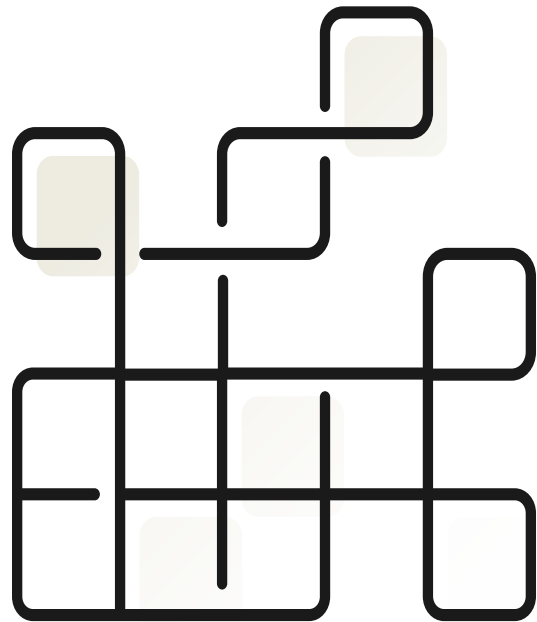




SAP SuccessFactors Worklife Exchange Time off Data Migration Implementation Guide

Version 1.1



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1.0	Initial version	November 2022
1.1	Updates on selection parameters	December 2023

Summary of Changes		
Item Number	Change Description	Chapter/Section
1.0	Initial version	All Sections
1.1	Update selection parameters	Section 2.2

Introduction

This document is a guide for users on how to implement [Packaged Integration - SF EC Time-off to hrX Exchange](#) in the customer Cloud Integration tenant. The person performing the steps must have access to Cloud Integration and be familiar with the configuration.

Related documents

All related documents can be found in [Alight Help Center](#).

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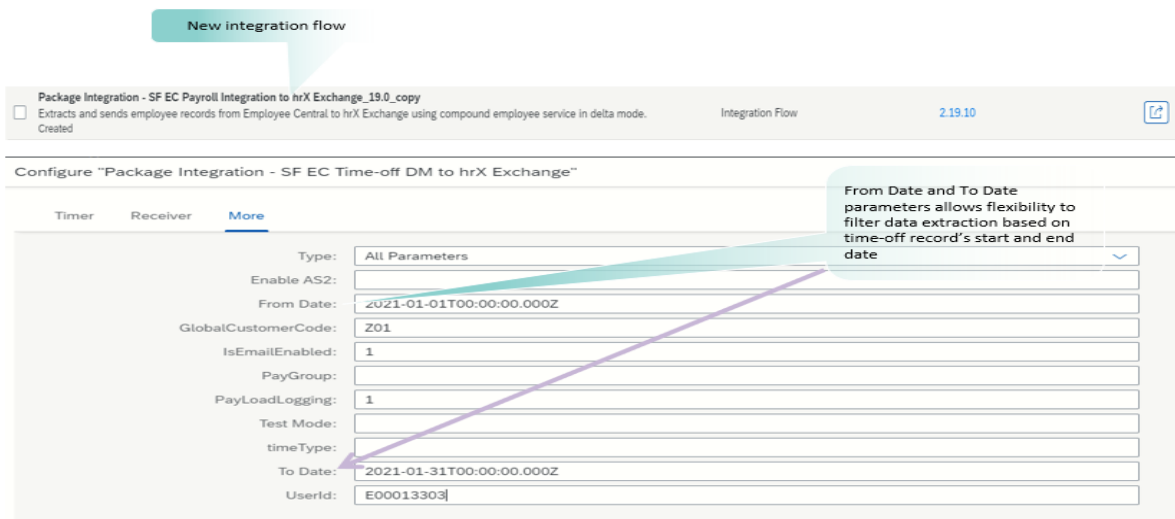
1 Introduction

This implementation document will guide a customer who wants to implement the [Packaged Integration - SF EC Time-off DM to hrX Exchange](#) in their Cloud Integration tenant.

