

## Time Management 1H 2023 Release Notes

SAP SuccessFactors, a human resources management system, has been focusing and investing in improving its Time Management solution area. One of their products, SAP SuccessFactors Time Tracking, has seen rapid growth and development in the last five releases since its introduction in 1H 2021. It has become a comprehensive solution for time tracking and attendance management needs for various types of employees across different industries and geographies. The global time off and absence management capabilities are delivered through their Time Off capabilities in SAP SuccessFactors Employee Central.

The 1H 2023 release of SAP SuccessFactors introduces several new features to enhance time management:

1. A new copy feature: This allows users to speed up their time entry by copying a record for a day or multiple days to other days in the period.
2. Information button: Provides context-sensitive information at the point of time entry to support the employee.
3. New UI for administrators: A new interface that visualizes work schedules on the time administrator workbench, which helps in identifying planned or temporary schedules quickly and easily.
4. Concept of holiday work patterns: Introduced to group public holidays and treat or compensate them differently. It also supports half-day or partial day holidays.
5. Rest period violation alerts: Alerts can be configured when a minimum rest period is violated, as required by some industries and local regulations.
6. Mobile enhancements: Cross midnight time recording has been added to support night shift workers, along with single record approval capability.

These are just a few of the highlights of the 1H 2023 Release for Time Management. The new release is available for preview and will hit production instances on June 2nd.

## Time Tracking FAQ

**Why was SAP SuccessFactors Time Tracking delivered as a separate SKU, when we have Time Off and Time Sheet in Employee Central?**

There were 2 main drivers:

Time tracking capabilities will put a huge load on our application and operations. To cover these costs, we had 2 options: increase the price of EC or split out time tracking. We chose the latter because historical data tells us that approximately 50% of our customer base will use these advanced features. Therefore, we didn't want to increase the price for all customers.

This brings us up-to-par with our competition, like Workday and Oracle, who also charge separately for time sheet features. Our pricing is also in-line with competition where the value of these features is considered 50% of the value for payroll features.

### **What does this mean for the Solution Extensions with Workforce Software and Kronos?**

We plan to continue our long-standing solution extension partnership with Workforce Software, helping our customers facilitate product integration across SAP SuccessFactors and these Solution Extensions. This partnership will remain in place.

SAP decided not to renew its solution extension agreement with Kronos. As of March 31, 2022, Kronos is not on our price list and we cannot sell / renew to customers, For more information on this decision and our solution extension strategy for Time Management, see [this document](#).

### **How do we position our solution offerings in the Time Management space?**

- For global absence management needs supported by localizations delivered via SAP Best Practices are covered within *Employee Central Time Off*
- For all time recording (positive and negative) including clock terminal integration use cases focusing on white collar and low to medium complexity blue collar processes, we position *SAP SuccessFactors Time Tracking*
- For use cases which involve scenarios of large dynamic hourly workforce with complex rules and regulations such as in the retail, public sector or manufacturing industries scheduling and complex (highly industry-specific) blue collar processes, we position our Solution Extension SAP Time and Attendance by Workforce Software
- For use cases which involve scenarios of dynamic shift scheduling, workforce forecasting such as in the retail industry we position our Solution Extension SAP Forecasting and Scheduling by Workforce Software
- For customers requiring capabilities to track, process and case manage compliance related leaves such as FMLA, STD, LTD, Workers Comp etc., primarily in North America we position our Solution Extension SAP Leave and Absence Management by Workforce Software

We also provide endorsed applications through our SAP Store; these will complement our Time solutions to cover specific requirements such as geography or industry:

- For specific geographies such as the DACH region we propose ATOSS, our endorsed app on the SAP Store complementing our solution
- For Professional services industry which require resource and time tracking against projects, Replicon (endorsed app) can complement our solution

### **Where are we now (May 2022), after 1 year of launch**

SAP SuccessFactors Time Tracking has seen one of the fastest growth in terms of customers and users as well as features and capabilities delivered, and the pace of investment and delivery continues to be rapid and robust.

In one year after launch the product has been purchased by 150 + customers and is used by 1.25 M + users across all regions. We have enabled many high value and high impact features such as clock terminal integration, a digital punch clock for web and mobile supporting the deskless and remote worker, cross midnight time recording, features to support labor cost control and many more...

### **What types of investment is SAP making for SAP SuccessFactors Time Management?**

- To keep up-to-date on the latest information on SAP SuccessFactors Time Tracking, join the [Jam Group](#).
- A full feature list of SFSF Time Management (which comprises of Employee Central Time Off and Time Tracking): <https://community.successfactors.com/t5/Time-Management-Resource-Blog/SAP-SuccessFactors-Time-Management-Feature-List/ba-p/283196>

## **PRODUCT QUESTIONS**

### **What will we offer?**

SAP SuccessFactors Time Tracking

See the published 3-year roadmap [here](#):

### **Will we offer clock terminal integration?**

Yes, this is now generally available.

