

## Implementation Guide

CUSTOMER

SAP SuccessFactors Learning  
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# User Connector - SF

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# 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 - SF guide is for implementing the User Connector - SF with SAP SuccessFactors Learning	

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## 2 About User Connector - SF

This topic describes the use of connectors to sync users in a SAP SuccessFactors integrated environment.

When you integrate SAP SuccessFactors Learning with other SAP SuccessFactors applications, the SAP SuccessFactors (SF) user tables are your system of record. The "SF" tables had been called the "BizX" tables. Because they are the SAP SuccessFactors tables of record, they are called "SF."

You need to sync the user tables of record (SF) with the SAP SuccessFactors Learning tables with the SF to LMS User Connector. Typically, you run this job nightly for changed and new users. In order to do a full import, you need to run this job over the weekend.

### 2.1 Exporting Users from SF Tables

This topic describes how you export users from SF tables to import them to SAP SuccessFactors Learning.

To import users into the SAP SuccessFactors Learning tables, you must first export them from the SF tables. You can create a scheduled job in your provisioning environment to export users on a regular basis. To create the jobs, go to your provisioning environment, then click [Manage Background Jobs](#). Create a job as you would any other job in the provisioning environment, but use the following settings for User Connector - SF.

#### **i** Note

Only Customer Success and SAP SuccessFactors Professional Services or certified partners have access to the provisioning environment to set up these jobs.

### Job Type

For [Job Type](#), select one of the following, depending on how you intend the job to run:

- We recommend that you run a full export once a week. Customers typically run the full export on the weekend. Create a weekend job and set [Job Type](#) to "Employee Export."
- We recommend that you run a daily delta to update users from the last time you ran the export from the SF tables. Create a daily job and set [Job Type](#) to "Delta Employees Export."
- If you plan to use the Live Profile (EXTENDED) fields, create a job and set [Job Type](#) to "Delta Live Profile Export." In this case, you would typically run the full live profile export over the weekend.

### Server Access and File Access

For each job you create, set the [Server Access](#) and [File Access](#) to match the locations that User Connector - SF expects. You set the FTP and file path properties in the CONNECTORS system properties file and the file name for

the User Connector - SF is user\_data\_<Suffix>.txt where <Suffix> is your SAP SuccessFactors Learning tenant ID. The suffix is optional but we recommend you use it.

### **i** Note

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. In order to use a suffix, the first property should be set to true and the second should contain the suffix name.

- `connector.input.file.name.tenant.suffix.enable=false` (look for something more)
- `connector.input.file.name.tenant.suffix.override= (user_data)`

## Scheduling

Schedule your job to run and complete before the User Connector - SF Automatic Process Manager (APM) runs on the SAP SuccessFactors Learning side. That is, if you set the APM to run at 4 AM, schedule your job to finish by 3:30 AM so that the file exists on the FTP site when the APM runs the connector job. You set the User Connector - SF APM in the learning administrator environment, [System Admin > Connectors > User Connector - SF](#).

## 2.2 Requiring Both Feed Files for the User Connector - SF

This topic describes how you can require both the base and the extended feeds to be present on the FTP folder in order for the User Connector - SF to run.

### Context

If you use both the base and the extended User Connector - SF files, you may want to require that they are both present on the FTP folder before the LMS connector attempts to process them. Otherwise, you end up with incomplete user data in the LMS. For example, if the base file (`user_data`) exists but the extended file (`user_extended_data`) does not, and if your connector runs, you get incomplete user data in the LMS.

We have added a property to the CONNECTORS configuration file that you can set to require the extended file in the User Connector - SF. If the connector sees that you require the extended file, it looks for it before it runs and shows you an error if it is missing. If it is missing, the connector run stops.

### Procedure

1. Go to [System Admin > Configuration > System Configuration > CONNECTORS](#).

2. Find `sfuser.connector.processingRule.requiredFiles`.

- If you set it to null, then the connector runs even if all files are not present.
- If you set it to a comma separated list of file names, then the system checks that those files exist before it runs. For example: `user_data.csv,user_extended_data.csv`.

