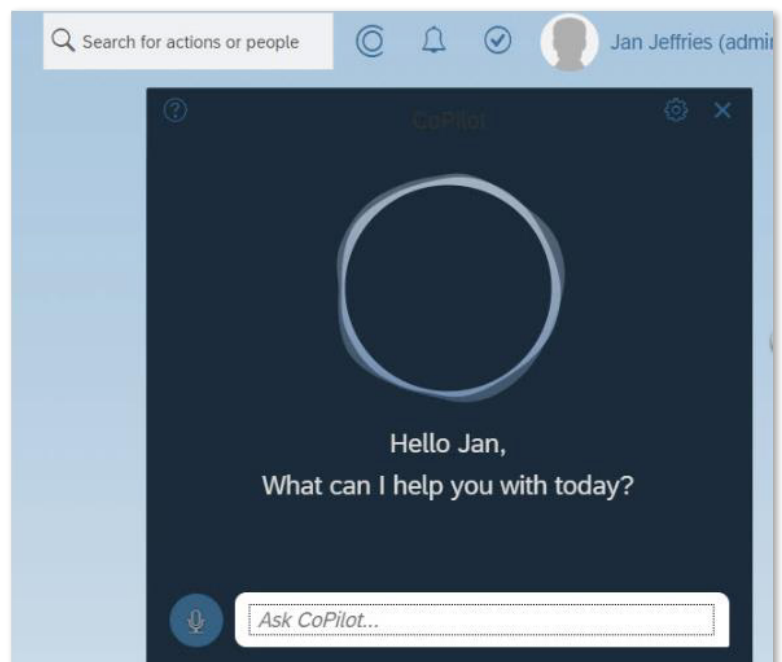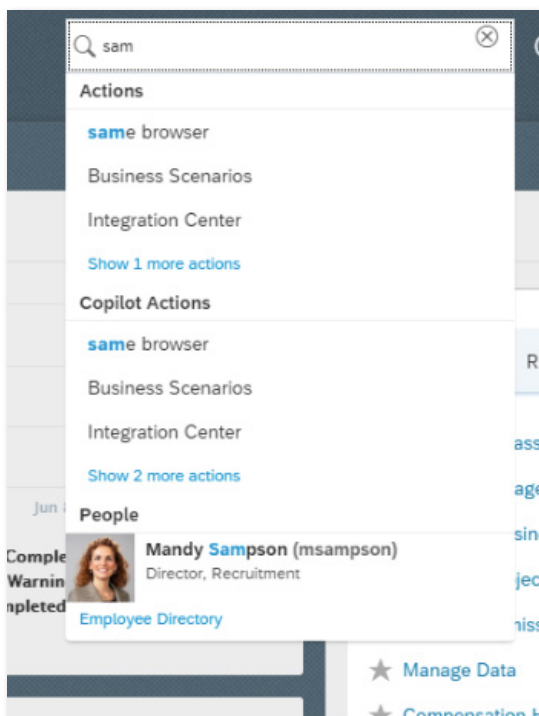# Innovations

SAP SuccessFactors ♡

March 2019

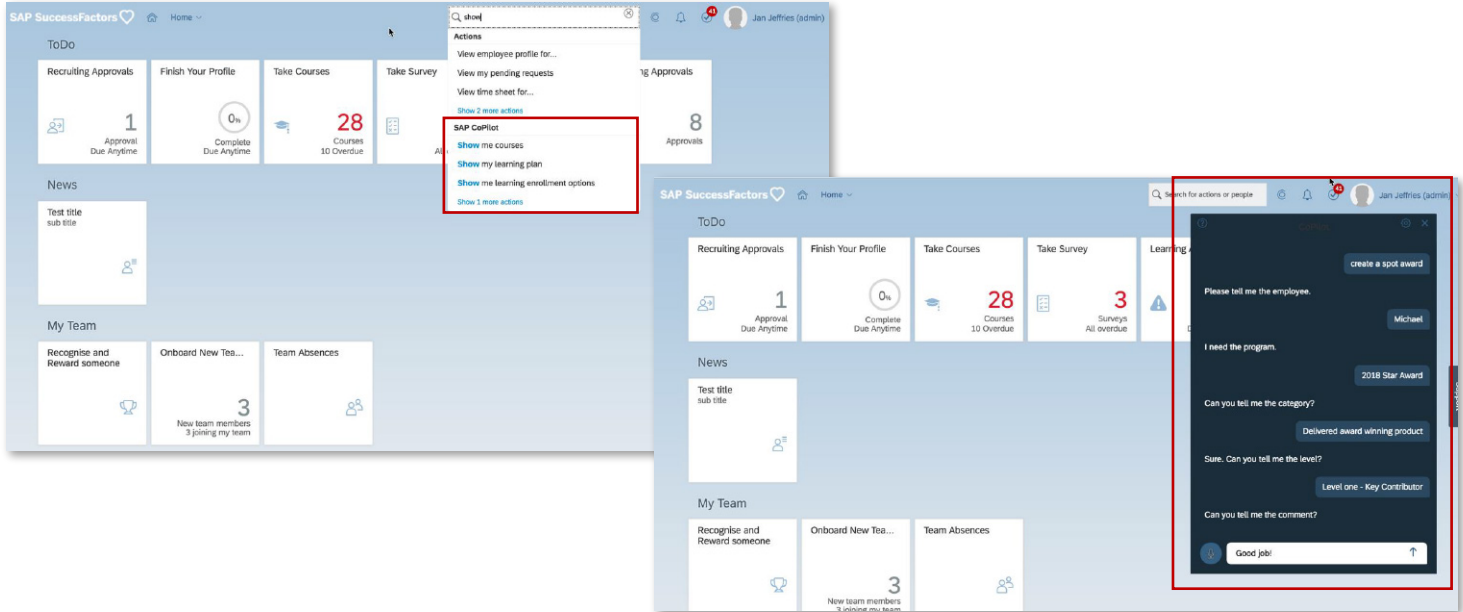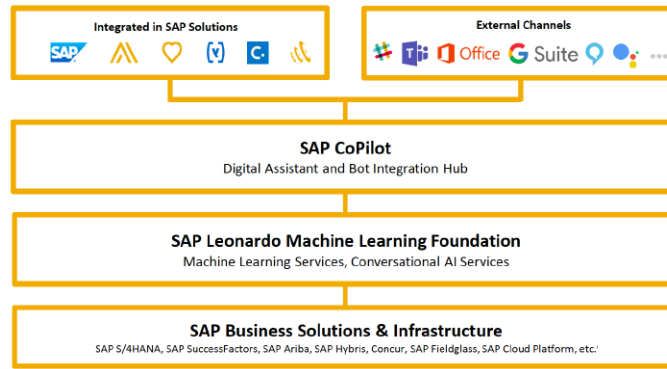# PEOPLE & TALENT

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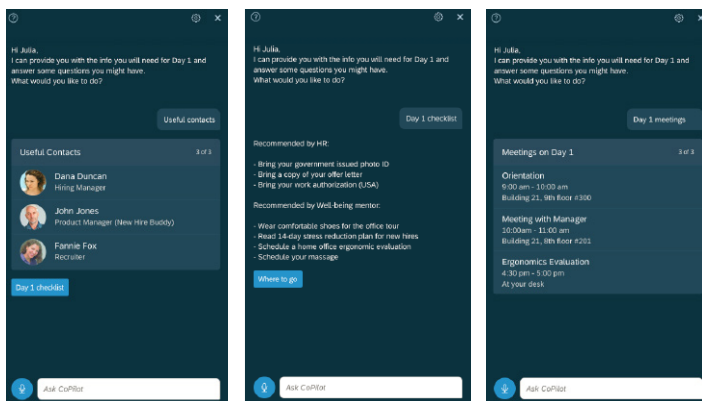
With **Digital Assistance** you can interact with the employees, making your work easier! It seems like Siri, but within SAP SuccessFactors. In this way, making of SAP SuccessFactors a more interactive platform, the users are more involved in the processes! Is there a way for not doing it when we can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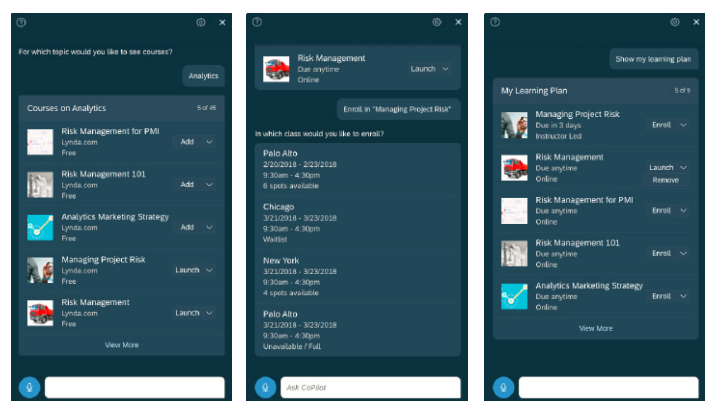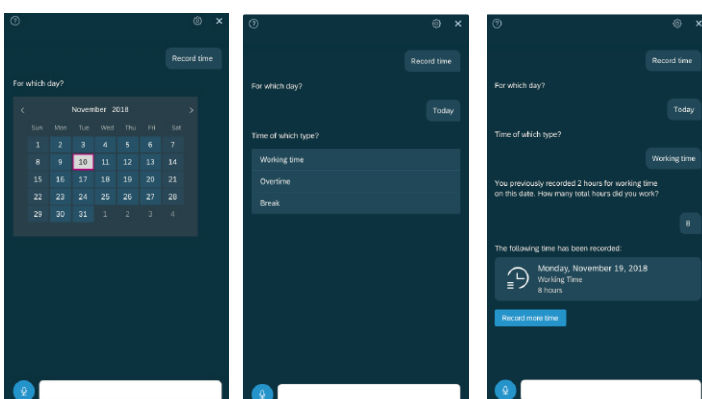
Integrated in SAP Solutions

