IN–RGY + SAP SuccessFactors

Release Management

2H Highlights 2024.11

Table of contents

Foundation

Employee Central
- > Core
- > Time Off
- > Time Tracking
- > Global Benefits
- > Payroll

Recruitment

Onboarding

Learning Management

Performance & Goal Management

Compensation & Variable Pay

Succession & Development

Reporting

IN–
RGY

Here's what you need to know about:

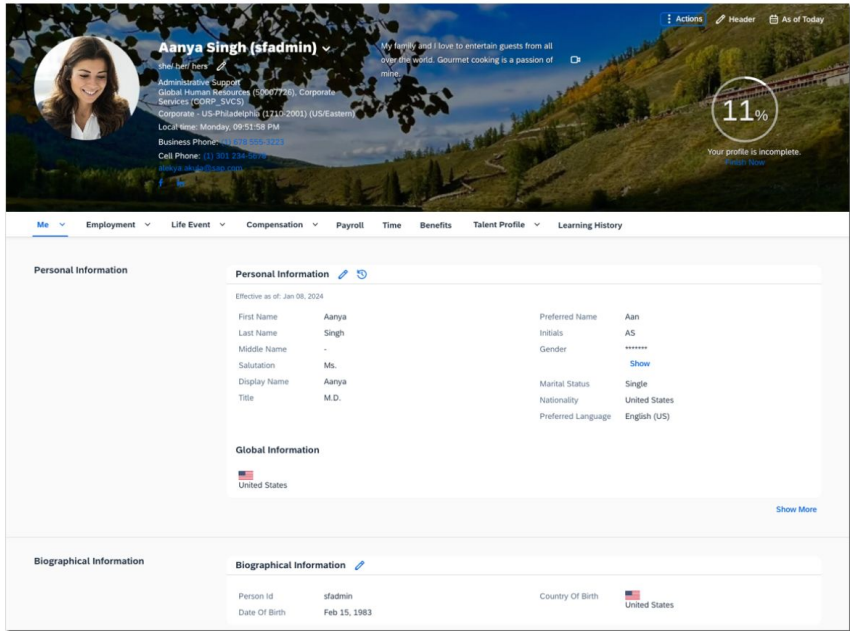
SAP SuccessFactors

Foundations

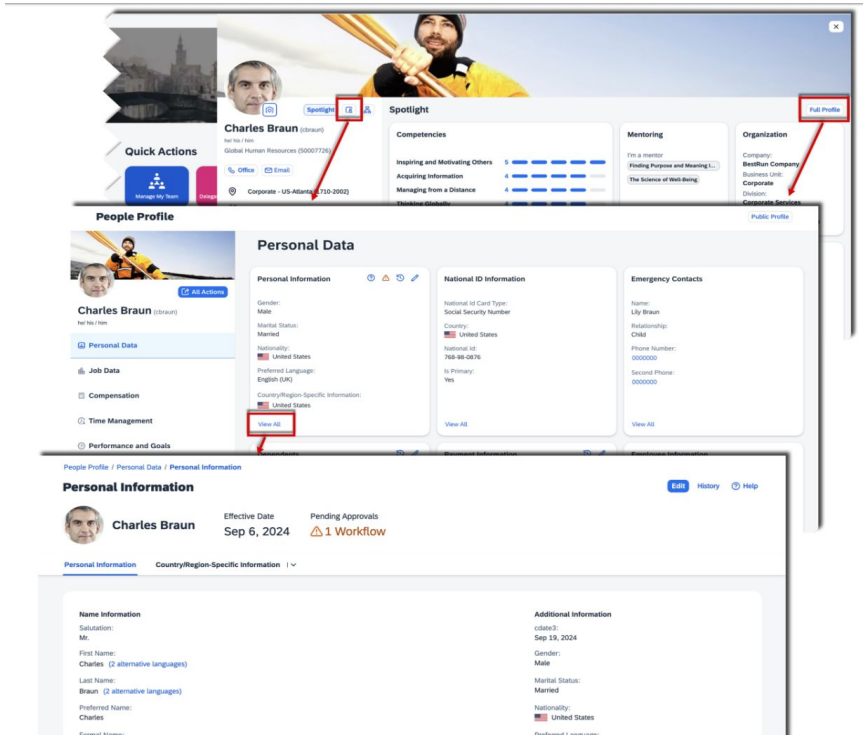
1 Full Profile of the Latest People Profile

Continuing improving the user experience, SAP is now delivering the Full Profile experience. When Full Profile is enabled on the Latest People Profile, you will have employee's data organize into cards instead of a one pager divided into blocks. Cards are grouped into predefined categories that gives you access details UI. The goal is to improve user navigation and modernize the look and feel of the people profile page.

Before



After



Update information:
Reference Number: WEF-136653
Enablement: Customer Configured
Lifecycle: General Availability

Prepared by:
CAROLE TETREAULT
SAP SuccessFactors Consultant

1 Enhancements to AI-Assisted Writing and Availability in More Areas (1/2)

This update expands the availability of AI-assisted writing to more areas of the product and introduces new features. Previously, AI-assisted writing was limited to certain areas, but now it is accessible in a wider range of features and tools.

Additionally, the update includes the Content Translation and Text Analyzer features. These features enable AI to assist users in translating content and analyzing text to extract relevant information.

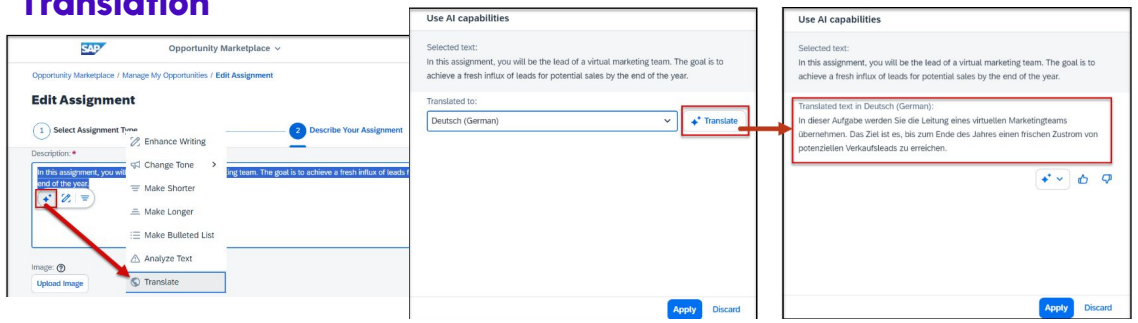
New modules adopting AI-assisted writing in this 2H-2024 release:

Compensation, Rewards and Recognition, Variable Pay, Calibration, Employee Central, Platform, Learning, Onboarding, Dynamic Teams (including Objectives and Key Results), Latest People Profile, Talent Intelligence Hub

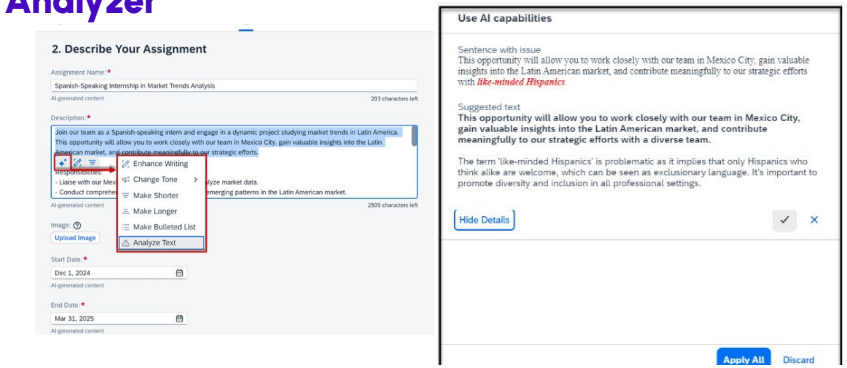
The Text Analyzer feature scans for the following specific safety:

- **Inclusiveness**: Age Bias, Cultural Bias, Gender Bias, Mental Health Bias, Racial Bias, Religious Bias, Sexual Orientation Bias, Socioeconomic Bias, Ableist/Physical Ability Bias -
- **Harmful Content**: Insulting and Offensive Language, Firearms and Weapons, Hate Speech, Slang and Overly Informal Language, Self-Harm, Sexual Content, Toxic and Exclusionary Speech, Violent Speech, War.

Translation



Text Analyzer



Update information:
Reference Number: GAI-473
Enablement: Contact Customer Engagement Executive or Account Manager
Lifecycle: General Availability

Prepared by:
JULIE LAURENDEAU
SAP SuccessFactors Consultant

IN–
RGY

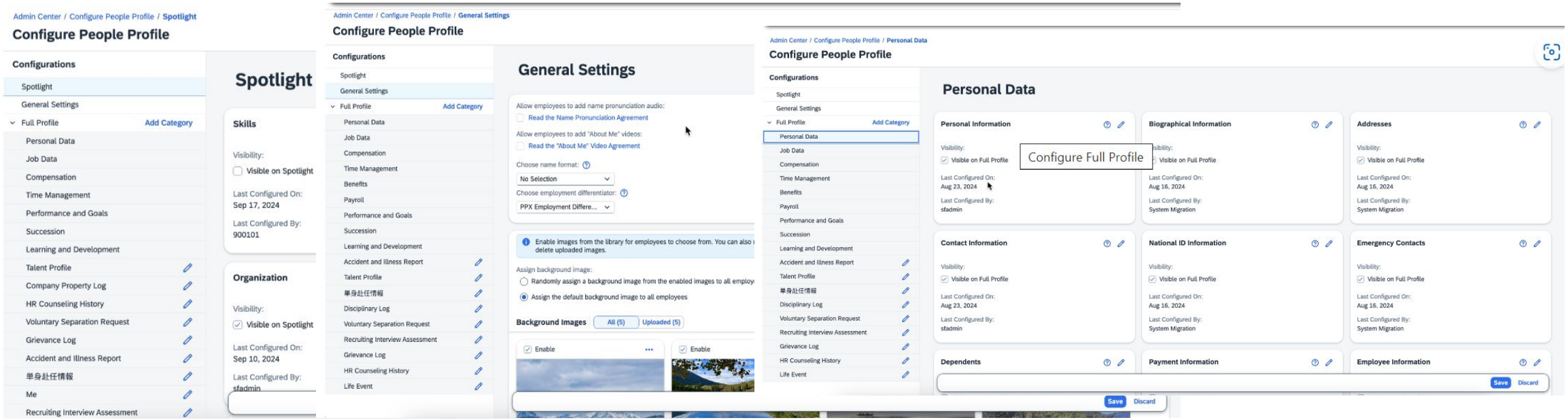
Here's what you need to know about:

SAP SuccessFactors

Employee Central Core

1 New Admin Tool for the Latest People Profile

As presented in the platform section, Full Profile, the Latest People Profile is being release. SuccessFactors added a new tool to manage the Full Profile on the Latest People profile. With this tool you will be able to perform multiple tasks related to your employee file such as Name Format, Manage Background images, Manage Spotlight, Create and/or manage predefined and custom cards.



