

## **SAP SuccessFactors**

# Recruitment Management

2H 2024 Release Briefing

By João Caldeira

A .... GPStrategies Company



## João Caldeira

SuccessFactors Consultant SuccessFactors Experience: Since 2019

João is an SAP SuccessFactors Recruiting Consultant at Effective People. He is deploying his combination of people and IT skills into helping companies design and implement HR digital solutions to improve internal efficiency.

João holds certifications in SAP SuccessFactors Recruiting Management, Recruiting Marketing, Employee Central Core, Onboarding 2.0, and People Analytics modules.



# Agenda

SAP SuccessFactors Recruitment Management

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







# Most Important Topics

## External Candidate Authentication Using SAP Customer Data Cloud

SAP Customer Data Cloud balances security and self-registration, providing candidate registration and authentication options.

The Career Site options include:

- Registration with phone number using SMS
- Multi-Factor Authentication (MFA)
- Password-less Authentication
- Registration with social media with support only limited to Facebook, Google, and LinkedIn
- Basic Authentication with email and password

The level of impact is High. It optimizes the experience for external candidates to register quickly and apply for jobs faster, avoiding application drop-offs.

Recruiting administrators can now use SAP Customer Data Cloud for authenticating candidates within the external Career Site.

**Career Opportunities: Sign In** 

G Google

Continue with Ema

Phone Numbe

f Login



Lifecycle: General Availability

**Enablement:** Customer configured

This feature allows candidates to register using their phone number without requiring an email.

Limitations when the phone is selected:

- Candidate Relationship Management
- Job Alerts
- Job offers only verbal
- Candidate assessments and background verification
- Message Center

For the above features, email is required.

As of 2H 2024, this feature is not available for customers with EU Access and for customers in Canadian and Saudi Arabian data centers.

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Life At SAF

RCM



## Enhancements to Internal Hire Process

- A recruiter can now utilize functionalities like workflow, crossentity rule, and position updates for the internal hire onboarding process initiated by SAP SuccessFactors Recruiting.
- A workflow to manage changes for internal hires whose onboarding is initiated from Recruiting can be set up.
- The existing workflow rules which are used in Employee Central MSS data updates can be leveraged.
- Cross-entity rules are supported for this enhancement.
- Position updates are now available for internal hire.

The level of impact is High. This feature provides improved functionalities that enhance the onboarding process for internal hires.

### What's New

When a recruiter initiates onboarding for an internal hire, the configured workflow rule is evaluated. Based on the rule, the workflow is triggered.

Once the workflow participants take the necessary action, the workflow status is updated in Recruiting.

The following labels are displayed in Recruiting depending on the workflow status:

- Workflow Pending
- Workflow Cancelled
- Workflow Returned
- Workflow Rejected
- Workflow Completed

	on 🗸 Resume and	Documents Comme	nts Activity 🗸 Applican	t History Audit Information
Applicant Informati	,			
Correspondence				
Initiator	Туре	Subject		Most Recent Messag
		No o	data available	
nterview Results				View All Applicant Ratio
		This applicant	has not yet been rated.	
		This applicant	has not yet been lated.	
Onboarding				
Doboarding				
Dnboarding Request Submitted B Request Submitted O				

## **RCM + Onboarding + EC**



#### Type: Changed

Lifecycle: General Availability

**Enablement:** Customer configured



# Other Release Features

Typeahead Search Support for Multiselect FO GO Fields on the Job Requisition Details Page

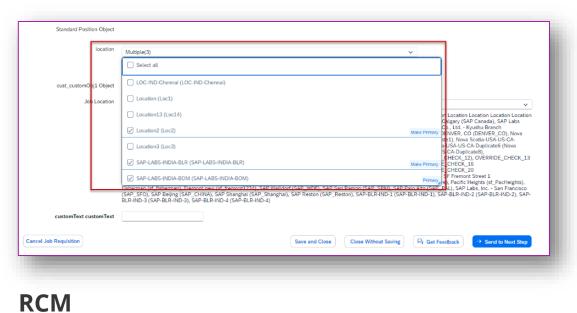
- Typeahead search functionality is available on the Job Requisition Details page for the multi-select Position generic object, Location foundation object, and Job Location generic object.
- The enhancement lets you quickly search for the Position generic object, Location foundation object, and Job location generic object values.

The level of impact is Medium. Typeahead Search supports all SAP SuccessFactors locales.

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rd Job Requisition	Events Sources Preferences Candidates Interview	Scheduling Marketing	Source Tracker	Advanced Analytics	Message
	Primary Value: Product Manager (PM) Change				
Business Unit	Administration (6104_U 🗸 🗈				
Custom FO payGrade	PayGrade1 (PG1) Select Jub Location Values		elect Job Location Values		_
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location	Oriented (1 out of 1)		webed (1 out of 1)		>
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Job Location	Select				
	Selected Values: Fis				
	Primary Value: Fish				
Custom FO payRange	PayRange-1 (PayRa				
division	Automotive Enginee				

How it looked before:



## Lifecycle: General Availability

Type: Changed

Enablement: Automatically on

Link to demo

8

Update Job Location and Location Foundation Object Data of a Job Requisition Using Integration Center

It is possible now to use a new property, externalCode, in the JobreqFoLocation (location\_objlist) and jobLocations (sfstd\_jobLocation\_objlist) object list to update the Location Foundation object and Job Location object data of a job requisition using Integration Center.

