

# Oracle® Cloud

## Import Employees from SAP SuccessFactors to Oracle E-Business Suite



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Oracle Cloud Import Employees from SAP SuccessFactors to Oracle E-Business Suite,  
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Primary Author: Oracle Corporation

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# Preface

This document describes how to install, configure, and run this recipe in Oracle Integration 3.

**Topics:**

- [Documentation Accessibility](#)
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- [Conventions](#)

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## Related Resources

For more information, see these Oracle resources:

- Oracle Integration documentation in the Oracle Cloud Library on the Oracle Help Center.
- Oracle Cloud at <http://cloud.oracle.com>.

## Conventions

The following text conventions are used in this document.

<b>Convention</b>	<b>Meaning</b>
<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.
monospace	Monospace type indicates commands within a paragraph, URLs, code in examples, text that appears on the screen, or text that you enter.

# 1

## About This Recipe

Use this recipe to import employee records from SAP SuccessFactors to Oracle E-Business Suite.



### Note:

This recipe is available as **SAP SuccessFactors — Oracle E-Business Suite | Import Employees** in the Integration Store. Oracle provides this recipe as a sample only. The recipe is meant only for guidance, and is not warranted to be error-free. No support is provided for this recipe.

## Overview

This recipe imports employee records from SAP SuccessFactors to Oracle E-Business Suite on a scheduled basis.

To use this recipe, you must install the recipe and configure the connections and other resources within it. Subsequently, you can activate and run the integration flow of the recipe manually or specify an execution schedule for it.

When triggered, the integration flow imports the employee records from SAP SuccessFactors to Oracle E-Business Suite. Basic employee data such as first name, last name, gender, date of birth, and so on, are synchronized between the two platforms.

## System and Access Requirements

- Oracle Integration, Version 21.4.3.0.0 or higher.
- SAP SuccessFactors.
- An account on SAP SuccessFactors with the Administrator role.
- Oracle E-Business Suite.
- An account on Oracle E-Business Suite with the Administrator role.

# 2

## Before You Install the Recipe

Perform the following configuration tasks on your SAP SuccessFactors and Oracle E-Business Suite instances to successfully connect to these external systems using Oracle Integration and transfer employee records.

### Configure SAP SuccessFactors

To access SAP SuccessFactors and export employee records, you must perform certain configuration tasks on your SAP SuccessFactors instance.

For general configuration tasks, see Prerequisites for Creating a Connection in *Using the SAP SuccessFactors Adapter with Oracle Integration 3*.

In addition, you must create a custom field in the employee records of SAP SuccessFactors to store the corresponding Oracle E-Business Suite employee IDs.

To create the custom field:

1. Log in to the SAP SuccessFactors application.
2. In the **Search Tools** field, search for **Manage Business Configuration**.
3. In the **Admin Center** page, navigate to **Employee Central**, then **HRIS Elements**, then **Person Info**.
4. Under **HRIS Fields**, in the last row, select the **Identifier**, enter the **label** (example: Oracle EBS Employee ID), **Enable** the field, and select if the field is **Mandatory**, then click **Save**.

Click **details** to specify more attribute details such as character length, field criteria, trigger rule, and so on.

### Configure Oracle E-Business Suite

To configure Oracle E-Business Suite, see Setup Tasks for Enabling the Oracle E-Business Suite Adapter in *Using the Oracle E-Business Suite Adapter with Oracle Integration 3*.

# 3


## Install and Configure the Recipe

On your Oracle Integration instance, install the recipe to deploy and configure the integration and associated resources.

1. On the Oracle Integration Home page, in the **Use a recipe/accelerator** section, click **View all**.

2. Find the recipe you want to install, then click **Get**.

A message confirms that the recipe was successfully installed, and the recipe card shows **In use**.

3. Click **Configure**  on the recipe to configure its resources.

The project workspace opens, displaying all the resources of the recipe. Configure the following resources before you activate and run the recipe.

## Configure the SAP SuccessFactors Connection

1. In the Connections section, click the connection name.
2. In the Properties section, enter the following details:

Field	Information to Enter
<b>SFAPI WSDL Location or Hostname</b>	<p>Enter only one of the following based on your requirement:</p> <ul style="list-style-type: none"><li>• To execute the SOAP API: Enter the WSDL. For example:  <code>https://host_name.successfactors.com/sfapi/v1/soap?wsdl</code></li><li>• To execute the OData API: Enter the SAP SuccessFactors host name. For example:  <code>https://host_name.successfactors.com</code></li></ul> <p>The WSDL endpoint depends on where your SAP SuccessFactors instance is located. It can be in one of several data centers. Contact your SAP SuccessFactors representative if you are unsure of which data center to use. Access the WSDL by appending <code>?wsdl</code> to the endpoint.</p> <p>The SAP SuccessFactors host name can easily be derived from the SAP SuccessFactors login URL.</p>