After

Update information:
Reference Number: SFEDU-19643
Enablement: Customer Configured
Lifecycle: General Availability

Prepared by:
CAROLE TETREAULT
SAP SuccessFactors Consultant

2 New Use Cases for Employee Central Quick Actions for Position

If you haven't started using EC Quick Actions you are missing out! With EC quick actions, Employee Self-Service and Manager Self-Service were made easier. With this release, SAP is releasing more quick actions. It is now possible to add the following Quick Actions for Position using templates

- Change "To Be Hired" Status Of Position
- Change Working Time for Position
- Deactivate Position
- Reclassify Position

The manager experience is made easier with the help of templates, as they offer guidance and minimize complexity by displaying only the necessary fields tailored to the specific use cases.

Update information:
Reference Number: ECT-234132
Enablement: Customer Configured
Lifecycle: General Availability

Prepared by:
CAROLE TETREAULT
SAP SuccessFactors Consultant

IN–
RGY

Here's what you need to know about:

SAP SuccessFactors

Employee Central Time off

1 Sync Upcoming Time Off to Microsoft Teams Calendar

Isn't fun when all your system speaks together! The new sync upcoming Time Off to Microsoft Teams Calendar enhancement allows employees to easily view their upcoming time off directly within their Teams Calendar, eliminating the need to switch between different platforms.

This integration enhances productivity and efficiency by providing employees with a centralized view of their time off and work schedules, enabling better planning and managing schedules in everyday business social scenarios.

The sync can be done for the next 12 months via two new quick actions, **Sync Absences to Calendar** and **Sync Holidays to Calendar** available for users in Microsoft Teams.

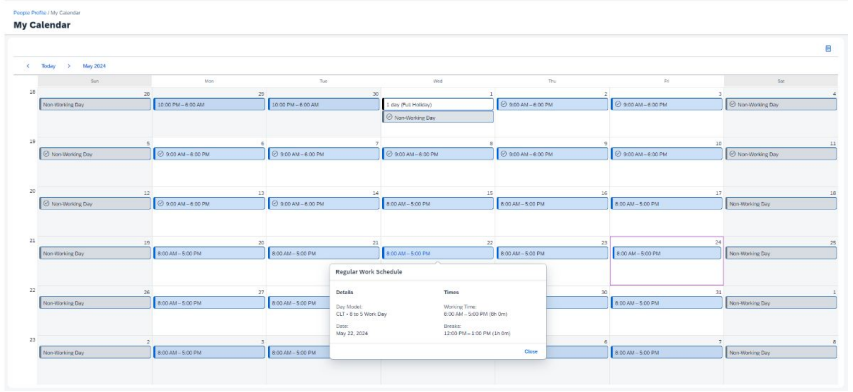
Update information:
Reference Number: WRK-1618
Enablement: Automatically on
Lifecycle: General Availability

2 My Calendar UI as ESS

The employee is now able to view their monthly planned working times, including temporary changes and holidays in a single calendar view.

This enhancement can be enabled with one click to View My Calendar quick card under Manage Home Page. Then employee can access the monthly calendar either using the View My Calendar card on the home page or View my calendar in the action search.

After



Update information:
Reference Number: TIM-41962
Enablement: Customer Configured
Lifecycle: General Availability

Prepared by:
LOAN LUU
SAP SuccessFactors Consultant

3 Deprecation of Accrual Posting Method "Classic"

As No Recalculation Postings method has more advantages over the Classic one, with 1H 2025 release, the Classic method will be removed.

The advantages of No Recalculation Postings method include, but not limited to:

- Less data volume, especially for daily accruals.
- There are no longer any issues if you have duplicate accruals. If you use the No Recalculation Postings method, duplicate accrual postings are cleaned up automatically.
- If the accrual posting method is changed during recalculation, the date change is considered as well. The Classic method only considers quantity changes

For existing clients, after the release, all Time Account Types will be migrated to No Recalculation Postings.

Update information:
Reference Number: TIM-35667
Enablement: Automatically on
Lifecycle: Deprecated

4 Changes to the Earliest Possible Recalculation Date

This major enhancement on the Time Management Configuration object allows the system to update earliest possible recalculation date automatically regularly instead of manually. Hence, it helps to prevent performance issues and provides more flexibility.

As after the upgrade, all existing Time Management Recalculation Events with dates before the earliest possible recalculation date will be deleted, it is highly recommended to review current settings under Admin Center > Manage Data > Time Management Configuration and adjust if needed.

Before

After

Update information:
Reference Number: TIM-41341
Enablement: Automatically on
Lifecycle: General Availability

Prepared by:
LOAN LUU
SAP SuccessFactors Consultant

IN–
RGY

Here's what you need to know about:

SAP SuccessFactors

Employee Central Time Tracking

1 Business Rules in Time Valuation

Time Valuation function keeps evolving with the help of this enhancement. Two new valuation types, **Decision by Business Rule** and **Calculation by Business Rule** are now available for all Time Tracking customers.

These valuation types allow you to access Job Information data through business rules and can also automate more complex calculations :

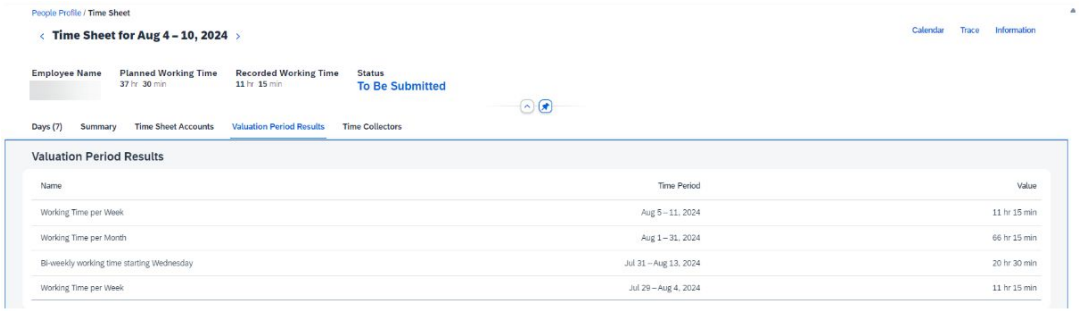
- Decide which time valuations are processed based on an employee's FTE, pay grade, location, or department.
- Use FTE as a factor in calculations.
- Calculate prorated threshold values in the hire year of an employee.

Update information:
Reference Number: TIM-40738
Enablement: Customer Configured
Lifecycle: General Availability

2 Valuation Period Results on the Time Sheet UI

Enhancing from last release feature which allowed new calculation periodicity, the Valuation Period Results tab showing time valuation results from flexible periods is now available directly on the Time Sheet UI.

Information showing on the UI includes time type group, the period of the time valuation result, and the aggregated result for the time type group in that period.



After

Update information:
Reference Number: TIM-45223
Enablement: Customer Configured
Lifecycle: General Availability

Prepared by:
LOAN LUU
SAP SuccessFactors Consultant

3 Temporary Holiday Calendar

The Temporary Holiday Calendar enhancement facilitates business travel and holidays management in an organization.

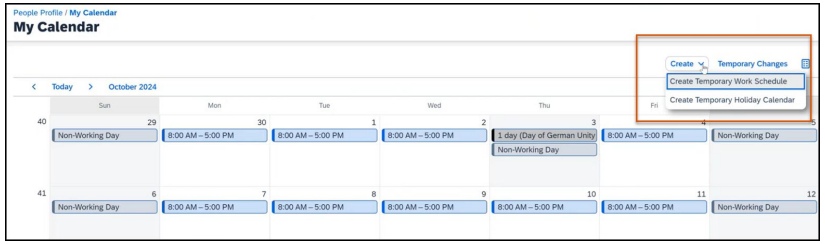
It provides the flexibility and control to handle temporary changes in employees' holiday schedules while ensures that employees are properly scheduled and compensated during these periods.

The enhancement is also made to meet the regulatory requirements that mandate consideration of public holidays in an employee's current work location when on a business trip.

The temporary holiday calendar can be chosen by using either the country/region of business travel or the holiday calendar name as the search criteria. If a workflow is configured, the temporary changes are sent for approval.

This information can also be replicated to an SAP payroll system.

After



Update information:
Reference Number: TIM-44621
Enablement: Customer configured
Lifecycle: General Availability

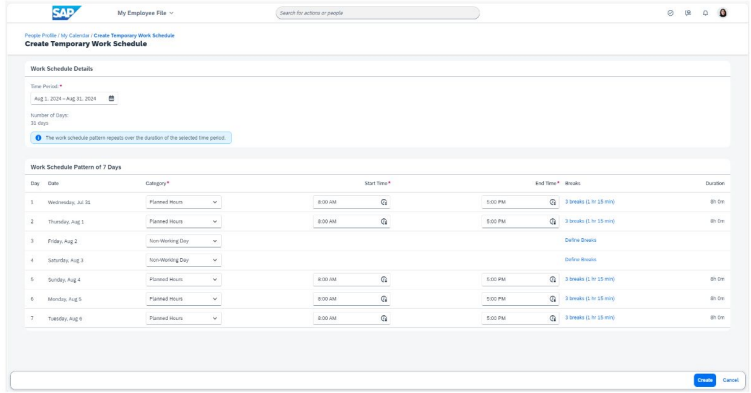
4 Create Temporary Work Schedule Employee Self-Service UI

Supporting work-life balance initiatives, SuccessFactors creates a feature that allows employees to adjust their work hours or days for a specified period, typically due to personal circumstances, family obligations, health issues, or for other reasons.

