



SAP SuccessFactors 

Q1 2019 Release Information Webinar

EC Cross Topics

Product Management, SAP
February 2019

PUBLIC

THE BEST RUN



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Agenda

Topic

Introduction

Employee Profile / Job Profile Builder

EC APIs, Import, and BCUI

EC ERP Integration and Migration

Contingent Workforce Management

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.

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.



SAP SuccessFactors 

Q1 2019 Release Readiness Webinar

Employee Profile

Loren Woo, SAP
February, 2019

PUBLIC

Major enhancements



Responsive Table for Displaying Background/Trend Elements in People Profile

Universal/Usage Behavior Change/EDU-13182

What is it?

Enables customers to display background and trend elements in a grid layout using the UI5 responsive table. Each record will be displayed in a single row. The table layout will adapt to the form factor being used to display the profile.

Why is it important?

This will help improve the readability of background element data, especially when there are multiple records in single background element.

Prerequisites

You will need to configure each background element in Configure People Profile that you want to display in a grid

Work Experience & Education

Work Experience Within Company

Title	Time Period	Department	Location
Support Assistant	Jul 10, 2016- Jul 1, 2017	Development	Berlin, Germany (EMEA)
Assistant Developer	Aug, 6, 2013 - Aug 10, 2014	Sales	Berlin, Germany (EMEA)
Senior Developer	Mar 31, 2012 - Mar 31, 2013	Support	Paris, France (EMEA)
Developer	Aug 01, 2005- Mar 15, 2011	Support	Walldorf, Germany (EMEA)
Associate Developer	Jan 01, 2003- July 15, 2004	Internet of Things	Walldorf, Germany (EMEA)

Show more

Formal Education

Formal Education

School	Time Period	Major	Degree
Elementary School	Jul 10, 1973 - Jul 1, 1980	-	
Senior High	Aug, 6, 1981 - Aug 10, 1990	Science	High School Diploma
University of Stanford	Mar 31, 1991 - Mar 31, 2000	Computer Science	Bachelors
University of Munich	Aug 01, 2000 - Mar 15, 2004	Computer Science	Masters



Customer Community Idea*

* [Influencing the Customer Roadmap](#)

People Profile Consistency Improvements and Visual Update

Universal/Usage Behavior Change/ECT-106172

What is it?

Several consistency UI issues are fixed:

- Anchor bar coloring, text styling, and spacing
- Label/Value Pair visual styling (color, weight)
- Section and Sub-Section header visual styling (color, size)
- Inconsistent padding around sections and content areas

Additionally, styling changes have been made to update the visual design, including visible borders around each block and shading of the page background.

The screenshot shows a user profile page with a horizontal tab bar at the top. The 'PERSONAL INFORMATION' tab is selected and underlined. Below the tabs, there are two main content areas. The left area is titled 'National ID Information' and contains a sub-section with the same title, which currently displays 'No data'. The right area is titled 'Performance **Manager view only' and also displays 'No data'. Both sections have edit and help icons next to their titles.

Why is it important?

Styling changes will make the contents consistent with other pages in the suite and help make the page contents easier to read and comprehend.

Prerequisites

People Profile



* [Influencing the Customer Roadmap](#)

Minor enhancements



Minor enhancement issues

Reference Number	Description	Enhancement Category	Configuration Type
EDU-12412	Employee Profile Performance enhancements	System change	Universal
EDU-12916	Extended Employee Import option to change updated data only	Usage behavior change	Universal
EDU-13314	Switch to disable Directory Search	Usage behavior change	Universal
ECT-77734	Persist global header on People Profile page	Usage behavior change	Universal
ECT-75612	Display end date of each pay component	Usage behavior change	Admin opt-in
ECT-107988	Deep link support for PP3 MSS edit dialogs	Usage behavior change	Universal