**Can Time Tracking consume data from other sources (not terminal devices)? For example, if a customer has data that comes from multiple sources for different employee groups – clock-in/out devices and from client systems such as Avaya/reports generated by client clock terminals.**

Yes, the clock-in/clock-out API can be adopted by any clocking device as long as the clocking system's software service can integrate or adopt our API.

**What are some of the other key features currently available (as of 1H 2022) which make SAP SuccessFactors Time Tracking a compelling offering**

SAP SuccessFactors Time tracking offers capabilities to support customers such as,

### **Global time capabilities to minimize compliance risk**

Help meet corporate and collective agreements and local laws to minimize compliance risk and support business needs by configuring your system for public holiday calendars, accrual rules, break rules, overtime rules, business rules, shift premiums, on call time, flex time, time off in lieu, buy/sell leave and more

### **Streamline Time Administration**

Configure, monitor, and streamline your time management processes with support for round the clock shift schedules, cross midnight time recording, auto-approvals, mass approvals, alerts, automatic recalculations, and embedded reporting.

### **Digital Punch clock**

Support for the remote and deskless worker with the ability to clock in and clock out using a digital punch clock available on desktop or mobile devices with GPS location capture functionality, time events in language and locale and the ability for administrators and managers to proxy for operational convenience

### **Control labor costs**

Managers and administrators can be alerted of late comers with configurable alerts based on thresholds such as overtime hours or number of late arrivals in a period to take timely remedial action and hence can control labor costs.

### **Actionable Reporting**

Dashboards and predefined reports for Admins and Managers

### **Best-practice content** ([rapid.sap.com](https://rapid.sap.com))

Localization configuration as well as prebuilt configurations for specific scenarios

### **What are the integration scenarios between SAP SuccessFactors Suite and SAP SuccessFactors Time Tracking?**

- Seamless integration into EC Time Off
- P2P Integration into ECP
- P2P Integration with on-premise Payroll in Early adoption (1H 2022)

### **Can customers use SAP SuccessFactors Employee Central Core HR in parallel with SAP SuccessFactors Time Tracking?**

Yes, *Employee Central Core HR* is a prerequisite for using the new SKU, as this will house all the employee data

### **What are the product prerequisites for SAP SuccessFactors Time Tracking?**

*SAP SuccessFactors Employee Central Core HR* (8008640) (or an earlier version)

is required.

### **Can customers use Employee Central 'functional users' with SAP SuccessFactors Time Tracking?**

No. Employees require full users to access the Time Tracking time sheet to enter their time worked.

### **Will existing customers need to migrate their time sheet data to the new Time Tracking product?**

No. Because Employee Central is a prerequisite, customers will retain their existing settings, including their role-based permissions (RBP). All customers will need to transition to the new Time Sheet UI, further information on this migration process is available on the [Customer community](#)

### **Why not include existing on-premise SAP HCM functionality such as RPTIME00 time evaluation into Time Tracking?**

We believe that a cloud product should be simple to use and informative for the employee. RPTIME00, while powerful, does not provide real-time time evaluation; instead, it runs on according to predefined scheduled jobs. When employees enter their time, there is no immediate evaluation that shows them what the payout or result of their entries would be. SAP SuccessFactors time solutions evaluate time as it is entered while RPTIME00 is scheduled to run as a batch program.

See this blog for overall differences: <https://blogs.sap.com/2021/12/21/how-does-sap-successfactors-time-management-compare-to-sap-hcm-time-management/>

### **Will we offer shift scheduling/planning?**

Our focus is on enabling other SAP S4 components to do the shift scheduling. As of 1H 2022, we have an employee availability service to communicate accurate employee availability to S4 applications, taking into account when people work, or are absent (including public holiday information). The intent is for industry specific S4 solutions to consume this availability information to plan and schedule resources. Digital Manufacturing cloud solution plans to consume this service in the 2211release. Other solutions like S4 Professional Services will also subsequently consume. Longer term plans include SAP SuccessFactors time tracking consuming planned/scheduled resource information from S4 for further evaluation before integrating with payroll.

If customers use tools other than the S4 planning tool, then they can already use our new integration capabilities to communicate shift planning outcomes into Employee Central Time for accrual calculations and as input for the time sheet (and time evaluation)

In addition, we plan to have capabilities as part of *SAP SuccessFactors Time Tracking* which allow customers to dynamically appoint a shift, based on a registered clock-in punch. This allows customers to correctly calculate (shift) pay without having the burden of the shift scheduling/integration. We have this on our roadmap for 2022.

