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SAP SuccessFactors Learning

Presented by
Niels Peter Johansson

May 11th, 2023

A GPStrategies Company

NIELS PETER JOHANSSON

- Role: Team Lead & Senior SuccessFactors Consultant
- SuccessFactors Experience: Since 1998

Niels has more than 25+ years of experience in the areas of IT, HR and Learning consulting.

Niels works as SuccessFactors Learning Management specialist. Niels works with companies to ensure the best support for learning, education and building compenties

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Session agenda

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

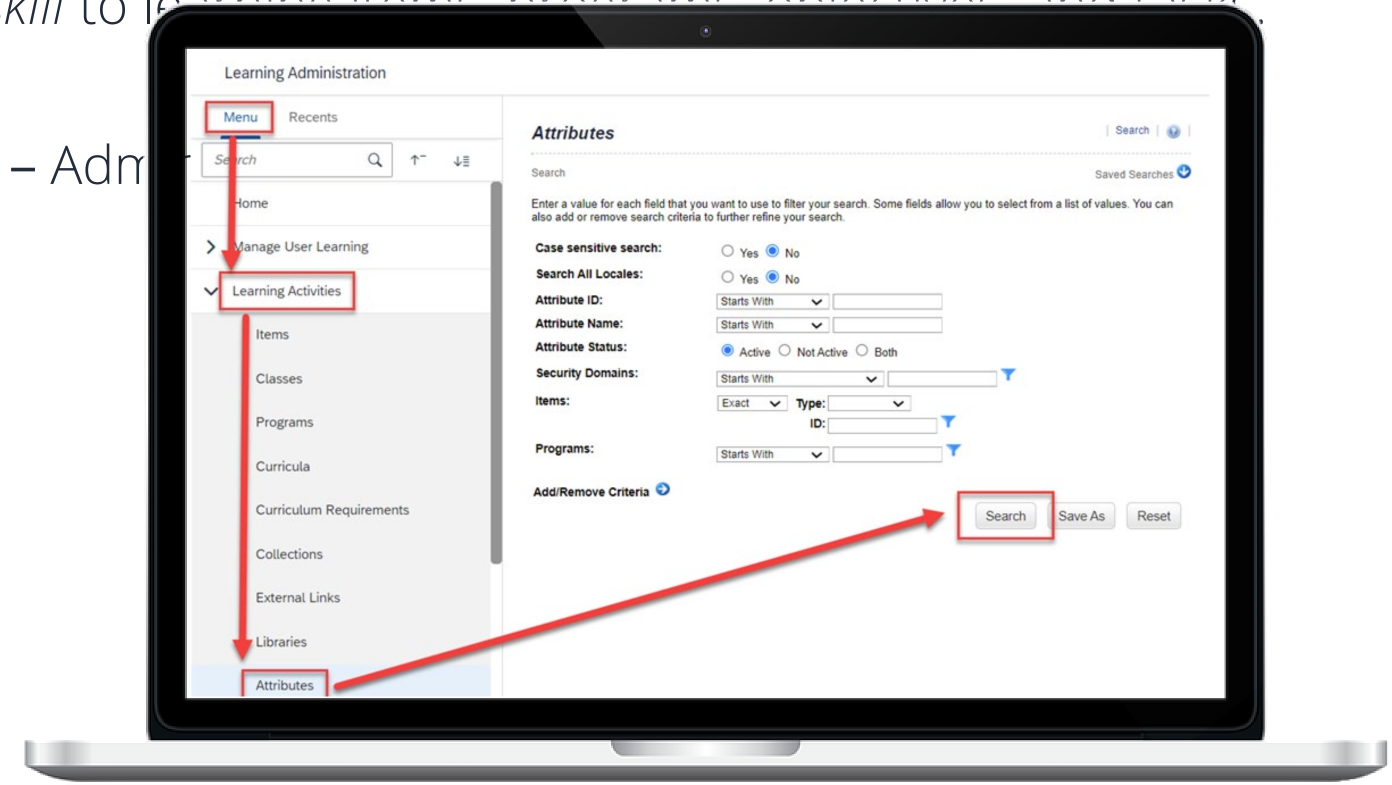
Most Important Topics

Learning Integration with Talent Intelligence Hub (LRN-136892)

Type: Early Adoption

- You can integrate SAP SuccessFactors Learning with the **Talent Intelligence Hub** framework to add **attributes** of type *competency* and *skill* to learning items, programs, objectives, and tasks.

- Replaces **Competencies** with **Attributes** – Adm



The level of impact of this release is medium – BUT very important.

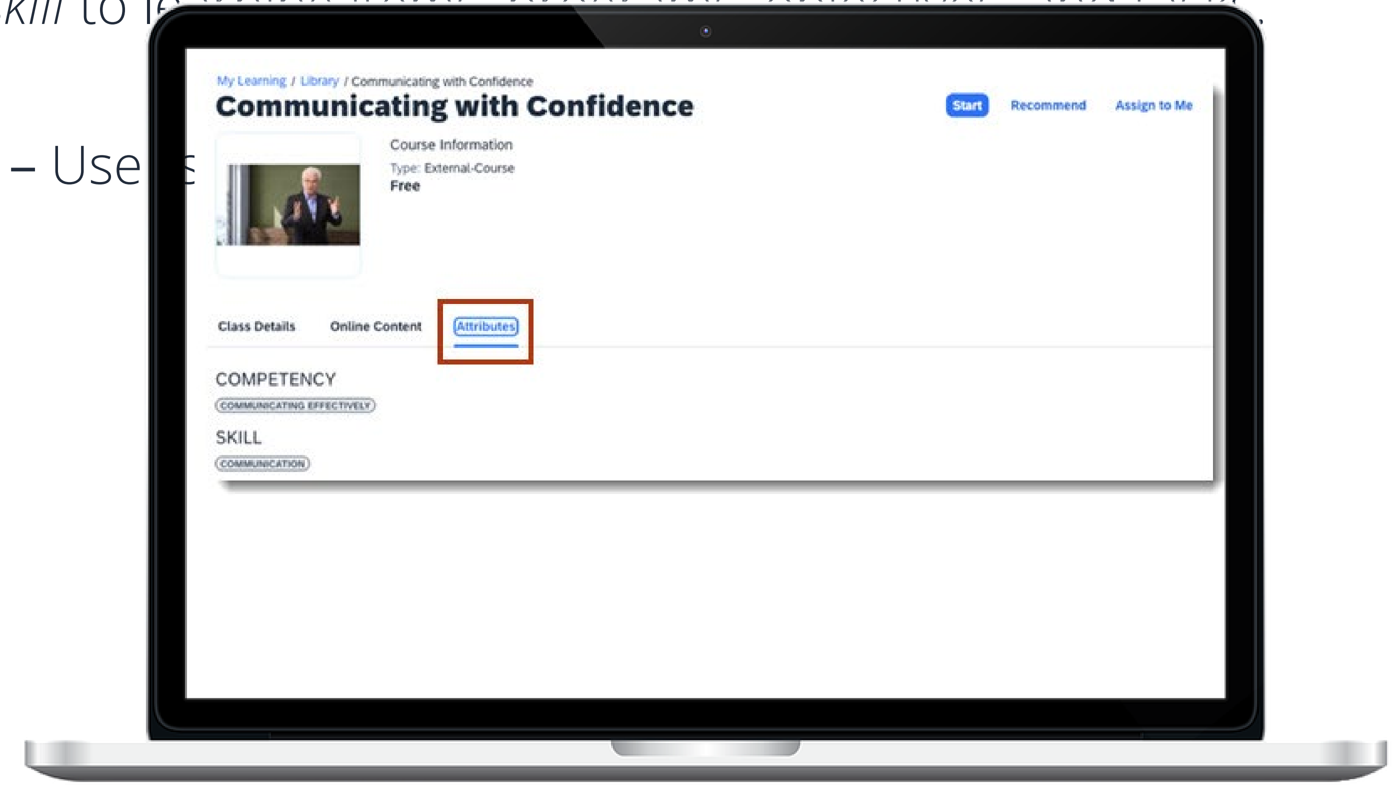
Effective People recommends begin looking at the possibilities within Talent Intelligence Hub and Learning

Learning Integration with Talent Intelligence Hub II (LRN-136892)

Type: Early Adoption

- You can integrate SAP SuccessFactors Learning with the Talent Intelligence Hub framework to add **attributes** of type *competency* and *skill* to l

- Replaces Competencies with Attributes – Use



The level of impact of this release is medium – BUT very important.

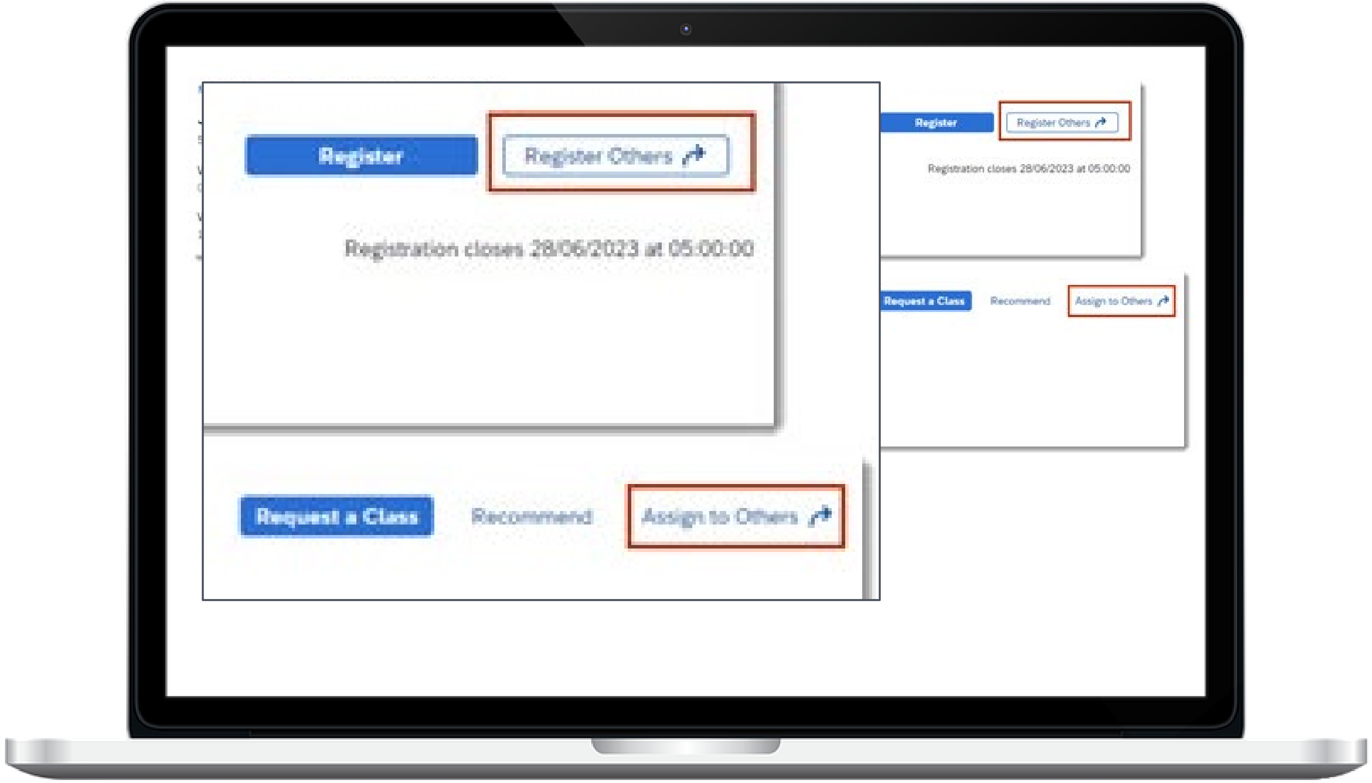
Effective People recommends begin looking at the possibilities within Talent Intelligence Hub and Learning

Enhanced Course Home (LRN-138273)

Lifecycle: General Availability

- The Course Home experience is enhanced with support for:
  - manager actions,
  - approval comments,
  - associated attributes,
  - and other requested functionality.

- See Manager example:



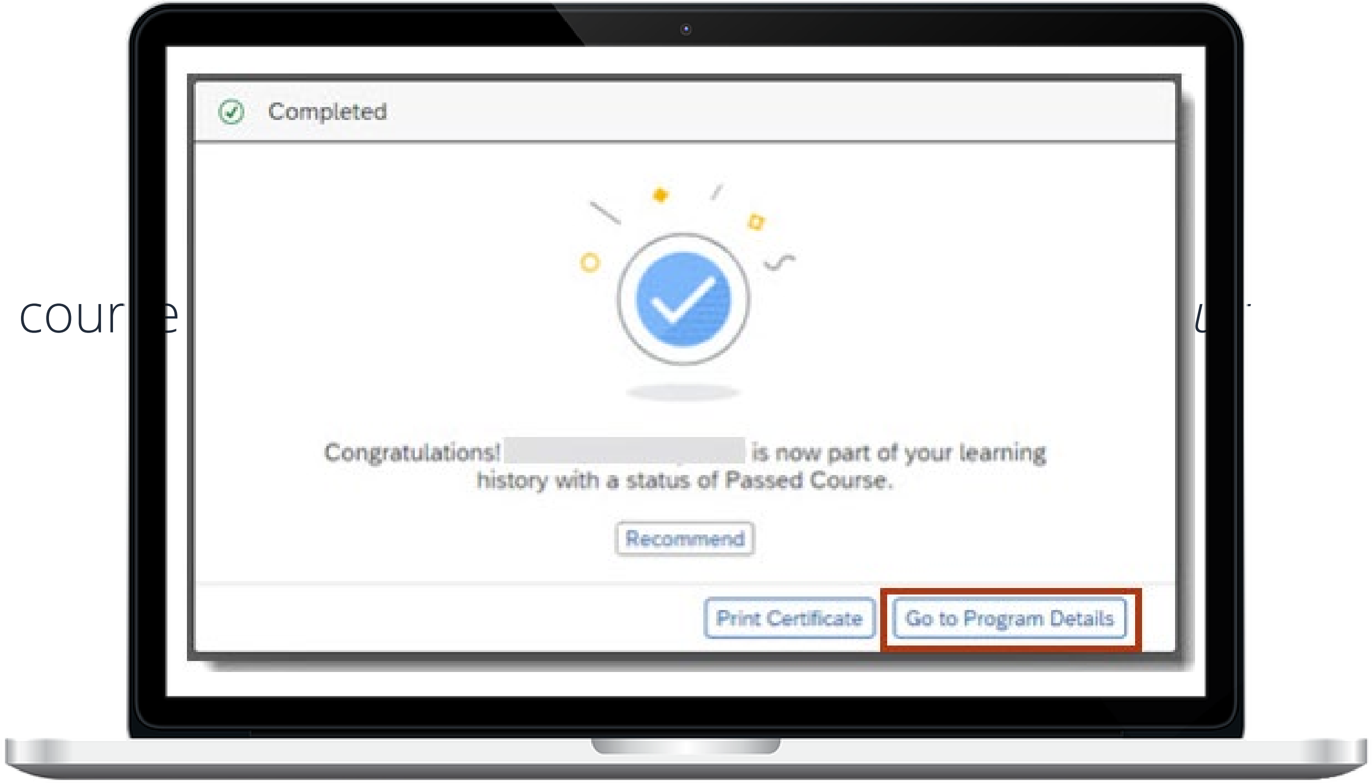
The level of impact of this release is Low.

Effective People recommends testing all features in Course Home experience (`enableCourseHomeBlended=true`) – this will be enforced in 2023 H2 release.

Enhanced Course Home II (LRN-138273)

Lifecycle: General Availability

- The Course Home experience is enhanced with support for:
  - manager actions,
  - approval comments,
  - associated attributes,
  - and other requested functionality.
- See User experience when completing a cour e *u* *in 2211 release*)



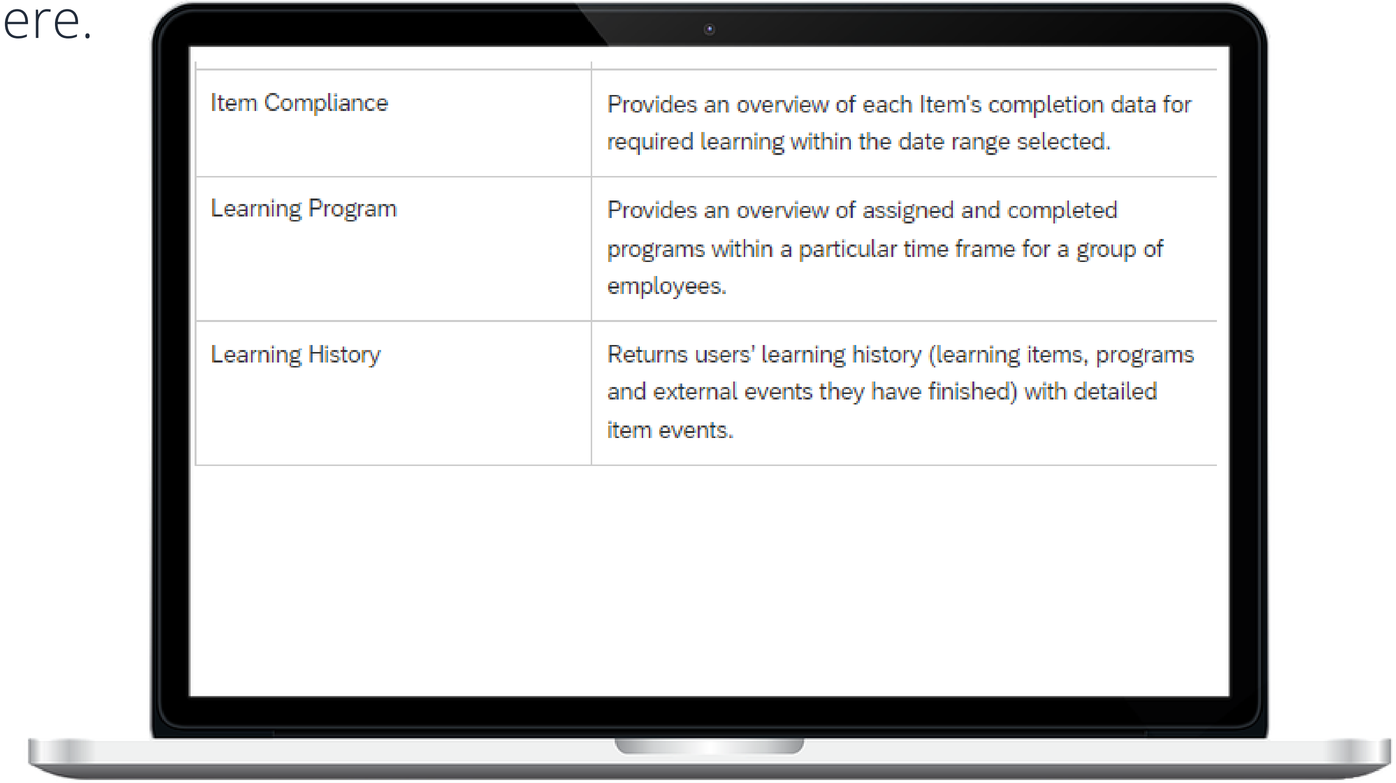
The level of impact of this release is Low.