This change can now be made at the employee's finger tips via ESS UI.

The temporary changes are sent for approval if a workflow is configured.

After



Update information:
Reference Number: TIM-43572
Enablement: Customer Configured
Lifecycle: General Availability

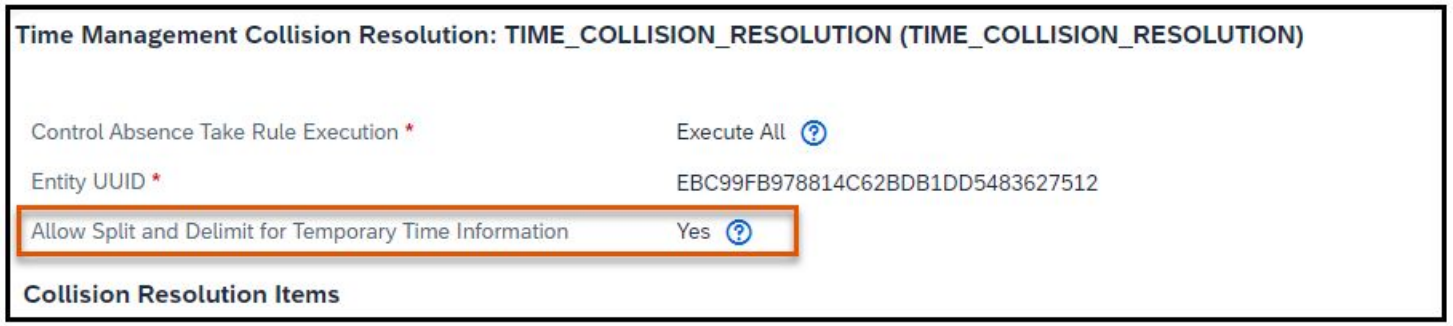
Prepared by:
LOAN LUU
SAP SuccessFactors Consultant

5 Split and Delimit for Temporary Changes of Work Schedule and Holiday Calendar

Along side with the enhancement on Temporary Holidays Calendar and Temporary Work Schedule, SuccessFactors also introduces the split and delimit feature.

This feature allows the creation of a temporary change in a time duration where another temporary change already exists, either fully or partially overlapping, while giving priority to the new temporary change and overwriting the existing one for the overlapping time period.

This feature is available for temporary changes in both work schedule and holiday calendar.



After

Update information:
Reference Number: TIM-43616
Enablement: Customer Configured
Lifecycle: General Availability

Prepared by:
LOAN LUU
SAP SuccessFactors Consultant

IN–
RGY

Here's what you need to know about:

SAP SuccessFactors

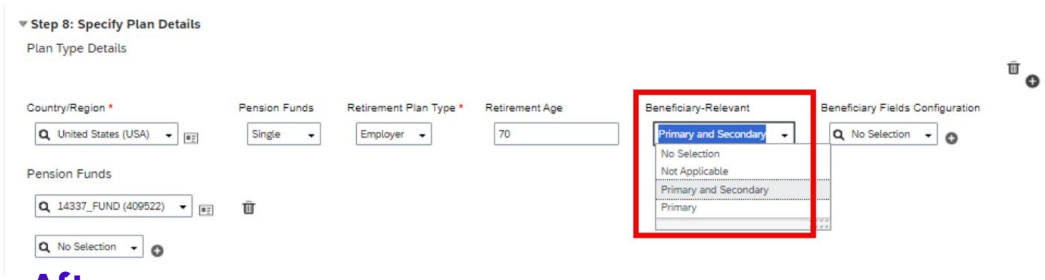
Employee Central Global Benefits

1 Manage Beneficiaries on Pension Enrollment UI

Function to specify beneficiaries at the moment of enrollment for Pensions, now is available. Enrollee will manage the beneficiaries.

Configure your pension benefits adding the field "Beneficiary Relevant" and select between primary, primary and secondary options; and follow the beneficiary fields configuration.

Please note this configuration needs the Benefits configuration UI for the latest benefits enrollment experience.



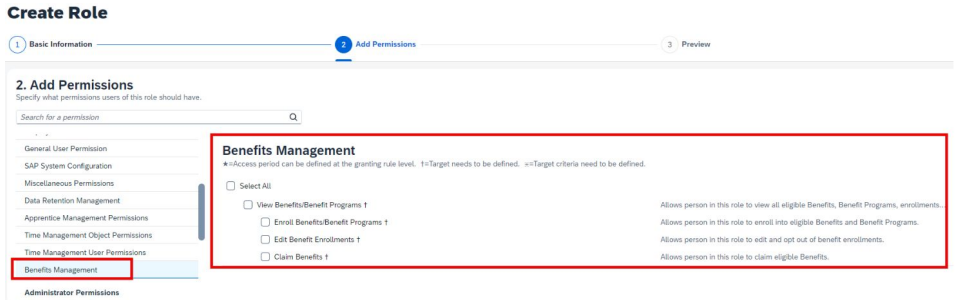
After

Update information:
Reference Number: BEN-15444
Enablement: Customer Configured
Lifecycle: General Availability

2 Redesign of Benefits Permissions

Current permission "Enable Employee Actions on Benefits/Benefit Programs" was moved to a new section under User Permissions called "Benefits Management".

From one option, now was broken down into four options: View, enroll, edit and claim benefits.



After

Update information:
Reference Number: BEN-16513
Enablement: Automatically on
Lifecycle: General Availability

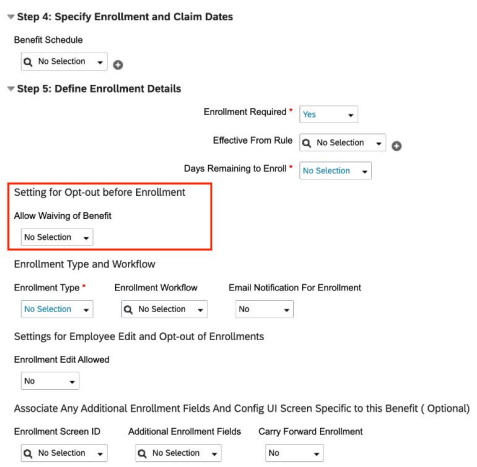
Prepared by:
PAOLA PRIDA
SAP SuccessFactors Consultant

3 Manage Opt Out button during Benefit selection process

In this release we have the option to enable or disable Opt Out option to benefits. This feature comes added to latest Benefit Enrollment experience.

As simple to select the option in benefit configuration under "Allow waiving of benefit" new field. Benefit administrator could set benefits accordingly policies when enrollees can decide to use or not Opt Out option.

After



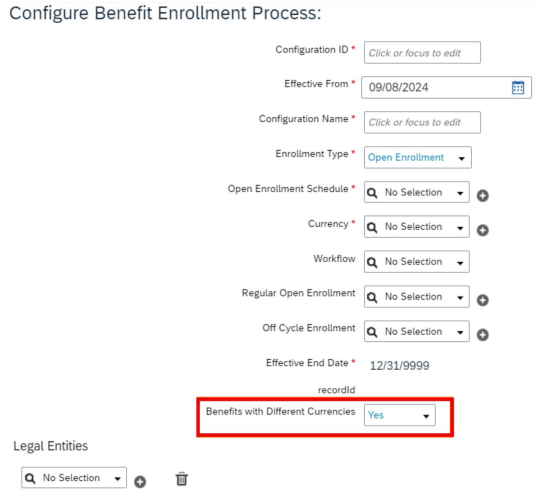
Update information:
Reference Number: BEN-17684
Enablement: Automatically on
Lifecycle: General Availability

4 Manage Benefits with different currencies in Latest Benefit Enrollment process

Just one little step advanced to manage benefits with different currencies.

A new field was added to Benefit Enrollment Process where we can define if benefit uses different currencies. Take in account if was set as "yes', system won't calculate total cost for employee in the "Your Cost" section.

After



Update information:
Reference Number: BEN-17677
Enablement: Automatically on
Lifecycle: General Availability

Prepared by:
PAOLA PRIDA
SAP SuccessFactors Consultant

IN–
RGY

Here's what you need to know about:

SAP SuccessFactors

Employee Central Payroll

1 Deletion of Pay Statement (Fiori-like) Integration

Pay Statement (Fiori-like) integration was ended of maintenance on April 1, 2022 and will be deleted on November 15, 2024.

The customs using the Pay Statement (Fiori-like) integration with an SAP SuccessFactors Employee Central Payroll license, can use the new Pay Statement (direct) integration.

Update information:
Reference Number: PAY-8155
Enablement: Automatically on
Lifecycle: Depreciated

2 Enabling Certificate Revocation for Employee Central Payroll

New functionality was added to simplify certificate management and help to keep your environment secure.

When the configuration of the certificate revocation is enabled, compromised certificates are blocked during a certificate-based authentication provided that such corrupted certificates are already known by the certificate authority.

Update information:
Reference Number: PAY-15349
Enablement: Automatically on
Lifecycle: General Availability

Prepared by:
Khaled HASSEN
SAP SuccessFactors Consultant

3 SAP Cloud Identity Services - Identity Provisioning For Employee Central Payroll

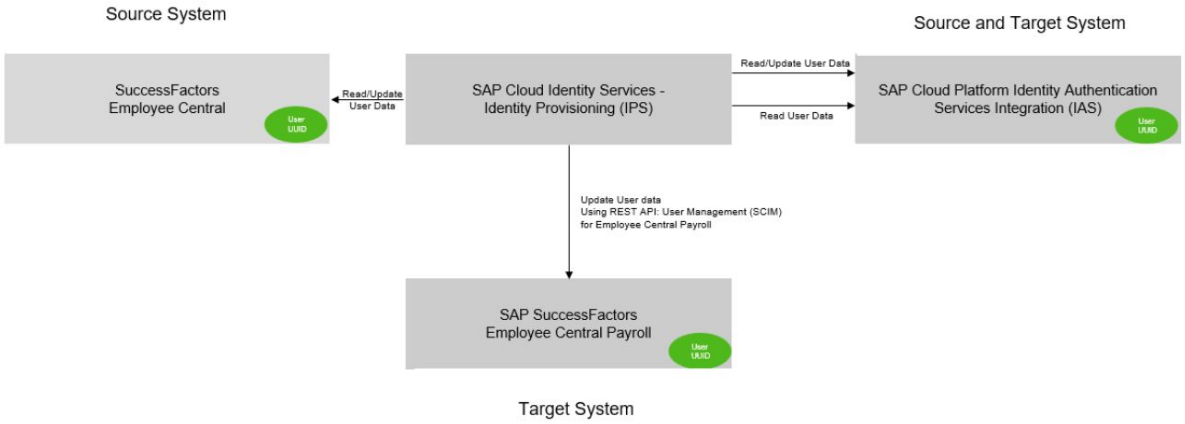
New feature Identity Provisioning was developed to replace the Employee Central Payroll User Creation report. You can enable this feature to replicate user records in the Employee Central Payroll system.

