



SAP SuccessFactors 

Q1 2019 Release Readiness Webinar

EC Core Topics

Product Management, SAP
February, 2019

INTERNAL

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.

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.

1902 Release Schedule

- Preview Release – March 9th, 2019
- Production Release – April 6th, 2019



SAP SuccessFactors 

Q1 2019 Release Readiness Webinar

EC Core & Payments

Product Management, SAP
February 2019

INTERNAL

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.

* [Influencing the Customer Roadmap](#)

Position Information

Incumbent of Parent Position

Position

No Selection

No Selection

Position Entry Date

Time In Position

MMM dd, yyyy

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 another legal entity anymore) ...

[Back to: Admin Center](#)

Add New Employee

Identity

*Start Date

Feb 05, 2019

*Event Reason

No Selection

*Company

Ace USA (ACE_U...

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

Name Information

*First Name

Brenda

Middle Name

Suffix

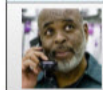
No Selection

Display Name

Language Script

No Selection

Duplicate Check



Erwin Johnson (187)

Terminated in different legal entity on 05/02/2016

Security Administrator, San Mateo

San Mateo (US_SFO)

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.

Rehire with new employment

Ignore Matches

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

* [Influencing the Customer Roadmap](#)


```
<!-- 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>
```



BestRun

Admin Center

Search for actions or people

Aanya Sing (sfadmin)

Back to: Admin Center

Configure Business Rules

Search :Rule No Selection Advanced Create New Rule

History «

01/01/1900 Take Action Rule created

Defaulting_Currency (Defaulting_Currency)

Insert New Record

Basic Information

Start Date 01/01/1900

Rule Type

Description Propagation Migrated Rule

Parameters

Name	Object
Context	System Context
Compensation	Compensation

Collapse All Expand All

If

Compensation.Pay Component.Currency is not equal to Null

Then

Set Compensation.Currency to be equal to Compensation.Pay Component.Currency

Else If

Compensation.Employment Details.Job Information.Company.Country.Currency.Currency Code is not equal to Null

Then

Set Compensation.Currency to be equal to Compensation.Employment Details.Job Information.Company.Country.Currency.Currency Code

Updated by sfadmin on Thursday, October 4, 2018 9:28:50 AM EDT

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.

* [Influencing the Customer Roadmap](#)

Details

Base Object Job Information

* Event Type onSave

* Rules Propagate JOB_CLASSIFICATION t...

Enabled Yes

Rule Contexts

Edit UI (MSS / ESS) Yes

History UI Yes

Imports No

Mass Changes No

New Hire/Rehire UI Yes

OffCycle Batch Events No

Termination UI No

Details

Base Object Job Information

* Event Type onChange

* Rules Position to Job Propagation (P...

Enabled Yes

Rule Contexts

Edit UI (MSS / ESS) Yes

History UI Yes

Imports No

Mass Changes No

New Hire/Rehire UI No

OffCycle Batch Events No

Termination UI No

Done

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.

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.

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

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 *Enabled* to Yes

The screenshot shows the SAP Manage Business Configuration interface for the **payComponentRecurring** object. The left sidebar contains a tree view with various configuration objects, and **payComponentRecurring** is selected and highlighted with an orange box. The main area displays the configuration for this object, including a table of HRIS Fields and a section for Trigger Rules.

Default Label: Compensation
Enabled: Yes

Identifier	Label	Enabled	Mandatory	(18) More
pay-component	Pay Component	Yes	Yes	Details
base-paycomponent	Base Pay Component	No	No	Details
paycompvalue	Amount	Yes	Yes	Details
currency-code	Currency	Yes	Yes	Details
frequency	Frequency	Yes	Yes	Details
pay-component-type	Pay Component Type	No	No	Details
deferralpercentage	Deferral Percentage	No	No	Details
is-target	Is Target	No	No	Details
tax-treatment	Tax Treatment	No	No	Details
sent-to-payroll	Sent To PayRoll Date	No	No	Details
no-changes-until-date	No Changes Until	No	No	Details
No Selection	Click or focus to edit	Yes		Details

Trigger Rules

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

Updated by System System on Monday, September 11, 2017 5:45:52 AM EDT

Cancel Save

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.

