

Innovations

SAP SuccessFactors

September 2018

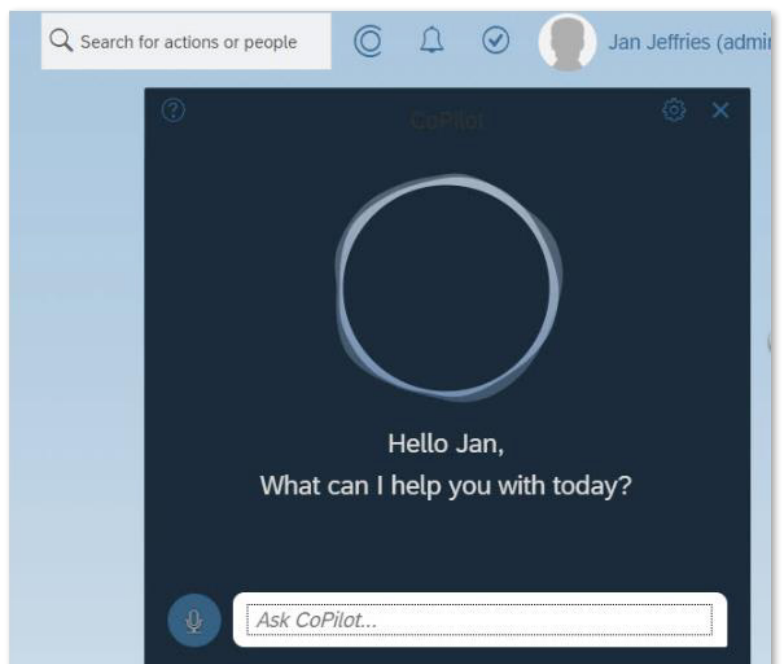
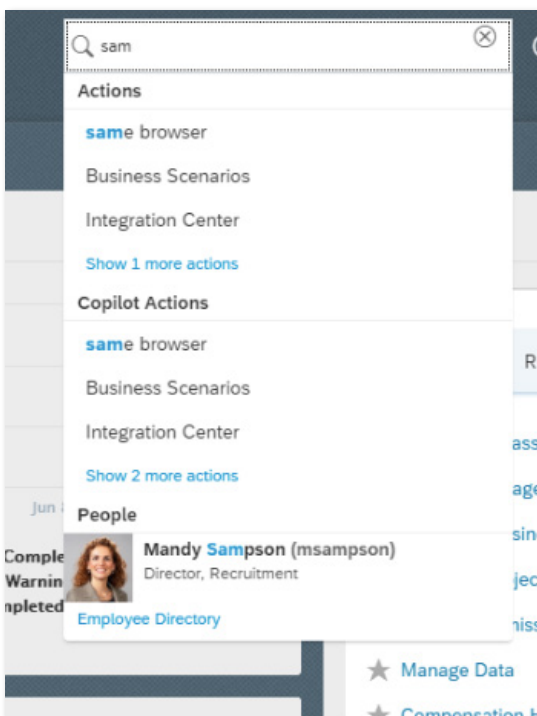
PEOPLE & TALENT

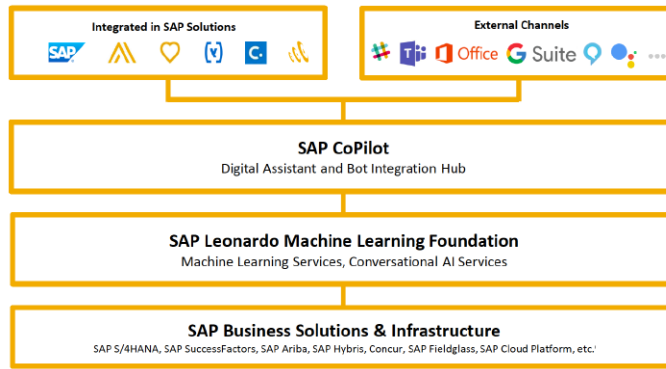
Q3 2018 RELEASE HIGHLIGHTS

OUR LITTLE SOLUTION GROWS IN LEAPS AND BOUNDS...

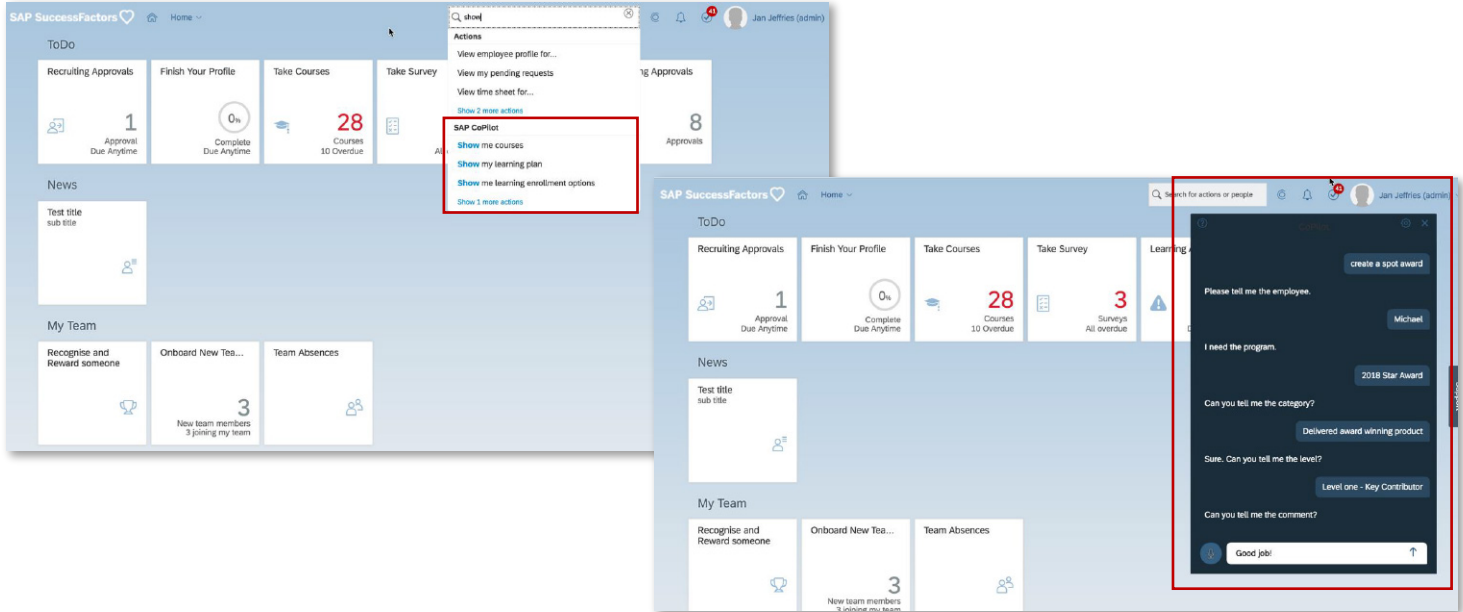
We could not image the speed with which we move forward... If you are still doubting...look at this new functionality that SAP SuccessFactors has developed for you!!

With **Digital Assistance** you can interact with the employees, making your work easier! It seems like Siri, but within SAP SuccessFactors. In this way, making of SAP SuccessFactors a more interactive platform, the users are more involved in the processes! Is there a way for not doing it when we can even start a conversation from the search bar when we want to start a talent process?

