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Using SAP SuccessFactors Events on SAP Cloud Application Event Hub

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1 SAP SuccessFactors Events on SAP Cloud Application Event Hub

SAP SuccessFactors uses SAP Cloud Application Event Hub to provide a scalable platform for event-driven integrations. This integration allows real-time notifications and data changes to be shared across the applications, thus providing agility and responsiveness.

Events in SAP SuccessFactors

You can use SAP SuccessFactors events through Intelligent Services Center and SAP Cloud Application event Hub.

Note

The existing events on the Intelligent Services Center Framework remain fully operational and stable.

The SAP Cloud Application Event Hub is a scalable platform for real-time, event-driven integrations that enhances your integration capabilities. We recommend that you explore the available documentation and resources to understand more about subscribing events using SAP Cloud Application Event Hub.

Within SAP SuccessFactors, an event signifies a significant data or configuration change within modules like Employee Central or Recruiting. Events such as employee data updates, workflow approvals, or new hire creations, are real-time notification or data change resulting from a data or configuration change.

SAP Cloud Application Event Hub - Centralizing and Simplifying Event-Driven Integrations

SAP Cloud Application Event Hub acts as a centralized hub for publishing and consuming these events. By eliminating the need for complex point-to-point integrations, Event Hub simplifies event management and enables seamless data flow. As a part of the SAP Cloud Application Kernel services, it is managed by the SAP Cloud Application platform, providing a reliable and scalable infrastructure.

2 SAP SuccessFactors Event Consumption Methods

SAP SuccessFactors events, that is published through SAP Cloud Application Event Hub, can be consumed by applications using two methods:

- **Direct Subscription with SAP Extension Scenarios:** SAP Extension applications can directly subscribe to events.
- **Integration Flows using SAP Integration Suite:** SAP Integration Suite integration flows, deployed within a registered tenant in the SAP BTP cockpit, can subscribe to and process SAP SuccessFactors events. This enables routing of business events to support on-premise and third-party integration scenarios.

SAP SuccessFactors publishes events to Event Hub, where they are stored and made available for consumption. The systems included in the [Eventing Between SAP Cloud Systems](#) formations within the SAP Business Technology Platform (BTP) cockpit can participate in this event exchange. Event driven integrations usually has a producer and a consumer. The integration additionally supports integration scenarios with on-premise and third-party consumers. Refer [SAP Event-Driven Integrations](#) for more information.

3 Configurations to Consider for SAP SuccessFactors Employee Central Events

You have to enable the following configurations to use SAP SuccessFactors Employee Central events on SAP cloud Application Event Hub.

- Ensure that you are using a production instance that is deployed with SAP SuccessFactors Employee Central.
- Enable [Integrating Employee Central Group Events with SAP Event Broker for SAP Cloud Applications](#) in [Upgrade Center](#).
- If you enable events for change sources (MDF configurations) that aren't included in the table, set the [Enable Event Publish](#) option to [Yes](#) on the [Manage Data](#) page.

MDF Configuration	Description
MSS_UI	Manager Self-Service
SNACK_EC	Employee Central Quick Actions
TERMINATION_UI	Termination UI
COMPENSATION_PROMOTION	Compensation Planning
DEPENDENT_HISTORY_UI	History UI
DEPENDENT_EDIT_UI	Edit UI
MDI_INBOUND	MDI Inbound
EDIT_UI	Edit UI
INTERNAL_HIRE	Internal Hire
HIRE	Hire Process
REHIRE	Rehire Process
RTR_UNASSIGNMENT	Leaving Home Position with Right to Return
RTR_REASSIGNMENT	Return to Home Position with Right to Return
ADD_CONCURRENT_EMP	Add Concurrent Employment
ADD_ASSIGNMENT	Adding a Global Assignment
EDIT_ASSIGNMENT	Editing a Global Assignment
END_ASSIGNMENT	Ending a Global Assignment
OBSOLETE_ASSIGNMENT	Making a Global Assignment Obsolete
ADD_HD_TEMPASSIGNMENT	Adding a Higher Duty or Temporary Assignment
EDIT_HD_TEMPASSIGNMENT	Editing a Higher Duty or Temporary Assignment
END_HD_TEMPASSIGNMENT	Ending a Higher Duty or Temporary Assignment
OBSOLETE_HD_TEMPASSIGNMENT	Making a Higher Duty or Temporary Assignment Obsolete