## 2.3 User Connector - SF

This topic provides an overview of how the User Connector - SF works, including links to the related topics for this connector.

This connector applies to customers who use SAP SuccessFactors Learning in an integrated environment. The SAP SuccessFactors (SF) tables are the system of record for user data, so User Connector - SF exports user data out of the tables of record and imports it into SAP SuccessFactors Learning.

### **i** Note

The "SF" tables had been called the "BizX" tables. Because they are the SAP SuccessFactors tables of record, they are called "SF."

You can map any user field coming from the SF tables to a SAP SuccessFactors Learning database field. The maps show the default mapping.

This connector uses the CORE people file and can also process the EXTENDED people file.

The Employee Export from the SF tables can be set up with a delta feed. The first time the delta export runs will set a hash table (and will export a full feed) and any subsequent runs contain just the changed records after the last delta export. This connector adds new users and updates to existing users based upon the People and Extended feed from the SF tables.

### 2.3.1 User Connector - SF People (CORE) Feed Mapping

This topic contains the default map in the CONNECTORS system property file between the header column and the target DB column, along with notes, rules, and other information. This map is for the People feed from the SF tables.

In this table, the "Description and Rules" column specifies if a field is required. If the field is referenced, it will be indicated in the "LMS Database Column Name" column. Take special care with referenced fields because when the connector completes, the references must conform to database rules. The connector will take action if the referenced fields do not conform.

### **i** 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.

## Note

The column names marked as 'N/A' have no mapping out of the box. You can define your own mappings if needed.

Table 2:

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
STATUS	NOTACTIVE	<p>Required to be present in the input file. See <a href="#">Active and Inactive Processing for User Connector - SF [page 26]</a> for the rules about the NOTACTIVE column.</p> <p>"NOTACTIVE" can be confusing because it is framed in the negative. When NOTACTIVE is set to N, then the user is "not inactive" and therefore active.</p> <p>Indicates the status of the employee. Defaults to N if null or invalid.</p> <p>N = Make active Y = Make inactive</p> <p>The SF value is a string with 4 distinct values. The connector uses a transformation property to set the LMS value based upon the SF value as described below:</p> <ol style="list-style-type: none"><li>1. ACTIVE to "N"</li><li>2. ACTIVE_EXTERNAL to "N"</li><li>3. INACTIVE to "Y"</li><li>4. INACTIVE_EXTERNAL to "Y"</li></ol> <p>The LMS uses a copy property to set the LMS Shopping Account Type based upon the STATUS value.</p>	Alpha Numeric	Y or N only (Boolean)

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
USERID	STUD_ID	Required to be present in the input file.  This is the system ID in the SF tables. It needs to match the LMS user ID.	Alpha Numeric	90
USERNAME		Login name for native Human Capital Management (HCM) access. Not used in the LMS.	Alpha Numeric	120
FIRSTNAME	FNAME	The given name of the user.  User name information.	Alpha Numeric	150
LASTNAME	LNAME	The family name of the user.  User name information.	Alpha Numeric	150
MI	MI	User name information. Although the field is 'Middle Initial' it will store up to 30 characters – but only 12 characters are visible in the admin UI.	Alpha Numeric	90
GENDER	GENDER	Male or Female user information. Used by Human Capital Management (HCM) for writing assistant.	Alpha Numeric	1
JOBCODE	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.  Recommended. Used to determine competency mapping in Human Capital Management (HCM). In the LMS, this will be the job code.	Alpha Numeric	150

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
N/A	JP_DESC	<p>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.</p> <p>If the JP_DESC is not configured in CONNECTORS, the value defaults to JP_ID.</p>	Alpha Numeric	300
TITLE	JOB_TITLE	<p>User information. Job Title is not directly associated with Job Position ID in LMS DB.</p> <p>Job Title is not directly associated with Job Code ID in LMS DB.</p>	Alpha Numeric	300
N/A	ROLE_ID This field is referenced in the database.	<p>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.</p> <p>The CONNECTOR properties file defaults this to the LEARNING_USER role in the sf-user.connector.default-Value.studentRoleID=LEARNING_USER property. If you have a different default role, change THE property.</p>	Alpha Numeric	90
LOCATION	JL_ID This field is referenced in the database.	<p>Recommended. If provided Job Location ID does not exist in LMS DB, it will be created automatically.</p>	Alpha Numeric	90