Before

Previously, you created users with the User Creation report.

After

In the current version, we've enabled users' replication using the REST API: User Management (SCIM) for Employee Central Payroll



Update information:
Reference Number: PAY-24026
Enablement: Customer Configured
Lifecycle: General Availability

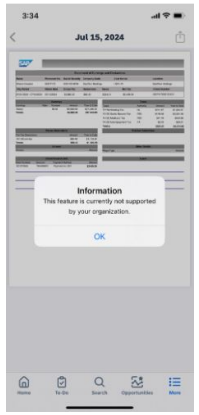
Prepared by:
Khaled HASSEN
SAP SuccessFactors Consultant

4 Enhancements to Pay Statement Features in Mobile App

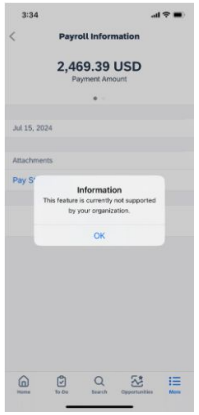
Two improvements have been made to the mobile app for pay statements.

We made these improvements to make it clearer to users why they may not be able to access payroll information and to allow users with restricted download permissions to view pay statements.

After



Before



Update information:
Reference Number: MOB-88100
Enablement: Automatically on
Lifecycle: General Availability

5 Deletion of Arrow-Based Pay Statement Integration

Arrow-based pay statement integration reached End of Maintenance on May 17, 2024 and will be Deleted on November 15, 2024.

There are other pay statement options that do not require the replication of payroll results and that offer a better user experience. Please use the new Pay Statement (direct) integration. The Pay Statement (direct) option allows employees to easily access their pay statements from a desktop or mobile device.

Update information:
Reference Number: PAY-27984
Enablement: Automatically on
Lifecycle: Deleted

Prepared by:
Khaled HASSEN
SAP SuccessFactors Consultant

IN–
RGY

Here's what you need to know about:

SAP SuccessFactors

Recruiting

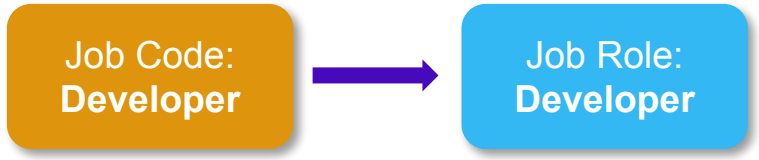
1 Mapping of Job Code with Multiple Job Roles

Previously, administrators could only map a Job Code to one Job Role/Job Profile. However some customers can have unique job descriptions, competencies, and requirements for positions under the same Job Code. A "Manager" in North America might have very different responsibilities than a "Manager" in South America. Customers used to have to create variations of a specific job code (XXXXXXXX_A, XXXXXXXX_B, etc) so that they could map them to the specific Job Roles they wanted to use.

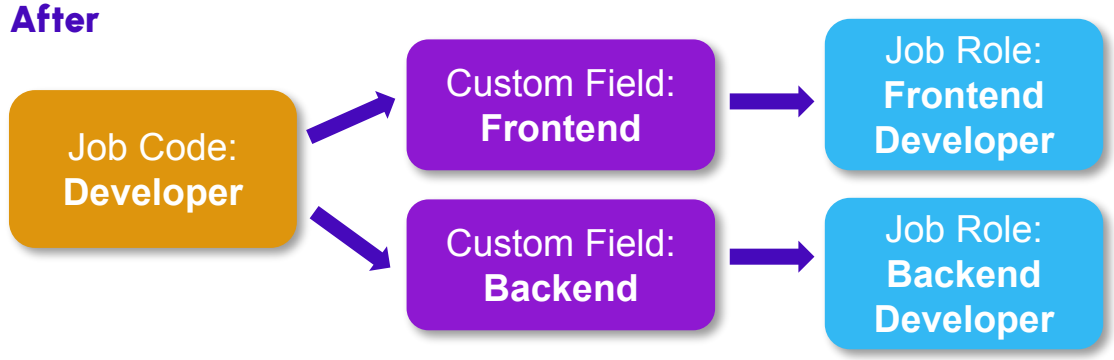
Now with the 2H 2024 release, administrators can create a custom field that can be used to map a Job Code to multiple Job Roles. The mapping will now look for unique combination of the Job Code and a new custom field value in order to associate it to a Job Role. So now you can create more specific Job Profiles for your postings.

Example:
- Job Code 12345678 is titled "Developer".
- Now you can create a Job Role for "Backend Developer" and "Frontend Developer".
- And if you create a custom field to identify "Frontend" or "Backend", they can both be mapped to the same Job Code.

Before



After



Update information:
Reference Number: WSM-4158
Enablement: Automatically on
Lifecycle: General Availability

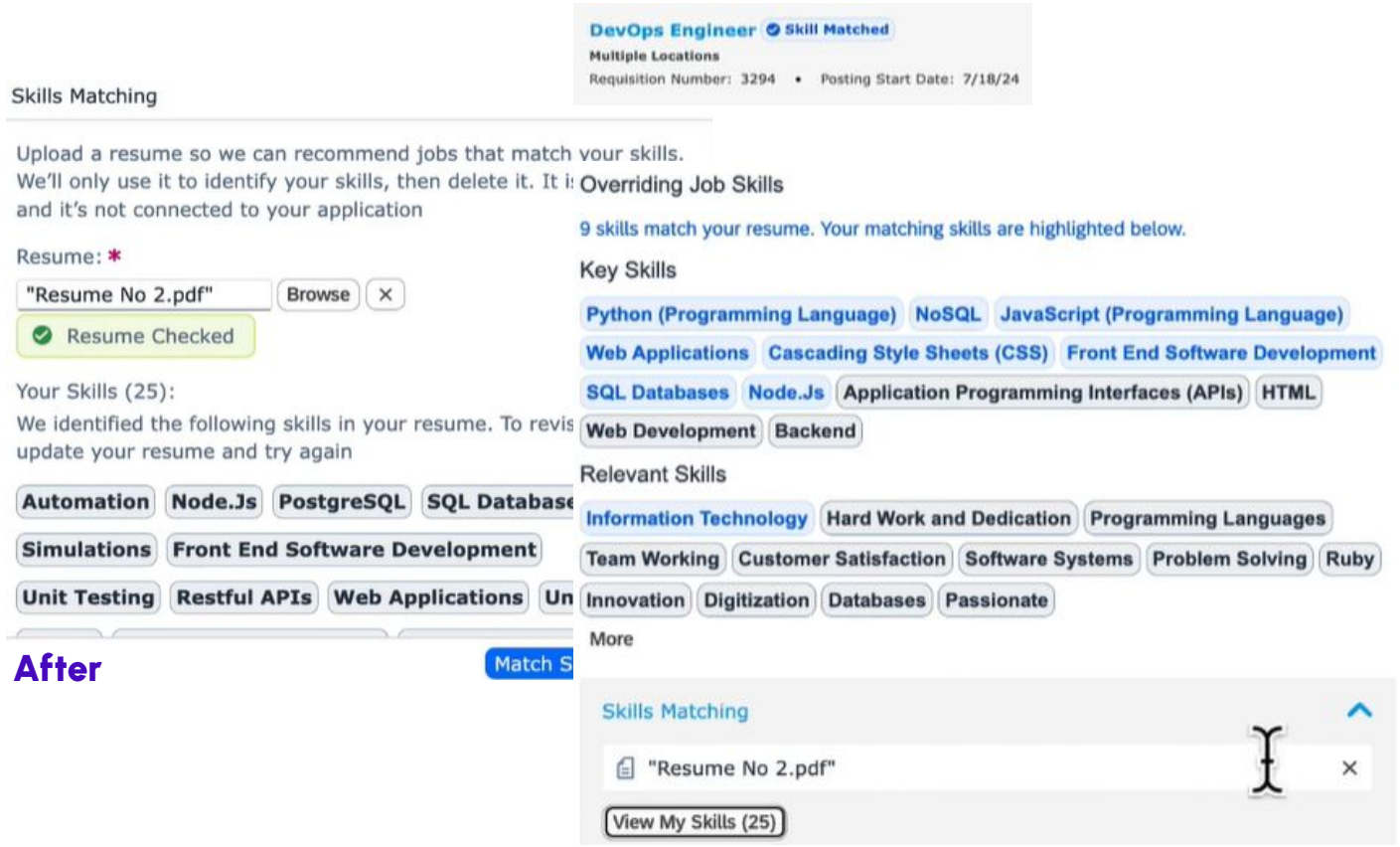
Prepared by:
BENJAMIN ROSBOTTOM
SAP SuccessFactors Consultant

2 AI-Assisted Job Skills on Career Sites / Skills Matching for Candidate Resumes

The 2H 2024 SuccessFactors release brings in several tools for using AI to automate Skills Matching searches for job seekers. Candidates can now upload their resume, and AI will quickly identify which job postings contain Skills that match their abilities/experience. Candidates can then click on the job posting link and see which specific skills are a match.

It's important to note that there are some pre-requisites that need to be in place before utilizing this functionality. Customers need to purchase an AI Units license from SAP, and Career Site Builder needs to be configured to use the new Unified Data Model. The Requisition Job Profile must also be configured to use Skills.

However, once these pre-requisites are in place, then customers can unlock this new functionality that greatly assists candidates with finding the jobs that will be a perfect match for their career goals.



