



SAP Fieldglass 

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SAP Fieldglass and SAP SuccessFactors Employee Central Integration

Business Synopsis

1 SAP Fieldglass and SAP SuccessFactors Employee Central Integration Business Synopsis

Provides an overview of the SAP Fieldglass and SAP SuccessFactors Employee Central integration.

Introduction

This document provides 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.

→ Remember

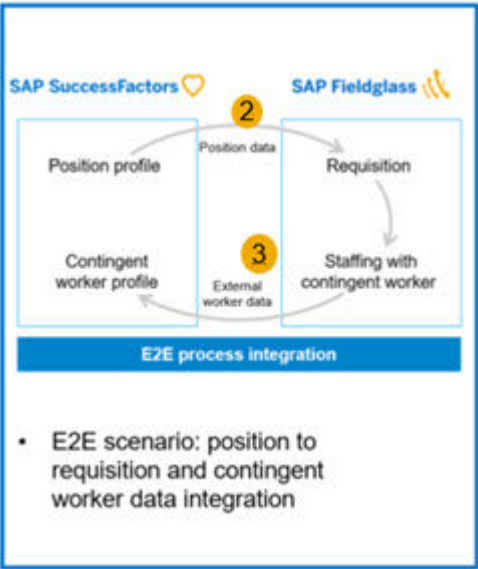
Worker data exported from SAP Fieldglass to SAP SuccessFactors includes a flag indicating the source system is SAP Fieldglass. This allows SAP SuccessFactors to correctly identify contingent workers originating from SAP Fieldglass and apply appropriate licensing rules. With the source system flag in place, SAP SuccessFactors can differentiate between SAP Fieldglass and SAP SuccessFactors Employee Central contingent workers, eliminating the need for dual licensing and avoiding duplicate charges.

There are 3 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.

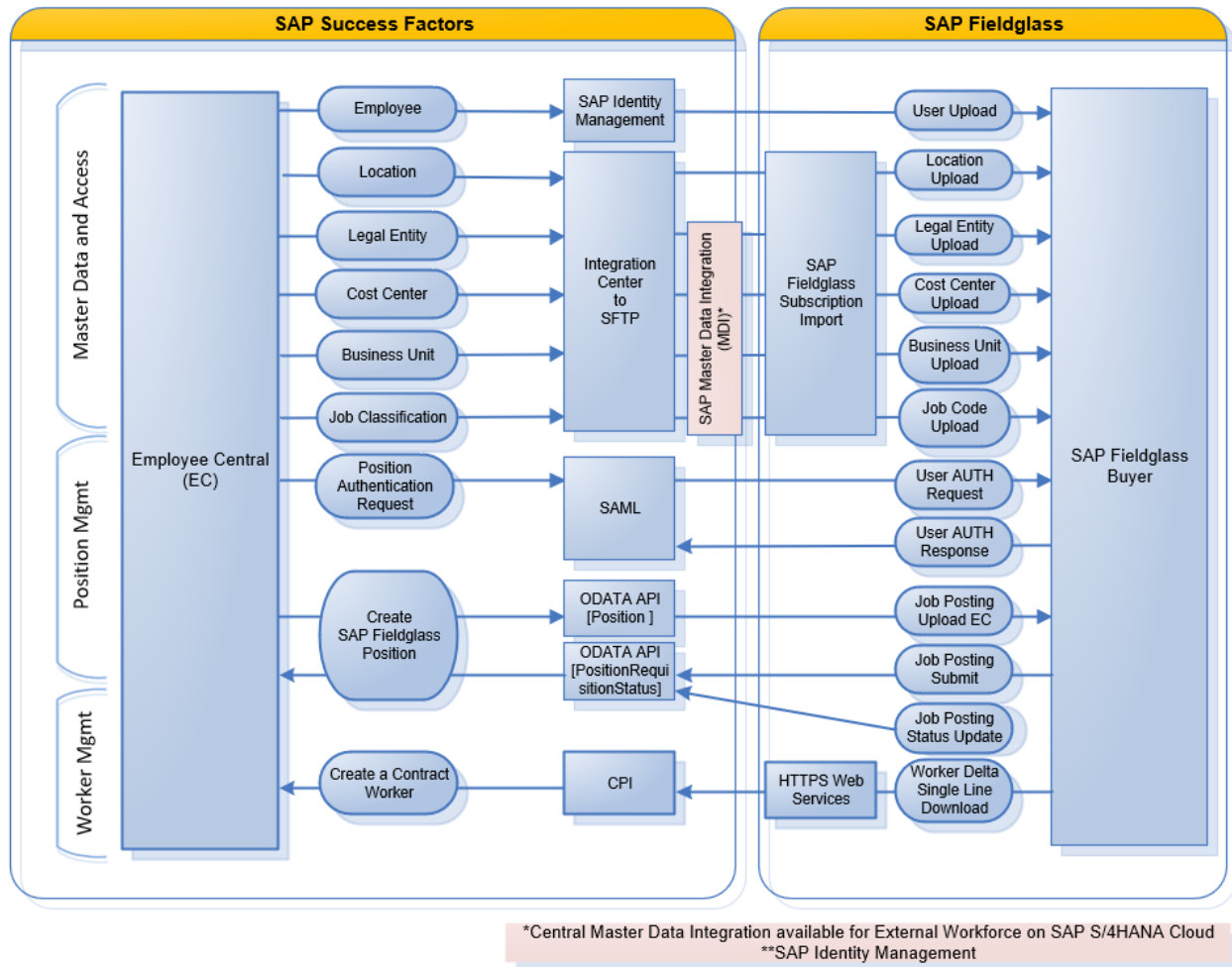
The following diagram illustrates the integration scenarios.