Effective People recommends testing all features in Course Home experience (`enableCourseHomeBlended=true`) – this will be enforced in 2023 H2 release.

Addition of Learning-Based Template Stories in Content Store (AYT-51855)

Lifecycle: General Availability

- The template stories are *not* being delivered in Content Store with the 1H 2023 release.
- Three new template are (soon) to be there.



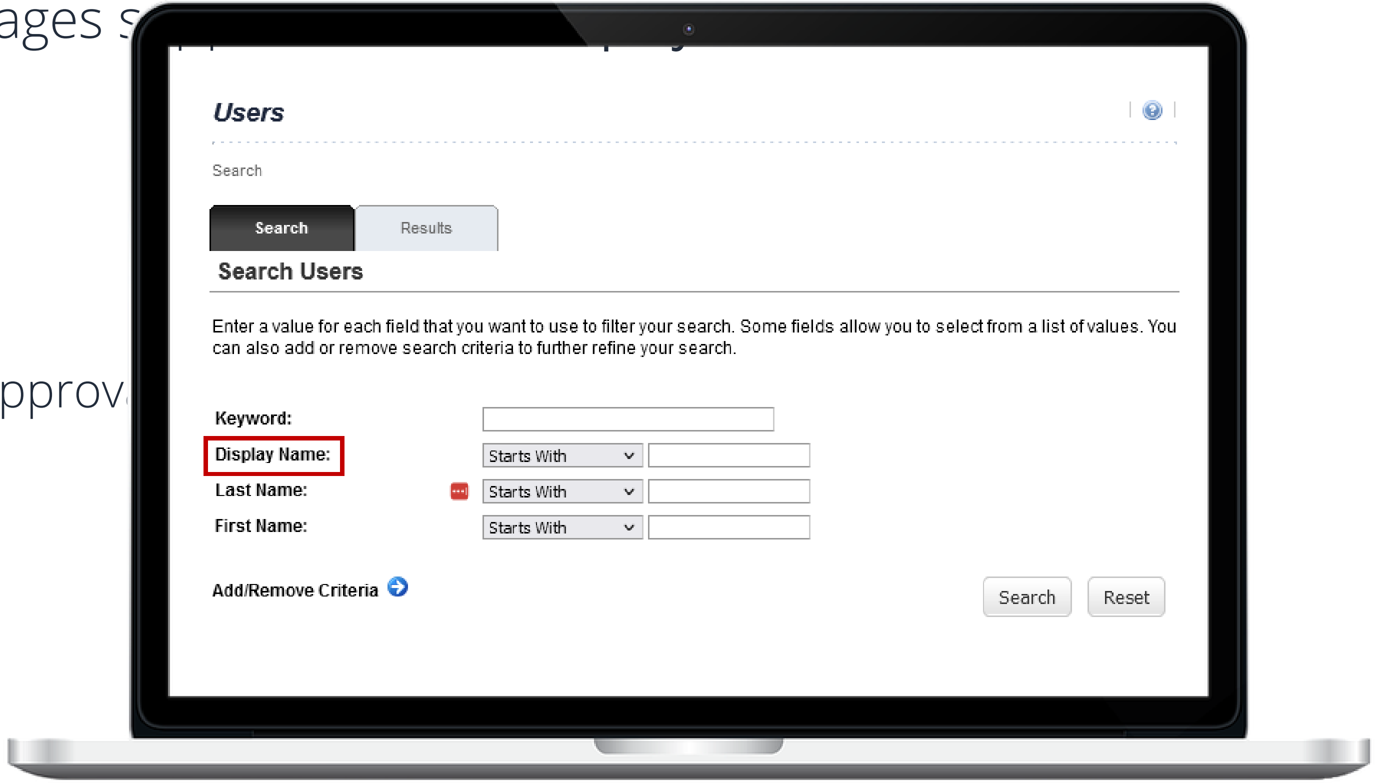
Item Compliance	Provides an overview of each Item's completion data for required learning within the date range selected.
Learning Program	Provides an overview of assigned and completed programs within a particular time frame for a group of employees.
Learning History	Returns users' learning history (learning items, programs and external events they have finished) with detailed item events.

The level of impact of this release is low. Effective People recommends that you keep an eye open for when the reports are available.

More Modules and Features Support General Display Name (RCM-112620)

Lifecycle: General Availability

- **General Display Name** is now supported in more modules and features.
- The following Learning Administration pages s
  - Curricula > Create Curriculum Classes
  - Libraries > QuickGuides
  - User > Approvals
  - Classes > Contacts
  - References > System Administration > Approv



The level of impact of this release is low. Effective People recommends that you decide where to use the General Display Name – if at all.

New Release Features

Improved VLS (Virtual Learning System) integrations

Lifecycle: General Availability

- Webex Meeting Center REST API Support for Virtual Learning (LRN-138013)
  - SAP SuccessFactors Learning now supports REST APIs for Webex Meeting Center. LMS also now support Webex Control Hub.
- Support for Zoom Server-to-Server OAuth API Authentication (LRN-136329)
  - SF added support for Zoom's new API authentication method for meetings and webinars.
- Receive Reminders of Learning Assignments in Microsoft Teams (WRK-233)
  - With the integration of SAP SuccessFactors and Microsoft 365, users can now receive reminders of their learning assignment right inside Microsoft Teams.

The level of impact of this release is Low.

Effective People recommends testing the VLS integrations already setup.

Dual Calendar Now Available in Time Management and Learning (WEF-116418)

Lifecycle: General Availability

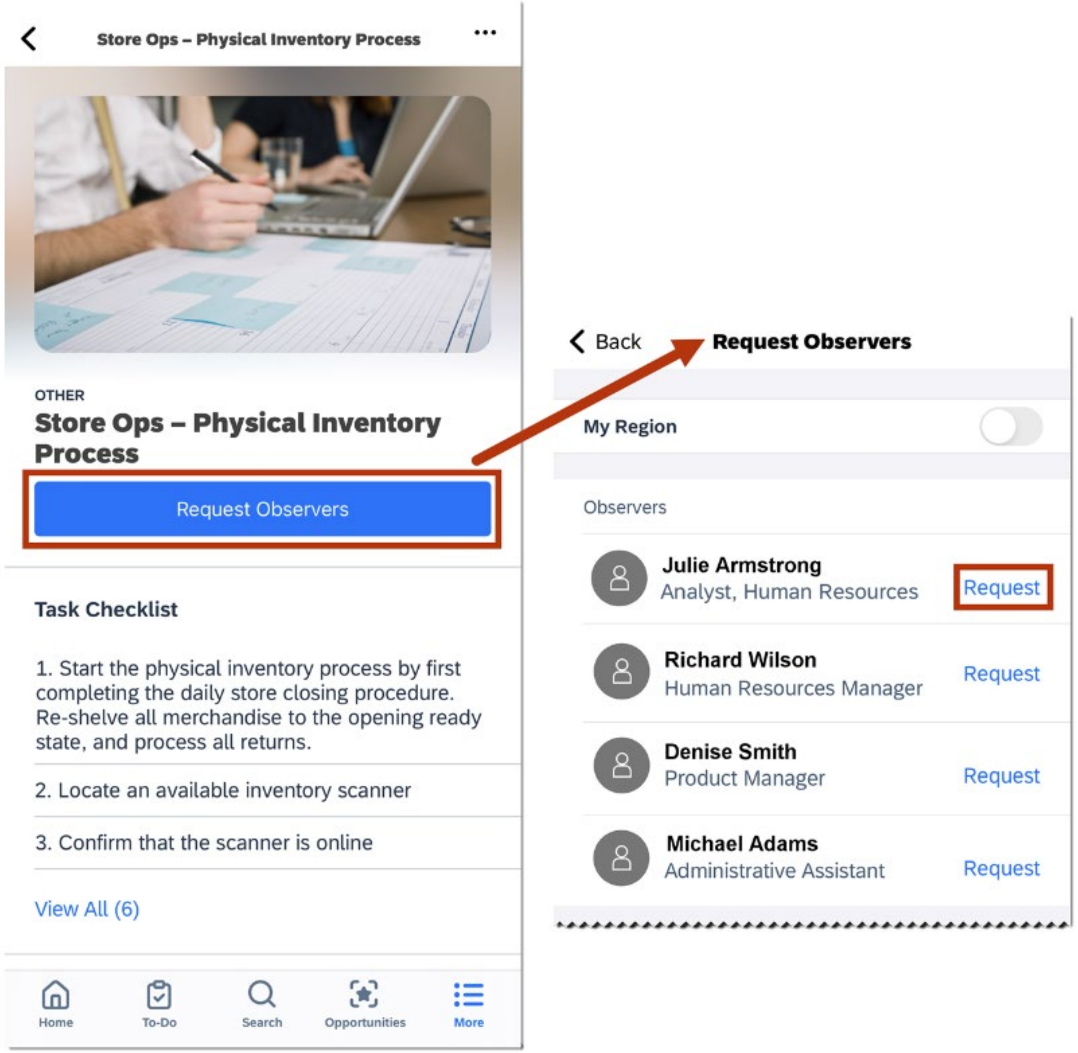
- The dual calendar view is now available on Time Management and Learning screens, as it is most other places where you select a date on a calendar.
- The dual calendar view is available to people who use the Arabic or Thai language. It displays Hijri or Buddhist calendar dates, respectively, along with the Gregorian calendar dates. When it was introduced in 1H 2022, it wasn't yet available on Time Management and Learning screens. Now, it is.
- We added the dual calendar to date fields in Time Management and Learning so that users of Arabic and Thai languages have a consistent experience across the HXM Suite.

NB.: *The dual calendar is only shown to users of Arabic and Thai when it's enabled at:*
Admin Center > Company System and Logo Settings > Enable Dual Calendar. It's enabled by default.

The level of impact of this release is low.

Mobile: Task Checklist for the New Course Home Experience on iOS and Android Mobile Apps (MOB-60445)

- We now support Task Checklist on the SAP SuccessFactors Mobile iOS and Android apps for our customers who have enabled the new Course Home experience.

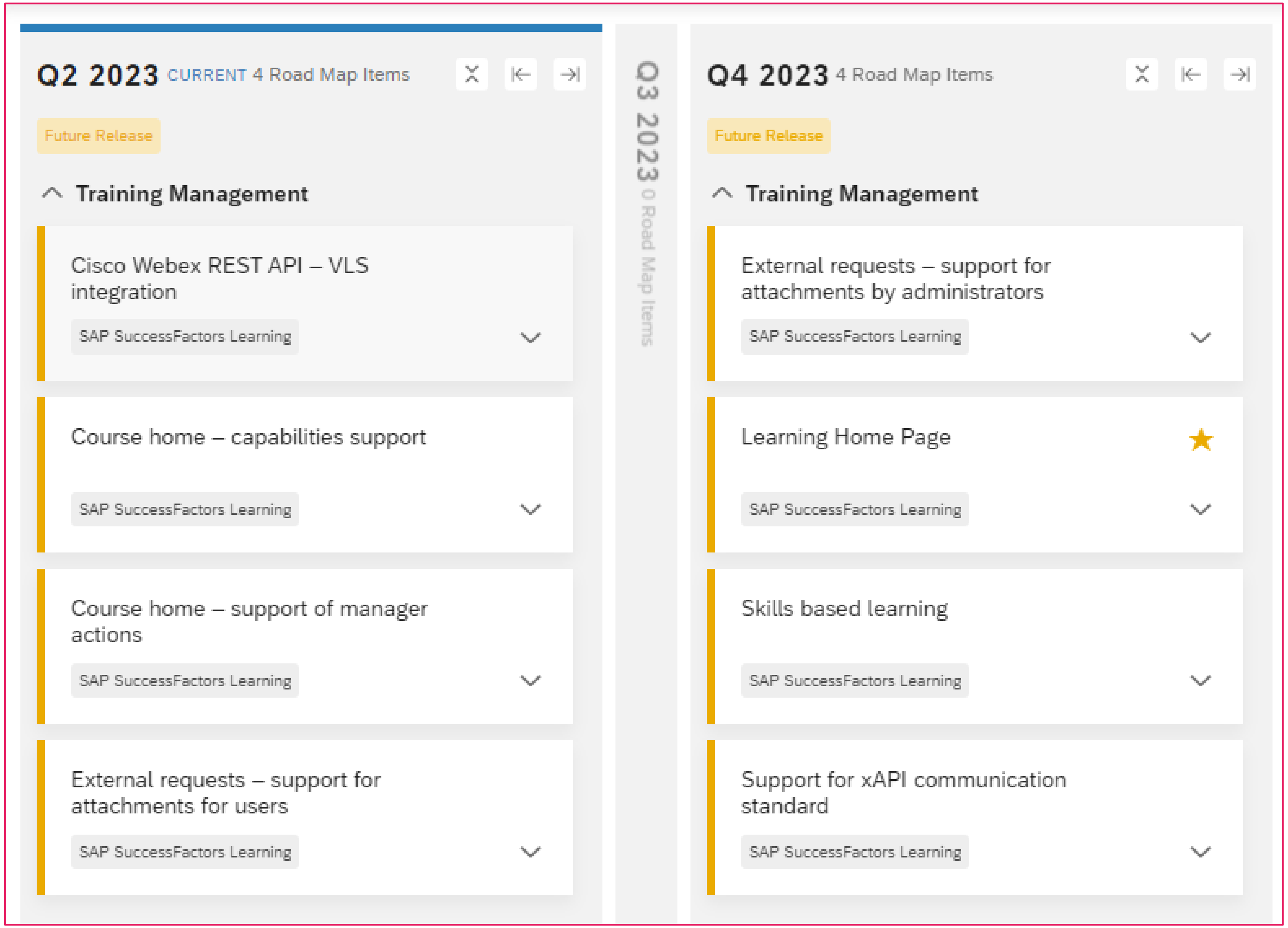


The level of impact of this release is low

Roadmap

Product Road Map

- Q4 2023 will have three interesting features – see next slide



Product Road Map

- "Learning Home page"
  will be updated in line of what has been seen of the Hom
- "Skills based learning"
  Extending the skills from SAP Intelligence Hub to be mapp
- "Support for xAPI communication standards"
  A long waited for extension of the eLearning possibilities.

Learning Home Page

- A new learning user experience will be introduced that is prioritized and organized based on the users individual needs.
- The experience will feature an intuitive design that provides learning options in the context of what the user wants to accomplish.
- Utilizing machine learning recommendations based on holistic user information.
- The experience will ease navigation to related functions across the HXM suite.

SAP SuccessFactors Learning

Skills based learning

Users will be able to target relevant learning that helps them gain proficiency in specific skill areas.

SAP SuccessFactors Learning

Support for xAPI communication standard

Adding the ability to communicate learning progress and completion using both:

- Experience API (xAPI) data and interface standard statement
- Current standards already supported

SAP SuccessFactors Learning

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SAP SuccessFactors Onboarding

Presented by
Harsha Vernekar

May 11th, 2023

A GPStrategies Company

HARSHA VERNEKAR

- Role: Senior SuccessFactors Consultant
- SuccessFactors Experience: Since 2013

Harsha is a highly experienced consultant with 10+ years of experience with SAP SuccessFactors.

Main focus for Harsha in the last 6 years have been Recruiting and Onboarding. Harsha holds professional certifications in Recruiting and Onboarding.

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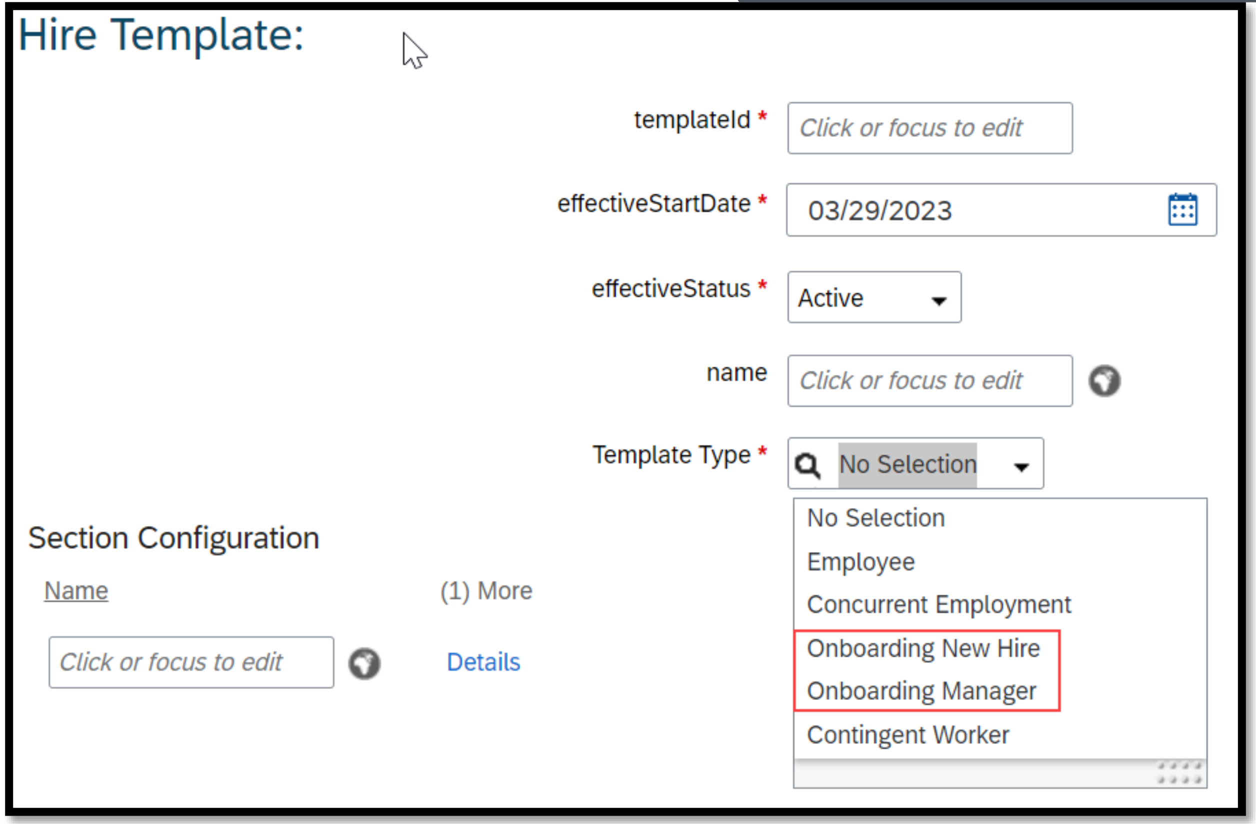
Session agenda