After

Update information:
Reference Numbers: RMK-33323 / RMK-33304
Enablement: Customer Configured
Lifecycle: General Availability

Prepared by:
BENJAMIN ROSBOTTOM
SAP SuccessFactors Consultant

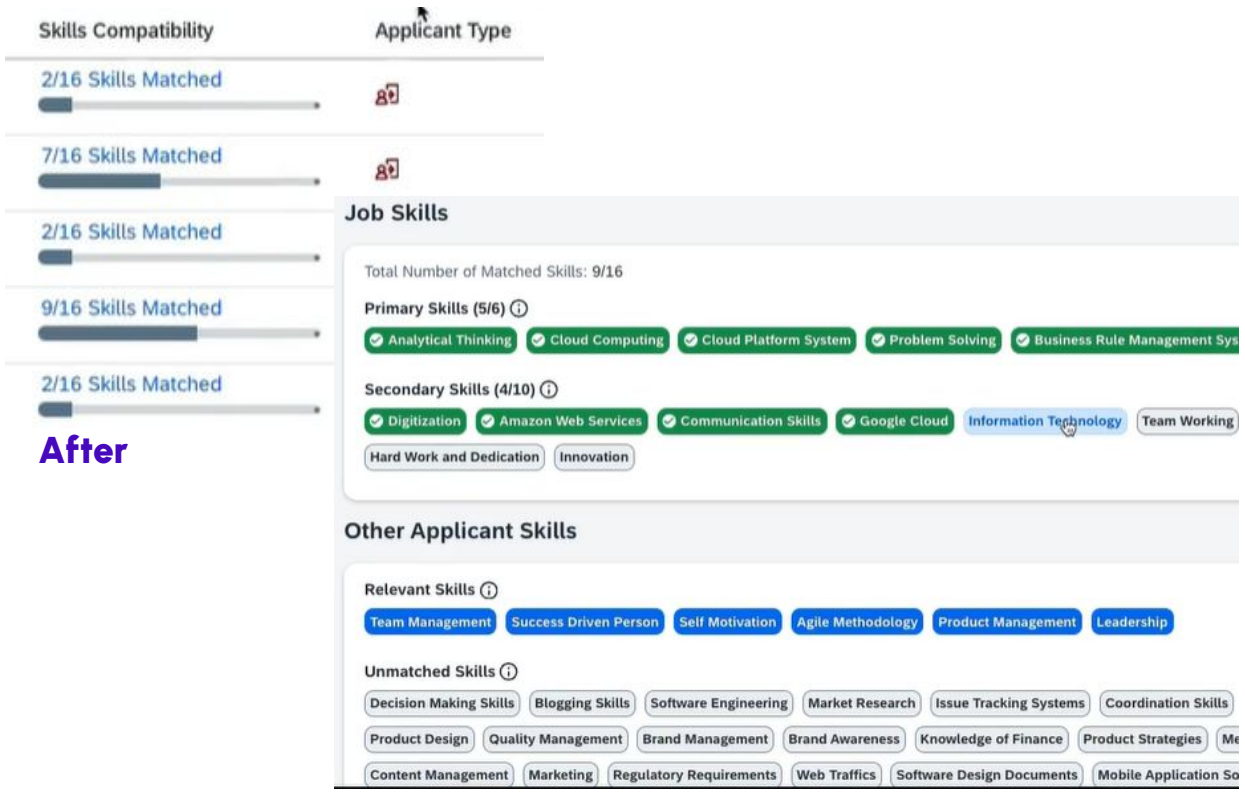
3 Enhancements to AI-Assisted Skills Matching for Applicant Screening

In addition to the candidate-facing enhancements, the 2H 2024 release also enabled some Recruiter AI-Assisted Skills Matching tools.

For example, Recruiters can now quickly view how many Skills a Candidate matches for the posting from the Requisition's Applicant list. Hovering over the Skills Compatibility column for a specific Applicant will display an overview of the Skills that were matched.

Recruiters can view further details by selecting the applicant record. They will be able to see a breakdown of their matched Job Skills, categorized into Primary (required) and Secondary (optional) Skills. There's also a section that displays possibly related skiils that the candidate has that weren't called out on the Requisition.

As with the previous AI-Assisted Skill Matching enhancements, there are some pre-requisites that need to be in place before utilizing this functionality. Customers need to purchase an AI Units license from SAP, and Career Site Builder needs to be configured to use the new Unified Data Model. The Requisition Job Profile must also be configured to use Skills.



After

Update information:
Reference Number: RCM-124343
Enablement: Automatically on
Lifecycle: General Availability

Prepared by:
BENJAMIN ROSBOTTOM
SAP SuccessFactors Consultant

IN–
RGY

Here's what you need to know about:

SAP SuccessFactors

Onboarding

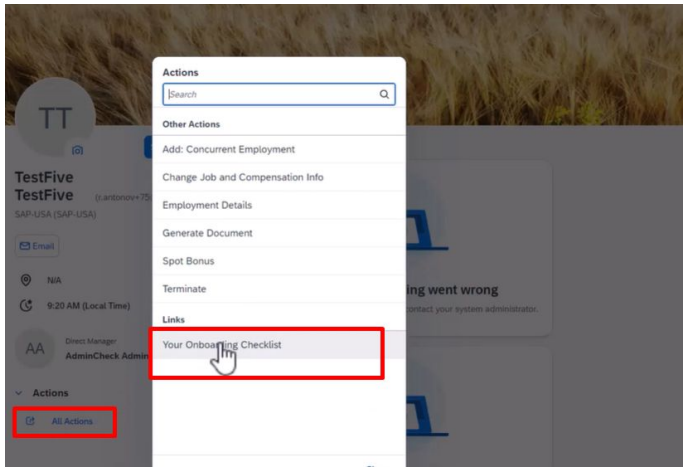
1 Onboarding Enhancements for the Latest People Profile

The latest People Profile page now includes an option for employees to access their Onboarding information. They can do this by selecting the Onboarding Checklist from the All Actions menu

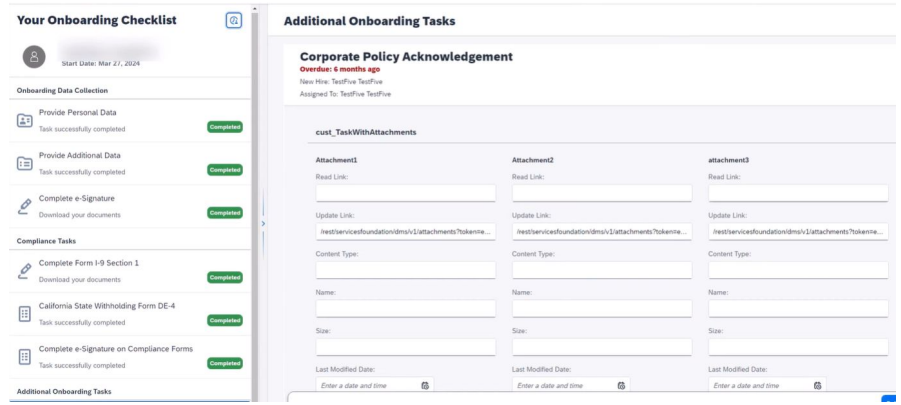
The type of information available are:

- Compliance Forms
- Client specific Documents generated during the process
- Information and attachments provided during Personal Data Collection and Custom Data Collection steps

Previously, after the completion of Onboarding, it was not possible to access Onboarding information and documents. That's a practical new feature!



After



Update information:
Reference Number: OBX-21900
Enablement: Automatically on
Lifecycle: General Availability

Prepared by:
Zeelia Geyser
SAP SuccessFactors Consultant

2 Enhancement to the Offboarding Process

There are a few exciting enhancements to the Offboarding process

1. We now have an Offboarding Process Flow in the Process Variant Manager. This enhancement allows you to customize the Offboarding experience and add or remove tasks from the process.
2. Termination Date and Manager changes after Offboarding was started will update and reflect correctly on the Offboarding Dashboard. All corresponding tasks will be updated with the new Termination date and To-Do cards will be reassigned to the new manager with a notification sent to the new manager.

The Offboarding Dashboard has been updated and will reflect the following tasks:

- Manager Data Review
- Employee Data Review
- Offboarding Activities
- Offboarding Custom Tasks

Update information:
Reference Number: OBX-7719 and OBX-30148
Enablement: Automatically on
Lifecycle: General Availability

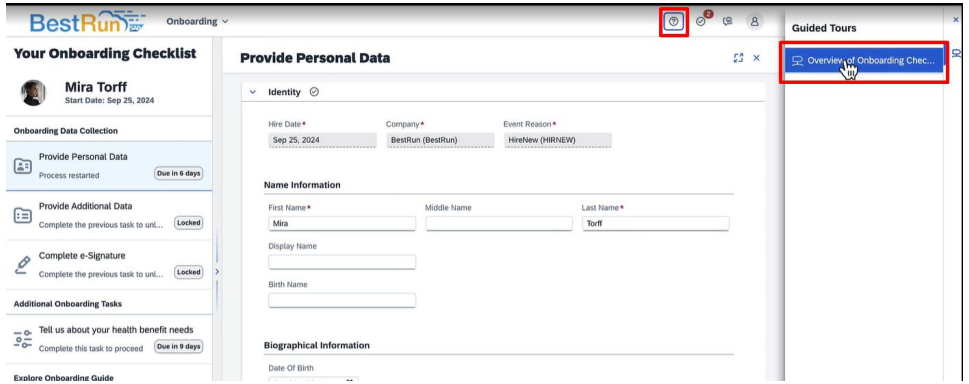
Prepared by:
Zeelia Geyser
SAP SuccessFactors Consultant

3 Additional Enhancements to New Hire Onboarding Journey

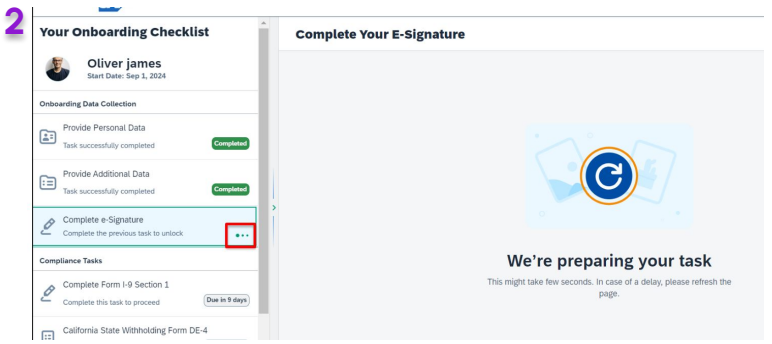
There are several additional enhancements to the Onboarding Journey that were not previously available

