SAP SuccessFactors Solutions Road Map

December 2018

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About SAP road maps

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

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

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

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

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Product overview

- Functional description

Product innovations & Future innovations (next 12 months & next 24 months)

- Strategic HR mobile
- Suitewide innovations (user experience, technology, and admin)
- Strategic HR
- Core HR/payroll and analytics

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Product development

2018 principles and perspectives

- Focus on comprehensive, amazing people experiences, fueling phenomenal results, and helping you do less, yet deliver more
- Pursue a mobile- and artificial intelligence-first strategy
- Provide predictability as we make changes to our offering and design with auto-conversion in mind
- Leverage the entire power of SAP software portfolios, customers, and partners.
- Leverage tools, frameworks, and foundational structures across the suite from and with SAP and SAP Cloud

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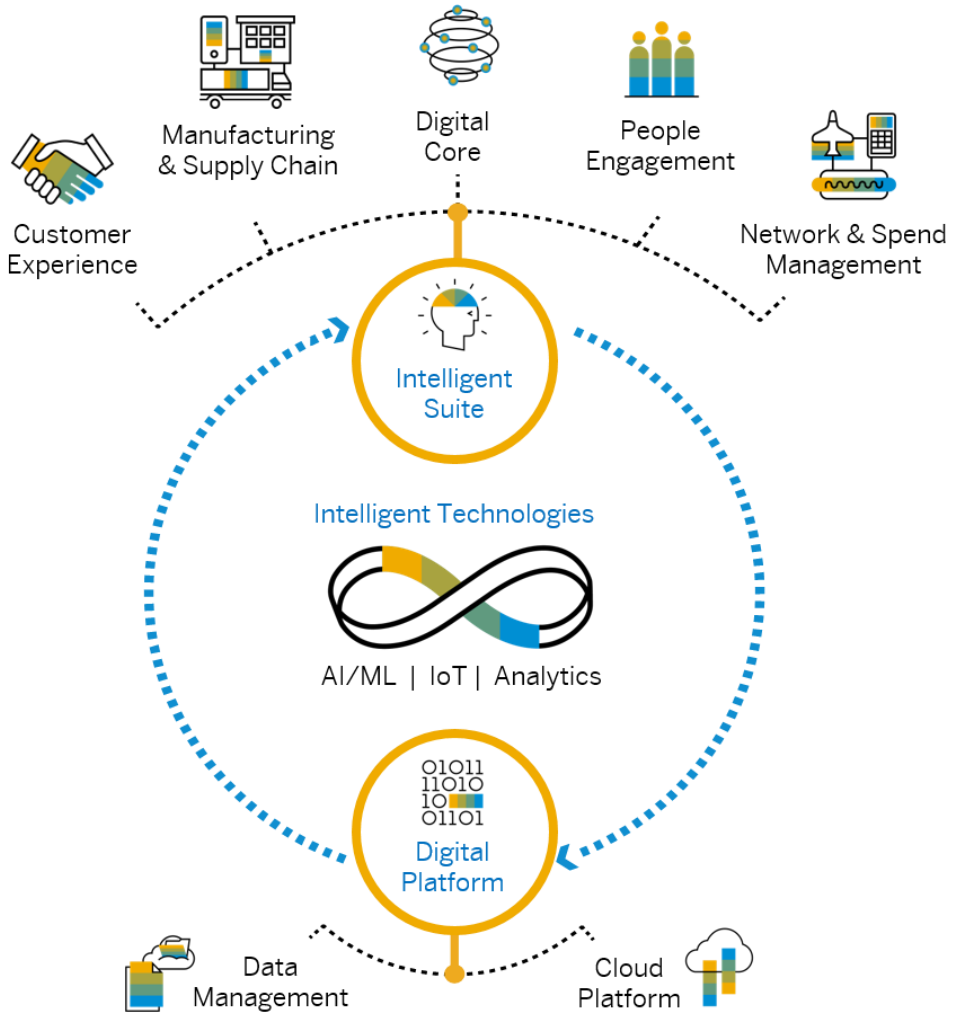
SAP SuccessFactors solutions puts people at the heart of intelligent enterprise transformation



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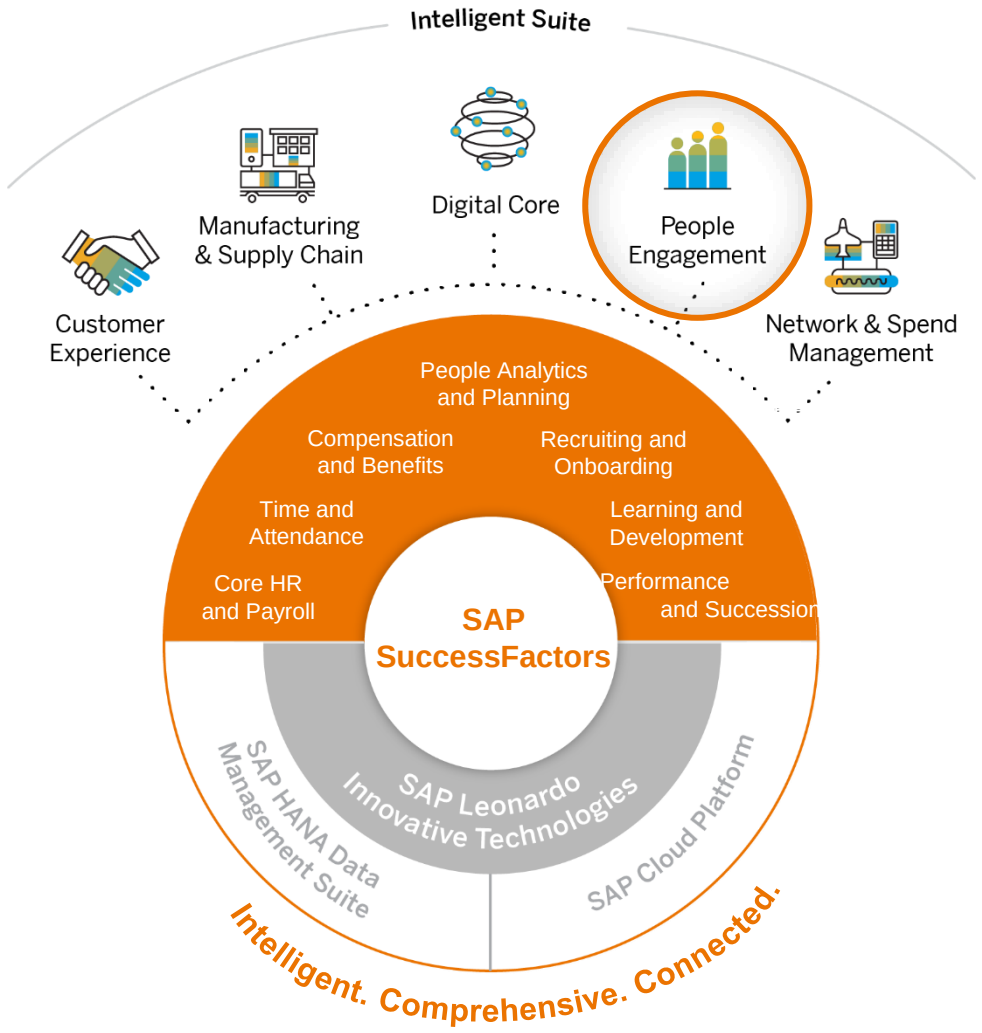
SAP SuccessFactors solutions – intelligently transform your workforce experience



