

Set up the Hibob connector in Workato

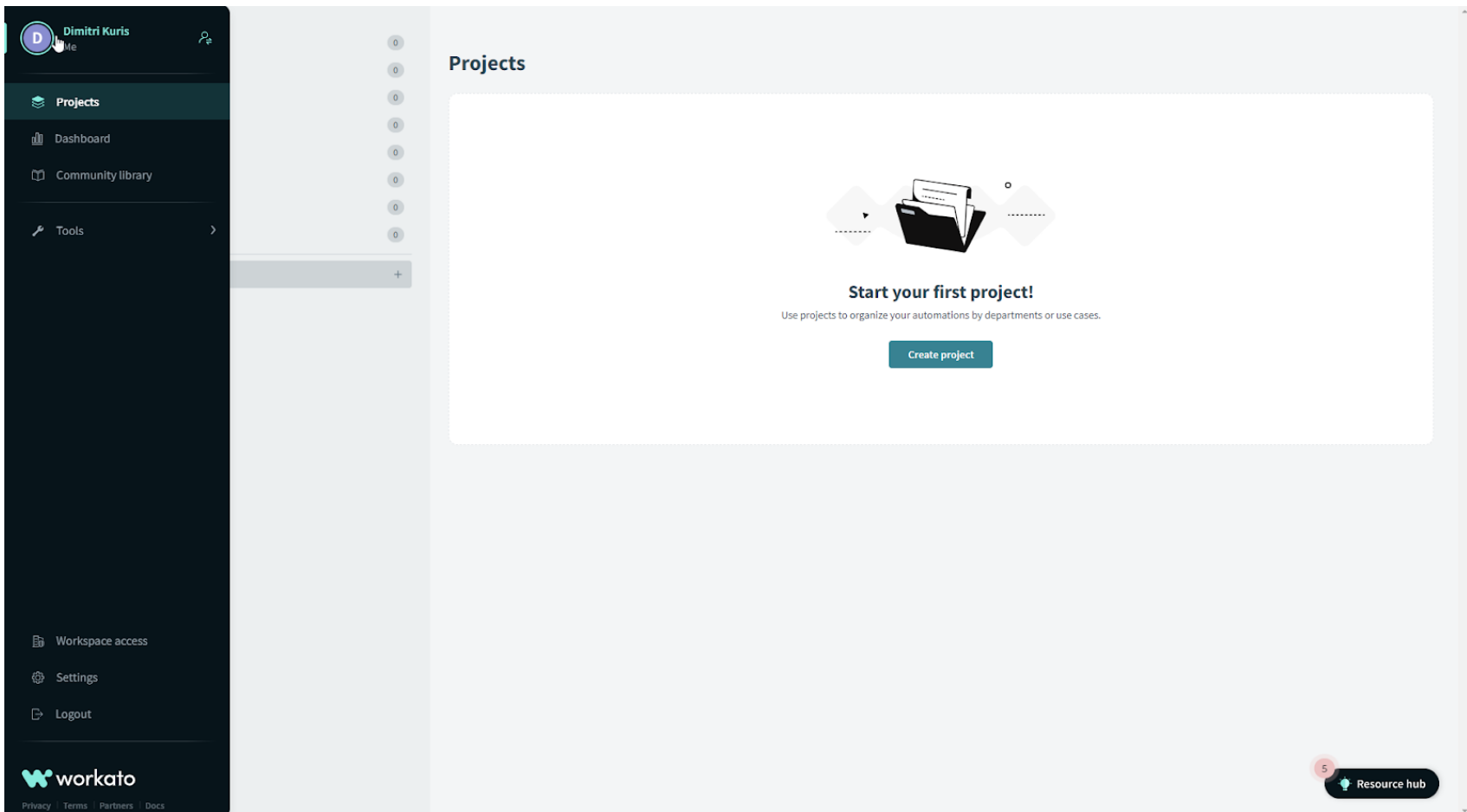
Introduction

The User Provisioning connector between 360Learning and Hibob is highly flexible and configurable: many parts of the connector's features depend on setup tables. You have been provided access to these setup tables called **Lookup tables** in Workato. The configuration must be done directly in Workato. This document provides the information needed to properly configure the connector and fill these Lookup tables.