The additional property helps you update the location data of a job requisition using Integration Center.

The level of impact is Medium. Effective People recommends to use this option during Unified Data Model implementations.

### What's Changed

In the current version, you can use the externalCode property in the JobreqFoLocation (location\_objlist) and jobLocations (sfstd\_jobLocation\_objlist) to update or create the location data of a job requisition.

In the previous version, it was not possible to create or update job requisitions by providing values for the JobreqFoLocation (location\_objlist) and jobLocations (sfstd\_jobLocation\_objlist) multi-select object fields using Integration Center. Type: Changed

Lifecycle: General Availability

Migration of Interview Scheduling using Microsoft Outlook Integration to Work Tech

SAP is 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.

The level of impact is Low. As a customer, there are no actions required in your instance as part of this migration in the preview environment.

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 are moved to Work Tech Configuration. From **1H 2025** onwards, you can use the Work Tech Configuration page to set up new configurations or modify existing configurations. Type: Changed

Lifecycle: Deprecated

Enablement: Automatically on

**RCM + Interview Scheduling + Microsoft Outlook** 

# **Generate Reports on** Candidate and **Applicant Skills Data**

- Candidate and applicant skills data are now reportable using Story reports.
- A query on the Candidate Skill entity or Applicant Skill entity displays the skills and the skill extraction status from the resume. The report also shows whether the candidate or applicant validated their skills.

The level of impact is Low. Effective People recommends this enhancement as it helps recruiters audit skills-related data for candidates and applicants and use it to comply with regulations.

#### How it looks now.

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9													
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2	78,575	FirstivamerChang	Last Name:	Maintenance	Completed	YES							
3	78,575			Oracle Applications	Completed	YES							
4	78,580			DevOps	Completed	YES							
5	78,580		~	Microservices	Completed	YES							
6	78,581			Ruby	Completed	YES							
7	78,581			Web Development	Completed	ome / Report Center /	Applicant Skill						
8	78,582			C Sharp (Programming Language)	Completed	File $\checkmark$ Edit $\checkmark$	Tools ~ E	Display 🗸 🛛	{}~ \(\not\)	C 🛛 🖌	S ∂ Page_1	✓ < 1/1 >	
9	78,582			Restful APIs	Completed	7							
10	78,583		1.0	Research Skills	Completed	pplicant Skill							
11	78,583		1	Self Motivation	Completed		2		2				
12	78,584			Research Skills	Completed	A	В	С	D	E	F	G	
13	78,584			Self Motivation	Completed	Job Requisition ID	Application ID		Last Name	Skill	Skill Extraction Status	Skill Validated	
					2	25,728	54,116			Leadership	Completed	NO	
					3	25,728	54,116		1	Team Management	Completed	NO	
					4	25,730	54,111			Ruby	Completed	YES	
					ę	25,730	54,111		r	Web Development	Completed	YES	
					e	25,730	54,117		- cicr	Leadership	Completed	NO	
					7	25,730	54,117			Team Management	Completed	NO	
					٤	25,731	54,113			Research Skills	Completed	YES	
					g	25,731	54,113			Self Motivation	Completed	YES	
					1	0 25,731	54,114			DevOps	Completed	YES	

#### How it looked before:

In the previous version, the Candidate Skill and Applicant Skill entities were unavailable in Story reports.

54.114

## **RCM + SAP Business AI + People Analytics**



Type: Changed

# Generate Reports on Job Requisition Approval Data

The approval data for job requisitions is now reportable using Story reports. A query on the Job Requisition Approval Details table in the Job Requisition table displays the Approved Date and Approved By information for job requisitions.

The enhancement helps recruiters determine approval details for job requisitions, such as the approver's name, approval date, and time required to fill the positions.

The level of impact is Low.

#### How it looks now:

Job Requisition Approval Details 1/1 8 В C A Approved By Approved Date 1 Count 2 149352 Jul 13, 2016 11:49:01 AM 1 3 149352 Jul 13, 2016 11:49:02 AM 1 4 149910 Oct 12, 2018 7:41:11 AM 1 5 1 151471 Apr 9, 2012 12:07:15 PM

151471

151656

#### Type: Changed

Lifecycle: General Availability

#### Enablement: Automatically on

How it	loo	ked	bef	ore:
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In the previous version, the Job Requisition Approval Details table for job requisitions was available only in Table reports.

Apr 17, 2012 5:26:32 PM

Apr 18, 2012 8:45:58 AM

## **RCM + People Analytics**



## Generate Reports on Job Location and Job Location Short Format Object

Job Location and Job Location Short Format generic objects for job requisitions are now reportable using Stories reports.

A query on the Job Location and Job Location Short Format table in the Job Requisition table displays the job descriptions's External Name and Code.

The level of impact is Low. The enhancement helps Recruiters generate reports on the location data of the job requisition.

#### How it looks now:

In the current version, the Job Location entity and Job Location Short Format entity are available in Story reports to generate reports on job location data.

