Key Updates
SAP SuccessFactors
2H Release

10.22.2024

Agenda

Executive Introduction

with Kevin Chase, CEO

Employee Central
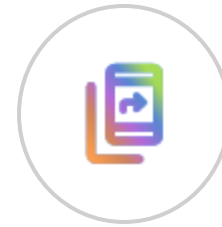
with Hugh White

EC Benefits

with Hugh White

Employee Central Time

with Hugh White & Naveen Ramba
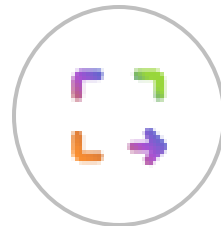
Recruiting

with Gary Fanucci

Onboarding

with Luky Lee

Compensation

with Steve Heyer

Performance & Goals

with Jessica Dimaano

Succession & Development

with Diane Caruso

Learning

with Troy Duncan

Meet the Team

Kevin Chase
CEO & President
Dallas, Texas

Naveen Kumar Ramba
Senior SuccessFactors Consultant
Tampa, Florida

Luky Lee
Principal Consultant
Dallas, Texas

Jessica Dimaano
Functional Testing Lead
Tacoma, Washington

Troy Duncan
Senior Consultant
Dallas, Texas

Hugh White
Practice Leader Employee Central
& Solution Expert
Tampa, Florida

Gary Fanucci
Principal Consultant
Dallas, Texas

Steve Heyer
Principal Consultant –
Compensation & Variable Pay
Redmond, Oregon

Diane Caruso
Senior Practice Lead – Talent,
Recruiting, & OCM
Orlando, Florida

Allison Shelton
VP, Products and Managed Services
Dallas, Texas

About AspireHR

About AspireHR

About AspireHR

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ADP

crunchr

Our Software & Services

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	aspire hr Diamond Client	aspire hr benefits	aspire hr managed services
	for SAP SuccessFactors & Workforce Software	AspireHR Benefits™ Payroll LaunchSuite™ AspireHR SmartData™	for SAP SuccessFactors and Workforce Software

2H 2024 Release Highlights

Employee Central

Enhancements for Employee Central

Enhancements in the New Release

New People Profile – Categories and Summary Cards (Customer Configured)
- o Personal, Job and Compensation Information Categories that are organized by Cards
- o Time Management, Information, Time Sheet Summary, Upcoming Time Off and Account Balances
- o NOTE: Edit/History option is available from New People Profile, however navigation is to legacy People Profile at this time

AI Generated Insights into Compensation (Customer Configured)
- o Compensation History including Base Salary, One-Time Payments and Positions within Existing Ranges
- o Job Progression, Tenure, Promotions, Role Changes
- o Pay Band Position
- o NOTE: AI Insights will not provide or suggest Employee changes

Support Digital Signatures in Document Generation via DocuSign (Customer Configured)

Pending Workflows page replaces Pending Requests
- o Optimize user experience by providing access to Employee/Position Information, Links to Requests awaiting Approval

Employee Central – New People Profile

Employee Central Benefits

Enhancements for Employee Central Global Benefits

Enhancements in the New Release

Employee Benefits Overview replaces current Overview (Customer Configured)
- o Including Benefit Actions such as Open Enrollment, Report Life Event, Manage Family Members and Beneficiaries and Print Benefits Statement
- o Benefit Summary, Enrolled Benefits and Benefits to Enroll In
- o Help and Resources related to Benefit Offerings

Benefit Enrollment Task from Home Page and Module Picker (Customer Configured)

Waive Benefit (Opt Out) at the Benefit Level before enrollment (Automatically On)

Support Benefits with different Currencies, impacts "Your Cost" section and displays the different currencies (Automatically On)

Administration
- o User Permission granularity, View Benefits, Enroll/Edit Benefits and Claims
- o Access Benefits Master Data job from Scheduled Job Manager, previously only available in Benefits Admin
- o Insurance and Pension related fields on Benefits Object Deprecated May 2025, impacts API's and Reports.

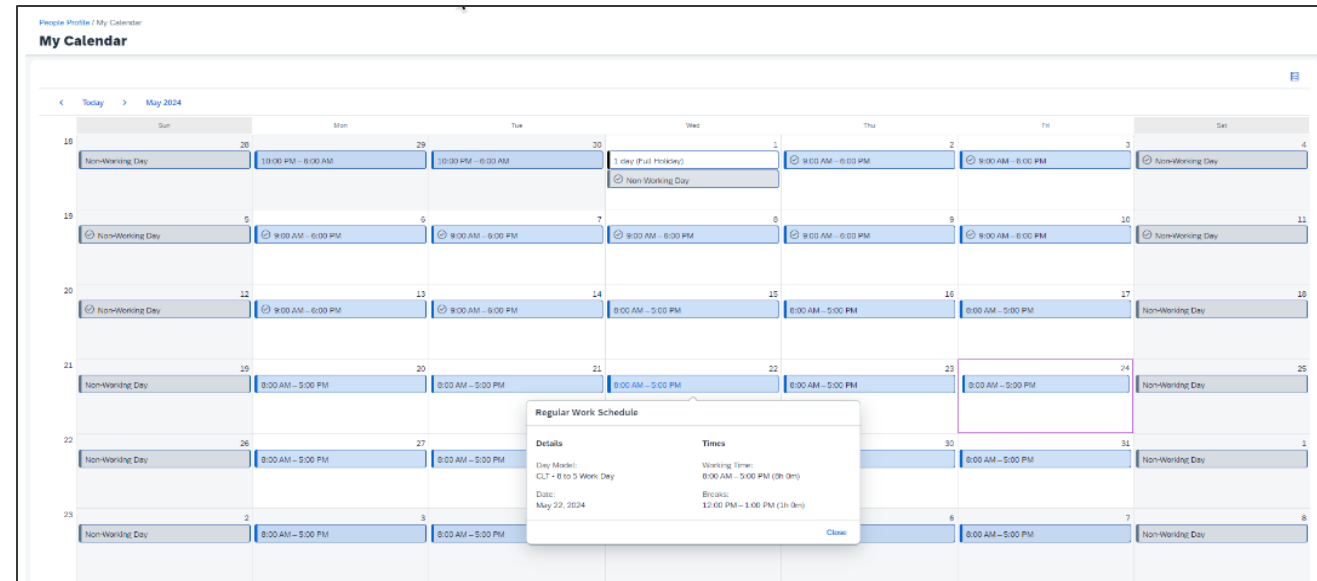# Employee Central Benefits – Benefits Overview

Employee Central Time

Time off

- o Enhancements to Out of Office Indicator on the Latest People Profile and Org Chart.
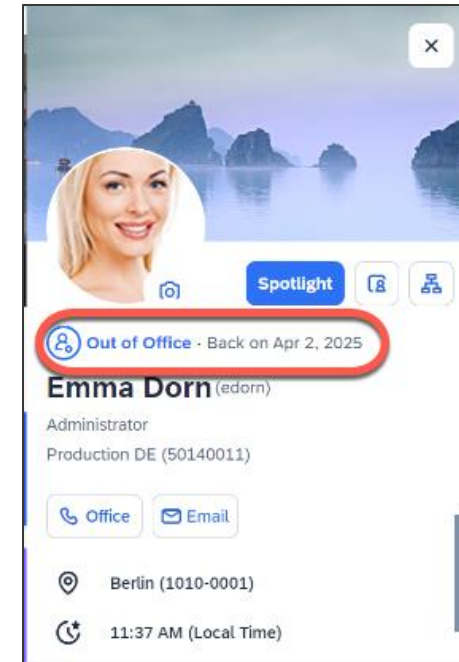
- o My Calendar UI as Employee Self-Service.

Time Sheet / Time Tracking

o Create Temporary Work Schedule Employee Self-Service UI.

o Temporary Holiday Calendar

- o Monthly Time Sheets and Calendar View in Time Sheet UI (Universal Feature).