External Channels

SAP CoPilot
Digital Assistant and Bot Integration Hub

A picture is worth more than a thousand words.

SAP Leonardo Machine Learning Foundation
Machine Learning Services, Conversational AI Services

SAP Business Solutions & Infrastructure
SAP S/4HANA, SAP SuccessFactors, SAP Ariba, SAP Hybris, Concur, SAP Fieldglass, SAP Cloud Platform, etc.

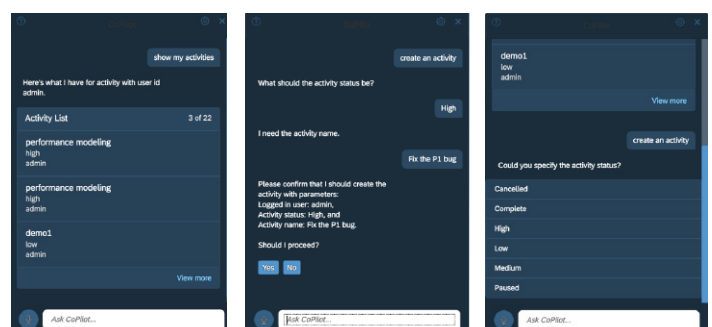**ONBOARDING**

LEARNING
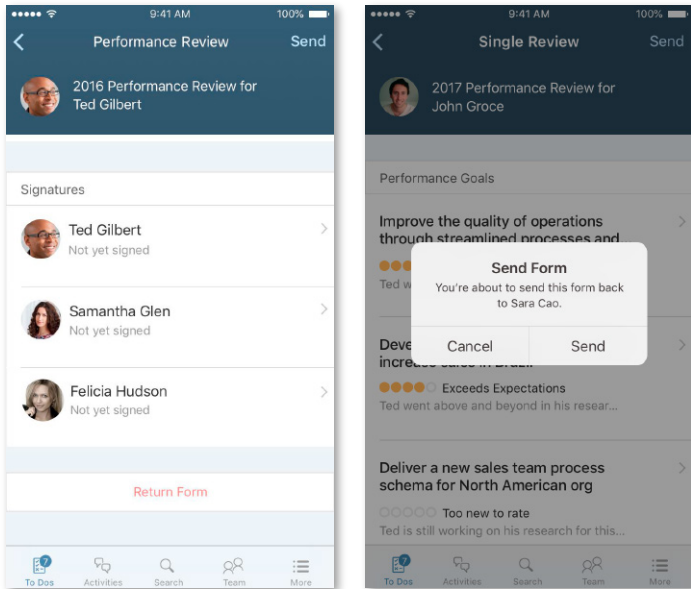
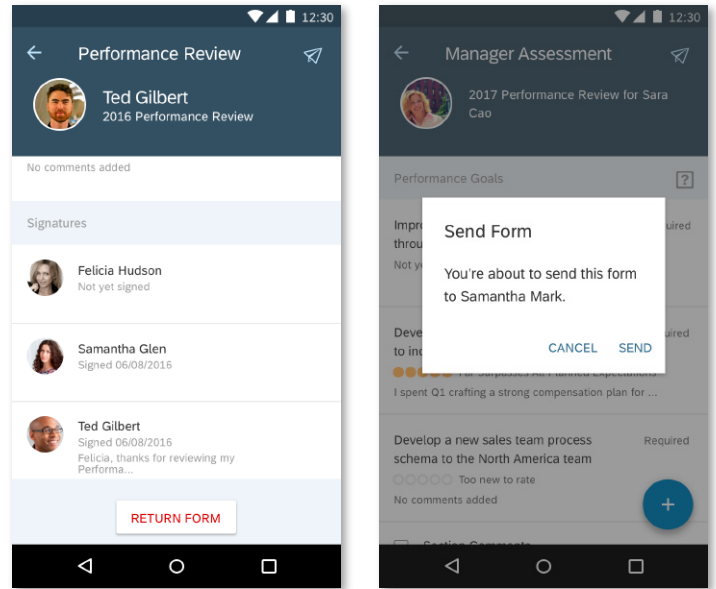**TIMESHEET**

CONTINUOUS PERFORMANCE

MOBILE

Performance Management

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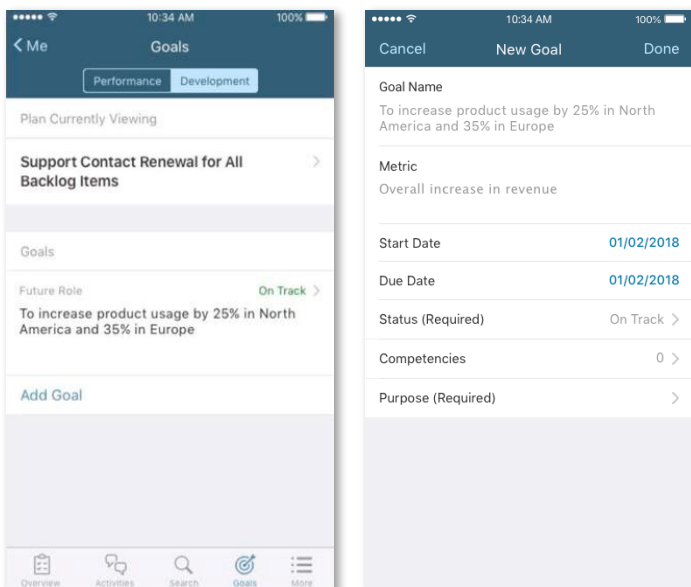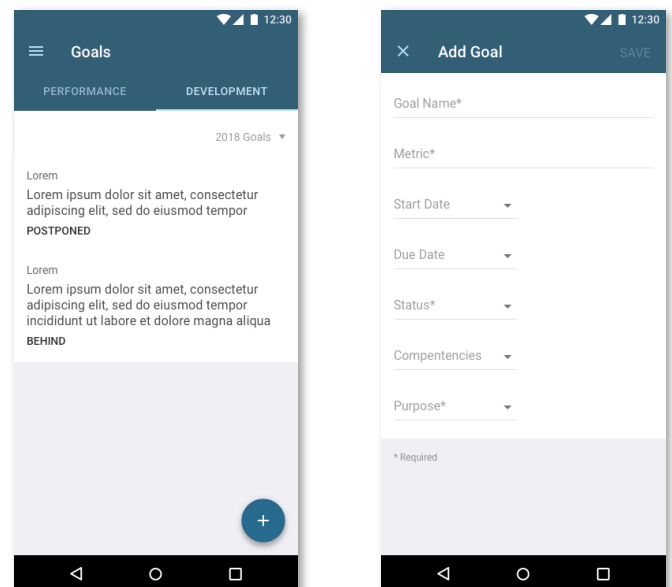
iOs	Android

