

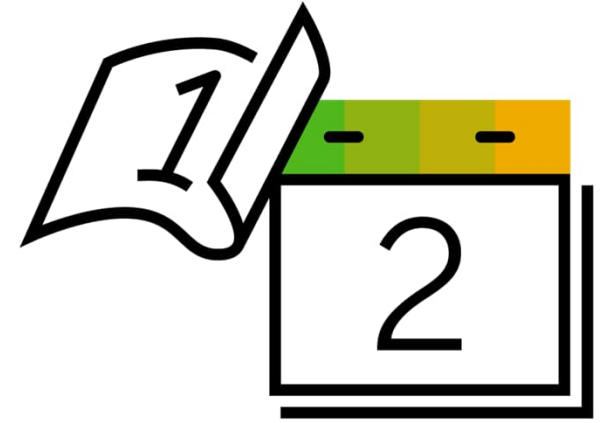


HOL102 Position Management Processes and Validations in SAP SuccessFactors Employee Central

Kanika Khullar & Jordi Mosegui, SAP
October 3, 2023

Agenda

- Introduction
- Lab Activities
- Key Resources
- Q&A

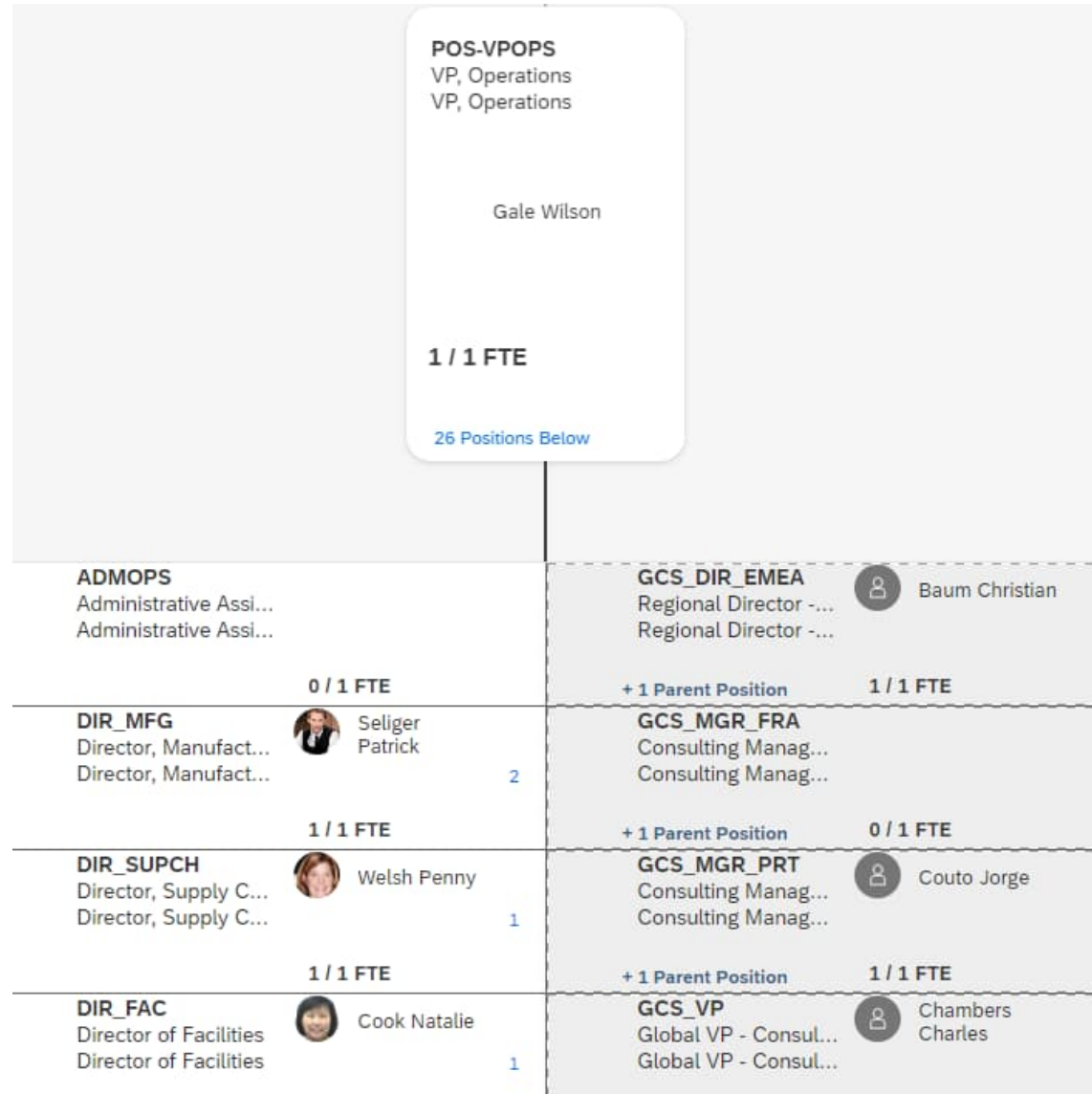




Introduction


Position Management Processes and Validations


- In this hands-on lab, learn how position management helps ensures proper head-count planning based on the ongoing changes in organizations.
- Through practice and demos, see how to configure and test system validations for position management using centralized services and follow-up processes and maintain position data.



Meet the speakers

Kanika

 My Employee File ▾



Kanika Khullar
Ontario, Canada

- ✓ SAP Preferred Success HXM Recruiting, Onboarding and Employee Central Functional Lead
- ✓ Experienced SAP SuccessFactors consulting professional, specialize in Recruiting, Onboarding and Employee Central modules
- ✓ Over 15 years of global experience in SAP HCM and 9+ years in SuccessFactors, joined SAP in January 2022
- ✓ Worked in various countries including New Zealand, Australia, India, United Kingdom, France, United States and Canada
- ✓ Fun stuff : Dancing, Travelling and Yoga

Actions Header As of Today

94%

Your profile is incomplete.
[Finish Now](#)

Meet the speakers

Jordi



The screenshot shows the SAP SuccessFactors user interface. At the top, the header includes the SAP SuccessFactors logo, a heart icon, and a dropdown menu for 'My Employee File'. To the right of the header is a search bar with the placeholder text 'Search for actions or peo...', a notification bell icon, a red badge with '99+', and a small profile picture of the user. Below the header, there are two tabs: 'Employee Files' (which is active) and 'Help & Tutorials'. The main content area features a large background image of a stadium. On the left side of this area is a portrait of Jordi Mosegui Thomas. To the right of the portrait is a grey box containing his name and location, followed by a list of bullet points detailing his experience and interests. Further to the right, there are buttons for 'Actions' and 'Header'. Below these buttons is a large circular progress indicator showing '86%' completion, with a message stating 'Your profile is incomplete.' and a 'Finish Now' link.

