ENTAGO

RELEASE NOTES HIGHLIGHTS 1H 2023

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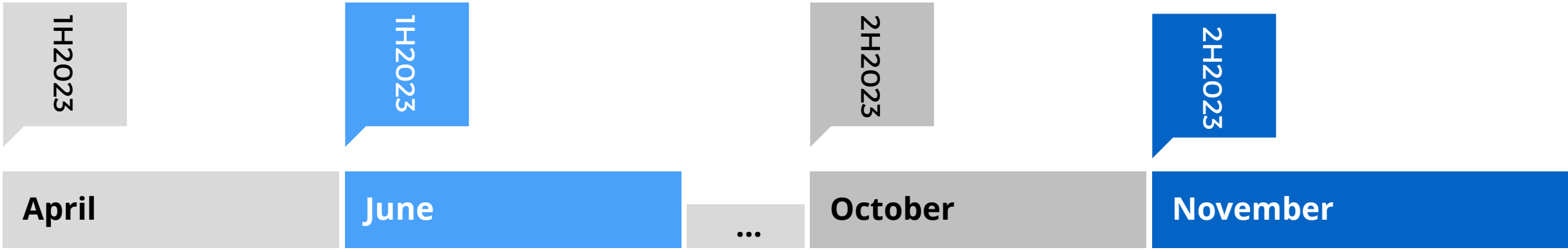
TIMELINE

SAP SUCCESSFACTORS RELEASE 2023



Preview

28. April 2023

Production

02. June 2023

Preview

20. October 2023

Production

17. November 2023

CONTENT

01 Platform

02 Employee Central

03 Employee Central Payroll

04 Time Tracking

05 Performance & Goals

06 Succession & Development

07 Recruiting

08 Onboarding

09 Compensation

10 Learning

PLATFORM

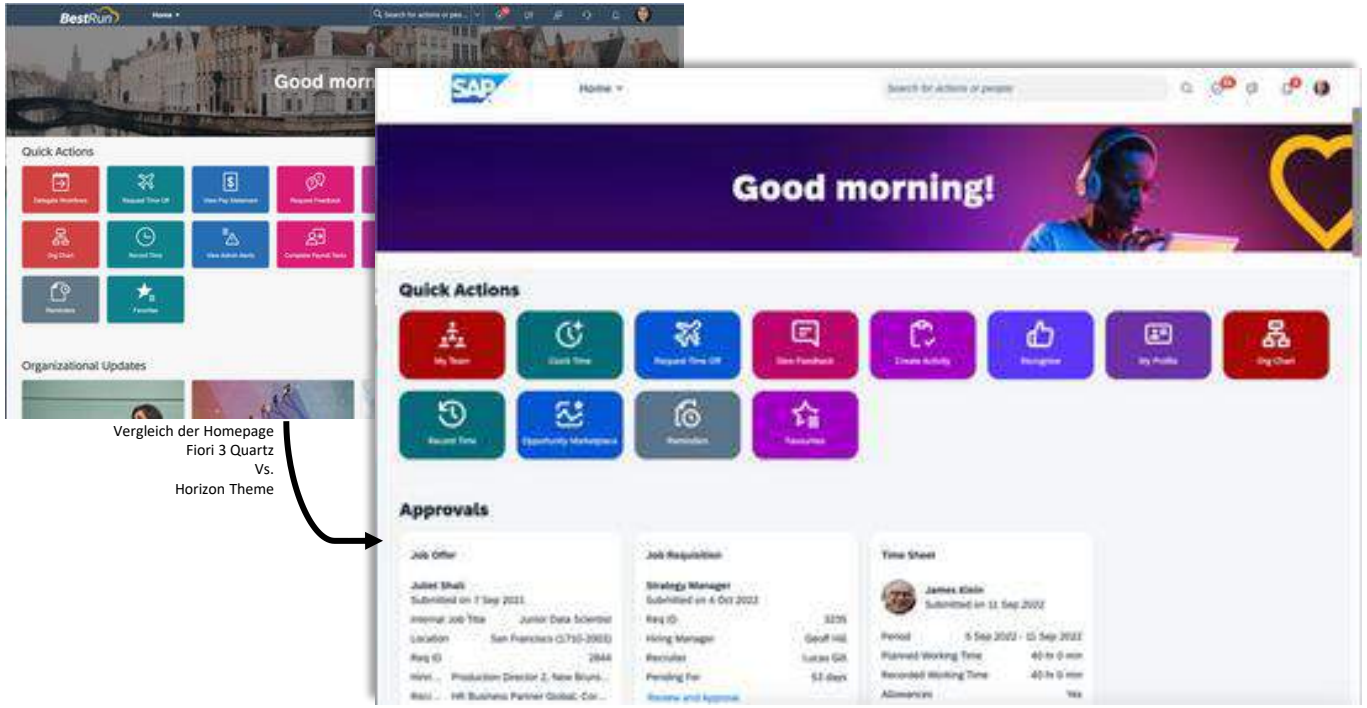
Release Notes 1H 2023

HORIZON VISUAL THEME AUTOMATICALLY ON BY DEFAULT

The Horizon Visual Theme, which was released in the 2H 2022 release, is the latest development of the SAP Fiori design system. It is enabled by default in all SAP SuccessFactors systems and is purely a visual change. It does not impact functionality or data. The Horizon Visual Theme replaces the old SAP Fiori themes Quartz (for Fiori 3) and Belize (for Fiori 2), which will be deprecated on November 17, 2023. For more information, please refer to the next slide (End of use for the Quartz theme for SAP Fiori 3).

What has changed?

- A new color palette and updated typography for improved readability and efficiency.
- Rounded corners and more white space for an appealing and modern look.
- A redesigned set of icons for consistency across all functional areas.
- A unified design for web and mobile platforms.



Vergleich der Homepage
Fiori 3 Quartz
Vs.
Horizon Theme

BENEFIT

- New modern user interface for a unified design between web and mobile platforms.
- Improved readability and layout for a more efficient user experience.

EFFORT

- For new customers, the Horizon theme is enabled by default.
- Customers already using SuccessFactors with the Fiori 3 Quatz theme can activate the Horizon theme ahead of time. A migration protocol is available for this purpose: Link

EVALUATION

- The Horizon theme activation is recommended as the maintenance of the current themes will be discontinued.
- SAP SuccessFactors functionalities are not affected by the activation.
- On November 17, 2023, the Horizon Theme will be enabled by default for all instances.

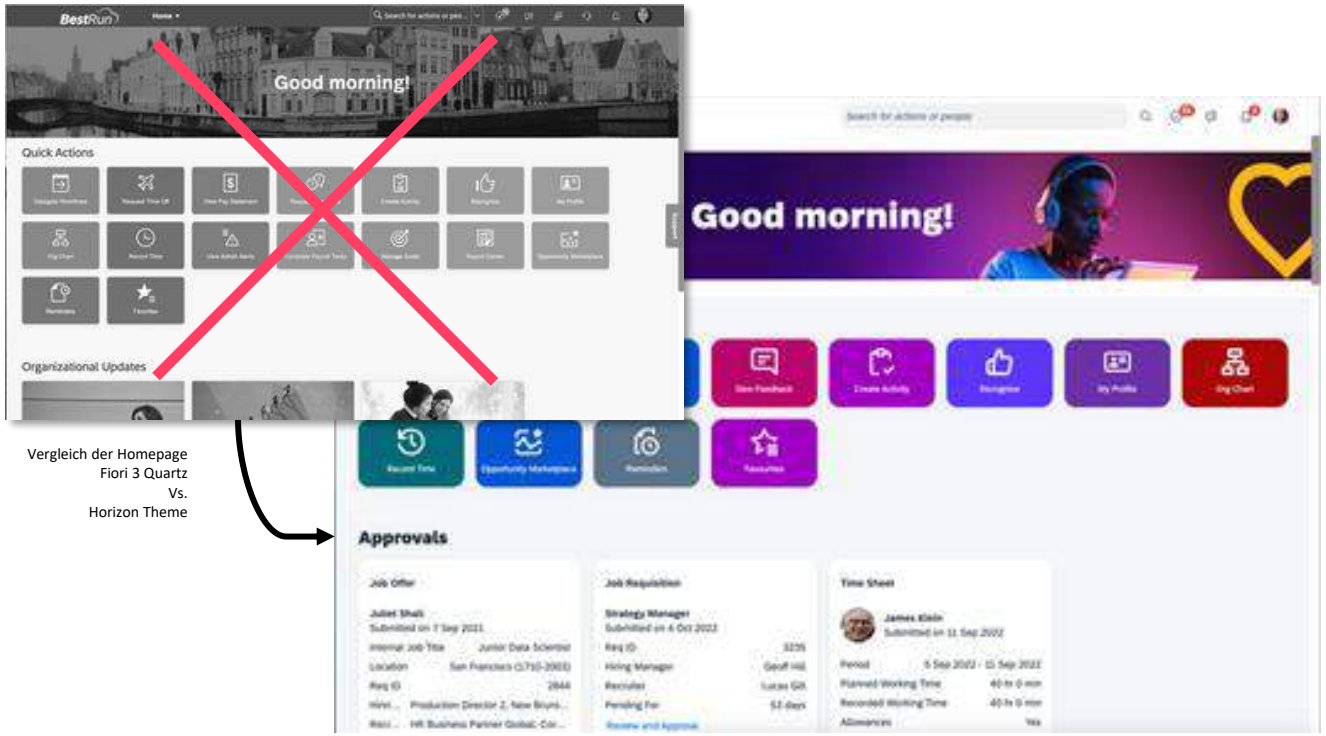
DEPRECATION OF THE QUARTZ THEME (FOR SAP FIORI 3)

The Fiori 3 Quartz theme was introduced in 2019 and has been the default base theme since H1 2022. The option to use the SAP Fiori Quartz theme as the base theme for SAP SuccessFactors will reach the end of maintenance on June 2, 2023 and will be deleted on November 17, 2023.

The latest visual theme for SAP Fiori is "Horizon". The Horizon theme is now available for testing and for productive use in all SAP SuccessFactors systems. It replaces the two previous base themes Quartz (for SAP Fiori 3) and Belize (for SAP Fiori 2).

What happens on the day of deletion? (November 17, 2023)

- Horizon will be the only supported base theme.
- Horizon is automatically activated in all SAP SuccessFactors systems.
- The option to switch from Horizon to Quartz base theme (by disabling the Enterprise System and Logo Settings - Enable Horizon Visual Theme for SAP Fiori setting) is removed.



Vergleich der Homepage
Fiori 3 Quartz
Vs.
Horizon Theme

BENEFIT

- The old design will be replaced with a new modern user interface and is intended to provide a consistent design between web and mobile platforms.
- This enables better readability and a more efficient user experience.

EFFORT

- For new customers, the Horizon theme is enabled by default.
- Customers already using SuccessFactors with the Fiori 3 Quatz theme can activate the Horizon theme ahead of time. A migration protocol is available for this purpose: Link

EVALUATION

- The Horizon theme activation is recommended as the maintenance of the current themes will be discontinued.
- SAP SuccessFactors functionalities are not affected by the activation.
- On November 17, 2023, the Horizon Theme will be enabled by default for all instances.

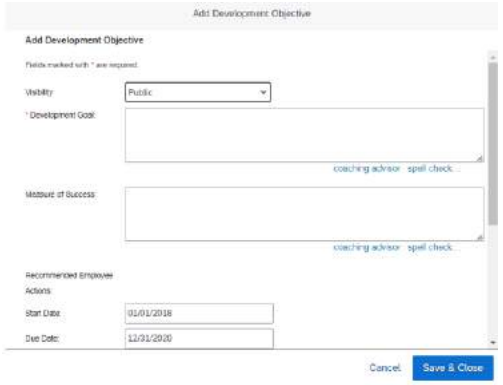
OTHER VISUAL IMPROVEMENTS

Several minor visual improvements have been made with the 1H 2023 release.

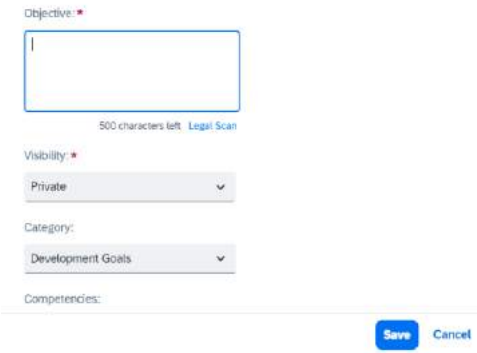
These improvements can be divided into four categories:

- Text changes (labels, error messages or roll-over texts)
- Iconography (new or changed icons)
- Interaction pattern (new position of interaction, new order of list, new or changed buttons).
- Styling (layout, spacing or other design changes)

Example text change
In previous versions of the History user interface for compensation information, job information, and job relationships, the dates were inconsistently formatted.



Example styling
In the current version, the dialog box for adding development goals to forms is in the latest version when the latest Goal Management is enabled. The Cancel button is now on the right side.



BENEFIT

- A number of improvements have been made to optimize the user experience.

EFFORT

- No effort - Automatic activation

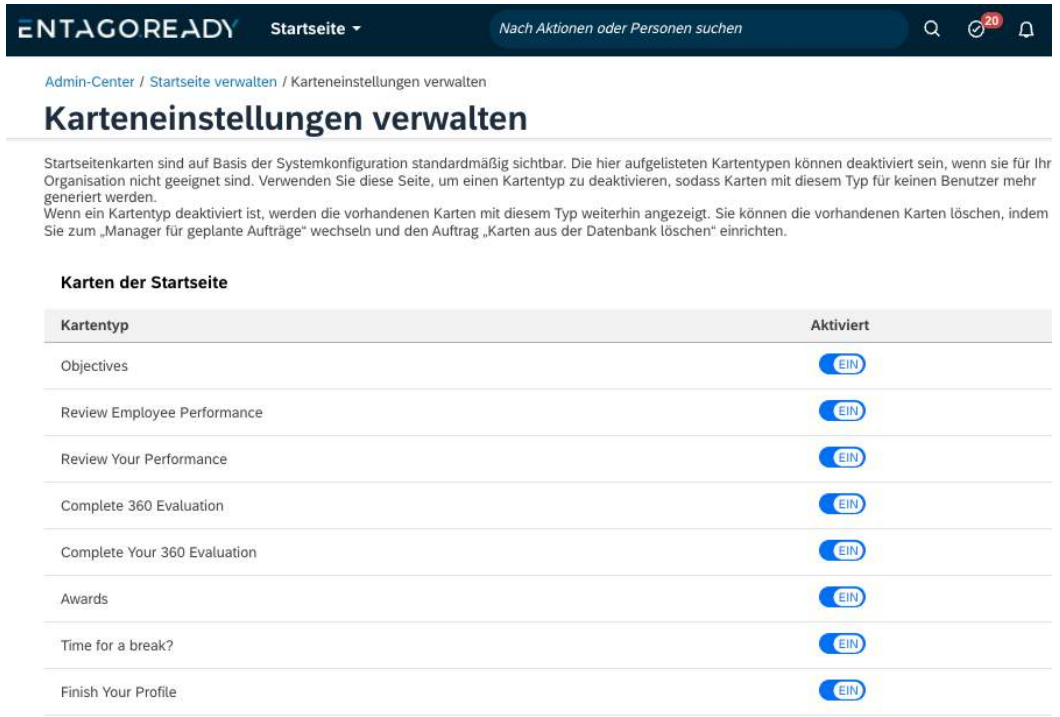
EVALUATION

- Caution: The order of action elements has been changed. Sometimes buttons like Delete and Save are now in reverse order.

DISABLING AND DELETING HOME PAGE CARDS

In SuccessFactors, home page cards are generated dynamically for each user based on the system configuration and business process. However, some card types may not be appropriate for all customers. You can now disable the following card types so that they are no longer generated dynamically.

When a map type is disabled on the Manage Map Settings page, no new maps of that type are created for any user. However, existing maps of that type will still be displayed.



BENEFIT

- Non-relevant card types can now be disabled and no longer appear on the SuccessFactors home page.

EFFORT

- Low effort - The cards can be deactivated centrally in the Admin Center under Manage Card Settings.

EVALUATION

- Since some of the cards are not relevant for some customers, they can now be specifically deactivated.

