



SAP SuccessFactors

Workforce Analytics and Reporting

2H 2024 Release Briefing

By André Fonseca



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SuccessFactors Experience: Since 2019

André is an experienced SuccessFactors Reporting & Analytics consultant and the subject matter expert for SuccessFactors Reporting and Analytics. He has broad and deep experience with optimizing, defining and analyzing business needs and building solutions for business intelligence across HR and other business domains.

André has special knowledge within analytics and HR including Core HR, Reporting, Talent Management and Workforce Analytics.

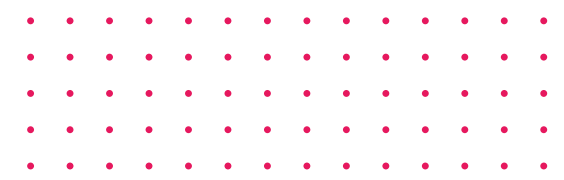


Agenda

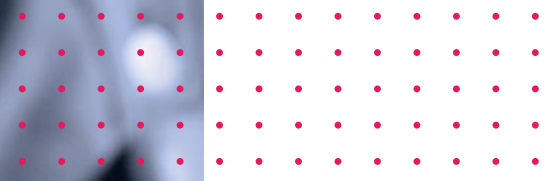
SAP SuccessFactors Workforce Analytics & Reporting

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





Most Important Topics



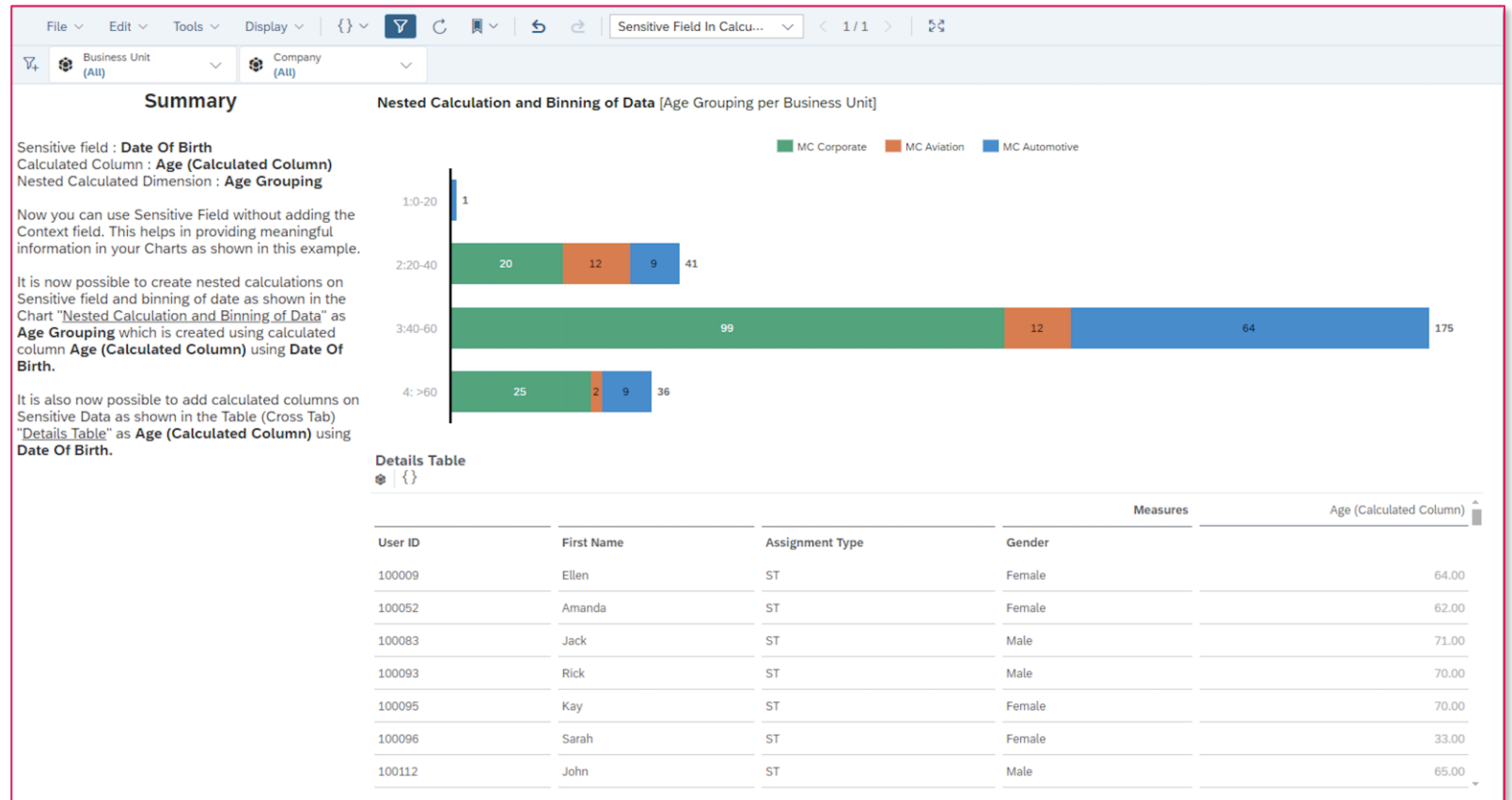
Sensitive fields in Calculated Column

- Fields marked as sensitive can now be used in calculated columns in report stories.
- Calculated column (that uses sensitive field) can be added to a chart without the need of adding the context field.
- Read logging is not enabled in calculated columns.

