Applications

SFAPI Audit log

Manage Route maps

SFAPI Data Dictionary

Manage Support Access

SFAPI Metering Details

Manage v12 Home Page

Text Replacement

Matrix Grid Rating Scales

Theme Manager

Modify Form Route Map

Upload Company Logo

OData API Audit Log

SFAPI Data Dictionary

+ MatrixManager

+ Onboarding

+ PerAddress

+ PerDirectDeposit

- PerEmail

supportedOperations: QUERY_MORE, QUERY, UPDATE, UPSERT, DELETE, INSERT

surrogateKeyPrefix: PEM-

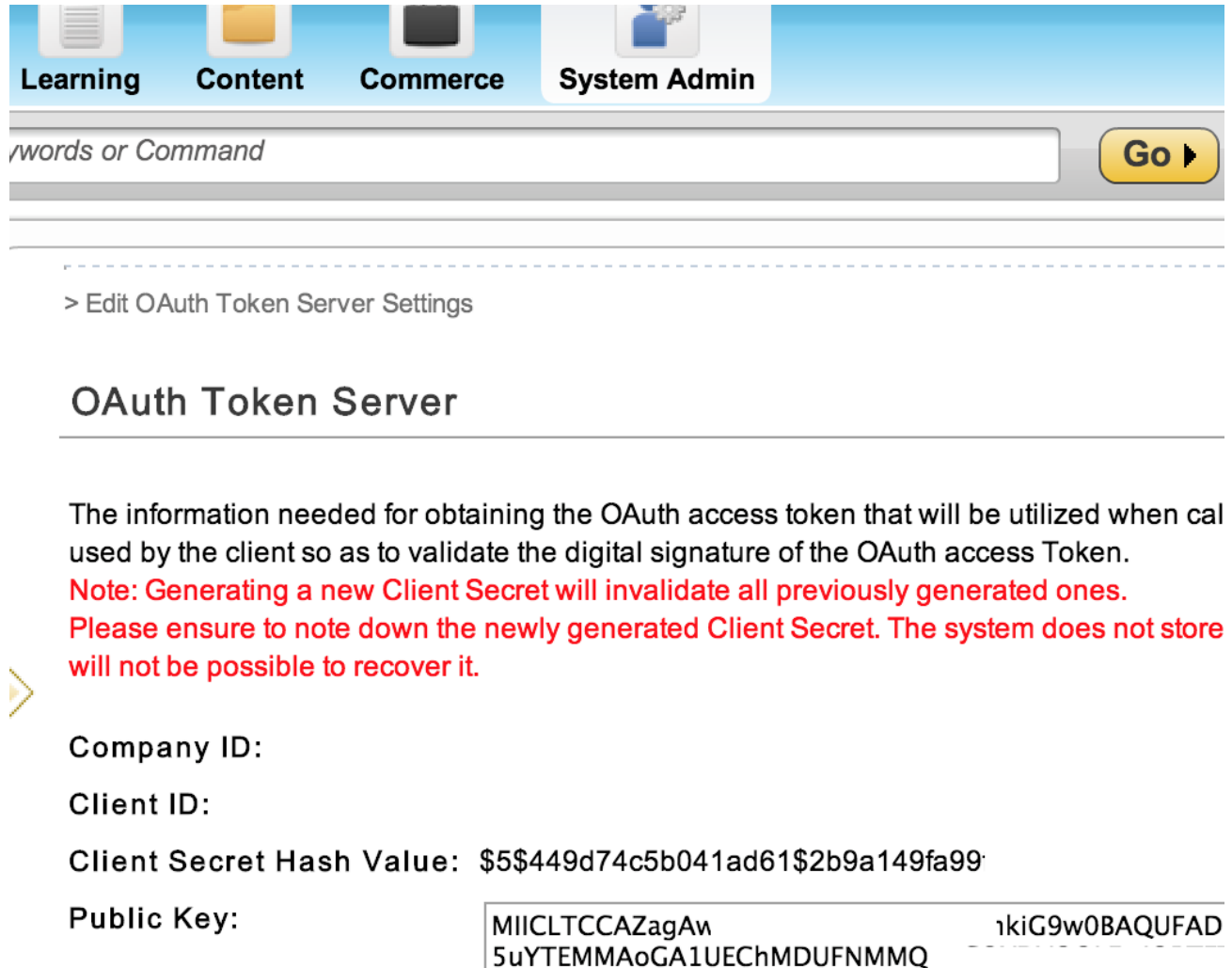
entityName: PerEmail

Fields:

