

## SuccessFactors API

### Company Type:

Marketing / Media

### Size:

500 - 1000 employees

### Business Scenario:

Our client had an existing home grown web based HRIS that all their employees logged into.

They did not want to decommission it and also did not want to have to maintain information in 2 different systems. They purchased SuccessFactors' Recruiting and Performance Management modules but wanted to leverage their existing HRIS with SuccessFactors Platform.

### Solution:

Our client had an existing home grown web based HRIS that all their employees logged into.

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### Example:

Here are some SuccessFactors API operations that can be used to manipulate data in SuccessFactors.

<code>InsertResult insert(String type, SFObject[] objects, SFParameter[] processingParam)</code>	Inserts the objects of the specified entity type. The operation will resume if one row has failed to insert.
<code>UpdateResult update(String type, SFObject[] objects, SFParameter[] processinParam)</code>	Updates the objects of the specified entity type. The operation will resume if one row has failed to update.
<code>UpsertResult upsert(String type, SFObject[] objects, SFParameter[] processingParam)</code>	Inserts or updates the objects of the specified entity type. If the row doesn't exist, perform the insert operation, if the row exists, perform the update operation. The operation will resume if one row has failed to upsert.
<code>DeleteResult delete(String type, SFObject[] objects, SFParameter[] processingParam)</code>	Deletes the SFObjects specified by the type and the objects. The operation will resume if one row has failed to delete.

## Flat File Integration

### Company Type:

Compliance

### Size:

5000 - 6000 employees

### Business Scenario:

Our client was already using SAP HR as their system of record and wanted to continue to do so.

They needed a cost efficient option to create an integration point between SAP and SuccessFactors. Changes needed to be updated daily so that the data between the 2 systems is normalized.

### Solution:

A job is setup in SAP to run a custom program which produces a file in a SF friendly format. This file is then put on a SFTP location that is shared with SuccessFactors. A scheduled job in SuccessFactors is setup to pick this file up and to perform an Employee Import process. This file is then used to update the employee profile, as well as data in the compensation and performance modules.

### Example:

Sample template file that is provided from SAP in a SuccessFactors format.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	STATUS	USERID	USERNAME	FIRSTNAME	LASTNAME	MI	GENDER	EMAIL	MANAGER	HR	DEPARTMENT	JOBCODE	DIVISION	LOCATION	TIMEZONE
2	STATUS	USERID	Username	First Name	Last Name	Middle Name	Gender	Email	Manager	HR Business Partner	Department	Job Code	Division	Location	Time Zone

	P	Q	R	S	T	U	V	W	X	Y	Z	AA
1	HIREDATE	EMPID	TITLE	BIZ_PHONE	FAX	ADDR1	ADDR2	CITY	STATE	ZIP	COUNTRY	REVIEW_FREQ
2	Shred-it Corporate Date (mm/dd/yyyy)	Employee Id	Title	Business Phone	Business Fax	Address 1	Address 2	City	State/Province/Region	ZIP/Post Code	Country	Review Frequency