

# **SAP SuccessFactors Solutions Road Map**

November 2018

**CUSTOMER** 



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For all recent and planned innovations, potential data protection and privacy features include simplified deletion of personal data, reporting of personal data to an identified data subject, restricted access to personal data, masking of personal data, read access logging to special categories of personal data, change logging of personal data, and consent management mechanisms.

# **About SAP road maps**

Companies today are planning their digital journeys – transforming business models, reengineering business processes, and reimagining work.

SAP road maps highlight innovations that may help you plan and implement your digital journey. They span products relevant to lines of business in your industry and explain how our innovations may add value to your business.

In our road maps, you can learn about our innovations along four different timelines:

- 1. Recent innovations for our products that have been launched in the past weeks or months and can already be purchased
- 2. Planned innovations for our products that are intended to be launched in the short term or midterm
- 3. Product direction, providing a long-term perspective on high-level development plans for innovations for our solutions inspired by your requirements
- 4. Product vision, providing a high-level and long-term business perspective on innovations for our products

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Functional description

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- Key trends and customer needs
- Value proposition

Product innovations and future innovations (next 12 months and next 24 months)

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- Strategic HR
- Core HR/payroll and analytics

### **SAP SuccessFactors solutions**

### Enabling digital HR transformation

Beyond HR process efficiency, global compliance, and quality employee data, we enable you to execute digital HR transformations as well. Transform your employee experience, enabling all employees to consume HR services and processes when they want them and how they want them, based on what they need and who they are.

#### **Cross-suite**

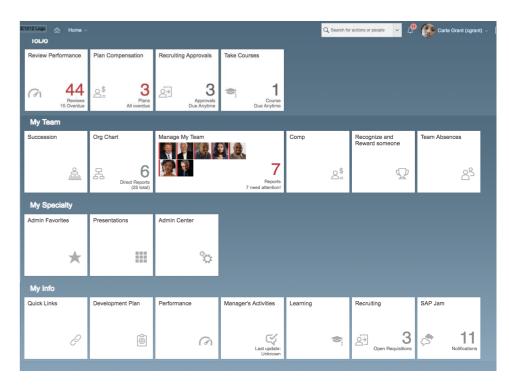
SAP Data Encryption by CipherCloud

### Strategic HR

- Recruiting: Simplified job posting and employment offers
- Talent management: Ability to create and configure bias rules and alerts in the calibration process to help ensure a diverse and inclusive workforce
- Learning: Flagging of courses designed specifically for mobile devices

#### Core HR and payroll

- Payroll: Processing of off-cycle payrolls for on-demand payments in the payroll control center
- SAP SuccessFactors Employee Central: Addition of five new country versions (Estonia, Luxembourg, Iceland, Latvia, and Lithuania), increasing the total number to 89



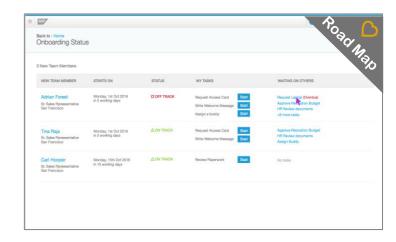
## **SAP SuccessFactors solutions**

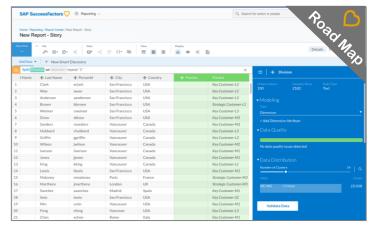
### Enabling digital HR transformation



We provide a suite platform and innovative technology to drive wide user adoption and the flexibility to meet each organization's specific needs:

- End to end: Functional coverage across all key areas of core HR, including payroll, benefits, organizational management, shared services, and all areas of time and attendance including time sheets
- Compelling: Modern, simple, and consistent user experience across multiple interaction channels (Web, mobile, bots) tailored to use-case and end-user preferences
- Extensible: Ability to quickly deploy new capabilities and innovations from partners or based on internal ideas or needs
- Innovative: Artificial intelligence and machine learning technology that deliver intelligent recommendations, guidance, and predictions
- Global: Deep localization based on SAP's 30-plus years of experience
- Inclusive: Support for all worker types, providing a consolidated view of your workforce
- Collaborative: Embedded capabilities that connect, recommend, and build relationships across people, processes, and knowledge
- Continuous: Ability to intelligently surface talent processes and information to every employee so talent management is part of everyday work life





# SAP SuccessFactors HCM Suite enables digital HR transformation

### Engaging experiences: Mobile | Social | Personal



### **Human capital analytics**

Workforce analytics | Workforce planning



### **Talent management**

Recruiting | Onboarding | Learning | Performance and goals | Compensation | Succession and development



Total workforce



Health and well-being



Diversity and inclusion



### Core HR and payroll

People and transactions | Organizational management | Benefits | Shared service for HR | Payroll



### Time and attendance management

Time tracking | Absence and leave management

Cloud foundation: Intelligent | Secure | Extensible

### **SAP SuccessFactors solutions**

Key trends, customer needs, and value proposition

# Employees are demanding a digital HR experience.

### **Challenges in human resources:**

- Employees demanding a consumer experience from HR
- HR and payroll processes that are outdated and complex
- Increasing requirements for global employee data compliance
- Increasing usage of external workers
- Ability to attract, develop, and retain the right talent
- Need to deliver workforce insight to managers and executives



### **Strategic priorities:**

- Simplify HR processes and operations
- Deliver an experience that engages every employee
- Facilitate learning, career development, and knowledge sharing
- Manage the total workforce
- Transform data into predictions, suggestions, and recommendations

# Strategic HR – SAP SuccessFactors Mobile app (1/4)

## Product road map overview – Key innovations

#### **Recent innovations**

#### **SAP SuccessFactors Employee Central**

- Update profile to meet material design guidelines (Android)
- Timesheet
  - Support negative time recording
  - Support overtime recording

#### Payroll summary

Support for simplified configurations without key figures

#### **Planned Q4/2018<sup>1</sup>**

#### **SAP SuccessFactors Employee Central**

- Time management
  - Timesheet
    - Approvals
    - Record allowances
    - Record on-call times
    - Support partial weeks
  - Time off
    - Display time balance per permissions
    - View declined requests
    - Show future balance
    - Half-day time off
- EC Benefits
  - Benefit claim (iOS)

#### **Planned Q1/2019**<sup>1</sup>

#### **SAP SuccessFactors Employee Central**

- Time management
  - Timesheet
  - Amend time sheets
    - Show rejected time sheets in to-do's
    - Custom field support
    - Push notifications
  - Time off
    - New team absence calendar
    - Recurring absences
    - Push notifications
- Benefits capabilities in SAP SuccessFactors Employee Central
  - Benefit claim (Android)

# **SAP SuccessFactors Employee Central Service Center integration**

Ask HR, HR ticket creation

#### Recruiting

- Support editing job requisition approvals
- Job requisition management
  - Redesign mobile job requisition approvals to support field and user- level permissions (limited field types)
  - Display job requisition list

