

SAP SuccessFactors Q3 2019 RELEASE HIGHLIGHTS



NEW FEATURES - SEPTEMBER 2019

Dare a little and enter, come, we tell you which are the new updates of **SAP SuccessFactors**!

Hereafter, we show the most outstanding features of this new version

COMPENSATION

PEOPLE ANALYTICS

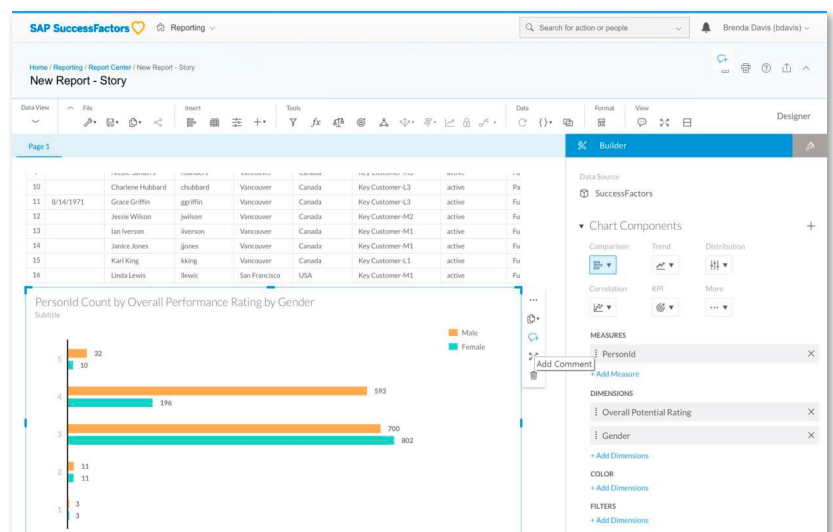
Access your data across **SAP SuccessFactors** solutions

- Live SAP SuccessFactors data
- Intelligent joins across modules
- Single, unified analytics solution
- Secure, role-based access
- People centric data privacy and protection

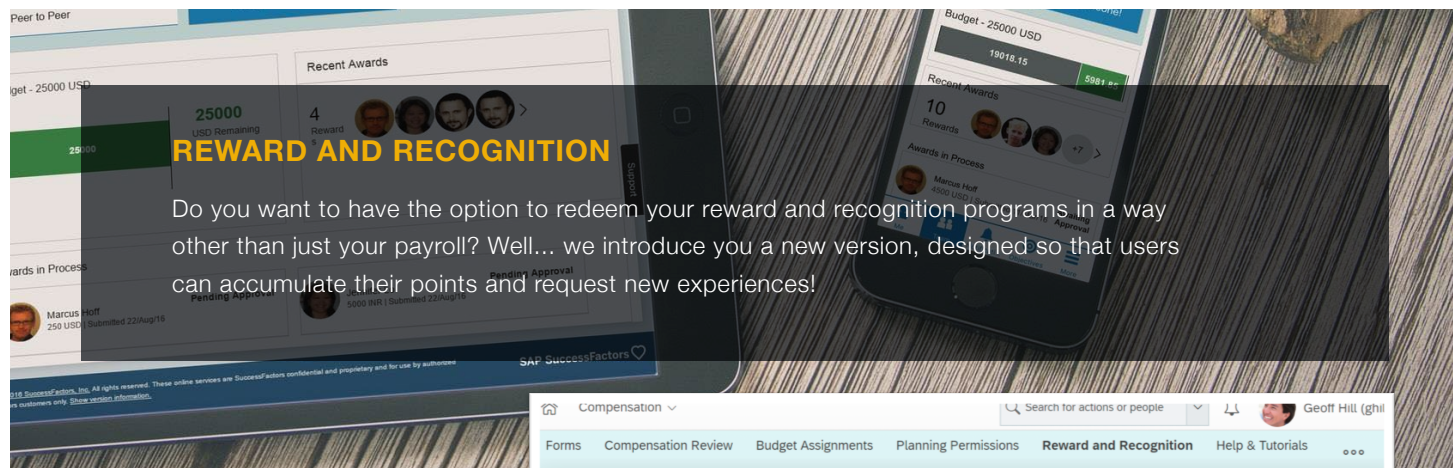
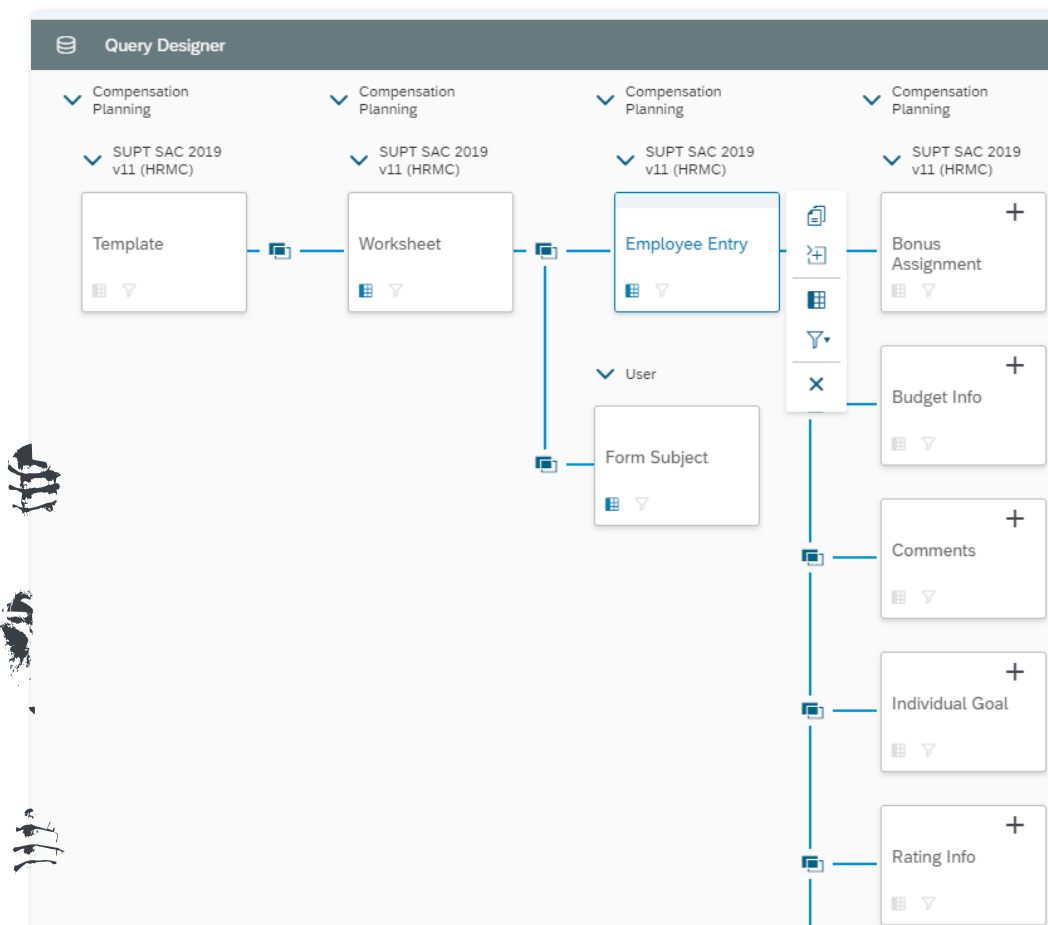
✓ Module-based schemas: 3 start points

- There's no longer the need to choose multiple domains for creating a report for Variable pay! Now, you have all worksheet and planning information available.
- Compensation Eligibility - Eligibility rules
- Spot Awards - Reward and recognition programs

✓ Thanks to this enhancement, we can expand reportable fields



✓ Table-based report building



And well... check out the new view!

SAP SuccessFactors knows that its users are curious and, of course, does everything possible to keep us informed... so that we can now access our rewards history, view the details of those that have been sent and those that have already been redeemed.

Compensation

Search for actions or people

Geoff Hill (ghil)

Forms Compensation Review Budget Assignments Planning Permissions **Reward and Recognition** Help & Tutorials

My Awards History

Received Awards Sent Awards Redeem Rewards

From	Award Category	Award Level	Recognition Message	Amount (Local Currency)
Mya Cooper	Team Player	Key Contributor	Great job mentoring the new team.	1,000.00 USD
Mya Cooper	Team Player	Rock Star	Great job.	2,500.00 USD



And if you prefer something more intuitive and cooler...

... you also have the opportunity to attach images to the rewards.

Now you have no excuses to recognize and choose those programs that you like and in a more intuitive way!

Now, the user can also view the workflow assigned to a recognition program and the details related to it.



Oh! How hard SAP SuccessFactors works to make our lives a little easier!!

And... you may be wondering Why do we emphasize that much, right? Because now your work will no longer be duplicated, at least as far as EC changes and compensation are concerned. Were you tired of promotions being made in EC and not been automatically updated in compensation plans? Well...here you have what you needed!



