



SAP Fieldglass 

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SAP Fieldglass

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Implementation Guide for SAP Fieldglass Integration with SAP SuccessFactors Employee Central Implementation Guide

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1 Introduction

An overview of integrating SAP Fieldglass with SAP SuccessFactors Employee Central.

The SAP Fieldglass vendor management system (VMS) contains records for different types of workers, all of which are supported within SAP SuccessFactors Employee Central, a cloud HR core system that manages total workforce (employee and external workers).

Employee Central is a master system for employees and organizational data. SAP Fieldglass is a master system for external workers. This integration allows you to view contingent worker records taken from SAP Fieldglass in Employee Central.

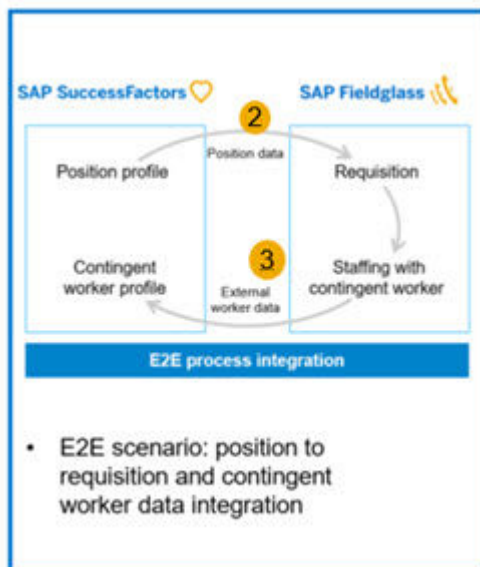
There are three integration scenarios:

1. Replicating master data from Employee Central to SAP Fieldglass.
2. Creating the SAP Fieldglass Job Requisition from Employee Central Position Management.
 - An optional configuration is available within SAP Fieldglass to send real-time Job Posting status updates to the SAP SuccessFactors Employee Central position.
3. Replicating worker data from SAP Fieldglass to Employee Central.

The following diagram illustrates the integration scenarios.

- Replication of master data is prerequisite for scenarios 2 and 3.
- Scenarios 2 and 3 can be used separately or together as an end-to-end scenario, as indicated.

When an upload connector is enabled for the first time, the default upload record limit for API and API-A versions is 10,000 and is editable to a maximum limit of 1,000,000 for API and 10,000,00 for API-A. The default upload record limit for Bulk Full and Bulk Delta versions is 10,000,000 and is noneditable (technically, there's no record limit for Bulk uploads).



2 About This Guide

This guide is for SAP Fieldglass administrators and configuration managers who need to perform the technical implementation and configuration of the SAP Fieldglass and SAP SuccessFactors Employee Central integration.

Some of the configuration tasks described in this guide require the assistance of an SAP Fieldglass representative. In addition, tasks that require the assistance of a configuration manager include links to specific instructions that are described in the [SAP Fieldglass Configuration Manager Guide](#). Specific requirements are noted where they apply.

3 Integration Credentials and Single Sign-On

For initial configuration setup, exchange the following connectivity and Single Sign-On (SSO) configuration details with the appropriate technical resources.

SAP Fieldglass Credentials

| Property | Value |
|-------------|--|
| Test Domain | https://[environment].fieldglass[test].cloud.sap |
| Username | |
| Password | |

Employee Central Single Sign-On Credentials

| Property | Value |
|----------------------------|--|
| Assertion Consumer Service | https://[environment].fieldglass[test].cloud.sap/SF2FG?BuyerCode=[BuyerCode] |
| Logout URL | https://[environment].fieldglass[test].cloud.sap/login.jsp&ssoLog |
| Audience URL | https://[environment].fieldglass[test].cloud.sap |
| SP Mapping Key | fg |

Note

- If Fieldglass usernames exactly match SuccessFactors usernames, no script is required
- If Fieldglass usernames have the buyer code appended (ex: jdoe_ABCD) , use ssoid2user.id_comp_sf2fg
- If Fieldglass usernames have the buyer code prepended (ex: ABCD_jdoe), use ssoid2user.comp_id_sf2fg
- If SuccessFactors usernames do not match Fieldglass usernames but can match to employee ID on the Fieldglass user record, use ssoid2user.empid_uname_sf2fg

SAP Fieldglass Web Service Credentials

The SAP Fieldglass web service is for SAP Cloud Identity worker integration, if needed.

| Property | Value |
|---------------|---|
| End Point | <ol style="list-style-type: none"> 1. https://[environment].fieldglass[test].cloud.sap 2. https://[environment]-auth.fieldglass[test].cloud.sap |
| Username | |
| Password/ Key | [company_code]_licenscekey |

Employee Central Access Credentials

| Property | Description |
|-----------------------------|--|
| API Odata URL | Used for API connectivity of job postings. |
| API Company Code | Used for API connectivity of job postings. |
| API Username | Used for API connectivity of job postings. |
| API Password | Used for API connectivity of job postings. |
| Integration Center Host | Used for subscription file imports of master data. |
| Integration Center Username | Used for subscription file imports of master data. |
| Integration Center Password | Used for subscription file imports of master data. |

3.1 Create an Integration End Point

Create an integration end point based on the integrations credentials.

Based on the API credentials described in , the SAP Fieldglass configuration manager needs to create an end point to define the credentials and pathway for the SAP Fieldglass client to call and connect to the SAP SuccessFactors Employee Central OData API.

After a position is triggered for creation in SAP SuccessFactors Employee Central, the SAP Fieldglass requisition process references this data to call back the SAP SuccessFactors Employee Central API, connect, and retrieve the necessary position information to map into their job posting upload object.

Note

Create the end point before configuring the job posting template and job posting integrations in SAP Fieldglass as described in [Position Management Integration and Configuration](#).

Note

When creating the end point, you need to add an additional field for `api_version` and specify the value as described in the table.

For information on creating an end point and adding an additional field in Configuration Manager, see <https://help.sap.com/viewer/73c0a1be6aaa46ef9b66b1c3f28a77f4/cloud/en-US/6e39fc5329064264861caca66c3bcda0.html>.

| Property | Value |
|---|------------------------------------|
| ID | [Buyer Code]_EC_INTEGRATION |
| Category | odata |
| activity | Active |
| URL* | [API odata URL] |
| Username* | [API Username]@[API Company Code] |
| Password* | password |
| api_version (create new additional field) | v2 |
| expand_key | 2 |
| select_key | 1 |

Note

Properties marked with * (asterisk) must be provided by the SAP SuccessFactors Employee Central client. Define all other fields as described in the table.

Note

All newly implemented clients are required to have the value v2 in the `api_version` field to properly connect to the preferred position API. The value v2 reflects the updated API call to go against the standard position API within SAP SuccessFactors Employee Central. The value v1 or no entry in the end point configuration directs the API call to the legacy (business rules-based) API within SAP SuccessFactors Employee Central. Only legacy clients and clients with the configured business rules setup in SAP SuccessFactors can use either v1 or omit the entry from the end point.

3.2 Configure X.509 Certificate Authentication for Worker Data Integration

Configure SAP Cloud Integration and SAP Fieldglass to use X.509 certificate authentication for position and worker integration.

Context

To align with SAP security best practices and standards, clients are required to generate and maintain a client certificate in SAP Cloud Integration for configuration in their associated iFlow that calls and connects to the SAP Fieldglass application to retrieve an API Worker Download connector and its associated data.

Note

For detailed information on configuring the following X.509 fields, see [Create, Generate, and Activate Asset](#) in the [SAP Fieldglass Configuration Manager](#) guide.

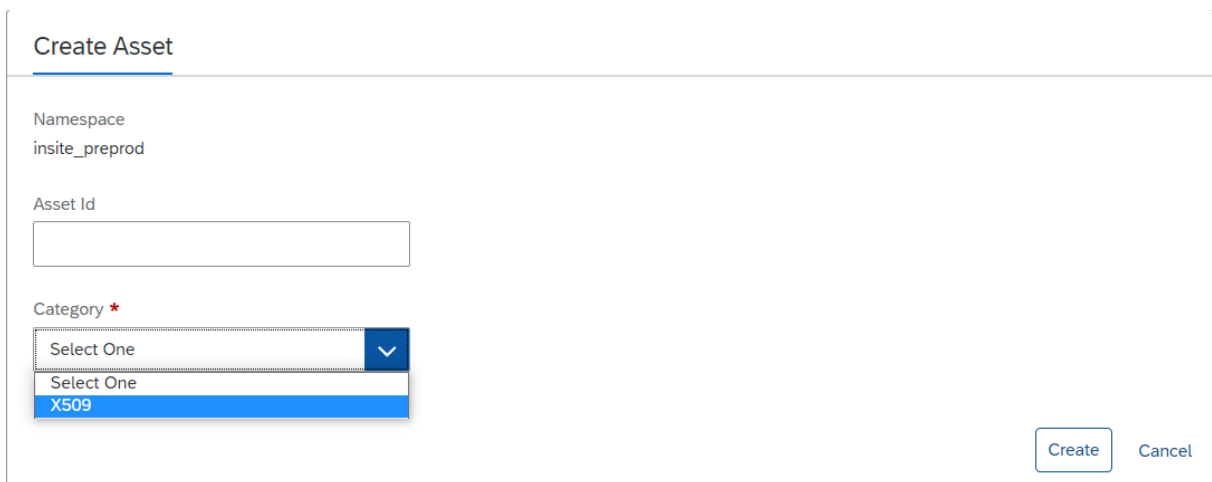
Procedure

1. Obtain the public certificate to be used for authentication.
2. Log into SAP Fieldglass with the Configuration Manager role and then choose the **Manage Crypto Assets** tile. For detailed information on managing crypto assets in Configuration Manager, see the [SAP Fieldglass Configuration Manager](#) guide.