- 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.



1.1 Data Workflow Diagrams

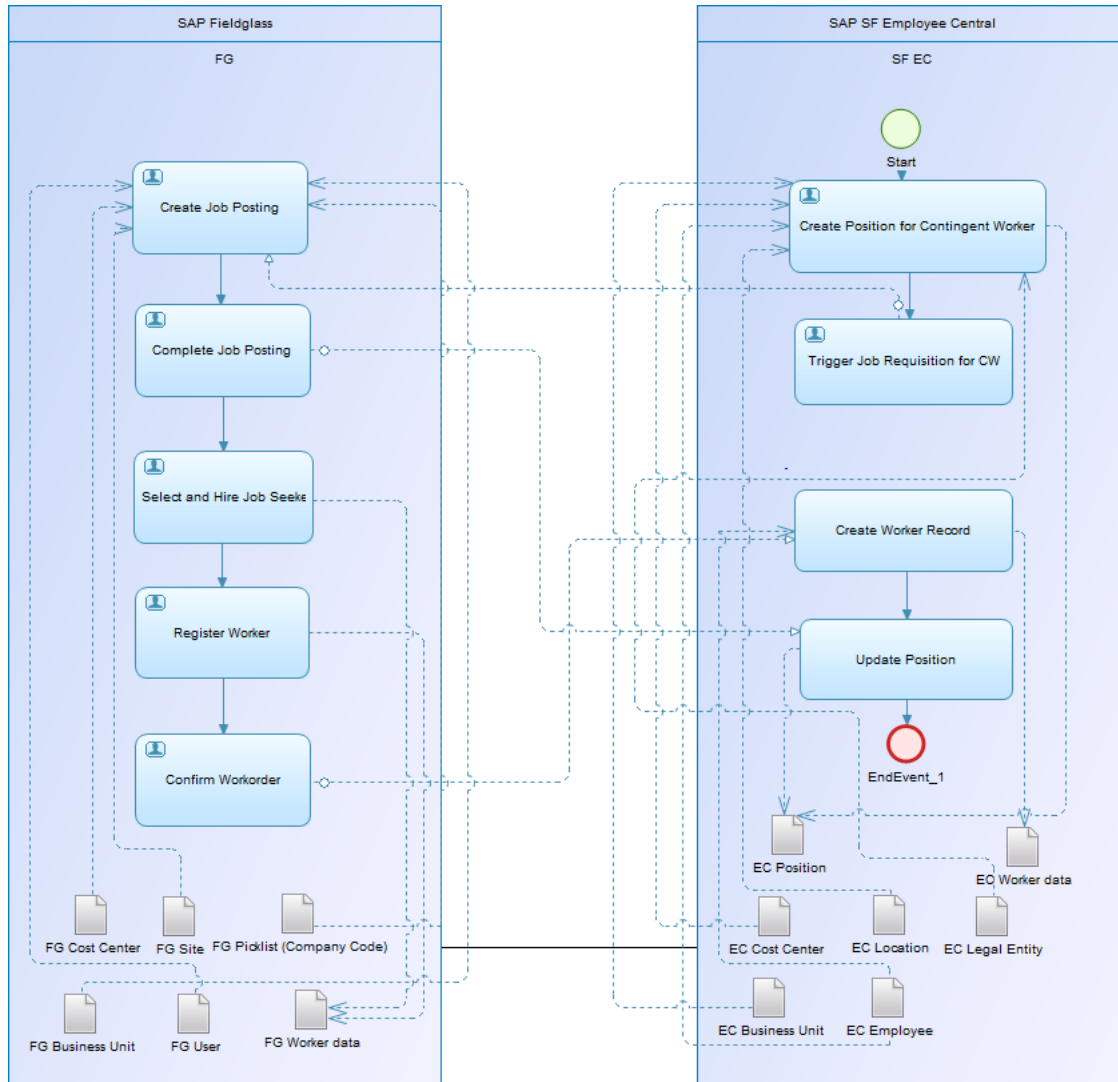
Provides a context diagram of the integration points between Employee Central and SAP Fieldglass, and the method of transfer between SAP Fieldglass and SAP SuccessFactors.



For more information Central Master Data Integration, see [SAP Fieldglass and SAP S/4HANA Integration Business Synopsis](#).

Integration Summary for External Resource Integration

The following diagram shows the integration of worker data between SAP Fieldglass and Employee Central. The integration is established to replicate and send a client's external worker information from SAP Fieldglass into Employee Central. This allows clients the ability to manage and view their nonemployee personnel (contingent, statement of work, and profile workers) within an HR org structure and platform that SAP SuccessFactors Employee Central provides.