Type: New

Lifecycle: General Availability

Enablement: Customer configured



The level of impact is Medium.

Mentoring Matched Date field

- A new field “Matched Date” is now available for Reporting in Stories and Table reports.
- The Matched date of mentors and mentees in mentoring programs enables reporting on the duration of the relationship between them.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The screenshot shows the Query Designer interface with a data model consisting of three tables: 'Mentoring Program', 'Participant', and 'Matched Participant'. The 'Matched Participant' table is connected to the 'Participant' table. A 'Select Column' dropdown menu is open, showing a list of columns. The 'Matched Date' column is selected, indicated by a checkmark. Other columns listed include 'End Mentoring Date', 'End Mentoring Note', 'Matched Mentee User ID', 'Matched Mentor User ID', 'Matched Score Category', 'Mentoring Closed By', and 'Restart Mentoring Date'. The 'Matched Mentee User ID' and 'Matched Mentor User ID' sections are expanded, showing sub-columns like 'Display Name', 'External Person ID', 'FirstName', 'Last name', and 'User ID'.

The level of impact is Low.

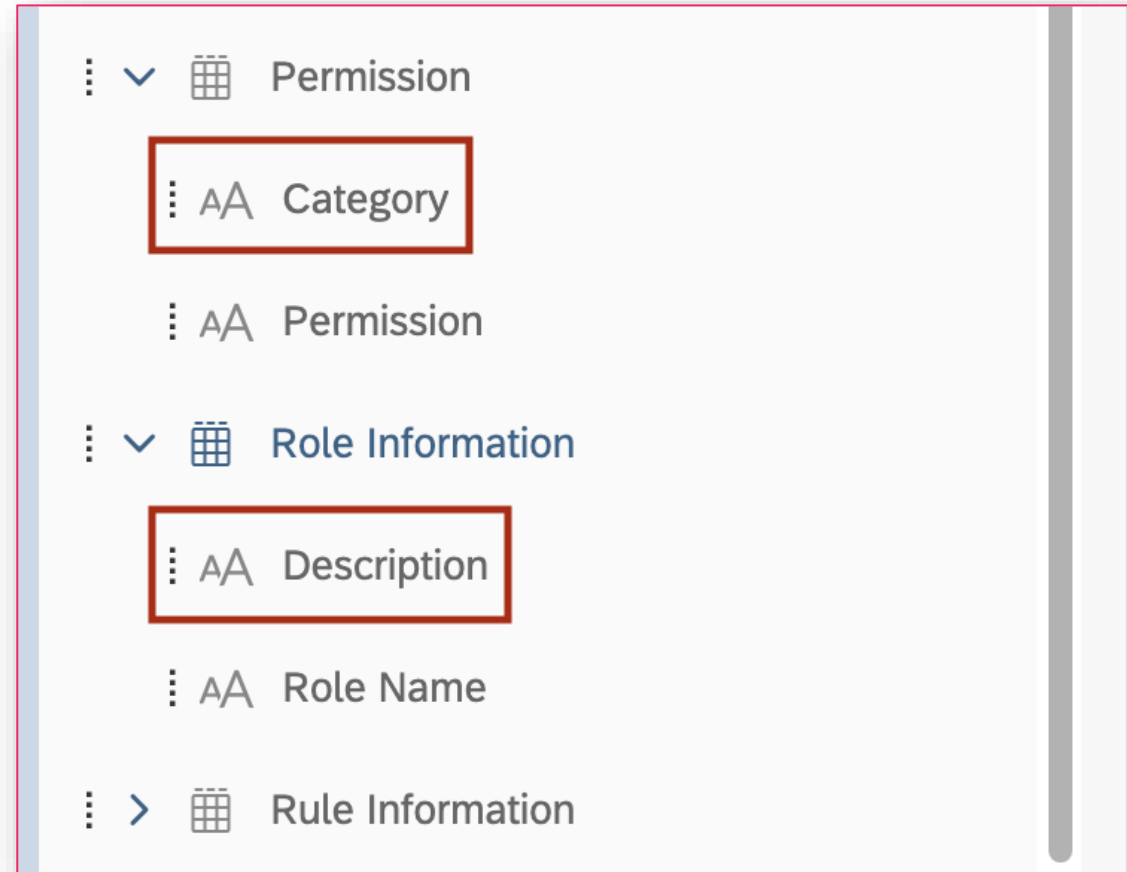
Permission Category & Role Description

- Two new fields Category and Description are introduced in the Role-Based Permissions schema in Stories.
- In the context of permission categories, you can now effortlessly differentiate permissions with similar names in Story reports.

