stratesys

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** 👏
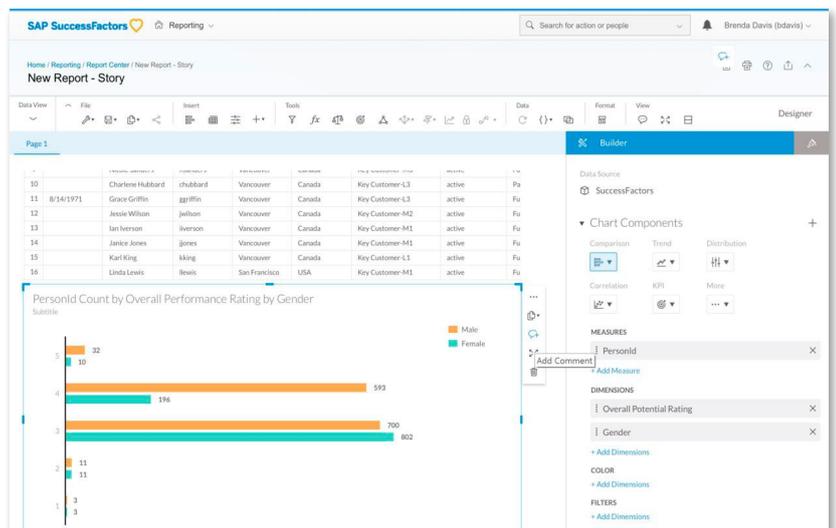
✅ Table-based report building
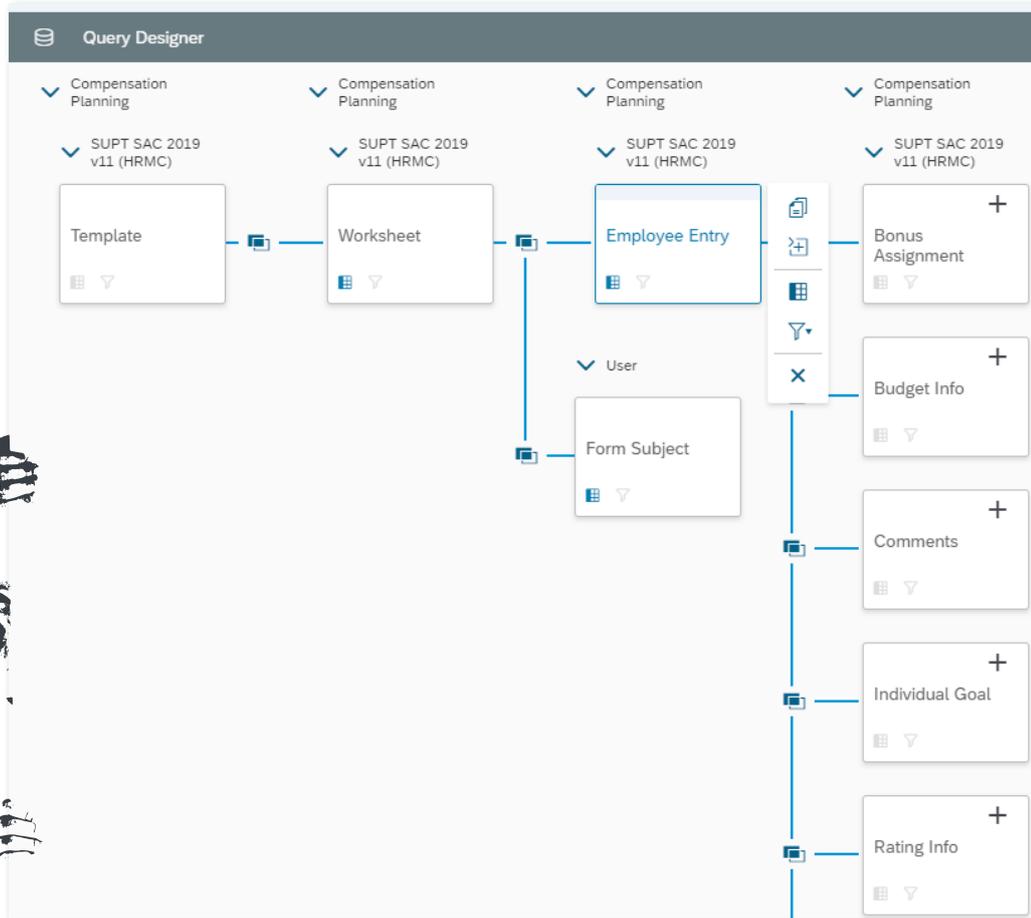
REWARD AND RECOGNITION

Do you want to have the option to redeem your reward and recognition programs in a way other than just your payroll? Well... we introduce you a new version, designed so that users can accumulate their points and request new experiences!

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.

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!

Reward Excellence

"Nothing else so inspires and heartens people as words of appreciation. You and I may soon forget the words of encouragement and appreciation that we utter now, but the person to whom we have spoken them may treasure them and repeat them to themselves over a lifetime." -- Dale Carnegie

Honest appreciation brings out the best in people. Take a few minutes to recognize the efforts of your colleagues who have gone above and beyond.

Choose Award Program

Thank You | Peer Appreciation Award | BestRun Rewards

My Awards
- Awards Received
- Awards Sent
- Rewards Redeemed

My Team Awards
- Faith Marshall 20/Feb/2017
- Stephanie Thorn 17/Oct/2016 Approved
- Jada Baker 17/Oct/2016 Approved

View Details

My Budgets
Peer Appreciation A... 6975 of 7000 USD
BestRun Rewards 35750 of 40000 USD

Redeem Rewards
0 | Redeem

BestRun Rewards

Search — Category — Level — Amount — Description — Summary

3. Level

Budget Remaining: 20,000.00 USD

Award: Product Breakthrough

Choose the award level

Key Contributor	Rock Star	Game Changer
Key member in project completion.	Above and beyond effort.	Special recognition for outstanding effort.
I	II	III