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!
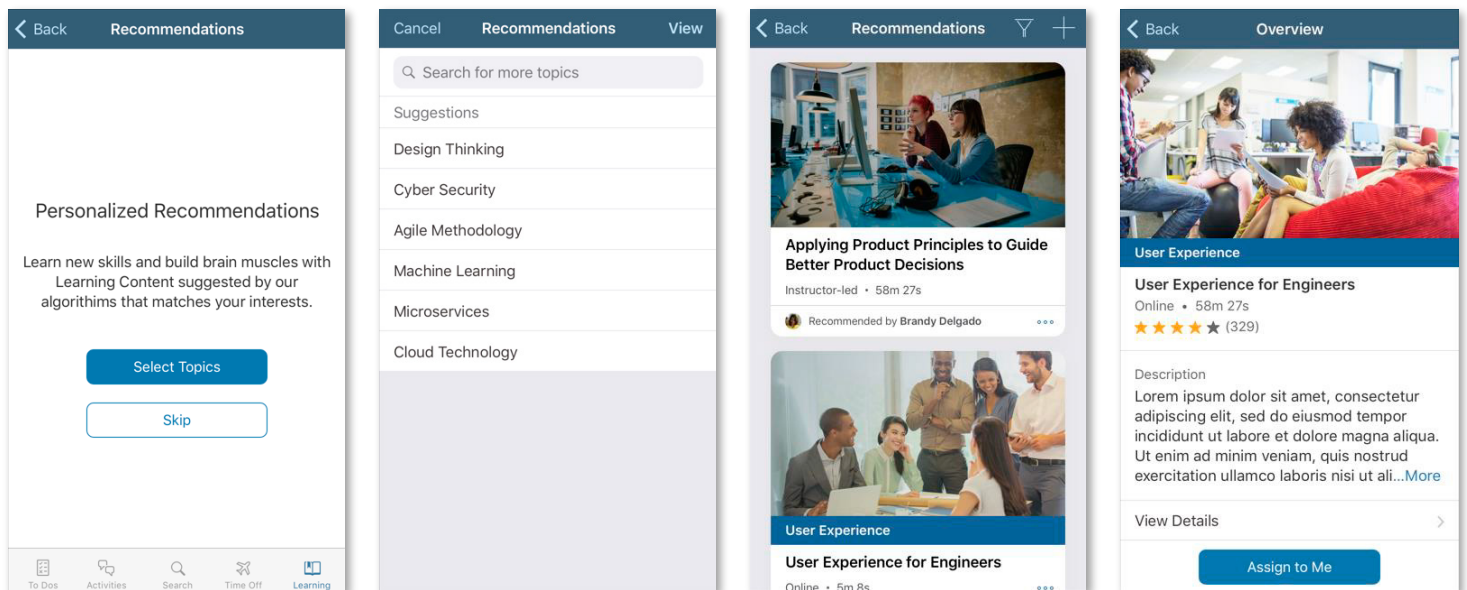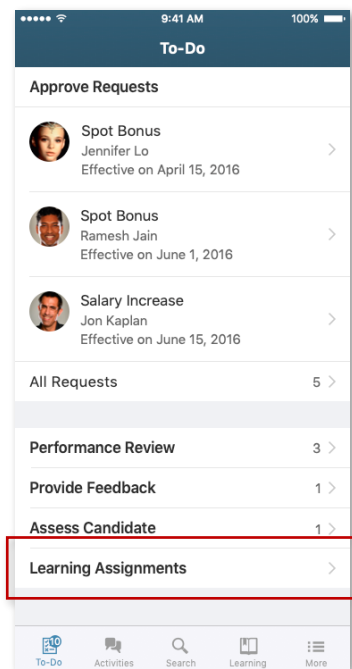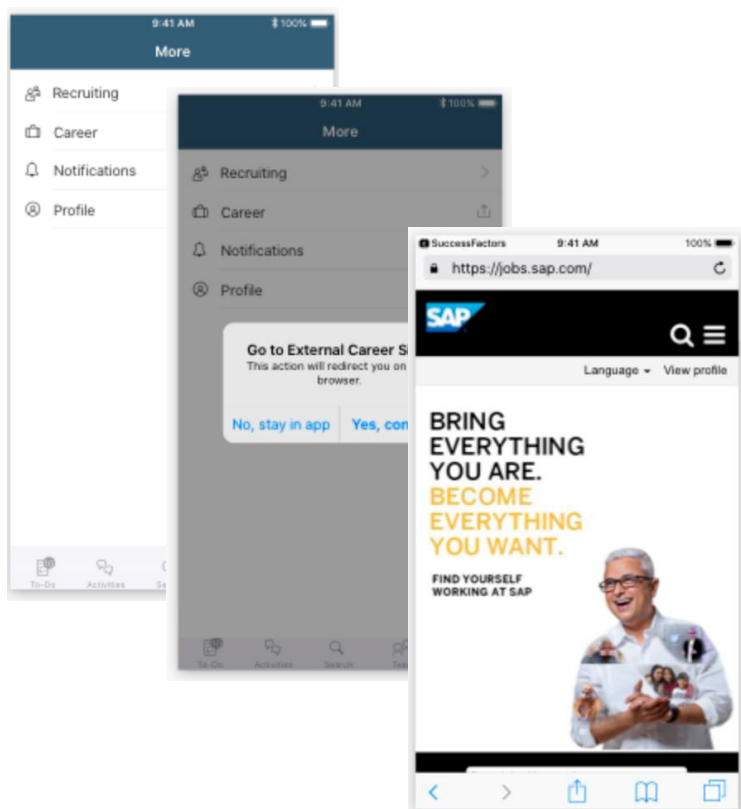
iOs	Android

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!

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.


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!

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.
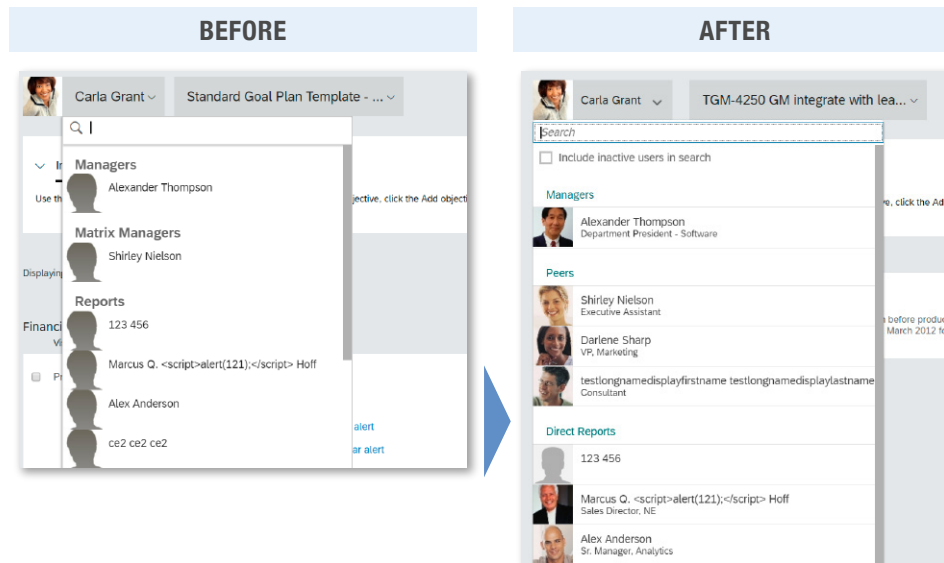
Continuous performance management