Type: Changed

Lifecycle: General Availability

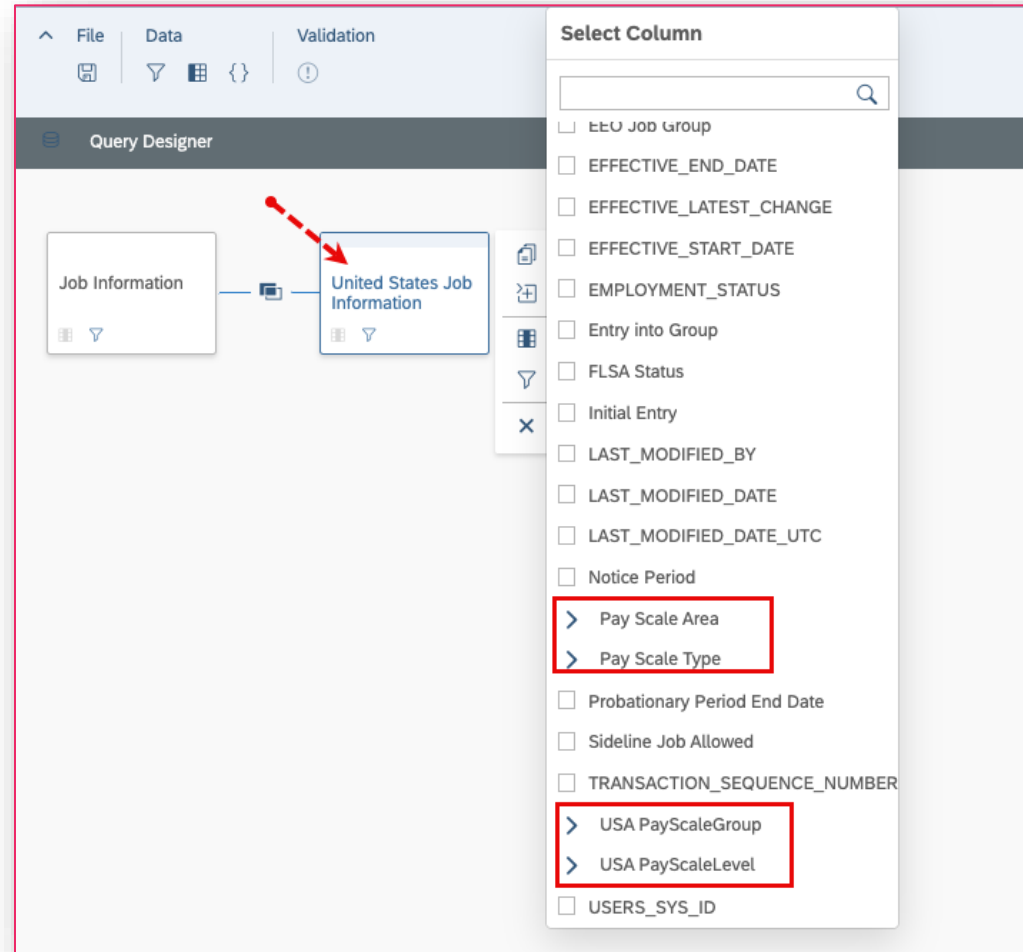
Enablement: Automatically on



The level of impact is Low.

Pay Scale Country specific Job Information fields

- Four new PayScale fields are introduced in the Country specific Job information schema in Stories.
- These additional fields enables you to report on country specific pay scale related data without having to configure PayScale fields in parent Job information object.



Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The level of impact is Low.

Planned Working Time Reporting Configuration and Reporting of Future Data

This enhancements to the Time Management Configuration object is to provide you with the flexibility of generating planned working time data for custom duration not only in the past but also in the future.

The Time Management Configuration object, has two new fields, **Generate Planned Working Time Data for Past Period (in months)** and **Generate Planned Working Time Data for Future Period (in months)**.

These fields allow you to generate planned working time data in the past for up to 12 months and in the future for a period of up to three months respectively.

