

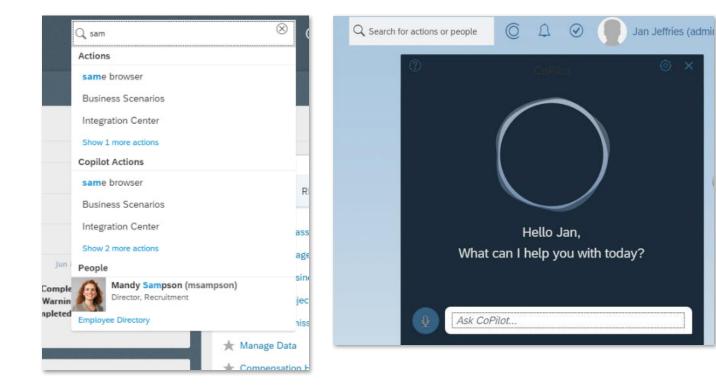
# Innovations SAP SuccessFactors E March 2019

# **Q1 2019 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!!

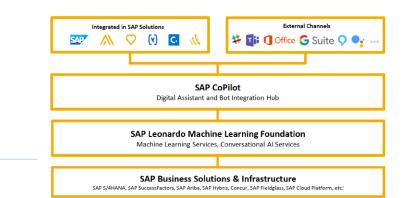
With Digital Assistance you can interact with the employees, making your work easier! It seems like Siri, but within SAP SuccessFactors. In this way, making of SAP SuccessFactors a more interactive platform, the users are more involved in the processes! Is there a way for not doing it when we can even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

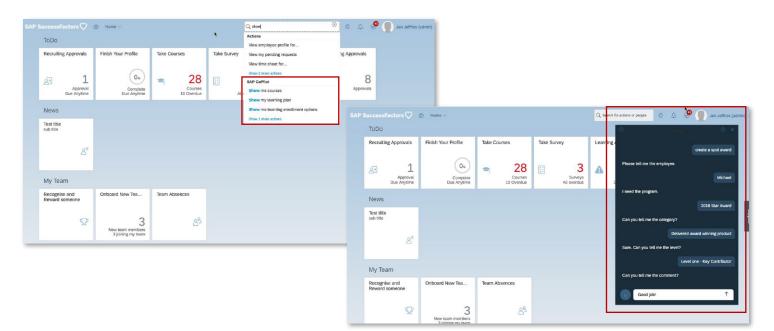


A picture is worth more

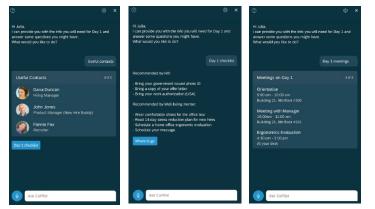
than a thousand words.

# Innovations SAP SuccessFactors - Q1 2019 Release Highlights

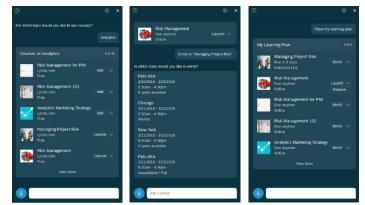




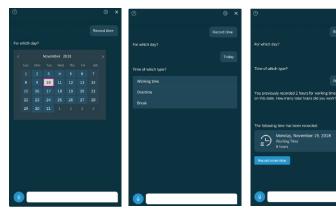
#### **ONBOARDING**



#### LEARNING



#### TIMESHEET



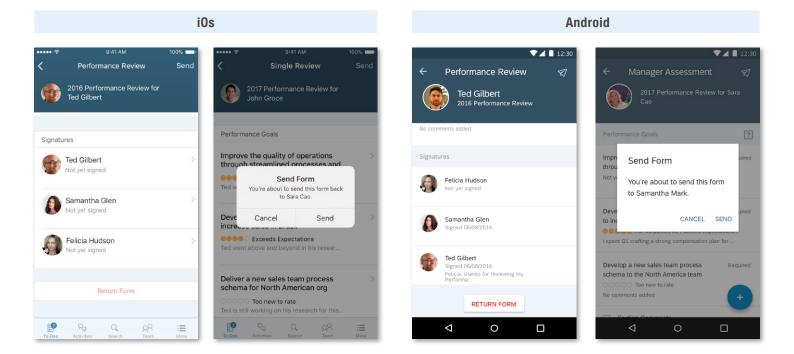
#### **CONTINUOUS PERFORMANCE**

	© ×	① CoPilor	© ×	0		
	show my activities		create an activity	demo1. low admin		
Here's what I have for activity with use admin.	# id	What should the activity status be?	_	a de la companya de		View more
Activity List	3 of 22		High			
performance modeling		I need the activity name.				reate an activity
high admin			Fix the P1 bug	Could you specify	the activity status?	
performance modeling		Please confirm that I should create the activity with parameters:		Cancelled		
admin		Logged in user: admin, Activity status: High, and		Complete		
demo1		Activity name: Fix the P1 bug.		High		
low admin		Should   proceed?		Low		
	View more	Yes No		Medium		
				Paused		
Ask CoPilot		Ksk CoPilet		Ask CoPi	x	

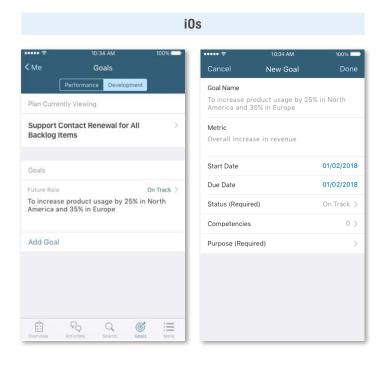
#### MOBILE

#### **Performance Management**

Performance Reviews will now support a user to send from backwards in modification steps with permissions.



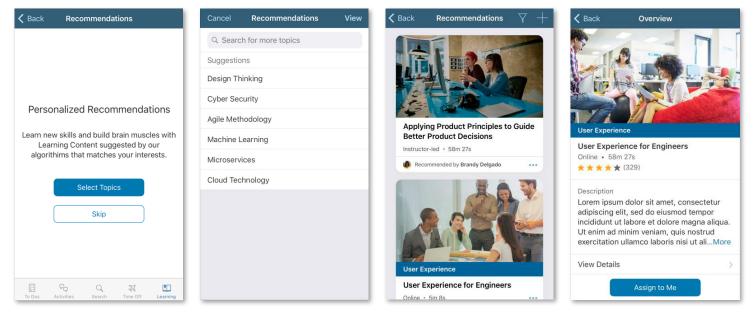
Are you tired of not being able to add, edit, delegate or even not being able to see your historical data? Normal... but SAP SuccessFactors knows it 🗘 that is why...right now with the mobile you can have access to your performance plans and to take all the missing actions!