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
N/A	JL_DESC	<p>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.</p> <p>If JL_DESC is not configured in the CONNECTORS system properties file, it will default to JL_ID. By default, it is not configured.</p>	Alpha Numeric	
N/A	DMN_ID This field is referenced in the database.	<p>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.</p> <p>If null, defaults to Default User Domain.</p>	Alpha Numeric	90
N/A	DMN_DESC	<p>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.</p>	Alpha Numeric	300
DEPARTMENT	ORG_ID This field is referenced in the database.	<p>Recommended. 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.</p>	Alpha Numeric	90

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
EMPLOYEE-CLASS	EMP_TYP_ID This field is referenced in the database.	It is not usually a part of the core file and only in the extended file. If provided Employee Type ID does not exist in LMS DB, it will be created automatically.	Alpha Numeric	90
N/A	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
EMPLSTATUS	EMP_STAT_ID This field is referenced in the database.	It is not usually a part of the core file and only in the extended file. If provided Employee Status ID does not exist in LMS DB, it will be created automatically.	Alpha Numeric	90
N/A	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
ADDR1	@ADDR1	Address line 1. Because the LMS does not have ADDR1 and ADDR2 fields, both ADDR1 and ADDR2 are added to the ADDR field in PA_STUDENT. The CONNECTORS system properties file compensates for this by adding the @ sign in front of the Target DB Table portion of the configuration.	Alpha Numeric	300

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
ADDR2	@ADDR2	Address line 2. Because the LMS does not have ADDR1 and ADDR2 fields, both ADDR1 and ADDR2 are added to the ADDR field in PA_STUDENT. The CONNECTORS system properties file compensates for this by adding the @ sign in front of the Target DB Table portion of the configuration.	Alpha Numeric	300
CITY	CITY	City.	Alpha Numeric	300
STATE	STATE	State.	Alpha Numeric	150
ZIP	POSTAL	Postal Code.	Alpha Numeric	150
COUNTRY	CNTRY This field is referenced in the database.	The connector rejects the record if the Country value is not valid.	Alpha Numeric	900
DIVISION	REGION_ID This field is referenced in the database.	Recommended. If provided Region ID does not exist in LMS DB, it will be created automatically.  The connector rejects the record if the Region ID is not valid.	Alpha Numeric	90
EMAIL	EMAIL_ADDR	Used for notifications. 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

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
HIREDATE	HIRE_DTE	<p>See <a href="#">Hire and Termination Date Processing for User Connector - SF [page 30]</a> for rules.</p> <p>Date of Company Hire</p> <p>This format must be: MON-DD-YYYY HH24:MI:SS</p>	Date	
EXIT_DATE	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>This format must be: MON-DD-YYYY HH24:MI:SS</p>	Date	

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
MANAGER	SUPER This field is referenced in the database.	<p>This is the LMS user's supervisor. The individual at the top of the organizational hierarchy (e.g. CEO) must have a value of "NO_MANAGER" (in all caps) listed in the MANAGER data field, so that the system knows how to treat this individual in the routing chain. This value must be exactly NO_MANAGER. Any other value will fail.</p> <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"> <li>• It creates a circular reference (User cannot be their own supervisor's supervisor)</li> <li>• If the supervisor matches the User ID in the same row.</li> <li>• The supervisor (user) does not already exist in the LMS.</li> <li>• The supervisor (user) has a Terminated Date.</li> </ul>	Alpha Numeric	90
N/A	RESUME_LOCN		Alpha Numeric	600
N/A	COMMENTS	Admin facing free form text.	Alpha Numeric	2000
N/A	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