Step 4

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

Budgets | Approvals | Instructions

Effective Date: 31/12/2016

Total number of employees: 7

Columns | Filter Options (7) | Employee Local Currency

| 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, Wester 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, Wester 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 R
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
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, Wester 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 %	North America, Wester Region
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!
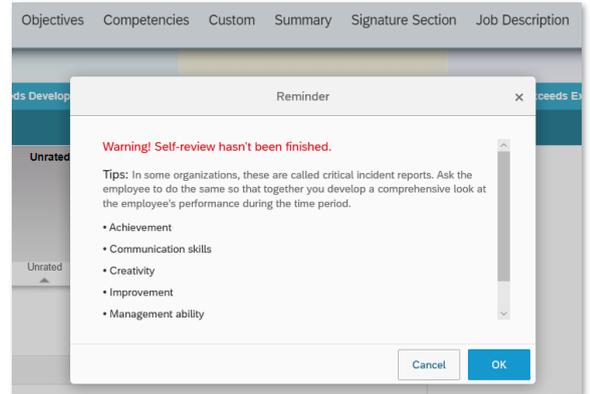
### ADMINISTRATOR OPTION FOR IDENTIFYING AND REDIRECTING STUCK FORMS

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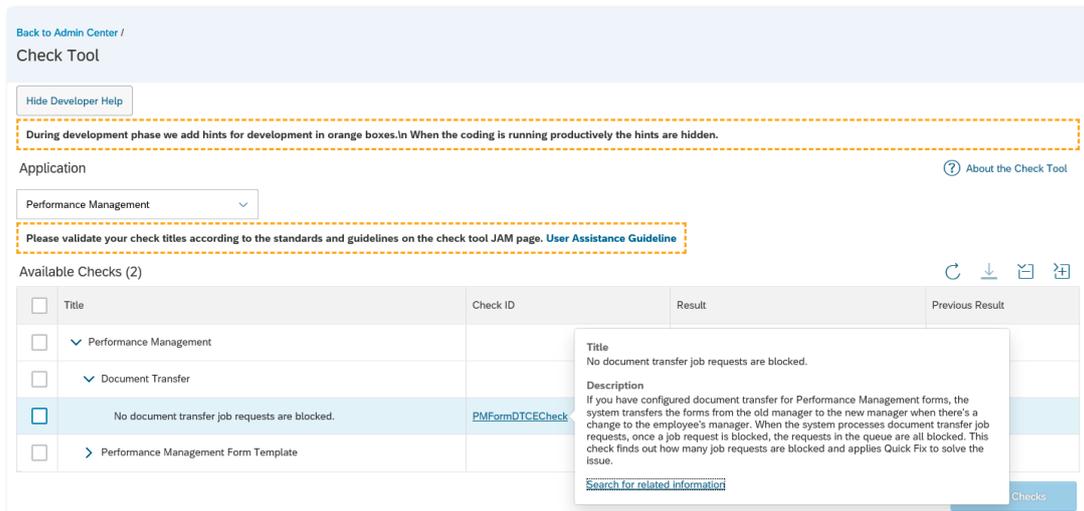
Why does the system get stuck when I use search filters and the system wants to show me great results?

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.
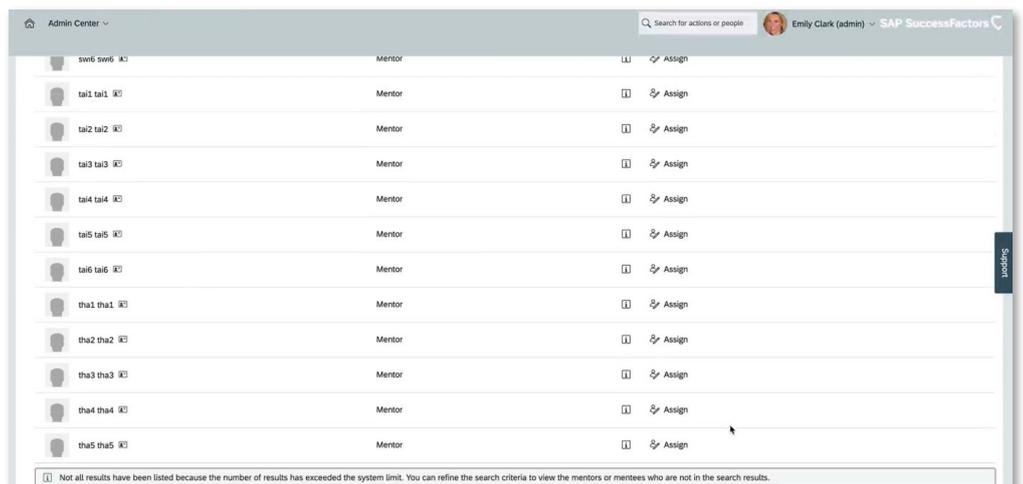
SEARCH RESULT LIMIT IN THE ASSIGN MENTOR/ MENTEE POPUP

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?
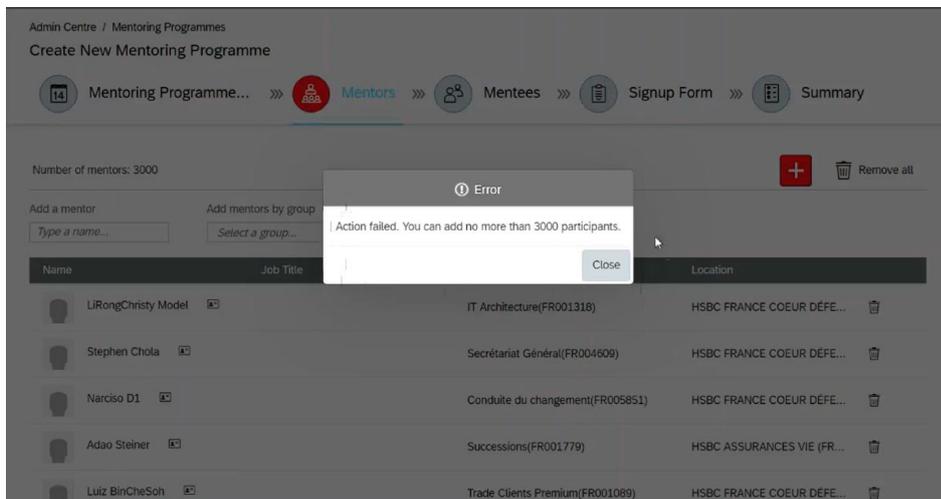
CAREER EXPLORER