¡Ability to Decline Feedback Requests! This feature will allow users to decline continuous feedback requests directly from the "To Do" modal window.
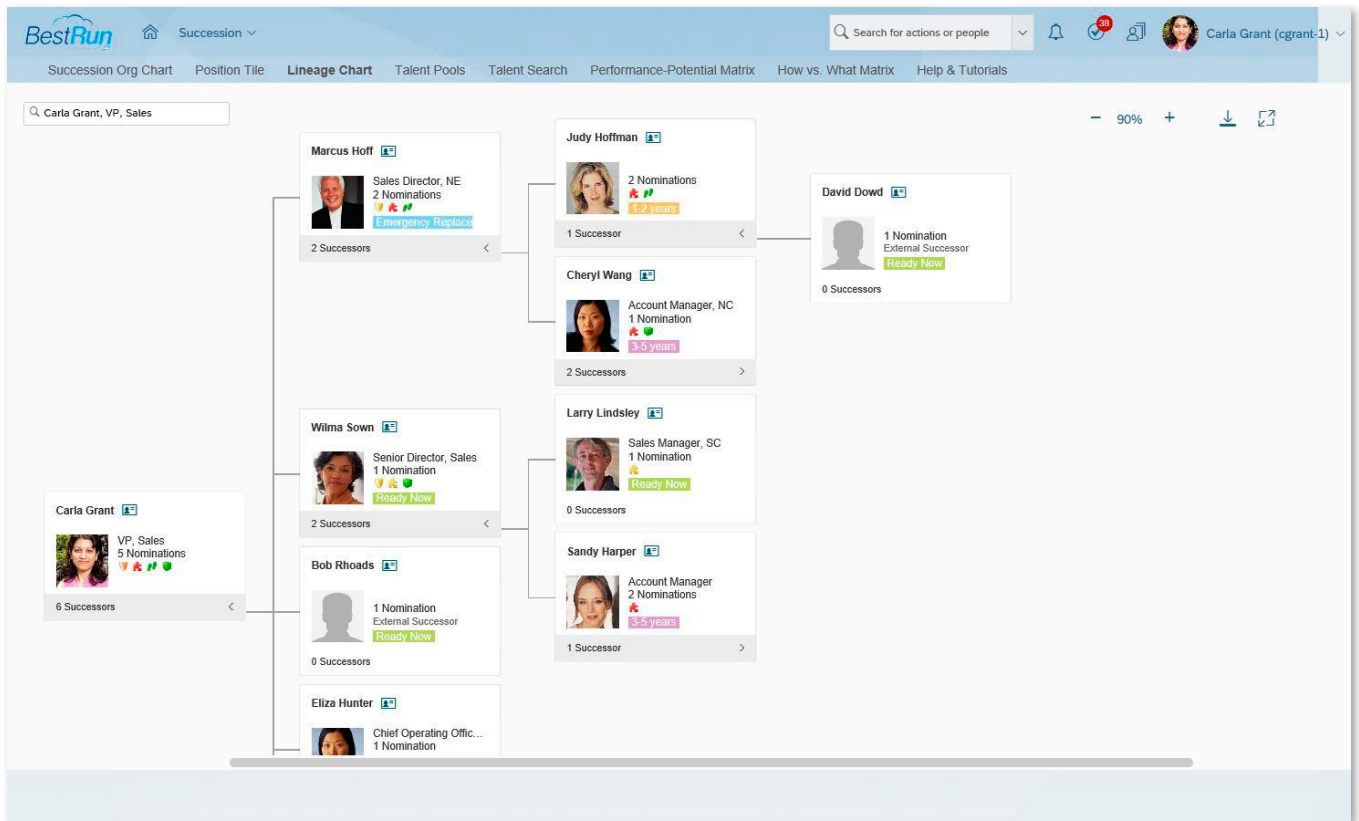
When a user receives a feedback request "To Do" the user will now see a "Decline" button available, when user clicks decline, they will receive a validation to confirm they wish to decline feedback, the system will return the user back to the home page, requestee will see the status of "declined" in their "Feedback Requested" feed on the Feedback view, there are no email notifications to the requestee that their request has been declined.
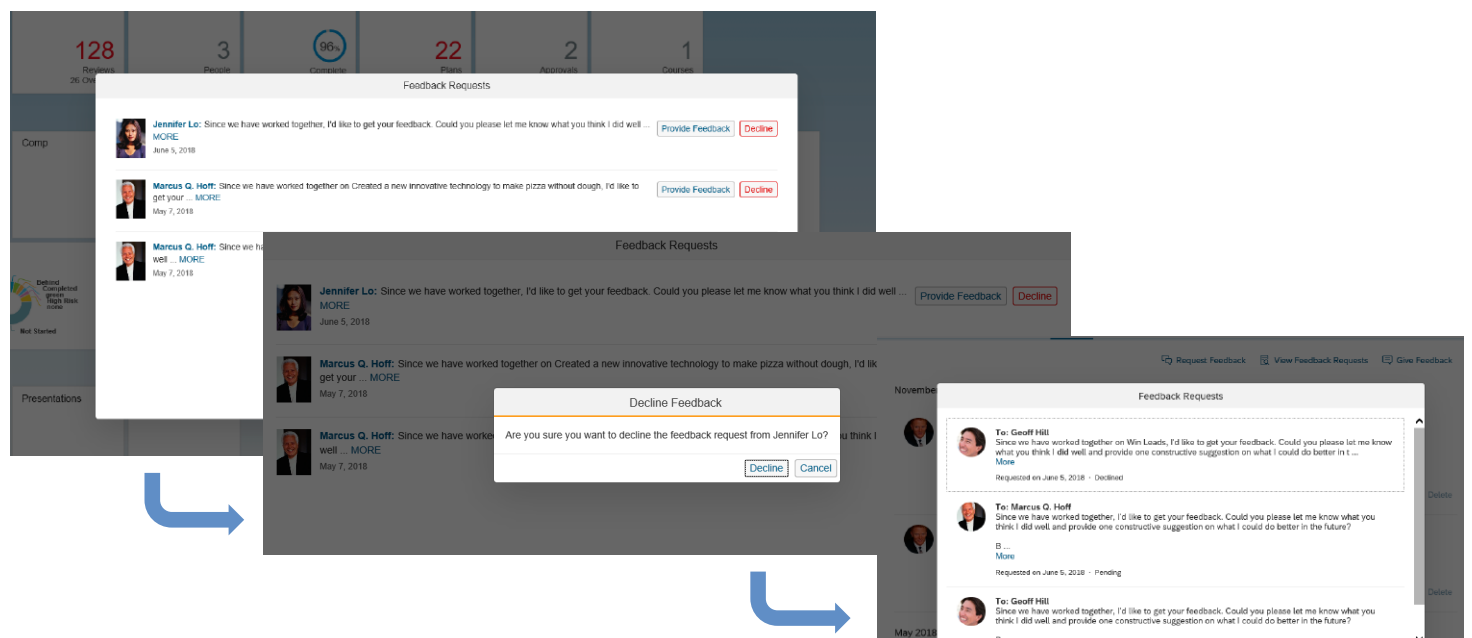
SUCCESSION AND DEVELOPMENT

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
- Validating Imported File
- Creating Multiple Calibration Sessions
- Validating multiple calibration sessions for activation
- Activating the Sessions

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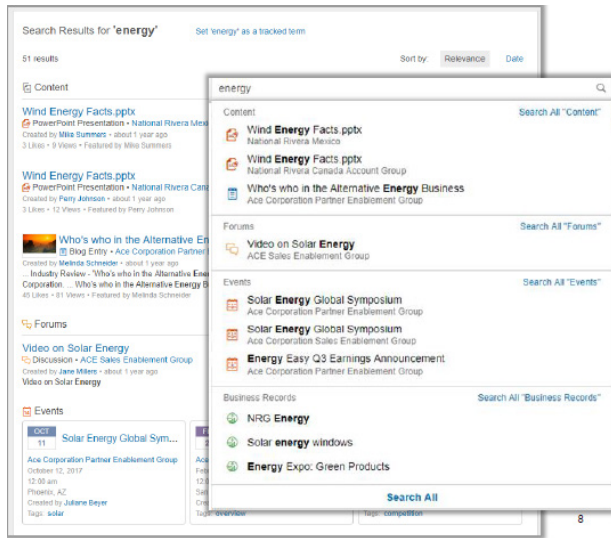
Unrated People in a Session

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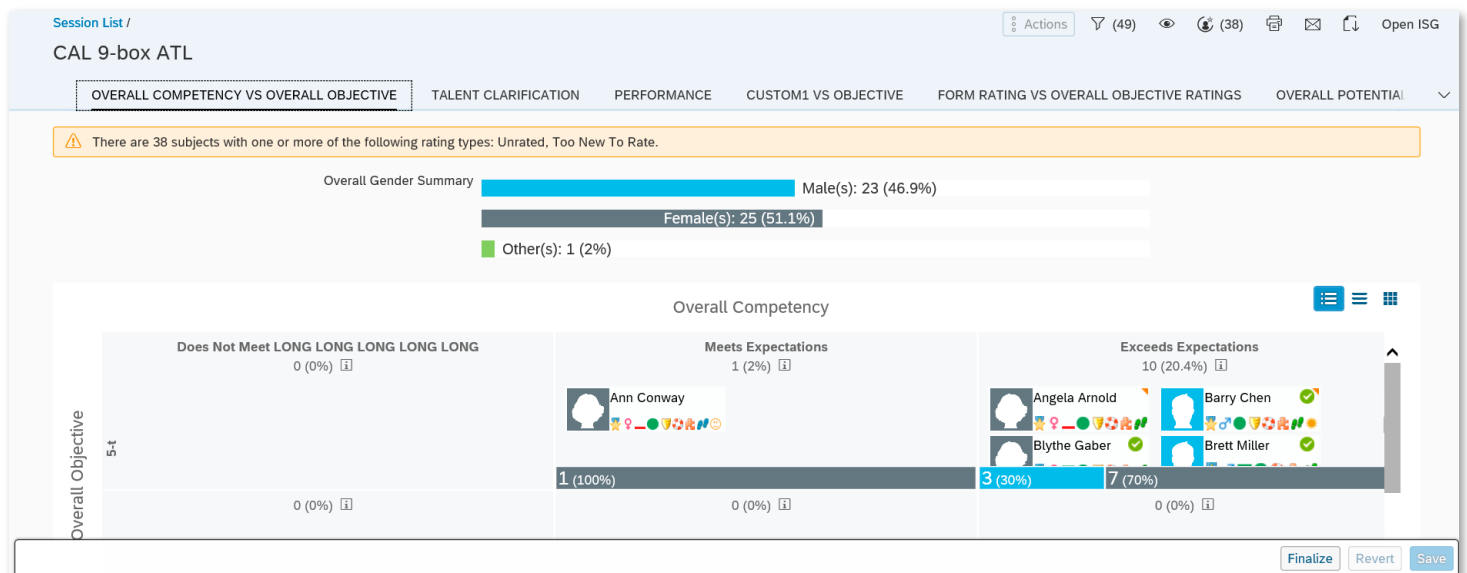
SAP JAM