#### Planned Q2/2019<sup>1</sup>

#### **SAP SuccessFactors Employee Central**

- Time management
  - Timesheet
    - Display custom time type groups
    - Recording notes for approver
  - Time off
    - Undetermined end dates
    - Recurring absences
    - Hiding time balances
- Benefits capabilities in SAP SuccessFactors Employee Central
  - Benefit claim enhancements

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

# Strategic HR – SAP SuccessFactors Mobile app (2/4)

### Product road map overview – Key innovations

#### **Recent innovations**

#### Learning

- Mobile content rendering technology updates (iOS)
- Programs (iOS)
- Reimagining the talent experience: Create CPM achievements and activities from SAP SuccessFactors Learning (iOS)

#### **Planned Q4/2018<sup>1</sup>**

#### Learning

- Offline mode (Android)
- OCN providers (iOS)
- Reimagining the talent experience: Recommendations (iOS)

#### Planned Q1/2019<sup>1</sup>

#### Learning

- Reimagining the talent experience:
   Create CPM achievements
   and activities from SAP
   SuccessFactors Learning (Android)
- OCN providers (Android)

#### Planned Q2/2019

#### Learning

 Reimagining the talent experience: Recommendations (Android)

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# Strategic HR – SAP SuccessFactors Mobile app (3/4)

## Product road map overview – Key innovations

#### **Recent innovations**

#### Talent

- Performance management
  - Collaborative route map steps

#### **Planned Q4/2018<sup>1</sup>**

#### **Talent**

- Performance management
  - Form navigation enhancement
  - Send to previous step
- 360 reviews
- Form navigation enhancement
- Add, edit, and delete goals and competencies
- Development goals
- View development goal plans
- Add, edit, and delete development goals from development goal plans
- Continuous feedback
- Feedback request list
- Learning/talent integration

#### Planned Q1/2019<sup>1</sup>

#### Talent

- Performance management
  - Custom elements in standard sections
  - Item weight for competency
  - Section weight for goal/competency
  - Objective/competency summary section
  - Performance/potential summary section
  - CPM achievements w/ feedback
- 360 reviews
  - Modification steps with participant selection
- Learning/talent integration

#### **Planned Q2/2019<sup>1</sup>**

#### **Talent**

Learning/talent integration

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

# Strategic HR – SAP SuccessFactors Mobile app (4/4)

### Product road map overview – Key innovations

#### **Recent innovations**

#### **Android material design**

- New Android home
- Start-up animations enhancement
- Update app to meet SAP Fiori for Android design guidelines

#### People search

 Enable to delete search suggestion (iOS and Android)

#### **Planned Q4/2018<sup>1</sup>**

#### Admin console

Multiple brand theming support

#### **People Search**

 Solr search to support a consistent people search experience between Web and mobile

#### Planned Q1/2019<sup>1</sup>

#### Admin console

- Redesign admin console
- Improved e-mail template management

#### **Notification**

- In-app notification banner
- Icon badge (Android)

Planned Q2/2019

**Updates coming soon** 

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

# Strategic HR – SAP SuccessFactors Mobile app

Upcoming short-term and midterm innovations

### Additional priorities (next 12 months):

- Onboarding
  - New hire experience and manager activities
- SAP Analytics Cloud cross-suite reporting
  - Embedded insights on mobile
  - Ad hoc reporting with mobile data
- Learning
  - Programs (Android)
  - Collections
  - Commerce
- Talent
  - Performance management: Offline
  - 360 reviews: Modification steps
- Notifications
  - In-app notification handling
  - Push notification

# Strategic HR – SAP SuccessFactors Mobile app

Upcoming short-term and midterm innovations

### On the radar (next 24 months):

- Learning
  - Assessments
  - Curriculums with requirements
  - Validated app for Android
- Recruiting
  - Move candidate through pipeline
  - Internal career site
- Time and attendance
  - Show future balances and respect balances permissions
- Talent
  - Performance management: Weight; custom element

# Suitewide – Extensions (technology)

### Product road map overview – Key innovations

#### **Recent innovations**

#### **Business rules**

- New feature "add to" for list objects
- Check tool integration

#### **Extension center**

- Data protection and privacy enhancements
- Scalability and performance enhancements
- Detect and report configuration issues using admin check tool
- Inline documentation for object configuration
- Support for business key for generic object references in object import and export

#### **Planned Q4/2018**<sup>1</sup>

#### **Business rules**

- New search user interface wave
   1 (supporting list of all rules, filter criteria for existing fields, create new rule, edit existing rule)
- "Where used" list for rules

#### **Extension center**

- Data protection and privacy enhancements
- Scalability and performance enhancements
- Enhanced user interface to view large picklists
- Support for exclude self on role-based permissions (RBP) for objects

#### **Planned Q1/2019<sup>1</sup>**

#### **Business rules**

- New search user interface wave
   2 (supporting copy, mass delete, check rules, "where used" information)
- Additional check tool checks

#### Extension center

- Support rules scenarios for extension center platform
- Enhancements for managing large picklists
- Enhanced reporting on audit data for objects

#### Planned Q2/2019

#### **Business rules**

- New search user interface wave 3 (supporting save variants, "where used" with link to rule registration, rule trace integration)
- Migration tool to migrate basic scenario rules to scenarios

#### **Extension center**

- Incorporate new user interface for business rules in extension center
- Enhanced data modeling

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

# Suitewide – Extensions (technology)

Upcoming short-term and midterm innovations

### Additional priorities (next 12 months):

 Business rules: Enhance user experience (such as with user interface messages) and adopt functional features to meet new customer needs (such as math expressions)

### On the radar (next 24 months):

Business rules: Extend monitoring and auditing capabilities to give customers more insight into their rules usage as well
as the impact that rules usage has for their system (for example, performance)

# Suitewide – SAP S/4HANA and SAP ERP HCM integrations (1/2) (technology)

Product road map overview – Key innovations

#### **Recent innovations**

## General for SAP ERP HCM and SAP S/4HANA

 Replication of object relationship (parent/child) in business integration builder (BIB)

#### Employee integration from SAP SuccessFactors Employee Central to SAP ERP HCM and SAP S/4HANA

- Enhanced replication mechanism for IT 0000 and 0001
- Enhanced replication of IT 0009 (bank details) in case of new hire
- Enhanced replication of IT 2001 for sickness handling in Colombia
- Enhanced migration of work schedule rules from SAP ERP HCM and SAP S/4HANA to SAP SuccessFactors Employee Central

#### Planned Q4/2018<sup>1</sup>

# General for SAP ERP HCM and SAP S/4HANA

 Support of table infotypes for object relationship (parent/child) in object replication

# Employee integration from SAP SuccessFactors Employee Central to SAP ERP HCM and SAP S/4HANA

- Support cloning of primary and secondary infotypes in BIB
- Enhancements to MDF picklists in BIB

#### Planned Q1/2019<sup>1</sup>

# Employee integration from SAP SuccessFactors Employee Central to SAP ERP HCM and SAP S/4HANA

- Enhanced BIB configuration capabilities
- Ensure continuous use of PERNR (personnel number) with legacy integration
- Support complex business processes across multiple SAP systems through a new stable PERNR

# Organizational management integration from SAP SuccessFactors Employee Central to SAP ERP HCM and SAP S/4HANA

 Improved merge behavior to avoid superfluous updates (IT 1001)