Notable **fixed** issues



Notable fixed issues

Reference Number	Description
EDU-13108	Unable to publish Talent Profile when proxying
EDU-13238	Permissions not working when user is assigned Global Assignment
ECT-84051	Dependent details and attachments deleted after saving from Rehire Inactive Employee
ECT-105299	Text displaying in Custom MDF Portlet truncated in PP3 UI
ECT-105553	Chile CSF field is overwritten when record for another country is added
ECT-106221	Unexpected Characters within text on mobile device
ECT-106332	Application error when editing global assignment workflow with pay component
ECT-106559	Unable to edit Job Info record via "Pending future changes" link
ECT-106861	Custom MDF block throwing error message
ECT-110058	Error while hiring through Manage Pending Hire OR Add New Employee wizards

Notable fixed issues

Reference Number	Description
ECT-110111	Question Marks on View approval history
ECT-110460	Rule not working on job information OnChange for position field
ECT-110471	Home Address CSF doesn't display in view mode
ECT-110832	Chinese date not displayed correctly
ECT-110969	No scroll bar in Compensation Information Edit History
ECT-111296	Employee getting Add Bank Details icon



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Job Profile Builder

Loren Woo, SAP
February, 2019

PUBLIC

Notable **fixed** issues



Notable fixed issues

Reference Number	Description
ECT-108730	"Field undefined..." When Updating LONGDESCRIPTION
ECT-108747	Overlapping error message when adding a new competency and entering the translation in Manage Job Profile Content
ECT-109575	Link to job profile does not show up correctly when the portlet is configured in PM form
ECT-110661	Role with more than 1000 job codes assigned keeps loading but doesn't open the Edit Role page when Job Classification field is not visible in Position Object



SAP SuccessFactors 

Q1 2019 Release Readiness Webinar

EC APIs, Import, and BCUI

Sharath Sundar, Qendrim Kuqi, SAP
February 2019

PUBLIC

Major enhancements



Rule context feature in BCUI

Universal/EC BCUI/Reference Number:[ECT-102760](#)

What is it?

BCUI allows Admin's to choose the context for an onChange/OnSave rule.

Why is it important?

One or more of the contexts can be selected and based on the selection, the rules will get executed. For example, Suppose for an OnSave rule the context is set only on the UI, then this rule will be triggered only on save of that element from the UI. This rule will not be executed for all the other contexts. This improves performance as the rule is processed only in the actual context.

Prerequisites

In Manage Business configuration screens choose a rule and click on Details link. Set the rule context and Save.

Rule context feature in BCUI

Universal/EC BCUI/Reference Number:[ECT-102760](#)

Trigger Rules

Base Object	* Event Type	* Rules	Enabled	(1) More
Compensation Information	No Selection	No Selection	Yes	Details

Details

Base Object

Compensation Information

* Event Type

No Selection

* Rules

No Selection

Enabled

Yes

Rule Contexts

Edit UI (MSS / ESS)

Yes

History UI

Yes

Imports

Yes

Mass Changes

Yes

New Hire/Rehire UI

Yes

OffCycle Batch Events

Yes

Termination UI

Yes

Done

Enhancements

Universal/ Job Information/ Jira: ECT-107954

What is it?

Person Type ,Employee' has been added for Job Information

Why is it important?

Person types such as Contingent Workers and Onboarder often must have different field properties (e.g. enabled, mandatory, visible) in comparison to the person type Employee. So far, the Succession Data Model (SDM) was used as default data model for employees. But since APIs are based on succession data model this restriction created incompatibilities in the past.

Now we added Person Type 'Employee' for the employment entity 'Job Information'. If Business Configuration UI has Person type 'Employee' configured, the UI must respect this, otherwise SDM is considered. This feature will allow flexibility for individual person type such as Employee and Contingent to have a specific behavior on UI but still use a single set of APIs based on the succession data model.

Certain validations during configuration ensure data consistencies.