4 Prerequisites

To use SAP SuccessFactors events on SAP Cloud Application event Hub:

- Ensure that the SAP Cloud Application Event Hub can distribute events in your region. For more details, refer to [Event Distribution and Region Considerations](#).
- If your SAP SuccessFactors tenant is on DC50, DC52, or DC62, create a customer incident with the component name **CA-EB** to enable the SAP Cloud Application Event Hub service.
- Ensure that you have an active enterprise account with SAP BTP and have access to the SAP Cloud Application Event Hub service. For more details, refer to [Adding SAP Cloud Application Event Hub to a Subaccount](#).
- Your global account in SAP BTP cockpit has an entitlement for SAP Cloud Application Event Hub standard application plan, which is the user interface for the service.
- Ensure that you've added the required SAP SuccessFactors system in the [BTP Cockpit System Landscape](#).
- You've the appropriate service plan entitlements if you are using one of the integration scenarios. For more details, refer to [Get Started with Event Connectivity Service Plan](#).
- If SAP Integration Suite is a consumer of events, set up an SAP Integration Suite tenant.
 - Create an integration flow that defines an HTTPS sender adapter, which allows the tenant to communicate with SAP Cloud Application Event Hub.
 - Create an instance of the Event Connectivity service plan.
 - Create a service binding that allows SAP Cloud Application Event Hub to have secure communication with the consumer.
 - Subscribe to the SAP Cloud Application Event Hub Application.

For details, refer to [SAP Integration Suite as a Consumer](#).

- You've the necessary permission to add the systems to create a system formation.
- An eventing formation is in place in the global account [System Landscape](#), which defines the producer and consumer SAP tenant applications that can exchange events. The subaccount where you subscribe to the SAP Cloud Application Event Hub application is also associated with the eventing formation.
- You've enabled SAP Integration Suite, SAP Cloud Application Event Hub, and your SAP SuccessFactors instance in the SAP BTP account (global account). For more details, refer to [Enabling Events Exchange Between SAP Cloud Systems](#).
- Roles are added to users who need to access the user interface.

5 Process of Setting Up SAP SuccessFactors Integration with SAP Cloud Application Event Hub

This section enables you to start using SAP SuccessFactors events available on the SAP Cloud Application Event Hub.

Prerequisites

Read the [Prerequisites \[page 6\]](#) for more information.

Context

By configuring system formations and subscribing to events through the SAP Cloud Application Event Hub, you can connect SAP SuccessFactors with other SAP BTP services like Integration Suite or Build Process Automation. This enables them to create dynamic, event-driven integrations, automating workflows and ensuring timely responses to any changes within their integrated applications.

Procedure

1. Create a system formation in SAP |► [BTP Cockpit](#) ► [System Landscape](#) ► [Formations](#) ► [Create Formation](#) ► to form a connection between the systems and establish event sharing through SAP Cloud Application Event Hub.

The system formation must include:

- [SAP SuccessFactors](#), [SAP Event Broker](#), and [SAP Build Process Automation](#) - For internal extension scenarios.
- [SAP SuccessFactors](#), [SAP Event Broker](#), and [SAP Integration Suite](#) - For third-party and on premise integration scenarios.

For more details, refer to [Creating Formations in SAP BTP cockpit to Define Event Sharing Context](#).