Workato Access

You should have received by email with an invitation to join your Workato account. Please follow the instructions in order to access the Workato platform. If this is not the case or if you are facing any issues, please reach your 360Learning contact.

When you first log in to Workato, you arrive in your **personal workspace**. The first thing to do is switch to your **company account**, by clicking on your name in the top left corner of the screen, and choosing your company account:



Caution! You will most likely be provided with two company accounts, one for **tests**, and another for **production**. Please make sure you are always working on the correct one!



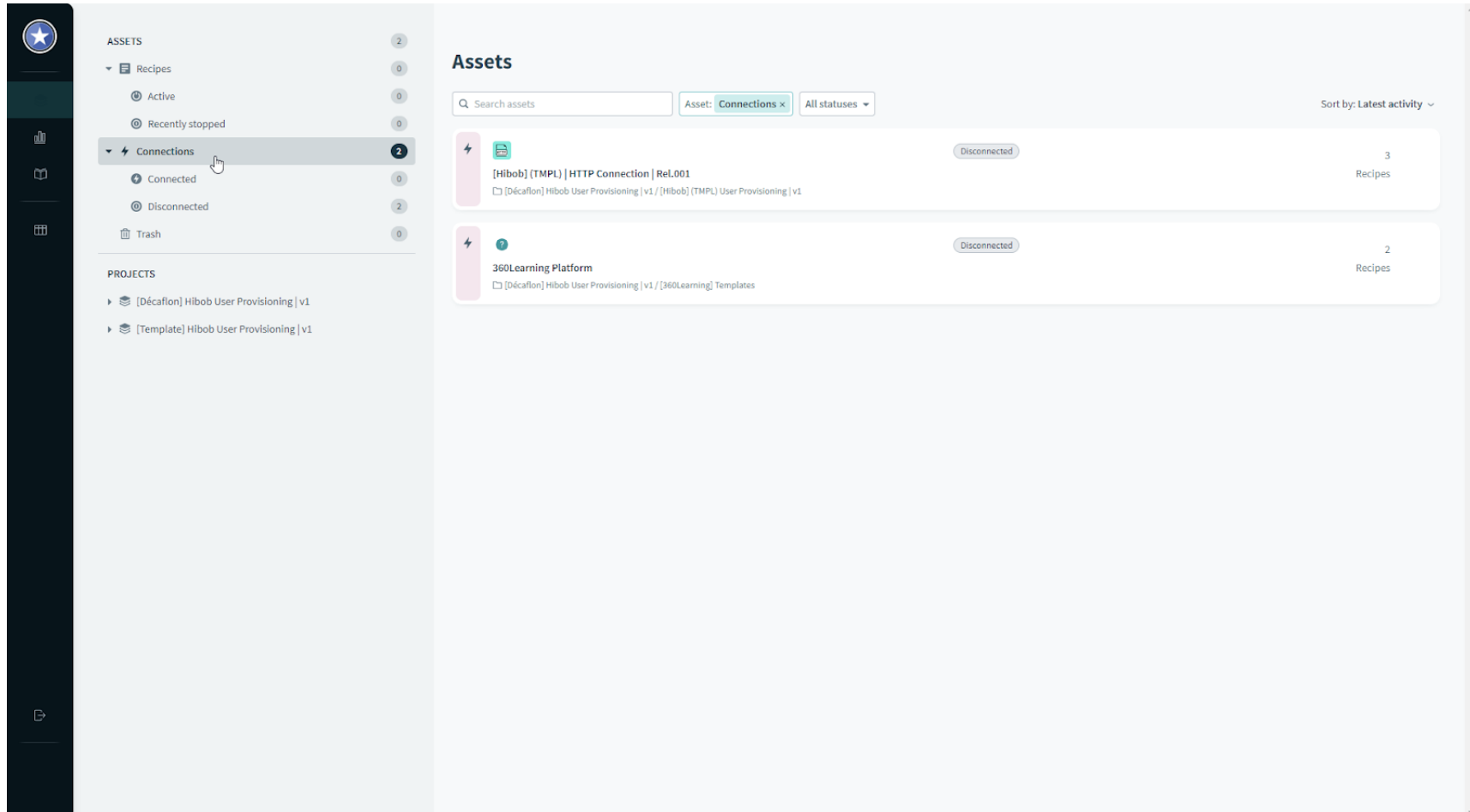
Welcome to 360Learning Connect

Bring all your work together and cook up recipes to automate repetitive tasks – make more time for work that matters!

