



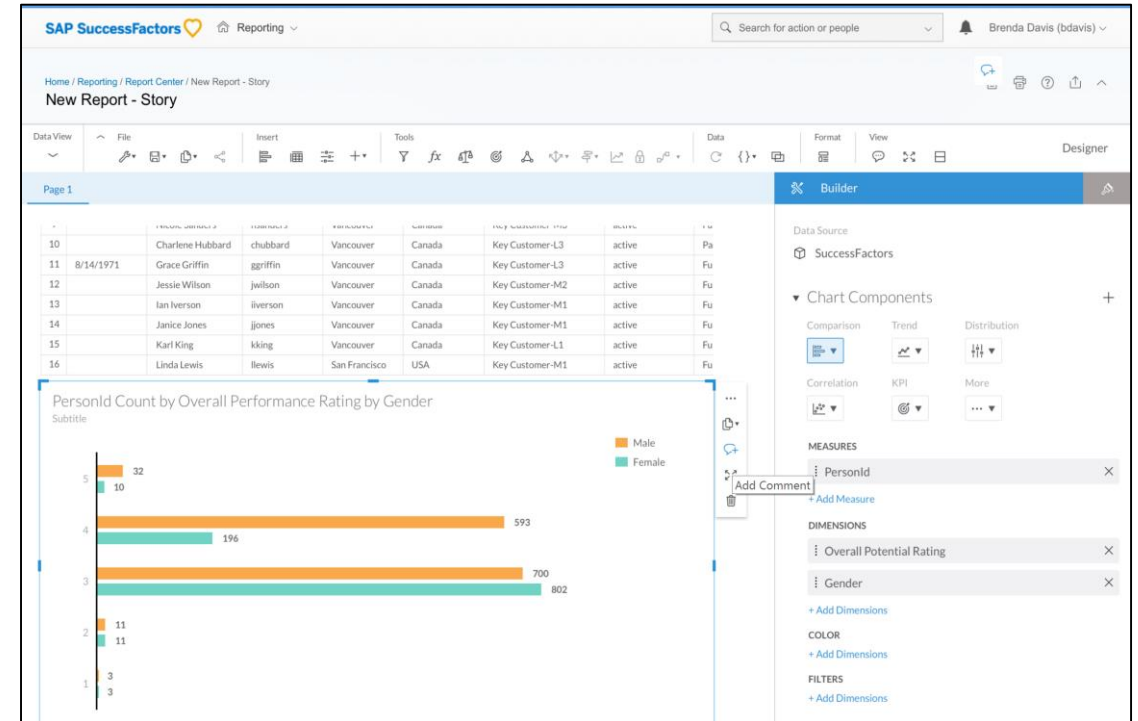
SAP SuccessFactors 

SAP SuccessFactors People Analytics Data Storage Considerations

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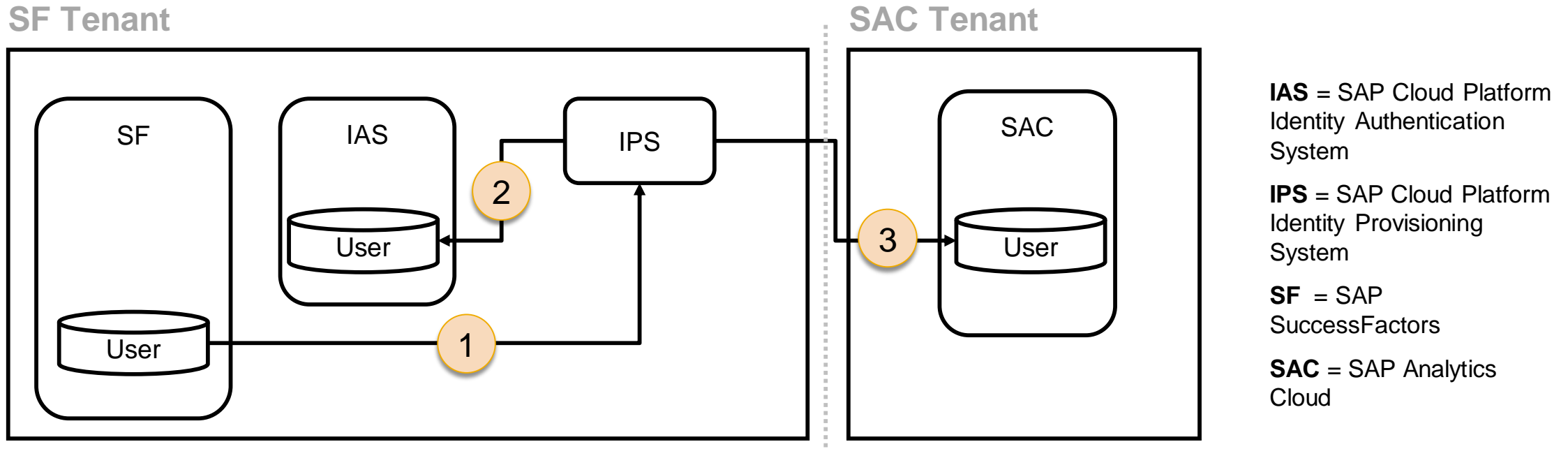
Overview

