SAP SuccessFactors

Q1 2019 Release Readiness Webinar

EC Core Topics

Product Management, SAP
February, 2019

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Agenda

Topic
Introduction
EC Core & Payments
Position Management / Company Structure Overview
Workflow
EC Suite Integration
Visa and Permit Management
EC Service Center
SAP Best Practices for SAP SuccessFactors Employee Central

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Quick reminders

Quick reminders for this Release Information Webinar (RIW)

- **Pre-Recording**
  - Please send your webinar questions to michaela.schilling@sap.com latest until **Sunday, Feb 17th**. We will address your questions in the live Q&A webinar on Feb. 18th.
- **Live Q&A Webinar**
  - Use the **Q&A panel** to ask questions
  - Keep the questions focused on the new features and enhancements being introduced -- roadmap questions are handled in a separate forum.
  - We will attempt to answer all your questions, either verbally or inline through the Q&A panel, as time allows.
  - Your question will only show up once it is answered.

- A recording of this presentation has already been posted on the SuccessFactors Customer Community.

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Release considerations

Updating your system

Release considerations
Updating your system

For each product update, there are a few items to consider:

- Enhancement type
  - Optional or
  - Universal
- How to activate optional enhancements:
  - Admin Tools/Upgrade Center
  - SAP Support / Professional Services
- Prerequisites
- How to and who can contact SAP Support

For detailed configuration information, see the Release Information Details (published at the availability of the Early Test Instance) on the SAP Help Portal under the *What's New* column.

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1902 Release Schedule

- Preview Release – March 9th, 2019

- Production Release – April 6th , 2019

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EC Core & Payments

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Major enhancements

Enforce the creation of a new employment (rehire) in case a Legal Entity change is due.

Admin Center opt-in Enhancement Category:/**Reference Number: ECT-102408**

What is it?

A new option prohibits any change of Legal Entity (LE) within one employment. This will cause a serious change in system behavior as any cross company (and cross country) transfer requires a termination and rehire on a new employment. The same is for employees to return to the same concern but different LE after a termination (no matter how long). They cannot be re-hired by re-activating the existing employment.

Why is it important?

EC allows the rehire (reactivation) of a terminated employment on a different Legal Entity (LE). It also allows to change the LE of an active employment. This often causes problems in the following areas: Payroll (as most payrolls/countries do not tolerate company changes, GDPR (as conflicting retention times might not be served), Data protection (as companies want to shield the employee's history from the new manager)

Prerequisites

To activate go to '*Manage Date*' and search for '*Employment Settings*' the option is called '*Enforce new Employment*')
Note: It will be also important to give the users concerned some training as it causes a system behavior change which follows a restrictive new philosophy.

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Change Job and Compensation Info - Edward Francis

Position Information

Incumbent of Parent Position: No Selection

Position: No Selection

Position Entry Date: MMM dd, yyyy

Time In Position

Organization Information

*Company: Ace USA (ACE_USA)

Business Unit: Corporate Healthcare (ACE_HC)

Division: Healthcare (HC)

Department: CLNC (CLNC)

Location: San Mateo (US_SFO)

Cost Center

The legal entity (company) is ‚display-only' the same employment will not tolerate a transfer to anothe legal entity anymore) …

Back to: Admin Center

Add New Employee

Neither does a Rehire using the same employment allow a change of the legal entitiy (company) by locking the field …

Identity

*Start Date: Feb 05, 2019

*Event Reason: No Selection

*Company: Ace USA (ACE_U...

Name Information

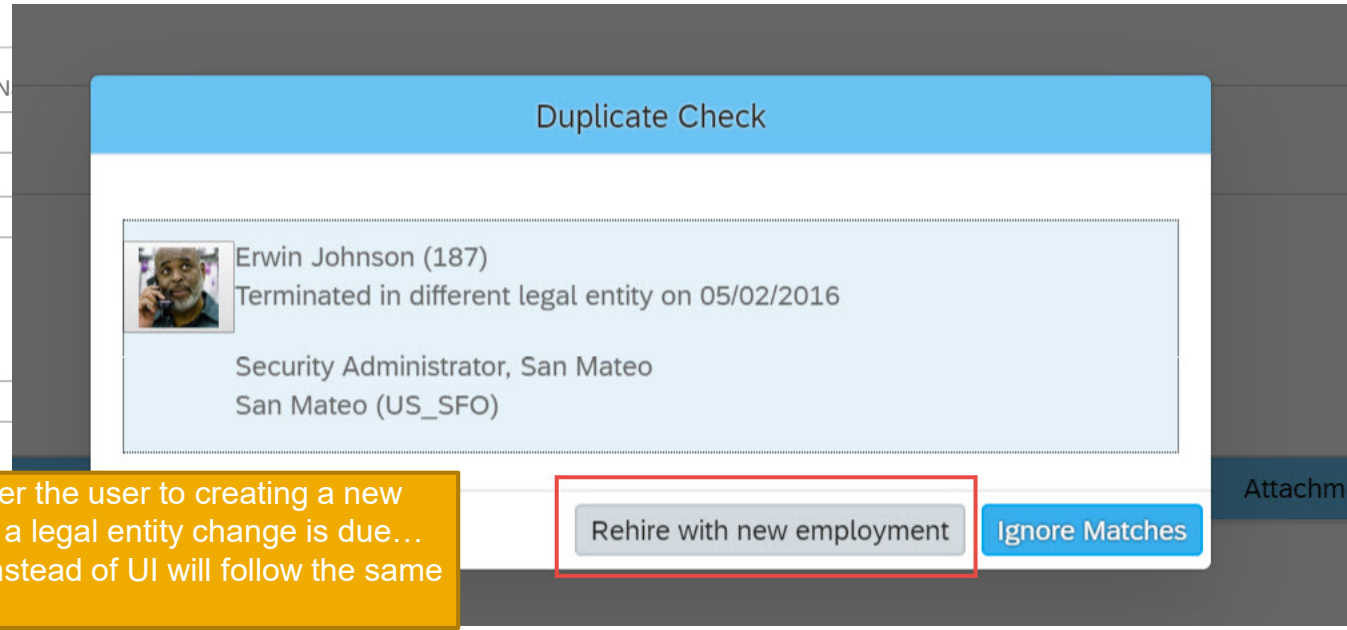
*First Name: Brenda

Middle N

Suffix: No Selection

Display Name

Language Script: No Selection



Any UI will steer the user to creating a new employment if a legal entity change is due… using import instead of UI will follow the same policy.

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Propagation Config. based on Business Rules

Universal/Depreciate – migrate XML based propagation to business rules - **Reference Number:ECT-102017**

What is it?

The *'HRIS Propagation Configuration XML'* which allows to automatically fill fields from certain foundation and MDF objects into employment data will be replaced by Business Rules. I.e. The existing rules in XML will be translated into *'onChange' business rules* and automatically migrated.

Why is it important?

This will simplify the adaption of propagation rules as they are available in the admin tools (no need to submit support tickets to adjust the XML). It also increases flexibility as Business Rules allow more sophisticated logic and can be easier handled. As a consequence:

- Neither use nor maintenance of existing XML based rules will be possible from b1902 on
- Any future change in behavior of propagation has to be managed by business rules.

Prerequisites

None

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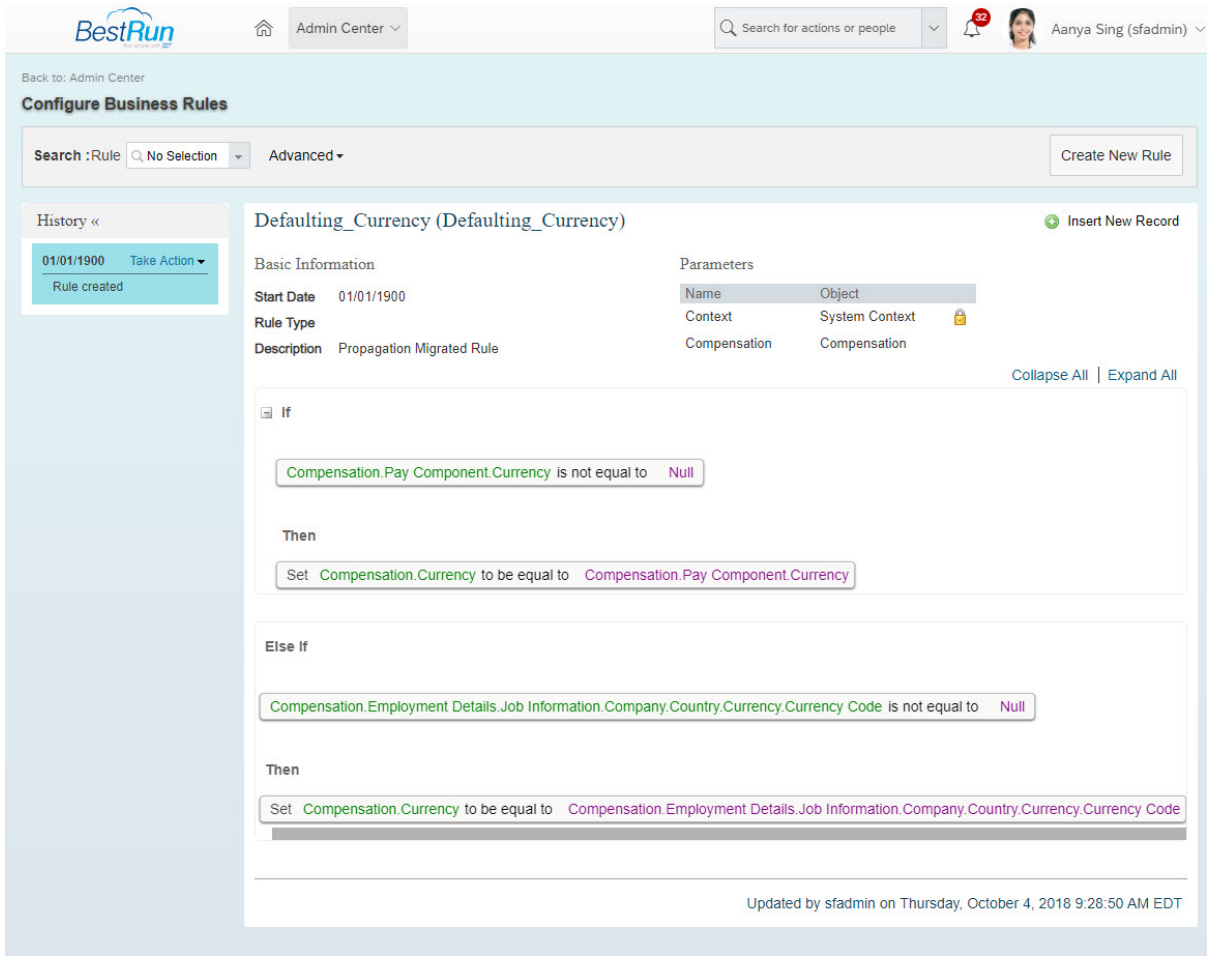
```
<!-- Pay comp propagations -->

<propagate foundation-element-id="payComponent">
    <field id="number">
        <destination field-id="number-of-units" hris-element-id="payComponentRecurring"/>
        <destination field-id="number-of-units" hris-element-id="payComponentNonRecurring"/>
    </field>
    <field id="unit-of-measure">
        <destination field-id="unit-of-measure" hris-element-id="payComponentRecurring"/>
        <destination field-id="unit-of-measure" hris-element-id="payComponentNonRecurring"/>
    </field>
    <field id="payComponentValue">
        <destination field-id="paycompvalue" hris-element-id="payComponentRecurring"/>
        <destination field-id="value" hris-element-id="payComponentNonRecurring"/>
    </field>

    <field id="currency">
            <destination hris-element-id="payComponentRecurring" field-id="currency-code"/>
            <destination hris-element-id="payComponentNonRecurring" field-id="currency-code"/>
    </field>

    <field id="frequencyCode">
        <destination field-id="frequency" hris-element-id="payComponentRecurring"/>
    </field>
    <field id="basePayComponentGroup">
        <destination field-id="base-paycomponent" hris-element-id="payComponentRecurring"/>
    </field>
    </propagate>
```



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Introduce context information into EC rules to allow smarter, context specific rules.

Admin Center opt-in Enhancement Category:/**Reference Number: ECT-101897**

What is it?

Currently rules are triggered regardless of the actual context the application code of HRIS objects is processed whenever the right trigger is released (i.e. a field change ‘onChange’ or the save of an object instance ‘onSave’).
This is not always desired. Rules sometimes only make sense in specific contexts so to improve performance and avoid rules execution within unwanted contexts the system will now allow to limit the context(s) in which a rule is executed.

Why is it important?

There are many examples where it is of advantage to have rules fired only in specific context(s). For instance, workflow derivation rules makes sense for editUI and hireUI but not for historyUI/massChanges/offCycleEventBatch or Event Reason derivation rules makes sense for editUI but not for hireUI or historyUI.

Prerequisites

The rule context has to be actively limited per rule assignment in BCUI as soon as one or more contexts are selected in the new sub-screen for on-save or on-change rules. Those rules then will be only executed for those contexts checked. If those new configuration options are not touched rules execution will work unchanged in all contexts.

