Informatica

Informatica® Cloud Data Integration

SuccessFactors ODATA Connector

Informatica Cloud Data Integration SuccessFactors ODATA Connector
April 2023

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Preface

Use *Data Integration SuccessFactors ODATA Connector* to learn how to read data from or write data to SuccessFactors by using Cloud Data Integration. Learn to create a SuccessFactors ODATA connection, develop mappings, and run mapping tasks, synchronization tasks, and dynamic mapping tasks in Cloud Data Integration.

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The telephone numbers for Informatica Global Customer Support are available from the Informatica web site at https://www.informatica.com/services-and-training/support-services/contact-us.html.

CHAPTER 1

Introduction to SuccessFactors ODATA Connector

You can use SuccessFactors ODATA Connector to connect to SuccessFactors from Data Integration.

Use SuccessFactors ODATA Connector to read data from SuccessFactors and integrate the data with other applications, databases, and flat files. You can read data from SuccessFactors or from other applications and write the data to SuccessFactors. You can use SuccessFactors objects as sources and targets in mappings, synchronization tasks, and mapping tasks.

You can switch the mapping to advanced mode to include transformations and functions that enable advanced functionality.

When you run a synchronization task or a mapping task, the agent uses the OData API to perform the specified operation and read data from or write data to SuccessFactors.

Introduction to SuccessFactors

SuccessFactors is a cloud-based human capital management software that organizations use to manage essential services related to human resource management.

You can use recruiting services of SuccessFactors to hire best talents. You can use SuccessFactors to manage the on-boarding process of new hires, track performance and goals of the employees, and manage employee compensation details. You can use the learning management services provided by SuccessFactors to improve the skills and productivity of your employees, reduce compliance risks, and cater to the needs of external audiences. The succession and development services help you to increase organizational strength by identifying and recognizing potential talents in your company. You can increase communication and collaboration between individuals and teams in your company by using the social networking services provided by SuccessFactors.

SuccessFactors ODATA Connector assets

Create assets in Data Integration to integrate data using SuccessFactors ODATA Connector.

When you use SuccessFactors ODATA Connector, you can include the following Data Integration assets:

- Dynamic mapping task

- Mapping
- Mapping task
- Synchronization task

For more information about configuring assets and transformations, see *Mappings*, *Transformations*, and *Tasks* in the Data Integration documentation.

SuccessFactors ODATA Connector example

You are a Human Resource Manager in a pharmaceutical company. The business of your company has grown but it has introduced a range of HR policies and tools. You are finding it difficult to manage the recruiting, on-boarding, leave policies, travel policies, performance management, and appraisal process.

Your company uses SuccessFactors to automate the human capital management system.

You can now use SuccessFactors ODATA Connector to configure a synchronization task or a mapping task and read performance management data from SuccessFactors and write data to your local system. Your team can then analyze the data and provide feedback, direction, or recognition to respective employees.

CHAPTER 2

Successfactor ODATA connections

Create a SuccessFactors ODATA connection to connect to SuccessFactors so that the Secure Agent can read data from and write data to SuccessFactors. You can use SuccessFactors ODATA connections to specify sources and targets in mappings, synchronization tasks, or mapping tasks.

Connect to SuccessFactors

Let's configure the SuccessFactors ODATA connection properties to connect to SuccessFactors.

Before you begin

Before you configure the connection properties, you'll need your company ID, user name, and service URL of your SAP SuccessFactors account.

To use HTTP basic authentication, you need your SuccessFactors user name and password.

To use OAuth 2. authentication, you need to register a OAuth 2.0 client application that is authorized to access the OData API and get the API associated with the client application and the private key.

The following video shows you how to get company ID, user name, and service URL from your SAP SuccessFactors account:



Connection details

The following table describes the basic connection properties:

Property	Description
Connection Name	Name of the connection. Each connection name must be unique within the organization. Connection names can contain alphanumeric characters, spaces, and the following special characters: _ . + -, Maximum length is 255 characters.
Description	Description of the connection. Maximum length is 4000 characters.
Type	SuccessFactors ODATA
Runtime Environment	The name of the runtime environment where you want to run tasks. Select a Secure Agent or serverless runtime environment.
User name	The user name to access the SuccessFactors ODATA account. The user name uses a combination of company ID and user name of your SucessFactors OData account in the following format: User name@Company ID
Password	The password to access the SuccessFactors ODATA account. **Important:** Even if you use OAuth 2.0 authentication, you must still enter the user name and password of the SuccessFactors ODATA account.
URL	SuccessFactors service root URL. For example, enter https://apisalesdemo8.successfactors.com/odata/v2.

