



SAP SuccessFactors 

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SAP SuccessFactors What's New Viewer

Content

1	What's New PDF.	13
2	1H 2024.	14
2.1	Platform, Reporting, and Features for Many Modules.	14
	Add a Configurable UI to a Transport Bundle in Manage Configuration UI.	14
	Add a Picklist to a Transport Bundle in Picklist Center.	16
	Add to Transport Bundle in Integration Center.	18
	Advanced Encryption Now Generally Available.	20
	AI-Assisted Skills Architecture Creation.	22
	AI-Assisted Writing in SAP SuccessFactors Applications.	24
	AI Services Administration Page.	29
	AI Usage Acknowledgment.	30
	Alternative Text for Images on Home Page.	33
	Automatic Audit for Custom Translation.	35
	Changed Default Option in Send User Welcome Email.	37
	Changes to Business Rule Execution Log File Size.	39
	Configurations Available in Configuration Transport Center.	42
	Data Blocking in the Latest Role-Based Permissions.	49
	Data Privacy Consent Statement APIs.	52
	Display All Steps in Role Assignments.	53
	Enable Snapshot-Based Pagination for MDF APIs.	55
	Enhanced Expired List in Manage Support Access.	56
	Enhanced Onboarding Guided Experience.	58
	Enhanced Security Scan of User Inputs.	59
	Enhanced the Layout of Manage Login Accounts.	61
	Enhancement to Instance Refresh Tool.	63
	Enhancements to View Permission Role History.	64
	Export Configuration Feature in New Check Tool UI.	66
	Home Tab Introduced for the SAP SuccessFactors App in Microsoft Teams.	68
	Horizon Visual Theme in More Areas.	69
	Instance Synchronization Tool Removed from Upgrade Center.	71
	Job Scheduler Supports Showing or Hiding Columns.	73
	Latest Role-Based Permissions Supports Compensation Permission Roles.	75
	Latest Role-Based Permissions Supports External Role Assignments.	77
	Latest Role-Based Permissions Supports External User Types in Permission Roles.	79
	Latest Role-Based Permissions is the Default Permission Role Management Tool.	81
	Latest Role-Based Permissions Supports MDF Permissions.	83

Latest Role-Based Permissions Supports Printing Permission Role and Role History.	85
Latest Role-Based Permissions Supports Updating Incomplete Role Assignments.	87
Manage Retention of Audit Data.	89
More Features Support Change Audit.	91
More Home Page Cards Available in SAP SuccessFactors Work Zone.	92
New and Enhanced Application-Specific Rule Scenarios.	94
New Check Tool Item for Email Notifications Configuration.	101
New Document Categories for Opportunity Marketplace in SAP Document Management Service	102
New Email Notification Templates for Scheduled Jobs.	104
New Employee Central Quick Actions Available in SAP SuccessFactors Work Zone.	108
New Experience for Org Chart.	110
New Task Entries for Employee Central Quick Actions in Microsoft Teams.	114
New Use Cases Supported in Joule.	116
Option Enhanced to Support DRTM Master Data Purge in More Situations.	118
Personal Calendar Settings.	121
Predefined Theme with Darker Colors Available in Theme Manager.	125
Promote a Transport Bundle Across Multiple Target Tenants.	126
Purge Attachments in Global Information	128
Quick Action Color Options for Home Page.	129
Recognize Quick Action and Related Notification Cards in Microsoft Teams.	131
Redesigned Growth Portfolio Landing Page.	132
REST APIs for Advanced Encryption Key Operations.	137
Role-Based Permissions Supports Configuring Four People Pools.	139
SAP Identity Management Available as an Integration Name in X.509 Public Certificate Mapping	142
SAP SuccessFactors Recruiting and SAP SuccessFactors Employee Central Events Supported in SAP Event Broker.	144
Search Functionality Available in Configuration Transport Center.	147
Search Language Enhancement in Action Search.	149
Send Talent Intelligence Hub Data to SAP Master Data Integration.	151
Stable Element IDs.	153
Standard Content in SAP Companion.	155
System Notifications in Admin Center.	157
UI Text Improvements in Manage Support Access.	159
Updates to Supported Locales.	161
User Experience Enhancements to Application Security Settings and Tools.	163
User Experience Enhancements to Login and Reset Password Screens.	165
User Experience Enhancements to Scheduled Job Manager.	169
User Login Now Added in General Audit.	172
Write Access Removed for Legacy Picklists.	173
X.509 Certificate-Based Authentication Now Available for Outbound Calls to Open Text.	174

	Minor Visual Changes in 1H 2024.	177
2.2	Calibration Session Feature (Multiple Modules).	236
	Autosave Supported in Calibration.	236
	New Filter Options in Calibration Session.	237
2.3	Career Development.	239
	Access Continuous Performance from Mentoring.	239
	Change Order of Signup Form Questions.	241
	Coaching Advisor Now Supported in Latest Development Goals.	243
	Enhancement to Mentoring Email Notifications.	244
	Link Learning Activities to Development Goals.	245
	New Experience for Career Worksheet.	247
	New Role Available for Managing Development Goals.	250
	Role Details of Current Job Role Available in Career Worksheet.	252
	Trained Model Metrics of Role Recommendations Available in Career Explorer.	254
	User Experience Enhancements in Career Development.	256
	View Employee's Career Opportunities in Career Explorer.	258
	View Pending Mentoring Requests.	260
2.4	Compensation.	261
	Change to How Employee Local Currency for Reward and Recognition Awards Is Checked.	261
	Compensation and Job Information Publish with Centralized Services.	262
	Enable the Approver of a Reward and Recognition Award to Change the Award Amount	265
	Enhancements in Compensation Statements	268
	Exclude Automatically Copying the Manager When Sending Email Notifications to Award Recipients.	272
	Experience Changes in Compensation.	275
	Export and Import from Executive Review in XLSX Format.	277
	Ignore Warnings When Publishing Data from Compensation to Employee Central.	280
	Individual View for Total Compensation Plans.	281
	Latest Version of My Forms Page for Compensation.	283
	Rename the Label for <i>Instructions</i> from the User Interface.	286
	Story Reports for Eligible Employees for Reward and Recognition Programs.	288
2.5	Employee Central.	291
	Add to Transport Bundle in Employee Central.	291
	Addition of Copy Feature for Certain Benefit Objects.	295
	Addition of New Fields in the Benefit Employee Opt-out Requests Object.	296
	Address Typeahead in Employee Address Information.	298
	AI-Assisted Person Insights for Compensation Discussions.	300
	Automatically Hire Applicants from Recruiting and Onboarding to Employee Central.	304
	Calendar Days Now Available for Time Forms.	306
	Centralized Services Support for Adding Higher Duties.	308
	Centralized Services Support for Contingent Workforce.	309

Centralized Services Support Pension Payouts.	311
Changes in Concurrent Employment	313
Connecting Multiple Employee Central Instances to Same Client of the SAP S/4HANA System	314
Consolidated Time Recording with SAP S/4HANA.	317
Email Address Validated By Default.	321
Enhanced Support for Migrating Employees With Concurrent Employment Assignments in SAP S/4HANA System.	323
Enhancements in Centralized Services.	325
Enhancements in Imports.	327
Enhancements in Infoporter to Support Suppress Identical Records.	328
Enhancements to Manage Pending Hires Tool.	331
Event-Based (Asynchronous) Position Follow-Up Processes for External Workforce Replication from SAP Master Data Integration to SAP SuccessFactors Employee Central.	334
Identifying Employees for Temporary Exclusion from Inbound Processing in SAP S/4HANA.	335
Incumbent Assigned to the New Higher-Level Position Can Access Their Lower-Level Position Details.	337
Linking of Absences for Italy.	339
Linking of Absences for Short-Term Disability USA.	341
Localized Enhancements for Multiple Countries/Regions.	344
New and Enhanced Employee Central Quick Actions for Employee and Manager Self-Services.	356
New APIs for the Pension Benefit Type.	361
New Business Keys in Document Generation Objects to Enable Transport Feature	362
New Configuration to Trigger Trackers When There Are Changes in HRIS Elements.	363
New Configurations in Employee Central Service Center.	365
New Diagnostic Tool for Employee Central Transactions.	368
New Employment End Date Filter for Employee Central Compound Employee API.	372
New Experience for People Profile.	374
New Feature Employee Seniority Calculation Now Available.	379
New Fields and Validations in the Compensation Structure Object.	382
New Inbound Integration Scenarios from SAP Master Data Integration to SAP SuccessFactors Employee Central.	384
New Manager Attributes for the Job Information Segment.	386
New My Team Positions Page and Employee Central Quick Actions for Positions.	388
New Optional Parameter in Rule Function Calculate Average Value For Numeric Job Information Field Based on Months().	391
New Rule Scenarios for Global Benefits.	393
Payment Information Rules Now Available with MDF-Based Rule Scenario.	395
Position Management Synchronization Jobs.	396
Property expirationDate Now Filterable in OData API EmpWorkPermit.	399
Redesigned Experience of Viewing Pending Workflow Requests.	400
Replication of User Name to Infotype Communication and Subtype System User Name.	403

	Reporting of Planned Working Time with Story Reports.	405
	Rest APIs in Time Off.	409
	Support No Show for a Contingent Worker Using Imports.	410
	Time Forms Employee Self-Service (ESS).	413
	Time Management Post Processing Supported with Global Assignment.	417
	Time Off Enhancements in the New People Profile.	418
	Time Type Filter Rule Restriction Removed.	421
	Universal Updates for Centralized Services.	423
	Upload and View Non-Image File Attachments in Mobile Time Off iOS App.	430
	User Based Data Handling of Work Permit Information in Document Generation.	433
	Validation Check on Custom Field Data Types of Employee Time Object.	434
	Validation Check on Full Purge Import of Time Accounts.	436
	Validation to Check Duplicate Entitlement Postings in Time Off.	437
2.6	Employee Central Payroll.	439
	CIAS Configuration of Pay Statement (direct).	439
	Enhanced Auxiliary Calculations in Manage Configuration for Payroll Control Center.	440
	Enhancement to Allow Mashups to Open in New Tabs.	442
	Enhancement to Point-to-Point Configuration Report for Certificate-Based Authentication	444
	Enhancement to Rule Function Get Payroll Area Control Record.	446
	Extension of Maximum Allowed Planned Working Time Replication Period.	448
	Identity Provisioning Service for Employee Central Payroll	450
	Legal Changes for Country/Region Specifics.	451
	New Field PAN Inoperative Available for India.	453
	New Local Version for Slovenia.	454
	Replication of Linked Absences for USA.	456
	Replication of Shift Classification to an SAP Payroll System.	457
	View Pay Statements with Joule.	459
2.7	Learning.	461
	Administrator Suggestions Now Available on the New Learning Home Page.	461
	API Response Changes for Tenants.	463
	Automatic Anti-Virus Scanning for QuickGuides and Reports.	465
	Background Job for Adding Library Items.	466
	Banners in the New Learning Experience.	467
	Best Practices Content Upgrade System Configuration.	469
	Course Home Experience for Users with an External Shopping Account.	470
	Custom Cards in the New Learning Experience.	473
	Drop-Down Limit for Custom Fields.	476
	Enhanced Course Home.	477
	Hide New Learning Experience Switch from Users.	479
	Hide the Required Learning Section on the New Learning Home Page.	480
	Improved Progress Tracking for SCORM Content.	483

	The Latest Version of Learning History Now Generally Available.	484
	The New Learning Home Page Displays Assignments Assigned as Non-Required Items.	490
	MaximumLearningEventsDisplayed Property Removed from LMS_ADMIN.	492
	Merge Users in Bulk Through Import.	493
	Updated Learning Cross-Domain Proxlet.	495
	Updates to Enhanced Search for Learning.	497
2.8	Mobile Features (Multiple Products).	498
	Create and Delete Time Events using SAP SuccessFactors Mobile Application.	498
	Disable Copy and Paste Feature Now Available on Mobile Settings UI.	506
	Enhancement to Require Reauthentication Feature in Mobile Settings.	508
	Latest Continuous Performance Management Now Automatically Enabled in Mobile Apps.	512
	New and Enhanced Employee Central Quick Actions in Mobile Apps.	513
	New Experience for Org Chart in SAP SuccessFactors Mobile.	517
	New Experience for People Profile Now in SAP SuccessFactors Mobile.	520
	View and Process Pending Workflow Requests in Mobile Apps.	524
2.9	Onboarding.	529
	Active Employees and Active Employees with Future Dated Termination Included in Rehire Match	529
	Completed Processes Are Viewable on the Onboarding Dashboard.	531
	Employer Signature Support for Compliance Forms.	532
	Enhancements to Additional Data Collection and E-Signature Pages.	535
	Enhancements to Custom Tasks for Onboarding and Offboarding.	547
	Enhancements to Data Review Processes Now Automatically Enabled.	549
	Enhancements to New Hire Onboarding Journey.	552
	Enhancements to the U.S. Form I-9	559
	E-Verify Support for Federal Contractors.	562
	Final Review Step in Process Variant Manager.	564
	Manager and Start Date Changes Recorded in Onboarding.	567
	Mass Completion Option for New Hire Activity Tasks.	569
	Onboarding Support for Global Assignment.	572
	Support for Additional Role Types in Onboarding.	575
	Support for New York Notice of Pay Rate Forms.	579
2.10	Opportunity Marketplace.	581
	Accepting Opportunity Marketplace Assignment Offer on Home Page.	581
	Aligned Bookmark Experience in Opportunity Marketplace with Learning.	582
	Change Background Image for Opportunity Marketplace Assignments.	583
	Create Opportunity Marketplace Assignments in Bulk.	585
	Enhanced User Experience in Opportunity Marketplace.	587
	Intelligent Recommendations Include Open Job Opportunities in Opportunity Marketplace.	590
	Mark Recommendations as Not Interested in Opportunity Marketplace.	592
	New AI Recommendation Sections in Opportunity Marketplace.	593

2.11	Performance and Goals.	595
	Continuous Feedback Request Cards on the SAP SuccessFactors Home Page.	595
	Create Personal Goals Using Generative AI.	598
	Data Purge for Continuous Performance Management Feedback Request and Activity Updates	601
	Enhanced Experience of Adding External Participants for 360 Reviews.	603
	Enhanced Support for Printing Goals into PDF Output.	605
	Enhancement to REST API for Continuous Performance Management.	607
	Enhancements to the Latest My Forms Page for Performance Management and 360 Reviews.	609
	Expected Ratings for Behaviors Available in Detailed 360 Report.	613
	Goal Alignment Chart.	614
	Goal Weight Display.	616
	Latest Goal Management Now Opt-Out.	618
	Legal Scan Now Supported for Goal Comments.	620
	Navigate Back to 360 Executive Review Search Results.	621
	New API for Route Map Steps of Performance Management Forms.	623
	New Dialog for Adding Goals from Goal Plan to 360 Reviews Forms.	624
	Redesigned Experience for Goal Creation Options.	627
	Redesigned Experience for Stack Ranker in Performance Management.	629
	Search for People to Unassign Team Goals.	632
	Support for Initiatives in the Latest Goal Management.	635
	User Experience Enhancements to 360 Reviews.	636
	Viewing Continuous Feedback from the Activity and Achievement Details Area in Continuous Performance Management.	639
2.12	Recruiting.	642
	AI-Assisted Feature Settings for Recruiting Available in AI Services Administration Page	642
	AI-Assisted Skills Matching for Applicant Screening.	644
	AI-Assisted Skills Validation for Applicants.	647
	Behavior Change of Onboarding Permission in Recruiting.	649
	Enhanced Private Posting Experience for Career Sites Using the Unified Data Model.	651
	Enhancements to Applicant Management.	653
	Enhancements to My Interviews Page.	659
	Enhancements to Offer Letter Templates.	660
	Enhancements to the My Offers Page.	662
	Fields in Career Site Builder Dropdown Lists Include Field IDs from Job Requisition Template.	663
	Google Job Map Integration for Career Site Search Results.	666
	Important Updates to the JobRequisitionOperator Entity.	673
	New Job Alerts Component for Unified Data Model-Enabled Career Sites.	674
	New Job Boards in the Job Board Market Place.	676
	New Rule Scenarios for Job Requisitions and Offer Details.	678
	Set Answers for Screening Questions to Read-Only After Application.	681
	Support for Object Type in the Job Application Template.	683

	Unsubscribe Options for Career Site SSL Expiration Reminders.	684
2.13	Succession Planning.	686
	Exclude Deleted Forms' Ratings from Matrix Grid Reports.	686
	Validation for Permanently Deleting Positions or Talent Pools with Nomination Records.	687
2.14	Time Tracking.	689
	Calendar-Based Automatic Approval of Pending Time Sheet Workflow Requests.	689
	Deviation in Time Recording Submission Configuration Can't Be Below -2.	691
	Enhancement of the Rule Functions Get Number of Allowances In Period and Has Allowances In Period.	694
	Filterable Allowance Type List.	697
	Link to the Time Sheet UI in the Employee Time Sheet Workflow Details.	699
	Monthly Time Sheets.	703
	Support of Annual Working Time Agreements in Days for France.	707
	Support of Keyboard Shortcuts for Copying and Pasting Days in Time Sheet.	709
	Time Sheet Approval Center.	711
	Weekly Period Calculations.	717
2.15	Analytics.	720
	Availability of New Reporting Usage Data Schema in Story Reports.	720
	Invalidation of Stories Due to Changes in the Schema (Tables or Columns) Used in the Story.	721
	Locale-Specific Formats for Date, Time, and Numbers Are Now Supported in Stories.	723
	New Tables Added in the Person Schema for Reporting the Emergency Contact Address Details	724
3	Deprecation and Deleted Lifecycle.	728
3.1	360 Reviews v11 Version Is Deleted.	728
3.2	AddThis Widget Support in Career Site Builder is Deleted.	730
3.3	Belize Theme (for SAP Fiori 2) Is Deleted.	732
3.4	Benefits Rule Scenario Checks from the Check Tool are Deleted.	735
3.5	Brand Association with Security Domain is Deleted.	737
3.6	Brand Resource Path is Deleted.	739
3.7	Career Development Plan Template from the Instance Synchronization Tool is Deleted.	743
3.8	Continuous Performance Management Legacy Version is Deleted.	745
3.9	Data Sync Configurations from the Instance Synchronization Tool are Deleted.	747
3.10	Consolidated Dependents Import is Deleted.	749
3.11	Deletion of Recruiting Posting - Naukri (Deprecated) Job Board Integration.	751
3.12	Deletion of Specific Third-Party Standard Integration Packages.	754
3.13	Deletion of Unused Import Types from Import Employee Data.	756
3.14	Deprecation of Accrual Posting Method "Classic".	758
3.15	Deprecation of Arrow-Based Pay Statement Integration.	760
3.16	Deprecation of Basic Authentication and Third-Party Corporate Identity Provider (IdP) Direct Integration with SAP SuccessFactors HCM suite.	762
3.17	Deprecation of Basic Rule Creation.	765

3.18	Deprecation of Brilliant Hire Setting in Career Site Builder.	767
3.19	Deprecation of Canvas Reports for Transactional Reporting.	769
3.20	Deprecation of Classic Reports.	771
3.21	Deprecation of Copy User.	773
3.22	Deprecation of COVID-19 Panels in Onboarding 1.0	775
3.23	Deprecation of DRTM Audit Data Purge.	778
3.24	Deprecation of Employee Central SF APIs Except CompoundEmployee API.	780
3.25	Deprecation of eQuest Job Posting Integration with Recruiting.	783
3.26	Deprecation of Free-of-Charge Subscriptions.	785
3.27	Deprecation of Help and Tutorials, Handout Builder, and Admin Resources.	787
3.28	Deprecation of HTTP Basic Authentication for APIs.	790
3.29	Deprecation of HTTP Header X-SF-Correlation-Id.	793
3.30	Deprecation of the Instance Synchronization Tool.	795
3.31	Deprecation on JobApplication Navigation from JobApplicationStatus Entity.	797
3.32	Deprecation of Legacy Goal Management.	799
3.33	Deprecation of Legacy Item Details.	801
3.34	Deprecation of Legacy Learning Home Page.	804
3.35	Deprecation of Legacy People Profile.	805
3.36	Deprecation of Legacy Recruiting Posting APIs.	807
3.37	Deprecation of MDF Object Definitions from the Instance Synchronization Tool.	810
3.38	Deprecation of "Neither" Option for Require Mandatory Signature Setting.	812
3.39	Deprecation of News Feature in Learning.	814
3.40	Deprecation of Norsk, Svenska, and Tagalog Locales in Manage Languages.	816
3.41	Deprecation of OAuth IdP API /oauth/idp.	818
3.42	Deprecation of Old Check Tool UI.	820
3.43	Deprecation of Packaged Integration SAP SuccessFactors Learning and SAP ERP Financials Integration.	822
3.44	Deprecation of Pay Scale Group API.	824
3.45	Deprecation of Pay Scale Picklist Fields.	826
3.46	Deprecation of Pay Statement (Direct) Integration With SP85 and Below.	828
3.47	Deprecation of Pay Statement (Fiori-like) Integration.	830
3.48	Deprecation of the Pending Requests Page in Employee Central.	833
3.49	Deprecation of Pension Related Fields.	835
3.50	Deprecation of Purge Inactive User Request Type.	849
3.51	Deprecation of Role-Based Permissions Migration Tool.	851
3.52	Deprecation of SAP SuccessFactors Single Sign-On Certificate.	853
3.53	Deprecation of SHA-1 Signing Certificate for Assertion Consumer Services (ACS) Entries.	856
3.54	Deprecation of Specific Employee Central Third-Party Standard Integration Packages.	858
3.55	Deprecation of Spell Check Feature.	860
3.56	Deprecation of SuccessFactors Learning Token Server.	862
3.57	Deprecation of Support for Skype.	865

3.58	Deprecation of Table Reports.	866
3.59	Deprecation of Tiles and Dashboard Reports.	868
3.60	Deprecation of Time Type Configuration for Short-Term Disability USA.	870
3.61	Deprecation of XML File (YouCalc Rules) Based Workflow Triggering.	872
3.62	The Direct Login Link to Access Workforce Analytics is Deleted.	874
3.63	DocuSign Authentication Method for Onboarding Integrations is Replaced.	876
3.64	DocuSign Authentication Method for Recruiting Integrations is Replaced.	879
3.65	Employee Master Data Replication Based on EA-HRRXX using Boomi Is Deleted.	882
3.66	Employee Master Data Replication Based on PA-SE-IN using Boomi Is Deleted.	884
3.67	End of Development for Integrated External User Feature.	885
3.68	"executionStartDate" Field from Time Account Change Calendar Object is Deleted.	888
3.69	Export SAP Cloud Integration Artifacts is Deleted.	890
3.70	Google Universal Analytics for Career Sites Is Deleted.	892
3.71	HRIS Actions from the Business Configuration UI is Deleted.	894
3.72	Insurance Related Fields are Deleted.	897
3.73	Legacy Executive Review Filters for Compensation are Deleted.	902
3.74	Legacy Built-In Support Is Deleted.	905
3.75	Legacy Login Page for Sites is Deleted.	907
3.76	Legacy Predefined Themes in Theme Manager Are Deleted.	911
3.77	Legacy Time Sheet Validation Rule Scenario is Deleted.	913
3.78	Links to Google+ and Vine in Career Site Builder are Deleted.	915
3.79	Migration of External Events from Event Notification Subscription to Event Subscription Management	917
3.80	Migration of HTTP Basic Authentication to X.509 Authentication with SAP Cloud for Customer.	920
3.81	Migration of Interview Scheduling using Microsoft Outlook Integration to Work Tech.	922
3.82	Mobile Native Content Structure is Deleted.	924
3.83	Monitor Jobs Tool from Admin Center is Deleted.	926
3.84	Offer Expiration Alert is Deleted in Recruiting Posting.	928
3.85	Pension Payouts Setting is Deleted.	930
3.86	Quartz Theme (for SAP Fiori 3) Is Deleted.	932
3.87	Release Center Tab in Admin Center is Deleted.	934
3.88	Removal of Option to Add SAML Assertion Parties in Provisioning.	937
3.89	Removal of Option to Download the SAP SuccessFactors App Package from the Work Tech Configuration Page.	939
3.90	Replacement of Benefits Auto Enrollment Job with New Tracker-Based Jobs.	941
3.91	Replacement of Legacy Role-Based Permissions with Latest Role-Based Permissions.	943
3.92	Replacement of the Old Time Sheet UI with the New Time Sheet UI.	945
3.93	Replacement of Onboarding 1.0 with Onboarding.	947
3.94	Replacement of Suggestions Feature with Product Feedback.	950
3.95	Replacement of User Native Learning Sign-In.	952
3.96	Savings Plan Related Fields are Deleted.	955
3.97	Scheduled Job Reporting Tool is Deleted.	961

3.98	Site Kits Setting in Career Site Builder is Deleted.	962
3.99	SSL Certificate Upload Option for Existing Certificate Signing Requests in Career Site Builder is Deleted.	964
3.100	Suppress Switch in Company System and Logo Settings is Deleted.	966
3.101	Support for Browser Unload Event in Chrome Is Deleted.	968
3.102	Three To-Do APIs are Deleted.	970
3.103	Time Account Type Eligibility Status Object is Deleted.	972
3.104	Time Data Replication Based on PA-SE-IN using Boomi Is Deleted.	974
3.105	V12 Employee Profile APIs Are Deleted.	976
3.106	Variance Reports Are Deleted.	978

1 What's New PDF

We include the What's New PDF because customers have requested a PDF that they can download, but the PDF is missing the functionality of the full What's New Viewer.

In most cases, when you want to sort, filter, and export what's new, you should use the What's New Viewer. It provides you the ability to create your own list of new features, filtered by your list of products. In this guide, they're alphabetical.

In a few cases, however, you might want to save a PDF for offline use. You have two choices:

- If you just need the summary as a PDF, you can export your filtered list as a PDF.
- If you need the details, please use the full PDF guide: *SAP SuccessFactors What's New*.

The preview content is provided as a courtesy, without a warranty, and may be subject to change. For more information, see the [preview disclaimer](#).

2 1H 2024

2.1 Platform, Reporting, and Features for Many Modules

2.1.1 Add a Configurable UI to a Transport Bundle in Manage Configuration UI

You can now add a Configurable UI to a transport bundle in the [Manage Configuration UI](#) tool in [Admin Center](#), allowing it to be transported to another tenant using the Configuration Transport Center.

We have made these changes as part of the transition from [Instance Synchronization Tool](#) to Configuration Transport Center.

Configuration Requirements

You've created a transport bundle in Configuration Transport Center.

Role-Based Permission Prerequisites

You have the [Administrator Permissions](#) > [Metadata Framework](#) > [Manage Configuration UI](#) to use a configurable UI.

What's Changed

The screenshot shows the SAP Admin Center interface for 'Manage Configuration UI'. At the top, there's a search bar and navigation icons. Below that, a search field and a 'Create New' button are visible. The main configuration area is titled 'Absence Counting Configuration' and includes a 'Select Base Object' dropdown set to 'Absence Counting Configuration'. A red box highlights the 'Add to Transport Bundle' button. Other buttons include 'Delete', 'Export', 'Cancel', and 'Save'. The configuration form contains the following fields:

- External Name * (text input with 'Click or focus to edit' and a help icon)
- Absence Counting Rule * (dropdown menu with 'No Selection' and a search icon)
- Country/Region (dropdown menu with 'No Selection' and a search icon)
- External Code * (text input with 'Click or focus to edit' and a help icon)
- createdBy (text input with 'Click or focus to edit')
- createDate (date and time pickers: MM/DD/YYYY, 00:00:00, and UTC+5:30)
- lastModifiedBy (text input with 'Click or focus to edit')

How It Looks Now

In the current version, you can add a Configurable UI using the [Add to Transport Bundle](#) option shown in the [Manage Configuration UI](#) tool.

How It Looked Before

In the previous version, [Add to Transport Bundle](#) option wasn't available in the [Manage Configuration UI](#) tool.

Technical Details

Reference Number	PLU-7674
Product	Platform
Module	Foundation Management System Management
Feature	Metadata Framework
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability

Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Adding Configurable UI to a bundle for Transportation](#)

2.1.2 Add a Picklist to a Transport Bundle in Picklist Center

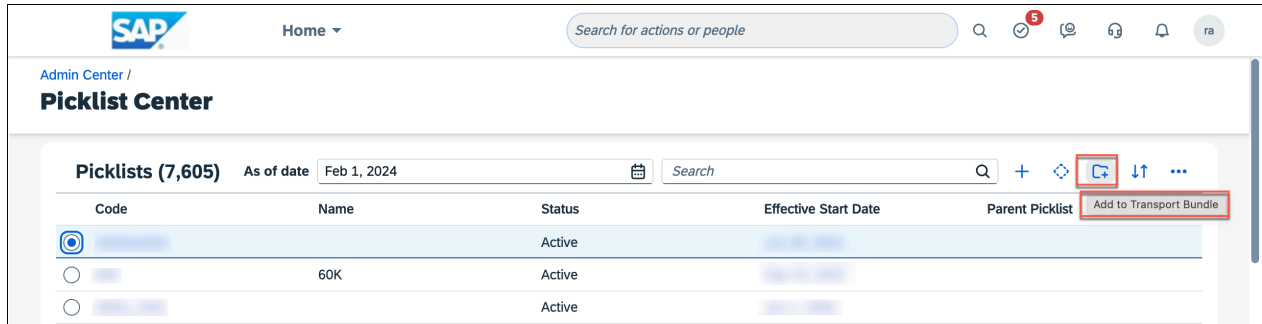
You can now add a picklist to a transport bundle in the Picklist Center, allowing it to be transported to another tenant using the Configuration Transport Center.

We've made these changes as part of the transition from [Instance Synchronization Tool](#) to Configuration Transport Center.

Configuration Requirements

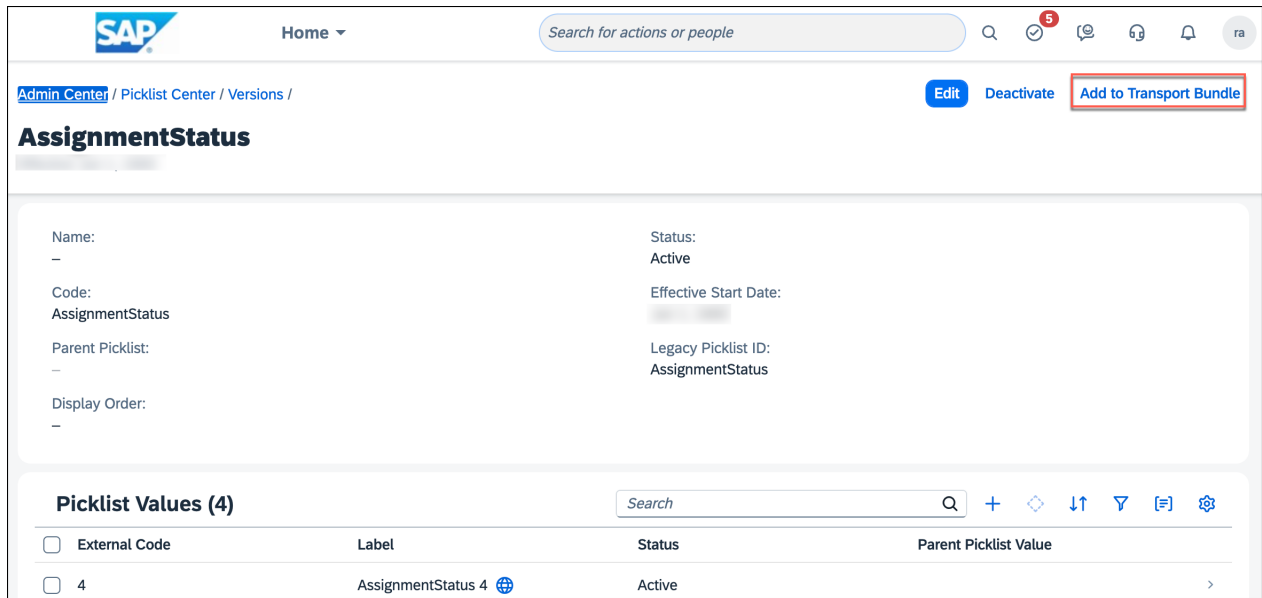
- You've created a transport bundle in the Configuration Transport Center.
- To access [Picklist Center](#), ensure that you've selected [Configure Object Definitions](#) under [Metadata Framework](#).

What's Changed



How It Looks Now

To add the picklist to an existing bundle, you can select the [Add to Transport Bundle](#) icon from the *Picklist Center* overview page, as shown here.



In the current version, the [Add to Transport Bundle](#) option is available in both the *Picklist Center* Overview page and the *Picklist Details* page as shown here.

How It Looked Before

In the previous version, the [Add to Transport Bundle](#) option wasn't available in *Picklist Center*.

Technical Details

Reference Number MDF-84491

Product Platform

Module	Foundation Management System Management
Feature	Picklists
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Adding Picklists to a Bundle for Transportation](#)

2.1.3 Add to Transport Bundle in Integration Center

We've introduced the option [Add to Transport Bundle](#) in the Integration Center.

You can now add integrations to a transport bundle in the My Integrations page in Integration Center, allowing it to be transported to another tenant using the Configuration Transport Center.

We've made these changes so that you can easily add integrations to a transport bundle in Integration Center without having to navigate to Configuration Transport Center.

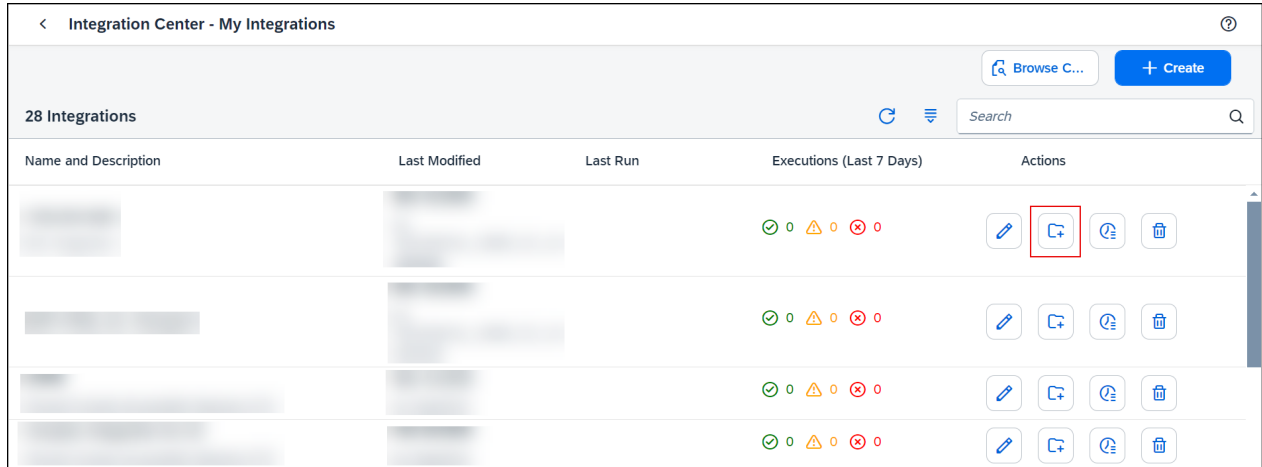
Configuration Requirements

You've created a transport bundle in Configuration Transport Center.

Role-Based Permission Prerequisites

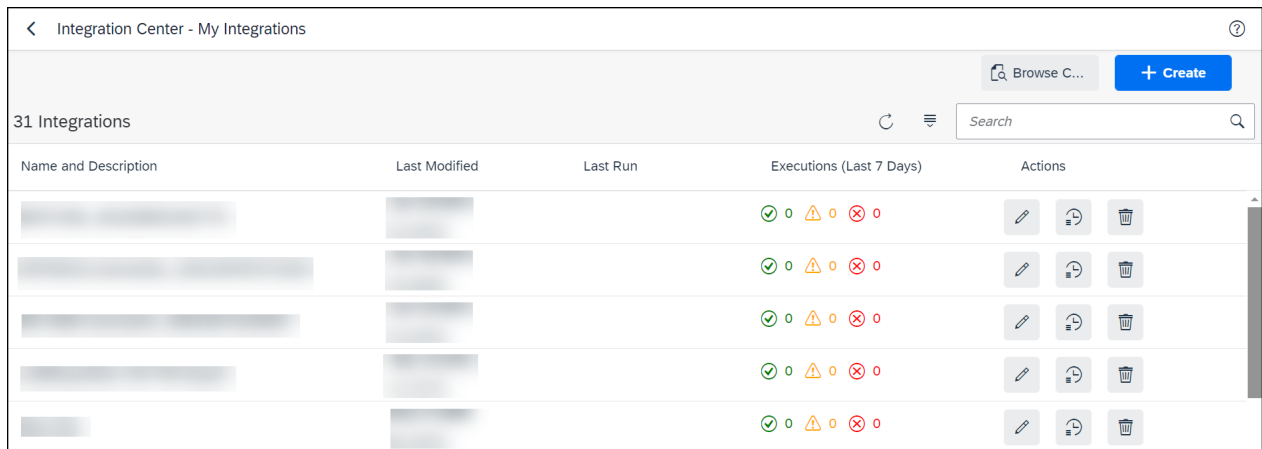
You have the *Administrator Permissions > Manage Permission Roles > Configuration Transport Center > Access to view and download configurations* and *Access to transport configurations*.

What's Changed



How It Looks Now

In the current version, you can see the Add to Transport Bundle option under the **Actions** tab in the **My Integrations** page.



How It Looked Before

In the previous version, there was no option to add integrations to a transport bundle using the Integration Center.

Technical Details

Reference Number	INT-17182
Product	Platform
Module	Integration and Extension
Feature	Integration Center
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Adding Integrations to a Transport Bundle in the Integration Center](#)

2.1.4 Advanced Encryption Now Generally Available

SAP SuccessFactors HCM suite, advanced encryption add-on is now generally available.

Advanced Encryption provides your organization with enhanced flexibility in managing encryption keys to meet your security and compliance requirements.

Configuration Requirements

Advanced Encryption integrates with SAP Data Custodian to bring you key management service. To enable this product, you need the following licenses:

- SAP SuccessFactors HCM suite, advanced encryption add-on
- SAP Data Custodian Key Management Service

Advanced Encryption can be enabled in certain Production data centers. For more information, see [3381145](#).

→ Recommendation

We recommend that you stay informed with [What's New in SAP Data Custodian](#) for all changes to SAP Data Custodian Key Management Service.

Technical Details

Reference Number	PLS-37975
Product	Advanced Encryption
Module	Security and Compliance
Feature	Data Encryption
Action	Info only
Enablement	Contact Customer Engagement Executive or Account Manager
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Advanced Encryption](#)

[REST APIs for Advanced Encryption Key Operations \[page 137\]](#)

2.1.5 AI-Assisted Skills Architecture Creation

SAP SuccessFactors is introducing the AI-assisted skills architecture creation feature to create an AI-based skills library by extracting skills from job profiles in Job Profile Builder.

AI-assisted skills architecture creation also enables AI to associate skills with jobs and adds all the skills to the Attributes Library. If you don't have a skills library, this feature facilitates the creation of a skills library by extracting the relevant information from the job roles. The skills are extracted from the long and short descriptions in job profiles that aren't position-based. After the skills are extracted from job profiles, they're sent to Talent Intelligence Hub using the *AI-Assisted Skills Architecture Creation* upgrade option in Upgrade Center. Additionally, the extracted skills are automatically mapped to job roles in Job Profile Builder and those skills are displayed on the Growth Portfolio of employees.

Note

- This feature is not available for customers who have enabled Recruiting.
- It's recommended that you test this feature in preview environments before enabling it in production environments.

Based on your current implementation, the skills data is accordingly processed in the Talent Intelligence Hub

- If Growth Portfolio was enabled in your instance before running the upgrade option in Upgrade Center, the upgrade process automatically synchronizes all the extracted skills to the Growth Portfolio of employees.
- If Growth Portfolio isn't enabled in your instance, you can review the extracted skills and make amendments as needed. After reviewing the skills, enabling the Growth Portfolio will synchronize the skills mapped to the job role with the Growth Portfolio.

The status of the extracted skills is set to *Inferred* in the Talent Intelligence Hub. You can run the *Skills Extractor* job in *Scheduled Job Manager* to change the status of *Inferred* skills to *Confirmed*. After the skills are confirmed, other SAP SuccessFactors modules can use the attribute picker to consume the skills.

Note

The extracted skills aren't available for selection using the attribute picker until they're set to *Confirmed*.

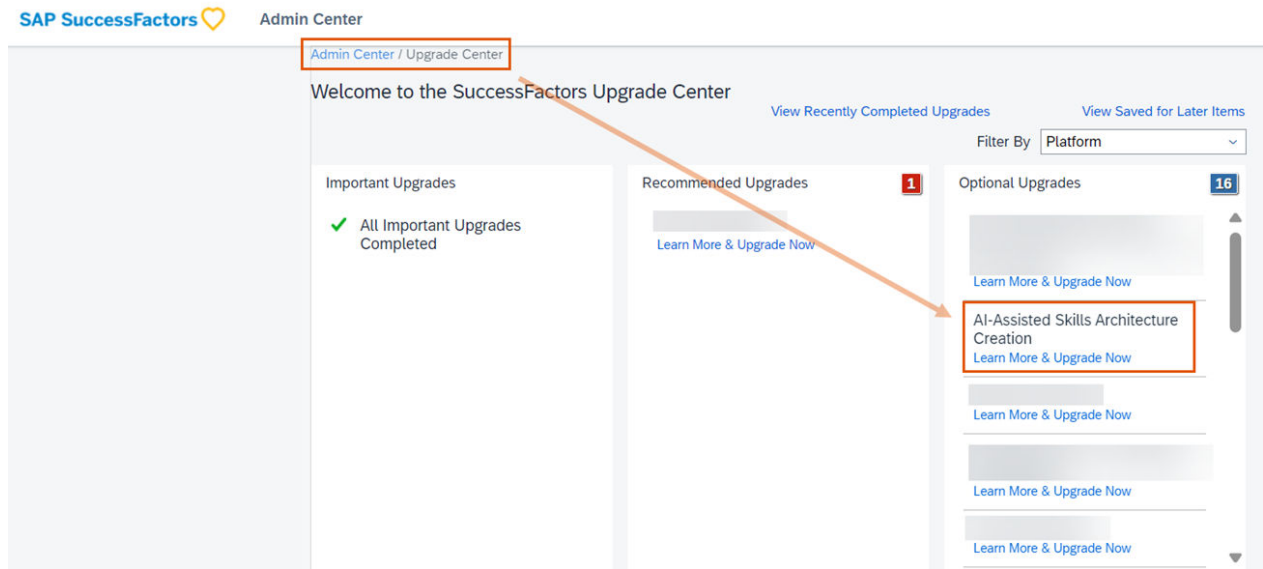
This enhancement allows organizations to quickly create a library of skills extracted from the relevant organization data such as job profiles.

Configuration Requirements

- You've purchased the **SAP AI Units** license. For more information about **SAP AI Units** license, please contact your Account Executive.

- You've enabled Job Profile Builder.
- You have active job profiles in the system.
- You've upgraded to Talent Intelligence Hub.

What's Changed



In the current version, the *AI-Assisted Skills Architecture Creation* upgrade option is available in the Upgrade Center.

How It Looks Now

In the previous versions, the *AI-Assisted Skills Architecture Creation* upgrade option wasn't available.

How It Looked Before

Technical Details

Reference Number	WSM-25029
Product	Platform
Module	Talent Intelligence Hub SAP Business AI
Feature	Attributes Library Growth Portfolio
Action	Info only
Enablement	Contact Customer Engagement Executive or Account Manager

[Link to Demo](#)

Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Using Upgrade Center to Send Extracted Skills to Talent Intelligence Hub](#)

[Notes about Supported Languages for AI-Assisted Skills Mapping](#)

[Cloud Service Specifications | SAP Agreements](#)

[Data Protection and Privacy](#)

2.1.6 AI-Assisted Writing in SAP SuccessFactors Applications

Employees can use the AI-assisted writing tool to enhance the quality of the content they write in the text fields in SAP SuccessFactors applications.

AI-assisted writing is an interactive tool that uses generative AI capabilities to assist employees with their writing tasks. The following is a summary of the capabilities offered by the AI-assisted writing tool:

- Uses language processing capabilities to understand the context of a sentence and suggest enhancements in grammar, spelling, vocabulary choices, and phrasing.
- Ensures improved readability and a consistent tone (professional, personable, or constructive) to suit the communication needs for different audience groups in the organization.
- Provides the options to communicate a message in fewer or more words and transform paragraphs to bulleted lists.
- Provides additional actions in the context of the tasks that users perform in their SAP SuccessFactors applications. For example, the AI-assisted writing tool provides an additional action in Continuous Performance Management to make feedback actionable.

For more information about the options available in the AI-assisted writing tool, refer to [AI-Assisted Writing](#).

Note

- In the current version, the AI-assisted writing tool offers language reviews only in English.

- The original Writing Assistant and the new AI-assisted writing tool can work together on 360 Reviews and Performance Management forms. The original tool works only in competency comment fields, leveraging a predefined content library, with or without raw input for specific competencies. In contrast, the AI-assisted writing tool works in various comment fields (including fields for competency, skill, goal, and so on), aiding in structuring ideas, personalizing content, and improving overall writing quality. However, it currently requires user input before generating content.

In the current release, the following SAP SuccessFactors modules support AI-assisted writing capabilities.

Product	Module	How AI-Assisted Writing Can Help
Performance & Goals	360 Reviews	Improve the content provided as comments, such as comments for skills, competencies, and performance and development goals.
Performance & Goals	Performance Management	<p>Improve the content provided as comments, such as comments for skills, competencies, and performance and development goals. It can also help improve the email draft for requesting feedback in Team Overview.</p> <p>The AI-assisted writing tool isn't yet supported in comments in the latest version of Stack Ranker.</p>
Performance & Goals	Continuous Performance Management	Improve the content when responding to feedback or giving a feedback response and assist to make the feedback actionable.
Performance & Goals	Goal Management	<p>Improve the content of performance goals, such as goal name, description, and other content provided in goal fields of <code>text</code> and <code>textarea</code> types.</p> <p>The AI-assisted writing tool isn't yet supported in goal comments.</p>
Succession & Development	Career Development	<p>Improve the content of development goals, such as goal name, description, and other content provided in goal fields of <code>text</code> and <code>textarea</code> types.</p> <p>The AI-assisted writing tool isn't yet supported in goal comments and custom learning activities.</p>

Product	Module	How AI-Assisted Writing Can Help
Opportunity Marketplace	Opportunity Marketplace Assignments	<p>Improve the description of assignments when assignment owners create or edit assignments, and the comment of assignment applications when assignment applicants apply for assignments.</p> <p>When the assignment type is configured with custom fields whose type is Text Area, the AI-assisted writing tool is also available when assignment owners edit those custom fields for assignments of that type.</p>

The AI-assisted writing tool helps to enhance employee experience, optimize productivity, and improve the overall quality of the organization's business communication.

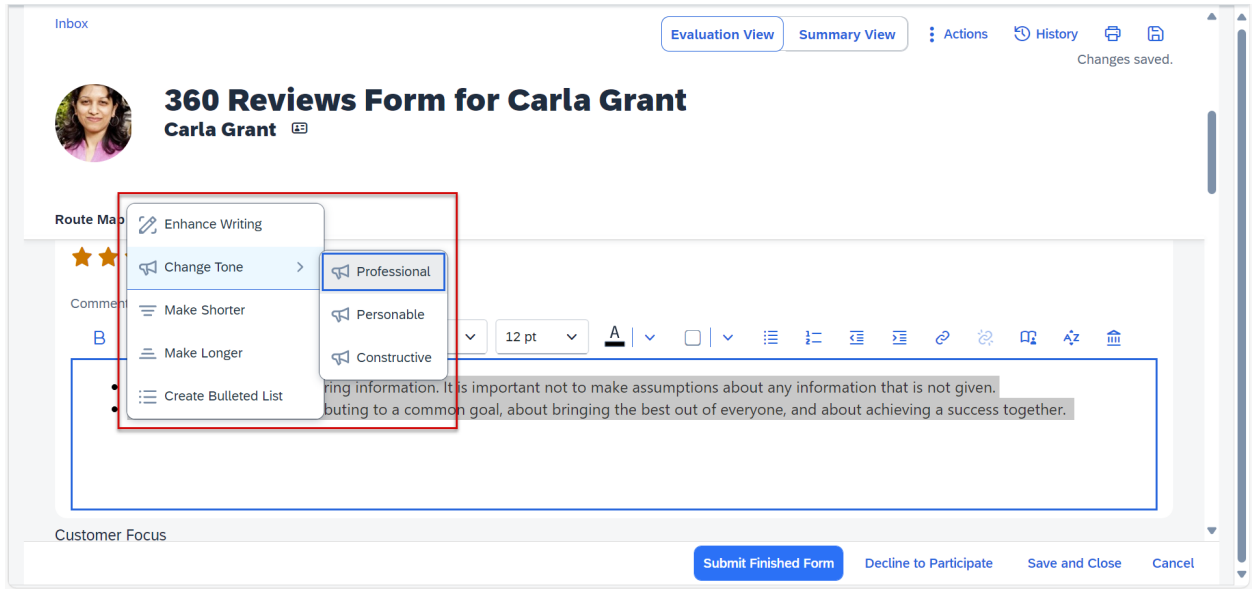
Configuration Requirements

- You've purchased the **SAP AI Units** license. For more information about **SAP AI Units** license, please contact your Account Executive.
- You've enabled the [AI Services Administration > Assisted Writing](#) option in *Admin Center*.

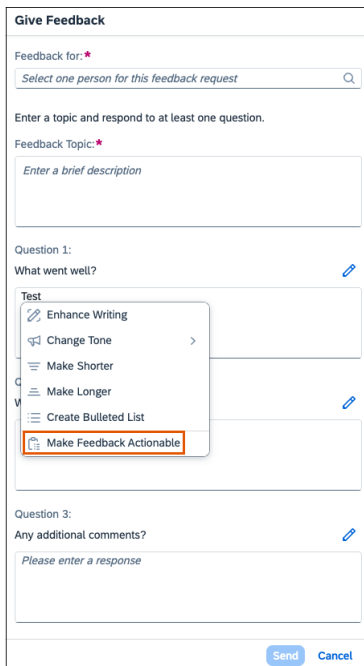
Role-Based Permission Prerequisites

- You have the [Administrator > Manage AI Capabilities > AI Services Administration](#) permission.
- Employees have the [User Permissions > AI Access > Assisted Writing](#) permission.

What's Changed



The AI-assisted writing tool offers some common options to improve users' content. In this example, it is being used to change the tone of comments provided on a 360 Reviews form.



It also supports module-specific actions. In this example for Continuous Performance Management, it comes with an extra option that makes users' feedback more actionable.

How It Looks Now

Technical Details

Reference Number	GAI-2
Product	Platform Performance & Goals Succession & Development Opportunity Marketplace
Module	SAP Business AI 360 Reviews Performance Management Goal Management Career Development Continuous Performance Management Opportunity Marketplace
Feature	Generative AI Multirater Form Assessment Development Objectives Continuous Performance Management Opportunity Marketplace Assignments
Action	Info only
Enablement	Contact Customer Engagement Executive or Account Manager
Link to Demo	AI-Assisted Writing for Continuous Feedback
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

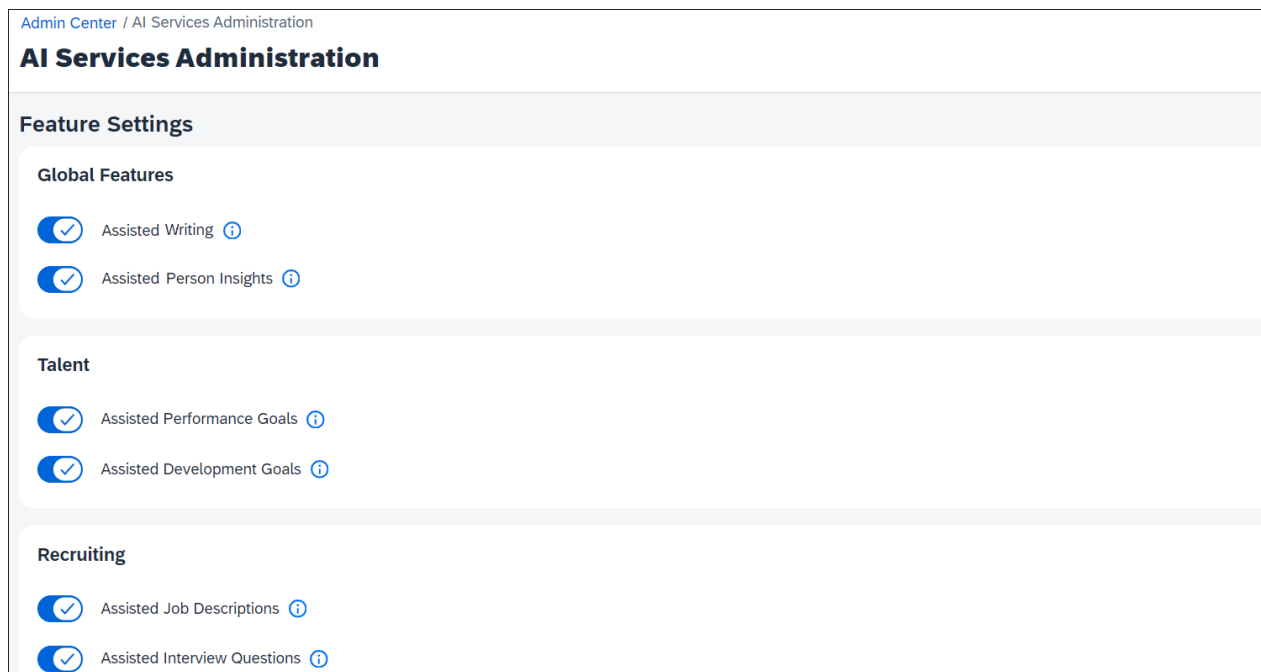
Related Information

[AI Usage Acknowledgment \[page 30\]](#)

2.1.7 AI Services Administration Page

We've introduced a new page named *AI Services Administration* in Admin Center. This page contains the options to enable AI-assisted features in your SAP SuccessFactors applications.

Here's a screenshot of the *AI Services Administration* page.



With this enhancement, you can enable AI-assisted features for all SAP SuccessFactors applications from a single page.

Role-Based Permission Prerequisites

You have the [Administrator](#) > [Manage AI Capabilities](#) > [AI Services Administration](#) permission.

Technical Details

Reference Number

GAI-430

Product	Platform Employee Central Recruiting Performance & Goals Succession & Development
Module	SAP Business AI System Management
Feature	Generative AI
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

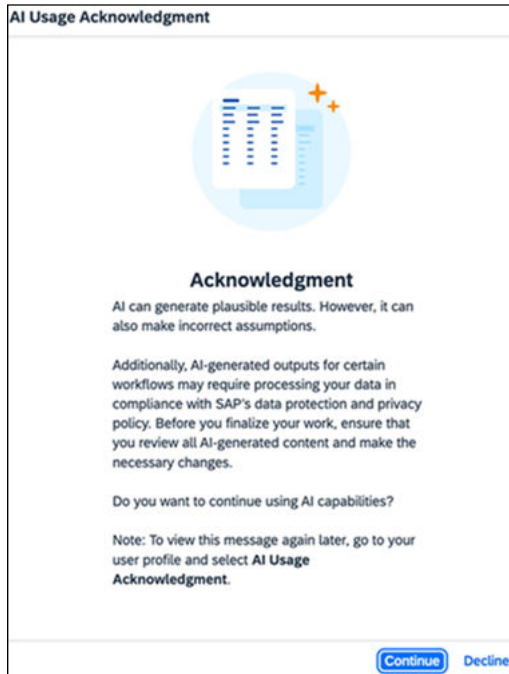
Related Information

[Admin Center](#)
[Permission to Access Admin Center](#)
[Accessing the AI Services Administration Page](#)

2.1.8 AI Usage Acknowledgment

If you've enabled AI-assisted features in your SAP SuccessFactors application, an acknowledgment message is displayed when users choose any AI-assisted capability on the user interface.

The acknowledgment message informs users about the possible inaccuracies of the results generated by AI systems and recommends them to review all AI-generated content before completing their work. The following is a screenshot of the *AI Usage Acknowledgment* dialog.



Users can choose one of the following options on the *AI Usage Acknowledgment* dialog to determine whether to use AI-assisted capabilities in their work:

- **Continue:** Confirms that the user is aware of the possible limitations of AI-generated content. After choosing this option, they can use AI-assisted capabilities in the SAP SuccessFactors application.

Note

Once users choose to continue, the acknowledgment message doesn't appear in subsequent sessions when they engage with AI-assisted features across any SAP SuccessFactors application. However, users can view the acknowledgment statement again by choosing the *AI Usage Acknowledgment* option from their user profile menu.

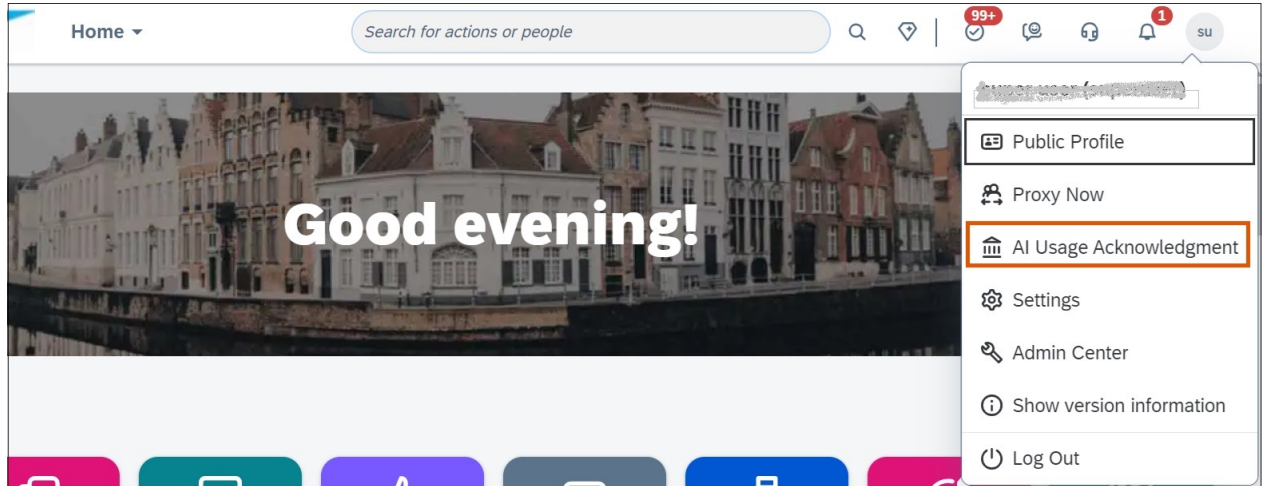
- **Decline:** Confirms that the user doesn't prefer to use AI-assisted capabilities in their work. The acknowledgment message appears every time they sign in to any SAP SuccessFactors application and choose an option that triggers an AI-assisted workflow.

We introduced the AI usage acknowledgment to ensure the following:

- All users understand that AI models may introduce errors and inaccuracies in generated content. It's important for users to review and make any necessary corrections to ensure the accuracy of AI-generated content.
- Each individual user has the option to choose whether or not they want to use AI-assisted capabilities in their work.

What's Changed

The user profile of the logged-in user includes a new *AI Usage Acknowledgment* option that allows the user to view the acknowledgment statement anytime later.



Technical Details

Reference Number	GAI-389
Product	Platform Employee Central Recruiting Performance & Goals Succession & Development
Module	SAP Business AI
Feature	Generative AI
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17

Related Information


[Data Protection and Privacy](#)

[Viewing the AI Usage Acknowledgment Statement](#)

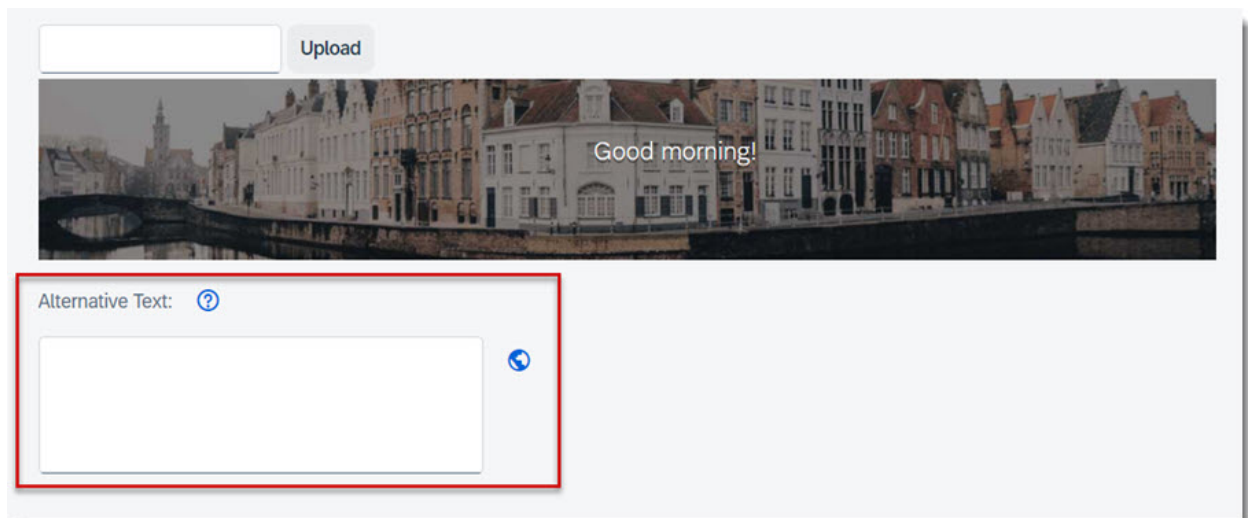
2.1.9 Alternative Text for Images on Home Page

You can now add alternative text for custom images on the home page.

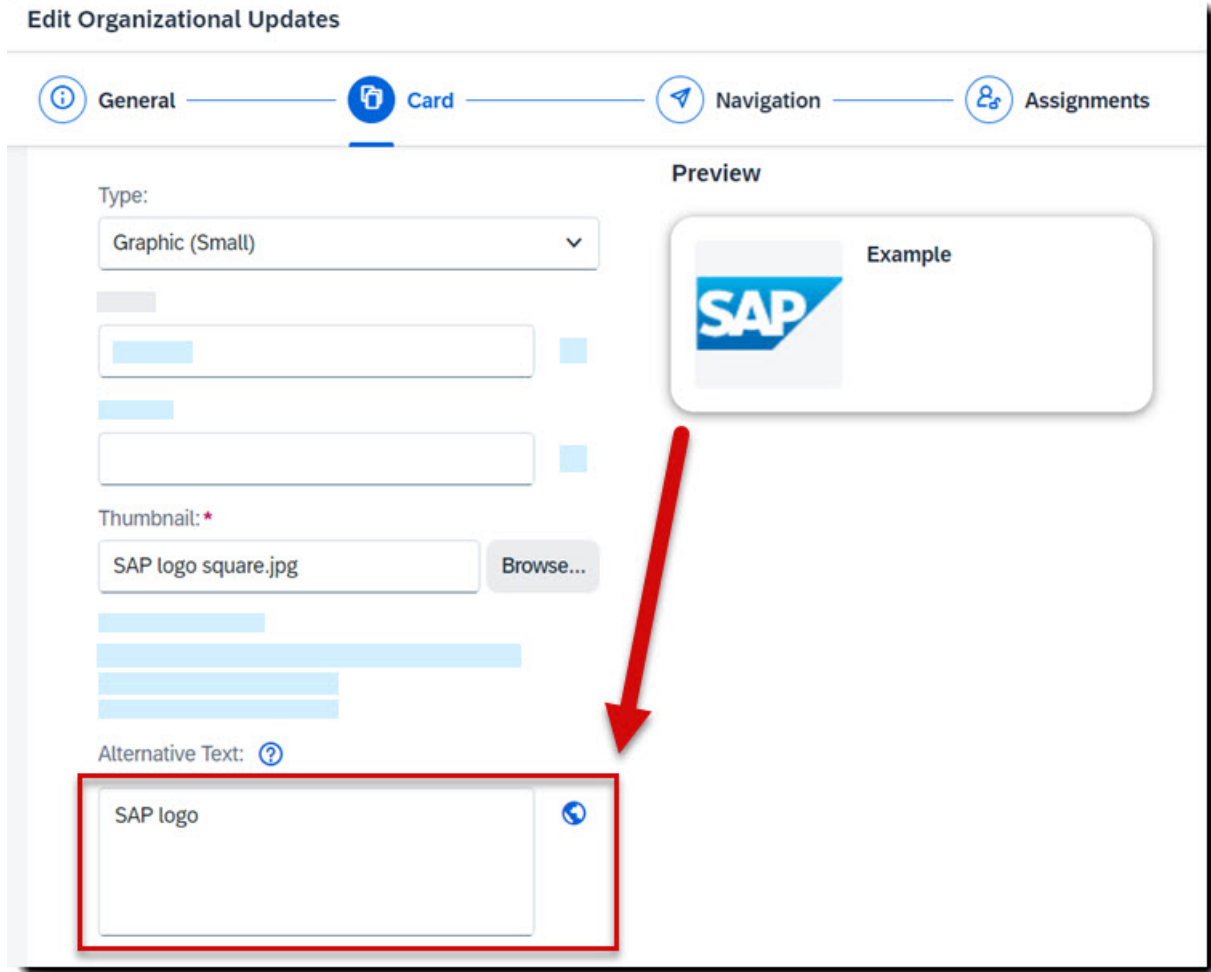
Alternative text (or "alt text") conveys the content or function of an image and is an important aspect of web accessibility. If an image on the home page conveys information, use alternative text to convey the information to people who use a screen reader, or in case the image can't be displayed for some reason. As an administrator, you can now add alternative text for images on the home page, like custom banners and custom cards. (If an image is purely decorative and doesn't convey any information, alternative text may not be necessary.)

To configure alternative text, use the *Alternative Text* field to provide text in the company default language. Then use the  (translate) icon to add translations in other languages.

For banner images, go to [Manage Home Page](#) > [Banner Image](#). You can provide alternative text for each banner image you upload.



For custom cards, go to [Manage Home Page](#) > [Organizational Updates](#). You can provide alternative text for each card with a *Thumbnail* image.



This option enables you to make custom content on the home page more accessible to everyone in your organization.

Technical Details

Reference Number	WEF-133817
Product	Platform
Module	User Experience
Feature	Home Page
Action	Info only
Enablement	Customer configured

[Link to Demo](#)

Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Creating or Editing Custom Cards for the Home Page](#)
[Configuring the Banner Image on the Home Page](#)

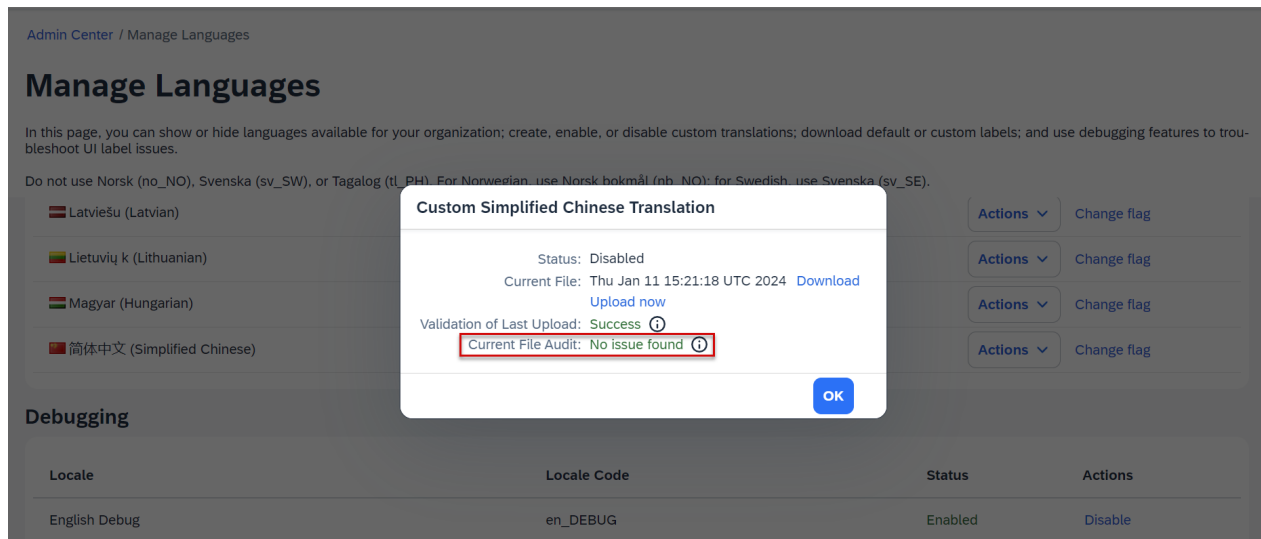
2.1.10 Automatic Audit for Custom Translation

Custom translation files are now automatically audited, and you're alerted to issues found before you update a custom translation.

The current custom translation file of a locale has passed validation at the time of uploading but might contain keys no longer supported in a new system. These files are now audited to bring potential issues to your attention. The audit result, along with other details, is presented in the dialog that appears when you choose the custom translation link. In the *To-Do* column of *Locale List*, you also get a reminder about failed audits and can view specific keys involved. Make sure to exclude these keys from the custom translation file you're going to upload.

By auditing custom translation files and reporting potential issues, we assist you in preparing translation updates that evolve with your software.

What's Changed



How It Looks Now

You can check the audit result of current custom file before updating the custom translation.

Technical Details

Reference Number	PLS-37578
Product	Platform
Module	Localization
Feature	Manage Languages
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024

Valid as Of 2024-05-17

Latest Document Revision 2024-04-12

Related Information

[Updating Custom Translation](#)
[Customizing UI Text with the Manage Languages Tool](#)

2.1.11 Changed Default Option in Send User Welcome Email

If you didn't choose to automatically send welcome e-mails to new users when adding them in the system, you can still send welcome e-mails manually afterwards using the [Send User Welcome Email](#) admin tool. Previously, the default option in this admin tool was [Send system message by group](#). Now, the default option is [Send system message by user](#).

We made the enhancement to help you avoid sending emails to groups of users accidentally.

Role-Based Permission Prerequisites

You have the [Administrator](#) > [Manage User](#) > [Send System Message Email Notification](#) permission.

What's Changed

Admin Center

Back to [Admin Center](#)

[Go To Customer Community](#) [Admin Resources](#) [Handout Builder](#)

Send System Message Email Notification

Use this page to send email notifications to a group of system users. The email subject & body have been pre-filled with the default Welcome message, which you can edit in the Email Notification Templates Settings admin page.

- Send system message by user
- Send system message by group

How It Looks Now

In *Send User Welcome Email*, the default option is now *Send system message by user*.

Previously, the default option was *Send system message by group*.

Technical Details

Reference Number	PLA-45399
Product	Platform
Module	Identity and Access Management
Feature	User Account Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed

Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Sending Welcome E-mails Manually](#)

2.1.12 Changes to Business Rule Execution Log File Size

We have increased the file size for the Business Rule Execution Log from 1MB to 5MB for each individual file. In case the log file size reaches the threshold of 5MB, no additional logs will be added, since the log file has to be deleted first. If the threshold is reached, the system displays a message on the Business Rule Execution Log UI.

In addition, there is now a fixed number of allowed rule traces in the system (50). In case a new rule trace is needed, but it would exceed the allowed number, an existing rule trace has to be deleted. The system displays a message if the threshold is reached.

We made the change to improve usability and readability of the logs.

Role-Based Permission Prerequisites

You have the [Administrator](#) > [Metadata Framework](#) > [Access to Business Rule Execution Log](#) > [Configure](#) permission.

You have the [Administrator](#) > [Metadata Framework](#) > [Access to Business Rule Execution Log](#) > [Including downloading the log](#) permission.

What's Changed

Business Rule Execution Log

Search: Rule Trace (SST_ProcessTrace (SS...)) Include Inactive Records: No Create New: No Selection

Rule Trace: SST_ProcessTrace (SST_ProcessTrace) Take Action

Code *	SST_ProcessTrace
Name *	SST_ProcessTrace
Start Date *	03/25/2024
End Date *	03/25/2024
Login User *	Anna Admin
Trace Mode *	Complete

Log Download (Log file exceeds threshold. Delete the log file to be able to attach further logs.) Delete

Rules to be Logged (If Empty, All Rules Will be Logged)

How It Looks Now

The system displays a message if the threshold is reached.

Business Rule Execution Log

Search: Rule Trace (No Selection) Include Inactive Records: No Create New: No Selection

Rule Trace:

Code *	SST_TraceHireProcess
Name *	
Start Date *	
End Date *	
Login User *	
Trace Mode *	Complete

Log

Rules to be Logged (If Empty, All Rules Will be Logged)

SST_ECHire (SST_EC...

No Selection

Save Cancel

Error

The maximum amount of 50 rule traces has been reached. This means that you have to delete old rule traces before creating a new one to stay under the threshold.


OK

How It Looks Now

Business Rule Execution Log

Search **Include Inactive Records** **Create New**

Rule Trace: SST_ProcessTrace (SST_ProcessTrace) Take Action

Code * SST_ProcessTrace
Name * SST_ProcessTrace
Start Date * 03/25/2024
End Date * 03/25/2024
Login User * Anna Admin 
Trace Mode * Complete

Log [Download](#) [Delete](#)

Rules to be Logged (If Empty, All Rules Will be Logged)

How It Looked Before

Technical Details

Reference Number	RUL-10441
Product	Platform
Module	Process Automation
Feature	Business Rules
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Creating Business Rule Execution Logs](#)

2.1.13 Configurations Available in Configuration Transport Center

We've added new configurations and updated certain existing configurations in Configuration Transport Center.

Configurations Available in Configuration Transport Center

Configuration Area	Configuration Group	Configuration Type	Supported Actions	Important Notes
Platform	Manage Workflows	Workflow Groups	<p>A new group type, Workflow Groups, is now supported.</p> <p>You can view and transport workflow groups in the Configuration Transport Center tool.</p>	<p>Note</p> <p>The Workflow groups was previously called Configure Workflows and Employee Central Alerts and located under the Employee Central configuration area .</p>
Platform	Configure Groups	Dynamic Groups for Home Page	<p>A new group type, Dynamic Groups for Home Page, is now supported.</p> <p>You can view and transport home page groups in the Configuration Transport Center tool.</p>	
Platform	Configure Roles	Permission Roles	<p>You can view, transport, and download Permission Roles in the Configuration Transport Center tool.</p>	

Configuration Area	Configuration Group	Configuration Type	Supported Actions	Important Notes
Platform	Form Label Translation	Form Label Translation	You can view, transport, and download Form Label Translations in the Configuration Transport Center tool.	<ul style="list-style-type: none"> You can't select individual Form Label Translation in the Configuration Transport Center. You can select and transport a single configuration with the name <i>Form Label Translation</i>, which appears on the UI. When you select this configuration, all the Form Label Translations are selected in the background and transported to the target tenant. Form Label Translations related to Templates aren't transported using Configuration Transport Center.
Platform	Picklist	List of Picklists	You can view, transport, and download Picklists in the Configuration Transport Center tool.	
Platform	Organizational Setup	Organizational Setup	You can view, transport, and download Organizational Setup in the Configuration Transport Center tool.	<div style="border: 1px solid #ccc; padding: 5px; background-color: #f9f9f9;"> <p>Note</p> <p>Foundation Objects is renamed as Organizational Setup and is now available under the Platform configuration area. Previously this was appearing under Employee Central.</p> </div>

Configuration Area	Configuration Group	Configuration Type	Supported Actions	Important Notes
Platform	Integration Center	Integration Center Definition	You can view, transport, and download Integration Center Definitions in the Configuration Transport Center tool.	<ul style="list-style-type: none"> • Only the latest versions of integrations are transported. • Destination settings are removed during the transport. You must configure them again in the target instance. • Transported Integration Jobs are not scheduled. You must schedule them in the target instance. • Active integrations can be transported. If the integration already exists in the target instance, you should delete it before transporting.
Platform	Manage Configuration UI		You can view, transport, and download Manage Configuration UI in the Configuration Transport Center tool.	
Employee Central	Configure Off-Cycle Event Batch	Off-Cycle Event Batch	You can view, transport, and download Off-Cycle Event Batches in the Configuration Transport Center tool.	
Employee Central	Business Configuration	Dynamic Group Filters	You can view, transport, and download Dynamic Group Filters in the Configuration Transport Center tool.	

Configuration Area	Configuration Group	Configuration Type	Supported Actions	Important Notes
Talent	Cross-Talent Configuration	Family and Roles	Supports view, transport, and download actions for Family and Roles in the Configuration Transport Center tool.	<ul style="list-style-type: none"> Family and Roles are displayed on the Configuration Transport Center UI in the <i>Family Name <Count of roles linked> Roles</i> format. If the same family exists in the target tenant, an update to the Family and Roles configuration resets the Roles, Job Code role map, and Roles and competency Link.

Configuration Area	Configuration Group	Configuration Type	Supported Actions	Important Notes
Talent	Cross-Talent Configuration	Competency	Supports view, transport, and download actions for Competency in Configuration Transport Center tool.	<ul style="list-style-type: none"> Competency is displayed on the Configuration Transport Center UI in the <i>Competency Name Competency Source Competency Type Competency Locale Competency Category</i> format. If the same competency exists in the target tenant, any changes to the Competency configuration updates <i>Competency</i>, <i>GUID</i>, <i>Common Competency ID</i>, <i>Sub Topic</i>, and <i>Teasers</i>. Competency in the source and target tenants are considered the same, if the <i>Competency Name</i>, <i>Competency Source</i>, <i>Competency Type</i>, <i>Competency Locale</i>, and <i>Competency Category</i> are identical in both tenants. The competency source of the competency that we transport must be available in the target tenant also.

Configuration Area	Configuration Group	Configuration Type	Supported Actions	Important Notes
Compensation	Compensation and Variable Pay	Compensation and Variable Pay Lookup Table	Supports view, transport, and download actions for Compensation and Variable Pay Lookup Tables in Configuration Transport Center.	<p>The Configuration Transport Center UI displays a list of compensation and variable pay lookup table names. When you select a lookup table and transport the same, the data available in the lookup table is transported from the source tenant to the target tenant.</p> <div data-bbox="1192 653 1427 1001" style="border: 1px solid #ccc; padding: 10px; background-color: #f9f9f9;"> <p>Note</p> <p>In the Compensation and Variable Pay configuration, there's no data displayed on the UI, and no data records are logged in any audit logs or databases.</p> </div> <p>See the Role-Based Permission Prerequisites section and <i>Prerequisites for Using Configuration Transport Center</i> topic in the related links section for the necessary permissions to use this configuration.</p>

On the *Configuration Activities* tab, we've removed the *OptimisticLockingConfiguration* option from the [Employee Central > Configure Person and Employment Data > Company Settings > MDF Object Definitions](#) section.

We've made these changes as part of the transition from *Instance Synchronization Tool* to Configuration Transport Center.

Configuration Requirements

Ensure that you have the necessary role-based permissions for Integration Center and Compensation.

Role-Based Permission Prerequisites

- For Integration Center: You have the [Administrator > Manage Integration Tools > Access to Integration Center](#) permission.
- For Compensation: You have the [Administrator > Manage Permission Roles > Manage Compensation > Compensation Management Permission](#) permission. You also have the permission to *edit* the [Compensation Management Permission](#) item.

Technical Details

Reference Number	TLS-29406
Product	Platform Employee Central Compensation
Module	System Management
Feature	Picklists Role-Based Permissions Workflows Business Configuration
Action	Required
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Viewing SAP SuccessFactors Application Configurations Using Configuration Transport Center](#)
[Exporting SAP SuccessFactors Application Configurations Using Configuration Transport Center](#)
[Downloading SAP SuccessFactors Application Configurations Using Configuration Transport Center](#)
[Prerequisites for Using Configuration Transport Center](#)

2.1.14 Data Blocking in the Latest Role-Based Permissions

As a Role-Based Permissions administrator, you can now configure data blocking when you create a role assignment. Previously, you could only **edit** data blocking but couldn't configure data blocking during role assignment creation phase.

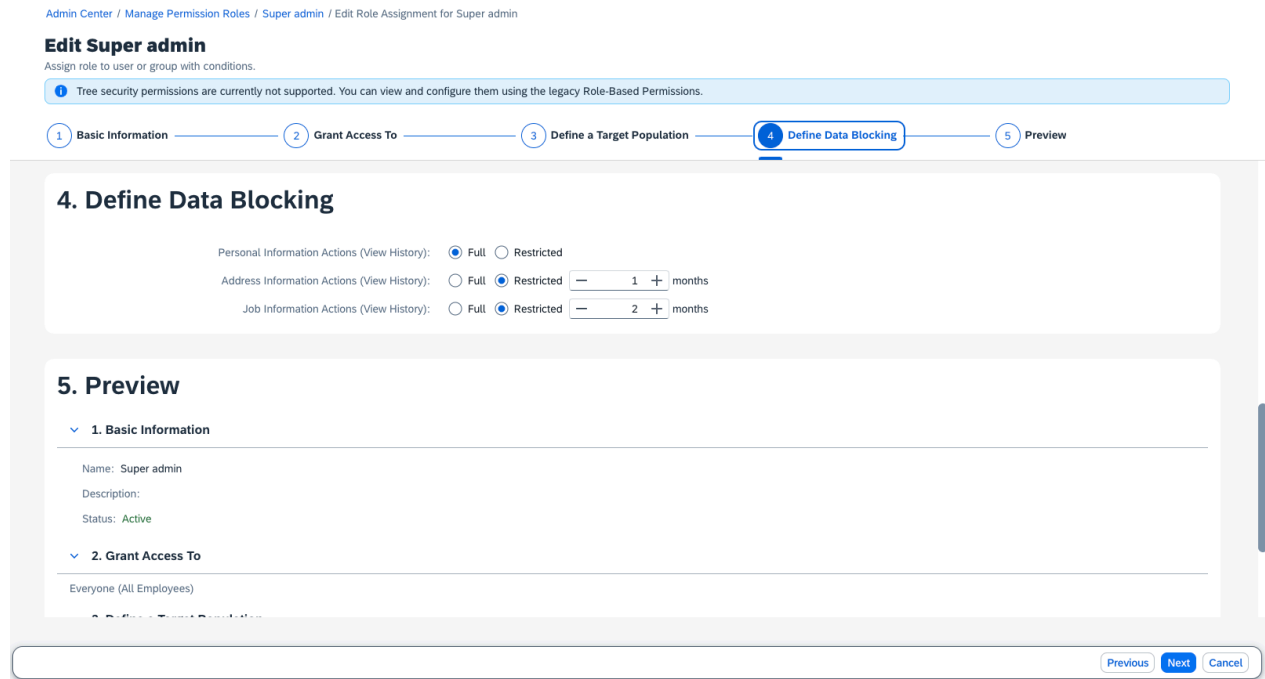
Previously, you could edit data blocking through [Admin Center](#) > [Manage Permission Roles](#) > [Switch to the Latest Role-Based Permissions](#) > [\[choose a permission role\]](#) > [Assignments](#) > [Actions](#) > [Data Blocking](#). Now, you can edit data blocking directly in the main role assignment wizard.

We made the enhancement to streamline your configuration experience using the latest Role-Based Permissions.

Configuration Requirements

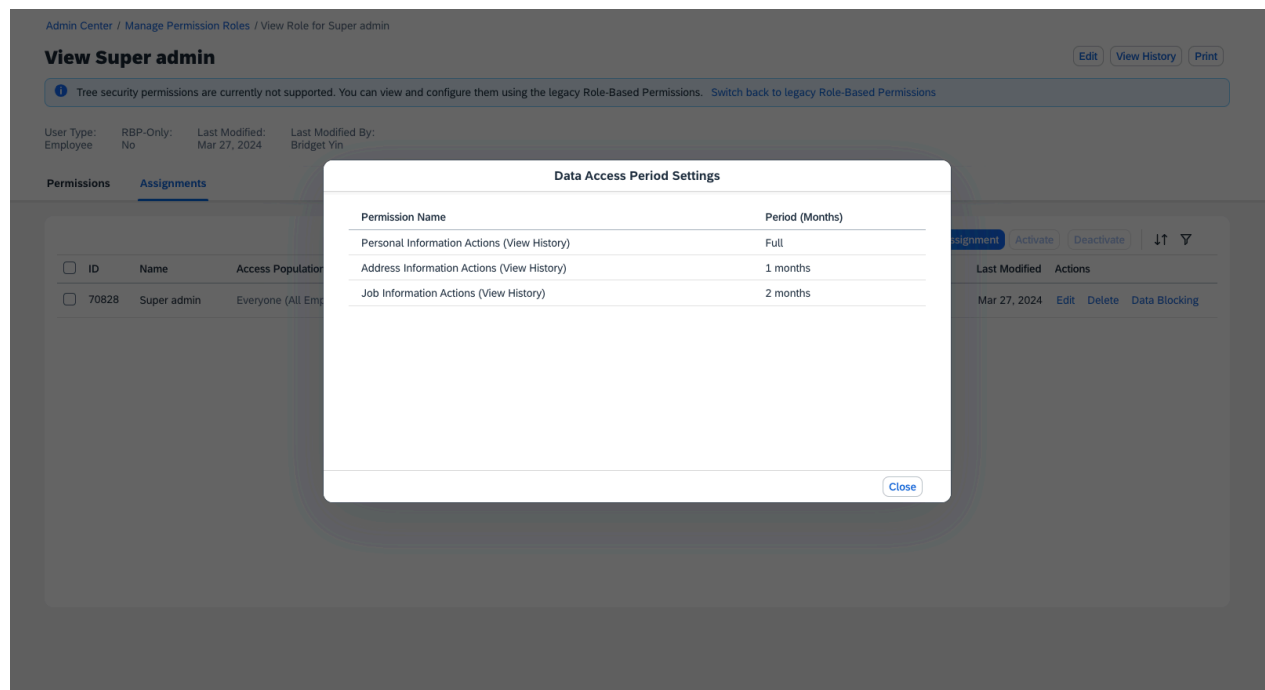
You've configured permissions that require configuring data blocking.

What's Changed



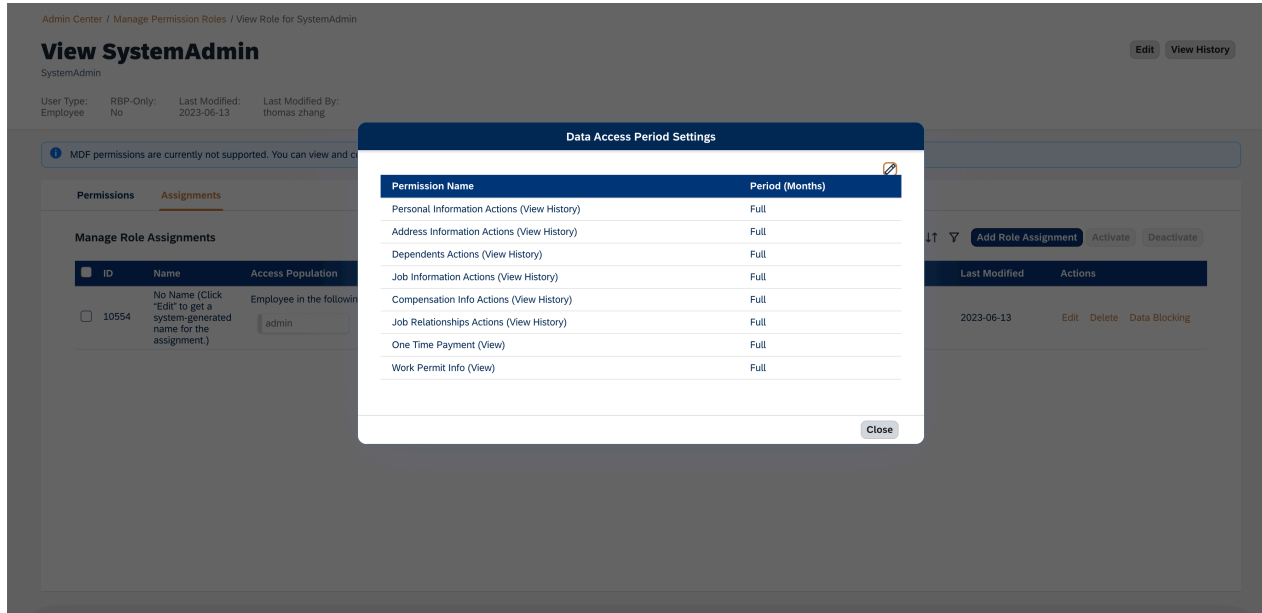
How It Looks Now

You can now configure data blocking directly in the role assignment creation wizard.



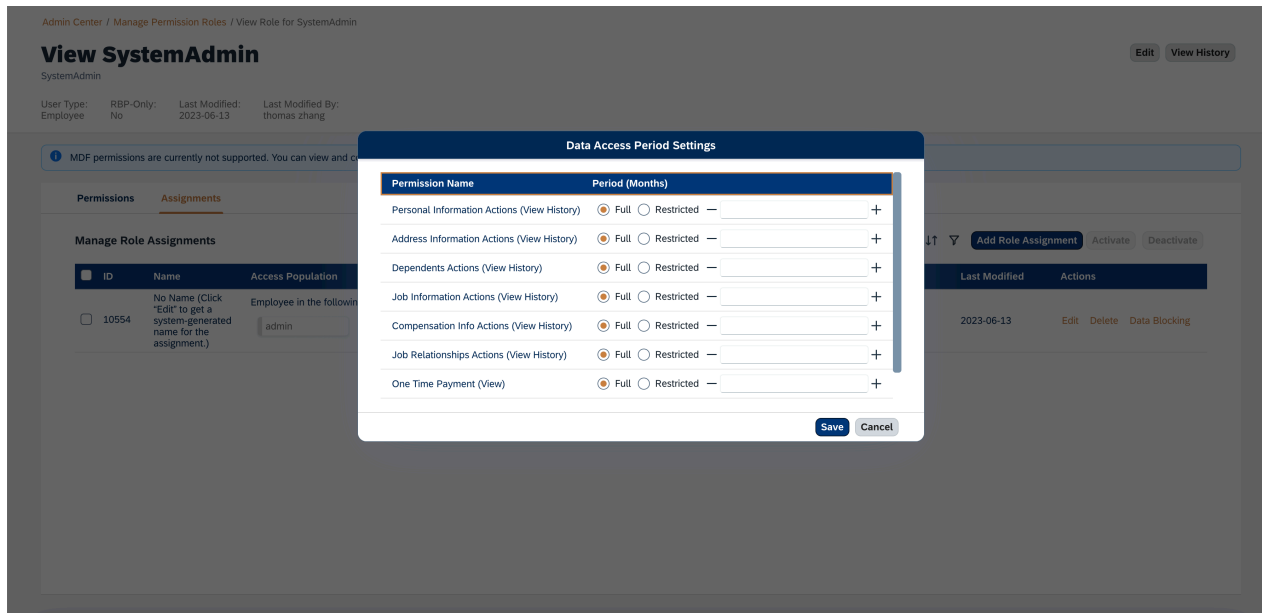
How It Looks Now

After you click *Data Blocking*, the popup displays. The data blocking information in the popup is view-only.




How It Looked Before

Previously, after you clicked *Data Blocking*, the data blocking popup displayed. You could also see the  *Edit* icon.



How It Looked Before

After you clicked the  *Edit* icon, you could edit data blocking settings.

Technical Details

Reference Number

PLU-7830

Product	Platform
Module	Identity and Access Management
Feature	Role-Based Permissions
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Updating a Role Assignment](#)

2.1.15 Data Privacy Consent Statement APIs

You can now use Data Privacy Consent Statement APIs to view consent statements. You can also view and update the status of acknowledgments for users.

We made the enhancement based on customer requests.

Role-Based Permission Prerequisites

To use the APIs on external candidates in Recruiting, you need the [Administrator](#) > [Recruiting Permissions](#) > [REST API to Manage Data Privacy Consent Statement for External Candidates](#) permission.

Technical Details

Reference Number	PLA-43695
Product	Platform Recruiting
Module	Security and Compliance System Management
Feature	Data Privacy Consent Statements API
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Consent Agreements](#)

[Data Privacy Consent Statement APIs](#)

2.1.16 Display All Steps in Role Assignments

As a Role-Based Permissions administrator, when you edit a role assignment, you can access all steps in the role assignment wizard by scrolling down, clicking [Next](#), or choosing the steps in the anchor bar. Previously, you had to click [Next](#) to go to the next step.

We want to increase your efficiency by providing quicker switches to specific steps in the anchor bar.

What's Changed

Admin Center / Manage Permission Roles / Super Admin / Edit Role Assignment for Super Admin

Edit Super Admin

Assign role to user or group with conditions.

Tree security permissions are currently not supported. You can view and configure them using the legacy Role-Based Permissions.

- 1 Basic Information
- 2 Grant Access To
- 3 Define a Target Population
- 4 Define Target Criteria
- 5 Preview

1. Basic Information

Name: *

Description:

Target Population User Type:

Status: Active Inactive

2. Grant Access To

All

From groups: [Select Groups](#)

How It Looks Now

When you select a step in the anchor bar, the step content displays directly.

Technical Details

Reference Number	PLU-8126
Product	Platform
Module	Identity and Access Management
Feature	Role-Based Permissions
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor

Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Assigning a Permission Role](#)

2.1.17 Enable Snapshot-Based Pagination for MDF APIs

You can enable snapshot-based pagination for individual MDF objects.

In the previous version, only API users with the [Admin Access to MDF OData API](#) permission could use the `paging=snapshot` parameter when querying MDF OData APIs. In the current version, after you enable snapshot-based pagination for an MDF object in [Admin Center > Manage Data > Object Configuration](#), all API users can use the `paging=snapshot` parameter when querying that MDF OData API. However, this configuration doesn't enable snapshot-based pagination for its child objects. If you need snapshot-based pagination for all MDF objects and their child objects, you need to have the [Admin access to MDF OData API](#) permission.

We built this enhancement so that you can retrieve a consistent and stable set of data your use case.

Role-Based Permission Prerequisites

You need the [Administrator Permissions > Metadata Framework > Manage Data](#) permission to enable this configuration for an MDF object.

Technical Details

Reference Number	MDF-84524
Product	Platform
Module	Integration and Extension

Feature	API Metadata Framework
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Snapshot-Based Pagination](#)

2.1.18 Enhanced Expired List in Manage Support Access

After you revoke the support access of an account in [Manage Support Access](#), the user account is moved from [Valid List](#) to [Expired List](#). However, previously if you revoked the support access using the legacy [Manage Support Access](#), the [Expired On](#) date of the user account might be a future date, which was confusing. Now, we updated the expiration date to the 1H 2024 production date (UTC).

We made the enhancement to prevent customer confusion on the expiration date of revoked user accounts.

What's Changed

[Admin Center](#) / [Manage Support Access](#)

Manage Support Access

This page allows you to enable login access to a specific user account. If enabled, a Support Administrator will have login access to a user account. This page also allows you to restrict the RBP access of a Support Administrator who logs in your system through secondary login. The maximum time bound limit for support access is 2 years.

[Valid List](#) [Expired List](#)

User Name	First Name	Last Name	Division	Department	Location	Job Code	Allow to Edit RBP	Expired On	Actions
cgrant	Carla	Grant	ACE Software	N/A	N/A	VP-SALES	No	May 17, 2024 8:00AM	Check Access Renew

How It Looks Now

[Admin Center](#) / [Manage Support Access](#)

Manage Support Access

This page allows you to enable login access to a specific user account. If enabled, a Support Administrator will have login access to a user account. This page also allows you to restrict the RBP access of a Support Administrator who logs in your system through secondary login. The maximum time bound limit for support access is 2 years.

[Valid List](#) [Expired List](#)

User Name	First Name	Last Name	Division	Department	Location	Job Code	Allow to Edit RBP	Expired On	Actions
cgrant	Carla	Grant	ACE Software	N/A	N/A	VP-SALES	No	March 18, 2028 2:59PM	Check Access Renew

How It Looked Before

Technical Details

Reference Number	PLA-45131
Product	Platform
Module	Identity and Access Management
Feature	User Account Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Support Access Management](#)

2.1.19 Enhanced Onboarding Guided Experience

We made enhancements to the onboarding guided experience for SAP SuccessFactors Work Zone.

- A wizard-like predefined process is introduced to the phase **Before Your First Day** to guide new hires through the required steps.
 - All steps under this phase are split into corresponding cards, allowing you to add, delete or reorder steps.
 - In addition to the predefined templates designed for those steps, you can also customize this phase with standard widget functionality. But the translation for these customizations needs to be handled by your organization.
 - You can enable this wizard after activating the workspace template **Employee Onboarding: Wizard Version** under [Administration Console](#) > [Area & Workspace Configuration](#) > [Workspace Templates](#) and installing the content package [Employee Onboarding \(Wizard Version\)](#) under [Administration Console](#) > [UI Integration](#) > [Content Packages](#).
- The previous step **Get Started** in **Before Your First Day** is changed to a universal card titled **Item List**, and could be used not only in this guided experience, but also in workspaces.
- The Qualtrics survey that you can add to the end of every stage is also made into a universal card named **Qualtrics Survey**, which could be used not only in different guided experiences, but also directly in workspaces.

We made these enhancements to provide an improved onboarding guided experience for SAP SuccessFactors Work Zone users.

Configuration Requirements

You complete all the prerequisites and steps listed in [Configuring Onboarding Guided Experience \(Wizard Version\)](#).

What's Changed

In the current version, we have a wizard-like process for the phase **Before Your First Day** in the onboarding guided experience. In addition, we've changed the step **Get Started** and the Qualtrics survey into universal cards, which could be used in guided experiences and workspaces.

Technical Details

Reference Number	SWZ-6600
Product	SAP SuccessFactors Work Zone Onboarding
Module	Onboarding
Feature	Work Zone Content Onboarding
Action	Info only
Enablement	Customer configured
Link to Demo	Wizard Adoption of Onboarding Guided Experience (Before Your First Day) in SAP SuccessFactors Work Zone
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[How to Create a Wizard](#)

[Item List](#)

[Qualtrics Survey](#)

2.1.20 Enhanced Security Scan of User Inputs

We now use stricter rules to validate user inputs in HTML that are entered through text fields or API calls.

For example, if a user wants to define the width of a table, they can only enter an integer or an integer with a percent sign, such as `width=" 500 "`, as shown in the following HTML snippet. Previously, they could enter any value for the width, which might include invalid or harmful content.

Sample Code

```
<table width="500">
  <tr>
    <th>Position</th>
    <th width="400">Description</th>
  </tr>
  <tr>
    <td>Position A</td>
    <td>Description for Position A</td>
  </tr>
  <tr>
    <td>Position B</td>
    <td>Description for Position B</td>
  </tr>
</table>
```

We enhanced the validation to better protect your system.

Configuration Requirements

To use this feature, make sure the setting *Security Scan of User Inputs* is selected in [Admin Center](#) > [Tools](#) > [Application Security Feature Settings](#).

If *Security Scan of User Inputs* is already enabled in your system, be aware that certain HTML user inputs that previously could be entered may now be considered invalid or harmful and cannot be saved.

Role-Based Permission Prerequisites

You have the [Administrator Permissions](#) > [Manage Security](#) > [Manage Application Security Feature Settings](#) permission.

Technical Details

Reference Number	ASE-1577
Product	Platform
Module	Security and Compliance
Feature	Not Applicable
Action	Recommended

Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Enabling User Input Validation](#)

2.1.21 Enhanced the Layout of Manage Login Accounts

We enhanced the layout of the [Manage Login Accounts](#) admin tool.

Here are the details:

- We moved the message strips from under to above the search boxes.
- We added a tooltip to the column title [Login Methods](#).

We made the enhancements to improve your user experience with the [Manage Login Accounts](#) tool.

What's Changed

Manage Login Accounts

Manage Login Accounts

Warning: Usernames are not case-insensitive in your system. To enable case-insensitive usernames, go to Admin Center > Company System and Logo Settings > Enable Case-Insensitive Usernames. [Learn More](#)

Enter name or person ID

Enter login name, account ID, or global user ID

Search Results (71799)

Account ID	Person ID	Full Name	Login Name	Status	Login Method	Action
				INACTIVE	PWD	Edit Details
				INACTIVE	en_US Assignment 1010682(INACTIVE)	Edit Details
				INACTIVE	en_US Assignment 1010699(INACTIVE)	Edit Details
				INACTIVE	en_US Assignment 101070(INACTIVE)	Edit Details
				INACTIVE	en_US Assignment 101071(INACTIVE)	Edit Details
				INACTIVE	en_US Assignment 102078(INACTIVE)	Edit Details

Note: A tooltip for the 'Login Method' column explains that the specified method only works if Partial Organization SSO is enabled.

How It Looks Now

Manage Login Accounts

Manage Login Accounts

Enter name or person ID

Enter login name, account ID, or global user ID

Warning: Usernames are not case-insensitive in your system. To enable case-insensitive usernames, go to Admin Center > Company System and Logo Settings > Enable Case-Insensitive Usernames. [Learn More](#)

Info: The login method specified in a login account works only when your company has enabled Partial Organization SSO. Otherwise, a person always accesses the system using the login method specified by the company-level setting in Provisioning.

Search Results (40635)

Account ID	Person ID	Full Name	Login Name	Status	Locale	Primary Assignment	Username (Status)	Action
				ACTIVE	en_US	Assignment		Edit Details
				ACTIVE	en_US	Assignment		Edit Details
				ACTIVE	en_US	Assignment		Edit Details

How It Looked Before

Technical Details

Reference Number: PLU-8140

Product: Platform

Module: Identity and Access Management

Feature: User Account Management

Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Managing Login Accounts](#)

2.1.22 Enhancement to Instance Refresh Tool

The Instance Refresh tool now supports refresh from a source tenant enabled with advanced encryption to a target tenant disabled with advanced encryption.

We've made this enhancement to improve the user experience.

What's Changed

In the current version, in addition to what existed before, the Instance Refresh tool supports refreshing data and configurations from a source tenant enabled with advanced encryption to a target tenant disabled with advanced encryption.

In the previous version, you were able to refresh data and configurations from the source tenant to the target tenant under the following conditions:

- Both the source and target tenants were enabled with advanced encryption.
- Both the source and target tenants were disabled with advanced encryption.
- The source tenant had advanced encryption disabled while the target tenant had it enabled.

Technical Details

Reference Number	TLS-8239
Product	Platform
Module	System Management
Feature	Instance Refresh
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Important Notes while Using the Instance Refresh Tool](#)
[Advanced Encryption](#)

2.1.23 Enhancements to View Permission Role History

As a Role-Based Permissions administrator, you can compare two versions of a permission role to check which permissions were added or removed. Now, we added two new buttons to display comparison results: [Show All](#) and [Show Difference](#).

Here are the details:

- Choose [Show All](#) to see all the permission details, changed or not.
- Choose [Show Difference](#) to see only the changed permissions.

We want to provide you a simplified page of permission role changes with [Show Difference](#). You can quickly view all the differences without scanning through a long list of permission details.

What's Changed

Admin Center / Manage Permission Roles / Super admin / View History for Super admin

History	Changed On	Changed By
<input type="checkbox"/>	March 05, 2024 7:56AM	Bridget Yin
<input checked="" type="checkbox"/>	March 05, 2024 7:54AM	Bridget Yin
<input type="checkbox"/>	March 05, 2024 7:48AM	Bridget Yin
<input type="checkbox"/>	January 10, 2024 7:25AM	Bridget Yin
<input type="checkbox"/>	January 10, 2024 7:24AM	Bridget Yin

Former
 Bridget Yin
March 05, 2024 7:54AM

Current
 Bridget Yin
March 05, 2024 7:56AM

Super admin [Show Difference](#) [Show All](#) [Print](#)

i Tree security permissions are currently not supported. You can view and configure them using the legacy Role-Based Permissions. [Switch back to legacy Role-Based Permissions](#)

User Type: RBP-Only: No
Employee: No

Permissions

★=Access period can be defined at the granting rule level. †=Target needs to be defined. #=Target criteria need to be defined. MDF=MDF permission category. Only the latest MDF permissions display. Comparison is not supported.

User Permissions

- Calibration
 - Detailed Calibration Permissions †
 - View Calibration Tab
- Objectives
 - New Group Objective Creation †
 - Group Objective Assignment †
 - **Objective-Plan-Permissions-1(AH)**
 - Admin Access for Goal ODATA API Export †
- Employee Central Effective Dated Entities
 - [Personal Information †](#)
 - [Personal Information Actions](#) [View Current](#) | [View History](#) ★
 - **Home Address †**
 - [Address-Information Actions](#) [View Current](#)

How It Looks Now

After you select *Show All*, all the permissions of the role, including the highlighted changes, display.

Admin Center / Manage Permission Roles / Super admin / View History for Super admin

History	Changed On	Changed By
<input type="checkbox"/>	March 05, 2024 7:56AM	Bridget Yin
<input checked="" type="checkbox"/>	March 05, 2024 7:54AM	Bridget Yin
<input type="checkbox"/>	March 05, 2024 7:48AM	Bridget Yin
<input type="checkbox"/>	January 10, 2024 7:25AM	Bridget Yin
<input type="checkbox"/>	January 10, 2024 7:24AM	Bridget Yin

Former
 Bridget Yin
March 05, 2024 7:54AM

Current
 Bridget Yin
March 05, 2024 7:56AM

Super admin [Show Difference](#) [Show All](#) [Print](#)

i Tree security permissions are currently not supported. You can view and configure them using the legacy Role-Based Permissions. [Switch back to legacy Role-Based Permissions](#)

User Type: RBP-Only: No
Employee: No

Permissions

★=Access period can be defined at the granting rule level. †=Target needs to be defined. #=Target criteria need to be defined. MDF=MDF permission category. Only the latest MDF permissions display. Comparison is not supported.

User Permissions

- Objectives
 - **Objective-Plan-Permissions-1(AH)**
- Employee Central Effective Dated Entities
 - [Personal Information †](#)
 - [Personal Information Actions](#) [View Current](#) | [View History](#) ★
 - **Home Address †**
 - [Address-Information Actions](#) [View Current](#)

How It Looks Now

After you select *Show Difference*, only the changed permissions display.

Technical Details

Reference Number

PLU-7724

Product	Platform
Module	Identity and Access Management
Feature	Role-Based Permissions
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

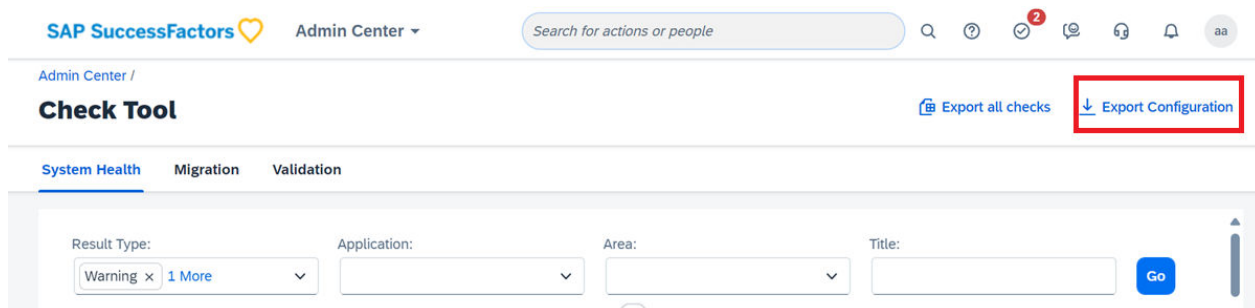
Related Information

[Comparing Two Change History Records of a Permission Role](#)

2.1.24 Export Configuration Feature in New Check Tool UI

We've included an export configuration feature on the new Check Tool UI.

You can use this feature to export configuration information from the Check Tool. Here's where you can find the feature on the UI.



We've added this feature to achieve feature parity with the legacy Check Tool UI.

Role-Based Permission Prerequisites

To use this feature, you must have the [Administrator Permissions](#) > [Check Tool](#) > [Allow Configuration Export](#) permission.

Technical Details

Reference Number	TLS-27831
Product	Platform
Module	User Experience
Feature	Check Tool
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Exporting Configuration Information](#)

2.1.25 Home Tab Introduced for the SAP SuccessFactors App in Microsoft Teams

With the integration of SAP SuccessFactors and Microsoft 365, we introduced a *Home* tab for the SAP SuccessFactors app in Microsoft Teams.

In the bot chat with the SAP SuccessFactors app in Teams, there's a *Home* tab consisting of three parts:

- User's personal information: includes display name, cost center, HR contact, and current employments if users have multiple active employments.
- *To-Do* section: consolidates reminders about pending to-do tasks so that users don't need to browse the chat history to find uncompleted tasks.
- *Quick Actions* section: collects quick actions so that users can instantly initiate an HR transaction.

Note

This feature is available only with the new experience of installing the SAP SuccessFactors app from the Teams app store. For more information about how to switch to the new experience, see *Switching to the New Experience of SAP SuccessFactors App Installation* in the *Related Information* section.

We developed this feature for users to easily catch up with pending to-do tasks and navigate to certain HR tasks.

Configuration Requirements

You've enabled the SAP SuccessFactors app for Microsoft Teams.

Technical Details

Reference Number	WRK-1116
Product	Platform
Module	Integration and Extension
Feature	Work Tech
Action	Info only
Enablement	Automatically on
Link to Demo	Home Page of the SAP SuccessFactors App in Microsoft Teams
Lifecycle	General Availability
Type	New

Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Switching to the New Experience of SAP SuccessFactors App Installation](#)
[Installing the SAP SuccessFactors App from Microsoft Teams App Store \(New Experience\)](#)
[Enabling the SAP SuccessFactors App for Microsoft Teams](#)
[Home Page of the SAP SuccessFactors App in Microsoft Teams](#)

2.1.26 Horizon Visual Theme in More Areas

The Horizon visual theme is now available in more product areas.

We continue to update the visual styling on more pages over time. In 1H 2024, we added the Horizon theme to the following product areas:

- Employee Central - [Company Structure Overview](#)
- Platform
 - Coaching Advisor
 - Directory Search
 - User Settings page (except for the [Groups](#) tab)
- Recruiting
 - Candidate Profile page
 - Candidate Rating and Search
 - Job Postings and Agency Listings
 - Internal candidate experience, including: [Job Search](#), [Job Applications](#), [Saved Jobs](#), [Saved Searches/Alerts](#), [My Candidate Profile](#), [Saved Applications](#), and [Referral Tracking](#).
 - Message Center
 - My Recruiting Preferences
- Succession & Development
 - Career Path
 - Career Worksheet
 - Succession Planning

We also added it to the following [Admin Center](#) pages:

- Compensation - [Compensation Home](#)
- Learning Administration
 - Curriculum
 - Import Content
 - Item Actions
 - Item Email Notifications
 - Item Instructors
 - User Module
 - User Tabs
- Platform
 - [Email Notification Templates](#)
 - Metadata Framework tools: [Configure Object Definitions](#), [Import and Export Data](#), and [Manage Data](#)
 - [Org Chart Configuration](#)
- Recruiting - [Applicant Status Configuration](#)

📌 Note

- Changes to typography, visual treatment, and spacing can have an impact on the overall layout and location of elements on the page. If you run automated tests based on screen coordinates, they may be impacted by the Horizon theme.
- If you use a custom theme, your theme settings aren't affected and the colors in your theme are still used in most places. However, some UI elements use theme settings differently when the Horizon theme is applied. As a result, some UI elements may have changed color.
- In addition to visual changes included in the Horizon theme, we may have made other minor visual changes to these product areas. Please refer to Related Links below for details.

The Horizon theme is the latest design standard for all SAP applications.

Technical Details

Reference Number	WEF-133809
Product	Platform Succession & Development
Module	User Experience Succession Planning Career Development

Feature	Theming Writing Assistant Coaching Advisor Email Notifications Metadata Framework Data Import and Export
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Design Standards Included in the Horizon Theme](#)
[Minor Visual Changes in 1H 2024 \[page 177\]](#)

2.1.27 Instance Synchronization Tool Removed from Upgrade Center

You can no longer enable *Instance Synchronization Tool* through *Upgrade Center* in *Admin Center*.

We've made these changes as part of the transition from *Instance Synchronization Tool* to Configuration Transport Center.

What's Changed

In the current version, the option to enable *Instance Synchronization* is removed from [Admin Center](#) > [Upgrade Center](#).

How It Looked Before

In the previous version, you could enable *Instance Synchronization* through *Upgrade Center* in *Admin Center*.

Technical Details

Reference Number	TLS-29703
Product	Platform
Module	System Management
Feature	Instance Synchronization
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Change History](#)

2.1.28 Job Scheduler Supports Showing or Hiding Columns

Previously, only the *Job Monitor* tab in *Scheduler Job Manager* supports showing or hiding columns. Now, you can also show or hide columns under the *Job Scheduler* tab.

Here are the columns that display by default:

- Job Request ID
- Job Name
- Job Type
- Status
- Created By
- Last Modified By
- Actions

We support more columns in this release. So, we want to provide you with the capability to hide columns that aren't important to you.

Configuration Requirements

Recurring and *Dependent Of* columns are now hidden by default.


What's Changed

[Admin Center](#) / [Scheduled Job Manager](#)

Scheduled Job Manager

[Job Monitor](#) [Job Scheduler](#) [Upcoming Jobs](#)

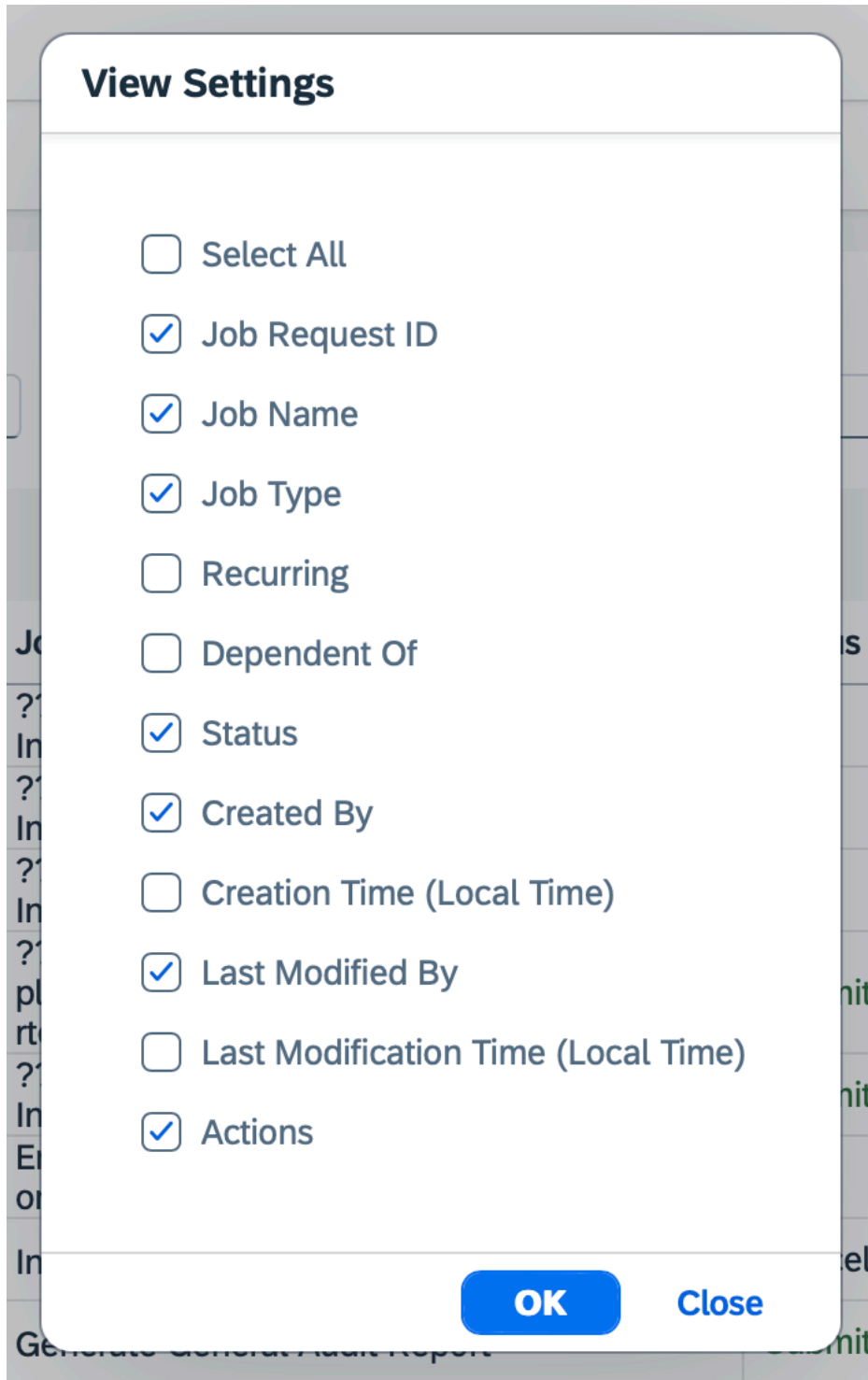
Job Request ID: Job Name: Job Type: Status: Creation Date:

[+ Create Job Request](#) 


Job Request ID	Job Name	Job Type	Status	Created By	Last Modified By	Actions
			New	admin	admin	Actions
			New	admin	admin	Actions
			New	admin	admin	Actions
			Submitted	admin	admin	Actions
			Submitted	admin	admin	Actions
			New	admin	admin	Actions
			Cancelled	admin	admin	Actions

How It Looks Now

You can show or hide columns using the  *Settings* icon.



How It Looks Now

After you choose the  *Settings* icon, the *View Settings* popup displays.

Technical Details

Reference Number	PLU-8194
Product	Platform
Module	System Management
Feature	Scheduled Jobs
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Creating a Scheduled Job Request in Admin Center](#)

2.1.29 Latest Role-Based Permissions Supports Compensation Permission Roles

As a Role-Based Permissions administrator, you can now view details and history records of compensation permission roles in the latest Role-Based Permissions.

Here are the details:

- All compensation permission roles are flagged with *Compensation*.
- You can view details of a compensation permission role by choosing the permission name in [Manage Permission Roles](#).
- In the *Actions* column of [Manage Permission Roles](#), the only supported action for compensation permission roles is [View History](#).

- You can go to Compensation Home to manage compensation permission roles.

We made the enhancement to close the gaps between the latest Role-Based Permissions and the legacy Role-Based Permissions. RBP administrators who need to view compensation permission roles can now also leverage the new RBP experience.

What's Changed

Admin Center / Manage Permission Roles

Manage Permission Roles Switch back to legacy Role-Based Permissions

Different users should have different access to the information in the application. A role controls the access rights of its users to the application or employee data. Each role has its own access permissions that you define. You can also limit what a group can access.

Tree security permissions are currently not supported. You can view and configure them using the legacy Role-Based Permissions.

Roles	ID	Name	User Type	Description	RBP-Only	Last Modified	Actions
	5321	Yan test comp41901 (Compensation Permission Role)	Employee	Created for compensation field based permission		Dec 21, 2023	View History
	15300	comple role	Employee			Dec 21, 2023	Add Role Assignments Edit Delete View History
	5341	test4201 (Compensation Permission Role)	Employee	Created for compensation field based permission		Mar 16, 2022	View History
	8760	PLT123476284CompensationRole	Employee	testDescription		Feb 28, 2022	View History

How It Looks Now

In the permission role list page and role details page, all compensation permission roles are flagged with *Compensation*.

Admin Center / Manage Permission Roles / View Role for Yan test comp41901 (Compensation Permission Role)

View Yan test comp41901 (Compensation Permission Role) [View History](#) [Print](#)

Created for compensation field based permission

Tree security permissions are currently not supported. You can view and configure them using the legacy Role-Based Permissions. Switch back to legacy Role-Based Permissions

User Type: Employee RBP-Only: No Last Modified: Dec 21, 2023 Last Modified By: Admin

Permissions **Assignments**

★=Access period can be defined at the granting rule level. †=Target needs to be defined. ‡=Target criteria need to be defined.

User Permissions

Compensation

- 1705Yan5 †
 - 1705Yan5 - 2007 Options [View](#) | [Edit](#)
 - 1705Yan5 - 2007 Stock [View](#) | [Edit](#)
 - 1705Yan5 - Adjustment [View](#) | [Edit](#)
 - 1705Yan5 - Adjustment [View](#) | [Edit](#)
 - 1705Yan5 - Bonus [View](#) | [Edit](#)
 - 1705Yan5 - Bonus Notes [View](#) | [Edit](#)
 - 1705Yan5 - Compa-ratio [View](#) | [Edit](#)
 - 1705Yan5 - Current Annual Salary [View](#) | [Edit](#)
 - 1705Yan5 - Current Compa-Ratio [View](#) | [Edit](#)
 - 1705Yan5 - Current Range Penetration [View](#) | [Edit](#)
 - 1705Yan5 - Current Salary Rate [View](#) | [Edit](#)
 - 1705Yan5 - Final Annual Salary [View](#) | [Edit](#)
 - 1705Yan5 - Final Job Code [View](#) | [Edit](#)
 - 1705Yan5 - Final Job Family [View](#) | [Edit](#)
 - 1705Yan5 - Final Job Role [View](#) | [Edit](#)
 - 1705Yan5 - Final Salary Rate [View](#) | [Edit](#)
 - 1705Yan5 - Job Code [View](#) | [Edit](#)
 - 1705Yan5 - Job Title [View](#) | [Edit](#)
 - 1705Yan5 - Last Increase Date [View](#) | [Edit](#)
 - 1705Yan5 - Local Currency Code [View](#) | [Edit](#)
 - 1705Yan5 - Lump Sum [View](#) | [Edit](#)
 - 1705Yan5 - Merit [View](#) | [Edit](#)
 - 1705Yan5 - Merit Guidelines [View](#) | [Edit](#)

How It Looks Now

In the permission role details page, the compensation role is flagged with *Compensation* as well.

Technical Details

Reference Number	PLU-7894
Product	Platform
Module	Identity and Access Management
Feature	Role-Based Permissions
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[The Latest Role-Based Permissions](#)

2.1.30 Latest Role-Based Permissions Supports External Role Assignments

In the latest Role-Based Permissions (RBP), RBP administrators can configure access population and target population of external users for a role assignment.

Here are the details:

Scenario	Before	After
Access Population = Employees Target Population = External users	You could see the role assignment in the latest RBP. But if you clicked <i>Edit</i> , you would be redirected to the legacy RBP.	You can view and edit the role assignments.
Access Population = External users Target Population = External users	You couldn't see or edit the role assignments.	

We made the enhancement to close the gaps between the latest Role-Based Permissions and the legacy Role-Based Permissions. RBP administrators who need to configure external role assignments can now also leverage the new RBP experience.

What's Changed

Admin Center / Manage Permission Roles / View Role for External Onboarding User

View External Onboarding User

Tree security permissions are currently not supported. You can view and configure them using the legacy Role-Based Permissions. [Switch back to legacy Role-Based Permissions](#)

User Type: External Onboarding User RBP-Only: No Last Modified: Nov 21, 2023 Last Modified By: Bridget Yin

Permissions **Assignments**

ID	Name	Access Population	Target Population	Description	Status	Last Modified	Actions
70729	External Onboarding User	All (External Onboarding User)	All (External Onboarding User)		Active	Nov 21, 2023	Edit Delete

How It Looks Now

Technical Details

Reference Number	PLU-7660
Product	Platform
Module	Identity and Access Management
Feature	Role-Based Permissions

Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Assigning a Permission Role](#)

2.1.31 Latest Role-Based Permissions Supports External User Types in Permission Roles

In the latest Role-Based Permissions (RBP), RBP administrators can now configure permission roles for external users.

When RBP administrators create a permission role, they can now choose from the following three user types: *Employee*, *External Onboarding User*, and *External Learner*. Previously, only *Employee* user type was supported.

We made the enhancement to close the gaps between the latest Role-Based Permissions and the legacy Role-Based Permissions. RBP administrators who need to configure external permission roles can now also leverage the new RBP experience.

What's Changed

Admin Center / Manage Permission Roles / Create Role

Create Role

Tree security permissions are currently not supported. You can view and configure them using the legacy Role-Based Permissions.

1 Basic Information

2 Add Permissions

3 Preview

1. Basic Information
A role definition is a collection of permissions. To create a role, fill out some basic information.

Name: *

Description:

User Type: External Onboarding User

RBP-Only: Employee

External Onboarding User

External Learner

Next Cancel

How It Looks Now

In the *User Type* drop down, you can now see three options.

Previously, there was only the *Employee* option.

Technical Details

Reference Number	PLU-7659
Product	Platform
Module	Identity and Access Management
Feature	Role-Based Permissions
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed

Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Creating a Permission Role](#)

2.1.32 Latest Role-Based Permissions is the Default Permission Role Management Tool

As a Role-Based Permissions administrator, when you choose Manage Permission Roles in Admin Center, you will be directed to the latest Role-Based Permissions instead of the legacy Role-Based Permissions admin page.

You can still switch back to the legacy Role-Based Permissions through the [Switch back to legacy Role-Based Permissions](#) hyperlink.

We want to encourage you to leverage the new RBP experience.

What's Changed

Admin Center / Manage Permission Roles

Manage Permission Roles

[Switch back to legacy Role-Based Permissions](#)

Different users should have different access to the information in the application. A role controls the access rights of its users to the application or employee data. Each role has its own access permissions that you define. You can also limit what a group can access.

Tree security permissions are currently not supported. You can view and configure them using the legacy Role-Based Permissions.

Roles							Search for a role	Q	Create	↓↑	▽
ID	Name	User Type	Description	RBP-Only	Last Modified	Actions					
		Employee			Mar 19, 2024	Add Role Assignments Edit Delete View History					
		Employee			Mar 15, 2024	Add Role Assignments Edit Delete View History					
		Employee		✓	Mar 14, 2024	Add Role Assignments Edit Delete View History					
		External Onboarding User		✓	Mar 14, 2024	Add Role Assignments Edit Delete View History					
		Employee		✓	Mar 14, 2024	Add Role Assignments Edit Delete View History					
		Employee		✓	Mar 14, 2024	Add Role Assignments Edit Delete View History					
		Employee		✓	Mar 14, 2024	Add Role Assignments Edit Delete View History					
		Employee			Mar 12, 2024	Add Role Assignments Edit Delete View History					
		Employee			Mar 12, 2024	Add Role Assignments Edit Delete View History					
		Employee			Mar 11, 2024	Add Role Assignments Edit Delete View History					
		Employee			Mar 11, 2024	Add Role Assignments Edit Delete View History					
		Employee			Mar 11, 2024	Add Role Assignments Edit Delete View History					
		Employee		✓	Mar 7, 2024	Add Role Assignments Edit Delete View History					
		Employee			Mar 6, 2024	Add Role Assignments Edit Delete View History					
		Employee			Mar 6, 2024	Add Role Assignments Edit Delete View History					
		Employee		✓	Feb 28, 2024	Add Role Assignments Edit Delete View History					
		Employee			Feb 26, 2024	Add Role Assignments Edit Delete View History					

How It Looks Now

Admin Center									
Back to Admin Center									Go To Customer Community
Permission Role List									
Different users should have different access to the information in the application. A role controls the access rights a user (or a group) has to the application or employee data. Each role has its own set of access permissions that you define. You can also limit exactly what a group can access.									
Type role name...									Switch to the Latest Role-Based Permissions
Create New		Create New Role for External User		Items per page 10		Page 1 of 5			
ID	Permission Role	User Type	Description	Status	RBP-Only	Created From	Last Modified	Action	
				ACTIVE	<input type="checkbox"/>		2024-03-01	Take action	
				ACTIVE	<input type="checkbox"/>		2024-01-15	Take action	
		External Onboarding User		ACTIVE	<input type="checkbox"/>		2023-10-18	Take action	
				ACTIVE	<input type="checkbox"/>		2023-10-18	Take action	
				ACTIVE	<input type="checkbox"/>		2023-10-18	Take action	
				INACTIVE	<input type="checkbox"/>		2023-09-26	Take action	
				ACTIVE	<input type="checkbox"/>		2023-09-07	Take action	
				ACTIVE	<input type="checkbox"/>		2023-06-13	Take action	
				ACTIVE	<input type="checkbox"/>		2023-06-13	Take action	
				ACTIVE	<input type="checkbox"/>		2023-06-13	Take action	

How It Looked Before

Technical Details

Reference Number	PLA-45263
Product	Platform
Module	Identity and Access Management
Feature	Role-Based Permissions
Action	Info only
Enablement	Automatically on
Link to Demo	Introduction of the Latest Role-Based Permissions
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[The Latest Role-Based Permissions](#)

2.1.33 Latest Role-Based Permissions Supports MDF Permissions

As a Role-Based Permissions administrator, you can now configure MDF permissions using the latest Role-Based Permissions.

We made the enhancement to close the gaps between the latest Role-Based Permissions and the legacy Role-Based Permissions. RBP administrators who need to configure MDF permissions can now also leverage the new RBP experience.

What's Changed

Admin Center / Manage Permission Roles / Create Role

Create Role

1 Basic Information — 2 Add Permissions — 3 Preview

2. Add Permissions

Specify what permissions users of this role should have.

Search for a permission

- manage system Properties
- Manage User
- Manage Identity Account and Gr...
- Metadata Framework
- Manage Job & Skill Profile Visibil...
- MDF Foundation Objects
- Manage Business Configuration
- Admin Alerts Object Permissions
- Manage Mass Data Management
- Manage Conditional Groups and ...
- Manage Compensation Structure...
- Business Rules Object Permissions
- Configuration Transport Center

MDF Foundation Objects

★=Access period can be defined at the granting rule level. †=Target needs to be defined. ‡=Target criteria need to be defined.

Select All

Bank #

Actions: View Edit Import/Export

Field-Level Overrides:

Business Unit #

Actions: View Current View History Create Insert Correct Delete Import/Export

Field-Level Overrides:

Cost Center #

Actions: View Current View History Create Insert Correct Delete Import/Export

Field-Level Overrides:

How It Looks Now

Technical Details

Reference Number	PLA-42753
Product	Platform
Module	Identity and Access Management
Feature	Role-Based Permissions
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024

Valid as Of 2024-05-17

Latest Document Revision 2024-04-12

Related Information

[The Latest Role-Based Permissions](#)

2.1.34 Latest Role-Based Permissions Supports Printing Permission Role and Role History

RBP administrators can now print permission role details and role history records in the latest Role-Based Permissions.

A new button, *Print*, is added to the role details page and the role history page. After you click *Print*, a popup shows and you can customize your printing preference.

- To access role details page, go to ► [Admin Center](#) ► [Manage Permission Roles](#) ► [Switch to the Latest Role-Based Permissions](#) ►, and choose the name of a permission role.
- To access role history page, go to ► [Admin Center](#) ► [Manage Permission Roles](#) ► [Switch to the Latest Role-Based Permissions](#) ►, and choose [View History](#) of a permission role.

You can now save role details and role history records locally. This enhancement is to bridge the gap between legacy Role-Based Permissions and the latest Role-Based Permissions.

Configuration Requirements

When you print a permission role, all permissions and role assignments are printed. However, when you print a role history record, only permissions are printed. Role assignments aren't printed.

What's Changed

Admin Center / Manage Permission Roles / Super admin / View History for Super admin

History	Changed On	Changed By
<input type="checkbox"/>		
<input checked="" type="checkbox"/>	March 26, 2024 8:23AM	Bridget Yin
<input type="checkbox"/>	March 05, 2024 7:56AM	Bridget Yin
<input type="checkbox"/>	March 05, 2024 7:54AM	Bridget Yin
<input type="checkbox"/>	March 05, 2024 7:48AM	Bridget Yin
<input type="checkbox"/>	January 10, 2024 7:25AM	Bridget Yin
<input type="checkbox"/>	January 10, 2024 7:24AM	Bridget Yin

Super admin Print

Tree security permissions are currently not supported. You can view and configure them using the legacy Role-Based Permissions. [Switch back to legacy Role-Based Permissions](#)

User Type: Employee RBP-Only: No Last Modified: March 26, 2024 8:23AM Last Modified By: Bridget Yin

Permissions

★=Access period can be defined at the granting rule level. †=Target needs to be defined. #=Target criteria need to be defined.
 MDF=MDF permission category. Only the latest MDF permissions are displayed. Comparison is not supported.

User Permissions

- Calibration**
 - Detailed Calibration Permissions †
 - View Calibration Tab
- Objectives**
 - New Group Objective Creation †
 - Group Objective Assignment †
 - Admin Access for Goal ODATA API Export †
- Employee Central Effective Dated Entities**
 - Personal Information †
 - Personal Information Actions
- General User Permission**
 - Company Info Access †
 - User Search †

[View Current](#) | [View History](#) ★

How It Looks Now

Technical Details

Reference Number	PLU-7706
Product	Platform
Module	Identity and Access Management
Feature	Role-Based Permissions
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire

Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[The Latest Role-Based Permissions](#)

2.1.35 Latest Role-Based Permissions Supports Updating Incomplete Role Assignments

As a Role-Based Permissions administrator, previously, if the access population or the target population of a role assignment wasn't configured properly, you couldn't access relevant permission roles. Now, you can edit the incomplete role assignment in the latest Role-Based Permissions.

We made the enhancement to improve the error tolerance of Role-Based Permissions configurations.

What's Changed

Admin Center / Manage Permission Roles / Super Admin / Edit Role Assignment for Super Admin

Edit Super Admin

Assign role to user or group with conditions.

1 Tree security permissions are currently not supported. You can view and configure them using the legacy Role-Based Permissions.

1 Basic Information — 2 Grant Access To — 3 Define a Target Population — 4 Define Target Criteria — 5 Preview

2. Grant Access To

Employee

All

From groups: [Select Groups](#)

Grant the same access to managers (levels up):

3. Define a Target Population

Everyone

Filtered by:

Permission Group [Select Groups](#)

Granted User's Customizable Field 1

Exclude granted users from having the same access to themselves.

[Previous](#) [Next](#) [Cancel](#)

How It Looks Now

You can continue configuring the incomplete role assignment and save your changes in the edit role assignment page.

Technical Details

Reference Number	PLU-7951
Product	Platform
Module	Identity and Access Management
Feature	Role-Based Permissions
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed

Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Assigning a Permission Role](#)

2.1.36 Manage Retention of Audit Data

The retention of all types of audit data is now managed centrally in [Manage Audit Configuration](#) > [Audit Retention](#). Audit data is purged automatically according to the retention policies defined.

By default, the universal retention period is 730 days. You can update this default retention policy, or add individual policies for specific types of audit data. After the migration to SAP BTP Audit Log Service is completed, all audit data is purged daily according to the retention policies defined. General audit and audit data types that previously was included in [DRTM Audit Data Purge](#) are included in this change. The following change audit data is not included in this change:

- Configuration Data: Feature settings configuration and MDF configuration data
- Business Data: MDF change history data

The screenshot displays the 'Manage Audit Configuration' interface in the SAP Admin Center. The 'Audit Retention' tab is active. A notification states: 'The default retention policy applies to all types of audit data. In addition, you can add on individual policies for specific types of audit data that requires a different set of policies.'

Default Retention Policy

Universal Retention Period (in days): * 730

Buttons: Save, Cancel

Specific Retention Policy

Audit Type: [Dropdown] Specific Data: [Dropdown] Go

Buttons: Create

Audit Type	Specific Data	Country/Region	Legal Entity	Retention Period (in days)	Action
No Data					

We made these changes because SAP SuccessFactors is adopting SAP BTP Audit Log Service.

Configuration Requirements

We recommend configuring audit retention policies as early as possible. [DRTM Audit Data Purge](#) will be deprecated in the 1H 2024 release. The retention configuration for audit data made in [Admin Center > Manage Data > DRTM Audit Data Purge](#) and [Manage General Audit](#) will be invalid.

Role-Based Permission Prerequisites

You have the [Administrator Permissions > Admin Center Permissions > Manage Audit Retention Configuration](#) permission. You need the [View](#) permission to access the [Audit Retention](#) tab. You need the [Edit](#) permission to update the retention policies.

Technical Details

Reference Number	PLA-42772
Product	Platform
Module	Security and Compliance
Feature	Audit Trail
Action	Required
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Deprecation of DRTM Audit Data Purge \[page 778\]](#)

[Audit Data Retention Management](#)

2.1.37 More Features Support Change Audit

Changes made in [Manage Languages](#), [Manage Email Notifications](#), and [Manage Support Access](#) are now added in change audit and you can create change audit reports on these changes.

You can create change audit reports for the above changes in [Admin Center](#) > [Change Audit Reports](#) > [Create Configuration Data Report](#) > [Locales and Customizations](#), [Email Notifications](#), or [Manage Support Access](#). You can configure retention policies for these new change audit data in [Admin Center](#) > [Manage Audit Configuration](#) > [Audit Retention](#) and they'll be purged automatically according to the retention policy.

We made these enhancements so that you have better insights of the changes in the system.

Role-Based Permission Prerequisites

- You need to have the [Administrator Permissions](#) > [Admin Center Permissions](#) > [Generate Change Audit Reports](#) permission to create change audit reports.
- You need to have the [Administrator Permissions](#) > [Admin Center Permissions](#) > [Manage Audit Retention Configuration](#) permission to configure retention policies.

Technical Details

Reference Number	PLA-43031
Product	Platform
Module	System Management Security and Compliance Identity and Access Management
Feature	Audit Trail Email Notifications Manage Languages User Account Management

Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Creating a Change Audit Report](#)

[Manage Retention of Audit Data \[page 89\]](#)

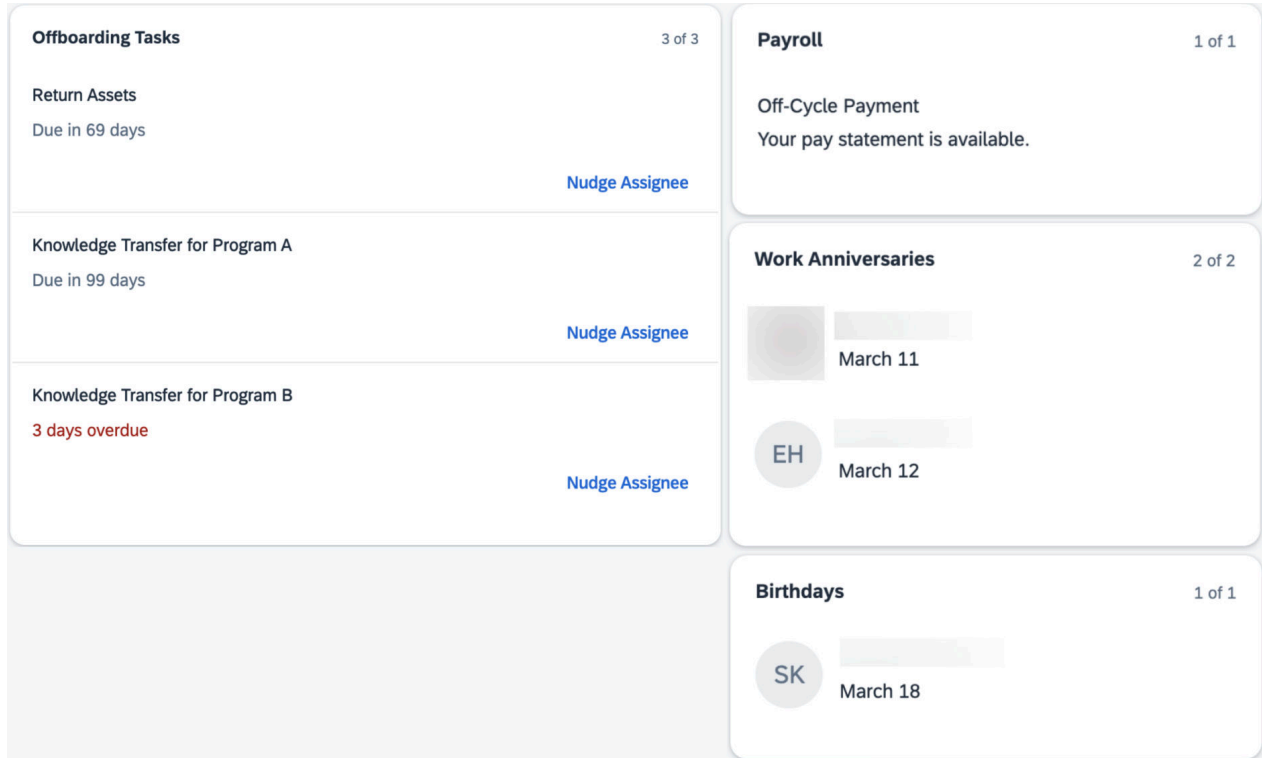
[Change Audit for Locales and Customizations](#)

2.1.38 More Home Page Cards Available in SAP SuccessFactors Work Zone

We introduced four more Home Page cards to SAP SuccessFactors Work Zone.

After administrators activate them in [Administration Console](#) > [UI Integration](#) > [Cards](#), employees can receive birthday and work anniversary reminders of their subordinates, get notifications about completing offboarding tasks once they decide to leave the company, and be provided with off-cycle payment details. The newly supported UI integration cards are:

- Birthday Reminder for Managers
- Work Anniversary Reminder for Managers
- Off-Cycle Payment
- Offboarding Tasks



These new cards enable employees to access and complete corresponding tasks directly in SAP SuccessFactors Work Zone.

Configuration Requirements

- You've enabled Employee Central Payroll before using the card **Off-Cycle Payment**.
- You've enabled Onboarding before using the card **Offboarding Tasks**.

Technical Details

Reference Number	SWZ-6601
Product	SAP SuccessFactors Work Zone Platform Onboarding Employee Central Payroll
Module	User Experience Onboarding Employee Central Payroll

Feature	Work Zone Content Home Page Offboarding Pay Statements
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Home Page Cards](#)

2.1.39 New and Enhanced Application-Specific Rule Scenarios

We are delivering additional application-specific rule scenarios for various modules in the SAP SuccessFactors HCM suite.

The creation of Basic Rules is no longer supported. Therefore, you must use a rule scenario for your use case.

The new rule scenarios are available in [Admin Center](#) > [Configure Business Rules](#) > [+ \(Create New Rule\)](#) > [Rule Category](#).

Rule Category	Rule Scenario	New/Changed	Description
Employee Central Core	Trigger onInit Rules for Hire/Rehire	New	You can use this scenario to create rules that initialize HRIS Elements during all Hire/Rehire processes (for both old and new employment) using the Employee Information Model base object. In Manage Business Configuration, rules created using this scenario can be used only for the onInit event type.
Employee Central Core	Trigger onView Rules for HRIS Elements	New	<p>You can use this scenario to create rules that default the value for a field or change field properties or calculate fields that are transient (this means that the result is not a fixed value stored on the database but is calculated during rule execution when the user calls up the page). In Manage Business Configuration, rules created using this scenario can be used only for the onView event type.</p> <p>You can navigate from the Dependents Model to the child entities in the Set action.</p> <p>You can use this rule scenario with the Pension Payout Details base object.</p>
Employee Central Core	Trigger onSave Rules for HRIS Elements	Changed	<p>You can now navigate from the Dependents Model to the child entities in the Set action.</p> <p>You can now use this rule scenario with the Pension Payout Details base object.</p>

Rule Category	Rule Scenario	New/Changed	Description
Employee Central Core	Trigger onChange Rules for HRIS Elements	Changed	<p>You can now navigate from the Dependents Model to the child entities in the Set action.</p> <p>You can now use this rule scenario with the Pension Payout Details base object.</p> <p>You can now set the <i>Required</i> and <i>Visibility</i> properties for the the Attachment ID field.</p>
Employee Central Core	Trigger Workflows	Changed	You can now use this rule scenario with the Pension Payout Details Model and the Pension Payout Details base objects.
Employee Central Core	Validate HRIS Elements	Changed	<p>We have updated the name of this rule scenario.</p> <p>You can now use this rule scenario with the Pension Payout Details base object.</p>
Employee Central Core	Generate Employee Central Alerts	Changed	<p>We have updated the name of this rule scenario.</p> <p>You can now use this rule scenario with the Pension Payout Details base object.</p>
Employee Central Core	Generate Assignment ID External	Changed	We have updated the name of this rule scenario.
Employee Central Core	Generate Employee ID for Hire/Rehire	Changed	We have updated the name of this rule scenario.
Employee Central Core	Rules for Hire/Rehire Transactions	Changed	We have updated the name of this rule scenario.
Employee Central Core	Trigger Event Reason Derivation	Changed	We have updated the name of this rule scenario.
Employee Central Core	Enforce Rehire with New Employment	Changed	We have updated the name of this rule scenario.
Employee Central Core	Display Internal Job History	Changed	We have updated the name of this rule scenario.
Employee Central Core	Calculate Full-Time Equivalent	Changed	We have updated the name of this rule scenario.

Rule Category	Rule Scenario	New/Changed	Description
Employee Central Core	Trigger an Off Cycle Event Batch	Changed	We have updated the name of this rule scenario.
Employee Central	Document Generation Template Mapping Rule	New	You can now use this rule scenario for mapping user data to a placeholder in a document generation template.
Onboarding, Recruiting, Employee Central	Configure Business Rules on Offer Details	New	Use this scenario to configure business rules on offer details. To execute this rule, you must register the rule in the Offer Detail section under Admin Center in Manage Rules in Recruiting.
Recruiting	Configure Business Rules on Job Requisition	New	Use this scenario to configure business rules on job requisition. To execute this rule, you must register the rule in the Job Requisition section under Admin Center in Manage Rules in Recruiting.
Recruiting	Configure Rule to Preselect Offer Letter Templates	New	You can use this scenario to create rules that preselect an offer letter template when initiating an offer letter to a candidate.
Recruiting	Configure Business Rule to Add Conditional Sections in Offer Letter	New	Use this scenario to configure business rules on offer letters to add conditional sections. To execute this rule, you must associate it in the Application section under Admin Center in Manage Rules in Recruiting.
Recruiting	Configure Business Rules to Automatically Hire Applicant	New	Use this scenario to create rules to automatically hire eligible applicants from Recruiting to Employee Central.

Rule Category	Rule Scenario	New/Changed	Description
Recruiting	Configure AI-Assisted Skills Matching Eligibility for Job Requisition	New	<p>Use this rule scenario to define Job Requisitions for which the AI-assisted Skills Matching feature will be used. The rule is executed when a Job Requisition is created or updated (onSave).</p> <p>If the Job Requisition satisfies the criteria defined in the rule, then the SAP AI Units will be deducted when a candidate is successfully hired for that Job Requisition.</p>
Global Benefits	Determine Eligibility for Insurance Plan Benefit	New	You can use this scenario to determine the eligibility of an employee for a specific insurance plan.
Global Benefits	Determine Round off Value for Benefit Salary Calculation and for Insurance Coverage	New	You can use this scenario to change the employee's salary before calculating the coverage amount and to round off the coverage amount.
Global Benefits	Define Eligibility Criteria for Savings Plan	New	You can use this scenario to define the eligibility criteria for the Savings Plan benefit and to check whether the annual limits can be changed based on eligibility.
Global Benefits	Define Eligibility for the Allowance Benefit Type	New	You can use this scenario to define the eligibility for the allowance benefit type by setting up the entitlement amount.
Global Benefits	Define Eligibility for Pension Savings Plan and Workplace Type	New	You can use this scenario to define the eligibility for Retirement Plan Type Workplace and Savings Plan.
Global Benefits	Determine Contribution Amount for Pension/Retirement Savings Plan	New	You can use this scenario to determine the employer and employee contribution amounts and percentages for Pension/Retirement Savings Plan.
Global Benefits	Define Coverages for Proof of Good Health	New	You can use this scenario to define the set of health insurance coverages that require proof of good health.

Rule Category	Rule Scenario	New/Changed	Description
Onboarding	Trigger Automatic Hiring of Applicants for Onboarding	New	You can use this scenario to create rules to automatically hire eligible applicants from Onboarding to Employee Central.
Onboarding	Trigger Onboarding for Global Assignment	New	You can use this scenario to trigger the onboarding process for an employee with a global assignment.
Time Management	Allowance Type Filter	New	You can use this scenario to hide allowance types under certain conditions from the selection dropdown when an allowance is recorded.
Compensation and Variable Pay	Define Background Element-Based Bonus Plan Eligibility Rules for Variable Pay Planning	New	You can use this rule scenario to define bonus eligibility based on background elements for Variable Pay and Total Compensation templates.

Rules based on application-specific rule scenarios have reduced risk of misconfiguration and the process of rule creation is simpler.

For Global Benefits, the rule scenarios had their own individual checks in the [Check Tool](#) functionality. These no longer exist and have been replaced by a singular global check called CheckExecutorRuleValidationRuleScenario. It is displayed as *All Assigned Benefits Rules are Valid*. All rules that are registered under CheckExecutorRuleValidationRuleScenario will be checked when you run it.

Technical Details

Reference Number	RUL-10420
Product	Onboarding Employee Central Recruiting Compensation Platform

Module	<ul style="list-style-type: none"> Onboarding Global Benefits Process Automation Localization Compensation Variable Pay Employee Data SAP Business AI
Feature	<ul style="list-style-type: none"> Business Rules Onboarding Data Import and Export Country/Region Specifics Bonus Plans Job Requisitions Generative AI
Action	Recommended
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Rule Scenarios for Employee Central Core](#)

2.1.40 New Check Tool Item for Email Notifications Configuration

A new check tool item is added to verify the ownership of customized single sender domain.

When you use a customized domain for the sender of system email notifications, your ownership of the domain needs to be verified.

As of 2H 2024, single sender using an unverified domain is set to be invalid and the default sender will instead be used for system email notifications. We add this check tool to inform admin users of unverified domain configuration.

Technical Details

Reference Number	PFS-28360
Product	Platform
Module	System Management
Feature	Email Notifications
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Adding Verified Domains](#)

2.1.41 New Document Categories for Opportunity Marketplace in SAP Document Management Service

The **Assignment Background** and **Assignment Type Background** document categories, as well as the **Assignment** and **Assignment Type** entity types, are now available for the **Opportunity Marketplace** module in Document Management.

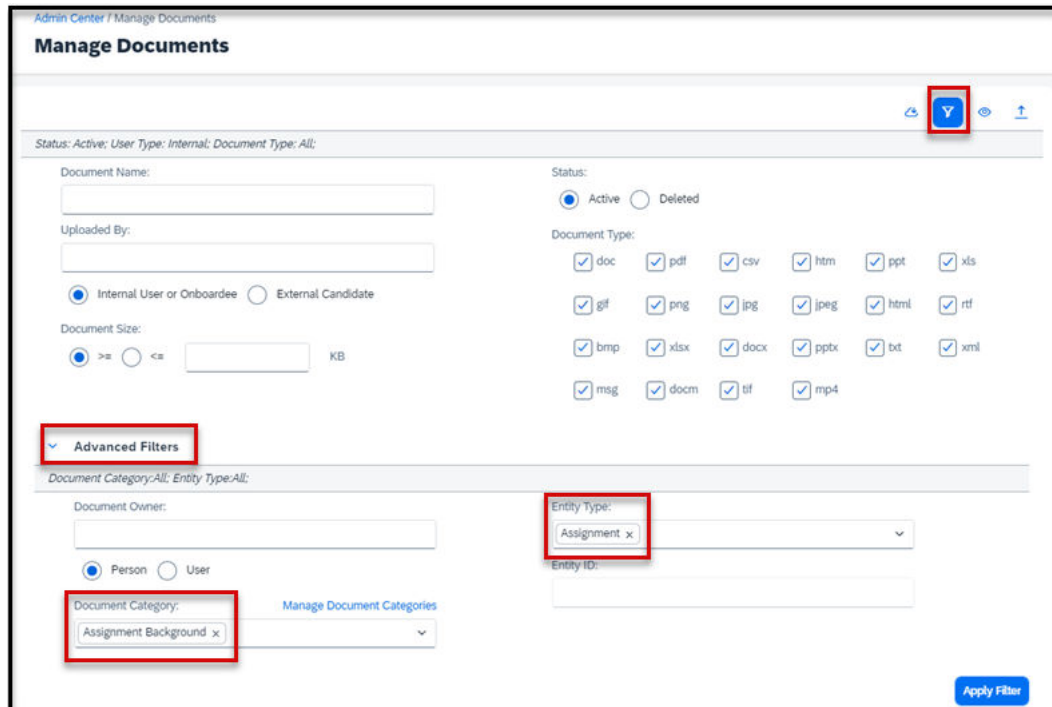
We added these two categories because Opportunity Marketplace assignments now support customized background images.

Role-Based Permission Prerequisites

To find documents by category in *Manage Documents*, you need the ► *Manage Permission Roles* ► *Manage Document Categories* permission.

What's Changed

The screenshot displays the 'Manage Documents' interface in the SAP Admin Center. At the top, it shows 'Document Storage' with an allocation of 1.19 MB of 1 TB used. Below this is a 'Distribution of storage used by document categories' chart. A red box highlights a filter icon in the top right of the chart area. A large red arrow points from this icon to the 'Filter' section below. The 'Filter' section includes a 'Document Entity' dropdown with 'Assignment' and 'AssignmentType' selected, a 'Document Category' dropdown with 'Assignment Background' and 'Assignment Type Background' selected, and a 'Date Range' field. The 'OK' and 'Cancel' buttons are visible at the bottom right.



How It Looks Now

In the current version, the Opportunity Marketplace module has its own Assignment Background and Assignment Type Background document categories, along with an Assignment and Assignment Type entity type for images that are stored in Document Management.

In the previous version, these document categories and entity types were not available.

Technical Details

Reference Number	PLT-83382
Product	Platform
Module	Documents and Storage Opportunity Marketplace
Feature	Document Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability

Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Pre-Defined Document Categories](#)

[Broadening Your Experience with Assignments](#)

[Change Background Image for Opportunity Marketplace Assignments](#)

2.1.42 New Email Notification Templates for Scheduled Jobs

We added two new email notification templates, *Scheduled Job Started Notification* and *Scheduled Job Completed Notification*, for scheduled jobs. We also improved the default email content of the templates.

To access the new email notification templates, go to [Admin Center](#) > [Email Notification Templates Settings](#).

We want to improve your email notification experience of using *Scheduled Job Manager*.

Configuration Requirements

The two email notification templates are selected by default and can't be unselected in *Email Notification Templates Settings*. However, you can further modify the content of the email notification templates.

What's Changed

Admin Center ▾

Search for activ

- Notify Calibration Participants of Auto-Routed Forms
- Notify Calibration Participants of Session Activation
- Notify Calibration Rating Changes during Session Finalization
- Notify Calibration Participants of Session Reopening
- Group Definition Change Notification
- Static Group Import Notification
- Personal Compensation Statement Generation notification
- Request Feedback Notification
- Feedback Request Reminder Notification
- Performance Evaluation Kickoff Manager Notification
- Performance Review Process Update for Manager
- Open Admin Alerts
- Time Off Work Schedule Change Notification
- Time Off Time Account Payout: Create Notification with Payout Rate Details.
- Time Off Time Account Payout: Edit Notification with Payout Rate Details
- Time Off Time Account Payout: Delete Notification with Payout Rate Details
- Time Off Time Account Payout: Create Notification
- Time Off Time Account Payout: Edit Notification
- Time Off Time Account Payout: Delete Notification.
- Time Off Purchase Leave Request Created Notification
- Time Off Purchase Leave Request Edited Notification
- Time Off Purchase Leave Request Approved Notification
- Time Off Purchase Leave Request Cancelled Notification
- Scheduled Job Started Notification
- Scheduled Job Completed Notification

Interval For Consolidated Emails (In Hours Starting From 12:00am) 24 ▾

Save Notification Settings

How It Looks Now

The two email notification templates are enabled by default.

Scheduled Job Started Notification

Scheduled job started notification will be sent when a job started.

To Customize Email Template Alerts:

- Pick the locale for the alert
- Modify the **Subject** and **Body** to meet your needs.
- Click "High Priority" for alert if appropriate.
- Click save changes.

Set Email Priority High Priority

Email Subject: SAP SuccessFactors scheduled job email notification: [[JOB_NAME]] [[FI... [Switch to](#)

English US (English US)

Specify Different Template for Each Form [Update settings](#)

360 Review [Switch to](#)

Email Body:
You are now viewing the "default"

Company: [[COMPANY_NAME]]

Job Name: [[JOB_NAME]]

This scheduled job has been started.

Here are the details:

- Job Request ID: [[REQUEST_ID]]
- Job Type: [[JOB_TYPE]]
- Created By: [[CREATED_BY]]
- Created On: [[CREATED_ON]]

[Save Changes](#)

To work with alert notification off-line:

- Click the upload template to upload a file into the currently displayed alert notification.
- Make sure to select the appropriate character encoding type.
- Click the download button to access all available alert notification text.

[Choose File](#) no file selected

Character Encoding: Western European (Windows/I

[Upload Template File](#)

[Download](#)

How It Looks Now

You can further modify the content of the *Scheduled Job Started Notification* email template.

Scheduled Job Completed Notification

Scheduled job completed notification will be sent when a job completed.

To Customize Email Template Alerts:

- Pick the locale for the alert
- Modify the **Subject** and **Body** to meet your needs.
- Click "High Priority" for alert if appropriate.
- Click save changes.

Set Email Priority High Priority

Email Subject: SAP SuccessFactors scheduled job email notification: [[JOB_NAME]] [[FI... [Switch to](#)

English US (English US) [v](#)

Specify Different Template for Each Form [Update settings](#)

360 Review [v](#) [Switch to](#)

Email Body:
You are now viewing the "default"

Company: [[COMPANY_NAME]]
Job Name: [[JOB_NAME]]

This scheduled job is completed.

Here are the details:

- Job Request ID: [[REQUEST_ID]]
- Job Type: [[JOB_TYPE]]
- Created By: [[CREATED_BY]]
- Created On: [[CREATED_ON]]

[Save Changes](#)

To work with alert notification off-line:

- Click the upload template to upload a file into the currently displayed alert notification.
- Make sure to select the appropriate character encoding type.
- Click the download button to access all available alert notification text.

[Choose File](#) no file selected

Character Encoding: Western European (Windows/| [v](#)

[Upload Template File](#)

[Download](#)

How It Looks Now

You can further modify the content of the *Scheduled Job Completed Notification* email template.