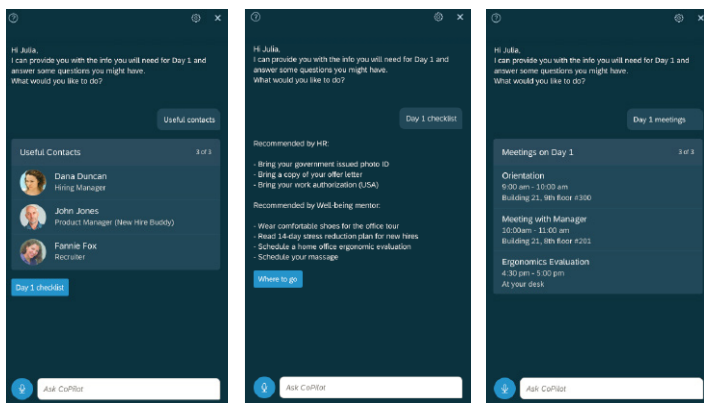




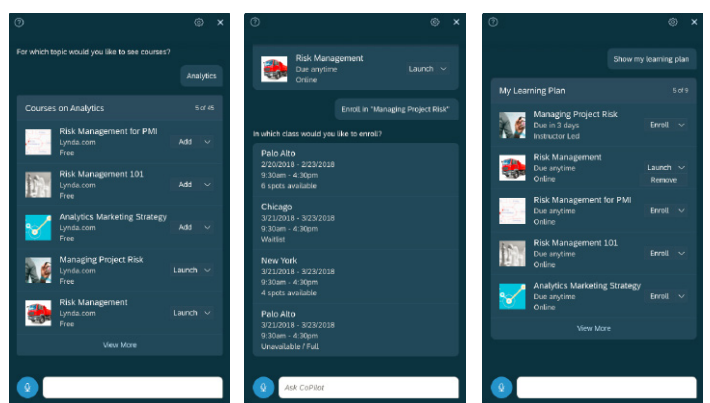
A picture is worth more than a thousand words.



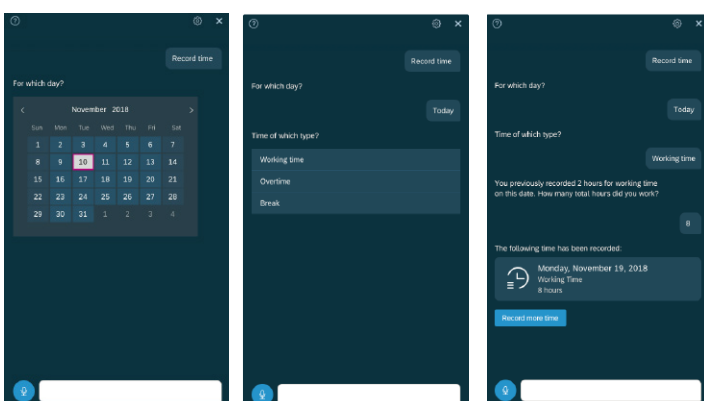
ONBOARDING



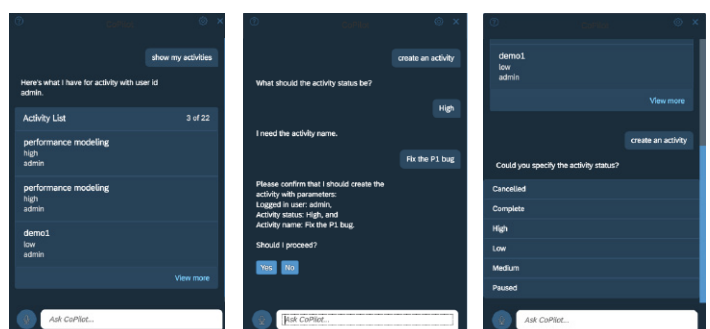
LEARNING



TIMESHEET



CONTINUOUS PERFORMANCE



EMPLOYEE CENTRAL

Visa & Permits

Taking into account that this is one of the most important features in some countries, SAP SuccessFactors has developed a new module for managing visa and work permits or their dependents.

Country	Business Entity	Agent Name	Quota	Block	Permit Type	Permit Number	Issued On	Expires on	status	Employee	Passport Number	Gender	Nationality	Profession
UAE	Dubai Company	Mohammed	Q1	B1	Entry Permit	NE123112	23/1/2018		New	Employee1	123	Female	Indian	Manager
UAE	Dubai Company	Mohammed	Q1	B1	Entry Permit	NE156112	23/1/2018		New	Employee2	123	Female	Indian	Manager
UAE	Dubai Company	Mohammed	Q1	B1	Entry Permit	NE123412	23/1/2018		New	Employee3	123	Female	Indian	Manager
UAE	Dubai Company	Mohammed	Q1	B1	Entry Permit	NE1234122	23/1/2018		New	Employee4	123	Female	Indian	Manager
UAE	Dubai Company	Mohammed	Q1	B1	Entry Permit	NE1254312	23/1/2018		New	Employee5	123	Female	Indian	Manager

People Search GA/CE

This is a new search for all customers that are using Global Assignment and/ or Concurrent Employment. If you search for an employee you have a better visualization of the employments in case someone has multiple employments.

BEFORE

cg

- Anne C Goska (agoska)**
London
- Carla Grant (cgrant-1)**
- Carla Grant (cgrant-2)**
- Carla Grant (cgrant)**
San Mateo

AFTER

Search Widget:

cg

- Anne C Goska (agoska)**
Director, IT Procurement
- Carla Grant (cgrant)**
VP, Sales ★
- Engineer
- Account Manager

Correction of the hiring date

Support Rehire Scenario for Change Hire Date Correction. This is now supported for the Rehire on New Employment Case and for Rehire on Old Employment. Only future hire dates can be corrected.

Company Structure / Position Management

This feature enables customers to show the level of an entity in the hierarchy. The information is displayed on the card per entity as transient field information. It is being updated automatically whenever the association or field relation changes.

The screenshot displays the 'Company Structure' interface. At the top, there are search filters for 'Business View (Busine...)', 'Division', and 'Healthcare (HC)'. A sidebar on the left shows a list of entities with their levels: 'Enterprises Active' (Level 0), 'Division (Level 3) HC Healthcare Active' (Level 3), and 'Business Unit Corporate Healthcare (ACE_HC)' (Level 4). The main area shows a hierarchical tree. A detailed view of a 'Division (Level 2) Healthcare (HC) as of Today' is open, showing its parents: 'Enterprises (ENT)' (Level 1) and 'Business Unit Corporate Healthcare (ACE_HC)' (Level 4). Below this, the hierarchy continues with 'Department (Level 3) CORP Enterprises Corporate (10000)', 'Division (Level 3) HC Healthcare Active', and 'Division (Level 3) SVC Professional Services Active'. Each entity card includes a head of department/division name and a level indicator.

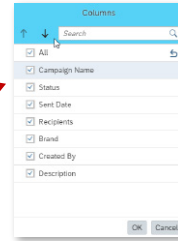
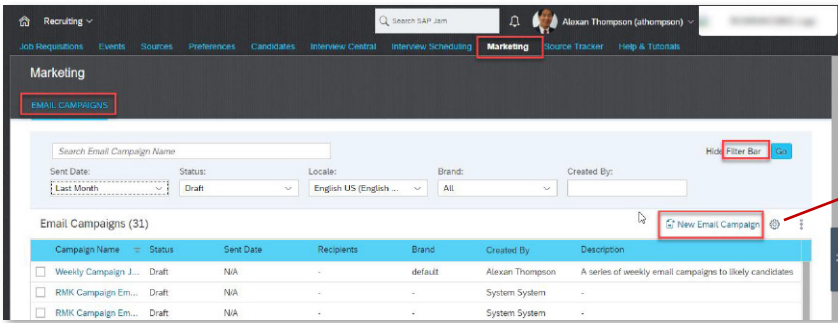
Warning

The configured company structure includes entity types with multiple parents. This might cause incongruences when the level of an entity is calculated. If you do not want to show the level of an entity, please disable the Show Level option. Do you still want to save?

The screenshot shows a portion of the company structure hierarchy. At the top is a button 'Up One Level'. Below it is a 'Division (Level 2) HC Healthcare Active' card with a head of division 'Daniel Smith'. This division is associated with two 'Department (Level 3)' cards: 'CLNC Clinical Healthcare (20000)' with head 'Cara Test' and 'CLNC-CR Community Relations NSI Healthcare (20000)'. Each department card also shows a head of department and a level indicator.

