



INTERNAL

Disclaimer

**SAP SuccessFactors Workforce Availability Integration with
SAP Project and Resource Management**

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Purpose

The purpose of this document is to describe the usage of the SAP Cloud Integration content package for the replication of Workforce Availability from SAP SuccessFactors to the resource management capability in SAP Project and Resource Management.

Disclaimer

Limitations with Availability replication

1. The SuccessFactors WorkforceAvailabilityService API is under restricted release and does not support proper pagination and delta handling (when called with last modified date). Example: in case of temporary work schedule changes.
2. Due to technical limitations, only 250 records of the Workforce Availability Service API are processed per request and to ensure there is no data missing, the count is fetched first. Then, the integration flow reads all records in a loop using skip and top.
3. It is recommended to schedule this integration flow on daily basis, so that the actual data replication happens once a day, to handle delta changes.
4. This integration flow must be manually executed to consider filter parameters at any point of time. For this, the parameter "scope Mode" must be set to 'true'. In addition, timer "Start Timer: Scope Mode" should be 'Run Once' while executing SCOPEMODE manually. Please note the scenarios under which the integration flow needs to be triggered manually with the Scope Mode.
 - a. After the initial mode of replication of Workforce Availability data for the set role-based permissions of Company Code, Job Code, Employee Class, and Employee Type (as explained in SuccessFactors documentation); if there is a need to enhance the scope of these filters, then a manual trigger of the integration flow with the filter as the respective enhancing value of one of the 4 parameters needs to be triggered in the scope mode. After this manual trigger of replication, the next scheduled delta sync will continue to replicate from next time onwards as before. But also, as a pre-requisite, before triggering the integration flow in manual mode, please ensure to enhance role-based permissions in SuccessFactors also with the new value required for the filter parameters.
 - b. If in case a particular employee's availability replication is erroneous or missing due to any reasons, then a manual trigger of the integration flow in the "Scope" mode can be triggered with the respective *workassignmentId* value as the filter parameter.
5. Supported filters for Scope Mode are combination of parameters "Company Codes", "Employee Class", "Employment Type", "Job Codes" or "WorkAssignmentIDs/UserIds". Make sure to use parameter UserIds alone and don't combine with any other 4 filter parameters. Otherwise, the integration flow execution would fail at run time. For all the parameters, make sure to values separated by commas.
6. Whenever the integration flow is executed for the first time, the variable "lastSuccExecTimeStamp" is created based on the latest execution timestamp. Removing the timestamp from Manage Variables will again lead into execution of Initial Mode once again.