Technical Details

Reference Number PLS-37350

Product Platform

Module System Management

Feature	Scheduled Jobs
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Email Notifications](#)
[Managing Scheduled Jobs in Admin Center](#)

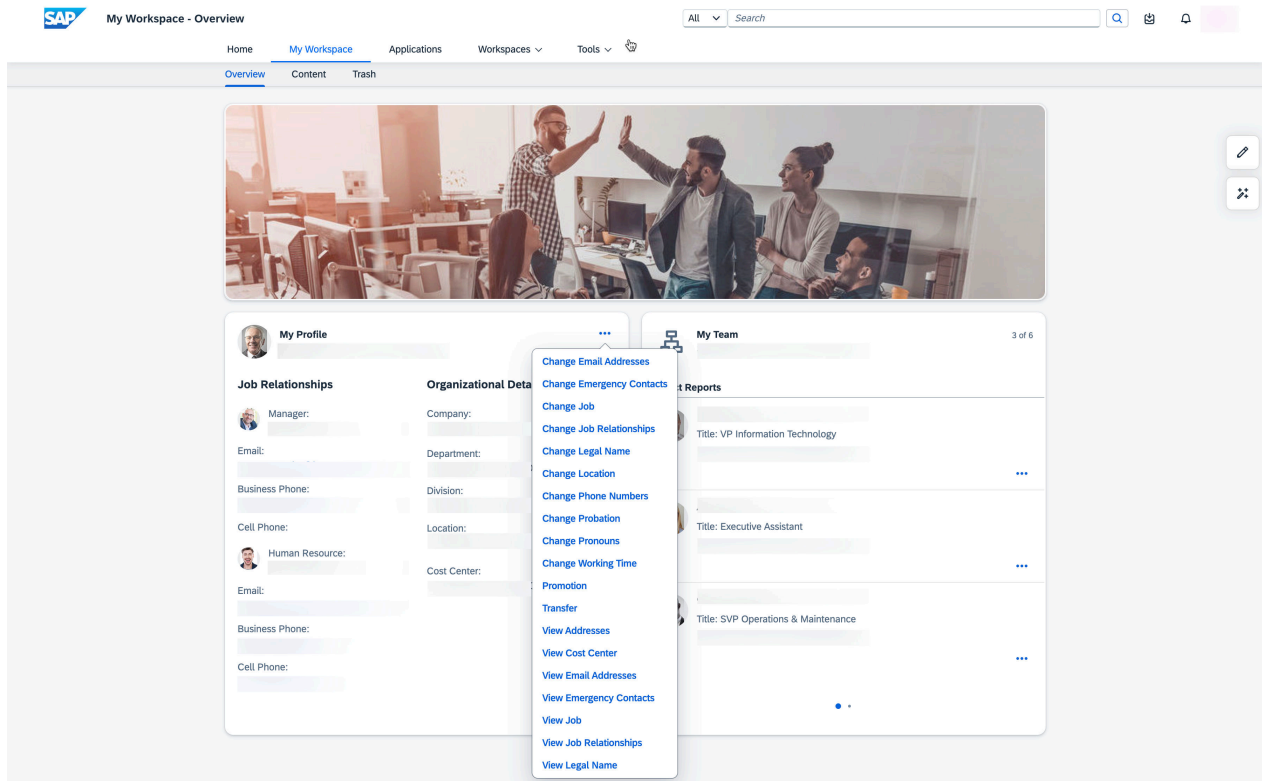
2.1.43 New Employee Central Quick Actions Available in SAP SuccessFactors Work Zone

We introduced ten new Employee Central Quick Actions to SAP SuccessFactors Work Zone.

After administrators activate the cards **My Profile** and **My Team** under [Administration Console](#) [UI Integration Cards](#) and turn on the switch *Enable Employee Central Quick Actions* for them, users can use these cards to view or edit the employee information of your own and your direct reports respectively. The newly supported Employee Central Quick Actions are:

- View Address
- Change Address
- View Email
- Change Email
- View Emergency Contacts
- Change Emergency Contacts
- View Job Relationships

- Change Job Relationships
- View Phone Number
- Change Phone Number



These new features enable you to view or edit your or your direct reports' employee information directly in SAP SuccessFactors Work Zone.

Configuration Requirements

- You have an Employee Central license.
- You've enabled Employee Central Quick Actions.
- You've configured Employee Central Quick Action templates.

Technical Details

Reference Number	SWZ-6911
Product	SAP SuccessFactors Work Zone Employee Central

Module	Employee Data
Feature	Work Zone Content Job Relationships Job Information Personal Information
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[My Profile](#)

[My Team](#)

[HR Transactions in Employee Central](#)

2.1.44 New Experience for Org Chart

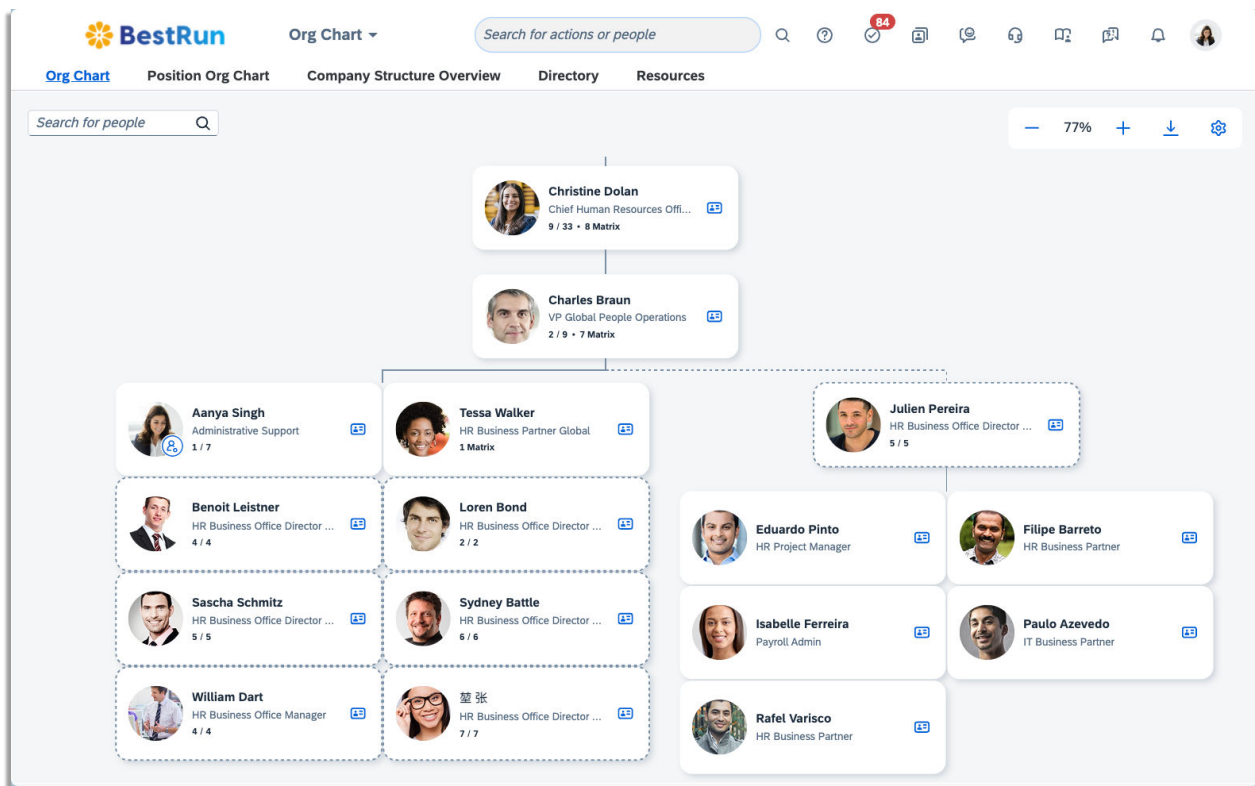
The latest Org Chart introduces a fresh design and an enhanced user experience for navigating your organization's structure.

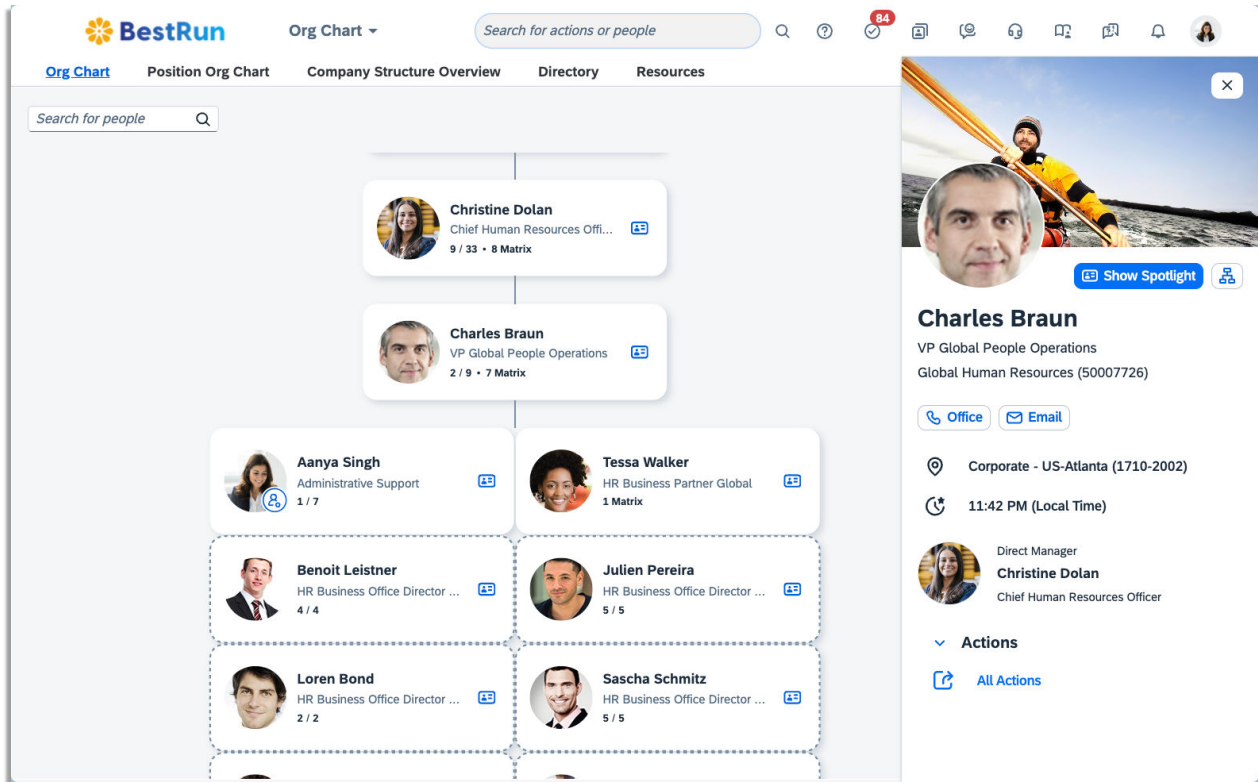
Key features of the latest Org Chart include:

- An intuitive and engaging design with the same look and feel of the Horizon visual theme, and a unified experience across web and mobile.
- Key information is clear at a glance, including reporting relationships, job information, number of reports, employment type, out-of-office information, and so on.
- Seamless employee information experience between the latest org chart and the latest People Profile. You can easily access an individual's key information in the new Profile Preview from the latest Org Chart and navigate to the latest People Profile for more details.

- Two distinct view modes for users with different needs: a focused mode for casual users looking for quick insights, and a standard mode for regular users who want to explore more details of their organization hierarchy.
- Universal People Search allows you to search for people by their job title, location, department, and so on.
- Export the org chart to a PDF document or JPEG image for offline view.
- Standard SAP Companion content including page help and a guided tour.

Here's what the latest Org Chart chart looks like:





We developed this feature to offer new and improved experience of browsing your organization structure.

Configuration Requirements

If you have enabled the legacy Org Chart previously, the latest Org Chart is enabled by default. To opt out, you have the following options:

- The system administrator can disable the latest Org Chart for the instance by deselecting the [Enable the latest Org Chart](#) option in [Admin Center > Company System and Logo Settings](#).
- Users can switch back to the legacy Org Chart by turning off the new experience in their account navigation menu on the page header under [Settings > New Experiences](#).

After the 1H 2024 Preview and Production releases, we'll run background jobs to migrate all instances to the latest Org Chart. For more information about the migration schedule and status, see KBA [3448357](#) and SAP Community blog [Latest Organizational Chart Available in First Half 2024 Release](#).

Note

We recommend that you enable or disable the latest Org Chart and the latest People Profile together.

Some legacy features aren't supported in the latest Org Chart. For more information, see the Related Information section.

Technical Details

Reference Number	WEF-126989
Product	Platform
Module	Company Organization User Experience
Feature	Organization Chart
Action	Recommended
Enablement	Customer configured
Link to Demo	Latest Org Chart
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Latest Org Chart](#)

[New Experience for Org Chart in SAP SuccessFactors Mobile \[page 517\]](#)

[Standard Content in SAP Companion \[page 155\]](#)

[New Experience for People Profile \[page 374\]](#)

2.1.45 New Task Entries for Employee Central Quick Actions in Microsoft Teams

With the integration of SAP SuccessFactors and Microsoft 365, we introduced several new task entries under the [Manage My Data](#) and [Manage My Team](#) quick actions in Microsoft Teams.

You can use Employee Central Quick Actions to tailor templates for employee self-service (ESS) and manager self-service (MSS) transactions. Based on that, users can find the quick actions by sending commands to the bot chat with the SAP SuccessFactors app. Users can perform these new tasks with the quick actions:

- Change Addresses
- Change Email Addresses
- Change Emergence Contacts
- Change Job Relationships
- Change Phone Numbers
- View Addresses
- View Email Addresses
- View Emergency Contacts
- View Job Relationships
- View Phone Numbers

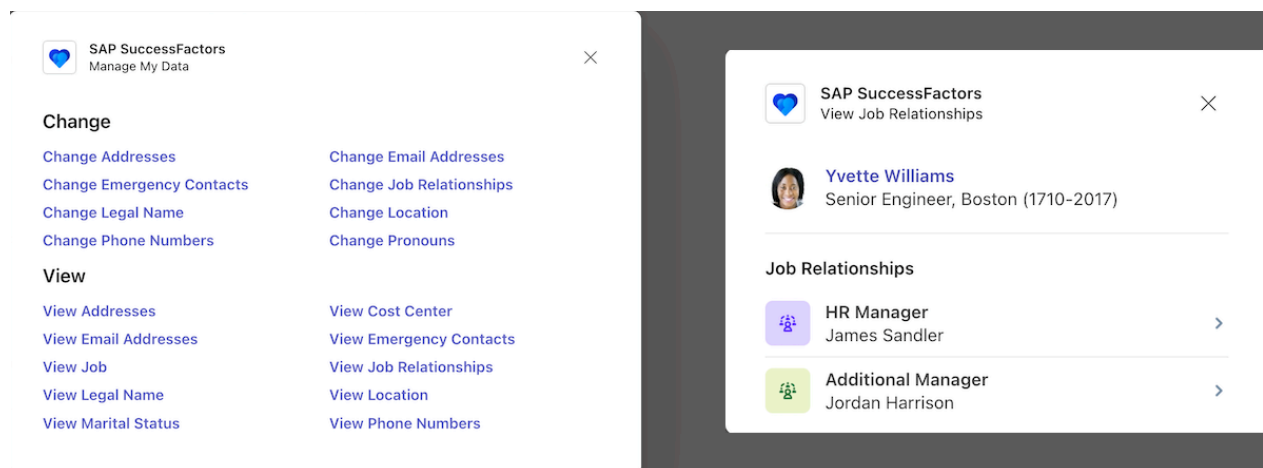
Whether a task is available to users and whether it's located in [Manage My Data](#) or [Manage My Team](#) depend on the settings configured in Admin Center.

If you've configured an approval workflow for a task of the "change" type in Admin Center, approvers will receive approval cards in Teams once approval requests are triggered.

Data changes made in Teams are synchronized to users' SAP SuccessFactors system in real time.

Note

This feature is available only with the new experience of installing the SAP SuccessFactors app from the Teams app store. For more information about how to switch to the new experience, see [Switching to the New Experience of SAP SuccessFactors App Installation](#) in the [Related Information](#) section.



We developed this feature to enable users to easily manage their job and personal information in everyday business social scenarios.

Configuration Requirements

- You've enabled the SAP SuccessFactors app for Microsoft Teams.
- You have an Employee Central license.
- [Manage My Data](#) is enabled in [Admin Center](#) > [Manage Home Page](#) > [Quick Actions](#).
- [Manage My Team](#) is enabled in [Admin Center](#) > [Manage Home Page](#) > [Quick Actions](#).

Technical Details

Reference Number	WRK-996
Product	Employee Central
Module	Employee Data
Feature	Work Tech Job Relationships Job Information Personal Information
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Switching to the New Experience of SAP SuccessFactors App Installation](#)
[Installing the SAP SuccessFactors App from Microsoft Teams App Store \(New Experience\)](#)
[Enabling the SAP SuccessFactors App for Microsoft Teams](#)

2.1.46 New Use Cases Supported in Joule

With the generative AI copilot Joule integrated into your SAP SuccessFactors system, users can now accomplish more daily tasks in Joule.

Leveraging its generative AI capabilities, Joule can help managers generate insights into an employee's compensation as well as talking points to guide discussions about compensation. In addition, through the assisted Q&A capability, Joule can answer user queries about the HR policies and user guides of your organization.

Joule in SAP SuccessFactors now supports three conversational patterns: transactional, navigational, and informational. For more information, refer to *Conversational Patterns* in Related Information.

The following table lists all the newly supported use cases.

Product	Use Case	Conversational Pattern
General	Answer user queries about HR policies and user guides	Informational
	<div style="border: 1px solid #ccc; padding: 5px; background-color: #f9f9f9;"> <p>Note</p> <p>The use case may be delayed in the Preview environment. For the latest update on its availability, refer to KBA 3454707.</p> </div>	
Employee Central	Generate compensation insights	Transactional
	<div style="border: 1px solid #ccc; padding: 5px; background-color: #f9f9f9;"> <p>Note</p> <p>The use case is only available in the Production environment.</p> </div>	
	Create position	Transactional
	Approve Employee Central workflow requests	Transactional
	View emails	Transactional
	Change emails	Transactional
	Create emails	Transactional
	Delete emails	Transactional
	View phone numbers	Transactional
	Change phone numbers	Transactional
	Create phone numbers	Transactional
	Delete phone numbers	Transactional

Product	Use Case	Conversational Pattern
	View job relationships	Transactional
	Change job relationships	Transactional
	Create job relationships	Transactional
	Delete job relationships	Transactional
Employee Central Payroll	View pay statement	Transactional
	View pay statement (PDF)	Transactional
Time Tracking	Clock in clock out	Transactional
	View holiday calendar	Transactional
	View time off	Transactional
	View leave balance	Transactional
	Create time off	Navigational
	View time off instructions	Navigational
Compensation	Approve spot award	Transactional
	Create spot award	Transactional

📌 Note

- The use case "approve Employee Central workflow requests" was released in a previous release of Joule on December 7, 2023.
- The use cases "approve spot award", "create spot award", "clock in clock out", "view pay statement", and "view pay statement (PDF)" were released in a previous release of Joule on February 7, 2024.

Expanding the range of supported use cases within Joule, we enhance users' experience by streamlining their interactions with SAP SuccessFactors modules.

Configuration Requirements

- You've enabled Joule in SAP SuccessFactors.
- For the use case "answer user queries about HR policies and user guides", you must have enabled the SAP AI service of Document Grounding with the help of your Account Executive.
- A use case is applicable only when you have access to the specific product or feature. See Related Information for details on how to obtain required access.

Role-Based Permission Prerequisites

Users have the [User Permissions](#) > [General User Permission](#) > [Access to Joule](#) permission.

Technical Details

Reference Number	DIS-5646
Product	Platform
Module	SAP Business AI
Feature	Joule
Action	Info only
Enablement	Customer configured
Link to Demo	Interacting with Joule in SAP SuccessFactors
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[What is Joule?](#)

[Joule in SAP SuccessFactors](#)

[Conversational Patterns](#)

2.1.47 Option Enhanced to Support DRTM Master Data Purge in More Situations

The option [Ignore data retention time configuration for this purge request](#) for DRTM Master Data purge requests now enables you with less restrictions to purge data immediately.

With the option selected, you can purge the entire data of targeted users from the system immediately regardless of the following situations:

- Users have null termination date values.

- Users have null country/region values.
- Countries or regions do not use DRTM.

You can select this option when you create a *DRTM Master Data Purge* request in [Admin Center](#) > [Tools](#) > [Data Retention Management](#).

Admin Center

Back to [Admin Center](#) > [Data Retention Management](#) > Create New Purge Request

Create New Purge Request
Use this page to set up a purge request and submit it for approval.
When you're done setting it up, decide whether you want to launch the purge immediately after it is approved or schedule it to occur at a specific time.
The purge job will not run until it is approved by all of the required approvers.

Select a purge request type:

Name the purge request:

Define Purge Rule:

Define Subject Criteria:

Select one user

Ignore data retention time configuration for this purge request

Upload a list of inactive users only (by User ID or Assignment ID).
Only CSV format is supported. Please download an example for reference.

No file chosen

Ignore data retention time configuration for this purge request

Select countries/regions

Select legal entities

Exclude users that meet the following criteria:

User belongs to an incomplete compensation or variable pay form

With this enhancement, the option can more efficiently serve your immediate need to purge master data.

⚠ Caution

The master data purge is intended to delete inactive users, along with all data associated (including audit data), from the system. If you want to do a partial purge of specific data, use a module-specific purge request instead.

Configuration Requirements

The status of target users has been set to inactive.

Role-Based Permission Prerequisites

You have [Create DRTM Data Purge Request](#) permission.

You have [Manage Users](#) permission for the relevant target population.

Technical Details

Reference Number	ECT-228710
Product	Platform
Module	Employee Data
Feature	Data Retention Management Data Retention Time Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Purging Inactive Users with DRTM](#)

2.1.48 Personal Calendar Settings

As an administrator, you can now allow people in the organization to choose their own personal calendar settings.

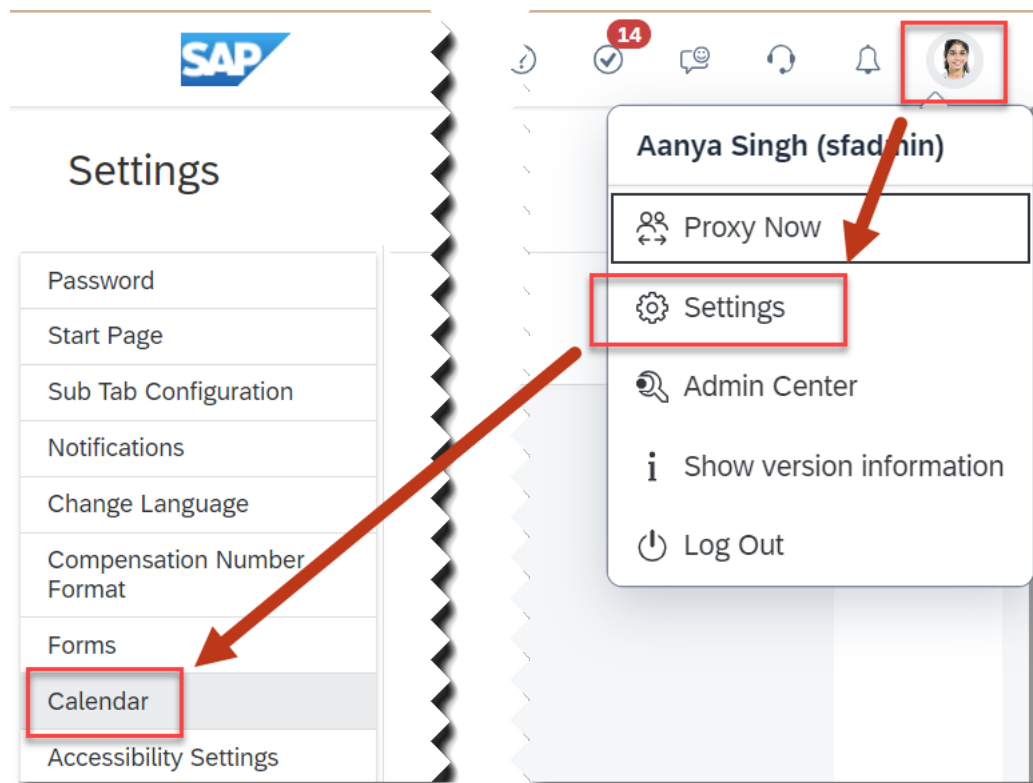
When the feature is enabled, people can choose the Gregorian, Buddhist, or Hijri calendar as their primary calendar, in their personal account settings. Then, in date fields throughout the system, they can select and view dates based on their primary calendar.

This feature decouples a user's language preference from their calendar preference. For example, an English-speaker in Saudi Arabia can choose to use the Hijri calendar even if their language preference is English. Or a Thai-speaker can choose to use the Gregorian calendar, instead of the Buddhist calendar, even if their language preference is Thai.

→ Tip

The Personal Calendar Settings feature is designed to work together with the Dual Calendar feature delivered in 1H 2024. Refer to the linked documentation for details on how these two features interact.

When the feature is enabled, you can find calendar settings in your personal account settings.



On the *Calendar* settings page, if the Dual Calendar feature **isn't** enabled, you can only select **one calendar**. In this example, the Buddhist calendar is chosen. You can see a preview of how it appears in the date picker, showing the Buddhist calendar year. This experience is the same for users of Thai or any other language.

Calendar

Choose the calendar you want to use to select dates.

Select a calendar:

Gregorian

Buddhist

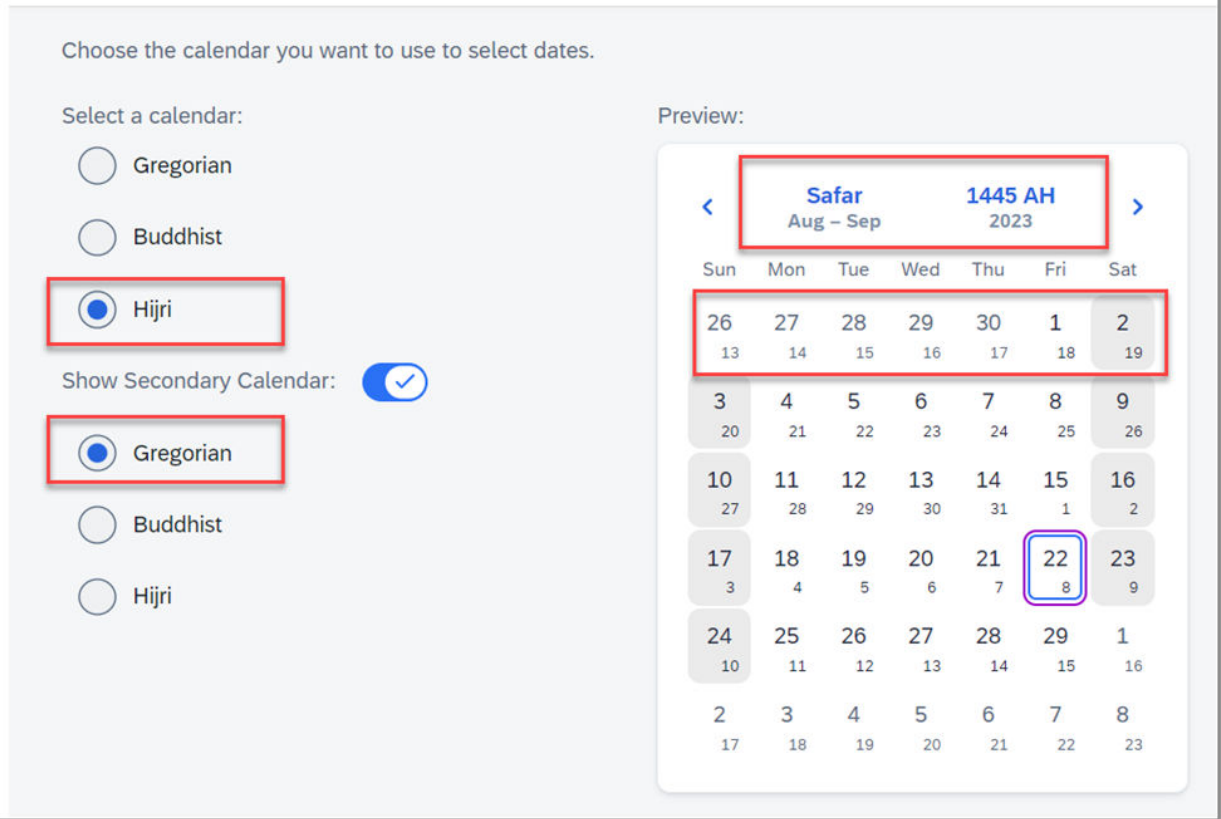
Hijri

Preview:

<		September		2566 BE		>	
Sun	Mon	Tue	Wed	Thu	Fri	Sat	
27	28	29	30	31	1	2	
3	4	5	6	7	8	9	
10	11	12	13	14	15	16	
17	18	19	20	21	22	23	
24	25	26	27	28	29	30	
1	2	3	4	5	6	7	

On the [Calendar](#) settings page, if the Dual Calendar feature **is also** enabled, you can select both **a primary calendar and a secondary calendar**. The year, month, and date of the primary calendar is displayed on top, in larger font. In this example, the Hijri calendar is primary and the Gregorian calendar is secondary. You can see a preview of how it appears in the date picker with the dual calendar view. This experience is the same for users of Arabic or any other language.

Calendar



This feature provides a more localized experience for global organizations and people who use the Buddhist or Hijri calendar.

Configuration Requirements

The Personal Calendar Settings feature is only useful in organizations where some people use the Buddhist or Hijri calendar. Consider adopting it if:

- You have users in locations that use either of these calendars.
- You have users who might prefer using either of these calendars (such as some Thai or Arabic speakers).

Note

Some product areas don't display dates based on personal calendar settings, or don't do so everywhere. The Personal Calendar Settings feature can be used with the following product areas, but your calendar preference aren't always reflected in the user interface.

- SAP SuccessFactors Learning uses the Gregorian calendar in most places. In some places, users of the Arabic language see the Hijri calendar.
- SAP SuccessFactors People Analytics always uses the Gregorian calendar.
- SAP SuccessFactors Mobile always uses the Gregorian calendar.

- SAP SuccessFactors Recruiting reflects personal calendar settings in some places and always uses the Gregorian calendar in other places. Refer to linked documentation for details.

Technical Details

Reference Number	WEF-129264
Product	Platform
Module	Localization User Experience
Feature	Not Applicable
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

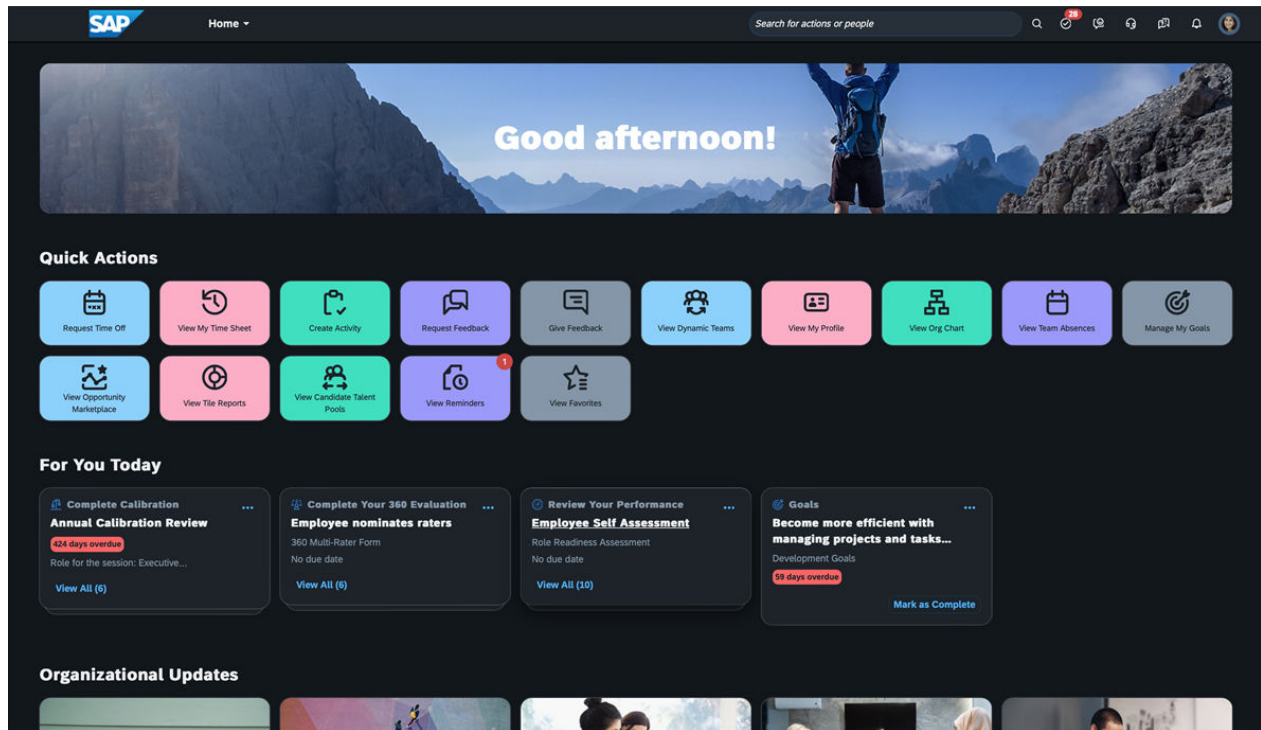
Related Information

[Personal Calendar Settings](#)
[Enabling Personal Calendar Settings](#)

2.1.49 Predefined Theme with Darker Colors Available in Theme Manager

We added a predefined theme in *Theme Manager* with a darker color palette for SAP Fiori, called "Evening Horizon".

You can use the predefined theme *SAP Fiori with Evening Horizon (dark)* as the default theme for a specified group of users, or as a starting point for creating a custom theme. Here's an example of the darker theme on the home page:



We added this theme as an option for customers who want to use a predefined theme that's consistent with SAP Fiori standards, but prefer a darker style.

Configuration Requirements

To use the "Evening Horizon" theme, go to **Admin Center > Theme Manager** and select *SAP Fiori with Evening Horizon (dark)* as the default theme, for specified employee groups.

Manage Themes					
Theme name	Default	Visible to	Updated	Description	
SAP Fiori with Morning Horizon (light)	<input type="radio"/>	None	2/15/24	SAP Fiori with Horizon is the fourth generation of SAP Fiori themes. You can choose a lighter or a darker theme. Select this theme to use a lighter color palette, called Morning Horizon.	
SAP Fiori with Evening Horizon (dark)	<input checked="" type="radio"/>	Corporate - US-Philadelphia (0300-0001), Corporate Services (CORP_SVCS), Direct Sales (DIR_SALES), Executive Office (EXEC), Finance (FI) 13 Others	2/15/24	SAP Fiori with Horizon is the fourth generation of SAP Fiori themes. You can choose a lighter or a darker theme. Select this theme to use a darker color palette, called Evening Horizon.	

Technical Details

Reference Number	WEF-134812
Product	Platform
Module	User Experience
Feature	Theming
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[SAP Fiori Visual Themes in SAP SuccessFactors
Selecting a Default Theme](#)

2.1.50 Promote a Transport Bundle Across Multiple Target Tenants

You can now promote or move the same transport bundle across different target tenants in Configuration Transport Center.

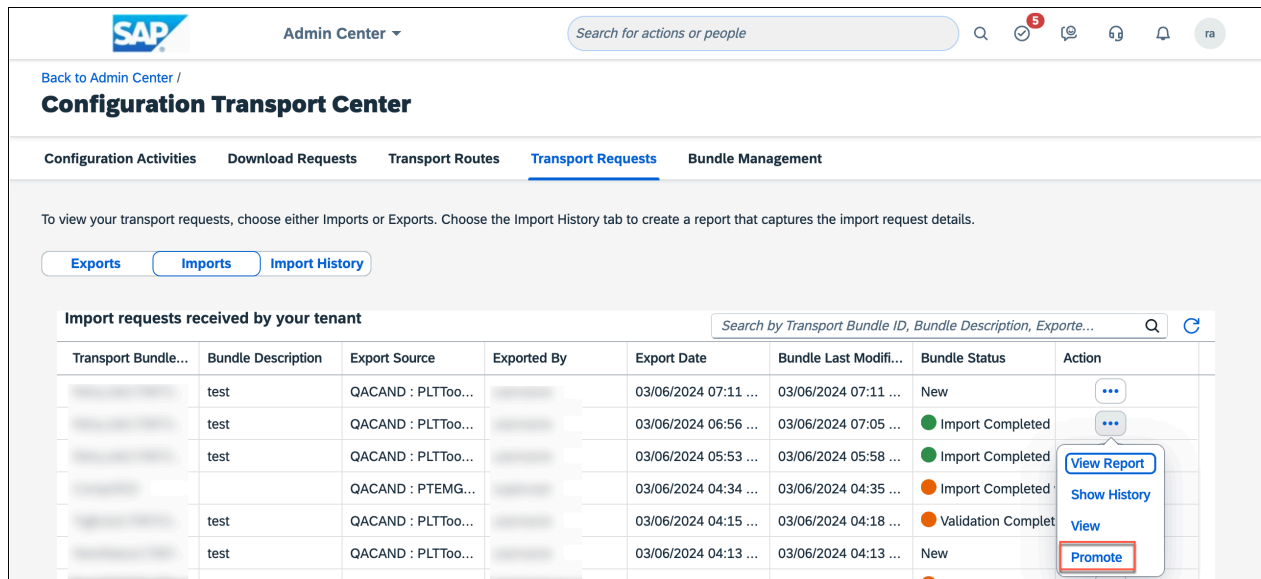
A *Promote* option is available for the transport bundle in the target tenant after you've successfully imported the bundle. The *Promote* option doesn't appear for an expired transport bundle. You can select a target tenant, which is already paired to promote the transport bundle. For example, if a configuration bundle is created in A, you can transport the bundle to B. After the bundle is imported successfully to B, you have the option to promote the bundle from B to C and then from C to D without rebuilding the transport bundle in each tenant.

We've introduced this feature for a better user experience. This enhancement allows you to import the transport bundle to multiple target tenants without having to rebuild it for each instance, which previously was time consuming and error prone.

Configuration Requirements

- Ensure you've paired your tenants.
- Ensure you've enabled [Access to transport configurations](#) role-based permission.
- Ensure you've enabled the required Role-Based Permissions and other permissions for the respective SAP SuccessFactors Products. Refer to the **Prerequisites for Using Configuration Transport Center** topic in the **Related Links** section.

What's Changed



How It Looks Now

In the current version, the [Promote](#) option highlighted in the Configuration Transport Center tool enables you to promote a transport bundle available for import to multiple target tenants.

How It Looked Before

In the previous version, there was no option to promote a transport bundle to multiple target tenants in Configuration Transport Center

Technical Details

Reference Number	TLS-29599
Product	Platform
Module	System Management
Feature	Configuration Transport Center
Action	Info only
Enablement	Automatically on
Link to Demo	Promote a Transport Bundle Across Multiple Target Tenants
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Promoting SAP SuccessFactors Application Configurations Using Configuration Transport Center](#)
[Prerequisites for Using Configuration Transport Center](#)

2.1.51 Purge Attachments in Global Information

DRTM Master Data Purge and DRTM Person Information Purge now include the deletion of attachments in Global Information.

Irrespective of whether you choose DRTM Master Data Purge or DRTM Person Information Purge, if a Global Information record includes an attachment, it is deleted by both these purge types.

We've introduced this functionality to conform to the expected behavior during a DRTM purge.

Technical Details

Reference Number	ECT-231007
Product	Platform
Module	Employee Data
Feature	Data Retention Time Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Data Included in the DRTM Person Information Purge](#)

2.1.52 Quick Action Color Options for Home Page

You can now choose whether you want to use 5 predefined colors or 1 predefined color for quick actions on the home page.

A palette of 5 predefined colors is used by default. You can now choose to use only 1 predefined color instead. There's no change to custom themes. We've also updated the onscreen instructions accordingly.

When you go to [Admin Center](#) > [Manage Home Page](#) > [Quick Actions](#), you can now choose from 2 options, [5 Colors](#) or [1 Color](#). If you don't want to use either of the predefined color options, you can still configure the color in [Theme Manager](#), as before.

Manage Quick Actions

Colors

Choose the colors you want to apply to quick actions. You can choose one of the predefined options on this page or you can customize it in Theme Manager. Custom themes override the options on this page.

5 Colors



1 Color



We provided this option for customers who want all quick actions to be the same color and who also want to use the default SAP color palette, not a custom theme.

Technical Details

Reference Number	WEF-127714
Product	Platform
Module	User Experience
Feature	Home Page
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Choosing the Color of Quick Actions](#)

2.1.53 Recognize Quick Action and Related Notification Cards in Microsoft Teams

With the integration of SAP SuccessFactors and Microsoft 365, users now have a new *Recognize* quick action to recognize their colleagues with a spot award in Microsoft Teams.

In Teams, users can trigger the quick action through commands. Users fill in mandatory information, such as the award recipient, award program, award level, and many more, and send the spot award. The mandatory information corresponds to the fields you've defined as required in Admin Center.

If you've configured an approval workflow for spot awards in Admin Center, approvers will receive approval tasks in Teams once award requests are submitted. Upon approval, recipients of the spot awards will receive a notification card in Teams.

Note

This feature is available only with the new experience of installing the SAP SuccessFactors app from the Teams app store. For more information about how to switch to the new experience, see *Switching to the New Experience of SAP SuccessFactors App Installation* in the [Related Information](#) section.

We developed this feature for users to easily recognize colleagues' contribution and achievements in everyday business social scenarios.

Configuration Requirements

- You've enabled the SAP SuccessFactors app for Microsoft Teams.
- You've switched to the new experience of installing the SAP SuccessFactors app from the Teams app store.
- You've installed the latest SAP SuccessFactors app for users.
- You have a Compensation license.
- Reward and Recognition is enabled.
- *Recognize* is enabled in [Admin Center](#) > [Manage Home Page](#) > [Quick Actions](#).
- *Awards* is enabled in [Admin Center](#) > [Manage Home Page](#) > [Card Settings](#).

Role-Based Permission Prerequisites

Users have proper permissions based on their roles and spot award program types. For more information, see *Permissions for Different Roles in Reward and Recognition* and *Spot Award Permissions*.

Technical Details

Reference Number	WRK-705
Product	Compensation
Module	Rewards and Recognition
Feature	Work Tech Reward and Recognition
Action	Info only
Enablement	Customer configured
Link to Demo	Recognize Quick Action and Related Notification Cards in Microsoft Teams
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Switching to the New Experience of SAP SuccessFactors App Installation](#)
[Installing the SAP SuccessFactors App from Microsoft Teams App Store \(New Experience\)](#)
[Enabling the SAP SuccessFactors App for Microsoft Teams](#)
[Compensation Quick Actions in the SAP SuccessFactors App](#)
[Compensation Notification Cards in the SAP SuccessFactors App](#)
[Permissions for Different Roles in Reward and Recognition](#)
[Spot Award Permissions](#)

2.1.54 Redesigned Growth Portfolio Landing Page

We've made some enhancements to the Growth Portfolio landing page and the attribute details page.

The Growth Portfolio landing page provides the following enhancements:

- A new section titled *Skills and Attributes* has been introduced. This section displays a card for each attribute type in the employee's Growth Portfolio, along with its corresponding count.
- You can view your current job roles and target job roles under the *Roles and Aspirations* section. You can also view other information such as your tenure in the current role, your readiness for the target roles, skills in which your proficiency level exceeds the expectation for the role, skills you want to develop, and so on. The *Explore Career Options* button allows you to explore other recommended career roles in Opportunity Marketplace.
- You can also see a variety of recommendations for learning, open jobs, and mentors in the *Opportunities to Grow* section. The *Explore More* button allows you to explore more recommendations in Opportunity Marketplace.

The attribute details page provides the following enhancements:

- You can now create and associate development goals to a skill or any attribute in the *Development Goals* section.
- You can see recommendations for learning, open jobs, and mentors that are related to the attributes. The recommendations are available under the *Opportunities to Grow* section.

We've made these enhancements to improve and align the user experience in the Growth Portfolio.

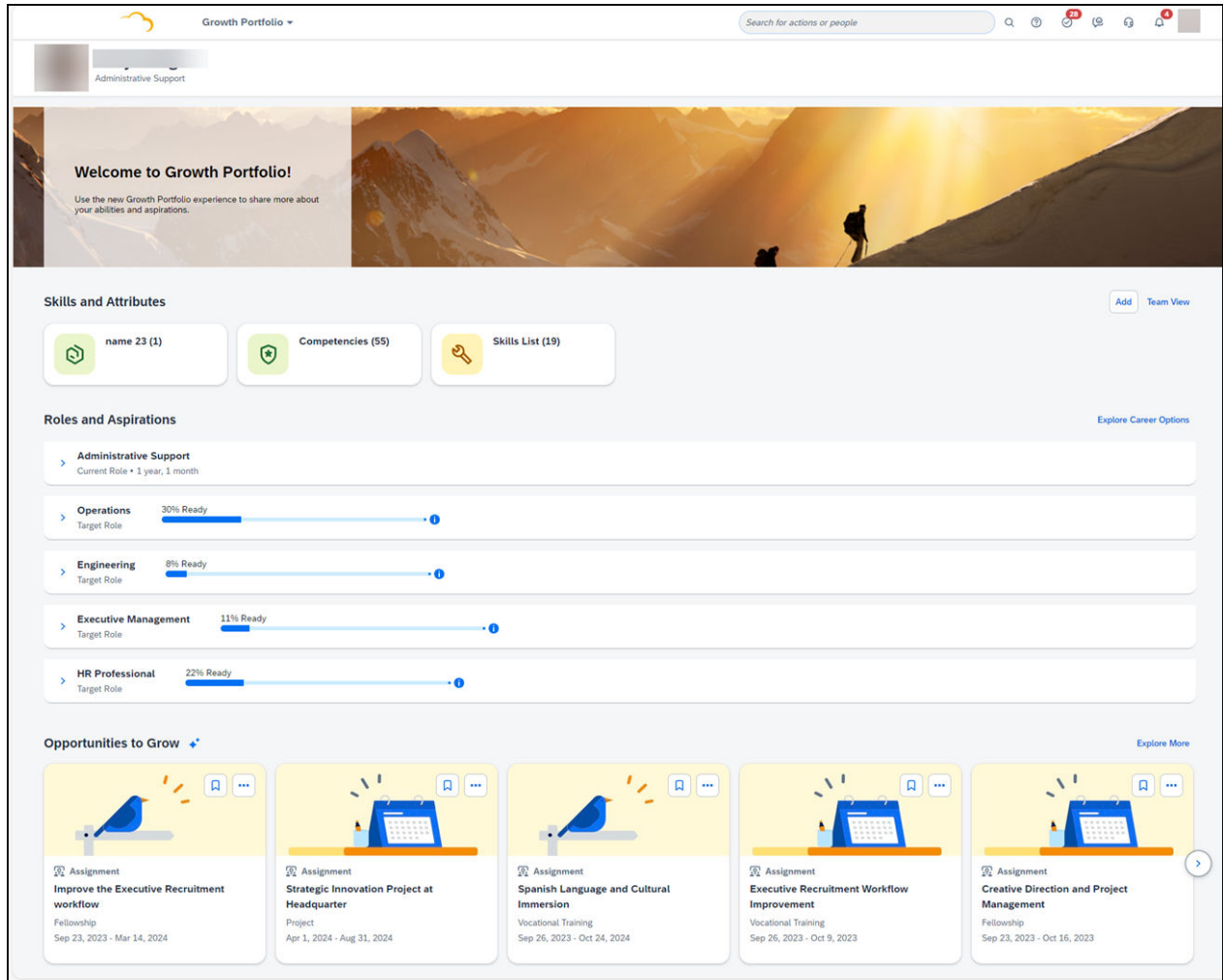
Configuration Requirements

- You've upgraded to Talent Intelligence Hub and enabled the Growth Portfolio.
- You've enabled SAP SuccessFactors Opportunity Marketplace.
- You've upgraded to the latest Career worksheet using Upgrade Center.

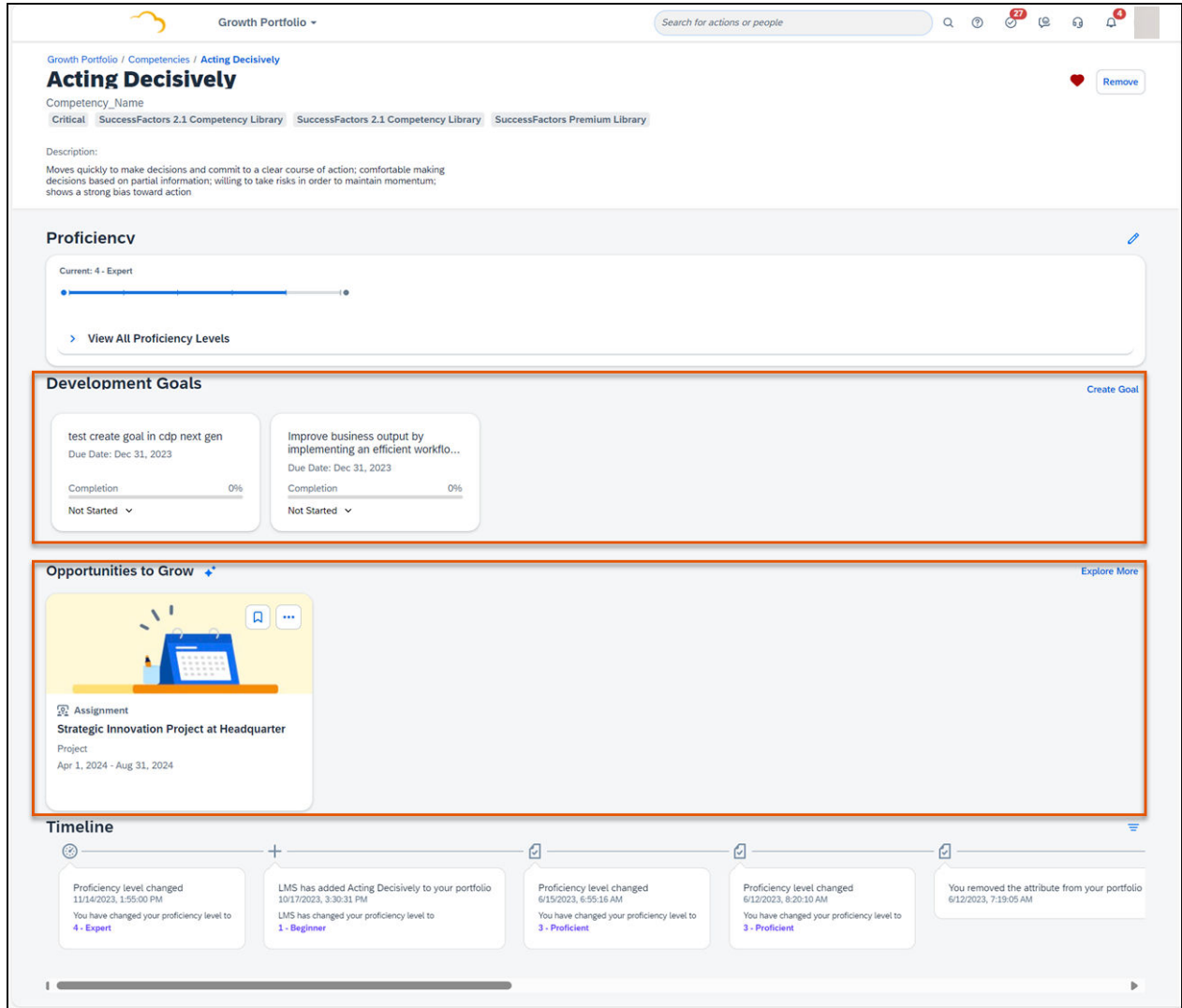
Role-Based Permission Prerequisites

You have the [User](#) > [Growth Portfolio](#) > [Growth Portfolio](#) > [View](#) permission.

What's Changed



Redesigned Growth Portfolio landing page with the new sections.



In the current version, the redesigned Growth Portfolio landing page is displayed. The *Development Goals* and *Opportunities to Grow* sections are displayed on the new attribute details page.

How It Looks Now

SAP Growth Portfolio Search for actions or people

Administrative Support Add Team Portfolio

Recommended for You

Acquiring Information
Competency

Recommended based on your activities in SAP SuccessFactors.

Add Skip

Accepting Responsibility
Competency

Recommended based on your activities in SAP SuccessFactors.

Add Skip

Acting with Integrity
Competency

Recommended based on your activities in SAP SuccessFactors.

Add Skip

Acting as a Champion for C...
Competency

Recommended based on your activities in SAP SuccessFactors.

Add Skip

Acting Strategically
Competency

Recommended based on your activities in SAP SuccessFactors.

Add Skip

Competency

newCOMPETENCY
Competency

Not Rated | Current: Not Rated


Edit Proficiency

(Departmental) Service
Competency

2/5 | Current: 2 - FAIR

Edit Proficiency

Development Resources



Opportunity Marketplace
Development Opportunities
Browse learning opportunities and...

Old Growth Portfolio landing page.

SuccessFactors Growth Portfolio Search for actions or people

Growth Portfolio / Competency / **01. Action Oriented** Remove

Competency
Lominger v. 04.1b-INTL Partner Demo Library

Description:
Enjoys working hard; is action oriented and full of energy for the things he/she sees as challenging; not fearful of acting with a minimum of planning; seizes more opportunities than others.

Proficiency

Current: 1 - Beginner

View All Proficiency Levels

Timeline

<p>Proficiency level changed 3/29/2024, 5:27:42 AM</p> <p>You have changed your proficiency level to 1 - Beginner</p>	<p>Proficiency level changed 3/29/2024, 5:27:42 AM</p> <p>You have changed your proficiency level to 1 - Beginner</p>	<p>Proficiency level changed 3/29/2024, 5:27:42 AM</p> <p>You have changed your proficiency level to 1 - Beginner</p>	<p>Proficiency level changed 3/29/2024, 5:27:42 AM</p> <p>You have changed your proficiency level to 1 - Beginner</p>	<p>Proficiency level changed 3/29/2024, 5:27:42 AM</p> <p>You have changed your proficiency level to 1 - Beginner</p>	<p>Proficiency level changed 3/29/2024, 5:27:42 AM</p> <p>You have changed your proficiency level to 1 - Beginner</p>
--	--	--	--	--	--

In the previous versions, the old Growth Portfolio landing page was displayed. The *Development Goals* and *Opportunities to Grow* sections were not present.

How It Looked Before

Technical Details

Reference Number	WSM-24128
Product	Platform
Module	Talent Intelligence Hub
Feature	Growth Portfolio
Action	Recommended
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Overview of Latest Career Worksheet](#)

[New Experience for Career Worksheet \[page 247\]](#)

[Enabling Latest Career Worksheet](#)

2.1.55 REST APIs for Advanced Encryption Key Operations

You can now use REST APIs to manage your keys for Advanced Encryption.

REST APIs for Key Management Service include:

- Authorization
- Health Check
- Audit
- Cryptography
- Groups
- Dynamic Key References
- Keys
- Keystore
- Users
- Backups
- Templates

To learn more about how to use the APIs, refer to [SAP Business Accelerator Hub: Central Key Management Service \(KMS\)](#).

This enhancement brings you more flexibility to manage your groups, keys, and dynamic key references within your tenant.

Technical Details

Reference Number	PLS-37017
Product	Advanced Encryption
Module	Security and Compliance
Feature	Data Encryption
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[SAP Business Accelerator Hub: Central Key Management Service \(KMS\)](#) 
[Managing Advanced Encryption](#)


2.1.56 Role-Based Permissions Supports Configuring Four People Pools

Role-Based Permissions (RBP) administrators can now configure four people pools when creating a dynamic permission group in Role-Based Permissions. Previously, they can only configure up to three people pools.

RBP administrators can add up to four people pools in both the *Choose Group Members:* and the *Exclude these people from the group:* sections in the *Permission Group* popup.

We want to provide more flexibility in creating a dynamic permission group for Role-Based Permissions administrators, so that you can leverage people pools and reduce the number of permission groups you have to manage.

Configuration Requirements

- We recommend that you review your currently permission groups and leverage the four people pools to reduce the number of permission groups that you need to manage.
- We enhanced only permission groups. Other types of dynamic groups, for example, [Settings > My Group](#) , aren't affected.

What's Changed

Permission Group

Definition Granted Permission Roles

Type a name for your group. Then choose who you want to include in the group.

Group Name:

Active Group Membership: 0

User Type:

Choose Group Members: Tip: You can include multiple People Pools in the same group. [See examples](#)

- ▼ People Pool
- ▶ People Pool
- ▶ People Pool
- ▶ People Pool

Exclude these people from the group:

- ▼ People Pool

How It Looks Now

Now, you can configure up to four people pools.

Permission Group

Type a name for your group. Then choose who you want to include in the group.

Group Name:

Active Group Membership
0 [Update](#)

User Type:

Choose Group Members: Tip: You can include multiple People Pools in the same group. [See examples](#)

Exclude these people from the group:

▼ **People Pool**

Pick a category... [🗑](#)

Add another category

▼ **People Pool**

Pick a category... [🗑](#)

Add another category

▼ **People Pool**

Pick a category... [🗑](#)

Add another category

▼ **People Pool**

Pick a category... [🗑](#)

[Done](#) [Cancel](#)

How It Looks Now

Previously, you could configure up to three people pools.

Technical Details

Reference Number	PLU-7723
Product	Platform
Module	Identity and Access Management
Feature	Role-Based Permissions
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability

Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Creating Dynamic Permission Groups](#)

2.1.57 SAP Identity Management Available as an Integration Name in X.509 Public Certificate Mapping

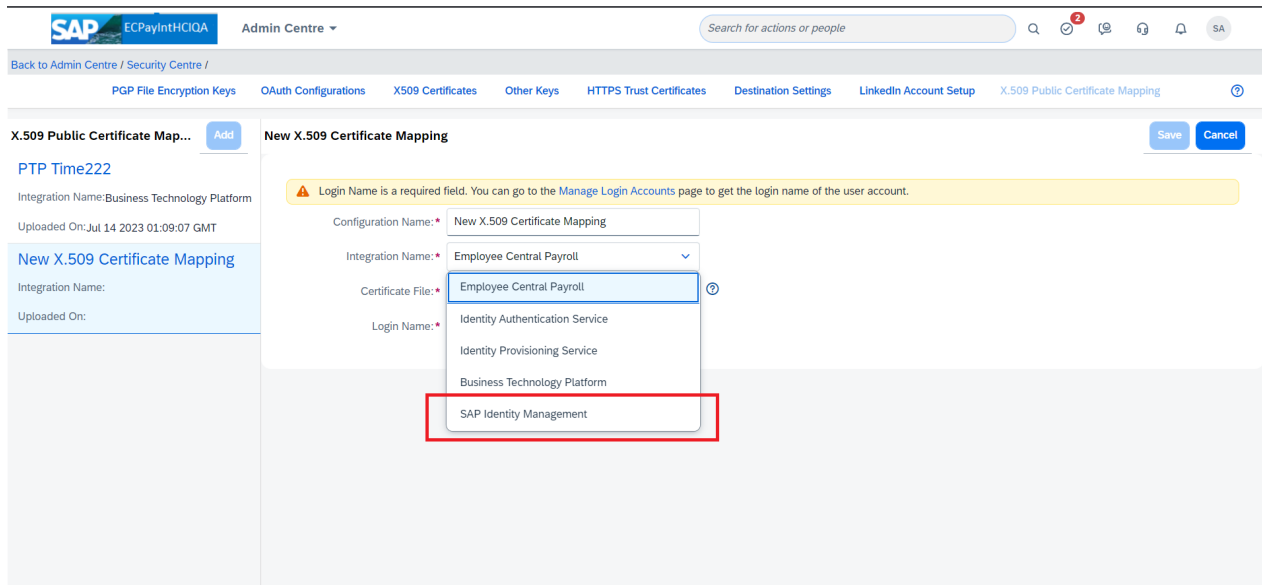
SAP Identity Management is now available as an *Integration Name* in the dropdown list for *X.509 Public Certificate Mapping* in Security Center.

To improve security, X.509 certificate-based authentication is now supported in the integration of SAP Identity Management and SAP SuccessFactors.

Role-Based Permission Prerequisites

You have the [Admin Center](#) > [Manage Permissions](#) > [Access to X.509 Certificate Mapping](#) permission.

What's Changed



How It Looks Now

SAP Identity Management is available in the dropdown list as an *Integration Name* under *X.509 Public Certificate Mapping* in Security Center.

How It Looked Before

In the previous version, *SAP Identity Management* was not available as an *Integration Name* under *X.509 Public Certificate Mapping* in Security Center.

Technical Details

Reference Number	PLU-6528
Product	Platform
Module	Security and Compliance
Feature	Security Center
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability

Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Upgrade to X.509 Certificate-Based Authentication for Incoming Calls](#)

2.1.58 SAP SuccessFactors Recruiting and SAP SuccessFactors Employee Central Events Supported in SAP Event Broker

SAP SuccessFactors Recruiting and SAP SuccessFactors Employee Central supports events in SAP Event Broker that enable you to build event-driven integrations between SAP Cloud Applications and third-party applications.

The following events are supported:

Product	Event Description	Technical Event Name
SAP SuccessFactors Employee Central	Person Created	sap.sf.workforce.integration.persons.created.v1
SAP SuccessFactors Employee Central	Person Updated	sap.sf.workforce.integration.persons.updated.v1

Product	Event Description	Technical Event Name
SAP SuccessFactors Employee Central	Employment Created <div style="border: 1px solid #ccc; background-color: #f9f9f9; padding: 10px; margin-top: 10px;"> <p>Note</p> <p>Employment considers data only from:</p> <ul style="list-style-type: none"> Employment Information Job Information Work Order Global Assignment Concurrent Employment Higher Duties or Temporary Assignment </div>	sap.sf.workforce.integration.assignments.created.v1
SAP SuccessFactors Employee Central	Employment Updated <div style="border: 1px solid #ccc; background-color: #f9f9f9; padding: 10px; margin-top: 10px;"> <p>Note</p> <p>Employment considers data only from:</p> <ul style="list-style-type: none"> Employment Information Job Information Work Order Global Assignment Concurrent Employment Higher Duties or Temporary Assignment </div>	sap.sf.workforce.integration.assignments.updated.v1
SAP SuccessFactors Employee Central	Dependents Created	sap.sf.workforce.integration.relatedpersons.dependents.created.v1
SAP SuccessFactors Employee Central	Dependents Updated	sap.sf.workforce.integration.relatedpersons.dependents.updated.v1
SAP SuccessFactors Recruiting	Candidate Profile Updated	sap.sf.recruiting.CandidateProfile.Updated.v1
SAP SuccessFactors Recruiting	Job Application Updated	sap.sf.recruiting.JobApplication.Updated.v1
SAP SuccessFactors Recruiting	Job Requisition Updated	sap.sf.recruiting.JobRequisition.Updated.v1
SAP SuccessFactors Recruiting	Job Posting Updated	sap.sf.recruiting.JobPosting.Updated.v1

Event-based integrations reduce integration complexity and help you to build event-driven integrations between SAP Cloud applications and third-party applications.

📌 Note

This feature is in the Restricted Availability phase. To test this feature in your environment, reach out to your Account Executive or visit the [community blog](#).

Configuration Requirements

- Make sure you have SAP SuccessFactors Recruiting or SAP SuccessFactors Employee Central enabled, and additionally have access to SAP Integration Suite and SAP Event Broker to create integrations for the available events with third-party applications or SAP on-premise applications.
- To consume SAP SuccessFactors events through SAP Event Broker, you must subscribe to SAP Event Broker in a sub account in supported BTP regions: EU10, EU11, EU20, and US10.

📌 Note


You won't be able to use this feature as a whole until the enhancements to SAP Event Broker are released. The related documents will be updated along with the release.

Technical Details

Reference Number	INT - 17218
Product	Platform Employee Central Recruiting
Module	Integration and Extension
Feature	Job Information Personal Information Job Applications Job Postings Job Requisitions Candidate Profile Integration Center
Action	Info only
Enablement	Contact Product Support
Link to Demo	
Lifecycle	Restricted Availability

Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Community Blog - SAP SuccessFactors Integration with SAP Event Broker for SAP Cloud Applications](#) 
[SAP Event Broker Service Guide](#)

2.1.59 Search Functionality Available in Configuration Transport Center

You can now search for relevant configurations by Configuration name, Last Modified By, and Last Modified Date in Configuration Transport Center.

Note

If search is not supported for a specific configuration type, the [Configuration Name](#), [Last Modified By](#), and [Last Modified Date](#) fields are disabled in Configuration Transport Center.

We've introduced this feature to improve the user experience. You can easily search and filter relevant configurations from a large list of available configurations.

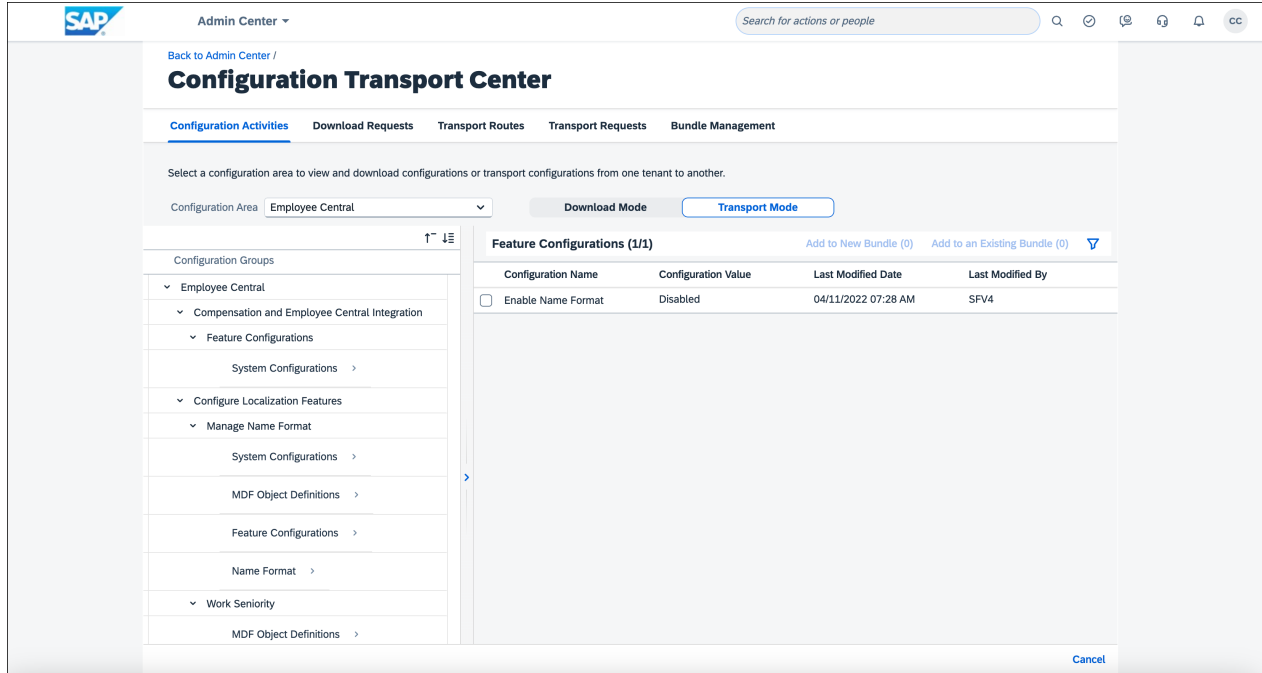
Configuration Requirements

Ensure you've enabled the required Role-Based Permissions and other permissions for the respective SAP SuccessFactors Products. Refer to the [Prerequisites for Using Configuration Transport Center](#) topic in the [Related Links](#) section.

What's Changed

How It Looks Now You can enter the name of the configuration you want to search in the Configuration Name field on the Configuration Transport Center tool.

In the current version, you can search and display relevant configurations by name in the Configuration Transport Center tool.



How It Looked Before

In the previous version, there was no search functionality on the UI and you had to manually scroll to locate any specific configuration.

Technical Details

Reference Number	TLS-29638
Product	Platform
Module	System Management
Feature	Configuration Transport Center
Action	Info only
Enablement	Automatically on
Link to Demo	Search Functionality in Configuration Transport Center

Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Searching Configurations in Configuration Transport Center](#)
[Prerequisites for Using Configuration Transport Center](#)

2.1.60 Search Language Enhancement in Action Search

You can now search for actions in the global header or in the *Tools* section of Admin Center using English search terms, even if you log on SAP SuccessFactors with non-English language.

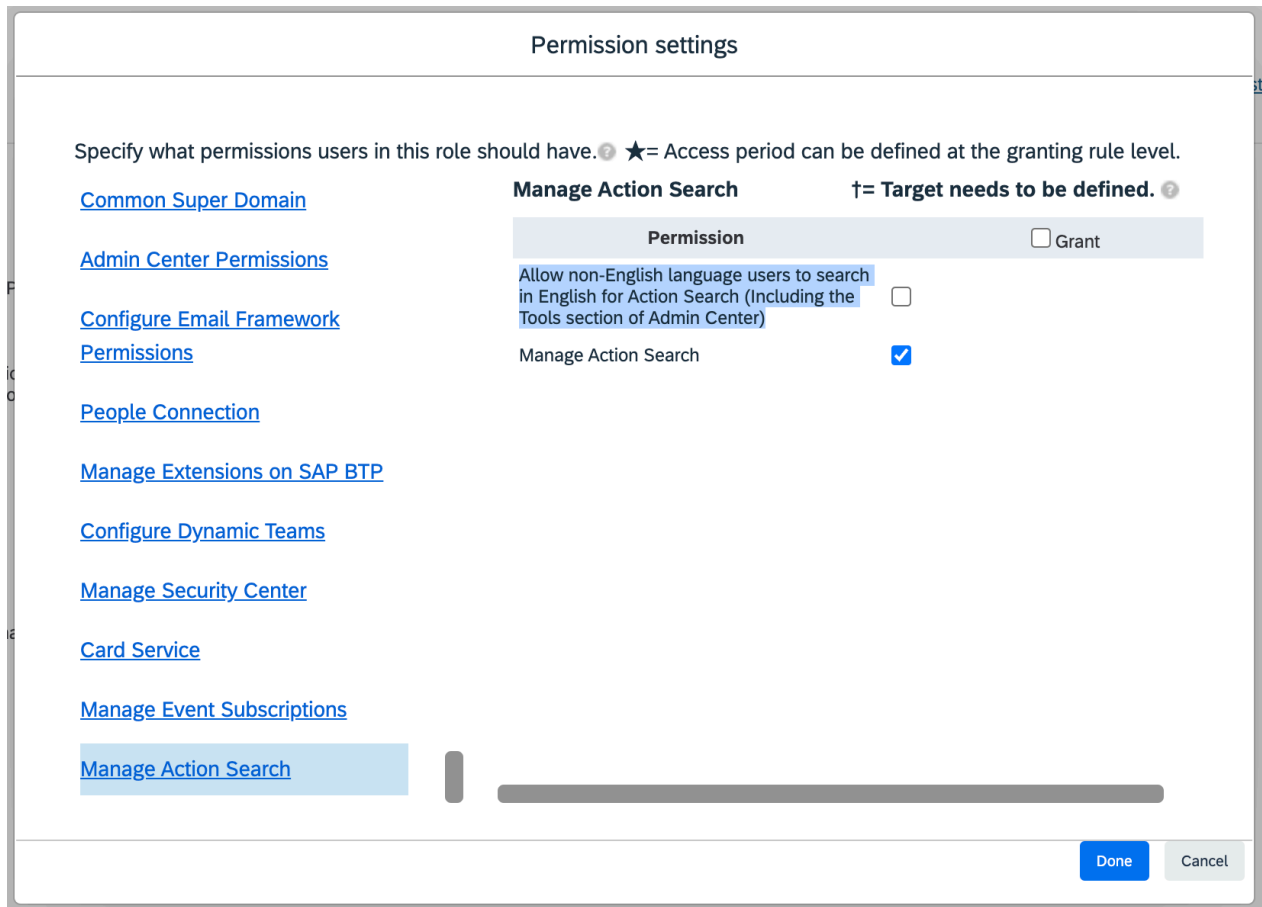
Previously, if you logged on to the system with non-English language but tried to search actions in the global header search box or in Admin Center using English search terms, no results were returned. Some roles using non-English languages find this previous behavior limiting, especially when they need to test or demo functions using English terms, or when the localized translation of their systems is not accurate enough, etc. So, as of 1H 2024, administrators can grant a new permission named *Allow non-English language users to search in English for Action Search (Including the Tools section of Admin Center)* to certain employees and allow them to do the cross-language lookup. After non-English language employees enter the English search terms with this permission turned on, any returned actions are displayed in their login languages.

This new feature enables you to search actions in English even if you log on with other languages.

Role-Based Permission Prerequisites

You have the [Administrator Permissions](#) > [Manage Action Search](#) > [Allow non-English language users to search in English for Action Search \(Including the Tools section of Admin Center\)](#) permission.

What's Changed



How It Looks Now

In the current version, administrators can select a new permission titled *Allow non-English language users to search in English for Action Search (Including the Tools section of Admin Center)* to grant the cross-language lookup functionality to certain employees.

Technical Details

Reference Number	SF-5695
Product	Platform
Module	Foundation Management
Feature	Action Search
Action	Info only

Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Enabling Cross-Language Lookup for Action Search](#)

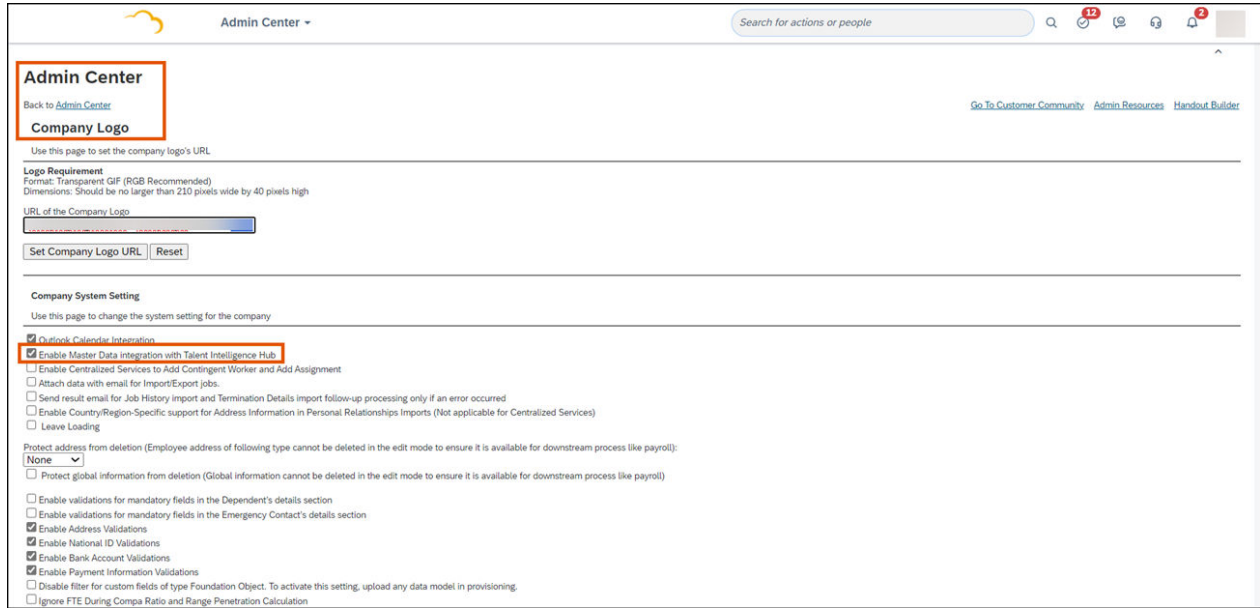
2.1.61 Send Talent Intelligence Hub Data to SAP Master Data Integration

You can now replicate data from Talent Intelligence Hub to SAP Master Data Integration.

The new configuration option *Enable Master Data Integration with Talent Intelligence Hub* is available in the [Admin Center > Company System and Logo Settings](#). Once the *Enable Master Data Integration with Talent Intelligence Hub* setting is enabled, run the *WSM Entity Domain Events Initial Load Job* and *WSM Growth Portfolio Job* jobs to send the Talent Intelligence Hub data to SAP Master Data Integration. Talent Intelligence Hub acts as a source system for data such as attributes, attribute types, tags, and proficiency level scales of skills and other attributes. This data is shared with SAP Master Data Integration and can be used by other applications, such as SAP Fieldglass.

We've built this integration so that customers can reuse the skills and attributes library they've configured from Talent Intelligence Hub to other SAP applications, such as SAP Fieldglass.

What's Changed



In the current version, the *Enable Master Data Integration with Talent Intelligence Hub* configuration option is available in **Admin Center > Company System and Logo Settings**.

How It Looks Now

In the previous versions, the *Enable Master Data Integration with Talent Intelligence Hub* configuration option was not available.

How It Looked Before

Technical Details

Reference Number	WSM-23666
Product	Platform
Module	Talent Intelligence Hub
Feature	Growth Portfolio Attributes Library
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed

Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

2.1.62 Stable Element IDs

We're introducing stable element IDs that you can use to create content with SAP Enable Now or for automated test scripts.

An element ID is a technical attribute of an element in the user interface (like a button, icon, or text box). SAP Enable Now uses element IDs to attach content to UI elements on the screen. Automated test scripts can use element IDs to interact with UI elements on the screen. Stable element IDs are unique and don't change from session to session or over time.

In 1H 2024, we've added stable element IDs to employee experiences in the following areas:

- Compensation (excluding Reward and Recognition)
- Employee Central Benefits
- Employee Central Payroll (employee payslips only)
- Employee Central Time Management
- Home Page
- Onboarding (excluding Onboarding 1.0)
- People Profile
- Performance and Goals
- Succession and Development
- Time Tracking

Note

Stable IDs aren't available on most pages in [Admin Center](#), or on older pages built with legacy UI technologies.

We added stable element IDs, so that you can use them more reliably for enablement content or automated test scripts.

Configuration Requirements

- SAP Enable Now customers can now use stable element IDs to create enablement content for more product areas.

- Customers who create automated test scripts can now use stable element IDs instead of x-y coordinates, so that their scripts are independent of an element's location on the page (which can change).

⚠ Caution

If you **already** used existing element IDs for either purpose, they may be disrupted. As we introduce more consistent and stable element IDs for the long term, we sometimes need to change the existing IDs in the short term. If an existing ID has changed, your enablement content or automated test scripts that use the ID may not work as expected.

We recommend testing enablement content and automated test scripts in areas where stable IDs have been added. If needed, update them to use the new stable IDs.

Technical Details

Reference Number	WEF-134700
Product	Platform
Module	System Management Integration and Extension
Feature	Enable Now Integration
Action	Recommended
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12


2.1.63 Standard Content in SAP Companion

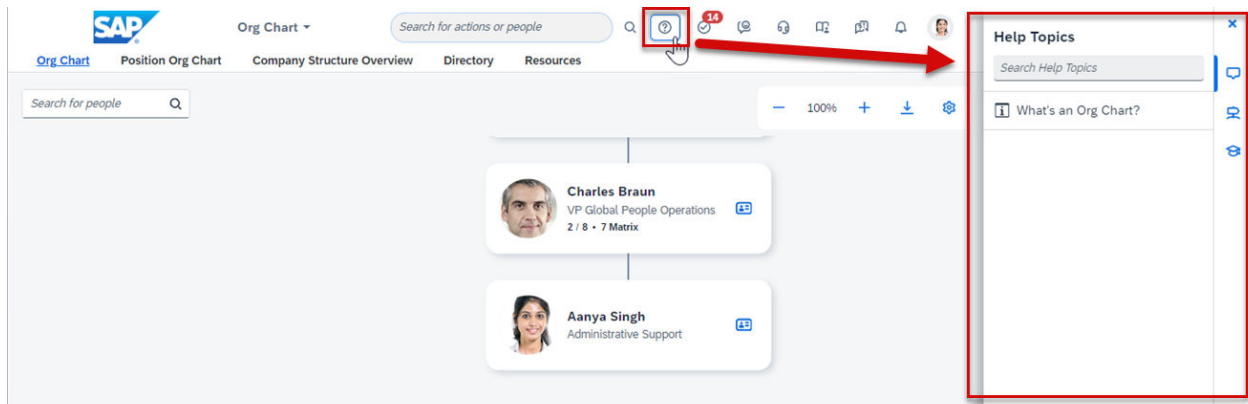
SAP SuccessFactors now provides standard content in SAP Companion, on some pages.

On pages where we provide it, you now can see the following types of content:

- Help Topics
- Guided Tours

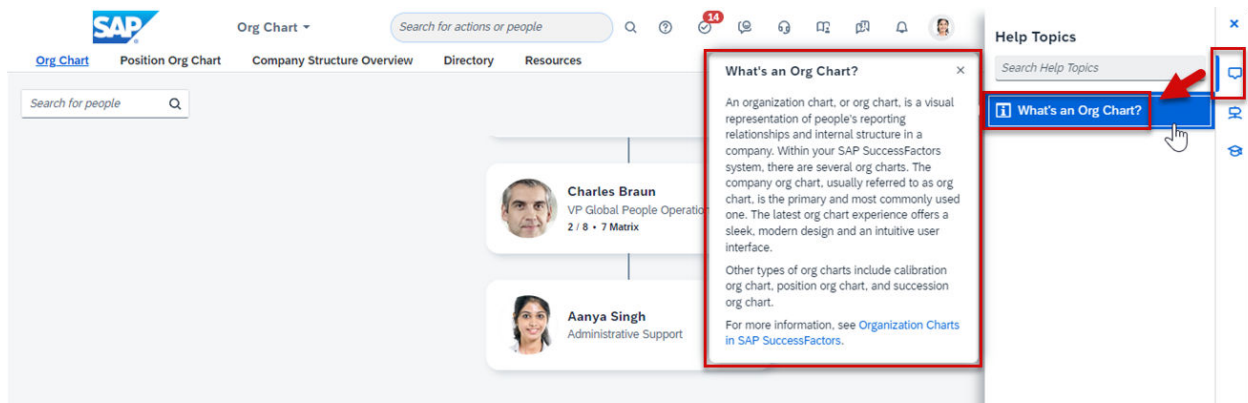
In 1H 2024, we've only added standard content in SAP Companion for one page, the latest org chart page.

To open SAP Companion, choose the  (help) icon in the page header. On the latest org chart page, a standard help topic is available, so the *Help Topics* tab is selected by default.



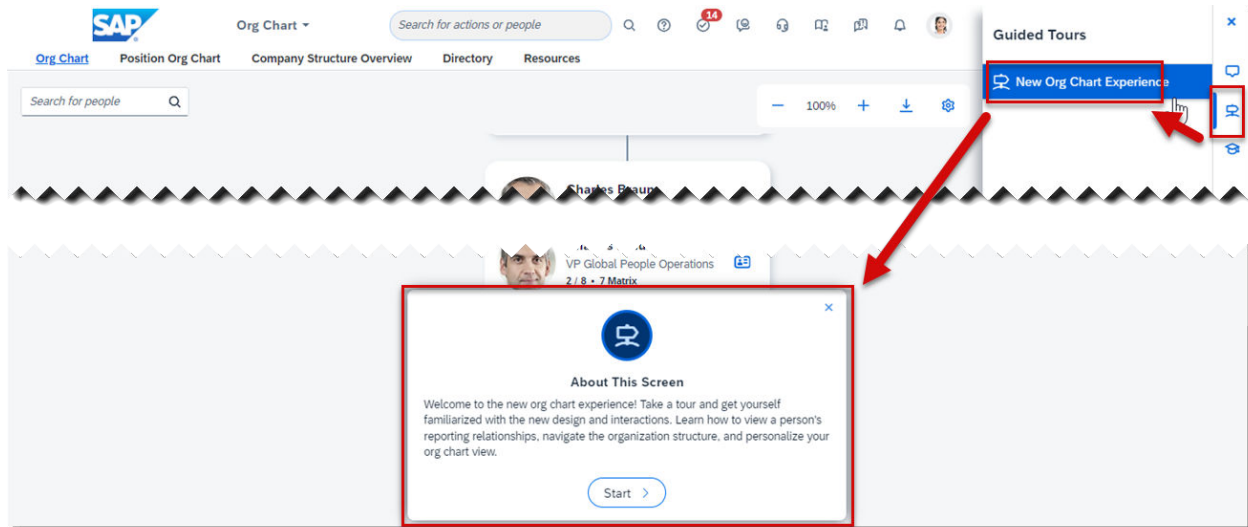
Latest Org Chart Showing a Standard Help Topic in SAP Companion

On the *Help Topics* tab, choose a help topic to open standard content in a popup window. For example, this help topic explains what the org chart is.



Latest Org Chart Showing Standard Help Content About Org Charts

On the *Guided Tours* tab, choose a tour to close SAP Companion and open the first step of the tour. For example, here's a tour of the latest org chart.



Latest Org Chart Showing a Standard Guided Tour in SAP Companion

All customers can use the standard content to support their adoption of important new features. Customers with a license for SAP Enable Now can also use it as a starting point for creating their own custom content.

Configuration Requirements

- To make SAP Companion visible in the page header, for all users, enable it on the [SAP Companion Integration Settings](#) page.
- To show standard content in SAP Companion, including help topics and guided tours, turn on the [Standard SAP Content](#) option.

⚠ Restriction

Currently, SAP Companion doesn't support the following languages:

- Macedonian (mk_MK)
- Montenegrin (cnr_ME)

Technical Details

Reference Number	KM-18654
Product	Platform
Module	User Experience
Feature	Enable Now Integration

Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[SAP Companion in SAP SuccessFactors](#)

2.1.64 System Notifications in Admin Center

We changed the way important system notifications are displayed in Admin Center and added a new card to display notification details.

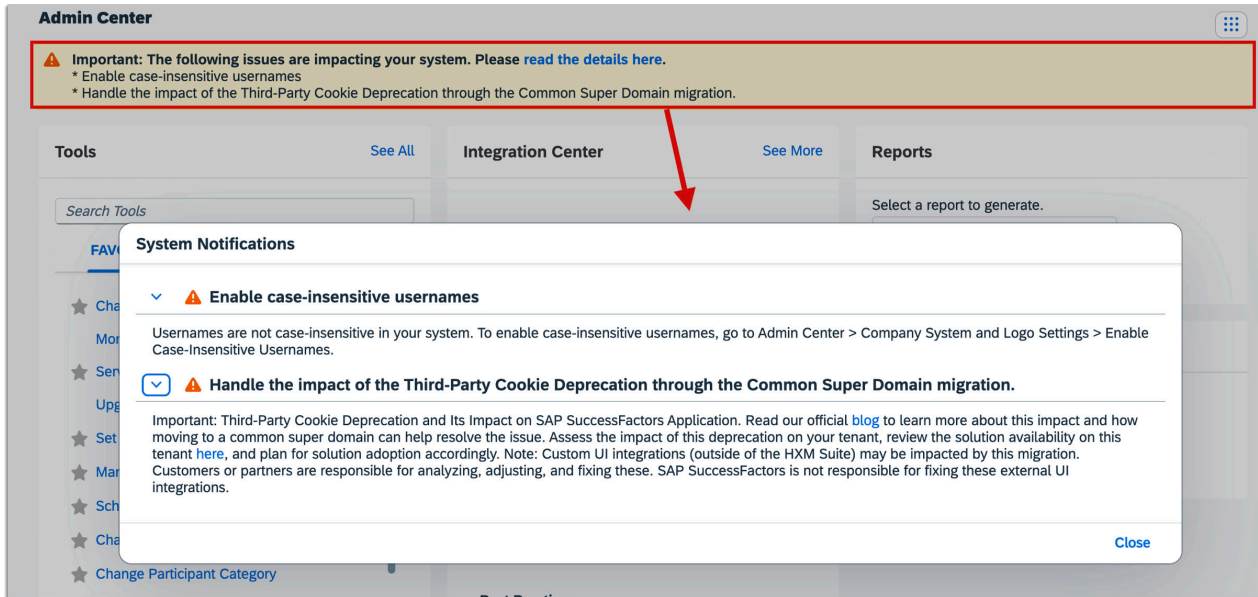
System notifications in Admin Center contain a list of actions that require immediate attention from system administrators. Previously, when there were multiple notifications, they were displayed in separate banners on top of the Admin Center page, which could take a lot of space. Now, multiple notifications are combined and displayed in one banner to reduce space, with a summary and a link to a new System Notifications popup for more details. There is no specific order for displaying multiple notifications.

We made the enhancement to improve the user experience for system administrators.

Role-Based Permission Prerequisites

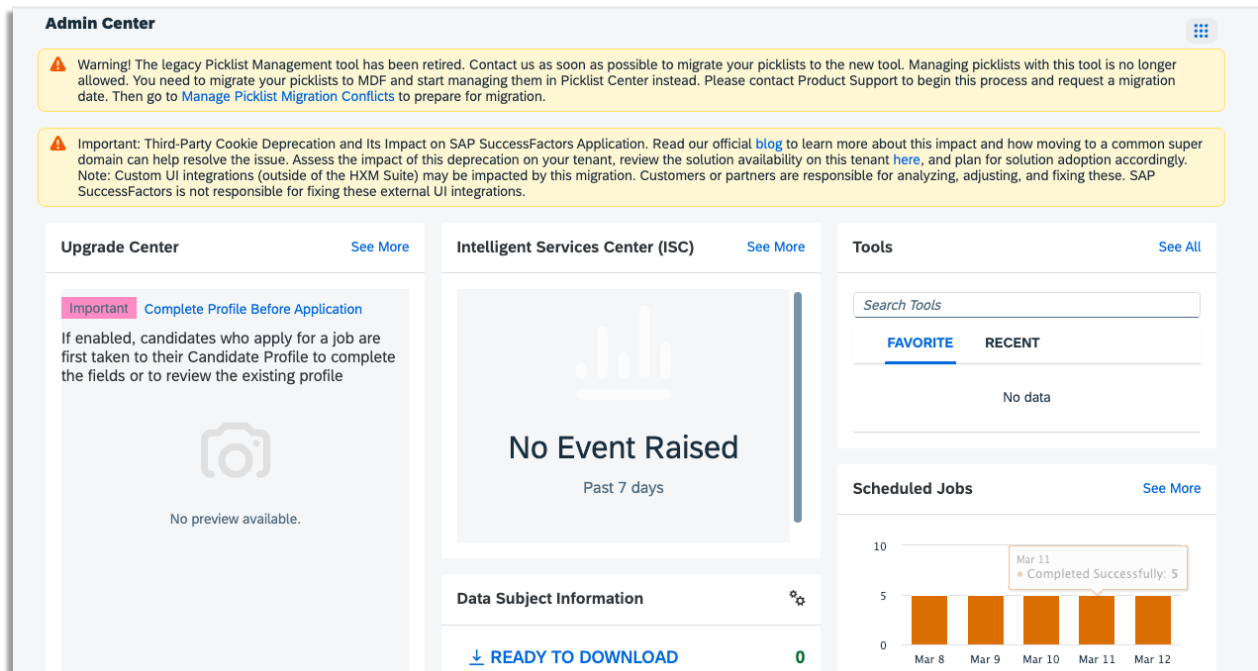
You have permission to access the Admin Center. Anyone who has been granted at least one administrative permission can access the Admin Center. That is, anyone who has permission to access at least one admin tool or admin setting can also access the Admin Center page.

What's Changed



How It Looks Now

In the current version, multiple system notifications are grouped in one banner with a summary and link to details.



How It Looked Before

In the previous version, multiple system notifications were displayed in separate banners which took up larger space in the Admin Center page.

Technical Details

Reference Number	PLU-8099
Product	Platform
Module	System Management
Feature	Not Applicable
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

2.1.65 UI Text Improvements in Manage Support Access

We improved some messages that appear on several user interfaces (UIs) of *Manage Support Access*.

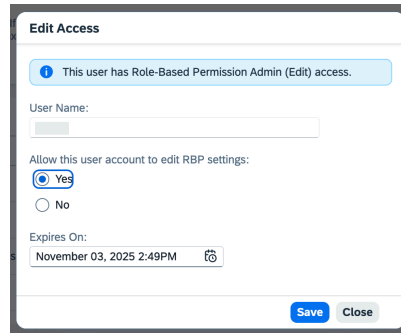
The improvements include the following:

Where It Appears

When you grant or edit access of a support user account in *Manage Support Access*, and the account has **edit** access as a Role-Based Permissions administrator.

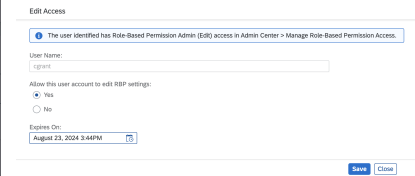
Old Text

This user has Role-Based Permission Admin (Edit) access.



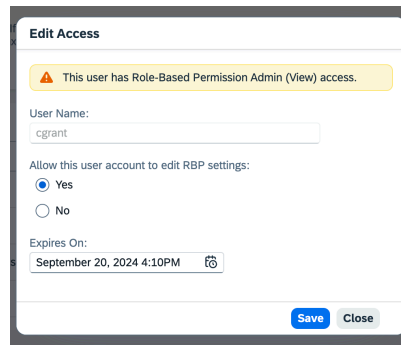
New Text

The user identified has Role-Based Permission Admin (Edit) access in Admin Center > Manage Role-Based Permission Access.

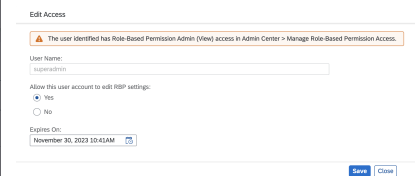


When you grant or edit access of a support user account in *Manage Support Access*, and the account has **view** access as a Role-Based Permissions administrator.

This user has Role-Based Permission Admin (View) access.

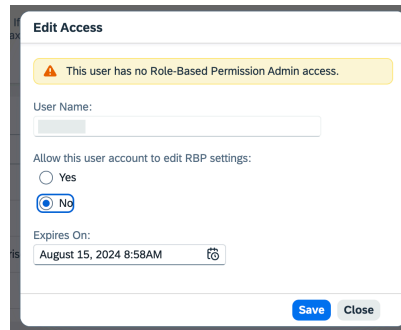


The user identified has Role-Based Permission Admin (View) access in Admin Center > Manage Role-Based Permission Access.

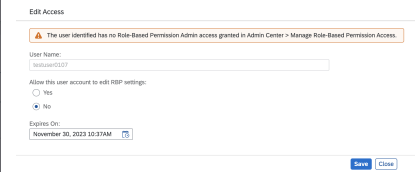


When you grant or edit access of a support user account in *Manage Support Access*, and the account has **no** Role-Based Permissions administrator access.

This user has no Role-Based Permission Admin access.



The user identified has no Role-Based Permission Admin access granted in Admin Center > Manage Role-Based Permission Access.



Auditing and improving system UI text is part of our ongoing effort to make the assistance on UI up-to-date, clear, and helpful.

Technical Details

Reference Number

PLA-45132

Product	Platform
Module	Identity and Access Management
Feature	User Account Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Support Access Management](#)

2.1.66 Updates to Supported Locales

We added Serbian Cyrillic (sr_Cyrl_RS) as a new language option and now support Macedonian (mk_MK) in Career Site Builder.

As an administrator, you can enable the Serbian Cyrillic locale in the system, so that people in your organization can choose it on their personal settings page. To enable the locale, use the [Manage Languages](#) admin tool.

📘 Note

- The Serbian Cyrillic locale is currently not available in a few SAP SuccessFactors products, modules, or features. See "SAP SuccessFactors Languages and Locales" for details.
- Most, but not all, text is translated to Serbian Cyrillic in the 1H 2024 Preview release. We plan to complete translation by the 1H 2024 Production release.

Adding new locales and supporting existing locales in a better way enhance the experience for users who prefer to see their systems displayed in related languages.

Role-Based Permission Prerequisites

To enable new locales in the system, you have the [Administrator Permissions](#) > [Manage System Properties](#) > [Text Replacement](#) permission.

Technical Details

Reference Number	PLS-38358
Product	Platform
Module	Localization
Feature	Manage Languages
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[SAP SuccessFactors Languages and Locales
Enabling Languages to Use in the System](#)

2.1.67 User Experience Enhancements to Application Security Settings and Tools

We changed the positions and user interfaces of some application security settings and tools in Admin Center.

Change	Tool or Setting	Before	After
A new tool to group application security settings	Application Security Feature Settings	There was no such tool.	We added this tool that currently contains two settings: <ul style="list-style-type: none"> Security Scan of User Inputs Sanitize All Rich Text Inputs
Two repositioned settings	Security Scan of User Inputs	This setting was in Admin Center > Tools > Company Setting > Platform Feature Settings .	This setting is now in Admin Center > Tools > Application Security > Application Security Feature Settings .
	Sanitize All Rich Text Inputs	This setting was in Admin Center > Tools > Company Setting > Company System and Logo Settings .	This setting is now in Admin Center > Tools > Application Security > Application Security Feature Settings .
A repositioned tool	Manage Interstitial Allowlist	This tool was under Admin Center > Tools > Company Setting .	This tool is now under Admin Center > Tools > Application Security .
Improved design and texts	Manage Interstitial Allowlist	This tool was using a legacy user interface.	We applied SAP Fiori design standards to this tool. We also added or improved some texts.

We made these enhancements so that you can centrally manage your application security features and have a more consistent managing experience.

Configuration Requirements

To use the [Manage Interstitial Allowlist](#) tool, make sure the interstitial feature is enabled in Provisioning.

→ Remember

As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, contact Product Support.

Role-Based Permission Prerequisites

- You have the [Administrator Permissions](#) > [Manage Security](#) > [Manage Application Security Feature Settings](#) permission.
- You have the [Administrator Permissions](#) > [Manage Security](#) > [Manage Interstitial Allowlist](#) permission.

Technical Details

Reference Number	ASE-1831
Product	Platform
Module	Security and Compliance
Feature	Not Applicable
Action	Recommended
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

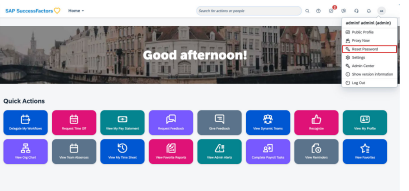
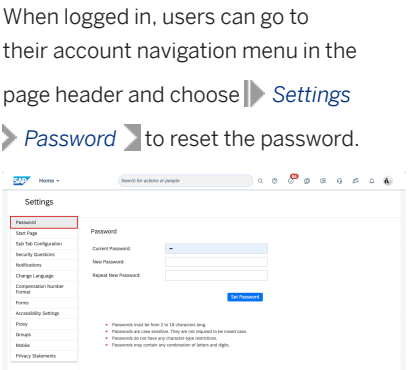
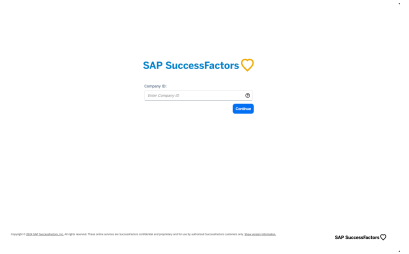
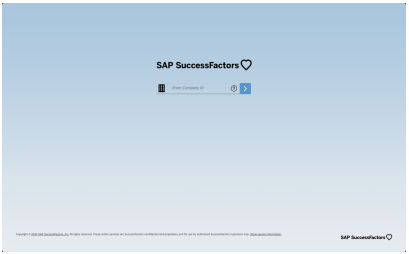
[Enabling User Input Validation](#)
[Enabling Sanitization of Rich Text Content](#)
[Enabling Interstitial Pages for External Redirection](#)

2.1.68 User Experience Enhancements to Login and Reset Password Screens

We adopted the Horizon visual theme and made a few other user experience improvements to user login and reset password screens in SAP SuccessFactors HCM suite.

The following table summarizes the main changes:

Change	Before	After
Horizon visual theme	Horizon visual theme wasn't available in the password login page.	Now, the Horizon visual theme is applied to the login page.
Reset password feature moved to account menu in the Global Header	When logged in, users can go to their account navigation menu in the page header and choose Settings Password to reset the password.	Now, we've moved the reset password feature under the account navigation menu for easier access.



Change

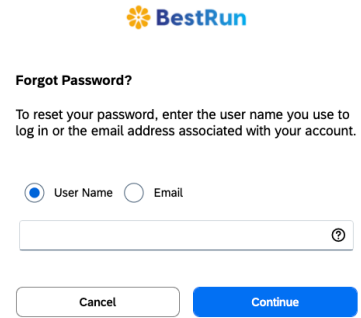
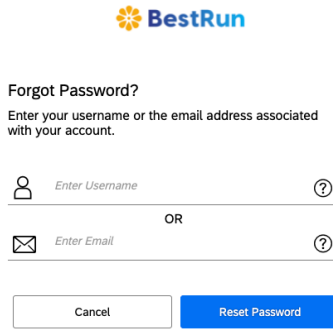
Before

After

Forgot password page

In the previous version, when users were allowed to reset passwords by providing a valid email address, the forgot password screen displayed the user name and email fields as two separate input boxes.

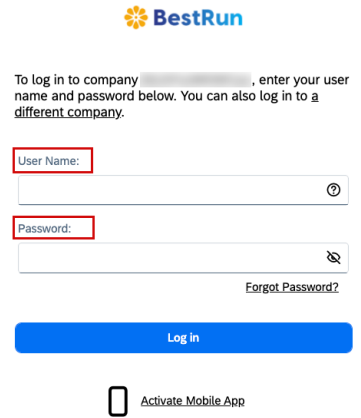
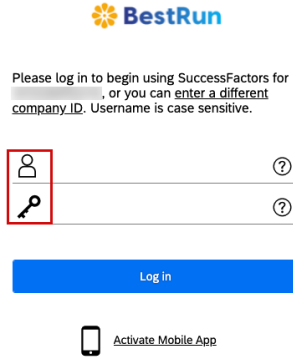
In the current version, the two input boxes are combined with radio button options.



Icons replaced by field labels in input fields

In the previous version, icons were used in many places to indicate an input field. Here's an example:

In the current version, we replaced icons with field labels. Here's an example:



Change

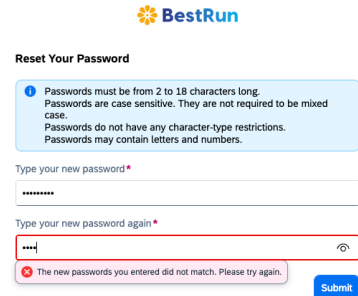
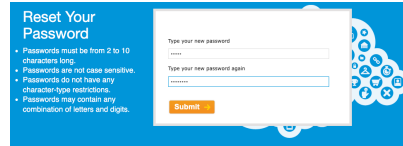
Before

After

Inline input errors

In the previous version, there were no inline input errors (errors that appear under an input box).

In the current version, inline errors are added to some input boxes to better help users.



Redesigned success and error message screens

In the previous version, the success and error screens had an old design. Here's an example:

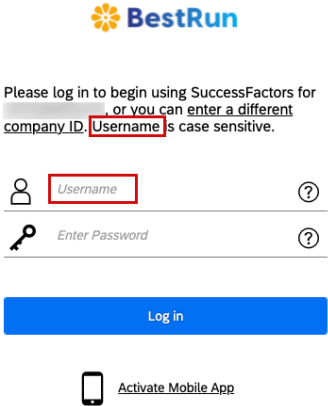
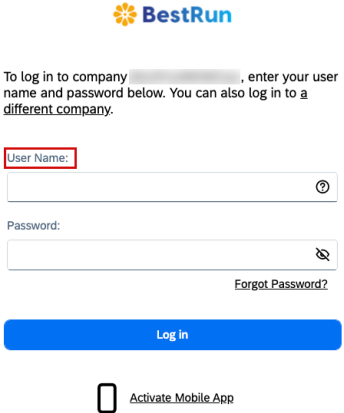
In the current version, the success and error screens are redesigned with the same style as the Horizon visual theme. Here's an example:



Password Changed!

Your password has been successfully reset.

[Return to Log In](#)

Change	Before	After
Term changes	<p>In the previous version, you could see the term "username" used in the login pages.</p> 	<p>In the current version, we changed the term to "user name" in field labels and messages in the login pages, to be consistent with SAP standards.</p> 
Text changes		<p>Besides the term change, we also revised most of the field labels and messages to make them clearer.</p>

We made this enhancement to improve the user experience in logging in and resetting passwords.

Configuration Requirements

If you run automated tests based on labels or screen coordinates, we recommend that you review and update the test scripts if necessary. To find out what labels have been added or changed, you can use the Manage Languages tool to download the latest labels and compare with the ones in your current system. For more information, see the Related Information section.

Technical Details

Reference Number	PLU-7638
Product	Platform
Module	User Experience
Feature	User Account Management
Action	Recommended

Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

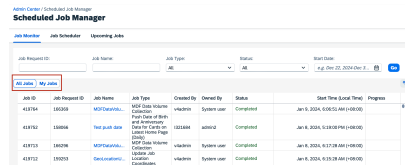
[Customizing UI Text with the Manage Languages Tool](#)
[Configuring Password and Login Policy](#)

2.1.69 User Experience Enhancements to Scheduled Job Manager

We've made several enhancements to *Scheduled Job Manager*.

Here are the details:

Change	Before	After
New <i>All Jobs</i> and <i>My Jobs</i> tabs in <i>Job Monitor</i> and <i>Job Scheduler</i>	There was no tabs. Scheduled job administrators can access all scheduled jobs listed in Scheduled Job Manager.	You can now further control access of scheduled job administrators to all job requests, or just the job requests created, owned, or last modified by themselves.



Change

Before

After

A new permission

There were only *Manage Scheduled Jobs* and *Monitor Scheduled Jobs* permissions.

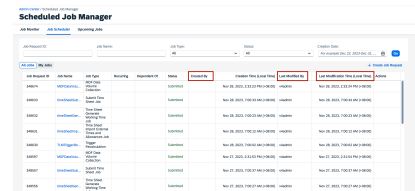
Now, a new permission, *Restrict Access to Other Administrators' Jobs in Scheduled Job Manager*, is added to control the display of the *All Jobs* and *My Jobs* tabs. The permission is to prevent unnecessary access if the end user shouldn't check related data.

- If you have this permission, you can only see your own jobs and the new tabs don't display.
- If you don't have this permission, you can see the new tabs.

New columns in *Job Scheduler*

There was not much information about the processors of a job request.

Three new columns, *Created By*, *Last Modified By*, and *Last Modification Time*, are added to *Scheduled Job Manager*.



Job Request ID	Job Name	Job Type	Schedule Type	Last Run (Start Time)
148270	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)
147494	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)
152553	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)
152554	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)
152555	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)
152556	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)
152557	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)
152558	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)
152559	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)
152560	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)

Removed hyperlinks from job names in *Upcoming Jobs*

After you clicked the job names under the *Upcoming Jobs* tab, you were redirected to a job details page.

There're no hyperlinks for job names under the *Upcoming Jobs* tab. You can see details of job requests under the *Job Monitor* and *Job Scheduler* tabs.

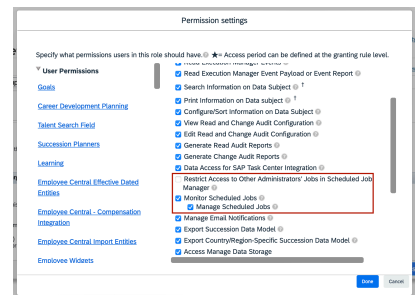


Job Request ID	Job Name	Job Type	Schedule Type	Last Run (Start Time)	Next Run (Start Time)
148270	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)	Mar 23, 2024, 3:27:01 PM (-05:00)
147494	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)	Mar 23, 2024, 3:27:01 PM (-05:00)
152553	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)	Mar 23, 2024, 3:27:01 PM (-05:00)
152554	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)	Mar 23, 2024, 3:27:01 PM (-05:00)
152555	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)	Mar 23, 2024, 3:27:01 PM (-05:00)
152556	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)	Mar 23, 2024, 3:27:01 PM (-05:00)
152557	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)	Mar 23, 2024, 3:27:01 PM (-05:00)
152558	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)	Mar 23, 2024, 3:27:01 PM (-05:00)
152559	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)	Mar 23, 2024, 3:27:01 PM (-05:00)
152560	HRM - HRM	HRM - HRM	Department Of	Mar 23, 2024, 3:27:01 PM (-05:00)	Mar 23, 2024, 3:27:01 PM (-05:00)

Improved permissions

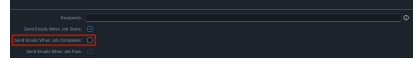
Previously, the *Manage Scheduled Jobs* and the *Monitor Scheduled Jobs* permissions were parallel.

Now, the two permissions are of a parent-child relationship. If a Role-Based Permissions administrator chooses the *Manage Scheduled Jobs* permission for a job administrator, the *Monitor Scheduled Jobs* permission is selected as well.



Permission Name	Parent-Child Relationship
Read Execution Manager Event Payload or Event Report	Parent
Search Information on Data Subject	Parent
Print Information on Data Subject	Parent
Configure/Sort Information on Data Subject	Parent
View Read and Change Audit Configuration	Parent
Edit Read and Change Audit Configuration	Parent
Generate Read Audit Reports	Parent
Generate Change Audit Reports	Parent
Data Access for SAP Task Center Integration	Parent
Restrict Access to Other Administrators' Jobs in Scheduled Job Manager	Child
Monitor Scheduled Jobs	Child
Manage Scheduled Jobs	Child
Manage Email Notifications	Child
Export Succession Data Model	Child
Export Country/Region-Specific Succession Data Model	Child
Access Manage Data Storage	Child

Change	Before	After
New Send Emails When Job Completes field	When you created a new job request, you could only see Send Emails When Job Starts and Send Emails When Job Fails fields.	Now, you can also choose to send emails when a job completes. A new field, Send Emails When Job Completes , is added to the job request creation page.



We made these enhancements to improve the user experience of Scheduled Job Manager.

Technical Details

Reference Number	PLU-7814
Product	Platform
Module	System Management
Feature	Scheduled Jobs
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

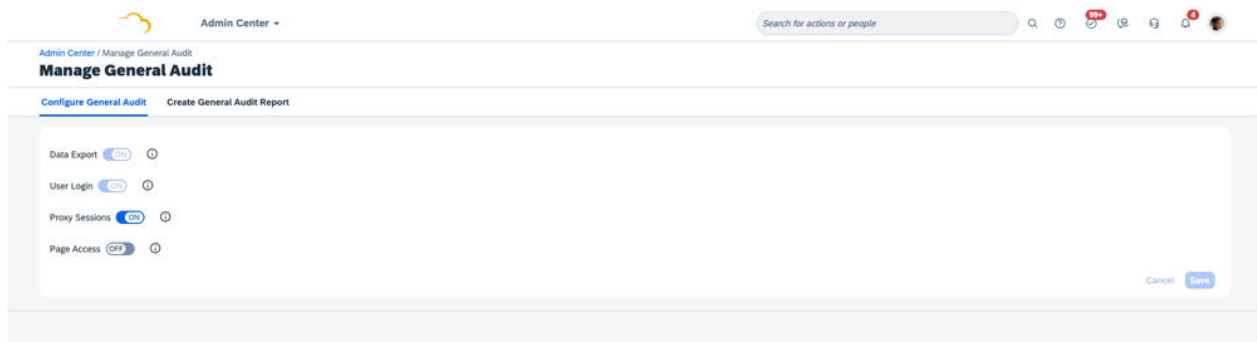
Related Information

[Managing Scheduled Jobs in Admin Center](#)

2.1.70 User Login Now Added in General Audit

When users successfully log in to the system, it leaves audit trails and is part of the general audit. You can create general audit reports for this type of audit data.

The new type of general audit *User Login* is enabled by default and you can't disable it. You can update the retention policy for this audit data in ► [Manage Audit Configuration](#) ► [Audit Retention](#) ►. After the migration to SAP BTP Audit Log Service is completed, the [Configure General Audit](#) tab in [Manage General Audit](#) will be updated:



This new type of audit data in General Audit is person-based. The general audit report of *User Login* includes more information, including the account information, login method and the IP address.

We added a new type of audit data so that you have a better insight of user login activities.

Role-Based Permission Prerequisites

- You have the ► [Administrator](#) ► [Admin Center Permissions](#) ► [Manage General Audit Configuration](#) ►. You need the [View](#) permission to access [Manage General Audit](#).
- You have the ► [Administrator](#) ► [Admin Center Permissions](#) ► [Create and Manage General Audit Requests/ Reports](#) ► permission to submit a request for a general audit report. You either have permission to all audit types or the only the *User Login* type.
- You have the ► [Administrator Permissions](#) ► [Admin Center Permissions](#) ► [Manage Audit Retention Configuration](#) ► permission. You need the [View](#) permission to access the [Audit Retention](#) tab. You need the [Edit](#) permission to update the retention policies.

Technical Details

Reference Number	PLA-42283
Product	Platform
Module	Security and Compliance

Feature	Audit Trail
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Managing General Audit](#)

[Manage Retention of Audit Data \[page 89\]](#)

[Deprecation of DRTM Audit Data Purge \[page 778\]](#)

2.1.71 Write Access Removed for Legacy Picklists

You can no longer perform any operation on legacy picklists if they are not migrated to MDF. Ensure that you have migrated to MDF picklists to perform operations on picklists.

There is no impact on any feature if the tenant is already migrated to MDF picklist.

We've made this update to ensure that all customers migrate from legacy picklists to MDF picklists.

Technical Details

Reference Number	MDF-84492
Product	Platform

Module	Foundation Management
Feature	Picklists
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[MDF Picklists](#)

2.1.72 X.509 Certificate-Based Authentication Now Available for Outbound Calls to Open Text

Document Management Services now supports X.509 Certificate-based authentication for outbound calls to Open Text.

This authentication type is the only option for new customers, and existing customers have the option to upgrade to the new authentication protocol.

From the [Configure Document Management](#) screen:

- New customers can select an X.509 certificate previously generated from the Security Center, and use it to authenticate with Open Text.
- Existing customers using basic authentication with Open Text can upgrade to certificate-based authentication directly from this same screen.
- You can test your X.509 connection to Open Text before going live with this new authentication type.
- You can renew your existing X.509 certificate.

Refer to **Upgrade to X.509 Certificate-Based Authentication with Open Text** in the **Related Information** section for steps to complete this setup.

Certificate-based authentication uses Mutual Transport Layer Security (mTLS) and provides a more secure authentication option to its users. Compared to HTTP Basic Authentication, mTLS uses an X.509 certificate issued from a Certificate Authority, rather than relying on passwords for authentication.

Configuration Requirements

- [Enable the Document Management Service](#) must be selected in Provisioning.

→ Remember

As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, contact Product Support.

- You've generated an X.509 certificate in the **Security Center**.

Role-Based Permission Prerequisites

You've enabled the [Manage Documents](#) and [Configure Document Management](#) permissions.

What's Changed

The screenshot shows a configuration page titled "Configure Document Management" with the instruction: "Select a vendor below and follow the steps to configure document storage vendor for your company." Two radio buttons are present: "SuccessFactors" (unselected) and "OpenText" (selected). The OpenText section includes the OpenText logo, a description of the SAP SuccessFactors Extended Enterprise Content Management by OpenText solution, and two authentication options: "User ID/Password" (unselected) and "X509 Certificate" (selected). Below these options is a status bar indicating "Valid Until: Apr 30, 2024 18:01:28 GMTZ". A form contains fields for "Endpoint" (https://), "System User" (sfsf-), "Token Endpoint" (https://), "Certificate" (OpenText X509 Certificate), and "Repository" (SFSF-). A "Renew Certificate" button is located at the bottom left of the form.

How It Looks Now

In the previous version, you could only authenticate with Open Text using basic authentication.

Technical Details

Reference Number	PLT-81286
Product	Platform
Module	Documents and Storage
Feature	Document Management
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability

Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Upgrade to X.509 Certificate-Based Authentication with Open Text](#)
[Renewing Your X.509 Certificate for Open Text](#)

2.1.73 Minor Visual Changes in 1H 2024

SAP SuccessFactors made numerous minor visual enhancements in 1H 2024. The following enhancements are of particular note, although many less-visible enhancements have been made.

The entries in the table are of four visual change types:

- Text changes (labels, error messages, roll-over text)
- Iconography (new or changed icons)
- Interaction pattern (new position of interaction, new order of list, new or changed buttons)
- Styling (design treatment, changes to themes, adopting an SAP style)


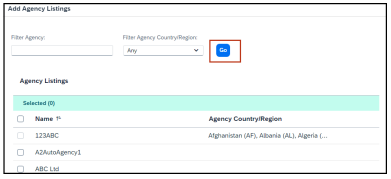

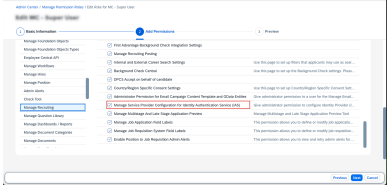
Each entry may contain one or more change types. Please note that the list isn't exhaustive.

We want to provide customers with a detailed list of visual changes in each release.

What's Changed

Use the Product, Module, Change Type, and Valid as Of filters to get the list of changes you're interested in. Use the free text search in Before and After columns to further narrow down the result. To expand an image, click the magnifying glass (🔍).

The Valid as Of column indicates the date when a visual change is effective in your production system. The Valid as Of date in the Technical Details table reflects the latest date in this table.

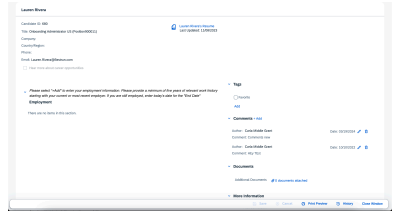
Product	Module	Change Type	Valid as Of	Before	After
Recruiting	Job Requisition	Interaction pattern	2024-05-17	 <p>In the previous version, the Add Agency Listings page displayed the Search button to select an agency to post the job.</p>	 <p>In the current version, the Search button on the Add Agency Listings page has changed to Go.</p>
Recruiting	Identity and Access Management	Text changes	2024-05-17	 <p>In the previous version, the permission name to configure the Identity Provider (IDP) was Permission to Configure Identity Provider (IDP)</p>	 <p>In the current version, the permission is renamed to Manage Service Provider Configuration for Identity Authentication Service (IAS)</p>

Product	Module	Change Type	Valid as Of	Before	After
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Recruiting
Candidate Experience
Interaction pattern
Text changes



In the previous version, the action buttons were present on the top right side of the candidate profile window.



In the current version, the action buttons are placed in the bottom right side of the candidate profile window in an independent toolbar.

Candidate History for Carla Brown

Field Label	Old Value	New Value	Changed By (Username)	Date/Time	Source
City	MADRID	Carla Brown	Carla Middle Grant	Mar 15, 2024 12:25AM	Candidate Profile Rule
State / Province	MADRID	Carla Brown	Carla Middle Grant	Mar 15, 2024 12:25AM	Job Application
City / Postal Code	MADRID	Carla Brown	Carla Middle Grant	Mar 15, 2024 12:25AM	Job Application
Current Title	Regional Sales Director	Carla Brown	Carla Middle Grant	Mar 15, 2024 12:25AM	Job Application
Current Company	Inditex Group	Carla Brown	Carla Middle Grant	Mar 15, 2024 12:25AM	Job Application
Phone Number	9105 104 1234	Carla Brown	Carla Middle Grant	Mar 15, 2024 12:25AM	Job Application
Background Check Employment Category	Inditex Group	Carla Brown	Carla Middle Grant	Mar 15, 2024 12:25AM	Job Application

In the previous version,

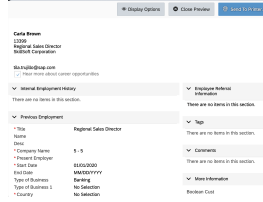
- The print preview action button was labeled as *Print*.
- The title for the change history table was *Candidate History for <user_name>*

Change History for Lauren Rivera

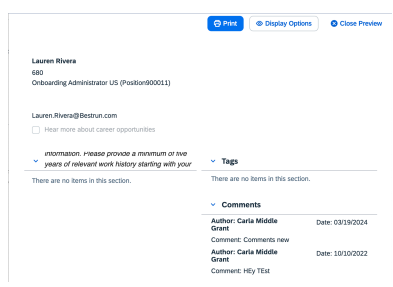
Field Label	Old Value	New Value	Changed By (Username)	Date/Time	Source
Custom date 1		12/01/2024	Carla Middle Grant	Mar 15, 2024 12:25AM	Candidate Profile Rule
Comments	Comments	Comments new	Carla Middle Grant	Mar 15, 2024 12:25AM	Job Application
ResumeCV	Delta_123kamp().pdf	London-bridge-bmp.bmp	Carla Middle Grant	Nov 09, 2023 8:23PM	Candidate Profile
Comments	8123kq;8123qan style="text-decoration: underline more info...		Carla Middle Grant	Mar 14, 2023 4:56AM	Applicant Profile

In the current version,

- The print preview action button is labeled as *Print Preview*.
- The title for the change history table is changed to *Change History for <user_name>*



In the previous version, the action button for printing the candidate profile was labeled as *Send to Printer*



In the current version, the action button for printing the candidate profile is labeled as *Print*.

Candidate History for Carla Brown

Field Label	Old Value	New Value	Changed By (Username)	Date/Time	Source
City	MADRID	Carla Brown	Carla Middle Grant	Mar 15, 2024 12:25AM	Candidate Profile
State / Province	MADRID	Carla Brown	Carla Middle Grant	Mar 15, 2024 12:25AM	Job Application
City / Postal Code	MADRID	Carla Brown	Carla Middle Grant	Mar 15, 2024 12:25AM	Job Application
Current Title	Regional Sales Director	Carla Brown	Carla Middle Grant	Mar 15, 2024 12:25AM	Job Application
Current Company	Inditex Group	Carla Brown	Carla Middle Grant	Mar 15, 2024 12:25AM	Job Application
Phone Number	9105 104 1234	Carla Brown	Carla Middle Grant	Mar 15, 2024 12:25AM	Job Application
Background Check Employment Category	Inditex Group	Carla Brown	Carla Middle Grant	Mar 15, 2024 12:25AM	Job Application



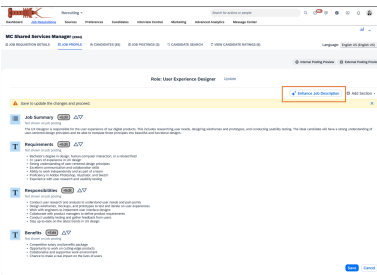

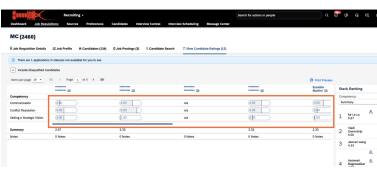
In the previous version,

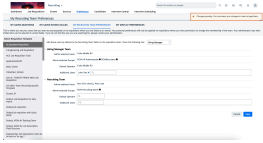
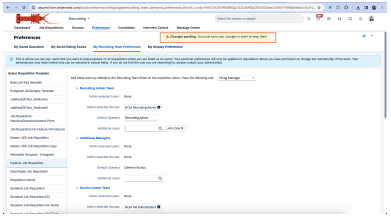


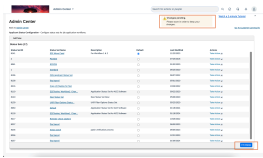
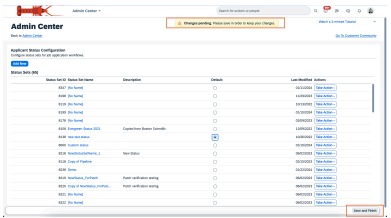

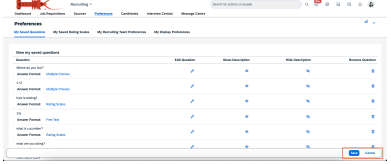
- The action button for printing the candidate's change history

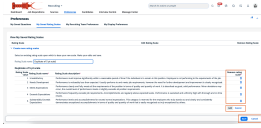
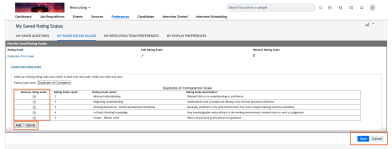
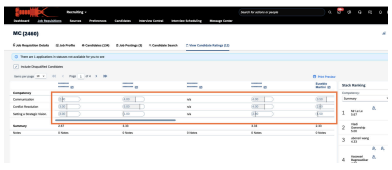
Change History for Lauren Rivera

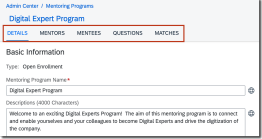
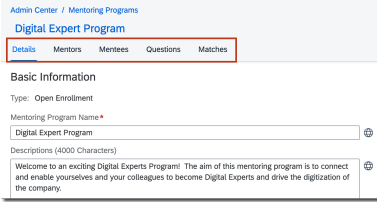
Field Label	Old Value	New Value	Changed By (Username)	Date/Time	Source
Custom date 1		12/01/2024	Carla Middle Grant	Mar 15, 2024 12:25AM	Candidate Profile Rule
Comments	Comments	Comments new	Carla Middle Grant	Mar 15, 2024 12:25AM	Job Application
ResumeCV	Delta_123kamp().pdf	London-bridge-bmp.bmp	Carla Middle Grant	Nov 09, 2023 8:23PM	Candidate Profile
Comments	8123kq;8123qan style="text-decoration: underline more info...		Carla Middle Grant	Mar 14, 2023 4:56AM	Applicant Profile
Have you ever been convicted of a felony?	No		Lauren Rivera	Dec 26, 2022 6:26AM	Candidate Profile
ResumeCV	Delta_123kamp().pdf		Lauren Rivera	Nov 11, 2022 1:05AM	Candidate Profile

In the current version,

Product	Module	Change Type	Valid as Of	Before	After
				<p>was labeled as <i>Send to Printer</i></p> <ul style="list-style-type: none"> The title for the change history table was <i>Candidate History for <user_name></i> 	<ul style="list-style-type: none"> The action button for printing the candidate's change history is labeled as <i>Print</i> The title for the change history table was <i>Change History for <user_name></i>
Recruiting	Candidate Experience	Iconography	2024-05-17	 <p>In the previous version, the footer of Career Site Builder-enabled career sites displayed outdated logos for social media links, including older versions of Facebook, LinkedIn, X (formerly known as Twitter), Xing, YouTube, Instagram, and Pinterest.</p>	 <p>In the current version, the social media icons has been replaced with updated, current logos.</p>
Recruiting	Job Requisition	Text changes	2024-05-17	<p>In the previous version, the button to enhance the job description was labeled as <i>Enhance using AI</i>.</p>	 <p>In the current version, the button to enhance the job description is labeled as <i>Enhance Job Description</i>.</p>
Recruiting	Candidate Experience	Interaction pattern	2024-05-17	 <p>The progress bars in the <i>View Candidate Ratings</i> window were color-coded as seen in the image.</p>	 <p>The progress bars in the <i>View Candidate Ratings</i> window have a single neutral color as seen in the image.</p>

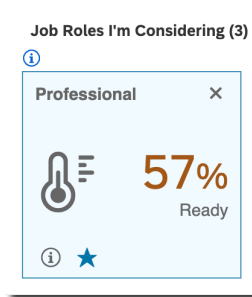
Product	Module	Change Type	Valid as Of	Before	After
Recruiting	Candidate Experience	Interaction pattern	2024-05-17	 <p>In the previous version, the status message was left-aligned.</p>	 <p>In the current version, the status message is center-aligned.</p>
Recruiting	Candidate Experience	Interaction pattern	2024-05-17	 <p>In the previous version, the status message was left-aligned.</p>	 <p>In the current version, the status message is center-aligned.</p>
Recruiting	Candidate Experience	Interaction pattern	2024-05-17	 <p>In the previous version,</p> <ul style="list-style-type: none"> To save and close the <i>Applicant Status Configuration</i> window, the action button was labelled <i>I'm Done</i>. This button was part of the same window. The status message box was right-aligned. 	 <p>In the current version,</p> <ul style="list-style-type: none"> To save and close the <i>Applicant Status Configuration</i>, the action button is labelled as <i>Save and Finish</i>. This button is now independent of the <i>Applicant Status Configuration</i> window. The status message box is center-aligned.
Recruiting	Candidate Experience	Interaction pattern	2024-05-17	 <p>In the previous version, the <i>Save</i> and <i>Cancel</i> buttons were part of the <i>View My Saved Questions</i> window.</p>	 <p>In the current version, the <i>Save</i> and <i>Cancel</i> buttons are made independent within a separate toolbar from the <i>View My Saved Questions</i> window.</p>

Product	Module	Change Type	Valid as Of	Before	After
Recruiting	Candidate Experience	Interaction pattern	2024-05-17	 <p>In the previous version,</p> <ul style="list-style-type: none"> • Under the <i>Create more rating scale</i> table, the <i>Add</i> and <i>Cancel</i> buttons are seen at the bottom-left side of the table. • The <i>Remove rating scale</i> column is the first column in the table. • The <i>Save</i> and <i>Cancel</i> buttons were part of the <i>View My Saved Rating Scales</i> window. 	 <p>In the current version,</p> <ul style="list-style-type: none"> • Under the <i>Create more rating scale</i> table, the <i>Add</i> and <i>Cancel</i> buttons are now seen at the bottom-right side of the table. • The <i>Remove rating scale</i> column is the last column in the table. • The <i>Save</i> and <i>Cancel</i> buttons are made independent within a separate toolbar from the <i>View My Saved Rating Scales</i> window.
Recruiting	Job Requisition	Interaction pattern	2024-05-17	In the previous version, the Copy URL option was displayed next to the posting type on the <i>Job Postings</i> page.	In the current version, the Copy Posting link for a posting type has changed to a toast message at the bottom of the <i>Job Postings</i> page.
Recruiting	Applicant Management	Text changes	2024-05-17	In the previous version, the applicant list page in the redesigned Applicant Management tool included a column called <i>New</i> for systems that enabled multistage applications. The column indicated whether an application was new, not new, or updated since it was last viewed by the person logged in to the page.	In the current version, the column name has changed to <i>Unread</i> .
Recruiting	Candidate Experience	Styling	2024-05-17	Progress Bar Color Update from 3 Different Colors to one Neutral color in all different Modes	 <p>Progress Bar Color Update from 3 Different Colors to one Neutral color in all different Modes</p>

Product	Module	Change Type	Valid as Of	Before	After
Succession & Development	Career Development	Text changes	2024-05-17	 <p>In the previous version, tabs in a mentoring program in Admin Center > Manage Mentoring Programs were all in capital letters.</p>	 <p>In the current version, tabs are in title case. Additionally, messages shown when the list on the Mentors, Mentees, or Matches tab has exceeded the system limit have been consistently changed to the following: The list is incomplete because the number of results exceeds the system limit. You can search by user name to narrow down the list.</p>
Opportunity Marketplace	Opportunity Marketplace	Interaction pattern	2024-05-17	<p>In the previous version, assignment owners and co-owners can view at most 200 assignments in Manage Opportunity Offers > Assignments Owned by Me.</p>	<p>In the current version, assignment owners and co-owners can view more than 200 assignments in Manage Opportunity Offers > Assignments Owned by Me.</p>

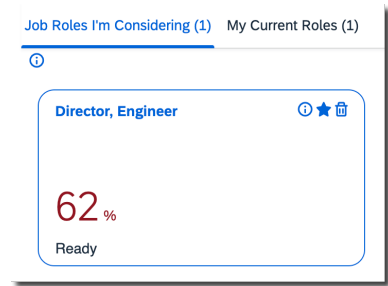
Product	Module	Change Type	Valid as Of	Before	After
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Succession & Development Career Development Interaction pattern 2024-05-17



In the previous version of Career Worksheet, the role card includes the following information:

- Thermometer image
- Role readiness on the right side of the card
- Action icons in the bottom-left corner of the card



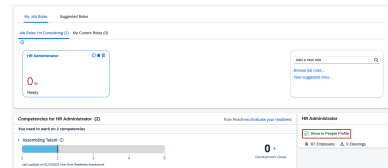
In the current version of Career Worksheet, the role card includes the following information:

- Role readiness in the bottom-left corner of the card
- Action icons in the top-right corner of the card

Succession & Development Career Development Text changes 2024-05-17



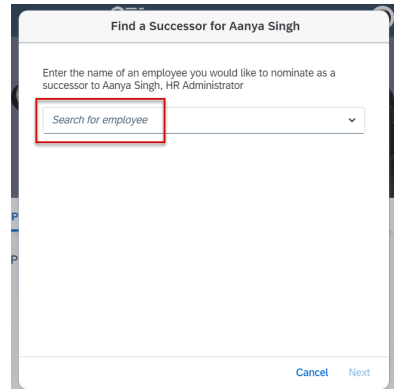
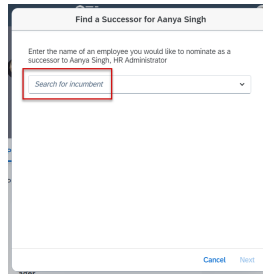
In the previous version of Career Worksheet, the name, tooltip, and confirmation message of the switch for users to show a target role in People Profile were not consistent.



In the current version of Career Worksheet, we've changed the switch name, tooltip, and confirmation message to be consistent.

Product	Module	Change Type	Valid as Of	Before	After
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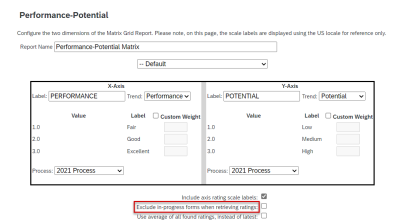
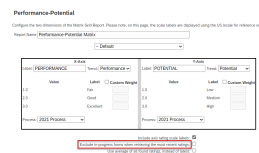
Succession & Development | Succession Planning | Text changes | 2024-05-17



Previously, when you were adding a successor from the *Successors* block in People Profile, the placeholder text for the search field was "Search for incumbent", which could be misleading.

Now, the placeholder text has been changed to "Search for employee".

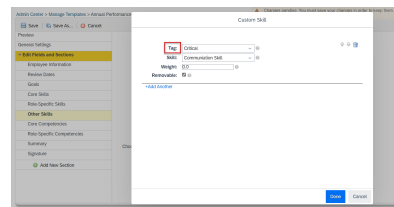
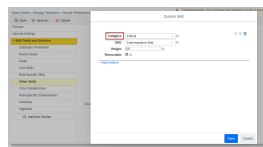
Succession & Development | Succession Planning | Text changes | 2024-05-17



Previously, in the admin tools *Matrix Grid Reports: Performance-Potential* and *Matrix Grid Reports: How vs. What*, there was a setting called *Exclude in-progress forms when retrieving the most recent ratings*.

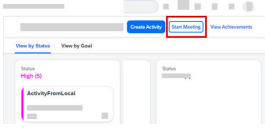
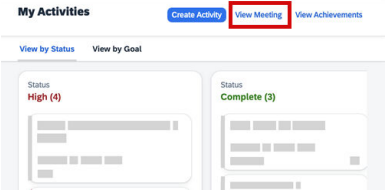
Now, this setting has been renamed to *Exclude in-progress forms when retrieving ratings*. With "the most recent" removed, the label makes it clear that the exclusion works whether the latest rating or the average rating is used.

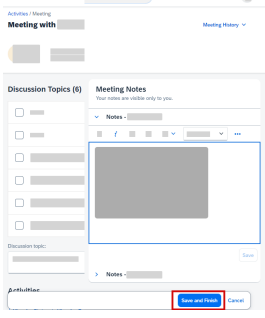
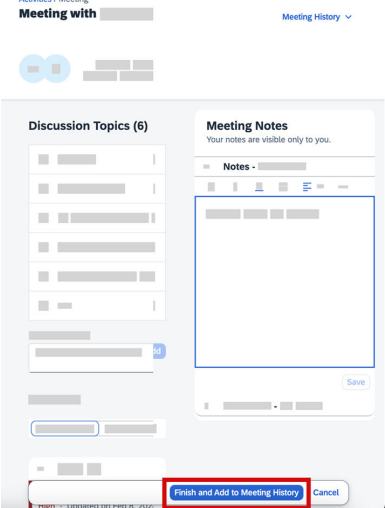
Performance & Goals | Performance Management | Text changes | 2024-05-17




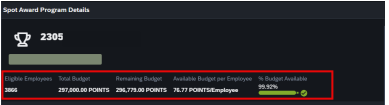


If you've migrated to Talent Intelligence Hub, previously, when you defined custom skills or competencies in *Manage Templates*, the field you used to filter skills or competencies by tags was called *Category*.

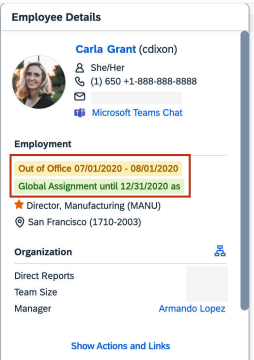
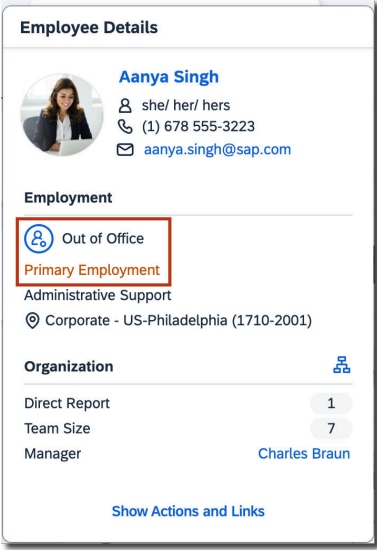
In the current version, the field name has been changed to *Tag* for consistency.


Product	Module	Change Type	Valid as Of	Before	After
Performance & Goals	Continuous Performance Management	Text changes	2024-05-17	 <p>On the Continuous Performance Management Activities view there is a button to allow 1:1 meetings. The previous button label, <i>Start Meeting</i> was not accurate because the user could prepare an agenda and discussion points before starting a meeting. In addition, this was the button used to access <i>Meeting History</i> where previous meetings could be view, but not edited.</p>	 <p>In the current version, the button name has been changed to <i>View Meeting</i> to better describe the action when selected.</p>

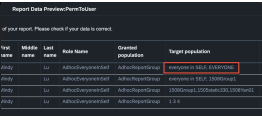
Performance & Goals	Continuous Performance Management	Text changes	2024-05-17	 <p>On the Continuous Performance Management Activities view when someone has completed their 1:1 meeting, <i>Save and Finish</i> was the previous button label. This label could be misleading because once selected, the meeting notes were saved and added to the <i>Meeting History</i> where they couldn't be changed.</p>	 <p>In the current version, the button label name has been changed to <i>Finish and Add to Meeting History</i> to better describe the action when selected.</p>
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Product	Module	Change Type	Valid as Of	Before	After
Platform	Identity and Access Management	Iconography	2024-05-17	 <p>Previously, the target population icon displayed only after parent permissions.</p>	 <p>Now, the target population icon displays after both parent and child permissions.</p>
Compensation	Rewards and Recognition	Interaction pattern	2024-05-17	 <p>Previously, when viewing the <i>Spot Award Program Details</i> in the <i>Manage Spot Award Programs</i> on the <i>Reward and Recognition Admin</i> view in the <i>Admin Center</i>, the award program details only included a number value for <i>Eligible Employees</i> for the award.</p>	 <p>With this release, the <i>Spot Award Program Details</i> for an award program includes:</p> <ul style="list-style-type: none"> • Eligible Employees • Total Budget (for the award program) • Remaining Budget • Available Budget for Employees • % Budget Available <div style="border: 1px solid #ccc; padding: 10px; margin-top: 10px;"> <p>Note</p> <p><i>Eligible Employees</i> are always shown in the <i>Spot Award Program Details</i>, but the additional fields won't be shown if the award doesn't have a budget. For example, if the <i>Program Type</i> is <i>Thank You</i> that has no currency or points.</p> </div>

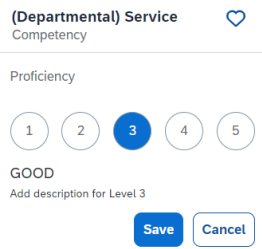
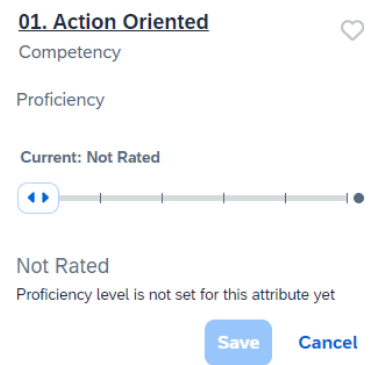
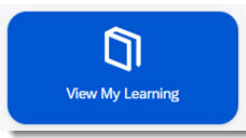

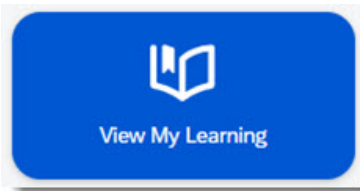

Product	Module	Change Type	Valid as Of	Before	After
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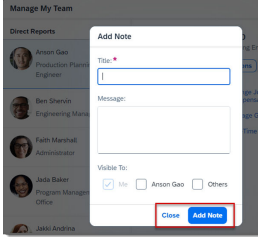
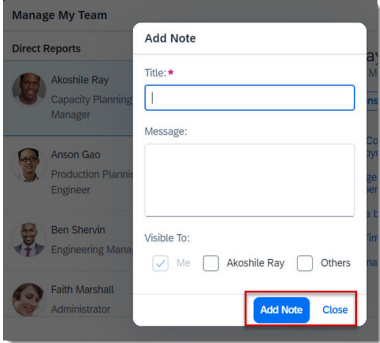
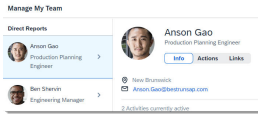
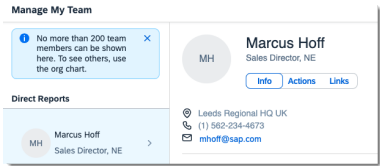
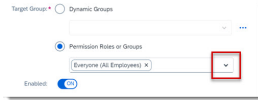
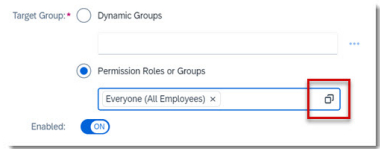

Platform	User Experience	Styling	2024-05-17	 <p>In the previous version of Quickcard, employee's out of office and multiple employments information was shown within tags.</p>	 <p>In the current version of Quickcard, employee's out of office and multiple employments information is shown without tags.</p>
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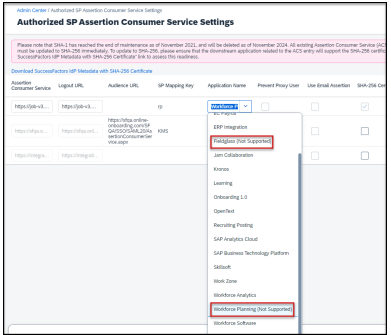
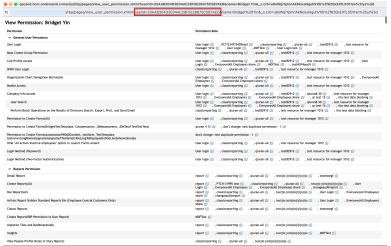

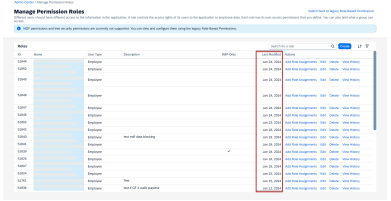
Platform	Documents and Storage	Text changes	2024-05-17	<p>Previously, the unparenthesized part of the label name was Enable Document Management Service</p> 	<p>Now, for better clarity, the unparenthesized part of the label name is Enable Open Text Integration</p>
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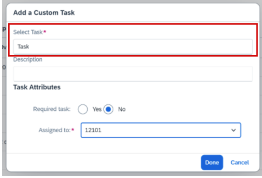
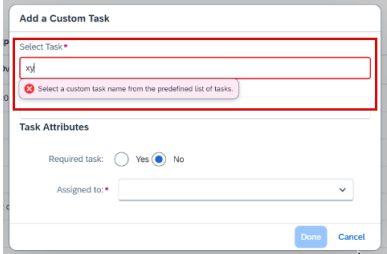
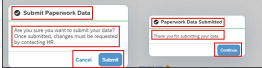
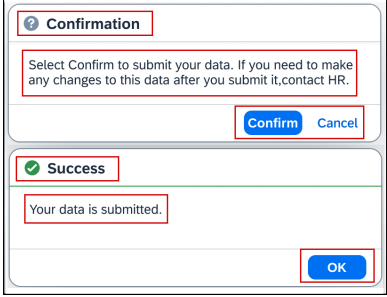
Platform	Identity and Access Management	Text changes	2024-05-17	 <p>Previously, if the target population of a permission role was "everyone in self", it was <i>everyone in SELF, EVERYONE</i> in Table reports, which was confusing.</p>	 <p>Now, we changed the label to simply <i>everyone in SELF</i>.</p>
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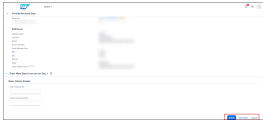

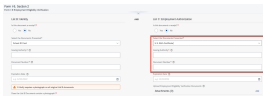
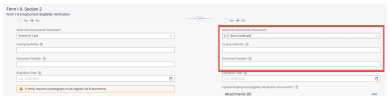
Product	Module	Change Type	Valid as Of	Before	After
Platform	Company Organization Mobile Applications	Text changes	2024-05-17	<p>Previously, there following three settings were available in Admin Center</p> <ul style="list-style-type: none"> ▶ Enable Mobile Features ▶ Mobile Features ⌵: <ul style="list-style-type: none"> • Org Chart • Disable peer display in Org Chart • Disable matrix report counting 	<p>We updated the names and the descriptions to indicate that these settings apply to the legacy org chart only:</p> <ul style="list-style-type: none"> • Legacy org chart • Disable peer display in the legacy org chart • Disable matrix report counting in the legacy org chart
Platform	Company Organization	Text changes	2024-05-17	<p>Previously, there were the following org chart related settings in Admin Center</p> <ul style="list-style-type: none"> ▶ Company System and Logo Settings ⌵: <ul style="list-style-type: none"> • Allow overrides of default display in organization charts (Company Organization Chart and Calibration Organization Chart) • Show Custom Relationships in Company Organization Chart (for Company Organization Chart, Home Page, and Mobile People Profile) • Hide job title in People Search and org charts (Company Org Chart, Calibration Org Chart, and Succession Org Chart) 	<p>Now, we updated the names to indicate that they apply to the legacy org chart only:</p> <ul style="list-style-type: none"> • Allow overrides of default display in org charts (legacy Company Org Chart and Calibration Org Chart) • Show custom relationships in the legacy Org Chart, home page, and mobile People Profile • Hide job title in People Search and org charts (Company Org chart, Calibration Org Chart, and Succession Org Chart)
Platform	Company Organization	Text changes	2024-05-17	<p>We renamed the label for the org chart configuration tab in Admin Center</p> <ul style="list-style-type: none"> ▶ Org Chart Configuration ⌵. <p>Previously, the first tab is called Basic Org Chart.</p>	<p>Now, the tab is renamed to Company Org Chart.</p>

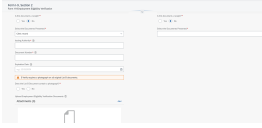
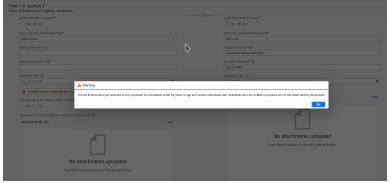
Product	Module	Change Type	Valid as Of	Before	After
Platform	System Management	Text changes	2024-05-17	We enhanced the general threshold control error we displayed for job types that reach the system pre-defined enqueue number in Scheduled Job Manager. Previously, the error message read <i>Unable to run the job request. We can't enqueue the job request at the moment. Please try again later.</i>	Now, it reads <i>Unable to run the job request. Please wait till the current job is completed before submitting a new one.</i>
Platform Opportunity Marketplace	Talent Intelligence Hub Opportunity Marketplace	Interaction pattern	2024-05-17	 <p>In the previous versions, the proficiency levels for attributes were represented in the form of bubbles.</p>	 <p>In the current version, the proficiency levels for attributes are represented in the form of a slider. This change also applies to the scenario in Opportunity Marketplace where applicants view the attribute in the assignment details page.</p>
Platform Learning	User Experience	Iconography	2024-05-17	 <p>Previously, the <i>View My Learning</i> quick action on the home page showed the  (book) icon.</p>	 <p>Now, the <i>View My Learning</i> quick action on the home page shows the  (education) icon.</p>


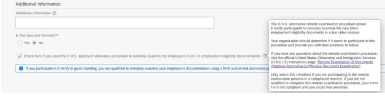
Product	Module	Change Type	Valid as Of	Before	After
Platform	User Experience	Interaction pattern	2024-05-17	 <p>Previously, in the <i>Manage My Team</i> dialog on the home page, the primary buttons to <i>Add Note</i>, <i>Give a badge</i>, and <i>Create Talent Card</i> were on the right.</p>	 <p>Now, in the <i>Manage My Team</i> dialog on the home page, the primary buttons to <i>Add Note</i>, <i>Give a badge</i>, and <i>Create Talent Card</i> are on the left.</p>
Platform	User Experience	Text changes	2024-05-17	 <p>Previously, there was no indication that a maximum of 200 team members can be shown in the <i>Manage My Team</i> dialog on the home page. Managers with teams of more than 200 people expected to see their entire team in the dialog.</p>	 <p>Now, a message is displayed explaining that a maximum of 200 team members can be shown in the <i>Manage My Team</i> dialog on the home page. Managers with teams of more than 200 people are recommended to use the org chart to see their entire team.</p>
Platform	User Experience	Iconography	2024-05-17	 <p>Previously, when selecting the target group for custom content on the home page, you used the ▼ (dropdown) icon.</p>	 <p>Now, when selecting the target group for custom content on the home page, you used the  (value-help) icon.</p>

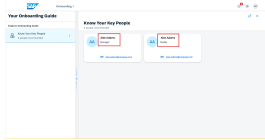
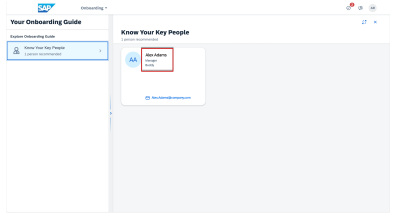
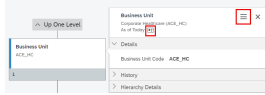


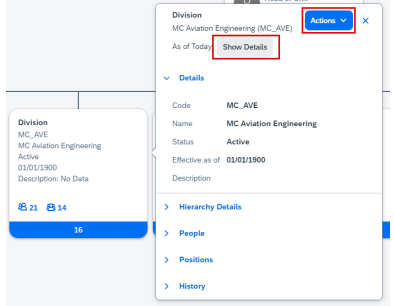
Product	Module	Change Type	Valid as Of	Before	After
Platform	Identity and Access Management	Text changes	2024-05-17	In the previous version, on the Admin Center Authorized SP Assertion Consumer Service Settings Application Name field, the drop-down values Fieldglass and Workforce Planning did not have "(Not Supported)" next to their names.	 <p>In the current version, both of these applications now have "(Not Supported)" next to their names in the drop-down list, to advise that they should not be used.</p>
Platform	Identity and Access Management	Text changes	2024-05-17	Previously, user IDs were displayed in View User Permission URLs.	 <p>Now, user IDs are encrypted in View User Permissions URLs.</p>
Platform	Identity and Access Management	Styling	2024-05-17	Previously, dates were left aligned on the role list page, role details page, and role assignment list page.	  <p>Now, the dates are right aligned on these Role-Based Permissions pages.</p>

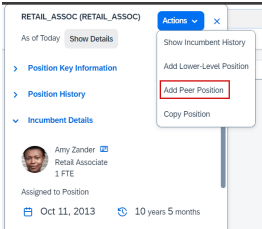
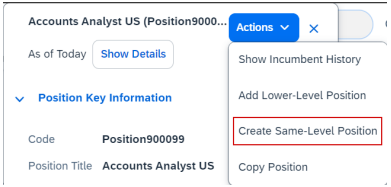
Product	Module	Change Type	Valid as Of	Before	After
Onboarding	Onboarding	Text changes	2024-05-17	 <p>In the previous version, when creating a custom task, you could enter any task name. This action resulted in an error where the new task wasn't linked to a predefined task created in your system.</p>	 <p>In the current version, when creating a custom task, a validation message appears when you enter a task name that isn't in the predefined list of custom tasks. The message prompts you to select a task from the predefined list of tasks.</p>
Onboarding	Onboarding	Text changes Interaction pattern	2024-05-17	 <p>In the previous version, when a new hire entered their information in the <i>Provide Personal Data</i> page and submitted it, the <i>Submit Paperwork Data</i> and <i>Paperwork Data Submitted</i> dialog boxes were displayed along with the corresponding text.</p> <p>Additionally, the <i>Submit Paperwork Data</i> dialog box displayed the <i>Cancel</i> and <i>Submit</i> buttons while the <i>Paperwork Data Submitted</i> dialog box displayed the <i>Continue</i> button.</p>	 <p>In the current version, the title of the <i>Submit Paperwork Data</i> and <i>Paperwork Data Submitted</i> dialog box is modified and the text displayed within the box is improved. Additionally, the buttons that are displayed in both the dialog boxes are changed in order to provide new hires an enhanced experience.</p>

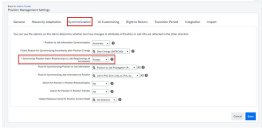
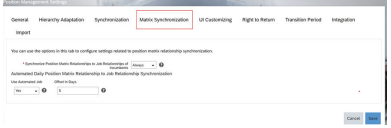
Product	Module	Change Type	Valid as Of	Before	After
Onboarding	Onboarding	Interaction pattern	2024-05-17	 <p>In the previous version, new hires could see the <i>Cancel</i>, <i>Save Draft</i>, and <i>Submit</i> buttons in the footer section of the <i>Provide Personal Data</i> page.</p>	 <p>In the current version, the <i>Cancel</i> button is removed and new hires can only see the <i>Save Draft</i> and <i>Submit</i> buttons in the footer section.</p>
Onboarding	Onboarding	Interaction pattern	2024-05-17	 <p>In the previous version, while completing Section 2 of the Form I-9, if the hiring manager or Onboarding participant selected a School ID Card or a U.S. Birth Certificate as the List B employment eligibility documentation, the <i>Issuing Authority</i> as well as <i>Document Number</i> fields were mandatory.</p>	 <p>In the current version, while completing Section 2 of the Form I-9, if the hiring manager or Onboarding participant selects a School ID Card or a U.S. Birth Certificate as the List B employment eligibility documentation, the <i>Issuing Authority</i> as well as <i>Document Number</i> fields are no longer mandatory.</p>

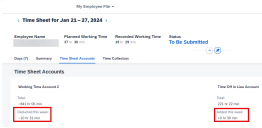
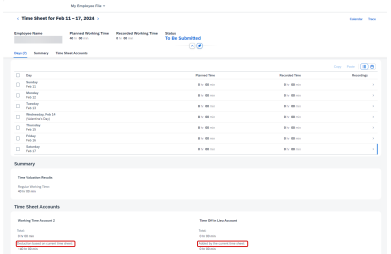
Product	Module	Change Type	Valid as Of	Before	After
Onboarding	Onboarding	Text changes	2024-05-17	 <p>In the previous version, the hiring manager or Onboarding participant could select the following as their list B documentation:</p> <ul style="list-style-type: none"> • School record or report card • Clinic, doctor, or hospital record • Daycare or nursery school record <p>There was no warning associated with these options.</p>	 <p>In the current version, when the hiring manager or Onboarding participant selects one of the following as their List B documentation, they receive a confirmation message before they proceed:</p> <ul style="list-style-type: none"> • School record or report card • Clinic, doctor, or hospital record • Daycare or nursery school record <p>The message warns the new hire that the list B document they selected is only accepted for individuals under 18 years of age and certain individuals with disabilities who are unable to produce any of the listed identity documents.</p>



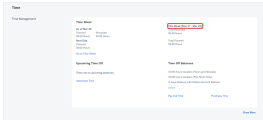
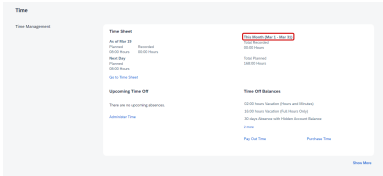
Product	Module	Change Type	Valid as Of	Before	After
Onboarding 1.0	Onboarding 1.0	Text changes	2024-05-17	 <p>In the previous version, when completing Section 2 of the Form I-9, the hiring manager could select a checkbox to use the alternative procedure to remotely examine the employee's Form I-9 employment eligibility documentation. The checkbox text said, "Check here if you used an alternative procedure authorized by DHS to examine documents."</p>	 <p>In the previous version, when completing Section 2 of the Form I-9, the hiring manager could select a checkbox to use the alternative procedure to remotely examine the employee's Form I-9 employment eligibility documentation. The checkbox text now says "Check here if you used the D.H.S. approved alternative procedure to remotely examine the employee's Form I-9 employment eligibility documentation."</p> <p>We also added a tooltip that provides additional information about this process. The tool tip says:</p> <p>The D.H.S. alternative remote examination procedure allows E-Verify participants to remotely examine the new hire's employment eligibility documents in a live video session.</p> <p>Your organization should determine if it wants to participate in this procedure and provide you with best practices to follow.</p> <p>If you have any questions about the remote examination procedure, visit the official United States Citizenship and Immigration Services (U.S.C.I.S) instructions page: Remote Examination of Documents (Optional Alternative to Physical Document Examination)</p> <p>Only select this checkbox if you are participating in the remote examination process in a compliance manner. If you are not qualified to complete this remote examination procedure, your Form I-9 is not compliant and you could face penalties.</p>

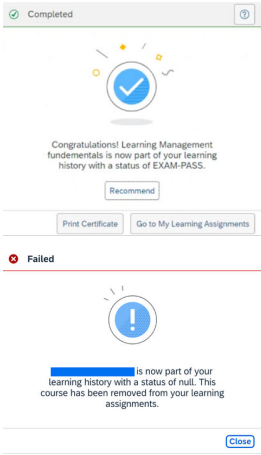
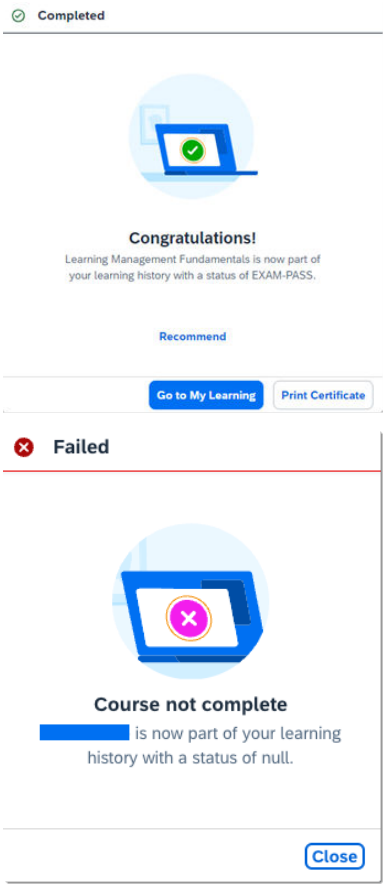
Product	Module	Change Type	Valid as Of	Before	After
Onboarding	Onboarding	Interaction pattern	2024-05-17	 <p>In the previous version, there were multiple cards for the same person on the <i>Know Your Key People to Meet</i> page in the <i>Onboarding Guide</i> when a person was assigned as the <i>Manager, Buddy</i>, or one of the Recommended People.</p>	 <p>In the current version, there is now a single card on the <i>Know Your Key People to Meet</i> page in the <i>Onboarding Guide</i> for a person assigned as the <i>Manager, Buddy</i>, or one of the Recommended People.</p>
Employee Central	Company Organization	Iconography	2024-05-17	 <p>The <i>Show Details</i> and <i>Actions</i> buttons were represented by these icons:</p> <ul style="list-style-type: none"> •  <i>Show Details</i> •  <i>Actions</i> 	 <p>In the current version, the icons have been replaced by buttons to <i>Show Details</i> and for <i>Actions</i>, and are named as such.</p>

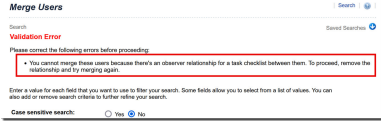
Product	Module	Change Type	Valid as Of	Before	After
Employee Central	Company Organization	Text changes	2024-05-17	 <p>In the previous version, the action was called <i>Add Peer Position</i>.</p>	 <p>Note In the current version, the action is called <i>Create Same-Level Position</i>.</p> <p>Note</p> <ul style="list-style-type: none"> If you don't want the new name to be displayed, you can create a custom text. Please refer to the <i>Text Replacement</i> link given in the related links for more information. If the UI doesn't reflect the change, you've configured a custom text.