[Let's get started!](#)

API Connections

The first step is configuring the connections to the 360Learning platform, and to Hibob, with their API credentials. Enter the **Projects** view in the left panel and click on **Connections** in the middle panel:



Click on **360Learning Platform**, enter the credentials of your 360Learning container/staging or production platform, and click on **Connect**:

Projects > 360Learning > 360Learning Platform

360Learning Platform

Company ID

642da7c3f84c707fa6b4f761

Company ID can be found on the 360Learning platform, in the settings of the root group, in the Integrations menu

Api key

API Keys can be generated on the 360Learning platform, in the settings of the root group, in the Integrations menu

Base URI

https://app.360mooc.com:38114

For Production: https://app.360learning.com | For Container: https://app.360mooc.com:XXXXX where XXXXX is the port number of the container

Disconnect

Delete connection

Connected

Location
360Learning

Connected
Aug 7 at 4:16 PM

Created
Nov 16, 2022, at 12:46 PM

Dependencies

Used by [49 recipes](#), 4 are active.

Latest activity

- Edited by 360L EU Master Account
Aug 7 at 4:16 PM
- Connected by 360L EU Master Account
Aug 7 at 4:16 PM
- Edited by 360L EU Master Account
Aug 7 at 4:16 PM

[View activity audit](#)

Need help?

Check out the [help guide](#) to learn how to connect to an app on Workato.

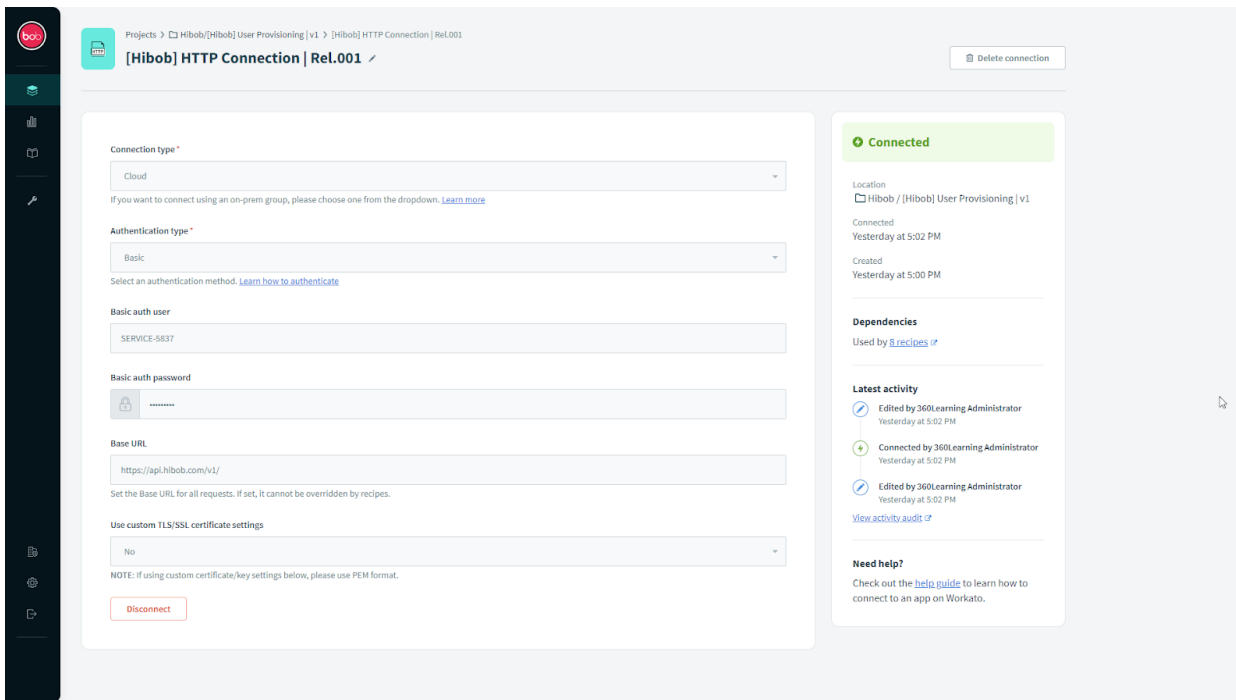
45 Resource hub

Your 360Learning API keys can be managed directly from your 360Learning platform. For more information, please visit our knowledge base: [Managing API keys](#).

