



SAP SuccessFactors

Employee Central

1H 2025 Release Briefing

By Gustavo Bohn





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Gustavo is the SME for SAP SuccessFactors Employee Central at Effective People. He is an SAP SuccessFactors Professional Consultant and Solution Architect with 10 years of experience in managing projects, leading roles in large projects, and supporting customers on their transformation journey.

Gustavo has experience with all areas of the SAP SuccessFactors suite and is professionally certified in SAP SuccessFactors Employee Central. Additionally, he is certified in 9 other modules.

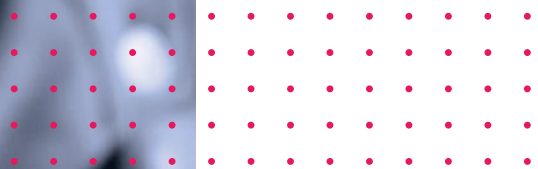
Agenda

- Most Important Topics
- Other Release Features
- Deep Dive Topic
- Product Road Map





Most Important Topics



Position Follow-Up Processes

Position follow-up processes after imports and API calls are now handled by an event-based solution.

- Position follow-up processes after imports and API calls are now handled by an event-based solution, which was delivered with Centralized services.

Type: New

Lifecycle: General Availability

Enablement: Customer Config

- **Affected imports:** Job Information, Termination Details, Compensation Information.
- **Benefits:** Improved accuracy, reduced manual intervention, better integration.

The level of impact is High. Ensure to get familiar on the new event-based solution to maximize accuracy and efficiency in position management.

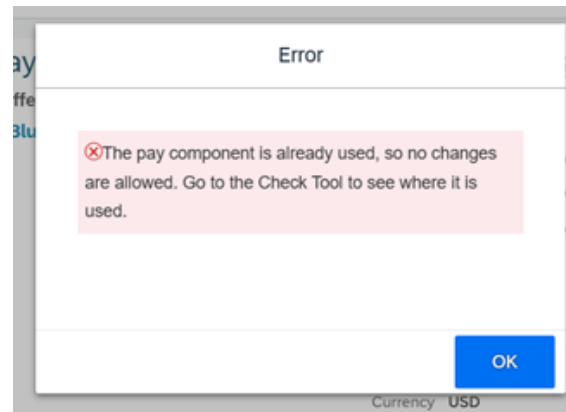
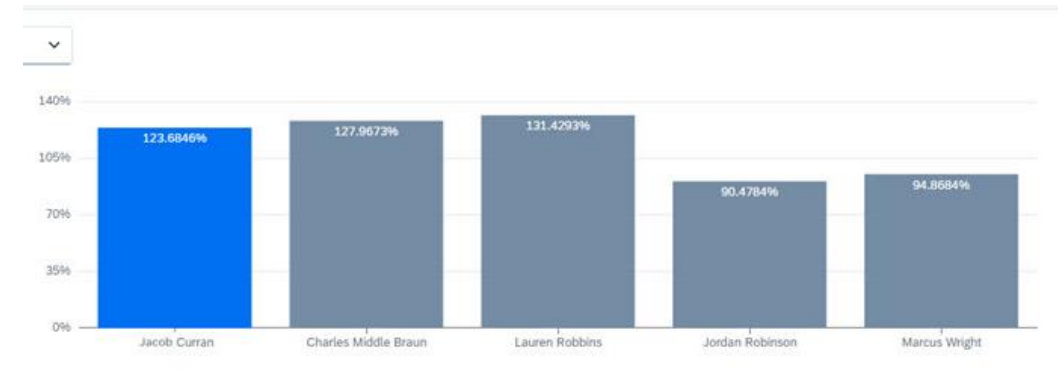
Enhancements in Employee Central Compensation

Type: New

Lifecycle: General Availability

Enablement: Customer Config

- New Compa Ratio vs Team widget for managers.
- It is now possible to add attachments to
 - Compensation Information,
 - Recurring Pay Components,
 - Non-Recurring Pay Components.
- The system checks and prevents the deletion of pay components in cases where there are related pending workflows.



The level of impact is Medium. Update your compensation information configuration, to benefit from these new enhancements.



Other Release Features

Admin Alerts for Position Management Imports

Errors in position follow-up processes related to import and API calls can now be tracked with the Admin Alerts tool.