Forms Executive Review Budget Assignments Approval Reward and Recognition Help & Tutorials

Promotion Demo

Salary Bonus Stock Summary

Effective Date: 31/12/2016

Total number of employees: 7

Name	Job Title	Job Code	Job Role	Job Family	Salary Grade	Job Level	Local Currency Code	Current Annual Salary	Job Code (Custom Field)	Budget Percent	Merit Target	Salary Rate Units	Salary Type	pmRatingEL	Market Data	Promotion	Merit Guidelines	Geo Zone FO Location
Marcia Barista	TR-22	EXE-CEO		IND	GR-21	JOB LEVEL6	EUR	€108,130	EXE-CEO	0.00%	€0	1	ANN	unrated	N/A	€ 0	0.00 %	North America, Western Region
Kelly Branfield	Engineer	ENG			GR-6		GBP	£100,000	ENG	0.00%	£0	1	ANN	N/A	£80,000-£100,000	£ 0	0.00 %	North America, Western Region
Maya Mih Hightower	VP, Retailing	EXEC1			GR-18		EUR	€104,000	EXEC1	0.00%	€0	2,080	Hourly	N/A	€20-€41	€ 0	0.00 %	Asia Pacific
Randy Hopkins	Engineer	ENG		ENT	GR-6		USD	\$0	ENG	0.00%	\$0	1	ANNUAL	N/A	N/A	\$ 0	%	North America, Central Region
Wilma Sown	VP, Operations	EXEC1			GR-17		EUR	€332,800	EXEC1	0.00%	€0	1,664	HRL	unrated	€814-€2,442	€ 0	0.00 %	Europe, Middle East, and Africa
Penny Welsh	VP, Supply Chain	EXEC1	JF-CLNC	IND	GR-17	JL	EUR	€208	EXEC1	0.00%	€0	4	Director Finance & Control	N/A	N/A	€ 0	0.00 %	North America, Western Region
Robin Williams	Engineer	ENG		SVC	GR-6		USD	\$100,000	ENG	0.00%	\$0	1	ANN	N/A	\$80,000-\$100,000	\$ 0	0.00 %	
Group Total:								\$1,652,212							\$0	0.00 %		

Items per page 10 Page 1 of 1

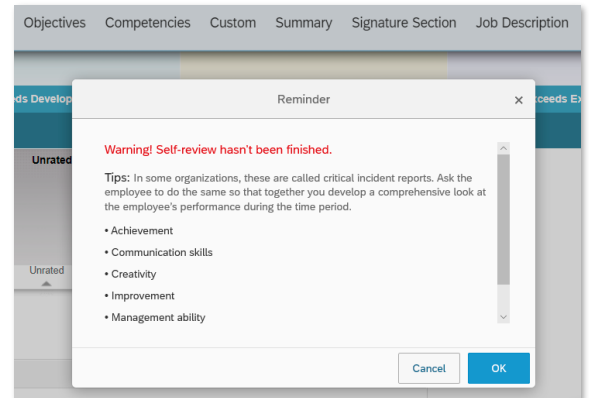
Get Feedback Send to Next Step Cancel Save

DEVELOPMENT AND GOALS

REMINDER ON ROUTING (STEP EXIT REMINDER)

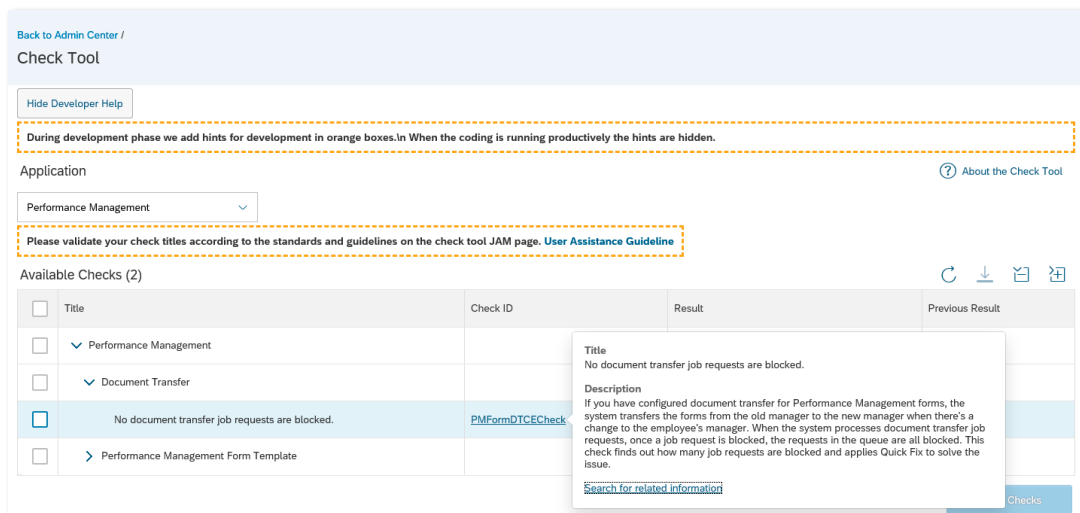
If you need to remind users that they must perform certain actions within the performance process, you can already use reminders.

So... the excuse of being clueless is no longer useful, because the user will be able to read and take appropriate measures to avoid forgetting any steps to follow and continuing the process!



ADMINISTRATOR OPTION FOR IDENTIFYING AND REDIRECTING STUCK FORMS

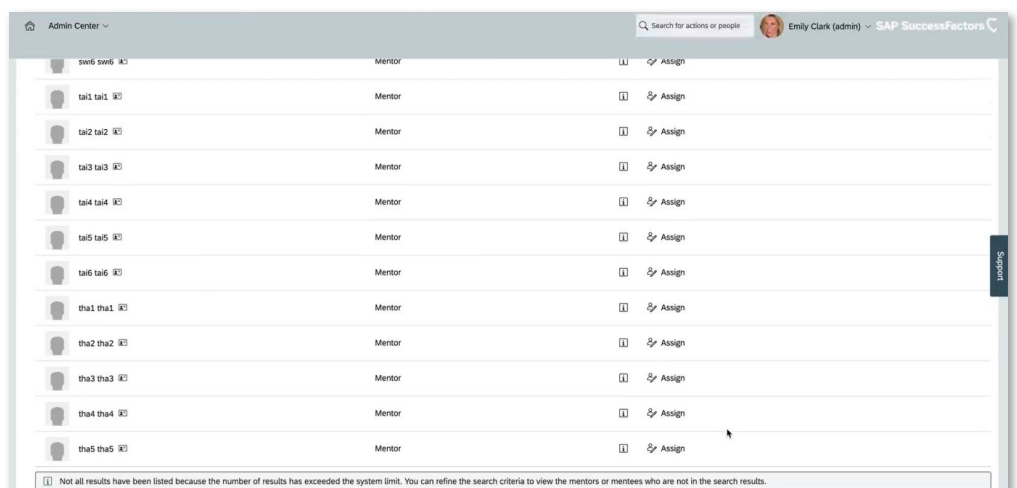
SAP SuccessFactors has developed a new functionality that allows administrators to identify those forms that cannot be taken to the next step after he has made any changes. If these forms are locked, the tool will unlock them.



Why does the system get stuck when I use search filters and the system wants to show me great results?

We bet that it is one of the most frequent questions when you are going to look inside the Succession module, right? Now, the star phrase will be "OMG!, I cannot believe how amazing the engine of **SAP SuccessFactors** is!".

Now, filters can be applied in the searches, allowing to show the results automatically (regardless of the number of matches we have with the filters used, does not matter if they are 200 or 500) and perform actions on them.



SEARCH RESULT LIMIT IN THE ASSIGN MENTOR/ MENTEE POPUP

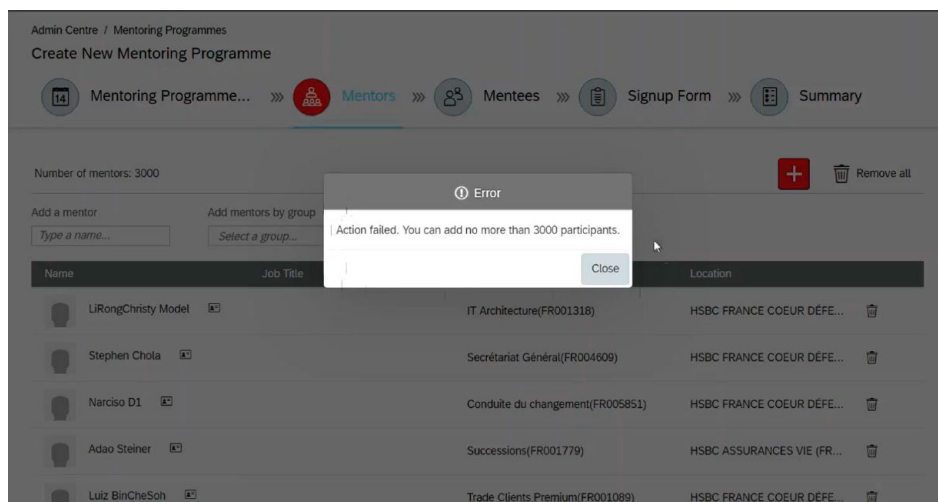
Do you remember that error that appeared when you tried to assign a mentor or apprentice and the search result exceeded the limits of the platform? Well... now **SAP SuccessFactors** will not allow to show more than 200 results in order to improve the performance of the platform!



Ant maybe it is time for you to wonder...

What happens if there are more than 200 results that fit my search criteria?