EMPLOYEE CENTRAL

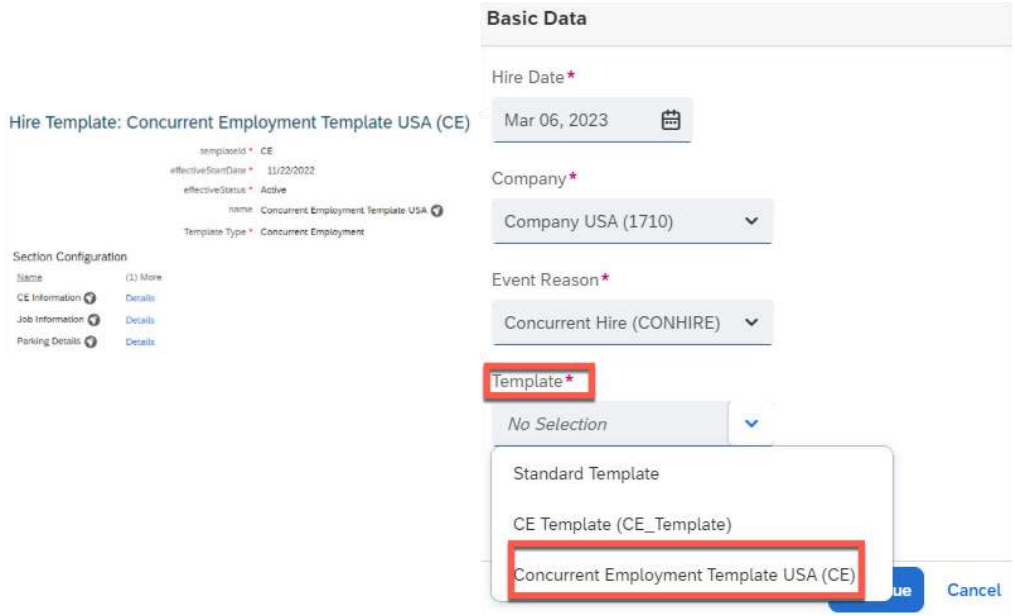
Release Notes 1H 2023

CONFIGURABLE CONCURRENT EMPLOYMENT

The latest version offers flexible configuration of the multiple hiring process. This feature allows companies with different workforce requirements to accommodate multiple locations. To do this, effectively dated templates can be defined and assigned, containing standard and/or user-defined MDF blocks that can be added, removed or rearranged as desired.

These templates are also saved when using the Manage Settings tool.

Provided that the position management is activated, direct subordinations can be assigned when adding a multiple employment. This makes it possible to decide whether the employee remains subordinate to his current supervisor or is assigned to a new supervisor.



BENEFIT

- Simplification from the hiring process of multiple hiring.
- Information must be maintained which is essential for the organization in the case of multiple employment.

EFFORT

- Settings templates must be configured.
- The appropriate authorization for the use of the template must be granted.

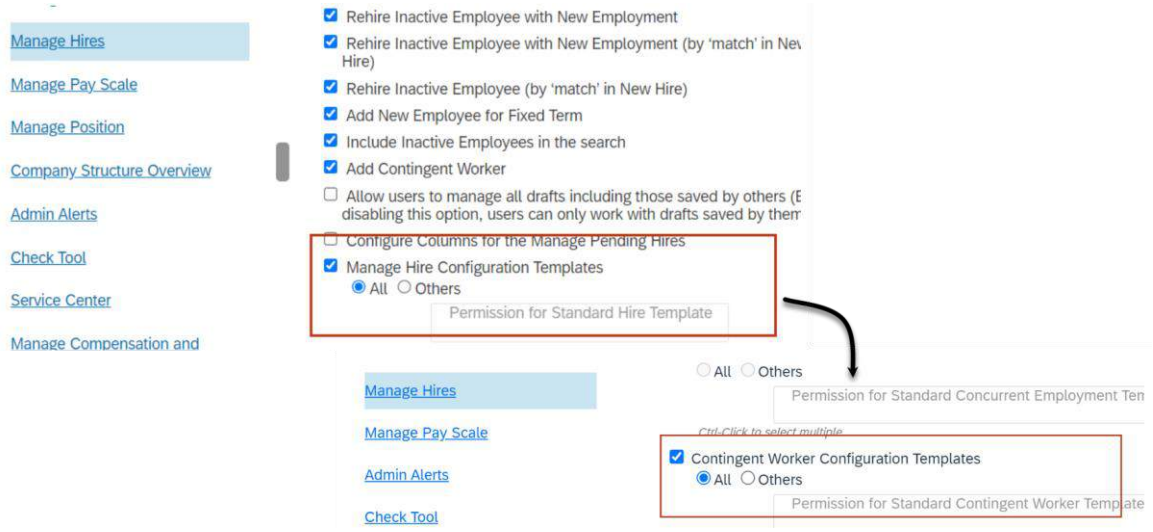
EVALUATION

- High degree of flexibility in recording the recruitment process.
- The templates can be extended and optimized at any time.
- Interesting feature for international organizations.

NEW ROLE-BASED PERMISSION FOR HIRE TEMPLATES

When assigning role-based permissions, the following settings templates must now be authorized separately if they want to configure separate templates:

- Regular Employee Hiring Template
- Hiring Template for Contingent Employees (External)
- Concurrent Employment Hiring Template



BENEFIT

- This change serves to clearly distinguish between different templates and employment relationships.
- The permission can be used to control which user or permission group has access to which templates.

EFFORT

- To use the function, the authorization assignment must be made.

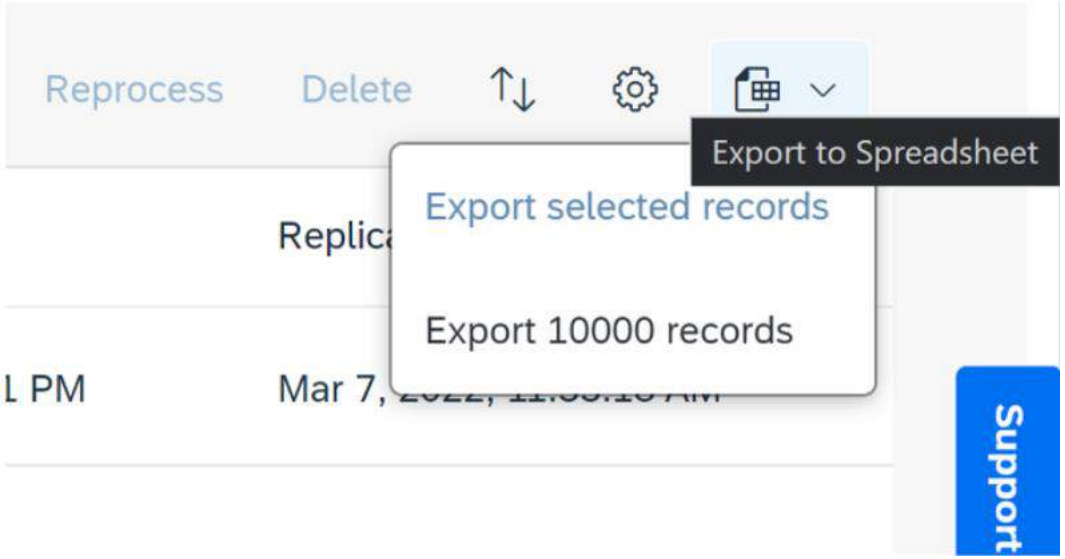
EVALUATION

- For now, these templates must be configured.
- If the permission assignment is not performed, users will not have access to the corresponding templates.

ENHANCED MASS EXPORT IN THE DATA REPLICATION MONITOR

Since the latest release, admin users can export up to 10,000 records to a Microsoft Excel spreadsheet in the Data Replication Monitor with one click. Previously, it was only possible to export the first few records and the rest had to be loaded manually.

In the Data Replication Monitor there is a header with two buttons for export.



BENEFIT

- This improvement saves the admin user time, as he can export selected records as well as up to 10'000 records with one action.

EFFORT

- No additional effort, this feature will be available for all users.

EVALUATION

- Very useful function when checking data replication and also for preparing the payroll run.

ENHANCEMENTS TO ALERTS FOR HR DATA ISSUES FOR EMPLOYEE CENTRAL COMPENSATION

With the new "Compensation Information Alerts" and "Non-Recurring Pay Component Alerts," a mechanism has been implemented to check for potential issues with assignments, field criteria, pick lists, and changes to required fields.

The job frequency in the tool cannot be changed, which means that admin users must actively select the "Run again" button to see the latest alerts.

User Name	Effective Start Date	Effective End Date	HRIS Field	Issue	Message
	Jan 1, 2011	Dec 31, 9999	Pay Type	Invalid Picklist Value	For picklist "PayType", the value "Salaried" does not exist or is not active on the current date. To change this, select a value from the drop-down list or ensure that the picklist value exists and is active.
	Jan 1, 2011	Dec 31, 9999	Benefits Rate	Required Field Missing	The field is required but empty. To change this, add a value to the field or make the field non-mandatory in the corresponding data model.

BENEFIT

- The goal is to reduce data-related inconsistencies and identify potential problems early, before they have a larger impact.

EFFORT

- To use the function, the authorization assignment must be configured.

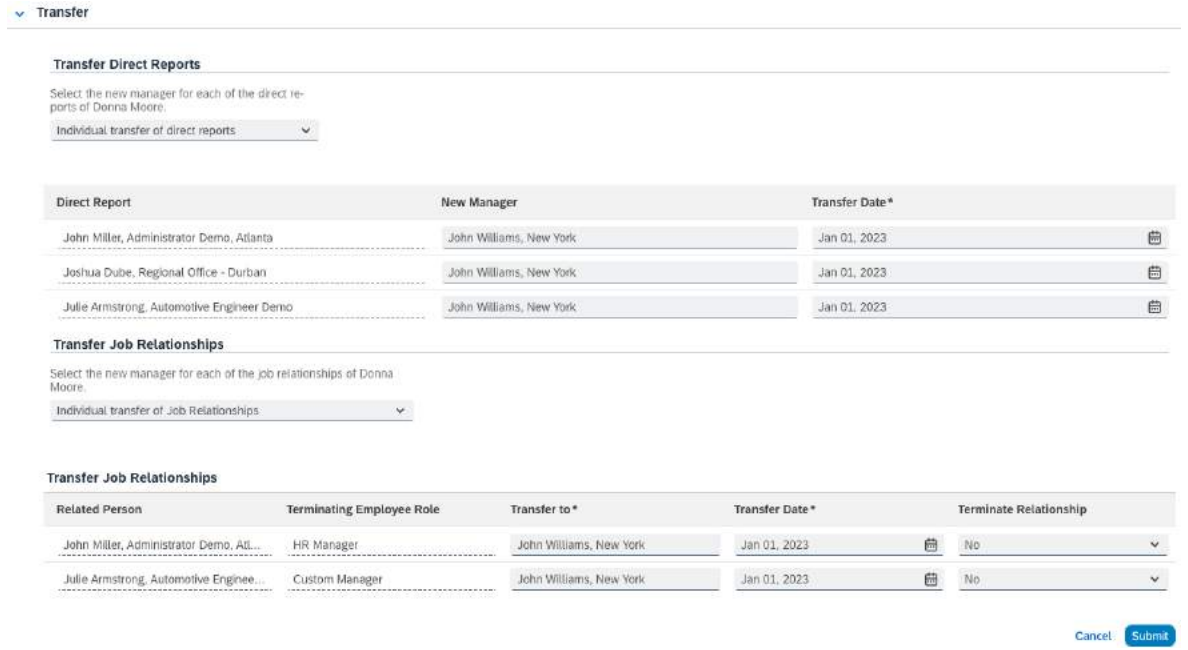
EVALUATION

- This function serves as a control system for the corresponding payroll run and verifies the compensation data.

CENTRALIZED SERVICES SUPPORT FOR INTERNAL HIRE IN THE MANAGE PENDING HIRES TOOL

The centralized services now support changes made in the Manage Settings tool for an internal switch. The following functions can be made individually or for multiple users:

- Transfer of direct insinuations
- Transfer of labor relations
- Tracking activities for positions
- Calculation of full-time equivalence



BENEFIT

- The transfer of direct subordinations or job relations can be executed in one go.
- The tool independently performs various adjustments in the background to ensure consistent system functionality and validation across all user interfaces.
- The automatic FTE calculation also ensures that the FTE value is never zero.

EFFORT

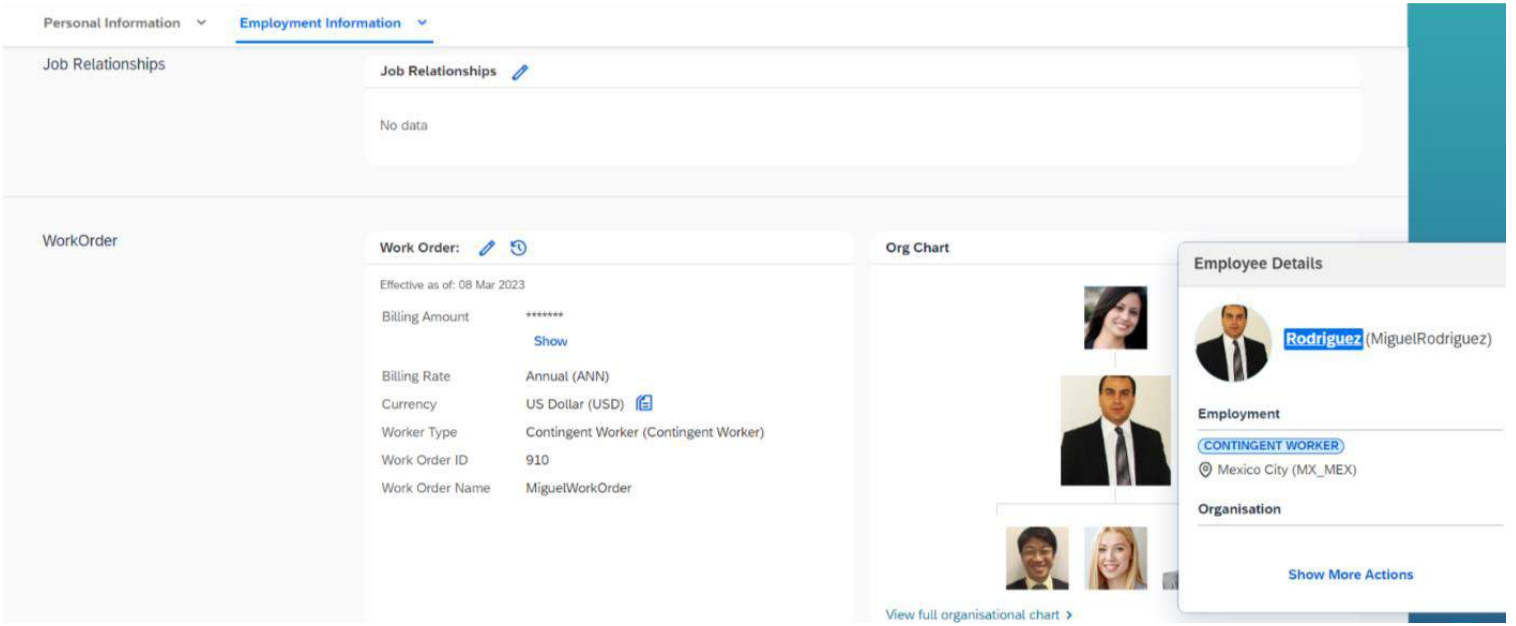
- To use this function, it must be activated.

EVALUATION

- Fast and automated function.
- Ensuring data quality.

ORG CHART ON PEOPLE PROFILE FOR THE CONTINGENT WORKER

Until now, contingent employees did not have access to the internal organization chart via SuccessFactors. Now it is also possible to display the organization chart in the person profile of the contingent employees and grant access.



BENEFIT

- This increases transparency within the organization. This facilitates collaboration and communication between employees, even if they are not part of the permanent workforce.
- The improved visibility of the organizational structure can also help external employees to integrate better into the company and thus also increase productivity.

EFFORT

- The organization chart must be configured and authorized on the person profile.

EVALUATION

- Easy configuration.

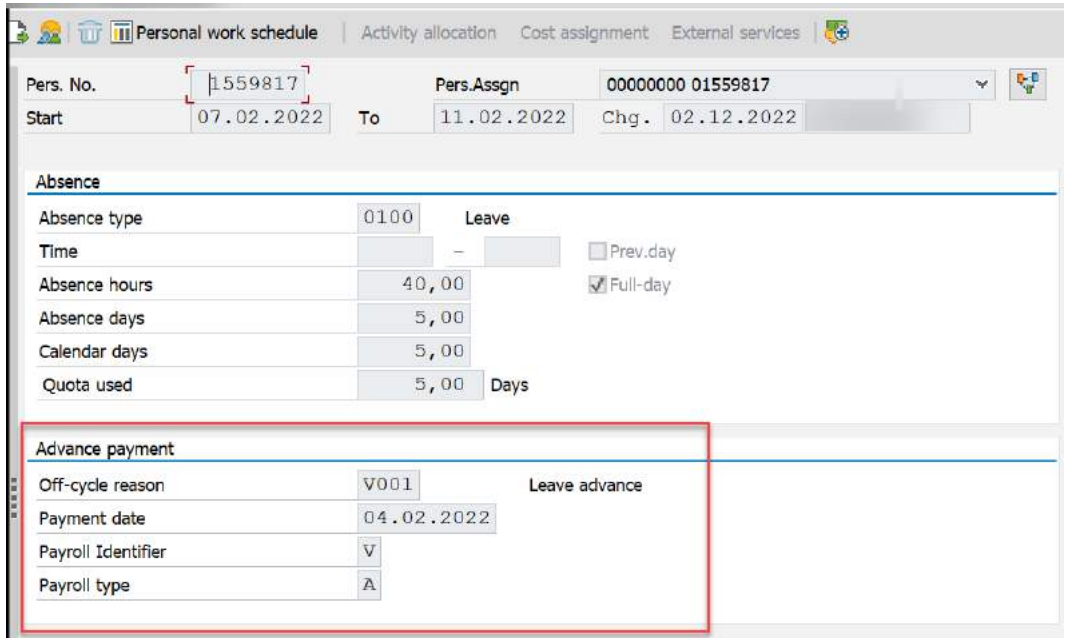
EMPLOYEE CENTRAL PAYROLL

Release Notes 1H 2023

ENHANCED ADVANCE LEAVE PAYMENT PROCESS FOR OFF-CYCLE

Previously, data for leave prepayments was lost when absences were replicated again after a payroll run. Now they are stored in the SAP Payroll system after a regular payroll run for off-cycle payroll runs. As expected, all fields in the Absences infotype (2001) are now populated.

