effective people

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.
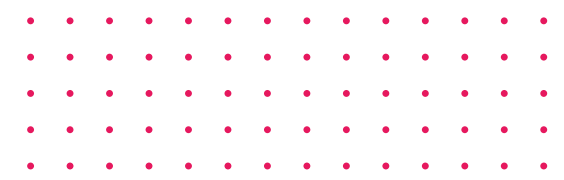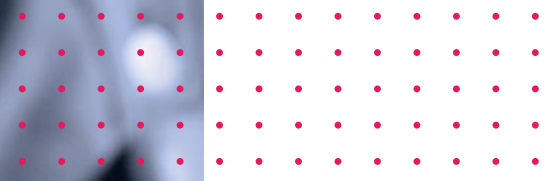
Agenda

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.
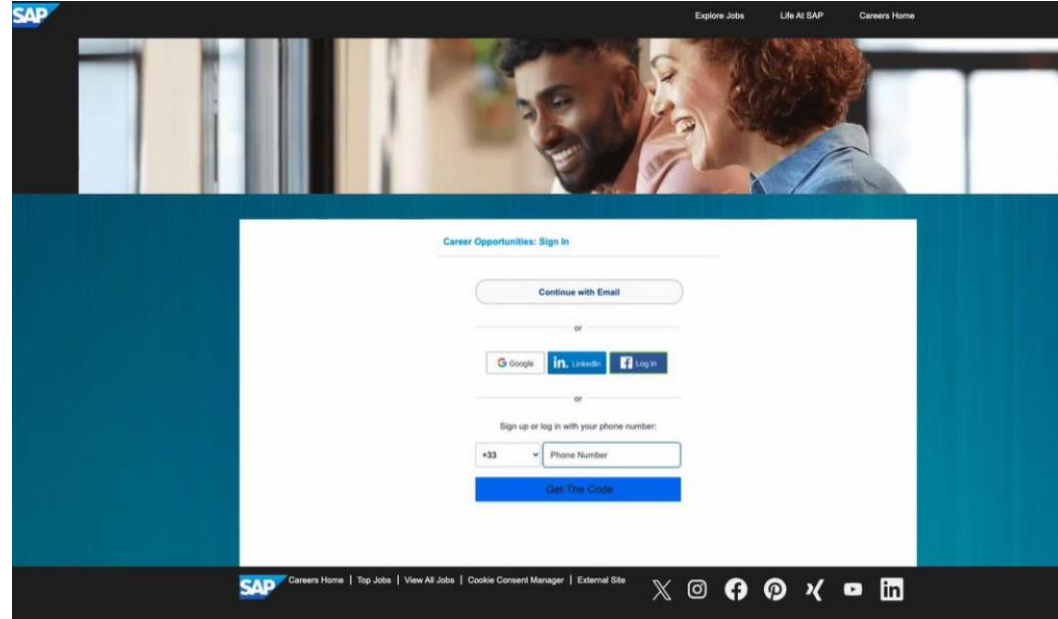
Type: New

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.

RCM

Enhancements to Internal Hire Process

- A recruiter can now utilize functionalities like workflow, cross-entity 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.