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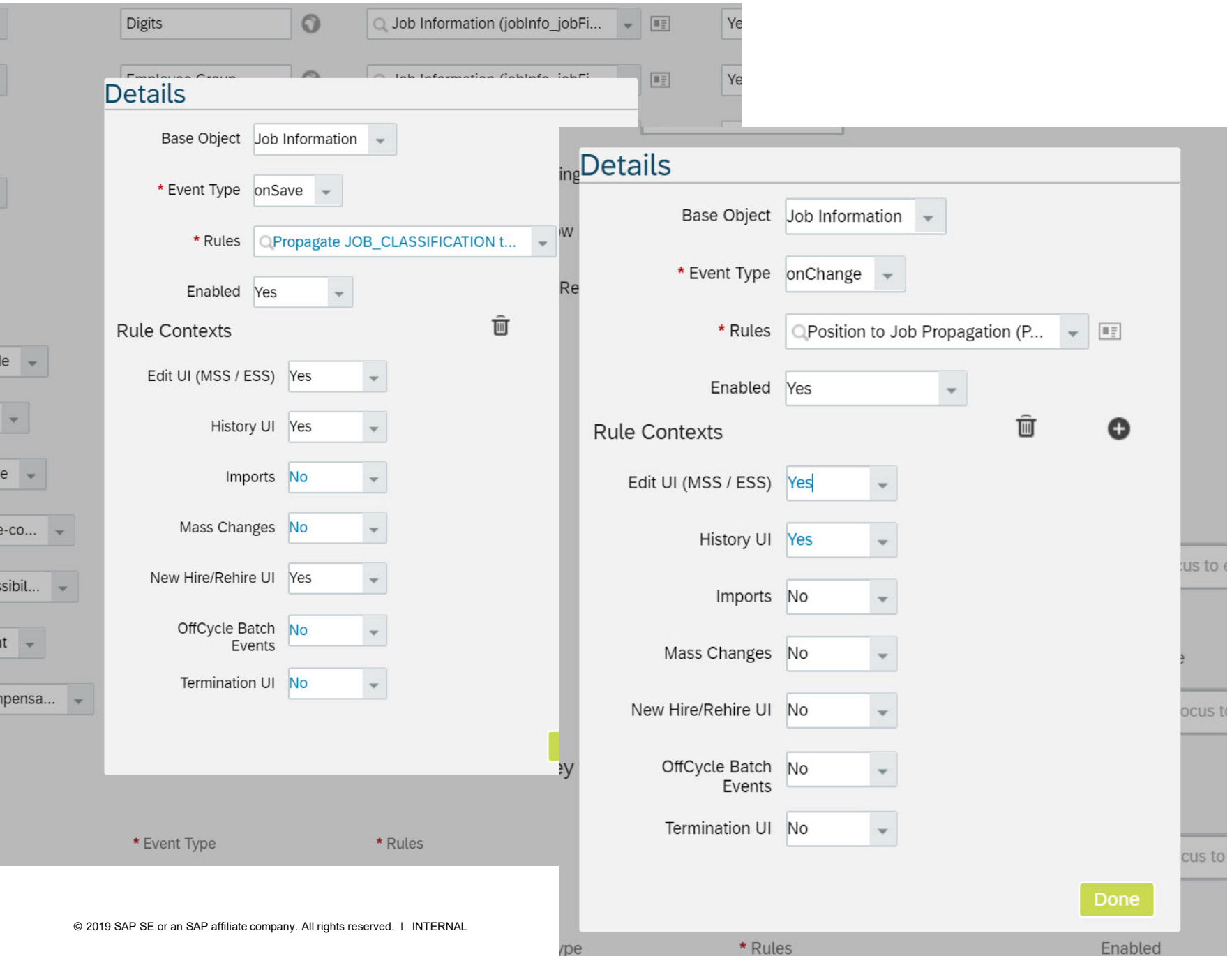

The screenshots show the various contexts currently supported by ‚onSave' and ‚onChange' rules.

As soon as one or several contexts are selected the rules execution is limited to those exact contexts.

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Calculate and display the “no changes until” date for recurring pay components in MSS, Edit and Profile

Admin Center opt-in **Reference Number: ECT-109484**

What is it?

An improvement of the usability for administrators and all other roles that have access to compensation in the employee’s profile. A new optional field called ‘no changes until’ will inform the user for each pay component when there’s a change in the future. Please note that this is a read only field (transient) and cannot be edited.

Why is it important?

We improve the user experience by directly indicating that there is an upcoming change for the dedicated pay component. This helps the user with no permission to history to avoid entering wrong data. The user gets right away a clear picture of the pay components.

Prerequisites

This feature is Admin Opt-in. User can activate it in Manage Business Configuration, Compensation Information by changing the visibility of the field "no changes until" to yes.

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Compensation

Pay Component	Amount	Currency	Frequency	No Changes until
Base Salary (Base Salary)	**1,000**	**USD**	**Monthly (MON)**	**14 Mar 2019**
Monthly Car (MONCAR)	**15**	**USD**	**Monthly (MON)**	**31 Oct 2018**
ml_pcRecAmt (ml_pcRecAmt)	**1,000**	**USD**	**Annual (ANN)**	**31 Oct 2018**

Pay Targets

Compensation

*Pay Component	*Amount	*Currency	*Frequency	No Changes until
Base Salary (Base Salary)	1,000	USD	Monthly (MON)	14 Mar 2019
Monthly Car (MONCAR)	15	USD	Monthly (MON)	31 Oct 2018
ml_pcRecAmt (ml_pcRec...	1,000	USD	Annual (ANN)	31 Oct 2018

Add

Pay Targets

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

Add

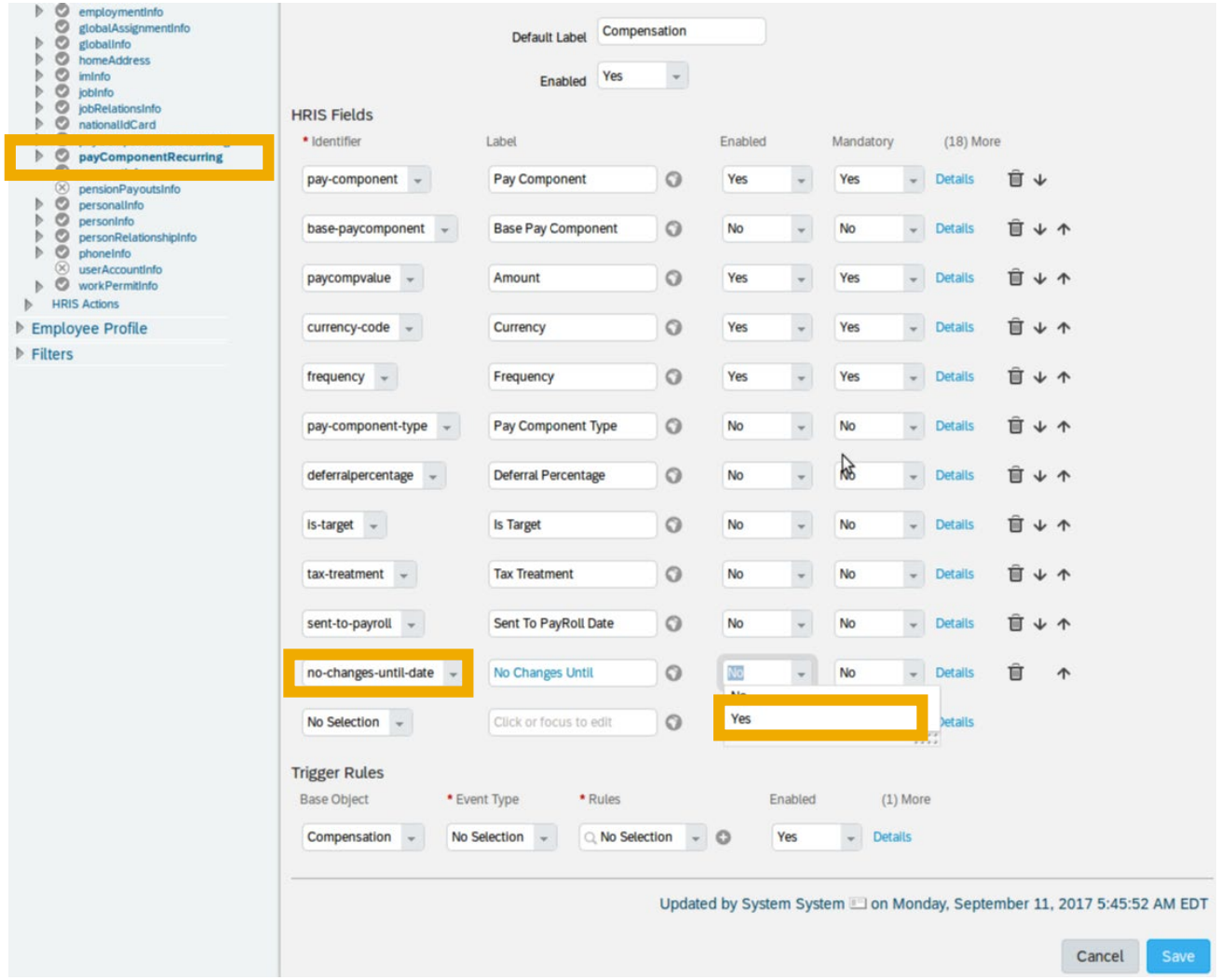
Car

How to Configure - Calculate and display the “no changes until” date for recurring pay components in MSS, Edit and Profile

1. *Go to Manage Business Configuration*

2. Select *no-changes-until-date* in the drop down

3. Set E*nabled* to *Yes*



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Config UI – Support “Edit Dialog” configuration for the FIRST screen for dependents

Admin Opt-In **Reference Number: ECT-106388**

What is it?

You can now configure the edit dialog (first part) for dependents in configure people profile. From b1902 onwards you can configure the field order of the screen. Previously it was hard coded and not changeable.

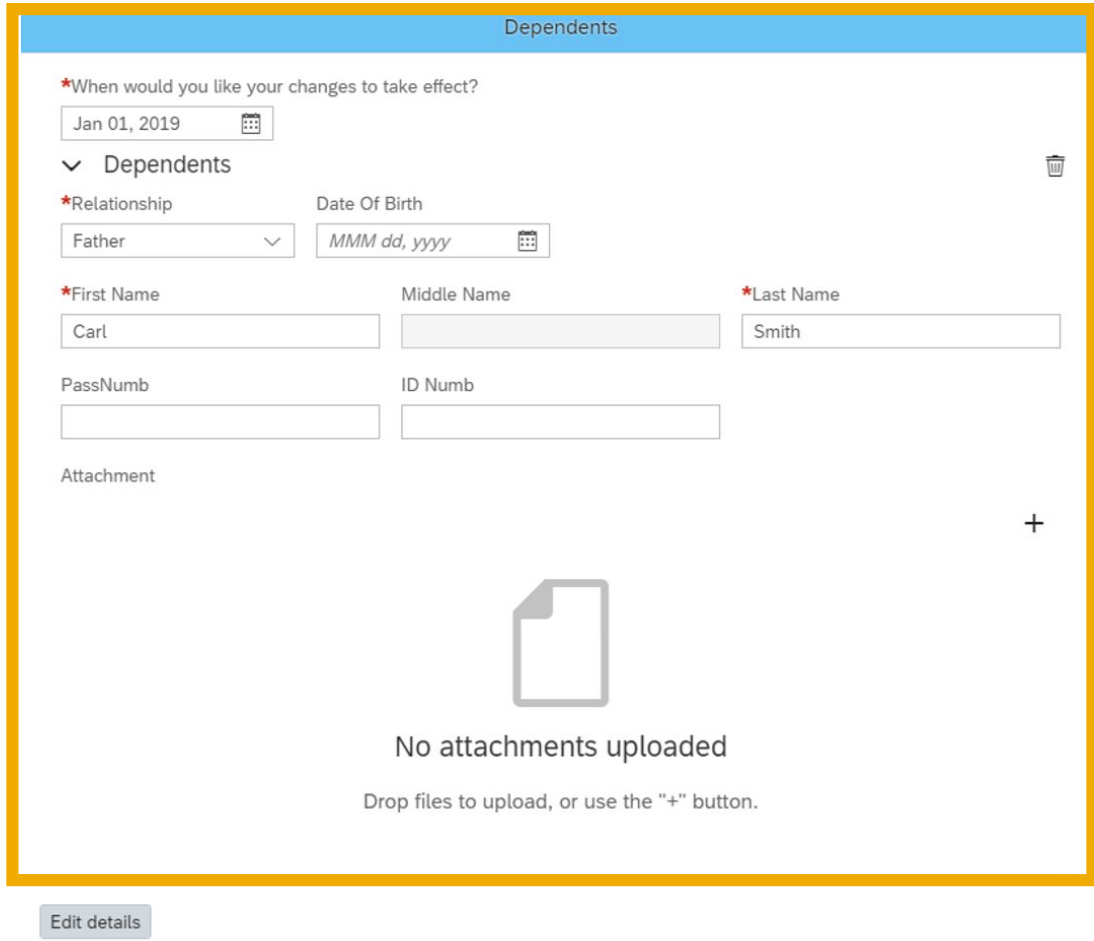
Why is it important?

As you can change the sequence of the fields now you can ensure a meaningful dataflow especially of value if you have customer fields defined.