- If an error causes the follow-up processes of records to fail during import, the follow-up processes stop with the first record that caused the error.
- The system creates one main admin alert and, potentially multiple, child admin alerts depending on errors.
- If you resolve the main admin alert, the processing of the all the child admin alerts is triggered along with the future records.

Type: Info only

Lifecycle: General Availability

Enablement: Automatically On

The level of impact is Low. Be familiar with the Admin Alerts tool to quickly identify and resolve issues in position imports.

Alerts (0 selected)									
<div>Action Refresh Settings Filter</div>									
<input type="checkbox"/>	User Name	Start Date	Sequence Number	Source	Position External Code	Target User	Failed Position Follo...	Supported Actions	Message
<input type="checkbox"/>	Carl Dixon Carl	Mar 1, 2027	1	Import	Position1613		Position Matrix to Job Relationship Sync	Delete, Retrigger	
<input type="checkbox"/>	Carl Dixon Carl	Mar 1, 2027	1	Import		Isabel Velazquez Isabel			Position follow-up processing failed. Change date cannot be before today's date!
<input type="checkbox"/>	Carl Dixon Carl	Mar 1, 2027	1	Import		Francisca Ruiz Francisca			Position follow-up processing failed. Change date cannot be before today's date!
<input type="checkbox"/>	Carl Dixon Carl	Mar 1, 2027	1	Import		Dolores Soto Dolores			Position follow-up processing failed. Change date cannot be before today's date!
<input type="checkbox"/>	Carl Dixon Carl	Mar 1, 2027	1	Import		Carl Dixon Carl			The follow-up actions for dependent future records can't be initiated until the follow-up for the initial record has been completed. Once the main follow-up has been processed without errors, the follow-up processes for the subsequent records are automatically processed.

Enhancements for Event Reason Derivation for Position Management

- Removal of three event reason derivation settings from the Job Information and Termination Details import.
- The below Event Reason settings were removed from the Position Management>Import.
 - Event Reason for Position Assignment Change,
 - Event Reason for Manager/Position Assignment Change,
 - Ignore Event Reason Derivation.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The level of impact is Med. Review your Event Reason derivation config to identify if changes are needed

Back to: [Admin Center](#)
Position Management Settings

General Hierarchy Adaptation Synchronization Matrix Synchronization UI Customizing

Import

You can use the options on this tab to configure how the system behaves in import scenarios.

Adapt Reporting Hierarchy After Position Import ?

Validate Position Assignment During Job Information Import ?

Adapt Position "To Be Hired" Status After Imports ?

Execute Reclassification or Transfer After Job Information Import

Execute Reclassification or Transfer ?

Default Position or Supervisor and Adapt Hierarchy After Imports

Defaulting and Hierarchy Adaptation ?

Execute Job Relationship Sync After Imports

Execute Job Relationship Sync ? * Job Relationship on Position Assignment

Sync Position Matrix to Job Re...

Digital Signature Placeholders in Document Templates

The Document Generation now includes the capability to add placeholders for Digital Signatures within templates.

- This enhancement allows for easy positioning of signatures and their associated dates, streamlining the electronic signing process with DocuSign integration.
- You can now insert placeholders like "**R_Signature1**" and "**R_Signature2**" for each signer,
- And "**R_SignatureDate1**" and "**R_SignatureDate2**" for the corresponding signature dates.

Type: New

Lifecycle: General Availability

Enablement: Customer config

Template Content *

B *I* U \neq \equiv ∇ ...

Thank you.

Yours faithfully,

[[R_Signature1]]

[[R_SignatureDate1]]

p > span

46 words

The level of impact is Low. This change helps on the design of document templates using DocuSign integration.

Email Notifications for Digital Signature in Document Generation

- The email notification feature in Document Generation now automatically sends alerts to senders during various stages of the digital signing process.
 - When a document is generated and sent for signing
 - When each signer completes their signature
 - When a signer declines to sign the document
 - When an admin voids the envelope from the Manage DocuSign Envelope page
 - When an envelope is voided in DocuSign
 - When the document signing process is completed

Type: New

Lifecycle: General Availability

Enablement: Customer config

The level of impact is Low. This enhancement ensures a smoother, more efficient, and transparent Digital Signing process for all parties involved

Added validity fields Valid From and Valid To and Record ID to National ID Information.