Then the same thing needs to be done for the Hibob connection: Please fill in the properties as follows:

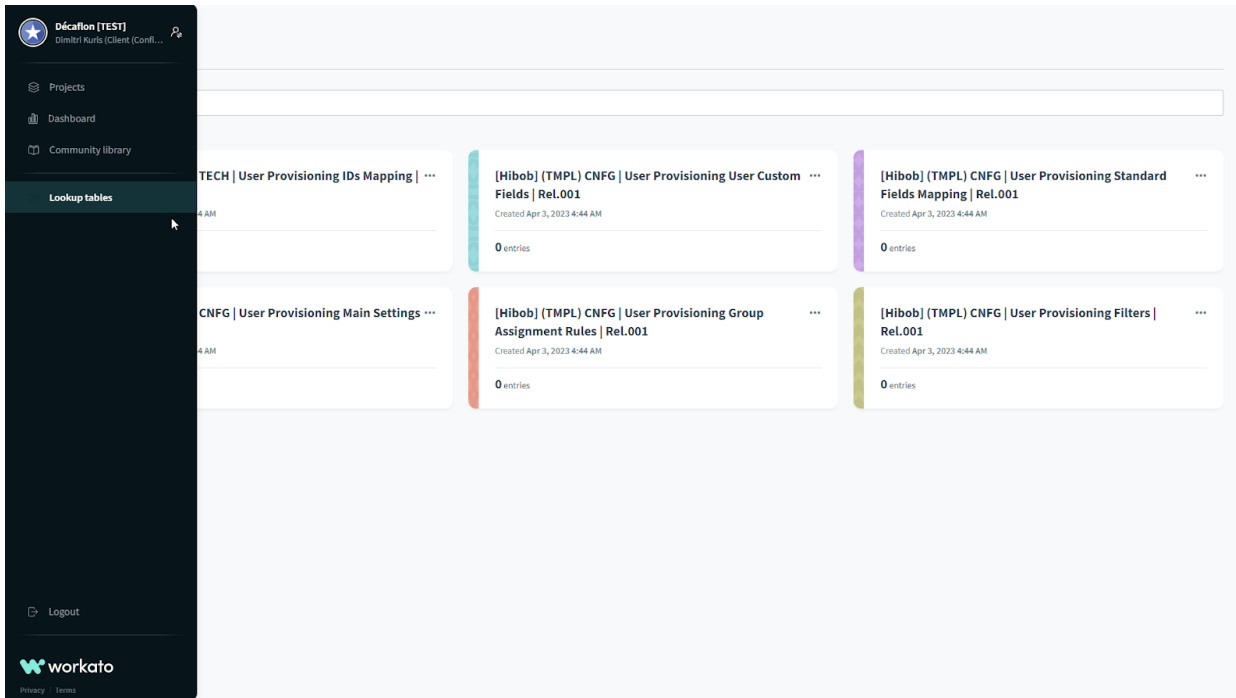
- Connection type:** Cloud
- Authentication type:** Basic

- Basic Auth User:** `{{Service_User_ID}}`
- Basic Auth Password:** `{{Service_User_Token}}`
- Base URL:** `https://api.hibob.com/v1/`
- Use custom TLS/SSL certificate settings:** No



Lookup tables

You can access **Lookup tables** in Workato from the left panel:



Main Settings

Lookup table: [360Learning] CNFG | User Provisioning Settings

Description

This lookup table contains the global parameters for the connector. The table has 2 columns:

- **Property name:** It is the label of the property, please do not modify it.
- **Value:** It is the value of the property that needs to be provided.

Example of configuration:

Property name	Value
Group Assignment Mode	Add Only
Status Mode	Active Values
Sync Report Subject	360Learning Automation Report: Synchronization of users between Hibob and 360Learning.
Sync Report Recipients	dimitri.kuris@360learning.com
Send credentials at user creation	true
Do Filtering	yes

Instructions

- Please do not add any additional rows
- Please do not remove any rows
- Please do not change any Property names.