The Encryption Keys and Certificates page opens.

3. Choose **New**.

The Create Asset page opens.



Create Asset

Namespace
insite_preprod

Asset Id

Category *

Select One
Select One
X509

Create Cancel

4. In the **Category** list, choose **X509**.
5. Open the certificate in Notepad, select, and copy all text (including the `Begin Certificate` and `End Certificate` lines), and then paste it into the **Public Certificate** box.

Create Asset

Namespace
insite_preprod

Asset Id
29210605-1229-4c24-8090-13ad32ccf2ab

Category
X509

Public Certificate

```

zqvONRMJeeSqKNNP7OaEGwaaZb8ZWZUzSLCM1yDfA
dyqr3Yob1iJSHPTbMUOY+g
g2aeEX7x0A5rcMPgFqHRzNJB5EAS3Zv6B5c9OP1wVRT
YvgF4mQD1sRPB4Wbb4IJ9
MeKzgxBF19+6K2SrufjwQd2DfQbCLYOhYIZM1az/+S/5ao
FQTeJLSzl/nxDm9UCm
sqT7ypubLYqzrmJ/S6ao2voapdhTEpnupCnF/DqWxA==
-----END CERTIFICATE-----

```

Encoded Form

Public Key

Valid From Date

Valid To Date

Serial Number

- When you click outside of the box the `Begin Certificate` and `End Certificate` lines are no longer visible.
- In the **Notification Email ID** field, enter the email contact to notify when the certificate is about to expire.

Notes

Notification Email ID *

DL_5E44A3A47FA076028022CAE6@global.corp.sap

The field is not PII protected. Do not use a personal email address and, instead, use group or distribution list email address.

Begin notification this many days before asset expires (0-180) *

30

7. Choose the **Auto-Activate** option to make the certificate/asset immediately active and effective in the client's vault within the SAP Fieldglass application.

Auto Activate

Extended Key Usage

- User Authentication
- System Authentication
- None

Custom Attributes

LinkedUser



approverDLAB

Add

8. Under **Extended Key Usage** link an object to the certificate. There are a few options for this, however in this case we're linking a user.
9. After all the relevant fields are populated, choose **Create** to save the certificate in SAP Fieldglass.

The certificate details display.

| | |
|-----------------------|--|
| Valid From Date | March 15, 2022 |
| Valid To Date | March 14, 2023 |
| Serial Number | 21013636893358177828547996299049879016 |
| Issuer X500Principal | CN=DigiCert Global CA G2, O=DigiCert Inc, C=US |
| Subject X500Principal | CN=*.hci.eu2.hana.ondemand.com, O=SAP SE, L=Walldorf, ST=Baden-Wuerttemberg, C=DE |
| Alias | ANTE-c71c025d-bb15-401d-b2a2-02376d6d85bc-20230314235959 |
| Custom Attributes | |
| Status | Active |
| Notes | |
| Begin notification | 30 day(s) before asset expires |
| Notification Email ID | DL_5E44A3A47FA076028022CAE6@global.corp.sap |
| Key Usage | NonRepudiation = false DecipherOnly = false DigitalSignature = true CRISign = false |

4 Master Data Integration and Identity Services Configuration

The integration of SAP Fieldglass master data with SAP SuccessFactors Employee Central data requires a configuration manager to enable and configure the integration upload connectors.

Use the Connector Setup Wizard in Configuration Manager to enable and configure the following connectors in SAP Fieldglass:

- Location Upload

Where SAP Master Data Integration (MDI) is used, enable and configure the following connectors for use with MDI:

- Job Code Upload
- Business Unit Upload
- Cost Center Upload (see Note)
- Legal Entity Upload (see Note)

Note

Financial master data can only come from SAP S/4HANA for MDI-based Cost Center and Legal Entity.

For more information on enabling connectors for MDI, see [Replicating Master Data Using SAP Master Data Integration Service](#) on the SAP Help Portal.

User Provisioning

For user provisioning, SAP's recommended approach is to use Identity Services(IAS/IPS)-based integration.

An easy, centrally administered user management and identity provisioning are key for an end-to-end integration. Customers will profit from the simple configuration and the central user management. Maintaining users in multiple systems across a heterogeneous landscape will be obsolete.

The user lifecycle management will be managed centrally using the central Identity Provisioning service (IPS) and Identity Authentication Service ensures a consistent way of enabling Single Sign-On (SSO) throughout all SAP products.

For more information on enabling and replicating users, see [Configure Identity Authentication Service and Identity Provisioning Service](#).

4.1 Location Upload

Create a variant of the Location Upload for Employee Central transmissions.

| Official Connector Name | Location Upload | Comments/ Notes |
|---|----------------------------------|--|
| Real Time vs. Batch | Batch | |
| Transfer Method | SFTP | |
| File Type | CSV | |
| Frequency | Daily | |
| Field Layout/ Data Mapping | See Detail section below. | |
| Bulk vs. API (Processing Framework – Upload only) | BULK Full | |
| Record Inclusion Logic (Upload) | All active locations. | Effective dating not handled by SAP Fieldglass. All active records are received. |
| Record Inclusion Logic (Download) | N/A | |
| Variant Name | Upload Locations EC | |
| Variant Code | EC | |

Header

Header information defaults within the connector settings.

File Header required in the “Edit Batch Job” is unchecked.

Detail

Use **Upload Column Transform** to map defaults for the following fields and to map the SAP SuccessFactors fields to the SAP Fieldglass fields as per the following table.

- Default Corporate Calendar = Default Corporate Calendar
- Currency = ALL

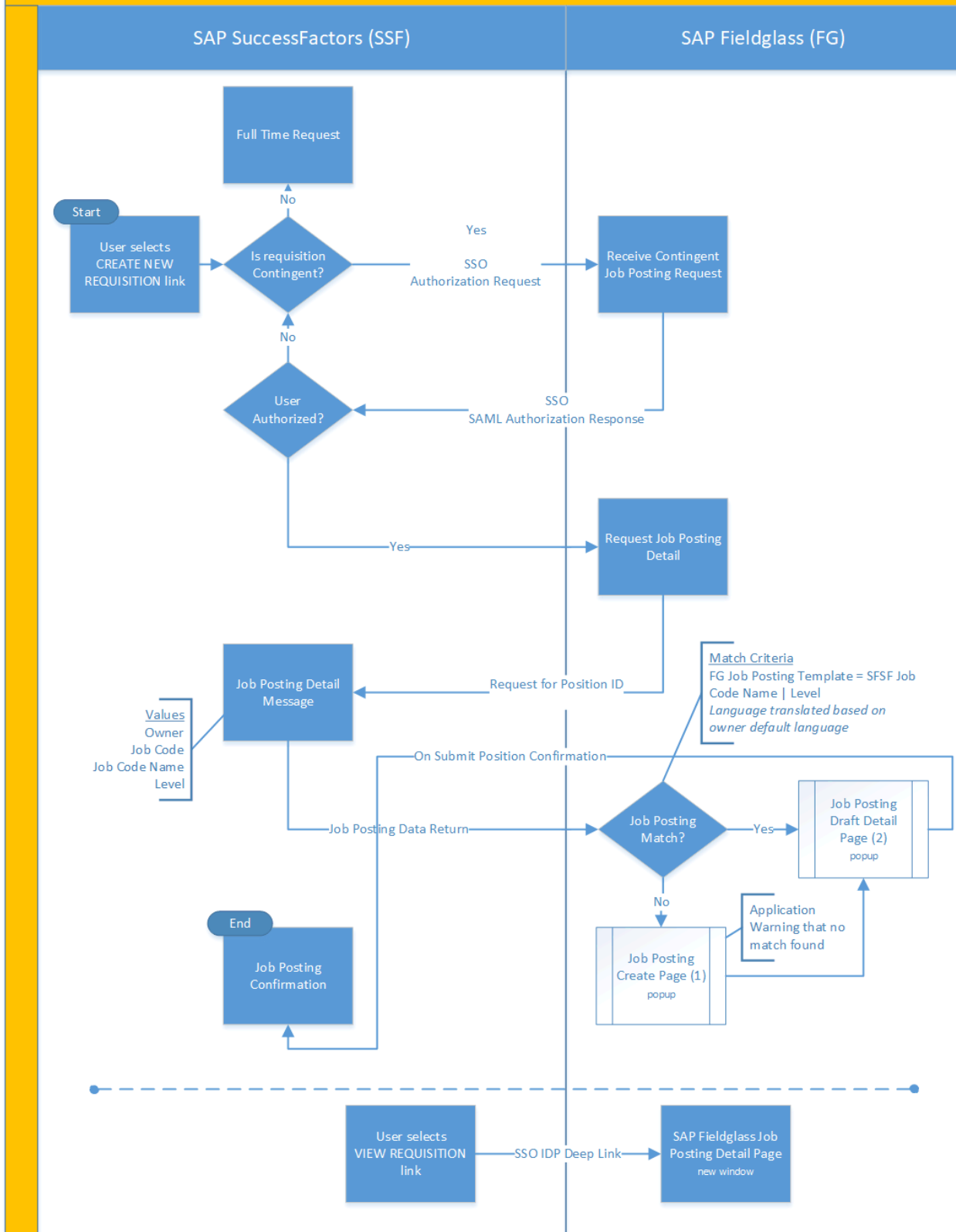
| SAP Fieldglass Field Header Name | SAP SuccessFactors Mapping (Entity) | Field Length/ Data Type | Required | Value/ Format | Description/ Use/ Field Rules |
|----------------------------------|-------------------------------------|-------------------------|--------------------|---------------|---|
| Code | externalcode (FOLocation) | | Yes | Location Code | Code for the site. The code must be unique for each site. |
| Name | name (FOLocation) | | Yes, for Adds only | Location Name | Name for the site. |
| Description | description (FOLocation) | | No | | Optional text description of the site. |
| Address 1 | addressAddress1 (FOLocation) | | No | | Line 1 of the site's address. |