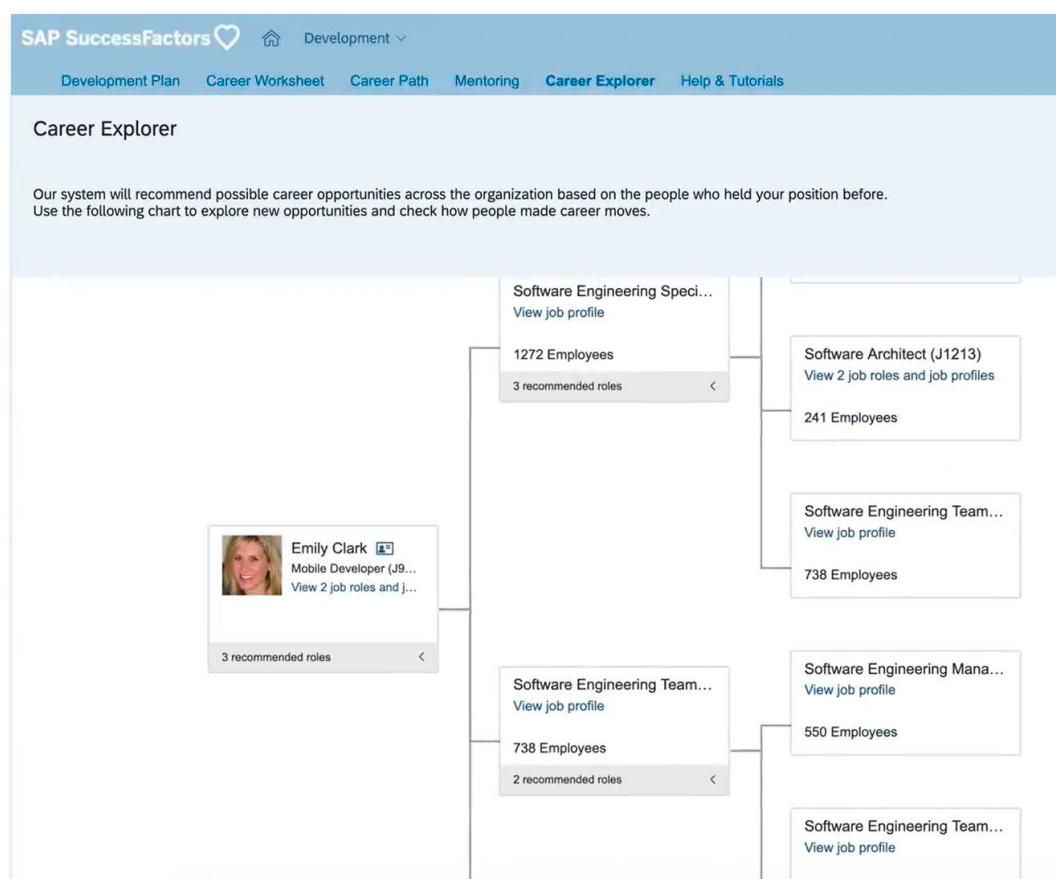
SAP SuccessFactors has thought of everything and designed a message in which the user will be asked to redefine the search criteria! Your mouth is watering, right?



CAREER EXPLORER

Taking advantage of SAP Leonardo Machine Learning technology, Career Explorer offers career plan recommendations to employees, based primarily on the career paths of users who have been in the same position before.

And well ... why focus only on a professional exit with the wide range of positions we have? With Career Explorer, employees will be able to find possible positions that, even if they are outside the traditional career of Human Resources, can be established as a goal within the development plan.



Dare to professionally inspire your employee!



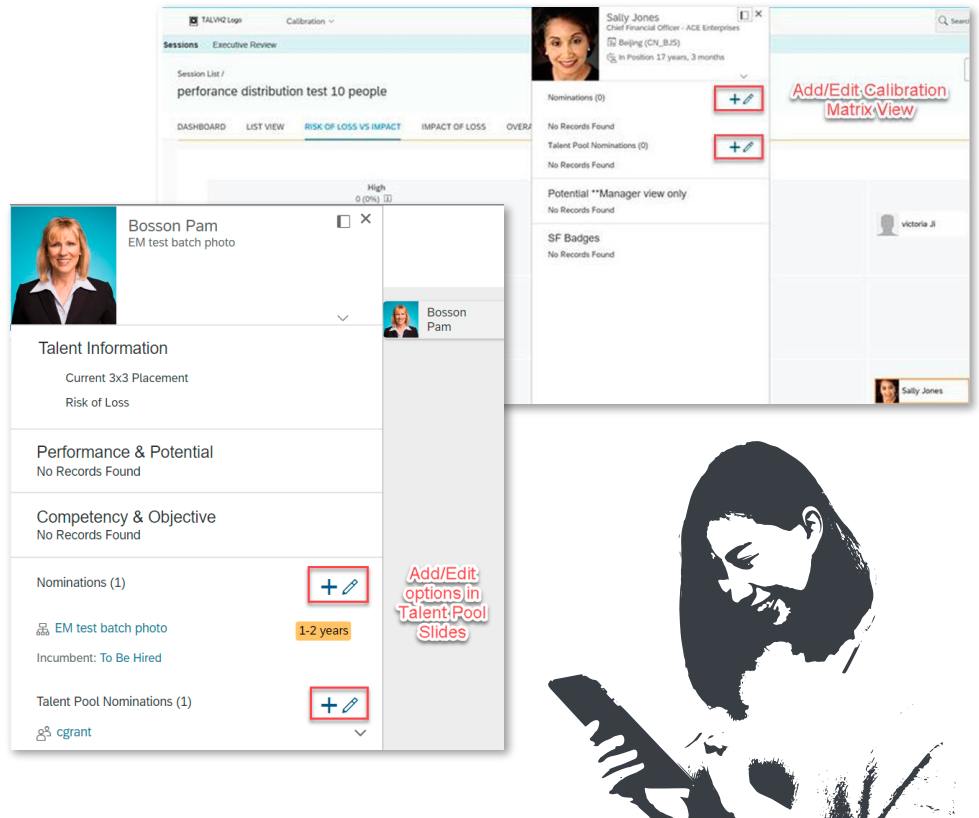
ADD / EDIT OPTIONS IN THE CALIBRATION TALENT CARD

Let's go a little more in detail and offer a better experience to our users, right? That is what **SAP SuccessFactors** has thought when it has made this improvement...

Now, you can add and / or edit information and that is not only reflected in the succession module... but also reflected in the presentation and calibration module and if that were not enough...



... You can make nominations from these modules!

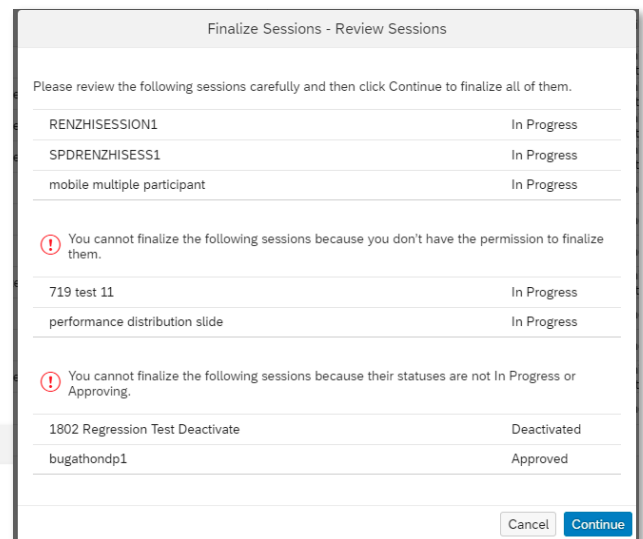
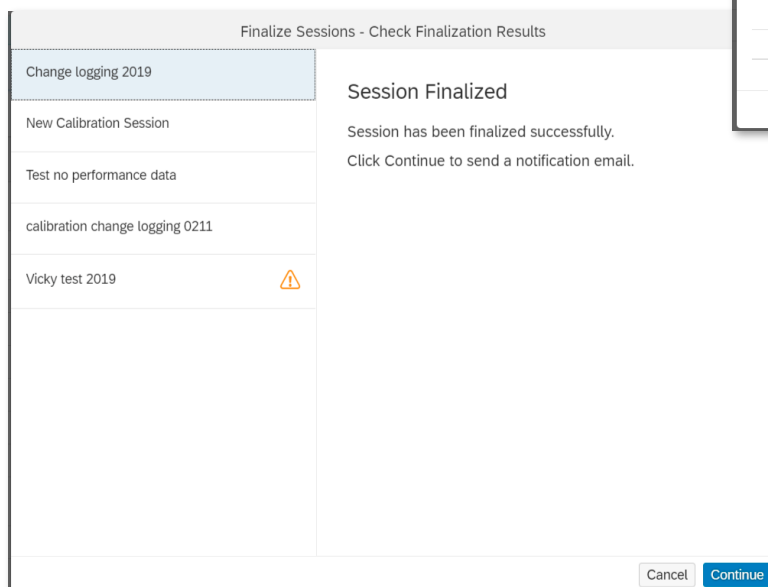


CALIBRATION

END OF THE PROCESS IN A MASSIVE WAY!