Prerequisites

The image displays two screenshots of the SAP Business Configuration UI. The top screenshot shows the configuration for 'jobInfo_USA' under 'Employee Central > HRIS Elements > jobInfo'. It includes fields for 'Country' (United States (USA)), 'Based on HRIS Element' (Job Information (jobInfo)), 'Identifier' (jobInfo_USA), and 'Enabled' (Yes). Below this is a table for 'Localized HRIS Fields' with columns for Identifier, Label, Section, Enabled, and Details. The bottom screenshot shows the configuration for 'jobInfo_USA_employee' under 'Employee Central > HRIS Elements > jobInfo > jobInfo_USA > jobInfo_USA_employee'. It includes fields for 'Person Type' (Employee), 'Based on HRIS Element' (Job Info), 'Parent Identifier' (jobInfo_USA (jobInfo_USA)), 'Identifier' (jobInfo_USA_employee), and 'Enabled' (No). Below this is a table for 'HRIS Fields' with columns for Identifier, Enabled, Mandatory, and Visibility. An error message is displayed at the bottom: 'CSF EMPLOYEE Data Model is not consistent: The field custom-string1 should be enabled and mandatory in jobInfo_USA_employee, as this field in jobInfo_USA is enabled and mandatory.'

Identifier	Label	Section	Enabled	Details
custom-string1	Workers Comp Code	No Selection	Yes	Details
custom-string2	Competency Model	No Selection	Yes	Details
custom-string3	Full/Part-Time	No Selection	Yes	Details

Identifier	Enabled	Mandatory	Visibility
custom-string1	Yes	Yes	Edit
custom-string2	Yes	No	Edit
custom-string3	Yes	No	Edit

Error

CSF EMPLOYEE Data Model is not consistent: The field custom-string1 should be enabled and mandatory in jobInfo_USA_employee, as this field in jobInfo_USA is enabled and mandatory.

OK

Minor enhancements



Support of National ID in Compound Employee API

Universal/Compound Employee API:/Reference Number:[ECT-105791](#)

What is it?

The Compound Employee API now considers the new purge object for National ID Card Information.

Why is it important?

A purge of National ID Card Information for employees and also for dependents is considered in both approaches you can use in the API - the DRTMPurgeStatusOverview segment as well as validation against the effective end date filter. The API also supports complete purge and audit data purge for National ID Card Information.

Prerequisites

Use in your query the segment DRTMPurgeStatusOverview.

Rule context support for Employee data import

Universal/EC Imports/Reference Number:[ECT-110110](#)

What is it?

Rule context feature is supported only for onChange and onSave rules.

Why is it important?

Rule context feature is supported only for onChange and onSave rules. With rule context feature it is now possible for Administrators to configure the rules that must be included/excluded on Import upload. This will help administrators to choose only those rules which are relevant for Employee data Import for execution. For example: If you have 5 rules in job information element and want to trigger only 2 rules for Import, you can simply set the Import context to 'Yes' for those two rules and in the remaining three rules it should be set to 'No'. This feature provides flexibility in the configuration and helps in better data handling.

Prerequisites

None

Enforce new employment support in Employee data import

Universal/EC Imports/Reference Number:[ECT-108303](#)

What is it?

With this feature Administrators can prevent the change in legal entity of an employee within an employment.

Why is it important?

With this feature Administrators can prevent the change in legal entity of an employee within an employment. With enforce new employment enabled, an employment can be associated only with one legal entity. It is not possible to change the legal entity of active employee or rehire an employee with a different legal entity using job information import template. One must create a new employment using the employment information import template in cases where the employee needs to be rehired in a different legal entity.

Prerequisites

From Manage data create 'Employment Settings Configuration' and set the Enforce New Employment value to 'On Change of Legal Entity'

Temporary national id in import template

Universal/EC Imports/Reference Number:[ECT-108303](#)

What is it?

Support for temporary national id in the national id information import template

Why is it important?