1. A guided tour, is now available from the Open Help icon present in the header section of the Your Onboarding Checklist page. When opened the New Hire will be guided through the process
2. After a new hire completes a task, a busy/loading indicator will be shown for any pending tasks until the next relevant task becomes available
3. The avatar, name, and the start date of the employment is displayed on the left pane (specifically on the top-left) of the Your Onboarding Checklist page

1

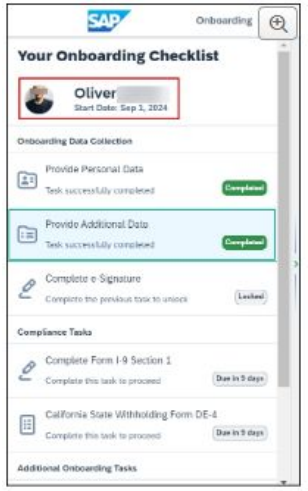


2



After

3



Update information:
Reference Number: OBX-30254
Enablement: Automatically on
Lifecycle: General Availability

Prepared by:
Zeelia Geyser
SAP SuccessFactors Consultant

IN–
RGY

Here's what you need to know about:

SAP SuccessFactors

Learning Management

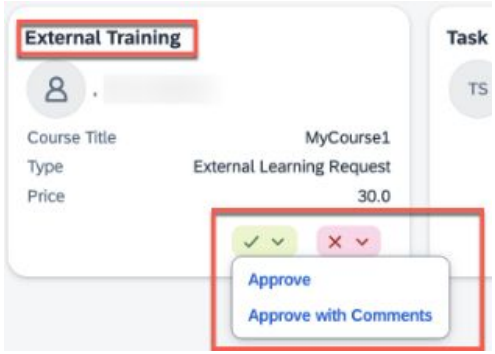
1 Approvals for Learning Requests in the New Learning Experience

The New Learning Experience pushed by SAP since 2H23 keeps improving, step-by-step.

Several features that were still not present are now available with the latest release.

All learning approvals are now displayed on the home page and user can take action from tiles.

After



Update information:
Reference Number: LRN-157815
Enablement: Automatically on
Lifecycle: General Availability

2 Team View and Overdue Training Reminders

In the same spirit, the Team view, available for all managers in Learning, has been redesigned to look consistent with the new Learning experience.

All actions that were in the legacy Team view are not available yet, but for sure it will keep improving.

For now, the main feature of that view is the Overdue Training Reminders which allows managers sending mass or individual reminder notification to team members

Update information:
Reference Number: LRN-156393
Enablement: Automatically on
Lifecycle: General Availability

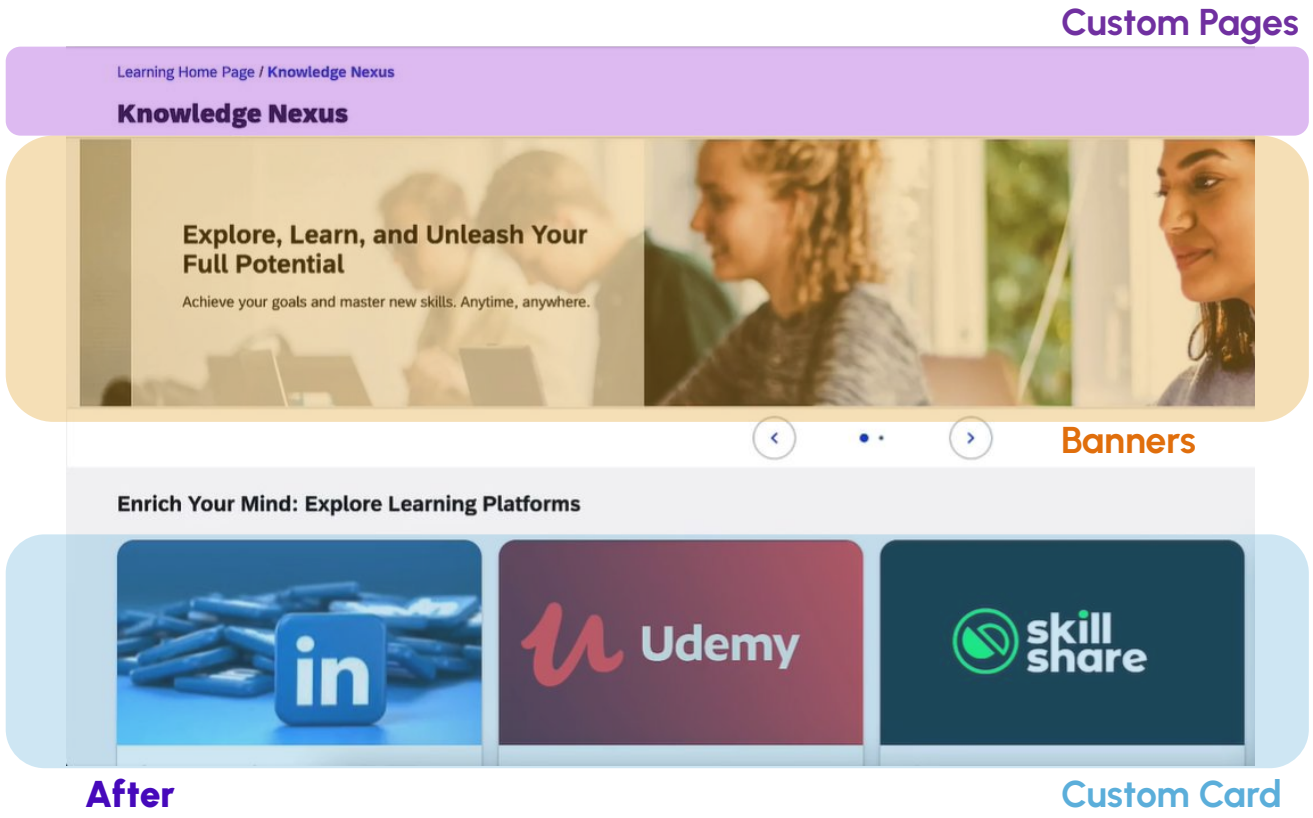
Prepared by:
Sébastien Roberto
SAP SuccessFactors Consultant

3 Customized Learning Experience

A new permission is now available in Learning – Manage Custom Experience.

This permission give access to several brand new transactions that will give you the opportunity to customize end-user interface :

- Custom Pages : create unique custom pages with banners and custom sections, which learners can access in their new Learning home page.
- Banners : create a banner in SAP SuccessFactors Learning to display information to targeted users for a specific period of time on the new Learning home page. A banner can contain an image, text, and a button to launch a URL or send and email.
- Custom Card : create custom cards to display in their own section on the new Learning home page



Update information:
Reference Number: LRN-158046 / LRN-152446 / LRN-159671
Enablement: Customer Configured
Lifecycle: General Availability

Prepared by:
Sébastien Roberto
SAP SuccessFactors Consultant

4 Automatic import of Open Content Network items into Learning

You can now automatically import learning content from Open Content Network (OCN) providers to make their courses available to your learners.

This will save precious time, as this import still needed to be performed manually before.

Moreover, for customers who did implement AI features, there is now a possibility to automatically associate skills with Open Content Network items.

This job was also to be done manually in the past.

Update information:
Reference Number: MOB-88100
Enablement: Automatically on
Lifecycle: General Availability

Prepared by:
Sébastien Roberto
SAP SuccessFactors Consultant

4 Deprecation of User Native Learning Sign-In

User native learning sign-in will now officially being deprecated from November 2024.

This is not a surprised and if you a have scenario where external users access the LMS, you've hopefully find an alternative or migrated to Platform-to-Identity Authentication and Learning-to-Identity Authentication.

Update information:
Reference Number: KM-11822
Enablement: Automatically on
Lifecycle: Deleted

5 Disable Option For The New Learning Experience Removed

With the announcement of the New Learning Experience, many customers express to SAP that they were not ready to move yet.

For this reason, SAP brought a feature to temporarily disable the new learning experience.

This option will now be removed and all customers need to prepare to the deprecation of the legacy experience.

Update information:
Reference Number: LRN-163377
Enablement: Automatically on
Lifecycle: General Availability

Prepared by:
Sébastien Roberto
SAP SuccessFactors Consultant

IN–
RGY

Here's what you need to know about:

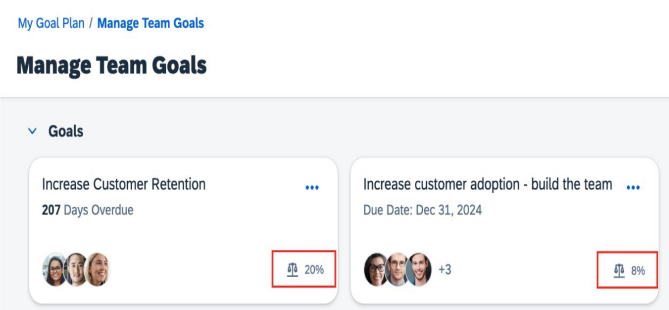
SAP SuccessFactors

Performance & Goals

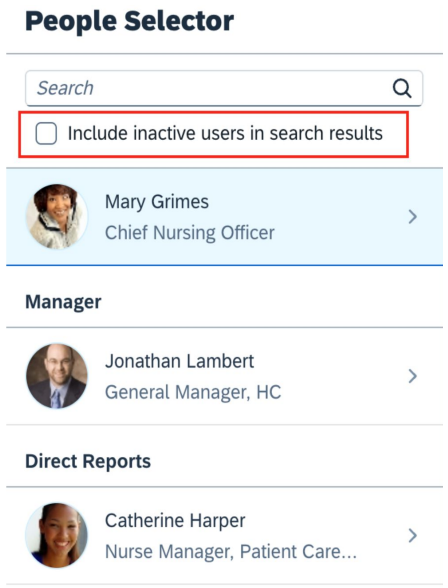
1 User Experience Enhancements to the Latest Goal Management

User experience is continuously improving on the Latest Goal Management. SuccessFactors is now releasing multiple changes improving the end user experience in the Latest Goal Management such as adding Weights, improving the People selector, Goal details page, Goal Alignment, Milestones, etc.

