

## SuccessFactors-SAP Integration Reference

Interfaces between SuccessFactors and SAP run automatically at set intervals throughout the day. The integration moves information between the two systems to facilitate the hiring process until it is complete.

### SuccessFactors-SAP Integration

The table below provides the following details about SuccessFactors-SAP integration:

- Interface name
- Interface schedule
- What the interface does

Interface	Schedule	What it does
<b>Vacancy</b>	Every 30 minutes between 07:00 and 17:00	Creates, updates, and closes job requisitions in SuccessFactors based on actions processed in SAP (creating/delimiting vacancies, position data in SAP). Brings the employee number, SIN, DOB, and Gender from SAP to SuccessFactors for Onboarding.
<b>Employee</b>	Four times daily (04:35; 09:35; 12:35; 15:35)	Moves employee data from SAP to SuccessFactors and populates the employee profile. Sets user permissions in SuccessFactors. Converts external candidates to internal employees when hired. Converts internal employees to external candidates when terminated.
<b>Candidate</b>	Every hour (at 25 minutes past the start of the hour)	Moves hiring data from SuccessFactors into the SAP Candidate Staging Area where the Candidate Action is processed.
<b>Onboarding</b>	Every 15 minutes	Moves hiring data from SuccessFactors into the Onboarding Staging Area where the Onboarding Action is processed.
<b>Seniority</b>	Once per pay period (Wednesday evening after payroll is processed)	Moves employee seniority data from SAP into SuccessFactors for the purpose of generating seniority reports.