

## **Oracle® Identity Manager**

Connector Guide for SAP Employee Reconciliation

Release 9.1.0

**E11210-02**

July 2009

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# Preface

This guide provides information about Oracle Identity Manager Connector for SAP Employee Reconciliation.

## Audience

This guide is intended for resource administrators and target system integration teams.

## Documentation Accessibility

Our goal is to make Oracle products, services, and supporting documentation accessible to all users, including users that are disabled. To that end, our documentation includes features that make information available to users of assistive technology. This documentation is available in HTML format, and contains markup to facilitate access by the disabled community. Accessibility standards will continue to evolve over time, and Oracle is actively engaged with other market-leading technology vendors to address technical obstacles so that our documentation can be accessible to all of our customers. For more information, visit the Oracle Accessibility Program Web site at <http://www.oracle.com/accessibility/>.

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## Related Documents

For information about installing and using Oracle Identity Manager, see the Oracle Identity Manager documentation library.

For generic information about connectors, see *Oracle Identity Manager Connector Concepts*.

The following Oracle Technology Network page provides links to Oracle Identity Manager documentation:

<http://www.oracle.com/technology/documentation/oim1014.html>

## Documentation Updates

Oracle is committed to delivering the best and most recent information available. For information about updates to the Oracle Identity Manager Connectors documentation, visit Oracle Technology Network at

<http://www.oracle.com/technology/documentation/oim1014.html>

## Conventions

The following text conventions are used in this document:

Convention	Meaning
<b>boldface</b>	Boldface type indicates graphical user interface elements associated with an action, or terms defined in text or the glossary.
<i>italic</i>	Italic type indicates book titles, emphasis, or placeholder variables for which you supply particular values.
<code>monospace</code>	Monospace type indicates commands within a paragraph, URLs, code in examples, text that appears on the screen, or text that you enter.

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# What's New in Oracle Identity Manager Connector for SAP Employee Reconciliation?

This chapter provides an overview of the updates made to the software and documentation for release 9.1.0 of the SAP Employee Reconciliation connector.

**See Also:** The earlier release of this guide for information about updates that were new for that release

The updates discussed in this chapter are divided into the following categories:

- [Software Updates](#)  
These include updates made to the connector software.
- [Documentation-Specific Updates](#)  
These include major changes made to the connector documentation. These changes are not related to software updates.

## Software Updates

The following sections discuss software updates:

- [Software Updates in Release 9.1.0](#)

### Software Updates in Release 9.1.0

The following are software updates in release 9.1.0:

- [Support for IDoc-Based Reconciliation](#)
- [Dedicated Support for Trusted Source Reconciliation](#)
- [Support for Configurable Attribute Mapping](#)
- [Support for All Major \(Including Effective-Dated\) Lifecycle Events](#)
- [Support for Synchronization of Employee Type Data and Reconciliation by Employee Type](#)
- [Reconciliation of the Manager ID Attribute](#)
- [Support for the Multiple Trusted Source Reconciliation Feature of Oracle Identity Manager](#)
- [Change in Certified Components](#)

- [Change in the Reconciliation Rule](#)

### **Support for IDoc-Based Reconciliation**

In earlier releases, the connector used custom BAPIs to exchange data with the target system. From this release onward, the connector supports IDoc-based reconciliation. Both tRFC and file ports can be used as modes of communication between the target system and Oracle Identity Manager.

### **Dedicated Support for Trusted Source Reconciliation**

The connector provides all the features required for setting up SAP HRMS a trusted (authoritative) source of identity data for Oracle Identity Manager.

The connector cannot be used for setting up SAP HRMS as a target resource. In other words, the connector does not support provisioning operations and target resource reconciliation with SAP HRMS. This is because person records maintained in SAP HRMS are not accounts that users can use to log in to the system and perform business-related work.

### **Support for Configurable Attribute Mapping**

In earlier releases, you could not modify or add to the predefined attribute mapping between the target system and Oracle Identity Manager. Support for IDoc-based messaging ensures that you can customize attribute mappings.

See [Section 4.1, "Removing or Adding Attributes for Reconciliation"](#) for more information.

### **Support for All Major (Including Effective-Dated) Lifecycle Events**

The connector can recognize and respond to both current-dated and effective-dated lifecycle events.

See [Section 1.4.4, "Reconciliation of Effective-Dated Lifecycle Events"](#) for more information.

### **Support for Synchronization of Employee Type Data and Reconciliation by Employee Type**

From this release onward, a lookup definition is used to specify mappings between the following items:

- Employee Group and Employee Subgroup combinations on the target system
- Employee types defined in Oracle Identity Manager

You can use a predefined scheduled task to synchronize this lookup definition with changes made on the target system. You can also specify the employee type (that is, employee group and subgroup combination) for which you want to fetch data during reconciliation.

See the following sections for more information:

- ["Lookup.SAP.HRMS.EmployeeType"](#)
- [Section 3.3.2, "Importing IDocs Into Oracle Identity Manager"](#)

### **Reconciliation of the Manager ID Attribute**

In earlier releases, the Manager ID attribute was not included in the predefined list of attributes reconciled from the target system. Data about employees' managers is reconciled from this release onward.

See [Section 1.4.6, "Reconciliation of the Manager ID Attribute"](#) for more information.

### **Support for the Multiple Trusted Source Reconciliation Feature of Oracle Identity Manager**

The connector now supports the multiple trusted source reconciliation feature of Oracle Identity Manager. See *Oracle Identity Manager Design Console Guide* for detailed information about multiple trusted source reconciliation.

### **Change in Certified Components**

From this release onward:

- The required SAP JCo version is 3.0.
- The minimum certified release of Oracle Identity Manager is release 9.1.0.2.
- AIX is one of the certified operating systems for the host computer on which Oracle Identity Manager is installed.

See [Section 1.1, "Certified Components"](#) for the complete listing of certified components. See the following Oracle Technology Network page for information about certified components of Oracle Identity Manager:

[http://www.oracle.com/technology/software/products/ias/files/idm\\_certification\\_101401.html](http://www.oracle.com/technology/software/products/ias/files/idm_certification_101401.html)

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**Note:** The title of that section has been changed from "Certified Deployment Configurations" to "Certified Components."

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### **Change in the Reconciliation Rule**

The reconciliation rule for trusted source reconciliation has been modified. See [Section 1.5.2, "Reconciliation Rule"](#) for more information.

## **Documentation-Specific Updates**

Major changes have been made in the structure of the guide. The objective of these changes is to synchronize the guide with the changes made to the connector and to improve the usability of information provided by the guide.

See [Section 1.6, "Roadmap for Deploying and Using the Connector"](#) for detailed information about the organization of content in this guide.



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# About the Connector

Oracle Identity Manager automates access rights management, security, and provisioning of IT resources. Oracle Identity Manager connectors are used to integrate Oracle Identity Manager with external, identity-aware applications. This guide discusses the connector that enables you to use SAP HRMS as an authoritative (trusted) source of identity data for Oracle Identity Manager.

In the identity reconciliation (trusted source) mode of the connector, identities are created or modified only on the target system and data about these identities is reconciled into Oracle Identity Manager. The user data reconciled from the target system is used to create or update OIM Users.

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**Note:** At some places in this guide, SAP HRMS is referred to as the **target system**.

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This chapter contains the following sections:

- [Section 1.1, "Certified Components"](#)
- [Section 1.2, "Certified Languages"](#)
- [Section 1.3, "Connector Architecture"](#)
- [Section 1.4, "Features of the Connector"](#)
- [Section 1.5, "Connector Objects Used During Reconciliation"](#)
- [Section 1.6, "Roadmap for Deploying and Using the Connector"](#)

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**Note:** In this guide, the term *Oracle Identity Manager server* refers to the computer on which Oracle Identity Manager is installed.

At some places in this guide, SAP HRMS has been referred to as the *target system*.

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## 1.1 Certified Components

[Table 1-1](#) lists the certified components for the connector.

**Table 1–1 Certified Components**

Component	Requirement
Oracle Identity Manager	<p>Oracle Identity Manager release 9.1.0.2 or later</p> <p><b>Note:</b> This release of the connector leverages features, such as reconciliation of future-dated user lifecycle events, introduced in Oracle Identity Manager release 9.1.0.2.</p>
Target system	<p>The target system can be any one of the following:</p> <ul style="list-style-type: none"> <li>■ SAP R/3 4.6C (running on Basis 4.6C)</li> <li>■ SAP R/3 4.7 (running on WAS 6.20)</li> <li>■ mySAP ERP 2004 (ECC 5.0 running on WAS 6.40)</li> <li>■ mySAP ERP 2005 (ECC 6.0 running on WAS 7.00)</li> </ul>
External Code	<p>The following SAP custom code files:</p> <ul style="list-style-type: none"> <li>■ sapjco3.jar version 3.0</li> <li>■ <b>For Microsoft Windows:</b> sapjco3.dll version 3.0</li> </ul> <p><b>For AIX, Solaris, and Linux:</b> libsapjco3.so version 3.0</p> <p><b>Note:</b> You must verify that the Oracle Identity Manager and application server combination that you use supports JDK 1.5. This requirement is imposed by support for SAP JCo 3.0 from release 9.0.4.5 of the connector. SAP JCo 3.0 supports JDK 1.5 and later.</p> <p>See the following Oracle Technology Network page for information about certified components of Oracle Identity Manager:</p> <p><a href="http://www.oracle.com/technology/software/products/ias/files/idm_certification_101401.html">http://www.oracle.com/technology/software/products/ias/files/idm_certification_101401.html</a></p>

## 1.2 Certified Languages

The connector supports the following languages:

- Arabic
- Chinese (Simplified)
- Chinese (Traditional)
- Danish
- English
- French
- German
- Italian
- Japanese
- Korean
- Portuguese (Brazilian)
- Spanish

**See Also:** *Oracle Identity Manager Globalization Guide* for information about supported special characters



## 1.3 Connector Architecture

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**Note:** This guide provides only an overview of the SAP data components and processes that are used during reconciliation with the target system. For detailed information about ALE, see the SAP Help documentation at

<http://help.sap.com>

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The target system is configured as a trusted source of identity data for Oracle Identity Manager. In other words, identity data that is created and updated on the target system is fetched into Oracle Identity Manager and used to create and update OIM Users.

IDocs (interchange documents) are the medium of data interchange between SAP HRMS and Oracle Identity Manager. IDocs are ASCII-based flat files containing lines of text that are ordered into data fields. A typical IDoc contains a header line (control record) followed one or many data lines (data records). In the Oracle Identity Manager context, IDocs are used to transfer user data from the target system to Oracle Identity Manager. You can set the number of user records that must be recorded in an IDoc.

An IDoc type defines the structure of data in an IDoc. All IDocs adhere to the structural requirements imposed by their IDoc type. In other words, individual IDocs can be seen as instances of an IDoc type. The connector supports all IDoc types that are associated with the HRMD\_A message type. A message type is a definition of the type of data generated and sent out from the target system.

Reconciliation from the target system to Oracle Identity Manager can be summarized as follows:

1. Information about the creation of or changes made to user records on the target system is structured into IDocs and written to files. An IDoc corresponds to the creation of or a single update to a user record on the target system.
2. The IDocs are sent to Oracle Identity Manager.
3. The record creation or record change event captured in an IDoc is converted into a reconciliation event and then sent for further processing.

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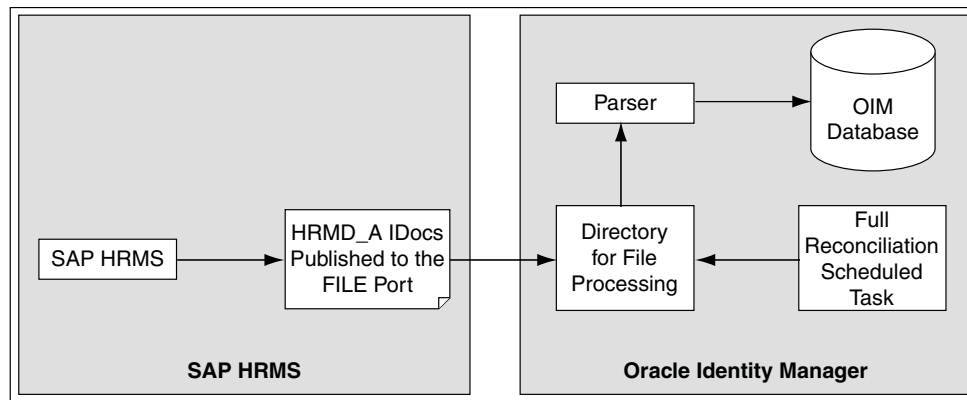
**Note:** To ensure that events are processed in the order in which they are created, you must log in to the Design Console and select the Sequence Recon check box on the Resource Objects form.

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The method by which IDocs are sent to Oracle Identity Manager depends on the type of reconciliation that you configure:

### Full Reconciliation

Figure 1–1 shows the flow of data during full reconciliation.

**Figure 1–1 Data Flow During Full Reconciliation**

In full reconciliation, you run a transaction that generates IDocs for all existing target system users. These IDocs are captured in flat files and sent to a file port that you configure. You copy these flat files to a directory on the Oracle Identity Manager host computer and then run a scheduled task. A parser program called by the scheduled task converts the IDocs into reconciliation events.

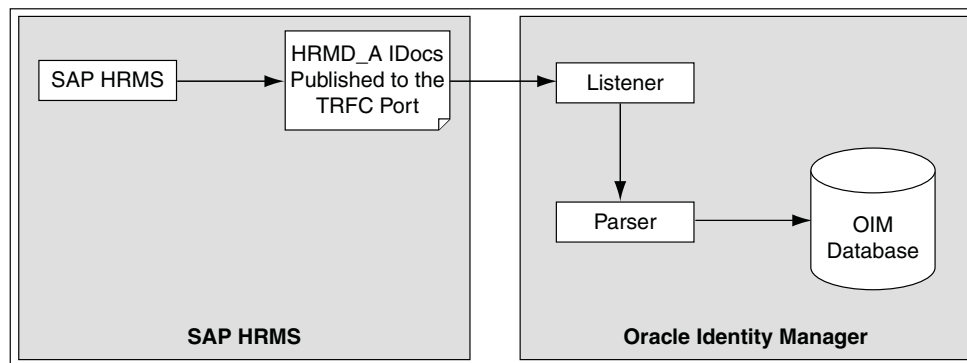
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**Note:** After you deploy the connector, you first perform full reconciliation to create OIM Users for all existing target system users.

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### Incremental reconciliation

Figure 1–1 shows the flow of data during incremental reconciliation.

**Figure 1–2 Data Flow During Incremental Reconciliation**

In incremental reconciliation, a change doc is created whenever a user record is created or updated. An IDoc is created for each change doc generated by the system. Scheduled tasks that you configure send these IDocs and to a transactional remote function call (TRFC) port.

A scheduled task that you configure on Oracle Identity Manager acts as a listener and picks up IDocs from the TRFC port. The listener calls the parser program, which converts the IDocs into reconciliation events.

Whenever required, you can switch from incremental to full reconciliation and then switch back to incremental reconciliation.

## 1.4 Features of the Connector

The following are features of the connector:

- [Section 1.4.1, "Dedicated Support for Trusted Source Reconciliation"](#)
- [Section 1.4.2, "IDoc-Based Reconciliation"](#)
- [Section 1.4.3, "Configurable Attribute Mapping"](#)
- [Section 1.4.4, "Reconciliation of Effective-Dated Lifecycle Events"](#)
- [Section 1.4.5, "Synchronization of Employee Type Data and Reconciliation by Employee Type"](#)
- [Section 1.4.6, "Reconciliation of the Manager ID Attribute"](#)
- [Section 1.4.7, "Reconciliation of Person Record Deletion"](#)

### 1.4.1 Dedicated Support for Trusted Source Reconciliation

The connector provides all the features required for setting up SAP HRMS a trusted (authoritative) source of identity data for Oracle Identity Manager.

The connector cannot be used for setting up SAP HRMS as a target resource. In other words, the connector does not support provisioning operations and target resource reconciliation with SAP HRMS. This is because person records maintained in SAP HRMS are not accounts that users can use to log in to the system and perform business-related work.

### 1.4.2 IDoc-Based Reconciliation

The connector supports IDoc-based reconciliation. Both tRFC and file ports can be used as modes of communication between the target system and Oracle Identity Manager. The following are features of IDoc-based reconciliation:

- Standard BAPIs provided by the target system are used for reconciliation.
- Reconciliation is in real time. Changes made on the target system can be immediately sent to Oracle Identity Manager.
- You can specify the infotypes that must be fetched from the target system during reconciliation. You can also specify custom infotypes that have been added on the target system by extending IDoc types.
- The connector processes only person records. In the SAP context, this means that the connector processes only records of the P (person) object type. IDocs of all other object types, such as organization and position, are ignored even if they are sent to Oracle Identity Manager.

### 1.4.3 Configurable Attribute Mapping

You can specify the segments from which you want to reconcile changes. In addition, you can customize attribute mappings between the target system and Oracle Identity Manager. During reconciliation, only changes to infotypes in segments that you specify are used to create IDocs. When an IDoc is processed by Oracle Identity Manager, attribute mappings are applied to filter out attributes that are used to create reconciliation events.

Extended IDoc types can be used for reconciliation. This means that you can add both standard and custom target system attributes can be added for reconciliation.

See the following sections for more information:

[Section 2.3.3.10, "Configuring Segment Filtering"](#)

[Section 4.1, "Removing or Adding Attributes for Reconciliation"](#)

## 1.4.4 Reconciliation of Effective-Dated Lifecycle Events

The connector can distinguish between hire events and other events in the life cycle of a user record on the target system. These events may be either current dated or future-dated (in other words, effective-dated). A current-dated event is one in which the date of the event is less than or equals the current date. A future-dated event is one in which the date the event will take effect is set in the future. For example, if the current date is 30-Jan-09 and if the date set for an event is 15-Feb-09, then the event is future dated. During reconciliation, the manner in which an event is processed depends on the type of the event:

- If both the hire event and changes to other infotypes are current dated, then the OIM User is created by using information from all infotypes.
- If the hire event is current dated and some other infotypes are future dated, then the OIM User is created by using only information from the current-dated infotype attributes. Future-dated infotype attributes are stored in reconciliation events to which the Event Deferred state is applied in the reconciliation manager.
- If the hire event is future dated, then an OIM User is created and the Start Provisioning date is set to the future date set on the target system.
- If the future-dated event is not a hire event, then it is set to the Event Deferred state.

The Process Deferred Recon Events scheduled task is used to process reconciliation events that are in the Event Deferred state. For each event in the Event Deferred state, the scheduled task compares the event date with the system date. If the Start Provisioning date is less than or equals the system date, then the event is forwarded to the Reconciliation Manager in Oracle Identity Manager.

## 1.4.5 Synchronization of Employee Type Data and Reconciliation by Employee Type

The Lookup.SAP.HRMS.EmployeeType lookup definition enables you to specify mappings between the following items:

- Employee Group and Employee Subgroup combinations on the target system
- Employee types defined in Oracle Identity Manager

You use the SAP HRMS EmployeeType Lookup Recon scheduled task to synchronize this lookup definition with changes made on the target system.

See ["Lookup.SAP.HRMS.EmployeeType"](#) for more information.

In addition, you can use the Employee Type Query attribute of the SAP HRMS User Recon scheduled task to specify the employee types for which you want to fetch data for reconciliation. This additional filter is applied during the reconciliation process.

See [Section 3.3.2, "Importing IDocs Into Oracle Identity Manager"](#) for information about the Employee Type Query attribute.

## 1.4.6 Reconciliation of the Manager ID Attribute

---

**Note:** [Section 2.3.2, "Configuring Reconciliation of Manager ID Attribute Values"](#) provides information about implementing this feature.

The target system also provides the Supervisor attribute, which is a free-text field on the target system UI. If you want to bring values from this attribute into Oracle Identity Manager, first create a UDF for this attribute and then follow the instructions given in [Section 4.1.2, "Adding Attributes"](#).

---

Managers are not defined for individual users on the target system. Instead, managers are defined for organizations and users are members of these organizations. The Manager ID attribute is one of the predefined OIM User form attributes.

### Summary of the Manager ID Reconciliation Process

The following is a summary of the steps involved in reconciling the manager ID value for a particular OIM User:

1. The organization ID of the user is determined from the user's record.
2. The personnel number of the manager for that organization is determined from the Lookup.SAP.HRMS.OrgManager lookup definition. This lookup definition holds information about the managers for each organization.

If it is determined that the user is also the manager of the organization or if the position of the user's manager is currently vacant, then:

- a. The parent organization of the user's organization is determined from the Lookup.SAP.HRMS.OrgHierarchy lookup definition.
- b. The personnel number of the manager for the parent organization is determined from the Lookup.SAP.HRMS.OrgManager lookup definition.
3. The manager's personnel number determined in Step 2 is populated in the Manager ID attribute of the OIM User form.

---

**Note:** If the manager of the organization is changed, then the change is not automatically propagated to individual OIM User records. This is because the connector only fetches changes to person records, and not organization records. These records are updated only when other changes made to the corresponding person records on the target system are reconciled into Oracle Identity Manager.

This point is tracked by Bug 8722140 in the ["Known Issues"](#) chapter.

---

This sequence of steps can be illustrated by the following example:

Suppose Richard is a user belonging to organization 50000147 on the target system. Drew is the manager of this organization. During reconciliation of Richard's user record:

1. The organization ID of Richard's organization is determined from his user record.
2. The personnel number of Richard's manager (Drew) is determined from Lookup.SAP.HRMS.OrgManager lookup definition.

3. Drew's personnel number is used to populate the Manager ID attribute of Richard's OIM User form.

During reconciliation of Drew's user record:

1. The organization ID of Drew's organization is determined from her user record.
2. From the Lookup.SAP.HRMS.OrgManager lookup definition, it is determined that Drew is the manager of the organization to which she belongs.
3. The parent organization of Drew's organization is determined from the Lookup.SAP.HRMS.OrgHierarchy lookup definition.
4. The personnel number of the manager for the parent organization is determined from the Lookup.SAP.HRMS.OrgManager lookup definition.
5. The personnel number of the manager is populated in the Manager ID attribute of Drew's OIM User form.

### Detailed Steps of the Manager ID Reconciliation Process

To determine the manager ID of a particular target system user, the following approach is applied during reconciliation:

1. The organization ID of the user is determined from the user's record.

The target system attribute that is used to determine organization IDs is specified as the value of the Organization entry in the Lookup.SAP.HRMS.Configuration lookup definition. The default value is as follows:

E2P0001001;ORGEH;189;196

See [Section 2.3.1, "Setting Up the Lookup.SAP.HRMS.Configuration Lookup Definition in Oracle Identity Manager"](#) for information about this lookup definition.

2. The personnel number of the manager for that organization is determined from the Lookup.SAP.HRMS.OrgManager lookup definition.

If it is determined that the user is also the manager of the organization, then:

- a. The parent organization of the user's organization is determined from the Lookup.SAP.HRMS.OrgHierarchy lookup definition. The Code Key column of this lookup definition holds the ID of an organization and the Decode column holds the ID of the corresponding parent organization.

[Table 1–2](#) shows sample entries in this lookup definition.

**Table 1–2 Sample Entries in the Lookup.SAP.HRMS.OrgHierarchy Lookup Definition**

Code Key	Decode
00000001	00000001
00000100	00000001
00001001	00000100
50000147	00001001
50000148	00001001
50000149	00001001

There can be multiple organization hierarchies on the target system. The Code Key and Decode entries are the same for the topmost organization in a

particular organization hierarchy. The first row in the preceding table is an entry for a topmost organization.

- b. The personnel number of the manager for the parent organization is determined from the Lookup.SAP.HRMS.OrgManager lookup definition. The Code Key column of this lookup definition holds the ID of an organization and the Decode column holds the personnel number of the organization's manager.

[Table 1–3](#) shows sample entries in this lookup definition.

**Table 1–3 Sample Entries in the Lookup.SAP.HRMS.OrgManager Lookup Definition**

Code Key	Decode
Code Key	Decode
00000001	00001009
00000100	00001017
00001001	00001018
50000147	00001019
50000148	00001020
50000149	00001021

- 3. The personnel number of the manager is populated in the Manager ID attribute of the OIM User form.

### 1.4.7 Reconciliation of Person Record Deletion

The connector can process IDocs that bring data about deleted person records to Oracle Identity Manager. The details of the target system attribute that provides information about deleted person records are stored in the Delete Indicator entry of the Lookup.SAP.HRMS.Configuration lookup definition.

See [Section 2.3.1, "Setting Up the Lookup.SAP.HRMS.Configuration Lookup Definition in Oracle Identity Manager"](#) for information about this lookup definition.

## 1.5 Connector Objects Used During Reconciliation

This section discusses the following topics:

- [Section 1.5.1, "User Fields for Reconciliation"](#)
- [Section 1.5.2, "Reconciliation Rule"](#)
- [Section 1.5.3, "Reconciliation Action Rules"](#)
- [Section 1.5.4, "Predefined Lookup Definitions"](#)

### 1.5.1 User Fields for Reconciliation

Predefined attribute mappings for reconciliation between the target system and Oracle Identity Manager are stored in the Lookup.SAP.HRMS.AttributeMapping lookup definition. See ["Lookup.SAP.HRMS.AttributeMapping"](#) for more information.

## 1.5.2 Reconciliation Rule

**See Also:** *Oracle Identity Manager Connector Concepts* for generic information about reconciliation matching and action rules

The Personnel Number attribute of the target system can hold only numeric values. The User ID attribute of the OIM User form can hold alphanumeric values. If you use the target system as a trusted source, then all User ID values would have to be numeric values. This restriction might not be compatible with other target systems of Oracle Identity Manager in your operating environment.

To work around this restriction, the Personnel Number attribute of the target system is mapped to the following attributes on the OIM User form:

- User ID attribute
- Personnel Number UDF

In addition, a two-component reconciliation rule is applied to reconciliation events:

**Rule name:** SAP HRMS Recon Rule

**Rule element:** (Personnel Number Equals Personnel Number) OR (User Login Equals User ID)

In the first component:

- The Personnel Number attribute to the left of "Equals" represents the Personnel Number UDF created on the OIM User form.
- The Personnel Number attribute to the right of "Equals" represents the Personnel Number attribute of the target system.

In the second component:

- The User Login attribute represents the User ID attribute on the OIM User form.
- The User ID attribute represents the Personnel Number attribute of the target system.

When an OIM User is created during a reconciliation run, the Personnel Number value from the target system is used to populate both the User ID attribute and the Personnel Number UDF on the OIM User form. You are allowed to change the User ID value according to your requirements, but you cannot change the Personnel Number value on the OIM User form. The advantage of this feature is illustrated by the following example:

Suppose you have configured SAP HRMS as a trusted source and Microsoft Active Directory as a target resource. During reconciliation with SAP HRMS, the Personnel Number and User ID attributes are populated with Personnel Number values. For OIM User John Doe, you can manually change the User ID value to the samAccountName value of John's account on Microsoft Active Directory. During subsequent reconciliation runs with Microsoft Active Directory, the User ID attribute of the OIM User is used for matching purposes.

If you create an OIM User and then perform reconciliation with SAP HRMS, then the second component of the rule is used to determine a match between the OIM User and an existing account for the same individual on the target system.

After you deploy the connector, you can view the reconciliation rule for trusted source reconciliation as follows:

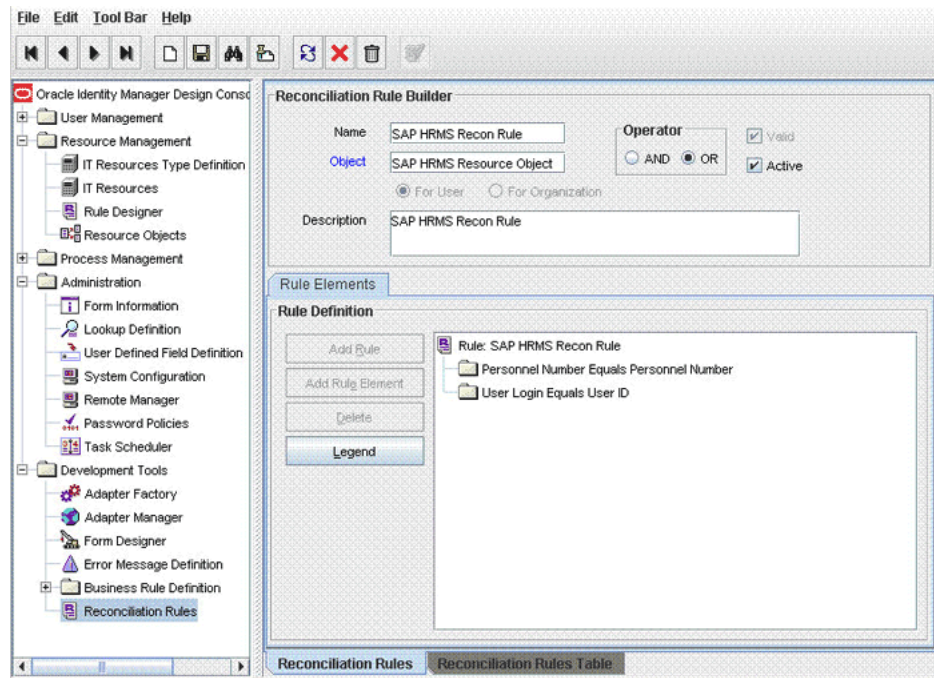


---

**Note:** Perform the following procedure only after the connector is deployed.

---

1. Log in to the Oracle Identity Manager Design Console.
2. Expand **Development Tools**.
3. Double-click **Reconciliation Rules**.
4. Search for **SAP HRMS Recon Rule**. The following screenshot shows the reconciliation rule:



### 1.5.3 Reconciliation Action Rules

Application of the matching rule on reconciliation events would result in one of multiple outcomes. The action rules for reconciliation define actions to be taken for these outcomes. [Table 1–4](#) lists the action rules for reconciliation.

**Table 1–4 Action Rules for Trusted Source Reconciliation**

Rule Condition	Action
No Matches Found	Create User
One Entity Match Found	Establish Link

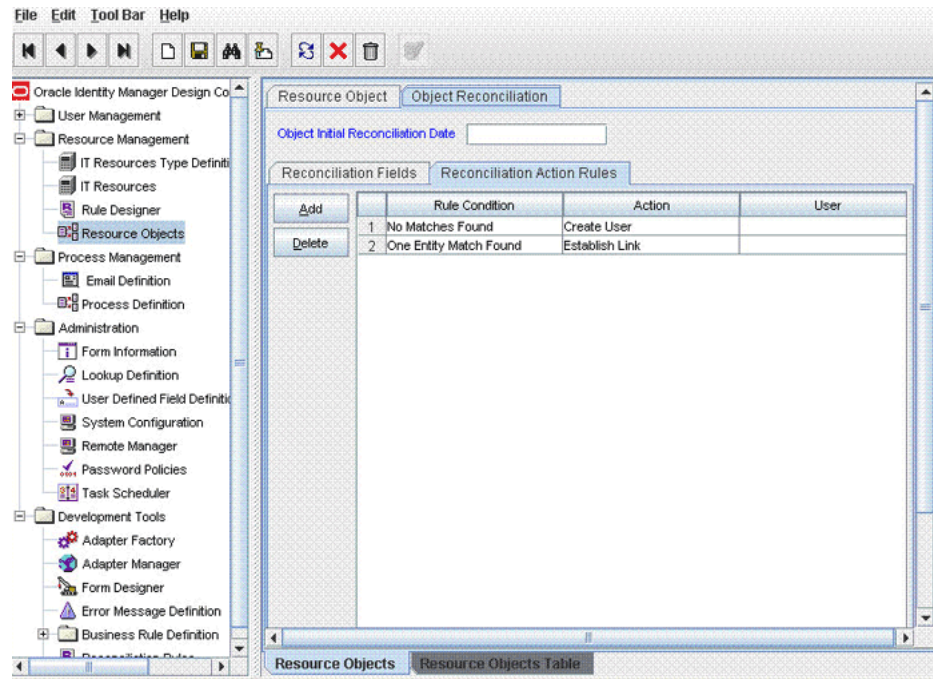
---

**Note:** No action is performed for rule conditions that are not predefined for this connector. You can define your own action rules for such rule conditions. See *Oracle Identity Manager Design Console Guide* for information about modifying or creating reconciliation action rules.

---

After you deploy the connector, you can view the reconciliation action rules for target resource reconciliation by performing the following steps:

1. Log in to the Oracle Identity Manager Design Console.
2. Expand **Resource Management**.
3. Double-click **Resource Objects**.
4. Search for and open the **SAP HRMS Resource Object** resource object.
5. Click the **Object Reconciliation** tab, and then click the **Reconciliation Action Rules** tab. The Reconciliation Action Rules tab displays the action rules defined for this connector. The following screenshot shows the reconciliation action rules:



## 1.5.4 Predefined Lookup Definitions

The following are predefined lookup definitions:

### Lookup.SAP.HRMS.ITResourceMapping

The IT resource for this connector contains the connection properties required to establish a connection with the target system. The entries listed in the Lookup.SAP.HRMS.ITResourceMapping lookup definition are mappings between:

- **Code Key:** Some of the connection properties defined for the ServerDataProvider and DestinationDataProvider interfaces of SAP JCo 3.0
- **Decode:** Parameters of the IT resource

The SAP JCo API recognizes only values assigned to the connection properties. The mappings in the lookup definition are used to forward values of the IT resource parameters to the appropriate SAP JCo connection properties.

**See Also:**

The Javadocs shipped with SAP JCo 3.0 for detailed information about these connection properties

See [Section 2.3.11, "Specifying Values for the Connection Properties \(IT Resource Configuration\)"](#) for information about modifying this lookup definition

**Lookup.SAP.HRMS.AttributeMapping**

The Lookup.SAP.HRMS.AttributeMapping lookup definition holds default attribute mappings between the target system and Oracle Identity Manager. [Table 1–5](#) lists the default attribute mappings stored in this lookup definition. The following is the format of values stored in this table:

- Code Key: Name of the OIM User field
- Decode: Combination of the following elements:

```
SEGMENT_NAME; SUB_TYPE; SAP_ATTRIBUTE_NAME; START_POSITION; END_POSITION; [Text | Date
]
```

**Table 1–5** Entries in the Lookup.SAP.HRMS.AttributeMapping Lookup Definition

Code Key	Decode	Comments
First Name	E2P0002001;NONE;VORNA_40;790;829;Text	Default OIM User attribute
Middle Name	E2P0002001;NONE;NACHN_40;670;709;Text	Default OIM User attribute
Last Name	E2P0002001;NONE;NACHN;148;172;Text	Default OIM User attribute
Personnel Number	E2PLOGI001;NONE;OBJID;68;75;Text	UDF
City	E2P0006003;NONE;ORT01;197;221;Text	UDF
Street	E2P0006003;NONE;STRAS;167;196;Text	UDF
Country	E2P0006003;NONE;LAND1;257;258;Text	UDF
District	E2P0006003;NONE;ORT02;222;246;Text	UDF
Postal Code	E2P0006003;NONE;PSTLZ;247;256;Text	UDF
Telephone Number	E2P0006003;NONE;TELNR;259;272;Text	UDF
Department	E2P0030001;NONE;ORGEH;142;149;Text	UDF
Email Id	E2P0105002;NONE;USRID_LONG;172;412;Text	Default OIM User attribute
Linked User Id	E2P0105002;0001;USRID;142;171;Text	UDF
Cost Center	E2P0001001;NONE;KOSTL;179;188;Text	UDF
Position	E2P0001001;NONE;PLANS;197;204;Text	
Manager ID	See <a href="#">Section 1.4.6, "Reconciliation of the Manager ID Attribute"</a> for information.	