#### Type: New

Lifecycle: General Availability

Enablement: Automatically on

	А	В	С
1	Count	Approved By	Approved Date
2	1	149352	Jul 13, 2016 11:49:01 AM
3	1	149352	Jul 13, 2016 11:49:02 AM
4	1	149910	Oct 12, 2018 7:41:11 AM
5	1	151471	Apr 9, 2012 12:07:15 PM
6	1	151471	Apr 17, 2012 5:26:32 PM
7	1	151656	Apr 18, 2012 8:45:58 AM

Г	1		
Job )	Location 1∆	n Short Format	
	А	В	С
1	Count	Short Format External Code	Short Format External Name
2	1	SF_unionshort	Union Short
3	1	ShortFormat_Albania_1	Short Format Albania
4			

#### How it looked before:

In the previous version, the Job Location and Job Location Short Format entities were unavailable in Story reports.



## **RCM + People Analytics**

# New Audit Entries in Story Reports

The Audit Trail - Job Requisition, Job Posting Audit History, Application History, and Candidate Profile Fields Audit tables are now available in Story reports.

The level of impact is Low.

#### How it looks now:

1.4																		
	A	В		С			D		E		F					_		
1	Count	Act	ion	Job Requisition	ID			Last Modified	d Recipi	ent	Sender				Enal	olemen	it: Auto	omaticall
2	1	appr	ove	9,7	721	Mar	24, 201	2 4:28:19 PN	1 958	325	153870							
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4	1	ar	1 <u>/</u>	В		С		D		E		F	G	н				
		1	Count	Job Requisition ID	New	Posting	g Start Date	New Posting S	tatus Ol	d Posting S	tart Date Old	l Posting Status Po	sting ID	Posting Type				
5	1	ap 2	1	17,121	Oct	5, 2020	6:08:00 AM	Po	osted		-	Not Posted	13,302 Ir	nternal Posting				
6	1	ap 3	1	18,953	Aug 14,		0:00:29 AM		osted		-	Not Posted	14,806 lr	nternal Posting			_	
		4	1	18,953	Aug 14,	(S)		history										
		5	1	19,180			A	В	С		D		E	F		G		
		6	1	19,180		1	Count	Application ID	Audit	Timestam	Backgrour	nd Field External (	Candidate ID	F	ield ID Modifie	d By User Last Nan	ne	
		7	1	19,180	Aug 14,	2	1	44,110	Oct 1, 2020	C. 45.15 AL								
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						4	1	44,730 45,465 45,865	Oct 1, 20 Ca Oct 1, 20 Oct 1, 20	ndidate F 1A A Count	B Candidate ID	C Field ID	Field Type	E Revision Type	F Reference Type	G	G	New Valu
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						4 5 6 7	1 1 1 1	44,730 45,465 45,865 45,865 47,765	Oct 1, 20 Ca Oct 1, 20 Oct 1, 20 Oct 1, 20 1 Oct 1, 20 2 Oct 6, 20	ndidate F 1A A Count 1 1	B Candidate ID 48,237 48,799	C Field ID CANDIDATE phoneCountryCode	Field Type unknown picklist	E Revision Type Update Update	F Reference Type Candidate Candidate	G	G	New Valu Anonymize Asia/Pacific Othe
						4 5 6 7	1 1 1 1	44,730 45,465 45,865 45,865 47,765	Oct 1, 20 Ca Oct 1, 20 Oct 1, 20 Oct 1, 20 1 Oct 1, 20 2 Oct 6, 20	ndidate F 1A A Count 1 1 1	Candidate ID 48,237 48,799 48,799	C Field ID CANDIDATE phoneCountryCode state	Field Type unknown picklist text	E Revision Type Update Update Update	F Reference Type Candidate Candidate Candidate	G Old Value - - -	G	New Valu Anonymize Asia/Pacific Othe Ci
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						4 5 6 7	1 1 1 1	44,730 45,465 45,865 45,865 47,765	Oct 1, 20 Ca Oct 1, 20 Oct 1, 20 Oct 1, 20 1 Oct 1, 20 2 Oct 6, 20	ndidate F 1A Count 1 1 1 1	rofile Fields A B Candidate ID 48,237 48,799 48,799 48,799	C Field ID CANDIDATE phoneCountryCode state zip coverLetter	Field Type unknown picklist text text richText	E Revision Type Update Update Update Update	F Reference Type Candidate Candidate Candidate Candidate Candidate	G Old Value - - -	G	New Valu Anonymize Asia/Pacific Othe C: 00000

Type: Changed

#### How it looked before:

In the previous version, the Audit Trail - Job Requisition, Job Posting Audit History, Application History, and Candidate Profile Fields Audit tables were available only in Table reports.

## **RCM + People Analytics**



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# Historical Results of an Applicant in the Redesigned Applicant Management Tool

Historical results on Candidate Assessments and Screening Information are now available in the Detail View of the redesigned Applicant Management tool.

Recruiter can:

- View the screening questions and responses from previous applications
- View the status, score and recommendations from assessments from previous applications

The level of impact is Low. This feature helps recruiters make informed decisions based on a detailed understanding of an applicant's historical results in the Detail View of the redesigned Applicant Management tool.

