



SAP SuccessFactors

Platform

1H 2025 Release Briefing

By Dirch Cornelsen





Dirch Cornelsen

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SuccessFactors Experience: Since 2009

Dirch Cornelsen is the SME of SAP Talent Intelligence Hub and a highly experienced SAP SuccessFactors Solution Architect at Effective People.

With over 12 years of experience in IT and HR, he has worked in various capacities, including as a consultant, solution advisor and solution architect. Dirch has extensive knowledge in all areas of the SAP SuccessFactors suite, and he is a certified SAP SuccessFactors consultant in Recruiting, Onboarding, Learning, Performance & Goal Management and Employee Central.

Agenda

Most Important Topics

Deep Dive Topic

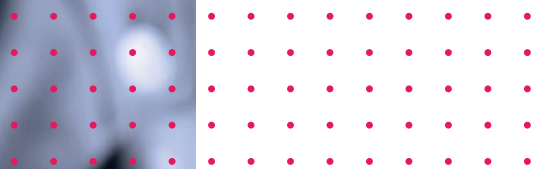
Other Release Features

Product Road Map





Most Important Topics

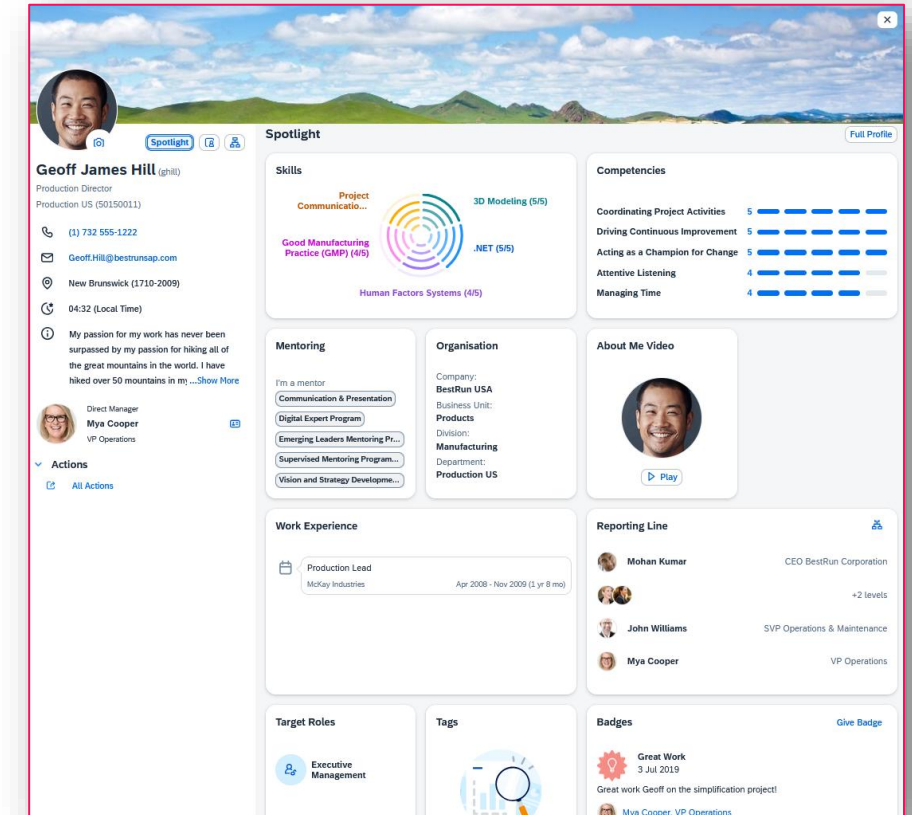
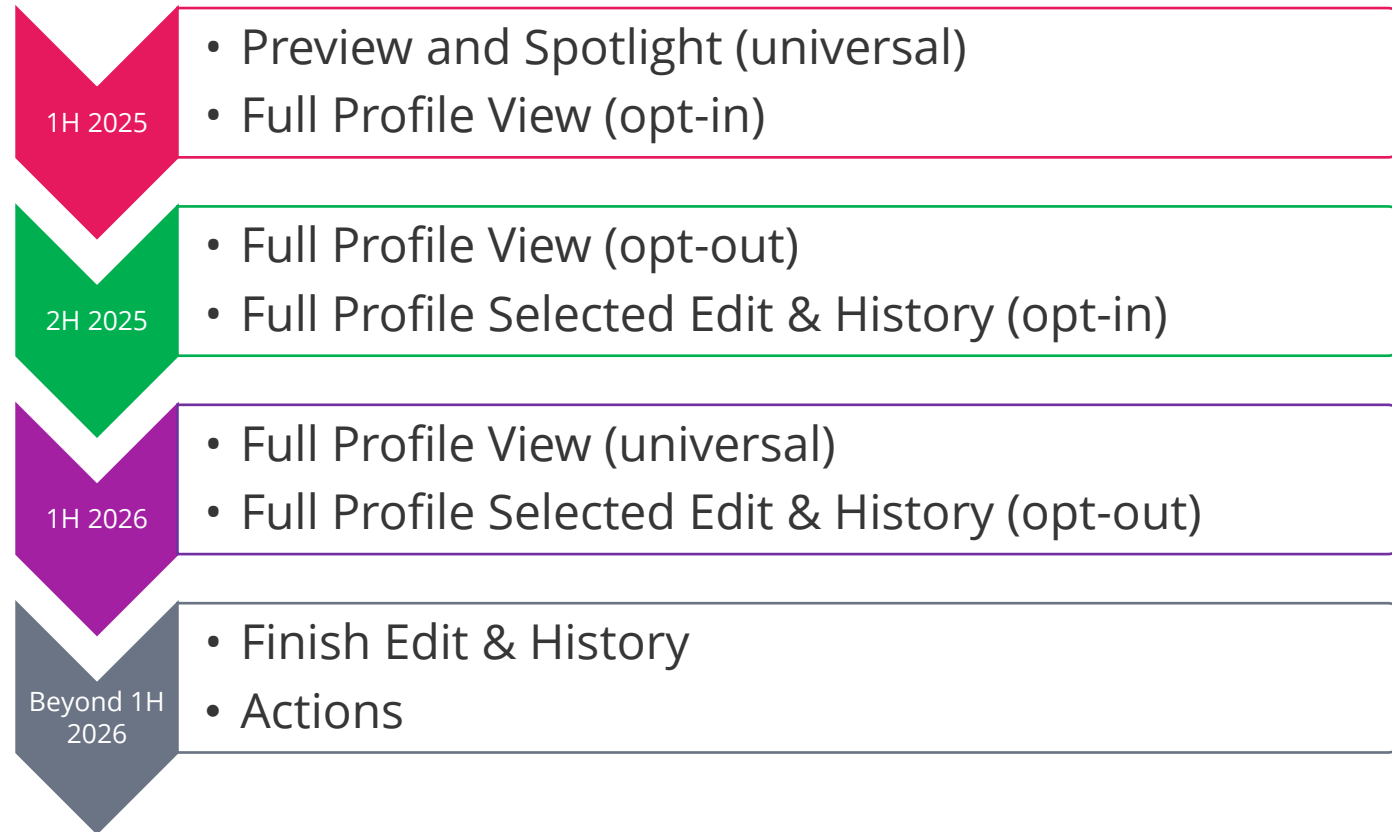