2 Time-off Data Migration

2.1 Functionality

As of Release 19.0 the integration package now supports data migration of time-off data from SuccessFactors Employee Central to Exchange. A dedicated integration flow is delivered to handle time-off data migration to Exchange for customers already live in EC. This would reduce significantly unwanted time-off data receive by the payroll partner. Currently the only option to migrate is using the existing time-off BAU/delta integration with its limitation that it can only extract data based on the last execution timestamp without the flexibility to filter data extraction.



Integration in SCPI

Package Integration - SF EC Time-off DM to hrX Exchange
Last Updated at: Mar 24, 2021, 14:37:27

Status Properties Logs Attachments Artifact Details

Message processing completed successfully.
Processing Time: 2 sec 754 ms

Properties

Time element BODs generated in Exchange

COMPANY GROUP	PAY GROUP	EMPLOYEE	EVENT	STATUS	SENT DATE	LAST MODIFIED	STATUS
YourCorp United States	US001 X2 (X2)	Kent Washington (E0002356 / 50001010)	Date Change	Completed	24/03/2021, 06:37	24/03/2021, 06:37	WorkDay
YourCorp United States	US001 X2 (X2)	Ruby Young (E00012360 / 50004330)	Date Change	Completed	24/03/2021, 06:37	24/03/2021, 06:37	WorkDay
YourCorp United States	US001 X2 (X2)	Sanity Test (E00013303 / 50005188)	Date Change	Completed	24/03/2021, 06:37	24/03/2021, 06:37	WorkDay

Data Change for Kent Washington (E0002356): 24-Mar-2021

Add

Time Element

Start Date: 05-Jan-2021
End Date: 05-Jan-2021
Units: 1
Unit Type: DAYS
Id: SICKNESS

Payroll and comments

Payroll Service ID: 50001010

Data Change for Ruby Young (E00012360): 24-Mar-2021

Add

Time Element

Start Date: 27-Jan-2021
End Date: 27-Jan-2021
Units: 1
Unit Type: DAYS
Id: SICKNESS

Time Element

Start Date: 28-Jan-2021
End Date: 28-Jan-2021
Units: 1
Unit Type: DAYS
Id: SICKNESS

Time Element

Start Date: 29-Jan-2021
End Date: 29-Jan-2021
Units: 1
Unit Type: DAYS
Id: SICKNESS

Payroll and comments

Payroll Service ID: 50004330

Data Change for Sanity Test (E00013303): 24-Mar-2021

Add

Time Element

Start Date: 06-Jan-2021
End Date: 06-Jan-2021
Units: 1
Unit Type: DAYS
Id: VACATION

Time Element

Start Date: 07-Jan-2021
End Date: 07-Jan-2021
Units: 1
Unit Type: DAYS
Id: VACATION

Time Element

Start Date: 08-Jan-2021
End Date: 08-Jan-2021
Units: 1
Unit Type: DAYS
Id: VACATION

2.2 Integration flow configuration Time-off DM

There is a new Artifact for time-off integration introduced together with the standard package. The artifact (integration flow) is included once customer upgrades to the latest version of the package.

Packaged Integration - SF EC Time-off DM to hrX Exchange
Support time-off (absences) Data Migration from Employee Central to Exchange
Created

Integration Flow 2.19.0

Packaged Integration - SF EC Time-off DM to hrX Exchange— Support time-off (absences) Data Migration from Employee Central to Exchange

- Parameters
 1. Timer

Configure "Package Integration - SF EC Time-off DM to hrX Exchange"

Timer Receiver More

Timer: Start Event [StartEvent_2]

Run Once
 Schedule on Day
 Schedule to Recur

2. Receiver

Timer **Receiver** More

Connection

Receiver: SFRceiver

Adapter Type: Exception_Mail

Address: SFRceiver

Credential Name: AS2_Adapter_Call

(Note: A dropdown menu is open showing options: Exception_Mail, HrXReceiver, SFRceiver, AS2_Adapter_Call)