# Type: New Lifecycle: General Availability Enablement: Automatically on

#### How it looks now:

Applicant Information   v Resume and Documents Comments Activity   v		Application URL 🐻 Status: 2nd Interview Type: External Candia
Screening Information	View Screenin	Applicant Information V CV and Documents Comments Activity V Applicant History V
Question	Answer	
Are you at least 18 years of age?	Yes	Assessment History
Are you open to relocation?	Yes	
Do you have at least five years of experience, with progressive increases in responsibility?	Yes, I have worked in this industry for more than 10 years.	<ul> <li>MC Senior Automotive Engineer (2960)</li> </ul>
Will be able to travel up to 50%?	Yes	
Arcangela Monica Bellucci	Move Contact … < > \$	x Daystoccommon 1 of 2 07006406 2 of 2
Application URL 🕤 Status: New Ap	plication Type: External Candidate	O Initiation Failed
Applicant Information   v Resume and Documents Comments Activity   v	Applicant History   V Audit Information   V	
Apportant monimation  * Resume and Dataments Comments Activity  *	Approximition v	Overall Result: 40
2781 Overrides Test 38-8 Pre-Screen	08/03/2023	A technical issue prevented the Coverau Result: 40 assessment from initiating. You can Completed on: 30/01/2024
2779 Overrides Test 0308 Pre-Screen	08/03/2023 View	reinitiate the assessment or contact an
2761 MyJobReg5801 1st Interview	08/03/2023	administrator.
	More	
	15 / 30 ]	
		E Access Results
icreening History	Expand A	
<ul> <li>Marketing Director (2979)</li> </ul>	Current Application 08/	2024
· marketing billector (2070)	Contra Appleadar	
Are you at least 18 years of age?		> MC Senior Administrator (2940)
Yes Are you open to relocation?		
Yes		> MC Automotive Technician (2969)
Do you have at least five years of experience, with progressive increases in responsibility? Yes, I have worked in this industry for more than 10 years.		
Will be able to travel up to 50%?		> Vehicle Mechanic (2963)
Yes		Venicie Mechanic (2003)
<ul> <li>Digital Marketing Director (2711)</li> </ul>	02/	2024 MC Automotive Technician (2955)

#### How it looked before:

In the previous version, historical results weren't available in the redesigned Applicant Management tool.



Contact ···· < 55 ×

Current Application 30/01/202

Expand All:

03/07/202

07/02/202

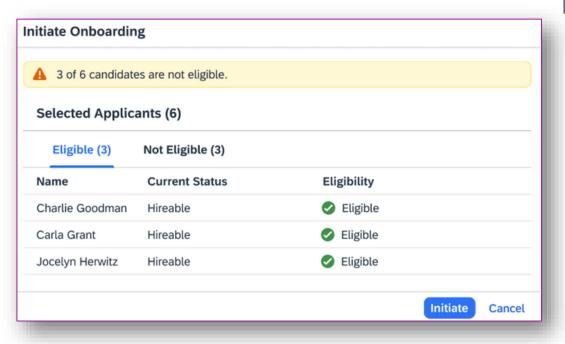
# Initiate Onboarding Summary in the Redesigned Applicant Management Tool

Recruiter can now view real-time information on candidates' eligibility for those whose onboarding has been initiated.

In the redesigned Applicant Management tool when you choose the option Initiate Onboarding from the Quick Actions menu, a new pop-up -Initiate Onboarding is displayed with real-time information on the onboarding eligibility for the candidates selected.

The level of impact is Low.

SAP has implemented this pop-up so that recruiters can use real-time information on onboarding eligibility when they initiate onboarding for the selected candidates.



If Recruiter has already initiated onboarding for one or more candidates, the Initiate Onboarding option in the Quick Actions menu will be disabled.

In previous releases, this option remained enabled even after onboarding has been initiated successfully for the candidates.

## **RCM + Onboarding**

Type: Changed

Lifecycle: General Availability

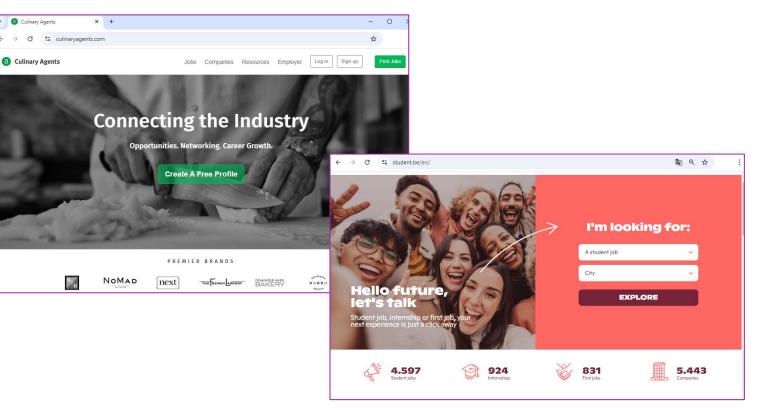
# New Job Boards in the Job Board Market Place

SAP added additional job boards to the Job Board Market Place.