In many countries/regions there is a legal obligation to pay out the employee's leave before the leave is taken. Apart from this legal obligation, employees can also choose to receive vacation pay in advance or not, depending on the company rules.



BENEFIT

- Leave prepayments are no longer lost when absences are replicated again after a payroll run.
- Administrators no longer need to manually correct leave prepayment after replicating absences.
- Regulatory compliance is enabled for countries/regions.

PREREQUISITE

- The synchronization support package SPB9 must be installed.
- This function can only be used as a whole once the support package has been released. Accordingly, documentation will also be available for this.

EVALUATION

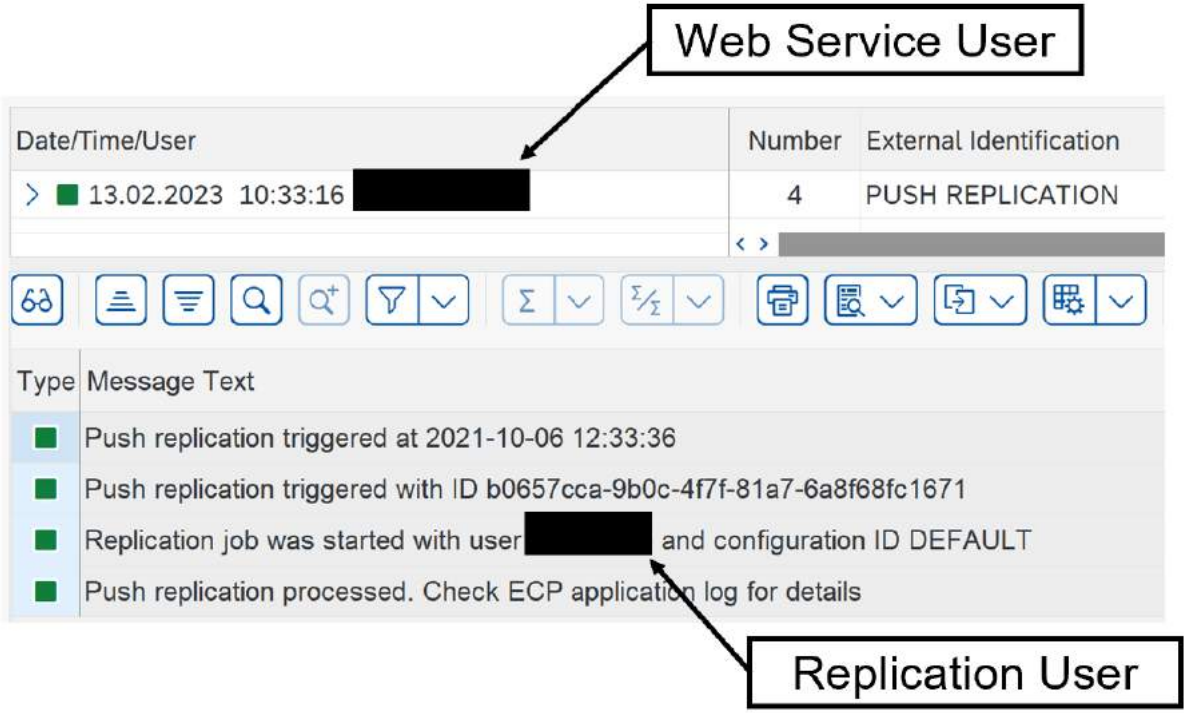
- Installation of the synchronization support package SPB9 - low configuration effort.
- Useful if leave prepayment is used in the Absences infotype (2001).

ENHANCED APPLICATION LOG FOR PUSH REPLICATION (SLG1)

Push replication occurs immediately and is useful for events such as entry, re-entry, or exit.

The application log (transaction SLG1) now contains data on push replication. This makes it easier to analyze technical errors such as missing authorizations that occur during push replication.

The log also shows the errors that are relevant for the users: The person who executed the web service or the technical person who set up the point-to-point replication.



BENEFIT

- Technical errors triggered by push replications can be better analyzed and more quickly resolved with the help of the application log.
- The triggering replication user or the responsible web service user are directly visible and can thus be contacted more quickly.

EFFORT

- The EA-HR SPB9 synchronization support package must be installed.
- This function can only be used when the support package has been released. Accordingly, documentation will also be available for this.

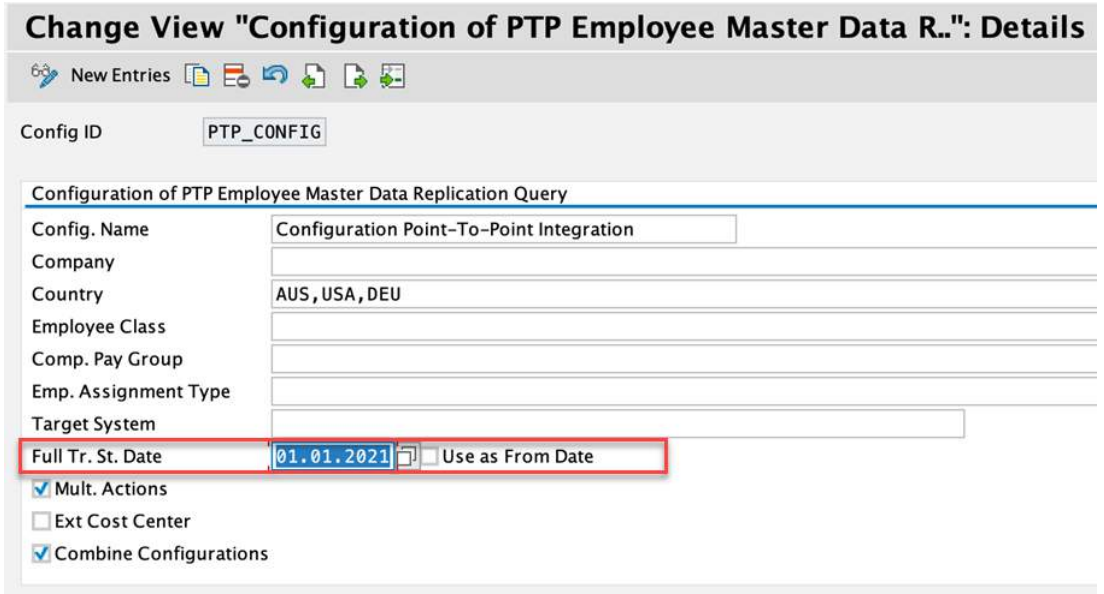
EVALUATION

- Installation of the synchronization support package EA-HR SPB9 - low configuration effort.
- Benefit is provided in the Application Log by additional information.

AVOID SPLIT OF MASTER DATA RECORDS WHEN MOVING FULL TRANSMISSION START DATE

Point-to-point master data replication from EC to ECP uses a key-dated Full Transmission Start Date (FTSD), which is defined at the beginning of the project implementation.

After go-live, it is recommended to move the FTSD into the future from time to time to reduce data volume and optimize performance.
This approach grants more continuous data sets and prevents splits in master data sets.



BENEFIT

- Moving the start date of the FTSD closes the gaps of unnecessary data splits of the infotype time slices.

PREREQUISITE

- The synchronization support package SPB9 must be installed.
- This function can only be used when the support package has been released. Accordingly, documentation will also be available for this.

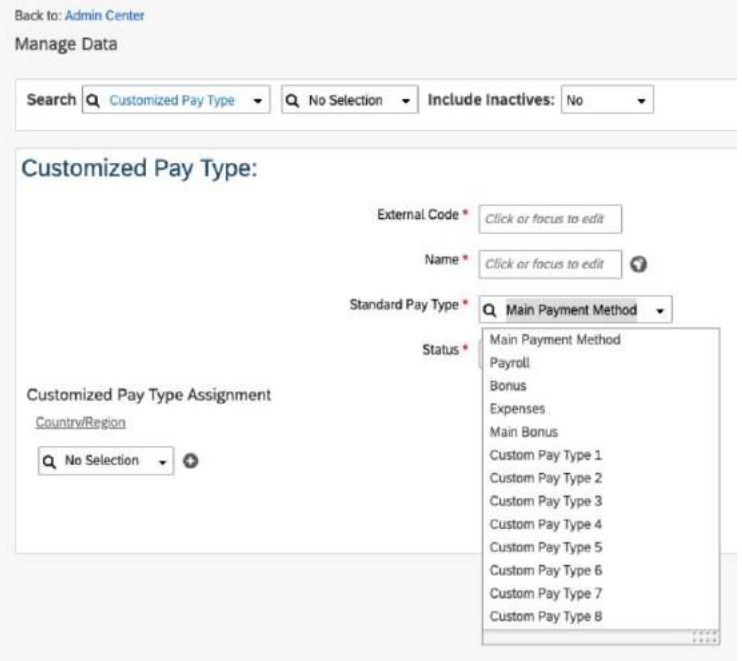
EVALUATION

- Installation of the synchronization support package SPB9 - low configuration effort.
- Benefit is generated by closing data gaps.

ADDITIONAL PAY TYPES FOR PAYMENT INFORMATION

Previously, it was possible to use four salary types in SAP SuccessFactors Employee Central under Payment Information. Now, up to eight salary types can be configured and used.

These additional pay types allow for country/region specific replication of payment information to Employee Centrall Payroll to cover country/region specific requirements.



BENEFIT

- Instead of only four salary types as before, up to eight salary types can now be configured and selected.
- By increasing salary types, organizations can meet the individual needs of employees while streamlining the payroll process

EFFORT

- This feature is not universally available and must be requested in the form of an Early Adoption with the SAP Product Management Team.

EVALUATION

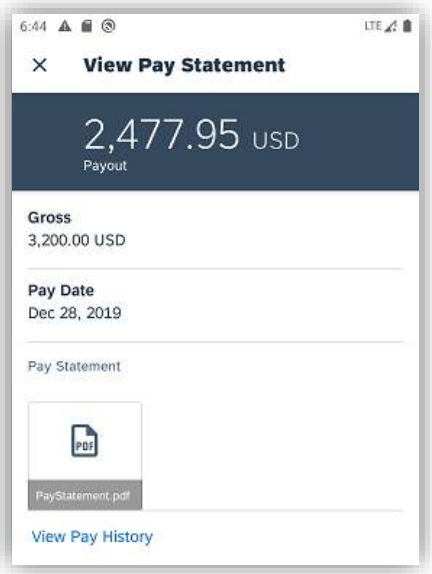
- Configuration by application and testing more complex.
- Useful if more than four salary types are needed under payment information.

LATEST SAP FIORI DESIGN STANDARDS ADOPTED ON IOS AND ANDROID MOBILE APPS

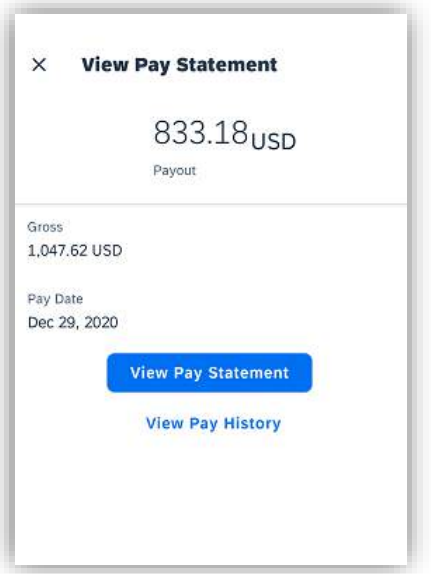
If you use iOS and Android SAP SuccessFactros mobile apps, the latest SAP Fiori design standards for settings, pay statements, and time sheet are available:

- Updated font sizes
- Updated colors
- Updated icons
- Updated borders (corners more rounded) and fill
- Updated shades

Ex. before



Ex. after



BENEFIT

- The new features are automatically activated by updating the latest version. These contain only visualizing renewals and no new functions.

EFFORT

- Update the latest app version 9.1.0

EVALUATION

- Low configuration effort.
- Little Benefit, as renewal only on a visual basis.

TIME TRACKING

Release Notes 1H 2023

INFORMATION BUTTON ON TIME OFF UI

Do you know this situation, that you want to record an absence but have some questions about the internal regulations? Most of the time, the regulations are not at hand, you search too long in the intranet, you don't find what you are looking for right away and immediately contact the HR department.

With the latest version, it is possible to store the information or a link per time profile to the regulations directly in the time sheet or absence sheet.

The information dialog (max. 4,000 characters) uses the BB code technique. With this generic technique, links that refer to an external page or a portal page can be stored. In addition, the information dialog can be rounded off with HTML formatting.

BENEFIT

- The information or regulations are accessible in the application with one click. The HR department is relieved by questions about the working time regulations.
- If there are several employee groups with different policies in the organization, the information can be stored on the corresponding time profile.

EFFORT

- The predefined texts, images or links must be stored on the respective time profile.

EVALUATION

- Overall, a very good way to add additional information to the user interface and reduce the query burden on the HR department.
- An entire set of regulations cannot be mapped due to the limitation of characters.

COPY WORKING TIMES IN TIME SHEET

With this function, working times, breaks, work on call, as well as bonuses can be easily copied and pasted in the timesheet.

After the necessary configuration, the "Copy" and "Paste" buttons are visible in the user interface.

BENEFIT

- This enhancement will drastically improve the usability of time tracking.
- This speeds up the time recording process so that more time is applied to productive work instead of mandatory time recording.

EFFORT

- The function must be activated per time type in the time profile.

EVALUATION

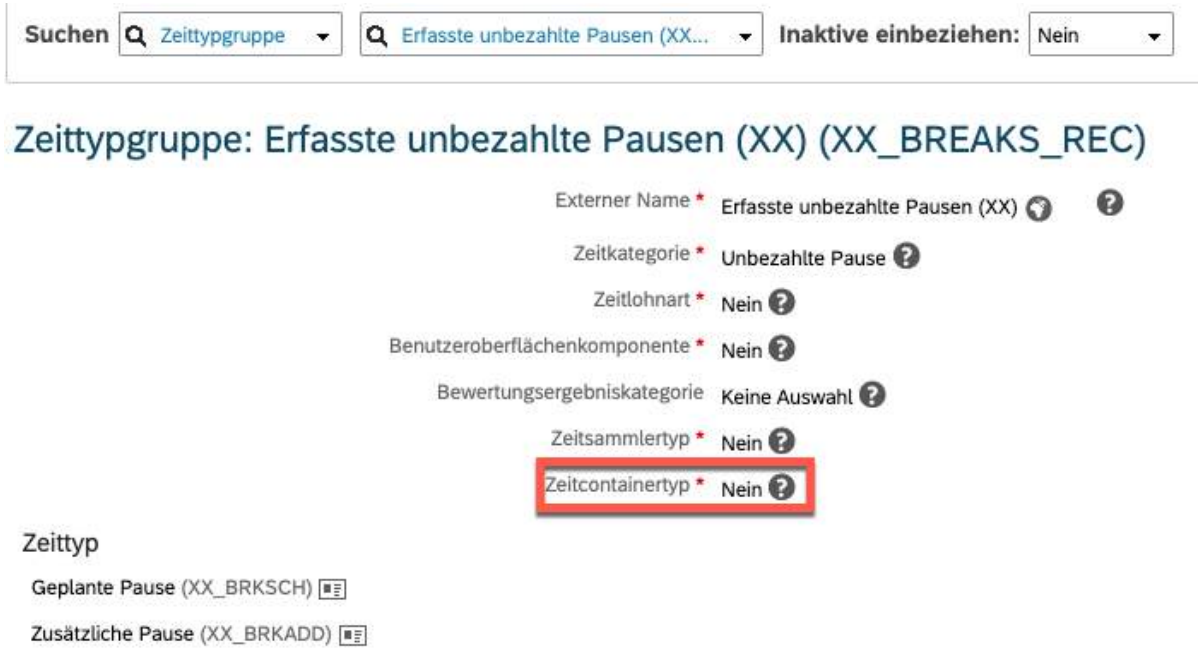
- This "Game Changer" is a "Must Have" in time recording.
- It must be clearly defined which time type allows this function.