Name	Data Type	Label	Max Length	Picklist ID	Required	Insertable	Updatable
created_on	datetime	N/A	19	N/A	false	false	false
created_by	string	N/A	100	N/A	false	false	false
last_modified_by	string	N/A	100	N/A	false	false	false
last_modified_on	datetime	N/A	19	N/A	false	false	false
id	string	Id	42	N/A	false	false	false
person_id_external	string	Employee ID	32	N/A	true	true	true
email	string	Email	255	N/A	false	true	true

LMS REST Web Services

- Passes JSON Objects
- OAuth Framework (tokens)
 - System Admin > Configuration >
 - OAuth Token Server



The screenshot shows the 'System Admin' tab selected in the top navigation bar. Below the navigation bar is a search bar with the placeholder text 'Words or Command' and a 'Go' button. The main content area displays a breadcrumb trail '> Edit OAuth Token Server Settings' followed by the title 'OAuth Token Server'. A descriptive paragraph explains the purpose of the OAuth access token. A red note states: 'Note: Generating a new Client Secret will invalidate all previously generated ones. Please ensure to note down the newly generated Client Secret. The system does not store will not be possible to recover it.' Below this, a yellow arrow points to the configuration details. The details include 'Company ID:', 'Client ID:', 'Client Secret Hash Value: \$5\$449d74c5b041ad61\$2b9a149fa99', and 'Public Key:' which is followed by a table containing two keys.

Learning Content Commerce System Admin

Words or Command Go

> Edit OAuth Token Server Settings

OAuth Token Server

The information needed for obtaining the OAuth access token that will be utilized when called by the client so as to validate the digital signature of the OAuth access Token.

Note: Generating a new Client Secret will invalidate all previously generated ones. Please ensure to note down the newly generated Client Secret. The system does not store will not be possible to recover it.

>

Company ID:

Client ID:

Client Secret Hash Value: \$5\$449d74c5b041ad61\$2b9a149fa99

Public Key:

MIICLTCCAagAw	1kiG9w0BAQUFAD
5uYTEMMAoGA1UEChMDUFNMMQ	

TEST REST Web Services

Multiple Free Browser Plugins allow for Web Service Testing:
Chrome Advanced REST Client, Firefox RESTClient

Request

Socket

Projects

Saved

History

Settings

About

Rate this application ♥

Donate

GET

POST

PUT

PATCH

DELETE

HEAD

OPTIONS

Other

Raw

Form

Headers

Add new header

Authorization

Basic dDE6YmM1NGJjOThkNGVkoGQyMTQ4NTRmMmM3MzAzMjdjOGFjZDc5ZTI0OWZIMzM:

Raw

Form

Files (0)