Finally, we have extensibility options for partners to build (lightweight) shift planning visuals / apps, such as [Success Solutions](#), [Digital Lights](#), [Workforce Optimizer](#).

Our endorsed apps such as Replicon for tracking time and resources for the professional services industry and ATOSS which caters to customers in the DACH region are also industry and geography specific options.

**Is there a way to set work schedules to be 'inactive' and hide them as of a certain date?**

No, work schedule objects are not yet time dependent. It is on our roadmap.

**Can the customer make a temporary work schedule a reportable object, i.e. using the same reporting tool as for absences, for example?**

Yes, this can be done via the Integration Center. See the following knowledge base article: <https://launchpad.support.sap.com/#/notes/2608027>

**Other than "complexity" of the time recording scenario, does it still make sense to implement EC Basic Time Sheet (and Time Off) or would you recommend waiting for SF Time Tracking?**

No, going forward it is recommended that all new customers desiring a time management solution should implement Time Tracking, since all development of the EC time sheet had been frozen since 1H2021. There has and will continue to be rapid development of Time Tracking and the timesheet within EC will be phased out over time and all time / attendance recording functionality will only be available via Time Tracking. Time Off will remain part of the EC license.

### **Localization and Languages**

SAP SuccessFactors Time Tracking will be available for all languages and regions that are currently supported by Employee Central.

**What types of tenants are provided?**

Landscape is planned to be the same as Employee Central (since this is a prerequisite solution), with the addition of HOP microservices for integrations into clock terminals.

### **Data Centers, Customer Data Recovery and Disaster Recovery**

This is the same as for *SAP SuccessFactors Employee Central Core HR*

## **SALES QUESTIONS**

**What is the price point for Time Tracking?**

The material code was added to the HXM price list in January 2021. Pricing was been established in USD, and this is converted to other currencies with each price list update:

Users	List Price	Low End Price (LEP)
1 – 2,000	\$3.15	\$0.72
2,001 – 5,000	\$2.80	\$0.46
5,001 – 10,000	\$2.62	\$0.46
10,001 – 15,000	\$2.50	\$0.46
15,001 – 25,000	\$2.39	\$0.46
25,001 – 50,000	\$2.32	\$0.46
50,001 – 75,000	\$2.23	\$0.35
75,001 – 100,000	\$1.99	\$0.35
100,001 – 999,999	\$1.69	\$0.35

**Is this solution part of the HCM sales bag?**

Yes

**Is the new SKU already on the price list?**

Yes, it was added to the general price list in January 2021.

**Is this also available on the indirect price list?**

Yes.

**What is the material code?**

8008975

**Is this discountable?**

Yes

**Do standard SAP Cloud Terms & Conditions apply?**

Yes

**Is the demo environment configured to be able to show the new features?**

Yes. We (will) set up multiple integrated demo instances with demo scripts. These should be available in the demo systems by mid-2021.

**What are the keys to early wins?**

Identify key targets in existing pipeline, which includes existing SAP on-premise accounts looking to move to the cloud as well as SFSF accounts that need time tracking for salaried and low to medium complexity hourly-paid employees, but do not need the full suite of products offered by our solution extensions, such as scheduling or rostering.

**Is there an end of life date for Employee Central Time Sheet?**

Not yet, but this is being considered. We will monitor the number of customers who remain on the existing time sheet and decide how to proceed. In the meantime, existing Employee Central customers will be able to continue using the current Time Sheet within Employee Central. For new customers as well as renewals we recommend shifting to Time Tracking for attendance and work time

recording and evaluation.

**What's the process of adding a customer to the early adopter program for P2P integration with SAP ERP HCM, and will they be able to use it in production environment?**

Yes, all early adopter programs are run in the customer's production system. If a customer is interested in taking part in the beta program, please contact

[mailto:Smolders,Frans <frans.smolders@sap.com>](mailto:Smolders,Frans<frans.smolders@sap.com>)

**Where can I learn more about SAP SuccessFactors Time Tracking?**

Announcements for and recordings of enablement sessions and documentation are posted to the [Jam Group](#).

**Where can I get information on training and enablement?**

This will be available in the [Jam Group](#).

The suggested Learning Journey is available on the [Learning hub](#), certification for Time Management is expected in June/July 2022

**SUPPORT**

**What is the support model?**

Standard SAP support.

**Is preferred care included?**

Customers can opt for Preferred Care/Preferred Success.