**Lookup.SAP.HRMS.HireEvents and Lookup.SAP.HRMS.TerminateEvents**

You use the Lookup.SAP.HRMS.HireEvents and Lookup.SAP.HRMS.TerminateEvents lookup definitions to hold the target system event IDs for Hire and Terminate events, respectively. When you deploy the connector, these lookup definitions are created without any entries. You add event IDs for Hire and Terminate events as entries in these lookup definitions by performing the procedure described in the [Section 2.3.8, "Configuring Reconciliation of Effective-Dated Target System Events"](#).

---

**Note:** On Oracle Identity Manager, the status of a terminated employee is set to Disabled and the status of a deleted employee (record) is set to Deleted.

---

### **Lookup.SAP.HRMS.EmployeeType**

On the target system, there is no direct equivalent for the Employee Type attribute of the OIM User. As a workaround, a combination of the Employee Group and Employee Subgroup attributes can be used for each employee type defined in Oracle Identity Manager.

You run the SAP HRMS EmployeeType Lookup Recon scheduled task to populate the Lookup.SAP.HRMS.EmployeeType lookup definition. After the scheduled task is run, the Code Key column of this lookup definition is populated with a concatenated combination of Employee Group and Employee Subgroup values from the target system. The tilde (~) character is used as the delimiter. The following are sample Code Key entries:

1~DZ

1~Q5

1~Q4

1~Q6

2~M6

OIM Employee Type is one of the Code Key values in the Lookup.SAP.HRMS.Configuration lookup definition. The value of this entry is "End User." When the scheduled task is run, the Decode column of the Lookup.SAP.HRMS.EmployeeType lookup definition is populated with "End User." After the scheduled task has run, you manually modify the employee type for each employee group and subgroup combination to individual employee types of your choice.

See [Section 3.2, "Configuring the Scheduled Task for Lookup Field Synchronization"](#) for instructions on configuring the SAP HRMS EmployeeType Lookup Recon scheduled task.

### **Lookup.SAP.HRMS.Configuration**

The Lookup.SAP.HRMS.Configuration lookup definition is used to capture information about the following items:

- Message type and IDoc type used for communication between the target system and Oracle Identity Manager
- Connector components used during reconciliation

See [Section 2.3.1, "Setting Up the Lookup.SAP.HRMS.Configuration Lookup Definition in Oracle Identity Manager"](#) for a listing of the entries in this lookup definition.

### **Lookup.SAP.HRMS.Constants**

The Lookup.SAP.HRMS.Constants lookup definition is used to store constants that are used by the connector. You must not modify the entries in this lookup definition.

### **Lookup.SAP.HRMS.CustomQueryMapping**

You can configure limited reconciliation to specify the subset of target system records that must be fetched into Oracle Identity Manager. This subset is defined on the basis

of attribute values that you specify in a query condition, which is then applied during reconciliation.

The Lookup.SAP.HRMS.CustomQueryMapping lookup definition maps resource object fields with OIM User form fields. It is used during application of the query condition that you create. See [Section 3.3.2.1, "Limited Reconciliation"](#) for more information.

## 1.6 Roadmap for Deploying and Using the Connector

The following is the organization of information in the rest of this guide:

- [Chapter 2, "Deploying the Connector"](#) describes procedures that you must perform on Oracle Identity Manager and the target system during each stage of connector deployment.
- [Chapter 3, "Using the Connector"](#) describes guidelines on using the connector and the procedure to configure reconciliation runs.
- [Chapter 4, "Extending the Functionality of the Connector"](#) describes procedures that you can perform if you want to extend the functionality of the connector.
- [Chapter 5, "Testing and Troubleshooting"](#) describes the procedure to use the connector testing utility and the Diagnostic Dashboard for testing the connector.
- [Chapter 6, "Known Issues"](#) lists known issues associated with this release of the connector.



---

# Deploying the Connector

Deploying the connector involves the following steps:

- [Section 2.1, "Preinstallation"](#)
- [Section 2.2, "Installation"](#)
- [Section 2.3, "Postinstallation"](#)

---

**Note:** Some of the procedures described in this chapter must be performed on the target system. To perform these procedures, you must use an SAP administrator account to which the SAP\_ALL and SAP\_NEW profiles have been assigned.

---

## 2.1 Preinstallation

Preinstallation information is divided across the following sections:

- [Section 2.1.1, "Preinstallation on Oracle Identity Manager"](#)
- [Section 2.1.2, "Preinstallation on the Target System"](#)

### 2.1.1 Preinstallation on Oracle Identity Manager

This section contains the following topics:

- [Section 2.1.1.1, "Files and Directories on the Installation Media"](#)
- [Section 2.1.1.2, "Determining the Release Number of the Connector"](#)

#### 2.1.1.1 Files and Directories on the Installation Media

[Table 2–1](#) lists the files and directories that are bundled in the deployment package on the installation media.

**Table 2–1 Files and Directories on the Installation Media**

File in the Installation Media Directory	Description
configuration/SAPHRMS-CI.xml	This XML file contains configuration information that is used during connector installation.
lib/Common.jar	This JAR file contains the class files that are common to all connectors. During connector deployment, this file is copied into the following directory: <i>OIM_HOME/xellerate/ScheduleTask</i>
lib/SAPCommon.jar	This JAR file contains the class files that are common to all SAP connectors. During connector deployment, this file is copied into the following directory: <i>OIM_HOME/xellerate/ScheduleTask</i>
lib/SAPER.jar	This JAR file contains the class files that are specific to the SAP Employee Reconciliation connector. During connector deployment, this file is copied into the following directory: <i>OIM_HOME/xellerate/ScheduleTask</i>
Files in the resources directory	Each of these resource bundles contains language-specific information that is used by the connector. During connector deployment, this file is copied into the following directory: <i>OIM_HOME/xellerate/connectorResources</i>  <b>Note:</b> A <b>resource bundle</b> is a file containing localized versions of the text strings that are displayed on the user interface of Oracle Identity Manager. These text strings include GUI element labels and messages displayed on the Administrative and User Console.
xml/SAPHRMS-ConnectorConfig.xml	This XML file contains definitions for the connector components. These components include the following: <ul style="list-style-type: none"> <li>■ Resource objects</li> <li>■ IT resource types</li> <li>■ Process form</li> <li>■ Process definition</li> <li>■ Lookup definitions</li> <li>■ Scheduled tasks</li> </ul>

### 2.1.1.2 Determining the Release Number of the Connector

You might have a deployment of an earlier release of the connector. While deploying the latest release, you might want to know the release number of the earlier release. To determine the release number of the connector that has already been deployed:

1. In a temporary directory, extract the contents of the connector JAR file that is in the *OIM\_HOME/xellerate/ScheduleTask* directory.
2. Open the Manifest.mf file in a text editor. The Manifest.mf file is one of the files bundled inside the connector JAR file.

In the Manifest.mf file, the release number of the connector is displayed as the value of the Version property.

## 2.1.2 Preinstallation on the Target System

Preinstallation on the target system involves performing the following procedures:

- [Section 2.1.2.1, "Creating a Target System User Account for Connector Operations"](#)

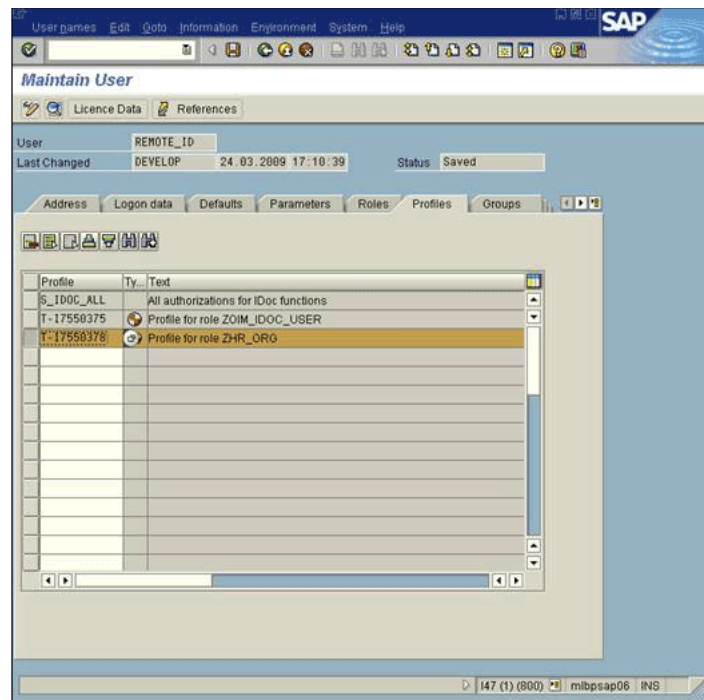


- [Section 2.1.2.2, "Using External Code Files"](#)

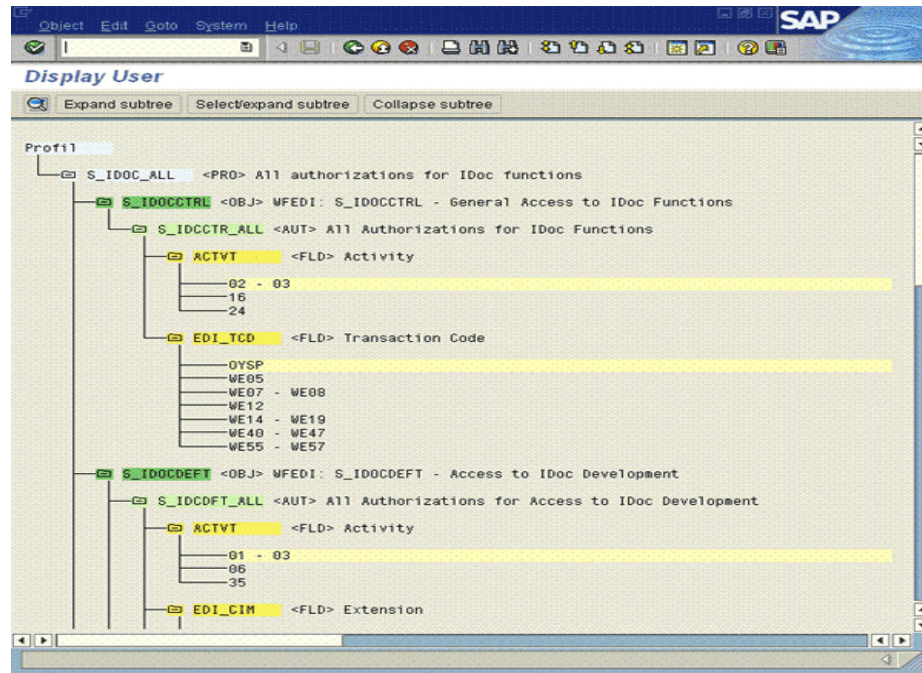
### 2.1.2.1 Creating a Target System User Account for Connector Operations

The connector uses a target system account to connect to the target system during reconciliation. This target system account must be a CPIC user to whom you assign a customized role with the S\_IDOC\_ALL profile, S\_RFC authorization object, and PLOG authorization object.

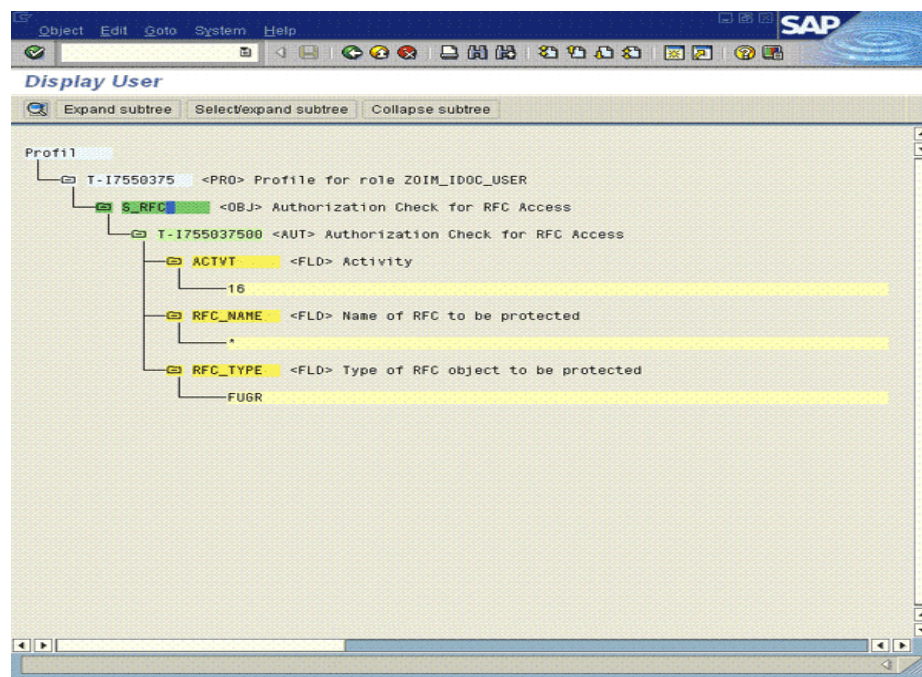
For the target system account that is to be created, the Profiles tab of the Maintain User form is displayed in the following screenshot:



The following screenshot displays details of the S\_IDOC\_ALL profile:



The following screenshot displays details of the S\_RFC authorization object:

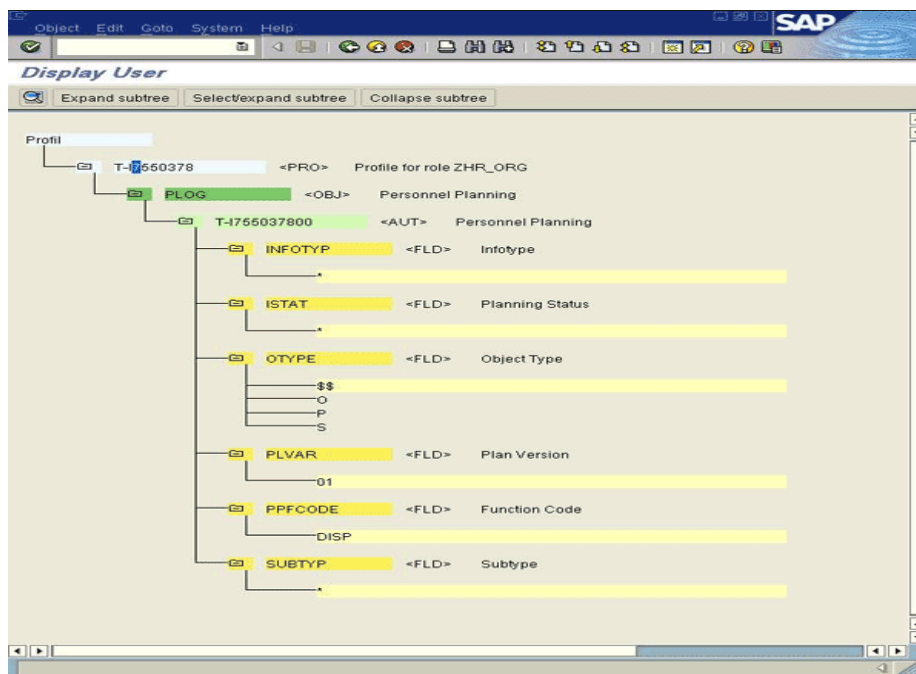


The following screenshot displays details of the PLOG authorization object:

---

**Note:** You must configure the PLOG authorization object so that the values assigned to this object match the ones shown in the screenshot. Only the Plan Version (PLVAR) object can be set according to your requirements.

---



### 2.1.2.2 Using External Code Files

---

#### Note:

To download files from the SAP Web site, you must have access to the SAP service marketplace with Software Download authorization.

In a clustered environment, copy the JAR files and the contents of the connectorResources directory to the corresponding directories on each node of the cluster.

---

To download and copy the external code files to the required locations:

1. Download the SAP Java connector file from the SAP Web site as follows:
  - a. Open the following page in a Web browser:  
<https://websmp104.sap-ag.de/connectors>
  - b. Open the SAP JAVA Connector page by selecting **Application Platform, Connectivity, Connectors, SAP Java Connector, and Tools & Services**.
  - c. On the SAP JAVA Connector page, links for files that you can download are displayed on the right pane. Click the link for the SAP JCO release that you want to download.
  - d. In the dialog box that is displayed, specify the path of the directory in which you want to save the file.
2. Extract the contents of the file that you download.
3. Copy the sapjco3.jar and sapidoc3.jar files into the `OIM_HOME/Xellerate/ThirdParty` directory.

---

**Note:** Ensure that you are using version 3.0 of the sapjco.jar file.

---

4. Copy the RFC files into the required directory on the Oracle Identity Manager host computer, and then modify the appropriate environment variable so that it includes the path to this directory:
  - On Microsoft Windows:  
Copy the sapjco3.dll into the `WINDOWS_HOME\system32` directory. Alternatively, you can copy these files into any directory and then add the path to the directory in the `java.library.path` environment variable.
  - On Solaris and Linux:  
Copy the sapjco3.so file into the `/usr/local/jco` directory, and then add the path to this directory in the `LD_LIBRARY_PATH` environment variable.
5. Restart the server for the changes in the environment variable to take effect.

---

**Note:** You can either restart the server now or after the connector is installed.

---

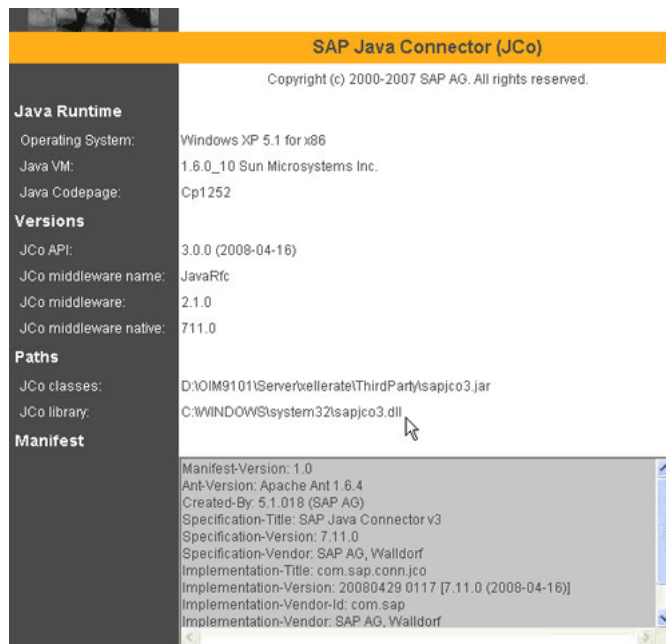
6. To check if SAP JCo is correctly installed, in a command window, run one of the following commands:

```
java -jar <JCO_DIRECTORY>/sapjco3.jar
```

```
java -classpath <JCO_DIRECTORY>/sapjco3.jar com.sap.conn.jco.rt.About
```

Figure 2–1 shows the dialog box that is displayed. The JCo classes and JCo library paths must be displayed in this dialog box.

**Figure 2–1** Dialog Box Displayed on Running the SAP JCo Test



7. Ensure that the `msvcr80.dll` and `msvcp80.dll` files are in the `c:\WINDOWS\system32` directory. If required, both files can be downloaded from various sources on the Internet.

## 2.2 Installation

---

**Note:** In this guide, the term **Connector Installer** has been used to refer to the Connector Installer feature of the Oracle Identity Manager Administrative and User Console.

---

Installing the connector on Oracle Identity Manager release 9.1.0 or later involves the following procedures:

- [Section 2.2.1, "Running the Connector Installer"](#)
- [Section 2.3.11, "Specifying Values for the Connection Properties \(IT Resource Configuration\)"](#)

### 2.2.1 Running the Connector Installer

To run the Connector Installer:

1. Copy the contents of the connector installation media into the following directory:  
`OIM_HOME/xellerate/ConnectorDefaultDirectory`
2. Log in to the Administrative and User Console by using the user account described in the "Creating the User Account for Installing Connectors" section of *Oracle Identity Manager Administrative and User Console Guide*.
3. Click **Deployment Management**, and then click **Install Connector**.
4. From the Connector List list, select **SAP ER 9.1.0**. This list displays the names and release numbers of connectors whose installation files you copy into the default connector installation directory:

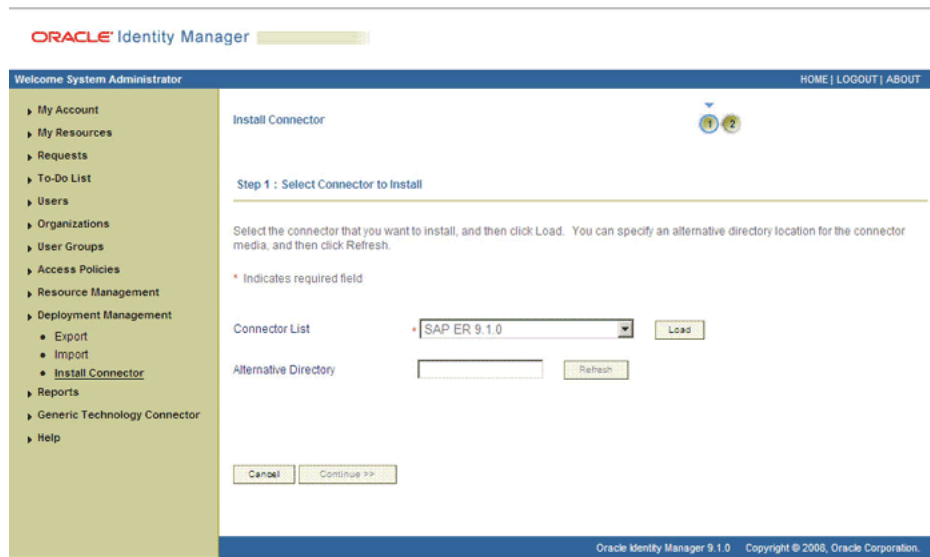
`OIM_HOME/xellerate/ConnectorDefaultDirectory`

If you have copied the installation files into a different directory, then:

- a. In the **Alternative Directory** field, enter the full path and name of that directory.
- b. To repopulate the list of connectors in the Connector List list, click **Refresh**.
- c. From the Connector List list, select **SAP ER 9.1.0**.

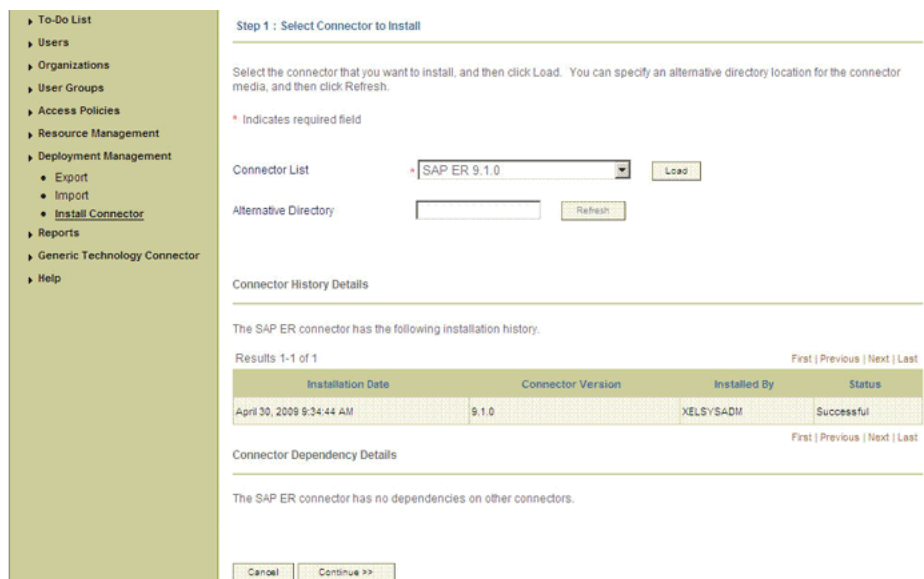
The following screenshot shows this Administrative and User Console page:





5. Click **Load**.

The following screenshot shows this Administrative and User Console page:



6. To start the installation process, click **Continue**.

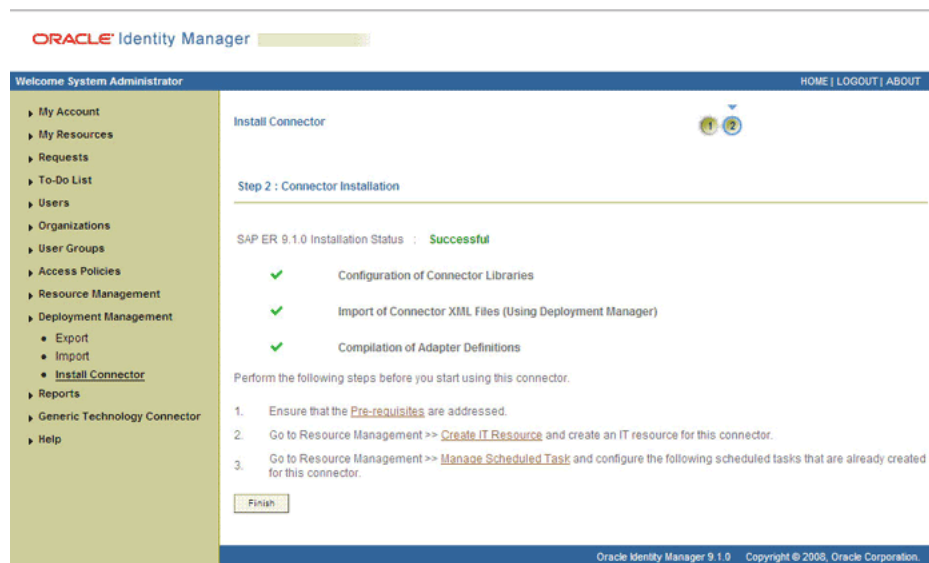
The following tasks are performed in sequence:

- a. Configuration of connector libraries
- b. Import of the connector XML files (by using the Deployment Manager)
- c. Compilation of adapters

On successful completion of a task, a check mark is displayed for the task. If a task fails, then an X mark and a message stating the reason for failure are displayed. Depending on the reason for the failure, make the required correction and then perform one of the following steps:

- Retry the installation by clicking **Retry**.
- Cancel the installation and begin again from Step 3.

7. If all three tasks of the connector installation process are successful, then a message indicating successful installation is displayed. The following screenshot shows this Administrative and User Console page:



In addition, a list of the steps that you must perform after the installation is displayed. These steps are as follows:

- a. Ensuring that the prerequisites for using the connector are addressed

---

**Note:** At this stage, run the PurgeCache utility to load the server cache with content from the connector resource bundle in order to view the list of prerequisites. Refer to [Section 2.3.5, "Refreshing the Connector Resource Bundles on Oracle Identity Manager"](#) for information about running the PurgeCache utility.

---

There are no prerequisites for some predefined connectors.

---

- b. Configuring the IT resource for the connector

Record the name of the IT resource displayed on this page. The procedure to configure the IT resource is described later in this guide.

- c. Configuring the scheduled tasks that are created when you installed the connector

Record the names of the scheduled tasks displayed on this page. The procedure to configure these scheduled tasks is described later in this guide.

8. Restart Oracle Identity Manager.

When you run the Connector Installer, it copies the connector files and external code files to destination directories on the Oracle Identity Manager host computer. These files are listed in [Table 2-1](#).

### Installing the Connector in an Oracle Identity Manager Cluster

While installing Oracle Identity Manager in a clustered environment, you must copy all the JAR files and the contents of the connectorResources directory into the corresponding directories on each node of the cluster. Then, restart each node. See [Section 2.1.1.1, "Files and Directories on the Installation Media"](#) for information about

the files that you must copy and their destination locations on the Oracle Identity Manager server.

## 2.3 Postinstallation

Postinstallation steps are divided across the following sections:

- [Section 2.3.1, "Setting Up the Lookup.SAP.HRMS.Configuration Lookup Definition in Oracle Identity Manager"](#)
- [Section 2.3.2, "Configuring Reconciliation of Manager ID Attribute Values"](#)
- [Section 2.3.3, "Configuring the Target System for Generation of IDocs"](#)
- [Section 2.3.4, "Changing to the Required Input Locale on Oracle Identity Manager"](#)
- [Section 2.3.5, "Refreshing the Connector Resource Bundles on Oracle Identity Manager"](#)
- [Section 2.3.7, "Enabling Logging on Oracle Identity Manager"](#)
- [Section 2.3.8, "Configuring Reconciliation of Effective-Dated Target System Events"](#)
- [Section 2.3.9, "Recovering from Failed Communication Between the Target System and Oracle Identity Manager"](#)
- [Section 2.3.10, "Configuring SNC to Secure Communication Between Oracle Identity Manager and the Target System"](#)
- [Section 2.3.11, "Specifying Values for the Connection Properties \(IT Resource Configuration\)"](#)

### 2.3.1 Setting Up the Lookup.SAP.HRMS.Configuration Lookup Definition in Oracle Identity Manager

The Lookup.SAP.HRMS.Configuration lookup definition is used to capture information about the following items:

- Message type and IDoc type used for communication between the target system and Oracle Identity Manager
- Connector components used during reconciliation

[Table 2–2](#) lists the entries in this lookup definition. The procedure to set or modify a Decode value is given after this table.

**Table 2–2** *Entries in the Lookup.SAP.HRMS.Configuration Lookup Definition*

Code Key	Description	Decode
<b>Information about message type and IDoc type</b>		
Message Type	Message type to be used for person record <b>Note:</b> You must not change the Decode value.	HRMD_A
Class Name	Name of the parser class <b>Note:</b> You must not change the Decode value.	oracle.iam.connectors.sap.common.HRMDAParser
IDoc Type	IDoc type that you want to use You can specify either a predefined IDoc type or the name of a custom IDoc type.	HRMD_A05



**Table 2–2 (Cont.) Entries in the Lookup.SAP.HRMS.Configuration Lookup Definition**

Code Key	Description	Decode
IDoc Type Extension	If you have extended a predefined IDoc type, then enter the name of the IDoc type extension.  <b>See Also:</b> <a href="#">Appendix A, "Creating IDoc Extensions"</a>	NONE
<b>Note:</b> The entries listed in the remaining rows of this table must be changed only if you use a custom IDoc type. The default Decode values are correct for all predefined HRMD_A* IDoc types.		
Root Segment	Root segment in IDoc, which will be used to identify new employees  <b>Note:</b> You must not change the Decode value.	E2PLOGI001
Segment Name Length	Number of characters in the file that denotes the segment name	30
Object Type	Segment details of object type  The Decode value is used to filter person records.	E2PLOGI001;OTYPE;66;67;P
User ID	Object ID that indicates the personnel number in a person record	E2PLOGI001;OBJID;68;75
Delete Indicator	Segment details of the indicator that identifies whether or not the employee is deleted	E2PLOGI001;OPERA;77;77;D
Event Begin Date	Segment details for the begin date of events (hire, terminate, and other events)	E2PITYP001;BEGDA;84;91
Actions Event	Segment to indicate actions	E2P000001
Event	Segment details for event	E2P000001;MASSN;138;139
Group	Segment details for employee group	E2P0001001;PERSC;146;146
Sub Group	Segment details for employee subgroup	E2P0001001;PERSK;147;148
Group Segment	Infotype containing Employee Group and Employee Subgroup attributes	E2P0001001
<b>Information about connector components</b>		
Employee Type Lookup	Name of the lookup definition that is used to map combinations of Employee Group and Employee Subgroup of the target system with the employee type in Oracle Identity Manager	Lookup.SAP.HRMS.EmployeeType
Attribute mapping lookup	Name of the lookup definition that defines attribute mappings between the target system and Oracle Identity Manager	Lookup.SAP.HRMS.AttributeMapping
Hire Events Lookup	Name of the lookup definition that is used to store the list of all Hire events	Lookup.SAP.HRMS.HireEvents
Terminate Events Lookup	Name of the lookup definition that is used to store the list of all Terminate events	Lookup.SAP.HRMS.TerminateEvents

**Table 2–2 (Cont.) Entries in the Lookup.SAP.HRMS.Configuration Lookup Definition**

Code Key	Description	Decode
Organization	Default organization in Oracle Identity Manager	Xellerate Users
Employee Type	Default employee type in Oracle Identity Manager  <b>Note:</b> The Decode value is used as the default user type in the Lookup.SAP.HRMS.EmployeeType lookup definition.	Full-time
User Type	Enter the role that must be set for OIM Users created through reconciliation. You must select one of the following values:  <ul style="list-style-type: none"> <li>■ End-User</li> <li>■ End-User Administrator</li> </ul> Default value: End-User	End-User
<b>Miscellaneous Variables</b>		
Batch Size	Enter the number of lines that you want the parser to process at a time from the flat file containing IDocs. This flat file is generated when you perform the procedure described in the <a href="#">Section 3.3, "Performing Full Reconciliation"</a> .	5
Remove Leading Zero from Personnel Number	Enter yes if you want leading zeros to be removed from personnel numbers fetched from the target system. Enter no if you do not want leading zeros to be removed.	
Reconcile First Time Disabled Users	Enter yes to specify that you want to reconcile records that are currently in the Disabled state and that have not been reconciled earlier. Otherwise, enter no.	yes
Constants Lookup	Name of the lookup definition that holds constants	Lookup.SAP.HRMS.Constants
Manager Lookup Name	Name of the lookup definition in which manager IDs of managers of the various target system organizations must be populated	Lookup.SAP.HRMS.OrgManager
Organization Hierarchy Lookup Name	Name of the lookup definition containing details of organization hierarchies on the target system	Lookup.SAP.HRMS.OrgHierarchy

To set or modify a Decode value in the lookup definition:

1. On the Design Console, expand **Administration**, and then double-click **Lookup Definition**.
2. Search for and open the **Lookup.SAP.HRMS.Configuration** lookup definition.
3. In the **Decode** column for the Code Key, enter a value.
4. Click the Save icon.