Payload

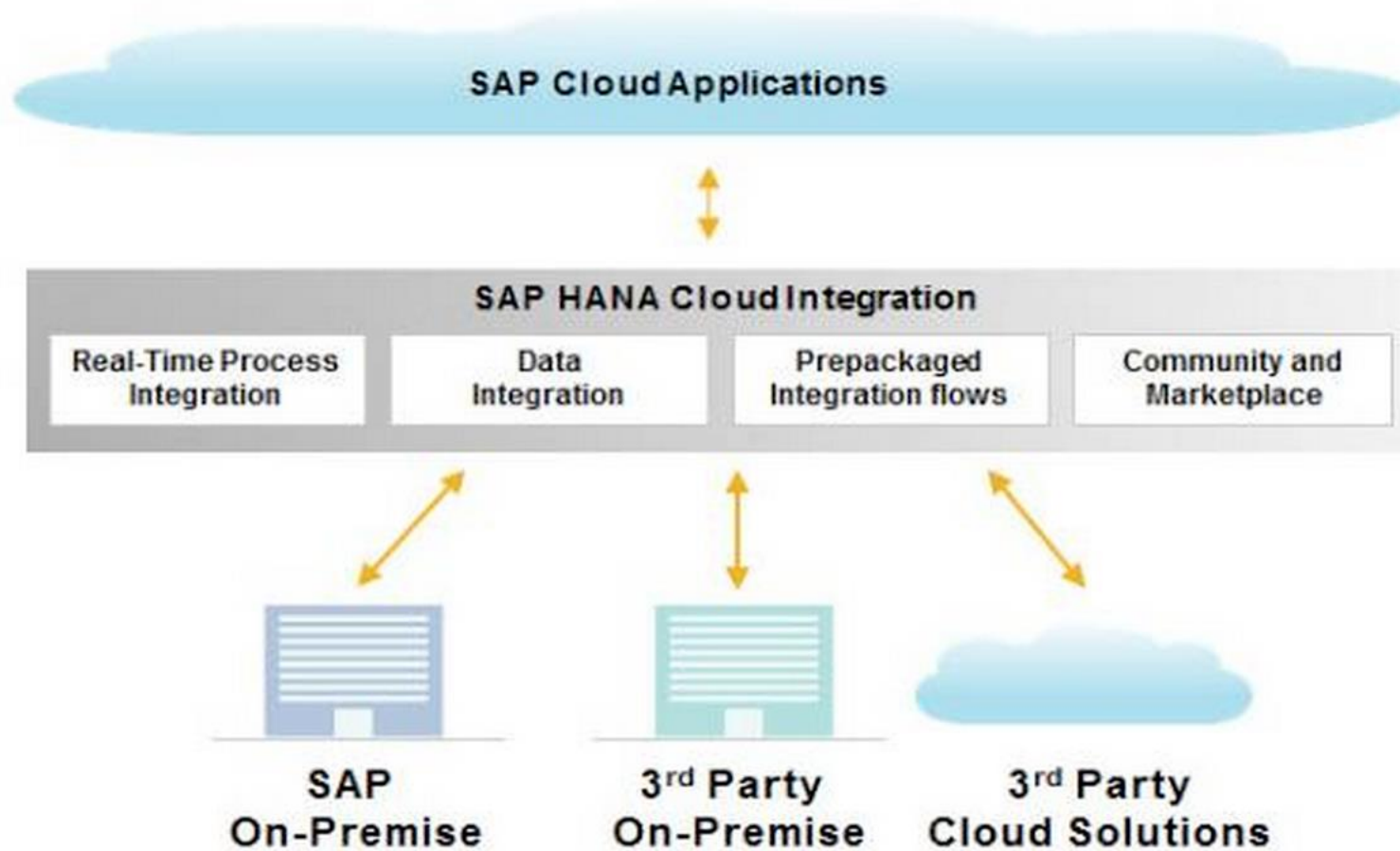
Encode payload

Decode payload

```
{
  "grant_type": "client_credentials",
  "scope": {
    "userId": "LMSUser",
    "companyId": "Client ID",
    "userType": "user",
    "resourceType": "learning_public_api"
  }
}
```