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.
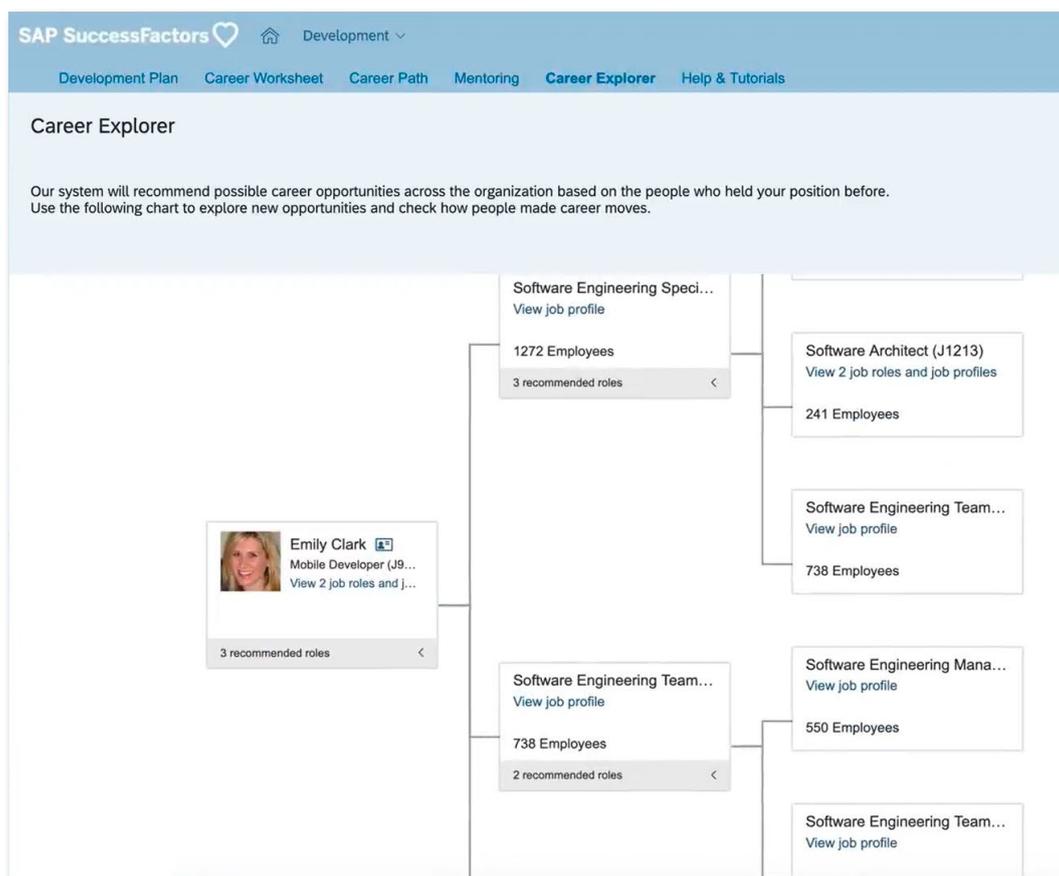
Dare to professionally inspire your employee!

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!

Add/Edit Calibration Matrix View

Add/Edit options in Talent Pool Slides

Talent Information
Current 3x3 Placement
Risk of Loss

Performance & Potential
No Records Found

Competency & Objective
No Records Found

Nominations (1)

EM test batch photo   1-2 years
Incumbent: To Be Hired

Talent Pool Nominations (1)

cgrant

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?

Finalize Sessions - Review Sessions

Please review the following sessions carefully and then click Continue to finalize all of them.

RENZHISESSION1	In Progress
SPDRENZHISESS1	In Progress
mobile multiple participant	In Progress

(!) You cannot finalize the following sessions because you don't have the permission to finalize them.

| 719 test 11 | In Progress |
| performance distribution slide | In Progress |

(!) You cannot finalize the following sessions because their statuses are not In Progress or Approving.

| 1802 Regression Test Deactivate | Deactivated |
| bugathondp1 | Approved |

Cancel   Continue

Finalize Sessions - Check Finalization Results

Change logging 2019

New Calibration Session

Test no performance data

calibration change logging 0211

Vicky test 2019

Session Finalized

Session has been finalized successfully.
Click Continue to send a notification email.

Take a break and read carefully!

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

Cancel   Continue

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.

ADD OR EDIT NORMINATIONS FROM THE TALENT CARD

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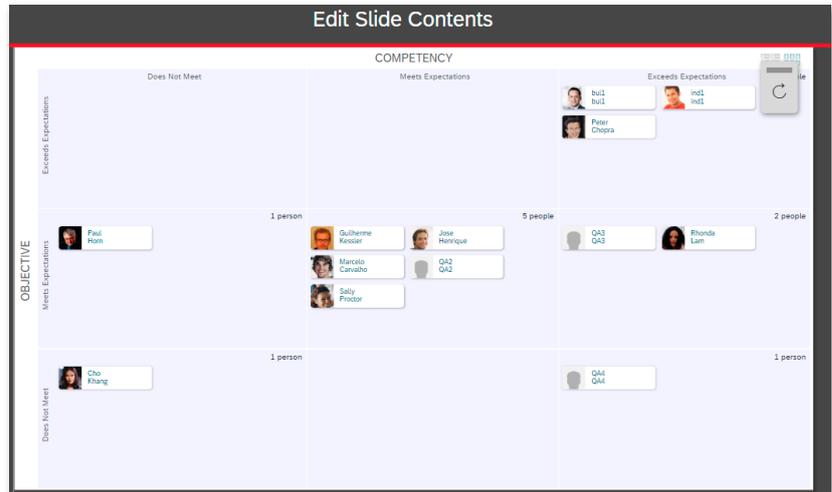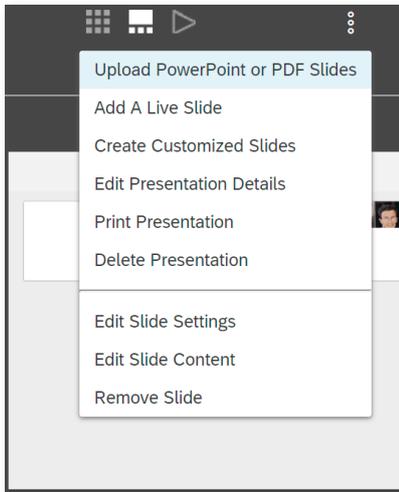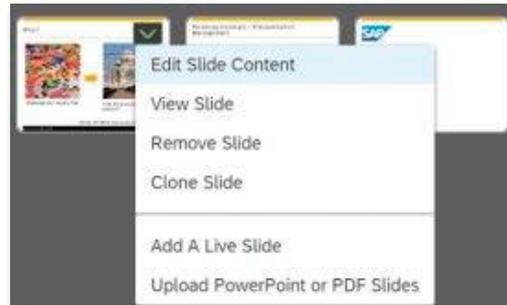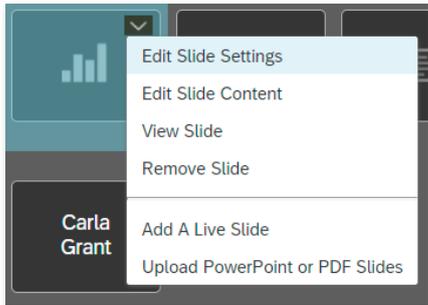
And… we are aware of what we always say, but our focus is the user and the experience s/he has with us… That's why we do everything possible to homogenize his visualization in different parts of the process…