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
BIZ_PHONE	PHON_NUM1	See <a href="#">Default Values for Phone Numbers in User Connector - SF [page 29]</a> for how you default the description for the phone number.	Alpha Numeric	120
FAX	PHON_NUM2	See <a href="#">Default Values for Phone Numbers in User Connector - SF [page 29]</a> for how you default the description for the phone number.	Alpha NumericAlpha Numeric	120
N/A	PHON_NUM3	A third phone number for the user. Because no convention exists (as with BIZ_PHONE and FAX) this phone number requires a description.	Alpha Numeric	120
N/A	PHON_NUM3_DESC	This value is required if Phone Number 3 is provided.	Alpha Numeric	120
REVIEW_FREQ	N/A	Used in Human Capital Management (HCM) for reviews.		

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
CUSTOM01	COL_NUM1_VAL	<p>The connector adds custom field references as needed.</p> <p>BizX only has 15 custom fields that have to be used between all enabled applications. In many cases, the BizX custom fields are not useful for the LMS, so think about whether you need the values before you import them.</p> <p>In processing, the custom columns are given a number in the COL_NUM column in the PA_STUDENT_USER table and the value is placed 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.</p>	Alpha Numeric	120
CUSTOM02	COL_NUM2_VAL	See Note for CUSTOM01	Alpha Numeric	120
CUSTOM03	COL_NUM3_VAL	See Note for CUSTOM01	Alpha Numeric	120
CUSTOM04	COL_NUM4_VAL	See Note for CUSTOM01	Alpha Numeric	120
CUSTOM05	COL_NUM5_VAL	See Note for CUSTOM01	Alpha Numeric	120
CUSTOM06	COL_NUM6_VAL	See Note for CUSTOM01	Alpha Numeric	120
CUSTOM07	COL_NUM7_VAL	See Note for CUSTOM01	Alpha Numeric	120
CUSTOM08	COL_NUM8_VAL	See Note for CUSTOM01	Alpha Numeric	120
CUSTOM09	COL_NUM9_VAL	See Note for CUSTOM01	Alpha Numeric	120
CUSTOM10	COL_NUM9_VAL	See Note for CUSTOM01	Alpha Numeric	120

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
CUSTOM11	COL_NUM11_VAL	See Note for CUSTOM01	Alpha Numeric	120
CUSTOM12	COL_NUM12_VAL	See Note for CUSTOM01	Alpha Numeric	120
CUSTOM13	COL_NUM13_VAL	See Note for CUSTOM01	Alpha Numeric	120
CUSTOM14	COL_NUM14_VAL	See Note for CUSTOM01	Alpha Numeric	120
CUSTOM15	COL_NUM15_VAL	See Note for CUSTOM01	Alpha Numeric	120
TIMEZONE	<p>TIMEZONE</p> <p>This field is referenced in the database.</p> <p>Although the CONNECTORS system properties file defines the target database as TIMEZONE, the actual database column is PREFERRED_TIMEZONE</p>	<p>See <a href="#">Time Zone Processing for User Connector - SF [page 28]</a> for information about the time zone mapping from SF tables to LMS tables.</p>	Alpha Numeric	300
LOCALE	<p>DEFAULT_LOCALE</p> <p>This field is referenced in the database.</p> <p>LOCALE</p> <p>Although the CONNECTORS system properties file defines the target database as LOCALE, the value is actually written into a BLOB column called PREFERENCES.</p>	<p>Default Locale preference for the user. The locale preference sets the date/number format preferences.</p> <p>See <a href="#">Locale Processing for User Connector - SF [page 29]</a> for information about setting up the locale mapping.</p>	Alpha Numeric	90