- Type:** New

Lifecycle: General Availability

Enablement: Customer config

The level of impact is Med. Update your configuration to track the validity periods of national IDs for accurate employee records.

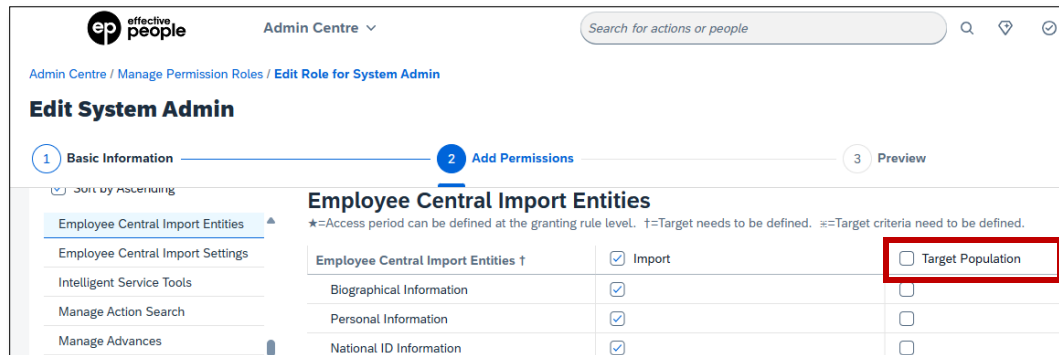
Enhancements in Role-Based Permissions for Employee Central Import

- SAP renamed and reorganized a few permissions on the **Employee Central Import Settings** and **Employee Central Import Entities** pages
 - The **Employee Central Import Entities** page is now available in the Administrator Permissions section.
 - You can now configure import entities for the **target population** validation per entity.
 - * Target population validation applies only to imports and doesn't support the OData API upsert.

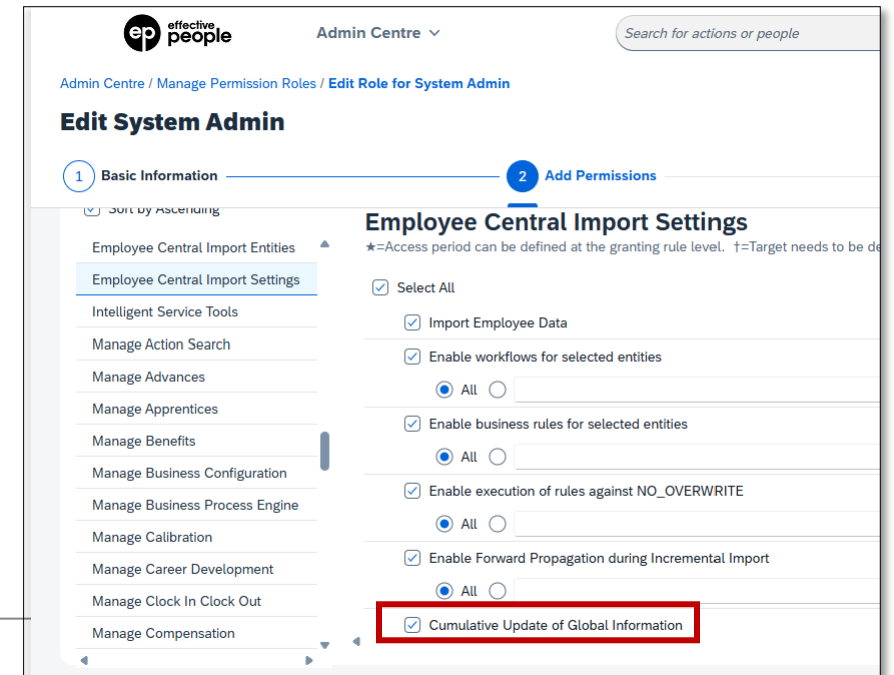
Type: Changed

Lifecycle: General Availability

Enablement: Automatically on



- In the **Employee Central Import Settings** page:
 - Support cumulative update of country/region-specific data for global information import in full purge mode got renamed to **Cumulative Update of Global Information**.