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


Word Delimiter Token Filter

Named `word_delimiter`, it Splits words into subwords and performs optional transformations on subword groups. Words are split into subwords with the following rules:

- split on intra-word delimiters (by default, all non alpha-numeric characters).
- "Wi-Fi" → "Wi", "Fi"
- split on case transitions: "PowerShot" → "Power", "Shot"
- split on letter-number transitions: "SD500" → "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" → "O", "Neil"

Furthermore… you are able to edit documents without having the need to download them!
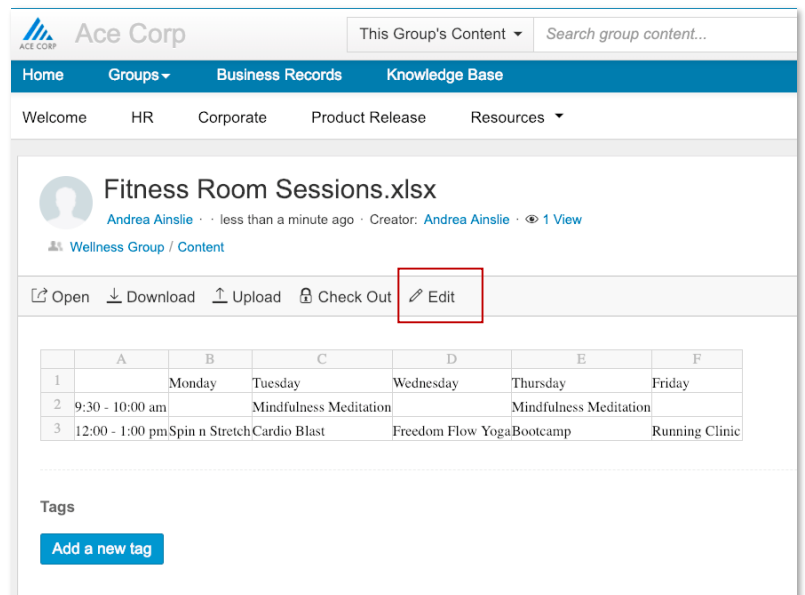
In addition, now from this module we can directly access the KB section of SAP, allowing us to recommend important articles (considering the ticket that you have generated), perform advanced searches with filters by category, labels, groups, authors, etc.
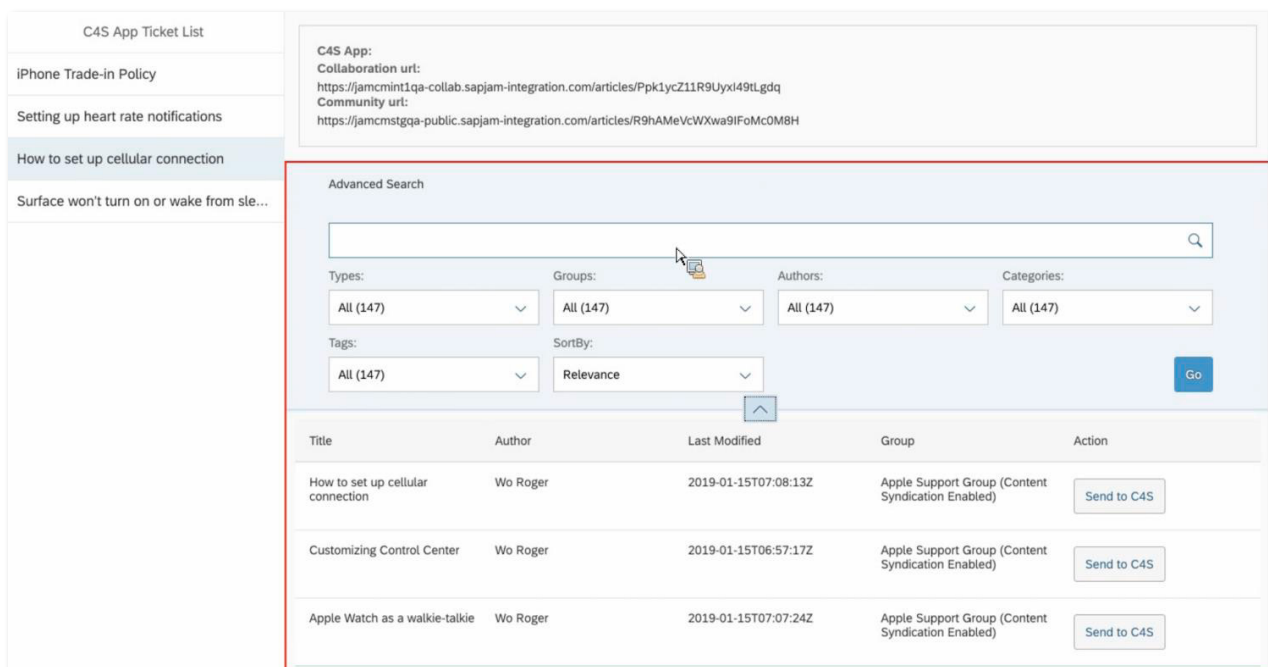
When filtered by categories in the KB section only those used in the group will be displayed. In this way, users do not have to navigate through all the categories that are not available.
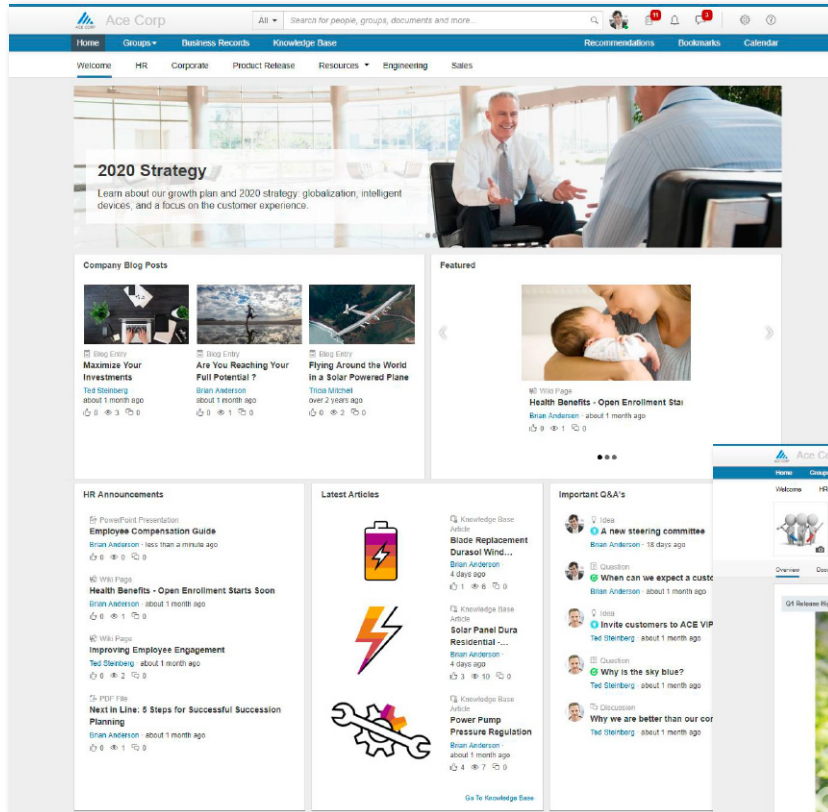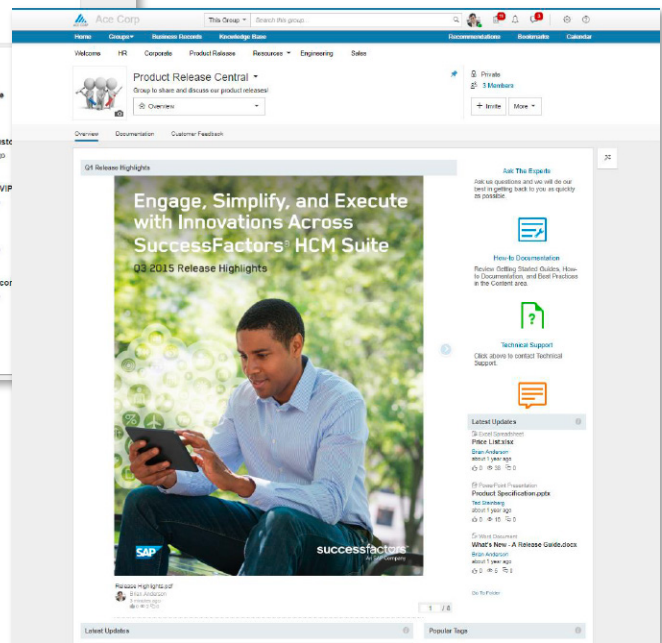

Improvements on the design

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.