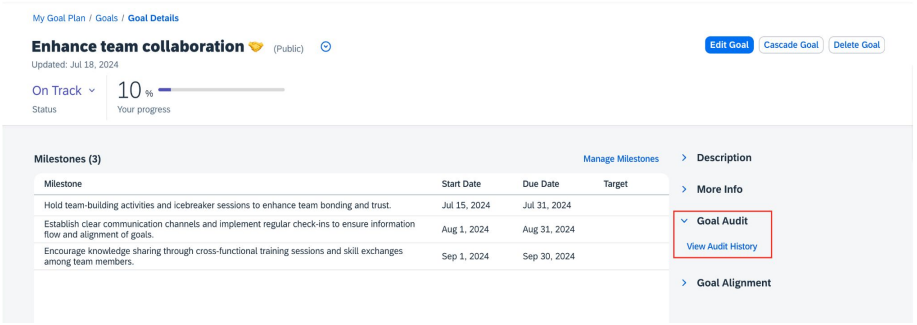
After



Weight has beend added



Inactive users can be included in the search



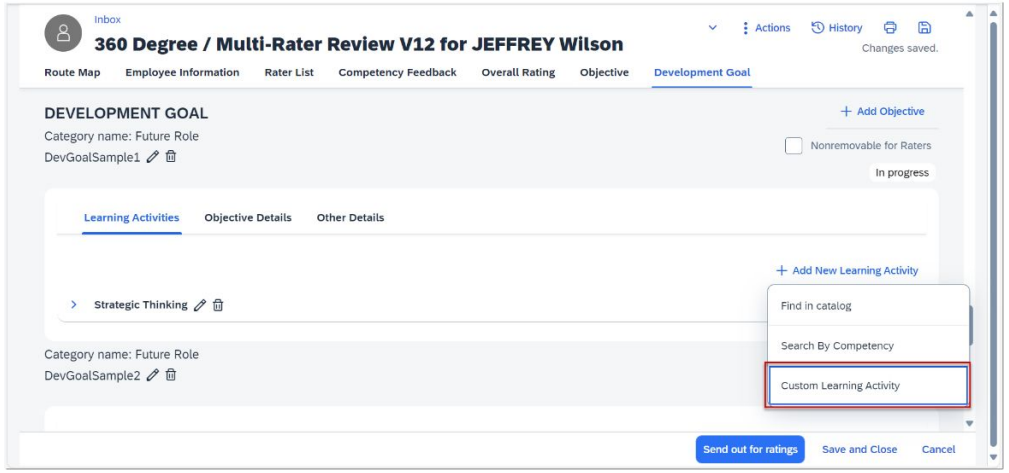
View audit History has been moved to the right

Update information:
Reference Number: TGM-18410
Enablement: Automatically on
Lifecycle: General Availability

Prepared by:
CAROLE TETREAULT
SAP SuccessFactors Consultant

2 Custom Learning Supported on 360 Reviews Forms

It is now possible to add or manage Custom Learning on 360 Review Forms when the Latest Goal management is enabled



After

Update information:
Reference Number: MTR-9273
Enablement: Customer Configured
Lifecycle: General Availability

3 Link and Unalign Goals

Users now have the ability to connect their performance goals with the goals of another user or detach goals as necessary in the latest Goal Management update.

To link a goal, users have the choice to do it by choosing Link Goal option on their goal card or go to another user's goal and choose the **Link with Mine** option.

To unalign goal, user needs to use the **Unalign Goal** option on their goal card.

Update information:
Reference Number: TGM-17894
Enablement: Contact Enablement Partner
Lifecycle: General Availability

Prepared by:
CAROLE TETREAULT
SAP SuccessFactors Consultant

IN–
RGY

Here's what you need to know about:

SAP SuccessFactors

Compensation & Variable Pay

1 Executive Review Based on Route Map Step

Before this update, permissions for the executive review were based exclusively on role-based permissions. This means that users had permissions to view or modify data in the executive review based on their Compensation plan assignment in the role without validating the steps in the workflow.

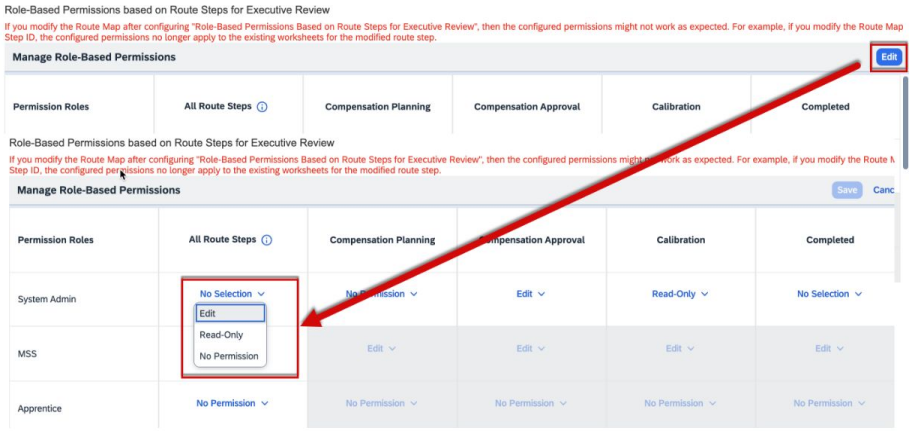
With this new feature, you can now configure specific permissions for roles based on the route map step. This means that you can set different permissions for users based on the specific step of the route map they are in.

There are four permission options available:

- **No Selection:** No specific permission is assigned.
- **Read Only:** Users can only view the data but cannot make any changes.
- **Edit:** Users can view and make changes to the data.
- **No Permission:** Users do not have any access to the data.

Before

After



Update information:
Reference Number: CMP-31385
Enablement: Customer configured
Lifecycle: General Availability

Prepared by:
JULIE LAURENDEAU
SAP SuccessFactors Consultant

2 Enhancement to the Apply Eligibility Rules Job

As part of the latest SuccessFactors release, SAP SuccessFactors improved the Apply Eligibility job to reduce the time it takes to apply eligibility rules. This enhancement optimizes the system resources used during the job execution. Additionally, if there are any issues in your system, you now have the option to opt-out of this feature. This improvement will be particularly beneficial for large companies.

Update information:
Reference Number: SFCMP-31599
Enablement: Automatically on
Lifecycle: General Availability

3 Store Compensation Data in Employee Central

An improvement has been made to the "Store Compensation Data in Employee Central" job to enhance its performance.

Now, if there are more than 50 worksheets, the job splits into smaller sub-jobs.

This optimization ensures better utilization of system resources and improves overall efficiency. The splitting of larger jobs allows for smoother processing and faster execution. It prevents overwhelming the system and maintains a streamlined process for storing compensation data in Employee Central.

This enhancement contributes to a more efficient and effective workflow for managing compensation data..

Update information:
Reference Number: SFCMP-30916
Enablement: Automatically on
Lifecycle: General Availability

Prepared by:
JULIE LAURENDEAU
SAP SuccessFactors Consultant

4 Refresh Employee History by Employee

You can now import employee user IDs and update their history using data from Employee Central during variable pay planning. This ensures that the employee information remains accurate and up to date.

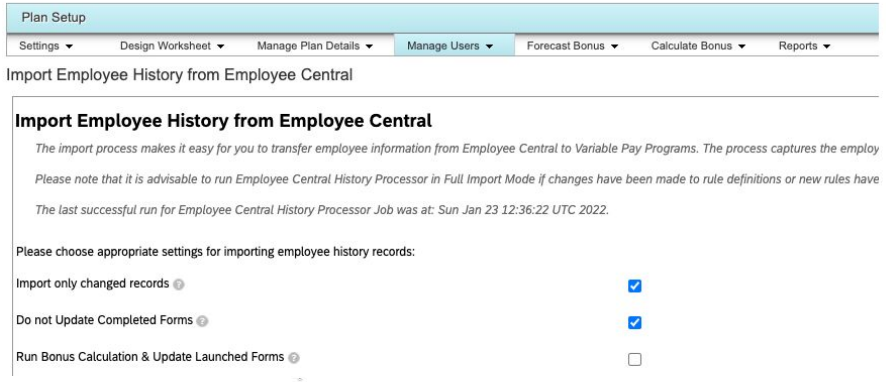
In Manage Users, Enable the setting to import only the records that have been modified and select the import method based on employee names. Write directly the name of the employee in the text box or Download a blank CSV template and populate it with the details of up to 100 employees. upload it to refresh the employee history for the specified user IDs. This process ensures that the most recent data is reflected in the system.

It's important to note that any recent changes made to employee history will not be included in this update. These changes will be incorporated in the next regular update cycle. This feature allows you to rectify any missed data from previous updates using this import option.

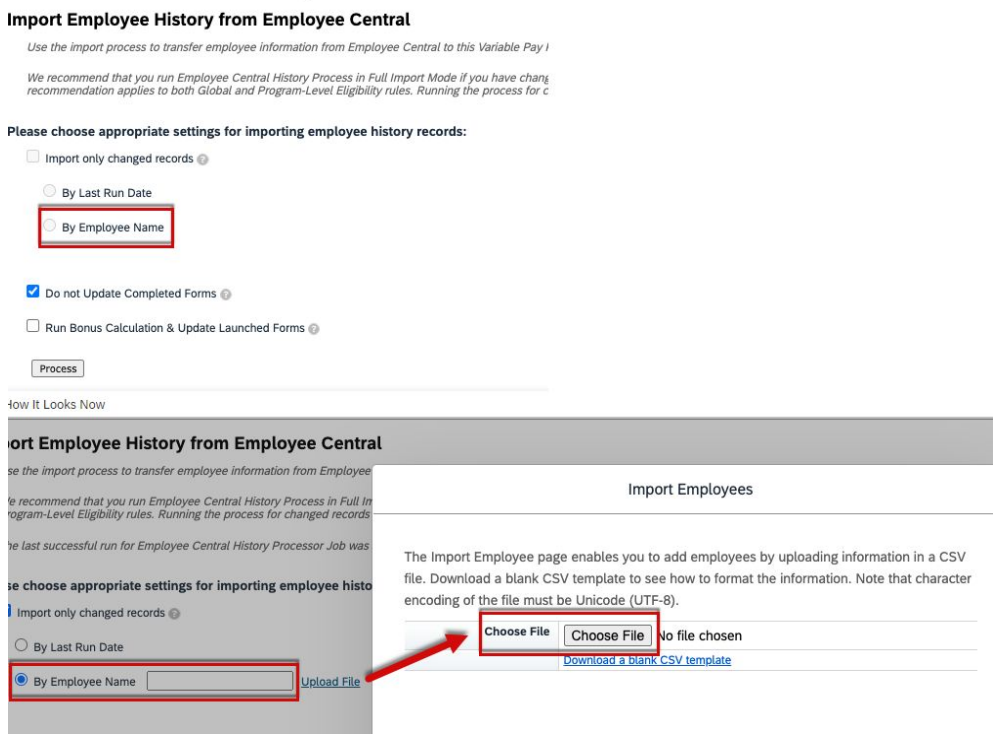
If no employee history has been imported into the system, the option to import only changed records will be disabled.