| SAP Fieldglass Field Header Name | SAP SuccessFactors Mapping (Entity) | Field Length/ Data Type | Required | Value/ Format | Description/ Use/ Field Rules |
|----------------------------------|--|-------------------------|--------------------|---------------------------------|--|
| Address 2 | addressAddress2 + addressAddress3 (FOLocation) | | No | | Line 2 of the site's address. Note Contact your SAP Fieldglass representative for assistance with this script item. |
| City | addressCity (FOLocation) | | No | | City where the site is located. |
| State/ Province | addressState (FOLocation) | | No | Required in US. | State/Province where the site is located. |
| Country | addressCountry (FOLocation) | | Yes, for Adds only | Valid values are: USA CAN | Country Code for the country where the site is located. |
| Zip/ Postal Code | addressZipCode (FOLocation) | | Yes | Required in US. | Zip Code/Postal Code of the site. |
| Hours per Week | standardHours (FOLocation) | | No | | Standard hours worked per week at the Site. |

5 Position Management Integration and Configuration

The following data flow diagram depicts the authentication methods used during a position request to SAP Fieldglass. After the authorization is complete, SAP Fieldglass sends API requests to SAP SuccessFactors in order to land directly on an SAP Fieldglass Job Posting Create page. Users can link back to view the requisition once it's created.

SAP SuccessFactors > SAP Fieldglass Position Management Data Flow



5.1 Custom Fields

To capture details passed from SAP SuccessFactors Employee Central to SAP Fieldglass as part of the creation of a Job Posting, the configuration manager can add the custom fields used within SAP Fieldglass.

Position ID

Position ID is mandatory. All other fields described below are optional or partly optional based on other configuration choices.

| | |
|-----------------|--------------------|
| Module | Job Posting |
| Name | Position ID |
| Data Type | Text |
| Mandatory Value | Yes |
| Linked To | Work Order/ Worker |

Job Code

Job Code is optional. This custom field is only required where the job code data created and held in SAP SuccessFactors Employee Central isn't being prepopulated into SAP Fieldglass via SAP Master Data Integration (MDI). It's used within SAP Fieldglass to store the job code captured against the position with SAP SuccessFactors Employee Central.

| | |
|-----------------|-------------------------------|
| Module | Job Posting |
| Name | Job Code |
| Data Type | Text |
| Mandatory Value | No |
| Linked To | (Optional) Work Order/ Worker |

Employee Class

Employee Class is optional.

| | |
|-------------|----------------|
| Module Name | Job Posting |
| Name | Employee Class |
| Data Type | Text |

| | |
|-----------------|-------------------------------|
| Mandatory Value | No |
| Linked To | (Optional) Work Order/ Worker |

Job Level

Job Level is optional.

| | |
|-----------------|-------------------------------|
| Module | Job Posting |
| Name | Job Level |
| Data Type | Text |
| Mandatory Value | No |
| Linked To | (Optional) Work Order/ Worker |

Pay Grade

Pay Grade is optional.

| | |
|-----------------|-------------------------------|
| Module | Job Posting |
| Name | Pay Grade |
| Data Type | Text |
| Mandatory Value | No |
| Linked To | (Optional) Work Order/ Worker |

5.2 Job Posting Template Upload

Create a variant of the Job Posting Template Upload for SAP SuccessFactors Employee Central transmissions.

With a position integration, where the position in SAP SuccessFactors is uploaded via the native Job Posting Template connector into SAP Fieldglass, the data are in synch at the time of creation. Master data mismatches will make the integration fail, and corrections are required to continue the process.

Transmissions are loaded on an ad-hoc basis to preload templates. Extracts are in the Integration Center of SAP SuccessFactors.

Using standardized role descriptions for the entire workforce of an organization, and providing HR the full ownership of this data, the prerequisites to have a better user experience for the managers increases, and maintenance will be less heavy. A subset will be relevant for external workforce and only those are reflected in Job Posting Templates in the Fieldglass application. There might also be differences based on Procurement specific parameters that are not relevant for SuccessFactors, e.g., a Solution Architect might have a different rate card

within different business units or sourcing categories. In that case a one-to-many mapping could be acceptable and can be handled in the process natively, even though it builds complexity. All SuccessFactors relevant data need to be the same for these Fieldglass templates, and it is advisable to use a common naming conversion for all roles, to support rules. Also, including the country or region dimension as well is preferable in case of a global organization.

- In case it is not possible to have a 1-1 match between the Job in SuccessFactors and the Job Posting Template when punching out a position to Fieldglass, the native Job Classification functionality can be used, to let the hiring manager select from a list of relevant Job Posting Templates in Fieldglass before initiating the Job Posting.
- For larger organizational changes, there might be a need to mass update existing documents as Work Orders, Statement of Works, or Profile Workers. By defining a process where an action is triggered to an admin Fieldglass support function internally, these uploads don't need to be very complicated. The native connectors should be sufficient and if templates are initially created itself, these can be re-used either. Considering these larger organizational changes don't occur on a daily or weekly basis, having an automated setup might not be worth, as Sourcing specialist inputs are most often required for manual decisions.
- To achieve 1-1 matching and better integration experience, configure custom fields on the Job Posting Template.

Note

The detail section of the connector variant contains a field that requires a custom script. For assistance with the custom script, contact your SAP Fieldglass representative.

For information on creating a variant, see <https://help.sap.com/viewer/73c0a1be6aaa46ef9b66b1c3f28a77f4/cloud/en-US/8a2506aa422f4f9198d1678a552f2751.html?q=variant>.

For information on creating custom fields, see https://help.sap.com/docs/SAP_FIELDGLASS_INTEGRATION/73c0a1be6aaa46ef9b66b1c3f28a77f4/bca21ff5494d4e6eb15ccb1ada48390.html.

For information on configuring column transforms for connector uploads, see <https://help.sap.com/viewer/73c0a1be6aaa46ef9b66b1c3f28a77f4/cloud/en-US/5cc0fc50a7b646de869906756ea12a76.html?q=%22transform%20column%22>.

Connector Properties

| Property | Value | Comments/ Notes |
|---|----------------------------------|-----------------|
| Official Connector Name | Job Posting Template | |
| Real Time vs. Batch | Batch | |
| Transfer Method | Manual | |
| File Type | CSV | |
| Frequency | As needed. | |
| Field Layout/ Data Mapping | See Detail section below. | |
| Bulk vs. API (Processing Framework – Upload only) | API | |
| Record Inclusion Logic (Upload) | Active Positions since Last Run | |
| Variant Integration Name | Job Posting Template EC | |
| Variant Code | EC | |

Header

Header information defaults within the connector settings.

File header required in the 'Edit Batch Job' is unchecked.

Detail

Use **Upload Column Transform** to map defaults for the following fields and to map the SAP SuccessFactors fields to the SAP Fieldglass fields as per the following table.

- Number of Positions = 1
- Enable Simplified Workflow = No
- Associate All Business Units = Yes
- Labor Type = Defined by Customer
- Service Type = Temp
- Timesheet Type = Hourly
- Timesheet Frequency = Weekly
- Distribution Rule = Automatically distributed to Suppliers specified in the template after final approval
- Distribution List = ALL

The following fields are populated from SAP SuccessFactors and mapped using **Upload Column Transform**.

| SAP Fieldglass Field Header Name | SAP SuccessFactors Mapping (Entity) | Field Length/Data Type | Required | Value/ Format | Description/ Use/ Field Rules |
|----------------------------------|-------------------------------------|------------------------|----------|--|--|
| Title | Title + ' ' + Job Code Level | Text | Yes | Title of the position requested for this job posting. SAP Fieldglass recommends that the value of the Title field is the same as the template name to allow for easy tracking and reporting purposes based throughout SAP Fieldglass. | Title Note Contact your SAP Fieldglass representative for assistance with this script item. |
| Job Code | jobcode (Position) | Text | Yes | Job Code associated to all job posting templates and used in the filtering of templates for positions that don't have an exact match to a job posting template. | Job Code |

| SAP Fieldglass Field Header Name | SAP SuccessFactors Mapping (Entity) | Field Length/Data Type | Required | Value/ Format | Description/ Use/ Field Rules |
|----------------------------------|-------------------------------------|------------------------|----------|---------------|--|
| [c] Job Code | jobcode (Position) | Text | No | | [c] Job Code Note Only required where the native Job Code isn't being used. |
| [c] Job Level | jobLevel (Position) | Text | No | | [c] Job Level |
| [c] Pay Grade | payGrade (Position) | Text | No | | [c] Pay Grade |
| [c] Employee Class | employeeClass (Position) | Text | No | | [c] Employee Class |
| [c] Position ID | Code (Position) | Text | Yes | | [c] Position ID |

5.3 Job Posting Upload

Create a variant of the Job Posting Upload for Employee Central transmissions, which is used to map in the Position API data received to the job posting template.