- Exception_Mail

Connection

Receiver: Exception_Mail

Adapter Type: Mail

Address: <Mail Server Address>

Proxy Type: Internet

Timeout (in ms): 30000

Protection: Off

Authentication: None

Processing

From: <MailFromAddress@company.com>

To: <Test@Company.com>

- HrXReceiver

Connection

Receiver: HrXReceiver

Adapter Type: SOAP

Address: https://<NGA end point url>

Credential Name: <NGA Web Service Credentials>

- SFReceiver

Receiver:	SFReceiver
Adapter Type:	SuccessFactors
Connection	
Address:	https://<SFAPI end point url>
Credential Name:	<SuccessFactors EC Credentials>

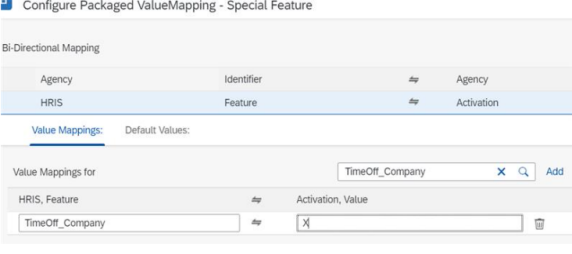
- AS2_Adapter

Receiver:	AS2_Adapter_Call
Adapter Type:	ProcessDirect
Connection	
Address:	AS2Endpoint

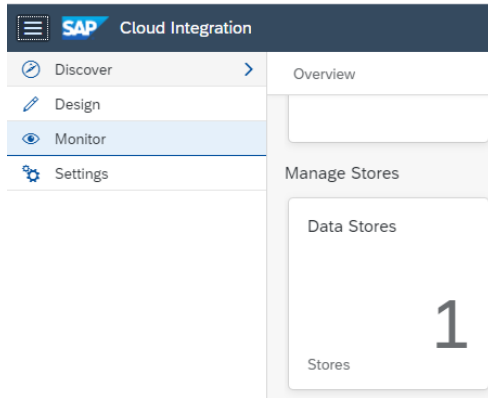
More

Timer Receiver **More**

Type:	All Parameters
Enable AS2:	<Enter 1 to Enable AS2 else 0 for Webservice Call>
From Date:	<YYYY-MM-DDTHH:MM:SS:ssZ for_example 2014-11-04T05:01:29.00...>
GlobalCustomerCode:	<Global Customer Code>
IsEmailEnabled:	<Enter 1 to enable mail else 0>
Load to Data Store:	<Enter 1 to Append Records in Data Store else 0>
PayGroup:	
PayLoadLogging:	<Enter 1 to view payload else 0>
Test Mode:	<Enter 1 to avoid sending in HrX else 0>
timeType:	
To Date:	<YYYY-MM-DDTHH:MM:SS:ssZ for_example 2014-11-04T05:01:29.00...>
UserId:	

Parameter	Explanation	Default	Mandatory
Company	<p>Company value of the employee to be send to Exchange. The filtering is configurable:</p> 	None	No
Enable AS2	1 for AS2 and 0 for Webservice Call	0	Yes
From Date	Effective Date of the TimeOff Record, if no value in the To Date parameter, it means the query will only get TimeOff records included in the From Date month.	None	Yes
GlobalCustomerCode	GCC of hrX Exchange Environment	None, provided by Alight	Yes
IsEmailEnabled	1 to enable email else 0	0	
Load to Data Store	Option to Save Records in Data Store	0	No
Paygroup	Paygroup value of the employee to be send in hrX Exchange	None	No
PayLoadLogging	When you wanted to download a copy of the records in EC when set to 1 and will be available as Attachment in the Monitor View	0	No
Test Mode	If enabled (1), it will not send record in HrX	0	Yes
timeType	Employee Time Type. This acts as a filter	None	No
To Date	Effective End Date of the TimeOff Record	None	No
UserId	<p>Employee IDs separated by comma to filter on.</p> <p><i>Note: If the UserId is populated, it will trigger debug mode = true and the last modified on will not updated.</i></p>	None	No

- Data Store
 - Data Store is created upon execution of Data Migration for Time Off when the parameter to load data store is enabled. Data Store in Cloud Integration serves as a placeholder or a database of the old time-off records to determine if they have changed/corrected.
 - Data Store can be view under Monitor->Manage Stores->Data Stores



Data Store Details
Name: TimeOffHistory
ID: TimeOffDelta

- Data stores can be manually deleted or downloaded.