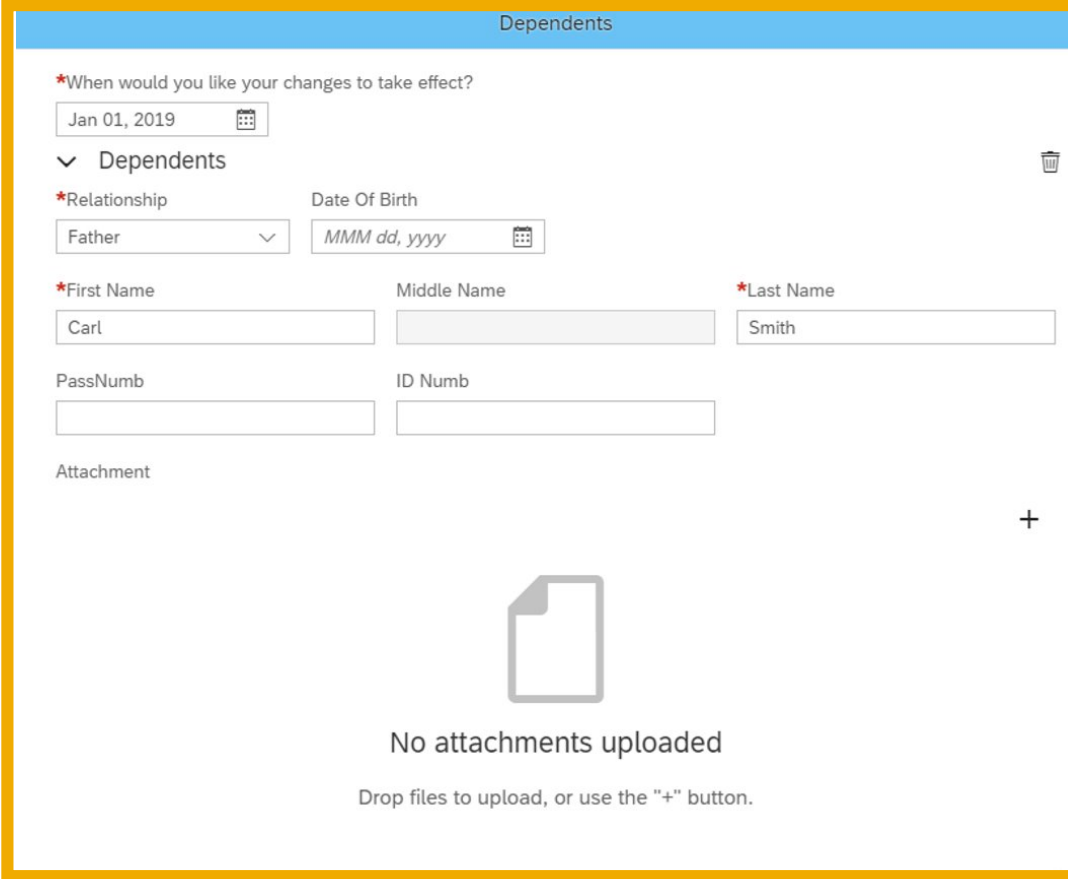
Prerequisites

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.

* [Influencing the Customer Roadmap](#)

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Dependents

*When would you like your changes to take effect?
Jan 01, 2019

Dependents

*Relationship: Father
Date Of Birth: MMM dd, yyyy

*First Name: Carl
Middle Name:
*Last Name: Smith

PassNumb:
ID Numb:

Attachment

No attachments uploaded
Drop files to upload, or use the "+" button.

Edit details

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 your needs

The image shows two side-by-side configuration screens. The left screen, titled 'Configure People Profile', has a blue header and a sidebar with menu items: 'General Settings', 'Personal Information', 'Biographical I...', 'Personal Infor...', 'Address Infor...', 'Contact Details', and 'Dependents'. The 'Dependents' block is highlighted. The right screen, titled 'Configure "Dependents"', has a blue header and a dropdown menu for 'All Countries'. Below it, a list of fields is shown: 'Date Of Birth', 'First Name', 'Middle Name', 'Last Name', 'Relationship', 'Accompanying', and 'is-beneficiary'. A yellow box highlights this list. A yellow arrow points from the 'Dependents' block in the left screen to the 'Edit Block: Dependents' dialog box. The dialog box has a title 'Edit Block: Dependents', a 'Links:' section with an '+ Add' button, and a text line 'You can configure fields of the Edit Dialog [here](#)'. A red button labeled 'Remove Block' is at the bottom of the dialog box.

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.

Spot Bonus



2019 (2) ▾

Spot Bonus (SPOT)

350 USD

15 Mar 2019

Spot Bonus (SPOT)

250 USD

18 Feb 2019

Award Spot Bonus

Spot Bonus

Spot Bonus

*Issue Date

*Type

*Currency Code

Alternative Cost Centre

Amount/Percentage

15 Mar 2019



Spot Bonus (SPOT)



USD



No Selection

350



18 Feb 2019



Spot Bonus (SPOT)



USD



No Selection

250



⊕ Add

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.

The screenshot shows the 'Off Cycle Event Batch' configuration interface. The following fields are visible:

- * Code: Click or focus to edit
- * Associated Rule: No Selection
- * Base Object: Work Order
- Include All Matched Records In Every Run: No** (This field is highlighted with a yellow box)
- * Status: Active
- Frequency: Daily

Below these fields is a section labeled 'toFilter' with the following fields:

* Filter Field	* Operator	* Offset	* Offset Unit	(1) Me
No Selection	is equal to	Click or focus to edit	Year(s)	Details



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Position Management / Company Structure Overview

Product Management, SAP
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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?

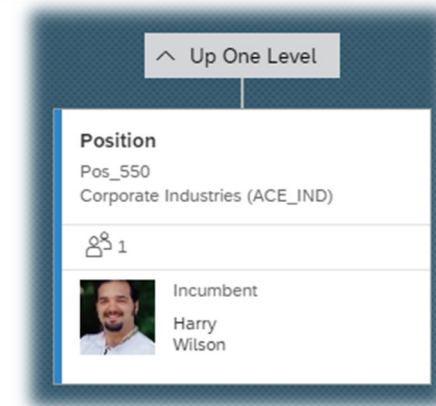
For any Company Structure Definition (view) users can add position objects to be displayed. If so, users would like to see the incumbent(s) of the position.

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"



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?

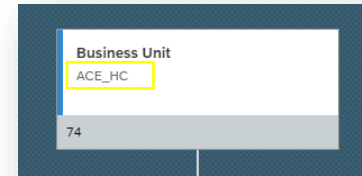
Per company structure customers can configure now, if they would like to display the entity type or not. Therefore, we made the display configurable per company structure. Additionally, customers asked for a possibility to display the visible fields in bold and/or italic in Company Structure Overview.