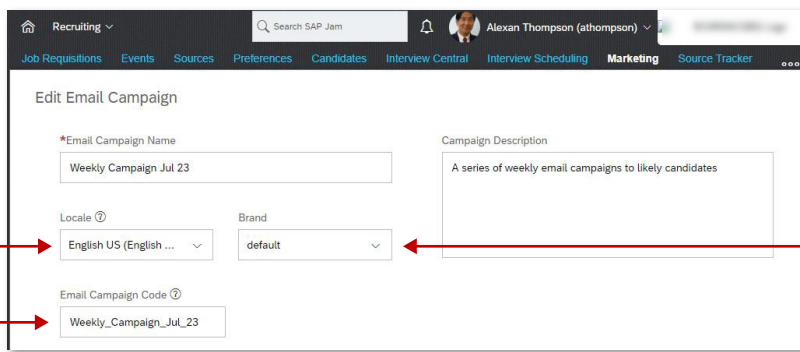
RECRUITING MANAGEMENT

Email Campaigns allow customers create and send branded emails to keep in touch with their candidates. Email statistics such as how many were viewed, clicked, unsubscribed etc. are tracked.

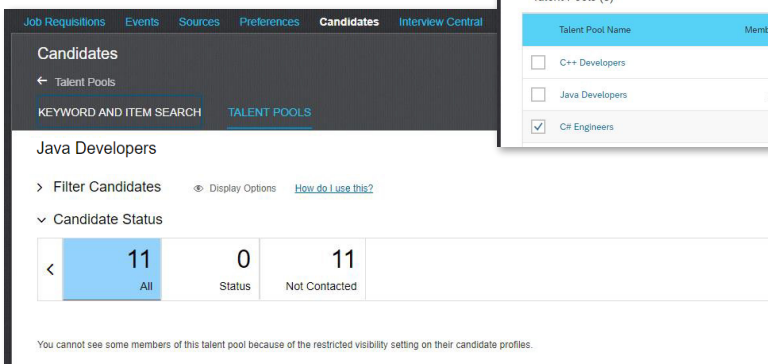
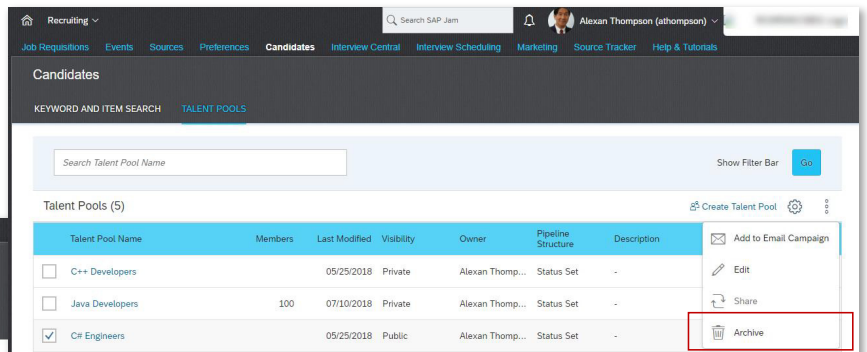
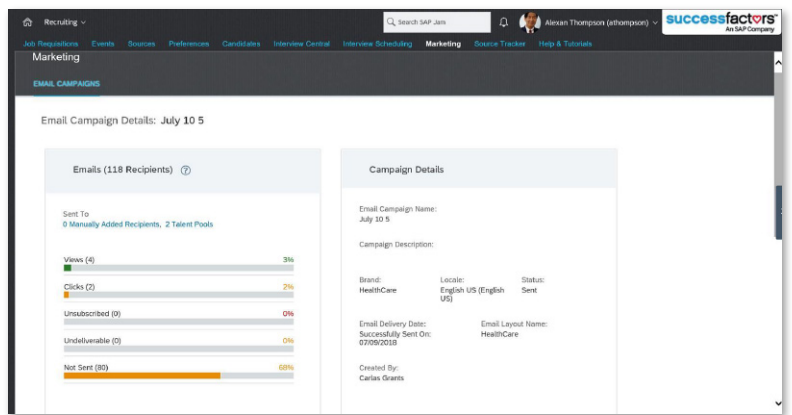
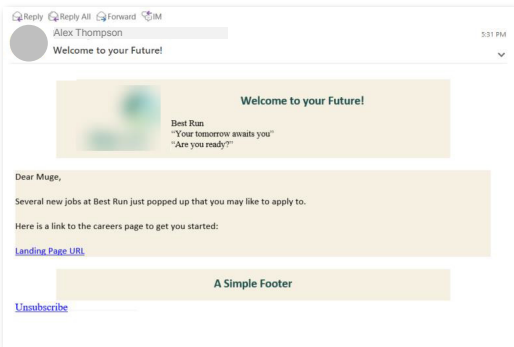


Each campaign can be sent in one locale only for now. To support campaigns in multiple locales, create multiple campaigns

Email Campaign Code is automatically generated from the Campaign Name to be used as part of the URL. This text can be overwritten, but must be URL compliant



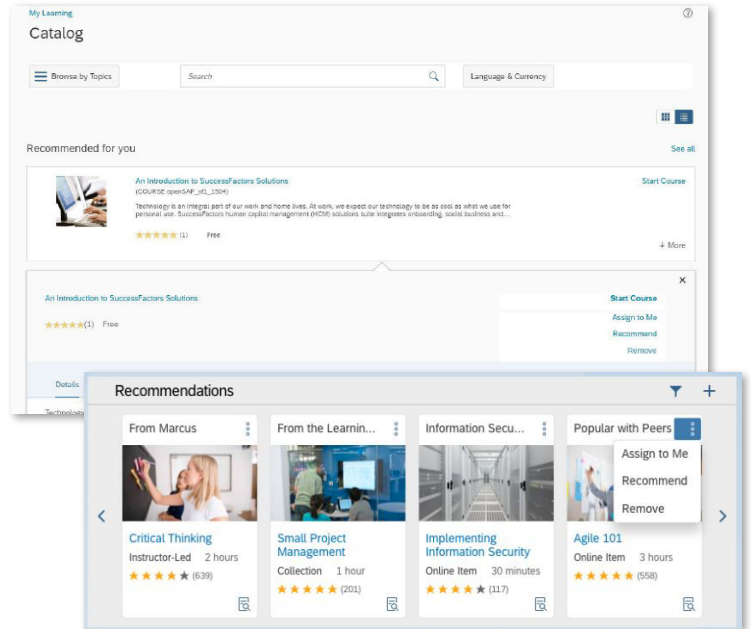
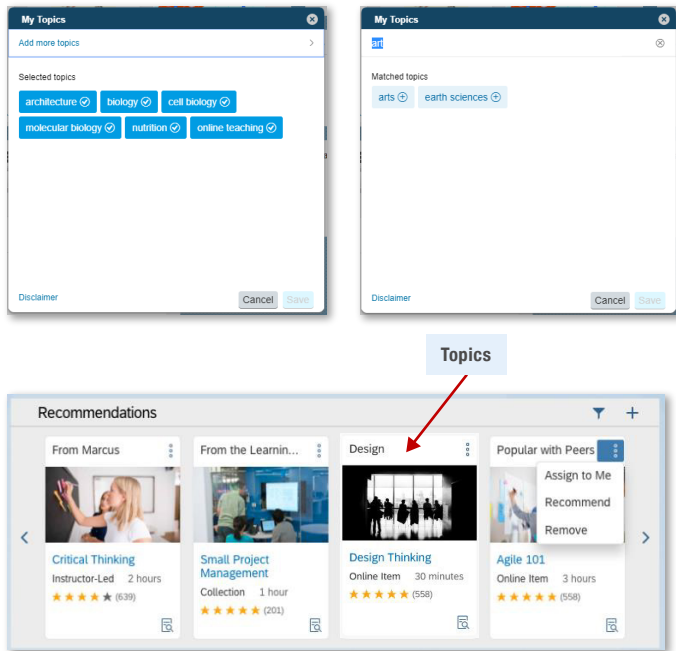
Brands are configured via Career Site Builder



