



SAP SuccessFactors

Onboarding

1H 2025 Release Briefing

By Sangram Padhi





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Agenda

- Most Important Topics
- Other Release Features
- Product Road Map





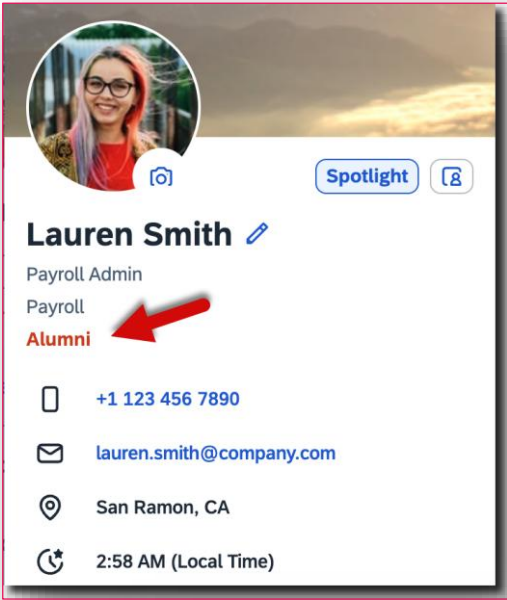
Most Important Topics

Alumni Experience - Post Employment System Access

- The Alumni experience gives former employees access to the system after their employment ends.

Benefits:

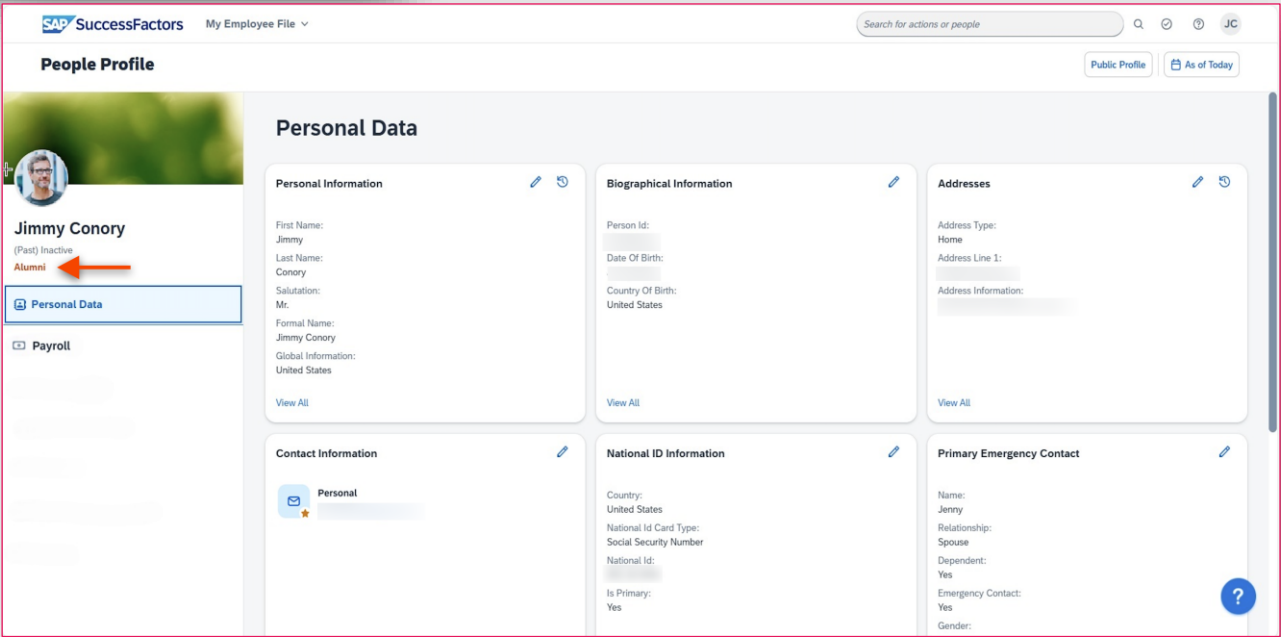
- This feature enables former employees to access their personal information and important documents after leaving the organization.
- Reduces inquiries to Human Resources and support staff.
- Enable downloading of documents



Type: New

Lifecycle: General Availability

Enablement: Customer configured



The level of impact is High.