- o Time Sheet Approval Center is Generally Available.

- o Business Rules in Time Valuation (General Availability) - Decision by and Calculation by.

Recruiting

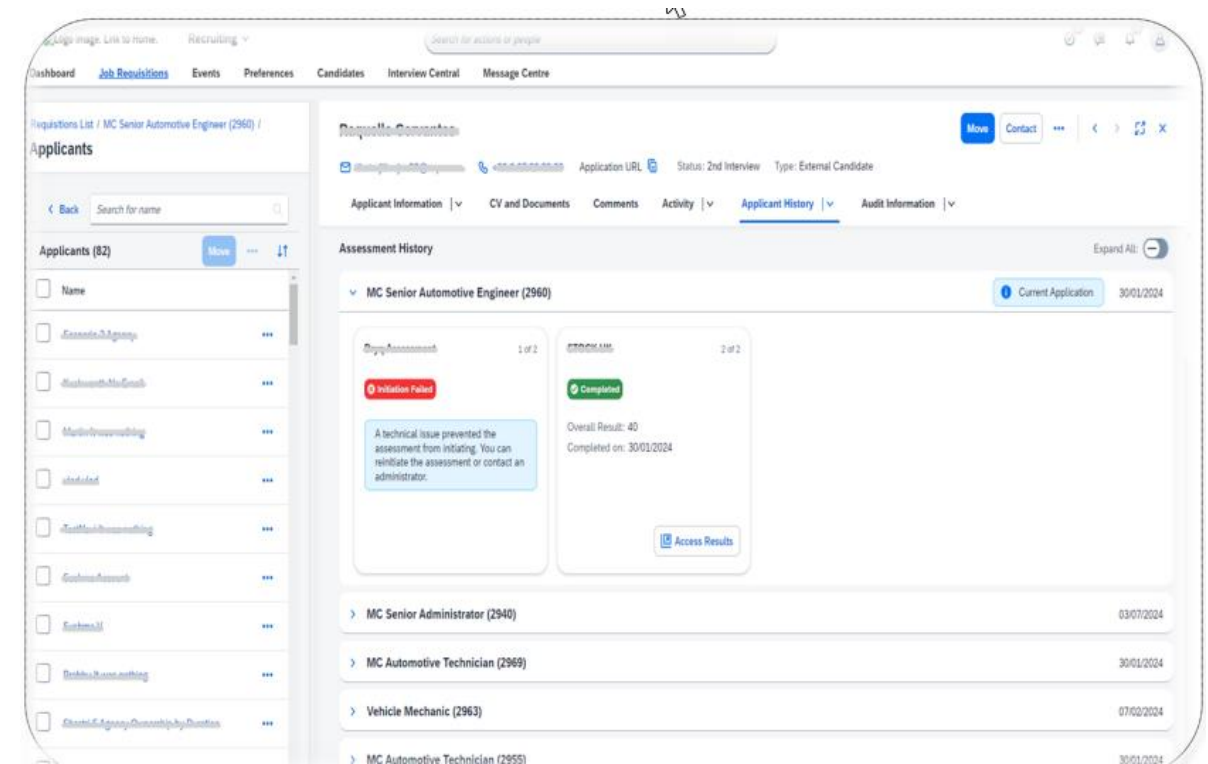Enhancements for Recruiting Management and Recruiting Marketing

Enhancements in the New Release

Applicant Workbench Enhancements

- o Historical assessment results and screening question view
- o Enhanced document download capacity
- o Onboarding initiation status and action summary (enhanced view) w/applicant eligibility feature

Single Sender E-mail Notifications

- o All e-mails now honor the customized single sender configuration
- o Improved e-mail security and enforced verification for e-mails sent through recruiting

Recruiting

Enhancements for Recruiting Management and Recruiting Marketing

Enhancements in the New Release

AI Assisted Skills Matching for Recruiting Users

- Recruiting users can identify skills within the job requisition to be used to automatically screen/filter candidates
- Ability to easily generate reports on candidates/applicants' skills

AI assisted Enhanced Job Search Experience - Candidate Facing job Recommendations

- Candidate can upload their resume directly on the career site and receive job recommendations based on AI skills match
- Skills Cloud feature now built into the Job Layout page with in RMK

Recruiting

Enhancements for Recruiting Management and Recruiting Marketing

Enhancements in the New Release

People Analytics Reporting Improvements

- o Ability to create story reports for recruiting audit tables

  - ✓ Candidate Profile Audit Trail
  - ✓ Application History Audit Trail
  - ✓ Job Requisition Audit Trail
  - ✓ Job Posting Audit Trail
  - ✓ Job Requisition Approval Date
  - ✓ Candidate and Applicant Skills
  - ✓ Job Location In Requisition

Onboarding

Enhancement for Onboarding

Enhancements in the New Release

Enhancements to Onboarding Dashboard
- Additional Filters: Location, Department and Division
- Additional Hire Type options: Rehire with New Employment, Rehire with Old Employment , Legal Entity Transfer, Concurrent Employment, Global Assignment

New Compliance Forms
- USA
    - California WTPA
    - New York LS58 WTPA
    - Voluntary Self-Identification of Veteran Status (VEVRAA)
    - Illinois' IL W-4 Spanish Form
- Canada
    - TD1-IN
- India
    - Form – 11 (Employees' Provident Fund Organization)
    - Form 26(6) – Joint Declaration of EPF Scheme

Ability to search new hires upon initiation of Onboarding in the People Search

Onboarding Support for Concurrent Employment
- Initiate from SF Employee Central with start date of employment set in the future