Elevate and connect people experiences to improve engagement

Spark motivation and improve agility everywhere

Shatter glass ceilings and confidently tackle tough issues

Build bridges, not silos with a flexible, connected platform

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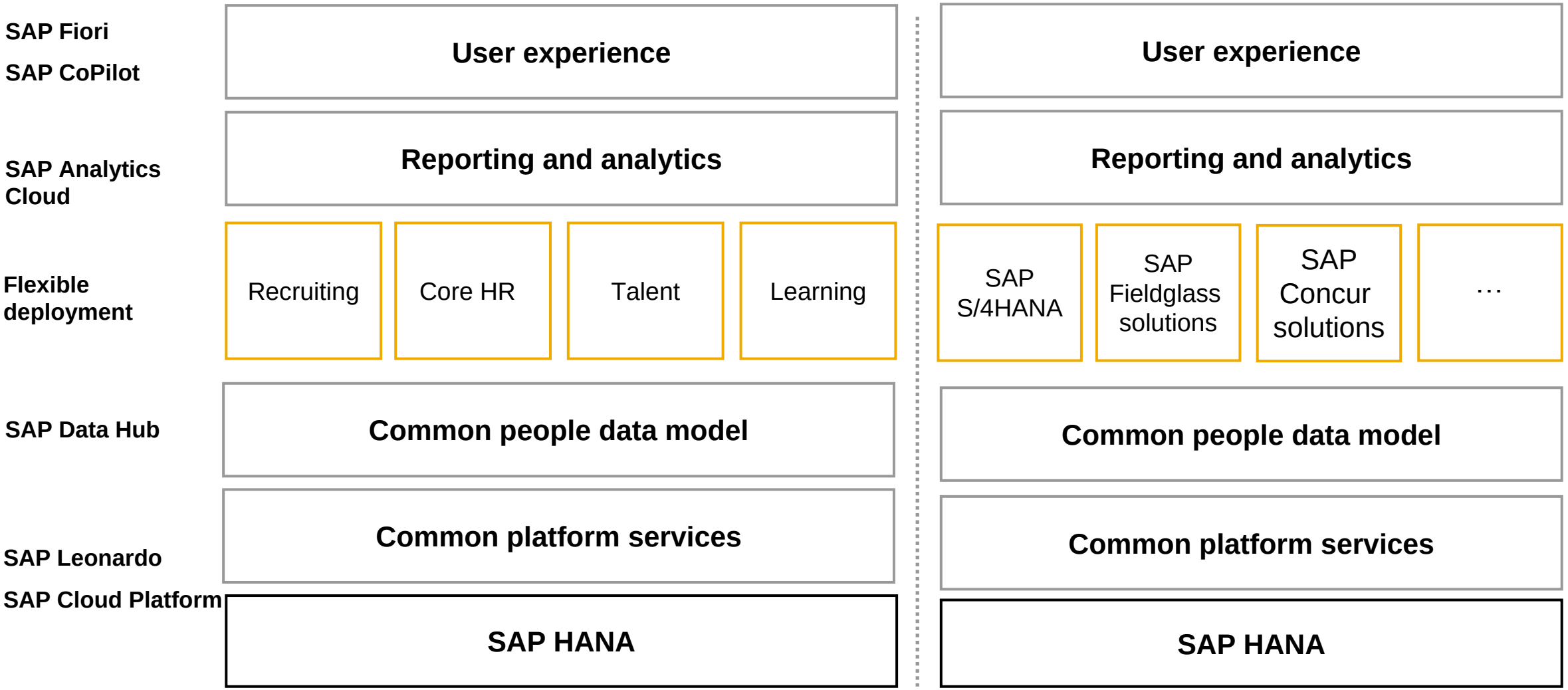
Intelligent enterprise suite – the big picture of how it's built



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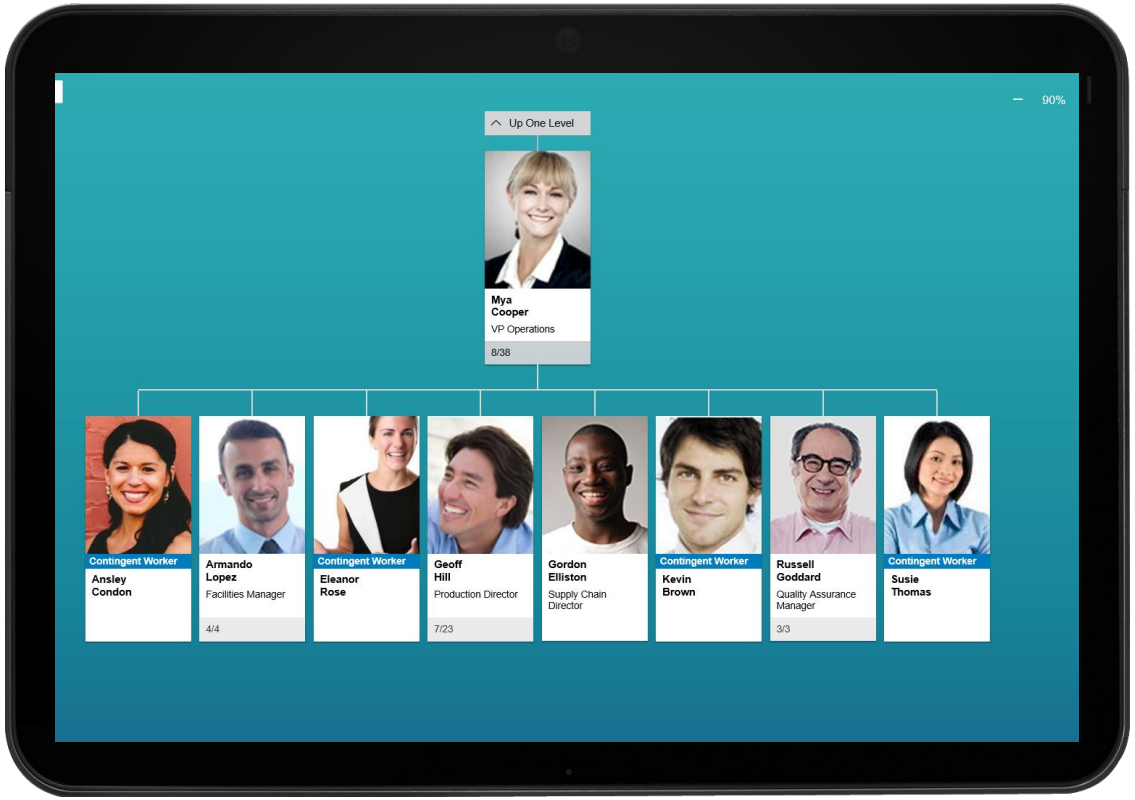
Intelligent enterprise suite – total workforce management

Proactively manage the total workforce

Recent innovation

- Contingent worker profile in SAP SuccessFactors Employee Central, visibility in organizational chart, and people directory and search
- SAP SuccessFactors Employee Central standard reporting plus contingent workforce metrics and the ability to analyze the total workforce
- Socializing, developing, and aligning external workers through collaboration with other workers, access to information, and learning activities



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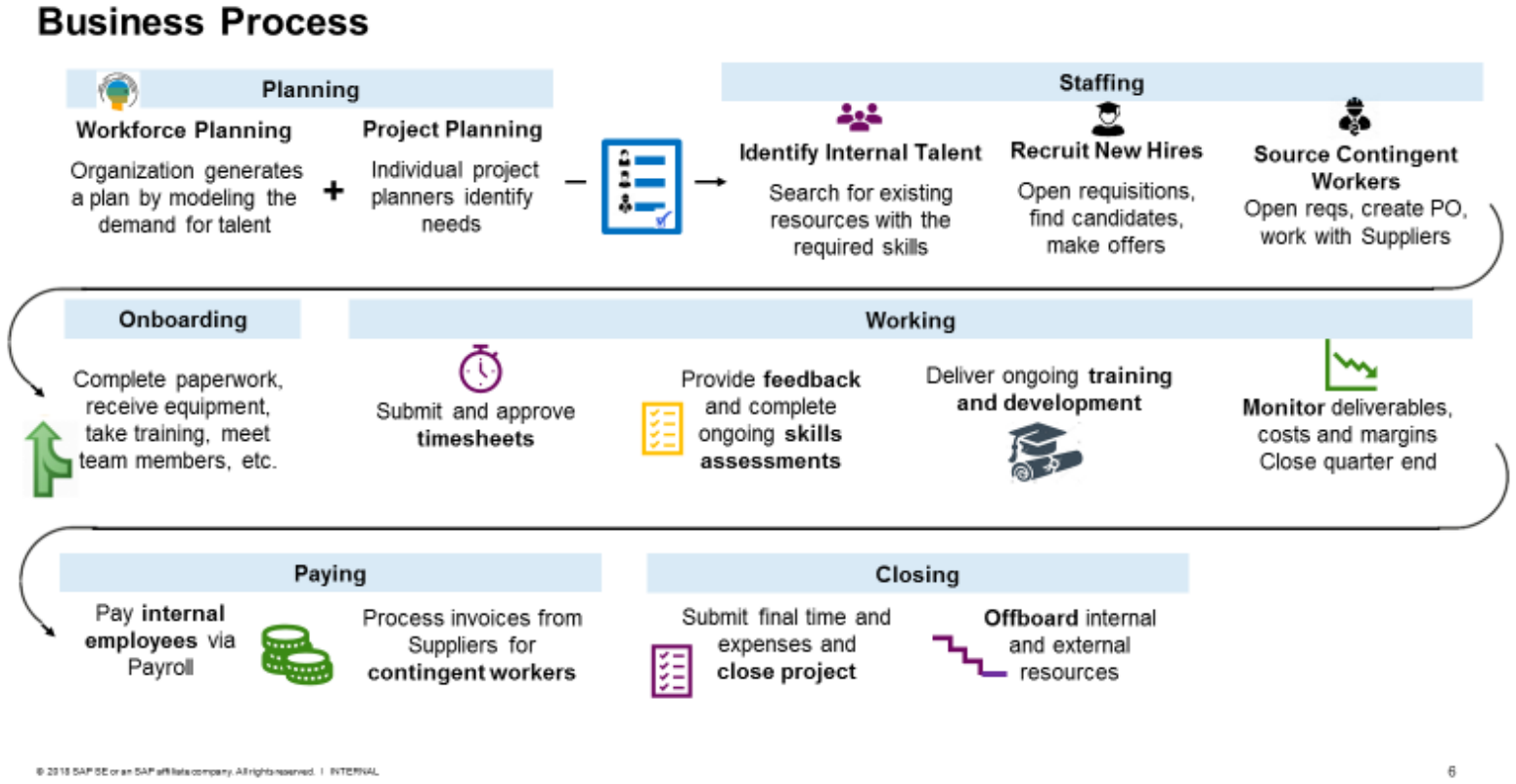
Intelligent enterprise suite – total workforce management