Look the new look & feel of succession and presentation!
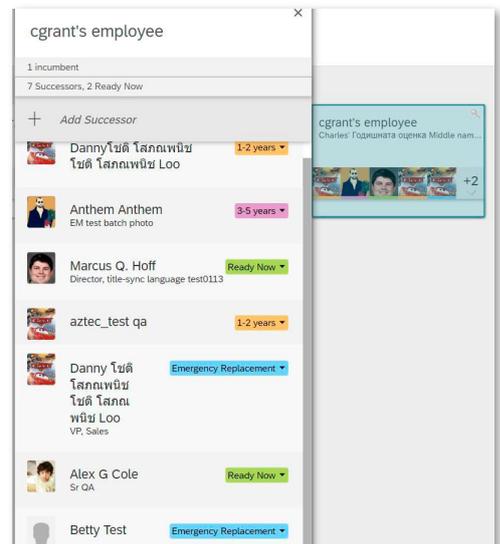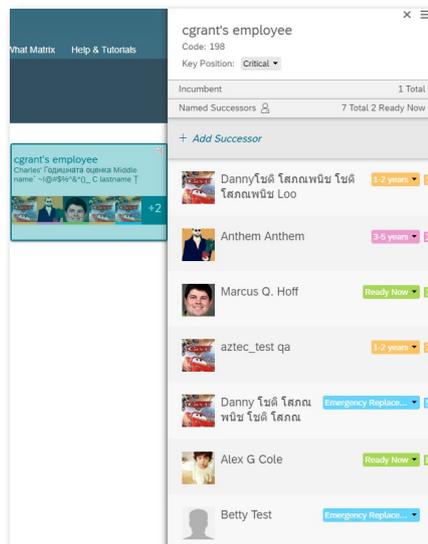
MOBILE

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
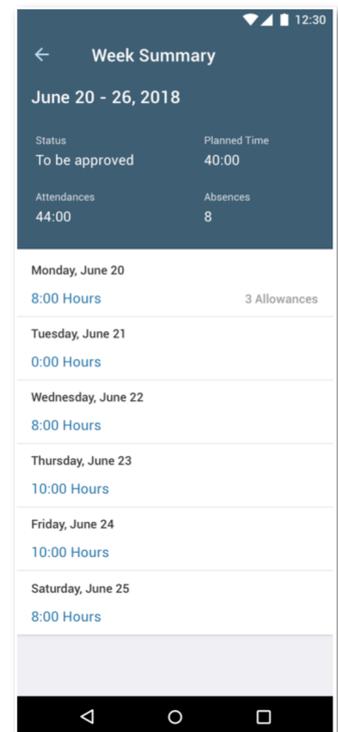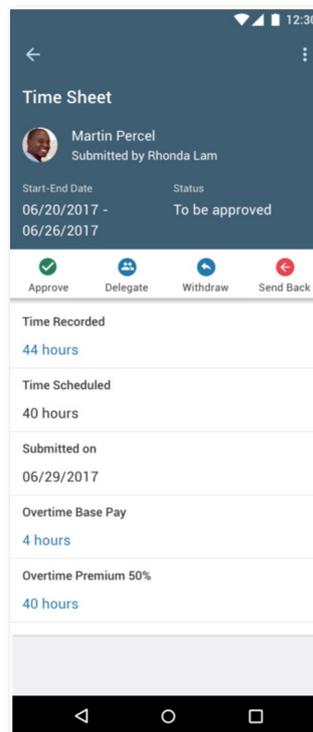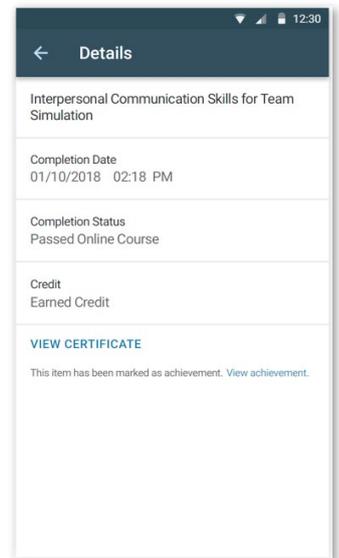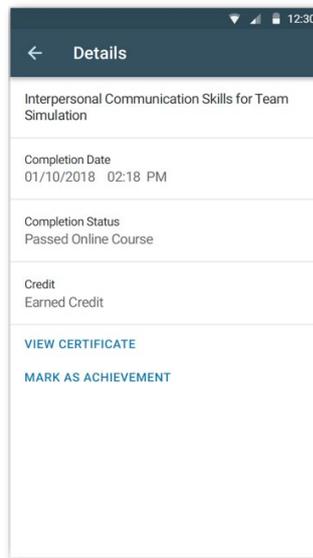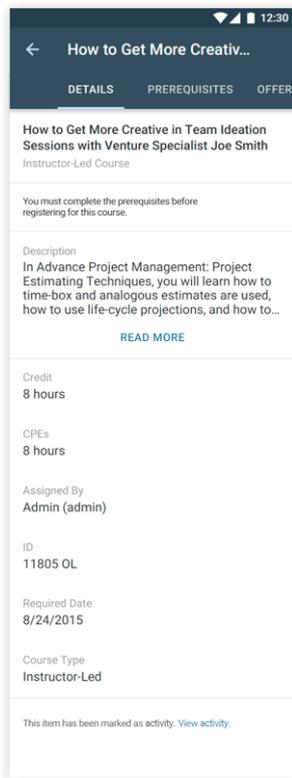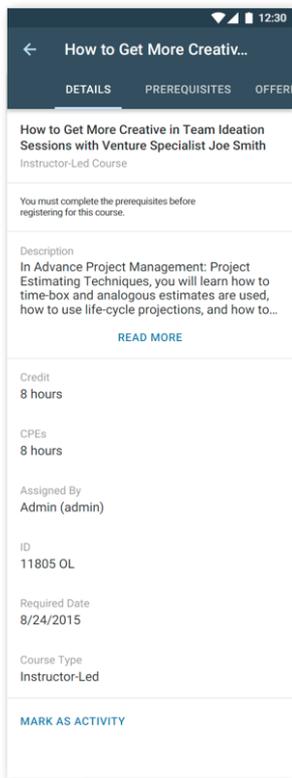
TIME AND ATTENDANCE