Prerequisites

This feature is an Admin Opt-In.

Please note that your configuration is not changed/ touched until you change the field order (with drag and drop) in *configure people profile* "Edit Dialog” for dependents.



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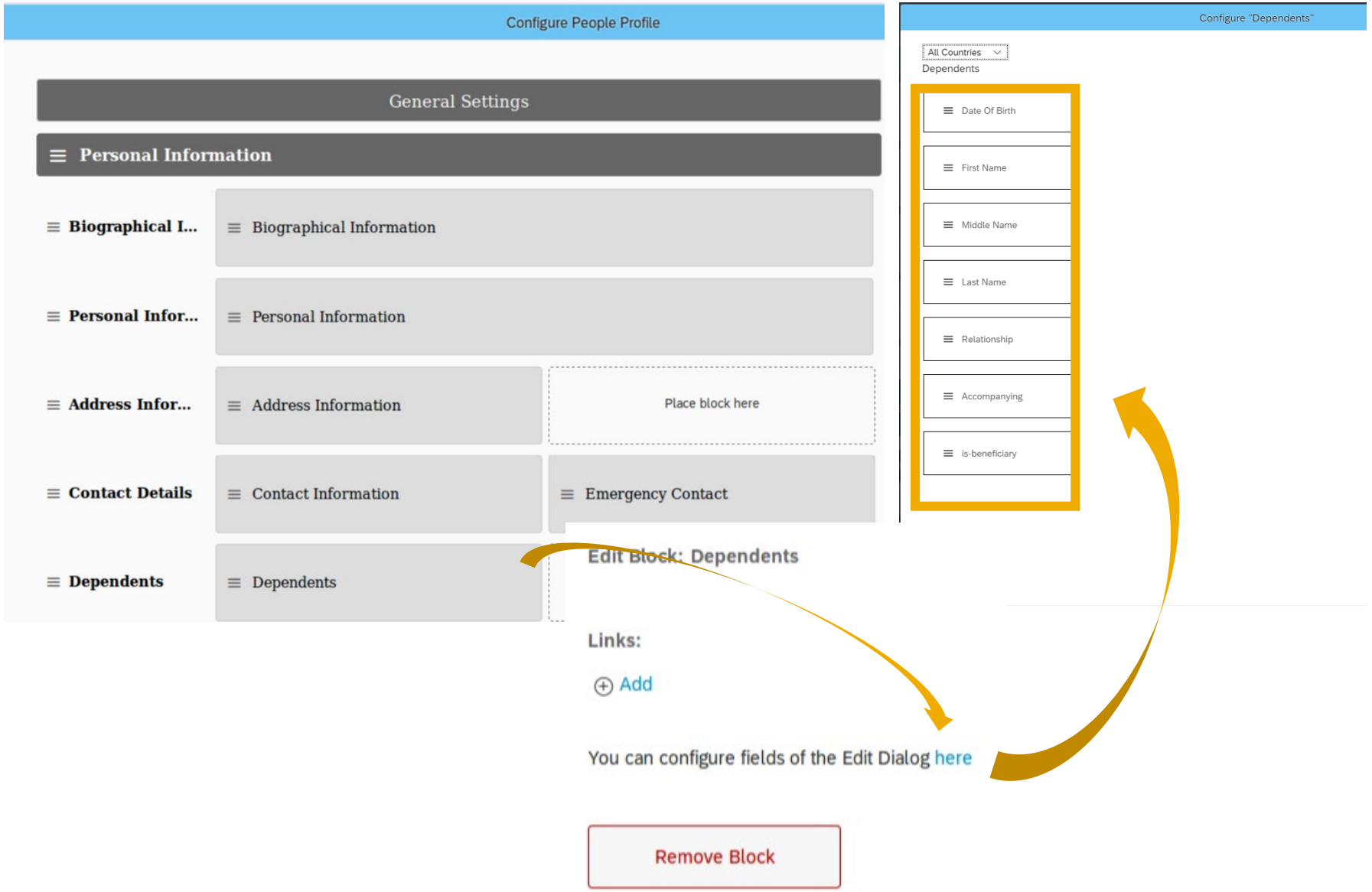
Config UI – Support “Edit Dialog” configuration for the FIRST screen for dependents

1. Go to *Configure People Profile*

2. Click on the *Dependent* Block

3. On the right side, click on *you can configure fields of the edit dialog here*

4. Change the field order based on you needs



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Minor enhancements

Pay Component Non-Recurring (Spot Bonus): Edit popup restricts to the selected year on the profile

Universal **Reference Number: ECT-109485**

What is it?

In profile section “Pay Component Non Recurring” (Spot Bonus), when the user clicks on the pencil icon (Edit), we now show only the Spot Bonus(es) based on the year that was selected on the profile. For example if the profile shows 2019, only the Pay Component Non Recurring of 2019 can be edited on the popup. If you prefer to see all Spot Bonuses on the edit UI you can select "all" in the drop down list.

Why is it important?

This leads to a better user experience as we only show the key information. In addition it improves the performance.

Prerequisites

This is a universal feature and no prerequisites are required.

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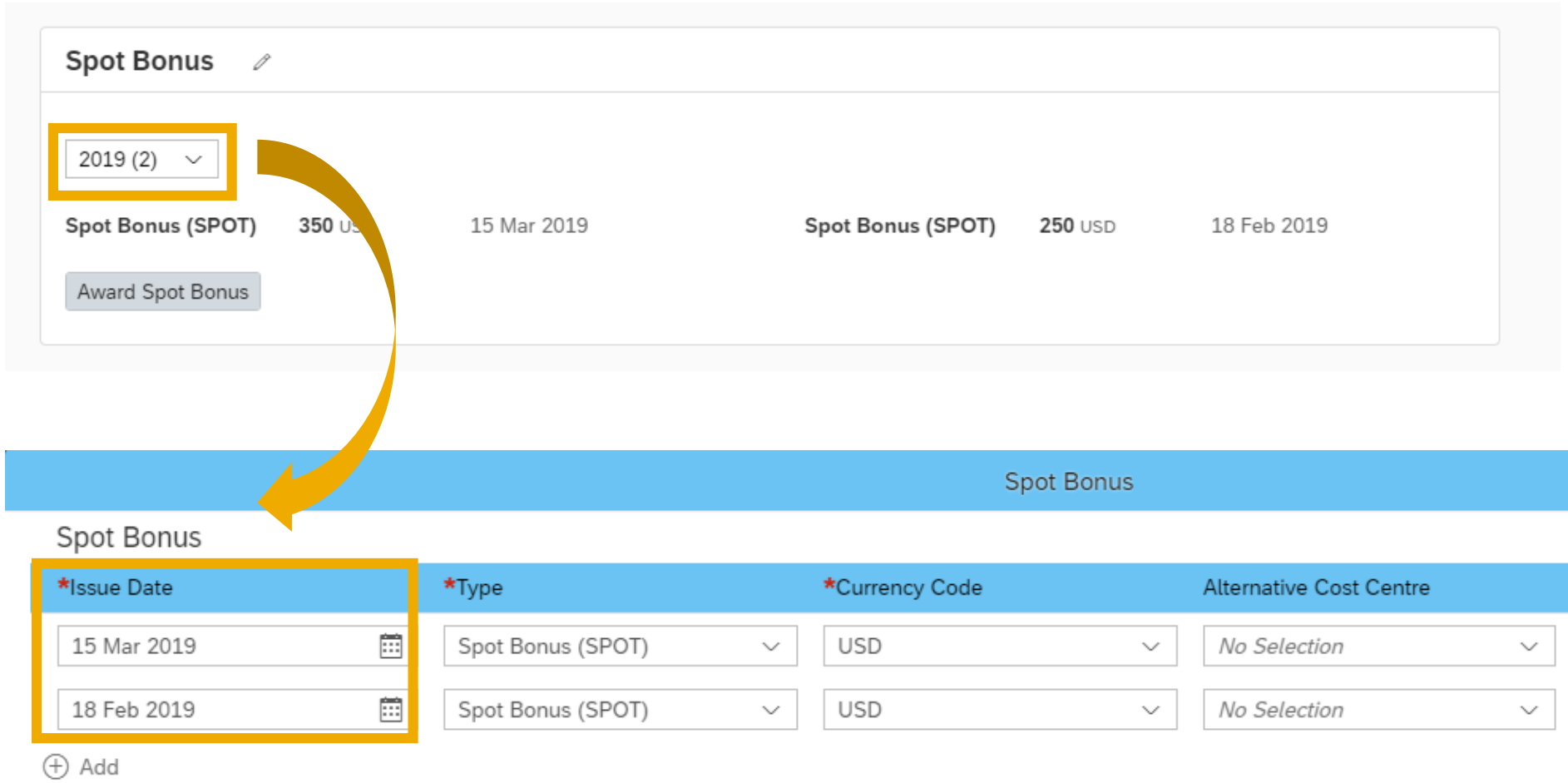

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Enable “Include All matched Records In Every Run” field for Work order Base Object

Universal **Reference Number: ECT-108102**

What is it?

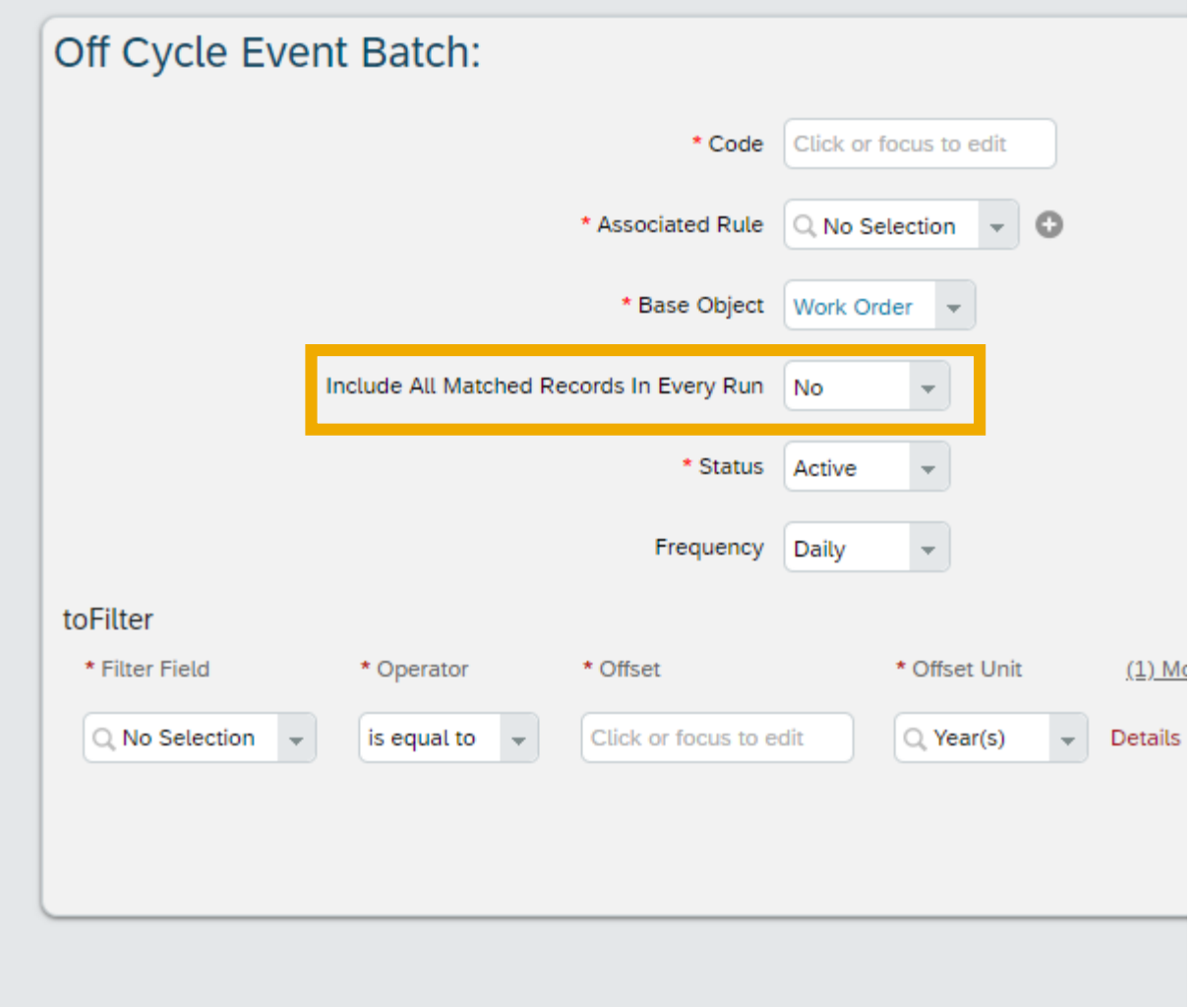
In the MDF object “Off Cycle Event Batch” it was not possible to select the option “Include all matched records in every run”. Now this option is also available for the base object ‘work order’.

Why is it important?

It is important to process work orders multiple times with the same off cycle event batch.

Prerequisites

This is a universal feature and no prerequisites are required.



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Position Management / Company Structure Overview

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Minor enhancements

Enhancements Company Structure Overview

Universal/ Usage Behavior Change / Jira: ECT-110573

What is it?