Polls

You can even vote directly on the widget and give all the Feedback that you consider... do you dare?
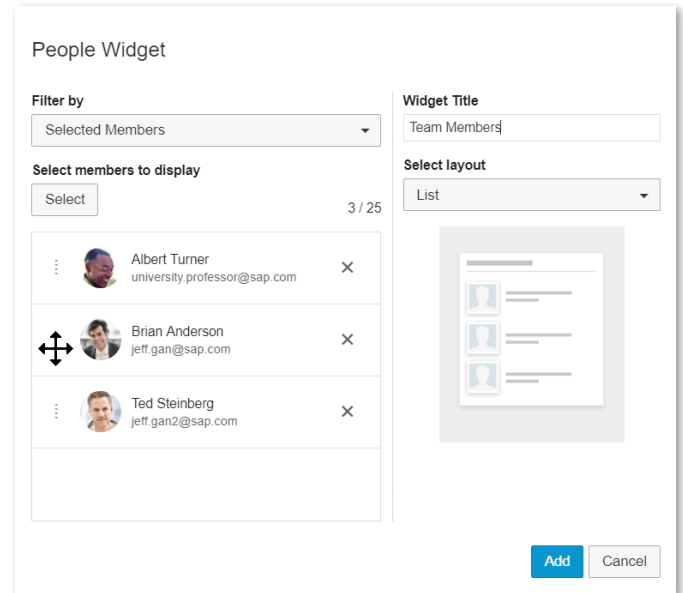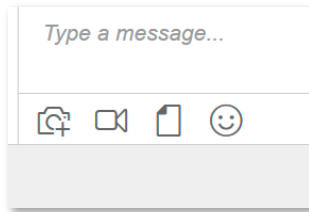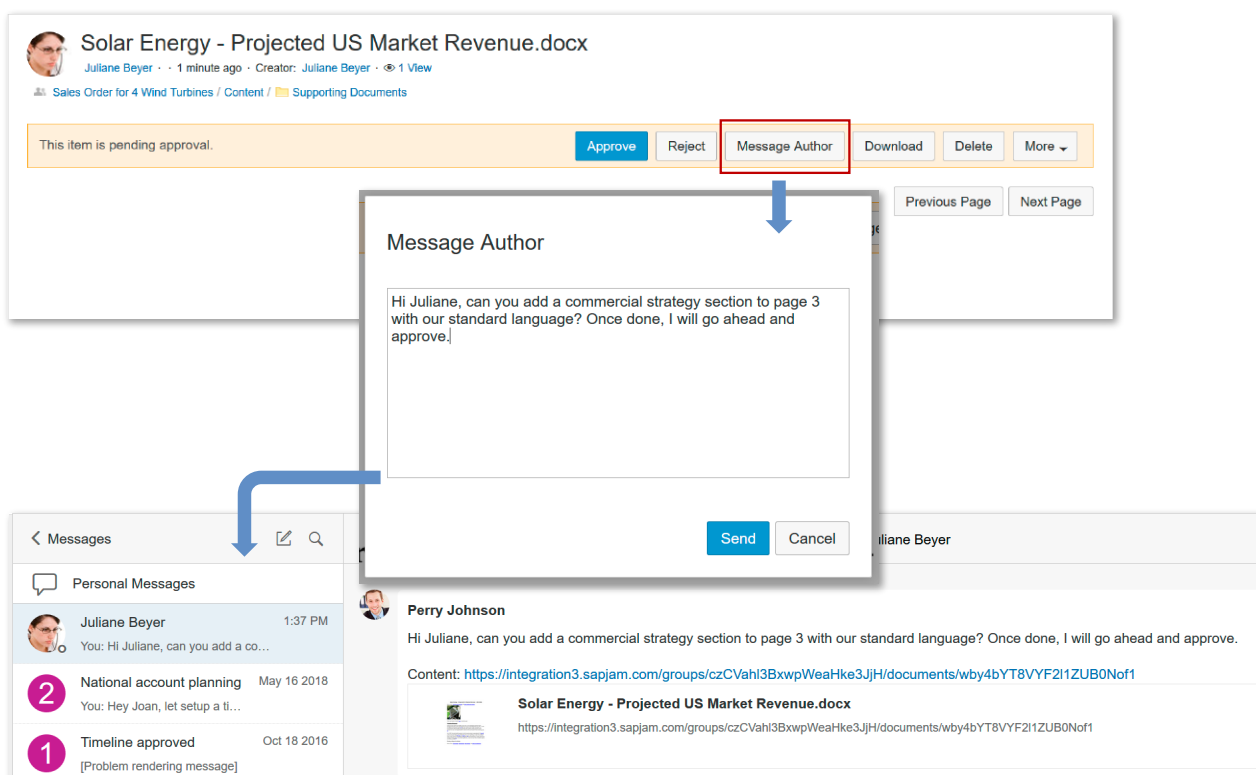
People widget: new types and filters

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

People Widget

Filter by
Selected Members

Widget Title
Team Members

Select members to display
Select   3 / 25

Select layout
List

Albert Turner
university.professor@sap.com

Brian Anderson
jeff.gan@sap.com

Ted Steinberg
jeff.gan2@sap.com

Add   Cancel

Add documents and videos directly on the messages!!

Type a message...

Share an Update

Can we incorporate this into our dashboard update for the first quarter?

Perry Johnson featured a business record
about 8 months ago

Share with   Group Messages

Group   Type a Group Name

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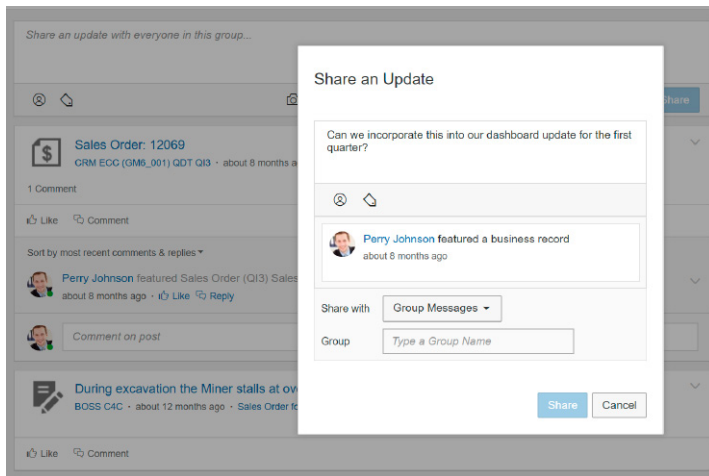
Share the updates within your messages. Now, the posting of the Feedback can be done with a restricted target population.

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 US Market Revenue.docx
Juliane Beyer · · 1 minute ago · Creator: Juliane Beyer · ⊙ 1 View
Sales Order for 4 Wind Turbines / Content / 📁 Supporting Documents

This item is pending approval.   Approve   Reject   Message Author   Download   Delete   More

Previous Page   Next Page

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.

Send   Cancel

Messages

Personal Messages

Juliane Beyer   1:37 PM
You: Hi Juliane, can you add a co...

2 National account planning   May 16 2018
You: Hey Joan, let setup a ti...

1 Timeline approved   Oct 18 2016
[Problem rendering message]

Juliane Beyer

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.