These configuration periods are effective from the current date and this period will move subsequently to the next day as each day passes by or in other words it is a rolling period.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

Search for actions or people

Back to Admin Center

Manage Data

Search: Time Management Co... TIME_CONFIGURATIO... Include Inactive Records: No Create New: No Selection

Time Management Configuration: TIME_CONFIGURATION (TIME_CONFIGURATION) Take Action

| | |
|--|-----------------------------------|
| Enable Recalculation * | Yes |
| Earliest Possible Recalculation Date | 03/14/2022 |
| Recalculation Period Type | Constant Period |
| Maximum Recalculation Period in Months | 36 |
| Next update of "Earliest Possible Recalculation Date" on | 03/15/2025 |
| Next value of "Earliest Possible Recalculation Date" | 03/15/2022 |
| Schedule Immediate Recalculation | Never |
| Process Job Information rules execution during Employee Time Leave of Absence Import | No Selection |
| Check the page permission in the team absence calendar | No |
| External Code * | TIME_CONFIGURATION |
| createdBy | System System |
| createdDate | 03/03/2022 02:00:15 UTC+2:00 |
| lastModifiedBy | System System |
| lastModifiedDate | 06/28/2024 04:41:43 UTC+2:00 |
| Entity UUID * | 249FDC30A5DA44886915A240D74F0295A |
| Allow employees to download the calendar file for Time Off | Yes |
| Absence Reallocation Enabled | No |
| Enable full purge import for time accounts | No |
| Generate Planned Working Time Data for Past Period (in months) | 0 |
| Generate Planned Working Time Data for Future Period (in months) | 0 |

The level of impact is low. This enhancement is to give you the flexibility to generate planned working time data for custom periods in the past and in the future.

LMS Live Connection for SAC Enterprise

Requisites

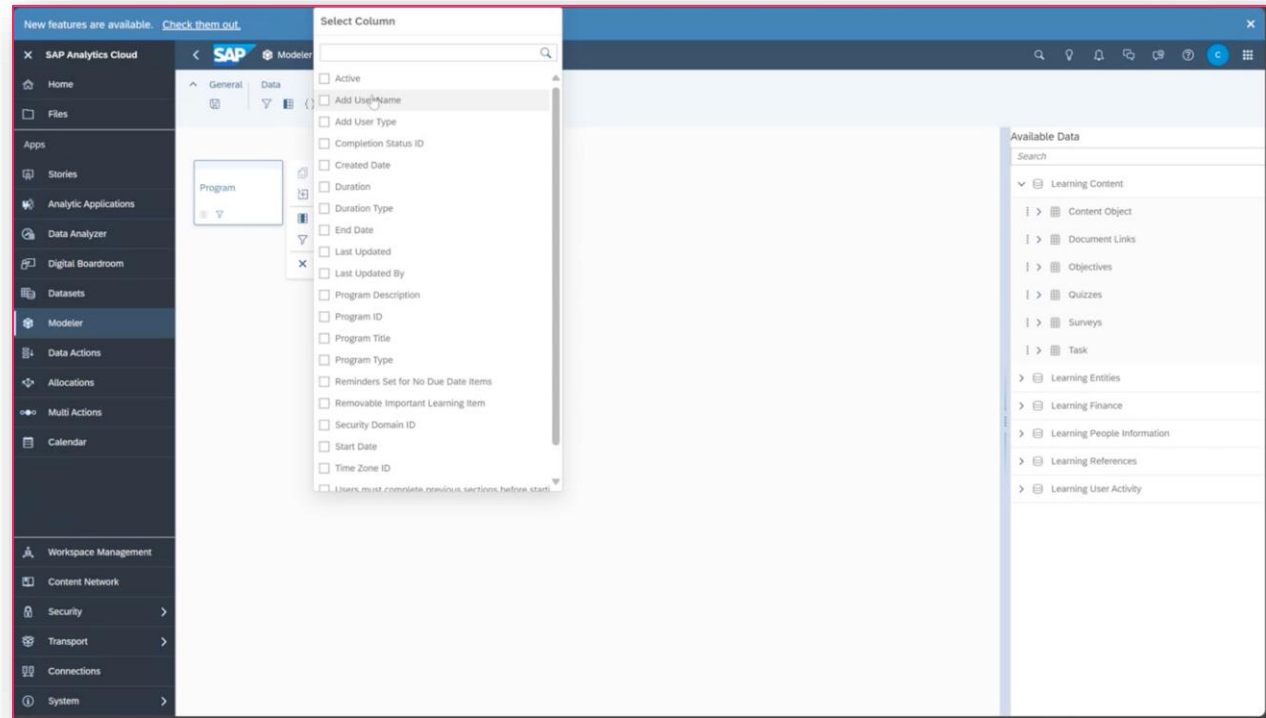
- Active account of SAP Analytics Cloud.
- SAP SuccessFactors Learning in your SAP SuccessFactors tenant.
- Common IAS for stories and SAC.
- Stories with Learning connection.
- You've enabled the live connection between SAP SuccessFactors and SAP Analytics Cloud.
- You've configured the live connection (using copy connection) for SAP SuccessFactors Learning on your SAP Analytics Cloud tenant.

- SAP SuccessFactors Learning data is now available in SAC Enterprise via a Live Connection.

Type: Changed

Lifecycle: General Availability

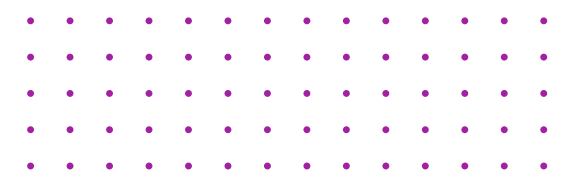
Enablement: Customer configured



The level of impact is Medium.