Full People Profile Roll out plan & Preview and Spotlight Universally Available (Web & Mobile)

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on



The level of impact is Medium.

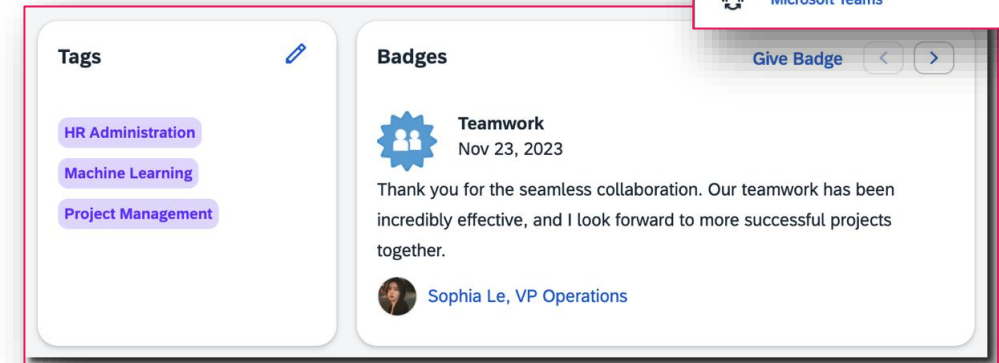
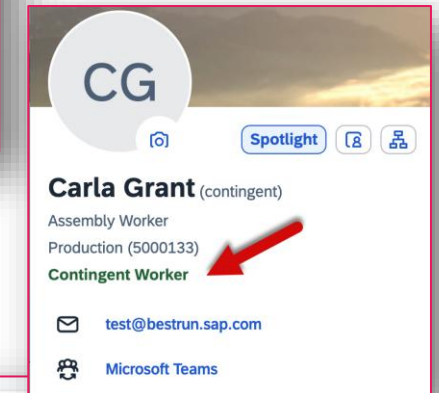
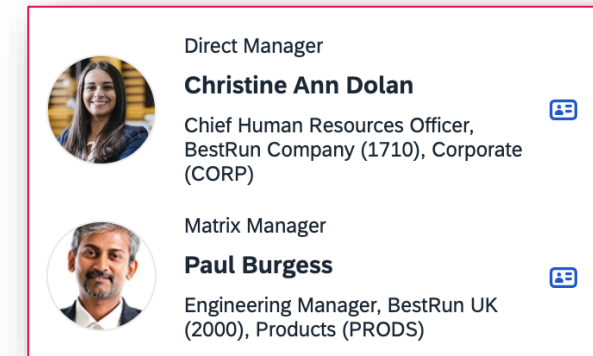
Preview and Spotlight Enhancements

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on /
Customer configured

- Preview
 - Display of additional managers & Access to manager's profile
 - Employment/Alumni indicator
 - Administrators can now create a data privacy consent statement (DPCS) for profile pictures. The statement is displayed when employees edit their own profile pictures and they can decide whether they accept the DPCS and agree to the use of their pictures in other systems where shared.
 - You can now control whether to show either the primary employment only or all active employments in the employment switcher on the Profile Preview and Spotlight of the People Profile.
- Spotlight
 - Tags card is now available for employees to view and add tags that highlight skills or interests.
 - Employees can now give badges to anyone and delete any that they've given or received on Spotlight.



The level of impact is Medium.