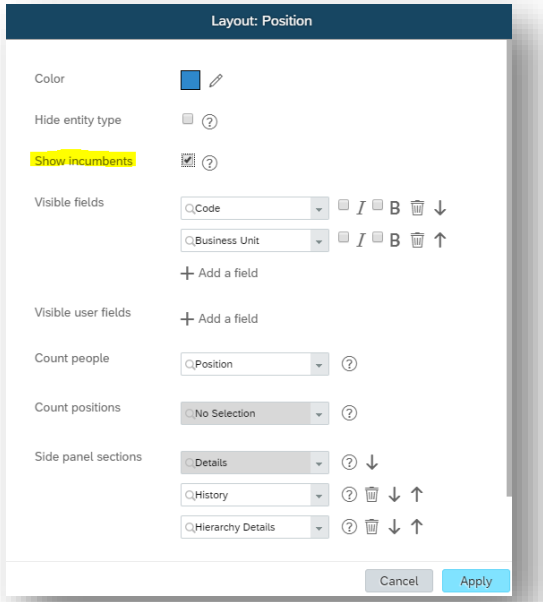
Show incumbent of position in Company Structure Overview.

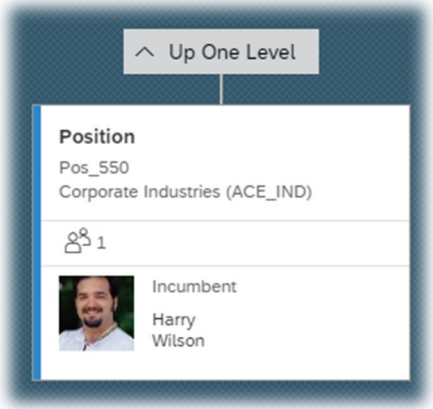
Why is it important?

For any Company Structure Definition (view) users can add position objects to be displayed. If so, users would like to see the incumbent(s) of the position.
So we added a configuration option to enable customers to show the incumbents of positions. The display of incumbents in the position tile is aligned with the display of user information in Position Org Chart.

Prerequisites

Configuration UI in Company Structure Overview
When editing the layout of a position object in a company structure, there is a new flag "Show Incumbents"





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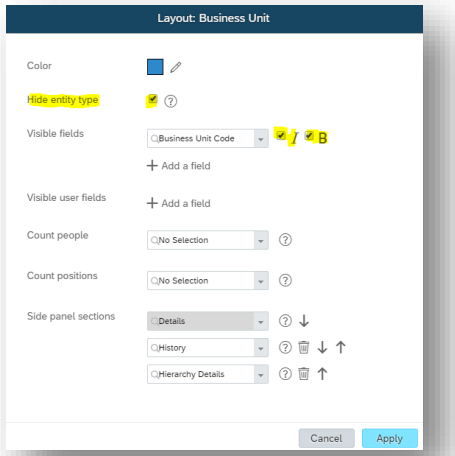
Enhancements Company Structure Overview

Universal / Usage behavior change / Jira: ECT-109851



What is it?

We provide a new layout configuration to hide the entity name (e.g. "Department") in the tiles and an option to configure the text for visible fields to be displayed in bold and/or italic

Why is it important?

Per company structure customers can configure now, if they would like to display the entity type or not. Therefore, we made the display configurable per company structure. Additionally, customers asked for a possibility to display the visible fields in bold and/or italic in Company Structure Overview.

Note: In case the entity type is set to hidden, the level info (if defined as text) is displayed on top without brackets

Prerequisites

Configuration in Company Structure Definition

Customer Community Idea '214002' to hide entity type

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Enhancements Company Structure Overview

Admin-opt in/ Usage Behavior Change / **Jira: ECT-107768**

What is it?

Provide a rule function ‘Get Level of Entity Within Company Structure’

Why is it important?

The rule function ‘Get Level of Entity Within Company Structure’ enables you to make use of the level in certain business scenarios. Examples: you can implement a check that your company structure does not exceed a desired number of levels or you can use this rule function to decide if and which workflow shall be triggered.

Prerequisites

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Notable fixed issues

Notable fixed issues

Reference Number	Description	Before	After
ECT-110732	**Deactivate Position field no longer shows on Workflow Details Page** The field is displayed in the workflow details page and position can be deactivated in a termination approval process.	Deactivate Position field was not shown in Workflow Details Page	Deactivate Position option is available again
ECT- 107700	**Position Management – Support multiple LOA at the same time with Position Right To Return.** In Time Off it is possible to create two LOAs in parallel having no actual return date entered. This use case must also be supported for Position Right To Return. So, Position RightToReturn needs to be created for each LOA and all potential changes must be reflected correctly for the Position RightToReturns and the JobInfo records.	It was not possible to support Position Right To Return when having two LOAs in parallel having not actual return date.	It is possible to support Position Right To Return when having multiple LOAs in parallel having no actual return date.

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Workflow

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Major enhancements

Filtering for “Assigned to Me” Workflows

Universal/ECT-106371

What is it?

When “Assigned to Me” functionality is enabled a new filter **“Assignment”** shows on Manage Workflows screen.

The Assignment filter has the following options available:

- Unassigned
- Assigned to me
- Assigned to others
- Assigned to

Why is it important?

With this enhancement the users could filter the workflows based on the current needs

Prerequisites

The user has “Assigned to me” permission.

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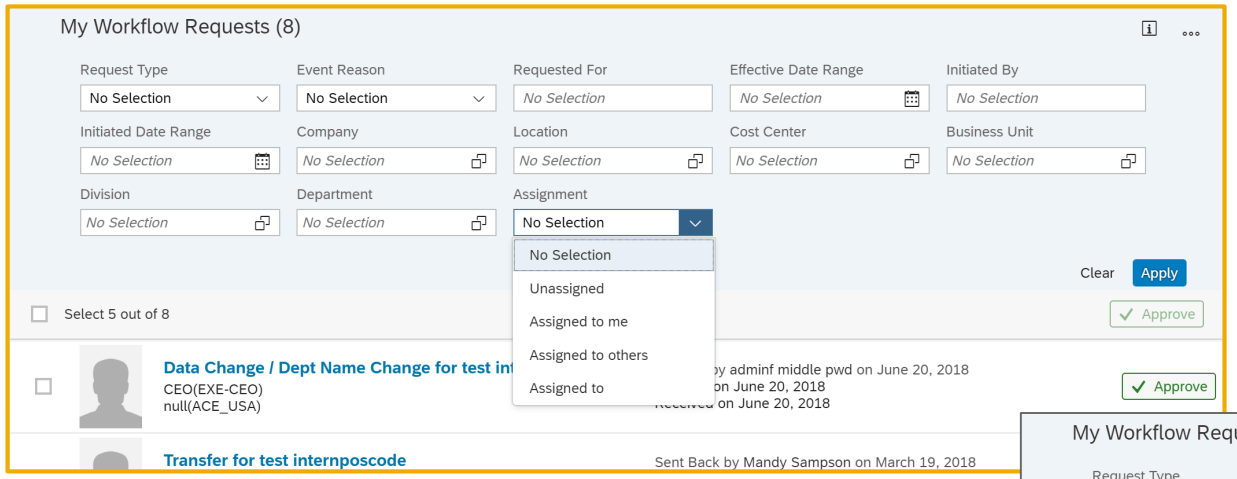
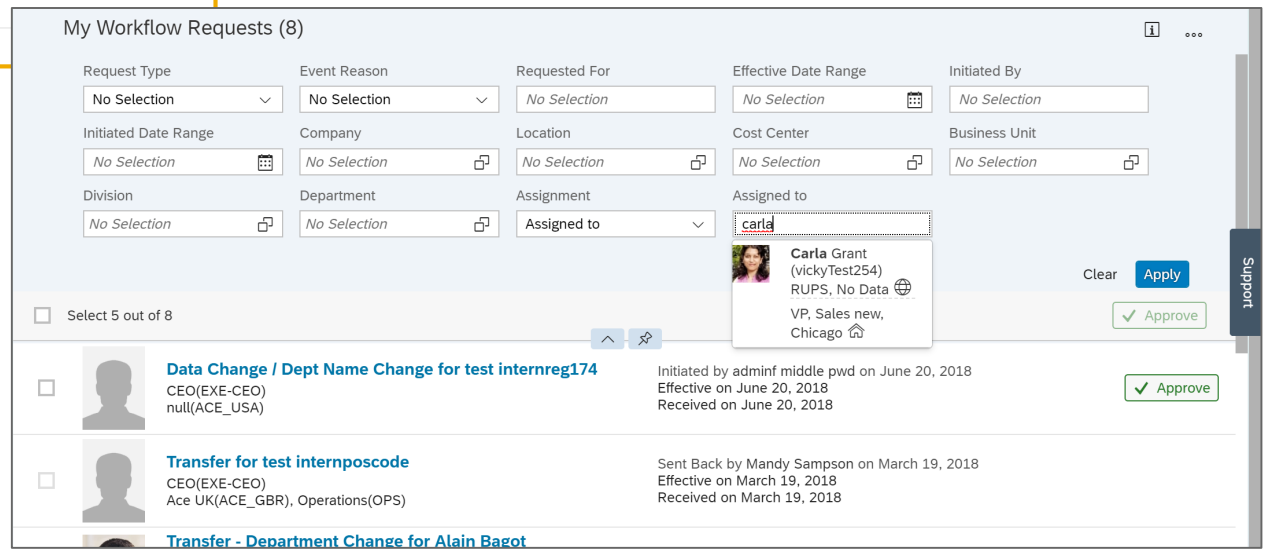
Filtering for “Assigned to Me” Workflows

Universal/ECT-106371



When ‘Assigned to’ is selected, a new search text field ‘Assigned to’ appears, where user could type first two letters search for an user.



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Four-Eye Principal (Skip approver in dynamic group or role, when initiator)

Admin Center opt-in/**Reference Number: ECT-106372**

What is it?

With this enhancement the initiators cannot approve their own workflows. The customers have a way to enforce secondary approver.

Why is it important?

With this enhancement customers can enable the ***Four-eye principal*** that enforces security mechanism so that the initiator cannot be an approver for their own workflows.

Prerequisites

Opt-in switch in Admin Center that is delivered with this enhancement should be checked in

Note 1. At this time, the ***Four-eye principal*** feature enforces secondary approvers when the initiator belongs to the following approver types:
Dynamic Role, **Dynamic Group**, **Position**, **Position Relationship**

Note 2: When initiator is skipped as an approver, they do not receive:

- Workflow requests in their **Approve Requests** or **My Pending Requests**
- Alerts or notifications

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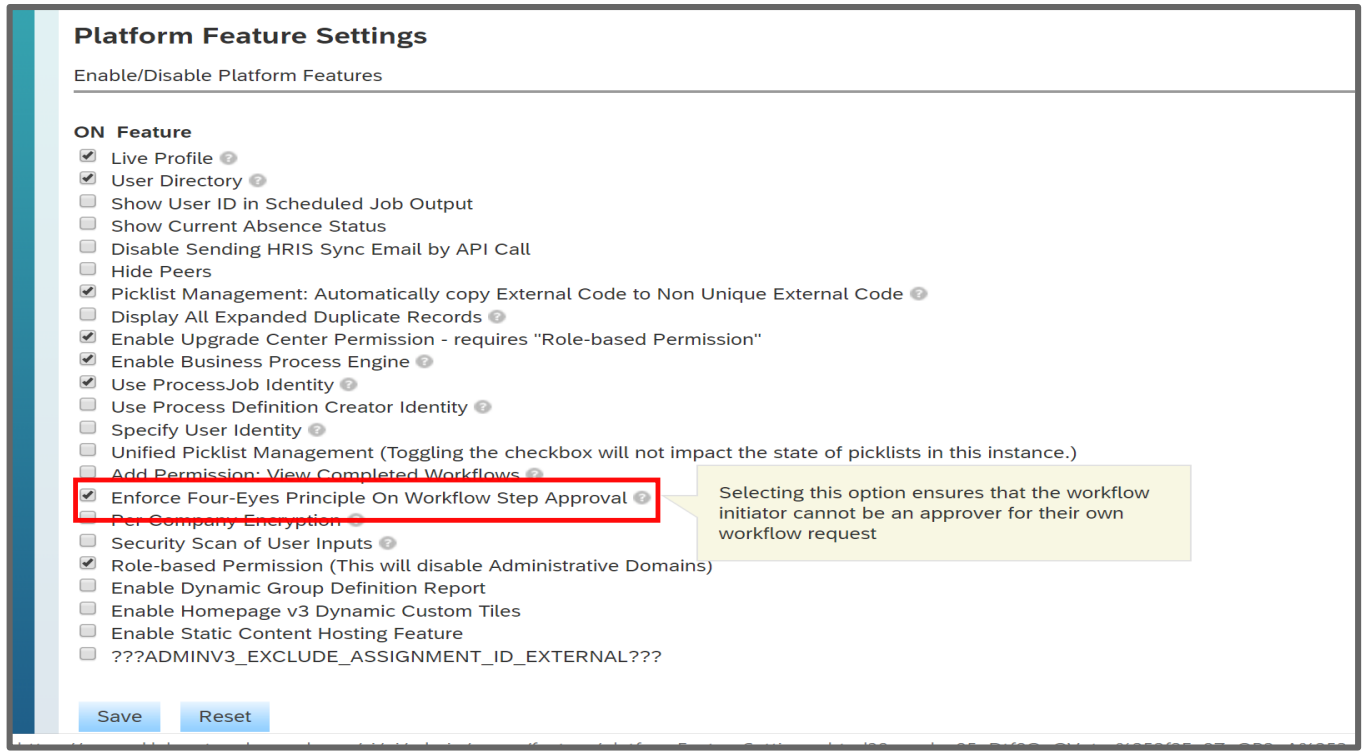
Enable Four-Eye Principal (Skip approver in dynamic group or role, when initiator)

Admin Center opt-in/**Reference Number: ECT-106372**

In **Admin Center -> Platform Feature Settings** locate the **Enforce Four-Eyes Principle on Workflow Step Approval** feature to select the checkbox to enable.