Leveraging AI and ML to simplify workforce processes across the business

Road Map

- Simplified, AI- and ML-guided processes for planning, sourcing, and paying the total workforce
- Visibility and collaboration across the enterprise
- Expedited talent strategy execution while driving workforce engagement



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Strategic HR – SAP SuccessFactors Mobile (1/4)

Product road map overview – key innovations

Recent innovations

SAP SuccessFactors Employee Central

- Update profile to meet material design guidelines (Android)
- Timesheet
  - Approvals
  - Support for negative time recording
  - Support for overtime recording
  - Display of time balance per permissions
- Time off
  - Support for half time off

SAP SuccessFactors Employee Central Payroll

- Support for simplified configurations without key figures

Planned Q1/2019[1]

SAP SuccessFactors Employee Central

- Time management
  - Timesheet
    - Record allowances
    - Record on-call times
    - Support for partial weeks
    - Dynamic break support
  - Time Off
    - View declined requests
    - Show future balance
- SAP SuccessFactors Employee Central Global Benefits
  - Benefit claim (iOS)
- Integration with SAP SuccessFactors Employee Central Service Center
  - Ask HR and HR ticket creation

Planned Q2/2019[1]

SAP SuccessFactors Employee Central

- Time management
  - Timesheet
    - Recording notes for approver
    - Custom field support
    - Display of custom time-type groups
    - Amendment of timesheets
  - Time off
    - Custom fields support
    - Recurring absences
- SAP SuccessFactors Employee Central Global Benefits
  - Benefit claim (Android)

Planned Q3/2019[1]

SAP SuccessFactors Employee Central

- Time management
  - Timesheet
    - Show rejected timesheets in “To-Do’s”
    - Grouping in “To Do’s”
  - Time off
    - Team absence calendar enhancement
- SAP SuccessFactors Employee Central Global Benefits
  - Benefit claim enhancements

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Strategic HR – SAP SuccessFactors Mobile (2/4)

Product road map overview – key innovations

Recent innovations

SAP SuccessFactors Learning

- Reimagining the talent experience – recommendations (iOS)
- Programs (Android)
- OCN providers (iOS)

Planned Q1/2019[1]

SAP SuccessFactors Learning

- OCN providers (Android)
- Offline mode (Android)
- Reimagining the talent experience – growth profile – self view (iOS and Android)

Planned Q2/2019[1]

SAP SuccessFactors Learning

- Collections (iOS)
- Reimagining the talent experience – recommendations (Android)
- Reimagining the talent experience – growth profile – manager view (iOS and Android)

Planned Q3/2019[1]

SAP SuccessFactors Learning

- Collections (iOS)
- Assessments – quizzes and exams (iOS)
- Reimagining the talent experience

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Strategic HR – SAP SuccessFactors Mobile (3/4)

Product road map overview – key innovations

Recent innovations

SAP SuccessFactors Talent Management

- Performance management
  - Collaborative route map steps
  - Form navigation enhancement
  - Send to previous step
- Development goals
  - View development goal plans
  - Add, edit, and delete Development goals from development goal plans
- 360 Reviews
  - Form navigation enhancement

Planned Q1/2019[1]

SAP SuccessFactors Talent Management

- Goal management
  - Goal default value
  - Push notification
- 360 reviews
  - Add, edit, and delete goals and competencies
  - Custom section
- Continuous feedback
  - Feedback request list
- Reimagining the talent experience – growth profile – self view (iOS and Android)

Planned Q2/2019[1]

SAP SuccessFactors Talent Management

- Performance management
  - Objective and competency summary section
  - Performance and potential summary section
  - CPM achievements with feedback
  - Push notification
- Continuous feedback
  - Decline feedback request
- Reimagining the talent experience – growth profile – manager view (iOS and Android)

Planned Q3/2019[1]

SAP SuccessFactors Talent Management

- Reimagining the talent experience

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Strategic HR – SAP SuccessFactors Mobile (4/4)

Product road map overview – key innovations

Recent innovations

Admin console

- Multiple theming support

Android material design

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

People search

- Ability to delete search suggestion (iOS and Android)
- Solr search to support a consistent people search experience between Web and mobile

Planned Q1/2019[1]

Admin console

- Redesign admin console
- Improved e-mail template management

Recruiting

- Support editing of job requisition approvals
- Job requisition management

Planned Q2/2019[1]

Notifications

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

Planned Q3/2019[1]

Updates coming soon

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Strategic HR – SAP SuccessFactors Mobile

Upcoming short-term and midterm innovations

Additional priorities (next 12 months)

SAP SuccessFactors Learning:
- Curricula
- Commerce

SAP SuccessFactors Talent Management:
- Performance management – cache
- 360-degree reviews – modification steps

SAP SuccessFactors Recruiting:
- Move candidate through pipeline
- Internal career site

SAP Analytics Cloud – cross-suite reporting:
- Embedded insights on mobile
- Ad hoc reporting with mobile data

Notifications:
- In-app notification handling
- Push notification

SAP SuccessFactors Onboarding:
- New hire experience and manager activities

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Strategic HR – SAP SuccessFactors Mobile

Upcoming short-term and midterm innovations

On the radar (next 24 months)

Time and attendance:

- Work schedule lookup
- Team calendar stand-alone for managers
- Create absence from timesheet

SAP SuccessFactors Learning:

- Assessments
- Curricula with requirements
- Validated app for Android

SAP SuccessFactors Talent Management:

- Performance management – section weight
- Performance management – custom elements in standard sections

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Suitewide – User experience

Product road map overview – Key innovations

Recent innovations

SAP SuccessFactors home page
- SAP Fiori 2.0 Belize theme adoption
- Dynamic 3rd-party content display in home page custom tiles
- SAP Fiori universal upgrade
- Config UI to easily set up dynamic 3rd-party content display in home page custom tiles
- Rule-based dynamic content

SAP Fiori launchpad in SAP Cloud Platform (controlled availability)
- SAP SuccessFactors solution type configuration in SAP Fiori launchpad
- In-place application navigation

SAP Enable Now integration to allow customer-configured content in SAP SuccessFactors solutions

Planned Q1/2019[1]

SAP SuccessFactors home page
- Home page ToDo quality improvements and enhance Odata APIs
- Manage My Team customer enhancements
- Accessibility improvements

SAP Fiori launchpad in SAP Cloud Platform
- Single sign-on support for standard domain
- Additional SAP SuccessFactors solution deep link support
- People search support in enterprise search in SAP Fiori launchpad
- SAP S/4HANA cross-application scenarios and navigation

SAP Enable Now integration
- Support modal dialog and pop-ups.
- Support Guided Tour on more pages
- Standard Admin content in SAP SuccessFactors

Planned Q2/2019[1]

Digital assistant/SAP CoPilot

SAP SuccessFactors home page
- Document support in custom tiles
- Improvements to multiple employment display in common interfaces

SAP SuccessFactors people search and action search OData API

SAP SuccessFactors Digital Workplace solution for customer scenarios
- UI cards for HR scenarios

Planned Q3/2019[1]

SAP SuccessFactors Digital Workplace solution for customer scenarios
- Unified search
- Case management
- Business process management
- Document management
- Knowledge management
- Chatbot for HR transactions/ticketing

SAP Fiori launchpad in SAP Cloud Platform, continued
- SAP S/4HANA cross-application scenarios and navigation (continued.)
- UI5 Theme Designer adoption
- Single sign-on support for customer domain
- SAP SuccessFactors user settings mapping in SAP Fiori launchpad
- Role model mapping
- Quickcard functionality

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Suite-wide – digital assistant (user experience)

Product road map overview – key innovations

Recent innovations

Beta customer onboarding and feedback

- Onboard approximately 30 customers
- Incorporate feedback from beta customers
- Automate customer provisioning and configuration

Additional skills

- Manager Self Service – initial design and analysis
- Knowledge bots – initial design and analysis
- Feedback use cases

Planned Q1/2019[1]

Digital assistant – Early adopter program

- Automate customer provisioning and configuration

Intelligent Enterprise use cases

- Work on “One SAP” copilot demo with SAP S/4HANA and SAP SuccessFactors, SAP Concur, SAP Fieldglass, and SAP Ariba solutions

