

Innovations

SAP SuccessFactors ♥

March 2019

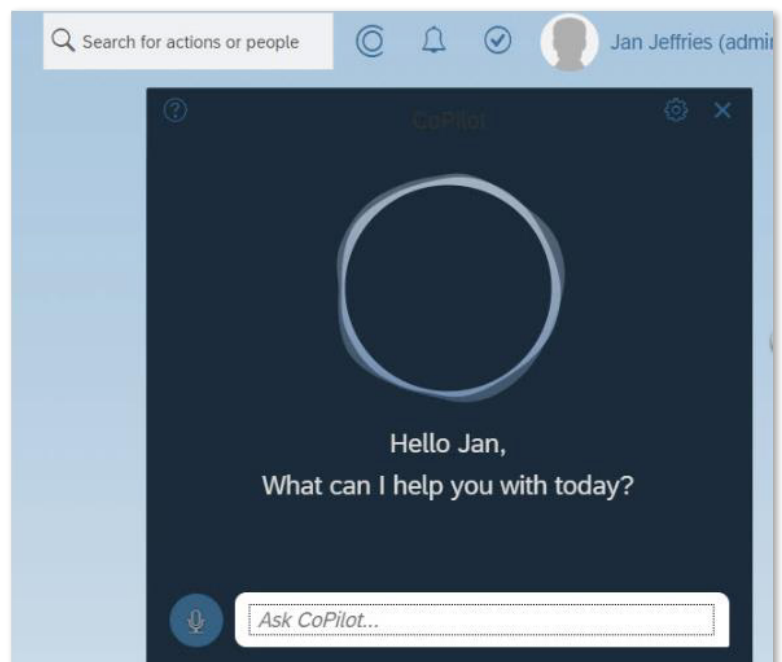
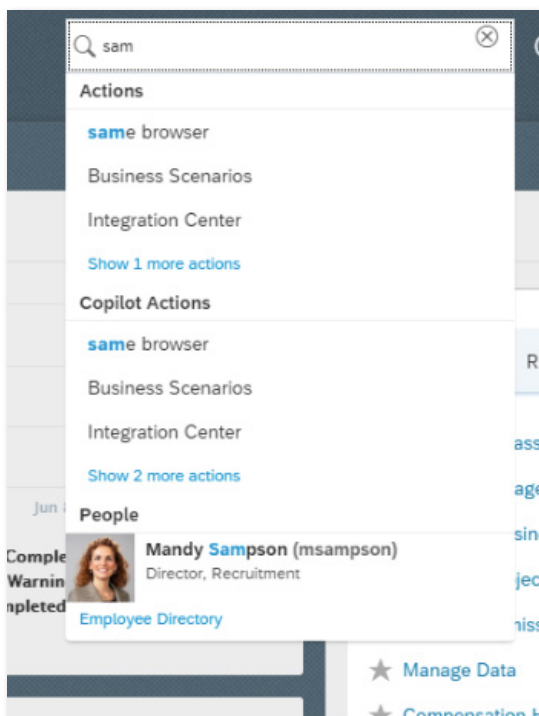
PEOPLE & TALENT

Q1 2019 RELEASE HIGHLIGHTS

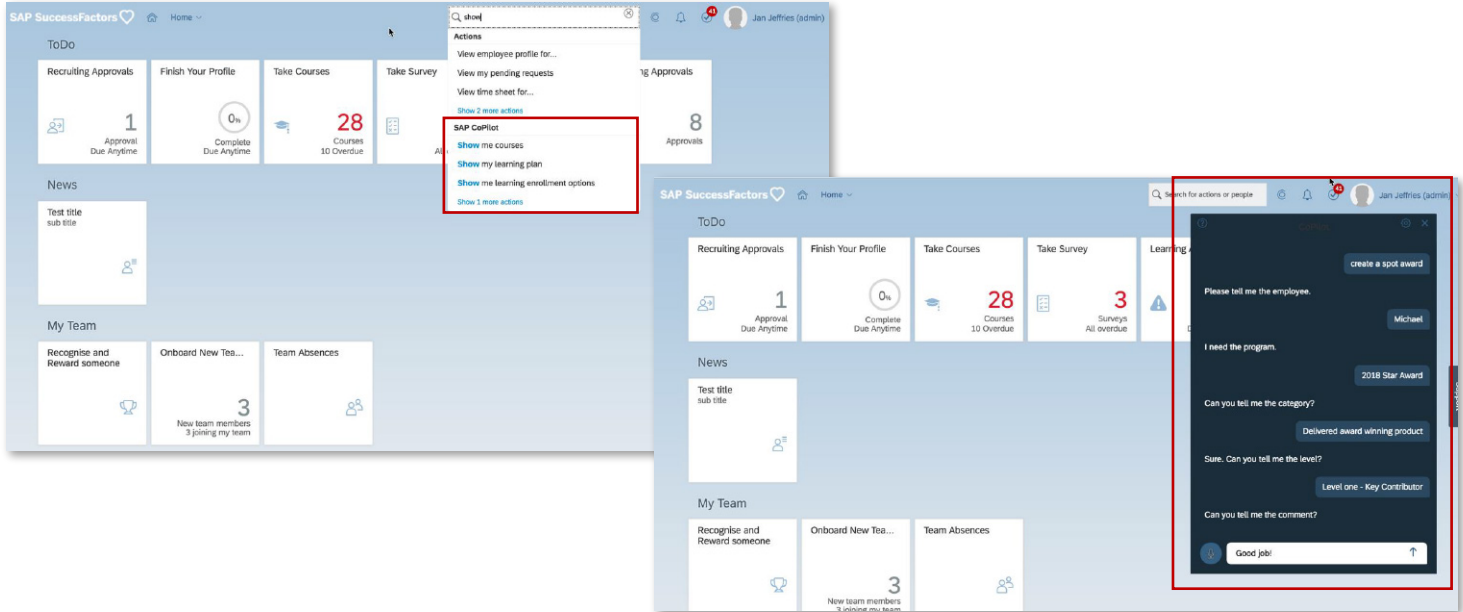
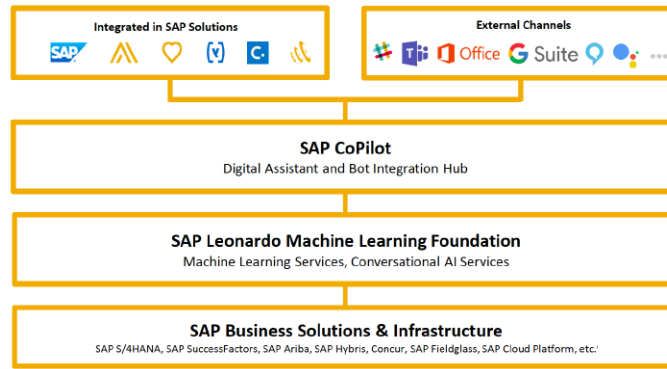
OUR LITTLE SOLUTION GROWS IN LEAPS AND BOUNDS...

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!!

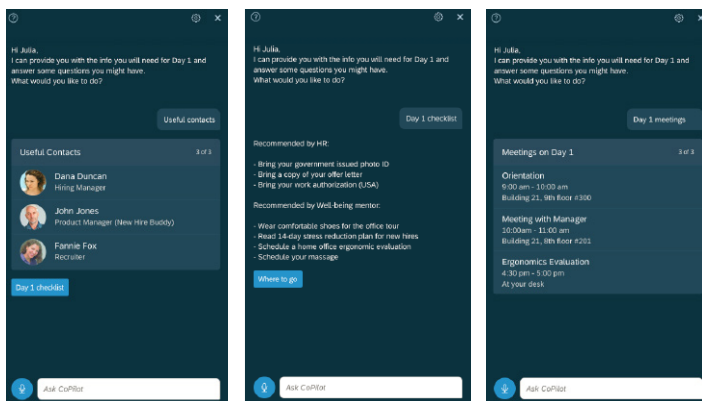
With **Digital Assistance** you can interact with the employees, making your work easier! It seems like Siri, but within SAP SuccessFactors. In this way, making of SAP SuccessFactors a more interactive platform, the users are more involved in the processes! Is there a way for not doing it when we can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



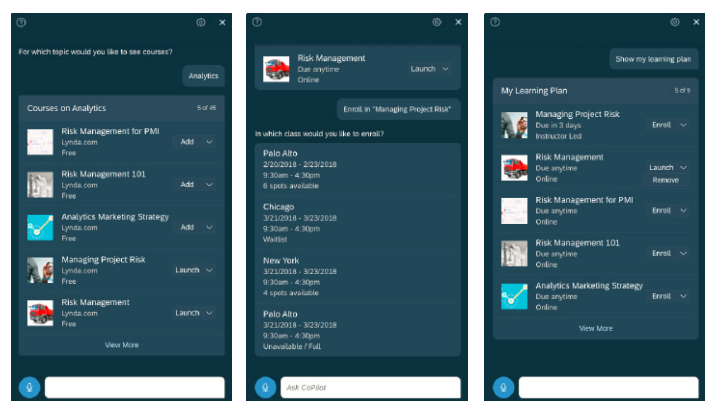
A picture is worth more than a thousand words.