Document Migration from Onboarding 1.0 to Onboarding

- Enable customers to migrate a document library from SAP SuccessFactors Onboarding to document management functionality
- Automatic migration that reduces the need for manual intervention during transition from the legacy solution

Benefits:

- Improve storage management
- Enhance the user experience
- Offer scalability
- Integrate with purge functionality

The level of impact is Medium.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The screenshot shows the SAP Admin Center interface for creating a job request. The breadcrumb trail is 'Admin Center / Scheduled Job Manager / Create Job Request'. The main heading is 'Create Job Request' with a subtext: 'Create a scheduled job request. Required fields are marked with an asterisk (*).' The form is divided into two sections: 'Job Definition' and 'Job Occurrence'. In the 'Job Definition' section, the 'Job Name' is 'Onboarding 1.0 Document migration initiation job', 'Job Type' is 'Initiate Onboarding 1.0 Document Migration Job', and 'Job Owner' is 'adminL adminL'. A 'Job Parameters' section contains a blue box with prerequisites and cautionary considerations. The prerequisites include ensuring storage space, removing unnecessary documents, and completing onboarding for inflight candidates. The cautionary considerations state that updates won't be synced after migration and the request can't be paused or cancelled. A dropdown at the bottom of the parameters section is set to 'YES' for confirming compliance.

SAP Admin Center ▾ Search for actions or people 🔍

Admin Center / Scheduled Job Manager / Create Job Request

Create Job Request

Create a scheduled job request. Required fields are marked with an asterisk (*).

▼ Job Definition

Job Name: * Onboarding 1.0 Document migration initiation job

Job Type: * Initiate Onboarding 1.0 Document Migration Job ▾

Job Owner: * adminL adminL x 🔍 ⓘ

Job Parameters:

Prerequisites Before Initiating the Migration Job:

- Ensure there is enough storage space in the DMS system for the migration. If additional space is required, purchase it beforehand.

Note: Migration requests will fail if the volume of documents to be migrated exceeds the available storage capacity.

- Remove documents that are no longer needed.
- Remove documents are in unsupported formats.
- Complete onboarding for inflight candidates.

Cautionary Considerations Before Initiating the Migration Job:

- After migration, any updates made to documents in Onboarding 1.0 won't be synced with the DMS.
- Once the migration request is initiated, it can't be paused or cancelled.

Confirm compliance with the prerequisites and cautionary considerations * YES ▾

▼ Job Occurrence

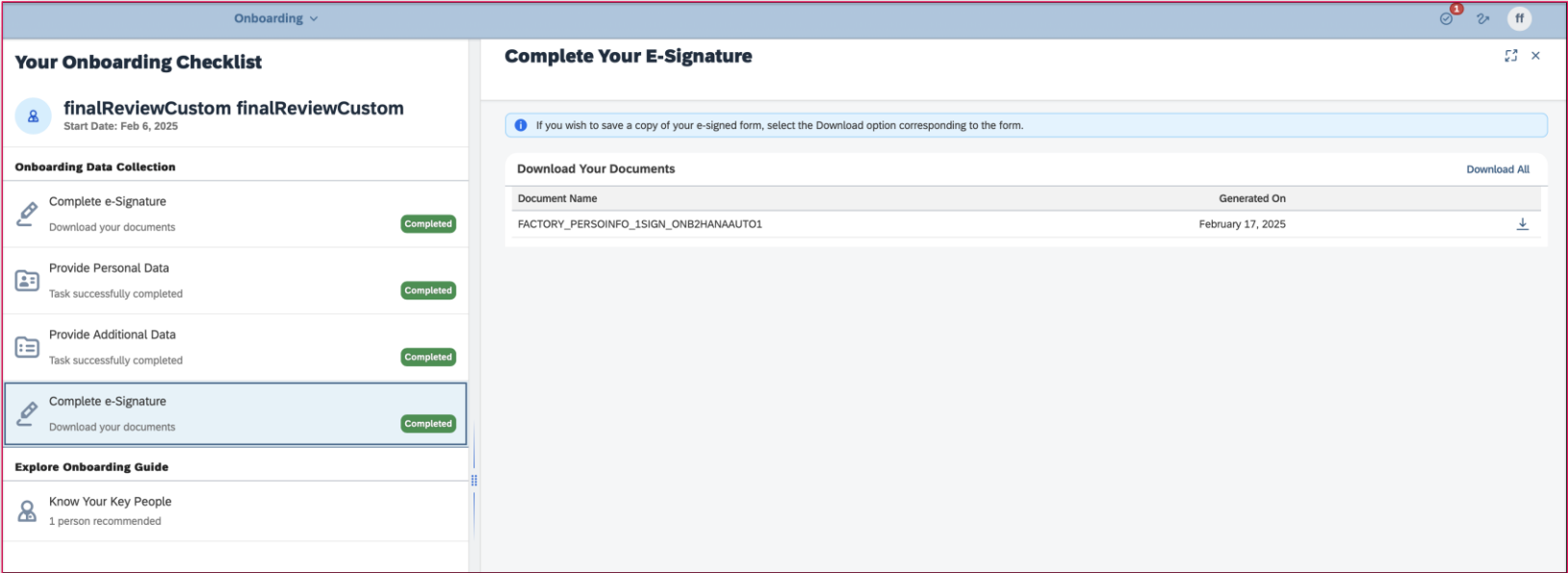
Enhanced Document Flow Support for Corrections after Final Review Step