Additional skills

- Manager Self Service – promotion use case – start work on job changes without position management and salary changes
- Knowledge bot – prototype
- Feedback use cases – prototype

Planned Q2/2019[1]

Digital Assistant – GA

- Automate customer provisioning and configuration

ISE use cases

- “One SAP” copilot demo with SAP S/4HANA and SAP SuccessFactors, SAP Concur, SAP Fieldglass, and SAP Ariba solutions – ready for SAPPHIRE NOW

Additional skills

- Manger Self Service – promotion use case – start work on job changes without position management and salary changes
- Knowledge bot – GA
- Feedback use cases - GA
- SAP SuccessFactors Employee Central Service Center use cases – initial design and prototype
- SAP Successfactors Recruiting use cases – offer and requisition approval – initial design and prototype

Planned Q3/2019[1]

ISE use cases

- “One SAP” copilot demo with SAP S/4HANA and SAP SuccessFactors, SAP Concur, SAP Fieldglass, and SAP Ariba solutions – productize
- Pick additional IES scenarios

Additional Skills

- SAP SuccessFactors Employee Central Service Center use cases – prototype
- SAP Successfactors Recruiting use cases – offer and requisition approval – initial design and prototype
- EC Benefits SAP SuccessFactors Employee Central Global Benefits – initial design and analysis

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Suite-wide – extensions (technology) (1/2)

Product road map overview – key innovations

Recent innovations

Extension center

- Enhanced user interface to view large pick lists
- Scalability and performance enhancements
- Support to exclude self on role-based permissions (RBP) permissions for objects
- Support for provisioner information in change audit log report

Planned Q1/2019[1]

Extension center

- Enhanced user interface to manage large pick lists
- Support for rules scenarios for extension center platform
- Data protection and privacy enhancements to support purge by legal entity
- Scalability and performance enhancements
- Instance sync support for metadata framework (MDF) permissions based on RBP roles

Planned Q2/2019[1]

Extension center

- Change in audit log for non-GDPR objects and configurations
- Enhancements for managing large pick lists

Planned Q3/2019[1]

Extension center

- Enhancements for managing large pick lists
- Change in audit log for MDF permission changes

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Suite-wide – extensions (technology) (2/2)

Product road map overview – key innovations

Recent innovations

Extensibility of SAP Cloud Platform – administration and lifecycle management

- Automated technical onboarding of subaccounts for the Cloud Foundry environment of SAP Cloud Platform
- Automated technical offboarding of subaccounts for the Neo environment of SAP Cloud Platform

Extensibility of SAP Cloud Platform – enablement

- Enhancements to the Learning Journey for HR administrators

Planned Q1/2019[1]

Extensibility of SAP Cloud Platform – administration and lifecycle management

- Automated configuration of extension applications in the Cloud Foundry environment

Extensibility of SAP Cloud Platform – enablement

- New Learning Journey for developing extensions to SAP SuccessFactors solutions in the Cloud Foundry environment of SAP Cloud Platform

Planned Q2/2019[1]

Extensibility of SAP Cloud Platform – administration and lifecycle management

- Move self-service for automated technical onboarding to the extension center for SAP SuccessFactors solutions

Planned Q3/2019[1]

Updates coming soon

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Suite-wide – extensions (technology)

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

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

On the radar (next 24 months):

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

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Suite-wide – identity management (technology) (1/2)

Product road map overview – key innovations

Recent innovations

Password verification API

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

Duplicate user check report

- Ability for customers to list user names that are duplicated except for case

Two-factor logins With SMS

- Two-factor logins using text messages

Planned Q1/2019[1]

Automation of SAP SuccessFactors solutions and SAP Cloud Platform Identity Authentication service provisioning

- Tool to automatically create tenants and connect them to SAP SuccessFactors solution instances

Password verification in SAP Cloud Platform Identity Authentication

- SAP Cloud Platform Identity Authentication service team to implement one-time password verification for SAP SuccessFactors solution users

Planned Q2/2019[1]

Profile page protected by SMS

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

Upgrade center task to turn on SAP SuccessFactors solutions and SAP Cloud Platform Identity Authentication integration

- Having completed all post-setup tasks, customer will turn on the IAS connection

Planned Q3/2019[1]

Real-time user update

- Use events to drive integration center and SAP Cloud Platform Identity Provisioning service to load users

Enforcement of unique e-mail addresses

- Setting in “manage SAML SSO settings” to allow customer to force nonduplicate e-mail addresses

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Suite-wide – identity management (technology) (2/2)

Product road map overview – key innovations

Recent innovations

User management

- Enabled POST login for legacy customers to avoid login URL with sensitive information
- Made it possible for admin to leverage “check” tool to see if there is a looping or broken hierarchy in the org structure
- Made it possible for admin to leverage check tool to determine that e-mail notifications are enabled and a valid e-mail is present
- Enhanced guidance for welcome e-mail notification setting
- Provided validation in data model when importing user info elements or standard elements

Planned Q1/2019[1]

User management

- Bulk import and export of external learners
- Support GDPR purge by legal entity
- Include PERSON_GUID and PERSON_ID_EXTERNAL in Employee export and delta export as default
- Check tool enhancements

Planned Q2/2019[1]

User management

- Support external user ID conversion
- Support export of contingent workers
- Support rehire for new employment
- Login and user report for SAP Analytics Cloud
- Check tool enhancements

Planned Q3/2019[1]

User management

- Unify API for login account creation in different login reports
- Support error-avoiding user import
- Easily identify option ID by showing labels in “manage users” pick list
- Check tool enhancements

Provisioning admin

- Enhance management of provisioning access admin tool

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Suite-wide – identity management (technology)

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

- Complete automation of SAP SuccessFactors solutions and IAS integration using upgrade center
- Additional features, including more settings in “manage SAML settings” and real-time user updates

On the radar (next 24 months):

- Proxy for downstream modules using IAS

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Suite-wide – identity management (technology)

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

- Enable two-factor authentication for SAP SuccessFactors HCM Suite provisioning with better security compliance

On the radar (next 24 months):

- Support for additional customer influence tool enhancements
- Self-service admin tool for provisioning access control and management

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Suite-wide – SAP S/4HANA and SAP ERP HCM integrations (technology) (1/2)

Product road map overview – key innovations

Recent innovations

General for SAP ERP HCM and SAP S/4HANA integration and migration

- Support cloning of primary and secondary infotypes in business integration builder (BIB)
- Enhancements to MDF pick lists in BIB
- Support of table infotypes for object relationship (parent/child) in object replication

Planned Q1/2019[1]

General for SAP ERP HCM and SAP S/4HANA integration and migration

- Best practice sample BIB content for the U.S.

Employee data replication (SAP SuccessFactors Employee Central to SAP ERP HCM and SAP S/4HANA)

- Non-BIB – ensure continuous use of personnel number (PERNR)
- Support global assignment address replication
- Support constant values for specific info type fields (also for non-BIB)

Planned Q2/2019[1]

General for SAP ERP HCM and SAP S/4HANA integration and migration

- Enhanced BIB configuration capabilities
- Detailed error and success reporting with BIB (also during replication)
- Support for migration to BIB

Employee data replication (SAP SuccessFactors Employee Central to SAP ERP HCM and SAP S/4HANA)

- Support complex business processes across multiple SAP systems through a new unique employment identifier
- Ensure continuous use of PERNR in BIB
- Non-BIB – enhancement for data replication to IT00041
- Enhanced handling of multiple actions on the same day

Planned Q3/2019[1]

General for SAP ERP HCM and SAP S/4HANA integration and migration

- Enhanced processing of organizational assignment replication in BIB
- Support for additional sample content in BIB
- Continued enhancement of BIB configuration capabilities

Employee data replication (SAP SuccessFactors Employee Central to SAP ERP HCM and SAP S/4HANA)

- Enhancements for handling cross-legal entity HR processes

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Suite-wide – SAP S/4HANA and SAP ERP HCM integrations (technology) (2/2)

Product road map overview – key innovations

Recent innovations

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

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

Planned Q1/2019[1]

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

- Enable replication of future hired employees via change pointers
- Provide the option to control if data is overwritten in any case or only when the data contains changes, depending on migration (all data shall be overwritten) or integration scenario (only changed data shall be overwritten) by allowing changes to UPSERT parameter “suppressUpdateOfIdenticalData”

Planned Q2/2019[1]

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

- Support for mixed HR processes for employees having both international transfer and global assignment (including concept for individual cutoff date for employee data migration
- Support for global info data migration for multiple-assignments use case
- Support for complex business processes across multiple SAP systems through a new, stable personnel number
- Inclusion of position matrix relationship template in list of standard SAP delivered templates
- Further miscellaneous enhancements (for example, cost center formatting support, support for custom organizational management (OM) infotypes, handling of leading zeroes in user-name field, support for non-two-digit decimal values, and so on)

Planned Q3/2019[1]

