



**MidPoint Integrations: Partner Series**  
**Integrating SAP SuccessFactors HR**

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# Agenda

- Changing HR system in existing IdM deployment
- SAP SuccessFactors API and midPoint connector
- Multiple contracts per identity
- Performance aspects



# FEG - Fortuna Entertainment Group

The logo for Fortuna Entertainment Group (FEG) consists of the letters 'F', 'E', and 'G' in a bold, dark blue, sans-serif font. The 'F' and 'E' are connected at the top, and the 'G' is positioned to the right of the 'E'.

FORTUNA ENTERTAINMENT GROUP

- FEG has betting business in multiple world countries
- Transition from old proprietary HR system to cloud based SAP SuccessFactors HR
- Single HR system for the entire Fortuna group

## Changing HR System in IdM is Costly

- Changing the IdM authoritative system (HR) for different one is not like integrating new target system, you need to change a lot of stuff in existing IdM deployment as well
- Rethink Identity Lifecycle – create, maternity, disable
  - Also: multiple contracts, future contracts
- New HR brings new user attributes
  - Changing Schema Handling in target resources
- Email notifications, Authorizations, Reporting



# HR Migration Process

1. Keep old IdM business logic
2. Link new HR accounts to identities
3. Check and report that everything correlated OK
4. Change IdM business logic for new HR
5. Check resources data, make simulations
6. Unlink old HR





Jan [redacted] v

Group IT Infrastructure Architect group jib ★

Group IT Security (DP0060)

Group IT Cloud & DB Services Manager

Group Cloud & DBA (DP0054)

Praha Churchill [redacted] (CET)

Local time: Thursday, 15:22:19

Business Phone: (+420) [redacted]

Business Email: [redacted]@feg.eu



General Information v

Personal Information v

Employment Information v

Leave of Absence

Total Rewards v

Compensation

Documents

Learning

Talent Ma v

User Info

Basic Information

First Name	Jan
Last Name	[redacted]
Username	[redacted]an2
Person ID	1 [redacted]29
User ID	1 [redacted]29
Internal Player ID	-