With temporary national id support from imports it is possible to hire users in bulk for whom the national id has not been generated. National id details can be provided even after hiring. With the usage of 'isTemporary' and 'temporary-id' fields in the National id configuration, the import template also is now enabled to show these fields. Using the national id information import template, admins can leave the National-id value blank if they input the 'isTemporary' value as 'Yes'. They can also provide a 'temporary-id' as per their company's requirement or leave it blank.

Prerequisites

On the Manage Business Configurations National id information HRIS element, set the HRIS-fields 'isTemporary' and 'temporary-id' to Yes so that these columns appear in the import download template.

Temporary national id in import template

Universal/EC Imports/Reference Number:[ECT-108303](#)

country	isPrimary	card-type	personInfo.person-id-external	attachment-id	national-id	temporary-id	isTemporary	operation
Country	Is Primary	National Id Card Type	Person ID External	Attachment	National Id	Temporary ID	Temporary ID Available	Operation
IRQ	Yes	IDN	Test150			IRQ12350	Yes	

Support viewing of HRIS field configuration

Universal/EC BCUI/Reference Number:[ECT-107206](#)

What is it?

Feature to support viewing of HRIS field configuration details at the element level

Why is it important?

In the main HRIS element screens users can now view the following section's Field Criteria(Fi), Sync Mapping(Sy), and Trigger Rules(Tr) that belong to a HRIS field if and only if they have been configured. A tooltip is also provided on the text which when hovered over enables the admins to see the information of these sections. This saves time since it is not required now to go and click on the details link to see if they have these sections configured. At one glance they can identify which are the fields that have these sections configured.

Prerequisites

None

Support viewing of HRIS field configuration

Universal/EC BCUI/Reference Number:[ECT-107206](#)

cost-center				Details
manager-id				Details
job-code				Details
job-title				Details
custom-string9				Details
custom-string8	Picklist child		Yes	Details
local-job-title	Local Job Title		Yes	Details
custom-string10	parent department		Yes	Details

Field Criteria

1. **Destination Field Value:** business-unit **Source Field Name:** cust_toBusinessUnitFO.externalCode

HRIS Sync Mapping:User info field

1. **User info field:** Comments **Entity Type:** Test **Entity Name:** TEst

Trigger Rules

1. **Base Object:** jobInfo **Event Type:** onChange **Rules:** Job_Rule_1 **Enabled:** true

Support of Enable/Disable of a Trigger Rule in BCUI

Universal/EC BCUI/Reference Number:[ECT-69201](#)

What is it?

BCUI now supports Enable/Disable of a Trigger Rule

Why is it important?

Administrators can now enable or disable a rule from BCUI. Instead of deleting the rule they can disable the rule and still have it in the configuration. For example if there is an invalid rule under job information and admins decide to not include this rule in the execution until they correct it, then they can do so by making the rule as disabled. By disabling a rule it means the rule will not be executed under any circumstance.

Prerequisites

In Manage Business configuration screens select a rule and set the Enabled value as Yes to include the rule for execution. Set Enabled value to No to exclude the rule from execution.

Support of Enable/Disable of a Trigger Rule in BCUI

Universal/EC BCUI/Reference Number:[ECT-69201](#)

Trigger Rules

Base Object	* Event Type	* Rules	Enabled	(1) More
Compensation Information	onSave	comp-if-and-else (comp-if-and-...	Yes	Details
Compensation Information	No Selection	No Selection	No	
			Yes	



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EC/ERP Integration and Migration

Sibylle Borhauer, Sandra Koser, Qendrim Kuqi, SAP
February, 2019

PUBLIC

Major enhancements



Enable Replication of Future Hired Employees in Delta Mode

Universal/ERP Integration/Reference Number: [ECT-106085](#)

ERP to EC Migration/Integration

What is it?

The replication of future hired employees is now also supported for delta load (via change pointers).

Why is it important?

Previously, the replication of future hired employees from ERP to EC was only supported for initial load in Infoporter. For customers, who are performing delta runs for ERP to EC replication, it is crucial that future hired employees are also included and replicated.