- When a data correction is requested in the Final Review, the Document Flow now regenerates documents with the corrected data
- This enhancement is crucial for maintaining the integrity of document flow and ensuring accuracy in the documents generated post data correction.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on



The level of impact is Medium.



Other Release Features

Simplified Print Forms Service Credentialing and Provisioning

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

You can now experience a more efficient process for Print Forms Service (PFS) generation in SAP SuccessFactors Onboarding

Benefits:

- P-User ID is no longer required to enable PFS, removing the need to renew its password every six months.
- Provisioning for PFS tenants is automated, removing the need for manual requests.
- PFS process is simplified and needing far less maintenance

The level of impact is Low.

Restart Compliance Process

As an administrator, you can now restart the compliance process for new hires individually.

Benefits:

- You can update a new hire's data after completing the compliance process.
- Include any compliance forms that weren't assigned when the compliance process was initiated.
- Include new versions of the compliance forms after completing the compliance process.
- Re-trigger the compliance process if an issue arises.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Back to: Admin Center

Manage Data

Search

Restart Compliance Pro... ▾

No Selection ▾

No ▾

Create New

No Selection ▾

Restart Compliance Process:

externalCode *

onboardingProcess *

restartReason *

No Selection ▾

Click or focus to edit

+

Save

Cancel

The level of impact is Low.