2. To begin using [SAP Cloud Application Event Hub](#):
 - Subscribe to the standard application plan within your SAP BTP sub-account.
 - Assign the necessary role-based permissions to users for access to the Event Hub Application user interface, pre-configured subscription content, and SAP Cloud ALM integration.

For more details, refer to [Get Started with SAP Cloud Application Event Hub Application](#).

3. Add integration dependencies from |► [BTP Cockpit](#) ► [System Landscape](#) ► [Systems](#) ► [System Name](#) ► [Integration Dependencies](#) ►.

Note

The integration dependency includes a list of requirements, which point out the API and event resources that are involved and systems usually use the Open Resource Discovery (ORD) standard to populate this details. As the ORD integration is not yet available for SAP SuccessFactors, we recommend you to refer to the list of events and add them manually.

For more details, refer to [Extensibility and Integration Concepts](#) and [System Landscape Data in SAP Cloud Application Event Hub](#).

4. Subscribe to the SAP SuccessFactors events in the SAP Cloud Application Event Hub.

For more details, refer to [Event Subscription Details](#).

5. To start consuming the events, enable the events subscriptions.

For more details, refer to [Enabling SAP Event Subscriptions](#).

Results

You can now start using the SAP SuccessFactors events in the SAP Cloud Application Event Hub.

→ Tip

If you run into any issue while setting up or using SAP Cloud Application Event Hub, read the [Monitoring and Troubleshooting](#) page for assistance.

6 SAP SuccessFactors Events Available in SAP Cloud Application Event Hub

SAP SuccessFactors is adopting SAP Cloud Application Event Hub as the central platform for publishing events. SAP SuccessFactors Onboarding, SAP SuccessFactors Employee Central, and SAP SuccessFactors Recruiting are publishing the following events directly to SAP Cloud Application Event Hub:

SAP SuccessFactors Product	Event Description	Technical Event Name
SAP SuccessFactors Onboarding	Initiation of New Hire Data Review	sap.sf.onboarding.journey.reviewNewHireData.created.v1
SAP SuccessFactors Onboarding	Completion of New Hire Data Review	sap.sf.onboarding.journey.reviewNewHireData.completed.v1
		Note You can use the same event for updation of new hire details from the Actions menu in the Onboarding Dashboard .
SAP SuccessFactors Onboarding	Initiation of Personal Data Collection before Onboarding Rehire Verification	sap.sf.onboarding.journey.personalDataCollection.created.v1
SAP SuccessFactors Onboarding	Completion of Personal Data Collection before Onboarding Rehire Verification	sap.sf.onboarding.journey.personalDataCollection.completed.v1
SAP SuccessFactors Onboarding	Initiation of Personal Data Collection after Onboarding Rehire Verification	sap.sf.onboarding.journey.secondRehireCheck.created.v1
SAP SuccessFactors Onboarding	Completion of Personal Data Collection after Onboarding Rehire Verification	sap.sf.onboarding.journey.secondRehireCheck.completed.v1
SAP SuccessFactors Onboarding	Initiation of Additional Data Collection	sap.sf.onboarding.journey.additionalDataCollection.created.v1
SAP SuccessFactors Onboarding	Completion of Additional Data Collection	sap.sf.onboarding.journey.additionalDataCollection.completed.v1
SAP SuccessFactors Onboarding	Initiation of Document Flow	sap.sf.onboarding.journey.documentFlow.created.v1
SAP SuccessFactors Onboarding	Completion of Document Flow	sap.sf.onboarding.journey.documentFlow.completed.v1
SAP SuccessFactors Onboarding	Initiation of Internal Hire Data Review	sap.sf.onboarding.journey.employerReview.created.v1