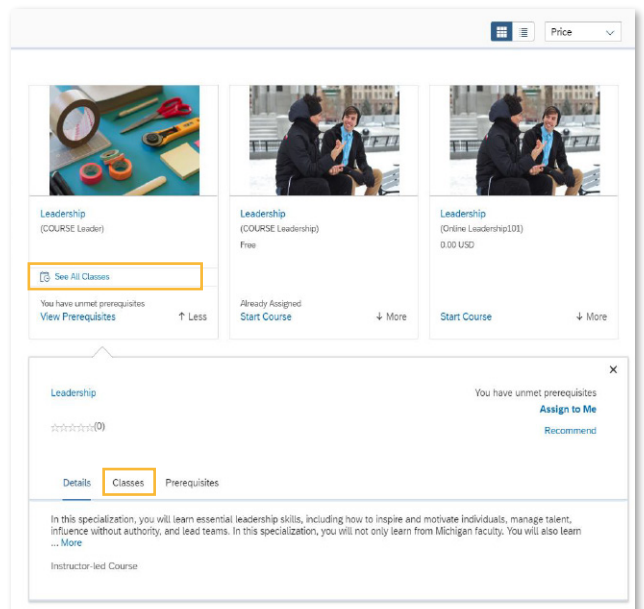
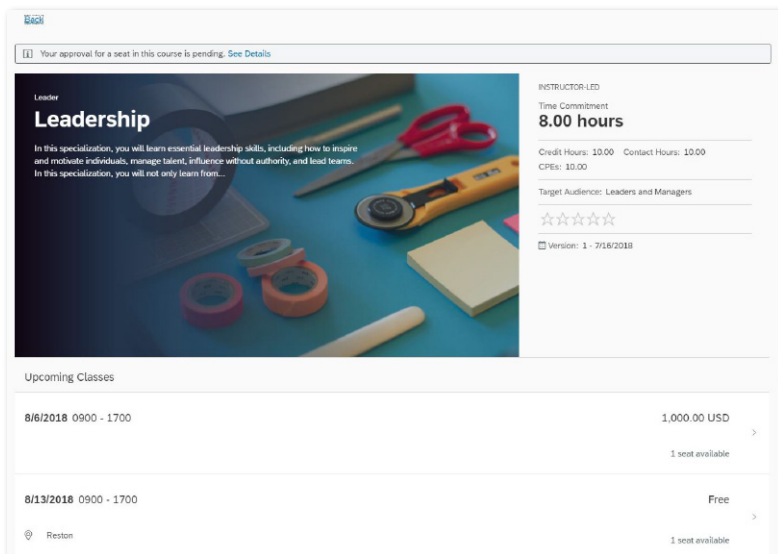
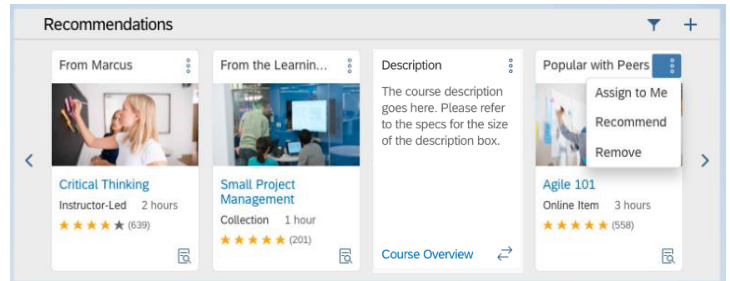
Additionally... you can also track the emails from the talent pools... Go ahead and do not miss this!!

LEARNING

SAP is always caught up when it comes to innovation... Here you have a new functionality: Learning module integrated with SAP Leonardo. What does this mean? Now you can add customized recommendations based on machine learning. These recommendations have into account what we know about the users, including the profile information and the learning activities. Also the users help a lot when it comes to make the functionality bigger, overall when they indicate the courses in which they are interested.



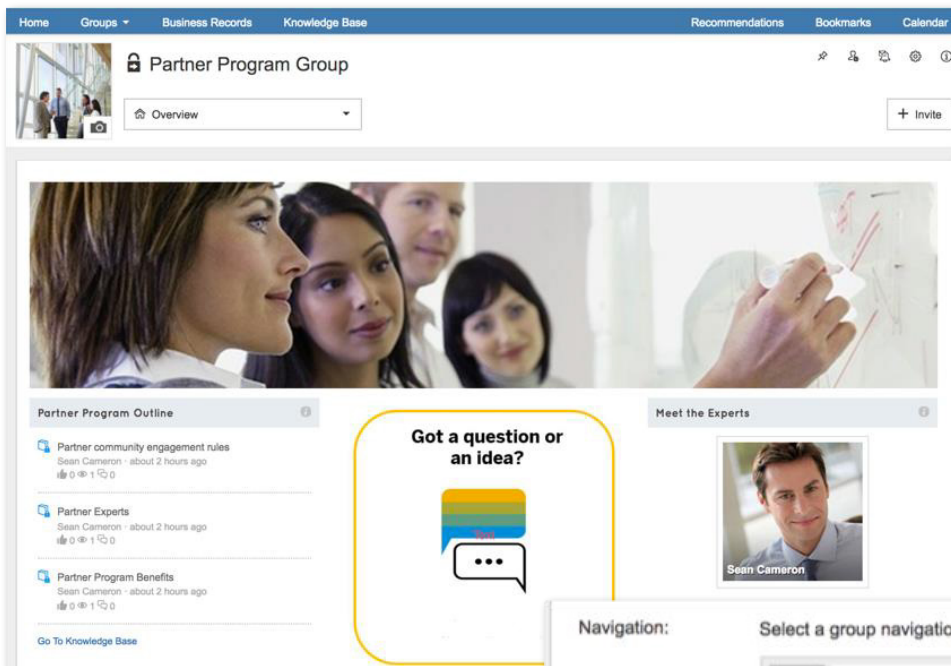
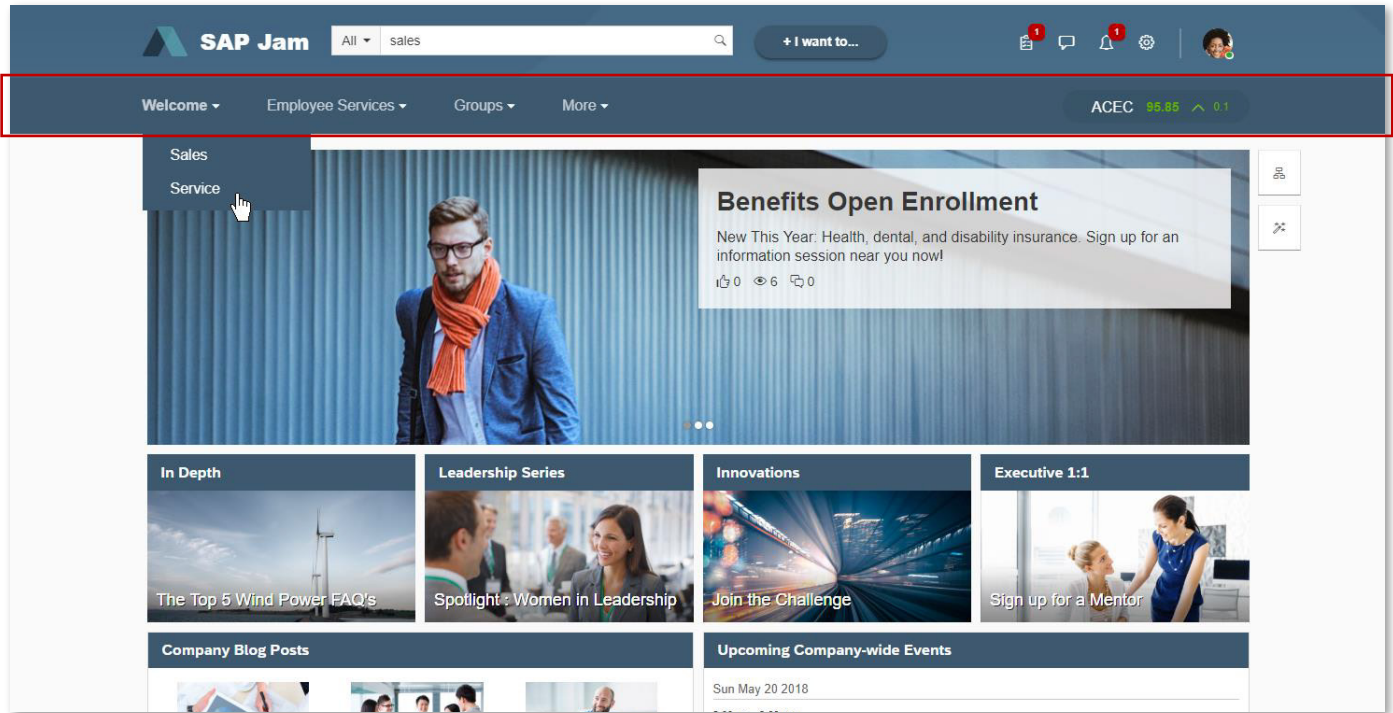
The recommendation tab is charming... Now, you can assess and see the length of the course but... only when the course is available!!