## 2.3.2 Configuring Reconciliation of Manager ID Attribute Values

**See Also:** [Section 1.4.6, "Reconciliation of the Manager ID Attribute"](#) for information about the sequence of steps involved in this process

To configure reconciliation of manager ID attribute values:

1. In the Lookup.SAP.HRMS.TopmostOrganization lookup definition, enter details of the top-most organization for each organization hierarchy.

There may be multiple organization hierarchies defined on the target system. Each hierarchy has one top-most organization and other member organizations. In the Lookup.SAP.HRMS.TopmostOrganization lookup definition, you must manually create entries for all top-most organizations.

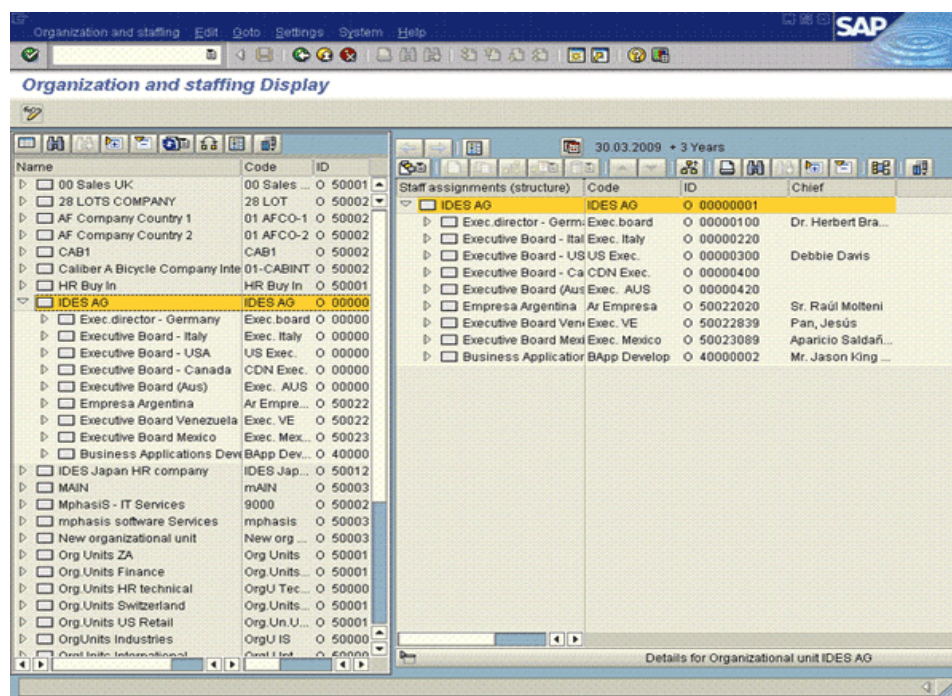
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**Note:** The value of this lookup definition is specified as the value of the Top most organization lookup entry in the Lookup.SAP.HRMS.Configuration lookup definition.

---

To create entries for the top-most organizations:

- On the target system:
  - a. Run transaction PPOSE.
  - b. For each hierarchy displayed in the list of hierarchies on the left pane:
    - i. Double-click the hierarchy.
    - ii. In the Staff Assignments region, the first organization is the topmost organization. Write down the ID of the organization.



- On Oracle Identity Manager:

**See Also:** *Oracle Identity Manager Design Console Guide* for detailed information about this procedure

- a. Open the Lookup.SAP.HRMS.TopmostOrganization lookup definition.
- b. For each topmost organization that you identify:
  - i. Click **Add**.
  - ii. In the Code Key and Decode columns, enter the organization ID of the topmost organization.

The following table shows sample entries in the Lookup.SAP.HRMS.TopmostOrganization lookup definition:

Code	Decode
00000001	00000001
00000100	00000100

Both sample entries represent topmost organizations defined on the target system.

- c. After you create entries for all topmost organizations, click the Save icon.

## 2. Configure the SAP HRMS Manager Lookup Recon scheduled task.

This scheduled task performs the following functions:

- Reads entries for the topmost organization defined in the Lookup.SAP.HRMS.TopmostOrganization lookup definition.
- Populates the Lookup.SAP.HRMS.OrgHierarchy lookup definition with entries representing the other organizations within each hierarchy on the target system. In the entries created by the scheduled task, the Code Key column is the ID of an organization and the Decode column is the ID of the corresponding parent organization.
- Populates the Lookup.SAP.HRMS.OrgManager lookup definition with organization and manager mappings. The Code Key column holds the IDs of organizations and the Decode column holds the personnel numbers of the corresponding managers.

[Table 2–3](#) describes the attributes of this scheduled task.

**Table 2–3 Attributes of the SAP HRMS Manager Lookup Recon Scheduled Task**

Attribute	Description
Schedule Task Name	<p>This attribute holds the name of the scheduled task.</p> <p>Default value: SAP HRMS Manager Lookup Recon</p> <p><b>Note:</b> For this scheduled task, you must not change the value of this attribute. However, if you create a copy of this scheduled task, then you must enter the unique name of that scheduled task as the value of the attribute in that scheduled task.</p>
IT Resource	<p>Enter the name of the IT resource that you configure by performing the procedure described in <a href="#">Section 2.3.11.2, "Configuring the IT Resource"</a>.</p> <p>Default value: SAP HR IT Resource</p>
Configuration Lookup	<p>This attribute holds the name of the lookup definition that holds configuration data for the connector.</p> <p>Default value: Lookup.SAP.HRMS.Configuration</p> <p><b>Note:</b> You must not change this value for this instance of the connector. However, if you create a copy of the Lookup.SAP.HRMS.Configuration lookup definition, then you can specify the name of that lookup definition as the value of the Configuration Lookup attribute.</p>
Top Most Organization Lookup	<p>This attribute holds the name of the lookup definition that stores the organization IDs of top-most organizations in each organization hierarchy on the target system.</p> <p>Default value: Lookup.SAP.HRMS.TopmostOrganization</p> <p><b>Note:</b> You must not change this value for this instance of the connector. However, if you create a copy of the Lookup.SAP.HRMS.TopmostOrganization lookup definition, then you can specify the name of that lookup definition as the value of the Top Most Organization Lookup attribute.</p>

### 2.3.3 Configuring the Target System for Generation of IDocs

User data is moved from the target system to Oracle Identity Manager through "push" technology. The Application Link Enabling (ALE) feature of SAP is the foundation of this mode of data transfer.

This section describes procedures involved in configuring the target system. You may need the assistance of an SAP Basis administrator to perform some of these procedures.

The following sections describe procedures to create the ALE components that are used during generation of IDocs:

---

**Note:** This section does not describe in detail the various ALE components that must be defined and are used in connector operations. For detailed information about ALE, see the SAP Help documentation at

<http://help.sap.com>

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- [Section 2.3.3.1, "Checking Whether a Sender Logical System Already Exists"](#)
- [Section 2.3.3.2, "Defining the Sending and Receiver Logical Systems"](#)
- [Section 2.3.3.3, "Assigning a Client to the Sender Logical System"](#)
- [Section 2.3.3.4, "Defining the Distribution Model"](#)
- [Section 2.3.3.5, "Creating the File Port"](#)
- [Section 2.3.3.6, "Defining the Partner Profile"](#)



- Section 2.3.3.7, "Registering the Listener with the SAP Gateway (TRFC)"
- Section 2.3.3.8, "Creating the TRFC Port"
- Section 2.3.3.9, "Activating Change Pointers"
- Section 2.3.3.10, "Configuring Segment Filtering"
- Section 2.3.3.11, "Configuring SAP Ports for Communication with Oracle Identity Manager"

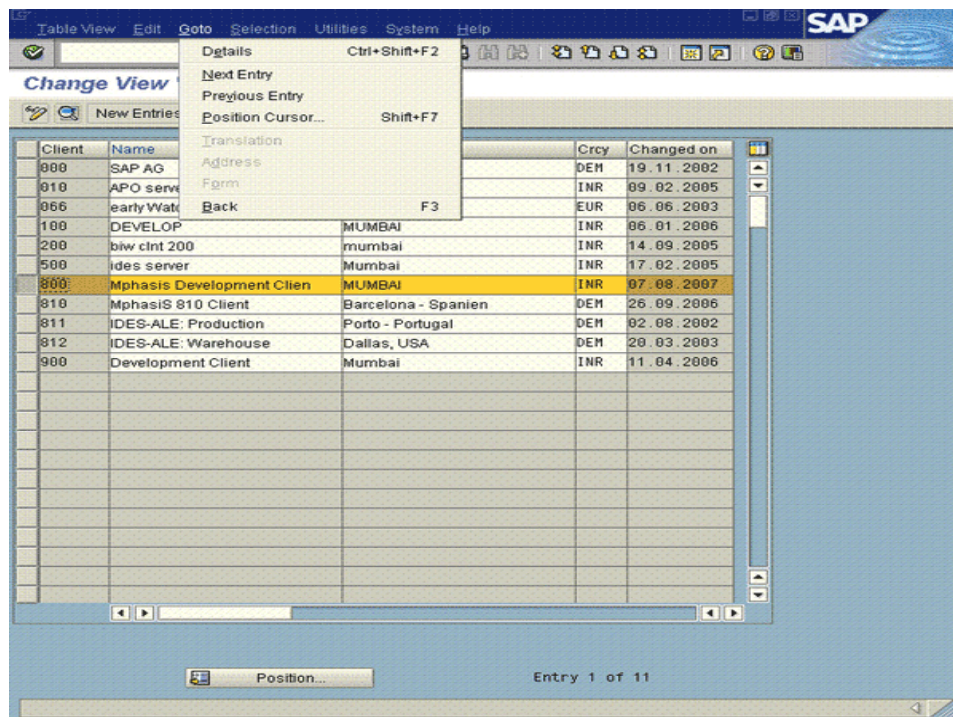
### 2.3.3.1 Checking Whether a Sender Logical System Already Exists

You must create a sender logical system to represent SAP and a receiver logical system to represent Oracle Identity Manager.

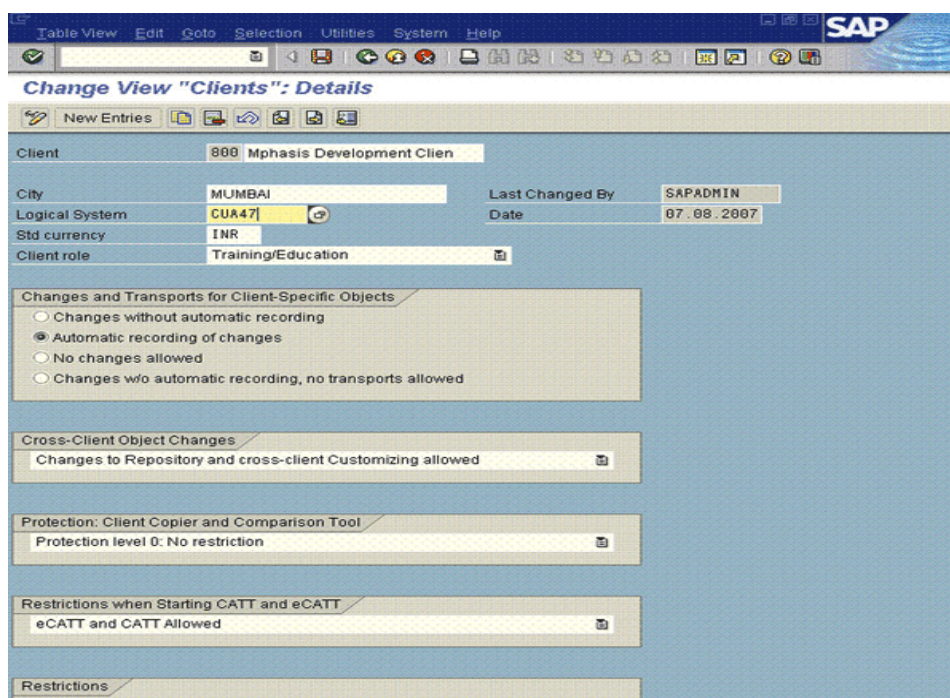
If there is an existing sender logical system to represent SAP, then you need not define another sender logical system. Similarly, if a client is assigned to the existing sender logical system, then you need not assign another client.

To check if the sender logical system has been defined and if a client has been associated with it:

1. Run transaction SCC4.
2. Use the Table View menu to switch to the change mode.
3. For each client in the list of clients displayed:
  - a. Select the client.
  - b. From the Goto menu, click **Details**. The details of the client are displayed.



- c. In the Logical System field, check if a logical system has been selected. If a logical system is selected for a particular client, then you know that a sender logical system with a client associated with it already exists. You need not define a sender logical system, and you need not associate a client with the sender logical system.



### 2.3.3.2 Defining the Sending and Receiver Logical Systems

You must create a sender logical system to represent SAP and a receiver logical system to represent Oracle Identity Manager.

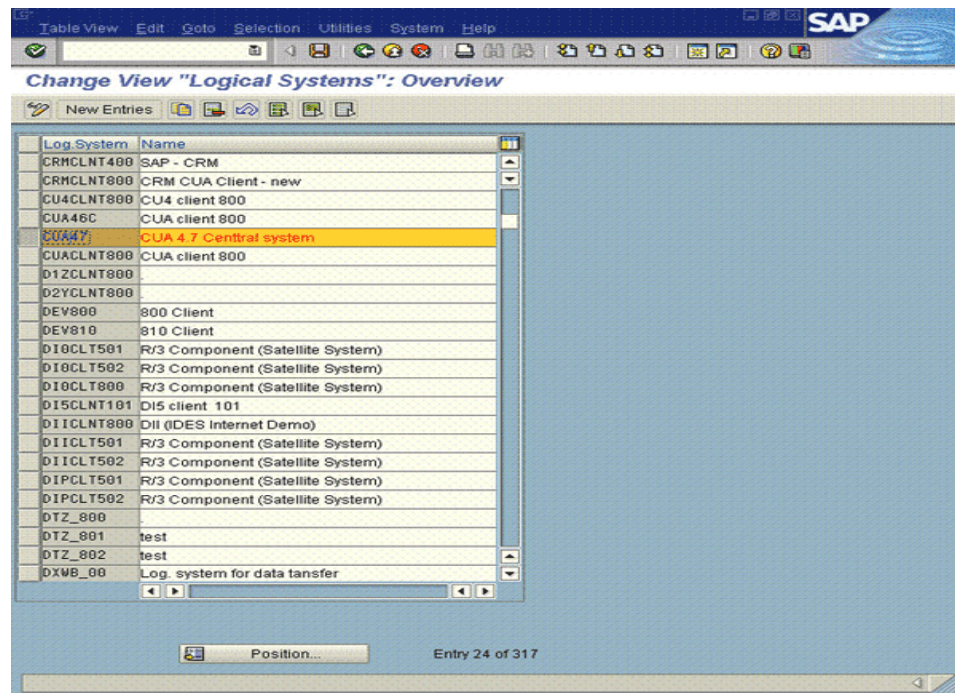
If there is an existing sender logical system to represent SAP, then you need not define another sender logical system. Similarly, if a client is assigned to the existing sender logical system, then you need not assign another client.

If you determined that a sender logical system does not exist, then you must create the sender logical system. In addition, you must create the receiver logical system.

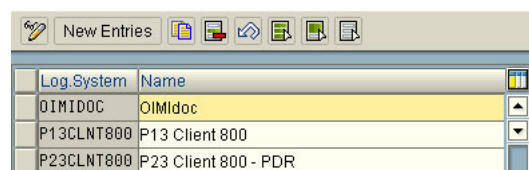
To create the sending or receiver logical system:

1. Run transaction BD54.
2. Click **New Entries**. A new row is added.
3. Enter a name for the logical system.

To specify a name for the sender logical system, you can use the <SYSTEM\_ID>CLNT<CLIENT\_NUMBER> format, for example, P23CLNT800.



To specify a name for the receiver logical system, you can use a name like OIMIDOC. This is to help distinguish between the receiver logical system created for Oracle Identity Manager and other receiver logical systems.



#### 4. Click the Save icon.

If the sender logical system has been created, then repeat the procedure to create the receiver logical system.

### 2.3.3.3 Assigning a Client to the Sender Logical System

The sender logical system must have a client associated with it. If there is an existing client associated with the sender logical system, then you need not associate another client.

---

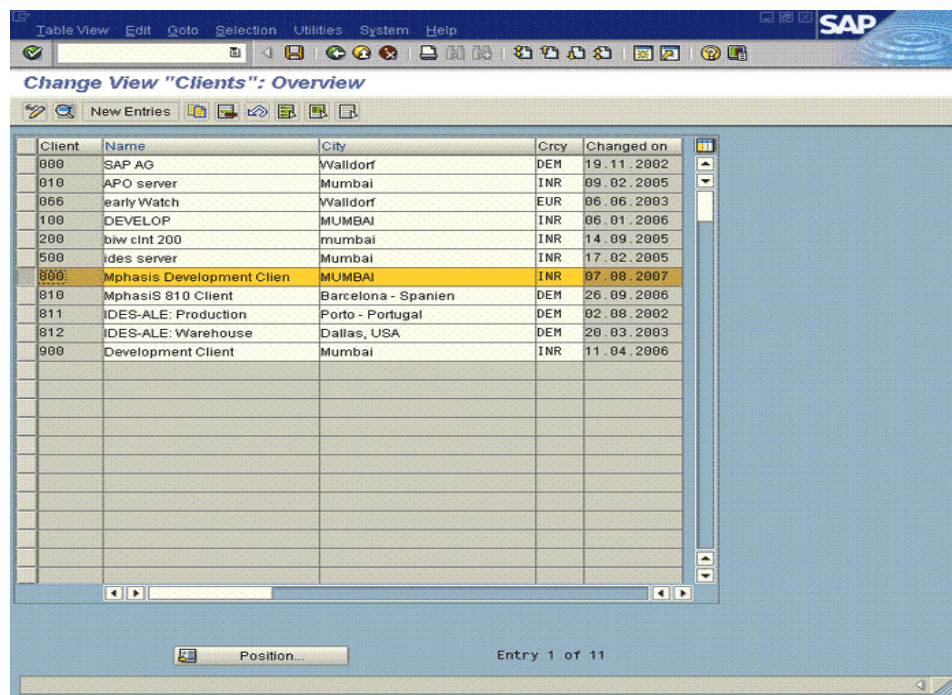
**Note:** A logical system can have only one client associated with it.

---

To associate a client with the sender logical system:

1. Run transaction SCC4.
2. Use the Table View menu to switch to the change mode.
3. From the list of clients displayed, select the client that you want to associate with the sender logical system.



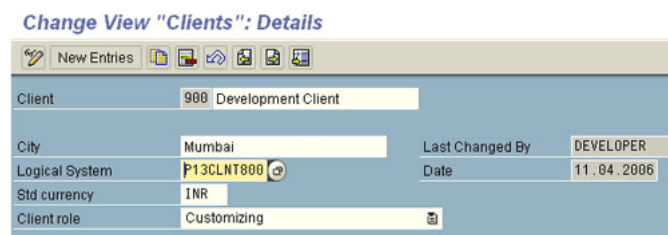


The screenshot shows the SAP 'Change View "Clients": Overview' window. It contains a table with the following data:

Client	Name	City	Crcy	Changed on
000	SAP AG	Walldorf	DEM	19.11.2002
010	APO server	Mumbai	INR	09.02.2005
066	early Watch	Walldorf	EUR	06.06.2003
100	DEVELOP	MUMBAI	INR	06.01.2006
200	biw clnt 200	mumbai	INR	14.09.2005
500	ides server	Mumbai	INR	17.02.2005
800	Mphasis Development Clie	MUMBAI	INR	07.08.2007
810	Mphasis 810 Client	Barcelona - Spanien	DEM	26.09.2006
811	IDES-ALE: Production	Porto - Portugal	DEM	02.08.2002
812	IDES-ALE: Warehouse	Dallas, USA	DEM	20.03.2003
900	Development Client	Mumbai	INR	11.04.2006

The status bar at the bottom indicates 'Entry 1 of 11'.

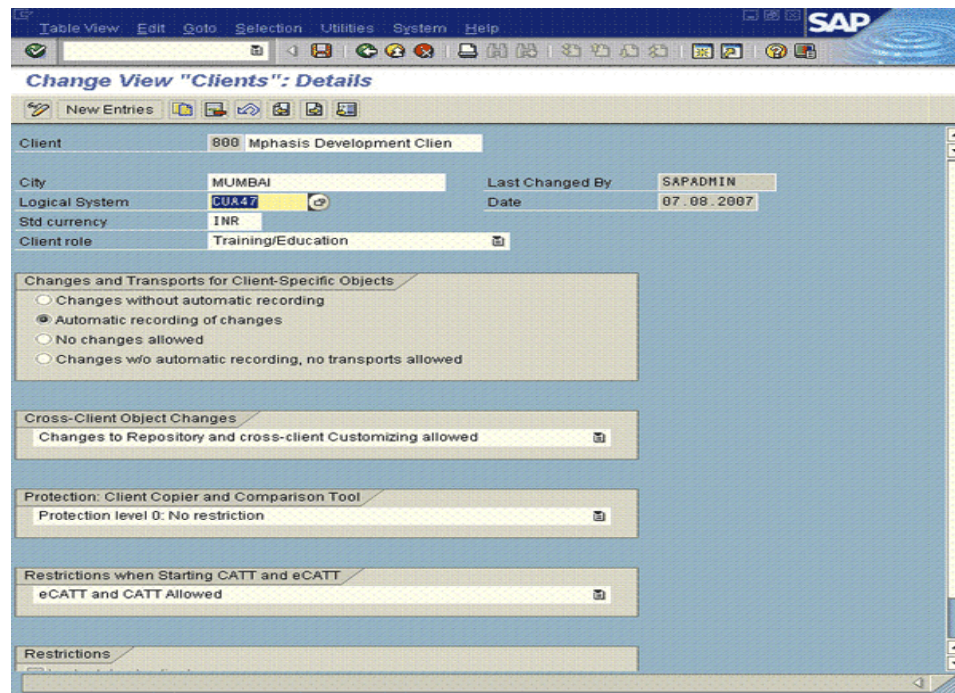
4. From the Goto menu, click **Details**. The details of the client are displayed.



The screenshot shows the SAP 'Change View "Clients": Details' window for Client 900. The details are as follows:

Client	900 Development Client		
City	Mumbai	Last Changed By	DEVELOPER
Logical System	P13CLNT800	Date	11.04.2006
Std currency	INR		
Client role	Customizing		

5. In the Logical System field, select the sender logical system.



6. Click the Save icon.

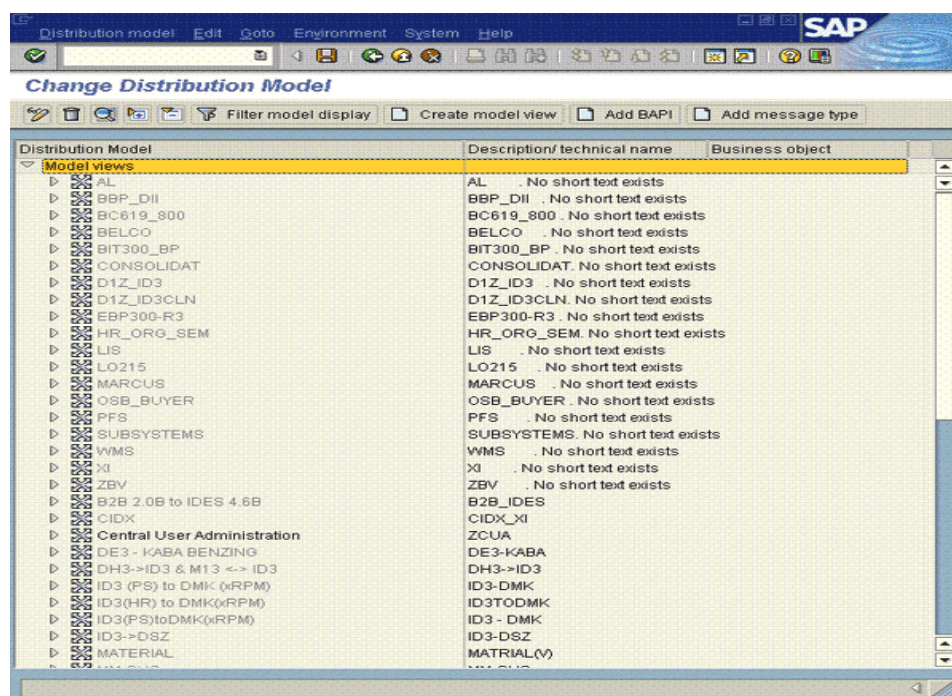
### 2.3.3.4 Defining the Distribution Model

The distribution model holds information about the sending and receiver logical systems that you define and the message type that flows between them.

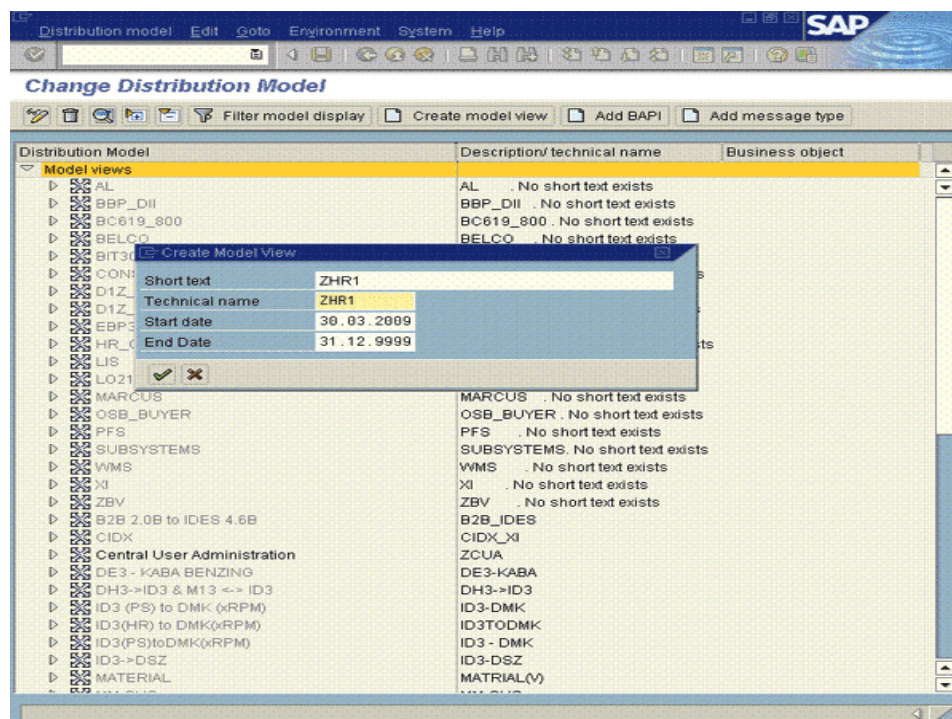
To define the distribution model:

1. Run transaction BD64.
2. Switch to the Edit mode.
3. From the Edit mode, select **Model View**, and then select **Create**.



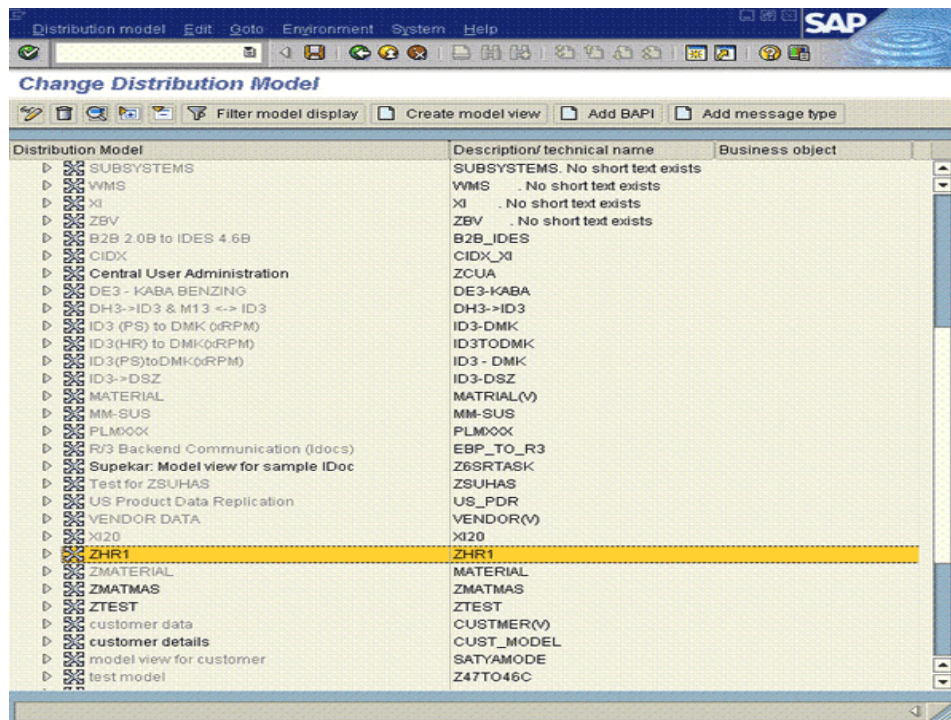


4. In the Create Model View dialog box, enter values for the Short Text and Technical Name fields, and accept the default Start date and End date values.

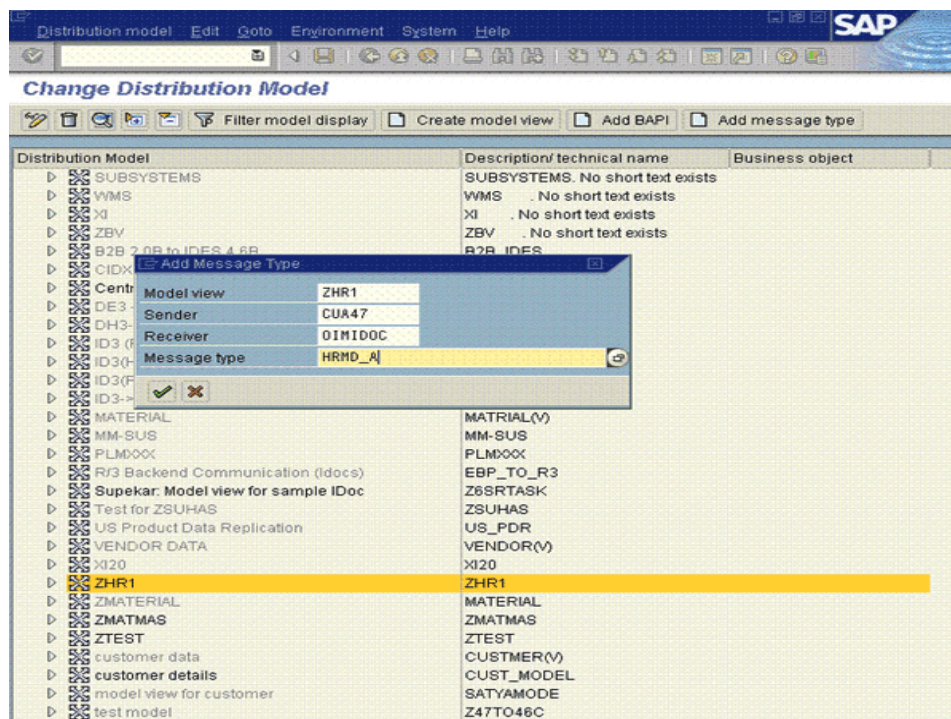


5. Click the Save icon.
6. From the list of views, select the created view, and then click **Add message type**.





7. In the Add Message Type dialog box, specify the names of the sending and receiver logical systems and then specify HRMD\_A as the message type.



8. Save the entry.

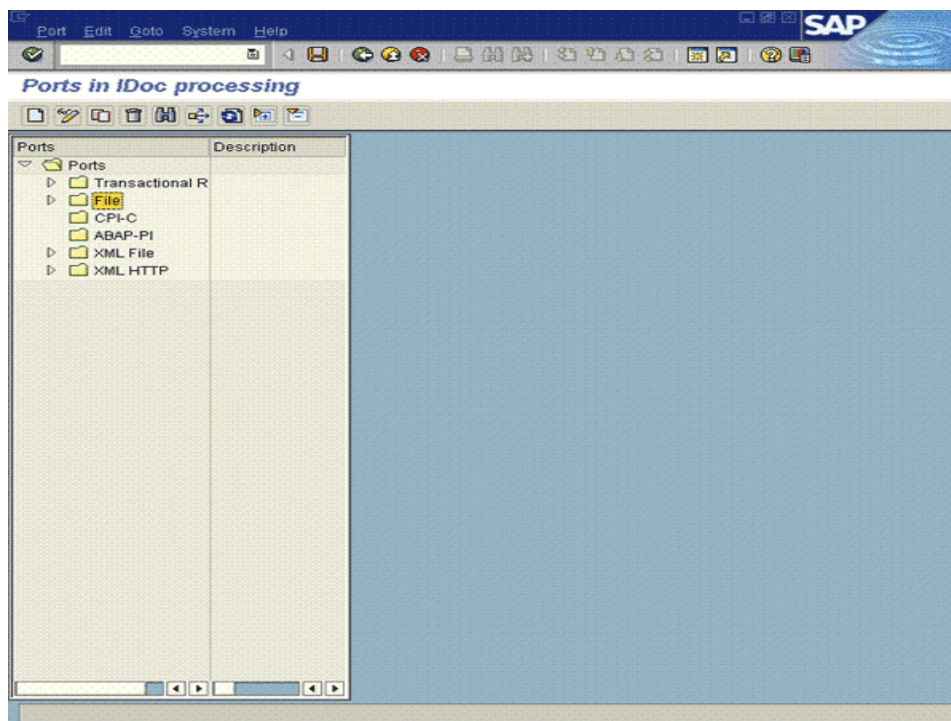
### 2.3.3.5 Creating the File Port

The file port is a definition of the directory location and name of the file in which IDocs are recorded. In full reconciliation, IDocs for all existing target system users is

generated and written to flat files. The file port holds the directory location and name of these flat files.