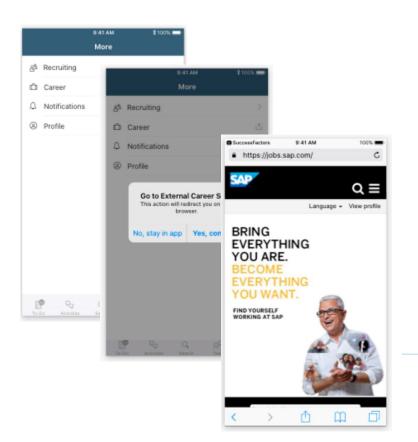
	Android
▼⊿ ∎ 12:30 ≡ Goals	<b>▼⊿ 1</b> 12:30 <b>× Add Goal</b> SAVE
PERFORMANCE DEVELOPMENT	Goal Name*
2018 Goals 🔻	Metric*
orem orem ipsum dolor sit amet, consectetur dipiscing elit, sed do eiusmod tempor OSTPONED	Start Date 🗸
orem	Due Date 👻
orem ipsum dolor sit amet, consectetur dipiscing elit, sed do eiusmod tempor ncididunt ut labore et dolore magna aliqua <b>EHIND</b>	Status* •
Ening	Compentencies -
	Purpose* 👻
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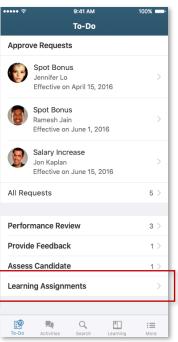
#### iOs Recommendations

Learning Recommendations sent to users from admins or peers will be visible to mobile learning users. Additionally, users Will also be able to select or edit personalized topics and view their personalized learning recommendations generated by the machine learning algorithm.



Learning users with assignments available to them on a mobile device will now see "My Assignments" in the iOs To-Do screen. Tapping on "My Assignments" will take users to the existing My Assignments list screen.





Link to the Career Site. This new feature enables employees to access an internal career site from their iOs and Android SAP SuccessFactors Mobile app. This enhancement will provide users with a consistent and branded experience when browsing and applying to internal job positions. Multiple themes for Mobile! This enhancement allows Administrators to manage Multiple Themes on the iOs and Android SAP SuccessFactors Mobile App when this desktop application setting is enabled. Time for being creative!

SAP SuccessFactors 🗘	Admin center	Q Search for actions or people V Q O Alexander Thompson (athompson)
Admin center / Mobile Settings Mobile Settings ENABLE MOBILE FEATURES	MANAGE MOBILE USERS	
	will apply to all mobile enabled end-users. Setting up mobile access ri end-users that have mobile permissions from Role Based Permission	ight for specific individuals or groups of people can be done in the Role Based Permissions area. If a swill have access to that feature.
Mobile specific	<	Edit theme
Modules Email Notifications	Theme name: NGD - White Background	
Mobile theme	As the admin, the header color and header logo of the Mobile app	can be customized. The customized header will display for all end-users.
	Change Colors	
	Background color: #445E75	Font color: #333333
	Enter custom hex value in the input field Cho	pose a color
	Upload Logos	R: 217 G: 226
	iOS: Choose a file Upload file	B: 234 #: d9e2ea • Upload file
	When uploading a custom logo, upload The image height cannot be larger than	cally generate logos for non-retina display.
	Preview Your Theme	
	iOs ••••• 奈 9:41 AM 100% ➡•	Cancel Apply
	SAP SuccessFactors ♡	

#### **PERFORMANCE & GOALS**

#### 360 Review

Renovated user interface for 360 Reviews based on Fiori designs to provide modern and intuitive user experience. The renovated UI helps to bring 360 Reviews on par with other Talent applications which are on Fiori design. Here you have the main news: Anchor navigation, Table of contents, Route Map.

Reviews Team	Overview Help & Tutorials				
Inbox		§ Actions	🕒 History	١	<b>∂</b> ^
	PE 360 Multi-rater form(Fiori) for Marcus Hoff Marcus Hoff 📧				P
ROUTE MAP	INTRODUCTION EMPLOYEE INFORMATION REVIEW DATES COMPETENCY FEEDBACK OVERALL AVERAGE	RATING			
	Employee Nominates I 2 Manager Approves Raters I 3 Complete 360 Evaluate I (	4 Signature ste	p 111	(>	
INTRODU	CTION				
Thank you for yo	our assistance in providing meaningful feedback on the individual listed in this document. Please review the instructions carefully, and I				► ed Form

Imagine you have too much work and the assessment that you are doing is interrupted by another task... Oops...you forget to save your work... That happened, right? The last time! Here we have a new functionality that can automatically save the changes you are doing and... look! The rating scale is circular!

PE		r form(Fiori) for Marcu	is Hoff		Changes saved.	§ Actions	() History	Dg	Ē
ROUTE MAP	INTRODUCTION	EMPLOYEE INFORMATION	REVIEW DATES	COMPETENCY FEEDBACK	OVERALL AVERAGE RAT	ING			
COMPETE	NCY FEEDBA	СК							
INSTRUCTIONS	5: Please respond to th	e following statements as they rel	ate to the person who	se name appears on this form. P	Please select the rating that b	est describes	the individual.		
Communicat	ion								
Communicates	well both verbally and i	in writing, creates accurate and pu	unctual reports, deliver	s presentations, shares informat	tion and ideas with others, ha	as good listen	ing skills.		
Rating i									
$\otimes$ $\bullet$ $\bullet$	5.0 - Outsta	inding							
Subjects Comm	ents		Writing Assistar	ıt					
Very Good in 0	Communication			]					

#### **Goals Management**

There are new filters to be able to search inactive users and have global assignments! What a way SAP SuccessFactors must improve the user experience, huh? We detail a little more what these new filters consist of... Here we go:

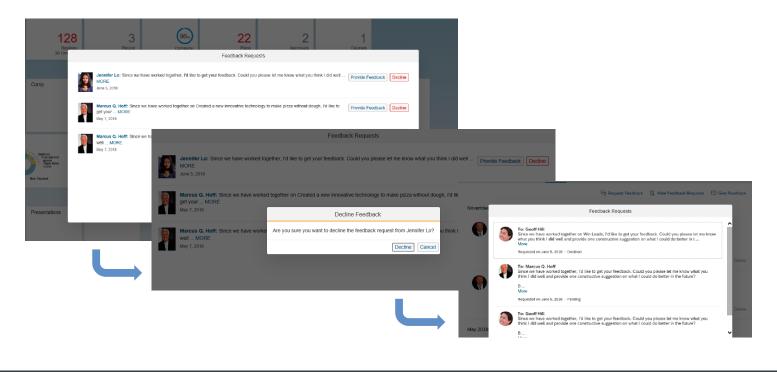
- Companions who belong to the same hierarchy of an employee.
- The search scope respects the settings of the permissions that users have, as well as the permissions of the templates if, for example, I belong to Spain and my permissions are restricted to be able to only visualize and perform actions on templates and Spanish employees, all this will be respected with these new filters, rest assured!
- The new search includes inactive users and concurrent employees.

BEFORE	AFTER
Carla Grant - Standard Goal Plan Template Q I - I Managers	Carla Grant v TGM-4250 GM integrate with lea v Fearch Include inactive users in search
Use the Add object	Managers e, click the Add  Alexander Thompson Department President - Software
Doplayin Reports Financi 123 456	Peers Shirley Nielson Executive Assistant Darlene Sharp
Professional Action Profession Pr	VP; Marketing " testlonghamedisplayfirstname testlonghamedisplaylastname Consutant
alert ce2 ce2 ce2 ar alert	Direct Reports
	Marcus Q. <script>alert(121):</script> Hoff Sales Director, NE Alex Anderson ArxAnderson

#### **Continuous performance management**

¡Ability to Decline Feedback Requests! This feature will allow users to decline continuous feedback requests directly from the "To Do" modal window.

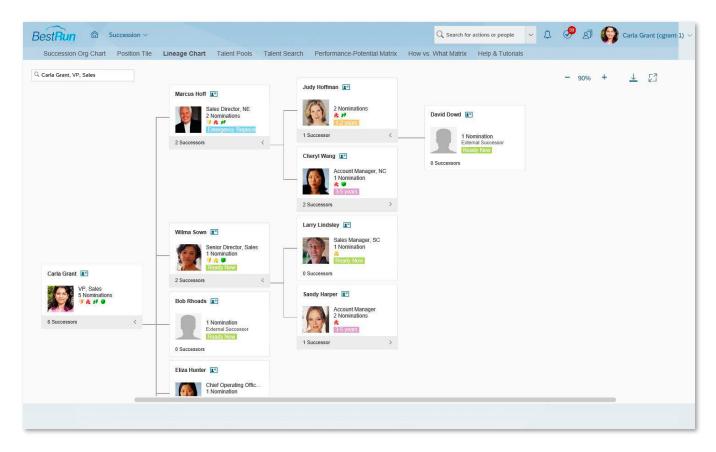
When a user receives a feedback request "To Do" the user will now see a "Decline" button available, when user clicks decline, they will receive a validation to confirm they wish to decline feedback, the system will return the user back to the home page, requestee will see the status of "declined" in their "Feedback Requested" feed on the Feedback view, there are no email notifications to the requestee that their request has been declined.

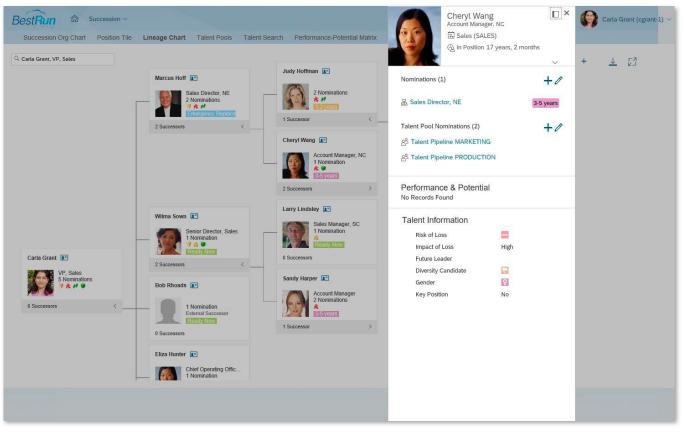


#### SUCCESSION AND DEVELOPMENT

SAP keeps on top of the innovation!!

A new version of Lineage Chart has been implemented based on Fiori design. The lineage chart offers you a way to examine overallsuccession coverage below a given incumbent or position. Lineage Chart helps analyze the likely effect before a high-level succession plan is taken into action.





#### **CALIBRATION**

It is now possible to bulk activate various Calibration Sessions collectively in five simple steps. The steps are:

Uploading the File for Bulk Session Creation	File Name: Browse Select subjects and participants automatically according to the owners.
Validating Imported File	Step 1: Validate Import File
Creating Multiple Calibration Sessions	Step 2: Create Sessions
Validating multiple calibration sessions for activation	Please put the session IDs here 💿
Activating the Sessions	Step 3: Validate Sessions
	Step 4: Activate Sessions

Please note that it was already possible to create multiple sessions but not activate them. This possibility is added now

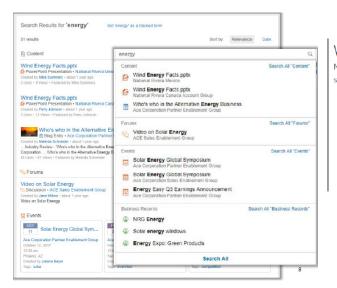
#### **Unrated People in a Session**

Information that there are unrated subjects in a session has been made more prominent now so that it is not missed during the sessions.