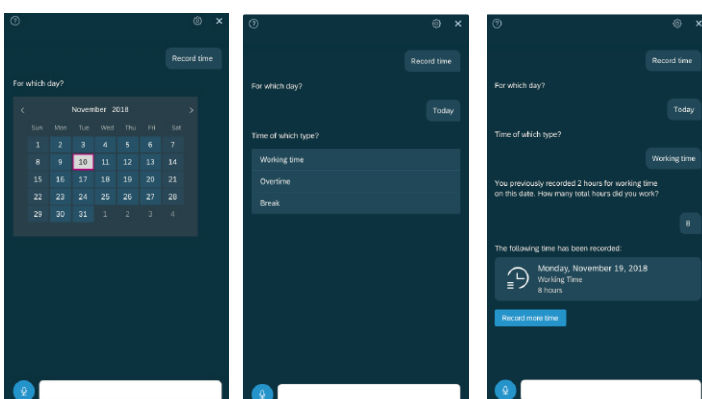
ONBOARDING



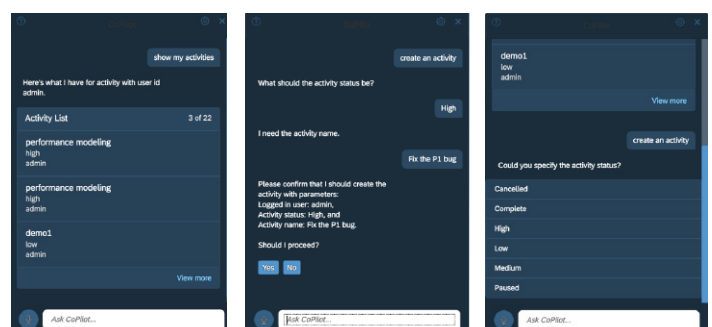
LEARNING



TIMESHEET



CONTINUOUS PERFORMANCE

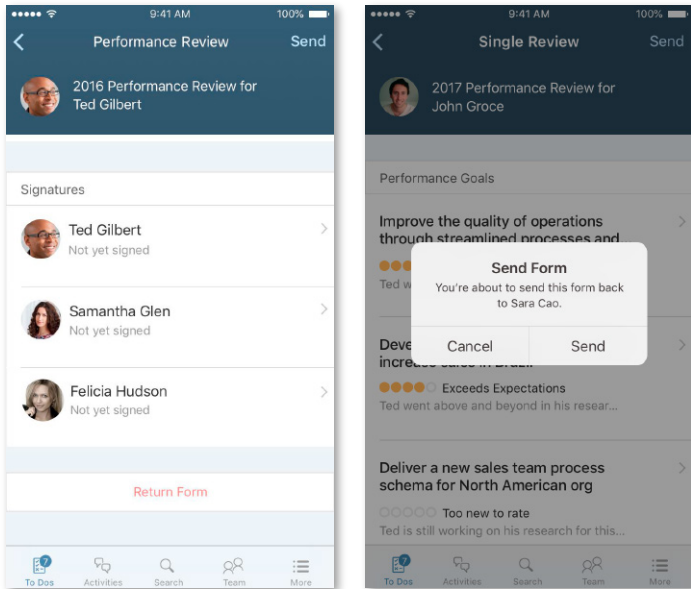


MOBILE

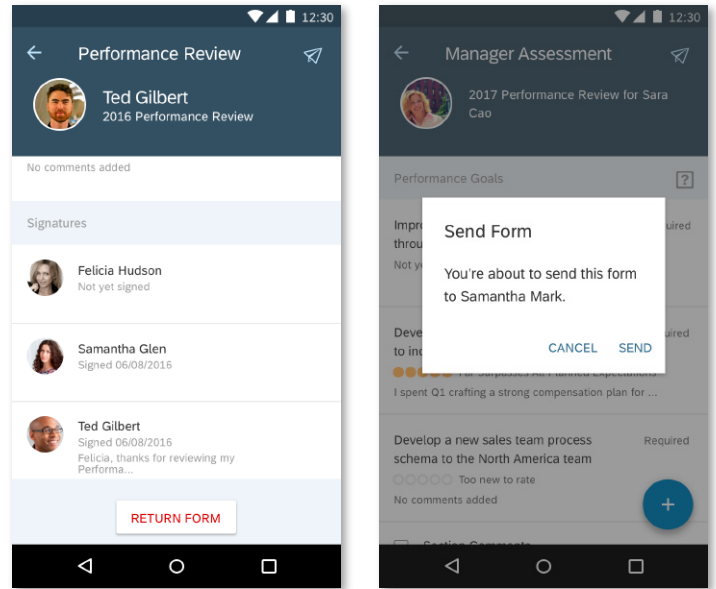
Performance Management

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

iOS

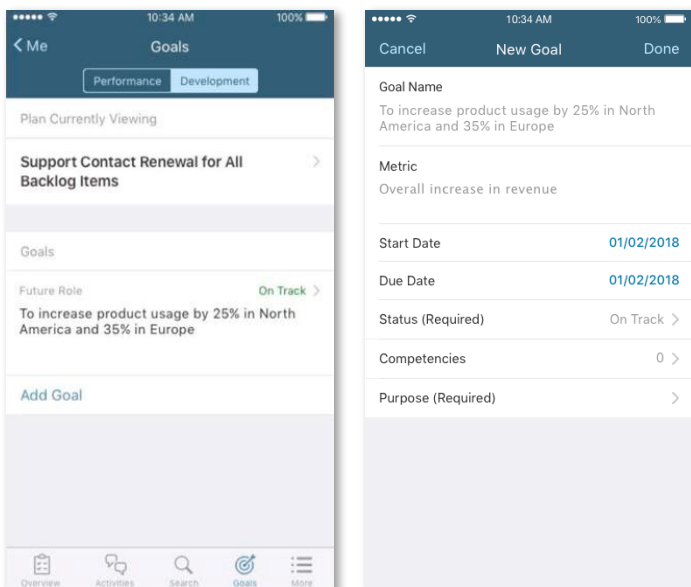


Android

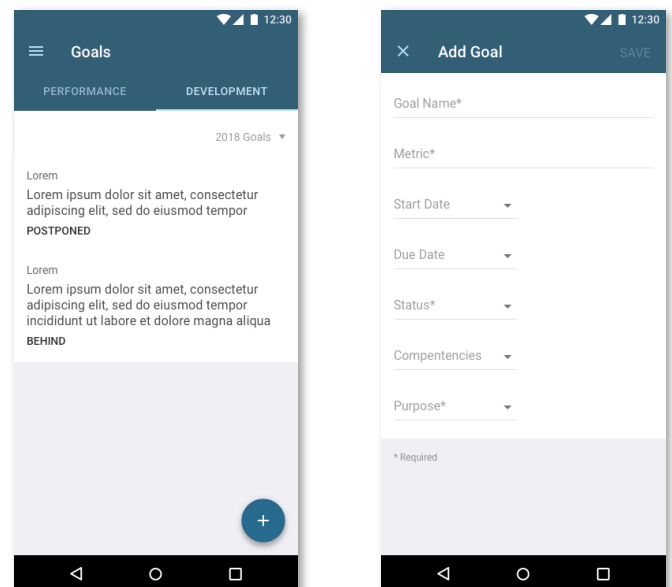


Are you tired of not being able to add, edit, delegate or even not being able to see your historical data? Normal... but SAP SuccessFactors knows it 😊 that is why...right now with the mobile you can have access to your performance plans and to take all the missing actions!

