



PUBLIC

SAP Best Practices for SAP SuccessFactors Employee Central Integration

Document Version: 1H 2024 – 2024-05-08

Technical Integration Settings: Configuration Guide

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1 Technical Integration Settings

This guide details the integration configuration between **SAP ERP HCM** and **SAP SuccessFactors Employee Central** using SAP Cloud Platform Integration. It covers configuration for both one-time migration of data from SAP HCM ERP to SAP SuccessFactors as well as on-going replication from SAP SuccessFactors to SAP ERP HCM Payroll after going live with SAP SuccessFactors for Employee Central.

2 Change History

Learn about changes to the documentation for Technical Integration Settings in recent releases.

1H 2024

Type of Change	Description	More Info
None	We did not update this document.	

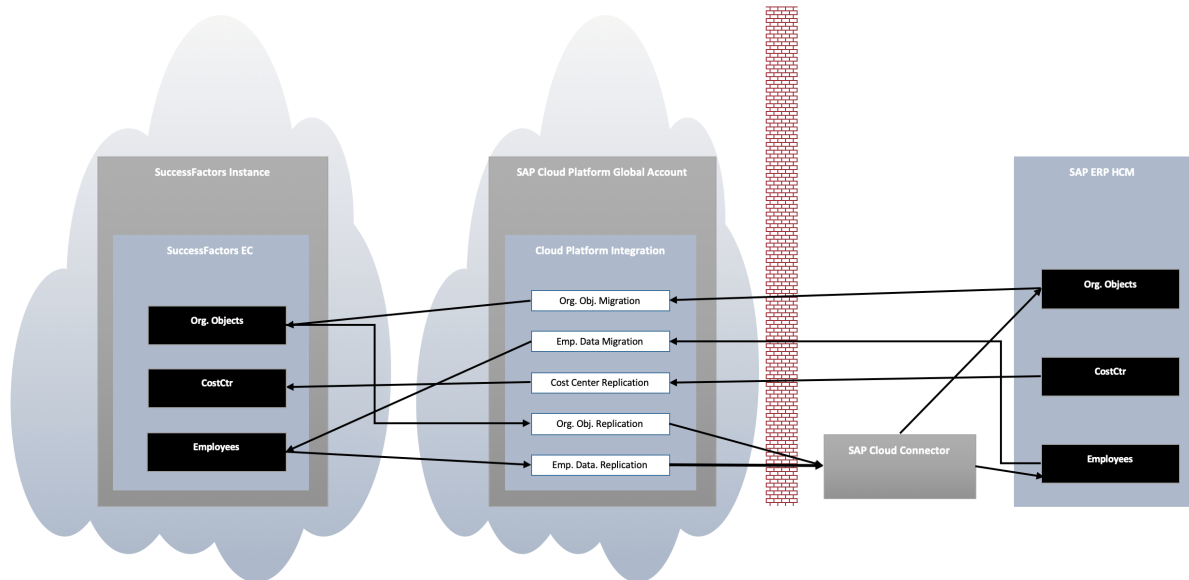
2H 2023

Type of Change	Description	More Info
None	We did not update this document.	

1H 2023

Type of Change	Description	More Info
None	We did not update this document.	

3 Landscape



The landscape for the integration between SuccessFactors Employee Central and SAP ERP HCM system is composed of the following systems:

- SuccessFactors Employee Central Instance (EC)
- SAP Cloud Platform Integration Tenant (CPI)
- SAP Cloud Connector (SCC)
- SAP ERP HCM System (ERP)

This Best Practices solution addresses the following integration scenarios:

Migration:

- [Migrating Data from ERP HCM to Employee Central Using Infoporter](#)
- [Transfer of Cost Centers ERP to EC](#)

Replication:

- [Organizational Objects EC to ERP](#)
- [Employee Data and Organizational Assignments EC to ERP](#)

4 Configuration Steps

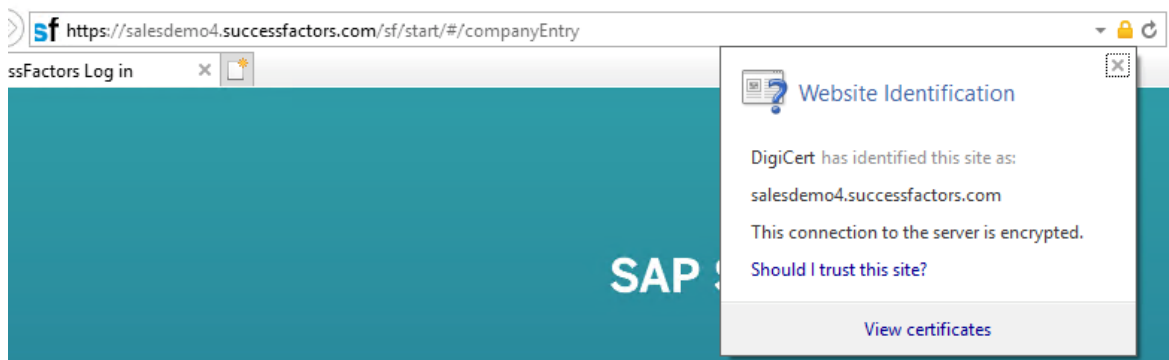
4.1 Cloud Platform Integration Settings

4.1.1 Add SuccessFactors Certificate to SAP Cloud Platform Integration KeyStore

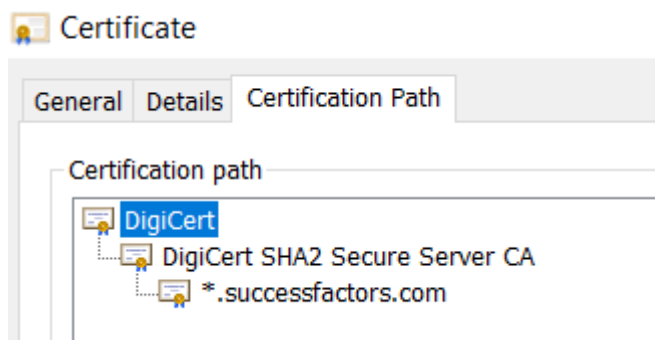
The root certificate of the SuccessFactors Employee Central instance must be installed in the CPI KeyStore to allow the SSL Handshake.

Procedure

1. Obtain the root certificate from the following URL: <https://<server>.successfactors.com/sf/start/#/login>
2. Choose the [lock](#) icon to the right of the URL to find the certificate, if using Internet Explorer. If using a different browser, then follow the appropriate procedure for the browser to download the certificate.