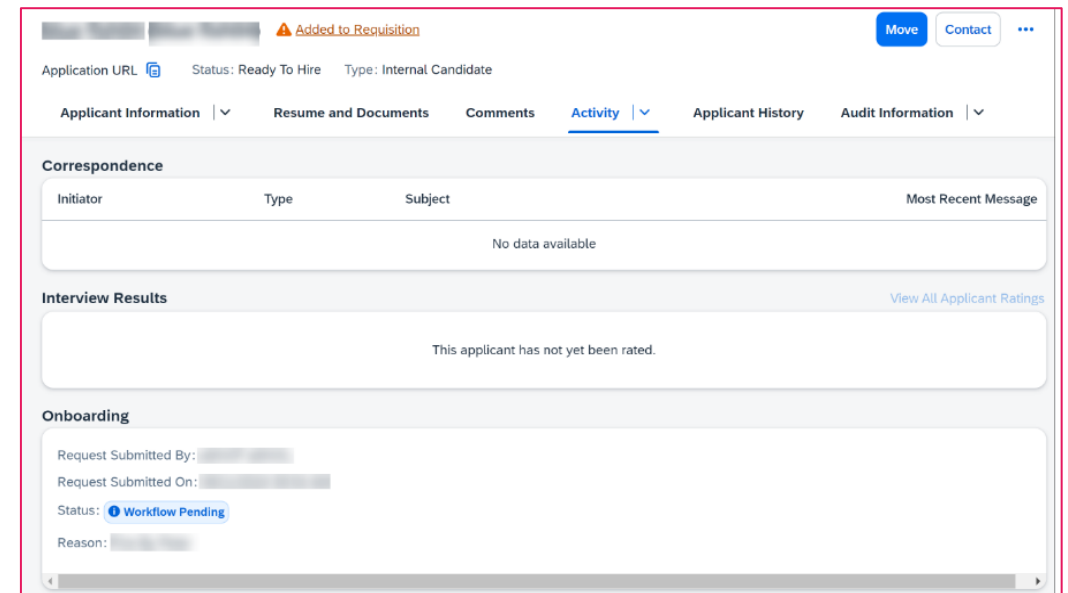- Position updates are now available for internal hire.

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

RCM + Onboarding + EC
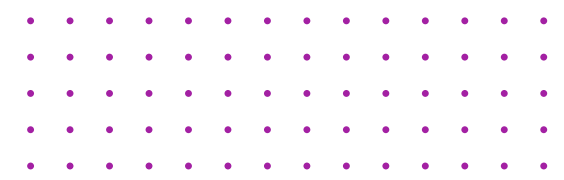
Other Release Features

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.

How it looks now:
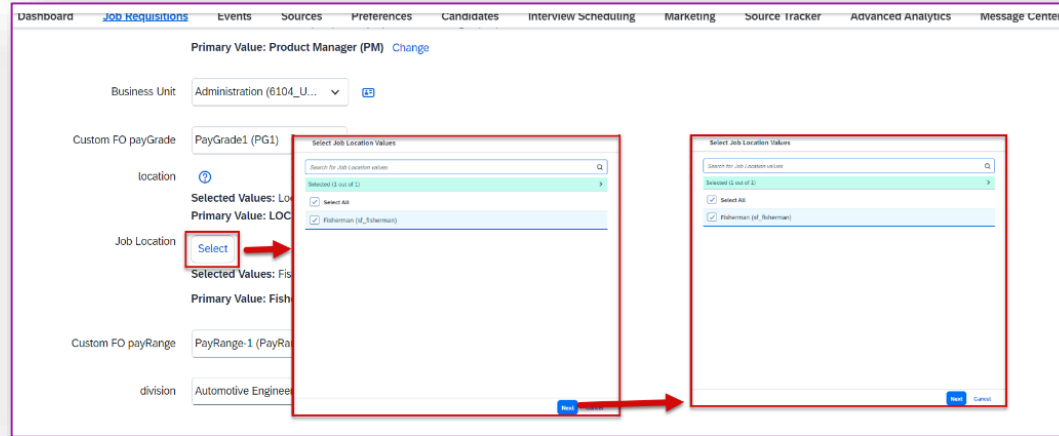
How it looked before:
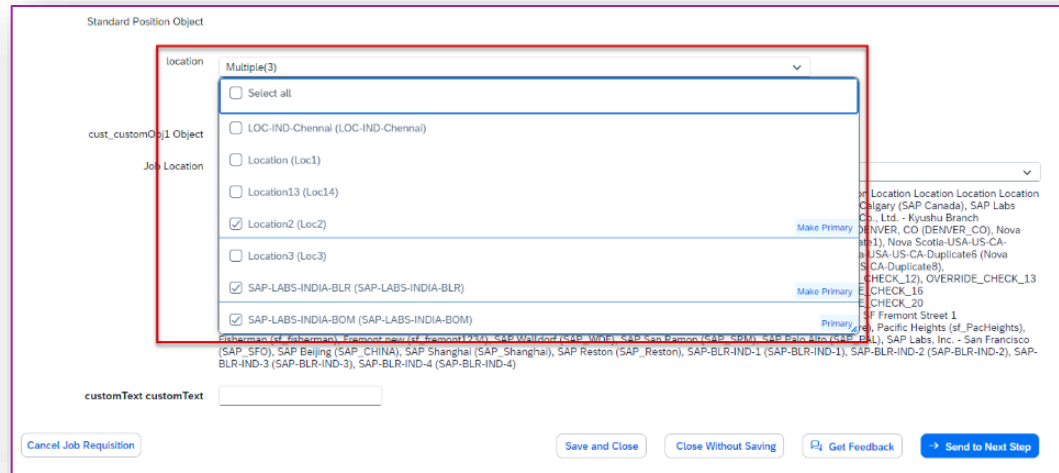
RCM