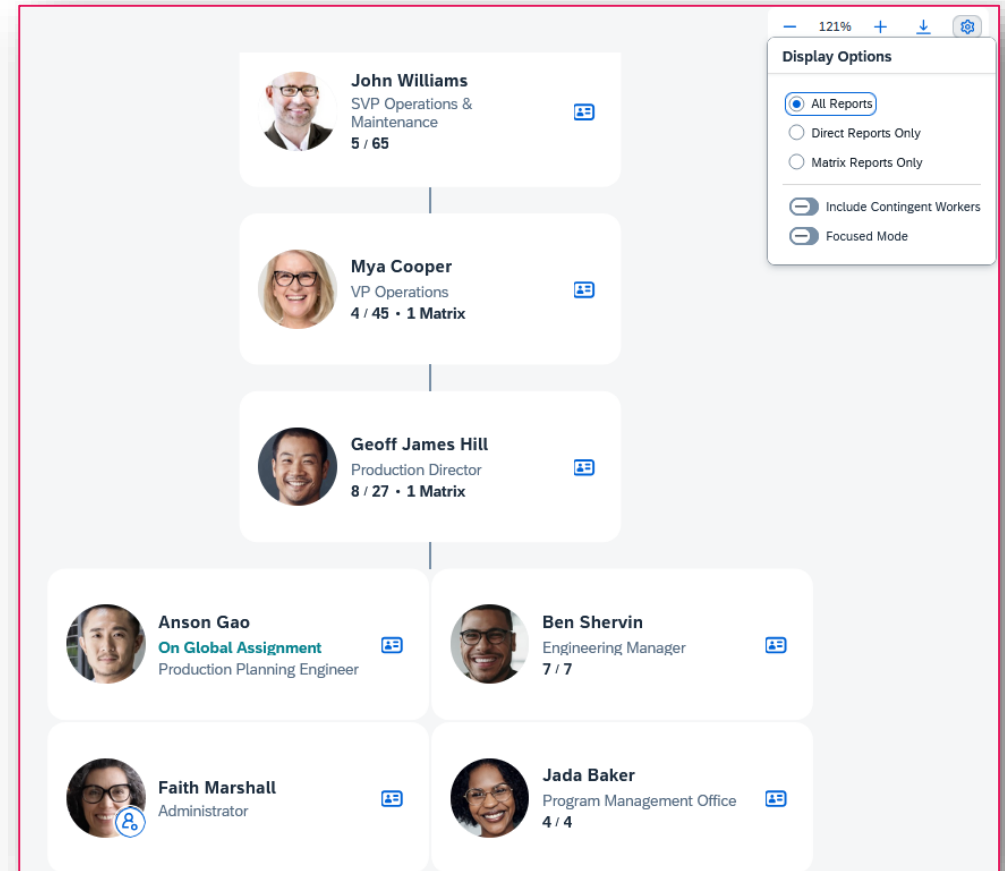
Latest Org Chart Universally Available (Web & Mobile)

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- Matrix Manager Count Available in the Latest Org Chart
- Options to Hide Contingent Workers in the Latest Org Chart



The level of impact is Medium.

Talent Intelligence Hub

The Talent Intelligence Hub follows a different schedule than some of the normal release items.

Please check out all changes to TIH here:

[Talent Intelligence Hub](#)

Various enhancements have been done to the Talent Intelligence Hub – Here are some of the highlights:

- **New AI Settings for AI-Assisted Skills Architecture Creation**
 - You can extract skills from job profiles in Job Profile Builder and job requisitions in Recruiting and create an AI-based skills library. The new. This is done through:
 - Long and short descriptions of job profiles which are not position-based job profiles.
 - Descriptions of the three most recent job requisitions for a job role.
- **Enhancements to AI-assisted Skills Architecture Creator**
 - Allows you to get delta extracts for better maintenance
- **Workflow Support for Proficiency Level Changes for an Attribute**
- **Proficiency-Based Learning Suggestions in Growth Portfolio**

WalkMe Digital Adoption Platform (DAP) integration

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- To improve adoption capabilities 11 free embedded walkthroughs were added.
- How you connect to WalkMe has been enhanced including more control over your WalkMe content.
- Need to switch to English US for now

Admin Center / Configure Digital Adoption Platforms

Configure Digital Adoption Platforms

WalkMe Digital Adoption Platform Third-Party Digital Adoption Platform Vendors

WalkMe

By default, your employees can't see both Customer-Managed content and SAP SuccessFactors-Managed content at the same time. To show both at the same time, import SAP SuccessFactors-Managed content into your WalkMe system. After you import, you manage a copy of the SAP SuccessFactors-Managed content, in your WalkMe system, at the System URL, where you can modify or enhance it for your company.