Tired of having hundreds and hundreds of sessions to close and of having to go one by one, manually?



Take a break and read carefully!

Now, you can end the calibration sessions in bulk, validating the status and permissions.

Previously, users could only access an employee's talent card from the matrix view within a calibration session. That is why the ability to navigate to the Talent Card of the employees from the different views of the calibration module has been developed, providing a consistent experience, which will make the decision consistent.



The screenshot shows the SAP SuccessFactors calibration interface. At the top, there are tabs: DASHBOARD, LIST VIEW, OBJ, COMP, MATRIX, and CUSTOM1. The 'LIST VIEW' tab is active, displaying a table with columns: Subject, Discussed?, Calculated Overall Objective Rating, and Calculated Overall ... The table lists three subjects: Dorris Douglass, Steve Pappas, and William Carver. A context menu is open for Dorris Douglass, with 'Open Talent Card' highlighted. Below this, the 'COMP' tab is active, showing a comparison view for Steve Pappas. The 'Open Talent Card' option is again highlighted in the context menu.



ADD OR EDIT NORMINATIONS FROM THE TALENT CARD

The screenshot shows the SAP SuccessFactors talent card for 'hun1 hun1', Client Service Director, Hungary. The card is divided into several sections: 'Sessions' (Executive Review), 'Session List / Clone of Patch verification', 'LIST VIEW', 'RISK VS IMPACT', and 'Overall Objective'. The 'Overall Objective' section shows a bar chart with three bars: 'Exceeds Expectations' (gre1 gre1), 'Meets Expectations' (hun1 hun1), and 'Meet' (tha1 tha1). The 'Nominations (1)' section shows a list of nominations, with a '+ / edit' icon highlighted. The 'Talent Pool Nominations (1)' section shows a list of nominations, with a '+ / edit' icon highlighted. The 'Talent Information' section shows details like City, Impact of Loss, Risk of Loss, New to Position, Future Leader, and Key Position. The 'Formal Education' section shows 'No Records Found'.



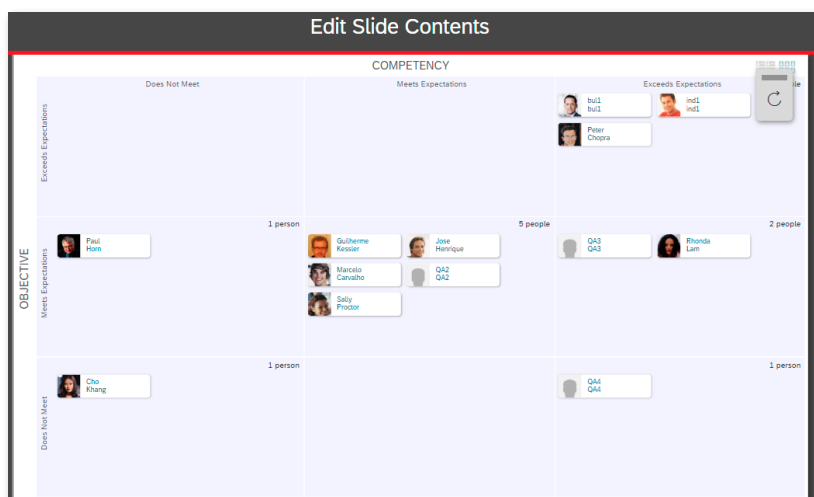
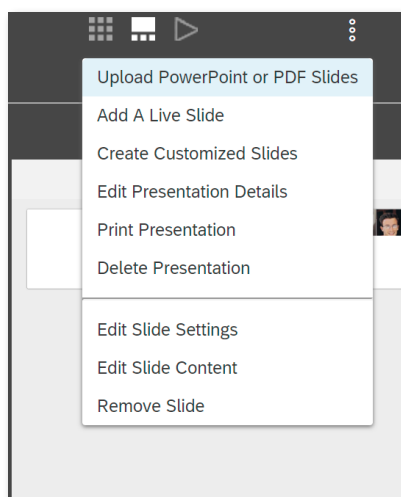
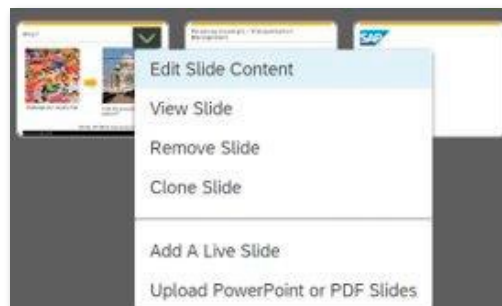
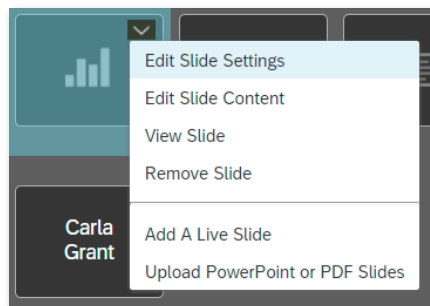
During the talent review process, adding or editing a succession nomination is most normal and, therefore, the possibility of adding or editing nominations from the talent card of the calibration module has been developed.

PRESENTATIONS

IMPROVEMENTS WHEN EDITING SLIDE CONTENT AND SETTINGS

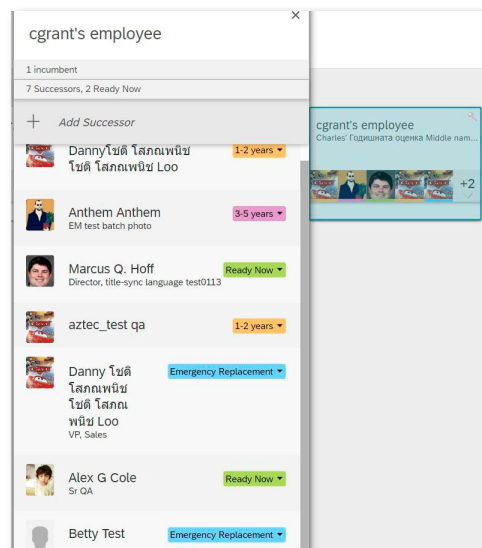
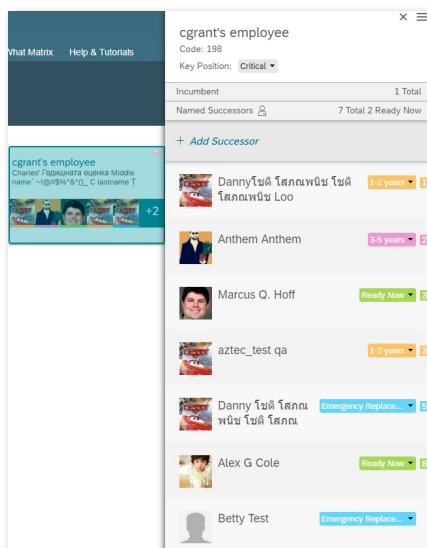
The "Edit slide settings" and "Edit slide content" links are now available in sorting and timeline modes, and the function names have been renamed. In addition, you can now update the slides with the latest data by simply clicking a button.

Furthermore, a button has also been added for "Add access point" that directs you, within slides, to those that are static.



And... we are aware of what we always say, but our focus is the user and the experience s/he has with us... That's why we do everything possible to homogenize his visualization in different parts of the process...

Look the new look & feel of succession and presentation!