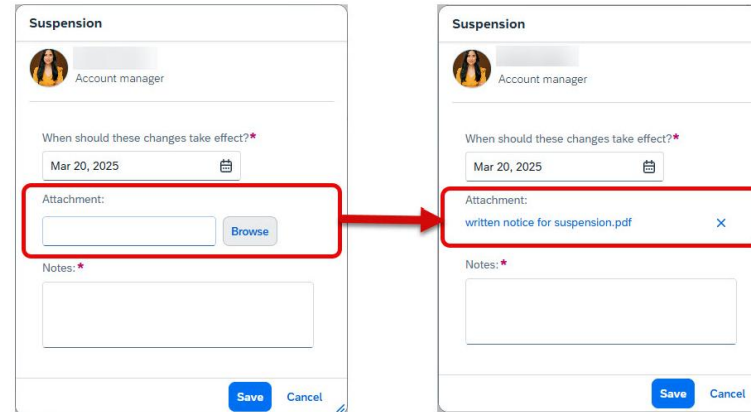


The level of impact is Low.

Enhancements to Employee Central Quick Actions

SAP introduced a few enhancements to improve Employee Central Quick Actions.

- **Attachments** are now supported for some use cases.

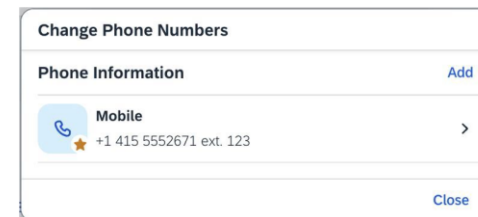


Type: Changed

Lifecycle: General Availability

Enablement: Customer config

- New Quick Actions
 - **One-Time Payments**
 - **Change Marital Status**
- **Phone Numbers** got the display format updated.



- **onView Rules** are now supported.

The level of impact is Low. Quick actions can ease the system usage by employees and managers.

Add New Employee To This Position

- You can now start a new hire process from a position in the Position Org Chart so that position-related details are prefilled when hiring someone on a given position.
- On the Position Org Chart, from the **Actions** menu of a position, select **Add New Employee to This Position**.
 - The action takes you to the **Add New Employee** UI
 - The **Hire Date** is filled with Today's date
 - The fields **Position** and **Company** are pre-filled with position information

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The screenshot displays the 'effective people' Org Chart interface. The main view is the 'Position Org Chart' for 'Production Tester (500300213)'. The 'Actions' menu is open, showing various options. The option 'Add New Employee to This Position' is highlighted with a red box. The interface also shows position details such as Code (500300213), Title (Production Tester), Division (Manufacturing (MANU)), Department (Production US (50150...)), Location (San Francisco (1710-...)), Business Unit (Products (PRODS)), Source of Creation (N...), and Recruiter (No Data). The position is understaffed (0 of 3 FTE) and allows multiple incumbents. The position has a status of 'To Be Recruited' and a hire date of 1 Jan 1990.

The level of impact is Low. This new feature makes easier the position management use and adoption.

Deprecation of Rehire Inactive Employees

The Rehire Inactive Employees page will reach End of Maintenance

The **Rehire Inactive Employees** page will reach End of Maintenance on May 16, 2025, and will be deleted on May 16, 2026.

Type: Changed


Lifecycle: Deprecated

Enablement: Automatically on

As an alternative to this page, you can use the **Duplicate Check** dialog, which you can access from the **Manage Pending Hires** tool or the **Add New Employee** page.

Duplicate Check

The following employee(s) match the data you entered under Identification Information.



Name:

Amelia Amber (aamber)

User ID:

aamber

Person ID:

aamber

Status:

Terminated on 31/03/2021

Date of Birth:

06/04

Job Title:

Worker's Health & Safety Director

Legal Entity:

BestRun USA (1710)

Location:

Corporate - US-Atlanta (1710-2002)

ssn:

***-**-5933

Accept Match

Rehire with new employment

Ignore Matches

The level of impact is Med. Get familiar with the Duplicate Check dialog from Manage Pending Hires.