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Changes to Stalled Workflows Display

Universal/**Reference Number: ECT-106662**

What is it?

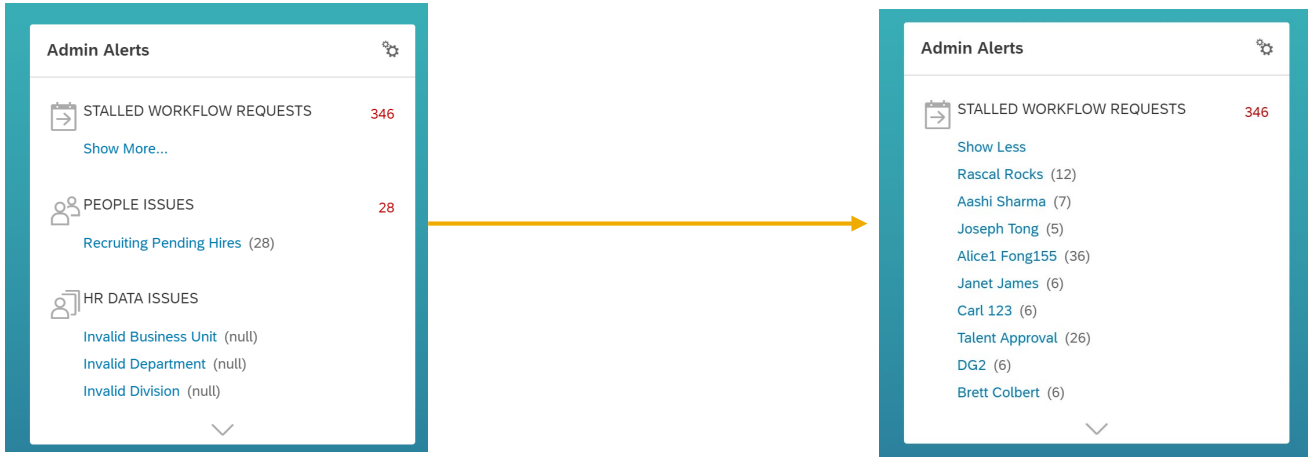
By default, the Show More is collapsed, and when you select this link, links to stalled workflow requests appear. When you expand the Show More link, all hyperlinked names of approvers appear that have stalled workflows. When an approver has multiple stalled requests, that number of requests is indicated in parentheses.

Why is it important?

Improve the performance of the load

Prerequisites

None



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Notable fixed issues

Notable fixed issues

Reference Number	Description	Before	After
ECT-110915	Dependent info details are not coming	In case when workflow is involved dependent information is lost	It has being corrected
ECT-110765	Alerts were not triggered for some users	In some cases alerts were not triggered due to the issue with Delete Alerts logic	Delete Alerts logic has been changed to correct the original issue
ECT-109605	Workflow When Global Assignment is resubmitted application error occurs	When a workflow for Global Assignment is reinitiated successfully, application error occurs and GA gets saved before the workflow gets approved.	It has being corrected

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Notable fixed issues

Reference Number	Description	Before	After
ECT-101696	Deletes made to Address Portlet with workflow	When the customer deletes any address from Employee Address portlet and workflow is triggered, those changes are not saved after the approval of the workflow.	When the customer deletes any address from Employee Address portlet and workflow is triggered, those changes successfully saved after the workflow approval.
ECT-108451	Different initiated dates in workflow details and Advance toDo	Advance toDo page shows a different initiated date than in workflow details when Data Center is in a different time zone than Initiator and Approver.	Advance toDo page shows the same workflow initiation date as in the workflow details
ECT-108848	Termination: Workflow details screen doesn’t show pending future change	When an employee has future-dated changes and gets terminated, the termination workflow doesn’t show the future-dated changes.	It has being corrected

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Major enhancements

Manage Pending Hire: Ability to create New Employment for Rehires

Universal/**Reference Number:ECT-106299**

What is it?

The process is in place allowing the customer an option to create a New Employment in Rehire scenario (Manage Pending Hire).

Why is it important?

Now we are supporting rehire on new employment also for hires originating in Onboarding or Recruiting – with this we ensure the same flexibility for rehires across Employee Central.

Prerequisites

In **Permission Settings** under Manage User **the Option** ‘Rehire Inactive Employee with New Employment (by ‘Match’ in New Hire)’ should be checked

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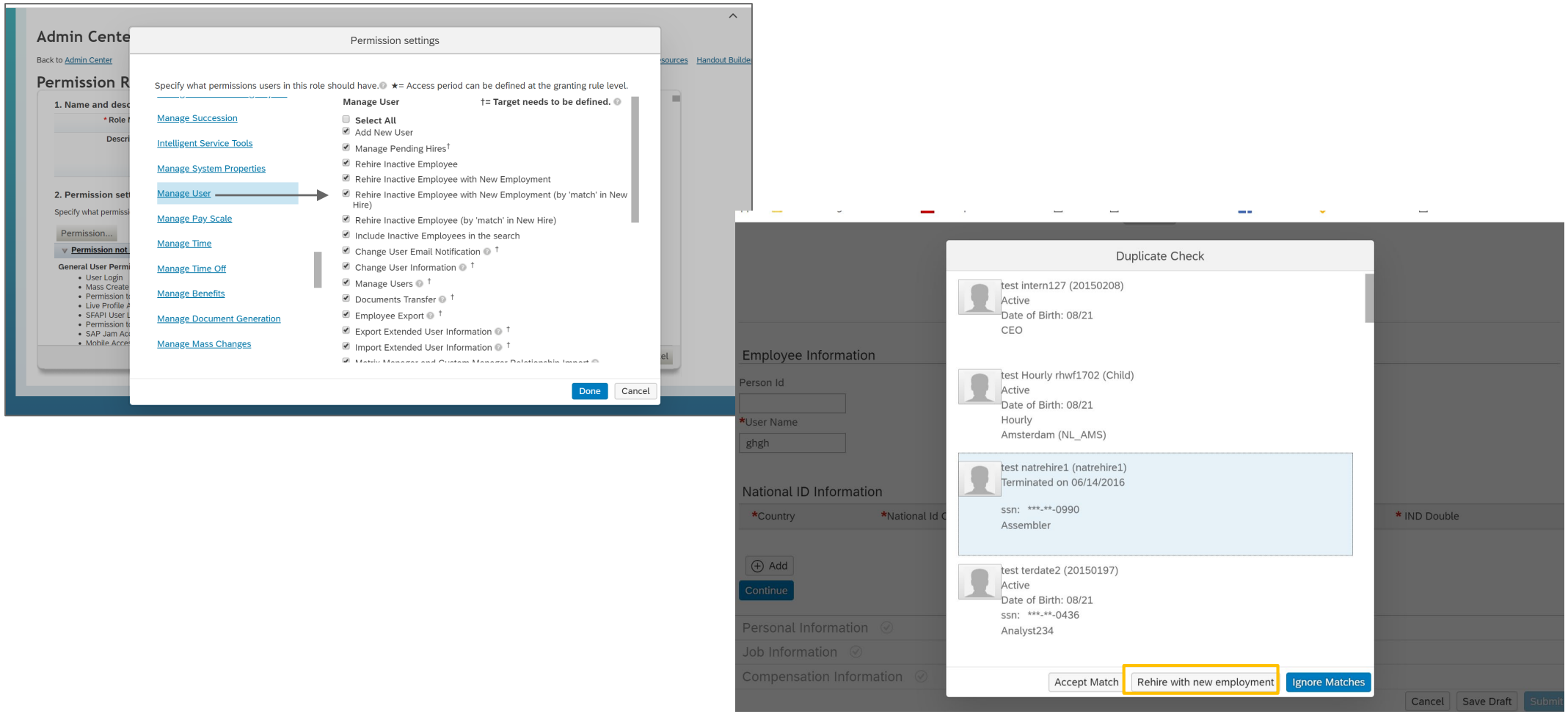
Manage Pending Hire: Ability to create New Employment for Rehires

Universal/Reference Number:ECT-106299



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MPH: Enforce a New Employment (rehire/internal hire) when Legal Entity Change

Admin Center opt-in Enhancement Category:/**Reference Number: ECT-102408**

What is it?

A new option prevents any change of Legal Entity (LE) within one employment for rehire and transfer. With this option employees cannot be re-hired by re-activating the existing employment; existing employee transfer to a different Legal Entity will trigger a new employment.

Why is it important?

Until now RCM-EC/RCM-ONB-EC Integration scenario allows the rehire (reactivation) of a terminated employment on a different Legal Entity (LE). It also allows to change the LE of an active employment. This often causes problems in the following areas: Payroll (as most payrolls/countries do not tolerate company changes, GDPR (as conflicting retention times might not be served), Data protection (as companies want to shield the employee's history from the new manager)

Prerequisites

To activate go to '*Manage Date*' and search for '*Employment Settings*' the option is called '*Enforce new Employment*')

Important Note

If you activate this functionality it will potentially override the settings for New Employment.

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RCM-EC Integration: Ability to create Concurrent Employment in Manage Pending Hire Universal/Reference Number: ECT-106299

What is it?

The process is in place allowing internal employee to apply for Concurrent Employment in RCM, and if accepted, being hired via Manage Pending Hire.

Why is it important?

For customers using RCM-EC is important that all types of hiring were conducted through the integration.

Prerequisites

None

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RCM-EC Integration: Ability to create Global Assignment in Manage Pending Hire

Universal/**Reference Number:** **ECT-85303**

What is it?

The process is in place allowing internal employee to apply for Global Assignment in RCM, and if accepted, being hired via Manage Pending Hire.

Why is it important?

For customers using RCM-EC is important that all types of hiring were conducted through the integration.

Prerequisites

None

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RCM-EC Integration: Ability to create Concurrent Employment and Global Assignment in MPH - Configuration

1. Define a custom picklist called “**employmentIndicatorPicklist**” which consists of following values

Values

External Code	Non-unique External Code	Parent Picklist Value	Label	(4) More
0	0		Concurrent Assignment	Details
1	1		Global Assignment	Details

Note: *MDF Picklist must be created for Picklist Migrated instances and legacy picklists for other instances.*

2. Define Custom Fields in “Job Requisition Application Template”
3. Make assignment indicators filled-in in RCM
4. Map the custom fields to the standard EC Placeholders in “Candidate to Employee Integration Template”

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RCM-EC Integration: Ability to create Concurrent Employment and Global Assignment in MPH – Custom Fields and its Mapping

Common Field

Field (Example names)	Type	Description
EmpIndicator	**Custom Picklist created - employmentIndicatorPicklist**	**This configuration is mandatory to determine if it is a concurrent employment or a global assignment. Make sure that the custom picklist is – employmentIndicatorPicklist is created accordingly.**

Concurrent Employment Specific Configurations

Field (Example names)	Type	Description
IsPrimaryEmp	Standard Yes/No Picklist	This information is optional and if the value is captured in Recruiting, EC will consider the same.

Mapping Concurrent Employment Custom Fields to EC Fields

Once the custom fields are configured, this needs to be mapped to the standard EC Placeholders in the “Candidate to Employee Integration Template”.

Note: All field names in mappings are case-sensitive.