Note

The detail section of the connector variant contains several fields that require custom scripts. For assistance with the custom scripts, contact your SAP Fieldglass representative.

For information on creating a variant, see <https://help.sap.com/viewer/73c0a1be6aaa46ef9b66b1c3f28a77f4/cloud/en-US/8a2506aa422f4f9198d1678a552f2751.html?q=variant>.

For information on working with column transforms, see <https://help.sap.com/viewer/73c0a1be6aaa46ef9b66b1c3f28a77f4/cloud/en-US/5cc0fc50a7b646de869906756ea12a76.html?q=%22transform%20column%22>.

To view the SAP SuccessFactors Employee Central Position Management API for employee position management, go to <https://api.sap.com/api/ECPositionManagement/schema>.

Connector Properties

| Property | Value | Comments/ Notes |
|---|----------------------------------|----------------------------------|
| Official Connector Name | Job Posting | |
| Real Time vs. Batch | Real Time | |
| Transfer Method | API | |
| File Type | | |
| Frequency | Real Time | |
| Field Layout/ Data Mapping | See Detail section below. | |
| Bulk vs. API (Processing Framework – Upload only) | API | |
| Record Inclusion Logic (Upload) | Per Position ID | |
| Variant Integration Connector Name | Requisition Upload EC | Required variant connector name. |
| Variant Code | EC | |

Header

Header information defaults within the connector settings.

Detail

- Add an entry for "General Ledger Account Name" if GLAs are enabled for the buyer.
- Owner transform could append the buyer code if usernames append the buyer code.

Use **Upload Column Transform** to map defaults for the following fields and to map the SAP SuccessFactors fields to the SAP Fieldglass fields as per the following table.

- Number of Positions = 1
- Coordinator Username = [buyer]@FG_HELP
- Creator Username = [buyer]@FG_HELP
- Job Seeker Rate can be increased = Yes
- Hours per Week = 40
- Hours per Day = 8

To enable SAP Fieldglass to correctly receive data from SAP SuccessFactors, refer to the mapping table below. You'll need to configure the connector using **Upload Column Transform** in the Configuration Manager. To complete the setup:

1. Navigate to the Upload Column Transform page.
2. Choose **Add Native Fields**.
3. Choose the **Standard Column Name** that corresponds to the **SAP Fieldglass Field Header Name** listed in the first column of the table below.
4. In the **File Column Name** field, enter the corresponding **SAP SuccessFactors Mapping (Entity)** from the second column of the table.
5. Choose **Update** to save the changes.

| SAP Fieldglass Field Header Name | SAP SuccessFactors Mapping (Entity) | Required | Value/ Format | Description/ Use/ Field Rules | Template Match Criteria |
|---|--|----------|---|---|--|
| Template Name | external-Name_[language] (for example, externalName_en_US) + ' ' + jobLevel (Position) | Yes | Examples: Administrative Assistant EntryAssistant Administratif Niveau | Name of the job posting template upon which this job posting is based. Job posting template names are defined in the SAP Fieldglass application. | Language for template name is derived off of the job posting owner user profile (owner username). Direct Match lands on page 2 (augment) of the job posting submission page. No match lands on page to create a job posting. |
| <div style="border: 1px solid #ccc; background-color: #f0f0f0; padding: 10px; margin: 10px 0;"> <p>Note</p> <p>Contact your SAP Fieldglass representative for assistance with this script item.</p> </div> | | | | | |
| Title | Same as SAP Fieldglass template. | Yes | | The title of the position requested for this job posting. SAP Fieldglass recommends that the value of the <code>Title</code> field is the same as the template name. This allows for easy tracking and reporting purposes based throughout SAP Fieldglass. | |
| Job Description | description (Position) | No | | Description of the position requested on this job posting. If this field is left null, the job description from the job posting template becomes the default description for this job posting. | |

| SAP Fieldglass Field Header Name | SAP SuccessFactors Mapping (Entity) | Required | Value/ Format | Description/ Use/ Field Rules | Template Match Criteria |
|----------------------------------|-------------------------------------|----------|---------------|--|-------------------------|
| Business Unit Code | businessUnit (Position) | Yes | ACE_CORP | The business unit in which this job posting belongs. Business unit codes must be defined in the SAP Fieldglass application, and the job posting owner must have access to this business unit code. | |

Note

When buyer is using "Users have access to all Business Unit/Cost Centers and Sites" plug-in, the BU is automatically associated to JP owner and all those users who can act as coordinator on upload.

| SAP Fieldglass Field Header Name | SAP SuccessFactors Mapping (Entity) | Required | Value/ Format | Description/ Use/ Field Rules | Template Match Criteria |
|----------------------------------|-------------------------------------|----------|---------------|---|-------------------------|
| Site Code | location (Position) | Yes | AU_SYD | <p>The code of the site in which this job posting is located. The site code aids suppliers in knowing where the work occurs, so that appropriate candidates within that locale are submitted. This field also assists suppliers in determining which supplier account manager fulfills the job posting.</p> <p>Job posting owner must have access to this site in order to create the job posting.</p> <p>Site names must be defined in the SAP Fieldglass application.</p> | |

Note

When buyer is using "Users have access to all Business Unit/Cost Centers and Sites" plug-in, the site is automatically associated to JP owner and all those users who can act as coordinator on upload.

| SAP Fieldglass Field Header Name | SAP SuccessFactors Mapping (Entity) | Required | Value/ Format | Description/ Use/ Field Rules | Template Match Criteria |
|----------------------------------|-------------------------------------|----------|---------------------|---|--|
| Location Code | location (Position) | Yes | AU_SYD | <p>The code of the location in which this job posting is located. The location code aids suppliers in knowing where the work occurs, so that appropriate candidates within that locale are submitted.</p> <p>Location name must be defined in the SAP Fieldglass application.</p> | |
| Start Date | effectiveStartDate (Position) | Yes | 2013-04-11T00:00:00 | Date on which the contract begins. | <p>Note</p> <p>Contact your SAP Fieldglass representative for assistance with this script item.</p> |
| End Date | effectiveEndDate (Position) | Yes | 2013-05-11T00:00:00 | Date on which the contract ends. | <p>Note</p> <p>Contact your SAP Fieldglass representative for assistance with this script item.</p> |

| SAP Fieldglass Field Header Name | SAP SuccessFactors Mapping (Entity) | Required | Value/ Format | Description/ Use/ Field Rules | Template Match Criteria |
|----------------------------------|-------------------------------------|----------|---------------|---|--|
| Owner Username | Owner (Position) | Yes | | SAP Fieldglass username of the person who owns this specific job posting. The owner receives notifications and work items about the job posting. This username must be defined in the SAP Fieldglass application. | Match on SAP Fieldglass user. Owners default language drives matching logic against the job posting template. A separate template is set up in SAP Fieldglass for each language. |

| SAP Fieldglass Field Header Name | SAP SuccessFactors Mapping (Entity) | Required | Value/ Format | Description/ Use/ Field Rules | Template Match Criteria |
|----------------------------------|-------------------------------------|----------|---------------|---|-------------------------|
| Cost Center Code | costCenter (Position) | Yes | 35106 | <p>Code of the cost center this job posting is assigned to. The cost center code typically identifies to what cost center (or total estimated budget) this job posting applies and is used for accounting purposes.</p> <p>Cost center codes must be defined in the SAP Fieldglass application. The job posting owner must have access to this cost center in order to create the job posting.</p> <p>The cost center code isn't directly related to the business unit or the site.</p> | |

Note

When buyer is using "Users have access to all Business Unit/Cost Centers and Sites" plug-in, the CC gets automatically associated to JP owner and all those users who can act as coordinator, on upload.

| SAP Fieldglass Field Header Name | SAP SuccessFactors Mapping (Entity) | Required | Value/ Format | Description/ Use/ Field Rules | Template Match Criteria |
|----------------------------------|-------------------------------------|----------|-----------------|--|---|
| Hours per Week | standardHours (Position) | Yes | | Standard number of hours per week for this position on this job posting. Yes, if some Hours per Week value isn't set on site or in buyer's company configuration. | |
| Comments | comment (Position) | No | ACC-MGR | | |
| Job Code | jobcode (Position) | Yes | ACC-MGR | | |
| [c] Job Code | jobcode (Position) | No | Manager | | <div style="border: 1px solid #ccc; padding: 5px; background-color: #f9f9f9;"> <p>Note</p> <p>Only required where the native Job Code isn't being used.</p> </div> |
| [c] Job Level | jobLevel (Position) | No | Salary Grade 13 | | |
| [c] Pay Grade | payGrade (Position) | No | Employee | | |
| [c] Employee Class | employeeClass (Position) | No | | | |
| c] Position ID | Code (Position) | No | | | Added for application visibility. |

5.4 Troubleshooting Position Management

When implementing the position management integration between SAP Fieldglass and SAP SuccessFactors Employee Central, some frequent errors can occur which you can resolve with some simple troubleshooting.