Onboarding

Enhancement for Onboarding

Enhancements in the New Release

Enhancements to Process Variant Manager

- o Ability to split the New Hire Tasks into two separate blocks: Primary New Hire Tasks and Secondary New Hire Tasks
- o Ability to configure Document Flow for New Hire Tasks step
- o Ability to configure Offboarding Process Flow
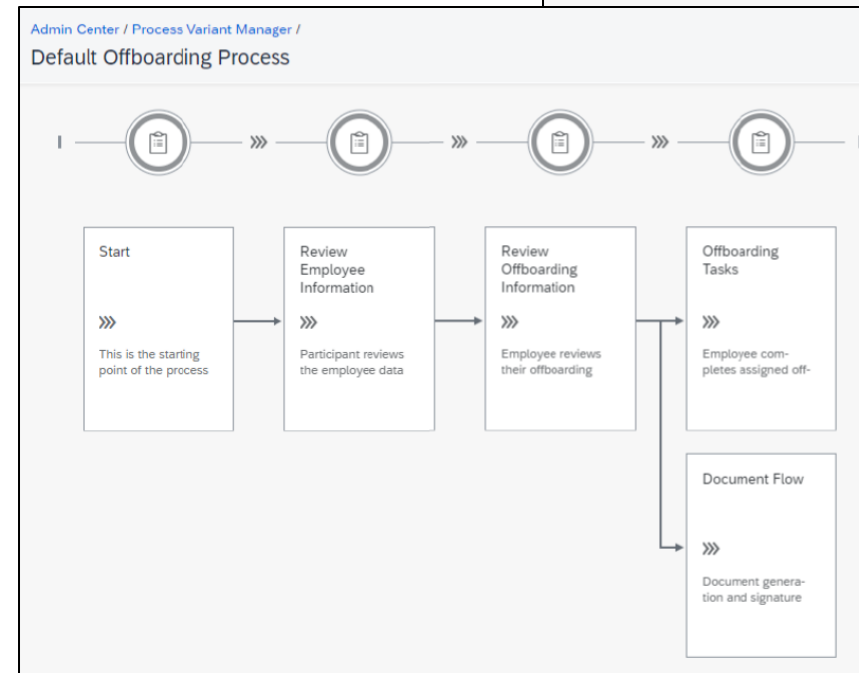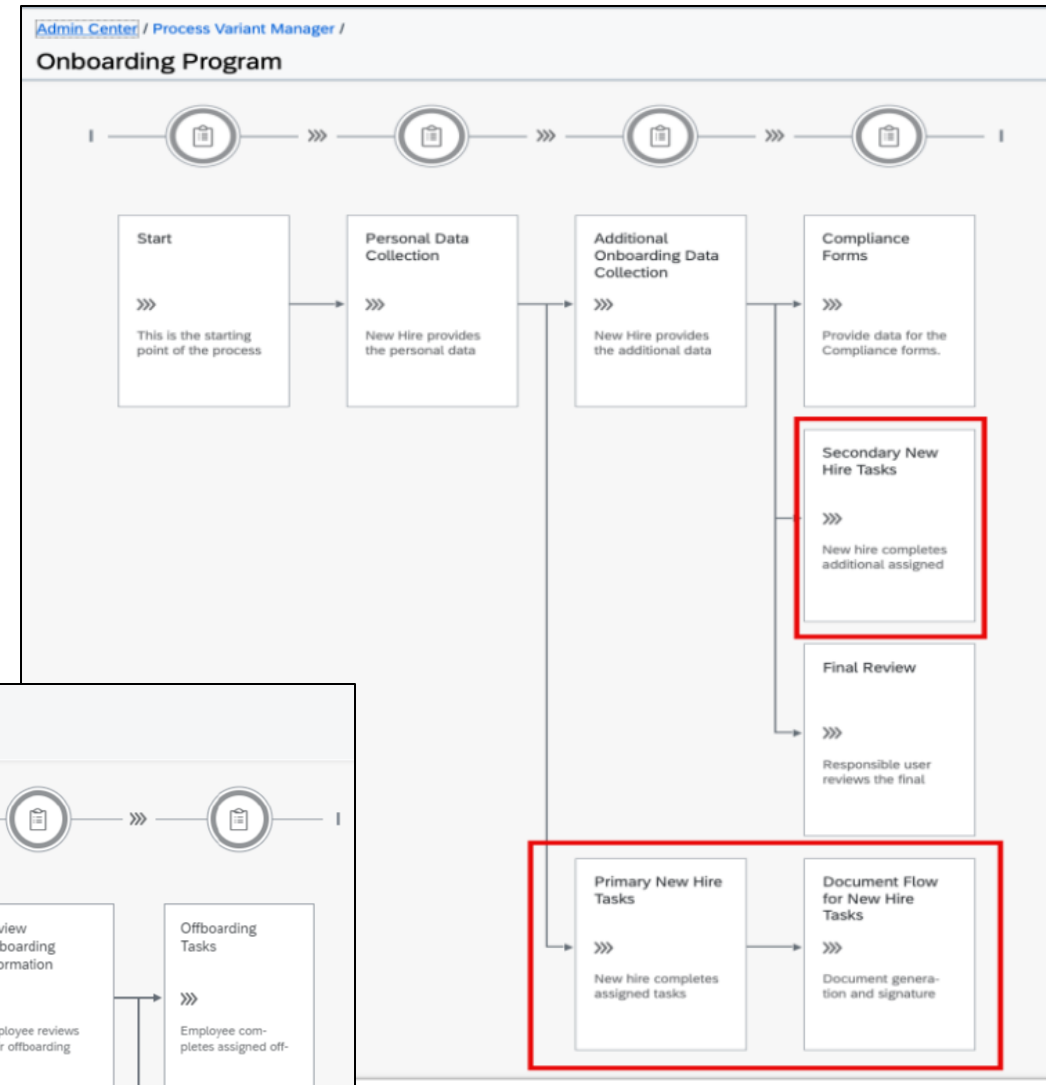
Onboarding

Enhancement for Onboarding

Enhancements in the New Release

Enhancements to New Hire Onboarding Journey

- o Display of avatar, name and hire date on the Your Onboarding Checklist page
- o Ability for new hires to view personal data submitted post completion of the Provide Personal Data step

Access to Past Onboarding Checklists

- o Allows employees to access and view all their historical Onboarding information and documents from the latest People Profile
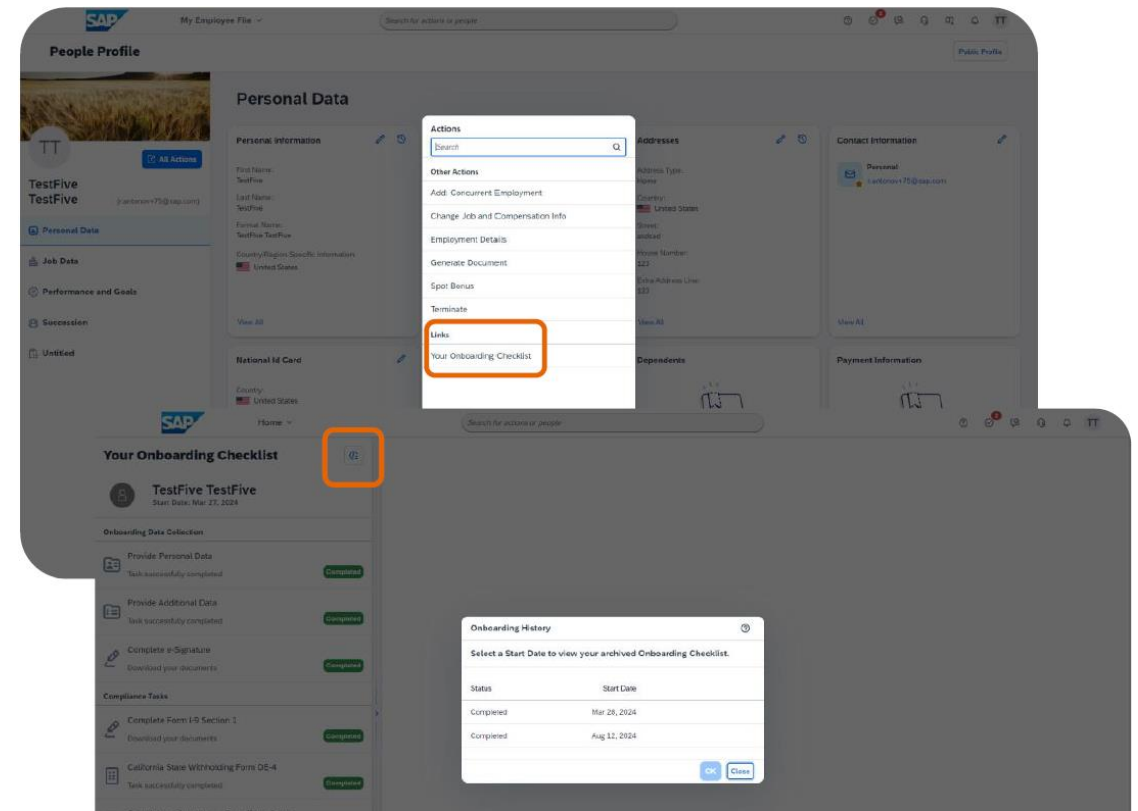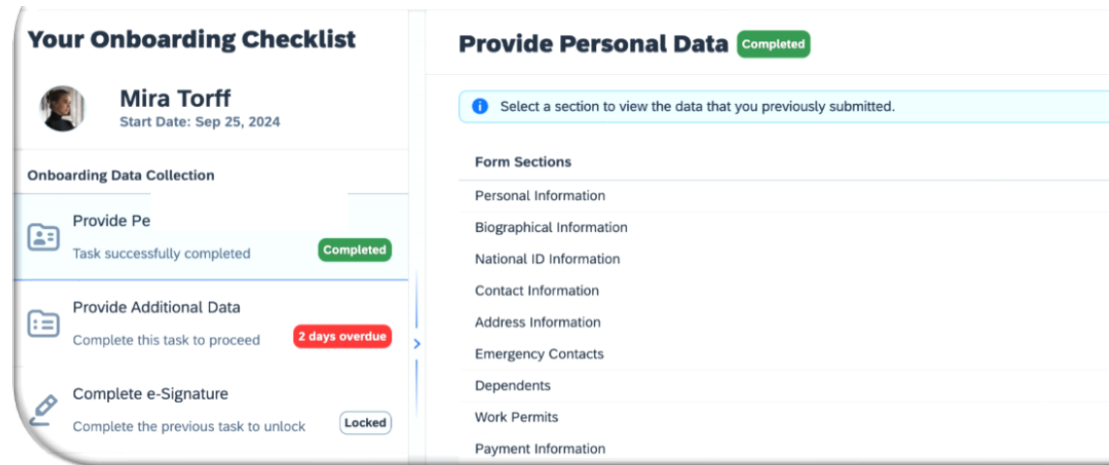
Onboarding