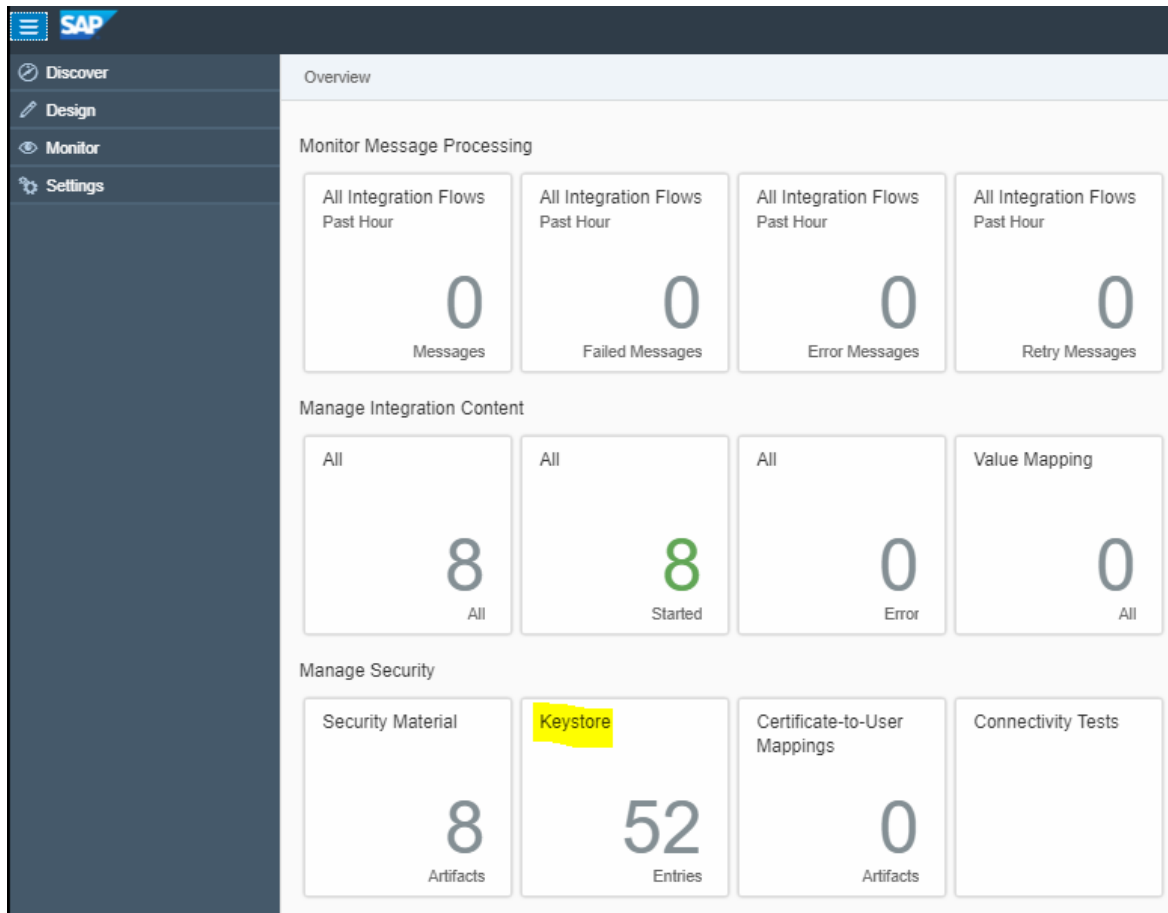


3. The root certificate (as shown below) must be downloaded.



4. Choose [Details](#) and download the certificate to a file on the local desktop.
5. Log on to the **CPI tenant** at <https://<tenant>.hana.ondemand.com/itspaces/>

6. Navigate to the following path: **Monitor** > **Manage Security** > **KeyStore**



7. Select **Add** and then choose **Certificate**. Add the certificate file from step 2.

Overview / Manage Keystore

Current Backup New SAP keys SAP Key History

Entries (10)

Alias	Type	Owner	Valid Until	Last Modified At	Actions
digicert global root ca	Certificate	Tenant Administrator	Nov 09, 2031, 18:00:00	Apr 25, 2019, 16:57:00	Edit
digicert global root ca sfsf	Certificate	Tenant Administrator	Nov 09, 2031, 18:00:00	Jul 05, 2019, 14:20:44	Edit

4.1.2 Create SuccessFactors User Credentials in CPI

Communication from CPI to SuccessFactors Employee Central is based on Basic Authentication. For that, two security artifacts must be created in CPI.

Procedure

1. Log on to the **CPI tenant** at <https://<tenant>.hana.ondemand.com/itspaces/>
2. Navigate to the following path: ► [Monitor](#) ► [Manage Security](#) ► [Security Material](#) ►
3. Choose [Add](#) followed by [User Credentials](#). Create the following entries:

Name	Description	User	Password	CompanyID	Type
SUCCESSFACTORS_<COMPANY_ID>_HTTP	Credentials for accessing SuccessFactors EC using HTTP adapter	Example, sfapi@<COMPANY_ID> if not using sfapi, then use your EC API user that you created instead.	<password>		User Credentials
SUCCESSFACTORS_<COMPANY_ID>	Credentials for accessing SuccessFactors EC using SuccessFactors adapter	sfapi If not using user sfapi, then use your EC API user that you created instead.	<password>	<EC Instance ID>	SuccessFactors

4.1.3 SAP Cloud Connector: VPN Tunnel and Services Allowlist

As the ERP system is inside a network protected by a firewall, a cloud connector inside this very same network is needed to allow this communication. The SAP Cloud Connector (SCC) creates a VPN tunnel between the network where the ERP system resides and the SAP Cloud Platform. Using SCC, certificates do not have to be installed for the SSL Handshake. The services, which will be accessed from the SAP Cloud Platform Integration, have to be allowlisted in the cloud connector.

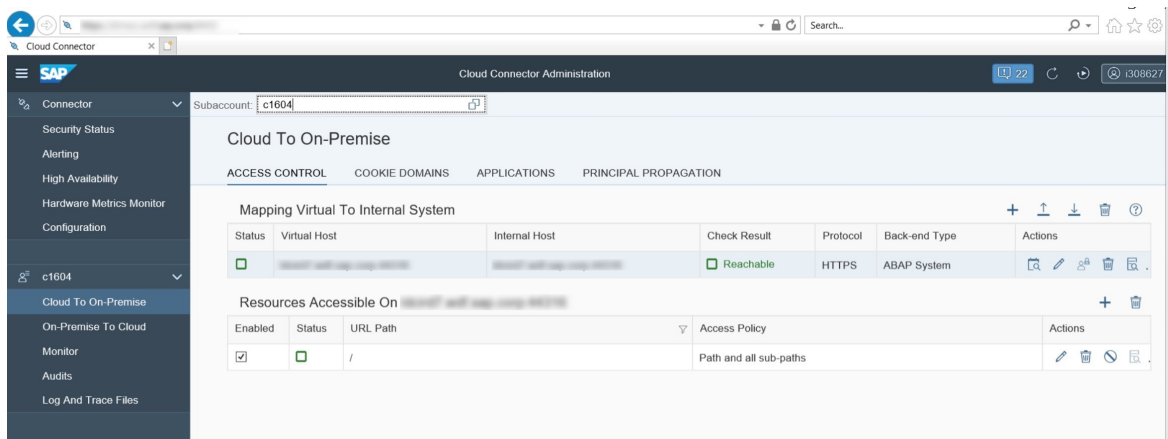
Procedure

1. The first step is to create the VPN tunnel between the cloud connector account already in place and the integration tenant. If the cloud connector account is not in place, reach out to your SAP ERP support team.

SCP Subaccount	Region Host
<cpi_subaccount>	<scp_region>.sap.hana.ondemand.com

2. The ERP system needs to be published:

Virtual Host	Virtual Port	Internal Host	Internal Port
<virtual_host>	<port>	<internal_host>	<port>



- Finally, the necessary services must be allowlisted. A best practice is to just publish the needed services instead of all the services of a server.

URL Path	Description	Access Policy
/sap/bc/srt/scs/sap/eemasterdataandorgassbndlreq	Service to import employee data and organizational assignments	Path only (sub-paths are excluded)
/sap/bc/srt/scs/sap/organisationalobjectreplicatio	Service to import organizational objects	Path only (sub-paths are excluded)
/sap/bc/srt/scs/sap/orgobjreplnotification	Service to inform when the organizational objects are imported	Path only (sub-paths are excluded)
/sap/bc/srt/scs/sap/eemasterdataandorgass-pushnoti	Service to inform when a push replication is triggered	Path only (sub-paths are excluded)

4.1.4 Create ERP User Credentials in CPI

Communication from CPI to ERP is based on Basic Authentication. For that a security artifact must be created in CPI at [Monitor](#) [Manage Security](#) [Security Material](#) [Add](#) [User Credentials](#):

Name	Description	User	Password	SUCCESSFACTORS
ERP_<SID>, where SID stands for System ID eg: ERP_RD7	Credentials for accessing ERP system	SF_COMM	<password>	False

The technical user **SF_COMM** must have been already created in the ERP system as a system or communication user according to the instructions in the [Preparing for Implementation](#) (► [Preparing](#) ► [ERP HCM](#) ► [Create Technical Communication User](#) ►).

ERP related settings specific to the integration flows are described in [Add CPI Root Certificates to ERP](#) [page 20].

4.1.5 iFlow Configuration

4.1.5.1 CPI Configuration for Migration of Organizational Objects from ERP to SuccessFactors Employee Central

The iFlow **ERP to SAP SuccessFactors Employee Central Generic OData Upsert** from CPI package **ERP to SAP SuccessFactors Employee Central Employee and Organizational Data** is used for the initial migration of organizational objects from ERP to SuccessFactors Employee Central.

1. Log on to the **CPI tenant** at <https://<tenant>.hana.ondemand.com/itspaces/>.
2. Choose [Discover](#) on the left-side pane and search for the package name.
3. Copy the Package and the integration flows to the customer space by choosing [Copy](#) on the upper right corner.
4. Choose [Design](#) on the left-side pane and find the package that was copied over in the previous step.
5. Choose the package to view the details of the package.
6. On the [Artifacts](#) tab, the integration flows are listed. Choose the appropriate integration flow that needs to be configured.
7. In the Integration Flow details, choose [Configure](#) on the upper right corner to start configuring the integration flow.
8. Enter the details listed below and [Save](#) and [Deploy](#) the configuration.

Sender SAP_ERP	Address: /ERP_to_EC_GenericODataUpsert Authorization: Client Certificate Subject DN: Enter subject from client certificate of the ERP system. Issuer DN: Enter issuer from client certificate of the ERP system.
Receiver SUCCESSFACTORS_EC	Credentials: SUCCESSFACTORS_<COMPANY_ID>_HTTP (created in Create SuccessFactors User Credentials in CPI [page 7]) Timeout: 600000
SUCCESSFACTORS_EC_Base_URL	<a href="https://api<server>.successfactors.com">https://api<server>.successfactors.com . Refer to SAP Note 2215682 to find the URL

The iFlow endpoint URL that would be entered in soamanager configuration in the ERP settings below is the following:

https://<tenant>-iflmap.int.sap.hana.ondemand.com/cxf/ERP_to_EC_GenericODataUpsert

The first part of the listed endpoint is the SAP CPI runtime URL.