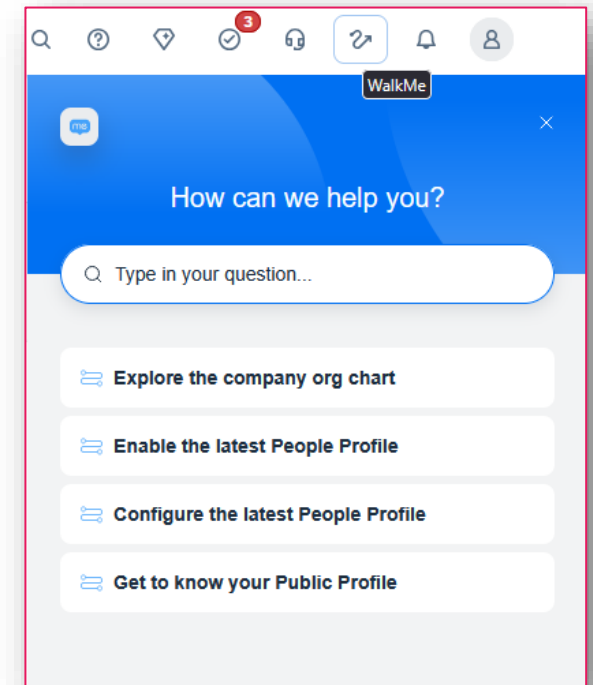
Enable WalkMe:

☒

Content Type:

☒ SAP SuccessFactors-Managed

☐ Customer-Managed



The level of impact is Low.

See <https://help.sap.com/docs/successfactors-release-information/8e0d540f96474717bbf18df51e54e522/018a8cb74e244cf1b848d96746c311b2.html>

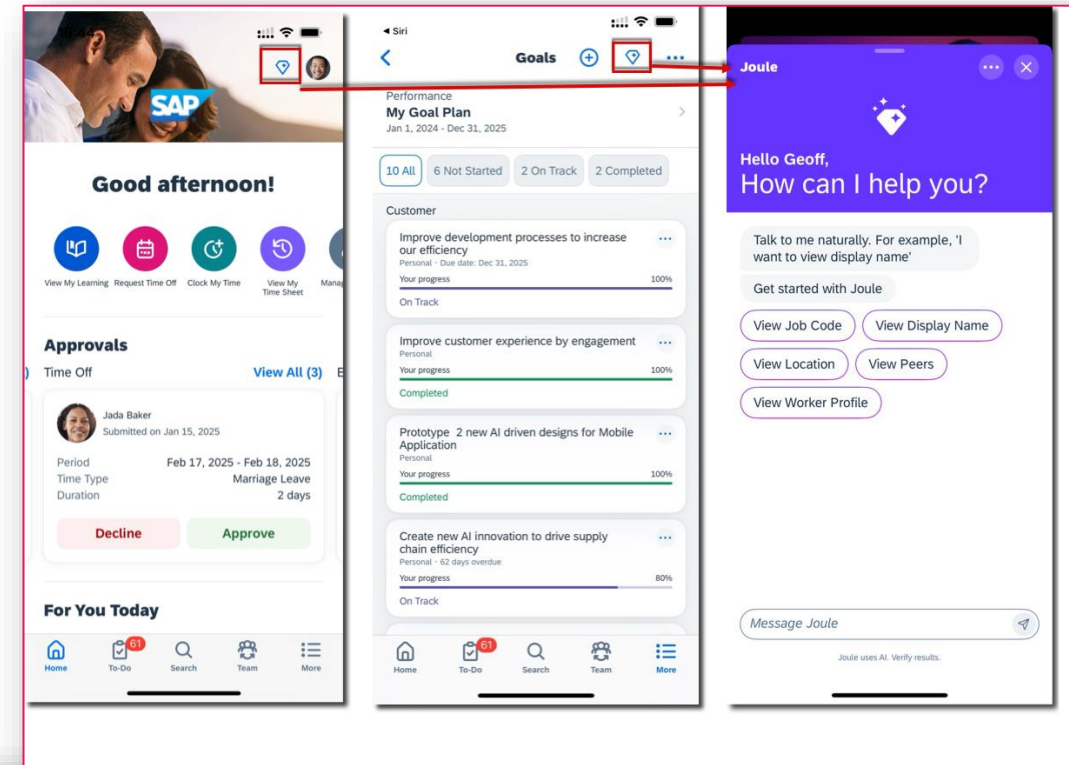
Joule

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

- Joule now in 11 languages and Joule can understand languages other than those officially supported, but the response will be provided in the language set by the associated SAP application.
- Joule Available in Mobile
 - 111 Use cases (1 Informational, 8 Navigational, 102 Transactional)
- Document Grounding
 - New UI for Explain Pay Use Case for ECP to maintain meta data like Legal entity, Country and Valid from/to dates.
 - Support of images JPEG, JPG, PNG, TIFF. Images embedded in documents are not currently supported



Admin Center / Manage Document Grounding / Connect Files From Microsoft SharePoint

Connect Files From Microsoft SharePoint

Step 2 of 2: Add Metadata

Selected File	AI Use Case
2025guideline.pdf	AI Use Case: * Explain Pay Statement
	Legal Entity: * Country Template GB (GB01) x
	Valid From: Jan 1, 2025

The level of impact is Low.
Check updates on a monthly basis.

