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English

Disclaimer

SAP SuccessFactors - Employee Availability Integration with SAP S/4HANA Cloud

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Public

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2 Purpose

The purpose of this document is to describe the usage of the CPI content package within an SAP S/4 HANA Cloud Integration to SuccessFactors Employee Central.

3 Disclaimer

Limitations with Availability replication

1. The SuccessFactors EmpEmployeeCalendar API is under restricted release and does not support proper pagination and delta handling (when called with last modified date), for example in case of temporary work schedule changes.
2. Due to the limitation that API EmpEmployeeCalendar only allows to give less than 1000 records per request, to ensure there is no data missing, it is recommended to use SPLITTER_SIZE to split the size and combine with RETRO_PERIOD and FIXED_NO_OF_DAYS, the calculation formula is that SPLITTER_SIZE * RETRO_PERIOD * FIXED_NO_OF_DAYS <= '1000', for example, one customer want to set RETRO_PERIOD with '40' and FIXED_NO_OF_DAYS with '60', it means SPLITTER_SIZE should be less than or equal to '10'.
3. Temporary changes in the Work Schedule, holiday calendar and Time Off information are not replicated correctly. For backdated changes, it is recommended to create new backdated absences.
4. It is recommended to schedule this iFlow on daily basis, so that, the actual data replication happens once a day to handle delta changes.
5. This iFlow must be manually executed to perform full data load for a given period point in time. For this, the parameter TESTMODE has to be set to 'true'. In addition, the following parameters must be set: MAXDATEFROMLASTRUN_TESTMODE, FIXED_NO_OF_DAYS, RETRO_PERIOD. These parameters set the point of time, the number of days prior to this and after this respectively for replication
   By default, current date is taken as reference date to calculate Early Retrospective Date and Future Replication period. This reference date can be changed to a date provided by an end user using testmode.
   Please note, testmode can only be used when you find any records missing in the past, doesn't suggest to be used as the regular day replication.
6. As the API is restricted, it is not possible to view the audit log for the entity EmpEmployeeCalendar in SuccessFactors side. This might affect the possibility to troubleshoot the replication process. If you really want to check the log for debug, please set the parameter ENABLE_LOGGING with 'true'. After the iFlow run, the logs will be created as the attachment, you can check via CPI Web UI monitor section.