The level of impact is Low.

## **New Job Boards**

- AMS (Arbeitsmarktservice Österreich)
- Student.be
- Optius.com
- Interamt
- Culinary Agents



## RCM + RP



Type: New

Lifecycle: General Availability

# Mapping of Job Code with Multiple Job Roles

A single job code can now be mapped to multiple job roles by creating a unique combination of the job code and a custom field, which can then be linked to specific job roles.

Job Profile Builder now allows you to associate a job code to a custom field. The combination of job code and custom field can then be mapped to a job role. The combination of job code and custom fields must always be unique before associating it with a job role.

The level of impact is Medium.

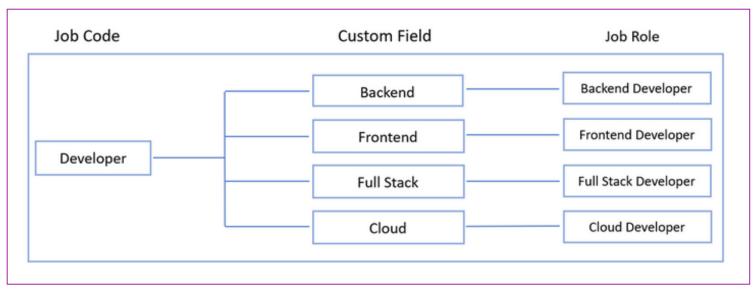
The following example illustrates how a job code can be mapped to multiple job roles, by using a unique combination of custom fields.

Type: New

Lifecycle: General Availability

Enablement: Automatically on





#### How it looked before:

In the previous versions, you could map a single job code with only one job role. The usage of custom fields was not supported.

## **RCM + Job Profile Builder**

# Enhancements to Automatic Hire and Manage Pending Hires

SAP has introduced a few enhancements to improve the automatic hire process in the Manage Pending Hires tool.

The level of impact is Low. SAP made these changes to improve any troubleshooting needed as well as to improve data consistency.

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## **Updates in Manage Pending Hires**

Type: Changed

Lifecycle: General Availability

What's Changed	Before	After
New Admin Alerts Category	In the previous version, Admin Alerts for Automatic Hire did not exist.	In the Admin Alerts page, in addition to the Recruiting, Onboarding, and Onboarding 1.0 pending hire alerts, we have added Automatic Hire alerts. You can search for Errors in Automatic Hiring, which are grouped by candidate name.         Image Christopher Cruz       Image Senior Software Engineer         In the Manage Pending Hires tool, the alerts icon appears if there are any issues in the hiring process, for example, in cases where a user already exists in the system or there is a missing value for a mandatory field. You can select the icon to view the error message and continue on to hire the user manually.
New Validation	In the previous version, the system did not check the event reason.	In addition to the existing data validations, the system now also checks the event reason used for rehire scenarios to ensure better data consistency.

# Manage Access to the Legacy Candidate Workbench

As an administrator, you can now manage access to the legacy candidate workbench using the Hide Legacy Workbench setting from Manage Recruiting Settings Enable Latest Applicant Workbench.

Enabling the Hide Legacy Workbench setting will hide the New Applicant Management Experience switch within the redesigned Applicant Management tool.

The level of impact is Low. SAP has implemented the new setting so that administrators can help their users fully adopt to the redesigned Applicant Management tool.

	Type: New
How it looks now:	Lifecycle: General Availabili
Candidate Summary	<b>Enablement:</b> Customer configured
<ul> <li>Display Interview Result and Overdue Interviews in candidate summary page</li> <li>Enable Latest Applicant Workbench</li> </ul>	
Hide Legacy Workbench Save	
Save How it looked before:	

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# **Enhanced Document Download Capacity in** the Applicant **Management Tool**

In the redesigned Applicant Management tool, you can now download documents-Resume and Cover Letter, of up to 50 selected applicants. if more than two documents are selected, they will be downloaded as a 7IP file.

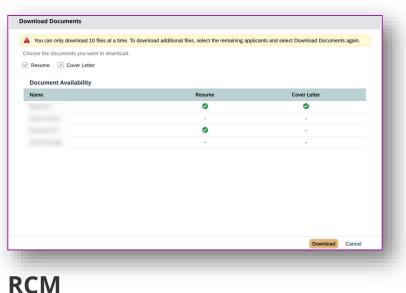
The selected documents are zipped and downloaded in the background, allowing you to continue with other tasks while the download proceeds eventually. Once the files are zipped, the ZIP file containing all the documents will be downloaded to your local device.

The level of impact is Low.

#### How it looks now:

<ul> <li>You've selected multiple files to download. We'll with other tasks.</li> </ul>	zip them and start the download automa	itically while you carry on 🛛 🗙
noose the documents you want to download:		
) Resume 🗹 Cover Letter		
Document Availability		
Name	Resume	Cover Letter
	-	0
	<b>S</b>	
		Download Cancel

#### 



#### Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

In the current version, you can download up to 100 documents for a maximum of 50 selected applicants. When you choose Download, the selected documents are first zipped and then downloaded.

In the previous version, only 10 documents could be downloaded for a maximum of 20 applicants.