Type: Changed
Lifecycle: General Availability
Enablement: Automatically on

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

Enablement: Automatically on

RCM + RMK + UDM

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:

How it looked before:

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

RCM + SAP Business AI + People Analytics

Generate Reports on Job Requisition Approval Data

Type: Changed
Lifecycle: General Availability
Enablement: Automatically on

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.

Job Requisition Approval Details

	A	B	C
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

How it looked before:

In the previous version, the Job Requisition Approval Details table for job requisitions was available only in Table reports.

The level of impact is Low.

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.

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.

How it looks now:

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.

The level of impact is Low.

RCM + People Analytics

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.
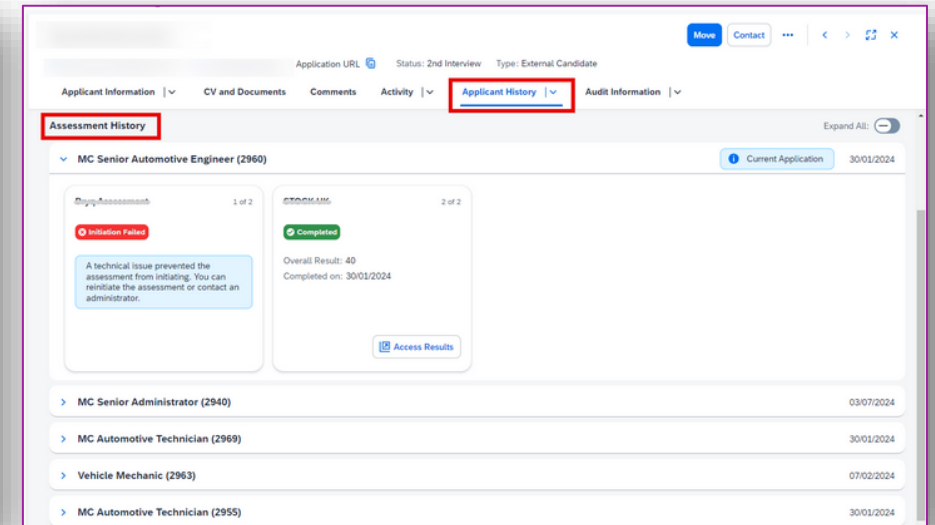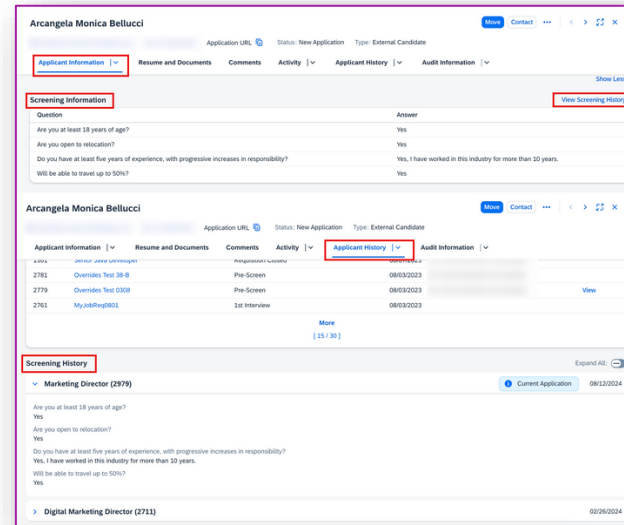
How it looks now:

How it looked before:

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

RCM

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

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.
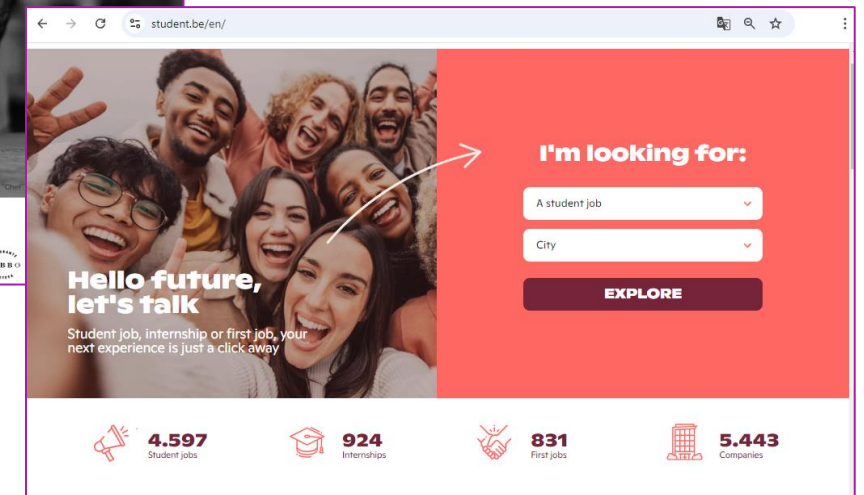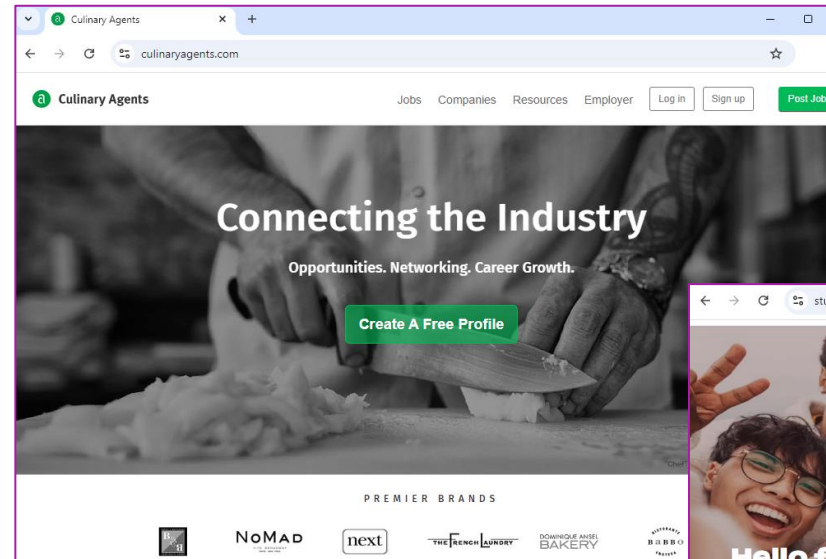
New Job Boards