Mass Data Management Supports Job Information

- Mass Data Management now supports Job Information.
- Now it is possible to use Mass Data Management to do bulk change on Job Information data for multiple employees simultaneously.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The screenshot shows the 'effective people' Admin Centre interface. A modal dialog titled 'Create a Mass Change' is open. It contains the following fields: 'Category' (a dropdown menu with 'Position' selected), 'When should these changes take effect?' (a date picker showing '15 Apr 2025'), and 'Title' (a text input field containing 'Position Mass Change 5'). At the bottom of the dialog are 'Create' and 'Cancel' buttons. The background shows the 'Mass Data Management' page with a search bar, a table with columns 'Title', 'Category', and 'Effective Date', and a 'No mass changes defined' message at the bottom.

The level of impact is Low. It's ideal for administrators and HR representatives to simplify the process of updating employee's job data.

Approver Replacement Logic Now Person-Based

Approver replacement in Employee Central workflows has been enhanced and is now person-based.

Approver replacement ensures that an employee who is the subject user of a workflow cannot serve as a step approver. Instead, the system automatically assigns their manager as the step approver.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- Previously, the logic was employment-based (user-based), allowing one employment to approve a request where another employment of the same person was the subject user.
- The logic is now person-based: if the approver is the same person as the workflow subject user, this person will be replaced by the manager of the approver's employment.
- This improved logic also applies to the following:
 - Contributor roles and CC roles
 - Delegation scenarios
- It does not support certain scenarios, such as:
 - Approvers added or updated in Manage Workflow Requests,
 - Workflows for the Position MDF object,
 - Workflows escalated,
 - Workflows having escalation or delegation revoked.

The level of impact is Med. This enhancement strengthens internal controls by ensuring impartial workflow approvals and preventing potential conflicts of interest.

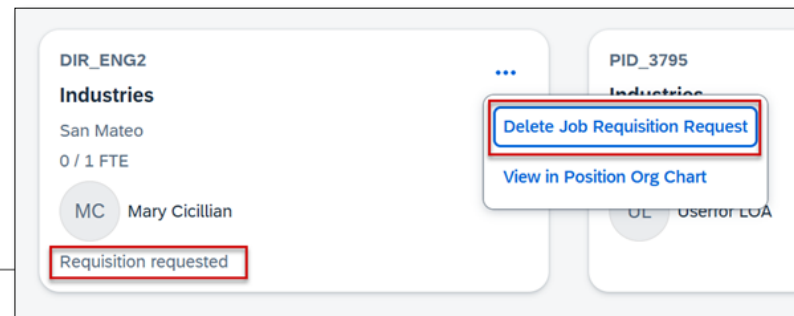
Enhancements to My Team Positions

- Managers can now manage job requisitions on the **My Team Positions** page in Position Management..
- New actions available:
 - Create job requisition
 - View job requisition details
 - Delete job requisition request

Type: New

Lifecycle: General Availability


Enablement: Customer config



The level of impact is Low. This enhancement improves the manager experience.

Joule Available in SAP SuccessFactors Mobile

You can now use Joule, SAP's AI copilot, in SAP SuccessFactors Mobile apps.