SAP Business AI

Embedded AI

- Interview Feedback Insights
- Performance Review Insights
- Successor Insights
- 360 Review - Sentiment Analysis
- Assisted Team Goals
- Bulk Content Translation
- Extended AI Locales

Q&A Capabilities

- Explain Pay
- Manage Document Grounding (Admin)

Employee Central

- Update vacancy of position
- Update FTE of position
- View auto-delegation details
- Create auto-delegation
- Update auto-delegation
- Turn off auto-delegation
- View employer

Time

- Create Time Off

Recruiting

- Provide Interview Feedback

Onboarding

- Complete offboarding task

Benefit

- View my enrolled benefit

CDP

- View my target role
- View my current role

ESM Integration

- ESM ticket deflection
- ESM ticket creation (planned beyond 2505)

Platform

- Fix login Issue

Legend

- Generative AI Features
- Joule Features

Type: New

Lifecycle: General Availability

Enablement: Customer Engagement Executive or Account Manager

- **SAP AI Units are required for use of Premium AI Features**

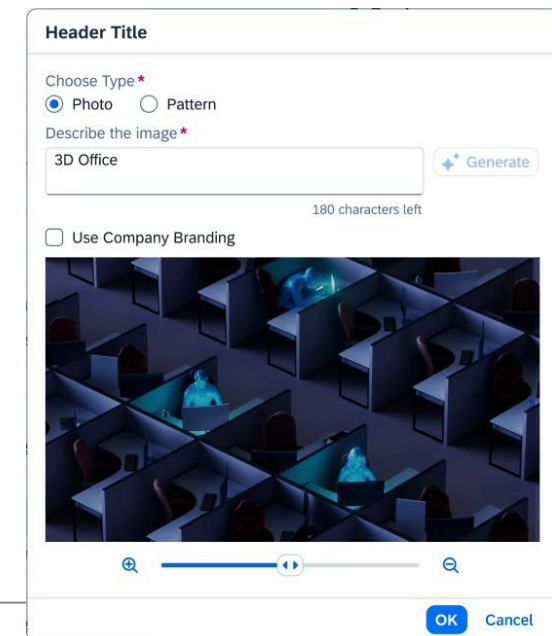
- The Explain Pay feature supports only English and will support other languages later. The feature is for customers in US, UK and Australia and will be expanded later.
- View Employer Information available with the production release

The level of impact is Low. Effective People recommends that you review this as part of your strategy for adoption of generative AI.

SAP Business AI

SAP AI Units are required for use of Premium AI Features

- Bulk Content Translations
 - Instantly translate picklist values from one source to multiple languages
 - Translations for job description forms and learning content will be targeted in future releases
- Assisted Writing
 - Job Profile Builder (Job Description sections, Job Profile sections)
 - Recruiting (Offer Letter, Schedule Interview, Contact Candidate, Job Posting (Agency comments))
 - And more
- Image generation (only Learning content for now)
 - Banners, Custom Cards, Courses, Programs, Curricula



The level of impact is Low.
Effective People recommends that you review this as part of your strategy for adoption of generative AI.



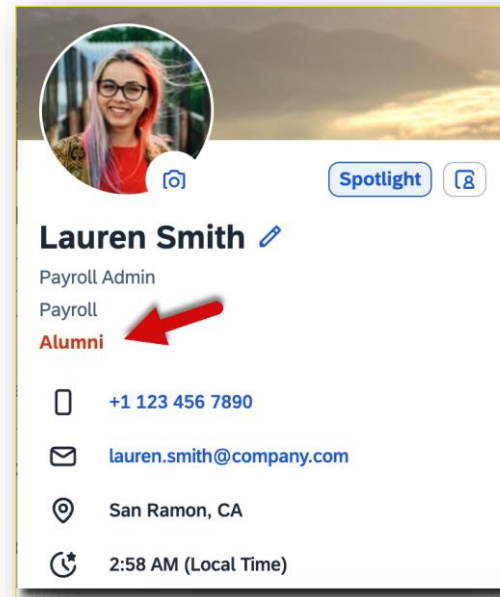
Deep Dive Topic

Alumni Experience - Post Employment System Access

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

Benefits:

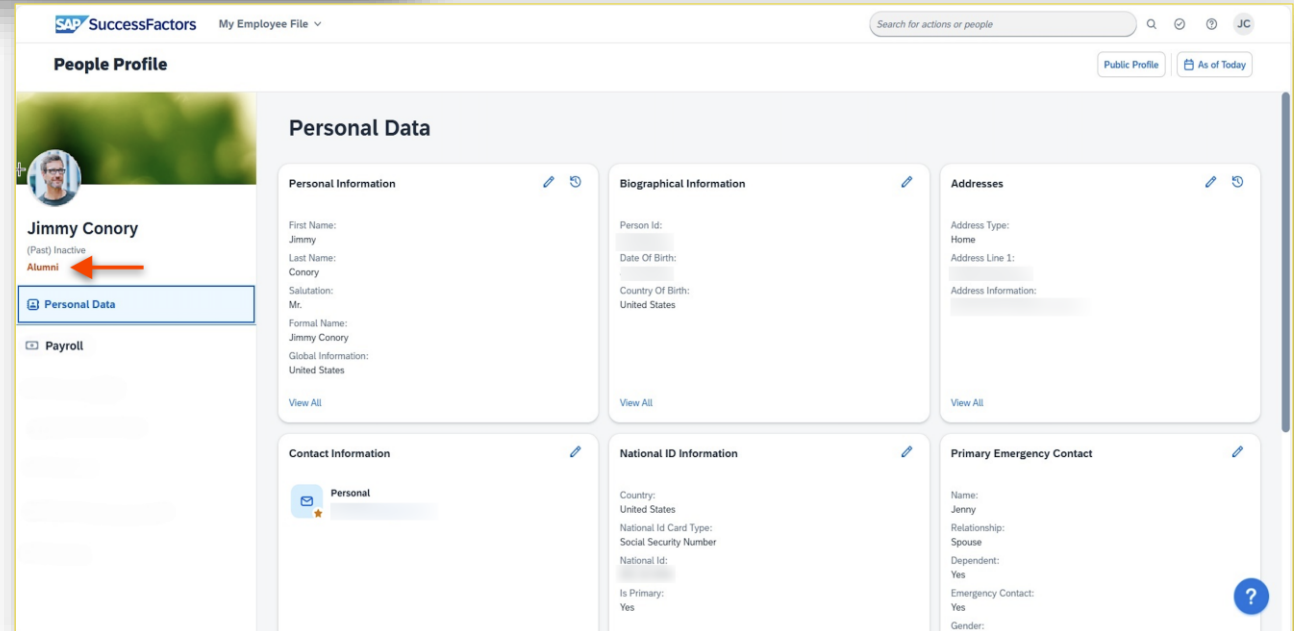
- This feature enables former employees to access their personal information and important documents after leaving the organization.
- Reduces inquiries to Human Resources and support staff.
- Enable downloading of documents