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
N/A	CAN_USE_ORG_ACT  Although the CONNECTORS system properties file defines the target database as  CAN_USE_ORG_ACT  , the value is actually written into  ACCESS_TO_ORG_FIN_ACT  .	This allows user's to access the account codes available to their linked organization ID for chargebacks.	Alpha Numeric	1
N/A	CURRENCY_CODE  This field is referenced in the database.	Default Currency Preference for the user. Connector will not update Currency for existing records as the user may modify the preference via the UI.  If null defaults to configuration value. If the value is invalid then the record is rejected.	Alpha Numeric	3
N/A	ACCT_DESC	Only used if provided Account Code ID (Col 33) 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
N/A	JP_EFF_DTE  Although the CONNECTORS system properties file defines the target database as JP_EFF_DTE, the value is actually written into JP_START_DATE.	If Job Position Change Date is later than the system date when the connector runs, record will be rejected (Job Code Change Effective Date cannot be in the future).  The format of the datetime is: MON-DD-YYYY HH24:MI:SS	Alpha Numeric	

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
N/A	<p>MAPPED_ADMIN_ID</p> <p>This field is referenced in the database.</p> <p>Although the CONNECTORS system properties file defines the target database as</p> <p>MAPPED_ADMIN_ID</p> <p>, the value is actually written into STUD_ID.</p>	<p>Provides mapping between User ID and Admin ID.</p> <p>Must be a valid Admin ID. If this value does not map to an administrator ID then the record is rejected.</p>	Alpha Numeric	
N/A	<p>MAPPED_INST_ID</p> <p>This field is referenced in the database.</p> <p>Although the CONNECTORS system properties file defines the target database as</p> <p>MAPPED_INST_ID</p> <p>, the value is actually written into STUD_ID.</p>	<p>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.</p>	Alpha Numeric	
N/A	<p>ALT_SUPER1</p> <p>This field is referenced in the database.</p> <p>Although the CONNECTORS system properties file defines the target database as ALT_SUPER1, the value is actually written into ALT_SUPER_ID.</p>	<p>See <a href="#">Alternate Supervisor Logic for User Connector - SF [page 29]</a> for the logic and notes for alternate supervisor for User Connector - SF.</p>	Alpha Numeric	

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
N/A	ALT_SUPER2  This field is referenced in the database.  Although the CONNECTORS system properties file defines the target database as ALT_SUPER2, the value is actually written into ALT_SUPER_ID.	See <a href="#">Alternate Supervisor Logic for User Connector - SF [page 29]</a> for the logic and notes for alternate supervisor for User Connector - SF.	Alpha Numeric	
N/A	ALT_SUPER3  This field is referenced in the database.  Although the CONNECTORS system properties file defines the target database as ALT_SUPER2, the value is actually written into ALT_SUPER_ID.	See <a href="#">Alternate Supervisor Logic for User Connector - SF [page 29]</a> for the logic and notes for alternate supervisor for User Connector - SF.	Alpha Numeric	
N/A	REMOVE_ALT_SUPER1  This field is referenced in the database.	See <a href="#">Alternate Supervisor Logic for User Connector - SF [page 29]</a> for the logic and notes for alternate supervisor for User Connector - SF.	Alpha Numeric	90
N/A	REMOVE_ALT_SUPER2  This field is referenced in the database.	See <a href="#">Alternate Supervisor Logic for User Connector - SF [page 29]</a> for the logic and notes for alternate supervisor for User Connector - SF.	Alpha Numeric	90
N/A	REMOVE_ALT_SUPER3  This field is referenced in the database.	See <a href="#">Alternate Supervisor Logic for User Connector - SF [page 29]</a> for the logic and notes for alternate supervisor for User Connector - SF.	Alpha Numeric	90
N/A	SHOPPING_ACCT_TYPE  This field is referenced in the database.	See <a href="#">Shopping Account Processing for User Connector - SF [page 28]</a> for the rules about mapping shopping account types.	Alpha Numeric	90

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
N/A	ENABLE_SHOPPING_ACCT	This is the shopping account enabled flag. type used only when the customer uses the commerce module of the LMS.  If null, defaults to Y.	Alpha Numeric	
N/A	PTG_USER	Only used for Talent Gateway, a legacy Plateau product. Rarely used.	Alpha Numeric	1
N/A	POS_NUM_ID  This field is referenced in the database.	This is the job position ID.	Alpha Numeric	90
N/A	INCLUDE_IN_GOVTRPORTING  This field is referenced in the database.	A flag on the user that makes the user show up on French government reporting for training costs.	Alpha Numeric	1
N/A	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
N/A	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
N/A	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	768