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

Type: New	
Lifecycle: General Availability	
Enablement: Automatically on	

RCM + RP

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.
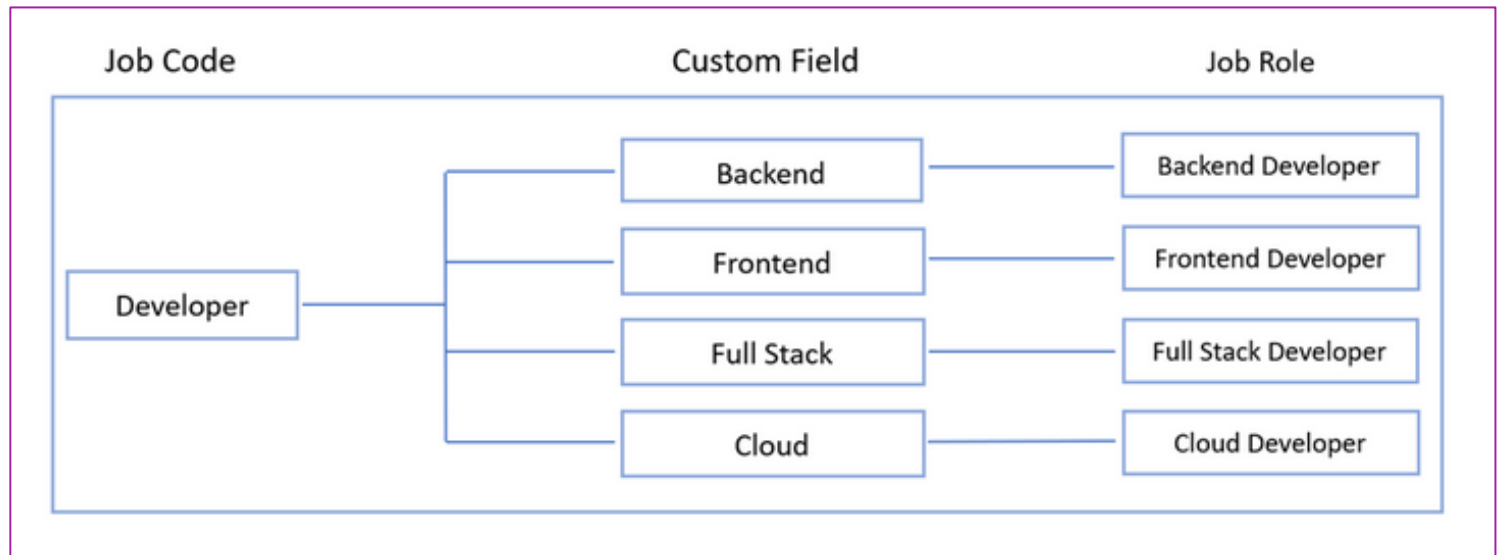
How it looks now:

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

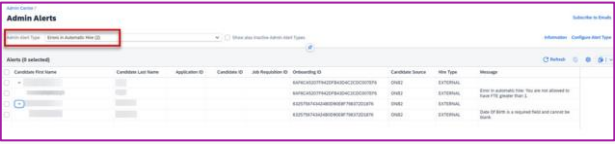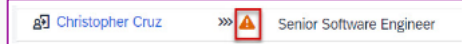SAP has introduced a few enhancements to improve the automatic hire process in the Manage Pending Hires tool.

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

Updates in Manage Pending Hires

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. 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.

RCM + Onboarding + EC

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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.

How it looks now:

Candidate Summary

- ☑ Display Interview Result and Overdue Interviews in candidate summary page
- ☑ Enable Latest Applicant Workbench
    - ☐ Hide Legacy Workbench

Save

How it looked before:

Candidate Summary

- ☑ Display Interview Result and Overdue Interviews in candidate summary page
- ☑ Enable Latest Applicant Workbench

Save

RCM

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 ZIP 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:

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.

How it looked before:

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

RCM

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:

Job Posting Rule: Location

○ Standard mapping (Multiple locations not supported)

○ Map to location Foundation Object (Multiple locations supported)

◉ Map to Job Location Generic Object (Multiple locations supported)

Cancel   Save

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

RCM + RP

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

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.