TIME CONTAINERS

Before the introduction of time containers, only time valuation results relevant to payroll accounting were stored. This meant that relevant data for other purposes was not recorded.

Time containers solve this problem by enabling the storage of time evaluation results that are not directly related to payroll. They enable more accurate calculation of rest periods and improved data usage for reporting purposes.

An example of this is rest period violations, which can be determined by recording the start and end times of shifts within a given timekeeping period.



BENEFIT

- Time containers allow for more precise collection and storage of data, leading to more accurate results.
- They increase the completeness of the data and enable the storage of additional information that is irrelevant to payroll but may be useful for other purposes, such as identifying violations or analyzing and optimizing working conditions.

EFFORT

- The Time container type field is available in the Time type groups element and must be updated accordingly.

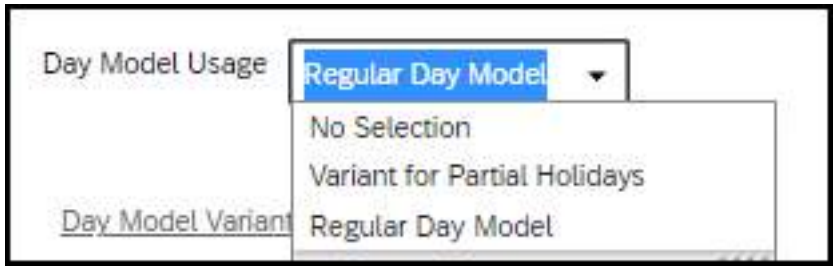
EVALUATION

- Impactful and fast evaluation.
- Attractive for organizations with shift operations.
- Easy configuration.

HALF HOLIDAYS FOR DETAILED TIME RECORDING

With this release, half-day holidays (December 24 and 31) can be defined for a detailed timekeeper. By using day model variants, you can define the target working time on a half-day holiday more flexibly and adapt it to your specific requirements.

Example: Assume that the daily model provides for a normal working day from 08:00 to 17:00 with a flexitime corridor from 06:00 to 18:00 and a break from 12:00 to 13:00. In the variant, it can be specified that the planned working time without break is only from 08:00 to 12:00 and the flextime corridor is only from 06:00 to 12:00.



BENEFIT

- Flexibility in setting target working hours on semi-holidays and on individual requirements.
- Quick recognition of half a holiday when calculating for employees which supplement is granted.

EFFORT

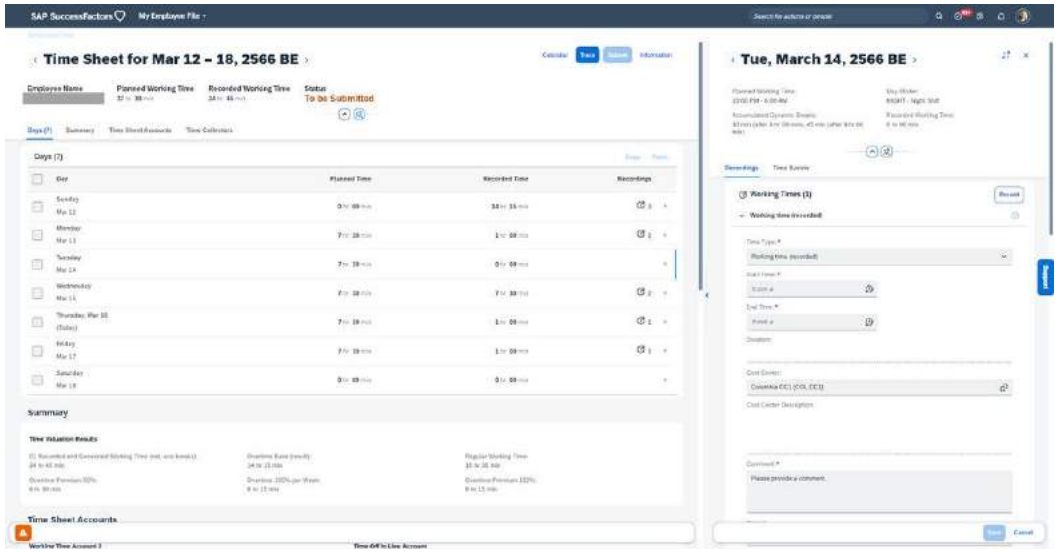
- The authorization role must be assigned accordingly.
- The day model variant for the day model for work schedule must be configured.

EVALUATION

- The existing gaps do not need to be filled with incorrect working time data.
- It is immediately visible to the employee in the time sheet that it is a half holiday.

DEFAULT VALUES FOR THE TIME PROFILE

With the latest change, initialization rules for time recording can now be defined on the "Entry in employee timesheet" and "Bonuses" objects. After configuration, the default values are displayed on the time recording user interface when the user selects the "Record" button in the "Working hours", "On-call times" and "Bonuses" areas.



BENEFIT

- Time saving: By defining default values, employees do not have to manually enter the same information every time.
- Consistency: Using default values for time tracking ensures that all employees enter the same information in the same way.
- Reduction of errors: By defining default values for time recording, possible input errors can be reduced.

EFFORT

- Business rules must be configured and assigned to the individual objects.

EVALUATION

- Somewhat more complex setup of the business rule.
- Ensuring data quality through predefined standard values.

PERFORMANCE & GOALS

Release Notes 1H 2023

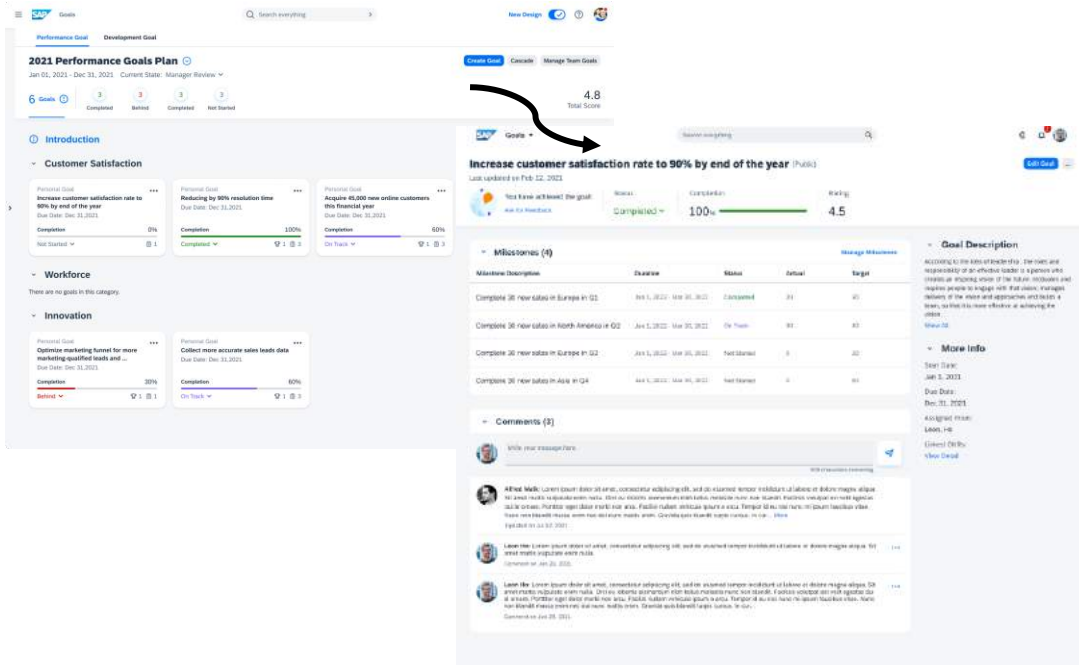
LATEST GOAL MANAGEMENT GENERALLY AVAILABLE

The latest version of Goal Management is now generally available for all users.

With this version, users can benefit from the following main features of Goal Management:

- Manage personal and team goals.
- Copy targets or create targets from a target library.
- Cascading and assigning targets.

Once activated, the latest version is automatically applied to the modules that are integrated with Goal Management, such as Career Development, Performance Management, Continuous Performance Management, 360° Evaluations, and the latest Home Page.



BENEFIT

- The newly developed version of Goal Management provides users with redesigned user interfaces and more intuitive interaction flows.

EFFORT

- The "Latest Goal Management" function must be activated

EVALUATION

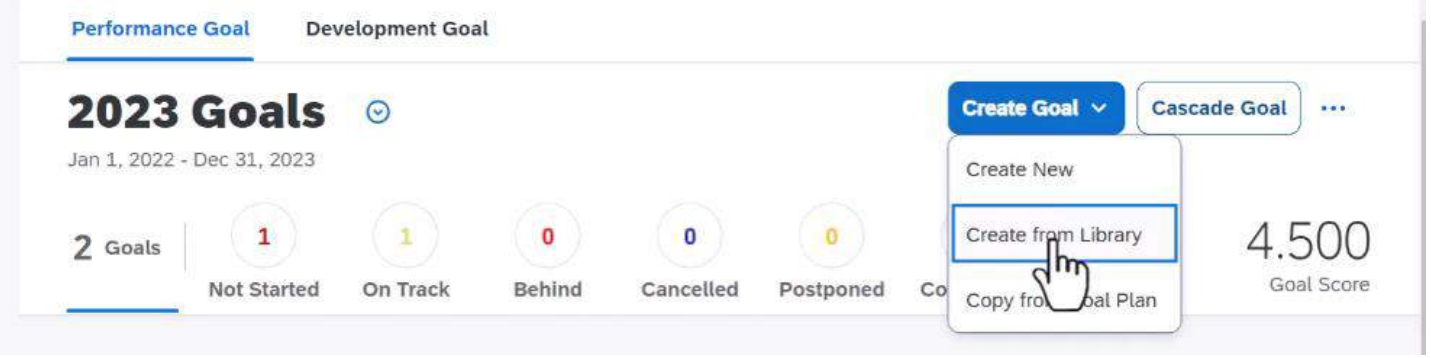
- Since the upgrade to Latest Goal Management cannot be reversed, the activation should only be performed after checking the currently unavailable features.

CREATE GOALS FROM A GOAL LIBRARY

In the latest version of Goal Management, users can now create personal goals from a predefined goal library as a new method for creating goals.

Users with the appropriate permissions can select up to 10 personal destinations from a destination library, edit the selected destinations according to their needs, and add them to a destination plan.

This function is only available for performance targets.



BENEFIT

- Users now have the ability to see various targets offered in the target library and thus create their own targets from it easily and efficiently.

EFFORT

- The "Latest Goal Management" function must be activated.
- The authorization for the use of this function must be configured

EVALUATION

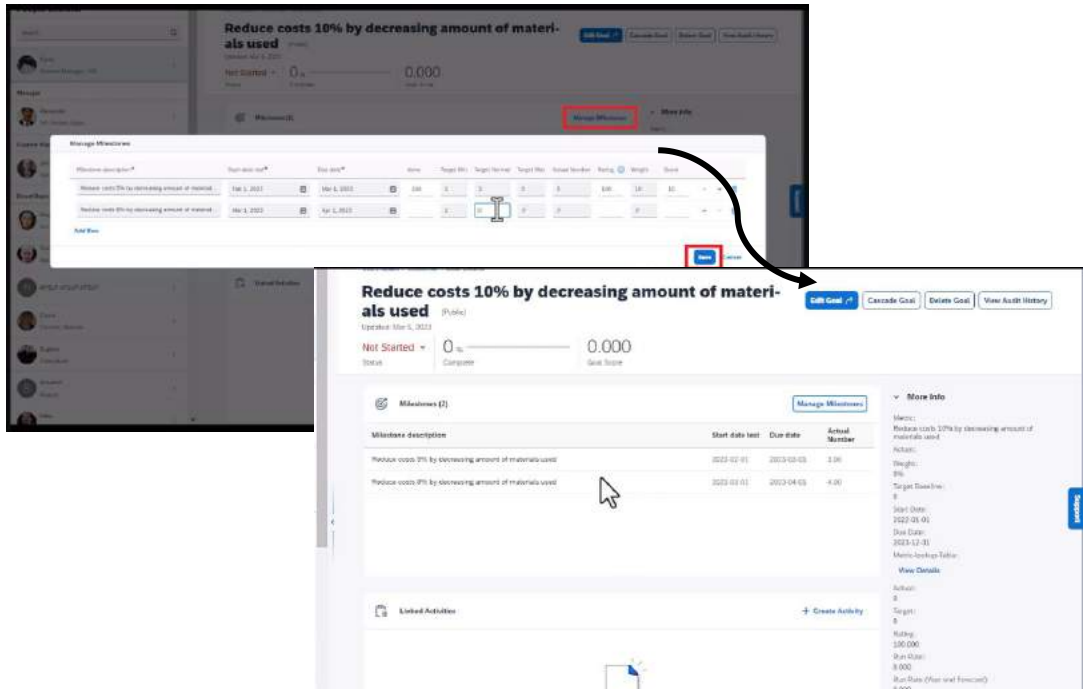
- This function provides an additional option for target creation
- Since the upgrade to Latest Goal Management cannot be reversed, the activation should only be performed after checking the currently unavailable features.

MANAGE MILESTONES FOR GOALS

In the latest version of Goal Management, users can now manage milestones (also called subgoals) for personal and team goals.

With the appropriate permissions, users can create, edit, or delete milestones on the Goal Details page.

Milestones are also available in the SAP SuccessFactors mobile apps for iOS and Android.



BENEFIT

- This feature gives users the ability to break a goal into more manageable milestones for easier tracking and more detailed measurement.

EFFORT

- The "Latest Goal Management" function must be activated.
- The authorization for the use of this function must be configured
- A target library is linked to the target plan.

EVALUATION

- With this innovation, the target progress can be measured easily and transparently
- Since the upgrade to Latest Goal Management cannot be reversed, the activation should only be performed after checking the currently unavailable features.

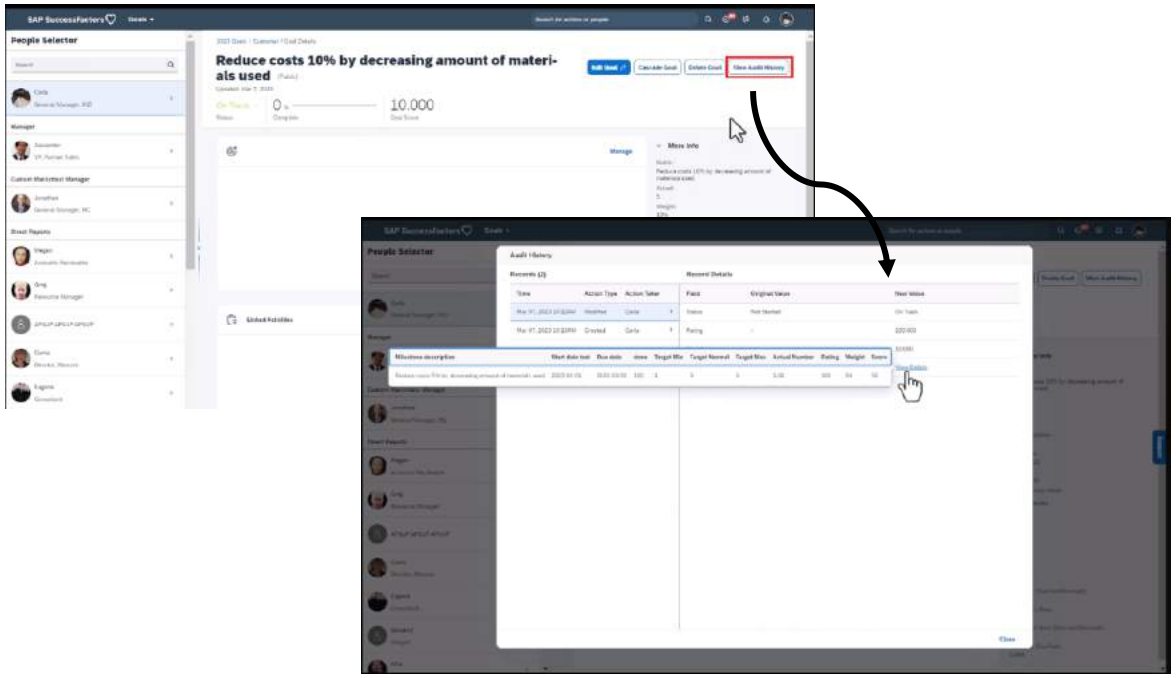
VIEW AUDIT HISTORY FOR GOALS

In the latest version of Goal Management, users can now track changes to goals.

When a goal is created, modified, deleted, cascaded, assigned, copied, or replaced, a history log is created.