Data Stores (1)

TimeOffHistory Global	1
--------------------------	---

TimeOffHistory Delete
Global

Entries (1)

ID	Status	Due At	Created At
TimeOffDelta	Waiting	Aug 02, 2021, 15:22:26	May 04, 2021, 15:22:26

Message ID: AGCQ9jBxR0yN4s0V_1VefcBYCvs
 Retain Until: Oct 31, 2021, 15:22:26

• **Sample Execution**

- Run DM TimeOff Iflow

Configure "Package Integration - SF EC Time-off DM to hrX Exchange"

Timer Receiver **More**

Type:

Enable AS2:

From Date:

GlobalCustomerCode:

IsEmailEnabled:

Load Time Off History:

PayGroup:

PayLoadLogging:

Test Mode:

timeType:

To Date:

UserId:

- View the Message

Artifact Name	Status
Package Integration - SF EC Time-off DM to hrX Exchange May 04, 2021, 15:22:26	Completed 2 sec 833 ms

- Sample Attachment

Package Integration - SF EC Time-off DM to hrX Exchange
Last Updated at: May 04, 2021, 15:22:26

Status Properties Logs **Attachments** Artifact Details

Name	Modified At	Size	Actions
ResponsePayload: text/plain	May 04, 2021, 15:22:26	16 KB	↓

```

MessageLog-Packaged_Integration_-_SF_EC_Time-off_to_hrX_Exchange_19.0-attachment_1-(Untitled) (3) - Notepad
File Edit Format View Help
<EmployeeTime>
<gcc>Z01</gcc>
<MessageId>AGCQ9jBXR0yN4s0V_1rVefcBYCvs</MessageId>
<iVersion>19.0</iVersion>
<EmployeeTime>
  <approvalStatus>APPROVED</approvalStatus>
  <timeCalendar>
    <EmployeeTimeCalendar>
      <date>2021-04-03T00:00:00.000</date>
      <quantityInHours>8</quantityInHours>
      <quantityInDays>1</quantityInDays>
    </EmployeeTimeCalendar>
  </timeCalendar>
  <userIdNav>
    <User>
      <empInfo>
        <EmpEmployment>
          <personIdExternal>E00000042</personIdExternal>
        </EmpEmployment>
      </empInfo>
    </User>
  </userIdNav>
  <lastModifiedDateTime>2021-03-23T09:08:39.000</lastModifiedDateTime>
  <externalCode>6488e1570c244d7aa27e30ff9909a713</externalCode>
  <endDate>2021-04-03T00:00:00.000</endDate>
  <quantityInHours>8</quantityInHours>
  <quantityInDays>1</quantityInDays>
  <timeType>SICKNESS</timeType>
  <comment/>
  