The level of impact is Low.

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	

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

Type:	New
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

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.

Type: Changed

Lifecycle: Deprecated

Enablement: Automatically on

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

Deep Dive Topic
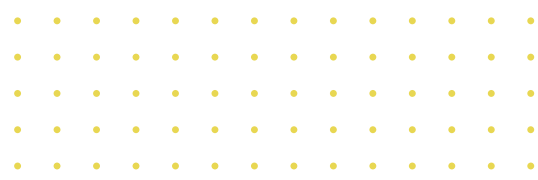
AI-Assisted Job Skills on Career Sites

- 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 AI.

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

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 presented before a candidate uploads their resume. Once accepted, AI analyzes the resume and recommends a job matching the candidate's skills.

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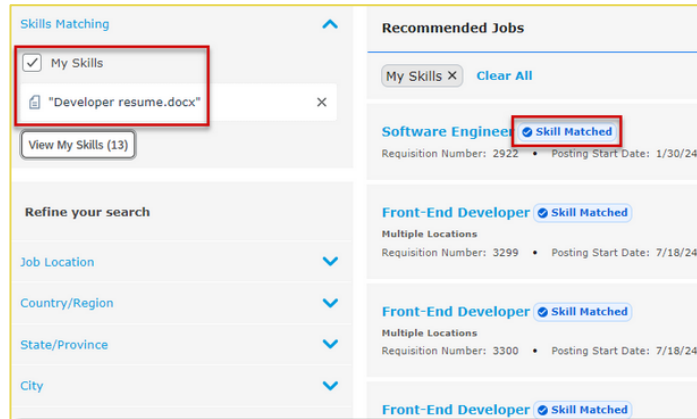
An example of job recommendations, after a resume is uploaded. The **My Skills** filter option enables candidates to toggle between recommended and all jobs (based on their search filters). A maximum of 10 recommended jobs with the strongest matches are shown.

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.

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

RCM + RMK + UDM + SAP Business AI

AI-Assisted Skills Validation for Job Requisitions

- Recruiters can use AI-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.
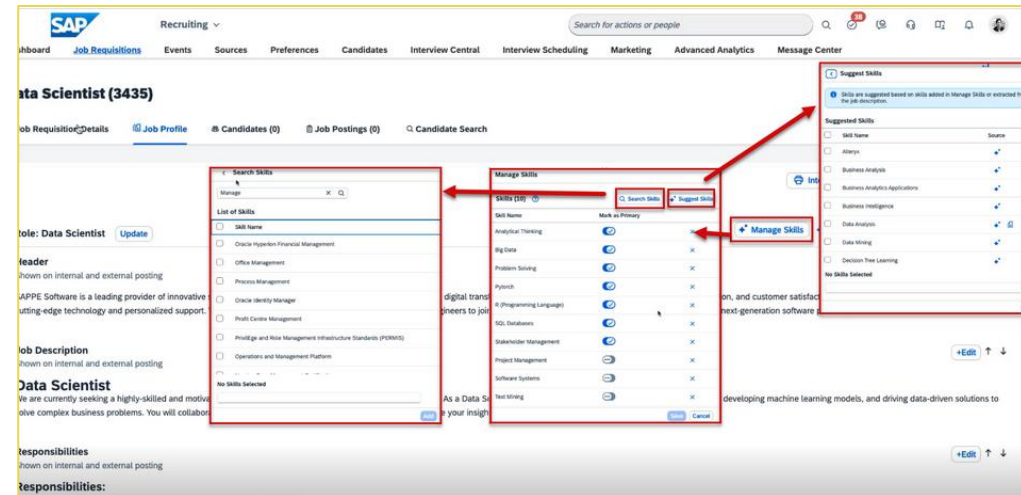
The level of impact is High. Effective People recommends enabling this feature to improve candidates' experience.