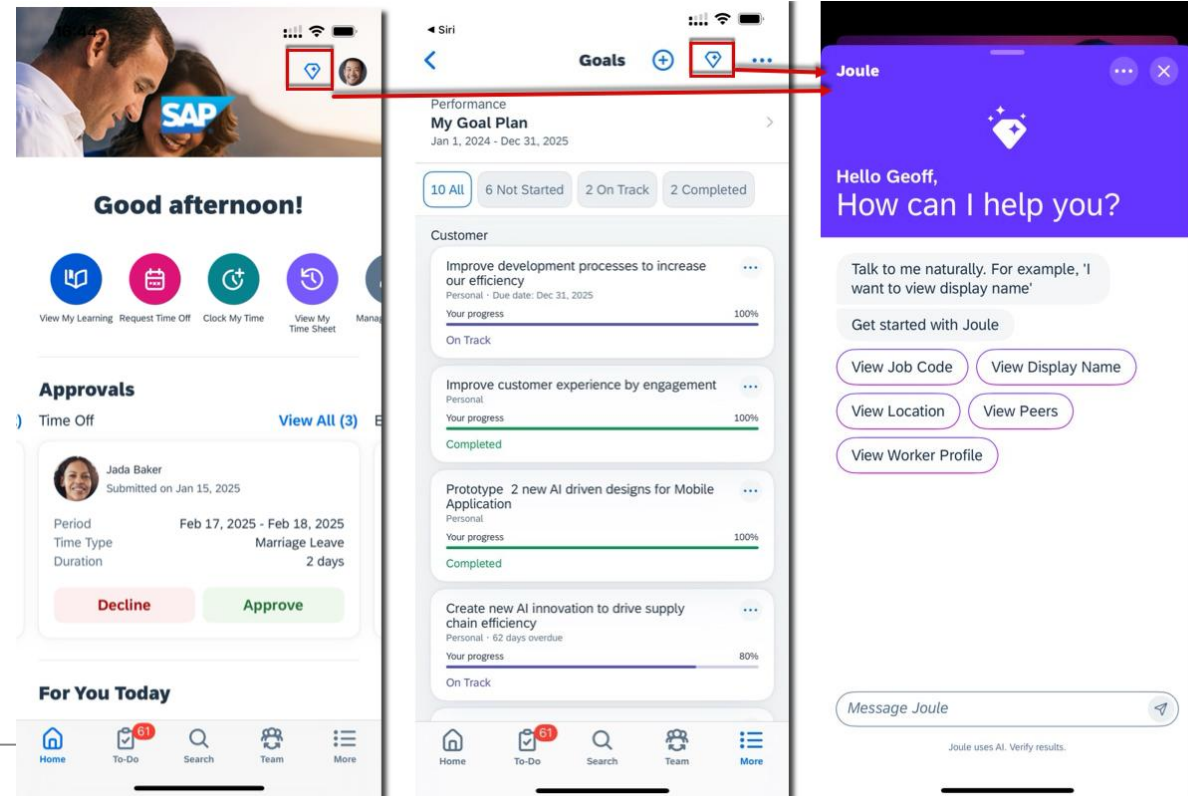
To open Joule, tap on the diamond button in the top bar of the home screen or the landing page of a Mobile feature or module (such as Goals). 

Type: New

Lifecycle: General Availability

Enablement: Automatically on

iOS you can use Siri to open Joule and send questions to Joule. For example, you can say "Hey Siri, ask Joule in SAP SuccessFactors". Then Siri will respond, and you can ask your question which is then directly transferred to Joule.



The level of impact is Low. Get ready for the usage of Joule and AI features, enable it in your system to ease the usage by employees and managers.



Deep Dive Topic

Position Follow-Up Processes

Position follow-up processes after imports and API calls are now handled by an event-based solution

Position follow-up processes for imports are now processed similarly to, Job Information changes, as Manager-Self Service (MSS) changes for example.

Type: New

Lifecycle: General Availability

Enablement: Customer Config

- **Affected imports:**
 - Job Information,
 - Termination Details,
 - Compensation Information.
- **Benefits:**
 - Improved accuracy,
 - Reduced manual intervention,
 - Better integration.
- **Importance:** Maintaining accurate job information is crucial for organizational structure and data integrity.

The level of impact is High. Ensure to get familiar on the new event-based solution to maximize accuracy and efficiency in position management.

Position Follow-Up Processes

- Importing:
 - Importing Job Information records with the events related to termination and inactive employment, "Retired", "Terminated", "Discarded", "Furlough", or "Report No-Show" (RNS), now also triggers Position follow-up processes.
 - In addition, it triggers a synchronization to job relationships when the employment of an employee with a matrix position is terminated.
- Error Handling:
 - The legacy Import Queue Monitor has been replaced with the Admin Alerts tool. The system now creates admin alerts for errors in follow-up processes during import, so you can resolve them using the Admin Alerts tool.
- Job Scheduler
 - Position follow-up processes are no longer executed as scheduled jobs. All the follow-up processes for API and Import run asynchronously, irrespective of the number of records.
- Import Checks
 - Forward propagation now works independently, no need to set the "Enable Forward Propagation during Incremental Import" setting under permission roles.
 - Business rules now run according to the follow-up logic, no need to set the permission "Enable business rules for selected entities".