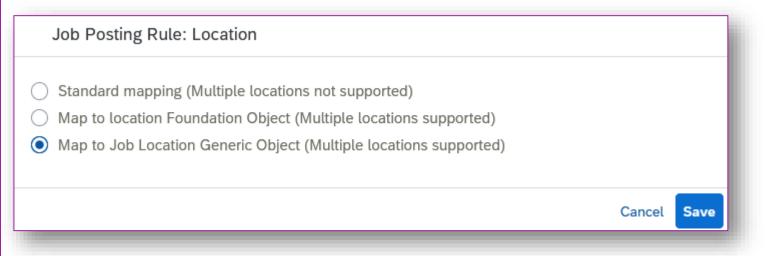
# Support for Job Location Generic Object in Job Posting Rule

Fetch location information from the Job Location generic objects defined in the job requisition template based on the job posting rules configured in the field completion rules.

The Job Location Generic object provides structured location data on the job requisition to facilitate faceted search using the Google Map component and posting a job to multiple locations for candidates to find on the job boards.

The level of impact is Medium. The enhancement provides granularity in configuring the job locations to post on job boards.

#### How it looks now:



It's now possible to map the recruiting posting location to the Job Location Generic Object while using multiple locations.

RCM + RP



#### Type: New

Lifecycle: General Availability

Associate a Job Profile to Job Requisition by Providing JobRole externalCode Using OData API

A job profile can be associated with a job requisition by providing the externalCode property of the jobRoleEntity entity in the JobRequisition OData API.

The JobRequisition entity now has a navigation entity called jobRoleEntity, with the externalCode property that determines a job profile in a job requisition.

The level of impact is Medium. Effective People recommends using the jobRoleEntity entity for the POST query to update a job role on the job requisition. A **GET** query on the JobRole XML field in the JobRequisition entity now returns jobRole and jobRoleEntity entities to represent the job role data.

Link to Sample Code

The new jobRoleEntity navigation property is introduced to support the Job Profile Builder enhancement to map a job code to multiple job roles in a job requisition. SAP added the externalCode property to the jobRoleEntity entity to associate the correct job profile with a job requisition without providing the Internal ID value.

### What's Changed

In the current release, the create and update payload for the JobRequisition entity is modified to provide externalCode property for the jobRoleEntity entity.

In the previous release, an InternalID value was required for the JobRole XML field to create and update an existing job requisition using OData API.

## RCM + API

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Type: Changed

Lifecycle: General Availability

# More Scenarios Support Single Sender of Email Notifications

Email notifications of Ask for Feedback in Performance Management and Recruiting in Recruiting now use the customized single sender in Admin Center Manage Email Notifications. When the customized single sender in Manage Email Notifications is enabled and configured, all system email notifications In Recruiting now use the customized single sender. Type: Changed

Lifecycle: General Availability

**Enablement:** Customer configured

The level of impact is Low.

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Offer Letters Now Supported in the OpenText Workspace

In SAP SuccessFactors systems that are integrated with OpenText for document management, we now support the display of offer letters generated by SAP SuccessFactors Recruiting in the OpenText workspace.

Currently, only new offer letters (generated after the 2H 2024 release) can be displayed. Previously generated offer letters aren't displayed.

The level of impact is Low. SAP added this support because customers who use the OpenText integration expect all their documents to be available in OpenText. In the 2H 2024 release of SAP SuccessFactors Recruiting, SAP is only adding technical support to display offer letters.

To make offer letters visible to users of your OpenText workspace, you also need to configure the visibility in OpenText and the ability to do that may not be available yet.

Support for SAP SuccessFactors Recruiting offer letters must be added to your OpenText solution in a future update by OpenText.

The **Valid as Of** date listed here only refers to SAP SuccessFactors technical support. **Monitor OpenText release information** to confirm when the required configurations are available.

RCM + SAP SuccessFactors Document Management Core by OpenText + SAP SuccessFactors Extended ECM by OpenText

Lifecycle: General Availability

**Enablement:** Customer configured

# Deprecation of "Top Jobs" and "View All Jobs" Links on Career Sites

The Top Jobs and View All Jobs link types will reach End of Maintenance on November 15, 2024, and will be Deleted on May 16, 2025.

The level of impact is Low. On the deletion date, the link types will be removed from Career Site Builder, but not from your configured career sites. However, the links will no longer work. Effective People recommends removing all Top Jobs and View All Jobs links from your career sites before the deletion date. SAP removes the link types Top Jobs and View All Jobs from Career Site Builder, wherever you can add them as links on a career site (such as in a menu or the footer). SAP also removes the page where the View All Jobs link opens, where all jobs are listed by category.

SAP removes these options because they don't provide a modern search experience. Job seekers can use search filters instead to find jobs that are relevant to them.

### **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	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.

## RCM + RMK

26

Lifecycle: Deprecated

# 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 May 16, 2025.

The level of impact is Low.

SAP is 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.

### Key Dates

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 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.
RCM + API		

Type: Changed

Lifecycle: Deprecated



# **Deep Dive Topic**

# AI-Assisted Job Skills on Career Sites

- A Skills Cloud component can be added to the Job layout in Career Site Builder so that job skills can be displayed on your career site in the form of a word cloud.
- The Skills Cloud component displays skills identified in the job requisition using Al.