Advanced settings

The following table describes the advanced connection properties:

Property	Description
Security Type	Security protocol that you can use to establish a secure connection with the SuccessFactors server. Select SSL or TLS.
TrustStore File Name	Applies to security type. Name of the truststore file that contains the public certificate for the SuccessFactors server.
TrustStore Password	Applies to security type. Password for the truststore file that contains the public certificate for the SuccessFactors server.
KeyStore File Name	Applies to security type. Name of the keystore file that contains the private key for the SuccessFactors server.
KeyStore Password	Applies to security type. Password for the keystore file that contains the private key for the SuccessFactors server.

Property	Description
Authentication Type	Method to authenticate access to the SuccessFactors ODATA account Select one of the following authentication types: - HTTP Basic Authentication. Requires administrator access to the OData API and credentials for a valid account. - OAuth 2.0. Requires you to register a OAuth 2.0 client application that is authorized to access the OData API and valid OAuth token associated with the client application.
API KEY	Enter the API key that the OAuth Utility returns when you register your OAuth 2.0 client application. For more information about how to get the API key,, see the SuccessFactors documentation.
PRIVATE KEY	Enter the private key that the OAuth Utility returns when you generate the X.509 certificate. For more information about how to get the private key, see the SuccessFactors documentation.
COMPANY ID	If you select OAuth 2.0 authentication, enter the company ID that SuccessFactors returns when you create an account in SuccessFactors.

Proxy server settings

If your organization uses an outgoing proxy server to connect to the Internet, the Secure Agent connects to Informatica Intelligent Cloud Services through the proxy server.

You can configure the Secure Agent to use the proxy server on Windows and Linux. You can use only an unauthenticated proxy server. The proxy settings applies to connections used in mappings and in mappings in advanced mode.

To configure the proxy settings for the Secure Agent, use one of the following methods:

- Configure the Secure Agent through the Secure Agent Manager on Windows or shell command on Linux.

  For instructions, see "Configure the proxy settings on Windows" or "Configure the proxy settings on Linux" in *Getting Started* in the Data Integration help.
- Configure the JVM options for the DTM in the Secure Agent properties. For instructions, see the Proxy server settings Knowledge Base article.

To configure proxy settings for the serverless runtime environment, see "Using a proxy server" in *Runtime Environments* in the Administrator help.

CHAPTER 3

Synchronization Tasks with SuccessFactors ODATA Connector

When you configure a Synchronization task to use a SuccessFactors ODATA source, you can configure advanced source properties. You can also configure advanced target properties when you configure a Synchronization task to use a SuccessFactors ODATA target.

SuccessFactors Sources in Synchronization Tasks

You can use a SuccessFactors object as a single source in a synchronization task. You can configure the SuccessFactors source properties on the **Source** page of the Synchronization Task wizard.

The following table describes the SuccessFactors source properties:

Property	Description
Connection	The source connection for the task.
Source Type	Type of the source object. Select Single or Multiple object.
Source Object	The source object for the task. Select the source object for a single source. When you select the multiple source option, you can add the following objects: - Primary Object - Child Object. Not applicable. - Sibling Object **Note:** SuccessFactors ODATA Connector does not support self join.
Display technical names instead of labels	Displays technical names instead of business names.
Display source fields in alphabetical order	Displays source fields in alphabetical order instead of the order returned by the source system.

When you configure a synchronization task to use a SuccessFactors source, you can configure the advanced source properties. Advanced source properties appear on the **Schedule** page of the Synchronization Task wizard.

The following table describes the SuccessFactors advanced source properties:

Advanced Property	Description
Data Serialization Format	The format of the data that is transferred over the network. Select ATOM/XML or JSON. For large volume of data, you can use ATOM/XML.
Maximum Number of Rows	Determines the maximum number of rows you can fetch.
Number of Rows to Skip	Sets the number of rows you can skip. For example, you can set this property to n to skip the first n rows in a source and read from the (n +1) row.
Enable Data Validation	Determines whether the constraints expressed in the facets of properties are validated.

SuccessFactors Targets in Synchronization Tasks

When you run a synchronization task, specify the operation and the source that you want the Secure Agent to write to the target. The agent inserts, updates, or deletes source rows that you specify into the target based on the configured operation for the target object. You can configure the SuccessFactors target properties on the **Target** page of the Synchronization Task wizard.

The following table describes the SuccessFactors target properties:

Property	Description
Connection	The target connection for the task.
Target Object	The target object that the task populates.
Child Object	Not applicable.
Display technical names instead of labels	Displays technical names instead of business names.
Display target fields in alphabetical order	Displays source fields in alphabetical order instead of the order returned by the source system.