iOS

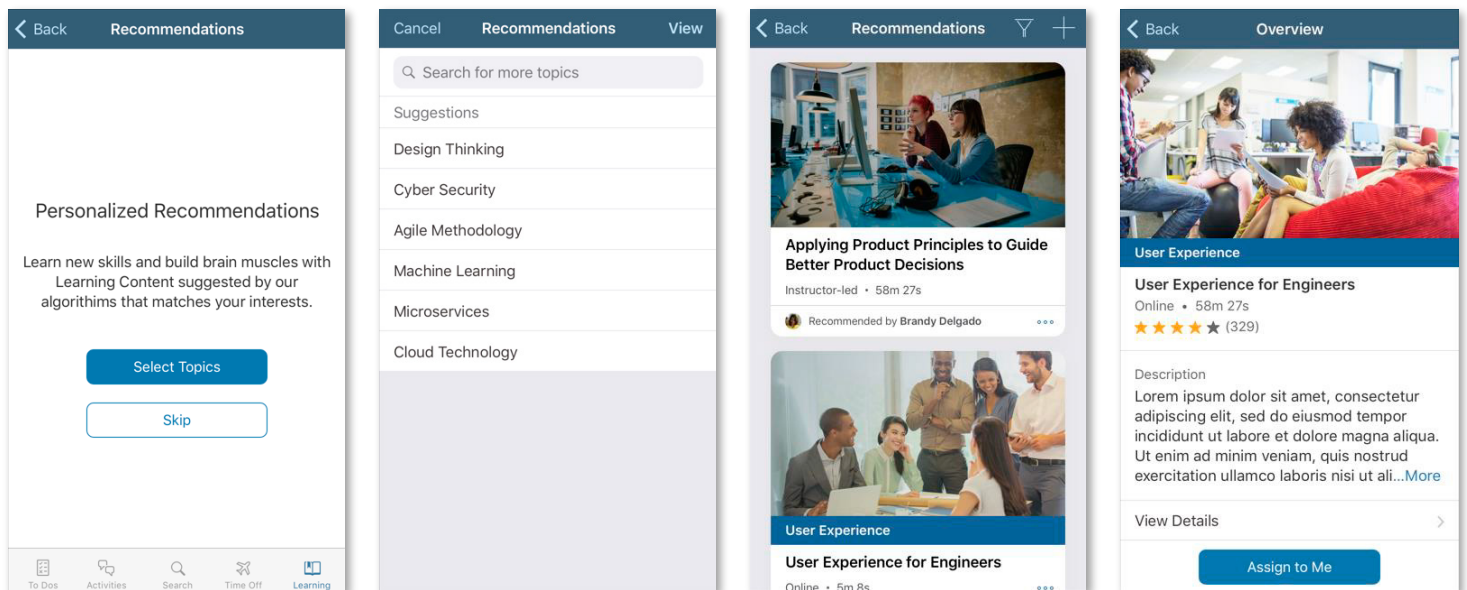


Android

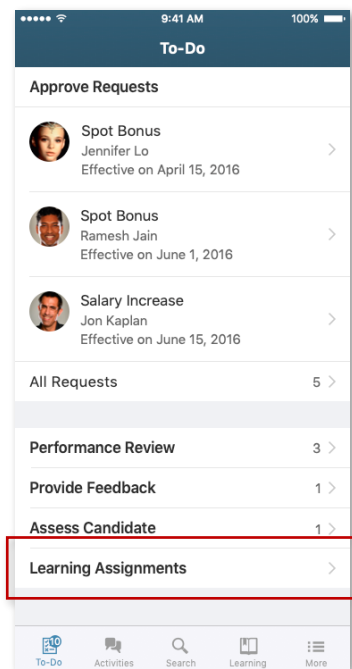
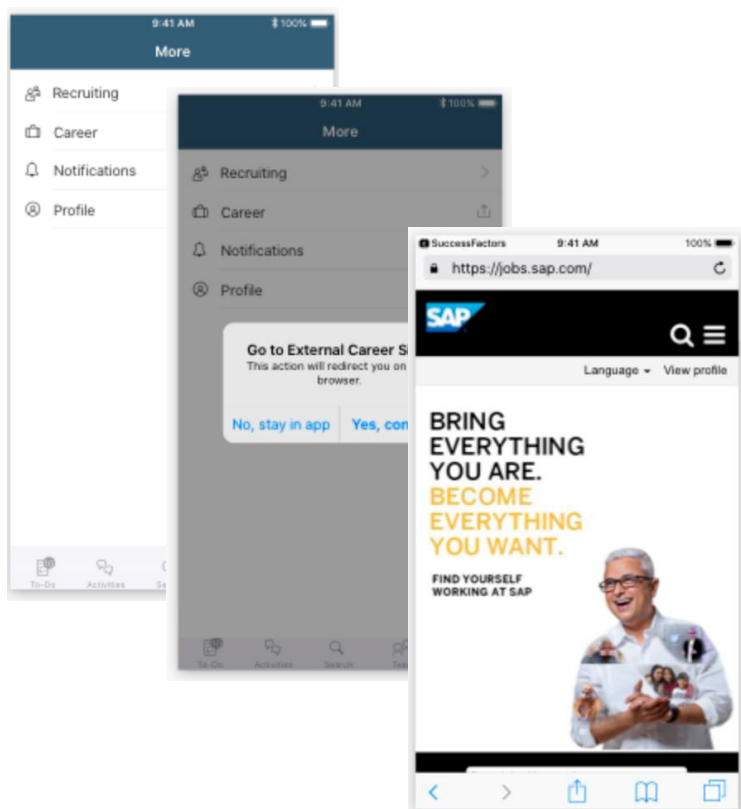


iOs Recommendations

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!

The screenshot displays the SAP SuccessFactors Admin Center interface, specifically the 'Mobile Settings' section. The page is titled 'Mobile Settings' and includes two tabs: 'ENABLE MOBILE FEATURES' and 'MANAGE MOBILE USERS'. A note states: 'Turning OFF/ON mobile features will apply to all mobile enabled end-users. Setting up mobile access right for specific individuals or groups of people can be done in the [Role Based Permissions](#) area. If a mobile feature is turned ON, only end-users that have mobile permissions from Role Based Permissions will have access to that feature.'

The 'Mobile theme' section is active, showing the 'Edit theme' interface for a theme named 'NGD - White Background'. The interface includes a 'Change Colors' section with input fields for 'Background color' (set to #445E75) and 'Font color' (set to #333333). A color picker is open, showing a gradient and RGB values (R: 217, G: 226, B: 234) and a hex value (#d9e2ea). The 'Upload Logos' section has fields for 'iOS' and 'Android' logos, each with a 'Choose a file' button and an 'Upload file' button. A note states: 'When uploading a custom logo, upload The image height cannot be larger than'. The 'Preview Your Theme' section shows two mobile app headers: one for iOS (9:41 AM, 100% battery) and one for Android (12:30). The Android header is highlighted with a red arrow.

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.

The screenshot displays the 'PE 360 Multi-rater form(Fiori) for Marcus Hoff' interface. At the top, there's a navigation bar with 'Reviews', 'Team Overview', and 'Help & Tutorials'. Below this, the 'Inbox' section shows the user's profile and the form title. A horizontal 'ROUTE MAP' is visible, with steps: 1. Employee Nominates Raters (checked), 2. Manager Approves Raters (checked), 3. Complete 360 Evaluate (active, with a 'Due 01/06/2017' warning), and 4. Signature step. The 'INTRODUCTION' section is expanded, showing a thank-you message and a 'Submit Finished Form' button.

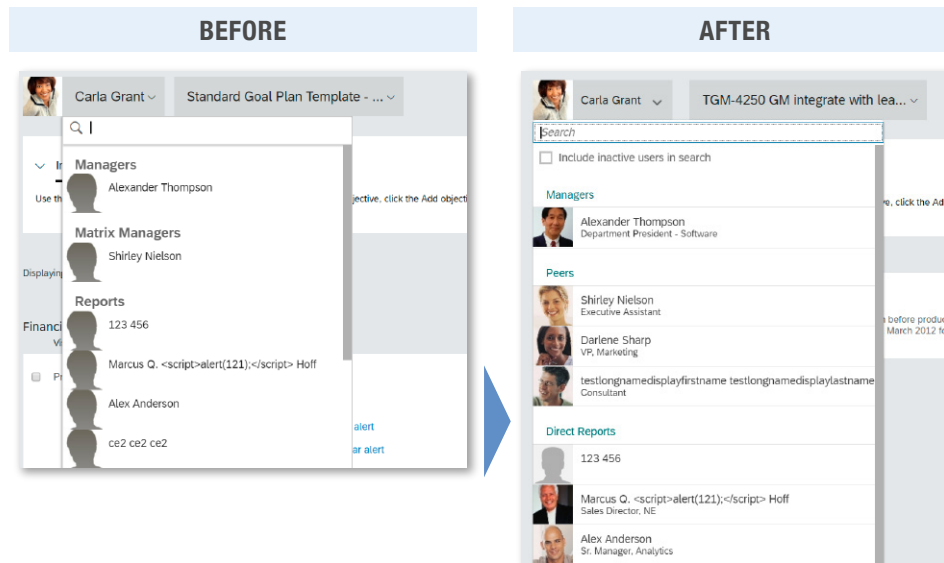
Imagine you have too much work and the assessment that you are doing is interrupted by another task... Oops...you forget to save your work... That happened, right? The last time! Here we have a new functionality that can automatically save the changes you are doing and... look! The rating scale is circular!

The screenshot displays the 'COMPETENCY FEEDBACK' section of the 360 Review form. It includes instructions for the reviewer to select a rating for the individual. The 'Communication' competency is highlighted, with a description: 'Communicates well both verbally and in writing, creates accurate and punctual reports, delivers presentations, shares information and ideas with others, has good listening skills.' The rating is shown as a circular scale with 5 stars, all of which are filled, indicating a rating of 5.0 - Outstanding. A 'Writing Assistant' button is visible next to the 'Subjects Comments' field, which contains the text 'Very Good in 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:

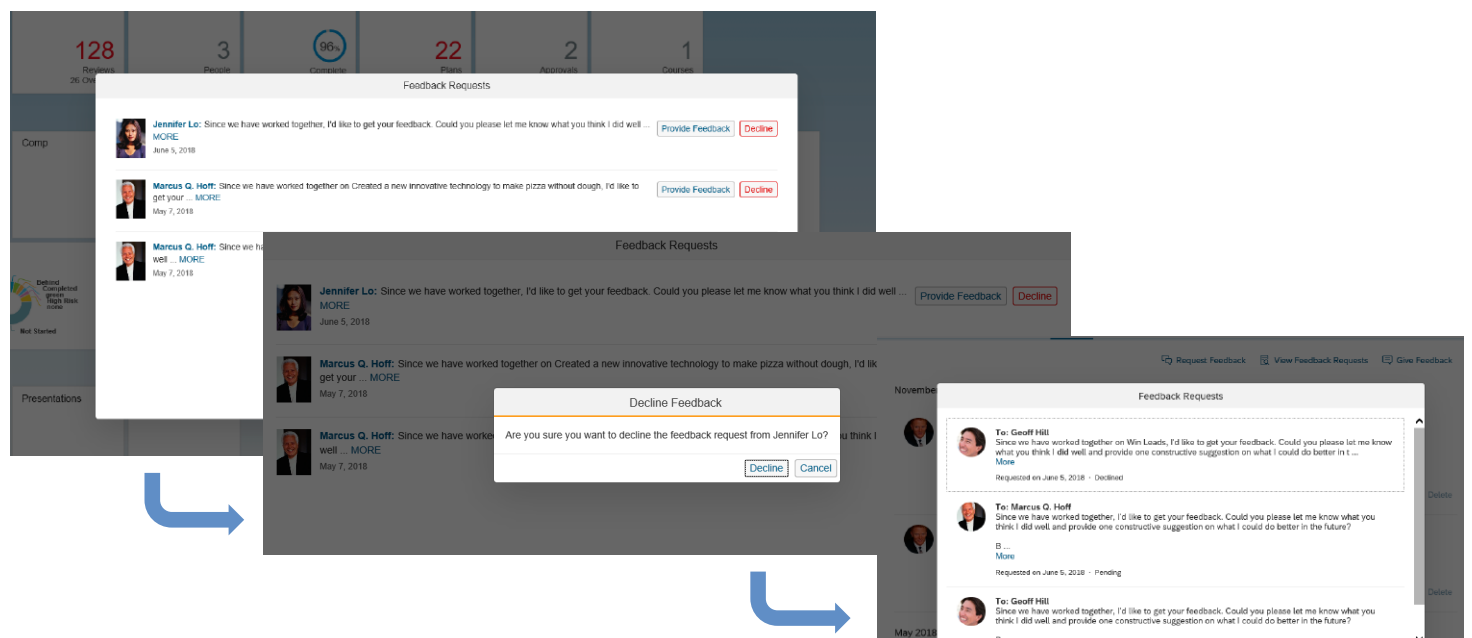
- Companions who belong to the same hierarchy of an employee.
- The search scope respects the settings of the permissions that users have, as well as the permissions of the templates if, for example, I belong to Spain and my permissions are restricted to be able to only visualize and perform actions 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.