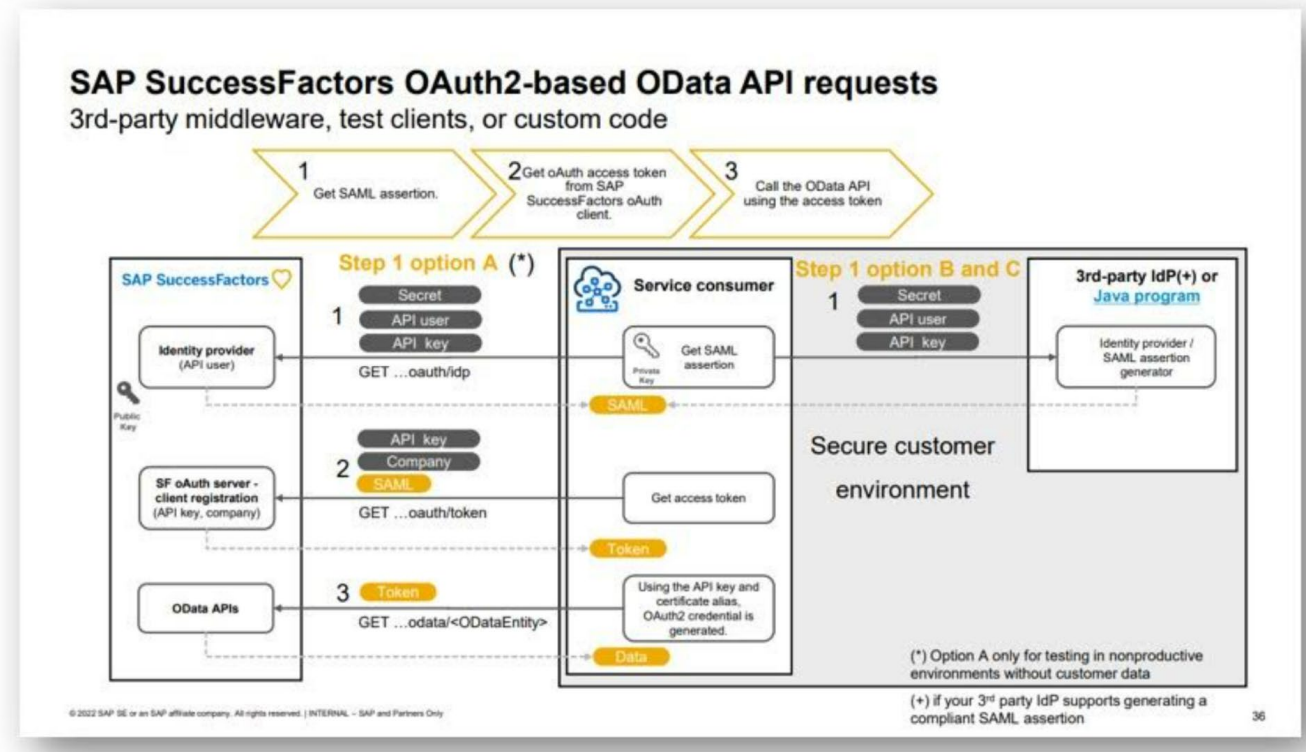
Org Chart



4 DIRECT REPORTS

# SuccessFactors Connector and API

- Forked from Rakkau  
<https://github.com/rakkau/midpoint-ssff-connector>
- SuccessFactors (SF) is a cloud platform
  - API is Odata REST/Json
- The good news end here...
  - API is very complex with multiple entities that need to be queried and joined together
  - Even authentication to API is difficult – combining SAML, OAuth and session tokens.
  - Each customer can customize SF



# Proprietary Connector

- Rakkau connector reads User entity
  - FEG needed to synchronize contracts (EmpJob entity)
- “Ideal connector does not contain any business logic”
- We had to implement a lot of proprietary business logic to the connector
  - Special query for future contracts
  - Dealing with recycling of contract ids... prioritize future contracts over disabled current
  - Query additional SF entities
- Update certain attributes in SF (username, email)

```
/EmpJob?  
$format=json&paging=snapshot&customPageSize=500&orderBy=star  
tDate&$select=emplStatusNav/localeLabel,customString1Nav/extern  
alCode,customString1Nav/name,departmentNav/externalCode,depart  
mentNav/name,divisionNav/name,divisionNav/externalCode,locationN  
av/locationGroupFlxNav/externalCode,locationNav/addressNavDEFLT/  
address1,locationNav/addressNavDEFLT/address2,locationNav/addressesNavDEFLT/city,locationNav/addressNavDEFLT/zipCode,locationNav/addressNavDEFLT/country,eventNav/localeLabel,eventReason,companyNav/name,businessUnitNav/name,costCenter,customString10,customString12,customString17,customString19Nav/customString2,customString19Nav/startDate,customString3Nav/externalCode,userNav/isPrimaryAssignment,userNav/username,userNav/status,employmentNav/personIdExternal,employmentNav/personNav/emailNav,employmentNav/personNav/personalInfoNav/firstName,employmentNav/personNav/personalInfoNav/lastName,employmentNav/personNav/personalInfoNav/middleName,employmentNav/personNav/personalInfoNav/preferredName,employmentNav/personNav/phoneNav,employmentNav/isContingentWorker,jobTitle,locationNav/name,managerId,positionNav/cust_leadingLevel,positionNav/externalName_en_GB,seqNumber,standardHours,startDate,endDate,userId,contractTypeNav/externalCode&$expand=eventNav/picklistLabels,companyNav,businessUnitNav,contractTypeNav,costCenterNav,customString19Nav,customString3Nav,employmentNav/personNav/emailNav,employmentNav/personNav/personalInfoNav,employmentNav/personNav/phoneNav,locationNav/addressNavDEFLT,locationNav/locationGroupFlxNav,positionNav,divisionNav,customString1Nav,departmentNav,emplStatusNav,userNav
```





# Multiple Contracts in MidPoint

- We use midpoint's feature MultiAccounts
- Each job contract in HR is individual account to midPoint
- MidPoint links user to all contracts, however only primary data are used
- SF Contract contains information whether it is primary contract (isPrimaryAssignment)
  - We found out that its not always 100% reliable

The screenshot displays the MidPoint user management interface for a user named Jan. The user profile at the top shows the name 'Jan', job title 'Group IT Infrastructure Architect group jib', and group 'Group CZ'. The user is enabled and has roles 'Superuser', 'Member', and 'HR Identity'. Below the profile, there are navigation buttons for 'Back', 'Save', 'Preview changes', 'Change archetype', 'Delete object', and 'Edit raw'. The main area shows a table of accounts with columns for Name, Resource, Object Class, Kind, Intent, and Pending operation. Two rows in the table have 'SHELDON' circled in red, indicating a specific resource or object class.