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

- Support for a mobile pay slip app
- Further miscellaneous enhancements (for example, cost center formatting support, support for custom OM infotypes, handling of leading zeroes in user-name field, support for non-two-digit decimal values, and so on)

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Suite-wide – SAP S/4HANA Cloud integrations (technology)

Product road map overview – key innovations

Recent innovations

- Conversion of contingent workers to employees (INNO_21087)
- Mass upload of tags using import employee (INNO_20957)
- Automated role-based permissions provisioning across SAP SuccessFactors solutions and SAP S/4HANA Cloud using identity and access governance (IAG)
- Real business planning – headcount planning, financials, SAP SuccessFactors solutions, and SAP Analytics Cloud

Planned Q1/2019[1]

- Replication of bank master details (bank repository) to SAP SuccessFactors Employee Central (INNO_15118)
- Replication of company codes to SAP SuccessFactors Employee Central (INNO_21103)
- Derivation of service cost level from job level (INNO_14019)
- Unification of finance-HR analytics with SAP Analytics Cloud by combining data from SAP S/4HANA Cloud and SAP SuccessFactors solutions
- Roundoff – replication improvements (payment and address data; manager relation)

Planned Q2/2019[1]

- Replication of sales commissions to SAP SuccessFactors Employee Central
- Support for complex business processes across multiple SAP systems through a new, stable PERNR
- Integration of SAP SuccessFactors Employee Central Payroll with SAP S/4HANA Cloud for additional countries
- Roundoff – employee search and factsheet (preferred name; customer projects)

Planned Q3/2019[1]

- Support for multiple work-order assignments
- Payment method validation based on company code and bank country
- Payment information validation

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Suite-wide – integrations of SAP S/4HANA, SAP ERP HCM, and SAP Concur solutions (technology)

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

- **Integration of SAP SuccessFactors Employee Central with SAP ERP HCM and SAP S/4HANA (ERP) as well as data migration and integration from SAP ERP HCM and SAP S/4HANA to SAP SuccessFactors Employee Central**
  - Dedicated user roles for integration tools
  - Improvement in usability of BIB configuration (for example, allow editing of certain configuration views in production system)
  - Extensibility for work schedule rule transfer report (ERP to SAP SuccessFactors Employee Central)

On the radar (next 24 months):

- **Integration of SAP SuccessFactors Employee Central with ERP as well as data migration and integration from ERP to SAP SuccessFactors Employee Central**
  - Continue enhancing BIB configuration capabilities
  - Enhancements for handling cross-legal entity HR processes
  - Enhance time-constraint 3 for further info types, subtypes, and OM object relationships (ERP to SAP SuccessFactors Employee Central)

- **Integration of SAP SuccessFactors Employee Central with SAP S/4HANA Cloud**
  - Front-runner for SAP CoPilot between multiple systems: spot bonus in response to project performance
  - Replication of skills and licenses (INNO_13776)
  - Replication of vendor and supplier (INNO_21102)
  - Support for multiple employments

- **Data replication monitor**
  - Download functionality of the error results (in CSV)
  - Faster display of results
  - Variant management to personalize search criteria

- **Integration of SAP Concur solutions with SAP SuccessFactors solutions**
  - Employee replication

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Suite-wide – reporting (reporting, people analytics, and planning)

Product road map overview – key innovations

Recent innovations

Report center

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

Report design capabilities

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

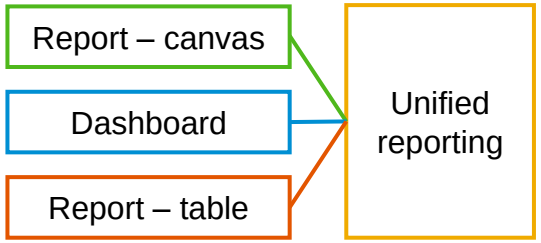
Report admin capabilities

- Dashboard and tile administration improvements
- Multiselect for report management

Planned Q1/2019[1]

Unified reporting – early collaboration

- Initial release for early collaboration and feedback
- Enabled by SAP Analytics Cloud
- Scope
  - Limited data coverage
  - Core report design features and capabilities



Planned Q2/2019[1]

Unified reporting – beta

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

Planned Q3/2019[1]

Unified reporting – beta (continued)

- Beta release to all customers as the single go-forward reporting solution for SAP SuccessFactors solutions
- Enabled by SAP Analytics Cloud
- Unified Data Model

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Suite-wide – people analytics (reporting, people analytics, and planning)

Product road map overview – key innovations

Recent innovations

People analytics

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

Planned Q1/2019[1]

People analytics

- Guided-beta for early collaboration and feedback initiated
  - Enabled by SAP Analytics Cloud
  - Scope
    - Demonstration data only
    - Specific functionality
    - Core metric pack available as SAP Analytics Cloud template content

Planned Q2/2019[1]

People analytics

- Guided-beta for early collaboration and feedback ongoing
  - Enabled by SAP Analytics Cloud
  - Scope
    - Demonstration data only
    - Specific functionality
    - Core metric pack available as SAP Analytics Cloud template content

Planned Q3/2019[1]

People analytics

- Beta release for early collaboration and feedback initiated
  - Enabled by SAP Analytics Cloud
  - Scope
    - Data factory integrated with SAP Analytics Cloud
    - Customer production data
    - Core metric pack available as SAP Analytics Cloud template content
    - Snapshot support
- Prerequisite
  - SAP SuccessFactors Employee Central

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Suite-wide – people analytics (reporting, people analytics, and planning)

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

- Guided-beta of people analytics for early collaboration and feedback enabled by SAP Analytics Cloud and released with core workforce demonstration data
- Beta release of people analytics for early collaboration and feedback; data factory integrated with SAP Analytics Cloud and released with core workforce customer productive data

On the radar (next 24 months):

- General availability of people analytics; data factory integrated with SAP Analytics Cloud and released with core workforce plus additional metric packs

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Suite-wide – planning (reporting, people analytics, and planning)

Product road map overview – key innovations

Recent innovations

SAP Analytics Cloud content

- Headcount planning - annual headcount and personnel cost planning for SAP S4/HANA Cloud and SAP SuccessFactors Employee Central

Planned Q1/2018[1]

SAP Analytics Cloud content

- Headcount planning – content enhancements and optimizations

Planned Q2/2019[1]

SAP Analytics Cloud content

- Headcount planning – content enhancements and optimizations

Planned Q3/2019[1]

SAP Analytics Cloud content

- Headcount planning – add contingent workers from SAP Fieldglass solutions
- Headcount planning – add report with forecast versus plan

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Suite-wide – planning (reporting, people analytics, and planning)

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

- Headcount planning – bi-directional writing between workforce and finance planning models in SAP Analytics Cloud
- Strategic workforce planning content

Additional priorities (next 24 months):

- Strategic and headcount planning – driver-based demand modeling

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Suite-wide – instance management (admin)

Product road map overview – key innovations

Recent innovations

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

Instance refresh
- Beta continued SAP SuccessFactors Enterprise package (HCM core and SAP SuccessFactors Learning)
- Tool robustness and performance improvement
- Support for e-mail masking for internal and external candidate users
- Support for masking employee profile e-mail addresses
- User experience refinement

Planned Q1/2019[1]

Instance sync
- Two-factor authentication as a self-service capability to pair source and target systems in order to sync configurations across systems
- Support to sync dynamic groups
- Restriction to sync legacy pick lists from one system to MDF-migrated pick lists on another system

Instance refresh
- Two-factor authentication as a self-service capability to pair source and target systems
- Beta continued SAP SuccessFactors Enterprise package (HCM core and SAP SuccessFactors Learning)
- GDPR support through refresh
- Built-in fault tolerance, robustness, and performance improvements
- User experience refinement

Planned Q2/2019[1]

Instance sync
- Performance improvement continued
- Focus on tool robustness and end-to-end sync accuracy

Instance refresh
- Release of the tool to wider audience with GDPR support
- Continued focus on built-in fault tolerance, robustness, and performance improvements
- User experience refinement continued

Planned Q3/2019[1]

Instance sync
- Broader support for artifact sync
- Continued focus on tool robustness, end-to-end sync accuracy, and stability

Instance refresh
- Continued focus on built-in fault tolerance, robustness, and performance improvements
- Improved user experience

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Suite-wide – role-based permissions (RBP)

Product road map overview – key innovations

Recent innovations

RBP migration tool

- Help customers with simple legacy permission model migrate to RBP migration tool

Instance sync for RBP

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

Enhancement of “my groups”

- Support static group creation via CSV import

Planned Q1/2018[1]

SAP Analytics Cloud

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

Performance enhancements

- Target population calculation

Planned Q2/2019[1]

Performance enhancements (continued)

Planned Q3/2019[1]

Updates coming soon

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Suite-wide – general admin tools (admin)

Product road map overview

Recent innovations

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

Planned Q1/2019[1]