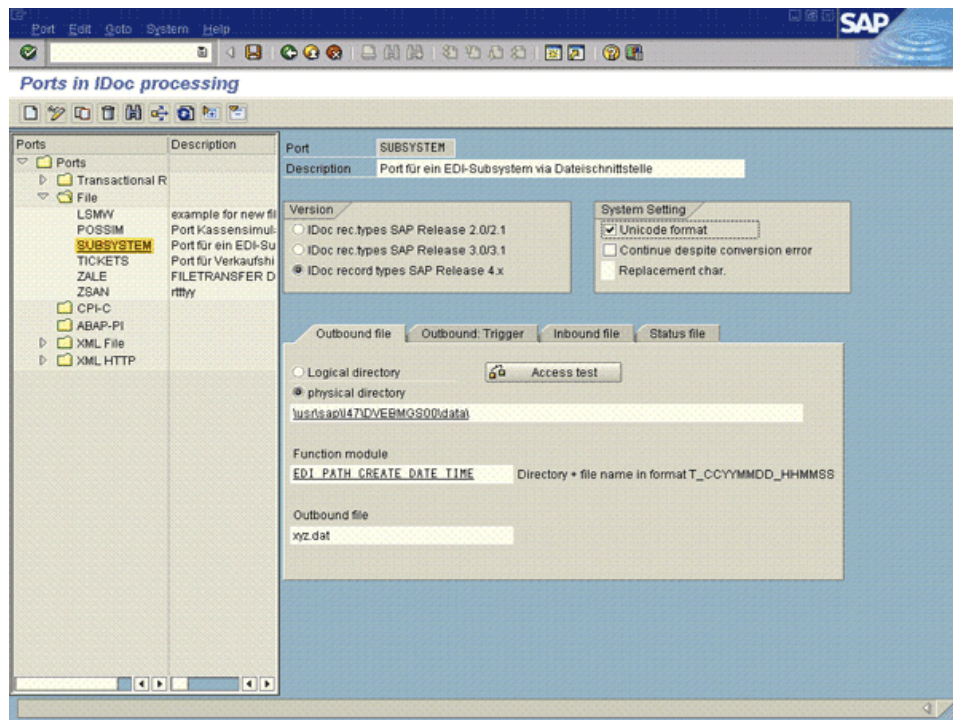
To create the file port:

1. Run transaction WE21.
2. Expand Ports, select **File**, and then click **Create**.



3. Enter the following details:
  - Port: Enter a name for the file port.
  - Description: Enter a description for the port.
  - Version: Select "IDoc record types SAP Release 4.x."
  - System Setting: Select Unicode format.
  - On the Outbound file tab:
    - Physical directory: Specify the path of the directory in which you want the file containing IDocs to be placed.
    - Function module: Select a naming convention for the flat file, for example, EDI PATH CREATE DATE TIME.
    - Outbound file: This is the alternative to the Function Module (preceding field) approach to naming the flat file. You use the Outbound file field to specify a fixed name for the flat file. It is recommended that you specify a function module instead of entering a fixed name for the flat file in the Outbound file field. The advantage of the Function Module approach is that the name of the generated file will be time stamped.





4. Click the Save icon.

### 2.3.3.6 Defining the Partner Profile

A partner profile is a mapping of the receiver logical system, ports used by the receiver logical system, and IDoc collection mode.

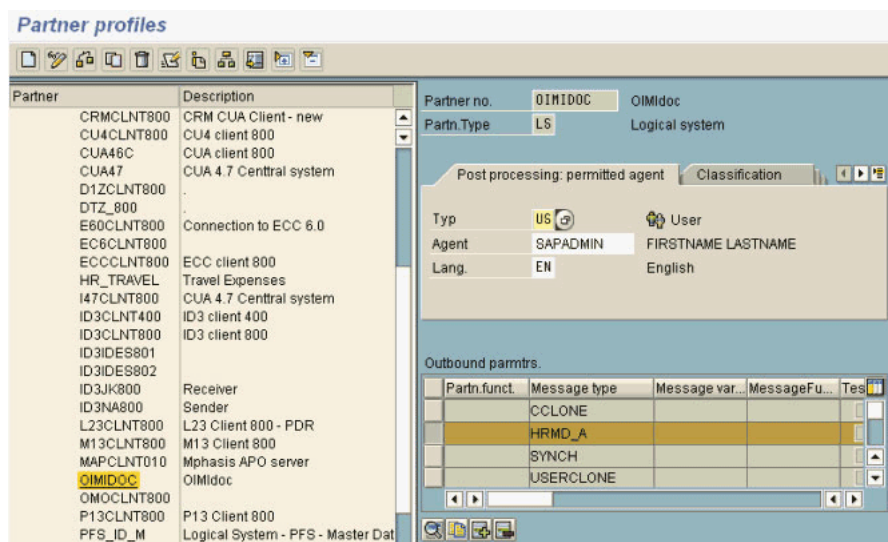
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**Note:** When you start using the connector to reconcile user data from the target system, you use the partner profile to switch between full and incremental reconciliation. When you switch to full reconciliation, the scheduled task for incremental recon continues to run. However, IDocs are not sent to Oracle Identity Manager.

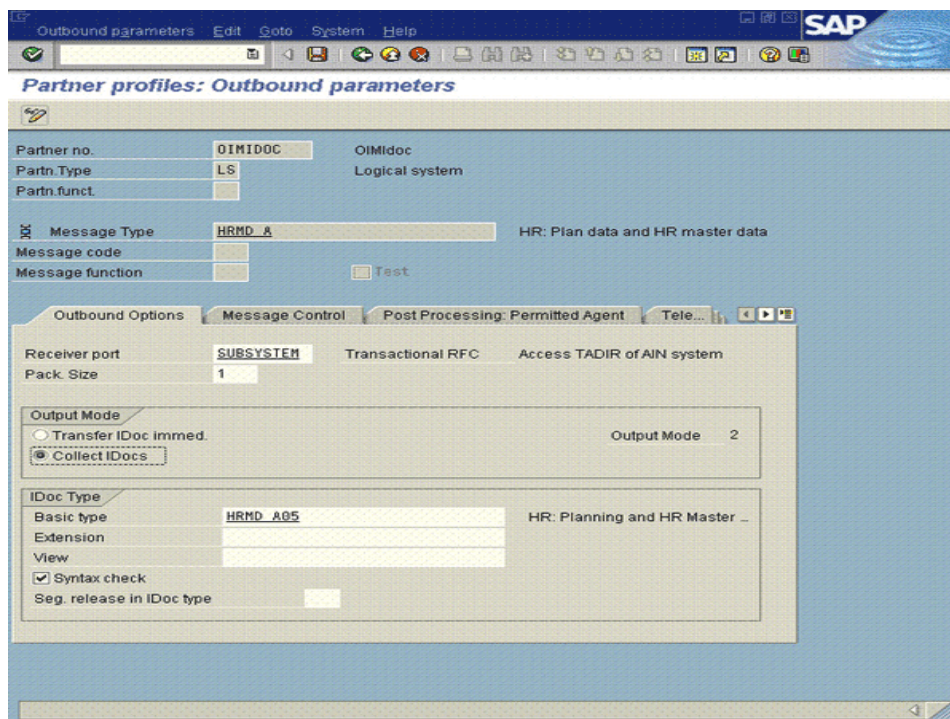
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To define the partner profile:

1. Run transaction WE20.
2. Expand Partner Profiles, select Partner Type LS, click the Create icon, and then enter the following details:
  - In the Partner no. field, enter the name that you specify for the receiver logical system while performing the procedure described in [Section 2.3.3.2, "Defining the Sending and Receiver Logical Systems"](#).
  - In the Outbound Parameters table, double-click HRMD\_A in the Message Type column.



- On the Outbound Options tab:
  - In the Receiver port field, select the file port that you define by performing the procedure described in [Section 2.3.3.5, "Creating the File Port"](#).
  - In the Output Mode region, select Collect IDocs. By selecting this option, you specify that IDocs must not be transferred to the file port as and when they are created. Instead, the job that you schedule on the target system will be used to transfer IDocs in flat-file format to the file port.
  - In the IDoc Type region, specify an IDoc type in the Basic type field. It is recommended that you select the latest IDoc type available in the system. In addition, if you want to use an existing extension to an IDoc type, then specify the extension in the Extension field.

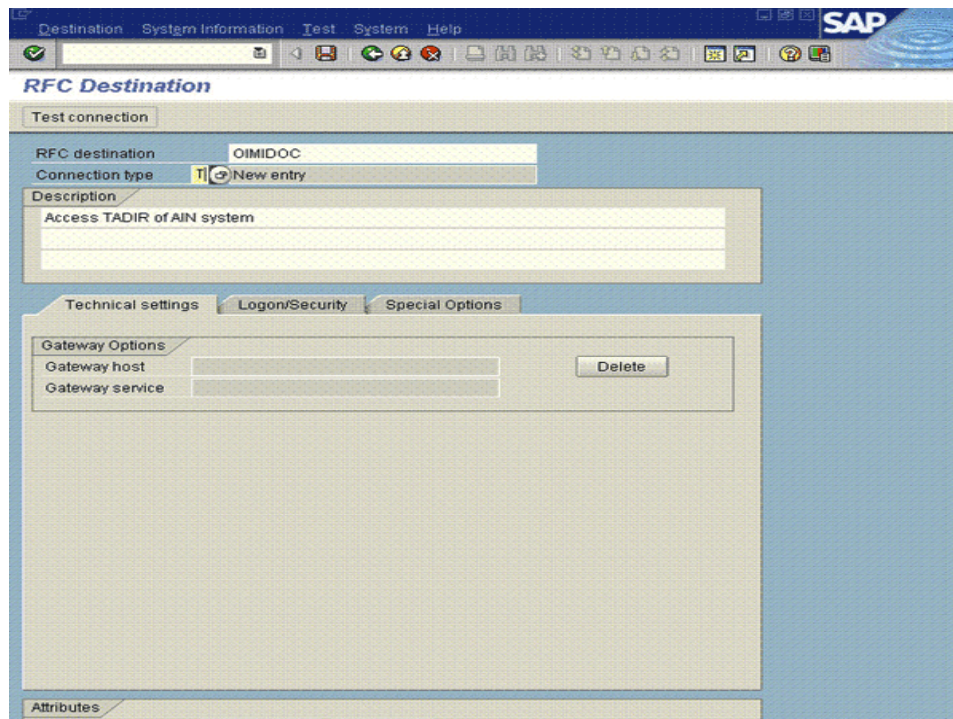


3. Save the entry.

### 2.3.3.7 Registering the Listener with the SAP Gateway (TRFC)

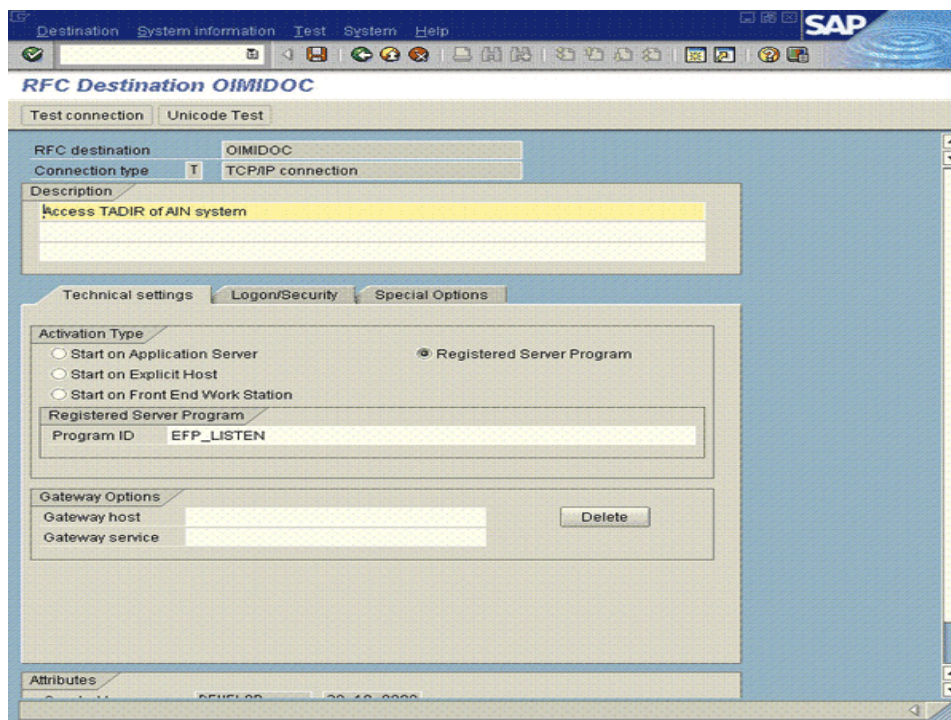
To register the listener with the SAP gateway, create an RFC destination as follows:

1. Run transaction SM59.
2. Select TCP/IP connections, and then click the Create icon.
3. In the RFC destination field, enter a name for the listener, for example OIMIDOC.
4. In the Connection type field, select **T** to specify that this is a TCP/IP connection.
5. In the Description region, enter a description for the listener.



6. On the Technical settings tab, in the Activation Type region, select **Registered Server Program**.
7. In the Program ID field, enter the program ID that you want to set for the listener, for example, IDOCLISTEN.



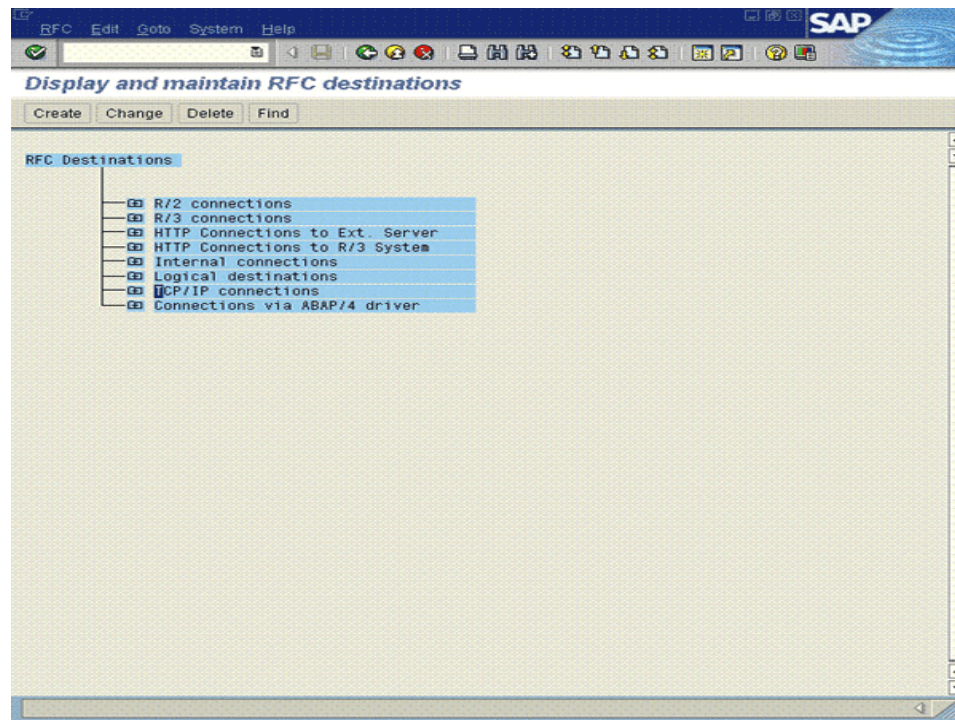



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**Note:** While performing the procedure described in "Specifying IT Resource," you specify the same program ID as the value of the Program ID parameter of the IT resource.

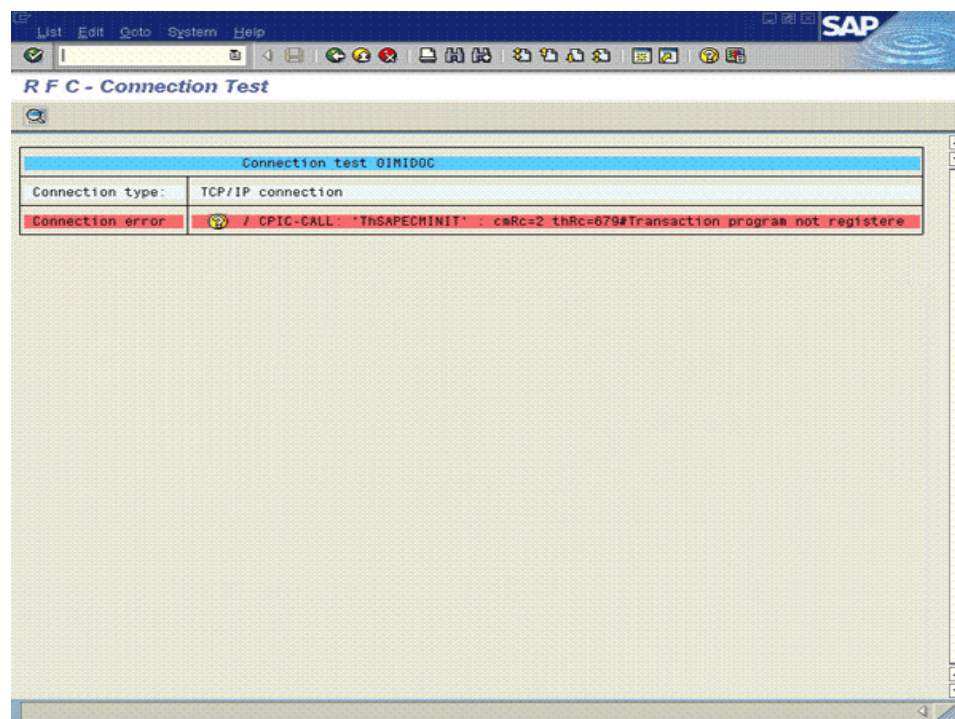
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8. The target (Oracle Identity Manager) is a Unicode system. On the MDMP & Unicode tab, select the **Unicode** option to configure the port for Unicode.
9. Use the Test connection and Unicode Test features to run the connectivity and Unicode tests as follows:
  - a. Run transaction SM59.
  - b. In the RFC Destination field, enter the name of the RFC destination that you create.
  - c. In the Connection type field, select **TCP/IP connections**.



- d. Click **Test connection**.

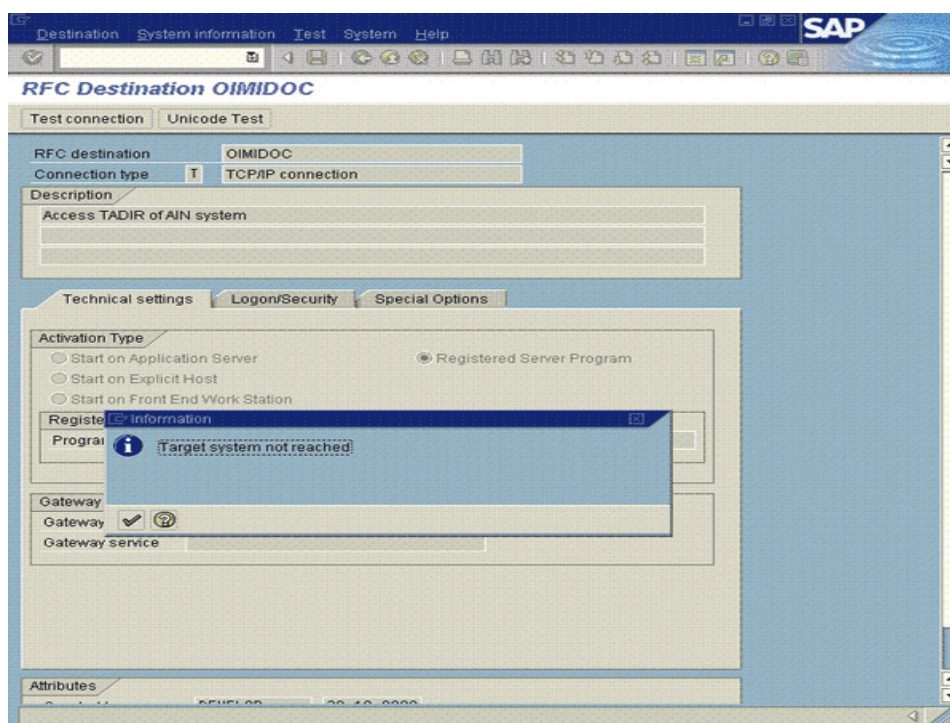
Connection test data must be displayed.



- e. Click **Unicode Test**.

A message stating that the target is a Unicode system is displayed.





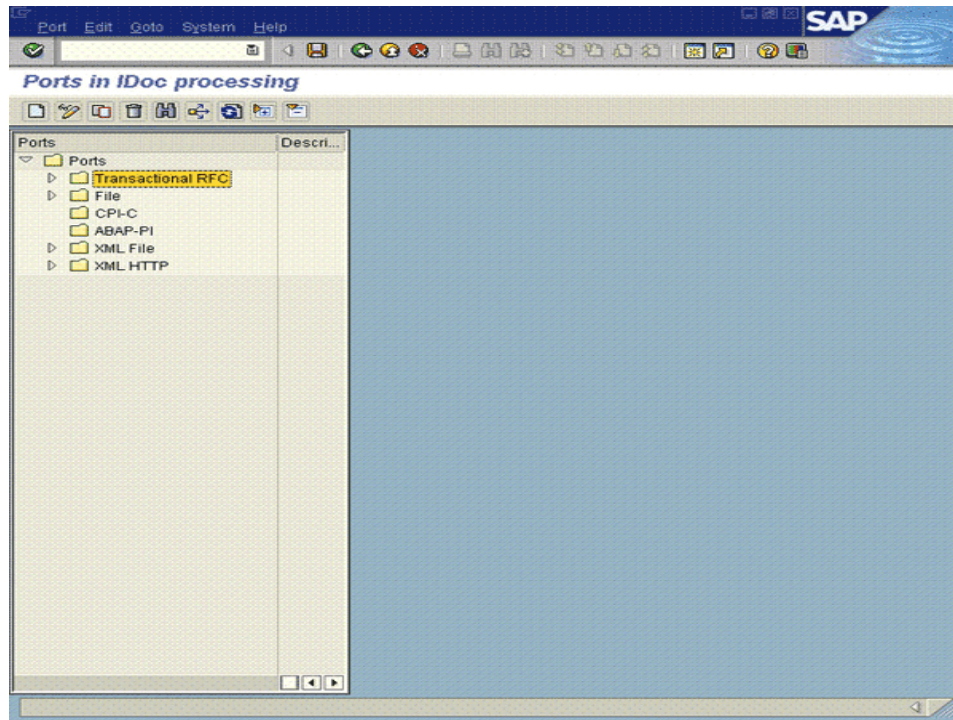
### 2.3.3.8 Creating the tRFC Port

Transactional RFC (tRFC) is a variant of the Remote Function Call feature. It is an asynchronous communication method in which a call is made to a target (Oracle Identity Manager) only once. If Oracle Identity Manager is not available when the call is made, then the call remains in the local wait queue. The call is scheduled as a background job if Oracle Identity Manager does not become active within a certain amount of time.

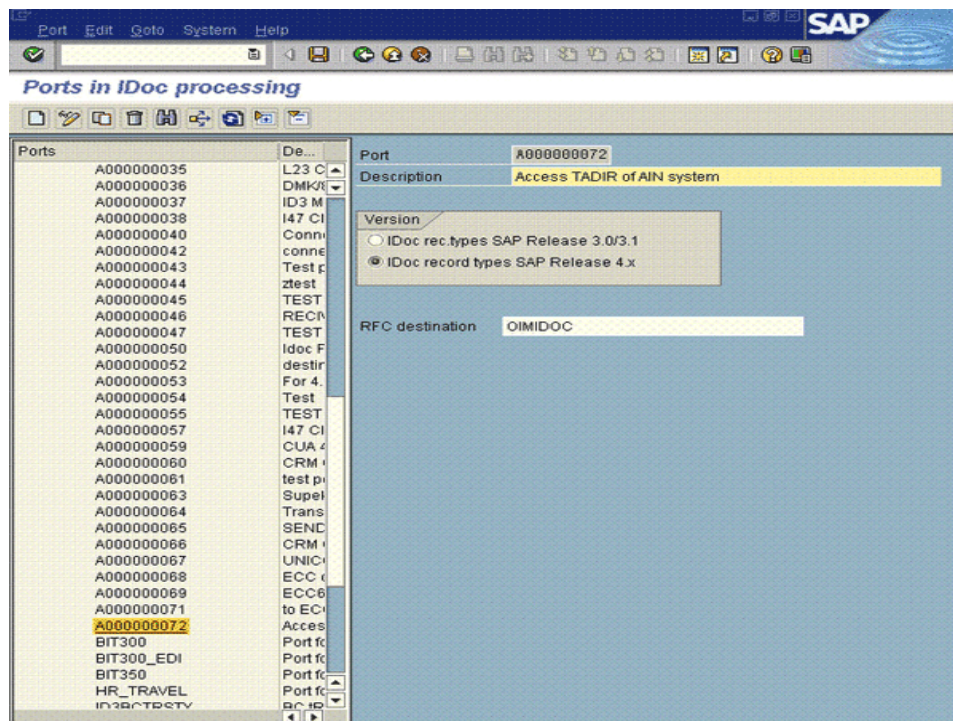
The tRFC port is the communication port leading to the listener. The listener is the destination for IDocs generated during incremental reconciliation. It is a scheduled task running on Oracle Identity Manager, and it picks up IDocs delivered at the tRFC port. IDocs are transferred to listener through the tRFC port in the form of Java objects; there is no exchange of physical files at the tRFC port.

To create the tRFC port:

1. Run transaction WE21.
2. Select **Transactional RFC**, and then click the Create icon.



3. In the Ports in IDoc Processing dialog box, either select **Generate port name** or specify a port name.
4. In the RFC destination field, enter the RFC destination that you defined by performing the procedure described in [Section 2.3.3.7, "Registering the Listener with the SAP Gateway \(TRFC\)"](#).



5. Click the Save icon.



### 2.3.3.9 Activating Change Pointers

Change pointers are used to record updates to user data on the target system. These records are stored in special tables, and they are called change docs.

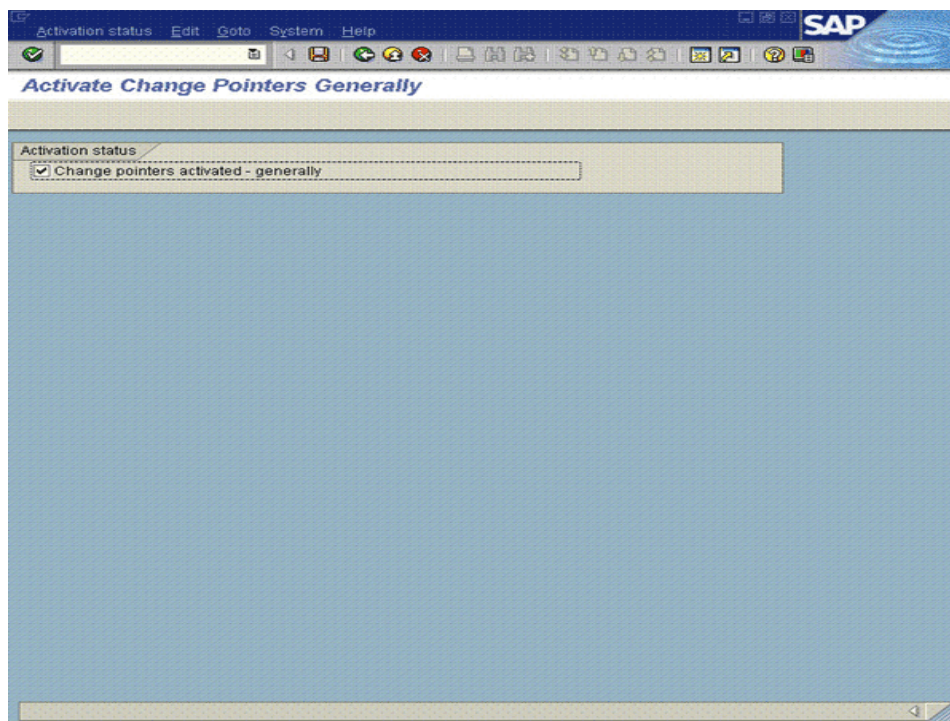
---

**Note:** During incremental reconciliation, a change doc contains only data from attributes of infotypes in which at least one attribute has been modified. For example, consider the 0001 infotype. This infotype holds the MSTBR attribute and some other attributes. If this attribute is modified, then during the next incremental reconciliation run, all the attributes of the 0001 infotype are copied into the change doc that is created to track the change in the MSTBR attribute.

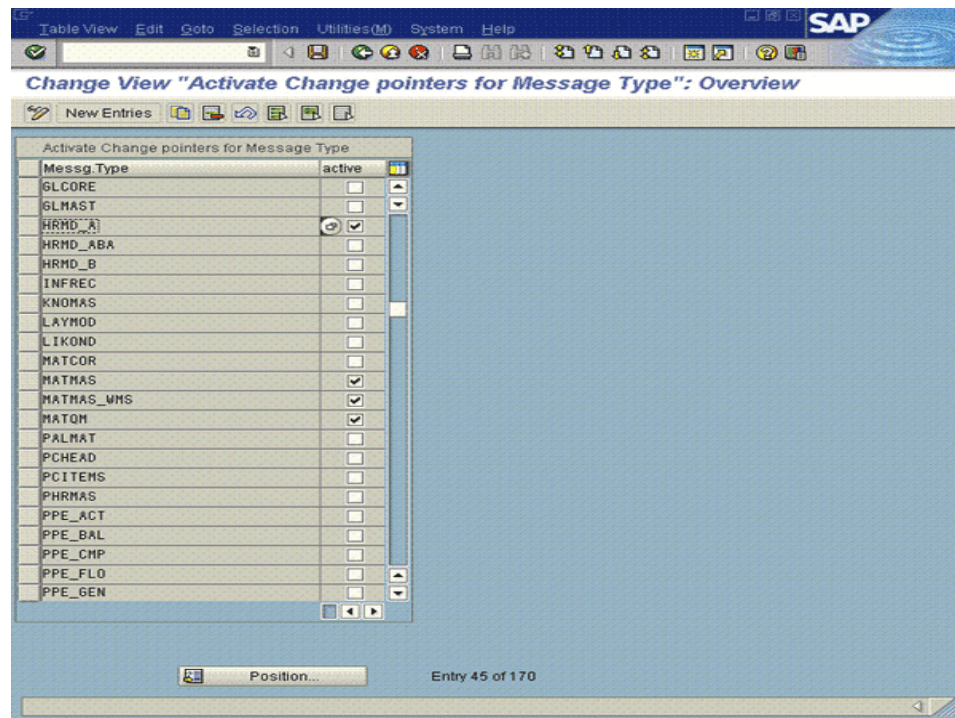
---

To activate change pointers:

1. Run transaction BD61.
2. Select the **Change pointers activate – generally** check box.



3. Run transaction BD50.
4. In the list that is displayed, select the check box for the HRMD\_A message type.



- Click the Save icon.

### 2.3.3.10 Configuring Segment Filtering

---

**Note:** The procedure described in this section is optional. Segment filtering is not a requirement for using the ALE feature.

---

On the target system, multiple attributes of the same type are grouped under an infotype. Multiple infotypes are grouped under a segment. There are more than 100 predefined segments on the target system.

The Lookup.SAP.HRMS.AttributeMapping lookup definition maps attributes of the target system with OIM User fields. Only data from the mapped attributes is reconciled into Oracle Identity Manager, regardless of the segments (that is, attributes) in the IDocs received by Oracle Identity Manager. This is illustrated by the following example:

Suppose there are 14 attribute mappings in the Lookup.SAP.HRMS.AttributeMapping lookup definition. If the IDocs contain data for 30 attributes, then only data from the 14 mapped attributes is reconciled into Oracle Identity Manager. Data for the remaining 16 attributes is not used at all.

The segment filtering feature of the target system enables you to specify the segments that must not be included in IDocs. By configuring segment filtering, you ensure that attribute data that is not required in Oracle Identity Manager is not brought to Oracle Identity Manager.

Segment filtering is applied at the IDoc creation stage. Change docs are created for a change in any attribute of infotypes in any segment.

---

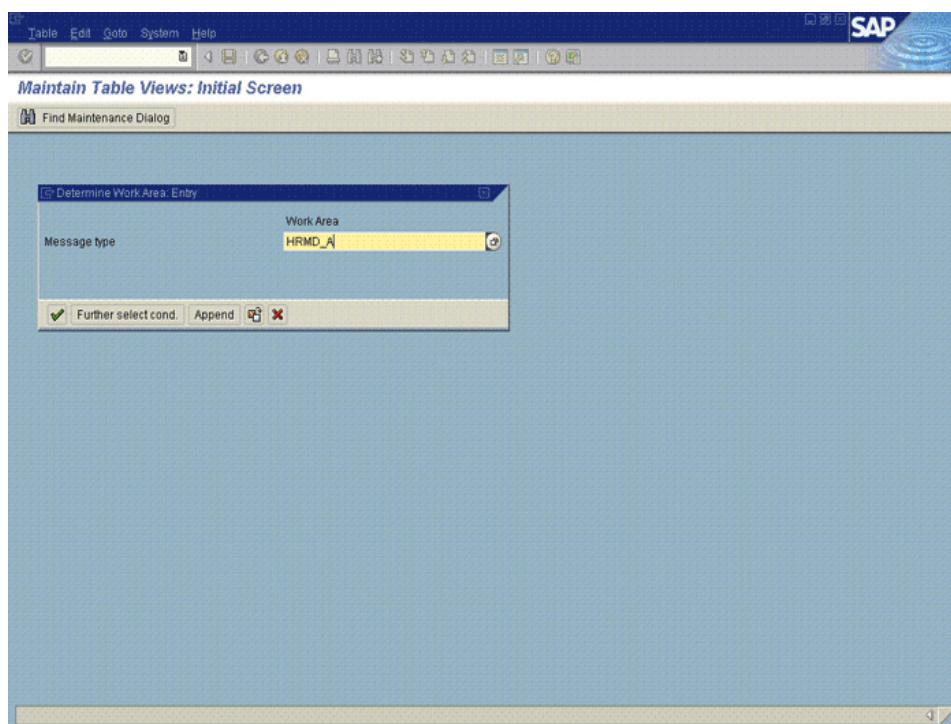
**Note:** When you configure segment filtering, you must ensure that the E1P0000, E1P0001, E1P0002, E1P0006 and E1P0105 segments are always included. Some attributes from infotypes in these segments are configured as predefined attributes that are mapped to OIM User attributes.

You can configure and then reconfigure segment filtering at any time after deployment. While configuring segment filtering, you must ensure that mandatory attributes defined in the target system and Oracle Identity Manager are always included.