Employee Central API not Responding for Position ID XXXXXXXXX

This is the most common error that occurs post-implementation and configuration of the integration solution. Normally, this error is associated to something tied to the end point credentials, username, and password elements that are loaded in SAP Fieldglass for the SAP SuccessFactors Employee Central tenant.

First, ensure that all of the credentials are operational and that the API URL provided in the SAP Fieldglass system can be reached via an external system, like POSTMAN, to ensure that the configuration is correct and operational outside the SAP Fieldglass system.

Confirm that the user elements between SAP SuccessFactors Employee Central and SAP Fieldglass are in synchronization. If a user is logged into the SAP SuccessFactors Employee Central tenant with a username that isn't present in the SAP Fieldglass buyer, or possibly a username tied to a different SAP Fieldglass buyer, this error occurs as the SSO into SAP Fieldglass may not be operational, or the systems may not communicate properly against the previously mentioned loaded API values.

SAP Fieldglass API not Responding

This error occurs when there's a required element that's not configured properly in one or more of the following:

- SAP SuccessFactors Employee Central Position Business Rules
- SAP Fieldglass configure column transform of the Job Posting Upload (Requisition Upload EC)
- SAP Fieldglass master data

In order for the SAP Fieldglass system to properly map the SAP SuccessFactors Employee Central position into a job posting object in SAP Fieldglass, it's imperative that the naming convention of the fields coming from the position API match to the names managed on the column transform template for the job posting upload (level, title, employeeclass, and so forth).

In addition, SAP Fieldglass requires key values like the cost center to determine the proper template name and currency are associated to the position. If the value in the API results doesn't match the master data in SAP Fieldglass, this error can occur. Clients need to ensure that the API data provided from Employee Central is available in SAP Fieldglass for mapping and that the naming conventions align.

Note

An additional debug error log can be enabled in SAP Fieldglass for troubleshooting integration details. Contact your SAP Fieldglass representative for assistance with enabling this feature.

5.5 Optional: Status Update Configuration

Configure the status update integration in the Publish/Subscribe Framework section in Configuration Manager.

Using the Publish/Subscribe setup functionality in the Configuration Manager Self-Service Dashboard, enable an optional status update integration payload and to deliver it to SAP SuccessFactors Employee Central for maintaining real-time status for their position objects in the position org chart.

Note

This configuration step is only required if the client wants to maintain status updates in the SAP SuccessFactors Employee Central position object. This configuration is supported by SAP SuccessFactors Employee Central (November 2021–2111) and allows for users to create new SAP Fieldglass job postings from

positions that have since closed in the SAP Fieldglass application. If a client doesn't enable or configure this integration, the standard legacy behavior remains in place – reflecting a technical SUCCESS status from SAP Fieldglass within SAP SuccessFactors Employee Central positions.

Configure the Status Update Integration

The following table summarizes the values required for the status update payload and end point. The values are also included in the subsequent steps.

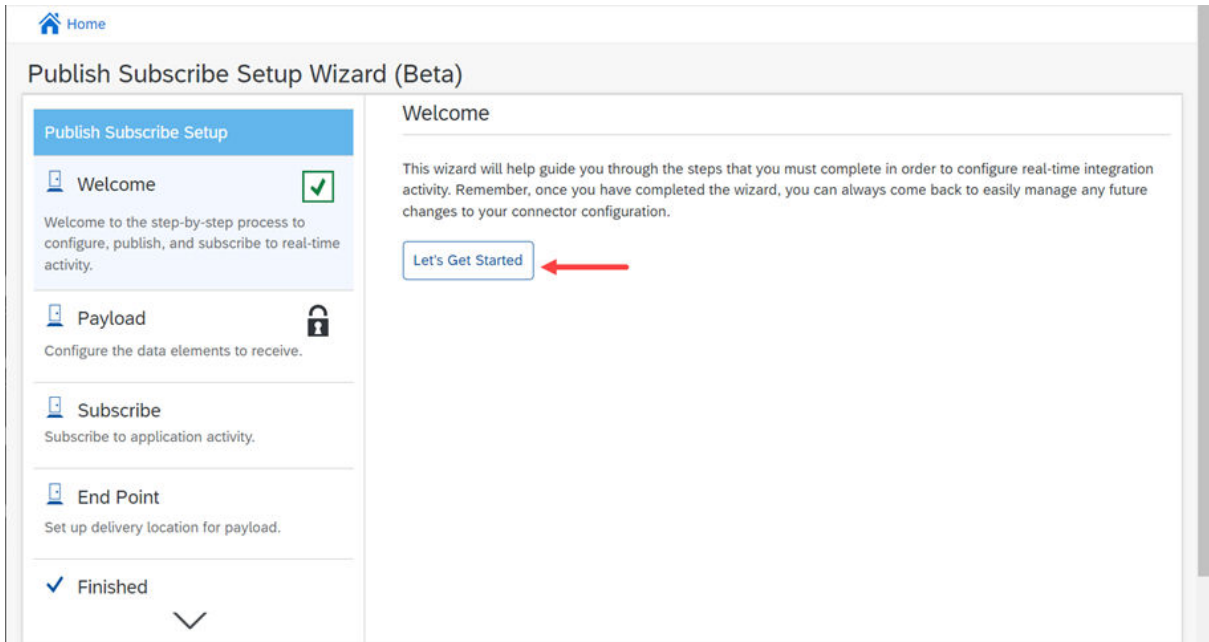
Status Update Payload Properties

| Publish/Subscribe Payload Name | Activities | End Point Elements |
|----------------------------------|-----------------------------|-------------------------------------|
| [Buyer Code]_SF_EC_STATUS UPDATE | Add Ad Hoc Approver | ID: [Buyer Code]_GET_SF_EC_STATUS |
| | Approved | URL: [SuccessFactors Domain]/ODATA/ |
| | Approver Edit | v2/upsert |
| | Assign | Username: |
| | Associate User | Password: |
| | Auto Distribute | |
| | Change Coordinator | |
| | Change Distributor | |
| | Change Job Posting Owner | |
| | Change Maximum Submissions | |
| | Change Project | |
| | Close | |
| | Compare | |
| | Complete Later | |
| | Decline | |
| | Distribute | |
| | Edit | |
| | Email Job Seekers Resume/CV | |
| | Halt | |
| | Pushed To Next Level | |
| | Redistribute | |
| | Reject | |
| | Remove Ad Hoc Approver | |
| | Remove Project | |
| | Reopen | |
| | Restart | |
| | Resume | |
| | Submit | |
| | Undecline | |
| | Withdraw | |

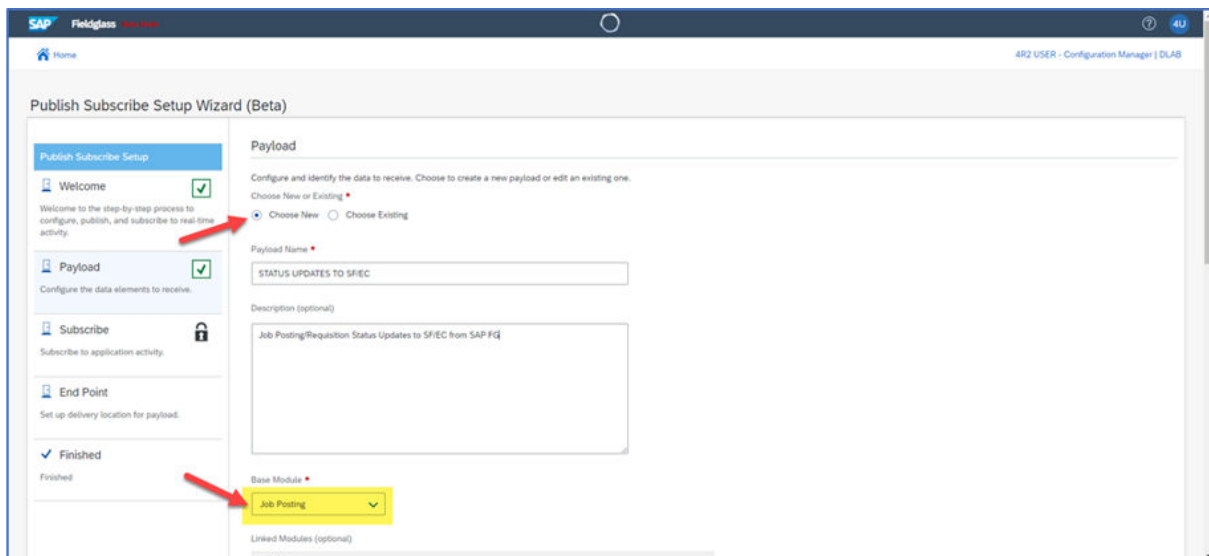
Note

For detailed information on using Configuration Manager, see <https://help.sap.com/viewer/73c0a1be6aaa46ef9b66b1c3f28a77f4/cloud/en-US/3e76ca93d2b6423ebbfd4e830ec59e5.html>.