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
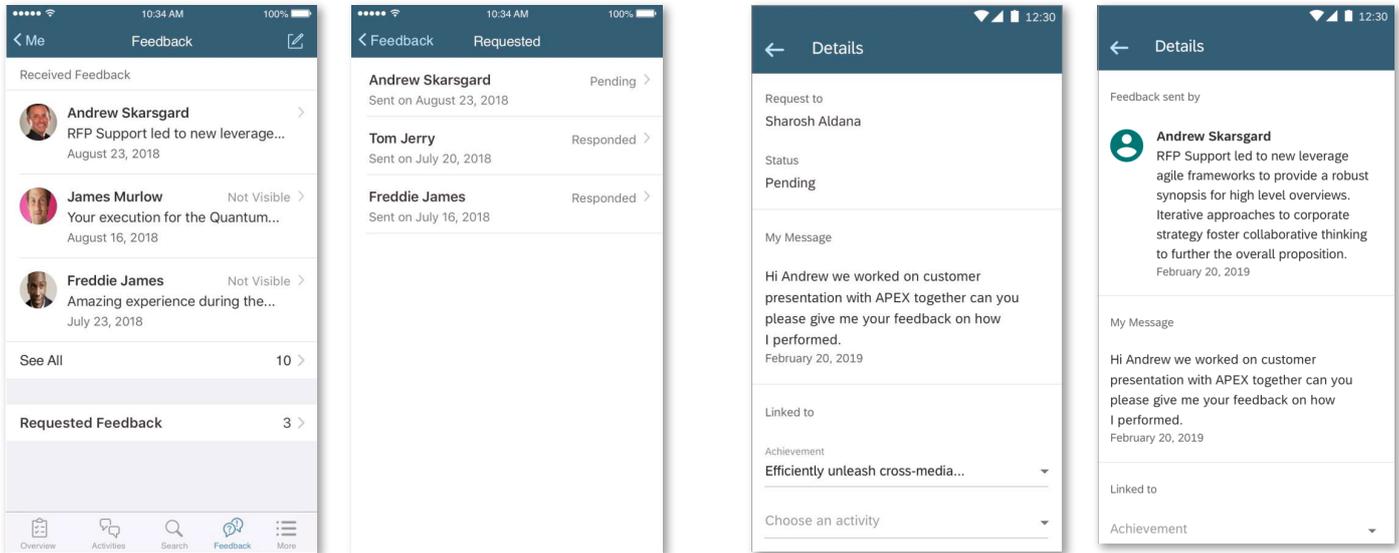
ONBOARDING 2.0

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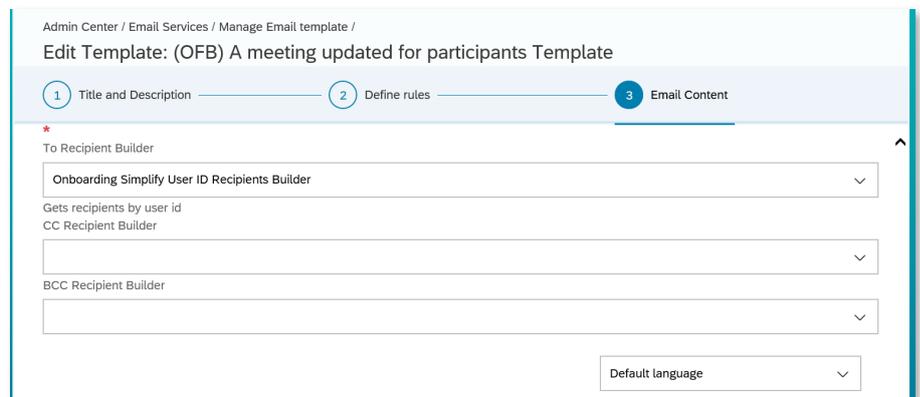
For the Personnel Incorporation module, there was an extra platform designed to configure the processes and steps included in it. Now, **SAP SuccessFactors** has included this functionality within the platform, so that administrators can configure and edit the processes that exist, accompanied by guides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

In addition, if users are part of a selection process, document status can be tracked
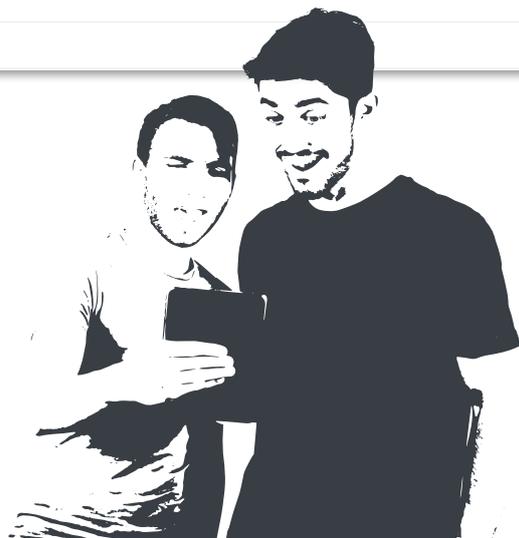
JOB POSTING FROM THE REQUISITION