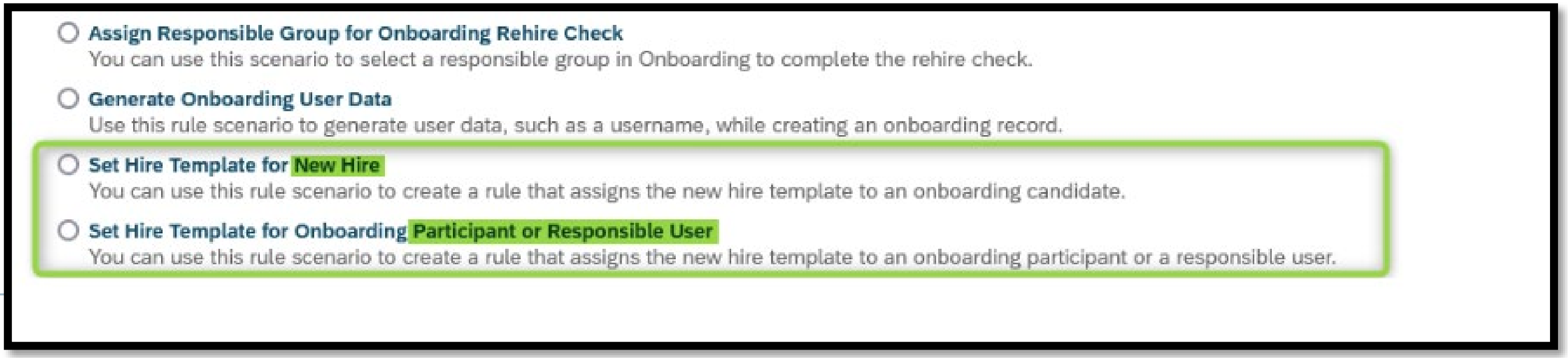
- Most Important Topics
- Other Release Features
- Product Road Map

Most Important Topics

Configurable New Hire for Onboarding

- Enable customers to use the configurable new hire functionality from SAP SuccessFactors Employee Central during onboarding
- Combine personal data collection and additional data collection into one step
- Create a **Hire Template** and a **business rule** that helps you in selecting the right template.
- In Hire Template, you can add, remove, and rearrange the order of the blocks as well as add standard and custom **MDF objects** to the configuration.
- Template types:
  - Onboarding New Hire
  - Onboarding Manager





Type: New

Lifecycle: General Availability

Enablement: Customer Configured

Configurable New Hire for Onboarding

Onboarding Configuration: Default Onboarding Configuration (Default Onboarding Configuration)

External Code *	Default Onboarding Configuration
Enable Remote Signature (Choose No for Embedded Signature) *	No
Disable Photo Access for External Users *	No
Rule for Onboarding User ID Generation	
Listen to Recruiting Updates for Start Date and Hiring Manager	No
Retain Onboarding Information After Manual Restart	No
Rehire on Old Employment Enabled	Yes
Rule for Rehire Coordinator Group Configuration	
Service Layer for Crossboarding Enabled	Yes
Rule for Onboarding Username Generation	
Allow onInit Rules for Onboarding Pages	Yes
Rule for Personal Data Collection Template	custONBSet Hire Template for New Hire (custONBSetHireTemplateForNewHire)
Rule for New Hire Data Review Template	
Rule for Access New Hire Data Template	custONBSet Hire Template for Onboarding Participant or Responsible User (custONBSetHireTemplateForPatUser)
Number of Days Before Start Date by when Assigned Task must be Completed	
Sync Start Date and Hiring Manager Changes from Employee Central	No

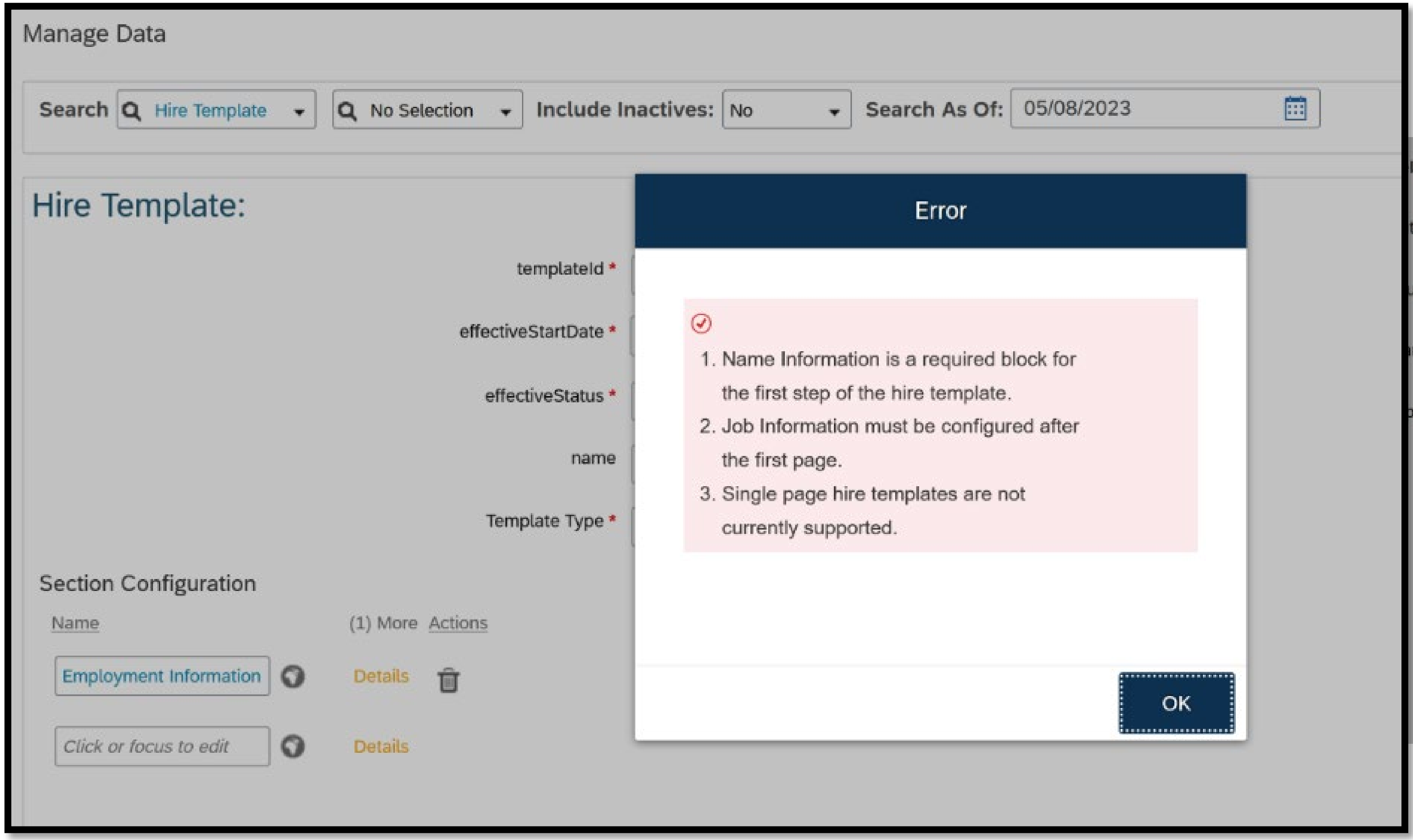
- Role-Based Permission Prerequisites
  - You have the Administrator > Manage Business Configuration > **Hire Template** permission.
  - You have the Administrator > Onboarding or Offboarding Admin Object Permissions > **Onboarding Configurations** permission.

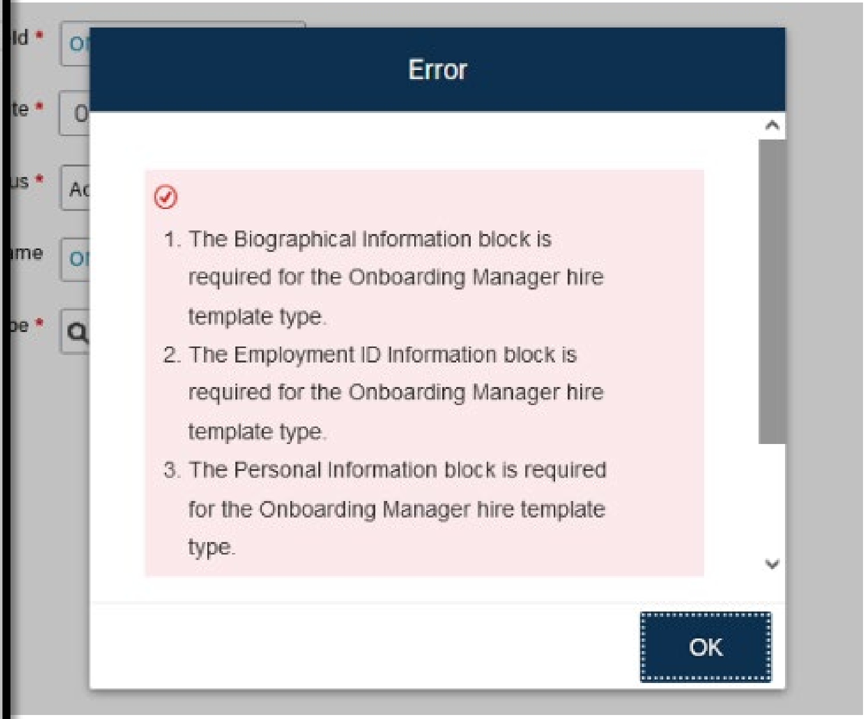
Configurable New Hire for Onboarding

Type: New

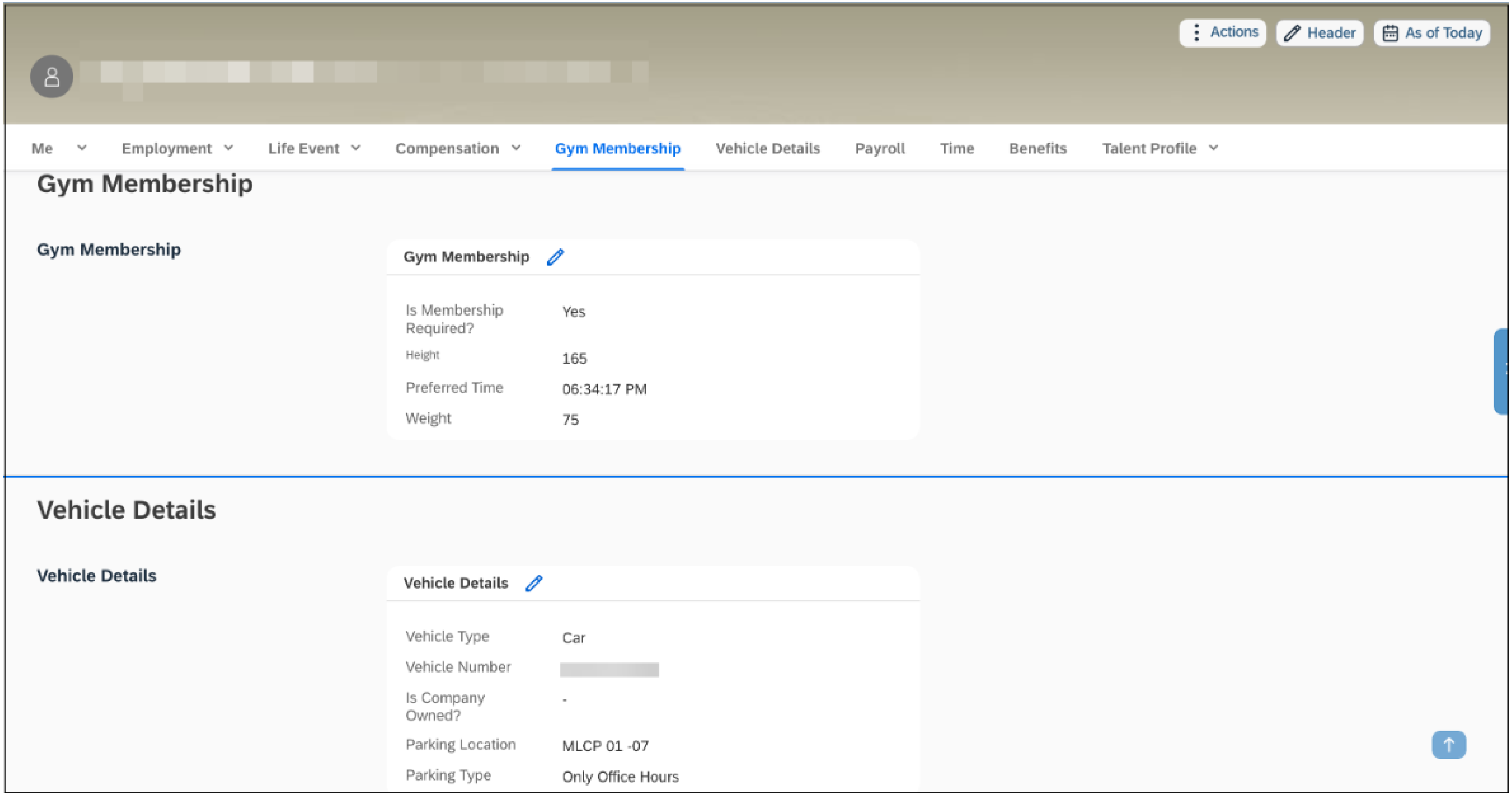
Lifecycle: General Availability

Enablement: Customer Configured





People Profile page with New Hire Details



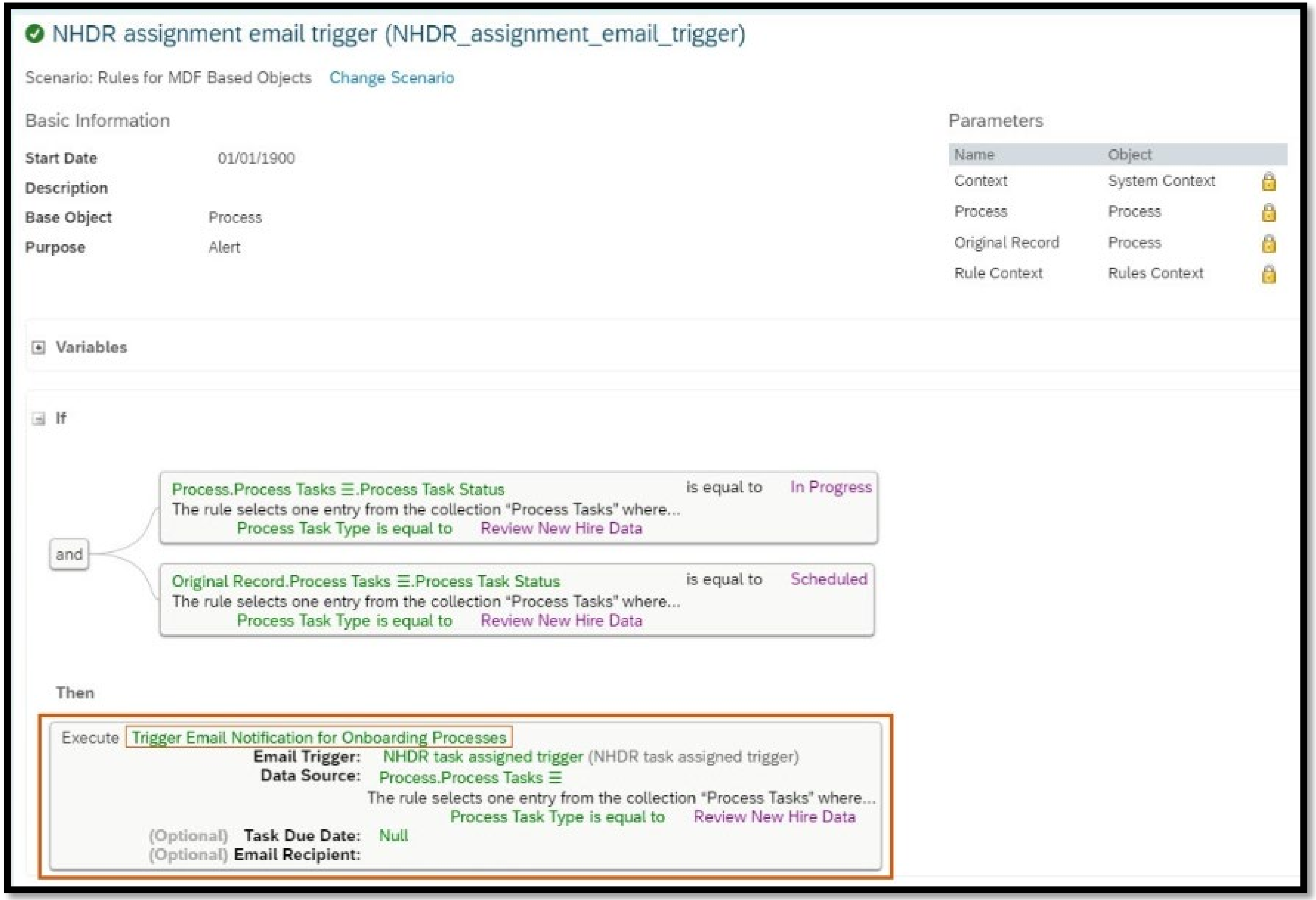
Type: New

Lifecycle: General Availability

Enablement: Automatically on

Custom Email Notification Triggers Using Business Rules

- Ability to use custom triggers in an e-mail notification template
- You can configure the new rule function **Trigger Email Notification for Onboarding Processes**
- This enhancement provides a method **to trigger emails for Onboarding process steps that aren't supported by preconfigured email notifications.**
- This rule function can be configured for Onboarding processes, such as **new hire and rehire data review** tasks, **manage pending hires**, **personal** data collection, and **custom** data collection.