Parameters

Property name	Description	Mandatory?	Accepted values	Details
Do Filtering	This parameter defines whether the fetched users should be filtered or not. The filters are configured in a dedicated lookup table.	Yes	yes no	
Group Assignment Mode	This parameter defines how users are assigned to or removed from groups indicated by the group assignment rules.	Yes	Add Only Listed Only	Add Only: If the user matches the rule in the table, they are added to its group. Listed Only: If the user matches a rule in the table, they are added to its group. If the user is already in a group, but no longer matches the rule, they

				are removed from that group. Groups without rules are excluded.
Status Mode	The status of a user in 360Learning is Active or Inactive. Depending on the field that is configured in the “Standard fields mapping” lookup table, the value received in that field is likely to be different from Active/Inactive. This parameter “Status Mode” defines how the connector will handle the received status in order to determine whether the user should be Active or Inactive in 360Learning.	Yes	Active Values Inactive Values	Active Values: The connector will have the user active in 360Learning as long as the received status is listed in the “Statuses” lookup table. Inactive Values: The connector will have the user deactivated in 360Learning as long as the received status is listed in the “Statuses” lookup table. Deactivation Date: The connector will have the user active in 360Learning if the user’s contract has not expired or has no expiration date, and deactivate a user if its contract expiration date passes.
Send credentials at user creation	This parameter defines whether the newly created users will be notified by email that they are invited to the 360Learning platform.	Yes	true false	This value is sent as the “send credentials” property of the createOrInviteUser route (360Learning API)
Error Notifications Recipients	If an error happens during the synchronization, the integration sends an email to notify about the error. This field defines the recipients to whom the email is sent.	No	Email addresses separated by semicolons	
Error Notifications Subject	If an error happens during the synchronization, the integration sends an email to notify about the error. This parameter defines the subject of that email.	No	Any text	Example: The automated user provisioning from Hibob to 360Learning has failed
Sync Report Recipients	Upon completion of the full synchronization, the integration sends a report by email. This	No	Email addresses separated by semicolon.	

	field defines the recipients to whom the email is sent.			
Sync Report Subject	Upon completion of the full synchronization, the integration sends a report by email. This parameter defines the subject of that email.	No	Any text	Example: The full synchronization of users between Hibob and 360Learning has run

Statuses

Lookup table: [Hibob] CNFG | User Provisioning Statuses

Description

This lookup table contains the list of values (status ids, not status names) that can be received by the connector for the user status. Depending on the configuration given in the “Main settings” lookup table in the “Status Mode” parameter, this is the list of active statuses or the list of inactive statuses.

The lookup has only one column, which should contain the statuses.

Example of configuration:

Status
employed

Instructions

- This lookup table should only be filled if the Status Mode of the connector is Active Values or Inactive Values.
- You can add as many rows as needed
- Please provide at least one status value

Columns

Column	Description	Mandatory?	Accepted values	Details
Status	The value of the status, exactly as provided by the API in the field defined in the "Standard fields mapping" lookup table ("Status" property).	Yes	Any value provided by the API.	

User Standard Fields mapping

Lookup table: [Hibob] CNFG | User Provisioning Standard Fields Mapping

Description

This file contains one row for each standard field of a user in 360Learning. For each one of them, it is needed to provide the property that will be used to fill the standard field, as provided by the Hibob API. The lookup table has 2 columns:

- 360Learning Standard Field: It is the label of the standard field in 360Learning, please do not modify it.
- External Field: It is the value of the property as provided by the Hibob API

360Learning Standard Field	External Field
External ID	/root/id
Email	/root/email
Status	/internal/lifecycleStatus
Custom	
Organization	
Job	/work/title
Lang	
Phone	/work/workPhone
Last Name	/root/surname
First Name	/root/firstName
Password	
Manager	/work/reportsTo/email

Example of configuration:

Instructions

- Please do not add any additional rows
- Please do not remove any rows
- Please do not change any values in the 360Learning Standard Field column.