Note

The SAP CPI Runtime URL is included in the SAP CPI provisioning e-mail.

4.1.5.2 CPI Configuration for Migration of Employee Data from ERP to SuccessFactors Employee Central

The iFlow **ERP to SAP SuccessFactors Employee Central Generic OData Upsert** from package **ERP to SAP SuccessFactors Employee Central Employee and Organizational Data** is used for the initial migration of employee objects from ERP to SuccessFactors Employee Central.

The iFlow **ERP to SAP SuccessFactors Employee Central Employee Key Data Query** from package **ERP to SAP SuccessFactors Employee Central Employee and Organizational Data** is used to obtain ids of migrated employees.

1. Log on to the **CPI tenant** at https://<tenant>.hana.ondemand.com/itspaces/
2. Choose **Discover** on the left-side pane and search for the package name.
3. Copy the Package and the integration flows to the customer space by choosing **Copy** on the upper right corner.
4. Choose **Design** on the left-side pane and find the package that was copied over in the previous step.
5. Choose the package to view the details of the package.
6. On the **Artifacts** tab, the integration flows are listed. Choose the appropriate integration flow that needs to be configured.
7. In the Integration Flow details, choose **Configure** on the upper right corner to start configuring the integration flow.
8. Enter the details listed below and **Save** and **Deploy** the configuration.

Sender SAP_ERP

Address: /ERP_to_EC_EmployeeKeyDataQuery

Authorization: Client Certificate

Subject DN: Enter subject from client certificate of the ERP system.

Issuer DN: Enter issuer from client certificate of the ERP system.

Receiver SUCCESSFACTORS_EC	Address: https://api<server>.successfactors.com Refer to SAP Note 2215682 to find the URL Address Suffix: /sfapi/v1/soap Credentials: SUCCESSFACTORS_<COMPANY_ID>
ENABLE_PAYLOAD_LOGGING	false

The iFlow endpoint URL that would be entered in soamanager configuration in the ERP settings below is the following:

https://<tenant>-iflmap.hcisb.int.sap.hana.ondemand.com/cxf/ERP_to_EC_EmployeeKeyDataQuery

4.1.5.3 CPI Configuration for Transfer of Cost Centers from ERP to SuccessFactors Employee Central

The iFlow **ERP to Employee Central Cost Center** from package **ERP to SAP SuccessFactors Employee Central Cost Center** is used for this scenario.

1. Log on to the **CPI tenant** at https://<tenant>.hana.ondemand.com/itspaces/.
2. Choose [Discover](#) on the left-side pane and search for the package name.
3. Copy the Package and the integration flows to the customer space by choosing [Copy](#) on the upper right corner.
4. Choose [Design](#) on the left-side pane and find the package that was copied over in the previous step.
5. Choose the package to view the details of the package.
6. On the [Artifacts](#) tab, the integration flows are listed. Choose the appropriate integration flow that needs to be configured.
7. In the Integration Flow details, choose [Configure](#) on the upper right corner to start configuring the integration flow.
8. Enter the details listed below and [Save](#) and [Deploy](#) the configuration.

Sender SAP_ERP	Address: /ERP_to_EC_CostCenter_Replication_IDoc Authorization: Client Certificate Subject DN: Enter subject from client certificate of the ERP system. Issuer DN: Enter issuer from client certificate of the ERP system.
Receiver SUCCESSFACTORS_EC	Address: https://api<server>.successfactors.com Refer to SAP Note 2215682  to find the URL Credentials: SUCCESSFACTORS_<COMPANY_ID>
ADD_INACTIVE_RECORD_IF_DELIMITED	false

COMPANY_ID_TARGET_FIELD	legalEntity
USE_EXTERNAL_COST_CENTER	false
ERP_DEFAULT_LANGUAGE	E
ENABLE_PAYLOAD_LOGGING	false
PERSON_RESP_TARGET_FIELD	

The iFlow gets triggered from the ERP system with an IDOC. It makes the necessary transformations, sends the cost centers to SuccessFactors Employee Central through the OData API and updates the IDOC status.

The iFlow endpoint URL that would be entered in soamanager configuration in the ERP settings below is the following:

https:<tenant>-iflmap.int.sap.hana.ondemand.com/cxf/ERP_to_EC_CostCenter_Replication_IDoc

4.1.5.4 CPI Configuration for Replication of Organizational Objects from SuccessFactors Employee Central to ERP

The iFlow **SAP SuccessFactors Employee Central to ERP Generic Object** from CPI package **SAP SuccessFactors Employee Central to ERP Employee and Organizational Data** is used for this scenario.

1. Log on to the **CPI tenant** at <https://<tenant>.hana.ondemand.com/itspaces/>
2. Choose *Discover* on the left-side pane and search for the package name.
3. Copy the Package and the integration flows to the customer space by choosing *Copy* on the upper right corner.
4. Choose *Design* on the left-side pane and find the package that was copied over in the previous step.
5. Choose the package to view the details of the package.
6. On the *Artifacts* tab, the integration flows are listed. Choose the appropriate integration flow that needs to be configured.
7. In the Integration Flow details, choose *Configure* on the upper right corner to start configuring the integration flow.
8. Enter the details listed below and *Save* and *Deploy* the configuration.

Sender SAP_ERP_OUT	Address: /EC_to_ERP_Generic_Object_Query
	Authorization: Client Certificate
	Subject DN: Enter subject from client certificate of the ERP system.
	Issuer DN: Enter issuer from client certificate of the ERP system.

Receiver SUCCESSFACTORS_EC	Address: https://api<server>.successfactors.com Refer to SAP Note 2215682 to find the URL Credentials: SUCCESSFACTORS_<COMPANY_ID>
Receiver SAP_ERP_Notification_IN	Address: http://<erp_server>:<port>/sap/bc/srt/scs/sap/orgobjreplnotification?sap-client=<clientid> (Refer to ERP Configuration for Replication of Organizational Objects from SuccessFactors Employee Central to ERP [page 30] for access URL) Proxy Type: On-Premise Authentication: Basic Credential Name: ERP_<SID>, where SID stands for 3 letter SAP ERP system ID
Receiver SAP_ERP_Exception_Notification_IN	Address: http://<erp_server>:<port>/sap/bc/srt/scs/sap/orgobjreplnotification?sap-client=<clientid> (Refer to ERP Configuration for Replication of Organizational Objects from SuccessFactors Employee Central to ERP [page 30] for access URL) Proxy Type: On-Premise Authentication: Basic Credential Name: ERP_<SID>, where SID stands for 3 letter SAP ERP system ID
Receiver SAP_ERP_IN	Address: http://<erp_server>:<port>/sap/bc/srt/scs/sap/organisationalobjectreplication?sap-client=<clientid> (Refer to ERP Configuration for Replication of Organizational Objects from SuccessFactors Employee Central to ERP [page 30] for access URL) Proxy Type: On-Premise Authentication: Basic Credential Name: ERP_<SID>, where SID stands for 3 letter SAP ERP system ID

The iFlow endpoint URL that would be entered in soamanager configuration in the ERP settings below is the following:

https://<tenant>-iflmap.int.sap.hana.ondemand.com/cxf/EC_to_ERP_Generic_Object_Query

4.1.5.5 CPI Configuration for Replication of Employee Data and Organizational Assignments from SuccessFactors Employee Central to ERP

SAP SuccessFactors Employee Central to ERP Employee Data and Organizational Assignment

The iFlow **SAP SuccessFactors Employee Central to ERP Employee Data and Organizational Assignment** from CPI package **SAP SuccessFactors Employee Central to ERP Employee and Organizational Data** is used for this scenario.

1. Log on to the **CPI tenant** at <https://<tenant>.hana.ondemand.com/itspaces/>.
2. Choose **Discover** on the left-side pane and search for the package name.
3. Copy the Package and the integration flows to the customer space by choosing **Copy** on the upper right corner.
4. Choose **Design** on the left-side pane and find the package that was copied over in the previous step.
5. Choose the package to view the details of the package.
6. On the **Artifacts** tab, the integration flows are listed. Choose the appropriate integration flow that needs to be configured.
7. In the Integration Flow details, choose **Configure** on the upper right corner to start configuring the integration flow.
8. Enter the details listed below and **Save** and **Deploy** the configuration.