Other Release Features



Deletion of Classic Reports

- All Classic reports i.e. List Views, Spotlight views, Spreadsheet reports and Classic reporting will be deleted on November 15th 2024.
- Archive & Print, Detailed Document Search, and Objective Search under Classic Reporting will be retained.

Type: Deprecation

Lifecycle: General Availability

Enablement: Automatic

The screenshot displays the 'Classic View' interface. On the left is a sidebar menu with the following items: Classic View, Process Status & Documents, Performance & Assessments, Competencies, Development Goals, Goals, Employees, All Reports by Subject, All Reports by Type, Saved Reports, Scheduled Reports, and Standard Reports. The main content area is titled 'Classic View' and contains four sections:

- List Views:** These lists give you a detailed view into the numbers behind the dashboards for employees, forms, and performance factors. Each list focuses on only one subject, such as employees, and allows you to sort and drill through the data so that you can quickly view the information you want.
- Spotlight Views:** Spotlight reports are at-a-glance graphical representations of statistics about one very focused subject, such as the number of completed reviews. All the information is presented on one page. You can use these reports to quickly check up on a key process.
- Spreadsheet Reports:** These very detailed, highly analytical reports provide in-depth analysis about key processes. These reports are generated by the system according to your criteria and presented in a spreadsheet format. You can easily download the generated report, making it convenient when you need to further manipulate the data offline using Microsoft(R) Excel(TM).
- Classic Reporting:** These reports preserve the format of the original reports provided with this system. If you're already familiar with these reports, you can continue to use them as usual.

The level of impact is High. Customers using classic reporting will need to have an alternative solution.

Deprecation of Pixel Perfect Talent Card

- Pixel Perfect Talent Card (PPTC) will be deleted with 2H-2025 release
- The latest People Profile (PPX) will be made universal with 2H-2025, and it is not possible to create Talent cards using the PPX.
- • End of Development - 15th Nov 2024
- • End of Maintenance – 15th Nov 2025
- • Deleted – 15th Nov 2025

Type: Deprecation announcement

Lifecycle: General Availability

Enablement: Automatic


Report Center Publishing

Batch Publish

Filter Options | Date Options

BatchPublish BIRT

Publisher Template: ENT4491PDF ▼

 Publish Talent Card

The level of impact is Medium.

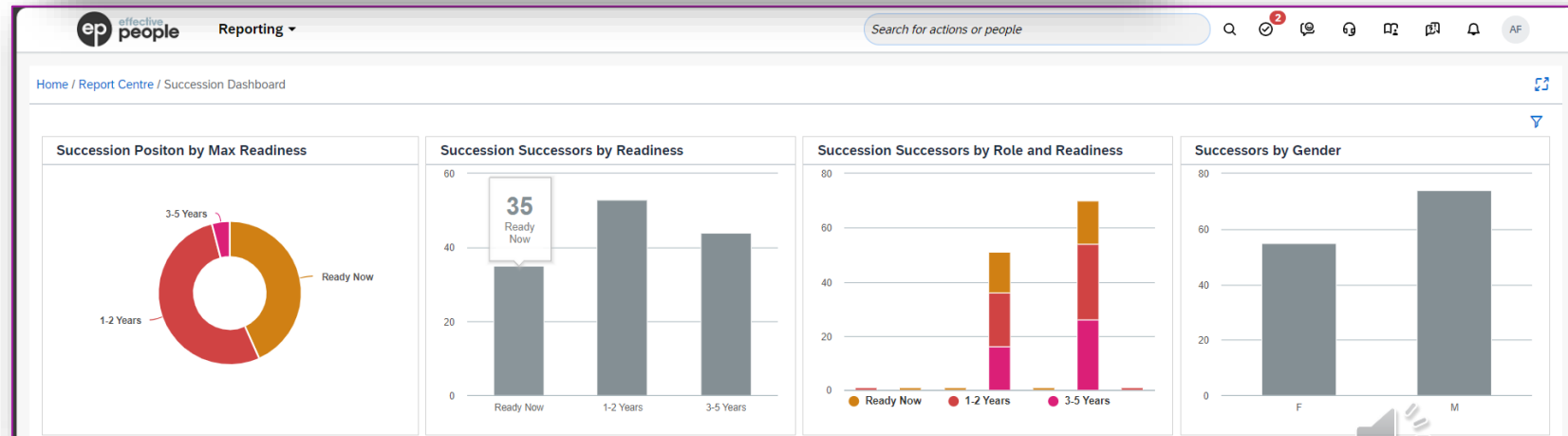
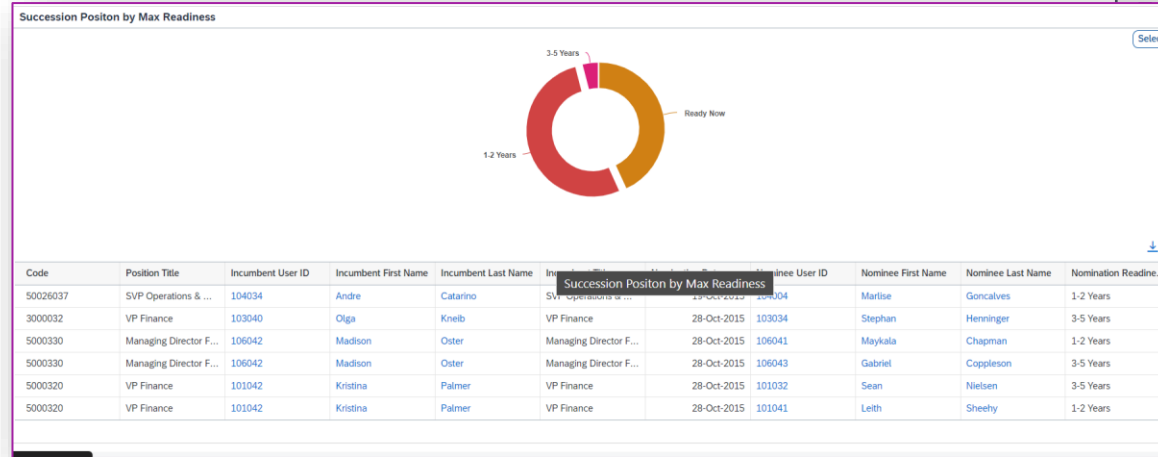
Deprecation of Tiles & Dashboards