Standard Fields

Standard Field	Description	Mandatory?	Details
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First Name	The property returned by Hibob API that contains the first name of the user.	Yes	Example: /root/firstName
Last Name	The property returned by Hibob API that contains the last name of the user.	Yes	Example: /root/surname
Status	The property returned by Hibob API that will drive defining the status of the user in 360Learning.	Yes	Example: /internal/lifecycleStatus
Manager	The property returned by Hibob API that contains the email of the manager of the user. Based on this, the relation manager/manager will be created in 360Learning.	No	Example: /work/reportsTo/email
Password	The property returned by Hibob API that contains the password that will be set for the user account in 360Learning. It is recommended to leave it empty so a random password is generated by 360Learning. If so, please make sure to set "Send credentials at user creation" to true in the "Main settings" lookup table, or to have a Forced SSO configured on your 360Learning platform.	No	
Phone	The property returned by Hibob API that contains the phone number of the user.	No	Example: /work/workPhone
Lang	The property returned by Hibob API that contains the language of the user. This will set the default language of the 360Learning platform for the user. Expected values are 2-characters iso codes. Default language will be english if nothing is provided.	No	
Job	The property returned by Hibob API that contains the role (title) of the user. This only fills the "Job" information on the user's public profile page in 360Learning.	No	Example: /work/title
Organization	The property returned by Hibob API that contains the organization of the user. This only fills the "Organization" information on the user's public profile page in 360Learning.	No	
Custom	The property returned by Hibob API that contains the information to be entered in the "Additional Informations" field on the user's public profile page in 360Learning.	No	

User Custom Fields mapping

Lookup table: [Hibob] CNFG | User Provisioning User Custom Fields

Description

This lookup table contains one row for each User Custom Field in 360Learning. For each one of them, it is needed to provide the property that will be used to fill the standard field, as provided by the Hibob API.

External Application Field ↓	360Learning User Custom Field ID	360Learning User Custom Field Name
/work/siteId	64072f6698c16af03e044544	Site ID
/root/id	64072d72ec16ceabe7308e99	Hibob ID
/custom/category_1668443947288/field_1668443971405	641b1d3a69e2ff33b5e0760c	Department

Example of configuration:

Instructions

- You can add as many rows as needed
- Please do not have more than one row per User Custom Field
- Only configure the User Custom Fields you want synchronized. User Custom Fields present in 360Learning but not in this lookup table will remain untouched.
- Please leave the User Custom Field ID empty and ask your Solution Architect to fill it

Columns

Column name	Description	Mandatory?	Accepted values	Details
External Application Field	It is the value of the property as provided by the Hibob API, that will be used to fill the User	Yes		Example: /work/siteId

	Custom Field in 360Learning.			
360Learning User Custom Field ID	It is the ID of the User Custom Field in 360Learning.	Yes	A User Custom Field ID	This part is still under development, please leave the cell empty, your Solution Architect will take care of filling it.
360Learning User Custom Field Name	It is the name of the User Custom Field in 360Learning.	Yes		

Filters

Lookup table: [Hibob] CNFG | User Provisioning Filters

Description

Please configure in this lookup table the filters to be applied during the synchronization. In order for this to be taken into consideration, the “Do Filtering” property of the “Main settings” file must be set to yes. If “Do Filtering” is set to no, then it is not needed to fill this Lookup table.

Filters are used to define the scope of the synchronization. If no filter is defined, all users retrieved through the API are synchronized. A filter can be based on a field provided by the Hibob API, or on a User Custom Field in 360Learning. A filter can be defined as an inclusion filter or an exclusion filter.

Field Name	Field Type	Filter Type	Value
/work/department	External	Inclusion	Marketing
email	External	Exclusion	joshua.tyler_625935@samplebob.com
/work/department	External	Inclusion	Sales
/personal/communication/skypeUsername	External	Exclusion	joshuaSkype
email	External	Exclusion	anna.gibbons_625935@samplebob.com
email	External	Exclusion	dimitri.kuris+hibob04@360learning.com
Is Manager	360Learning UCF	Exclusion	true

Example of configuration:

In this example:

- Rows 1 and 6 define that a user must have /work/department = Sales or /work/department = Marketing in order to be synchronized. Any user not having this property at all, or having a different value for this property will not be synchronized.
- Rows 2,5 and 6 define that any user in Hibob where the email = dimitri.kuris+hibob04@360learning.com, or email = anna.gibbons_625935@samplebob.com, or email = joshua.tyler_625935@samplebob.com will not be synchronized.
- Row 4 defines that any user having /personal/communication/skypeUsername = joshuaSkype will not be synchronized.
- Row 7 defines that any user in 360Learning where the User Custom Field “Is Manager” = true will not be synchronized.