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
N/A	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
N/A	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
N/A	HOURLY_RATE	This is the hourly rate used for French government reporting.	Alpha Numeric	126
N/A	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
N/A	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
N/A	FULLTIME	This is an additional user attribute. It was originally used for legacy Plateau Compensation but some customers might be using it other ways (like for an assignment profile).	Alpha Numeric	
N/A	NATIVE_DEEPLINK_USER	This indicates whether the user can access native deep links. It applies to how the user logs into the LMS in order to authenticate. BizX users should always be set to N.	Alpha Numeric	1

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
N/A	AD- JUSTED_HOURLY_RATE	This is used for 2483 French government reporting. It is the adjusted hourly rate.	Alpha Numeric	
N/A	AD- JUSTED_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	3
N/A	AGE	This is used for 2483 French government reporting. It is the user's age.	Alpha Numeric	
N/A	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	
MATRIX_MANAGER	TEMP_ALT_SUPER  This field is referenced in the database.  Although the CONNECTORS system properties file defines the target database as TEMP_ALT_SUPER, the value is actually written into ALT_SUPER_ID.	Up to three BizX matrix managers can be assigned to the LMS's alternate supervisors field. The connector does not overwrite alternate supervisors added by administrators.  The LMS database considers the temporary supervisor, or the matrix manager, as just another alternate supervisor. Therefore, it is added like ALT_SUPER1, ALT_SUPER2, and ALT_SUPER3. It is added as another row in the ALT_SUPER_ID column of PA_STUD_ALT_SUPERVISOR.	Alpha Numeric	4000

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
HR	HRBP	<p>This is the HR rep used for approvals and routing in Human Capital Management (HCM). This is an alternate supervisor type that represents the HRBP. It must be an active existing LMS user. If you pass "NO_HR" in the HR field, the connector removes any HRBP users from the user in USERID.</p> <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 <b>not</b> 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 <b>not</b> 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

SF Feed Header Column	LMS Database Column Name	Description and Rules	LMS Data Type	LMS Character Length in Bytes
CUSTOM_MANAGER		Dotted line relationship. The SF CUSTOM_MANAGER field is an out of box SF field that can support multiple values. The actual data in this field, when extracted, will be pipe delimited.	Alpha Numeric	255
SECOND_MANAGER		Dotted line relationship.	Alpha Numeric	255
PROXY		Assign proxies for user.	Alpha Numeric	255

## 2.3.2 User Connector - SF Live Profile (EXTENDED) Feed Mapping

This topic contains the default map in the CONNECTORS system property file between the header column and the target DB column, along with notes, rules, and other information. This map is for the Live Profile feed from the SF tables. This file can contain additional custom columns.

In this table, the "Req" column specifies if the field is required. The "Ref" column specifies whether the field is referenced in the database. Take special care with referenced fields because when the connector completes, the references must conform to database rules. The connector will take action if the referenced fields do not conform.

### Note

The "SF" tables had been called the "BizX" tables. Because they are the SAP SuccessFactors tables of record, they are called "SF."

Table 3:

Default File Header Column	Target DB Column	Target DB Table	Req ?	Ref?	Description and Rules
^USERID	STUD_ID	PA_STUDENT	Y	N	The LMS user ID.
REGULAR-TEMP	REGULAR_TEMP_ID	PA_STUDENT	Y	Y	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.

Default File Header Column	Target DB Column	Target DB Table	Req ?	Ref?	Description and Rules
IS-FULLTIME-EMPLOYEE	FULLTIME	PA_STUDENT	N	N	This is an additional user attribute.
EMPLOYEE-CLASS	EMP_TYP_ID	PA_STUDENT	N	Y	If provided Employee Type ID does not exist in LMS DB, it will be created automatically.
EMPLSTATUS	EMP_STAT_ID	PA_STUDENT	N	Y	If provided Employee Status ID does not exist in LMS DB, it will be created automatically.