Enhancement for Onboarding

Enhancements in the New Release

Additional Enhancements to Internal Hire Process
- o Supports workflows
  - ▪ Ability to trigger workflow upon initiating Onboarding from Recruiting
  - ▪ Ability to leverage existing workflow rules used in EC MSS data updates
- o Supports cross-entity business rules
- o Supports position updates rules
  - ▪ Position to Job Info Sync
  - ▪ Position follow-up activities
- o Initiate internal hire process using the new Trigger Onboarding Process rule function, instead of the "Transfer" event rule
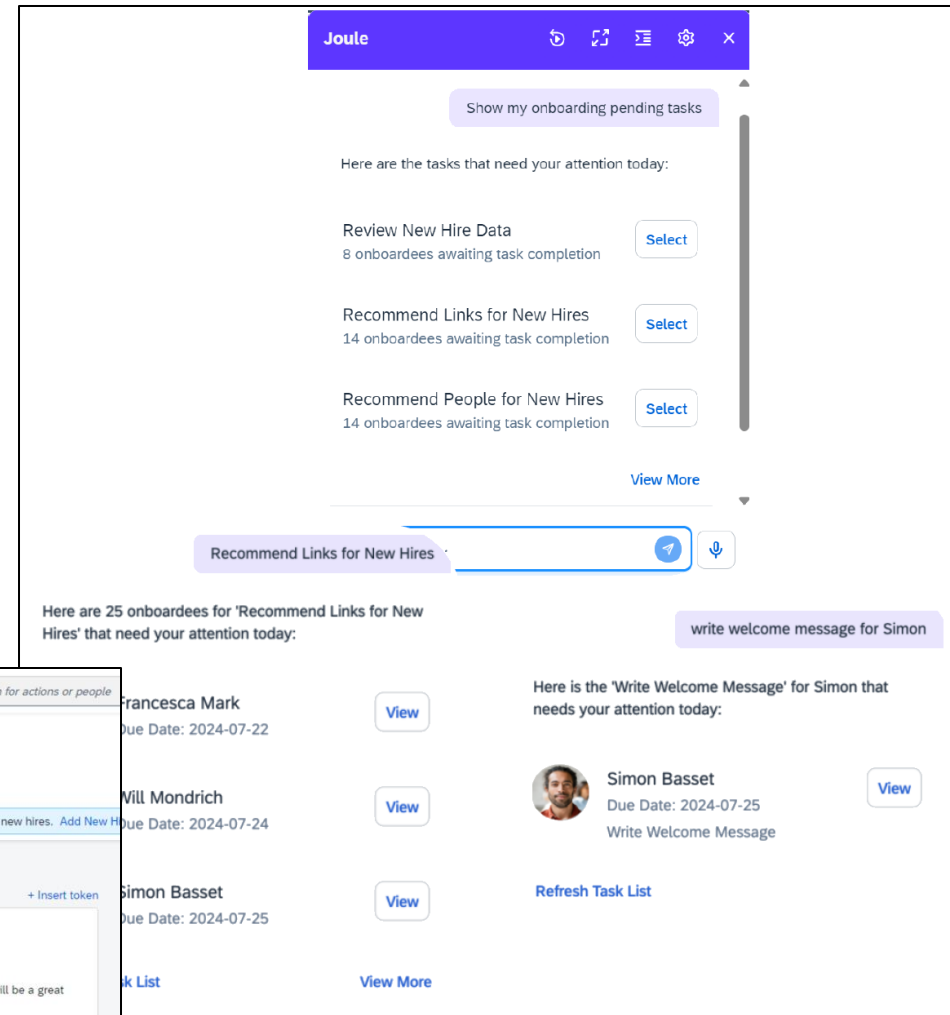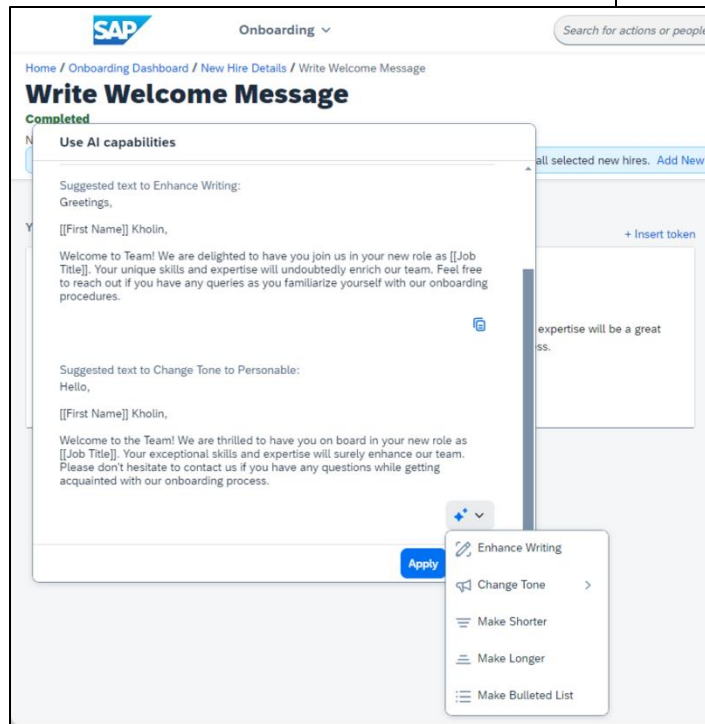
Onboarding

Enhancement for Onboarding

Enhancements in the New Release

AI-assisted Writing

o   Available in Welcome Message, Farewell Message, Buddy Messages and 30, 60, 90-Day Goals

o   Change tone, make it shorter, make it longer or into a bulleted list. Translate into their local language.

Onboarding Support for SAP Joule

Compensation

Enhancements for Compensation, Variable Pay, Total Compensation, Reward & Recognition

Top 5 Enhancements in the New Release

Standard statements are portable across instances
- Export as XML to create a portable standard file that can be further edited in the Statement Editor

Executive Review permission based on route map step
- Set permission in the template for each relevant permission role for each step

Approver of Reward and Recognition can change award amount
- Technical configuration required to enable in MDF object and in workflow

Export from Executive Review based on Columns selected
- Salary tab file includes only the data that was selected to view

Refresh Employee History by employee
- Provides another option to refresh only selected employee data

Miscellaneous goodies
- Open Instructions panel or open Budget panel by default when opening worksheet
- Localization of conditions for fields and sections in the Statement Editor
- Enhancements to the latest My Forms page

Compensation

Screenshots of the new enhancements

Export Statement Template

Select a file type to export. Note that only templates created with XML files are editable in the Statement Editor. You will no longer be able to edit the statement template created after importing an XSL file into the editor.