Sender ERP_Query	Address: /EC_to_ERP_Master_Data_And_Org_Query Authorization: Client Certificate Subject DN: Enter subject from client certificate of the ERP system. Issuer DN: Enter issuer from client certificate of the ERP system.
Receiver Employee Central	Address: <a href="https://api<server>.successfactors.com">https://api<server>.successfactors.com Refer to SAP Note 2215682 to find the URL Credentials: SUCCESSFACTORS_<COMPANY_ID>
Receiver ERP_Notification	Address: <a href="http://<erp_server_ip>:<port>/sap/bc/srt/scs/sap/eemasterdataandorgassbndlreq?sap-client=<clientid>">http://<erp_server_ip>:<port>/sap/bc/srt/scs/sap/eemasterdataandorgassbndlreq?sap-client=<clientid> (Refer to ERP Configuration for Replication of Employee Data and Organizational Assignments from SuccessFactors Employee Central to ERP [page 32] for access URL) Proxy Type: on-premise Authentication: Basic Credential: ERP_<SID>, where SID stands for 3 letter SAP ERP system ID

Receiver ERP_Exception_Notification_Main	Address: <code>http://<erp_server_ip>:<port>/sap/bc/srt/scs/sap/eemasterdataandorgassbndlreq?sap-client=<clientid></code> (Refer to ERP Configuration for Replication of Employee Data and Organizational Assignments from SuccessFactors Employee Central to ERP [page 32] for access URL) Proxy Type: on-premise Authentication: Basic Credential: ERP_<SID>, where SID stands for 3 letter SAP ERP system ID
Receiver ERP_Response	Address: <code>http://<erp_server_ip>:<port>/sap/bc/srt/scs/sap/eemasterdataandorgassbndlreq?sap-client=<clientid></code> (Refer to ERP Configuration for Replication of Employee Data and Organizational Assignments from SuccessFactors Employee Central to ERP [page 32] for access URL) Proxy Type: on-premise Authentication: Basic Credential: ERP_<SID>, where SID stands for 3 letter SAP ERP system ID
Receiver ERP_Exception_Notification_Sub	Address: <code>http://<erp_server_ip>:<port>/sap/bc/srt/scs/sap/eemasterdataandorgassbndlreq?sap-client=<clientid></code> (Refer to ERP Configuration for Replication of Employee Data and Organizational Assignments from SuccessFactors Employee Central to ERP [page 32] for access URL) Proxy Type: on-premise Authentication: Basic Credential: ERP_<SID>, where SID stands for 3 letter SAP ERP system ID

The iFlow endpoint URL that would be entered in soamanager configuration in the ERP settings below is the following:

`https://<tenant>-iflmap.hcisb.int.sap.hana.ondemand.com/cxf/EC_to_ERP_Master_Data_And_Org_Query`

ERP to SAP SuccessFactors Employee Central Confirmation

The iFlow **ERP to SAP SuccessFactors Employee Central Confirmation v2** from package **ERP to SAP SuccessFactors Employee Central Confirmation v2** is also used in this scenario.

1. Log on to the **CPI tenant** at `https://<tenant>.hana.ondemand.com/itspaces/`
2. Choose *Discover* on the left-side pane and search for the package name.
3. Copy the Package and the integration flows to the customer space by choosing *Copy* on the upper right corner.
4. Choose *Design* on the left-side pane and find the package that was copied over in the previous step.
5. Choose the package to view the details of the package.
6. On the *Artifacts* tab, the integration flows are listed. Choose the appropriate integration flow that needs to be configured.

7. In the Integration Flow details, choose [Configure](#) on the upper right corner to start configuring the integration flow.
8. Enter the details listed below and [Save](#) and [Deploy](#) the configuration.

Sender SAP_ERP	Address: /ERP_to_EC_EmployeeMasterDataReplicationConfirmation Authorization: Client Certificate Subject DN: Enter subject from client certificate of the ERP system. Issuer DN: Enter issuer from client certificate of the ERP system.
Receiver SUCCESSFACTORS_EC	Address: https://api<server>.successfactors.com/odata/v2/upsert Refer to SAP Note 2215682  to find the URL Credentials: SUCCESSFACTORS_<COMPANY_ID>
ENABLE_PAYLOAD_LOGGING	FALSE

The iFlow endpoint URL that would be entered in soamanager configuration in the ERP settings below is the following:

https://<tenant>-iflmap.hcisb.int.sap.hana.ondemand.com/cxf/
ERP_to_EC_EmployeeMasterDataReplicationConfirmation

SAP SuccessFactors Employee Central to ERP Employee Push

The iFlow **SAP SuccessFactors Employee Central to ERP Employee Push** from package **SAP SuccessFactors Employee Central to ERP Employee Push** is used to start the replication from Employee Central side, based on events instead of jobs.

1. Log on to the **CPI tenant** at https://<tenant>.hana.ondemand.com/itspaces/
2. Choose [Discover](#) on the left-side pane and search for the package name.
3. Copy the Package and the integration flows to the customer space by choosing [Copy](#) on the upper right corner.
4. Choose [Design](#) on the left-side pane and find the package that was copied over in the previous step.
5. Choose the package to view the details of the package.
6. On the [Artifacts](#) tab, the integration flows are listed. Choose the appropriate integration flow that needs to be configured.
7. In the Integration Flow details, choose [Configure](#) on the upper right corner to start configuring the integration flow.
8. Enter the details listed below and [Save](#) and [Deploy](#) the configuration.

Sender EC_Push_Event	Adapter type: HTTPS Address: /push_notification
-----------------------------	--

Receiver SAP_ERP	Adapter type: SOAP Address: http://<erp_server_ip>:<port>/sap/bc/srt/scs/sap/eemasterdataandorgass-pushnoti?sap-client=<clientid> Proxy Type: on-premise Credential: ERP_<SID>
Parameters	Transformation_template_group: Transformation template group for replication, e.g, SBP_EE_EC_ERP_US

Employee Central calls Cloud Platform Integration when a determined event happens for an employee. CPI then starts the replication from ERP for that employee.

The iFlow endpoint is the following (used above, in the Intelligent Services Center – Employee Central):

https://<tenant>-iflmap.hcisb.int.sap.hana.ondemand.com/http/push_notification

4.1.5.6 CPI Configuration for Replication of Time Data from SuccessFactors Employee Central to ERP HCM

Replicate Time Off Data from SAP SuccessFactors Employee Central to SAP ERP

The iFlow **Replicate Time Off Data from SAP SuccessFactors Employee Central to SAP ERP** from CPI package **SAP SuccessFactors Employee Central Integration with SAP ERP: Employee Time for Payroll** is used for this scenario.

1. Log on to the [CPI tenant](#). Example URL: https://<tenant>.hana.ondemand.com/itspaces
2. Choose [Discover](#) on the left-side pane and search for the package name.
3. Copy the Package and the integration flows to the customer space by choosing [Copy](#) on the upper right corner.
4. Choose [Design](#) on the left-side pane and find the package that was copied over in the previous step.
5. Choose the package to view the details of the package.
6. On the [Artifacts](#) tab, the integration flows are listed. Choose the appropriate integration flow that needs to be configured.
7. In the [Integration Flow](#) details, choose [Configure](#) on the upper right corner to start configuring the integration flow.
8. Enter the details listed below and [Save](#) and [Deploy](#) the configuration.

Receiver EC System

Receiver	EC System
Adapter Type	SuccessFactors
Address	API URL of SuccessFactors Instance
Address Suffix	/odata/v2
Credential name	SuccessFactors credentials name used for login
Page Size	200

Receiver ERP System

Receiver	SAP_ERP
Adapter Type	SOAP
Address	http://<erp_server_ip>:<port>/sap/bc/srt/scs/sap/employeetimeectoerpre-quest_in?sap-client=<client-Id>
Proxy Type	On-Premise
Authentication	Basic
Credential Name	ERP Technical user credentials

Under [More](#) enter below.

Configure "Replicate Time Off Data from SAP SuccessFactors Employee Central to SAP ERP"

Timer Receiver [More](#)

Type:	All Parameters
ENABLE_COUNTRY_SPECIFI...	TRUE
ENABLE_PAYLOAD_LOGGING:	TRUE
REPLICATION_TARGET_SYST...	

Replication target system is the **System ID** which is configured in the EC Instance (Under Data Replication Configuration).