## 2.3.3 General Processing Rules

### 2.3.3.1 Active and Inactive Processing for User Connector - SF

This topic describes how the active and inactive flag is set for User Connector - SF.

#### Active and Inactive Settings in CONNECTORS System Properties File

You can control the User Connector - SF processing of active and inactive through the `sfuser.field.transform.data.NOTACTIVE.N` and `sfuser.field.transform.data.NOTACTIVE.Y` properties:

```
sfuser.field.transform.data.NOTACTIVE.N=active,active_external,ACTIVE,ACTIVE_EXTERNAL
sfuser.field.transform.data.NOTACTIVE.Y=inactive,inactive_external,INACTIVE,INACTIVE_EXTERNAL
```

These properties map the four active flags in the SF tables of record to the two active flag in SAP SuccessFactors Learning:

- ACTIVE to "N"
- ACTIVE\_EXTERNAL to "N"
- INACTIVE to "Y"
- INACTIVE\_EXTERNAL to "Y"

#### `sfuser.field.transform.data.NOTACTIVE.N`

Contains the values that set the user to active in the system. We recommend the default values.

#### `sfuser.field.transform.data.NOTACTIVE.Y`

Contains the values that set the user to active in the system. We recommend the default values.

You can control what User Connector - SF does when it encounters an invalid value for NOT ACTIVE:

```
sfuser.field.transform.rule.actionOnInvalid.NOTACTIVE=reject
```

#### **sfuser.field.transform.rule.actionOnInvalid.NOTACTIVE**

By default, this property is set to `reject`, meaning that if you submit an invalid value in the NOTACTIVE column, the system rejects the record.

#### **i Note**

The four status values of the SF tables also affect the shopping account type.

## **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

### **2.3.3.2 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.

### **2.3.3.3 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.

### 2.3.3.4 Shopping Account Processing for User Connector - SF

This topic describes how User Connector - SF uses the SF Tables active flag to set the shopping account type. The CONNECTORS system property file defines rules to properly set the shopping account type.

The CONNECTORS system property file defines rules to set the shopping account to internal or external based on the active status values of users in the SF tables (which are the system of record in an integrated environment) and the configuration of the CONNECTORS system properties file:

```
sfuser.field.transform.data.SHOPPING_ACCT_TYPE.INTERNAL=active,ACTIVE,inactive,INACTIVE
sfuser.field.transform.data.SHOPPING_ACCT_TYPE.EXTERNAL=active_external,ACTIVE_EXTERNAL,inactive_external,INACTIVE_EXTERNAL
```

#### **sfuser.field.transform.data.SHOPPING\_ACCT\_TYPE.INTERNAL**

Defines the SF status values that map to an internal shopping account type. By default, SF users who are set to active or inactive are assigned internal shopping accounts because the system assumes that they are internal.

#### **sfuser.field.transform.data.SHOPPING\_ACCT\_TYPE.EXTERNAL**

Defines the SF status values that map to an external shopping account type. By default, SF users who are set to active\_external or inactive\_external are assigned external shopping accounts because the system assumes that they are external.

If the value is null, defaults to the value defined in the FINANCIAL system properties file as the default shopping account type.

### 2.3.3.5 Time Zone Processing for User Connector - SF

This topic describes the time zone processing for User Connector - SF

Time zones in the SF user tables (the tables of record) can include three letter time zones (for example EST and PST). SAP SuccessFactors Learning accepts only locale-based time zones like America/New\_York or America/Los\_Angeles. Therefore, User Connector - SF has a map that converts three letter time zones to locale time zones:

```
sfuser.field.transform.data.TIMEZONE.America/New_York=EST
sfuser.field.transform.data.TIMEZONE.America/Anchorage=AST
sfuser.field.transform.data.TIMEZONE.America/Chicago=CST
sfuser.field.transform.data.TIMEZONE.America/Denver=MST
sfuser.field.transform.data.TIMEZONE.America/Los_Angeles=PST
```

#### **→ Tip**

We recommend that you keep the default settings because they are the same that the user update event bus uses. That is: if a user is updated through User Connector - SF and through the event bus, their mapping should be the same.