New Release Features

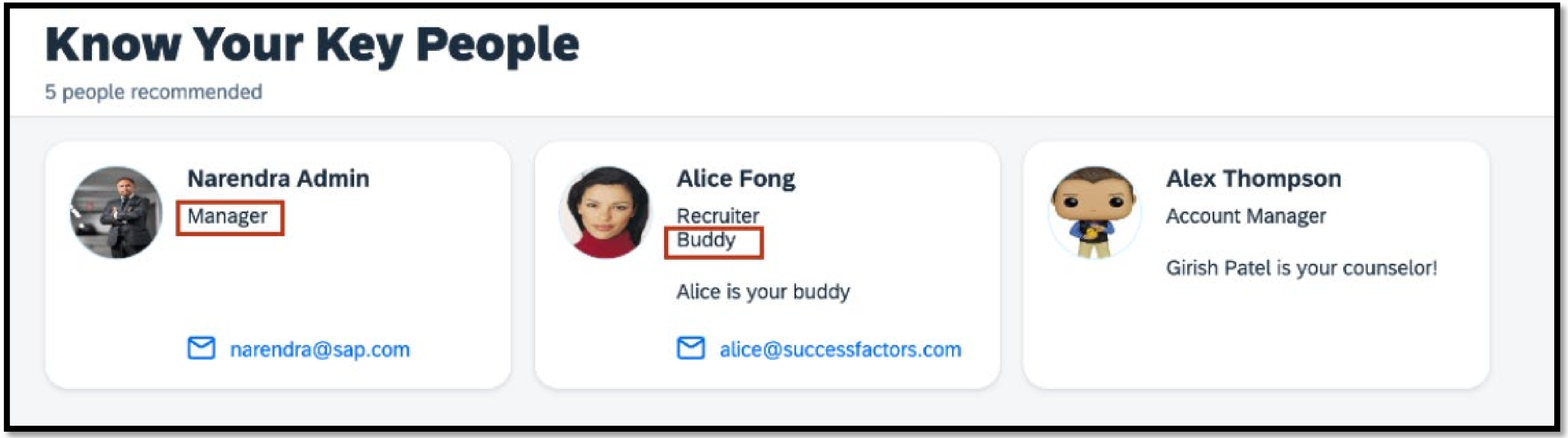
Enhancements to the Onboarding Guide Page

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- The cards in the **Know Your Key People** section of a new hire's **Onboarding Journey** now identify the **Manager** and the **buddy** underneath the person's name.
- When the manager completes the buddy task as part of manager activity
- Automatically enabled no configuration or permission update needed



Type: Changed

Lifecycle: General Availability

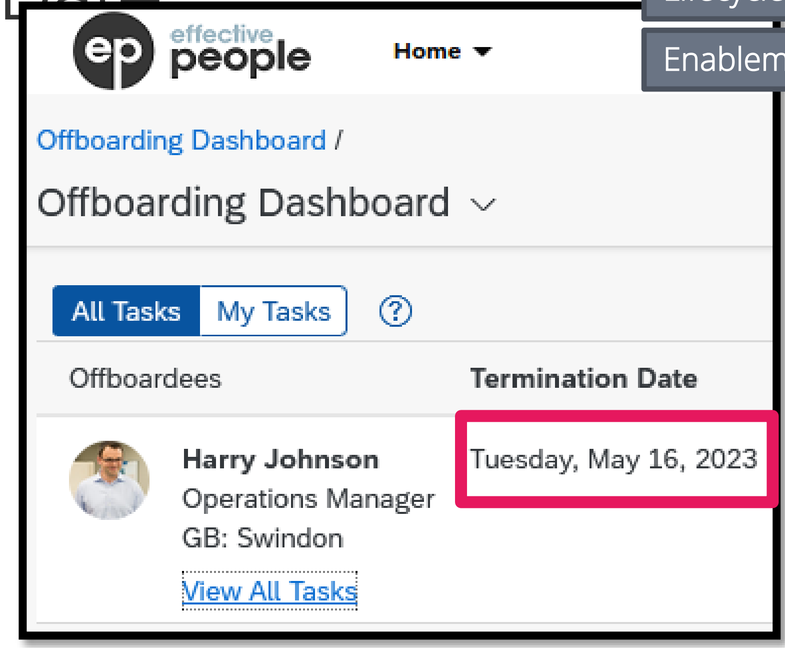
Enablement: Automatically on

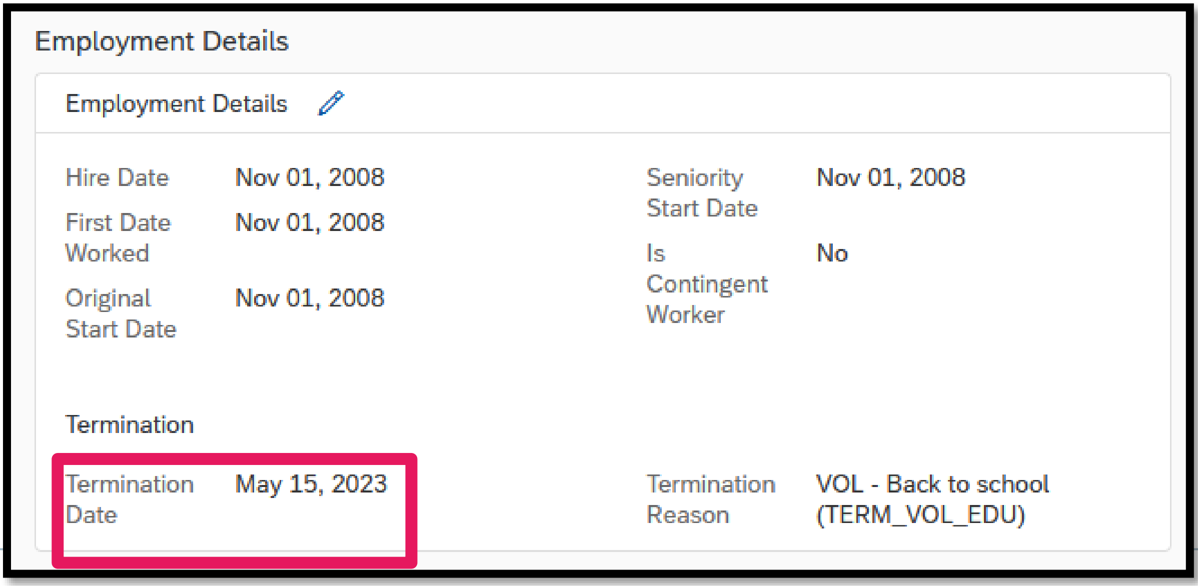
Updates to Offboarding Termination Date

- The **Termination Date** in Offboarding now matches the **Termination Date** displayed in Employee Central. In:
  - Offboarding Dashboard
  - Offboarding Notifications
  - Offboarding Tasks &
  - Home page cards for managers and offboardees

- **Previously**: It showed the Termination date +1 (record inactivity date)

Universal (Info Only) / General Availability





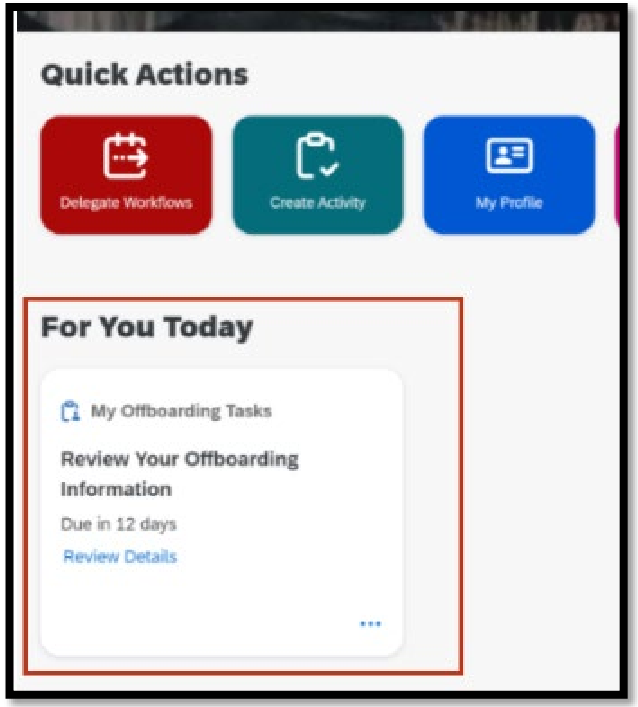
Offboardee Experience on the Home Page

Type: Changed

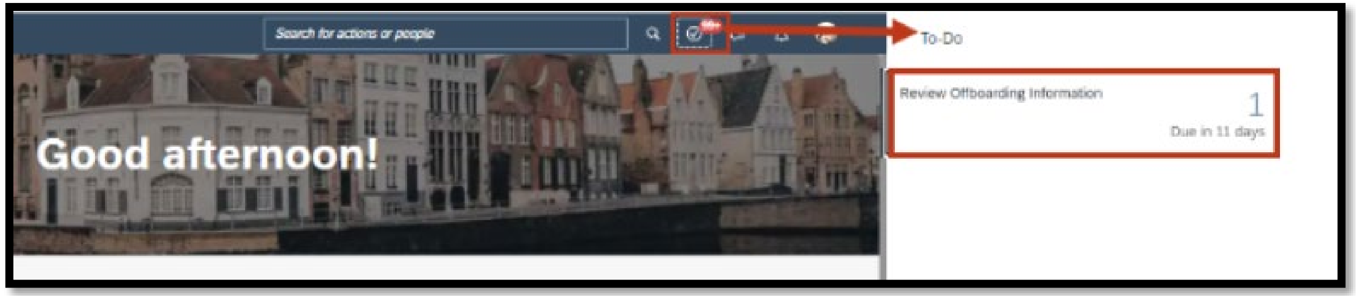
Lifecycle: General Availability

Enablement: Automatically on

- Following Offboardee cards are now available on the home page.
  - My Offboarding Tasks – (for offboardee):
    - Review Your Offboarding Information
    - Complete E-Signature
  - Offboarding Tasks – (for participants):
    - Create Knowledge Transfer Plan
    - Complete <Knowledge Transfer> The actual card name reflects the name of the assigned task such as "Complete Finance KT".
    - Return Assets



- The offboardee can now use the Nudge Assignee option to send an email notification reminder to the assignee asking them to complete their to-do tasks.



- Previously: offboardees could select their to-do tasks in the To-Do List side panel

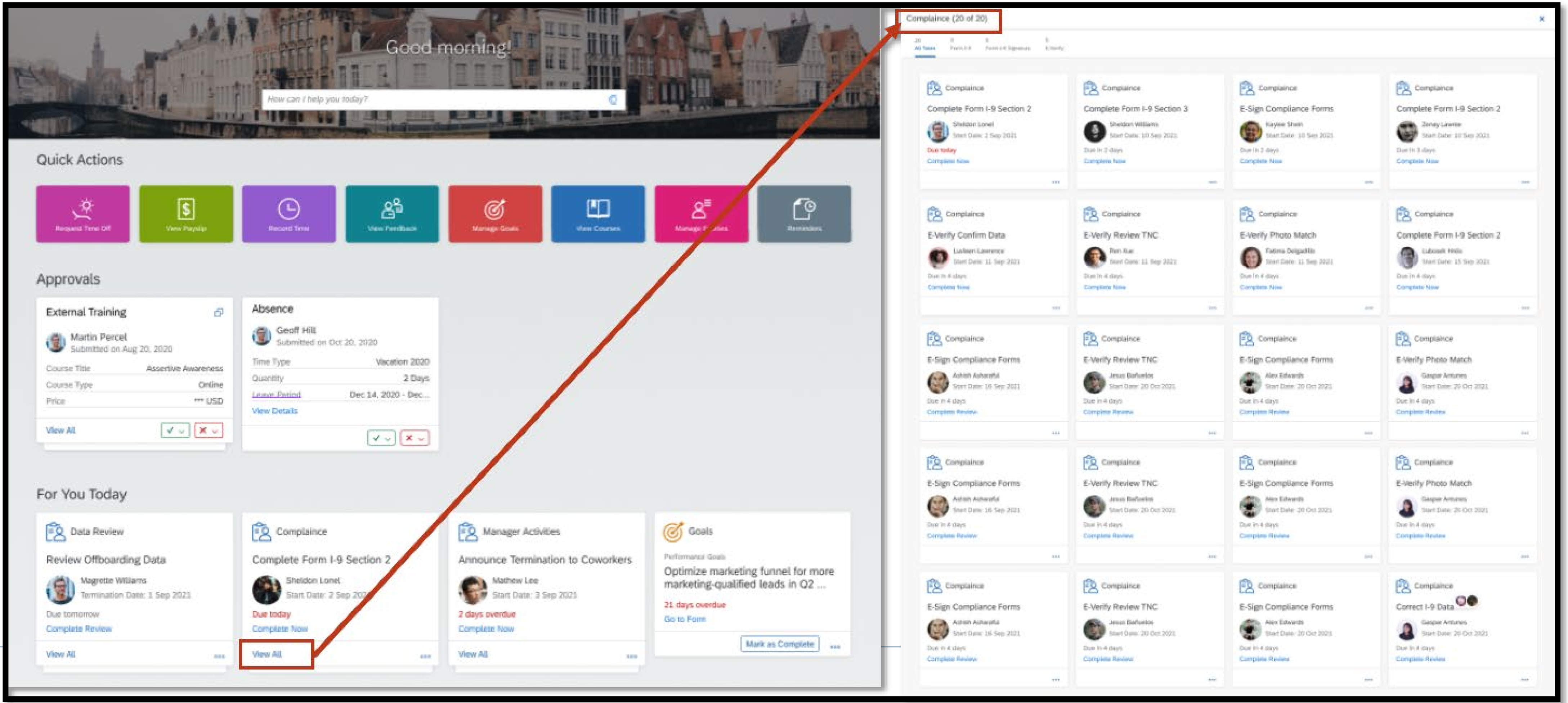
US Compliance: U.S. Form I-9 and E-Verify Compliance To-Do Tasks Available on the Latest Home Page

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- Hiring managers and onboarding participants can now access their US form I-9 and E-Verify compliance to-do tasks in the For You Today section in latest home page.
- Previously: They were accessed from the to-do list on the side panel of the latest home page, or from the Onboarding and Offboarding dashboards.



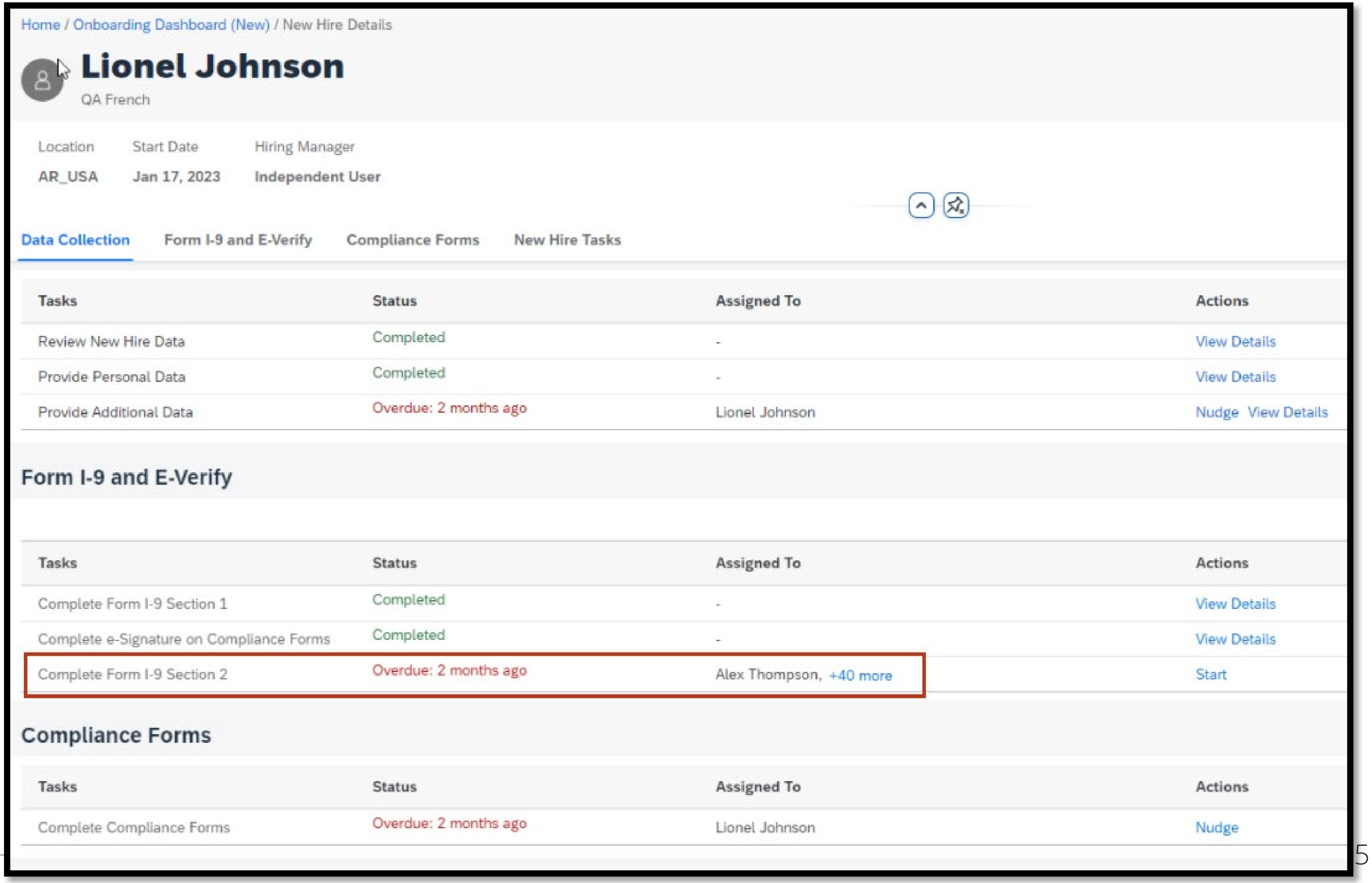
US Compliance: Enhancements to Onboarding Responsible Groups for U.S. Form I-9 and E-Verify

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- You can now assign responsible groups containing up to 200 people to the U.S. Form I-9 and E-Verify tasks.
- Previously: it was 20 people.