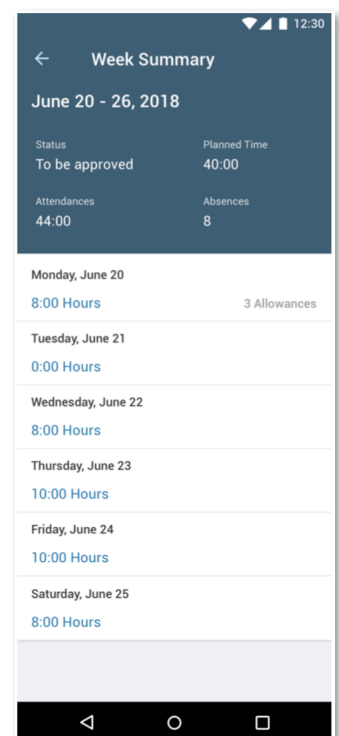
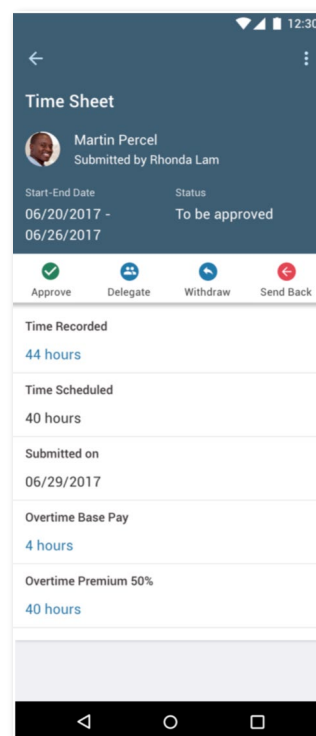
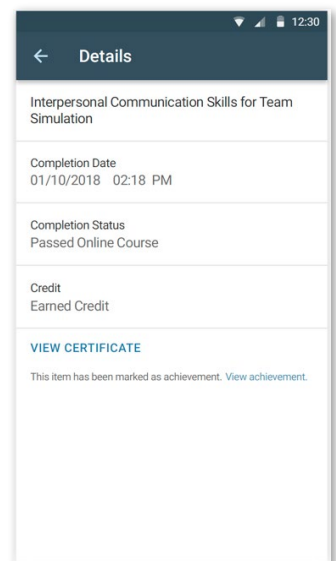
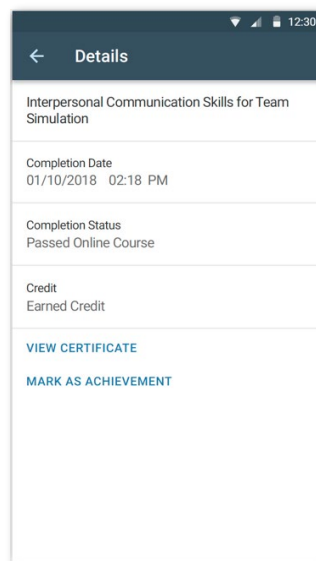
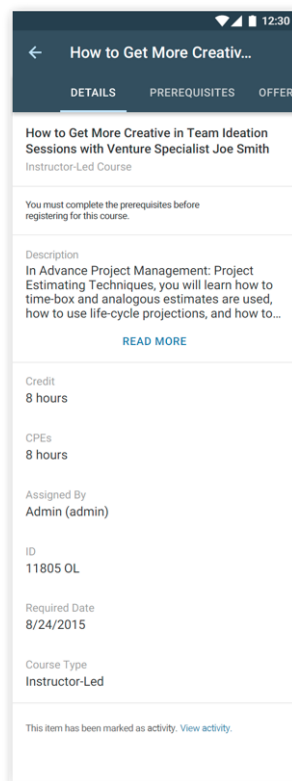
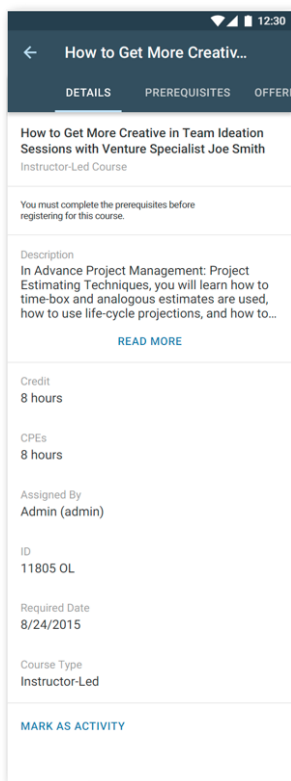
MOBILE

TALENT / LEARNING: CREATE ACHIEVEMENTS AND ACTIVITIES BASED ON COURSES - ANDROID

As always ... **SAP** is in the lead ... and has developed the first mobile feature that creates an integration between learning and continuous performance. What does this mean? Well, now users can:



- Create CPM activities from My assignments
- Ask the user to create a CPM activity when assigning an item in the learning catalog
- Remove CPM activities created from learning assignments if the employee deletes the learning assignment
- Create CPM achievements from the details of the history of successfully completed learning items
- Show that the activity and / or achievement has been created through a Learning element

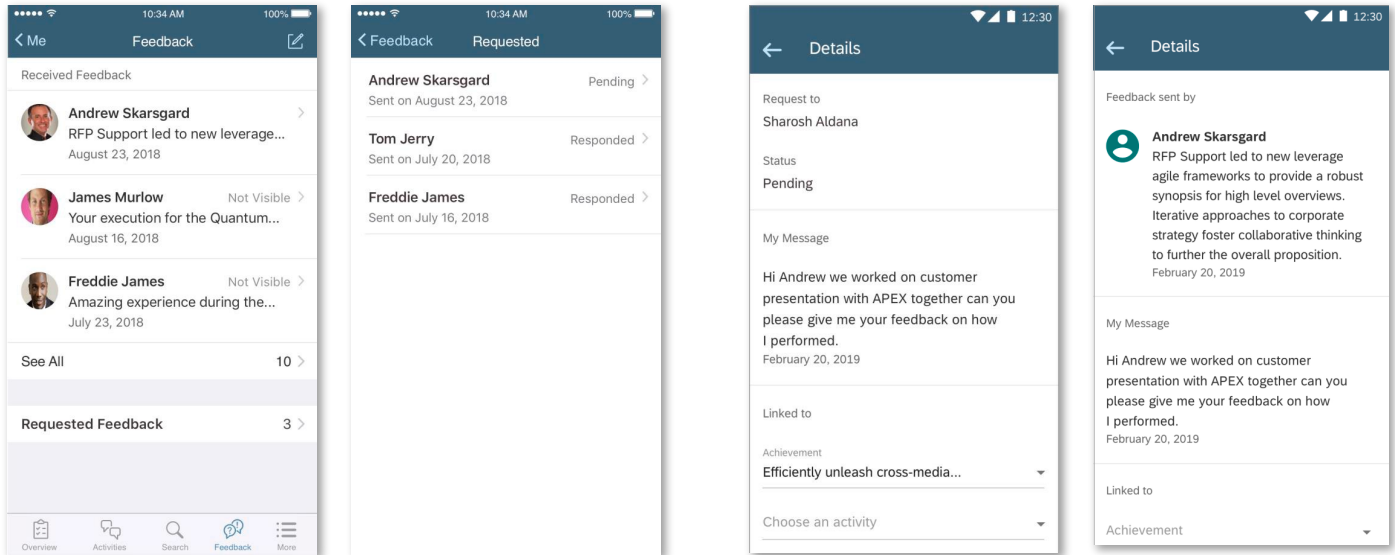


TIME AND ATTENDANCE

Users now have the opportunity to view detailed approvals related to time, being able to approve, deny or delegate.

CONTINUOUS FEEDBACK: SEE THE STATUS AND COMMENTS OF THE APPLICATIONS THAT HAVE BEEN SENT

Employees will be able to see the requests for comments they have sent and their corresponding status. Managers will be able to see the requests for comments they have sent for their employees from the CPM or the My Team employee profile

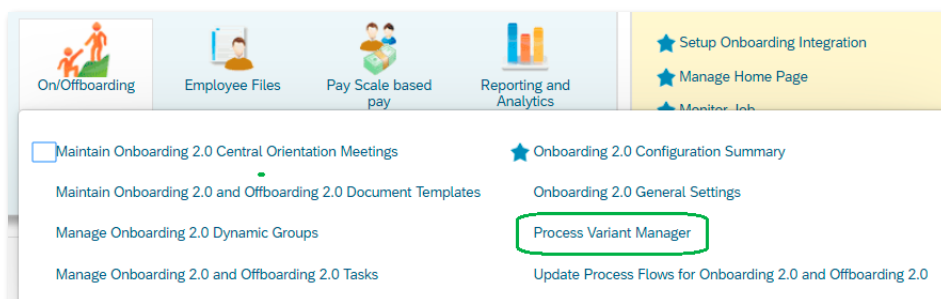
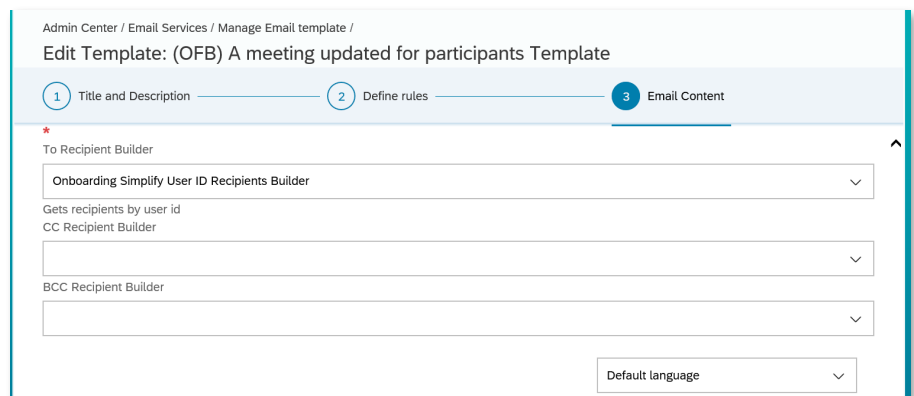


ONBOARDING 2.0



You no longer have to adjust to the SAP SuccessFactors criteria to send emails!

Now, you can customize the background and design, as well as the list of users to whom you want to send the message.



For the Personnel Incorporation module, there was an extra platform designed to configure the processes and steps included in it. Now, **SAP SuccessFactors** has included this functionality within the platform, so that administrators can configure and edit the processes that exist, accompanied by guides provided by the platform.



