

SAP SUCCESSFACTORS INTEGRATION

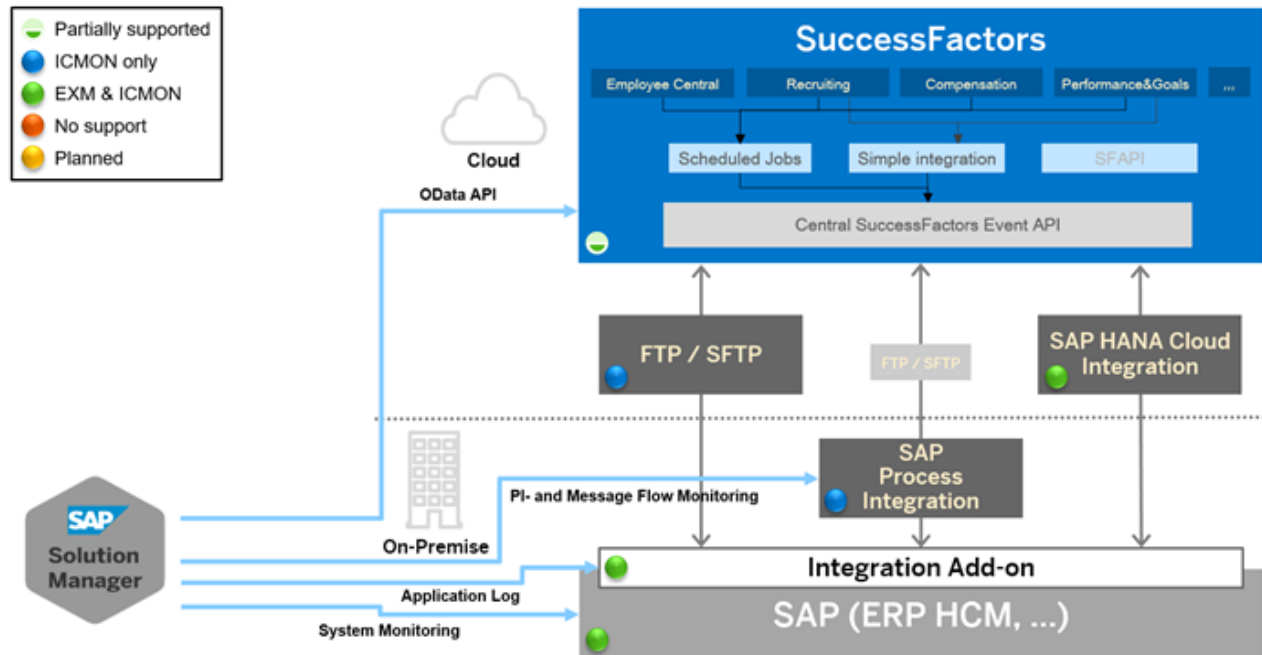
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SAP SuccessFactors is SAP’s cloud-based human resources solution. It offers a variety of applications from Core HR application like Employee Central and Employee Central Payroll, over SAP SuccessFactors Talent Solutions for recruiting and learning, to SAP SuccessFactors Analytics Solutions like Workforce Analytics.

SAP SuccessFactors has different applications in itself which are supported and connected in different ways.

SAP SuccessFactors Integration SuccessFactors via Central SF Event API

Most application of SuccessFactors support the Central SuccessFactors Event API. Solution Manager can connect to this API via an OData API. This way we can receive exceptions in scheduled jobs and simple integration exceptions and alert on them in SAP Solution Manager. When it comes to connecting SuccessFactors to your on-premise system you have several options again, depending on you SuccessFactors use case. You can transfer files via FTP / SFTP servers. This can be monitored with Interface and Connection Monitoring. You can integrate SF with your on-premise system via SAP PI or SAP HCI. SAP PI can be monitored via PI Monitoring, Interface and Connection Monitoring and single message flows can be monitored using