---

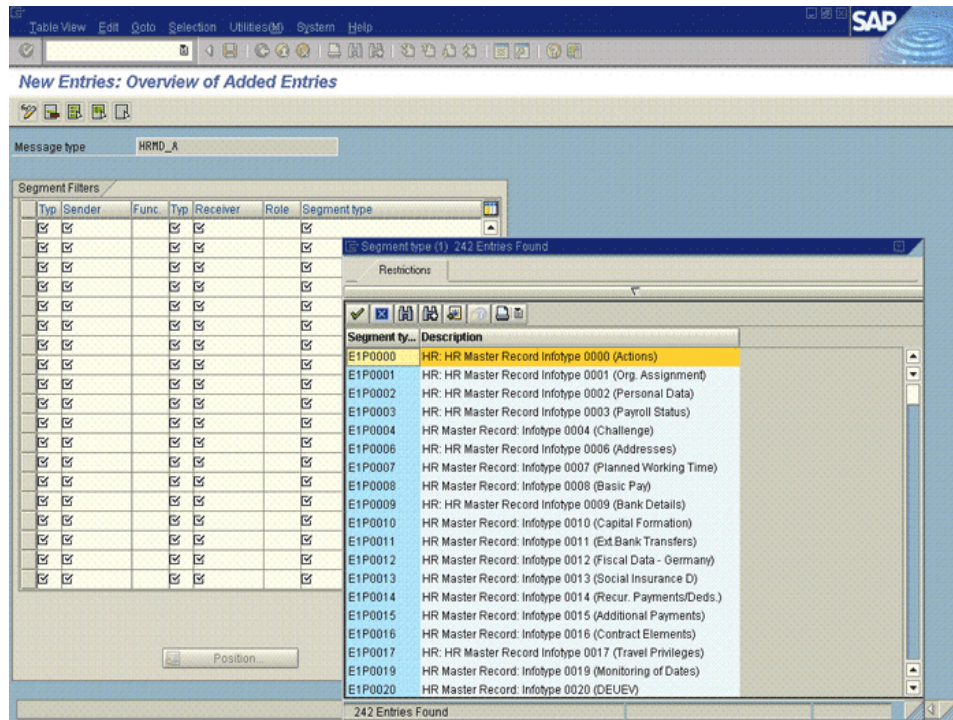
To configure segment filtering:

1. Run transaction code BD56.
2. In the Determine Work Area: Entry dialog box, select the HRMD\_A message type.

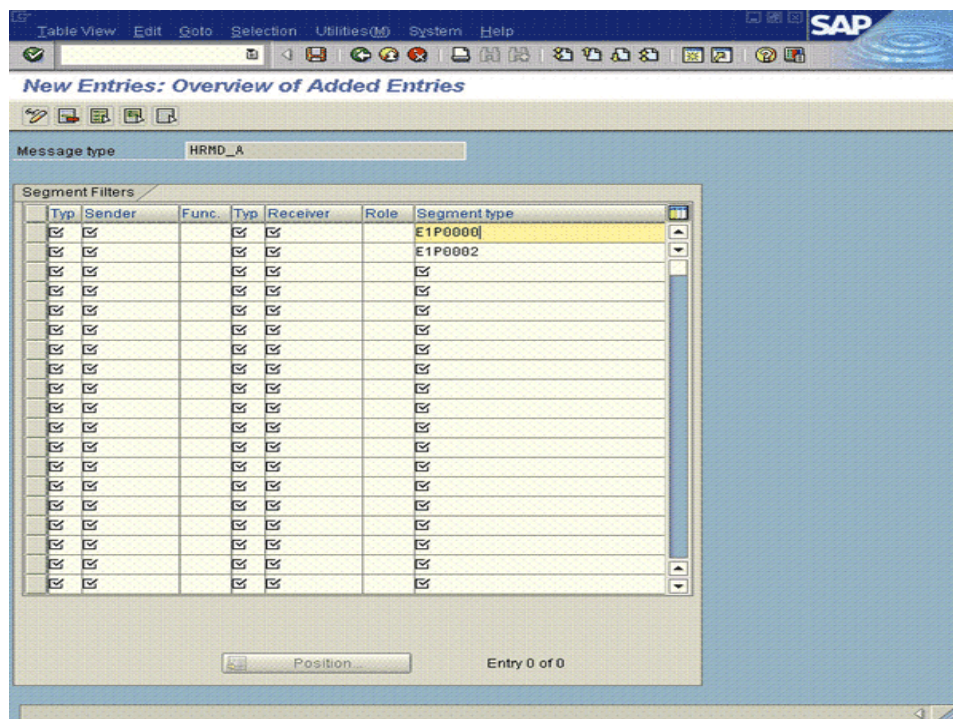


3. Click **New Entries**.
4. Click the first row of the Segment Type column, and then press F4.





- From the Segment Type list, select the segments that you want to exclude using segment filtering.



- Click the Save icon.

### 2.3.3.11 Configuring SAP Ports for Communication with Oracle Identity Manager

To enable communication between the target system and Oracle Identity Manager, you must ensure that ports listed in [Table 2-4](#).



**Table 2–4 Ports for SAP Services**

Service	Port Number Format	Default Port
Dispatcher	32SYSTEM_NUMBER	3200
Gateway (for non-SNC communication)	33SYSTEM_NUMBER	3300
Gateway (for SNC communication)	48SYSTEM_NUMBER	4800
Message server	36SYSTEM_NUMBER	3600

To check if these ports are open, you can, for example, try to establish a Telnet connection from Oracle Identity Manager to these ports.

### 2.3.4 Changing to the Required Input Locale on Oracle Identity Manager

Changing to the required input locale (language and country setting) involves installing the required fonts and setting the required input locale.

You may require the assistance of the system administrator to change to the required input locale.

### 2.3.5 Refreshing the Connector Resource Bundles on Oracle Identity Manager

During the connector deployment procedure, files are copied from the resources directory on the installation media into the *OIM\_HOME/xellerate/connectorResources* directory. Whenever you add a new resource bundle in the connectorResources directory or make a change in an existing resource bundle, you must clear content related to connector resource bundles from the server cache.

To clear content related to connector resource bundles from the server cache:

1. In a command window, change to the *OIM\_HOME/xellerate/bin* directory.

---

**Note:** You must perform Step 1 before you perform Step 2. An exception is thrown if you run the command described in Step 2 as follows:

---

```
OIM_HOME/xellerate/bin/ _file_name
```

---

2. Enter one of the following commands:

- On Microsoft Windows:

```
PurgeCache.bat ConnectorResourceBundle
```

- On UNIX:

```
PurgeCache.sh ConnectorResourceBundle
```

---

**Note:** You can ignore the exception that is thrown when you perform Step 2.

---

In this command, ConnectorResourceBundle is one of the content categories that you can remove from the server cache. Refer to the following file for information about the other content categories:

*OIM\_HOME*/xellerate/config/xlConfig.xml

### 2.3.6 Copying Resource Bundle Entries for UDFs

If you are using a non-English locale, then copy entries for the UDFs from the connector resource bundle to the customResources\_LOCALE.properties file.

The following example illustrates this procedure:

Suppose you are using the French locale. When you install the connector, the SAP-ER\_fr.properties is copied into the *OIM\_HOME*/connectorResources directory.

1. Open the *OIM\_HOME*/xellerate/customResources\_fr.properties file in a text editor.
2. Copy the following lines present in the SAP-ER\_fr.properties file:  
global.udf.USR\_UDF\_DEPARTMENT=Service  
global.udf.USR\_UDF\_CITY=Ville  
global.udf.USR\_UDF\_STREET=Rue  
global.udf.USR\_UDF\_DISTRICT=District  
global.udf.USR\_UDF\_COUNTRY=Pays  
global.udf.USR\_UDF\_POSTALCODE=Code postal  
global.udf.USR\_UDF\_TELEPHONE=Num\ u00E9ro de t\ u00E9l\ u00E9phone  
global.udf.USR\_UDF\_LINKED\_USER\_ID=ID d'utilisateur SAP li\ u00E9  
global.udf.USR\_UDF\_POSITION=Fonction  
global.udf.USR\_UDF\_COST\_CENTER=Centre de co\ u00FBts
3. Paste these lines in the following section of the *OIM\_HOME*/xellerate/customResources\_fr.properties file:  
# For UDF Label addition:  
# global.udf.UDF\_COLUMN\_NAME=UNICODED\_LABEL\_STRING
4. Save and close the customResources\_fr.properties file.

### 2.3.7 Enabling Logging on Oracle Identity Manager

When you enable logging, Oracle Identity Manager automatically stores in a log file information about events that occur during the course of provisioning and reconciliation operations. To specify the type of event for which you want logging to take place, you can set the log level to one of the following:

- ALL  
This level enables logging for all events.
- DEBUG  
This level enables logging of information about fine-grained events that are useful for debugging.
- INFO  
This level enables logging of messages that highlight the progress of the application at a coarse-grained level.
- WARN

This level enables logging of information about potentially harmful situations.

- **ERROR**

This level enables logging of information about error events that may allow the application to continue running.

- **FATAL**

This level enables logging of information about very severe error events that could cause the application to stop functioning.

- **OFF**

This level disables logging for all events.

The file in which you set the log level and the log file path depend on the application server that you use:

- **Oracle WebLogic Server**

To enable logging:

1. Add the following lines in the *OIM\_HOME*/xellerate/config/log.properties file:

```
log4j.logger.XELLERATE=log_level
log4j.logger.OIMCP.SAPH=log_level
```

2. In these lines, replace *log\_level* with the log level that you want to set.

For example:

```
log4j.logger.XELLERATE=INFO
log4j.logger.OIMCP.SAPH=INFO
```

After you enable logging, log information is displayed on the server console.

- **IBM WebSphere Application Server**

To enable logging:

1. Add the following lines in the *OIM\_HOME*/xellerate/config/log.properties file:

```
log4j.logger.XELLERATE=log_level
log4j.logger.OIMCP.SAPH=log_level
```

2. In these lines, replace *log\_level* with the log level that you want to set.

For example:

```
log4j.logger.XELLERATE=INFO
log4j.logger.OIMCP.SAPH=INFO
```

After you enable logging, log information is written to the following file:

*WEBSPHHERE\_HOME*/AppServer/logs/*SERVER\_NAME*/SystemOut.log

- **JBoss Application Server**

To enable logging:

1. In the *JBOSS\_HOME*/server/default/conf/jboss-log4j.xml file, locate or add the following lines:

```
<category name="XELLERATE">
  <priority value="log_level"/>
```

```
</category>

<category name="OIMCP.SAPH">
  <priority value="log_level"/>
</category>
```

2. In the second XML code line of each set, replace *log\_level* with the log level that you want to set. For example:

```
<category name="XELLERATE">
  <priority value="INFO"/>
</category>

<category name="OIMCP.SAPH">
  <priority value="INFO"/>
</category>
```

After you enable logging, log information is written to the following file:

*JBOSS\_HOME*/server/default/log/server.log

#### ■ Oracle Application Server

To enable logging:

1. Add the following lines in the *OIM\_HOME*/xellerate/config/log.properties file:

```
log4j.logger.XELLERATE=log_level
log4j.logger.OIMCP.SAPH=log_level
```

2. In these lines, replace *log\_level* with the log level that you want to set.

For example:

```
log4j.logger.XELLERATE=INFO
log4j.logger.OIMCP.SAPH=INFO
```

After you enable logging, log information is written to the following file:

*ORACLE\_HOME*/opmn/logs/default\_group~home~default\_group~1.log

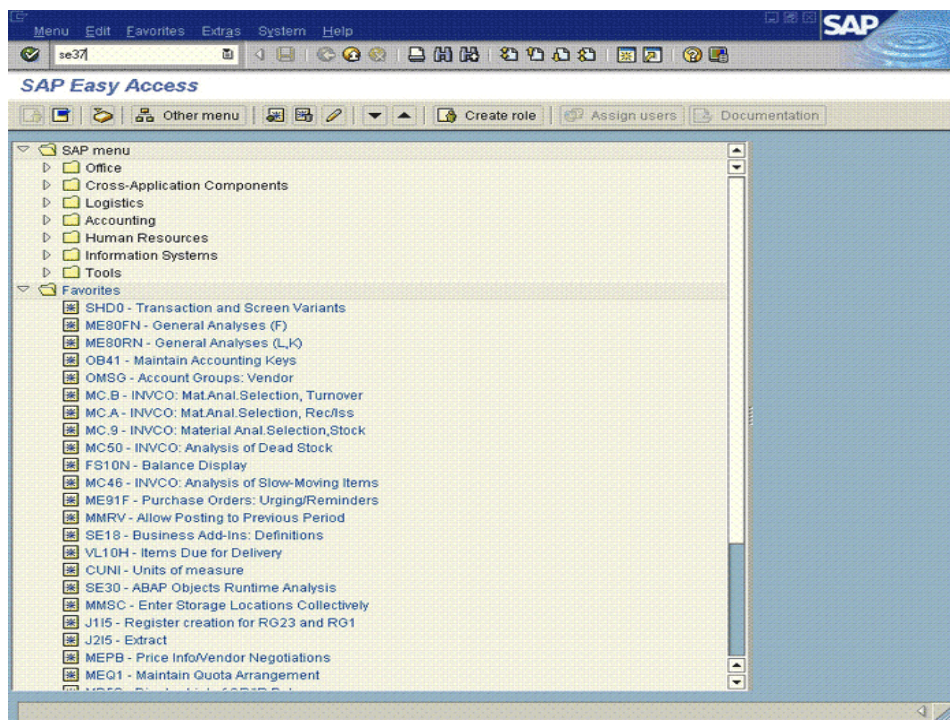
## 2.3.8 Configuring Reconciliation of Effective-Dated Target System Events

**See Also:** The [Section 1.4.4, "Reconciliation of Effective-Dated Lifecycle Events"](#) for information about how future-dated events are processed

On the target system, events IDs are assigned to all employee lifecycle events. The connector can distinguish between current-dated and future-dated lifecycle events related to hiring employees and terminating the services of employees.

To enable this feature of the connector, define the future-dated events that the connector must reconcile as follows:

1. Run transaction SE37.
2. In the Function Module field, enter *BAPI\_HELPVALUES\_GET*, and then press Enter.



3. Enter the following as values for the import parameters of the standard BAPI\_HELPVALUES\_GET BAPI:

**Note:** You need not specify values for the parameters that are not listed in the table.

Import Parameter	Value
OBJTYPE	ZXLHEMP
METHOD	INFODETAILS
PARAMETER	EMPDETAIL
EXPLICIT_SHLP-SHLPNAME	H_7529A
EXPLICIT_SHLP-SH	SH
MAX_OF_ROWS	0

4. Run the BAPI.
5. Open the HELPVALUES table. This table lists the event ID for each event defined on the target system.

The screenshot shows the SAP Test Function Module: Result Screen for the function group BAPI\_HELPVALUES\_GET. The runtime is 21,451 Microseconds. The RPG target sys is 1. The screen displays three tables: Import parameters, Export parameters, and Tables.

Import parameters	Value
OBJTYPE	ZXLHEMP
OBJNAME	INPODETAILS
METHOD	EMPDETAIL
PARAMETER	
FIELD	
EXPLICIT_SHLP	<input checked="" type="checkbox"/> H_TS29A SH
MAX_OF_ROWS	0
DESCRIPTIONONLY	

Export parameters	Value
RETURN	<input checked="" type="checkbox"/>

Tables	Value
SELECTION_FOR_HELPVALUES	<input checked="" type="checkbox"/> 0 Entries
HELPVALUES	<input checked="" type="checkbox"/> 0 Entries
VALUES_FOR_FIELD	<input checked="" type="checkbox"/> 0 Entries
	<input checked="" type="checkbox"/> 105 Entries
	<input checked="" type="checkbox"/> 0 Entries
	<input checked="" type="checkbox"/> 0 Entries

6. Write down the events IDs for all Hire and Terminate events that you want to define in Oracle Identity Manager.
7. In the Lookup.SAP.HRMS.HireEvents lookup definition on Oracle Identity Manager, enter the events IDs for all Hire events. In each row that you add, enter the same event ID in the Code Key and Decode columns.
8. In the Lookup.SAP.HRMS.TerminateEvents lookup definition on Oracle Identity Manager, enter the events IDs for all Terminate events. In each row that you add, enter the same event ID in the Code Key and Decode columns.

## 2.3.9 Recovering from Failed Communication Between the Target System and Oracle Identity Manager

### What Happens When the Listener Becomes Unavailable

When an IDoc is sent to the listener running on Oracle Identity Manager during incremental reconciliation, the status of the IDoc on the target system is changed to "Transferred to Destination." This status change takes place regardless of whether or not the listener is available.

If you determine that the listener was unavailable for some time, then you can reset the status of the IDocs on the target system and then resend them to Oracle Identity Manager.

### What Happens When the Target System Becomes Unavailable

The listener receives an exception, which is recorded in the log file. When the target system becomes available again, the listener starts receiving IDocs again.

## 2.3.10 Configuring SNC to Secure Communication Between Oracle Identity Manager and the Target System

Oracle Identity Manager uses a Java application server. To connect to the SAP system application server, this Java application server uses the SAP Java connector (JCo). If required, you can use Secure Network Communication (SNC) to secure such connections.

---

**Note:** The Java application server used by Oracle Identity Manager can be IBM WebSphere Application Server, Oracle WebLogic Server, or JBoss Application Server.

---

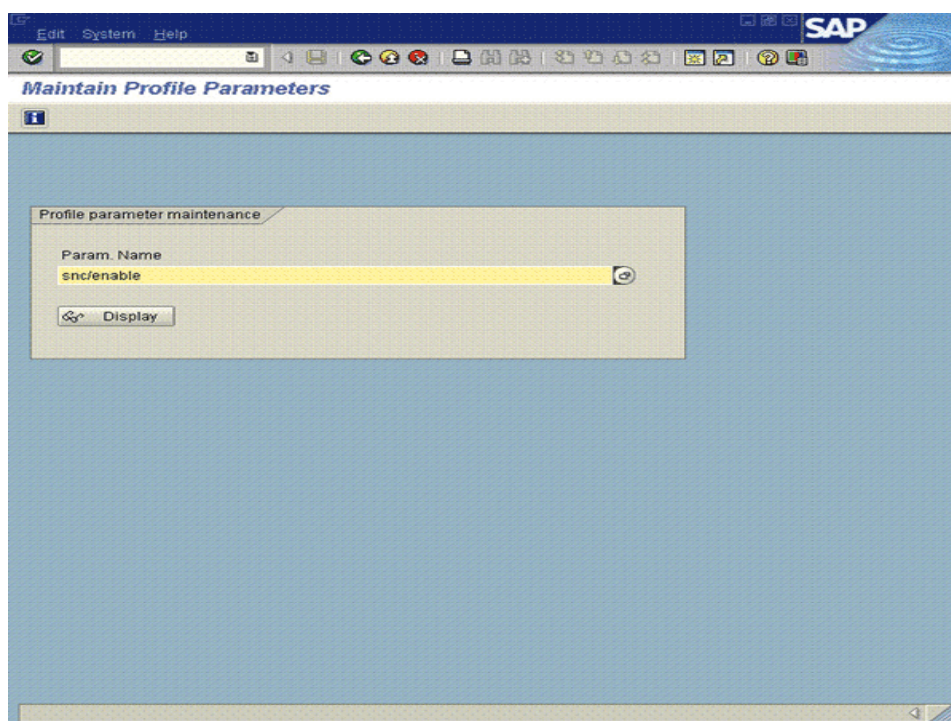
This section discusses the following topics:

- [Section 2.3.10.1, "Verifying That SNC Is Activated on the Target System Application Server"](#)
- [Section 2.3.10.2, "Installing the Security Package"](#)
- [Section 2.3.10.3, "Setting Up SNC"](#)

### 2.3.10.1 Verifying That SNC Is Activated on the Target System Application Server

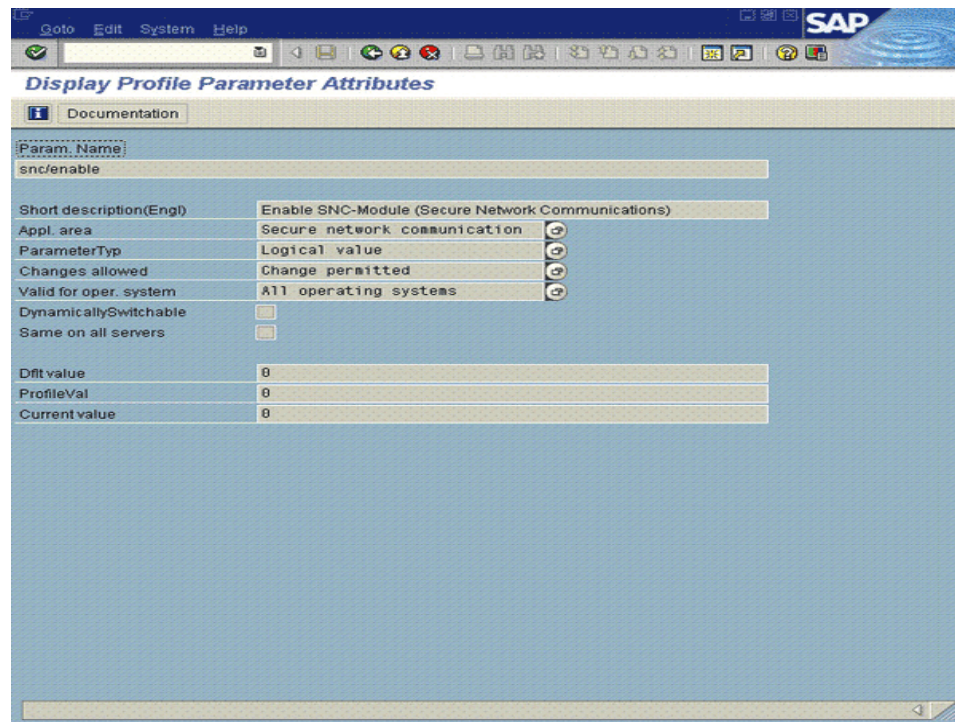
To verify that SNC is activated on the target system application server:

1. Run transaction RZ11.
2. In the Profile parameter maintenance region, click **Display**.



3. If the value of the Current value field is 1, then SNC is enabled. If the value is 0, then SNC is disabled.





### 2.3.10.2 Installing the Security Package

To install the security package on the Oracle Identity Manager host computer:

1. Extract the contents of the SAP Cryptographic Library installation package.  
The SAP Cryptographic Library installation package can be downloaded from the SAP Service Marketplace Web site at  
<http://service.sap.com/download>  
This package contains the following files:
  - SAP Cryptographic Library (sapcrypto.dll for Microsoft Windows or libsapcrypto.ext for UNIX)
  - A corresponding license ticket (ticket)
  - The configuration tool, sapgenpse.exe
2. Copy the library and the sapgenpse.exe file into a local directory, for example, /usr/sap.
3. Check the file permissions. Ensure that the user under which the application server runs is able to run the library functions in the directory into which you copy the library and the sapgenpse.exe file.
4. Create the sec directory inside the directory into which you copy the library and the sapgenpse.exe file.

---

**Note:** You can use any names for the directories that you create. However, creating the /usr/sap/sec (or C:\usr\sap\sec) directory is an SAP recommendation.

---



5. Copy the ticket file into the sec directory. This is also the directory in which the Personal Security Environment (PSE) and credentials of the Java application server are generated.

**See Also:** The [Section 2.3.10.3, "Setting Up SNC"](#) on page 2-43

6. Set the SECUDIR environment variable for the Java application server user to the sec directory.

---

**Note:** From this point onward, the term *SECUDIR directory* is used to refer to the directory whose path is defined in SECUDIR environment variable.

---

For Oracle Application Server:

- a. Remove the SECUDIR entry from the Windows environment variables, if it has been set.
- b. Edit the `ORACLE_HOME\opmn\config\opmn.xml` file as follows:

Change the following:

```
<ias-instance id="home.BMPHKTF120" name="home.BMPHKTF120">
  <environment>
    <variable id="TMP" value="C:\DOCUME~1\login user\LOCALS~1\Temp"/>
  </environment>
```

To:

```
<ias-instance id="home.BMPHKTF120" name="home.BMPHKTF120">
  <environment>
    <variable id="TMP" value="C:\DOCUME~1\login user\LOCALS~1\Temp"/>
    <variable id="SECUDIR" value="D:\snc\usr\sec"/>
  </environment>
```

---

**Note:** Oracle Application Server automatically creates the temporary folder based on the operating system of the computer on which it is installed.

---

- c. Restart Oracle Application Server.
7. Set the SNC\_LIB environment variable for the user of the Java application server to the cryptographic library directory, which is the parent directory of the sec directory.

### 2.3.10.3 Setting Up SNC

To set up SNC:

1. Either create a PSE or copy the SNC PSE of the SAP application server to the SECUDIR directory. To create the SNC PSE for the Java application server, use the `sapgenpse.exe` command-line tool as follows:
  - a. To determine the location of the SECUDIR directory, run the `sapgenpse` command without specifying any command options. The program displays information such as the library version and the location of the SECUDIR directory.

- b. Enter a command similar to the following to create the PSE:

```
sapgenpse get_pse -p PSE_Name -x PIN Distinguished_Name
```

The following is a sample distinguished name:

```
CN=SAPJ2EE, O=MyCompany, C=US
```

The `sapgenpse` command creates a PSE in the SECUDIR directory.

2. Create credentials for the Java application server.

The Java application server must have active credentials at run time to be able to access its PSE. To check whether or not this condition is met, enter the following command in the parent directory of the SECUDIR directory:

```
seclogin
```

Then, enter the following command to open the PSE of the server and create the `credentials.sapgenpse` file:

```
seclogin -p PSE_Name -x PIN -O [NT_Domain\]user_ID
```

The `user_ID` that you specify must have administrator rights. `PSE_NAME` is the name of the PSE file.

The credentials file, `cred_v2`, for the user specified with the `-O` option is created in the SECUDIR directory.

3. Exchange the public key certificates of the two servers as follows:

---

**Note:** If you are using individual PSEs for each certificate of the SAP server, then you must perform this procedure once for each SAP server certificate. This means that the number of times you must perform this procedure is equal to the number of PSEs.

---

- a. Export the Oracle Identity Manager certificate by entering the following command:

```
sapgenpse export_own_cert -o filename.crt -p PSE_Name -x PIN
```

- b. Import the Oracle Identity Manager certificate into the SAP application server. You may require the SAP administrator's assistance to perform this step.

- c. Export the certificate of the SAP application server. You may require the SAP administrator's assistance to perform this step.

- d. Import the SAP application server certificate into Oracle Identity Manager by entering the following command:

```
sapgenpse maintain_pk -a serverCertificatefile.crt -p PSE_Name -x PIN
```

4. Set values for the following parameters in the SAP HRMS IT resource object:

- SAPsnc\_lib
- SAPsnc\_mode
- SAPsnc\_myname
- SAPsnc\_partername
- SAPsnc\_qop

## 2.3.11 Specifying Values for the Connection Properties (IT Resource Configuration)

The IT resource holds connection properties that are used by SAP JCo. These connection properties are the ones accepted by the SAP JCo. The Lookup.SAP.HRMS.ITResourceMapping lookup definition holds mappings between the connection properties accepted by the SAP JCo API and the names of IT resource parameters.

---

**Note:** The IT resource is used only during incremental reconciliation. In full reconciliation, you manually copy the flat file containing user data to the Oracle Identity Manager host computer.

See the Javadocs shipped with SAP JCo 3.0 for detailed information about connection properties used by the target system.

---

This section discusses the following topics:

- To meet the requirements of your operating environment, you might need to add connection properties to this default set of properties. For example, if the target system is behind a firewall, then you must also provide a value for the jco.client.saprouter connection property. To add a connection property, see the [Section 2.3.11.1, "Mapping New Connection Properties"](#).
- For instructions on specifying values for the IT resource parameters, see the [Section 2.3.11.2, "Configuring the IT Resource"](#).
- If your target system is a group of SAP instances that provide a load-balancing connection to applications such as Oracle Identity Manager, then perform the procedure described in the [Section 2.3.11.3, "Configuring the Operating System for a Load-Balancing Connection to the Target System"](#).

### 2.3.11.1 Mapping New Connection Properties

**See Also:** *Oracle Identity Manager Design Console Guide* for more information about this procedure

To map a new connection property:

1. Add the connection property as a parameter in the SAP HR IT resource type definition as follows:
  - a. On the Design Console, expand **Resource Management**, and then click **IT Resources Type Definition**.
  - b. Search for and open the **SAP HR** IT resource type.
  - c. Click **Add**.  
A new row is displayed in the IT Resource Type Parameter table.
  - d. In the **Field Name** column, enter a name for the parameter.
  - e. Do not enter values in any other field.
  - f. Click the Save icon.
2. Specify a value for the new parameter in the IT resource. See the [Section 2.3.11.2, "Configuring the IT Resource"](#) for instructions.

3. In the Lookup.SAP.HRMS.ITResourceMapping lookup definition, create a mapping between the connection property and the IT resource parameter as follows:
  - a. On the Design Console, expand **Administration**, and then double-click **Lookup Definition**.
  - b. Search for and open the **Lookup.SAP.HRMS.ITResourceMapping** lookup definition.
  - c. Click **Add**.
  - d. In the **Code Key** column, enter the connection property defined in the ServerDataProvider or DestinationDataProvider interface of SAP JCo 3.0
  - e. In the **Decode** column, enter the name of the IT resource parameter
  - f. Click the Save icon.

### 2.3.11.2 Configuring the IT Resource

You must specify values for the parameters of the SAP HRMS IT resource as follows:

1. Log in to the Administrative and User Console.
2. Expand **Resource Management**.
3. Click **Manage IT Resource**.
4. In the IT Resource Name field on the Manage IT Resource page, enter `SAP HRMS` and then click **Search**.
5. Click the edit icon for the IT resource.
6. From the list at the top of the page, select **Details and Parameters**.
7. Specify values for the parameters of the IT resource. [Table 2–5](#) lists the parameters of the IT resource.

The target system supports the following types of connections:

- Direct connection to an SAP instance
- Load-balancing connection to a group of SAP instances

Some connection properties are mandatory for a specific type of connection. This is highlighted in the table.

---

**Note:** As mentioned earlier, most of the IT resource parameters correspond to connection properties used by the SAP JCo. See SAP JCo Javadocs for detailed descriptions of these parameters.

---

**Table 2–5 IT Resource Parameters**

Parameter	Description
App server host	IP address of the R/3 application server host computer This parameter is mandatory for both direct and load-balancing connections.
Client logon	Client logon This parameter is mandatory for both direct and load-balancing connections. Sample value: 800
Gateway host	Host name of the target system message server Typically, the gateway is installed on the same application server (central instance). However, the gateway can be installed on a separate host computer that is connected to the central instance. This parameter is mandatory for a load-balancing connection. Sample value: <code>examplesap08.corp.example.com</code>
Gateway service	Gateway service Default value: 3300
Language	Logon language This parameter is mandatory for both direct and load-balancing connections. Sample value: EN
Password	Logon password This parameter is mandatory for both direct and load-balancing connections.
Peak limit	Maximum number of active connections that can be created for a destination simultaneously Default value: 10
Pool capacity	Maximum number of idle connections kept open by the destination. A value of 0 has the effect that there is no connection pooling. Default value: 3
Program ID	Program ID used in SAP to register the listener Default value: IDOCLISTEN
Repository destination	Name of the repository destination Default value: BCE
SNC lib	Path to SNC library Sample value: <code>C://usr/sap</code>
SNC mode	Specifies whether or not SNC is to be used to secure communication between Oracle Identity Manager and the target system. The value is Yes if SNC is enabled. Otherwise, it is No. Other SNC values are required only if this parameter is set to Yes. This parameter is mandatory for both direct and load-balancing connections. Sample value: 0
SNC my name	Name of the SNC system
SNC partner name	Name of the partner system, the system on which SAP is installed Default value: <code>p:CN=I47,OU=SAP,O=ORA,C=IN</code>

**Table 2–5 (Cont.) IT Resource Parameters**

Parameter	Description
SNC qop	<p>This parameter controls the protection level (quality of protection, QOP) at which data is transferred. You can specify one of the following numbers as the value of this parameter:</p> <ul style="list-style-type: none"> <li>■ 1: Secure authentication only</li> <li>■ 2: Data integrity protection</li> <li>■ 3: Data privacy protection</li> <li>■ 8: Use value from the parameter</li> <li>■ 9: Use maximum value available</li> </ul> <p>This is required only if SNC is enabled.</p> <p>Default value: 3</p>
Server name	<p>Unique name that identifies the server</p> <p>Default value: <code>SERVER</code></p>
System number	<p>R/3 system number</p> <p>This parameter is mandatory for a direct connection.</p> <p>Sample value: 00</p>
Unicode mode	<p>Specifies whether or not the connection with the target system must be established in Unicode mode</p> <p>The value can be <code>Yes</code> or <code>No</code>.</p> <p>Default value: <code>No</code></p>
User logon	<p>User logon</p> <p>This parameter is mandatory for both direct and load-balancing connections.</p> <p>Sample value: <code>remote_user</code></p>
Connection Count	<p>Maximum number of connections that can be opened on a server</p> <p>Default value: 2</p>
R3 Name	System ID of the SAP system
Group Name	Group of SAP application servers
Message Server	<p>Host name of the message server</p> <p>It is used mandatory for load-balancing connections.</p>

8. To save the values, click **Update**.

### 2.3.11.3 Configuring the Operating System for a Load-Balancing Connection to the Target System

If your target system is a group of SAP instances that provide a load-balancing connection to Oracle Identity Manager, then perform the following procedure on the Oracle Identity Manager host computer to enable SAP JCo connectivity:

1. Open the following file in a text editor:

For Microsoft Windows:

`C:\WINDOWS\system32\drivers\etc\services`

For Solaris or Linux, open the following file:

`/etc/services`

2. Add an entry in the following format:

---

**Note:** Ensure that you add the entry in the correct ascending order of the port number as shown in the example.

---

```
sapmsSYSTEM_ID          36SYSTEM_NUMBER/tcp
```

For example:

```
. . .
ipx          213/udp          #IPX over IP
sapmsE60    3600/tcp
ldap        389/tcp          #Lightweight Directory
Access Protocol
. . .
```

3. Save and close the file.
4. Create the sapmsg.ini file and add the following lines in the file:

```
[Message Server]
o01=oss001.wdf.sap-ag.de
SYSTEM_ID=HOST_NAME
```

For example:

```
[Message Server]
o01=oss001.wdf.sap-ag.de
E60=mysap08.corp.example.com
```

5. Save and close the file.
6. On the Oracle Identity Manager host computer, copy the file into the C:\Windows directory or the root directory (depending on the operating system running on the host).