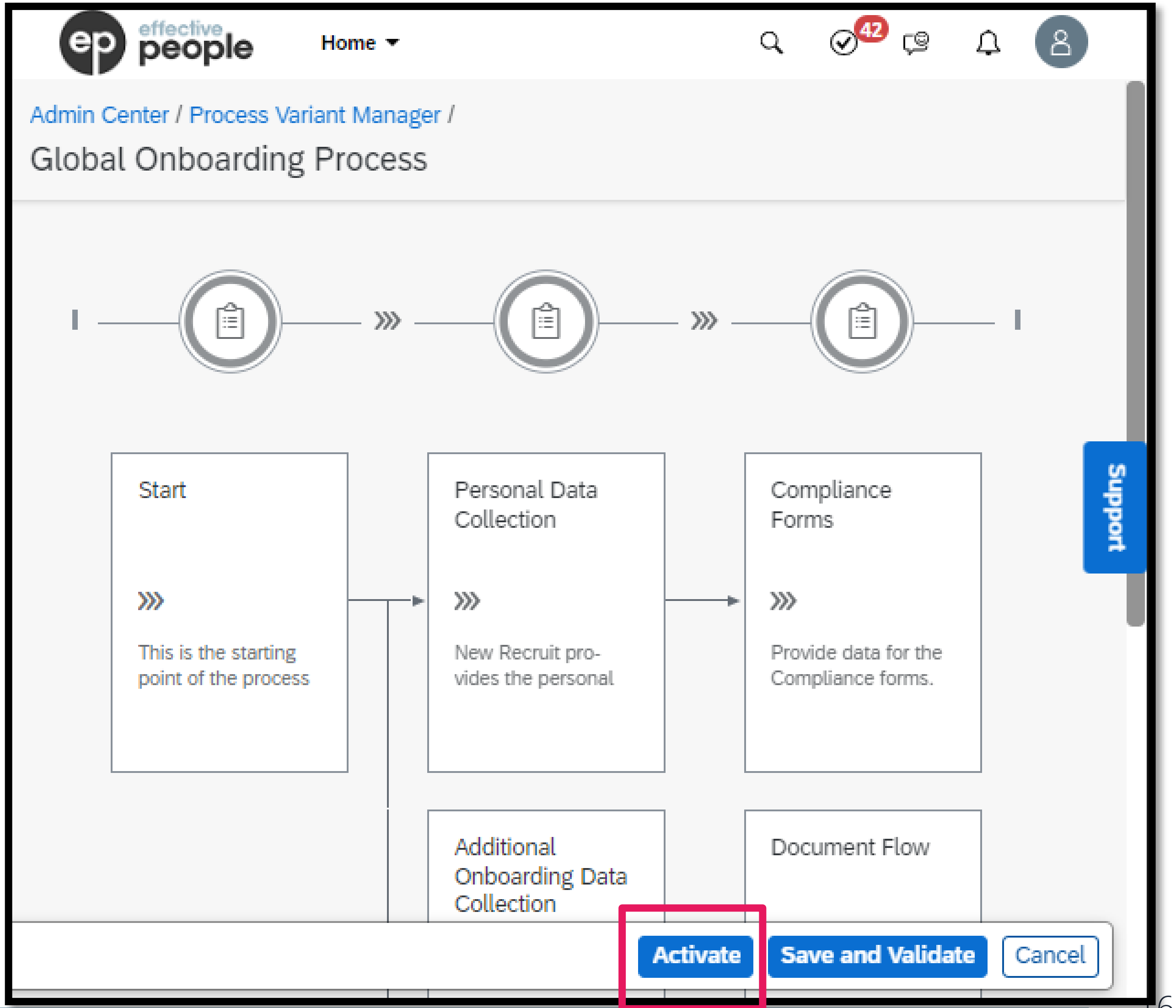
Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Enhancements to Custom Onboarding Process Flows in Process Variant Manager

- With this enhancement, you no longer need to update the **custom** Onboarding process flows manually in **Process Variant Manager** when a major release or a patch release is deployed **after the current release**.
- Configuration Requirements
  - As a one-time activity, **redeploy your custom process variants** to get the updates for 1H 2023 release. (Not needed for standard process and for future releases)



Type: Changed

Lifecycle: General Availability

Enablement: Customer Configured

Configurable Due Date for New Hire Task Completion

- Now due date for new hire task does not have to be new hire's start date

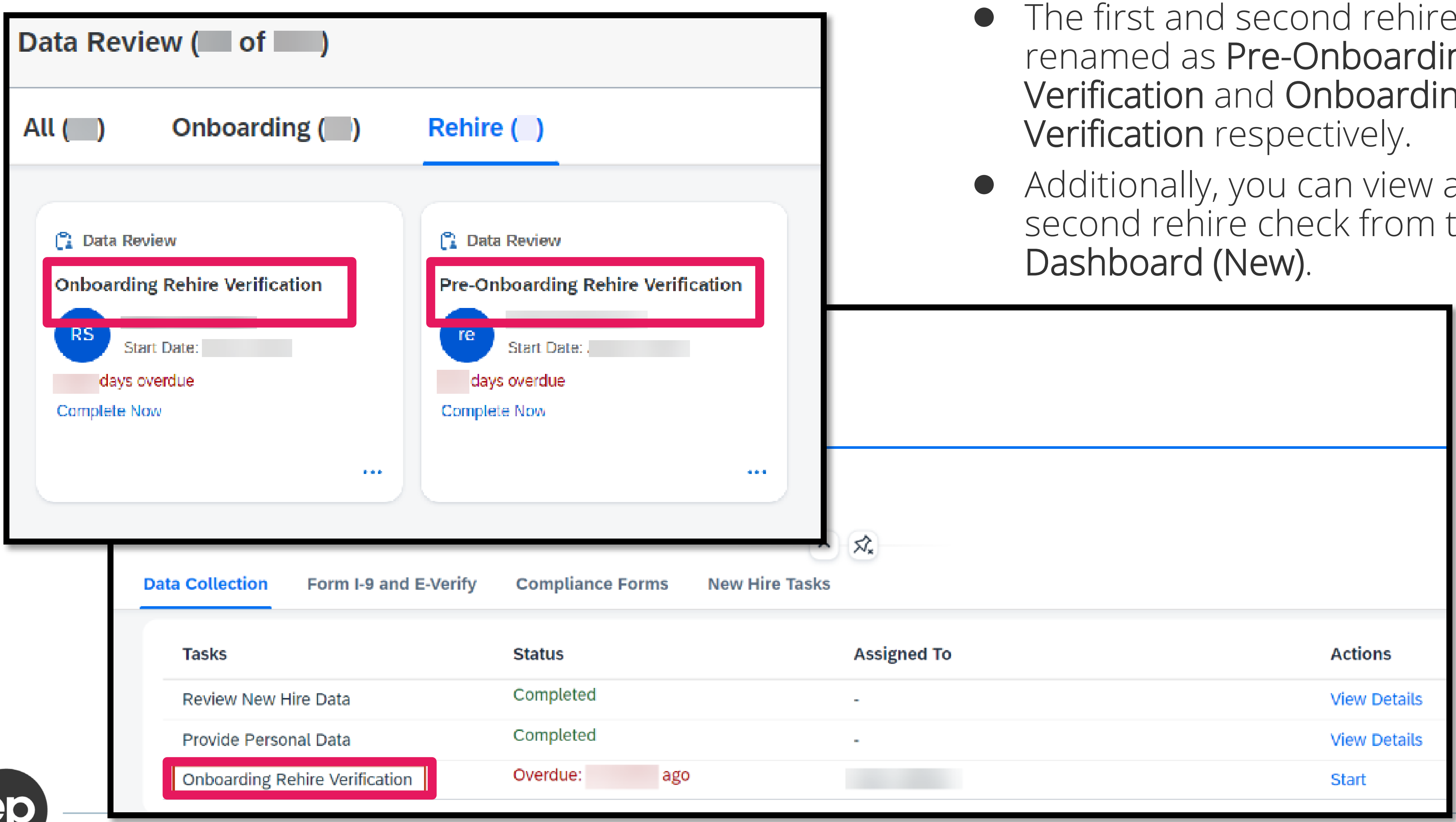
- You can define a **custom due date** which will be applied to all new hire tasks:
  - Personal Data Collection
  - Additional Data Collection
  - New Hire Data Review
  - Document Flows and
  - Onboarding Rehire Verification

- The task due date configuration is a **global setting**. Once configured, the changes apply to your entire organization.

- It isn't applicable for:
  - Internal hiring
  - Offboarding
  - Compliance
  - Hiring manager activities (such as writing a welcome message, assigning a buddy, and so on)

Type: Changed
Lifecycle: General Availability
Enablement: Automatically on

Distinction Between Pre-Onboarding and Onboarding Rehire Verification Tasks



- The first and second rehire checks are renamed as Pre-Onboarding Rehire Verification and Onboarding Rehire Verification respectively.
- Additionally, you can view and perform the second rehire check from the Onboarding Dashboard (New).

Type: Changed

Lifecycle: General Availability

Enablement: Customer Configured

Enhancements to New Hire Activities

- Changes in new hire's **start date** and **hiring manager** made in EC, using the *hire date correction tool* or *Manage pending hires* will now automatically sync to Onboarding dashboard and home page cards.
- These changes *appear after the new hire is converted to an employee*, after hiring is completed in manage pending hires.
- Start date change: **Due dates for new hire activities** are updated automatically.
- Manager change: the remaining hiring manager tasks are now automatically assigned to the new hiring manager. The new hiring manager **receives task reminders** and notifications when there's a hiring manager change.
- Configuration Requirements
  - Enable the Sync Employee Central Updates to Start Date and Hiring Manager toggle, from Admin Center > Onboarding Settings

You risk data corruption if you enable this toggle while you have an external integration that is directly updating start date or hiring manager changes in the User / Profile tables.

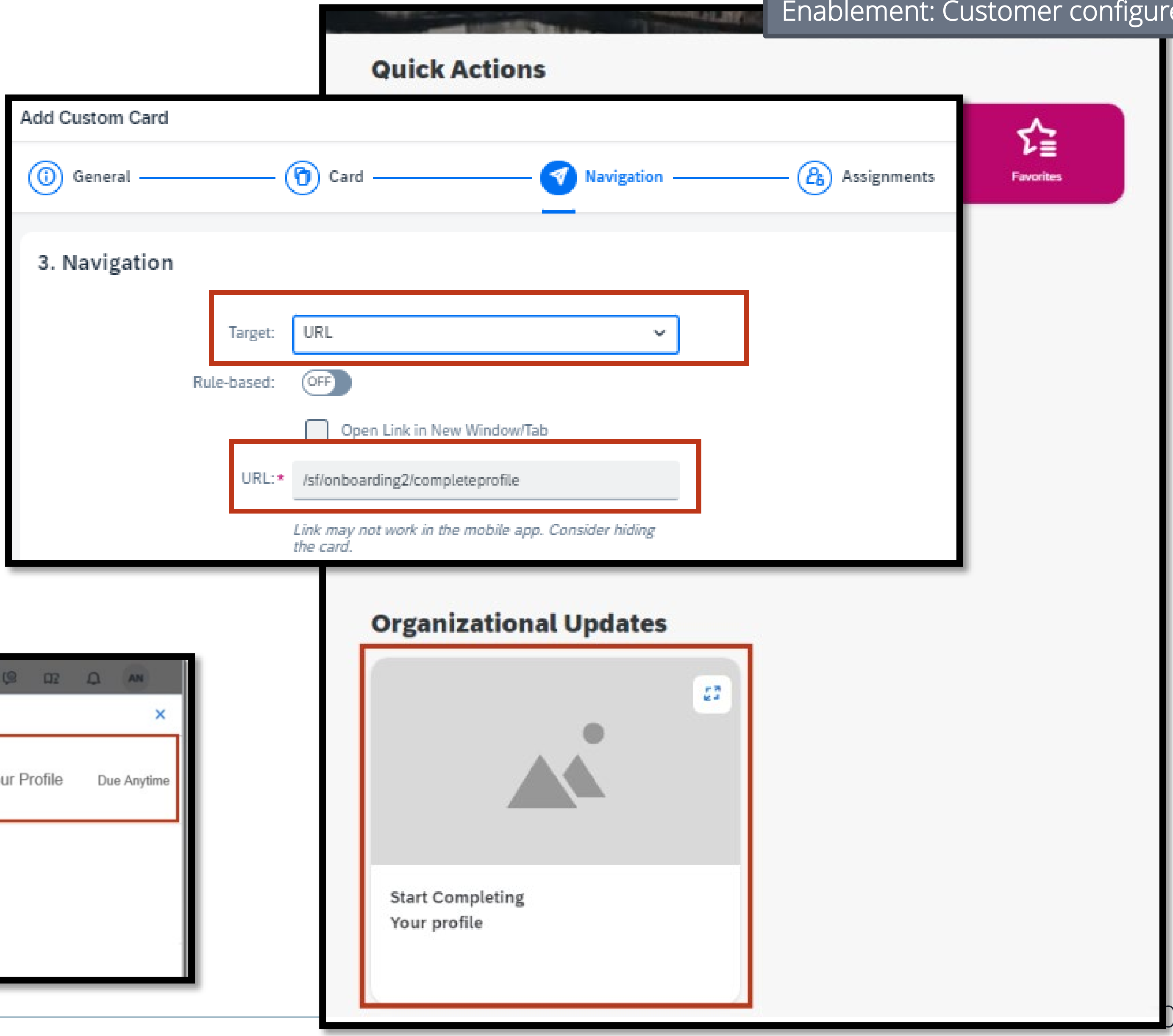
Type: New

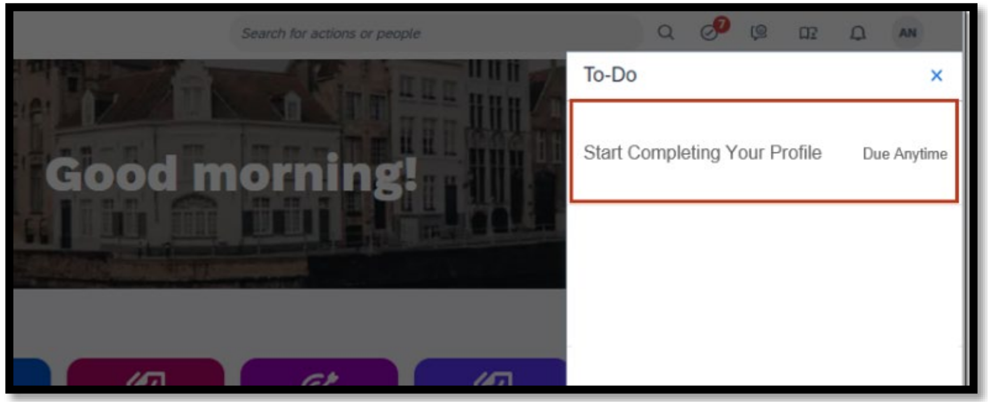
Lifecycle: General Availability

Enablement: Customer configured

Custom Card on the Latest Home Page for the Complete New Hire Profile Task

- You can now create a **custom card** on the latest home page that enables new hires to **complete their profile** details.
- If you don't create the custom card, you can still use the Start Completing Your Profile **to-do in the side panel**.
- Configuration: create a custom card and add the /sf/onboarding2/completeprofile deep link to direct new hires to their Start Completing Your profile to-do task.





Type: New

Lifecycle: General Availability

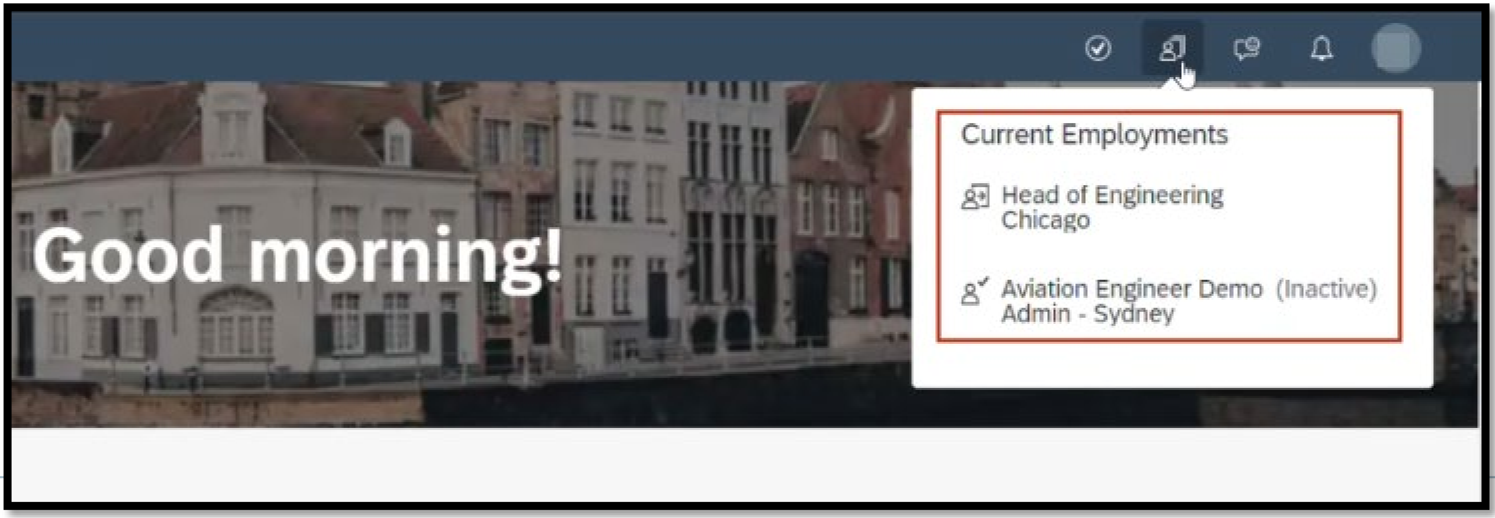
Enablement: Automatically on

Rehire with New Employment on Legal Entity Transfer & future termination

- You can initiate the transfer of an existing employee from one legal entity to another within the organization (either within the same **country/region** or **across countries/regions**) by terminating the employee's employment and rehiring them with a new employment.
- Before you initiate the transfer of an employee from one legal entity to another, you must have a:
  - Future **Termination Date** in Employee Central.
  - **Start Date** in Recruiting, which is the day after the **Termination Date** in Employee Central.
- The Rehire with New Employment workflow is **automatically initiated** when onboarding is initiated and a future termination with a new start date that is past the termination date is detected. Rehire verification is skipped
- Configuration Requirements
  - Email: **(ONB) Legal Entity Transfer User Welcome Message Template** to provide information about login credentials to transferred employees.
  - Permission: You must have the **Rehire Inactive Employee with New Employment (by 'match' in New Hire)** permission.
- You can avoid the new workflow and extend the same employment to a new employment by transferring the employee using the internal hiring process.

Rehire with New Employment on Legal Entity Transfer & future termination

- An employee who is undergoing a legal entity transfer can login to the home page using their current login credentials and switch between their existing and future employments using the **Context Switcher** icon. Also, to perform their onboarding tasks. However, **administrators** can access the switcher only after the **Manage Pending Hire** step is completed.
- Supported only when:
  - onboarding is initiated from SAP SuccessFactors Recruiting, specifically after adding a Termination Date for the employee's current employment.
- **Not supported** when:
  - Onboarding is initiated manually or
  - By using External Applicant Tracking System's APIs.
- Rehire with **Old Employment** isn't currently supported for legal entity transfer.