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

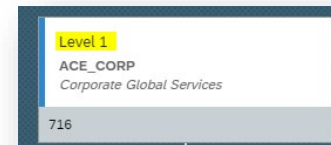
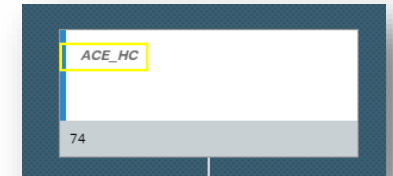
Prerequisites

Configuration in Company Structure Definition

Before:



After:



Customer Community Idea '214002' to hide entity type

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

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

Product Management, SAP
February, 2019

INTERNAL

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.

Filtering for “Assigned to Me” Workflows

Universal/ECT-106371

My Workflow Requests (8)

Request Type

No Selection

Event Reason

No Selection

Requested For

No Selection

Effective Date Range

No Selection

Initiated By

No Selection

Initiated Date Range

No Selection

Company

No Selection

Location

No Selection

Cost Center

No Selection

Business Unit

No Selection

Division

No Selection

Department

No Selection

Assignment

No Selection

☐ Select 5 out of 8

Data Change / Dept Name Change for test intern

CEO(EXE-CEO)
null(ACE_USA)

Sent Back by Mandy Sampson on March 19, 2018

Transfer for test internposcode

Sent Back by Mandy Sampson on March 19, 2018

Clear

Apply

Approve

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

My Workflow Requests (8)

Request Type

No Selection

Event Reason

No Selection

Requested For

No Selection

Effective Date Range

No Selection

Initiated By

No Selection

Initiated Date Range

No Selection

Company

No Selection

Location

No Selection

Cost Center

No Selection

Business Unit

No Selection

Division

No Selection

Department

No Selection

Assignment

Assigned to

Assigned to

carla

☐ Select 5 out of 8

Data Change / Dept Name Change for test internreg174

CEO(EXE-CEO)
null(ACE_USA)

Initiated by adminf middle pwd on June 20, 2018
Effective on June 20, 2018
Received on June 20, 2018

Transfer for test internposcode

CEO(EXE-CEO)
Ace UK(ACE_GBR), Operations(OPS)

Sent Back by Mandy Sampson on March 19, 2018
Effective on March 19, 2018
Received on March 19, 2018

Clear

Apply

Approve

* [Influencing the Customer Roadmap](#)

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

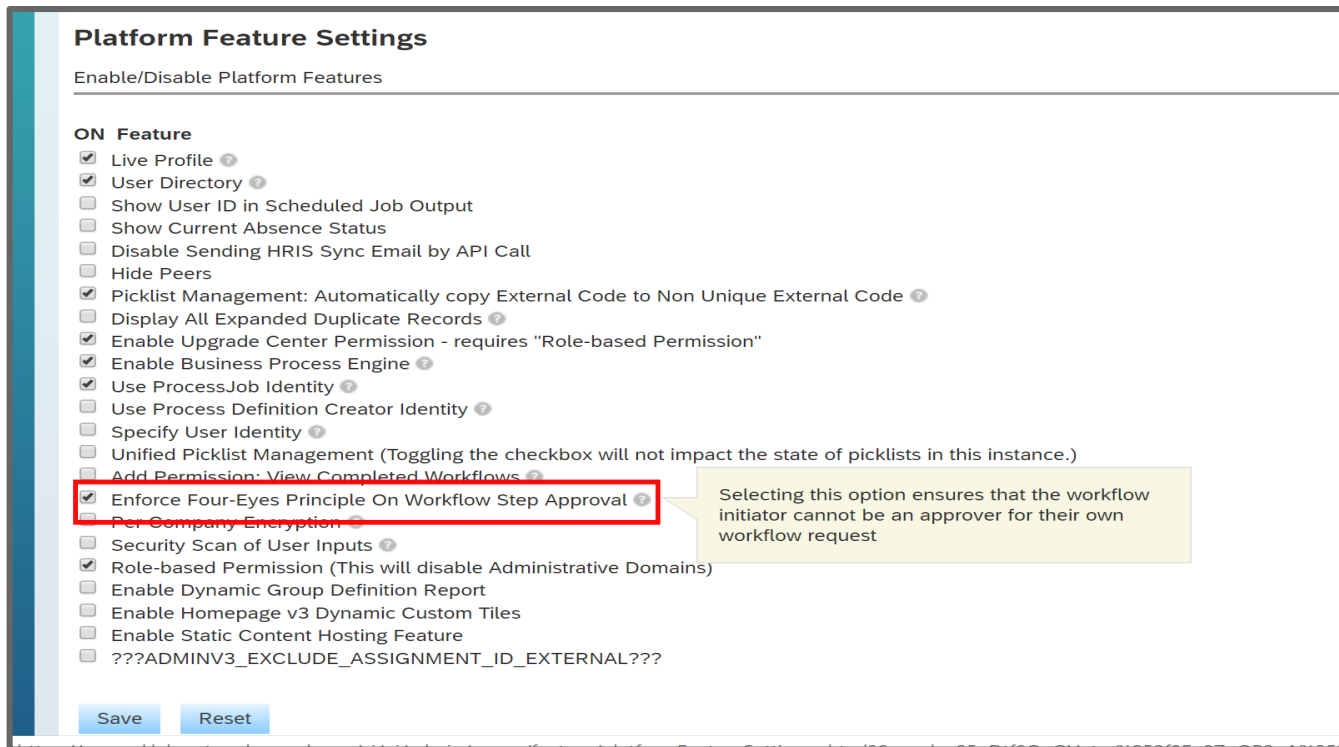
Note 2: When initiator is skipped as an approver, they do not receive:

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

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.