The level of impact is High. Effective People recommends enabling this feature to improve candidates' experience.

#### Key Skills

Java Platform Enterprise Edition (J2EE	
JavaScript (Programming Language)	Web Applications ReactJS
Kubernetes SQL Databases Angular	JS Git
Java (Programming Language) Restfu	APIs
Hibernate (Java) Cascading Style She	ets (CSS)
Object-Oriented Software Development	t HTML
Front End Software Development Spr	ing-boot Web Development
Microservices Spring Framework	



#### Type: New

Lifecycle: General Availability

**Enablement:** Customer configured

An example of the **Skills Cloud** component on the job details page. (The Colors can be configured in your brand's style settings.)

An example of the **Skills Cloud** component shows skills matching the candidate's resume. Candidate skills are highlighted and listed first. In this example, "JavaScript (Programming Language)" and "ReactJS" are candidate skills.

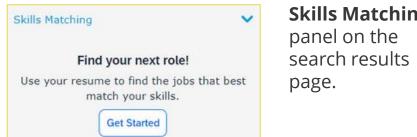
## RCM + RMK + UDM + SAP Business AI

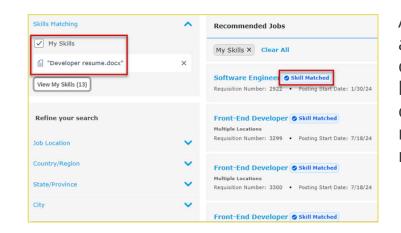
Link to demo

# **AI-Assisted Skills** Matching for **Candidate Resumes**

- When the AI-Assisted Skills Matching for resumes feature is enabled, career site visitors can upload a resume and find jobs that match their skills.
- A data privacy statement is ٠ presented before a candidate uploads their resume. Once accepted, AI analyzes the resume and recommends a job matching the candidate's skills.

The level of impact is Medium. Effective People recommends enabling this feature to improve candidates' experience.





#### Key Skills

JavaScript (Programming Language) React	tJS Kubernetes Angula
Java (Programming Language) Cascading S	Style Sheets (CSS)
Object-Oriented Software Development HT	Web Applications
SQL Databases Git Restful APIs Mongol	DB Hibernate (Java)
Front End Software Development Spring-bo	oot Web Development

**Skills Matching** 

Type: New

Lifecycle: General Availability

**Enablement:** Customer configured

An example of job recommendations, after a resume is uploaded. The My Skills filter option enables candidates to toggle between recommended and all jobs (based on their search filters). A maximum of 10 recommended jobs with the strongest matches are shown.

If the Skills Cloud component (new in 2H 2024) is included in the job layout, the candidate can see which of the job skills match skills in their resume. Candidate skills are highlighted and listed first. In this example, "JavaScript (Programming Language)" and "ReactJS" are candidate skills.

## RCM + RMK + UDM + SAP Business AI

# AI-Assisted Skills Validation for Job Requisitions

 Recruiters can use Al-assisted capabilities to extract skills from a job requisition to review and define the essential skills required for the job. They can then refine the list of required skills in the job description to identify candidates whose skills match the job requirements.

The level of impact is High. Effective People recommends enabling this feature to improve candidates' experience.

**Recruiters** can perform the following tasks to enhance the skills listed in the job requirements:

- Add, remove, and save skills in the job requisition to control the visibility of the skills listed in the job posting on the career site.
- Categorize primary and secondary skills to find candidates who best fit the job based on their skills matching the skills specified in the job requirements.

Type: New

Lifecycle: General Availability

**Enablement:** Contact Customer Engagement Executive or Account Manager

<complex-block>

The **Manage Skills** button on the Job Profile page allows you to extract skills from the job requisition and display them on the Manage Skills page.

Recruiter can:

- Search Skills
- Suggest Skills

## RCM + RMK + UDM + SAP Business AI

# Enhancements to **AI-Assisted Skills** Matching for **Applicant** Screening

SAP has enhanced the AIassisted skills matching feature to let recruiters view the total number of skills in an applicant's resume that match the skills specified as primary and secondary in the job description.

The level of impact is Medium. This enhancement helps recruiters, and hiring managers utilize the skills compatibility insights to make informed decisions during applicant screening and hiring.

The skills identified are now categorized as:

**Primary Skills:** Skills identified as a must for the job in a job description and are available in the applicant's skill set.

Secondary Skills: Skills that improve an applicant's ability to perform a specific job but aren't required.

Other Applicant Skills: Lists relevant and unmatched skills from an applicant's resume.