RECRUITING

DATA COLLECTION FORM

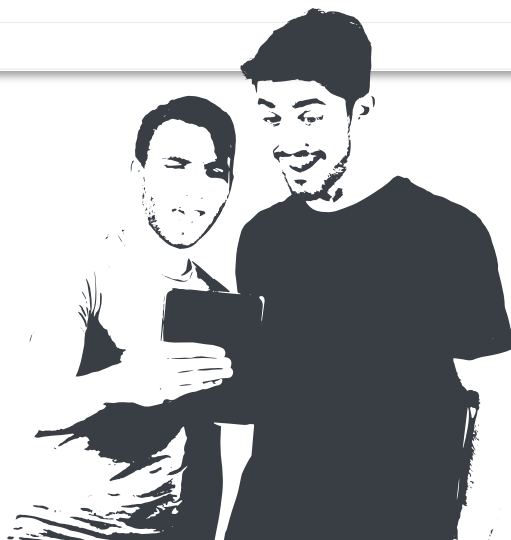
Previously, if a user completed a form to collect their data, the recruiter lost all the information, because it was not stored on the platform, unless it was sent by email. Now, with this improvement, the data is recorded, allowing the recruiter to search for candidates and by the code of the document.

The screenshot shows the 'Candidates' search page. At the top, there's a teal header with 'Candidates' and a 'KEYWORD AND ITEM SEARCH' button. Below the header, there's a search bar with 'Add Candidate', 'Saved Search List', and 'Saved Searches' options. The search criteria section includes filters for 'Candidate type' (external or internal), 'Marketing Emails Consent' (Any), 'Resume or cover letter contains the following' (the exact phrase), 'Data Capture Form' (Engaged Candidates), 'Candidate Activity' (Updated), and 'Submission Date Range' (in the past week). There are buttons for 'Clear', 'Save Search', and 'Search'. Below the search criteria, it says 'Your search returned 3 results:'. The search results are displayed in a table with columns: Candidate ID, Candidate, Contact Info, Resume, Contact Email1, First Name, Last Name, Country, Disability Status, and Tags. The first result is for Carolyn Carr, an external candidate, with a profile picture and a link to view the resume.

The screenshot shows the 'Dashboard' page of the SAP SuccessFactors Recruiting module. The top navigation bar includes 'Dashboard', 'Job Requisitions', 'Events', 'Sources', 'Preferences', 'Candidates', 'Interview Scheduling', 'Marketing', 'Source Tracker', 'Advanced Analytics', 'Message Center (2)', and 'Help & Tutorials'. The main content area is titled 'Candidate Activity Feed'. It features a search bar with the placeholder 'Enter candidate name...' and a '0 New Activities' button. A 'Timeframe' dropdown is set to 'All of Time'. The activity feed lists several activities, including visits to data capture forms and logins to the career site. The activities are listed with the candidate's name, a profile picture, and the time ago. The last activity is for Jason Green, who visited a data capture form (form1) 19 days ago.



In addition, if users are part of a selection process, document status can be tracked



JOB POSTING FROM THE REQUISITION

With this improvement, recruiters will be able to access the vacancy publication status from the job posting page within the requisition.

Job Requisitions | Events | Sources | Preferences | Candidates | Interview Scheduling | Source Tracker | Help & Tutorials

ZSE Job Analyzer Role 2 (2301)

JOB POSTINGS (1)

Posting Type	Posting Status	Posting Start Date	Posting Start Time	Posting End Date	Posting End Time	Last Modified Date	Last Modified By	Action
Internal Posting	Not Posted	MM/DD/YYYY		MM/DD/YYYY		--	--	Post Job
External Posting	Posted	11/27/2018	04:05 AM EST	11/30/2026	05:59 PM EST	11/27/2018	Loma Okamoto	Remove Post

Note: Postings expire at 11:59 pm at the end of the selected expiration date. Please note, new postings can take several minutes before they are returned in search results on the career sites.

Job Board Posting - Recruiting Posting

Job Board	Status	Clicks	Start Date	End Date	Days Left	Action
ABSOLVENTA	Expired	0	07/11/2019	07/11/2019	0	Post Job
APEC	Expired	0	07/11/2019	07/11/2019	0	Post Job
CareerMatrix (Michigan State Focus)	Expired	0	07/11/2019	07/11/2019	0	Post Job
Adzuna	Expired	0	07/11/2019	07/11/2019	0	Post Job
Joblift.fr	Expired	0	07/11/2019	07/11/2019	0	Post Job
beBee	Expired	0	07/11/2019	07/11/2019	0	Post Job
Itaf	Processing	0	07/11/2019	08/25/2019	44	Remove Post
Ladiv	Processing	0	07/11/2019	08/10/2019	29	Remove Post

Post and Manage Jobs

Job Board Preselection Rules

Set job boards as preselected for either every job requisitions or create specific rules with criterias based on your job requisitions fields. Please note that you can create a preselection rule only for the job boards with the status "Feed activated" for at least one of your posting profiles.

Search rules

Create rule

Rule name	Job boards	Summary
Managers	Linkedin	Position level is manager or director
Marketing - France	Monster	Country is France and job title contains "marketing"



Now you can create rules to post vacancies in different portals based on the content of the job requisitions

Create Preselection Rule

Country Is France +

And

Or

Contract type Is Apprenticeship +

Contract type Is Internship +

Delete group Add group

Select the job boards to be preselected. Only the job boards with the status "Feed activated" for at least one of your posting profiles can be selected.

Search a job board

Name
<input type="checkbox"/> Adzuna
<input type="checkbox"/> Engineering Jobs
<input checked="" type="checkbox"/> Indeed
<input checked="" type="checkbox"/> Linkedin
<input type="checkbox"/> Monster

Back Cancel Save



INTERVIEWS

It has always been difficult for recruiters to schedule interviews, especially if they have many locations.

BEFORE

The screenshot shows the 'Interview Scheduling' page for 'MC Automotive Engineering Manager - 443'. The 'Location' dropdown menu is highlighted with a red box, showing only 'Corporate Office' as an option. The 'Interview Type' is set to 'Face-to-Face'.

NOW

The screenshot shows the 'Interview Scheduling' page for 'Engineering Manager'. The 'Location' dropdown menu is highlighted with a red box, showing '22 Warwick Street Toowoomba' as an option. The 'Interview Type' is set to 'Face-to-Face'.



Now, two more fields have been created so that the location of the interview can be better specified!

EMAIL CORRESPONDENCE

New email functionality!


Now, recruiters can send emails to their candidates from the new "Email Correspondence" section, with a variety of formats and with the possibility of previewing the email before sending it. Likewise, the candidate can answer that email from his own mail server and... on top of that... it is stored in the SuccessFactors Recruitment module



All mail chains remain registered in Recruitment, with filtering functionality!

The screenshot shows the 'Email Correspondence' section for a candidate named Maggie Das. It displays a list of email chains with their dates and types. The 'Correspondence' section is highlighted with a blue box, showing three email chains with their dates and types.

The screenshot shows the 'Email Correspondence' section for a candidate named Maggie Das. It displays a list of email chains with their dates and types. The 'Correspondence' section is highlighted with a blue box, showing three email chains with their dates and types.



Message Center

All Messages (73)

Maggie Das

"OshKosh is looking for their next Engineer"

Maggie Das Today
OshKosh is looking for their next Engineer
Hi Maggie, Would you be available to have a chat o...

OshKosh is looking for their next Engineer

Conversation with Maggie Das

B I U S Verdana 11pt

Hi Maggie,

Just reaching out again to check if you are available this Tuesday? I have one of our leaders available to connect with you then.

Best,

Carla

Preview Send

You sent **Maggie Das** an email
04/22/2019 05:37 PM | From: rishi.hemdev@sap.com

Hi Maggie,
Would you be available to have a chat on Tuesday at 10 am for an hour? If so, I will send you a calendar invite and invite Sue as well. Sue has a Senior Design Engineer role open that you may be a good fit for.
Let me know,
Carla

Maggie Das sent you an email
04/22/2019 05:08 PM | From: muggedas10@gmail.com

Hi Carla, Thank you for reaching out. I would be very interested in talking with you about this opportunity. My phone number is 650-222-3940 and we could schedule a time to talk in the next few days. OshKosh is a company that I have been following and I am very excited about the position that you mentioned. Sincerely, Maggie

You sent **Maggie Das** an email
04/22/2019 05:06 PM | From: rishi.hemdev@sap.com

Hi Maggie,
I came across your background in engineering and thought OshKosh might be interesting to you. OshKosh powers desk-less workforces with its smart content and workflow system. It's the first-ever enterprise software platform built

You can also access the mail line from the application of the candidate!

Recruiting

Job Requisitions Preferences Candidates Interview Central Marketing Source Tracker Message Center (1) Help & Tutorials

Job Req b1605 - ERP - 4/4/16 (17881)

JOB REQUISITION DETAILS CANDIDATES JOB POSTINGS (2) CANDIDATE SEARCH MARKET JOB

Status Hiring Manager: Alexander Thompson Age: 84

Talent Pipeline View active candidates (11) View all candidates (12)

Forwarded by Amod 0 Invited To Apply \$5@ 0

3 New Application **3*** Review Resume **2** Offer Group **1** Contractor Onboarded **0** Just Using a long name for testing **0** On the Manager's Desk **0** Under Rev

Candidates: View New Application (3)

0 Selected **Action**

Filter Options

Enter Applicant Name

Name

Carla Grant

Joe Root

Mugee Dass

Mugee Dass (External Candidate)

6502223333 muge.das@sap.com Cover Letter Resume View Profile (49377)

Save Cancel Email Take Action

Non Applicant
This candidate has been forwarded to this job by Carla abc Grant (cgrant) and added to this job but has not yet applied for it.

