



Informatica® Cloud Data Integration

SuccessFactors ODATA Connector

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Publication Date: 2024-04-08

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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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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.

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

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

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 tables are called entities or SFObjects. SuccessFactors integrates with external systems through SuccessFactors SOAP API (SFAPI), Open Data Protocol (OData) API, Employee Central Compound (ECC) API, or file-based communication.

You can choose one of the following deployment models of SuccessFactors:

- Talent Hybrid
- Full Cloud HCM
- Side-by-Side

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, onboarding, 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.

Configure proxy settings

If your organization uses an outgoing proxy server to connect to the Internet, you can use the serverless runtime environment to connect to Informatica Intelligent Cloud Services through the proxy server.

You can use the unauthenticated or authenticated proxy server.

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

CHAPTER 2

Connections for SuccessFactors ODATA

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.

You can create a SuccessFactors ODATA connection on the **Connections** page. Use the connection when you create a synchronization task or a mapping task.

SuccessFactors ODATA connection properties

When you set up a SuccessFactors ODATA connection, configure the connection properties.

The following table describes the SuccessFactors ODATA 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 the tasks. Select a Secure Agent, Hosted Agent, or serverless runtime environment. |
| User name | The user name to access the SuccessFactors ODATA account. For example, enter username@companyID. |
| 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 . |

| 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. |
| Authentication Type | Method to authenticate the user. Select one of the following authentication types: <ul style="list-style-type: none"> - HTTP Basic Authentication. Requires administrator access to the OData API and credentials for a valid account. - OAuth 2.0. Requires a valid token and a registered OAuth 2.0 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 API key, see SuccessFactors documentation. |
| PRIVATE KEY | Enter the private key that the OAuth Utility returns when you generate the X.509 certificate. For more information about private key, see SuccessFactors documentation. |
| COMPANY ID | If you select OAuth 2.0 authentication, enter your company ID that SuccessFactors returns when you create an account in SuccessFactors. |

Troubleshooting a SuccessFactors ODATA connection

The solution to the following situation might help you troubleshoot SuccessFactors ODATA connections:

Failed to authenticate to the SuccessFactors instance.

SuccessFactors does not allow unauthorized IPs to access the SuccessFactors instance. When you use mappings, synchronization tasks, or mapping tasks to access SuccessFactors instance through SuccessFactors APIs, the following error might appear:

```
FAILED_AUTHENTICATION</errorCode><errorMessage>Authentication failed. Attempted
login from unauthorized ip: xxx.xxx.xxx.xxx
to company id: xxxx by username: user(status code = 8)
```

Perform the following steps to authorize an IP address:

1. Log in to SuccessFactors.
2. Go to **Admin Center > Company Settings > Password & Login Policy Settings**.

The following image shows the Admin Center page:

Admin Center

The Password & Login Policy Settings: Applied to All Employees page appears.

Admin Center

Back to [Admin Center](#)

Password & Login Policy Settings : Applied to All Employees

Use this page to set the Password Policy.

| | |
|--------------------------------|----|
| Minimum Length | 2 |
| Maximum Length | 18 |
| Minimum Password Age (in days) | -1 |
| Maximum Password Age (in days) | -1 |

Enabling or disabling this feature will force ALL users to change their passwords
 Set to -1 to keep passwords from expiring (not recommended)
[Set API login exceptions...](#)
 Apply different maximum password age for the following users when they login to the API:

Items per page: 10 Displaying 0 records

3. Select **Set API login exceptions...** and click **Add**.

The Create New User Security Setting dialog box appears.

Create New User Security Setting - Mozilla Firefox

https://pmsalesdemo8.successfactors.com/singleStep?step_name=generic&stepFB=editUserSecurity&fbStepUserSecurity

Create New User Security Setting

Use this page to create a new user security setting

| | |
|-------------------------------|--|
| Username: * | <input type="text"/> |
| Maximum password age(days): * | <input type="text" value="-1"/> Set to -1 keep password not expiring (not recommended) |
| IP address restrictions: * | Apply the maximum password age only when user is accessing from the following IP address(es) (for example 10.20.30.41, 10.20.30.40-10.20.30.50): <input type="text"/> |

Cancel Save & Close

4. Enter a username with sfapi permissions, maximum password age, and IP address restrictions. Add the IP from the error message in IP address restrictions field.
5. Click **Save & Close**.

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: <ul style="list-style-type: none">- 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 |
|---------------------|------------|--|-----------------|-----------|------------------|---|----------|
| 354 | 1 | Best Demo | | | 52:07.0 | Award for the best software demonstration of 2001 | dsharp1 |
| 354 | 1 | Auszeichnung zur Anerkennung außergewöhnlicher Leistungen im Personalwesen | | | 09:48.0 | Ausgezeichneter Service Mitarbeiter | dnguyen1 |
| 393 | 1 | Generated the highest sales of the quarter for over \$3 million | | 00:00.0 | 58:28.0 | Highest sales of quarter | 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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