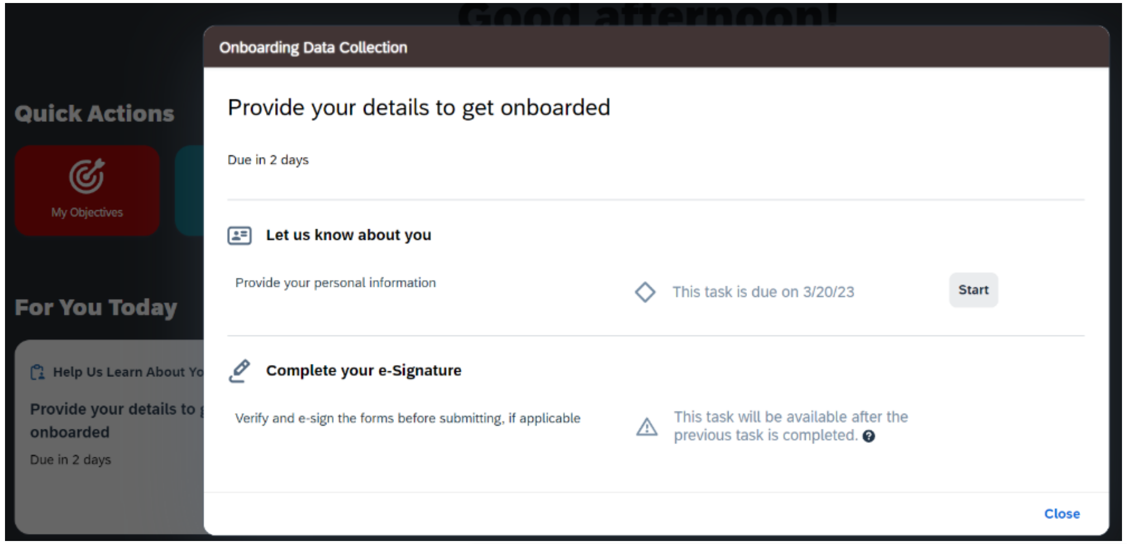
Type: Changed

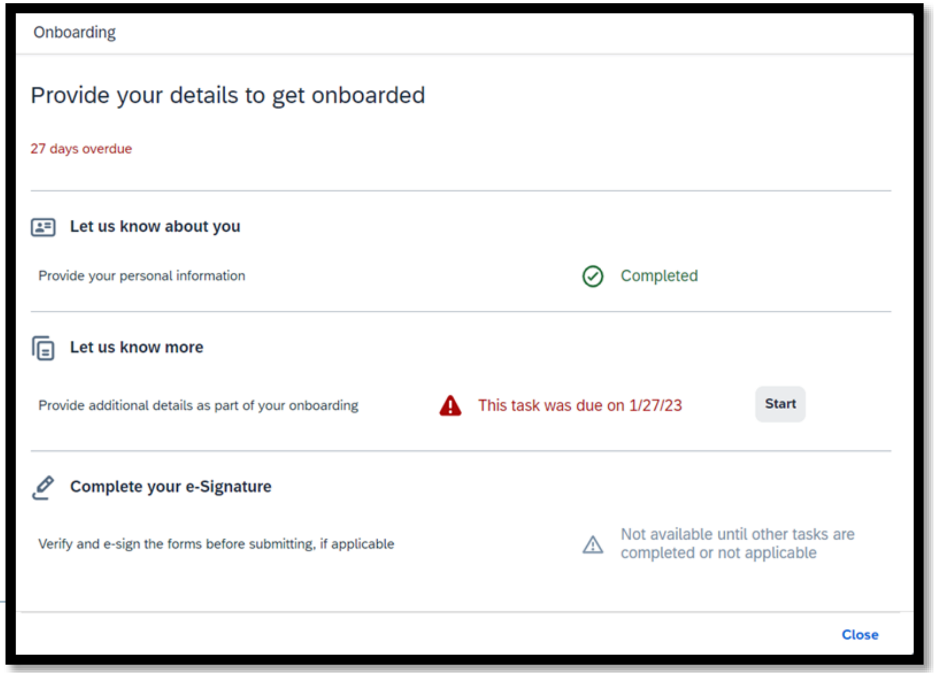
Lifecycle: General Availability

Enablement: Automatically on

Dynamic Determination of Applicable New Hire Tasks

- The **Help Us to Know You Better** card on the latest home page is **dynamic** and displays tasks that are **specifically applicable** for a new hire that is defined in the Process Variant Manager.
- While performing a new hire task, if you modify any data, the status of the subsequent task may get updated as applicable **at runtime.**
- **Business rule** (for Personal Data Collection, Additional Data Collection, and Document Flows) are validated just before a **new hire task** while the **Process Variant** Manager configuration is **honored in advance**.
    - If a task is identified as **not applicable as per the rule**, then the status of the task is updated to **Task no longer applicable**.





Roadmap

Product Road Map

Q4 2023 5 Road Map Items

Future Release

Custom tasks to meet onboarding business requirements

SAP SuccessFactors Onboarding

Data collection screens: additional help text for new hires for required…

SAP SuccessFactors Onboarding

Internal hire process updates: legal entity transfer as general availability

SAP SuccessFactors Onboarding

Onboarding stories for the SAP SuccessFactors People Analytics solution

Deliver standard onboarding stories for SAP SuccessFactors People Analytics, such as stories related to task analysis

SAP SuccessFactors Onboarding

Q1 2024 0 Road Map Items

Q2 2024 1 Road Map Item

Future Release

Workforce Onboarding

I-9 reverification for existing employees

Enable the import of U.S. Citizenship and Immigration Services form I-9 data into SAP SuccessFactors Onboarding from a previous version of the solution or other third-party solutions

SAP SuccessFactors Onboarding

2024 1 Road Map Item

Product Vision

Workforce Onboarding

Onboarding global assignment and concurrent employment support

Enable customers to use SAP SuccessFactors Onboarding for global assignment and concurrent employment scenarios

SAP SuccessFactors Onboarding

SAP SuccessFactors Recruiting

Presented by
Jacob Harbech

May 11th, 2023

A GPStrategies Company

JACOB HARBECH

- Role: SuccessFactors Consultant
- SuccessFactors Experience: Since 2019

Jacob is working as a consultant and has extensive experience from global implementations in the areas of IT, HR and Recruitment consulting.

Jacob is a certified professional in Recruiting Management. He is also certified in Recruiting Marketing, Onboarding, and Employee Central.

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Session agenda

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

Most Important Topics

Enhancements to Forward as Applicant for Evergreen Requisitions (RCM-77344)

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Recruiter can now forward a candidate as an applicant from an evergreen requisition to its child requisition, irrespective of the candidate visibility option. Recruiter can choose to forward multiple applicants as well as a single applicant using this feature.

- However, in scenarios where there's no parent-child relationship between two job requisitions, the candidate visibility check still applies. The validations continue to happen when you try to forward multiple candidates. For a single applicant, the option is available depending on the candidate privacy setting.
- The candidate visibility is set by the candidate using the Make My Profile Visible to section on the Candidate Profile creation page.

The level of impact of this release is Low. Enhanced recruiting operator experience.

Enhancement to Quick Apply (RCM-95520)

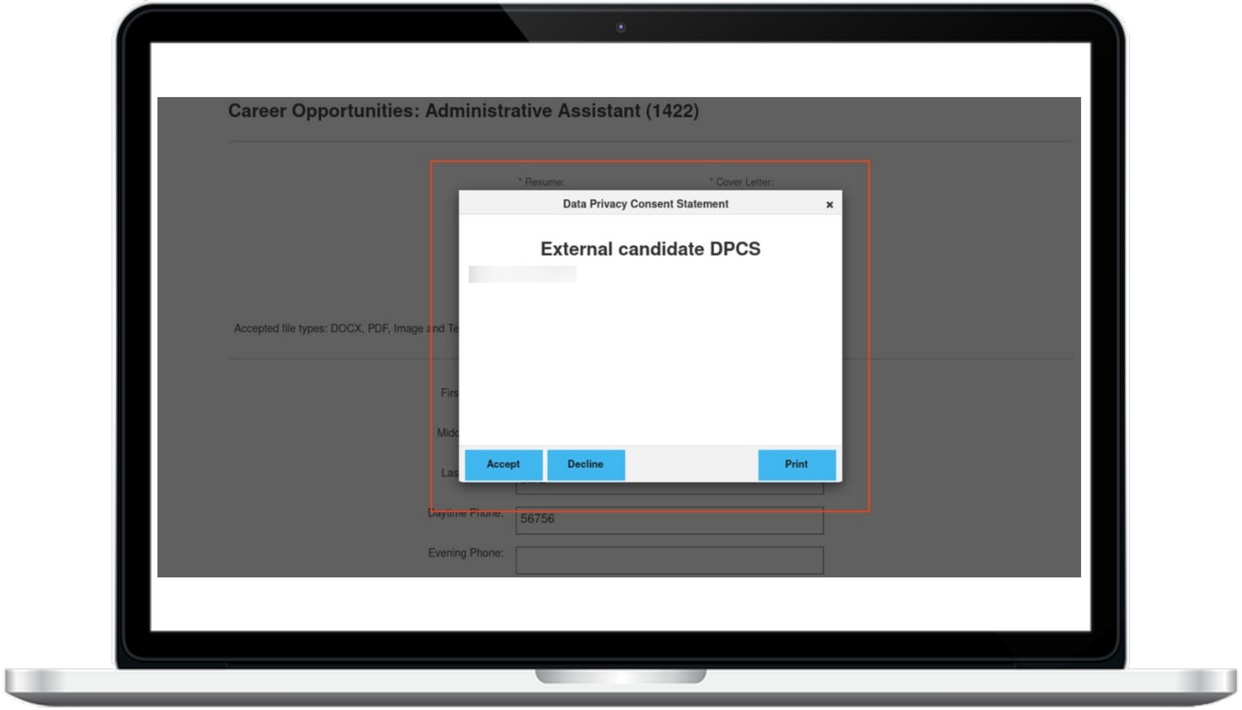
Type: New

Lifecycle: General Availability

Enablement: Automatically on

A candidate with an existing account, applying for a job requisition or job posting that has been defined as Quick Apply, now has the option to accept or reject the updated Data Privacy Consent Statement (DPCS). A dialog is displayed if any recent changes were made to the DPCS statement.

Previously, the candidate had to log on to the candidate profile to accept new DPCS before proceeding with the Quick Apply application



The level of impact of this release is Low.
Enhanced Candidate Experience.

New Release Features

Recruiting Management

Possibility to add Job Application card to Work Zone (SWZ-2462)

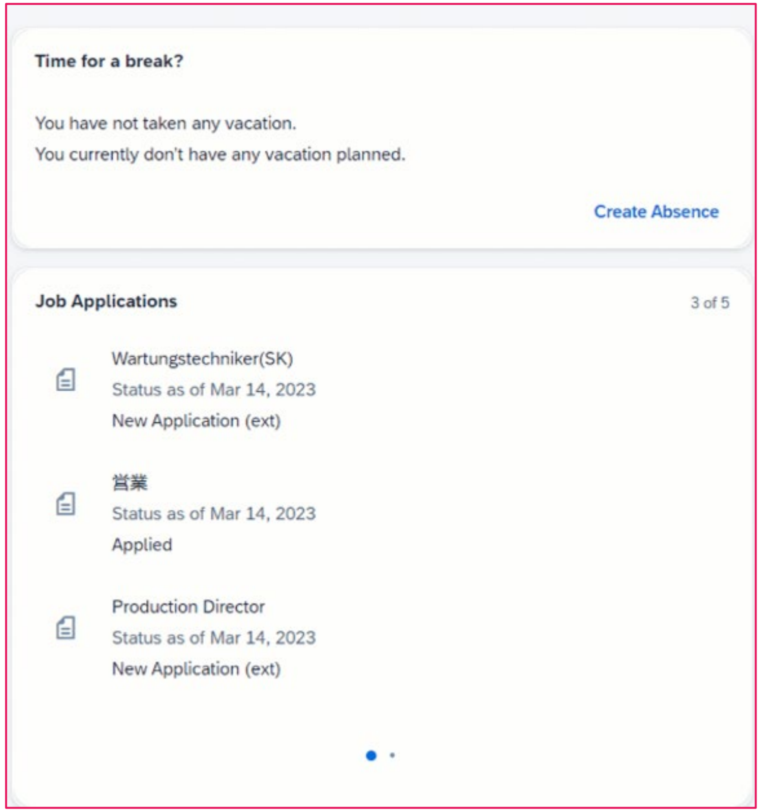
Type: New

Lifecycle: General Availability

Enablement: Customer configured

As of 1H 2023 release, users can add the Job Application card to their workspace.

- The new content package “HR Cards from Home Page” needs to be downloaded.



The level of impact of this release is major. The new feature provides Customers with new HR Experiences in SAP SuccessFactors Work Zone.

General Display Name Available in More Areas of Recruiting (RCM-112620)

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

With this feature, employees' chosen names are displayed consistently in all interactions where a legal name isn't required.

- Offer Approval
  - When reassigning offer approvals for Internal Candidates
- Recruiting Positing
  - Posting Profiles & Users to Posting Profile Association
- Job Requisition
  - Restore Deleted Job Requisitions, Reassign Job Requisitions, and Mass Delete of Job Requisitions.
- Candidate
  - Candidate Search results, Portlets on Candidate Profile, and Delete Candidate

The level of impact of this release is Low. This enhancement provides an improved user experience.

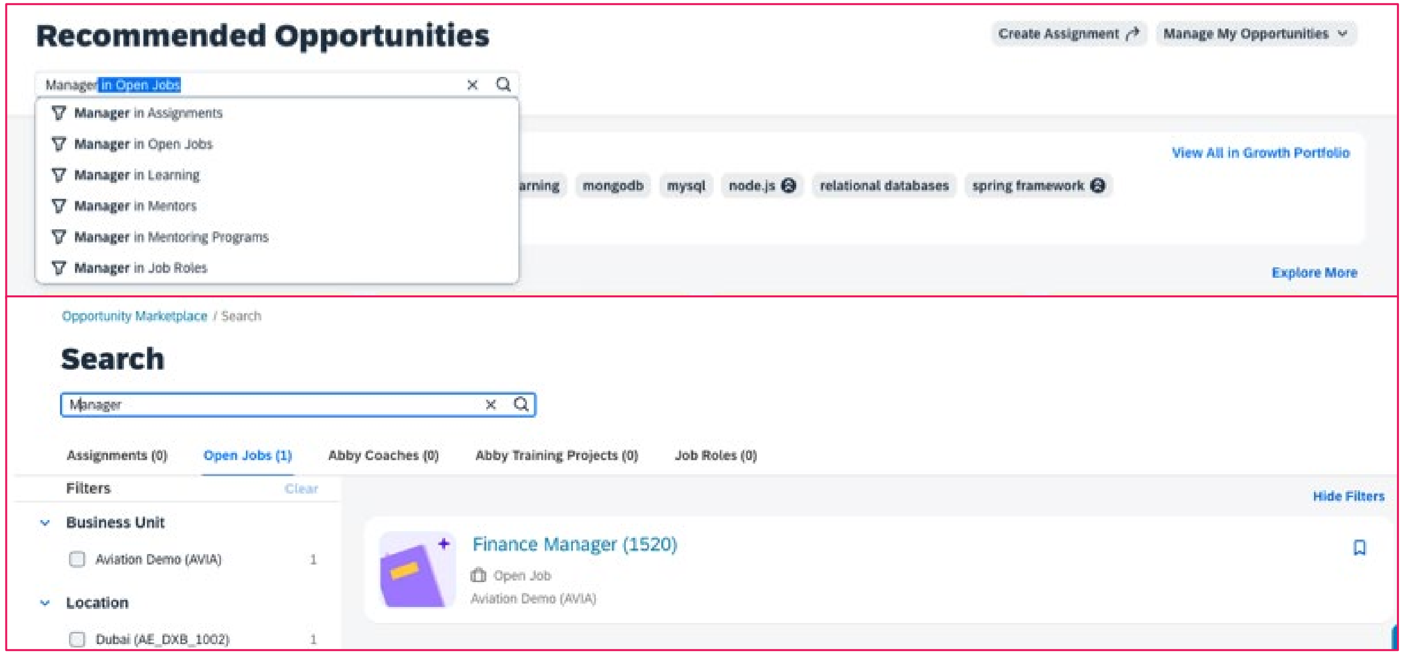
Enhanced Integration Between Opportunity Marketplace and Recruiting (OMP-2485)

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- The integration between Opportunity Marketplace and Recruiting is available to all users with both features enabled.
- Internal users can now search for open jobs in the Opportunity Marketplace and manage open job opportunities in Manage My Opportunities.



The level of impact of this release is Medium. It applies only to Customers with both features enabled.

Country/Region Name Change in the ISO Country List (RCM- 113527)

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

As per ISO standard, the country/region name Turkey is updated to Türkiye in the Recruiting.txt file. The updated country name has impact on the following areas:

- Candidate Profile – picklist associated to the country field has to be updated manually to reflect name change
- Job Application – picklist associated to the country field has to be updated manually to reflect name change
- Job Country dropdown option on Career Site page – the filtering option is automatically updated
- Country picklist for Set up Job Board Options in Admin Center – the picklist is automatically updated
- MDF Generic Object Country/Region in Admin Center – the generic object has to be updated manually
- Country of Residence on Data Capture Form in Career Site Builder – the picklist for the country field has to be refreshed.

The level of impact of this release is High. Effective People recommends that you reach out to your partner to perform all required changes.

SAP SuccessFactors Recruiting Integration with Talent Intelligence Hub (RCM-116247)

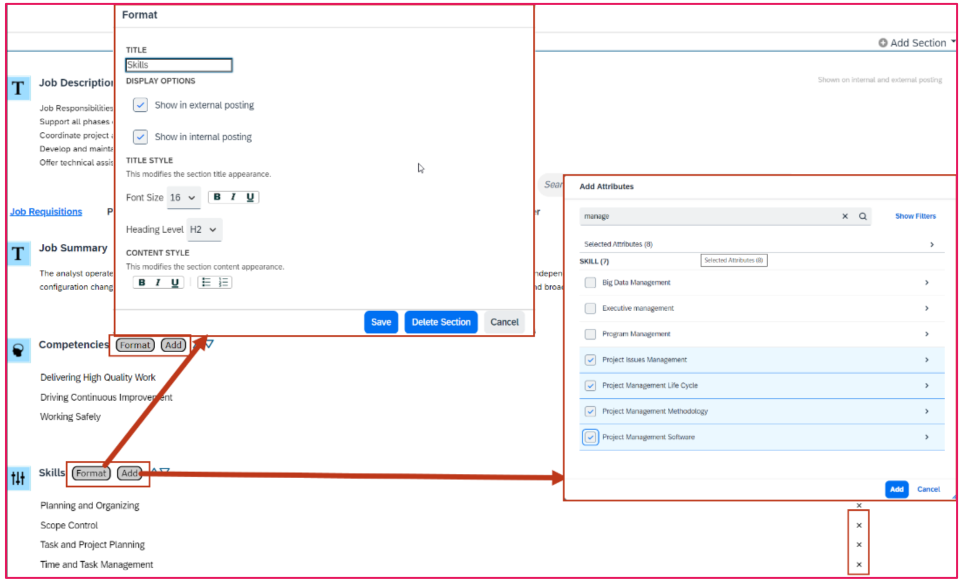
Type: Changed

Lifecycle: Early Adoption

Enablement: Customer configured

There is an option to integrate SAP SuccessFactors Recruiting with Talent Intelligence Hub to use the attributes, such as competencies and skills, defined in Talent Intelligence Hub.