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

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

INTERVIEWS

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

BEFORE

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

NOW

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

All mail chains remain registered in Recruitment, with filtering functionality!
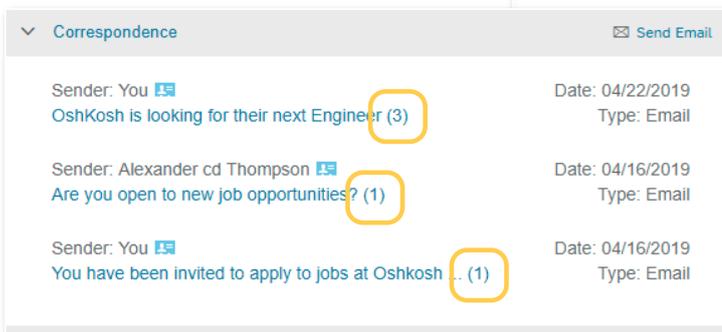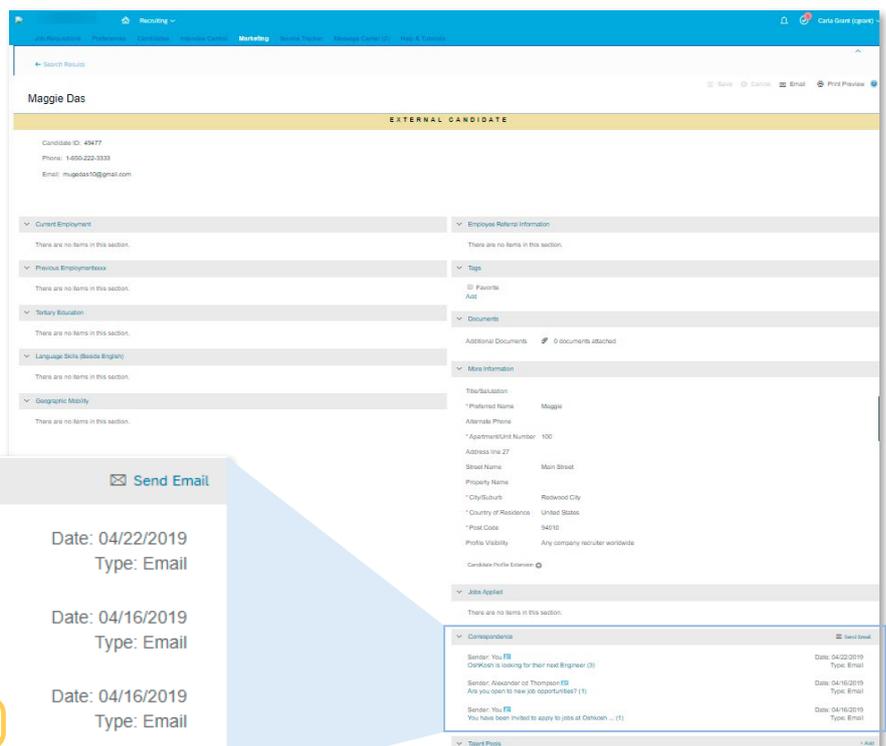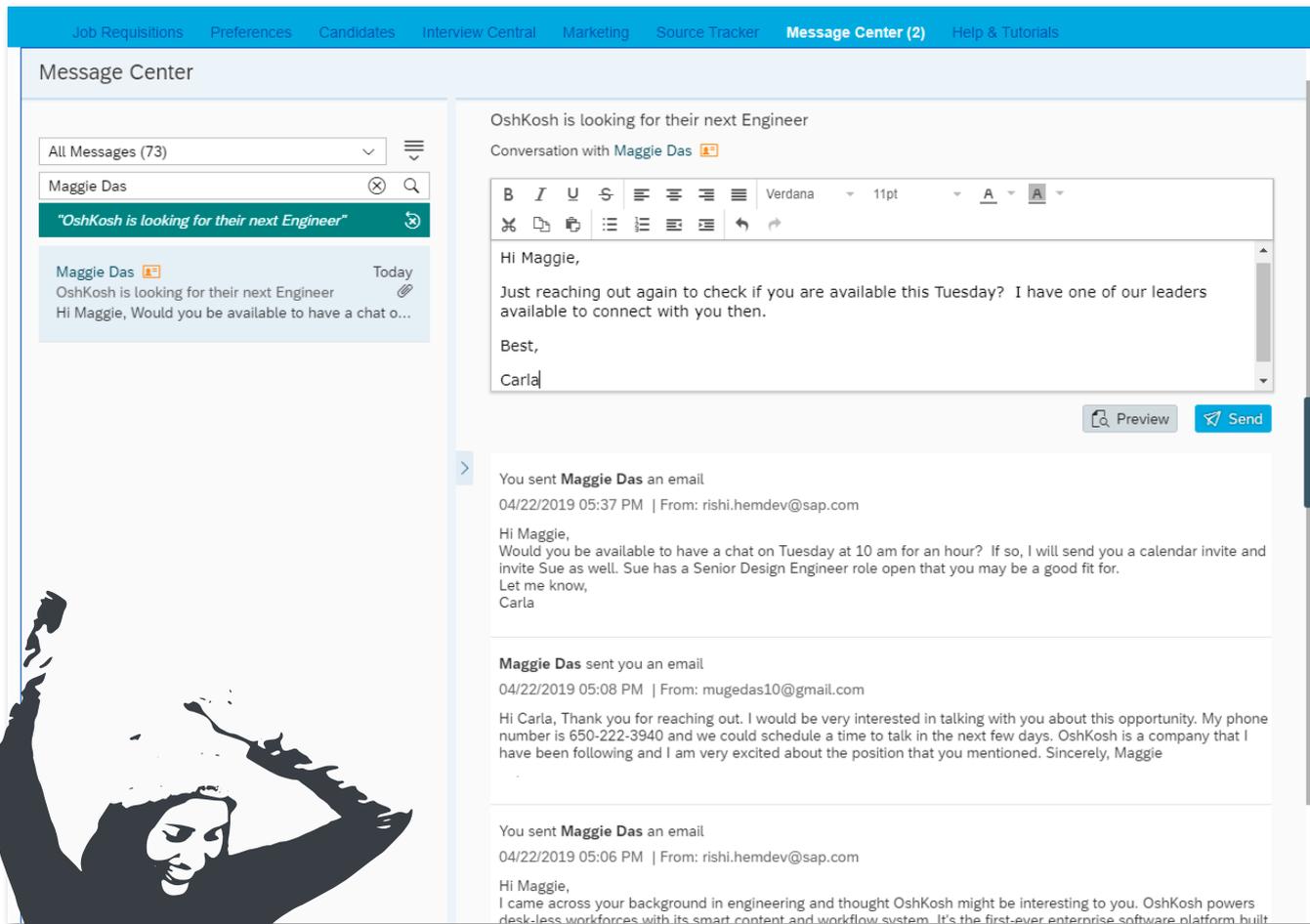
You can also access the mail line from the application of the candidate!