Session CAL	n List / 9-box ATL				8 Actions 7 (49)	، (38)	₽ ⊠ ()	Open ISG
(	OVERALL COMPETENCY VS OVERALL OBJECTIVE	TALENT CLARIFICATION	PERFORMANCE	CUSTOM1 VS OBJECTIVE	FORM RATING VS OVERALL OBJE	CTIVE RATINGS	OVERALL POTE	ential V
Â.	There are 38 subjects with one or more of the following	grating types: Unrated, Too Ne	w To Rate.					
	Overall Gender	Summary		Male(s): 23 (46.9	%)			
				): 25 (51.1%)				
		Other(s): 1 (2)	%)					
			Overal	l Competency			=	
	Does Not Meet LONG LONG LONG LO 0 (0%)	NG LONG	Me	ets Expectations 1 (2%) 👔		eeds Expectations		^
ctive			Ann Conway Solution Conway		Angela Arnold	Barry Che	08#*	
Overall Objective	بې ب	1 (10	0%)		3 (30%) 7 (709			6.1
Overal	0 (0%) 🛓			0(0%)		0(0%) i		
							Finalize	evert Save

#### **SAP JAM**

Faster and more active search: recognizes character set, finds documents that use different delimiters, etc.



Furthermore... you are able to edit documents without having the need to download them!

Vord Delimiter Token Filter
lamed word_delimiter, it Splits words into subwords and performs optional transformations on
ubword groups. Words are split into subwords with the following rules:

- split on intra-word delimiters (by default, all non alpha-numeric characters).
- "Wi-Fi"  $\rightarrow$  "Wi", "Fi"
- split on case transitions: "PowerShot"  $\rightarrow$  "Power", "Shot"
- split on letter-number transitions: "SD500"  $\rightarrow$  "SD", "500"
- leading and trailing intra-word delimiters on each subword are ignored: "//hello---there, dude"
   -- "hello", "there", "dude"
- trailing "'s" are removed for each subword: "O'Neil's"  $\rightarrow$  "O", "Neil"

0		s Roc	om Sessior			
	ness Group /	Content	s than a minute ago	Creator: Andrea Air	nslie · • 1 View	
	A	В	С	D	E	F
1	N	Aonday	Tuesday	Wednesday	Thursday	Friday
2 9:3	0 - 10:00 am		Mindfulness Medit	ation	Mindfulness Medit	ation
3 12:	00 - 1:00 pmS	pin n Stret	chCardio Blast	Freedom Flow Y	rogaBootcamp	Running Clinic

In addition, now from this module we can directly access the KB section of SAP, allowing us to recommend important articles (considering the ticket that you have generated), perform advanced searches with filters by category, labels, groups, authors, etc.

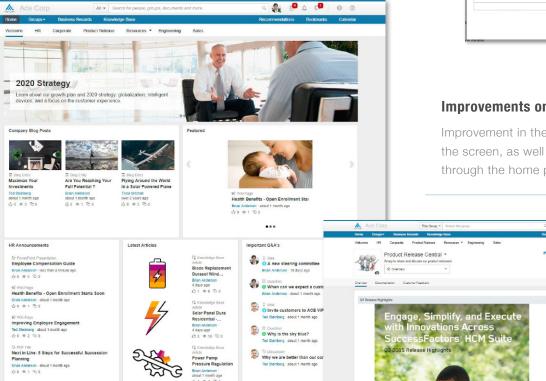
C4S App Ticket List	C4S App:			
iPhone Trade-in Policy	Collaboration url:	ration.com/articles/Ppk1ycZ11R9Uyxl49tLgd	q	
Setting up heart rate notifications	Community url: https://jamcmstgqa-public.sapjam-integra	ation.com/articles/R9hAMeVcWXwa9IFoMc0	M8H	
How to set up cellular connection				
Surface won't turn on or wake from sle	Advanced Search			
		N		Q
	Types:	Groups:	Authors:	Categories:
	All (147) 🗸 🗸	All (147) 🗸	All (147) 🗸 🗸	All (147) 🗸
	Tags:	SortBy:		
	All (147) 🗸	Relevance $\checkmark$		Go
		~		
	Title Author	Last Modified	Group	Action
	How to set up cellular Wo Roge connection	ger 2019-01-15T07:	08:13Z Apple Support Grou Syndication Enabled	p (Content ) Send to C4S
	Customizing Control Center Wo Roge	ger 2019-01-15T06:	57:17Z Apple Support Grou Syndication Enabled	p (Content )) Send to C4S
	Apple Watch as a walkie-talkie Wo Roge	ger 2019-01-15T07:	07:24Z Apple Support Grou Syndication Enabled	

When filtered by categories in the KB section only those used in the group will be displayed. In this way, users do not have to navigate through all the categories that are not available.

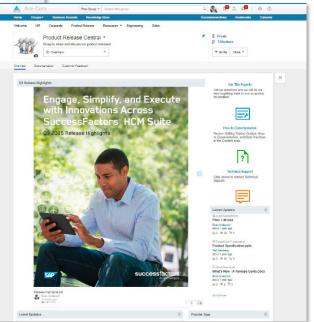
7 Type	a category name	
Cate	gory	
	Wind	
	Water	
	Industrial	
	Residential	
	Commercial	



Improvement in the available space of the screen, as well as consistency through the home page and groups.



More content on the platform! And we can even navigate quickly, without having to go into detail. Slideshow can now display PDF and supports documents of any dimension.



Poll of the Day	Poll of the Day
Did you find the release webinar helpful? Brian Anderson · 7 minutes ago	Did you find the release webinar helpful? Brian Anderson 10 minutes ago
Did you find the release webinar helpful?	Yes
<ul> <li>Yes</li> <li>Somewhat</li> </ul>	Somewhat
<ul> <li>Needs work</li> </ul>	50% (1 vote) Needs work
Vote Now! View Results	0% (0 votes)
	Change Your Vote Withdraw Vote

#### Polls

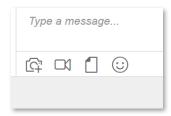
You can even vote directly on the widget and give all the Feedback that you consider... do you dare?

# stratesys

#### People widget: new types and filters

Easier way to Highlight stakeholders and experts as well as easily add, remove, and search the selection list.

Add documents and videos directly on the messages!!