- Job scheduler
  - Enhancements supporting stability and compliance
    - Provide capability to purge job historical data
  - Enhancements compliance
    - Provide auditing capability of job request data

Planned Q2/2019[1]

- Job scheduler
  - Enhancements supporting stability and compliance
    - Provide self-service auditing capability of job request data

Planned Q3/2019[1]

- Job scheduler
  - Enhancements supporting stability, performance, and scalability

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Suite-wide – general admin tools (admin)

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

- Additional job scheduler functionality to fulfill cross module asks

On the radar (next 24 months):

- Self-service job scheduler capability in admin center

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Suite-wide – check tool (admin)

Product road map overview – key innovations

Recent innovations

Checks available

- **SAP SuccessFactors Employee Central** – core, advances, data replication, document generation, entity chart, payment information, position management, workflow, work structure
- **Reward and pay** – SAP SuccessFactors Employee Central Payroll, SAP SuccessFactors Employee Central Global Benefits, SAP SuccessFactors Compensation, management of time off and time sheets
- **SAP SuccessFactors Talent Management** –360-degree reviews, career development, goals, onboarding, performance, recruiting
- **Platform** – extension center, integration center, read-access logging, reporting, RBP, upgrade center, user management

Features

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

Planned Q1/2019[1]

New areas with checks

- Business rules
- Web service API

Planned Q2/2019[1]

Features

- User interface refresh
- Integrate the check tool with in-product support

Planned Q3/2019[1]

Features

- Provide mechanisms for more automated detection of issues

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Suite-wide – check tool (admin)

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

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

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Suite-wide – expert self-services (admin)

Product road map overview – key innovations

Recent innovations

New admin tools

- Identity management and single sign-on
- Instance refresh (beta)

Improved admin tools

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

Planned Q1/2019[1]

Improved admin tools

- Business rules
- Check tool
- Data protection and privacy
- Extension center
- Instance refresh
- Instance sync
- Role-based permissions

Planned Q2/2019[1]

New admin tools

- Secure FTP

Improved admin tools

- Business rules
- Data protection and privacy
- Check tool
- Extension center
- Instance refresh
- Instance sync
- Role-based permissions

Planned Q3/2019[1]

Improved admin tools

- Check tool
- Extension center
- Instance refresh
- Instance sync
- Role-based permissions

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Strategic HR – SAP SuccessFactors Recruiting

Product road map overview – key innovations

Recent innovations

Candidate experience

- Search page results redesign
- Email branding for one-on-one correspondence

Recruiting experience

- Saved search to auto populate talent pools
- Filter across talent pool attributes
- Scheduled e-mail campaigns
- Recruiting posting – job board market place redesign

Admin experience

- Improved job board integration requests

Suite

- OData API – standard “merge” operation support (job application)
- OData API – general enhancements and support for cross-suite initiatives (mobile recruiting)

Planned Q1/2019[1]

Candidate experience

- Internal career site

Recruiting experience

- Bulk upload and parse resumes
- Data division – enhanced flexibility – HR master data and business rules on candidate
- Recruiting posting – posting status table
- Recruiting posting – job board and schools analytics
- Job analyzer – release for Canada

Admin experience

- Recruiting posting – enhance job requisition field mapping interface

Suite

- OData API – employee referral
- Mobile – reviewing job requisitions
- Mobile – enhanced mobile job requisition approval

New agency portal experience

Planned Q2/2019[1]

Candidate experience

- Internal career site – employee pages
- Data capture form component
- Data capture form smart pop-up box

Recruiting experience

- Activity tracking
- Correspondence engine
- Data division – ability to permission data
- Data division – enhanced flexibility
- Mass actions – initiate onboarding

Admin experience

- Recruiting posting – self-configured posting rules
- Career site builder – image library

Suite

- Unified suite reporting
- OData API – recruiting permissions for job application and related entities

Planned Q3/2019[1]

Candidate experience

- Quick apply with resume upload
- Branded system e-mails
- Internal career site – employee components

Recruiting experience

- Expand recruiter dashboard
- Data division – enhanced flexibility
- Candidate duplicate check enhancements

Admin experience

- Recruiting posting – additional self-configured posting rules
- Job application and requisition standard field label configuration to admin tools

Suite

- Unified suite reporting – recruiting marketing data
- OData API – recruiting permissions for candidate entity
- Mobile – review applications and update to status pipeline

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Strategic HR – SAP SuccessFactors Recruiting

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

- Automated job postings (RP)
- Recruiter experience efficiencies
- API for building custom job search results
- Russia data privacy support

On the radar (next 24 months):

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

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Strategic HR – SAP SuccessFactors Onboarding

Product road map overview – Key innovations

Recent Innovations

SAP SuccessFactors Onboarding 1.0

- Compliance updates
- Accessibility updates
- Concurrent employment flag

SAP SuccessFactors Onboarding 2.0

- Onboarding tasks
  Dashboard enhancements with search and sort
- Custom tile enhancements to support rule-based content
- React to key data changes
- E-mail services reminders feature

Planned Q1/2019[1]

SAP SuccessFactors Onboarding 1.0

- Compliance updates

SAP SuccessFactors Onboarding 2.0

- Unified suite reporting (beta)
- Task archive enhancements
- Participants for “onboardee” data review
- Data purge by legal entity
- Canceled onboarding data purge by cancelation date

Planned Q2/2019[1]

SAP SuccessFactors Onboarding 1.0

- Compliance updates
- DocuSign integration update
- E-Verify ICA V30

SAP SuccessFactors Onboarding 2.0

- React to key data and process changes
- Cross-boarding
- Rehire
- Custom tile enhancements to attach documents
- Dashboard configurable columns
- Offboarding
  - Data protection and privacy
  - Knowledge transfer

Planned Q3/2019[1]

OSAP SuccessFactors Onboarding 1.0

- Compliance updates

SAP SuccessFactors Onboarding 2.0

- Reassign and proxy support
- Business process engine admin tool
- Manual process start
- Dashboard enhancements
- Migration framework and tools (beta)
- Manage pending hire enhancements
- External HRIS integration APIs
- Offboarding
  - Mobile support
  - Unified suite reporting

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Strategic HR – SAP SuccessFactors Onboarding

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

- Intelligent Enterprise for SAP SuccessFactors Onboarding 2.0 (contingent worker support)
- Compliance for SAP SuccessFactors Onboarding 2.0
- Migration to SAP SuccessFactors Onboarding 2.0

On the radar (next 24 months):

- SAP SuccessFactors Mobile app for SAP SuccessFactors Onboarding 2.0
- Global assignment for SAP SuccessFactors Onboarding 2.0
- Audit framework for SAP SuccessFactors Onboarding 2.0

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Strategic HR – SAP SuccessFactors Learning

Product road map overview – key innovations

Recent innovations

Enhanced mobile learning

- Programs (iOS)
- Mobile content render (iOS)

Learning recommendations (early adopter)

- Personalized learning recommendations based on employee's individual interests, history, job profiles, and actions

Course home

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

Planned Q1/2019[1]

Enhanced mobile learning

- Offline Mode (Android)
- OCN course launch (Android)

OCN framework enhancement

- Admin completion API for enhanced framework security

Planned Q2/2019[1]

Digital assistant

- Natural-language interaction with SAP SuccessFactors Learning functions

Planned Q3/2019[1]

Cross-suite reporting in SAP Analytics Cloud (beta)

- Enhance suite-wide reporting tool with SAP SuccessFactors Learning data

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Strategic HR – SAP SuccessFactors Learning

Upcoming short-term and midterm innovations

Priorities (next 12 months):

Flash replacement

- Rebuild admin application shell to replace current flash-based shell
- Always accessible, reorganized navigation consolidating primary and secondary menus along with “bookmarks” and “recents”
- Rebuild management and configuration of core entities
- Modernize and align terminology with SAP SuccessFactors HCM Suite and industry standards

Reporting

- Make SAP SuccessFactors Learning data available as part of the cross-suite reporting solution

Core learning entities

- Item
- User
- Curriculum
- Catalog
- Coupons
- Schedule offering
- Assignment profile
- Purchase order
- Subscription

On the radar (next 24 months):

- Provide a new experience for the SAP SuccessFactors Learning homepage

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Strategic HR – SAP SuccessFactors Performance & Goals

Product road map overview – key innovations

Recent innovations

Performance and goals management

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

Continuous performance

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

360-degree reviews

- Support for SAP Analytics Cloud and suite reporting

Planned Q1/2019[1]

Performance and goals management

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

Continuous performance

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

360-degree reviews

- Support for SAP Analytics Cloud and Suite Reporting
- Continued enhancements to mobile 360-degree reviews – phase 2

Planned Q2/2019[1]

Performance and goals management

- Support for SAP Analytics Cloud and suite reporting
- Support for advanced “to do”
- Additional rules engine integrations