1. Sign in to SAP Fieldglass using your configuration manager user role.
2. Navigate to the **Publish/Subscribe Framework** section on the Self-Service Dashboard, and then choose **Setup**.
The Publish Subscribe Setup Wizard opens on the Welcome page.
3. To define the payload and end point for the status updates, choose the **Let's Get Started** button.



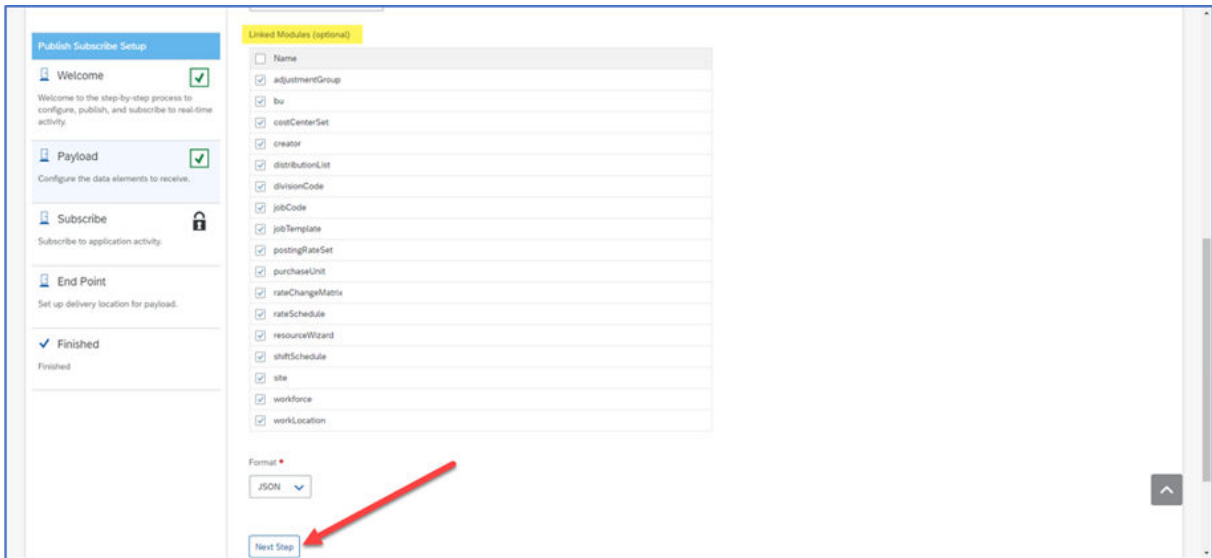
The Payload creation page opens.



4. Select the **Choose New** button, and proceed as follows:
 1. In the **PayLoad Name** field, enter an applicable payload name ([Buyer Code]_SF_EC_STATUS UPDATE).
 2. In the **Description** field, enter a corresponding value.

3. In the **Base Module** list, choose `Job Posting`.

After selecting the base module, the **Linked Modules** options display.

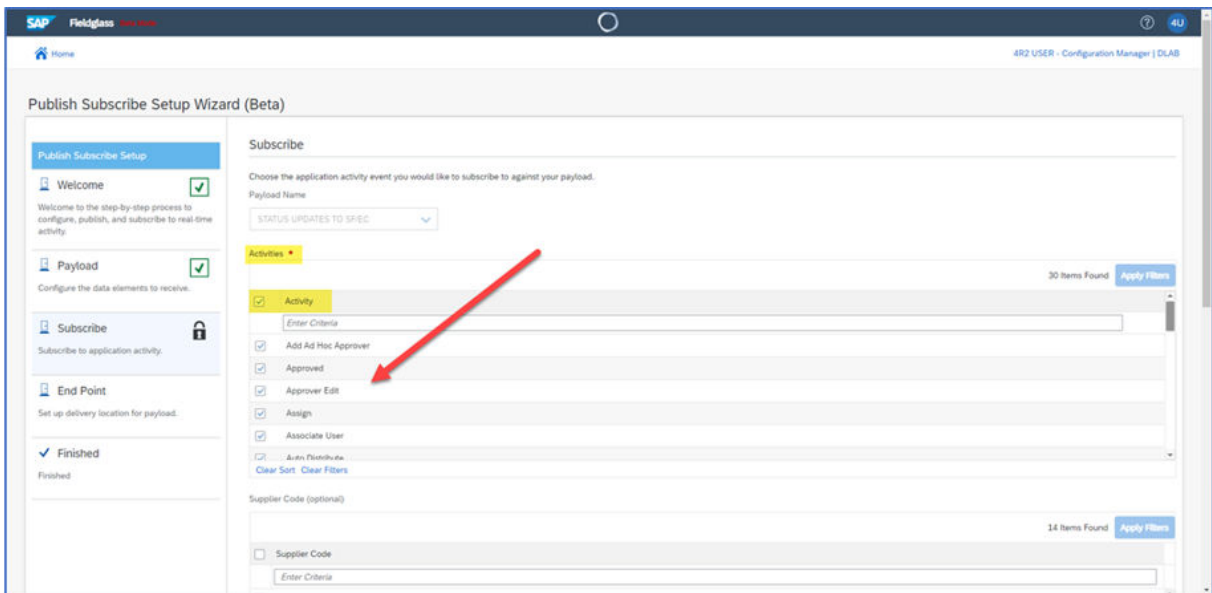


5. Choose all linked modules to ensure all associated data is present in the payload deliverable being defined.

6. In the **Format** list, choose `JSON`.

7. Choose **Next Step**.

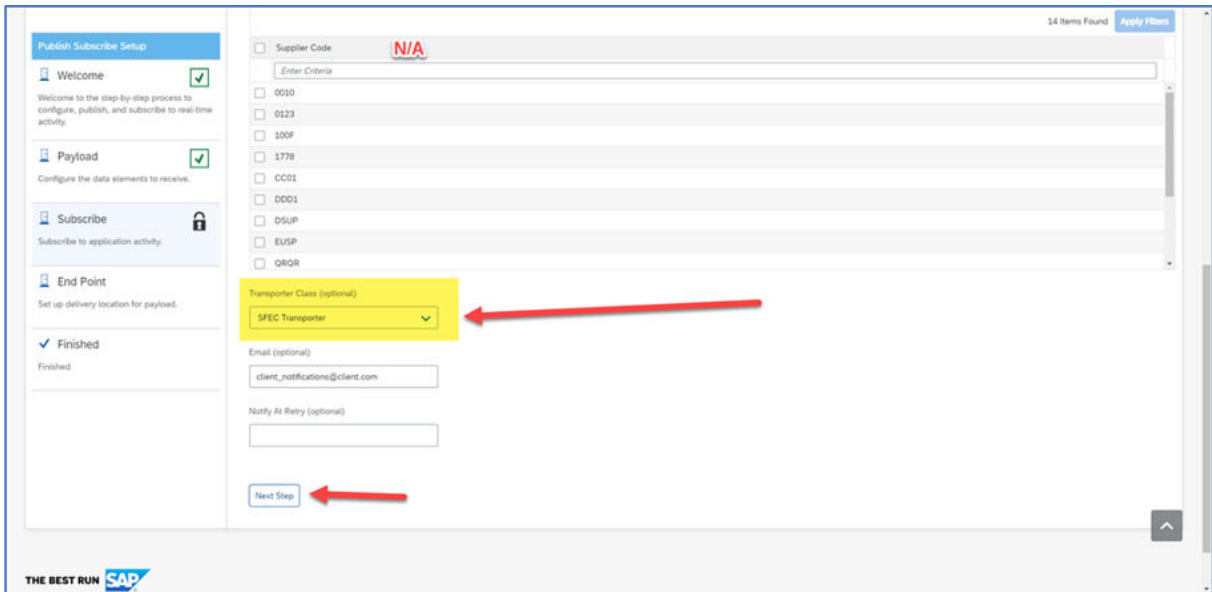
The **Subscribe** page opens.