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.

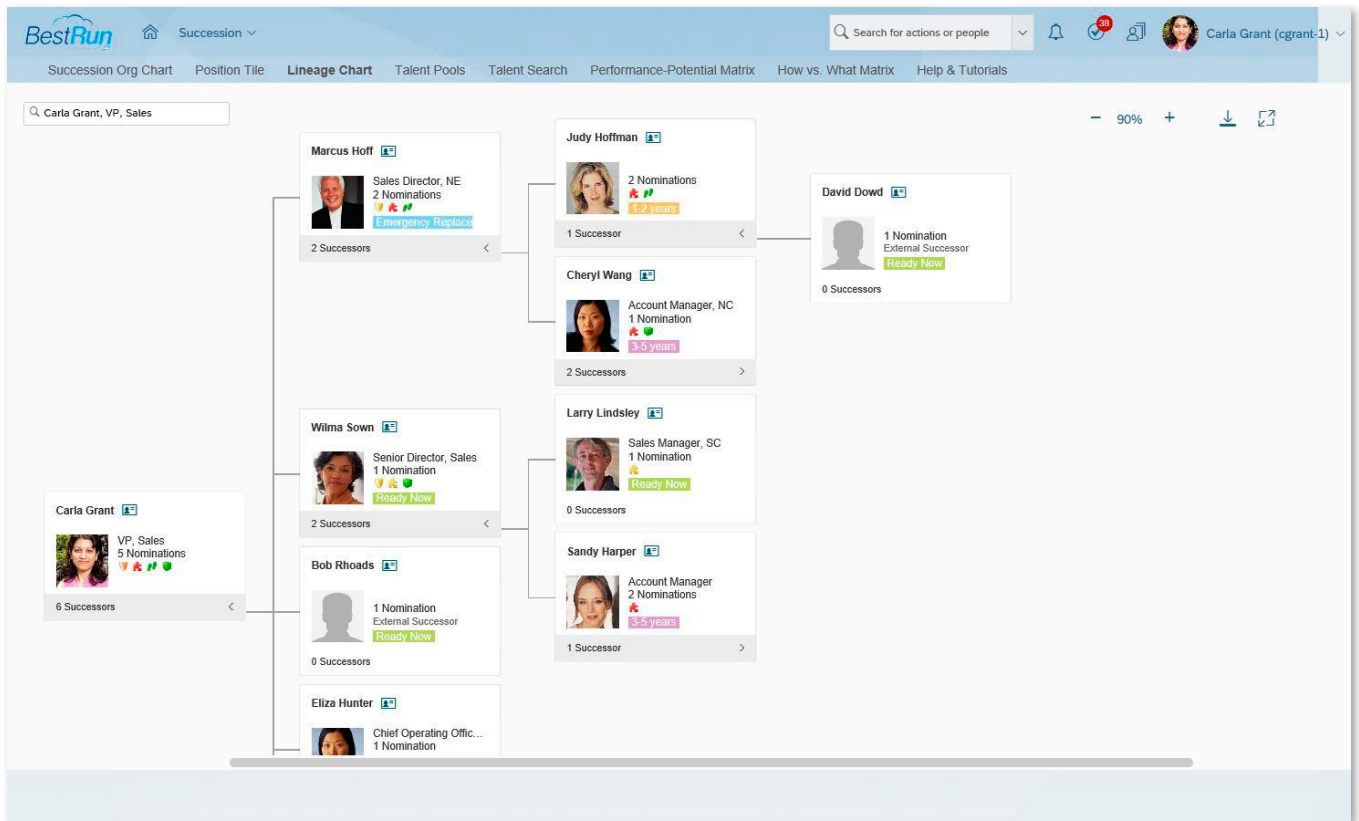
When a user receives a feedback request “To Do” the user will now see a “Decline” button available, when user clicks decline, they will receive a validation to confirm they wish to decline feedback, the system will return the user back to the home page, requestee will see the status of “declined” in 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 overall succession coverage below a given incumbent or position. Lineage Chart helps analyze the likely effect before a high-level succession plan is taken into action.



This screenshot shows the same Lineage Chart as above, but with a detailed view of Cheryl Wang's profile open on the right side. The profile view includes:

- Header:** Cheryl Wang, Account Manager, NC, Sales (SALES), In Position 17 years, 2 months.
- Nominations (1):** Sales Director, NE (3-5 years).
- Talent Pool Nominations (2):** Talent Pipeline MARKETING, Talent Pipeline PRODUCTION.
- Performance & Potential:** No Records Found.
- Talent Information:**
 - Risk of Loss: High
 - Impact of Loss: High
 - Future Leader: No
 - Diversity Candidate: No
 - Gender: Female
 - Key Position: No

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

File Name: [Browse...](#)

☐ Select subjects and participants automatically according to the owners. [?](#)

Step 1: [Validate Import File](#)

Step 2: [Create Sessions](#)

Please put the session IDs here [?](#)

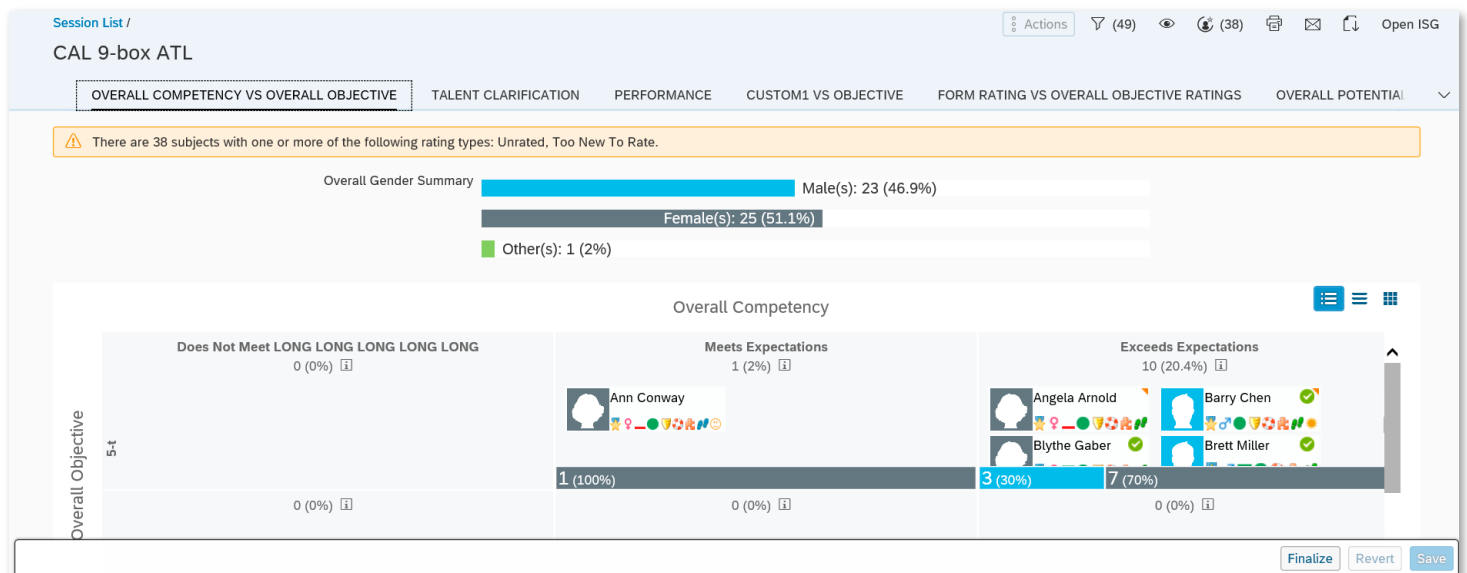
Step 3: [Validate Sessions](#)

Step 4: [Activate Sessions](#)

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

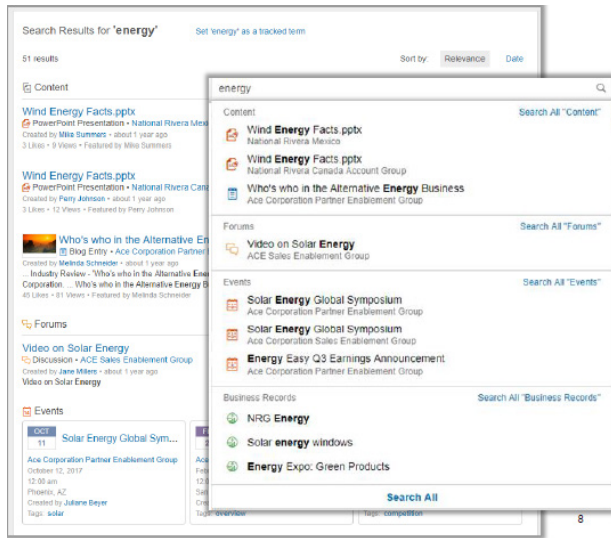
Unrated People in a Session

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



SAP JAM

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

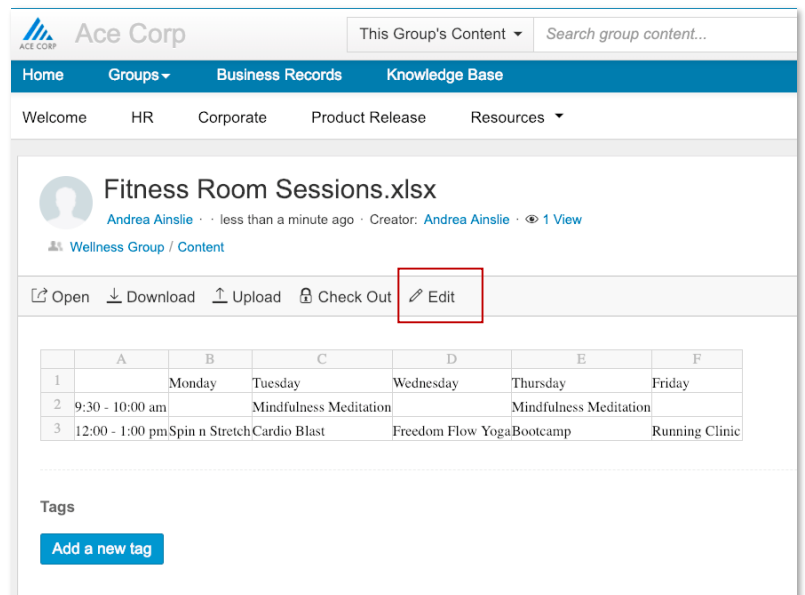


Furthermore... you are able to edit documents without having the need to download them!