---

## Using the Connector

After you deploy the connector, you must configure it to meet your requirements. This chapter discusses the following connector configuration procedures:

---

**Note:** These sections provide both conceptual and procedural information about configuring the connector. It is recommended that you read the conceptual information before you perform the procedures.

---

- [Section 3.1, "Summary of Steps to Use the Connector"](#)
- [Section 3.2, "Configuring the Scheduled Task for Lookup Field Synchronization"](#)
- [Section 3.3, "Performing Full Reconciliation"](#)
- [Section 3.4, "Performing Incremental Reconciliation"](#)
- [Section 3.5, "Resending IDocs That Are Not Received by the Listener"](#)
- [Section 3.6, "Configuring Scheduled Tasks"](#)

### 3.1 Summary of Steps to Use the Connector

---

**Note:** It is assumed that you have performed all the procedures described in the preceding chapter.

---

The following is a summary of the steps to use the connector:

1. Configure and run the scheduled task to synchronize the Lookup.SAP.HRMS.EmployeeType lookup definition. See [Section 3.2, "Configuring the Scheduled Task for Lookup Field Synchronization"](#) for information.
2. Test full reconciliation as follows:  
See [Section 3.3, "Performing Full Reconciliation"](#) for instructions.
  - a. Generate flat files for a few users.
  - b. Configure and run the SAP HRMS User Recon scheduled task.
  - c. Check if reconciliation events are created for user records in the flat file.
3. Perform first-time (full) reconciliation. See [Section 3.3, "Performing Full Reconciliation"](#) for instructions.

4. Change from full reconciliation to incremental reconciliation. See [Section 3.4, "Performing Incremental Reconciliation"](#) for instructions.

---

**Note:** As mentioned earlier in this guide, you can switch from incremental reconciliation to full reconciliation and back to incremental reconciliation at any time. It is recommended that you perform full reconciliation at periodic intervals (for example, a few months) to fully ensure that OIM Users exist for all target system users.

---

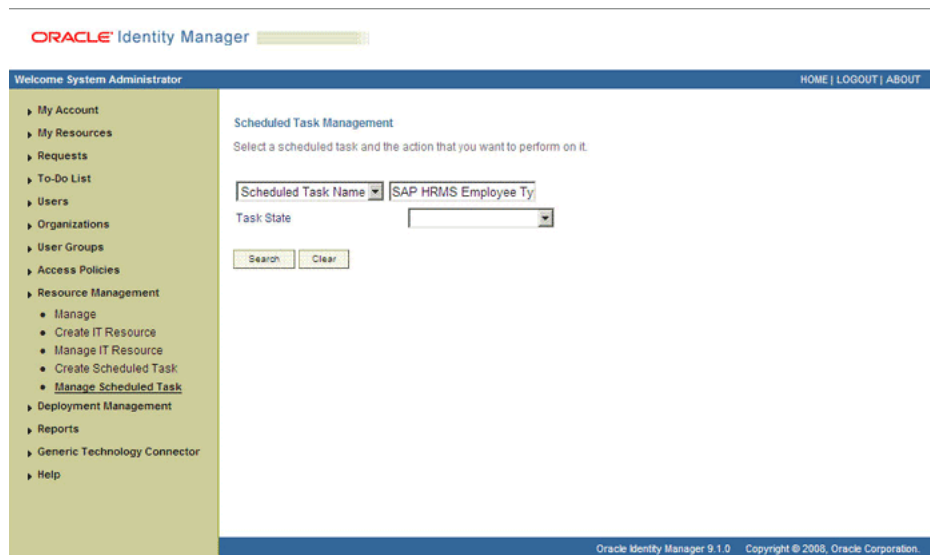
## 3.2 Configuring the Scheduled Task for Lookup Field Synchronization

The Lookup.SAP.HRMS.EmployeeType lookup definition is used to hold mappings between combinations of Employee Group and Employee Subgroup values from the target system and employee types defined in Oracle Identity Manager. The SAP HRMS EmployeeType Lookup Recon scheduled task is used to fetch the Employee Group and Employee Subgroup values from the target system and populate them in the Code Key column of the Lookup.SAP.HRMS.EmployeeType lookup definition.

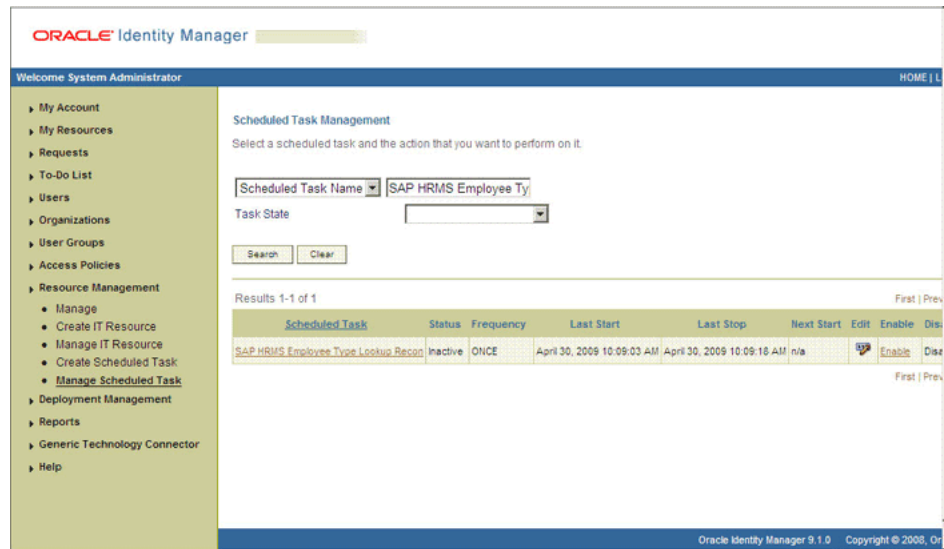
To configure and run the SAP HRMS EmployeeType Lookup Recon scheduled task:

1. Log in to the Administrative and User Console.
2. Expand **Resource Management**.
3. Click **Manage Scheduled Task**.
4. On the Scheduled Task Management page, enter the name of the scheduled task as the search criteria and then click **Search**.

The following screenshot shows the Scheduled Task Management page:



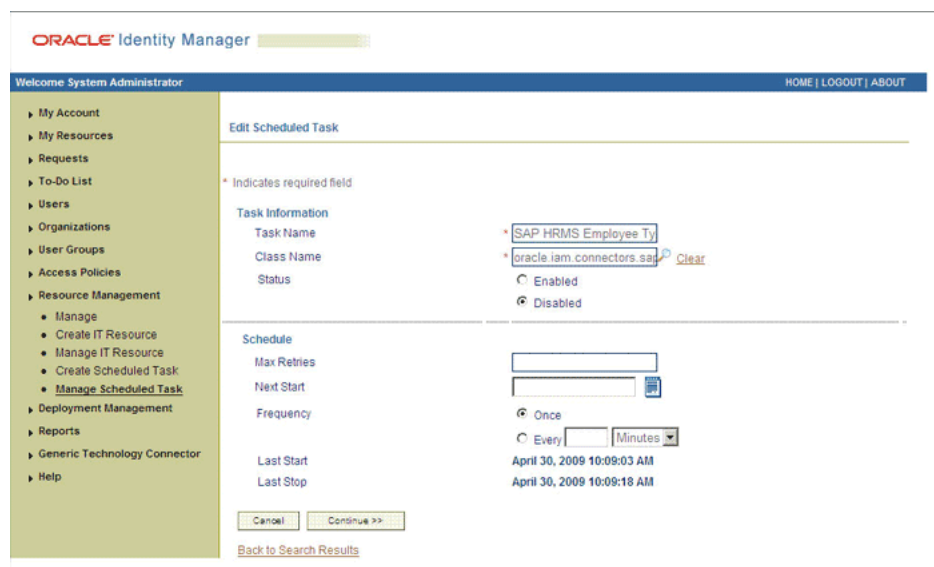
5. In the search results table, click the edit icon in the Edit column for the scheduled task. The following screenshot shows the Scheduled Task Details page:



6. On the Edit Scheduled Task Details page, you can modify the following details of the scheduled task by clicking **Edit**:

- **Status:** Specify whether or not you want to leave the task in the enabled state. In the enabled state, the task is ready for use.
- **Max Retries:** Enter an integer value in this field. This number represents the number of times Oracle Identity Manager must attempt to complete the task before assigning the ERROR status to the task. The default value is 1.
- **Next Start:** Use the date editor to specify the date when you want the task to run. After you select a date value in the date editor, you can modify the time value that is automatically displayed in the Next Start field.
- **Frequency:** Specify the frequency at which you want the task to run.

When you click Edit, the Edit Scheduled Task page is displayed. The following screenshot shows this page:



7. After modifying the values for the scheduled task details listed in the previous step, click **Continue**.

8. Specify values for the attributes of the scheduled task. To do so, select each attribute from the Attribute list, specify a value in the field provided, and then click **Update**.

---

**Note:**

- Attribute values are predefined in the connector XML file that you import. Specify values only for the attributes that you want to change.
  - Values (either default or user-defined) must be assigned to all the attributes. If even a single attribute value is left empty, then reconciliation is not performed.
- 

Table 3–1 lists the attributes of this scheduled task.

**Table 3–1 Attributes of the SAP HRMS EmployeeType Lookup Recon Scheduled Task**

Attribute	Description
Configuration lookup	<p>This attribute holds the name of the lookup definition that contains configuration details.</p> <p>Value: <code>Lookup.SAP.HRMS.Configuration</code></p> <p><b>Note:</b> For this scheduled task, you must not change the value of this attribute. However, if you create a copy of the lookup definition, then you must enter the unique name of that lookup definition as the value of the Configuration lookup attribute. See <a href="#">Section 2.3.1, "Setting Up the Lookup.SAP.HRMS.Configuration Lookup Definition in Oracle Identity Manager"</a> for information about this lookup definition.</p>
IT Resource	<p>Enter the name of the IT resource that you create by performing the procedure described in the <a href="#">Section 2.3.11.2, "Configuring the IT Resource"</a>.</p>
Lookup Name	<p>This attribute holds the name of the lookup definition to be populated.</p> <p>Value: <code>Lookup.SAP.HRMS.EmployeeType</code></p> <p><b>Note:</b> For this scheduled task, you must not change the value of this attribute. However, if you create a copy of the lookup definition, then you must enter the unique name of that lookup definition as the value of the Lookup Name attribute.</p>
Schedule Task Name	<p>This attribute holds the name of the scheduled task.</p> <p>Value: <code>SAP HRMS EmployeeType Lookup Recon</code></p> <p><b>Note:</b> For this scheduled task, you must not change the value of this attribute. However, if you create a copy of the scheduled task, then you must enter the unique name of that scheduled task as the value of the Schedule Task Name attribute in that scheduled task.</p>

The following screenshot shows the Attributes page. The attributes of the scheduled task that you select for modification are displayed on this page.

Oracle Identity Manager

Welcome System Administrator

HOME | LOGOUT | ABOUT

Attributes

Results 1-4 of 4

Attribute Name	Attribute Value	Delete
Configuration Lookup	Lookup.SAP.HRMS.Configuration	<input type="checkbox"/>
IT Resource	SAP HR IT Resource	<input type="checkbox"/>
Lookup Name	Lookup.SAP.HRMS.EmployeeType	<input type="checkbox"/>
Schedule Task Name	SAP HRMS Employee Type Lookup Recon	<input type="checkbox"/>

First | Previous | Next | Last

Attribute:  With:

Attribute:  With:

Configuration Lookup  
IT Resource  
Lookup Name  
Schedule Task Name

Oracle Identity Manager 9.1.0 Copyright © 2008, Oracle Corporation.

9. Click **Save Changes** to commit all the changes to the database.

**Note:** If you want to stop a scheduled task while it is running, then use the Stop Execution feature of the Design Console. See the "The Task Scheduler Form" section in *Oracle Identity Manager Design Console Guide* for information about this feature.

See *Oracle Identity Manager Design Console Guide* for instructions on setting the user type values in the Decode column of the Lookup.SAP.HRMS.EmployeeType lookup definition.

## 3.3 Performing Full Reconciliation

Full reconciliation involves reconciling all existing user records from the target system into Oracle Identity Manager. After you deploy the connector, you must first perform full reconciliation.

The following sections discuss the procedures involved in full reconciliation:

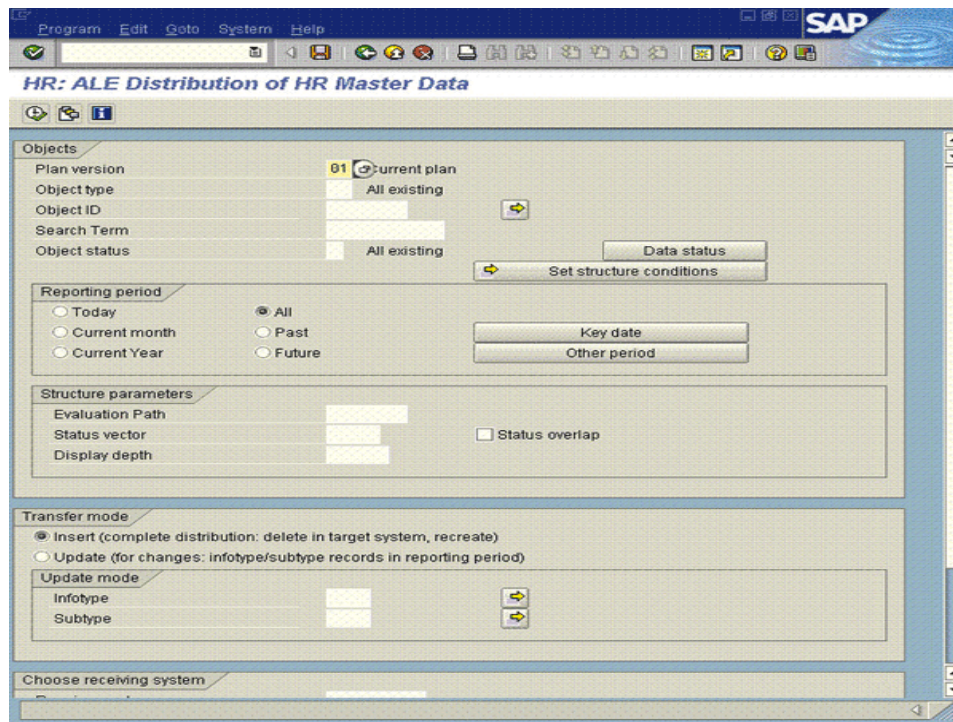
- [Section 3.3.1, "Generating IDocs"](#)
- [Section 3.3.2, "Importing IDocs Into Oracle Identity Manager"](#)

### 3.3.1 Generating IDocs

You must generate IDocs for all existing employees in the target system.

To generate IDocs for full reconciliation:

1. Run transaction PFAL.



2. In the Objects region, select P as the object type. The value P indicates that you want IDocs to be created for person records.
3. Use the Object ID field to specify the persons for whom you want to generate IDocs. The Personnel Number attribute is of the numeric data type. If required, you can use the Object ID field to specify the range of personnel numbers of persons for whom you want to generate IDocs.

---

**Note:** To specify that you want IDocs to be generated for all persons at the same time, do not enter a value in the object ID field.

---

4. In the Number of objects per process field, enter the number of IDocs that must be recorded in one flat file. This field takes a maximum value of 200. If you do not specify a value, then a system default is used, which may be less than or equal to 200.



**HR: ALE Distribution of HR Master Data**

**Objects**

Plan version: 01 Current plan

Object type: P All existing

Object ID:

Search Term:

Object status: All existing

Data status:

Set structure conditions:

**Reporting period**

Today: ☐ All: ☐

Current month: ☐ Past: ☐

Current Year: ☐ Future: ☐

Key date:

Other period:

**Structure parameters**

Evaluation Path:

Status vector:

Display depth:

Status overlap: ☐

**Transfer mode**

Insert (complete distribution: delete in target system, recreate): ☒

Update (for changes: infotype/subtype records in reporting period): ☐

**Update mode**

Infotype:

Subtype:

**Choose receiving system**

5. Click **Execute**.
6. Verify that the status is "Passed to Port OK."

**HR: ALE Distribution of HR Master Data**

**Overview**

Communications data: 1

Receiver: OIMIDOC: 1

**Message**

Receiver OIMIDOC: IDoc 0000000000885899 on 30.03.2009 at 14:48:25

At this stage, flat files containing the IDocs are in the directory location that you specify in the file port definition.

7. Copy the flat files to a directory on the Oracle Identity Manager host computer.

---

---

**Note:** -In a clustered environment, copy the flat files to all the nodes of the cluster.

---

---

## 3.3.2 Importing IDocs Into Oracle Identity Manager

The [Section 3.3.2.1, "Limited Reconciliation"](#) section discusses scheduled task attributes that you can use to customize the reconciliation process.

The [Section 3.3.2.2, "Configuring the Scheduled Task for User Data Reconciliation"](#) section describes the procedure to configure the scheduled task.

The [Section 3.3.2.3, "Running the SAP HRMS Unprocessed Manager Recon Scheduled Task"](#) section describes the procedure to configure the scheduled task for reconciliation of Manager ID values.

### 3.3.2.1 Limited Reconciliation

By default, all target system records that are added or modified after the last reconciliation run are reconciled during the current incremental reconciliation run. For full reconciliation, all target system records are fetched into Oracle Identity Manager.

You configure segment filtering to specify the attributes whose values you want to fetch into Oracle Identity Manager. Similarly, you can configure limited reconciliation to specify the subset of target system records that must be fetched into Oracle Identity Manager.

You configure limited reconciliation by specifying a query condition as the value of the Custom Query attribute of the SAP HRMS User Recon and SAP HRMS Listener scheduled tasks.

You must use the following format to specify a value for the Custom Query attribute:

*RESOURCE\_OBJECT\_ATTRIBUTE\_NAME=VALUE*

For example, suppose you specify the following as the value of the Custom Query attribute:

Last Name=Doe

With this query condition, only records for users whose last name is Doe are considered for reconciliation.

---

---

**Note:** IDocs for the records to which the query condition is applied have already been fetched to Oracle Identity Manager. The query condition only limits records that are sent to the Reconciliation Manager.

---

---

You can add multiple query conditions by using the ampersand (&) as the AND operator and the vertical bar (|) as the OR operator. For example, the following query condition is used to limit reconciliation to records of those users whose first name is John and last name is Doe:

First Name=John & Last Name=Doe

To configure limited reconciliation:

1. Ensure that the OIM User attribute that you want to use in the query exists in the Lookup.SAP.HRMS.AttributeMapping lookup definition. This lookup definition maps OIM User form fields with target system attributes.

**See Also:** "[Lookup.SAP.HRMS.AttributeMapping](#)" for a listing of the default contents of this lookup definition

If there is no entry in this lookup definition for the attribute that you want to use, then create an entry. See [Section 4.1.2, "Adding Attributes"](#) for more information.

2. Ensure that the OIM User attribute that you want to use in the query exists in the Lookup.SAP.HRMS.CustomQueryMapping lookup definition. This lookup definition maps resource object fields with OIM User form fields. It is used during application of the query condition that you create.

If there is no entry in this lookup definition for the attribute that you want to use, then create an entry.

3. Create the query condition. Apply the following guidelines when you create the query condition:

- Use only the equal sign (=), ampersand (&), and vertical bar (|) in the query condition. Do not include any other special characters in the query condition. Any other character that is included is treated as part of the value that you specify.
- Add a space before and after ampersand and vertical bars used in the query condition. For example:

```
First Name=John & Last Name=Doe
```

This is to ensure to help the system distinguish between ampersands and vertical bars used in the query and the same characters included as part of attribute values specified in the query condition.

- You must not include unnecessary blank spaces between operators and values in the query condition.

A query condition with spaces separating values and operators would yield different results as compared to a query condition that does not contain spaces between values and operators. For example, the output of the following query conditions would be different:

```
First Name=John & Last Name=Doe
```

```
First Name= John & Last Name= Doe
```

In the second query condition, the reconciliation engine would look for first name and last name values that contain a space at the start.

- Ensure that attribute names that you use in the query condition are in the same case (uppercase and lowercase) as the case of values in the Lookup.SAP.HRMS.AttributeMapping and Lookup.SAP.HRMS.CustomQueryMapping lookup definitions. For example, the following query condition would fail:

```
fiRst Name = John
```

4. While configuring the SAP HRMS User Recon scheduled task, specify the query condition as the value of the Custom Query attribute. The procedure is described later in this chapter.

### 3.3.2.2 Configuring the Scheduled Task for User Data Reconciliation

The SAP HRMS User Recon scheduled task is used to transfer IDocs data from the file to the parser. The parser then converts this data into reconciliation events. [Table 3–2](#) describes the attributes of this scheduled task. See [Section 3.6, "Configuring Scheduled Tasks"](#) for instructions on running the scheduled task.

---

**Note:** In a clustered environment, the file is automatically deleted only from one node after the reconciliation run. You must manually delete the file from the other nodes.

---

**Table 3–2 Attributes of the SAP HRMS User Recon Scheduled Task**

Attribute	Description
Attribute Mapping Lookup	Lookup.SAP.HRMS.AttributeMapping
Configuration lookup	<p>This attribute holds the name of the lookup definition that stores configuration details.</p> <p>Value: <code>Lookup.SAP.HRMS.Configuration</code></p> <p><b>Note:</b> For a particular target system installation, you must not change the value of this attribute. If you create and use a copy of the configuration lookup definition for a different installation of the target system, then you must enter then name of that lookup definition as the value of this attribute.</p>
Custom Query	If you want to implement limited reconciliation, then enter the query condition that you create by following the instructions given in the <a href="#">Section 3.3.2.1, "Limited Reconciliation"</a> .
Custom Query Lookup	<p>This attribute holds the name of the lookup definition that maps resource object fields with OIM User form fields. This lookup definition is used during application of the custom query. See <a href="#">Section 3.3.2.1, "Limited Reconciliation"</a> for more information.</p> <p>Default value: <code>Lookup.SAP.HRMS.CustomQueryMapping</code></p>
Employee Type Query	<p>Use this attribute to specify the combination of employee group and subgroup for which you want fetch users for reconciliation.</p> <p>You can use the following target system attributes to specify a value for the Employee Type Query attribute:</p> <ul style="list-style-type: none"> <li>■ <b>PERSG:</b> This is the Employee Group attribute on the target system. In the <code>Lookup.SAP.HRMS.Configuration</code> lookup definition, this attribute is represented as follows: <code>E2P0001001;PERSG;146;146</code></li> <li>■ <b>PERSK:</b> This is the Employee Subgroup attribute on the target system. In the <code>Lookup.SAP.HRMS.Configuration</code> lookup definition, this attribute is represented as follows: <code>E2P0001001;PERSK;147;148</code></li> </ul> <p>The following is a sample value for the Employee Type Query attribute: <code>Group=1 &amp; SubGroup=DU</code></p> <p>When this employee type query is applied during reconciliation, only user records belonging to employee group 1 and subgroup DU are fetched for reconciliation.</p> <p><b>Note:</b> The guidelines for creating the employee type query are the same as those described in <a href="#">Section 3.3.2.1, "Limited Reconciliation"</a>.</p>
File Archival	Enter yes if you want flat files used during full reconciliation to be archived. Enter no if you want the flat files to be deleted after data inside the files is reconciled.



**Table 3–2 (Cont.) Attributes of the SAP HRMS User Recon Scheduled Task**

Attribute	Description
File Archival Folder	Enter the full path and name of the directory in which you want flat files used during full reconciliation to be archived.  You must enter a value for the File Archival Folder attribute only if you specify <i>yes</i> as the value for the File Archival attribute.
IDoc Folder Path	Enter the path of the directory on the Oracle Identity Manager host computer into which you copy the file containing IDocs data.  Sample value: <code>/usr/idos_data</code>
IT resource	Enter the name of the IT resource that you create by performing the procedure described in the <a href="#">Section 2.3.11.2, "Configuring the IT Resource"</a> section.  Default value: <code>SAP HRMS IT Resource</code>
Resource Object	This attribute holds the name of the resource object.  Value: <code>SAP HRMS Resource Object</code>
Schedule Task Name	This attribute holds the name of the scheduled task.  Value: <code>SAP HRMS User Recon</code>  <b>Note:</b> For this scheduled task, you must not change the value of this attribute. However, if you create a copy of this scheduled task, then you must enter the unique name of that new reconciliation scheduled task as the value of the Schedule Task Name attribute in the copy of this scheduled task.

### 3.3.2.3 Running the SAP HRMS Unprocessed Manager Recon Scheduled Task

Manager ID values might not be reconciled for some users at the end of a full reconciliation run. The following example illustrates this scenario:

During a reconciliation run, suppose Mark's record was brought to Oracle Identity Manager before the record of Mark's manager. When this happens, the Manager ID attribute in Mark's record will remain empty.

If you come across this issue, then you must configure and run the SAP HRMS Unprocessed Manager Recon scheduled task. You need not specify values for the attributes of this scheduled task. When it is run, this scheduled task performs the process described in [Section 1.4.6, "Reconciliation of the Manager ID Attribute"](#) and populates the Manager ID attribute of all user records brought to Oracle Identity Manager from the target system.

## 3.4 Performing Incremental Reconciliation

Performing incremental reconciliation involves the following tasks:

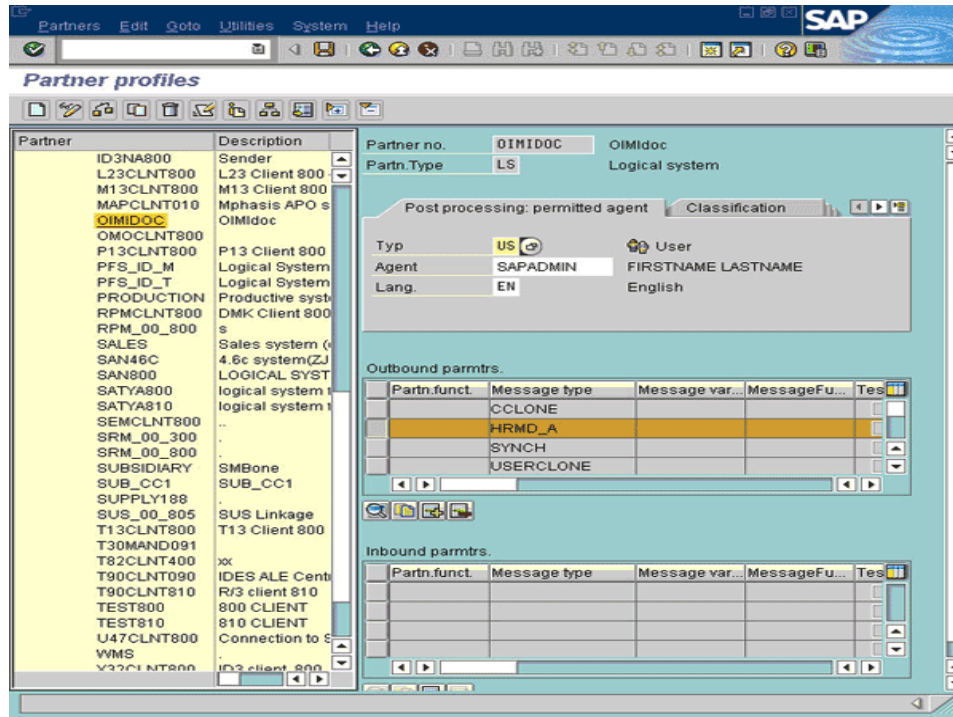
- [Section 3.4.1, "Specifying the Mode of Reconciliation in the Partner Profile"](#)
- [Section 3.4.2, "Scheduling Jobs on the Target System for Incremental Reconciliation"](#)
- [Section 3.4.3, "Configuring the Listener on Oracle Identity Manager"](#)

### 3.4.1 Specifying the Mode of Reconciliation in the Partner Profile

To change from full reconciliation to incremental reconciliation or from incremental reconciliation to full reconciliation:

1. Run transaction WE20.

2. Expand Partner Profiles, select Partner Type LS, and then double-click the partner profile that you created by performing the procedure described in [Section 2.3.3.6, "Defining the Partner Profile"](#).
  - In the Outbound Parameters table, double-click **HRMD\_A** in the Message Type column.



- On the Outbound Options tab:
  - In the Receiver port:
    - \* For incremental reconciliation, select the tRFC port that you define by performing the procedure described in [Section 2.3.3.8, "Creating the TRFC Port"](#).
    - \* For full reconciliation, select the file port that you define by performing the procedure described in [Section 2.3.3.5, "Creating the File Port"](#).
  - In the Output Mode region, select one of the following options:
    - \* For incremental reconciliation, select either the **Transfer IDocs immediately** or the **Collect IDocs** option.
    - \* For full reconciliation, select the **Collect IDocs** option.



**Partner profiles: Outbound parameters**

Partner no. OIMIDOC OIMidoc  
 Partn.Type LS Logical system  
 Partn.funct.

Message Type HRMD\_A HR: Plan data and HR master data  
 Message code  
 Message function ☐ Test

Outbound Options Message Control Post Processing: Permitted Agent Tele...

Receiver port A000000072 Transactional RFC Access TADIR of AIN system  
 Pack. Size 1

Output Mode  
☒ Transfer IDoc immed. Output Mode 2  
☐ Collect IDocs

IDoc Type  
 Basic type HRMD\_A05 HR: Planning and HR Master ...  
 Extension  
 View  
☒ Syntax check  
 Seg. release in IDoc type

3. Click the Save icon.

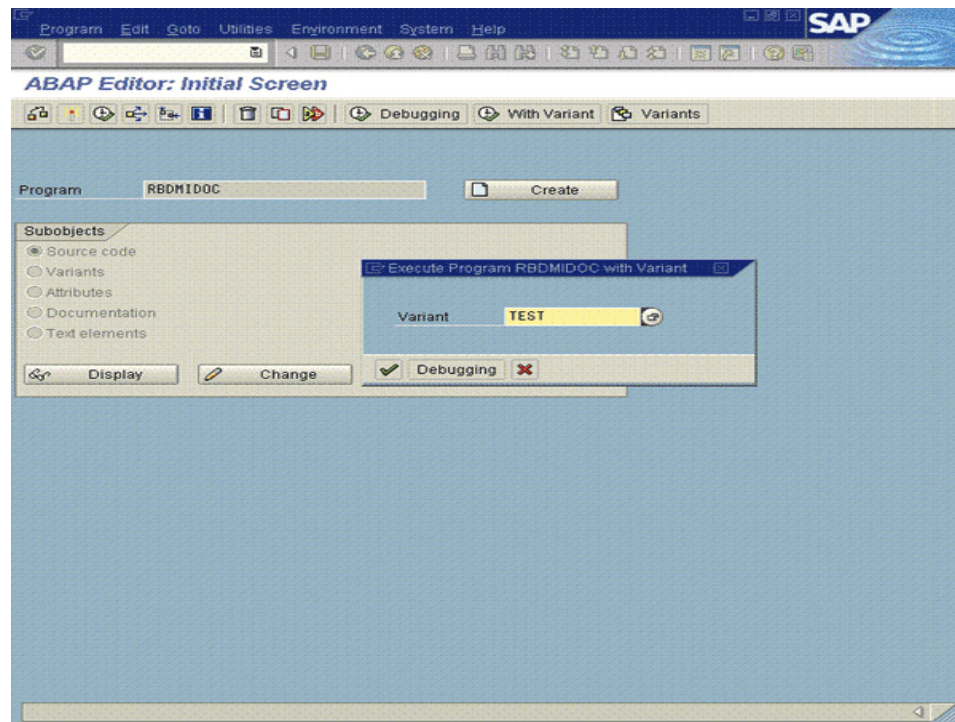
### 3.4.2 Scheduling Jobs on the Target System for Incremental Reconciliation

While configuring the partner profile for incremental reconciliation, you can specify that you want IDocs to be created out of change docs at two-hour intervals.

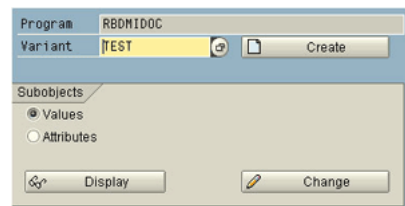
Alternatively, you can select the Collect IDocs option that lets you schedule a job to create IDocs out of change docs at specified time intervals.

Regardless of the option you select in the partner profile, you must schedule a job to generate IDocs:

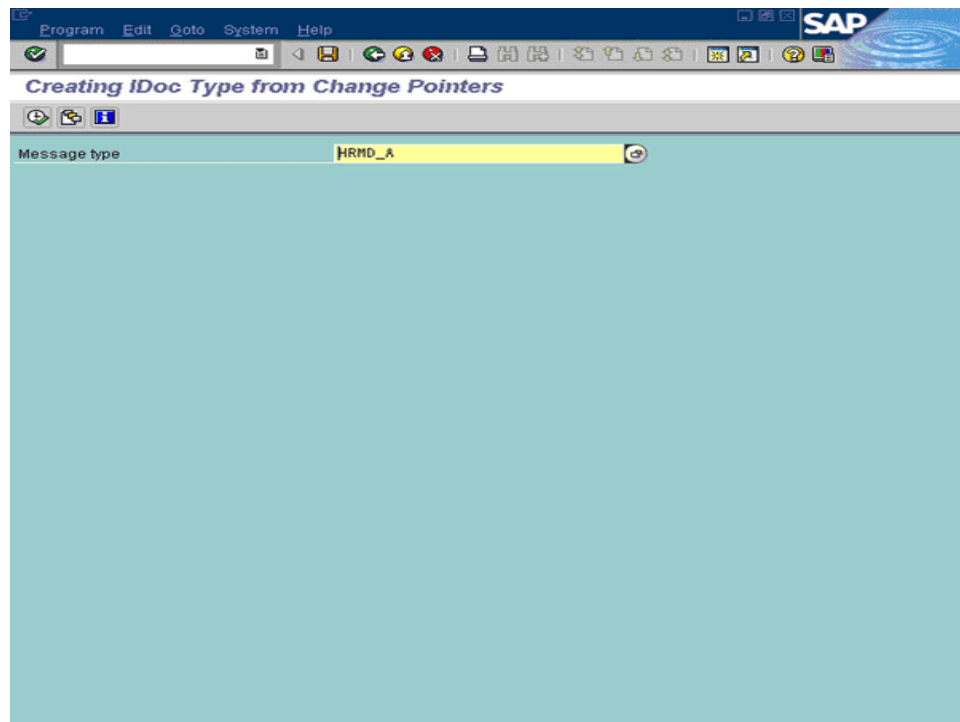
1. Run transaction SE38.
2. Select the RBDMIDOC program, select the Variants option, and then click the Variants icon on the toolbar.