#### Planned Q2/2019<sup>1</sup>

#### Employee integration from SAP SuccessFactors Employee Central to SAP ERP HCM and SAP S/4HANA

- Enhanced processing of organizational assignment replication in BIB
- Support of additional sample content in BIB
- Continue enhancing the business integration configuration capabilities
- Support replication of additional countryspecific information with BIB

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

# Suitewide – SAP S/4HANA and SAP ERP HCM integrations (2/2) (technology)

### Product road map overview – Key innovations

#### **Recent innovations**

# Data migration from SAP ERP HCM and SAP S/4HANA to SAP SuccessFactors Employee Central

- Ability for customers to control the migration of host or home personnel number details
- Allow migration in several steps without changing the configuration
- Country-based filtering in SBS model without changing configuration
- Further enhancements in migration configuration

#### **Enhanced cross-system configuration**

- Enable transfer of further foundation objects from SAP ERP HCM and SAP S/4HANA to SAP SuccessFactors Employee Central
- Monitoring for foundation object transfer

**Planned Q4/2018<sup>1</sup>** 

# Data migration from SAP ERP HCM and SAP S/4HANA to SAP SuccessFactors Employee Central

- Support of table infotypes for object relationship (parent/child) in org object migration
- Support cloning of primary and secondary infotypes in BIB
- Support MDF picklists with optionIDs in BIB
- Performance improvement for delta employee replication (included in job scheduler report)
- Configuration enhancements

**Planned Q1/2019<sup>1</sup>** 

# Data migration from SAP ERP HCM and SAP S/4HANA to SAP SuccessFactors Employee Central

- Enable replication of future hired employees through change pointers
- Support complex business processes across multiple SAP systems through a new stable personnel number
- Allow change of upsert parameter "suppressUpdateOfIdenticalData" depending on migration or integration scenario; for example, the option to control if data is overwritten in any case in SAP SuccessFactors Employee Central or only in case the data contains changes
- Further enhancements

**Planned Q2/2019**<sup>1</sup>

# Data migration from SAP ERP HCM and SAP S/4HANA to SAP SuccessFactors Employee Central

- Support mixed HR processes for employees having both international transfer and global assignment (including concept for individual cutoff date for employee data migration)
- Support of global info data migration for multiple assignments use case
- Include position matrix relationship template in list of standard SAP-delivered templates
- Further enhancements

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

# Suitewide – SAP S/4HANA Cloud integrations (technology)

### Product road map overview – Key innovations

#### **Recent innovations**

- Roundoff of business integration builder to cover specific use cases, especially concerning hire, rehire, employee assignments, and payment information
- Integration of SAP SuccessFactors Employee Central Payroll with SAP S/4HANA Cloud – internal, restrictions apply (INNO\_12371)

#### Planned Q4/2018<sup>1</sup>

- Conversion of contingent workers to employees (INNO\_21087)
- Mass upload of tags using import employee (INNO\_20957)
- Automated role-based permissions provisioning across SAP SuccessFactors solutions and SAP S/4HANA Cloud using identity and access governance (IAG)
- Real business planning: Headcount planning and financial and SAP SuccessFactors solutions and SAP Analytics Cloud

#### **Planned Q1/2019<sup>1</sup>**

- Replication of bank master details (bank repository) to SAP SuccessFactors Employee Central (INNO\_15118)
- Replication of company codes to SAP SuccessFactors Employee Central (INNO\_21103)
- Derive service cost level from job level (INNO 14019)
- Roundoff: Employee search and factsheet (preferred name, customer projects) – internal RM
- Rundoff: Replication improvements (payment and address data, manager relation) – internal RM
- Integration of SAP SuccessFactors Employee Central Payroll with SAP S/4HANA Cloud for additional countries
- Unified finance-HR analytics with SAP Analytics Cloud combining SAP S/4HANA Cloud and SAP SuccessFactors solutions data
- Integration of SAP S/4HANA Cloud with SAP ERP HCM (employee replication and payroll posting) – proof of concept (POC)

#### Planned Q2/2019<sup>1</sup>

- Replication of sales commissions to SAP SuccessFactors Employee Central
- Support of multiple workorder assignments
- Support multiple employments (POC)
- Support complex business processes across multiple SAP systems through a new stable PERNR
- Integration of SAP SuccessFactors
   Employee Central Payroll with SAP
   S/4HANA Cloud for additional countries

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

# Suitewide – Identity management (technology)

### Product road map overview – Key innovations

#### **Recent innovations**

## IP address in conditional authentication

 We can filter users dynamically to different login options based on IP address

#### **CSS-based branding**

 We can import customer-created CSS file in SAP Cloud Platform Identity Authentication service to brand the login pages

#### **Planned Q4/2018<sup>1</sup>**

#### Password verification API

 API available to SAP Cloud Platform Identity Authentication service to verify if user entered credentials match those in SAP SuccessFactors solution

#### **Duplicate user check report**

 Customers can list user names that are duplicated except for case

#### **Two-factor logins with SMS**

Two-factor logins using text messages

#### Planned Q1/2019<sup>1</sup>

# Automation of SAP SuccessFactors and IAS provisioning

 Tool to automatically create tenants and connect them to SAP SuccessFactors instance

#### Password verification in IAS

SAP Cloud Platform Identity
 Authentication service team will implement one time password verification for SAP SuccessFactors users

#### Planned Q2/2019

#### Profile page protected by SMS

 One-time SMS protection of profile page for enabling two-factor login

# Upgrade center task to turn on SAP SuccessFactors and IAS integration

 When customers have completed all postsetup tasks, they will turn on the SAP Cloud Platform Identity Authentication service connection

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

# Suitewide – Identity management (technology)

Upcoming short-term and midterm innovations

### Additional priorities (next 12 months):

- Complete automation of SAP SuccessFactors/IAS integration using upgrade center
- Additional features including more settings in "Manage SAML" settings and real-time user updates

### On the radar (next 24 months):

Proxy now for downstream modules using IAS

# Suitewide – Instance management (admin)

### Product road map overview – Key innovations

#### **Recent innovations**

#### Instance sync

- Self-adoption of instance sync tool
- Support for sync of HomePage3 and PeopleProfile3 with corresponding role-based permissions sync
- Adoption to new MDF framework
- Enhanced packaging
- Data model XML download capability

#### Instance refresh

- Beta, SAP SuccessFactors Enterprise core and SAP SuccessFactors Learning
- Validation and error message improvements
- User experience improvements
- Email notifications
- Built-in fault tolerance

#### **Planned Q4/2018**<sup>1</sup>

#### Instance sync

- MDF data and sync audit report enhancement to reflect business keys instead of auto-numbered external codes
- Audit report error message fix and warning messages on the user interface
- Tool robustness and tolerance

#### Instance refresh

- Beta continued, SAP SuccessFactors Enterprise core and SAP SuccessFactors Learning
- Tool robustness and performance improvement
- User experience refinement

#### **Planned Q1/2019**<sup>1</sup>

#### Instance sync

- Two-factor authentication as a selfservice capability to pair source and target systems in order to sync configs across systems
- Support to sync dynamic groups
- Restriction to sync legacy picklists from one system to MDF migrated picklists on another system