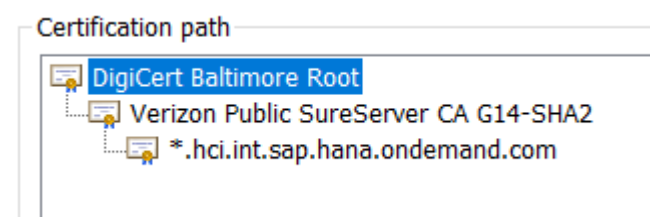
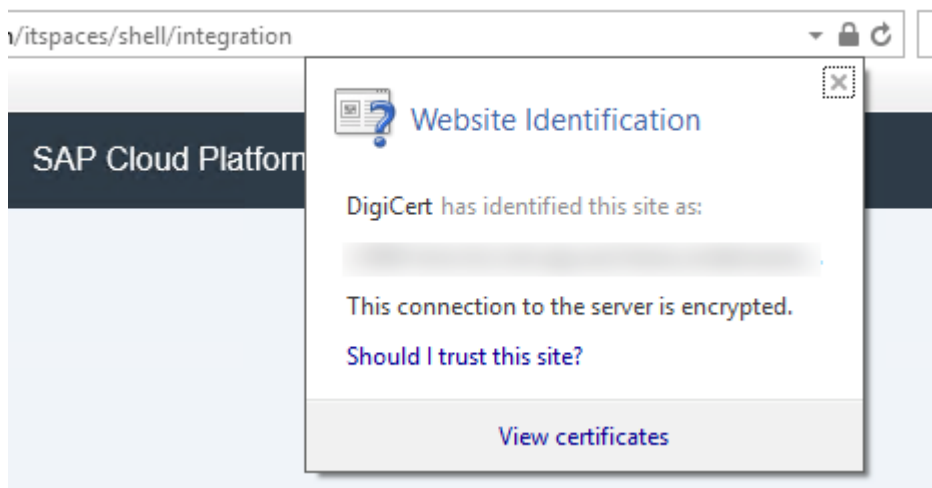
4.2 ERP Settings

4.2.1 Add CPI Root Certificates to ERP

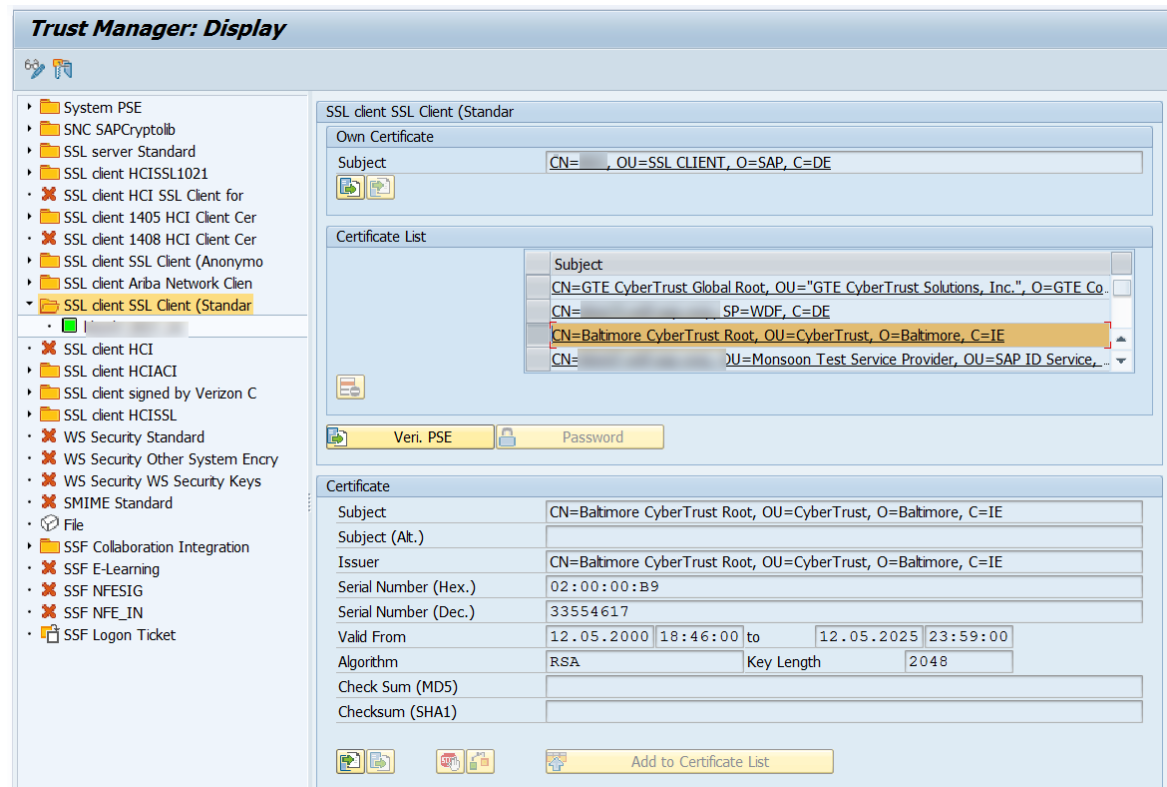
The root certificate of Cloud Platform Integration must be installed in the ERP KeyStore to allow the SSL Handshake.

Procedure

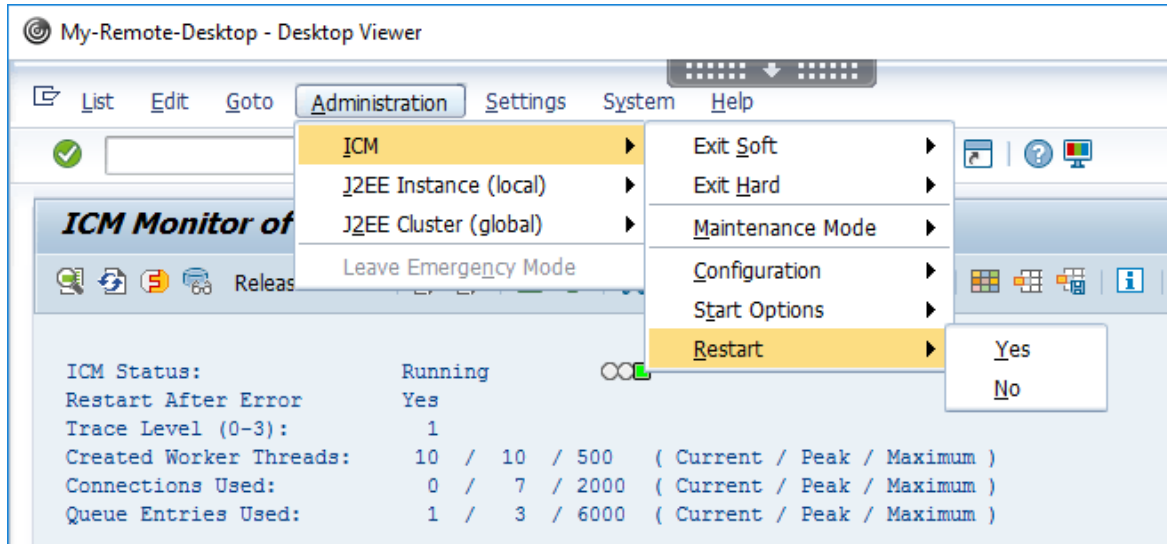
1. Obtain the root certificate from the Cloud Platform Integration URL
`https://<cpi_url>.sap.hana.ondemand.com/itspaces`
2. If using Internet Explorer browser, then you can choose the [Lock](#) icon to the right of the URL to find the certificate. If using a different browser, then follow the procedure to download certificate for that browser.



3. Choose [Details](#) and download the certificate to a file on the local desktop.
4. The root certificate is added to the ERP KeyStore under transaction ► [STRUST](#) ► [SSL Client SSL Client \(Standard\)](#) ►



5. Afterwards, the ICM must be restarted using transaction *SMICM – ICM Monitor*.



4.2.2 Obtain Signed ERP Client Certificate

Communication from ERP to CPI is based on Client Certificate Authentication. The client certificate for ERP system must be signed by one of the certifying authorities, which is trusted by the load balancer. Further information can be found [here](#).

Procedure

1. Once the client certificate is available in the ERP system, it can be obtained by means of the [STRUST](#) transaction.
2. Below is an example of the certificate. The process /certificate will be different for your system, check with SAP ERP administrator. The Subject and the Issuer of the certificate will need to be copied for entry into the Subject DN and Issuer DN configuration in the iflow.

Note

The certifying authority's root certificates and other certificates must also be imported to the Cloud Platform Instance if not done already.

Trust Manager: Display

System PSE
SNC SAPCryptolib
SSL server Standard
SSL client HCISSL1021
SSL client HCI SSL Client for
SSL client 1405 HCI Client Cer
SSL client 1408 HCI Client Cer
SSL client SSL Client (Anonymo
SSL client Ariba Network Clie
SSL client SSL Client (Standar
SSL client HCI
SSL client HCIACI
SSL client signed by Verizon C
SSL client HCISSL
WS Security Standard
WS Security Other System Encry
WS Security WS Security Keys
SMIME Standard
File
SSF Collaboration Integration
SSF E-Learning
SSF NFESIG
SSF NFE_IN
SSF Logon Ticket

SSL client SSL Client (Standar

Own Certificate

Subject: CN=, OU=SSL CLIENT, O=SAP, C=DE

Certificate List

Subject	CN=GTE CyberTrust Global Root, OU="GTE CyberTrust Solutions, Inc.", O=GTE Co.
	SP=WDF, C=DE
	CN=Baltimore CyberTrust Root, OU=CyberTrust, O=Baltimore, C=IE
	CN=, OU=Monsoon Test Service Provider, OU=SAP ID Service, ...