Position Follow-Up Processes - Configuration Requirements

1. Make sure you have permission Miscellaneous -> Centralised Services HRIS Event Publishing Configuration
2. Make sure there is an entry created on the MDF object "Centralized Services HRIS Event Publish Configuration" with the following settings:
 - Effective Status = Active.
 - Enable Event Publish = Yes.

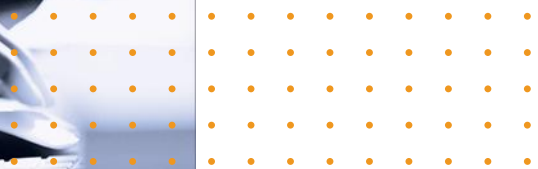
The screenshot shows the 'Manage Data' interface in the Effective People Admin Centre. The search filters are set to 'Centralised Services H...' and 'HrisSLEventPublishCo...', with 'Include Inactive Records' set to 'No'. The 'Create New' button is labeled 'No Selection'. The configuration details for 'Centralised Services HRIS Event Publishing Configuration: HrisSLEventPublishConfig (HrisSLEventPublishConfig)' are displayed, showing 'External Code' as 'HrisSLEventPublishConfig', 'Effective Status' as 'Active', and 'Enable Event Publish' as 'Yes'. A 'Take Action' button is visible on the right. The footer indicates the record was updated by 'Effective People(v4admin)' on Thursday, 10 April 2025 05:40:09 CEST.

Note:

- This object enables Centralized services to publish events for imports and API calls, which are a prerequisite for the Position follow-up processes.
- SAP created this record automatically for customers with Position Management Import settings enabled before 1H2025 release
- It needs to be manually created for new customers.



Product Road Map



Product Road Map

Highlighting the road map plans for next release and next year.

Q4 202513

Collapse All

Employee Administration

FUTURE RELEASE

Additional features for org charts

- Select an org field such as location, legal entity, division, or department
- Retrieve data from the employee profile (user info)
- Honor existing field permissions
- Show data on the org chart and on a printout
- Allow configuration to include one additional org information field (global configuration)

SAP SuccessFactors Employee Central

Open

FUTURE RELEASE

Creating compensation data in compliance with predefined...

FUTURE RELEASE

New people profile - workflow details page

FUTURE RELEASE

New people profile: full profile (edit)

Enable customers to use the edit of selected entities in SAP SuccessFactors Employee Central in the new design, which includes:

- Edit view in a separate full page
- Comprehensive new design when editing an entity
- Easy-to-consume overview

SAP SuccessFactors Employee Central

Open

FUTURE RELEASE

New people profile: full profile (history)

- Use the history of selected effective-dated entities from SAP SuccessFactors Employee Central in the new design
 - View history in a separate full page
 - Display all records of an effective-dated entity in their chronological order
- Get a detailed overview of changes between two time slices
- Enable managers, admins, and employees to efficiently pinpoint necessary information (for example, by enabling data filtering for specific time frames)
- Enable admins to view data, insert records, edit existing ones, and delete records

SAP SuccessFactors Employee Central

Open

FUTURE RELEASE

Support for process insights and HR policy FAQ through AI

- Support for process insights and reporting capabilities using the Joule copilot
- Support for an AI-driven HR policy FAQ in the cross-system worklist UI

SAP SuccessFactors Employee Central

Open

Q2 20263

Collapse All

Employee Administration

FUTURE RELEASE

Employee financing using funds commitments in SAP S/4HANA using...

FUTURE RELEASE

New People Profile - Actions

- Use the actions of the legacy profile in the new design, including manager self-service actions in SAP SuccessFactors Employee Central such as termination or adding global assignments
- Provide an intuitive overview of key data
- Help managers, admins, and employees identify the right information more easily and quickly, enabling them to more efficiently take an action using an optimized experience
- Access newly designed actions right from the profile preview or full profile

Note: The latest people profile mobile experience is similar to the web experience. Most content and functionality of the latest experience is available on both web and native mobile applications. Detailed documentation describes any functional differences between the platforms.

SAP SuccessFactors Employee Central

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Position Budgeting and Control


FUTURE RELEASE

Position budgeting control for cloud – error handling powered by AI

AI-assisted error handling while using the employee financing process supported by the position budgeting control for cloud component

SAP SuccessFactors Employee Central

Open



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