- Tiles and Dashboard reports will reach End of Development on November 17, 2023 and will be Deleted on November 21, 2025.
- Ensure you have a migration plan to convert the needed Tiles & Dashboards into stories.

Type: Deprecation announcement

Lifecycle: General Availability

Implementation: Automatic



The level of impact is Medium.

Deprecation of Canvas and Tables

Type: Deprecation

Lifecycle: Info only

Deprecation announcement for Canvas report and Table reports was withdrawn

- Continue to use **Canvas reports and Table reports** while staying up-to-date as the deprecation plan adapts to our shared needs.

i Note

We're rolling back the deprecation announcement for Table reports, because the current deprecation plan has been put on hold. Continue to use Table reports while staying up-to-date as the deprecation plan adapts to our shared needs.

We have left the topic so that you can see what was planned but that we removed it. That includes the technical details, including the [Valid as Of](#) date, so that you can see when it was originally planned.

i Note

We're rolling back the deprecation announcement for Canvas reports, because the current deprecation plan has been put on hold. Continue to use Canvas reports while staying up-to-date as the deprecation plan adapts to our shared needs.

We have left the topic so that you can see what was planned but that we removed it. That includes the technical details, including the [Valid as Of](#) date, so that you can see when it was originally planned.

The level of impact is Awareness.

Source: [Retirement of Canvas, Table, Tiles/Dashboards and ... - Page 3 - SAP Community](#)

Canvas Reports in a Bundle

- A new limitation is introduced that restricts the number of canvas reports that can be added to a bundle for scheduling.
- A maximum of 10 canvas reports can be added to a new report bundle for scheduling, ensuring that an optimized sized bundle is created.

The level of impact is Medium.

Type: Changed

Lifecycle: General Availability

Enablement: Automatic

analytics25qacand.hcm.ondemand.com says

You have exceeded the maximum limit of 10 reports per bundle. Please create a new bundle for additional reports.

OK

Landing Page

| Bundle Name | Items | Parts | Destination | Recipients | Run Mode | Run Status |
|---------------------|-------|-------|-------------|------------|----------|------------|
| GKBundle | 1 | 1 | Run Offline | 0 | 0 | No |
| ManualTC | 0 | 0 | E-mail | 0 | 0 | No |
| New Bundle Test | 10 | 13 | E-mail | 0 | 0 | No |
| New Bundle_Advanced | 40 | 55 | Run Offline | 0 | 0 | No |
| New Bundle_AR | 27 | 33 | Run Offline | 0 | 0 | No |
| RALTest | 1 | 1 | Run Offline | 0 | 0 | No |
| RDBundle | 1 | 1 | Run Offline | 0 | 0 | No |
| testben | 2 | 2 | SFTP | 0 | 0 | No |
| WFA-22327 | 1 | 1 | Run Offline | 0 | 0 | No |
| WFA22731-Export | 3 | 3 | Run Offline | 0 | 0 | No |