- As part of this integration, you can fetch competencies and skills from Talent Intelligence Hub and add them to the job requisitions.
- Additionally, on instances integrated with Job Profile Builder, it's now possible to add skills to a job requisition without using a job profile and directly from the Talent Intelligence Hub.



The level of impact of this release is Medium. The integration enables users to access attributes in Recruiting through a centralized framework.

Typeahead Support for Single-Level Picklist Fields in Recruiting (WEF-36380)

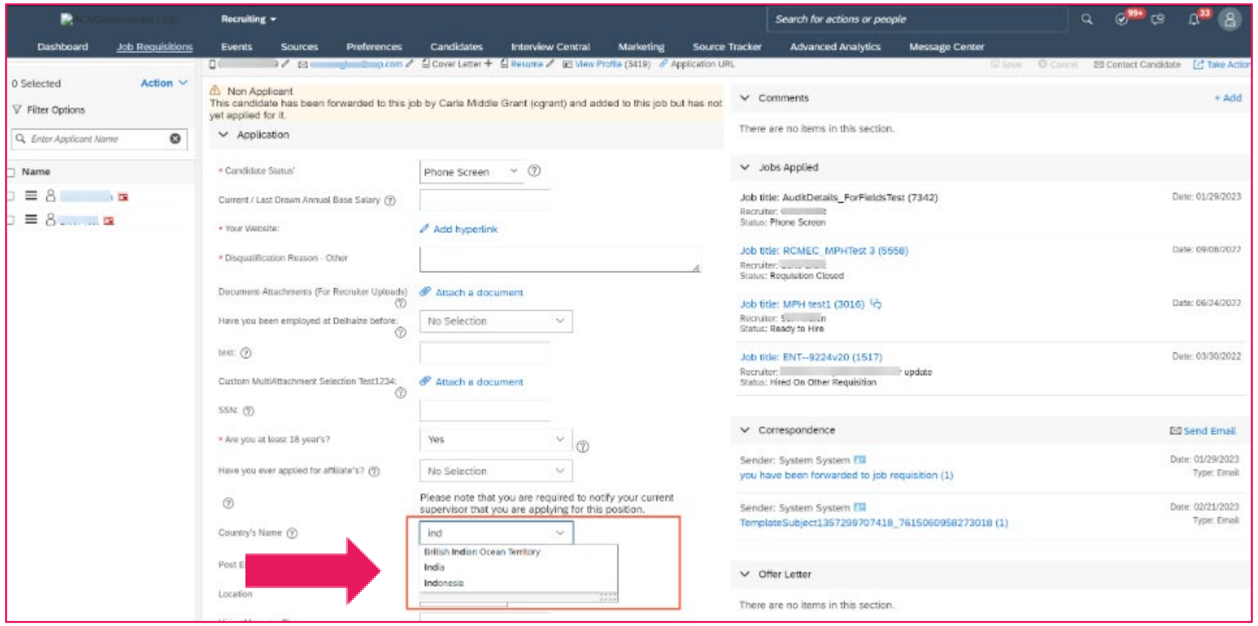
Type: Changed

Lifecycle: General Availability

Enablement: Automatlically on

The standard and custom picklist fields on the Job Application portlets now support the Typeahead feature, where selecting the textbox displays the available picklist values. Typeahead is supported only for fields whose type is defined as picklist in the Job Application template and has a picklist id in the picklist center. Typeahead is now supported for the following Job Application portlets:

- Application portlets
- Background field portlets like Formal education, Previous employment, and Work experience
- More information Portlets



The level of impact of this release is Low. Enhanced recruiting operator experience. The Typeahead feature simplifies the process of searching for picklist values.

New Validation on the Job Posting Page (RCM-93529)

Type: Changed

Lifecycle: General Availability

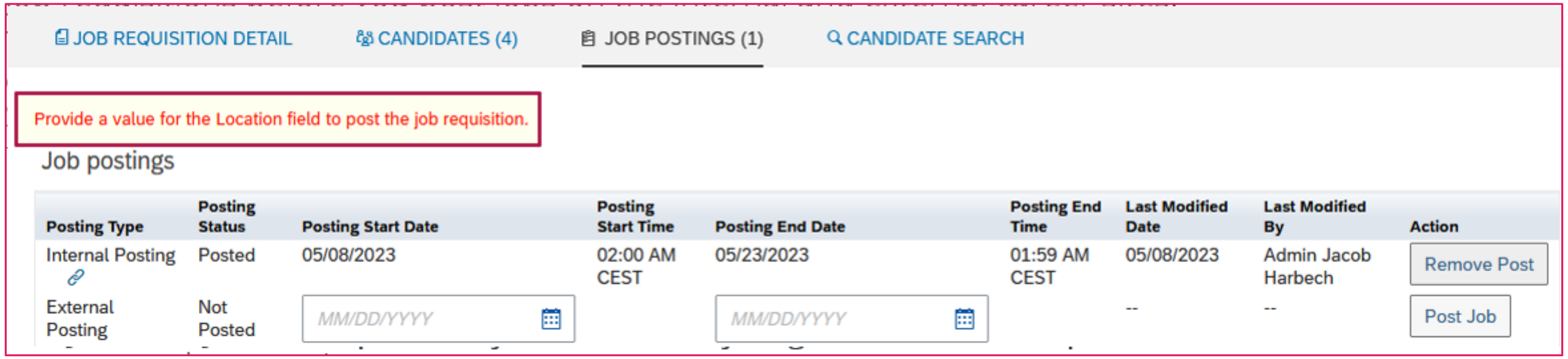
Enablement: Automatlically on

SAP has introduced validations to help Customers identify and fill in the missing field values in job requisitions before you post jobs on the internal and external career sites.

These new validations are available for external jobs that appear in your Career Site Builder enabled career site, as well as for internal jobs if your internal career site is powered by Career Site Builder. The validations are applicable to the job requisition fields that are mapped to the following Recruiting Marketing fields on the Setup Recruiting Marketing Job Field Mapping page:

- Internal Job Title, City, State, Country/Region, and Postal/Zip Code fields for the internal career site.
- Job Title, Job Description, City, State, Country/Region, and Postal/Zip Code fields on the external career site.

The level of impact of this release is Medium. These validations will help prevent the job posting failures. Please note: these validations aren't triggered when jobs are posted using business rules or ODATA APIs.



New Release Features

Recruiting Marketing

Replacement of Google Universal Analytics for Career Sites (RMK-29637)

Type: Changed

Lifecycle: Deprecated

Enablement: Automatlically on

- Google is replacing Universal Analytics with Google Analytics 4. Career Site Builder administers should update their configuration settings by July 1, 2023, when all standard Universal Analytics properties stop processing new hits.
- SAP updated this topic to correct the Valid as Of date, from December 9, 2022, to July 1, 2023.
- 2H 2022: Career Site Builder Settings Site Configuration Site Information displays the Google Analytics (Universal Analytics) ID field, where you've been referencing your existing Google Universal Analytics ID number.
- The new Google Analytics 4 ID field appears in the same section. Use this field to enter your new Google Analytics 4 ID.

The level of impact of this release is Low. If you have the Google Analytics 4 account, Effective People recommends to enter this account identification number in the new fields. Doing so ensures that new hits continue to be processed for your career site after Google retires Universal Analytics on July 1, 2023.

AddThis Widget Support in Career Site Builder is Deleted (RMK-31243)

Type: Changed

Lifecycle: Deleted

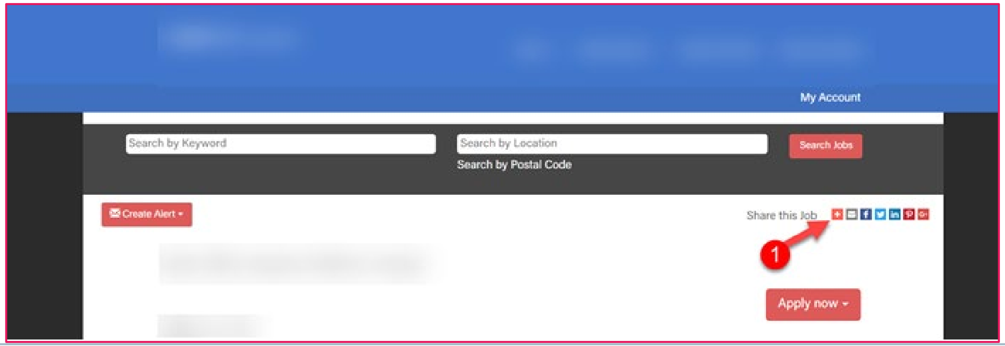
Enablement: Automatlically on

Support for AddThis widget integration in Career Site Builder is deleted as of May 19, 2023.

SAP is deleting support for the AddThis widget, which provided the ability to add social media links to Career Site Builder-enabled career sites, because Oracle is terminating this service as of May 31, 2023.

The following changes happen to Career Site Builder after May 19, 2023:

- Removal of the Social Share tab, located in Appearance > Global.
- Removal of the AddThis item in the Advertising Cookies Section dropdown list in Appearance > Global > Cookie Banner.



The level of impact of this release is Low. SAP is not providing a replacement for this capabality.

New Release Features

Recruiting Posting

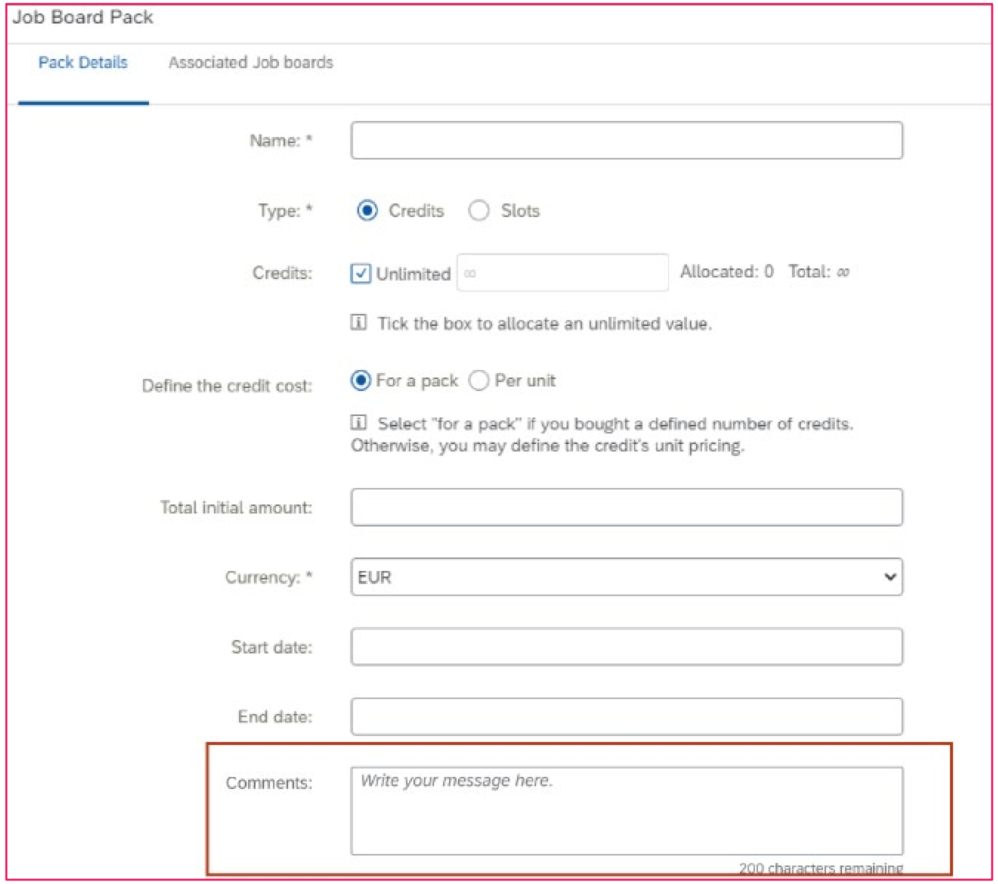
New Option to Add Comments in Job Board Packs (RP-16967)

Type: Changed

Lifecycle: General Availability

Enablement: Automatlically on

Additional details can be included, such as contract information and other helpful notes, in a comments box while creating a job board pack. Comments, once added, are editable when you view the job board pack.



The level of impact of this release is Low. In previous version, there was no option to add comments on the Job Board Pack option, now text can be added up to 400 characters.

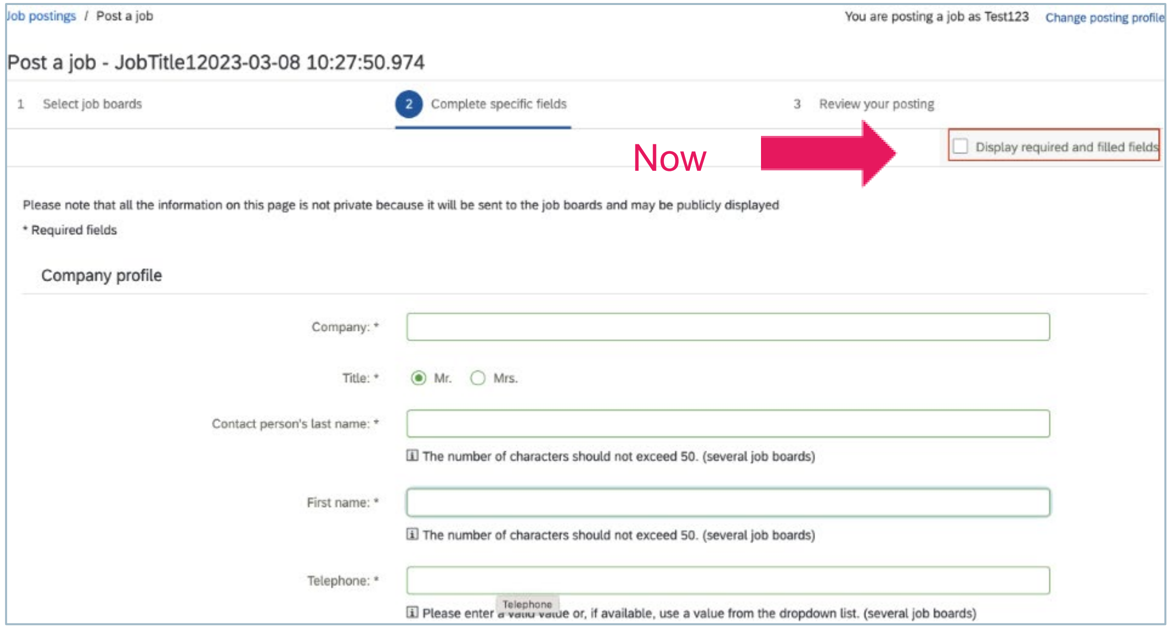
Filter the Required and Auto Populated Fields on the Job Posting Form (RP-1670)

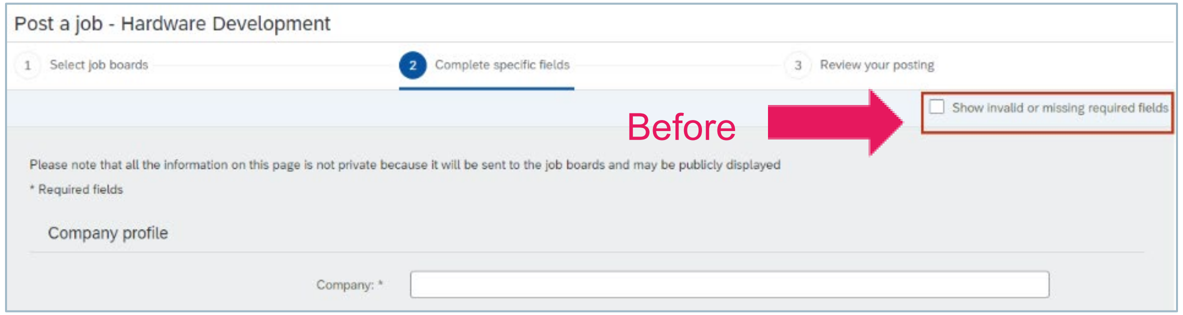
Type: Changed

Lifecycle: General Availability

Enablement: Automatlically on

Users can choose to view only the required and auto populated fields by selecting the Display required and filled fields option on the Complete specific fields page.





The level of impact of this release is Low. This enhancement enables a quick review of the required and auto populated fields before posting a job.

New Job Boards in the Job Board Market Place (RP-16943)

Type: Changed

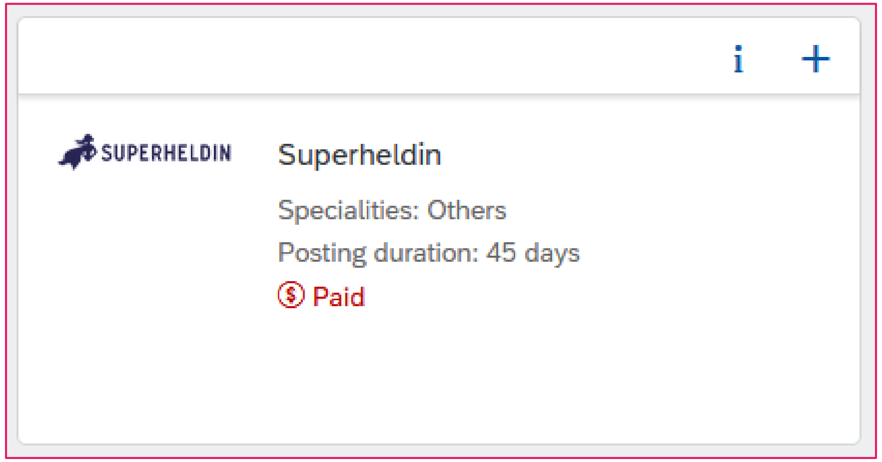
Lifecycle: General Availability

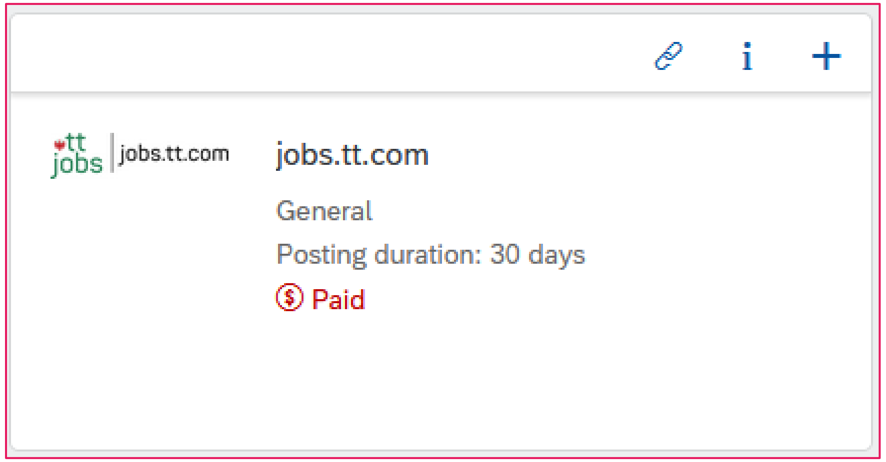
Enablement: Automatlically on

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

The following are the additional job boards available on the Job Board Market Place:

- Superheldin – Austria
- Jobs.tt - Austria





The level of impact of this release is Low. The addition of new job boards to the Job Board Market Place helps customers update the Recruiting Posting catalog, meet customer's recruitment strategy, and fulfill continuous recruitment needs.