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	

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 AI-assisted 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.
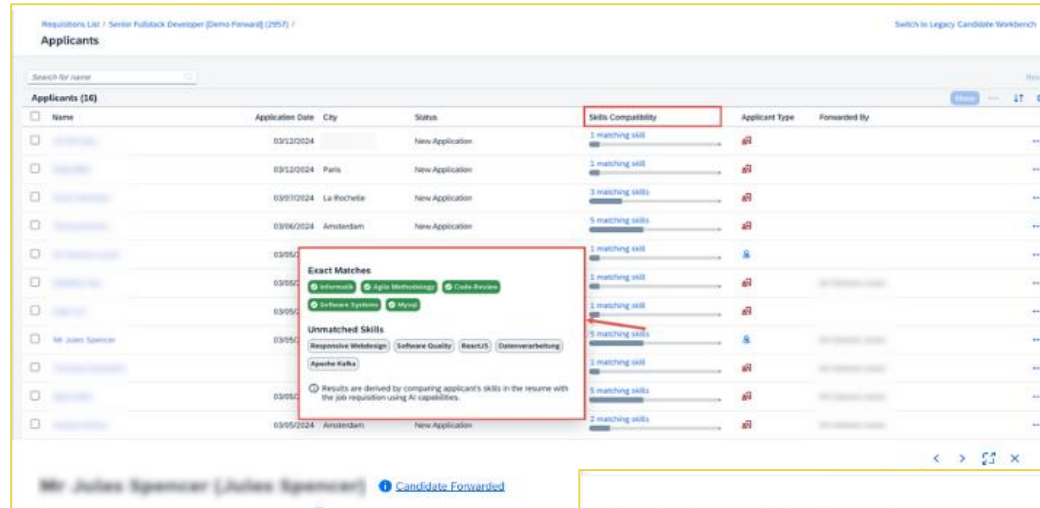
The skills identified are now categorized as:

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:
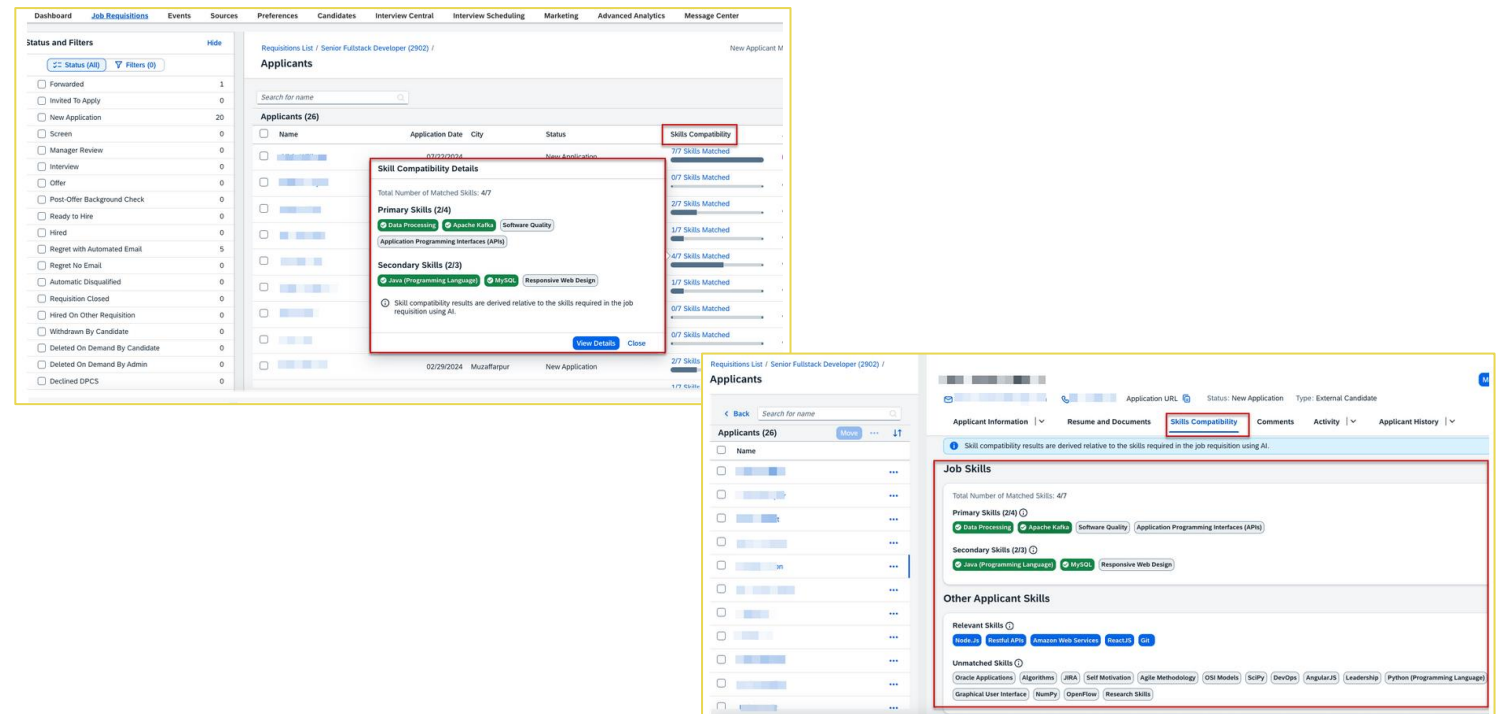
Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