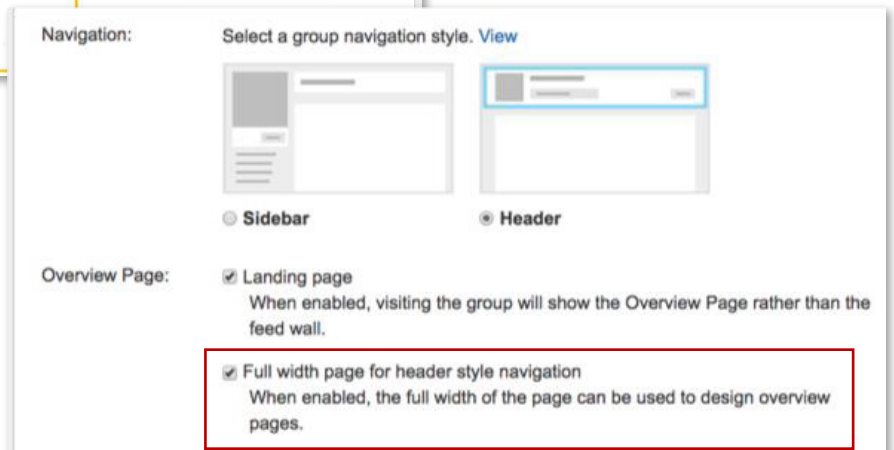
Now, the home for the courses accepts the following: Substitutes, Approval Process, Commerce flows, Surveys, E-signature, Assign to me.

SAP JAM

If this is your case and you count on a social platform such as SAP Jam... you cannot let this opportunity go!! Come in... we introduce you the new customizable site header:



But... into the bargain... you can center user's attention with compelling content that leverages full page width!

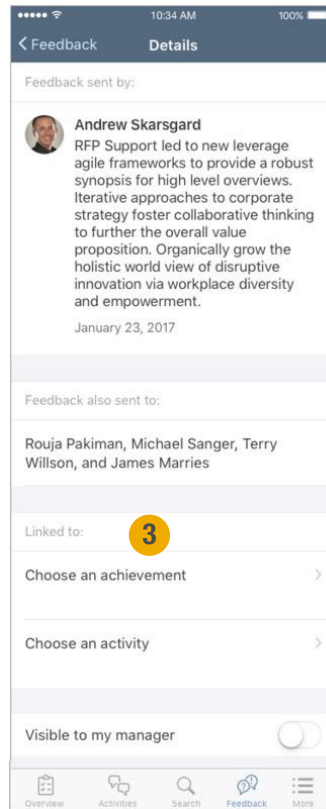
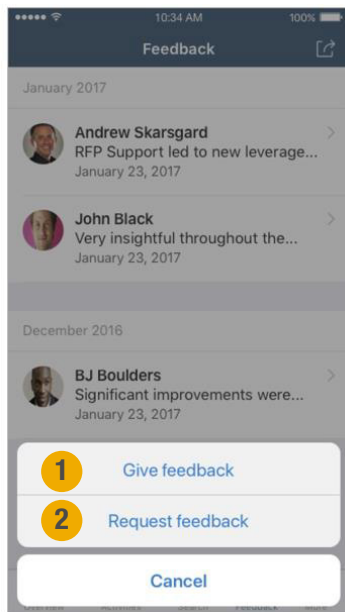
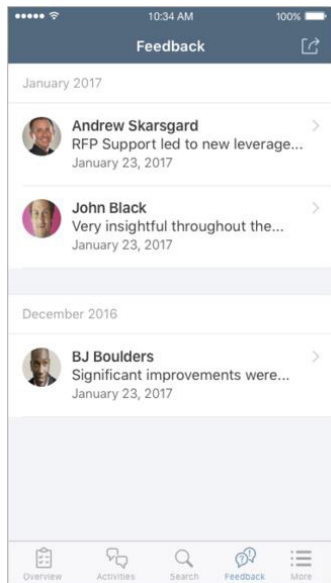


MOBILE

SAP SuccessFactors is still improving the functionalities in the mobile devices for making user's life even easier! In this release... the improvements have been focused on Android!!

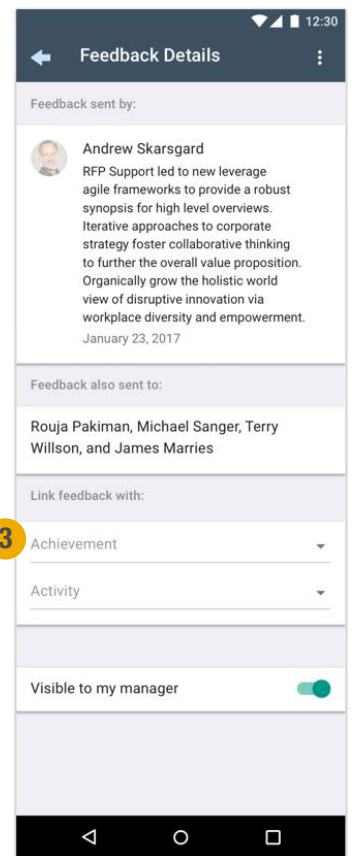
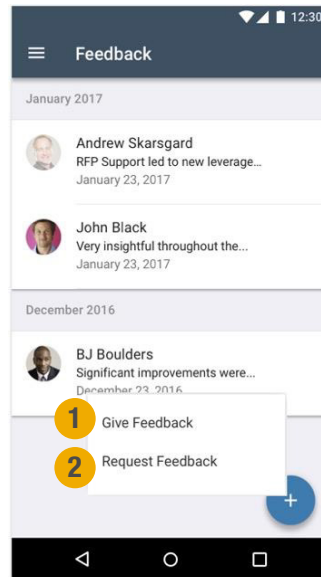
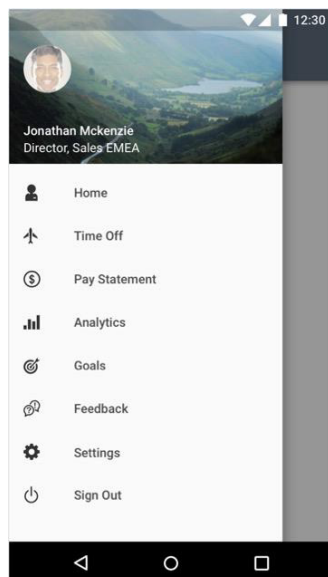
Continuous Feedback

Now, the users can complete and give feedback from the mobile!