#### Instance refresh

- Two-factor authentication as a selfservice capability to pair source and target systems in order to sync configs across systems
- Beta continued, SAP SuccessFactors Enterprise core and SAP SuccessFactors Learning
- Built-in fault tolerance, robustness, and performance improvements
- User experience refinement

#### Planned Q2/2019

#### **Instance sync**

Performance improvement continued

#### Instance refresh

- Continued focus on built-in fault tolerance, robustness, and performance improvements
- User experience refinement continued

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

# Suitewide – Role-based permissions (RBP) (admin)

Product road map overview – Key innovations

#### **Recent innovations**

#### Admin enhancement

Diagnostic tool checks in check tool

#### **Planned Q4/2018<sup>1</sup>**

#### **RBP** migration tool

 Help customers with simple legacy permission model migrate to RBP

#### Instance sync for RBP

 Support sync of dynamic groups using SAP SuccessFactors Employee Central fields as criteria

#### Planned Q1/2019<sup>1</sup>

#### Suite analytics cloud

- RBP user to role report
- RBP user to group report

#### **Performance enhancements**

Target population calculation

#### Planned Q2/2019

Performance enhancements (cont.)

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

# Suitewide – General admin tools (admin)

### Product road map overview

#### **Recent innovations**

#### Job Scheduler

- Enhancements supporting stability and resource management
  - Better monitoring and troubleshooting capabilities of SAP Cloud Platform Job Scheduler for SAP SuccessFactors operations team
  - Prevent server crash issues due to disk space and dynamic allocation of job servers during peak loads
  - Restrict high-frequency scheduling at source and put a check to misconfiguration and duplicate runs of jobs

#### **Planned Q4/2018<sup>1</sup>**

#### Job Scheduler

- Enhancements supporting stability for peak seasons
  - Dynamic adding of queues in runtime
  - Improve control of job frequency

#### Planned Q1/2019<sup>1</sup>

#### Job Scheduler

- Enhancements supporting stability and compliance
  - Provide capability to purge job historical data

#### **Planned Q2/2019**<sup>1</sup>

#### Job Scheduler

 Enhancements supporting stability, performance, and scalability

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

# Suitewide – General admin tools (admin)

Upcoming short-term and midterm innovations

### Additional priorities (next 12 months):

Additional job scheduler functionality to fulfill cross-module asks

### On the radar (next 24 months):

Self-service job scheduler capability in admin center

# Suitewide - Check tool (admin)

## Product road map overview – Key innovations

#### **Recent innovations**

**Planned Q4/2018<sup>1</sup>** 

#### Planned Q2/2019

#### Checks available

- SAP SuccessFactors Employee Central: Core, advances, data replication, document generation, entity chart, payment information, position management, workflow
- Reward and Pay: SAP SuccessFactors Employee Central Payroll, benefits, compensation, time off, time sheet
- Talent: 360 review, career development, goals, onboarding, performance, recruiting
- Platform: Extension center, integration center, reporting, RBP, upgrade center, user management

#### **Features**

- Check history retained
- Export summary check details
- Dynamic content links in proposed solutions

#### New areas with checks

Business rules

#### **Features**

- New admin center tile for check results
- Periodic background job for automating the running of checks

#### **Features**

User interface refresh

Planned Q1/2019<sup>1</sup>

**Updates coming soon** 

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

# Suitewide – Check tool (admin)

Upcoming short-term and midterm innovations

### Additional priorities (next 12 months):

- Provide API support for exposing check definitions and configuration and at the same time move to the OData API standard. This strategy will allow the check tool framework to be leveraged more broadly both within SAP SuccessFactors solutions and externally to help ensure system stability and consistency.
- Provide mechanisms for more automated and proactive detection of issues

# Suitewide – Expert self-services (admin)

## Product road map overview – Key innovations

#### **Recent innovations**

#### **New admin tools**

 Identity management and single sign-on

#### Improved admin tools

- Business rules
- Check tool
- Data protection and privacy
- Extension center
- Instance sync
- Integration center
- Role-based permissions
- Security center
- SAP Enable Now in-application help
- SAP CoPilot in action search
- Upgrade center

#### Planned Q4/2018<sup>1</sup>

#### Improved admin tools

- Business rules
- Check tool
- Data protection and privacy
- Extension center
- Identity management
- Instance sync
- Integration center

#### **Planned Q1/2019<sup>1</sup>**

#### New admin tools

Instance refresh

#### Improved admin tools

- Business rules
- Data protection and privacy
- Extension center
- Instance sync
- Integration center

### Planned Q2/2019<sup>1</sup>

#### Improved admin tools

- Business rules
- Check tool
- Data protection and privacy
- Extension center
- Instance refresh
- Instance sync
- Integration center

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# Suitewide – Expert self-services (admin)

Upcoming short-term and midterm innovations

### Additional priorities (next 12 months):

Self-service admin tool for the most common actions for secure FTP setup

# Strategic HR – SAP SuccessFactors Recruiting

## Product road map overview – Key innovations

#### **Recent innovations**

#### Candidate relationship management

- Data capture form field config
- Candidate profile: Talent pool actions
- Email campaigns: Add candidates/talent pools

#### Career site builder

- Multilocation job model
- Search page redesign
- Apply with LinkedIn 2.0

#### Data management

#### Diversity/business beyond bias

Job analyzer: Integration into job profile builder

#### Recruiting posting integration

- Job requisition field mapping interface
- Enhanced job posting form
- Improved user administration

#### **OData API**

 Field and row-level recruiting permissions for "JobRequisition" and related entities

#### **Planned Q4/2018**<sup>1</sup>

#### Candidate relationship management

- Saved search to auto-populate talent pools
- Filter across talent pool attributes
- Scheduled e-mail campaigns
- E-mail branding for 1:1 correspondence

#### Career site builder

- Search page results redesign
- Improve page rules editor
- Padding controls to components

#### **Recruiting posting integration**

- Job board market place redesigned
- Improve job board integration requests

#### OData API

- Standard "merge" operation support (job application)
- General enhancements and support for cross-suite initiatives (mobile recruiting)

#### Mobile app enhancements

Enhanced mobile job requisition approval

#### **Planned Q1/2019<sup>1</sup>**

#### **Candidate relationship management**

Bulk upload and parse resumes

#### Career site builder

Internal career site

#### Data division

 Enhanced flexibility – HR master data and business rules on candidate

#### Diversity/business beyond bias

Job analyzer: Release for Canada

#### **Recruiting posting integration**

- Job board and analytics
- Posting status table in job posting page
- Enhance job requisition field mapping interface

#### OData API

Employee referral

#### Mobile app enhancements

• Reviewing job requisitions on mobile

#### **Planned Q2/2019<sup>1</sup>**

#### **Candidate relationship management**

- Activity tracking
- Correspondence engine

#### Career site builder

Internal career site: Employee pages

#### Data division

- Ability to permission data access
- Enhanced flexibility

#### Recruiting posting integration

Self-configured posting rules

#### **OData API**

Introducing recruiting permissions for job application and related entities

#### **Unified reporting**

Mobile app enhancements

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

# Strategic HR – SAP SuccessFactors Recruiting

Upcoming short-term and midterm innovations

### Additional priorities (next 12 months):

- Automated job postings (SAP SuccessFactors Recruiting Posting)
- Quick apply

### On the radar (next 24 months):

- Automation and machine learning
- Digital assistant
- Next generation candidate experience