SAP SuccessFactors Product	Event Description	Technical Event Name
SAP SuccessFactors Onboarding	Completion of Internal Hire Data Review	sap.sf.onboarding.journey.employerReview.completed.v1
		Note You can use the same event for up- dation of internal hire details from the <i>Actions</i> menu in the <i>Onboarding Dashboard</i> .
SAP SuccessFactors Employee Central	Person Created	sap.sf.workforce.integration.persons.created.v1
SAP SuccessFactors Employee Central	Person Updated	sap.sf.workforce.integration.persons.updated.v1
SAP SuccessFactors Employee Central	Employment Created	sap.sf.workforce.integration.assignments.created.v1
	Note Employment considers data only from: <ul style="list-style-type: none"> • Employment Information • Job Information • Work Order • Global Assignment • Concurrent Employment • Higher Duties or Temporary Assignment 	
SAP SuccessFactors Employee Central	Employment Updated	sap.sf.workforce.integration.assignments.updated.v1
	Note Employment considers data only from: <ul style="list-style-type: none"> • Employment Information • Job Information • Work Order • Global Assignment • Concurrent Employment • Higher Duties or Temporary Assignment 	
SAP SuccessFactors Employee Central	Dependents Created	sap.sf.workforce.integration.relatedpersons.dependents.created.v1
SAP SuccessFactors Employee Central	Dependents Updated	sap.sf.workforce.integration.relatedpersons.dependents.updated.v1
SAP SuccessFactors Employee Central	Compensation created with new hire	sap.sf.workforce.integration.assignment.compensation.created.v1

SAP SuccessFactors Product	Event Description	Technical Event Name
SAP SuccessFactors Employee Central	Compensation inserted/deleted/updated	sap.sf.workforce.integration.assignment.compensation.updated.v1
SAP SuccessFactors Employee Central	One-Time Payment created with new hire	sap.sf.workforce.integration.assignment.compensation.onetimepayment.created.v1
SAP SuccessFactors Employee Central	One-Time Payment inserted/deleted/updated	sap.sf.workforce.integration.assignment.compensation.onetimepayment.updated.v1
SAP SuccessFactors Employee Central	Job Relationships created with new hire	sap.sf.workforce.integration.assignment.additionalInfo.jobrelationship.created.v1
SAP SuccessFactors Employee Central	Job Relationships inserted/deleted/updated	sap.sf.workforce.integration.assignment.additionalInfo.jobrelationship.updated.v1
SAP SuccessFactors Employee Central	Work Permit created with new hire	sap.sf.workforce.integration.assignment.additionalInfo.workpermit.created.v1
SAP SuccessFactors Employee Central	Work Permit inserted/deleted/update	sap.sf.workforce.integration.assignment.additionalInfo.workpermit.updated.v1
SAP SuccessFactors Employee Central	Emergency Contact created with new hire	sap.sf.workforce.integration.relatedpersons.emergencycontact.created.v1
SAP SuccessFactors Employee Central	Emergency Contact inserted/updated/deleted	sap.sf.workforce.integration.relatedpersons.emergencycontact.updated.v1
SAP SuccessFactors Employee Central	Position Org Structure processed	sap.sf.workforce.integration.orgstructure.position.processed.v1
SAP SuccessFactors Recruiting	Job Application Status updated	sap.sf.recruiting.JobApplication.Status-Updated.v1
SAP SuccessFactors Recruiting	Job Offer updated	sap.sf.recruiting.JobOffer.Updated.v1
SAP SuccessFactors Recruiting	Candidate Profile updated	sap.sf.recruiting.CandidateProfile.Updated.v1
SAP SuccessFactors Recruiting	Job Requisition updated	sap.sf.recruiting.JobRequisition.Updated.v1
SAP SuccessFactors Recruiting	Job Posting updated	sap.sf.recruiting.JobPosting.Updated.v1
SAP SuccessFactors Recruiting	Job Application updated	sap.sf.recruiting.JobApplication.Updated.v1

7 Change History

Learn about changes to the documentation for Using SAP SuccessFactors Events on SAP Cloud Application Event Hub in recent releases.

1H 2025



Type of Change	Description	More Info
New	This is the first version of this guide.	

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