- 1 Give Ad Hoc Feedback
- 2 Request Ad Hoc feedback
- 3 Link Ad Hoc Feedback to CPM Activities and/or Achievements

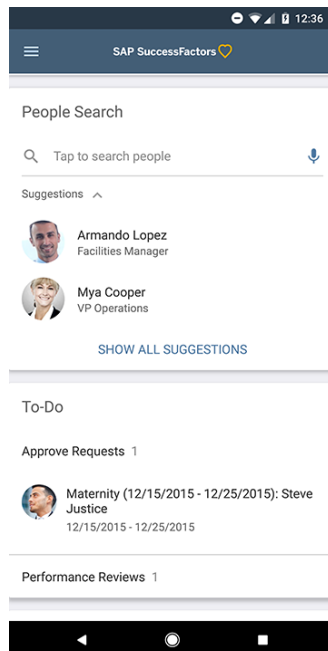
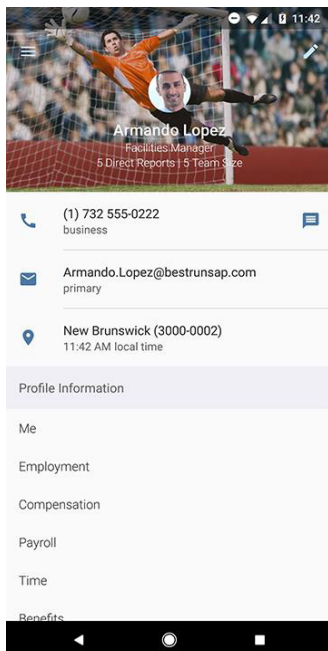
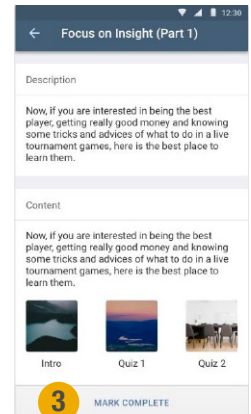
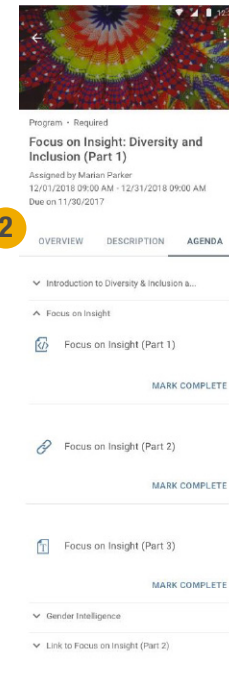
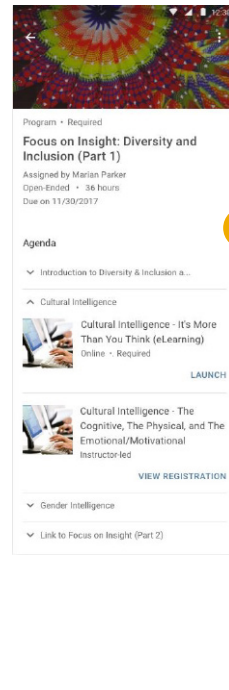
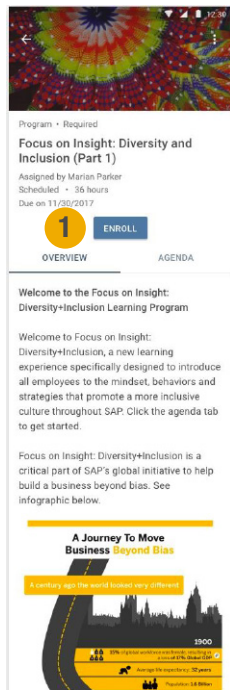
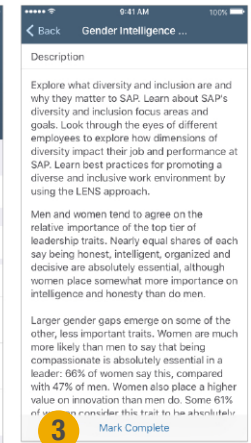
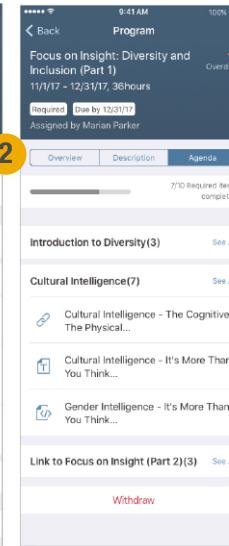
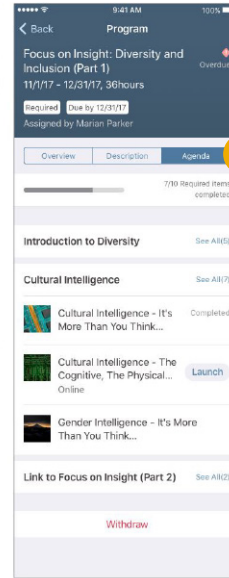
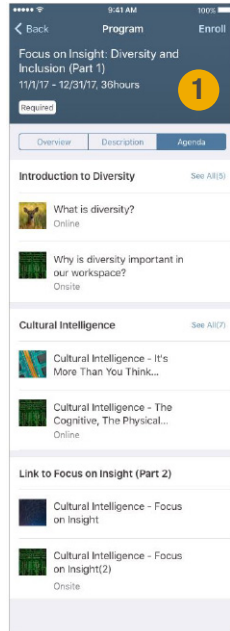
- 1 Give Ad Hoc Feedback
- 2 Request Ad Hoc feedback
- 3 Link Ad Hoc Feedback to CPM Activities and/or Achievements



Learning Programs

Learning Programs will be visible from the mobile application. Mobile Learning users will be able to:

- 1 Search and find Programs in the Course Catalog and then assign the program to themselves
- 2 View a program's overview, description and agenda including the sections and a preview of the items within a section
- 3 Complete items within a Program including Online Courses, HTML, text, and URL

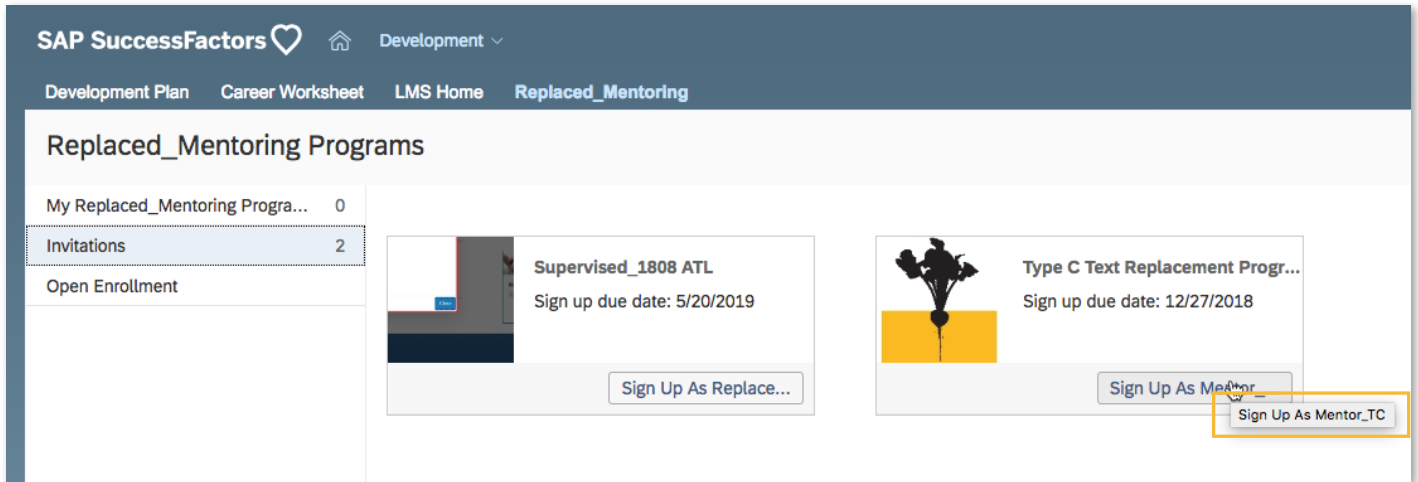


Android users will have access to a new design of the Home screen and updated functionalities. Users will be able to easily find the most frequently used features and take quick actions such as:

- People Search
- Complete Approvals
- Find updated Goals/Activities
- Update Time Sheet
- Request Time Off

SUCCESSION AND DEVELOPMENT

SAP SuccessFactors takes the change on continuous feedback. Now, you can manage up to 3 custom programs, regarding the mentoring functionality.