Name	Resource	Object Class	Kind	Intent	Pending operation
CN=Jan, DC=eu	AD	user	ACCOUNT	default	
10-29	SHELDON	AccountObjectClass	ACCOUNT	default	
2	IMS CZ	__ACCOUNT__	ACCOUNT	default	In Progress
10-40	SHELDON	AccountObjectClass	ACCOUNT	default	
jan@eu	ENTRA ID	AccountObjectClass	ACCOUNT	default	

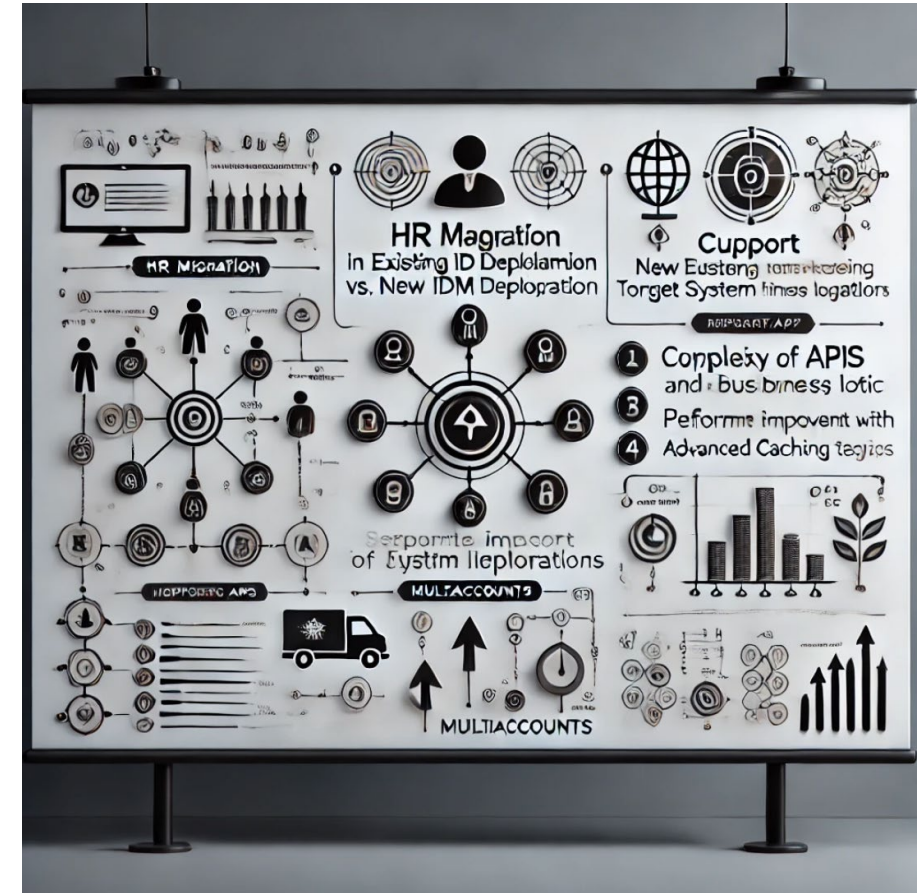
# Performance



- Performance of the SF API is not ideal
- Getting single contract takes up to 1.5sec
  - And we recycle authentication sessions
- However – reading thousand of contracts lasts only minutes
- We look forward for midPoint 4.9 and Shadow caching!!!

# Conclusion

- HR migration within an existing IdM deployment is different from integrating a new target system.
- The SuccessFactors API is complex; if you require contract data, you may need to add custom business logic to the connector.
- MidPoint supports MultiAccounts.
- MidPoint 4.9 may improve performance due to Shadow caching.
- (ChatGPT is not very good at generating images sometimes :-)





**Thank you for your attention**

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**midPoint**

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