This enhancement provides an additional avenue to maintain accurate and up-to-date employee data specifically for variable pay planning..

Before



After



Update information:
Reference Number: VRP-13823
Enablement: Automatically on
Lifecycle: General Availability

Prepared by:
JULIE LAURENDEAU
SAP SuccessFactors Consultant

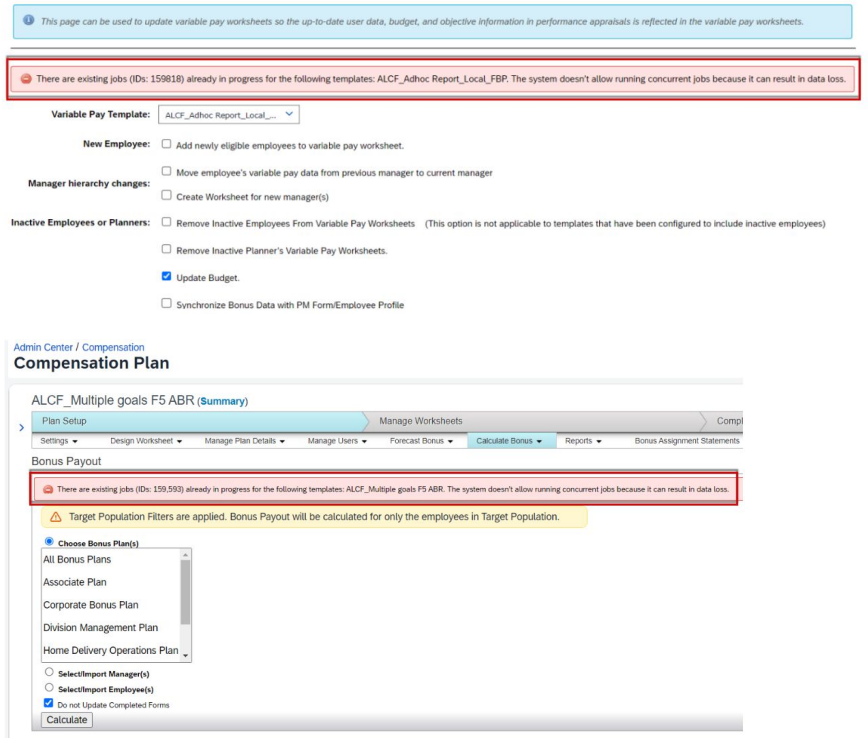
5 Calculate Bonus to Not Run Concurrently with Update Variable Pay

Previously, it was possible to accidentally trigger two specific jobs at the same time when using the "Update all worksheets" or "Calculate Bonus" functions.

To prevent any data inconsistencies or loss, SAP SuccessFactors has introduced a restriction. Now, it is not possible to run the "Calculate Bonus" job simultaneously with the "Eligibility" job for a template. These jobs both update the same data, and running them concurrently could lead to problems.

This enhancement is to ensure data integrity and prevent any occasional issues that were reported when these jobs were triggered together. By implementing this restriction, SAP SuccessFactors aims to maintain the accuracy and consistency of data in the system.

After



Update information:
Reference Number: VRP-14742
Enablement: Automatically on
Lifecycle: General Availability

Prepared by:
JULIE LAURENDEAU
SAP SuccessFactors Consultant

IN–
RGY

Here's what you need to know about:

SAP SuccessFactors

Succession & Development

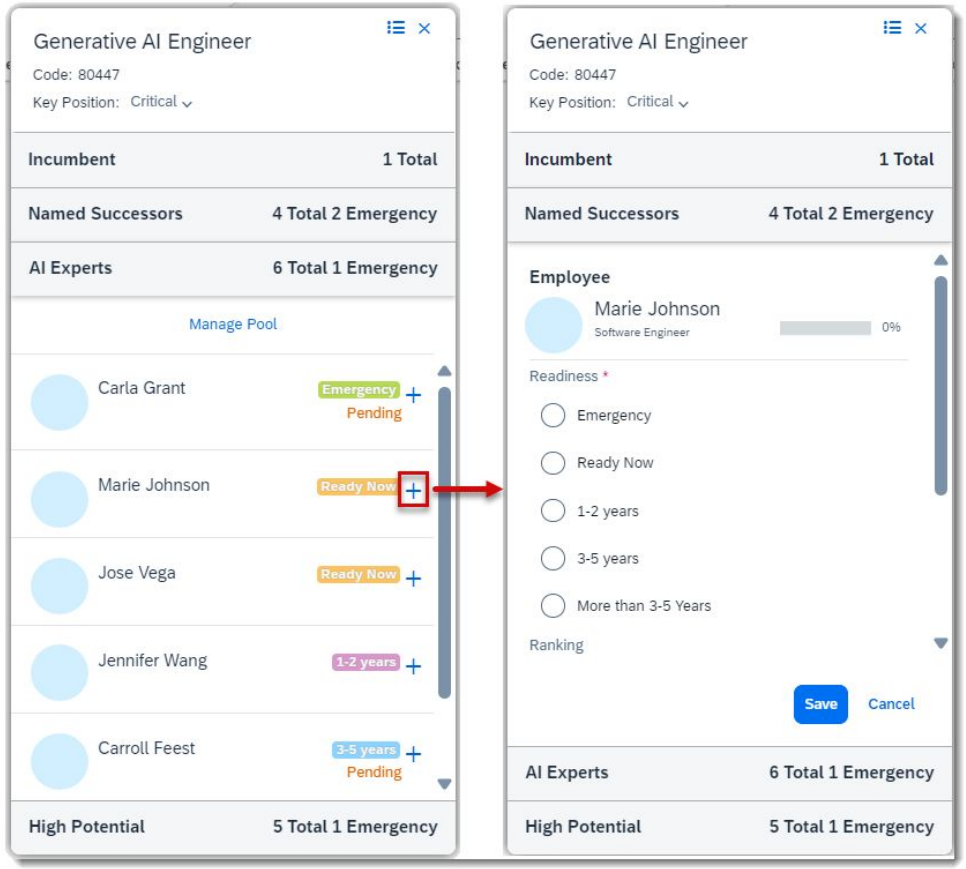
1 Simplified Experience of Nominating Talent Pool Members to a Position

For a position associated with talent pools, succession planners now have the ability to directly add successors from the talent pool sections on the position card in the Succession Org Chart or the Position Tile view.

Previously, while working with a position card, the user had to navigate to the employee's talent card and start nomination from scratch, including searching for the position.

The image on the left shows a position card with the "AI Experts" talent pool section opened. When the user selects the + (Add as successor) button for a member of this talent pool, the Named Successors section expands to allow them to provide more information before nominating the employee to the position.

After



Update information:
Reference Number: SCM-19808
Enablement: Automatically on
Lifecycle: General Availability

Prepared by:
Zeelia Geyser
SAP SuccessFactors Consultant

IN–
RGY

Here's what you need to know about:

SAP SuccessFactors

Reporting

1 Withdrawn: DEPRECATION OF TABLE REPORTS & CANVAS REPORTS

One of the best news we had with this release is not about a new feature but rather about an old one that is staying longer! The Depreciation announcement from the previous Releases about Table reports and Canvas report have been withdrawn by SAP. SAP current depreciation plans for these features have been put on hold. This mean that Table and Canvas remain to be used.

AND if you haven't activated Stories yet, you still should! It is a great dashboard building tool and it can bring a lot of values to your HR decision making.

Contact us to learn more about Stories (prerequisite SAP IAS)

Update information:
Reference Number: AYT-53648
Enablement: Automatically on
Lifecycle: Depreciated

Prepared by:
CAROLE TETREAULT
SAP SuccessFactors Consultant

2 Availability of SAP SuccessFactors Learning Live Connection from SAP SuccessFactors to SAP Analytics Cloud

If you have enabled Stories in People Analytics and have SuccessFactors Learning module, you will now be able to build Stories with blended data from other SuccessFactors modules.

Contact us to learn more about Stories (prerequisite SAP IAS)

Update information:
Reference Number: AYT-52599
Enablement: Automatically on
Lifecycle: General Availability

Prepared by:
CAROLE TETREAULT
SAP SuccessFactors Consultant

Need support?

Our consultants can help you with any updates you may need

CONTACT OUR TEAM

IN–
RGY

Follow-us!

Thank you

Copyright © 2024 Groupe IN-RGY Inc. All rights reserved.
THIS DOCUMENT CONTAINS INFORMATION THAT IS CONFIDENTIAL AND/OR PROPRIETARY TO GROUPE IN-RGY INC. ("IN-RGY") Access to, and use of, this document is restricted to the specific potential client that received it from IN-RGY ("Client") and is strictly limited to Client's internal review for purposes of evaluating a potential business relationship with IN- RGY. Client is not authorized to use, modify, reproduce or disclose this document, or any portions hereof or information contained herein, without IN-RGY's prior written consent. Except for the confidentiality obligations specified in this paragraph, this document does not create any legally binding obligations on the part of, or any rights in favor of, either IN-RGY or Client. This document does not constitute a commitment of any kind by either party to enter into a definitive agreement. IN-RGY makes no representations and provides this document "AS IS" and without any warranties.

in-rgy.com