Continuous performance

- User experience improvements
- Support for multiple roles

360-degree reviews

- SAP Fiori redesign for Web-based 360-degree reviews – Phase 1
- Support for SAP Analytics Cloud and suite reporting

Planned Q3/2019[1]

Performance and goals management

- Additional enhancements for SAP Analytics Cloud and Suite Reporting
- Additional rules engine integrations
- Support for additional goal APIs

Continuous performance

- User experience improvements
- Continued support for multiple roles

360-degree reviews

- SAP Fiori redesign for Web-based 360-degree reviews – Phase 2

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Strategic HR – SAP SuccessFactors Performance & Goals

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

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

On the radar (next 24 months):

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

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Strategic HR – SAP SuccessFactors Compensation

Product road map overview – key innovations

Recent innovations

Compensation and variable pay

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

Reward and recognition

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

Planned Q1/2019[1]

Compensation and variable pay

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

Reward and recognition

- SAP Analytics Cloud support for reporting

Planned Q2/2019[1]

Compensation and variable pay

- SAP Analytics Cloud support for reporting
- Revamped executive review filters
- Support to build custom validations

Reward and recognition

- Gift card fulfilment (beta)

Planned Q3/2019[1]

Compensation and variable pay

- Compensation and variable pay – OData APIs
- Bring in data from MDF entities into SAP SuccessFactors Compensation worksheet and statements

Reward and recognition

- Multiple award redemption options (more vendors), including gift cards, experiences, learning, and, more

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Strategic HR – SAP SuccessFactors Compensation

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

Compensation and variable pay

- Total rewards portal – central compilation of monetary and nonmonetary rewards
- SAPUI5 worksheet – responsive Design

On the radar (next 24 months):

Compensation and variable pay

- Compensation advisor to facilitate internal comparisons
- Digital assistant for compensation planning

Reward and recognition

- Flex rewards – vacation days, equity versus cash, and experiential rewards

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Strategic HR – SAP SuccessFactors Succession & Development

Product road map overview

Recent innovations

Succession management
- Improved error handling in “import successors”
- Exclude access to own’s position in RBP

Calibration
- Flexibility to choose rating type in calibration sessions

Career development and mentoring
- Configuration checks
- Support for localization of program name, description, matching questions, and instructions
- Completion of right-to-left support for mentoring

Planned Q1/2019[1]

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

Succession management and presentations
- Lineage chart – SAP Fiori UX
- Presentations – improved PPT rendering technology; sharing concept supporting “edit”; create copy of presentation

Calibration
- Usability enhancements

Career development and mentoring
- Career development planning (CDP) machine learning functionality (beta)
- Mentoring performance improvements

Planned Q2/2019[1]

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

Succession management and presentations
- Talent search – “export” permission enhancements; more flexibility in search criteria combination
- Presentations – usability enhancements

Calibration
- Mass actions

Career development and mentoring
- CDP machine learning functionality
- Mentoring matching algorithm improvements

Planned Q3/2019[1]

Succession management and presentations
- Deeper integration of talent pools into other talent processes and collaborative talent pools
- Presentations – improved handling of live slides

Calibration
- Executive review drilldown
- Usability enhancements
-

Career development and mentoring
- Deeper integration with talent management tools
- Mentoring matching algorithm improvements

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Strategic HR – SAP SuccessFactors Succession & Development

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

- Calibration – further mass handling of calibration sessions
- Presentations – preview for custom slides
- Career development – OData API enhancements and integration with SAP SuccessFactors Learning

On the radar (next 24 months):

- Succession management – talent pools integration and talent search enhancements
- Calibration – drilldown into details from the executive review
- Development and mentoring – mentoring integration with continuous performance management and mentoring program configurability options

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

Product road map overview – key innovations

Recent innovations

SAP SuccessFactors Employee Central core

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

Workflow and alerts

- “Reserve” functionality (“assign to me”) to show that someone else is already working on a shared workflow to-do list
- Manage alerts – access and delete alerts with an alert dashboard

Planned Q1/2019[1]

SAP SuccessFactors Employee Central core

- Better visualization of end-dated recurring pay components
- Option to enforce new employment for international transfers and rehires
- Ability to configure the dependent portlet in the people profile
- Rehire on new employment in “manage pending hire”
- Create global assignment using “manage pending hire”

Position management and company structure overview

- Rule function for hierarchy-level information

Workflow

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

Planned Q2/2019[1]

SAP SuccessFactors Employee Central core

- Hire and terminate in one step (temporary contract)
- Selected UI and functional enhancements

Workflow

- Prohibit approval of workflows without accessing the workflow details

Planned Q3/2019[1]

SAP SuccessFactors Employee Central core

- Selected UI and functional enhancements for rehire and international transfer

Workflow and alerts

- Alert handling improvements

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

Product road map overview – key innovations

Recent innovations

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

Job profile builder
- SkillsPlex library update

Foundation
- Import – usability enhancements for import template (continued)
- OData – improved performance and data integrity with snapshot pagination

Planned Q1/2019[1]

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

Foundation
- Import and OData – support for business rules for further SAP SuccessFactors Employee Central entities
- BCUI – overview field configuration information in element UI
- BCUI – enhancement to rule configuration

Planned Q2/2019[1]

Employee profile
- UI updates for “people profile”

Foundation
- Import and OData – validation optimizations
- Import – suppress identical records for effective dated entities
- BCUI – improved user experience

Planned Q3/2019[1]

Employee profile
- GDPR – enable different retention times for different background elements
- Replacement of directory search with talent search (opt-in)

Foundation
- Import – UI updates with respect to job scheduling
- OData – workflow pending data API

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Core HR and payroll – SAP SuccessFactors Employee Central (core)

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

- BCUI: SDM and CDM upload capability in the BCUI
- Job profile builder – competency rating widget

On the radar (next 24 months):

- Core – increase automation in reorganizations
- Core – manager self-services using digital assistant (chatbot)
- API and imports:
  - Combined compensation API and import
  - Support of rules for further SAP SuccessFactors Employee Central entities
- BCUI – learning based configuration
- Employee profile
  - Complete replacement of directory search with talent search
  - Improvements to handling of profile and background photos
  - Continued improvement to people profile user experience
  - Internal job history for people profile
- Job profile builder – unified skills and competency framework

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Core HR and payroll – SAP SuccessFactors Employee Central Service Center

Product road map overview – key innovations

Recent innovations

Employee experience

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

Agent experience and service core

- Provide employee replication through integration center

Planned Q1/2019[1]

Employee experience

- Performance improvements for AskHR
- Enable the employee to have rich text on the description field
- Increased flexibility in configuration of issue categories (support categories without parents)

Planned Q2/2019[1]

Employee experience

- Sort out irrelevant tickets
- AskHR on mobile

Planned Q3/2019[1]

Employee experience

- Further UI enhancements based on customer feedback, such as hiding fields

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Core HR and payroll – SAP SuccessFactors Employee Central Service Center

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

- Support of limited custom fields

On the radar (next 24 months):

- More flexibility for ticket status
- Deprecation of the legacy service center solution
- Improved efficiency for ticket resolution leveraging machine learning

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Core HR and payroll – localization and document generation (1/2)

Product road map overview – key innovations

Recent innovations

Localization enhancements

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

New countries

- Belarus and Myanmar

Dismissal protection

- UI enhancement

Planned Q1/2019[1]

Localization enhancements

- National ID enhanced validation checks for Denmark and Australia
- Deeper localization for supported countries

New countries

- Angola and Malawi

Planned Q2/2019[1]

Localization enhancements

- National ID enhanced validation checks
- Deeper localization for supported countries

Address validation as a service

- Netherlands (using SAP Data Quality Management) – GA

New countries

- Zimbabwe

Planned Q3/2019[1]

Localization enhancements

- National ID enhance the validation checks
- Deeper localization for supported countries

Address validation as a service

- Russia and Brazil (using DQM Services) - GA

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Core HR and payroll – localization and document generation (2/2)

Product road map overview – key innovations

Recent innovations

Payment information

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

Planned Q1/2019[1]

Payment information

- Analysis of banks in South Africa – electronic fund transfer (check digit verification (CDV))
- Enabling payment information with country-specific child object in SAP Analytics Cloud
- SAP S/4HANA to SAP SuccessFactors Employee Central – improvements in bank integration
- Check tool – introducing new check for configuration UI rules

Planned Q2/2019[1]

Payment information

- Analysis of banks in South Africa – electronic fund transfer (CDV) – GA
- Analysis of the approach for payment info UI (performance improvements)

Document generation

- Continue with mass generation of documents – perform more than 500 users per document generation run

Planned Q3/2019[1]

Payment information

- New approach for payment info UI (performance improvements) – GA
- Localization of routing number
- Storing IBAN without spaces

Document generation

- Continue with mass generation of documents – e-mail configuration and simulation
- Audit functionality – reporting

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Core HR and payroll – Localization &Document Generation

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

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

On the radar (next 24 months):