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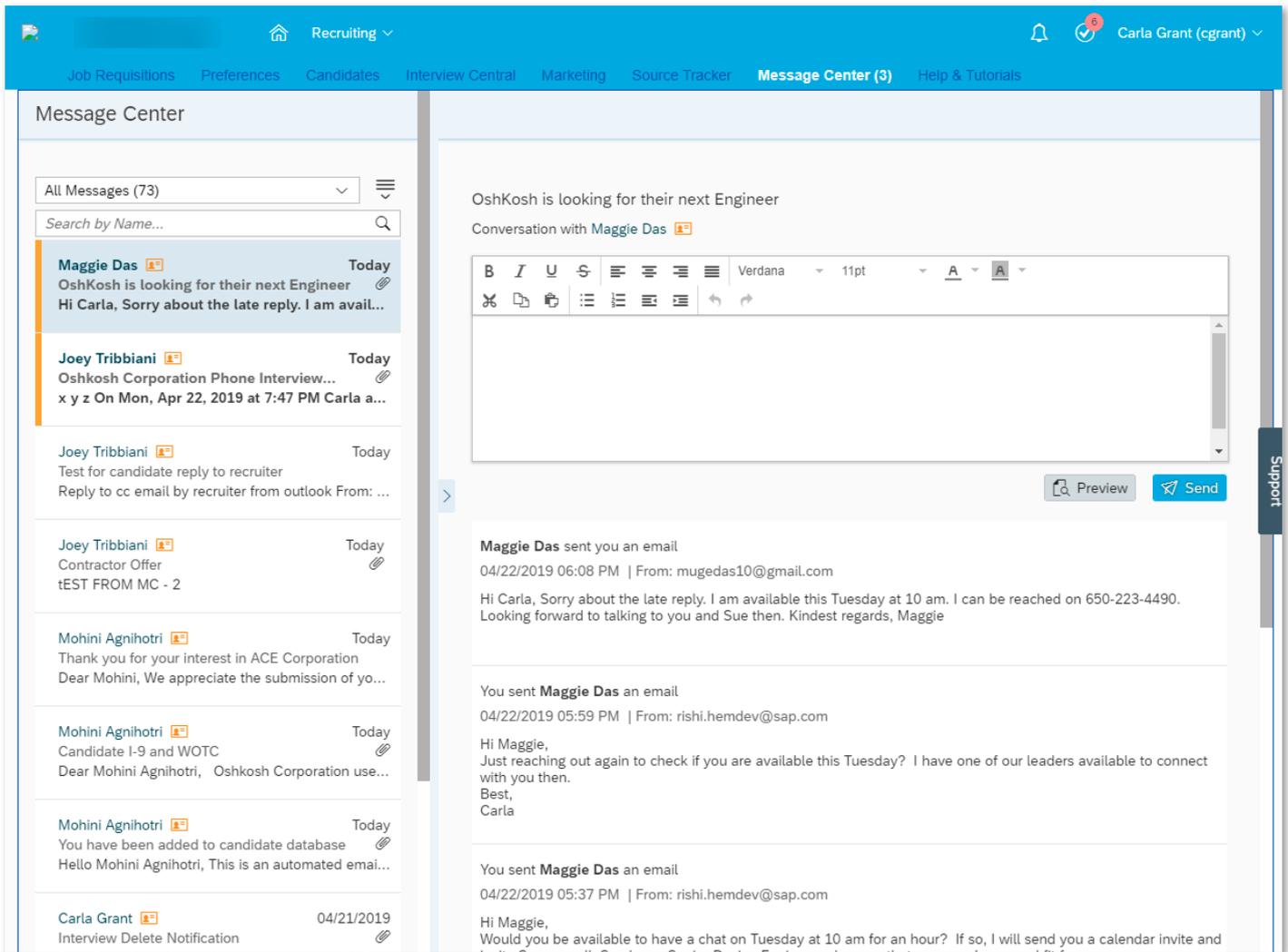
Start categorizing your emails within the Message Center and make your searches easier! How? Simple...

... 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: Rolling Year
From: January 7th, 2019
To: January 7th, 2020

A. Apply Starts Only	B. Apply Conversions	C. Apply Completes Only	Drop Off %
244,819	584,476	9,512	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: Current source type

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: Rolling Year
From: January 7th, 2019
To: January 7th, 2020

Advanced options

Source Type

Export | Display options

Source type	Visits	Subscribes	Apply starts	Visit conversion	Apply completes	Apply conversion	Qualifieds	Interviews	Offer		
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: Rolling Year
From: January 7th, 2019
To: January 7th, 2020

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.
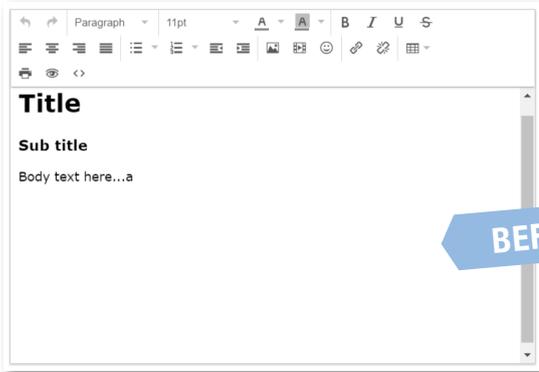
BEFORE
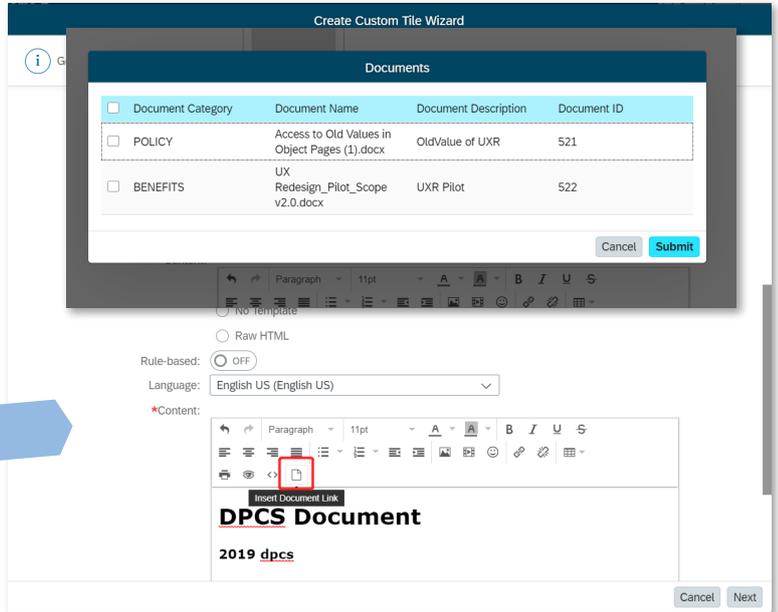
NOW