Prerequisites

Configure the migration/integration according to the documentation with latest SP (25) of the PA_SE_IN 100 Add-On.

Suppress Update of Identical Records Depending on Migration or Integration Scenario

ERP to EC Migration/Integration

Universal/ERP Integration/Reference Number: [ECT-90854](#)

What is it?

You can now define whether records should be inserted/updated only when there is a change in the existing data. Therefore, a new parameter ‘ Suppress Identical Records’ has been introduced in the Employee Extraction or Employee Job Scheduler report. By default, for delta replications, this parameter will be set to TRUE. Also, if you choose the “Failed Employee Only” check box, by default, the “Suppress Identical Records” check box is selected. This option is only available for Web-Service based replication and not for file-based transfer mode.

Currently, this is only supported for EC Entities *Personal Information*, *Employment Information* and *Job Information*. More entities are planned to be supported and the status thereof can be checked in our implementation guide which includes a link to the Imports guide where the supported entities are listed.

Why is it important?

Depending on whether you are running ERP to EC replication in a migration or an ongoing integration mode, you do not want to overwrite data records which have not been changed unnecessarily.

New selection parameter (checkbox) in Employee extraction & Job scheduler report

Other Selection Criteria	
<input type="checkbox"/> Failed Employee Only	<input checked="" type="checkbox"/> Suppress Identical Records

Prerequisites

Configure the migration/integration according to the documentation with latest SP (25) of the PA_SE_IN 100 Add-On.

Avoid of Superfluous Updates for IT1001

Universal/ERP Integration/Reference Number: [ECT-106539](#)

EC to ERP Organizational Object Integration

What is it?

To prevent creation of unnecessary change pointers, replication of organizational objects from Employee Central now carries out additional checks when determining whether a record of the Relationships (1001) infotype needs to be updated in the Enterprise Resource Planning (ERP) system.

Why is it important?

The ERP system now also considers the subtype (that is, the specific relationship). It only updates the specific Relationships infotype record that corresponds to this subtype and leaves alone all records with a different subtype.

Prerequisites

Configure the migration/integration according to the documentation with latest SP (25) of the PA_SE_IN 100 Add-On.

How-to Videos for Integration Configuration/Implementation

Universal/ERP Integration/Reference Number: [ECT-105441](#)

EC to ERP Organizational Object Integration

What is it?

We now provide how-to videos about defining the field mapping for replication of position matrix relationships and of cost distribution for positions from Employee Central to the Enterprise Resource Planning (ERP) system. Further videos on other configuration topics are planned.

Why is it important?

The how-to videos provide a visualized help for the Integration configuration.

Prerequisites

The videos can be found in our documentation on the help portal.

Enhanced Global assignment process by supporting the replication of a host address

EC to ERP Employee Master Data Integration

Universal/ERP Integration /Reference Number: [ECT-95710](#) , [ECT-82522](#)

What is it?

EC offers as part of their standard global assignment capability a configuration option to store permanent address data for host and home assignments. For host assignment a special address type 'host address' can be enabled in the personal information portlet. This host address is associated with the corresponding host assignment.

If a host address in EC is maintained the data are replicated to the corresponding 'host – PERNR Infotype 0006 – Subtyp 0001 – Permanent address in SAP ERP.

Why is it important?

Replicating the correct permanent address of an employee ensures continuous downstream SAP ERP / S4H On-Premise Payroll / Tax processes for employees who are on global assignments and thus have temporary host assignments.

Prerequisites

Configuring migration/integration according to the documentation

Configuring EC Global assignment – Enabling host address type in SFSF EC

Non-BIB: Ensure that personnel assignment numbers are only allocated after successful replication

EC to ERP Employee Master Data Integration

Universal/ERP Integration /Reference Number: [ECT-97135](#)

What is it?