Selected Members	-	Team Members
Selected INGUIDELS	•	
Select members to display		Select layout
Select	3 / 25	List
: Albert Turner university.professor@sap.com	×	
↔ Interference of the second seco	×	
E Ted Steinberg	×	

Share an update with everyone in this group		
<u>ه</u> ۵	Share an Update	Share
Sales Order: 12069 CRM ECC (GM6_001) QDT QI3 - about 8 months a	Can we incorporate this into our dashboard update for the first quarter?	~
1 Comment		
ාර් Like ිර Comment		
Sort by most recent comments & replies *	Perry Johnson featured a business record about 8 months ago	
Perry Johnson featured Sales Order (QI3) Sales about 8 months ago · Itô Like 🗟 Reply	Share with Group Messages -	~
Comment on post	Share with Group Messages - Group Type a Group Name	
	ippor a anapproving	
During excavation the Miner stalls at ov BOSS C4C + about 12 months ago - Sales Order to	Share Cancel	~
ාරු Like ශ Comment		

Share the updates within your messages. Now, the posting of the Feedback can be done with a restricted target population.

Use the messages as a feedback channel for content approval. Tell me that it would not help you to start a private chat with the author of the content when you are reviewing content pending approval:

Solar Energy - Projected U Juliane Beyer · · 1 minute ago · Creator: Juliane B & Sales Order for 4 Wind Turbines / Content / 🖿 Supporting	eyer · @ 1 View
This item is pending approval.	Approve Reject Message Author Download Delete More -
	Message Author Hi Juliane, can you add a commercial strategy section to page 3 with our standard language? Once done, I will go ahead and approve.
K Messages	Send Cancel Iliane Beyer
Personal Messages	
Juliane Beyer         1:37 PM           You: Hi Juliane, can you add a co	Perry Johnson Hi Juliane, can you add a commercial strategy section to page 3 with our standard language? Once done, I will go ahead and approve
2 National account planning May 16 2018 You: Hey Joan, let setup a ti	Content: https://integration3.sapjam.com/groups/czCVahl3BxwpWeaHke3JjH/documents/wby4bYT8VYF2l1ZUB0Nof1 Solar Energy - Projected US Market Revenue.docx
Timeline approved Oct 18 2016 [Problem rendering message]	https://integration3.sapjam.com/groups/czCVahl3BxwpWeaHke3JjH/documents/wby4bYT8VYF2l1ZUB0Nof1

#### **ONBOARDING 2.0**

Start Crossboarding from Employee Central. Direct the employee to Crossboarding by changing the employment or compensation information.

And well ... if we have new tasks !!:

- Create Cross-Board tasks, which include programs.
- The notifications are more bearable, and it is easier to copy the Onboarding templates to generate the specific notifications of Crossboarding.
- And the forms can also be added to Crossboarding, even having the electronic signature available.

				-
Account Manager			Actions Take Action Change Job and Comp Spot Bonus Employment Details Terminate Generate Document	
sevasanti Voignai en ∦ ilin			Add Note	Job Information Change employets job cita, time information, and other information.
EMPLOYMENT INFORMATION PERSON	NAL INFORMATION PROFILE SCORECARD		Give a badge Print/PDF	Job Relationships     Specify the employer's HR Business Partner, legal advisors, and others besides the primary manager.     Compremation Information
Job Information	Job Information 🖉 💿 Effective so (t. Nov. 7, 2016 Employee's Status Active SeamlessDrated - SeamlessChild - costeenter - Timezone Indian/Matkives (GMT+05:00) Manager IND		Jump To Org Chart Objective Plan Account Manager Account Manager	Clarge the Libry, Sorus, slightly for ferents, and other information.
		Show more		ACE Division (ACE Division)
Organizational Information	Organizational Information P © Effective as of: Nov 7, 2016 Company ACE IT (ACE IT) Business Unit - Division ACE Division (ACE Division)	Department Location Cost Center Account	ACE Department ( Bangalore (IND002 -	Loadin Emgelore (100002)  Coal Center Account Arc Solector Job Information Timecroe Endur/Mathews (SMT-0500) County Endur Manager ND
				No Selection V

#### Add participants for reviewing the data

Bearing in mind that Hiring Managers do not have to have all the necessary information to complete the missing information of the employee, SuccessFactors has developed the possibility of adding participants when carrying out this process.

ONBHSmar			Q. Search for actions or people 🗸 🧬	🕐 📱 Sei Admin (unadmus)	
dmin Center ( )nboardin	/ ng 2.0 General Settings				
Responsible	Groups			Define Business Rules	
Create respo	onsibility groups assignable to HR-related tasks	+ New Responsibility Group			
1D	Group Name	and the second se	_		
56	resp test	Add Responsibility Group			
213	Resp Group 3	*ID *Group Name			
123	Response Group 2		9		
12	Responsibility Group 1	*Add people based on one or more of the following criterias:			
		Roles	ONBHSmart Logo Admin Center ~		Q. Search for a
		Users (Maximum 10)			
			Admin Center > Manage Onl	boarding 2.0 Dynamic Groups	
		Dynamic Groups (Maximum 10) 6 Create New Dynamic G			
		<u> </u>	Create New Group		
		- mukeuenz	Group Name	Group Definition	
		HMReview[17]	HMReview1	Type a name for your group. Then choose who you want to include in the group.	
			HMReview2		Group Membership
				Name:	O Unice
					U Updaw
				Choose Group Members: Te: You can include mutaple People People People Fool in the same group See examples G * People Pool	
				Pick a category v Narried National ID Information-Country	
				age Nationality	
				New to Position Personinfo-Country Of Birth	
				Personal Information-First Name Personal Information-Gender	
				Personal Information-Marital Status Phone Information-Phone Type	
				mu Reason for Leaving	
				Risk of Loss Social Accounts Information-Domain	
				Spot Bonus-Type State	<u></u>
				Team View	
				Title	
				User Username	Done Cancel
				Zip	

#### **COMPENSATION**

#### **Global Compensation Template**

The variable and fixed compensation templates are joined, to have a total compensation template!

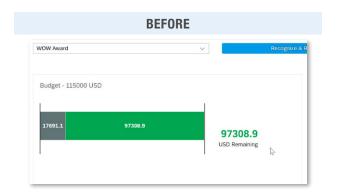
In the past, the processes to activate the audit took a lot of time and needed a support ticket to execute it. Now ... the administrator himself can do it! With this functionality you can export audit reports of the activity related to the compensation plans!