Content: https://integration3.sapjam.com/groups/czCVahl3BxwpWeaHke3JjH/documents/wby4bYT8VYF2l1ZUB0Nof1

Solar Energy - Projected US Market Revenue.docx
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.
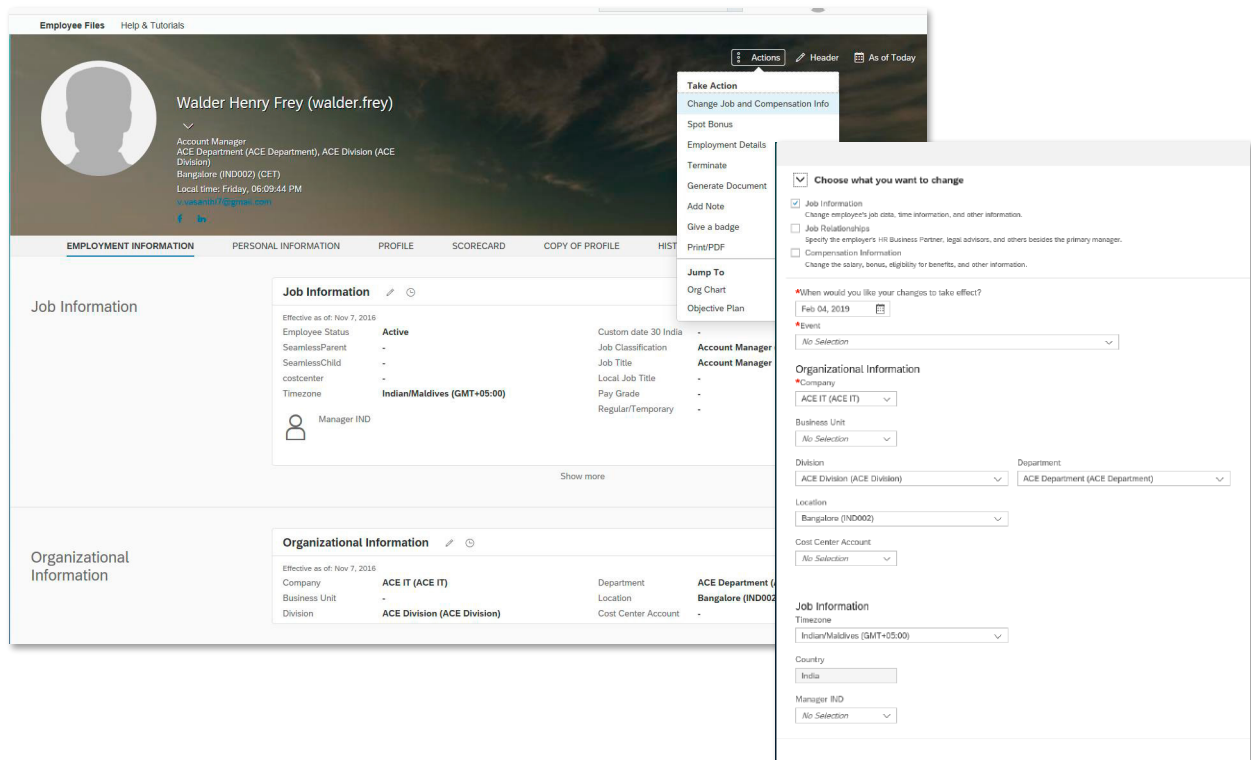
Add participants for reviewing the data

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.
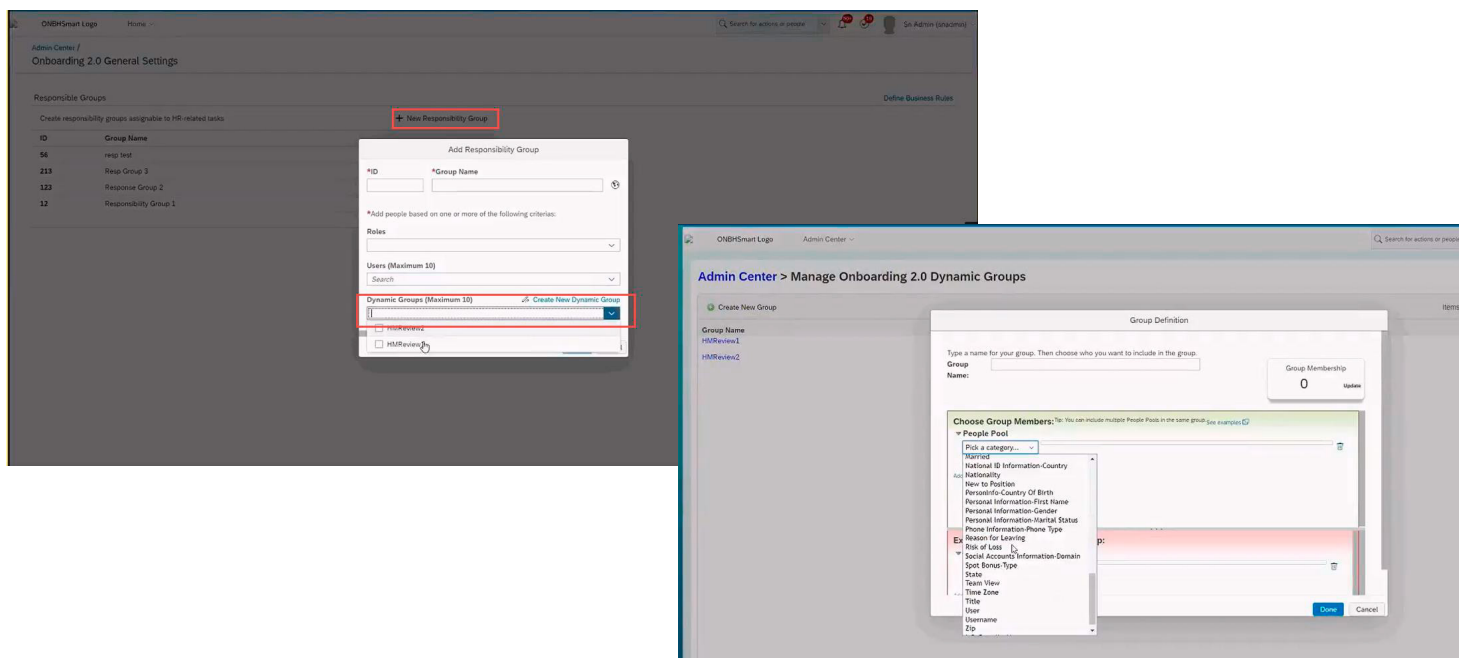
COMPENSATION

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!

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.
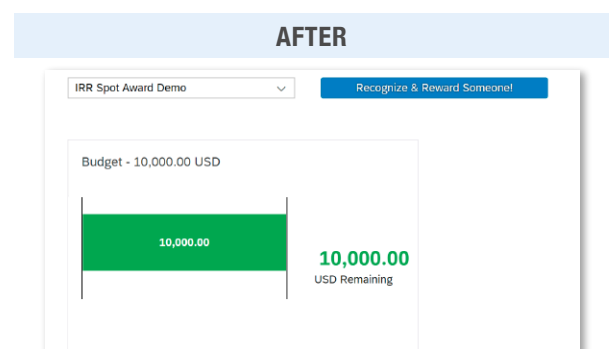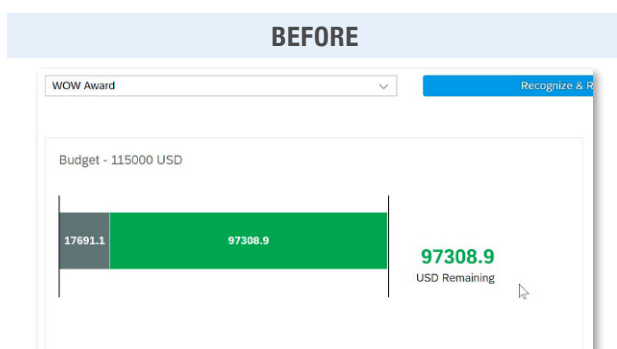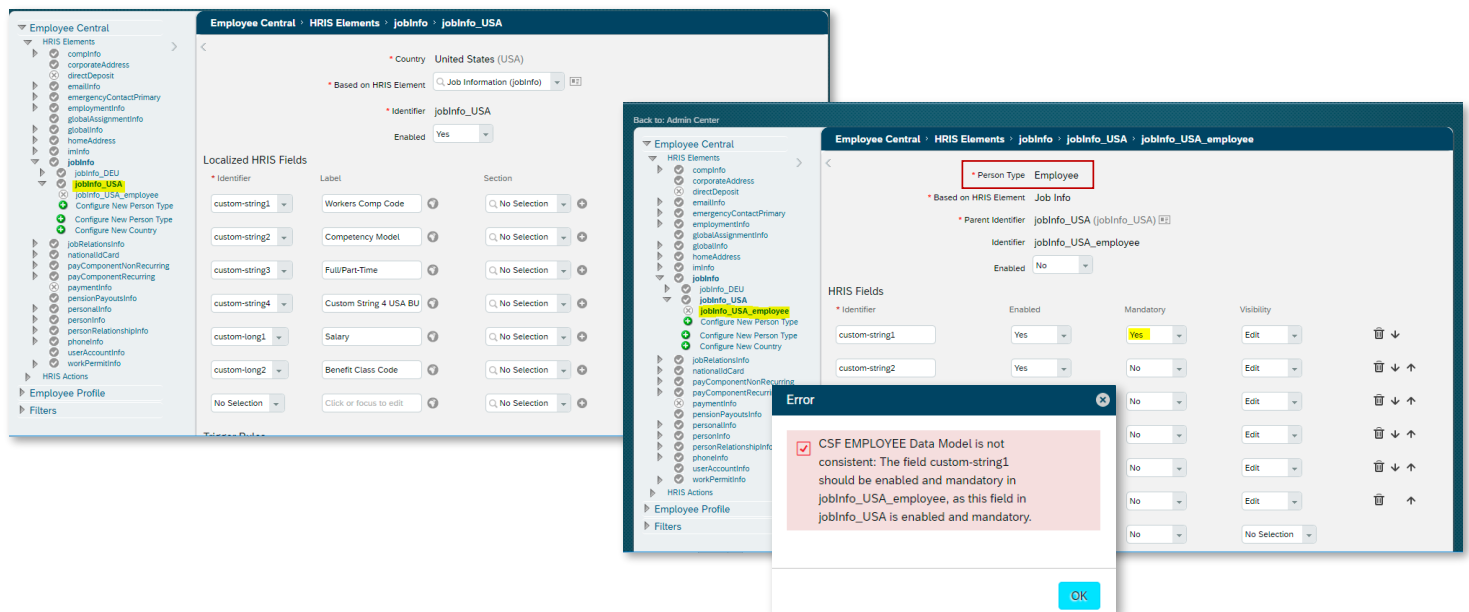
EMPLOYEE CENTRAL