Application

* Candidate Status: New Application

Offer Accepted Date

Actual Start Date: MM/DD/YYYY 14

Application Date: 04/04/2019

Disqualification Reason: No Selection

Disqualification Reason - Other

Comments Add

There are no items in this section.

Jobs Applied

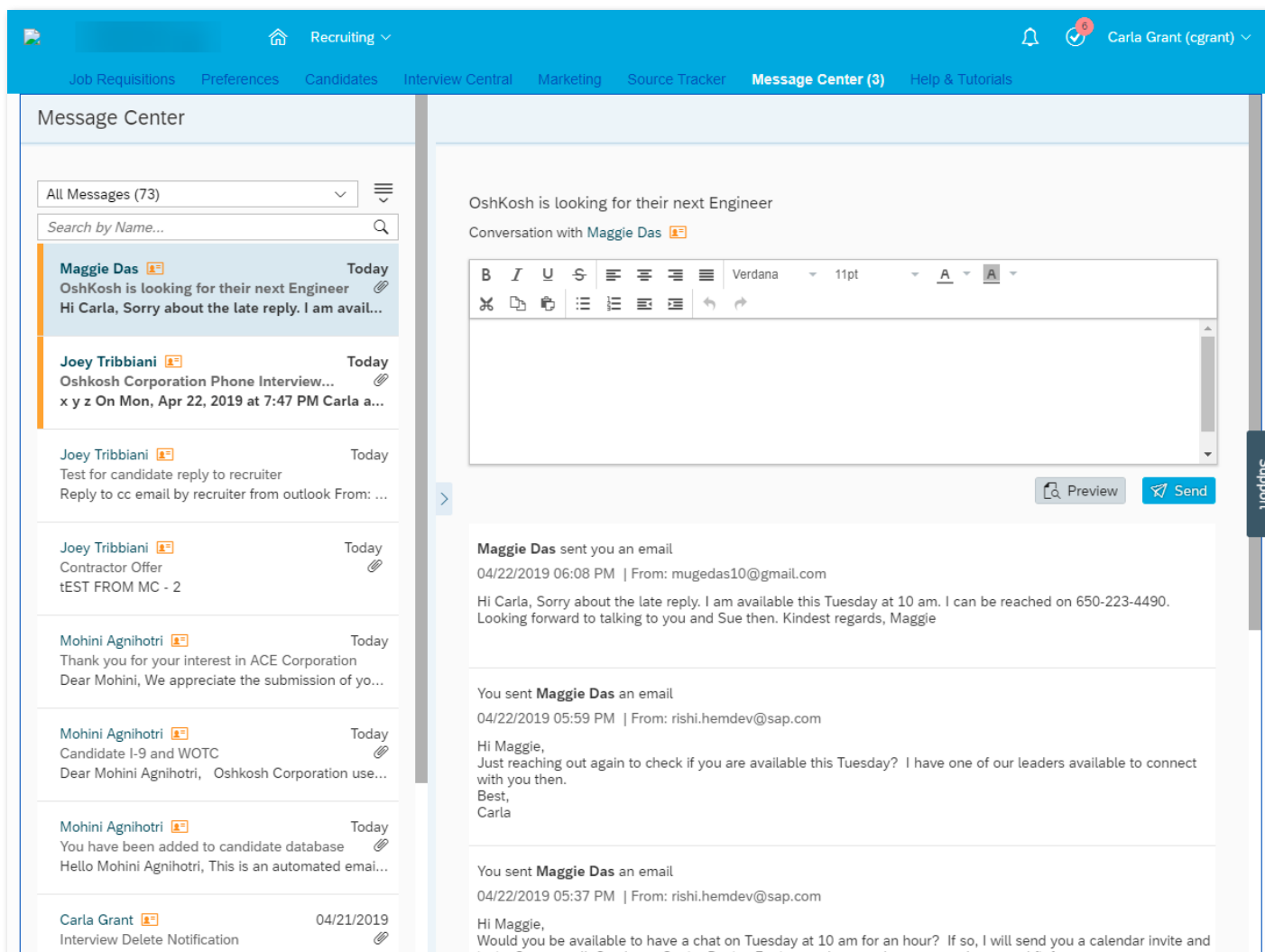
Job title: Job Req b1605 - ERP - 4/4/16 (17881) Date: 04/04/2019
Recruiter: Alissa RANKIN
Status: New Application

Correspondence Send Email

Sender: System System Date: 04/03/2019
Candidate Interview Response Reminder (1) Type: Email

Sender: You Date: 04/04/2019
Oshkosh Corporation Phone Interview Confirmation (4) Type: Email

Unread messages will appear in **bold** and the first ones in the section above, so you don't forget to answer your future new employee!



The screenshot displays the SAP SuccessFactors Message Center interface. The top navigation bar includes links for Job Requisitions, Preferences, Candidates, Interview Central, Marketing, Source Tracker, Message Center (3), and Help & Tutorials. The left sidebar shows a list of messages with search filters and a list of messages from Maggie Das, Joey Tribbiani, and Mohini Agnihotri. The main panel shows a conversation with Maggie Das, including a rich text editor and a list of email exchanges.

Start categorizing your emails within the Message Center and make your searches easier! How? Simple...

... **SAP SuccessFactors** has created a new functionality that consists of archiving messages!



You no longer have to get crazy because the emails are on the same list...



IMPROVEMENTS IN THE RECRUITING REPORTS

- Get statistics on the total number of people who have visited your recruitment page vs. How many have started the application for a vacancy
- Obtain statistics of “How many have continued with the creation of your profile”
- These results will be displayed as a percentage
- Another of the statistics included is the number of applicants who are qualified
- Number of applicants who have attended interviews, who have been offered and those who have been hired



Advanced Analytics

Browser Job Search Detail Query Tool Applicant Conversion Report

This report provides you with greater visibility to the threshold between your Recruiting Marketing platform and SuccessFactors. Are your talent community members starting a lot of applies but not finishing them? Do you have high applicant drop off? Do candidates typically apply to more jobs once they reach SuccessFactors or is it common practice to move them to different reqs than the ones that they initially started applying to?

Time Period: From: To:

A. Apply Starts Only **244,819** B. Apply Conversions **584,476** C. Apply Completes Only **9,512** Drop Off % **30%**

A. The member starts the apply on your Recruiting Marketing platform but does not complete that apply in SuccessFactors.
B. The member starts the apply on your Recruiting Marketing platform and completes that apply in SuccessFactors.
C. The member applies for additional jobs in SuccessFactors without going back and starting on the Recruiting Marketing platform.
Drop Off % = A / (A+B)

Applicant Conversion Table

Groupings:

[Export](#)

Current Source type	Drop off %	Apply starts only	Apply conversions	Apply completes only
Blogs	61 %	52	33	2
Career site	25 %	71,148	209,057	2,679
Direct	29 %	25,578	63,899	2,987
Email	27 %	29,017	78,201	86

Negative Apply Starts Only values indicate that apply conversions occurred where the apply start was outside of the specified timeframe.

Advanced Analytics

Browser Job Search Detail Query Tool Applicant Conversion Report

Time Period: From: To:

[Advanced options](#)

Source Type

[Export](#)

[Display options](#)

Source type	Visits	Subscribes	Apply starts	Visit conversion	Apply completes	Apply conversion	Qualifieds	Interviews	Offer	Hires
Career site	2,675,083	71,777	272,660	10.2%	203,357	74.6%	26,483	8,313		
Direct	1,392,083	44,644	90,121	6.5%	66,772	74.1%	12,181	4,780		
Email	964,023	2,957	103,240	6.5%	74,414	72.1%	8,547	1,720	375	324

Show browser default columns
Show averages
Customize

Time Period: From: To:

[Advanced options](#)

Source Type

[Export](#)

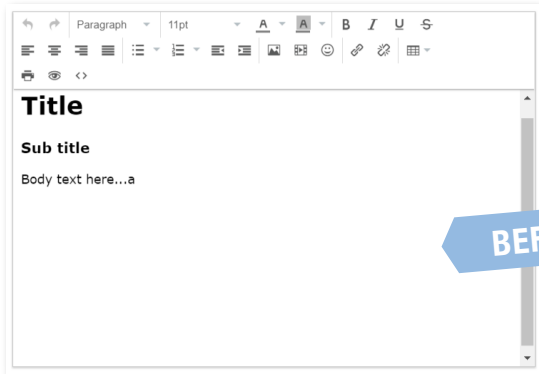
[Display options](#)

Source type	Apply starts per hire	Apply completes per hire	Qualifieds per hire	Interview per hire	Offers per hire	Hires per hire
Pay-per-Click	668.4	479.6	38.6	7.4	1.3	1.0
Other	539.8	294.6	33.2	8.6	2.2	1.0
Email	315.4	231.7	26.0	5.3	1.2	1.0

PLATFORM

Now, with Onboarding 2.0 you can create custom boxes to distribute documents and that can be accessed from the home page to a specific group of users! In addition, those documents will appear as an icon...

Although we believe it is better that you look at it with your own eyes.



