

User Connector - Federal

Content

1	What's New in This Guide.	3
2	About User Connector - Federal.	4
2.1	User Connector - Federal Header Mapping.	4
2.2	General Processing Rules.	15
	Active and Inactive Processing for User Connector.	15
	Null Value Handling.	15
	Alternate Supervisor Logic for User Connector.	16
	New User Notification Settings.	16
	How User Connectors Handle Reference Values.	16
3	Change History.	17

1 What's New in This Guide

Q1 2016

Table 1: The following table summarizes changes to this guide for the Q1 2016 release

What's New	Description	More Info
Initial Publication	The User Connector - Federal guide is for implementing User Connector - Federal with SAP SuccessFactors Learning	


2 About User Connector - Federal

This topic describes User Connector - Federal.

User Connector - Federal is like User Connector: it also adds users from a flat file to the SAP SuccessFactors Learning database. But it is built with the United States Federal customer in mind. It includes additional fields that US Federal customers need:


- Enterprise Human Resources Integration (EHRI) ID
- Agency sub element ID
- Exclude from EHRI
- Social Security Number (SSN)
- Date of Birth (DOB)
- Race National Origin (RNO)

Note

Many of the additional fields in User Connector - Federal are sensitive. We recommend that you pass only the fields that you need and you set up encryption in [System Admin](#) > [Configuration](#) > [System Configuration](#) > [CONNECTORS](#) .

2.1 User Connector - Federal Header Mapping

This topic contains the default map for User Connector - Federal header file and its data.

When you create your data file, it must be named as follows, where <Suffix> is your tenant ID. In some uncommon cases, customers set a different suffix in [System Admin](#) > [Configuration](#) > [System Configuration](#) > [CONNECTORS](#) . If you have set a different suffix, you can find it in the `connector.input.file.name.tenant.suffix.override` property.

Data file name: user_data_<Suffix>.txt

Note

The "LMS Database Column Name" is provided for readers who are familiar with user configuration in SAP SuccessFactors Learning. For example, if you are familiar with other user connectors, you might recognize "NOTACTIVE" as the active flag in the SAP SuccessFactors Learning tables.

Table 2:

LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
NOTACTIVE	Required to be present in the input file. Defaults to N if null or invalid. N = Make active Y = Make inactive See Active and Inactive Processing for User Connector [page 15] for more information.	Alpha Numeric	Y or N only (Boolean)
STUD_ID	Required to be present in the input file. The unique user ID. If the ID does not exist in the system, the system creates a new user record.	Alpha Numeric	90
FNAME	The given name of the user.	Alpha Numeric	150
LNAME	The family name of the user.	Alpha Numeric	150
MI		Alpha Numeric	90
GENDER	Male or Female	Alpha Numeric	1
JP_ID This field is referenced in the database.	If the provided Job Code ID does not exist in LMS DB, it will be created automatically.	Alpha Numeric	150
JP_DESC	Only used if provided Job Position ID in same row does not exist in LMS DB and is created automatically. If Job Position ID already exists in LMS DB, provided Job Position Description will not overwrite or nullify existing value.	Alpha Numeric	300
JOB_TITLE	Job Title is not directly associated with Job Position ID in LMS DB. Job Title is not directly associated with Job Code ID in LMS DB	Alpha Numeric	300
ROLE_ID This field is referenced in the database.	For new User records: for an invalid or no role then the connector defaults to the value in the configuration file. If a role is invalid or not supplied, the existing role is retained.	Alpha Numeric	90
JL_ID This field is referenced in the database.	If provided Job Location ID does not exist in LMS DB, it will be created automatically.	Alpha Numeric	90

LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
JL_DESC	Only used if provided Job Location ID in same row does not exist in LMS DB and is created automatically. If Job Location ID already exists in LMS DB, provided Job Location Description will not overwrite or nullify existing value.	Alpha Numeric	90
DMN_ID This field is referenced in the database.	If provided Domain ID does not exist in LMS DB, it will be created automatically. The Connector will not create or update parent relationships, or update existing Domain records. If null, defaults to Default User Domain.	Alpha Numeric	90
DMN_DESC	Only used if provided Domain ID in same row does not exist in LMS DB and is created automatically. If Domain ID already exists in LMS DB, provided Domain Description will not overwrite or nullify existing value.	Alpha Numeric	300
ORG_ID This field is referenced in the database.	If provided Organization ID does not exist in LMS DB, it will be created automatically. The Connector will not create or update parent relationships, or update existing Org records.	Alpha Numeric	90
ORG_DESC	Only used if provided Organization ID in same row does not exist in LMS DB and is created automatically. If Org ID already exists in LMS DB, provided Org Description will not overwrite or nullify existing value.	Alpha Numeric	300
EMP_TYP_ID This field is referenced in the database.	If provided Employee Type ID does not exist in LMS DB, it will be created automatically.	Alpha Numeric	90
EMP_TYP_DESC	Only used if provided Employee Type ID in same row does not exist in LMS DB and is created automatically.	Alpha Numeric	120
EMP_STAT_ID This field is referenced in the database.	If provided Employee Status ID does not exist in LMS DB, it will be created automatically.	Alpha Numeric	90

LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
EMP_STAT_DESC	Only used if provided Employee Status ID in same row does not exist in LMS DB and is created automatically. If Employee Status ID already exists in LMS DB, provided Employee Status Description will not overwrite or nullify existing value.	Alpha Numeric	120
ADDR	Address.	Alpha Numeric	600
CITY	City.	Alpha Numeric	300
STATE	State.	Alpha Numeric	150
POSTAL	Postal Code.	Alpha Numeric	150
CNTRY This field is referenced in the database.	<i>The connector rejects the record if the Country value is not valid.</i>	Alpha Numeric	300
REGION_ID This field is referenced in the database.	The following are valid region ID values: <i>The connector rejects the record if the Region ID is not valid.</i>	Alpha Numeric	90
EMAIL_ADDR	If the customer uses email validation in the system, please take the validation rules into consideration when preparing and sending user data. The LMS email validation settings will not be applied during Connector run.	Alpha Numeric	384
HIRE_DTE	If Hired Date is later than the system date when the connector runs, record will be rejected (Hired Date cannot be in the future). Format the datetime as MON-DD-YYYY HH24:MI:SS The connector can accept future hire dates if allowFutureHireDates is set to true in LMS_ADMIN. The user status is set in the NOTACTIVE value in the data file.	Date & Time	

LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
TERM_DTE	<p>If Terminated Date is later than the system date when the connector runs, or if Terminated Date is earlier than the Hired Date in the input file the record will be rejected (Terminated Date cannot be in the future and cannot be an earlier date than the Hired Date).</p> <p>If the Notactive value is set to N then the termination date is nullified by the connector.</p> <p>A NULL value for this field always overwrites this field's existing value.</p> <p>Format the datetime as: MON-DD-YYYY HH24:MI:SS</p>	Date & Time	
SUPER This field is referenced in the database.	<p>This needs to reference to an existing user ID (or one that will be added in the current input file as defined in the User ID column #2).</p> <p>The value provided will be nullified if:</p> <ul style="list-style-type: none"> • It creates a circular reference (User cannot be their own supervisor's supervisor) • If the supervisor matches the User ID in the same row. • The supervisor (user) does not already exist in the LMS. • The supervisor (user) has a Terminated Date. 	Alpha Numeric	90
RESUME_LOCN		Alpha Numeric	600
COMMENTS	Admin facing free form text.	Alpha Numeric	2000
ACCT_ID This field is referenced in the database.	If provided Account Code does not exist in LMS DB, it will be created automatically as a record in the user's domain.	Alpha Numeric	90
PHON_NUM1	This is a phone number for the user.	Alpha Numeric	120
PHON_NUM1_DESC	This value is required if Phone Number 1 is provided.	Alpha Numeric	120
PHON_NUM2	This is a phone number for the user.	Alpha Numeric	120

LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
PHON_NUM2_DESC	This value is required if Phone Number 2 is provided.	Alpha Numeric	120
PHON_NUM3	This is a phone number for the user.	Alpha Numeric	120
PHON_NUM3_DESC	This value is required if Phone Number 3 is provided.	Alpha Numeric	120
COL_NUM1130_VAL This field is referenced in the database.	This is a referenced Custom Column. This Custom Column is used to exclude contractors for the EHRI report.	Y or NULL	
EHRI_SSN This field is referenced in the database.	Required to be present in the input file. This information must be collected for Federal employees. However it is not required for all government employees. The information will be stored in a private table within the LMS (not into the PA_Student Table). The data extracting process will be able to un-encrypt the value for reporting purposes.	Alpha Numeric	90
EHRI_DOB This field is referenced in the database.	Required to be present in the input file. This information must be collected for Federal employees however it is not required for all government employees. The information will be stored in a private table within the LMS (not into the PA_Student Table). The data extracting process will be able to un-encrypt the value for reporting purposes.	Date	
EHRI_SALARY This field is referenced in the database.	This information must be collected for Federal employees however it is not required for all government employees. The information will be stored in a private table within the LMS (not into the PA_Student Table). The data extracting process will be able to un-encrypt the value for reporting purposes. SuccessFactors recommends not providing a value for this field.	Alpha Numeric	90

LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
EHRI_RNO This field is referenced in the database.	This information must be collected for Federal employees however it is not required for all government employees. The information will be stored in a private table within the LMS (not into the PA_Student Table). The data extracting process will be able to un-encrypt the value for reporting purposes. SuccessFactors recommends not providing a value for this field.	Alpha Numeric	90
COL_NUM1_VAL	The connector adds custom field references as needed. In processing, the custom columns are given a number in the COL_NUM column in the PA_STUDENT_USER table and the value is places in the USER_VALUE table. For example, when the header is CUSTOM01, the "target database column" is COL_NUM1_VAL, and the value is "ABC," the value written to COL_NUM is 1 (the first column) and the value written to USER_VALUE on the same row is ABC.	Alpha Numeric	120
COL_NUM2_VAL	See Note for COL_NUM1_VAL.	Alpha Numeric	120
COL_NUM3_VAL	See Note for COL_NUM1_VAL.	Alpha Numeric	120
COL_NUM4_VAL	See Note for COL_NUM1_VAL.	Alpha Numeric	120
COL_NUM5_VAL	See Note for COL_NUM1_VAL.	Alpha Numeric	120
COL_NUM6_VAL	See Note for COL_NUM1_VAL.	Alpha Numeric	120
COL_NUM7_VAL	See Note for COL_NUM1_VAL.	Alpha Numeric	120
COL_NUM8_VAL	See Note for COL_NUM1_VAL.	Alpha Numeric	120
COL_NUM9_VAL	See Note for COL_NUM1_VAL.	Alpha Numeric	120
COL_NUM10_VAL	See Note for COL_NUM1_VAL.	Alpha Numeric	120
COL_NUM11_VAL	See Note for COL_NUM1_VAL.	Alpha Numeric	120
COL_NUM12_VAL	See Note for COL_NUM1_VAL.	Alpha Numeric	120
COL_NUM13_VAL	See Note for COL_NUM1_VAL.	Alpha Numeric	120
COL_NUM14_VAL	See Note for COL_NUM1_VAL.	Alpha Numeric	120

LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
COL_NUM15_VAL	See Note for COL_NUM1_VAL.	Alpha Numeric	120
TIMEZONE This field is referenced in the database.	<p>Default Time Zone preference for the user. Connector will update or not update this value based upon the configuration file setting.</p> <p><i>The connector rejects the record if the Time Zone value is not valid.</i></p> <p>Make sure you are using a time zone that is being displayed by the LMS. If necessary, use the user.field.transform.data.TIMEZONE property to map the incoming time zone to an LMS time zone.</p>	Alpha Numeric	100
LOCALE This field is referenced in the database.	Default Locale preference for the user. The locale preference sets the date/number format preferences.	Alpha Numeric	100
CAN_USE_ORG_ACT	This allows user's to access the account codes available to their linked organization ID for chargebacks.	Alpha Numeric	Y or N only (Boolean)
CURRENCY_CODE This field is referenced in the database.	<p>Default Currency Preference for the user. Connector will not update Currency for existing records as the user may modify the preference via the UI.</p> <p>If null defaults to configuration value. If the value is invalid then the record is rejected.</p>	Alpha Numeric	3
ACCT_DESC	Only used if the provided Account Code ID in same record will be created by the connector. If Account Code ID already exists in LMS DB, provided Account Code Description will not overwrite or nullify the existing value.	Alpha Numeric	300
JP_EFF_DTE	<p>If Job Position Change Date is later than the system date when the connector runs, record is rejected. The Job Position Change Effective Date cannot be in the future.</p> <p>Format the datetime as: MON-DD-YYYY HH24:MI:SS</p>	Date & Time	

LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
MAPPED_ADMIN_ID This field is referenced in the database.	Provides mapping between User ID and Admin ID so that this user sees both the Home and Admin tabs. Must be a valid Admin ID. If this value does not map to an administrator ID then the record is rejected.	Alpha Numeric	90
MAPPED_INST_ID This field is referenced in the database.	Must be a valid Instructor ID. If this value does not map to an instructor ID then the record is rejected. Provides mapping between User ID and Instructor ID.	Alpha Numeric	90
ALT_SUPER1 This field is referenced in the database.	See Alternate Supervisor Logic for User Connector [page 16] for the rules concerning alternate supervisors for User Connector.	Alpha Numeric	90
ALT_SUPER2 This field is referenced in the database.	See Alternate Supervisor Logic for User Connector [page 16] for the rules concerning alternate supervisors for User Connector.	Alpha Numeric	90
ALT_SUPER3 This field is referenced in the database.	See Alternate Supervisor Logic for User Connector [page 16] for the rules concerning alternate supervisors for User Connector.	Alpha Numeric	90
REMOVE_ALT_SUPER1 This field is referenced in the database.	See Alternate Supervisor Logic for User Connector [page 16] for the rules concerning alternate supervisors for User Connector.	Alpha Numeric	90
REMOVE_ALT_SUPER2 This field is referenced in the database.	See Alternate Supervisor Logic for User Connector [page 16] for the rules concerning alternate supervisors for User Connector.	Alpha Numeric	90
REMOVE_ALT_SUPER3 This field is referenced in the database.	See Alternate Supervisor Logic for User Connector [page 16] for the rules concerning alternate supervisors for User Connector.	Alpha Numeric	90
SHOPPING_ACCT_TYPE	This is the shopping account type. If null, defaults to the FINANCIAL configuration default.	INTERNAL or EXTERNAL	90
ENABLE_SHOPPING_ACCT	This is the shopping account type. If null, defaults to Y.	Alpha Numeric	Y or N only (Boolean)
PTG_USER	Only used for Talent Gateway.	Alpha Numeric	Y or N only (Boolean)

LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
POS_NUM_ID This field is referenced in the database.	This is the job position ID.	Alpha Numeric	90
INCLUDE_IN_GOVT_REPORTING	Applies to French government reporting.	Alpha Numeric	Y or N only (Boolean)
LGL_ENTITY_2483_ID This field is referenced in the database.	This is the Legal Entity ID used for French government reporting. If provided Legal Entity ID does not exist in LMS DB, it will be created automatically.	Alpha Numeric	90
LGL_ENTITY_2483_DESC	Only used if provided Legal Entity ID in same row does not exist in LMS DB and is created automatically.	Alpha Numeric	300
LGL_COUNTRY_ID This field is referenced in the database.	Only used if provided Legal Entity ID in same row does not exist in LMS DB and is created automatically. If provided, it must be a valid country ID.	Alpha Numeric	300
EMP_CLASS_2483_ID This field is referenced in the database.	This is the Employee Class ID used for French government reporting. If provided Employee Class ID does not exist in LMS DB, it will be created automatically.	Alpha Numeric	90
EMP_CLASS_2483_DESC	Only used if provided Legal Entity ID in same row does not exist in LMS DB and is created automatically.	Alpha Numeric	300
HOURLY_RATE	This is the hourly rate used for French government reporting.	Numeric	
HOURLY_RATE_CURRENCY This field is referenced in the database.	This is the hourly rate currency used for French government reporting. This must be a valid currency ID.	Alpha Numeric	3
REGULAR_TEMP_ID This field is referenced in the database.	This is the Regular Temp ID used as an additional user attribute. If provided Regular Temp ID does not exist in LMS DB, it will be created automatically.	Alpha Numeric	90
REGULAR_TEMP_DESC	Only used if provided Regular Temp ID in same row does not exist in LMS DB and is created automatically.	Alpha Numeric	300
FULLTIME	This is an additional user attribute.	Alpha Numeric	Y or N only (Boolean)

LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
NATIVE_DEEPLINK_USER	This indicates whether the user can access native deep links.	Alpha Numeric	Y or N only (Boolean)
ADJUSTED_HOURLY_RATE	This is used for 2483 French government reporting. It is the adjusted hourly rate.	Alpha Numeric	Y or N only (Boolean)
ADJUSTED_HOURLY_RATE_CURRENCY This field is referenced in the database.	This is used for 2483 French government reporting. It is the adjusted hourly rate's currency.	Alpha Numeric	Y or N only (Boolean)
AGE	This is used for 2483 French government reporting. It is the user's age.	Alpha Numeric	Y or N only (Boolean)
DISABILITY_CLASSIFICATION_ID This field is referenced in the database.	This is used for 2483 French government reporting. It is the user's disability classification.	Alpha Numeric	Y or N only (Boolean)
HRBP	<p>The HR field associates a Human Resources Business Partner (HRBP) with the user identified in USERID. The user in the HR field must exist in the system. If the user does not exist, the connector does not associate the user in HR as an HRBP with the user in USERID.</p> <p>If the user in the HR field is inactive in SAP SuccessFactors Learning, the connector does not associate the user in HR as an HRBP with the user in USERID.</p> <p>If the user in USERID is already associated with the user in HR, the connector makes no changes to the association.</p> <p>If you pass "NO_HR" in the HR field, the connector removes any HRBP users from the user in USERID.</p>	Alpha Numeric	90

2.2 General Processing Rules

2.2.1 Active and Inactive Processing for User Connector

This topic describes the process and rules for marking users as active or inactive with User Connector.

Active and Inactive Flag

In the User Connector, the active and inactive flag is controlled by a value of N or Y. This connector looks at only one criterion for determining whether a record will be created or updated to active or inactive:

- If "NOTACTIVE" value = N, record will be created Active (or existed records will be updated to Active).
- If "NOTACTIVE" value = Y, record will be created Inactive (or existed records will be updated to Inactive).

The Result of Inactivating Users

These rules are displayed for informational purposes and cannot be modified. When a user is inactivated (you inactivate a user through the NOTACTIVE field), the system:

- Removes the user being inactivated from current and future enrollments
- Removes any item requests that exist for the user being inactivated
- Removes the inactive user from any classes
- Does **not** inactivate users who are direct subordinates to the user getting inactivated
- Inactivates the related instructor record of the user who is inactivated
- Locks the related administrator for the user who is inactivated
- Removes the inactive user as a contact from schedule offerings
- Resets (clears) online items started by the user who is inactivated

2.2.2 Null Value Handling

This topic describes how Null Value Handling enables you to determine which LMS database fields can be nullified when corresponding fields in the input file are null.

Null values in the input file do not overwrite existing data values, with the exception of the termination date value. Termination date can be nullified to allow for user re-hire. There are updateOnNull properties that can be used to nullify field values.

Null Value Handling allows you to indicate which LMS database fields you want nullified when the corresponding fields in the input file are null. `sfuser.extendeduser.connector.UpdateOnNull=` allows you to separately control nullification of fields of each connector file.