```

- Sample Data Store Created

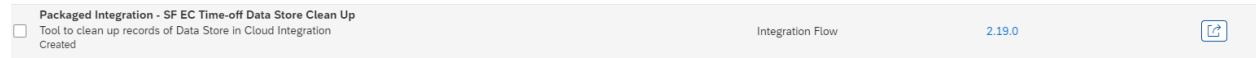
```

<EmployeeTimeHistory>
  <EmployeeTime>
  <EmployeeTime>
  <EmployeeTime>
  <EmployeeTime>
  <EmployeeTime>
  <EmployeeTime>
  <EmployeeTime>
  <EmployeeTime>
  <EmployeeTime>
    <approvalStatus>APPROVED</approvalStatus>
    <timeCalendar>
      <EmployeeTimeCalendar>
        <date>2021-04-06T00:00:00.000</date>
        <quantityInHours>8</quantityInHours>
        <quantityInDays>1</quantityInDays>
      </EmployeeTimeCalendar>
    </timeCalendar>
    <userIdNav>
      <User>
        <empInfo>
          <EmpEmployment>
            <personIdExternal>E00013446</personIdExternal>
          </EmpEmployment>
        </empInfo>
      </User>
    </userIdNav>
    <lastModifiedDateTime>2021-04-26T05:52:49.000</lastModifiedDateTime>
    <externalCode>a62d89dc53384193803aafdb20daf166</externalCode>
    <endDate>2021-04-06T00:00:00.000</endDate>
    <quantityInHours>8</quantityInHours>
    <quantityInDays>1</quantityInDays>
    <timeType>SICKNESS</timeType>
    <comment/>
    <userId>E00013446</userId>
    <startDate>2021-04-05T00:00:00.000</startDate>
  </EmployeeTime>

```

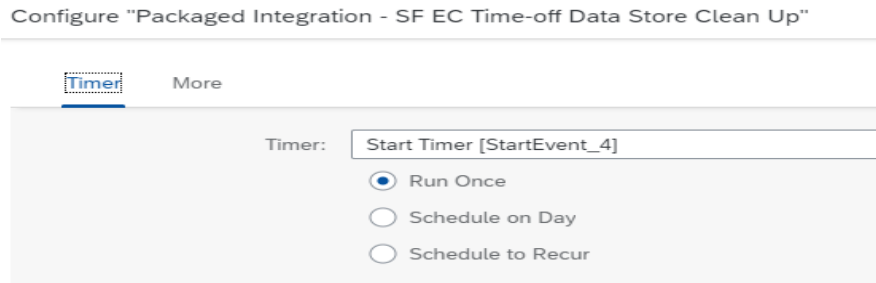
2.3 Integration flow configuration Time-off Data Store Clean Up

There is a new Artifact for time-off integration introduced together with the standard package. The artifact (integration flow) is included once customer upgrades to the latest version of the package.

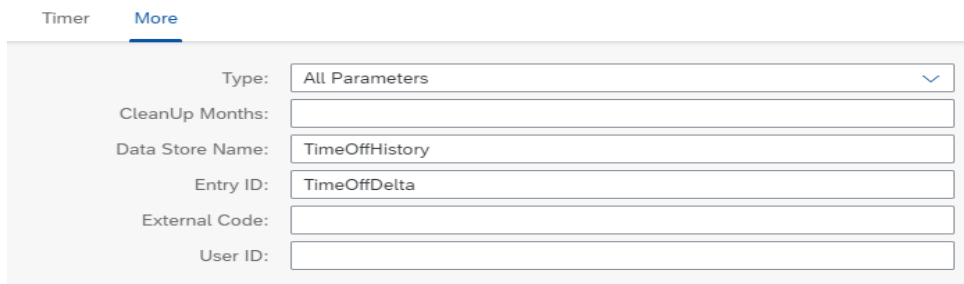


Packaged Integration - SF EC Time-off Data Store Clean Up – Tool to clean up records of Data Store in Cloud Integration

- Parameters
 1. Timer



2. More



- CleanUp Months – Indicate # of Months and minus from current date and compare to effective end date. If effective end date less than the current date minus clean up months, then remove the data in data store.

For example:

Current date: May 4, 2021

CleanUp Months: 3months

Computation (May 4, 2021 – 3months) > EmployeeTime-endDate

- Data Store Name – default to TimeOffHistory
- Entry ID – default to TimeOffDelta
- External Code – Filter to delete the externalCode

- User ID – Filter to delete the userId

*The parameter CleanUp Months takes precedence in the logic. If populated filter to External Code and User ID is ignored. If leave blank, then External Code and User ID are considered as filtering conditions.