Employee Central	Company Organization	Interaction pattern	2024-05-17	 <p>In the previous version, there was no <i>Matrix Synchronization</i> tab on the <i>Position Management Settings</i> UI.</p>	 <p>In the current version, the <i>Matrix Synchronization</i> tab on the <i>Position Management Settings</i> UI gives you access to the position matrix relationship synchronization setting.</p>
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Time Tracking	Time Management	Text changes	2024-05-17	 <p>Previously, the labels in the <i>Time Sheet Accounts</i> section of Time Sheet were <i>Added this week</i> and <i>Deducted this week</i>.</p>	 <p>Now, the labels in the <i>Time Sheet Accounts</i> section of Time Sheet are <i>Added by the current time sheet</i> and <i>Deduction based on current time sheet</i>.</p>
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Product	Module	Change Type	Valid as Of	Before	After
Employee Central	Employee Data	Text changes	2024-05-17	 <p>Previously, the setting from Admin Center > Company System and Logo Settings was Next Person Id Assigned.</p>	 <p>In the current version, the setting from Admin Center > Company System and Logo Settings is Next Employee ID Assigned.</p>
Time Tracking	Time Management	Text changes	2024-05-17	 <p>Previously, the Time Management section of the People Profile only had the label This Week to describe the duration of a time sheet period.</p>	 <p>Now, the Time Management section of the People Profile has the label This Month for monthly time sheets.</p>

Product	Module	Change Type	Valid as Of	Before	After
Learning	Learning	Text changes Interaction pattern Iconography Styling	2024-05-17	 <p>In the previous version, when a learner completed an item, a dialog displayed the completion status with a message and corresponding illustration.</p>	 <p>In the current version, the dialog has improved messages, illustrations, and buttons, where applicable.</p> <p>For example, in the two examples shown here, the messages have been simplified, the corresponding illustrations have been improved, and the label, order, and color of some buttons have been updated. Similar changes have been made to the appearance and messages for all completion status dialogs.</p>

Product	Module	Change Type	Valid as Of	Before	After
Learning	Learning	Interaction pattern	2024-05-17	In the previous version, if the single user merge failed on the <i>Merge User</i> page because of an observer relationship for a task checklist between the primary and secondary users, the system did not display an error message.	 <p>The screenshot shows a 'Merge Users' interface with a search bar and a 'Saved Searches' button. A red-bordered box highlights a validation error message: 'You cannot merge these users because there's an observer relationship for a task checklist between them. To proceed, remove the relationship and try merging again.' Below the error, there is a note: 'Enter a value for each field that you want to use to filter your search. Some fields allow you to select from a list of values. You can also add or remove search criteria to further refine your search.' At the bottom, there are radio buttons for 'Case sensitive search: Yes' and 'No'.</p>
				In the current version, if the single user merge fails on the <i>Merge User</i> page because of an observer relationship for a task checklist between the primary and secondary users, you see an error message.	

Technical Details

Reference Number	KM-18020
Product	<ul style="list-style-type: none"> Recruiting Succession & Development Onboarding Platform Learning Employee Central Onboarding 1.0 Opportunity Marketplace Performance & Goals Time Tracking

Module	<ul style="list-style-type: none"> Job Requisition Career Development Onboarding Identity and Access Management User Experience Documents and Storage Learning Company Organization Time Management Applicant Management Candidate Experience Continuous Performance Management Employee Data Mobile Applications Onboarding 1.0 Opportunity Marketplace Performance Management Succession Planning System Management Talent Intelligence Hub User Experience
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Feature	Applicable to All
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

SAP Fiori for Android 

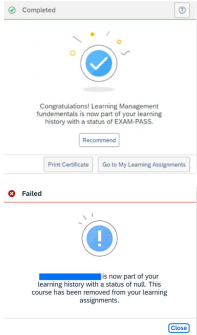
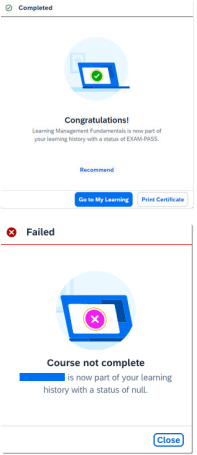
SAP Fiori for Web 


SAP Fiori for iOS 

Text Replacement

2.1.73.1 1H 2024 Visual Changes - Learning

Use this topic to collect the visual changes in your product area. Follow the instructions below to add content.

Product	Module	Change Type	Valid as Of	Before	After
Learning	Learning	Text changes Interaction pattern Iconography Styling	2024-05-17	 <p>In the previous version, when a learner completed an item, a dialog displayed the completion status with a message and corresponding illustration.</p>	 <p>In the current version, the dialog has improved messages, illustrations, and buttons, where applicable.</p> <p>For example, in the two examples shown here, the messages have been simplified, the corresponding illustrations have been improved, and the label, order, and color of some buttons have been updated. Similar changes have been made to the appearance and messages for all completion status dialogs.</p>

Product	Module	Change Type	Valid as Of	Before	After
Learning	Learning	Interaction pattern	2024-05-17	In the previous version, if the single user merge failed on the <i>Merge User</i> page because of an observer relationship for a task checklist between the primary and secondary users, the system did not display an error message.	 <p>In the current version, if the single user merge fails on the <i>Merge User</i> page because of an observer relationship for a task checklist between the primary and secondary users, you see an error message.</p>

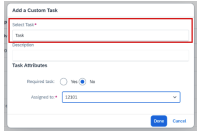
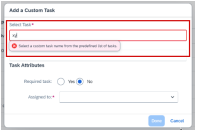
2.1.73.2 1H 2024 Visual Changes - Mobile


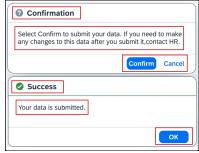
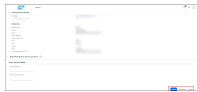

Use this topic to collect the visual changes in your product area. Follow the instructions below to add content.



Product	Module	Change Type	Valid as Of	Before	After


2.1.73.3 1H 2024 Visual Changes - Onboarding



Use this topic to collect the visual changes in your product area. Follow the instructions below to add content.

Product	Module	Change Type	Valid as Of	Before	After
Onboarding	Onboarding	Text changes	2024-05-17	 <p>In the previous version, when creating a custom task, you could enter any task name. This action resulted in an error where the new task wasn't linked to a predefined task created in your system.</p>	 <p>In the current version, when creating a custom task, a validation message appears when you enter a task name that isn't in the predefined list of custom tasks. The message prompts you to select a task from the predefined list of tasks.</p>


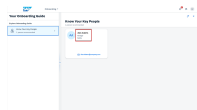
Product	Module	Change Type	Valid as Of	Before	After
Onboarding	Onboarding	Text changes Interaction pattern	2024-05-17	 <p>In the previous version, when a new hire entered their information in the <i>Provide Personal Data</i> page and submitted it, the <i>Submit Paperwork Data</i> and <i>Paperwork Data Submitted</i> dialog boxes were displayed along with the corresponding text.</p> <p>Additionally, the <i>Submit Paperwork Data</i> dialog box displayed the <i>Cancel</i> and <i>Submit</i> buttons while the <i>Paperwork Data Submitted</i> dialog box displayed the <i>Continue</i> button.</p>	 <p>In the current version, the title of the <i>Submit Paperwork Data</i> and <i>Paperwork Data Submitted</i> dialog box is modified and the text displayed within the box is improved. Additionally, the buttons that are displayed in both the dialog boxes are changed in order to provide new hires an enhanced experience.</p>
Onboarding	Onboarding	Interaction pattern	2024-05-17	 <p>In the previous version, new hires could see the <i>Cancel</i>, <i>Save Draft</i>, and <i>Submit</i> buttons in the footer section of the <i>Provide Personal Data</i> page.</p>	 <p>In the current version, the <i>Cancel</i> button is removed and new hires can only see the <i>Save Draft</i> and <i>Submit</i> buttons in the footer section.</p>

Product	Module	Change Type	Valid as Of	Before	After
Onboarding	Onboarding	Interaction pattern	2024-05-17	 <p>In the previous version, while completing Section 2 of the Form I-9, if the hiring manager or Onboarding participant selected a School ID Card or a U.S. Birth Certificate as the List B employment eligibility documentation, the <i>Issuing Authority</i> as well as <i>Document Number</i> fields were mandatory.</p>	 <p>In the current version, while completing Section 2 of the Form I-9, if the hiring manager or Onboarding participant selects a School ID Card or a U.S. Birth Certificate as the List B employment eligibility documentation, the <i>Issuing Authority</i> as well as <i>Document Number</i> fields are no longer mandatory.</p>

Product	Module	Change Type	Valid as Of	Before	After
Onboarding	Onboarding	Text changes	2024-05-17	 <p>In the previous version, the hiring manager or Onboarding participant could select the following as their list B documentation:</p> <ul style="list-style-type: none"> • School record or report card • Clinic, doctor, or hospital record • Daycare or nursery school record <p>There was no warning associated with these options.</p>	 <p>In the current version, when the hiring manager or Onboarding participant selects one of the following as their List B documentation, they receive a confirmation message before they proceed:</p> <ul style="list-style-type: none"> • School record or report card • Clinic, doctor, or hospital record • Daycare or nursery school record <p>The message warns the new hire that the list B document they selected is only accepted for individuals under 18 years of age and certain individuals with disabilities who are unable to produce any of the listed identity documents.</p>



Product	Module	Change Type	Valid as Of	Before	After
Onboarding 1.0	Onboarding 1.0	Text changes	2024-05-17	 <p>In the previous version, when completing Section 2 of the Form I-9, the hiring manager could select a checkbox to use the alternative procedure to remotely examine the employee's Form I-9 employment eligibility documentation. The checkbox text said, "Check here if you used an alternative procedure authorized by DHS to examine documents."</p>	 <p>In the previous version, when completing Section 2 of the Form I-9, the hiring manager could select a checkbox to use the alternative procedure to remotely examine the employee's Form I-9 employment eligibility documentation. The checkbox text now says "Check here if you used the D.H.S. approved alternative procedure to remotely examine the employee's Form I-9 employment eligibility documentation."</p> <p>We also added a tooltip that provides additional information about this process. The tool tip says:</p> <p>The D.H.S. alternative remote examination procedure allows E-Verify participants to remotely examine the new hire's employment eligibility documents in a live video session.</p> <p>Your organization should determine if it wants to partici-</p>


Product	Module	Change Type	Valid as Of	Before	After
					<p data-bbox="1230 289 1421 420">pate in this procedure and provide you with best practices to follow.</p> <p data-bbox="1230 443 1421 951">If you have any questions about the remote examination procedure, visit the official United States Citizenship and Immigration Services (U.S.C.I.S) instructions page: Remote Examination of Documents (Optional Alternative to Physical Document Examination)</p> <p data-bbox="1230 974 1421 1446">Only select this checkbox if you are participating in the remote examination process in a compliance manner. If you are not qualified to complete this remote examination procedure, your Form I-9 is not compliant and you could face penalties.</p>

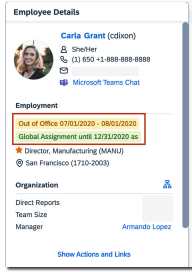
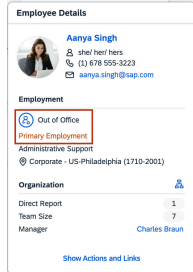
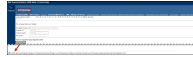
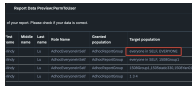

Product	Module	Change Type	Valid as Of	Before	After
Onboarding	Onboarding	Interaction pattern	2024-05-17		
				In the previous version, there were multiple cards for the same person on the <i>Know Your Key People to Meet</i> page in the <i>Onboarding Guide</i> when a person was assigned as the <i>Manager, Buddy</i> , or one of the Recommended People .	In the current version, there is now a single card on the <i>Know Your Key People to Meet</i> page in the <i>Onboarding Guide</i> for a person assigned as the <i>Manager, Buddy</i> , or one of the Recommended People .

2.1.73.4 1H 2024 Visual Changes - Platform

Use this topic to collect the visual changes in your product area. Follow the instructions below to add content.

Product	Module	Change Type	Valid as Of	Before	After
Platform	Identity and Access Management	Iconography	2024-05-17		
				Previously, the target population icon displayed only after parent permissions.	Now, the target population icon displays after both parent and child permissions.

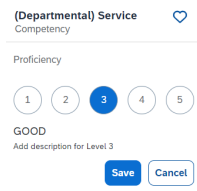
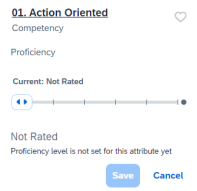
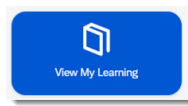
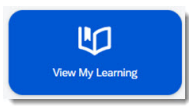


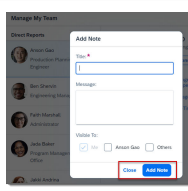
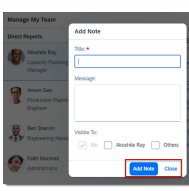
Product	Module	Change Type	Valid as Of	Before	After
Compensation	Rewards and Recognition	Interaction pattern	2024-05-17	 <p>Previously, when viewing the <i>Spot Award Program Details</i> in the <i>Manage Spot Award Programs</i> on the <i>Reward and Recognition Admin</i> view in the <i>Admin Center</i>, the award program details only included a number value for <i>Eligible Employees</i> for the award.</p>	 <p>With this release, the <i>Spot Award Program Details</i> for an award program includes:</p> <ul style="list-style-type: none"> • Eligible Employees • Total Budget (for the award program) • Remaining Budget • Available Budget for Employees • % Budget Available <div style="border: 1px solid #0070c0; padding: 5px; margin-top: 10px;"> <p>Note</p> <p><i>Eligible Employees</i> are always shown in the <i>Spot Award Program Details</i>, but the additional fields won't be shown if the award doesn't have a budget. For example, if the <i>Program Type</i> is <i>Thank You</i> that has no currency or points.</p> </div>

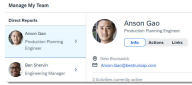
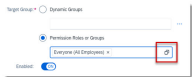
Product	Module	Change Type	Valid as Of	Before	After
Platform	User Experience	Styling	2024-05-17		
				In the previous version of Quickcard, employee's out of office and multiple employments information was shown within tags.	In the current version of Quickcard, employee's out of office and multiple employments information is shown without tags.
Platform	Documents and Storage	Text changes	2024-05-17	<p>Previously, the unparenthesized part of the label name was Enable Document Management Service</p>	 <p>Now, for better clarity, the unparenthesized part of the label name is Enable Open Text Integration</p>
Platform	Identity and Access Management	Text changes	2024-05-17	 <p>Previously, if the target population of a permission role was "everyone in self", it was <i>everyone in SELF</i>, <i>EVERYONE</i> in Table reports, which was confusing.</p>	 <p>Now, we changed the label to simply <i>everyone in SELF</i>.</p>




Product	Module	Change Type	Valid as Of	Before	After
Platform	Company Organization Mobile Applications	Text changes	2024-05-17	<p>Previously, there following three settings were available in Admin Center Enable Mobile Features Mobile Features:</p> <ul style="list-style-type: none"> • Org Chart • Disable peer display in Org Chart • Disable matrix report counting 	<p>We updated the names and the descriptions to indicate that these settings apply to the legacy org chart only:</p> <ul style="list-style-type: none"> • Legacy org chart • Disable peer display in the legacy org chart • Disable matrix report counting in the legacy org chart

Product	Module	Change Type	Valid as Of	Before	After
Platform	Company Organization	Text changes	2024-05-17	<p>Previously, there were the following org chart related settings in Admin Center Company System and Logo Settings:</p> <ul style="list-style-type: none"> • <i>Allow overrides of default display in organization charts (Company Organization Chart and Calibration Organization Chart)</i> • <i>Show Custom Relationships in Company Organization Chart (for Company Organization Chart, Home Page, and Mobile People Profile)</i> • <i>Hide job title in People Search and org charts (Company Org Chart, Calibration Org Chart, and Succession Org Chart)</i> 	<p>Now, we updated the names to indicate that they apply to the legacy org chart only:</p> <ul style="list-style-type: none"> • <i>Allow overrides of default display in org charts (legacy Company Org Chart and Calibration Org Chart)</i> • <i>Show custom relationships in the legacy Org Chart, home page, and mobile People Profile</i> • <i>Hide job title in People Search and org charts (Company Org chart, Calibration Org Chart, and Succession Org Chart)</i>

Product	Module	Change Type	Valid as Of	Before	After
Platform	Company Organization	Text changes	2024-05-17	<p>We renamed the label for the org chart configuration tab in Admin Center > Org Chart Configuration.</p> <p>Previously, the first tab is called <i>Basic Org Chart</i>.</p>	<p>Now, the tab is renamed to <i>Company Org Chart</i>.</p>
Platform	System Management	Text changes	2024-05-17	<p>We enhanced the general threshold control error we displayed for job types that reach the system pre-defined enqueue number in Scheduled Job Manager. Previously, the error message read <i>Unable to run the job request. We can't enqueue the job request at the moment. Please try again later.</i></p>	<p>Now, it reads <i>Unable to run the job request. Please wait till the current job is completed before submitting a new one.</i></p>

Product	Module	Change Type	Valid as Of	Before	After
Platform Opportunity Marketplace	Talent Intelligence Hub Opportunity Marketplace	Interaction pattern	2024-05-17		
				In the previous versions, the proficiency levels for attributes were represented in the form of bubbles.	In the current version, the proficiency levels for attributes are represented in the form of a slider. This change also applies to the scenario in Opportunity Marketplace where applicants view the attribute in the assignment details page.
Platform Learning	User Experience	Iconography	2024-05-17		
				Previously, the View My Learning quick action on the home page showed the  (book) icon.	Now, the View My Learning quick action on the home page shows the  (education) icon.
Platform	User Experience	Interaction pattern	2024-05-17		
				Previously, in the Manage My Team dialog on the home page, the primary buttons to Add Note , Give a badge , and Create Talent Card were on the right.	Now, in the Manage My Team dialog on the home page, the primary buttons to Add Note , Give a badge , and Create Talent Card are on the left.

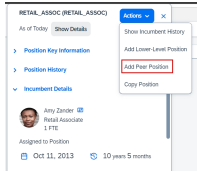
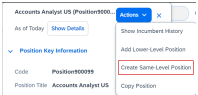
Product	Module	Change Type	Valid as Of	Before	After
Platform	User Experience	Text changes	2024-05-17		
Platform	User Experience	Iconography	2024-05-17		
Platform	Identity and Access Management	Text changes	2024-05-17	<p>In the previous version, on the</p> <ul style="list-style-type: none"> ▶ Admin Center ▶ Authorized SP Assertion Consumer Service Settings ▶ Appication Name ▶ <p>field, the drop-down values Fieldglass and Workforce Planning did not have "(Not Supported)" next to their names.</p>	 <p>In the current version, both of these applications now have "(Not Supported)" next to their names in the drop-down list, to advise that they should not be used.</p>



Product	Module	Change Type	Valid as Of	Before	After
Platform	Identity and Access Management	Text changes	2024-05-17	Previously, user IDs were displayed in View User Permission URLs.	 <p>Now, user IDs are encrypted in View User Permissions URLs.</p>
Platform	Identity and Access Management	Styling	2024-05-17	 <p>Previously, dates were left aligned on the role list page, role details page, and role assignment list page.</p>	 <p>Now, the dates are right aligned on these Role-Based Permissions pages.</p>

2.1.73.5 1H 2024 Visual Changes - Position Management

Use this topic to collect the visual changes in your product area. Follow the instructions below to add content.

Product	Module	Change Type	Valid as Of	Before	After
Employee Central	Company Organization	Iconography	2024-05-17	 <p>The <i>Show Details</i> and <i>Actions</i> buttons were represented by these icons:</p> <ul style="list-style-type: none"> •  <i>Show Details</i> •  <i>Actions</i> 	 <p>In the current version, the icons have been replaced by buttons to <i>Show Details</i> and for <i>Actions</i>, and are named as such.</p>

Product	Module	Change Type	Valid as Of	Before	After
Employee Central	Company Organization	Text changes	2024-05-17	 <p>In the previous version, the action was called <i>Add Peer Position</i>.</p>	 <p>Note</p> <p>In the current version, the action is called <i>Create Same-Level Position</i>.</p> <p>Note</p> <ul style="list-style-type: none"> If you don't want the new name to be displayed, you can create a custom text. Please refer to the <i>Text Replacement</i> link given in the related links for more information. If the UI doesn't reflect the change, you've configured a custom text.

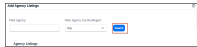
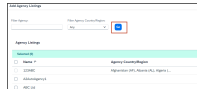
Product	Module	Change Type	Valid as Of	Before	After
Employee Central	Company Organization	Interaction pattern	2024-05-17	 <p>In the previous version, there was no <i>Matrix Synchronization</i> tab on the <i>Position Management Settings</i> UI.</p>	 <p>In the current version, the <i>Matrix Synchronization</i> tab on the <i>Position Management Settings</i> UI gives you access to the position matrix relationship synchronization setting.</p>


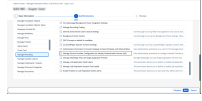
Related Information

[Text Replacement](#)

2.1.73.6 1H 2024 Visual Changes - Recruiting

Use this topic to collect the visual changes in your product area. Follow the instructions below to add content.

Product	Module	Change Type	Valid as Of	Before	After
Recruiting	Job Requisition	Interaction pattern	2024-05-17	 <p>In the previous version, the <i>Add Agency Listings</i> page displayed the <i>Search</i> button to select an agency to post the job.</p>	 <p>In the current version, the <i>Search</i> button on the <i>Add Agency Listings</i> page has changed to <i>Go</i>.</p>

Product	Module	Change Type	Valid as Of	Before	After
Recruiting	Identity and Access Management	Text changes	2024-05-17	 <p>In the previous version, the permission name to configure the Identity Provider (IDP) was <i>Permission to Configure Identity Provider (IDP)</i></p>	 <p>In the current version, the permission is renamed to <i>Manage Service Provider Configuration for Identity Authentication Service (IAS)</i></p>

Product	Module	Change Type	Valid as Of	Before	After
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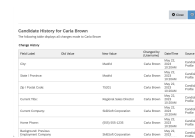
Recruiting Candidate Experience Interaction pattern Text changes 2024-05-17



In the previous version, the action buttons were present on the top right side of the candidate profile window.

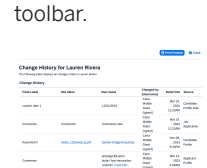


In the current version, the action buttons are placed in the bottom right side of the candidate profile window in an independent toolbar.



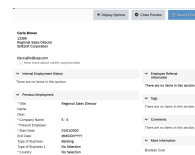
In the previous version,

- The print preview action button was labeled as *Print*.
- The title for the change history table was *Candidate History for <user_name>*



In the current version,

- The print preview action button is labeled as *Print Preview*.
- The title for the change history table is changed to *Change History for <user_name>*



In the previous version, the action button for printing the candidate profile was labeled as *Send to Printer*






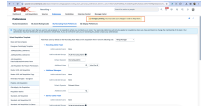


In the current version, the action button for printing the candidate profile is labeled as *Print*.

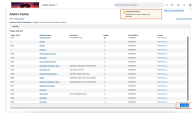







In the previous version,




Product	Module	Change Type	Valid as Of	Before	After
				<ul style="list-style-type: none"> The action button for printing the candidate's change history was labeled as <i>Send to Printer</i> The title for the change history table was <i>Candidate History for <user_name></i> 	<p>In the current version,</p> <ul style="list-style-type: none"> The action button for printing the candidate's change history is labeled as <i>Print</i> The title for the change history table was <i>Change History for <user_name></i>
Recruiting	Candidate Experience	Iconography	2024-05-17	<p>In the previous version, the footer of Career Site Builder-enabled career sites displayed outdated logos for social media links, including older versions of Facebook, LinkedIn, X (formerly known as Twitter), Xing, YouTube, Instagram, and Pinterest.</p>	<p>In the current version, the social media icons has been replaced with updated, current logos.</p>
Recruiting	Job Requisition	Text changes	2024-05-17	<p>In the previous version, the button to enhance the job description was labeled as <i>Enhance using AI</i>.</p>	<p>In the current version, the button to enhance the job description is labeled as <i>Enhance Job Description</i>.</p>

Product	Module	Change Type	Valid as Of	Before	After
Recruiting	Candidate Experience	Interaction pattern	2024-05-17	 <p>The progress bars in the <i>View Candidate Ratings</i> window were color-coded as seen in the image.</p>	 <p>The progress bars in the <i>View Candidate Ratings</i> window have a single neutral color as seen in the image.</p>
Recruiting	Candidate Experience	Interaction pattern	2024-05-17	 <p>In the previous version, the status message was left-aligned.</p>	 <p>In the current version, the status message is center-aligned.</p>
Recruiting	Candidate Experience	Interaction pattern	2024-05-17	 <p>In the previous version, the status message was left-aligned.</p>	 <p>In the current version, the status message is center-aligned.</p>

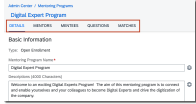
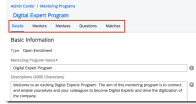
Product	Module	Change Type	Valid as Of	Before	After
Recruiting	Candidate Experience	Interaction pattern	2024-05-17	 <p>In the previous version,</p> <ul style="list-style-type: none"> To save and close the <i>Applicant Status Configuration</i> window, the action button was labelled <i>I'm Done</i>. This button was part of the same window. The status message box was right-aligned. 	 <p>In the current version,</p> <ul style="list-style-type: none"> To save and close the <i>Applicant Status Configuration</i>, the action button is labelled as <i>Save and Finish</i>. This button is now independent of the <i>Applicant Status Configuration</i> window. The status message box is center-aligned.
Recruiting	Candidate Experience	Interaction pattern	2024-05-17	 <p>In the previous version, the <i>Save</i> and <i>Cancel</i> buttons were part of the <i>View My Saved Questions</i> window.</p>	 <p>In the current version, the <i>Save</i> and <i>Cancel</i> buttons are made independent within a separate toolbar from the <i>View My Saved Questions</i> window.</p>

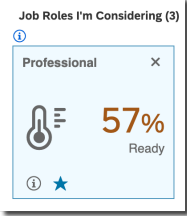



Product	Module	Change Type	Valid as Of	Before	After
Recruiting	Candidate Experience	Interaction pattern	2024-05-17	 <p>In the previous version,</p> <ul style="list-style-type: none"> Under the <i>Create more rating scale</i> table, the <i>Add</i> and <i>Cancel</i> buttons are seen at the bottom-left side of the table. The <i>Remove rating scale</i> column is the first column in the table. The <i>Save</i> and <i>Cancel</i> buttons were part of the <i>View My Saved Rating Scales</i> window. 	 <p>In the current version,</p> <ul style="list-style-type: none"> Under the <i>Create more rating scale</i> table, the <i>Add</i> and <i>Cancel</i> buttons are now seen at the bottom-right side of the table. The <i>Remove rating scale</i> column is the last column in the table. The <i>Save</i> and <i>Cancel</i> buttons are made independent within a separate toolbar from the <i>View My Saved Rating Scales</i> window.
Recruiting	Job Requisition	Interaction pattern	2024-05-17	<p>In the previous version, the Copy URL option was displayed next to the posting type on the <i>Job Postings</i> page.</p>	<p>In the current version, the Copy Posting link for a posting type has changed to a toast message at the bottom of the <i>Job Postings</i> page.</p>

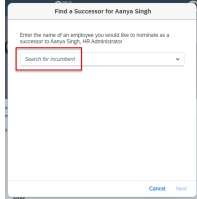
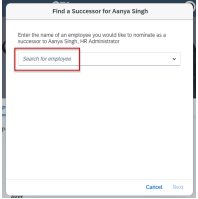


Product	Module	Change Type	Valid as Of	Before	After
Recruiting	Applicant Management	Text changes	2024-05-17	In the previous version, the applicant list page in the redesigned Applicant Management tool included a column called <i>New</i> for systems that enabled multistage applications. The column indicated whether an application was new, not new, or updated since it was last viewed by the person logged in to the page.	In the current version, the column name has changed to <i>Unread</i> .
Recruiting	Candidate Experience	Styling	2024-05-17	Progress Bar Color Update from 3 Different Colors to one Neutral color in all different Modes	 <p>Progress Bar Color Update from 3 Different Colors to one Neutral color in all different Modes</p>

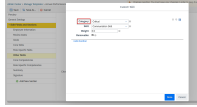
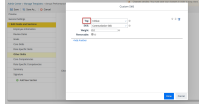
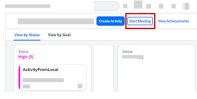
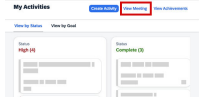
2.1.73.7 1H 2024 Visual Changes - Talent

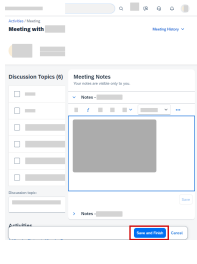
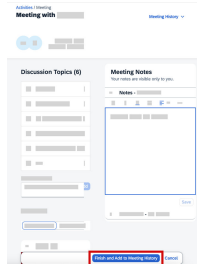
Use this topic to collect the visual changes in your product area. Follow the instructions below to add content.

Product	Module	Change Type	Valid as Of	Before	After
Succession & Development	Career Development	Text changes	2024-05-17	 <p>In the previous version, tabs in a mentoring program in Admin Center Manage Mentoring Programs were all in capital letters.</p>	 <p>In the current version, tabs are in title case. Additionally, messages shown when the list on the Mentors, Mentees, or Matches tab has exceeded the system limit have been consistently changed to the following: The list is incomplete because the number of results exceeds the system limit. You can search by user name to narrow down the list.</p>
Opportunity Marketplace	Opportunity Marketplace	Interaction pattern	2024-05-17	<p>In the previous version, assignment owners and co-owners can view at most 200 assignments in Manage Opportunity Offers Assignments Owned by Me.</p>	<p>In the current version, assignment owners and co-owners can view more than 200 assignments in Manage Opportunity Offers Assignments Owned by Me.</p>

Product	Module	Change Type	Valid as Of	Before	After
Succession & Development	Career Development	Interaction pattern	2024-05-17	 <p>In the previous version of Career Worksheet, the role card includes the following information:</p> <ul style="list-style-type: none"> • Thermometer image • Role readiness on the right side of the card • Action icons in the bottom-left corner of the card 	 <p>In the current version of Career Worksheet, the role card includes the following information:</p> <ul style="list-style-type: none"> • Role readiness in the bottom-left corner of the card • Action icons in the top-right corner of the card
Succession & Development	Career Development	Text changes	2024-05-17	 <p>In the previous version of Career Worksheet, the name, tooltip, and confirmation message of the switch for users to show a target role in People Profile were not consistent.</p>	 <p>In the current version of Career Worksheet, we've changed the switch name, tooltip, and confirmation message to be consistent.</p>

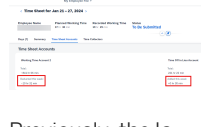
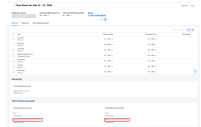


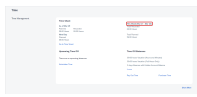
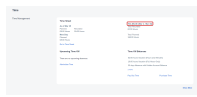
Product	Module	Change Type	Valid as Of	Before	After
Succession & Development	Succession Planning	Text changes	2024-05-17		
				<p>Previously, when you were adding a successor from the Successors block in People Profile, the placeholder text for the search field was "Search for incumbent", which could be misleading.</p>	<p>Now, the placeholder text has been changed to "Search for employee".</p>
Succession & Development	Succession Planning	Text changes	2024-05-17		
				<p>Previously, in the admin tools Matrix Grid Reports: Performance Potential and Matrix Grid Reports: How vs. What, there was a setting called Exclude in-progress forms when retrieving the most recent ratings.</p>	<p>Now, this setting has been renamed to Exclude in-progress forms when retrieving ratings. With "the most recent" removed, the label makes it clear that the exclusion works whether the latest rating or the average rating is used.</p>

Product	Module	Change Type	Valid as Of	Before	After
Performance & Goals	Performance Management	Text changes	2024-05-17		
				<p>If you've migrated to Talent Intelligence Hub, previously, when you defined custom skills or competencies in Manage Templates, the field you used to filter skills or competencies by tags was called Category.</p>	<p>In the current version, the field name has been changed to Tag for consistency.</p>
Performance & Goals	Continuous Performance Management	Text changes	2024-05-17		
				<p>On the Continuous Performance Management Activities view there is a button to allow 1:1 meetings. The previous button label, Start Meeting was not accurate because the user could prepare an agenda and discussion points before starting a meeting. In addition, this was the button used to access Meeting History where previous meetings could be view, but not edited.</p>	<p>In the current version, the button name has been changed to View Meeting to better describe the action when selected.</p>

Product	Module	Change Type	Valid as Of	Before	After
Performance & Goals	Continuous Performance Management	Text changes	2024-05-17		
				<p>On the Continuous Performance Management Activities view when someone has completed their 1:1 meeting, <i>Save and Finish</i> was the previous button label. This label could be misleading because once selected, the meeting notes were saved and added to the <i>Meeting History</i> where they couldn't be changed.</p>	<p>In the current version, the button label name has been changed to <i>Finish and Add to Meeting History</i> to better describe the action when selected.</p>

2.1.73.8 1H 2024 Visual Changes - Time Tracking

Use this topic to collect the visual changes in your product area. Follow the instructions below to add content.

Product	Module	Change Type	Valid as Of	Before	After
Time Tracking	Time Management	Text changes	2024-05-17	 <p>Previously, the labels in the <i>Time Sheet Accounts</i> section of Time Sheet were <i>Added this week</i> and <i>Deducted this week</i>.</p>	 <p>Now, the labels in the <i>Time Sheet Accounts</i> section of Time Sheet are <i>Added by the current time sheet</i> and <i>Deduction based on current time sheet</i>.</p>
Employee Central	Employee Data	Text changes	2024-05-17	 <p>Previously, the setting from Admin Center > Company System and Logo Settings was <i>Next Person ID Assigned</i></p>	 <p>In the current version, the setting from Admin Center > Company System and Logo Settings is <i>Next Employee ID Assigned</i>.</p>
Time Tracking	Time Management	Text changes	2024-05-17	 <p>Previously, the <i>Time Management</i> section of the People Profile only had the label <i>This Week</i> to describe the duration of a time sheet period.</p>	 <p>Now, the <i>Time Management</i> section of the People Profile has the label <i>This Month</i> for monthly time sheets.</p>

2.2 Calibration Session Feature (Multiple Modules)


2.2.1 Autosave Supported in Calibration

Changes made in a few Calibration scenarios are now automatically saved. Previously, users had to save the changes manually.

In the following scenarios, autosave is available and users see a reminder message. If users don't take any action, changes are automatically saved in 15 seconds.
















- Users mark or unmark employees as "discussed".
- Users drag and drop employees within individual bins to change their rankings.
- When comments for changes of ratings are not required, users change ratings of employees in different views.
- When comments for changes of ratings are required, users save comments and close the dialog. In this case, autosave saves any rating changes after 15 seconds of inactivity.

[Sessions](#) Executive Review

Session List / 2024 Annual Calibration Review  You have unsaved changes. Save them now, or they will be automatically saved 15 seconds after your last edit. [X](#)

2024 Annual Calibration Review

Dashboard [List View](#) Potential Risk of Loss Performance vs Potential

<input type="checkbox"/>	Subject	Discussed?	Performance	Potential
<input type="checkbox"/>	 Barry Chen  1 		Good	High
<input type="checkbox"/>	 Cheryl Wang  2 	Yes	Good	High
<input type="checkbox"/>	 Dorris Douglass  2 	Yes	Fair	Medium'
<input type="checkbox"/>	 Harry Wilson  		Good	High
<input type="checkbox"/>	 Henry Fitch  		Fair	Medium'

In addition, unsaved changes are immediately saved when:

- Users open the stack ranker tool to review and adjust multiple employees' ratings.
- Users export or print calibration sessions.
- The session is going to expire in the system.

This new feature is from a [Customer Community Idea](#). We built this feature to reduce risk of accidental data loss and improve user experience.

Technical Details

Reference Number CAL-6442

Product	Performance & Goals
Module	Calibration
Feature	Calibration Session
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Autosave](#)






2.2.2 New Filter Options in Calibration Session

You now have six more filter options to narrow down employees to be displayed in a calibration session.

The new filter options are based on the following rating elements:

- sysOverallPerformance
- sysOverallPotential
- sysOverallCompetency
- sysOverallObjective
- sysOverallCustom1
- sysOverallCustom2

Here's a screenshot of the new filter options you can use to filter employees in a calibration session.

Session List / 2024 Review Actions     

2024 Review

Name: Manager: Title: Country:

Level: Division: Department: Location:

Overall Performance: Overall Potential: Overall Competency: Overall Objective:

Custom1: Discussed?:

This feature is from a [Customer Community Idea](#). It enables more efficient employee searches tailored to users' needs.

Configuration Requirements

- You've configured the rating elements in the *Succession Data Model*.
- You've enabled the rating elements in *Filter Fields* at [Admin Center](#) > [Manage Calibration Settings](#) > [Search and Filter Fields](#).
- You've selected the rating elements in the *Data* tab of a calibration template at [Admin Center](#) > [Manage Calibration Templates](#).

Role-Based Permission Prerequisites

You have the [Administrator](#) > [Manage Calibration](#) > [Manage Calibration Settings](#) permission.

Technical Details

Reference Number	CAL-8733
Product	Performance & Goals
Module	Calibration
Feature	Calibration Session

Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

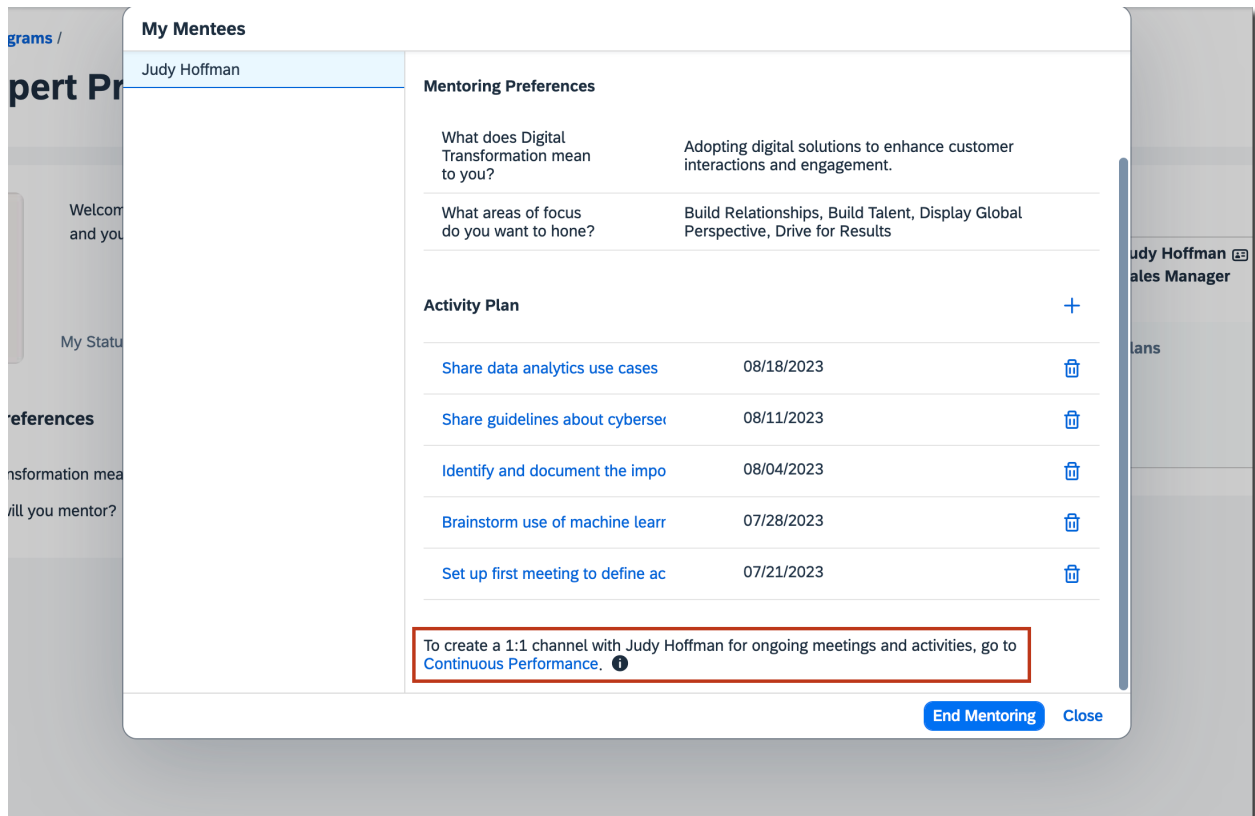
[Filter Options](#)

2.3 Career Development

2.3.1 Access Continuous Performance from Mentoring

Mentors can now access the Continuous Performance page directly from Mentoring to create a 1:1 channel with their mentee for ongoing meetings and activities.

On the mentoring program page, mentors can choose [⋮ \(More\)](#) and [View Mentoring Details](#) on the mentee card to view a mentee's mentoring preferences and activities. We've added a link to Continuous Performance under the [Activity Plan](#) section, as illustrated in the following screenshot.



We built this feature to leverage the meeting channels in Continuous Performance Management that mentors and mentees use to drive their collaboration and track joint goals and activities.

Configuration Requirements

To allow mentors to create a 1:1 channel on the Continuous Performance page, make sure you've met the following prerequisites:

- You have a Performance & Goals license and have enabled Continuous Performance Management.
- Mentors have the [User](#) > [Continuous Performance User Permission](#) > [Access to Continuous Performance Management](#) permission.
- You've enabled the multiple roles support in Continuous Performance Management and configured the respective target population permissions.

Technical Details

Reference Number CDP-22144

Product Succession & Development

Module	Career Development
Feature	Mentoring
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Accessing Continuous Performance from Mentoring](#)
[Understanding Meeting Channels Logic with Continuous Performance Management Multiple Roles Functionality](#)

2.3.2 Change Order of Signup Form Questions

Mentoring administrators and program owners can now change the order of signup form questions when creating or editing a mentoring program.

On the *Signup Form* tab or *Questions* tab of a mentoring program in *Manage Mentoring Programs*, they can choose ^ (*Move Up*) or v (*Move Down*) to adjust the question order as necessary. Here's a screenshot of the feature when editing a mentoring program.

Admin Center / Mentoring Programs
Vision and Strategy Development Program

Details Mentors Mentees **Questions** Pending Requests Matches

You can add, edit, and remove questions for supervised programs before you match participants, and for unsupervised and open enrollment programs before the program is completed. When you add questions, the questions are only applicable to the participants who sign up for the program afterward. When you edit questions, the edited questions are applicable to all participants including those who have signed up for the program and answered questions. The edited questions will be used for reporting. When you remove questions, all participants, previous or new, can't see the questions, but the answers from the previously signed-up participants are still reportable.

Delete Question + Add Question

Question Category	Matching Based On	Questions To Mentor	Questions To Mentee	Key Question	Matching Type	Weight (100)	
Competency	Preferences	What competencies can you offer?	What competencies do you want to learn?	<input type="checkbox"/>	Matched	0 %	^ v
Location	Preferences	Where would you prefer your mentee to be located?	Where would you prefer your mentor to be located?	<input type="checkbox"/>	Matched	0 %	^ v
Free Text		Describe yourself.	Describe yourself.	<input type="checkbox"/>		%	^ v

Cancel Save

This feature is from a [Customer Influence Idea](#). It allows users to easily change the order of the questions, without having to delete them first and add them back.

Technical Details

Reference Number	CDP-23562
Product	Succession & Development
Module	Career Development
Feature	Mentoring
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Creating Mentoring Signup Forms](#)
[Modifying Questions and Matching Rules](#)

2.3.3 Coaching Advisor Now Supported in Latest Development Goals

In the latest version of Development Goals, users can now select predefined content in Coaching Advisor and add it to development goals.

Coaching Advisor is a tool that helps users come up with meaningful advice for developing competencies. It offers mentoring and development suggestions that users can incorporate when creating development goals.

2024 Individual Development Plan / [Create Goal](#)

Create Development Goal

Development Goal: *

499 characters left [Legal Scan](#) [Coaching Advisor](#)

Category:
Development Objectives

Improve	Meets	Exceeds
could improve listening skills	generally good communicator	delivers outstanding presentations
could improve writing quality	generally listens well	enthusiastic public speaker
could prepare better for presentations	generally shares information with team	excellent verbal communicator
could share information more often	good verbal communicator	outstanding writer
disorganized, verbose writing	good writer	promotes candid and open atmosphere
presentations too technical	makes good presentations	reports always accurate, punctual

Close Window

Close Window

We developed this feature to achieve feature parity with the legacy Development Goals.

Configuration Requirements

- The latest Goal Management is enabled.

- Coaching Advisor is enabled in a development goal plan template.

Technical Details

Reference Number	CDP-22195
Product	Succession & Development
Module	Career Development
Feature	Development Objectives
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Supported and Unsupported Features](#)
[Enabling Coaching Advisor](#)

2.3.4 Enhancement to Mentoring Email Notifications

You can now add the [PROGRAM_NAME] token to customize two email notifications: Mentoring Invitation to Additional Mentors and Mentoring Invitation to Additional Mentees. Previously, the token didn't take effect.

This enhancement is from a [Customer Influence Idea](#). The token enables users to go to the mentoring program page directly from an invitation email.

Technical Details

Reference Number	CDP-24290
Product	Succession & Development
Module	Career Development
Feature	Mentoring
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

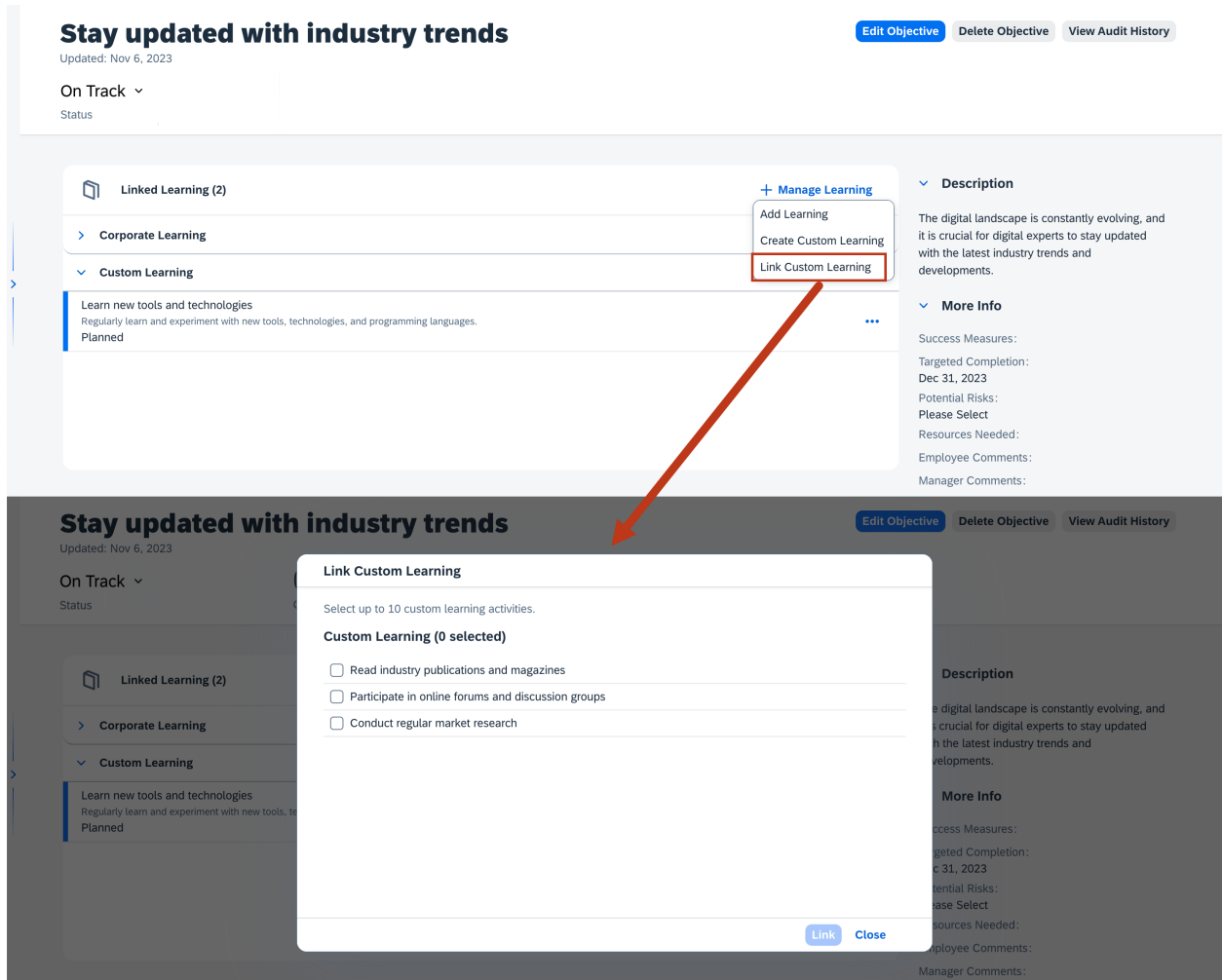
[Email Notifications](#)

2.3.5 Link Learning Activities to Development Goals

Users can now link custom learning activities to development goals in the latest version of Development Goals.

To do that, choose [Manage Learning](#) > [Link Custom Learning](#) on the goal details page. Users can link a maximum of 10 custom learning activities one time, but there's no limit of the total number of learning activities. Linked learning activities are shown in the [Custom Learning](#) subsection of the [Linked Learning](#) section. Additionally, when creating or editing a custom learning activity, users can view associated development goals.

Here's a screenshot of the feature.



Be aware of feature differences between the legacy and latest versions of Development Goals:

- In the legacy version, users link development goals to learning activities when creating or editing a custom learning activity.
- In the latest version, users link learning activities to development goals on the goal details page.

We developed this feature to achieve feature parity with the legacy Development Goals.

Configuration Requirements

- The latest Goal Management is enabled.
- Transcript learning is enabled and users are able to create custom learning activities.
- The `dev_goals` field is configured in the learning activity template.
- Users have read and write permissions to the `dev_goals` field.

Technical Details

Reference Number	CDP-23582
Product	Succession & Development
Module	Career Development
Feature	Development Objectives Learning Activity
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Supported and Unsupported Features](#)
[Learning Activities](#)

2.3.6 New Experience for Career Worksheet

Career Worksheet allows users to manage their current and target roles and associated skills and attributes. Through the redesign of key features and interactions, we've significantly improved users' experience with it.

The new experience starts from Growth Portfolio, where users can preview the information about their current roles and target roles, if any, in the [Roles and Aspirations](#) section. The information includes how long they've held the current role, top three skills and attributes they've already achieved or they need to improve, and their readiness for a role. Choosing the [Explore Career Options](#) button directs users to Opportunity Marketplace where they can explore recommended career roles.

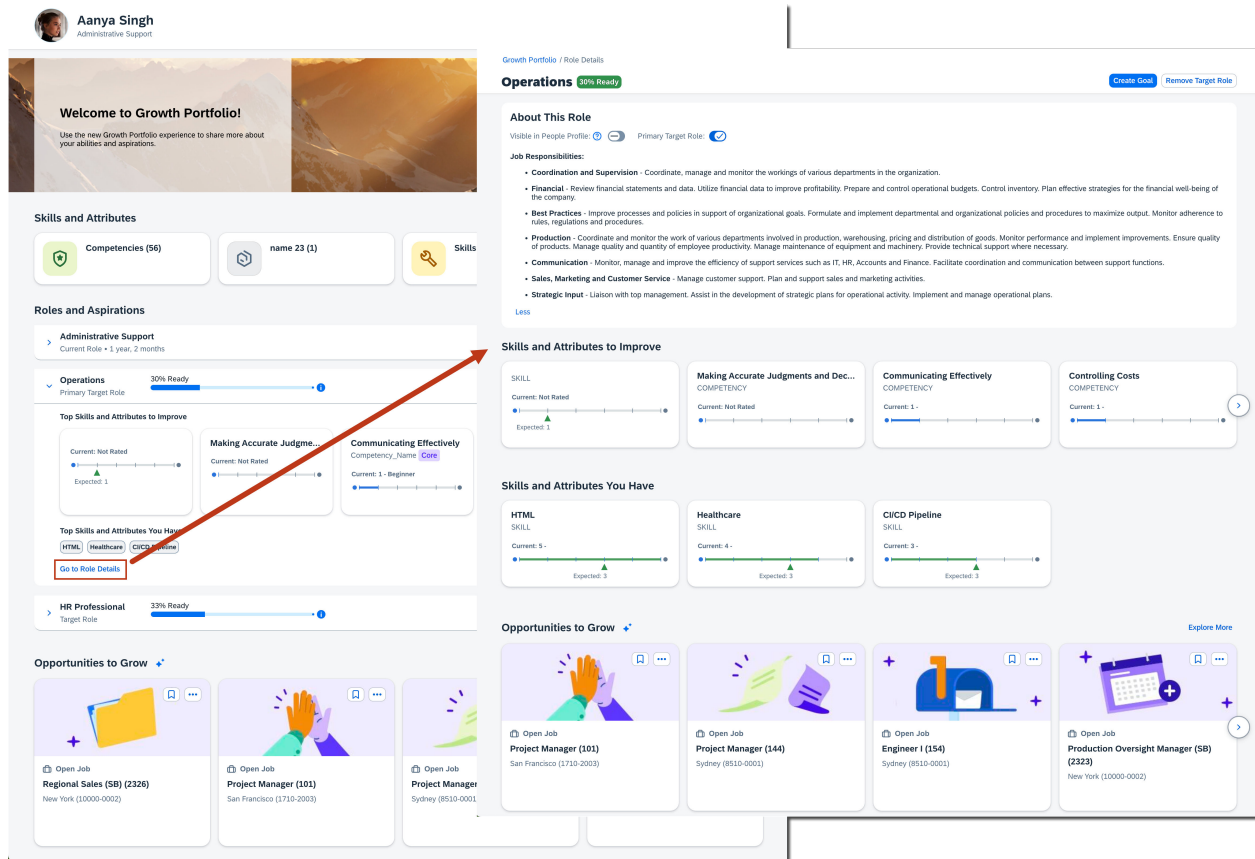
For each role, users can follow the [Go to Role Details](#) link to view more information about the role on the [Role Details](#) page, including the following:

- Description of the job role.
- Skills and attributes they've already achieved or they need to improve.
- Recommendations for the skills and attributes associated with the role, such as learning, open jobs, and mentors.

Users can also perform the following actions specific to a current or target role:

- Create development goals.
- Evaluate role readiness by launching a self assessment form.
- Show or hide a target role in People Profile.
- Set or cancel a target role as the primary role they're considering to move into.

Here's a screenshot of the latest Career Worksheet.



The latest version of Career Worksheet is a powerful platform integrating with multiple SAP SuccessFactors products and modules, such as Growth Portfolio, Opportunity Marketplace, Performance & Goals, and People Profile. With its modernized look and optimized interaction, it empowers users to track their career progress and map out next steps for growth.

Configuration Requirements

To use the latest Career Worksheet, you must have enabled the following product and features:

- Career Worksheet V12
- Talent Intelligence Hub, including Growth Portfolio
- SAP SuccessFactors Opportunity Marketplace

To enable the latest Career Worksheet, go to Upgrade Center and upgrade to the latest version. Make sure that you're clear about the effects of the upgrade and feature differences. For details, refer to the latest Career Worksheet documentation in Related Information.

Technical Details

Reference Number	CDP-23747
Product	Succession & Development
Module	Career Development
Feature	Career Worksheet
Action	Recommended
Enablement	Customer configured
Link to Demo	Latest Career Worksheet
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

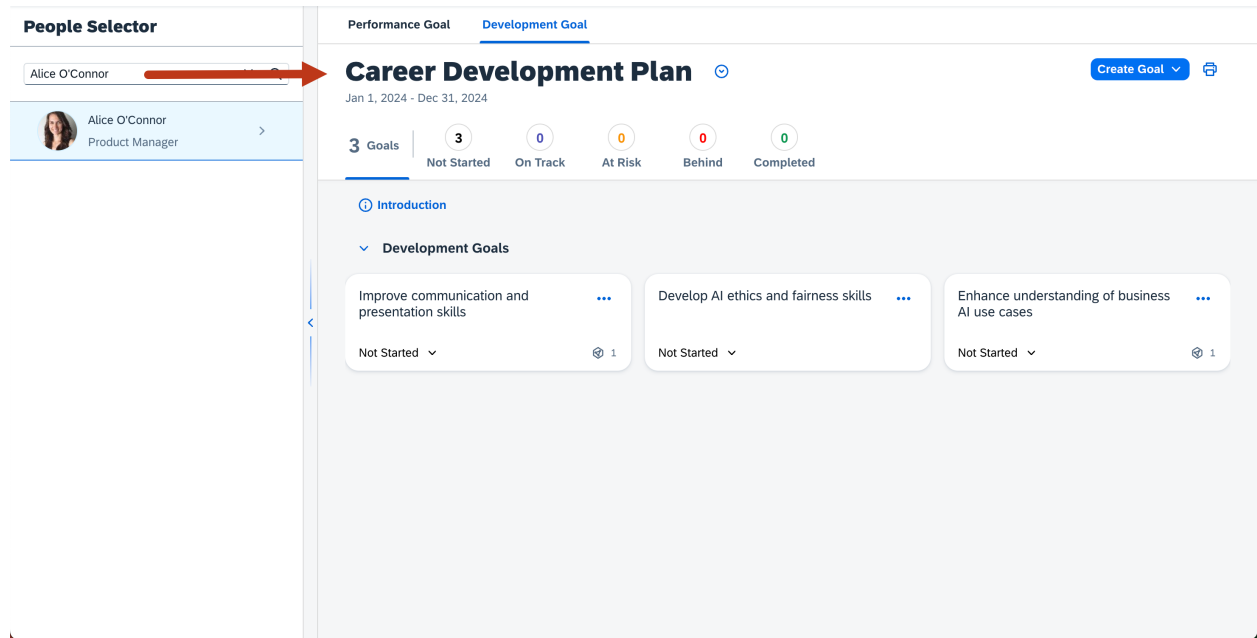
Related Information

[Overview of Latest Career Worksheet](#)
[Redesigned Growth Portfolio Landing Page \[page 132\]](#)

2.3.7 New Role Available for Managing Development Goals

Talent administrators or similar roles in your organization can now manage an employee's development goals directly in the employee's development goal plan.

After development goal plan templates have been configured, talent administrators with proper role-based permissions can use *People Selector* to search for a particular employee within their target population. They can then perform various actions on the employee's goals, such as viewing, creating, and deleting goals. Here's a screenshot of the feature.



This new feature is from [Customer Community Idea 260823](#) and [Customer Community Idea 203504](#). It enables talent administrators or similar roles, who aren't an employee's manager or HR representative, to oversee and manage an employee's development goals in a more holistic way.

Configuration Requirements

You've configured desired action and field permissions for the new role, TA, in development goal plan templates.

- Supported action permissions are `private-access`, `create`, `delete`, `move`, and `share`. In this example, talent administrators can view an employee's development goals.

```
<permission for="private-access">
  <description>Talent administrators can view unshared or private goals.</
description>
  <role-name>TA</role-name>
</permission>
```

- Supported field permissions are `none`, `read`, and `write`. In this example, talent administrators can view specified fields of development goals.

```
<field-permission type="read">
```

```

<description>Talent administrators can view name, description, metric, start
date, due date, and competencies of goals.</description>
<role-name>TA</role-name>
<field refid="name"/>
<field refid="desc"/>
<field refid="metric"/>
<field refid="start"/>
<field refid="due"/>
<field refid="competency"/>
</field-permission>

```

Role-Based Permission Prerequisites

- Talent administrators have the [User](#) > [General User Permission](#) > [Company Info Access](#) > [User Search](#) permission and a defined target population.
- Talent administrators have access permission to development goal plan templates granted in [User](#) > [Goals](#) > [Goal Plan Permissions](#) and a defined target population.
- Talent administrators have the [Administrator](#) > [Manage Career Development](#) > [Manage User's Development Goals](#) permission and a defined target population.

Technical Details

Reference Number	CDP-23559
Product	Succession & Development
Module	Career Development
Feature	Development Objectives
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024

Valid as Of 2024-05-17

Latest Document Revision 2024-04-12

Related Information

[Roles in Goal Plans](#)

2.3.8 Role Details of Current Job Role Available in Career Worksheet

Users can now view the role details of their current job role in Career Worksheet.

By choosing the ⓘ (*Information*) icon on the role card in ► *Career Worksheet* ► *My Job Roles* ► *My Current Roles* ►, they can view the role details, including the responsibilities and expectations associated with the current role.

Here's a screenshot of the feature.

The screenshot displays the 'My Job Roles' section with a sub-tab for 'Suggested Roles'. Under 'My Current Roles (1)', the 'Junior Developer' role is highlighted. A red box around an information icon (i) in the top right corner of the role card triggers a 'Role Details' modal window. This modal provides a 'Job Description' with a list of responsibilities: 'Support all phases of a project such as planning, execution and result monitoring', 'Coordinate project activity and facilitate staff and matrix partners' meetings', 'Develop and maintain policies relating to department operations', 'Offer technical assistance to associates', 'Review project analysts' work for accuracy and completeness', and 'Lead initiatives and special assignments'. Below the modal, a 'Print' button is visible. In the background, the 'Junior Developer' card shows it was held for '9 years, 11 months' at 'ACE Enterprises' in 'Orlando, Florida'. Below this, the 'Attributes for Junior Developer (1)' section shows 'You need to work on 0 attributes' and 'You have met 1 attributes' with a green checkmark. One attribute, 'Basic Java thinking', is shown with a competency bar that is nearly full, indicating a high level of proficiency. The bar is labeled 'Competency' and has a scale from 0 to 2. A note at the bottom of the attribute section states 'Last updated on 03/18/2024 from Growth Portfolio'.

This feature is from a [Customer Influence Idea](#). It provides an easier way for users to access critical details of their current role and required skills and competencies.

Technical Details

Reference Number	CDP-23612
Product	Succession & Development
Module	Career Development
Feature	Career Worksheet
Action	Info only

Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Career Worksheet](#)

2.3.9 Trained Model Metrics of Role Recommendations Available in Career Explorer



You can now check the trained model metrics of role recommendations in Career Explorer.

When an AI model is trained successfully, the following metrics are available in the [Manage People Connection Integration](#) admin tool:

- Average hit rate: Average percentage of users with correct recommendations. For example, the item selected by a user is inside the top-k recommended items.
- Coverage: Percentage of items that the model is able to recommend. For example, among all 1000 items on a website:
 - 1% coverage for a pure popularity recommender that always recommends the top 10 popular items.
 - 100% coverage for a pure random recommender that randomly recommends all the items.

Here's a screenshot of the feature.

Manage People Connection Integration

Process 	Latest Status 	Last Successful Start Time	Last Successful End Time	Start Time	End Time	Details
Data Sync	successful	Mar 14, 2024 12:43PM	Mar 14, 2024 12:43PM	Mar 14, 2024 12:43PM	Mar 14, 2024 12:43PM	No Details
Data Training	successful	Mar 14, 2024 11:49AM	Mar 14, 2024 12:49PM	Mar 15, 2024 11:49AM	Mar 15, 2024 11:49AM	No Details



Data Quality Report

The report shows the parameters of your tenant data that determine how quality the data is.

 Number of Positions	2444
 Number of Pairs	2570
 Number of Employees	2444
 Position Data Quality	1
 Data Sparsity	0.9995697402503475
 Sparsity Threshold	0.9995908346972177
 Employee-Position Ratio	1
 Employee Data Quality	1
 Recommended Roles	Ready for Use
 Recommended Career Paths	Ready for Use

Trained Model Metrics

The metrics are used to evaluate trained models. They are available only when a model is trained successfully.

 Average Hit Rate	99%
 Coverage	97%

These metrics can offer you insights into the performance and reliability of our trained models. You can leverage this information to make informed decisions regarding the use of role recommendations in your organization.

Role-Based Permission Prerequisites

You have the [Administrator](#) > [People Connection](#) > [Manage People Connection Integration](#) permission.

Technical Details

Reference Number	PLM-437
Product	Succession & Development
Module	Career Development SAP Business AI
Feature	Career Explorer
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability

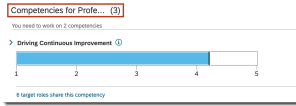
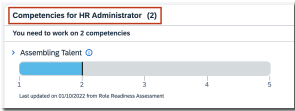
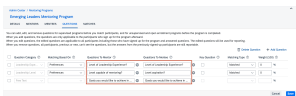
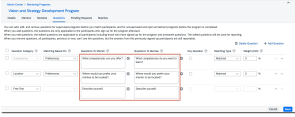
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Career Explorer](#)
[Enabling Career Explorer](#)

2.3.10 User Experience Enhancements in Career Development

We've made some user experience enhancements to the *Career Worksheet*, *Mentoring*, and *Career Explorer* features.

Feature	Before	After	Note
Career Worksheet	<p>Most job role names were truncated in the title of the competencies section.</p> 	<p>The title, adaptive to the screen size, can accommodate longer job role names without truncating them.</p> 	This enhancement is from a Customer Influence Idea .
Mentoring	<p>In <i>Manage Mentoring Programs</i>, the fields provided limited space for Mentoring administrators and program owners to enter signup form questions.</p> 	<p>In <i>Manage Mentoring Programs</i>, the question fields provide more space to enter and show content.</p> 	This enhancement is from a Customer Influence Idea .

Feature	Before	After	Note
Career Explorer	A recommended job role could be recommended to users again in the onward layers of the same career path.	A recommended job role will never be recommended to users again in the onward layers of the same career path.	
Career Explorer	The reason why the roles in the second and onward layers are recommended was phrased as follows: {Role name} is recommended to you based on the following recommended job role: {Role name}	The phrasing is made more specific: {Role name} is recommended to you because it's a common job role that people often transition into from {role name}.	

We made these enhancements to improve user experience in Career Development.

Technical Details

Reference Number	CDP-23940
Product	Succession & Development
Module	Career Development
Feature	Career Worksheet Mentoring Career Explorer
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Career Worksheet](#)

[Mentoring](#)

[Career Explorer](#)

2.3.11 View Employee's Career Opportunities in Career Explorer

With the [View User's Career Opportunities in Career Explorer](#) permission, you can now view an employee's recommended job roles and career paths in Career Explorer.

You can search for specific employees in your target population and view their career opportunities. However, the permission doesn't allow you to add a recommended role as a target role or remove any role on their behalf. To switch back to your own view, clear the user name in the search box. Here's a screenshot of the feature.

The screenshot displays the Career Explorer interface. At the top, it says "Career Explorer" and provides a brief description: "By leveraging machine learning, Career Explorer recommends career opportunities to you based on the career paths of people who are similar to you in your organization. Visit this page in a regular cadence to explore job roles, view job profiles, and learn about the reasons why the roles are recommended to you." Below this, it indicates "Data last updated on 01/25/2023". A search box contains the text "Tramier, Position_00...". A red arrow points from the search box to a card for "Tramier Atsushi", an MC Automotive Engineer. This card shows "3 recommended roles". A tree structure of recommended roles is displayed to the right, including:

- MC Administrator (122 current employees in this role, 3 recommended roles)
- MC Finance Manager (165 current employees in this role, 3 recommended roles)
- Job Code US_U1 (Full time) (US_U1) (130 current employees in this role, 2 recommended roles)
- MC Automotive Engineering Manager (8 current employees in this role)
- Job Code US_U1 (Full time) (US_U1) (660 current employees in this role, 2 recommended roles)
- Job Code DE_00 (DE_00) (130 current employees in this role, 2 recommended roles)
- MC Automotive Engineer (415 current employees in this role, 2 recommended roles)
- Job Code US(Payroll Accountant) (US_02) (24 current employees in this role, 1 recommended role)

We built this feature to allow customers to review AI-driven recommendations before they grant the feature access to employees.

Configuration Requirements

You need to configure permissions to use the feature. See [Role-Based Permission Prerequisites](#).

Role-Based Permission Prerequisites

- You have the [User](#) > [Career Development Planning](#) > [View User's Career Opportunities in Career Explorer](#) permission and a defined target population.
- You have the [User](#) > [General User Permission](#) > [Company Info Access](#) > [User Search](#) permission and a defined target population.

Technical Details

Reference Number	PLM-438
Product	Succession & Development
Module	Career Development SAP Business AI
Feature	Career Explorer
Action	Info only
Enablement	Customer configured
Link to Demo	View Other User's Recommended Roles with Assigned Permission
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12


Related Information

[Enabling Career Explorer](#)

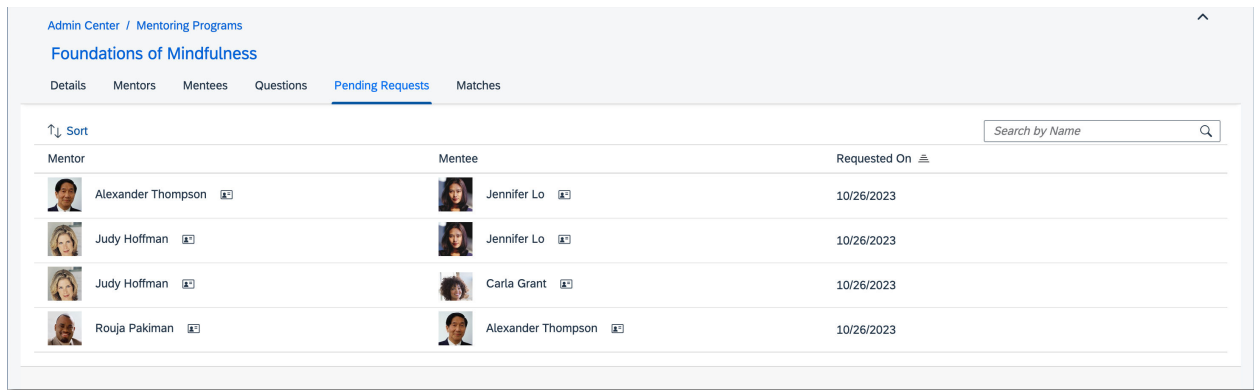
2.3.12 View Pending Mentoring Requests









On the *Pending Requests* tab in *Manage Mentoring Programs*, mentoring administrators and program owners can view the pending mentoring requests sent by mentees to mentors.


The tab is available for open enrollment and unsupervised programs only. For open enrollment programs, it's shown when a program is in progress; and for unsupervised programs, it's shown when a program is in the mentee signup stage or in progress.

Administrators and program owners can view mentors, mentees, and requested dates in a table view. They can also view an employee's details by choosing  (*business card*) beside the name, sort the table by column headers, and search for users by name.

Here's a screenshot of the feature.



Mentor	Mentee	Requested On
Alexander Thompson 	Jennifer Lo 	10/26/2023
Judy Hoffman 	Jennifer Lo 	10/26/2023
Judy Hoffman 	Carla Grant 	10/26/2023
Rouja Pakiman 	Alexander Thompson 	10/26/2023

This feature is from a [Customer Influence Idea](#) . It enables administrators to identify and address blockers in mentoring programs more efficiently.

Technical Details

Reference Number	CDP-23561
Product	Succession & Development
Module	Career Development
Feature	Mentoring
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability

Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Viewing Pending Mentoring Requests](#)

2.4 Compensation

2.4.1 Change to How Employee Local Currency for Reward and Recognition Awards Is Checked

This feature is necessary when the company's instance includes both Employee Central users and employees recorded outside of Employee Central. The system now identifies the employee's local currency for a Reward and Recognition awards program by the employee rather than the company.

When creating a Reward and Recognition award program, the local currency selector uses the information from Employee Central and if Employee Central isn't enabled, pulls the local currency information from the user data file (UDF). With this release, the system checks the local currency by starting at the employee (user) level and not whether the company has Employee Central enabled.

This feature allows for awards programs in Reward and Recognition to identify the local currency for an awardee when a company instance has some employee records in Employee Central while other employees are recorded outside of Employee Central.

What's Changed

How It Works Now

With this release, the system checks at the employee level rather than the company level for identifying the local currency for an award program, accommodating Employee Central users and non-Employee Central users in the same instance.

How It Worked Before

Previously, the system checked whether the company is Employee Central enabled. If the company wasn't, only then would the user data file (UDF) be used. When the company instance included both Employee Central and non-Employee Central users, an error would occur because both types were in the instance.

Technical Details

Reference Number	RNR-6708
Product	Compensation
Module	Compensation
Feature	Reward and Recognition
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version 1H 2024	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Setting the Currency Configuration for Award Programs](#)

2.4.2 Compensation and Job Information Publish with Centralized Services

Centralized services now support publishing of Job Information and Compensation Information data from Compensation to Employee Central.

There are a few behavior changes from the previous version:

- **Cross-Entity Rules in the Compensation Publish**

In the previous version, if Compensation Information with Pay Component Recurring and Job Information were published together, and if there was a cross-entity rule from one entity to another, this resulted in two records being created for the target entity of the rule: one record originating from the publish and one record originating from the rule.

In the new version, because Job Information and Compensation Information with Pay Component Recurring are processed together, cross-entity rules can directly update other records within the transaction and read values from other records within the transaction. This means that changes from the compensation worksheet and changes made by cross-entity rules will end up in one and the same record after the publish.

- **Event Reason Derivation in the Compensation Publish**

In the previous version, when Compensation Information and Job Information were published together, there may have been different event reasons for each entity.

In the current version, there are changes to the way that event reasons are derived and propagated.

If Job Information and Compensation Information are published together, Centralized services follow the same behavior as in Manager Self-Service transactions. This means that the Job Information event reason may override the event reason in the Compensation Information record. Likewise, if no Job Information event reason was selected when creating the promotion, and no onSave rule sets the event reason in Job Information, the Compensation Information event reason may be propagated to Job Information. After the publish, both newly created records in Employee Central will have the same event reason.

- **Forward Propagation of Changes to Compensation Information**

Since the *Enable forward propagation of Compensation Information changes when publishing from Compensation to Employee Central* setting in the Compensation Plan Advanced Settings is now obsolete, changes made to Compensation Information and/or Pay Component Recurring are always forward propagated, if applicable.

Employee Central using Centralized services targets consistency regarding system behavior, validations, functionalities across UIs, imports, and APIs.

Configuration Requirements

As an administrator, if you need to opt out of the feature, the setting for this feature is ► [Admin Center](#) ► [Compensation Home](#) ► [Actions for All Plans](#) ► [Company Settings](#) ► [Enable Compensation Publish to Employee Central through the Centralized Services Integration](#) ►.

When you enable this setting, the legacy settings *Publish Job Information before Compensation Information* and *Enable forward propagation of Compensation Information changes when publishing from Compensation to Employee Central* are no longer relevant. These settings are on ► [Admin Center](#) ► [Compensation Home](#) ► [<Template Name>](#) ► [Plan Setup](#) ► [Advanced Settings](#) ► page.

What's Changed

- Enable Sub Jobs for Mass Update Optimization (Compensation and Total Compensation)
- Enable Sub Jobs for Mass Create Optimization (Compensation and Total Compensation)
- Enable Sub Jobs For Statement Generation Optimization (Compensation, Variable Pay & Total Compensation) ?
- Enable Compensation Publish to Employee Central through the Centralized Services Integration ?
- Disable the latest "My Forms" page ?
- Enable Employee-Level Target Population for Admin Bulk Print Statement

Compensation

How It Looks Now

In the current version, you use the [▶ Enable Compensation Publish to Employee Central through the Centralized Services Integration ▶](#) setting to enable publish using Centralized services.

In the previous version, settings in [▶ Admin Center ▶ Company and Logo Settings ▶](#) were used to enable publish compensation data through Centralized services. The two settings used in the previous version are:

- [Enable Centralized Services to Publish Compensation Promotion Data](#)
- [Enable Centralized Services for Integrations with Employee Central Compensation \(Applicable only for saving changes from SAP SuccessFactors Compensation\)](#)

Technical Details

Reference Number	CMP-29135
Product	Compensation Employee Central
Module	Compensation Variable Pay Employee Data
Feature	Compensation Worksheet
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major

Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Publishing Compensation Data To Employee Central](#)
[Event Reason Derivation Business Rules](#)


2.4.3 Enable the Approver of a Reward and Recognition Award to Change the Award Amount


When enabled by an administrator for Reward and Recognition, during the workflow approval for an award, an approver can change the amount of the award.

Organizations want to encourage timely peer-to-peer recognition for outstanding company contributions or participation in special projects. Awards given are subject to budget, eligibility, guidelines, and an approval process. Although guidelines and suggested award amounts can be configured for award programs, the approver should be provided an option to edit award amounts before approving awards.

This enhancement is from a [Customer Influence Idea](#) .

Configuration Requirements

- You have implemented and enabled Reward and Recognition.
- You have created award programs and configured the approval workflows.
- Go to [Admin Center](#) > [Tools](#) > [Configure Object Definitions](#) . On the first search field, enter *Object Definition* and for the second search field, enter the *<award name>*. Select the *Details* button for the *awardAmount* row. Verify that the *Visibility* is *Editable*.

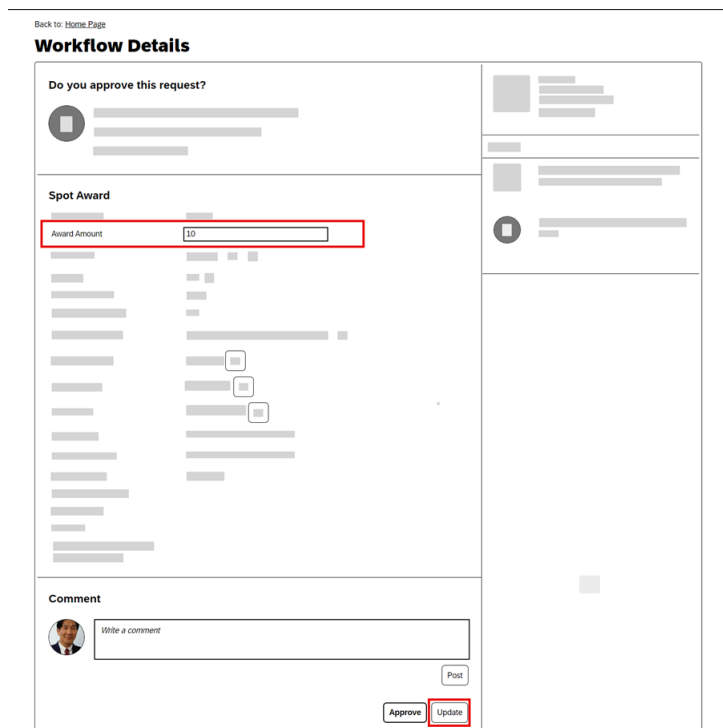
The administrator goes to [Admin Center](#) > [Tools](#) > [Manage Organization, Pay and Job Structure](#)  and for the first search field, enters *Workflow* and for the second search field, enters the *<award name>*. On *Take Action*, select *Make Correction* to make the workflow editable. For each *Step* of the workflow, the *Edit Transaction* field is used to

allow an approver to change the amount of an award. How the workflow changes depends on the selection that the administrator chooses using these selections:

Selection from the Dropdown List	Comments
Edit without Route Change	With this selection, the approver can change the amount of the award and approve, which then goes to the next step of the approval route. If there is no next approval step for the workflow, the award is approved.
Edit with Route Change	With this selection, if the approver changes the amount of the award, the approval route is changed. When an approver updates the award amount, the request is reinitiated for approval through all of the workflow approvers, even those who previously approved the request and now must approve the change to the amount. A new Approve Requests item is added to their <i>To-Do</i> area, which an approver can also access from their My Workflow Requests dashboard.

Note
 Custom fields aren't supported for approver changes.

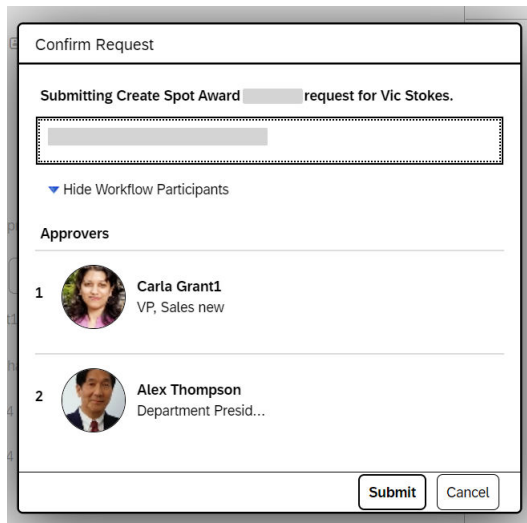
What's Changed



How It Looks Now

When the approver opens the [Workflow Details](#) for the award approval request, the approver can choose the [Update](#) button. Choosing that button makes the [Award Amount](#) field editable and the approver can change that amount and then choose to [Approve](#).

How it Looks Now

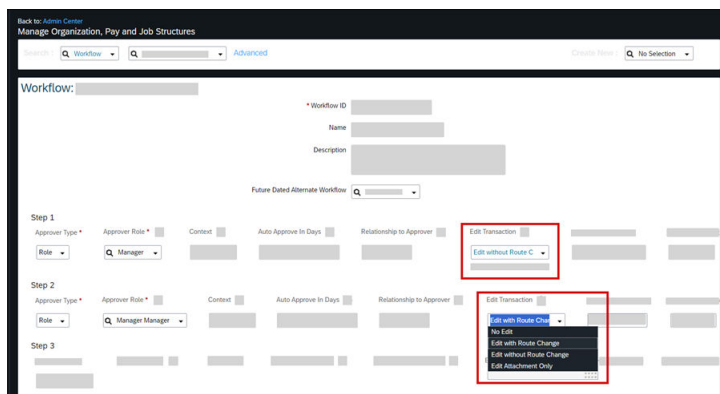


When *Edit with Route Change* is enabled and an approver changes the award amount, an additional dialog box is shown to allow providing comments about the change. The approver can also expand to see the workflow participants. When the approver chooses *Submit*, the request is returned to all the people in the workflow, even those who had previously approved the award who must now approve the amount changes.

Note

If *Edit without Route Change* is enabled, this dialog box isn't shown. Without a route change, the approval workflow either goes to the next step approver or is approved when there is no other step in the approval workflow.

How it Looked Before



How It Looked Before

Previously, the *Edit Transaction* selections were available though not supported by Reward and Recognition for changing award amounts. Now these selections are supported for award approval workflows.

Technical Details

Reference Number	RNR-3346
Product	Compensation
Module	Rewards and Recognition
Feature	Reward and Recognition
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Creating a Workflow](#)

2.4.4 Enhancements in Compensation Statements

We've made improvements to the compensation statement editor as well to the way that the statements appear to the users.

The changes are made in the following areas:

- **Multiple language support for statements:** In the current version, you can now create a single statement template for all the locales in your company. You now see an **Add Language** link. Select this link to enable the languages you wish to use when generating statements. You can then add language-specific text in the text fields on the template as well as add any fields from the compensation templates. The labels for languages are populated from the labels configured in the compensation plan.

Name : 2023 Comp Statement Spanish

Selected Language: default ▼ [Add Language](#)

Add language

Enabled Languages	Language
<input type="checkbox"/>	Italiano (Italian)
<input type="checkbox"/>	Ελληνικά (Greek)
<input type="checkbox"/>	Русский (Russian)
<input type="checkbox"/>	Polski (Polish)
<input type="checkbox"/>	Română (Romanian)
<input type="checkbox"/>	Türkçe (Turkish)
<input type="checkbox"/>	Português do Brasil (Brazilian Portuguese)
<input type="checkbox"/>	Srpska ćirilica (Serbian Cyrillic)
<input type="checkbox"/>	ภาษาไทย (Thai)
<input type="checkbox"/>	Français (French)
<input type="checkbox"/>	日本語 (Japanese)
<input type="checkbox"/>	Deutsch (German)

- **Preview Edited Statement:** You can now preview the statement once you're done editing the statement template. In the current version, you can now use the [Preview](#) button to visualize the changes made to the statement template.

Add/Edit Statement Templates

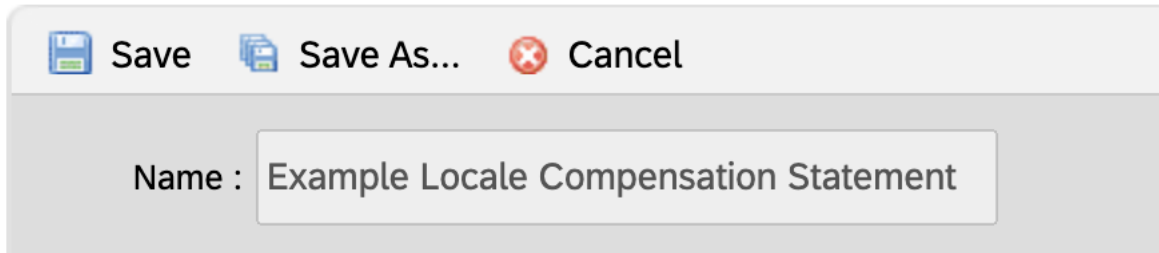
Save Save As... **Preview** Cancel

Save your template to preview all changes. The preview shows content based on the "Selected Language" field.

Name : 2023 Comp Statement Spanish Description : Spanish Comp Statement

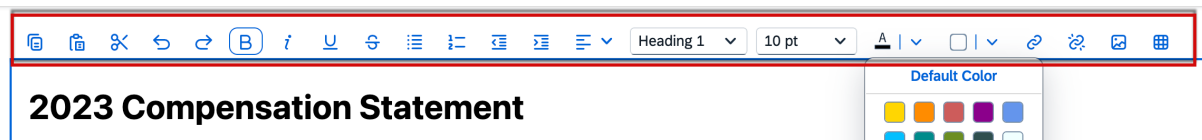
In the previous version, the Preview option wasn't available.

Add/Edit Statement Templates

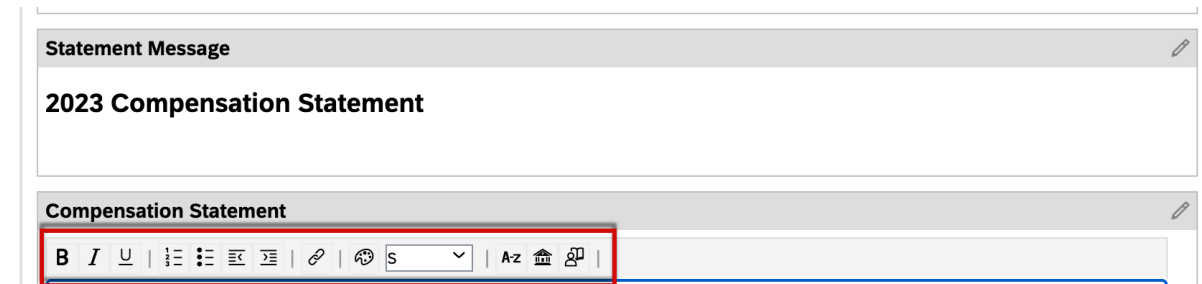


- **Rich Text Editor (RTE) options for text fields when editing a statement template:**
In the current version, you have additional options for text editing as well as options to add images or tables to the content in the template.

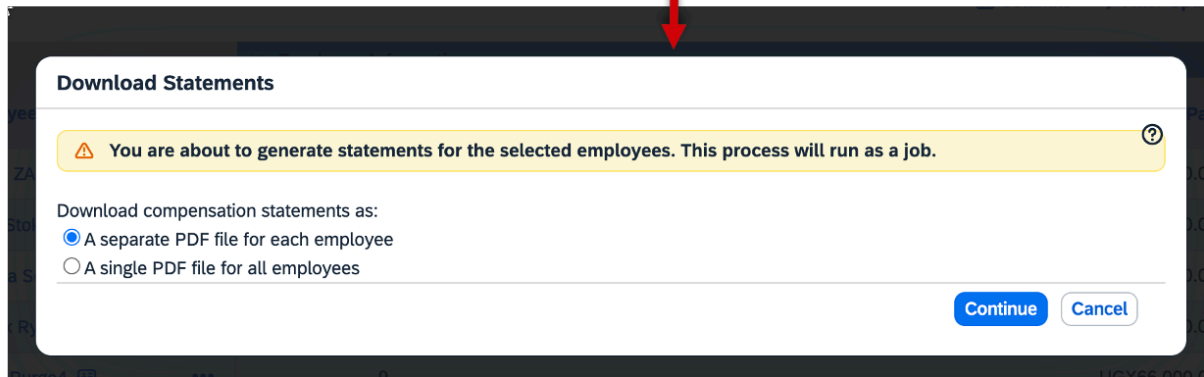
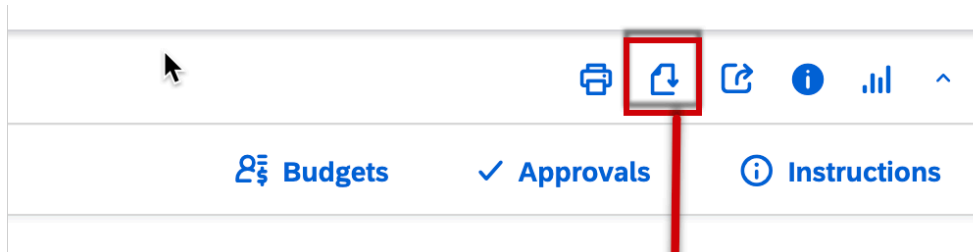
Statement Message



In the previous version, there were fewer options when editing the content in a statement template.



- **Bulk print of statements from the worksheets same as from the Executive Review.** In the current version, you now have an option in the compensation worksheets to bulk-print statements. When you select the [Bulk Print Statement](#) icon, you see the same dialog box where you can choose to print a separate PDF for each employee or a single PDF file for all employees.



- **Bulk Printing by Target Population:** In the current version, you now have the option to print compensation statements in bulk based on users rather than the planner. Go to ► [Compensation Home](#) ► [Actions for all Plans](#) ► [Company Settings](#) ► and check the box for [Enable Employee-Level Target Population for Admin Bulk Print Statement](#) to enable the bulk printing of statements by target population. This enhancement is from a [Customer Influence Idea 45269](#) 🗨️
- **Same number format:** We now consistently show the number format that you've defined for the template in the statement editor User Interface. Previously, some areas displayed a different number format in some areas of the editor and on the generated statements.
- **Statement recall email notification:** The email notification that you receive when statements are recalled for employees now includes their usernames as well as user IDs. Previously, the email notification only had the user IDs.

These enhancements make the experience of creating, generating, and managing compensation statements more intuitive and easier for the compensation administrators. Also, the employees see greater consistency in their statements.

Technical Details

Reference Number	VRP-14025
Product	Compensation
Module	Compensation Variable Pay

Feature	Rewards Statement
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Modifying Statement Templates](#)
[Recalling Personal Reward Statements](#)

2.4.5 Exclude Automatically Copying the Manager When Sending Email Notifications to Award Recipients

An administrator can choose whether or not a manager automatically receives a copy of an awards email notification for an employee.

Reward and Recognition provides a way to encourage timely, peer-to-peer recognition for outstanding company contributions or participation in special projects. Organizations also want to reward years of service or other milestones reached by employees. When an employee receives an award from a created award program, they receive an email if notifications are enabled by an administrator. With this release we provide the choice to exclude managers from being copied in the email notification for an award.

Customers have requested the option to exclude managers from automatically receiving email award notifications. In some situations, a manager receives a large volume of email notifications when employees receive awards. This option is provided to allow flexibility about notifications to support the desired outcome for your organization.

Configuration Requirements

- You've enabled *Reward and Recognition*, and created award programs.
- On [Admin Center](#) > [Tools](#) > [Reward and Recognition](#) > [Manage Award Program Setting](#), the following options allow notification, by email, to award recipients.
 - [Enable email notifications to award recipients](#)

Note

A manager is NOT copied when only [Enable email notifications to award recipients](#) is selected. For that choice, the employee receives a simple, system-generated email notification.

- [Use Document Generation Templates for Emails](#)

Note

This selection uses email templates that you previously created on [Admin Center](#) > [Tools](#) > [Email Notification Template Settings](#).

- [Exclude automatically copying the manager when sending email notifications to award recipients.](#)

Note

This selection applies to email notifications using document generation templates for all award types and award programs for all managers

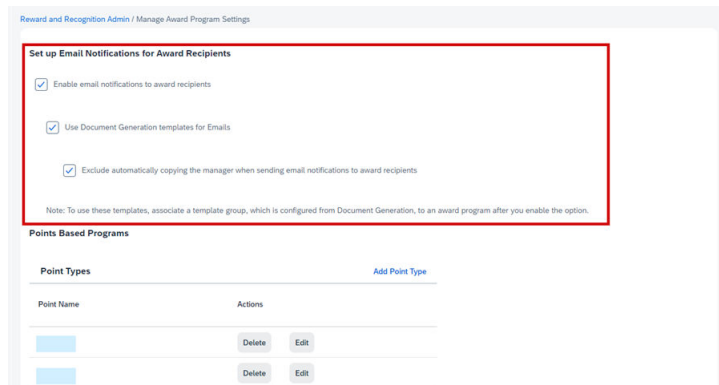
Note

Both [Enable email notifications to award recipients](#) and [Use Document Generation templates for Emails](#) checkboxes must be selected for [Exclude automatically copying the manager when sending email notifications to award recipients](#) to be active for selecting.

Role-Based Permission Prerequisites

- You have the [Administrator](#) > [Manage Spot Awards](#) > [Manage Spot Awards Program](#) permission to change the email notification settings.

What's Changed



How It Looks Now

The *Manage Award Program Settings* view now has a checkbox to *Exclude automatically copying the manager when sending email notifications to award recipients* added to the *Set up Email Notifications for Award Recipients*.

Technical Details

Reference Number	RNR-6658
Product	Compensation
Module	Compensation
Feature	Reward and Recognition
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

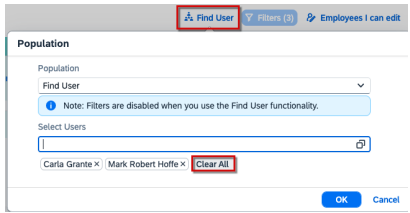
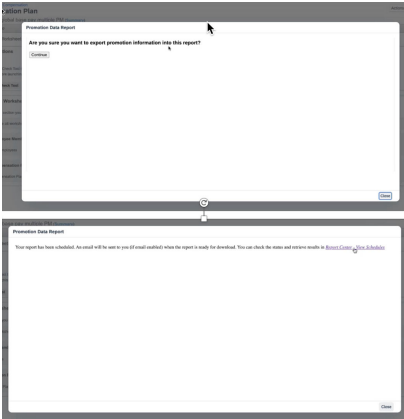
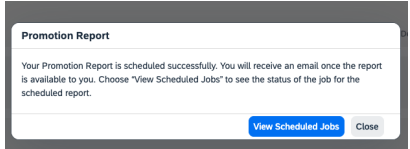
Related Information

[Adding Email Notifications for Awards Program](#)

2.4.6 Experience Changes in Compensation

We've made several changes that improve the administrator and user experiences in the Compensation and Variable Pay modules.

The changes in the user experience with the Compensation module interface are as follows:

Feature	Before	After
<p>Find User for population filter in Executive Review.</p>	<p>If after searching for multiple users in the population filter for Executive Review, there was a need to remove filter criteria, you removed the users one by one. There was no way to clear all users from the field in one go.</p>	<p>You can now clear all filter criteria from the text box for Find User using the Clear All button when there are two or more users in the search field.</p> 
<p>Promotion Data Export report. Access the report by going to Compensation Home > <Template> > Manage Worksheets ></p>	<p>The report was previously called the Promotion Report. You navigated through multiple screens to run this report.</p> <p>In the previous version, you had to go through two windows to get to the promotion data export report.</p> 	<p>We have streamlined the workflow when generating the promotion data report. Also, the pop-up window has been resized to fit the size of the message.</p> <p>In the current version, you see the message about scheduled reports once you select Promotion Data Export. You can then choose to go to the Report Center using the View Scheduled Jobs button.</p> 

Feature	Before	After
EC to Employee Central	<p>Previously, there were many places in the compensation module which abbreviated Employee Central to EC.</p> 	<p>In the current version, we've updated all instances of <i>EC</i> to be <i>Employee Central</i> in the compensation module. As an example, see the settings in the Compensation Home > <Template Name> > Plan Setup > Settings and the Compensation Home > Actions for All Plans > Company Settings > Manage Company Settings pages highlighted in the screenshot.</p> 

These enhancements make your user experience easier and more consistent.

Technical Details

Reference Number	CMP-30806
Product	Compensation
Module	Compensation Variable Pay
Feature	Compensation Worksheet Total Compensation Plan Variable Pay Executive Review
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed

Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

2.4.7 Export and Import from Executive Review in XLSX Format

You're now able to export data from Executive Review and import data back in the XLSX file format when using Excel.

This enhancement is from a [Customer Influence Idea 261157](#)

What's Changed

Export: 2023 Compensation & Equity

We recommend selecting this option if you plan to import your compensation changes into system.

- I want to add my compensation changes to the exported file, then upload it when I'm done. Recommended if you want to primarily make changes by import.

Format:

You can export up to 65,536 records in the XLS format, and up to 100,000 records in the XLSX format.

- Export as Excel (XLS)
 Export as Excel (XLSX)
 Export as CSV

File Encoding:

Western European (Windows/ISO) ▼

How It Looks Now

In the current version, you can now export data from *Executive Review* in the XLSX format. You can export up to 100,000 records.

Import Executive Review



Please note the following:

- This process may take a while. You will receive an email notification when process is done.
- Excel macros will be removed. Columns not recognized by the template will also be ignored.

Select a file you would like to import.

Choose File

[Browse](#)

File Encoding:

Western European (Windows/ISO) ▾

- Send email notification to original planner/manager of the affected compensation form
- Send email notification to current reviewer of the affected compensation form

[Import](#)

[Cancel](#)

You can also import the XLSX file into Executive Review.

Export: 2023 Compensation & Equity

We recommend selecting this option if you plan to import your compensation changes into system.

- I want to add my compensation changes to the exported file, then upload it when I'm done. Recommended if you want to primarily make changes by import.

Format:

- Export as Excel Export as CSV

File Encoding:

Western European (Windows/ISO) ▾

How It Looked Before

In the previous version, when exporting data from *Executive Review*, you had options to export data in CSV and the XLS format with Excel. Also, you couldn't import an XLSX file into Executive Review.

Import Executive Review

Please note the following:

- This process may take a while. You will receive an email notification when process is done.
- File has to be saved in earlier versions of Excel (Excel 97-2003).
- Excel macros will be removed. Columns not recognized by the template will also be ignored.

Select a file you would like to import.

Choose File

[Browse](#)

File Encoding:

Send email notification to original planner/manager of the affected compensation form

Send email notification to current reviewer of the affected compensation form

[Import](#) [Cancel](#)

In the previous version, you could only import a file saved in the earlier Excel versions.

Technical Details

Reference Number	CMP-24566
Product	Compensation
Module	Compensation
Feature	Executive Review
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024

Related Information

[Exporting Executive Review Data](#)

2.4.8 Ignore Warnings When Publishing Data from Compensation to Employee Central

We've introduced a new setting where you can choose to ignore the warnings generated when publishing data from Compensation to Employee Central.

You can enable the feature by selecting the check box from [► Compensation Home](#) [► <Template Name>](#) [► Plan Setup](#) [► Advanced Settings](#) [► Ignore warnings when publishing from Compensation to Employee Central](#) [►](#). The entities where supported for this feature are Job Information, Compensation Information, Pay Component Recurring, and Pay Component Non-Recurring.

ⓘ Note

The *Ignore warnings when publishing from Compensation to Employee Central* setting isn't respected for Job Information unless Centralized services is enabled from [► Admin Center](#) [► Compensation Home](#) [► Actions for All Plans](#) [► Company Settings](#) [► Enable Compensation Publish to Employee Central through the Centralized Services Integration](#) [►](#)

This enhancement gives you additional control when running the publish job from Compensation to Employee Central.

What's Changed

- Do not override manually updated employees
- Do not trigger EC rules when publishing from Compensation to Employee Central
- Ignore warnings when publishing from Compensation to Employee Central
- Enable forward propagation of Compensation information changes when publishing from Compensation to Employee Central
- Publish Job Information before Compensation Information

How It Looks Now

In the current version, there's a new setting to ignore warnings during the execution of the job to publish data from Compensation to Employee Central.

In the previous version, you couldn't ignore the warnings when the job to publish data was run. This resulted in the failure of the job to publish data.

Technical Details

Reference Number	CMP-30840
Product	Compensation
Module	Compensation Variable Pay
Feature	Compensation Worksheet Variable Pay
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

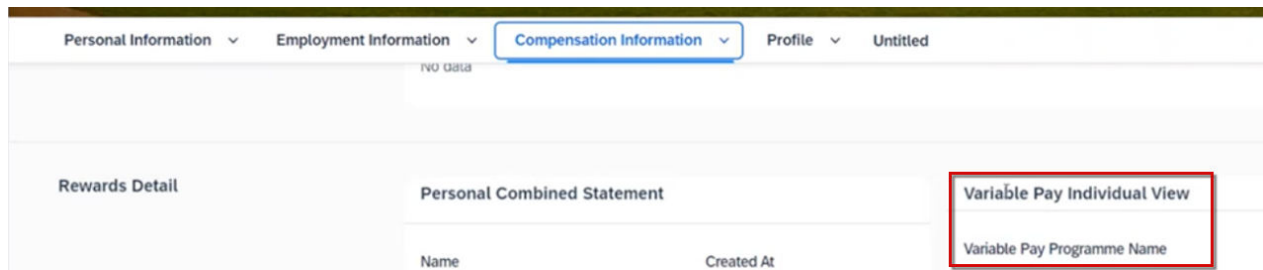
[Publishing Compensation Data To Employee Central](#)

2.4.9 Individual View for Total Compensation Plans

You can now see the bonus calculation in the individual view for variable pay in the total compensation templates as well.

You can access the individual view for Total Compensation templates by going to the [Compensation Information](#) block of the People Profile for an employee. The programs that the individual is eligible for are displayed including

the Total Compensation ones if variable pay is included on the template and it's enabled to show the individual view.



Select any of the plans listed in the *Variable Pay Individual View*. You can then view the variable pay details for the employee selected.

Variable Pay Instruction

Effective Date: 01/04/2018
Total number of employees: 1 Columns Planner Currency (USD)

Employee Information	Current Job Information				Organization Performance			Rating	Guidelines	
Employee ↑	Job Title	Country	Division	Department	Total Prorated Target	Organization Target	Organization Payout %	Organization Payout	Performance Rating	Individual Payout Guidelines
Stephanie Thompson	MC Warehouse Operative	USA	MC Automotive Shipping	MC Auto Warehouse US	\$ 0.00	\$ 0.00	0.0000%	\$ 0.00	unrated	90% - 110%

This enhancement brings the functionality of viewing the individual bonus calculations that is available for Variable Pay to your Total Compensation plans.

Configuration Requirements

To enable the individual view for a total compensation template, go to ► [Compensation Home](#) ► [<Template>](#) ► [Live Profile Visibility](#) and choose *Display Live Profile View after form creation*.

Note

If you enable the option before form creation, the People Profile displays data of administrator preview by hiding fields that depends on a manager's discretion.

The leading practice is to hide People Profile statements is when managers are in the process of planning.

Role-Based Permission Prerequisites

To have access to individual view through People Profile, employees must have the following permissions:

- [User](#) ► [Employee Data](#) ► [edit/view](#) for the *Variable Pay Individual View* item.
- [User](#) ► [Employee Views](#) ► [edit/view](#) permission for the specific section where the *Variable Pay Individual View* block is configured.

Technical Details

Reference Number	VRP-10447
Product	Compensation
Module	Variable Pay
Feature	Total Compensation Plan
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12


Related Information

[Displaying Individual View for Variable Pay](#)

2.4.10 Latest Version of My Forms Page for Compensation

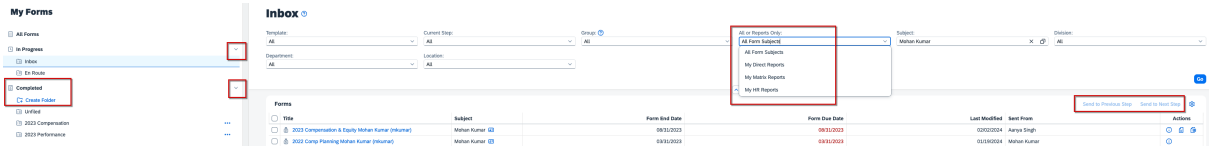
The latest version of the [My Forms](#) page is now available for Compensation worksheets. This version brings an intuitive page layout, improved search functionality, simplified flows to organize and file worksheets, and other user experience improvements.

The latest version of the [My Forms](#) page for Compensation has the following changes:

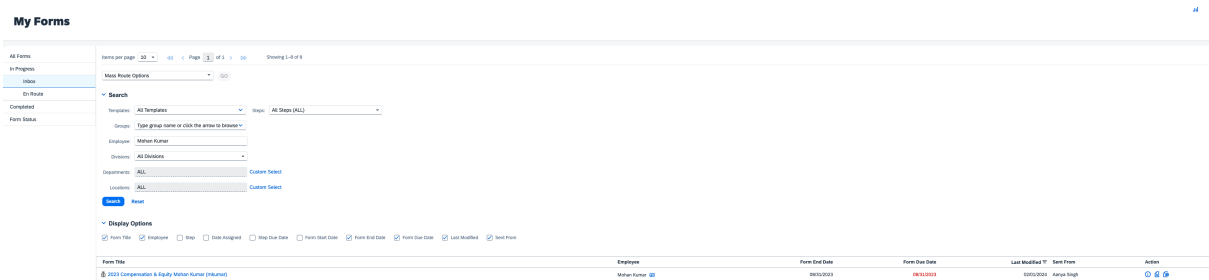
- **Page Layout:**
 - The filter criteria are displayed in a compact way.
 - Column display options allow you to select fields that you want to show or hide. Use the column display options by clicking on the  ([Column Visibility Settings](#)) icon.

- Due to the changed filter criteria layout, there's more space for the list of forms.
- The [Search](#) button from the previous version is replaced by the [Go](#) button.
- Icons have been added to make it visually easier to identify the folders.
- The page is now responsive to your screen size.
- You can now scroll down to load additional forms. The pagination bars in the previous version are removed.

The screenshot here shows the layout of various user interface elements in the current version.



The image here shows the My Forms page in the previous version.



• Form Organization and Management:

- Creating, renaming, and deleting folders to organize your forms is easier than before.

Note


Folders created for Compensation are also visible when viewing your Performance Management forms list.




- You can view the [In Progress](#) folder items and the [Completed](#) folder items at the same time by using the Collapse \vee icon. Previously, you could only expand one folder at a time.
- Mass routing forms by using the [Send to Previous Step](#) or [Send to Next Step](#) buttons is easier.
- **Search:**
 - Search filters are available to all users. Previously the search filters were only available to those who had the permission to mass-route forms.
 - Search filters are available in every folder such as [All Forms](#), [En Route](#), [Unfiled](#), and any custom folders you create. Previously, the search filters were only applicable to the [Inbox](#) folder.
 - Users can filter forms by more reporting relationships, such as their matrix reports or their HR reports. Previously, you could only filter on your direct reports.
- **Other Usability Improvements:**
 - We provide help text for [Inbox](#) and [En Route](#) folders so users can understand their purpose.
 - We've improved the text and form of the messages that you receive when mass routing forms.

Note


The options under the [Action](#) column are the same as in the legacy [My Forms](#) page.

The following legacy features aren't supported on the latest page:

- The *Form Status* option in the navigation panel
- The *Insights* panel that popped up when users selected the  (*Insights*) icon in the top right of the page.
- The gap analysis feature isn't supported for Compensation forms.

We developed the latest version of *My Forms* page to deliver a user experience that's modern, consistent, and efficient and meets your demands and needs. This enhancement is from [Customer Community Idea 296622](#), [Customer Community Idea 223456](#), and [Customer Community Idea 49658](#).

Configuration Requirements

The latest version of the *My Forms* page for Compensation is enabled by default. To revert to the previous version, go to [Admin Center](#) > [Compensation Home](#) > [Actions for all plans](#) > [Company Settings](#) > [Disable the latest "My Forms" page](#) .

Technical Details

Reference Number	CMP-19471
Product	Compensation
Module	Compensation Variable Pay
Feature	Compensation Worksheet
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17

2.4.11 Rename the Label for *Instructions* from the User Interface

You're now able to customize and localize the label for *Instructions* for each of the tabs in your Compensation and Total Compensation templates from Admin Center.

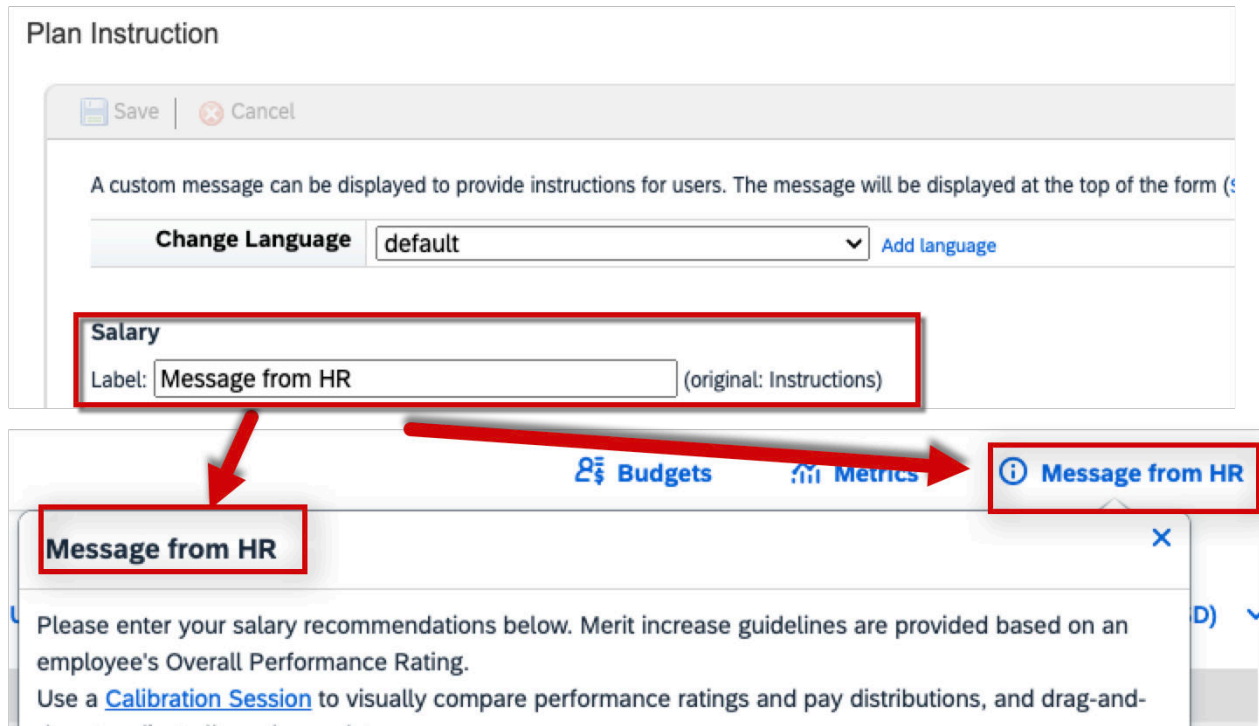
You can include a message to the compensation planners for each of the tabs you've enabled by using the ⓘ *Instructions* icon to access the message on the worksheets. To change the label for this message for a Compensation or a Total Compensation template, go to [Admin Center](#) > [Compensation Home](#) > [<Template>](#) > [Plan Setup](#) > [Design Worksheet](#) > [Plan Instruction](#) ↘.

Place the desired label in the text field next to *Label*. You can also [Change Language](#) and enter the label for any other languages. If you don't customize the label, the system displays the default label *Instructions* or its translation based on the language of the worksheet.

This enhancement gives you flexibility in defining the labels for the default *Instructions* label as well as in setting up translations in other languages.

What's Changed

In the current version, you can customize the label for *Instructions* for each of the tabs on your Compensation, Variable Pay, and Total Compensation templates from [Compensation Home](#).



How It Looks Now

Previously, you modified the label for *Instructions* in the XML of the template from Provisioning.

Technical Details

Reference Number	CMP-30864
Product	Compensation
Module	Compensation
Feature	Compensation Plan Templates Total Compensation Plan
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor

Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Adding Planner Instructions to the Compensation Worksheets](#)

2.4.12 Story Reports for Eligible Employees for Reward and Recognition Programs

An administrator creates a Story report in the Report Center to provide detailed information about eligible employees for award programs.

The *Spot Award Program Details* in the *Manage Spot Award Programs* area of the *Reward and Recognition Admin* view in the *Admin Center* includes a tab for *Eligibility*. The *Eligibility* tab only provides the total number of eligible employees for an award. The *Eligibility* view doesn't contain detailed information about the eligible employees. This enhancement allows an administrator to create a Story report to provide more detailed information.

- Only Employee Central enabled customers can use this feature.
- Though there's a whole set of eligible employees for award programs, only active users that are in the target population with the *Edit* action for *Spot Awards* permission are visible in the report.

This enhancement was created because administrators and appropriate managers should be able to view a report of the employees that are eligible for Reward and Recognition programs.

Configuration Requirements

The Story report to provide these additional details is created by an administrator. The following is an example of creating an eligibility report.

1. The administrator signs on and selects Reporting from the general navigation menu.
Step Results: The *Report Center* view is shown.
2. Choose the *New* button.
3. On the *New* dialog box, select the type of report you want to create. Choose *Story* and then choose *Select*.
4. On the *Select Design Mode Type* dialog box, make your choice and then choose *Create*.
5. On the *Please select a connection* dialog box, make your selection and then choose *OK*.
Step Result: The *Query Designer* view is shown.

6. From the *Available Data* column, locate *Spot Awards* and expand. From the expanded results, select *Spot Award Program* from the column and drag the selection on the *Query Designer* area.
Step Result: A *Spot Award Program* box is shown in the *Query Designer* area.
7. Select the box to open a menu and choose the *Select Columns* icon and then check the boxes for *Code* and *Program type*.
8. Return to the menu and select the *Associated Tables* icon.
Step result: Several associated table categories and boxes are shown.
9. Scroll down to locate the *Spot Award Eligibility Rule* box and select to open a menu.
10. Choose the *Select Column* icon and on the dialog box, check the box for *Group ID*.
Step Result: The metadata loads, and a *Spot Award Eligibility* box is shown in the *Query Designer* area joined to the *Spot Award Program* box.
11. Select the *Spot Award Eligibility* box to open a menu and then select the *Show related tables* icon.
Step Result: The *User* tables for *Basic User Information* and *Dynamic Group* are shown.
12. Choose the *Basic User Information* box to open a menu and select the *Columns* icon and then on the *Select Columns* dialog box, check the boxes for
 1. *FirstName*
 2. *Last Name*
 3. *User ID*
 4. (Optional) Add other criteria for your report requirements
Step Result: The metadata loads and a box with *Basic User Information* is shown in the *Query Designer* area.
13. (Optional) You can join additional *Associated Tables* to add other information for your reporting requirements.
14. At the bottom of the view, choose the *Preview Query* button and a table is shown with your selected report criteria.
15. Under *File*, choose the *Save Story* icon. Enter a meaningful *Story Name* and optionally add a description and choose *OK*.
16. Choose *Finish* and in the *Name Data Source* dialog box, verify the source and choose *OK*.

Note

You first save the report and then *Finish*. The new report won't be saved until you've finished and verified the *Name Data Source*.

Result: You've created a report providing details about the eligible employees for award programs.

→ Remember

This is just a simple example for creating a Story report. For additional information on creating, filtering, and sharing Story reports, see the link in the **Related Information** section for **Using Stories in People Analytics**.

Role-Based Permission Prerequisites

Eligible employees included in the report have the [User](#) > [Miscellaneous Permissions](#) > [Spot Award](#) permission. They also have permission to *edit/view* the *Spot Award* item.

The administrator creating the reports has the [User](#) > [Reports Permission](#) > [Create Reports](#) permission. The administrator also has permission to *Run Reports*.

An administrator must also have the Reward and Recognition permissions for administrators. For more information about those permissions, see the link in the **Related Information** section for [Enabling Permissions for the Administrators](#).

What's Changed

vs. Code	vs. Group ID	vs. Display Name	vs. First Name	vs. Last Name	vs. User ID
Parks Program			Pascal	Blouquet	
Parks Program		Pascal G. Houde	Pascal	Houde	
Parks Program		Pascal W. Laurence	Pascal	Laurence	
Spot Award			James	James	
Spot Award			Adeline	Adeline	
Spot Award			Felipe	Pascal	
Spot Award			Pascal	Blouquet	
Spot Award					
Spot Award					
Spot Award					
Spot Award					
Spot Award					

How It Looks Now

This is an example, the Story report created showing eligible employees for the different awards programs.

How It Looked Before

There was no reporting ability previously.

Technical Details

Reference Number	RNR-6657
Product	Compensation
Module	Rewards and Recognition
Feature	Reward and Recognition Story Reports
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable

Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Reward and Recognition Enabling Permissions for Administrators](#)
[Using Stories in People Analytics](#)

2.5 Employee Central

2.5.1 Add to Transport Bundle in Employee Central

You can add Off Cycle Event batch objects in [Manage Data](#) and [Dynamic Group Filters](#) in Business Configuration UI to a transport bundle so that you can transport it to a paired target system using the Configuration Transport Center.

The [Add to Transport Bundle](#) option is now available for:

Refer to the following table for additional information regarding the Add to Transport option.

Feature	Where?	Notes
Off Cycle Event Batch	In Manage Data > Off Cycle Event Batch > Take Action > Add to Transport Bundle .	<ul style="list-style-type: none"> • Cannot exclude references: The entire Off Cycle Event Batch object will be transported. You cannot exclude references (like filters) during transport. • <i>Only allowed in Full Purge mode:</i> If you are transporting an Off Cycle Event Batch object named oceb_obj from one instance to another, and the destination already has an Off Cycle object with the same name oceb_obj, then the existing Off Cycle Event Batch in the destination will be replaced by the one from the source. The existing object in the destination instance will be overwritten with the new object during the transport process, ensuring that the destination instance has the source version of the Off Cycle Event Batch object.
Business Configuration	In Business Configuration UI > Dynamic Group Filters > Take Action > Add to Transport Bundle .	

We've made this enhancement to eliminate manual configuration efforts in the paired target system.

Configuration Requirements

You've created a transport bundle in Configuration Transport Center.

Role-Based Permission Prerequisites

You've the [Administrator](#) > [Configuration Transport Center](#) > [Access to transport configurations](#) permission.

What's Changed

How It Looks Now

Manage Data

Search Off Cycle Event Batch updateEmpSL (Offcycle... No Include Inactive Records Create New No Selection

Off Cycle Event Batch: updateEmpSL (updateEmpSL) (Offcycle Event for Emp)

Code * Offcycle Event for Emp
Associated Rule * updateEmpSL (updateEmpSL) [\[i\]](#)
Base Object * Employment Details
Off Cycle Event Batch User Group
Include All Matched Records In Every Run No
Include Inactive Records No
Status * Active
Frequency Daily

Take Action ▼

- [Make Correction](#)
- [Permanently Delete Entry](#)
- [Copy](#)
- [Add to Transport Bundle](#)

toFilter

Filter Field	Operator	Offset	Offset Unit	(1) More
Recruit Date	is on or after	5	Year(s)	Details

Back to: [Admin Center](#)

Filters Dynamic Group Filters DGFilters

Enabled Yes

Filter Types

Type (2) More
[Permission Group Filter](#) [Details](#)

Take Action ▼

- [Make Correction](#)
- [Add to Transport Bundle](#)

- Filters
 - Custom Filters
 - Dynamic Group Filters**
 - DGFilters
 - Create New

How It Looked Before

Manage Data

Search Off Cycle Event Batch No Selection Include Inactives: No Create New No Selection

Off Cycle Event Batch: updateEmpSL (updateEmpSL) (Offcycle Event for Emp)

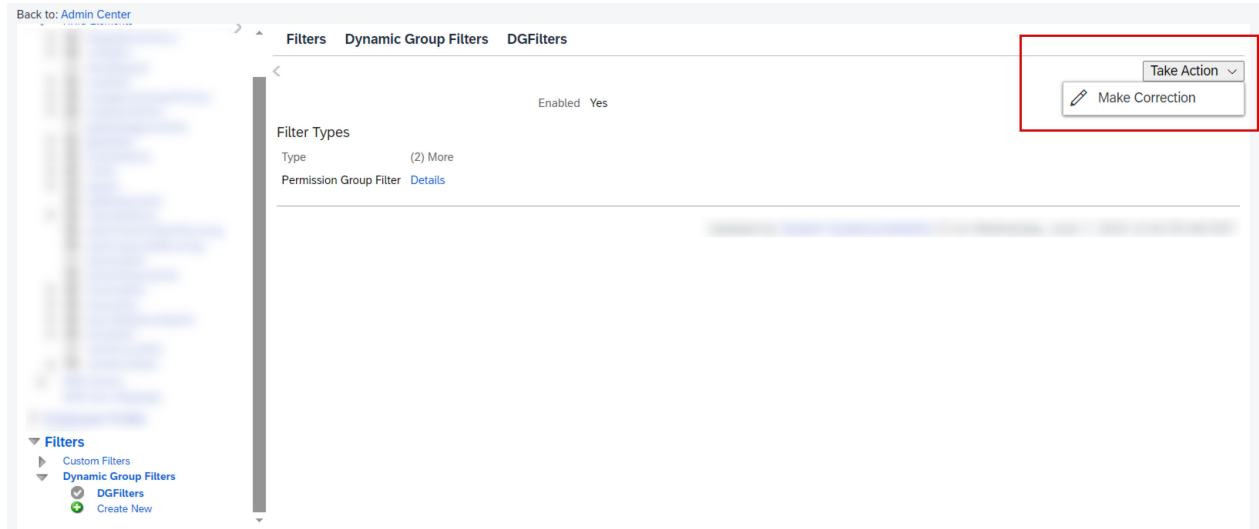
Code * Offcycle Event for Emp
Associated Rule * updateEmpSL (updateEmpSL) [\[i\]](#)
Base Object * Employment Details
Off Cycle Event Batch User Group
Include All Matched Records In Every Run No
Include Inactive Records No
Status * Active
Frequency Daily

Take Action ▼

- [Make Correction](#)
- [Permanently Delete Entry](#)

toFilter

Filter Field	Operator	Offset	Offset Unit	(1) More
Service Date	is on or after	5	Year(s)	Details



Technical Details

Reference Number	ECT-232735
Product	Employee Central
Module	Process Automation
Feature	Organizational Management Business Configuration
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Adding Off Cycle Event Batch Object to a Transport Bundle](#)

[Adding Configurations for Business Configuration UI to a Transport Bundle](#)

2.5.2 Addition of Copy Feature for Certain Benefit Objects

A copy feature has been added for certain Benefit objects, allowing you to reuse benefit, insurance plan, and work/life event configuration objects.

We've added a feature that allows you to copy the *Benefit*, *Insurance Plan*, and *Benefit Work/Life Event Configuration* objects so that you can reuse them. This means that you can copy and reuse any benefit, insurance plan and work/life event configuration. This feature has been enabled in [Admin Center](#) > [Manage Data](#), wherein you can select the required object type.

Note

The copy feature is available only when you access these benefit objects from the *Manage Data* screen and not the *Benefits Admin Overview* screen.

Currently, when you create a benefit object with fields similar to an existing object, you have to configure each field individually inside the object. Now, you can copy an existing object and modify only the required fields to create a new benefit.

What's Changed

How It Looks Now

The screenshot displays the SAP SuccessFactors 'Manage Data' interface for a 'Benefit: Health Care Insurance' record. At the top, there are search filters: 'Benefit' (dropdown), 'Health Care Insurance ...' (dropdown), 'No' (dropdown), and '03/04/2024' (calendar icon). A 'Create New' dropdown is set to 'No Selection'. Below the filters, a 'History' table shows a record for '06/09/2023'. A 'Take Action' dropdown menu is open over this record, with options: 'Make Correction', 'Permanently Delete Entry', and 'Copy' (highlighted with an orange border). The main record details are as follows:

Benefit: Health Care Insurance		+ Insert New Record	
Benefit ID *	ACA_BEN_1		
Benefit Name *	Health Care Insurance ⓘ		
From *	06/09/2023		
Short Description	Select a health insurance plan or opt out of all health insurance plans.		
	Active		

Technical Details

Reference Number	BEN-14685
Product	Employee Central
Module	Global Benefits
Feature	Global Benefits
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Copying Configurations of MDF Objects](#)

2.5.3 Addition of New Fields in the Benefit Employee Opt-out Requests Object

We've added additional fields to enhance the *Benefit Employee Opt-out Requests* object.

Two new fields, *Opt-out Request Status* and *Benefit* are introduced in the *Benefit Employee Opt-out Requests* object.

- *Opt-out Request Status*: This field displays the status of the opt-out request by the employee. It displays either *Opt Out Successful*, *Pending*, or *Cancelled*.
 - *Opt Out Successful*: When the opt-out process is complete for the benefit
 - *Pending*: When the opt-out request by the employee is awaiting approval

- **Cancelled:** When the opt-out request by the employee is rejected by the administrator or retracted by the employee
- **Benefit:** This field displays the benefit name and details.

These fields provide additional details about the opt-out requests by the employees. Earlier, when an employee created an opt-out request, it appeared as a record in the Benefit Employee Opt-out Requests object. The actual status of the opt-out request wasn't displayed in this object. It was available only in the workflow. Now, with the current update, you can understand the status of the employee's opt-out request.

Technical Details

Reference Number	BEN-14530
Product	Employee Central
Module	Global Benefits
Feature	Global Benefits
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Opt out of Enrollment - Admin](#)

2.5.4 Address Typeahead in Employee Address Information

You can now use the *Address Typeahead and Address Validation* services independently or together for accurate address data.

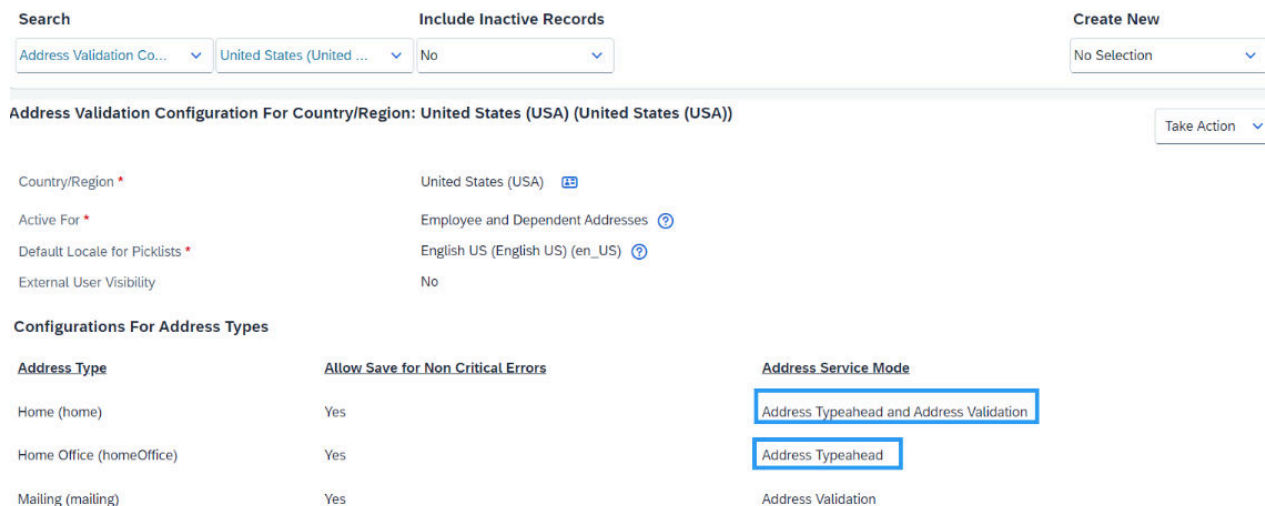
The *Address Typeahead* feature simplifies the process of entering accurate address data and displays address data at the level that is searched and selected.

Configuration Requirements

You need to have a license for the microservice from *SAP Data Quality Management, microservices for location data (DQM microservices)*.

What's Changed

How It Looks Now



Search | **Include Inactive Records** | **Create New**

Address Validation Co... | United States (United ... | No | No Selection

Address Validation Configuration For Country/Region: United States (USA) (United States (USA)) | Take Action

Country/Region * | United States (USA) ⓘ

Active For * | Employee and Dependent Addresses ⓘ

Default Locale for Picklists * | English US (English US) (en_US) ⓘ

External User Visibility | No

Configurations For Address Types

Address Type	Allow Save for Non Critical Errors	Address Service Mode
Home (home)	Yes	Address Typeahead and Address Validation
Home Office (homeOffice)	Yes	Address Typeahead
Mailing (mailing)	Yes	Address Validation

Addresses

When should these changes take effect? *

Mar 12, 2024 

 Validate Address 

Address Type *

Home 

Country/Region *

United States 

Address Line 1

Address Line 2

City

County

State

No Selection 

ZIP

Add Addresses

Save

Cancel

In the current version, [Address Typeahead](#) and [Address Validation Service](#) are supported and can be used independently or together in the Employee Central System.

In the previous version, the [Address Typeahead](#) feature wasn't supported for employee address information. Only employee address validation in the Employee Central System was supported.

Technical Details

Reference Number	ECT-223727
Product	Employee Central
Module	Localization
Feature	Country/Region Specifics
Action	Recommended
Enablement	Customer configured
Link to Demo	Address Typeahead Functionality
Lifecycle	General Availability
Type	Changed

Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[What is Address Typeahead and Address Validation Service?](#)

2.5.5 AI-Assisted Person Insights for Compensation Discussions

Using generative AI capabilities, managers can now generate insights into an employee's compensation as well as talking points to guide discussions about compensation.

To prepare for compensation talks with their direct reports, a manager needs relevant data, for example, from past compensation data, organizational pay bands/defined ranges, and market data.

The AI-generated insights are available in the Compensation History and Joule. The insights display:

- Year-on-year changes for:
 - Base Salary
 - One-Time Payments
 - Position within Existing Range
- Job Progression
 - Tenure
 - Promotions
 - Role Changes
- Pay Band Position: Where the compensation falls within the pay range for the role

These insights can identify any general discrepancies, anomalies, or patterns in an employee's compensation and employment history as well as identify any specific discrepancies such as pay equity or equality gaps based on gender or age or other criteria. Managers get insights into expiring long-term incentives, hiring trends, and company policies, which may not be obvious as decision-making factors. The insights can help managers understand how their employees' work aligns to the expectations of the pay bands or corporate goals, which can then help them to make better decisions for their promotion/progression. Managers spend less time on manual data compilation and more time making informed decisions.

We have improved the manager experience by generating insights into an employee's compensation and employment history to help managers prepare for conversations about promotions, progressions, and bonuses.

Configuration Requirements

You've purchased the **SAP AI Units** license. For more information about **SAP AI Units** license, please contact your Account Executive.

You've enabled the [AI Services Administration](#) > [Assisted Person Insights](#) feature.

Role-Based Permission Prerequisites

Admins have the [Administrator](#) > [Manage AI Capabilities](#) > [AI Services Administration](#) permission.

Employees have the [User](#) > [AI Access](#) > [Assisted Person Insights](#) permission.

What's Changed

The screenshot shows the SAP SuccessFactors interface for a user named Geoff Hill. The page is titled "Compensation Information" and is effective as of Jan 01, 2023. It displays various compensation metrics and a salary positioning chart.

Compensation Information	Value
Annualized Salary (AnnualizedSalary)	163,066.080 USD
Compa Ratio	107.66%
Range Penetration	70.37%
Bonus Target	15
Pay Group	USA Semi-Monthly (US)
Is Eligible For Benefit	No

Salary Positioning		
Pay Range : USA Salary Range 11 - Suburb (PR-US-SU-11)		
Min	Mid	Max
122,979.000	151,465.000	179,949.000
163,066.080 USD		

70.37% Range Penetration
107.66% Compa Ratio

How It Looks Now

Compensation Insights



Summary

The employee under review started their current position in Management & Planning on February 28, 2021, having entered the position on October 1, 2014. Their original start date with the company was December 1, 2009. As of January 1, 2023, the employee's yearly base salary is USD 163,066.08, with a prorated max point of pay range at USD 179,949.00, a prorated min point of pay range at USD 122,979.00, and a prorated mid point of pay range at USD 151,465.00. The employee's compa ratio is 108%, indicating they are paid above the median for their role. The most recent salary adjustment was due to an Annual Salary Review. The employee is at pay grade GR-11. In terms of bonuses, the employee received a Birthday Award on October 20, 2022, and an Incentive on January 1, 2023.

Insights

- 1. Compensation History:** The employee's current base salary is USD 163,066.08, which is above the prorated mid point of the pay range (USD 151,465.00). This suggests that the employee has seen a positive salary progression over time. The compa ratio of 108% indicates that the employee is paid 8% above the median for their role, which could be due to their experience, skills, or performance. However, it's important to note that a compa ratio significantly above 100% could be seen as an anti-pattern, suggesting the employee might be overpaid compared to their peers.
- 2. One-Off Payments:** The employee received two bonuses in the recent past - a Birthday Award on October 20, 2022, and an Incentive on January 1, 2023. This indicates that the company recognizes and rewards the employee's contributions outside of their regular salary.
- 3. Job Progression:** The employee has been in their current position since October 1, 2014, and with the company since December 1, 2009. This suggests a stable job progression within the company. However, without additional data on previous roles or promotions, a more detailed

Close

How It Looks Now

Compensation Insights




4. **Pay Band Position:** The employee's salary is above the prorated mid point of the pay range for their role, and their compa ratio is 108%, indicating they are paid above the median for their role. This suggests that the employee is positioned well within the pay band for their role compared to other employees in the company. However, it's important to ensure that this higher compensation is justified by the employee's skills, experience, and contributions to the company.

Talking Points

Based on the above analysis, here are some talking points to consider for a discussion with the employee:

- Acknowledge the employee's long tenure with the company and in their current role. This could be a good opportunity to discuss their career progression and future goals within the company.
- Discuss the employee's current compensation, including their base salary and bonuses. Given that their compa ratio is 108%, it would be important to explain why they are paid above the median for their role and ensure they understand how their compensation is determined.
- Discuss the company's bonus structure and how the employee can continue to earn bonuses in the future. This could also be a chance to discuss any feedback or suggestions the employee might have about the bonus structure.
- Finally, it would be beneficial to discuss the employee's pay grade and what opportunities for advancement exist within their current pay band or in higher pay bands.

 This insight contains AI-generated content based on data available in the system. It aims to provide you a general overview of historical information and suggested talking points. This analysis does not consider all employee-specific factors such as job duties, skills, and relative performance to peers.

Please note that past results do not guarantee future outcomes. As a manager, you should consider all aspects of an employee beyond these insights before making decisions.

Close

Technical Details

Reference Number	GAI-33
Product	Employee Central Platform
Module	Employee Data SAP Business AI
Feature	Employee Central Compensation Generative AI Joule

Action	Info only
Enablement	Contact Customer Engagement Executive or Account Manager
Link to Demo	Assisted Person Insights for Compensation Discussions
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[AI Usage Acknowledgment \[page 30\]](#)

[Data Protection and Privacy](#)

[Generating Compensation Insights](#)

[New Use Cases Supported in Joule \[page 116\]](#)

2.5.6 Automatically Hire Applicants from Recruiting and Onboarding to Employee Central

You can now set up your system so that applicants from Recruiting, or Onboarding, or Recruiting and Onboarding are automatically hired into Employee Central with no manual intervention in the Manage Pending Hires tool.

Automatic Hire only supports the following processes:

- For Recruiting:
 - Regular Hire
 - Concurrent Employment (CE)
 - Global Assignment (GA)
- For Onboarding:
 - Regular Hire
 - Rehire
 - Rehire with New Employment

For a list of processes not supported, see [Automatic Hire](#).

All `onChange`, `onSave`, and `onPostSave` rules are supported by Automatic Hire. `onInit` rules aren't supported.

An applicant appears with the »» *Automatic Hire* icon after their name in the Manage Pending Hires tool if there's a need for manual intervention in the hiring process. These scenarios include those where a workflow is involved or where a data-related error occurs during hiring. For additional details, see [Enhancements to Manage Pending Hires Tool \[page 331\]](#)

Automatic Hire provides an easier and more efficient process that avoids the need for manual steps and reduces the time to hire applicants.

Configuration Requirements

Onboarding

Enable [Admin Center](#) > [Onboarding General Settings](#) > [Submit Onboarding Data Using Centralized Services](#) .

A new setting in the *Onboarding General Settings* page, called *Enable Automatic Hiring for Onboarding* controls the feature.

You can create a business rule using the scenario *Trigger Automatic Hiring of Applicants for Onboarding* in the *Configure Business Rules* page. Then, you can configure the rule by selecting the rule scenario for *Rule for Automatic Hiring Configuration* in [Manage Data](#) > [Onboarding Configuration](#) .

Recruiting

Enable *Enable Recruiting Business Rules* in [Admin Center](#) > [Manage Recruiting Settings](#) > [Business Rules](#) .

A new setting in [Manage Recruiting Settings](#) > [Applicant Profile Settings](#) called *Enable Automatic Hiring for Recruiting* activates this feature in Recruiting.

You can create a business rule using the scenario, *Job Application: Trigger Automatic Hiring of Applicants* in *Configure Business Rules*. You can then add a template-level rule for *Rule for Automatic Hiring* in [Manage Rules in Recruiting](#) > [Job Application](#) to trigger the feature.

Technical Details

Reference Number	ECT-220559
Product	Employee Central Onboarding Recruiting
Module	Applicant Management Employee Data Onboarding Integration and Extension

Feature	Business Rules Hire, Rehire, and Termination Onboarding Applicant Management Applicant Status
Action	Info only
Enablement	Customer configured
Link to Demo	Automatic Hire
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Automatic Hire](#)
[Creating Business Rules for Recruiting](#)

2.5.7 Calendar Days Now Available for Time Forms

It's now possible to generate a form with total absence taken by an employee in calendar days.

We've made this enhancement to support calendar days for [Template Mapping](#) in the Time Forms.

What's Changed

How It Looks Now

Back to: [Admin Center](#)

Manage Document Template Mapping

Select Template

Placeholder	Mapping Type	Base Object	Target Field	Rule	Reference	Log Read Access
absencen...	Reference	Employee Time	Time Type.External Name	No Selection	Absence Informatio...	No
endDate	Reference	Employee Time	End Date	No Selection	Absence Informatio...	Yes
days	Reference	Employee Time	Number Of Days	No Selection	Absence Informatio...	Yes
totalDays	Reference	No Selection		No Selection	Total Absence Take...	Yes
HRBPNam...	Rule	No Selection		HRBPNameForDocum...	No Selection	No
startDate	Reference	Employee Time	Start Date	No Selection	Absence Informatio...	No

Cancel

In the current version, calendar days are supported in the Time forms along with two new reference mapping fields, that is, *Total Absence Taken in Calendar Days* and *Absence Taken in Calendar Days*. Additionally, the existing mapping field *Total Absence Days* is changed to *Total Absence Taken in Working Days*.

In the previous version, the calendar days weren't supported in the *Time Forms*.

Technical Details

Reference Number	TIM-41258
Product	Employee Central
Module	Time Management
Feature	Time Off
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor

Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Implementing Time Forms](#)

2.5.8 Centralized Services Support for Adding Higher Duties

Centralized services now support adding a higher duty or temporary assignment of type Individual Contributor for an existing employee.

Centralized services work together to support functions like business rules, identical record suppression, forward data propagation, data validation, data deletion, and so on.

Employee Central using Centralized services targets consistency regarding system behavior, validations, and functionalities across UIs, imports, and APIs.

Configuration Requirements

As an administrator, if you need to opt out of the feature, the setting for this feature is [Admin Center](#) > [Company System and Logo Settings](#) > [Enable Centralized Services for Higher Duty/Temporary Assignment](#).

Note

For important information about the Centralized services overall release strategy, please review the [Employee Central Innovation Alert](#) in the SAP SuccessFactors Customer Community.

What's Changed

In the current version, Centralized services support adding a higher duty or temporary assignment of type Individual Contributor for an existing employee.

In the previous version, Centralized services did not support adding a higher duty or temporary assignment of type Individual Contributor for an existing employee.

Technical Details

Reference Number	ECT-227455
Product	Employee Central
Module	Public Sector Management
Feature	Public Sector Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Creating a Higher Duty or Temporary Assignment](#)

2.5.9 Centralized Services Support for Contingent Workforce

Centralized services now supports the hire and rehire of a Contingent Worker using [Add Contingent Worker](#). Additionally, it supports creating a new assignment of an existing Contingent Worker using [Add Assignment](#).

Time follow up process such as Account or Accrual creation, Recalculation, and Termination End Handling are now supported if concurrent employment for contingent workers is enabled.

Employee Central using Centralized services targets consistency regarding system behavior, validations, functionalities across UIs, imports, and APIs.

Configuration Requirements

By default, this setting is automatically on in your system. As an administrator, if you need to opt out of the feature, the setting for this feature is [Admin Center](#) > [Company System and Logo Settings](#) > [Enable Centralized Services to Add Contingent Worker and Add Assignment](#).

Note

For important information about the Centralized services overall release strategy, please review the [Employee Central Innovation Alert](#) in the SAP SuccessFactors Customer Community.

Technical Details

Reference Number	ECT-225074
Product	Employee Central
Module	Process Automation
Feature	Contingent Workforce Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	External Workforce
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Hiring a Contingent Worker](#)
[Rehiring as a Contingent Worker](#)

2.5.10 Centralized Services Support Pension Payouts

Centralized services now support Pension Payouts transactions: adding, editing, ending, and setting to obsolete.

Centralized services work together to support functions like business rules, identical record suppression, forward data propagation, data validation, data deletion, and so on.

There are a few changes from legacy behavior:

- **Adding a Pension Payout**
 - Business rules with Recurring and Non-Recurring Pay Components as the base object are now supported.
 - It is no longer possible to change the start, end date, or company of a pension payout using a business rule, with or without a workflow.
 - Cross-entity rules from Job Information to Job Relationships with the Create expression are supported.
 - Cross-entity rules from Job Information to Recurring Pay Components with the Create expression are supported, both with or without workflows.
 - Cross-entity rules from Recurring Pay Components to Compensation Information using the Set expression are supported.
 - The system validates that the start date of the pension payout is after the hire date.
 - It is no longer possible to use cross-entity rules from Job Information Model to Employment Information to update the Payroll End Date field.

Note

We recommend using a business rule with Pension Payouts as the base object rather than a cross-entity rule to update a field.

- **Editing a Pension Payout**
 - It is possible to change the end date and custom fields using a business rules, with or without a workflow.
- **Ending a Pension Payout**
 - It is no longer possible to change the start date, end date, or pension payout provider of a pension payout using a business rule with or without a workflow. However, it is possible to change other standard fields like payroll end date as well as custom fields.

Note

The start date field is not visible in the UI but previously it was possible to change the start date using the business rule.

- Cross-entity rules for ending a pension payout now work with or without a workflow when Job Information is the source entity.
- **Setting a Pension Payout to Obsolete**
 - The system validates that there is a corresponding event reason for the Obsolete event.

Employee Central using Centralized services targets consistency regarding system behavior, validations, functionalities across UIs, imports, and APIs.

Configuration Requirements

By default, this setting is automatically on in your system. As an administrator, if you need to opt out of the feature, the setting for this feature is [Admin Center](#) > [Company System and Logo Settings](#) > [Enable Centralized Services for Pension Payouts \(Applicable for Add, Edit, End and Obsolete actions from UI\)](#).

Note

For important information about the Centralized services overall release strategy, please review the [Employee Central Innovation Alert](#) in the SAP SuccessFactors Customer Community.

Technical Details

Reference Number	ECT-225257
Product	Employee Central
Module	Employee Data
Feature	Global Benefits Job Information
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Behavior Changes for Pension Payouts](#)

2.5.11 Changes in Concurrent Employment

We have made changes to the way concurrent employment is added in Employee Central.

The changes are as follows:

In the current version, the *Company* field on the first page when using the [Take Action > Add Concurrent Employment](#) UI is from the *Employment Information* entity.

In the previous version, with Centralized Services enabled, the *Company* field when adding concurrent employment was from the *Job Information* entity. The Centralized Services for Concurrent Employment from the Manager Self-Service page are now universal.

In the current version, we use the *Edit UI (MSS / ESS)* rule context when adding concurrent employment using the [Take Action > Add Concurrent Employment](#) UI.

In the previous version, no rules context was used when adding concurrent employment

The field *Company* in the current version is from *Employment Information* entity. This change makes the field in the current version behave in the same manner as in the legacy version. Also, using rule context for Concurrent Employment makes adding concurrent employment consistent with adding a Global Assignment.

Technical Details

Reference Number	ECT-230599
Product	Employee Central
Module	Employee Data
Feature	Concurrent Employment Business Rules
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024

Valid as Of 2024-05-17

Latest Document Revision 2024-04-12

Related Information

[Adding a Concurrent Employment](#)

2.5.12 Connecting Multiple Employee Central Instances to Same Client of the SAP S/4HANA System

You can now connect multiple Employee Central instances to the same client of your SAP S/4HANA system. For example, if your company has different legal entities that require separate management of employee data and therefore separate instances of SAP SuccessFactors Employee Central, but you want to ensure that common processes, such as payroll that you run in SAP S/4HANA, run consistently for all your employees.

Use this feature if you use separate Employee Central instances and want to continue to run payroll in the same SAP S/4HANA system for all your employees. For each Employee Central instance that you connect, you set up the replication separately.

Core hybrid customers such as service providers who provide payroll in an SAP S/4HANA system and other HR capabilities in Employee Central or conglomerates with different legal entities managed in separate Employee Central instances have asked for this feature. Migration of employee data from one SAP S/4HANA client to different Employee Central instances is also supported

Configuration Requirements

Support package 3 of the SFSF EC S4 HCM INTEGRATION (ECS4HCM) add-on must be installed in your SAP S/4HANA system.

If you use the external assignment ID in Employee Central, you must configure your business rules so that the external assignment ID is unique across all Employee Central instances.

What's Changed

SAP Change View "Constants for Integration with SuccessFactors": Overview

Constants for Integration with SuccessFactors

Constant Name	Constant Value
<input type="checkbox"/> ERP to EC/EC to ERP: Connect Multiple EC Instances	X

SAP View Employee Replication Requests

Latest Replication Requests (927)

Process Process - Verbose Log Simulate Simulate - Verbose Log Show Details Employee Data Log Org Assignment Log Message Monitor

Status	External Employee ID	EC Instance ID	Creation Date	Creation Time	Change Date	Change Time
<input type="checkbox"/> Failed		ECINTHCI	27.11.2023	14:35:20	25.02.2024	08:00:48

SAP Process Employee Replication Requests

Select Replication Requests to Be Processed

External Employee ID:

EC Instance:

Include Failed Requests:

Define Server Group for Parallel Processing

Server Group Name:

SAP Prepare Employee Data Replication for Connecting Multiple EC Instances

Enable or Disable Connection of Multiple Employee Central Instances

Enable Connection of Multiple Employee Central Instances

Add Employee Central Instance to Employee Key Mapping

EC Instance:

Replace Employee Central Instance in Employee Key Mapping

Current EC Instance:

Replace with EC Instance:

Disable Connection of Multiple Employee Central Instances

Remove Employee Central Instance from Employee Key Mapping

Integrations and APIs SAP SuccessFactors Employee Central Integration with SAP ERP or SAP S/4HANA: System Mapping / SAP SuccessFactors Employee Central Integration with SAP ERP or SAP S/4HANA: System Mapping

Map the Employee Central instance ID from SAP ERP or SAP S/4HANA to the Employee Central address and credentials to enable connection of multiple Employee Central instances

Vendor: SAP Mode: Editable

Version: 1.0.0

Overview **Artifacts (1)** Documents (1) Tags

SAP SuccessFactors What's New Viewer

1H 2024

Name	Type	Version	Actions
<input type="checkbox"/> Mapping of Employee Central Instance ID to Enable Connection of Multiple Employee Central Instances	Value Mapping	1.0.6	

Job Scheduler for Employee Data Migration

Selection Criteria for Delta Replication	
EC Instance	<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/> Modified Employees Only	

EC Instance field is mandatory when the "ERP to EC/EC to ERP: Connect Multiple EC Instances" constant is enabled in the constants table.

Job Selection Criteria	
Employees Per Job	1.00
Max No. of Jobs	10

Other Selection Criteria

How It Looks Now

In the current version, you can connect multiple Employee Central instances to the same client of your SAP S/4HANA system. If you enable the corresponding constant in your SAP S/4HANA system, the system ensures that data is replicated to and from a specific Employee Central instance. It adds the Employee Central instance ID to the employee key mapping and employee staging area. Existing programs such as the staging area viewer or the processing program for replication requests are enhanced with the Employee Central instance ID to ensure that the SAP S/4HANA system knows which instance of SAP SuccessFactors Employee Central manages the data of the employee in question. We provide a new program to insert your existing Employee Central instance ID into the employee key mapping to prepare your system for connecting further Employee Central instances.

The Business Integration Builder (BIB) framework is enhanced with additional configurations to let you decide the target Employee Central instance for the legal entities. Based on this configuration, the migration of employee data to Employee Central is handled such that the employee is sent only to the intended Employee Central instance using the correct transformation template group. Accordingly the delta migration programs are also adjusted to support this behaviour.

We also provide a new integration package with the value mapping *SAP SuccessFactors Employee Central Integration with SAP ERP or SAP S/4HANA: System Mapping* for this feature in SAP Cloud Integration. You use this value mapping to define which SAP SuccessFactors Employee Central instance is to be addressed by your integration flows, depending on the Employee Central instance ID that the corresponding web service transfers from the SAP S/4HANA system.

Restriction

You cannot use point-to-point replication of time management data from Employee Central in the current version if you enable this feature. You can also replicate or migrate organizational objects from only one Employee Central instance currently. Using multiple Employee Central instance is not supported in Side-by-Side deployment option.

In the previous version, you could connect only one Employee Central instance to a client of your SAP S/4HANA system.

Technical Details

Reference Number	ECT-225231
Product	Employee Central
Module	Integration and Extension
Feature	ERP Integration
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Setting Up the Connection of Multiple Employee Central Instances to the Same SAP S/4HANA System Client](#)
[Connecting Multiple Employee Central Instances to the Same SAP S/4HANA Client](#)

2.5.13 Consolidated Time Recording with SAP S/4HANA

Consolidated Time Recording offers consolidated time management processes across SAP S/4HANA and SAP SuccessFactors.

Consolidated Time Recording (CTR) with SAP S/4HANA is a cloud successor for the Cross Application Time Sheet. With the Consolidated Time Sheet processes, the activity-based time recording in the existing SAP S/4HANA Cloud Private Edition 'My Timesheet' will be offered with an integration to SAP SuccessFactors Time processes like Time Off, Regulatory, and Payroll Time recording. This feature allows you to benefit from a single Timesheet interface with centralized and streamlined time tracking across various SAP S/4HANA and SAP SuccessFactors business processes like project monitoring, billing, costing, ensuring HR regulatory compliance and payment to employees.

Using this feature, you can:

- Identify the CTR users in SAP SuccessFactors Time and replicate this information in SAP S/4HANA.
- Display target hours computed on the SAP S/4HANA timesheet UI, based on work schedule or temporary time information, holiday calendar and absences maintained in SAP SuccessFactors.
- Use the S/4HANA time sheet user interface to access the SAP SuccessFactors Time Off UI and enter the absence details.
- Perform basic attendance recording against SAP SuccessFactors Time Types (Attendances, On Call, Breaks, and Extra).

Note

The features like Cross Midnight attendance recording, Generated Breaks, and Allowance recording are currently not supported with Consolidated Time Recording.

- In real-time, you can simulate time valuation and regulatory checks, perform collision checks in SAP SuccessFactors for the time sheet entries, and correct any errors and review warnings before submitting the time sheet entries.
- The time sheet entries submitted and approved in SAP S/4HANA are sent to SAP SuccessFactors. Time valuation is performed on the time sheets that are received in SAP SuccessFactors from SAP S/4HANA.
- Alerts generated from the Time Valuation process in SAP SuccessFactors is displayed in the SAP S/4HANA time sheet UI.

Note

The Time Valuation results are currently not shown on the SAP S/4HANA Timesheet.

We've developed this feature for the following reasons:

- Existing and potential customers have a cumbersome activity-based time recording process, and some employees of our customers fill out two time sheets (one for payroll, and another for activity-based time recording).
- Customers were asking for a cloud-based, improved and streamlined activity-based time recording and Regulatory/ Payroll time recording process between SAP SuccessFactors and SAP S/4HANA.

Configuration Requirements

Note

We are offering an Early Adopter Care program for this feature. For more details, refer to the SAP community blog in the Related Information section.

- Ensure your system is updated to SAP S/4HANA Cloud Private Edition - release 2023 FPS1, and S4HCM 101 SP6 and you are using version 4.0 'My Timesheet'.
- Integrate Workforce Person from Employee Central to SAP S4/HANA Private Cloud using either:
 - SAP Master Data Integration
 - or
 - SFSF EC S4 HCM INTEGRATION (ECS4HCM)

- Integrate SAP S/4HANA Private Cloud with SAP SuccessFactors Workforce Availability Solution. For more details, see the Related Information section.
- Ensure that you have migrated to SAP Cloud Identity Authentication (IAS/IPS). For more details, see the Related Information section.
- Configure the SAP SuccessFactors Time Sheet based on the HR, Regulatory, and Payroll business requirements of your organization:
- Enable Consolidate Time Recording in Admin Center.
- Create External Time Recording Groups.
- Enable External Time Recording Group in the employee Job Information page.

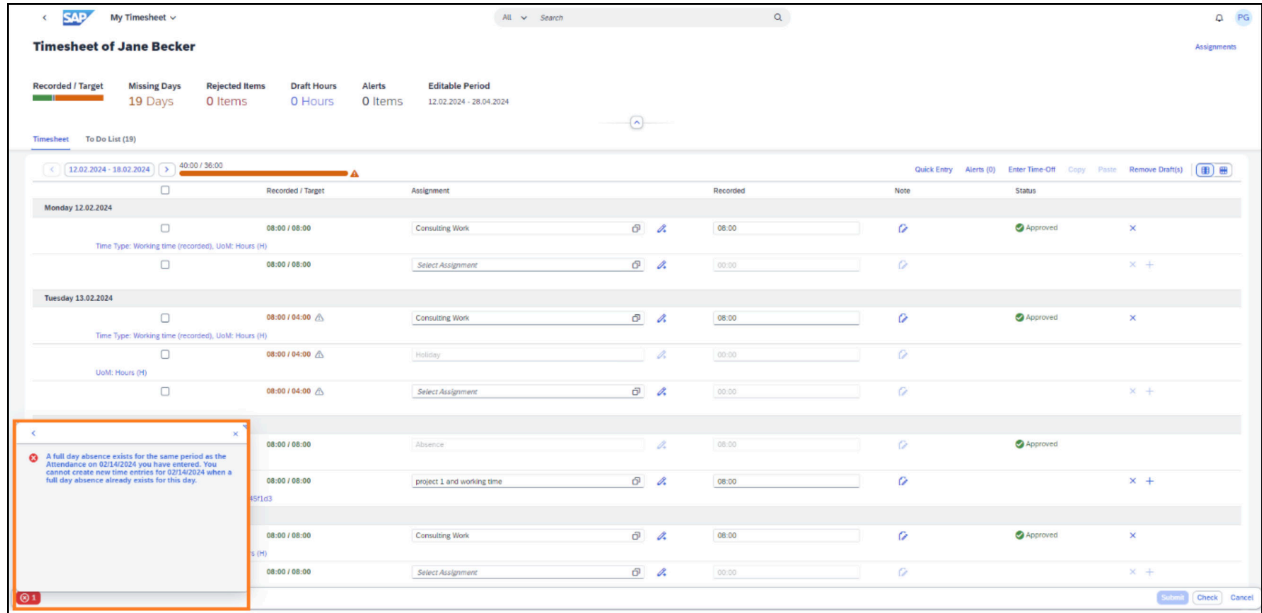
Role-Based Permission Prerequisites

To create an External Time Recording Group, ensure you have the View, Edit, and Import/Export permissions for **User** > **Time Management Object Permissions** > **External Time Recording Group** permission.