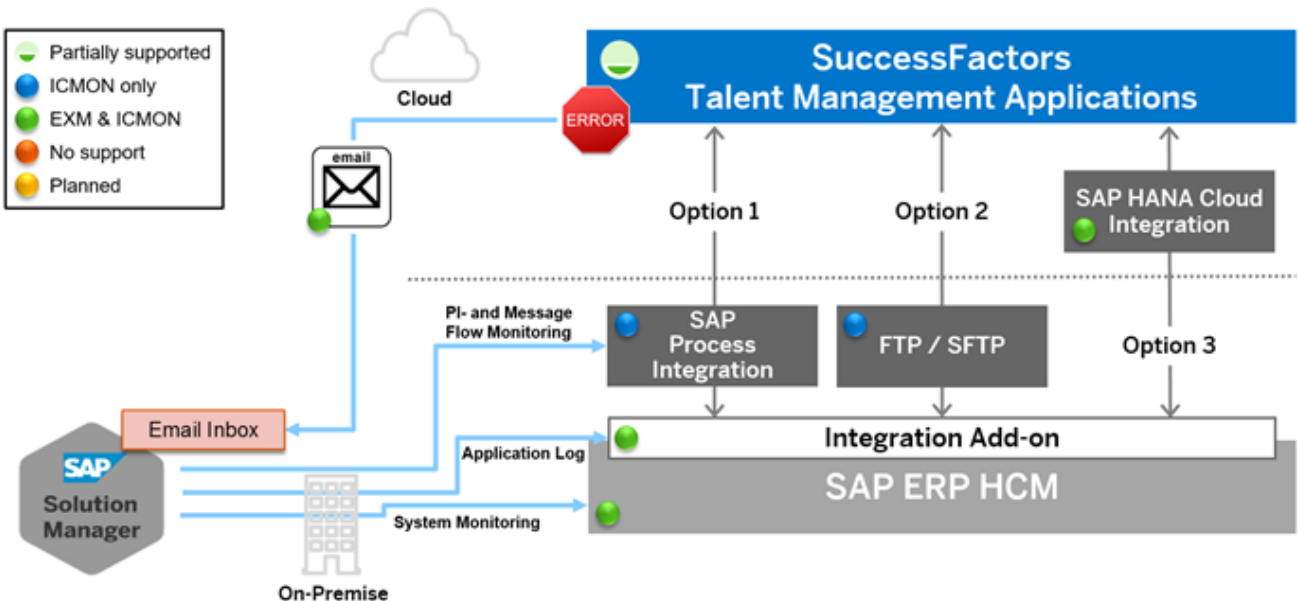


SAP Successfactor Integration

SAP SuccessFactors Integration SuccessFactors Talent Management Applications

One of the first monitoring techniques we were using with SuccessFactors was the Email-to-Event converter. SAP Solution Manager would be registered as receiver for emails for error events and then a converter would parse this emails and create an exception out of it. We still have this functionality but we work on replacing this with the possibilities of the Central SF Event API.

Depending on which integration option you choose this can be monitored as well, via PI or Message Flow Monitoring and via Interface and Connection Monitoring.



SuccessFactors Talent Management Applications Integration

SAP SuccessFactors Integration Integration add-on for SAP ERP HCM and SuccessFactors HCM allows you to integrate data between two environments related to organizational structure, organizational data, compensation and qualification data.

Compensation Data

You can support compensation process on Business Execution by transferring data from compensation SAP ERP HCM to SuccessFactors BizX. It is also possible to transfer planned compensation data from SuccessFactors Business Execution to SAP ERP HCM and you can import this data in payroll cycle in HCM suite.

Employee Data

Integration add-on allows you to transfer employee and organizational data from SAP ERP HCM to SuccessFactors and you can manage Talent Management process on SuccessFactors Business Execution (BizX).

Evaluation Data

You can manage work force planning and analytics by transferring data from SAP ERP HCM to SuccessFactors cloud.

Integration Add-On Releases

Integration add-on releases are as follows –

- Integration Add-On 1.0 for SAP ERP HCM and SuccessFactors BizX
- Integration Add-On 2.0 for SAP ERP HCM and SuccessFactors BizX
- Integration Add-On 3.0 for SAP ERP HCM and SuccessFactors