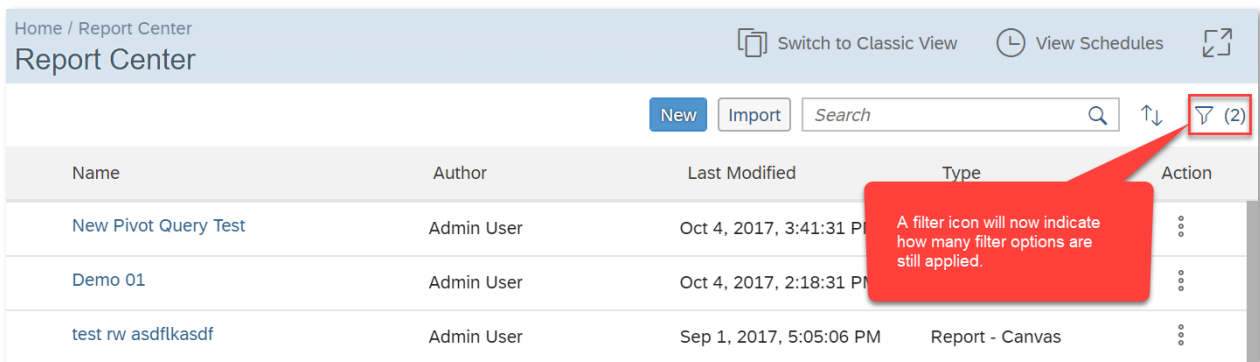


ANALYSIS, PLANNING AND REPORTS

Are you tired of seeing every report that is found within the platform?

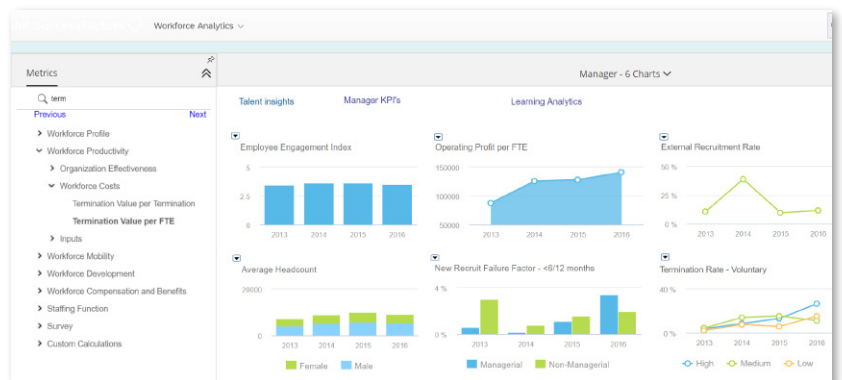
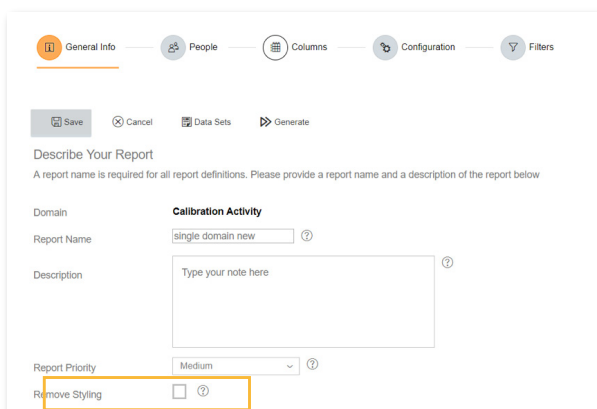
New functionality regarding the filters, so that your experience when looking for reports gets better!!

Filter your own report without the need for viewing every report associated to other buddies!



And... we can also delete the report format so that we do not have to wait for so long...

Ah, other thing... do you want to look for without the need for navigating through the whole catalogue? Let's have a look!!



PLATFORM

What can we say to you about the improvements regarding the integrations?

Integration Center now supports extracting attachments into the Secure FTP (SFTP) folder