# Strategic HR – SAP SuccessFactors Onboarding

## Product road map overview – Key innovations

#### **Recent innovations**

#### SAP SuccessFactors Onboarding 2.0

- Data protection and privacy
- Admin UI
- E-mail services feature enhancements and additional templates\*\*

#### **Planned Q4/2018<sup>1</sup>**

#### **SAP SuccessFactors Onboarding 2.0**

- Onboarding tasks dashboard enhancements with search and sort
- Custom tile enhancements to support rule-based content
- React to key data changes

#### Planned Q1/2019<sup>1</sup>

#### SAP SuccessFactors Onboarding 2.0

- SAP Analytics Cloud suite reporting
- Rehire
- External HRIS integration APIs

#### Planned Q2//2019<sup>1</sup>

#### SAP SuccessFactors Onboarding 2.0

- Cross-boarding
- Offboarding APIs

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

# Strategic HR – SAP SuccessFactors Onboarding

Upcoming short-term and midterm innovations

### Additional priorities (next 12 months):

- Auto-hire
- Document management enhancements

### On the radar (next 24 months):

- SAP SuccessFactors Mobile app
- Contingent worker support

# Strategic HR – SAP SuccessFactors Learning

Product road map overview – Key innovations

#### **Recent innovations**

**Planned Q4/2018<sup>1</sup>** 

**Planned Q1/2019**<sup>1</sup>

Planned Q2/2019

# Learning recommendations (early adopter)

 Personalized learning recommendations based on employee's individual interests, history, job profiles, collaborations

#### **Updates coming soon**

**Updates coming soon** 

# SSAP Analytics Cloud cross-suite reporting (beta)

 Enhance suitewide reporting tool with SAP SuccessFactors Learning data

#### **Course home**

- Reimagined the course interaction user experience
- Streamlined end-to-end user learning process

#### Data privacy

- Configurable purge logs
- Data privacy consent statements
- Enhancements to user data purge tools to aid in supporting data privacy policies

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

# Strategic HR – SAP SuccessFactors learning

Upcoming short-term and midterm innovations

### **Priorities (next 12 months):**

- Remove Flash dependencies from learning administration
- Make SAP SuccessFactors Learning data available as part of the cross-suite reporting solution

### On the radar (next 24 months):

Provide a new experience for SAP SuccessFactors Learning home page

# **Strategic HR – SAP SuccessFactors Performance & Goals**

## Product road map overview – Key innovations

#### **Recent innovations**

#### Performance and goals management

- Continued enhancements to data privacy and protection
- Additional mobile feature support
- Validations added to configuration check tool
- Accessibility compliance

#### **Continuous performance**

- Continued enhancements to data privacy and protection
- View requested feedback for employees and managers
- User interface improvements

#### 360 multi-rater

- Enhancements to data privacy and protection
- System validation added to the configuration check tool

#### **Planned Q4/2018**<sup>1</sup>

#### Performance and goals management

- Support for SAP Analytics Cloud and suite reporting
- Continued enhancements to data privacy and protection
- Expand support for right to left and Web accessibility guidelines

#### **Continuous performance**

- Support for SAP Analytics Cloud and suite reporting
- Developing public feedback OData APIs
- User interface improvements

#### 360 multi-rater

- Continued enhancements to mobile 360 – phase 2
- Support for SAP Analytics Cloud and suite reporting

#### **Planned Q1/2019<sup>1</sup>**

#### Performance and goals management

- Support for SAP Analytics Cloud and suite reporting
- User experience improvements
- Rules engine integration

#### **Continuous performance**

- Support for SAP Analytics Cloud and suite reporting
- User experience and customer influence idea improvements
- Ability to decline feedback request

#### 360 multi-rater

Support for SAP Analytics Cloud and suite reporting

#### Planned Q2/2019<sup>1</sup>

#### Performance and goals management

- Support for SAP Analytics Cloud and suite reporting
- Support for new form inbox

#### **Continuous performance**

- User experience improvements
- Support for multiple roles

#### 360 multi-rater

- 360 SAP Fiori redesign for Web phase 1
- Support for SAP Analytics Cloud and suite reporting

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

## Strategic HR – SAP SuccessFactors Performance & Goals

Upcoming short-term and midterm innovations

## Additional priorities (next 12 months):

- Align to job profile builder (JPB) enhancements
- Support for linking CPM activities/achievements across multiple goal plans
- Additional support for goal APIs

- Support for additional customer influence tool enhancements
- Support for linking feedback directly to goals (performance and development)
- Additional talent integrations

## **Strategic HR – SAP SuccessFactors Compensation**

## Product road map overview – Key innovations

### **Recent innovations**

### Compensation and variable pay

- New RBP permission for executive review export
- Support for SAP SuccessFactors Employee Central generic object translatable fields
- New checks in check tool
- Hide "Send e-mail" notifications on executive review innovation

### Reward and recognition

 Consistent set of OData APIs available for internal (SAP) and external use

### **Planned Q4/2018<sup>1</sup>**

### Compensation and variable pay

- Total compensation plan number format consistency
- Performance enhancements for worksheet and executive review
- Auto-purge tool for deleted worksheets
- Number format on variable pay statements aligned with worksheet

### **Reward and recognition**

- Increase character limit for message to approver and message to recipient
- Date and approval filters in admin reporting

### **Planned Q1/2019**<sup>1</sup>

### Compensation and variable pay

- Enhancements to total comp planning template – use template as salary planning only, bonus planning only, or combination of both
- New checks in check tool/ embedded check tool at form launch
- Performance enhancements for worksheet and executive review

### **Reward and recognition**

SAP Analytics Cloud support for reporting

### **Planned Q2/2019**<sup>1</sup>

### Compensation and variable pay

- SAP Analytics Cloud support for reporting
- Revamped executive review filters
- Compensation OData APIs for data extraction
- Support to build custom validations

### Reward and recognition

Gift card fulfilment (beta)

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

## **Strategic HR – SAP SuccessFactors Compensation**

Upcoming short-term and midterm innovations

## Additional priorities (next 12 months):

- Compensation and variable pay
  - Total rewards portal
  - Compensation and variable pay OData APIs
  - Bring in data from MDF entities into SAP SuccessFactors Compensation worksheet and statements
- Reward and recognition
  - RNR Multiple award redemption options (more vendors): Gift cards, experiences, learning, and more

- Compensation and variable pay
  - Compensation advisor
  - UI5 worksheet responsive design
  - Digital assistant for compensation planning
- Reward and recognition
  - Support for other award types, such as service time or retention awards

## **Strategic HR – SAP SuccessFactors Succession & Development**

## Product road map overview

### **Recent innovations**

### **Succession management**

- MDF talent pool upgrade now available through the upgrade center
- Right-to-left language support and accessibility updates

### Mentoring

- Performance improvements
- Support for different text replacement settings for multiple types of mentoring programs