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.

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.
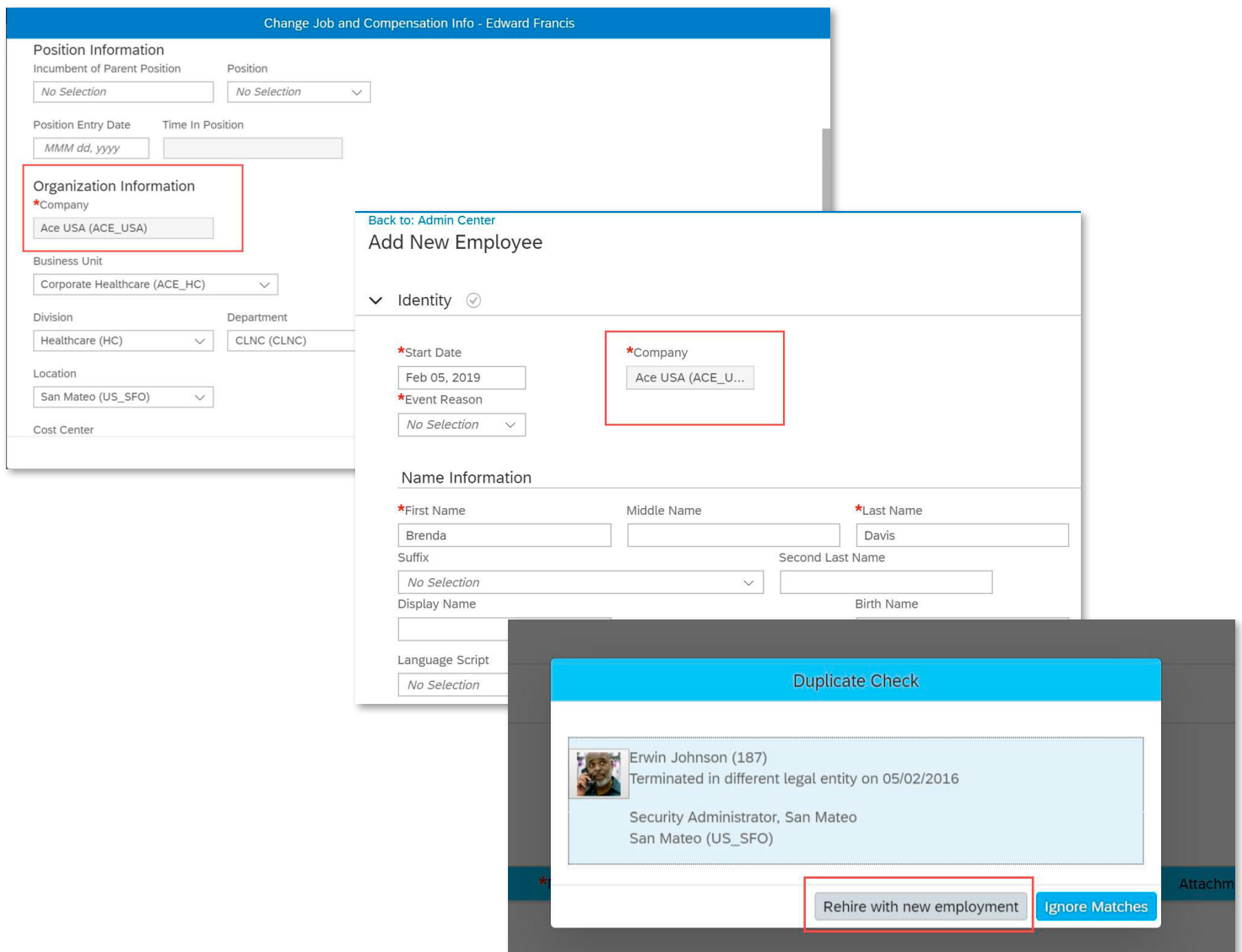
Assignments of multiple work orders

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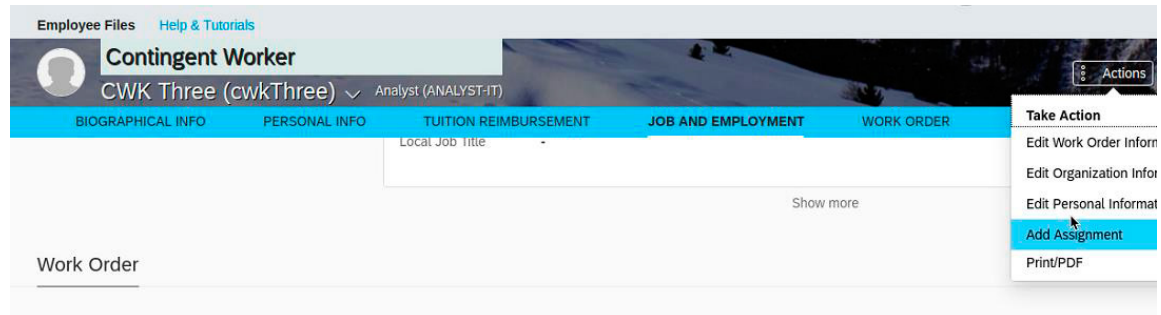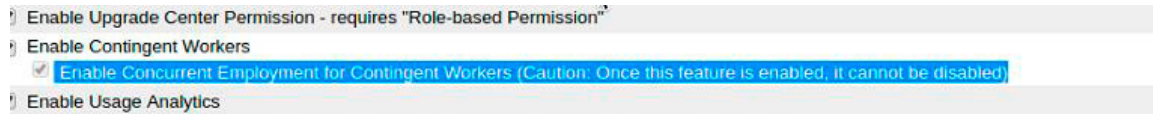
Now, in EC you can re-activate a job that has ended in a different Legal Entity and, also, it allows you to change into an active job!

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.

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.
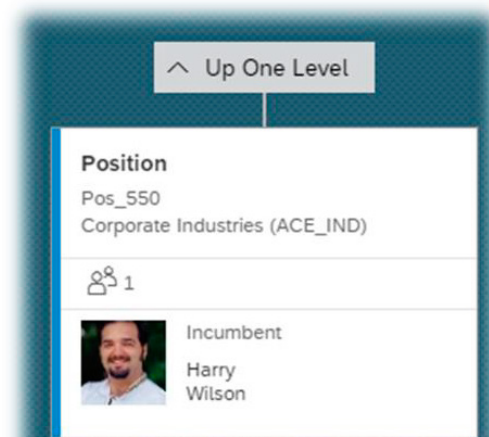
Filter by the approval flows assigned to me

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...

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.

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!

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.

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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