With the appropriate permissions, users can view a list of records showing what changes have been made, who made the changes, and when. When a target has been changed or replaced, users can see a comparison between the previous values and the new values of the changed fields.

Changes to the following features are not logged in the audit history: Comments, Activities, and Learning Activities.



BENEFIT

- Users can easily learn about a target's history with this new feature and review changes as needed.

EFFORT

- The "Latest Goal Management" function must be activated.
- The authorization for the use of this function must be configured

EVALUATION

- This innovation provides a detailed overview of many target changes
- Since the upgrade to Latest Goal Management cannot be reversed, the activation should only be performed after checking the currently unavailable features.

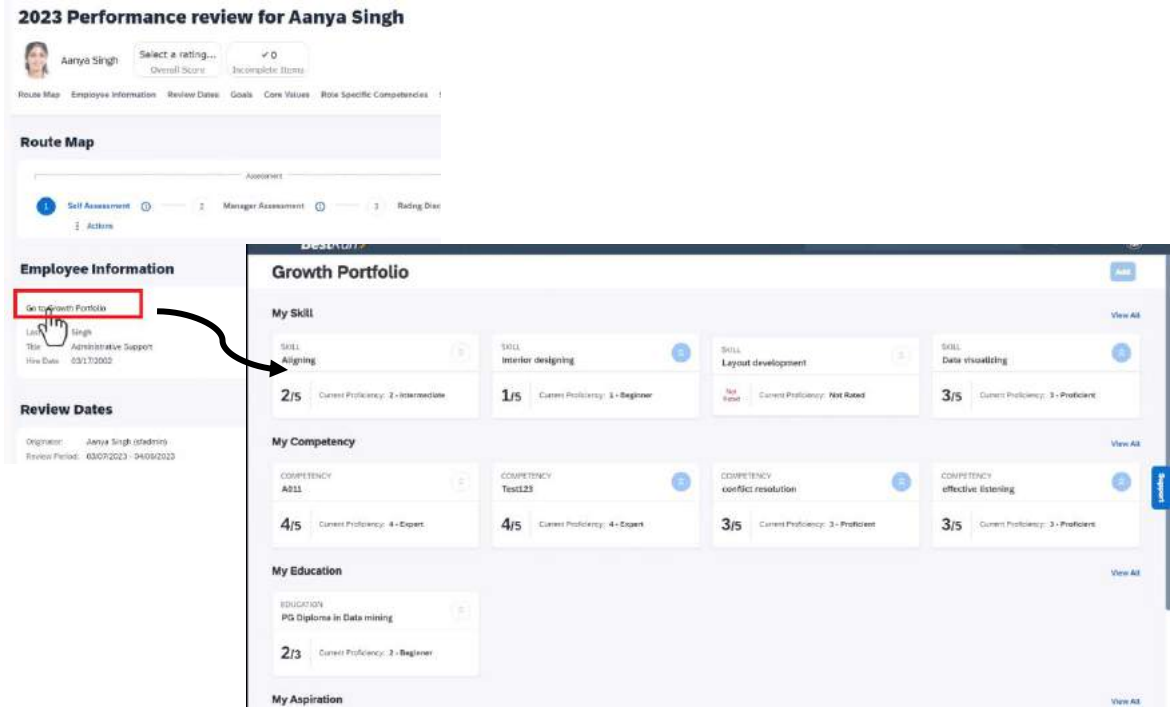
GROWTH PORTFOLIO

FOR EARLY ADOPTERS ONLY!

The growth portfolio contains information about competencies, skills and other attributes of an employee and can henceforth be integrated and viewed in forms such as the performance appraisal by linking to it.

It can also be accessed from the Actions drop-down menu that appears in the Forwarding List section at the top right of the form. In addition, a link to the Growth Portfolio can also be included in the description of any form section.

The upgrade to the Talent Intelligence Hub must be performed.
The growth portfolio must be activated.



BENEFIT

- This function was developed to support the Evaluation process.
- While editing a form, users can easily view an employee's competencies, skills, and other attributes and add derived information directly to the form.

EFFORT

- Configuration type: Early adopter
- This feature is not universally available and must be requested in the form of an Early Adoption with the SAP Product Management Team.

EVALUATION

- This function increases the usability of form processes
- Since the upgrade to Latest Goal Management cannot be reversed, the activation should only be performed after checking the currently unavailable features.

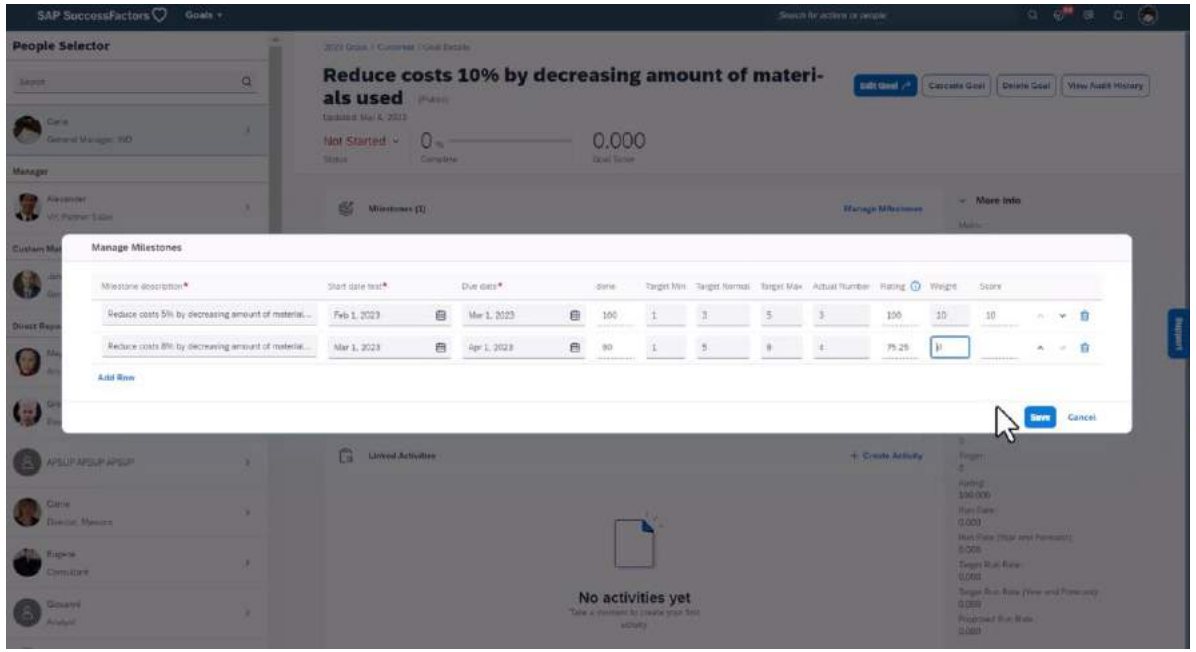
SUCCESSION & DEVELOPMENT

Release Notes 1H 2023

MANAGE MILESTONES FOR GOALS

In the latest version of Goal Management, users can now manage milestones (also called sub-goals) for both personal and team goals.

The improvement applies to performance as well as development goals.



BENEFIT

- The latest version of Goal Management ("Latest Goal Management") now supports milestones for performance and development goals
- The new functionality allows goals to be broken down into smaller, achievable increments
- Further functional parity to the existing Goal Management

EFFORT

- Configuration type: Universal
- The target plan XML must be adapted accordingly.

EVALUATION

- The improvement can be implemented on the basis of functional requirements. Since this is another step towards functional parity, "Latest Goal Management" can possibly be evaluated further.

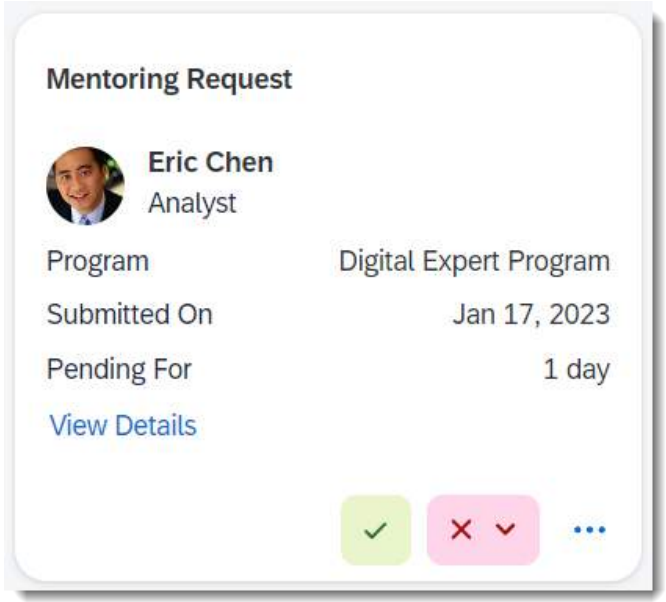
APPROVALS FOR MENTORING REQUESTS ON THE LATEST HOME PAGE

Mentors can now accept or decline mentoring requests sent by mentees in the Approvals section.

When a mentee in an open or unsupervised mentoring program sends a mentoring request to a mentor, the task appears as a "Mentoring Request" on the mentor's home page.

The mentor can then accept or reject the request directly on the home page. Further details about the program can be viewed via a "View details" link.

Mentoring requests can also be accepted or declined in the SAP SuccessFactors mobile apps for iOS and Android.



BENEFIT

- Home page users want their most urgent, pending tasks to appear on the home page.
- With this function, important requests are displayed at a glance on the home page

EFFORT

- Configuration type: Universal
- The function is activated automatically. No additional configurations are necessary.

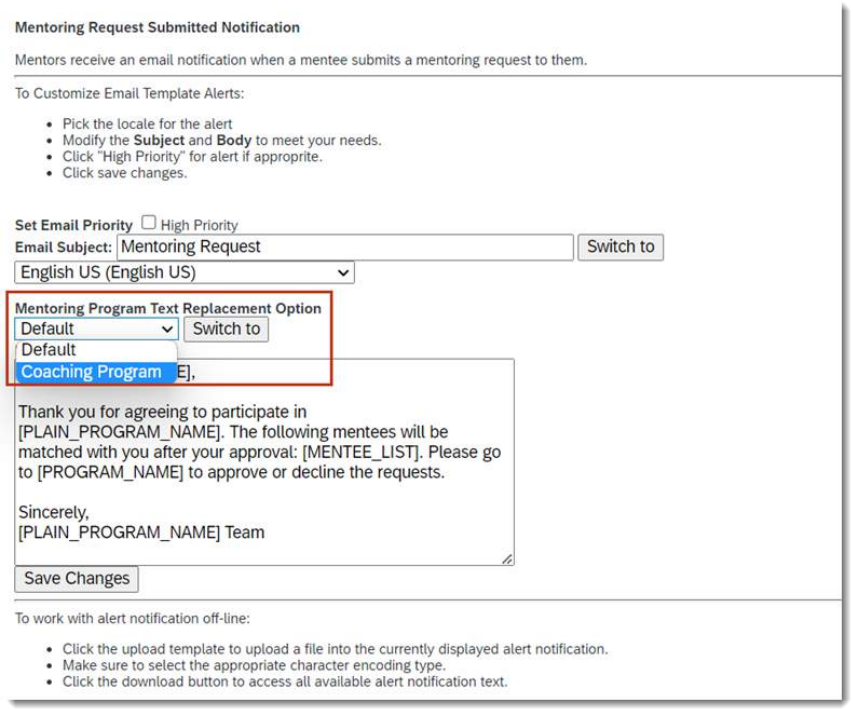
EVALUATION

- Instant access to mentoring requests.
- Ensure that important requests are handled promptly.

CUSTOMIZE MENTORING EMAIL NOTIFICATION

Mentoring email notifications can now be customized in the email notification template settings in the Admin Center. Depending on the requirements, the subject and text of the email can be customized in all supported languages.

If there are program types with custom text (text replacement), the email notifications for that particular program type can also be customized in the email notification template settings. For example, a "Coaching Program" can be used instead of a "Mentoring Program" as the program type.



BENEFIT

- Email notifications for mentoring programs can be flexibly customized

EFFORT

- Configuration type: Universal
- The configuration effort is low.

EVALUATION

- Increased usability through customization of the email

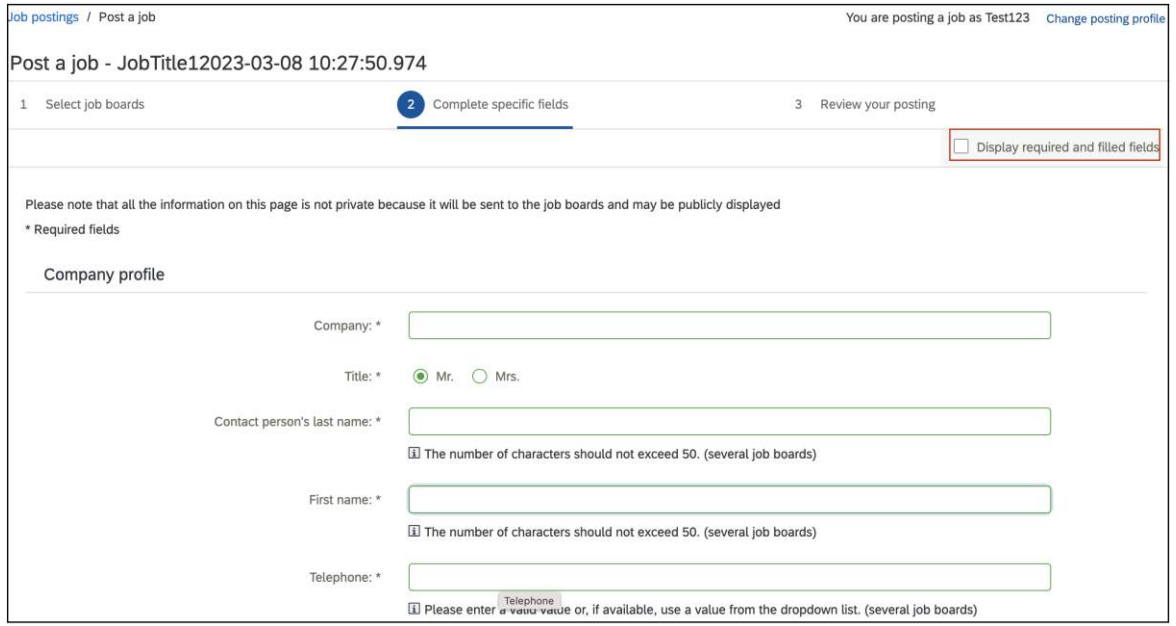
RECRUITING

Release Notes 1H 2023

FILTER THE REQUIRED AND AUTO POPULATED FIELDS ON THE JOB POSTING FORM

When posting jobs on job platforms, you can now filter for required and auto-filled fields by selecting the "Show required and filled fields" option.

In the previous version, the "Show invalid or missing mandatory fields" option was shown to filter for invalid and missing fields.



BENEFIT

- This extension allows you to quickly check the required and automatically filled fields before publishing a job posting on job platforms.

EFFORT

- Configuration type: Universal
- The function is activated automatically. No additional configurations are necessary.

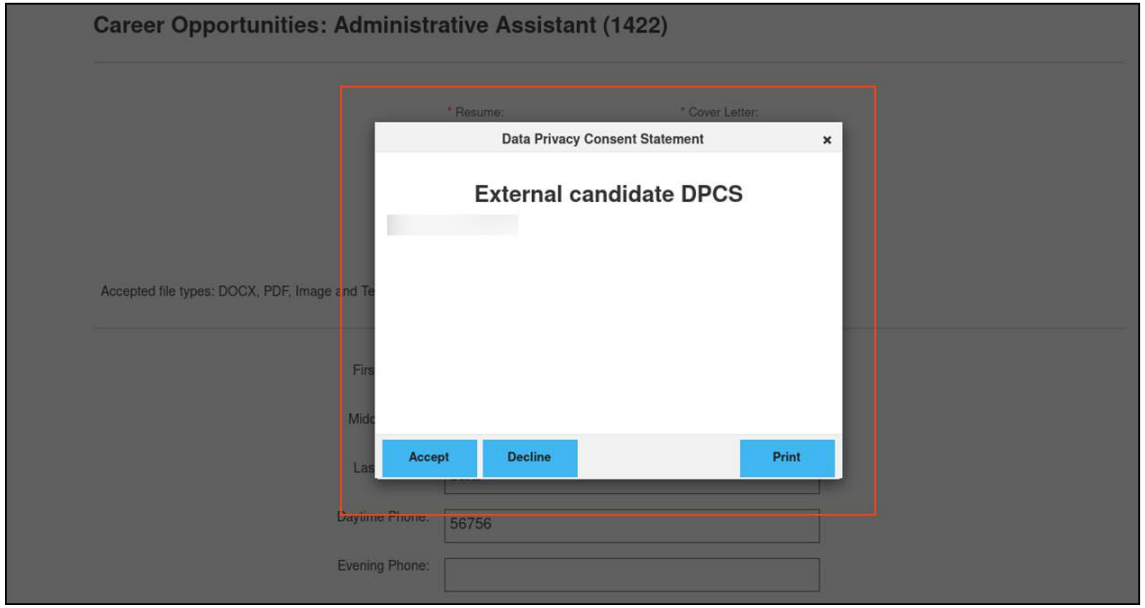
EVALUATION

- Facilitation in the job posting through filtering of mandatory fields and automatically filled fields

IMPROVEMENTS IN THE QUICK APPLICATION

When an applicant with an existing candidate profile applies to a job posting using the Quick Apply feature, he or she can
accept or reject the updated privacy policy directly. If any recent changes have been made to the privacy policy, a corresponding window will be displayed.