- **People Analytics Stories** leverages a combination of SAP SuccessFactors and SAP Analytics Cloud technology to execute & visualize customer data from the SAP SuccessFactors Report Center
- When enabled by the customer, an **embedded SAP Analytics Cloud (SAC) tenant** is deployed and integrated alongside the customers SAP SuccessFactors tenant
 - This SAC tenant is hosted by either SAP or on Amazon Web Services (AWS)*
 - A HANA live data connection is used against the SF & SAC tenant to execute report queries and get results back to the user browser
 - Only the minimal required user & report metadata is shared with the SAC tenant for the purpose of authenticating & executing reports
 - All data stored is encrypted



*Note: EU Access Customers are not deployed on AWS

User Distribution



- **IAS** is being used as an IDP (Identity Provider). It is responsible to **authenticate** a user and grant access to our cloud applications. **IPS** is being used to **provision** users & role assignments into our cloud applications.
- The **Master** User data is being **maintained** in SAP SuccessFactors primarily along with the other data contained in SAP SuccessFactors. During setting up IAS and IPS user data is pulled out of the origin in SF (1) and copied into IAS (2) as well as into SAC (3).
- There is a permanent sync from SF to IAS and SAC, with **Master** data being maintained in the SAP SuccessFactors tenant.
- Whenever a new employee is hired - user data is being synched via API to IAS and SAC. This ensures that every employee can logon to SAP SuccessFactors and SAC. IAS and SAC are using **copies of data** originating from the SAP SuccessFactors Tenant.

User Data Stored in IAS & SAC

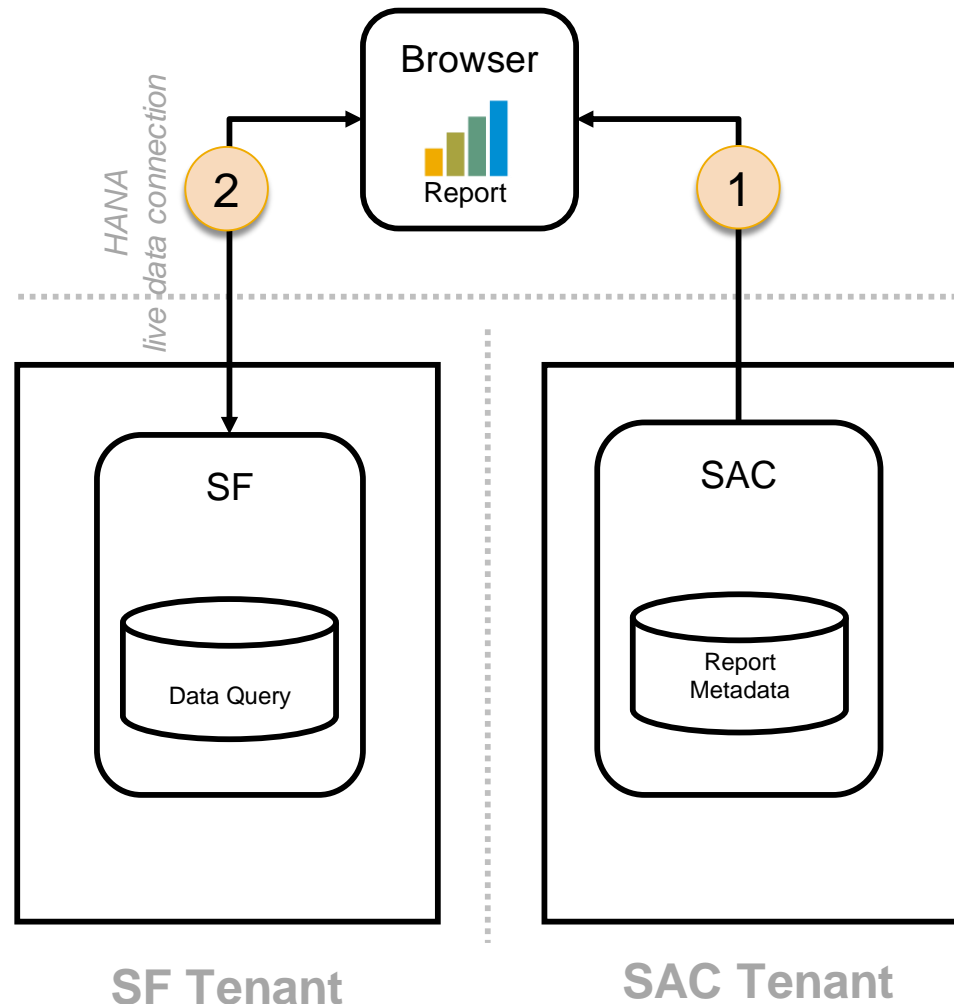
SAP SuccessFactors	IAS	SAC (default)	SAC (minimum)*
Username	Login Name		
First Name	Given Name	First Name	
Last Name	Family Name	Last Name	
<First Name> <Last Name> (<Username>)	Display Name	Display Name	
Email	Email	Email	<unique dummy value>
PersonGUID	Custom Attribute 1	(Display Name) & SAML_USER_MAPPING	Display Name & SAML_USER_MAPPING
Person ID External	Employee Number		