Instructions

- You can add as many rows as needed
- In the column Value, please provide only one value per row.
- In order to provide many values for a filter, one row per value must be provided.
- Please do not provide two rows that have, for the same Field Name, Field Type and Value, both Inclusion and Exclusion rows.

Columns

Column name	Description	Mandatory?	Accepted values	Details
Field Name	This is the name of the field that will be used by the Filter. Please make sure to enter the exact syntax (case sensitive) of the field.	Yes		Example: /work/department
Field Type	This defines the type of the field used by the rule	Yes	External 360Learning UCF	External: to be used when the filter is based on a field provided by the Hibob API. 360Learning UCF: to be used when the filter is based on a 360Learning User Custom Field. Warning, these filters can be applied only for updating user (obviously, in case of user creation, the user do not have any User Custom Field in 360Learning yet, as they do not have a user yet).
Filter Type	This defines if the filter is an inclusion filter or an exclusion filter.	Yes	Inclusion Exclusion	Inclusion: users will be synchronized only if they match the rule (the rule is defined by all the rows for this field name. The user needs to match one of the values to match the rule). Exclusion: users will be filtered out (not synchronized) if they match the rule (the rule is defined by all the rows for this field name. The user needs to match one of the values to match the rule).
Value	The value that needs to be matched so the filter is applied.	Yes		

Group Assignment

Lookup table: [Hibob] CNFG | User Provisioning Group Assignment Rules

Description

Please configure in this lookup table the rules that will drive the assignment of users into groups in 360Learning.

A rule is defined by its Rule number (first column).

A rule targets only one group in 360Learning.

A rule is based on one or many properties provided by the Hibob API.

If many properties are used for a single rule, the user must match each property in order for the rule to be matched (AND logical operator).

All users must be assigned to at least 1 group. As such, there must be at least 1 rule in the lookup table, and each user must fall under 1 of these rules to be synchronized.

Many values can be provided for a property of a rule. In that case, the user must match one of the values in order for the rule to be matched (OR logical operator).

If many rules are defined for the same group, then the users will be added to that group if they match at least one of the rules (OR logical operator).

Rule # ↑	360Learning Group ID	360Learning Group Name (for info only)	External Field Name	External Field Value
1	6362ac65fbbf657eb415cff5	Workato Integration	/work/site	Paris (Demo)
1	6362ac65fbbf657eb415cff5	Workato Integration	/work/site	New York (Demo)
1	6362ac65fbbf657eb415cff5	Workato Integration	/work/title	Account Manager
2	6362ac65fbbf657eb415cff5	Workato Integration	/work/isManager	true
3	6364e474c5b2df4750c4e730	Managers	/work/isManager	true
4	641c933b97a9d175e32a62c2	Hibob Salesreps	/work/department	Sales

Example of configuration:

In this example:

- Rule 1 defines that any user having /work/title = Account Manager or /work/sit = New York (Demo) or Paris (Demo) would be added to the group Workato Integration.
- Rule 2 defines that any user having /work/isManager = true would be added to the group Workato Integration
- Rule 3 defines that any user having /work/isManager = true would be added to the group Managers
- Rule 4 defines that any user having /work/department = Sales would be added to the group Hibob Salesreps

Instructions

- You can add as many rows as needed, but at least 1 row is required
- There can be many rows for a Rule ID
- There can be many rows for a Rule ID and an External Field
- Please do not provide more than one group for a Rule ID
- Please do not provide more than one value per row

Columns

Column name	Description	Mandatory?	Accepted values	Details
Rule #	This is the ID of the rule. That allows the connector to understand what rows are linked together in order to apply the logic described in the Description section of this chapter.	Yes	Integer numbers	
360Learning Group ID	This is the ID of the 360Learning group targeted by the rule. The ID can be found on your 360Learning, for example from the URL of the window when you click on a group.	Yes	Group ID	
360Learning Group Name (for info only)	This is the name of the 360Learning group targeted by the rule.	No	Group name	This column is not used by the integration but it is strongly recommended to fill it so the

				configuration table is readable.
External Field Name	This is the name of the property provided by the Hibob API, that contains the value that will be compared to the "External Field Value".	No	Exact name of the property provided by the Hibob API.	If this field is left empty, all users will be assigned to that group.
External Field Value	This is the value of the filter, that will be compared to the value provided for the user in property provided by the Hibob API.	Yes if External Field Name is filled	Exact value of the filter	