Veri. PSE Password

Certificate

Subject	CN=, OU=SSL CLIENT, O=SAP, C=DE
Subject (Alt.)	dNSName=
Issuer	CN=SAPNetCA_G2, O=SAP, L=Waldorf, C=DE
Serial Number (Hex.)	01:32:2E
Serial Number (Dec.)	78382
Valid From	14.06.2017 12:46:36 to 14.06.2019 12:46:36
Algorithm	RSA Key Length 1024
Check Sum (MD5)	
Checksum (SHA1)	

Add to Certificate List

4.2.3 SOA Management Configuration

4.2.3.1 ERP Configuration for Migration of Organizational Objects from ERP to SuccessFactors Employee Central

The following outbound proxies must be configured in transaction [SOAMANAGER – SOA Management](#) in the ERP system:

1. Execute transaction [SOAMANAGER](#) in the SAP ERP system.
2. In the browser window that pops up, choose [Web Service Configuration](#).
3. Find the appropriate Object name.

Consumer Proxy	CO_ECPAO_GET_GENERIC_ODATA_UPS
-----------------------	--------------------------------

4. Select the object by choosing it.
5. On the [Details of Consumer Proxy](#) screen, choose the line item containing the following Logical Port and select [Set Log](#). Port Default to set Logical Port is Default to true.

Logical Port	LP_GET_GENERIC_ODATA_UPS
---------------------	--------------------------

Default Port	True
---------------------	------

6. Select the logical port again and choose [Create](#) [Manual Configuration](#) to configure the outbound service.
7. Enter the following details and save the configuration.

- Consumer Security

Authentication Settings	X.509 SSL Client Certificate
--------------------------------	------------------------------

SSL Client PSE	DFAULT
-----------------------	--------

- Messaging

Message ID Protocol	Suppress ID Transfer
----------------------------	----------------------

Data transfer scope	Enhanced Data Transfer
----------------------------	------------------------

Transfer protocol	Transfer via SOAP header
--------------------------	--------------------------

- Transport Settings – URL Components

Host	Enter the CPI tenant, <tenant>.sap.hana.ondemand.com
-------------	--

Path	/cxf/ERP_to_EC_GenericODataUpsert
Port Number of Access URL	Port of the virtual host in SAP Cloud Connector
URL Protocol	HTTPS
Logon Language	Language of User Context
Proxy Host	Proxy server, if there is a proxy
Proxy Port	Proxy port, if there is a proxy

8. Save the [Web Service Configuration](#).

4.2.3.2 ERP Configuration for Migration of Employee Data from ERP to SuccessFactors Employee Central

The following outbound proxies must be configured for Migration of Employee Data:

- CO_ECPAO_GET_GENERIC_ODATA_UPS – Since this proxy has been configured in the previous step for migration of organizational data, this configuration can be skipped
 - CO_ECPAO_GET_EMPLOYEE_KEY_DATA
1. Execute transaction [SOAMANAGER](#) in the SAP ERP system.
 2. In the browser window that pops up, choose [Web Service Configuration](#).
 3. Find each Object name by searching for the Consumer Proxy name listed below.

Consumer Proxy	CO_ECPAO_GET_EMPLOYEE_KEY_DATA
-----------------------	--------------------------------

4. Select the object by choosing it.
5. In the Details of Consumer Proxy screen, choose the line item containing the following Logical Port and select [Set Log](#). Port Default to set Logical Port is Default to true.

Logical Port	LP_GET_EMPLOYEE_KEY_DATA
Default Port	True

6. Select the logical port again and choose [Create](#) [Manual Configuration](#) to configure the outbound service.
7. Enter the following details and save the configuration.
 - Consumer Security

Authentication Settings	X.509 SSL Client Certificate
--------------------------------	------------------------------

SSL Client PSE	DFAULT
-----------------------	--------

- Messaging

Message ID Protocol	Suppress ID Transfer
----------------------------	----------------------

Data transfer scope	Enhanced Data Transfer
----------------------------	------------------------

Transfer protocol	Transfer via SOAP header
--------------------------	--------------------------

- Transport Settings – URL Components

Host	Enter the CPI tenant, <tenant>.sap.hana.ondemand.com
-------------	--

Path	/cxf/ERP_to_EC_EmployeeKeyDataQuery
-------------	-------------------------------------

Port Number of Access URL	Port of the virtual host in SAP Cloud Connector
----------------------------------	---

URL Protocol	HTTPS
---------------------	-------

Logon Language	Language of User Context
-----------------------	--------------------------

Proxy Host	Proxy server, if there is a proxy
-------------------	-----------------------------------

Proxy Port	Proxy port, if there is a proxy
-------------------	---------------------------------

8. Save the [Web Service Configuration](#).

4.2.3.3 ERP Configuration for Transfer of Cost Centers from ERP to SuccessFactors Employee Central

This section describes the configuration steps in the SAP ERP HCM system to enable cost center replication between the ERP system and SuccessFactors Employee Central. Cost Center replication can be either file based (using CSV, Comma Separated Values, files) or message based (using Intermediate Documents, IDocs). Our recommendation is to use the IDoc based replication, since that is the more integrated option among the two.

The detailed ERP configuration steps can be found in transfer of Cost Centers from SAP ERP to Employee Central guide [here](#):

The following is the summary of the steps to enable cost center replication in the SAP ERP system.

1. Confirm that the Integration Add-on for SAP ERP CO Master Data & SuccessFactors Employee Central (ODTFINCC 600 SP 10 or higher) is installed in SAP ERP Systems

2. RFC destination of type G is created in transaction *SM59 – Configuration of RFC Connections*

As client certificate authentication is used, the **PSE DEFAULT SSL Client (Standard)** must be selected. If the system is behind a proxy, enter the proxy server and port as well.

User	Password	Proxy-Host	Proxy-Service
proxy-user		Proxy server	port

3. Change pointers must be activated in the ERP HCM system

- Execute transaction *BD61 – Activate Change Pointers Generally* - in the SAP ERP system and activate Change pointers.

Activation status

☒ Change pointers activated - generally

- Execute transaction *BD50 – Activate Change Pointers for Message Types* - in the SAP ERP system. Activate change pointers for Message Type ODTF_CCTR.

Message type	Active
ODTF_CCTR	TRUE

4. Logical system must be created for Employee Central in transaction *SALE – Idoc Interface/Application Link Enabling*

- Navigate to **Basic Settings** **Logical Systems** **Define Logical System**

Log. System	Name
<SUCCESSFACTORSEC>	SuccessFactors Employee Central
<ERPSID>CLNT<Client-Number> e.g. DEVCLNT001	SAP ERP System

Step missing to assign <**ERPSYSTEM**> logical system name to the ERP production client in transaction code SCC4 for which additional authorizations are required.

I used [SAP_BC_CTS_ADMIN](#) role. This step actually should be pre-requisite for customer production system.

Change View "Clients": Details

New Entries			
Client	179	Payroll Monitor Test	
City	Waldorf	Last Changed By	TESTER_I
Logical system	QFZCLNT179	Date	14.09.2019
Std currency	EUR		
Client role	Test		

Changes and Transports for Client-Specific Objects

- ☐ Changes without automatic recording
- ☒ Automatic recording of changes
- ☐ No changes allowed
- ☐ Changes w/o automatic recording, no transports allowed

Cross-Client Object Changes

Changes to Repository and cross-client Customizing allowed

Client Copy and Comparison Tool Protection

Protection level 0: No restriction

CATT and eCATT Restrictions

eCATT and CATT Allowed

Restrictions

- ☐ Locked due to client copy
- ☐ Protection against SAP upgrade

5. Create Distribution model is created for the message type ODTF_CCTR using transaction [BD64 – Display Distribution Model](#)
 - Execute transaction [BD64](#). Ensure you are in the Change mode, if not switch to Change mode. Select [Create Model View](#).
 - Enter short text such as **ERP to Cost Center Replication** and technical name **EC_CC_REPL** and choose [Enter](#).
 - Select the model view created in the previous step and choose [Add Message Type](#).

- Make the following entries:
 - Sender:** Select the logical system <ERPSYSTEM> representing SAP ERP System created in step 4.
 - Receiver:** Select the logical system <SUCCESSFACTORSEC> representing the middleware system, as created in step 4.
 - Message Type:** ODTF_CCTR.

ERP to EC Cost Center Replication	EC_CC_REPL
Payroll CC Dev	RD7CLNT079
SuccessFactor EC	SFSFEC
ODTF_CCTR	

6. A logical port is created in transaction *WE21 - Ports in IDoc Processing*.

- Select the *XML HTTP node* and choose *Create*.
- Enter a name such as **CC_HCI** and a description such as **ERP to EC Cost Center Replication**.
- Select the *RFC* destination that you've created as described in step 2.
- Select the *Application/x-sap.idoc* content type.
- Select the *SOAP Protocol* checkbox.