In case a newly hired employee is replicated and the replication fails the original dragged personnel assignment number is reused when the newly hired employee is replicated again and this time successfully.

Why is it important?

Ensure that personnel assignment numbers in SAP ERP are not wasted.

Prerequisites

Configure the migration/integration according to the documentation

* [Influencing the Customer Roadmap](#)

Notable **fixed** issues



Notable fixed issues

ERP to EC Migration/Integration

Reference Number	Description
2700868	ERP to EC :Extraction of the object is not allowed if the object of type 'O' is mapped to a different OSI type code previously
2724620	Incorrect CSV File Format when value contains comma and Additional Event switch is active
2713426	Mismatch of Host Address type during Future Date Global Assignment Personnel Numbers
2711125	Error in Migration of Global Info Template for Dependents
2709212	Migration of Host Personnel Number Biographical Information instead of Home Personnel Number when the Switch – Migration
2709194	Host Personnel Number's Family Dependent Data Migration is not Supported with the Switch Activation - Migration to E
2670340	Incorrect user-id generated for host PERNR in Global assignment scenarios
2710364	Home PERNR gets filtered out when hire date and global assignment start date is same
2711531	Modify external code values generated for Payment Information details
2732417	Handling of Short dump in Metadata Writer report
2709500	Handling of double Quotes for the CSV file used in Metadata report
2701505	Position Migration: OM objects which are having split in HRP1001 not being populated
2719426	ECPAO_OM_OBJ_DMT_JOB_SCHEDULER Too restrictive check on Job object size

Notable fixed issues

EC to ERP Organizational Object Integration

Reference Number	Description
2706821	Generic Org Object Replication: Generic Value Conversion doesn't work properly during processing
2712719	EE Org Assignment: Wrong object types are considered when creating or updating the HRP1001 relationships
2719873	Generic Org Object Repl: Data isn't updated although replication request is in status successful
2722307	EE Org Assignment: Inactive time slices of infotype 00001 are corrected before the Full Transmission Start Date
2737384	2737384-Technical Error (PAOCF_EC_TIM 018) occurs for employees with several PERNRs

Notable fixed issues

EC to ERP Employee Master Data Integration

Reference Number	Description	Available with
2742352	Processing of non-effective dated templates: Enable for non-effective dated templated that the last modified date can be defined as start date	Component Version: PA_SE_IN 100 Package: 26
2730164	Change in Reason for action (MASSG) not updated in ERP in Business Integration Builder: Correction to enable change of event reason during update.	Component Version: PA_SE_IN 100 Package: 25
2736514	Employee replication failing due to multiple events on hire date in BIB: Correct misleading error message in SLG1 monitoring	Correction available Component Version: PA_SE_IN 100 Package: 25
2712254	Wrong validation when events are unmapped in BIB	Correction available Component Version: PA_SE_IN 100 Package: 25
2750277	Main Action is not correctly identified in ERP System	Correction available Component Version: PA_SE_IN 100 Package: 26
2705165	Cost center populated from Employee replication if mapped in Employee replication template	Correction available Component Version: PA_SE_IN 100 Package: 25
2696253	Enforce org replication for use cases such as company code changes to ensure data consistency	Correction available Component Version: PA_SE_IN 100 Package: 24/25



SAP SuccessFactors 

Q1 2019 Release Readiness Webinar

Contingent Workforce Management

Olga Kreindlina, SAP
February 2019

PUBLIC

Major enhancements



Multiple workorder (contract) assignments

Provisioning opt-in (Jira: ECT-70768)

What is it?

You can use the multiple workorder (contract) assignments. These assignments will be run as parallel employments.

Why is it important?

The customers may need to manage multiple employments for contingent workers in the same time. Each workorder (contract) is assigned to a separate employment (job info record).