* [Influencing the Customer Roadmap](#)

Changes to Stalled Workflows Display

Universal/Reference Number: ECT-106662

What is it?

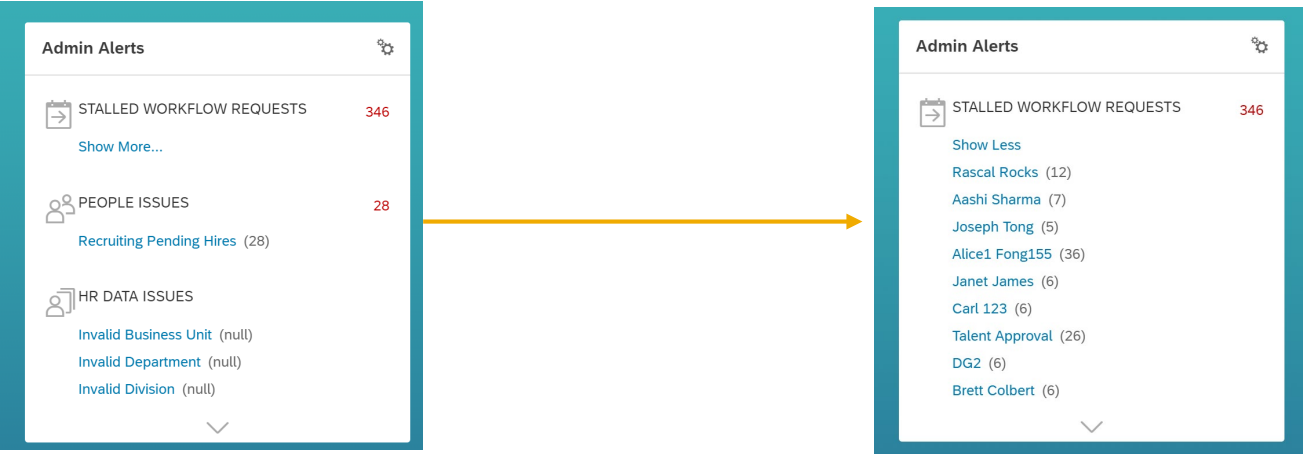
By default, the Show More is collapsed, and when you select this link, links to stalled workflow requests appear. When you expand the Show More link, all hyperlinked names of approvers appear that have stalled workflows. When an approver has multiple stalled requests, that number of requests is indicated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

Why is it important?

Improve the performance of the load

Prerequisites

None



* [Influencing the Customer Roadmap](#)

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

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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EC Suite Integration

Product Management, SAP
February, 2019

INTERNAL

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?

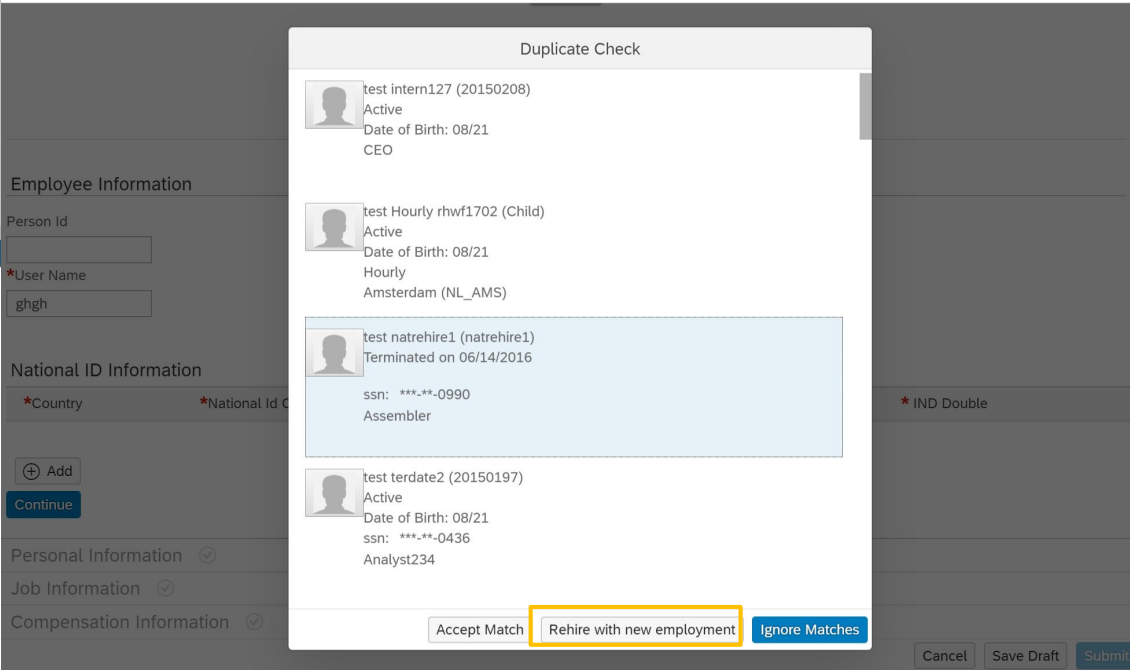
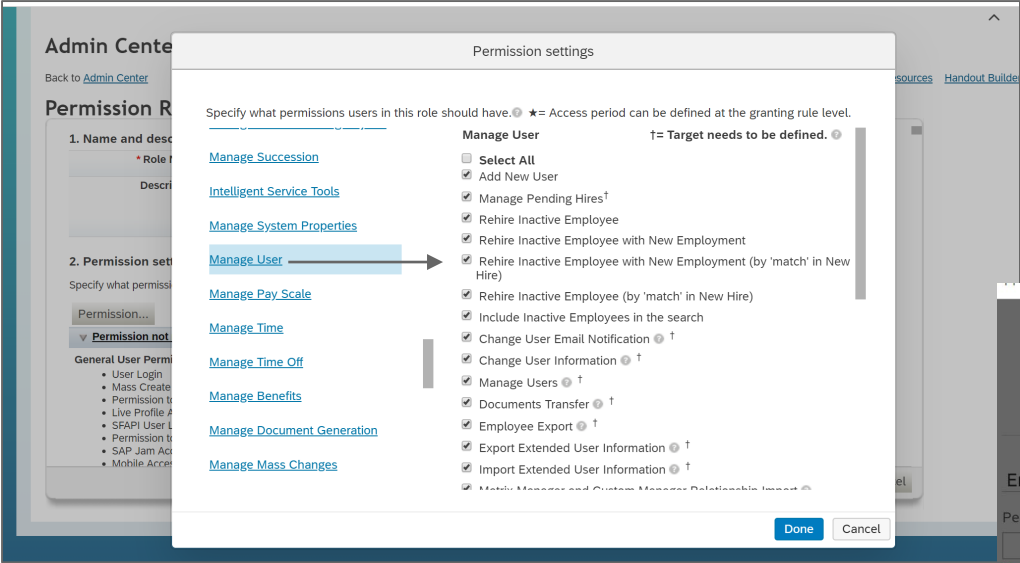
Now we are supporting rehire on new employment also for hires originating in Onboarding or Recruiting – with this we ensure the same flexibility for rehires across Employee Central.