Deep Dive Topic

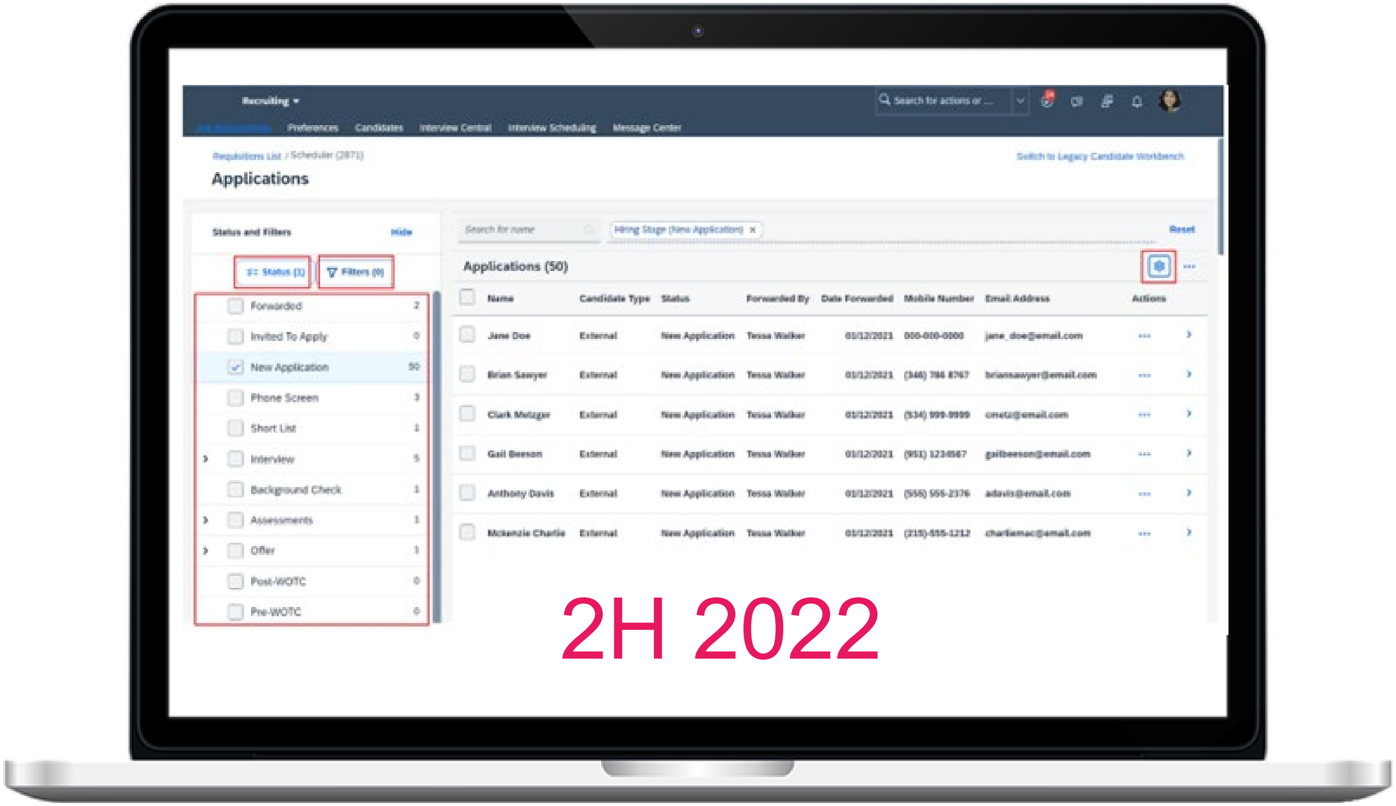
Enhancements to the Redesigned Applicant Management Tool (RCM-105685)

Type: Changed

Lifecycle: Early Adoption

Enablement: Customer configured

Redesigned Applicant Management tool was introduced in 2H 2022. It is available for companies which have registered as Early Adopters. The tool will be generally available in 2H 2023.



The level of impact of this release is High. The new feature applies to the Customers which are Early Adopters.

Enhancements to the Redesigned Applicant Management Tool (RCM-105685)

Type: Changed

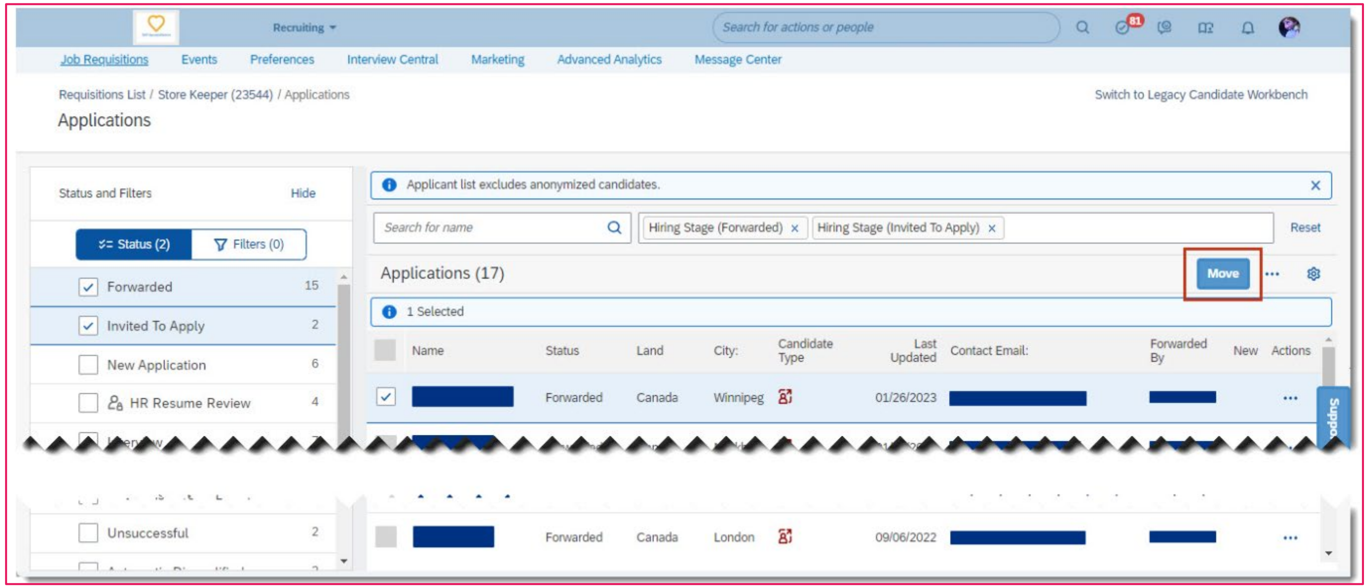
Lifecycle: Early Adoption

Enablement: Customer configured

In addition to the search enhancements added in 2H 2022 there are additional enhancements to the Recruiting Applicant Management tool, which is being redesigned to provide an improved user experience for searching, filtering, and displaying of applicants who have applied to specific jobs.

From the application recruiter can perform the following new actions:

- New Move Button in Applicant List View: candidate's status can be changed with Move button – the most frequently performed action
- Add Comment option – comments can be added to one or more applicants



The level of impact of this release is High. The new feature applies to the Customers which are Early Adopters.

Enhancements to the Redesigned Applicant Management Tool (RCM-105685)

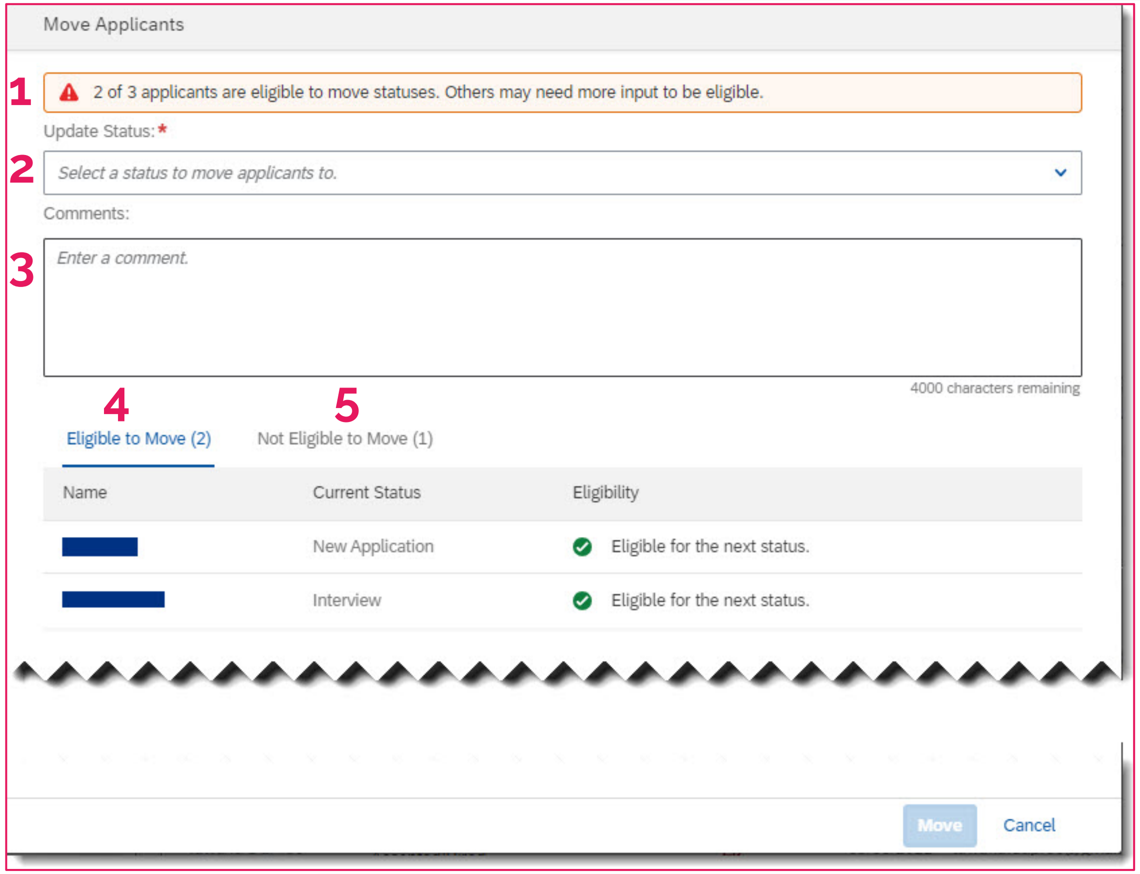
Type: Changed

Lifecycle: Early Adoption

Enablement: Customer configured

The image shows the Move Applicants dialog as it appears when you select multiple applicants, with the following details:

1. A caution message that tells you that not all the applicants you selected are eligible for a status move
2. A dropdown list in the required Update Status field lets you choose which status to move your selected applicants to
3. An optional field to enter a comment.
4. The Eligible to Move tab, which shows those selected applicants who are eligible for a status move, and their current statu.
5. The Not Eligible to Move tab, which is not selected in this image



The level of impact of this release is High. The new feature applies to the Customers which are Early Adopters.

Enhancements to the Redesigned Applicant Management Tool (RCM-105685)

Type: Changed

Lifecycle: Early Adoption

Enablement: Customer configured

The following system fields are now available to filter with and view in columns:

- Rating – the displaying of scores linked to screening questions
- Forwarded from Requisition – displays the ID of the job requisition from where the applicant was forwarded

If your Company is Early Adopter: you need to add these system fields manually in the Recruiting User Personalization Object Configuration MDF object.

The level of impact of this release is High. The new feature applies to the Customers which are Early Adopters.

Enhancements to the Redesigned Applicant Management Tool (RCM-105685)

Type: Changed

Lifecycle: Early Adoption

Enablement: Customer configured

Additional enhancements include following:

- See agency-submitted candidates – candidates submitted by agencies now appear on the applicant list, and are identified with an Agency icon in the Candidate Type column.
- See the chosen names of internal applicants when you enable the General Display Name feature for your instance.
- See when applicants update their applications – with the Updated value in the New column when you enable Multi Stage Application.
- Search for words in an applicant's uploaded resume. This was limited to resumes uploaded by the applicant, but now, searches can be performed on resumes uploaded by any internal Recruiting user, such as a recruiter or hiring manager.
- See a visual indicator if a comment is required for the selected status, when moving an applicant through the application statuses (formerly referred to as Talent Pipeline).
- View the details of individual candidates by clicking on their names.
- See a better visual distinction that differentiates among internal, external, and agency candidates.
- Invite candidates as late stage applicants only if they were forwarded. Late stage applications are not available to candidates who have already applied.

The level of impact of this release is High. The new feature applies to the Customers which are Early Adopters.

Roadmap

Product Road Map

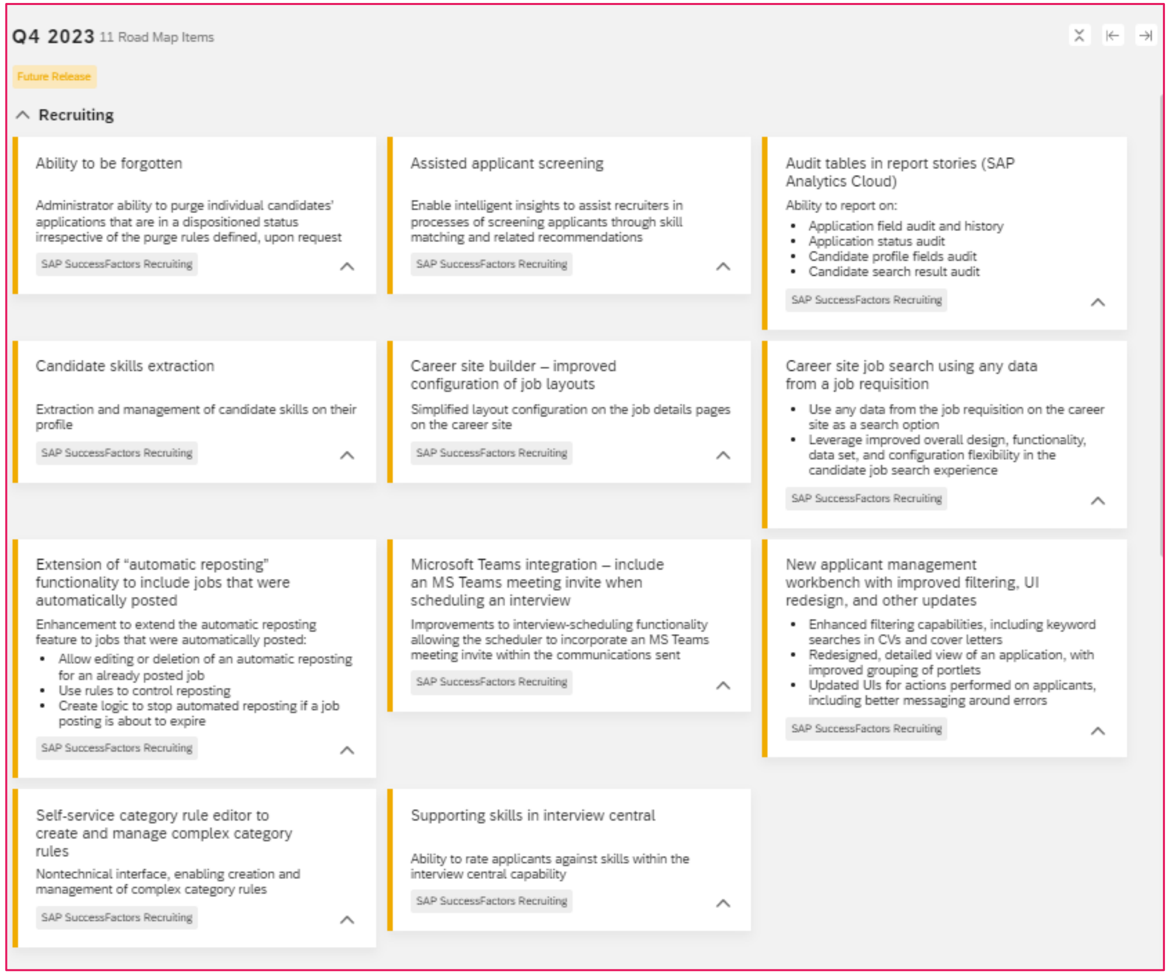
Check out the roadmap for this module here: https://roadmaps.sap.com/board?PRODUCT=67837800100800006356&range=CURRENT-LAST#Q2%202023

SAP maintains product specific road map on SAP.com website – road map explorer

Requires S-user login credentials, same as for the SuccessFactors Customer Community

You can create & save your own “product mix” so you get a roadmap tailored to your solution landscape

Road map is updated on regular basis



Microsoft Teams integration – include an MS Teams meeting invite when scheduling an interview

- Microsoft Team integration – include an MS Teams meeting invite when scheduling an interview
- Improvements to interview-scheduling functionality allowing the scheduler to incorporate an MS Teams meeting invite within the communications sent.
- https://roadmaps.sap.com/board?PRODUCT=67837800100800006356&range=CURRENT-LAST#;INNO=F990450159E01EDD9DAF21FB8A820EEC

Assisted applicant screening

Enable intelligent insights to assist recruiters in processes of screening applicants through skill matching and related recommendations

- Support recruiters through the screening high volumes of applicants
- Improve applicant screening processes and experience through intelligent insights