RCM + SAP Business AI

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

SAP has enhanced the AI-assisted 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:
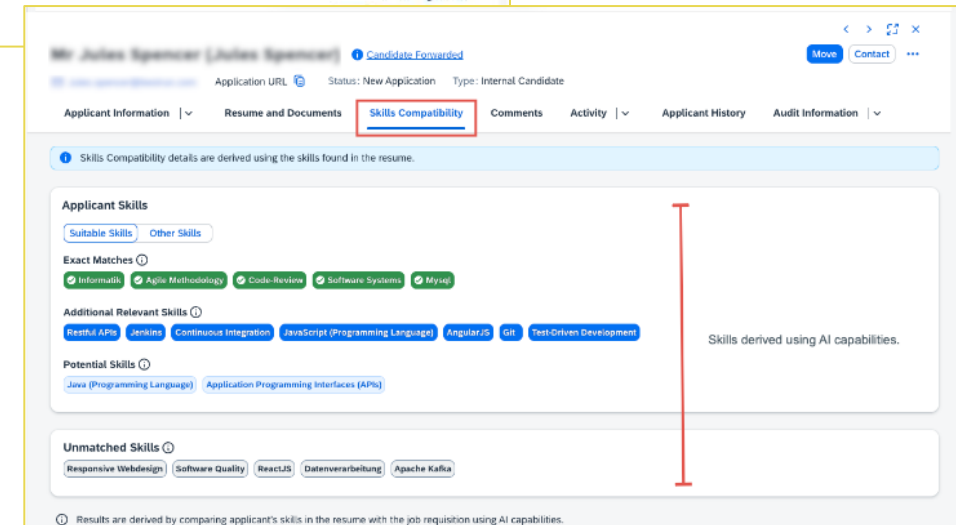
RCM + SAP Business AI

Link to demo

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 AI-assisted 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 AI-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

Lifecycle: General Availability

Enablement: Automatically on

RCM + RMK + UDM + SAP Business AI
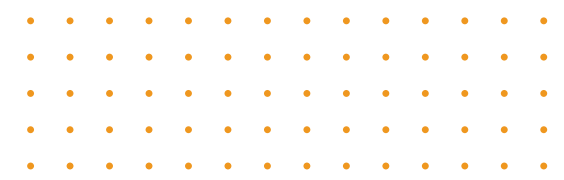
Product Road Map

Product Road Map

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

Thank You.

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