The screenshot shows the 'Ports in IDoc processing' transaction. On the left, a tree view shows the hierarchy: Ports > XML HTTP > CC_HCI. The main area displays the configuration for the selected port:

- Port:** CC_HCI
- Description:** ERP to EC Cost Center Replication
- RFC destination:** COST_CENTER_TO_EC_BPMCIINSTANCE7
- Content Type:** Application/x-sap.idoc (selected)
- HTTP Version:** Version 1.0 (selected)
- SOAP Protocol:** Checked

7. A partner profile is created in transaction *WE20 – Partner Profiles*

- Select the *Partner Type LS* node, choose *Create*, and fill in these fields:
 - In the *Partner No.* field, enter the name of the logical system representing your middleware system, as you've created it in the Configuring the Logical Systems and the Distribution Model step.
 - Partner Type:** LS
 - Type** (on the *Post-Processing: Permitted Agent* tab): US (= user)
 - Agent** (on the *Post-Processing: Permitted Agent* tab): Username of the replication user
- Save your entries, then choose *Create Outbound Parameter* (the plus symbol) in the *Outbound Parameters* section.
- Make these entries, then choose *Save*:
 - Message Type:** Select *ODTF_CCTR*.

- **Receiver Port:** Select the port you've created as described in the Creating a Port for Data Exchange with the Middleware step.
- **Basic Type (in the IDoc Type section):** Select *ODTF_CCTR01*.

Partner profiles: Outbound parameters

Partner No. SuccessFactor EC
 Partn. Type Logical system
 Partner Role

Message Type
 Message code
 Message function ☐ Test

Outbound Options | Message Control | Post Processing: Permitted Agent | Telephony | EDI Standard

Receiver port ERP to EC Cost Center Replication
 Pack. Size
☐ Queue Processing

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

IDoc Type
 Basic type IDoc Structure for Data Type ODT ...
 Extension
 View
☒ Cancel Processing After Syntax Error
 Seg. release in IDoc type Segment Appl. Rel.

4.2.3.4 ERP Configuration for Replication of Organizational Objects from SuccessFactors Employee Central to ERP

The Following inbound proxies are configured and activated in **SOAMANAGER**:

1. Execute transaction *SOAMANAGER – SOA Management* in the SAP ERP system.
2. In the browser window that pops up, choose *Simplified Web Service Configuration*.
3. Find the appropriate object by searching the Internal Name in the *Search Pattern* text box and then choose *Go*.
4. Enter the following details and save the configuration.

Internal Name	User Name/ Password (Basic)	X.509 Client Certificate	SAP Logon Ticket
ORGOBJREPLNOTIFICATION	TRUE	FALSE	FALSE
ORGANISATIONALOBJECTREPLICATIO	TRUE	FALSE	FALSE

- For each of them, choose Show Details and note down the Access URL. It will be in the format shown below. This is needed for the iflow configuration.

Internal Name	Access URL
ORGOBJREPLNOTIFICATION	http://<erp_virtualhost>:<port>/sap/bc/srt/scs/sap/orgobjreplnotification?sap-client=<clientid> erp_virtualhost is the virtual hostname defined in SAP Cloud Connector
ORGANISATIONALOBJECTREPLICATIO	http://<erp_virtualhost>:<port>/sap/bc/srt/scs/sap/organisationalobjectreplicatio?sap-client=<clientid>

The Following outbound proxy is configured in **SOAMANAGER**:

- Execute transaction [SOAMANAGER](#) in the SAP ERP system.
- In the browser window that pops up, choose [Web Service Configuration](#).
- Find each of the appropriate Object name, by searching for the Consumer Proxy name listed below.

Consumer Proxy	CO_SFIOXM_ORG_OBJECT_REPL_QRY
-----------------------	-------------------------------

- Select the object by choosing it.
- In the [Details of Consumer Proxy](#) screen, choose the line item containing the following Logical Port and select [Set Log](#). Choose [Set Log. Port Default](#) so that [Logical Port is Default](#) is true.

Logical Port	LP_OBJECT_REPL_QRY
Default Port	True

- Select the logical port again and choose  [Create](#)  [Manual Configuration](#)  to configure the outbound service.
- Enter the following details and save the configuration.

- Consumer Security

Authentication Settings	X.509 SSL Client Certificate
SSL Client PSE	DFAULT

- Messaging

RM Protocol	SAP RM
Message ID Protocol	Suppress ID Transfer
Data transfer scope	Enhanced Data Transfer
Transfer protocol	Transfer via SOAP header

- Transport Settings – URL Components

Host	Enter the CPI tenant, <tenant>.sap.hana.ondemand.com
Path	/cxf/EC_to_ERP_Generic_Object_Query
Port Number of Access URL	Port of the virtual host in SAP Cloud Connector
URL Protocol	HTTPS
Logon Language	Language of User Context
Proxy Host	Proxy server, if there is a proxy
Proxy Port	Proxy port, if there is a proxy

8. Save the [Configuration](#).

4.2.3.5 ERP Configuration for Replication of Employee Data and Organizational Assignments from SuccessFactors Employee Central to ERP

The following inbound proxies must be configured and activated in transaction  [SOAMANAGER](#)  [Simplified Web Service Configuration](#) :

1. Execute transaction [SOAMANAGER](#) in the SAP ERP system.
2. In the browser window that pops up, choose [Simplified Web Service Configuration](#).
3. Find the appropriate object by searching the Internal Name in the [Search Pattern](#) text box and then choose [Go](#).
4. Enter the following details and save the configuration.

Internal Name	User Name/ Password (Basic)	X.509 Client Certificate	SAP Logon Ticket
EEMASTERDATAANDORGA SSPUSHNOTI	TRUE	FALSE	FALSE

Internal Name	User Name/ Password (Basic)	X.509 Client Certificate	SAP Logon Ticket
EEMASTERDATAANDORGA SSBNDLREQ	TRUE	FALSE	FALSE

- For each of them, choose [Show Details](#) and note down the [Access URL](#). It will be in the format shown below. This is needed for the iflow configuration.

Internal Name	Access URL
EEMASTERDATAANDORGASSPUSHNOTI	http://<erp_virtualhost>:<port>/sap/bc/srt/scs/sap/eemasterda- taandorgasspushnoti?sap-client=<clientid>
EEMASTERDATAANDORGASSBNDLREQ	http://<erp_virtualhost>:<port>/sap/bc/srt/scs/sap/eemasterda- taandorgassbndlreq?sap-client=<clientid>

The following outbound proxies are configured in transaction **SOAMANAGER** Web Service Configuration:

- Execute transaction [SOAMANAGER](#) in the SAP ERP system.
- In the browser window that pops up, choose [Web Service Configuration](#).
- Find each of the appropriate Object name, by searching for the Consumer Proxy name listed below.

Consumer Proxy	CO_PAOCF_EC_EMPLOYEE_MASTER_DA
----------------	--------------------------------

- Select the object by choosing it.
- In the [Details of Consumer Proxy](#) screen, choose the line item containing the Logical Port and select [Set Log](#). Choose [Set Log. Port Default](#) so that [Logical Port is Default](#) is true.

Logical Port	LP_CONFIRMATION
Default Port	True

- Select the logical port again and choose [Create](#) [Manual Configuration](#) to configure the outbound service.
- Enter the following details and save the configuration.
 - Consumer Security

Authentication Set- tings	X.509 SSL Client Certificate
SSL Client PSE	DFAULT

- Messaging

RM Protocol	SAP RM
-------------	--------

Message ID Protocol	Suppress ID Transfer
Data transfer scope	Enhanced Data Transfer
Transfer protocol	Transfer via SOAP header

- Transport Settings – URL Components

Host	Enter the CPI tenant, <tenant>.sap.hana.ondemand.com
Path	/cxf/ERP_to_EC_EmployeeMasterDataReplicationConfirmation
Port Number of Access URL	Port of the virtual host in SAP Cloud Connector
URL Protocol	HTTPS
Logon Language	Language of User Context
Proxy Host	Proxy server, if there is a proxy
Proxy Port	Proxy port, if there is a proxy

8. Save the [Configuration](#).

4.3 Employee Central Settings

4.3.1 Create Replication Target System in SuccessFactors Employee Central

A Replication Target System must be created in Employee Central (Manage Data) - <ERP_CLIENT>. This allows the complete end-to-end monitoring in Employee Central.