Prerequisites

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

Manage Pending Hire: Ability to create New Employment for Rehires

Universal/Reference Number:ECT-106299



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.

* [Influencing the Customer Roadmap](#)

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

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

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”

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
EmplIndicator	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.

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

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

Recruiting

RequisitionsEventsSourcesPreferencesCandidatesInterview CentralHelp & Tutorials

Weekend ICU Nurse Posting (1667)

3 REQUISITION DETAILSJOB PROFILECANDIDATESJOB POSTINGS (2)CANDIDATE SEARCHMARKET JOB

Recruitment PipelineView active candidates (18)View all candidates (18)

0Hired

1Invited To Apply

11 - New Application

04 - Interview-Assess

03 - Short List

26 - Offer

02 - Screen

05 - Background Check

17 - Pending Hire

View 7 - Pending Hire (1)

Action

Options

Applicant Name

Dilbert Bhijith

Dilbert Bhijith (Internal Candidate)

MGR-CLNC

Not ProvidedCover Letter +Resume +View Profile

Non Applicant

This candidate has been forwarded to this job by Emily Clark (admin) and added to this job but has not been hired yet.

Application

* Status:

7 - Pending Hire

Rejected Reason:

Minimally Qualified,

Employment Indicator

Global Assignment

Assignment Type:

No Selection

Concurrent Assignment

Global Assignment

Assignment Start Date:

01/08/2019

Planned End Date:

MM/DD/YYYY

Is Primary Employment:

No

Employee Files

Search for actions or people

Emily Clark (admin)

SAP SuccessFactors

Employee Files

Help & Tutorials

Back to: Admin Center

Pending Hires

Recruiting (10)

Page 1 of 1

	Name ↑	Hire Date	Job Title	Location	Pay Grade	Department	Division
Internal Hire	Bill Mintz		Engineer			Sales (SALES)	Professional Ser....
Hire	Bridget J	05/31/2018	Engineer - Ext			Enterprises (CO.....	Global Services
Hire	Caroline Matthe.....	01/20/2014	Engineer			Research & Dev.....	Industries (IND)
Global Assignment	Dilbert Bhijith	07/31/2018	Weekend ICU N.....			Clinical (CLNC)	Healthcare (HC)
Hire	Kelly Newell	01/20/2014	Engineer			Research & Dev.....	Industries (IND)
Hire	Martin Grayson	01/20/2014	Engineer			Research & Dev.....	Industries (IND)
Concurrent Employment	Paul Horn	07/31/2018	Weekend ICU N.....			Clinical (CLNC)	Healthcare (HC)
Hire	Roger Hanes	01/20/2014	Engineer			Research & Dev.....	Industries (IND)
Hire	TestWF TestWf	07/31/2018	Weekend General			Clinical (CLNC)	Healthcare (HC)
Hire	gk gk		Engineer Test			Sales (SALES)	Professional Ser....

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.



SAP SuccessFactors 

Q1 2019 Release Readiness Webinar

Visa and Permit Management

Product Management, SAP
February 2019

INTERNAL

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

* [Influencing the Customer Roadmap](#)

Configure: Entry permit for Candidate - by Recruiter

ATTRIBUTE INITIATION APPROVAL PRIMARY AGENT ASSIGNMENT MILESTONE FINALIZATION

Business Entity: Entity 1

Document Type: Entry Permit

Process Type: New

Request For: Candidate

INITIATION

Executor: Recruiter

Form Setting: Allowed Actions Form Attach

APPROVAL

Level	Sub Level	Ap
1	1	HR
2	1	HR
2	2	HR
3	1	HR

Configure: Entry permit for Candidate - by Recruiter

ATTRIBUTE INITIATION APPROVAL PRIMARY AGENT ASSIGNMENT MILESTONE FINALIZATION

PRIMARY AGENT ASSIGNMENT

Executor: Agent 1

Form Setting: Allowed Actions Form Attach

MILESTONE

Level	Sub Level	Milestone	Executor	Allowed Actions	Form Settings	Attach	Delete
1	1	Collect Canadian Documents	Agent 1	Allowed Actions	Form	Attach	Delete
2	1	Apply for Visa Extension	Agent 1	Allowed Actions	Form	Attach	Delete
3	1	Get Visa Approval Extension	Agent 1	Allowed Actions	Form	Attach	Delete