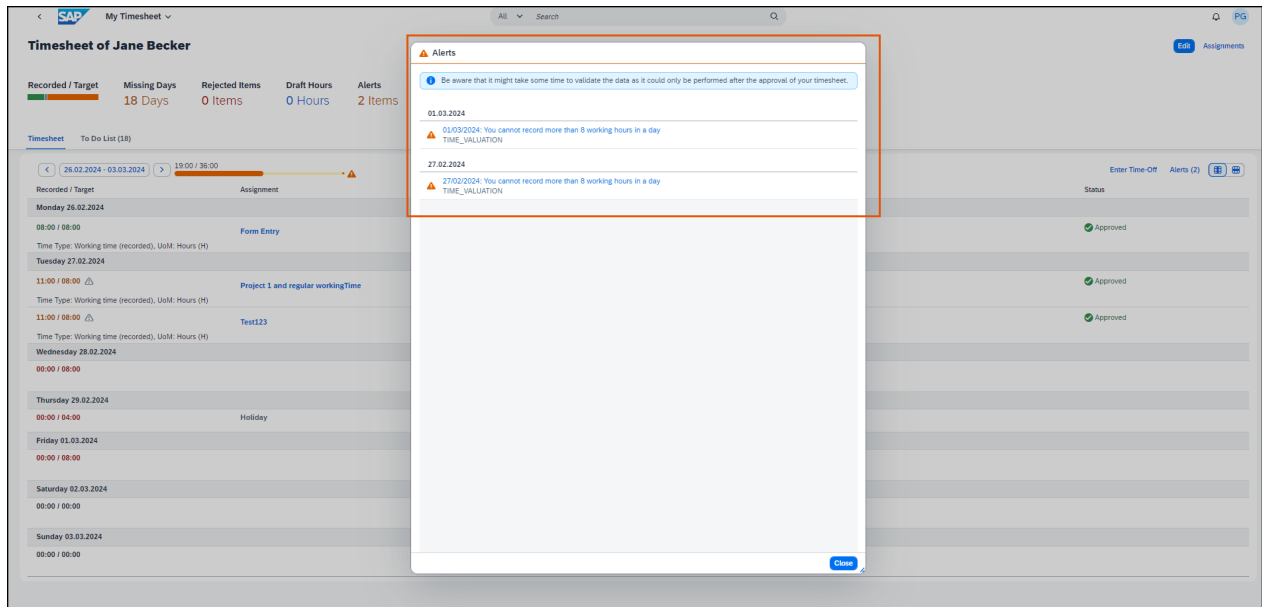
What's Changed

The screenshot displays the SAP SuccessFactors Timesheet interface for Jane Becker. At the top, there are summary statistics: Recorded / Target, Missing Days (18 Days), Rejected Items (0 Items), Draft Hours (0 Hours), Alerts (2 Items), and Editable Period (12.02.2024 - 28.04.2024). Below this, there is a table of time entries. The table has columns for Recorded / Target, Assignment, Recorded, Note, and Status. The entries are grouped by date: Monday 26.02.2024 and Tuesday 27.02.2024. A red box highlights the 'Enter Time-Off' button in the top right corner. Another red box highlights a warning message: 'Please note that you cannot record more than 12 working hours in a day. Please contact the Manager or HR Admin for further advice.'

Information that is received from SAP SuccessFactors Time Integration. It shows target hours for each day, absence information, holiday information, time valuation or regulatory error message when recording time, and accessing Time Off .



Collision error.



List of alerts returned from SAP SuccessFactors after the time sheet entries are submitted.

Technical Details

Reference Number	TIM-40987
Product	Employee Central Time Tracking

Module	Time Management
Feature	Time Off Time Sheet
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[CATS Consolidated Time Recording: Integration with SAP SuccessFactors](#)

[Access Configuration for Integration with SuccessFactors](#)

[Consolidated Time Recording with SAP S/4HANA](#)

[Migration to SAP Cloud Identity Authentication \(IAS/IPS\)](#) 

[Workforce Availability](#)

[SAP Community blog on S/4HANA My Timesheet v4 powered by SAP SuccessFactors](#) 


2.5.14 Email Address Validated By Default

Email addresses in Employee Central are now validated by default. We've removed the *Activate Email Validation in scorecard* setting that controlled the email address validation from the *Company System and Logo Settings* page.

Whenever there's a change to email addresses, their formats are automatically checked. This enhancement improves data quality by preventing any invalid email addresses and saves configuration efforts.


What's Changed

How It Looks Now

- Display Performance Score in HR Inbox
- Enable To-Do Panel
- Enable adoption of General Display Name 

In the current version, the option *Activate Email Validation in scorecard* under [Admin Center](#) > [Company System and Logo Settings](#) has been removed. The email address validation is now universally applied in Employee Central.

How It Looked Before

- Display Performance Score in HR Inbox
- Activate Email Validation in scorecard
- Enable To-Do Panel
- Enable adoption of General Display Name 

In the previous version, the option was off by default. Administrators had to manually enable it if they wanted to get the email address validated.

Technical Details

Reference Number	ECT-218384
Product	Employee Central
Module	Employee Data
Feature	Personal Information
Action	Recommended
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed

Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Email](#)

2.5.15 Enhanced Support for Migrating Employees With Concurrent Employment Assignments in SAP S/4HANA System

You can now migrate data from all concurrent employments based on the new configuration options in SAP S/4HANA system.

Currently for concurrent employment, the entities like personal info (WS_5), address (WS_10), email (WS_7), and phone (WS_8) are always extracted from the first employment, irrespective of whether the first PERNR is active or withdrawn.

In the current release, we have added new configurational options for migrating Personal Information and Address Information from a specific employment or from all employments. And you can choose the employment for migrating email and phone data based on the configuration.

Configuration Requirements

Support package 3 of the SFSF EC S4 HCM INTEGRATION (ECS4HCM) add-on must be installed in your SAP S/4HANA system.

What's Changed

In the previous version, personal information (WS_5), email (WS_7), phone (WS_8), and address (WS_10) is extracted from the first employment even if it is inactive.

In the current version, there are two options provided to migrate the Personal Information and Address Information from the active PERNR. You can either use the `EX_ECPAO_IDNTFY_MAIN_PERNR` BAdI or the [ERP to EC](#):

[Determine Personal Data for Concurrent Employment](#) switch in the V_ECPAO_CONSTANT view. The BAdI could be implemented to mention the main personnel number of the concurrently employed person. The switch can be used to fetch information (Personal information and Address information) from all the employments as per their dates.

Technical Details

Reference Number	ECT-224932
Product	Employee Central
Module	Integration and Extension
Feature	ERP Integration
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Employee Having Concurrent Employment in SAP ERP HCM](#)

2.5.16 Enhancements in Centralized Services

We've introduced a few general enhancements to improve Centralized services.

Updates in Centralized Services

Cross-Entity Rules

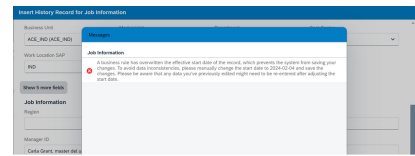
In the previous version, it was only possible to configure 5 cross-entity rules for each entity.

In the current version, there is no longer any limit for cross-entity rules for each entity.

Setting Effective Start Date with onSave Business Rules

In the previous version, if a user added a new record in the UI, then the new effective start date was only saved if it was later than the one in the previous record and earlier than the one in the subsequent record (if there is one). Otherwise the originally entered effective start date was saved and the rule result not taken into account. The system allowed the creation of these records, although they were inconsistent.

In the current version, the calculated effective start date is saved if it is later than the date in the previous record and earlier than the subsequent record (if there is one). Otherwise, the system now informs you that the effective start date could not be overwritten by the system and requests that you manually update the date.



Start Date Syncing in Manager Self-Service

In the previous version, in transactions that involved Job Information, Compensation Information, and Job Relationships, the start dates of these entities could be overwritten by business rules, meaning that the start dates between Job Information and Compensation Information were not kept in sync, which meant that there was inconsistent data in the system.

In the current version, the start dates of Job Information and Compensation Information involved in one transaction are kept in sync by the system. This means, that the dates can be changed by business rules but that the system ensures that only consistent data is saved. The start date set for Job Information always wins over the start date of Compensation Information, as long as Job Information was involved in the same UI transaction and not added by a cross-entity rule.

There is no automatic start date syncing to or from Job Relationships.

We made these changes to prevent data inconsistencies in your system as well as make it easier to migrate from Basic rules to application-specific rules.

Technical Details

Reference Number	ECT-224828
Product	Employee Central
Module	Employee Data
Feature	Business Rules
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability

Technical Details

Reference Number	ECT-213806
Product	Employee Central
Module	Process Automation
Feature	Data Import and Export
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Scheduling Data Import Jobs](#)

2.5.18 Enhancements in Infoporter to Support Suppress Identical Records

Suppression of identical records happens by default when you process an unchanged data in Employee Central imports.

In SAP SuccessFactors Employee Central, the switch to enable or disable the suppress identical records is no longer available and hence by default suppression of identical records is done. Due to this, the option to enable or disable the suppress identical records is removed from the selection screen of the employee extraction report and job scheduler report (*Employee Data Extraction* (ECPAO_EMPL_EXTRACTION) and *Job Scheduler for Employee Data Migration* (ECPAO_EMPL_DMT_JOB_SCHEDULER)).

Configuration Requirements

Support package 3 of the SFSF EC S4 HCM INTEGRATION (ECS4HCM) add-on must be installed in your SAP S/4HANA system.

Support package 37 of the SFSF EC INTEGRATION (PA_SE_IN) add-on must be installed in your SAP S/4HANA or SAP ERP system.

What's Changed

The screenshot displays the 'Employee Data Extraction' configuration interface. It is divided into several sections:

- Selection Criteria:** A table with fields for Personnel Number, Action Type, Personnel area, Personnel subarea, Employee group, and Employee subgroup. Each field has a corresponding input box and a right-pointing arrow icon.
- Extraction Template:** Fields for Transformation Template Group (with a checked checkbox) and Variant ID.
- Communication Channels:** Radio buttons for Test Run (checked), Web Service Transfer, and File Transfer. There are also checkboxes for 'Combine into ZIP File' and 'Download Payload via CSV Files'. Below are fields for 'File Identifier' and a path field.
- Message Log:** A checkbox for 'Detailed Message Log'.
- Other Selection Criteria:** A checkbox for 'Failed Employee Only', which is highlighted with a blue border in the image.

How It Looks Now

Employee Data Extraction

◆ OrgStructure
◆ Search Help

Selection Criteria

Personnel Number	<input type="text"/>	
Action Type	<input type="text"/>	
Personnel area	<input type="text"/>	
Personnel subarea	<input type="text"/>	
Employee group	<input type="text"/>	
Employee subgroup	<input type="text"/>	

Extraction Template

Transformation Template Group	<input checked="" type="checkbox"/>
Variant ID	<input type="text"/>

Communication Channels

Test Run
 Download Payload via CSV Files

Web Service Transfer
 File Transfer

Combine into ZIP File
 File Identifier

Use Server Path

Use Local Drive Path

Message Log

Detailed Message Log

Other Selection Criteria

Failed Employee Only
 Suppress Identical Records

How It Looked Before

Technical Details

Reference Number	ECT-225324
Product	Employee Central
Module	Integration and Extension
Feature	ERP Integration
Module	
Action	Info only
Enablement	Customer configured

[Link to Demo](#)

Lifecycle	Deleted
Type	Changed
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

- [Suppress Switch in Company System and Logo Settings is Deleted](#)
- [Extracting Employee Data](#)
- [Parallelization of Employee Data Extraction Via Job Scheduler Report](#)
- [Extracting Employee Data](#)
- [Parallelization of Employee Data Extraction Via Job Scheduler Report](#)

2.5.19 Enhancements to Manage Pending Hires Tool

We've made several improvements to the Manage Pending Hires tool including adding and changing icons, and adding error messages.

We've introduced the Automatic Hire feature this release. The applicants that aren't successfully hired in the Automatic Hire process are displayed on the Manage Pending Hires tool where they can then be processed manually.

The screenshot shows the Manage Pending Hires in the current version with the new and changed icons besides the applicant names.

Name	Job Title	Job Classification	Division	Hire Date
Alex Anderson	QA Engineer	USA_160231	ACE Canada	12/31/2019
Alice Fong	Program Manager	USA_160231	ACE Canada	12/31/2019
Arjun Karnawal	QA Engineer	USA_160231	ACE Canada	12/31/2019
Jacob Black	QA Engineer			
Jake Trib	QA Engineer	ARG_ARGSCHANL003	Software (d1)	01/20/2022
Kent Clark	QA Engineer	USA_160231	ACE Canada	12/31/2019
Kimberly Nottingham	QA Engineer	USA_160231	ACE Canada	12/31/2019
Kiran Kumar	QA Engineer	USA_160231	ACE Canada	12/31/2019
Mike Anderson	AutoDev	ARG_ARGSCHANL003	Software (d1)	01/20/2022

Two new icons have been added to the Manage Pending Hires tool:

- »» *Automatic Hire* icon: This icon indicates that the applicant has been through the Automatic Hire process.
- ⚠ *Alert* icon: This icon indicates that there was an issue encountered during the Automatic Hire process and the process couldn't complete. The reasons could be:
 - There's missing or incorrect configuration (including missing values for mandatory fields in Employee Central)
 - There's a duplicate or matching user.

In the current version, when you select the ⚠ *Alert* icon, a popup window with the message as seen in the screenshot is displayed. Selecting the *Hire* button takes you to the *Add New Employee* page.

Messages



[Hire](#) [Cancel](#)

Also, when hiring an applicant with the automatic or manual hire process, if there's a pending workflow or sent back workflow, when you select the applicant's name, you see the error messages as shown in the screenshots.

⊗ Error




There is a pending workflow for this applicant.

[Close](#)

⊗ Error

There is a sent back workflow for this applicant.

[Close](#)

In the current version, we have also changed the icons for  *Sent back by approver*,  *Pending approval*, and  *In draft* applicants.

We made changes to the user interface and the error messages in the Manage Pending Hires tool to support the Automatic Hire feature.

Technical Details

Reference Number	ECT-232802
Product	Employee Central
Module	Employee Data
Feature	Hire, Rehire, and Termination
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Automatic Hire](#)
[Features Of Manage Pending Hires](#)
[Icons in the Manage Pending Hires Tool](#)

2.5.20 Event-Based (Asynchronous) Position Follow-Up Processes for External Workforce Replication from SAP Master Data Integration to SAP SuccessFactors Employee Central

Position reclassification and synchronization between matrix relationships and job relationships now automatically run in the background when you replicate contingent workers from SAP Master Data Integration (MDI) to SAP SuccessFactors Employee Central.

The follow-up processes run in the background in this order:

1. Position Reclassification
2. Synchronization between Matrix Relationships and Job Relationships

If an error occurs in one of the processes, the system does not send an email to the user who initiated the action. The system creates an admin alert of the Position Follow-Up Processes type. This alert includes information that helps you identify and fix the errors, such as the name of the specific follow-up process that failed, and the name of the user for whom the initial action was saved. Under [Actions > Admin Alerts](#), you can retrigger the follow-up process after you've resolved the errors. The system then automatically deletes the admin alert. You can also delete the admin alert manually.

Note

When an error occurs, the process following the failed process doesn't take place. When you fix the error and retrigger the affected process, the process that initially failed runs again, as well as all subsequent process.

When you want to update multiple records for a single user through MDI, but an error occurs in one of the records, processing is skipped for all subsequent records and admin alerts are created for the failed record as well as the skipped records. You can see the skipped records in the Admin Alert tool in status *processing skipped*. You can't delete or retrigger the **skipped** records. You must select the failed record together with the skipped records to delete or retrigger the subsequent records.

We are introducing the above position follow-up processes for External Workforce Replication from SAP Master Data Integration to SAP SuccessFactors Employee Central to ensure data consistency when replicating contingent workers from one to the other.

Role-Based Permission Prerequisites

You have the [Admin Alerts Object Permissions > Position Follow-Up Admin Alert](#) permission.

Technical Details

Reference Number ECT-217114

Product	Employee Central
Module	Company Organization
Feature	Organizational Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Admin Alerts for Errors in Position Follow-Up Processes](#)

[New Inbound Integration Scenarios from SAP Master Data Integration to SAP SuccessFactors Employee Central \[page 384\]](#)

[Follow-Up Processes for External Workforce Replication from SAP Master Data Integration to SAP SuccessFactors Employee Central](#)

2.5.21 Identifying Employees for Temporary Exclusion from Inbound Processing in SAP S/4HANA

We provide a new tool that helps you find an employee for whom an exceptional error occurred during data replication from Employee Central, to temporarily suspend the processing of their data in the SAP S/4HANA system.

In the previous version, we provided a tool to suspend the processing of the data replicated for a specific employee from Employee Central if an exceptional error occurred. Temporarily suspending the processing for the employee allows for the data of the other employees of the same processing run to be processed in SAP S/4HANA. The new tool helps you find the employee for whom you want to temporarily suspend processing.

We're closing a gap with this feature. We've made this feature available for the SFSF EC INTEGRATION (PA_SE_IN) add-on with support package 36. Now we're also providing it for the SFSF EC S4 HCM INTEGRATION (ECS4HCM) add-on.

Configuration Requirements

Support package 3 of the SFSF EC S4 HCM INTEGRATION (ECS4HCM) add-on must be installed in your SAP S/4HANA system.

Role-Based Permission Prerequisites

We provide the new template role SAP_HR_ECPAO_ANALYSIS with the permissions required by a user of the new tool. You can copy and adapt this role as required.

What's Changed

Date of Exception	Time of Exception	External Employee ID	Person GUID	Excluded from Productive Processing	Replication Request
25.02.2024	09:48:31		F00446CD93904379A29614A2835B0B8D	No	8F6CEE44EE951EDEB3FD44433BF86CAC
22.02.2024	06:40:27		F00446CD93904379A29614A2835B0B8D	No	8F6CEE44EE951EDEB3FD44433BF86CAC
20.02.2024	13:41:13		F00446CD93904379A29614A2835B0B8D	No	8F6CEE44EE951EDEB3FD44433BF86CAC

How It Looks Now

In the current version, you can use the *Identify to Exclude from Processing* (ECPAO_IN_EE_EXCP) transaction to find the employee for whom the exception occurred. You can suspend processing directly from this transaction and include the employee in processing again when the error is resolved.

In the previous version, we provided the *Exclude Employees from Processing* (ECPAO_IN_QUAR) transaction to suspend the processing of the data replicated for a specific employee from Employee Central if an exception occurred. But you had to find the employee for whom the error occurred by yourself. You can still use this transaction. Alternatively, you can use the new *Identify to Exclude from Processing* transaction.

Technical Details

Reference Number ECT-216253

Product	Employee Central
Module	Integration and Extension
Feature	ERP Integration
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Identifying Employee for Whom an Exception Was Raised to Suspend Processing of Their Data](#)

2.5.22 Incumbent Assigned to the New Higher-Level Position Can Access Their Lower-Level Position Details

If the higher-level position of a position is changed in the Position Org Chart after the latest record date of its lower-level positions, the incumbent of the new higher-level position can now view and edit their second and subsequent lower-level position details.

Following the higher-level position change, the incumbent who was assigned to the previous higher-level position can no longer view the lower-level positions on the Position Org Chart.

For illustrative purposes, the following table shows records of the position entity **Position X** as an example.

Entity Code	Effective Start Date	Records
Position X	12/01/2017	Position Y is the parent position of Position X (higher-level position).

Entity Code	Effective Start Date	Records
Position X	01/01/2018	Position A and Position B are lower-level positions of Position X.
Position X	01/02/2018	The higher-level position of Position X is changed from Position Y to Position Z.

Effective from 01/02/2018, the following behaviors take place on the Position Org Chart:

- The incumbent assigned to the new higher-level position, **Position Z**, can view and edit positions: **Position X**, **Position A**, and **Position B**.
- The incumbent of the previous higher-level position, **Position Y**, can no longer view and edit positions: **Position X**, **Position A**, and **Position B**.

We're closing a functionality gap with this feature. This enhancement is based on the [Customer Community Idea 259101](#).

Role-Based Permission Prerequisites

Incumbents of both the previous and new higher-level positions have permission to view and edit at least two levels down the hierarchy.

Technical Details

Reference Number	MDF-51568
Product	Employee Central
Module	Company Organization
Feature	Organizational Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire

Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Position Organization Chart](#)

2.5.23 Linking of Absences for Italy

You can now link multiple absences for Italy if there are two or more absences for the same illness. Each of these absences is taken into account when calculating the sick pay entitlement in payroll.

We've created this feature to allow information about linked absences to be replicated to payroll. The relevant legal requirements for sick pay are then applied based on these linked absences.

Configuration Requirements

- You must be using SAP SuccessFactors Employee Central Time Off.
- A time type with Italy as the country/region and Absence as the classification with absence class Sickness exists, and has been associated with the employee's time profile.

What's Changed

Create Absence

Time Type* 

Sick Leave Italy 

StartDate*

07 Feb 2024 

End Date*

07 Feb 2024 

Requesting

1 day

Returning to Work On

08 Feb 2024

Recurring Absence

[Link Additional Absence](#)

Comment

How It Looks Now

You can now choose [Link Additional Absence](#) on the [Create Absence](#) screen to link multiple absences.

Technical Details

Reference Number	TIM-40322
Product	Employee Central
Module	Time Management
Feature	Time Off
Action	Info only
Enablement	Customer configured
Link to Demo	Linking of Absences for Italy
Lifecycle	General Availability

Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Italy](#)

[Requesting and Linking Absences for Italy](#)

2.5.24 Linking of Absences for Short-Term Disability USA

You can now link multiple absences for short-term disability USA. The system takes linked absences into account when calculating the short-term disability entitlements and adjusts the disability periods accordingly.

We developed this feature to allow an easy calculation of short-term disability entitlement periods based on linked absences.

Configuration Requirements

You must be using SAP SuccessFactors Employee Central Time Off. You must also have configured an absence pay policy and absence pay scheme, and assigned them to the Job Information of the relevant employees.

What's Changed

How It Looks Now

Create Absence

Time Type * 

Short-term Disability 

Start Date *

Apr 01, 2024 

End Date *

Apr 01, 2024 

Requesting

1 day

Returning to Work On

Apr 02, 2024

Recurring Absence

[Link Additional Absence](#)

Comment



Additional Leave Information for USA

Disability Period One End Date

Apr 02, 2024 

Disability Period Two End Date

Apr 04, 2024 

Disability Period Three End Date

Apr 06, 2024 

[Set Disability Period Policy Dates](#)

[Submit](#) [Cancel](#)

You can now link multiple absences for short-term disability USA and the system adjusts the entitlement period accordingly.

Technical Details

Reference Number	TIM-35853
Product	Employee Central
Module	Time Management
Feature	Time Off

Action	Info only
Enablement	Customer configured
Link to Demo	Short-Term Disability USA
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Requesting and Linking an Absence for Short-Term Disability](#)

2.5.25 Localized Enhancements for Multiple Countries/Regions

In this overview, you get information about the country/region-specific enhancements in Employee Central for the countries/regions: Croatia, Colombia, Hungary, Mexico, India, Japan, Slovakia, Sint Maarten and Curaçao.

Country/ Region	Title	Description	Configuration Re- quirements	Before	After	Jira Ticket	Enable- ment	More In- formation
Colombia	New Work Permit Type and Proof of Identity for Colombia	We've introduced a new work permit document type <i>COL - Temporary Protection Permit</i> to the picklist ID <i>permitdoctype</i> for Colombia. We've also added the document <i>Temporary Protection Permit (PPT)</i> to the filed Proof of Identity in Payment Information. We've enabled replication of the new proof of identity from Employee Central to Employee Central Payroll.	You can change the HRIS elements in either the BCUI or the Country/Region-Specific Succession Data Model in provisioning. The picklist values can be updated in Picklist Center. Data models, picklists, and validation rules are available in the Software Download Center .		Additional picklist value - picklist ID permitdoctype: <ul style="list-style-type: none"> External code: COL7, label: COL - Temporary Protection Permit 	ECT-2254-27	Customer configured	Colombia_Employee Central


Country/ Region	Title	Description	Configuration Re- quirements	Before	After	Jira Ticket	Enable- ment	More In- formation
Croatia	Enhanced Global Information, Home Address Information, Corporate Address Information, Work Permit Types, Dependent Type Picklist, and Region Picklist for Croatia	<p>In Global Information for Dependents, we've added two new fields, Health Insurance ID and Dependent Type.</p> <p>In Home Address Information and Corporate Address Information, we've added a new field Municipality assigned by a new picklist ID MUNICIPALITY_HRV.</p> <p>We've added a cascading relationship between the parent picklist ID REGION_HRV to the child picklist ID MUNICIPALITY_HRV.</p> <p>We've also introduced the following work permit document</p>	<p>You can change the HRIS elements in either the BCUI or the Country/Region-Specific Succession Data Model and Country/Region-Specific Corporate Data Model in Provisioning.</p> <p>The picklist values can be updated in Picklist Center.</p> <p>Data models, picklists, and validation rules are available in the Software Download Center.</p>	<p>Fields in order- Home Address and Corporate Address (starting from line 9)</p> <ul style="list-style-type: none"> Field ID: State, label: Region, picklist ID: REGION_HRV Field ID: country, label: Country 	<p>New fields - Global Information for Dependents</p> <ul style="list-style-type: none"> Field ID: generic-String6, label: Health Insurance ID, Field ID: generic-String7, label: Dependent Type, picklist ID: DEPENDENT-TTYPE_HRV Field ID: State, label: Region, picklist ID: REGION_HRV Field ID: address6, label: Municipality, picklist ID: MUNICIPALITY_HRV, parent picklist ID: <p>Fields in order- Home Address and Corporate Address (starting from line 9)</p> <ul style="list-style-type: none"> Field ID: State, label: Region, picklist ID: REGION_HRV Field ID: address6, label: Municipality, picklist ID: MUNICIPALITY_HRV, parent picklist ID: 	ECT-2224 57	Customer configured	Croatia_Employee Central

Country/ Region	Title	Description	Configuration Re- quirements	Before	After	Jira Ticket	Enable- ment	More In- formation
		types: <i>HRV</i> – <i>Identity/ID</i> <i>card, HRV</i> – <i>Pension</i> <i>Insurance</i> <i>ID, HRV</i> – <i>Health</i> <i>Insurance</i> <i>ID, HRV</i> – <i>Health</i> <i>Insurance</i> <i>Card</i> <i>Number,</i> and <i>HRV</i> – <i>Health</i> <i>Insurance</i> <i>Contract</i> <i>Number</i> .			RE- GION_HR V • Field ID: country, label: Country New picklist values for pick- list ID permit- doctype and picklist ID DE- PENDENT- TYPE_HRV			
		A new pick- list ID <i>Dependent</i> <i>TYPE_HRV</i> is created and as- signed to the field <i>Dependent</i> <i>Type</i> .						

Country/ Region	Title	Description	Configuration Re- quirements	Before	After	Jira Ticket	Enable- ment	More In- formation
Mexico	New Global Information Gender Field and Picklist Values for Mexico	<p>In Global information, we've added a new field <i>Gender</i>. We've introduced a new gender picklist ID <i>gender_MEX</i> to which a third gender value, <i>Non-Binary</i> is assigned for Mexico.</p> <p>The validation of the National ID <i>CURP</i> is enhanced to accept the third gender check.</p> <p>There are also new associated validation messages for gender.</p> <p>With the third gender value, we've updated the validation rules of the gender indicator for Mexico.</p>	<p>You can change the HRIS elements in either the BCUI or the Country/Region-Specific Succession Data Model in provisioning.</p> <p>Data models, picklists, and validation rules are available in the Software Download Center.</p> <p>To implement the country/region-specific gender rules, refer to Local Gender Rules.</p>	<p>National ID format and validation for CURP (Clave Única de Registro de Población)</p> <ul style="list-style-type: none"> • Display Format: AAAA YYM MDD AAAA AAX N • Regular expression: [A-Z]{4}{6}[MH]{1}[A-Z]{2}[B-DF-HJ-NP-TV-Z]{3}[A-Z0-9]{1}[\d]{1} 	<p>New field in Global Information</p> <ul style="list-style-type: none"> • Field ID: gender-country-specific, label: Gender, picklist ID: gender_MEX <p>Picklist values - new gender picklist ID gender_MEX</p> <ul style="list-style-type: none"> • External code: M, label: Male • External code: F, label: Female • External code: MEX-X, label: Non-Binary <p>National ID format and validation for CURP (Clave Única de Registro de Población)</p> <ul style="list-style-type: none"> • Display Format: AAAAYYM MDDAAA AAAXN • New regular expression: [A-Z] 	<p>ECT-2258 45</p> <p>ECT-2258 46</p>	<p>Customer configured</p>	<p>Local Gender Rules</p> <p>Mexico_Employee Central</p> <p>Validation Rules - Mexico</p>

Country/ Region	Title	Description	Configuration Re- quirements	Before	After	Jira Ticket	Enable- ment	More In- formation
					{4}[\d]{6} [MHX]{1} [A-Z]{2} [B-DF-HJ- NP-TV-Z] {3}[A- ZO-9]{1} [\d]{1}			
Hungary	Enhanced Global Personal Informa- tion for Hungary	In Global Personal In- formation, we've added the following fields for employees: <i>Mother's First Name</i> , <i>Mother's Last Name</i> , <i>Birth First Name</i> , and <i>Birth Last Name</i> .	You can change the HRIS elements in ei- ther the BCUI or the Country/Region- Specific Succession Data Model in provi- sioning. Data models, picklists, and validation rules are available in the Software Download Center 🗨️.		New fields - Global Infor- mation <ul style="list-style-type: none"> Field ID: generic- String9, label: Mother's First Name Field ID: generic- String10, label: Mother's Last Name Field ID: generic- String21, label: Birth First Name Field ID: generic- String22, label: Birth Last Name 	ECT-2228 92 ECT-2298 63	Customer config- ured	Hungary




Country/ Region	Title	Description	Configuration Re- quirements	Before	After	Jira Ticket	Enable- ment	More In- formation
India	New Global In- formation Field for India	We've intro- duced a new field, <i>PAN</i> <i>Inoperative</i> in Global In- formation for India.	You can change the HRIS elements in ei- ther the BCUI or the Country/Region- Specific Succession Data Model in provi- sioning. Data models, picklists, and validation rules are available in the Software Download Center .		New field - Global Infor- mation • Field ID: generic- StringIO, label: PAN Inopera- tive	ECT-2301 73	Customer config- ured	India_Em- ployee Central

Country/ Region	Title	Description	Configuration Re- quirements	Before	After	Jira Ticket	Enable- ment	More In- formation
Japan	Enhanced Global Information for Dependents	We've added the following fields in Global Information for Dependents: <i>Adjustment Deduction Target, Overseas Exceptional Dependent, Reason for Overseas Exceptional Dependent, Retirement Income for Residence Tax, Disability Description, and Estimated Earnings (JPY)</i> . For the field <i>Non-Resident</i> , we've changed the picklist assignment from picklist ID <i>yesNo</i> to <i>NON_RESIDENT_JPN</i> . We've introduced new picklists ID <i>OS_EX_JPN</i> for the field <i>Overseas Exceptional Dependent</i> and	Export the existing employee data of the field Non-Resident and update the data mappings between picklist ID <i>yesNo</i> and <i>NON_RESIDENT_JPN</i> . Make sure the picklist values are correctly mapped as following: <ul style="list-style-type: none"> • <i>Yes</i> in picklist ID <i>yesNo</i> is mapped to <i>Non-resident</i> (external code 00, label: Non-Resident) in picklist ID <i>NON_RESIDENT_JPN</i>. • <i>No</i> in picklist ID <i>yesNo</i> is mapped to <i>Resident</i> (external code 01, label: Resident) in picklist ID <i>NON_RESIDENT_JPN</i>. You can change the HRIS elements in either the BCUI or the Country/Region-Specific Succession Data Model in provisioning. The picklist values can be updated in Picklist Center. Data models, picklists, and validation rules are available in the Software Download Center  .		Changes in picklist values - picklist ID REASON_JPN, picklist ID RED_DISABLED_FAMM_JPN New picklists with values - picklist ID OS_EX_REASON_JPN, picklist ID OS_EX_JPN, picklist ID NON_RESIDENT_JPN New fields - Global Information for dependents <ul style="list-style-type: none"> • Field ID: generic-String17, label: Adjustment Deduction Target, picklist ID: <i>yesNo</i> • Field ID: generic-String18, label: Overseas Exceptional Dependent, picklist ID: OS_EX_JPN • Field ID: generic- 	ECT-2274 83	Customer configured	Japan_Employee Central

Country/ Region	Title	Description	Configuration Re- quirements	Before	After	Jira Ticket	Enable- ment	More In- formation
		<p>OS_EX_REA SON_JPN for the field Reason for Overseas Exceptional Dependent.</p> <p>There are also changes of picklist values to the picklist ID REASON_JPN (field Reason for Changing Master Data) and picklist ID DED_DISAB ELED_FAM M_JPN (field Deduction for Disabled Family Member).</p>			<p>String19, label: Reason for Overseas Exceptional Dependent, picklist ID: OS_EX_REA-SON_JPN</p> <ul style="list-style-type: none"> Field ID: generic-String20, label: Retirement Income for Residence Tax, picklist ID: yesNo Field ID: generic-String21, label: Disability Description Field ID: generic-Number1, label: Estimated Earnings (JPY) <p>Correction in field - Global Information for Dependents</p> <ul style="list-style-type: none"> Field ID: generic-String10, label: 			

Country/ Region	Title	Description	Configuration Re- quirements	Before	After	Jira Ticket	Enable- ment	More In- formation
					Non-Resi- dent, de- leted pick- list ID: yesNo, new as- signed picklist ID: NON_RES IDENT_JP N			

Country/ Region	Title	Description	Configuration Re- quirements	Before	After	Jira Ticket	Enable- ment	More In- formation
Taiwan	Enhanced National ID Validation Rules and Algorithm for Taiwan	<p>We've added national ID validations that verify the data correctness by comparing the second digit with gender. Warning messages appear if there's a mismatch between the national ID and employees' gender information.</p> <p>We've also introduced the algorithm calculations to validate the national IDs for native employees in Taiwan.</p>	<p>You can change the HRIS elements in either the BCUI or the Country/Region-Specific Succession Data Model in provisioning.</p> <p>Data models, picklists, and validation rules are available in the Software Download Center.</p>	Previously, there were no gender validation and algorithm check.	<p>Validation rules - Details</p> <ul style="list-style-type: none"> Digit 1 corresponds to an area code where the Unified Number (UN) is issued. Digit 2 represents gender. "1" or "8" for native males, "A" or "C" for foreign males, "2" or "9" for native females, and "B" or "D" for foreign females. Digit 3 to 9 are random numbers. Digit 10 is a check digit. For Uniform Number (UN) that issued for foreign nationals, there's no algorithm check. 	ECT-2200 67	Customer configured	Validation Rules - Taiwan

Country/ Region	Title	Description	Configuration Re- quirements	Before	After	Jira Ticket	Enable- ment	More In- formation
Sint Maarten and Cura- çao	New Cur- rency for Sint Maarten and Cura- çao	A new cur- rency Car- ibbean Guil- der (XCG), which val- ues the same as the Nether- lands Antil- lean guilder is intro- duced ef- fective from March 31, 2025.	Currency values are available in the "EC Configuration Files - CountryRegion/Cur- rency/Script" that can be downloaded in Software Download Center  .		The new cur- rency should be added to the Currency object with the assigned infor- mation as be- low: <ul style="list-style-type: none"> • External code: XCG • Label: Caribbean Guilder • Effective as of: 3/31/202 5 • Default decimals: 2 	ECT-2285 90	Customer config- ured	SAP Note 3410662 
Miscella- neous countries/ regions	Enhanced Picklist values for Address Informa- tion	To achieve data con- sistency be- tween SAP Data Qual- ity Manage- ment mi- croservices for location data and Employee Central, we've made changes in the picklist values re- lated to the Address In- formation for miscel- laneous countries/ regions.	The picklist values can be updated in Picklist Center. Data models, picklists, and validation rules are available in the Software Download Center  .			ECT-2283 45	Customer config- ured	

Country/ Region	Title	Description	Configuration Re- quirements	Before	After	Jira Ticket	Enable- ment	More In- formation
Slovakia	Enhanced Field ID of City in Home Address Information for Slovakia	We've replaced the field City with field ID address6 from the field City with field ID city . We've enabled replication from Employee Central to Employee Central Payroll.	Export the existing employee address data of the field City with field ID address6 and switch the data mapping to the field City with field ID city of the corresponding data. You can change the HRIS elements in either the BCUI or the Country/Region-Specific Succession Data Model in provisioning. Data models, picklists, and validation rules are available in the Software Download Center .	Field - Home Address (line 6) • Field ID: address6, label: City	Field - Home Address (line 6) • Field ID: city, label: City	ECT-222457	Customer configured	Slovakia_Employee Central

We've made these enhancements to provide accurate localized information for our customers.

Technical Details

Reference Number	ECT-222457
Product	Employee Central Employee Central Payroll
Module	Localization Employee Central Payroll
Feature	Country/Region Specifics
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability

Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Country/Region Specifics in Employee Central](#)

2.5.26 New and Enhanced Employee Central Quick Actions for Employee and Manager Self-Services

You can define new and enhanced Employee Central Quick Actions using templates for commonly used Employee Self-Service and Manager Self-Services. Using the templates, you can tailor use cases for your company and country/region-specific requirements.

Based on customer feedback, we have increased the amount of allowed fields from 5 to 8. This means, that for most templates, if there are more than 8 fields to be displayed for the user, then the system won't let you add any more fields or it only displays the first eight fields from the data model on the UI. In addition, for specific use cases such as Promotion, admins can now choose from a list of allowed events.

For Job Relationships, there is a new validation to ensure that an employee is not their own manager. For a few other messages for Job Information and Job Relationships, we have improved the wording for better clarity.

Here are the new supported use cases: (where change includes the ability to add or delete a record)

- Change Addresses
- Change Email Addresses
- Change Emergency Contacts
- Change Job Relationships
- Change Phone Numbers
- Demotion
- Furlough
- Suspension
- Return from Furlough
- Return from Suspension
- View Addresses

- View Email Addresses
- View Emergency Contacts
- View Job Relationships
- View Phone Numbers

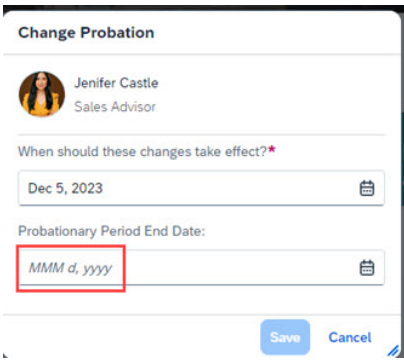
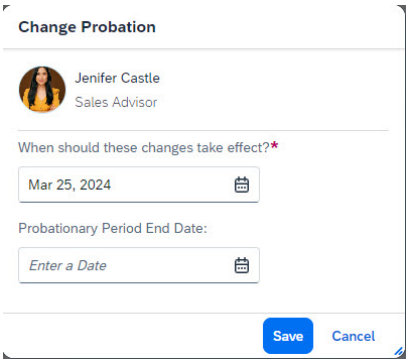
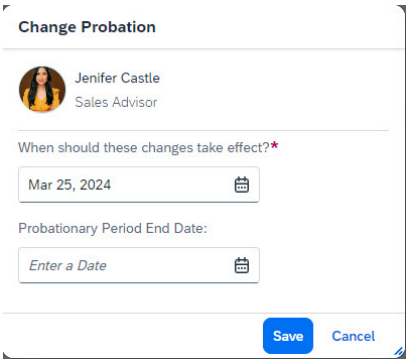
System Behavior

- For Employee Central Quick Actions with a base entity that supports the concept of a primary record, you can add a new record for an entity and set it to the primary record, or change an existing primary record.
- These new uses cases are listed in alphabetical order by type, with the primary record (if applicable) listed first. Emergency contacts are sorted alphabetically by contact, with the primary contact listed first.

For information about templates and system behavior, refer to the Employee Central Quick Actions for Employee and Manager Self-Services WNV topic from the 2H 2023 release as well as the [Simplifying Employee and Manager Experiences with Employee Central Quick Actions](#) blog post in the Community.

Minor Visual Changes

There are a few minor visual changes to the Employee Central Quick Actions in this release.

Change Type	Before	After
Styling	 <p>In the previous version, you had to enter the date in MMM d yyyy format.</p>	 <p>In the current version, you must enter a date in the MMM dd, yyyy format..</p>
Styling	<p>In the previous version, the start date field was the same length as other fields.</p>	 <p>In the current version, the start date field length is shorter.</p>

The templates simplify the Manager and Employee Self-Service experience by providing guidance and hiding complexity, since the amount of fields displayed are reduced to meet the use-case-specific needs.

Configuration Requirements

We have removed the [Admin Center](#) > [Manage Employee Central Settings](#) > [Person, Employment and Worker Type](#) > [Employee Central Quick Actions](#) setting.

To show [Manage My Data](#) and [Manage My Team](#) quick actions on the home page, enable them at [Admin Center](#) > [Manage Home Page](#) > [Quick Actions](#).

Role-Based Permission Prerequisites


You have the [Administrator Permissions](#) > [Manage Business Configuration](#) > [Employee Central Quick Action Template](#) permission to configure the template.

You have the [User Permissions](#) > [Employee Central Quick Actions](#) permission for each template. Permissions must be granted to the target user group for each template created.

For the full list of the required permissions, refer to the [Configuring an Employee Central Quick Action Template](#) topic.


What's Changed

Change Job Relationships




Jenifer Castle
Sales Advisor


When should these changes take effect?*

Mar 19, 2024 


Job Relationships Add



Additional Manager >
Megan Peterson



HR Manager >
Peter Wright



Custom Manager >
Jillian Devlin

Close

How It Looks Now

< Change Job Relationships

When should these changes take effect?
Mar 19, 2024

Relationship Type:
HR Manager

Name: *

Save Delete Cancel

How It Looks Now

Technical Details

Reference Number ECT-219251

Product	Employee Central Platform SAP SuccessFactors Work Zone
Module	Employee Data Mobile Applications
Feature	Mobile Applications Job Relationships Personal Information Joule Home Page Quickcards Work Tech
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Employee Central Quick Actions](#)

[Use Cases for Employee Central Quick Actions](#)

[Configuring an Employee Central Quick Action Template](#)

[Employee Central Quick Actions for Positions](#)

[New Employee Central Quick Actions Available in SAP SuccessFactors Work Zone \[page 108\]](#)

[New Task Entries for Employee Central Quick Actions in Microsoft Teams \[page 114\]](#)

[New Use Cases Supported in Joule \[page 116\]](#)

2.5.27 New APIs for the Pension Benefit Type

We've created new APIs for the Pension benefit type.

The fields under existing objects for pension such as Benefit, BenefitPensionEmployerContributionDetail, BenefitPensionEmployeeContributionDetail, PensionEnrollmentFieldsConfiguration, and BenefitPensionAdditionalEmployeeContributionDetail have been moved to new APIs (objects). These new APIs are:

- `PensionAdditionalEmployeeContributionDetail`: This is used to represent a single entry of an additional employee contribution inside the parent entity `PensionBenefitDetails`.
- `PensionBenefitDetails`: This entity is used to represent the details of a single entry pension inside the parent entity `Benefit`.
- `PensionEmployeeContributionDetail`: This entity is used to represent a single entry of an employee contribution inside the parent entity `PensionBenefitDetails`.
- `PensionEmployerContributionDetail`: This entity is used to represent a single entry of an employer contribution inside the parent entity `PensionBenefitDetails`.
- `PensionUK`: This entity is used to represent a single entry of UK region-specific pension details inside the parent entity `PensionBenefitDetails`.

New pension related objects are added so that the pension related fields can be moved from a single object, [Benefit](#).

Technical Details

Reference Number	BEN-14310
Product	Employee Central
Module	Global Benefits
Feature	Global Benefits
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024

Valid as Of 2024-05-17

Latest Document Revision 2024-04-12

Related Information

[Deprecation of Pension Related Fields \[page 835\]](#)

[PensionAdditionalEmployeeContributionDetail](#)

[PensionBenefitDetails](#)

[PensionEmployeeContributionDetail](#)

[PensionEmployerContributionDetail](#)

[PensionUK](#)

2.5.28 New Business Keys in Document Generation Objects to Enable Transport Feature

In the *Document Generation Template Mapping*, certain existing fields have been made Business Keys. This has resulted in introducing a new validation when handling the Mapping data in the *Document Generation*.

To ensure a smooth transition to this change, there is a migration script run in the background.

In order to activate the Transport feature for Document Generation Templates, certain fields that store Mapping Data had to be marked as Business Keys. However, to meet the requirements that apply to Business Keys, a migration process is run in the background. Additionally, we have introduced new validations during the creation and modification of *Document Generation Templates* to prevent inconsistent data from being created.

What's Changed

In the current version, necessary validations have been imposed to ensure that each *Document Generation Template* can only have one Mapping Document during creation or modification of a template. We have also added a new check in the Check Tool that will provide a list of templates that have multiple Mapping Documents and require correction. Additionally, the objects *DocumentGenerationTemplate*, *DocumentGenerationGroup*, and *DocumentGenerationTemplateEmailOptions* are now available for Transport in Configuration Transport Center.

In the previous version, the system allowed creation of multiple mapping documents for each *Document Generation Template*.

Technical Details

Reference Number	ECT-225036
Product	Employee Central
Module	Localization
Feature	Country/Region Specifics
Action	Recommended
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[What Is Document Generation?](#)

2.5.29 New Configuration to Trigger Trackers When There Are Changes in HRIS Elements

A new MDF object called *Define Benefits Eligibility* is now available to assist in tracking changes in HRIS elements. This object allows users to add required parameters and triggers a tracker to evaluate if changes will impact benefits. Users can also create rules to specify tracker triggers for specific fields within the parameters.

When there are changes in HRIS elements, the system triggers a tracker that can evaluate if the change has an impact on benefits. These tracker-based entries were earlier configured using tracker-based rules, which were based on basic rules. With basic rules being deprecated, we've created the *Define Benefits Eligibility* object, wherein you can add the required *Benefits Eligibility Parameter* such as:

- [Job Information](#)
- [Personal information](#)
- [Biographical Information](#)
- [Dependents](#)
- [Compensation Information](#)
- [Employment Information](#)

When you select the required parameter and save the object, a change in any field in the selected parameter will trigger a tracker that will evaluate if the change will have an impact on benefits. If you need to specify the trigger of a tracker for specific fields within any of these parameters, you can create a rule for using the [Define Benefits Eligibility Criteria](#) rule scenario. Utilizing this rule scenario avoids unwanted tracker entries for any minor change within the eligibility parameters, as you can specify the particular field for which you want the tracker to be triggered upon a change.

Note

Customers who have already configured tracker rules can continue with the same configuration. It would continue to work until the basic rule executions are supported for existing rules.

What's Changed

How It Looks Now

The screenshot shows the 'Manage Data' interface for 'Define Benefits Eligibility'. The search bar is highlighted with an orange box, showing 'Define Benefits Eligibility' selected. Below the search bar, the 'History' section shows a record created on 02/13/2024. The main table displays configuration details for 'Define Benefits Eligibility: Eligibility ID (Eligibility ID)'. A table titled 'Benefits Eligibility Criteria Details' is highlighted with an orange box, showing the mapping between parameters and rules:

Benefits Eligibility Parameter	Benefits Eligibility Criteria Rule
Job Information	Job Information Changes (TEST_ELIGIBILITY_JOBINFO) AS
Personal Information	Personal Information Changes (TEST_ELIGIBILITY_PERSONALINFO) AS
Compensation Information	
Biographical Information	

Technical Details

Reference Number	BEN-14687
Product	Employee Central
Module	Global Benefits
Feature	Global Benefits
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Creating Automatic Enrollment Job for Employee Master Data Changes](#)

2.5.30 New Configurations in Employee Central Service Center

Three configurations have been added so that you can disable suggestions to knowledge base articles, disable alphabetical sorting of service and case categories, and hide HR agent names in SAP SuccessFactors Employee Central Service Center.

The new configurations are available as *Additional Configurations* in the Service Center Configuration object (▮ [Manage Data](#) > [Service Center Configuration](#) > [Select the configuration object](#) > [Take Action](#) > [Make Correction](#) ▮). If required, you can change the default settings for these configurations:

- Hide Suggestions on Create Ticket Page: *No*
- Disable Sorting of Service and Case Categories: *No*

- Hide Agent Name: [Yes](#)

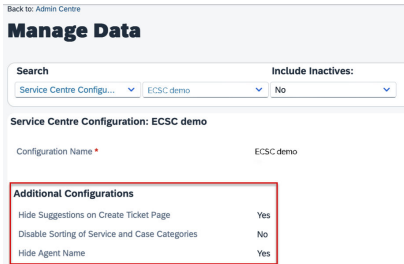
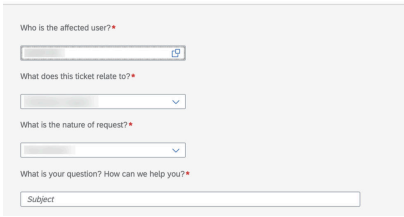
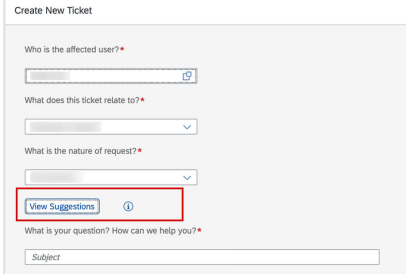
We've made these enhancements to give you the flexibility to disable knowledge base suggestions and alphabetical sorting of categories.

Role-Based Permission Prerequisites

You have the [User Permissions](#) > [Miscellaneous Permissions](#) > [Service Center Configuration](#) permission.

What's Changed

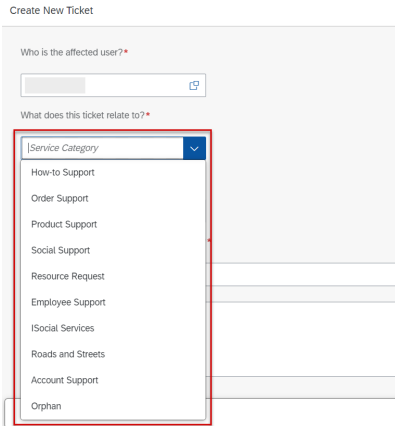
Here's a list of the enhancements:

Change Type	How It Looks Now	How It Looked Before
Service Center Configuration object	 <p>Service Center Configuration Object with Additional Configurations</p> <p>In the current version, the Additional Configurations section has been added to the Service Center Configuration object.</p>	<p>In the previous version, the Additional Configurations section didn't exist in the Service Center Configuration object.</p>
Disable View Suggestions	 <p>Create New Ticket Page</p> <p>In the current version, you can disable View Suggestions on the Create New Ticket page so that knowledge base articles aren't displayed.</p>	 <p>Create New Ticket Page</p> <p>In the previous version, you couldn't disable View Suggestions on the Create New Ticket page.</p>

Change Type

Disable alphabetical sorting of categories

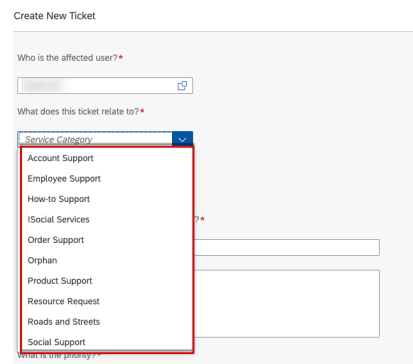
How It Looks Now



Create New Ticket Page

In the current version, you can disable alphabetical sorting of the service and case category list.

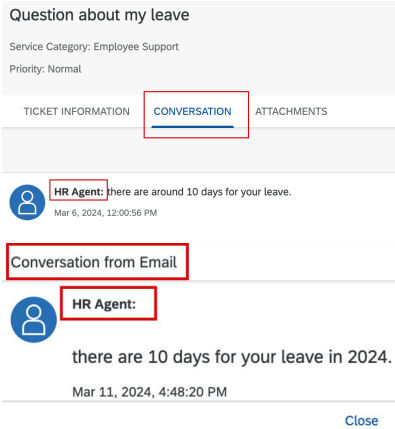
How It Looked Before



Create New Ticket Page

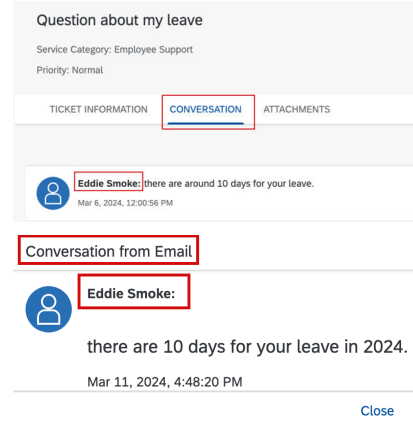
In the previous version, the service and case category list was displayed in the alphabetical order.

Hide HR agent's name



Tickets Overview Page

In the current version, you can display HR Agent instead of the HR agent's name in the *Conversation* and *View Email Conversations* on the Tickets Overview page.



Tickets Overview Page

In the previous version, the HR agent's name was displayed in the *Conversation* and *View Email Conversations* on the Tickets Overview page.

Technical Details

Reference Number

SWZ-5827

Product

Employee Central Service Center

Module	Not applicable
Feature	Service Center
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

- [Hiding an HR Agent's Name](#)
- [Disabling Knowledge Base Suggestions](#)
- [Disabling Alphabetical Sorting of Service and Case Categories](#)

2.5.31 New Diagnostic Tool for Employee Central Transactions

There is a new diagnostic tool in the system to help you solve configuration issues with HRIS elements in workflows as well as data saved in Manager Self-Service (MSS), Employee Self-Service (ESS), and [Add New Hire](#) (for Hire and Rehire) transactions when they are made using the Edit, History, or Take Action options.

This diagnostic tool provides separate sections for workflow details for HRIS elements as well as country/region-specific HRIS elements and a snapshot view of each processing stage in MSS, ESS, and [Add New Hire](#) transactions. Checking the snapshot view can help give you an idea at which stage of the processing the issue could have happened as well as the option to check the individual details.

Workflow Details

- Details about workflow approvers
- Email trigger information
- Each action such as workflow initiator/workflow approval/send back and who performed which action

- Values for selected Workflow ID, Workflow Configuration ID, Workflow Derivation Rule, and Escalation Configured have links that take you directly to corresponding details

Saving Changes in MSS/ESS//Add New Hire (for Hire/Rehire) from Edit/History/Take Action

- Gives a snapshot view about each stage of the transaction, including changes from business rules, forward propagation, and so on
- Shows all the field level transaction details about the fields that were changed
- Enable tracing for 15 minutes to help find issues
We have created a new Diagnostics Tracing Configuration MDF object for this new tool as well.

This new tool aims to help you solve configuration issues yourself quickly and efficiently without having to contact SAP Support.

Role-Based Permission Prerequisites

You have the [▶ Administrator](#) > [Diagnostic Tool](#) > [Diagnostics Tracing Configuration](#) > permission.

You have the [▶ Administrator](#) > [Diagnostic Tool](#) > [Workflows Diagnostics Data](#) > permission.

You have the [▶ Administrator](#) > [Diagnostic Tool](#) > [Centralized Services Diagnostics Data](#) > permission.

You have the [▶ Administrator](#) > [Admin Center Permissions](#) > [Access Diagnostic Tool](#) > permission.

What's Changed

Admin Center / Diagnostic Tool

< Back to Search Results

Current Workflow Status: Completed
 Selected Workflow ID: 1339
 Request Type: Cost Center Change
 Entity Type: jobinfo

Workflow Configuration ID: HRBP(A)_to_Manager's Manager(A) (HRBP(A)_to_Manager's Manager(A))
 Workflow Derivation Rule: WF_JobInfo
 Escalation Configured: -

INITIATE

Approvers

Sequences	Step Number	Type	Role Type	Approver Detail	Delegation Type	Delegated User	Auto-Approved?
1	-	Initiator	-	adminb1	-	-	-
2	1	Approver	EMPLOYEE_HR	327	-	-	NO
3	2	Approver	EMPLOYEE_MANAGER_MANAGER	334	-	-	NO

Email Information

User	Notification Type	Template Type
327	Workflow Action Pending Notification	STANDARD

Action Status: Success
 Logs: [Splunk Log](#)
 Action Performed By: adminb1

Step 1 APPROVE

Approvers

Sequences	Step Number	Type	Role Type	Approver Detail	Delegation Type	Delegated User	Auto-Approved?
1	1	Approver	EMPLOYEE_HR	327	-	-	-
2	2	Next Step Approver	EMPLOYEE_MANAGER_MANAGER	334	-	-	-

Email Information

User	Notification Type	Template Type
334	Workflow Action Pending Notification	STANDARD
adminb1	Workflow Step Approved Notification	STANDARD

Action Status: Success
 Logs: [Splunk Log](#)
 Action Performed By: 327

Step 2 APPROVE

Approvers

Sequences	Step Number	Type	Role Type	Approver Detail	Delegation Type	Delegated User	Auto-Approved?
1	2	Approver	EMPLOYEE_MANAGER_MANAGER	334	-	-	-

Email Information

User	Notification Type	Template Type
adminb1	Workflow Action Approval Notification	STANDARD

Action Status: Success
 Logs: [Splunk Log](#)
 Action Performed By: 334

How It Looks Now

Admin Center / Diagnostic Tool

< Back to Search Results

Requested By YogendraHA	Requested For sidiagnostictest	Proxied User	Unique ID
Diagnostic ID f86c9530-999a-4269-b762-c49c3726a3e0	Business Action Manager Self Service	Change Source MSS_UI	Created on Mar 25, 2024, 2:58:16 PM

Snapshot View

- Data Changes (3)
 - Job History (1)

Sequence Number (seq-number)	User ID (user-id)	Event Date (start-date)	Event Reason (event-reason)	Competition Clause (is-competition-clause-act...)	is sideline job allowed (is-site-line-job-allowed)	Effective Latest change (effective-latest-change)	Local Job Title (local-job-title)	Is Fulltime Employee (is-fulltime-employee)
1	sidiagnostictest	2024-03-20	223	-	-	true	Local Job Title	-
 - Job Relationships (1)
 - Compensation Information (1)
- Related Changes (3)
 - Job History (1)
 - Job Relationships (1)
 - Compensation Information (1)
- Rules (4)
 - Job History (1)
 - Job Relationships (1)
 - Compensation Information (1)
 - Pay Component Recurring (1)
- End-Date Correction (3)
 - Job History (1)
 - Compensation Information (1)
 - Pay Component Recurring (1)
- Save (4)
 - Job Relationships (1)
 - Job History (1)

How It Looks Now

Technical Details

Reference Number	ECT-223681
Product	Employee Central
Module	Process Automation
Feature	Workflows Job Information Employee Central Compensation Personal Information Business Configuration
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability

Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Using the Diagnostic Tool](#)

2.5.32 New Employment End Date Filter for Employee Central Compound Employee API

We introduced the `EMPLOYMENT_END_DATE` filter in the WHERE clause of the Compound Employee API to filter terminated employments from the Compound Employee API response.

It targets the `end_date` attribute of the Employment Information entity and requires the `employment_information` segment to be requested.

Until this current release, there was no filter available to remove terminated employments from the response.

What's Changed

How It Looks Now

Sample Code

Result for query with `employment_end_date >= to_date('2014-01-01')`

```
<person>
  [...]
  <employment_information>
    [...]
    <assignmentIdExternal>179</assignmentIdExternal>
    [...]
    <employment_id>1061</employment_id>
    [...]
    <start_date>2012-08-01</start_date>
    <user_id>179</user_id>
    [...]
  </employment_information>
```

```

<employment_information>
  [...]
  <assignmentIdExternal>employee1</assignmentIdExternal>
  [...]
  <employment_id>570</employment_id>
  [...]
  <start_date>2008-12-03</start_date>
  <user_id>employee1</user_id>
  [...]
</employment_information>
</person>

```

How It Looked Before

Sample Code

Result for query without using the employment_end_date-filter

```

<person>
  [...]
  <employment_information>
    [...]
    <assignmentIdExternal>179</assignmentIdExternal>
    [...]
    <employment_id>1061</employment_id>
    [...]
    <start_date>2012-08-01</start_date>
    <user_id>179</user_id>
    [...]
  </employment_information>
  <employment_information>
    [...]
    <assignmentIdExternal>180</assignmentIdExternal>
    [...]
    <employment_id>1081</employment_id>
    <end_date>2012-07-15</end_date>
    [...]
    <start_date>2012-07-02</start_date>
    <user_id>180</user_id>
    [...]
  </employment_information>
  <employment_information>
    [...]
    <assignmentIdExternal>181</assignmentIdExternal>
    [...]
    <employment_id>1082</employment_id>
    <end_date>2012-07-15</end_date>
    [...]
    <start_date>2012-07-01</start_date>
    <user_id>181</user_id>
    [...]
  </employment_information>
  <employment_information>
    [...]
    <assignmentIdExternal>employee1</assignmentIdExternal>
    [...]
    <employment_id>570</employment_id>
    [...]
    <start_date>2008-12-03</start_date>
    <user_id>employee1</user_id>
    [...]
  </employment_information>
</person>

```

Technical Details

Reference Number	ECT-221978
Product	Employee Central
Module	Integration and Extension
Feature	API
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Employment End Date Filter](#)

2.5.33 New Experience for People Profile

The latest People Profile features a brand-new public view of your profile, consisting of Profile Preview and Spotlight, along with more intuitive user interactions.

Profile Preview greets visitors with an overview of the employee's essential details and allows you to do the following:

- Perform common actions in the Profile Preview of other people, including calling and emailing.
- Personalize your public profile, simple and fast, from updating your profile picture, background picture, to writing your self-description.
- Switch between multiple employment records through a context switcher.

- View or update specific employee data or go to another SAP SuccessFactors application right from the list of [Actions](#).

Spotlight presents dynamic information in cards to enhance self-branding and foster internal connections. The following cards are available:

- [About Me Video](#)
- [Badges](#)
- [Reporting Line](#)
- [Organization](#)
- [Work Experience](#)
- [Upcoming Absence](#)
- [Skills](#)
- [Competencies](#)
- [Target Roles](#)
- [Mentoring](#)

Note

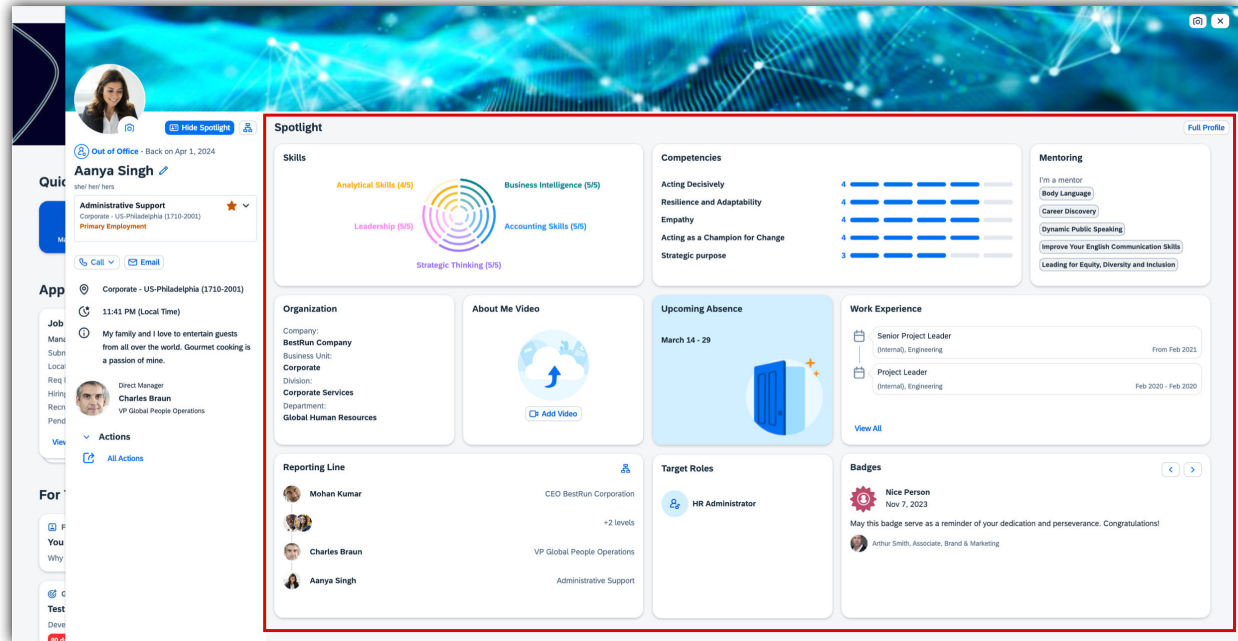
The latest People Profile only provides a public profile view. With the latest experience enabled, the legacy People Profile remains the place where you view full employee data or edit the data based on your role-based permissions.

The latest experience currently has a limited range of features compared to the legacy experience. Be sure to review the Related Information section to understand its current scope.

Here's what Profile Preview looks like:

The screenshot displays a user profile preview in SAP SuccessFactors. The main header features a dark blue background with white and orange contour lines and the text "Good morning!". Below this is a navigation bar with four blue buttons: "View Org Chart", "View Favorite Reports", "View Report Center", and "View Opportunity Marketplace". The profile card on the right includes a profile picture of Aanya Singh, a "Show Spotlight" button, and a status of "Out of Office" with a back arrow and the text "Back on Apr 1, 2024". The name "Aanya Singh" is displayed with a pencil icon for editing, and her pronouns "she/ her/ hers" are listed below. Her current position is "Administrative Support" at "Corporate - US-Philadelphia (1710-2001)", marked as "Primary Employment" with a star icon. Communication options for "Call" and "Email" are provided. The location is "Corporate - US-Philadelphia (1710-2001)" and the last update is "11:42 PM (Local Time)". A bio states: "My family and I love to entertain guests from all over the world. Gourmet cooking is a passion of mine." Her direct manager is identified as "Charles Braun", a "VP Global People Operations". An "Actions" section is visible with a link to "All Actions". At the bottom, there are two tabs: "Compensation Planning" and "Complete Your 360 Evaluation".

Here's what Spotlight looks like:



Based on user feedback, we redesigned the public view of People Profile, empowering employees to build their personal brand and establish connections with ease.

Configuration Requirements

The Profile Preview and Spotlight of the latest People Profile are enabled by default. A switch that allows users to toggle between the latest and legacy experience is available on the page ► [Settings](#) ► [New Experiences](#) ►.

As an administrator, you can hide this new experience switch and opt out of the latest People Profile experience for all users by deselecting the setting ► [Admin Center](#) ► [Company System and Logo Settings](#) ► [Enable the latest People Profile](#) ►.

Note

We recommend that you keep both the latest People Profile and the latest Org Chart enabled. You may also switch off both the latest experiences simultaneously if you prefer.

For more information about the latest People Profile experience in mobile apps, refer to the Related Information section.

Role-Based Permission Prerequisites

To access the latest People Profile, you must have the ► [User Permissions](#) ► [General User Permission](#) ► [User Search](#) ► for the specified target population.

To view data from other SAP SuccessFactors applications in People Profile, you must have the same role-based permissions as those required for the applications. For more information, refer to the Related Information section.

Technical Details

Reference Number	ECT-226339
Product	Employee Central
Module	User Experience Employee Data
Feature	People Profile
Action	Recommended
Enablement	Customer configured
Link to Demo	New Experience for People Profile
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Latest People Profile User Experience](#)

[Prerequisites for People Profile](#)

[Managing the Latest People Profile](#)

[New Experience for People Profile Now in SAP SuccessFactors Mobile \[page 520\]](#)

[Deprecation of Legacy People Profile \[page 805\]](#)

2.5.34 New Feature Employee Seniority Calculation Now Available

A new solution is now available that enables users to create job requests for calculating employees' seniority data.

Previously, the work seniority data was manually input and edited for employees. In the new solution, you can alternatively configure the data source, calculation processes, and user mappings for employees' seniority data.

The following new MDF objects are available in *Manage Data*. You can use these objects for configuring employee seniority calculations and viewing calculation results.

- *Seniority Calculation Selection Item*: Use the object to create selection items included in or excluded from seniority calculation, configure the data source and its data processing method for the selection items.
- *Seniority Calculation Policy*: Use the object to configure the seniority calculation policy.
- *Seniority Calculation Process*: Use the object to configure the seniority calculation process and map calculation policies with user groups.
- *Seniority Calculation Result*: Use the object to view and check the seniority calculation result.

There's a new job type, *Seniority Calculation* available in the Job Scheduler. This job is used for calculating employees' work seniority data based on the Seniority Calculation Process.

We made the enhancement so that users can have immediate access to accurate and up-to-date seniority data in compliance with legal regulations.

Role-Based Permission Prerequisites

You have the following role-based permissions:

- [Administrator Permissions](#) > [Metadata Framework](#) > [Manage Data](#) >
- [Administrator Permissions](#) > [Admin Center Permissions](#) > [Manage Scheduled Jobs](#) >
- View and edit permission under [User Permissions](#) > [Time Management Object Permissions](#) > [Time Type](#) >
- View and edit permission under [User Permissions](#) > [Miscellaneous Permissions](#) > [Seniority Calculation Result](#) >

What's Changed

How It Looks Now

Seniority Calculation Process:

ID *

Name

Description

Calculation Date Type *

Status *

Policy and User Mapping

Calculation Policy * +

User Group *

Save Cancel

Seniority Calculation Process

Seniority Calculation Policy:

ID *

Description * ?

Rounding Rule *

Unit *

Calculation Steps

Step Name *

Selection Item * +

Sequence *

Save Cancel

Seniority Calculation Policy

Seniority Calculation Selection Item:

ID *

Source Type * ?

Weight *

Threshold

Maximum

- No Selection
- Employment Information
- Absence
- Background Element
- Supplementary Input

Save Cancel

Seniority Calculation Selection Item

Create Job Request

Create a scheduled job request. Required fields are marked with an asterisk (*).

Job Definition

Job Name: * Seniority Calculation

Job Type: * Seniority Calculation

Job Owner: * SF Admin

Job Parameters: Seniority Calculation Process: * Seniority For Long Service

Job Occurrence

Jobs are scheduled based on server time. Current time: 2024-03-22T03:03:37Z

Occurrence: One-Time Recurring Dependent Of

Start: * MMMM dd, yyyy h:mm a

Notification

Recipients: [Redacted]

Send Emails When Job Starts:

Send Emails When Job Completes:

Send Emails When Job Fails:

[Submit](#) [Save](#) [Cancel](#)

Job Type for Employee Seniority Calculation

Technical Details

Reference Number	ECT-189122
Product	Employee Central
Module	Localization
Feature	Country/Region Specifics
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Implementing Employee Seniority Calculation](#)

2.5.35 New Fields and Validations in the Compensation Structure Object

We have enhanced the compensation structure, which helps you set up and manage complex pay structures, with more fields and validations.

The Compensation Structure object can be used in Manager Self-Services and the Compensation History UI. Enhancements include:

- Defining the currency and frequency in the Compensation Structure. If these are changed on the UI, the system does not allow the changes to be saved.
- Defining an association to one or more country/regions for which the Compensation Structure is valid. If no specific country/region is defined, then the Compensation Structure is valid for all countries/regions. If you try to assign a compensation structure to an employee in a different country/region than defined in the compensation structure, then the system does not allow the changes to be saved.
- Data Validation
 - To ensure that the correct currency is used for pay components as defined in the compensation structure
 - To ensure that the correct frequency is used as defined in the compensation structure
 - To ensure that a compensation structure with country/region associations can only be assigned to employees in the country/region defined in the compensation structure

The system validates all these changes as well to ensure that the data is correct and consistent before saving.

We are improving the experience to guide managers while editing compensation data along predefined compensation structures.

Role-Based Permission Prerequisites

You have the [Administrator](#) > [Manage Compensation Structure Objects](#) > [Compensation Structure](#) permission. You also have permission to *edit/view* the [Compensation Structure](#) item.

You have the [Administrator](#) > [Manage Compensation Structure Objects](#) > [Compensation Structure.Pay Components](#) permission. You also have permission to *edit/view* the [Pay Components](#) required for the Compensation Structure.

What's Changed

Compensation Structure: CompStructure_USA (CompStructure_USA)

Compensation Structure ID *	CompStructure_USA
Name	CompStructure_USA 
Effective Start Date *	01/01/2021
Currency	US Dollar (USD) 
Frequency	Monthly (MON)
Proration Source *	FTE
Use Proration in Compa Ratio and Range Penetration Calculations	Yes
Enable Auto Calculation	No

Valid For Countries/Regions
United States (USA) 

How It Looks Now

In the previous version, these fields were not available.

Technical Details

Reference Number	ECT-221646
Product	Employee Central
Module	Employee Data
Feature	Employee Central Compensation
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability

Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Compensation Structure](#)
[Configuring the Compensation Structure Object](#)

2.5.36 New Inbound Integration Scenarios from SAP Master Data Integration to SAP SuccessFactors Employee Central

SAP SuccessFactors Employee Central now supports two new inbound integration scenarios - External Workforce Replication from SAP Master Data Integration to SAP SuccessFactors Employee Central and Supplier Replication from SAP Master Data Integration to SAP SuccessFactors Employee Central.

SAP SuccessFactors Employee Central acts as a consuming system of both contingent worker and supplier data and it receives such data through SAP Master Data Integration. Since work orders for contingent workers are assigned to a supplier, we recommend using both inbound integrations scenarios together when contingent workers are consumed from SAP Master Data Integration.

We introduced these new integrations so that customers can manage data in SAP systems (such as SAP Fieldglass) connected to SAP Master Data Integration, to reuse it in SAP SuccessFactors Employee Central. With these integrations, customers are now able to staff dynamic teams with external workers, and have a combined Org Chart view on both external and internal workers.

Configuration Requirements

To enable these inbound integration scenarios, configure the [Admin Center](#) > [Business Scenarios](#) page.

Role-Based Permission Prerequisites





You have the [Administrator](#) > [Manage Permission Roles](#) > [Manage Integration Tools](#) > [Access to Business Scenarios](#) permission.

What's Changed

Here's a screenshot of the Business Scenario for External Workforce Replication from SAP Master Data Integration to SAP SuccessFactors Employee Central.

[Back to Admin Center /](#)

Workforce Replication from SAP Master Data Integration to EC - Version 70

 Options  Source Settings  Scheduling  Review and Run

Integration Name: Workforce Replication from SAP Master Data Integration to EC





Description: Customer can replicate Workforce from SAP Master Data Integration to Employee Central

How It Looks Now

Here's a screenshot of the Business Scenario for Supplier Replication from SAP Master Data Integration to SAP SuccessFactors Employee Central.

[Back to Admin Center /](#)

Supplier Replication from SAP Master Data Integration to EC - Version 2

 Options  Source Settings  Scheduling  Review and Run

Integration Name: Supplier Replication from SAP Master Data Integration to EC

Description: Supplier Replication from SAP Master Data Integration to Employee Central

Technical Details

Reference Number	ECT-224994
Product	Platform Employee Central
Module	Integration and Extension
Feature	Integration Packages
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	External Workforce
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Configuring the Business Scenarios for Inbound Integrations](#)

[Scenario: Integrating External Workforce from SAP Master Data Integration to Employee Central](#)

[Scenario: Integrating Supplier Data from SAP Master Data Integration to Employee Central](#)

2.5.37 New Manager Attributes for the Job Information Segment

For the Job Information segment in the Compound Employee API, we introduced `manager_assignment_id_external` and `manager_person_uuid` as additional attributes.

We added the attributes `manager_assignment_id_external` and `manager_person_uuid` to provide consumers additional options to identify the manager. Like for `manager_employment_id`, `manager_person_id` and

manager_person_id_external, the field values are determined based on the manager_id contained in the Job Information segment.

What's Changed

How It Looks Now

Sample Code

```
<job_information>
  [...]
  <manager_assignment_id_external>Manager21711</manager_assignment_id_external>
  <manager_employment_id>1868</manager_employment_id>
  <manager_id>Manager21711</manager_id>
  <manager_person_id>1497</manager_person_id>
  <manager_person_id_external>Manager21711</manager_person_id_external>
  <manager_person_uuid>35558A821F4B4609A4DD6222DB94AC4B</manager_person_uuid>
  [...]
</job_information>
```

How It Looked Before

Sample Code

```
<job_information>
  [...]
  <manager_employment_id>1868</manager_employment_id>
  <manager_id>Manager21711</manager_id>
  <manager_person_id>1497</manager_person_id>
  <manager_person_id_external>Manager21711</manager_person_id_external>
  [...]
</job_information>
```

Technical Details

Reference Number	ECT-231050
Product	Employee Central
Module	Integration and Extension
Feature	API
Action	Info only
Enablement	Automatically on
Link to Demo	

Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Support of Specific Attributes](#)
[Query Response Structure](#)

2.5.38 New My Team Positions Page and Employee Central Quick Actions for Positions

You can use the [My Team Positions](#) page to manage and update the positions of your team.

Access the [My Team Positions](#) page by:

- Using the new [Manage Team Positions](#) quick card on the Home Page.
- Selecting the new [My Team Positions](#) tab among the tabs on the Company Info page.

The [My Team Positions](#) page has two sections:

1. [With Assigned Employees](#)
2. [Without Assigned Employees](#)

The page shows up to 50 of a manager's active lower-level positions. The positions are displayed in ascending order, based on the position external code. Only positions that are valid and effective today are displayed. Future-dated positions aren't shown.

The position tiles show the top three fields configured for the position org chart. It shows the incumbents of a position. You can also select [View Position](#), which takes you to the position in the Position Org Chart. You need the permission to view the chart.

Employee Central Quick Actions for Positions

You can define Employee Central Quick Actions for positions using templates for commonly used actions on positions, such as creating and editing. Using the templates, you can tailor use cases for your company and business requirements.

The Employee Central Quick Actions are available in the [Actions](#) menu on each tile on the [My Team Position](#) page.

A template allows you to limit the number of fields shown to the user to the ones relevant for a given use case. For each predelivered use case, you can create up to 5 active templates. Each Employee Central Quick Action allows a definition of 8 standard and custom fields in total.

Once you have set up the templates and set the permissions, the Employee Central Quick Actions are available for use from the following locations:

- Web Application
 - To create a new same-level position, a manager selects the new **My Team Positions** quick action on the home page.
 - To edit the location of a position, a manager selects the **My Team Positions** quick action on the home page.
- Joule. [Joule in SAP SuccessFactors](#)

⚠ Restriction

Joule currently only supports the Create use case.

Existing configurations for your business processes are accepted by the system, for example, workflows, as well as permission settings, including field level overrides.

📌 Note

If a user edits a staffed position, the system always synchronizes common fields from position to the Job Information of an employee if the **position synchronization** in Position Management Settings is set to *Automatic*, *User decision if required* and *User decision*. If any of these three settings are set, you don't have to take a decision and the system always triggers the synchronization. For that to happen, the rule must be defined correctly.

For business rule handling, the system executes the following rules for target fields, even if they are not visible in the UI.

- onChange
- onSave
- Validation
- onPostSave

We offer the following predelivered use cases:

- [Create Same-Level Position \(Copy Rule\)](#)
- [Create Same-Level Position \(Copy All Fields\)](#)
- [Edit Location of Position](#)
- [Edit Job Data of Position](#)
- [Edit Organizational Data of Position](#)

You can also select [View Position](#), which takes you to the Position in the Position Org Chart. You need the permission to view the chart.

The [My Team Positions](#) page simplifies the manager experience by providing managers with one place to manage the positions of their team. The templates simplify the manager experience by providing guidance and hiding complexity, since the amount of fields displayed are reduced to meet the use-case-specific needs.

Configuration Requirements

The [Manage Team Positions](#) quick action on the home page is enabled per default. It is only displayed for managers who have direct reports with lower-level positions. To disable the [Manage Team Positions](#) quick action on the home page, go to [Admin Center](#) > [Manage Home Page](#) > [Quick Actions](#).

To see the [My Team Positions](#) page in Company Info, you must be a manager who has direct lower-level positions.

Role-Based Permission Prerequisites

To configure the template, you have the [Administrator Permissions](#) > [Manage Business Configuration](#) > [Employee Central Quick Action Template](#) permission.

You have the [User Permissions](#) > [Employee Central Quick Actions](#) permission for each template. Permissions must be granted to the target user group for each template created.

Technical Details

Reference Number	ECT-223514
Product	Employee Central Platform
Module	Company Organization
Feature	Organizational Management Joule Home Page
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024

Related Information

[New and Enhanced Employee Central Quick Actions for Employee and Manager Self-Services \[page 356\]](#)

[Employee Central Quick Actions for Positions](#)

[My Team Positions Page](#)

2.5.39 New Optional Parameter in Rule Function Calculate Average Value For Numeric Job Information Field Based on Months()

We've included a new optional "Exclude Contract End Date" parameter, which you can use to decide whether the contract end date field in the Job Information should be considered in the calculation.

The default value is set to "No", which means that the contract end date is considered if entered. The earliest of the contract end date and the termination date is used to derive the end of the threshold.

However, if the value of this rule parameter is set to "Yes", then the contract end date is not considered and the termination date is always used to derive the end of the threshold.

Here's how the new parameter looks in the rule function:

Then

Create **Time Account.Time Account Details** ≡

Populate **Time Account.Time Account Details** ≡ with:

Posting Type	Accrual
Posting Date	Accrual Rule Parameters.Accruable Start Date
Amount posted	Calculate Average Value For Numeric Job Info Field Based On Months() User: Time Account.User Job Info Field ID: workingDaysPerWeek Start Date: Accrual Rule Parameters.Start Date End Date: Accrual Rule Parameters.End Date Time Account Type: Time Account.Time Account Type Accruable Start Date: Accrual Rule Parameters.Accruable Start Date Accruable End Date: Accrual Rule Parameters.Accruable End Date Calculation Period: Accrual Period Threshold Start: 1 Threshold End: 31 Threshold Data Change: 1 (Optional) Exclude Contract End Date: Yes
Posting Unit	Time Account.Time Account Type.Unit
External Code	Generate External Code For Time Off()

We made this change because some customers didn't want to use the contract end date in the calculation although it was entered in the Job Information.

Configuration Requirements

Set the new parameter to "No" in order to use the contract end date, not the termination date, to derive the threshold end.

Technical Details

Reference Number	TIM-43042
Product	Employee Central
Module	Time Management
Feature	Time Off
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Calculate Average Value For Numeric Job Information Field Based on Months\(\)](#)

2.5.40 New Rule Scenarios for Global Benefits

We're delivering new rule scenarios for Global Benefits.

We recommend that you create rules using the new Benefit-specific rule scenarios due to the deprecation of basic rules. The new rule scenarios are available in ► [Admin Center](#) ► [Configure Business Rules](#) ► [Create New](#) ► [Benefits Management](#) ►.

Rule Scenario	Description
Determine Eligibility for Insurance Plan Benefit	Use this scenario to determine the eligibility of an employee for a specific insurance plan.
Determine Round off Value for Benefit Salary Calculation and for Insurance Coverage	Use this scenario to change an employee's salary before calculating the coverage amount and to round off the coverage amount.
Define Eligibility Criteria for Savings Plan	Use this scenario to define the eligibility criteria for the Savings Plan benefit and to check whether the annual limits can be changed based on eligibility.
Define Eligibility for the Allowance Benefit Type	Use this scenario to define the eligibility for the allowance benefit type by setting up the entitlement amount.
Define Eligibility for the Reimbursement benefit Type	Use this scenario to define the eligibility for the reimbursement benefit type by setting up the entitlement amount.
Define Eligibility for Pension Savings Plan and Workplace Type	Use this scenario to define the eligibility for Retirement Plan Type Workplace and Savings Plan.
Determine Contribution Amount for Pension/Retirement Savings Plan	Use this scenario to determine the contribution amounts of employer and employee and the percentage for Pension/Retirement Savings Plan.
Determine the Eligibility for Benefit Program	Use this scenario to define the eligibility for the benefit program by setting up the entitlement amount.
Define Coverages for Proof of Good Health	Use this scenario to define the set of health insurance coverages that require proof of good health.
Determine Employee Contribution for Deductible Allowance	Use this scenario to determine the employee contribution amount.
Determine Eligibility for the "Other" Benefit Type	Use this scenario to determine the eligibility of an employee for a benefit of type "Other".
Define Benefits Eligibility Criteria	Use this scenario to define the benefits eligibility criteria for automatic evaluation.

With the deprecation of basic rules, we've added new scenario-based rules to improve rule configuration and system handling.

What's Changed

How It Looks Now

- Determine Eligibility for Insurance Plan Benefit**
You can use this scenario to determine the eligibility of an employee for a specific insurance plan.
- Determine Round off Value for Benefit Salary Calculation and for Insurance Coverage**
You can use this scenario to change the employee's salary before calculating the coverage amount and to round off the coverage amount.
- Define Eligibility Criteria for Savings Plan**
You can use this scenario to define the eligibility criteria for the Savings Plan benefit and to check whether the annual limits can be changed based on eligibility.
- Define Eligibility for the Allowance Benefit Type**
You can use this scenario to define the eligibility for the allowance benefit type by setting up the entitlement amount.
- Define Eligibility for the Reimbursement Benefit Type**
You can use this scenario to define the eligibility for the reimbursement benefit type by setting up the entitlement amount.
- Define Eligibility for Pension Savings Plan and Workplace Type**
You can use this scenario to define the eligibility for the "Workplace" and "Savings Plan" retirement plan types.
- Determine Contribution Amount for Pension/Retirement Savings Plan**
You can use this scenario to determine the employer and employee contribution amounts and percentages for Pension/Retirement Savings Plan.
- Determine the Eligibility for Benefit Program**
You can use this scenario to define the eligibility for the benefit program by setting up the entitlement amount.
- Define Coverages for Proof of Good Health**
You can use this scenario to define the set of health insurance coverages that require proof of good health.
- Determine Employee Contribution for Deductible Allowance**
You can use this scenario to determine the employee contribution amount.
- Determine Eligibility for the "Other" Benefit Type**
You can use this scenario to determine the eligibility of an employee for a benefit of type "Other".
- Define Benefits Eligibility Criteria**
You can use this scenario to define the benefits eligibility criteria for automatic evaluation.

Technical Details

Reference Number	BEN-12388
Product	Employee Central
Module	Global Benefits
Feature	Global Benefits
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable

Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Deprecation of Basic Rule Creation \[page 765\]](#)
[Creating a Scenario-Based Rule](#)

2.5.41 Payment Information Rules Now Available with MDF-Based Rule Scenario

You can now use the MDF-based rule scenarios to create business rules for *Payment Information*.

The rule scenarios are available in [Admin Center](#) > [Business Rules Admin](#) > [+ \(Create New Rule\)](#) > [Configure Business Rules](#) > [Metadata Framework](#).

We've introduced these rule scenarios to the *Payment Information* rules to support the migration of the Basic rule scenario to the MDF-based specific rule scenario and to prevent misconfiguration of business rules.

Configuration Requirements

The standard *Payment Information* rules are created with MDF-based rule scenarios and are now available in the [Software Download Center](#).

What's Changed

In the current version, you can create the rules for *Payment Information* by using new MDF-based rule scenario.

In the previous version, these rules were created using the Basic rule scenario.

Technical Details

Reference Number	ECT-215338
Product	Employee Central
Module	Localization
Feature	Payment Information Country/Region Specifics
Action	Recommended
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Settings of the Required Business Rules](#)
[What Is Payment Information?](#)

2.5.42 Position Management Synchronization Jobs

You can now use automated jobs to synchronize position to Job Information and position matrix relationships to Job Relationships.

There are 2 new automated synchronization jobs.

Automated "Position to Job Information" Synchronization Job

The job identifies:

- Future records on positions
- Future records on the Job Relationships of employees

If these records aren't in sync as of the start dates of the records of the position or in the Job Information, the job triggers a synchronization from position to Job Information for the fields that are defined in the "Position to Job Information" synchronization rule.

If an error occurs during the job execution, the system creates an admin alert of type Position Management Synchronization.

Refer to the links in the Related Information section for more information on this job and setting it up.

Automated "Position Matrix Relationship to Job Relationship" Synchronization Job

The job identifies:

- Future records on positions
- Future records on the Job Information of employees

If the position matrix relationships and the Job Relationships aren't in sync as of the records' effective dates, the job triggers a synchronization from the position to the job relationship.

The Job Relationships are updated as follows:

- If the position has a matrix relationship type that isn't present in the incumbent's job relationship, the job relationship is added.
- If the same job relationship types exist on the position and the incumbents' Job Relationships, but the wrong employee is assigned in the Job Relationships, the job relationship is updated.
- If a job relationship type exists in the Job Relationships of an employee, but it doesn't exist on the assigned position of the employee, this job relationship is not removed.
- If a matrix relationship is removed from a position, the corresponding job relationship is removed from the Job Relationships of the position incumbents.
- If a job relation manager is assigned to a new position **in future**, and if there is another incumbent assigned to the same position, the employees gets a new job relation manager. If there isn't another employee assigned to the same position, the job relationship is ended.

If an error occurs during the job execution, the system creates an admin alert of type Position Management Synchronization.

You can only create one Automated "Position to Job Information" Synchronization Job and one Automated "Position Matrix Relationship to Job Relationship" Synchronization Job each.

Refer to the links in the Related Information section for more information on this job and setting it up.

You can specify an offset for both jobs. The offset is the number of days into the future until which the job considers changes on positions and Job Information records. You can set it to a value between 0 and 30.

We're adding this enhancement to make it easier for admins to keep important information up to date and to improve data quality.

Configuration Requirements

You can add either job under [Admin Center](#) > [Scheduled Job Manager](#) > ["Job Scheduler" tab](#).

Then, switch on the Automated "Position to Job Information" Synchronization Job under ► [Admin Center](#) ► [Position Management Settings](#) ► ["Synchronization" tab](#) .

Switch on the Automated "Position Matrix Relationship to Job Relationship" Synchronization Job under ► [Admin Center](#) ► [Position Management Settings](#) ► ["Matrix Synchronization" tab](#) .

Role-Based Permission Prerequisites

You have the ► [Administrator](#) ► [Admin Center Permissions](#) ► [Monitor Scheduled Jobs](#) permission.

You have the ► [Manage User](#) ► [Allow users to view all the jobs. \(By Disabling this option, users can view only their job status.\)](#) permission to access results of MDF jobs. Otherwise, you can view MDF jobs but only have access to results of MDF jobs that are submitted by you.

Technical Details

Reference Number	ECT-226851
Product	Employee Central
Module	Company Organization
Feature	Organizational Management
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Automated "Position Matrix Relationship to Job Relationship" Synchronization Job](#)
[Automated "Position to Job Information" Synchronization Job](#)
[Setting up the Automated "Position to Job Information" Synchronization Job](#)
[Setting up the Automated "Position Matrix Relationship to Job Relationship" Synchronization Job](#)
[Admin Alerts for Errors in Synchronization Jobs](#)

2.5.43 Property expirationDate Now Filterable in OData API EmpWorkPermit

You can now use the `expirationDate` property as a filter when you query the `EmpWorkPermit` OData API.

We made this property filterable so that you can get a list of employees whose work permits will expire in certain days and send them notifications if needed.

What's Changed

In the current version, `expirationDate` is filterable in `EmpWorkPermit`. For example, you can retrieve all work permits that are due to expire on June 3, 2024 using this request: `https://<api-server>/odata/v2/EmpWorkPermit?$filter=expirationDate eq datetime'2024-06-03T00:00:00'`.

In the previous version, `expirationDate` wasn't filterable in `EmpWorkPermit`.

Technical Details

Reference Number	ECT-231645
Product	Employee Central
Module	Employee Data Integration and Extension
Feature	API
Action	Info only
Enablement	Automatically on
Link to Demo	

Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[EmpWorkPermit](#)

2.5.44 Redesigned Experience of Viewing Pending Workflow Requests

We reengineered the way users track, access, and handle their pending workflow requests.

A new quick action on the home page, [View Pending Workflows](#), gives users immediate access to requests that require their attention. These requests are organized into five categories on the new [Pending Workflows](#) page (formerly known as "Pending Requests"):

- ***My Requests for Approval***: This category includes requests that the user has submitted and are currently awaiting approval from others. Users can see who is expected to approve each request.
- ***My Requests Sent Back***: This category includes requests that the user has submitted but have been sent back for further action. Users can update and resubmit these requests.

→ Tip

Previously, requests from these two categories would be mixed in the [My Requests Waiting for Approval](#) section of the old UI.

- ***Pending Requests That I Approved***: This category includes requests that the user has already approved and are now awaiting approval from others. Users can see who currently has the request.
- ***Requests for Comment***: This category includes requests where the user has been added as a contributor, with the role of providing comments to facilitate processing.
- ***Requests for Information***: This category includes requests where the user has been added as a CC role, allowing them to stay informed and follow up on completed workflows.

→ Tip

Previously, requests from the last two categories would be mixed in the *My Notifications* section of the old UI.

In addition, the new UI no longer lists requests waiting for the current user's approval, as these requests can be found at the home page ► [To-Do Menu](#) ► [Approve Requests](#) ► [My Workflow Requests](#) ►.

Please also note the following:

- The tabs *Requests for Comment* and *Requests for Information* of the new UI only show workflows triggered after 1H 2024. To view all workflows that would be listed under *My Notifications*, users can go back to the old UI.
- Some requests displayed in these two tabs might not be available in the *My Notifications* section of the old UI, due to a different approach adopted to handle invalid workflow participants.

These enhancements optimize users' experience when it comes to accessing, prioritizing, and responding to pending requests, which are essential aspects of their everyday work.

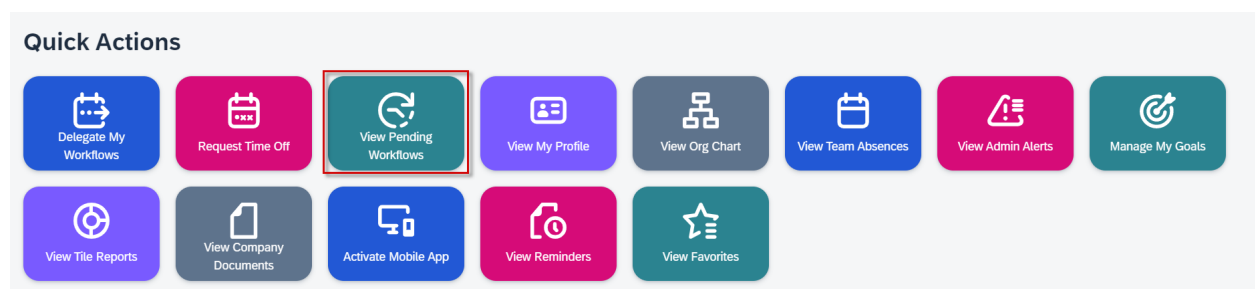
Configuration Requirements

This feature is enabled by default for all users with proper permissions. However, for users who aren't ready for the new UI, they can still use the *Previous Version* switch on the page to revert to the old *Pending Requests* UI.

Role-Based Permission Prerequisites


As with the old *Pending Requests* page, you must have the `view` permission to ► [Employee Views](#) ► [Pending Requests](#) ►.

What's Changed












By default, the home page shows the first 16 enabled quick actions. If you don't see *View Pending Workflows*, please go to [Manage Home Page](#) to enable it and move it up.

Pending Workflows

Previous Version 

[My Requests for Approval \(6\)](#) [My Requests Sent Back \(2\)](#) [Pending Requests That I Approved \(12\)](#) [Requests for Comment \(1\)](#) [Requests for Information \(1\)](#)




Subject	Summary	Current Approver	Activity
	New Hire for Michael Ngan - Effective Feb 1, 2024	 DG02	Locked by Stacy Jackson on Feb 27, 2024
	Change of Employee Class for Linda Lewis - Effective Feb 1, 2024	 DG-Nick	Re-initiated on Feb 1, 2024
	Benefits Base Update for John Miller - Effective Dec 21, 2023	 Jennifer Fuller 	Re-initiated on Dec 22, 2023
	Bonus Buyout for Brett Miller - Effective Dec 2, 2023	 DG Marketing	Initiated on Dec 7, 2023
	Person Relationships change for Erwin Johnson - Effective Nov 1, 2023	 Jonathan Lambert 	Initiated on Nov 23, 2023
	Early Retirement for Michael Rinner - Effective Nov 24, 2023	 Michael Parish 	Initiated on Nov 15, 2023

The new UI organizes pending workflows into five categories.

How It Looks Now

Pending Requests








Requests Waiting for My Approval

-  Create Request for Employment Letter (jyap) For Juana Yap - effective 11/17/2017
Sent back by 中田 沙希 on 11/17/2017
-  Create HR Counseling History (108743) For Charles Braun - effective 11/16/2017
Sent back by William Muller on 11/16/2017
-  Create Request for Employment Letter (108743) For Charles Braun - effective 11/16/2017
Sent back by 中田 沙希 on 11/16/2017


Requests Approved by Me but Not Completed

There are no workflow requests

My Requests Waiting for Approval

-  Attendance Request
Initiated on 06/04/2021 (Currently with Building Manager (50014361))
-  Attendance Request
Initiated on 06/04/2021 (Currently with Building Manager (50014361))
-  Personal Information change for Aanya Singh - effective 11/20/2023
Initiated on 11/17/2023 (Currently with HRBP Approval)
-  No Show , Emma Johnson - effective 10/04/2021
Initiated on 06/18/2021 (Currently with Talent Approval)
-  Create Request for Employment Letter (jyap) For Juana Yap - effective 11/17/2017
Sent back by 中田 沙希 on 11/17/2017
-  Create HR Counseling History (108743) For Charles Braun - effective 11/16/2017
Sent back by William Muller on 11/16/2017
-  Create Request for Employment Letter (108743) For Charles Braun - effective 11/16/2017
Sent back by 中田 沙希 on 11/16/2017

My Notifications

Last Month 

There are no workflow requests

The old *Pending Requests* UI shows requests in four sections.

How It Looked Before

Technical Details

Reference Number	ECT-225942
Product	Employee Central
Module	Process Automation
Feature	Workflows
Action	Recommended
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[View and Process Pending Workflow Requests in Mobile Apps \[page 524\]](#)

[Accessing Workflows from the Home Page](#)

2.5.45 Replication of User Name to Infotype Communication and Subtype System User Name

You can now replicate Employee Central logon username to infotype 105 subtype 0001.

In rehire scenario when an employee is rehired on new employment, you might have to keep the existing user name in the company. Hence you can replicate the user name to a possible future new employment and to the corresponding new personnel number in SAP S/4HANA without having to manually remove the already assigned username record of the employee's former employment/personnel number in SAP S/4HANA.

Configuration Requirements

Support package 3 of the SFSF EC S4 HCM INTEGRATION (ECS4HCM) add-on must be installed in your SAP S/4HANA system.

Support package 37 of the SFSF EC INTEGRATION (PA_SE_IN) add-on must be installed in your SAP S/4HANA or SAP ERP system.

What's Changed

In the previous release, replicating the Employee Central logon username to infotype 105 subtype 0001 was not supported as part of the standard Business Integration Builder (BIB) solution.

In the current version, you can replicate the Employee Central logon username to infotype 105 subtype 0001. We also provide a new sample mapping content for this feature. In addition, you can also replicate username for employees with single and multiple employments.

Technical Details

Reference Number	ECT-225837
Product	Employee Central
Module	Integration and Extension
Feature	ERP Integration
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Replicating Employee Central Logon Username to Infotype 105, Subtype 0001](#)

2.5.46 Reporting of Planned Working Time with Story Reports

You can now create a Story report with the planned working time data.

The *Planned Working Time* table in the *Time Management* schema allows you to create reports on the planned working time of the employees for specific periods, considering the work schedule information, temporary time information, and holidays.

The *Planned Working Time* table includes the following fields:

Note

In the following table, Start Time, End Time, Flextime Bandwidth Time, and Night Shift Bandwidth Time are all fields of String-Type and are applicable only for Clock Time users.

Field Name	Description
Start Date	The date on which the user or employee has to start working for this planned working time record
End Date	The date on which the user or employee has to stop working for this planned working time record. In the case of cross-midnight, this could be Start Date + 1 day. In all other cases where cross-midnight is false, it's always the same as Start Date.
Start Time (24-hour)	Start time in a 24-hour format based on the following: <ul style="list-style-type: none">work scheduletemporary time information (if applicable)holiday planned working time (if applicable) This calculation includes dynamic breaks.
End Time (24-hour)	End time in a 24-hour format based on the following: <ul style="list-style-type: none">work scheduletemporary time information (if applicable)holiday planned working time (if applicable) This calculation includes dynamic breaks.
Start Time (AM/PM)	Start time in a 12-hour format based on the following: <ul style="list-style-type: none">work scheduletemporary time information (if applicable)holiday planned working time (if applicable) This calculation includes dynamic breaks.
End Time (AM/PM)	End time in a 12-hour format based on the following:

Field Name	Description
	<ul style="list-style-type: none"> work schedule temporary time information (if applicable) holiday planned working time (if applicable) <p>This calculation includes dynamic breaks.</p>
Planned Working Time (in hours)	<p>This is the actual planned working time based on the following:</p> <ul style="list-style-type: none"> work schedule temporary time information (if applicable) holiday planned working time (if applicable) <p>This calculation includes dynamic breaks.</p>
Is Non-Working Day	Indicator for off days (for example, weekly off) based on the work schedule or the temporary time information.
Is Cross-Midnight	Indicator to show if an entry is cross-midnight. This flag is set to true, only if scheduled working time for that particular day spans across midnight.
Flextime Bandwidth Start Time (24-hour)	Flextime Bandwidth start time in a 24-hour format based on the work schedule configured in the employee job information page.
Flextime Bandwidth End Time (24-hour)	Flextime Bandwidth end time in a 24-hour format based on the work schedule configured in the employee job information page.
Night Shift Bandwidth Start Time (24-hour)	Night Shift Bandwidth start time in a 24-hour format based on the work schedule configured in the employee job information page. This field is applicable only for cross-midnight scenarios.
Night Shift Bandwidth End Time (24-hour)	Night Shift Bandwidth end time in a 24-hour format based on the work schedule configured in the employee job information page. This field is applicable only for cross-midnight scenarios.
Flextime Bandwidth Start Time (AM/PM)	Flextime Bandwidth start time in a 12-hour format based on the work schedule configured in the employee job information page.
Flextime Bandwidth End Time (AM/PM)	Flextime Bandwidth end time in a 12-hour format based on the work schedule configured in the employee job information page.
Night Shift Bandwidth Start Time (AM/PM)	Night Shift Bandwidth start time in a 12-hour format based on the work schedule configured in the employee job information page.
Night Shift Bandwidth End Time (AM/PM)	Night Shift Bandwidth end time in a 12-hour format based on the work schedule configured in the employee job information page.
Work Schedule External Name	Name of the Work Schedule.

Field Name	Description
User	The User object (link to an already existing reportable object) has the Display Name, External Person ID, First Name, Last Name, and User ID.
Is Holiday	Is Holiday will be set to true, if the Holiday Calendar assigned to this user has this particular day as a holiday.
Original Planned Hours	Planned hours as per the work schedule configured in the employee job information page.
Record Status	This field though available isn't applicable for generating a Story report with planned working time.

We've made this enhancement to include the actual planned working time in the Story report. This enables users to create individual reports whether internally for tracking planned working time, making them available to the affected employees or for reporting to external parties or government organizations.

Configuration Requirements

Perform the following steps:

Note

Perform these configuration steps only if you've not enabled Time Off earlier.

1. Run the MDF sync DB changes job from Provisioning. The Job Type is [MDF Object Definition To DB SYNC](#).

Remember

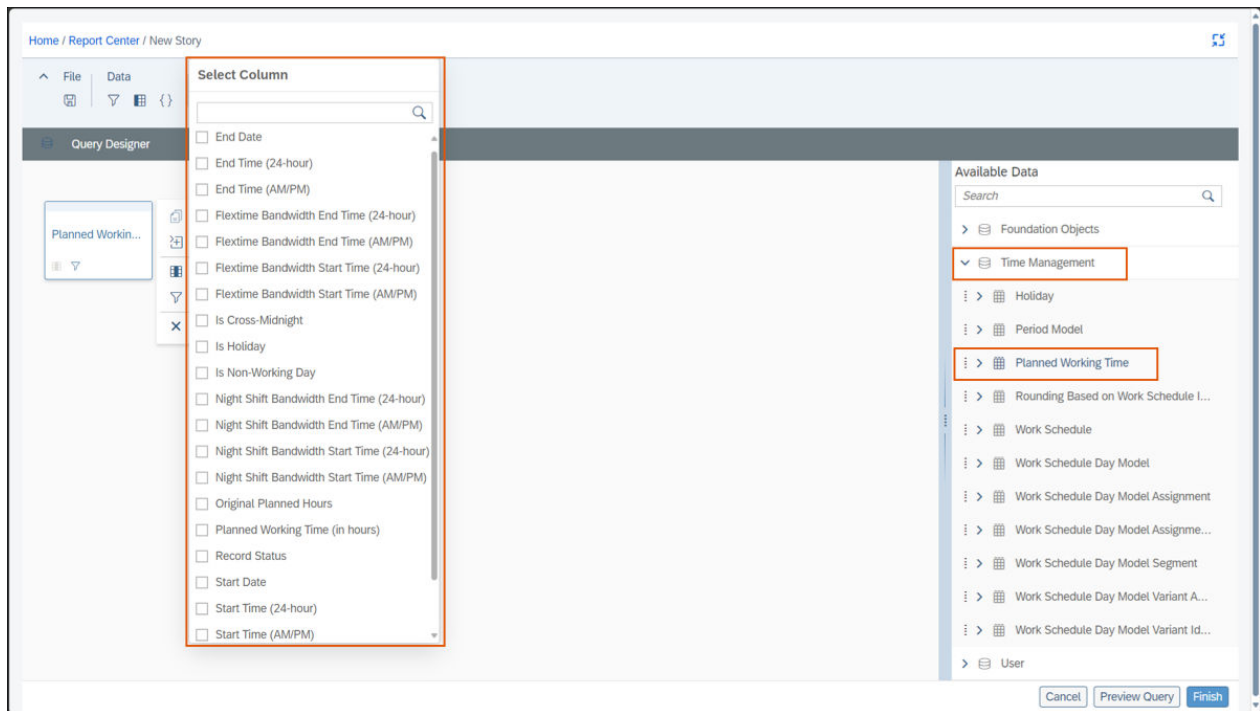
As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, contact Product Support.

2. Run the Save Changes to Reporting Config job from Provisioning. The Job Type is called [Save Changes To Report Configuration Object Job](#).
3. Check if the [Planned Working Time](#) object appears in Configure Object Definitions.

Role-Based Permission Prerequisites

Ensure you have the View permission for [User](#) > [Time Management Object Permissions](#) > [Planned Working Time](#).

What's Changed



How It Looks Now

In the current version, the fields of planned working time are reportable with Story reports.

Technical Details

Reference Number	TIM-41808
Product	Employee Central People Analytics
Module	Time Management Analytics
Feature	Time Off Story Reports
Action	Info only
Enablement	Customer configured
Link to Demo	

Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Available Data \(Schema\) in Story Reports](#)

[Creating a Story Report](#)

[Reporting of Planned Working Time](#)

2.5.47 Rest APIs in Time Off

We are delivering a number of REST APIs in Time Off. You can use these APIs to build your own UI integrations.

This table shows the use cases covered by these APIs. Note that APIs for **creating** absences are not available.

Available Time Type
Instructional Text
Time Account Balance
Time Type Balance
Upcoming Time Off and Holidays
Upload Attachment

Technical Details

Reference Number	TIM-40657
Product	Employee Central

Module	Time Management
Feature	Time Off
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[REST APIs in Time Off](#)

[REST APIs in the Business Accelerator Hub](#) 

2.5.48 Support No Show for a Contingent Worker Using Imports

Using Imports, you can now flag a contingent worker as a no show in case the worker does not show up on the start date according to the agreed work order.

For example, if a contingent worker has agreed to a contract with an organization but does not show up on the date of joining, you can then consider the contingent worker as a no show and set the employee status to *Reported No Show*.

This enhancement helps track no show of contingent workers and ensures that the workers don't have unauthorized system access even for a single active day.

Configuration Requirements


- You've enabled concurrent employment for contingent workers.
- You've added a new picklist value for the Event picklist with **NS** as external code and **No Show** as the label.
- You've added a new picklist value for the Employee-Status picklist with **RNS** as external code and **Reported No Show** as the label.
- You've created the new event reason in [Admin Center > Manage Organization, Pay, and Job Structures](#) and assigned it to the no-show event. For employee status, select *Reported No Show*.

Role-Based Permission Prerequisites

- You've the correct permissions for the event reason: [User Permissions > Employee Data > Event Reasons](#)

What's Changed

How It Looks Now

Change History	Job Information: ContingentOne ContingentOne
<div style="border: 2px solid red; padding: 5px;"> <p>Feb 15, 2024 (2 of 2)</p> <p>Reported No Show</p> </div>	<p>Job Information</p> <p> Supervisor</p> <p>Job Classification: COMPA Job DE01_01 (COMPA_JOB_DE01_01)</p> <p>Job Title: COMPA Job DE01_01</p> <p>Local Job Title: -</p> <p>Pay Grade: -</p> <p>Regular/Temporary: -</p> <p>Standard Weekly Hours: 40</p> <p>Working Days Per Week: 0</p> <p>FTE: 1</p> <p>Is Fulltime Employee: Yes</p> <p>Employee Type: -</p> <p>Custom String 1: -</p> <p>Event Reason: -</p> <p>Notes: -</p> <p>Employee Class: Employee</p>
<p>Feb 15, 2024 (1 of 2)</p> <p>Start CWK</p>	
<p>Insert New Record</p>	<p>Edit Delete Cancel</p>

Now, you have the option to set the employee status to **Reported No Show**, in case the worker does not show up on the start date according to the agreed work order.

How It Looked Before

The screenshot displays two main panels. The left panel, titled 'Change History', shows a list of events: 'Apr 01, 2024' with the event 'End ECWK' (highlighted with a red box), and 'Feb 15, 2024' with the event 'Start CWK'. The right panel, titled 'Job Information: Contingent1 Contingent1', shows details for a worker. It includes a timestamp: 'Last updated by Administrator User (ECADMIN) on Monday, February 26, 2024 3:58:24 AM EST'. The effective date is 'Feb 15, 2024'. Under 'Employee Status', the status is 'Active'. Under 'Event', the event is 'SCWK' (in green) with the reason 'Start CWK (Start CWK)'. Under 'Position Information', it says 'No data'. Under 'Organization Information', the company is 'Country Template DE01 (DE01)', the business unit is '-', and the division is '-'. At the bottom right of the right panel are buttons for 'Edit', 'Delete', and 'Cancel'. At the bottom left of the left panel is a button for 'Insert New Record'.

Previously, you did not have the option to set the employee status to **Reported No Show**, if the worker did not show up on the start date according to the agreed work order.

Technical Details

Reference Number	ECT-230489
Product	Employee Central
Module	Contingent Workforce
Feature	Contingent Workforce
Action	Info only
Enablement	Automatically on

[Link to Demo](#)

Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	External Workforce
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Supporting No Show for a Contingent Worker through Imports](#)

2.5.49 Time Forms Employee Self-Service (ESS)

Using employee self-service (ESS), it is now possible to generate forms using templates based on absence data stored in the system.

With the Time Form employee self-service (ESS) scenario, an employee can perform the following tasks:

- Generate and preview the template.
- Download the forms in PDF format.
- Email the forms in a PDF format or as an HTML message.

We've made this enhancement to support employee self-service (ESS) for generation of the forms.

Configuration Requirements

Enable the [Document Generation](#) and [Time Off](#) feature.

The new [Time Forms Eligibility](#) configuration object needs to be configured.

Role-Based Permission Prerequisites

- You have the [Manage Permission Roles](#) > [Time Management User](#) > [Generate Time Forms](#) permission. This provides access to the [Generate Time Forms](#) link in the *People Profile*.
- You have the [Manage Permission Roles](#) > [Manage Time Form Templates](#) permission.
- You have the [Manage Permission Roles](#) > [Time Management Object](#) > [Time Forms Eligibility](#) > [View Current](#) permission.
- You have the [Manage Permission Roles](#) > [Time Management Object](#) > [Time Forms Eligibility.Available Time Forms \(Available Time Form\)](#) > [View](#) permission.
- You have the [Manage Permission Roles](#) > [Time Management Object](#) > [Time Forms Eligibility.Available Time Forms.Assigned Time Types \(Assigned Time Type\)](#) > [View](#) permission.

What's Changed

How It Looks Now

The screenshot displays the SAP SuccessFactors user interface for a person's profile. At the top, the user is identified as '(timeformuser1)' with the role 'Engineer'. The navigation menu includes 'Personal Information', 'Employment Information', 'Employment Info', and 'Time Management', with 'Time Management' currently selected. The main content area is titled 'Time Management' and contains several sections: 'Time Sheet' with a message 'No time recording profile is assigned to job information.' and a 'Go to Time Sheet' link; 'Upcoming Time Off' with the message 'There are no upcoming absences.' and an 'Administer Time' link; and 'Time Off Balances' showing '49 days Vacation' with 'Pay Out Time' and 'Purchase Time' links. At the bottom of the 'Time Management' section, there is a prominent blue link labeled 'Generate Time Forms'.

You now have access to the [Generate Time Forms](#) link in the people profile. Select the link to go to the [Generate Time Forms](#) page.

Generate Time Forms

Generate Form


Category:
Absence Forms

Language: *
English US (English US) v

Template: *
[Select Template](#) 🔗

[Preview](#)

Form Preview



There is no form to preview yet

Start by providing form details and click on the preview to generate the form

[Send Email](#) v [Download as PDF](#) Close

You can now add data to all the mandatory fields on the [Generate Time Forms](#) page, such as language and template. Once you add the data, the Template Description, Time Period, and Time Type will be displayed.

Generate Form

Category:
Absence Forms

Language: *
English (UK) v

Template: *
[Sickness Letter](#) 🔗

Template Description:
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed diam nonummy eirmod tempor invidunt ut labore et dolore magna aliquyam erat, sed diam voluptua. At vero eos et accusam et justo duo dolores et ea rebum. Stet clita kasd gubergren, no sea takimata.

Time Period: *
Dec 16, 2023 - Dec 18, 2023 📅

Time Type:
Sickness Half Day • Sickness Full Day • Another Sickness Type

[Preview](#)

Form Preview

Dear _____

Please see below for confirmation of employee history:

- I can confirm that _____ has been employed by Telefónica UK Limited from 03/12/2021.
 - Current Grade: GR-12
 - Job Title: Manager of IT
- I can also confirm that during the following dates _____ was on paid annual leave from his employment with Telefónica UK Limited:

Absence	Start Date	End Date	Absence Days
-	2022-04-04	2022-04-04	1
-	2021-12-09	2021-12-09	1
-	2021-12-13	2021-12-13	1
-	2021-12-14	2021-12-14	1
-	2021-12-16	2021-12-16	1
-	2021-12-17	2021-12-17	1
-	2021-12-22	2021-12-22	1
-	2021-12-29	2021-12-29	1
-	2022-01-04	2022-01-04	1
-	2022-01-06	2022-01-06	1
-	2022-01-13	2022-01-13	1
-	2022-04-01	2022-04-01	1

If you disagree with the dates recorded on your HR record then please contact your HR Business Partner.

Yours sincerely,
HR Services

[Send Email](#) v [Download as PDF](#) Close

Select the time period, the time type will be displayed and choose [Preview](#). You can also [Download](#) the form in PDF format and email the form in a PDF format or as an HTML message.

📘 Note

The template generation period can be controlled, and the absence types linked to the template can be defined in the Time Forms Eligibility configuration object.

Technical Details

Reference Number	TIM-40648
Product	Employee Central
Module	Time Management
Feature	Time Off
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Generating a Form Using Self-Service](#)

2.5.50 Time Management Post Processing Supported with Global Assignment

It is now possible to create time accounts and accruals automatically when adding or editing a global assignment.

We made this change to improve the time process around global assignments. You no longer have to manually run the calendar run job to create the time accounts when adding a global assignment.

What's Changed

In the current version:

- Time Management processes such as accrual creation, time account creation, and recalculation are triggered on Add/Edit Global Assignment.
- Time Management processes such as Termination End Handling and Recalculation are not triggered on End or Obsolete global assignment.
- Time Management processes such as accrual creation, time account creation, and recalculation are also triggered if you have used Global Assignment Configuration to "Update home job info record for global assignments".

Note

Workforce Availability replication is not supported with Add/Edit Global Assignment.

In the previous version, no Time Management processes were triggered on Add/Edit Global Assignment.

Technical Details

Reference Number	TIM-30962
Product	Employee Central
Module	Time Management
Feature	Time Off
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability

Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Handling Global Assignments and Concurrent Employment in Time Off](#)

2.5.51 Time Off Enhancements in the New People Profile

The new Profile Preview and Spotlight include out-of-office information for employees when they're away from work. In addition, the Spotlight shows an Upcoming Absence card to indicate when the employee will be away from work next.

Configuration Requirements

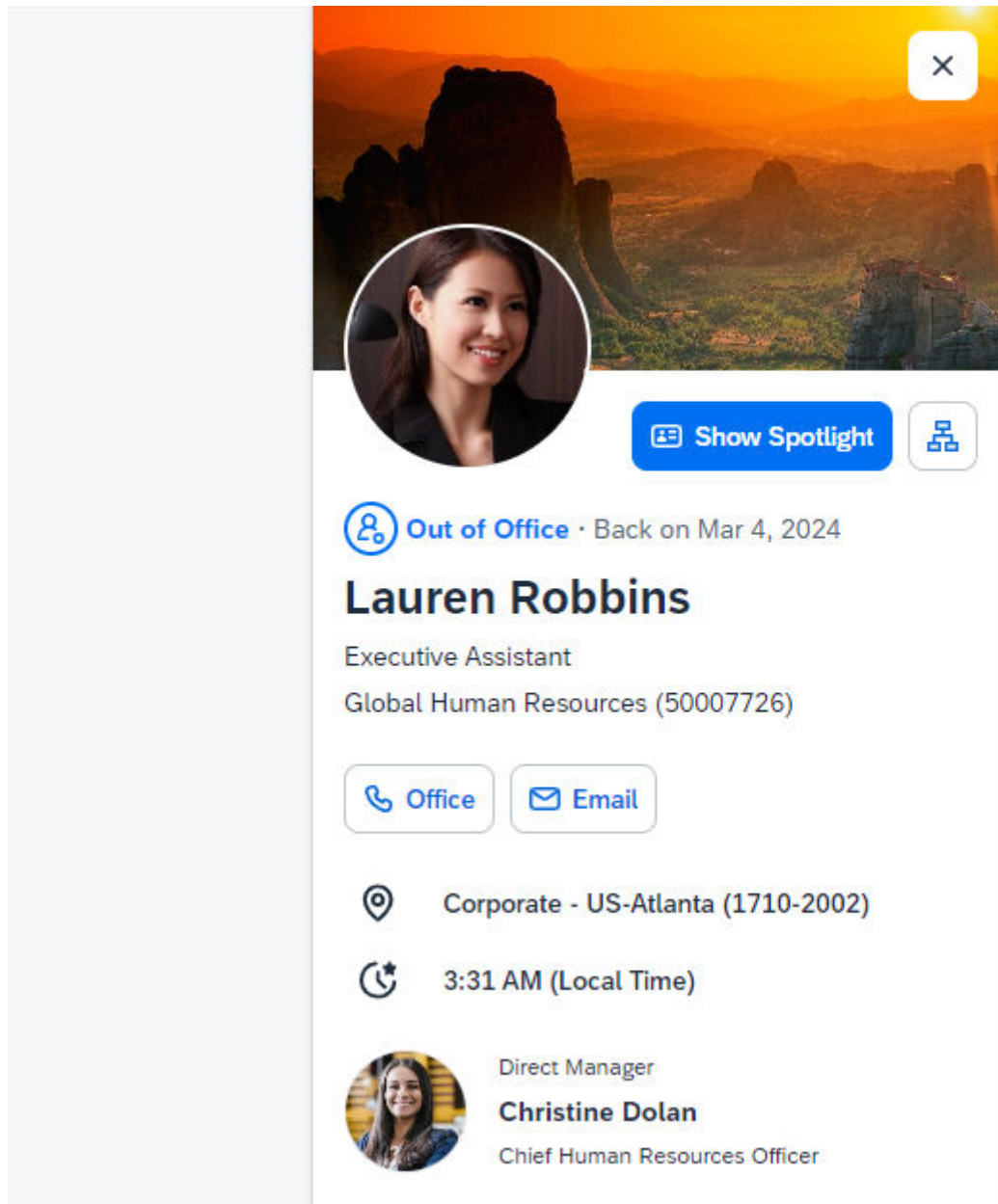
To enable the out-of-office information on the People Profile and Spotlight, you need to enable [Show current absence status](#) under [Company System and Logo Settings](#).

Role-Based Permission Prerequisites

For the out-of-office information on the People Profile and Spotlight, in addition to enabling [Show current absence status](#), you need to grant the [View](#) permission for the [Employee Time](#) object.

To enable the Upcoming Absence card on the Spotlight, you need to grant the [View](#) permission for the [Employee Time](#) object. This is also required for the out-of-office information.

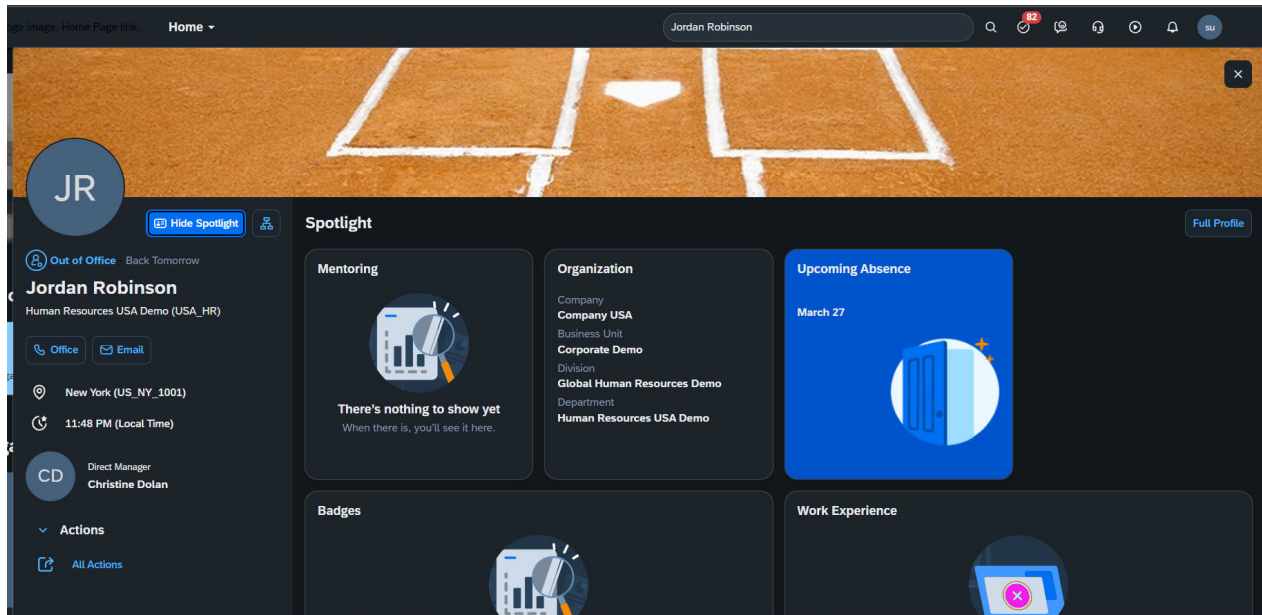
What's Changed



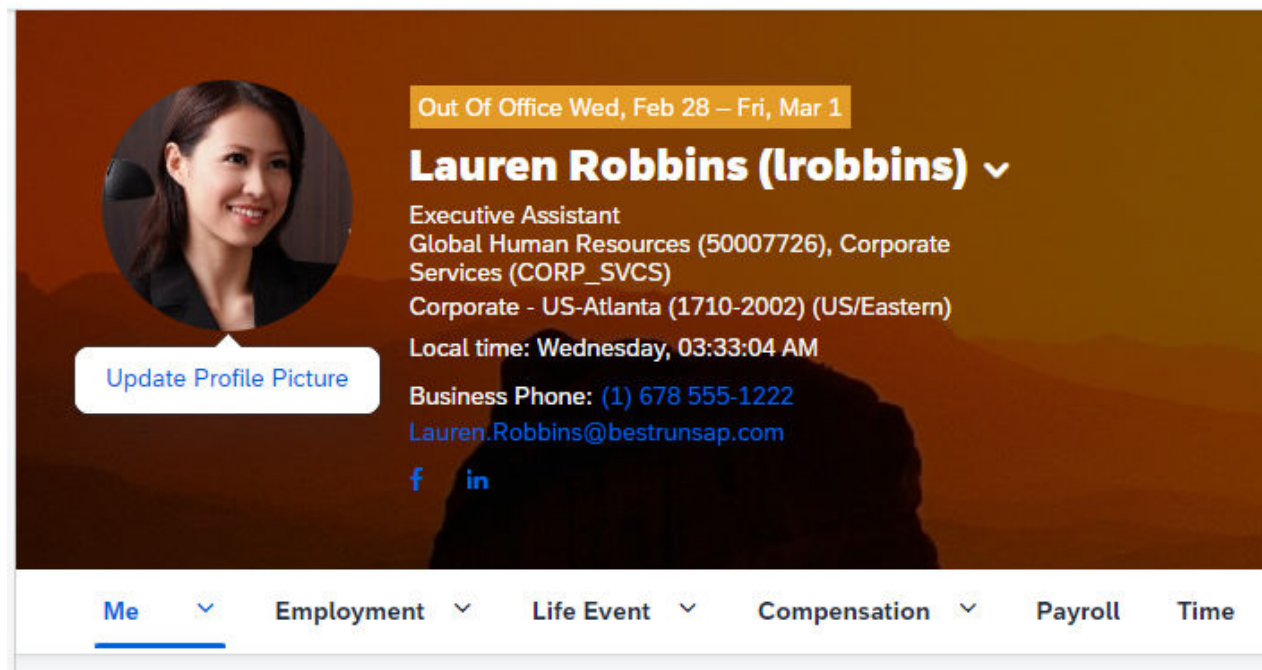
The screenshot displays a user profile for Lauren Robbins. At the top, there is a background image of a sunset over a mountain range with a circular profile picture of Lauren Robbins overlaid. A 'Show Spotlight' button and a 'Close' (X) button are visible. Below the profile picture, the status 'Out of Office' is shown with a calendar icon, followed by 'Back on Mar 4, 2024'. The name 'Lauren Robbins' is prominently displayed, followed by her title 'Executive Assistant' and department 'Global Human Resources (50007726)'. Contact buttons for 'Office' and 'Email' are present. Location information 'Corporate - US-Atlanta (1710-2002)' and local time '3:31 AM (Local Time)' are also shown. At the bottom, her direct manager 'Christine Dolan', Chief Human Resources Officer, is listed with a small profile picture.

How It Looks Now

In the current version, the out of office information considers absences, holidays, and non-working days according to the work schedule. These are used to derive the "Back on" shown in the People Profile.



The current version also includes an upcoming absence card with information on when the employee will next be absent from work.



How It Looked Before

In the previous version, the out of office information only considered absences.

Note

The legacy People Profile still works as before. The change only affects the new Profile Preview and the Spotlight view.

Technical Details

Reference Number	TIM-41237
Product	Employee Central
Module	Time Management
Feature	Time Off
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[New Experience for People Profile \[page 374\]](#)

[New Experience for People Profile Now in SAP SuccessFactors Mobile \[page 520\]](#)

2.5.52 Time Type Filter Rule Restriction Removed

We've removed the limit on the number of time type filter rules you can add to the time profile.

The change means you can assign as many time type filter rules as you require to the time profile.

⚠ Caution

Keep performance in mind. The more rules you assign to a time profile and the more complex those rules are, the longer it will take to load the time type dropdown on the UI.

Note

Don't use the time type filter rule for time types that have a time account type assigned because time accounts would still be created. In such cases, it is better to use separate time profiles.

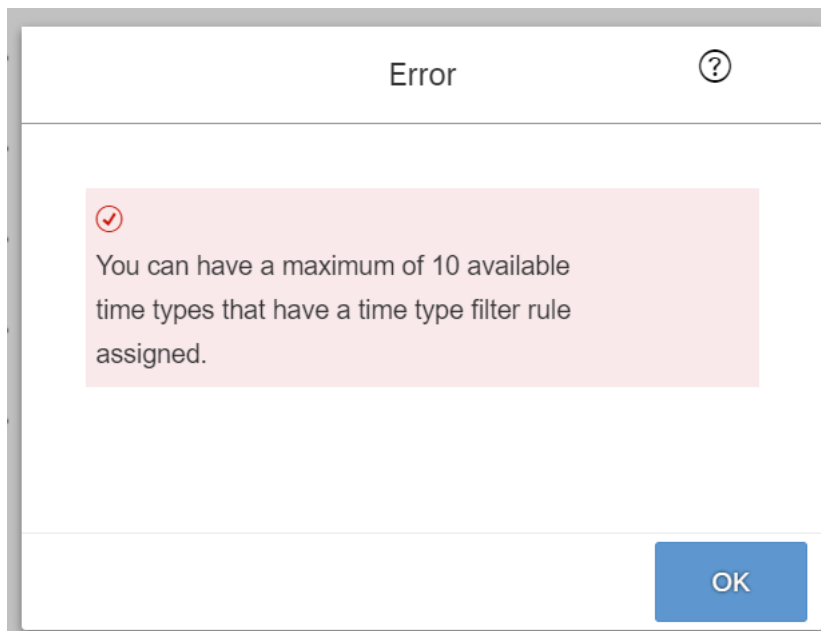
Configuration Requirements

A time type filter rule must be assigned to the available time type under the time profile.

To assign a time type filter rule to an available time type with classification as an attendance, break, extra, or on-call time type, SAP SuccessFactors Time Tracking needs to be enabled. SAP SuccessFactors Time Tracking is not required for absence time types.

What's Changed

In the current version, there is no restriction on the number of assigned time type filter rules for each time profile.



How It Looked Before

In the previous version, there was a limit of 10 time type filter rules for each time profile. An error message appeared if users tried to enter more than 10 filter rules.

Technical Details

Reference Number	TIM-43213
Product	Employee Central Time Tracking
Module	Time Management
Feature	Time Off Time Sheet
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Time Type Filter Rule](#)

2.5.53 Universal Updates for Centralized Services

We have introduced universal support for some of the Centralized services entities. These entities are no longer governed by the configuration option.

The following table lists all the previously delivered universal items in addition to the current release items marked as 2H 2023 in the [Release](#) column.

Universal Entities	Release	Description
Dependents Imports	1H 2024	<p>Centralized services now universally support Dependents Imports.</p> <p>Note Refer to the corresponding What's New Viewer information from the previous release for further details.</p>
Dependents History UI Save	1H 2024	<p>Centralized services now universally support saving changes for Dependents on the History UI.</p> <p>Note Refer to the corresponding What's New Viewer information from the previous release for further details.</p>
Dependents Editing UI Save	1H 2024	<p>Centralized services now universally support saving changes on the Editing UI for Dependents.</p> <p>Note Refer to the corresponding What's New Viewer information from the previous release for further details.</p>
Concurrent Employment from Manager Self-Service	1H 2024	<p>Centralized Services now universally support adding of Concurrent Employment from the Manager Self-Service page.</p> <p>Note Refer to the corresponding What's New Viewer information from the previous release for further details.</p>
Global Assignment from Manager Self-Service	1H 2024	<p>Centralized services now universally support Global Assignment from the Manager Self-Service page.</p> <p>Note Refer to the corresponding What's New Viewer information from the previous release for further details.</p>

Universal Entities	Release	Description
Hire (including Fixed-Term Contract) and Rehire	1H 2024	<p>Centralized Services now universally support hire including a fixed-term contract hire and rehire of an inactive employee.</p> <div style="border: 1px solid #ccc; background-color: #f9f9f9; padding: 10px; margin-top: 10px;"> <p>Note</p> <p>Refer to the corresponding What's New Viewer information from the previous release for further details.</p> </div>
Compensation Information Manager Self-Service Changes	2H 2023	<p>Centralized services now universally support saving changes for Compensation Information from the Manager Self-Service page.</p> <p>With the update to universal support, the Admin Center > Company Settings > Enable Forward Propagation for Compensation Information (Note: Not applicable for imports, not applicable for features where Centralized Services are enabled) setting is no longer required and removed from the system.</p>
Job Information Manager Self-Service Changes	2H 2023	<p>Centralized services now universally support saving changes for Job Information from the Manager Self-Service page.</p>
Job Relationships Information Manager Self-Service Changes	2H 2023	<p>Centralized services now universally support saving changes for Job Relationships Information from the Manager Self-Service page.</p>
Termination Manager Self-Service Changes	2H 2023	<p>Centralized services now universally support saving changes for Termination Details from the Manager Self-Service page.</p>
Internal Hire in Manage Pending Hires Tool	2H 2023	<p>Centralized services now universally support saving changes for Internal Hire from the Manage Pending Hires tool.</p>
Higher Duties Employment Details Editing UI Save	2H 2023	<p>Centralized services now universally support saving changes for Higher Duties Employment Details on the Editing UI.</p>
Termination Details Imports with Pension Payouts	2H 2023	<p>Centralized services now universally support Termination Details imports, with pension payout details.</p>

Universal Entities	Release	Description
Compensation Information History UI Save	1H 2023	Centralized services now universally support saving changes for Compensation Information on the History UI Save.
Compensation Information Imports	1H 2023	Centralized services now universally support Compensation Information imports.
Contact Information Editing UI Save	1H 2023	Centralized services now universally support saving changes for Contact Information on the Editing UI.
Emergency Contact UI Save	1H 2023	Centralized services now universally support saving changes for Emergency Contact on the Save UI.
Emergency Contact Imports	1H 2023	Centralized services now universally support Emergency Contact Imports.
Employment Details Edit UI Save	1H 2023	Centralized services now universally support saving changes for Employment Details on the Editing UI.
Global Assignment Edit UI Save	1H 2023	Centralized services now universally support saving changes for Global Assignment on the Editing UI.
Non-Recurring Pay Component Information UI Save	1H 2023	Centralized services now universally support saving changes for Non-Recurring Pay Component Information on the Editing UI.
Non-Recurring Pay Component Imports	1H 2023	Centralized services now universally support Non-Recurring Pay Component Imports.
Pay Component Recurring Imports	1H 2023	Centralized services now universally support Pay Component Recurring Imports.
Work Permit UI Save	1H 2023	Centralized services now universally support saving changes for Work Permit on the Save UI.
Global Assignment Imports	2H 2022	Centralized services now universally support global assignments data imports in incremental load mode and in full purge mode.

Universal Entities	Release	Description
Global Information Editing UI Save	2H 2022	Centralized services now universally support saving changes on the Editing UI for Global Information.
Personal Information Editing UI Save	2H 2022	Centralized services now universally support saving changes for Personal Information on the Editing UI
Job Relationship History UI Save	2H 2022	Centralized services now universally support saving changes for Personal Information on the History UI.
Job Information History UI Save	2H 2022	Centralized services now universally support saving changes on the History UI of Job Information.
Address Editing UI Save	2H 2022	Centralized services now universally support saving changes for Address on the Editing UI.
National ID Editing UI Save	2H 2022	Centralized services now universally support saving changes for address on the Editing UI.
Global Information History UI Save	1H 2022	Centralized services now universally support saving changes for Global Information on the History UI.
Personal Information History UI Save	1H 2022	Centralized services now universally support saving changes for Personal Information on the History UI.
Job Relationship Imports	1H 2022	Centralized services now universally support job relationships data imports in incremental load mode and in full purge mode.
Job Information History Imports	1H 2022	Centralized services now universally support job history (Job Information) data import in incremental load mode and full purge mode.
Address History UI Save	1H 2022	Centralized services now universally support saving changes for Address on the History UI.

Note

The integration from SAP Compensation to Employee Central Job Information that was previously controlled by the *Enable Centralized Services to Publish Compensation Promotion Data* setting is now removed.

The integration from Employee Central Benefits and SAP SuccessFactors Compensation to SAP SuccessFactors Employee Central Compensation that was previously controlled with the *Enable Centralized Services for Integrations with Employee Central Compensation (Applicable only for saving changes from Employee Central Benefits and SAP SuccessFactors Compensation)* setting is removed.

For Compensation integration, please refer to [Compensation and Job Information Publish with Centralized Services \[page 262\]](#) for further details.

Benefits integration is not yet supported on Centralized services, so there is no action required here for customers.

For more information about the overall release strategy for Centralized services, review the [Employee Central Innovation Alert](#) in the SAP SuccessFactors Customer Community.

Employee Central using Centralized services targets consistency regarding system behavior, validations, functionalities across UIs, imports, and APIs. With this enhancement, you have access to the supported Centralized services entities by default.

What's Changed

In the current version, the Centralized services entities are made available by default.

In the previous releases, the listed Centralized services were available by enabling them in the [Admin Center](#).

Technical Details

Reference Number	ECT-216114
Product	Employee Central
Module	Employee Data
Feature	Data Import and Export Employee Central Compensation Hire, Rehire, and Termination Pending Hires Public Sector Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability

Type	Changed
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Centralized Services in Employee Central](#)
[Centralized Services for Employee Data Imports](#)

2.5.54 Upload and View Non-Image File Attachments in Mobile Time Off iOS App

You can now upload non-image file attachments in the Mobile Time Off iOS app.

Here's what the upload menu looks like with the new option:

Cancel **New Request** **Send**

Absence Type Vacation >

Start Date Wed, Mar 27, 2024

End Date Wed, Mar 27, 2024

Requesting 1 day

Available 23 days

Team Absences >

Name >

Decimal 12.598

BooL

SAP SuccessFactors What's New Viewer
1H 2024 **Custom PickList** PUBLIC > 431

This table shows the formats supported by the new function: doc, pdf, csv, htm, ppt, xls, gif, png, jpg, jpeg, html, rtf, bmp, xlsx, docx, pptx, txt, & msg.

bmp
csv
doc
docx
gif
htm
html
jpeg
jpg
msg
pdf
png
ppt
pptx
rtf
txt
xls
xlsx

We developed this feature to improve the usability of the iOS Mobile app. It also improves feature parity between the Time Off apps in the Web, Android, and iOS.

What's Changed

In the current version, you can upload both images and non-image files.

In the previous version, you could upload image files, but not non-image files.

Technical Details

Reference Number	MOB-3908
Product	Employee Central
Module	Time Management

Feature	Time Off
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Mobile Time Off Features](#)

2.5.55 User Based Data Handling of Work Permit Information in Document Generation

When a placeholder in the *Document Generation Template* is mapped to Work Permit Information, then the generated document will display work permit data specific to a single employment, rather than the employee's whole employment history.

Employee Central contains Work Permit Information for each employment of an employee. In order to remain consistent, *Document Generation* had to also adopt the processing of the Work Permit Information data as User based (pre-employment) rather than Person-based.

What's Changed

In the current version, when generating a *Document Generation Template* with placeholders mapped to Work Permit Information, the document would display Work Permit data applicable to the selected user for a single employment. Due to this enhancement, there could be a change in the data shown in the *Generated Document* when compared to previous releases.

In the previous version, when generating a *Document Generation Template* with placeholders mapped to Work Permit Information, the document would display Work Permit data from all employments.

Technical Details

Reference Number	ECT-231163
Product	Employee Central
Module	Localization
Feature	Country/Region Specifics
Action	Recommended
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

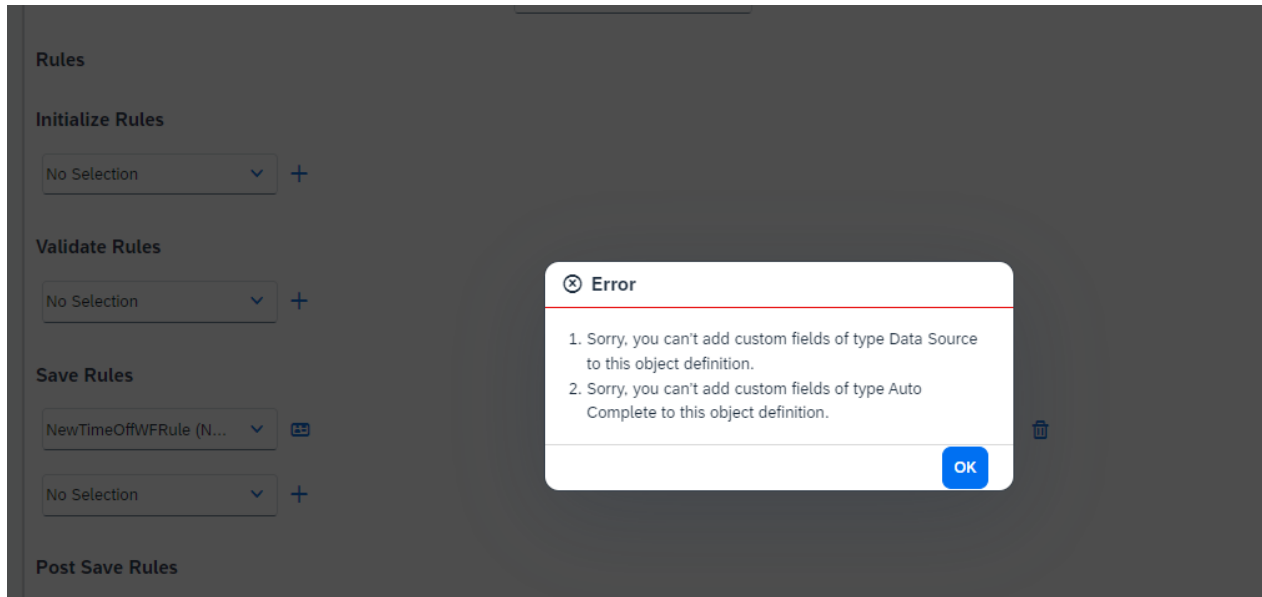
[What Is Document Generation?](#)

2.5.56 Validation Check on Custom Field Data Types of Employee Time Object

A validation check is now performed on the *Data Source* and *Auto Complete* custom fields in the Employee Time object.

The *Data Source* and *Auto Complete* fields aren't supported in absence requesting. We added this check to ensure they aren't used.

What's Changed



In the current version, a validation error is raised when you try to use custom fields of the *Data Source* or *Auto Complete* data types in the Employee Time object definition.

In the previous version, custom fields of the type *Translatable* and *Enum* data types were not supported and a validation error was raised.

No validation error was raised for custom fields of the *Data Source* and *Auto Complete* data types.

Technical Details

Reference Number	TIM-41964
Product	Employee Central
Module	Time Management
Feature	Time Off
Action	Info only
Enablement	Automatically on

[Link to Demo](#)

Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Custom Fields in Time Off](#)

2.5.57 Validation Check on Full Purge Import of Time Accounts

We've added a new validation error if you import time accounts with the *Full Purge* option enabled under *Import and Export Data*.

We made this change to avoid data inconsistencies. For example, when you carry out a full purge import, references to linked absences could be deleted from the time account details.

What's Changed

```
"[OPERATOR]","userId","accountType.externalCode","startDate","endDate","bookingStartDate","bookingEndDate","accountClosed","externalCode","mdfSystemStatus","cust_ks_num","timeAccountSummary.externalCode"  
"Supported operators: Belinist, Clear and Delete","User","Time Account Type.External Code","Account Valid From","Account Valid Until","Booking Possible From","Booking Possible Until","Closed(Valid Values : TRUE/FALSE)","  
Active I for Inactive )","ks_num","Time Account.Time Account Summary"  
"","TIM-37284-166","tat_b2385_testing","07/30/2020","12/31/9999","07/30/2020","12/31/9999","false","001575e17cdf42c59c7df6e6e12491d4","A","","","1. You are not allowed to import Time Accounts with a full purge. "
```

How It Looks Now

In the current version, a validation error is raised when a full purge import of time account objects is carried out. The screenshot shows the resulting csv log file.

In the previous version, no error was raised.

Technical Details

Reference Number	TIM-41774
Product	Employee Central
Module	Time Management
Feature	Time Off
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

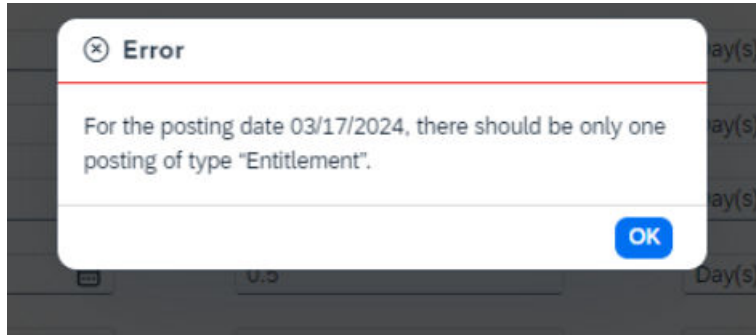
Related Information

[Importing Balances for Time Accounts](#)

2.5.58 Validation to Check Duplicate Entitlement Postings in Time Off

We've added a new validation to block creation of two or more entitlements on the same day using Manage Data, imports, or using the Calendar run for entitlements.

Here's what the validation error message looks like:



We added this check because we observed lot of issues with inconsistent data in customer systems, which also results in failed calendar runs and failed recalculation jobs.

Technical Details

Reference Number	TIM-42206
Product	Employee Central
Module	Time Management
Feature	Time Off
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Separation of Accruals and Entitlements](#)

2.6 Employee Central Payroll

2.6.1 CIAS Configuration of Pay Statement (direct)

A new scenario is now available in Cloud Integration Automation Service for SAP SuccessFactors Employee Central Payroll: "Configuring Pay Statement (direct) Integration". The guided workflow contains instructions for manual and automated tasks to enable a easy and quick integration configuration setup for pay statement (direct) integration including the required OAuth configuration.

We developed this feature to make it easier for customers to enable or migrate to the recommended pay statement (direct) integration for SAP SuccessFactors Employee Central Payroll.

Configuration Requirements

- You have a SAP SuccessFactors Employee Central Payroll license.
- For Employee Central Payroll, Synchronization Support Package SPD2 must be installed in your system. Please note that you can't use the feature as a whole until the support package mentioned has been released. The full documentation will be made available then too.
- Your BTP subaccount is subscribed to the Cloud Integration Automation Service in the Cloud Foundry environment.

Role-Based Permission Prerequisites

- Your user has been assigned the Integration Monitor, Integration Expert, and Integration Administrator CIAS roles. For more information, see [Assigning Roles to the Users](#).

Technical Details

Reference Number	PAY-26633
Product	Employee Central Payroll
Module	Employee Central Payroll
Feature	Pay Statements
Action	Info only
Enablement	Customer configured

[Link to Demo](#)

Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Subscription to Cloud Integration Automation Service](#)

[What is Cloud Integration Automation Service](#)

[Configuring Pay Statement](#)

[Deprecation of Arrow-Based Pay Statement Integration \[page 760\]](#)

[Deprecation of Pay Statement \(Fiori-like\) Integration \[page 830\]](#)

2.6.2 Enhanced Auxiliary Calculations in Manage Configuration for Payroll Control Center

We enhanced the Auxiliary Calculations function in the *Manage Configuration* application of Payroll Control Center by moving the function to a separate *Auxiliary Calculations* tab and by enabling you to adjust the positions of auxiliary calculations using the sorting buttons.

The *Auxiliary Calculations* section that was on the *Alert* tab in validation rules or on the *Tile* tab in KPIs is now moved to a separate *Auxiliary Calculations* tab for validation rules and KPIs. You can define multiple auxiliary calculations for an object based on your needs and adjust their sequence.

⚠ Activate Cancel ⋮

< Administration Alert **Auxiliary Calculations** Data Solutions Root Cause Analysis Dependencies >

Auxiliary Calculations

↑ ↓ 🗑 +

<input type="checkbox"/>	Id	Name	Expression
<input type="checkbox"/>	CONCAT_EMP_...	Concatenate E...	Concatenate("PYAR" , Concatenate("Co.Code/" , ... 📄
<input type="checkbox"/>	CONCAT_EMP_...	Concatenate E...	Concatenate([All Active Employees]-[Payroll Area] , ... 📄

These auxiliary calculations are listed in the defined order under *Auxiliary Variables* when you configure an expression.

< Variables

🔍

Start Date
 ALL_ACTIVE_EE___R_0000__BEGDA

Auxiliary Variables

Concatenate Employment details Text
 CONCAT_EMP_JOB_DETAILS_TXT

Concatenate Employment details value
 CONCAT_EMP_JOB_DETAILS_VAL

Constants

OK Delete Cancel

We made these enhancements to provide a consistent and improved user experience for Manage Configuration users.

Configuration Requirements

For Employee Central Payroll, Synchronization Support Package SPD2 must be installed in your system. Please note that you can't use the feature as a whole until the support package mentioned has been released. The full documentation will be made available then too.

Technical Details

Reference Number	PAY-26738
Product	Employee Central Payroll
Module	Employee Central Payroll
Feature	Payroll Control Center
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Auxiliary Calculations](#)

2.6.3 Enhancement to Allow Mashups to Open in New Tabs

The *SAP System Configuration* object allows you to open mashups in a new tab on the employee's profile page. This ensures compatibility with browser providers discontinuing support for third-party cookies.

We've created a new dropdown field in the *SAP System Configuration* object called *Open Infotypes and Payroll Control Center in a new tab*. Selecting *Yes* in this field would allow you to open mashups in a new tab in the employee profile page. After this field is activated, when the employees choose the required mashups from the employee profile page, they will open in a new tab.

Browser providers such as Google (Chrome browser), Microsoft (Edge browser), Apple (Safari browser), and Mozilla (Firefox browser) are discontinuing support for third-party cookies on their browsers due to concerns about user data tracking and privacy implications. They are doing this to comply with different laws created to avoid the tracking of browsing behavior by advertising companies. This change may result in the disruption of mashups being displayed.

Configuration Requirements

For Employee Central Payroll, Synchronization Support Package SPD2 must be installed in your system. Please note that you can't use the feature as a whole until the support package mentioned has been released. The full documentation will be made available then too.

Technical Details

Reference Number	PAY-26883
Product	Employee Central Payroll
Module	Employee Central Payroll
Feature	Employee Master Data Replication Country/Region Specifics Payroll Control Center
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17

Related Information

[Configuring SAP Payroll Systems](#)

2.6.4 Enhancement to Point-to-Point Configuration Report for Certificate-Based Authentication

We added the [Download Public Key](#) field in the point-to-point configuration report that makes it possible to download the public key of X.509 certificates. You can then upload X.509 certificates in the Employee Central [Security Center](#) to enable certificate-based authentication.

Previously, the public key of the certificate needed to be downloaded using transaction [STRUST](#). The process that could generate errors is now seamless and simple.

Configuration Requirements

For Employee Central Payroll, Synchronization Support Package SPD2 must be installed in your system. Please note that you can't use the feature as a whole until the support package mentioned has been released. The full documentation will be made available then too.

What's Changed

Set up Connection between SAP Payroll and Employee Central

Mode of Execution

- Set Connection Data
- Ping Employee Central APIs

Connection Data

Connection Data

General Connection Data

API Server URL

Company

Connect with X.509 Certificate

Connection for Employee Central System Using SSL Certificate

SSL Certificate

Certificate API Server URL

Download Public Key

Connect with UserID & Password

Connection for Employee Central System Using UserID

User

Password

Replication Target System for Employee Central

Create Target System

Replication Target System

How It Looks Now

In the current version, we recommend that you use the feature in the report (transaction [HRSFEC_PTP_CONFIG](#)).

In the previous version, you exported the public key using transaction [STRUST](#). For more information, refer to [Exporting Client Certificates from STRUST](#).

Technical Details

Reference Number	PAY-26419
Product	Employee Central Payroll
Module	Security and Compliance
Feature	Security Center
Action	Info only

Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Set Up Connection Between an Employee Central Payroll System and Employee Central](#)

2.6.5 Enhancement to Rule Function Get Payroll Area Control Record

The rule function returns the payroll control record information that can be used to validate if payroll-specific data changes are to be allowed. It can now be used for all payroll control record values such as 4 - Check Payroll Results.

Here's an example where it is possible to revert to the previous behavior by submitting a query to the payroll control record status:

Variables

```
var_get_Payroll_Area_control_Record = Get Payroll Area Control Record()
Pay Group: Payment Information .Worker.Employment Details.Compensation Information ≡.Pay Group.Pay Group ID
The rule selects one entry from the collection "Compensation Information" where...
User ID: Payment Information .Worker.Job Information.User ID
Start Date: Payment Information .Effective start date
```

If

```
var_get_Payroll_Area_control_Record.Payroll Area Status is equal to PAYROLL_CHECK_PAYROLL_RESULTS
```

Then

```
Raise Message " Payroll Data Change Error Without reason " with Error severity
Write your own error message [?]
```

The rule function was restricted to certain values of the payroll control record values (transaction **PA30**). It is important to include the additional **PA30** values in order to ensure accurate payroll processing and report generation for customers.

Configuration Requirements

You can use this function when the following prerequisites are fulfilled:

- Settings that activate the Employee Central Payroll integration are enabled in Provisioning.

→ Remember

As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, contact Product Support.

- Payroll System Configuration is defined for each country/region.
- OAuth outbound is configured.

Technical Details

Reference Number	PAY-26208
Product	Employee Central Payroll
Module	Process Automation
Feature	Business Process Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Get Payroll Area Control Record](#)

2.6.6 Extension of Maximum Allowed Planned Working Time Replication Period

We've extended the limit of the planned working time replication period to 400 days.

The previous limit of 60 days for the planned working time replication period was too restrictive. By extending it to 400 days, we've significantly improved the replication flexibility of planned working times to an SAP payroll system.

What's Changed

In the current version, the count is based on the real planned working time information stored in infotype 2003 since planned working time is created up to 400 days into the future.

The screenshot shows the SAP Admin Centre interface for managing data. The page title is 'Manage Data' and the search criteria are 'Planned Working Time ...' and 'MaximumLength (MaximumLength)'. The 'Include Inactives' dropdown is set to 'No'. The 'Create New' dropdown is set to 'No Selection'. The 'Planned Working Time Replication Period: MaximumLength (MaximumLength)' section is visible, with a 'Take Action' dropdown. The table below shows the current configuration:

Field	Value
External Code *	MaximumLength
Planned Working Time Start Date *	01/12/2023
Planned Working Time End Date	03/01/2025
Period Length in Days *	400
Update Automatically	No ⓘ
Termination Offset	3 ⓘ
lastAutomaticProxyCreationJobDate	
isAutomaticJobRun	No

How It Looks Now

In the previous version, the maximum limit for the planned working time period was 60 days.

Admin Centre ▾ Search for actions or people

Back to: Admin Centre

Manage Data

Search: Planned Working Time ... ▾ PWT_60DAYS (PWT_6... ▾ Include Inactives: No ▾ Create New: No Selection ▾

Planned Working Time Replication Period: PWT_60DAYS (PWT_60DAYS) Take Action ▾

External Code *	PWT_60DAYS
Planned Working Time Start Date *	28/04/2021
Planned Working Time End Date	26/06/2021
Period Length in Days *	60
Update Automatically	No ⓘ
Termination Offset	1 ⓘ
lastAutomaticProxyCreationJobDate	
isAutomaticJobRun	No

How It Looked Before

Technical Details

Reference Number	PAY-27117
Product	Employee Central Payroll
Module	Time Management
Feature	Time Data Replication
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Setting Up Planned Working Time Replication Period](#)

2.6.7 Identity Provisioning Service for Employee Central Payroll

With SAP Cloud Identity Services – Identity Provisioning, users are created centrally and distributed to other systems. Identity Provisioning Service is now supported in an Employee Central Payroll system. A new Employee Central Payroll SCIM API allows customers to create users from the Identity Provisioning Service.

For information about managing identity lifecycle processes for cloud and on-premise systems, refer to [SAP Cloud Identity Services - Identity Provisioning](#).

We developed this feature so that new customers can use the Identity Provisioning Service instead of the [Using the User Creation Report](#) that creates users in an Employee Central Payroll system. Enabling this option simplifies the user lifecycle process.

Configuration Requirements

- No migration of existing user records is provided to customers who currently use the user creation report. Hence, this feature is recommended for new customers who are in the implementation phase of Employee Central Payroll.
- This feature is enabled in development and test tenants on May 17, 2024.

Restriction

- This feature is not enabled in production tenants.
 - For existing customers, there is currently no option to migrate existing user records.
- The full documentation will be made available on May 17, 2024.

Technical Details

Reference Number	PAY-24026
Product	Employee Central Payroll
Module	Identity and Access Management
Feature	User Account Management
Action	Info only

Enablement	Customer configured
<hr/>	
Link to Demo	
<hr/>	
Lifecycle	Restricted Availability
<hr/>	
Type	New
<hr/>	
Major or Minor	Major
<hr/>	
Business Process Variant	Hire to Retire
<hr/>	
Software Version	1H 2024
<hr/>	
Valid as Of	2024-05-17
<hr/>	
Latest Document Revision	2024-04-12
<hr/>	

Related Information

[Identity Provisioning for Employee Central Payroll](#)

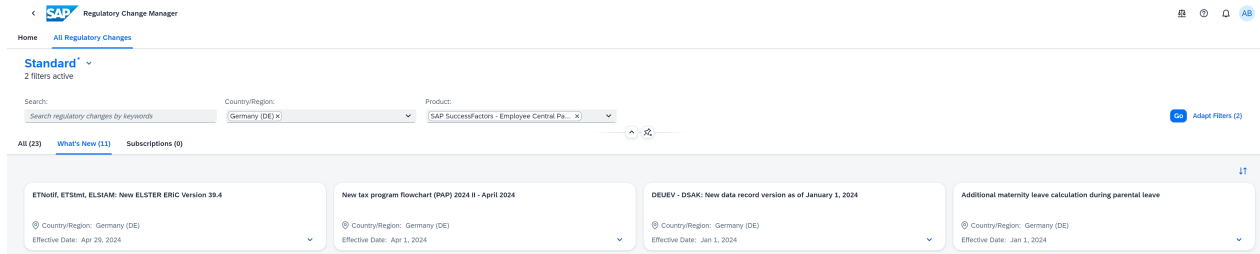
2.6.8 Legal Changes for Country/Region Specifics

This is an overview of the most important legal changes in Employee Central Payroll.

Country/Region	Legal Description	SAP Note
The Netherlands (NL)	Support Year End Legal Changes 2023/2024 for the Netherlands	3392181
Belgium (BE)	Holiday Pay Changes as of 2024	3383662
Germany (DE)	DEÜV: Notification of start and end of parental leave	3333440
South Korea (KR)	YEA 2023 - Employee Self Service	3387374, 3412836
Germany (DE)	Paying office notification procedure: New data record version as of January 1, 2024	3333760
Switzerland (CH)	LC CH: Advance notice of year-end legal changes 2023/2024 Switzerland	3310430
Austria (AT)	LC AT: Changes Year-end 2023/2024	3372399
Brazil (BR)	eSocial - Technical note S-1.2 N° 01/2023 - Release 1	3413679

To find more information about a legal change, go to the regulatory change manager, choose [View All](#) and then [All Regulatory Changes](#). You can then choose [SAP SuccessFactors](#) under *Product* and the *Country/Region* you're interested in.