File Type:
- ⦿ XML
- ◯ XSL

OK   Cancel

Show/Hide Columns

Sections	Columns
Employee Information (8)	☑ Select All
Current Pay Information (10)	☑ Job Title
Rating (1)	☑ Country
Guidelines (2)	☑ Person ID
Merit (3)	☑ Job Level
Adjustment (2)	☑ Job Title (Code)
Promotion (3)	☑ Legal Entity
Bonus Information (4)	☑ Geo Zone
Final Salary (7)	☑ Date of Hire/Rehire
Budgeting Fields (5)	
Reporting Fields (8)	
Publishing Fields (6)	

Role-Based Permissions based on Route Steps for Executive Review

If you modify the Route Map after configuring "Role-Based Permissions Based on Route Steps for Executive Review", then the configured permissions might not work as expected. For example, if you modify the Route Map Step ID, the configured permissions no longer apply to the existing worksheets for the modified route step.

Manage Role-Based Permissions   Edit

Permission Roles	All Route Steps ⓘ	Salary - Validation Preview	Salary - Planning	Salary - Review and Approval	Salary - Comp Admin Review	Salary - Executive Approval	Salary - Planning Completed
EC Partner Administrator	No Selection	No Selection	No Selection	No Selection	No Selection	No Selection	No Selection
Compensation - Administrator	No Selection	No Selection	No Selection	No Selection	No Selection	No Selection	No Selection
Compensation - Planner	No Selection	Read-Only	Edit	Edit	Edit	Read-Only	Read-Only

Import Associate History from Employee Central

Use the import process to transfer employee information from Employee Central to this Variab

We recommend that you run Employee Central History Process in Full Import Mode if you hav recommendation applies to both Global and Program-Level Eligibility rules. Running the proc

The last successful run for Employee Central History Processor Job was at: Mon Feb 19 14:4:   Cancel

Please choose appropriate settings for importing employee history records:

☑ Import only changed records ⓘ

- ◯ By Last Run Date
- ⦿ By Employee Name   Upload File

☑ Do not Update Completed Forms ⓘ

☐ Run Bonus Calculation & Update Launched Forms ⓘ

Process

Performance and Goals

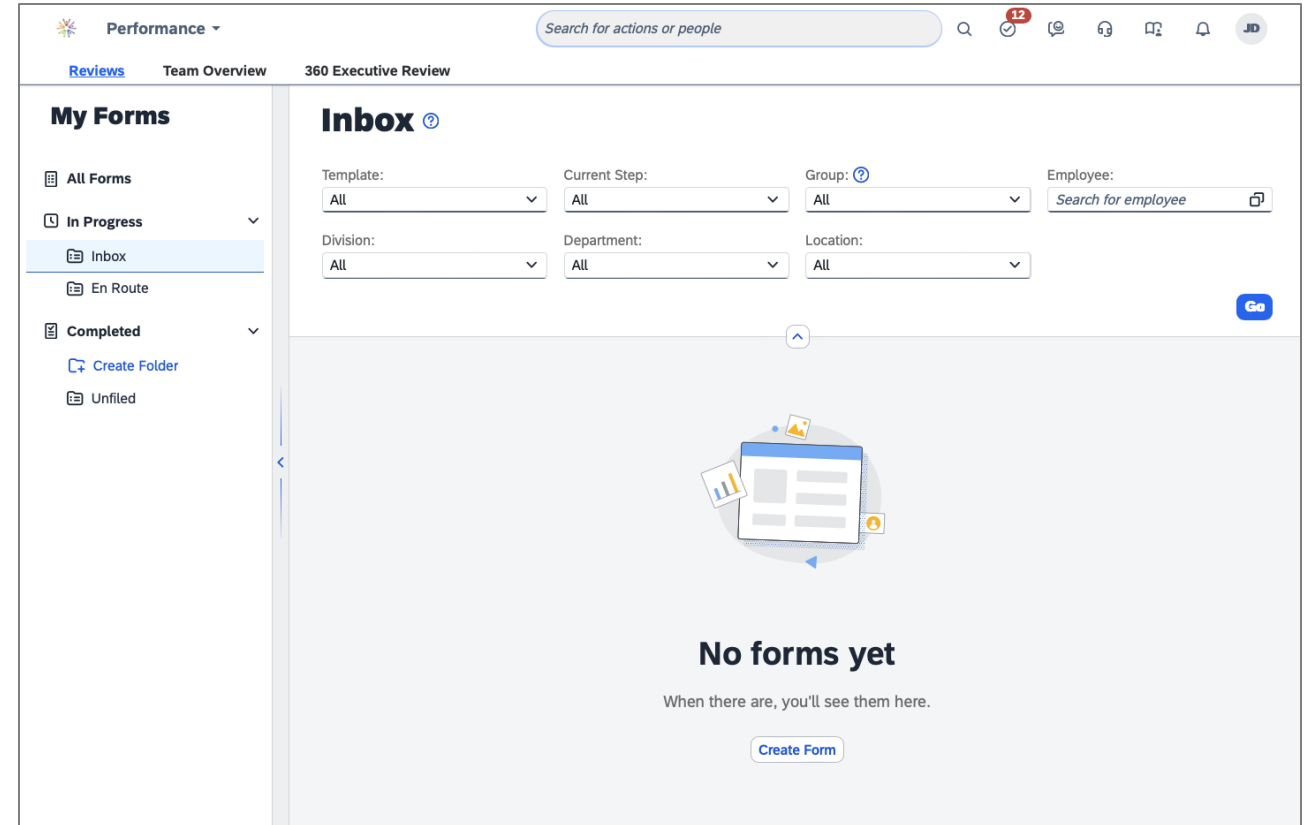Enhancements for Performance and Goals Management

Enhancements in the New Release

Delegation in Performance Forms

AI-Assisted Features in 360 Reviews

- Summary
- Comments
- Feedback

Latest Goals Universal Push: Late March 2025

Performance and Goals

Enhancements for Performance and Goals Management

Delegation in Performance Forms

- Allows managers to delegate others as appraisers in the performance form.

- Creates flexible manager self-service experience for appointing someone as a formal reviewer during a performance process.