### 2.3.3.6 Locale Processing for User Connector - SF

This topic describes how you can map locales from the SF tables to locales in SAP SuccessFactors Learning.

Locales in the SF User tables (the system of record for integrated environments) use standard encoding for the locales (en for English and en\_US for English, United States). SAP SuccessFactors Learning uses the full name of the language, like English or German. Therefore, you must map the SF table values to the SAP SuccessFactors Learning values.

```
sfuser.field.transform.data.LOCALE.English=en,en_US
```

In this example, the SAP SuccessFactors Learning locale English is mapped to en and en\_US from the SF tables side.

#### → Tip

We recommend that you keep the default settings because they are the same that the user update event bus uses. That is: if a user is updated through User Connector - SF and through the event bus, their mapping should be the same.

### 2.3.3.7 Default Values for Phone Numbers in User Connector - SF

This topic describes how you can default phone numbers in User Connector - SF.

User Connector - SF can import three phone numbers for each user. The first two numbers have a pre-defined description, set in the CONNECTORS system properties file. The third can have any description. You set the first two phone number descriptions in these properties:

```
sfuser.field.transform.data.PHON_NUM1_DESC.@DEFAULT@=Business Phone  
sfuser.field.transform.data.PHON_NUM2_DESC.@DEFAULT@=Business Fax
```

By default, the description of Phone 1 is "Business Phone" and the description of Phone 2 is "Business Fax."

This rule exists because BizX does not pass us a description for the phone numbers fed in. This allows you to set the phone description value to what you need.

### 2.3.3.8 Alternate Supervisor Logic for User Connector - SF

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

#### 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.

### 2.3.3.9 Hire and Termination Date Processing for User Connector - SF

This topic describes how User Connector - SF processes Hire Date and Termination Date.

The hire date and termination date affects whether the user can be accepted into the system and whether the user should be active or inactive.

#### Future Hire Dates

Future hire dates are allowed if the allowFutureHireDates property is set to true in the LMS\_ADMIN system properties file. By default, it is set to false:

```
allowFutureHireDates=false
```

If set to true and you add a user with a future hire date, consider making the user inactive with the NOTACTIVE value. If set to false, then if Hired Date is later than the system date when the connector runs, record will be rejected.

#### Date Formatting

The formatting of the date is handled by in the CONNECTORS system properties file:

```
sfuser.field.transform.date.format.HIRE_DTE.MMM-dd-yyyy\ HH\:mm\:ss=MM/dd/yyyy
```

By default, the format is: MON-DD-YYYY HH24:MI:SS

---

## Terminated Date Rules

If the terminated date is later than the system date when the connector runs, or if terminated date is earlier than the hire date in the input file, then the record is rejected. The terminated date cannot be in the future and cannot be an earlier date than the Hired Date.

If the NOTACTIVE value is set to N then the termination date is nullified by the connector.

A NULL value for terminated date always overwrites this field's existing value.

### 2.3.3.10 Full Time Mapping for User Connector - SF

This topic describes how the value for full time in the SF tables is mapped to the SAP SuccessFactors Learning table values

The value in the SF tables for full time can be one of many values. In the SAP SuccessFactors Learning tables, it is either Y or N. The following properties control the mapping. We recommend you keep the default values.

```
sfuser.extendeduser.field.transform.data.FULLTIME.N=FALSE,false,False,F,N,  
0,NO,No,f,n,no  
sfuser.extendeduser.field.transform.data.FULLTIME.Y=TRUE,true,True,T,Y,  
1,YES,Yes,t,y,yes
```

Where:

#### **sfuser.extendeduser.field.transform.data.FULLTIME.N**

If the value of FULLTIME is among the values in this comma separated list, the user's full time status in the SAP SuccessFactors Learning tables is set to N.

#### **sfuser.extendeduser.field.transform.data.FULLTIME.Y**

If the value of FULLTIME is among the values in this comma separated list, the user's full time status in the SAP SuccessFactors Learning tables is set to Y.

### 2.3.3.11 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](#).

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## 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

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