Previously, candidates had to log into the candidate profile and accept the privacy policy before proceeding with the quick application.



BENEFIT

- In the current version, an existing candidate can accept the amended privacy policy as part of the application process on the Quick Apply user interface.

EFFORT

- Configuration type: Universal
- The function is activated automatically. No additional configurations are necessary.

EVALUATION

- Ensuring data quality
- Improve the application process and increase user-friendliness

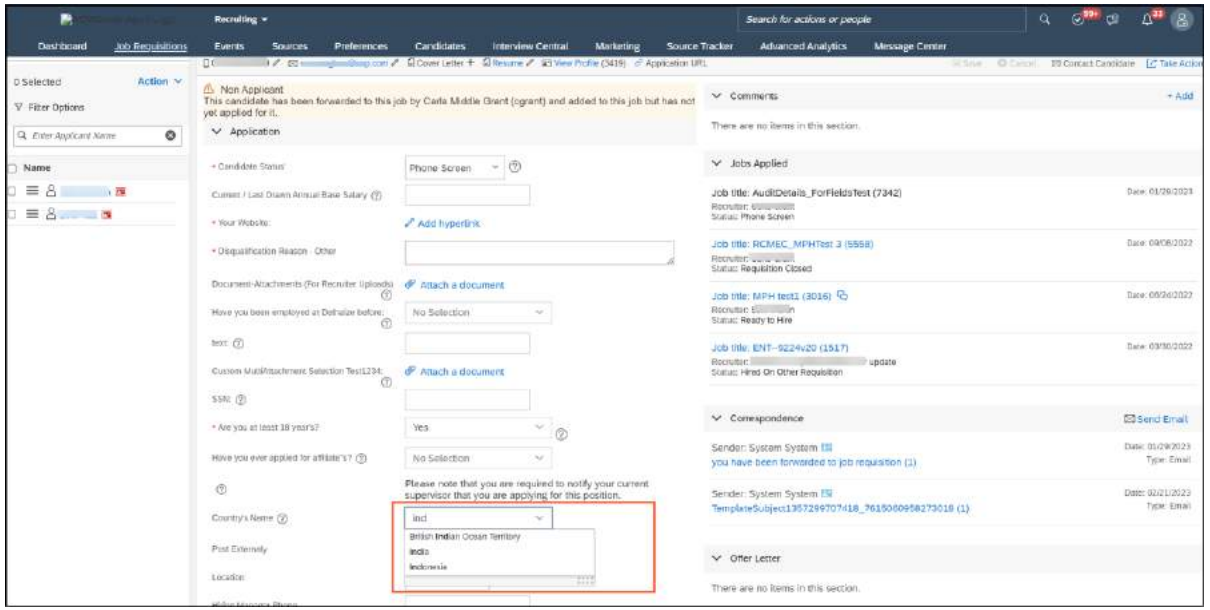
TYPEAHEAD FUNCTION IN SELECTION LISTS

The default and custom picklist fields in job applications now support the Typeahead feature, where selecting the text field displays the available picklist values.

Typeahead is supported only for fields whose type is defined as a select list in the job application template and have a select list ID in the select list center.

The following job application portlets now support Typeahead:

- Application portlets (except the application status field)
- Portlets for background fields such as formal education, previous employment, and work experience.
- More information portlets



BENEFIT

- The typeahead function simplifies the search for a selection list value.
- Previously, the Typeahead feature was not supported for select list fields in the job application template.

EFFORT

- Configuration type: Universal
- The function is activated automatically. No additional configurations are necessary.

EVALUATION

- This extension is handy for targeted search of individual values in selection lists with multiple entries

NEW VALIDATIONS ON THE JOB POSTING PAGE

This feature helps you identify and fill in missing field values in job requirements by checking fields before jobs are published on internal and external career sites. The new checks available for internal and external jobs that are published to the career site using Career Site Builder.

Internal career page: Internal job title, city, state/canton, country/region, and zip code.
External career page: job title, job description, city, state/canton, country/region, and postal code.

The validations are not triggered in the following scenarios:

- Setting a job via the Integration Center.
- When new job posting language is added to a job requisition after the job requisition has been posted on external or internal career sites.
- Bulk approval of job requisitions on the job requisition overview.

Validations are not triggered when jobs are published using rules or OData APIs.

BENEFIT

- This function checks a job request for missing field values before it can be published to a page.

EFFORT

- Configuration type: Universal
- The function is activated automatically. No additional configurations are necessary.

EVALUATION

- This innovation can avoid errors in the job posting process.

NEWLY DESIGNED APPLICANT INTERFACE

FOR EARLY ADOPTERS ONLY!

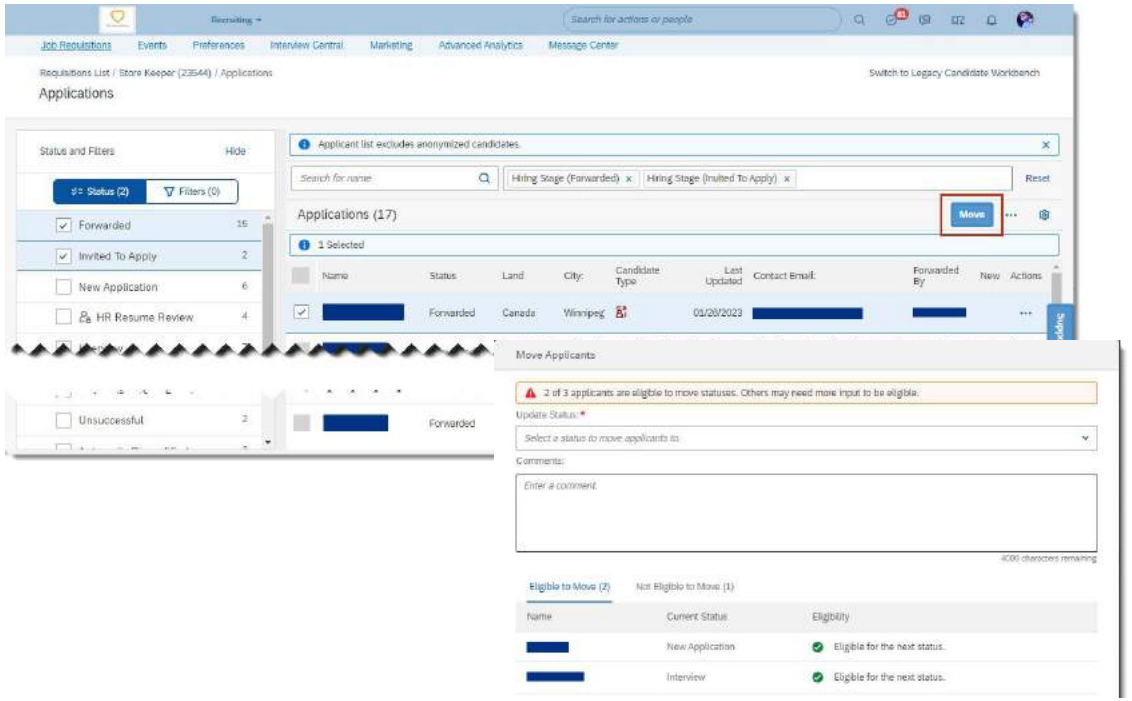
The redesigned applicant interface includes enhancements to increase usability when searching, filtering, and viewing applicants who have applied for specific jobs.

New "Move" button for status changes - in the upper right corner of the list of applicants there is a new "Move" button , which opens a new window for editing one or more applicants.

The "Add comment" option - which adds a comment to one or more applicants at the same time.

Application Updates - Updates by applicants will be recorded as changes in a new column in the future.

Improved visual differentiation between internal, external and agency applicants.



BENEFIT

- The redesigned applicant interface helps recruiters process applicants more efficiently, especially when moving candidates, since the most common action in the applicant list is changing the status of one or more applicants.
- Status changes of several applicants can be made together in the future.

EFFORT

- Configuration type: Early adopter
- This feature is not universally available and must be requested in the form of an Early Adoption with the SAP Product Management Team.

EVALUATION

- Increased usability through various visual adjustments as well as additional new functions for better control of application management
- Reduction of the processing effort for status changes of candidates

INTEGRATION WITH TALENT INTELLIGENCE HUB

FOR EARLY ADOPTERS ONLY!

SAP SuccessFactors Recruiting can be integrated with the Talent Intelligence Hub. The attributes defined there, such as competencies and skills, can then be added to job requirements, for example.

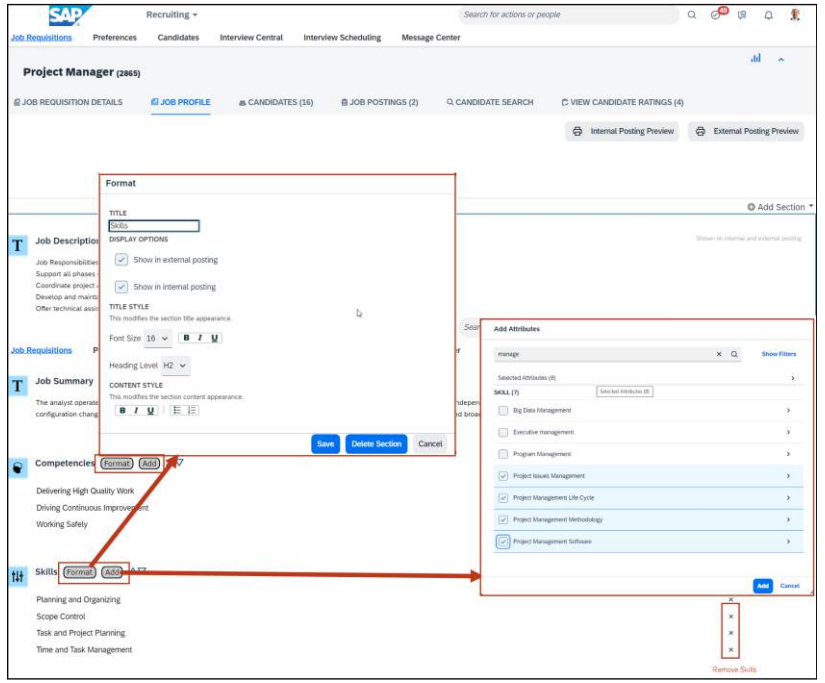
In the current version, the existing "Edit" button on the "Job Profile" page has been replaced by the "Format" and "Add" buttons for the "Skills"" and "Competencies" sections.

The Format option allows you to format the title and the content.

The Add button allows you to add competencies and skills from Talent Intelligence Hub.

On instances integrated with Job Profile Builder, it is also now possible to add skills to a job request without using a job profile, but directly through the Talent Intelligence Hub.

When a job request is created without using a profile, the new version removes the "Library" and "Category" columns from the "Skills" section.



BENEFIT

- Integration with Talent Intelligence Hub provides administrators with the ability to add competencies and skills to SAP SuccessFactors Recruiting.
- The integration allows you to access attributes in recruiting through a central framework.

EFFORT

- Configuration type: Early adopter
- This feature is not universally available and must be requested in the form of an Early Adoption with the SAP Product Management Team.

EVALUATION

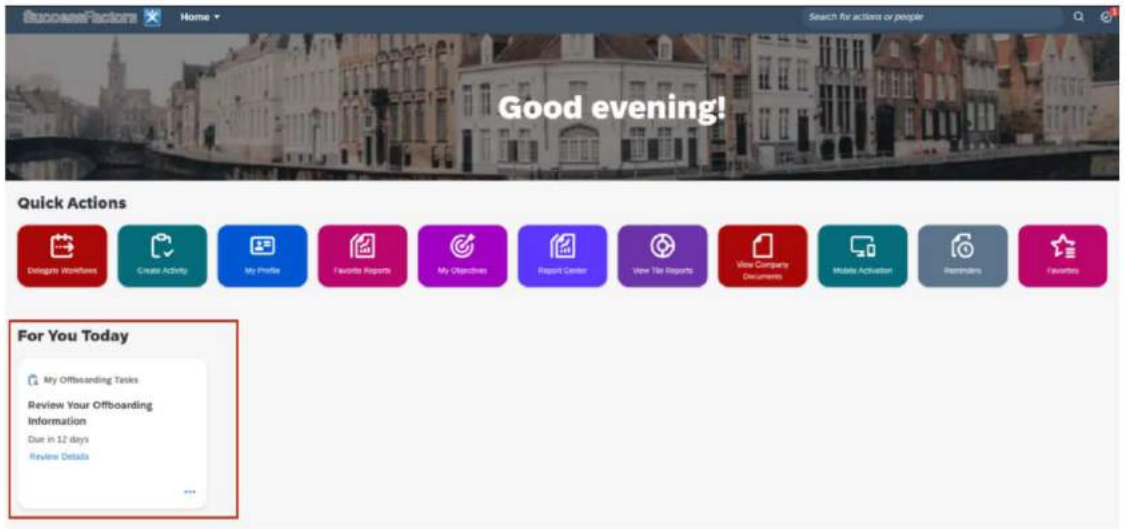
- Easily add competencies and skills to a job requirement.
- Competencies and skills can be added to a job requirement without using a job profile.

ONBOARDING

Release Notes 1H 2023

OFFBOARDEE EXPERIENCE ON THE HOME PAGE

Task tiles are now also generated for the tasks of the exit process under the 'Today for you' area. This increases the usability of the process and simplifies the overview of the open tasks. In addition, via the reminder function, direct system e-mails can be generated that are sent to the responsible person so that the tasks are completed promptly. This ensures that the entire process is completed on time.



BENEFIT

- Thanks to the new function, the module offers an improved overview of the upcoming tasks in the exit process
- The function brings Benefit for HR, managers and employees
- The reminder function helps HR, managers and employees to complete their tasks in a timely manner

EFFORT

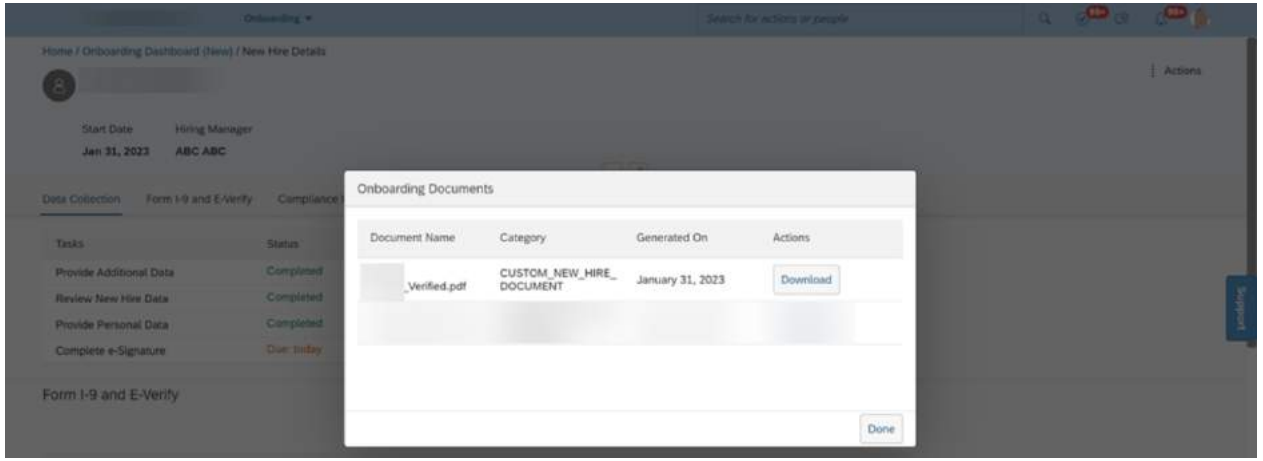
- Configuration type: Universal
- The function is activated automatically. No additional configurations are necessary.

EVALUATION

- Helpful function for the exit process

ACCESS TO ADDITIONAL DATA COLLECTION DOCUMENT UPLOADS FROM THE ONBOARDING DASHBOARD

In the new update, documents from customer-specific onboarding portlets can be downloaded directly from the onboarding dashboard. During an onboarding process, onboarders must provide HR with various documents. These can be retrieved directly via the integrated process and are now accessible to HR via the onboarding dashboard.