Here is a screenshot of the regulatory change manager:



We want to provide an easy way for our customers to check for relevant legal changes in Employee Central Payroll.

Configuration Requirements

Update to the recommended support package in which the legal change is delivered.

Technical Details

Reference Number	KM-18629
Product	Employee Central Payroll
Module	Localization
Feature	Country/Region Specifics
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024

Valid as Of 2024-05-17


Latest Document Revision 2024-04-12

Related Information

[Regulatory Change Manager](#) 

2.6.9 New Field PAN Inoperative Available for India

A new field called *PAN Inoperative* is available in Employee Central for India. It indicates whether an employee's Permanent Account Number (PAN) is operative or not, affecting their tax calculation.

For India, we've added the new field *PAN Inoperative* under the *Global Information* section of the *Personal Information* block (tab within the employee's profile page). This field can be populated with *Yes/No*, indicating whether the employee's PAN (Permanent Account Number) is operative or inoperative. Based on the existence of an employee's PAN, their tax deductible at source (TDS) is calculated. If the PAN field is empty, then the tax bracket would be at a higher rate, as applicable. But the *Permanent Account Number* field within the *National ID Information* section didn't take the PAN being inoperative into consideration. Now, with the current enhancement, the employee's tax amount will be calculated based on the date on which the *PAN Inoperative* field is updated as *Yes/No*. You can refer to [3380891](#)  for more details.

The existing *Permanent Account Number* field didn't take into consideration whether a PAN is operative or inoperative. This information is essential for an employee's tax calculation (TDS).

Configuration Requirements

For Employee Central Payroll, Synchronization Support Package SPD2 must be installed in your system. Please note that you can't use the feature as a whole until the support package mentioned has been released. The full documentation will be made available then too.

What's Changed

In the previous version, the *National ID Information* section had the *Permanent Account Number* field which was replicated to the infotype 0185. If the required ID was entered here, then the employee's tax would be calculated based on the existence of PAN.

Technical Details

Reference Number	PAY-27510
Product	Employee Central Payroll
Module	Employee Central Payroll Localization
Feature	Employee Master Data Replication Country/Region Specifics
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Personal ID \(Infotype 0185\) - India](#)

2.6.10 New Local Version for Slovenia

We've introduced a new version for Slovenia, which includes Personal Information, Address Information, Personal ID, Contract Elements, and Dependents Information. We have enabled replication of country/region-specific employee master data from Employee Central to Employee Central Payroll. With this feature, customers can run the Employee Central Payroll for Slovenia.

Configuration Requirements

For Employee Central Payroll, Synchronization Support Package SPD2 must be installed in your system. Please note that you can't use the feature as a whole until the support package mentioned has been released. The full documentation will be made available then too.

Technical Details

Reference Number	PAY-26258
Product	Employee Central Payroll
Module	Employee Central Payroll Localization
Feature	Employee Master Data Replication Country/Region Specifics
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Slovenia](#)

2.6.11 Replication of Linked Absences for USA

You can now replicate country/region-specific fields of the Employee Time object to fields of infotype 2001 for the United States for linked absences. They are replicated in the standard SAP SuccessFactors Employee Central Payroll system using point-to-point integration.

We developed this feature to allow information about linked absences for employees in the USA to also be replicated to SAP SuccessFactors Employee Central Payroll.

Configuration Requirements

For Employee Central Payroll, Synchronization Support Package SPD2 must be installed in your system. Please note that you can't use the feature as a whole until the support package mentioned has been released. The full documentation will be made available then too.

Technical Details

Reference Number	PAY-26352
Product	Employee Central Payroll Employee Central
Module	Employee Central Payroll Time Management Localization
Feature	Time Data Replication Time Off Country/Region Specifics
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable

Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Absences \(Infotype 2001\) – United States](#)

2.6.12 Replication of Shift Classification to an SAP Payroll System

You can now replicate *Shift Classification* data from an Employee Central system to the *Daily Work Schedule Class* field of the *Substitutions* (2003) infotype.

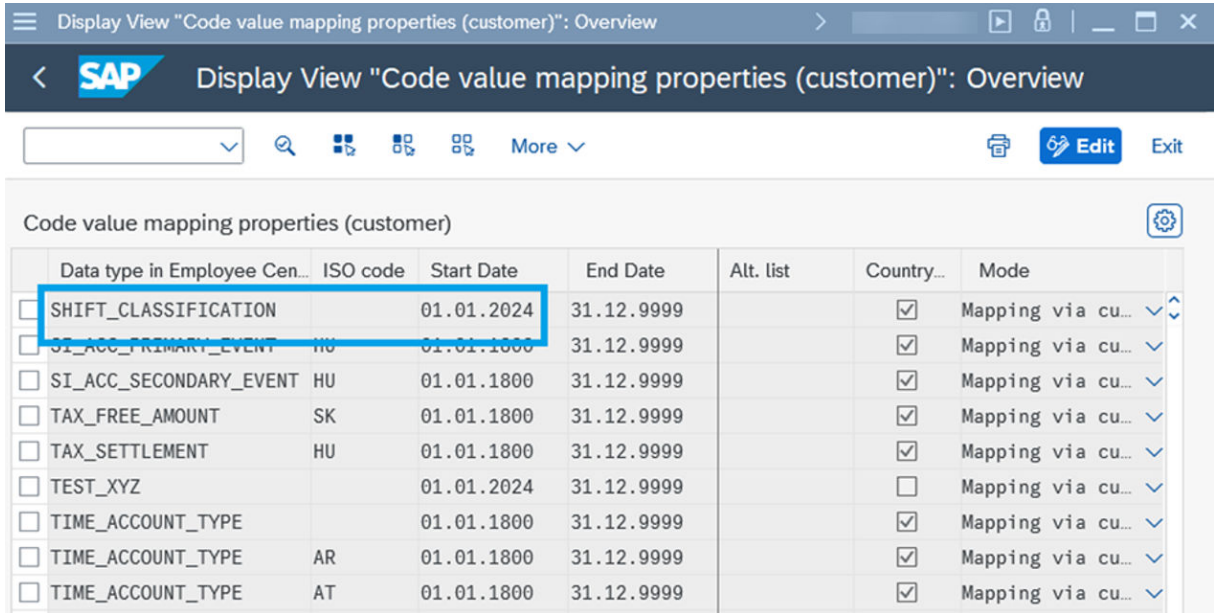
We're closing a functional gap by enabling the replication of *Shift Classification* from an Employee Central system to the *Daily Work Schedule Class* field of infotype 2003 in an SAP payroll system.

Configuration Requirements

The latest synchronization support package must be installed in your SAP Payroll system. Please note that you can't use the feature as a whole until the support package mentioned has been released. The full documentation will be made available then too. For more information on how to turn on the feature in your SAP payroll system, refer to KBA [3427794](#).

What's Changed

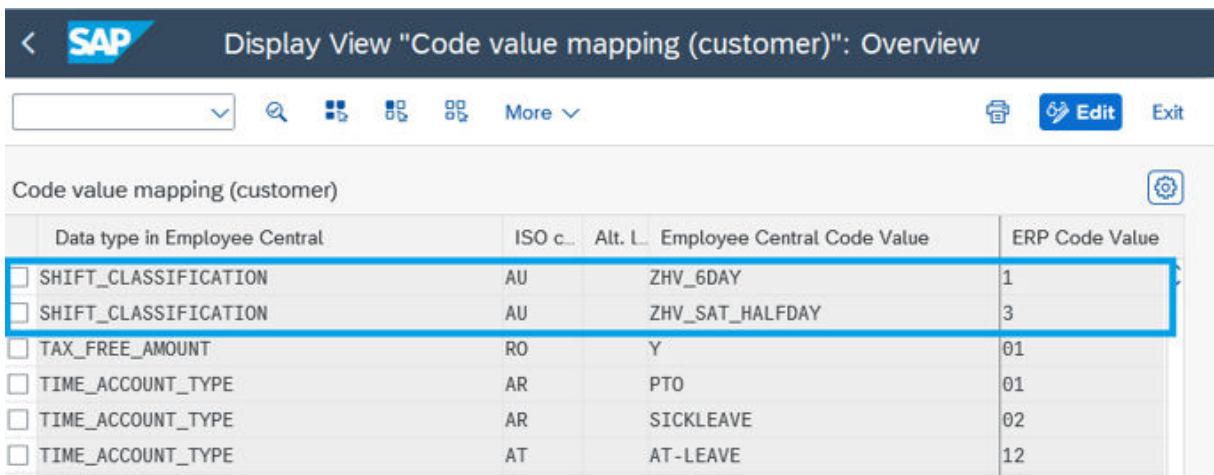
In the current version, we deliver the following Customizing where you can define the properties of shift classification and map them to the corresponding *ERP Code* in an SAP payroll system:

1. 

Display View "Code value mapping properties (customer)": Overview

Code value mapping properties (customer)

	Data type in Employee Cen...	ISO code	Start Date	End Date	Alt. list	Country...	Mode
<input type="checkbox"/>	SHIFT_CLASSIFICATION		01.01.2024	31.12.9999		<input checked="" type="checkbox"/>	Mapping via cu...
<input type="checkbox"/>	SI_ACC_PRIMARY_EVENT	HU	01.01.1800	31.12.9999		<input checked="" type="checkbox"/>	Mapping via cu...
<input type="checkbox"/>	SI_ACC_SECONDARY_EVENT	HU	01.01.1800	31.12.9999		<input checked="" type="checkbox"/>	Mapping via cu...
<input type="checkbox"/>	TAX_FREE_AMOUNT	SK	01.01.1800	31.12.9999		<input checked="" type="checkbox"/>	Mapping via cu...
<input type="checkbox"/>	TAX_SETTLEMENT	HU	01.01.1800	31.12.9999		<input checked="" type="checkbox"/>	Mapping via cu...
<input type="checkbox"/>	TEST_XYZ		01.01.2024	31.12.9999		<input type="checkbox"/>	Mapping via cu...
<input type="checkbox"/>	TIME_ACCOUNT_TYPE		01.01.1800	31.12.9999		<input checked="" type="checkbox"/>	Mapping via cu...
<input type="checkbox"/>	TIME_ACCOUNT_TYPE	AR	01.01.1800	31.12.9999		<input checked="" type="checkbox"/>	Mapping via cu...
<input type="checkbox"/>	TIME_ACCOUNT_TYPE	AT	01.01.1800	31.12.9999		<input checked="" type="checkbox"/>	Mapping via cu...

2. 

Display View "Code value mapping (customer)": Overview

Code value mapping (customer)

	Data type in Employee Central	ISO c...	Alt. L.	Employee Central Code Value	ERP Code Value
<input type="checkbox"/>	SHIFT_CLASSIFICATION	AU		ZHV_6DAY	1
<input type="checkbox"/>	SHIFT_CLASSIFICATION	AU		ZHV_SAT_HALFDAY	3
<input type="checkbox"/>	TAX_FREE_AMOUNT	RO		Y	01
<input type="checkbox"/>	TIME_ACCOUNT_TYPE	AR		PTO	01
<input type="checkbox"/>	TIME_ACCOUNT_TYPE	AR		SICKLEAVE	02
<input type="checkbox"/>	TIME_ACCOUNT_TYPE	AT		AT-LEAVE	12

How It Looks Now

In the previous version, this feature wasn't available.

Technical Details

Reference Number	PAY-26612
Product	Employee Central Payroll
Module	Time Management
Feature	Time Data Replication

Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Mapping Shift Classification](#)

2.6.13 View Pay Statements with Joule

SAP SuccessFactors Employee Central Payroll is now integrated with Joule, allowing employees to easily access their pay statement data such as a pay statement summary including the pay date, payout amount, and gross amount. They can also directly access the pay statement as a PDF and any payment history from active employment. Using natural language, users can ask Joule to display payment information or pay statements for a certain date, month, or year.

We developed this feature to allow employees to easily search for and access their pay statements.

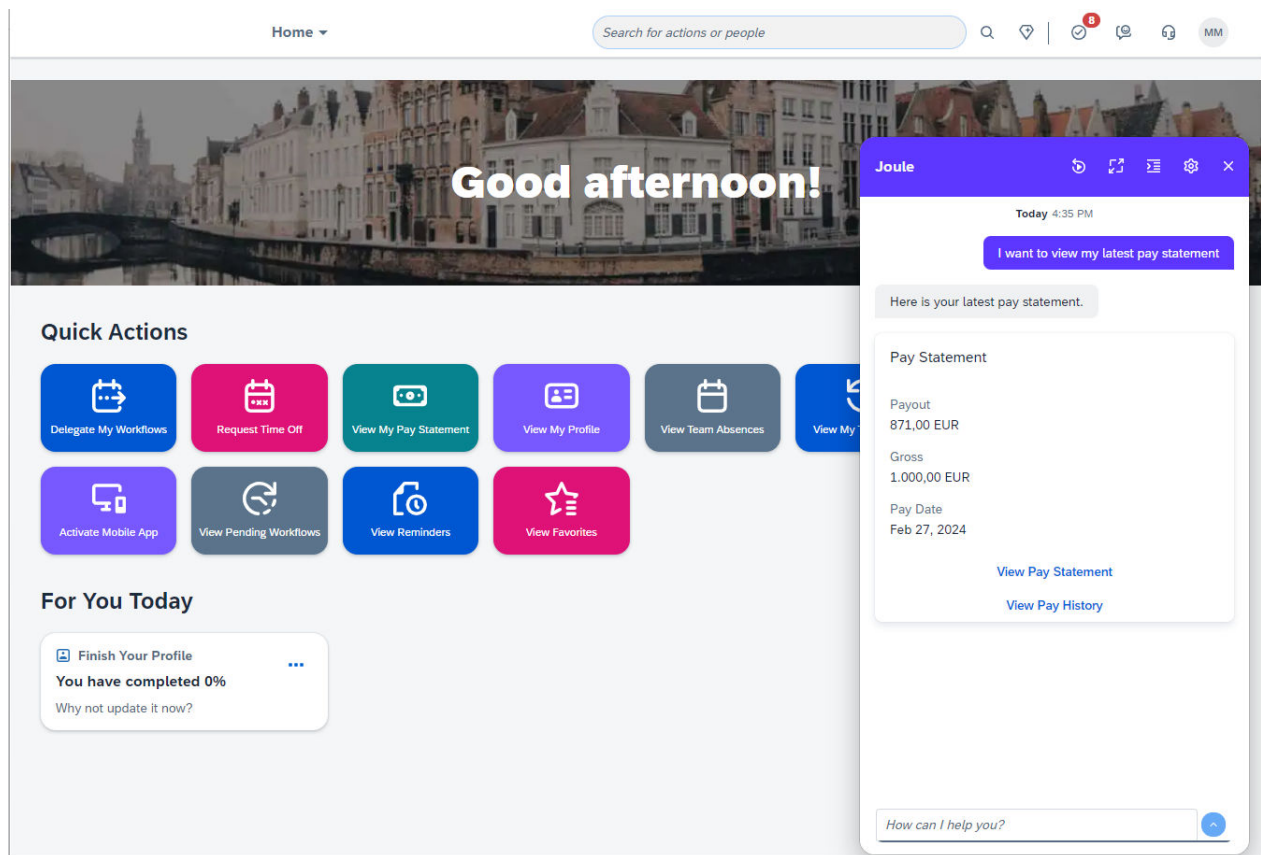
Configuration Requirements

- You've enabled Joule for SAP SuccessFactors.
- You have an SAP SuccessFactors Employee Central Payroll license.
- Pay statement (direct) integration is enabled in your SAP SuccessFactors Employee Central instance.
- Synchronization support package EA-HR SP86 or above is installed in your Employee Central Payroll system.

Role-Based Permission Prerequisites

You have been granted the relevant permissions under [User Permissions](#) > [Payroll Permissions](#) > [Payroll Self Service](#).

What's Changed



How It Looks Now

You can now use Joule to view payment information or display a pay statement for a particular period.

Technical Details

Reference Number	DIS-4580
Product	Employee Central Payroll

Module	Employee Central Payroll SAP Business AI
Feature	Pay Statements
Action	Info only
Enablement	Customer configured
Link to Demo	View Pay Statement with Joule
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-02-07
Latest Document Revision	2024-04-12

Related Information

[Configuring Pay Statement](#)

[What is Joule?](#)

[Joule in SAP SuccessFactors](#)

2.7 Learning

2.7.1 Administrator Suggestions Now Available on the New Learning Home Page

Learners can access their learning activities of type courses, programs, and collections suggested by administrators, in addition to peer suggestions, all in one section, on the new Learning home page.

All person-suggested learning activities are displayed in the [Suggested for Me](#) section on the new Learning home page. The section was previously called [Suggested by Peers](#).

Note

External links aren't currently supported on the new Learning home page. Additionally, in the mobile application, the *Suggested for Me* section only includes peer suggestions. Administrator suggestions aren't currently supported in the mobile application.

In the *Suggested for Me* section, the learning cards are prioritized by suggestions from administrators, followed by peers. Learners can choose a card to learn more about the suggestion. If they aren't interested in a particular suggestion, they can mark it as not interested, or bookmark it for later reference on the cards. Learners can also recommend a suggestion to their peers using the *Recommend* option on *Course Details*.

→ Remember

Learning activities suggested by administrators are identified as *Learning team recommends* on the cards.

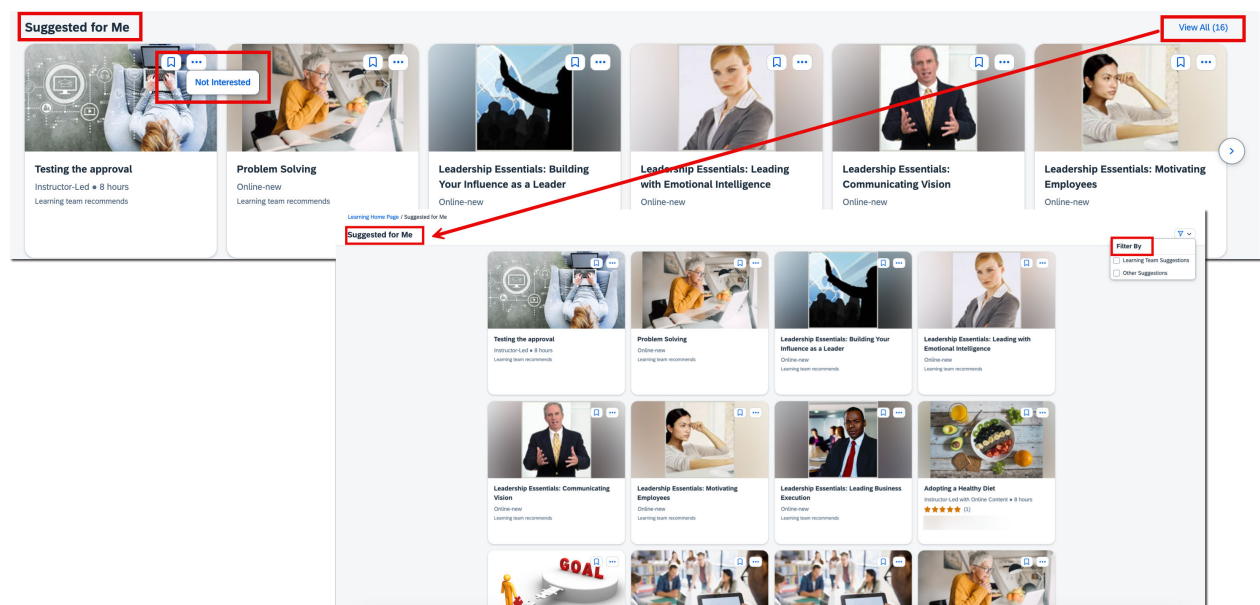
The enhancement helps you find all person-suggested learning activities easily in one section, enhancing the overall learning experience.

Configuration Requirements

- The new Learning home page is enabled.
- The `enableItemRecommendations` property is set to `true` in the `LMS_ADMIN` configuration (**System Administration** > **Configuration** > **System Configuration**).

What's Changed

How It Looks Now



In the previous version, only learning activities suggested by peers were displayed on the new Learning home page.

Technical Details

Reference Number	LRN-154911
Product	Learning
Module	Learning
Feature	Courses Course Recommendations Learning Programs Collection
Action	Info only
Enablement	Customer configured
Link to Demo	Accessing administrator suggestions on the new Learning home page
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Administrator and Peer Suggestions on the New Learning Home Page](#)

2.7.2 API Response Changes for Tenants

We changed the HTTP response and error codes for tenant initializations, exceeded thread limits, and API throttling responses for improved accuracy in API responses.

For requests made during tenant initialization we changed the HTTP response code from **500 (Internal Server Error)** to **503 (Service Unavailable)**. This change is applicable for both browser and API requests. For

requests that exceed thread limits, we changed the HTTP response code from **503 (Service Unavailable)** to **429 (Too Many Requests)**. We also included the following error code for these requests in the API response: **TENANT_THREAD_LIMIT_EXCEEDED**. For API throttling response headers, we also changed the HTTP response code from **503 (Service Unavailable)** to **429 (Too Many Requests)**.

We updated our API response codes to be more accurate to help customers troubleshoot API responses more effectively.

Technical Details

Reference Number	LRN-118031
Product	Learning
Module	Learning
Feature	API
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[API Limits in Learning](#)
[Throttling Limits for Learning OData APIs](#)

2.7.3 Automatic Anti-Virus Scanning for QuickGuides and Reports

We've expanded anti-virus scanning so it is active for all file uploads. Specifically we've added anti-virus scanning for QuickGuide creation and report import.

For QuickGuides, anti-virus scanning is now enabled for uploading a photo to a cover page or step during the QuickGuide creation or editing process. You create QuickGuides from [My Learning > My QuickGuides > Add QuickGuide > Create a New QuickGuide](#) page. For report import, anti-virus scanning is now enabled from [Admin Center > Learning Administration > Reports > Report Import](#) page.

We've added anti-virus scanning for all uploads to enhance security for our customer's environments.

Technical Details

Reference Number	LRN-155687
Product	Learning
Module	Learning
Feature	Not Applicable
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Troubleshooting the Report Import Process](#)

2.7.4 Background Job for Adding Library Items

We added the ability to use a background job when adding items to libraries. Navigate to [System Administration > Configuration > System Configuration > LMS_ADMIN > BACKGROUND JOB SETTINGS](#) and set **useItemLibraryBackgroundJob** to **true** to use a background job for adding library items. This setting is turned off by default.

We added the ability to use a background job when adding items to libraries to help improve system performance for large data upload operations.

Technical Details

Reference Number	LRN-148690
Product	Learning
Module	Learning
Feature	Course Library
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

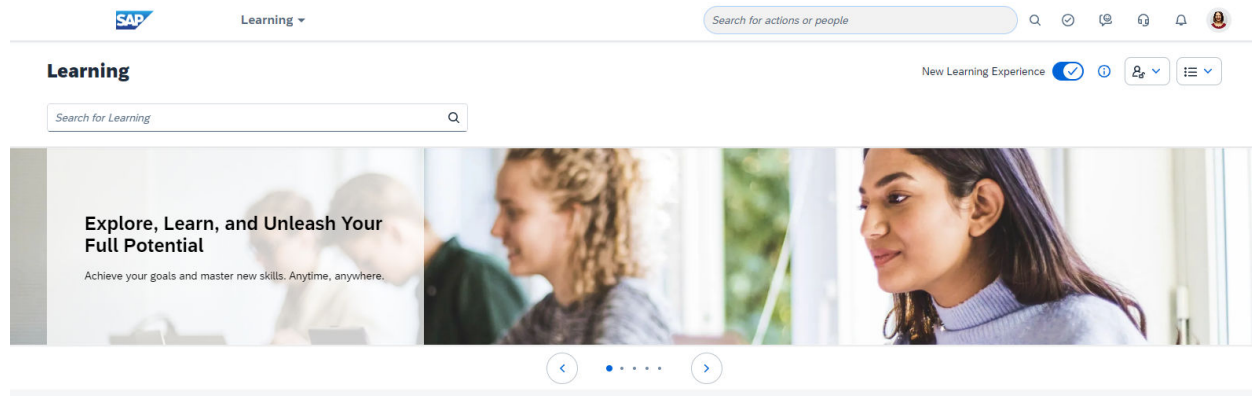
Related Information

[SAP SuccessFactors Learning System Properties in LMS_ADMIN](#)

2.7.5 Banners in the New Learning Experience

We've added the ability to create banners that display in a rotating carousel at the top of the new Learning home page.

We refreshed the image and text on the default banner that displays to users at the top of the new Learning home page.



In addition to the default banner, you can create up to 49 more custom banners. If there's more than one banner available for a user, a carousel automatically rotates through their visible banners. Each user can see up to five banners in the carousel. They can stop the rotation by clicking on the banner. They can also manually scroll through the banners using the arrow icons.

As you go through the steps to build a custom banner, a preview displays at the bottom of the page. Each banner contains an uploaded image. You can choose to display a text panel that contains a tagline, title, and content. By default, a banner isn't interactive. You can add a button with custom text that supports an action. The button can launch an internal or external URL, with the option to launch it inline or in a new window or tab. You can also configure the button to draft an email to a specific recipient.

You have the option of displaying a banner to everyone, or you can determine the visibility based on organizations or user groups. You can select up to 20 organizations or user groups for each banner. If you select a single organization, you have the option to include suborganizations.

The summary page for banners shows the currently configured banners and includes the following information and actions:

- Current count of banners
- Details for each banner, including the banner's name, who can see it, when it's active, and whether it's currently enabled
- Action icons to edit and delete each banner
- Access to additional actions to change the position of a banner in the list
- Button to add new banners

Banners

Banners display at the top of the page in the new Learning experience. If you haven't enabled the new Learning experience, these banners won't be visible. You can add up to 50 banners. People can see the top 5 active banners that are visible to them, in the order below. To change the order of banners, you can drag and drop them or use the More Actions menu.

Banners (6) Add Banner				
Name	Target Group	Active Period	Enabled	Actions
Default Welcome Banner	All Active Users	Always	<input checked="" type="checkbox"/>	
Business AI News	All Active Users	Always	<input checked="" type="checkbox"/>	
Skill Enhancement Training	All Active Users	12/Aug/2024 – 23/Aug/2024	<input type="checkbox"/>	
North Star Architecture Strategy 2024	Organization1 (including suborganizations)	23/Mar/2024 – 23/Mar/2025	<input checked="" type="checkbox"/>	
Logistics Training	UserGroup1	23/Mar/2024 – 22/Mar/2025	<input checked="" type="checkbox"/>	
AI Training	UserGroup2, UserGroup3, UserGroup4	Always	<input checked="" type="checkbox"/>	

You have two options to set the order of banners. You can drag and drop banners within the list, or you can use the [Move Within List](#) option in the (*More Actions*) menu to select a new position. The position determines the order in which banners display to users.

The top five active banners display to users at the top of the Learning home page, based on these conditions:

- Visibility - The **Target Group** for the banner is "All Active Users", or the user belongs to one of the specified organizations or user groups.
- Date - The **Active Period** for the banner is "Always", or the current date falls within the specified range.
- Banner Status - The banner is enabled.

You can disable a banner while you're working on it and enable it when it's ready to display to users. The default banner can't be edited, deleted, or moved within the list, but it can be disabled. If you disable the default banner and no additional banners are enabled, the banner section is hidden on the Learning home page.

You can add translations for the text on banners, text on buttons, and alternative text for images.

We provided the ability to display customized banners on the new Learning home page to allow administrators to meet specific business needs and to facilitate adoption of the new Learning experience.

Configuration Requirements

Banners display to users when the new Learning experience is enabled. To access [Banners](#) in [Learning Administration](#) (► [System Configuration](#) ► [Application Configuration](#) ► [Banners](#) ►), you need to meet the following criteria:

- Your SAP SuccessFactors Platform to Learning integration status is "Sealed"
- You have the [Edit System Configuration](#) permission

Note

Administrators who have the [View System Configuration](#) permission but don't have the [Edit System Configuration](#) permission **won't** see [Banners](#) in the [Learning Administration](#) menu.

Technical Details

Reference Number	LRN-155475
Product	Learning
Module	Learning
Feature	Home Page
Action	Recommended
Enablement	Automatically on
Link to Demo	Banners in the New Learning Experience
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Banners on the New Learning Home Page](#)
[Integrated Learning Settings for the New Learning Experience](#)

2.7.6 Best Practices Content Upgrade System Configuration

We now include system configuration settings for Learning Administration Best Practices content. Specifically you can now change the **BestPracticesLMSResourceFileURLPrefix** and **BestPracticesLMSResourceFileVersion** values in [System Administration > Configuration > System Configuration > BEST PRACTICES](#).

Please work with your certified implementation partner to configure these settings.

We included the ability to customize the upgrade settings for Best Practices content to let you choose the best time and URL to surface the latest Best Practices content.

Technical Details

Reference Number	SBP-11691
Product	Learning
Module	Learning
Feature	Not Applicable
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[How to Edit System Properties Files](#)

2.7.7 Course Home Experience for Users with an External Shopping Account

We now support the Course Home experience for users with an external shopping account type.


For users with a *Shopping Account Type* of *External*, the Course Home experience is now enabled by default. This experience replaces the legacy Item Details and includes an improved user experience for purchasing online items.

When vouchers are available to use for online items, users will see the *Buy Course* action in Course Details.

My Learning / Library / Project Management Basics

Project Management Basics

[Buy Course](#) [Recommend](#) [Assign to Me](#)



Course Information
 Type: Online-new
 Duration: 40.00 hours

Course Details **Online Content**

Description
 Project Management Basics is an online course designed for individuals looking to gain foundational knowledge in project management. Led by an experienced Project Management Professional, this course covers essential topics such as project planning tools, team coordination, risk management, and understanding the project lifecycle. Whether you're a new project coordinator, an assistant project manager, or looking to improve your project management skills, this course offers practical insights and hands-on experience to enhance your ability to lead projects effectively. Engage with a community of professionals, participate in discussions, and apply what you learn to real-world scenarios to elevate your project management capabilities

▼ **Course Information**

Course ID:	Version:
1200	Version 1, 3/1/2024

This action navigates to a new page where users can either redeem a voucher or add the item to their cart to complete the purchase.

My Learning / Library / Project Management Basics

Purchase Details

Payment Details
 Select Payment Method*

Use Voucher Number

Shopping Cart

Project Management Basics 1200
70.00 USD

If no vouchers are available for the online item, the [Add to Cart](#) action is displayed, which navigates the user directly to checkout.

Program Management Essentials

[Add to Cart](#) [Recommend](#) [Assign to Me](#)



Course Information
 Type: Online-new
 Duration: 1.00 hours

[Course Details](#) [Online Content](#)

Description

"Program Management Essentials" is a focused, 60-minute online course crafted for professionals seeking to deepen their understanding of program management principles. This concise yet comprehensive session introduces key concepts, tools, and techniques necessary for effectively managing multiple related projects. Participants will learn how to align project goals with organizational strategy, optimize resource allocation, and navigate the complexities of stakeholder communication. Ideal for project and program managers, as well as executives looking to refine their program oversight capabilities, this course promises to deliver actionable insights and best practices to enhance your program management proficiency in just one hour.

Course Information

Course ID:	Version:
1201	Version 1, 3/2/2024

We've extended the availability of the Course Home experience so that all users can benefit from an improved user experience.

Configuration Requirements

- The Course Home experience is enabled by default and no additional configuration is required.
- Guest users still see legacy Item Details by default and are only granted access to Course Details after authenticating.

Technical Details

Reference Number	LRN-153692
Product	Learning
Module	Learning
Feature	Courses
Action	Recommended
Enablement	Automatically on
Link to Demo	

Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Shopping Account Types for Learning-Only Users](#)

[SAP SuccessFactors Learning Course Home](#)

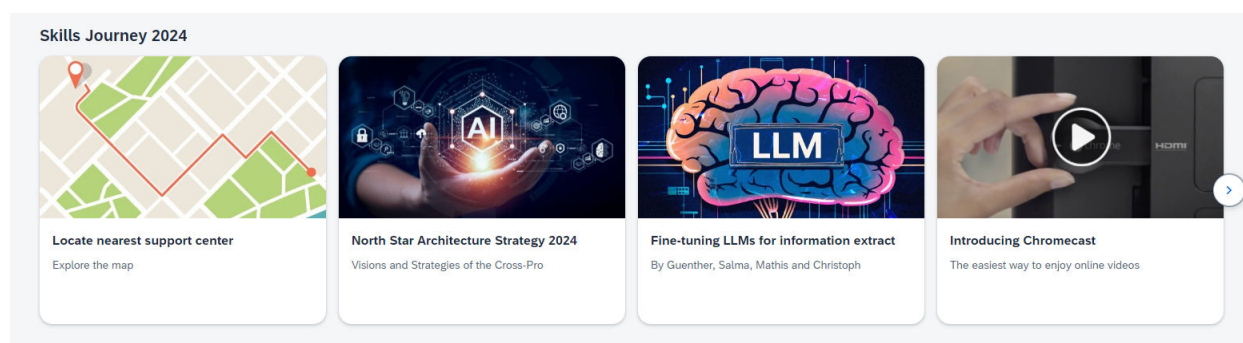
[SAP SuccessFactors Learning in the Extended Enterprise](#)

[Deprecation of Legacy Item Details \[page 801\]](#)

2.7.8 Custom Cards in the New Learning Experience

We've added the ability to create custom cards that display in their own section on the new Learning home page.

You can create up to 100 custom cards. People can see up to 8 cards, based on the current date, status of the card, and their organization or user group. By default, custom cards display in the *Custom Cards* section below the *Requests for Me* section on the new Learning home page. The section is hidden from users when no cards are available.



You can customize the title and select where the custom card section displays. Options for the section position are as follows:

- Below "Requests for Me"
- Above "Latest Bookmarks"

- Below "Latest Bookmarks"
- At the bottom of the page

If you've customized the standard section labels, the options display the customized labels.

As you go through the steps to build a custom card, a preview of the card displays. For each card, you can customize the text for the title and subtitle and upload an image. You define the visibility of cards to be available to all active users, or based on their organization or user group. You can select up to 20 organizations or user groups for each card. If you select a single organization, you have the option to include suborganizations. Cards can be active for a specific period of time or they can always be active.

Cards can have one of two behaviors. They can act as a link or they can display a dialog. The link options allow you to launch internal and external URLs, launch JavaScript URLs, or open an email message for a specific recipient. You can choose whether the link opens inline or in a new window or tab. The dialog option allows you to choose a design from multiple sizes and layouts. Dialogs support the following features:

- Embedding HTML
- Embedding a video file
- Embedding an iFrame
- Using a rich text editor to format text, insert multiple links and images, incorporate partner integrations, and preview or print your content

In *Learning Administration*, the summary page for custom cards shows the currently configured cards and includes the following information and actions:

- Section title and current count of custom cards
- Selection filter to view cards visible to specific organizations or users
- Link to edit the title and section position
- Details for each card, including the card's name, who can see it, when it's active, when it was last edited, and whether it's currently enabled.
- Action icons to edit and delete each card
- Access to additional actions to change the position of a card in the list
- Button to add new cards

Custom Cards Add Card

These cards display in a custom section in the new Learning experience. Edit the custom section to define the title and position on the Learning home page. You can add up to 100 custom cards. People can see the top 8 active cards that are visible to them, in the order below. To change the order of cards, you can drag and drop them or use the More Actions menu.

Skills Journey 2024 (6)		View as	Select Target Groups	Edit Custom Section	
Name	Target Group	Active Period	Last Edited	Enabled	Actions
Street Map	All Active Users	Always	26/Mar/2024	<input checked="" type="checkbox"/>	
North Star Architecture Strategy 2024	org1 (including suborganizations)	24/Mar/2024 – 30/Apr/2024	27/Mar/2024	<input checked="" type="checkbox"/>	
Fine-tuning LLMs for information extraction	All Active Users	Always	27/Mar/2024	<input checked="" type="checkbox"/>	
Introducing Chromecast	All Active Users	Always	27/Mar/2024	<input checked="" type="checkbox"/>	
Artificial Intelligence: Learn & Connect	group1	05/Aug/2024 – 16/Aug/2024	27/Mar/2024	<input type="checkbox"/>	
Contact	All Active Users	Always	27/Mar/2024	<input checked="" type="checkbox"/>	

You have two options to set the display order of custom cards. You can drag and drop cards within the list, or you can use the *Move Within List* option in the **⋮** (*More Actions*) menu to select a new position. The position determines the order in which cards display to users.

The top eight active cards display to users on the Learning home page, based on these conditions:

- Visibility - The **Target Group** for the card is "All Active Users", or the user belongs to one of the specified organizations or user groups.
- Date - The *Active Period* for the card is "Always", or the current date falls within the specified range.
- Card Status - The card is enabled.

If there are no cards available to a user, the custom card section won't display on their Learning home page.

Translations can be provided for the section title, text on the cards, and alternative text for images. You can disable a card while you're working on it and enable it when it's ready to display to users.

We provided the ability to display custom cards on the new Learning home page to allow administrators to meet specific business needs and facilitate adoption of the new Learning experience.

Configuration Requirements

To access *Custom Cards* in *Learning Administration* (► *System Configuration* ► *Application Configuration* ► *Custom Cards* ►), you need to meet the following criteria:

- Your SAP SuccessFactors Platform to Learning integration status is "Sealed"
- You have the *Edit System Configuration* permission

Note

Administrators who have the *View System Configuration* permission but don't have the *Edit System Configuration* permission **won't** have access to *Custom Cards* in the *Learning Administration* menu.

Technical Details

Reference Number	LRN-154141
Product	Learning
Module	Learning
Feature	Home Page
Action	Info only
Enablement	Customer configured
Link to Demo	Custom Cards in the New Learning Experience

Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Custom Cards on the New Learning Home Page](#)
[Integrated Learning Settings for the New Learning Experience](#)

2.7.9 Drop-Down Limit for Custom Fields

We added a limit of one thousand items for drop-down lists of values on custom fields. If you have more than one thousand values for a custom field you will not be able to set **dropDownEnabled** to **true** for a custom column on the [System Administration > Configuration > Search Selectors](#) page.

We added a value limit for custom fields to help system performance.

Technical Details

Reference Number	LRN-152417
Product	Learning
Module	Learning
Feature	Picklists
Action	Info only
Enablement	Automatically on

Link to Demo	Drop-Down Limit For Custom Fields
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[SAP SuccessFactors Learning Administration Search Selectors](#)

2.7.10 Enhanced Course Home

We've enhanced the Course Home experience with registration comments for classes with no price and updates to the Request Observers search.

The Course Home experience now supports the following features:

- Users can now enter comments when requesting to register for classes with no associated cost.

Request Details

Approval Details

Approval Step: Step 1 of 1 - First Level Manager

Approvers: Carla Grant

Interpersonal Communication

Introduction to Interpersonal Communication

Free

Add Comments

Comments:

4000 characters remaining

- To assist users when searching for an observer, we now include the observer's organization in the [Request Observers](#) search results when available. To manage the search results that are displayed to users, we're enforcing any search restrictions configured in the [Learner Search Checklist Observers](#) search selector.

Request Observers

Search for observers

Carla Grant
Industries abc@xyz.com

We've added functionality to the Course Home experience based on customer feedback for an updated user experience. We've included enhancements from [Customer Community Idea 301705](#).

Configuration Requirements

- The Add Comments text box is displayed automatically for all classes requiring approval. No additional configuration is required.
- Search results available to users depend on the restrictions set in the [Learner Search Checklist Observers](#) configuration in [System Administration > Configuration > Search Selectors](#). If no restrictions are set in the search selector, users may search for anyone within their organization.

Technical Details

Reference Number	LRN-153111
Product	Learning
Module	Learning
Feature	Courses
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor

Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Setting an Approval Process for Enrolling into a Course](#)

[Enabling Users to Nominate Task Checklist Observers](#)

[Using SAP SuccessFactors Learning Administration Search Selectors with General Display Name](#)

2.7.11 Hide New Learning Experience Switch from Users

We've added the ability to hide the switch that allows users to go back to the legacy Learning experience from the new Learning home page.

When the new Learning experience is enabled, administrators can choose to hide the *New Learning Experience* switch from users. This option prevents users from switching back to the legacy Learning home page. The *New Learning Experience* label and the associated ⓘ (*info*) button still display to users.

Enabling this option helps deliver a single, consistent experience to learners who no longer need access to the legacy Learning experience.

Configuration Requirements

The *Hidden* option has been added to the existing options in the *Integrated Learning Settings* (▶ *Learning Administration* ▶ *System Administration* ▶ *Application Administrations* ▶ *Integrated Learning Settings* ▶). No changes were made to the current selection for the *New Learning Experience switch default setting*. To hide the *New Learning Experience* switch from users, you'll need to select *Hidden* and choose *Apply Changes*.

Technical Details

Reference Number	LRN-155683
Product	Learning

Module	Learning
Feature	Home Page
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Integrated Learning Settings for the New Learning Experience](#)

2.7.12 Hide the Required Learning Section on the New Learning Home Page

As an administrator, you can choose to hide the *Required Learning* section on the new Learning home page if learners don't have any required training items assigned to them.

By default, the section is displayed on the page even when there are no required training items, displaying an empty section to learners. You can hide the section for specific user groups and organizations using the *Hide the Required Learning section if no training is assigned* option from the following pages respectively:

- [Learning Administration](#) > [People](#) > [User Groups](#) > [Advanced Settings](#) >
- [Learning Administration](#) > [People](#) > [Organizations](#) > [Advanced Settings](#) >

When you enable the option:

- Learners can view the *Important Learning* section at the top of the new Learning home page when they have assignments assigned as non-required items. See the following topic for complete information on Important Learning: [The New Learning Home Page Displays Assignments Assigned as Non-Required Items \[page 490\]](#)
- The *Required Learning* section is hidden from learners.

- The status bubble of the curricula compliance indicator appears in the *Important Learning* section, if applicable.

Note

If there is at least one required training item on the *Required Learning* section, enabling the option doesn't hide the section on the new Learning home page. It remains visible at the top of the page.

This enhancement improves the user experience by displaying the section when necessary, ensuring that learners see only the most relevant and high-priority learning items on the new Learning home page.

Configuration Requirements

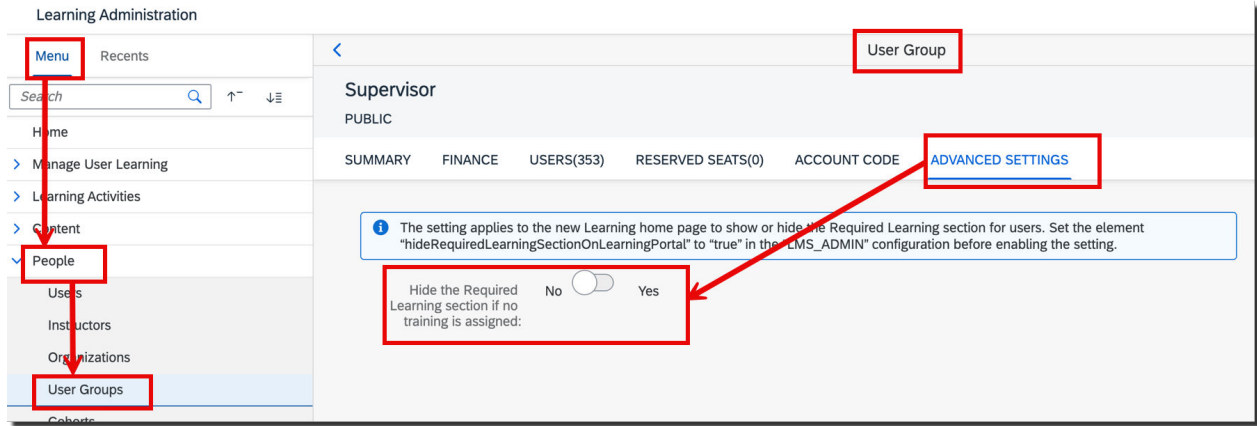
- The new Learning home page is enabled.
- Before you enable *Hide the Required Learning section if no training is assigned*, set the `hideRequiredLearningSectionOnLearningPortal` property to `true` from [System Administration > Configuration > System Configuration > LMS_ADMIN](#). The default value is set to false.

What's Changed

How It Looks Now

The screenshot displays the 'Organizations' page in the SAP Learning Administration system. The left-hand navigation menu is visible, with 'Organizations' selected. The main content area shows the 'Advanced Settings' tab for the organization 'Asset Management (50100016)'. A checkbox labeled 'Hide the Required Learning section if no training is assigned:' is present, which is currently unchecked. The interface includes a search bar, navigation tabs, and buttons for 'Apply Changes' and 'Reset'.

Advanced Settings tab on the Organizations page



Advanced Settings tab on the User Groups page

Technical Details

Reference Number	LRN-153010
Product	Learning
Module	Learning
Feature	Courses Learning Programs Learning Assignments
Action	Info only
Enablement	Customer configured
Link to Demo	Hiding the Required Learning section on the new Learning home page
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Hiding the Required Learning Section for User Groups](#)
[Hiding the Required Learning Section for Organizations](#)

2.7.13 Improved Progress Tracking for SCORM Content

We've improved the progress tracking for SCORM 1.2 online content.

The suspend data for online content controls how progress on a learning session is stored and retrieved. We've increased the suspend data limit for SCORM 1.2 content to 64,000 characters to provide the additional storage capacity required for content progress to be successfully stored and retrieved.

We delivered this enhancement so learners can complete their training across multiple sessions.

What's Changed

Previously, the suspend data was limited to 4096 characters, which created an issue with saving a learner's progress on larger courses.

Now, a learner's progress is successfully stored and retrieved when they pause and return to their online content.

Technical Details

Reference Number	LRN-152336
Product	Learning
Module	Learning
Feature	Courses
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor

Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

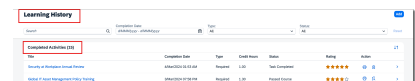
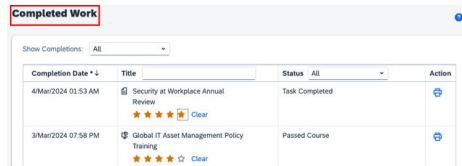
[SCORM 1.2 API Calls Supported by SAP SuccessFactors Learning](#)

2.7.14 The Latest Version of Learning History Now Generally Available

The latest version of *Learning History* offers a more intuitive page layout, meaningful page titles, improved filter and sort functions, and other user experience improvements.

The latest version includes the following enhancements:

Enhancement	In the previous version...	In the current version...
Meaningful page title	When you accessed <i>Learning History</i> from the Learning home page, you were redirected to a page named <i>Completed Work</i> . On this page, the table, which displayed the completed work, didn't have a title.	When you access <i>Learning History</i> from the Learning home page, the page is re-named to <i>Learning History</i> . A table title, <i>Completed Activities</i> , is added.



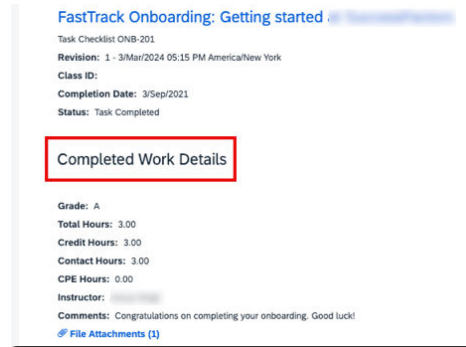
Enhancement

In the previous version...

In the current version...

The section on the history details page of a completed work was named *Completed Work Details*.

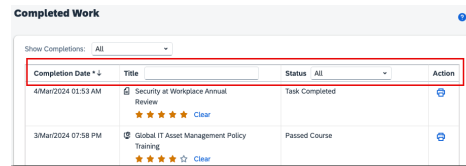
The section on the history details page of a completed activity is renamed to *Completed Activity Details*.



Intuitive Layout

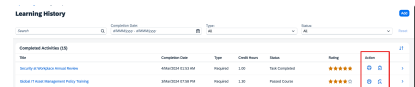
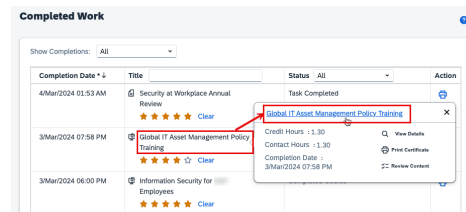
You could only view the completion date, title, status, and print option for a completed work on the table.

You can view the title, completion date, type, credit hours, status, and rating of completed activities on the *Completed Activities* table.



When you hovered over a completed work, the links to *View Details*, *View Checklist Results*, *Review Content*, *Print Certificate*, and other details were available on the completed work popup.

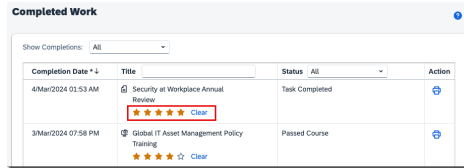
In the *Action* column, you can choose [Clipboard icon] to view checklist results, [Magnifying Glass icon] to review content, and [Print icon] to print a certificate.



Enhancement

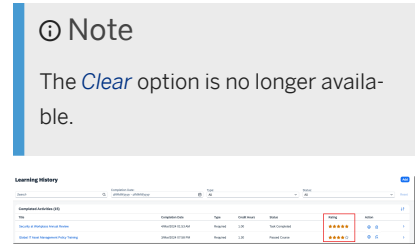
In the previous version...

You could add or remove ratings using the rating stars, which appeared for a completed work, in the *Title* column. To remove all the rating stars, you could use the *Clear* option.



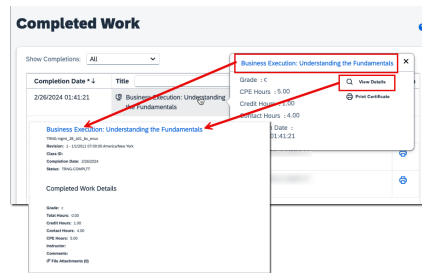
In the current version...

To add or remove ratings, choose the desired rating star for a completed activity in the *Rating* column. To remove all ratings, choose the first star twice.

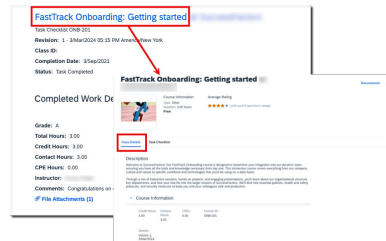


You had to navigate through multiple screens to view the history details and *Course Details* of a completed work.

- Choosing the title or the *View Details* option of the completed work popup displayed the history details page.

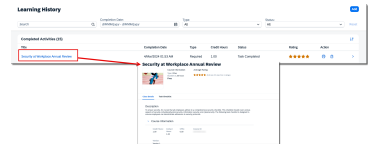



- The title of a completed work on the history details page displayed the *Course Details* page.

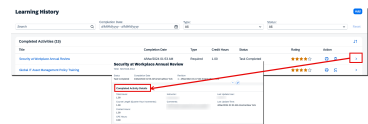


We've made the following enhancements to streamline the user experience:

- You can choose the title of a completed activity to view the *Course Details* page.



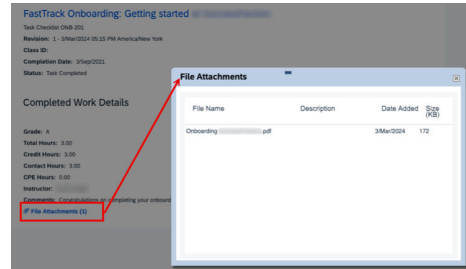
- You can choose the  icon (view details) corresponding to a completed activity to view the history details page.



Enhancement

In the previous version...

The [File Attachments](#) link on the history details page directed you to a dialog box to view and download all attachments.



In the current version...

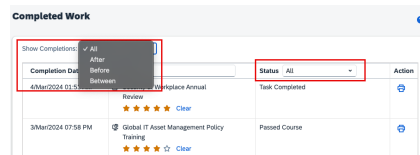
In [File Attachments](#) on the history details page, you can view and download all attachments associated with the completed activity directly from the page.



Improved filter functions

You could filter your completed work by [Show Completions](#) and [Status](#):

- [Show Completions](#): By default *All* is selected. You could choose either *After*, *Before*, or *Between* from the dropdown to specify a date.
- [Status](#): You could choose a completion status from the dropdown to customize your filter results.



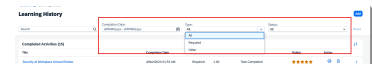
You can filter your completed activities by [Type](#), [Completion Date](#), or [Status](#):

- [Type](#): It's a new filter option. You can filter your completed activities either by *Required* or *Other*.

Note

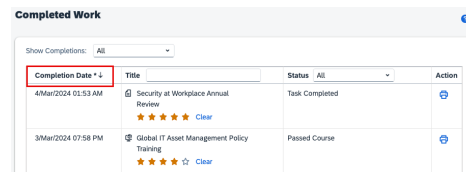
[Required](#) includes activities that are assigned as a required assignment only, while [Other](#) includes all remaining activities such as optional assignments, tasks, external events, and others.

- [Completion Date](#): The date picker allows you to select a date range, specifying both a start date and an end date.
- [Status](#): There are no changes to the functionality.

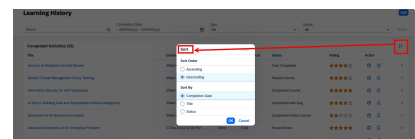


Improved sort order

You could sort your completed work only by [Completion Date](#).



You can sort your completed activities by [Completion Date](#), [Title](#) and [Status](#), in ascending or descending order.

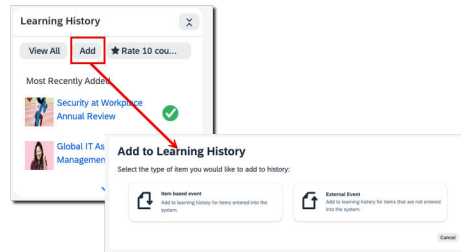


Enhancement

Add items to Learning History

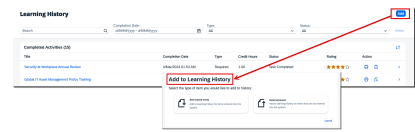
In the previous version...

You could add item-based events and external events using the [Add](#) button on the [Learning History](#) tile.



In the current version...

You can add item-based events and external events directly from the [Learning History](#) page using the [Add](#) button at the top-right of the page.



Other user experience enhancements

The page wasn't responsive to the user's screen size.

The page is responsive to the user's screen size.

By default, completed work was all loaded at once when the page was opened. It had the potential to cause performance issues when there were a large number of items.

When you open the [Learning History](#) page, the first 50 completed activities are loaded initially. You can scroll down to the bottom of the list to load more completed activities. Loading on demand minimizes performance issues.

Note

You could configure the limit using the [MaximumLearningEventsDisplayed](#) property in the LMS_ADMIN. As part of the latest version enhancement, we've removed the property from the LMS_ADMIN configuration. For more information, refer to the **MaximumLearningEventsDisplayed Property Removed from LMS_ADMIN** topic in the **Related Information** section.

External events appeared as clickable links on the table. However, the expected behavior was to not display additional information as the events aren't supported in Learning.

External events are no longer clickable links on the table. The title of the external events appears as plain text.

We've developed the latest version of the Learning History page to deliver a user experience that's modern, efficient, and consistent with SAP Fiori guidelines.

Configuration Requirements

The latest version of the [Learning History](#) page is available from both the legacy Learning home page and the new Learning home page.

→ Remember

You can't revert to the previous version of the [Learning History](#) page.

Role-Based Permission Prerequisites

You have the [Access Learning History](#) permission.

Technical Details

Reference Number	LRN-154628
Product	Learning
Module	Learning
Feature	Learning Completions
Action	Info only
Enablement	Automatically on
Link to Demo	Accessing the latest version of Learning History
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[History](#)

[Learning History](#)

[MaximumLearningEventsDisplayed Property Removed from LMS_ADMIN \[page 492\]](#)

2.7.15 The New Learning Home Page Displays Assignments Assigned as Non-Required Items

On the new Learning home page, learners can view their learning assignments assigned as non-required items by administrators and managers in the [Important Learning](#) section.

→ Tip

In the legacy experience, these assignments are referred to as optional assignments.

In the [Important Learning](#) section, learners can view a list of learning cards of type courses, programs, and classes that are tailored to their specific needs. They can choose a card to learn more about the assignment. If they aren't interested in a particular assignment, they can remove it, or bookmark it for later reference on [Course Details](#).

→ Remember

The visibility of the [Remove](#) option on [Course Details](#) is based on the configuration at each item and program level.

As an administrator, you can schedule the new automatic process job, [Learning Reminder Email Notification](#) to send email reminders to recipients for their pending assignments.

ⓘ Note

The notifications include pending assignments, both **required** and **non-required**, that are assigned to learners without specified due dates for completion.

Additionally, when you create a [Story](#) report for learning items and programs, you can use the newly added columns [Reminders Set for No Due Date Items](#) and [Removable Important Learning Item](#) to report on the completion rates of learners' non-required assignments.

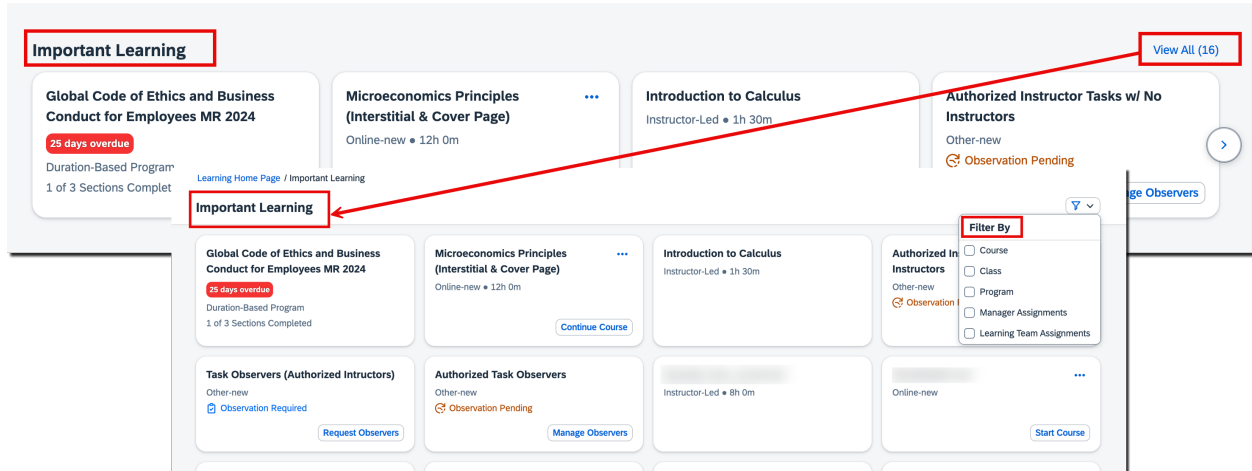
In the legacy experience, both optional and required assignments were displayed in one view within a learner's learning plan. To enhance clarity and provide meaningful context, we've now separated these assignments on the new Learning home page. Required assignments appear in the [Required Learning](#) section, while non-required assignments appear in the [Important Learning](#) section on the page.

Configuration Requirements

- The new Learning home page is enabled.
- To allow learners to remove their assignments, enable the [Users can remove non-required assignments](#) option. You can enable the option at each item and program level, as required.
- To include items and programs in reminder notifications, enable the [Remind recipients if no due date is set](#) option. You can enable the option at each item and program level, as required.

What's Changed

How It Looks Now



Technical Details

Reference Number	LRN-142171
Product	Learning
Module	Learning
Feature	Course Recommendations Courses Learning Programs
Action	Info only
Enablement	Automatically on
Link to Demo	Accessing Important Learning on the new Learning home page
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024

Valid as Of 2024-05-17

Latest Document Revision 2024-04-12

Related Information

[Important Learning on the New Learning Home Page](#)

[Enabling Non-required Items as Removable Assignments for Learners](#)

[Enabling Non-required Programs as Removable Assignments for Learners](#)

[Sending Email Reminders for Pending Item Assignments](#)

[Sending Email Reminders for Pending Program Assignments](#)

[Scheduling Learning Reminder Email Notification Automated Process](#)

2.7.16 MaximumLearningEventsDisplayed Property Removed from LMS_ADMIN

As part of the latest version of the Learning History enhancement, we've removed the *MaximumLearningEventsDisplayed* property from the *LMS_ADMIN* configuration (▮ [System Administration](#) > [Configuration](#) > [System Configuration](#) ▮).

We've removed the property because you no longer need to manually configure it to display the completed activities. The latest version of the *Learning History* page automatically loads all the completed activities as you scroll down, making it more efficient and user-friendly.

Technical Details

Reference Number	LRN-156838
Product	Learning
Module	Learning
Feature	Learning Completions
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability

Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[The Latest Version of Learning History Now Generally Available \[page 484\]](#)

2.7.17 Merge Users in Bulk Through Import

You can merge learning records in bulk from the secondary user ID to the primary user ID for multiple users simultaneously through import.

→ Tip

The secondary user ID (Merge From) is the source from which the data is merged, and the primary user ID (Merge Into) is the target into which the data is merged.

Merging users automatically transfers records such as learning assignments, learning history, and other learning records from the secondary user ID to the primary user ID for all users in a single merge job. On the [Import Data](#) page, you can use the entity type, [Person](#) to merge users in bulk. Following the job completion, you can download the user merge report from the new column, [Report](#) to view the job summary and results.

ⓘ Note

The [Report](#) column displays only user merge and user merge validation reports available for download.

→ Remember

Merging data is permanent and can't be reversed once completed. Therefore, we recommend you validate the records before merging users. The validation job examines the data for invalid entries, duplicate entries, and other potential issues found in the import file. Additionally, it generates a [User Merge Validation Report](#) that you can use to address any data issues before merging users.

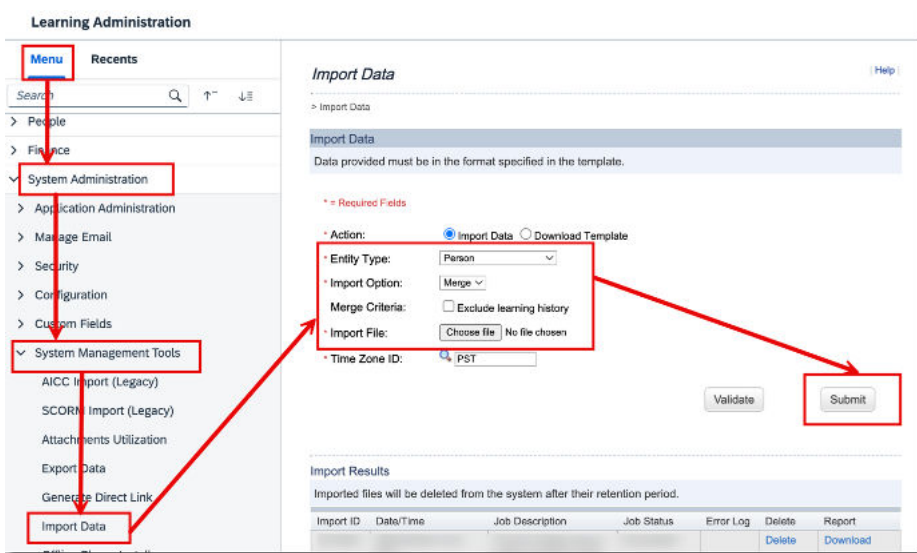
This enhancement allows you to seamlessly merge large batches of user records at once with minimal manual intervention. Additionally, it minimizes the need for individually merging users' learning records.

Role-Based Permission Prerequisites

- You have the *Import Data* permission to access the *Import Data* page.
- You have the *Merge Users* permission to view the *Person* entity type on the *Import Data* page.

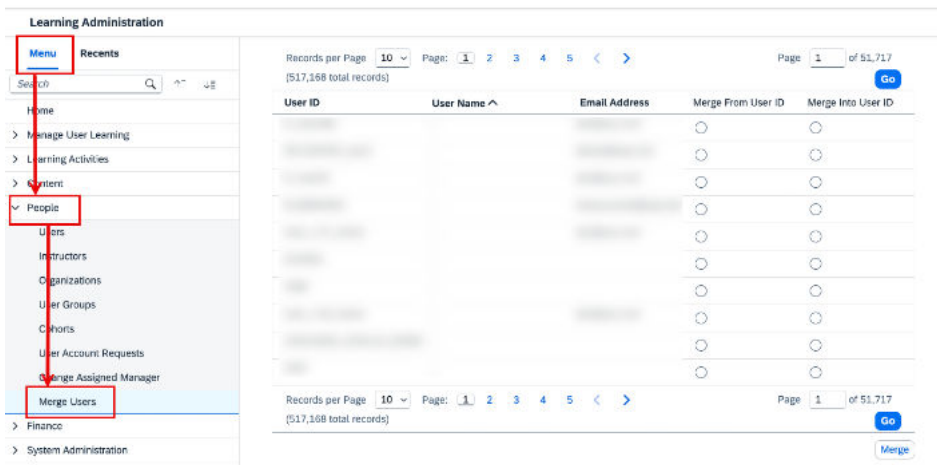
What's Changed

How It Looks Now



In the current version, you can use the *Import Data* page to merge users in bulk. However, you can still use the existing option to manually merge one user at a time on the *Merge Users* page.

How It Looked Before



In the previous version, you could only merge records for each user manually on the *Merge Users* page.

Technical Details

Reference Number	LRN-152904
Product	Learning
Module	Learning
Feature	Data Import and Export
Action	Info only
Enablement	Automatically on
Link to Demo	Merging users in bulk through import
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Merging Users in Bulk Through Import](#)

2.7.18 Updated Learning Cross-Domain Proxlet

We've updated the cross-domain proxlet for SAP SuccessFactors Learning customers who host their own content.

We made this change to align the cross-domain proxlet with the Learning updates to OpenJDK (Open Java Development Kit) version 17.0.9.

Configuration Requirements

You'll need to upgrade OpenJDK (Open Java Development Kit) to version 17.0.9 on the server that hosts your Learning content. If you don't upgrade to Open JDK 17.0.9, then you can't install the latest version of the cross-domain proxlet. You can download the latest cross-domain proxlet file from [Support Downloads](#).

Technical Details

Reference Number	LRN-155772
Product	Learning
Module	Learning
Feature	Learning Content Management
Action	Required
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Getting the Latest Proxlet WAR for Cross-Domain Content \(CDC\)](#)

2.7.19 Updates to Enhanced Search for Learning



The enhanced search feature includes a new filter for region.

When a region is associated with a learning activity in the search results, the region's description now displays as a filter option in enhanced search.

We added the region filter to make it easier for users to find courses offered near them.

Configuration Requirements

The new region filter is available without additional configuration, provided enhanced search is available for your instance. The availability of enhanced search for Learning has the following dependencies:

- The *Learning Home Page Readiness* status needs to be *Ready* in [Learning Administration](#) > [System Administration](#) > [Application Administration](#) > [Integrated Learning Settings](#) > [Enhanced Search Readiness Information](#) . Links to additional details are provided in the Related Information section at the bottom of this page.
- Enhanced search needs to be available in your instance and your Learning data must be prepared. SAP is responsible for making enhanced search available in an instance and initiating the preparation of Learning data. Learning data preparation can take from 1 to 7 days, based on course volume and system load. The availability of enhanced search in your instance and the status of data preparation is shown in the *Enhanced Search Readiness Information* section of *Integrated Learning Settings*.
- Users need the [Library](#) > [Access Advanced Library Search](#)  permission in their role. This is the same permission required to access legacy search in Learning. If a user has access to legacy search, no additional permission is required.

Note

The new filter option displays the region's description in the filter panel. This description wasn't visible to users previously. We recommend reviewing your current region descriptions to ensure they're helpful for users.

([Learning Administration](#) > [References](#) > [Geography](#) > [Regions](#) ).

Technical Details

Reference Number	LRN-52847
Product	Learning
Module	Learning

Feature	Collection Course Library Curricula Retraining Learning Programs
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Filters for Enhanced Search in Learning](#)
[Integrated Learning Settings for the New Learning Experience](#)

2.8 Mobile Features (Multiple Products)

2.8.1 Create and Delete Time Events using SAP SuccessFactors Mobile Application

The Clock In Clock Out employees can now use the SAP SuccessFactors Mobile application to create, or delete time events.

You now have a new [Create Time Event](#) section in the SAP SuccessFactors Mobile application.

If you're a Clock In Clock Out employee, you can create a manual time event or delete an approved time event, if you have the required permissions. You can delete time events whether they're paired or not. All unpaired time events are provided on the landing page of time sheet, so that you are aware of these and can take appropriate action when they remain unpaired for a certain amount of time.

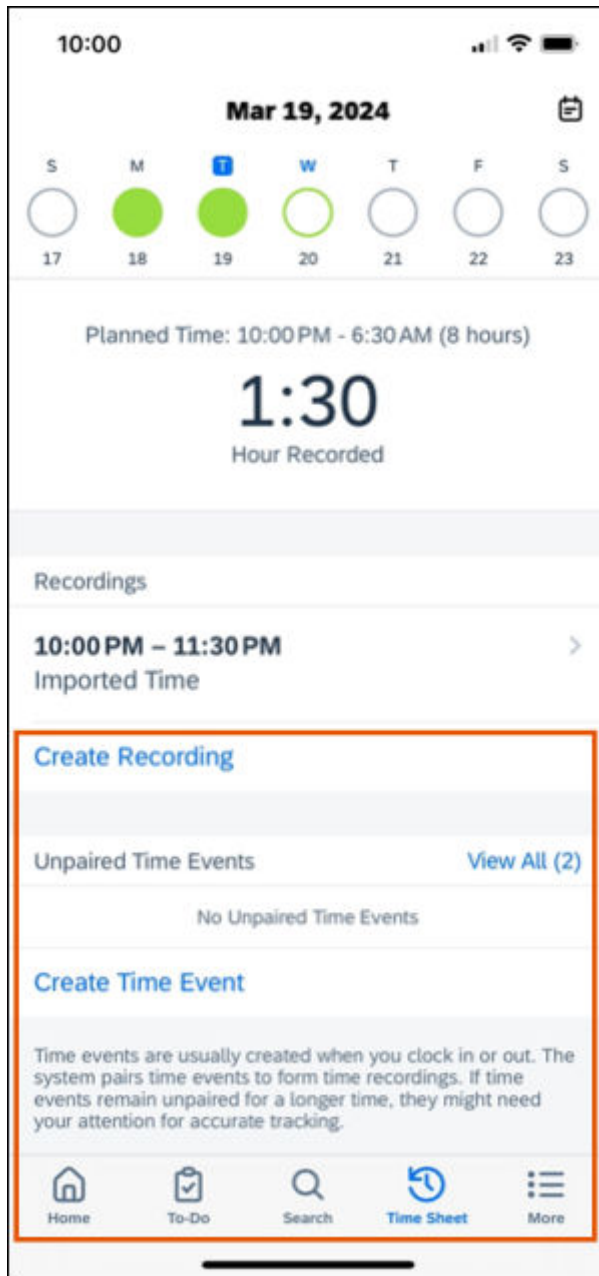
The SAP SuccessFactors Mobile application supported recording of time events only in real time using *Clock My Time* quick action. If the employee forgot to clock time, there was no way to record it at a later point of time. This was limiting the usability of mobile application for time recording. With this feature, we enable users to clock time manually, by creating a time event at their convenient time.

Role-Based Permission Prerequisites

As a Clock In Clock Out employee with a target population as *Self*, ensure you have the following permissions:

- To view time events, you have ► *Administrator* ► *Manage Clock In Clock Out* ► *View Time Events* ► permission.
- To create time events, you have ► *Administrator* ► *Manage Clock In Clock Out* ► *Create Manual Time Events* ► permission.
- To delete time events created from a terminal, you have ► *Administrator* ► *Manage Clock In Clock Out* ► *Delete Time Events created using Terminal* ► permission.
- To delete time events created using the SAP SuccessFactors Mobile application, *Manage Clock In Clock Out* page, or the Time Sheet UI, you have ► *Administrator* ► *Manage Clock In Clock Out* ► *Delete Time Events created manually* ► permission.
- To delete time events created using *Clock Time* quick action, you have ► *Administrator* ► *Manage Clock In Clock Out* ► *Delete Time Events created using Clock Time* ► permission.

What's Changed



The new *Create Time Event* section using which you can create a time event.

Cancel **New Time Event** **Submit**

Time Event For

Tue, Mar 19, 2024 Wed, Mar 20, 2024

*Indicates required fields

Time* 11:45 PM

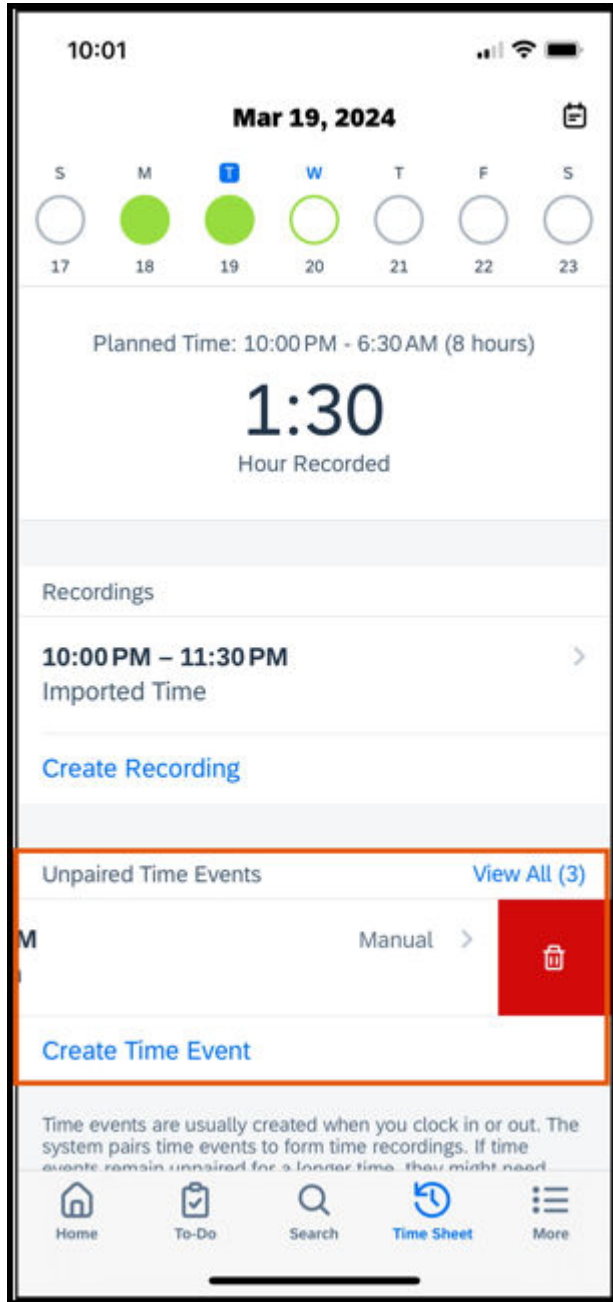
Time Event Type* Clock In >

Reason* Forgot to clock time >

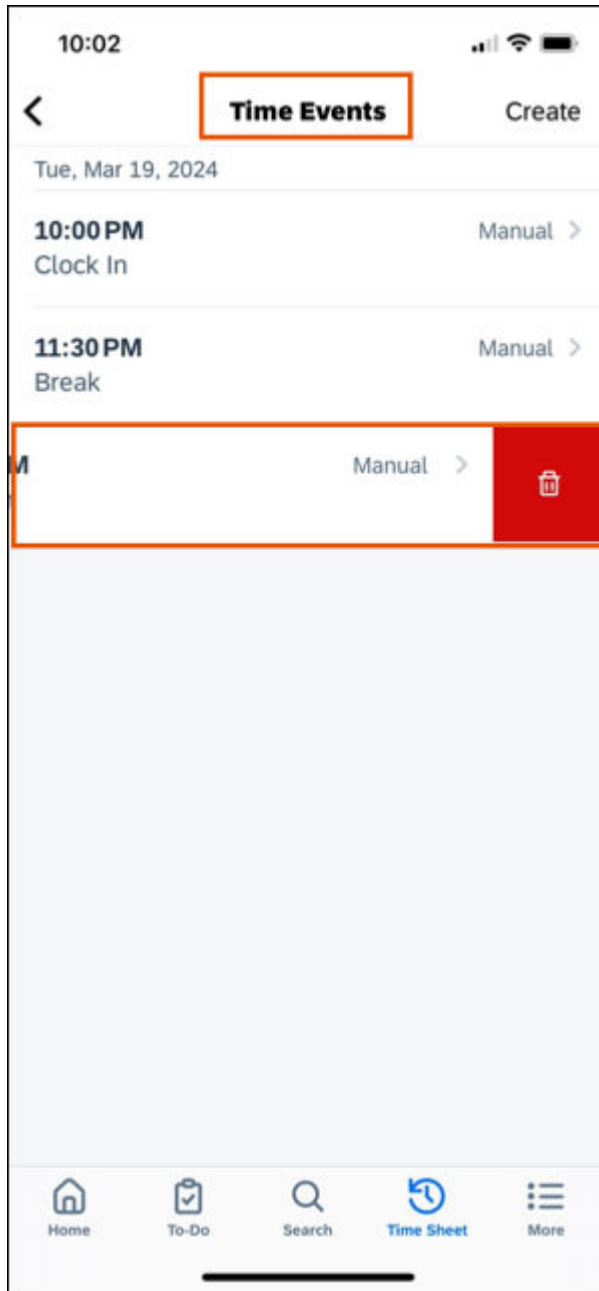
Comment

-/400

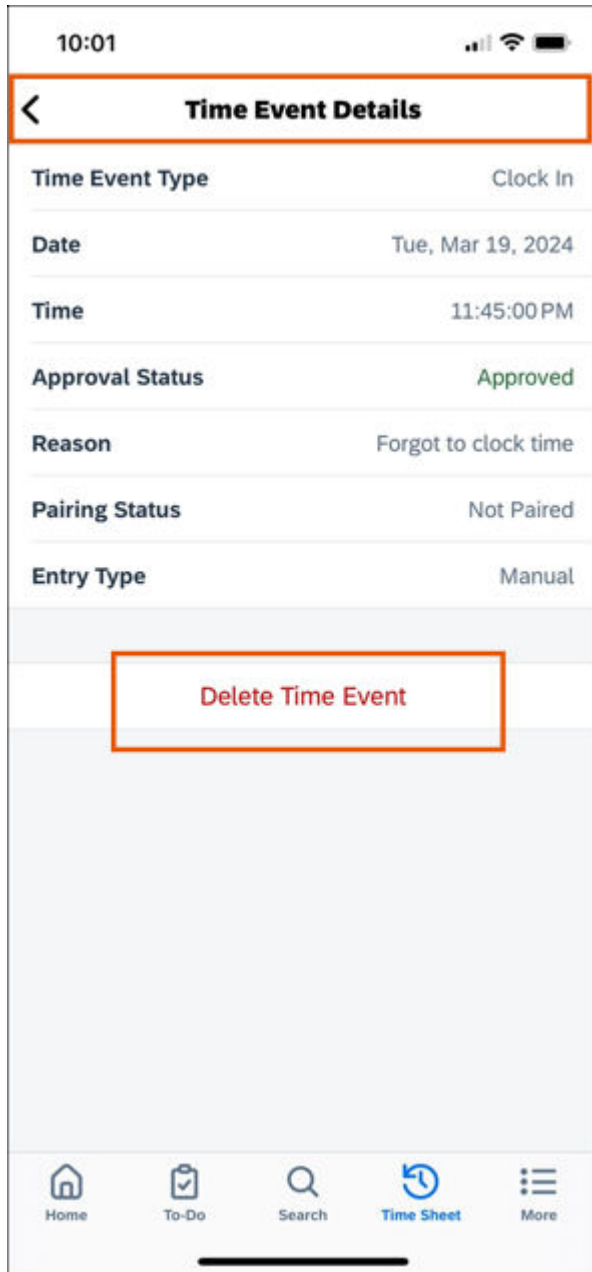
The *New Time Event* screen for a cross-midnight scenario. You have to enter the details for Time, Time Event Types, Reason, and Comment (optional).



You can delete a time event from the main screen using the delete action button. The delete action button is visible when you swipe left on the time event.

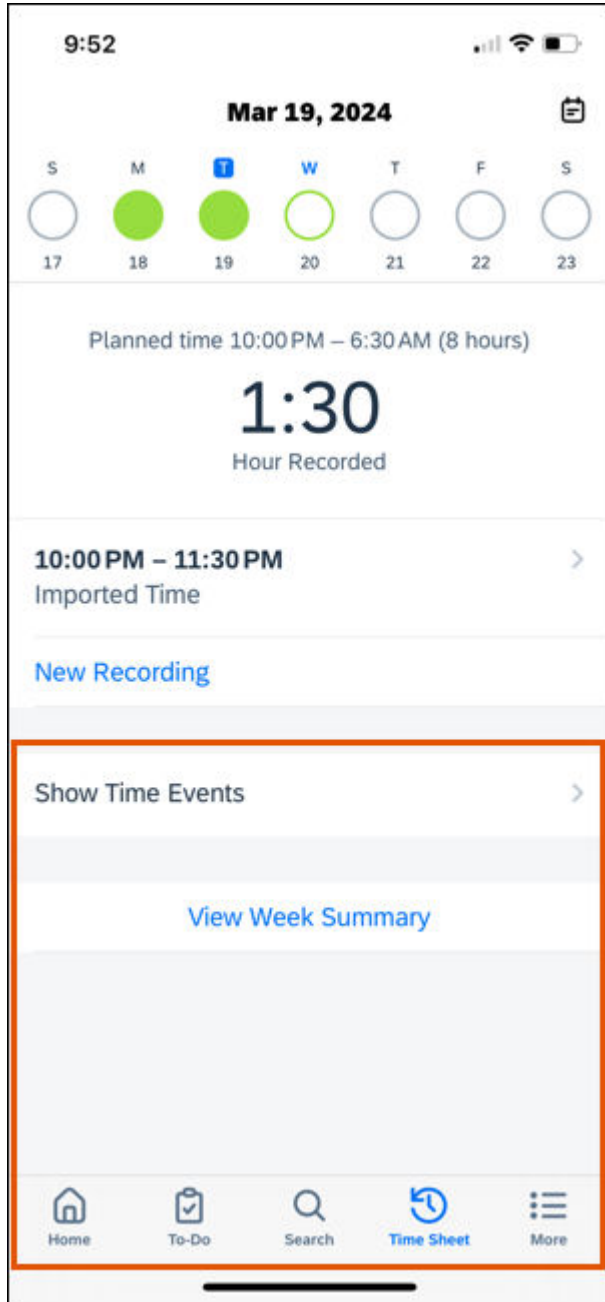


You can delete a time event from the *Time Events* screen. Swipe left on the time event you want to delete and you'll see the delete icon.



You can delete a time event by opening the *Time Event Details* screen. Select the *Delete Time Event* option to delete the time event.

How It Looks Now



How It Looked Before

In the previous version, the *Create Time Event* section wasn't available.

Technical Details

Reference Number MOB-56550

Product	Time Tracking
Module	Mobile Applications
Feature	Time Sheet Clock In Clock Out
Action	Info only
Enablement	Automatically on
Link to Demo	Create and Delete Time Events using SAP SuccessFactors Mobile Application
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Managing Time Events](#)

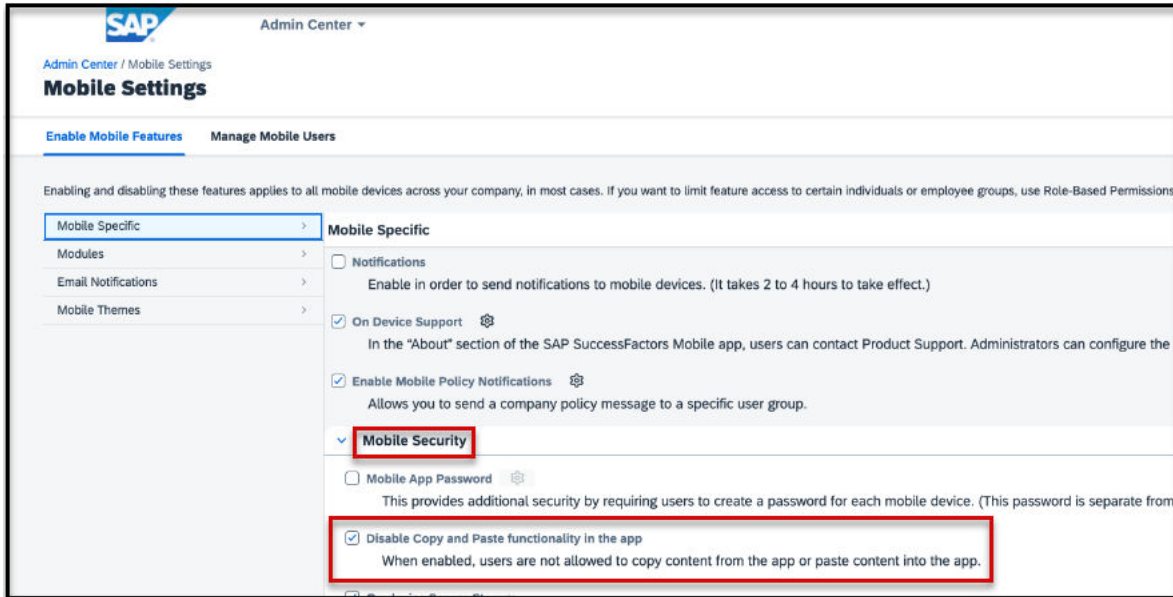
2.8.2 Disable Copy and Paste Feature Now Available on Mobile Settings UI

You can now turn off the copy and paste feature from the Mobile Settings screen.

When turned on users cannot copy or paste content from or into the app.

With this feature, administrators can better control how smartphone data is accessed and shared by enforcing mobile application management policies.

What's Changed



How It Looks Now

In the current version, the [Admin Center](#) > [Enable Mobile Features](#) > [Mobile Settings](#) > [Mobile Security](#) section displays the setting *Disable copy and paste functionality in the app*.

In the previous version, previously, this feature was not available.

Technical Details

Reference Number	MOB-80440
Product	Platform
Module	Mobile Applications
Feature	Mobile Applications
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed

Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

2.8.3 Enhancement to Require Reauthentication Feature in Mobile Settings

The *Require Reauthentication* feature on the Mobile Settings UI is now enabled by default for all mobile instances that do not have it currently enabled.

This feature requires users to reauthenticate their Mobile Profile periodically, and the administrator can configure the time interval before reauthentication.

We've made the following changes:

- The [Admin Center](#) > [Mobile Settings](#) > [Enable Mobile Features](#) > [Mobile Specific](#) > [Reauthentication Required](#) setting is now turned on by default with a **180** day adjustable duration, and cannot be turned off.

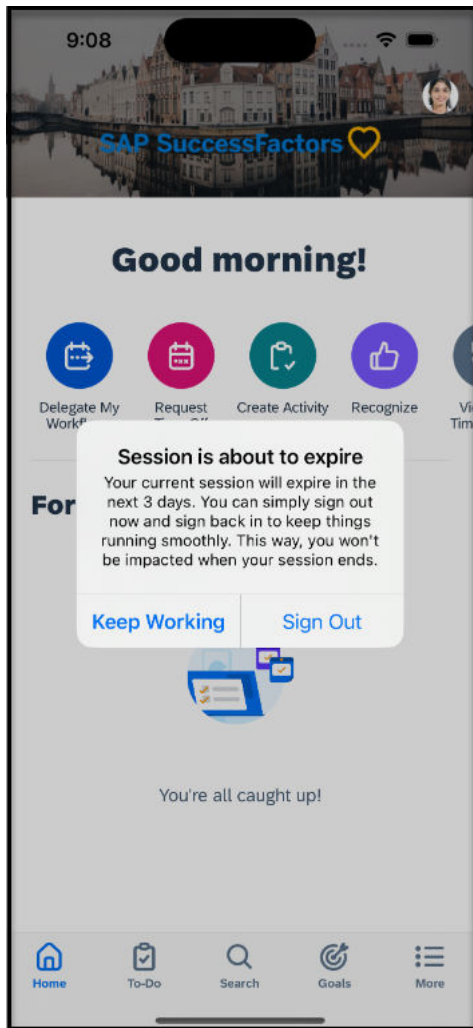
Note

For all mobile instances that have already turned on this feature, their original duration period remains the same.

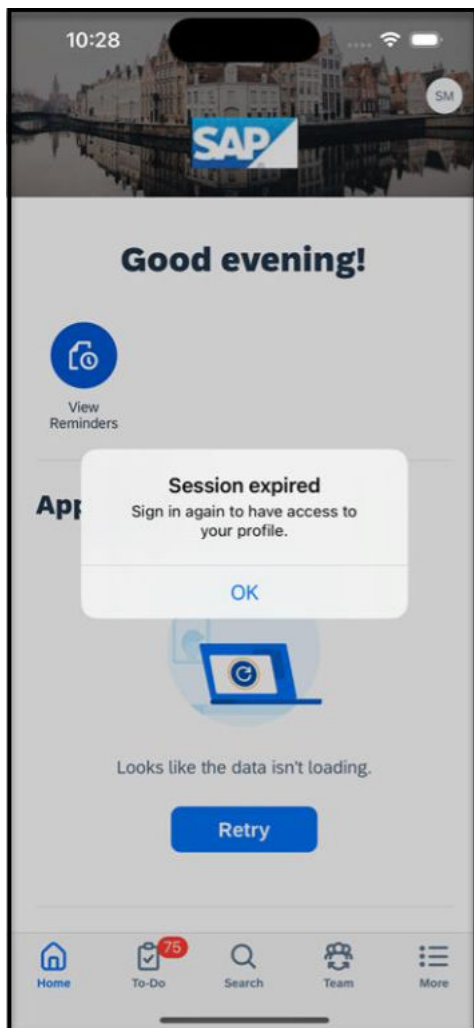
- The range on the *Reauthentication Duration* setting is changed from **30 to 180 days** to **1 to 180 days**, so administrators can require reauthentication as early as they need.
- Users are notified within **7** days of their session expiring, so that they can proactively reauthenticate before that time.
 - The notification message appears when users open their profile in the mobile app.

Note

If the reauthentication duration period is less than 7 days, this notification is not displayed.



- If the user doesn't sign out within the specified time period, they are signed out automatically and see a message asking them to sign in again.



We've made these changes to ensure a better level of security.

What's Changed

The screenshot shows the 'Mobile Settings' page in the Admin Center. The 'Mobile Specific' menu item is highlighted with a red box. Under the 'Mobile Security' section, the 'Require Reauthentication' checkbox is checked and highlighted with a red box. The text below it reads: 'All mobile users are required to reauthenticate their Mobile Profile periodically. The default reauthentication duration is set to 180 days.'

How It Looks Now

The screenshot shows the 'Mobile Settings' page with the 'Mobile Specific' menu item selected. The 'Reauthentication Duration' setting is highlighted with a red box. The input field contains the value '180' and is also highlighted with a red box. The text above the input field reads: 'Please enter a value from 1 day to 180 days.'

In the current version, the *Required Reauthentication* setting is enabled and greyed out. The message beneath it is updated to **All users are required to reauthenticate their Mobile Profile periodically. The default reauthentication duration is set to 180 days.** Administrators can also begin the *Reauthentication Duration* as early as day 1.

In the previous version, this feature was not turned on by default, and day 30 was the first day of the reauthentication period.

Technical Details

Reference Number	MOB-83030
Product	Platform
Module	Mobile Applications
Feature	Mobile Applications
Action	Info only
Enablement	Automatically on
Link to Demo	Require Reauthentication Mobile Setting Enhancement
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

2.8.4 Latest Continuous Performance Management Now Automatically Enabled in Mobile Apps

With the 1H 2024 release, the legacy version of Continuous Performance Management in the web application has been replaced and deleted. Consequently, you will seamlessly transition to the latest Continuous Performance Management in mobile apps.

Note

The latest Continuous Performance Management is automatically enabled in both web and mobile apps. The option *Enable Mobile Features* in *Admin Center*, previously used to control the mobile enablement of Continuous Performance Management, is thus no longer available.

After the 1H 2024 Production release, all mobile users who are using the Continuous Performance Management can experience the latest UI design and functionality. See [Continuous Performance Management](#) for more information.

Technical Details

Reference Number	MOB-79425
Product	Performance & Goals
Module	Mobile Applications Continuous Performance Management
Feature	Mobile Applications Continuous Performance Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Continuous Performance Management](#)

[Continuous Performance Management Legacy Version is Deleted \[page 745\]](#)

2.8.5 New and Enhanced Employee Central Quick Actions in Mobile Apps

On your mobile device, we have added additional Employee Central Quick Actions to view or update personal and employment data.

Once the templates and the permissions are set up, the Employee Central Quick Actions are available for use in SAP SuccessFactors Mobile.

To view or change their own information, an employee selects [Manage My Data](#) on the home page. To view or change information for their reports, a manager selects [Team](#) [More Actions](#).

Here are the new supported use cases: (where change includes the ability to add or delete a record)

- Change Addresses
- Change Email Addresses
- Change Emergency Contacts
- Change Job Relationships
- Change Phone Numbers
- Demotion
- Furlough
- Suspension
- Return from Furlough
- Return from Suspension
- View Addresses
- View Email Addresses
- View Emergency Contacts
- View Job Relationships
- View Phone Numbers

Employee Central Quick Actions simplify the Manager and Employee Self-Service experience by displaying only those fields required for a specific use case.

Configuration Requirements

Once you have set up the Employee Central Quick Action in the web application, and assigned permissions, the Employee Central Quick Action can be used in mobile applications.

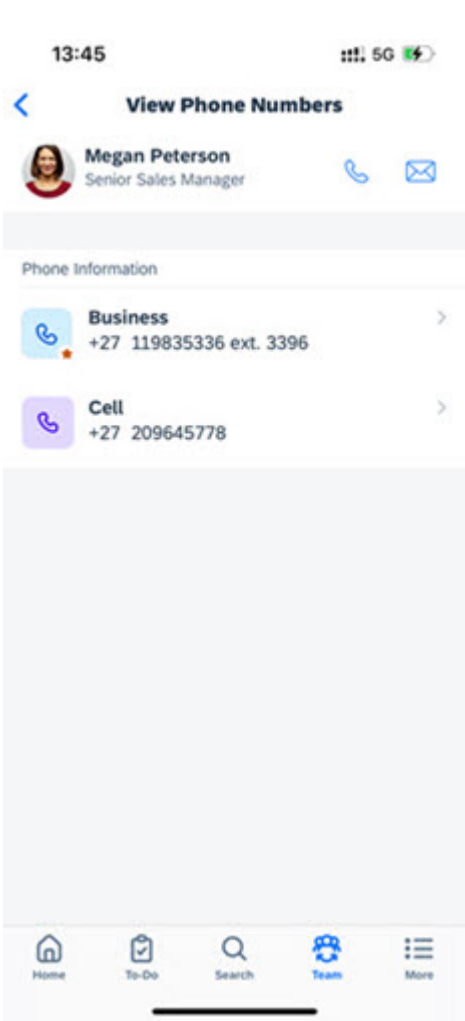
For more information about the settings, refer to the [Configuring an Employee Central Quick Action Template](#) topic.

Role-Based Permission Prerequisites

You have the [User Permissions](#) [Employee Central Quick Actions](#) permission for each template. Permissions must be granted to the target user group for each template created.

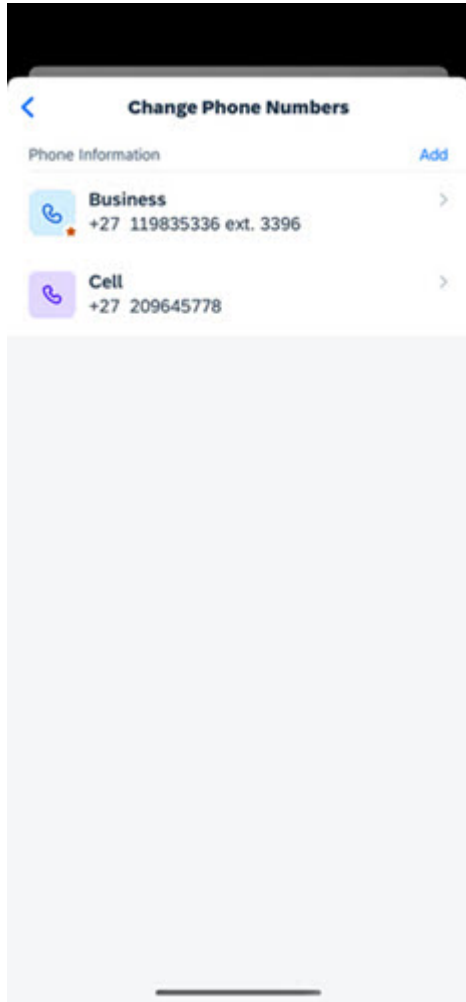
For the full list of the required permissions, refer to the [Configuring an Employee Central Quick Action Template](#) topic.

What's Changed



How It Looks Now

The View Phone Numbers Quick Action shows you the available phone numbers for an employee.



How It Looks Now

The Change Phone Numbers Quick Action shows you the available phone numbers for an employee to change.

Technical Details

Reference Number	MOB-70029
Product	Employee Central
Module	Mobile Applications Employee Data
Feature	Mobile Applications Job Information Personal Information

Action	Info only
Enablement	Customer configured
Link to Demo	Employee Central Quick Actions on SAP SuccessFactors Mobile Application
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[New and Enhanced Employee Central Quick Actions for Employee and Manager Self-Services \[page 356\]](#)
[Employee Central Quick Actions](#)

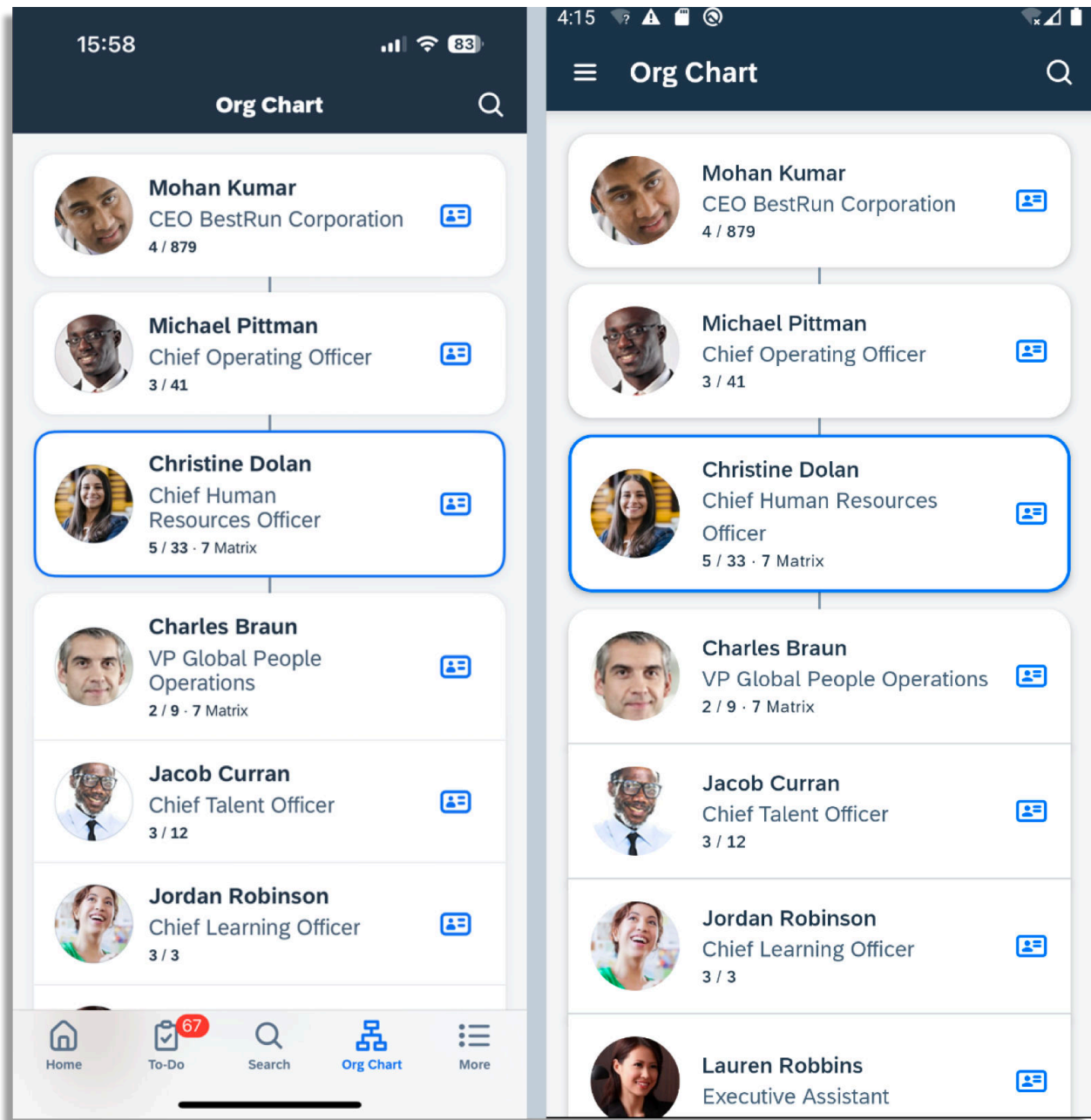
2.8.6 New Experience for Org Chart in SAP SuccessFactors Mobile

The latest Org Chart is now generally available in the latest versions of iOS and Android mobile apps.

Key features of the latest Org Chart include:

- An intuitive and engaging design with the same look and feel of the Horizon visual theme, and a unified experience across web and mobile. Both web and mobile applications share the same Admin Center feature settings now.
- Key information is clear at a glance, including reporting relationships, job information, number of reports, employment type, out-of-office information, and so on.
- With the latest People Profile enabled, you can also view employee details in Profile Preview.
- Universal People Search allows you to find people faster by their job title, location, department, and so on.

Here's what the latest Org Chart looks like in iOS and Android:



We developed this feature to offer new and improved experience of browsing your organization structure.

Configuration Requirements

The latest Org Chart is enabled by default after you update your mobile app to the latest version. To opt out, you have the following options:

- The system administrator can disable the latest org chart for the whole instance, both web and mobile, by deselecting the *Enable the latest Org Chart* option in **Admin Center** > **Company System and Logo Settings**.

- Users can switch back to the legacy Org Chart in the mobile app under [Settings](#) > [New Experiences](#) > [Profile and Org Chart](#).

We'll schedule background jobs to migrate all instances to the latest Org Chart. The jobs can take up to one week to complete. For more information about the migration schedule, see [3448357](#).

Note

We recommend that you always enable or disable the latest Org Chart and the latest People Profile together. Some legacy features aren't supported in the latest Org Chart. For more information, refer to the Related Information section.

Technical Details

Reference Number	MOB-76803
Product	Platform
Module	Mobile Applications Company Organization
Feature	Organization Chart
Action	Info only
Enablement	Customer configured
Link to Demo	Latest Org Chart in SAP SuccessFactors Mobile
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[New Experience for Org Chart \[page 110\]](#)

2.8.7 New Experience for People Profile Now in SAP SuccessFactors Mobile

The latest People Profile in mobile apps features a brand-new public view of your profile, consisting of Profile Preview and Spotlight, along with more intuitive user interactions.

Profile Preview greets visitors with an overview of the employee's essential details and allows you to do the following:

- Perform common actions in the Profile Preview of other people, including calling and emailing.
- Personalize your public profile, simple and fast, from updating your profile picture, background picture, to writing your self-description.
- View or update specific employee data or go to another SAP SuccessFactors application right from the list of [Actions](#).

Spotlight presents dynamic information in cards to enhance self-branding and foster internal connections. The following cards are available:

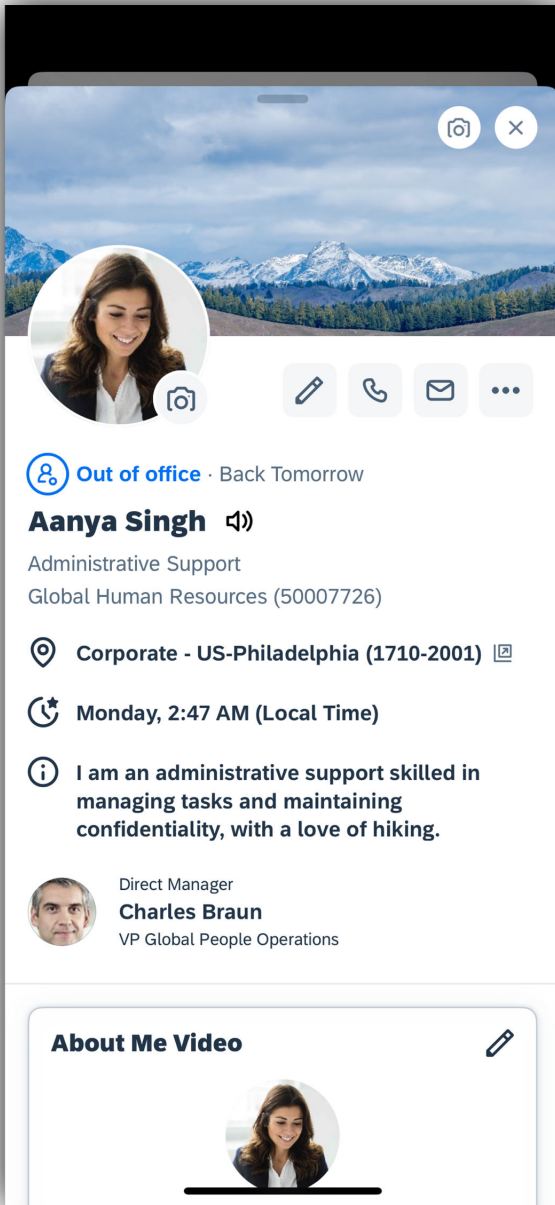
- [About Me Video](#)
- [Badges](#)
- [Reporting Line](#)
- [Organization](#)
- [Work Experience](#)
- [Upcoming Absence](#)
- [Skills](#)
- [Competencies](#)
- [Target Roles](#)
- [Mentoring](#)



Note

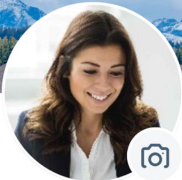
The latest People Profile only provides a public profile view. With the latest experience enabled, the legacy People Profile remains the place where you view full employee data or edit the data based on your role-based permissions.





The latest experience currently has a limited range of features compared to the legacy experience. Be sure to review the Related Information section to understand its current scope.


Here's what Profile Preview looks like in the iOS app:









   


 **Out of office** · Back Tomorrow


Aanya Singh 


Administrative Support
 Global Human Resources (50007726)


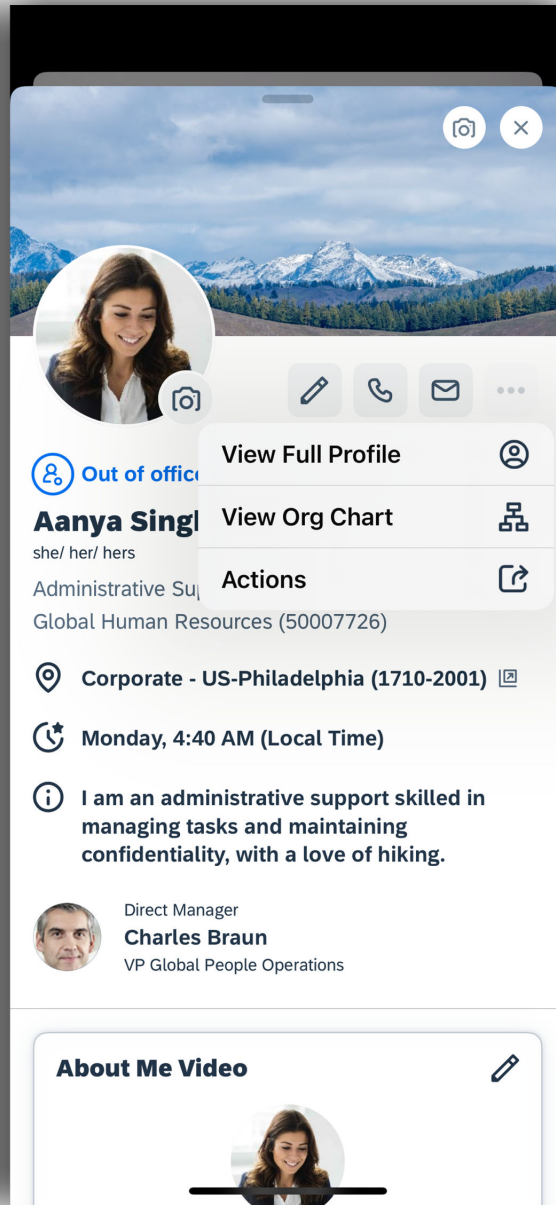
 **Corporate - US-Philadelphia (1710-2001)** 



 **Monday, 2:47 AM (Local Time)**

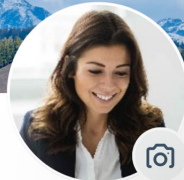
 **I am an administrative support skilled in managing tasks and maintaining confidentiality, with a love of hiking.**



 Direct Manager
Charles Braun
 VP Global People Operations

About Me Video 









   

 **Out of office**

Aanya Singl 



she/ her/ hers
 Administrative Su
 Global Human Resources (50007726)

 **Corporate - US-Philadelphia (1710-2001)** 


 **Monday, 4:40 AM (Local Time)**

 **I am an administrative support skilled in managing tasks and maintaining confidentiality, with a love of hiking.**

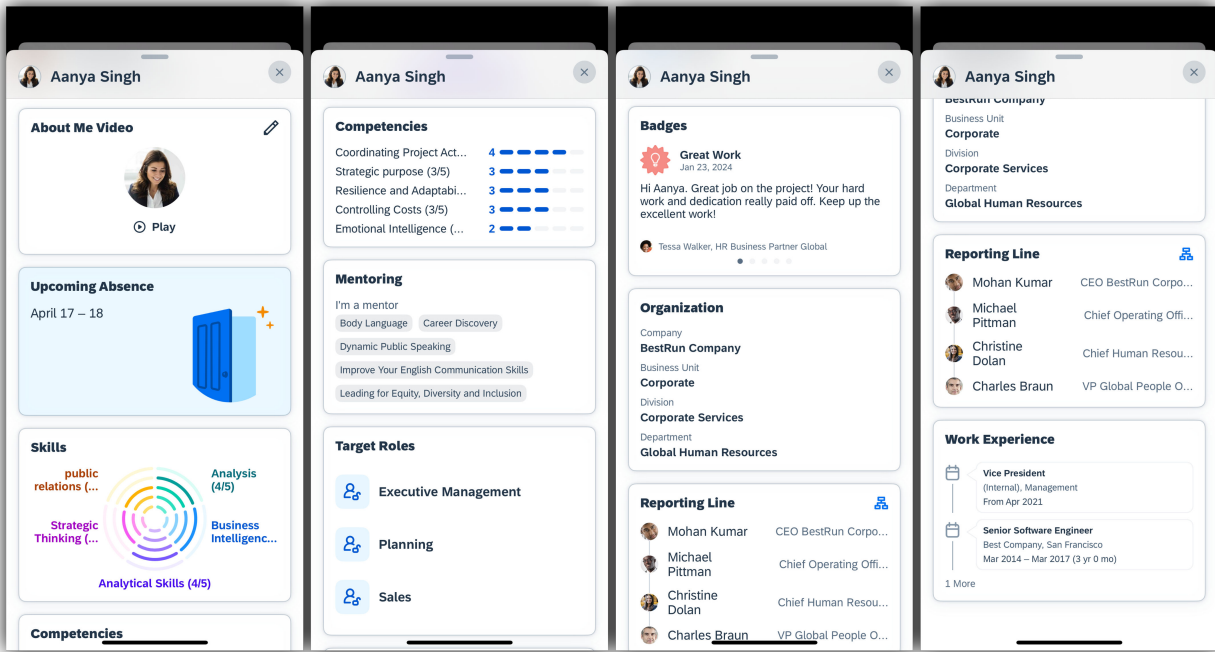
 Direct Manager
Charles Braun
 VP Global People Operations

-  View Full Profile
-  View Org Chart
-  Actions

About Me Video 



Here's what Spotlight looks like in the iOS app:



Based on user feedback, we redesigned the public view of People Profile, empowering employees to build their personal brand and establish connections with ease.

Configuration Requirements

The Profile Preview and Spotlight of the latest People Profile are enabled by default in mobile apps. A switch that allows users to toggle between the latest and legacy experience is available on the page [Settings > New Experiences](#).

As an administrator, you can hide this new experience switch and opt out of the latest People Profile experience for all users by deselecting the setting [Admin Center > Company System and Logo Settings > Enable the latest People Profile](#).

Note

We recommend that you keep both the latest People Profile and the latest Org Chart enabled. You may also switch off both the latest experiences simultaneously if you prefer.

Role-Based Permission Prerequisites

To access the latest People Profile, you must have the [User Permissions > General User Permission > User Search](#) for the specified target population.

To view data from other SAP SuccessFactors applications in People Profile, you must have the same role-based permissions as those required for the applications. For more information, refer to the Related Information section.

Technical Details

Reference Number	MOB-78469
Product	Employee Central
Module	Mobile Applications
Feature	People Profile
Action	Recommended
Enablement	Customer configured
Link to Demo	New Experience for People Profile Now in SAP SuccessFactors Mobile
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

- [Latest People Profile User Experience](#)
- [Prerequisites for People Profile](#)
- [Managing the Latest People Profile](#)
- [New Experience for People Profile \[page 374\]](#)
- [Deprecation of Legacy People Profile \[page 805\]](#)

2.8.8 View and Process Pending Workflow Requests in Mobile Apps

Users can now track, access, and respond to their pending workflow requests, directly on their iOS or Android devices.

A new quick action on their mobile app's home screen, [View Pending Workflows](#), gives users immediate access to requests that require their attention. These requests are organized into five categories on the [Pending Workflows](#) screen:

- [My Requests for Approval](#): This category includes requests that the user has submitted and are currently awaiting approval from others. Users can see who is expected to approve each request.
- [My Requests Sent Back](#): This category includes requests that the user has submitted but have been sent back for further action. For example, users can update and resubmit these requests from the web application.
- [Pending Requests That I Approved](#): This category includes requests that the user has already approved and are now awaiting approval from others. Users can see who currently has the request.
- [Requests for Comment](#): This category includes requests where the user has been added as a contributor, with the role of providing comments to facilitate processing.
- [Requests for Information](#): This category includes requests where the user has been added as a CC role, allowing them to stay informed and follow up on completed workflows.

Note

The [Requests for Comment](#) and [Requests for Information](#) categories only include workflows triggered after 1H 2024.

This feature gives mobile users flexibility to access and process their pending requests while on the move.

Configuration Requirements

By default, in your mobile app, you can access the first 16 quick actions that have been enabled in your web application. If you don't see [View Pending Workflows](#), please go to [Manage Home Page](#) of the web application to enable it and move it up.

The [Requests for Comment](#) and [Requests for Information](#) categories only include workflows triggered after 1H 2024. To view early workflows, go to the old [Pending Requests](#) UI of the web application and find them listed in the [My Notifications](#) section.

What's Changed

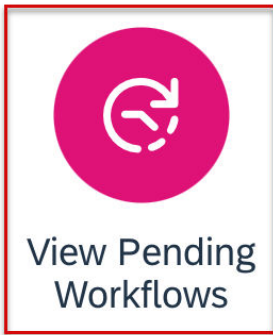
How It Looks Now



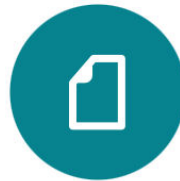
Good afternoon!



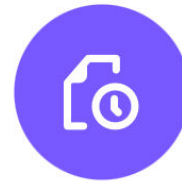
Delegate My Workflows



View Pending Workflows



View Company Documents



View Reminders



View

Approvals

Time Off

[View All \(3\)](#)



Ben Shervin

Submitted on Feb 23, 2024

You now have a new quick action, [View Pending Workflows](#), on your mobile app's home screen.

Pending Workflows

[Close](#)

My Requests for Approval (3082) >

My Requests Sent Back (35) >

Pending Requests That I Approved (26) >

Requests for Comment (1) >

Requests for Information (0) >

This UI provides an organized way to access various pending workflows on mobile devices.

Technical Details

Reference Number	MOB-77358
Product	Platform
Module	Mobile Applications Process Automation
Feature	Workflows
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Redesigned Experience of Viewing Pending Workflow Requests \[page 400\]](#)

[Accessing Workflows from the Home Page](#)

2.9 Onboarding

2.9.1 Active Employees and Active Employees with Future Dated Termination Included in Rehire Match

The *Profile Match Verification* page now displays the profiles of active employees and active employees with future dated termination along with inactive employees.

As a part of this enhancement, you can view and choose a matching active employee profile with a future dated termination and proceed to rehire them with a new employment. For example, a contingent worker with a future dated termination can now be rehired on new employment as a full-time employee for a future start date before their current contract terminates.

Active employee profiles without a termination date are also visible in the *Profile Match Verification* page but these employees cannot be rehired.

Note

- The *Hiring Eligibility* column for matched profiles displays the *Not Eligible for Rehire* flag only when the *OK to Rehire* field is set to *No* during termination. Therefore, active employee profiles will display the *Eligible for Rehire* flag, even though they cannot be rehired yet.
- Rehire on old employment is not supported for this feature.

This enhancement helps avoid data duplication for new hires by displaying all the matching active and inactive employee profiles. This feature is based on the [Customer Community Idea 284318](#) and [267210](#).

Configuration Requirements

To enable rehiring of employees based on their employment status, refer to the *Enabling Rehire with New and Rehire on Old Employments* topic in the *Related Information* section.

Role-Based Permission Prerequisites

You have the [Administrator](#) > [Manage Hires](#) > [Rehire Inactive Employee with New Employment \(by 'match' in New Hire\)](#) permission.

What's Changed

Profile Match Verification for [redacted] in 1 month Proceed as New Hire Cancel onboarding

Personal Information **New Hiring Manager** **Onboarding Status**

Start Date: 18 Apr 2024 Name: [redacted] Personal Data Collection Incomplete
 Contact: [redacted]
 Email ID: [redacted]

The following profiles are possible matches for the selected candidate. You can choose to onboard the candidate as a new hire, a rehire with old employment, or a rehire with new employment.

List of Possible Profile Matches

Matching Profiles	Identification Details	Previous Hiring Manager	Hiring Eligibility
<input type="radio"/> Chicago ([redacted]) Legal Entity: ([redacted]) Date of Birth: 2 Mar Last Working Day: 16 Apr 2024	ssn: ([redacted]) User ID: ([redacted]) Person ID: ([redacted]) User Name: ([redacted])		<input checked="" type="checkbox"/> Eligible for Rehire
<input checked="" type="radio"/> Denver ([redacted]) Legal Entity: ([redacted]) Date of Birth: 5 Mar	ssn: ([redacted]) User ID: ([redacted]) Person ID: ([redacted]) User Name: ([redacted])		<input checked="" type="checkbox"/> Eligible for Rehire

How It Looks Now

In the current version, active employees and employees with future dated termination are visible along with inactive employees in the *Profile Match Verification* screen. Additionally, the *Last Working Day* field isn't displayed for active employees without a future termination date.

In the previous version, active employees were not included in the *Profile Match Verification* page.

Technical Details

Reference Number	OBX-26713
Product	Onboarding
Module	Onboarding
Feature	Onboarding
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire

Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Enabling Rehire with New and Rehire on Old Employments](#)
[Rehire with New and Old Employments](#)
[Performing the First Rehire Check](#)
[Performing the Second Rehire Check](#)

2.9.2 Completed Processes Are Viewable on the Onboarding Dashboard

Hiring managers and onboarding participants can now use the *Process Status* toggle to view completed processes on the *Onboarding Dashboard (New)*.

The new *Process Status* toggle allows hiring managers and onboarding participants to toggle between *Open* and *Completed* processes on the *Onboarding Dashboard (New)*.

This feature allows hiring managers and onboarding participants to search for completed processes in the *Onboarding Dashboard (New)*.

What's Changed

How It Looks Now The screenshot of the current version shows the new *Process Status* toggle highlighted in a red box.

In the current version, the *Onboarding Dashboard (New)* shows completed processes when the *Process Status* toggle is moved to *Completed*.

How It Looked Before The screenshot of the previous version shows the *Onboarding Dashboard (New)* without a *Process Status* toggle.

In the previous version, only in-progress processes were visible in the *Onboarding Dashboard (New)*.

Technical Details

Reference Number	OBX-25588
------------------	-----------

Product	Onboarding
Module	Onboarding
Feature	Onboarding Dashboards
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Onboarding Dashboard \(New\)](#)

2.9.3 Employer Signature Support for Compliance Forms

You can now include the employer's signature along with the employee's signature for all required compliance forms.

Listed below are details about the employer signature:

- It's available for the following responsible users:
 - Manager
 - Custom Manager
 - HR Manager
 - Matrix Manager
 - Second Manager
- It currently supports the following forms:
 - Arizona Employee Withholding Exemption Certificate

- Employee's Idaho Military Spouse Withholding Exemption Certificate
- Work Opportunity Credit form

Note

These forms are for the United States of America.

You can define the signature group for the required form bundles in the [Compliance Setting > Add Configuration](#) page of the relevant form group. The following screenshot displays the role types that can be assigned as employer signatories for e-signature of compliance forms:

The screenshot shows the 'Add New Configuration' form. The 'Name' field contains 'US SWH configuration' and the 'Description' field contains 'State Withholding Employer Signature Configuration'. The 'Country/Region Compliance Form Employer Signature Details' section has a checked checkbox for 'Enable employer signature for country/region compliance form.'. Below this, the 'Select a responsible user for employer signature' dropdown menu is open, showing the following options: HR Manager (selected), None, Manager, HR Manager, Matrix Manager, Second Manager, and Custom Manager. The 'Save' and 'Cancel' buttons are visible at the bottom right.

With this enhancement, we have improved customer experience by allowing employers to e-sign compliance forms. This feature is based on the [Customer Community Idea 248300](#) and [271196](#).

Configuration Requirements

- Ensure that the *Non-Unique External Code* picklist configuration is configured for the required job relationships. For more information, see the *Picklist Configuration for Employee Status and Job Relationship Type* topic from the *Related Information* section.
- Add the *(ONB) Compliance Document Flow Template* to the active email template list. For more information, see the *Preconfigured Email Templates in Onboarding* topic in the *Related Information* section.

Role-Based Permission Prerequisites

Ensure you have the *view* and *edit* permissions enabled for the following:

- [Admin Center > Manager Permission Roles > <Permission Roles> > User Permissions > Compliance Object Permission > Compliance Form Signature](#)

- [Admin Center](#) > [Manager Permission Roles](#) > [<Permission Roles>](#) > [User Permissions](#) > [Compliance Object Permission](#) > [ComplianceDocumentFlow](#) >
- [Admin Center](#) > [Manager Permission Roles](#) > [<Permission Roles>](#) > [Administrator Permissions](#) > [Onboarding or Offboarding Admin Object Permissions](#) > [EmployerSignatureConfig](#) >

Technical Details

Reference Number	OBX-10929
Product	Onboarding
Module	Onboarding
Feature	Compliance Forms
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Support for Additional Role Types in Onboarding \[page 575\]](#)

[Picklist Configuration for Employee Status and Job Relationship Type](#)

[Preconfigured Email Templates in Onboarding](#)

[Configuring Employer Signature for Compliance Forms](#)

2.9.4 Enhancements to Additional Data Collection and E-Signature Pages

New hires can now experience an enhanced onboarding journey using the revamped additional data collection and e-Signature pages.

By default, these revamped pages are available from the [Your Onboarding Checklist](#) page and are visible for new hires, rehires, employees with global assignments, and internal hires who will be onboarded after the 1H 2024 Production release. However, these pages aren't available for inflight candidates.

Note

If you want employees with global assignments to complete their additional data collection and e-Signature tasks from the [Your Onboarding Checklist](#) page, see the **Onboarding Support for Global Assignment** topic in the **Related Information** section.

Once the new hire provides their personal data, based on the configurations in the [Process Variant Manager](#), they're prompted to provide additional information through the [Provide Additional Data](#) task. Once this is completed, a document gets generated and if the document requires signatures from the new hire, the [Complete e-Signature](#) task is generated.

Note

These enhancements include visual changes and don't impact the additional data collection and e-Signature functionality.

The [Provide Additional Data](#) and [Complete e-Signature](#) tasks that are part of the [Your Onboarding Checklist](#) page are divided into two panes. The left pane displays the task name, a description of the task, and a task completion status. If a task is due for completion, the new hire can select the task from the left pane, which then appears on the right pane.

Here's a screenshot of the left pane of the *Provide Additional Data* and *Complete e-Signature* task in the *Your Onboarding Checklist* page:

SAP Onboarding ▾

Your Onboarding Checklist

Onboarding Data Collection

- Provide Personal Data**
Task Successfully completed Completed
- Provide Additional Data**
Complete this task to proceed Due in 10 days
- Complete e-Signature**
Complete above task to unlock Locked

Compliance Tasks

- Complete Form I-9 Section 1**
Complete this task to proceed Due in 10 days
- Complete e-Signature**
Complete the previous task to unlock Due in 10 days
- United States Federal Form W-4**
Complete this task to proceed Due in 10 days
- California State Withholding**
Complete this task to proceed Due in 10 days

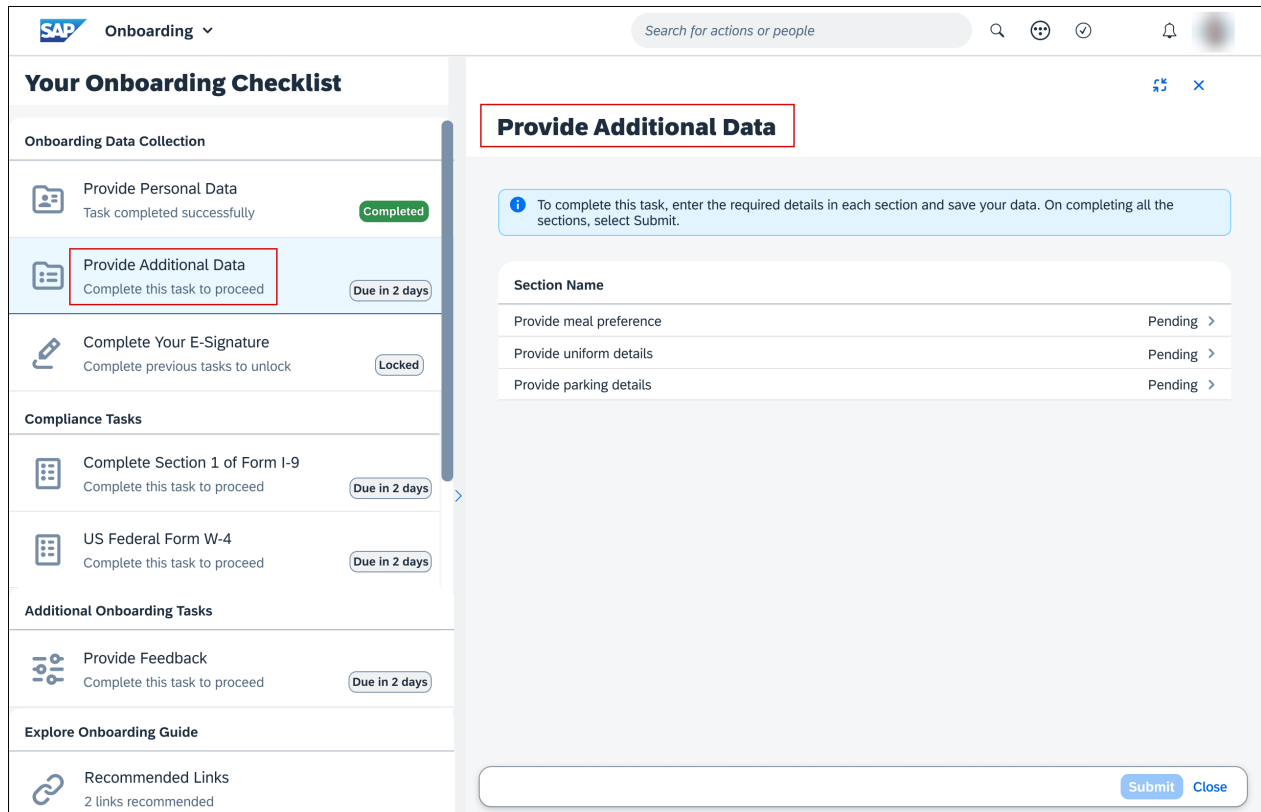
Additional Onboarding Tasks

- Provide insurance details**
Complete this task to proceed Due in 8 days
- Provide your health benefit details**
Complete this task to proceed Due in 8 days

Explore Onboarding Guide

- Prepare for Day 1**
All you need to know and do
- Browse Recommend Links**
2 links recommended
- Know Your Key People**
2 people recommended
- View Onboarding Meetings**
1 meeting scheduled

In the below example, if the new hire selects *Provide Additional Data* from the left pane, the task opens on the right pane for completion:



We've made enhancements that include changes to page layout, interaction pattern, and text changes, thereby improving the user experience. This feature is based on the [Customer Community Idea 269676](#), [282719](#), and [254107](#).

Role-Based Permission Prerequisites

The *View* and *Edit* permission for *Process User Task* and *New Hire Task Summary* are enabled for both onboarding external users and internal hires by default. Below is the location of these permissions:

- ▶ [Admin Center](#) ▶ [Manage Permission Roles](#) ▶ the role assigned to the new hire or the internal hire ▶ [Permission settings](#) ▶ [Permission](#) ▶ [Onboarding or Offboarding Object Permissions](#) ▶ [Process User Task](#) ▶ [View](#) and [Edit](#).
- ▶ [Admin Center](#) ▶ [Manage Permission Roles](#) ▶ the role assigned to the new hire or the internal hire ▶ [Permission settings](#) ▶ [Permission](#) ▶ [Onboarding or Offboarding Object Permissions](#) ▶ [New Hire Task Summary](#) ▶ [View](#) and [Edit](#).

Note

Based on the PVM configuration, if the *Provide Additional Data* or *Complete e-Signature* task isn't displayed for the new hire or the internal hire, ensure to enable the *View* and *Edit* permission for *Process User Task* and *New Hire Task Summary* using the above navigation.

What's Changed

Listed below is a detailed list of all available enhancements in the *Provide Additional Data* page:

Change Type	How It Looks Now	How It Looked Before
Change in Page Layout	The overall page layout is revamped.	Previously, the page layout was different.
Text Change	The title of the page is <i>Provide Additional Data</i> .	The title of the page was <i>Update Onboarding Information</i> .

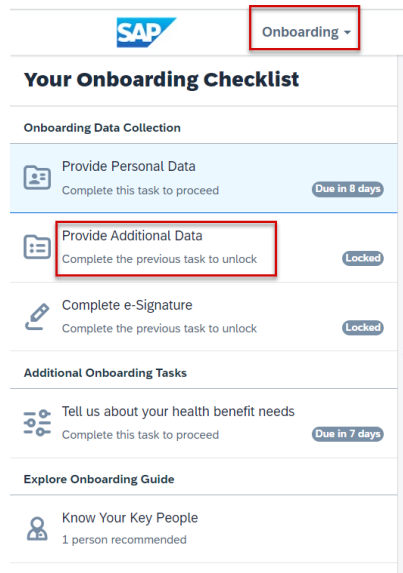
Change Type

Change in Entry Points

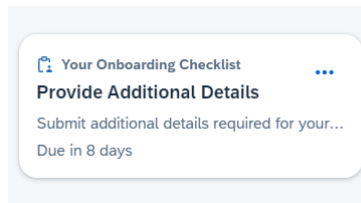
How It Looks Now

New hires can access the [Provide Additional Data](#) task from the [Your Onboarding Checklist](#) to-do card displayed on the home page or by selecting [Onboarding](#) from the module picker on the home page.

Below is a screenshot of the module picker:

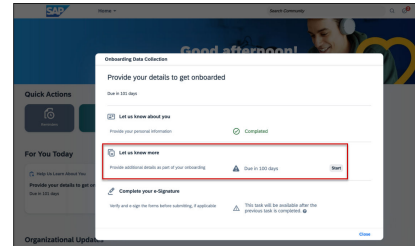


Below is a screenshot of the to-do card:



How It Looked Before

New hires were redirected from the to-do card on the home page to a task-specific pop-up screen, where task details were displayed. Using the [Start](#) option, the new hire could navigate to the task page to complete the task. After completion, the task disappeared without providing new hires the ability to view, review, or make any updates.

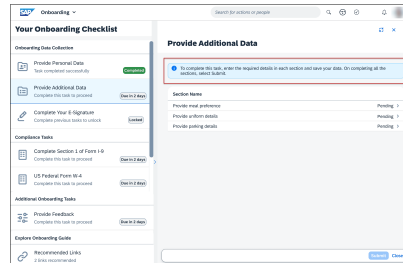


Change Type

Added Instructional Text

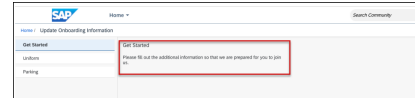
How It Looks Now

Instructional text is added to the header section of the *Provide Additional Data* page.



How It Looked Before

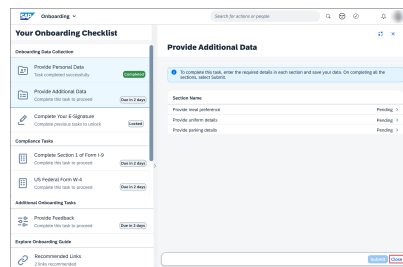
While providing additional data, new hires obtained contextual information and other details from the *Get Started* page.



Change in Interaction Pattern

A new *Close* button is displayed on the *Provide Additional Data* page, allowing new hires to close the right pane and expand the left pane to the whole page.

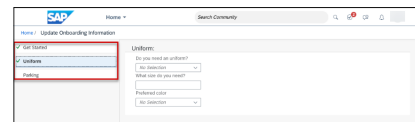
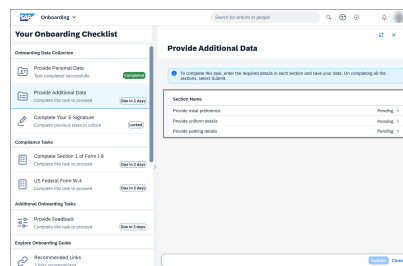
A *Close* button wasn't available for new hires.



Change in Page Layout

A list view of all applicable tasks is displayed under the *Section Name* column of the page. The corresponding status (*Pending* or *Completed*) of the task is also displayed next to it.

A list view of all tasks were displayed on the left pane of the *Update Onboarding Information* page. On completion of a task, a check mark was displayed next to it. In case of an error, a cross mark was displayed.



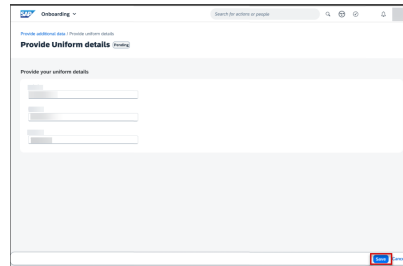
Change Type

How It Looks Now

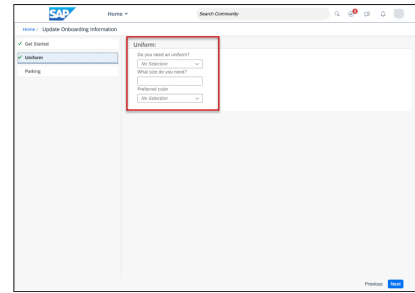
How It Looked Before

Change in Page Layout

On selecting a task from the list view, a separate page with the task title and completion status is displayed along with fields that should be filled and saved using the [Save](#) option.



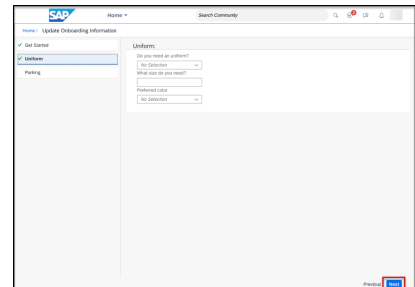
On selecting a task from the left pane, the task would open on the right pane displaying fields that should be filled. However, a [Save](#) button wasn't available.



Change in Interaction Pattern

On completing each task and selecting [Save](#), the new hire is led to the list view of all tasks from where they can select the next task for completion.

On completing a task, the new hire could proceed to the next task for completion by selecting the [Next](#) button.

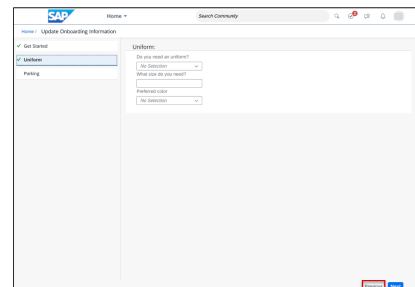
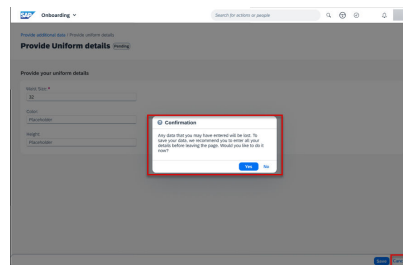


Text Changes and Change in Interaction Pattern

Each individual task page also displays a [Cancel](#) button that allows the new hire to exit the page and go back to the list view of all tasks. Selecting [Cancel](#) displays a [Confirmation](#) dialog suggesting the consequence of canceling.

The same [Confirmation](#) dialog is also displayed when the new hire uses the breadcrumb to exit and move back to the list view.

Selecting [Previous](#) or the breadcrumb would navigate the new hire back to the main [Update Onboarding Information](#) page, without displaying any confirmation dialog. This often led to inadvertent data loss.

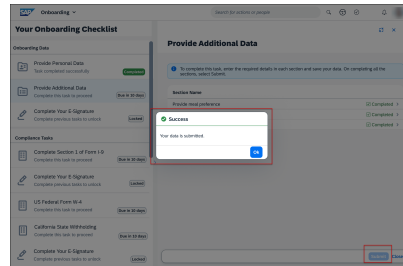


Change Type

Text Changes and Change in Interaction Pattern

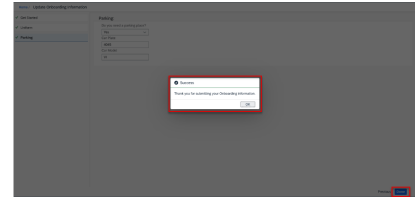
How It Looks Now

Once the new hire performs all the tasks in the list view and the status changes to *Completed*, the *Submit* button is enabled for data submission. On submission, a *Success* message is displayed.



How It Looked Before

Once the new hire completed the final task, a *Done* button was displayed to submit all the data. On submission, a *Success* message was displayed.



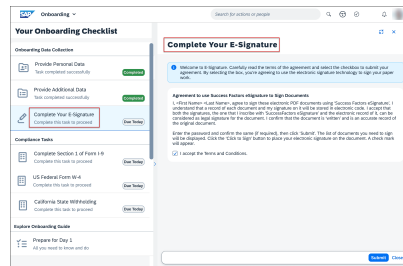
Listed below is a detailed list of all available enhancements in the *Complete Your E-Signature* page:

Change Type

Change in Page Layout

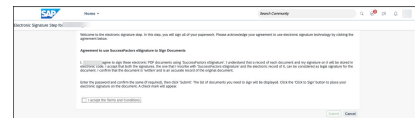
How It Looks Now

The overall page layout is revamped.



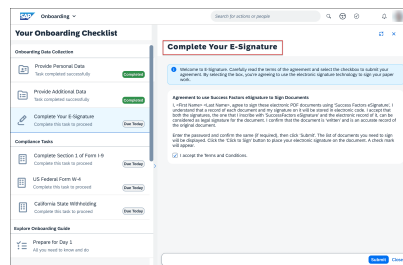
How It Looked Before

Previously, the page layout was different.

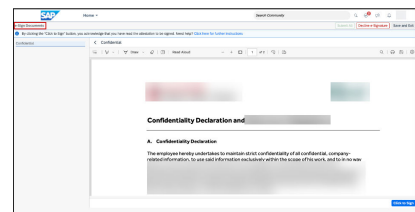


Text Change

The title of the page is *Complete Your E-Signature*.



The title of the page was *e-Sign Documents*.



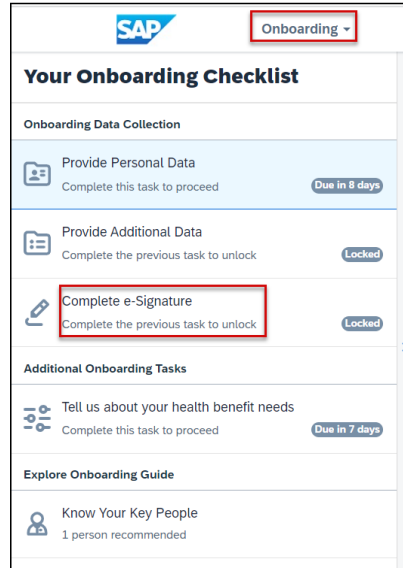
Change Type

Change in Entry Points

How It Looks Now

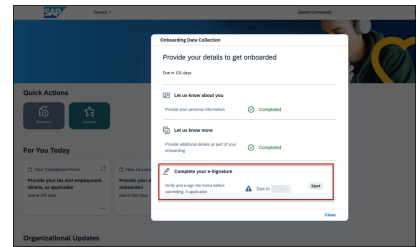
New hires can access the [Complete E-Signature](#) task from the [Your Onboarding Checklist](#) to-do card displayed on the home page or by selecting [Onboarding](#) from the module picker on the home page.

Below is a screenshot of the module picker:



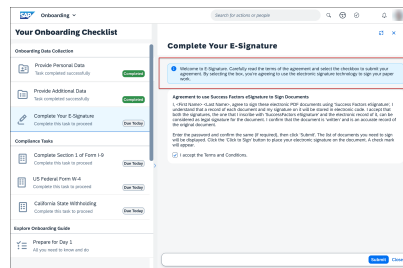
How It Looked Before

New hires were redirected from the to-do card on the home page to a task-specific pop-up screen, where task details were displayed. Using the [Start](#) option, the new hire could navigate to the task page to complete the task. After completion, the task disappeared without providing new hires the ability to view, review, or make any updates.

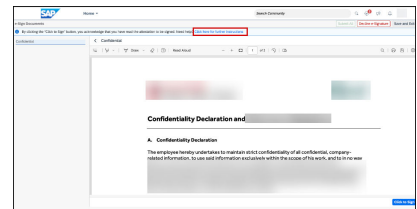


Added Instructional Text

Multiple instructional texts are added to the header section of the [Complete Your E-Signature](#) page to provide context and more details about the task. Below is a screenshot of one such instructional text:



New hires could obtain the required details by selecting an embedded link which displayed a pop-up screen with instructions about the e-sign process.



Change Type

How It Looks Now

How It Looked Before

Change in Page Layout

A one-time agreement text is displayed along with a list view of all forms. On acceptance, a list view of all applicable forms are displayed under the *Form Name* column of the page. The corresponding form status (*Pending* or *Signed*) is also displayed next to it.

A recurring agreement text was displayed each time a new hire wanted to perform the e-signature task. On acceptance, the first form was displayed for completion.

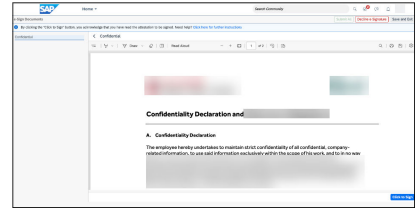
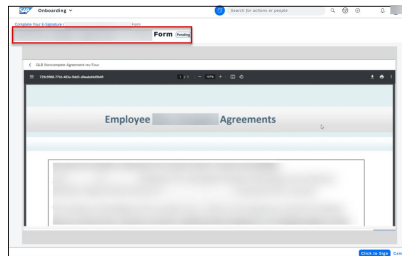
Also, a list view of all the forms or the status of the e-signature wasn't displayed to the new hire.



Change in Page Layout

Selecting a specific form from the list view redirects the new hire to a new page that displays the form and its status, enabling them to review and e-sign the form.

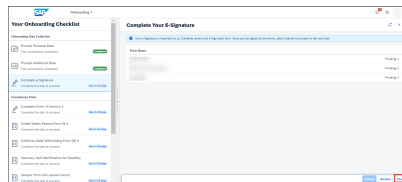
Since a list view wasn't available, on acceptance of the agreement, the first form was displayed for review and signature.



Change in Interaction Pattern

A new *Close* button is displayed on the *Complete Your e-Signature* page providing new hires with the option to close the right pane and expand the left pane to the whole page.

A *Close* button wasn't available for new hires.

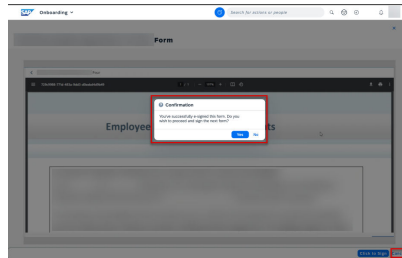


Change Type

Change in Interaction Pattern

How It Looks Now

On signing the first form, a *Confirmation* dialog is displayed asking if the new hire wishes to review and sign the next form. On agreeing, the next form is displayed. On rejecting, they're redirected to the list view of all the forms from where they can select and sign the form of their choice. Alternatively, they can use the *Cancel* button to go back to the list view of all the forms.

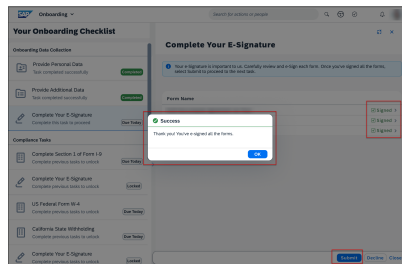


How It Looked Before

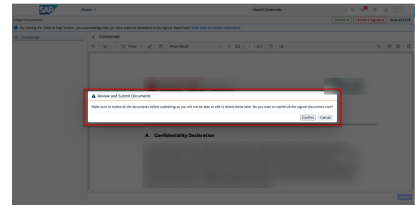
On signing the first form, the new hire was shown a list of forms to be signed in the left side of the same page. However, they didn't have the ability to progress to the next form. Also, those forms were not evident.

Text Changes and Change in Interaction Pattern

Once the final form is signed by the new hire, an *Information* message confirming that all the forms are e-signed is displayed. The new hire is then redirected to a list view of all the forms, where the *Submit* button is enabled. On selecting *Submit*, a *Success* message is displayed.

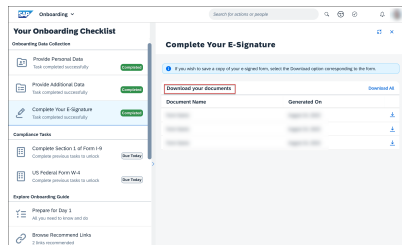


Once the final form was signed by the new hire, a *Review and Submit Documents* dialog was displayed. On selecting *Confirm*, the forms were submitted.



Change in Interaction Pattern

On successful submission of all the forms, a new *Download Your Documents* section is displayed, allowing users to view and download all the forms that are signed by them.



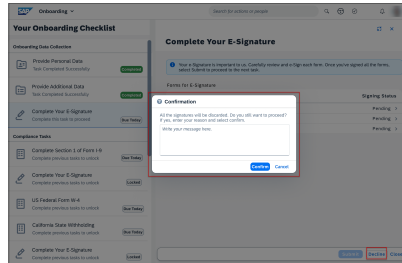
New hires could download a form as soon as they signed it. However, it wasn't possible to download it once the task tile disappeared from the home page.

Change Type

Text Changes and Change in Interaction Pattern

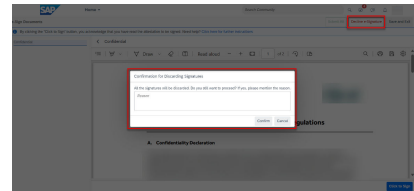
How It Looks Now

New hires can decline their e-signature using the [Decline](#) button on the footer section of the page. On selecting this, a [Confirmation](#) dialog is displayed, where the reason for declining can be entered.



How It Looked Before

New hires could decline their e-signature using the [Decline e-Signature](#) button displayed on the top-right corner of the page. On selecting this, a [Confirmation for Discarding Signatures](#) dialog was displayed.



Technical Details

Reference Number	OBX-29120
Product	Onboarding
Module	Onboarding
Feature	Onboarding
Action	Info only
Enablement	Automatically on
Link to Demo	Enhancements to Additional Data Collection and E-Signature Pages
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Enhancements to New Hire Onboarding Journey \[page 552\]](#)

[Onboarding Process Overview](#)

[Onboarding Support for Global Assignment \[page 572\]](#)

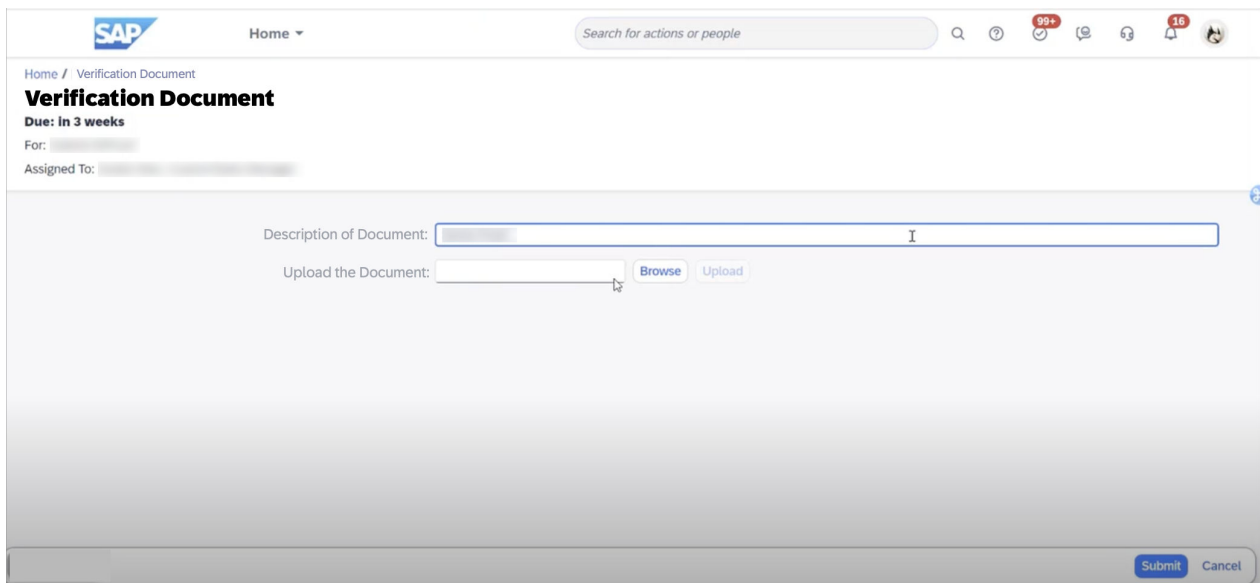
2.9.5 Enhancements to Custom Tasks for Onboarding and Offboarding

You can configure an attachment field for custom tasks and use drag and drop to arrange the order of custom tasks for Onboarding and Offboarding programs.

For custom tasks, you can now configure the following:

- Configure attachment fields for custom tasks that allows new hires or managers to upload documents to the Document Management System (DMS). Each attachment field can upload a single attachment up to 10 MB. The documents are retrievable from the [Manage Documents](#) page.
- Set attachment fields as mandatory or optional.
- Allow more than one attachment field in the custom task.

This screenshot shows an attachment field configured for a "Verification Document" custom task. New hires have the option browse their computer for a document.



The screenshot displays the SAP SuccessFactors user interface for configuring a custom task. At the top, there is a navigation bar with the SAP logo, a 'Home' dropdown, and a search bar labeled 'Search for actions or people'. Below the navigation bar, the breadcrumb 'Home / Verification Document' is visible. The main heading is 'Verification Document', followed by 'Due: In 3 weeks'. Below this, there are fields for 'For:' and 'Assigned To:'. The main content area contains a 'Description of Document:' text input field. Below the description field is the 'Upload the Document:' section, which includes a file selection input field, a 'Browse' button, and an 'Upload' button. At the bottom right of the form, there are 'Submit' and 'Cancel' buttons.

For more information, see the *Configuring an Attachment Field for Custom Tasks* topic in the *Related Information* section.

You can now arrange the order of custom tasks on the *Onboarding Dashboard (New)* by dragging the task to any position in the sequence. You can change the order of both standard and custom tasks by dragging the task to the correct position in the program. For more information, see the *Creating an Onboarding Program* topic in the *Related Information* section.

You're now required to assign a role or group to a custom task before you can save it.

These enhancements expand custom task capabilities by allowing creation of attachment fields within your custom tasks. They improve use experience by enabling the ability to arrange the order of custom tasks within Onboarding and Offboarding programs. They also reduce errors by requiring that you assign a role to custom tasks. These enhancements are from [Customer Community Idea 253686](#), [Customer Community Idea 286823](#), [Customer Community Idea 303834](#), and [Customer Community Idea 304214](#).

Configuration Requirements

Configure an attachment field for the custom task.

What's Changed

In the current version, you can now configure an attachment field in custom tasks, so your end users can upload their documents into the Document Management System. You can also arrange the order of custom tasks by dragging them to the correct order within an Onboarding or Offboarding program. You can no longer create a custom task without assigning the task to a role or group.

In the previous version, you couldn't configure attachment fields or arrange the order of custom tasks. You could create a custom task without assigning it to a role or user.

Technical Details

Reference Number	OBX-27384
Product	Onboarding
Module	Onboarding
Feature	Onboarding Offboarding
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major

Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Creating an Onboarding Program](#)
[Configuring an Attachment Field for Custom Tasks](#)

2.9.6 Enhancements to Data Review Processes Now Automatically Enabled

The data review process comprising of **New Hire Data Review**, **Onboarding Data Collection**, and **Manage Pending Hires** in Onboarding leverages functionalities of the Centralized Services in SAP SuccessFactors Employee Central and is now automatically enabled.

Note

As of 1H 2024 **Production** release on May 17, 2024, this enhancement is now automatically enabled.

Centralized services improve consistency in system behavior, validations, and functionalities across UIs and APIs.

Configuration Requirements

No action is required to configure this feature.

Note

For the 2H 2023 Preview release, this feature was automatically enabled in the system. However, at the 2H 2023 Production release on November 17, 2023, we decided to make this feature as admin opt-in, allowing you to decide if you wanted to use this feature in the Production instance.

With the 1H 2024 Production release, this feature is now automatically enabled in the Production instance.

If you want to turn off this automatic enablement, go to [Admin Center](#) > [Onboarding General Settings](#) and disable the [Submit Onboarding Data Using Centralized Services](#) switch.

What's Changed

How It Looks Now

HireDateChangeValidation (HireDateChangeValidation)

Scenario: Basic [Change Scenario](#)

Basic Information

Start Date 01/01/1900

Rule Type

Description

Parameters

Name	Object
Context	System Context
Job Information Model (recommended)	Job Information Model

[Collapse All](#) | [Expand All](#)

Variables

```
var_previousHireDate = Lookup(OnboardingInfo)
Select targetDate
where...
OnboardingInfo. processType is equal to Onboarding
OnboardingInfo. user is equal to Context.Current User
```

If

```
var_previousHireDate is not equal to Job Information Model (recommended).Event Date.Value
```

Then

```
Raise Message * HireDateChangeValidation * with Error severity
Hire Date change not supported
```

In the current version, once the feature is automatically enabled in the Production instance, the following guidelines apply for configuring a business rule for change of hire date:

- To compare the new hire date with the previous hire date, the previous hire date must be fetched from the `OnboardingInfo` object.
- The new hire date must be fetched from the Job Information Model.

Note

If you had already configured a business rule for hire date change, ensure that you change the settings for the rule using the updated guidelines.

Additionally, this enhancement is available for customers with **Public Sector Management Cost Objects** enabled for Onboarding.

How It Looked Before

HireDateChangeOldRuleConfig (HireDateChangeOldRuleConfig)

Scenario: Basic [Change Scenario](#)

Basic Information

Start Date 01/01/1900

Rule Type

Description

Parameters

Name	Object
Context	System Context
Job Information Model (recommended)	Job Information Model

[Collapse All](#) | [Expand All](#)

Variables

If

```
Job Information Model (recommended).Event Date.Previous Value is not equal to Job Information Model (recommended).Event Date.Value
```

Then

```
Raise Message * HireDateChangeValidation * with Error severity
Hire Date change not supported
```

In the previous version, you had to enable this feature before you could use it in the Production instance. Also, to change the hire date, you configured business rules based on comparison of the previous hire date (`JobInfo.EventDate.previous`) with the new hire date (`JobInfo.EventDate.value`).

Additionally, this enhancement wasn't available for customers with **Public Sector Management Cost Objects** enabled for Onboarding.

Technical Details

Reference Number	OBX-30360
Product	Onboarding
Module	Onboarding
Feature	Onboarding
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Enabling Enhanced Data Review Processes](#)

2.9.7 Enhancements to New Hire Onboarding Journey

New hires can now experience an enhanced onboarding journey using the new [Your Onboarding Checklist](#) page and other related enhancements.

The [Your Onboarding Checklist](#) page is visible for new hires, rehires, employees with global assignments, and internal hires who are onboarded after the 1H 2024 Production release. However, this page isn't available for inflight candidates.

ⓘ Note

If you want employees with global assignments to complete their onboarding tasks from the [Your Onboarding Checklist](#) page, see the **Onboarding Support for Global Assignment** topic in the **Related Information** section.

The [Your Onboarding Checklist](#) page is divided into two panes. The left pane allows a new hire to specifically view a consolidated list of all the onboarding tasks. If a task is due for completion, the new hire can select the task from the left pane. The selected task then appears on the right pane.