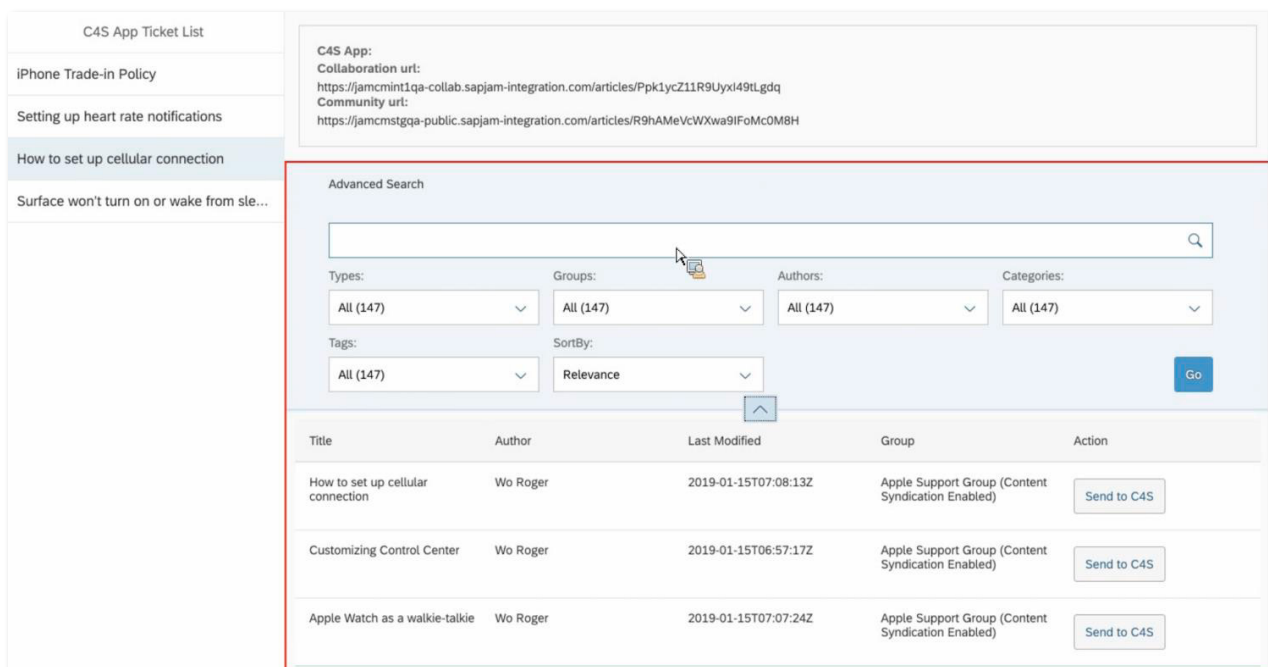
Word Delimiter Token Filter

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"



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.

Filter By Category
Select up to 50 categories

Type a category name

Category

☐ Wind

☐ Water

☐ Industrial

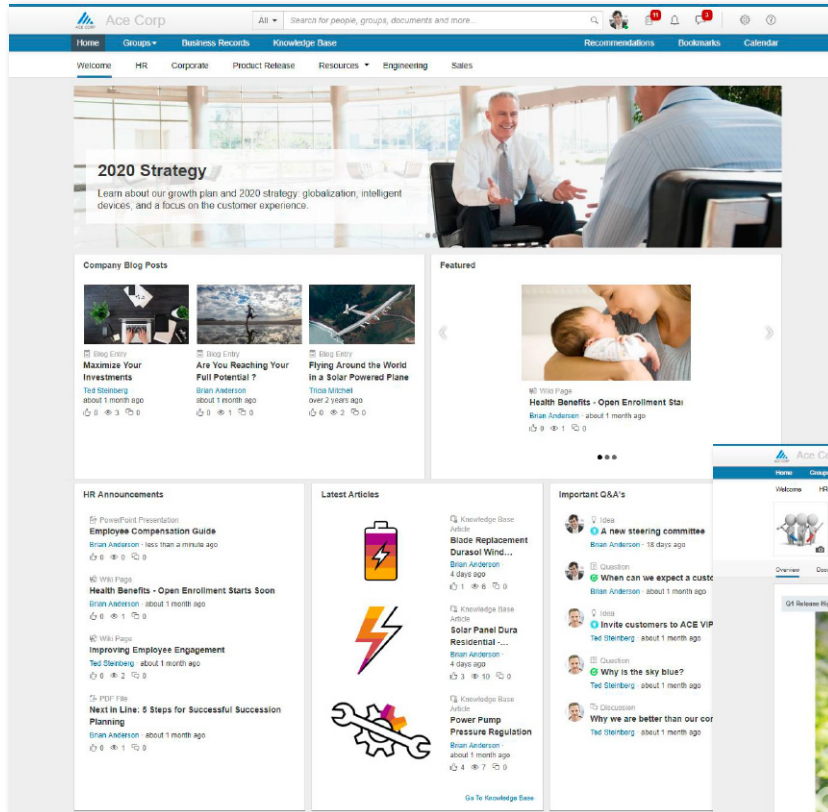
☐ Residential

☐ Commercial

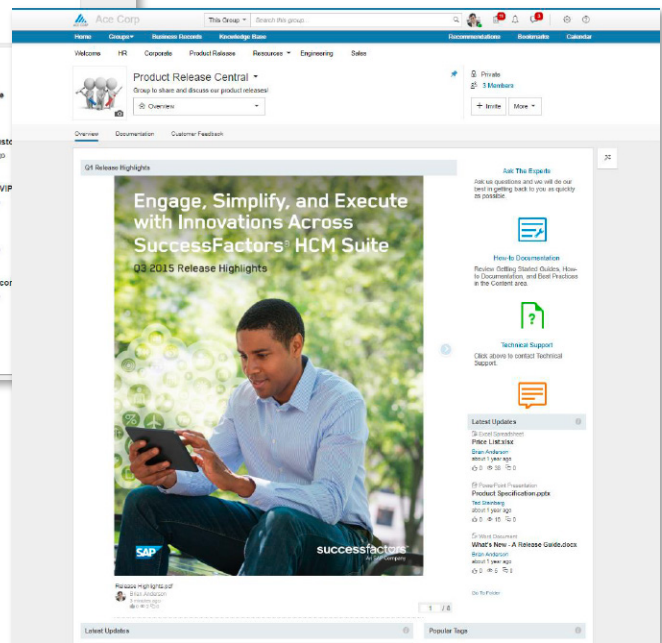
Submit Cancel

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?

Poll of the Day



Did you find the release webinar helpful?

Brian Anderson · 7 minutes ago

Did you find the release webinar helpful?

- ☒ Yes
☐ Somewhat
☐ Needs work

Vote Now!

View Results

Poll of the Day



Did you find the release webinar helpful?

Brian Anderson · 10 minutes ago

Yes

50% (1 vote)

Somewhat

50% (1 vote)

Needs work

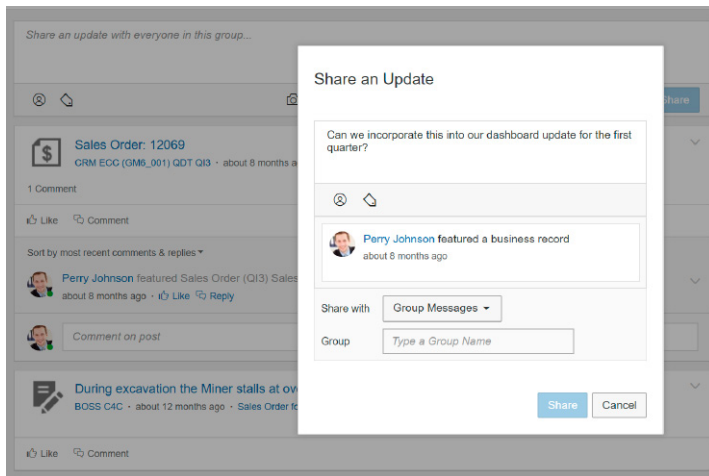
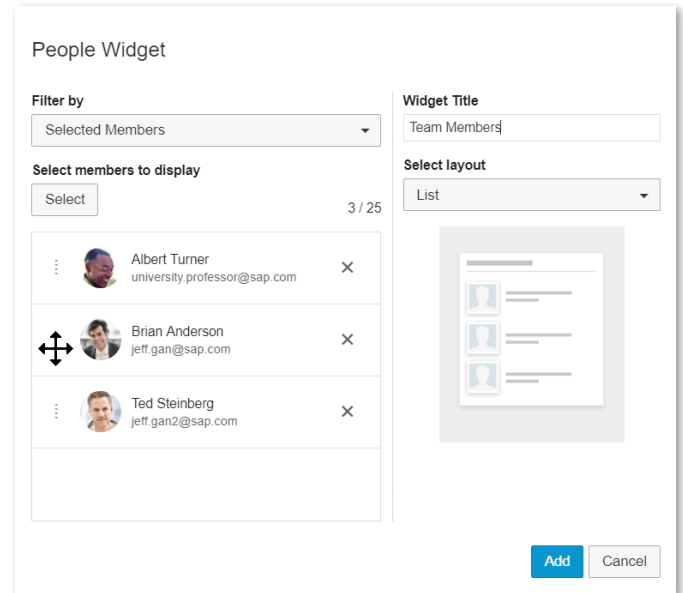
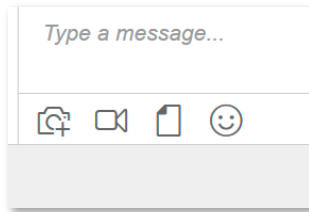
0% (0 votes)