- Support organizations that operate in fluid, high cross functional dynamic teams.
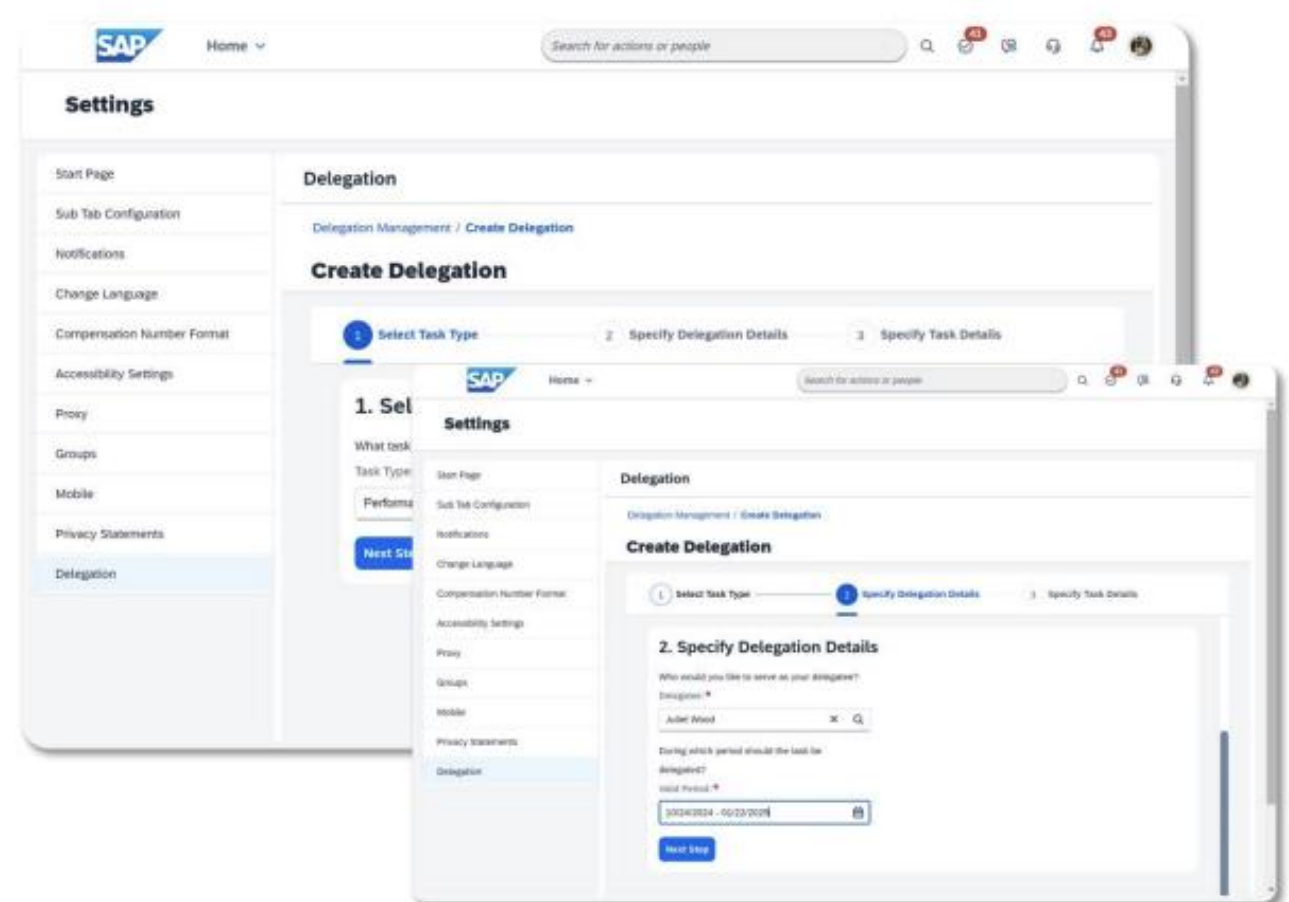
Performance and Goals

Enhancements for Performance and Goals Management

AI-Assisted Features in 360 Reviews

Use generative AI to:

- o Summarize complex feedback.

- o Generate comments based on ratings provided.

- o Improve feedback by considering the provided ratings.

Succession and Development

Enhancements for Succession and Development

Career & Talent Development Experience

- Easily understand what's expected, where you currently stand and get a clear path on where you want to be.

- Navigate your career with integrated guidance through the Growth Portfolio, Career Development and Opportunity Marketplace.

- Leverage AI to better understand aspired roles and get action-oriented development guidance.

- Discover tailored career paths and skill-based career role recommendations.
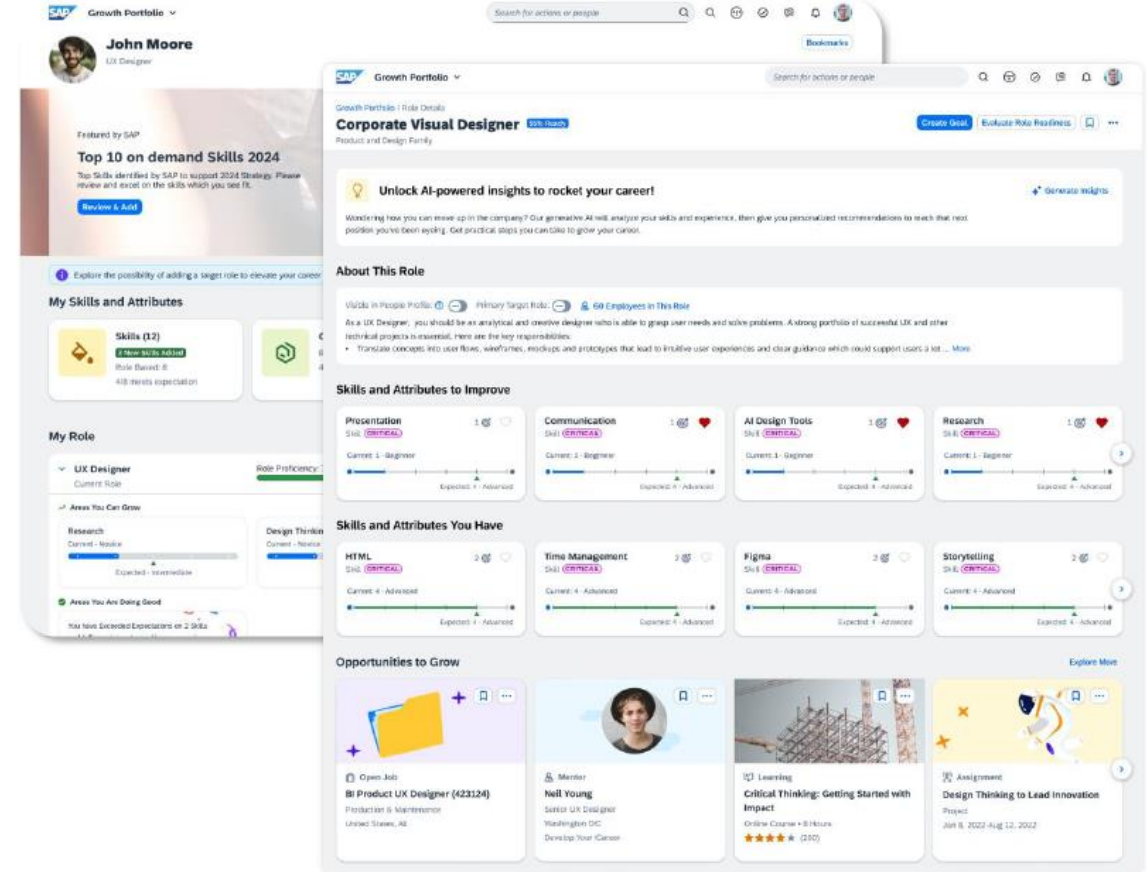
Succession and Development

Enhancements for Succession and Development

AI-Assisted Career Insights

- Use AI to provide efficient employee development guidance for Target roles.

- Allows users to better understand their roles and set new targets with confidence.

- Action Oriented development guidance guides next steps and development goals.

Succession and Development

Enhancements for Succession and Development

- **Succession planners can now add successors from the talent pool sections on the position card in the Succession Org Chart or the Position Tile view.**

- **In the Career Worksheet template, you can give more roles, such as manager and HR, permission to launch role readiness forms for an employee's target role.**

- **Mentoring administrators and program owners can remove mentors and mentees from in-progress open enrollment and unsupervised programs.**

- **With the integration of the MS Teams Integration, there are new cards for easier notifications.**
  - Talent Pool Nominees – review and approve pending nominations to a talent pool
  - Mentoring Request – approve or decline mentoring requests sent by mentees

Learning

Refreshed Managers View

- Streamlined Manager View

- New: Remind team members of overdue training

- Review and take some actions on the learning activities of subordinates

- Use bulk actions to assign and manage training for your team

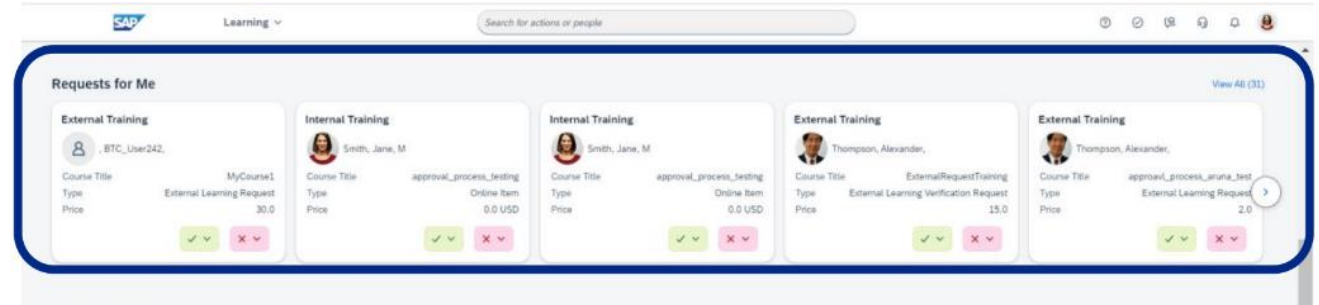- Access Employee's profile preview and spotlight