Prerequisites

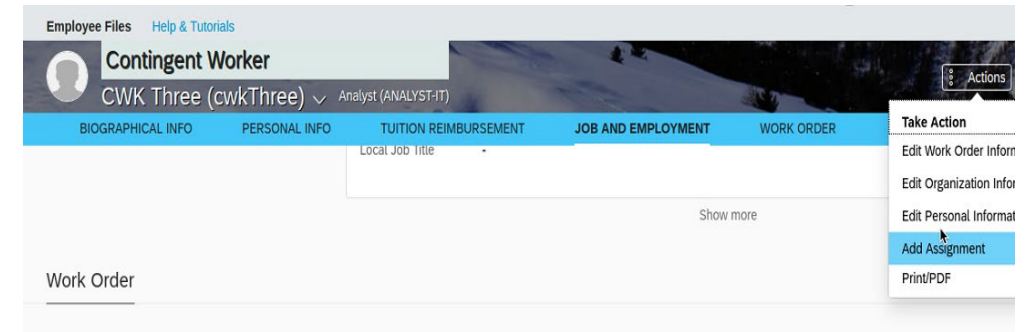
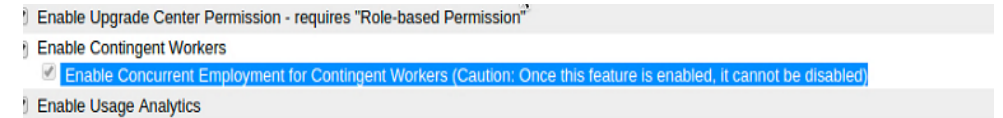
You use EC Contingent workforce management.

You activate feature in provisioning.

Check “Contingent Workforce Management” guide for details.

Note: This feature is currently not supported for customers with prepackaged ERP and S4 Integration

Contingent Workforce



 Customer Community Idea*

* [Influencing the Customer Roadmap](#)

Cleanup of EC Employee transactions for Contingent workers

Universal (Jira: ECT-103973)

Contingent Workforce

What is it?

There are few EC Employee's transactions, which are not supported for Contingent workers. The Contingent workers will be filtered out in Global action search for these transactions.

Why is it important?

The restriction in Global action search prevents the creating of inconsistencies in Contingent workers record.

Prerequisites

You use EC Contingent workforce management.

Check "Contingent Workforce Management" guide for details.

The following EC Employee's transactions are restricted:

- "Add employment details for..."
- "Add a note to..."
- "Add one-time deduction for..."
- "Manage Global assignments for..."
- "Manage Pension payout for..."
- "Give spot bonus to..."
- "Add dependents information for..."

The following transactions are restricted if they are not configured for contingent workers in BCUI:

- "Update home address for..."
- "Add emergency contact information for..."

* [Influencing the Customer Roadmap](#)

Minor enhancements



Position Number tag to Contingent Worker Notification Mail

Admin opt-in (Jira: ECT-107524)

Contingent Workforce

What is it?

When a contingent worker notification is sent out, it can now contain the contingent worker's position number.

Why is it important?

Due to specific business and legal regulations the customers may need to add position number to the notification mail.

Prerequisites

You use EC Contingent workforce management.

Configure template in „E-Mail Notification Templates“

Check “Contingent Workforce Management” guide for details.

The screenshot shows the configuration interface for the 'New Contingent Worker Hired' email template. It includes a 'Set Email Priority' section with a 'High Priority' checkbox. Below this is the 'Email Subject' field, which is pre-filled with 'New Contingent Worker Hired', and a 'Switch to' button. A language dropdown menu is set to 'English US (English US)'. The 'Specify Different Template for Each Form' section has an 'Update settings' button and a dropdown menu currently showing '2013 Compensation & Equity' with a 'Switch to' button. The 'Email Body' section shows a red warning message: 'You are now viewing the "default"'. Below the warning, the email body content is displayed as '[[FIRST_NAME]] [[LAST_NAME]] hired under the position number [[POSITION]]', with a mouse cursor pointing at the '[[POSITION]]' tag.

