

ICARO Realtime: Time Recording with SAP SuccessFactors®

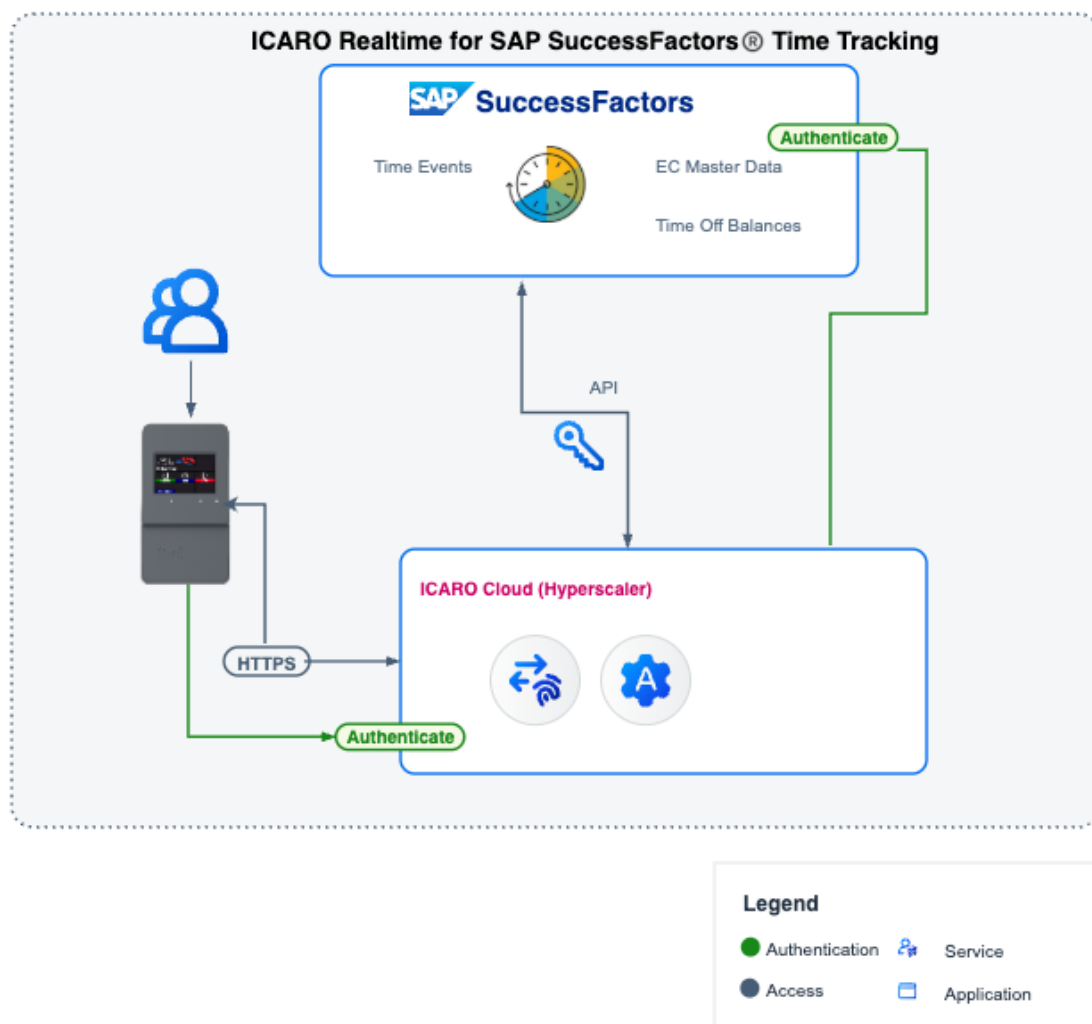
ICARO Realtime stands for innovative and economical time recording with SAP SuccessFactors.

ICARO Realtime is designed as a plug-and-play solution and guarantees implementation with minimal effort, time, and costs.

ICARO Realtime can be expanded according to customer requirements.

Architecture

ICARO Realtime for SAP SuccessFactors®



No compromises

ICARO uses the latest SAP SuccessFactors interfaces and follows SAP instructions regarding security and stability.

The ICARO Cloud generates hardware- and software-specific formats in real time, for example for terminals.

Bookings are posted to SAP SuccessFactors Time Sheet in real time, and balances are read in real time as agreed and displayed on the terminal.

No classic Subsystem

In the basic version of ICARO Cloud, no data is persisted or additional information added.

Hardware

Currently, EVO terminals from the manufacturer Datafox are supported.



Additional terminals, including those from other manufacturers, will be connected if suitable.

SAP SuccessFactors

ICARO Realtime also requires the ID number for time recording. We recommend and use a customer field in **Job Information**.

The screenshot shows the SAP SuccessFactors Employee Central interface for user Anja Klein. The 'Job Information' tab is active, displaying details for the position 'Project Execution Lead, Berlin (1010-0001), Manufacturing (MANU)'. The 'Time Information' section is expanded, showing various settings. A green box highlights the 'Time badge number' field, which contains the value '3D885DED'. A callout box points to this field with the text: 'Translation of customString11 as Time badge number'.

Job Information			
Effective as of: Jul 07, 2025			
Employee Status	Active	Employment Type	Salaried staff
Supervisor	Kathrin Denecken	Country	Germany
		Pay Scale Type	MT-Arb (DEU/DE30)
		Pay Scale Area	Saarland (DEU/DE30)

Time Information			
Holiday Calendar	DEU-Germany (DEU-Germany)	Default Over-time Compensation Variant	Payout and Time Off
Work Schedule	CLT_NORM_R (CLT_NORM_R) Details	Dynamic Break Configuration	-
Time Profile	Clock Time Standard (CLT_STD)	Clock In Clock Out Group	Employee Group (Group1)
Time Recording Profile	Clocktime WTA (Clocktime WTA)	Holiday Work Pattern	-
Time Recording Admissibility	4 Past Weeks / Amendments Allowed (4WK_AMEND_YES)	Time badge number	3D885DED
Time Recording Variant	Clock Times		

Translation of customString11 as Time badge number

SAP standard user and time tracking permissions are used for authorization in SuccessFactors for posting times. Minimal permissions are required to read master data and transaction data from SAP SuccessFactors Employee Central.

Subscription and Price, from 1€ per employee and per year

ICARO Realtime is offered exclusively as a subscription based on the number of employees and optional terminals, with a minimum term of two years. Trial installations are possible. Support agreements are available on request.

Other solutions

ICARO Realtime can also connect to SAP® ECC and SAP S/4HANA® systems. Any subsystems can read and write data via API or SFTP. The HR-PDC format can be used.