Learning

Approvals in Learning Home Page

- Approvals can be done from Learning Home Page
- Consistent Interaction
- Flow consistent with Approval cards on universal home page

Delegate Experience

- If a user has been assigned as a delegate, then the user can act as the delegator from the new home page
- •Access delegator's new homepage based on permissions given by the delegator.
- Delegate will see message strip on all pages that they access in delegate mode to inform them that they are in delegate mode.
- They can return to their homepage by clicking 'Return to my Learning'
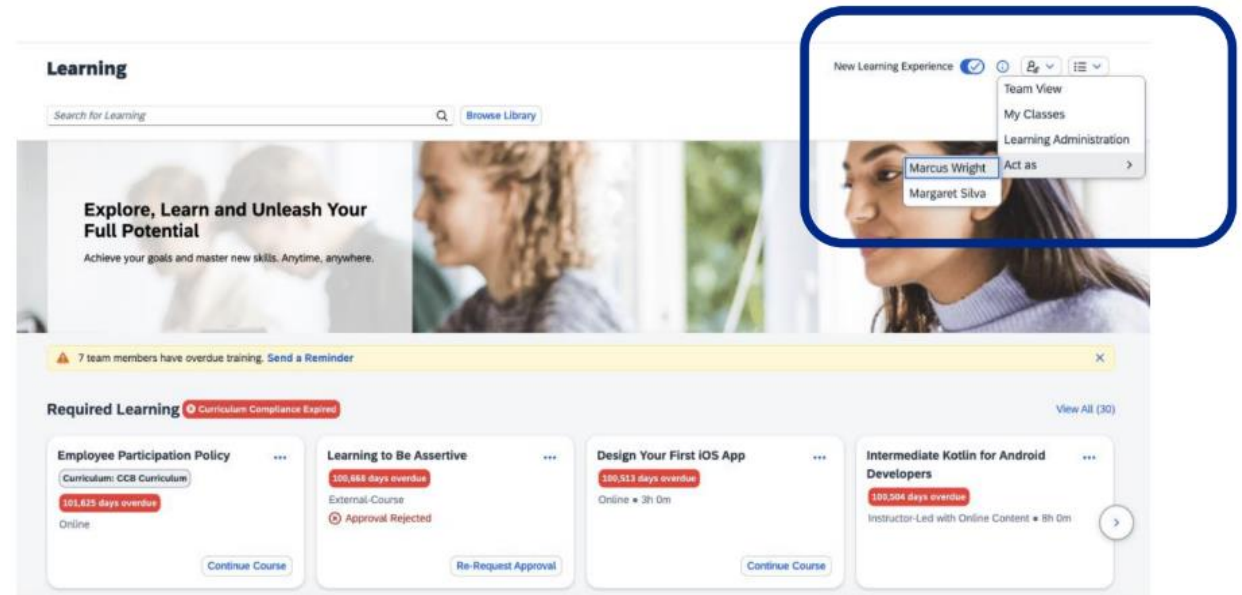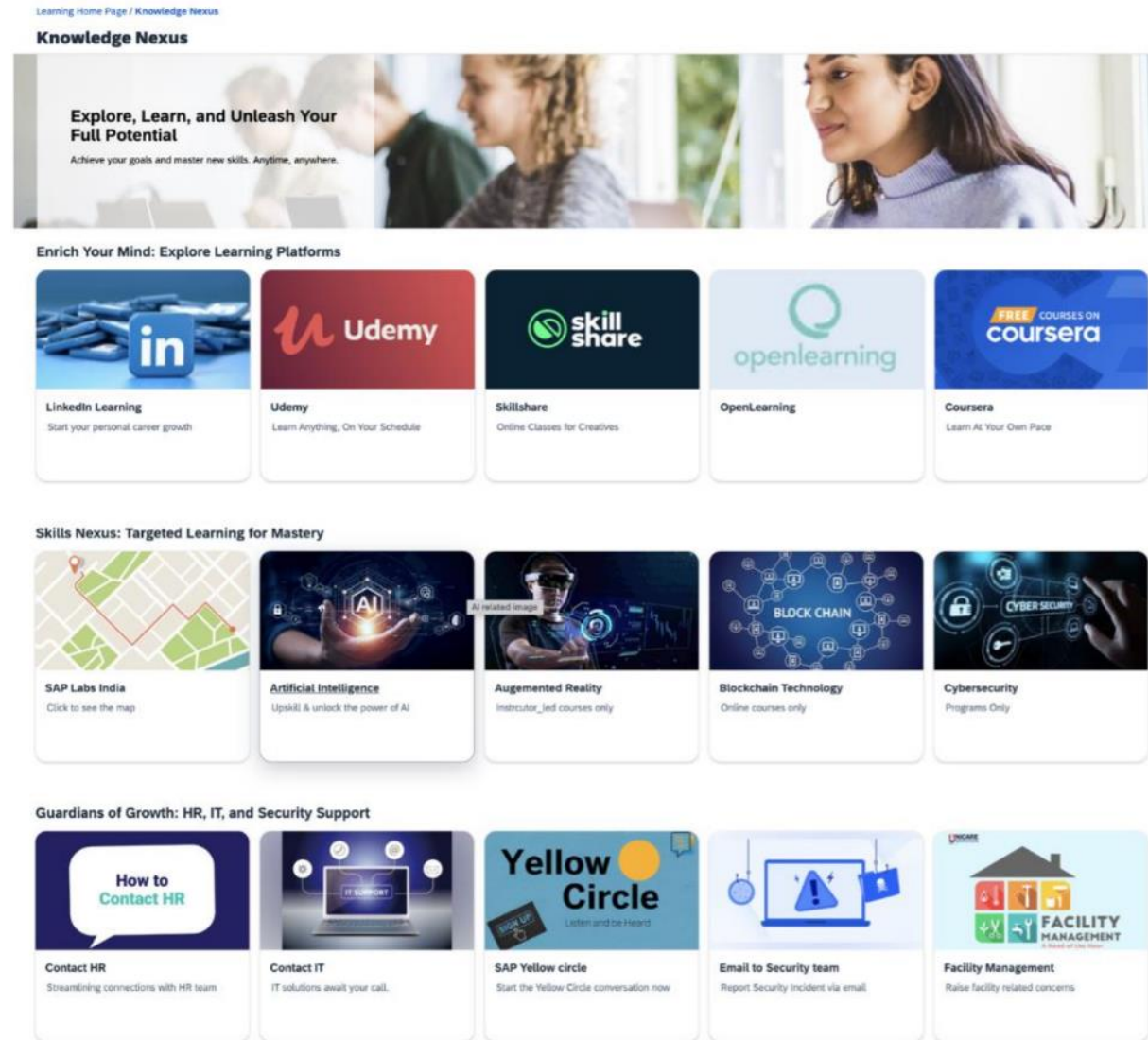
Learning

Custom Pages

- Simpler administration experience

- Expanded capabilities to create engaging experiences.

- Admins can pick up already created banners and custom cards.