Choose Integration Type

Trigger Type

None selected

Scheduled

Intelligent Services

Application / UI

Source Type

None selected

SuccessFactors

SFTP

Destination Type

None selected SFTP

REST SuccessFactors

SOAP

Format

None selected CSV

True CSV Simple Delimited

Simple Fixed Field Width EDI/Stacked Delimited

EDI/Stacked Fixed Width XML

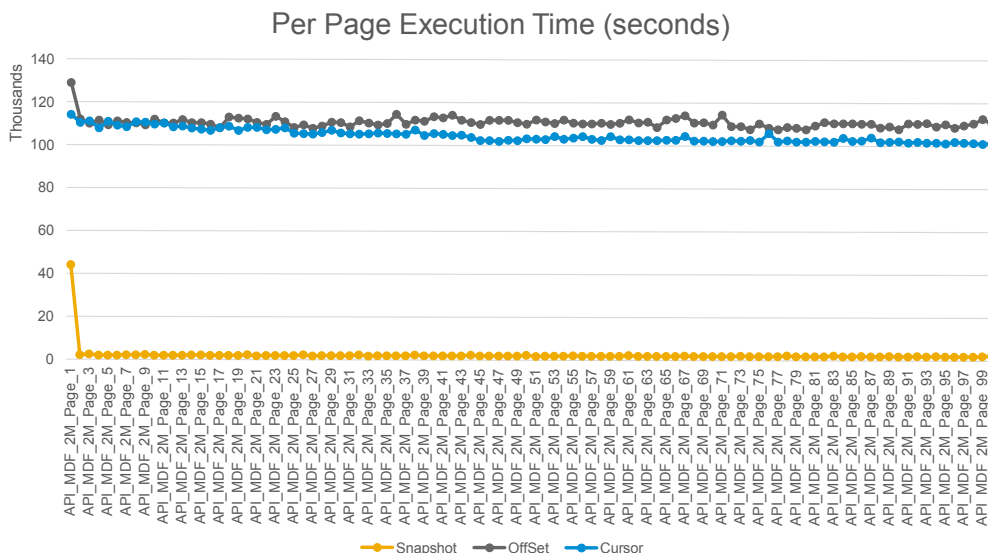
JSON Attachment

OData v2

Next Create Clear All Cancel

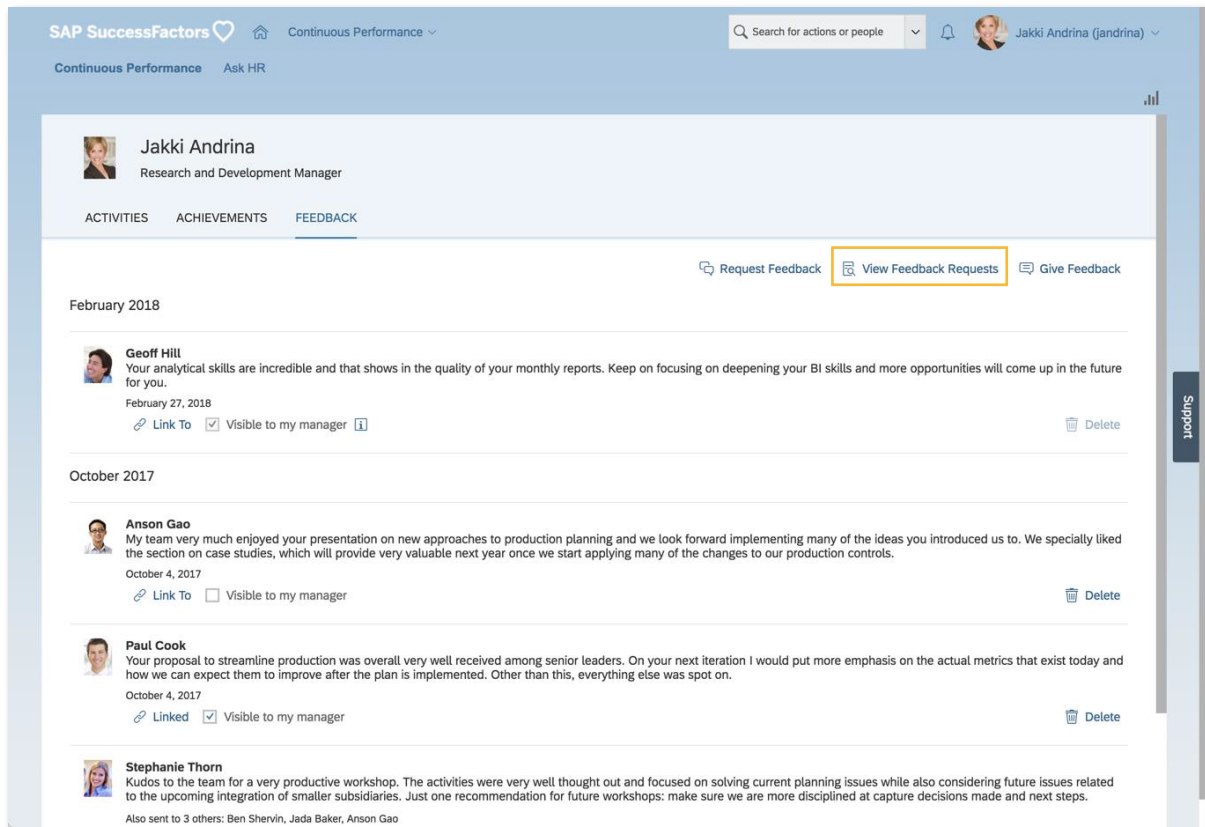
Now when an existing inbound integration is edited, and the metadata has changed, Integration Center automatically refreshes the metadata and makes it visible. This automatically adds missing fields, updates all the metadata including data types, removes fields that no longer exist in the metadata, and at the same time keeps any mapped fields intact.

MDF OData APIs now support snapshot based pagination. This change delivers significant performance and stability improvements over existing functionality by optimizing query performance, preventing potential data loss during API calls, and eliminates duplicates in API query results. This feature not only ensures data integrity when querying large data sets but is also faster.

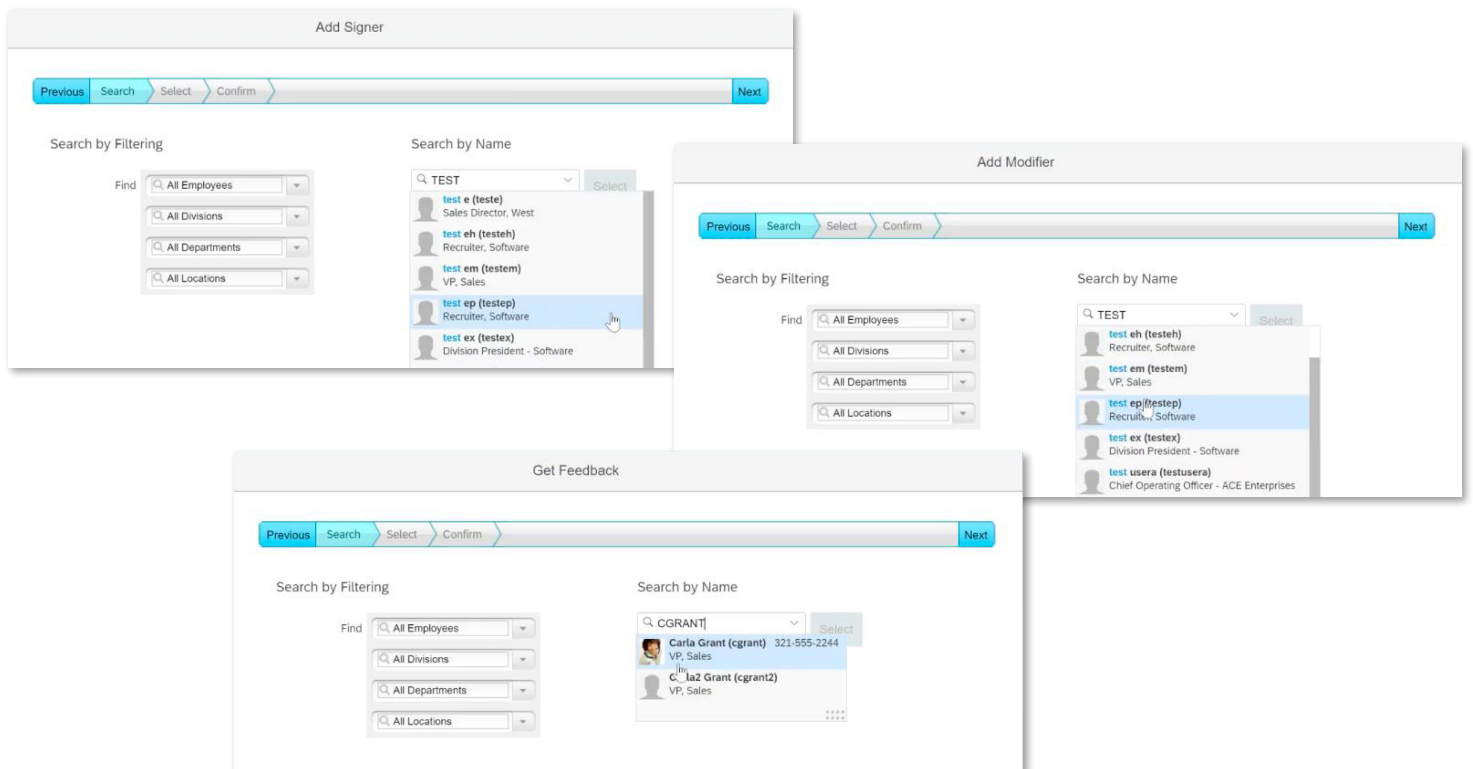


CONTINUOUS PERFORMANCE MANAGEMENT

This enhancement allows employees and managers to view all the feedback requests they have sent in the past, including information about requestee, request message, request date, and status of the request (pending or responded).



'Add signer', 'Add Modifier' and 'Get Feedback' search has been replaced by 'People search'. Customers can now benefit of advance search capabilities for those features. 'Add signer', 'Add Modifier' and 'Get Feedback' search did not return the employee for customers who have multiple employees with the same name. This was particularly impactful for multinational/big size companies with multiple employees.



COMPENSATION

Antiguamente, los campos personalizables que se encuentran en el módulo de compensación no soportaban valores traducidos cuando se mapeaban con los campos de EC. Ahora, los Administradores pueden ver los campos custom traducidos en su idioma local, dentro de los Worksheets, Executive Review y export reports.

Name	Final Job Role	Final Job Code	Lump Sum 2 Guideline	Department Name	Department label	Department.CC Name	Geozone GO	Picklist	Picklist Status Label	Picklist Pay Group
Adam Smith		FIN-ANALYST	\$ %		Relaciones comunitarias	Healthcare	EMEA	Active	Active	
Marcia Barista		EXEC1			Gestión del talento	Talent	NA_WEST	Active	Active	
Kelly Branfield		ENG			Investigación y desarrollo	Industries R&D		Active	Active	
Maya MIH Hightower		EXEC1			Viveres	Store Staff	NA_CENT	Active	Active	
Randy Hopkins		ANALYST-IT			Empresas	Corporate		Active	Active	

These are just a few of the innovations for Q3 2018. You can find more information at the following link: <https://community.successfactors.com/>

And that's it, for now. We hope these improvements will be useful in your implementation projects. If you need more information about these innovations or any aspect of the SAP SuccessFactors solution, do not hesitate to contact us: sfsf@stratesys-ts.com



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