FINALIZATION

Executor: HR Admin

Form Setting: Allowed Actions Form Attach

Cancel Save Save and Activate

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

* [Influencing the Customer Roadmap](#)

Configure: Entry permit for Candidate - by Recruiter

ATTRIBUTE INITIATION APPROVAL PRIMARY AGENT ASSIGNMENT MILESTONE FINALIZATION

Business Entity: Entity 1

Document Type: Entry Permit

Process Type: New

Request For: Candidate

INITIATION

Executor: Recruiter

Form Setting: Allowed Actions Form Attach

APPROVAL

Level	Sub Level	Ap
1	1	HR
2	1	HR
2	2	HR
3	1	HR

Configure: Entry permit for Candidate - by Recruiter

ATTRIBUTE INITIATION APPROVAL PRIMARY AGENT ASSIGNMENT MILESTONE FINALIZATION

PRIMARY AGENT ASSIGNMENT

Executor: Agent 1

Form Setting: Allowed Actions Form Attach

MILESTONE

Level	Sub Level	Milestone	Executor	Allowed Actions	Form Settings	Attach	Delete
1	1	Collect Canadian Documents	Agent 1	Allowed Actions	Form	Attach	Delete
2	1	Apply for Visa Extension	Agent 1	Allowed Actions	Form	Attach	Delete
3	1	Get Visa Approval Extension	Agent 1	Allowed Actions	Form	Attach	Delete

FINALIZATION

Executor: HR Admin

Form Setting: Allowed Actions Form Attach

Cancel Save Save and Activate

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.

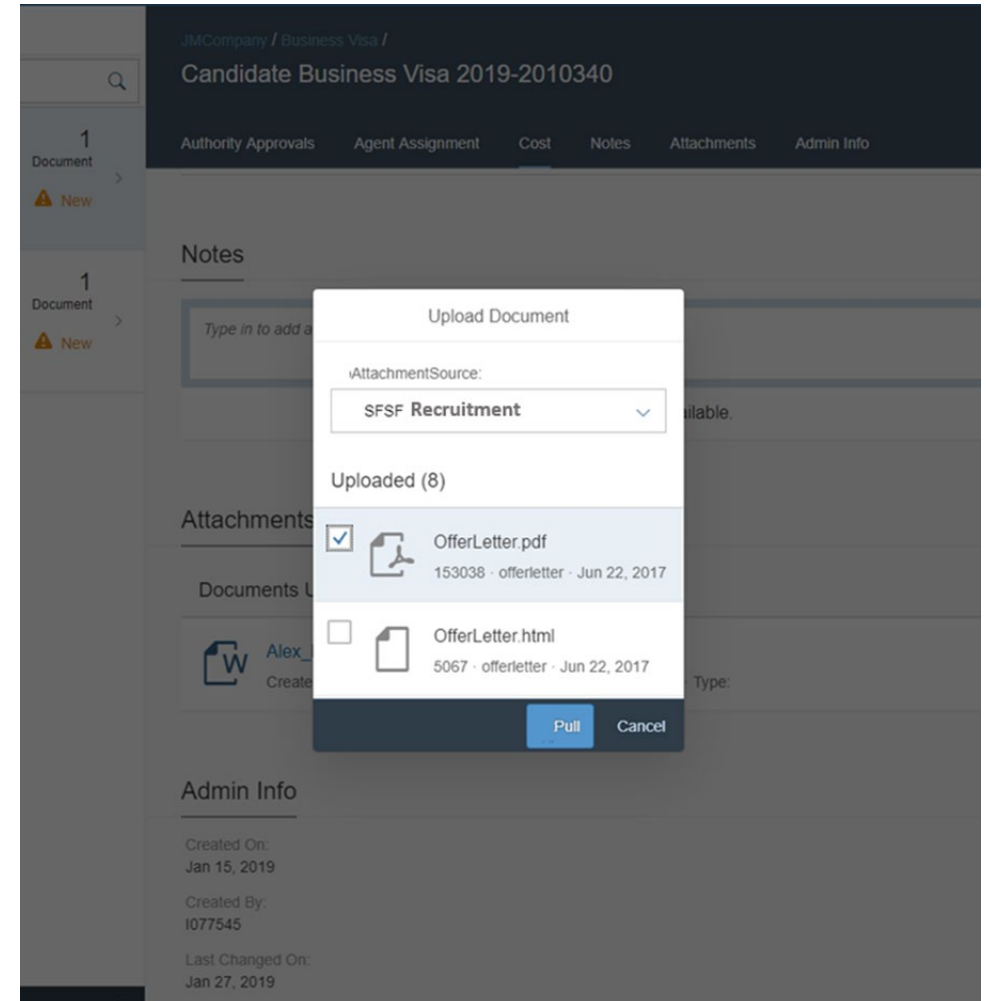
Why is it important?

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

* [Influencing the Customer Roadmap](#)



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

MILESTONE							
Level	Sub Level	Milestone	Executor	Allowed Actions	Form Settings	Attach	Delete
1	1	Candidate Receive the Visa	Agent 1				
1	2	Apply for Visa	Agent 2				
2	1	Make Appointment at the Embassy	Agent 1				
3	1	Candidate Receive the Visa	Agent 3				

* [Influencing the Customer Roadmap](#)

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

Manage Visas and Permits - Dashboard

Default

*Country: Afghanistan

Business Entity: Rate

Document Type: atg12

Quota:

Quota Status:

Profession:

Block: Block... 5 More

Block Status:

Nationality:

Agent:

Agent Place of Assignment:

Employee ID:

Candidate ID:

Employee Name:

Document Number:

Document Assignment Date: MM/ dd/ yyyy - M...