Actions for all plans			
Import/Export Data		Manage Statement Templates	Group Assignments
Manage Company Settings	Manage E	xecutive Review Filters	
Manage Company Set	tings		
Enabling these features aff	ects all pla	ns within the instance.	
	per format vorksheet ar on Statemen n SuccessSto inistrator to olumn heade Review Expo	d compensation profile nts in PDF format re personal compensation statements in export compensation plan activity audit r labels ort	

Back to: Admin Center	Manage Audit Configuration
Change Audit Read Audit Read Au	dit User Exceptions
ON       Change Audit       ⑦         ON       Personal Data Audit         ON       General Audit	0

#### **Executive Review**

The user experience has been improved and now the system shows the details of the Spot Awards, Spot Awards Nomination and Previous Awards pages. Previously, whole numbers were not separated by commas or decimal points.



IRR Spot Award Demo	~	Recognize 8	Reward Someone!
Budget - 10,000.00 USD			
	1		
10,000.00			
10,000.00		10,000.00	
		USD Remaining	

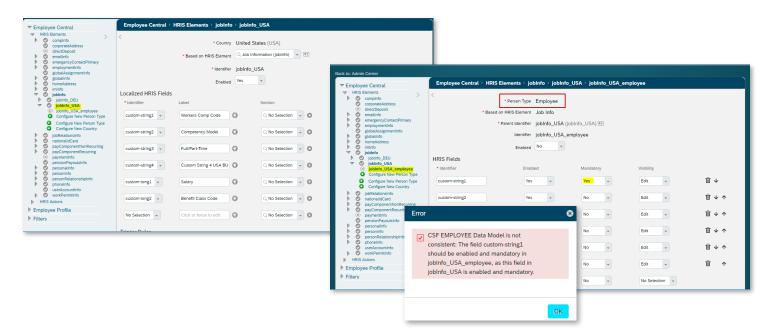
#### **EMPLOYEE CENTRAL**

Table to show background and trend elements. Each record will be displayed in a single column. The table will adapt to the shape used in the profile! In this way, the reading of the background elements will be improved, especially when there are several records in a single element.

Work Experience &	Work Experience With	in Company 🥒 🕀		
Education	Title	Time Period	Department	Location
	Support Assistant	Jul 10, 2016- Jul 1, 2017	Development	Berlin, Germany (EMEA)
	Assistant Developer	Aug, 6, 2013 - Aug 10, 2014	sales	Berlin, Germany (EMEA)
	Senior Developer	Mar 31, 2012 - Mar 31, 201	3 Support	Paris, France (EMEA)
	Developer	Aug 01, 2005- Mar 15, 201	Support	Walldorf, Germany (EMEA)
	Associate Developer	Jan 01, 2003- July 15, 2004	Internet of Things	Walldorf, Germany (EMEA)
Formal Education	Formal Education ৶ ☉	)		
Formal Education	Formal Education 🖉 🕀	) Time Period	Major	Degree
Formal Education			Major	Degree
Formal Education	School	Time Period	,	Degree High School Diploma
Formal Education	School Elementary School	Time Period Jul 10, 1973 - Jul 1, 1980	•	-

#### **Job Information**

The option "Type of employee" has been added within the employment information for Onboardees and for Contingent Workers. In this way, the flexibility of having a specific behavior in the user interface for this type of employees is provided, but even having a single API based on the data succession model.



Administrators can now activate or deactivate a rule from BCUI. Instead of deleting the rule, you can disable it and still have it in the configuration.

Trigger Rules				
Base Object	* Event Type	* Rules	Enabled	(1) More
Compensation Information	onSave 👻	C comp-if-and-else (comp-if-and	Yes 🗸	Details 🔟
Compensation Information 👻	No Selection 👻	Q No Selection 🗸	Yes	

#### Assignments of multiple work orders

Perhaps it is necessary to manage multiple jobs for casual workers at the same time. Each work order will be assigned to a separate job.

Enable Contingent Work	ers				
Enable Concurrent E	mployment for Con	tingent Workers (Caution: Or	ice this feature is enabled.	it cannot be disabled)	
Enable Usage Analytics					
Employee Files Help & Tuto	nrials				
Employee Files Help & Tuto			1	-	
Contingent	Worker	nalyst (ANALYST-IT)		37	E Actions
Contingent		nalyst (ANALYST-IT) TUITION REIMBURSEMENT	JOB AND EMPLOYMENT	WORK ORDER	E Actions
Contingent CWK Three	<b>Worker</b> (cwkThree) 〜 A		JOB AND EMPLOYMENT	WORK ORDER	
Contingent CWK Three	<b>Worker</b> (cwkThree) 〜 A	TUITION REIMBURSEMENT	JOB AND EMPLOYMENT	WORK ORDER	Take Action
Contingent CWK Three	<b>Worker</b> (cwkThree) 〜 A	TUITION REIMBURSEMENT	JOB AND EMPLOYMENT		Take Action Edit Work Order Info
Contingent CWK Three	<b>Worker</b> (cwkThree) 〜 A	TUITION REIMBURSEMENT			Take Action Edit Work Order Info Edit Organization Inf

Now, in EC you can re-activate a job that has ended in a different Legal Entity and, also, it allows you to change into an active job!

Change Job a	nd Compensation Info - Edward Francis			
Position Information				
Incumbent of Parent Position Position				
No Selection No Selection	~			
Position Entry Date Time In Position				
MMM dd, yyyy				
Organization Information *Company	Back to: Admin Center		L	1
Ace USA (ACE_USA)	Add New Employee			
Business Unit				
Corporate Healthcare (ACE_HC) $\checkmark$	✓ Identity ⊘			
Division Department				
Healthcare (HC) $\checkmark$ CLNC (CLNC)	*Start Date	*Company		
Location	Feb 05, 2019	*Company Ace USA (ACE_U		
San Mateo (US_SFO) V	*Event Reason	ACE USA (ACL_U		
Cost Center	No Selection ~			
Cost Center				
	Name Information			
	*First Name	Middle Name	*Last Name	
	Brenda		Davis	
	Suffix	Sec	ond Last Name	
	No Selection	×		
	Display Name		Birth Name	
	Language Script			
	No Selection	D	Duplicate Check	
	7.80	Erwin Johnson (187)		
		Terminated in different leg	gal entity on 05/02/2016	
		Security Administrator, Sa	n Mateo	
		San Mateo (US_SFO)		
	.*.			Attachm
			Rehire with new employment Ignor	re Matches
			**	

#### Calculate and display the "no changes until" date option for recurring payment components

This field is optional and will inform the user for each payment component as long as there is a change in the future. YOU CAN NOT EDIT.