2.2.3 Alternate Supervisor Logic for User Connector

This topic describes the logic for adding and removing alternate supervisors to users with User Connector.

Conditions When an Alternate Supervisor Cannot be Added to the User Record

An alternate supervisor cannot be added to a user record if any of the following are true:

- The alternate supervisor matches the User ID in the same row.
- The alternate supervisor (user) does not already exist in SuccessFactors.
- The user has no primary supervisor.
- The alternate supervisor (user) does **not** already exist in SAP SuccessFactors Learning.
- It creates a circular reference (User cannot be their own alternate supervisor's alternate supervisor).

How Alternate Supervisors are Stored in the SAP SuccessFactors Learning Database

Alternate supervisors are mapped from one system to another using the Matrix Manager field. The Matrix Manager is a pipe delimiter field to list out each alternate supervisor.

2.2.4 New User Notification Settings

This topic describes the notification settings for new users created through the connectors.

New users created from the connector receive the notification settings defined in ► [System Admin](#) ► [Configuration](#) ► [User Settings](#) ►.

2.2.5 How User Connectors Handle Reference Values

This topic describes how all user connectors handle reference values.

In this user connector's fields default map, you see a column that flags referenced fields. In most cases, if a field is referenced, and if you do not provide a reference value that the system can find, the connector rejects the record. For example, if you have not added a US Dollar (USD) currency in the referenced values, and you try to add a user with the currency of USD, the system rejects the user record.

3 Change History

The following table provides a historical overview of the most important changes made to this document since its initial publication.

Date	Version	Description
May 6, 2016	1.0	Initial release

Important Disclaimers and Legal Information

Coding Samples

Any software coding and/or code lines / strings ("Code") included in this documentation are only examples and are not intended to be used in a productive system environment. The Code is only intended to better explain and visualize the syntax and phrasing rules of certain coding. SAP does not warrant the correctness and completeness of the Code given herein, and SAP shall not be liable for errors or damages caused by the usage of the Code, unless damages were caused by SAP intentionally or by SAP's gross negligence.

Accessibility

The information contained in the SAP documentation represents SAP's current view of accessibility criteria as of the date of publication; it is in no way intended to be a binding guideline on how to ensure accessibility of software products. SAP in particular disclaims any liability in relation to this document. This disclaimer, however, does not apply in cases of wilful misconduct or gross negligence of SAP. Furthermore, this document does not result in any direct or indirect contractual obligations of SAP.

Gender-Neutral Language

As far as possible, SAP documentation is gender neutral. Depending on the context, the reader is addressed directly with "you", or a gender-neutral noun (such as "sales person" or "working days") is used. If when referring to members of both sexes, however, the third-person singular cannot be avoided or a gender-neutral noun does not exist, SAP reserves the right to use the masculine form of the noun and pronoun. This is to ensure that the documentation remains comprehensible.

Internet Hyperlinks

The SAP documentation may contain hyperlinks to the Internet. These hyperlinks are intended to serve as a hint about where to find related information. SAP does not warrant the availability and correctness of this related information or the ability of this information to serve a particular purpose. SAP shall not be liable for any damages caused by the use of related information unless damages have been caused by SAP's gross negligence or willful misconduct. All links are categorized for transparency (see: <http://help.sap.com/disclaimer>).

**go.sap.com/registration/
contact.html**

© 2016 SAP SE or an SAP affiliate company. All rights reserved.
No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of SAP SE or an SAP affiliate company. The information contained herein may be changed without prior notice.
Some software products marketed by SAP SE and its distributors contain proprietary software components of other software vendors. National product specifications may vary.
These materials are provided by SAP SE or an SAP affiliate company for informational purposes only, without representation or warranty of any kind, and SAP or its affiliated companies shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP or SAP affiliate company products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.
SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and other countries. All other product and service names mentioned are the trademarks of their respective companies.
Please see <http://www.sap.com/corporate-en/legal/copyright/index.epx> for additional trademark information and notices.