Custom Field (Example names)	Standard EC Mapping	Description
AnyEmploymentIndicator	**employmentIndicator**	**Mandatory for CE/GA identification**
AnyIndicatingPrimaryEmployment	**isPrimaryEmployment**	**Optional. Primary employment indicator, relevant only to CE.**

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RCM-EC Integration: Ability to create Concurrent Employment and Global Assignment in MPH – Custom Fields and its Mapping

Create and Map Global Assignment Custom Fields to EC Fields

Field (Example names)	Type	Description
AssignmentType	Standard Picklist - global_assignment_type	Optional Field. Defines long term or short-term assignment. EC will consider this information if populated in RCM
AssignmentStart	Date	Optional Field. Defines assignment start date. EC will consider this information if populated in RCM
AssignmentEnd	Date	Optional Field. Defines assignment end date. EC will consider this information if populated in RCM

Field (Example names)	Type	Description
AnyAssignmentType	gaAssignmentType	Optional. Indicates longterm/shortterm assignment for Global Assignment
AnyStartDate	gaAssignmentStart	Optional. StartDate of Global Assignment
AnyEndDate	gaAssignmentEnd	Optional. EndDate of Global Assignment

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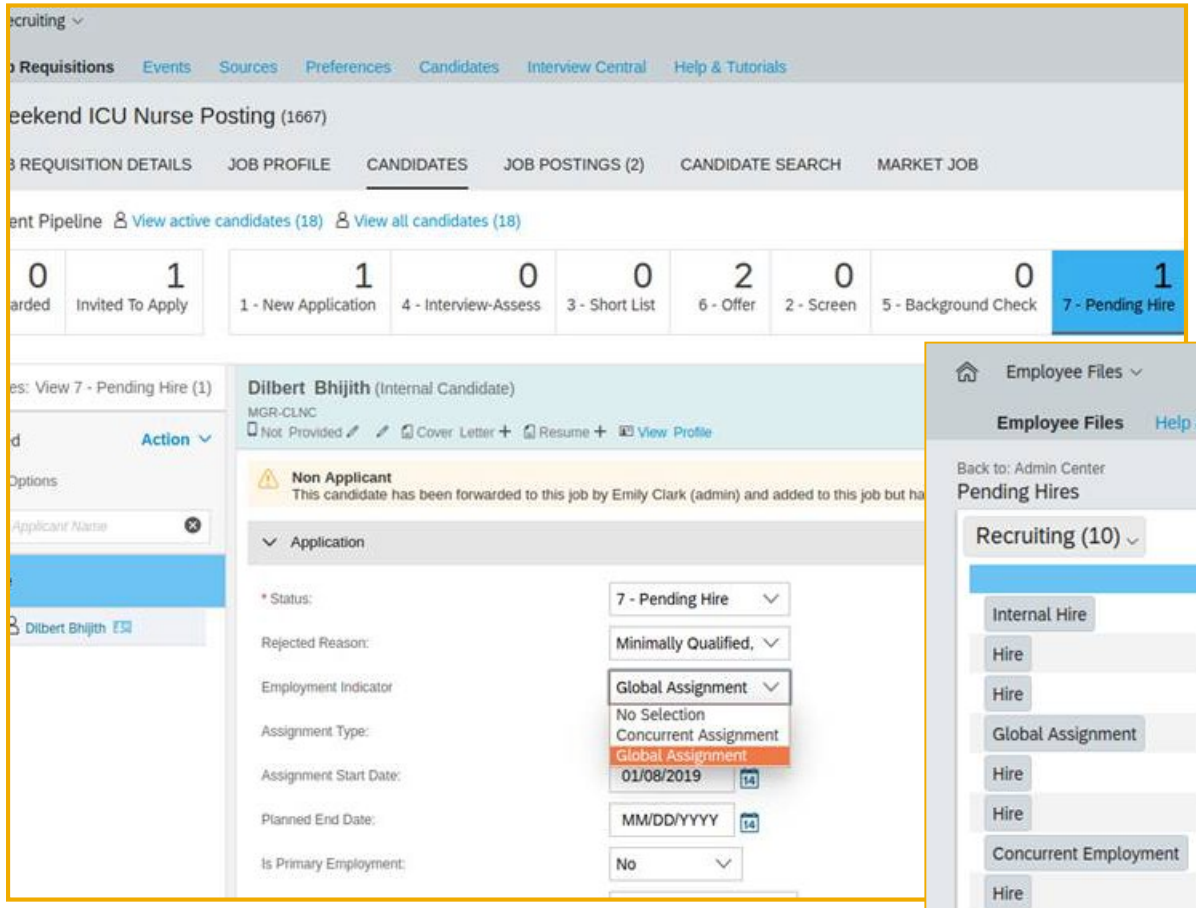
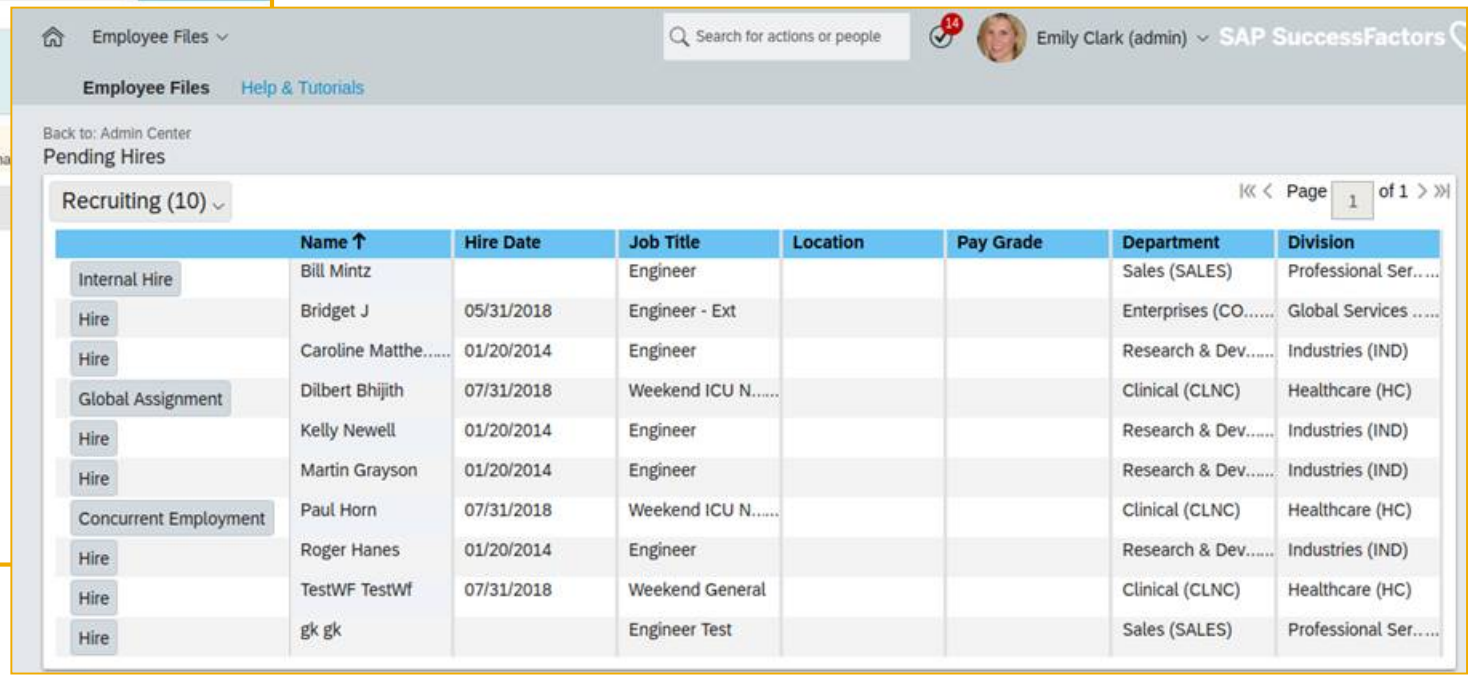
RCM-EC Integration: Ability to create Concurrent Employment and Global Assignment in MPH – Process





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Notable fixed issues

Notable fixed issues

Reference Number	Description	Before	After
ECT-108128	Internal Hire: FTE is derived as zero in the rule even though there's value in the UI	The onChange rule was triggered when NULL value from RCM was treated as changed to 0.	The database value is taken in consideration when onChange rule is triggered.
ECT-108114	HRSYNC issue in Rehire with New Employment when customer uses the same email ID	When rehiring with new employment or hire ex-contingent worker, system treats both of the employees (first employee and rehired employee) to be synced.	If the USERNAME is the same it causes Unique Constrain in USERS_SYSINFO.
ECT-107828	SFapi Upsert not updating User data intermittently due to HRIS Sync writing fields it does not own vs. merging data	If you update username via SFAPI when HRSync is running, the username might be overwritten back to the old value by HRSync.	The following fields will not be overwritten: StandardElementEnum.TIMEZONE, StandardElementEnum.USERNAME, StandardElementEnum.DEFAULTLOCALE StandardElementEnum.LOGIN_METHOD
ECT-106160	Application error with internal contingent worker on MPH	Hire ex-Contingent worker as a regular employee rehire isn't working for ONB Preday1 integration scenario due to exception on Employment info because of duplicate creation of a new employment.	In ONB Preday1 EC integration scenario, EC update the Employment info created by Platform code, instead of creating a new one.
ECT-98059	Performance Degradation for Compensation Worksheet Loading and Mass Update Process	Performance Degradation caused by EC API GetEffectiveRecordForUsers() for Compensation Worksheet Loading and Mass Update Process	Performance of the SCA GetEffectiveRecordForUsers() was improved which will improve the performance of Compensation worksheet.

Notable fixed issues

Reference Number	Description	Before	After
ECT-106309	Forms not transferring to new manager	For a new hire manager, if the position has more than one direct reports, the forms of his/her direct reports may not be transferred correctly.	It has been corrected.

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SAP SuccessFactors

Q1 2019 Release Readiness Webinar

Visa and Permit Management

Product Management, SAP
February 2019

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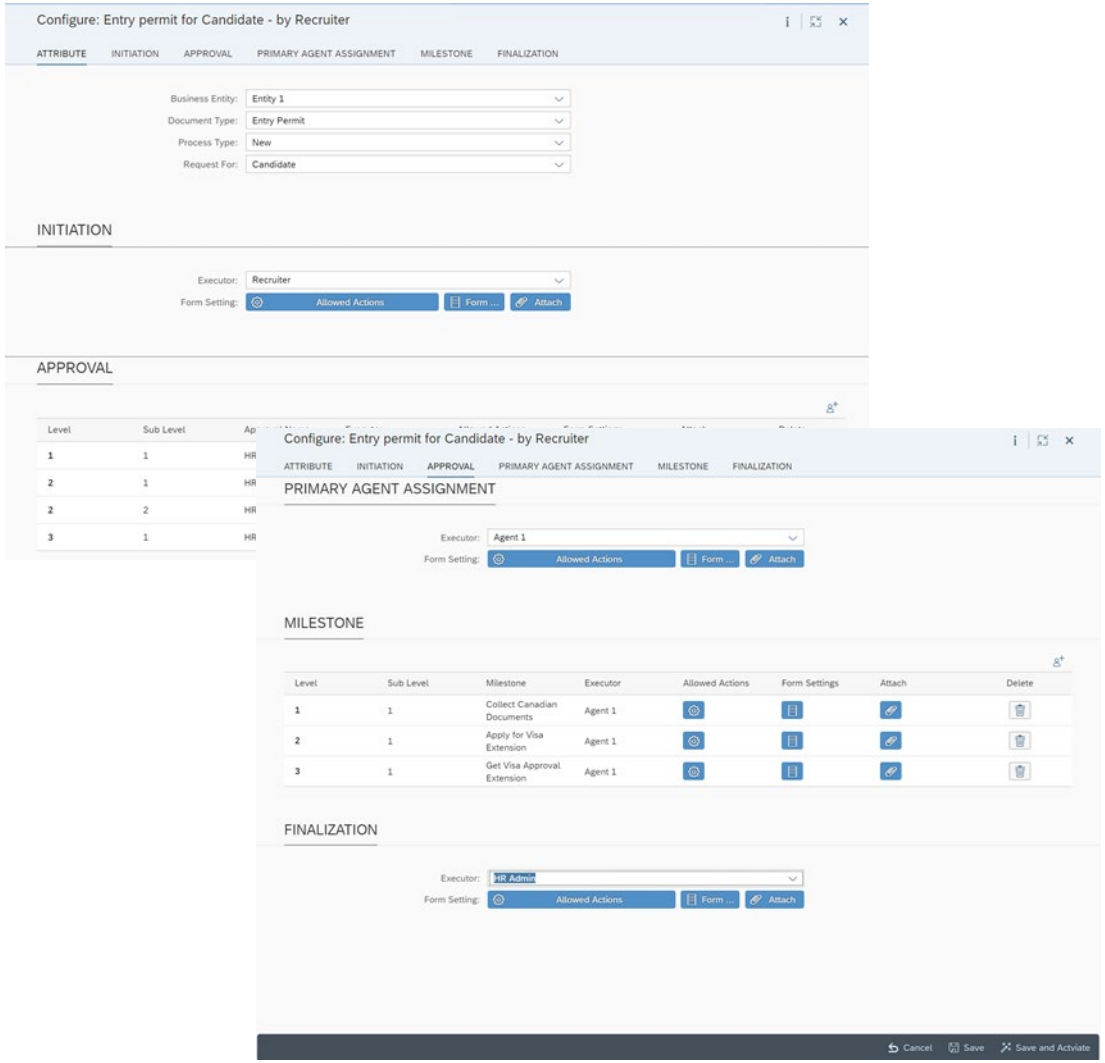
Major enhancements

Request Processes for Visas and Permits

Admin opt-in/ Enhancement Category: New Feature/ **Reference Number: GSCBMENA-681**

What is it?

The Request Process allow customers to configure and run all required applications for Visa and Permits types. It represent the platform the define the process steps based on the Request Type and to whom this request for, Employee, Candidate or Dependent. Request type can be New, Renewal, Cancellation or any other type that the business required, including milestones.



Why is it important?

This Functionality represent the main platform for all types of processes to ease the request (New Visa, Renew Visa, Dependent Visa…etc.) and attach all the needed documents within the request, then track the status of the request.

Prerequisites

None

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Extensibility

Admin opt-in/ Enhancement Category: New Feature/ **Reference Number: GSCBMENA-795**

What is it?