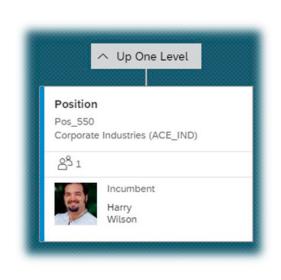
Compensation				
Pay Component	Amount	Currency	Frequency	No Changes until
Base Salary (Base Salary)	1,000	USD	Monthly (MON)	14 Mar 2019
Monthly Car (MONCAR)	15	USD	Monthly (MON)	31 Oct 2018
ml_pcRecAmt (ml_pcRecAmt)	1,000	USD	Annual (ANN)	31 Oct 2018
Pay Targets				
Pay Component	Amount	Currency	Frequency	No Changes until
		No data		

Compensation					
*Pay Component	*Amount	*Currency	*Frequency	No Changes until	
Base Salary (Base Salary) $\sim$	1,000	USD ~	Monthly (MON) $\sim$	14 Mar 2019	Ū
Monthly Car (MONCAR) $\qquad \lor$	15	USD ~	Monthly (MON) ~	31 Oct 2018	Ŵ
ml_pcRecAmt (ml_pcRec ∨	1,000	USD ~	Annual (ANN) ~	31 Oct 2018	Ŵ
(+) Add					
Pay Targets					
*Pay Component	*Amount	*Currency	*Frequency	No Changes until	
		No data			
(+) Add					
0					
					Cancel Save

#### Structure of the organization

Users can decide to display position objects. To allow users to show the people responsible for the position, we add a configuration option. Showing the holder of the position is a step to be able to align it with the user's information within the Position Org Chart.

	Layout: Position
Color	l d
Hide entity type	
Show incumbents	
Visible fields	QCode     ✓     I     B     II     ↓       QBusiness Unit     ✓     I     B     II     ↑       + Add a field
Visible user fields	+ Add a field
Count people	QPosition v ?
Count positions	No Selection
Side panel sections	□Details       •       ⑦       ↓         □(History)       •       ⑧       ↓       ↑         □(Hierarchy Details)       •       ⑦       ⑩       ↓       ↑
	Cancel Apply



#### Filter by the approval flows assigned to me

When the "Assigned to my" functionality is activated, a new "Assignment" filter is displayed on the Manage Workflows page. The available options are: without assignment, assigned to me, assigned to others, assigned to...

My Workflow Req	uests (	8)								i	
Request Type		Event Reason		Requested For		Effective Date Rang	ge	Initiated By			
No Selection	$\sim$	No Selection	$\sim$	No Selection		No Selection	<b></b>	No Selection			
Initiated Date Range		Company		Location		Cost Center		Business Unit			
No Selection		No Selection	6	No Selection	6	No Selection	6	No Selection		Ð	
Division		Department		Assignment							
No Selection	ß	No Selection	6	No Selection	$\sim$						
				No Selection						_	_
				Unassigned		1			Clea	r Ap	ply
Select 5 out of 8				Assigned to me						🗸 Ap	prove
				Assigned to others							
	-	Dept Name Chang	ge for test i	n		by adminf middle pwd on June 20, 2018	l on June 20	0, 2018			Appro
CEO(EXE null(ACE_				Assigned to		on June 20, 2018				• /	hhio
-											
Transfer	r for tes	t internposcode		9	Sent Bac	k by Mandy Sampson	on March 1	9, 2018			
My Workflow Requ	ests (8	3)								i.	0 0
Request Type		Event Reason		Requested For		Effective Date Range		nitiated By		i.	00
Request Type No Selection	ests (8 ×	Event Reason No Selection	~	No Selection		No Selection		No Selection		i.	00
Request Type No Selection Initiated Date Range	~	Event Reason No Selection Company	~	No Selection		No Selection Cost Center		No Selection Business Unit		i .	00
Request Type No Selection Initiated Date Range No Selection		Event Reason No Selection Company No Selection	× P	No Selection		No Selection Cost Center No Selection		No Selection	ß	1.	00
Request Type No Selection Initiated Date Range No Selection Division	~	Event Reason No Selection Company No Selection Department		No Selection Location No Selection Assignment		No Selection Cost Center No Selection Assigned to		No Selection Business Unit		i .	00
Request Type No Selection Initiated Date Range No Selection	~	Event Reason No Selection Company No Selection	× P	No Selection		No Selection Cost Center No Selection Assigned to carla Carla Grant (vickyTest254		No Selection Business Unit		i .	
Request Type No Selection Initiated Date Range No Selection Division	~	Event Reason No Selection Company No Selection Department		No Selection Location No Selection Assignment Assigned to		No Selection Cost Center No Selection Assigned to carta Carla Grant		No Selection Business Unit	Clear	]	
Request Type No Selection Initiated Date Range No Selection Division No Selection	→ mee / Do	Event Reason No Selection Company No Selection Department		No Selection Location No Selection Assignment Assigned to ernreg174 Initi Effe	iated by a critical and a critical a	No Selection Cost Center No Selection Assigned to Carta Carta Carta Carta Grant (vick/Test254 RUPS, No Dat VP, Sales new		No Selection Business Unit No Selection	Clear	Apply	e
Request Type No Selection Initiated Date Range No Selection Division No Selection Select 5 out of 8 Select 5 out of 8 Data Che CEO(EXE-4 CEO(EXE-4 CEO(EXE-4	ange / Do CEO) JSA)	Event Reason No Selection Company No Selection Department No Selection		No Selection Location No Selection Assignment Assigned to ernreg174 Initia	iated by a cetive on ceived on	No Selection Cost Center No Selection Assigned to carta Carta Grant (vick/Testa RUP5, No Da' VP, Sales new Chicago බ dadminf middle pwd on June 20, 2018	☐ E E 	No Selection Susiness Unit No Selection 18	Clear	Apply Approv	e

#### Possibility of creating concurrent employment in managing pending contracts (RCM-EC integration)

With this process, internal employees can apply for concurrent employment in RCM and can be hired through the option Manage Outstanding Hiring.