### Calibration

 Provide on-screen insight about rating information when the data source is employee profile

### Planned Q4/2018<sup>1</sup>

### Succession management

- Improved error handling in import successors capability
- Exclude access to own position in RBP

### Career development and mentoring

- Career development: Configuration checks in admin tools
- Mentoring: Support for localization of program name, description, matching questions, and instructions; right-to-left language support and accessibility updates

### Calibration

Flexibility to choose rating type in calibration sessions

### Planned Q1/2019<sup>1</sup>

## Succession management and presentations

 Succession: Lineage chart – UX upgrade in SAP Fiori design

### **Calibration**

Usability enhancements

### Career development and mentoring

 Performance improvements for mentoring

### All solutions

- Support for unified reporting with SAP Analytics Cloud
- Data privacy and protection enhancements

### Planned Q2/2019<sup>1</sup>

## Succession management and presentations

- Talent search: "Export" action depending on RBP role.
- When sharing, provide option to grant "edit" permission
- Create new presentation as copy

### Career development and mentoring

- Integration of career development with other talent management tools
- Mentoring: Matching algorithm improvements

### Calibration

Usability and mass support

### All solutions

 Support for unified reporting with SAP Analytics Cloud

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

## **Strategic HR – SAP SuccessFactors Succession & Development**

Upcoming short-term and midterm innovations

## Additional priorities (next 12 months):

- Calibration: Further mass handling of calibration sessions
- Presentations: Preview for custom slides
- Career development: New feature for discovering career paths, OData API enhancements, integration with the learning management system

- Succession management: Talent pools integration and talent search enhancements
- Calibration: Ability to drill down into details from the executive review
- Development and mentoring: Mentoring integration with continuous performance management, mentoring program configurability options

## Core HR/payroll and analytics – SAP SuccessFactors Employee Central core (1/2)

Product road map overview – Key innovations

### **Recent innovations**

## SAP SuccessFactors Employee Central core

- "One step" update of the hire date including all employments
- Ensure uninterrupted availability of address
- Global assignment and concurrent employment enablement:
  - New people search
  - Rule function to calculate FTE across employments

## Position management and company structure overview

 Hierarchy-level information in company structure overview

### Workflow/alerts

- Performance improvements for the alert job
- Alerts handling improvements

**Planned Q4/2018<sup>1</sup>** 

## SAP SuccessFactors Employee Central core

- Additional data validations for personal information fields
- Ability to accept "dummy" national ID
- Improved management of job relationships during termination
- Global assignment and concurrent employment enablement:
  - Process concurrent employments using manage pending hire
  - Create global assignments using manage pending hire

### Workflow/alerts

- "Reserve" functionality ("Assign to me") to show that someone else is already working on a shared workflow to-do list
- Manage alerts: Access and delete alerts with an alert dashboard

Planned Q1/2019<sup>1</sup>

## SAP SuccessFactors Employee Central core

- Better visualization of end-dated recurring pay components
- Option to enforce new employment for international transfers and rehires

## Position management and company structure overview

Rule function for hierarchy-level information

### Workflow

- Ensure four-eye principle in case of workflow groups
- Support filtering for "assigned" workflows

**Planned Q2/2019** 

## SAP SuccessFactors Employee Central core

- First manager self-services using conversational HR (chatbot) – beta
- Selected UI and functional enhancements

### Workflow

 Prohibit approval of workflows without accessing the workflow details

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

## Core HR/payroll and analytics – SAP SuccessFactors Employee Central core (2/2)

## Product road map overview – Key innovations

### **Recent innovations**

### **Employee profile**

- Date format enhancements
- Sunset of EPv12

### **Foundation**

- Import: Usability enhancements for import template
- Import: Attachment-ID support for EmpEmploymentTermination entity
- Business configuration UI (BCUI): Support for dependent information model in rules
- BCUI: Support for HRIS sync mappings to Userinfo elements

### **Planned Q4/2018<sup>1</sup>**

### **Employee profile**

- API for background element changes
- UI updates for people profile

### Job profile builder

Position-based profile enhancements

### **Foundation**

- Import: Usability enhancements for import template (continued))
- Import: Additional operations for dependents
- BCUI: Next-gen UI BCUI: Enhancement to rule configuration

### Planned Q1/2019<sup>1</sup>

### **Employee profile**

- Responsive table for background elements
- UI updates for people profile

### Job profile builder

 UI support for competency enhancements

### **Foundation**

- Import/OData: Support business rules for further SAP SuccessFactors Employee Central entities
- BCUI: Next-gen UI (continued)
- OData: Enhancement to workflow pending data API (beta)

### Planned Q2/2019<sup>1</sup>

### **Employee profile**

- Replacement of directory search with talent search (opt-in)
- Further UI updates for people profile

### Job profile builder

 UI support for competency enhancements

### Foundation

- Import/OData: Combined template for compensation entities (beta)
- Import/OData: Validation optimizations

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

## Core HR/payroll and analytics – SAP SuccessFactors Employee Central Service Center Product road map overview – Key innovations

### **Recent innovations**

### **Employee experience**

- Sorting of SAP Jam search results by relevance
- Switch sorting of SAP Jam search results by relevance, views, and likes
- Secure the notes of the tickets
- Theming enhancements for AskHR
- New language supported: Korean
- New ticket status "Closed"

### Agent experience and service core

 Enabling HR agent workspace in the new responsive UI

### **Planned Q4/2018**<sup>1</sup>

### **Employee experience**

- UI enhancements based on customer feedback
- Performance improvements for AskHR

### Agent experience and service core

Provide the employee replication through integration center

### Planned Q1/2019<sup>1</sup>

### **Employee experience**

- Performance improvements for AskHR
- More flexibility to manage related employees in a ticket
- Enable the employee to have rich text on the description field

### Planned Q2/2019

### **Employee experience**

- Enhance the creation of tickets through e-mail
- UI enhancements based on customer feedback such as hiding fields
- Sort out irrelevant tickets

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

## Core HR/payroll and analytics – Localization and document generation

## Product road map overview – Key innovations

### **Recent innovations**

### Localization enhancements

- National ID deep validation for Mexico, Switzerland, Kazakhstan, Bulgaria, Uganda, Botswana, and Austria
- Correct home and corporate address format for Bahrain, Bolivia, Bermuda, Belarus, and Hungary
- Add new fields in global and job information for Kuwait
- Iraq: Add payment information

### Payment information

 SAP S/4HANA to SAP SuccessFactors Employee Central: Bank master integration topic – analysis

### **Document generation**

Mass generation of documents:
 Generate PDF for up to 500 users on integration center capabilities

### Planned Q4/2018<sup>1</sup>

#### Localization enhancements

- National ID portlet: Accept temporary IDs in a new field and deeper validation on Chinese ID
- Validate postal code against state for Brazil
- Correct home and corporate address format for Singapore and South Africa
- Add new fields in global information for South Korea, Saudi Arabia, South Africa
- Reconcile warning/error message for National ID validation

### **New countries**

■ Belarus, Myanmar

### **Dismissal protection**

UI enhancement

### **Payment information**

- Chile Bank control key
- SAP S/4HANA to SAP SuccessFactors Employee Central: Bank master integration
- Customer issue prevention