3. In the Security section, enter the following details:



Field	Information to Enter
<b>Security Policy</b>	<p>Select the security policy:</p> <ul style="list-style-type: none"> <li>• <b>SuccessFactors Custom Policy:</b> Select this security policy to execute the SOAP API. <ul style="list-style-type: none"> <li>– In the Company ID field, enter the SAP SuccessFactors client instance. You received the company ID, username, and password when you subscribed to SAP SuccessFactors.</li> <li>– In the Username and Password fields, enter the username and password to connect to the SAP SuccessFactors instance.</li> </ul> </li> <li>• <b>SuccessFactors SAML Bearer Assertion Flow with Username Password Token Support:</b> Select this security policy if you need to execute both the OData and SOAP APIs. <ul style="list-style-type: none"> <li>– In the Company ID field, enter the SAP SuccessFactors client instance. You received the company ID, username, and password when you subscribed to SAP SuccessFactors.</li> <li>– In the API Key field, enter the API key that you obtained when creating a client application. See <a href="#">Create a Client Application</a>.</li> <li>– In the Private Key field, enter the private key that you obtained when creating a client application. See <a href="#">Create a Client Application</a>.</li> <li>– In the Username field, enter the username to connect to the SAP SuccessFactors instance.</li> <li>– (Optional) In the Password field, enter the password to connect to the SAP SuccessFactors instance. You can execute both the OData and SOAP APIs without providing the password because this is an optional field.</li> </ul> </li> </ul>

4. Click **Save**. If prompted, click **Save** again.
5. Click **Test** to ensure that your connection is successfully configured. In the resulting dialog, click **Test** again.

A message confirms if your test is successful.


6. To return to the project workspace, click **Go back** .

## Configure the Oracle E-Business Suite Connection

1. In the Connections section, click the connection name.
2. In the Properties section, enter the URL of your Oracle E-Business Suite instance.
3. In the Security section, enter the following details:

Field	Information to Enter
<b>Security Policy</b>	Select <b>Basic Authentication</b> .

Field	Information to Enter
<b>User Name</b>	Enter a valid user name granted the privileges to access and execute the Oracle E-Business Suite APIs and services.
<b>Password</b>	Enter the password for the user name.


- Click **Save**. If prompted, click **Save** again.
- Click **Test** to ensure that your connection is successfully configured. In the resulting dialog, click **Test** again.  
A message confirms if your test is successful.
- To return to the project workspace, click **Go back** .

## Configure the Lookup Table

Edit the lookup table and enter parameter values corresponding to Oracle E-Business Suite.

- In the Lookups section, click the lookup name.
- Edit the lookup table and enter parameter values corresponding to Oracle E-Business Suite.

EBS Parameter	Description	Example Value
RespApplication	Application short name.	PER
SecurityGroup	Security group key	STANDARD
NLSLanguage	NLS language.	AMERICAN
Org_Id	Unique identifier for Oracle E-Business Suite.	204
P_BUSINESS_GROUP_ID	Unique identifier for Oracle E-Business Suite business group.	202

- Click **Save**. If prompted, click **Save** again.
- To return to the project workspace, click **Go back** .

# 4

## Activate and Run the Recipe

After you've configured the connections and other resources, you can activate and run the recipe.

1. In the project workspace, click **Activate**. In the Activate project panel, with the default project deployment selected, choose an appropriate tracing option, then click **Activate**.  
A message confirms that the integration has been activated. Refresh the page to view the updated status of the integration.
2. Update the integration property values. For this integration flow, you can update these values only after activating it.
  - **EmailTo:** This integration property holds the email address to which runtime exception emails are sent. Enter an email address of your choice.
  - **RetryCount:** This integration property holds the number of retries to attempt if a record fails while importing employee records at run time. Enter a number of your choice.
3. Run the recipe.
  - a. In the Integrations section of the project workspace, click **Actions** **...** on the integration flow, then select **Run**.

The Configure and run page is displayed with the following parameter:

- **schedule\_param\_LastRun:** This parameter stores the date and time of the most-recent successful run of the integration flow. The parameter's value is automatically updated after each successful run, and only the employees created in SAP SuccessFactors after the date-time stamp stored as the parameter's **Current Value** are processed by the integration flow in each run. If you want to change the date-time stamp for a specific scenario, enter the date and time of your choice (not beyond past three months) in the **New Value** field in the format `yyyy-MM-dd HH:mm`.
- b. On the Configure and run page, click **Run**.  
You've now successfully submitted the integration for execution.

 **Note:**

You can also schedule this integration to run at a date, time, and frequency of your choosing. See Define the Integration Schedule.

4. Monitor the running of the integration flow in Oracle Integration.
  - a. In the project workspace, click **Observe**. You'll see the integration flow being triggered and running successfully.
  - b. To manage errors in your project, see Manage Errors in a Project.
5. Check for the new employees created on your Oracle E-Business Suite instance.

- a. Log in to the Oracle E-Business Suite instance.
- b. In the top-left corner, click the menu icon, then navigate to **HRMS Management**, then **HRMS Manager**, then **People**, then **Maintain Using Templates**, then **Enter and Maintain**.

A Java file is downloaded to your system.

- c. Open the Java file.
- d. After the application is open, in the Find Person window, search for an employee record by name or number.

#### **Related Documentation**

- *Using the SAP SuccessFactors Adapter with Oracle Integration 3*
- *Using the Oracle E-Business Suite Adapter with Oracle Integration 3*