When you configure a synchronization task, you can configure the advanced target properties. The advanced target properties appear on the **Schedule** page of the Synchronization Task wizard.

The following table describes the SuccessFactors advanced target properties:

Advanced Property	Description
Data Serialization Format	The format of the data that is transferred over the network. Select ATOM/XML or JSON.
Success File Directory	Directory for the success file. Specify a directory path that is available on each agent machine in the runtime environment. By default, Data Integration writes the success file to the following directory: `<Secure Agent installation directory>/apps/Data_Integration_Server/data/success`.
Error File Directory	Directory for the error file. Specify a directory path that is available on each agent machine in the runtime environment. By default, Data Integration writes the error file to the following directory: `<Secure Agent installation directory>/apps/Data_Integration_Server/data/error`.
Execution Mode	Select Standard or Verbose. Standard is the preferred option for production mode. Verbose is the preferred option for troubleshooting.

CHAPTER 4

Mappings and mapping tasks with SuccessFactors ODATA Connector

Use the Data Integration Mapping Designer to create a mapping. When you create a mapping, you configure a source or target to represent a single SuccessFactors object. In advanced mode, the Mapping Designer updates the mapping canvas to include transformations and functions that enable advanced functionality.

Describe the flow of data from the source to the target along with the required transformations. When you create a mapping task, select the mapping that you want to use. Use the Mapping Task wizard to create a mapping task. The mapping task processes data based on the data flow logic you define in the mapping.

SuccessFactors sources in mappings

In a mapping, you can configure a Source transformation to represent a SuccessFactors source.

The general properties display the name and description of the SuccessFactors source. Configure the source and advanced properties for the source object.

The following table describes the source properties that you can configure in a Source transformation:

Property	Description
Connection	Name of the source connection.
Source Type	Type of source object. Select Single or Parameter as the source type.
Object	Name of the object. You can choose a source object when you read data from SuccessFactors.
Parameter	The parameter for the source object. Create or select the parameter for the source object. **Note:** The parameter property appears only if you select parameter as the source type.
Filter	Adds conditions to filter records. You can add multiple conditions for each object.
Sort	Adds conditions to sort records. You can add multiple conditions for each object.

The following table describes the advanced properties that you can configure in a Source transformation:

Property	Description
Data Serialization Format	The format of the data that is transferred over the network. Select ATOM/XML or JSON.
Maximum Number of Rows	Determines the maximum number of rows that you can fetch.
Number of Rows to Skip	Sets the number of rows you can skip.
Enable Data Validation	Determines whether the constraints expressed in the facets of properties are validated.
Tracing Level	Amount of detail that appears in the log for this transformation. You can choose terse, normal, verbose initialization, or verbose data. Default is normal.

SuccessFactors Targets in Mappings

In a mapping, you can configure a Target transformation to represent a single SuccessFactors target.

The general properties display the name and description of the SuccessFactors target. Configure the target and advanced properties for the target object.

The following table describes the SuccessFactors target properties that you can configure in a Target transformation:

Property	Description
Connection	Name of the target connection.
Target Type	Type of target object. Select Single Object or Parameter.
Object	Name of the target object. You can choose a target object when you write data to SuccessFactors.
Parameter	The parameter for the target object. Create or select the parameter for the target object. **Note:** The parameter field appears only if you select parameter as the target type.
Operation	The target operation. Select Insert, Update, or Delete. Other operations are not applicable.
Data Driven Condition	Not applicable.

The following table describes the SuccessFactors target advanced properties that you can configure in a Target transformation:

Advanced Property	Description
Data Serialization Format	The format of the data that is transferred over the network. Select ATOM/XML or JSON.
Success File Directory	Directory for the success file. Specify a directory path that is available on each agent machine in the runtime environment. By default, Data Integration writes the success file to the following directory: `<Secure Agent installation directory>/apps/Data_Integration_Server/data/success`.
Error File Directory	Directory for the error file. Specify a directory path that is available on each agent machine in the runtime environment. By default, Data Integration writes the error file to the following directory: `<Secure Agent installation directory>/apps/Data_Integration_Server/data/error`.
Forward Rejected Rows	Forwards rejected rows to the next transformation.

SuccessFactors Mapping Task Example

You work in the human resource management team of a manufacturing organization and you need to export all SuccessFactors Background_Awards activities. You want to review the Background_Awards activities in an analytics tool. Create a mapping task to use the insert operation. You use the following objects in the SuccessFactors mapping:

Source Object

The source object for a mapping task is a SuccessFactors Background_Awards. Use the SuccessFactors connection to connect to SuccessFactors and read data from SuccessFactors. The Background_Awards object is a single source in the mapping task.