3. Select a variant, and then click **Create**.



4. In the Message type field, enter **HRMD\_A**, and then click **Attributes**.
5. Select the **Only for background processing** check box.



6. Click the Save icon.
7. Run transaction SM36.
8. Specify values for the following fields:
  - Job name: Enter a name for the job.
  - Job class: Specify a priority for the job.

Job class is the priority in which jobs are processed. Class A is the highest priority

The screenshot shows the 'Define Background Job' dialog box in SAP. The 'General data' tab is active. The 'Job name' field is highlighted in yellow and contains the text 'Job\_test'. The 'Job class' field contains 'C'. The 'Status' field is set to 'Scheduled'. The 'Exec. Target' field is empty. There is a 'Spool list recipient' button to the right of the 'Exec. Target' field. Below these fields are three large empty boxes labeled 'Job start', 'Job frequency', and 'Job steps'.

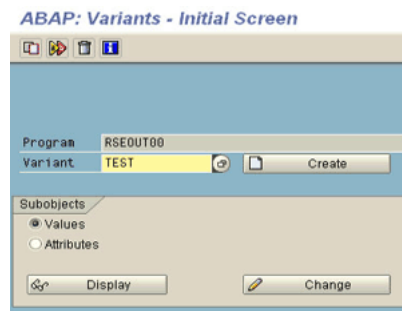
9. Click the **Start condition** button on the toolbar.
10. In the Start Time dialog box, click **Date/Time**, and enter the required details.

The screenshot shows the 'Start Time' sub-dialog box within the 'Define Background Job' dialog. The 'Date/Time' tab is selected. The 'Scheduled start' section has 'Date' and 'Time' fields. The 'Date' field is highlighted in yellow. The 'No Start After' section also has 'Date' and 'Time' fields. Below these are sections for 'After job' and 'After event', each with a large empty box. At the bottom, there is a 'Periodic job' checkbox which is unchecked. The bottom toolbar contains 'Check', 'Period values', 'Restrictions', and a close button.

11. Click the **Step** button on the toolbar.
12. In the Create Step 1 dialog box, enter **RBDMIDOC** as the program name and then enter the name of the variant that you specified in Step 3 of this procedure.
13. Click the Save icon.

Whether or not you must schedule a job to publish IDocs depends on the option that you select for IDocs transfer while creating the partner profile:

- If you select the Transfer IDocs immediately option, then IDocs are transferred to the tRFC port as soon as they are created by the job built around the RBDMIDOC program.
- If you select the Collect IDocs option in the partner profile, then schedule a job to publish IDocs by perform the procedure given in this section. While performing Steps 2 and 12 of the procedure, specify "RSEOUT00" as the program name instead of the RBDMIDOC program.



### 3.4.3 Configuring the Listener on Oracle Identity Manager

The SAP HRMS User Recon scheduled task is used to transfer IDocs data from the file to the parser. The parser then converts this data into reconciliation events. [Table 3–3](#) describes the attributes of this scheduled task.

**Table 3–3 Attributes of the SAP HRMS User Recon Scheduled Task**

Attribute	Description
Attribute Mapping Lookup	Lookup.SAP.HRMS.AttributeMapping
Configuration lookup	<p>This attribute holds the name of the lookup definition that stores configuration details.</p> <p>Value: <code>Lookup.SAP.HRMS.Configuration</code></p> <p><b>Note:</b> For a particular target system installation, you must not change the value of this attribute. If you create and use a copy of the configuration lookup definition for a different installation of the target system, then you must enter then name of that lookup definition as the value of this attribute.</p>
Custom Query	<p>If you want to implement limited reconciliation, then enter the query condition that you create by following the instructions given in the <a href="#">Section 3.3.2.1, "Limited Reconciliation"</a>.</p>
Custom Query Lookup	<p>This attribute holds the name of the lookup definition that maps resource object fields with OIM User form fields. This lookup definition is used during application of the custom query. See <a href="#">Section 3.3.2.1, "Limited Reconciliation"</a> for more information.</p> <p>Default value: <code>Lookup.SAP.HRMS.CustomQueryMapping</code></p>

**Table 3–3 (Cont.) Attributes of the SAP HRMS User Recon Scheduled Task**

Attribute	Description
Employee Type Query	<p>Use this attribute to specify the combination of employee group and subgroup for which you want fetch users for reconciliation.</p> <p>You can use the following target system attributes to specify a value for the Employee Type Query attribute:</p> <ul style="list-style-type: none"> <li> <b>PERSG:</b> This is the Employee Group attribute on the target system. In the Lookup.SAP.HRMS.Configuration lookup definition, this attribute is represented as follows:  E2P0001001;PERSG;146;146 </li> <li> <b>PERSK:</b> This is the Employee Subgroup attribute on the target system. In the Lookup.SAP.HRMS.Configuration lookup definition, this attribute is represented as follows:  E2P0001001;PERSK;147;148 </li> </ul> <p>The following is a sample value for the Employee Type Query attribute:  Group=1 &amp; SubGroup=DU</p> <p>When this employee type query is applied during reconciliation, only user records belonging to employee group 1 and subgroup DU are fetched for reconciliation.</p> <p><b>Note:</b> The guidelines for creating the employee type query are the same as those described in <a href="#">Section 3.3.2.1, "Limited Reconciliation"</a>.</p>
IT resource	<p>Enter the name of the IT resource that you create by performing the procedure described in the <a href="#">Section 2.3.11.2, "Configuring the IT Resource"</a>.</p> <p>Default value: SAP HRMS IT Resource</p>
Resource Object	<p>This attribute holds the name of the resource object.</p> <p>Value: SAP HRMS Resource Object</p>
Schedule Task Name	<p>This attribute holds the name of the scheduled task.</p> <p>Value: SAP HRMS User Recon</p> <p><b>Note:</b> For this scheduled task, you must not change the value of this attribute. However, if you create a copy of this scheduled task, then you must enter the unique name of that new reconciliation scheduled task as the value of the Schedule Task Name attribute in the copy of this scheduled task.</p>

## 3.5 Resending IDocs That Are Not Received by the Listener

As mentioned earlier in this guide, IDocs are generated and sent to Oracle Identity Manager regardless of whether or not the listener is running. Reconciliation events are not created for the IDocs that are sent to Oracle Identity Manager while the listener is unavailable. To ensure that all IDocs generated on the target system reach Oracle Identity Manager, perform the following procedures:

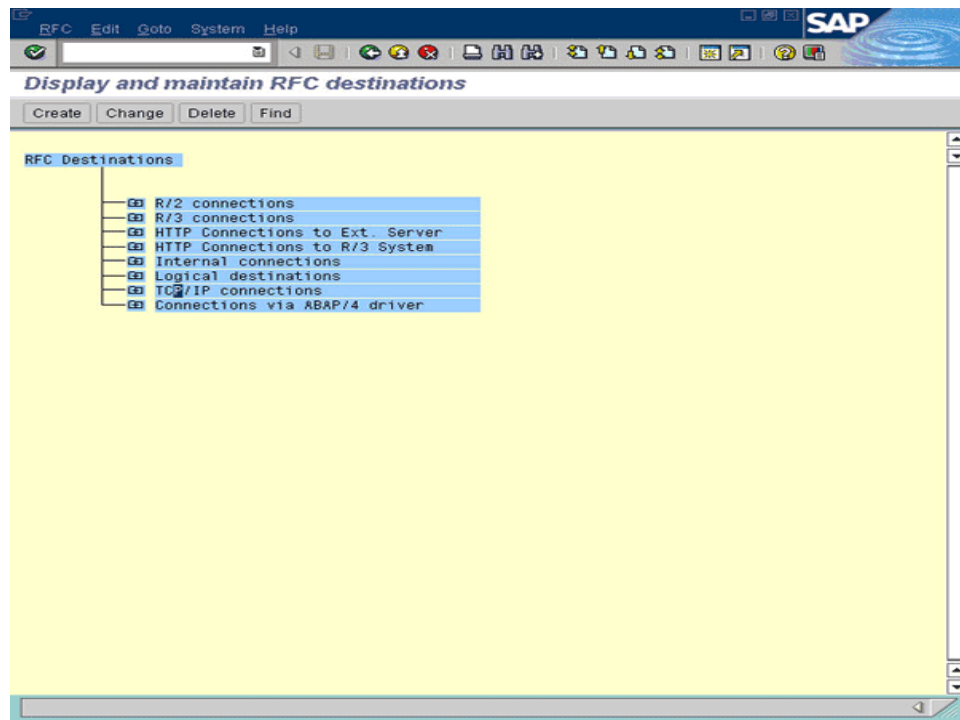
- [Section 3.5.1, "Configuring the Target System to Resend IDocs"](#)
- [Section 3.5.2, "Manually Sending IDocs"](#)

### 3.5.1 Configuring the Target System to Resend IDocs

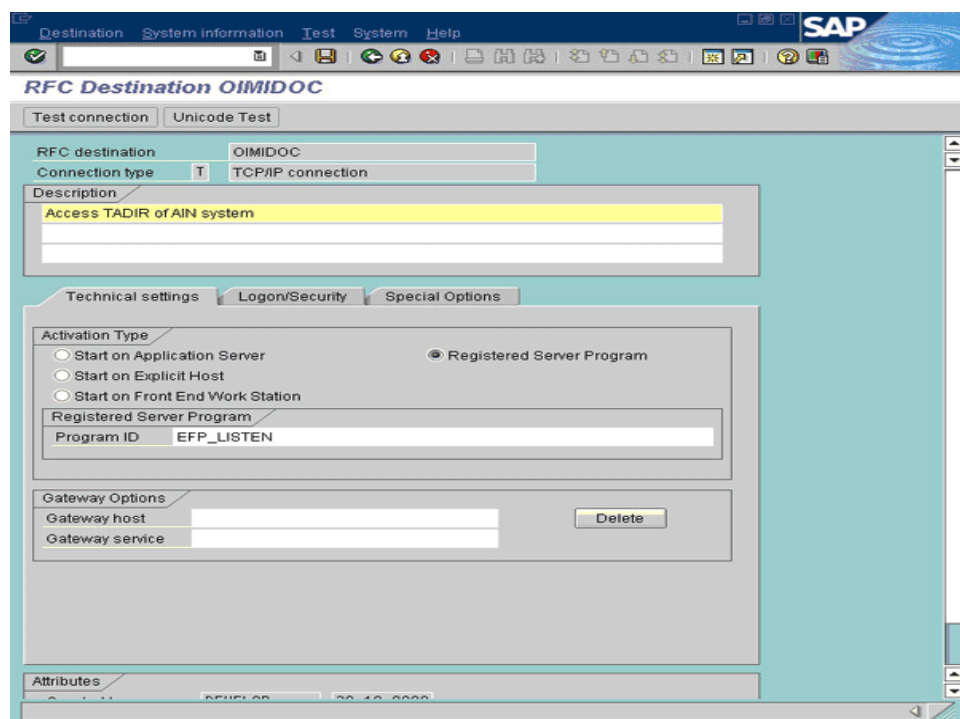
To configure the target system for resending IDocs:

1. Run transaction SM59.
2. Select **RFC Destinations**, and then select **TCP/IP Connections**.





3. Double-click the tRFC port that you define earlier.
4. Select the **Destination** and **TRFC** options.
5. Specify values for the following variables:
  - Connection attempts up to task: Enter the number of attempts to be made to retry sending the iDoc.
  - Time betw. 2 tries [mins]



6. Click the Save icon.

### 3.5.2 Manually Sending IDocs

After an IDoc is sent to the tRFC port, its status is set to "03 Data transfer to port OK," regardless of whether or not the listener was available when the IDoc was sent.

To manually send IDocs to Oracle Identity Manager:

1. Ensure that the listener is available.

To check the listener program:

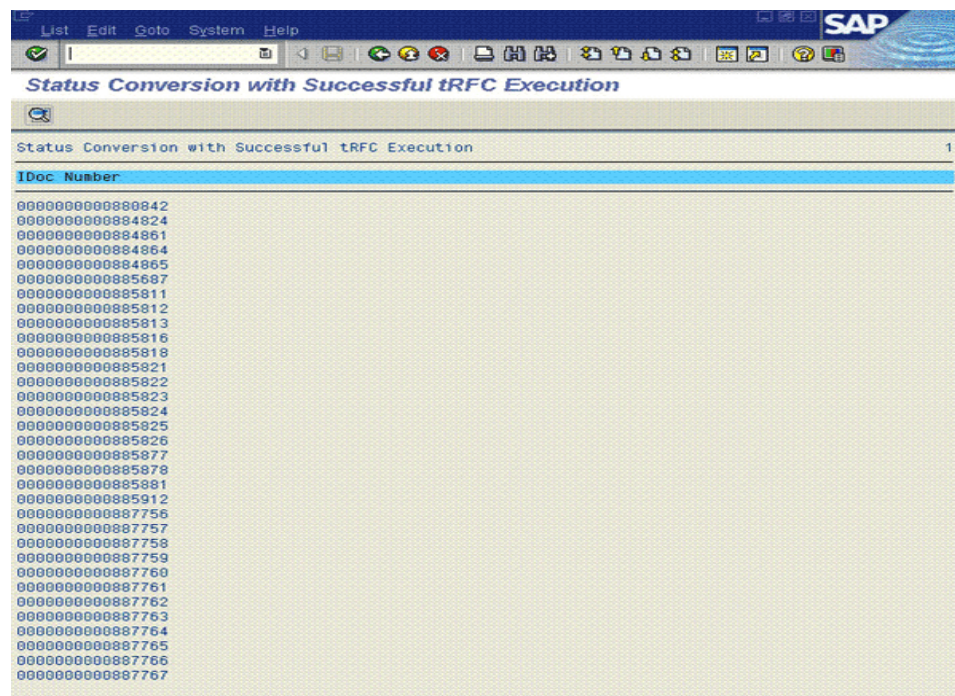
- a. Run transaction SMGW.
- b. From the GOTO menu, select **Logged on Clients**.

Oracle Identity Manager should be displayed in the list of logged on clients.

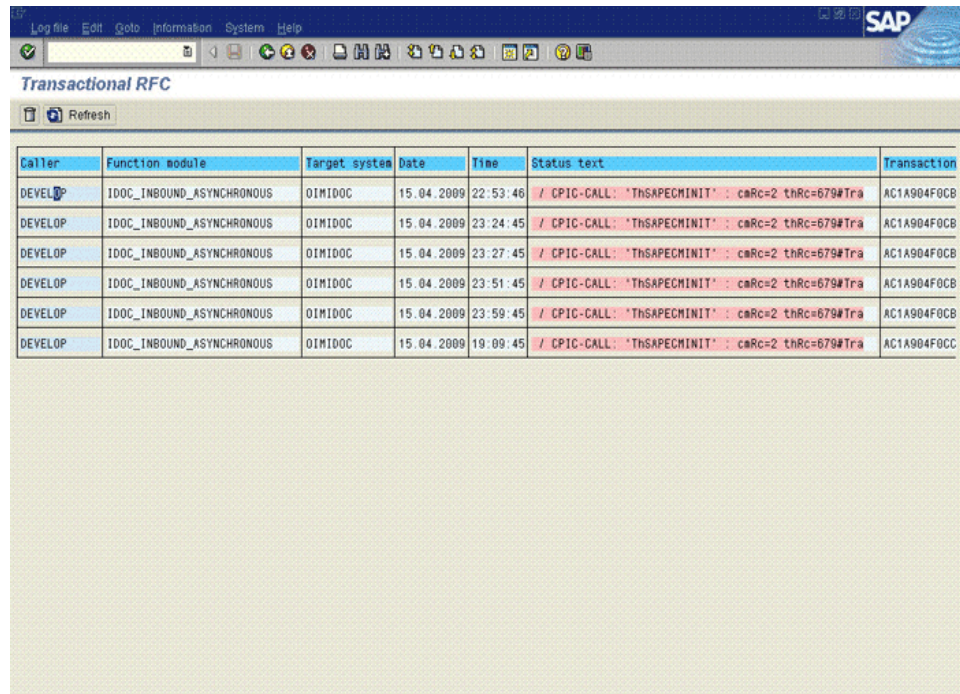
- c. To confirm that the listener program is running on the Oracle Identity Manager side, verify that EFP\_LIST is displayed in the TP Name column.

2. Run transaction BD75.

This transaction changes the status of all IDocs received by the listener to "12 Sent OK." After this transaction is run, the IDocs that are still at status "03 Data transfer to port OK" are the ones that were not received by the listener. The following screenshot shows a sample list of IDocs that are in status 03:



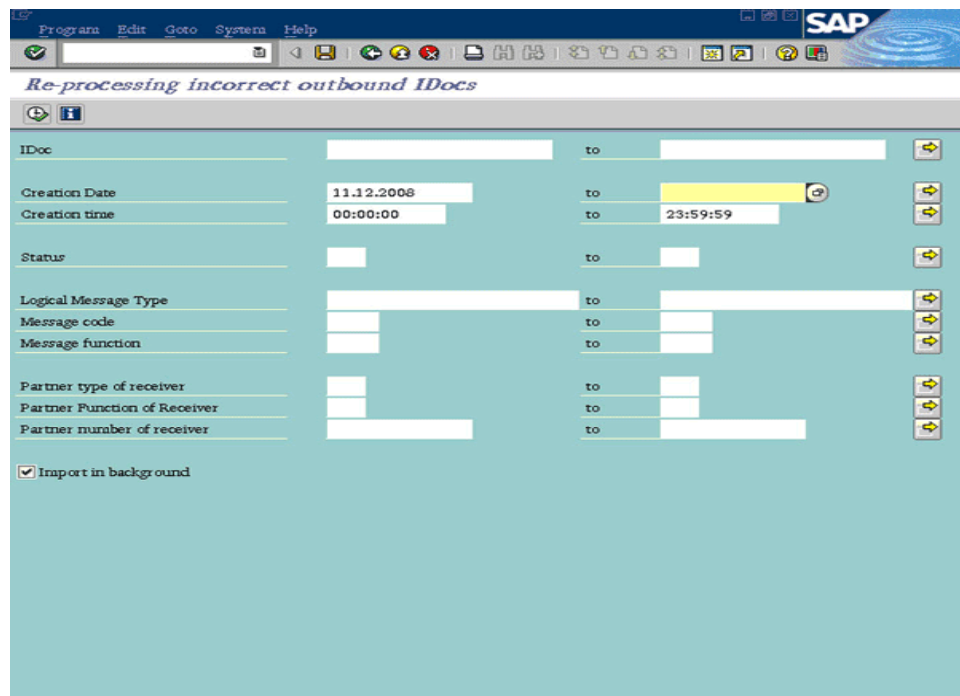
3. To resend IDocs that are at status "03 Data transfer to port OK," use one of the following approaches:
  - Run transaction SM58 for IDocs sent within the given date range. Status text is highlighted in red font for all IDocs that do not reach the listener. To resend each of these IDocs, click the IDoc and press F6.



The screenshot shows the SAP Transactional RFC (tRFC) monitor. The table lists several failed RFC calls from a DEVELOP user to the target system OIMIDOC. The status text for all entries is '/ CPIC-CALL: 'ThSAPECMINIT' : caRc=2 thRc=679#Tra', indicating a failure in the CPIC call.

Caller	Function module	Target system	Date	Time	Status text	Transaction
DEVELOP	IDOC_INBOUND_ASYNCHRONOUS	OIMIDOC	15.04.2009	22:53:48	/ CPIC-CALL: 'ThSAPECMINIT' : caRc=2 thRc=679#Tra	AC1A904F0CB
DEVELOP	IDOC_INBOUND_ASYNCHRONOUS	OIMIDOC	15.04.2009	23:24:45	/ CPIC-CALL: 'ThSAPECMINIT' : caRc=2 thRc=679#Tra	AC1A904F0CB
DEVELOP	IDOC_INBOUND_ASYNCHRONOUS	OIMIDOC	15.04.2009	23:27:45	/ CPIC-CALL: 'ThSAPECMINIT' : caRc=2 thRc=679#Tra	AC1A904F0CB
DEVELOP	IDOC_INBOUND_ASYNCHRONOUS	OIMIDOC	15.04.2009	23:51:45	/ CPIC-CALL: 'ThSAPECMINIT' : caRc=2 thRc=679#Tra	AC1A904F0CB
DEVELOP	IDOC_INBOUND_ASYNCHRONOUS	OIMIDOC	15.04.2009	23:59:45	/ CPIC-CALL: 'ThSAPECMINIT' : caRc=2 thRc=679#Tra	AC1A904F0CB
DEVELOP	IDOC_INBOUND_ASYNCHRONOUS	OIMIDOC	15.04.2009	19:09:45	/ CPIC-CALL: 'ThSAPECMINIT' : caRc=2 thRc=679#Tra	AC1A904F0CB

- Specify a value for the date range parameter of the RBDAGAIN ABAP program, and then run the program.



The screenshot shows the SAP 'Re-processing incorrect outbound IDocs' (RBDAGAIN) program. The screen displays various selection criteria for processing IDocs, including IDoc number, Creation Date, Creation time, Status, Logical Message Type, Message code, Message function, Partner type of receiver, Partner Function of Receiver, and Partner number of receiver. The 'Import in background' checkbox is checked.

Field	Value	to	Value
IDoc		to	
Creation Date	11.12.2008	to	
Creation time	00:00:00	to	23:59:59
Status		to	
Logical Message Type		to	
Message code		to	
Message function		to	
Partner type of receiver		to	
Partner Function of Receiver		to	
Partner number of receiver		to	

☒ Import in background

## 3.6 Configuring Scheduled Tasks

This section describes the procedure to configure scheduled tasks. You can apply this procedure to configure the scheduled tasks for lookup field synchronization and reconciliation.

Table 3–4 lists the scheduled tasks that you must configure.

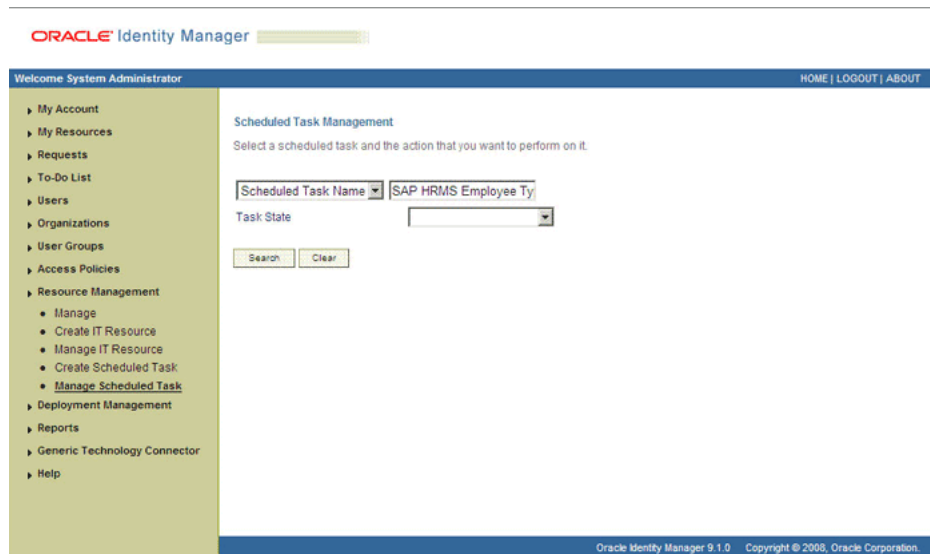
**Table 3–4 Scheduled Tasks for Lookup Field Synchronization and Reconciliation**

Scheduled Task	Description
SAP HRMS EmployeeType Lookup Recon	This scheduled task is used to fetch values of the Employee Group and Employee Subgroup attributes from the target system and populate them in the Code Key column of the Lookup.SAP.HRMS.EmployeeType lookup definition. See the " <a href="#">Lookup.SAP.HRMS.EmployeeType</a> " section for more information.
SAP HRMS User Recon	This scheduled task is used during full reconciliation. It parses the contents of the flat files containing IDocs and then creates reconciliation events for each record.
SAP HRMS Listener	This scheduled task is used during incremental reconciliation. It parses the contents of the IDocs received at the tRFC port and then creates reconciliation events for each record.

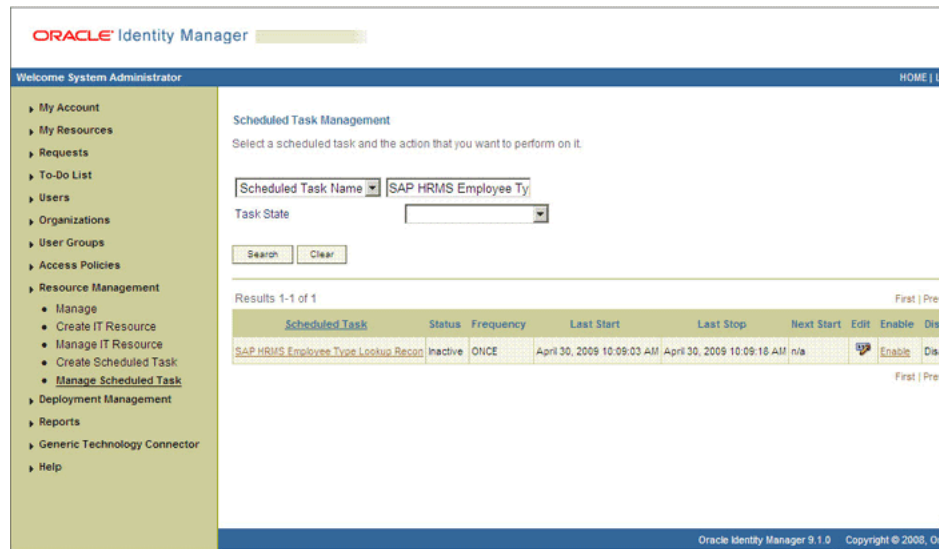
To configure a scheduled task:

1. Log in to the Administrative and User Console.
2. Expand **Resource Management**.
3. Click **Manage Scheduled Task**.
4. On the Scheduled Task Management page, enter the name of the scheduled task as the search criteria and then click **Search**.

The following screenshot shows the Scheduled Task Management page:



5. In the search results table, click the edit icon in the Edit column for the scheduled task. The following screenshot shows the Scheduled Task Details page:



6. On the Edit Scheduled Task Details page, you can modify the following details of the scheduled task by clicking **Edit**:

- **Status:** Specify whether or not you want to leave the task in the enabled state. In the enabled state, the task is ready for use.
- **Max Retries:** Enter an integer value in this field. This number represents the number of times Oracle Identity Manager must attempt to complete the task before assigning the ERROR status to the task. The default value is 1.
- **Next Start:** Use the date editor to specify the date when you want the task to run. After you select a date value in the date editor, you can modify the time value that is automatically displayed in the Next Start field.
- **Frequency:** Specify the frequency at which you want the task to run.

When you click Edit, the Edit Scheduled Task page is displayed.

7. After modifying the values for the scheduled task details listed in the previous step, click **Continue**.
8. Specify values for the attributes of the scheduled task. To do so, select each attribute from the Attribute list, specify a value in the field provided, and then click **Update**.

---



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**Note:**

- Attribute values are predefined in the connector XML file that you import. Specify values only for the attributes that you want to change.
  - Values (either default or user-defined) must be assigned to all the attributes. If even a single attribute value is left empty, then reconciliation is not performed.
- 
- 

The following screenshot shows the Attributes page. The attributes of the scheduled task that you select for modification are displayed on this page.



Oracle Identity Manager

Welcome System Administrator

HOME | LOGOUT | ABOUT

Attributes

Results 1-4 of 4

Attribute Name	Attribute Value	Delete
Configuration Lookup	Lookup.SAP.HR/IS.Configuration	<input type="checkbox"/>
IT Resource	SAP HR IT Resource	<input type="checkbox"/>
Lookup Name	Lookup.SAP.HR/IS.EmployeeType	<input type="checkbox"/>
Schedule Task Name	SAP HR/IS Employee Type Lookup Recon	<input type="checkbox"/>

First | Previous | Next | Last

Attribute:  With:  Add:

Attribute:  With:  Update:

<< Back

Configuration Lookup  
IT Resource  
Lookup Name  
Schedule Task Name

Oracle Identity Manager 9.1.9 Copyright © 2008, Oracle Corporation.

9. Click **Save Changes** to commit all the changes to the database.

**Note:** If you want to stop a scheduled task while it is running, then use the Stop Execution feature of the Design Console. See the "The Task Scheduler Form" section in *Oracle Identity Manager Design Console Guide* for information about this feature.



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## Extending the Functionality of the Connector

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This chapter describes procedures that you can perform to extend the functionality of the connector for addressing your specific business requirements.

This chapter discusses the following optional procedures:

- See [Section 4.1, "Removing or Adding Attributes for Reconciliation"](#) if you want to modify the default field mappings between Oracle Identity Manager and the target system.
- See [Section 4.2, "Modifying Field Lengths on the OIM User Form"](#) if you want to modify lengths of fields on the process form.
- The [Section 4.3, "Configuring the Connector for Multiple Installations of the Target System"](#) describes the procedure to configure the connector for multiple installations of the target system.

### 4.1 Removing or Adding Attributes for Reconciliation

The Lookup.SAP.HRMS.AttributeMapping lookup definition holds the default attribute mappings. [Table 1–5](#) lists the default attribute mappings stored in this lookup definition.

If required, you can modify or add to this predefined set of attribute mappings. This section discusses the following procedures:

- [Section 4.1.1, "Removing Attributes"](#)
- [Section 4.1.2, "Adding Attributes"](#)

#### 4.1.1 Removing Attributes

Before you begin connector operations, you can remove any attribute that is not marked as a mandatory attribute in [Table 1–5](#).

---

**Note:** If required, you can also reconfigure segment filtering to exclude the segment containing the attribute that you remove. See [Section 2.3.3.10, "Configuring Segment Filtering"](#) for instructions.

---

To remove an attribute mapping:

1. Log in to the Design Console.
2. Expand **Administration**, and double-click **Lookup Definition**.

3. Search for and open the **Lookup.SAP.HRMS.AttributeMapping** lookup definition.
4. Click the row that you want to delete.
5. Click **Delete**.
6. Click the Save icon.

## 4.1.2 Adding Attributes

To add an attribute mapping:

---

**Note:** The names of attributes are case-sensitive. The spelling and case (uppercase and lowercase) of an attribute must be the same in all the connector objects. See existing attribute mappings for examples.

---

1. Determine the Decode column entry for the attribute that you want to add.

To determine the Decode column entry:

- a. Run transaction WE60.
- b. Specify the basic IDoc type, for example, HRMD\_A05.
- c. If you have extended the basic type, then enter the name of the extension in the Enhancement field.
- d. Select the Data rec.

The screenshot shows the SAP WE60 transaction interface. The top bar includes 'Documentation', 'Edit', 'Goto', 'System', and 'Help' menus. Below the title bar, there are icons for various functions. The main content area is divided into two sections:

- Documentation for IDoc type or segment type:** This section contains three radio buttons: 'Basic type' (selected), 'Enhancement', and 'Segment type'. The 'Basic type' field is populated with 'HRMD\_A05'.
- Documentation for IDoc record types:** This section contains three checkboxes: 'Control rec.', 'Data rec.' (checked), and 'StatusRec.'.

At the bottom of the form, there are two input fields:

- SegmentRelease:** 620
- Record types version:** 3

Below these fields, it says 'IDoc record types for SAP Release 4.0'.

- e. The segment name, subtype, attribute name, start position, and end position are indicated in [Figure 4-1](#).

Figure 4–1 Attribute Details for Attribute Mapping

BEGIN_SEGMENT	E2P0001001
SEGMENTTYPE	E1P0001
LEVEL	04
STATUS	OPTIONAL
LOOPMIN	000000001
LOOPMAX	999999999
BEGIN_FIELDS	
NAME	PERNR
TEXT	Personnel Number
TYPE	CHARACTER
LENGTH	00008
FIELD_POS	0001
CHARACTER_FIRST	000064
CHARACTER_LAST	000071
NAME	INFTY
TEXT	Infotype
TYPE	CHARACTER
LENGTH	00004
FIELD_POS	0002
CHARACTER_FIRST	000072
CHARACTER_LAST	000075

2. Add the attribute mapping in the Lookup.SAP.HRMS.AttributeMapping lookup definition as follows:
- a. Log in to the Design Console.
  - b. Expand **Administration**, and double-click **Lookup Definition**.
  - c. Search for and open the **Lookup.SAP.HRMS.AttributeMapping** lookup definition.
  - d. Click **Add**.

An empty row is added.

- e. In the Code Key column of the new row, add the name of the OIM User attribute.
- f. In the Decode column of the new row, add the entry that you determine for the target system attribute by performing Step 1.

The Decode column entry for an attribute is in the following format:

`SEGMENT_NAME; SUB_TYPE; SAP_ATTRIBUTE_NAME; START_POSITION; END_POSITION; [Text | Date]`

**Note:** Append `Date` at the end of the Decode value if the attribute holds date values. For all other data types, append `Text` at the end of the Decode value.

- g. Click the Save icon.
3. Create a UDF for the field.
4. Add the attribute in the SAP HRMS Trusted Resource Object resource object.
5. In the SAP HRMS Trusted Resource Object process definition, add a reconciliation field mapping for the attribute.
6. On the target system, add the attribute to the segment filter that you create by performing the procedure described in [Section 2.3.3.10, "Configuring Segment Filtering"](#).

## 4.2 Modifying Field Lengths on the OIM User Form

You might want to modify the lengths of fields (attributes) on the OIM User form. For example, if you use the Japanese locale, then you might want to increase the lengths of OIM User form fields to accommodate multibyte data from the target system.

---

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**Note:** On mySAP ERP 2005 (ECC 6.0 running on WAS 7.0), the default length of the password field is 40 characters. The default length of the password field on the process form is 8 characters. If you are using mySAP ERP 2005, then you must increase the length of the password field on the OIM User form.

---

---

If you want to modify the length of a field on the OIM User form, then:

1. Log in to the Design Console.
2. Expand **Administration**, and double-click **User Defined Field Definition**.
3. Search for and open the **Users** form.
4. Modify the length of the required field.
5. Click the Save icon.

## 4.3 Configuring the Connector for Multiple Installations of the Target System

You may want to configure the connector for multiple installations of the target system. The following example illustrates this requirement:

The Tokyo, London, and New York offices of Example Multinational Inc. have their own installations of the target system. The company has recently installed Oracle Identity Manager, and they want to configure Oracle Identity Manager to link all the installations of the target system.

To meet the requirement posed by such a scenario, you must create and configure one IT resource for each installation of the target system.

The IT Resources form is in the Resource Management folder. The IT resource is created when you import the connector XML file. You can use this IT resource as the template for creating the remaining IT resources, of the same resource type.