Change Your Vote
Withdraw Vote

People widget: new types and filters

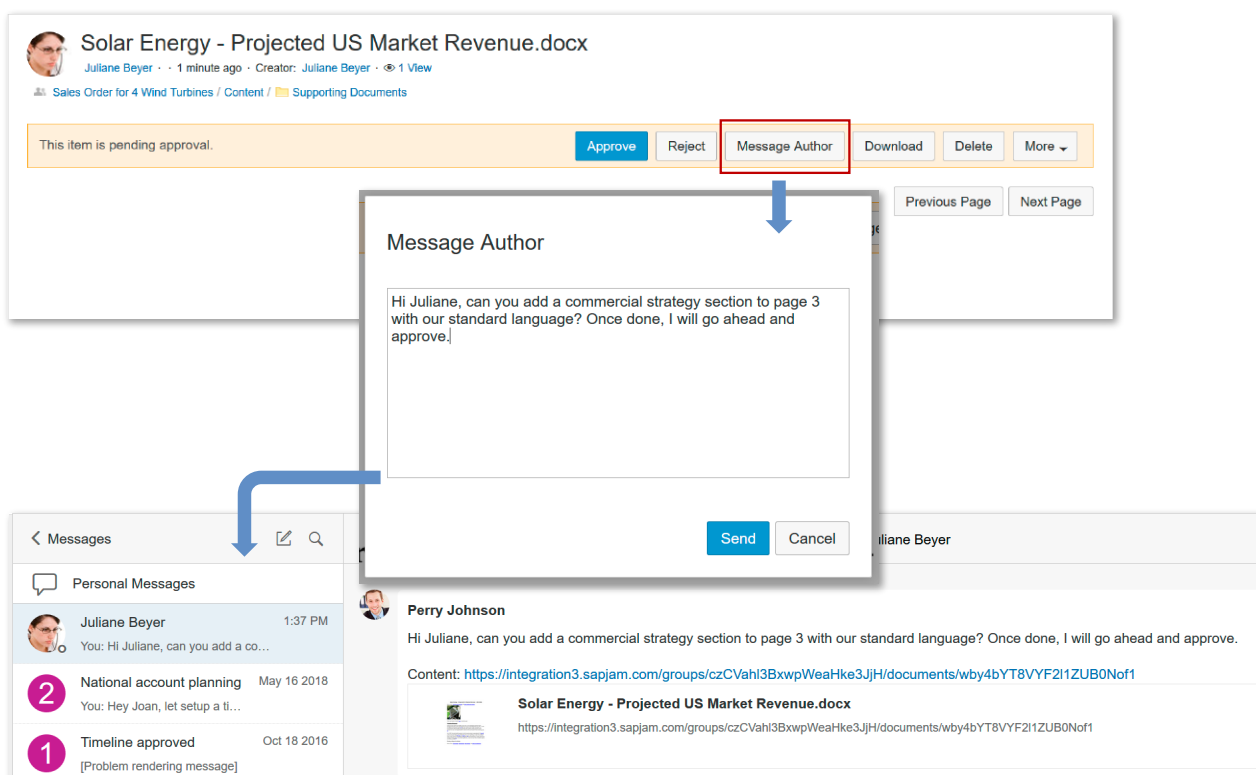
Easier way to Highlight stakeholders and experts as well as easily add, remove, and search the selection list.

Add documents and videos directly on the messages!!



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:

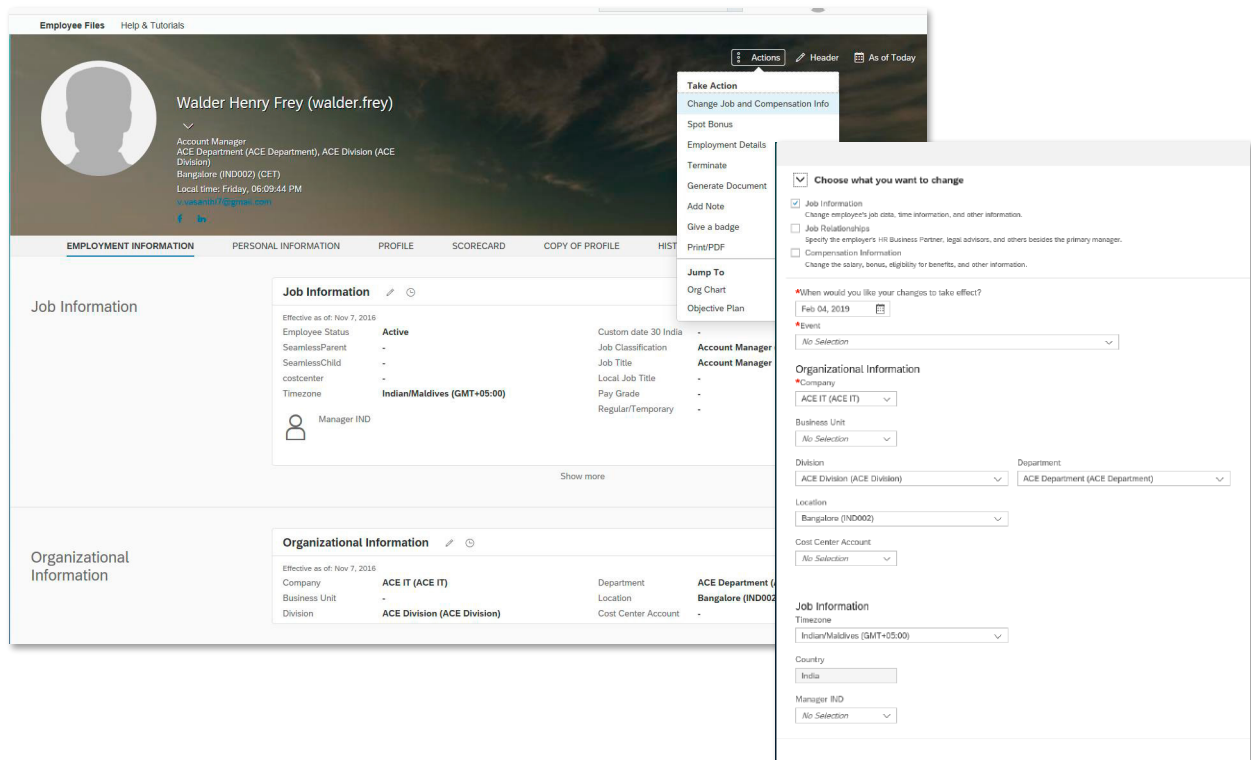


ONBOARDING 2.0

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

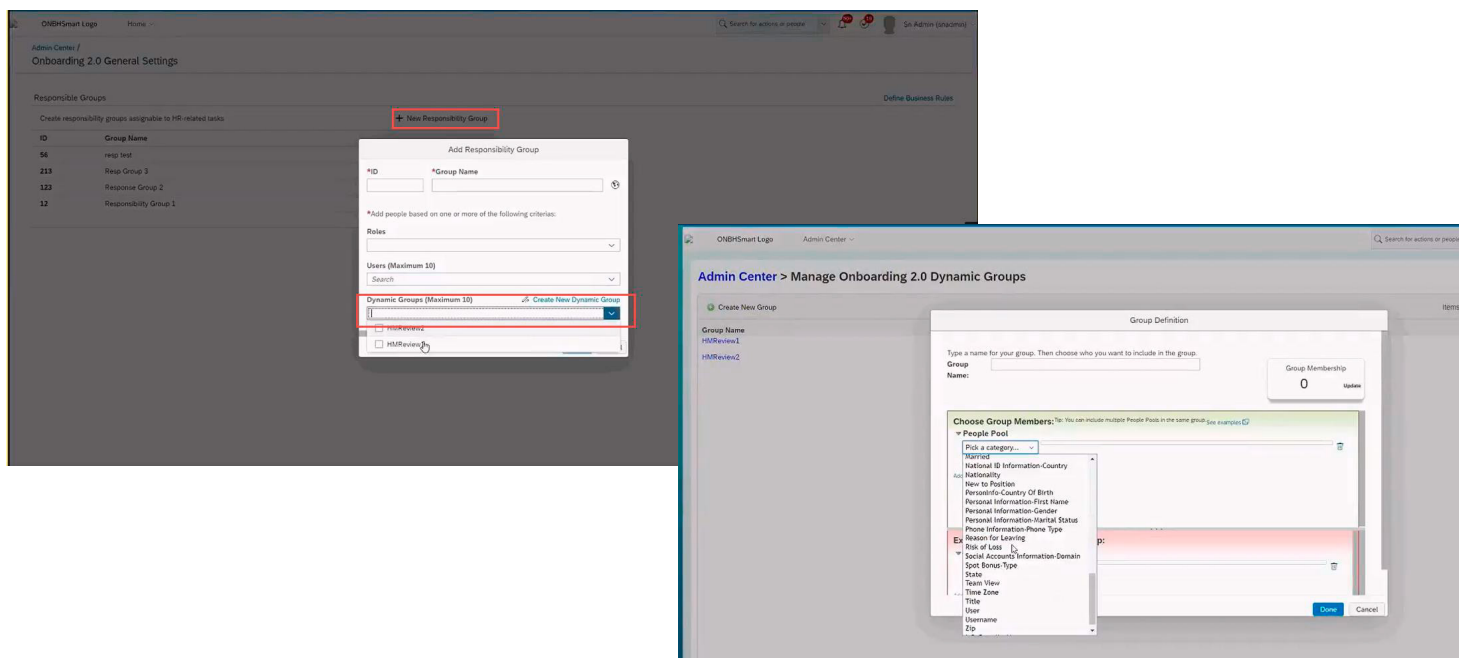
And well ... if we have new tasks !!:

- 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!