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

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Core HR and payroll – SAP SuccessFactors Employee Central Global Benefits

Product road map overview – key innovations

Recent innovations

Global benefits

- Mobile claims and reimbursement
- Hyperlink support
- Reporting in SAP Analytics Cloud

U.S. benefits

- Enhanced U.S. health savings accounts

Planned Q1/2019[1]

Global benefits

- Opt-out benefit (phase 1)
- Action search for benefit pages

U.S. benefits

- Enhanced health insurance – payroll integration

Planned Q2/2019[1]

Global benefits

- Life and work event templates
- Mobile claims on Android

U.S. benefits

- Enhanced savings plan – payroll integration
- Open enrollment UI enhancements
- Enhanced spending accounts

Planned Q3/2019[1]

Global benefits

- Life and work event automation with employee self-service
- Home page benefits navigation tiles

U.S. benefits

- Other insurance plans – payroll integration
- Basic life imputed income calculation engine

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Core HR and payroll – SAP SuccessFactors Employee Central Global Benefits

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

- Vacation buy and sell
- Benefits job enhancements
- Opt out and waive before enrollment (phase 2)

On the radar (next 24 months):

- Flexible benefit programs
- SAP Fiori UX for benefits enrollment UI
- Digital assistant for benefits tasks

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Core HR and payroll – visa and permits management

Product road map overview – key innovations

Recent innovations

Core functions
- Business process management
- Cost and expense management framework
- Language fallback

Admin features
- Cost configuration and analysis
- Ability to identify agents

Other roles features
- Agent capture visa and permits for actual costs and expenses
- Candidate search and lookup (F4)

Planned Q1/2019[1]

Core functions
- Customer-specific fields
- Workflow support
- Legal forms framework
- Visa and permits management cost posting to payroll

Admin features
- Reuse candidate attachments from recruitment
- Attachments checklist required for processing a permit
- Flexibility to add and delete milestones at any part of the process

Other roles features
- External agent access
- Employee can initiate request for dependents, updates milestones, and upload required attachments

Planned Q2/2019[1]

Core functions
- Integration with SAP Analytics Cloud
- Sync documents in VPM with SAP SuccessFactors Employee Central
- Saudi Arabia authority integration

Admin features
- Fine-tuning of questionnaires in permit type configuration
- Configurable notification threshold for visa and permit expiry
- Configurable e-mail template for notifications

Other roles features
- Document activity log and use notifications to control the same
- Kuwait localization

Planned Q3/2019[1]

Core functions
- Integration with OpenText software
- Deep integration with SAP SuccessFactors Onboarding

Admin features
- Mass transaction processing
- Performance monitoring KPIs

Other roles features
- Continue Kuwait localization

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Core HR and payroll – visa and permits management

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

- Business process management platform
- Cost and expense management and posting
- Enhanced employee and manager self-service tools that allows employees and managers to initiate a process for permits and visas
- Legal forms framework

On the radar (next 24 months):

- Using SAP Analytics Cloud for visa and permits management reporting and KPIs dashboarding
- Deep integration with SAP SuccessFactors solutions, including SAP SuccessFactors Onboarding
- Release of visa and permits management APIs for integration with SAP ERP, SAP S4HANA, and non-SAP HCM products
- Mass transaction processing

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Core HR and payroll – time management

Product road map overview – key innovations

Recent innovations

Time management

- Dynamic break handling
- Leave of absence migration tools – create workbench permissions
- GDPR – blocking of time account details
- New UI for time off based on SAP Fiori

Mobile

- Time sheet approvals
- Half-day time off
- Hide time balances

Planned Q1/2019[1]

Time management

- LoA migration tools – create open LoA records
- Mexico prima vacacional (vacation handling) – support payout during period-end processing for flexible date accounts
- Minimum break handling

Mobile

- Record allowances and on-call
- Support for split weeks
- Show future time off balance
- View declined requests and notifications
- Dynamic break support

Planned Q2/2019[1]

Time management

- Termination and rehire in same accrual period (part 1)
- Generation of pay types based on time collectors
- Enhancement of external time data upload service with cost center
- Support “change of hire date” scenario for time off and time sheet

Mobile

- Amend timesheets
- Display time type groups and time collectors
- Recording notes for approver
- Custom field support
- Recurring absences

Planned Q3/2019[1]

Time management

- Yearly time collectors
- Rule function to check allowances in time sheet
- Correction of manual time account adjustments
- Recalculation of time account balances when multiple time accounts are deducted and a vacation record gets edited retroactively

Mobile

- Grouping in “to do’s”
- Show rejected timesheets in to do’s
- Team absence calendar enhancements

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Core HR and payroll – time management

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

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

On the radar (next 24 months):

- Enhanced planned working time integration with SAP SuccessFactors Employee Central Payroll
- External time recording (clock-in and clock-out), including mobile
- Team absence calendar enhancements (desktop and mobile)

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Core HR and payroll – SAP SuccessFactors Employee Central Payroll

Product road map overview – key innovations

Recent innovations

Localization

- Further country roundoffs (Alternative names for Asia)

Suite integration

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

Payroll control center

- Introduce team configuration and team management

Planned Q1/2019[1]

Localization

- Further country roundoffs, for example:
  - Support for mandatory field “municipal city code” (RCTVC) in address replication (Japan)
  - Adapt legal change for Her Majesty's Revenue & Customs (HMRC) replication (UK)

Suite integration

- UI with information on needed support package level
- Enhanced job and position replication report by organizational unit (into IT0001)

Planned Q2/2019[1]

Localization

- Support quota replication from time off functionality in SAP SuccessFactors Employee Central to SAP SuccessFactors Employee Central Payroll for manual quota cases (further countries)
- Further country versions according to customer request
- Continue and extend road map of country-specific, end-to-end processes
- Legal changes

Suite integration

- Further tools to avoid replication errors

Planned Q3/2019[1]

Localization

- Further country versions according to customer request
- Continue and extend road map of country-specific, end-to-end processes
- Legal changes

Suite integration

- Further tools to avoid replication errors

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Core HR and payroll – SAP SuccessFactors Employee Central Payroll

Upcoming short-term and midterm innovations

Additional priorities (next 12 months):

- Enhanced collision handling (for example, parallel absences and parallel sicknesses)
- Payroll control center:
  - Process simplification, such as grouping of all payroll period activities in one checklist
  - Alert management simplification to increase efficiency

On the radar (next 24 months):

- Improve payroll information page
- Planned working time integration
- Simulation of payroll for employee

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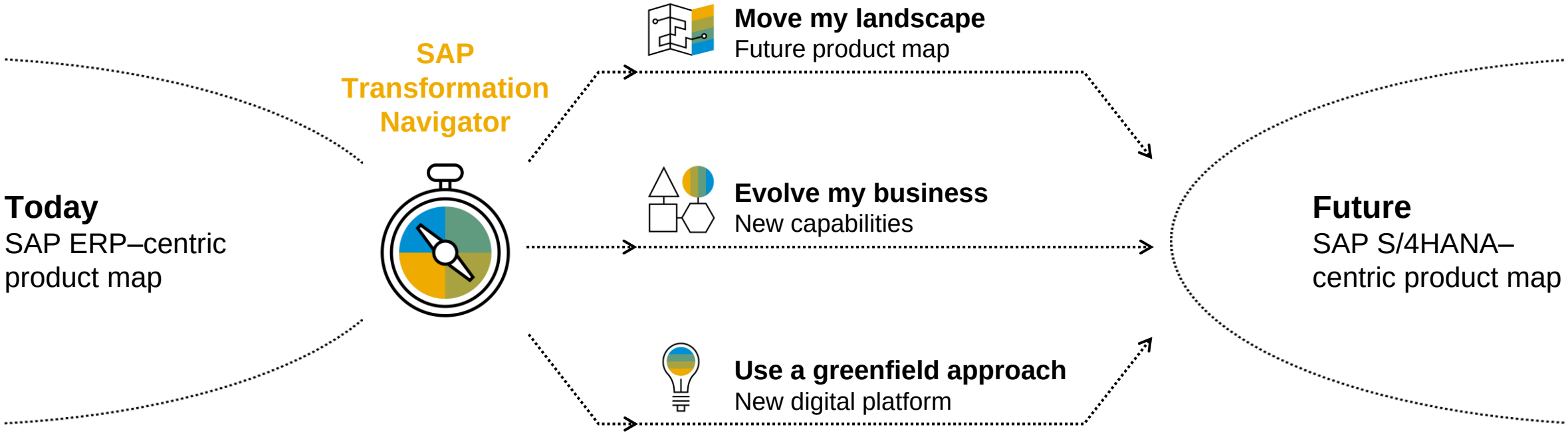
SAP Transformation Navigator

Supporting your digital transformation



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

- Based on your currently used products, this free self-service produces an individualized report highlighting business value, detailing integration to SAP S/4HANA and other cloud products, and explaining transformation services and license information.
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