- **Sample Execution**

- Run the Iflow with 1 Month CleanUp

Timer **More**

Type: All Parameters

CleanUp Months: 1

Data Store Name: TimeOffHistory

Entry ID: TimeOffDelta

External Code:

User ID:

- Data Store Before CleanUp 33 records in Data Store

The screenshot shows an XML editor with a file named 'EmployeeTimeHistory_before_cleanup.xml'. The XML content consists of 33 repeated '<EmployeeTime>' elements. A 'Find' dialog box is open over the XML, with 'Find what:' set to '<EmployeeTime>'. The dialog shows 'Count: 33 matches in entire file'. The search mode is set to 'Normal'. The XML content is as follows:

```

1 <EmployeeTimeHistory>
2   <EmployeeTime>
40   <EmployeeTime>
78   <EmployeeTime>
116  <EmployeeTime>
184  <EmployeeTime>
212  <EmployeeTime>
280  <EmployeeTime>
318  <EmployeeTime>
346  <EmployeeTime>
374  <EmployeeTime>
412  <EmployeeTime>
450  <EmployeeTime>
498  <EmployeeTime>
541  <EmployeeTime>
579  <EmployeeTime>
647  <EmployeeTime>
675  <EmployeeTime>
743  <EmployeeTime>
785  <EmployeeTime>
820  <EmployeeTime>
853  <EmployeeTime>
881  <EmployeeTime>
914  <EmployeeTime>
942  <EmployeeTime>
964  <EmployeeTime>
997  <EmployeeTime>
1019 <EmployeeTime>
1047 <EmployeeTime>
1069 <EmployeeTime>
1083 <EmployeeTime>
1108 <EmployeeTime>
1141 <EmployeeTime>
1142   <approvalStatus>APPROVED</approvalStatus>
1143   <timeCalendar/>
1144   <userIdNav/>
1145   <lastModifiedDateTime>2021-05-03T09:56:24.000</lastModifiedDateTime>
1146   <externalCode>365cae7fc7344251a93e6a3e39d9baac</externalCode>
1147   <endDate>2021-05-04T00:00:00.000</endDate>
1148   <quantityInHours>8</quantityInHours>
1149   <quantityInDays>1</quantityInDays>
1150   <timeType>CSFAMUP</timeType>
1151   <comment/>
1152   <userId>E00013455</userId>
1153   <startDate>2021-05-03T00:00:00.000</startDate>
1154 </EmployeeTime>
1155 </EmployeeTimeHistory>
    
```

- Data Store After CleanUp. Only 13 Records in the Data Store.

Packaged Integration - SF EC Data Store Clean Up	Completed
May 04, 2021, 17:27:59	257 ms

The screenshot shows an XML editor window titled "EmployeeTimeHistory_after_cleanup.xml". The XML content is as follows:

```
1 <EmployeeTimeHistory>
2   <EmployeeTime>
40  <EmployeeTime>
78  <EmployeeTime>
111 <EmployeeTime>
139 <EmployeeTime>
167 <EmployeeTime>
189 <EmployeeTime>
222 <EmployeeTime>
250 <EmployeeTime>
272 <EmployeeTime>
286 <EmployeeTime>
311 <EmployeeTime>
344 <EmployeeTime>
345   <approvalStatus>APPROVED</approvalStatus>
346   <timeCalendar/>
347   <userIdNav/>
348   <lastModifiedDate>2021-05-03T09:56:24.1</lastModifiedDate>
349   <externalCode>365cae7fc7344251a93e6a3e39d9</externalCode>
350   <endDate>2021-05-04T00:00:00.000</endDate>
351   <quantityInHours>8</quantityInHours>
352   <quantityInDays>1</quantityInDays>
353   <timeType>CSFAMUP</timeType>
354   <comment/>
355   <userId>E00013455</userId>
356   <startDate>2021-05-03T00:00:00.000</startDate>
357 </EmployeeTime>
358 </EmployeeTimeHistory>
```

A "Find" dialog box is overlaid on the editor, with the search term "<EmployeeTime>" entered. The dialog shows "Count: 13 matches in entire file". The search mode is set to "Normal".