1. Go to [Admin Center](#).
2. Type [Manage Data](#) in the tool search box and select the feature/tool from the list.
3. From the [Create New](#) dropdown, select [Replication Target System](#).
4. Define an external name.
5. In [External Code](#), enter a string to uniquely identify your replication target system. The maximum length is 60 characters. For example, <SID>CLNT<CLNTID> e.g., RD7CLNT079

Note

Make sure you use the same code here and in the SAP ERP HCM system, when defining the parameters for the employee master data and organizational assignment query.

6. For [Relevant for Payroll Integration](#), choose [No](#).

7. For *Relevant for ERP Integration*, choose *Yes*.
8. In the *Replication Time Offset in Minutes* field, enter the number of minutes you want the resend of data to be delayed by when the payroll area is locked or in correction phase. If you leave this field empty, the default time until resend is 60 minutes.
9. *Save* your new object.

→ Tip

If Replication Target System node is unavailable under manage data, follow instructions in SAP Note [2490046](#).

Back to: Admin Center

Manage Data

Search : [Advanced](#)

Replication Target System:

* External Name

* External Code

Relevant for Payroll Integration **No**

Relevant for ERP Integration **Yes**

SAP System Configuration

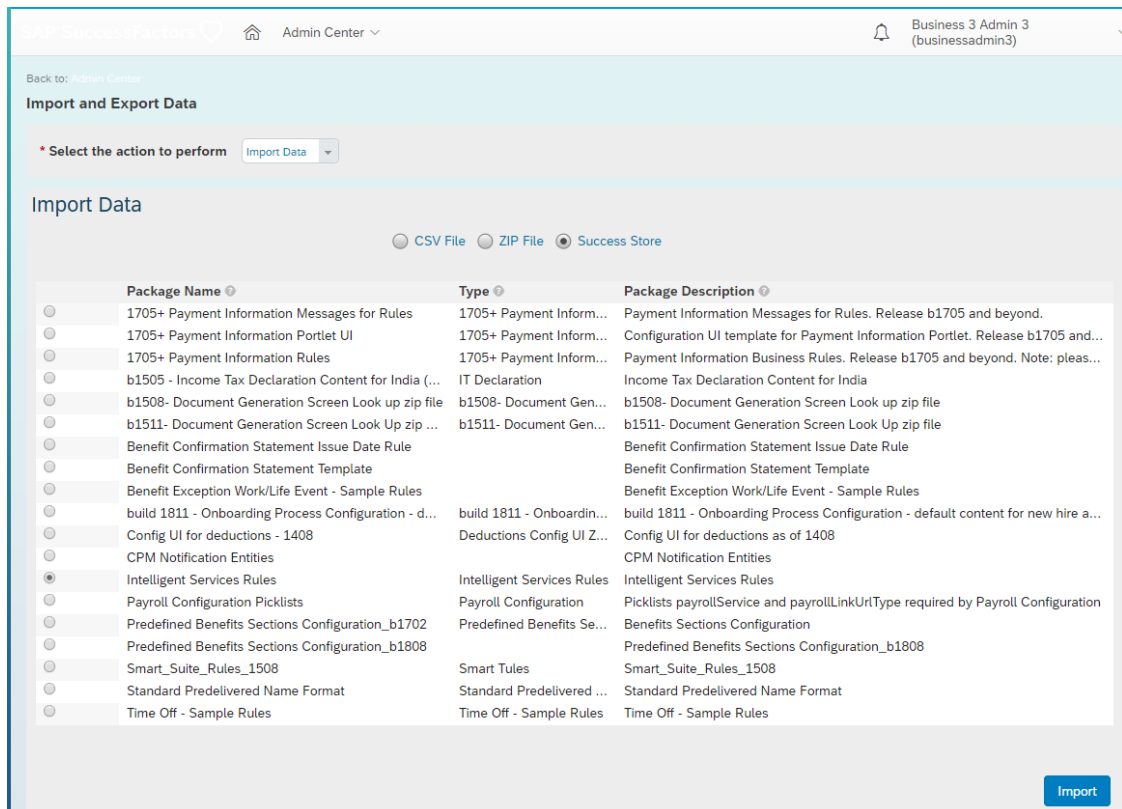
Replication Time Offset in Minutes **60**

Also, this replication target system will need to be provided in the ERP configuration described in the [Replication Configuration](#) guide.

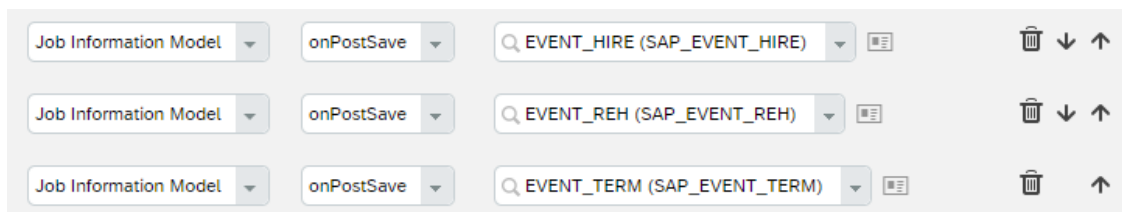
4.3.2 Configuration for Push Replication

The following configuration is needed in SuccessFactors Employee Central to allow Push Replication:

1. Make sure that Intelligent Services are enabled. If they aren't, use the Upgrade Center to enable them.
2.
 - In Employee Central, go to *Admin Center*.
 - Type *Import and Export Data* in the tool search box and select the feature/tool from the list.
 - Select action *Import Data*.
 - Choose *Success Store*.
 - In the *Package Name* column, find *Intelligent Services Rules* and select the radio button.
 - Choose *Import*.



3.
 - Go back to [Admin Center](#).
 - Type [Manage Business Configuration](#) in the tool search box and select the feature/tool from the list.
 - Choose [jobInfo](#).
 - In the right part of the screen scroll down to [Trigger Rules](#).
 - Assign the rules by entering the following information.



4. Determine the endpoint URL of the push integration flow from the middleware.
 - Log on to the **Cloud Platform Integration** tenant.
 - Select [Monitor](#) and choose the push integration flow and note down the endpoint of the push integration flow.
By default, it would be in the following format: `https://<tenant>-iflmap.hcisb.int.sap.hana.ondemand.com/http/push_notification`.
5. Create a flow in the Intelligent Services Center (for events that Employee Hire / Employee Rehire / Employment Termination).
 - Go to [Admin Center](#).
 - Type [Intelligent Services Center \(ISC\)](#) in the tool search box and select the feature/tool from the list.
 - Select the event that you wish to trigger push replication. For example, [Employee Hire](#).
 - Choose [New Flow](#) to create a flow for the event.

- To assign an integration to the flow, choose [Integration](#) (under Activities, in the Custom Activities section).
- Choose [Create](#) to create a new integration.
- Choose [Destination](#) type REST and format XML for it.

Employee Central: Employee Hire ▼
This event is raised when a new worker is created with a specified start date.

Event Details	Flow 1									
Event Monitoring	Last saved Fri, Nov 9, 2018 at 12:01 PM by Business 3 Admin 3	Last published Fri, Nov 9, 2018 at 12:01 PM by Business 3 Admin 3								
Flows (1)	Flow Rule There are no rules set for this flow. + New Rule + Copy of Existing Rule + Use Existing Rule without Copying									
Flow 1	Integration Center <table border="1"> <thead> <tr> <th>SOURCE</th> <th>INTEGRATION NAME</th> <th>RECIPIENT</th> <th>TIMING</th> </tr> </thead> <tbody> <tr> <td>Integration Center</td> <td>Push Replication</td> <td>Not Applicable</td> <td>When event is published ▼</td> </tr> </tbody> </table>		SOURCE	INTEGRATION NAME	RECIPIENT	TIMING	Integration Center	Push Replication	Not Applicable	When event is published ▼
SOURCE	INTEGRATION NAME	RECIPIENT	TIMING							
Integration Center	Push Replication	Not Applicable	When event is published ▼							
+ New Flow										

6. In the Integration Center, setup the integration:

- Go to the **Configure Fields** step and set the following settings:
- Select the [ROOT](#) element, which is shown by default, and choose [Add](#) > [Add Child Element](#). In [XML Element Name](#), enter [userId](#).
- Switch to the [Field Mapping View](#) and drag [User ID](#) from the [Job Information](#) section to the [userId](#) element in the [Destination Fields](#) section to map these elements.
- You don't need to make any settings in the [Response Fields](#) and [Filter](#) steps.
- Go to the [Destination Settings](#) step and enter the following information:

Integration Name	Push Replication
Description	Push Replication
Field Mapping	Root/userId User ID (userId) from Job Information
Connection Name	CPI_<tenant_name>
REST API URL	https://<tenant-iflmap.hcisb.int.sap.hana.ondemand.com/http/push_notification
Authentication Type	Basic Authentication
User Name	<cpi_user> (Must have the role ESBSMessaging.Send)
Password	<password>
HTTP Method	POST
Payload Format	XML

- Save your integration. The integration is now deployed.

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