For more information on External Workforce Integration, see [External Workforce Integration for Intelligent Enterprise Business Synopsis](#).

1.1.1 Integration Summaries

Describes a summary of the elements for SAP Fieldglass master data integration, SAP SuccessFactors Position Management Integration, and Worker Integration.

1.1.1.1 Master Data Integration

Describes SAP Fieldglass master data modules supported for integration with SAP SuccessFactors.

The following SAP Fieldglass master data modules are required to integrate with SAP SuccessFactors:

- Users
- Legal Entity
- Business Unit
- Cost Center
- Location
- Job Code

1.1.1.2 Position Management Integration

Describes a summary of the elements for SAP SuccessFactors Position Management Integration.

SSO Requests

ID	API Name	Activity	Type/Version	Format	Frequency	Event Triggers
7	Create new requisition (SuccessFactors link)	IDP initiated	HTTPS	SAML	Real time	SuccessFactors – Click on Request Contingent Worker link Enabled when no SAP Fieldglass requisition exists.
8	View requisition link (SuccessFactors link)	IDP initiated	HTTPS	SAML	Real time	SuccessFactors – Click on View Requisition link Enabled when SAP Fieldglass requisition exists.
9	Job Posting Template	Upload	Manual	CSV	As needed	
10	Job Posting Upload [Domain]/ ODATA/v2/ ODATA/v2/Position	Upload (Pull)	API	JSON	Real time	SuccessFactors – User authenticated, and position ID returned during create new requisition request.

ID	API Name	Activity	Type/Version	Format	Frequency	Event Triggers
11	Job Posting Status Update [Domain]/ ODATA/v2/ upsert	Upload (Post)	API	JSON	Real time	Configured in SAP Fieldglass Publish/Subscribe - all actions modifying the Job Posting Status in SAP Fieldglass.

1.1.1.3 Worker Integration

Describes a summary of the elements for SAP Fieldglass Worker Integration.

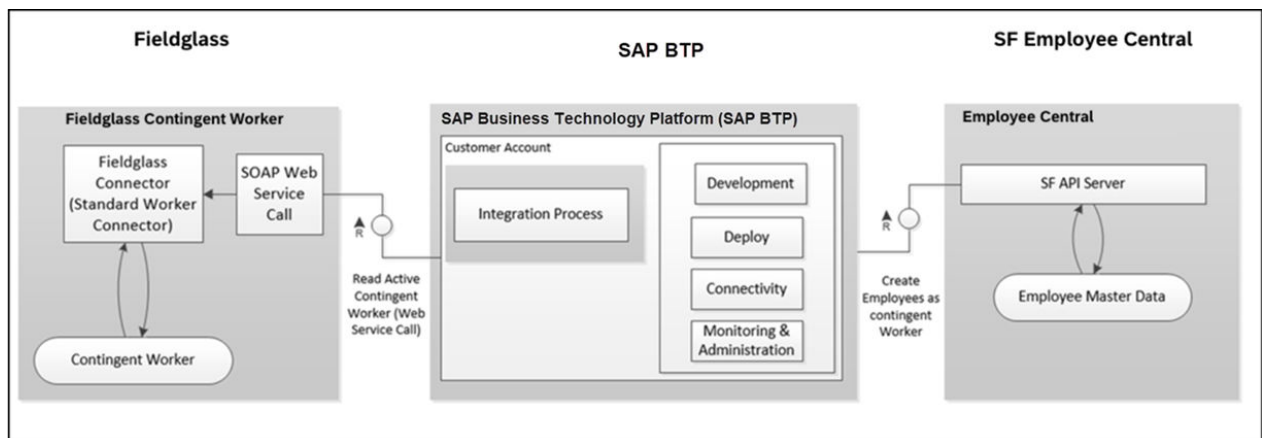
Integration Connectors

ID	API Name	Activity	Type/Version	Format	Frequency	Event Triggers
12	Active Worker Delta Single Line Variant: Standard Worker Download Delta Single Line	Download	Manual	CSV	As needed	Replication trigger by CPI

The SOAP web service reads contingent worker information from SAP Fieldglass and SAP Business Technology Platform (SAP BTP) middleware integrates this information with Employee Central.

Entities are created in Employee Central and Execution Manager is used for error reporting.

SAP Fieldglass connectors contain worker information that can be integrated with any HRIS system.



1.2 Additional Resources

Where to go for additional related information.



- View or download the integration guide, *Using SAP Fieldglass with Employee Central*, on the SAP Help Portal at <https://help.sap.com/viewer/273e3d27f7ad4a45a14e41419030a590/latest/en-US>.
- For information on overviews and best practices related to SAP Fieldglass and SAP SuccessFactors Employee Central integrations, go to <https://api.sap.com/package/SAPFieldglasswithSuccessFactorsECContingentWorker?section=Overview>.
- For general integration information related to SuccessFactors Employee Central and SAP Fieldglass, go to the SAP Business Accelerator Hub at <https://api.sap.com/themes/SAPFieldglass>.

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