Type: Changed

Lifecycle: General Availability

Enablement: Customer configured



Alumni Experience

- View Payroll Information
- Home Page cards
- Global Header Search
- Authenticate into SAP SuccessFactors Using Identity Authentication
 - User Type: Alumni
- Data Privacy Consent Statement
- Role-Based Permissions
 - You can now create permission roles, role assignments and permission groups for alumni.
- Manage Login Accounts
- Excluding Alumni from IP Restrictions
- API
 - Alumni User Type Supported in SCIM APIs
 - Alumni User Type Supported in RBP OData APIs
 - New Property isAlumni in User OData V2 API



Other Release Features

General Display Name

General Display Name
Automatically On for All
Customers

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- Employees' chosen names are displayed consistently in all interactions where a legal name isn't required, while administrators and HRBPs can also access a person's legal name whenever needed.

The level of impact is Low.

The screenshot displays a user profile for Paulo Moreira (pmoreira), a Production Director. The profile includes a profile picture, a cover image, and a bio. A red arrow points from the 'Items per page' label to the 'Paulo Moreira' entry in the 'Hiring Manager' list. The list shows several entries with progress bars. The profile details on the right include location (Sao Paulo), time (11:45 PM), and a bio about hiking.

Hiring Manager	Progress
Silvia Candido	[Progress Bar]
Ralph Brunnert	[Progress Bar]
Paulo Moreira	[Progress Bar]
Paulo Moreira	[Progress Bar]
Paulo Moreira	[Progress Bar]
Paulo Moreira	[Progress Bar]

Manage Login Accounts

You can now grant employees field-level permissions to manage their own account data.

But three new permissions under the Manage Identity Account and Group permission category: *View Account Data*, *Edit Account Data*, and *Unlock Login Accounts* seem to be missing. Expected with the Production Release date as the Joule Fix SF Account Login Issue Use Case for locked accounts.

The level of impact is Low.

- A person can have multiple users but only one login account.
- [Implementation Guide](#)

Type: New

Lifecycle: General Availability

Enablement: Customer configured

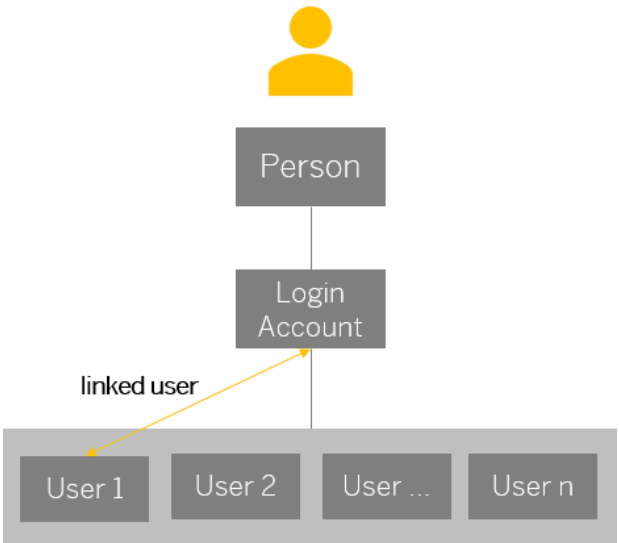
☐ Sort by Ascending

Time Management User Permissions
Onboarding or Offboarding Permissions
Dynamic Teams
Objectives and Key Results
Manage Time Form Templates
Growth Portfolio
Benefits Management
Account Data
Administrator Permissions
Manage Time Off

Account Data

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

Account Data †	<input type="checkbox"/> View	<input checked="" type="checkbox"/> Edit
Account ID	<input type="checkbox"/>	
Account Type	<input type="checkbox"/>	
Global User ID	<input type="checkbox"/>	
Locale	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Login Name	<input type="checkbox"/>	
Person ID External	<input checked="" type="checkbox"/>	
Source System	<input checked="" type="checkbox"/>	
Status	<input type="checkbox"/>	



Joule

Today 8:00 AM

[fix login issue](#)

Could you please tell me the user's login name that you want to fix the login issue for?

Jane smith

I found one employee matching the name you provided.
Login name: Jane smith
Account type: Employee
Status: Active

Jane smith's account is being locked.

Would you like to fix the account issue?

[Fix now](#)

[Fix now](#)

Your request was sent.

Account issue has been fixed.

WorkTech

Microsoft Teams enhancements

The level of impact is Low, but High if you are still doing the Interview Scheduling with the legacy setup.