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

How exciting!!
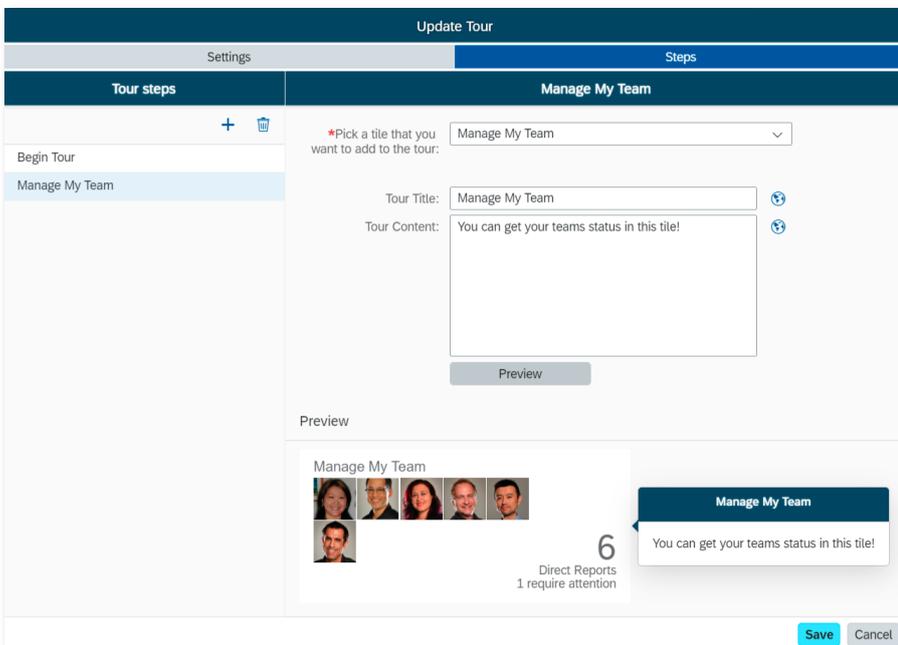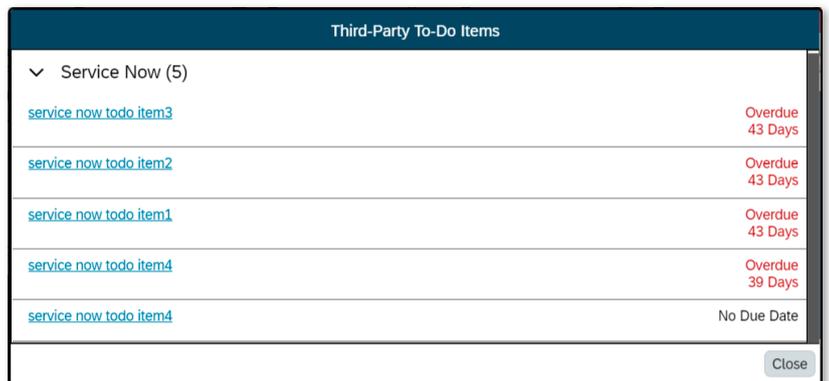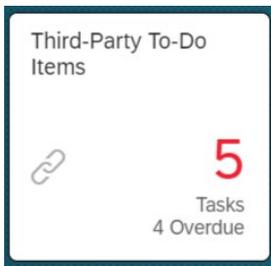
Change on the page to set up tours!

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?
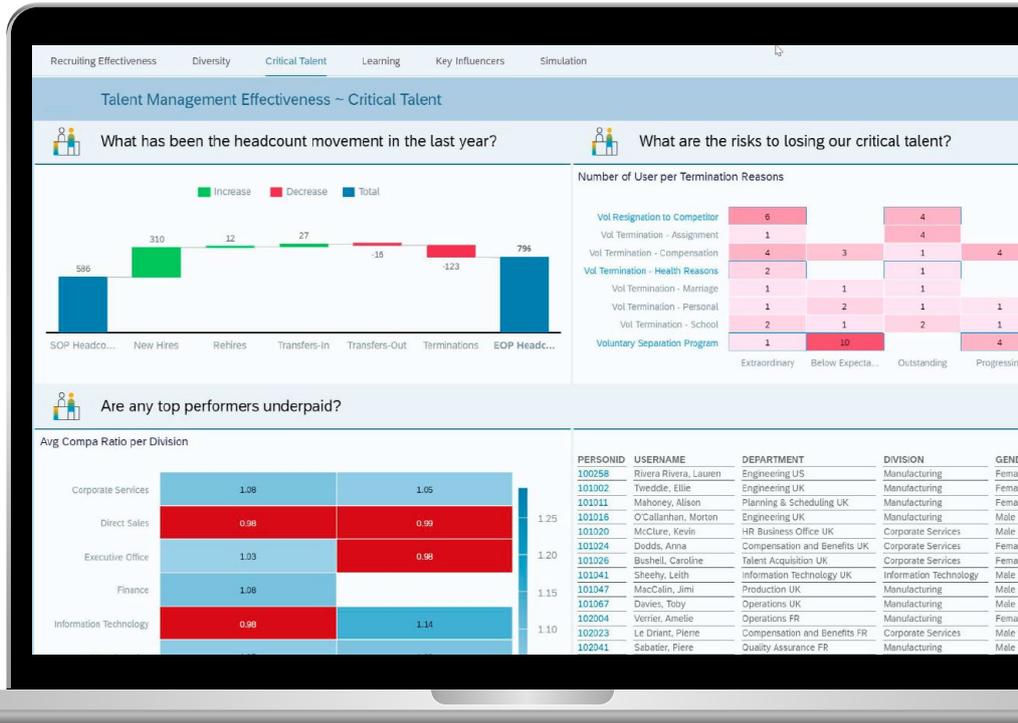
In short, what does SAC offer us?

- ✔ 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

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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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PROJECTS

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