Document Status:

Legal Entity:

Cost Type:

Payment Method:

Paid By:

Payable By:

Payment Date: MM/ dd/ yyyy - M...

Transaction Type:

Hide Filter Bar

Clear

Filters

Go

Quota

Block

Agent Assignment

Document

Cost

Block (6)

Block Name	Status	Maximum Allocation (Documents)	Current Allocation (Documents)	Expires On	Quota	Document Type	Business Entity	Starts On	Nationality	Profession	Gender	Preciss (documents)	Issued (Documents)	Rejected (Documents)	Cancelled (Documents)	Expired (Documents)	Used (Documents)
B1	New		0		Quota Rea...	QBV Scen...	SAP AFG (...)	Jan 14, 2019	Dutch Antilles	eng	Male	0	0	0	0	0	0
Block 1 fro...	Approved	1000	100	Jan 19, 2020	Testing Batch	QBV Scen...	SAP AFG (...)	Jan 5, 2019				0	1	0	0	0	0
bloco loco	Approved	35	0	Dec 22, 2022	quota 1	QBV Scen...	SAP AFG (...)	Nov 22, 2018				0	0	0	0	0	0
42323	New		0		test	QBV Scen...	SAP AFG (...)					0	0	0	0	0	0
Block 02	New		0		test	QBV Scen...	SAP AFG (...)					0	0	0	0	0	0
Block 1	New		0	Jan 17, 2019	test	QBV Scen...	SAP AFG (...)	Jan 16, 2019				0	0	0	0	0	0

* [Influencing the Customer Roadmap](#)

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



SAP SuccessFactors 

Q1 2019 Release Readiness Webinar

Employee Central Service Center

Product Management, SAP
February 2019

INTERNAL

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.

* [Influencing the Customer Roadmap](#)

Ability to copy Knowledge 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.

* [Influencing the Customer Roadmap](#)

Ability to copy KB article to new response feeder

Universal

The screenshot displays the SAP Service Center interface. On the left, a navigation menu lists various options including Collections, Activity Planner, Partners, Surveys, Visits, Data Workbench, Service, Tickets, Work Tickets, Social Media Messages, Templates, Unassociated E-Mails, Live Activity Center, Ticket Hierarchy, Contracts, Installed Base, Resource Scheduler, Skills, Stock, and Time Recording. The 'Tickets' section is currently selected.

The main area shows a ticket titled '76079 - Demo Ticket for BB Jan14th'. Below the ticket header, there is a 'Knowledge Base (100)' section with a table of articles. The first article, 'Teste Explains how to complete a self-paced ...', is selected. A yellow callout bubble points to the 'Action' column of this row, indicating a 'New Action "Copy"' option.

Below the Knowledge Base section, there is a 'Reply' form. The form includes fields for 'From' (cod.servicerequest@my306768.mail.vlab.sapbydesign.com), 'To' (team@email.digg.com), and 'Re' ([Ticket: 76079] Foiled Again!). A yellow callout bubble points to the 'Reply' button, indicating a 'Paste KB Link' action.

The right side of the interface shows a 'Details' panel for the ticket, including fields for Priority (Urgent), Assigned to, Subject (Demo Ticket for BB Jan14th), Escalation Status (Not Escalated), Status (Open), Work Progress (Open), Service Technician, Service Technician Team, Territory, Approval Status (Not Started), Main Ticket, Time_Entry_Duration (10), TestDateTime, and New Custom DateTime.

* [Influencing the Customer Roadmap](#)

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.

The screenshot displays the 'Unassociated E-Mails' interface in SAP. On the left is a navigation menu with options like Collections, Activity Planner, Partners, Surveys, Visits, Data Workbench, Service, Tickets, Work Tickets, Social Media Messages, Templates, Unassociated E-Mails (selected), Live Activity Center, Ticket Hierarchy, Contracts, Installed Base, Resource Scheduler, Skills, Stock, and Time Recording. The main area shows a list of 2719 unassociated emails. The list has columns for Name, From, E-Mail, Received, and Reason. Several emails are selected with checkboxes. A red box highlights the 'Delete' button in the bottom right corner of the interface. Below the list, there are buttons for 'Convert to New Ticket', 'Assign to Existing Ticket', 'Delete', and 'Export To Microsoft Excel'.