Based on the [Process Variant Manager](#) configuration, the left pane displays the following four sections:

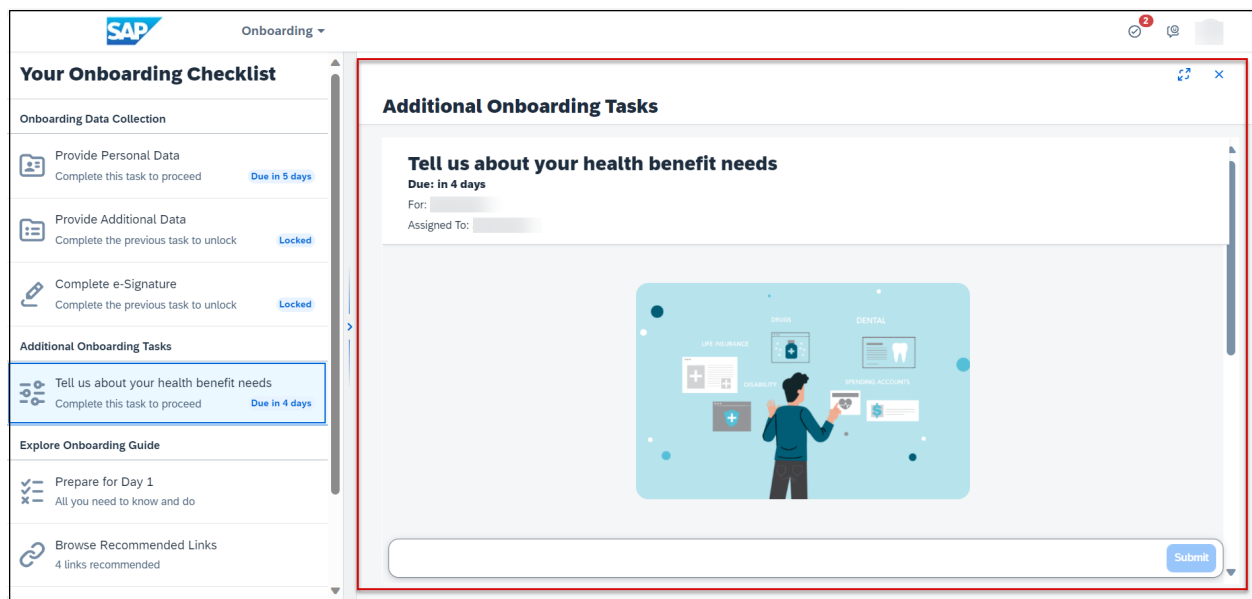
- [Onboarding Data Collection](#): Allows new hires to provide personal data, additional data, and complete their e-Signature.
- [Compliance Tasks](#): Allows new hires to review Form I-9 and other country-specific tax forms, and then complete e-Signature.
- [Additional Onboarding Tasks](#): Allows new hires to complete organization-specific custom tasks.
- [Explore Onboarding Guide](#): Provides new hires with the required resources to familiarize and get started with their employment.

Here's a screenshot of the left pane of the *Your Onboarding Checklist* page:

The screenshot shows the SAP Onboarding interface. At the top, there is a header with the SAP logo and a dropdown menu labeled 'Onboarding'. Below this is the main title 'Your Onboarding Checklist'. The content is organized into four main sections:

- Onboarding Data Collection**
 - Provide Personal Data**: Task successfully completed. Status: **Completed**.
 - Provide Additional Data**: Complete this task to proceed. Status: **Due in 10 days**.
 - Complete e-Signature**: Complete above task to unlock. Status: **Locked**.
- Compliance Tasks**
 - Complete Form I-9 Section 1**: Complete this task to proceed. Status: **Due in 10 days**.
 - Complete e-Signature**: Complete the previous task to unlock. Status: **Due in 10 days**.
 - United States Federal Form W-4**: Complete this task to proceed. Status: **Due in 10 days**.
 - California State Withholding**: Complete this task to proceed. Status: **Due in 10 days**.
- Additional Onboarding Tasks**
 - Provide insurance details**: Complete this task to proceed. Status: **Due in 8 days**.
 - Provide your health benefit details**: Complete this task to proceed. Status: **Due in 8 days**.
- Explore Onboarding Guide**
 - Prepare for Day 1**: All you need to know and do.
 - Browse Recommend Links**: 2 links recommended.
 - Know Your Key People**: 2 people recommended.
 - View Onboarding Meetings**: 1 meeting scheduled.

Here's a screenshot of the right pane, which opens a specific task (selected in the left pane) for completion. In this example, a task belonging to the *Additional Onboarding Tasks* section is selected from the left pane, which is then opened on the right pane.



Note

When a new hire opens the *Your Onboarding Checklist* page for the first time, the *Onboarding Data Collection*, configured *Additional Onboarding Tasks*, and the *Explore Onboarding Guide* sections are displayed. On completing the task from the *Onboarding Data Collection* section, the *Compliance Tasks* section is displayed, if applicable.

In addition to the *Your Onboarding Checklist* page, several enhancements are made to the to-do cards and the module picker on the home page. For more details on these enhancements, see the **What's Changed** section below.

These enhancements omit multiple to-do cards, reduce navigations, minimize data entry, thereby saving time and effort by improving the efficiency of completing onboarding tasks for new hires. This feature is based on the [Customer Community Idea 276199](#) and [279068](#).

Role-Based Permission Prerequisites

The *View* and *Edit* permission for *Process User Task* and *New Hire Task Summary* are enabled for both onboarding external users and internal hires by default. Below is the location of these permissions:

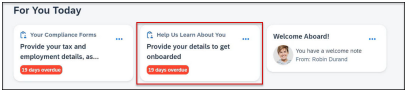
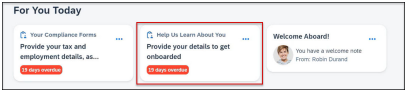
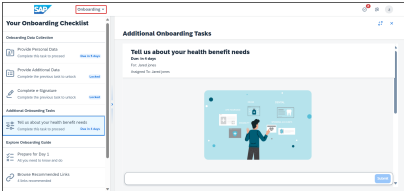
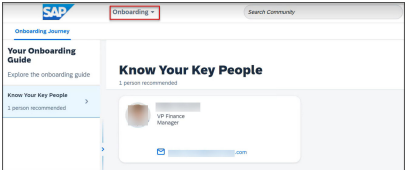
- ▶ [Admin Center](#) ▶ [Manage Permission Roles](#) ▶ the role assigned to the new hire or the internal hire >
 - ▶ [Permission settings](#) ▶ [Permission](#) ▶ [Onboarding or Offboarding Object Permissions](#) ▶ [Process User Task](#) ▶ [View](#) and [Edit](#).
- ▶ [Admin Center](#) ▶ [Manage Permission Roles](#) ▶ the role assigned to the new hire or the internal hire >
 - ▶ [Permission settings](#) ▶ [Permission](#) ▶ [Onboarding or Offboarding Object Permissions](#) ▶ [New Hire Task Summary](#) ▶ [View](#) and [Edit](#).

Note

If the assigned onboarding tasks aren't displayed for the new hire or the internal hire on their **Onboarding Checklist** page, ensure to enable the *View* and *Edit* permission for *Process User Task* and *New Hire Task Summary* using the above navigation.

What's Changed

Below is a detailed list of all available enhancements:

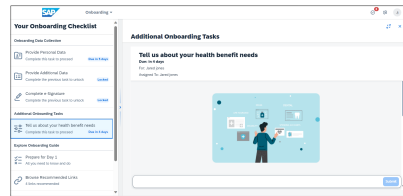
Change	How It Looks Now	How It Looked Before
Redesigned the to-do cards on the home page	<p>The <i>Help Us Learn About You</i> to-do card displayed on the home page is now renamed to <i>Your Onboarding Checklist</i>, and continues to allow new hires to access the assigned onboarding data collection tasks.</p> <p>This to-do card along with the <i>Your Compliance Forms</i> card displays task-specific descriptions that provide context thereby enabling new hires to get started with the applicable task.</p> <div data-bbox="609 1161 1010 1350" data-label="Complex-Block"><p>Note</p><p>A by-line is displayed for all to-do cards except <i>Additional Onboarding Tasks</i> and <i>Explore Onboarding Guide</i>.</p></div> 	<p>Previously, the to-do card that allowed new hires to access the assigned onboarding data related tasks was called <i>Help Us Learn About You</i>. Also, to-do cards on the home page didn't display descriptions. Only the card name along with the task completion status was displayed.</p> 
Repurposed the module picker	<p>The <i>Your Onboarding Checklist</i> page is displayed when a new hire selects <i>Onboarding</i> from the module picker on the home page. Additionally, when the new hire accesses this page from the module picker, the next applicable task that is due for completion is automatically selected.</p> 	<p>The <i>Your Onboarding Guide</i> page was displayed when a new hire selected <i>Onboarding</i> from the module picker. Additionally, when the new hire accessed this page from the module picker, the first task on the left pane was always selected by default.</p> 

Change

Designed an intuitive page layout

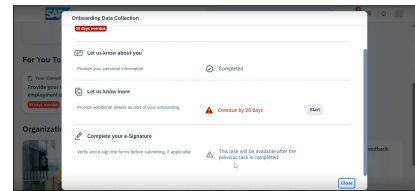
How It Looks Now

New hires are redirected from the *Your Onboarding Checklist* to-do card on the home page to the *Your Onboarding Checklist* page, which lists all applicable onboarding tasks and allows tasks to be reviewed upon completion.



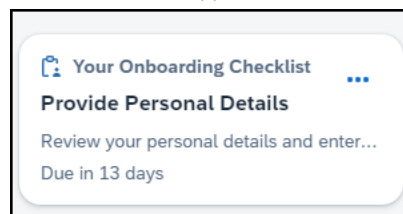
How It Looked Before

New hires were redirected from the *Help Us Learn About You* to-do card on the home page to a task-specific pop-up screen, where task details were displayed. Using the *Start* option, the new hire could navigate to the task page to complete the task. After completion, the task disappeared without providing new hires the ability to view, review, or make any updates.

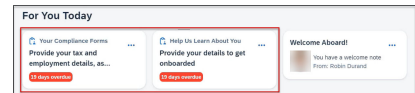


Changed the interaction pattern of the to-do cards

The *Your Onboarding Checklist* and *Your Compliance Forms* to-do cards are now merged into a single card and the name of the to-do card is updated based on the next applicable task.



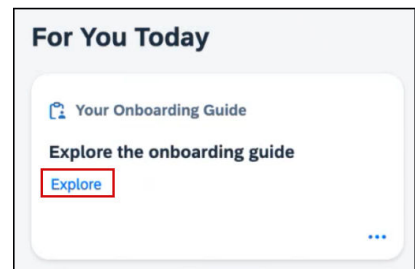
The *Help Us Learn About You* and *Your Compliance Forms* to-do cards were displayed separately on the *For You Today* section of the home page.



Modified the *Your Onboarding Tasks* and *Your Onboarding Guide* to-do cards

The *Your Onboarding Tasks* to-do card is now renamed to *Additional Onboarding Tasks* and the *Your Onboarding Guide* to-do card is renamed to *Explore Onboarding Guide*. Additionally, the *Explore* option on the *Explore Onboarding Guide* to-do card is removed.

The text on the to-do cards for custom tasks and new hire activities displayed *Your Onboarding Tasks* and *Your Onboarding Guide* respectively. Additionally, the *Explore* option on the *Explore Onboarding Guide* to-do card was displayed.

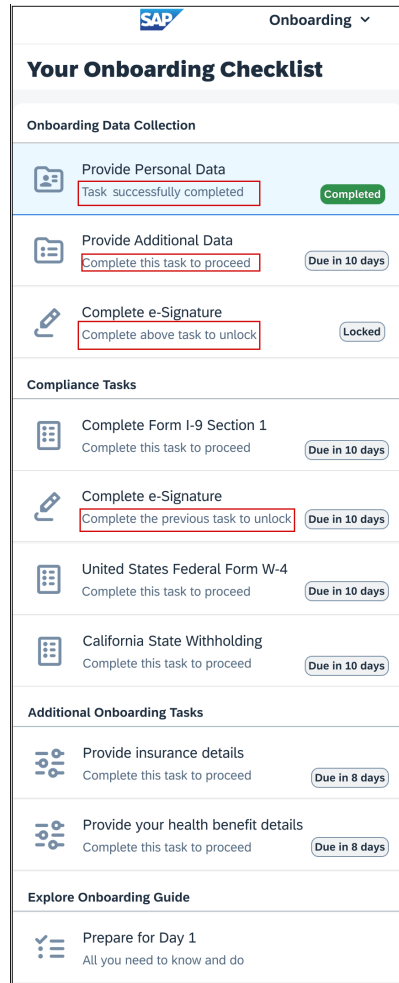


Change

Provided consistent by-lines for all onboarding tasks

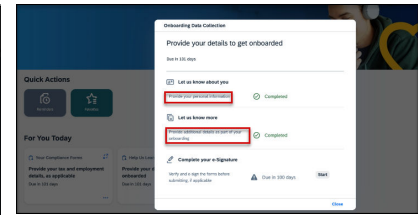
How It Looks Now

By-lines for onboarding tasks on the *Your Onboarding Checklist* page are generic.



How It Looked Before

By-lines for onboarding tasks on the pop-up message were task-specific.



Change

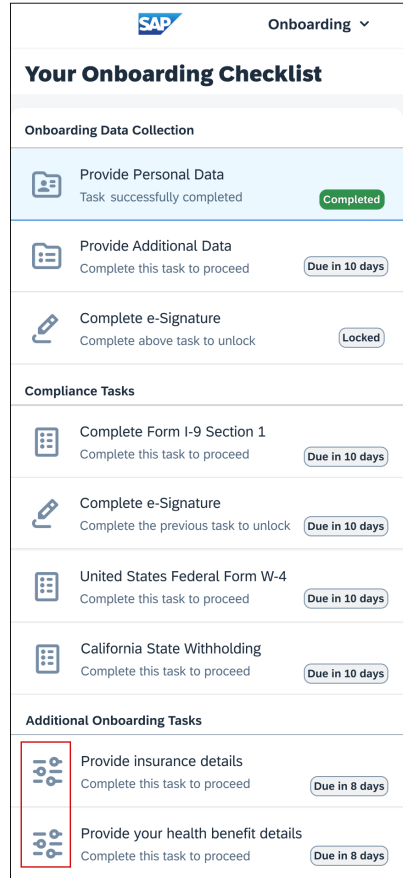
How It Looks Now

How It Looked Before

Added iconography

All tasks listed in the [Additional Onboarding Tasks](#) section now display a generic icon.

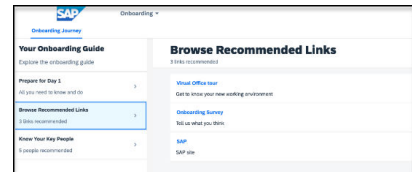
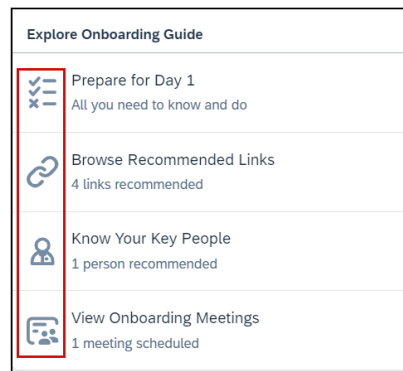
Task-specific pop-up messages didn't display icons for [Your Onboarding Tasks](#).



Added iconography

All onboarding tasks listed under the [Explore Onboarding Guide](#) section have task-specific icons.

Onboarding tasks listed under [Your Onboarding Guide](#) didn't have icons.



Technical Details

Reference Number	OBX-28118
Product	Onboarding
Module	Onboarding
Feature	Onboarding
Action	Info only
Enablement	Automatically on
Link to Demo	Enhancements to New Hire Onboarding Journey
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Onboarding Process Overview](#)

[Role-Based Permissions for Onboarding and Offboarding Tasks](#)

[Enhancements to Additional Data Collection and E-Signature Pages \[page 535\]](#)

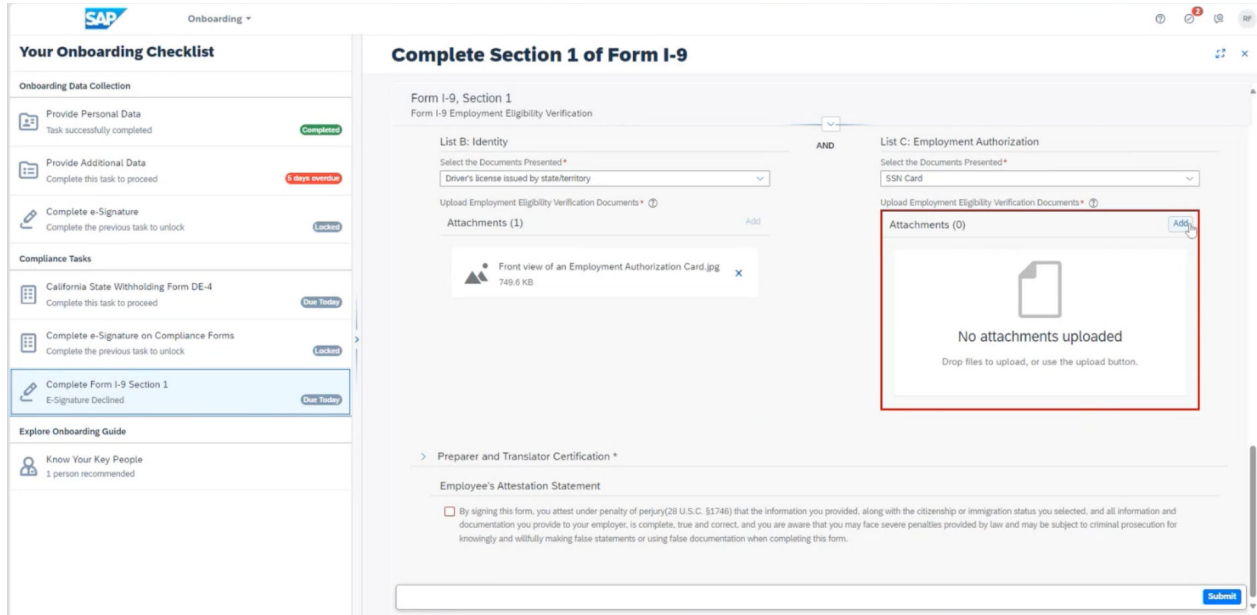
[Onboarding on the Home Page](#)

[Onboarding Support for Global Assignment \[page 572\]](#)

2.9.8 Enhancements to the U.S. Form I-9

You can now configure the Form I-9 to allow new hires to upload their List A, List B, and List C employment eligibility documentation directly into Section 1 of their Form I-9.

When the Onboarding administrator enables the [Require New Hire to Upload Form I-9 Document](#) setting, new hires can now upload PNG, JPG, or PDF documents or photographs, from their desktop or mobile device.



The information provided by the new hire in Section 1 prepopulates in Section 2.

Hiring managers and onboarding participants can now review the employment eligibility documents uploaded by the new hire within Section 2 of the Form I-9.



If there's an error, the hiring manager or onboarding participant selects *Correct Employment Eligibility Documents* button to open a popup where they can add a comment on the documents. If changes are required (such as the wrong document is uploaded) or the hiring manager or onboarding participant modifies Section 2 data, the *Correct I-9* process is triggered, notifying new hires of their need to confirm the information or resubmit their documents. When new hires correct or confirm the modified information, they're prompted to sign the Form I-9 again. After they sign the Form I-9 again, the hiring manager or onboarding participant receives a notification that prompts them to provide their e-signature to complete the Form I-9 process.

The uploaded documents are stored in the Document Management System and are available in the audit trail log.

The ability to upload employment eligibility documentation improves user experience for new hires and employers, as well as provides a more secure option for submitting documents that contain personally identifiable information. This enhancement is from [Customer Community Idea 285209](#) and [Customer Community Idea 306632](#).

Configuration Requirements

To allow new hires to upload their employment eligibility documentation to Section 1 of the Form I-9, go to [Compliance Settings](#) > [United States](#) > [US I9](#) and enable the toggle for [Require New Hire to Upload Form I-9 Documents](#).

Role-Based Permission Prerequisites

To allow new hires to upload their employment eligibility documents, enable the [Admin Center](#) > [Manager Permission Roles](#) > [<Permission Roles>](#) > [User Permissions](#) > [Compliance Object Permission](#) > [Enable Remote I-9 List A/B and C Submission](#) permission.

To allow hiring managers and onboarding participants and onboarding participants to access the uploaded I-9 documents, go to [Admin Center](#) > [Manager Permission Roles](#) > [<Permission Roles>](#) > [User Permissions](#) > [Compliance Object Permission](#) > [I-9 User Data.listADocumentsScans \(I9DocumentScan\)](#) and enable the [View](#) permission.

To allow new hires to use the upload I-9 documents attachment field, go to [Admin Center](#) > [Manager Permission Roles](#) > [<Permission Roles>](#) > [User Permissions](#) > [Compliance Object Permission](#) > [I-9 User Data.listADocumentsScans \(I9DocumentScan\)](#) and enable the [View](#), [Correct](#), [Create](#), and [Delete](#) permissions.

What's Changed

In the current version, you can configure the Form I-9 to support the upload of List A, List B, and List C employment eligibility documentation.

In the previous version, new hires had to scan their employment eligibility documents and send them to their hiring manager or onboarding participant.

Technical Details

Reference Number	OBX-28592
Product	Onboarding

Module	Onboarding
Feature	Compliance Forms
Action	Recommended
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Configuring USCIS Form I-9](#)
[USCIS Form I-9](#)

2.9.9 E-Verify Support for Federal Contractors

Onboarding now supports E-Verify for federal contractors who are existing employees or new hires. The manual E-Verify process is available to employees hired through SAP SuccessFactors Onboarding and third-party programs.

This feature includes the following enhancements:

- Existing employees who become federal contractors can now be processed through E-Verify.
- Hiring managers or Onboarding participants are prompted to upload a completed Form I-9. If there is no signed Form I-9, a validation message prevents the hiring managers or Onboarding participants from manually creating an E-Verify case until a signed PDF is uploaded.
- Hiring managers or Onboarding participants are prompted to enter all the required information and confirm it is correct before submitting it to E-Verify.

This enhancement supports E-Verify employment eligibility verification for federal contractors and employees who become federal contractors.

What's Changed

In the current version, hiring managers or Onboarding participants can manually trigger the E-Verify process when the employee is being hired as part of a federal contract, or when they employee is being hired through an authorized third-party representative of the employer. The employee may be a new hire or a rehire.

In the previous version, hiring managers or Onboarding participants could only manually trigger the E-Verify process for employees hired through SuccessFactors Onboarding.

Technical Details

Reference Number	OBX-22443
Product	Onboarding
Module	Onboarding
Feature	Compliance Forms
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[E-Verify](#)
[Manually Creating an E-Verify Case](#)

2.9.10 Final Review Step in Process Variant Manager

As a responsible user, you can now review, edit, and request corrections to new hire data before the [Manage Pending Hires](#) step.

[Final Review](#) is an optional configurable step on the [Process Variant Manager](#). This step can be added to your existing active workflows after personal data collection, additional data collection, or document flow. For more information, see the [Updating a Process Variant](#) topic in the [Related Information](#) section.

The [Final Review](#) step can only be added to process flows where personal data collection is already present.

Once added to the workflow, the responsible user can review and edit the new hire data or request a correction from the new hire on the [Provide Personal Data](#) page.

The screenshot displays the SAP 'Provide Personal Data' interface. At the top, there is a search bar and navigation icons. The main content area is divided into sections: 'Employee Information' with a 'Person Id' input field, and 'National Id Card' which contains a table with columns: Country*, National Id Card Type*, National Id*, Is Primary*, and Attachments. The table is currently empty, showing 'No data'. Below the table are 'Add' and 'Continue' buttons. At the bottom of the page, there are three buttons: 'Review Completed' (highlighted with a red box), 'Request Correction', and 'Cancel'.

On selecting the [Review Completed](#) button, the new hire appears in [Manage Pending Hires](#) as [Ready to Hire](#) once all the other configured onboarding tasks are complete. Alternatively, if the responsible user selects the [Request Correction](#) button, the [Request Personal Data Correction](#) pop-up is displayed, where the responsible user can add a comment explaining the reason for the correction request.

When a correction is requested, personal data collection is reopened and both the new hire and the responsible user receive email notifications. The [Provide Personal Data](#) page displays a pop-up with the responsible user's comments.

Note

If the responsible user edits the new hire data and then requests a correction, changes are automatically saved.

This feature allows the new hire to make corrections to their data without restarting the onboarding process, thereby saving data, time, and effort. This feature is based on the [Customer Community Idea 300740](#), [262617](#), and [247836](#).

Configuration Requirements

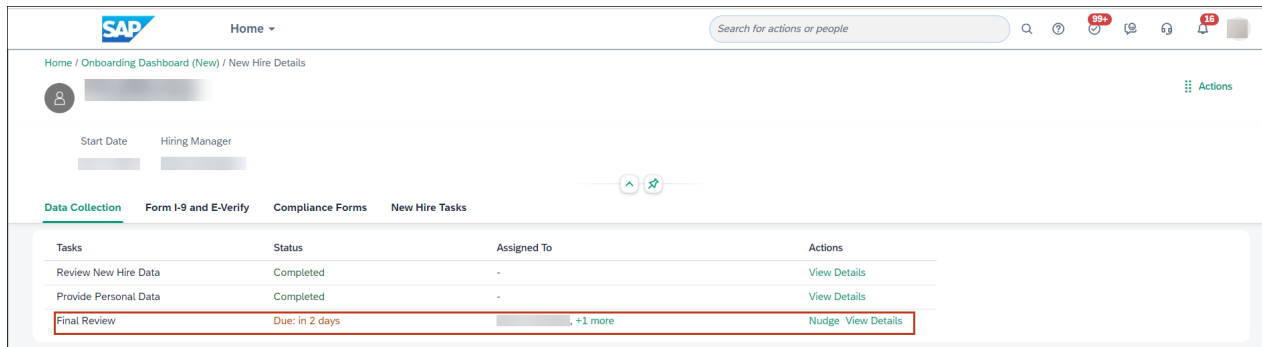
You need to:

- Add the [Final Review Data Correction Message Template](#) to the active email template list. For more information, see the [Reusing Preconfigured Email Templates](#) topic in the [Related Information](#) section.
- Configure the [Assign a Responsible Group for Data Review](#) business rule scenario and ensure that the rule evaluates to `true`.
- Select the instance of the rule for [Rule for Onboarding Task Participant Configuration](#) and [Rule for Offboarding Task Participant Configuration](#) in **Admin Center** > **Manage Data** > **Onboarding Configuration** > **DEFAULT_ONB2_CONFIG (DEFAULT_ONB2_CONFIG)**.

Role-Based Permission Prerequisites

For information about the permissions to access the *Process Variant Manager*, refer to the *Role-Based Permissions for Administrators in Onboarding and Offboarding* topic in the *Related Information* section.

What's Changed



How It Looks Now

In the current version, the *Final Review* step can be added to the required process flow in the *Process Variant Manager*. If configured, this new step along with its status is displayed in the *Onboarding Dashboard (New)*.

In the previous version, the *Final Review* step wasn't available.

Technical Details

Reference Number	OBX-16752
Product	Onboarding
Module	Onboarding
Feature	Onboarding
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed

Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Process Variant Manager](#)

[Role-Based Permissions for Administrators in Onboarding and Offboarding](#)

[Updating a Process Variant](#)

[Preconfigured Email Templates in Onboarding](#)

[Reusing Preconfigured Email Templates](#)

[Creating a Business Rule to Assign a Responsible Group for Data Review](#)

[Configuring the Rule for Onboarding/Offboarding Task Participant Configuration](#)

2.9.11 Manager and Start Date Changes Recorded in Onboarding

Hiring managers and Onboarding participants can now change a new hire's manager or start date before or during the Manage Pending Hires step, without having to restart the Onboarding process.

Changes to the start date and manager are now reflected in pending tasks and forms including:

- Personal Data Collection
- Compliance
- New Hire Activities

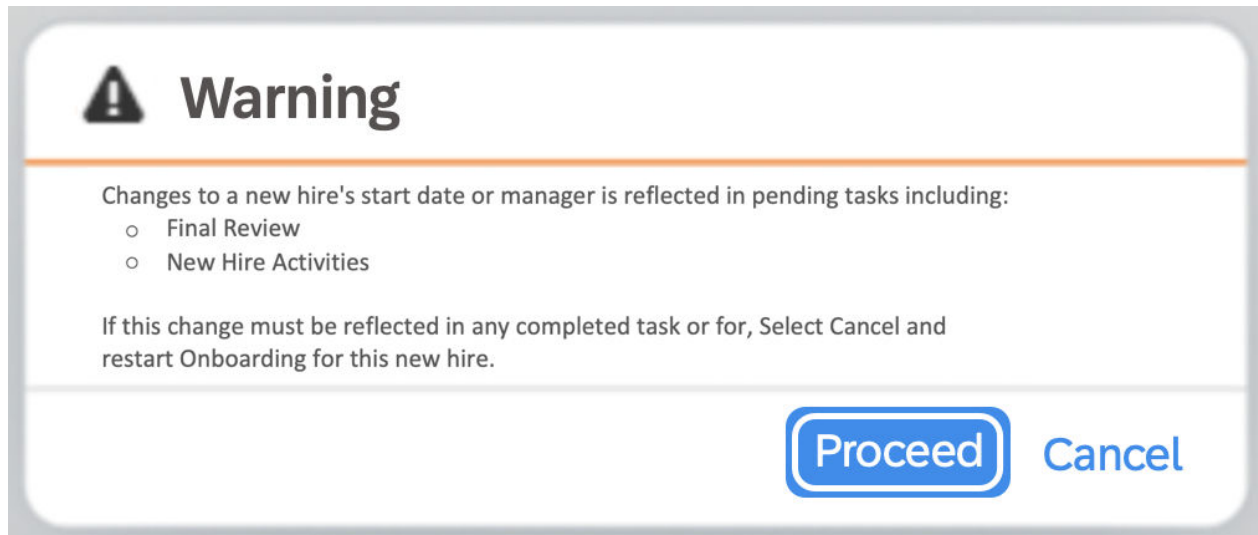
If the new start date or manager change must be reflected in any completed task or form, the hiring manager or Onboarding participant must restart the Onboarding process for the new hire.

This enhancement saves time and data loss by reducing the need for restarting the Onboarding process after changes to the manager or start date.

Configuration Requirements

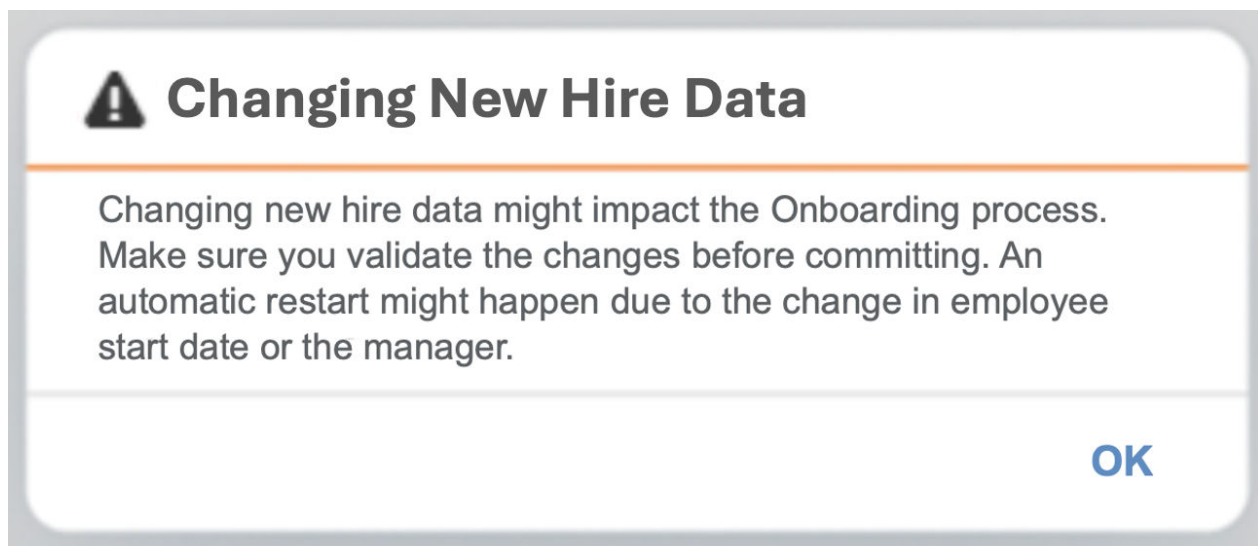
If you have a business rule configured to restart the Onboarding process after a start date or manager change, you should update this rule so the process restart is no longer automatically triggered by these changes.

What's Changed



How It Looks Now

In the current version, hiring managers can now change the new hire's manager or start date from the [Onboarding Dashboard \(New\)](#) without having to restart the Onboarding process for the new hire. When changing the manager or start date, the popup now advises that the change are reflected in pending processes and tasks. If the change must be reflected in completed tasks or processes, you are advised to restart the Onboarding process for the new hire.



How It Looked Before

When the manager is changed, the new hire tasks assigned to the old manager are also assigned to the new manager.

In the previous version, the hiring manager or Onboarding participant had to restart the Onboarding process whenever they made changes to the start date or manager. When changing the manager or start date, the pop up advised to make sure you validated the changes before committing and warned that an automatic restart might occur.

Technical Details

Reference Number	OBX-22582
Product	Onboarding
Module	Onboarding
Feature	Onboarding Dashboards
Action	Recommended
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Restarting the Onboarding Process Manually](#)
[Restart the Onboarding Process](#)
[Onboarding Dashboard \(New\)](#)

2.9.12 Mass Completion Option for New Hire Activity Tasks

Hiring managers can now select up to 100 new hires when completing standard new hire activity tasks such as completing the welcome message, assigning a buddy, or recommending people.

The *Mass Completion of New Hire Tasks* option appears when you select more than one new hire and the *Mass Completion of New Hire Tasks* button on the *Onboarding Dashboard (New)*. The *Mass Completion of New Hire Tasks* option is also available for *Administrative Tasks* on the home page.

Onboarding Dashboard (New)

New Hires (3675) ⓘ Delegate My Onboarding Tasks Mass Complete My New Hire Tasks ⬇

<input type="checkbox"/>	New Hire	Hiring Manager	Start Date	Data Collection	Form I-9 and E-Verify	Compliance Forms	New Hire Tasks
<input type="checkbox"/>			Dec 31, 2099	On Schedule			No Task >
<input type="checkbox"/>			Dec 31, 2099	On Schedule			On Schedule >
<input checked="" type="checkbox"/>			Dec 31, 2024	On Schedule			On Schedule 3 >
<input type="checkbox"/>			Jun 1, 2024	Completed			No Task >
<input checked="" type="checkbox"/>			May 23, 2024	Completed			On Schedule 7 >
<input type="checkbox"/>			Apr 22, 2024	On Schedule			No Task >
<input checked="" type="checkbox"/>			Apr 6, 2024	On Schedule			Overdue 3 >
<input checked="" type="checkbox"/>			Apr 6, 2024	On Schedule			Overdue 3 >
<input checked="" type="checkbox"/>			Apr 6, 2024	On Schedule			Overdue 3 >

The *Mass Complete My New Hire Tasks* button opens the *Mass Completion of New Hire Tasks* page, where the hiring manager can select a task to complete for all the selected new hires. The *New Hires with This Task Pending* column displays the number of new hires that have this task pending. When you hover over the number in the column, a list of new hire names displays.

Note

The *Complete Tasks for Selected New Hires* feature isn't available for custom tasks.

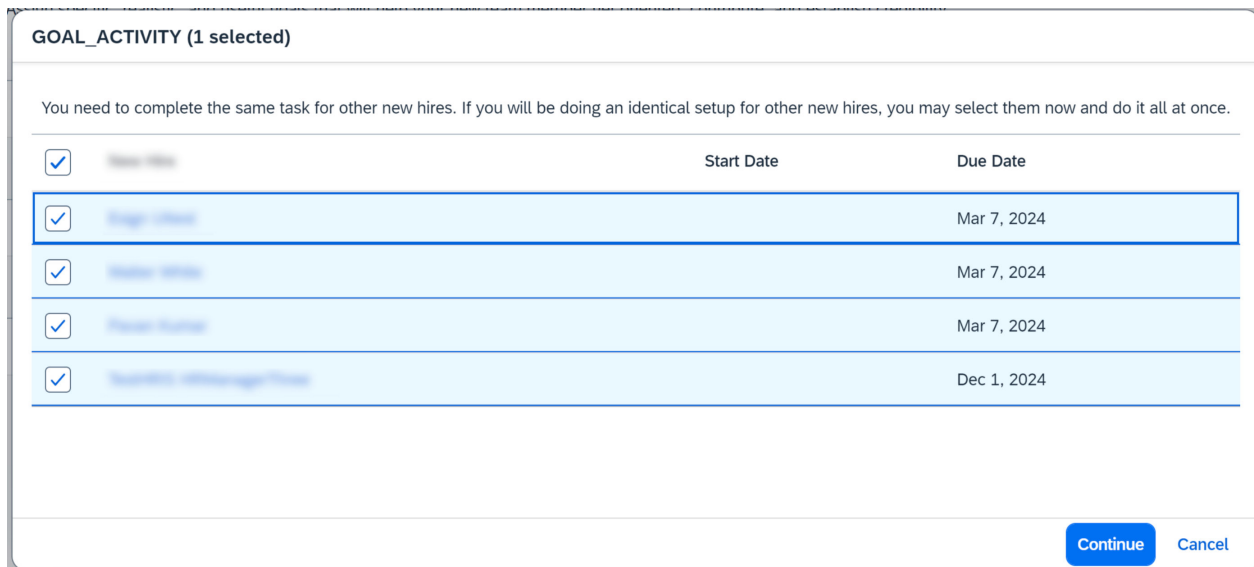
Mass Completion of New Hire Tasks

Task Name	New Hires With This Task Pending	Actions
Request Equipment for New Hires	12	Start
Set Goals for New Hires	4	Start
Update New Hire's Day 1 Locations		Start
Assign a Buddy to New Hires		Start
Frank Test		Start

New Hires

- [Name]
- [Name]
- [Name]
- [Name]

When you select a new hire activity task, a popup appears prompting you to select up to 100 new hires for the mass update.



This enhancement improves efficiency for customers with high-volume hiring by allowing them to perform the same task for multiple new hires at the same time instead of one at a time. This enhancement is from [Customer Community Idea 285035](#), and [Customer Community Idea 293901](#).

What's Changed

In the current version, hiring managers can now select up to 100 new hires for new hire activity tasks on the [Onboarding Dashboard \(New\)](#) or [Administrative Tasks](#) on the home page, and complete the activity for all of the selected new hires.

In the previous version, hiring managers could only complete new hire activities for one new hire at a time.

Technical Details

Reference Number	OBX-28237
Product	Onboarding
Module	Onboarding
Feature	New Hire Activities Onboarding Dashboards Home Page
Action	Info only
Enablement	Automatically on

[Link to Demo](#)

Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Onboarding Dashboard \(New\)](#)
[Onboarding on the Home Page](#)

2.9.13 Onboarding Support for Global Assignment

Using SAP SuccessFactors Onboarding, employees who are assigned with a host assignment (future dated global assignment) can now view and complete all the assigned onboarding tasks.

To trigger onboarding for employees with a global assignment, administrators must ensure that the:

- Host assignment of the employee is triggered from SAP SuccessFactors Employee Central and the condition defined in the *Rule to Initiate Onboarding for Global Assignment* decision rule scenario is matching.
- *Start Date* of the host assignment is set to a date in the future.
- *Supervisor* field for the host assignment is updated while adding a global assignment in the *People Profile*.

Once the global assignment is initiated from Employee Central and the configured workflow (if any) is completed, onboarding is automatically initiated for the corresponding employee with *Global Assignment* as the *Hire Type* value and *Hired* as the *Hire Status* value.

On initiation of the onboarding process, any data modification to the employee's host assignment can be done only in Employee Central. Onboarding doesn't allow changes to be made to the employee's profile. Additionally, values for *Start Date* and *Hiring Manager* are also fetched from Employee Central. Since values for these fields can be modified only in Employee Central, any changes made to it automatically reflects in Onboarding.

While responsible users can view onboarding tasks related to these employees on the [Onboarding Dashboard \(New\)](#) [New Hire Details](#) page (using *Global Assignment* as the filter value for *New Hire Type*), a welcome e-mail is triggered to the employee notifying them to log in to the application using their current employment credentials and perform all the onboarding tasks related to their global assignment.

Additionally, even after the [Start Date](#) of the assignment, employees can log in to Onboarding using the login credentials of the host assignment and complete all the assigned onboarding tasks.

When the employee performs the [Provide Personal Data](#) task for the host assignment and updates the personal non-effective dated fields, then the corresponding field in the home assignment is updated accordingly. Following are the personal non-effective dated fields:

- [National ID Information](#)
- [Biographical Information](#)
- [Work Eligibility](#)
- [Contact Information](#)
- [Emergency Contact](#)

Note

- The [Cancel Onboarding](#), [Restart Onboarding](#), and [New Hire Data](#) options from the [Actions](#) menu in the [New Hire Details](#) page aren't available (specifically for employees with global assignment) even if the responsible user has the required permission to perform these operations. However, if the global assignment of the employee is canceled or made obsolete before the [Start Date](#) from Employee Central, their onboarding process is subsequently canceled and the [Process Status](#) in the [Manage Data](#) page is updated to [Canceled](#). Additionally, any restart configured on [ONB2Process](#) would be ignored for global assignment.
- When a global assignment is created for an employee in Employee Central, an inactive future dated user (f) is created. If the **Initiate Onboarding for Global Assignment** decision rule is satisfied, then the inactive future dated user (f) is converted to an internal hire (e). Thereafter, any integrations made based on the user status (f) may not work. However, if you want the integration to work, ensure to include the (e) user status as well.

Using the [Context Switcher](#), the employee can switch from their default active (home) assignment to their inactive (host) employment profile to view and complete all the new hire tasks configured in the [Process Variant Manager](#) and assigned for completion on their [Your Onboarding Checklist](#) page.

If you're using combined instances (Onboarding and Onboarding 1.0) and initiate the onboarding process for a global assignment, onboarding is initiated in both the instances. For more information, see the **Combined Instances of Onboarding 1.0 and Onboarding** topic in the **Related Information** section.

This enhancement provides employees assigned with a global assignment the ability to complete all onboarding tasks using their current login credentials in an easy and simplified manner. This feature is based on the [Customer Community Idea 286680](#).

Configuration Requirements

You need to:

- Configure the [Trigger Onboarding for Global Assignment](#) business rule scenario and ensure that the rule evaluates to `true`.
- Select the instance of the rule for [Rule to Initiate Onboarding for Global Assignment](#) in [Admin Center](#) > [Manage Data](#) > [Onboarding Configuration](#) > [DEFAULT_ONB2_CONFIG \(DEFAULT_ONB2_CONFIG\)](#).
- Configure and enable the new [\(ONB\) Global Assignment User Welcome Message Trigger](#) email template from the [Admin Center](#) > [Email Services](#) to send the welcome e-mail notification to employees on global assignment.

Role-Based Permission Prerequisites

Ensure to:

- Assign [External User Target Populations](#) to the responsible users' permission role from [Admin Center > Manage Permission Roles](#).
- Provide the [View](#) permission for [Process User Task](#) and [New Hire Task Summary](#) to allow employees to perform their onboarding task from the [Your Onboarding Checklist](#) page.
To do so, select [Admin Center > Manage Permission Roles](#), select the permission role that is associated to the employee, select [Permission settings > Permission > Onboarding or Offboarding Object Permissions](#), and then enable the [View](#) permission for [Process User Task](#) and [New Hire Task Summary](#).

Technical Details

Reference Number	OBX-28174
Product	Onboarding
Module	Onboarding
Feature	Onboarding
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Trigger Onboarding for Global Assignment](#)
[Creating a Business Rule to Trigger Onboarding for Global Assignment](#)

[Configuring the Rule to Initiate Onboarding for Global Assignment](#)
[Assigning External User Target Populations](#)
[Preconfigured Email Templates in Onboarding](#)
[Combined Instances of Onboarding 1.0 and Onboarding](#)

2.9.14 Support for Additional Role Types in Onboarding

Administrators can now select four new role types while creating or editing responsible groups, selecting role-based recipient builders for onboarding e-mail templates, and assigning e-Signature roles in the onboarding document flow.

In addition to the existing role types, the following new role types are supported in Onboarding:

- *Employee HR*
- *Matrix Manager*
- *Custom Manager*
- *Second Manager*

These new role types can be used while:

- Creating or editing responsible groups in the *Onboarding General Settings* page. Thereafter, you can assign the following tasks to responsible groups created for the above role types:
 - *New Hire Data Review*
 - *Employer Data Review*
 - *New Hire Tasks*
 - *Offboarding Tasks*
 - *Onboarding Rehire Verification*
 - *Compliance Tasks* related to Section 2 of the **USCIS Form I-9**

The following screenshot displays responsible groups that can be created for new and existing (*Manager* and *Manager Manager*) role types:

Add Responsible Group

ID* **Group Name***

Add up to 200 people from roles, static users, and dynamic groups: *

i If the selection criteria contain more than 200 people, only the first 200 are added as responsible users. These 200 people are fetched in the order in which they are added.

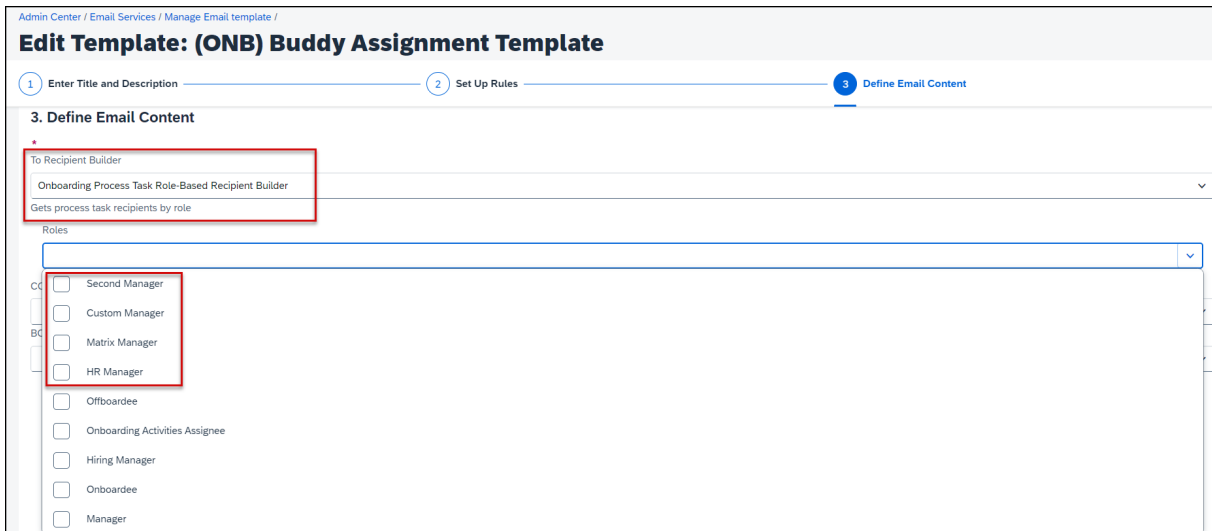
Roles

- Custom Manager
- Employee HR
- Manager
- Manager Manager
- Matrix Manager
- Second Manager

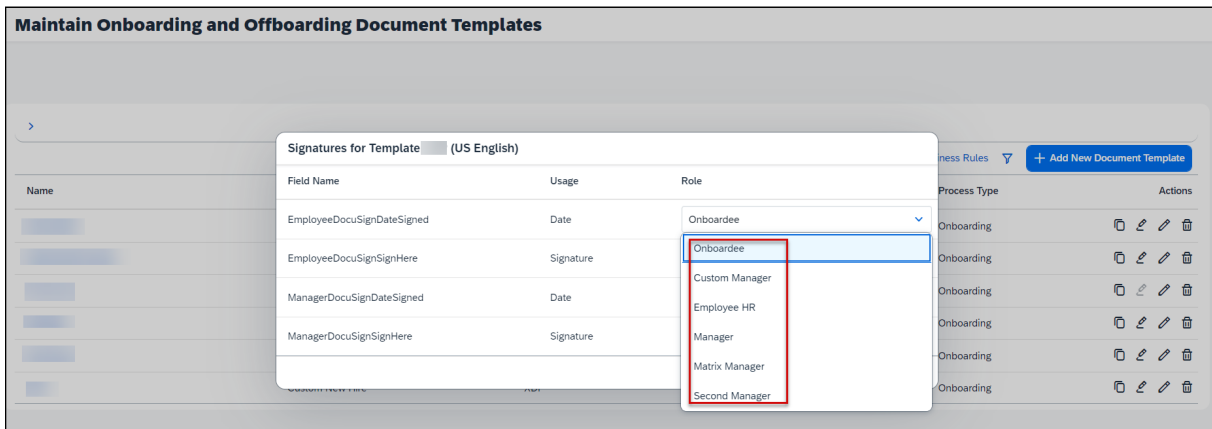
Submit Cancel

- Triggering emails for the following onboarding and compliance role-based recipient builders:
 - Onboarding Recipient Builders:
 - *Onboarding Role-Based Recipient Builder*: **ONB2RoleBasedRecipientsEmailBuilder**
 - *Onboarding Activity Role-Based Recipient Builder*: **ONB2RoleBasedActivityRecipientBuilder**
 - *Onboarding Process Task Role-Based Recipient Builder*: **ONB2RoleBasedProcessTaskRecipientBuilder**
 - Compliance Recipient Builder:
 - *Compliance Role-Based Recipient Builder*: **ComplianceRoleBasedRecipientEmailBuilder**

The following screenshot is an example that displays new role types along with existing role types, which can be assigned to the *(ONB) Buddy Assignment* e-mail template belonging to *Onboarding Process Task Role-Based Recipient Builder*:



- Assigning roles to perform e-signature in the onboarding document flow. The following screenshot displays new and existing (*Onboarder* and *Manager*) role types that can be assigned as signatories in the onboarding and offboarding document flow:



Note

- Before the new hire lands into the document flow, assign a user for the specified role from the [Onboarding Dashboard](#) > [New Hire Details](#) > [Actions](#) > [New Hire Data](#) page. This avoids failure in document generation, which results in a business process error in the *To-Do* tile.
- Based on the selected roles, an onboarding or offboarding document is triggered to these new role types in the following sequence for e-signing:
 - Onboarder
 - Manager
 - Employee HR
 - Custom Manager
 - Second Manager
 - Matrix Manager

This enhancement provides the flexibility to easily create and maintain responsible groups for any of the new role types without the need to create separate dynamic groups and corresponding responsible groups thereafter. Additionally, these new roles can now perform e-signature, thereby increasing the scope of signatories in the onboarding document flow. This feature is based on the [Customer Community Idea 254903](#) and [248300](#).

Configuration Requirements

Ensure that the **Non-Unique External Code** picklist configuration is configured for the following job relationship types:

- hr manager
- second manager
- matrix manager
- custom manager

For more information, see the **Picklist Configuration for Employee Status and Job Relationship Type** topic from the **Related Information** section.

Technical Details

Reference Number	OBX-16730
Product	Onboarding
Module	Onboarding
Feature	Onboarding
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17

Related Information

[Picklist Configuration for Employee Status and Job Relationship Type Content and Recipient Builders](#)

[Mapping Document Template Signature Fields to Onboarding Roles Creating a Responsible Group](#)

2.9.15 Support for New York Notice of Pay Rate Forms

The New York Notice of Pay Rate (Wage Theft Protection Act) forms are now available in Onboarding.

This enhancement includes support for:

- WTPA LS51 - Notice for Employees of Temporary Help Firms
- WTPA LS54 - Notice for Hourly Rate Employees
- WTPA LS59 - Notice for Exempt Employees

Note

The Wage Theft Protection Act (WTPA) forms are supported in Chinese, Korean, Polish, English, and Russian locales. LS54 also supports Vietnamese.

If a new hire selects an unsupported locale while updating their data, the form is generated in English as a PDF.

This is a compliance enhancement that enables the assignment of the New York WTPA forms.

Configuration Requirements

You need to:

- Ensure that the toggle for *US WTPA* is *ON* in the *Compliance Settings* page.
- Configure the global filter override configuration in order to ensure that the correct WTPA form is assigned to the new hires. For more information, refer to the *Configuring New York Wage Theft Protection Act (WTPA) Forms* topic in the *Related Information* section.

WTPA form fields are not mapped by default. You must map the compliance form fields from [Admin Center](#) **>** [Manage Data](#) **▾**. For more information, refer to the *Mapping New York Wage Theft Protection Act (WTPA) Forms* topic in the *Related Information* section.

Role-Based Permission Prerequisites

Ensure that you've enabled the compliance role-based permissions for administrators. For more information, refer to the [Setting Up Compliance for Onboarding](#) topic in the [Related Information](#) section.

Technical Details

Reference Number	OBX-26314
Product	Onboarding
Module	Onboarding
Feature	Compliance Forms
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

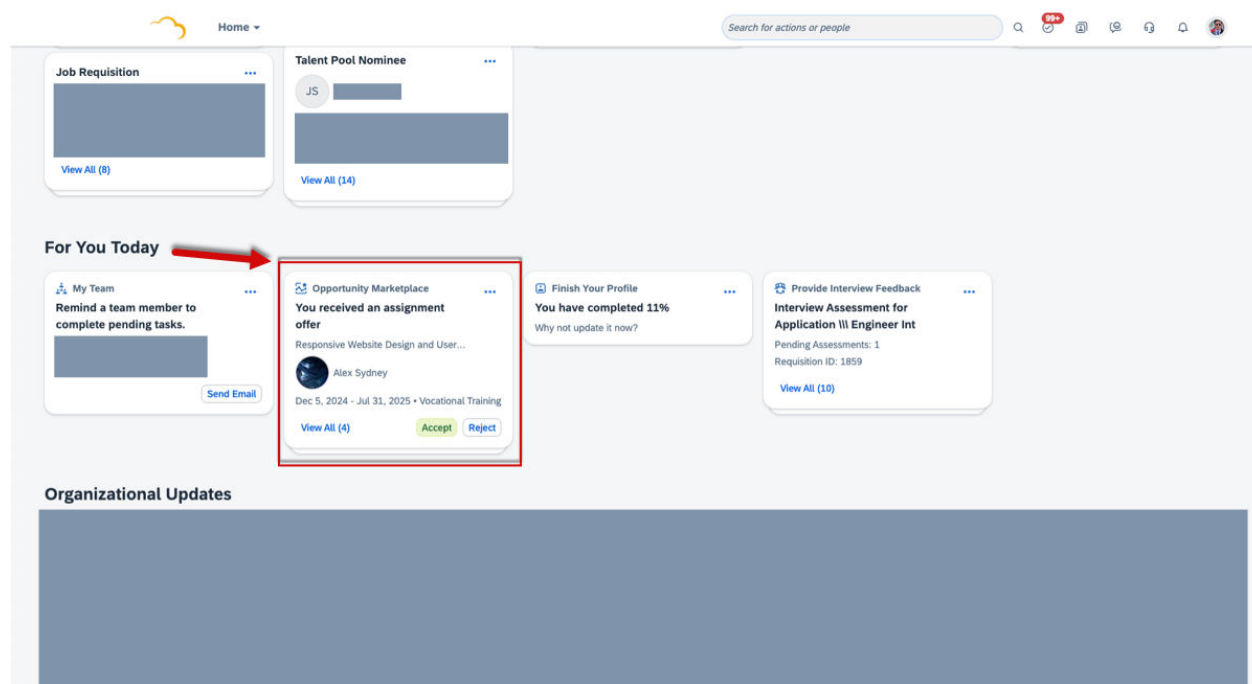
[Setting Up Compliance for Onboarding](#)
[Configuring Wage Theft Protection Act \(WTPA\) Forms](#)
[Mapping New York Wage Theft Protection Act \(WTPA\) Forms](#)

2.10 Opportunity Marketplace

2.10.1 Accepting Opportunity Marketplace Assignment Offer on Home Page

Assignment offers now appear on the home page as to-do tasks. When an applicant receives an assignment offer, they can go to the *For You Today* section and accept or reject it.

This feature is not yet supported in mobile apps. Here is how an assignment offer looks on the web version home page:



We built this enhancement to improve the experience of assignment applicants in Opportunity Marketplace.

Technical Details

Reference Number	OMA-1044
Product	Opportunity Marketplace
Module	Opportunity Marketplace
Feature	Opportunity Marketplace Assignments
Action	Info only

Enablement	Automatically on
<hr/>	
Link to Demo	
<hr/>	
Lifecycle	General Availability
<hr/>	
Type	New
<hr/>	
Major or Minor	Minor
<hr/>	
Business Process Variant	Hire to Retire
<hr/>	
Software Version	1H 2024
<hr/>	
Valid as Of	2024-05-17
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Latest Document Revision	2024-04-12
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Related Information

[Opportunity Marketplace on the Home Page](#)
[Broadening Your Experience with Assignments](#)

2.10.2 Aligned Bookmark Experience in Opportunity Marketplace with Learning

Bookmarked learning items are now synced between Opportunity Marketplace and Learning.

In addition to the synced bookmarked items, the bookmark experience in Opportunity Marketplace is also improved in the following aspects:

- In the details page of opportunity items, you can bookmark the opportunity after you participate in it. In the previous version, after you applied for an opportunity, you couldn't bookmark the opportunity.

Note

This enhancement is not yet supported in mobile apps.

- For bookmarked learning items, the *Assign to Me* option is removed and only the *Unbookmark* option is available.
- When the status of bookmarked items changes, they will remain in the bookmark list unless you choose to unbookmark them. In the previous version, opportunity items were removed from the bookmark list when their status changed.

We built these enhancements so that customers have a consistent experience using Opportunity Marketplace and Learning.

Technical Details

Reference Number	OMP-3182
Product	Opportunity Marketplace
Module	Opportunity Marketplace
Feature	Opportunity Marketplace Content
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

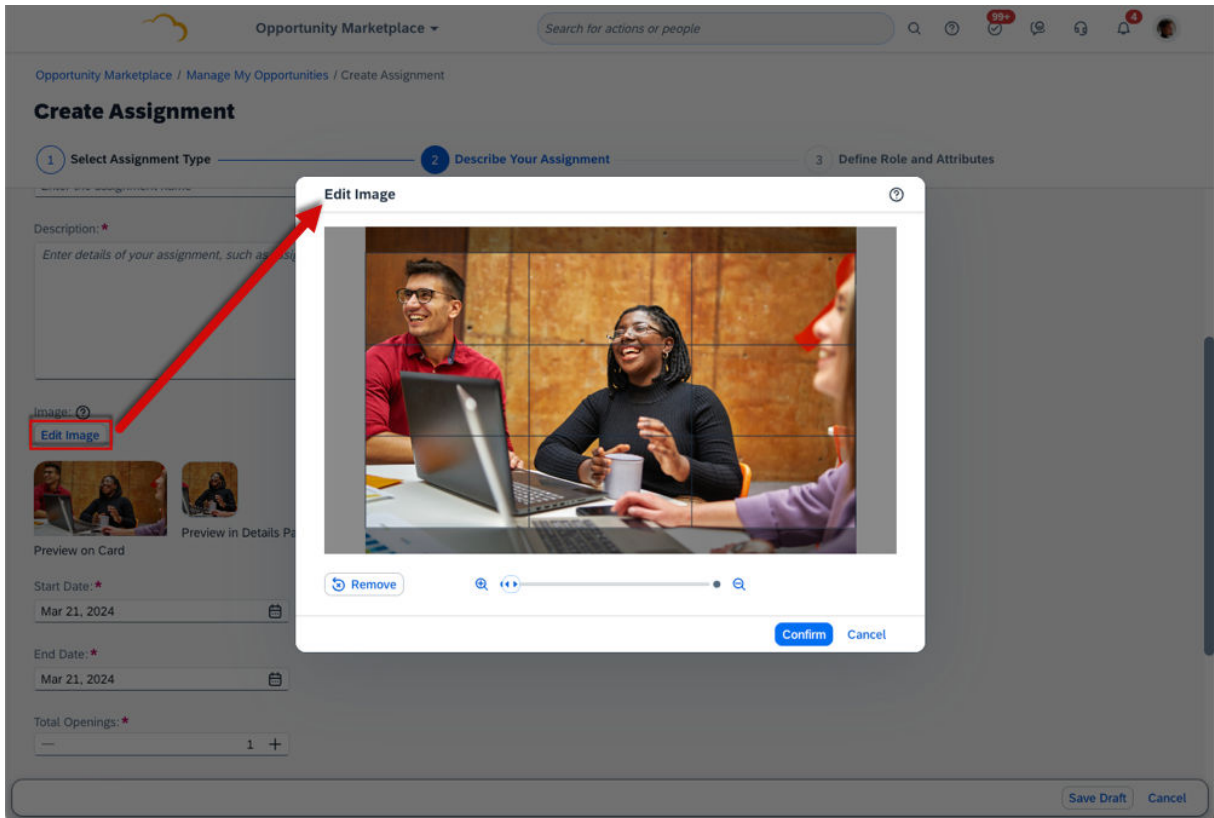
Related Information

[Overview of SAP SuccessFactors Opportunity Marketplace](#)

2.10.3 Change Background Image for Opportunity Marketplace Assignments

You can now customize the background image for Opportunity Marketplace assignments.

- In [Configure Assignments > Assignment Types](#), Opportunity Marketplace administrators can define the default background image for assignment types.
- In [Opportunity Marketplace > Create Assignment](#), assignment owners and co-owners can choose a background image for their own assignments.



Define Background Image for a New Assignment

- Customized background images for assignments are not available in mobile apps. Default images will be displayed instead.

We built this enhancement so that you can make employee's experience of using Opportunity Marketplace more engaging.

Technical Details

Reference Number	OMA-1087
Product	Opportunity Marketplace
Module	Opportunity Marketplace
Feature	Opportunity Marketplace Assignments
Action	Info only
Enablement	Automatically on
Link to Demo	

Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Configuring Assignment Types](#)

2.10.4 Create Opportunity Marketplace Assignments in Bulk

As an HR admin, you can now create Opportunity Marketplace assignments in bulk in [Admin Center](#) > [Mass Create Assignments](#) .

In addition to assignments, you can include data of applications for the assignments in the same transaction.

Here is how the *Mass Create Assignments* tool looks:

The screenshot shows the 'Mass Create Assignments' tool interface in the BestRun Admin Center. At the top, there is a navigation bar with the BestRun logo, 'Admin Center', and a search bar. Below the navigation bar, the page title is 'Admin Center / Mass Create Assignments'. The main content area is titled 'Mass Create Assignments' and contains a blue information banner with the text: 'Download the template. Check the results of file validation and assignment creation in Scheduled Job Manager.' Below the banner, there are two sections for file selection: 'Choose File for Assignments: *' and 'Choose File for Applications:'. Each section has a text input field labeled 'Select a CSV file' and a 'Browse...' button. A blue 'Validate Files' button is located below the second section. At the bottom right of the main content area, there are 'Submit' and 'Cancel' buttons.

This new tool is from a [Customer Influence Idea](#). This new tool improves the efficiency of assignment creation.

Configuration Requirements

You need to enable assignments in [Manage Opportunity Marketplace](#).

Role-Based Permission Prerequisites

You have the [Administrator Permissions](#) > [Manage Opportunity Marketplace](#) > [Mass Create Assignments](#) permission.

Technical Details

Reference Number	OMA-1296
Product	Opportunity Marketplace

Module	Opportunity Marketplace
Feature	Opportunity Marketplace Assignments
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

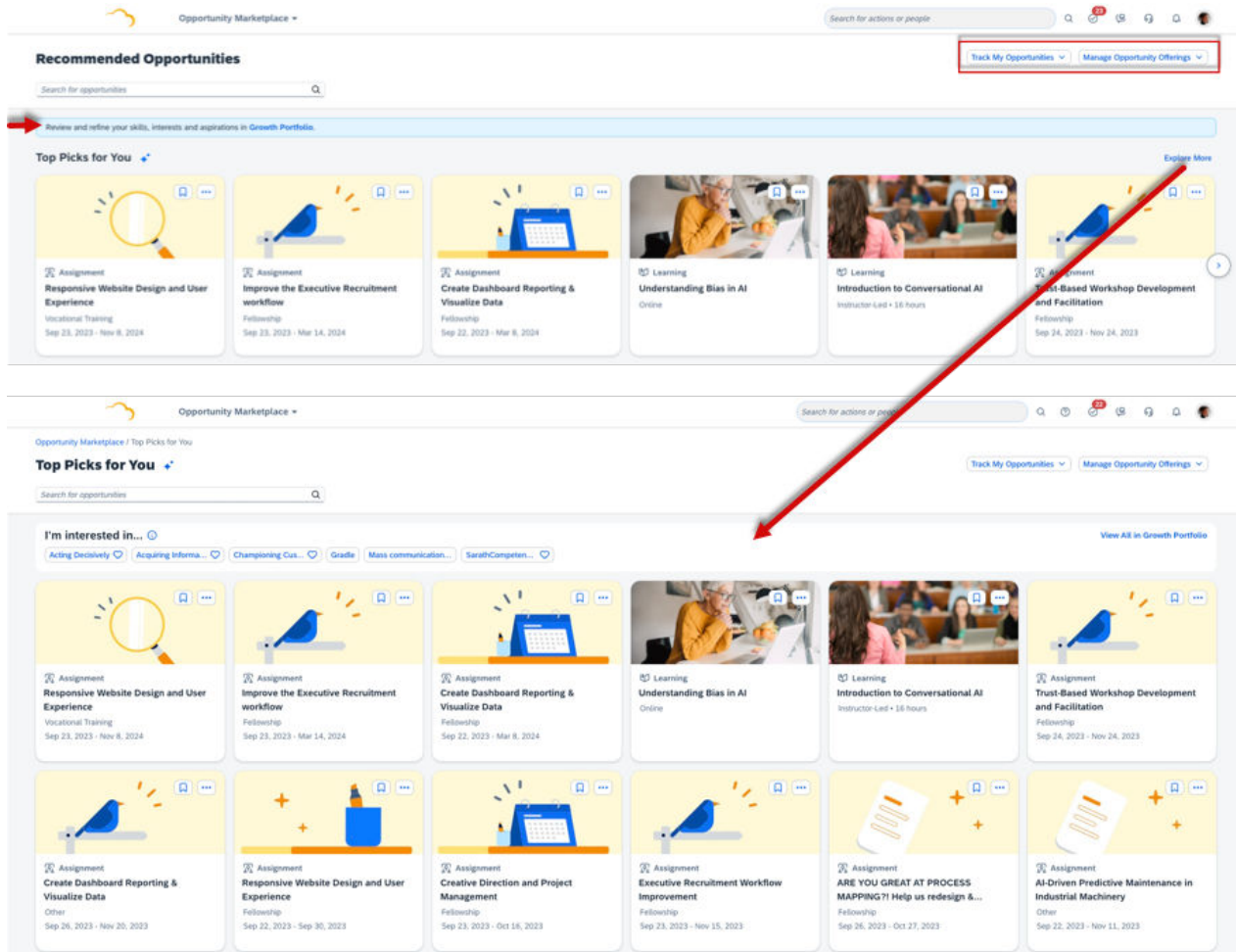
Related Information

[Create Assignments in Bulk](#)

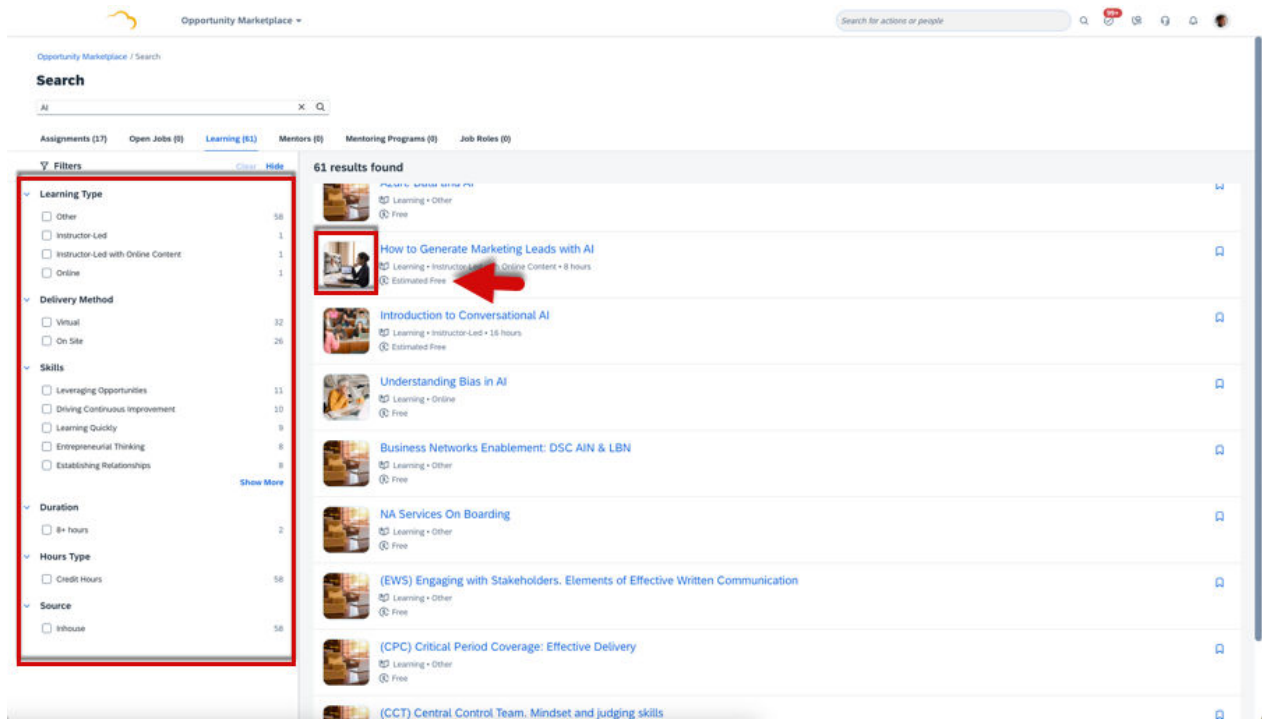
2.10.5 Enhanced User Experience in Opportunity Marketplace

We made a few user experience updates to the landing page, expanded section pages, and learning search result page in Opportunity Marketplace.

- For customers that have enabled Growth Portfolio, you can use the attribute filter to find opportunities related to a specific attribute. The attribute filter on the Opportunity Marketplace landing page is now moved to the expanded pages of each opportunity section. A new navigation message is added to the Opportunity Marketplace landing page.
- For customers that use Job Profile Builder, the capability filter on the Opportunity Marketplace landing page is removed. You can find the capability filter on the expanded pages of each opportunity section.
- On the Opportunity Marketplace landing page, you can find your bookmarks, in progress and history opportunities in [Track My Opportunities](#). If you are owner or co-owner of assignments, you can create assignments, and find assignments owned by you in [Manage Opportunity Offerings](#). If you are participants of mentoring programs, you can find mentoring programs you joined in [Manage Opportunity Offerings](#).
- When you search for learning opportunities, the image and price information of learning items are now displayed in the search result page. In addition, more filters are supported: learning type, delivery method, skills, categories, duration, hours type, source, facility, and flagged content.



Opportunity Marketplace Landing Page and Top Picks for You Expanded Page



Learning Item Search Results Page

We made these enhancements to improve and align user experience in Opportunity Marketplace.

Technical Details

Reference Number	OMP-3867
Product	Opportunity Marketplace
Module	Opportunity Marketplace
Feature	Opportunity Marketplace Content Courses Attributes Library Opportunity Marketplace Assignments
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed

Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Overview of SAP SuccessFactors Opportunity Marketplace](#)

2.10.6 Intelligent Recommendations Include Open Job Opportunities in Opportunity Marketplace

You can now use AI technology to enable intelligent recommendations of open job opportunities in Opportunity Marketplace.

After you enable intelligent recommendations in Opportunity Marketplace, intelligent open job opportunities are available in the *Top Picks for You*, *Ignite Your Role*, and *Reach Your Aspirations* sections in Opportunity Marketplace.

The descriptions in *Manage Intelligent Recommendations in Opportunity Marketplace* are updated accordingly:

The screenshot shows the SAP Admin Center interface. At the top, there is a search bar and navigation icons. The main heading is 'Manage Intelligent Recommendations in Opportunity Marketplace'. Below this, there is a configuration card with the following text: 'Intelligent opportunity recommendations will be available in around 9 days after the enablement. The following opportunity types are supported: assignments and open jobs. Make sure that activity data in your instance meets the minimum requirements: [Minimum Activity Data Requirements](#). Check the legal and regulatory framework of your organization before you enable this function. For details on user data processing in SAP SuccessFactors, please refer to [Intelligent Recommendations in Opportunity Marketplace](#).' Below the text is a toggle switch labeled 'ON' with the text 'Enable intelligent recommendations based on machine learning in Opportunity Marketplace'. Underneath the toggle, it says 'Intelligent Recommendation Status: **In Use**'. At the bottom right of the card are 'Save' and 'Cancel' buttons.

We enriched the opportunity types of intelligent recommendations to provide more relevant opportunities to users.

Configuration Requirements

You have enabled open jobs in *Manage Opportunity Marketplace*.

Role-Based Permission Prerequisites

- You need to have the [Administrator Permissions](#) > [Manage Opportunity Marketplace](#) > [Manage Opportunity Marketplace Configuration](#) permission to access the [Manage Opportunity Marketplace](#) page and make changes.
- You need to have the [Administrator Permissions](#) > [Manage Opportunity Marketplace](#) > [Manage Intelligent Recommendations in Opportunity Marketplace](#) permission to access the [Manage Intelligent Recommendations in Opportunity Marketplace](#) page and make changes.

Technical Details

Reference Number	OMP-3298
Product	Opportunity Marketplace
Module	Opportunity Marketplace SAP Business AI
Feature	Opportunity Marketplace Content
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Data Used for Generating Intelligent Recommendations](#)

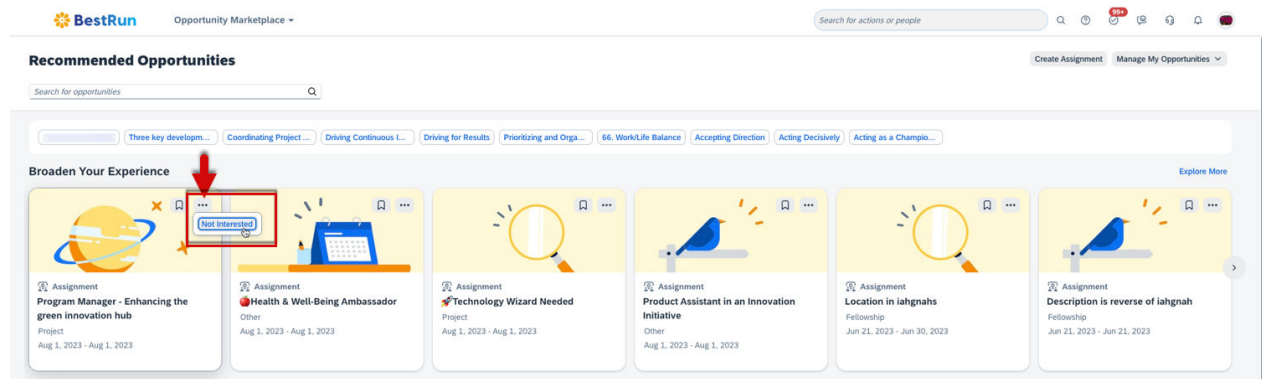
[New AI Recommendation Sections in Opportunity Marketplace \[page 593\]](#)

2.10.7 Mark Recommendations as Not Interested in Opportunity Marketplace

You can remove opportunity recommendations from your Opportunity Marketplace landing page by marking recommendations as not interested.

This feature is available for opportunity recommendations only in the Opportunity Marketplace landing page and in the expanded section pages. However, you can't remove assignment recommendations in the expanded *Broaden Your Experience* section page.

After choosing **More Actions**, you can choose *Not Interested* to remove this recommendation from your page.



Not Interested Option on Opportunity Recommendations

Note

Marking recommendations as not interested isn't supported on mobile apps. When you have marked a recommendation as not interested on the web, it will be removed from the mobile apps as well.

We built this enhancement so that you can manage opportunity recommendations on your page and your feedback helps us to recommend opportunities that suit you better.

Technical Details

Reference Number	OMP-3257
Product	Opportunity Marketplace
Module	Opportunity Marketplace
Feature	Opportunity Marketplace Content
Action	Info only
Enablement	Automatically on
Link to Demo	

Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

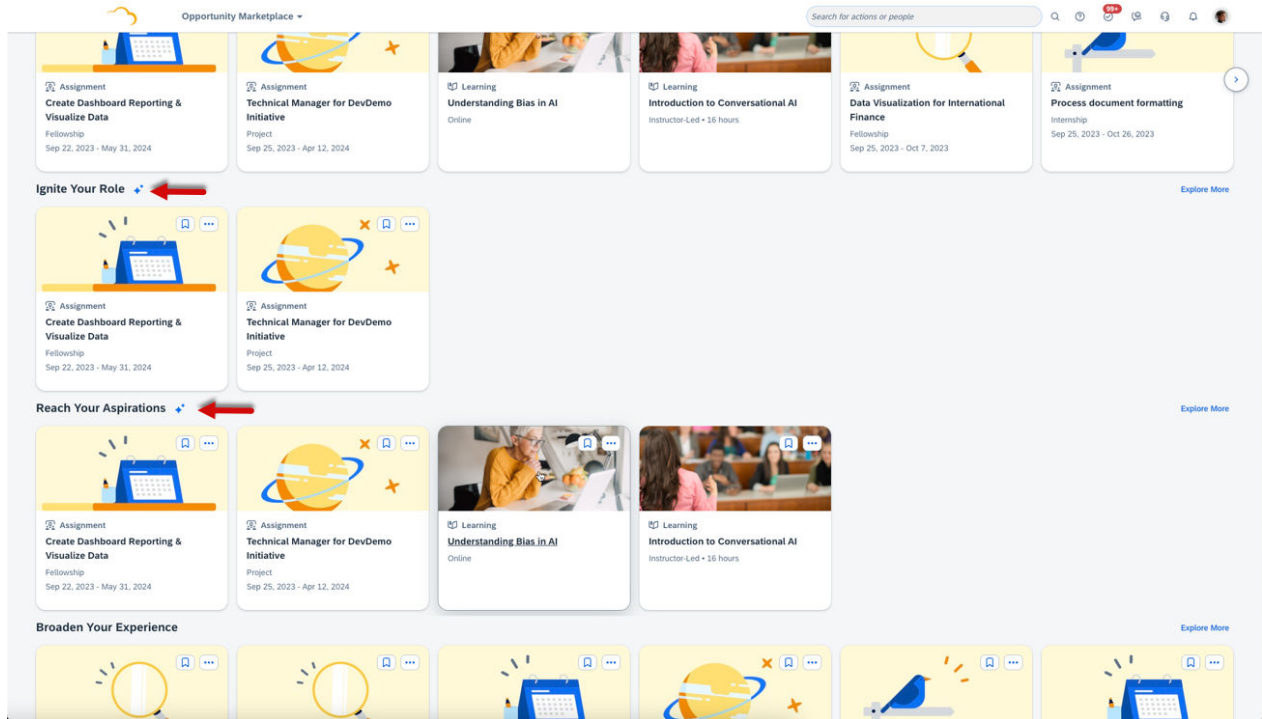
Related Information

[Overview of SAP SuccessFactors Opportunity Marketplace](#)

2.10.8 New AI Recommendation Sections in Opportunity Marketplace

Two new opportunity recommendation sections powered by AI technology are now available in Opportunity Marketplace: *Ignite Your Role* and *Reach Your Aspirations*.

- The *Ignite Your Role* section recommends opportunities that help you grow your current job role.
- The *Reach Your Aspirations* section recommends opportunities that help you develop skills that you are interested, or grow your target roles, or development goals.
- The indicator for sections showing intelligent recommendations is updated.
- These two new sections are not available in mobile apps.



We built these enhancements so that users can leverage the AI technology to find opportunities that help them with their career development.

Configuration Requirements

You need to enable intelligent recommendations in *Manage Intelligent Recommendations in Opportunity Marketplace*.

Technical Details

Reference Number	OMP-3866
Product	Opportunity Marketplace
Module	Opportunity Marketplace SAP Business AI
Feature	Opportunity Marketplace Content
Action	Info only
Enablement	Customer configured

[Link to Demo](#)

Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Opportunities and Recommendation Logic of Sections in Opportunity Marketplace](#)

[Data Used for Generating Intelligent Recommendations](#)

[Intelligent Recommendations Include Open Job Opportunities in Opportunity Marketplace \[page 590\]](#)

2.11 Performance and Goals

2.11.1 Continuous Feedback Request Cards on the SAP SuccessFactors Home Page

Employees receiving a feedback request are now able to see and take action on the request from the SAP SuccessFactors Home Page.

Continuous feedback offers employees a more guided, question-based approach to receive or request feedback. When requesting or giving feedback, the requester provides a topic and asks questions. The experience makes it easier for users to feel comfortable responding with constructive feedback for a specific topic.

We enhanced this experience to offer consistency with how users respond to [To Dos](#) from the home page.

Configuration Requirements

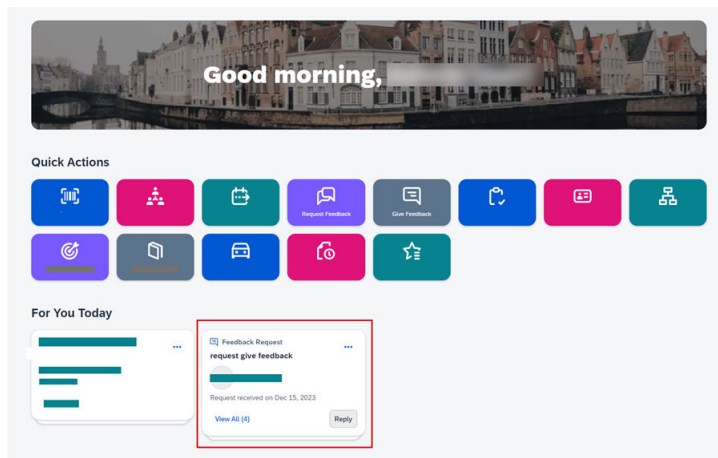
Feedback Request Card on the Home Page

Name	Description	Where Shown	When Shown	Prerequisites	On Mobile?
Feedback Requested	Alerts you to a request for providing feedback.	For You Today	<p>Appears when someone requests you to provide feedback.</p> <p>Disappears when:</p> <ul style="list-style-type: none"> You take action to respond. When you decline the request on the card. 365 days after the due date, if no action is taken and a due date is set on the form. 365 days after the Last Modified date, if no action is taken and no due date is set on the form. 	<ul style="list-style-type: none"> Continuous Performance Management is enabled. You have Access Continuous Feedback permission. You have Give Continuous Feedback permission. The requester has Request Feedback from others permission. The requester has Limit about whom feedback can be requested permission. The card is selected as enabled from Admin Center > Tools > Manage Home Page > Card Settings. 	No

Note

Permissions listed need a [Permission Group](#) or [Target Population](#) defined. The administrator defines those target populations on the [Permission Role Details](#) and then [Grant this role to...](#) The administrator then either adds a new permission group or target population or edits an existing role. After adding the assignments, choose [Done](#) to close the dialog box. Select the row and choose [Make Active](#) and then choose [Save Changes](#).

What's Changed



How It Looks Now

When multiple feedback requests are pending, they appear as a deck of cards on the home page with one showing. By selecting [View All](#), a dialog box opens to show all pending requests. The employee can take action to reply with feedback or decline the invitation. The employee can also choose to hide an individual request and [Remind Me Tomorrow](#) or [Hide for 7 Days](#). All of these actions occur from the feedback request to do card. The employee accesses the [Continuous Feedback](#) view by using the main navigation menu.

How It Looked Before

The [Feedback Request](#) card didn't appear on the home page. Previously, these requests would appear on the [To-Do](#) panel, which is separate from the home page.

Technical Details

Reference Number	SL-11014
Product	Performance and Goals Home Page
Module	Continuous Performance Management
Feature	Continuous Performance Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability

Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

2.11.2 Create Personal Goals Using Generative AI

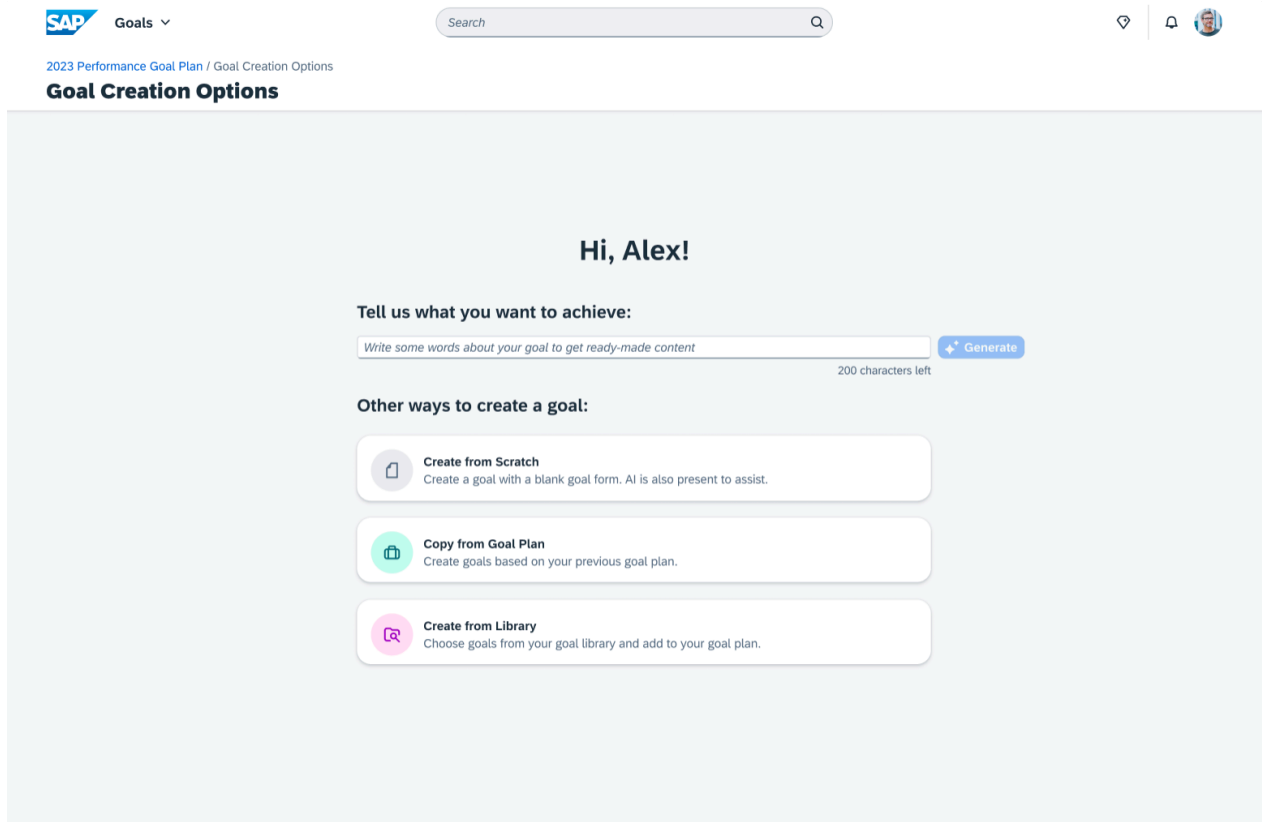
In the latest Goal Management, users can now create personal goals, including both performance and development goals, using generative AI capabilities.

Users are offered a text box where they can write a brief description of what they want to achieve. When users choose [Generate](#), the generative AI creates content based on their input. Upon content review, if users update their input and regenerate content, they can compare the original content with AI-generated content and choose to accept or discard the generated content.

Alternatively, users can use the traditional option [Create from Scratch](#) to create a personal goal, but can choose [Generate](#) at any time during the creation process.

Goal fields available for AI generation are `name`, `desc`, `metric`, `start`, `due`, and `milestones`. Custom fields of `text` and `textarea` types are additionally supported for development goals. On the goal creation page, fields with content generated by AI are tagged with "AI-enhanced content". On the goal details page, such a goal is marked "This goal is enhanced by AI."

Once the feature is enabled, users can create goals using generative AI from Performance Management, 360 Reviews, and Continuous Performance Management.



Goal creation entrance page with the AI feature enabled

The feature saves users time by automatically generating relevant content during goal creation.

Configuration Requirements

- The latest Goal Management is enabled.
- You've purchased the **SAP AI Units** license. For more information about **SAP AI Units** license, contact your Account Executive.
- For performance goals: you've enabled *Assisted Performance Goals* in [Admin Center](#) > [AI Services Administration](#) >.
- For development goals: you've enabled *Assisted Development Goals* in [Admin Center](#) > [AI Services Administration](#) >.

Role-Based Permission Prerequisites

- You have the [Administrator Permissions](#) > [Manage AI Capabilities](#) > [AI Services Administration](#) > permission.
- Users have the [User Permissions](#) > [AI Access](#) > [Assisted Performance Goals](#) > permission.

- Users have the [User Permissions](#) > [AI Access](#) > [Assisted Development Goals](#) permission.

Note

After you enable the AI-assisted features, an RBP list refresh may be required for the two user permissions to appear.

Technical Details

Reference Number	TGM-17657
Product	Performance & Goals Succession & Development
Module	Goal Management 360 Reviews Career Development Continuous Performance Management Performance Management SAP Business AI
Feature	Goal Management Development Objectives Generative AI
Action	Info only
Enablement	Contact Customer Engagement Executive or Account Manager
Link to Demo	Generate Personal Goals Using Generative AI
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[AI Usage Acknowledgment \[page 30\]](#)

[Enabling AI-Assisted Goal Creation](#)

[Working with the Latest Goal Management](#)

[Data Protection and Privacy](#)

2.11.3 Data Purge for Continuous Performance Management Feedback Request and Activity Updates

When an administrator performs a Continuous Performance Management data purge, feedback request card and activity updates card data are included in the data purge job. The data purge job already includes other Continuous Performance Management information and uses the *DRTM Continuous Performance Purge* request from the *Data Retention Management* area of the *Admin Center*.

The SAP SuccessFactors home page already supports Continuous Performance Management activity update cards. With the 1H 2024 release, feedback request cards are shown under *For You Today* on the home view.

Companies store a wide range of personal data on people, ranging from basic details to more potentially sensitive information. To be compliant with data privacy laws, companies must ensure that they process and protect this data correctly. SAP SuccessFactors uses data retention time management (DRTM) as the recommended data purge solution for data privacy and protection. When you use a DRTM purge request, it considers the retention time configured for each type of data and only purges data after the required retention time has passed. The availability of the purge option ensures that Continuous Performance Management meets your company's data compliance requirements.

Configuration Requirements

The *DRTM Continuous Performance Purge* request is a request type in the *Data Retention Management* tool that supports data retention time management (DRTM). If you already are using Continuous Performance Management, you have already configured data retention. The data from the feedback request card and activity update card is automatically included with no additional configuration.

Role-Based Permission Prerequisites

An administrator needs multiple role-based permissions for a DRTM purge. See the *DRTM Purge Permissions* topic in the *Implementing and Managing Data Protection and Privacy* guide.

What's Changed

How It Works Now

In the current version, the information and data for Continuous Performance Management activity updates and feedback request cards from the home page are included in the *DRTM Continuous Performance Purge* when purging continuous performance and continuous feedback data.

How It Worked Before

In the previous version, the *DRTM Continuous Performance Purge* was used for purging activities, achievements, activity attachments, feedback, feedback requests, and meeting histories. The Continuous Performance Management activity update card and the new feedback request card that are shown on the home page weren't included when a purge was initiated.

Technical Details

Reference Number	SL-13422
Product	Performance & Goals
Module	Continuous Performance Management
Feature	Continuous Performance Management
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[DRTM Purge Permissions](#)

2.11.4 Enhanced Experience of Adding External Participants for 360 Reviews

We improved the way users add external participants to 360 Reviews forms.


Enhancements to the *Add Participants* dialog include the following:


Change	Before	After
Option presented in a new form	The option for adding a new external participant was always prompted, as a list item, in the user search box. Its label was "Add a New External Participant".	It is now offered as a permanent button-type label located outside the search box. The label is "Add new external participant".
Label change	The label accompanying the user search box was "Find a User".	It has been modified to "Find Users" to reflect that multiple participants can be selected from the user search box.
New tooltip	The label <i>Find a User</i> didn't have a tooltip.	Now, the label <i>Find Users</i> has a tooltip that says, "Find existing users, including existing external participants if enabled in the template settings."

These enhancements combine to provide a more guided and intuitive process for adding external participants.

What's Changed

Add Participants

Find Users  Find existing users, including existing external participants if enabled in the template settings.

Enter a user's name  **Add new external participant**


Selected Participants

Employee	Type	Email	Position
No participants were selected.			




How It Looks Now

Add Participants

Find a User

Enter a user's name 

Add a new external participant.

-  Bob Menon (bmenon)
Sales Representative, San Francisco, Services & Sales (ServicesSales)
-  Bob Valentine (BVALENTINE)
Privacy Specialist, Philadelphia, Corporate Services (CORP_SVCS)
-  Noah Bos (103195)
Planning & Scheduling Manager, Amsterdam, Manufacturing (MANU)

How It Looked Before

Technical Details

Reference Number	MTR-9189
Product	Performance & Goals
Module	360 Reviews
Feature	Multirater
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Overview of SAP SuccessFactors 360 Reviews](#)

2.11.5 Enhanced Support for Printing Goals into PDF Output

In the latest Goal Management, users can now include Continuous Performance Management (CPM) activities and Learning activities in the PDF output.

[Linked Activities](#) and [Linked Learning](#) are shown as optional items to be included in a printing task. [Linked Learning](#) appears only for development goals.

Print to PDF

Display Options:

Milestones
 Metric Lookup Table
 Linked Activities
 Linked Learning

Select up to 10 goals.

- Decrease cost per sales close 20% by (date)
- Achieve a customer satisfaction rating of at least 10% for services provided during (time frame)
- Complete product launch plan and obtain sign off from sales and engineering by (date)
- Achieve a __% reduction in number of complaints from customers who were not satisfied with how long it took for them to receive assis...
- Complete product launch plan and obtain sign off from sales and engineering by (date)
- Achieve an average customer satisfaction rating of at least __ for work provided by department
- Complete product launch plan and obtain sign off from sales and engineering by (date)
- Achieve a customer satisfaction rating of at least __ for services provided during (time frame)
- Decrease cost per sales close __% by (date)
- Achieve a __% reduction in number of complaints from customers who were not satisfied with how long it took for them to receive assis...
- Increase customer satisfaction rate by 15% within the year to support the company's strategy to move to the cloud111111
- Ensure production documentation complies with data center standards by (date)
- Review and evaluate current policies and procedures and implement changes if necessary to improve/streamline processes
- Reduce costs 10% by decreasing amount of materials used
- Achieve an average rating of at least __ for employee satisfaction with compensation and benefits programs by (date) Achieve an avera...

[Print](#)
[Close](#)

We made this enhancement to support offline review of more comprehensive goal content in PDF format.

Configuration Requirements

The latest Goal Management is enabled.

Technical Details

Reference Number	TGM-18164
Product	Performance & Goals Succession & Development
Module	Goal Management Career Development

Feature	Goal Management Development Objectives
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Working with the Latest Goal Management Supported and Unsupported Features](#)

2.11.6 Enhancement to REST API for Continuous Performance Management

A REST API reference for Achievements is added to the *Continuous Performance Management* REST API on the SAP Business Accelerator Hub.

SAP SuccessFactors Continuous Performance Management (CPM) provides APIs to communicate with other internal and third-party applications to perform tasks with CPM.

These new *Continuous Performance Management* REST APIs replace the v2 APIs for those objects that were previously used by the legacy version. The legacy version of Continuous Performance Management is scheduled to be deleted with the 1H 2024 release.

Configuration Requirements

- You've enabled Continuous Performance Management (CPM).
- The SAP Business Accelerator Hub includes the information that you use for the [Continuous Performance Management](#) REST APIs. See the *Related Links* section for a link.

Note

The previously released REST APIs for Activities are currently available in the SAP Business Accelerator Hub. The additional REST API for Achievements is part of the 1H 2024 release in May.

Role-Based Permission Prerequisites

- You have the [Administrator](#) > [Manage Continuous Performance](#) > [Access to Administrative Configuration page](#) permission.
- You have the [Administrator](#) > [Manage Continuous Performance](#) > [Admin Access Permission to all Continuous Performance Management Data](#) permission.
- You have the [User](#) > [Continuous Performance Management](#) permission to [View](#) and [Edit](#) the [Activity](#) and [Achievement](#) items.

Target populations also control the groups that are assigned permission roles when the permission granted is performed on behalf of other employees. You specify target populations after selecting permissions.

What's Changed

How it Works Now

With the release, REST APIs are available for achievements to build extensions for Continuous Performance Management.

How it Worked Before

Previously, activity REST APIs were available to build extensions for the latest version of Continuous Performance Management.

Technical Details

Reference Number	SL-13392
Product	Performance & Goals

Module	Continuous Performance Management
Feature	Continuous Performance Management
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[SAP Business Accelerator Hub for Continuous Performance Management REST APIs](#)

[SAP Business Accelerator Hub for Continuous Feedback OData v4 API](#)

[Deletion of Continuous Performance Management Legacy Version](#)

2.11.7 Enhancements to the Latest My Forms Page for Performance Management and 360 Reviews

We made the following enhancements to the latest version of the *My Forms* page.

Before	After
We used "subject" to refer to the employee who is reviewed in a form. For example, there was a search filter called <i>Subject</i> and its hint text was <i>Search for form subject</i> .	We now use "employee", which is more easily understandable to users who are not familiar with the term "subject". For example, the search filter has been renamed to <i>Employee</i> and the hint text now is <i>Search for employee</i> .
To sort the form list table, users selected ↓↑ (<i>Sort</i>) and then chose sort criteria.	Users can sort the table by selecting column headers. For example, they can select the <i>Title</i> column header to sort the table by form title in an ascending or descending order.

Before

If *Allow form creator to select anyone as the subject* was enabled in *Form Template Settings*, when users was creating a form, they could only search among all employees to find the form subject. They couldn't select someone from a default list that only has their direct reports and themselves, for example.

Create Form

Template: *
2023 Performance Review

Subject: *
Search for form subject

Start Date: *
03/06/2024

End Date: *
04/05/2024

Due Date: *
04/05/2024

Create Cancel

After

If *Allow form creator to select anyone as the subject* is enabled, users can either select someone from a default list, or choose to perform a search after selecting the *Search Among All Employees* checkbox.

When users don't select *Search Among All Employees*, the *Employee* field is a combo box:

Create Form

Template: *
2023 Performance Review

Employee: *
Select a direct report or myself

Search Among All Employees

Start Date: *
03/25/2024

End Date: *
04/24/2024

Due Date: *
04/24/2024

Create Cancel

Before

After

When users select *Search Among All Employees*, the *Employee* field is a search box:

Create Form

Template: *
2023 Performance Review

Employee: *
Search for employee

Search Among All Employees

Start Date: *
03/25/2024

End Date: *
04/24/2024

Due Date: *
04/24/2024

Create Cancel

Note

If *Allow form creator to select anyone as the subject* is **not** enabled, users can select from a dropdown list as they previously did. They won't see the *Search Among All Employees* checkbox.

We made these enhancements to improve the user experience of the page.

Configuration Requirements

With the 2H 2023 release, the latest *My Forms* page was enabled by default in your system. If you've disabled it, you can turn it on again by selecting *Enable the latest version of the My Forms page* in *Performance Management Feature Settings*.

Role-Based Permission Prerequisites

To enable the latest version, you must have the [Administrator Permissions](#) > [Manage System Properties](#) > [Performance Management Feature Settings](#) permission.

Technical Details

Reference Number	PMU-21569
Product	Performance & Goals
Module	Performance Management 360 Reviews
Feature	Form Assessment
Action	Recommended
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Enabling Latest Version of My Forms Page](#)

2.11.8 Expected Ratings for Behaviors Available in Detailed 360 Report

Users can now view expected ratings for behaviors after they've given ratings on a 360 Reviews form.

The Detailed 360 Report displays expected ratings for behaviors in both graphical and tabular views, similar to how expected ratings for competencies have been shown.

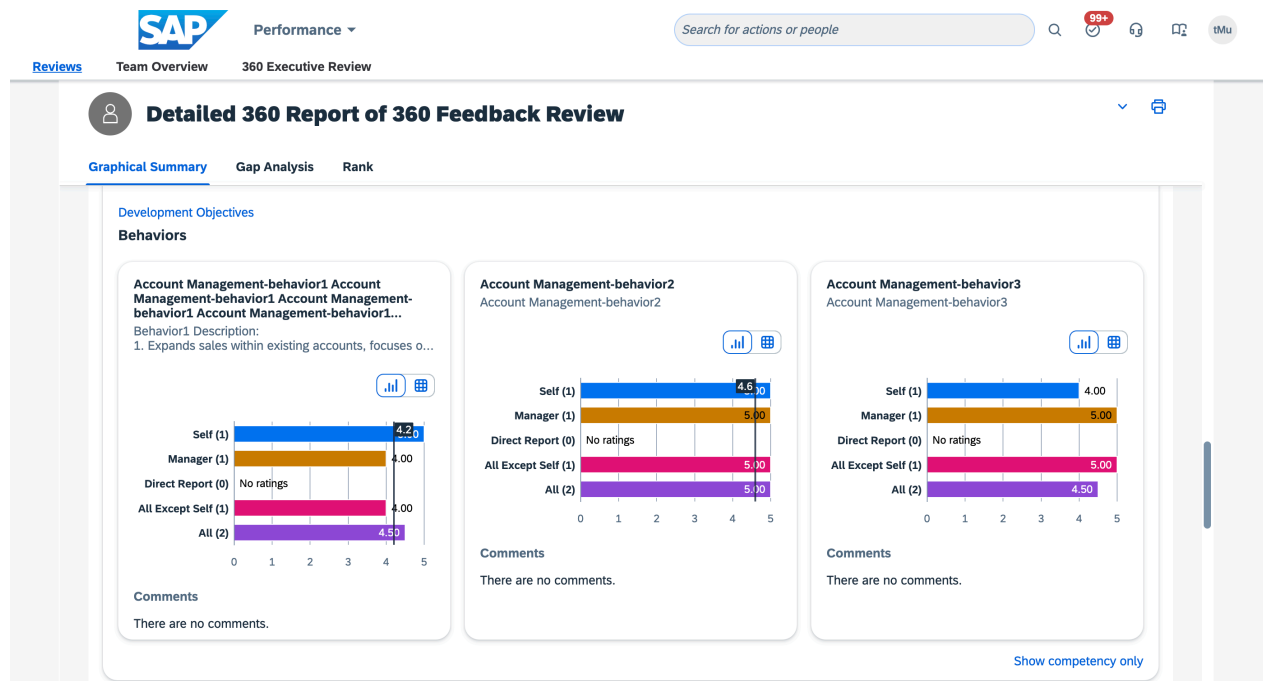
This improvement increases the consistency of how expected ratings are viewed on the Detailed 360 Report.

Configuration Requirements

Make sure that you've done the following:

- You've set the `show-behavior-expected-rating` attribute in the form XML file to `true`.
- You've configured expected rating for the behavior associated with the job role, in the admin tool *Families and Roles* or *Manage Job Profile Content*.
- You've selected *Job Specific* as the section type, in *Manage Templates*.

What's Changed



How It Looks Now

Expected ratings for behaviors are shown as vertical bars, accompanied by numeric values, in the *Graphical Summary* view.

Technical Details

Reference Number	MTR-9191
Product	Performance & Goals
Module	360 Reviews
Feature	Multirater
Action	Recommended
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

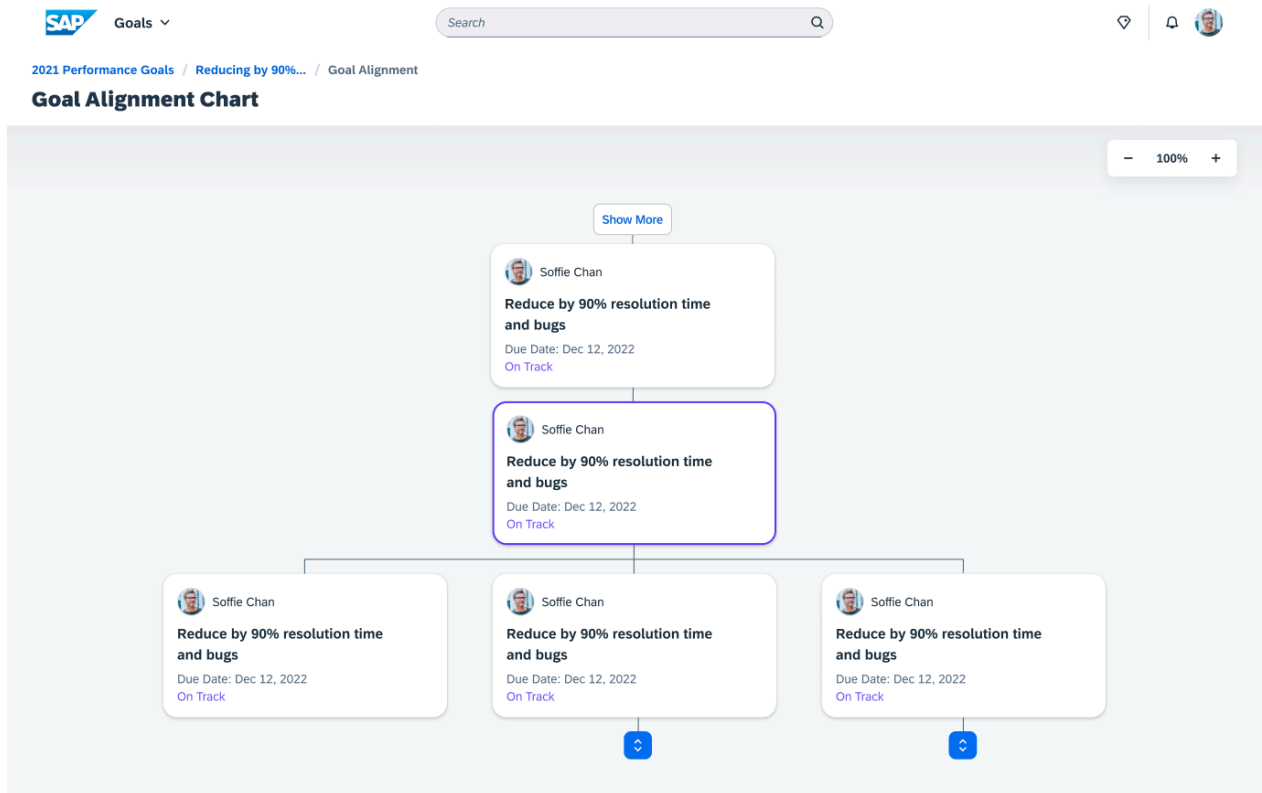
[Overview of SAP SuccessFactors 360 Reviews](#)

2.11.9 Goal Alignment Chart

In the latest Goal Management, users can now use the alignment chart to get a visual representation of cascaded goals.

Users can access the alignment chart from a goal card or the goal details view. The goal alignment chart displays three levels of alignment by default, and users can drill into the levels for more details.

The new goal alignment chart works for one or more goal plan templates in which goals were cascaded. Previously in the legacy version, you could configure the alignment chart for just one goal plan template in every instance.



This feature is from [Customer Community Idea 292032](#) and [Customer Community Idea 292079](#). This feature helps users visualize the alignment of a cascaded goal and track the goal's progress easily.

Configuration Requirements

- The latest Goal Management is enabled.
- You've selected the *Enable Goal Alignment Chart* option in **Admin Center** **Goal Management Feature Settings**.

Role-Based Permission Prerequisites

Users have the **User Permissions** **Goals** **Access Goal Alignment Chart** permission, with target population defined.

Technical Details

Reference Number	TGM-17796
Product	Performance & Goals
Module	Goal Management
Feature	Goal Alignment Chart
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

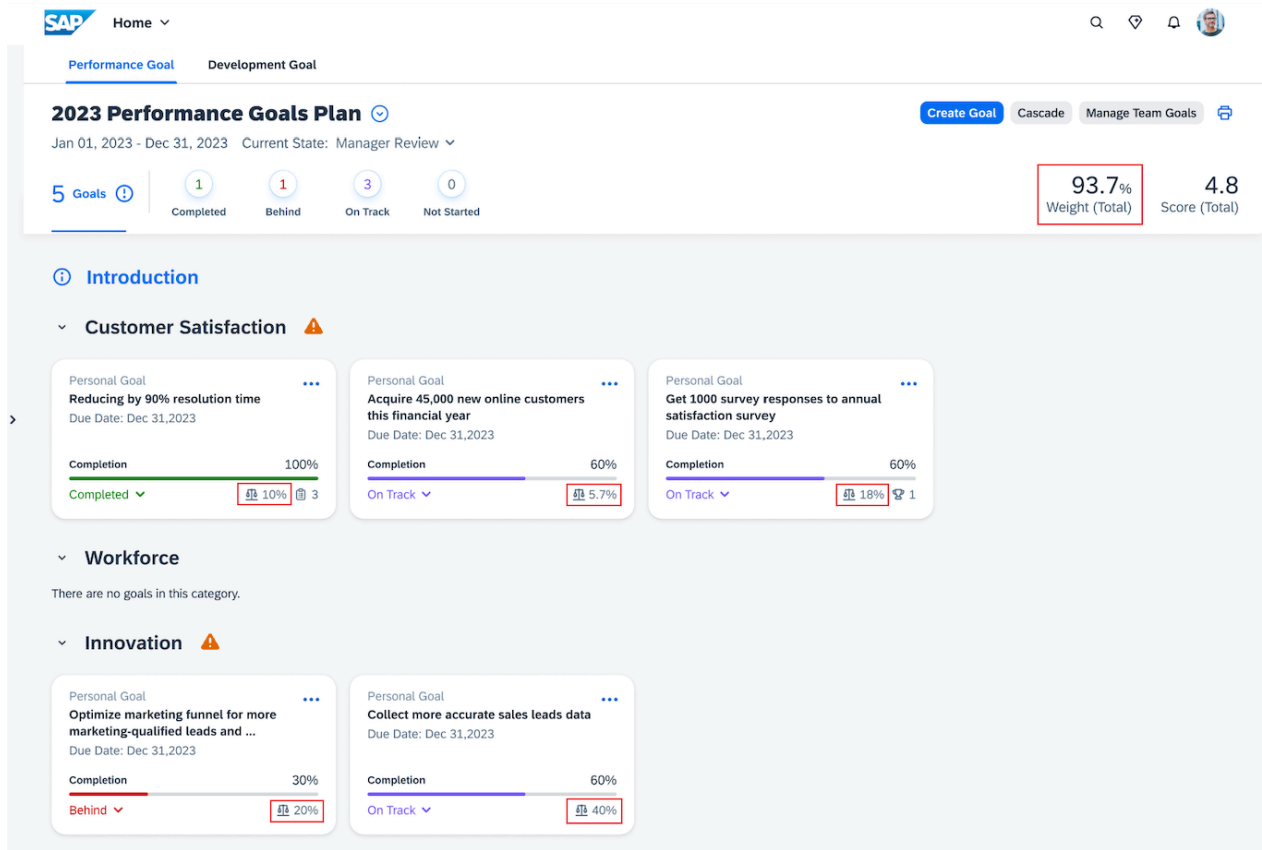
[Working with the Latest Goal Management Supported and Unsupported Features](#)

2.11.10 Goal Weight Display

In the latest Goal Management, goal weight is displayed in the goal plan header and on goal cards.

On a goal card, a percentage preceded by a balance scale icon indicates the weight of this goal. In the goal plan header, the total weight at the goal plan level is shown in a percentage value.

You can also define maximum or minimum total goal weights for goal categories. When the total weight doesn't meet the values predefined for a category, users will see a warning icon next to the category name. It opens a pop-up that shows messages about the recommended total weight and current total weight.



This feature is from [Customer Community Idea 281416](#), [Customer Community Idea 300901](#), [Customer Community Idea 303748](#), and [Customer Community Idea 306865](#). This feature gives users immediate access to goal weights of individual goals and the total weight of the entire goal plan.

Configuration Requirements

- The latest Goal Management is enabled.
- Users are granted the read permission for the `weight` field in XML configurations.

Technical Details

Reference Number	TGM-16206
Product	Performance & Goals Succession & Development
Module	Goal Management Career Development

Feature	Goal Management Development Objectives
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Working with the Latest Goal Management Supported and Unsupported Features](#)

2.11.11 Latest Goal Management Now Opt-Out

The latest Goal Management is automatically enabled with the 1H 2024 release.

- If you're already operating on the latest version, there's no action required.
- If you're using the legacy version, you'll be upgraded to the latest version by default. You can check upgrade details in [► Upgrade Center ► Completed Upgrades ► Latest Goal Management ►](#). If you're not ready for the upgrade, you can revert to the legacy version within 30 days after the Preview release and again within 30 days after the Production release. The revert option will be removed 30 days after the Production release. Please note that if you manually upgrade to the latest version for a second time, you won't be able to revert to the legacy version.

ⓘ Note

- This reversion (option) is temporary, as our plan is to universally roll out the latest version of Goal Management.
- Customers who have legacy Development Goals enabled but haven't migrated from Job Description Manager to Job Profile Builder or Talent Intelligence Hub (with Growth Portfolio enabled) will be

excluded from the upgrade. For more information, see the SAP SuccessFactors Customer Community [Latest Goal Management Opt-Out in 1H 2024 & Universal Planned Around March 31, 2025](#).

Users also get the new experience when working with goals in modules that have already integrated with Goal Management, including Performance Management, Continuous Performance Management, Career Development, 360 Reviews, and Card Services.

By making it your default solution to manage goals, we're encouraging wider adoption of the latest Goal Management, which offers improved user experience and unique features as compared to its predecessor.

Configuration Requirements

The upgrade is done automatically. To undo the upgrade, go to ► [Upgrade Center](#) ► [Optional Upgrades](#) ► [Revert to Legacy Goal Management](#) and choose to revert. Please note that the reversion is temporary.

Technical Details

Reference Number	TGM-17415
Product	Performance & Goals Succession & Development
Module	Goal Management Career Development 360 Reviews Continuous Performance Management Performance Management
Feature	Goal Management Development Objectives
Action	Recommended
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable

Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Deprecation of Legacy Goal Management \[page 799\]](#)

[Working with the Latest Goal Management](#)

2.11.12 Legal Scan Now Supported for Goal Comments

In the latest Goal Management, users can now use the Legal Scan feature to check whether their input for goal comments comply with their organization's legal requirements.

With Legal Scan, words that don't comply with the requirements are highlighted, with possible corrections suggested.

We made this enhancement to help users quickly identify inappropriate words in their input and correct them.

Configuration Requirements

- The latest Goal Management is enabled.
- The Legal Scan feature is enabled in Provisioning.

→ Remember

As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, contact Product Support.

Technical Details

Reference Number	TGM-17630
Product	Performance & Goals Succession & Development

Module	Goal Management Career Development
Feature	Legal Scan Goal Management Development Objectives
Action	Info only
Enablement	Contact Enablement Partner
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12


Related Information

[Working with the Latest Goal Management Supported and Unsupported Features](#)

2.11.13 Navigate Back to 360 Executive Review Search Results

In 360 Executive Review, users can now navigate back to the search results after they've chosen to open one form of the results.

After users define search criteria and perform a search, they can save the criteria as a default view by selecting the *Set as Default* option in the *Save View* dialog. If they open a form in the search results and navigate away, they can easily return to the original results by choosing the *360 Executive Review* link at the top of the opened form. Previously, the results weren't retained, which required users to repeat the search.

The enhancement is from a [Customer Community Idea](#) . It saves users time, especially when they need to work with multiple forms in the results.

Configuration Requirements

Make sure that users select the [Set as Default](#) checkbox when saving search criteria.

Role-Based Permission Prerequisites

To access 360 Executive Review, users must have the [360 Executive Review](#) permission.

Technical Details

Reference Number	MTR-9229
Product	Performance & Goals
Module	360 Reviews
Feature	Multirater
Action	Info only
Enablement	Automatically on
Link to Demo	Navigating Back to Search Results
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Overview of SAP SuccessFactors 360 Reviews](#)

2.11.14 New API for Route Map Steps of Performance Management Forms

You can now use the REST API `reviewRouteMaps` to query and update a form's step information that is predefined in the linked route map. The updatable steps are those that are in the Modify or Signature stage and haven't started yet.

You can update the following information of a step:

- Step name
- Step type
- Roles or users in the step
- (For iterative and collaboration steps only) Entry and exit users of the step

For more information on how to use this API, refer to *REST API reviewRouteMaps for Performance Management* in Related Information.

We developed this API so that you can build extensions to update step information for forms.

Role-Based Permission Prerequisites

You have the [Administrator Permissions](#) > [Manage Documents](#) > [Modify Form Route Map](#) permission.

Technical Details

Reference Number	PMU-20781
Product	Performance & Goals
Module	Performance Management Integration and Extension
Feature	Route Map API
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New

Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[REST API reviewRouteMaps for Performance Management](#)

2.11.15 New Dialog for Adding Goals from Goal Plan to 360 Reviews Forms

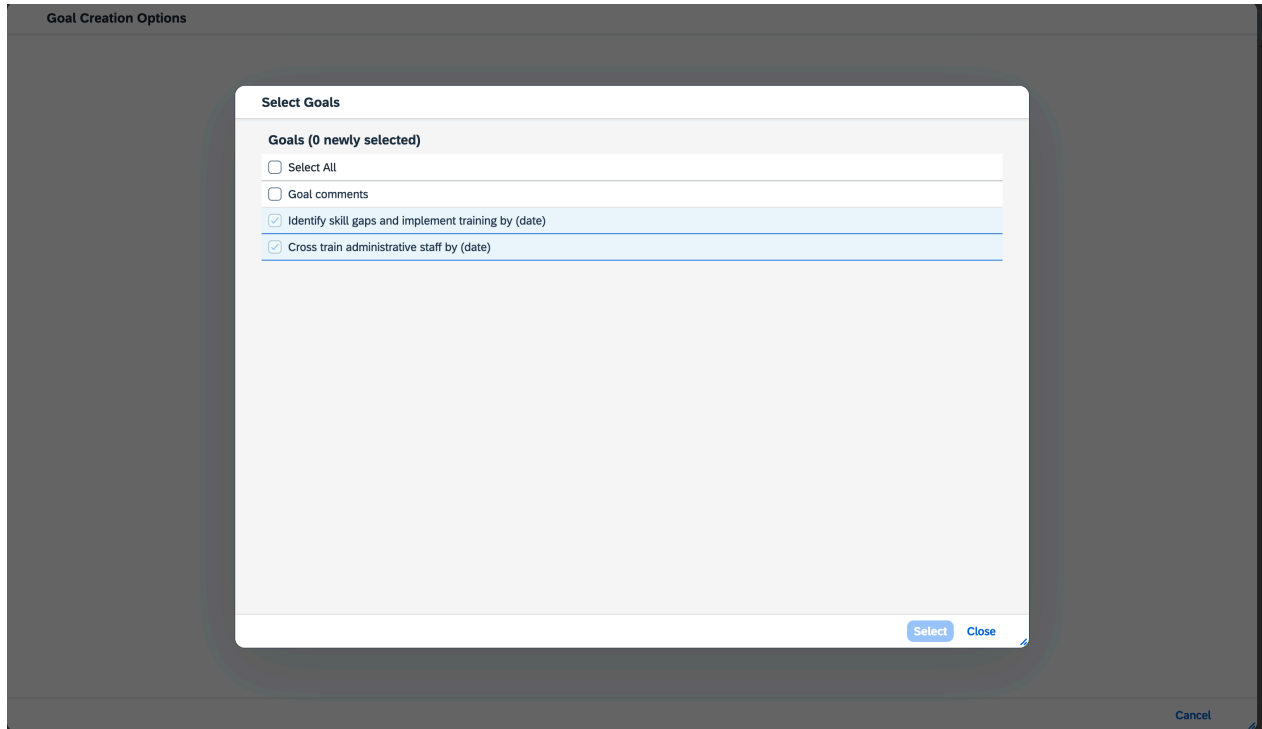
With the latest Goal Management enabled, users now have a new dialog when adding goals from the linked goal plan to 360 Reviews forms.

We built this enhancement to provide a more consistent and simplified user experience across SAP SuccessFactors Performance & Goals.

Configuration Requirements

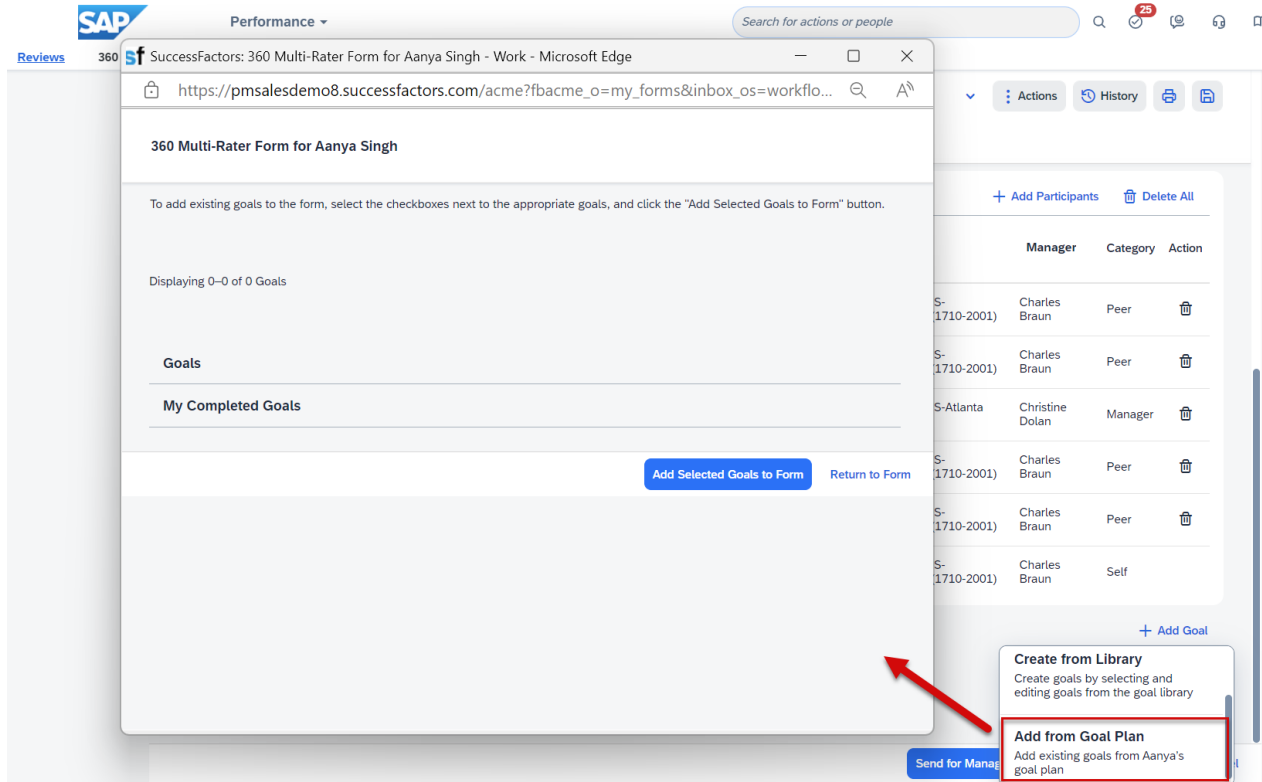
- The latest Goal Management is enabled.
- The option for adding goals from the linked goal plan is enabled.

What's Changed



How It Looks Now

In the current version, when users choose **► Add Goal ► Add from Goal Plan ►** on a form, a dialog pops up for them to select personal goals and assigned team goals from their goal plan.



How It Looked Before

In the previous version, users added goals from their goal plan on a separate page.

Technical Details

Reference Number	MTR-9126
Product	Performance & Goals
Module	360 Reviews
Feature	Form Assessment
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor

Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Overview of SAP SuccessFactors 360 Reviews](#)

2.11.16 Redesigned Experience for Goal Creation Options

In the latest Goal Management, a new *Goal Creation Options* page is introduced for users to choose how they'd like to create a personal goal.

The *Create Goal* button takes users to the new page with goal creation options *Create from Scratch*, *Copy from Goal Plan*, and *Create from Library*, according to your configuration.

Previously, the options were shown in the dropdown list of the *Create Goal* button.

Additionally, we added a breadcrumb trail that allows users to navigate back and check information provided in a previous step during creation of a personal goal.

The enhancements are also applied to Performance Management and 360 Reviews.

The user experience enhancements offer users better context regarding options when creating a personal goal.

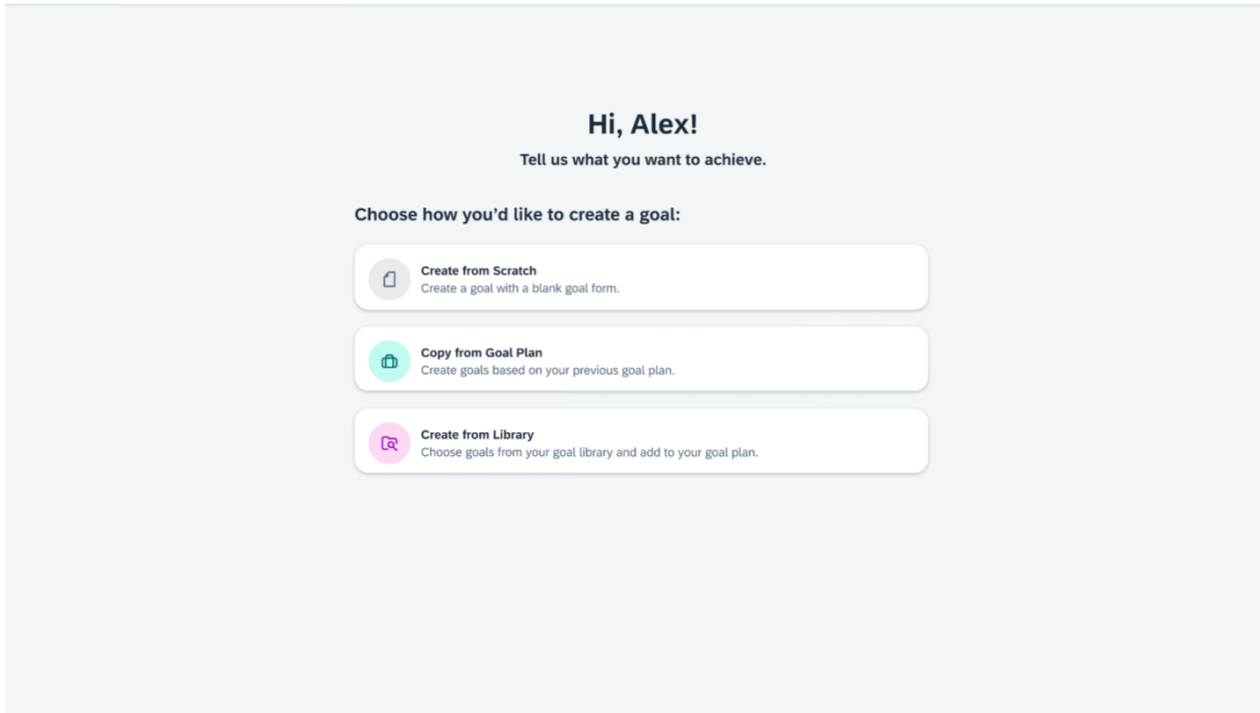
Configuration Requirements

The latest Goal Management is enabled.

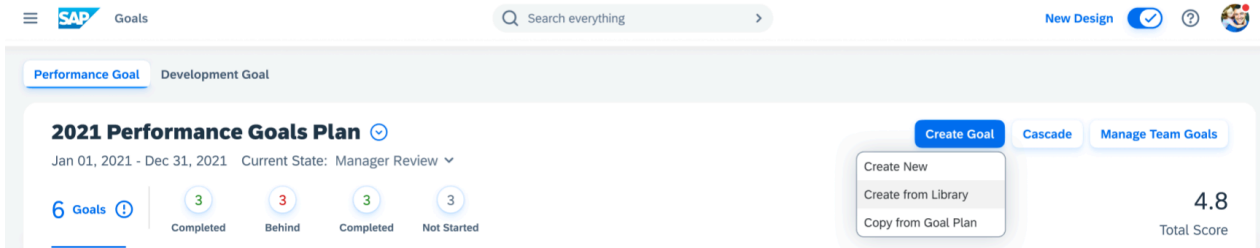
What's Changed

How It Looks Now

Goal Creation Options



How It Looked Before



Technical Details

Reference Number	TGM-17898
Product	Performance & Goals Succession & Development
Module	Goal Management Career Development Performance Management 360 Reviews

Feature	Goal Management Development Objectives
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Working with the Latest Goal Management](#)

2.11.17 Redesigned Experience for Stack Ranker in Performance Management

We redesigned the user interface of Stack Ranker in Performance Management for managers to review and compare employees' competency or skill ratings in a more efficient way.

Note

Skills are supported only when you've migrated to Talent Intelligence Hub.

Here's a screenshot of the latest version of Stack Ranker:

Team Overview / Stack Ranker

Stack Ranker

2024 Q1 Performance Review

Form Section:
Competency

Employees (5)					Edit	Select Employees	View Rankings
Competencies (8) <input type="text" value="Search for competencies"/>							
Adaptability	4 Exceeds Expectations	3 Meets Expectations	4 Exceeds Expectations	5 Substantially Exceeds Expectations			
Business Acumen	4 Exceeds Expectations	5 Substantially Exceeds Expectations	4 Exceeds Expectations	3 Meets Expectations			
Customer Service	3 Meets Expectations	3 Meets Expectations	3 Meets Expectations	4 Exceeds Expectations			
Creativity	4 Exceeds Expectations	4 Exceeds Expectations	4 Exceeds Expectations	4 Exceeds Expectations			
Data Analysis	2 Needs Development	4 Exceeds Expectations	3 Meets Expectations	3 Meets Expectations			
Summary	3.00	4.00	4.00	4.00			

In addition to a more engaging look and feel, the new page brings the following changes:

Actions	Before	After
Edit ratings or comments	With proper permissions, users directly edited ratings and comments.	<p>With proper permissions, users select the <i>Edit</i> button to enter the edit mode and edit ratings or comments.</p> <p>Users can then select <i>Save and Exit</i> to save their changes and exit the edit mode, or select <i>Cancel</i> to discard changes and exit the edit mode.</p> <div style="border: 1px solid #ccc; padding: 5px; margin-top: 10px;"> <p>Note</p> <p>When users are in the edit mode for a form section, they can't switch to another section. They must first exit the edit mode.</p> </div>
View descriptions of rating scales	Users couldn't view descriptions of rating scales.	In the edit mode, users can select the ⋮ (More) icon next to a competency or skill, and then select <i>View Rating Levels</i> , to view the description of each score used in the rating scale.

Actions	Before	After
View employee rankings	The right panel to view employees' rankings was always shown on the page.	The right panel to view employees' rankings is hidden by default. Users select View Rankings to expand the panel, and select the × (<i>Close</i>) icon to close it.
		<div style="border: 1px solid #ccc; padding: 5px; background-color: #f9f9f9;"> <p>Note</p> <p>All applicable employees are ranked in the panel, regardless of the number of employees shown in the grid view.</p> </div>
Choose which employees to display	All applicable employees were displayed on the page. Users couldn't hide certain employees from the view.	A maximum of 30 employees are displayed on the page. When not in the edit mode, users can choose which employees to display using the Select Employees button, or simply select the × (<i>Remove</i>) icon next to a name to hide someone.
Filter and search for competencies or skills	All available competencies or skills were shown on the page. Users couldn't filter them or search for specific ones.	Users can select the ∨ (<i>Filter</i>) icon to use different filters. They can also search for specific competencies or skills by keywords.
View descriptions of competencies or skills	Users hovered over a competency or skill to view its description.	Users select a competency or skill to view its description.

We developed the new Stack Ranker to let users personalize their grid view, making it easier for them to review and compare information. The new Stack Ranker incorporates the latest design pattern from SAP SuccessFactors for viewing and rating attributes of multiple individuals, ensuring a more consistent and intuitive experience.

Configuration Requirements

- To enable the new Stack Ranker, you must first enable Stack Ranker for Performance Management.
- Before enabling the new Stack Ranker, please be aware of the reduced scope and known issues listed in *Latest Version of Stack Ranker* in Related Information.

Role-Based Permission Prerequisites

To enable the new Stack Ranker, you must have the [Administrator Permissions](#) > [Manage System Properties](#) > [Performance Management Feature Settings](#) permission.

Technical Details

Reference Number	PMU-20053
Product	Performance & Goals
Module	Performance Management
Feature	Stack Ranker Form Assessment
Action	Info only
Enablement	Customer configured
Link to Demo	Redesigned Experience of Stack Ranker in Performance Management
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Latest Version of Stack Ranker](#)
[Enabling Latest Version of Stack Ranker](#)
[Stack Ranker](#)
[Enabling Stack Ranker for Performance Management](#)

2.11.18 Search for People to Unassign Team Goals

In the latest Goal Management, a search box is now available in the *Unassign Team Goal* dialog.

Team goal owners can use the new search function to easily locate a person and unassign them from the team goal.

Note

People who are not assignees also appear in the search results, which is expected behavior for performance considerations. Upon selection of such a person, users are prompted that no assignees are found.

Prior to this enhancement, team goal owners were required to scroll through the entire assignee list in order to locate the person they wished to unassign.

The screenshot shows the 'Unassign Team Goal' interface. At the top, there is a search bar with the text 'darlene' and a magnifying glass icon. Below the search bar is a list of assignees, each with a profile picture, name, and role. The list is titled 'Assignees (17)'. The assignees listed are: Megan (Accounts Receivable), Darlene (VP, Marketing), Carrie (Store Manager), Andrew (Emergency Services Nurse Practitioner), Mike (Recruiter), APU1L APU1F, Angela (Marketing Manager), Nichole (Perioperative Clinical Specialist), Rebecca (Account Manager), Lorna (Recruiter, Software), and Judy (Sales Director, West). Each row has a blue 'X' icon to its right. A dropdown menu is open over the search bar, showing a search result for 'Darlene' with her profile picture and role: 'VP, Marketing, San Mateo, Marketing (MKTG)'. At the bottom right of the list, there is a 'Close' button.

This enhancement is from [Customer Community Idea 309235](#). We made this enhancement for team goal owners to quickly locate the assignee.

Configuration Requirements

- The latest Goal Management is enabled.
- [Enable Solr People Search \(requires Role-based Permission\)](#) is enabled in Provisioning.

→ Remember

As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, contact Product Support.

Role-Based Permission Prerequisites

Users have the [User Permissions](#) > [General User Permissions](#) > [User Search](#) permission.

Technical Details

Reference Number	TGM-17956
Product	Performance & Goals
Module	Goal Management
Feature	Group and Team Goals
Action	Info only
Enablement	Contact Enablement Partner
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Working with the Latest Goal Management Supported and Unsupported Features](#)

2.11.19 Support for Initiatives in the Latest Goal Management

The Initiatives feature is now supported in the latest Goal Management.

For users with the *Manage Initiatives* permission, they can do the following in ► *Admin Center* ► *Manage Initiatives* ►:

- Create initiatives and initiative groups and further manage them.
- Assign initiative groups to users or to specific goal plans.
- Share initiative groups and their administrative privileges with other users.

With an initiative group assigned, users can link their goal, no matter whether it's a personal goal or a team goal, to one or multiple initiatives when creating or editing the goal.

Users can make changes to initiatives in the "edit" step when assigning team goals. However, editing initiatives is not supported in these processes: copy goals from goal plans, create goals from library, and cascade goals.

This feature was developed to allow users an easy way to link their goals to organizational strategic imperatives.

Configuration Requirements

- The latest Goal Management is enabled.
- You've selected the *Enable Initiatives* option in ► *Admin Center* ► *Goal Management Feature Settings* ►.

Role-Based Permission Prerequisites

- You have the ► *User Permissions* ► *Goals* ► *Manage Initiatives* ► permission.
- You have the ► *User Permissions* ► *Goals* ► *Share Initiatives* ► permission, with target population defined.

Technical Details

Reference Number	TGM-10956
Product	Performance & Goals
Module	Goal Management
Feature	Initiatives
Action	Info only
Enablement	Customer configured

Link to Demo	Support for Initiatives in the Latest Goal Management
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Working with the Latest Goal Management Supported and Unsupported Features](#)

2.11.20 User Experience Enhancements to 360 Reviews

We are introducing a series of user experience improvements to 360 Reviews that include revised UI text, visual tuning, and an optimized interaction.

Here is a detailed breakdown of the enhancements:

Enhancement	User Interface (UI) Affected	Description
New tooltip	The <i>Participant Selection</i> section of a form in the Modify stage	We added the following tooltip to the button <i>Edit Assignments</i> to explain its usage: View and edit how participants are assigned to rate individual competencies.
Visual tuning-up	The <i>Evaluation Summary</i> section of a completed form	The <i>Open Detailed 360 Report</i> button has been redesigned as a primary button to make it more prominent and less likely to be missed.

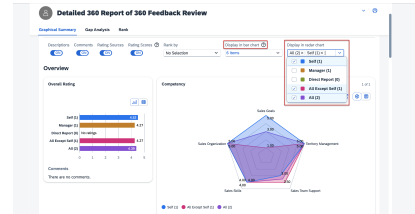
Enhancement	User Interface (UI) Affected	Description
-------------	------------------------------	-------------

- Optimized interaction logic
- Revised UI text

The *Graphical Summary* view on *Detailed 360 Report*

We added a filter, *Display in radar chart*, to give users more control over what to show in the radar chart. We also changed the previous filter label for the bar chart from "Bars to Display" to "Display in bar chart".

This is how it looks now:



The enhancement is from two Customer Community Ideas: [Idea 1](#) and [Idea 2](#).

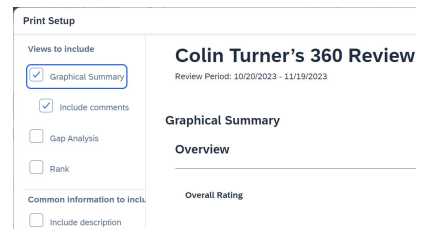
Revised UI text

The *Rank* view on *Detailed 360 Report*

Immediately after the current UI text, "The below item cards are ranked by {participant type} in order from {sort order}", we added "Use settings at the top to change ranking criteria" for more clarity.

Enhancement	User Interface (UI) Affected	Description
<ul style="list-style-type: none"> New UI text Optimized interaction logic 	The <i>Print Setup</i> dialog	<ul style="list-style-type: none"> We added a new subhead, <i>Common information to include</i>, to group general information. We created a hierarchy to present options under <i>Views to include</i>. We made sure that what is shown in print preview corresponds to the options selected.

This is how it looks now:

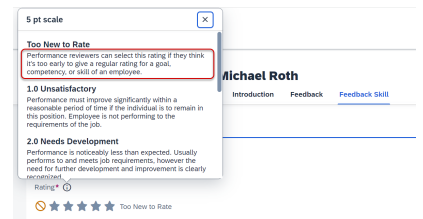


And how it looked before:



New UI text	360 Reviews forms in the Evaluation stage	<p>We added the following description to the special rating "Unable to Rate":</p> <p>Performance reviewers can select this rating if they think it's too early to give a regular rating for a goal, competency, or skill of an employee. You can view such rating descriptions by choosing the ⓘ (<i>Information</i>) icon alongside "Rating".</p>
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This is how it looks now:



The enhancements improve the user experience with 360 Reviews, making it more intuitive, engaging, and productive.

Technical Details

Reference Number	MTR-9220
Product	Performance & Goals
Module	360 Reviews
Feature	Multirater
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Overview of SAP SuccessFactors 360 Reviews](#)

2.11.21 Viewing Continuous Feedback from the Activity and Achievement Details Area in Continuous Performance Management

With this feature, employees and managers are able to view linked continuous feedback from the Activity Details or Achievement Details views in Continuous Performance Management.

Employees and managers link their feedback to activities to provide a relevant context to the activities toward goals. This new feature provides the ability to see linked feedback in the details area for activities and achievements without having to search in [Continuous Feedback](#).

This feature simplifies your user experience by providing easy access to your feedback from the [Continuous Performance](#) details page for an Activity or Achievement.

Configuration Requirements

- You have enabled Continuous Performance Management.
- On the *Continuous Performance Management Configuration* view in the *Admin Center*, you have selected the *Feature Configuration* for *Enable Continuous Feedback*.

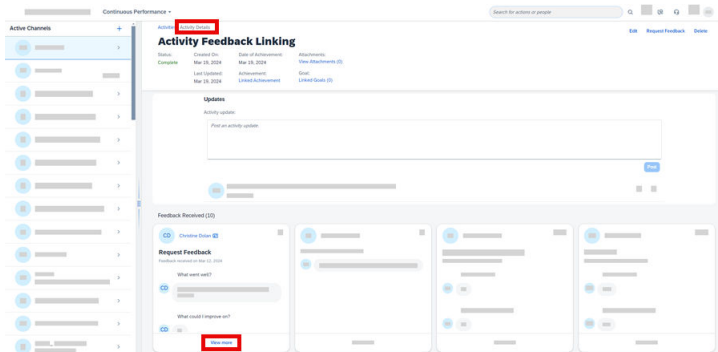
Role-Based Permission Prerequisites

You have the **User** > *Continuous Performance Management* permission to *View* the *Activity* and the *Achievement* items.

You have the **User** > *Continuous Performance User Permission* permission with *Access to Continuous Performance Management* and *Access Continuous Feedback* items.

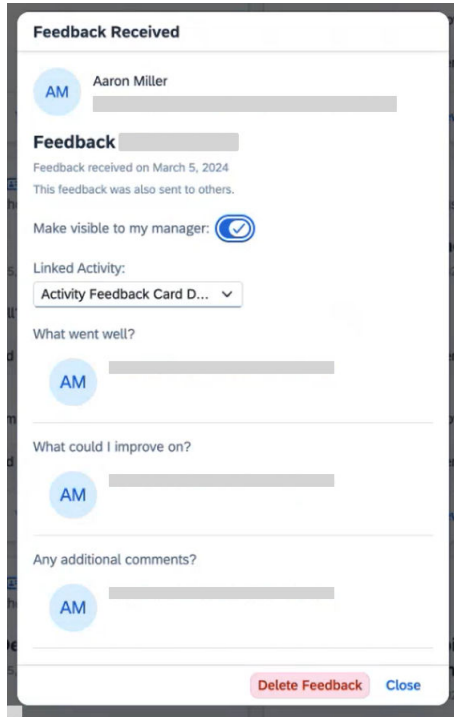
These are the minimum permissions required to use this feature. Learn more about *Using Role-Based Permissions in Continuous Performance Management* in the **Related Information** section.

What's Changed



How It Looks Now

When you select an activity or an achievement, the *Details* view is shown. With this release, any feedback that was linked to the activity or achievement will be shown. Each card is feedback received that is linked to the activity or achievement. To learn more about the feedback, you choose *View more*.

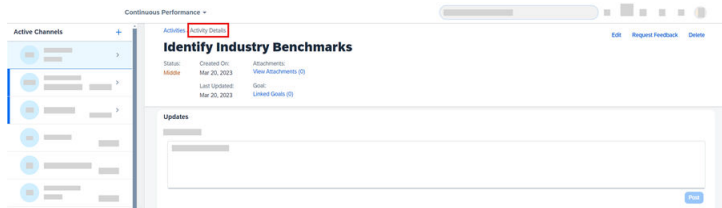


When you select [View More](#) for a feedback card, a details dialog box is shown. The [Linked Activity](#) can be changed using the dropdown.

Note

An achievement doesn't have the [Linked Activity](#) field.

You can change [Make visible to my manager](#). When you choose [Close](#) the view returns to the [Details](#) view.



How It Looked Before

Previously, feedback linked to an activity or achievement wasn't shown in the [Details](#) for the activity or achievement..

Technical Details

Reference Number SL-10459

Product Performance and Goals

Module	Continuous Performance Management
Feature	Continuous Performance Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Using Role-Based Permissions in Continuous Performance Management](#)

[The Activities View for Continuous Performance Management](#)

2.12 Recruiting

2.12.1 AI-Assisted Feature Settings for Recruiting Available in AI Services Administration Page

You can now use the *Assisted Job Descriptions* and *Assisted Interview Questions* settings in the central *AI Services Administration* page to enable job descriptions enhancements and to generate interview questions using Generative AI capabilities.

We've made this change so that you can manage all AI-assisted settings from the central page in *Admin Center*.

Configuration Requirements

Recruiting administrators need to enable Role-Based Permissions for their users to implement the settings configured in the [AI Services Administration](#) page.

Role-Based Permission Prerequisites

Admins have the [Administrator](#) > [Manage AI Capabilities](#) > [AI Services Administration](#) permission.

Users, such as Recruiters and Hiring Managers have the:

- [User Permissions](#) > [AI Access](#) > [Assisted Interview Questions](#) permission.
- [User Permissions](#) > [AI Access](#) > [Assisted Job Descriptions](#) permission.

What's Changed

Previously, the Generative AI features for interview questions generation and job description enhancement were configurable in the [Manage Recruiting Settings](#) page using the [Enable AI-Assisted Job Description Enhancement](#) and [Enable AI-Assisted Interview Question Generation](#) settings respectively. These settings will no longer be available in the [Manage Recruiting Settings](#) page.

Now, the settings for these Generative AI features are made available in the central [AI Services Administration](#) page.

Technical Details

Reference Number	RCM-126417
Product	Recruiting
Module	Applicant Management SAP Business AI
Feature	Generative AI Applicant Management
Action	Required
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability

Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[AI Services Administration Page \[page 29\]](#)

[Generating Interview Questions](#)

[Enhancing Job Description with AI](#)

2.12.2 AI-Assisted Skills Matching for Applicant Screening

AI-assisted skills matching for assisted applicant screening provides visibility into the applicant's skills and how they match with the skills required for the job.

Skills Compatibility in the applicant list view and the applicant details page provides information on skill matches derived using AI by comparing skills in the applicant's resume with the skills mentioned in the job description.

The skills displayed in the *Skills Compatibility* section are calculated by comparing the applicant's skills, which are either validated and added manually by the applicant to their candidate profile or extracted from their resume, with the skills found in the job requisition.

Note

If applicants haven't validated their skills in the Candidate Profile, then Skills Compatibility information is computed using skills found in their resume.

The AI-assisted Skills Matching feature not only identifies skills that are exact matches, but also identifies additional relevant skills that are related to the skills in the job description. It also suggests skills that the applicants may have knowledge about or that they could easily acquire, relevant to the job.

This feature helps recruiters and hiring managers make informed decisions during the applicant screening and hiring process using the provided skills insights. This feature is from a [Customer Community Idea 235294](#).

Configuration Requirements

- You've purchased the **SAP AI Units** license. For more information about **SAP AI Units** license, please contact your Account Executive.
- You've selected the *Enable AI-Assisted HXM Skills* option in Provisioning.

→ Remember

As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, contact Product Support.

- Under **Admin Center** > **Manage Recruiting Settings** > **Candidate Summary**, enable the *Skills Matching Using AI for Assisted Applicant Screening* option.
- As a recruiting administrator, you can control which Job Requisition will use the AI-assisted Skills Matching feature. To control this, configure the *Configure AI-Assisted Skills Matching Eligibility for Job Requisition* rule scenario in *Business Rules Admin*.

→ Remember

The AI-assisted Skills Matching feature is disabled for all Job Requisitions, by default. The *Configure AI-Assisted Skills Matching Eligibility for Job Requisition* rule scenario must be configured to control which job requisitions will use the AI-assisted Skills Matching feature.

What's Changed

Requisitions List / Senior Fullstack Developer [Demo Forward] (2957) / Switch to Legacy Candidate Workbench

Applicants

Search for name Reset

Name	Application Date	City	Status	Skills Compatibility	Applicant Type	Forwarded By
<input type="checkbox"/>	03/12/2024		New Application	1 matching skill	⊘	...
<input type="checkbox"/>	03/12/2024	Paris	New Application	1 matching skill	⊘	...
<input type="checkbox"/>	03/07/2024	La Rochelle	New Application	3 matching skills	⊘	...
<input type="checkbox"/>	03/06/2024	Amsterdam	New Application	5 matching skills	⊘	...
<input type="checkbox"/>	03/05/24			1 matching skill	⊘	...
<input type="checkbox"/>	03/05/24			1 matching skill	⊘	...
<input type="checkbox"/>	03/05/24			1 matching skill	⊘	...
<input type="checkbox"/>	03/05/24			5 matching skills	⊘	...
<input type="checkbox"/>	03/05/24	Amsterdam	New Application	2 matching skills	⊘	...

Exact Matches

Informatik
 Agile Methodology
 Code-Review

Software Systems
 MySQL

Unmatched Skills

Responsive Webdesign
 Software Quality
 ReactJS
 Datenverarbeitung

Apache Kafka

ⓘ Results are derived by comparing applicant's skills in the resume with the job requisition using AI capabilities.

How It Looks Now

Skills Compatibility in the applicant list view displays high-level information on the applicant's skills derived using AI capabilities.

Mr. Julius Spenniger (Julius Spenniger) Candidate Forwarded Move Contact

Application URL Status: New Application Type: Internal Candidate

Applicant Information | Resume and Documents | **Skills Compatibility** | Comments | Activity | Applicant History | Audit Information

Skills Compatibility details are derived using the skills found in the resume.

Applicant Skills

Suitable Skills | Other Skills

Exact Matches

Informatik | Agile Methodology | Code-Review | Software Systems | Mysql

Additional Relevant Skills

Restful APIs | Jenkins | Continuous Integration | JavaScript (Programming Language) | AngularJS | Git | Test-Driven Development

Potential Skills

Java (Programming Language) | Application Programming Interfaces (APIs)

Unmatched Skills

Responsive Webdesign | Software Quality | ReactJS | Datenverarbeitung | Apache Kafka

Skills derived using AI capabilities.

Results are derived by comparing applicant's skills in the resume with the job requisition using AI capabilities.


Skills Compatibility in the applicant details view provides detailed information on the applicant's skills.

Technical Details

Reference Number	RCM-120016
Product	Recruiting
Module	Applicant Management SAP Business AI
Feature	Applicant Management
Action	Required
Enablement	Contact Customer Engagement Executive or Account Manager
Link to Demo	Skills Matching Using AI for Applicant Screening
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable

Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Configuring Business Rule for AI-Assisted Skills Matching](#)
[Viewing Skills Compatibility for an Applicant in Applicant Management](#)
[AI-Assisted Skills Validation for Applicants \[page 647\]](#)
[Notes about Supported Languages for AI-Assisted Skills Mapping](#)
[New and Enhanced Application-Specific Rule Scenarios \[page 94\]](#)
[Cloud Service Specifications | SAP Agreements](#) 

2.12.3 AI-Assisted Skills Validation for Applicants

AI-assisted skills validation allows applicants to add and manage skills that they want to share with the recruiter, as part of their application.

The skills validated by the applicant at this point are eventually used for applicant skills match, which uses AI capabilities that help recruiters view detailed information of the applicant skills and understand how these skills suit the job requisition.

In the application page of the career site, applicants have the following ways to provide skills as part of their application:

- Uploading a resume. Here, the skills are automatically derived from the resume using AI capabilities and populated in the *My Skills* section.
- Using the skills search bar under *Add Skills*, the applicants can search and add skills that are suitable for the application.
- Using the *Suggest Skills* functionality, the applicants can get recommended skills based on the skills that they have added to their skill set. Applicants can review the recommended skills and add them to *My Skills*, as required.

Note

To use the *Suggest Skills* functionality, applicants must at least add one skill in the *My Skills* section.

Applicants can manage their skills by removing and adding skills from the *My Skills* section. We encourage applicants to only retain skills that add value to their skills profile.

AI-assisted skills validation provides:

- Candidates to have more clarity and control on the skills they provide as part of their application.
- Recruiters to have accurate skills-related information in the *Skills Compatibility* section in the Applicant Management workbench, as these skills are fully managed and validated by the applicant.

Configuration Requirements

- You've purchased the [SAP AI Units](#) license. For more information about [SAP AI Units](#) license, please contact your Account Executive.
- Under [Admin Center](#) > [Manage Recruiting Settings](#) > [Candidate Summary](#) > [Skills Matching Using AI for Assisted Applicant Screening](#), choose [Skills Validation Using AI for Assisted Applicant Screening](#).
- You have the [Enable Mobile Apply](#) option enabled in the [Manage Recruiting Sites](#) page.

Technical Details

Reference Number	RCM-116722
Product	Recruiting
Module	Applicant Management Candidate Experience SAP Business AI
Feature	Applicant Management Candidate Profile Generative AI
Action	Info only
Enablement	Contact Customer Engagement Executive or Account Manager
Link to Demo	AI-Assisted Skills Validation for Applicants
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[AI-Assisted Skills Matching for Applicant Screening \[page 644\]](#)

2.12.4 Behavior Change of Onboarding Permission in Recruiting

The "onboarding" feature permission in the job requisition template now controls the ability to see the *Onboarding* portlet in Recruiting, without depending on the *Onboarding Initiate Permission* role-based permission.

We wanted Recruiting administrators to have better control over how certain roles can see but not do actions in the *Onboarding* portlet.

Configuration Requirements

There are no new configuration requirements.

Role-Based Permission Prerequisites

There are no new role-based permissions or feature permissions. The change is in the behavior of existing permissions.

The following table shows the permission settings for roles based on what you want them to see and do:

Abilities for Roles	<i>Onboarding</i> Feature Permission	<i>Onboarding Initiate Permission</i> Role-Based Permission
<ul style="list-style-type: none"> View <i>Onboarding</i> portlet Perform <i>Initiate Onboarding</i> on <i>Hireable</i> status 	Configured	Enabled
<ul style="list-style-type: none"> View <i>Onboarding</i> portlet Can't perform <i>Initiate Onboarding</i> 	Configured	Not enabled
<ul style="list-style-type: none"> Can't view <i>Onboarding</i> portlet Can't perform <i>Initiate Onboarding</i> 	Not configured	Not enabled

What's Changed

How It Looks Now

In the current version, there are two different permissions related to onboarding in Recruiting:

- **Perform** the *Initiate Onboarding* action: Set the *Onboarding Initiate Permission* role-based permission.

- **View** the *Onboarding* portlet in both the legacy Candidate Workbench and the redesigned Applicant Management tool: Set the "onboarding" feature permission type in the job requisitions template:

```
<feature-permission type="onboarding">
  <description><![CDATA[View onboarding portlet]]></description>
  <role-name><![CDATA[G]]></role-name>
  <role-name><![CDATA[R]]></role-name>
  <status><![CDATA[On-board]]></status>
</feature-permission>
```

In this example, both the G and R roles have access to the *Onboarding* portlet when the applicant is in the status On-Board.

For example, Carol the recruiter is assigned both the *Onboarding Initiate Permission* role-based permission and "onboarding" feature permission. Carol can initiate onboarding as well as view the *Onboarding* portlet.

Michael the hiring manager has "onboarding" feature permission to view the *Onboarding* portlet. But Michael doesn't have *Onboarding Initiate Permission* role-based permission, and can't initiate an applicant for onboarding.

How It Looked Before

These same two permissions were available in the previous version. But unless you had *Onboarding Initiate Permission* role-based permission, you couldn't view the *Onboarding* portlet even if you had "onboarding" feature permission.

Before, there was no way for you to permit Michael to be able to see the *Onboarding* portlet, unless you were also willing to give him permission to initiate onboarding.

Technical Details

Reference Number	RCM-123778
Product	Recruiting
Module	Applicant Management
Feature	Applicant Management Role-Based Permissions
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor

Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Permission Settings for Onboarding Portlet and Initiate Onboarding](#)

[SAP Note 3057076](#)

[List of Role-Based Permissions](#)

2.12.5 Enhanced Private Posting Experience for Career Sites Using the Unified Data Model

Links to private postings resolve to Career Site Builder-enabled career sites that use the Unified Data Model to provide an updated search experience.

On the *Job postings* page of a job requisition, a new column, *Languages*, lets recruiters view the number of postings in different locales for each posting type: *Internal*, *External*, *Internal Private*, and *External Private*.

Note

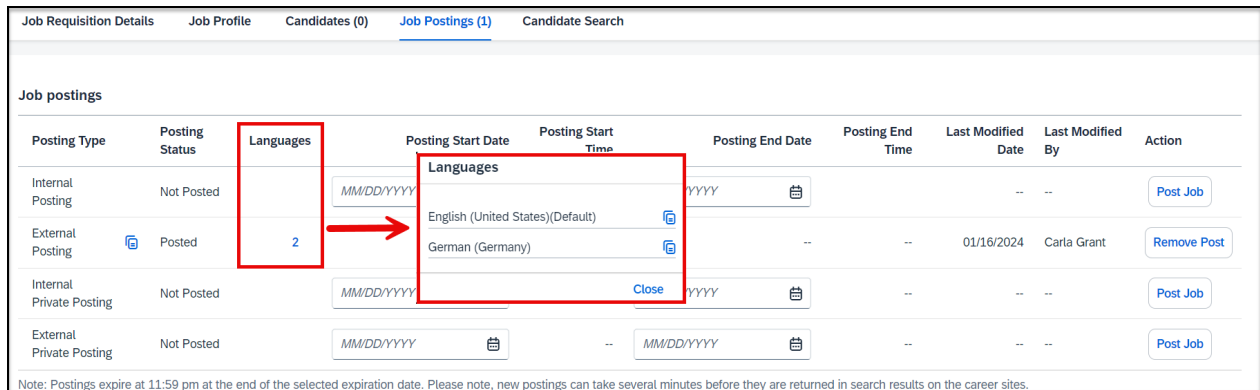
A job requisition without a job title will be posted career site, but the default and locale-specific posting URLs will be unavailable, leading to errors.

This enhancement provides a branded career site application experience for a privately posted URL. Recruiters can now select the language-specific job posting URLs in addition to the default language posting URLs.

Role-Based Permission Prerequisites

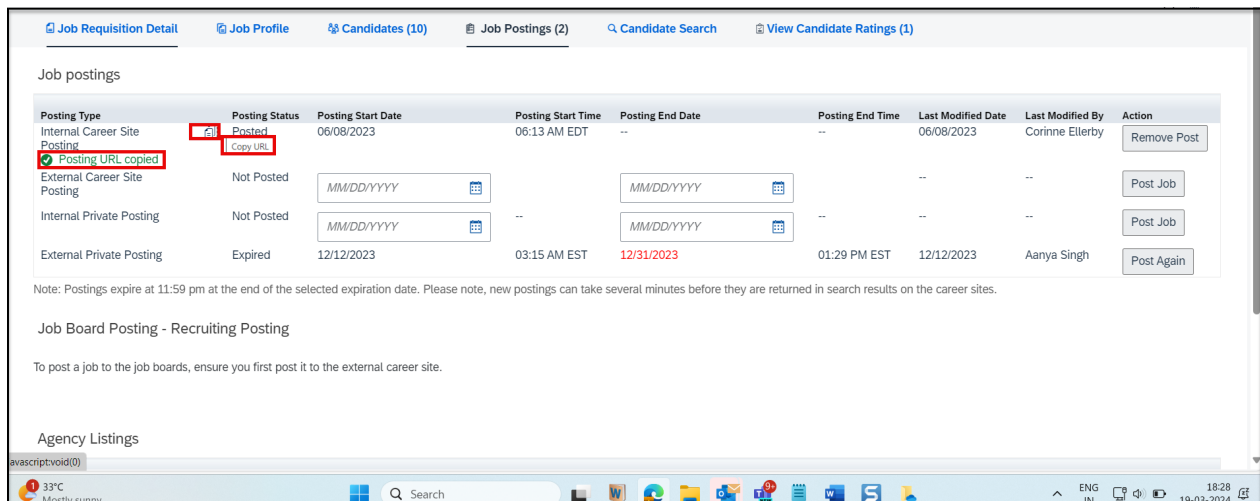
- Choose a role set up for administrators at [User Permissions](#) > [Recruiting](#).
- Configure role-based permissions for external and internal private postings in the job requisition XML Template. Ensure to configure the permissions together to make the private postings available on the career site.
- Configure the job requisition XML template, choose *Enable private postings of jobs* in [Admin Center](#) > [Manage Recruiting Settings](#).