- Banners will sit on the top with various sections/ swim lanes of custom cards below.
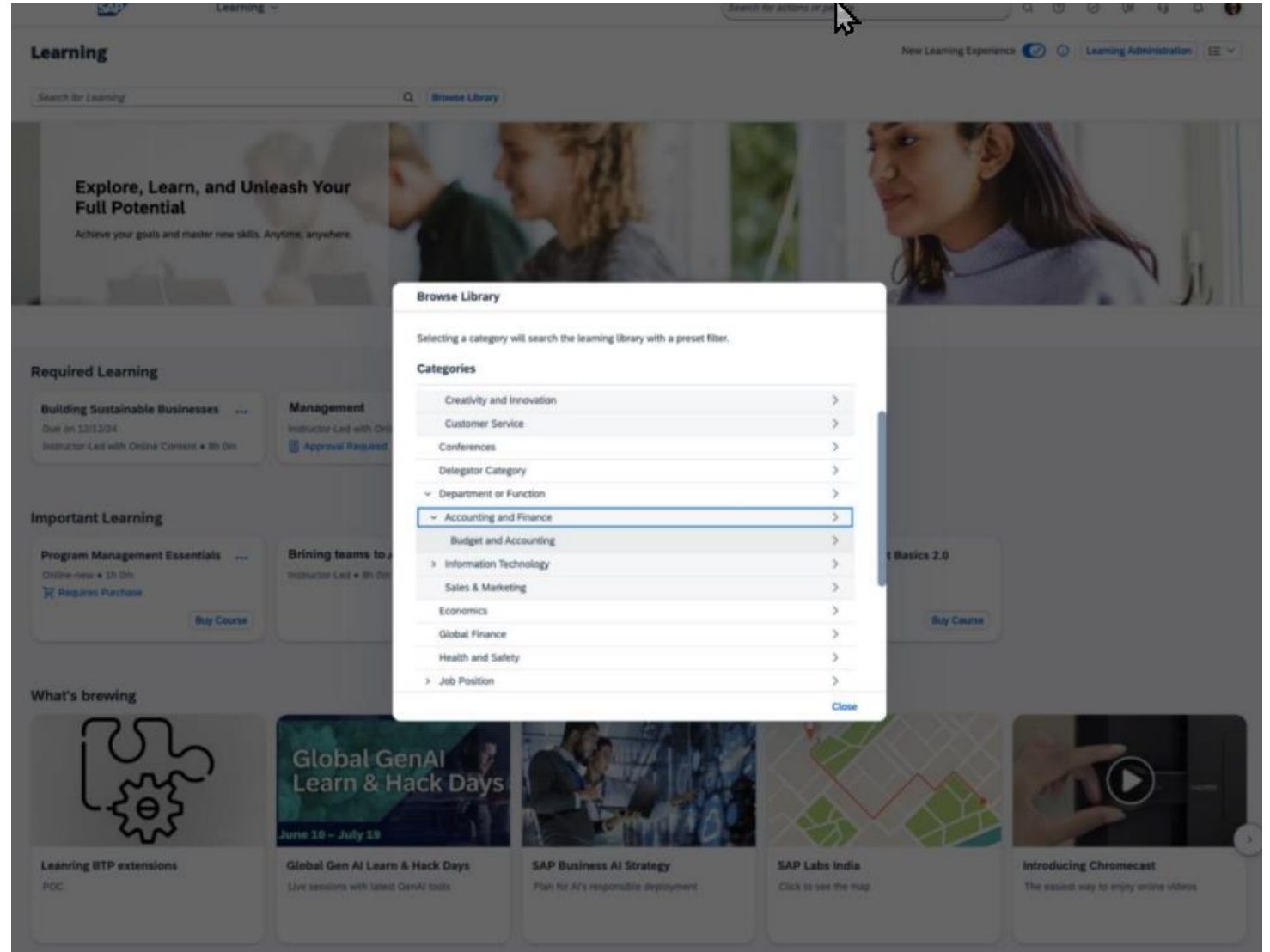
Learning

Browse by Categories

- Faster search using categories

- Discover learning without entering keywords

Learning

Generative AI: Versatile Writing Assistant

- The AI-assisted writing tool uses generative AI capabilities to assist with writing tasks

- The interactive tool can be leveraged to enhance multiple aspects of writing such as clarity or conciseness

- In 2H 2024, the writing assistant will be available in the title & description fields for items, curricula, programs, collections, and quick guides

Learning

User Learning Native Sign-In Deprecation

- Native user authentication in SuccessFactors Learning and Integrated External Learner authentication in SuccessFactors Platform will be deleted in the next release. Learning-only users in a tenant that has not been migrated to SAP Cloud Identity Services will lose access on November 15, 2024.

- Migrate to SAP Cloud Identity Services Identity Authentication (IAS) which also allows for SSO and multi-factor authentication.
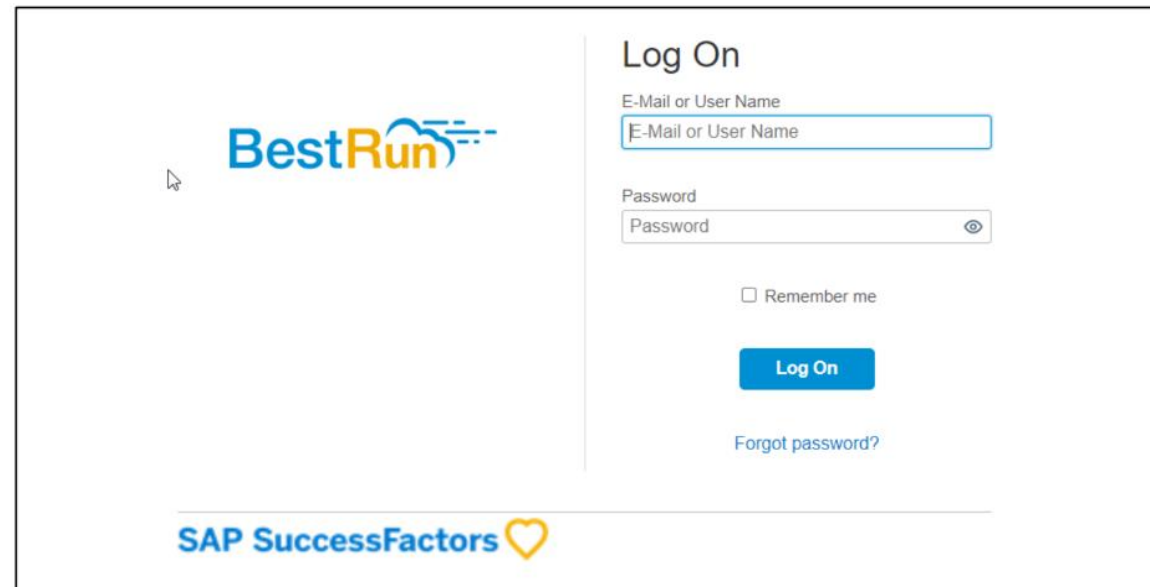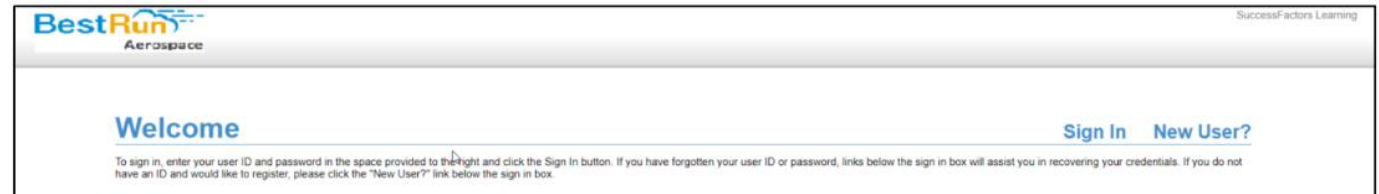
Q&A

For additional detail or questions contact:

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