- Connect a single SuccessFactors instance to multiple Teams tenants that allows users in different locations or subsidiaries using different Microsoft Teams tenants to access their data from the same SuccessFactors environment from SuccessFactors app for Teams
 - Online meeting integration for Recruiting is not included.
 - One Teams instance to point to multiple SuccessFactors instances is not yet planned on the roadmap.
- Customize the messages on the **Welcome Card** and the **Quick Actions for You Card**
- Search username and check if that user is mapped correctly from SuccessFactors to Teams App for quicker identification of any mapping issues without the need to open support tickets
- Push personalized Learning Recommendations into Teams
- 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 and will be deleted on May 16, 2025.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

WorkTech

More Microsoft Teams enhancements

- Employee Central Quick Actions:
 - Create One-Time Payment use case is introduced to the Manage My Team quick action.
 - Change Marital Status is available on the Manage My Data quick action.
 - Users are now able to upload or view attachment on certain Employee Central use cases.
- AI generated Interview Questions
 - AI Usage Acknowledgment
 - Users can now share their impressions of AI-generated interview questions with a thumbs-up or thumbs-down rating
- Now all **Opportunity Marketplace** Approval notifications are supported: Assignment Offer, Assignment Application, Acceptance of Assignment Offer, Assignment Publishing
- Clock my time quick action gives the ability to submit a missing punch for your Timesheet

Type: New

Lifecycle: General Availability

Enablement: Customer configured

The level of impact is Low.

Mobile

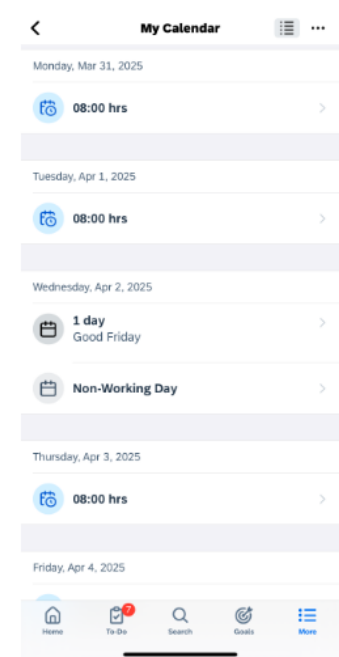
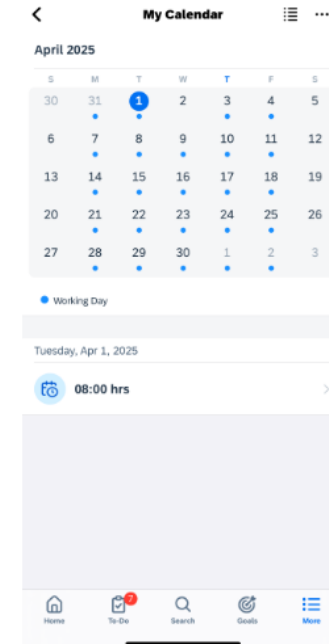
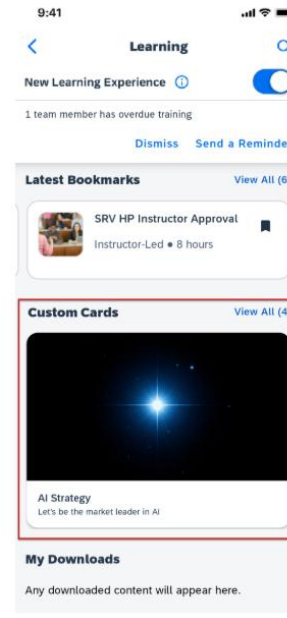
Learning, Time off, CPM

- Learning
 - Custom Cards Supported within a new section on the main Learning screen
 - Approval Requests can now be managed
 - Optional Surveys can now be reviewed and completed
- Time off
 - Employees can view their work schedule and holidays across the calendar
- CPM
 - Link an activity to multiple goal plans

Type: New

Lifecycle: General Availability

Enablement: Automatically on



The level of impact is Low.



Nerd alert

Role based Permissions

- RBP Troubleshooting
 - As a Role-Based Permissions administrator, you can now compare permission roles using the RBP Troubleshooting admin tool. A new tab, Compare Roles, is available in the tool.
- Refresh RBP Model
 - As a Role-Based Permissions administrator, you can now refresh RBP model in Admin Center. A new job type, Refresh RBP Model, is available in Manage Scheduled Jobs.
- External Users
 - User Role and Permission Search Supports External Users
- Comparing History Records of Role Assignments
- UI
 - As a Role-Based Permissions administrator, you can now expand the Add Permissions section to full screen when editing a permission role.
 - Sort permissions in ascending order in the Add Permissions section
- Deprecation
 - Legacy Role-Based Permissions has reached End of Development on November 15th, 2024. It has reached End of Maintenance and has been deleted on May 16th, 2025.

RBP Troubleshooting
Use this tool to better prevent, diagnose, and fix Role-Based Permissions issues. It replaces the legacy View User Permission tool.

User Role and Permission Search [Compare Roles](#)

This tool allows you to search for the permissions of one role or compare the permissions of two roles.