What's Changed



How It Looks Now

In the current version, a new column, *Languages*, is introduced on the *Job postings* page, allowing the recruiters to select the locale-specific posting URLs based on the number of locales where the job is posted.



How It Looked Before

In the previous release, a default URL was displayed for the internal, external, internal private, and external private job postings.

Technical Details

Reference Number RCM-76408

Product Recruiting

Module Candidate Experience

Feature	Career Site Builder
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Enhanced Posting Experience for Career Sites Using the Unified Data Model](#)
[The Career Site Builder Unified Data Model](#)

2.12.6 Enhancements to Applicant Management

Several new features are now available in the redesigned Applicant Management tool in Recruiting.

Note

At the 1H 2024 **Production** release on May 17, 2024, this enhancement is now automatically enabled.

When new users log in to Recruiting for the first time, the redesigned Applicant Management tool is now the default version that displays. Users can switch to the legacy Candidate Workbench if they want, and the system will remember this setting for the next connection. You can't completely disable the redesigned Applicant Management in your settings.

Changes	Description
Sort applicants in the list page	Select the ↓↑ <i>Sort</i> icon to choose how you want to sort the list. You can choose any column on the list page, by ascending or descending order. The sorted list carries over

Changes

Description

Forward as Applicant action

to the detail view, and stays sorted for the session. Sort up to 150 applicants in the list page.

Initiate Assessment and *Reinitiate Assessment* actions, and *Assessments* portlet

The redesigned Applicant Management tool now supports integration with assessment vendors:

- An *Initiate Assessment* action is available for Recruiting users who have access to the assessment pipeline status.
- A new portlet, located under the *Activity* tab in detail view, shows assessment status and gives you access to detailed results.
- A new filter and display option is also available in the list page to filter/sort applicants depending on their assessment status.
- A *Reinitiate Assessment* action is now available when there's an issue with the regular connection to the assessment vendor and the process needs to be reinstated manually.

Note

These enhancements require no configuration changes, either in Recruiting itself or to assessment vendors:

- Recruiting users who have been able to see the portlet in the legacy Candidate Workbench can see it, as well as reinitiate a failed assessment, in the redesigned Applicant Management tool.
- The assessment status is available as a filter and display option for all users in the applicant list page whenever an assessment package is configured on the job requisition.


Initiate Background Check action and *Background Check* portlet

You can initiate background checks on applicants. Once initiated, the *Background Check* portlet appears in the *Activity* tab.

You can use First Advantage or other third-party vendors for the background checks.

Note

This enhancement requires no configuration changes, either in Recruiting itself or to background check vendors.

Changes	Description
	<p>The action is controlled through the Background Check Initiate Permission role-based permission, and access to the portlet is controlled using the backgroundCheck feature-permission.</p> <p>Refer to Third-Party Integration with SAP SuccessFactors Recruiting for more information.</p>
Interview Results portlet	<p>This new portlet in the Activity tab shows interview results that are completed in Interview Central. It includes overall ratings, ratings per competency/skill, recommendations, and comments from interviewers in an easy-to-view format.</p> <p>A link from the portlet takes you to the View Candidate Ratings page, where you can view all rated applicants on your job requisition.</p>
interviewResults feature permission	<p>Access to both the Interview Results portlet and View All Applicants Ratings page are controlled with a new feature permission, interviewResults, in the job requisitions template.</p> <p>This feature permission applies only to the redesigned Applicant Management tool, and doesn't affect the legacy Candidate Workbench.</p> <p>This permission is disabled by default, so that everyone who has access to a job requisition can see both Interview Results and View All Applicants Ratings for it.</p> <div data-bbox="820 1207 1429 1543" style="border: 1px solid #ccc; padding: 10px; margin-top: 10px;"> <p>Note</p> <p>When you don't configure the interviewResults feature permission, both Interview Results and View All Applicants Ratings are visible to all operators of your job requisition by default.</p> <p>You have to configure interviewResults if you want to control who can see Interview Results and View All Applicants Ratings.</p> </div>
Interview Result column/filter	<p>You can choose to include Interview Result as a column to display and filter. The filter lets you choose a minimum and maximum range for the average of all ratings.</p> <p>As a system field, this column is added automatically, so that you don't need to add it in the Recruiting User Personalization Object Configuration Metadata Framework (MDF) object.</p>
Referred candidates	<p>A new applicant type that's identified with the new  Referred symbol in the list page when the Employee Referral Program</p>

Changes	Description
	<p>is enabled. Filter and display options for <i>Applicant Type</i> now includes <i>Referred</i> as an addition to the existing <i>External</i>, <i>Internal</i>, and <i>Agency</i> types. When viewing a referred applicant in the detail view, clicking the ⓘ <i>Candidate Forwarded</i> icon shows additional information.</p>
<p><i>Comments</i> in plain text</p>	<p>Comments are now added in plain text without rich text formatting (such as bold and italics) to prevent display issues when viewing comments in a report format.</p>
<p><i>Comments</i> column in the <i>Jobs Applied</i> portlet</p>	<p>The <i>Jobs Applied</i> portlet, located in the <i>Applicant History</i> tab, now includes a <i>Comments</i> column that displays comments from the other job requisitions to which the applicant applied.</p>
	<div style="border: 1px solid #ccc; background-color: #f9f9f9; padding: 10px;"> <p> ⓘ Note</p> <p>The redesigned Applicant Management tool and legacy Candidate Workbench use the same configuration settings:</p> <ul style="list-style-type: none"> • Turn on <i>Enable Comment Visibility on the Jobs Applied Portlet</i> in <i>Manage Recruiting Settings</i> • Specify the field-permission type "external-view" for the field <code>refid="comments"</code> in the job application template. </div>
<p><i>Most Recent Message</i> column in the <i>Correspondence</i> portlet</p>	<p>You can now see the time and date of the most recent message in the <i>Correspondence</i> portlet, which is located in the <i>Activity</i> tab.</p>
<p>Display name updates</p>	<p>Updates to preferred names from Recruiting users and applicants are now reflected in the redesigned Applicant Management if you have General Display Name enabled.</p>
<p>Filters for <i>Forward to Requisition</i> and <i>Forward as Applicant</i></p>	<p>You can filter both <i>Forward to Requisition</i> and the new <i>Forward as Applicant</i> actions by requisition ID, recruiter, hiring manager, child requisition, and job posting type.</p>
<p>Handling of huge picklist scenarios</p>	<p>Pagination and search are now available in picklist fields.</p>
<p>Onboarding permission behavior change</p>	<p>The "onboarding" feature permission in the job requisition template now controls the ability to see the <i>Onboarding</i> portlet in Recruiting, without depending on the <i>Onboarding Initiate Permission</i> role-based permission.</p> <p>Refer to <i>Behavior Change of Onboarding Permission in Recruiting</i> for details.</p>

Changes	Description
Pre-action and post-action summaries	<p>The following actions now show candidate eligibility before triggering the action itself, as well as success or failure messages after the action is triggered:</p> <ul style="list-style-type: none"> • Add Comment • Add to Talent Pool • Forward To Colleague • Invite Late Stage Applicant • Invite to Apply
<i>Unread</i> column	<p>The <i>Unread</i> column now supports the following values: Yes, No, and Updated. When multi-stage is enabled and the applicants update their applications after you opened it, the value in the <i>Unread</i> column is <i>Updated</i>.</p> <div data-bbox="818 793 1425 978" style="border: 1px solid #ccc; padding: 10px; background-color: #f9f9f9;"> <p>Note</p> <p>The field has been renamed to <i>sysApplicationReadStatus</i> and has replaced the old system field <i>sysNewApplicant</i>. This change is automatic; there's nothing you need to do.</p> </div>

We're continuing to develop functionality available in the redesigned Applicant Management tool to assist in the transition from the legacy Candidate Workbench. The enhancement for sorting applicants in the list page is from [Customer Community Idea 314229](#), the enhancement for the new *Assessments* portlet is from [Customer Community Idea 310740](#), the enhancement for the new *Interview Result* column is from [Customer Community Idea 313829](#), and the new Referred applicant type is from [Customer Community Idea 278230](#).

Configuration Requirements

New configurations aren't needed if you already set them up in the legacy Candidate Workbench.

Role-Based Permission Prerequisites

There are no new role-based permissions.

What's Changed

In the current version, new users who log in to Recruiting for the first time see the redesigned Applicant Management tool as the default version. Users can switch to the legacy Candidate Workbench if they want.

In the previous version, the default display was the legacy Candidate Workbench.

In addition, the features listed here — except for the *Interview Results* portlet — were available only in the legacy Candidate Workbench. The *Interview Results* portlet is new, and wasn't available previously.

Technical Details

Reference Number	RCM-121413
Product	Recruiting
Module	Applicant Management
Feature	Applicant Management
Action	Info only
Enablement	Automatically on
Link to Demo	Enhancements to Applicant Management
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Reimagined Applicant Management Workbench for Recruiting – Innovation Alert](#) 

[The Redesigned Applicant Management Tool](#)

[Forward as Applicant](#)

[Interviews in SAP SuccessFactors](#)

[Job Application Field Permission Configuration](#)

[Behavior Change of Onboarding Permission in Recruiting \[page 649\]](#)

2.12.7 Enhancements to My Interviews Page

The *My Interviews* page is now made responsive for mobile devices for candidates on both external and internal career sites.

The *My Interviews* page has been enhanced to provide an intuitive experience for different scheduling scenarios.

We've enhanced the *My Interviews* page to enable users to easily access their interview tasks and schedules on their mobile devices and also take quick actions without having to depend only on desktop devices.

Technical Details

Reference Number	RCM-121008
Product	Recruiting
Module	Candidate Experience
Feature	Interview Scheduling
Action	Info only
Enablement	Automatically on
Link to Demo	Enhanced My Interviews Page
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Interview Scheduling - Candidate View](#)
[Updating and Rescheduling an Interview](#)

2.12.8 Enhancements to Offer Letter Templates

Two new Recruiting-specific business rule scenarios make it much easier for Recruiting users to create new offer letters.

Both rule scenarios are located in ► [Configure Business Rules](#) ► [Recruiting](#) ► when you select + ([Create New Rule](#)). The rule scenarios are as follows:

Scenario Name	Description
Configure Rule to Preselect Offer Letter Templates	<p>You can use this scenario to configure rules to automatically identify which specific template to use when a new offer letter is created.</p> <p>For example, a new offer letter could automatically use a template based on the brand associated with the job. More complex rules can be defined by combining criteria to select the correct template.</p> <div data-bbox="818 835 1427 1058"><p>Note</p><p>You can configure a rule to have multiple <code>if</code> conditions and have them resolve to different offer letter templates based on condition. When the rule runs, it resolves to only a single offer letter template.</p></div>
Configure Business Rules to Add Conditional Sections in Offer Letters	<p>You can use this scenario to configure business rules to populate dynamic tokens on offer letters. To run this rule, you must assign it in the <i>Application</i> section in Manage Rules in Recruiting.</p> <p>There are 100 dynamic offer letter tokens available for the administrator to configure in the business rules.</p> <p>You can change the name of these tokens in Manage Data by selecting <code>ConditionalOfferLetterToken</code>. To access this object, you need permission found in ► Manage MDF Recruiting Objects ► ConditionalOfferLetterToken ►.</p>

We wanted recruiters to be able to reduce the large volume of templates needed to accommodate the various conditions offered to applicants, as well as provide a way for recruiters to further automate the process of customizing each letter. These enhancements are from [Customer Community Idea 202704](#) and [Customer Community Idea 225719](#).

Configuration Requirements

Both rule scenarios are located in ► [Admin Center](#) ► [Configure Business Rules](#) ► [Recruiting](#) ►. Recruiting administrators need to configure the rules and update the offer letter templates to include the new tokens.

To add a rule you create using these rule scenarios, go to the *Job Application* tab of *Manage Rules in Recruiting*, under *Rule for Offer Letter Template Selection* and *Rule for Conditional Offer Letter Paragraph*.

What's Changed

In the current version, Recruiting administrators can set up *Configure Rule to Preselect Offer Letter Templates* so that recruiters don't have to scroll through hundreds of templates when creating a new offer letter. You can also use *Configure Business Rules to Add Conditional Sections in Offer Letters* to define conditional offer letter tokens, so that recruiters can insert them into offer letters.

Combined, these two business rule scenarios reduce the amount of time and effort Recruiting users spend in generating offer letters by selecting the template and letting them add tokens in place of writing paragraphs.

In the previous version, Recruiting users had to scroll through multitudes of templates to select the one template they needed for their purposes. Users also had to manually write out the details in the offer letter.

Technical Details

Reference Number	RCM-117686
Product	Recruiting
Module	Candidate Sourcing
Feature	Offer Letters
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Creating Business Rules for Recruiting](#)
[Business Rules for Offer Letters](#)

2.12.9 Enhancements to the My Offers Page

The *My Offers* page is now responsive for different devices, and hiring managers are now only notified when applicants accept their offer **after** they sign their offer letters.

This feature is from [Customer Community Idea 257474](#) to change the point at which hiring managers are notified about applicants viewing their offer; and [Customer Community Idea 303221](#) to improve the look and usability of the page.

Configuration Requirements

A Career Site Builder-enabled career site is required for external and internal candidates to experience the full responsive enhancements of *My Offers*.

If you use a SAP SuccessFactors Recruiting career portal instead of a Career Site Builder-enabled career site, external candidates only see some slight changes to *My Offers*, while internal candidates see no changes at all.

What's Changed

In the current version, hiring managers aren't notified that applicants have accepted their offer **until** applicants complete their signing process in DocuSign.

The current version of the *My Offers* page is also responsive, so that the page renders in computer, tablet, and mobile devices equally. The interface is now also responsive for persons who use screen readers or who use keyboard navigation.

In the previous version, hiring managers were immediately notified when applicants chose *Accept & eSign* for their offer in their *My Offers* page, even before the offer was signed. This behavior resulted in hiring managers making premature announcements about the appointments, even when applicants were wanting to negotiate the offer further or withdraw their application.

Technical Details

Reference Number	RCM-120897
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Product	Recruiting
Module	Candidate Experience
Feature	Lineage Chart Career Site Builder
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[The Applicant Experience for Online Offer with eSignature](#)

[The Applicant Experience for Online Offers](#)

2.12.10 Fields in Career Site Builder Dropdown Lists Include Field IDs from Job Requisition Template

Unified Data Model-enabled Career Site Builder dropdown lists now show field IDs from the job requisition template next to field names.

The [Add Filter](#) option in the following Career Site Builder locations show field IDs in the dropdown lists when adding a new field:

- Job Layouts – the [Layout Rules](#) tab in the custom layouts editor.
- Search Results – the [Results Cards](#) and [Search Filters](#) tabs.
- Landing pages – the [Job Alerts](#) tab in the data capture form.
- Category pages – the [Job List](#) tab.

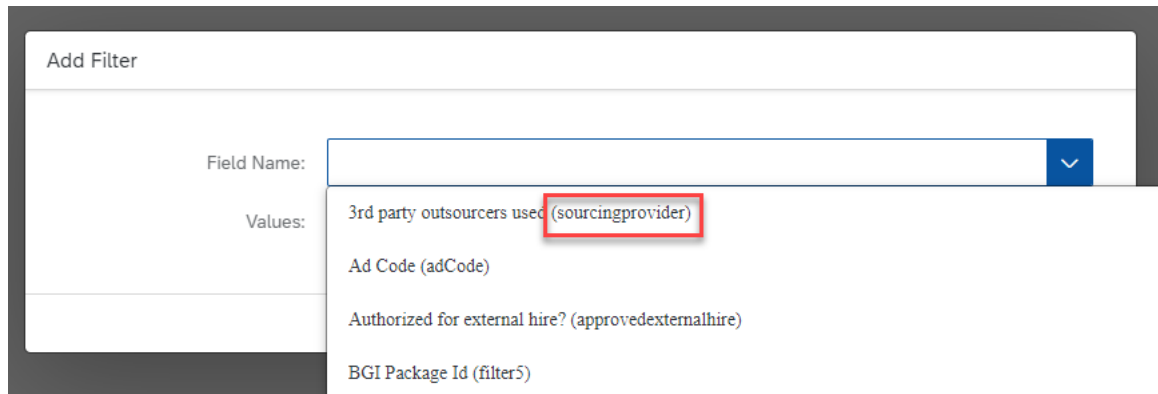
We wanted to provide an easier way for administrators to identify the correct job requisition fields they were selecting.

Configuration Requirements

These field IDs are only visible if the Unified Data Model setting is enabled in Career Site Builder. There are no additional configurations, and the IDs appear automatically.

What's Changed

How It Looks Now



The screenshot shows a dialog box titled "Add Filter". It has two main sections: "Field Name:" and "Values:". The "Field Name:" section contains a dropdown menu. The "Values:" section contains a list of field names with their IDs in parentheses. The first item in the list, "3rd party outsourcers used (sourcingprovider)", is highlighted with a red box. Other items in the list include "Ad Code (adCode)", "Authorized for external hire? (approvedexternalhire)", and "BGI Package Id (filter5)".

How It Looks Now

In the current version, Career Site Builder field names are accompanied by field IDs from the job requisition template in the dropdown list. For example, *Expected Start Date (jobStartDate)*.

This field name only shows in the dropdown list, and doesn't appear as part of the field name on the career site itself.

How It Looked Before

The screenshot shows a dialog box titled "Add Filter". It has two main sections: "Field Name:" and "Values:". The "Field Name:" section contains a dropdown menu that is currently open, displaying a list of field names. The "Values:" section is empty. The field names listed in the dropdown are: "3rd party outsourcers used", "Ad Code", "Authorized for external hire?", and "BGI Package Id".

How It Looked Before

In the previous version, only the Career Site Builder field names appeared in the dropdown list. This format required the administrator to know what Career Site Builder field names corresponded with which fields in the job requisition template, even for those fields where the IDs and names didn't match exactly. For example, administrators needed to know that the *Expected Start Date* field referred to the *jobStartDate* field in the job requisition template.

Technical Details

Reference Number	RMK-33112
Product	Recruiting
Module	Candidate Experience
Feature	Career Site Builder
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable

Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[The Career Site Builder Unified Data Model Fields and Filters in the Unified Data Model](#)

2.12.11 Google Job Map Integration for Career Site Search Results

Unified Data Model-enabled Career Site Builder career sites now let candidates see their search results in a Google map.

When you enable this feature, the search results page displays two new icons on the top-right corner of the page: a ☰ *list* icon and a 📍 *map* icon. Choosing the map icon displays the search results in a Google map, while the list icon displays the search results in a list. You can switch back and forth between these two display formats.

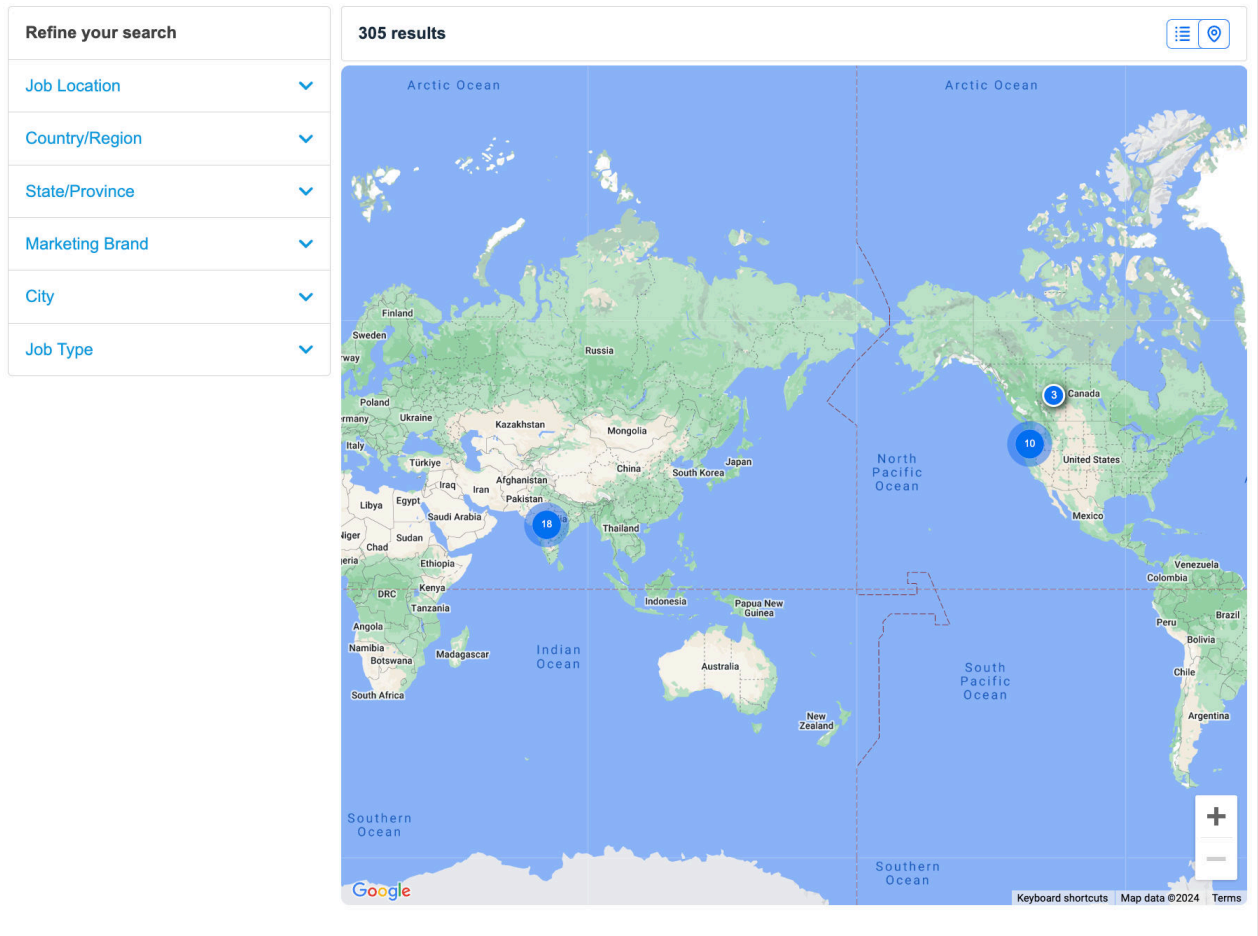
Selecting the location marker opens a job card. A card shows the job title and the three lines of text about the job. Clicking on the job title takes you to its detail page.

Use the < *Previous Page* and > *Next Page* arrows to move between jobs in the card.

📌 Note

The map uses the job location generic object from job requisitions. Jobs don't show up on the map if job requisitions are missing the street address, city, state, country/region, and ZIP code.

The following image shows the integrated Google job map in the default view of the search results, with location markers indicating where the jobs from the search result are located:



The following image shows location markers zoomed in to a specific geographical area.

Refine your search

Job Location ▾

Country/Region ▴

India 18

United States 10

Canada 3

State/Province ▾

Marketing Brand ▾

City ▾

Job Type ▾

10 results 📄 📍

United States x [Clear All](#)

The following image shows a job card when selecting a location marker in the Google job map:

- When there are multiple jobs at a location, you can use the arrows to navigate between them.
- Each card displays the job title and three lines of text. You can choose what fields to display in these three lines.

Refine your search

Job Location ▾

Country/Region ▴

India 18

United States 10

Canada 3

State/Province ▾

Marketing Brand ▾

City ▾

Job Type ▾

10 results ☰ 📍

United States x [Clear All](#)

We wanted to improve the candidate experience to make it easier to see where the jobs were located.

Configuration Requirements

Prerequisites

- You have a Unified Data Model-enabled Career Site Builder.
- Choose which three fields you want to show in a job card when viewing the search results in the integrated Google map in [Layouts](#) > [Search Results](#) > [Results Cards](#).
- (Optional) Customize your Google map beyond the settings for your location markers by generating JSON code from the legacy Google Maps API Styling Wizard (and not the newer cloud-based map styling tool, which requires a license with Google).



Note

This JSON code that you apply to customize the look of your map only affects the map on the search results page, and not anywhere else on your career site where you use the Google Map component.

Settings

To set up an integrated Google job map for the search results page, follow these steps:

1. Turn on the ability to use Google Maps in your career site by going to **Layouts > Search Results > General** and setting *Enable Google Job Map*.
This setting automatically adds an integrated Google map in your Unified Data Model-enabled career site's search results page.
2. To change the look of your location markers on the job map, go to the *Search Experience* tab in **Appearance > Styles > Global Styles > <Brand>**, then scroll down to *Job Map*:
 - *Location Marker Color* – lets you choose the fill color inside the location marker.
 - *Selected Location Marker Color* – lets you choose the fill color inside the location marker when the marker is selected.
 - *Location Marker Border* – lets you choose whether to show or hide the border of the location marker. The default is *Show*.
 - *Location Marker Border Color* – lets you choose the border (stroke) color of the location marker. You can enter a color value here even if you choose to hide the border, in which case the border simply isn't visible.
 - *Location Marker Style* – lets you choose how the number looks inside the location marker, including the font color, font stack, and font size.
 - *Google Maps Configuration* – this field is empty by default, and is designed to allow you to customize the map itself, separate from the location marker settings. The code you paste into this field is generated from your settings at the *Styling Wizard: Google Maps APIs* (legacy JSON styling wizard) website. Customize the look of the map there, then copy the generated JSON code and paste it into this field.

Control the color settings for the  (list) and  (map) icons in **Appearance > Styles > Global Styles > <Brand> > Main**:

- *Button Background* – controls the background color of the list view and map view buttons.
- *Button Font* – controls the color of the outline around the icons.

What's Changed

How It Looks Now

This image shows the new map and list icons on the search results page.

Refine your search

- Job Location ▼
- Country/Region ▼
- Country/Region Code (2 char) ▼
- City ▼
- Department (Org Unit - level 3) ▼
- division ▼
- Marketing Brand ▼

1 to 10 of 15 results

Sort by Most Recent 📄 📍

(Senior) Data Management Consultant/Architect (f/m/d) 5 1

Madurai, TN, India

Posting Start Date: 1/17/24 • CloudLink • Auto Design USA Demo • Number of Openings: 18 • division: Corporate Demo • Req Id: 12213 • Madurai

(Senior) Data Management Consultant/Architect (f/m/d) 5 2

Madurai, TN, India

Posting Start Date: 1/17/24 • CloudLink • Auto Design USA Demo • Number of Openings: 18 • division: Corporate Demo • Req Id: 12214 • Madurai

(Senior) Data Management Consultant/Architect (f/m/d) 5 3

Madurai, TN, India

Posting Start Date: 1/17/24 • CloudLink • Auto Design USA Demo • Number of Openings: 18 • division: Corporate Demo • Req Id: 12215 • Madurai

(Senior) Data Management Consultant/Architect (f/m/d) 5 4

Madurai, TN, India

Posting Start Date: 1/17/24 • CloudLink • Auto Design USA Demo • Number of Openings: 18 • division: Corporate Demo • Req Id: 12216 • Madurai

(Senior) Data Management Consultant/Architect (f/m/d) 5 5

Denver, CA, United States

Posting Start Date: 1/17/24 • CloudLink • Auto Design USA Demo • Number of Openings: 18 • division: Corporate Demo • Req Id: 12217 • DENVER, CO

(Senior) Data Management Consultant/Architect (f/m/d) 5

Madurai, TN, India

Posting Start Date: 1/17/24 • CloudLink • Auto Design USA Demo • Number of Openings: 18 • division: Corporate Demo • Req Id: 12212 • Madurai

This image shows the new *Job Map* section in the *Global Styles* page.

Global Styles

- Global Styles
- Default Brand
- Australia
- Australia121
- Bangladesh
- Belgium
- Brand1001
- Brazil
- Chile
- China
- CloudLink
- Ecuador
- Ethiopia
- France
- Germany
- Govt
- India
- Italy
- Kenya
- Mocambique

Cancel Save 📄 🗨

Default Brand /

Job Map

Location Marker Color: #0070F2

Selected Location Marker Color: #FF8000

Location Marker Border: Hide Show

Location Marker Border Color: #FFFFFF

Location Marker Style: Font Stack: Arial, Helvetica, sans-serif Font Size: 12 Font Color: #FFFFFF

Google Maps Configuration: Paste the JSON code from your Google Maps API Styling Wizard here. ?

How It Looked Before

The following image of the search results page shows that there were no options to view the results in map form.

Refine your search

- Job Location ▼
- Country/Region ▼
- Country/Region Code (2 char) ▼
- City ▼
- Department (Org Unit - level 3) ▼
- division ▼
- Marketing Brand ▼

1 to 10 of 15 results

Sort by Most Recent ▼

(Senior) Data Management Consultant/Architect (f/m/d) 5 1

Madurai, TN, India
 Posting Start Date: 1/17/24 • CloudLink • Auto Design USA Demo • Number of Openings: 18 • division: Corporate Demo •
 Req Id: 12213 • Madurai

(Senior) Data Management Consultant/Architect (f/m/d) 5 2

Madurai, TN, India
 Posting Start Date: 1/17/24 • CloudLink • Auto Design USA Demo • Number of Openings: 18 • division: Corporate Demo •
 Req Id: 12214 • Madurai

(Senior) Data Management Consultant/Architect (f/m/d) 5 3

Madurai, TN, India
 Posting Start Date: 1/17/24 • CloudLink • Auto Design USA Demo • Number of Openings: 18 • division: Corporate Demo •
 Req Id: 12215 • Madurai

(Senior) Data Management Consultant/Architect (f/m/d) 5 4

Madurai, TN, India
 Posting Start Date: 1/17/24 • CloudLink • Auto Design USA Demo • Number of Openings: 18 • division: Corporate Demo •
 Req Id: 12216 • Madurai

(Senior) Data Management Consultant/Architect (f/m/d) 5 5

Denver, CA, United States
 Posting Start Date: 1/17/24 • CloudLink • Auto Design USA Demo • Number of Openings: 18 • division: Corporate Demo •
 Req Id: 12217 • DENVER, CO

Technical Details

Reference Number	RMK-32034
Product	Recruiting
Module	Candidate Experience
Feature	Career Site Builder Career Sites
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable

Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Configuring Search Experience Settings for the Unified Data Model](#)

2.12.12 Important Updates to the JobRequisitionOperator Entity

`usersSysId` is now added as an additional property to the `JobRequisitionOperator` entity key definition. `isOwner` is added as a new property to the `JobRequisitionOperator` entity.

Including the `usersSysId` in the entity key definition fetches details of a unique operator for a given role and job requisition. For your integrations, if you are using the following format in your GET query on the `JobRequisitionOperator` entity, then append the `usersSysId` property to the query to avoid errors in fetching the required data:

```
JobRequisitionOperator( jobReqId={ jobReqId} , operatorRole= '{operatorRole}' ).
```

A code sample after you append the `userSysId` to a GET query is as follows:

Sample Code

```
https://<api-server>/odata/v2/  
JobRequisitionOperator( jobReqId=31463L, operatorRole= 'R' , usersSysId= 'sfadmin' )
```

The `isOwner` property identifies the primary operator for a role in a job requisition. The `isOwner` value is set to `true` for the primary operators. Operators with "V" role will have an `isOwner` property set to `true`. `isOwner` property is a read-only field and cannot be updated.

We corrected the entity key definition of the `JobRequisitionOperator` and included a useful additional property.

What's Changed

In the current version, the entity key definition of the `JobRequisitionOperator` entity is updated to include the `userSysId` property in addition to the `jobReqId` and `operatorRole` properties.

In the previous version, the entity key definition consisted only of the `jobReqId` and `operatorRole` properties.

Technical Details

Reference Number	RCM-121539
Product	Recruiting
Module	Job Requisition Integration and Extension
Feature	Job Requisitions API
Action	Required
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[JobRequisitionOperator](#)

2.12.13 New Job Alerts Component for Unified Data Model-Enabled Career Sites


You can now add a job alert link to job detail pages in Unified Data Model-enabled Career Site Builder career sites for candidates to sign up to be notified when a similar job becomes available.

There's now a new job alert component in the job detail page on Unified Data Model-enabled career sites that lets you choose where on the page you want the link text to appear.

We wanted to give Career Site Builder administrators more flexibility in where to show job alert links on a job detail page.

Configuration Requirements


A new job alerts component is available for job detail pages when you enable the Unified Data Model setting in Career Site Builder.


If you don't already have job alerts turned on, enable *Use Job Alerts* at [► Site Configuration ► Job Alerts Settings](#) , and include an email address for *Job Alert Email Address*, then save your settings. You can choose whatever username you want before the @ sign for the email address.

If Unified Data Model is already enabled, the job alert link doesn't automatically show up on the job detail page. Instead, the component becomes available in [► Layouts ► Job](#) , and you add it manually to your page.

If you enable the Unified Data Model on or after the 1H 2024 Production release, the *Job Alerts* component is automatically added to your layout, and the job alert link automatically shows up on the job detail page.

You can add the *Job Alerts* component in the layout wherever you're allowed to add a component, as many times as you want.

To change this default text, *Job Alerts Link*, for the job alert link in the job detail page, use the `<tcJobResultsCreateJobAlertsDetailsText>` key in the translation editor, at [► Tools ► Translations](#) .

You can change the way the text looks at [► Appearance ► Styles ► Global Styles ► <Brand> ► Search Experience ► Job Alerts](#) . *Job Alert Link Style* sets the font, font size, and font color, while *Job Alert Link Hover Color* sets the font color when you mouse over the text.

You can also control the alignment of the link text in the component (left, center, and right).

What's Changed

In the current version, the introduction of the new *Job Alerts* component, exclusive to the Unified Data Model, lets you control where on the job detail page to place the job alert link.

In addition, the frequency of job alert email is now set automatically systemwide, to once every seven days.

Job alert links continue to appear on category, search results, and job detail pages in career sites, whether you have the Unified Data Model setting enabled or not.

In the previous version, job alert links appeared on category and search results pages for all career sites, but only appeared on job detail pages for career sites that didn't have Unified Data Model enabled.

Technical Details

Reference Number	RMK-31945
------------------	-----------

Product	Recruiting
---------	------------

Module	Candidate Experience
--------	----------------------

Feature	Career Site Builder
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[The Career Site Builder Unified Data Model](#)
[Job Alerts in the Unified Data Model](#)

2.12.14 New Job Boards in the Job Board Market Place

We've introduced additional job boards to the Job Board Market Place.

The following are the additional job boards available on the Job Board Market Place:

- FOREM
- Rabota.ua
- Karriere.NRW
- 104 Job Board
- Student.be

The addition of new job boards to the Job Board Market Place helps you update SAP SuccessFactors Recruiting Posting catalog, meet your recruitment strategy, and fulfill continuous recruitment needs.

Technical Details

Reference Number	RP-18340
Product	Recruiting
Module	Job Requisition
Feature	Recruiting Posting
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Adding and Configuring Job Boards from the Job Board Market Place](#)

2.12.15 New Rule Scenarios for Job Requisitions and Offer Details

You can now use Recruiting-specific scenarios to create business rule scenarios for job requisitions and offer details.

Rule scenarios for both for Recruiting job requisitions and offer details are available in [Recruiting](#), in [Admin Center](#) > [Configure Business Rules](#) > [+](#) ([Create New Rule](#)), and replace the legacy Basic rule scenario option. The rule scenarios are as follows:

Scenario Name	Description
Configure Business Rules on Offer Details	Use this scenario to create business rules on offer details. To run this rule, you associate the rule in Admin Center > Manage Rules in Recruiting > Offer Detail .
Configure Business Rules on Job Requisitions	Use this scenario to configure business rules on job requisitions. To run this rule, you associate the rule in Admin Center > Manage Rules in Recruiting > Job Requisition .

To create new rules, you can now use the Recruiting-specific rule scenarios listed in [Configure Business Rules](#), which offer new features, and support objects and actions.

As with your existing Basic rule scenarios, you go to [Manage Rules in Recruiting](#) to associate a rule to your rule scenarios.

These rule scenarios offer greater control over the parameters used within the framework given by the rules engine. This enhancement is from [Customer Community Idea 314721](#).

Note

Existing basic scenarios continue to work.

You can't create new rule scenarios using the legacy Basic option, but basic rule scenarios can still be edited and run. See [Deprecation of Basic Rule Creation](#) for details.

Configuration Requirements

There are no new configuration requirements to use these rule scenarios. You can specify a rule you create using these rule scenarios in the [Offer Detail](#) and [Job Requisition](#) tabs of [Manage Rules in Recruiting](#).

What's Changed

In the current version, the [Recruiting](#) section in the [Configure Business Rules](#) page includes new rule scenarios for job requisitions and offer details. Any new business rules that you want to create for them are created using these rule scenarios.

In the previous version, rules for job requisitions and offer details were created using the *Basic* rule scenario.

Current Version	Previous Version
<p>Template selection – we've replaced the <i>Base Object</i> field with a new field that's specific to your relevant templates:</p> <ul style="list-style-type: none">• For job requisitions, the field is called <i>Job Requisition Template</i>.• For offer details, the field is called <i>Offer Detail Template</i>. <p>The dropdown lists for these fields display only those templates you've created for job requisitions and offer details that are set to Active, and don't display unrelated templates or objects.</p> <p><i>Purpose</i> – this new field lets you specify whether the trigger for the rule is a field change rule, initialize rule, or save rule.</p> <p>The actions that are available in the rule body changes based on what purpose you select.</p> <p>Assigning a purpose categorizes the rules, so that the dropdown lists in <i>Manage Rules in Recruiting</i> only display those triggers that are specific to the rule types. For example, <i>Initialize Rules</i> only displays rules for which you've applied the <i>Initialize Rule</i> purpose.</p> <div data-bbox="180 982 803 1171" style="border: 1px solid #ccc; padding: 10px;"><p>Note</p><p>Your existing basic rules continue to display in all rule dropdown lists in <i>Manage Rules in Recruiting</i> and continue to work as before.</p></div>	<p>In the previous version, you used the <i>Base Object</i> field to specify a template. However, because <i>Base Object</i> displayed every template and object you could create a business rule scenario on (including objects unrelated to Recruiting), the list of options was long and unwieldy.</p> <p>You had no way to specify, in advance, how you wanted to trigger a rule. You had less to plan in advance, but it also resulted in long dropdown lists when selecting rules in <i>Manage Rules in Recruiting</i>.</p> <p>In the previous version:</p> <ul style="list-style-type: none">• There was no indication in the rule body of the rule's purpose.• The dropdown list for the <i>If</i> statement showed functions for Recruiting, but also showed Employee Central functions that were unused or unnecessary for Recruiting, resulting in a long list of mostly unrelated functions.• The dropdown list for the <i>Then</i> statement displayed all options (<i>Set</i>, <i>Raise Message</i>, <i>Create</i>, <i>Delete</i>, <i>Execute</i>, and <i>Add To</i>), regardless of whether they were valid or even usable for your Recruiting rule.
<p>The rule body, when creating new business rules in <i>Configure Business Rules</i>, includes the following:</p> <ul style="list-style-type: none">• <i>Purpose</i> field.• <i>If</i> statements now only show functions that are either The basic information section now shows the value that you chose for the Recruiting-related, or which you've used before.• <i>Then</i> statements now only show options based on the purpose that you specify for the rule:<ul style="list-style-type: none">• <i>Field Change</i> rules (onChange) show <i>Set</i> and <i>The basic information section now shows the value that youRaise Message</i>.• <i>Initialize</i> rules (onInit) show <i>Set</i>.• <i>Save</i> rules (onSave) show <i>Set</i> and <i>Create</i>.	

Updating Existing Rules

If you want to assign a purpose to your existing basic rule scenario, you can use the *Change Scenario* option in *Configure Business Rules*. The system analyzes your basic rule scenario and presents you with the purpose

to choose in the *Purpose* field on the *Select Attributes* step. Refer to *Changing Rule Scenarios Individually* in *Implementing Business Rules in SAP SuccessFactors* for details on how to edit an existing rule scenario.

Updating basic rule scenarios lets those rules appear only in the dropdown lists specific to their purpose in *Manage Rules in Recruiting*, helping to reduce long lists.

→ Tip

To find all your basic rule scenarios in the system, select the `Basic (_basic)` in the *Scenario* filter in *Business Rules Admin*. You can then determine which basic rule scenarios you want to update manually.

Technical Details

Reference Number	RCM-115571
Product	Recruiting
Module	Candidate Sourcing Job Requisition
Feature	Job Requisitions Offer Approvals
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Business Rules in Recruiting](#)
[Deprecation of Basic Rule Creation \[page 765\]](#)

2.12.16 Set Answers for Screening Questions to Read-Only After Application

You can now prevent applicants from editing their answers to screening questions after they've applied.

If you have multistage applications enabled, you can allow screening questions to be added to a job for applicants to answer at the point of applying. You can set these questions to be mandatory, and also set them to auto-disqualify an applicant based on a wrong answer.

You can now add a feature permission to a job requisition template that changes answers to read-only, so once an applicant has applied, the answers are locked and can't be edited.

This enhancement is from:

- [Customer Community Idea 200165](#)
- [Customer Community Idea 233587](#)
- [Customer Community Idea 252122](#)

Configuration Requirements

Ensure that the feature permission `candQuestions` is configured for each status where you want applicants to be able to read, but not edit, their answers to screening questions.

Sample Code

```
<feature-permission type="candQuestions">
  <description><![CDATA[Candidate can view the Question in the following
status]]></description>
  <role-name><![CDATA[C]]></role-name>
  <status><![CDATA[Default]]></status>
</feature-permission>
<feature-permission type="candQuestions">
  <description><![CDATA[Candidate can view the Question in the following
status]]></description>
  <role-name><![CDATA[C]]></role-name>
  <status><![CDATA[PreScreen]]></status>
</feature-permission>
<feature-permission type="candQuestions">
  <description><![CDATA[Candidate can view the Question in the following
status]]></description>
  <role-name><![CDATA[C]]></role-name>
  <status><![CDATA[Auto Disqualified]]></status>
</feature-permission>
```

Note

The `candQuestions` feature permission type isn't the same as `questionResponse`, a feature permission type in the job application template. The latter gives "read" permission to the Recruiting user and is unrelated to applicants.

What's Changed

In the current version, applicants can no longer edit their answers once they submit their application.

In the previous version, the feature permission `canQuestions` gave applicants the ability to "edit" their answers in the status where this permission was configured, which gave applicants the ability to correct their answers even after they applied.

Technical Details

Reference Number	RCM-65018
Product	Recruiting
Module	Applicant Management
Feature	Job Applications
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Configuring the Job Requisition Template for Multistage Applications](#)

2.12.17 Support for Object Type in the Job Application Template

You can now define the Foundation Objects and Generic Objects fields in the Application Template to synchronize data across SAP SuccessFactors Onboarding and SAP SuccessFactors Employee Central.

As part of this feature, effective-dated Foundation Objects and Generic Objects for job applications can now be included in the Job Application template.

The standard application field with ID *startDate* is used to identify the date on which to validate, if the value is active or not. It ensures that the validation is not restricted to the current system date. If *startDate* field is not defined in the application template, then the system uses the standard requisition *jobStartDate* field. If the Job Requisition *jobStartDate* field is not defined in the Job Requisition template, then the current system date is considered, by default.

Object type in the Application Template provides a simple way to select and display attributes for a specific object when generating hiring data for an applicant.

Configuration Requirements

- To configure the Foundation Objects and Generic Objects fields on the *startDate*, go to [Admin Center](#) > [Manage Recruiting Settings](#) > [Generic Object / Foundation Object \(GO/FO\) field types](#) > [Allow users to select only those instances that are active as of the date in the Job Start Date field in the Job Requisition, Application and Offer Detail pages](#).
- Configure the Foundation Objects and Generic Objects in the application template. For more information, see [Related Information](#)

Technical Details

Reference Number	RCM-124237
Product	Recruiting
Module	Applicant Management
Feature	Applicant Management
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability

Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Job Applications with HR Master Data Effective-Dated Foundation Objects and Generic Objects for Job Application](#)

2.12.18 Unsubscribe Options for Career Site SSL Expiration Reminders

Career Site Builder administrators can now unsubscribe from email reminders about expiring SSL certifications, and new administrators are no longer automatically subscribed to these notifications.

There are now three methods for unsubscribing from SSL expiration notices.

Method	Description
<p>From the Command Center:</p> <p>Unsubscribe all Career Site Builder administrative users from reminders about expiring SSL certificates.</p>	<p>The back-end Command Center now has an option, called Unsubscribe All Admin Users from SSL Expiration Email. Located in the Additional Options section of a site's Site Details screen, this option stops all Career Site Builder admin users from getting these notices.</p> <div style="border: 1px solid #ccc; padding: 10px; margin-top: 10px;"> <p>Note</p> <p>As a customer, you don't have access to Command Center. To complete tasks in Command Center, contact your implementation partner or your Account Executive. For any non-implementation tasks, contact Product Support.</p> </div>
<p>From Career Site Builder:</p> <p>Turn off subscriptions for individual users.</p>	<p>Turning subscriptions on or off for users is done in Career Site Builder. Go to Users > Roles > Admin Users and select the Edit User for the admin user.</p>

Method	Description
	<p>The <i>Enable SSL Notification</i> setting in the <i>Edit Admin User</i> page controls subscriptions. For existing users, turn the slider to <i>Off</i>.</p> <p>New users will have this setting set to <i>Off</i> by default.</p>
<p>From within the email:</p> <p>Use the Unsubscribe button.</p>	<p>A new link at the bottom of the email, labeled <i>To unsubscribe from SSL Expiration Emails, click here</i>, takes subscribers to the <i>Manage Email Subscriptions</i> page. Choosing the <i>Unsubscribe</i> button on the page shows the following message: <i>If the information you provided matches an account, you will no longer receive email notifications about SSL expirations.</i></p>

We wanted admins to be able to unsubscribe from reminders because most of them aren't responsible for managing the SSL certificates for their career sites.

What's Changed

In the current version, Career Site Builder administrators can choose to unsubscribe themselves. Organizations can choose to unsubscribe everyone at once, and new administrators aren't automatically subscribed.

In the previous version, all Career Site Builder administrators were automatically subscribed, and couldn't unsubscribe on their own.

Technical Details

Reference Number	RMK-32135
Product	Recruiting
Module	Candidate Sourcing
Feature	Career Site Builder
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed

Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Canceling Subscriptions to SSL Expiration Reminder Notices](#)

2.13 Succession Planning

2.13.1 Exclude Deleted Forms' Ratings from Matrix Grid Reports

As an administrator, you can now prevent ratings in deleted forms from being used to generate the Performance-Potential or How vs. What matrix grid report in Succession.

To exclude deleted forms, select *Exclude deleted forms when retrieving ratings* in one or both of the following admin tools:

- Matrix Grid Reports: Performance-Potential
- Matrix Grid Reports: How vs. What

We developed this feature so that you no longer need to purge deleted forms if you don't want their ratings to be considered in the matrix grid reports.

Configuration Requirements

This feature is only available in the matrix grid reports in Succession. Therefore, even if you select *Exclude deleted forms when retrieving ratings*, ratings of deleted forms are still shown on the Performance-Potential and How vs. What matrix grids in People Profile.

Role-Based Permission Prerequisites

- You have the [Administrator Permissions](#) > [Manage Succession](#) > [Performance-Potential Configuration](#) permission.

- You have the [Administrator Permissions](#) > [Manage Succession](#) > [How vs. What Configuration](#) permission.

Technical Details

Reference Number	SCM-19614
Product	Succession & Development
Module	Succession Planning
Feature	Matrix Grid
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Matrix Grid Reports](#)
[Defining the X- and Y-Axes for Matrix Grid Reports](#)

2.13.2 Validation for Permanently Deleting Positions or Talent Pools with Nomination Records

If any employee has ever been nominated to a position or talent pool in Succession, this position or talent pool can't be permanently deleted using the [Manage Positions](#) or [Manage Data](#) admin tool.

Previously, you could use the tools to permanently delete such a position or talent pool. Now, when you try to delete it, an error message displays.

If you need to permanently delete a position or talent pool that has nomination records, you can purge it in [Data Retention Management](#) using the purge request type *Purge Non-Sensitive MDF Business Data*.

We added the validation checks to prevent the loss of nomination records, especially during data migration.

Configuration Requirements

You're using the MDF position-based nomination method.

Technical Details

Reference Number	SCM-19894
Product	Succession & Development Employee Central
Module	Succession Planning Company Organization
Feature	Metadata Framework Organizational Management Talent Pools
Action	Recommended
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Validation for Permanently Deleting Positions and Talent Pools with Nomination Records Purging MDF Data \(Non-DRTM\)](#)

2.14 Time Tracking

2.14.1 Calendar-Based Automatic Approval of Pending Time Sheet Workflow Requests

We've added a processing user to the time recording calendar. The processing user lets you automatically approve time sheets with pending workflows.

In some organizations, time sheets need to be approved by a certain date to ensure that employees are paid on time. You can now ensure that pending time sheets are automatically approved by a certain date by assigning a processing user in the time recording calendar. The processing user is a user with permissions to manage workflows. This user performs all workflow actions and saves objects related to the time sheet. If no processing user is provided, auto-approval of time sheets is only possible if the submission date is equal to the approval date. Auto-approval is possible for positive, negative, and overtime recorders.

We've added this functionality to help customers pay their employees on time.

Configuration Requirements

The *Processing User* field is automatically available in the time recording calendar for SAP SuccessFactors Time Tracking customers. However, you need to set up a user with the permissions required to approve time sheet workflows. You also need to assign the processing user in the time recording calendar. If you haven't set up a time recording calendar yet, you need to create one and assign it to a time recording profile.

What's Changed

Manage Data

Search: Time Recording Calendar | No Selection | Include Inactive Records: No | Create New: No Selection

Time Recording Calendar:

External Name * ⓘ ⓘ

Description

External Code * ⓘ

Created By

Created Date

Last Modified By

Last Modified Date

Entity UUID *

Processing User ⓘ

Time Recording Calendar Entries

<u>Period Start Date *</u>	<u>Period End Date *</u>	<u>Submission Date</u>	<u>Approval Date</u>	(5) More
----------------------------	--------------------------	------------------------	----------------------	----------

How It Looks Now


You can now assign a processing user in the time recording calendar. Therefore, you can now automatically approve time sheets with workflows. Previously, you couldn't assign a processing user. Therefore, auto-approval of time sheets was only possible if the submission date was equal to the approval date.

Technical Details

Reference Number	TIM-37649
Product	Time Tracking
Module	Time Management
Feature	Time Sheet
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New

Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Creating a Calendar for Automatic Time Sheet Submission and Approval](#)
[Automatic Time Sheet Submission and Approval Capabilities in SAP SuccessFactors Time Tracking](#) 

2.14.2 Deviation in Time Recording Submission Configuration Can't Be Below -2

In the *Time Recording Submission Configuration* object, the value in the *Deviate Automatic Submission By (+/- Days)* field can't be below **-2** anymore.

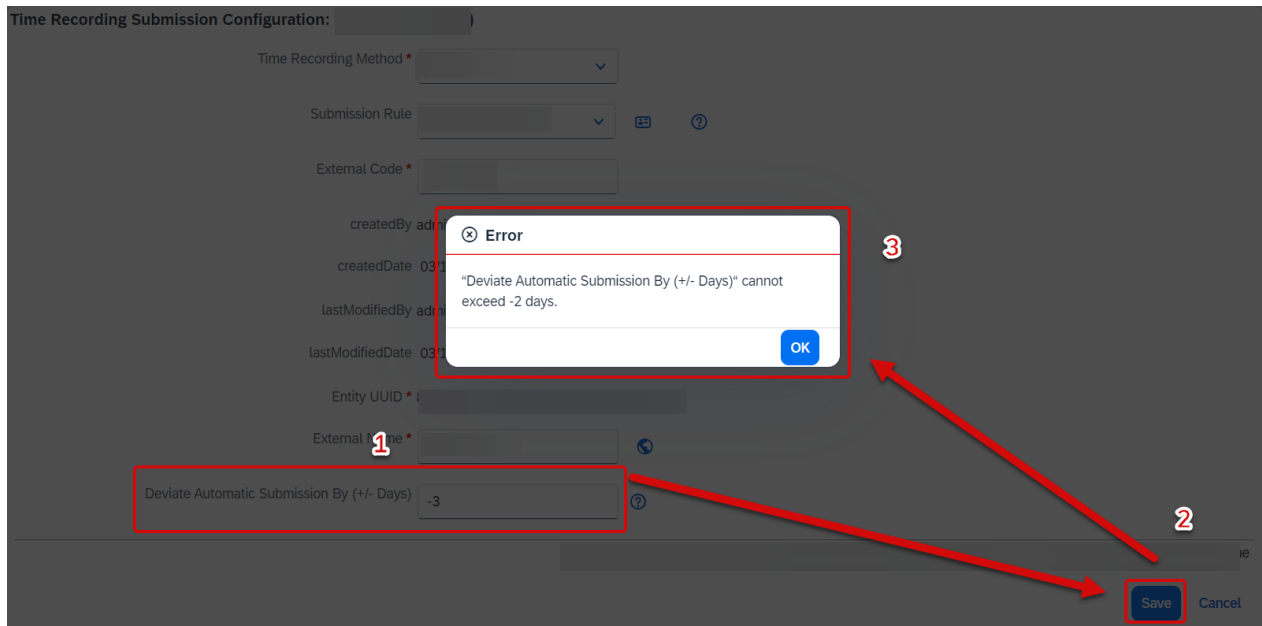
In the *Time Recording Submission Configuration* object, you can configure that time sheets are automatically submitted some days before or after the end of the time sheet period. You do this in the *Deviate Automatic Submission By (+/- Days)* field. A negative value in the *Deviate Automatic Submission By (+/- Days)* field means that you automatically submit time sheets before the end of the time sheet period. Submitting time sheets before the end of the time sheet period can lead to many time sheet amendments. Time sheet amendments result in the duplication of data and thus in a significant volume of data. To prevent a large number of amendments, we've limited the number of days you can automatically submit time sheets before the end of the time sheet period to 2.

We've added this guardrail to prevent performance issues caused by an excessive number of amendments.

Configuration Requirements

Make sure that the value in the *Deviate Automatic Submission By (+/- Days)* field of any *Time Recording Submission Configuration* object you've created is not below **-2**.

What's Changed



How It Looks Now

Now, if you enter a value below **-2** in the *Deviat Automatic Submission By (+/- Days)* field of the *Time Recording Submission Configuration* object, an error message is displayed when you try to save your changes.

Manage Data

Search

Include Inactive Records

Time Recording Submis...

No

Time Recording Submission Configuration:

Time Recording Method *

Submission Rule

External Code *

createdBy

createdDate

lastModifiedBy

lastModifiedDate

Entity UUID *

External Name *

Deviate Automatic Submission By (+/- Days)

-3

How It Looked Before

Previously, you could enter a value below **-2** in the *Deviate Automatic Submission By (+/- Days)* field of the *Time Recording Submission Configuration* object.

Technical Details

Reference Number	TIM-43490
Product	Time Tracking
Module	Time Management
Feature	Time Sheet

Action	Required
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Setting Up Automatic Time Sheet Submissions with Deviations](#)

2.14.3 Enhancement of the Rule Functions Get Number of Allowances In Period and Has Allowances In Period

We've added the option *Consider only allowances that have changed.* to the *Amendment Scenario* parameter of the rule functions *Get Number Of Allowances In Period()* and *Has Allowances In Period()*. This option lets you find amendments for monthly time sheets that are stored in the *Allowance Recording* object.

This enhancement is required so that you can use these rule functions for monthly time sheets.

Configuration Requirements

The additional option in the *Amendment Scenario* of the rule functions is automatically available for SAP SuccessFactors Time Tracking customers. To use this feature, though, you need to configure monthly time sheets and rules for these monthly time sheets.

Note

You can only select *Consider only allowances that have changed.* in the *Amendment Scenario* parameter of the rule functions *Get Number Of Allowances In Period()* and *Has Allowances In Period()* for monthly time sheets. This option doesn't work for weekly time sheets.

What's Changed

● Count Allowances (Count_Allowances)

Scenario: Time Sheet Validation [Change Scenario](#)

Basic Information

Start Date 01/01/1900

Description

+ Variables

[-] If

Get Number Of Allowances In Period() > 1
User:
Start Date: 01/01/2024
End Date: 03/01/2024
(Optional) Amendment Scenario: Only consider allowances that have changed.
(Optional) Allowance Types: Meal Allowance (MEAL)

Then

Raise Message " NoMealWithTravel " with Error severity
MealAllowanceNotAllowedwithBusinessTravel [?]

How It Looks Now

You can now select *Consider only allowances that have changed.* in the *Amendment Scenario* parameter of the rule functions *Get Number Of Allowances In Period()* and *Has Allowances In Period()*.

● AbsenceAllowanceValidation (AbsenceAllowanceValidation)

Scenario: Absence Validation [Change Scenario](#)

Basic Information

Start Date 01/01/1900

Description

+ Variables

☒ If

Has Allowances In Period() is equal to Yes

User: Employee Time.User
Start Date: Employee Time.Start Date
End Date: Employee Time.End Date

(Optional) Amendment Scenario: Only consider the amended time sheet.
(Optional) Allowance Types: Full Day (Full-Day)

Then

Raise Message " AbsenceAllowanceCheck " with Error severity
Absence of type x is not allowed to take when there is an allowance of type y

How It Looked Before

Previously, you could select the option *Only consider the amended time sheet*, but there was no option to consider allowances that have changed.

Technical Details

Reference Number	TIM-41453
Product	Time Tracking
Module	Time Management
Feature	Time Sheet
Action	Info only

Enablement	Customer configured
<hr/>	
Link to Demo	
<hr/>	
Lifecycle	General Availability
<hr/>	
Type	Changed
<hr/>	
Major or Minor	Minor
<hr/>	
Business Process Variant	Hire to Retire
<hr/>	
Software Version	1H 2024
<hr/>	
Valid as Of	2024-05-17
<hr/>	
Latest Document Revision	2024-04-12
<hr/>	

Related Information

[Has Allowances In Period\(\)](#)

[Get Number of Allowances in Period\(\)](#)

2.14.4 Filterable Allowance Type List

It's now possible to hide allowance types from the selection drop-down when recording an allowance by assigning an allowance type filter rule to the corresponding Available Allowance Type on the time profile.

This feature can be used, for example, to hide meal allowances types for employees from a certain legal entity.

This enhancement is from [Customer Community Idea 309694](#) .

Configuration Requirements

- SAP SuccessFactors Time Tracking needs to be enabled.
- An allowance type filter rule must be assigned in the *Allowance Type Filter Rule* field that's in the details of the *Available Allowance Type* section of the time profile.

What's Changed

Allowances (1) Record

▼ **Extra Allowance** 1 hr 00 min ⊗

Allowance Type: *

Extra Allowance ▼

- Extra Allowance
- 01:00

How It Looks Now

In the current version, the available allowance types can be restricted based on certain conditions, such as legal entity.

Allowances (1) Record

▼ **Meal Allowance** 1 hr 00 min ⊗

Allowance Type: *

Meal Allowance ▼

- Meal Allowance
- Extra Allowance
- 01:00

How It Looked Before

In the previous version, all available allowance types from a time profile were shown.

Technical Details

Reference Number	TIM-42614
Product	Time Tracking
Module	Time Management
Feature	Time Sheet
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Configuration Options for Available Allowance Types in the Time Profile](#)

2.14.5 Link to the Time Sheet UI in the Employee Time Sheet Workflow Details

We've added the [Open Time Sheet for Details](#) link to the [Workflow Details](#) page of the [Employee Time Sheet](#) workflow. This link takes you directly from the workflow details of the time sheet to the time sheet of the employee whose time sheet you're reviewing.


We've added this feature to improve the experience of time sheet approvers such as managers and HR admins.

Configuration Requirements

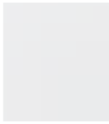
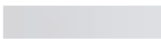

This feature is automatically available for SAP SuccessFactors Time Tracking customers. You might want to update training material for time sheet approvers.

What's Changed

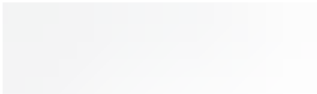
Workflow Details

 Content displayed on this page is restricted based on user permissions. If you are looking for content that is not displayed on this page, it is possible that you do not have the required permissions. Reach out to your Admin for more information on content you are allowed to access.


Do you approve this request?

 **Time Sheet for** 
Initiated by 
[View Workflow Participants](#)


Employee Time Sheet

Time Sheet Period 
Planned Working Time (hh:mm)
Recorded Time (hh:mm)
Working Time Account (hh:mm)

Time Sheet Entry

Cost Center Time Entry	Time Type	Start Date	Hours and Minutes	(8) More
				Details

Time Valuation Result

Posting Target	Pay Type Name	Hours and Minutes	Booking Date	Approval Status	Pay Type Code
					


Allowance

No data for Allowance available or you do not have the necessary permission.

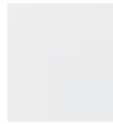
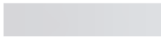
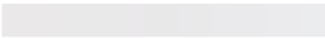
[Open Time Sheet for Details](#)

How It Looks Now

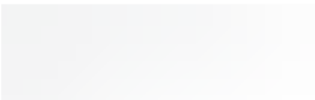



Workflow Details

 Content displayed on this page is restricted based on user permissions. If you are looking for content that is not displayed on this page, it is possible that you do not have the required permissions. Reach out to your Admin for more information on content you are allowed to access.

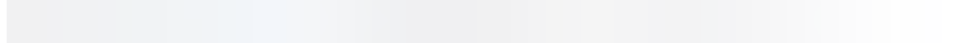
Do you approve this request?

 **Time Sheet for** 
Initiated by 
[View Workflow Participants](#)


Employee Time Sheet

Time Sheet Period 
Planned Working Time (hh:mm) 
Recorded Time (hh:mm) 
Working Time Account (hh:mm) 

Time Sheet Entry

Cost Center	Time Entry	Time Type	Start Date	Hours and Minutes	(8) More
					Details

Time Valuation Result

Posting Target	Pay Type Name	Hours and Minutes	Booking Date	Approval Status	Pay Type Code
					

Allowance

No data for Allowance available or you do not have the necessary permission.

How It Looked Before

Technical Details

Reference Number TIM-41454

Product	Time Tracking
Module	Time Management
Feature	Time Sheet
Action	Recommended
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Implementation of Time Sheet](#)

2.14.6 Monthly Time Sheets

You can now approve time sheets on a monthly rather than on a weekly basis. We've also added a monthly calendar view in Time Sheet that allows employees as well as managers and administrators in on-behalf mode to get an overview of the employees' attendance and absence recordings in a calendar month.

The length of a time sheet period can vary. In some organizations, time sheets are submitted and approved on a monthly rather than a weekly basis. When you set up such monthly time sheets, the new calendar view of the time sheet is the default view. This view shows all relevant time entries (absences, working times, on-calls, and allowances) in a calendar month. In addition, to enable the monthly approval of time sheets, we've adapted the *Time Valuation Period* object and renamed it to *Time Recording Approval Period*. We've also changed the *Time Valuation Period* field on the *Time Recording Profile* object to *Time Recording Approval Period* and added two persistence objects called *Time Recording* and *Allowance Recording*. For monthly time sheets, working and on-call times as well as allowances are stored in these separate objects rather than in the *Employee Time Sheet Entry* and *Allowance* sections of the *Employee Time Sheet* object. Therefore, even though a monthly time sheet contains working times, on-call times, or allowances, the *Employee Time Sheet Entry* and *Allowance* sections of the

Employee Time Sheet object are not filled. The only section of the *Employee Time Sheet* object that is filled by a monthly time sheet is the *Time Valuation Results* section.

This new feature is from [Customer Community Idea 44814](#).

Configuration Requirements

To activate monthly time sheets, please contact Product Support using the contact details mentioned in the linked blog post. Do not open a support ticket. After Product Support activates monthly time sheets, the calendar view is available automatically. Monthly time sheets are only available for SAP SuccessFactors Time Tracking customers. In addition, the following configuration requirements apply:

- The length of the *Time Recording Approval Period* object is set to *Calendar Month*.
- The *Time Recording Approval Period* field is added in the time recording profile.
- No time sheets, no time recordings, and no allowance recordings exist in the period that is affected by the Job Information change from weekly to monthly time sheets.
- If you implement custom fields on the *Time Recording* and *Allowance Recording* objects, these custom fields must have the same names as the custom fields on the *Employee Time Sheet Entry* and *Allowance* objects to allow copying between days as well as reporting.

⚠ Restriction

- Single record approval is not supported.
- The admissibility configuration *Past Weeks for Weekly Time Sheets* is ignored for time sheets with monthly approval periods. Use retroactive change restrictions to ensure the time sheet is admissible.
- Time sheets with monthly approval periods are not available on the mobile Time Sheet app.
- After you change the time recording approval period from weekly to monthly, the workflow details don't show working times, on-call times, and allowances anymore.
- You can't set up time collectors for monthly time sheets. However, you can set up daily, weekly, and monthly time containers.
- When configuring time valuations for monthly time sheets, you can only use the valuation methods *Valuate Per Day* and *Valuate Up To Today* in synchronous time valuations for payroll-relevant valuation results and time accounts. For monthly time sheets, the valuation method *Valuate Whole Sheet/Period* only works for asynchronous time valuations that don't generate payroll-relevant valuation results.

Role-Based Permission Prerequisites

You have the [User](#) > [Time Management Object Permissions](#) > [Allowance Recording](#) permission.

You have the [User](#) > [Time Management Object Permissions](#) > [Time Recording](#) permission.

What's Changed

< Time Sheet for Mar 1 – 31, 2024 >
Calendar Trace Information

Employee Name

Planned Working Time
168 hr 00 min

Recorded Working Time
120 hr 00 min

Status
To Be Submitted

^ ↩

Days (31)
Summary
Time Sheet Accounts

Calendar
Copy Paste
⌵
📅
☰ 📅

<
Today
>
March 2024

	Sun	Mon	Tue	Wed	Thu	Fri	Sat
9	25 Non-Working Day	26 Working time (recorde Standard Break	27 Working time (recorde Standard Break	28 Working time (recorde Standard Break	29 Working time (recorde Standard Break	1 Working time (recorde Standard Break	2 Non-Working Day
10	3 Non-Working Day	4 Working time (recorde Standard Break	5 Working time (recorde Standard Break	6 Working time (recorde Standard Break	7 Working time (recorde Standard Break	8 Working time (recorde Standard Break	9 Non-Working Day
11	10 Non-Working Day	11 Working time (recorde Standard Break	12 Working time (recorde Standard Break	13 Working time (recorde Standard Break	14 Working time (recorde Standard Break	15 Working time (recorde Standard Break	16 Non-Working Day
12	17 Non-Working Day	18 Working time (recorde Standard Break	19 Working time (recorde Standard Break	20 Working time (recorde Standard Break	21 Working time (recorde Standard Break	22	23 Non-Working Day
13	24 Non-Working Day	25	26	27	28	29	30 Non-Working Day

Submit
Discard

How It Looks Now

The approval period of a time sheet can now be a calendar month. The default view for such monthly time sheets is the new calendar view. However, you can switch between the calendar and the list view.

Planned Working Time
40 hr 00 min

Recorded Working Time
0 hr 00 min

Status
To be Submitted



Days (7)

Time Sheet Accounts

Day	Planned Time	Recorded Time	Recordings
Sunday 17 Mar	0 hr 00 min	0 hr 00 min	>
Monday 18 Mar	8 hr 00 min	0 hr 00 min	>
Tuesday 19 Mar	8 hr 00 min	0 hr 00 min	>
Wednesday 20 Mar	8 hr 00 min	0 hr 00 min	>
Thursday, 21 Mar (Today)	8 hr 00 min	0 hr 00 min	>
Friday 22 Mar	8 hr 00 min	0 hr 00 min	>
Saturday 23 Mar	0 hr 00 min	0 hr 00 min	>

Time Sheet Accounts

Working Time Account

Total:
17 hr 37 min

Added this week:
0 hr 00 min

Submit

How It Looked Before

Previously, the approval period could only be a week and only the list view was available.

Technical Details

Reference Number	TIM-41215
Product	Time Tracking
Module	Time Management
Feature	Time Sheet
Action	Info only
Enablement	Contact Product Support

[Link to Demo](#)

Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Setting Up Monthly Approval Periods for Time Sheets](#)

[Monthly Time Sheets in SAP SuccessFactors Time Tracking](#) 

2.14.7 Support of Annual Working Time Agreements in Days for France

We now support annual working time agreements in days as commonly used in France (convention de forfait en jours). You can now display planned times and record working times in unit days rather than hours.

We've added this feature to help customers in France fulfill their legal obligations.

Configuration Requirements

- Time Tracking is enabled.
- The country or region of employment is *France*.
- The time recording variant is *Duration*.
- The time recording method is *Positive*.
- Under [Configure Object Definitions](#) > [Object Definition](#) > [Time Profile](#), *Country/Region* is set to *France*, *Allow Time Recording in Days* is set to *Yes*, and the visibility of the *timeSheetDayRecordingEnabled* field is set to *Editable*.

What's Changed

Time Sheet for Jan 7 – 13, 2024

Employee Name: [Redacted] | Planned Working Time: 5 days | Recorded Working Time: 0 days | Status: To Be Submitted

Day	Planned Time	Recorded Time	Recordings
Sunday Jan 7	0 days	0 days	>
Monday Jan 8	1 day	0 days	>
Tuesday Jan 9	1 day	0 days	>
Wednesday Jan 10	1 day	0 days	>
Thursday Jan 11	1 day	0 days	>
Friday Jan 12	1 day	0 days	>
Saturday Jan 13	0 days	0 days	>

Wed, January 10, 2024

Planned Working Time: 1 day
Day Model: DUR - 8h Work Day
Recorded Working Time: 0 days

Working Times (1)

- Working Time: 1 day
- Time Type: Working Time
- Duration: 1 day
- 0.5 days

On-Call Times (0)

No on-call times recorded.

How It Looks Now

In the current version, working times can also be recorded in days.

Time Sheet for Mar 31 – Apr 6, 2024

Employee Name: [Redacted] | Planned Working Time: 36 hr 00 min | Recorded Working Time: 0 hr 00 min | Status: To Be Submitted

Day	Planned Time	Recorded Time	Recordings
Sunday Mar 31	0 hr 00 min	0 hr 00 min	>
Monday Apr 1	8 hr 00 min	0 hr 00 min	>
Tuesday Apr 2	8 hr 00 min	0 hr 00 min	>
Wednesday Apr 3	8 hr 00 min	0 hr 00 min	>
Thursday Apr 4	8 hr 00 min	0 hr 00 min	>
Friday Apr 5	4 hr 00 min	0 hr 00 min	>
Saturday Apr 6	0 hr 00 min	0 hr 00 min	>

Mon, April 1, 2024

Planned Working Time: 8 hr 00 min
Day Model: DUR 8 hrs
Recorded Working Time: 0 hr 00 min

Working Times (1)

- Working time (recorded): 1 hr 00 min
- Time Type: Working time (recorded)
- Duration: 01:00
- Cost Center: [Redacted]

On-Call Times (0)

No on-call times recorded.

How It Looked Before

In the previous version, hours were the only available unit to record working times.

Technical Details

Reference Number

TIM-40959

Product	Time Tracking
Module	Time Management
Feature	Time Sheet
Action	Info only
Enablement	Customer configured
Link to Demo	Time Recording in Days
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Annual Working Time Agreements in Days](#)

2.14.8 Support of Keyboard Shortcuts for Copying and Pasting Days in Time Sheet

You can now copy and paste days in Time Sheet using the common keyboard shortcuts **CTRL** + **C**, **CTRL** + **V** for Windows and **Command** + **C**, **Command** + **V** for macOS.

We're closing a functionality gap with this enhancement.

Configuration Requirements

This feature is automatically available for all SAP SuccessFactors Time Tracking customers. You might want to roll this out to the employees in your organization.

What's Changed

< **Time Sheet for Mar 17 – 23, 2024** > [Calendar](#) [Trace](#) [Information](#)

Employee Name: [Redacted] Planned Working Time: 40 hr 00 min Recorded Working Time: 0 hr 00 min Status: **To Be Submitted**

Days (7) Time Sheet Accounts Time Collectors

<input type="checkbox"/>	Day	Planned Time	Recorded Time	Recordings
<input type="checkbox"/>	Sunday Mar 17	0 hr 00 min	0 hr 00 min	>
<input checked="" type="checkbox"/>	Monday, Mar 18 (Friday)	8 hr 00 min	0 hr 00 min	>
<input type="checkbox"/>	Tuesday Mar 19	8 hr 00 min	0 hr 00 min	>
<input type="checkbox"/>	Wednesday Mar 20	8 hr 00 min	0 hr 00 min	>
<input type="checkbox"/>	Thursday Mar 21	8 hr 00 min	0 hr 00 min	>
<input type="checkbox"/>	Friday Mar 22	8 hr 00 min	0 hr 00 min	>
<input type="checkbox"/>	Saturday Mar 23	0 hr 00 min	0 hr 00 min	>

Time Sheet Accounts

Working Time Account Total: -1256 hr 31 min Added by the current time sheet: 0 hr 00 min	Time Account for Time Off in Lieu of Working Time Total: 0 hr 00 min Added by the current time sheet: 0 hr 00 min
---	--

Time Collectors

Recordings copied [Submit](#)

How It Looks Now

You can now use keyboard shortcuts to copy and paste days.

How It Looked Before The Copy and Paste buttons of the Time Sheet UI are highlighted.

Previously, you had to use the [Copy](#) and [Paste](#) buttons.

Technical Details

Reference Number	TIM-42864
Product	Time Tracking
Module	Time Management

Feature	Time Sheet
Action	Recommended
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Minor
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Copying Data in Time Sheets](#)

2.14.9 Time Sheet Approval Center

Time Sheet Approval Center provides a single comprehensive overview for managers to view important contextual information and perform mass approval of their employees' time sheet requests, in an easy and efficient manner. The information on the Time Sheet Approval Center page includes details of the submitted and non-submitted time sheets, time sheet key facts, missing time punches, absences, related approvals, alerts, and amendments.

Using the Time Sheet Approval Center page, a manager or an approver can perform the following actions:

- Approve all the time sheets submitted by their employees with a single operation, using the [Approve All](#) button.
- Select multiple time sheets and send them for approval with a single operation.
- Take a decision to approve or decline a single time sheet.
- View the status of the time sheets.
- Use the in-line approval functions to review pending requests related to time off, time event corrections, or single attendance record approvals.
- When an employee is blocked from submitting the time sheet due to a pending single attendance record approval request, action can be taken directly from this page to approve the request and unblock the employee.
- Navigate to the Time Sheet user interface or Time Workbench of the employee to get further information.
- Review alerts or amendments that are associated with time sheets. Take the necessary action by navigating to either the Time Sheet or the Time Admin Workbench.

- Review the configured Time Sheet Key Facts which can include details like Time Type Group, Allowance Type, Unpaired Time Event, Time Off in Lieu Account balance, and Working Time Account balance. Use these Time Sheet Key Facts to create a Time Sheet Key Fact Configuration and vice versa.

In the current scenario, managers have to manually go through each time sheet for every direct reportee and verify multiple details before approving the time sheet. However, all of these details are not available on a single page. Time Sheet Approval Center provides a holistic view of all the time sheets along with key details in a single place allowing the manager or approver to confidently approve the time sheets in an easy and efficient manner.

Configuration Requirements

The Time Sheet Approval Center feature is currently Restricted Availability. For more details on how to subscribe to this feature, refer to the SAP Community blog in the Related Information section.

- You have a license for SAP SuccessFactors Time Tracking.
- Create a [Time Sheet Key Fact Configuration](#) before you link it to a Time Recording Profile. This is optional.

⚠ Restriction

To use Time Sheet Approval Center you have to meet the following criteria:

- Have active approval workflows in your time sheet processes for employees with any of the time recording methods (Positive, Negative, or Overtime).
- Have only weekly time sheet approvals.
- Employees with annual working time agreements in France for days are not configured.

Role-Based Permission Prerequisites

- To view the Time Sheet Approval Center, you have the [Administrator](#) > [Manage Time](#) > [Access Time Sheet Approval Center](#) permission.
- To perform mass approval of time sheets, you have the [Administrator](#) > [Manage Time](#) > [Access Time Sheet Approval Center](#) > [Enable Approve All](#) permission.
- To create Time Sheet Key Facts, you have the View, Edit, and Import/Export permissions for [User](#) > [Time Management Object Permissions](#) > [Time Sheet Key Fact](#).
- To create Allowance Type Key Fact, you have the View, Correct, Create, Adjust Order, Delete, and Import/Export permissions for [User](#) > [Time Management Object Permissions](#) > [Time Sheet Key Fact.Allowance Types \(Time Sheet Key Fact Allowance Type Detail\)](#).
- To create Time Type Group Key Fact, you have the View, Correct, Create, Adjust Order, Delete, and Import/Export permissions for [User](#) > [Time Management Object Permissions](#) > [Time Sheet Key Fact.Time Type Groups \(Time Sheet Key Fact Time Type Group Details\)](#).
- To create Time Sheet Key Fact Configuration, you have the View Current, View History, Create, Insert, Correct, Delete, and Import/Export permissions for [User](#) > [Time Management Object Permissions](#) > [Time Sheet Key Fact Configuration](#).

- To create Time Sheet Key Fact Configuration, you have the View, Correct, Create, Adjust Order, Delete, and Import/Export permissions for **User > Time Management Object Permissions > Time Sheet Key Fact Configuration.Key Facts (Time Sheet Key Fact Details)**.

What's Changed

Time Sheet Approval Center

To Be Reviewed (11)

The time sheets with pending related approvals can't be approved until all the related approvals are completed.

The time sheets with associated alerts or amendments must be approved individually. Mass approval isn't applicable for these time sheets.

<input checked="" type="checkbox"/>	Employee	Period	Status	Planned	Recorded	Absences	Difference	Key Facts	Alerts	Related Approvals		
<input checked="" type="checkbox"/>	[Employee Icon]	Mar 11, 2024 – Mar 17, 2024	To Be Submitted	40:00 hrs	0:00 hrs	-40:00 hrs	0:00 hrs	Overtime 1.5 2:30 hrs Monthly Premium Missed Punch	0 OverTime Count	1 Alerts	Approve	
<input checked="" type="checkbox"/>	[Employee Icon]	Mar 11, 2024 – Mar 17, 2024	To Be Submitted	40:00 hrs	29:00 hrs	3:00 hrs	-8:00 hrs	— Allowance	-32:00 hrs Working Time	0/1	Approve	
<input checked="" type="checkbox"/>	[Employee Icon]	Mar 11, 2024 – Mar 17, 2024	To Be Submitted	40:00 hrs	24:00 hrs	8:00 hrs	-8:00 hrs	— Allowance Entries	— Overtime Summary 0:00 hrs Working Account Balance	0:00 hrs Time Off In Lieu Unpaired Time Event Key Fact	0/1	Approve
<input checked="" type="checkbox"/>	[Employee Icon]	Mar 11, 2024 – Mar 12, 2024	To Be Approved	16:00 hrs	10:00 hrs	8:00 hrs	2:00 hrs	2:00 hrs Overtime 1.5	6:00 hrs Monthly Premium Missed Punch	1 OverTime Count	Approve	
<input checked="" type="checkbox"/>	[Employee Icon]	Mar 4, 2024 – Mar 10, 2024	To Be Approved	40:00 hrs	41:00 hrs	8:00 hrs	9:00 hrs	9:00 hrs Overtime 1.5	6:00 hrs Monthly Premium Missed Punch	2 OverTime Count	0/1	Approve
<input checked="" type="checkbox"/>	[Employee Icon]	Mar 4, 2024 – Mar 10, 2024	To Be Approved	40:00 hrs	29:45 hrs	16:00 hrs	5:45 hrs	5:45 hrs Overtime 1.5	2:30 hrs Monthly Premium Missed Punch	3 OverTime Count	0/9	Approve
<input checked="" type="checkbox"/>	[Employee Icon]	Feb 26, 2024 – Mar 3, 2024	To Be Submitted Amended	40:00 hrs	9:00 hrs	-31:00 hrs				2/2	Approve	
<input checked="" type="checkbox"/>	[Employee Icon]	Feb 26, 2024 – Mar 3, 2024	To Be Submitted	40:00 hrs	26:15 hrs	8:00 hrs	-5:45 hrs			0/3	Approve	

Time Sheet Approval Center view for a manager with the *Approve All* button enabled.

Time Sheet Approval Center

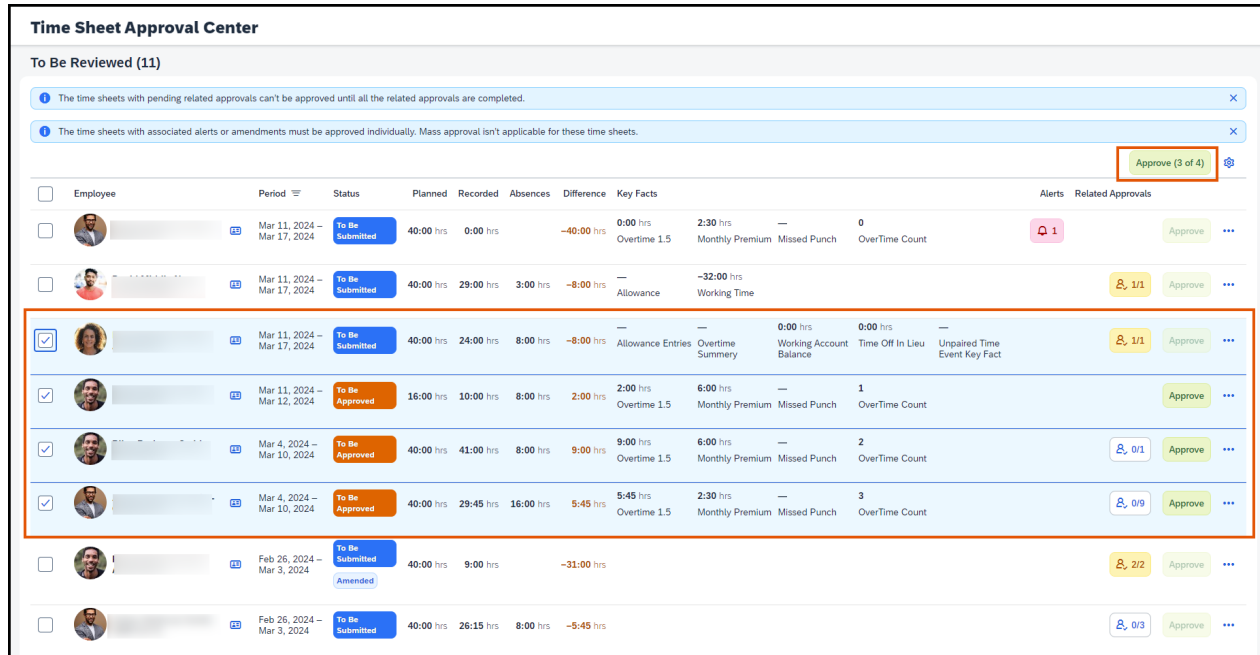
To Be Reviewed (11)

The time sheets with pending related approvals can't be approved until all the related approvals are completed.

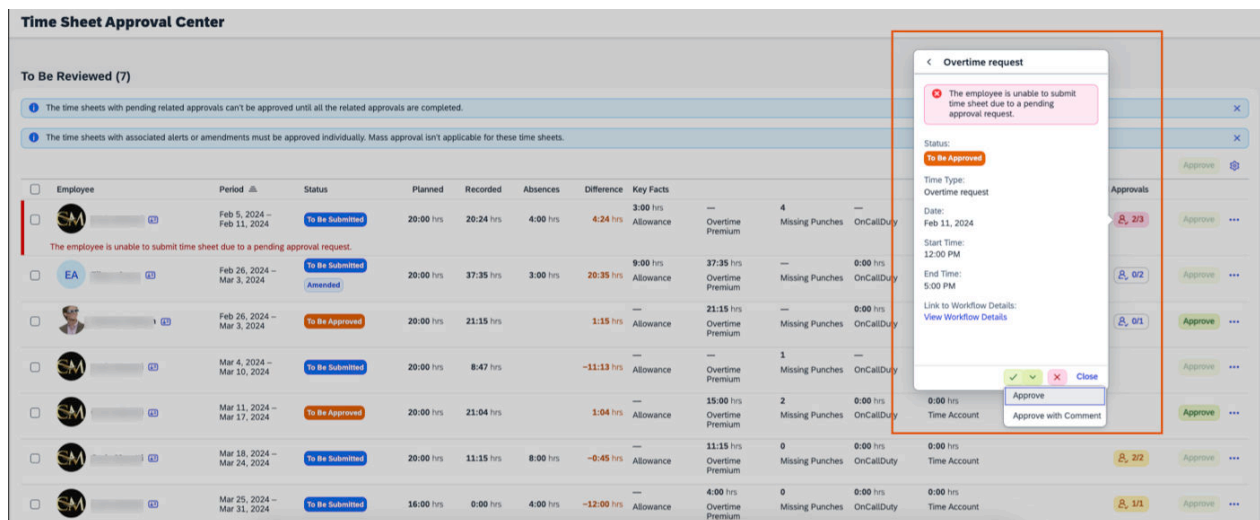
The time sheets with associated alerts or amendments must be approved individually. Mass approval isn't applicable for these time sheets.

<input type="checkbox"/>	Employee	Period	Status	Planned	Recorded	Absences	Difference	Key Facts	Alerts	Related Approvals		
<input type="checkbox"/>	[Employee Icon]	Mar 11, 2024 – Mar 17, 2024	To Be Submitted	40:00 hrs	0:00 hrs	-40:00 hrs	0:00 hrs	Overtime 1.5 2:30 hrs Monthly Premium Missed Punch	0 OverTime Count	1 Alerts	Approve	
<input type="checkbox"/>	[Employee Icon]	Mar 11, 2024 – Mar 17, 2024	To Be Submitted	40:00 hrs	29:00 hrs	3:00 hrs	-8:00 hrs	— Allowance	-32:00 hrs Working Time	0/1	Approve	
<input type="checkbox"/>	[Employee Icon]	Mar 11, 2024 – Mar 17, 2024	To Be Submitted	40:00 hrs	24:00 hrs	8:00 hrs	-8:00 hrs	— Allowance Entries	— Overtime Summary 0:00 hrs Working Account Balance	0:00 hrs Time Off In Lieu Unpaired Time Event Key Fact	0/1	Approve
<input type="checkbox"/>	[Employee Icon]	Mar 11, 2024 – Mar 12, 2024	To Be Approved	16:00 hrs	10:00 hrs	8:00 hrs	2:00 hrs	2:00 hrs Overtime 1.5	6:00 hrs Monthly Premium Missed Punch	1 OverTime Count	Approve	
<input type="checkbox"/>	[Employee Icon]	Mar 4, 2024 – Mar 10, 2024	To Be Approved	40:00 hrs	41:00 hrs	8:00 hrs	9:00 hrs	9:00 hrs Overtime 1.5	6:00 hrs Monthly Premium Missed Punch	2 OverTime Count	0/1	Approve
<input type="checkbox"/>	[Employee Icon]	Mar 4, 2024 – Mar 10, 2024	To Be Approved	40:00 hrs	29:45 hrs	16:00 hrs	5:45 hrs	5:45 hrs Overtime 1.5	2:30 hrs Monthly Premium Missed Punch	3 OverTime Count	0/9	Approve
<input type="checkbox"/>	[Employee Icon]	Feb 26, 2024 – Mar 3, 2024	To Be Submitted Amended	40:00 hrs	9:00 hrs	-31:00 hrs				2/2	Approve	
<input type="checkbox"/>	[Employee Icon]	Feb 26, 2024 – Mar 3, 2024	To Be Submitted	40:00 hrs	26:15 hrs	8:00 hrs	-5:45 hrs			0/3	Approve	

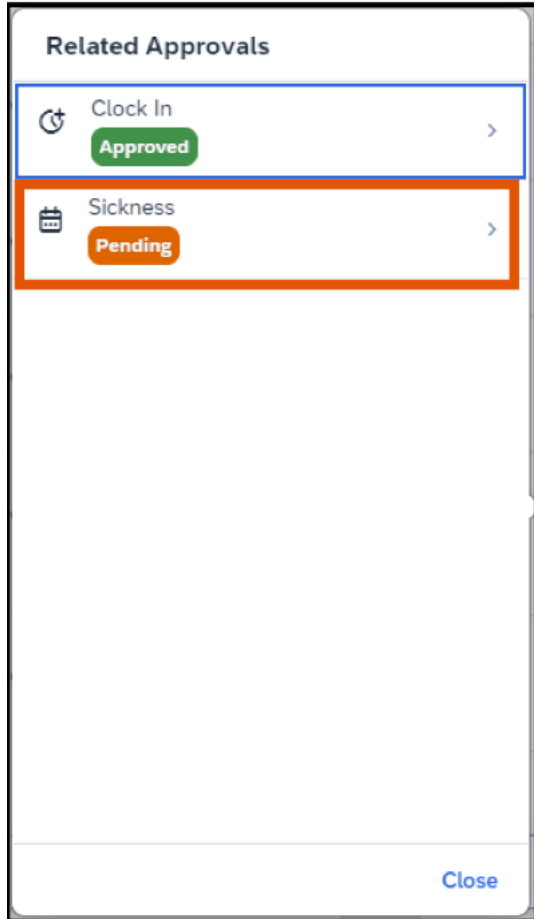
Time Sheet Approval Center page with the *Approve All* button disabled. The *Approve* button at the top-right corner becomes *Approve All* only if you have the required permissions and you select the check box on the top-left corner to select all the time sheets. You can perform approval of individual time sheets by clicking *Approve* on the row for the relevant time sheet.



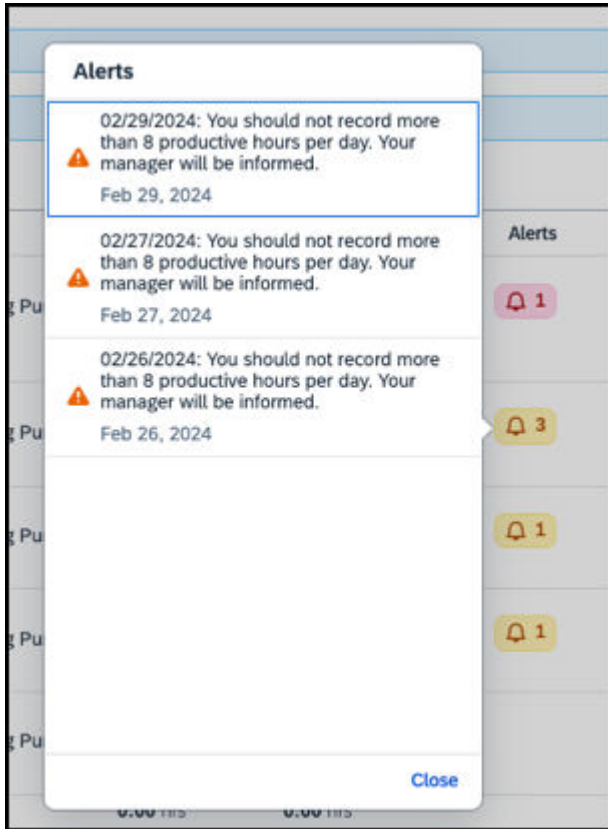
Time Sheet Approval Center page when you select specific time sheets to do a mass approval. Note that out of the four selected time sheets, only three can be approved as one of them has a pending related approval request. For example, the pending related approval could be a time off request, a single attendance record request, or a time event correction request which is within the time sheet period.



A pop-up for the related approval showing the various possible actions by the manager or approver.



Related Approvals dialog box showing a time off request and an approved time event correction request on the Time Sheet Approval Center page.



Time sheets with associated alerts aren't sent for approval when you perform a mass approval.



Using the More Actions button, you can:

- Open Time Sheet UI.
- Open Time Workbench.
- Approve the relevant time sheet with comment.
- Decline the relevant time sheet.

In the current version, Time Sheet Approval Center provides a holistic view of all the time sheets along with key details on a single page.

In the previous version, managers or approvers had to navigate to multiple pages to gather key information before approving or declining a time sheet submitted by employees.

Technical Details

Reference Number	TIM-43917
Product	Time Tracking
Module	Time Management
Feature	Time Sheet Time Off
Action	Info only
Enablement	Contact Product Support
Link to Demo	
Lifecycle	Restricted Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Time Sheet Approval Center Overview](#)

[SAP Community blog for Time Sheet Approval Center](#) 

2.14.10 Weekly Period Calculations

You can now set up flexible periods that are 1, 2, or 4 weeks long.

Let's say you want to calculate overtime for a biweekly period with a threshold for this period. For example, you need to pay a 25% premium for up to 6 hours of overtime and a 50% premium for overtime worked in excess of 6 hours. Therefore, you create a time container that stores overtime recorded during a biweekly period. Time type groups for such time containers contain a new field called *Time Container Period Result Type*. This field is automatically filled with the value *One Value at the End of the Period*.

We've introduced weekly period calculation to support scenarios that require weekly, biweekly, or time data covering 4 weeks to be processed.

Configuration Requirements

To use weekly period calculations productively, you need to set up flexible periods.

Role-Based Permission Prerequisites

You have the **User > Time Management Object Permissions > Time Container** permission.

You have the **User > Time Management Object Permissions > Time Type Group.Time Container Group** permission.

What's Changed

Time Type Group:

The screenshot shows a configuration form for a Time Type Group. The fields are:

- External Name ***: A text input field with the placeholder text "Click or focus to edit".
- Time Category ***: A dropdown menu currently set to "Calculated Time".
- Base Unit ***: A dropdown menu currently set to "Week".
- Number of Base Units ***: A dropdown menu with "Month" and "Week" as options. The "Week" option is currently selected and highlighted.
- Reference Date ***: A field partially visible at the bottom.

Each field has a question mark icon to its right. Below the form, the text "How It Looks Now" is visible.

When you create time type groups for flexible periods, you can now select the base unit *Week*. When you select the base unit week, you can set the number of base units to 1, 2, or 4.

Time Type Group:

External Name * ⓘ ⓘ

Time Category * ⓘ

Base Unit * ⓘ

Number of Base Units *

How It Looked Before

Previously, you could only select the base unit *Month*.

Technical Details

Reference Number	TIM-40723
Product	Time Tracking
Module	Time Management
Feature	Time Sheet
Action	Info only
Enablement	Customer configured
Link to Demo	
Lifecycle	General Availability
Type	Changed
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Setting Up Time Containers for Flexible Periods](#)

2.15 Analytics

2.15.1 Availability of New Reporting Usage Data Schema in Story Reports

You can now report the usage of *Table* and *Tiles and Dashboard* using the new *Reporting Usage Data* schema in Story reports.

The *Reporting Usage Data* schema has the following primary tables:

- **All Report Information**
- **Table Report Details**
- **Tiles and Dashboard Details**

The schema also contains other tables that enable you to retrieve the report generation and sharing data. The report generation data can be retrieved for the previous 12 months from the current date. You can also report the number of available Tile-Based Dashboards.

The usage-related information for *Table* and *Tiles and Dashboard*, which the *Reporting Usage Data* schema offers, helps you plan your transition to *Story* reports. This enhancement is from a [Customer Community Idea#250479](#).



Role-Based Permission Prerequisites

- To view the *Reporting Usage Data* schema in the *Available Data* section of *Query Designer*, enable the **► User ► Report Permissions ► Create Story** permission.
- To view the data retrieved from the *Reporting Usage Data* schema, enable the **► Administrator ► Manage Dashboard/Reports ► Story Admin** permission.

Technical Details

Reference Number	AYT-54793
Product	People Analytics

Module	Analytics
Feature	Story Reports
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Available Data \(Schema\) in Story Reports](#)

2.15.2 Invalidation of Stories Due to Changes in the Schema (Tables or Columns) Used in the Story

When there are changes made to a table or a column in a schema, stories using that table or column can get impacted and would appear as invalid on the Report Center page.

📘 Note

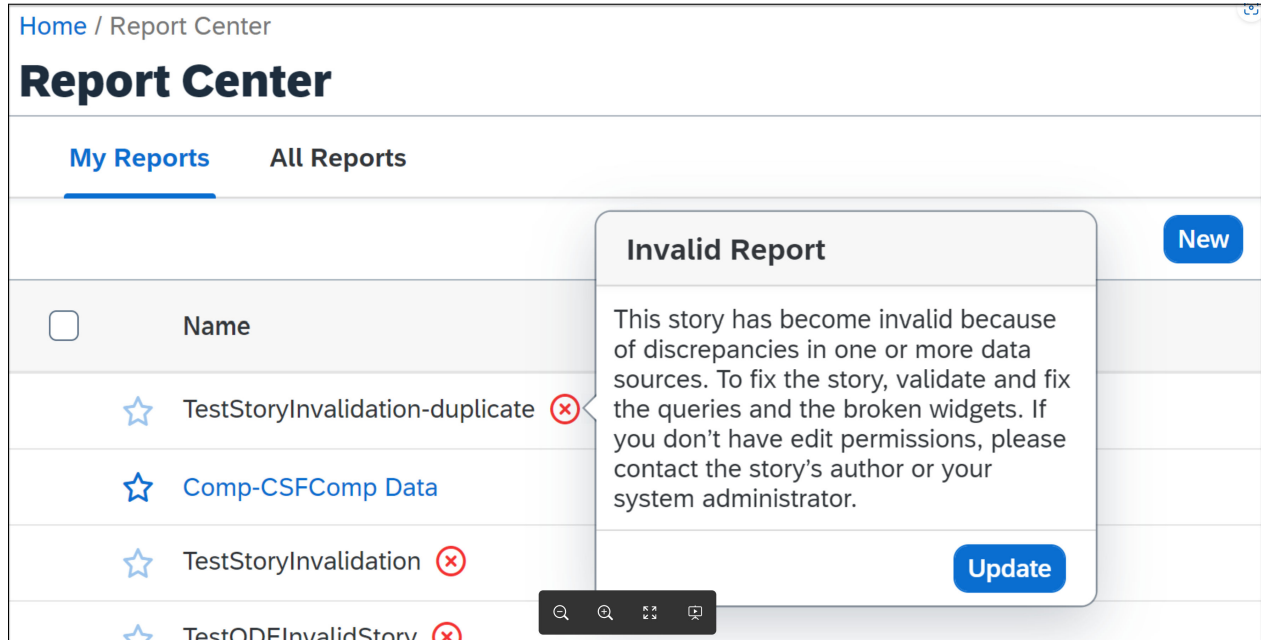
This enhancement isn't available for the Preview release. It'll be available on the **Valid as Of** date mentioned in the technical details table.

If tables or columns within a schema are modified or deleted (for example, by using [Configure Object Definitions](#)), these changes can break a story. With this enhancement, such stories are rendered as invalid. Users who have edit permissions for the story can update it to resolve the issues.

Automatic invalidation of stories prevents users from running stories with potential issues.

What's Changed

How It Looks Now



When a story becomes invalid, you can no longer run it. A cross icon in red appears as a visual indicator against the story on the [Report Center](#) page. The hover text for the icon elaborates the issue and suggests the next steps to resolve it. You can run the story only after the issue is resolved.

How It Looked Before

In the previous version, there was no such validation. In spite of changes to the schema on which the stories were built, the stories appeared valid. On running the story, you encountered one or more issues.

Technical Details

Reference Number	AYT-48892
Product	People Analytics
Module	Analytics
Feature	Story Reports
Action	Info only
Enablement	Automatically on
Link to Demo	

Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Creating a Story Report](#)

[Quick Fix Guide for Imported Stories](#)

[Query Validation Checks Available in Query Designer of Story Reports](#)

2.15.3 Locale-Specific Formats for Date, Time, and Numbers Are Now Supported in Stories

The date, time, and number formats in stories are now locale-specific, which means that the formats correspond to the language you select in the SAP SuccessFactors application.

Each language has a predefined format for date, time, and numbers. Lets understand how the formats appear in different languages:

Different Locale and the Predefined Formats for Date, Time, and Numbers

Language	English (US)	German
Date	Mar 1, 2024	01.03.2024
Time	4:15:30 PM	16:15:30
Number	12,345,678.12	12.345.678,12

Previously, the date, time, and numbers appeared only in the default format (English US).

This enhancement is from a [Customer Community Idea #283597](#)

Technical Details

Reference Number	AYT-54292
Product	People Analytics
Module	Analytics
Feature	Story Reports
Action	Info only
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Related Information

[Creating a Story Report](#)

2.15.4 New Tables Added in the Person Schema for Reporting the Emergency Contact Address Details

To include the address details of emergency contacts in your story, use the emergency contact address and the emergency contact (Country/Region-Specific) address-related tables that can be accessed from the emergency contact table.

The new tables enable you to report the address of the emergency contact that the employees have added to the emergency contact section in Employee Profile.

Role-Based Permission Prerequisites

To view the emergency contact data in stories, grant the emergency contact-related permission in the HR Information section under **User > Employee Data** in role-based permissions.

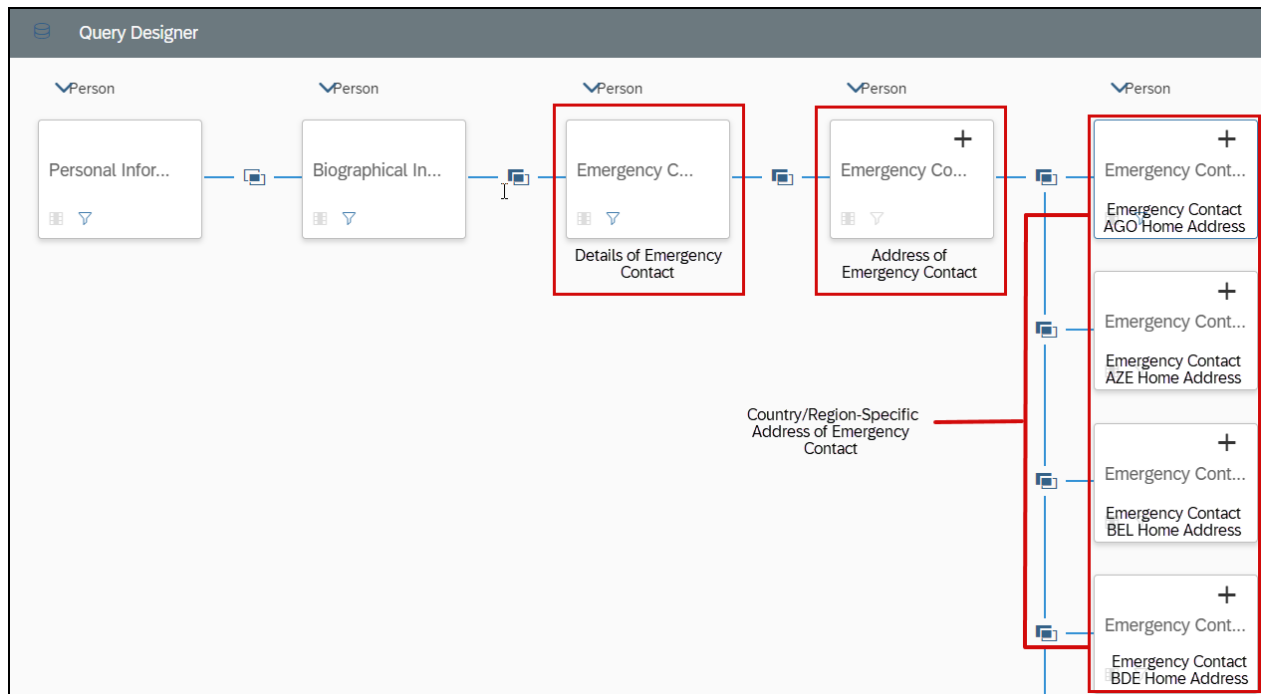
Configuration Requirements

We recommend that you update all the stories that report the address details of emergency contacts. If you're reporting the address details of emergency contacts using the columns from the home address and the country/region-specific home address-related tables, when you run the story, the columns appear blank. To fix the story,

- If you've selected columns (fields) from the home address and the country/region-specific home address-related tables to report the address information of emergency contacts, update your queries to select similar columns (fields) from the new emergency contact address and the emergency contact (Country/Region-Specific) address-related tables.
- Next, update the story widgets to use columns from the updated data source.

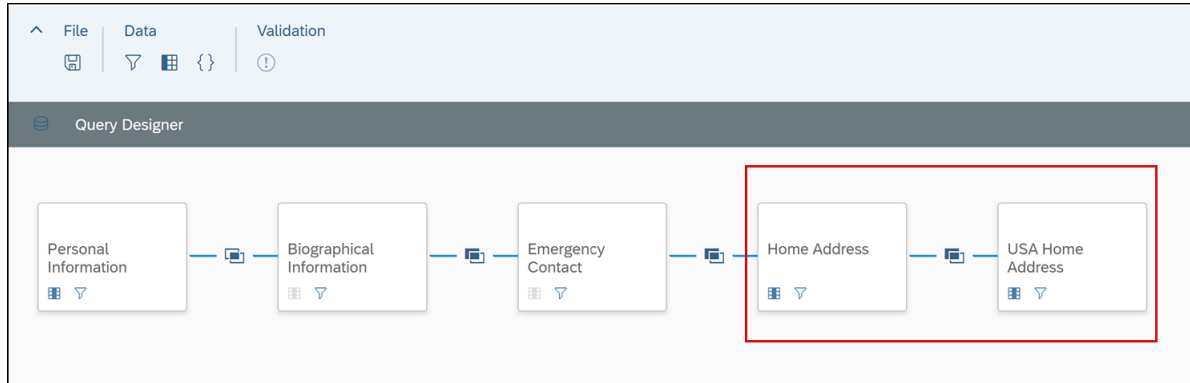
What's Changed

How It Looks Now



In the current version, you can go to the newly added emergency contact address and the emergency contact (Country/Region-Specific) address tables from the emergency contact table for reporting.

How It Looked Before



In the previous version, you could go to the home address and the country/region-specific home address tables from the emergency contact table for reporting the address details of emergency contact. The existing stories with the address details columns that are selected from the home address and the country/region-specific home address tables appear blank.

Also, you can no longer go to the home address and the country/region-specific home address tables from the emergency contact table.

Technical Details

Reference Number	ECT-211612
Product	Employee Central People Analytics
Module	Analytics
Feature	Story Reports
Action	Recommended
Enablement	Automatically on
Link to Demo	
Lifecycle	General Availability
Type	New
Major or Minor	Major
Business Process Variant	Hire to Retire
Software Version	1H 2024
Valid as Of	2024-05-17

Related Information

[Adding Queries for a Story Report](#)

3 Deprecation and Deleted Lifecycle

3.1 360 Reviews v11 Version Is Deleted

The 360 Reviews v11 version is deleted as of November 17, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 20, 2020	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

If you're using 360 Reviews v11 Version, please migrate to 360 Reviews - SAP Fiori Version. We're deprecating 360 Reviews v11 Version because 360 Reviews - SAP Fiori Version has been Generally Available and includes the majority of features and functions that were available in 360 Reviews v11 along with an enhanced user experience and updated visualizations.

Additional Resources

Visit the SAP SuccessFactors Customer Community [Migration From 360 Reviews Version 11 to 360 Reviews SAP Fiori Version within 1H 2023 Release: Innovation Alert](#) for all the latest updates and discussions.

Technical Details

Reference Number	MTR-7676
Product	Performance & Goals
Module	360 Reviews
Feature	Multirater
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable
Software Version	2H 2021 1H 2022 2H 2022 1H 2023 2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-11-17

Change History

Date	What Changed	Reason
October 8, 2021	Initial publication.	
June 1, 2022	We changed the Action value from "Not Applicable" to "Required".	
August 8, 2022	We changed the End of Maintenance date from November 18, 2022 to December 9, 2022.	The Production release date of 2H 2022 has moved to December 9, 2022.

Date	What Changed	Reason
August 8, 2022	We changed the Deleted date and the Valid as Of date from May 20, 2023 to May 19, 2023.	May 20, 2023 is a Saturday. Normally, such dates should be a workday.
September 13, 2022	We changed the following dates: <ul style="list-style-type: none"> End of Maintenance: From December 9, 2022 to May 19, 2023 Deleted: From May 19, 2023 to November 17, 2023 Valid as Of: From May 19, 2023 to November 17, 2023 	Customers need more time to migrate to the new version.
November 16, 2022	We changed the End of Maintenance date from May 19, 2023 to May 26, 2023.	This is to match the new 1H 2023 production release date.
March 17, 2023	We changed the End of Maintenance date from May 26, 2023 to June 2, 2023.	This is to match the new 1H 2023 production release date.
November 17, 2023	The lifecycle of the feature changed from "Deprecated" to "Deleted".	The feature is deleted.

Related Information

3.2 AddThis Widget Support in Career Site Builder is Deleted

Support for AddThis widget integration in Career Site Builder is deleted as of June 2, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	October 28, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	April 8, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.

Milestone	Date	Definition
Deleted	June 2, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We are deleting support for the AddThis widget, which provided the ability to add social media links to Career Site Builder-enabled career sites, because Oracle is terminating this service as of May 31, 2023.

The following changes happen to Career Site Builder after May 19, 2023 in Preview environments, and after June 2, 2023 in Production:

- Removal of the *Social Share* tab, located in [Appearance > Global](#).
- Removal of the *AddThis* item in the *Advertising Cookies Section* dropdown list in [Appearance > Global > Cookie Banner](#).
- Removal of *.addthis.com and *addthisedge.com from the list of automatically added domains in the Content Security Policy setting.

There is no customer action required for this deprecation process.

Due to the short timeline announced by Oracle for the deletion of AddThis services, we are not providing a replacement for this capability in Career Site Builder. Please contact your implementation partner or Account Executive if you are interested in implementing alternative methods for offering social network sharing on your career site, as there are many third-party options that provide similar functionality.

Additional Resources

Visit the SAP SuccessFactors Customer Community [AddThis Removal from Recruiting Career Sites in May 2023 - Innovation Alert](#) for all the latest updates and discussions.

Technical Details

Reference Number	RMK-31243
Product	Recruiting
Module	Candidate Sourcing
Feature	Career Site Builder
Action	Info only

Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2023
Valid as Of	2023-06-02
Latest Document Revision	2023-05-12

Change History

Date	What Changed	Reason
April 28, 2023	Initial publication.	
May 12, 2023	The deletion date was revised to specify different dates for Preview and Production environments.	The May 19 date is specific to the Preview environment. June 2 is the date in which support is deleted in the Production environment.
June 12, 2023	Added a link to the Innovation Alert.	The Customer Community page provides additional information.
June 19, 2023	Changed the value of Module in the Technical Details talbe from Career Site Builder to Candidate Sourcing.	Recruiting modules were updated.

3.3 Belize Theme (for SAP Fiori 2) Is Deleted

The option to use the SAP Fiori theme "Belize" as the base theme for SAP SuccessFactors reached End of Maintenance on May 20, 2022 and will be Deleted on June 2, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 20, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 20, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're deprecating the option to use the "Belize" visual theme as the base theme in SAP SuccessFactors systems, so that the SAP SuccessFactors user experience can continue to evolve in alignment with SAP Fiori design standards, based on the latest visual theme.

SAP SuccessFactors uses SAP Fiori visual themes as the "base theme" for colors and styling in the HCM suite. The base theme defines the color and styling of UI elements that *don't* have their color or styling defined in *Theme Manager*. As the SAP Fiori design system evolves, we regularly update the base theme.

The Belize theme was introduced in 2017 and was replaced by the Quartz theme as the default base theme in 1H 2022.

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's replacing both of the previous base themes Quartz (for SAP Fiori 3) and Belize (for SAP Fiori 2).

On the Deleted date:

- The option to revert from Quartz to Belize base theme (by selecting the setting ► *Company System and Logo Settings* ► *Disable Quartz visual theme for SAP Fiori* ►) will be removed.
- Horizon will be the base theme by default.
- If you want to use the Quartz theme as the base theme instead, you can turn off Horizon at ► *Company System and Logo Settings* ► *Enable Horizon visual theme for SAP Fiori* ►.

Note

The following predefined themes **won't** be removed from *Theme Manager* at this time, but they aren't recommended. They were originally intended for use with deprecated base themes.

- *SAP Belize (light flavor)*
- *SAP Belize Deep (dark flavor)*

If you use a predefined theme, or you use a predefined theme as the basis of your branded, custom theme, we recommend using the latest theme *SAP Fiori with Horizon* instead.

Additional Resources

Visit the SAP SuccessFactors Customer Community for all the latest updates and discussions: [Migration from Quartz Visual Theme to Horizon Visual Theme First Half 2023](#) .

Technical Details

Reference Number	WEF-39273
Product	Platform
Module	Platform
Feature	Theming
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2022 1H 2023
Valid as Of	2023-06-02
Latest Document Revision	2023-11-17

Change History

Date	What Changed	Reason
February 17, 2023	Initial publication.	
February 24, 2023	Corrected the link to the Customer Community blog.	The link in the initial publication was incorrect.

Date	What Changed	Reason
November 17, 2023	Updated title.	The Belize theme (for SAP Fiori 2) was deleted on June 2, 2023, but the title of this announcement wasn't updated. It's updated now to avoid confusion.

Related Information

[SAP Fiori Visual Themes in SAP SuccessFactors](#)

3.4 Benefits Rule Scenario Checks from the Check Tool are Deleted

The benefits rule scenario checks have been removed from the system, and a new singular check called CheckExecutorRuleValidationRuleScenario has been introduced to streamline the check process. This new check will simplify the validation of all assigned benefits rules, making the process more efficient.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	February 16, 2024	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	February 16, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	February 16, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The existing rule scenario checks in the check tool have been removed from the system. Now, you can use a singular check to find out if the benefits rule scenarios are correct. This new check is called

CheckExecutorRuleValidationRuleScenario. It is displayed as *All Assigned Benefits Rules are Valid*. A singular check for all benefits rule scenarios will streamline the check process and will make it simpler. The removed Benefits Rule Scenario Checks are:

- Benefits Enrollment Effective Rule for a Benefit
- Insurance rates are defined correctly
- Dependents are eligible for Insurance benefit
- Eligibility Rule for Insurance Plan Benefit
- Custom Base Date in Benefits Eligibility Date Configuration
- Rounding Rule for Benefit Salary Calculation and for Insurance Coverage
- Consistency Check for Define Coverages for Evidence of Good Health
- Eligibility Rule for Savings Plan

Additional Resources

Technical Details

Reference Number	RUL-10310
Product	Employee Central
Module	Global Benefits
Feature	Global Benefits
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Deleted
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	2H 2023
Valid as Of	2024-05-17
Latest Document Revision	2024-02-16

Change History

Date	What Changed	Reason
February 16, 2024	Initial publication.	

3.5 Brand Association with Security Domain is Deleted

The determination of Brand using a Security Domain association is deleted as of June 2, 2023.

Key Dates

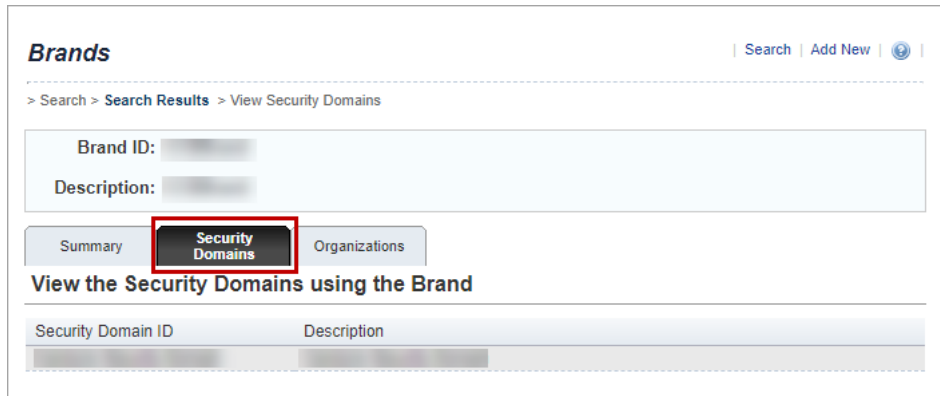
Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 21, 2021	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 21, 2021	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Security Domains are intended for administrator security purposes and brand determination isn't security-related.

SAP SuccessFactors allows a Brand to be determined by Organization association. If your company has a Brand associated with a Security Domain that is used on any active site, you can associate it with an Organization instead. Remove the Brand on the Security Domain and add the Brand to the corresponding site's default Organization. If you don't associate your company's brand with an organization, after the Brand to Security Domain association is deleted, your company's brand won't be applied.



Additional Resources

For details on brand association, refer to [Assigning a Brand to a Site](#).

Visit the [Customer Community Innovation Alerts](#) page and look for more information on the end of development for brand association with security domain.

Technical Details

Reference Number	KM-11841
Product	Learning
Module	Learning
Feature	Theming
Action	Recommended
Enablement	Customer configured
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable

Software Version	1H 2021 2H 2021 1H 2022 2H 2022 1H 2023
Valid as Of	2023-06-02
Latest Document Revision	2023-06-02

Change History

Date	What Changed	Reason
June 3, 2022	The deleted date changed from November 20, 2022 to May 19, 2023.	
November 18, 2023	The deleted date changed from May 19, 2023 to May 26, 2023.	We changed the deleted date from May 19, 2023 to May 26, 2023 to match the 1H 2023 production release date.
March 3, 2023	The deleted date changed from May 26, 2023 to June 2, 2023.	We changed the deleted date from May 26, 2023 to June 2, 2023 to match the 1H 2023 production release date.
March 17, 2023	The Software Version list was expanded and the link to the Customer Community was updated.	We added the full set of versions impacted by the deprecation and updated the link to direct you to the correct page in the new Customer Community site.
April 21, 2023	The value in the Enablement field was changed.	We updated the value for Enablement to reflect the terminology change from Configuration Type to Enablement.
June 2, 2023	The lifecycle of the feature changed from "Deprecation" to "Deleted".	The feature is deleted.

3.6 Brand Resource Path is Deleted

The Brand Resource Path feature is deleted as of June 2, 2023.

Key Dates


Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 21, 2021	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 21, 2021	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The resource path required a professional services engagement to create and maintain custom content for a Brand. In 2014 SAP SuccessFactors introduced a site custom html header that can contain the same cascading style sheet information. Additionally, brand support for a SuccessFactors theme is planned, but will only apply to Brand – Organization association (not Security Domain).

If your company has a Brand with Resource Path populated, you may migrate those styles to the Header or plan to leverage a SuccessFactors theme. If you don't migrate your styles, the default SuccessFactors theme is applied in the release that the Brand Resource path is removed.

Brands | Search | Add New | 

> Search > Search Results > Edit Summary

Brand ID:

Description:

Summary | Security Domains | Organizations

Edit Brand

* = Required Fields

Description:

* Security Domain:

Resource Path:

Introduction Panel ID:

Note: Header and Footer support valid HTML including most standard tags as well as Learning labels and System Components. [Show System Components](#)

Header:

Footer:

Platform Theme

Authenticated user:

Unauthenticated user:

Preview | Apply Changes | Reset | Delete

Additional Resources

For further information please refer to:

- [SAP SuccessFactors Learning Brand Summary Fields](#)
- [Customer Community Innovation Alerts](#) page and look for more information on the end of development for brand resource path..

Technical Details

Reference Number	KM-11840
Product	Learning
Module	Learning
Feature	Theming

Action	Recommended
Enablement	Customer configured
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable
Software Version	1H 2021 2H 2021 1H 2022 2H 2022 1H 2023
Valid as Of	2023-06-02
Latest Document Revision	2023-06-02

Change History

Date	What Changed	Reason
June 3, 2022	The deleted date changed from November 20, 2022 to May 19, 2023.	Customers needed more time to migrate to the new feature.
November 18, 2023	The deleted date changed from May 19, 2023 to May 26, 2023.	We changed the deleted date from May 19, 2023 to May 26, 2023 to match the 1H 2023 production release date.
January 20, 2023	The deleted date changed from May 26, 2023 to June 2, 2023.	We changed the deleted date from May 26, 2023 to June 2, 2023 to match the 1H 2023 production release date.
March 17, 2023	The Software Version list was expanded and the link to the Customer Community was updated.	We added the full set of versions impacted by the deprecation and updated the link to direct you to the correct page in the new Customer Community site.
April 21, 2023	The value in the Enablement field was changed.	We updated the value for Enablement to reflect the terminology change from Configuration Type to Enablement.

Date	What Changed	Reason
June 2, 2023	The lifecycle of the feature changed from "Deprecation" to "Deleted".	The feature is deleted.

3.7 Career Development Plan Template from the Instance Synchronization Tool is Deleted

You can no longer sync the *Career Development Plan Templates* artifact from the source tenant to the target tenant using the *Instance Synchronization Tool*, as the *Career Development Plan Templates* artifact will be Deleted from the *Instance Synchronization Tool* as of November 17, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We've removed the ability to sync *Career Development Plan Templates* using the *Instance Synchronization Tool* to align with the strategy and vision of SAP SuccessFactors HCM suite configuration change management.

As an alternative to sync *Career Development Plan Templates*, you can use Configuration Transport Center.

Additional Resources

Visit [Using the Configuration Center](#) on the SAP Help Portal for information on transporting configurations from one tenant to another.

Technical Details

Reference Number	TLS-27370
Product	Platform
Module	Platform
Feature	Instance Synchronization
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2023 2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-09-15

Change History

Date	What Changed	Reason
April 21, 2023	Initial publication.	
September 15, 2023	The lifecycle of the feature changed from "Deprecation" to "Deleted".	The feature will be deleted on November 17, 2023.

3.8 Continuous Performance Management Legacy Version is Deleted

The legacy version of Continuous Performance Management (CPM) reached End of Maintenance on May 20, 2022 and will be deleted as of May 17, 2024. Your company will be automatically upgraded to the latest version after the deletion date.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 20, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 20, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 17, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The legacy version of Continuous Performance Management (CPM) is being replaced with the latest version of CPM. If you're still on the legacy version, your company will be automatically upgraded to the latest version after the deletion date.

With its release in 2H 2020, we introduced the Latest (Reimagined) CPM Experience. This new experience provides users with a redesigned UI and an improved experience related to activities, achievements, and meetings. In addition, we've introduced new functionality including support for users with multiple roles and feedback from multiple stakeholders.

⚠ Caution

There are a number of v2 OData APIs that the legacy version supports that are NOT supported by the latest version of CPM. The latest version is only supporting v4 OData APIs and REST APIs. Go to the [SAP Business Accelerator Hub](#) > [SAP SuccessFactors](#) > [APIs](#) for more information.

Additional Resources

Visit the SAP SuccessFactors Customer Community and [Legacy Continuous Performance Management Retirement with First Half 2024 Release - Innovation Alert](#) for the latest updates and discussions.

Technical Details

Reference Number	SL-11774
Product	Performance & Goals
Module	Continuous Performance Management
Feature	Continuous Performance Management
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2022 2H 2022 1H 2023 2H 2023 1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
April 8, 2022	Initial publication.	

Date	What Changed	Reason
July 15, 2022	The deleted date changed from May 26, 2023 to November 17, 2023.	Customers needed more time to migrate to the new version.
October 14, 2022	The deleted date changed from November 17, 2023 to May 24, 2024.	Customers needed more time to migrate to the new version.
April 10, 2023	Replaced references to retirement with deletion.	The legacy version will be deleted on the date provided. Any customers still on the legacy version on the deletion date will be automatically upgraded to the latest version.
February 16, 2024	Changed to deletion of legacy version.	The legacy version will be deleted on the date provided. Any customers still on the legacy version on the deletion date will be automatically upgraded to the latest version.
March 15, 2024	The deleted date changed from May 24, 2024 to May 17, 2024.	The change aligns with the 1H 2024 production release.
April 12, 2024	The <i>Lifecycle</i> status is changed to <i>Deleted</i> .	The legacy version will be deleted on the date provided. Any customers still on the legacy version on the deletion date will be automatically upgraded to the latest version.

3.9 Data Sync Configurations from the Instance Synchronization Tool are Deleted

Data syncing of *Background Data*, *Goal Forms*, *Performance Management Forms*, *Succession Management Positions*, and *User Data* configurations from one tenant to another using the *Instance Synchronization Tool* are deleted on June 2, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	October 21, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.

Milestone	Date	Definition
End of Maintenance	October 21, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We've removed the ability to sync data from the [Instance Synchronization Tool](#) to align with the strategy and vision of SAP SuccessFactors HCM suite configuration change management.

As an alternative to syncing data using the [Instance Synchronization Tool](#), you can:

- Export [Background data](#) and [User data](#) using [Export/Import extended user information](#).
- Export [Goal forms](#) from [Goal Management](#).
- Export [Succession Management Positions](#) data using [Import and Export data](#) tool from [Picklist Center](#).

Additional Resources

- Visit [Copying and Exporting Goals](#) on the SAP Help Portal to export [Goal forms](#).
- Visit [Importing and Exporting Picklists](#) on the SAP Help Portal to manage picklists using [Picklist Center](#).

Technical Details

Reference Number	TLS-24459
Product	Platform
Module	Platform
Feature	Instance Synchronization
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable

Lifecycle	Deleted
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Hire to Retire
Software Version	2H 2022 1H 2023
Valid as Of	2023-06-02
Latest Document Revision	2023-03-17

Change History

Date	What Changed	Reason
December 09, 2022	Initial publication.	
November 25, 2022	We changed the Deleted date from May 19, 2023 to May 26, 2023 to match the 1H 2023 production release date.	The production release date for 1H 2023 was shifted.
February 17, 2023	We changed the Deleted date from May 26, 2023 to June 2, 2023 to match the 1H 2023 production release date.	The production release date for 1H 2023 was shifted.
March 17, 2023	The lifecycle of the feature is changed from <i>Deprecated</i> to <i>Deleted</i> .	The feature will be deleted in 1H 2023.

3.10 Consolidated Dependents Import is Deleted

The Consolidated Dependents import will be deleted as of May 17, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 17, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're deprecating Consolidated Dependents import because it's not supported by Centralized services. To import data for dependents, we recommend using separate import templates, including the Person Relationship template, Personal Information template, National ID Information template, and other templates for importing personal details about dependents. The reason is that all these imports are supported by Centralized services to bring you better data quality and more consistent behaviors. For more information about Centralized services, see [Centralized Services for Employee Data Imports](#).

Additional Resources

For more information about importing data for dependents, see [Importing Dependent Information](#).

Technical Details

Reference Number	ECT-224845
Product	Employee Central
Module	Employee Data
Feature	Personal Information
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable

Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire
Software Version	1H 2023 2H 2023 1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
June 16, 2023	Initial publication.	
April 12, 2024	We changed the Deleted and Valid as Of date to May 17, 2024. The lifecycle of the feature changed from "Deprecated" to "Deleted".	Corrected the date to align with the actual release date. The feature will be deleted on the Production release date of 1H 2024.

3.11 Deletion of Recruiting Posting - Naukri (Deprecated) Job Board Integration

The Recruiting Posting - Naukri (Deprecated) job board integration will be deleted on May 2, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	September 21, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	September 21, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 2, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

In December 2021, the Naukri job board updated its APIs, so a new integration was built and is available as Naukri in the Job Board Marketplace. The Naukri (Deprecated) job board used the older integration version with Recruiting Posting.

With the new integration:

- The existing customers can continue to use the Naukri (Deprecated) job board to post jobs until they renew their contract with the Naukri job board.
- New and existing customers who renewed their subscriptions must configure the Naukri job board by providing an API Key.
- Naukri no longer supports URL redirection. As a result, the SAP SuccessFactors system can't receive applicant data because applicants can't apply for jobs directly on the customer's career site.

Additional Resources

- Visit the Knowledge Base Article [Naukri Integration Update - Recruiting Posting](#) for the integration updates.
- Visit [PartnerEdge program](#) for information about how to retrieve applicant data from Naukri job board.

Technical Details

Reference Number	RP-17622
Product	Recruiting

Module	Job Requisition
Feature	Job Postings
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024
Valid as Of	2024-05-02
Latest Document Revision	2023-10-27

Change History

Date	What Changed	Reason
October 13, 2023	Initial publication	The feature was deprecated on September 21, 2023.
October 27, 2023	Deleted Date	We changed the Deleted and Valid as Of value from December 1, 2023 to May 2, 2024.

3.12 Deletion of Specific Third-Party Standard Integration Packages

Integration of *Aon Hewitt Core Benefits Administration (on Boomi)*, *IBM Kenexa (on SAP Cloud Integration)*, *Microsoft Active Directory (on SAP Cloud Integration)*, and *Microsoft Active Directory (on Boomi)* third-party standard integration packages with SAP SuccessFactors Employee Central is deleted as of June 2, 2023.

Key Dates


Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 20, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 20, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.


Deprecation Details

We are deprecating these packages because of low usage.

Aon Hewitt Core Benefits Administration is now rebranded to *Alight*. *Alight* has built a new integration on *SAP Integration Suite*. As an alternative to *Aon Hewitt Core Benefits Administration* third-party package, you can use *Alight Benefits Administration Integration with SAP SuccessFactors*.

The new *Microsoft Azure Active Directory*  integration simplifies the integration between *SAP SuccessFactors* and *Microsoft's Identity Management* solution and replaces the SAP delivered integration template offered on the *API Business Hub*.

Additional Resources

- For more information on *Alight Benefits Administration Integration*, see [Alight Benefits Administration Integration with SAP SuccessFactors](#) 

- For more information on *Microsoft Active Directory*, see [Azure Active Directory provisioning integrates with SAP SuccessFactors](#) 📄
- Visit the customer community [SAP SuccessFactors Integrations – Bidirectional Identity Integration with Microsoft Azure Active Directory](#) 🗣️ for the latest updates and discussions.

Technical Details

Reference Number	INT-12902
Product	Employee Central Platform
Module	Platform
Feature	Integration Packages
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2022 2H 2022 1H 2023
Valid as Of	2023-06-02
Latest Document Revision	2023-04-21

Change History

Date	What Changed	Reason
May 20, 2022	Initial publication.	

Date	What Changed	Reason
November 11, 2022	Changed the Deleted date from November 11, 2022 to June 2, 2023.	The date for deletion was changed to 1H 2023.
April 21, 2023	The lifecycle of the feature changed from "Deprecation" to "Deleted".	The feature was deleted.

3.13 Deletion of Unused Import Types from Import Employee Data

Some of the legacy HRIS elements that are no longer supported in Employee Central V2 will be deleted from the [Import Employee Data](#) page on June 2, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The following legacy Employee Central V1 HRIS elements will be deleted from Import Employee Data:

- Name Information
- Hire Information
- Leave of Absence History
- Business Address
- Compensation Adjustment
- Payroll Information

- Visa Information
- Citizenship Information
- Bonus Information
- Job Information Local

We are removing these legacy HRIS entities to avoid redundancy and maintain latest applicable import types in the [Import Employee Data](#) page.

Technical Details

Reference Number	ECT-212860
Product	Employee Central
Module	Employee Data
Feature	Mass Changes
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2022 1H 2023
Valid as Of	2023-06-02
Latest Document Revision	2023-03-17

Change History

Date	What Changed	Reason
March 17, 2023	Initial publication.	

3.14 Deprecation of Accrual Posting Method "Classic"

The Accrual Recalculation Posting Method *Classic* will reach the End of Development on November 15, 2024 and will reach the End of Maintenance and be Deleted in May 2025.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 15, 2024	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 2025	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We are making this change because *No Recalculation Postings* has these advantages over the *Classic* accrual recalculation posting method:

- 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.

The Accrual Recalculation Posting Method *Classic* will be removed from the Time Account Type with the 1H 2025 release and all Time Account Types will be migrated to *No Recalculation Postings*.

A validation check is added with the 1H 2023 release to block saving a Time Account Type with the Accrual Recalculation Posting Method *Classic*

Additional Resources

For more information, take a look at the *Validation Error on Using Accrual Posting Method "Classic"* information.

Technical Details

Reference Number	TIM-35667
Product	Employee Central
Module	Time Management
Feature	Time Off
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire
Software Version	2H 2023 1H 2024 2H 2024
Valid as Of	2024-11-15
Latest Document Revision	2024-03-15

Change History

Date	What Changed	Reason
January 23, 2023	Initial publication.	
March 3, 2023	Latest revision	
April 24, 2023	Latest revision	
March 15, 2024	Latest revision	Change to deprecation dates.

3.15 Deprecation of Arrow-Based Pay Statement Integration

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

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 15, 2018	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 17, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're deprecating the arrow-based pay statement integration because, depending on the solution you are using, there are other pay statement options that do not require the replication of payroll results and that offer a better user experience. Instead of choosing the arrow to see previous pay statements, you can select and filter for other pay statements.

If you're using the arrow-based pay statement integration with an SAP SuccessFactors Employee Central Payroll license, 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. You can access them using the People Profile, the SAP SuccessFactors mobile app, Homepage Action Search, Homepage Quick Action, and Microsoft Teams.

If you're integrating SAP SuccessFactors Employee Central with an SAP S/4HANA or SAP ERP HCM payroll system and have enabled the arrow-based pay statement for your employees, use the ESS Salary Statement or the My Paystubs SAP Fiori app.

Note

New features and integrations, for example Joule integration, will only be provided for the Pay Statement (direct) option.

Note

You're impacted if you have chosen the *Legacy Pay Statement* service to integrate Pay Statements with SAP SuccessFactors Employee Central Payroll. If you are integrating SAP On-Premise payroll with SAP SuccessFactors Employee Central using Add-on PA_SE_IN or ECS4HCM, and you have chosen the legacy pay statement service to integrate SAP S/4HANA Cloud pay statements with SAP SuccessFactors Employee Central, you are impacted.

Additional Resources

SAP SuccessFactors Employee Central Payroll

- For more information about the deprecation of the arrow-based pay statement, please refer to the following blog post: [Deprecation of Arrow-Based Pay Statement Integration](#)
- For more information about configuring the Pay Statement (direct) integration, please refer to [Configuring Pay Statement](#).

SAP SuccessFactors Employee Central with SAP S/4HANA or SAP ERP HCM

- For more information about integrating the ESS Salary Statement into the SAP SuccessFactors user interface, refer to [Steps to Configure ESS Applications in Employee Central](#).
- For more information about integrating the My Paystubs SAP Fiori app into the SAP SuccessFactors user interface, refer to [SAP Fiori App My Paystubs Integration with Employee Central using SAP BTP Neo](#) or [SAP Fiori App My Paystubs Integration with Employee Central using BTP Cloud Foundry](#). You can find more information about the My Paystubs SAP Fiori app in the following documentation: [My Paystubs \(Version 3/Fiori 2.0\)](#)

Technical Details

Reference Number	PAY-27984
Product	Employee Central Payroll Employee Central
Module	Employee Central Payroll Integration and Extension
Feature	Pay Statements ERP Integration
Action	Recommended
Enablement	Automatically on

Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	Not applicable
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024 2H 2024
Valid as Of	2024-11-15
Latest Document Revision	2024-03-15

Change History

Date	What Changed	Reason
March 15, 2024	Initial publication.	

3.16 Deprecation of Basic Authentication and Third-Party Corporate Identity Provider (IdP) Direct Integration with SAP SuccessFactors HCM suite

Basic Authentication and third-party direct integration with SAP SuccessFactors HCM suite will reach end of maintenance and support on June 2, 2025 and be deleted on November 1, 2026. We are requesting for all systems to be migrated to the Identity Authentication service by this time.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2025	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2025	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 1, 2026	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Why we're deprecating Basic Authentication:

Basic authentication provides customers with less security than the common methods of authentication used by many cloud applications, since there are no additional mechanisms to verify the user, and passwords are often reused across multiple accounts and applications, increasing the risk of hacking.

Why we're deprecating third-party direct integration to SAP SuccessFactors HCM suite:

Use of a third-party corporate IdP directly integrated with SAP SuccessFactors HCM suite will be affected by the deprecation of third-party cookies by major browsers, and Identity Authentication and SAP SuccessFactors HCM suite have migrated to a common super domain to avoid this issue.

Deprecating the third-party corporate IdP direct integration to SAP SuccessFactors HCM suite in exchange for Identity Authentication as the main or proxy IdP will unify the user login experience across all SAP applications and will enable the harmonization of UI and API authentication for SAP applications to the same platform in order to facilitate better authorization management for users.

Moreover, this will reduce maintenance efforts between SAP SuccessFactors HCM suite and corporate identity providers since there are pre-built integrations and provisioning of Identity Authentication to SAP SuccessFactors HCM suite and other SAP applications.

After the end of maintenance and support of basic authentication and third-party corporate IdP direct integration to SAP SuccessFactors HCM suite, if customers do not migrate to the Identity Authentication service:

- Customers on basic authentication would not be able to adopt the latest security and compliance requirements such as multifactor user authentication for cloud applications.
- They would be on an old user authentication architecture or function that is unsupported and will soon be deprecated.

After the deprecation is complete, there would be no direct integration to SAP SuccessFactors HCM suite for customers.

For customers who migrate to Identity Authentication:

- When your SAP SuccessFactors tenant is connected to the Identity Authentication service, it handles all logins (including password, two-factor authentication, risk-based authentication, or corporate identity provider) for your SAP SuccessFactors system.

- Identity Authentication allows SAP SuccessFactors HCM suite customers to complete a major Identity Authentication prerequisite for some of the most important innovations of SAP SuccessFactors solutions i.e. Stories in People Analytics, Work Zone, Task Center, Internal Career Site, etc.
- Faster innovation and better product quality and support with one unified authentication service to develop, maintain and innovate.
- Better incorporation of new technologies and innovations in the security and authentication domain.
- Streamlined user management across the enterprise and better user self-services.

For a smooth transition when these deprecations occur, we **highly** recommend upgrading to Identity Authentication.

Technical Details

Reference Number	PLT-82081
Product	Platform
Module	Identity and Access Management Integration and Extension
Feature	Single Sign-On
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024 2H 2024 1H 2025 2H 2025 1H 2026 2H 2026
Valid as Of	2026-11-01
Latest Document Revision	2023-12-08

Change History

Date	What Changed	Reason
November 17, 2023	Initial publication.	
December 8, 2023	Updated the "Software Version" row to list all affected software versions.	

Related Information

[Migration to SAP Cloud Identity Services - Identity Authentication Service](#)

3.17 Deprecation of Basic Rule Creation

The possibility to **create new rules using the 'Basic' rule scenario** will reach the end of maintenance on November 17, 2023 and will be deleted on June 2, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're deprecating the ability to create new rules using the 'Basic' rule scenario because this method doesn't provide any guidance or guardrails, is very error-prone, and leads to a lot of rule misconfigurations. With the


1H 2024 release, all new rules must be created with an application-specific rule scenario, since the 'Basic' rule scenario will not be available on the [Create New Business Rule](#) page anymore. From the 2H 2023 release, you now receive the warning that the 'Basic' rule scenario will be deprecated and that you should choose an application-specific scenario instead. You should only continue with the 'Basic' rule scenario in cases where none of the application-specific scenarios meet your needs.

All existing rules using the 'Basic' rule scenario are still supported and executed; there is no change to these existing rules.

To create new rules, you must now use the application-specific rule scenarios that are already available. These application-specific rule scenarios provide guidance on the supported objects and actions as well as provide new features that are not available for rules using the 'Basic' rule scenario.

For more information about application-specific rule scenarios and how to move existing basic rules to the corresponding scenario, refer to [Creating Business Rules](#).

Additional Resources

For more information about the benefit of using dedicated rule scenarios or how to move basic rules to the corresponding scenario, refer to the [2H 2023 Stepping into the Future with Business Rules – Deprecation of the CREATION of Basic Rules](#)  blog.

Technical Details

Reference Number	RUL-9869
Product	Platform
Module	Process Automation
Feature	Business Rules
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable

Software Version	1H 2023 2H 2023 1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2023-08-25

Change History

Date	What Changed	Reason
August 25, 2023	Initial publication.	This topic wasn't published as expected on Friday, August 18 for technical reasons. We are republishing the initial copy on August 25.
September 15, 2023	We updated the text to ensure consistency in saying 'Basic' rule scenario.	We wanted to improve consistency in communication.

3.18 Deprecation of Brilliant Hire Setting in Career Site Builder

The setting to enable the integration of Brilliant Hire by SAP for career sites is deprecating from Career Site Builder.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 1, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 1, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.

Milestone	Date	Definition
Deleted	November 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

SAP stopped offering Brilliant Hire by SAP after November 1, 2022, but the *Enable Brilliant Hire by SAP* setting continued to be available in ► [Settings](#) ► [Site Configuration](#) ► in Career Site Builder. The setting is being removed.

Technical Details

Reference Number	RMK-31870
Product	Recruiting
Module	Candidate Sourcing
Feature	Career Site Builder
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2023 2H 2023 1H 2024 2H 2024
Valid as Of	2024-11-15
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
August 18, 2023	Initial publication.	
August 25, 2023	Software Version row now includes 1H 2023 and 2H 2023.	This information was inadvertently omitted from the earlier version of this topic.
April 12, 2024	Software Version row now includes 2H 2024, and Deleted date has been changed to November 15, 2024.	The deletion date was moved from May 17, 2024 to November 15, 2024.

3.19 Deprecation of Canvas Reports for Transactional Reporting

Canvas reports for transactional reporting (Detailed reporting and Advanced reporting) will reach End of Development on November 17, 2023 and will be Deleted on November 21, 2025.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 21, 2025	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 21, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

As the logical next step for achieving our vision of making Stories in People Analytics the go-to solution for all your reporting needs, we are deprecating Canvas reports for transactional reporting (Detailed reporting and Advanced reporting).

Additional Resources

- For more information, refer to the SAP SuccessFactors [Customer Community Blog](#).
- For tips and assistance on planning the transition, refer to the community blog, [Usage Statistics of Table and Canvas Reports to Plan Transition to Stories](#).

Technical Details

Reference Number	AYT-53648
Product	People Analytics
Module	Analytics
Feature	Canvas Reports
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024 2H 2024 1H 2025 2H 2025
Valid as Of	2025-11-21
Latest Document Revision	2024-02-16

Change History

Date	What Changed	Reason
October 13, 2023	Initial publication.	
October 27, 2023	We updated the topic to indicate that Canvas reports is being deprecated for transactional reporting.	Canvas reports for transactional reporting (Detailed reporting and Advanced reporting) is being deprecated. Canvas reports will continue to be available for Workforce Analytics.
February 16, 2024	We've updated the topic to include the link to the blog "Usage Statistics of Table and Canvas Reports to Plan Transition to Stories" in the Additional Information section,	Stories is the main, suite-wide reporting tool. This blog discusses ways in which you can prioritize and plan your transition to stories.

3.20 Deprecation of Classic Reports

Classic reports will reach End of Development on November 17, 2023 and will be Deleted on November 22, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 22, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 22, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

As the logical next step for achieving our vision of making Stories in People Analytics the go-to solution for all your reporting needs, we are deprecating the legacy reporting tool, Classic reports.

Additional Resources

For more information, refer to the SAP SuccessFactors [Customer Community Blog](#).

Technical Details

Reference Number	AYT-53648
Product	People Analytics
Module	Analytics
Feature	Classic Reports
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024 2H 2024
Valid as Of	2024-11-22
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
October 13, 2023	Initial publication.	

3.21 Deprecation of Copy User

The Copy User functionality in SuccessFactors Learning will reach End of Development on June 2, 2023 and will be deleted November 22, 2024.

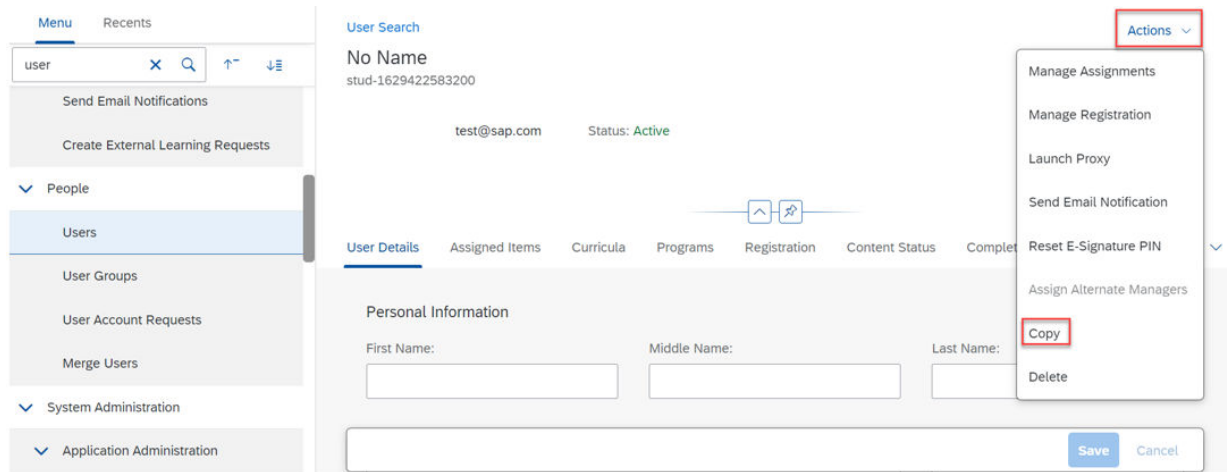
Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 22, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The **Copy User** menu item will be removed from the following page: [Learning Administration](#) > [People](#) > [Users](#) > [Actions](#) > [Copy](#).



The copy user functionality will be deprecated because it is an artifact of Plateau products and does not work correctly in SAP SuccessFactors Learning.

Additional Resources

[Why You Should Not Copy Users in Learning](#)

Technical Details

Reference Number	LRN-140605
Product	Learning
Module	Learning
Feature	Organizational Management
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2023 2H 2023
Valid as Of	2024-11-22
Latest Document Revision	2023-10-27

Change History

Date	What Changed	Reason
April 21, 2023	Initial publication.	
October 27, 2023	Deleted Date changed to November 22, 2024.	We are giving customers more time to transition away from this functionality.

3.22 Deprecation of COVID-19 Panels in Onboarding 1.0

The Department of Homeland Security's (DHS) temporary COVID-19 flexibilities for Form I-9, employment eligibility verification, will end on July 31, 2023. The Onboarding 1.0 COVID-19 panels will be disabled on August 1, 2023. The disabled panels remain in the system, but no new COVID-19 Physical Inspection Process activities can be created after July 31, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	August 1, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	August 1, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 6, 2026	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

On March 20, 2020, the Department of Homeland Security announced temporary flexibility in the physical inspection process for the U.S. Form I-9 documentation, due to the COVID-19 pandemic. The temporary flexibility, granted under Section 274A of the Immigration and Nationality Act (INA), allowed employees who were hired on or after April 1, 2021, and who worked exclusively in a remote setting due to COVID-19 related precautions, to be temporarily exempt from the physical inspection requirements associated with the employment eligibility verification of Form I-9. This temporary flexibility was allowed until the remote employee undertook a non-remote employment on a regular, consistent, or predictable basis, or the extension of the flexibilities related to such requirements was terminated, whichever is earlier.

In response to this announcement SAP SuccessFactors introduced COVID-19 panels into Onboarding 1.0 that allowed employers to defer the physical inspection of employment verification documents for remote employees.

Now, that the DHS is ending the temporary flexibility in physical inspection process for U.S. Form I-9 documentation, the COVID-19 panels will be disabled on August 1, 2023. You cannot defer the physical inspection process after July 31, 2023. The disabled panels will remain in the system until the Onboarding 1.0 sunset date tentatively scheduled for June 6, 2026. Employers must complete in-person physical document inspections by August 30, 2023 for all employees whose documents were inspected remotely during the temporary flexibilities. Existing deferred inspections remain in the [Work Queue](#) and must be processed before August 30, 2023. You can

find the list of employees that need to be verified in the *COVID-19 Physical Inspection Process* tab on *Work Queue Summary* page in *New Hire Activities*.

The screenshot shows the SAP On/Offboarding 1.0 dashboard. The 'New Hire Activities' section is active, displaying a list of activities and their counts. The 'COVID-19 Physical Inspection Process' is highlighted in the 'Work Queue' tab. The table below shows a list of tasks assigned to Jan Jeffries, all with a due date of 06/25/2020.

Assigned To	Activity	Due Date	First Name	Last Name
Jan Jeffries	Physical Inspection	06/25/2020	[Redacted]	[Redacted]
Jan Jeffries	Physical Inspection	06/25/2020	[Redacted]	[Redacted]
Jan Jeffries	Physical Inspection	06/25/2020	[Redacted]	[Redacted]
Jan Jeffries	Physical Inspection	06/25/2020	[Redacted]	[Redacted]
Jan Jeffries	Physical Inspection	06/25/2020	[Redacted]	[Redacted]
Jan Jeffries	Physical Inspection	06/25/2020	[Redacted]	[Redacted]
Jan Jeffries	Physical Inspection	06/25/2020	[Redacted]	[Redacted]
Jan Jeffries	Physical Inspection	06/25/2020	[Redacted]	[Redacted]
Jan Jeffries	Physical Inspection	06/25/2020	[Redacted]	[Redacted]
Jan Jeffries	Physical Inspection	06/25/2020	[Redacted]	[Redacted]

Employers may choose to designate an authorized representative to conduct an in-person physical document inspection on their behalf. For more information about designating an authorized representative, review the *Completing Section 2* information on *I-9 Central*.

Additional Resources

For additional information, visit the [DHS To End COVID-19 Temporary Policy for Expired List B Identity Documents](#) blog post.

The following United States Customs and Immigration Services (U.S.C.I.S.) resources provide additional information:

- [March 20, 2020 Announcement of temporary flexibility in Form I-9 Compliance Related Requirements](#)
- [The ICE updates Form I-9 requirement flexibility to grant employers more time to comply with requirements](#) explains that employers have 30 days after the July 31, 2023 policy expiration date to reach compliance with Form I-9 requirements.
- [The U.S.C.I.S Handbook for Employers M-274 - Who Must Complete Form I-9](#) explains how employers may choose to designate an authorized representative to complete Forms I-9 and conduct an in-person physical document inspection on their behalf.
- [I-9 Central](#) provide additional information on completing Section 2 of the Form I-9.
- [Completing Section 2, Employer Review and Attestation](#) provide additional information on completing Section 2 of the Form I-9.

- [USCIS Form I-9 for Onboarding 1.0](#)

Technical Details

Reference Number	ONB-34226
Product	Onboarding 1.0
Module	Onboarding 1.0
Feature	Compliance Forms
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2023
Valid as Of	2026-06-06
Latest Document Revision	2023-08-18

Change History

Date	What Changed	Reason
July 21, 2023	Initial publication.	

Date	What Changed	Reason
August 18, 2023	We clarified that the COVID-19 panels are disabled instead of deleted. While no new activities can be created after July 31, 2023, the panels are still available in the system until the Onboarding 1.0 sunset date. We changed the <i>Deleted</i> date and <i>Valid as of</i> date from August 1, 2023 to the Onboarding 1.0 sunset date tentatively scheduled for June 6, 2026.	The panels were disabled and are inactive, but they weren't deleted from the system.

3.23 Deprecation of DRTM Audit Data Purge

DRTM Audit Data Purge will reach end of development and end of maintenance on May 17, 2024 and will be deleted on June 24, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 17, 2024	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 17, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 24, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

As the result of SAP SuccessFactors adopting SAP BTP Audit Log Service, starting from the 1H 2024 release,

- The retention policy of audit data is centrally managed in [Manage Audit Configuration > Audit Retention](#). Retention configurations for audit data made in [Admin Center > Manage Data > DRTM Audit Data Purge](#) and [Manage General Audit](#) will be invalid.
- In [Manage General Audit > Configure General Audit](#), the purge information of each general audit type the retention period configuration field are removed.

- Audit data is purged automatically according to the retention policies defined. You don't have to manually set up purge requests in [Data Retention Management](#). If you have set up scheduled purge jobs of [DRTM Audit Data Purge](#), those jobs will be invalid and you should cancel those scheduled jobs manually.
- When the migration is completed, all audit data will be purged according to the retention policies defined in [Manage Audit Configuration > Audit Retention](#). If you need audit data that is older than the new maximum retention period of 3 years, you need to download and backup the reports of the audit data before June 24, 2024.

The migration to SAP BTP Audit Log Service is staggered. The following future dates are subject to change.

- For preview instances, [DRTM Audit Data Purge](#) will be deleted starting from April 29, 2024. By July 15, 2024, the deletion will be completed in all preview instances.
- For production instances, [DRTM Audit Data Purge](#) will be deleted starting from June 24, 2024. By August 5, 2024, the deletion will be completed in all production instances.

Additional Resources

- For detailed information on audit data retention management, refer to [Audit Data Retention Management](#) and [Manage Retention of Audit Data \[page 89\]](#).
- Visit the SAP SuccessFactors Customer Community [DRTM Audit Data Purge Deprecation and Transition to BTP Audit Log Service](#) for all the latest updates and discussions on the staggered migration to SAP BTP Audit Log Service.

Technical Details

Reference Number	PLA-42996
Product	Platform
Module	Security and Compliance
Feature	Audit Trail
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	Major

Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-06-24
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
April 12, 2024	Initial publication.	

3.24 Deprecation of Employee Central SF APIs Except CompoundEmployee API

The SOAP-based SF APIs for Employee Central, except the `CompoundEmployee` API, will reach end of maintenance on May 17, 2024 and will be deleted on May 23, 2025.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 17, 2019	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 17, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 23, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We are deprecating the following Employee Central SFAPIs in favor of OData APIs. If you are using the SFAPIs, please convert the SOAP API calls to OData ones.

- EmpCompensation
- EmpEmployment
- EmpEmploymentTermination
- EmpJob
- EmpJobRelationships
- EmpPayCompNonRecurring
- EmpPayCompRecurring
- PerAddress
- PerDirectDeposit
- PerEmail
- PerEmergencyContacts
- PerNationalId
- PerPerson
- PerPersonal
- PerPhone
- PerSocialAccount
- FO_businessUnit
- FO_company
- FO_costCenter
- FO_department
- FO_division
- FO_dynamicRole
- FO_eventReason
- FO_frequency
- FO_geozone
- FO_jobCode
- FO_jobFunction
- FO_location
- FO_locationGroup
- FO_payCalendar
- FO_payComponent
- FO_payComponentGroup
- FO_payGrade
- FO_payGroup
- FO_payRange
- FO_wfConfig
- FoLocation

Additional Resources

For more information about SOAP SFAPI deprecation and how to move from SFAPI to OData, refer to [Deprecation of Partner API, SFAPI Adhoc, and SFAPI for Simple Entities](#).

Technical Details

Reference Number	ECT-205994
Product	Employee Central Platform
Module	Employee Data Integration and Extension
Feature	API
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024 2H 2024 1H 2025
Valid as Of	2025-05-23
Latest Document Revision	2024-01-19

Change History

Date	What Changed	Reason
January 19, 2024	Initial publication.	

3.25 Deprecation of eQuest Job Posting Integration with Recruiting

The eQuest job posting integration with Recruiting will reach End of Development on May 21, 2022 and will be deleted on May 17, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 21, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 21, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 17, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We removed the ability for posting jobs using eQuest integration from [Job Postings](#) page to reduce the redundant job posting options within SAP SuccessFactors Recruiting. Instead, use Recruiting Posting to post your jobs to external job boards.

If you don't have any active postings on eQuest, you can remove the eQuest section from the [Job Postings](#) page by disabling the [Grant eQuest Job Postings Permission](#) role-based permission.

You can't configure new integrations with eQuest anymore in Provisioning. You won't see the [Enable Job Board Posting - eQuest](#) switch in Provisioning and this switch is no more a prerequisite to use the [Set Up Job Board Options](#) admin tool.

As part of this deprecation, the existing job postings will continue to appear on the job boards. You can remove the posted jobs using the [Job Postings](#) page but you can't post a new job, update, or repost an existing posting.

How It Looks Now Job Postings user interface in the current version where you can't create or update jobs but can only remove the existing postings using eQuest integration.

In the previous version, you could create, update, or remove job postings from the [Job Postings](#) page using eQuest integration.

How It Looked Before

Additional Resources

[Recruiting Posting](#)

[Setting Up Job Board Options](#)

Visit the SAP SuccessFactors Customer Community [Recruiting Resources Blog](#) for all the latest updates and discussions.

Technical Details

Reference Number	RCM-76824
Product	Recruiting
Module	Recruiting
Feature	Job Postings
Action	Info only
Enablement	Automatically on

Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable
Software Version	2H 2022 1H 2023 2H 2023 1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
April 8, 2022	Initial publication.	
June 10, 2022	We changed the Action value from Not Applicable to Info only	
August 19, 2022	We changed the Deleted value to May 20 2023.	
January 20, 2023	We changed the Deleted and Valid as Of value to June 2, 2023, as the production date for 1H 2023 has changed.	
March 17, 2023	We changed the Deleted and Valid as Of value to November 17, 2023.	
October 13, 2023	We changed the Deleted and Valid as Of value to May 17, 2024.	Corrected Deleted, and Valid as Of date to align with actual release date.

3.26 Deprecation of Free-of-Charge Subscriptions

The ability to create a free-of-charge subscription to override all pricing within a library will reach End of Maintenance on May 17, 2024 and will be Deleted on November 15, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 17, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

This feature isn't actively used by customers in production and won't be supported by the enhanced search feature. The enhanced search feature is one of the components of the new Learning home page.

Additional Resources

A link to an overview of this feature is provided in the Related Information section at the bottom of this page.

Technical Details

Reference Number	LRN-150708
Product	Learning
Module	Learning
Feature	Finance
Action	Recommended
Enablement	Automatically on

Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2023 2H 2023 1H 2024 2H 2024
Valid as Of	2024-11-15
Latest Document Revision	2023-09-15

Change History

Date	What Changed	Reason
September 15, 2023	Initial publication.	

Related Information

[Free-of-Charge Subscriptions](#)

3.27 Deprecation of Help and Tutorials, Handout Builder, and Admin Resources

Three related, legacy features— Help and Tutorials, Handout Builder, and Admin Resources— all reach End of Maintenance on May 20, 2022 and will be deleted on November 15, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 20, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 20, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

All three of these features rely on outdated technology that we no longer support and include static help content that we no longer maintain.

- [Help and Tutorials](#) includes static help content on **some** pages, delivered by SAP SuccessFactors, as well as the ability to create your own custom help content for those pages. The SAP SuccessFactors content is no longer maintained. Both the functionality and the content will be deprecated.
- [Handout Builder](#) is a tool on **some** pages that allows administrators to build custom help documents that appear on the [Help and Tutorials](#) page, based on predefined templates delivered by SAP SuccessFactors. The templates are no longer maintained. Both the functionality and the content will be deprecated.
- [Admin Resources](#) is a link on **some** pages in [Admin Center](#) to static help content for administrators. The content is no longer maintained. The content will be deprecated. It will link you to the SAP Help Portal instead.