BENEFIT

- Documents can be retrieved and downloaded via customer-specific portlet via onboarding.
- The onboarding process becomes more consistent and all documents are accessible in one place.

EFFORT

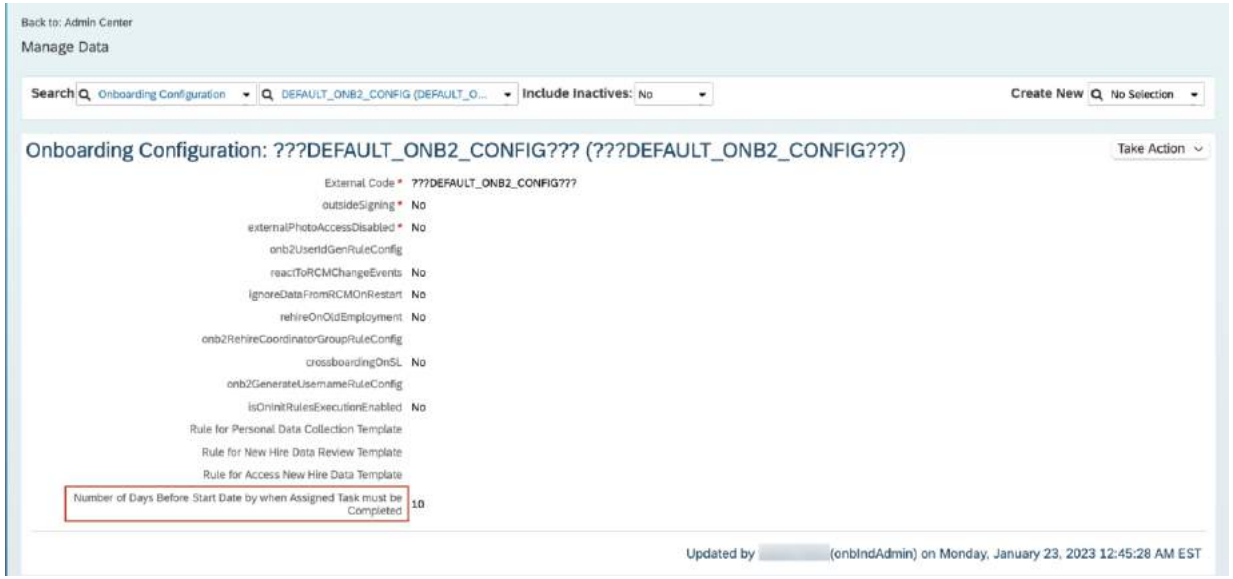
- Configuration type: Universal
- The Onboarding Dashboard (New) must be configured, additional permissions are required.
- In the portlet, the attachment fields must be configured correctly.
- The effort is small.

EVALUATION

- If the onboarding process includes the collection of documents from the onboardee, the new function offers great Benefit. It involves little configuration effort and offers the onboardee and the HR department an additional service.

CONFIGURABLE DUE DATE FOR NEW HIRE TASK COMPLETION

With the latest feature to the onboarding process, a due date can be defined for entering the onboardee's personal data. Thanks to this additional feature, the entire onboarding process can be monitored in a more time-critical manner and it can be ensured that all the required information is available before the new employee joins the company.



BENEFIT

- The due dates can be regulated more precisely
- The onboarding process can be planned in more detail and completed on time

EFFORT

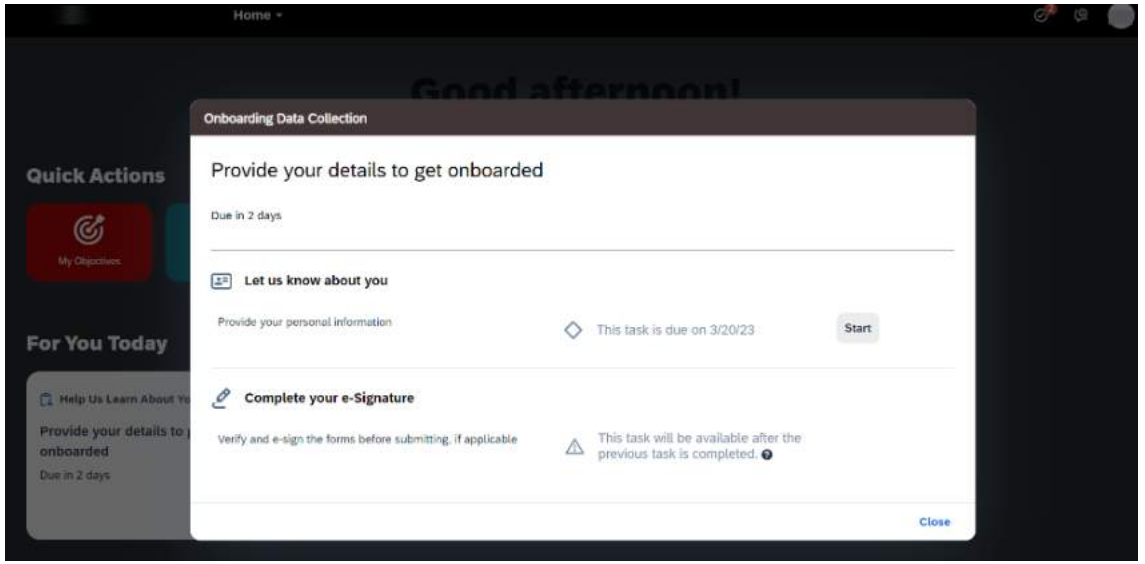
- Configuration type: Universal
- Additional configurations are necessary
- The effort is small

EVALUATION

- The function provides Benefit to control the onboarding process completion
- Great Benefit for HR and a punctual payroll

DYNAMIC DETERMINATION OF APPLICABLE NEW HIRE TASKS

The latest version of the New Hire Task display for the Onboardee adapts dynamically depending on the configuration. Now only the tasks that are stored in the Process Variant Manager are displayed.



BENEFIT

- More transparency for the onboardees, regarding the tasks they have to do

EFFORT

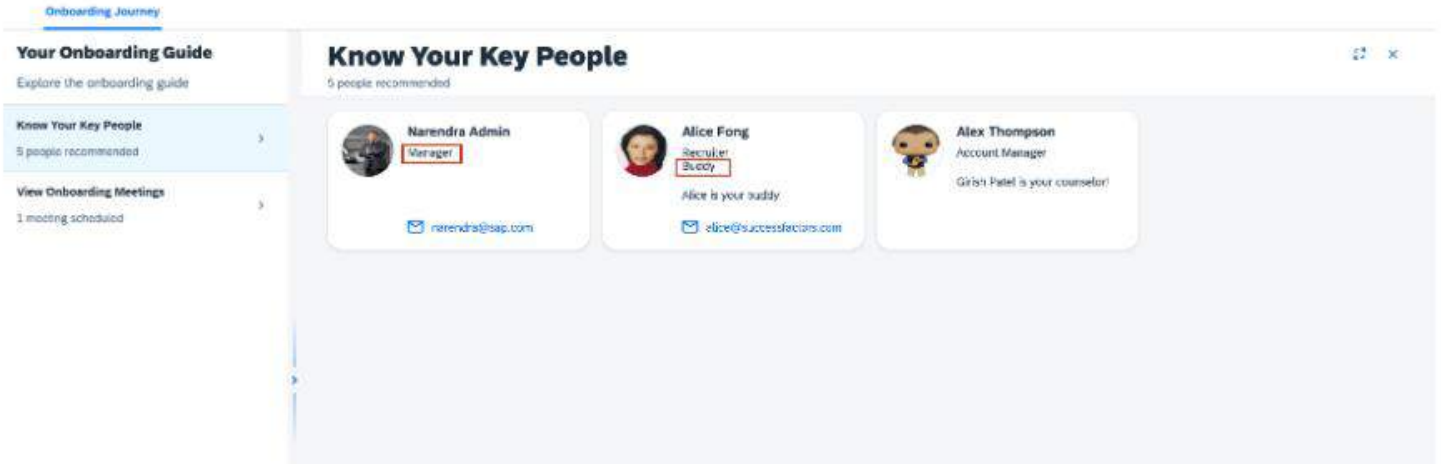
- Configuration type: Universal
- The function is activated automatically. No additional configurations are necessary.

EVALUATION

- The update provides more usability for the onboardees

IMPROVED VIEW OF KEY PEOPLE

After the update, in the section under 'Know your key people' you can see how the relationship is with the people. The system automatically recognizes who is the manager, buddy or contact person of the new employee. This way the onboardee knows which persons he/she can contact in case of questions or concerns.



BENEFIT

- The Onboardee recognizes the relationship with the people who can be contacted.
- This ensures that the onboardee is contacting the right person

EFFORT

- Configuration type: Universal
- The function is activated automatically. No additional configurations are necessary.

EVALUATION

- The new function increases the user-friendliness for the users

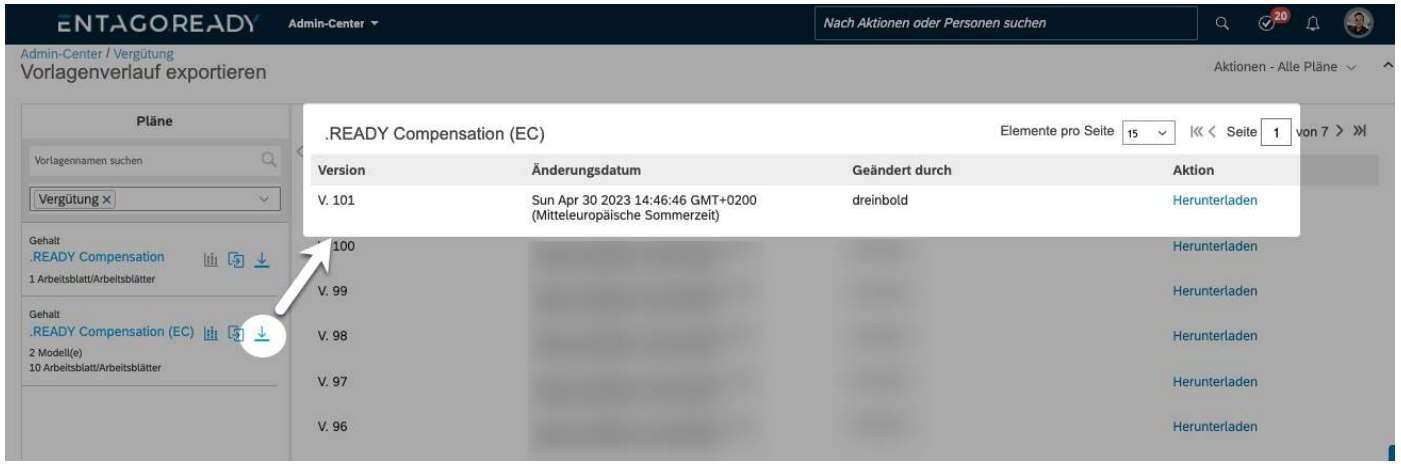
COMPENSATION

Release Notes 1H 2023

COMPENSATION PLAN TEMPLATE VERSIONS

The new release 1H 2023 allows you to view the change history including change date and creator for the templates Compensation, Variable Compensation and Total Compensation.

The page that opens displays the details of the template versions. You can then use the "Download" link to download the desired version of the template.



BENEFIT

- Customers can now easily access older versions of a template.
- This allows to switch back to an older version of a template or to merge different versions.
- External backups are no longer necessary.

EFFORT

- The authorization role for Compensation Administrators needs to be adjusted.

EVALUATION

- This is a particularly helpful new feature that eliminates the challenge of restoring lost data. Furthermore, templates no longer need to be stored externally as a backup, but are versioned in the template history.

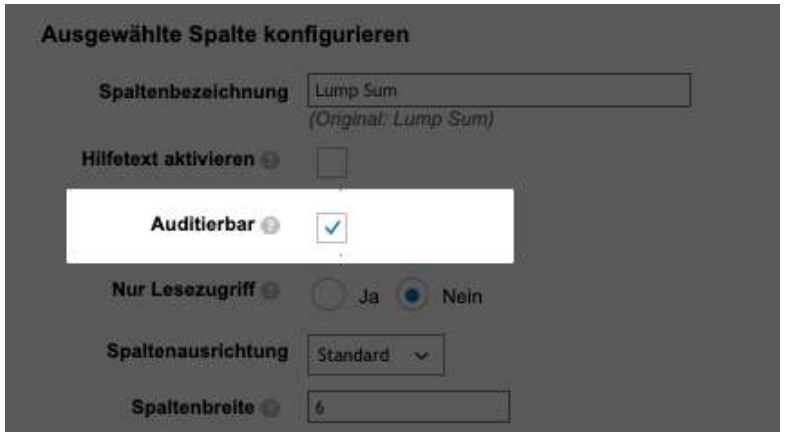
PLANNER AUDIT FUNCTION FOR COMPENSATION PLANNERS

Previously, compensation planners could not view changes made to the form by planners in subsequent steps. Compensation planners now have the ability to track changes to field values in the form of an audit. The feature is available for Compensation, Variable Compensation, and Total Compensation plans.

Once this feature is enabled, Compensation Planers can download a file with details of field values that have been changed by other planners. The planner audit feature can be enabled for up to 10 fields in a template. Some standard fields and all custom fields can be selected as auditable.

To activate the function or to add additional fields for the planner check, existing worksheets must first be deleted.

The release was developed at the request of the compensation community as part of an improvement request.



WORKSHEET NAME: 2023

NAME	USERNAME	FIELD	FIELD ID	OLD VALUE	NEW VALUE	CURRENCY CODE	MODIFIED BY	MODIFIED BY (USERNAME)	MODIFIED BY (PROXY USER)	MODIFIED BY (PROXY USERNAME)	MODIFIED ON
		Lump Sum	lumpSum	0	200,400.00	CNY					2023-03-27 04:47:12 UTC
		Merit Increase	merit	80,160.00	100,200.00	CNY					2023-03-27 04:47:12 UTC
		Final Annual Salary	finSalary	2,084,160.00	2,104,200.00	CNY					2023-03-27 04:47:12 UTC
		Merit Increase	merit	0	9,680.64	EUR				sfadmin	2023-03-27 04:43:02 UTC
		Final Annual Salary	finSalary	242,016.00	251,696.64	EUR				sfadmin	2023-03-27 04:43:02 UTC
		Merit Increase	merit	0	8,016.00	USD				sfadmin	2023-03-27 04:43:02 UTC

BENEFIT

- Compensation plan sponsors can now better track changes to forms.

EFFORT

- Activation: Plan setup > Settings > Activate plan audit.

EVALUATION

- Compensation planning employees gain more insight into the historical history of a compensation form.

USER SEARCH IN EXECUTIVE REVIEW

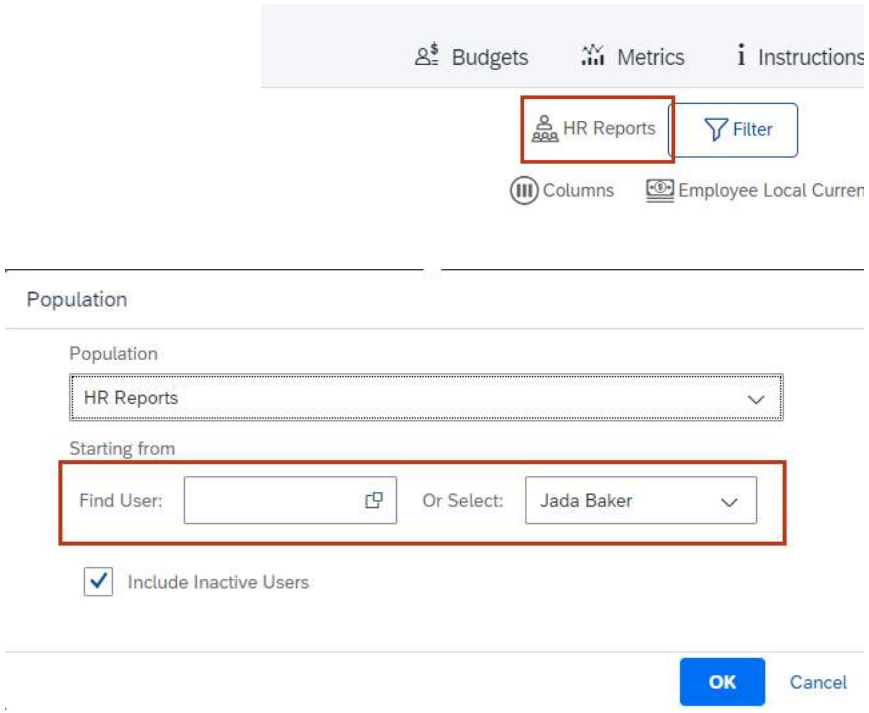
Compensation Planers gain the ability to search for specific users when filtering by HR Manager, Matrix Manager, or Custom Manager in Executive Review.