Actions for all plans

Import/Export Data	Manage Statement Templates	Group Assignments
Manage Company Settings	Manage Executive Review Filters	

Manage Company Settings

Enabling these features affects all plans within the instance.

Compensation and Variable Pay

- ☐ Disable locale based number format ?
- ☐ Hide user photos on the worksheet and compensation profile
- ☐ Hide Personal Compensation Statements in PDF format
- ☐ Do not display numbers on SuccessStore personal compensation statements in each user's locale ?
- ☒ Allow Compensation Administrator to export compensation plan activity audit via UI ?
- ☐ Do not wrap worksheet column header labels ?
- ☒ Enable RBP for Executive Review Export
- ☒ Automatically purge deleted worksheets after (1 - 365) day(s).

Back to: Admin Center

Manage Audit Configuration

Change Audit Read Audit Read Audit User Exceptions

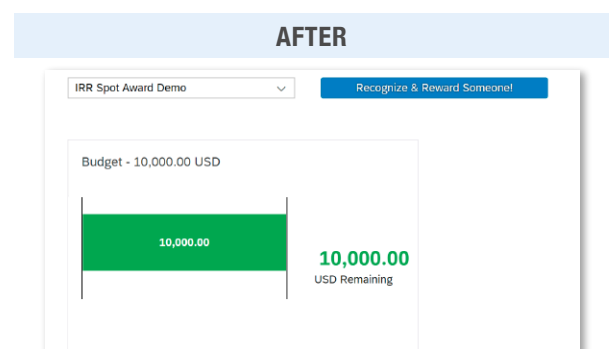
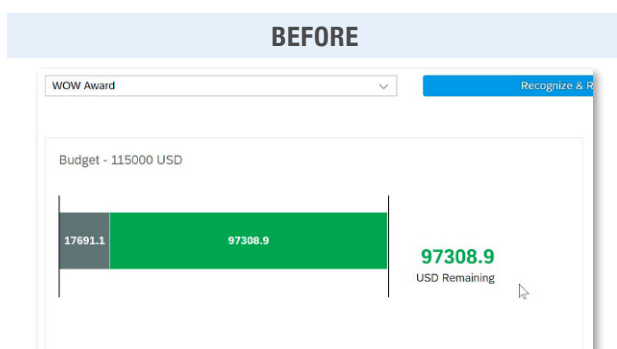
☒ ON Change Audit ?

☒ ON Personal Data Audit ?

☒ ON General Audit ?





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.



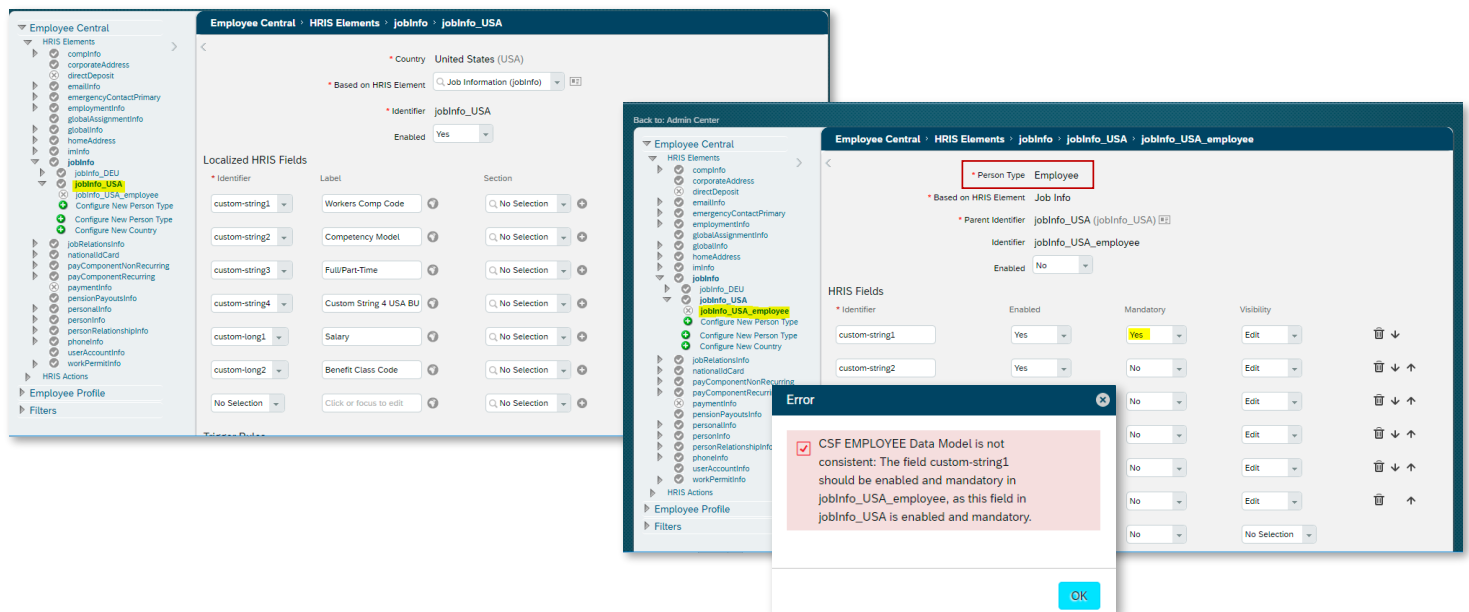
EMPLOYEE CENTRAL

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.

Work Experience & Education	Work Experience Within Company  			
	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, 2013	Support	Paris, France (EMEA)
	Developer	Aug 01, 2005- Mar 15, 2011	Support	Walldorf, Germany (EMEA)
	Associate Developer	Jan 01, 2003- July 15, 2004	Internet of Things	Walldorf, Germany (EMEA)
	Show more			
Formal Education	Formal Education  			
	School	Time Period	Major	Degree
	Elementary School	Jul 10, 1973 - Jul 1, 1980	-	
	Senior High	Aug. 6, 1981 - Aug 10, 1990	Science	High School Diploma
	University of Stanford	Mar 31, 1991 - Mar 31, 2000	Computer Science	Bachelors
	University of Munich	Aug 01, 2000 - Mar 15, 2004	Computer Science	Masters

Job Information

The option "Type of employee" has been added within the employment information for Onboarders 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.



The screenshots show the configuration of HRIS Elements in SAP SuccessFactors Employee Central. The first screenshot shows the 'Job Information' configuration for 'jobinfo_USA' with fields like 'Workers Comp Code', 'Competency Model', 'Full/Part-Time', 'Custom String 4 USA BU', 'Salary', and 'Benefit Class Code'. The second screenshot shows the 'Job Information' configuration for 'jobinfo_USA_employee' with fields like 'custom-string1' and 'custom-string2'. An error message is displayed: 'CSF EMPLOYEE Data Model is not consistent: The field custom-string1 should be enabled and mandatory in jobinfo_USA_employee, as this field in jobinfo_USA is enabled and mandatory.'

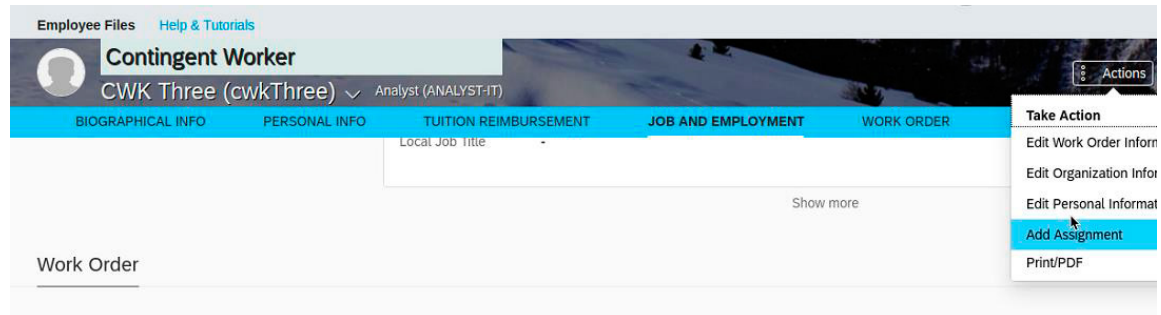
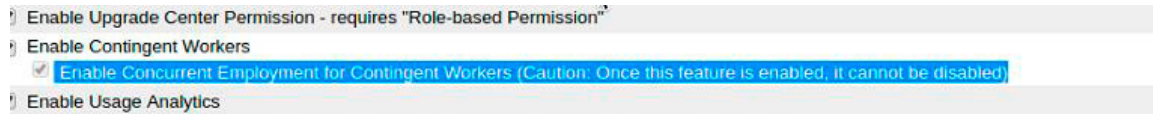
Administrators can now activate or deactivate a rule from BCUI. Instead of deleting the rule, you can disable it and still have it in the configuration.