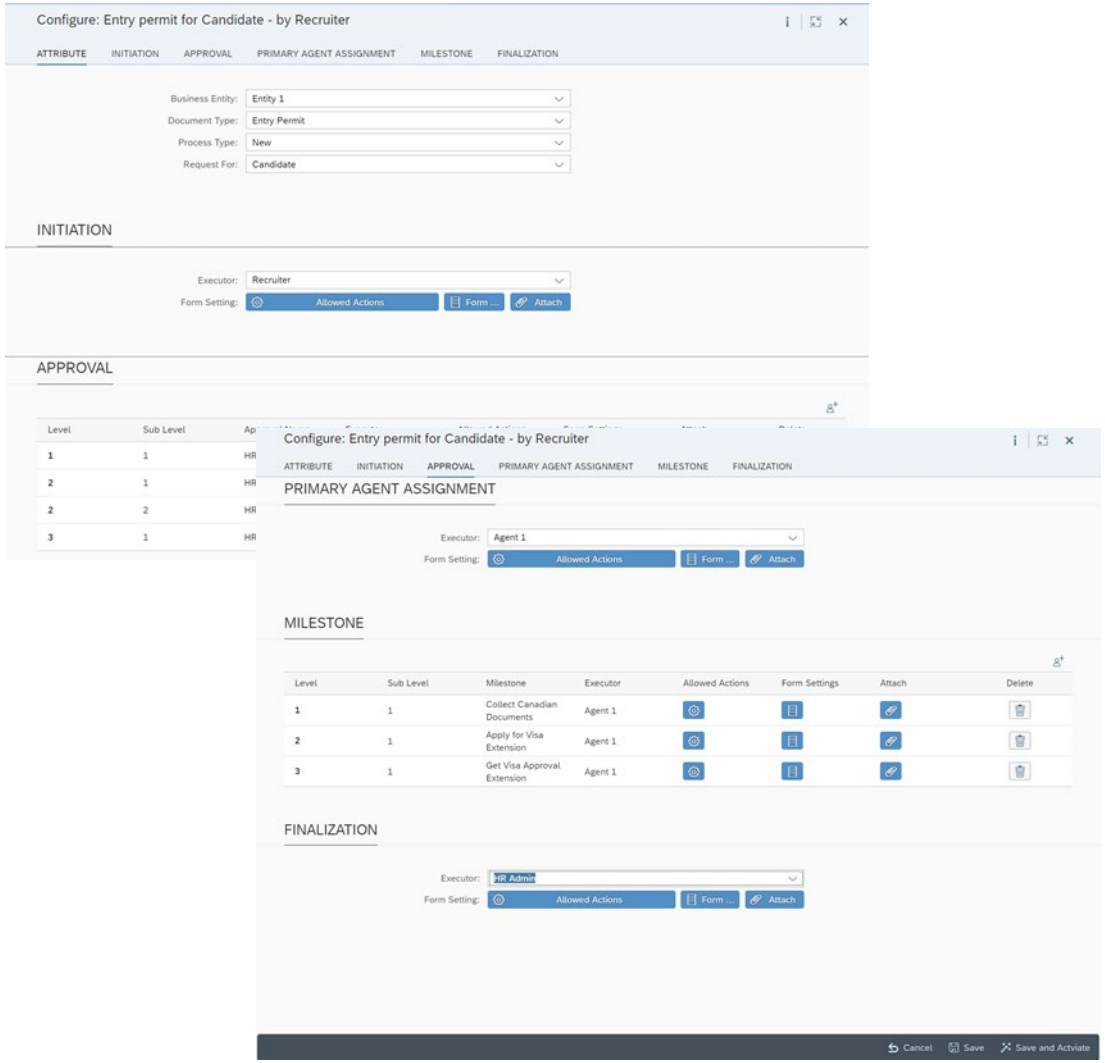
This will give the customer the ability to define country or customer specific fields (custom fields). Those fields can be added on the level of Business Entity, Quota, Block and Document. At the same time, customer will be able to custom the Request Process Info and Process Milestone according to their business needs.

Why is it important?

Using custom fields, the customer will be able to define for the filed Label, Data type and List of values required. Also, will be to associate custom field with pre-delivered lookups such as employee search such as Document Holder custom field.

Prerequisites

None



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Pulling attachments from SF – Recruitment Management

Admin opt-in/ Enhancement Category: New Feature/ **Reference Number: GSCBMENA-685**

What is it?

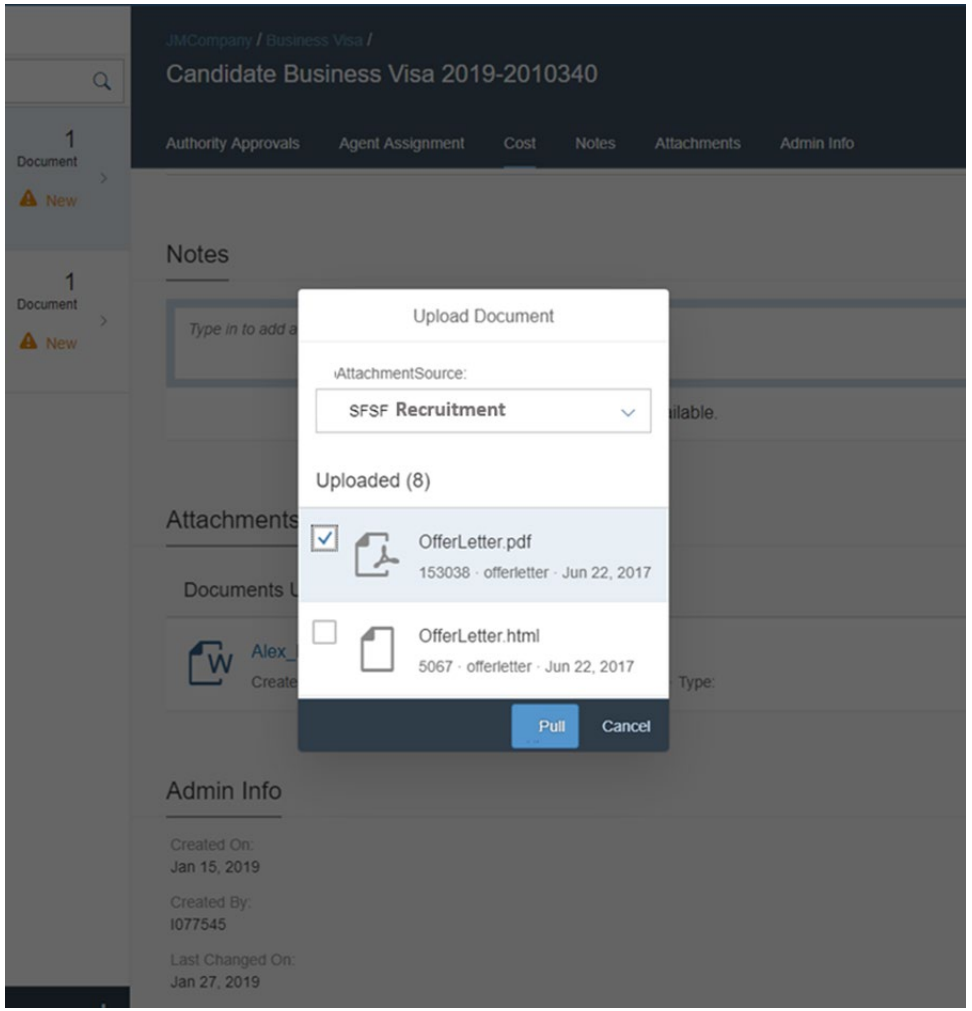
As a requester for new candidate, all documents, such as Passport or Contract copies, attachment in the SF – Recruitment will be available to be browsed and attached to the VPM request VPM process.

Why is it important?

This functionality will allow the customer to re-use all required documents saved in SFSF recruiting module and avoid duplicating efforts and storage space

Prerequisites

SuccessFactors – Recruitment Management



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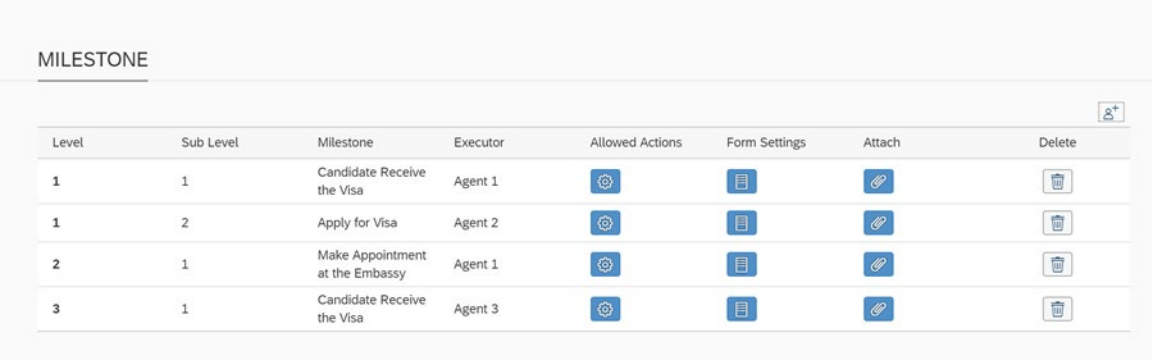
Multiple Agent Assignments

Admin opt-in/ Enhancement Category: New Feature/ **Reference Number: GSCBMENA-753**

What is it?

This functionality will allow the customer to assign multiple agents to work on different milestones in same process within one request related to single document (permit / visa).



Why is it important?

It will make it easy for customer to finish required processes faster by using different agents.

Prerequisites

None

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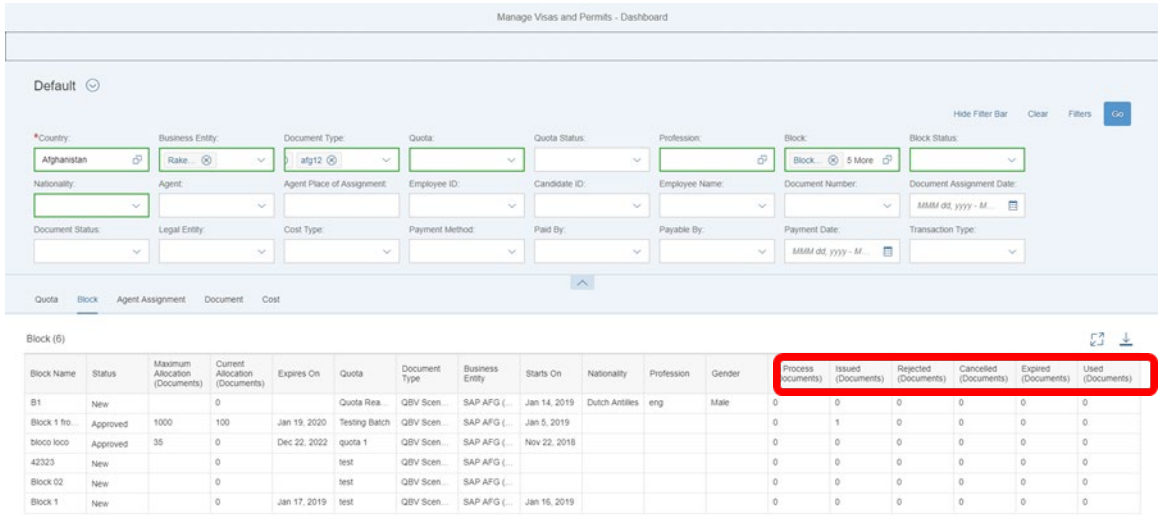
Minor enhancements

Visa Block Status Report

Admin opt-in/ Enhancement Category: Enhanced Feature/ **Reference Number: GSCBMENA-725**

What is it?

As an enhancement in the Statue report in the Dashboard, the Admin can see more fields about the document's status on the Block level



Why is it important?

It will bring more an extra visibility to VPM Admin.

Prerequisites

None

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Notable fixed issues

Notable fixed issues

Reference Number	Description	Before	After
	Employee picklist without the provision of selecting other employees.	Was limited to 1000 (If a customer had more than 1000 employees, the picklist was restricted to only 1000	This is now fixed to include all employees
	‘Created By’ information for attachments	Was displayed as null (the person who has created the attachment was displayed as ‘null’	This has been corrected
	‘Permit Management’ exception issue at the time of adding attachment	It was throwing an error exception	This has been resolve, no more exception error.
	Assigning Candidate or Employee to a permit by mistake	Was no option to clear employee	This has been added to correct this situation

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Employee Central Service Center

Product Management, SAP
February 2019

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Issue Categories that are not assigned to a parent in Cloud for Service (C4S) are now available in AskHR

Universal/ **Reference Number:ECT-109006**

What is it?

Before b1902: Issue categories that do not have a parent category in C4S assigned are not shown in AskHR for the employee to select.

With b1902: We now make this issue categories available in AskHR. If the issue categories in C4S still does not have a parent assigned, we show it for all parent categories in Ask HR.

Why is it important?

With this change we enable you to have generic issue categories like "others" without creating them multiple times. This ensures smooth reporting using all issue categories.

Prerequisites

None – This feature is universal.

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Ability to copy Knowlege Based (KB) article to new response feeder

Universal

What is it?

You can now copy the link of a KB article to the main e-mail feeder to send the response to the employee.

Multiple KB articles can be selected at the same time and copied over to the e-mail.

Why is it important?

As an agent you can now faster add relevant KB information to the e-mail response. This improves agent efficiencies.