SAP SuccessFactors now delivers help content on the SAP Help Portal instead. For customized, in-app help, you can use SAP Companion or third-party solutions.

Additional Resources

Visit the [SAP SuccessFactors page](#) on the SAP Help Portal for the latest product help content.

Technical Details

Reference Number	PFS-7858
Product	Platform
Module	User Experience

Feature	Help and Tutorials
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2022 2H 2022 1H 2023 2H 2023 1H 2024 2H 2024
Valid as Of	2024-11-15
Latest Document Revision	2023-04-21

Change History

Date	What Changed	Reason
May 27, 2022	Initial publication.	
July 15, 2022	We changed the Deleted date from November 18, 2022 to December 9, 2022.	The Production release date of 2H 2022 has moved to December 9, 2022.
October 21, 2022	We changed the Deleted date from December 9, 2022 to May 26, 2023.	Customers needed more time to manage the change.
November 4, 2022	We added SAP Companion as an alternative and provided a link to more information.	SAP Companion is an alternative for customized, in-app help.
January 20, 2023	We changed the Deleted date from May 26, 2023 to June 2, 2023.	The Production release date of 1H 2023 has moved to June 2, 2023.
March 17, 2023	We changed the Deleted date from June 2, 2023 to November 17, 2023.	Customers needed more time to manage the change.

Date	What Changed	Reason
March 17, 2023	We added deprecation details to clarify whether functionality or content is being deprecated.	We wanted to clarify that an Admin Resources link will still be visible in the UI, even after content is deleted, linking to the SAP Help Portal.
April 21, 2023	We changed the Deleted date from November 17, 2023 to November 15, 2024.	Customers needed more time to manage the change.

Related Information

[SAP Companion - Supported Applications - SAP SuccessFactors](#)

3.28 Deprecation of HTTP Basic Authentication for APIs

Access to APIs based on HTTP Basic Authentication will reach end of maintenance on June 2, 2023 and will be deleted on November 20, 2026.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 20, 2020	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 20, 2026	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Note

Notwithstanding the anticipated End of Maintenance of HTTP Basic Authentication for APIs (“Basic Authentication”) as of June 2, 2023, maintenance of Basic Authentication will continue solely where it’s provided and used as part of the integration add-on 3.0 for SAP ERP HCM and SAP SuccessFactors HCM suite. The June 2, 2023 End of Maintenance will apply to all other direct and indirect use of Basic Authentication.

Deprecation Details

HTTP Basic Authentication (Basic Auth) is an authentication method used to access APIs in SAP SuccessFactors. We made the retirement plan for HTTP Basic Authentication in favor of the more secure OAuth 2.0 authentication method.

OAuth 2.0 is now supported in both OData API and SFAPI. We recommend that you start migrating from HTTP Basic Authentication to OAuth 2.0 for better security and complete the migration before the deletion date.

Additional Resources

For more information about OAuth, see [Authentication Using OAuth 2.0](#) and the [Community blog](#) .

Technical Details

Reference Number	API-14291
Product	Platform
Module	Integration and Extension
Feature	API
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable

Software Version	1H 2021
	2H 2021
	1H 2022
	2H 2022
	1H 2023
	2H 2023
	1H 2024
	2H 2024
	1H 2025
	2H 2025
	1H 2026
	2H 2026

Valid as Of 2026-11-20

Latest Document Revision 2022-03-17

Change History

Date	What Changed	Reason
April 9, 2021	Initial publication.	
May 21, 2021	We updated the deprecation details to include the support for OAuth 2.0 in SFAPI.	OAuth 2.0 was supported in SFAPI.
July 23, 2021	The End of Maintenance date changed from November, 19, 2021 to May 20, 2022.	Customers needed more time to move to OAuth 2.0.
February 4, 2022	We added "for APIs" to the title.	We needed to differentiate between this topic and a topic published specifically for a product that SAP owned on February 4, 2022 but no longer owns. Adding "for APIs" to the title, however, also made the topic more clear and specific for the suite.
March 18, 2022	The Deleted date changed from November 1, 2022 to November 17, 2023. The End of Maintenance date changed from May 20, 2022 to May 19, 2023.	We extended the dates by one year to help you prepare your systems for migration. We'll evaluate them again six months in advance.
June 3, 2022	We changed the Action value from "Not Applicable" to "Required".	

Date	What Changed	Reason
October 14, 2022	The Deleted date changed November 17, 2023 to November 20, 2026. A note is added to state that maintenance of Basic Authentication will continue in the integration add-on 3.0 for SAP ERP HCM and SAP SuccessFactors HCM suite.	We extended the date to allow more time for you to migrate your systems.
November 18, 2022	We changed the End of Maintenance date from May 19, 2023 to May 26, 2023 to match the 1H 2023 production release date.	
March 17, 2023	We changed the End of Maintenance date from May 26, 2023 to June 2, 2023 to match the new 1H 2023 production release date.	

3.29 Deprecation of HTTP Header X-SF-Correlation-Id

HTTP header `X-SF-Correlation-Id` will reach end of development on December 9, 2022 and will be deleted on May 24, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	December 9, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 24, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

In OData and REST API, the `x-SF-Correlation-Id` HTTP header is used for tracing and troubleshooting API issues. We've now replaced this header with the standard header `x-correlation-id`. If you're using `x-SF-Correlation-Id` in your API requests, please update them and use the new header before the deletion date.

Additional Resources

For more information, see community blog [Deprecation of HTTP Header X-SF-Correlation-Id](#).

Technical Details

Reference Number	API-23475
Product	Platform
Module	Integration and Extension
Feature	API
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2022 1H 2023 2H 2023 1H 2024
Valid as Of	2024-05-24
Latest Document Revision	2023-11-17

Change History

Date	What Changed	Reason
October 21, 2022	Initial publication.	
November 18, 2022	We changed the End of Maintenance date from May 19, 2023 to May 26, 2023 to match the 1H 2023 production release date.	
March 17, 2023	We changed the End of Maintenance date from May 26, 2023 to June 2, 2023 to match the new 1H 2023 production release date.	
November 17, 2023	We extended the Deleted date from November 17, 2023 to May 24, 2024.	Customers wanted more time to switch to the new header.

3.30 Deprecation of the Instance Synchronization Tool

The *Instance Synchronization Tool* will reach the End of Maintenance on May 15, 2024 and will be Deleted on November 15, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 15, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We are deprecating the [Instance Synchronization Tool](#) to align with the strategy and vision of SAP SuccessFactors configuration change management. We encourage you to start using Configuration Transport Center for your business scenario. Using Configuration Transport Center, you can view, download, and transport configurations from one tenant to another.

Note

The [Instance Synchronization Tool](#) will continue to support the configurations that are not yet migrated to Configuration Transport Center.

Additional Resources

Visit [Using the Configuration Center](#) on the SAP Help Portal for information on viewing, downloading, and transporting configurations from one tenant to another.

Technical Details

Reference Number	TLS-29351
Product	Platform
Module	System Management
Feature	Instance Synchronization
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024 2H 2024

Valid as Of 2024-11-15

Latest Document Revision 2024-01-19

Change History

Date	What Changed	Reason
November 17, 2023	Initial publication.	
January 19, 2024	Updated the End of Maintenance date and added a note in Deprecation details.	We've changed the End of Maintenance date from November 17, 2023 to May 15, 2024 and added a note to inform that the <i>Instance Synchronization Tool</i> will continue to support the configurations that are not yet migrated to Configuration Transport Center.

3.31 Deprecation on JobApplication Navigation from JobApplicationStatus Entity

The JobApplication navigation in JobApplicationStatus ODATA entity will reach End of Maintenance on November 17, 2023 and will be Deleted on November 15, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 15, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We are deprecating the `JobApplication` navigation from the `JobApplicationStatus` entity to improve system performance. SAP SuccessFactors recommends that you start using the `JobApplication` API rather than the `JobApplication` navigation property in the `JobApplicationStatus` ODATA entity.

Additional Resources

For more information about the `JobApplication` and `JobApplicationStatus` APIs, refer:

- [JobApplicationStatus](#)
- [JobApplication](#)

Technical Details

Reference Number	RCM-113217
Product	Recruiting
Module	Applicant Management
Feature	Job Applications
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2023 2H 2023 1H 2024 2H 2024
Valid as Of	2024-11-15

Change History

Date	What Changed	Reason
April 21, 2023	Initial publication.	
October 13, 2023	The deletion date changed from November 17, 2023 to November 15, 2024.	The deletion date has changed.

3.32 Deprecation of Legacy Goal Management

The legacy version of Goal Management will reach End of Maintenance on May 17, 2024 and will be Deleted on March 31, 2025.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 17, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	March 31, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The legacy version of Goal Management is being replaced with the latest version of Goal Management, which has been generally available since the 1H 2023 release. You can manually upgrade to the latest Goal Management in [Upgrade Center](#). Make sure that you're aware of changes and differences coming along with the upgrade. Once triggered, the manual upgrade can't be undone.

With the 1H 2024 release, you will be automatically upgraded to the latest Goal Management. We'll provide a 30-day window for you to revert to the legacy version if you're not ready for the upgrade.

We will universally roll out the latest Goal Management in early 2025. By then, the option to revert to the legacy version will no longer be available.

Note

Customers who have legacy Development Goals enabled but haven't migrated from Job Description Manager to Job Profile Builder or Talent Intelligence Hub (with Growth Portfolio enabled) will be excluded from the upgrade.

Additional Resources

- Visit the SAP SuccessFactors Customer Community [Latest Goal Management Opt-Out in 1H 2024 & Universal Planned Around March 31, 2025](#) for all the latest updates and discussions.
- Read through the Customer Communication email *Latest Goal Management Announcement on Feature Deprecation* sent by your SAP Team to get more materials and prepare for the upgrade to the latest version.
- Review the latest documentation about differences between the legacy and latest versions:
 - [Supported and Unsupported Features](#)
 - [Alternatives to Deprecated Legacy Features](#)
 - [Changes to Goal Plan Templates](#)
 - [Supported Elements and Attributes Comparison: Legacy and Latest](#)

Technical Details

Reference Number	TGM-17415
Product	Performance & Goals Succession & Development
Module	Goal Management Career Development
Feature	Goal Management Development Objectives
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable

Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
January 19, 2024	Initial publication.	
April 12, 2024	The deleted date changed from November 15, 2024 to March 31, 2025.	Customers needed more time to migrate to the new version.

3.33 Deprecation of Legacy Item Details

The legacy Item Details experience will reach End of Maintenance on June 2, 2023 and will be Deleted on May 16, 2025.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.

Milestone	Date	Definition
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 16, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The legacy Item Details experience is being replaced with the new Course Home experience. With the 1H 2023 release, we'll set `enableCourseHomeBlended=true` by default. With the exception of users with an external shopping cart, all Learning users will use the new Course Home experience by default. We're working on features to support users with an external shopping cart. Learning users that have an external shopping cart will continue to use the legacy Item Details experience until supported by the new Course Home experience.

Administrators can choose to use the legacy Item Details experience for all users by navigating to [System Administration > Configuration > System Configuration > LMS_ADMIN](#) and setting `enableCourseHomeBlended=false`. This option won't be available in the 2H 2023 release. At that time, the new Course Home experience will be enabled for everyone and the configuration option will be removed.

Note

Since validated customers receive the 2H 2023 release as part of 1H 2024, the new Course Home experience will be enabled and the configuration option removed for them in the 1H 2024 release.

Additional Resources

- Visit the SAP SuccessFactors Customer Community page, [Learning Legacy Item Details Experience](#), for all the latest updates and discussions.
- Details on the new Course Home experience are provided in the [SAP SuccessFactors Learning Course Home](#) topic.

Technical Details

Reference Number LRN-137335

Product Learning

Module	Learning
Feature	Courses
Action	Info only
Enablement	Customer configured
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2023 2H 2023 1H 2024 2H 2024 1H 2025
Valid as Of	2025-05-16
Latest Document Revision	2023-04-21

Change History

Date	What Changed	Reason
November 11, 2022	Initial publication.	
March 3, 2023	Updated dates.	We changed the End of Development and End of Maintenance dates to June 2, 2023 to match the 1H 2023 production release date. We also corrected the date for the universal push of Course Home, changed from November 2024 to November 2023.
March 17, 2023	The link to the Customer Community was updated.	We updated the link to direct you to the correct page in the new Customer Community site.
April 21, 2023	The language in the details was updated and the value in the Enablement field was changed.	We updated the language and the value for Enablement to reflect the terminology change from Configuration Type to Enablement.

3.34 Deprecation of Legacy Learning Home Page

The legacy Learning home page will reach End of Maintenance on May 17, 2024 and will be Deleted on May 16, 2025.

Key Dates

Future dates are subject to change.


Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 17, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 16, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The legacy Learning home page is being replaced by the new Learning home page. The new Learning experience, which includes the new Learning home page, was released in 2H 2023. As of 2H 2024, the new Learning home page will be Universal and you won't be able to opt out of the feature. We encourage you to start your adoption of the new Learning home page prior to the 2H 2024 release.

Additional Resources

You can reference the following resources to plan your adoption of the new Learning home page.

- [New Learning Home Page Overview](#)
- [Enabling your workforce for the future with the new integrated learning experience](#) 

Technical Details

Reference Number	LRN-159438
Product	Learning
Module	Learning
Feature	Home Page
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	1H 2024 2H 2024 1H 2025
Valid as Of	2025-05-16
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
April 12, 2024	Initial publication.	

3.35 Deprecation of Legacy People Profile

The legacy People Profile will reach End of Development on May 17, 2024 and will be Deleted on November 15, 2025.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 17, 2024	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 21, 2025	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 15, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We've redesigned the People Profile experience, which features a public view of profile, along with more intuitive user interactions. The latest experience is enabled by default and is generally available starting from the 1H 2024 release. We encourage you to review the Additional Resources section and begin planning to adopt the latest experience for your organization.

Additional Resources

Visit the SAP SuccessFactors Customer Community [New People Profile Experience First Half 2024](#) for all the latest updates and discussions.

Review the documentation about the latest People Profile experience:

- [New Experience for People Profile \[page 374\]](#)
- [New Experience for People Profile Now in SAP SuccessFactors Mobile \[page 520\]](#)
- [Latest People Profile User Experience](#)

Technical Details

Reference Number	KM-18640
Product	Employee Central

Module	User Experience Employee Data
Feature	People Profile
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2024 2H 2024 1H 2025 2H 2025
Valid as Of	2025-11-15
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
April 12, 2024	Initial publication.	

3.36 Deprecation of Legacy Recruiting Posting APIs

Recruiting Posting Standalone, Webservices, or Imports along with the following guides will reach end of maintenance on April 15, 2022 and will be deleted on May 17, 2024.

- Recruiting Posting Cross Posting API
- Recruiting Posting Cross Posting SOAP API

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	April 15, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	April 15, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 17, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

In addition to the current version of SuccessFactors Recruiting Posting, customers are able to access and post in Recruiting Posting through:

- Standalone
- Automated Jobs Imports
- Webservices through external ATS

We will be deprecating all other means of accessing Recruiting Posting apart from the current version available through SAP SuccessFactors Recruiting. Use the current version of SuccessFactors Recruiting Posting to post jobs.

Additional Resources

[Recruiting Posting](#)

<https://launchpad.support.sap.com/#/notes/2964176>

Visit the SAP SuccessFactors Customer Community [Recruiting Resources Blog](#) for all the latest updates and discussions.

Technical Details

Reference Number RP-15920

Product	Recruiting
Module	Recruiting
Feature	Recruiting Posting
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2022 2H 2022 1H 2023 2H 2023 1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
April 15, 2022	Initial publication.	
October 13, 2023	We changed the Deleted and Valid as Of value to May 17, 2024.	Corrected Deleted, and Valid as Of date to align with actual release date.

3.37 Deprecation of MDF Object Definitions from the Instance Synchronization Tool

Configuration sync of the *MDF Object Definitions* artifact from the source tenant to the target tenant using the *Instance Synchronization Tool* will reach the End of Maintenance on October 21, 2022 and will be Deleted on May 17, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	October 21, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	October 21, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 17, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We've removed the ability to sync MDF Object Definitions from the *Instance Synchronization Tool* to align with the strategy and vision of SAP SuccessFactors HCM suite configuration change management.

As an alternative to sync *MDF Object Definitions*, you can use Configuration Transport Center.

Additional Resources

Visit [Using the Configuration Center](#) on the SAP Help Portal for information on transporting configurations from one instance to another.

Technical Details

Reference Number	TLS-24459
Product	Platform
Module	System Management
Feature	Instance Synchronization
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2022 1H 2023 2H 2023 1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2023-03-17

Change History

Date	What Changed	Reason
December 09, 2022	Initial publication.	
November 25, 2022	We changed the Deleted date from May 19, 2023 to May 26, 2023 to match the 1H 2023 production release date.	The production release date for 1H 2023 was shifted.
February 17, 2023	We changed the Deleted date from May 26, 2023 to June 2, 2023 to match the 1H 2023 production release date.	The production release date for 1H 2023 was shifted.
March 17, 2023	We changed the Deleted date from June 2, 2023 to November 17, 2023.	Customers needed more time to migrate to <i>Configuration Center</i> .

Date	What Changed	Reason
November 17, 2023	We changed the Deleted date from November 17, 2023 to May 17, 2024.	Customers needed more time to migrate to Configuration Center .

3.38 Deprecation of "Neither" Option for Require Mandatory Signature Setting

The ability to login to SAP SuccessFactors HCM suite without a mandatory signature being required for the Assertion Party (the "Neither" option) will reach end of maintenance on May 17th, 2024, and be deleted on November 15, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 17, 2024	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 17, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

To ensure your security, and keep sensitive application data confidential and secure, we've made the following changes:

- Effective **May 17, 2024**, when an asserting party is updated on the [Provisioning Single Sign-On \(SSO\) Settings](#) page, the *Neither* value is no longer a selectable option for the [Require Mandatory Signature](#) field, and the user receives a warning message advising that this option is not allowed, directing them to select one of the other signature options available.
- Effective **November 15, 2024**, any customers that have the *Neither* option selected for the [Require Mandatory Signature](#) field will not be able to login to the SAP SuccessFactors HCM suite.

To prepare for this change, follow these steps based on your scenario:

- If you are using the Identity Authentication service as your Identity Provider (IdP), use the values in **Step 8** on [Configure SAML 2.0 Service Provider](#) to update the signing option.
- If you are using an IdP other than Identity Authentication, migrate to Identity Authentication as soon as possible, as IdPs directly integrated with SAP SuccessFactors HCM suite will cease support on June 2025 and be deprecated on November 2026. Refer to [Migration to SAP Cloud Identity Authentication - Innovation Alert](#) for more information.
- If you intend to use your corporate IdP beyond November 2024, please update the signing option in your corporate IdP immediately. Refer to the documentation specific to your IdP for assistance with making this adjustment.
- If your corporate IdP is limited to supporting the *Neither* option for the *Require Mandatory Signature* property, it's not suitable for use with your SAP SuccessFactors HCM suite. We **highly** recommend replacing it immediately with the Identity Authentication service, which is included in your SAP SuccessFactors license at no extra charge.

After updating the signing option in your IdP, navigate to the [Provisioning > Single Sign-On \(SSO\) Settings > SAML Asserting Parties \(IdP\)](#) drop-down field. Find the entry corresponding to your IdP and adjust the *Require Mandatory Signature* value to match your IdP setting (For example, when you are using Identity Authentication as the IdP, by default the signing option is set to *Sign assertions*, and the corresponding default value in Provisioning for SAP SuccessFactors is *Assertion*).

Remember to click [Update the Asserting Party](#) to apply the changes.

→ Remember

As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, contact Product Support.

Technical Details

Reference Number	PLT-83930
Product	Platform
Module	Identity and Access Management
Feature	Single Sign-On
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed

Major or Minor

Business Process Variant Not Applicable

Software Version 1H 2024
2H 2024

Valid as Of 2024-11-15

Latest Document Revision 2024-04-12

Change History

Date	What Changed	Reason
April 12, 2024	Initial publication.	

3.39 Deprecation of News Feature in Learning

The news feature will reach End of Maintenance on May 17, 2024 and will be Deleted on November 15, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 17, 2024	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 17, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

With the addition of banners in the 1H 2024 release, the news feature is obsolete. You can configure banners that display to users in a rotating carousel at the top of the new Learning home page. You can configure a banner to include a text panel and a button that either launches a URL or opens an email draft to a specific recipient. The news feature still displays on the legacy Learning home page. Users who switch to the legacy experience will see the news dialog, but when they switch to the new experience, they won't see a news dialog. On the new Learning home page, banners are the method used to display important information.

We're deprecating the news feature because it was replaced by banners as part of the new Learning experience.

Additional Resources

Details on the banners feature are provided in the [Banners on the New Learning Home Page](#) topic.

Technical Details

Reference Number	LRN-159437
Product	Learning
Module	Learning
Feature	Home Page
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	1H 2024 2H 2024
Valid as Of	2024-11-15
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
April 12, 2024	Initial publication.	

3.40 Deprecation of Norsk, Svenska, and Tagalog Locales in Manage Languages

Three locales in the *Manage Languages* tool, Norsk (no_NO), Svenska (sv_SW), and Tagalog (tl_PH) locales, will reach the End of Development on November 17, 2023 and be deleted on May 17, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 17, 2024.	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

For Norwegian, you can use the locale Norsk bokmål (nb_NO), instead of Norsk (no_NO); for Swedish, you can use the locale Svenska (sv_SE), instead of Svenska (sv_SW). If you have customized UI labels for the two old locales, we recommend that you migrate the custom labels to the replacement locales. There's no replacement for the Tagalog (tl_PH) locale.

Additional Resources

To migrate a locale's custom labels, you can first download the labels, create a custom translation for your target locale, and upload the custom labels. To learn more about customizing UI labels, refer to [Customizing UI Text with the Manage Languages Tool](#).

Technical Details

Reference Number	KM-17262
Product	Platform
Module	Localization
Feature	Manage Languages
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
November 17, 2023	Initial publication.	

3.41 Deprecation of OAuth IdP API /oauth/idp

The OAuth IdP API /oauth/idp will reach end of development on December 9, 2022 and will be deleted on November 14, 2025.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	December 9, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 14, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The /oauth/idp API was provided for API users to generate SAML assertions for authentication. However, this method is considered unsafe because it requires users to pass private keys through an API call. Therefore, we're deprecating this API and encouraging you to choose secure ways to generate SAML assertions.

For more information about generating SAML assertions securely, visit the user guide in the Related Information section.

Additional Resources

Visit the SAP SuccessFactors Customer Community post [Deprecation of OAuth IdP API /oauth/idp](#) for all the latest updates and discussions.

Technical Details

Reference Number	API-23511
Product	Platform
Module	Integration and Extension
Feature	API
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2022 1H 2023 2H 2023 1H 2024 2H 2024 1H 2025 2H 2025
Valid as Of	2025-11-14
Latest Document Revision	2023-03-17

Change History

Date	What Changed	Reason
October 21, 2022	Initial publication.	
October 28, 2022	We changed the deletion date to November 14, 2025.	Customers have more time to find a replacement solution.

Date	What Changed	Reason
November 18, 2022	We changed the End of Maintenance date from May 19, 2023 to May 26, 2023 to match the 1H 2023 production release date.	
March 17, 2023	We changed the End of Maintenance date from May 26, 2023 to June 2, 2023 to match the new 1H 2023 production release date.	

Related Information

[Generating a SAML Assertion](#)

3.42 Deprecation of Old Check Tool UI

The old Check Tool UI reached End of Maintenance on November 17, 2023, and will be Deleted on June 2, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 9, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We've updated the UI to ensure a user-friendlier experience. Note, however, that export configuration isn't possible in the new Check Tool UI. You must use the Configuration Center.

Technical Details

Reference Number	TLS-27108
Product	Platform
Module	System Management
Feature	Check Tool
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2023 2H 2023 1H 2024 2H 2024
Valid as Of	2024-06-02
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
August 1, 2023	Initial publication.	

Date	What Changed	Reason
October 13, 2023	We updated the "Valid as Of" date.	

3.43 Deprecation of Packaged Integration SAP SuccessFactors Learning and SAP ERP Financials Integration

Packaged Integration SAP SuccessFactors Learning and SAP ERP Financials Integration will reach end of maintenance and development on June 2, 2023 and will be deleted on May 17, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 17, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're deprecating the Packaged Integration SAP SuccessFactors Learning and SAP ERP Financials Integration package because of low usage.

Technical Details

Reference Number	INT-16067
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Product	Employee Central Platform Learning
Module	Integration and Extension
Feature	Integration Packages
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2023 2H 2023 1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2023-04-21

Change History

Date	What Changed	Reason
April 21, 2023	Initial publication.	

3.44 Deprecation of Pay Scale Group API

Support for Pay Scale Group API will reach End of Maintenance on November 17, 2023 and will be Deleted on November 20, 2026.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 20, 2026	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

With the 2H 2023 release, we introduced a new effective-dated Compensation Structure object. For future enhancements to the Compensation Structure object, we are planning to deprecate the current Pay Scale Group API.

To view or change data for the current non-effective-dated Pay Scale Group objects, we recommend using the UI or data imports.

Additional Resources

For more information, refer to [Configuring the Compensation Structure Object](#).

Technical Details

Reference Number	ECT-226842
Product	Employee Central
Module	Integration and Extension
Feature	Employee Central Compensation
Action	Recommended
Enablement	Customer configured
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024 2H 2024 1H 2025 2H 2025 1H 2026 2H 2026
Valid as Of	2026-11-20
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
November 10, 2023	Initial publication.	
December 08, 2023	Deprecation Details.	We updated the details to remove confusion about future changes.
April 12, 2024	Deleted date and Software Version.	We changed the Deleted date from Nov 22, 2024 to Nov 20, 2026 and updated the Software Version.

3.45 Deprecation of Pay Scale Picklist Fields

Support for pay scale picklists of the Job Information fields *Pay Scale Type* and *Pay Scale Area* will reach End of Maintenance on November 17, 2023 and will be Deleted on May 16, 2025.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 16, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Since standard MDF objects exist for *Pay Scale Type* and *Pay Scale Area*, we recommend that you migrate from the pay scale picklists of the Job Information fields for Pay Scale Type and Pay Scale Area to MDF which helps to avoid double data maintenance. You can also benefit from MDF-based features such as extensibility, ease of data maintenance by HR Admins, reporting capabilities, workflows, rules, role-based permissions, and so on.

Note

You don't have to migrate if:

- You don't have picklists assigned to Pay Scale Area and Pay Scale Type in the Succession and Country/Region-Specific Succession Data models.
- You've added values for Pay Scale Area and Pay Scale Type in Manage Data.

A self-service job ► [Admin Center](#) ► [Scheduled Job Manager](#) ► [Initialize migration of picklist fields payscale area and type to mdm objects](#) ► is available for this migration.

Additional Resources

For more information about migrating the values of the pay scale picklist fields to MDF, refer to:

- [SAP Knowledge Base Article](#)
- [Managing Scheduled Jobs in Admin Center](#)
- [Migrating Pay Scale Type and Pay Scale Area Fields](#)

Technical Details

Reference Number	ECT-203910
Product	Employee Central
Module	Employee Data
Feature	Employee Central Compensation
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2023 2H 2023 1H 2024 2H 2024 1H 2025
Valid as Of	2025-05-16
Latest Document Revision	2024-03-15

Change History

Date	What Changed	Reason
April 21, 2023	Initial publication.	
Oct 13, 2023	Note	Added a note to let you know when not to migrate from the pay scale picklists to MDF objects.
March 15, 2024	Software Version Updated	We have extended the date on which we plan to delete the feature.

3.46 Deprecation of Pay Statement (Direct) Integration With SP85 and Below

Pay Statement (direct) integration with Employee Central Payroll synchronization package EA-HR SP85 and below will reach end of maintenance on June 2, 2023 and will be deleted on April 19, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	April 15, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	April 19, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're deprecating Pay Statement (direct) integration with Employee Central Payroll synchronization package EA-HR SP85 and below as it doesn't contain the full scope of the Pay Statement (direct) integration.

If you're using the Pay Statement (direct) integration and your Employee Central Payroll synchronization package is EA-HR SP85 and below, please upgrade your Payroll system to the latest synchronization package.

Additional Resources

- For more information about configuring the Pay Statement (direct) integration, please refer to [Configuring Pay Statement](#).

Technical Details

Reference Number	PAY-18779
Product	Employee Central Payroll
Module	Employee Central Payroll
Feature	Pay Statements
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2022 2H 2022 1H 2023 2H 2023 1H 2024
Valid as Of	2024-04-19
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
April 8, 2021	Initial publication.	
December 2, 2022	We changed the End of Maintenance date from May 19, 2023 to May 26, 2023 to match the 1H 2023 production release date.	The Production release date for 1H 2023 was shifted.
January 31, 2022	We changed the End of Maintenance date from May 26, 2023 to June 2, 2023.	The Production release date of 1H 2023 has moved to June 2, 2023.
March 10, 2023	We've added all software versions that are relevant until the deletion of this topic.	This deprecation topic becomes visible to customers in all software versions.
October 13, 2023	We've changed the Deleted date from November 17, 2023 to April 19, 2024	Allow more time for the transition and a better support in setting up the Pay Statement integration.

3.47 Deprecation of Pay Statement (Fiori-like) Integration

Pay Statement (Fiori-like) integration reached end of maintenance on April 1, 2022 and will be deleted on October 20, 2024. This deprecation is valid for SAP SuccessFactors Employee Central Payroll as well as customers who integrate their SAP S/4HANA or SAP ERP HCM system with SAP SuccessFactors Employee Central.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	October 15, 2021	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	April 01, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	October 20, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're deprecating Pay Statement (Fiori-like) integration because, depending on the solution you are using, there are other pay statement options that do not require the replication of payroll results. Please use the KBA linked below to check whether you are using Pay Statement (Fiori-like).

If you're using the Pay Statement (Fiori-like) integration with an SAP SuccessFactors Employee Central Payroll license, 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.

If you're integrating SAP SuccessFactors Employee Central with an SAP S/4HANA or SAP ERP HCM payroll system and would like to integrate SAP S/4HANA or SAP ERP HCM user interfaces with SAP SuccessFactors, we recommend that you enable the ESS Salary Statement or the My Paystubs SAP Fiori app.

Additional Resources

SAP SuccessFactors Employee Central Payroll

- For more information about the deprecation of the Pay Statement (Fiori-like), please refer to [KBA 3330798 - Deprecation of Pay Statement \(Fiori-like\) Integration - Next Steps](#).
- Visit the SAP SuccessFactors Customer Community [Pay Statement \(Fiori-like\) Integration and Migration to Pay Statement \(Direct\) - Innovation Alert](#) for all the latest updates and discussions.
- For more information about configuring the Pay Statement (direct) integration, please refer to [Configuring Pay Statement](#).

SAP SuccessFactors Employee Central with SAP S/4HANA or SAP ERP HCM

- For more information about integrating the ESS Salary Statement into the SAP SuccessFactors user interface, refer to [Steps to Configure ESS Applications in Employee Central](#).
- For more information about integrating the My Paystubs SAP Fiori app into the SAP SuccessFactors user interface, refer to [SAP Fiori App My Paystubs Integration with Employee Central using SAP BTP Neo](#) or [SAP Fiori App My Paystubs Integration with Employee Central using BTP Cloud Foundry](#).

Technical Details

Reference Number	PAY-8155
Product	Employee Central Payroll Employee Central
Module	Employee Central Payroll Integration and Extension

Feature	Pay Statements ERP Integration
Action	Not applicable
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable
Software Version	1H 2021 2H 2021 1H 2022 2H 2022 1H 2023 2H 2023 1H 2024 2H 2024
Valid as Of	2024-10-20
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
April 16, 2021	Initial publication.	
April 23, 2021	We added a link to the respective blog in the SAP SuccessFactors Customer Community.	We included the link to make communication to the SAP SuccessFactors Customer Community transparent.
October 21, 2022	The deleted date changed from October 1, 2022 to April 26, 2024.	Allow more time for the transition and a better support in setting up the Pay Statement integration.
October 13, 2023	The deleted date changed from April 26, 2024 to October 20, 2024.	Allow more time for the transition and a better support in setting up the Pay Statement integration.

Date	What Changed	Reason
February 16, 2024	We updated this announcement to convey that it is valid for both the Employee Central Payroll and Integration and Extension modules. We also included a link to a KBA and additional documentation.	This deprecation is also relevant for customers with module Integration and Extension.

3.48 Deprecation of the Pending Requests Page in Employee Central

The [Pending Requests](#) page in Employee Central Workflows will reach the End of Development on May 17, 2024 and be deleted on November 15, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 17, 2024	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 17, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Starting from the 1H 2024 release, users have a new page, [Pending Workflows](#), to access requests that require their attention. Compared to the legacy [Pending Requests](#) page, the new page offers a visually appealing interface and more efficient organization of information. While both user interfaces will be available between 1H 2024 and the date of deletion, we strongly recommend that customers transition to and make the most of the new user interface.

Technical Details

Reference Number	ECT-229705
Product	Employee Central
Module	Process Automation
Feature	Workflows
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2024 2H 2024
Valid as Of	2024-11-15
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
April 12, 2024	Initial publication.	

3.49 Deprecation of Pension Related Fields

The Pension related fields in benefit objects have reached End of Development on May 17, 2024 and will be Deleted on May 16 2025. After May 16 2025, the Story reports, APIs, Business Rules, and Integrations that refer to such fields will stop working. We have moved these fields into new benefit objects.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 17, 2024	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 16, 2025	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 16, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Previously, all benefit related fields existed within the Benefit object. This included fields for all benefit types such as Insurance, Savings Plan, Allowance, Pension, and so on. As there are more fields for various benefit types now, keeping all the benefit related fields in one object could create performance issues. To prevent this, the existing Pension related fields in benefit objects have been moved into new objects. As a result, the Story reports, Business Rules, and Integrations that refer to these fields from the current objects will stop working after May 16, 2025. Story reports referring to both old and new objects will work until this date. After this date, you must only use the fields from the new objects for Story reports.

The API paths that refer to the fields in the current objects will stop working after May 16, 2025. Both old and new API paths will work until this date. You must use only the new API paths after this date. If you have integration scenarios where the deprecated fields are referenced, then please update those with the new API endpoints. Here're the details of the new navigation paths and field names:

Navigation Paths and Field names

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
Benefit	country	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=dateTime'2022-11-21T00:00:00')?\$select=country&\$format=JSON	PensionBenefitDetails	country	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=dateTime'2022-11-21T00:00:00')/pension-BenefitDetails?\$select=country&\$format=JSON
Benefit	typeOfPension	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=dateTime'2022-11-21T00:00:00')?\$select=typeOfPension&\$format=JSON	PensionBenefitDetails	typeOfPension	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=dateTime'2022-11-21T00:00:00')/pension-BenefitDetails?\$select=typeOfPension&\$format=JSON
Benefit	ageOfRetirement	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=dateTime'2022-11-21T00:00:00')?\$select=ageOfRetirement&\$format=JSON	PensionBenefitDetails	ageOfRetirement	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=dateTime'2022-11-21T00:00:00')/pension-BenefitDetails?\$select=ageOfRetirement&\$format=JSON
Benefit	multipleFundSelectionsAllowed	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=dateTime'2022-11-21T00:00:00')?\$select=multipleFundSelectionsAllowed&\$format=JSON	PensionBenefitDetails	multipleFundSelectionsAllowed	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=dateTime'2022-11-21T00:00:00')/pension-BenefitDetails?\$select=multipleFundSelectionsAllowed&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
Benefit	benefitSavings-PlanSubType	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$select=benefitSavingsPlanSubType&\$format=JSON	PensionBenefitDetails	benefitSavings-PlanSubType	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails?\$select=benefitSavingsPlanSubType&\$format=JSON
Benefit	pensionContributionOptions	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$select=pensionContributionOptions&\$format=JSON	PensionBenefitDetails	pensionContributionOptions	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails?\$select=pensionContributionOptions&\$format=JSON
Benefit	employeeWithEmployerMatchContributions	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$select=employeeWithEmployerMatchContributions&\$format=JSON	PensionBenefitDetails	employeeWithEmployerMatchContributions	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails?\$select=employeeWithEmployerMatchContributions&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
Benefit	pensionMinMaxContributionLimits	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$select=pensionMinMaxContributionLimits&\$format=JSON	PensionBenefitDetails	pensionMinMaxContributionLimits	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails?\$select=pensionMinMaxContributionLimits&\$format=JSON
Benefit	bandingsConfiguration	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$select=bandingsConfiguration&\$format=JSON	PensionBenefitDetails	bandingsConfiguration	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails?\$select=bandingsConfiguration&\$format=JSON
Benefit	schemeType	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$select=schemeType&\$format=JSON	PensionUK	schemeType	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/pensionUKDetails?\$select=schemeType&\$format=JSON
Benefit	sconNumber	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$select=sconNumber&\$format=JSON	PensionUK	sconNumber	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/pensionUKDetails?\$select=sconNumber&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
Benefit	qualifyingScheme	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$select=qualifyingScheme&\$format=JSON	PensionUK	qualifyingScheme	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pension-BenefitDetails/pensionUKDetails?\$select=qualifyingScheme&\$format=JSON
Benefit	taxationMode	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$select=taxationMode&\$format=JSON	PensionUK	taxationMode	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pension-BenefitDetails/pensionUKDetails?\$select=taxationMode&\$format=JSON
Benefit	retroCalculation-Mode	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$select=retroCalculationMode&\$format=JSON	PensionUK	retroCalculation-Mode	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pension-BenefitDetails/pensionUKDetails?\$select=retroCalculationMode&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
Benefit	pensionSchemeStartDate	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$select=pensionSchemeStartDate&\$format=JSON	PensionUK	pensionSchemeStartDate	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/pensionUKDetails?\$select=pensionSchemeStartDate&\$format=JSON
Benefit	statutoryMinimumLookUp	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$expand=statutoryMinimumLookUp&\$format=JSON	PensionBenefitDetails	statutoryMinimumLookUp	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails?\$expand=statutoryMinimumLookUp&\$format=JSON
Benefit	pensionFunds	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$expand=pensionFunds&\$format=JSON	PensionBenefitDetails	pensionFunds	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails?\$expand=pensionFunds&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
Benefit	employerContributionDetail	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$expand=employerContributionDetail&\$format=JSON	PensionBenefitDetails	employerContributionDetail	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails?\$expand=employerContributionDetail&\$format=JSON
Benefit	employeeContributionDetail	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$expand=employeeContributionDetail&\$format=JSON	PensionBenefitDetails	employeeContributionDetail	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails?\$expand=employeeContributionDetail&\$format=JSON
Benefit	pensionEnrollmentFieldsConfigurationList	NA	PensionBenefitDetails	pensionEnrollmentFieldsSetupList	NA
Benefit	pensionAdditionalEmployeeContributionDetail	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$expand=pensionAdditionalEmployeeContributionDetail&\$format=JSON	PensionBenefitDetails	pensionAdditionalEmployeeContributionDetail	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails?\$expand=pensionAdditionalEmployeeContributionDetail&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
			PensionBenefitDetails	pensionUKDetails	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pension-BenefitDetails?\$expand=pensionUK-Details&\$format=JSON
			PensionBenefitDetails	pensionEligibilityRuleId	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pension-BenefitDetails?\$select=pensionEligibilityRuleId&\$format=JSON
BenefitPensionEmployerContributionDetail	employerContributionType	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/employer-ContributionDetail?\$select=employerContributionType&\$format=JSON	PensionEmployerContributionDetail	employerContributionType	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pension-BenefitDetails/employerContributionDetail?\$select=employerContributionType&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
BenefitPensionEmployerContributionDetail	employerStatutoryMinimumAmount	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/employerContributionDetail?\$select=employerStatutoryMinimumAmount&\$format=JSON	PensionEmployerContributionDetail	employerStatutoryMinimumAmount	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/employerContributionDetail?\$select=employerStatutoryMinimumAmount&\$format=JSON
BenefitPensionEmployerContributionDetail	employerStatutoryMinimumPercentage	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/employerContributionDetail?\$select=employerStatutoryMinimumPercentage&\$format=JSON	PensionEmployerContributionDetail	employerStatutoryMinimumPercentage	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/employerContributionDetail?\$select=employerStatutoryMinimumPercentage&\$format=JSON
BenefitPensionEmployerContributionDetail	employerContributionAmount	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/employerContributionDetail?\$select=employerContributionAmount&\$format=JSON	PensionEmployerContributionDetail	employerContributionAmount	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/employerContributionDetail?\$select=employerContributionAmount&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
BenefitPensionEmployerContributionDetail	employerContributionPercentage	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/employerContributionDetail?\$select=employerContributionPercentage&\$format=JSON	PensionEmployerContributionDetail	employerContributionPercentage	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/employerContributionDetail?\$select=employerContributionPercentage&\$format=JSON
BenefitPensionEmployerContributionDetail	employerContributionRule	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/employerContributionDetail?\$select=employerContributionRule&\$format=JSON	PensionEmployerContributionDetail	employerContributionRule	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/employerContributionDetail?\$select=employerContributionRule&\$format=JSON
BenefitPensionEmployerContributionDetail	employeeCanEditEmployerContribution	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/employerContributionDetail?\$select=employeeCanEditEmployerContribution&\$format=JSON	PensionEmployerContributionDetail	employeeCanEditEmployerContribution	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/employerContributionDetail?\$select=employeeCanEditEmployerContribution&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
BenefitPensionEmployeeContributionDetail	employeeContributionType	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/employeeContributionDetail?\$select=employeeContributionType&\$format=JSON	PensionEmployeeContributionDetail	employeeContributionType	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/employeeContributionDetail?\$select=employeeContributionType&\$format=JSON
BenefitPensionEmployeeContributionDetail	employeeStatutoryMinimumAmount	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/employeeContributionDetail?\$select=employeeStatutoryMinimumAmount&\$format=JSON	PensionEmployeeContributionDetail	employeeStatutoryMinimumAmount	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/employeeContributionDetail?\$select=employeeStatutoryMinimumAmount&\$format=JSON
BenefitPensionEmployeeContributionDetail	employeeStatutoryMinimumPercentage	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/employeeContributionDetail?\$select=employeeStatutoryMinimumPercentage&\$format=JSON	PensionEmployeeContributionDetail	employeeStatutoryMinimumPercentage	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/employeeContributionDetail?\$select=employeeStatutoryMinimumPercentage&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
BenefitPensionEmployeeContributionDetail	employeeContributionAmount	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/employeeContributionDetail?\$select=employeeContributionAmount&\$format=JSON	PensionEmployeeContributionDetail	employeeContributionAmount	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/employeeContributionDetail?\$select=employeeContributionAmount&\$format=JSON
BenefitPensionEmployeeContributionDetail	employeeContributionPercentage	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/employeeContributionDetail?\$select=employeeContributionPercentage&\$format=JSON	PensionEmployeeContributionDetail	employeeContributionPercentage	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/employeeContributionDetail?\$select=employeeContributionPercentage&\$format=JSON
BenefitPensionEmployeeContributionDetail	employeeContributionRule	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/employeeContributionDetail?\$select=employeeContributionRule&\$format=JSON	PensionEmployeeContributionDetail	employeeContributionRule	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/employeeContributionDetail?\$select=employeeContributionRule&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
BenefitPensionEmployeeContributionDetail	employeeCanEditEmployeeContribution	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetim e'2022-11-21T00:00:00')/employeeContributionDetail?\$select=employeeCanEditEmployeeContribution&\$format=JSON	PensionEmployeeContributionDetail	employeeCanEditEmployeeContribution	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetim e'2022-11-21T00:00:00')/pensionBenefitDetails/employeeContributionDetail?\$select=employeeCanEditEmployeeContribution&\$format=JSON
PensionEnrollmentFieldsConfiguration	visibilitySettingsE- num	NA	PensionEnrollmentFieldsSetup	pensionFieldName	NA
PensionEnrollmentFieldsConfiguration	pensionFieldName	NA	PensionEnrollmentFieldsSetup	visibilitySettingsE- num	NA
BenefitPensionAdditionalEmployeeContributionDetail	avcLimitApplicable	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetim e'2022-11-21T00:00:00')/pensionAdditionalEmployeeContributionDetail\$select=avcLimitApplicable&\$format=JSON	PensionAdditionalEmployeeContributionDetail	avcLimitApplicable	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetim e'2022-11-21T00:00:00')/pensionBenefitDetails/pensionAdditionalEmployeeContributionDetail?\$select=avcLimitApplicable&\$format=JSON
BenefitPensionAdditionalEmployeeContributionDetail	avcLimitConfiguration	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetim e'2022-11-21T00:00:00')/pensionAdditionalEmployeeContributionDetail\$select=avcLimitConfiguration&\$format=JSON	PensionAdditionalEmployeeContributionDetail	avcLimitConfiguration	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetim e'2022-11-21T00:00:00')/pensionBenefitDetails/pensionAdditionalEmployeeContributionDetail?\$select=avcLimitConfiguration&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
BenefitPensionAdditionalEmployeeContributionDetail	avcPayComponent	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionAdditionalEmployeeContributionDetail\$select=avcPayComponent&\$format=JSON	PensionAdditionalEmployeeContributionDetail	avcPayComponent	https://<host-name>/odata/v2/Benefit(benefitId='BEN_PEN_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/pensionBenefitDetails/pensionAdditionalEmployeeContributionDetail?\$select=avcPayComponent&\$format=JSON

Additional Resources

We do not have additional resources about this deprecation.

Technical Details

Reference Number	BEN-14310
Product	Employee Central
Module	Global Benefits
Feature	Global Benefits API
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	

Business Process Variant	Not Applicable
Software Version	1H 2024 2H 2024 1H 2025
Valid as Of	2025-05-16
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
February 16, 2024	Initial publication.	
April 12, 2024	Updated dates.	

Related Information

[New APIs for the Pension Benefit Type \[page 361\]](#)

3.50 Deprecation of Purge Inactive User Request Type

The Purge Inactive User request type will reach End of Development on Nov 17, 2023 and will be Deleted on Nov 15, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	Nov 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.

Milestone	Date	Definition
End of Maintenance	Nov 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	Nov 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The *Purge Inactive User* request type has been disabled using the *Enable Purge Inactive User request type* option.

As an administrator, you can enable the *Purge Inactive User* request type, by choosing the [Admin Center](#) [Company System and Logo Settings](#) [Data Retention Management](#) [Enable Purge Inactive User request type](#) option.

We recommend that you use the *DRTM Master Data Purge* request type instead as it is legally more compliant and you can adopt a centralized purge solution in which country/region and legal entity-based retention times can be configured for inactive employees.

Additional Resources

For more information, refer to [Purging Inactive Users with DRTM](#).

Technical Details

Reference Number	ECT-216491
Product	Platform
Module	Employee Data
Feature	Data Retention Time Management
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable

Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire
Software Version	2H 2023 1H 2024 2H 2024
Valid as Of	2024-11-15
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
Oct 13, 2023	Initial publication.	
Apr 12, 2024	Deleted date and Software Version.	We've changed the Deleted date from May 17, 2024 to Nov 15, 2024 and updated the Software Version.

3.51 Deprecation of Role-Based Permissions Migration Tool

The Role-Based Permissions Migration Tool will reach the End of Development and End of Maintenance, and be deleted on November 15th, 2024. This tool was created to help you migrate from your legacy permissions model to the role-based permissions model by providing step-by-step guidance to help get you started. There's no need for the tool, because RBP is now universal.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 15, 2024	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 15, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Role-Based Permissions is now universal. There's no need for the migration tool anymore.

Technical Details

Reference Number	KM-18635
Product	Platform
Module	Identity and Access Management
Feature	Role-Based Permissions
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire
Software Version	1H 2024 2H 2024

Valid as Of 2024-11-15

Latest Document Revision 2024-04-12

Change History

Date	What Changed	Reason
April 12, 2024	Initial publication.	

3.52 Deprecation of SAP SuccessFactors Single Sign-On Certificate

The SAP SuccessFactors HCM suite Single Sign-On certificate will expire on June 2, 2025. We are requesting for all systems to be migrated to SAP Cloud Identity Services-Identity Authentication by this time.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2025	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2025	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

SSO Certificate Expiration

For Single-Sign-On (SSO) logins into SuccessFactors, which use Identity Authentication or a third-party corporate identity provider (IDP), SuccessFactors generates a SSO signing certificate that is registered with the IDP so that the IDP can verify the tenant's identity. All customers/tenants using Identity Authentication or third-party IDP would need to update their certificate upon its expiration. When this certificate expires, if it is not updated, SSO authentication via IDP will not work, preventing users still on a third-party IDP from accessing SAP SuccessFactors. A public API is available for customers to retrieve the SSO service provider metadata for their company, which will also contain the updated signing certificate (refer to **Public API to Retrieve Customer SSO Service Provider Metadata** in the **Related Information** section).

Note

Customers already using Identity Authentication (as their main IDP or as a proxy to a third-party corporate IDP) will have the certificate updated automatically by the Identity Authentication service and will not experience this disruption. We **highly** recommend you upgrade to Identity Authentication to avoid any authentication issues when the certificate expires.

Migrate to SAP Cloud Identity Authentication to Prepare for These Changes

When you migrate to Identity Authentication:

- For customers or tenants using Identity Authentication (either as a real IDP or proxy IDP to a third-party corporate IDP, Identity Authentication will take care of their certificate update automatically.
- If Identity Authentication is the real IDP for SuccessFactors, then SAP will handle the upgrade necessary to minimize the impact of third-party cookie deprecation. If Identity Authentication is proxy to a corporate IDP such as Microsoft Azure AD, Okta, Google, etc, SAP will provide automation to assist the upgrade necessary to minimize the impact of third-party cookie deprecation. There could be further configuration needed.
- When your SAP SuccessFactors tenant is connected to the Identity Authentication service, it handles all logins (including password, two-factor authentication, risk-based authentication or corporate identity provider) for your SAP SuccessFactors system.
- Identity Authentication allows customers to complete a major Identity Authentication pre-requisite for some of the most important innovations of SAP SuccessFactors solutions i.e. Stories in People Analytics, Work Zone, Task Center, Internal Career Site, etc.
- Faster innovation and better product quality/support with one unified authentication services to develop, maintain and innovate.
- Better incorporation of new technologies and innovations in the security/authentication domain.
- Streamlined user management across the enterprise and better user self-services.

If you are currently using a third-party corporate IDP solution such as (Microsoft Azure AD, Okta, Google, OneLogin, etc.) or Basic Authentication (username and password), we ask your organization to migrate to Identity Authentication since SAP SuccessFactors plan is to move all customers to the preferred method for SAP Cloud Identity Authentication.

Additional Resources

Visit the SAP SuccessFactors Customer Community [Migration to SAP Cloud Identity Authentication](#) for all the latest discussions and updates.

Technical Details

Reference Number	PLT-82081
Product	Platform
Module	Identity and Access Management
Feature	Single Sign-On
Action	Required
Enablement	Customer configured
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024 2H 2024 1H 2025
Valid as Of	2025-06-02
Latest Document Revision	2023-12-08

Change History

Date	What Changed	Reason
November 17, 2023	Initial publication.	
December 8, 2023	Updated the "Software Version" row to list all affected software versions.	

Related Information

[Public API to Retrieve Customer SSO Service Provider Metadata](#)

3.53 Deprecation of SHA-1 Signing Certificate for Assertion Consumer Services (ACS) Entries

The SHA-1 signing certificate will reach end of maintenance on November 19, 2021 and will be deleted on November 15, 2024.

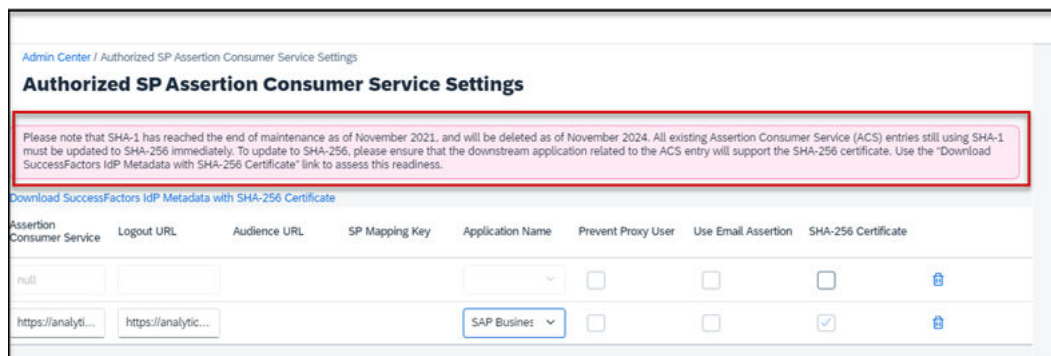
Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 21, 2021	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 19, 2021	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The SHA-1 signing mechanism in the Assertion Consumer Services (ACS) will be deprecated in favor of the SHA-256 signing certificate, to provide better security. Customers who have a custom developed or third party integration will need to migrate to the SHA-256 signing mechanism by November 15, 2024.



Information for customers who have new third party application integrations:

All new integrations that are custom developed or third party must use the SHA-256 signing option by November 19, 2021. If the signing option for integrations isn't changed to SHA-256, then the integration may stop working after November 15, 2024.

- For improved security, all new entries should use the SHA-256-based signature, if supported by your solution (or module) or downstream applications.
- While the SHA-256 signature option offers better security, ensure the downstream applications support it; make any configuration changes that are necessary, before enabling SHA-256.
- Provided that SHA-256 is supported by your applications and applicable configuration changes have been addressed, we recommend that all new entries are created with the SHA-256 signing certificate option.

Recommended actions:

- Working with an Implementation Partner or SAP SuccessFactors Professional Services, update the ACS entry and SHA-256 signing option in the backend system for existing third party application integrations. Refer to the **Additional Resources** section for the different scenarios and migration steps for your application.

Additional Resources

Visit the SAP SuccessFactors Customer Community for all the latest updates and discussions: [SHA-1 Deprecation and Impact on Third Party Applications](#)

Based on your scenario, the following KBAs provide additional details on how to migrate your application from SHA-1 to the SHA-2 signing certificate.:

- If you're performing the migration from within the SAP SuccessFactors HCM suite, refer to [Outbound SSO migration to SHA-256 \(Authorized SP Assertion Consumer Service Settings\)](#)
- If you're using SAP SuccessFactors as your identity provider, and are performing the migration between SAP SuccessFactors and SAP SuccessFactors Employee Central Payroll, refer to [One Time Migration from SHA-1 to SHA-256 of SAML Configurations between SuccessFactors IdP and ECP](#)

Technical Details

Reference Number	PLU-3797
Product	Platform
Module	Identity and Access Management
Feature	Single Sign-On
Action	Required
Enablement	Automatically on

Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable
Software Version	2H 2021 1H 2022 2H 2022 1H 2023 2H 2023 1H 2024 2H 2024
Valid as Of	2024-11-15
Latest Document Revision	2024-01-19

Change History

Date	What Changed	Reason
June 25, 2021	Initial publication.	
January 19, 2024	<p>We revised the topic to reflect the following changes:</p> <ul style="list-style-type: none"> Updated the Deleted date to November 15, 2024. Added links to documentation on migrating from the SHA-1 to the SHA-2 signing certificate in the Additional Resources section. 	Customers need to be aware of the new deletion date, and documentation about the deprecation.

3.54 Deprecation of Specific Employee Central Third-Party Standard Integration Packages

Integration of *SAP SuccessFactors Employee Central with Third Party Benefits Vendor-Thomsons Darwin, Standard Time Integration Template for SAP SuccessFactors Employee Central, Standard Benefits Integration Template for*

SAP SuccessFactors Employee Central, and *Standard Payroll Integration Template for SAP SuccessFactors Employee Central* third-party standard integration packages with SAP SuccessFactors Employee Central will reach the end of maintenance on June 2, 2023 and will be deleted on November 17, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're deprecating the integration of *SAP SuccessFactors Employee Central with Third-Party Benefits Vendor-Thomsons Darwin*, *Standard Time Integration Template for SAP SuccessFactors Employee Central*, *Standard Benefits Integration Template for SAP SuccessFactors Employee Central*, and *Standard Payroll Integration Template for SAP SuccessFactors Employee Central* third-party standard integration packages because of low usage.

Technical Details

Reference Number	INT-15421
Product	Employee Central Platform
Module	Platform
Feature	Integration Packages
Action	Info only

Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2023 2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-04-21

Change History

Date	What Changed	Reason
April 21, 2023	Initial publication.	

3.55 Deprecation of Spell Check Feature

The Spell Check feature will reach End of Maintenance on May 17, 2024 and will be Deleted on November 15, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.

Milestone	Date	Definition
End of Maintenance	May 17, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The Spell Check feature enables you to check spelling in many places where you enter text, in the following product areas:

- 360 Reviews
- Compensation
- Goal Management
- Performance Management
- Career Development
- Recruiting

It also includes the [Manage Company Dictionary](#) tool in Admin Center, which enables you to maintain a company dictionary that's used by the Spell Check.

We're deprecating the Spell Check feature, including the [Manage Company Dictionary](#) tool, because most modern browsers have a built-in spell check function that you can use instead.

Technical Details

Reference Number	WEF-132740
Product	Compensation Performance & Goals Platform Recruiting Succession & Development

Module	360 Reviews Applicant Management Career Development Compensation Goal Management Job Requisition Performance Management
Feature	Spell Check
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024 2H 2024
Valid as Of	2024-11-15
Latest Document Revision	2023-12-08

Change History

Date	What Changed	Reason
December 8, 2023	Initial publication.	

3.56 Deprecation of SuccessFactors Learning Token Server

The SuccessFactors Learning token server will reach End of Maintenance on November 17, 2023 and will be Deleted on November 20, 2026.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 20, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 20, 2026	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Migration from the SuccessFactors Learning token server to the platform token server improves API support for customers. The SuccessFactors Learning OAuth token server uses HTTP basic authentication (Client ID and Secret) for token requests compared to the platform token server which supports the more secure SAML Assertion Based token request.

Note

You should discontinue using the SuccessFactors Learning token server and start using the more secure platform token server. In the future, SAP will support an OpenID Connect (OIDC) protocol-based solution using Identity Authentication. When that solution is available, we will provide further guidance.

Additional Resources

For additional information, visit [Authentication Using OAuth 2.0](#)

Technical Details

Reference Number	LRN-99952
Product	Learning

Module	Learning
Feature	API
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024 2H 2024
Valid as Of	2026-11-20
Latest Document Revision	2024-02-16

Change History

Date	What Changed	Reason
October 13, 2023	Initial publication.	
October 27, 2023	We added additional technical information explaining why we made this change.	We wanted to explain the technical reason behind the deprecation.
November 17, 2023	We changed the Valid as Of date from November 17, 2023 to November 22, 2024	We wanted to align the Valid as Of date with the deletion date of the feature.
	We changed the Deleted Date and Valid as Of date from November 22, 2024 to November 20, 2026 and updated the Deprecation Details note.	We wanted to give customers more time to migrate to a different solution, and share updated information.

3.57 Deprecation of Support for Skype

Support of Skype as a VLS vendor for SAP SuccessFactors Learning will reach End of Maintenance on May 17, 2024 and will be Deleted on November 15, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 17, 2024	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 17, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Microsoft is ending support for Skype for Business. We support Skype as a VLS vendor, so we've started to deprecate our support for Skype in SAP SuccessFactors Learning.

After the End of Maintenance date, we won't fix any issues that occur as a result of Skype and its limitations. We recommend that you plan to transition to a supported VLS vendor by this date.

After the Deleted date, Skype will be removed as an option for virtual learning.

Additional Resources

For more information on Microsoft's support dates for Skype, please visit <https://learn.microsoft.com/en-us/lifecycle/products/skype-for-business-2016> .

Technical Details

Reference Number	LRN-116611
Product	Learning
Module	Learning
Feature	Virtual Learning Systems
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024 2H 2024
Valid as Of	2024-11-15
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
October 13, 2023	Initial publication.	

3.58 Deprecation of Table Reports

Table reports will reach End of Development on November 17, 2023 and will be Deleted on November 21, 2025.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 21, 2025	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 21, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

As the logical next step for achieving our vision of making Stories in People Analytics the go-to solution for all your reporting needs, we are deprecating the legacy reporting tool, Table reports.

Additional Resources

- For more information, refer to the SAP SuccessFactors [Customer Community Blog](#).
- For tips and assistance on planning the transition, refer to the community blog, [Usage Statistics of Table and Canvas Reports to Plan Transition to Stories](#).

Technical Details

Reference Number	AYT-53648
Product	People Analytics
Module	Analytics
Feature	Table Reports
Action	Info only

Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024 2H 2024 1H 2025 2H 2025
Valid as Of	2025-11-21
Latest Document Revision	2024-02-16

Change History

Date	What Changed	Reason
October 13, 2023	Initial publication.	
February 16, 2024	We've updated the topic to include the link to the blog "Usage Statistics of Table and Canvas Reports to Plan Transition to Stories" in the Additional Information section,	Stories is the main, suite-wide reporting tool. This blog discusses ways in which you can prioritize and plan your transition to stories.

3.59 Deprecation of Tiles and Dashboard Reports

Tiles and Dashboard reports will reach End of Development on November 17, 2023 and will be Deleted on November 21, 2025.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 21, 2025	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 21, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

As the logical next step for achieving our vision of making Stories in People Analytics the go-to solution for all your reporting needs, we are deprecating the legacy reporting tool, Tiles and Dashboard reports.

Additional Resources

For more information, refer to the SAP SuccessFactors [Customer Community Blog](#).

Technical Details

Reference Number	AYT-53648
Product	People Analytics
Module	Analytics
Feature	Dashboards
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed

Major or Minor

Business Process Variant Not Applicable

Software Version 2H 2023
1H 2024
2H 2024
1H 2025
2H 2025

Valid as Of 2025-11-21

Latest Document Revision 2023-10-13

Change History

Date	What Changed	Reason
October 13, 2023	Initial publication.	

3.60 Deprecation of Time Type Configuration for Short-Term Disability USA

The time type configuration for short-term disability USA will reach end of maintenance on May 1, 2024 and will also be deleted on May 1, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 1, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 1, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.

Milestone	Date	Definition
Deleted	December 1, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're replacing the old time type configuration for short-term disability USA with the new configuration based on an absence pay scheme and absence pay policy.

Instead of creating one time type for each absence pay policy, you can now associate a time type with an absence pay scheme, and then assign both to the absence pay policy. This absence pay policy is then assigned to the relevant employee in the Job Information. The new process reduces the effort of creating one time type for each absence pay policy.

Additional Resources

Check out the user guide to find out more about the new configuration: [Short-Term Disability Absence in USA](#)

Technical Details

Reference Number	KM-17268
Product	Employee Central
Module	Time Management
Feature	Time Off
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire

Software Version	1H 2023 2H 2023 1H 2024 2H 2024
Valid as Of	2024-05-01
Latest Document Revision	2023-09-15

Change History

Date	What Changed	Reason
August 18, 2023	Initial publication.	
August 25, 2023	Added additional Software Versions.	The additional versions make the topic appear in the default filters between now and the deletion date.
September 15, 2023	Deletion date updated from May 1, 2024 to December 1, 2024	The product management decided to bring forward the deletion date.

3.61 Deprecation of XML File (YouCalc Rules) Based Workflow Triggering

The feature of triggering workflows through XML files (YouCalc rules) will reach the End of Development on November 17, 2023 and be deleted on November 17, 2025.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.

Milestone	Date	Definition
End of Maintenance	November 15, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 14, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Until 1H 2023, customers can trigger workflows through imported XML files or through business rules. Starting from the 2H 2023 release, new customers will be prevented from importing XML files to trigger workflows; they can only trigger workflows through business rules. Meanwhile, we recommend that existing customers migrate their existing rules from XML files to business rules before the Deleted date.

Using XML files to trigger workflows requires access to Provisioning and demands high skill levels of users. Business rules, which are defined by users themselves in *Admin Center*, offer a more intuitive and more flexible way to perform the same job.

Additional Resources

- Visit the SAP SuccessFactors Customer Community page, [Deprecation of XML File-Based \(YouCalc Rules\) Workflow Triggering in 1H 2025 Release](#), for all the latest updates and discussions.
- To learn more about triggering workflow through business rules, refer to [Triggering Workflows with Business Rules](#).

Technical Details

Reference Number	ECT-219827
Product	Employee Central
Module	Process Automation
Feature	Workflows
Action	Required
Enablement	Automatically on

Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024 2H 2024 1H 2025 2H 2025
Valid as Of	2025-11-14
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
November 17, 2023	Initial publication.	

3.62 The Direct Login Link to Access Workforce Analytics is Deleted

The direct login link to access Workforce Analytics directly is Deleted as of November 17, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

A small group of users still access Workforce Analytics through the direct access link. Ideally, Workforce Analytics should be accessed through SAP SuccessFactors. You can login using your SAP SuccessFactors credentials, and navigate to Workforce Analytics through the SAP SuccessFactors Homepage. For further assistance, please contact SAP Professional Services.

Additional Resources

For more information, refer to the SAP SuccessFactors [Customer Community Blog](#).

Technical Details

Reference Number	WFA-31643
Product	People Analytics
Module	Analytics
Feature	Workforce Analytics
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted

Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire
Software Version	1H 2023 2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
April 21, 2023	Initial publication.	
October 13, 2023	The lifecycle of the feature changed from "Deprecation" to "Deleted"	The feature is deleted.

3.63 DocuSign Authentication Method for Onboarding Integrations is Replaced

The basic authentication method for DocuSign e-Signature integrations were replaced by OAuth 2.0 on September 30, 2023. Changes in Onboarding DocuSign authentication method were released on May 20, 2022. Onboarding and Onboarding 1.0 customers using basic authentication for DocuSign must now use new authentication method.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 20, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.

Milestone	Date	Definition
End of Maintenance	May 20, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	September 30, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We replaced the authentication method for DocuSign e-Signature integrations. You must configure new DocuSign authentication settings if you want e-Signature functionality to continue in your Onboarding or Onboarding 1.0 account after September 30, 2023, when DocuSign updated its authentication system.

Configuring the new OAuth 2.0 authentication method involves providing your user ID and API account ID information for your DocuSign account, as well as agreeing to grant SAP SuccessFactors Onboarding permission to access DocuSign on behalf of your account. You can find more information in the configuration topics listed in the Related Links section.

The progression of the deprecation is as follows, leading up to September 30, 2023, when the legacy authentication is no longer supported:

- As of **1H 2022**: OAuth 2.0 authentication is available for DocuSign integrations. You're strongly advised to perform your one-time migration by activating the new DocuSign eSignature authentication method.
- **2H 2023**: Basic authentication functionality for DocuSign integrations stops working after September 30, 2023 if the new authentication method is not activated.

Additional Resources

Visit the SAP SuccessFactors Customer Community post about [DocuSign Onboarding 1.0 Integration Using OAuth 2.0 Starting First Half 2022](#) in the Onboarding 1.0 Hot Topics section for all the latest Onboarding 1.0 updates and discussions.

Visit the SAP SuccessFactors innovation alert [DocuSign Integration Using OAuth 2.0 Starting First Half 2022 - Innovation Alert](#) for the latest Onboarding updates and discussions.

Technical Details

Reference Number OBX-14755

Product	Onboarding Onboarding 1.0
Module	Onboarding Onboarding 1.0
Feature	Compliance Forms
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Hire to Retire
Software Version	1H 2022 2H 2022 1H 2023
Valid as Of	2023-09-30
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
April 8, 2022	Initial publication.	
May 27, 2022	A note was added to clarify release dates for Onboarding and Recruiting.	Customers needed to know that Onboarding and Recruiting were not releasing the changes at the same time, and that the release date for Recruiting differed depending on data center.
October 21, 2022	The topic has been revised and a note was added to reflect the new March 31, 2023 deletion date.	DocuSign announced an extension in its support of basic authentication until March 2023.
April 21, 2023	The topic and the change note were revised to reflect the new September 30, 2023 deletion date.	DocuSign announced an extension in its support of basic authentication until September 2023.

Date	What Changed	Reason
October 13, 2023	The topic and the change note were revised to reflect the previous method is no longer available.	

Related Information

[September 2022: OAuth 2.0 required for all DocuSign API applications \(DocuSign.com\)](#) ➔

[Configuring DocuSign for Onboarding 1.0](#)

[Migrating Onboarding 1.0 DocuSign Authentication Method from Basic to OAuth 2.0](#)

[Setting Up DocuSign for Onboarding and Offboarding](#)

3.64 DocuSign Authentication Method for Recruiting Integrations is Replaced

The settings that enabled electronic signature functionality in SAP SuccessFactors Recruiting offer letters were replaced with new fields due to DocuSign changing its authentication method from basic to OAuth 2.0. Recruiting customers using basic authentication for DocuSign must now update their configuration settings.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 20, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 20, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	September 30, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're replacing the eSignature configuration fields for offer letters in [Manage Recruiting Settings](#). You need to configure the new [DocuSign eSignature](#) section if you want Offer Letter with eSignature functionality to continue in your SAP SuccessFactors Recruiting account after September 30, 2023, when DocuSign updates its authentication system.

For SAP SuccessFactors Recruiting administrators, the change involves configuring the [DocuSign eSignature](#) section to provide DocuSign user ID and API account ID information, as well as agreeing to grant SAP SuccessFactors Recruiting permission to access DocuSign on behalf of their account.

For SAP SuccessFactors Recruiting users, the change involves a one-time process of granting SAP SuccessFactors Recruiting permission to access DocuSign on behalf of their account.

The progression of the deprecation is as follows, leading up to September 30, 2023, when the legacy eSignature fields are no longer supported:

- As of **1H 2022**: [Manage Recruiting Settings](#) > [Offer Letter](#) displays a [Legacy eSignature Fields](#) section that shows that your SAP SuccessFactors Recruiting account has an existing integration with DocuSign. You're strongly advised to perform your one-time migration by completing the new [DocuSign eSignature](#) section before September 30, 2023. Until this date, you still have access to and can change the values in the [Legacy eSignature Fields](#) section.

The new [DocuSign eSignature](#) section appears in [Manage Recruiting Settings](#) > [Offer Letter](#) on all data centers.

Note

If you don't see [Legacy eSignature Fields](#) in [Manage Recruiting Settings](#) > [Offer Letter](#), it means that you haven't enabled Offer Letters with eSignature functionality for your SAP SuccessFactors Recruiting account.

- **2H 2023**: Offer Letter with eSignature functionality stops working after September 30, 2023 if the [DocuSign eSignature](#) section is not configured.

Additional Resources

Visit SAP SuccessFactors Customer Community post about [DocuSign Integration Using OAuth 2.0 Starting First Half 2022 - Innovation Alert](#) in the Recruiting Resources Blog for additional information, as well as [DocuSign API Basic User Password Authentication Retirement](#) for details from DocuSign.

Technical Details

Reference Number	RCM-93840
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Product	Recruiting
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Module	Recruiting
Feature	Offer Letters
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Hire to Retire
Software Version	1H 2022 2H 2022 1H 2023
Valid as Of	2023-09-30
Latest Document Revision	2023-04-21

Change History

Date	What Changed	Reason
April 8, 2022	Initial publication.	
May 27, 2022	A note was added to clarify release dates for Onboarding and Recruiting.	Customers needed to know that Onboarding and Recruiting were not releasing the changes at the same time, and that the release date for Recruiting differed depending on data center.
October 21, 2022	The topic has been revised and a note was added to reflect the new March 31, 2023 deletion date.	DocuSign announced an extension in its support of basic authentication until March 2023.
April 21, 2023	The topic and the change note were revised to reflect the new September 30, 2023 deletion date.	DocuSign announced an extension in its support of basic authentication until September 2023.
October 13, 2023	The previous method is no longer available.	DocuSign removed the basic authentication method.

Related Information

[Configuring Online Offers with eSignature in Manage Recruiting Settings](#)
[Granting Access for Online Offers with eSignature](#)
[DocuSign Authentication Method for Onboarding Integrations is Replaced \[page 876\]](#)

3.65 Employee Master Data Replication Based on EA-HRRXX using Boomi Is Deleted

Employee Master Data Replication based on EA-HRRXX using Boomi is deleted as of May 17, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 19, 2017	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 9, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 17, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We are deprecating Employee Master Data Replication based on EA-HRRXX using Boomi. Therefore we ask customers to migrate to the point-to-point replication for Employee Master Data. The point-to-point replication requires no middleware as it is a direct connection between Employee Central and Employee Central Payroll. Please be aware that all future enhancements of the integration will only be offered in the point-to-point replication.

We recommend that you start migrating to Employee Central Payroll point-to-point and complete the migration before the deletion date.

Note

Previously, the software component specified was wrong. Now, the correct software component is EA-HRRXX.

Technical Details

Reference Number	PAY-22809
Product	Employee Central Payroll
Module	Integration and Extension
Feature	Employee Master Data Replication
Action	Required
Enablement	Customer configured
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire
Software Version	1H 2023 2H 2023 1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
April 21, 2023	Initial publication.	
April 12, 2024	The lifecycle of the feature changed from "Deprecated" to "Deleted".	The feature will be deleted on May 17, 2024.

3.66 Employee Master Data Replication Based on PA-SE-IN using Boomi Is Deleted

Employee Master Data Replication based on PA-SE-IN using Boomi is deleted as of May 17, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 19, 2017	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 9, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 17, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We are deprecating Employee Master Data Replication based on PA-SE-IN using Boomi. Therefore, we ask customers to migrate to the point-to-point replication for Employee Master Data. The point-to-point replication requires no middleware as it is a direct connection between Employee Central and Employee Central Payroll. Please be aware that all future enhancements of the integration will only be offered in the point-to-point replication.

We recommend that you start migrating to Employee Central Payroll point-to-point and complete the migration before the deletion date.

Technical Details

Reference Number	PAY-22810
Product	Employee Central Payroll
Module	Integration and Extension

Feature	Employee Master Data Replication
Action	Required
Enablement	Customer configured
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire
Software Version	1H 2023 2H 2023 1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
April 21, 2023	Initial publication.	
April 12, 2024	The lifecycle of the feature changed from "Deprecated" to "Deleted".	The feature will be deleted on May 17, 2024.

3.67 End of Development for Integrated External User Feature

The integrated external user feature reached End of Development in November, 2020. New implementations of the integrated external user feature aren't supported and should no longer be pursued by SAP SuccessFactors Learning customers and partners.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 19, 2020	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 19, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The Integrated External User feature was introduced to enable creation of an external user in SAP SuccessFactors Platform when a user self-registers on a Learning site. These integrated external users can optionally be created as an external user in Jam and have access to mobile as well.

Note

Validated customers will no longer have access to Learning Integrated External Learner Login with the 1H 2025 vSaaS P2 Learning Management release.

Customers that are already using the integrated external learner solution can continue to use the solution until it is deleted. Customers that want to start offering Learning to users that are not employees have two alternatives in place of the integrated external user feature:

1. SAP SuccessFactors Learning customers can create these users as internal users in SAP SuccessFactors Platform and use Platform authentication. This is recommended for users with a worker relationship, such as contingent workers. As internal users in SAP SuccessFactors Platform, mobile, theming and Jam integration is available.
2. SAP SuccessFactors Learning customers can create these users as Learning only users in Learning by migrating to SAP Cloud Platform Identity Authentication Service. This is recommended for non-workers such as customers, distributors or partners. The Learning only solution supports theming for sites and doesn't currently support mobile. Jam integration is not planned.

The replacement solution for a worker population is available using the first alternative above.

Note

Since integrated external learner user solution with platform is deprecated, new customers can't enable the "Enable External Learning User" option in provisioning. For existing customers, after the migration of integrated external learning users to SAP Cloud Platform Identity Authentication Service (IAS), this option will be disabled and cannot be re-enabled.

Note on API Deprecation

On May 20th, 2022 the following APIs used in external user integration were deprecated:

- ExternalLearner
- ExternalLearnerAddressInfo
- ExternalLearnerEmailInfo
- ExternalLearnerPersonalInfo
- ExternalLearnerPhoneInfo

You can migrate to the following Learning Management APIs to get the relevant external learner information:

- `user-service`

Additional Resources

Visit the SAP SuccessFactors Customer Community [Learning Integrated External User Migration to IAS/IPS Coming 2021 \(Date TBD\) - Innovation Alert](#) for all the latest updates and discussions.

See the innovation alert on the SAP SuccessFactors Customer Community. [Learning Page](#)

For information on the `user-service` API see:

- [admin/user-service/v2 Metadata](#)
- [user/user-service/v2 Metadata](#)

Technical Details

Reference Number	KM-10423
Product	Learning
Module	Learning
Feature	Identity Management
Action	Not applicable
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed

Major or Minor	Not Applicable
Business Process Variant	Not Applicable
Software Version	1H 2022 2H 2022 1H 2023 2H 2023 1H 2024 2H 2024
Valid as Of	2024-11-19
Latest Document Revision	2023-01-20

Change History

Date	What Changed	Reason
October 15, 2022	We changed the Deleted date from November 19, 2022 to November 19, 2024.	The timeline for the feature deprecation has changed.
January 20, 2023	The end of maintenance date changed from May 26, 2023 to June 2nd, 2023.	We changed the end of maintenance date from May 26, 2023 to June 2nd, 2023 to match the 1H 2023 production release date.

3.68 "executionStartDate" Field from Time Account Change Calendar Object is Deleted

The field "executionStartDate" is deleted from the Time Account Change Calendar object as of June 2, 2023. This field was replaced by another field "executionStartDateUTC" several releases ago. The field "executionStartDateUTC" shows the last run date of the calendar run job. No action is required.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Technical Details

Reference Number	TIM-14801
Product	Employee Central
Module	Time Management
Feature	Time Off
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire
Software Version	1H 2023
Valid as Of	2023-06-02
Latest Document Revision	2023-04-21

Change History

Date	What Changed	Reason
March 17, 2023	Initial publication.	
September 13, 2023	Information updated for 2H 2023 release.	Lifecycle updated to "Deleted".

3.69 Export SAP Cloud Integration Artifacts is Deleted

Export SAP Cloud Integration Artifacts from the Integration Center will be deleted as of June 2, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 18, 2018	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	December 09, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're deleting *Export SAP Cloud Integration Artifacts* from the Integration Center because SAP Cloud Integration does not support Eclipse. The SAP Cloud Integration artifacts that Integration Center exports are useful only for Eclipse.

Additional Resources

For more information, refer to the SAP Knowledge Base Article [Exporting Integration Center jobs into SAP CPI](#). 

Technical Details

Reference Number	INT-15513
Product	Platform
Module	Platform
Feature	Integration Center
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2022 1H 2023
Valid as Of	2023-06-02
Latest Document Revision	2023-04-21

Change History

Date	What Changed	Reason
December 09, 2022	Initial publication.	
March 17, 2023	We changed the Deleted date from May 26, 2023 to June 2, 2023.	The Production release date of 1H 2023 has moved to June 2, 2023.
April 21, 2023	The lifecycle of the feature changed from <i>Deprecation</i> to <i>Deleted</i> .	The feature was deleted.

3.70 Google Universal Analytics for Career Sites Is Deleted

Google Universal Analytics is deleted as of July 1, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	December 9, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	December 9, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	July 1, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Career Site Builder has a new [Google Analytics 4 ID](#) field, in [Settings > Site Configuration > Site Information](#). After you configure your Google Analytics 4 account, you can enter this account's identification number in the new field. Doing so ensures that new hits continue to be processed for your career site after Google retires Universal Analytics on July 1, 2023.

If you've been using Universal Analytics for your career site, the existing Google Analytics ID field will continue to be available in Career Site Builder during this transition period. To reduce confusion between the old and new fields, we've revised the label of the retiring field from [Google Analytics ID](#) to [Google Analytics \(Universal Analytics\) ID](#).

Note

Career Site Builder automatically starts using the value in [Google Analytics 4 ID](#) as soon as you add it, even before you remove the old ID from the [Google Analytics \(Universal Analytics\) ID](#) field.

Career Site Builder will not generate errors after July 1, 2023 even if you keep the existing ID in [Google Analytics \(Universal Analytics\) ID](#) without providing a new ID in the new [Google Analytics 4 ID](#) field. You simply stop getting new analytics data.

If you included Google Analytics in the Advertising Cookies Section of your career site's cookie manager, you don't need to make any changes. Google Analytics 4 recognizes the value of `Google Analytics` in the cookie manager, which you configured in [Appearance > Global > Cookie Manager](#).

The progression of deprecation is as follows, leading up to after July 1, 2023, when Google's Universal Analytics stops processing new hits:

- 2H 2022:** [Career Site Builder](#) > [Settings](#) > [Site Configuration](#) > [Site Information](#) displays the *Google Analytics (Universal Analytics) ID* field, where you've been referencing your existing Google Universal Analytics ID number.
 The new *Google Analytics 4 ID* field appears in the same section. Use this field to enter your new Google Analytics 4 ID.
- 1H 2023:** The *Google Analytics (Universal Analytics) ID* field no longer processes new hits for the career site when Google retires Universal Analytics on July 1.

Technical Details

Reference Number	RMK-29637
Product	Recruiting
Module	Candidate Sourcing Applicant Management
Feature	Career Site Builder
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire
Software Version	2H 2022 1H 2023 2H 2023
Valid as Of	2023-07-01
Latest Document Revision	2023-09-15

Change History

Date	What Changed	Reason
October 21, 2022	Initial publication.	
March 21, 2023	The Valid as Of date was corrected to match the Deleted milestone date of July 1, 2023.	The original Valid as Of date was incorrect.
September 15, 2023	The lifecycle of the feature changed from "Deprecation" to "Deleted".	The feature is deleted as of July 1, 2023.

Related Information

[Site Configuration in Career Site Builder Settings](#)

[Universal Analytics will be going away \(Google.com\)](#) 

3.71 HRIS Actions from the Business Configuration UI is Deleted

Most of the HRIS Actions from Business Configuration UI (BCUI) that are currently not used in configuration of the People Profile will be deleted on December 9, 2022.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 20, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 20, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	December 9, 2022	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

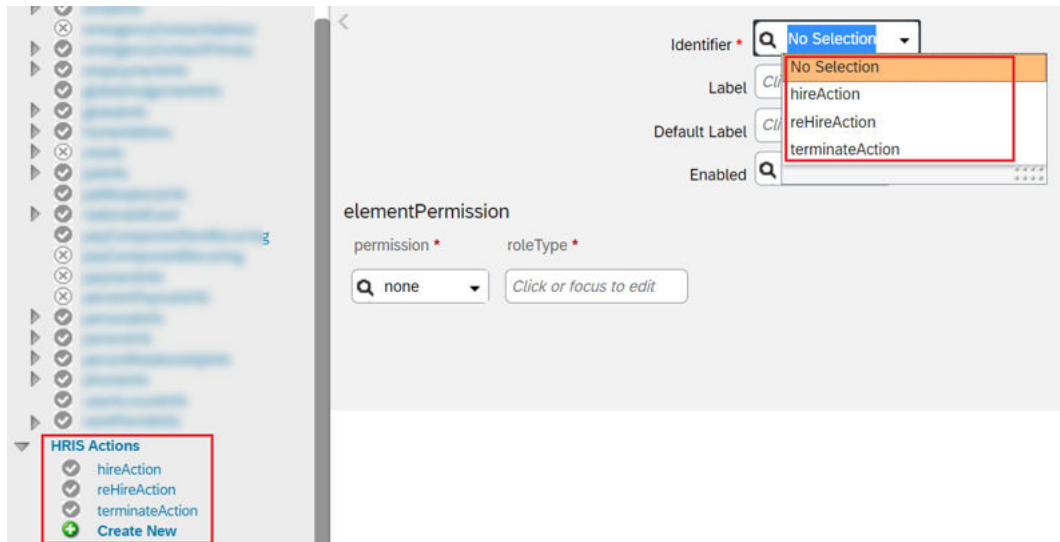
Deprecation Details

To clean up the BCUI, most of the HRIS Actions from the section that isn't used in configuration of People Profile are removed from [Admin Center](#) > [Manage Business Configuration](#) > [HRIS Actions](#).

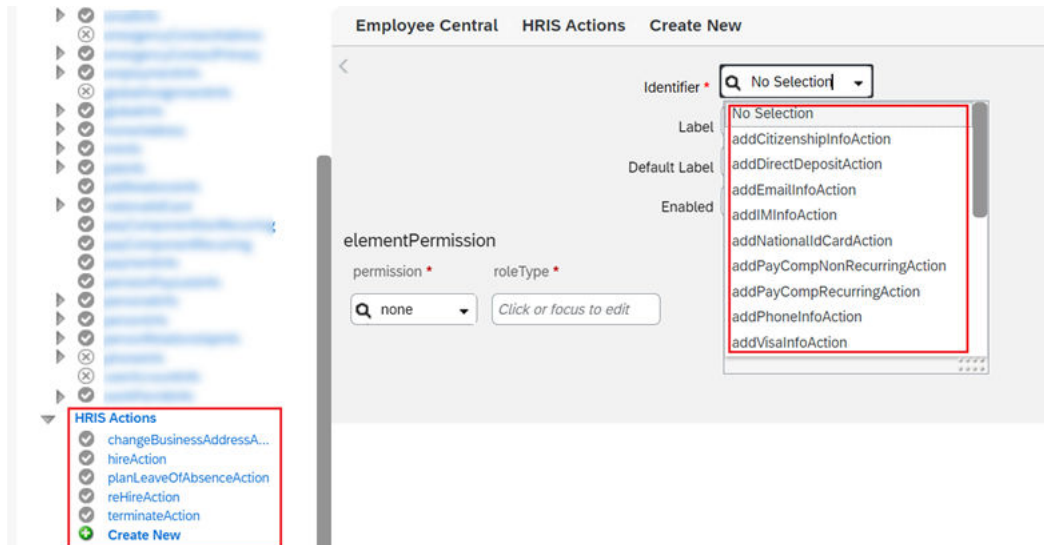
Note

The HRIS Actions *hireAction*, *reHireAction*, and *terminateAction* aren't deleted from the *HRIS Actions* section as these actions are still used by our customers. You can continue to configure these HRIS Actions from BCUI.

This is a screenshot of the *HRIS Actions* section in the current version.



Here's a screenshot of the *HRIS Actions* section in the previous version.



Technical Details

Reference Number	ECT-186891
Product	Employee Central
Module	Process Automation
Feature	Business Configuration
Action	Info only
Enablement	Unavailable
Link to Demo	
Lifecycle	Deleted
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable
Software Version	2H 2022
Valid as Of	2022-12-09
Latest Document Revision	2022-10-21

Change History

Date	What Changed	Reason
May 20, 2022	Initial publication.	
October 21, 2022	<p>We added a note in the deprecation details to call out the three HRIS Actions that aren't deleted.</p> <p>We changed the Deleted date from November 18, 2022 to December 9, 2022.</p> <p>The lifecycle of the feature changed from "Deprecation" to "Deleted".</p>	<p>Customers still use these HRIS Actions from BCUI.</p> <p>The Production release date of 2H 2022 has moved to December 9, 2022.</p> <p>The feature was deleted.</p>

3.72 Insurance Related Fields are Deleted

The Insurance related fields in Benefit objects have reached End of Development on June 2, 2023 and will be Deleted on May 16, 2025. After May 16, 2025, the Story reports, APIs, Business Rules, and Integrations that refer to such fields will stop working. We have moved these fields into new benefit objects.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 16, 2025	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 16, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Previously, all benefit related fields existed within the Benefit object. This included fields for all benefit types such as Insurance, Savings Plan, Allowance, and so on. As there are more fields for various benefit types now, keeping all the benefit related fields in one object could create performance issues.

To prevent this, the existing Insurance related fields in Benefit objects have been moved into new objects. As a result, the Story reports, Business Rules, and Integrations that refer to these fields from the current objects will continue to work only till May 16, 2025. After this date, you must only use the fields from the new objects for Story reports.

The old and new API paths that refer to the fields in the current objects will continue to work till May 16, 2025. You must use only the new API paths after this date. If you have integration scenarios where the deprecated fields are

referenced, then update those with the new API endpoints. The details of the new navigation paths and field names are:

Navigation paths and Field names

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
Benefit	insuranceType	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=dateTime'2022-11-21T00:00:00')?\$select=insuranceType&\$format=JSON	InsuranceBenefit-Details	insuranceType	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=dateTime'2022-11-21T00:00:00')/insuranceBenefitDetails?\$select=insuranceType&\$format=JSON
Benefit	nomineeRelevant	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=dateTime'2022-11-21T00:00:00')?\$select=nomineeRelevant&\$format=JSON	InsuranceBenefit-Details	nomineeRelevant	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=dateTime'2022-11-21T00:00:00')/insuranceBenefitDetails?\$select=nomineeRelevant&\$format=JSON
Benefit	decimalPrecisionSettingForContributionAmount	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=dateTime'2022-11-21T00:00:00')?\$select=decimalPrecisionSettingForContributionAmount&\$format=JSON	InsuranceBenefit-Details	decimalPrecisionSettingForContributionAmount	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=dateTime'2022-11-21T00:00:00')/insuranceBenefitDetails?\$select=decimalPrecisionSettingForContributionAmount&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
Benefit	insurancePlans	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$expand=insurancePlans&\$format=JSON	InsuranceBenefit-Details	insurancePlans	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/insuranceBenefitDetails?\$expand=insurancePlans&\$format=JSON
Benefit	coverage	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$select=coverage&\$format=JSON	InsuranceBenefit-Details	defaultCoverage	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/insuranceBenefitDetails?\$select=defaultCoverage&\$format=JSON
Benefit	plan	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$select=plan&\$format=JSON	InsuranceBenefit-Details	defaultPlan	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/insuranceBenefitDetails?\$select=defaultPlan&\$format=JSON
Benefit	enrolleeOptions	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$select=enrolleeOptions&\$format=JSON	InsuranceBenefit-Details	defaultEnrolleeOptions	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TES T_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/insuranceBenefitDetails?\$select=defaultEnrolleeOptions&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
Benefit	insuranceFieldConfiguration	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TEST_API',effectiveStartDate=datetime'2022-11-21T00:00:00')?\$expand=insuranceFieldConfiguration&\$format=JSON	InsuranceBenefitDetails	insuranceFieldConfiguration	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TEST_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/insuranceBenefitDetails?\$expand=insuranceFieldConfiguration&\$format=JSON
BenefitInsuranceEnrollmentFieldsConfiguration	insuranceFieldName	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TEST_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/insuranceFieldConfiguration?\$select=insuranceFieldName&\$format=JSON	InsuranceEnrollmentFieldsConfiguration	insuranceFieldName	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TEST_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/insuranceBenefitDetails/insuranceFieldConfiguration?\$select=insuranceFieldName&\$format=JSON
BenefitInsuranceEnrollmentFieldsConfiguration	visibilitySettingsEnum	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TEST_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/insuranceFieldConfiguration?\$select=visibilitySettingsEnum&\$format=JSON	InsuranceEnrollmentFieldsConfiguration	visibilitySettingsEnum	https://<host-name>/odata/v2/Benefit(benefitId='BEN_INS_TEST_API',effectiveStartDate=datetime'2022-11-21T00:00:00')/insuranceBenefitDetails/insuranceFieldConfiguration?\$select=visibilitySettingsEnum&\$format=JSON
BenefitInsuranceRateChartFixedAmount	location	-	StandardFieldsForRateConfig	location	-
BenefitInsuranceRateChartFixedAmount	legalEntity	-	StandardFieldsForRateConfig	legalEntity	-
BenefitInsuranceRateChartFixedAmount	country	-	StandardFieldsForRateConfig	country	-

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
BenefitInsuranceRateChartFixedAmount	jobClassification	-	StandardFieldsForRateConfig	jobClassification	-
BenefitInsuranceRateChartFixedAmount	payGrade	-	StandardFieldsForRateConfig	payGrade	-
BenefitInsuranceRateChartFixedAmount	employmentType	-	StandardFieldsForRateConfig	employmentType	-
BenefitInsuranceRateChartFixedAmount	employeeClass	-	StandardFieldsForRateConfig	employeeClass	-
BenefitInsuranceRateChartFixedAmount	contractType	-	StandardFieldsForRateConfig	contractType	-
BenefitInsuranceRateChartFixedAmount	regularOrTemp	-	StandardFieldsForRateConfig	regularOrTemp	-
BenefitInsuranceRateChartFixedAmount	businessUnit	-	StandardFieldsForRateConfig	businessUnit	-
BenefitInsuranceRateChartFixedAmount	costCenter	-	StandardFieldsForRateConfig	costCenter	-

Additional Resources

Technical Details

Reference Number	BEN-12320
Product	Employee Central
Module	Global Benefits
Feature	Global Benefits API
Action	Required
Enablement	Automatically on

Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2023 2H 2023 1H 2024
Valid as Of	2024-05-24
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
March 17, 2023	Initial publication.	
April 21, 2023	Updated the title and table information on a new object.	A new object has been introduced, which consists of the Standard Fields of Insurance Rate Chart.
April 12, 2024	Updated the deletion and maintenance dates.	These objects will be maintained until 1H 2025.

3.73 Legacy Executive Review Filters for Compensation are Deleted

The legacy Executive Review Filters for Compensation are deleted as of May 17, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 20, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 17, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Existing Executive Review Filters are replaced by Advanced Executive Review Filters. The Advanced Executive Filters provide a more robust and intuitive filtering experience and can filter based on all standard or custom reportable columns, similar to Excel-based filters.

Note

Existing Executive Review Filters will be replaced by Advanced Executive Review Filters on June 2, 2023. You can delay this change for 1 year by opting out of this update.

To opt-out of the June 2, 2023 update and retain the legacy settings, go to [Admin Center](#) > [Tools](#) > [Compensation Home](#) > [Actions for all plans](#) > [Company Settings](#) > [Manage Company Settings](#). You disable or uncheck the box for [Enable Advanced Executive Review Settings](#) to retain the legacy settings.

If you choose to opt-out of the June 2, 2023 update, your Executive Review filters will be automatically replaced by with Advanced Executive Review filters on May 17, 2024. When this final update takes place, the [Enable Advanced Executive Review Settings](#) check box is removed from your company settings.

Additional Resources

Visit the SAP SuccessFactors Customer Community blog for all the latest updates and discussions: [Compensation Legacy Executive Review Filters Deprecation 1H 2023: Innovation Alert](#) for all the latest updates and discussions.

Technical Details

Reference Number CMP-17582

Product	Compensation
Module	Compensation
Feature	Executive Review
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2022 2H 2022 1H 2023 2H 2023 1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
May 20, 2022	Initial publication.	
July 15, 2022	We added additional information about the option to opt-out of the June 2, 2023 update.	Customers require more time to upgrade to the latest version.
October 28, 2022	Information to opt-out for an additional year when Advanced Executive Filter Review settings are enabled.	Customers require more time to upgrade to the latest version.
November 19, 2022	We changed the End of Maintenance date from May 19, 2023 to May 26, 2023 to match the 1H 2023 production release date.	The production release date for 1H 2023 was shifted.

Date	What Changed	Reason
January 20, 2023	We changed the End of Maintenance date from May 26, 2023 to June 2, 2023 to match the 1H 2023 production release date.	The production release date for 1H 2023 was shifted.
April 12, 2024	The lifecycle of the feature changed from "Deprecated" to "Deleted".	The feature will be deleted on May 17, 2024.

Related Information

[Enabling Company Settings](#)

3.74 Legacy Built-In Support Is Deleted

Legacy Built-In Support (also known as In-Product Support) will reach End of Maintenance on August 18, 2023 and will be Deleted on November 17, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	August 18, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	August 18, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

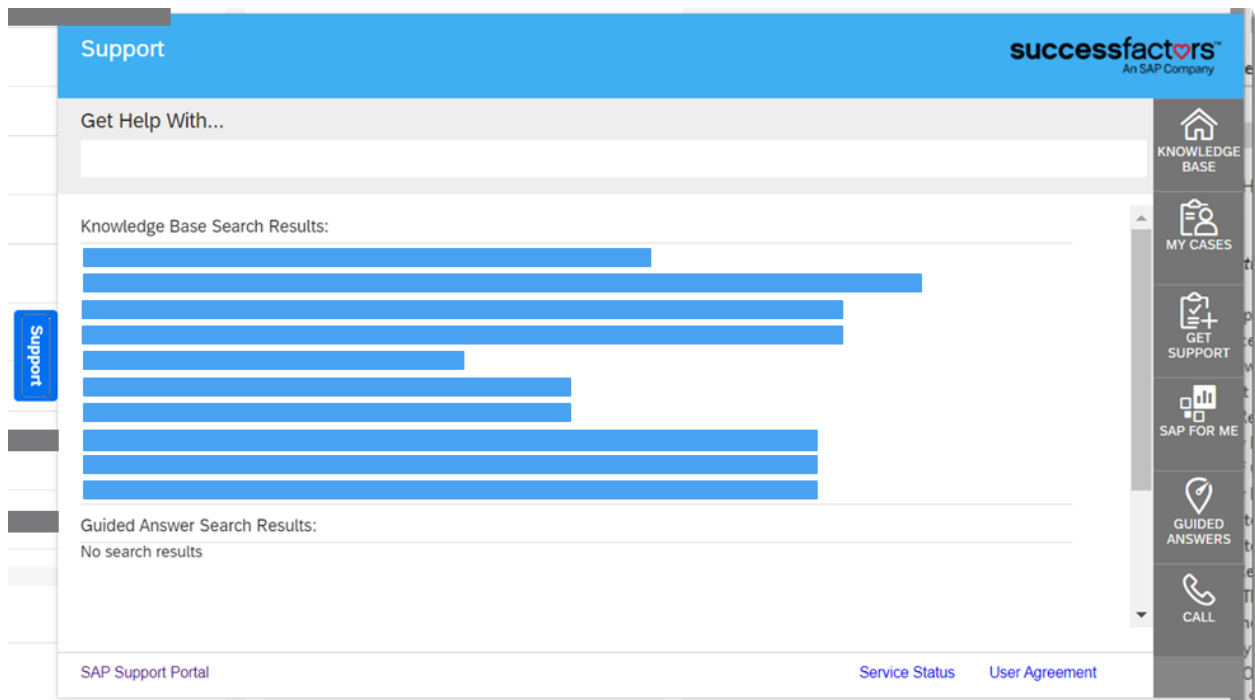
We're deprecating the legacy Built-In Support feature (also known as In-Product Support) and introducing a new one. The latest Built-In Support is the new SAP standard.

On the Deleted date, we'll remove:

- The *Support* tab on the side of the screen that opens the legacy Built-In Support side panel
- The legacy Built-In Support (In-Product Support) side panel
- The *Disable Built-In Support* checkbox on the *Platform Feature Settings* page



Legacy Built-In Support Tab



Legacy Built-In Support Side Panel

Technical Details

Reference Number	WEF-125110
Product	Platform
Module	Platform
Feature	Built-In Support

Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-11-17

Change History

Date	What Changed	Reason
August 18, 2023	Initial publication.	
November 17, 2023	Updated title.	The legacy Built-In Support (also known as In-Product Support) is now deleted.

3.75 Legacy Login Page for Sites is Deleted

The legacy Login Page and the associated Login Panel is deleted as of June 2, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 21, 2021	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 21, 2021	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The legacy Login Page only allowed for a custom message to the user through the Login Panel. In 2014, SAP SuccessFactors introduced a WYSIWYG editor to create a custom login page for a site that allows for a customized user experience.

If your company has an active site with *Use legacy Login Page with Login Panel, if populated* enabled, take the following steps to migrate from the legacy Login Page to the recommended Login Page:

1. Configure the recommended Login Page.
2. Optional: Transfer any content in the Login Panel to a custom content component on the recommended Login Page.
3. Enable *Use recommended Login Page* on the site.

If you do not enable the recommended Login Page, the default recommended Login Page with no custom content will be used when the legacy Login Page is removed.

Sites

Search | Add New | ?

> Search > Search Results > Edit Summary

Summary	Site Registration Codes	User-Created Account
Site ID:	[REDACTED]	
Description:	[REDACTED]	

Edit the Site

* = Required Fields

Site URL (Library) :	https://[REDACTED]
Site URL (Login) :	https://[REDACTED]
Description:	[REDACTED]
* Default Security Domain ID:	<input type="text" value="PUBLIC"/>
Default Organization ID:	<input type="text" value="[REDACTED]"/>
* Default Active Locale ID:	<input type="text" value="English"/>
* Currency ID:	<input type="text" value="USD (US Dollar)"/>
* Default Time Zone ID:	<input type="text" value="Eastern Standard Time (America/New York)"/> <input checked="" type="checkbox"/> Always display Classes in this Time Zone
* Default User Role ID:	<input type="text" value="DEFAULT USER"/>
* Default License User Type:	<input type="text" value="Active"/>
Registration Validation:	<input type="text" value="None"/>
Active:	<input checked="" type="checkbox"/>

Login Page

User Interface Display: Use recommended Login Page [Edit Login Page](#)

Use legacy Login Page with Login Panel, if populated

Login Panel (deprecated):

Registration Page

New Account Panel:

Additional Resources

For more information, refer to [Sites Summary Fields](#).

Visit the [Customer Community Innovation Alerts](#) page and look for more information on the deprecation of legacy login page for sites.

Technical Details

Reference Number KM-11839

Product	Learning
Module	Learning
Feature	Theming
Action	Recommended
Enablement	Customer configured
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable
Software Version	1H 2021 2H 2021 1H 2022 2H 2022 1H 2023
Valid as Of	2023-06-02
Latest Document Revision	2023-06-02

Change History

Date	What Changed	Reason
June 3, 2022	The deleted date changed from November 20, 2022 to May 19, 2023.	Customers needed more time to migrate to the new feature.
November 18, 2023	The deleted date changed from May 19, 2023 to May 26, 2023.	We changed the deleted date from May 19, 2023 to May 26, 2023 to match the 1H 2023 production release date.
March 3, 2023	The deleted date changed from May 26, 2023 to June 2, 2023.	We changed the deleted date from May 26, 2023 to June 2, 2023 to match the 1H 2023 production release date.
March 17, 2023	The Software Version list was expanded and the link to the Customer Community was updated.	We added the full set of versions impacted by the deprecation and updated the link to direct you to the correct page in the new Customer Community site.

Date	What Changed	Reason
April 21, 2023	The value in the Enablement field was changed.	We updated the value for Enablement to reflect the terminology change from Configuration Type to Enablement.
June 2, 2023	The lifecycle of the feature changed from "Deprecation" to "Deleted".	The feature is deleted.

3.76 Legacy Predefined Themes in Theme Manager Are Deleted

All predefined themes in *Theme Manager*, except for themes related to the Horizon visual theme for SAP Fiori, will reach End of Maintenance on June 2, 2023 and will be Deleted on November 17, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	December 9, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're removing all of the legacy predefined themes from *Theme Manager* so that customers who use a predefined theme to define most colors in the system are using the latest SAP Fiori color palette.

If one of the deprecated themes is selected in *Theme Manager* as the default theme for a given group, we'll automatically change the selection to *SAP Fiori with Horizon* instead.

Custom themes aren't affected. If you use a custom theme that's based on one of the deprecated themes, we recommend creating a new one that's based on the *SAP Fiori with Horizon* theme instead.

The following predefined themes are being deprecated:

- SAP Fiori 3 (Quartz)
- SAP Fiori 3 (Quartz Dark)
- SAP Belize (light flavor)
- SAP Belize Deep (dark flavor)
- SuccessFactors Fiori Style Blue Crystal Theme - Interior Pages
- SuccessFactors Fiori Style Blue Crystal Theme - Landing Pages
- Dark / Blue & Turquoise / Metallic
- Dark / Blue & Turquoise / Metallic / Lighter variation
- Dark / Blue & Turquoise / Metallic / Lightest variation
- Dark / Gray & Blue / Metallic
- Light / Blue & Gray / No Texture / Header-Screen width
- Light / Blue & Gray / No Texture
- Light / Gray & White / No Texture
- Light / Beige & Green / Stripes
- Light / Blue & Gray / Mesh Gradient
- Dark / Charcoal & Blue / Fabric
- Dark / Teal & Orange / Sandy
- Dark / Header - Screen width
- Dark / Header - Placemat width
- Light / Header - Screen width
- Light / Header - Placemat width

Additional Resources

Visit the SAP SuccessFactors Customer Community for all the latest updates and discussions: [Migration from Quartz Visual Theme to Horizon Visual Theme First Half 2023](#) 🗣️ .

Technical Details

Reference Number	WEF-118046
Product	Platform
Module	Platform
Feature	Theming
Action	Recommended

Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2023 2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-11-17

Change History

Date	What Changed	Reason
April 28, 2023	Initial publication.	
November 17, 2023	Updated title.	Legacy predefined themes are now deleted.

3.77 Legacy Time Sheet Validation Rule Scenario is Deleted

Legacy Time Sheet Validation Rule Scenario is Deleted as of May 29, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 18, 2019	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.

Milestone	Date	Definition
End of Maintenance	December 9, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 29, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

All rules built on the legacy Time Sheet Validation rule scenario are migrated to the new Time Sheet Validation rule scenario. The new rule scenario improved the performance of the time sheet validation rules.

Technical Details

Reference Number	TIM-35188
Product	Employee Central
Module	Time Management
Feature	Time Sheet
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire
Software Version	1H 2023
Valid as Of	2023-05-29
Latest Document Revision	2023-03-27

Change History

Date	What Changed	Reason
May 29, 2023	Initial publication.	
September 13, 2023	Information updated for 2H 2023 release.	Lifecycle updated to "Deleted".

3.78 Links to Google+ and Vine in Career Site Builder are Deleted

The ability to add links in the footer of Career Site Builder-enabled career sites to Google+ and Vine as social links are deleted as of May 17, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	April 12, 2024	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	April 12, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 17, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Both Google+ and Vine social media services were discontinued by their respective publishers.

The links, which you could select in the *Social Links* tab in **Appearance > Styles > Footers > <Brand> > Details**, added these social media icons on the career site, typically in the footer, but anywhere on the site where social media icons appeared.

The **+ Add** button in the *Social Links* tab no longer gives you Google+ or Vine as options.

If you added Google+ and Vine to your footer settings in the past, they continue to be listed in the [Social Links](#) tab but no longer appear on the footer of your career site.

If you wish, you can choose to remove them manually from the list of social links.

The social links that continue to be available are Facebook, Instagram, X (formerly Twitter), LinkedIn, Pinterest, YouTube, and Xing.

Technical Details

Reference Number	RMK-32947
Product	Recruiting
Module	Candidate Experience
Feature	Career Site Builder
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable
Software Version	1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
April 12, 2024	Initial publication.	

Related Information

[Footer Editor Settings in Career Site Builder Styles](#)

3.79 Migration of External Events from Event Notification Subscription to Event Subscription Management

We're migrating external events from *Event Notification Subscription* to *Event Subscription Management*. The *SEB External Event* tab in *Event Notification Subscription* will be deleted on May 24, 2024.

Key Dates

Future dates are subject to change.

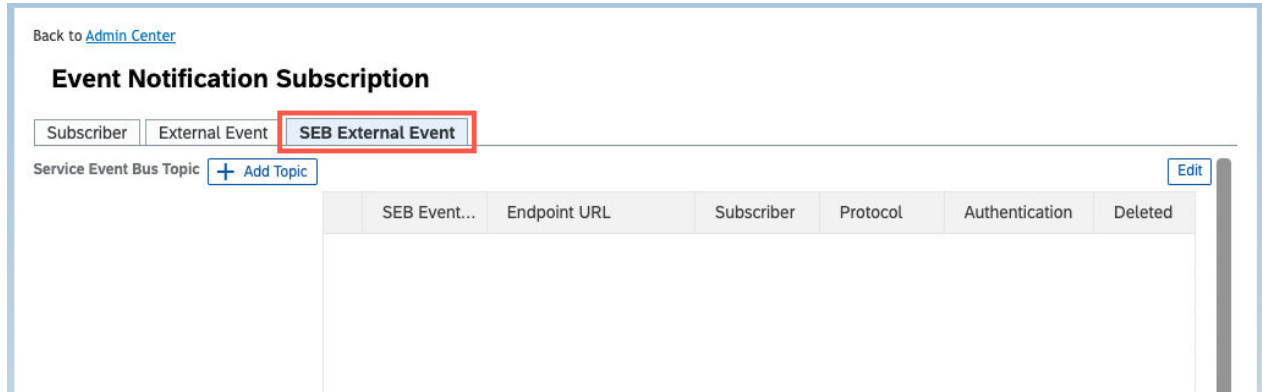
Milestone	Date	Definition
End of Development	December 9, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 24, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The following changes has been made as part of the migration:

- Event subscriptions have been removed from the *SEB External Event* tab in *Event Notification Subscription*. All existing event subscriptions are moved to *Event Subscription Management*.
- Event audit logs have also been migrated from *Event Notification Audit Log* to *Execution Manager* with improved messages for failed subscriptions. For more information, see the Related Information section.

The new *Event Subscription Management* tool supports mTLS-based authentication in addition to Basic Authentication. In 1H 2023, we will run daily jobs to migrate existing subscriptions from *Event Notification Subscription* to *Event Subscription Management*. Once completed, you won't be able to create or view any subscriptions in the old tool. Please start subscribing to external events in *Event Subscription Management*.



Additional Resources

Visit the SAP SuccessFactors Customer Community blog [Deprecation of SEB External Event Tab in Event Notification Subscription](#) for all the latest updates and discussions, and [3338885](#) for FAQs.

Technical Details

Reference Number	PLS-30677
Product	Platform
Module	Integration and Extension
Feature	Intelligent Services Center
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire

Software Version	2H 2022 1H 2023 2H 2023 1H 2024
Valid as Of	2024-05-24
Latest Document Revision	2023-11-17

Change History

Date	What Changed	Reason
October 21, 2022	Initial publication.	
November 18, 2022	We changed the End of Maintenance date from May 19, 2023 to May 26, 2023 to match the 1H 2023 production release date.	
March 17, 2023	We updated the Deprecation Details section with the latest information about event subscription migration. We changed the End of Maintenance date from May 26, 2023 to June 2, 2023 to match the new 1H 2023 production release date.	In 1H 2023, existing event subscriptions will be migrated to the new tool.
July 21, 2023	We updated the topic to include the migration of event notification audit logs.	The event notification audit logs have been migrated to the <i>Execution Manager</i> tool.
November 17, 2023	We extended the Deleted date from November 17, 2023 to May 24, 2024.	

Related Information

[Execution Manager](#)

3.80 Migration of HTTP Basic Authentication to X.509 Authentication with SAP Cloud for Customer

HTTP Basic authentication with SAP Cloud for Customer will reach End of Development on May 20, 2022 and will be Deleted on Nov 15, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 20, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	Nov 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The X.509 certificate authentication is more secure to authenticate APIs compared to the HTTP Basic authentication, and doesn't require users to provide their passwords during authentication.

We recommend that you migrate from HTTP Basic authentication to X.509 certificate authentication for better security and complete the migration before the deletion date.

Additional Resources

For more information, refer to [Generating X.509 Certificate in SAP Cloud for Customer](#).

Technical Details

Reference Number	SWZ-4702
Product	Employee Central Service Center
Module	Not applicable
Feature	Service Center
Action	Recommended
Enablement	Automatically on
Link to Demo	Not applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2022 2H 2022 1H 2023 2H 2023 1H 2024 2H 2024
Valid as Of	2024-11-15
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
May 20, 2022	Initial publication.	
Nov 18, 2022	End of Maintenance date.	We've changed the End of Maintenance date from May 19, 2023 to May 26, 2023 to align with the 1H 2023 Production release date.

Date	What Changed	Reason
Feb 17, 2023	End of Maintenance date.	We've changed the End of Maintenance date from May 26, 2023 to June 2, 2023 to align with the 1H 2023 Production release date.
Oct 13, 2023	Deleted date and Software Version.	We've changed the Deleted date from Nov 17, 2023 to May 17, 2024.
Apr 12, 2024	Deleted date and Software Version.	We've changed the Deleted date from May 17, 2024 to Nov 15, 2024 and updated the Software Version.

3.81 Migration of Interview Scheduling using Microsoft Outlook Integration to Work Tech

We're migrating configurations from *Set up Interview Scheduling Outlook Integration* to *Work Tech Configuration*. The *Set up Interview Scheduling Outlook Integration* will reach end of maintenance on May 17, 2024 and will be deleted on November 15, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 17, 2024	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 17, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 15, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The *Work Tech Configuration* page is considered to be a single platform to set up and manage configurations in Microsoft 365 applications.

As part of this migration, all configurations and set up for Microsoft Outlook in Interview Scheduling is moved to [Work Tech Configuration](#). From 1H 2024 onwards, you can use the [Work Tech Configuration](#) page to set up new configurations or modify exiting configurations.

Additional Resources

For more information, refer to [Enabling Microsoft Outlook and Teams Online Meetings for SAP SuccessFactors Processes](#)

Technical Details

Reference Number	RCM-119380
Product	Platform Recruiting
Module	Candidate Experience
Feature	Work Tech Interview Scheduling
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2024 2H 2024
Valid as Of	2024-11-15
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
April 12, 2024	Initial publication.	

3.82 Mobile Native Content Structure is Deleted

Mobile Native Content Structure for the SAP SuccessFactors Mobile iOS app is Deleted as of November 17, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

In order to prepare for the universal push of the new Course Home experience to all customers, support for Mobile Native Content Structure is being removed from the SAP SuccessFactors Mobile iOS app. The Mobile Native Content Structure feature is iOS only, so this change won't affect the Android app. Administrators don't need to take any action to prepare for this transition. If you currently have `enableMobileNativeContentStructure` enabled ([Learning Administration](#) > [System Administration](#) > [Configuration](#) > [System Configuration](#) > [MOBILE](#)), you don't need to disable it. The setting will be removed automatically with the universal push of the new Course Home in November 2023. For customers who have already enabled the new Course Home, that experience takes precedence over the Mobile Native Content Structure settings.

Additional Resources

- For more information on the deprecation of this feature, please see [Learning Mobile Native Content Structure Support Ending With 2H 2023 Release - Innovation Alert](#).
- Visit the SAP SuccessFactors [Course Home](#) Customer Community page for all the latest updates and discussions.

Technical Details

Reference Number	MOB-67705
Product	Learning
Module	Learning
Feature	Mobile Applications
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2023 2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-11-17

Change History

Date	What Changed	Reason
April 21, 2023	Initial publication.	

Date	What Changed	Reason
October 13, 2023	Updated Valid as Of date from November 15, 2023 to November 17, 2023.	Corrected Valid as Of date to align with actual release date.
November 17, 2023	The lifecycle of the feature changed from "Deprecated" to "Deleted".	The feature is deleted.

3.83 Monitor Jobs Tool from Admin Center is Deleted

The *Monitor Jobs* tool in the Admin Center is deleted as of June 2, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 20, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	December 09, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The *Scheduled Job Manager* is a tool accessible from the Admin Center where you can monitor all jobs. It provides advanced options to monitor scheduled jobs of specific types using filters such as **Job Request ID**, **Job Type**, **Status** and so on.

Note

The *Monitor Jobs* page can be accessed from *Company Settings* in Provisioning.

→ Remember

As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, contact Product Support.

Additional Resources

Visit the SAP Help Portal - [Monitoring Scheduled Jobs in Admin Center](#) for more information.

Technical Details

Reference Number	ECT-199922
Product	Employee Central
Module	Process Automation
Feature	Mass Changes
Action	Info only
Enablement	Unavailable
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable
Software Version	2H 2022 1H 2023
Valid as Of	2023-06-02
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
October 21, 2022	Initial publication.	
November 25, 2022	We have added an additional related link in the Related Information section.	
April 21, 2023	We have updated information in the Deprecation Details section to let you know that the <i>Monitor Jobs</i> page will no longer display any job information.	
Oct 13, 2023	The lifecycle of the feature changed from <i>Deprecation</i> to <i>Deleted</i> .	The feature is deleted.

Related Information

[Monitoring Scheduled Jobs in Admin Center](#)
[Configuring Retention Period to Purge Import Jobs](#)

3.84 Offer Expiration Alert is Deleted in Recruiting Posting

The offer expiration alert is deleted as of March 25, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	February 5, 2024	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	February 5, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.

Milestone	Date	Definition
Deleted	March 25, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Previously, Product Support manually created on-demand email notifications to alert recruiters about impending job posting expirations. However, moving forward, we will no longer facilitate the creation of these email notifications. We encourage you to submit the improvement suggestions via the Customer Influence program if you find the feature beneficial and would like to see it continue.

Additional Resources

Visit the Knowledge Base Article on [How to set up an offer expiration alert - Recruiting Posting](#) to learn about how you could generate reports earlier.

Technical Details

Reference Number	RP-18436
Product	Recruiting
Module	Job Requisition
Feature	Job Postings
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable

Software Version	1H 2024
Valid as Of	2024-03-25
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
February 16, 2024	Initial publication.	
March 25, 2024	We changed the lifecycle from Deprecated to Deleted.	Offer expiration alert is deleted.

3.85 Pension Payouts Setting is Deleted

The Pension Payouts setting in Provisioning and the Admin Center of SAP SuccessFactors Employee Central will be deleted on November 17, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

SAP SuccessFactors is removing the [Admin Center](#) > [Manage Employee Central Settings](#) > [Pension Payouts](#) setting to deprecate the Pension Payouts feature **only** for customers who have not yet enabled it before the 2H 2023 release.

However, there is no impact or action required for customers who have enabled the feature. They can continue to use it without any issues. SAP SuccessFactors Employee Central will continue to support customers if any issues arise.

Additional Resources

For more information about how to manage pensioners in your system, refer to the SAP Knowledge Base Article [3389815](#).

For more information, refer to the [Implementing and Managing the Employment Lifecycle \(from Hiring to Termination\)](#) guide.

Technical Details

Reference Number	ECT-219350
Product	Employee Central
Module	Employee Data
Feature	Global Benefits
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	Major
Business Process Variant	Not Applicable
Software Version	2H 2023
Valid as Of	2023-11-17

Change History

Date	What Changed	Reason
October 13, 2023	Initial publication.	
October 20, 2023	Additional Resources	We added a link to a SAP Note.
December 8, 2023	The lifecycle of the setting changed from "Deprecation" to "Deleted".	The setting is deleted.

3.86 Quartz Theme (for SAP Fiori 3) Is Deleted

The option to use the SAP Fiori theme "Quartz" as the base theme for SAP SuccessFactors will reach End of Maintenance on June 2, 2023 and will be Deleted on November 17, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	December 9, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're deprecating the option to use the "Quartz" visual theme as the base theme in SAP SuccessFactors systems, so that the SAP SuccessFactors user experience can continue to evolve in alignment with SAP Fiori design standards.

SAP SuccessFactors uses SAP Fiori visual themes as the "base theme" for colors and styling in the HCM suite. The base theme defines the color and styling of UI elements that *don't* have their color or styling defined in [Theme Manager](#). As the SAP Fiori design system evolves, we regularly update the base theme.

The Quartz theme was introduced in 2019 and become the default base theme in 1H 2022.

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's replacing both of the previous base themes Quartz (for SAP Fiori 3) and Belize (for SAP Fiori 2).

On the Deleted date:

- Horizon will be the only supported base theme.
- Horizon will be automatically turned on in all SAP SuccessFactors systems.
- The option to revert from Horizon to Quartz base theme (by deselecting the setting [▶ Company System and Logo Settings ▶ Enable Horizon visual theme for SAP Fiori ▶](#)) will be removed.

Note

The following predefined themes **won't** be removed from [Theme Manager](#) at this time, but they aren't recommended. They were originally intended for use with deprecated base themes.

- [SAP Fiori 3 \(Quartz\)](#)
- [SAP Fiori 3 \(Quartz Dark\)](#)

If you use a predefined theme, or you use a predefined theme as the basis of your branded, custom theme, we recommend using the latest theme [SAP Fiori with Horizon](#) instead.

Additional Resources

Visit the SAP SuccessFactors Customer Community for all the latest updates and discussions: [Migration from Quartz Visual Theme to Horizon Visual Theme First Half 2023](#) .

Technical Details

Reference Number	WEF-36592
Product	Platform
Module	Platform

Feature	Theming
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2022 1H 2023 2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-11-17

Change History

Date	What Changed	Reason
February 17, 2023	Initial publication.	
February 24, 2023	Corrected the link to the Customer Community blog.	The link in the initial publication was incorrect.
November 17, 2023	Updated title.	The Quartz theme (for SAP Fiori 3) is now deleted.

Related Information

[SAP Fiori Visual Themes in SAP SuccessFactors](#)

3.87 Release Center Tab in Admin Center is Deleted

The *Release Center* tab in Admin Center will reach end of maintenance and be deleted on November 17, 2023.

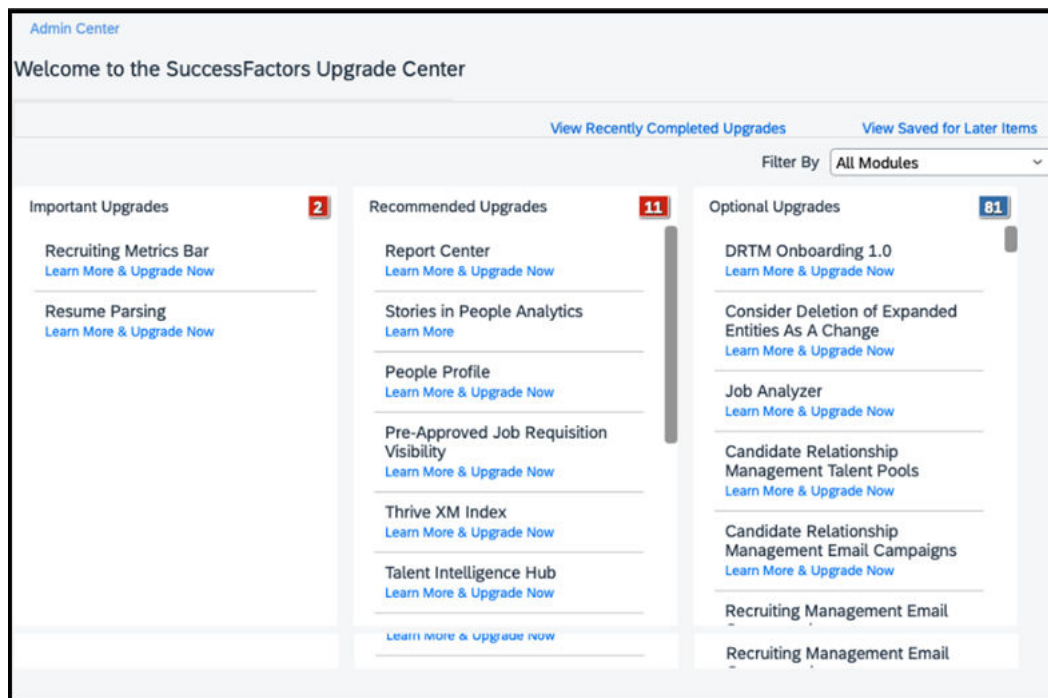
Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're removing this tab because the release information here is no longer updated as of the 1H 2020 release. Instead, the **What's New Viewer** is the central location for the latest release information. The [Upgrade Center](#) will be the main landing page where the Release Center tab was previously located.



Technical Details

Reference Number	PLU-6962
Product	Platform
Module	Platform
Feature	Release Center
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
October 13, 2023	Initial publication.	

Related Information

[Release Center](#)

3.88 Removal of Option to Add SAML Assertion Parties in Provisioning

The option to add asserting parties in **Provisioning** will reach end of maintenance and be deleted on November 17, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

This change is made to prevent potential data inconsistencies and maintenance issues between SAP SuccessFactors HCM suite and Identity Authentication, as well as potential issues with downstream application enablement. As part of the request for customers to migrate to Identity Authentication, it is also being made to prevent the creation of third-party identity providers in Provisioning.

On the [Provisioning > Single Sign On Settings](#) page:

- The [SAML Assertion Parties\(IdP\) > Add an Asserting Party](#) button is removed.
- The [SAML Assertion Parties\(IdP\) > Delete the Asserting Party](#) button is greyed out when:
 - There is only one assertion party enabled on a particular SAP SuccessFactors HCM suite tenant.
 - If there are multiple assertion parties enabled for a particular SAP SuccessFactors HCM suite tenant, then for any entry with the [Enable SAML Flag](#) set to [Enabled](#) and the [SAML V2: SAP Identity Authentication Integration](#) box enabled, deletion of the assertion party is not allowed.

For information on adding assertion parties from within Identity Authentication, refer to **Adding an Asserting Party** in the **Related Information** section.

Technical Details

Reference Number	PLT-82518
Product	Platform
Module	Platform
Feature	Single Sign-On
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire
Software Version	2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
November 13, 2023	Initial publication.	

Related Information

[Adding an Asserting Party](#)

3.89 Removal of Option to Download the SAP SuccessFactors App Package from the Work Tech Configuration Page

The option to download the SAP SuccessFactors app package from the [Work Tech Configuration](#) page will reach End of Maintenance on February 16, 2024 and will be Deleted on May 17, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	February 16, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 17, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The channel to download the SAP SuccessFactors app package is being transitioned from [Admin Center](#) [Work Tech Configuration](#) to the Microsoft Teams app store. This change is made to reduce your administrative chores in downloading, publishing, and upgrading app packages every time we deliver new features. It streamlines your overall enablement and deployment experience.

Starting March 4, 2024, the app will be available from the Teams app store. You can install the app for all users in your organization. An important preceding action for you is to re-establish service connection by following onscreen instructions embedded in the [Learn More](#) buttons on the [SAP SuccessFactors App in Teams \(Legacy\)](#) and [SAP SuccessFactors App in Teams](#) tabs.

The two tabs, in other words, the two download channels, will co-exist until the May 2024 release, but new features released from February onwards will only be available in the app installed from the Teams app store. To make the most of new features, we encourage you to switch to the new experience at your earliest convenience.

Additional Resources

- Visit the SAP SuccessFactors Customer Community [New SAP SuccessFactors App in the Microsoft Teams App Store and Deprecation of Legacy App Package](#) for all the latest updates and discussions.
- Read through the Customer Communication email *New SAP SuccessFactors App in the Microsoft Teams App Store and Deprecation of Legacy App Package* sent by your SAP Team to get more materials and prepare for the transition.
- Review the latest documentation about the new experience of installing the app:
 - [Switching to the New Experience of SAP SuccessFactors App Installation](#)
 - [Installing the SAP SuccessFactors App from Microsoft Teams App Store \(New Experience\)](#)

Technical Details

Reference Number	WRK-995
Product	Platform
Module	Integration and Extension
Feature	Work Tech
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-02-16

Change History

Date	What Changed	Reason
February 16, 2024	Initial publication.	

3.90 Replacement of Benefits Auto Enrollment Job with New Tracker-Based Jobs

Benefits Auto Enrollment Job will reach End of Development on May 20, 2022 and will be Deleted on November 17, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 20, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The *Benefits Auto Enrollment Job* is replaced by *Create or Update Benefit Enrollments for Benefit Master Data Changes* and *Create or Update Benefit Enrollments for Employee Master Data Changes* job.

Note

The existing, scheduled Benefits Auto Enrollment jobs will run until 15th November, 2024. Once the tracker-based jobs are configured and tested, you must cancel the executions of the Benefits Auto Enrollment jobs.

The *Benefits Auto Enrollment Job* analyzes all employee records with each run, even those records where there are no changes based on the eligibility rule. This approach slows down jobs, affecting the performance with respect to

time. Occasionally, the job can also fail due to memory consumption issues if the volume of data to be processed is very high. To improve performance, two new jobs have been introduced to replace the [Benefits Auto Enrollment Job](#).

Note

We recommend that you use the new tracker-based jobs instead of the [Benefits Auto Enrollment Job](#) from 1H 2022. After November 17, 2023, [Benefits Auto Enrollment Job](#) will be deleted and you will not be able to use the job for any automatic enrollment changes. So, by November 17, 2023, you must set up the [Create or Update Benefit Enrollments for Benefit Master Data Changes](#) and [Create or Update Benefit Enrollments for Employee Master Data Changes](#) jobs. For more information on configuring the new jobs, please refer to the [Additional Resources](#) listed below.

Additional Resources

- For more information, refer to the blog [Reimagining Automatic Enrollment Jobs in Global Benefits](#).
- For more information on new jobs, refer to [Create Automatic Enrollment Job for Benefit Master Data Changes](#) and [Create Automatic Enrollment Job for Employee Master Data Changes](#).
- Visit the SAP SuccessFactors Customer Community [EC Global Benefits Auto Enrollment Job End of Development Announced](#) for all the latest updates and discussions.

Technical Details

Reference Number	KM-14239
Product	Employee Central
Module	Global Benefits
Feature	Global Benefits
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Hire to Retire

Software Version	1H 2022
	2H 2022
	1H 2023
	2H 2023
	1H 2024
Valid as Of	2023-11-17
Latest Document Revision	2023-11-17

Change History

Date	What Changed	Reason
May 20, 2022	Initial publication.	
March 17, 2023	Dates have been updated.	
November 17, 2023	Note and related link added. This feature is deleted.	
April 19, 2024		

Related Information

[Creating Job for Auto Enrollment Benefit](#)

3.91 Replacement of Legacy Role-Based Permissions with Latest Role-Based Permissions

Legacy Role-Based Permissions will reach End of Development on November 15th, 2024. It will reach End of Maintenance and be deleted on May 16th, 2025.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 15, 2024	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 16, 2025	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 16, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're transitioning from legacy Role-Based Permissions to the latest Role-Based Permissions because the latest version includes the key features that are available in legacy Role-Based Permissions, but with a user experience that is consistent with the SAP Fiori standards.

Additional Resources

The latest Role-Based Permissions is now the default permission role configuration tool. However, you can still switch back to the legacy Role-Based Permissions through the [Switch back to legacy Role-Based Permissions](#) hyperlink.

Technical Details

Reference Number	KM-18641
Product	Platform
Module	Identity and Access Management
Feature	Role-Based Permissions
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable

Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire
Software Version	1H 2024 2H 2024 1H 2025
Valid as Of	2025-05-16
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
April 12, 2024	Initial publication.	

Related Information

[The Latest Role-Based Permissions](#)

3.92 Replacement of the Old Time Sheet UI with the New Time Sheet UI

The old Time Sheet UI will reach end of maintenance on December 9, 2022 and will be deleted on June 2, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 19, 2021	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	December 9, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're replacing the old Time Sheet UI with the new Time Sheet UI. The new Time Sheet improves accessibility and user experience. Additionally, the new Time Sheet UI supports all features that are part of SAP SuccessFactors Time Tracking.

Starting with the 2H 2022 release, the new Time Sheet UI is an admin opt-out option. Therefore, the new UI is automatically used instead of the old one unless you opt out. If you have processes that rely on the old Time Sheet UI, update them to work with the new Time Sheet UI.

Additional Resources

Visit the SAP SuccessFactors Customer Community [Employee Central New Time Sheet User Interface \(UI\) Transition Second Half 2022 Admin Opt-Out - Innovation Alert](#) for all the latest updates and discussions.

Technical Details

Reference Number	TIM-33336
Product	Employee Central
Module	Time Management
Feature	Time Sheet
Action	Required
Enablement	Automatically on

Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire
Software Version	2H 2022 1H 2023
Valid as Of	2023-06-02
Latest Document Revision	2023-04-21

Change History

Date	What Changed	Reason
October 21, 2022	Initial publication.	
April 21, 2023	The deleted date changed from May 19, 2023 to June 2, 2023.	We changed the deletion date from May 19, 2023 to June 2, 2023 to match the 1H 2023 production release date.
October 13, 2023	The type changed from Deprecated to Deleted.	We changed the type to reflect that the feature has been deleted.

3.93 Replacement of Onboarding 1.0 with Onboarding

SAP SuccessFactors Onboarding 1.0 will reach the end of maintenance November 6, 2025, and will be deleted on June 6, 2026.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 21, 2021	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 6, 2025	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 6, 2026	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're transitioning from Onboarding 1.0 to the new Onboarding solution. You need to plan a reimplementation with the new Onboarding solution, to allow your Onboarding functionality to continue after June 6, 2026, when SAP SuccessFactors deletes the Onboarding 1.0 module.

Note

Onboarding 1.0 and the new Onboarding module are on different platforms and utilize different technology, making an automated migration not possible. You need to plan for a reimplementation of the Onboarding module.

To help with the reimplementation process, we have provided links to best practices configuration templates and planning tools in the [Additional Resources](#) section.

We encourage you to select a certified implementation partner who has Professional level certification for Employee Central and Onboarding 1.0, as well as Associate level certification for the new Onboarding module. The SAP Partner ecosystem is ready to assist you, and SAP also offers migration services to support you through this transition. See the [Additional Resources](#) section for more information about SAP's migration services.

There is no new licensing required for customers who have existing Onboarding 1.0 licenses today.

The progression of the Onboarding 1.0 transformation process is as follows, leading up to the 1H 2026 Production release, when the legacy Onboarding 1.0 module is no longer supported:

- As of **Q4 2019**: the new Onboarding module is available. You're encouraged to begin planning the process with an implementation partner or SAP migration services.
- **2H 2025**: Onboarding 1.0 reaches end of maintenance, updates, and bug fixes will no longer occur.
- **1H 2026**: Onboarding 1.0 functionality stops working after June 6, 2026. You must complete your reimplementation before this date to retain Onboarding functionality.

Note

The [Key Dates](#) are approximated based on the release cadence of previous releases and are subject to change.

Additional Resources

For more information and resources about the Onboarding transformation and the Onboarding 1.0 End of Life announcement, visit the following SAP SuccessFactors Customer Community blog posts:

- [Onboarding 1.0 Transformation to Onboarding and End of Life Announcement](#) 📄
- [Onboarding 1.0 Resources and Transformation Info](#) 📄

To prepare for the new Onboarding module, we recommend that you review the following transformation planning resources:

- Review the [SAP SuccessFactors Onboarding – Understanding the Value and Journey](#) 📄 customer playbook to understand the value that the new Onboarding solution can bring your organization.
- Register and watch the [Onboarding 1.0 Transformation webinar](#) 📺 to learn more about the Value Proposition, Transformation Accelerators & Opportunities, Key Feature Comparison, and How to Get Started.
- Review the [Onboarding Compliance Overview \(blog\)](#) 📄 to learn about the Onboarding compliance offerings.
- Work through the [Project Team Orientation](#) 📄 trainings to understand the core functionalities, features, and capabilities of the software.
- Complete the [Onboarding Migration Workbook](#) 📄 to help plan for your transformation.
- Review the [Best Practices Configuration Templates](#) 📄 before you start your configuration project, so you can learn about the configuration blocks required for your transformation project.
- Consult the [Implementing Onboarding guide](#) to understand implementation basics.

To get assistance with your transformation, visit the following links:

- Visit [Certified Implementation Partners](#) 📄 to find SAP partners that can assist with your transformation.
- Visit [Migration Services for SuccessFactors Onboarding](#) to learn more about SAP's migration services options.

Technical Details

Reference Number	KM-15679
Product	Onboarding 1.0
Module	Onboarding Onboarding 1.0
Feature	Onboarding
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated

Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	1H 2023 2H 2023 1H 2024 2H 2024 1H 2025 2H 2025 1H 2026
Valid as Of	2026-07-05
Latest Document Revision	2023-07-21

Change History

Date	What Changed	Reason
July, 21, 2023	Initial publication.	

3.94 Replacement of Suggestions Feature with Product Feedback

The [Suggestions](#) feature will reach End of Maintenance on November 17, 2023 and will be Deleted on May 17, 2024.

Key Dates

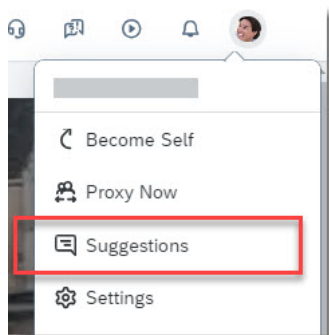
Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.

Milestone	Date	Definition
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 17, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The [Suggestions](#) feature in the account navigation menu is no longer working, but it's still visible in the UI. We're deleting the feature and removing it from the UI.



Deprecated Suggestions Feature

The [Suggestions](#) feature is replaced by the [Product Feedback](#) feature, which is enabled by default and available to all users in the global page header (as of 1H 2021). To provide feedback about our software, please use the [Product Feedback](#) feature instead.

Technical Details

Reference Number	WEF-131994
Product	Platform
Module	User Experience
Feature	Not Applicable
Action	Recommended
Enablement	Automatically on

Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023 1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2023-12-08

Change History

Date	What Changed	Reason
December 8, 2023	Initial publication.	

Related Information

[Product Feedback](#)

3.95 Replacement of User Native Learning Sign-In

Sign-in for native users will be replaced with Identity Authentication. Native User Learning Sign-In will no longer be available, for all use cases, after 2H 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 15, 2018	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	December 9, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 19, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're replacing native user sign-in with an Identity Authentication Services -based login, which was generally available February 28th, 2022. You're required to complete the migration of platform to Identity Authentication before starting the Learning to Identity Authentication migration.

There are enhancements that you may need to fully adopt Identity Authentication. These include Mobile Learning access, as well as Identity Authentication delegated user management. We will work to ensure all adoption requirements such as these are met before we fully delete native learning sign-in.

The progression of the deprecation is as follows, leading up to a post November 19th, 2024 date, when no native login is supported.

- **1H 2020:** The Platform-to-Identity Authentication migration option is available in Production. You must start your Platform IAS migration which is a prerequisite for the deprecation of native login so it is finished by 2H 2024.
- **2H 2024:** The Learning User Native Sign-In is removed from the product. Both Platform-to-Identity Authentication and Learning-to-Identity Authentication migration must be complete.

Note

Validated customers will no longer have access to User Native Learning Login with the 1H 2025 Production Upgrade.

Additional Resources

- Visit the SAP SuccessFactors Customer Community [Product Innovation Page](#) for all the latest updates and discussions.
- See the innovation alert on the SAP SuccessFactors Customer Community. [Learning Page](#)

Technical Details

Reference Number	KM-11822
Product	Learning
Module	Learning
Feature	Identity Management
Action	Not applicable
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deprecated
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable
Software Version	1H 2022 2H 2022 1H 2023 2H 2023 1H 2024 2H 2024
Valid as Of	2024-11-19
Latest Document Revision	2022-10-15

Change History

Date	What Changed	Reason
August 19, 2022	We changed the Deleted date from November 19, 2022 to December 9, 2022.	The Production release date of 2H 2022 has moved to December 9, 2022.
October 15, 2022	We changed the Deleted date from December 9, 2022, to November 19, 2024.	The timeline for the feature deprecation has changed.

3.96 Savings Plan Related Fields are Deleted

The Savings Plan related fields in benefit objects have reached End of Development on December 9, 2022 and have been Deleted on November 17, 2023. After November 17, 2023, the Story reports, APIs, Business Rules, and Integrations that refer to such fields will stop working. We have moved these fields into new benefit objects.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	December 9, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Previously, all benefit related fields existed within the Benefit object. This included fields for all benefit types such as Insurance, Savings Plan, Allowance, and so on. As there are more fields for various benefit types now, keeping all the benefit related fields in one object could create performance issues. To prevent this, the existing Savings Plan related fields in benefit objects have been moved into new objects. As a result, the Story reports, Business Rules, and Integrations that refer to these fields from the current objects will stop working after November 17, 2023. Story reports referring to both old and new objects will work until this date. After this date, you must only use the fields from the new objects for Story reports.

Note

If you are using the *benefitSavingsPlanEmployerContribution* field in any of the custom benefit enrollment configuration UI, then you must remove it as it can create issues during enrollment.

The API paths that refer to the fields in the current objects will stop working after November 17, 2023. Both old and new API paths will work until this date. You must use only the new API paths after this date. If you have integration scenarios where the deprecated fields are referenced, then please update those with the new API endpoints. Here're the details of the new navigation paths and field names:

Navigation Paths and Field names

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
Benefit	country	https://<host-name>/odata/v2/Benefit?\$select=country&\$format=JSON	SavingsAccountBenefitDetails	savingsAccountCountry	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails?\$select=savingsAccountCountry&\$format=JSON
Benefit	annualMinContributionAmount	https://<host-name>/odata/v2/Benefit?\$select=annualMinContributionAmount&\$format=JSON	SavingsAccountUSA	annualMinContributionAmount	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA?\$select=annualMinContributionAmount&\$format=JSON
Benefit	annualMaxContributionAmount	https://<host-name>/odata/v2/Benefit?\$select=annualMaxContributionAmount&\$format=JSON	SavingsAccountUSA	annualMaxContributionAmount	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA?\$select=annualMaxContributionAmount&\$format=JSON
Benefit	savingsPlanSubType	https://<host-name>/odata/v2/Benefit?\$select=savingsPlanSubType&\$format=JSON	SavingsAccountUSA	savingsPlanSubType	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA?\$select=savingsPlanSubType&\$format=JSON
Benefit	beneficiaryRelevant	https://<host-name>/odata/v2/Benefit?\$select=beneficiaryRelevant&\$format=JSON	SavingsAccountUSA	beneficiaryRelevant	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA?\$select=beneficiaryRelevant&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
Benefit	savingsPlanCatchUpDetail	https://<host-name>/odata/v2/Benefit?\$select=savingsPlanCatchUpDetail&\$format=JSON	SavingsAccountUSA	savingsPlanCatchUpDetail	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA?\$select=savingsPlanCatchUpDetail&\$format=JSON
Benefit	isEmployerContributionRequired	https://<host-name>/odata/v2/Benefit?\$select=isEmployerContributionRequired&\$format=JSON	SavingsAccountUSA	isEmployerContributionRequired	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA?\$select=isEmployerContributionRequired&\$format=JSON
Benefit	employerContributionHSA	https://<host-name>/odata/v2/Benefit?\$select=employerContributionHSA&\$format=JSON	SavingsAccountUSA	employerContributionHSA	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA?\$select=employerContributionHSA&\$format=JSON
Benefit	empAnnualLimitPayComponent	https://<host-name>/odata/v2/Benefit?\$select=empAnnualLimitPayComponent&\$format=JSON	SavingsAccountUSA	empAnnualLimitPayComponent	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA?\$select=empAnnualLimitPayComponent&\$format=JSON
Benefit	annualMaxPayComponent	https://<host-name>/odata/v2/Benefit?\$select=annualMaxPayComponent&\$format=JSON	SavingsAccountUSA	annualMaxPayComponent	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA?\$select=annualMaxPayComponent&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
Benefit	employerPayComponent	https://<host-name>/odata/v2/Benefit?\$select=employerPayComponent&\$format=JSON	SavingsAccountUSA	employerPayComponent	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA?\$select=employerPayComponent&\$format=JSON
Benefit	deductionDetails	https://<host-name>/odata/v2/Benefit/deductionDetails?\$format=JSON	SavingsAccountUSA	savingsAccountDeductionDetails	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA?\$select=savingsAccountDeductionDetails&\$format=JSON
Benefit	benefitSavingsPlanTierConfig	https://<host-name>/odata/v2/Benefit/benefitSavingsPlanTierConfig?\$format=JSON	SavingsAccountUSA	savingsAccountTierConfiguration	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA?\$select=savingsAccountTierConfiguration&\$format=JSON
BenefitSavingsPlanTierConfiguration	coverageTier	https://<host-name>/odata/v2/Benefit/benefitSavingsPlanTierConfig?\$select=coverageTier&\$format=JSON	SavingsAccountTierConfiguration	coverageTier	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA/savingsAccountTierConfiguration?\$select=coverageTier&\$format=JSON
BenefitSavingsPlanTierConfiguration	annualMinContributionAmount	https://<host-name>/odata/v2/Benefit/benefitSavingsPlanTierConfig?\$select=annualMinContributionAmount&\$format=JSON	SavingsAccountTierConfiguration	annualMinContributionAmount	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA/savingsAccountTierConfiguration?\$select=annualMinContributionAmount&\$format=JSON

Benefit Object (Old)	Field Name (Old)	API Path (Old)	Benefit Object (New)	Field Name (New)	API Path (New)
BenefitSavings-PlanTierConfiguration	annualMaxContributionAmount	https://<host-name>/odata/v2/Benefit?\$select=country&\$format=JSON	SavingsAccountTierConfiguration	annualMaxContributionAmount	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA/savingsAccountTierConfiguration?\$select=annualMaxContributionAmount&\$format=JSON
BenefitDeduction-Details	basePayComponent	https://<host-name>/odata/v2/Benefit/deductionDetails?\$select=basePayComponent&\$format=JSON	SavingsAccountDeductionDetails	basePayComponent	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA/savingsAccountDeductionDetails?\$select=basePayComponent&\$format=JSON
BenefitDeduction-Details	payFrequency	https://<host-name>/odata/v2/Benefit/deductionDetails?\$select=payFrequency&\$format=JSON	SavingsAccountDeductionDetails	payFrequency	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA/savingsAccountDeductionDetails?\$select=payFrequency&\$format=JSON
BenefitDeduction-Details	deductionPayComponent	https://<host-name>/odata/v2/Benefit/deductionDetails?\$select=deductionPayComponent&\$format=JSON	SavingsAccountDeductionDetails	deductionPayComponent	https://<host-name>/odata/v2/Benefit/savingsAccountBenefitDetails/savingsAccountUSA/savingsAccountDeductionDetails?\$select=deductionPayComponent&\$format=JSON

Additional Resources

We do not have additional resources about this deprecation.

Technical Details

Reference Number	BEN-11671
Product	Employee Central
Module	Global Benefits
Feature	Global Benefits API
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2022 1H 2023 2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
October 21, 2022	Initial publication.	
March 17, 2022	Dates have been updated.	
April 21, 2022	Shortened the title.	
November 17, 2023	Feature has been deleted	

3.97 Scheduled Job Reporting Tool is Deleted

The [Scheduled Jobs](#) reporting tool reached end of maintenance on December 9, 2022 and will be deleted on June 2, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	December 9, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	December 9, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We're deprecating the legacy [Scheduled Jobs](#) reporting tool because it's being replaced by the [Scheduled Job Manager](#) tool. You can now go to [▶ Scheduled Job Manager > Job Monitor ▾](#) to view a list of scheduled jobs and their status.

By removing other similar tools, we can focus our resources on future enhancements to the [Scheduled Job Manager](#) tool.

Technical Details

Reference Number	PLS-30808
Product	Platform
Module	Platform

Feature	Scheduled Jobs
Action	Recommended
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2022 1H 2023
Valid as Of	2023-06-02
Latest Document Revision	2023-04-21

Change History

Date	What Changed	Reason
October 21, 2022	Initial publication.	
March 17, 2023	We changed the Deleted date from May 23, 2023 to June 2, 2023.	The Production release date of 1H 2023 has moved to June 2, 2023.
April 21, 2023	The lifecycle of the feature changed from "Deprecated" to "Deleted".	The feature will be deleted on June 2, 2023.

3.98 Site Kits Setting in Career Site Builder is Deleted

The [Site Kits](#) page in the [Global Settings](#) section Career Site Builder is deleted as of November 17, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	July 21, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Site kits are a tool used to set up a brand new career site that has nothing configured. For this reason, installing site kits to an existing career site will break the site and render it useless by overwriting all existing files and configurations set up for the site. And because implementation partners, who are the primary target audience for this functionality, use alternative methods such as their own templates when implementing new career sites, we are choosing to remove this option from Career Site Builder altogether in order to prevent the accidental loss of your career site configuration.

The [Global Settings](#) section of Career Site Builder no longer has a [Site Kits](#) tab at all, and the page no longer exists.

Technical Details

Reference Number	RMK-31131
Product	Recruiting
Module	Candidate Sourcing
Feature	Career Site Builder
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed

Major or Minor	
Business Process Variant	Not Applicable
Software Version	2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-11-17

Change History

Date	What Changed	Reason
July 21, 2023	Initial publication.	
November 17, 2023	The lifecycle of the feature changed from "Deprecation" to "Deleted".	The feature is deleted.

3.99 SSL Certificate Upload Option for Existing Certificate Signing Requests in Career Site Builder is Deleted

The option to upload a new SSL certificate based on an existing certificate signing request (CSR) for a career site from Career Site Builder is deleted as of November 17, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	July 21, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.

Milestone	Date	Definition
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We are removing the *I have a new SSL certificate based on an existing CSR* option from the *SSL Certificates* page in Career Site Builder, which is an option in [Tools > SSL Certificates > Option 2 > Upload SSL Certificate](#). SSL certificates submitted this way were often problematic, and required assistance from Product Support to fix. The *Upload SSL Certificate* option still allows you to upload an SSL certificate that you got using your own CSR, but that CSR should be new each time you renew your certificate.

Note

The [Tools > SSL Certificates](#) page continues to look the same, and continues to be available only in Production environments. You only see that the *I have a new SSL certificate based on an existing CSR* option is deleted when you select [Option 2 > Upload SSL Certificate](#).

Technical Details

Reference Number	RMK-30815
Product	Recruiting
Module	Candidate Experience
Feature	Career Site Builder
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable

Software Version	2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-11-17

Change History

Date	What Changed	Reason
July 21, 2023	Initial publication.	
November 17, 2023	Added a note that specifies exactly which location the option was deleted from. The lifecycle of the feature changed from "Deprecation" to "Deleted".	We wanted to clarify the exact location, because the deletion is not visible from the main SSL Certificates page. The feature is deleted.

3.100 Suppress Switch in Company System and Logo Settings is Deleted

The *Suppress update of identical records during Employee Central import for supported entities* setting in *Company System and Logo Settings* page will reach end of maintenance on June 2, 2023 and will be deleted from the code by November 17, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.

Milestone	Date	Definition
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

In 1H 2023, the *Suppress update of identical records during Employee Central import for supported entities* setting will still be available for use and its behavior is enabled by default for all Employee Central instances. However, we're removing the setting from *Company System and Logo Settings* in 2H 2023. We'll be deprecating this setting to improve data consistency and performance by ensuring that duplicate records aren't added with the data imports.

Once the setting is removed, employee data imports have the suppression enabled by default and there is no option to disable it.

Note

ODATA V2 APIs continue to support the `suppressUpdateOfIdenticalData` parameter. For more information, refer to the [suppressUpdateOfIdenticalData](#) topic in the SAP SuccessFactors API Reference Guide (OData V2) guide.

Technical Details

Reference Number	ECT-215843
Product	Employee Central
Module	Employee Data
Feature	Mass Changes
Action	Info only
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Not Applicable

Software Version	1H 2023 2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-12-08

Change History

Date	What Changed	Reason
April 21, 2023	Initial publication.	
October 13, 2023	We added a note ODATA APIs. .	The APIs continue to support the suppression parameter.
December 8, 2023	The lifecycle of the setting changed from "Deprecation" to "Deleted".	The setting is deleted.

3.101 Support for Browser Unload Event in Chrome Is Deleted

SAP SuccessFactors Learning support for unload browser events in Google Chrome is deleted as of November 17, 2023.

Key Dates


Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 17, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

To align with vendor deprecation of support, we're ending support for `unload` browser events in Google Chrome. Customers who use SCORM online content should review content and replace `unload` browser events, as recommended by Google. If current your SCORM content uses `unload` browser events, you'll have issues when you upgrade to a Chrome browser version that doesn't support `unload` browser events.

Additional Resources

You can review the latest information and recommendations from Google in their article, [Deprecating the unload event](#) .

Technical Details

Reference Number	WEF-128626
Product	Learning
Module	Learning
Feature	Courses
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	General Availability
Type	Changed
Major or Minor	Minor
Business Process Variant	Not Applicable
Software Version	2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-10-20

Change History

Date	What Changed	Reason
October 20, 2023	Initial publication.	

3.102 Three To-Do APIs are Deleted

Three OData v2 entities, `ToDoCategory`, `ToDoAction`, and `ToDoEntryV3`, will be deleted on November 17, 2023.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 19, 2021	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 20, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	November 17, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Please use the `ToDoEntryV2` entity for to-do task integrations, which offers the same capabilities as the deprecated entities.

Additional Resources

We don't have additional resources about this deprecation.

Technical Details

Reference Number	API-16154
Product	Platform
Module	Platform
Feature	API To Do List
Action	Required
Enablement	Automatically on
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable
Software Version	2H 2021 1H 2022 2H 2022 1H 2023 2H 2023
Valid as Of	2023-11-17
Latest Document Revision	2023-10-13

Change History

Date	What Changed	Reason
November 19, 2021	Initial publication.	
June 3, 2022	We changed the Action value from "Not Applicable" to "Required".	
August 19, 2022	We changed the deleted date from November 18, 2022 to December 9, 2022.	The Production release date of 2H 2022 has moved to December 9, 2022.

Date	What Changed	Reason
October 14, 2022	We extended the deleted date from December 9, 2022 to May 19, 2023.	Customers needed more time to move to the <code>TodoEntryV2</code> API.
November 18, 2022	We changed the deleted date from May 19, 2023 to May 26, 2023 to match the 1H 2023 production release date.	
March 17, 2023	We changed the deleted date from May 26, 2023 to June 2, 2023 to match the new 1H 2023 production release date.	
April 21, 2023	We changed the deleted date from June 2, 2023 to November 17, 2023.	Customers needed more time to move to the <code>TodoEntryV2</code> API.
October 13, 2023	We changed the lifecycle from Deprecated to Deleted.	The APIs are deleted.

Related Information

[TodoEntryV2](#)

3.103 Time Account Type Eligibility Status Object is Deleted

The Time Account Type Eligibility Status object is no longer required with the new way of calculating the eligibility status using HANA view.

As part of the 1H 2023 release, your attention is drawn to the following changes:

- The Time Account Type Eligibility Status MDF object is removed and no longer available under [Manage Data](#).
- The Data Replication Management (DRM) tool to update the eligibility status is deprecated.
- The [Eligibility Status Change](#) field, relevant for recalculation, is removed from the Time Account Type object.

The following eligibility-relevant changes always trigger an accrual recalculation:

- Time Profile change in Job Information
- Employee Status change in the Time Off Configuration object.
- Create, update, or delete leave of absence (LOA).
- Update to the Time Account Waiting Period.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	June 2, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	June 2, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	June 2, 2023	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The eligibility status can be derived at runtime out of existing data and it's not required to store this information in an MDF object.

Calculation of the eligibility status at runtime has several benefits:

- No inconsistent data created.
- No need to update the eligibility status manually using the Data Retention Management (DRM) tool.
- New checks in the check tool to identify issues easily.

Additional Resources

For more details, take a look at *New HANA View for Determining Accrual Eligibility Status*.

Technical Details

Reference Number	TIM-32779
Product	Employee Central
Module	Time Management
Feature	Time Off
Action	Info only
Enablement	Automatically on

[Link to Demo](#)

Lifecycle	Deleted
Type	Changed
Major or Minor	
Business Process Variant	Hire to Retire
Software Version	2H 2022 1H 2023
Valid as Of	2023-06-02
Latest Document Revision	2023-03-17

Change History

Date	What Changed	Reason
October 21, 2022	Initial publication.	
March 17, 2023	Information updated for the 1H 2023 re-release.	
September 13, 2023	Information updated for the 2H 2023 re-release.	Lifecycle updated to "Deleted".

3.104 Time Data Replication Based on PA-SE-IN using Boomi Is Deleted

Time Data Replication based on PA-SE-IN using Boomi is deleted as of May 17, 2024.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	May 19, 2017	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 9, 2023	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 17, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

We are deprecating Time Data Replication based on PA-SE-IN using Boomi. Therefore, we ask customers to migrate to the point-to-point replication for Employee Time Data. The point-to-point replication requires no middleware as it is a direct connection between Employee Central and Employee Central Payroll. Please be aware that all future enhancements of the integration will only be offered in the point-to-point replication.

We recommend that you start migrating to Employee Central Payroll point-to-point and complete the migration before the deletion date.

Technical Details

Reference Number	PAY-22811
Product	Employee Central Payroll
Module	Integration and Extension
Feature	Time Data Replication
Action	Required
Enablement	Customer configured
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	

Business Process Variant	Hire to Retire
Software Version	1H 2023 2H 2023 1H 2024
Valid as Of	2024-05-17
Latest Document Revision	2024-04-12

Change History

Date	What Changed	Reason
April 21, 2023	Initial publication.	
April 12, 2024	The lifecycle of the feature changed from "Deprecated" to "Deleted".	The feature will be deleted on May 17, 2024.

3.105 V12 Employee Profile APIs Are Deleted

The OData v2 APIs for V12 Employee Profile are deleted as of December 9, 2022.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 29, 2019	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	November 19, 2021	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	December 9, 2022	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

The legacy version of Employee Profile, V12 Employee Profile, has been replaced by the latest version, People Profile. The APIs for the legacy version are no longer needed.

The following APIs are deleted:

- `EPPProfileView`
- `EPPProfileUserInfoPortlet`
- `EPPProfilePortlet`

Additional Resources

To learn about the APIs for People Profile, go to [About SAP SuccessFactors OData APIs \(V2\)](#).

Technical Details

Reference Number	EDU-17712
Product	Platform
Module	Platform
Feature	Employee Profile API
Action	Recommended
Enablement	Unavailable
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable
Software Version	2H 2021 1H 2022 2H 2022

Valid as Of 2022-12-09

Latest Document Revision 2022-10-21

Change History

Date	What Changed	Reason
October 8, 2021	Initial publication.	
April 8, 2022	The deleted date changed from May 20, 2022 to November 18, 2022. The entities <code>EPPublicProfile</code> and <code>CurrentDashboardTypes</code> were removed from the list of deprecated APIs.	Customers needed more time to migrate to the new feature. The entity <code>EPPublicProfile</code> is in use with People Profile. <code>CurrentDashboardTypes</code> is not an entity.
June 3, 2022	We changed the Action value from "Not applicable" to "Recommended".	
August 19, 2022	We changed the Deleted date from November 18, 2022 to December 9, 2022.	The Production release date of 2H 2022 has moved to December 9, 2022.
October 21, 2022	The lifecycle of the feature changed from "Deprecation" to "Deleted".	The feature was deleted.

3.106 Variance Reports Are Deleted

Variance Reports are deleted as of December 9, 2022.

Key Dates

Future dates are subject to change.

Milestone	Date	Definition
End of Development	November 19, 2021	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.

Milestone	Date	Definition
End of Maintenance	December 9, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	December 9, 2022	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

Deprecation Details

Configuration Management is handled in *Configuration Center*. Visit [Using the Configuration Center](#) on SAP Help Portal.

Technical Details

Reference Number	ECT-175901
Product	Employee Central
Module	Employee Central
Feature	Not Applicable
Action	Not applicable
Enablement	Unavailable
Link to Demo	Not Applicable
Lifecycle	Deleted
Type	Changed
Major or Minor	Not Applicable
Business Process Variant	Not Applicable
Software Version	2H 2021 1H 2022 2H 2022
Valid as Of	2022-12-09

Change History



Date	What Changed	Reason
October 8, 2021	Initial publication.	
December 9, 2022	The lifecycle of the feature changed from <i>Deprecation</i> to <i>Deleted</i> .	The feature was deleted.

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