* [Influencing the Customer Roadmap](#)

Retain of user account in conversion and rehire use cases

Admin opt-in (Jira: ECT-106402)

Contingent Workforce

What is it?

The old user account can be retained in case of conversion or rehire.

Why is it important?

Due to business requirements the customers may need to retain the user account in case of conversion or rehire of contingent workers.

- ☐ Calculate Range Penetration or Comp Ratio even if min and standard weekly hours are null.
- ☐ Hide External Users from search results.
- ☒ Enable log in with old user name in case of a rehire with a new employment. (NOTE: The default system behavior will enforce the log in with the new user name that comes with every new employment.)
- ☐ Enable target group based filtering for Worker fields. If checked, Worker type field value dropdown list will be based on the target group settings in role based permission. If not checked, all users will be available.

Prerequisites

You use EC Contingent workforce management.

Select feature in Admin Center-> Company System and Logo Settings -> "Enable Login with Old User Name".

Check "Contingent Workforce Management" guide for details.

 Customer Community Idea*

* [Influencing the Customer Roadmap](#)

Support of Multiple workorder (contract) assignments with Fieldglass integration

Provisioning opt-in (Jira: INT-6552)

Contingent Workforce

What is it?

You can use the multiple workorder (contract) assignments. These assignments will be run as parallel employments. You can use this feature with Fieldglass integration.

Why is it important?

The customers may need to manage multiple employments for contingent workers in the same time. Each workorder (contract) is assigned to a separate employment (job info record).

Prerequisites

You use EC Contingent workforce management.

You activate feature in EC provisioning.

You apply the 1902 version of CPI “SAP Fieldglass with SAP SuccessFactors Employee Central - Contingent Worker” integration package

Check “Using SAP Fieldglass with Employee Central ” guide for details.

* [Influencing the Customer Roadmap](#)

Filtering of contingent workers in User export and LMS

Admin opt-in (Jira: PLA-6550)

Contingent Workforce

What is it?

Contingent workers can be excluded from the Employees export.

Employees export has now additional column to differentiate between internal and external workers

Why is it important?

The customers can exclude the contingent workers from the export file to the downstream systems e.g. LMS or JAM.

If contingent workers are included in the export file they are flagged to differentiate them from the internal workers.

Prerequisites

You use EC Contingent workforce management.

Check “Contingent Workforce Management” guide for details.

* Job Name:	demo for CW user export
* Job Owner :	admin_F admin_L Find User... The Job Owner will be used to authenticate all submitted jobs. They will also be the default user to receive E-mail notifications.
* Job Type:	Employees Export
Job Parameters:	<div><input type="checkbox"/> Valid users only.</div> <div><input type="checkbox"/> Short format: only system fields.</div> <div><input type="checkbox"/> Required for SuccessFactors Learning sync and SAP Jam manual sync</div> <div><input type="checkbox"/> Include User Compensation Data.</div> <div><input checked="" type="checkbox"/> Exclude Contingent Worker</div> <div>Character Encoding: Western European (Windows/ISO)</div>

en_US			0B33CB947D PLT123479687C_01	N
en_US			300FF1D958 PLT123479687C_02	N
en_US			EA17351CF8 PLT123479687D_01	N
en_US			10C9FCS094 PLT123479687D_02	N
en_US			F0BD82066F PLT123480202TestUser	Y
en_US			D21E002C53 PLT123480202TestUser94606258	N
en_US			2FD322EB04 PLT123480202TestUser94649252	N

* [Influencing the Customer Roadmap](#)

Notable **fixed** issues



Notable fixed issues

Reference Number	Description	Before	After
ECT-108172	Fix of regression issue in “Add Contingent Worker” and Accept Match	Error while rehiring of contingent workers	Fix error in “Add Contingent Worker” wizard
ECT-108896	Fix issue in DRM purge for contingent workers	DRM purge doesn’t delete WO object	DRM purge deletes WO object

Q&A



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