### **Planned Q1/2019<sup>1</sup>**

### **Localization Enhancements**

- National ID deeper validation
- Deeper localization for supported countries

### **New countries**

Angola and Malawi

### **Payment information**

 Analysis Bank South Africa: Electronic fund transfer (CDV)

### **Document generation**

 Continue on mass generation of documents: Performance > 500 users generation

### Planned Q2/2019<sup>1</sup>

#### Localization enhancements

- National ID deeper validation
- Deeper localization for supported countries

### Address validation as a service

Netherlands (using DQM services) – GA

### Payment information

- Venezuela: Payment information replication
- Bank South Africa: Electronic fund transfer (CDV) – GA
- Localization on routing number and storing IBAN without spaces

### **Document generation**

- Continue on mass generation of documents:
   E-mail configuration, simulation
- Audit functionality: Reporting

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

## Core HR/payroll and analytics – Localization and document generation Upcoming short-term and midterm innovations

## Additional priorities (next 12 months):

- Localization enhancement for supported countries
- Address validation as a service with countries Russia and Brazil
- Enhancement for document generation and payment information

- Localization enhancement for supported countries
- Enhancement for payment information
- Enhancement for address validation as a service

## Core HR/payroll and analytics – SAP SuccessFactors Employee Central Global Benefits Product road map overview – Key innovations

### **Recent innovations**

### Global benefits

- System respects benefit dependencies
- User-side UI enhancements
- New hire automation

### U.S. benefits

- U.S. health savings accounts
- Beneficiary recordkeeping enhancements
- U.S. health and dependent care flexible spending accounts

### **Planned Q4/2018<sup>1</sup>**

### Global benefits

- Mobile claims/reimbursement
- Hyperlink support
- SAP Analytics Cloud reporting

### U.S. benefits

Enhanced U.S. health savings accounts

### Planned Q1/2019<sup>1</sup>

### **Global benefits**

- Opt-out benefit phase 1
- Enhanced health insurance payroll integration
- Action search for benefit pages

### U.S. benefits

 Domestic partner imputed income payroll integration

### **Planned Q2/2019**<sup>1</sup>

### Global benefits

- Job admin tools
- Jobs respect past and future dates
- Life event automation
- Opt-out benefit phase 2

### U.S. benefits

- Flexible spending account proration
- Basic life imputed income
- Enhanced savings plan payroll integration tools

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

## Core HR/payroll and analytics – SAP SuccessFactors Employee Central Global Benefits Product road map overview – Key innovations

## Additional priorities (next 12 months):

- Work event automation
- Vacation buy/sell
- Benefits job enhancements

- Flexible benefit programs
- New benefits enrollment UI
- Digital assistant for benefits tasks

## Core HR/payroll and analytics – SAP SuccessFactors Visa and Permits Management

## Product road map overview – Key innovations

### **Recent innovations**

### **Core functions**

- APIs for 3P integration
- Overdue milestones agent-wise and KPIspecific tile is added

### **Admin features**

- Manage dependents permits
- Assignments marked as "urgent"
- Enable status control on block level
- E-mail notification in HTML format

### Other roles features

- Employee access to dependents' permits and visas through employee self-service
- Agent process employee dependents' documents and access legal entity app attachments

### **Planned Q4/2018<sup>1</sup>**

#### **Core functions**

- SAP SuccessFactors Visa and Permits Management profile for non-SAP SuccessFactors persons and integration API
- New business process management platform

### **Admin features**

- Cost and expense management and analysis
- Visa/permit request on behalf of candidate

### Other roles features

- Agent capture visa and permits actual costs and expenses
- Employee-initiated request for dependents, update milestones, and upload required attachments

### **Planned Q1/2019**

## Core functions

- Reuse candidate attachments from recruitment
- Customer-specific fields
- Workflow support

### Admin features

- Attachments checklist required for processing a permit
- Flexibility of adding/deleting milestones at any part of the process (beginning/middle/end)

### Other roles features

External agent access

## Planned Q2/2019<sup>1</sup>

### **Core functions**

- Integration with SAP Analytics Cloud
- Sync documents in SAP SuccessFactors
   Visa and Permits Management with SAP
   SuccessFactors Employee Central

### **Admin features**

- Fine-tuning to the questionnaires in permit type configuration
- Configurable notification threshold for visa/permit expiry

### Other roles features

- Ability to use additional fields to permit definition such as profession, nationality, and gender
- Document activity log and use notifications to control the same

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

## Core HR/payroll and analytics – SAP SuccessFactors Visa and Permits Management Upcoming short-term and midterm innovations

## Additional priorities (next 12 months):

- Business process management platform
- Cost and expense management
- Enhanced employee self-service and manager self-service that allows employee or manager to initiate a process for permits or visas

- Use of SAP Analytics Cloud for SAP SuccessFactors Visa and Permits Management reporting and KPIs dashboarding
- Cost and expenses integration with payroll and SAP S/4HANA accounting
- Organic integration with SAP SuccessFactors components and release of SAP SuccessFactors Visa and Permits
   Management APIs for integration with SAP ERP or SAP S/4HANA and non-SAP HCM products

## **Core HR/payroll and analytics – Time management**

## Product road map overview – Key innovations

### **Recent innovations**

### Time management

- Make external time data available for public usage
- More flexible configuration of time account posting order and posting rules, such as is used in the Netherlands
- Improved handling of inactive periods in time sheet

### **Mobile**

- Support negative time recording
- Support overtime recording

### **Planned Q4/2018<sup>1</sup>**

### Time management

- Dynamic break handling
- LoA migration tools: Create workbench permissions
- GDPR: Blocking of time account details
- New SAP Fiori UI for time off

### Mobile

- Time sheet approvals
- Show future time-off balance
- Half-day time off

### Planned Q1/2019<sup>1</sup>

### Time management

- LoA migration tools: Create open LoA records
- Mexico prima vacacional support payout during period-end processing for flexible date accounts
- Minimum break handling

### Mobile

- Amend time sheets
- Show amended time sheets in to-do list
- New team absence calendar

### Planned Q2/2019

### **Time management**

- Hire and rehire in same accrual period
- Generation of pay types based on time collectors

### Mobile

- Recurring absences
- Custom field support

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

## **Core HR/payroll and analytics – Time management**

Upcoming short-term and midterm innovations

## Additional priorities (next 12 months):

- Enhanced collision handling (such as parallel absences and parallel sicknesses)
- Termination end processing for time accounts
- Selected country-specific functionality such as sickness cycle processes or time account replication

- Enhanced planned working time integration with SAP SuccessFactors Employee Central Payroll
- External time recording (clock in/clock out)
- Team absence calendar enhancements

## Core HR/payroll and analytics – SAP SuccessFactors Employee Central Payroll

Product road map overview – Key innovations

### **Recent innovations**

### Localization

- New country version for Kuwait
- Further country roundoffs (Chinese name, dependent information for Brazil, link of absence for Colombia sick leave)

### Suite integration

- Enhance check tools (address check, check length for position/job title)
- Improve header of complete payroll task page
- Avoid permanent rereplication of failed time records with high frequency