SAP SuccessFactors  **My Employee File** ▼

Search for actions or peo...

[Employee Files](#) [Help & Tutorials](#)

Jordi Mosegui Thomas
Barcelona (Spain)

- ✓ Joined SAP SuccessFactors in January 2016
- ✓ Experienced Account Management and Consulting professional.
- ✓ Employee Central, Performance and Goals, Platform and Career Development Planning instructor.
- ✓ Fun stuff: Travelling, cooking and outdoor activities.

86%

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[Finish Now](#)



Lab Activities

Lab Activities

Some of the activities you will practice and test today are:

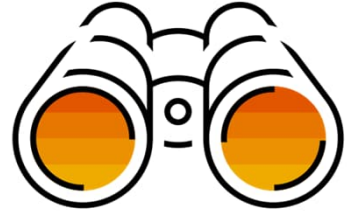
- Explore the Position Management Settings for TBH Status adaptation.
- Hire an employee to a vacant position and verify automatic changes in TBH status.
- Update Positions doing a Mass Change to add Position Matrix Relationship
- Verify Synchronization of Matrix Relationships with Job Relationships HRIS Element to update Matrix Manager based on Position Hierarchy.
- Verify Capacity Control to prevent overstaffing of positions.
- Execute a Position Transfer and Follow Up Processes based on the Event Reason determined by the Job Information change.





Additional Resources

RESOURCES



Implementation Design Principles

[SAP SuccessFactors Employee Central Position Management: Design Considerations and Recommendations](#)

SAP Help Portal

[Mass Data Management](#)

[Synchronization between Matrix Relationships and Job Relationships](#)

[Capacity Control](#)

[Changes to Position Follow-Up Processes on Centralized Services](#)

[Follow-Up Processes in Position Management](#)

[Admin Alerts for Errors in Position Follow-Up Processes](#)

[Admin Alerts | SAP Help Portal](#)

KBAs

[2318852 - Employee Central - Position Management](#)

[2352175 - "To Be Hired" status is not updated in Position Organization Chart](#)



Q&A

Thank you.

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