Prerequisites

None – This feature is universal.

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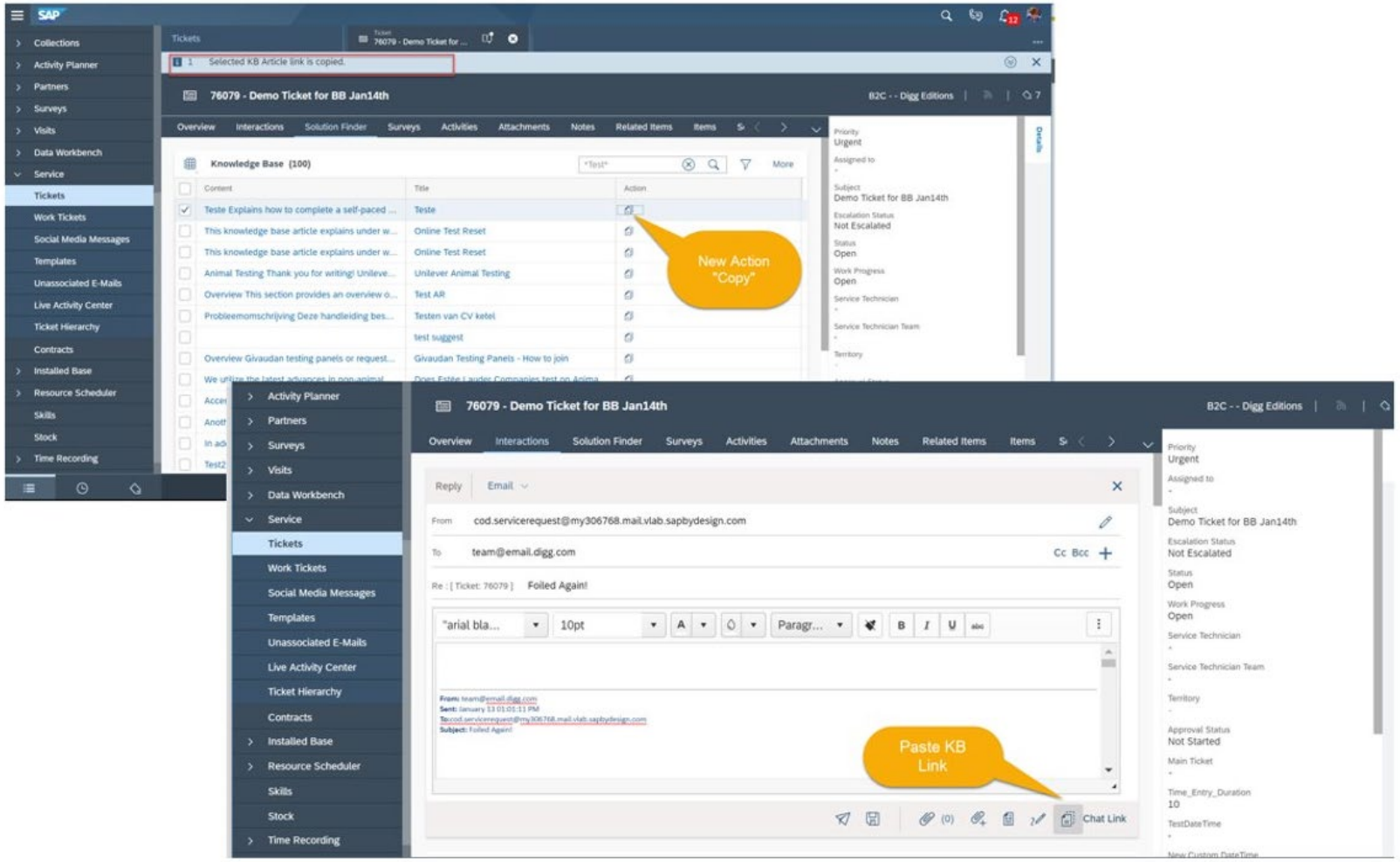
Ability to copy KB article to new response feeder

Universal



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Multi select option for unassociated e-mails

Universal

What is it?

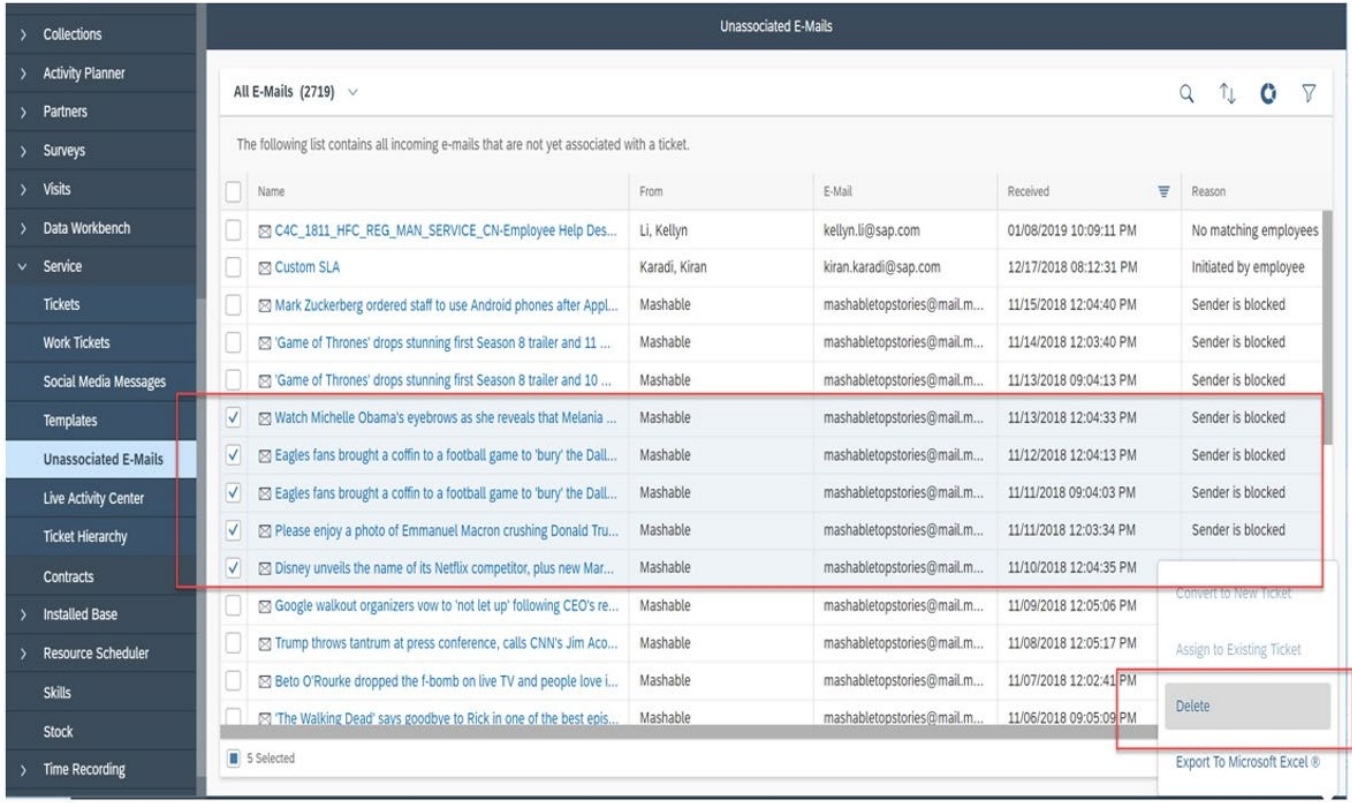
– Agents can now select multiple unassociated e-mails in the list and delete them all in one step.

Why is it important?

This improves the efficiencies of the agent. The can now faster clean up the unassociated e-mail list.

Prerequisites

None – This feature is universal.



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SAP SuccessFactors

Q1 2019 Release Readiness Webinar

SAP Best Practices for SAP SuccessFactors Employee Central

Product Management, SAP
February 2019

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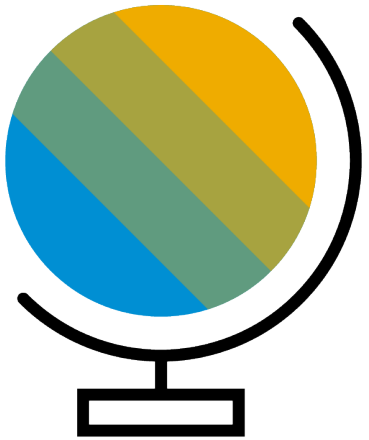
Major enhancements

Enhancements

Provisioning opt-in/Major: **Reference Number: (JP) SBP-1515, (ZA) SBP-1531**

What is it?



New Country Versions for **Japan:** EC Core, Dependents Management, Integration with EC Payroll

New Country Versions for **South Africa**: EC Core, Time Off, Dependents Management, Integration with EC Payroll

Why is it important?

The automatic deployment of configuration content in the customer instance will help to decrease implementation time and therefore increase time-to-value in customer projects as well as help customers in adopting best practice processes.

Prerequisites

SAP Best Practices content is only visible in Upgrade Center after enabling the corresponding switch in provisioning.

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SAP Best Practices for SAP SuccessFactors Employee Central

Business Scope Covered

Access all Employee Central content at:
https://rapid.sap.com/bp/BP_SFSF_EC

HR Administration

Will get activated as a group*

- Manage Hire/Rehire
- Update Personal Data
- Manage Promotion/ Demotion
- Administer Termination
- Manage Job and Compensation Information
- Manage Organizational Data

- Manage Concurrent Employment
- Manage Dependents
- Manage Apprentices

Time & Attendance Management

- Manage Time Off
  - For all except BR, CH, JP, NL, NZ
- Manage Leave of Absence
  - Available as documentation only; For all except BR, CH, JP, NL, NZ, SG
- Record Working Time

Organizational Data Management

- Manage Positions
- Manage Company Structure

Global Mobility

- Manage Global Assignment

Contingent Workforce Management

- Administer Contingent Workforce

Global Benefits

- Manage Employee Benefits
  - For US only

Integration

- Integration with SAP SuccessFactors Employee Central Payroll
  - Except BR, CO, CH, IT, JP, IN, NL

Scope Item

* These scope items are deployed as one *Configuration Item* called "*Core Content*". All other scope items are deployed as individual Configuration Items.

Localized content for 21 countries: Australia, Brazil, Canada, China Mainland, Colombia, France, Germany, India, Italy, Japan, Kingdom of Saudi Arabia, Mexico, Netherlands, New Zealand, Singapore, Spain, South Africa, Switzerland, United Arab Emirates, United Kingdom, USA

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Enhancements

SBP1549

Provisioning opt-in/Major, **Reference Number: SBP-1549**

What is it?

Document Generation got enabled and will be included as part of the processes "Manage Hire/Rehire" as well as "Manage Job and Compensation Information". Pre-defined examples for:

- Employment Verification Letter
- End of Probation Period
- Extension of fixed term employment

Why is it important?

The automatic deployment of configuration content in the customer instance will help to decrease implementation time and therefore increase time-to-value in customer projects as well as help customers in adopting best practice processes.

Prerequisites

SAP Best Practices content is only visible in Upgrade Center after enabling the corresponding switch in provisioning.
Customers who are live with EC already, can activate the pre-configurations Document Generation with a separate Configuration Block.
For new EC customers the configuration will be part of the “Core Content” configuration block.

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Enhancements

Provisioning opt-in/Major:/**Reference Number: SBP-634**

What is it?

SAP Best Practices for EC Benefits for US enhancements
- addition of saving plans HSA, FSA, LPFSA & DCRA
- addition of high deductible health plan (HDHP) and non-HDHP
- ability for the benefits administrator to create benefit exception related to new hire enrollment

Why is it important?

The automatic deployment of configuration content in the customer instance will help to decrease implementation time and therefore increase time-to-value in customer projects as well as help customers in adopting best practice processes.

Prerequisites

SAP Best Practices content is only visible in Upgrade Center after enabling the corresponding switch in provisioning.

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Minor enhancements

Minor enhancement issues

Reference Number	Description	Enhancement Category	Configuration Type
SV-RDS-HCM	**Brazil**: Enhanced localized configuration for EC Core	Provisioning opt-in	Enhancement
SV-RDS-HCM	**Canada**: Enhanced localized configuration for EC Core & Time Off, added Dependents Management, Integration with EC Payroll	Provisioning opt-in	Enhancement
SV-RDS-HCM	**Spain**: Enhanced EC Core (indirect valuation for pay components), Time Off (sickness time types enhanced, annual leave for working and natural days)	Provisioning opt-in	Enhancement
SV-RDS-HCM	**India**: Enhanced EC Core, added Dependents Management	Provisioning opt-in	Enhancement
SV-RDS-HCM	**Mexico**: Added Integration with EC Payroll	Provisioning opt-in	Enhancement
SV-RDS-HCM	**Singapore**: Added Integration with EC Payroll	Provisioning opt-in	Enhancement
SV-RDS-HCM	New global Scope Item: "Manage Organizational Data" was added to all country versions. The configuration of the same is delivered as part of the Core Content configuration block via the Upgrade Center.	Provisioning opt-in	Enhancement

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Q&A

SAP SuccessFactors

Contact information:

Michaela Schilling
Product Management
michaela.schilling@sap.com

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