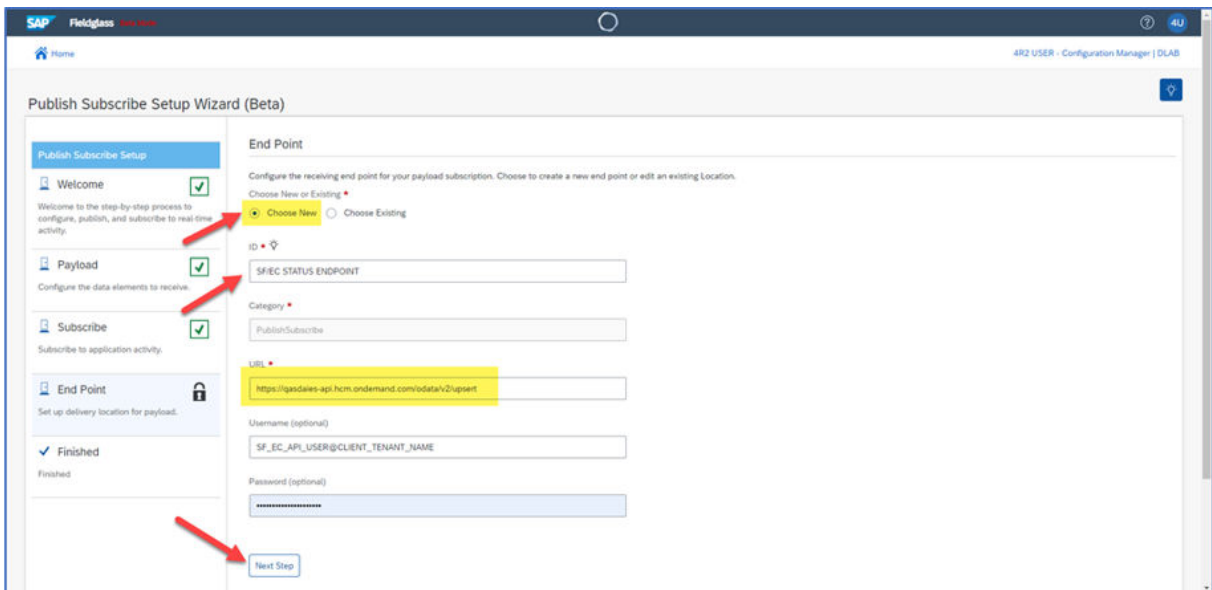
8. In the **Activities** list, choose the options applicable to the subscription for the selected base module. SAP Fieldglass recommends choosing all activities.

📌 Note

Don't configure the payload with any specific **Supplier Codes** – leave these options unselected to send the status payloads for all requisitions and not specific to any supplier.



9. In the **Transporter Class** list, choose SF/EC Transporter (this is the required value). This class selection modifies the larger JSON payload into a consolidated format that Employee Central requires. Choosing any other option results in creating and sending the larger JSON output to Employee Central, which fails in processing.
10. In the **Email** and **Notify at Retry** fields, enter email addresses for notifications.
11. Choose **Next Step**.
The End Point page opens.

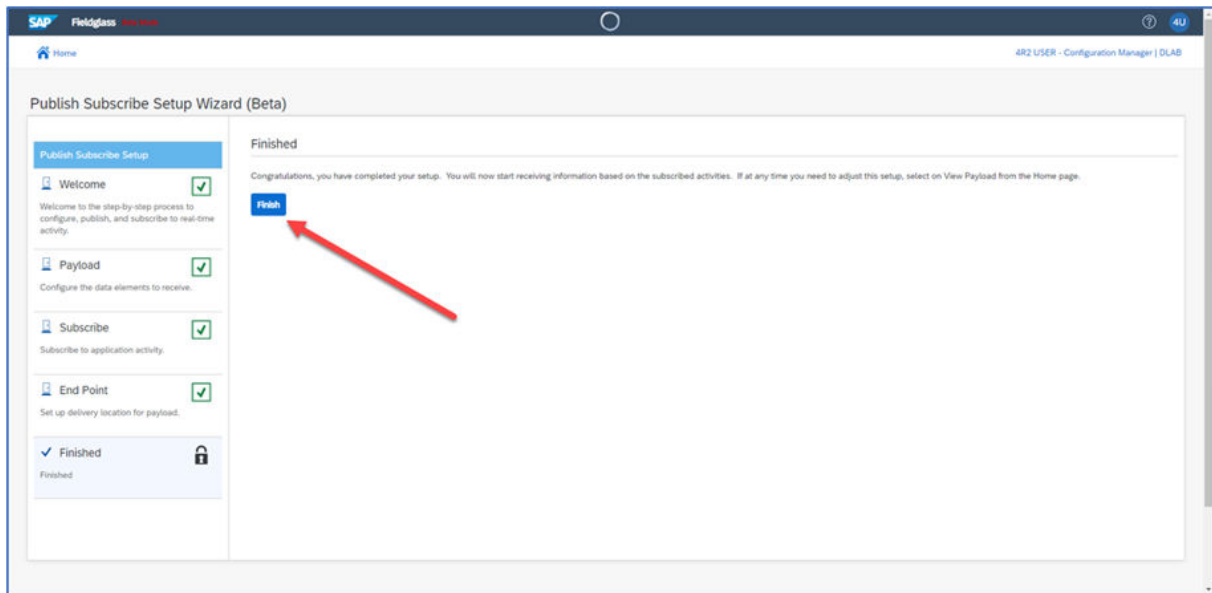


12. To create the end point for the delivery of the status update payload, select **Choose New**.
13. Enter the following details:
 1. In the **ID** field, enter the applicable End Point ID to define where to deliver the data (for example, [Buyer Code]_GET_SF_EC_STATUS).

Note

The **Category** field autofills with Publish/Subscribe and is shaded.

2. In the **URL** field, enter the **required** API end point to send the status for the SAP SuccessFactors Employee Central ODATA API, for example [SuccessFactors Domain]/ODATA/v2/upsert.
 3. In the **Username** and **Password** fields, enter the credentials to authenticate to the SAP SuccessFactors Employee Central OData API. Enter these values to match what the client has already configured in the SAP Fieldglass database or in the position integration end point, as described in [Create an Integration End Point \[page 6\]](#).
14. Choose **Next Step**.
The Finished page opens.



15. To complete the Publish/Subscribe configuration, choose **Finish**.
The Publish Subscribe payload begins to send data once the defined activities occur in the SAP Fieldglass application for the Job Posting base module.

6 Worker Data Integration and Configuration

Worker data integration is a prepackaged integration that allows a client to replicate external worker's data from SAP Fieldglass into Employee Central using SAP Cloud Integration as middleware.

The integration uses Employee Central OData APIs and SAP Fieldglass SOAP web service.

SAP Fieldglass contains records of different types of workers (contingent workers, SOW workers, profile workers), which are all supported with the integration to Employee Central. Clients can exclude particular worker types from replication downstream using configurations in SAP Fieldglass.

The integration replicates only active workers and confirmed work orders.

Note

Master data integration must be synchronized between Employee Central and SAP Fieldglass. For more information on replicating master data from SAP SuccessFactors Employee Central to SAP Fieldglass, see [Using SAP Fieldglass with Employee Central](#) on the SAP Help Portal.

Note

SAP Cloud Integration supports creating and using X.509 Certificate Authentication when connecting with other SAP platforms. Accordingly, X.509 Certification authentication is supported as part of the SAP Fieldglass and SAP SuccessFactors Employee Central position and worker integration product solution. For configuration information, see [Configure X.509 Certificate Authentication for Worker Data Integration \[page 7\]](#).

For more information about the architecture of how the integration works, see the data workflow diagrams in the [SAP Fieldglass and SAP SuccessFactors Employee Central Integration Business Synopsis](#), which provides an overview of all integration points between SAP SuccessFactors Employee Central and SAP Fieldglass.

6.1 Enable Features in SAP Fieldglass

Describe how to enable specific features required for the integration.

Prerequisites

The following configuration tasks require the assistance of an SAP Fieldglass administrator.

Context

Configure SAP Fieldglass for integration with worker data.

Procedure

1. In the company configuration, enable the **Integration** option.
2. In the company configuration, enable the **Security Information** option and enable include the `Security ID` field for contingent workers.
3. Enable user role permissions. On the company's Admin Configuration menu under **User**, choose **User Role**.
 1. Choose the applicable user role.
 2. On the User Role Details page, locate the **Configuration** module, and then enable the options **Download Data** and **Upload Data**.

6.2 Enable and Configure the Active Worker Delta Single Line Download

The SAP Fieldglass Active Worker Delta Single Line Download connector is used to download worker data that have had revisions since the last successful run date.

Prerequisites

The configuration manager needs to perform the following configuration tasks.

Context

The connector returns a single line per worker for temp workers, SOW workers, profile workers, and any new contingent workers that have onboarded since the last run date.

For integration purposes, only the Active Worker Delta Single Line Download is used. In the initial load, the connector executes using an old date from the past and returns all contingent workers hired after this date. For all subsequent incremental loads, the connector executes with the last successful execution date and time.

Procedure

1. To enable the connector, in Configuration Manager, open the Active Worker Delta Single Line Download on the Details page.
2. Choose **More Actions > Enable Feature**.
3. In the **Name** list, choose **SuccessFactors - Standard Employee Central Worker Download**, and then choose **Enable**. This step automatically configures the required fields and sequences that are needed on the SAP SuccessFactors Employee Central side. In addition, you need to manually add and configure a few custom fields in the download. For information on this topic, see [Configure Standard and Custom Fields \[page 40\]](#).

4. To optionally exclude SAP Fieldglass worker types, ask your SAP Fieldglass representative to apply filter criteria to the Active Worker Delta Single Line Download so only the desired worker types are sent to Employee Central. (The integration supports all worker types by default: SOW workers, contingent workers, and profile workers.)

6.2.1 SAP Fieldglass Provider Settings

To support master data changes, the `person_ID` field from SAP SuccessFactors Employee Central and `security_id` from SAP Fieldglass are used to send the modified information for contingent workers.