**See Also:** *Oracle Identity Manager Design Console Guide* for detailed instructions

This section describes the procedure to create copies of the connector objects. You must create one copy of the connector objects for each installation of the target system.

**To create copies of the connector objects:**

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**Note:** Oracle Identity Manager Design Console Guide for detailed information about the steps in this procedure

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1. Create a copy of the IT resource. See [Section 2.3.11.2, "Configuring the IT Resource"](#) for information about this IT resource.
2. Create a copy of the SAP HRMS Resource Object resource object.
3. Create a copy of the Lookup.SAP.HRMS.AttributeMapping lookup definition. See ["Lookup.SAP.HRMS.AttributeMapping"](#) for information about this lookup definition.

---

**Note:** Create copies of this lookup definition only if there are differences in attributes between the two installations of the target system.

---

4. Create a copy of the Lookup.SAP.HRMS.Configuration lookup definition. See ["Lookup.SAP.HRMS.Configuration"](#) for information about this lookup definition.
5. Create a copy of the SAP HRMS User Recon scheduled task scheduled task. See [Section 3.3.2.2, "Configuring the Scheduled Task for User Data Reconciliation"](#) for information about this scheduled task.

When you use the Administrative and User Console to perform provisioning, you can specify the IT resource corresponding to the target system installation to which you want to provision the user.

Similarly, to reconcile data from a particular target system installation, specify the name of the IT resource for that target system installation as the value of the `ITResource` scheduled task attribute.





---

## Testing and Troubleshooting

After you deploy the connector, you must test it to ensure that it functions as expected. This chapter discusses the following topics related to connector testing:

- [Section 5.1, "Running Test Cases"](#)
- [Section 5.2, "Troubleshooting"](#)

### 5.1 Running Test Cases

When you run the PFAL transaction on the target system, you can specify the number or range of employee records for which you want to generate IDocs. You can use this feature to create the flat file for a minimum number of records and then perform the rest of the full reconciliation procedure.

See [Section 3.3.1, "Generating IDocs"](#) for detailed information about the steps to be performed.

### 5.2 Troubleshooting

The following sections provide solutions to some commonly encountered problems associated with the connector:

- [Section 5.2.1, "Connection Errors"](#)
- [Section 5.2.2, "Common SNC Errors"](#)

#### 5.2.1 Connection Errors

The following table provides solutions to common connection errors.

Problem Description	Solution
Oracle Identity Manager cannot establish a connection to SAP Employee Reconciliation. <b>Returned Error Message:</b> Connection error encountered <b>Returned Error Code:</b> INVALID_CONNECTION_ERROR	<ul style="list-style-type: none"><li>■ Ensure that SAP Employee Reconciliation is running.</li><li>■ Ensure that Oracle Identity Manager is running (that is, the database is running).</li><li>■ Ensure that all the adapters have been compiled.</li><li>■ Examine the Oracle Identity Manager record (from the IT Resources form). Ensure that the IP address, admin ID, and admin password are correct.</li></ul>

Problem Description	Solution
Authentication error <b>Returned Error Message:</b> Invalid or incorrect password <b>Returned Error Code:</b> AUTHENTICATION_ERROR	Ensure that the specified SAP connection user ID and password are correct.

## 5.2.2 Common SNC Errors

The following table provides a solution to an SNC error.

Problem Descriptions	Solution
Trying to connect to SAP through SNC. <b>Returned Error Message:</b> SAP Connection JCO Exception <b>Returned Error Code:</b> SNC required for this connection	Ensure that values for the following IT resource parameters are correctly specified as shown in the following example: SAPsnc_mode: 1 SAPsnc_myname: p:CN=win2003, OU=SAP, O=ORA, C=IN SAPsnc_qop: 3 SAPsnc_partnertype: p:CN=I47, OU=SAP, O=ORA, C=IN SAPsnc_lib: C://usr//sap//sapcrypto.dll

---

## Known Issues

The following are known issues associated with this release of the connector:

- **Bug 8510259**

As mentioned earlier in this guide, only infotypes in which at least one attribute has been modified are sent to Oracle Identity Manager during incremental reconciliation. If the organization ID of the user is changed, then mandatory attributes, such as the first and last names, are not sent to Oracle Identity Manager because these attributes are not in the same infotype as the organization ID. When this happens, the reconciliation event created from the IDoc sent to Oracle Identity Manager remains in the Event Received state.

- **Bug 7207232**

Some Asian languages use multibyte character sets. If the character limit for fields on the target system is specified in bytes, then the number of Asian-language characters that you can enter in a particular field may be less than the number of English-language characters that you can enter in the same field. The following example illustrates this point:

Suppose you can enter 50 characters of English in the User Last Name field of the target system. If you have configured the target system for the Japanese language, then you would not be able to enter more than 25 characters in the same field.

See [Section 4.2, "Modifying Field Lengths on the OIM User Form"](#) for information about working around this issue.

- **Bug 8722140**

If the manager of the organization is changed, then the change is not automatically propagated to individual OIM User records. This is because the connector only fetches changes to person records, and not organization records. These records are updated only when other changes made to the corresponding person records on the target system are reconciled into Oracle Identity Manager.



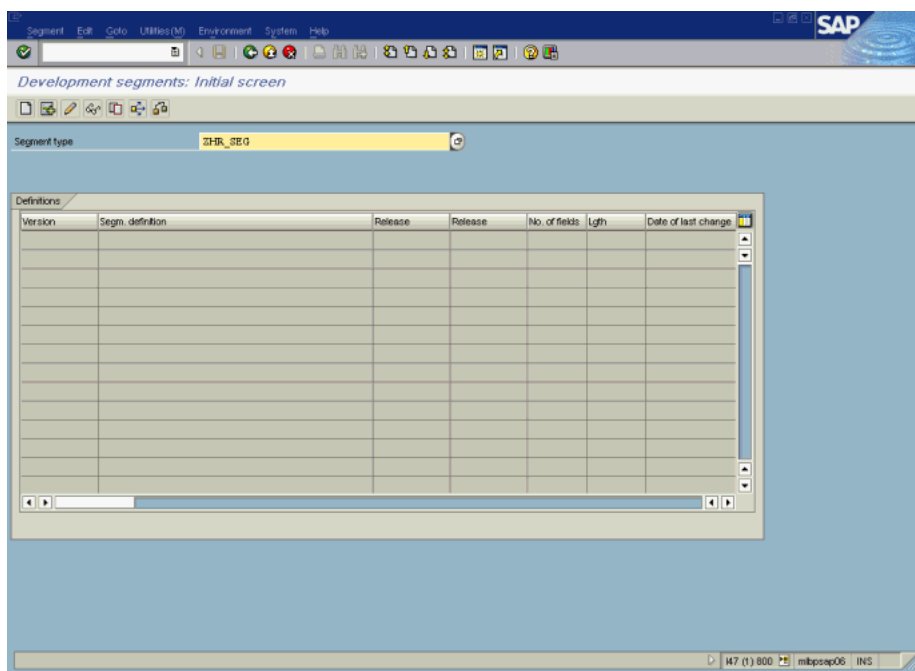
---

## Creating IDoc Extensions

To create an IDoc extension:

1. Create a segment as follows:
  - a. Enter transaction code WE31.
  - b. From the Segment type list, enter a segment type and then click the Create icon.

The following screenshot shows this page:



- c. In the **Short Description** field, enter a description for the segment. Enter the name of the field (custom attribute) and data element to be inserted in the segment.

The following screenshot shows this page:

- d. Click the Save icon. In the **Person responsible** and **Processing person** fields, enter the required details and then press Enter.

The following screenshot shows this page:

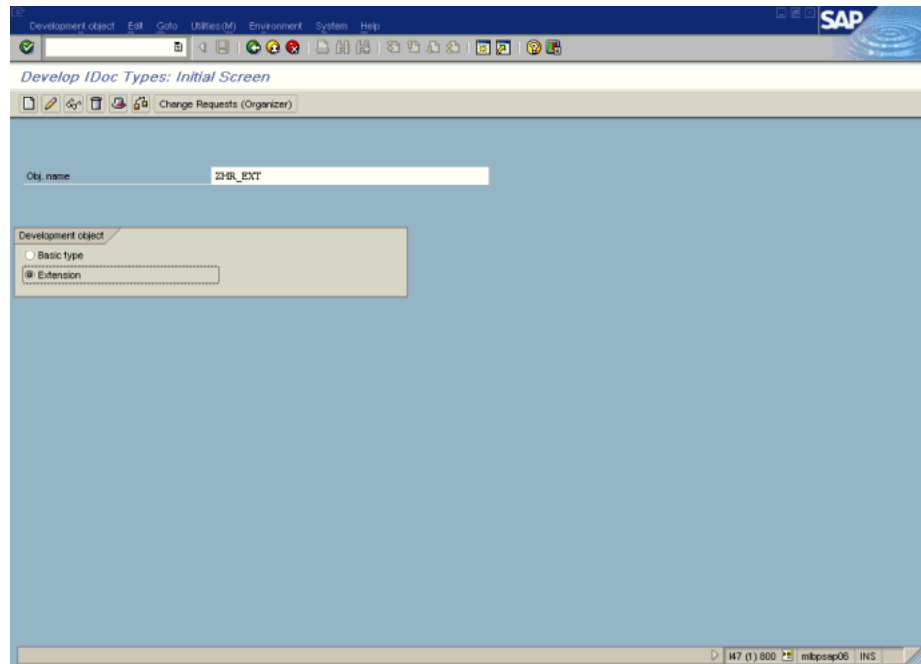
- e. In the **Package** field, enter a name for the package and then click the Save icon.

The following screenshot shows this page:

2. Create the IDoc type as follows:
  - a. Run transaction code WE30.
  - b. Enter a name for the IDoc extension in the **Obj name** field, select the **Extension** option, and then click the Create icon.

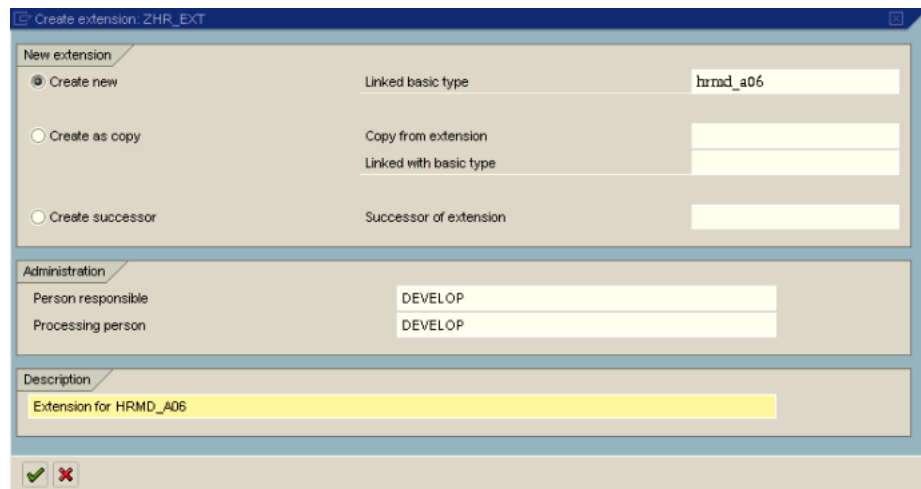
The following screenshot shows this page:





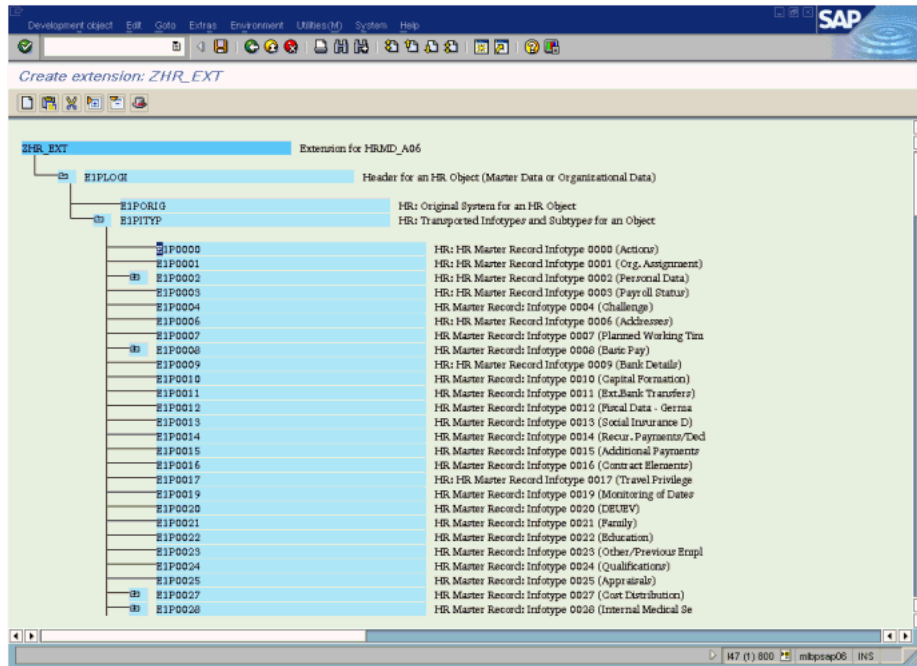
- c. Select the **Create new** option, enter HRMD\_A06 in the **Linked basic type** field, and then enter a description in the **Description** field.

The following screenshot shows this page:



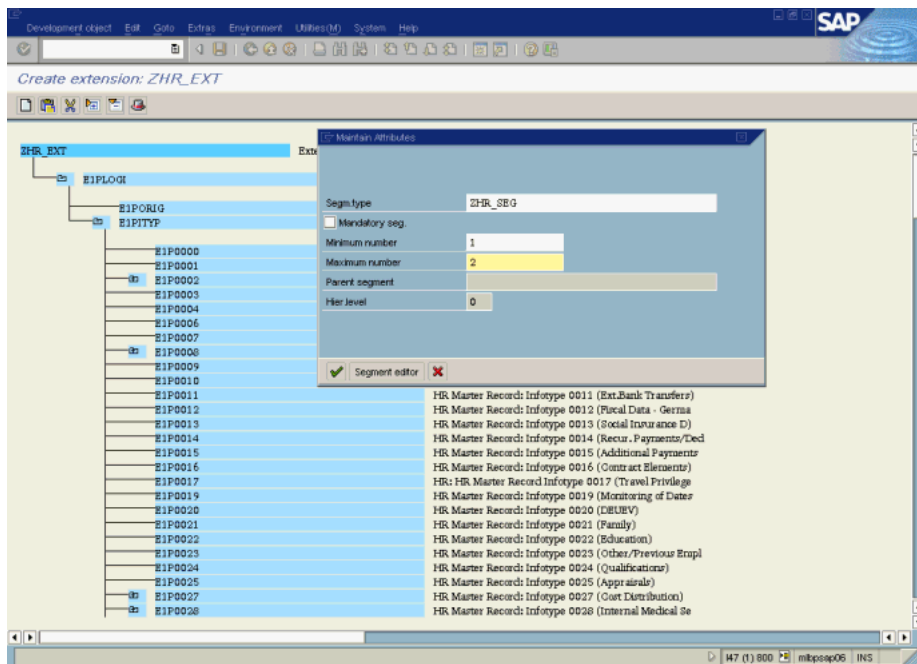
- d. Expand the tree, and then select the segment (for example, E1P0000) in which you want the extension segment to be inserted.

The following screenshot shows this page:

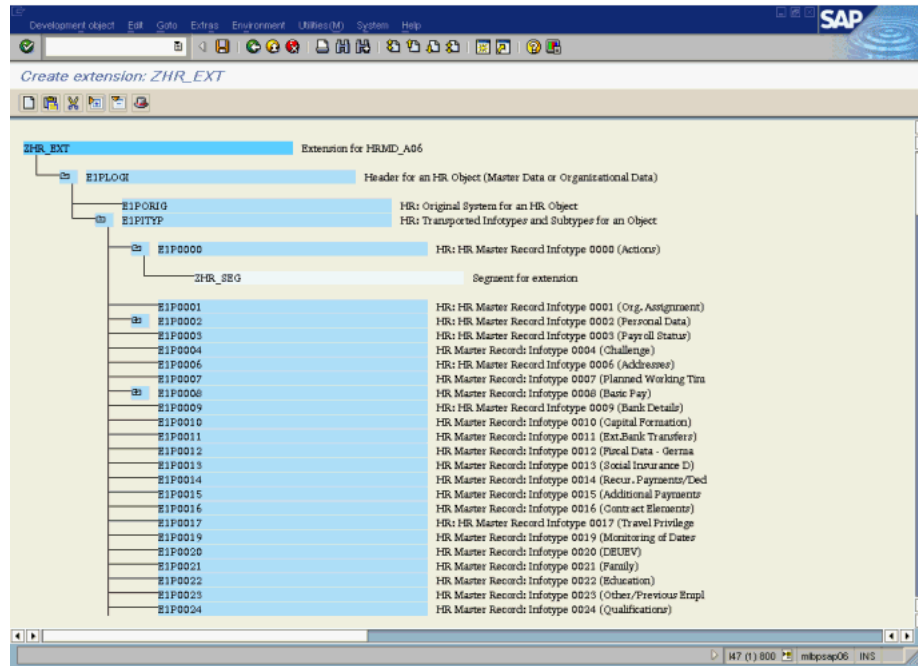


- e. In the Maintain Attributes dialog box, enter values in the **Segm. type**, **Minimum number**, and **Maximum number** fields. In the dialog box that is displayed when you save your entries, enter a name for the segment.

The following screenshot shows this page:



The following screenshot shows this page:



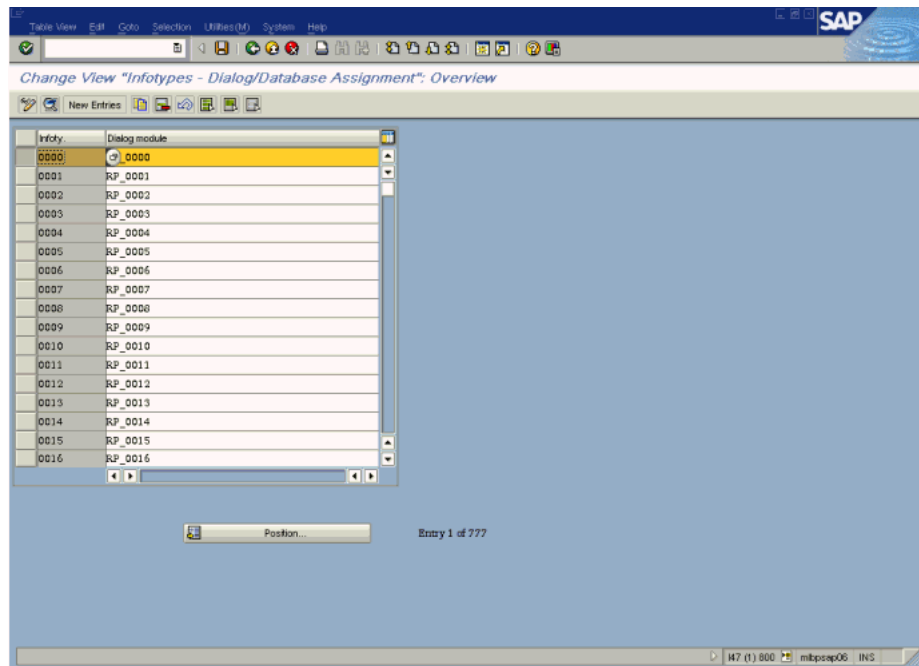
### 3. Specify the output type.

- a. Run transaction code WE82.
- b. Click the Create new entries icon.
- c. Enter values in the following fields:
  - **Message type:** Enter HRMD\_A.
  - **Basic Type:** Enter HRMD\_A06
  - **Extension:** ZHR\_EXT
  - **Release:** Enter the release for which the message type assignment is valid.
- d. Create a transport request, and then save the entries.

The following screenshot shows this page:

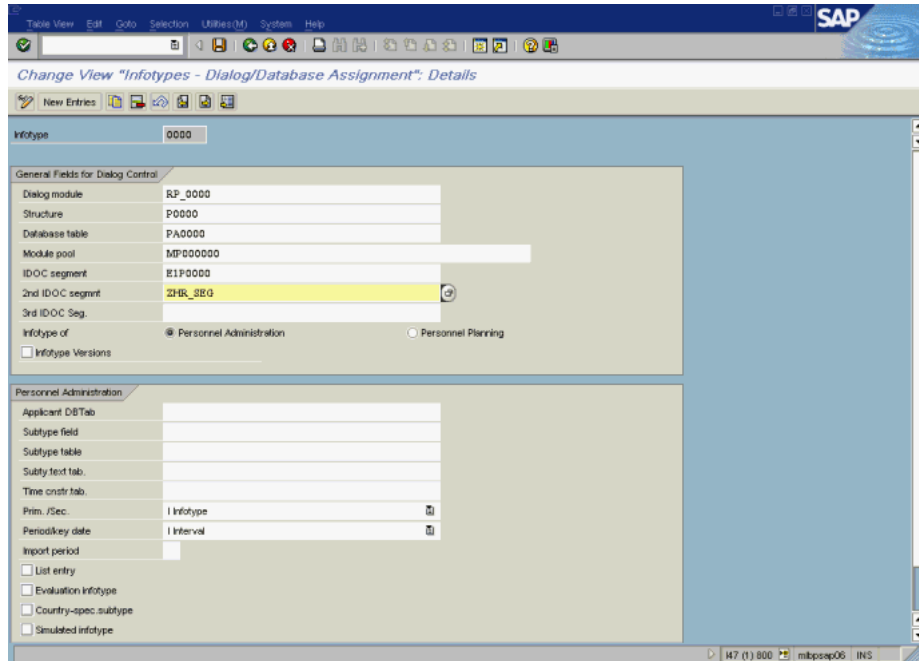


- c. Click the Details icon to add the segment.



- d. In the **2nd IDOC segment** field, enter the segment name and then click the Save icon.

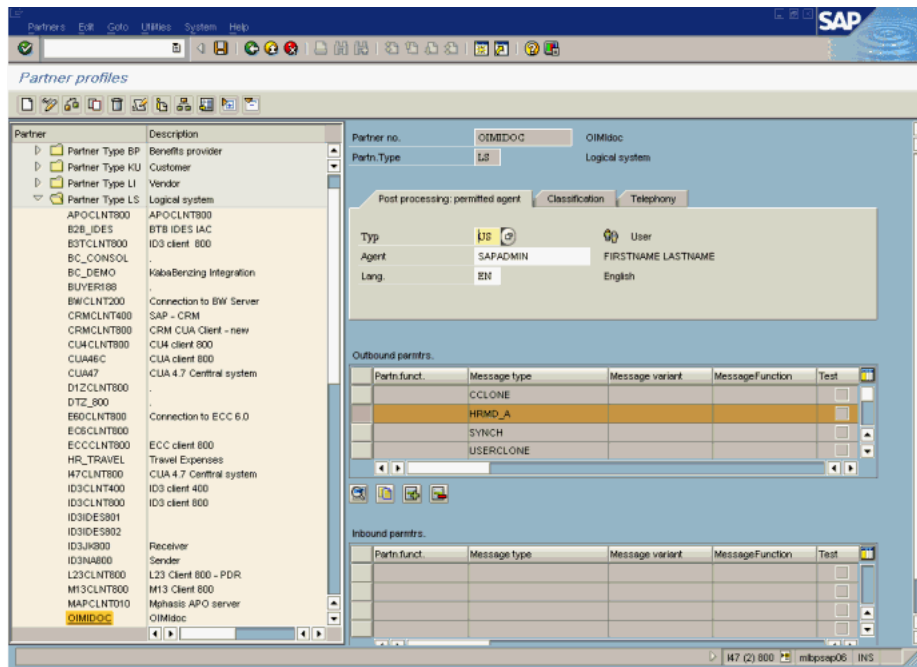
The following screenshot shows this page:



6. Modify the partner profile.
- Run transaction code WE20.
  - In the **Partner no.** field, enter the name of the receiver logical system (for OIMiDOC).

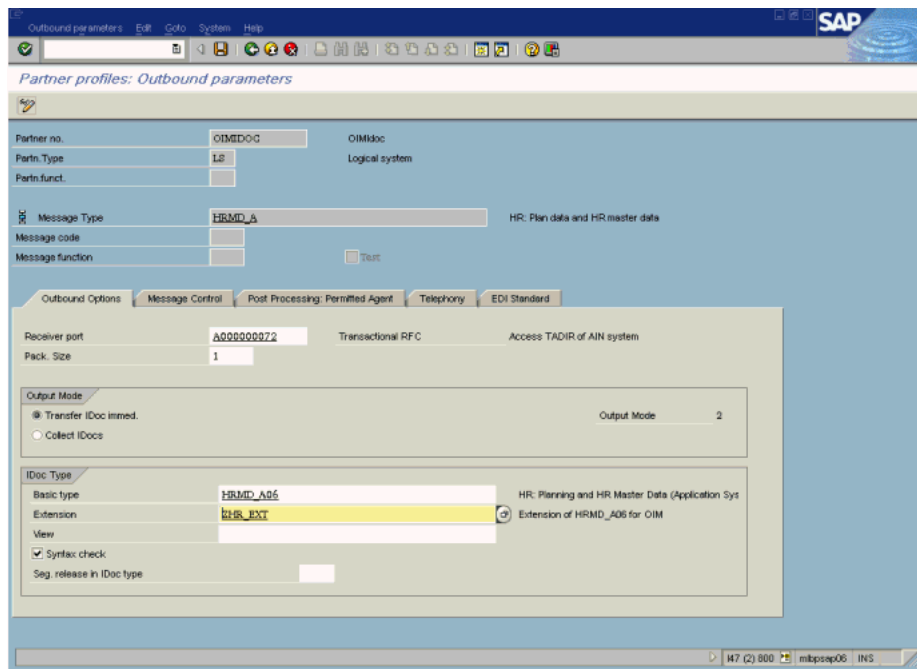
- c. In the **Partner type** field, enter LS.
- d. In the **Outbound paramtrs** table, select HRMD\_A as the message type and then click the Details icon.

The following screenshot shows this page:



- e. In the **Extension** field of the Outbound Options tab, enter the name of the extension (for example, ZHR\_EXT) and then click the Save icon.

The following screenshot shows this page:

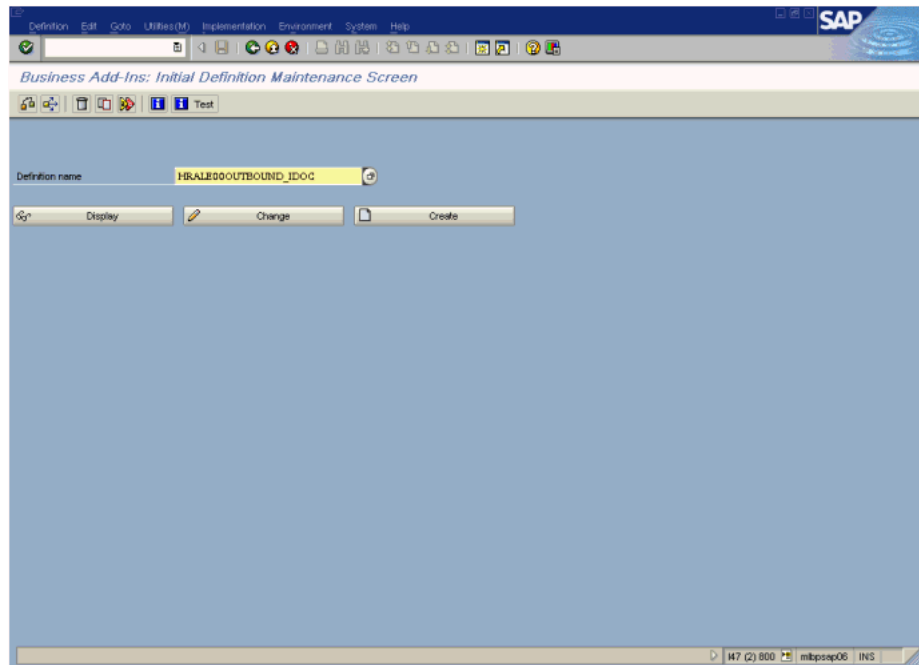


7. Implement BADI HRALE00OUTBOUND\_IDOC for the enhancement.



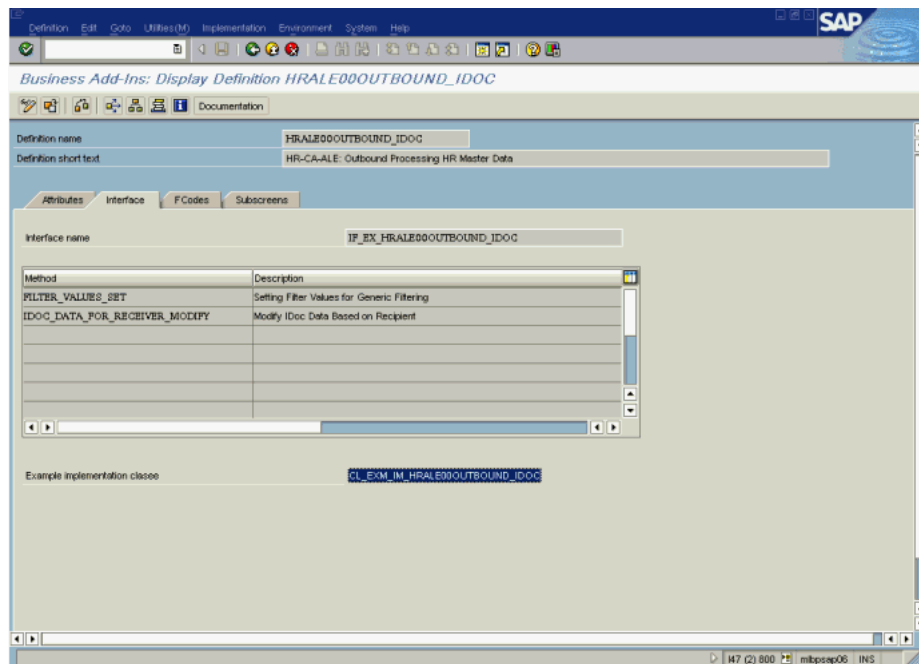
- a. Run transaction code WE18.
- b. In the **Definition name** field, enter BADI HRALE00OUTBOUND\_IDOC and then click **Display**.

The following screenshot shows this page:



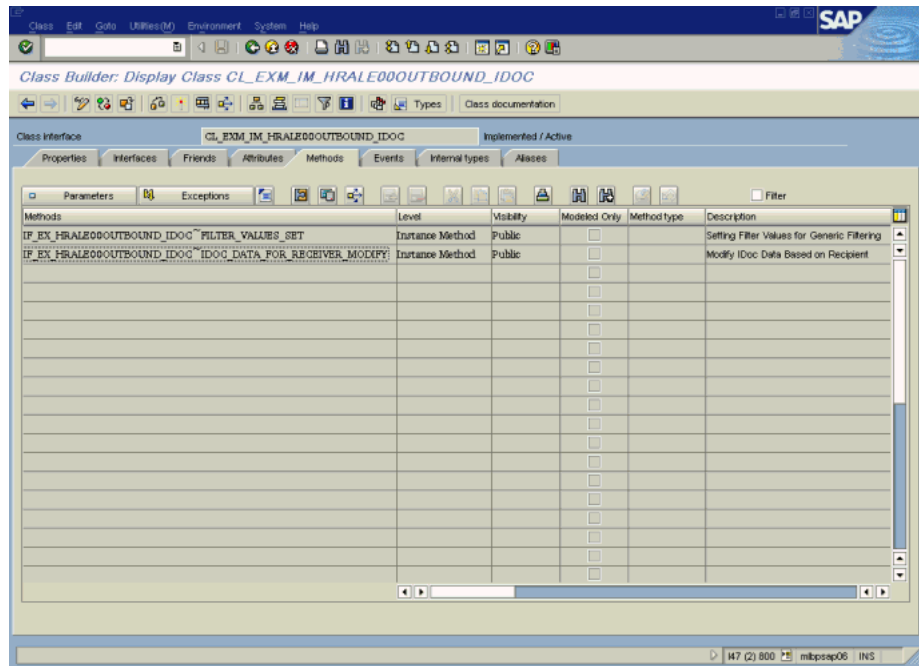
- c. On the Interface tab, double-click **Example Implementation Clasee**.

The following screenshot shows this page:



- d. Double-click the IDOC\_DATA\_FOR\_RECEIVER\_MODIFY method.

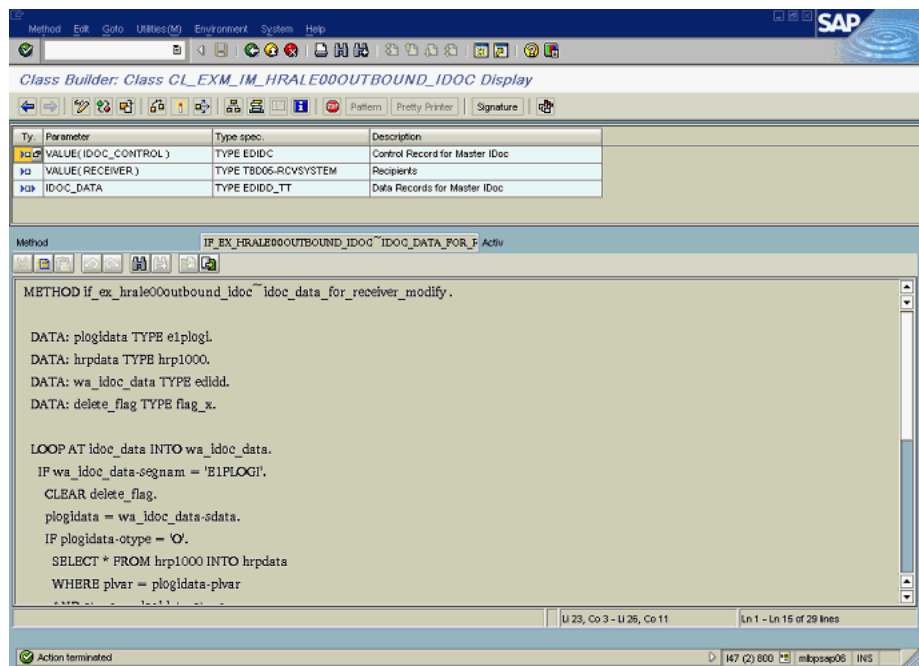
The following screenshot shows this page:



- e. Write the code in this method for activating the use of the extension.

**Note:** An access key is required to perform this step.

The following screenshot shows this page:



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