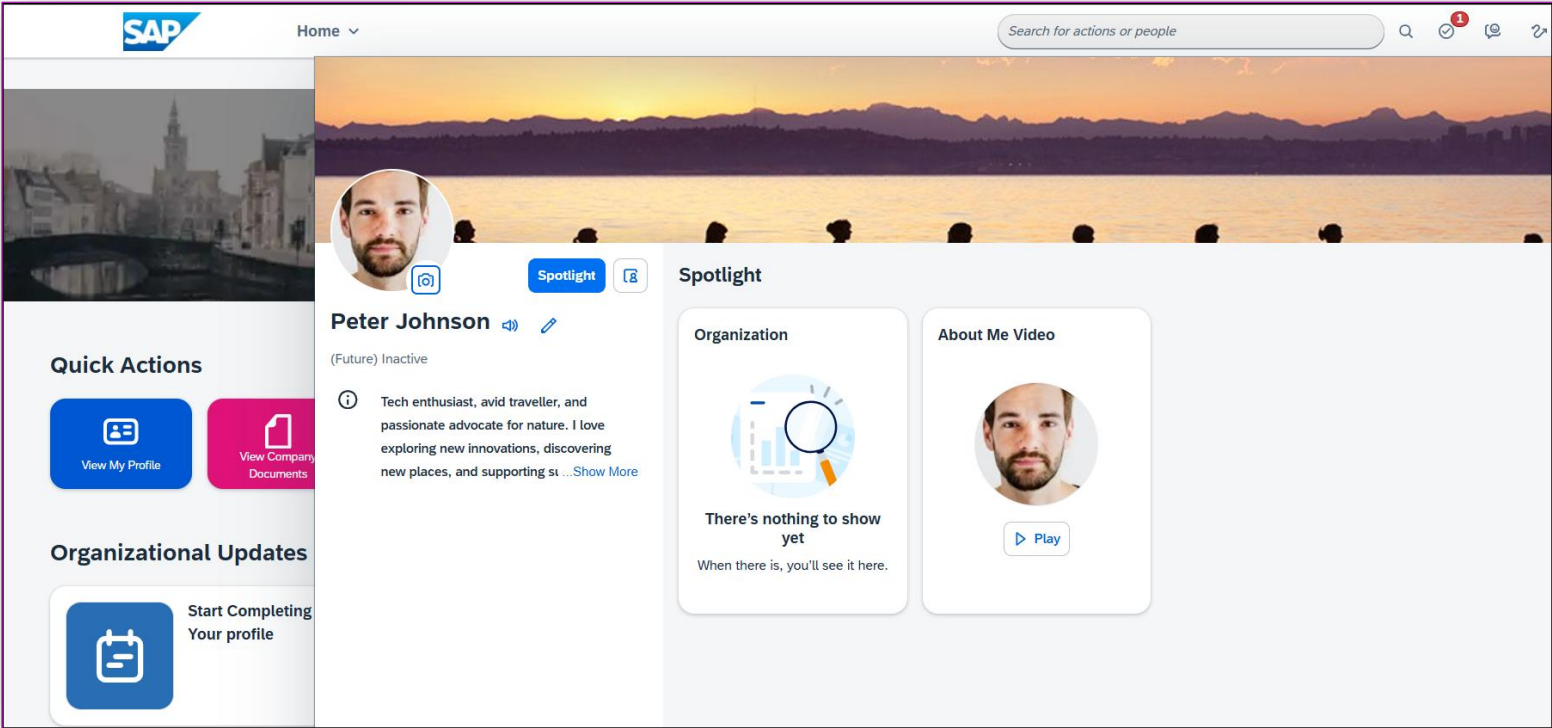
Spotlight Access for Onboarding New Hires

New hires can now access and personalize their Public Profile. This option is available from the user profile icon that is displayed on the top-right corner of the home page.

Benefits:

- This enhancement allow new hires to boost self-branding by making their information available to HR managers and other responsible users.
- New hires can upload their video in the About Me Video card.
- Helps in fostering internal connections.

Type: New
Lifecycle: General Availability
Enablement: Automatically on



The level of impact is Low.

Change in Legal Entity Transfer Flow

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

An employee transferred from one legal entity to another within the organization using Legal Entity Transfer can now begin their new employment on the Start Date only after completion of Manage Pending Hire.

Benefits:

- This prohibits from being available in downstream integrations too soon
- This feature helps to mitigate unwarranted custom intervention.

The level of impact is Low.

Enhancement to Rehire on Old Employment

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

This enhancement allows rehires to use their newly generated username to perform the assigned tasks without any interruption, thereby improving the rehire process.

Benefits:

- Newly generated username will no more be replaced with the one from their previous employment in the middle of rehire process.

The level of impact is Low.

Enhancements in Onboarding Process for Internal Hires

The enhanced internal hire process, which is based on the functionalities of Centralized Services in Employee Central, is now enabled by default for all customers.

- Enable Enhanced Internal Hire Process switch is now automatically enabled.
- Only the Enable Additional Internal Hire Activities switch continues to be available.

The internal hire process now displays tasks with the label Internal Transfer (only when there is an ongoing onboarding process) to distinguish them from the onboarding tasks for a new hire.

Type: New
Lifecycle: General Availability
Enablement: Automatically on

Admin Center /

Onboarding General Settings

Process Settings

This switch allows you to utilize additional functionalities like Workflow, Crossportlet rule, Position to Job info sync, and Position follow up activities for the internal hire onboarding process initiated from Recruiting.

Enable Additional Internal Hire Activities ☒

Your Onboarding Guide (2)

Your Onboarding Guide

Explore the onboarding guide

Helpful resources for your employment

Your Onboarding Guide

Explore the onboarding guide

Helpful resources for your employment

Internal Transfer

The level of impact is Low.