Hana Cloud Integration

HANA Cloud Integration



Connectors and Add-ons

LMS Connectors

Automatically installed with the base SF Learning product



The screenshot shows the 'System Admin' interface of the SF Learning product. The top navigation bar includes 'Home', 'Users', 'Performance', 'Learning', 'Content', 'Commerce', and 'System Admin'. Below the navigation bar is a search bar with the placeholder text 'Enter Keywords or Command' and a 'Go' button. A 'Bookmarks' section is visible below the search bar. The left sidebar contains a 'Connectors' menu item, which is expanded to show a list of connector types: 'Admin Connector', 'Alternate Job Code Connector', 'Competency Connector - SF', 'Curriculum Connector', 'Domain Connector', 'Item Connector', 'Job Code Connector', 'Learning History Connector', 'Organization Connector', 'Organization Owner Connector', 'Position Connector', 'Registration Connector', 'Scheduled Offering Connector', 'User Connector', 'User Connector - Federal', and 'User Connector - SF'. The 'User Connector' is currently selected. The main content area displays the 'Connectors' section, which includes a '> Edit User Connector' link and a 'Test FTP Connect' button. Below this is the 'User Connector' section, which shows the status of the connector. The status is 'Succeeded' and the last job execution result is 'Succeeded'. The last job execution date and time are '7/17/2014 11:15 AM America/New York'. The current job status is 'Scheduled' and the next job execution date and time are '7/18/2014 11:15 AM America/New York'. There are buttons for 'Show archived input files', 'View Errors', and 'View Results'.

Integration Add-On 3.0

Integration Add-On 3.0 for SAP ERP HCM and SuccessFactors BizX

Enable the integration of Employee, Compensation, Recruiting, Evaluation, Qualification and Organization Data between HCM and SuccessFactors BizX

http://help.sap.com/erp_sfi_addon30?current=erp_sfi_addon20

Single Sign On

Single Sign On

- Employee Central as the Service Provider
 - SSO from Active Directory (ADFS)
- Employee Central as the Identify Provider
 - SSO from Employee Central to 3rd Party Cloud Providers
- All approaches use SAML2!

SAML Asserting Parties (Idp)

In Provisioning

SAML Asserting Parties(IdP)

Delete the asserting party

Update the asserting party

SAML User Column

SAML Asserting Party Name

SAML Issuer

Company Phone

Contact Name

Contact Phone

Relying Party Description

Require Mandatory Signature

Enable SAML Flag

Login Request Signature(SF Generated/SP/RP):

SAML Profile

Enforce Certificate Valid Period

SAML Verifying Certificate Valid Period

SAML Verifying Certificate Status

SAML Verifying Certificate

-----BEGIN CERTIFICATE-----

NBqkqhkiG9w0BAQUFADCByDELMA

Assertion Consumer Service

SSRS

Authorized SP Assertion Consumer Service S

	Assertion Consumer Service	Logout Url	Audience Url
Authorized Service Provider Assertion Consumer Services	https://my01.l.payroll.ondemand.com/sap/saml2_acs	https://my01.l.payroll.ondemand.com/sap/saml2_acs	
	https://demo.cubetree.com/saml/saml2_acs		
	https://jam4.sapjam.com/saml/saml2_acs		https://jam4.sapjam.com/saml/saml2_sls



Deciding the Best Option

Clearly lots of options available

Making the Decision

- Go with Standard Recommended whenever possible
- Ownership
 - Boomi license resident with Employee Central
 - If SAP On Premise what tools are in place
- Internal knowledge to support the integration going forward
- External support available as primary or supplemental support
- Alignment with future systems roadmap



Lessons Learned

Pain can be the true learning experience

The Challenge of Landscape

Employee Central and
most Modules

Test and Production
Instances

Employee Central with
Employee Central
Payroll

Development, Test and
Production Instances
plus Boomi Account
with 3 Boomi
Environments

Validated LMS

Development, Test and
Production Instances

3rd Party Cloud Solution
Providers

1, 2 or 3 instances with
various maintenance
cycles to manage

Lessons Learned

- Not all 3rd Party Vendors will provided equal number of separate environments to your SuccessFactors Landscape
- Web Services are moving to REST/Odata, but they're not all there yet
- iFlows can only be modified through extensions to remain supported
- Boomi Shared System, weekend go-live dates around boomi down time



Wrap Up

Almost done now!

In Closing

- Our business gives us the ability to use and see various integration options
- The options continue to grow with more aids to support integration needs
- The work continues!

Thank you

Contact information:

info@hypercision.com

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