Title

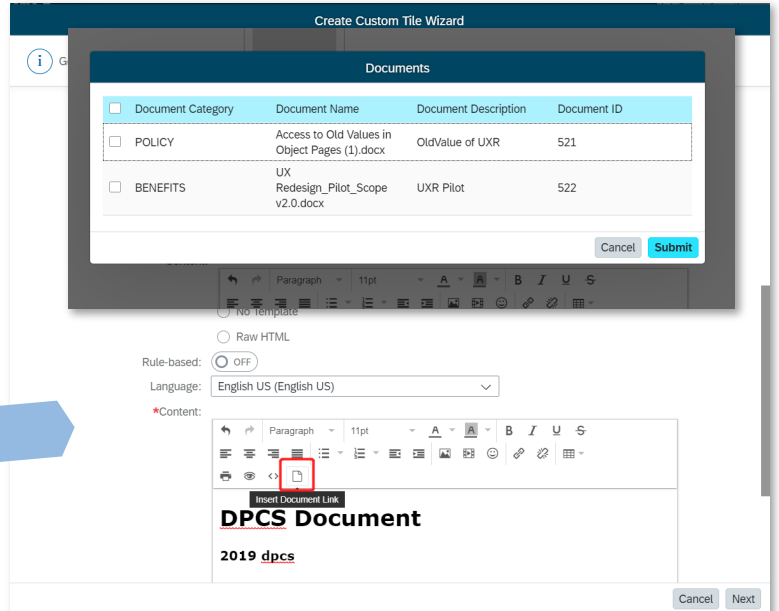
Sub title

Body text here...

BEFORE



NOW



Document Category	Document Name	Document Description	Document ID
<input type="checkbox"/> POLICY	Access to Old Values in Object Pages (1).docx	OldValue of UXR	521
<input type="checkbox"/> BENEFITS	UX Redesign_Pilot_Scope v2.0.docx	UXR Pilot	522

Rule-based: ☐ OFF

Language: English US (English US)

*Content:

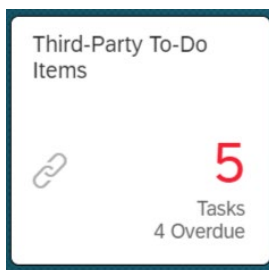
Insert Document Link

DPCS Document

2019 dpcs

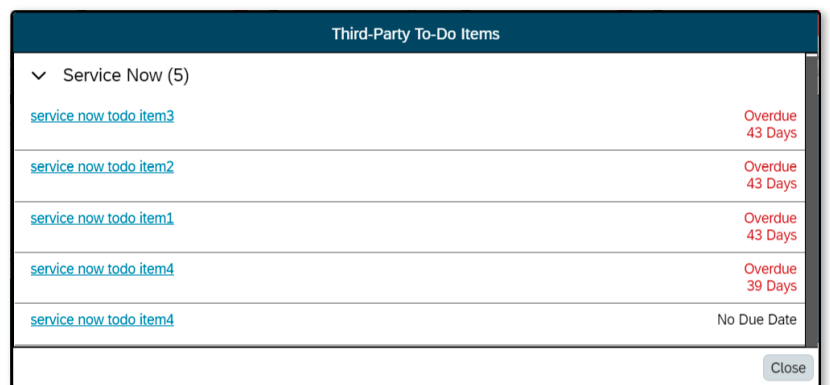
Now, if you have ServiceNow you can view the pending tasks from the SFSF homepage!

How exciting!!

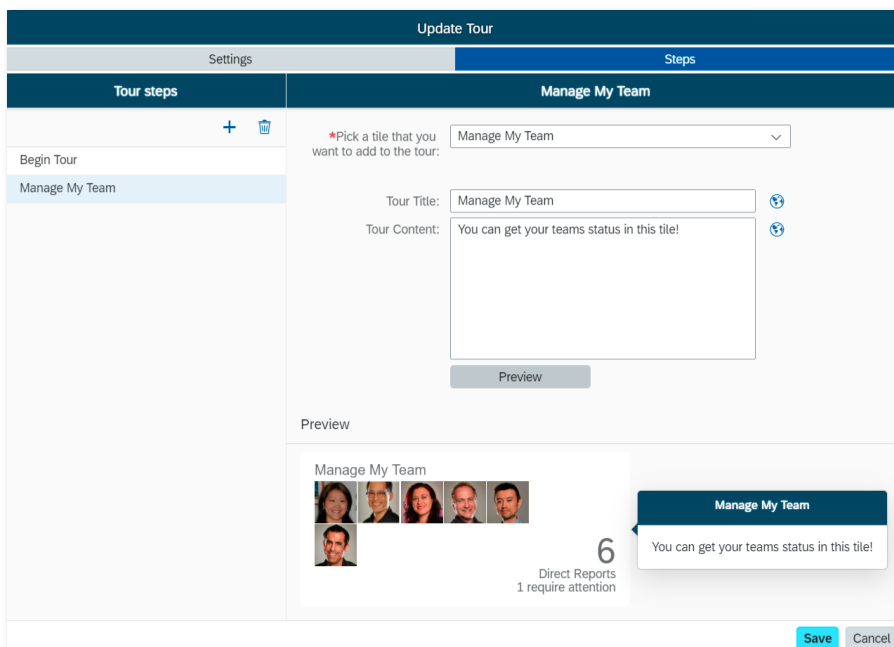


Third-Party To-Do Items

5 Tasks
4 Overdue



Third-Party To-Do Items	
Service Now (5)	
service.now.todo.item3	Overdue 43 Days
service.now.todo.item2	Overdue 43 Days
service.now.todo.item1	Overdue 43 Days
service.now.todo.item4	Overdue 39 Days
service.now.todo.item4	No Due Date



Update Tour

Settings Steps

Tour steps

Begin Tour

Manage My Team

Manage My Team

*Pick a tile that you want to add to the tour:

Tour Title: Manage My Team

Tour Content: You can get your teams status in this tile!

Preview

Manage My Team

6 Direct Reports 1 require attention

Save Cancel

Change on the page to set up tours!

In fact, now you can even see how the tour would look when you create it or even when you edit it.

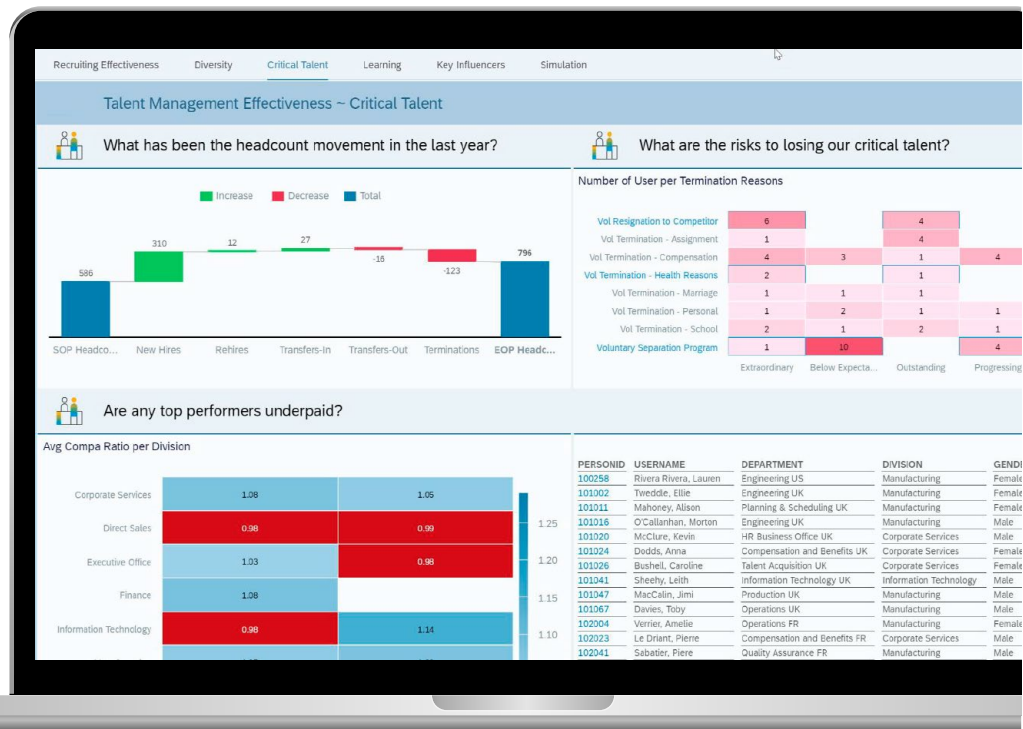


SAC - SAP SUCCESSFACTORS PEOPLE ANALYTICS

We believe that it is not necessary to even explain the improvements of this platform...



A picture is worth a thousand words, right?



In short, what does SAC offer us?

- ✓ Better visualization
- ✓ Explore data
- ✓ Gather data from the different SuccessFactors modules
- ✓ Allows you to limit access using permissions
- ✓ Built in human resources metrics and benchmarks
- ✓ Discover hidden information with temporary analyzes
- ✓ Consolidated and high-performance people data warehouse



New SAP SuccessFactors Features - Q3 2019 Release Highlights



SAP SuccessFactors 



These are just a few of the new features for Q3 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 new
features or any aspect of the **SAP SuccessFactors**
solution, do not hesitate to contact us:

sfsf@stratesys-ts.com

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