Enhancement to the E-Verify Further Action Notice Process

For E-Verify Tentative Nonconfirmation (TNC) employment verification case result, hiring managers can now choose to complete the FAN process within the onboarding program or use the pre-existing offline process

Benefits:

- Provides a more secure and streamlined user experience for the Tentative Nonconfirmation case
- Manager can create Onboarding Checklist task and allow New Hire to respond and sign the FAN.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

SAPHomeadmin199+24

Manual Form I-9 and E-Verify Process

E-Verify Tentative NonConfirmation

You have options share the TNC details through an onboarding task or via email. New Hire will have 10 federal days to respond to the Further action notice (FAN) and get the mismatch corrected.

Download FAN Document.

Download English FAN

Date Uploaded: 02/24/2025 - File Size: 94358

or

Download Spanish FAN

Date Uploaded: 02/24/2025 - File Size: 143590

Review New Hire Information

Review the employee/new hire information in the Employee Information section and verify that it matches the information provided by the employee.

New Hire's FAN Information

First Name

Social Security Number

Last Name

A-Number

Date of Birth

New Hire Information provided in the FAN is: *

Correct. Create an onboarding task for New Hire

Correct. Connect with New hire offline

Incorrect. Resolve missing or incorrect information. Close this case and correct the new hire's Form I-9 Section 1 information before creating a new case.

Submit CaseClose

The level of impact is Low.

Enhancements to Onboarding Integration Setup Page

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

You can now select a new option called Apply Onboarding to Job Requisitions via Business Rule to Define Eligibility for Onboarding Initiation from the Onboarding Integration Setup page and configure a dedicated business rule to define the eligibility for onboarding initiation.

The level of impact is Low.

Mass Initiation of Onboarding via API

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

You can now onboard multiple candidates at once using the Mass Initiate Onboarding REST API.

Only when onboarding is initiated through an external Applicant Tracking System (ATS), you can use this API to trigger the mass initiation operation.

Benefits

- Initiate mass onboarding
- Improve time to hire
- Reduce bottlenecks and data errors

The level of impact is Low.

New Hire

```
{
  "newHireCreateJourneyRequests": [
    {
      "firstName": "abcdefgh",
      "lastName": "test",
      "email": "abc1.test@test.com",
      "userName": "abctest12356",
      "startDate": "2025-06-06",
      "manager": "adminb1",
      "company": "1810",
      "eventReason": "New Hire",
      "status": "INITIATE",
      "userId": "abctest12356",
      "journeyType": "ONBOARDING",
      "journeySubType": "NewHire",
      "initiatorDetails": {
        "atsApplicationId": "abcatstest"
      }
    },
    {
      <Another candidate detail>
    }
  ]
}
```

Poly Role-Based Permissions Support for Onboarding Custom Tasks

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Administrators can now assign multiple Role-Based Permission (poly RBP) roles to custom tasks. This enhancement allows you to restrict and grant access to custom tasks for more than one permission role.

Custom task access can be restricted within a permission role-based target criteria. This ensures that only the assigned tasks appear for users assigned to particular roles.

The level of impact is Low.

Custom Tasks Step Attachments available in New Hire

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

When a new hire uploads an attachment for a custom task, the hiring manager or onboarding participant can view the documents from Manage Documents as well as from the **New Hire Details Page > Onboarding Documents**.

This enhancement improves the hiring manager and onboarding participants user experience by allowing them to easily view uploaded attachments.

Onboarding Documents			
Document Name	Category	Generated On	Actions
pp1.png	CUSTOM_NEW_HIRE_DOCUMENT	April 10, 2025	Download

The level of impact is Low.

Support for Country/Region Compliance Forms for Global Assignments

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

As an administrator, you can now support the country/region compliance forms for global assignments.

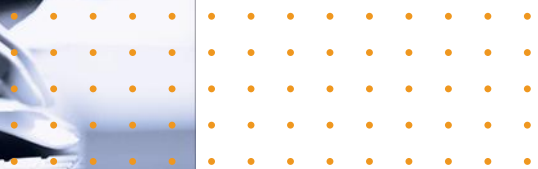
The country/region compliance forms for an employee with a global assignment are now automatically assigned. The assignment is based on the hostcountry and hoststate provided during personal data collection.