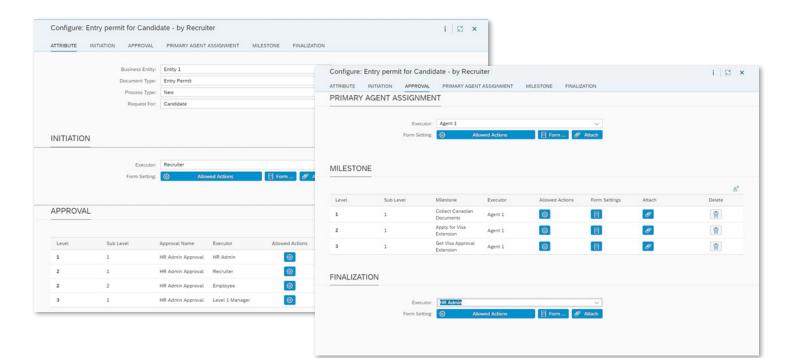
#### Possibility of creating global assignments in managing pending hires

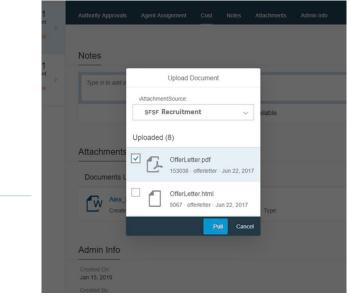
It allows internal employees to request global assignments in RCM and to be hired through the option Manage Pending Hires.

tequisitions Events	Sources Preferences Candidates Inter	view Central Help & Tutorials								
kend ICU Nurse Pr	OSTING (1667) JOB PROFILE CANDIDATES JOB PC	STINGS (2) CANDIDATE SEARCH I	MARKET JOB							
t Pipeline & View active of	candidates (18) 🗴 View all candidates (18)									
0 1 Invited To Apply	1 New Application 4 - Interview-Assess	0 2 0 3 - Short List 6 - Offer 2 - Screen !	5 - Background Check 7 - Pending Hire							
View 7 - Pending Hire (1)	Dilbert Bhijith (Internal Candidate) MGR-CLNC D Noc Provided # @ Gover Letter + @ Re	une + 42 Vew Profile	Employee Files ~	& Tutorials		Q Search for a	ctions or people	Prily 🚱 🚱	Clark (admin) ~ SAP	
ions Noaist Nature 🛛 😵	Non Applicant     This candidate has been forwarded to thi     Application	s job by Emily Clark (admin) and added to this job	Back to: Admin Center Pending Hires							
	* Status:	7 - Pending Hire 🗸 🗸	Recruiting (10)						«< <	Page 1 of 1 >
Dibert Bhijth ISI	Rejected Reason:	Minimally Qualified, $\checkmark$		Name 1	Hire Date	Job Title	Location	Pay Grade	Department	Division
	Employment Indicator	Global Assignment V	Internal Hire	Bill Mintz		Engineer			Sales (SALES)	Professional Ser
	Assignment Type:	Concurrent Assignment Global Assignment	Hire	Bridget J	05/31/2018	Engineer - Ext			Enterprises (CO	Global Services
	Assignment Start Date: Planned End Date:	01/08/2019	Hire	Caroline Matthe	01/20/2014	Engineer			Research & Dev	Industries (IND)
	Planned End Date:	MM/DD/YYYY		Dilbert Bhijith	07/31/2018	Weekend ICU N			Clinical (CLNC)	Healthcare (HC)
	Is Drimary Englishment	No. Y	Global Assignment	Britere Bright						
	Is Primary Employment:	No V	Global Assignment	Kelly Newell	01/20/2014	Engineer			Research & Dev	Industries (IND)
	is Primary Employment:	No V	Hire	network of any first	01/20/2014	Engineer			Research & Dev Research & Dev	Industries (IND) Industries (IND)
	Is Primary Employment	No V	Hire Hire	Kelly Newell						
	Is Pennary Employment	No ~	Hire Hire Concurrent Employment	Kelly Newell Martin Grayson	01/20/2014	Engineer			Research & Dev	Industries (IND)
	is Panary Employmer:		Hire Hire	Kelly Newell Martin Grayson Paul Horn	01/20/2014 07/31/2018	Engineer Weekend ICU N			Research & Dev Clinical (CLNC)	Industries (IND) Healthcare (HC)

#### Visa and work permits

The application process allows clients to configure and execute all relevant applications for visas and work permits. This functionality is found within the main platform for all types of processes and thus facilitate the request (new visa, renewal, etc.) and you can also attach all the necessary documents to process them, as well as track these.





Now, you can pass documents from Recruitment and attach them to the visa request processes. In this way, it speeds up and saves space!

#### Assignment of multiple agencies

Now you can assign multiple agencies to different milestones in the same process!

	_						
							٤
Level	Sub Level	Milestone	Executor	Allowed Actions	Form Settings	Attach	Delete
1	1	Candidate Receive the Visa	Agent 1	<b>@</b>		Ø	1
1	2	Apply for Visa	Agent 2	۲		Ø	1
2	1	Make Appointment at the Embassy	Agent 1	<b>@</b>		Ø	1
3	1	Candidate Receive the Visa	Agent 3	•		Ø	Ē

#### **EC PAYROLL**

A new page has been introduced that allows the administrator to view their current support packages, future ones and those that are available, as well as the affected countries, the available dates of these packages, the status and the action to be taken. When there is an update available, the administrator can start by creating a ticket from this page.

ଜ	My Employee File		Q Search for actions or people	ې 🖉 🍼 US mobile F	Payslip Testing123
	Employee Files	Help & Tutorials			
		Update Support Pack	ages (SPs) for Employee Central Payroll for Softward	e Components: SAP_HR 608 and E	A-HR 608
1					Search for description $\mathbf{Q}$ $\uparrow \downarrow$ $\nabla_{\!\!\!\!+}$
	Support Package	Status	Description/Affected Countries	Availability	Action
	60	SP is applied	Synchronization HR SP	Not Applicable	
	61	Overdue	Legal Changes/Corrections for the follwoing MORE	Dec 06, 2018	
	62	Overdue	No Description Available	Dec 17, 2018	
	63	Available	Legal Changes/Corrections for the following MORE	Jan 24, 2019	Create Ticket
	64	Planned	Legal Changes/Corrections for the following MORE	Feb 14, 2019	
	65	Planned	No Description Available	Mar 14, 2019	

These are just a few of the innovations for Q1 2019. 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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