How it looks now:

Status and Filters (SE Status (All) ) V Filters (0) Applicants C Forwarde Invited To Anol New Applicat Applicants (26 C Screen Name Application Date Cit Manager Revie 1 Interview Skill Compatibility Detail Offer 0 Post-Offer Backgro 0 Primary Skills (2/4 Ready to Hire Hired Regret with Automated Ema 0 Regret No Ema Automatic Disgualif 0 Hired On Other Requi Withdrawn Ru Candida Deleted On Demand By Adr 0 Applicants Application URL 👸 Status: New Application Search for Name Job Skills Primary Skills (2/4) O Data Processing O Apach Quality Application Prop condary Skills (2/3) 0 × Other Applicant Skill 0 Relevant Skills 🛈 Node.Js Restful APIs 0 **RCM + SAP Business AI** 

Link to demo

Type: Changed

Lifecycle: General Availability

# Enhancements to AI-Assisted Skills Matching for Applicant Screening (Cont.)

SAP has enhanced the Alassisted skills matching feature to let recruiters view the total number of skills in an applicant's resume that match the skills specified as primary and secondary in the job description.

The level of impact is Medium. This enhancement helps recruiters, and hiring managers utilize the skills compatibility insights to make informed decisions during applicant screening and hiring.

#### How it looked before:

Applicants						
Search for name						Head
Applicants (16)			_			🚥 – 💷
Name	Application Date City	Sohn	Skits Compatibility	Applicant Typ	e Forwarded By	
3	03/12/2024	New Application	1 matching skill	. 61		
	03/12/2024 Paris	New Application	1 matching skill			1/and
	03/93/2024 La Rochelle	New Application	3 matching skills			***
0	03/06/2024 Amsterdam	New Application	S matching stills			(inter-
	03/960		1 matching skill			
	03/05/2 Exact Matches	Mithoosings 🔕 Code Beview	1 matching skill			
	0.37554	6 wrwe	1 matching still			***
An Autor Spencer	US/05/C Hesponekve Wetsterign	Software Quality Reart.(5) Datemanarbeitung	5 matching skills			1944 C
	Aposter Katha		1 watching skill			
	odrosic Results are derived the job requisition	t by comparing applicant's skills in the resume with using AL capabilities.	5 matching skills			8117 1
	03/05/2024 Annaextam	New Application	2 matching skills	19		***

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Candidate Forwarded	<ul> <li>&lt; \$2</li> <li>Move</li> <li>Contact</li> </ul>
Application URL 👸 Status: New Application Type: Internal Candidate	
Applicant Information   ~ Resume and Documents Skills Compatibility Comments Activity   ~	Applicant History Audit Information   ~
<ol> <li>Skills Compatibility details are derived using the skills found in the resume.</li> </ol>	
Applicant Skills	Т
Suitable Skills Other Skills	
Exact Matches ①	
S Informatik S Agile Methodology S Code-Review S Software Systems Mysel	
Additional Relevant Skills () Restful APIs Jenkins Continuous Integration JavaScript (Programming Language) Angular/S Git Test-Oriven Development	
Restor Aris Services Continuous Integration (39/ascript (Programming Language) Angulatis (art Testorives Development	Skills derived using AI capabilities.
Potential Skills ()	
Java (Programming Language) Application Programming Interfaces (APIs)	
Unmatched Skills ()	
Responsive Webdesign Software Quality ReactJS Datenverarbeitung Apache Kafka	
[Responsive viewesspi] (automic duality) (Reacca) (balenteralized and (Apache Kaina)	

### **RCM + SAP Business AI**

Candidate Forwarded



## Enhancements to Style Settings in Career Site Builder

SAP has made several enhancements to style settings in Career Site Builder, so that you can apply your brand to the new AIassisted features Skills Matching and Skills Cloud.

The level of impact is Low. SAP added these settings so that customers can configure the colors and styles of new Al-assisted features and make them consistent with their brand. When configuring a brand in Career Site Builder, the following style settings can be used:

- Appearance Styles <Brand> Search Experience Skills Matching
- Appearance Styles <Brand> Search Experience Skills Cloud
- Appearance Styles <Brand> Dialog
- Appearance Styles <Brand> Main Primary Button
- Appearance Styles <Brand> Main Secondary Button

Type: New

Enablement: Automatically on

Lifecycle: General Availability

## RCM + RMK + UDM + SAP Business AI



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•	•	•	•	•	•	•	•	•	•	•	•	•	•
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•	•	•	•	•	•	•	•	•	•	•	•	•	•

# Product Road Map

## **Product Road Map**

There are a few items related to Recruiting currently on the roadmap which can be checked in detail here: Recruiting

Q4 2024  € Collapse All	Q1 2025	Q2 2025 ④ Collapse All ☆ ∨ Recruiting	Quadratic     Q4 2025 (a)     Collapse All       V     Recruiting	*
FUTURE RELEASE         External candidate authentication         Updating the external candidate- authentication experience to include more intuitive and modern authentication capabilities:         • Multifactor authentication (MFA)         • Authentication with a one-time password (OTP)         • Authentication and account creation using a phone number         • Self-subscribed social network authentication         SAP SuccessFactors Recruiting	No Read Map Items planned	FUTURE RELEASE         Candidate application experience         Improved application process to better         streamline the collection of applicant data,         making it intuitive and modern         SAP SuccessFactors Recruiting	FUTURE RELEASE Candidate sourcing Search and discover the best candidates for requisitions and talent pools with a new robust search experience built on the latest technologies SAP SuccessFactors Recruiting	,
FUTURE RELEASE         New Job board integrations         FUTURE RELEASE         Skills and Al assistance in job discovery				



# Thank You.

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