The screenshot displays the SAP Employee Files interface for a 'People Profile'. The profile is for 'Administrator Demo' (San Mateo (US_SFO), (Future) Inactive - Global Assignment). The 'Global Information' section shows 'United States' with a 'View All' link. The 'Addresses' section is highlighted with a red box and contains two entries: 'Home' (New York, New York, 56765) and 'Host Country' (Arizona, Arizona, 56890), both with 'View All' links. The 'National ID Information' section shows 'Country: United States'.

The level of impact is Low.

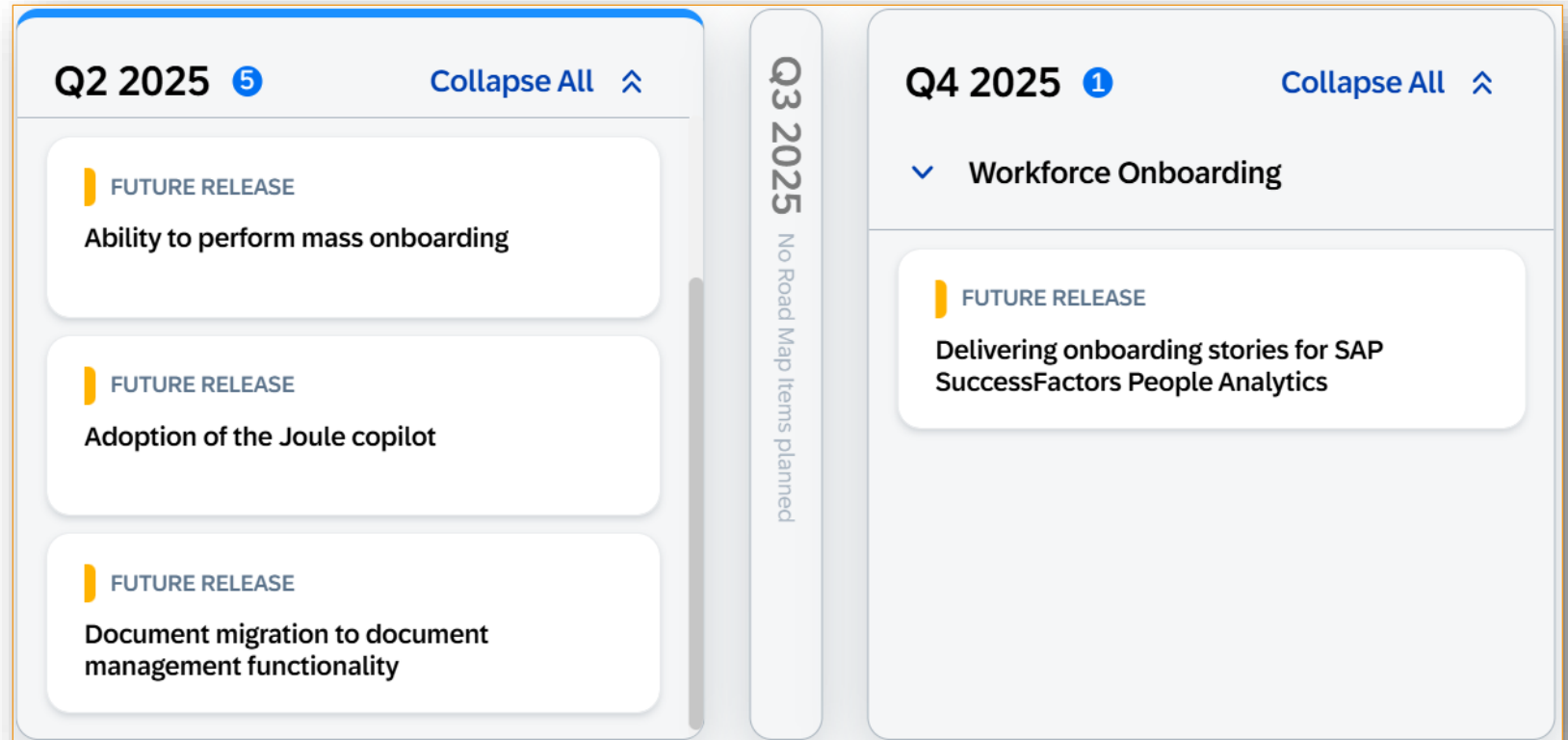


Product Road Map



Product Road Map

<https://roadmaps.sap.com/board?PRODUCT=67838200100800006242&range=CURRENT-LAST#Q2%202025>





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