* To achieve the SAC minimum set of replicated attributes:

Go to SAP CP Identity Provisioning Service – Administration -> Source Systems -> Select your SAP SuccessFactors configuration -> Go to Transformation tab and update the JSON content of the transformation with the one from file: "SAC Target System Transformation - RU.json"

For further details on how user information is mapped, see: <https://help.sap.com/viewer/00f68c2e08b941f081002fd3691d86a7/release/en-US/5e917dc3fc8f42828d4dfa850e78c913.html>

Report Story Execution



1. Whenever a user wants to execute a story the **metadata** is being loaded from SAC into the browser in a first step. This contains all the metadata required to build up the UI, however it does not contain any SAP SuccessFactors data.

2. In a 2nd step the browser fires the query to SF BizX transactional data and the result is returned to the browser. Only the 2nd step populates the SAC UI with data.

Note: There is **no direct interaction** between SAC and BizX nor any caching of results or whatsoever.

SAP SuccessFactors People Analytics does not allow the user to upload data into SAC for further analysis.

Report Meta Data Stored in SAC

Category	Fields
Story	<ul style="list-style-type: none">• Name• Page title• Widget Title <p>Note: Includes translated strings</p>
Model	<p>Model definition:</p> <ul style="list-style-type: none">• Dimension Names• Measure Names• Variable Names• Filter Definition, ie. dimension name and values as part of filter definition• Schema Names• Package Name of the Model Calcview
Connection	<ul style="list-style-type: none">• Name/IP address of OIS that model has to connect to
User Role & Access Control	<ul style="list-style-type: none">• Built in security model of SAC

FAQs

1. Can customer decide in which data center SAC tenants are deployed?

The data center mapping is done considering the closest location to SF DC to minimize network latency.

2. Are all employee users from SAP SuccessFactors being replicated by IPS to IAS and SAC because as per license every employee can use SAC?

It is up to the customer to decide which users need to be synced to SAC but by default all employee users will be synced from BizX to IAS. The set of users that is replicated can be controlled by applying a custom filter in IPS.

3. IPS can decide per target system which users are being replicated. IAS needs all employees – what about proxy setups?

Even for proxy setups, the employee users that will use Stories in People Analytics with SAP Analytics Cloud must be replicated in IAS with at least the minimum set of attributes (see next page for fields and field mapping), so the customers can leverage user filtering for SAC/ PAEE.

4. What is the frequency of user replications? User replication happens on a regular interval (IPS)

User replication can be scheduled for regular intervals by the admin. They can ensure that the sync job runs at the specified regular interval.

6. What logs are stored in SAC?

Logs written by OEM integration service are written in SAP SuccessFactors data center, no logs are written back to SAC

SAC audits in the activities tracks security relevant actions (who performed what action – such as access/modify/create/delete a resource (e.g. Story))

Further information can be found here:

<https://community.successfactors.com/t5/Authentication-SSO/SAP-Identity-Authentication-IAS-amp-Identity-Provisioning/td-p/225824>

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