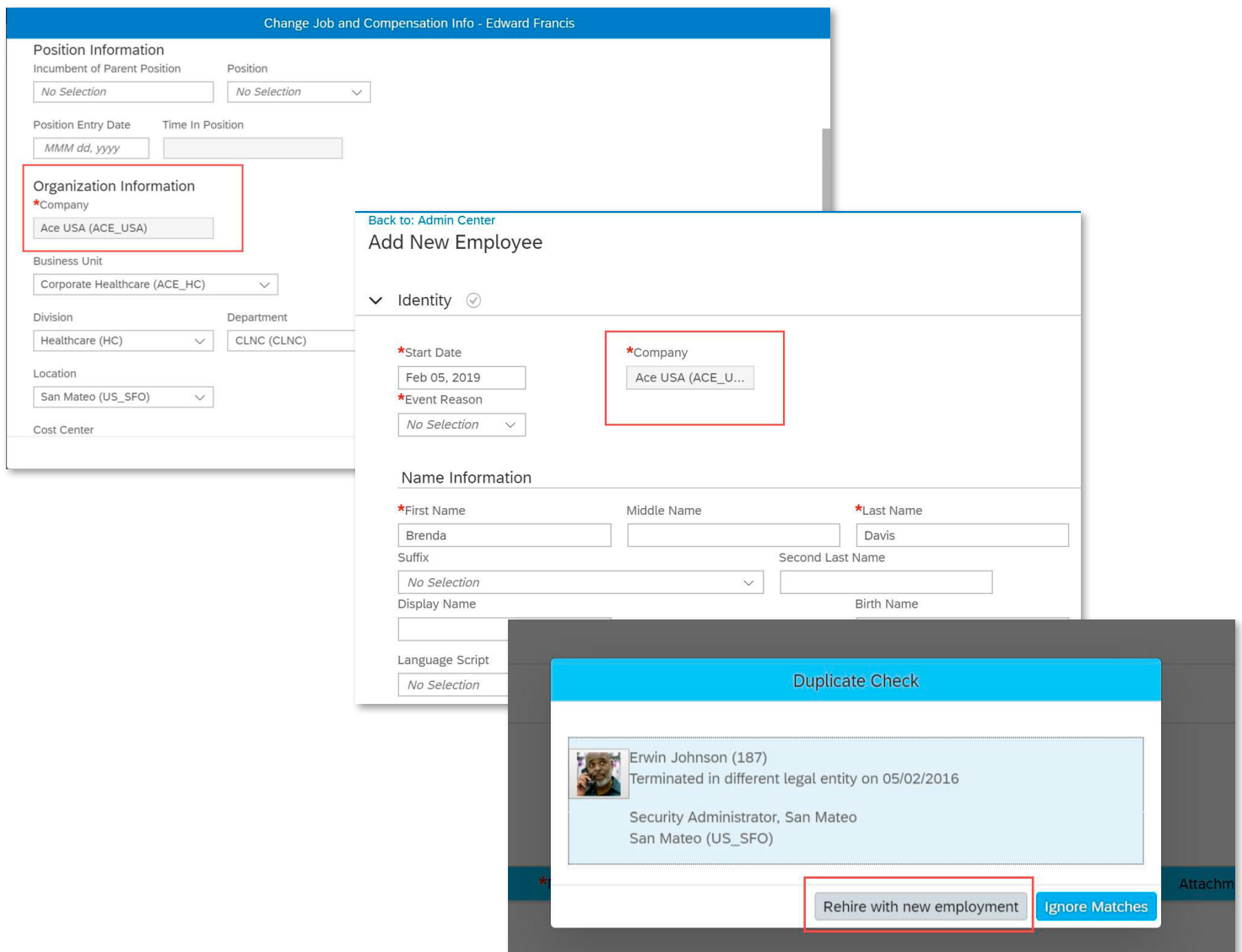
The screenshot shows the 'Trigger Rules' configuration interface. It displays a rule for 'Compensation Information' with the event type 'onSave' and the rule name 'comp-if-and-else (comp-if-and-...)'. The rule is currently 'Enabled'. There is a dropdown menu to toggle the rule's status between 'Yes', 'No', and '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.



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.

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) ▾	1,000	USD ▾	Monthly (MON) ▾	14 Mar 2019
Monthly Car (MONCAR) ▾	15	USD ▾	Monthly (MON) ▾	31 Oct 2018
ml_pcRecAmt (ml_pcRec...) ▾	1,000	USD ▾	Annual (ANN) ▾	31 Oct 2018

⊕ Add

Pay Targets

*Pay Component	*Amount	*Currency	*Frequency	No Changes until
No data				

⊕ Add

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

Hide entity type ☐ ?

Show incumbents ☒ ?

Visible fields

Code ▾ ☐ I ☐ B ↓

Business Unit ▾ ☐ I ☐ B ↑

+ Add a field

Visible user fields

+ Add a field

Count people Position ▾ ?

Count positions No Selection ▾ ?

Side panel sections

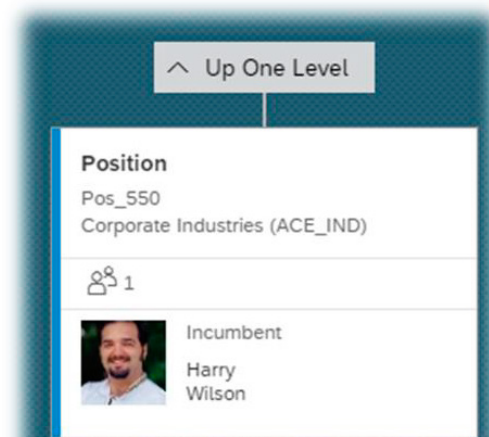
Details ▾ ? ↓

History ▾ ? ↓ ↑

Hierarchy Details ▾ ? ↓ ↑

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...

The screenshot shows the 'My Workflow Requests (8)' page with various filters. The 'Assignment' dropdown menu is open, showing options: 'No Selection', 'Unassigned', 'Assigned to me', 'Assigned to others', and 'Assigned to...'. The 'Assigned to me' option is highlighted.

The screenshot shows the 'My Workflow Requests (8)' page with various filters. The 'Assigned to' dropdown menu is open, showing a search bar and a list of users. 'Carla Grant' is selected, and a tooltip shows her details: 'Carla Grant (vickyTest254) RUPS, No Data VP, Sales new, Chicago'.

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.

The screenshot shows the SAP SuccessFactors interface. On the left, the 'Pending Hires' section is visible, showing a list of hires with columns: Name, Hire Date, Job Title, Location, Pay Grade, Department, and Division. The 'Global Assignment' option is highlighted in the 'Hire' column. On the right, the 'Global Assignment' dropdown menu is open, showing options: 'No Selection', 'Concurrent Assignment', and 'Global Assignment'. The 'Global Assignment' option is highlighted.

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.

Configure: Entry permit for Candidate - by Recruiter

Business Entity: Entity 1
Document Type: Entry Permit
Process Type: New
Request For: Candidate

INITIATION

Executor: Recruiter
Form Setting: Allowed Actions

APPROVAL

Level	Sub Level	Approval Name	Executor	Allowed Actions
1	1	HR Admin Approval	HR Admin	Allowed Actions
2	1	HR Admin Approval	Recruiter	Allowed Actions
2	2	HR Admin Approval	Employee	Allowed Actions
3	1	HR Admin Approval	Level 1 Manager	Allowed Actions

PRIMARY AGENT ASSIGNMENT

Executor: Agent 1
Form Setting: Allowed Actions

MILESTONE

Level	Sub Level	Milestone	Executor	Allowed Actions	Form Settings	Attach	Delete
1	1	Collect Canadian Documents	Agent 1	Allowed Actions	Form Settings	Attach	Delete
2	1	Apply for Visa Extension	Agent 1	Allowed Actions	Form Settings	Attach	Delete
3	1	Get Visa Approval Extension	Agent 1	Allowed Actions	Form Settings	Attach	Delete

FINALIZATION

Executor: HR Admin
Form Setting: Allowed Actions

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

Upload Document

AttachmentSource: SFSF Recruitment

Uploaded (8)

AttachmentSource	Document Name	Document ID	Document Type	Document Date
SFSF Recruitment	OfferLetter.pdf	153038	offerletter	Jun 22, 2017
SFSF Recruitment	OfferLetter.html	5067	offerletter	Jun 22, 2017

Buttons: Pull, Cancel

Assignment of multiple agencies

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

MILESTONE							
Level	Sub Level	Milestone	Executor	Allowed Actions	Form Settings	Attach	Delete
1	1	Candidate Receive the Visa	Agent 1	Allowed Actions	Form Settings	Attach	Delete
1	2	Apply for Visa	Agent 2	Allowed Actions	Form Settings	Attach	Delete
2	1	Make Appointment at the Embassy	Agent 1	Allowed Actions	Form Settings	Attach	Delete
3	1	Candidate Receive the Visa	Agent 3	Allowed Actions	Form Settings	Attach	Delete

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.

Support Package	Status	Description/Affected Countries	Availability	Action
60	SP is applied	Synchronization HR SP	Not Applicable	
61	Overdue	Legal Changes/Corrections for the following ... 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

stratesys

MULTINATIONAL COMPANY
SPECIALIZED IN DIGITAL SERVICES

58M€
REVENUE

400+
CLIENTS

900
PROFESSIONALS

300%+
GROWTH IN THE
LAST 10 YEARS

1000+
PROJECTS

8
COUNTRIES WITH
LOCAL PRESENCE

We accompany our clients on their road to digital transformation and we help them achieve their objectives through the development of technological and business solutions

Want to know more? Visit our web!

www.stratesys-ts.com



www.stratesys-ts.com



stratesys

Copyright Stratesys Technology Solutions. All rights reserved. No part of this document may be reproduced or transmitted by any means, for any purpose without the express permission of Stratesys. All products are trademarks or registered trademarks of their respective companies.