Role 1:

Role 2:

[Search](#)

Result [Show Difference](#) [Show All](#)

Permissions	SuperAdmin	PermissionRole_EveryoneLogin
▼ Admin Center Permissions		
Manage Upgrade Center	✓	
View or access Reports tile	✓	
Access Notifications Center Administrator Preferen...	✓	
Read Execution Manager Events	✓	
Read Execution Manager Event Payload or Event ...	✓	
Search Information on Data Subject	✓	
Print Information on Data subject	✓	
Configure/Sort Information on Data Subject	✓	
View Read and Change Audit Configuration	✓	
Edit Read and Change Audit Configuration	✓	
Generate Read Audit Reports	✓	
Generate Change Audit Reports	✓	

The level of impact is Low.

Audit, Instance Refresh, Data Privacy

- Audit
 - Delegation now supports general audits
 - You can now set up recurring requests to generate general audit reports and store the reports on Secure File Transfer Protocol (SFTP) servers.
- Instance Refreshes can be scheduled throughout the year, **including weekends**, excluding planned downtime periods. Additionally, the supported schema size limit has been increased to **650 GB**. With this enhancement, we've reduced the administrators need to minimize weekday downtime reduction.
- New Purge Request Type: DRTM Custom Background Information Purge

The level of impact is Low.

The screenshot displays two parts of the Admin Center interface. The top part, titled 'Manage General Audit', shows the 'Create General Audit Report' tab. It includes a notification to download and save the report within 48 hours. Below this, there are fields for 'Audit Type', 'Job Name', 'Users', and 'Time Range'. A dropdown menu for 'Audit Type' is open, showing options: 'Data Export', 'User Login', 'Proxy Sessions', 'Page Access', and 'Delegation'. The 'Delegation' option is highlighted with a red box. The bottom part of the screenshot shows the 'Create New Purge Request' form. It includes a breadcrumb trail: 'Back to Admin Center > Data Retention Management > Create New Purge Request'. The form has sections for 'Select a purge request type' (with a dropdown set to 'DRTM Custom Background Information Purge'), 'Name the purge request' (with a text input), and 'Define Purge Rule'. Under 'Define Purge Rule', there is a 'Define Subject Criteria' section with radio button options: 'Select one user' (selected), 'Upload a list of users (by User ID or Assignment ID)', 'Select user status and countries/regions', and 'Select user status and legal entities'. Below this is a 'Select Background Element' section with a dropdown set to 'Work Experience Within Organization'. At the bottom, there is an 'Add approvers' section with a text input and a button to 'Add another approver'. The form ends with 'Cancel', 'Save', 'Schedule...', and 'Launch Immediately...' buttons. Red arrows point to the 'DRTM Custom Background Information Purge' dropdown and the 'Work Experience Within Organization' dropdown.

Admin Center / Manage General Audit

Manage General Audit

Configure General Audit [Create General Audit Report](#)

i Download and save the report within 48 hours. Reports are purged after 48 hours.

Audit Type: *

Job Name: *

Users:

Time Range: *

☐ Data Export

☐ User Login

☐ Proxy Sessions

☐ Page Access

☐ Delegation

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

☐ Upload a list of users (by User ID or Assignment ID).

☐ Select user status and countries/regions

☐ Select user status and legal entities

Select Background Element:

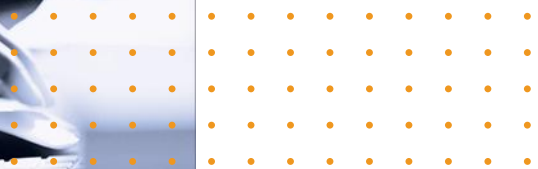
Add approvers:

SAP SuccessFactors Events Available on SAP Cloud Application Event Hub

- SAP SuccessFactors is now adopting **SAP Cloud Application Event Hub** as the central platform for **event-driven integrations**.
- SAP Cloud Application Event Hub has events from SAP SuccessFactors:
 - Onboarding, Employee Central, Recruiting and Position Management.
- The existing events on the Intelligent Services Framework remain fully operational and stable.



Product Road Map



Product Road Map

https://roadmaps.sap.com/board?PRODUCT=089E017A62AB1EDA94C15F5EDB3320E1&FT=AI&FT=GEN_AI&range=2025Q4-2025Q4

Q4 2025 11 Collapse All ^

▼ Data Center Availability

FUTURE RELEASE

AI-assisted goal insights for managers

FUTURE RELEASE

AI-assisted reading for translation

FUTURE RELEASE

AI-assisted writing availability 2H 2025

FUTURE RELEASE

Data-driven goals generation with Joule

FUTURE RELEASE

Expanded AI person insights for compensation discussions

FUTURE RELEASE

SAP User Feedback program

▼ Employee Goal Management

FUTURE RELEASE

AI-assisted goal creation with Joule

FUTURE RELEASE

Using Joule to provide managers with insight into development goals

▼ Employee Performance Management

FUTURE RELEASE

AI-assisted successor recommendations

FUTURE RELEASE

Joule for career and talent development

▼ Training Management

FUTURE RELEASE

Learning with intelligent Q&A

FUTURE RELEASE

Work tech: marking of goals as complete in Microsoft Teams

- Ability to receive overdue goal reminders instantly in the form of notification cards
- Allow employees to mark goals as complete in Microsoft Teams

SAP SuccessFactors HCM Suite

SAP SuccessFactors

Open ^

FUTURE RELEASE

Work Tech: Team creation in Microsoft Teams based on SAP SuccessFactors work groups

- Create a Microsoft team based on a mentoring group
- Create a Microsoft team based on a learning group
- Create dynamic teams based on an existing Microsoft team

SAP SuccessFactors HCM Suite

SAP SuccessFactors

Open ^



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