### **Planned Q4/2018<sup>1</sup>**

### Localization

 Further country roundoffs (alternative names for Asia)

### Suite integration

- Enhance check tool (SSO configuration)
- Provide more flexibility for task type creation

### Payroll control center

 Introduce team configuration and team management

### Planned Q1/2019<sup>1</sup>

### Localization

- Further country versions according to customer request
- Further country roundoffs
- Legal changes

### Suite integration

Further tools to avoid replication errors

### **Planned Q2/2019<sup>1</sup>**

### Localization

- Further country versions according to customer request
- Further country roundoffs
- Legal changes

### Suite integration

Further tools to avoid replication errors

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

## Core HR/payroll and analytics – SAP SuccessFactors Employee Central Payroll Upcoming short-term and midterm innovations

### Additional priorities (next 12 months):

- Enhanced collision handling (such as parallel absences and parallel sicknesses)
- Replicating time account information further countries
- Payroll control center:
  - Process simplification, such as grouping of all payroll period activities in one check list
  - Alert management simplification to increase efficiency

- Improve payroll information page
- Planned working time integration

## Core HR/payroll and analytics – Reporting

## Product road map overview – Key innovations

### **Recent innovations**

## Report center

### Report center delivered and generally available to consolidate all of your reports into a single beautiful interface

### Report design capabilities

- Filter list copy and paste
- GDPR compliance and design
- Responsive screen sizing
- Full screen mode

### Report admin capabilities

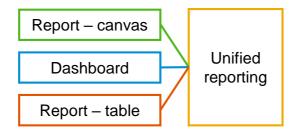
- Dashboard and tile administration improvements
- Multiselect for report management

### Unified reporting

- Initial release for early collaboration and feedback
- Enabled by SAP Analytics Cloud
- Scope
  - Limited data coverage

**Planned Q4/2018<sup>1</sup>** 

 Core report design features and capabilities



### **Planned Q1/2019**<sup>1</sup>

### **Updates coming soon**

## Planned Q2/2019<sup>1</sup>

### **Unified reporting**

- Beta release to all customers as the single go-forward reporting solution for SAP SuccessFactors offerings
- Enabled by SAP Analytics Cloud
- Unified data model

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

## Core HR/payroll and analytics - Reporting

Upcoming short-term and midterm innovations

## Additional priorities (next 12 months):

- Description of key trend(s) and association with high-level product direction
- Further elaboration of specific future functionality or capability innovation

- Description of key trend(s) and association with high-level product direction
- Further elaboration of specific future functionality or capability innovation

## **Core HR/payroll and analytics – Analytics**

## Product road map overview – Key innovations

### **Recent innovations**

### Planned Q4/2018<sup>1</sup>

### Planned Q1/2019<sup>1</sup> Planned Q2/2019<sup>3</sup>

### **Workforce analytics**

- Workforce analytics on SAP HANA data model standardization
- Connector for SAP Analytics Cloud

### **Predictive analytics**

Flight risk (beta)

### People analytics

- Customer engagement initiatives
  - Early collaborator onboarding
  - Product advisory panel for customer engagement and feedback

### **Updates coming soon**

### **People analytics**

- Initial release for early collaboration and feedback
- Enabled by SAP Analytics Cloud
- Scope
  - Demonstration data only
  - Specific functionality
  - Data blending on acquired data
  - Core metric pack available as SAP Analytics Cloud template content

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

## Core HR/payroll and analytics – Analytics

Upcoming short-term and midterm innovations

## Additional priorities (next 12 months):

 Initial release of people analytics for early collaboration and feedback. Enabled by SAP Analytics Cloud and released with core workforce demonstration data.

- Beta release of people analytics for early collaboration and feedback. Data factory integrated with SAP Analytics Cloud and released with core workforce customer productive data.
- General availability of people analytics. Data factory integrated with SAP Analytics Cloud and released with core workforce plus specific additional metric packs.

## Core HR/payroll and analytics - Planning

Product road map overview – Key innovations

**Recent innovations** 

**Planned Q4/2018<sup>1</sup>** 

Planned Q1/2019<sup>1</sup>

Planned Q2/2019<sup>1</sup>

**Initial planning** 

### **SAP Analytics Cloud content**

 Headcount planning: Annual headcount and personnel cost planning for SAP S/4HANA Cloud and SAP SuccessFactors Employee Central

### **Updates coming soon**

### **SAP Analytics Cloud content**

- Headcount planning: Add contingent workers from SAP Fieldglass solutions
- Headcount planning: Add report with forecast vs plan

<sup>1.</sup> This is the current state of planning and may be changed by SAP at any time without notice.

## Core HR/payroll and analytics – Planning

Upcoming short-term and midterm innovations

## Additional priorities (next 12 months):

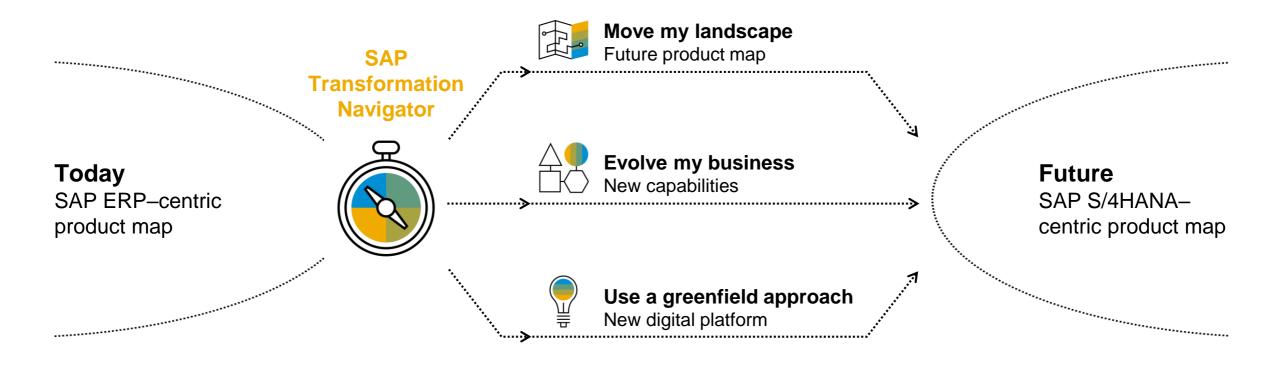
Strategic planning: Demand, supply, gap analysis; retirement modeling

## Additional priorities (next 24 months):

Demand modeling using drivers

## **SAP Transformation Navigator**

## Supporting your digital transformation



### SAP Transformation Navigator provides you with clear guidance to chart the Intelligent Enterprise:

- Based on your currently used products, this free self-service produces an individualized report highlighting business value, detailing integration to SAP S/4HANA and other cloud products, and explaining transformation services and license information.
- With the new time-slider feature, you can even identify the best point in time to engage in your journey to becoming an intelligent enterprise.
- Discover the tool and your transformation path at <a href="https://support.sap.com/stn">https://support.sap.com/stn</a>.

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- SAP Transformation Navigator
- SAP User Groups
- SAP SuccessFactors Community
- SAP SuccessFactors Solutions Overview



# Thank you.



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