Name	From	E-Mail	Received	Reason
C4C_1811_HFC_REG_MAN_SERVICE_CN-Employee Help Des...	Li, Kellyn	kellyn.li@sap.com	01/08/2019 10:09:11 PM	No matching employees
Custom SLA	Karadi, Kiran	kiran.karadi@sap.com	12/17/2018 08:12:31 PM	Initiated by employee
Mark Zuckerberg ordered staff to use Android phones after Appl...	Mashable	mashabletopstories@mail.m...	11/15/2018 12:04:40 PM	Sender is blocked
'Game of Thrones' drops stunning first Season 8 trailer and 11 ...	Mashable	mashabletopstories@mail.m...	11/14/2018 12:03:40 PM	Sender is blocked
'Game of Thrones' drops stunning first Season 8 trailer and 10 ...	Mashable	mashabletopstories@mail.m...	11/13/2018 09:04:13 PM	Sender is blocked
Watch Michelle Obama's eyebrows as she reveals that Melania ...	Mashable	mashabletopstories@mail.m...	11/13/2018 12:04:33 PM	Sender is blocked
Eagles fans brought a coffin to a football game to 'bury' the Dall...	Mashable	mashabletopstories@mail.m...	11/12/2018 12:04:13 PM	Sender is blocked
Eagles fans brought a coffin to a football game to 'bury' the Dall...	Mashable	mashabletopstories@mail.m...	11/11/2018 09:04:03 PM	Sender is blocked
Please enjoy a photo of Emmanuel Macron crushing Donald Tru...	Mashable	mashabletopstories@mail.m...	11/11/2018 12:03:34 PM	Sender is blocked
Disney unveils the name of its Netflix competitor, plus new Mar...	Mashable	mashabletopstories@mail.m...	11/10/2018 12:04:35 PM	Sender is blocked
Google walkout organizers vow to 'not let up' following CEO's re...	Mashable	mashabletopstories@mail.m...	11/09/2018 12:05:06 PM	Sender is blocked
Trump throws tantrum at press conference, calls CNN's Jim Aco...	Mashable	mashabletopstories@mail.m...	11/08/2018 12:05:17 PM	Sender is blocked
Beto O'Rourke dropped the f-bomb on live TV and people love i...	Mashable	mashabletopstories@mail.m...	11/07/2018 12:02:41 PM	Sender is blocked
'The Walking Dead' says goodbye to Rick in one of the best epis...	Mashable	mashabletopstories@mail.m...	11/06/2018 09:05:09 PM	Sender is blocked

* [Influencing the Customer Roadmap](#)



SAP SuccessFactors 

Q1 2019 Release Readiness Webinar

**SAP Best Practices for SAP SuccessFactors
Employee Central**

Product Management, SAP
February 2019

INTERNAL

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

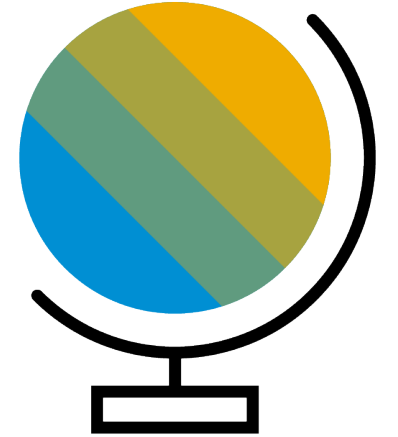
New Country Versions for **South Africa:** EC Core, Time Off, Dependents Management, Integration with EC Payroll

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.

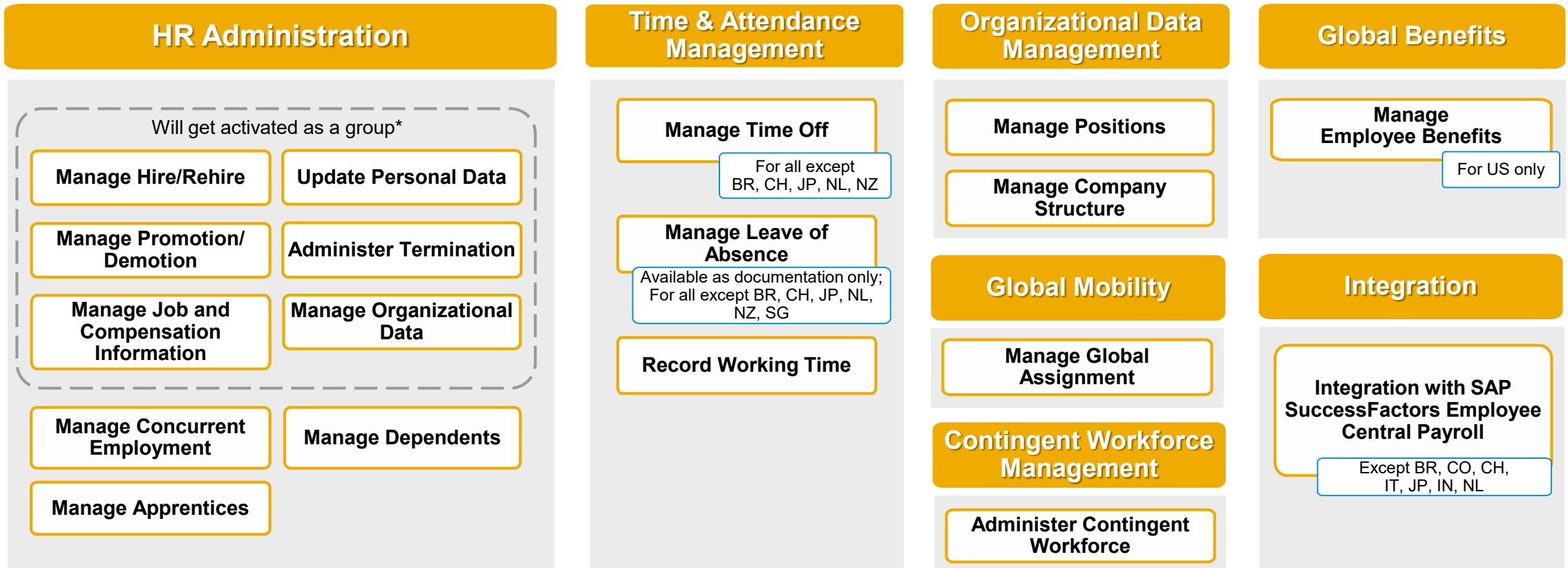


* [Influencing the Customer Roadmap](#)

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



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

Enhancements

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.

* [Influencing the Customer Roadmap](#)

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.

* [Influencing the Customer Roadmap](#)

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

Q&A



Contact information:

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