Previous: In the previous version, you could filter for your Direct Reports based on your role in the organization in Executive Reviews.

New: Now you can also view the Direct Reports of other HR Managers, Matrix Managers or Custom Managers by searching for the name, provided the employees belong to your target population.

In the figure you can see the population filter and the possibility to use the "Search users" field to search for specific users and view their HR reports.

The release was developed at the request of the compensation community as part of an improvement request.



BENEFIT

- In the previous version, you could not filter by other users' HR reports, custom reports, or matrix reports.
- In the current version you can search for specific users and find their HR reports, custom reports or matrix reports.

EFFORT

- No additional effort

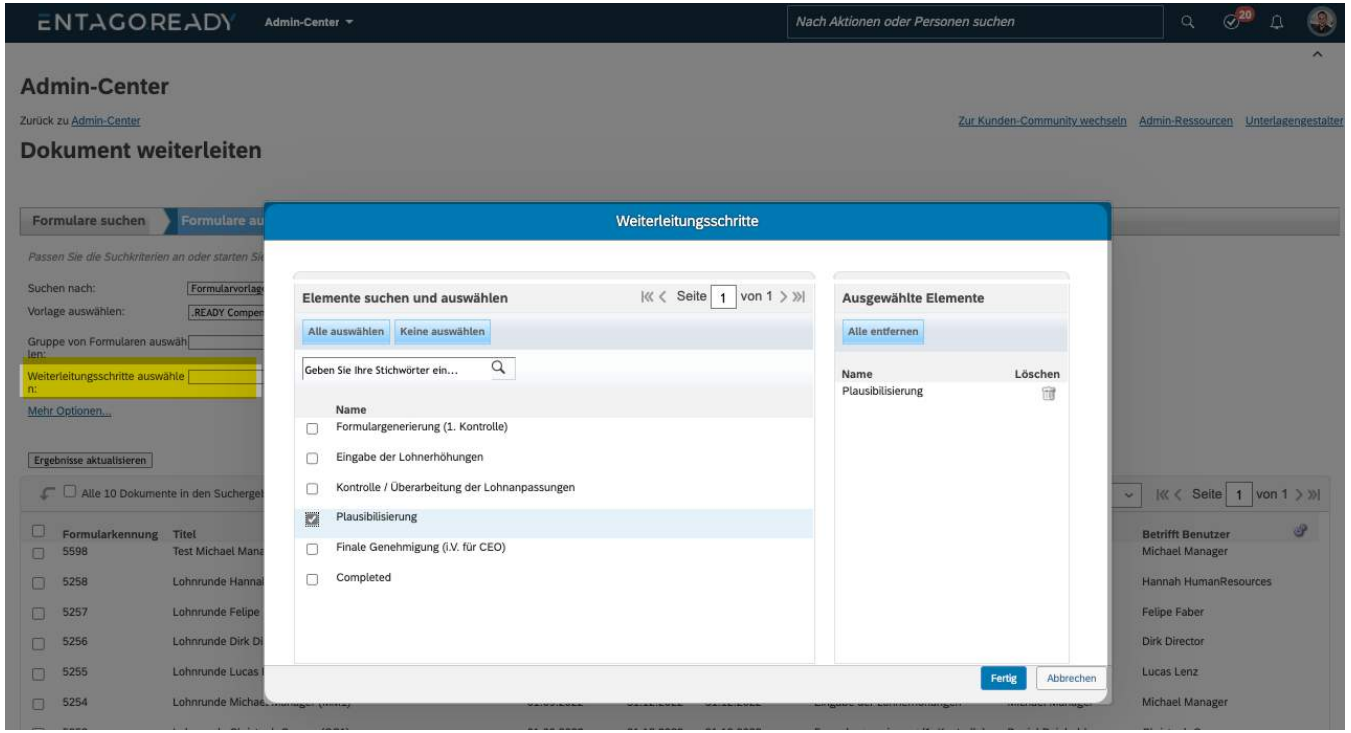
EVALUATION

- Facilitate the search for specific employees.

NEW FORWARDING LIST FILTERS

You can now filter your compensation worksheets by a template for compensation, variable compensation, or total compensation based on the forwarding step the forms are on.

In the "Forward Forms" function, the "Select Forward Step" option now appears as a filter option that you can use.



BENEFIT

- The new filter feature allows you to find forms in specific steps and route the worksheets based on the selected criteria.

EFFORT

- No additional effort

EVALUATION

- The search for specific worksheets is facilitated by the new filter option.

LEARNING

Release Notes 1H 2023

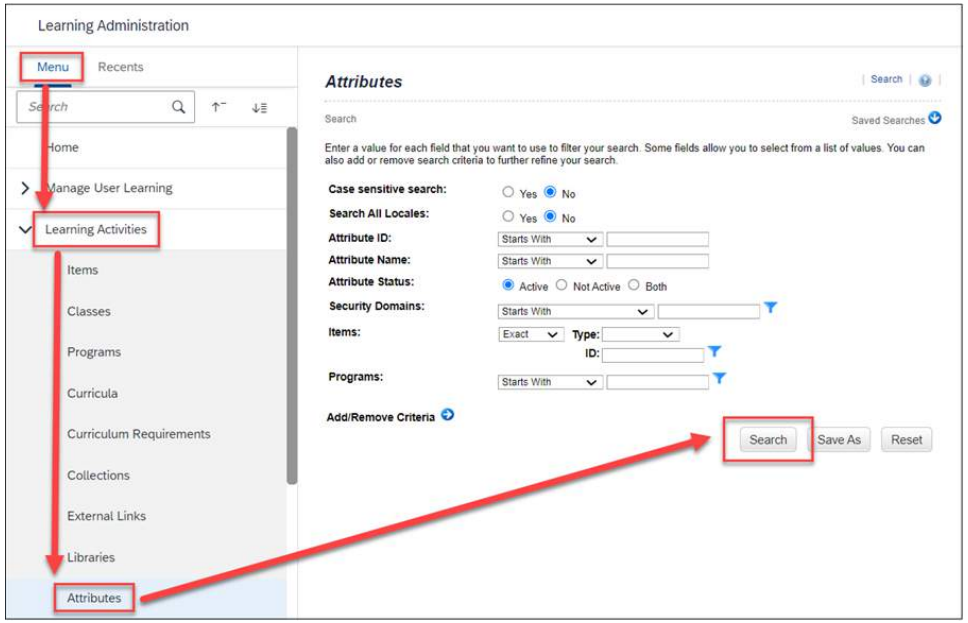
ATTRIBUTES - INTEGRATION INTELLIGENCE HUB

FOR EARLY ADOPTERS ONLY!

When SAP SuccessFactors Learning is integrated with the Talent Intelligence Hub framework, attributes of type "competencies" and "skills" can be added to learning items, programs, objectives, and tasks. Associated attributes and their scores for completed courses are then displayed in the growth portfolio.

Under the new "Attributes" entry in the "Learning activities" menu, the synchronized attributes and their assignments can be viewed. In addition, a precise search for attributes for learning elements and programs is possible.

The attributes are synchronized daily by the job "Attribute synchronization".



BENEFIT

- Administrators can link not only competencies but also skills to learning activities.
- Administrators can centrally maintain attributes and ratings for learning activities instead of using competencies from multiple sources.
- Learners can find relevant recommendations based on their skills and competencies in their growth portfolio.

EFFORT

- Configuration type: Early adopter
- This feature is not universally available and must be requested in the form of an Early Adoption with the SAP Product Management Team.

EVALUATION

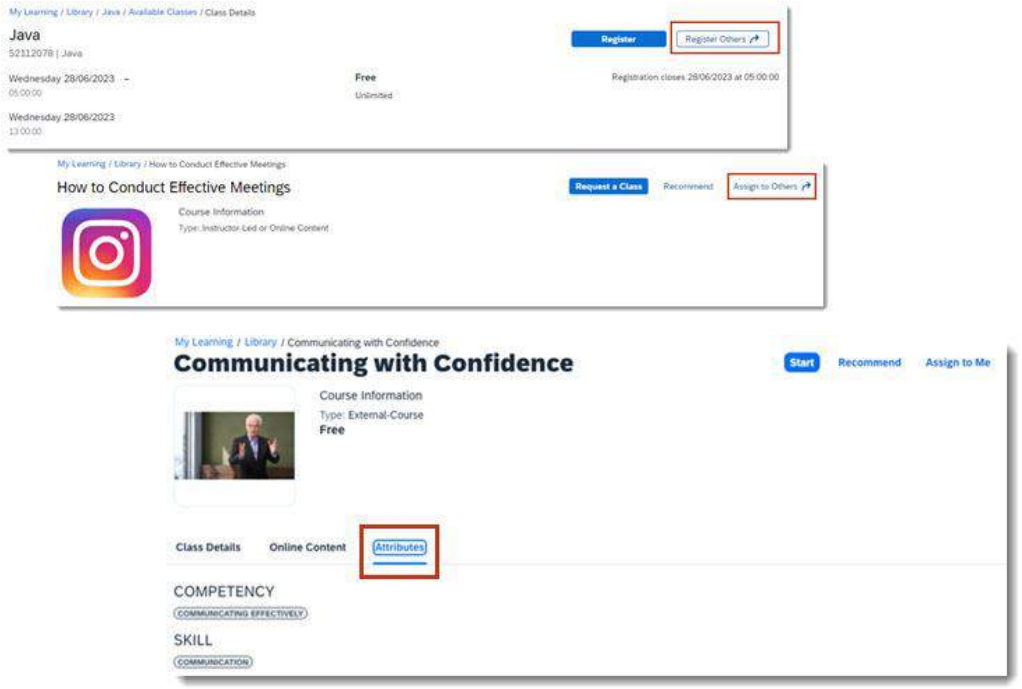
- Even though custom attributes are synchronized along with competencies and capabilities, it is recommended to add only competency and capability attributes to items, programs, tasks, and goals.

IMPROVEMENTS ON THE COURSE HOME PAGE

The course home page has been improved for manager actions, approval comments, associated attributes, and other features.

An excerpt of the most important innovations:

- Managers can use the Enroll Others action on the Class Details page to enroll their employees in a class, and they can use the Assign Others action on the Item Details page to assign an item to their employees.
- When managers view their employee's learning plan, they can use the "Add to Learning History," "Remove," and "Recommend" actions. Managers can also view "Program Details" and "Curriculum Requirements" in the employee's view. Viewing "Element Details" is not available for managers in the employee's view.
- In addition, users can add a comment to the approver when they submit an approval request for a course with a corresponding price.



BENEFIT

- Administrators can configure instruction messages to be displayed when users enroll in a course that has a price, for example.
- Administrators can now associate attributes with elements. The name of the Competencies tab is now updated to Attributes for all users.

EFFORT

- Configuration type: Universal
- With this release, enableCourseHomeBlended=true is set automatically and thus requires no further configuration.

EVALUATION

- The new course homepage creates a more modern user experience.

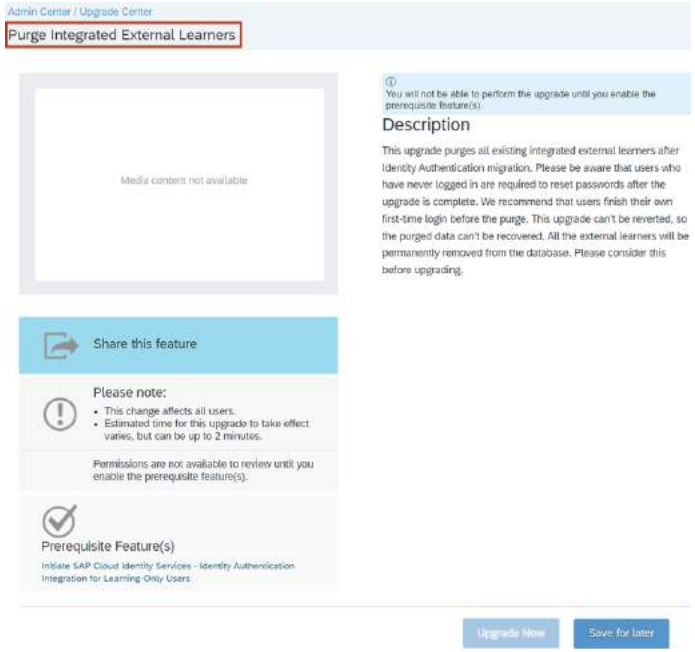
PURGE DATA OF INTEGRATED EXTERNAL LEARNERS FROM HXM SUITE

The migration to SAP Cloud Platform Identity Authentication Service (IAS) is complete.

Therefore, it is now possible to purge the data of all integrated external learners from HXM Suite using Upgrade Center.

If you perform the "Clean up integrated external learners" upgrade via the Upgrade Center, all integrated external learners and their associated data will be permanently removed from the system and cannot be restored.

In the attached screenshot you can see how to perform the upgrade.



BENEFIT

- This upgrade provides the ability to perform a complete cleanup of all integrated external learning data.

EFFORT

- Configuration type: Universal
- The function is activated automatically. No additional configurations are necessary.

EVALUATION

- This function provides an easy way to clean data
- Ensuring data quality

ENTAGO

Entago AG
Buckhauserstrasse 34
CH-8048 Zurich

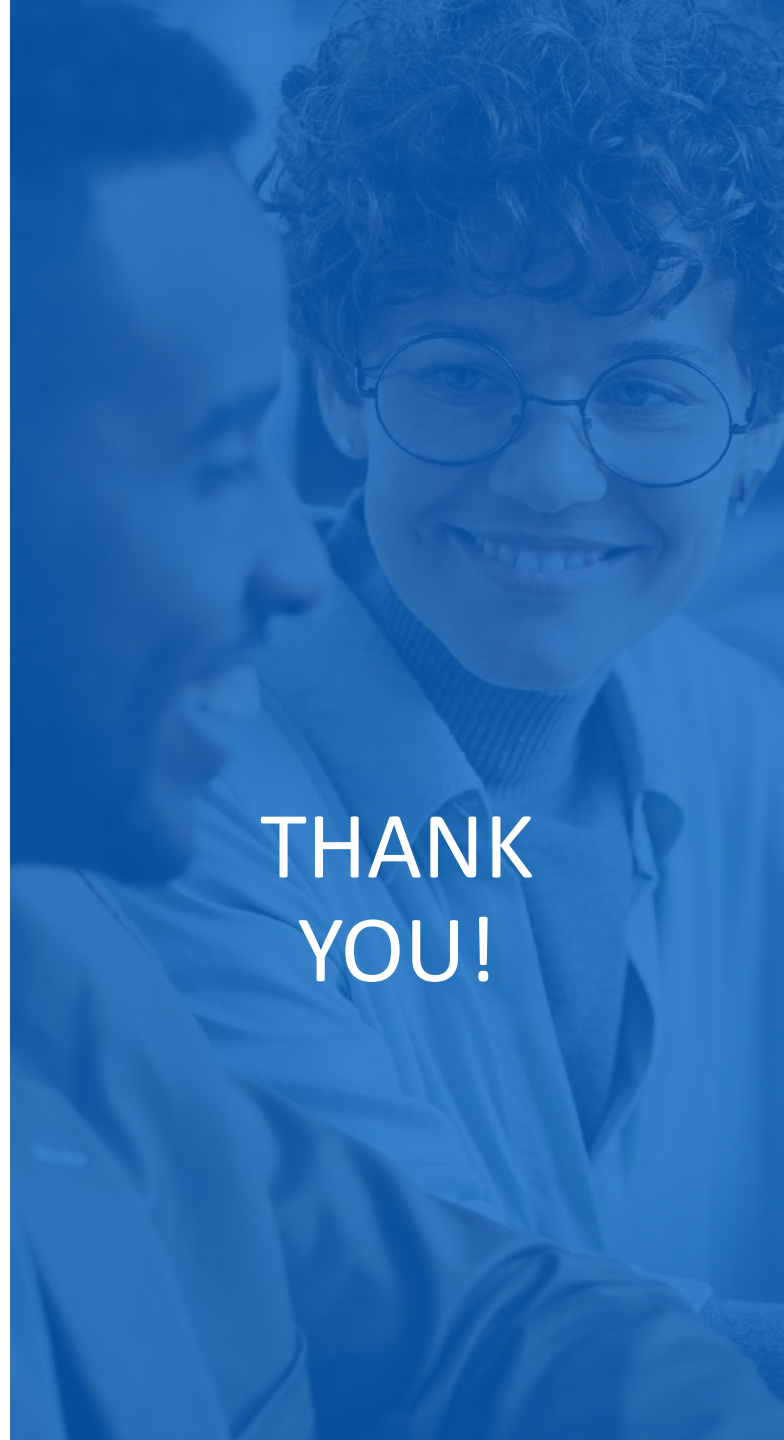
info@entago.ch

www.entago.ch

Daniel Reinbold
Management Consultant

+41 79 923 04 31

daniel.reinbold@entago.ch



THANK YOU!