Items | Destination | Recipients | Schedule

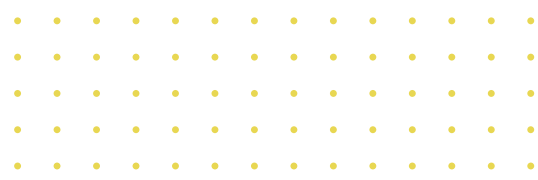
Item List (click on item name to open for editing) Add Item

| Item Name | Parts | Preview | Remove |
|---------------------|-------|---------|--------|
| 1 1811Reg | 2 | Preview | Remove |
| 2 Chart | 1 | Preview | Remove |
| 3 Component_Delete | 3 | Preview | Remove |
| 4 DeleteQuery_Table | 1 | Preview | Remove |
| 5 DeleteQuery | 1 | Preview | Remove |
| 6 DeletePg_InReport | 1 | Preview | Remove |
| 7 DeleteReport | 1 | Preview | Remove |
| 8 InitialLoadTest | 1 | Preview | Remove |
| 9 ORD | 1 | Preview | Remove |
| 10 TestResetFilter | 1 | Preview | Remove |





Deep Dive Topic



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:

Home / Report Center / Candidate Skill

| | A | B | C | D | E | F |
|----|--------------|-----------------|------------|--------------------------------|-------------------------|-----------------|
| 1 | Candidate ID | FirstName1Chang | Last Name: | Skill | Skill Extraction Status | Skill Validated |
| 2 | 78,575 | | | 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 | YES |
| 8 | 78,582 | | | C Sharp (Programming Language) | Completed | YES |
| 9 | 78,582 | | | Restful APIs | Completed | YES |
| 10 | 78,583 | | | Research Skills | Completed | YES |
| 11 | 78,583 | | | Self Motivation | Completed | YES |
| 12 | 78,584 | | | Research Skills | Completed | YES |
| 13 | 78,584 | | | Self Motivation | Completed | YES |

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Home / Report Center / Applicant Skill

| | A | B | C | D | E | F | G |
|----|--------------------|----------------|------------|-----------|-----------------|-------------------------|-----------------|
| 1 | Job Requisition ID | Application ID | First Name | Last Name | Skill | Skill Extraction Status | Skill Validated |
| 2 | 25,728 | 54,116 | | | Leadership | Completed | NO |
| 3 | 25,728 | 54,116 | | | Team Management | Completed | NO |
| 4 | 25,730 | 54,111 | | | Ruby | Completed | YES |
| 5 | 25,730 | 54,111 | | | Web Development | Completed | YES |
| 6 | 25,730 | 54,117 | | | Leadership | Completed | NO |
| 7 | 25,730 | 54,117 | | | Team Management | Completed | NO |
| 8 | 25,731 | 54,113 | | | Research Skills | Completed | YES |
| 9 | 25,731 | 54,113 | | | Self Motivation | Completed | YES |
| 10 | 25,731 | 54,114 | | | DevOps | Completed | YES |
| 11 | 25,731 | 54,114 | | | Microservices | Completed | YES |

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

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.

How it looks now:

| | 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 |

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

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.

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' 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

| | 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 |

| | A | B | C |
|---|-------|----------------------------|----------------------------|
| 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.

How it looks now:

| | A | B | C | D | E | F |
|---|-------|---------|--------------------|-------------------------|-----------|--------|
| 1 | Count | Action | Job Requisition ID | Last Modified | Recipient | Sender |
| 2 | 1 | approve | 9,721 | Mar 24, 2012 4:28:19 PM | 95825 | 153870 |

| | A | B | C | D | E | F | G | H |
|---|-------|--------------------|--------------------------|--------------------|------------------------|--------------------|------------|------------------|
| 1 | Count | Job Requisition ID | New Posting Start Date | New Posting Status | Old Posting Start Date | Old Posting Status | Posting ID | Posting Type |
| 2 | 1 | 17,121 | Oct 6, 2020 6:08:00 AM | Posted | - | Not Posted | 13,302 | Internal Posting |
| 3 | 1 | 18,953 | Aug 14, 2020 10:00:29 AM | Posted | - | Not Posted | 14,806 | Internal Posting |

| | A | B | C | D | E | F | G |
|---|-------|----------------|------------------------|------------------|-----------------------|----------|----------------------------|
| 1 | Count | Application ID | Audit Timestamp | Background Field | External Candidate ID | Field ID | Modified By User Last Name |
| 2 | 1 | 44,110 | Oct 1, 2020 6:45:15 AM | - | - | statusId | G |
| 3 | 1 | 44,730 | Oct 1, 2020 6:45:15 AM | - | - | - | - |
| 4 | 1 | 45,465 | Oct 1, 2020 6:45:15 AM | - | - | - | - |
| 5 | 1 | 45,865 | Oct 1, 2020 6:45:15 AM | - | - | - | - |
| 6 | 1 | 45,865 | Oct 1, 2020 6:45:15 AM | - | - | - | - |
| 7 | 1 | 47,765 | Oct 6, 2020 6:45:15 AM | - | - | - | - |
| 8 | 1 | 47,765 | Oct 6, 2020 6:45:15 AM | - | - | - | - |