SAP Fieldglass Identifiers for Workers

The unique identifier for the Active Worker Delta Single Line Download connector can either be the `Job Seeker ID` or the `Worker ID` field. Each record has a unique value in each of these fields.

Because of data privacy laws, employee person identifiers or any other employee information can't be stored within the middleware. To solve this problem, an identifier coming from SAP Fieldglass is mapped with the `person_id_external` field for a contingent worker in Employee Central. Currently there are four identifiers used in SAP Fieldglass:

- Job Seeker ID
- Worker ID
- Person ID
- Security ID

`Security_ID` is unique and stays the same for a contingent worker even with different assignments and is mapped to the `person_id_external` field in Employee Central.

`Security_ID` is a mandatory field to be configured and activated for use in SAP Fieldglass.

Types of Workers

SAP Fieldglass contains three types of workers:

- SOW Worker
- Contingent Worker
- Profile Worker

| Sequence | Field Name | Mandatory? |
|----------|--|------------|
| 1 | Job Seeker ID (used to create the User fields in Employee Central) | |
| 2 | Worker ID | |
| 3 | Person ID | |
| 4 | Security ID | Yes |
| 5 | Status | |
| 6 | First Name (API level) | Yes |
| 7 | Last Name (API level) | Yes |
| 8 | Worker E-Mail | |
| 9 | Job Posting Title | |
| 10 | Work Order ID | |
| 11 | Work Order/ Work Order Revision Owner | |
| 12 | Work Order/ Work Order Revision Owner Employee ID | |
| 13 | Business Unit Code | Yes |
| 14 | Business Unit Name | |
| 15 | Vendor Number | Yes |
| 16 | Vendor Name | |
| 17 | Buyer Code | |
| 18 | Remit To Address Code | |
| 19 | Cost Center Name | |
| 20 | Cost Center Code | Yes |
| 21 | Billable Per Diem | |
| 22 | Start Date | |
| 23 | End Date | |
| 24 | Currency | |
| 25 | Site Code | |
| 26 | Site Name | |
| 27 | Location Code | Yes |
| 28 | Work Location Name | |
| 29 | Worker Supervisor | |
| 30 | Work Order Status | |
| 31 | Worker Start Date | |
| 32 | Transaction Code | |
| 33 | Last Revision Date | |

| Sequence | Field Name | Mandatory? |
|----------|---|------------|
| 34 | Worker Type | |
| 35 | Company Code (SAP Fieldglass Legal Entity Code) | Yes |
| 36* | Position ID* | |
| 37* | Job Code* | |

Note

Except for the fields marked with an asterisk (*), the enabled feature automatically configures all of the fields in the sequence shown. The last two fields (sequences 36 and 37), which are the added custom fields, must be enabled in the download connector in the following manner.

- On the upper right side of the page, choose **Edit**.

The connector opens in the Connector Setup Wizard.

- Add the `Position ID` and `Job Code` custom fields to the download. These fields can be defined to pull specifically from the Job Posting module – you don't need to combine or link to other modules where these custom fields may be linked. See the table below for field values.

Once these elements are configured, the full list of the required fields is complete.

If an Employee Central client requires any additional fields, data, or has changes to the standard mapping schema, both native fields and custom fields can be added and modified in the same manner as described above – they just need to match the receiving schema of the SAP SuccessFactors Employee Central system. A user can navigate to the **Enabled Fields** tab of the active connector and select **+Add Native Fields** or **+Add Custom Fields**, and then select accordingly. The sequence can also be modified manually through a drag-and-drop function when editing that download's configured fields.

Once the connector is enabled and configured, confirm that the naming convention reflects the *Standard Worker Download - Delta Single Line* connector. This custom connector name is important, as the SAP Cloud Integration configuration that the SAP SuccessFactors Employee Central client configures for the webservice call focuses on this connector name for pickup and processing of the active connector. This download doesn't typically require a configured subscription and delivery of the files to an endpoint, as the SAP SuccessFactors Employee Central client should be calling directly to obtain the data from SAP Fieldglass through Cloud Integration. Details on that middleware configuration are available in the SAP SuccessFactors Employee Central guides that are referenced in the [Additional Resources \[page 46\]](#) section.

Note

The Job Code custom field is only required where the job code data created and held in SAP SuccessFactors Employee Central isn't being prepopulated into SAP Fieldglass via SAP Master Data Integration (MDI). It's used within SAP Fieldglass to store the job code captured against the position with SAP SuccessFactors Employee Central.

Where the native Job Code field is being used instead of the custom field, include the Job Code field into the download, ensuring it's in the same position as defined for the Job Code custom field.

6.3 Optional: Download Worker After Acceptance

Describes optional configuration that disallows downloading work orders based on status.

In addition to the SuccessFactors - Employee Central Worker Download connector that is used for configuration of the worker download, an additional custom feature, `Download Worker After Acceptance`, can be enabled on the Active Worker Delta Single Line Download in Configuration Manager. This feature disallows work orders in the statuses of Pending Approval, Rejected, Created, and Declined to be included in the download.

For information on enabling custom features in Configuration Manager, see <https://help.sap.com/viewer/73c0a1be6aaa46ef9b66b1c3f28a77f4/cloud/en-US/bca21ff5494d4e6eb15ccbf1ada48390.html>.

Note

When using this optional feature, if the data coming from SAP Fieldglass contains either an inactive or unconfirmed user, an error is logged in the SAP Fieldglass audit trail and you receive the following message:

```
No new/modified ACTIVE Contingent Workers found with CONFIRMED Work Order Status.
```

6.4 Error Handling of Contingent Worker Records

Describes how to troubleshoot errors with the Active Worker Delta Single Line Download connector.

The Active Worker Delta Single Line Download connector used to extract contingent workers from SAP Fieldglass only extracts new workers and any that were extended since the last run date. If the error is because of missing data from SAP Fieldglass, the failed contingent worker record is picked up in the next run of the connector.

If the SAP Fieldglass connector doesn't return any records (no change within SAP Fieldglass), the connector throws the following SOAP fault exception:

```
Error = org.apache.cxf.binding.soap.SoapFault: download throwable
```

If the failure is because of misconfiguration or a network failure within Employee Central, contingent worker records don't change within SAP Fieldglass. The next run of the Active Worker Delta Single Line Download doesn't fetch the records. The middleware sends notifications to Execution Manager. Clients need to contact their SAP Fieldglass representative to have the last date run reset within SAP Fieldglass.

If the date is reset within SAP Fieldglass, the Active Worker Delta Single Line Download connector picks up the worker records that have changed since the last run date. These records are sent out to the middleware for processing. If that batch contains workers' previously successful processed information within Employee Central, this data may be overwritten.

7 Error Reporting

What happens if the network goes down or if there are missing fields during the data integration? Errors are logged in Execution Manager for different type of errors.

There are certain error types captured in error reporting:

- Hard Errors: Application errors such as connector failures.
- Soft Errors: Business errors such as missing fields or data.
- The attributes are captured in a .csv file attached within the Execution Manager

8 Restrictions Using SAP Fieldglass and SAP SuccessFactors Employee Central

Before you start integrating SAP Fieldglass contingent worker data with Employee Central for your company, there are restrictions to consider.

Overlapping Assignments

To replicate worker data with overlapping assignments in SAP Fieldglass to Employee Central, you need to upgrade your Employee Central instance to support Concurrent Employment for contingent workers.

For information about enabling Concurrent Employment for contingent workers in your Employee Central instance, see <https://help.sap.com/viewer/7b2dec4ed4d9459f893cce6f5920528d/2111/en-US/3e6e4e76239449b39debb429e78ae549.html>.

Effective Dating

Within Employee Central, worker has an effective date entity, but it's not supported by SAP Fieldglass. Since Employee Central can't identify the change within SAP Fieldglass, the middleware overwrites data only if the work order dates are unchanged.

❖ Example

The contingent worker starts in business unit 10001 that has the work order start date of January 1, 2015 and end date of March 31, 2015. In February 1, 2015, the business unit changes to 20002 for this worker. The new business unit is valid from the original work order start date up until the original work order end date in SAP Fieldglass.

Work Orders

You can't close a work order before the actual close due date, and changing work order dates isn't supported.

OData API Call Restrictions

OData APIs are executed in batches to avoid performance issues with redundant calls out to single entities.

9 Additional Resources

Where you can find additional information on the integration of SAP Fieldglass and SAP SuccessFactors Employee Central.



- View or download [Integrating SAP Fieldglass with Employee Central](#) on the SAP Help Portal.
- For best practice information on integrating SAP Fieldglass with SAP S/4HANA and SAP SuccessFactors Employee Central, go to <https://help.sap.com/viewer/b96229c257d74ce48b38a3f98e7c2270/cloud/en-US>.
- For information on overviews and best practices related to SAP Fieldglass and SAP SuccessFactors Employee Central worker integrations, go to [SAP Fieldglass Integration with SAP SuccessFactors Employee Central](#) on the SAP Business Accelerator Hub.
- For general integration information related to SAP SuccessFactors Employee Central and SAP Fieldglass, go to <https://api.sap.com/products/SAPSuccessFactors/overview?target=SAPFieldglass>.

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