Target Object

Use the .csv file as the target object in the mapping task. The target in a mapping task is a flat file. The target includes the backgroundElementId, bgOrderPos, description, institution, issuedate, lastModifiedDate, name, and userId fields.

Mapping

Map the fields of the SuccessFactors Background_Awards source to the flat file target.

The following image shows the SuccessFactors mapping:



When you run the mapping, the agent writes the Background_Awards activities to the flat file.

The following image shows the Background_Awards activities that the agent writes based on the fields you mapped in the mapping task:

backgroundElementId	bgOrderPos	description	institution	issueDate	lastModifiedDate	name	userId
254	1	Best Demo			52:07.0	Award for the best software demonstration of 2001	dsharp1
354	1	Auszeichnung zur Anerkennung auÃ¶ergewÃ¶hnlicher Leistungen im Personalwesen			09:48.0	Ausgezeichneter Service Mitarbeiter	dnguyen1
393	1	â°æé¬ç˜¤ß«é¬cã—ã¦å„ªã‚Œæ¥ç¸¾ã‚’ä¸Šã’ãŸã‚¤ãƒ¼ãƒˆ	èƒ½ç¿Žå°ä¼š	00:00.0	58:28.0	â°æé¬ç˜¤ß†ã—ã¦ãƒ•ã‚¡ã‚¤ãƒŠãƒªã‚¹ãƒˆè³ž	swilson1
467	1	Generated the highest sales of the quarter for over $3 million	Ford Motors		58:37.0	Highest sales of quarter	jreed1
21	1	Exceeding Sales Quota 2001			57:51.0	Sales Success	cgrant1
22	2	Exceeding Sales Quota 2002			58:20.0	Sales Success	cgrant1
23	3	Exceeding Sales Quota 2003			58:45.0	Sales Success	cgrant1
28	0	Sales	ACE Corporation	00:00.0	12:19.0	New Account Sales Leader	mhoff1

Rules and guidelines for SuccessFactors tasks

- When you configure a task to read data from SuccessFactors objects, consider the following factors before you can add multiple objects in the Source transformation:
  - Do not add child and sibling objects simultaneously in a synchronization or mapping task.
  - Do not add sibling objects that are of the same type in a synchronization or mapping task.
  - Do not add sibling objects beyond the first hierarchy level in a mapping task.
- You cannot write to an object where the PropertyRef field or key fields property is **sap:creatable = 'false'**.

  Note: You can set the property to true at the SuccessFactors endpoint.

APPENDIX A

Data type reference

Data Integration uses the following data types in mappings, synchronization tasks, and mapping tasks with SuccessFactors:

SuccessFactors Data Types

SuccessFactors native data types appear in the Fields tab for Source transformation and Target transformation when you choose to edit metadata for the fields.

Transformation Data Types

Set of data types that appear in the transformations. They are internal data types based on ANSI SQL-92 generic data types, which the agent uses to move data across platforms. Transformation data types appear in all transformations in a mapping.

When Data Integration reads source data, it converts the native data types to the comparable transformation data types before transforming the data. When Data Integration writes to a target, it converts the transformation data types to the comparable native data types.

SuccessFactors data types and transformation data types

The following table lists the SuccessFactors data types that Data Integration supports and the corresponding transformation data types:

SuccessFactors Data Type	Transformation Data Type	Description
Binary	Binary	1 to 104,857,600 bytes
Boolean	String	1 to 104,857,600 characters
Byte	Integer	-2,147,483,648 to 2,147,483,647 Precision 10, scale 0
DateTime	Date/Time	-9,223,372,036,854,775,808 to 9,223,372,036,854,775,807 Precision 19, scale 0
DateTimeOffset	Date/Time	Jan 1, 0001 A.D. to Dec 31, 9999 A.D. (precision to the nanosecond)

SuccessFactors Data Type	Transformation Data Type	Description
Decimal	Decimal	Precision 1 to 28, scale 0 to 28
Double	Double	Precision 15
Float	Double	Precision 15
Guid	String	1 to 104,857,600 characters
Int16	Integer	-2,147,483,648 to 2,147,483,647 Precision 10, scale 0
Int32	Integer	-2,147,483,648 to 2,147,483,647 Precision 10, scale 0
Int64	Bigint	-9,223,372,036,854,775,808 to 9,223,372,036,854,775,807 Precision 19, scale 0
SByte	Integer	-2,147,483,648 to 2,147,483,647 Precision 10, scale 0
Single	Double	Precision 15
String	String	1 to 104,857,600 characters
Time	Date/Time	Jan 1, 0001 A.D. to Dec 31, 9999 A.D. (precision to the nanosecond)

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