| | A | B | C | D | E | F | G | H |
|----|-------|--------------|------------------|------------|---------------|----------------|-----------|--------------------|
| 1 | Count | Candidate ID | Field ID | Field Type | Revision Type | Reference Type | Old Value | New Value |
| 2 | 1 | 48,237 | CANDIDATE | unknown | Update | Candidate | - | Anonymized |
| 3 | 1 | 48,799 | phoneCountryCode | picklist | Update | Candidate | - | Asia/Pacific Other |
| 4 | 1 | 48,799 | state | text | Update | Candidate | - | CA |
| 5 | 1 | 48,799 | zip | text | Update | Candidate | 94404 | 000000 |
| 6 | 1 | 48,994 | coverLetter | richText | Update | Candidate | - | SampleResume.docx |
| 7 | 1 | 48,994 | resume | richText | Update | Candidate | - | SampleResume.docx |
| 8 | 1 | 49,092 | cellPhone | text | Update | Candidate | - | +1804-406-4234 |
| 9 | 1 | 49,092 | cellPhone | text | Update | Candidate | - | +14132135672 |
| 10 | 1 | 49,092 | cellPhone | text | Update | Candidate | - | +917892965692 |

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

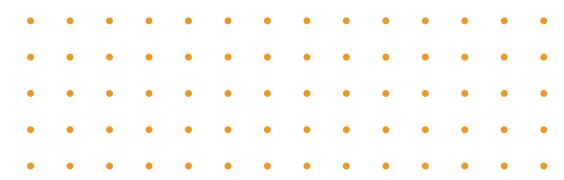
How it looked before:

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





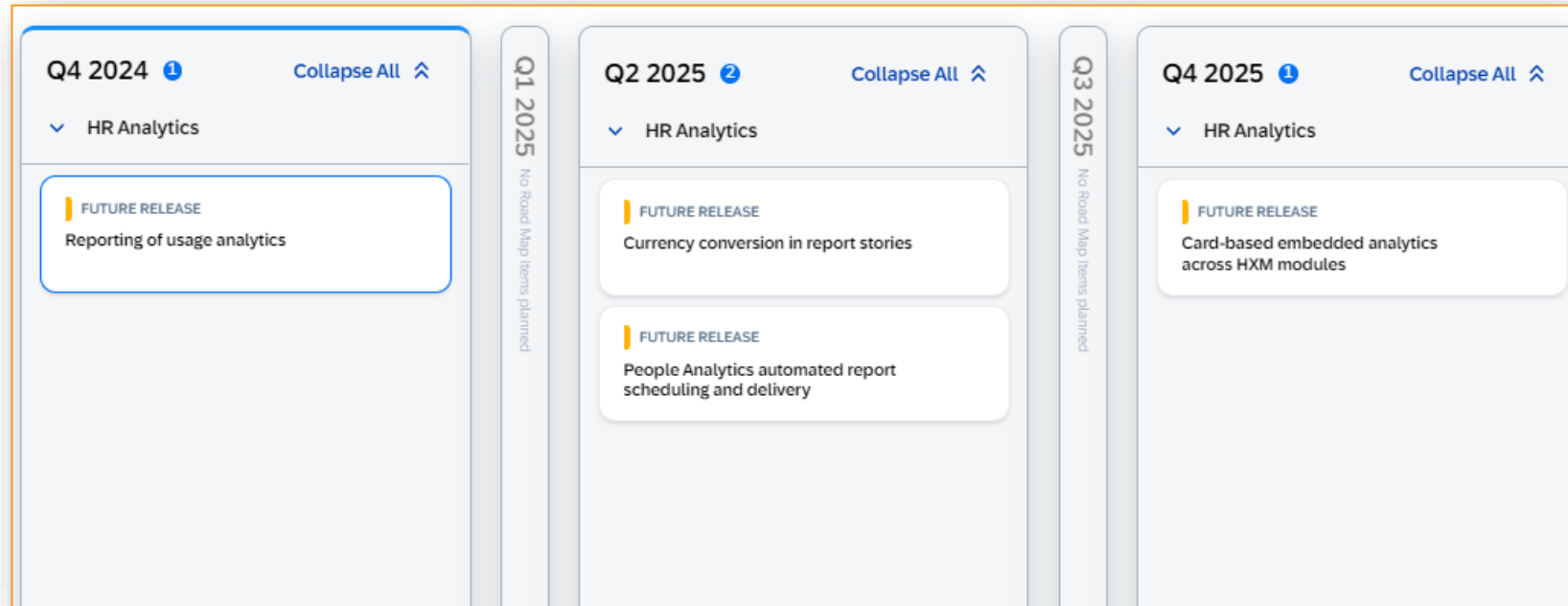
Product Road Map



Product Road Map

We can expect most enhancements to be focused on report stories – new data available for reporting as well as enhanced scheduling capabilities and embedded cards.

SAP Road Map Explorer





Thank You.

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