SAP SuccessFactors Platform

Presented by
Anders Hummeluhr

May 11th, 2023

A GPStrategies Company

ANDERS HUMMELUHR

- Role: Senior SuccessFactors Consultant
- SuccessFactors Experience: Since 2016

Anders is an experienced SAP consultant. He has been working as an SAP SuccessFactors consultant since joining Effective People. Anders has the overall responsibility for our Base Model Approach and our delivery of Employee Central & Platform implementations.

Anders has experience with all areas of the SAP SuccessFactors suite and has specialized knowledge within Employee Central and integration towards SAP HCM.

Session agenda

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

Most Important Topics

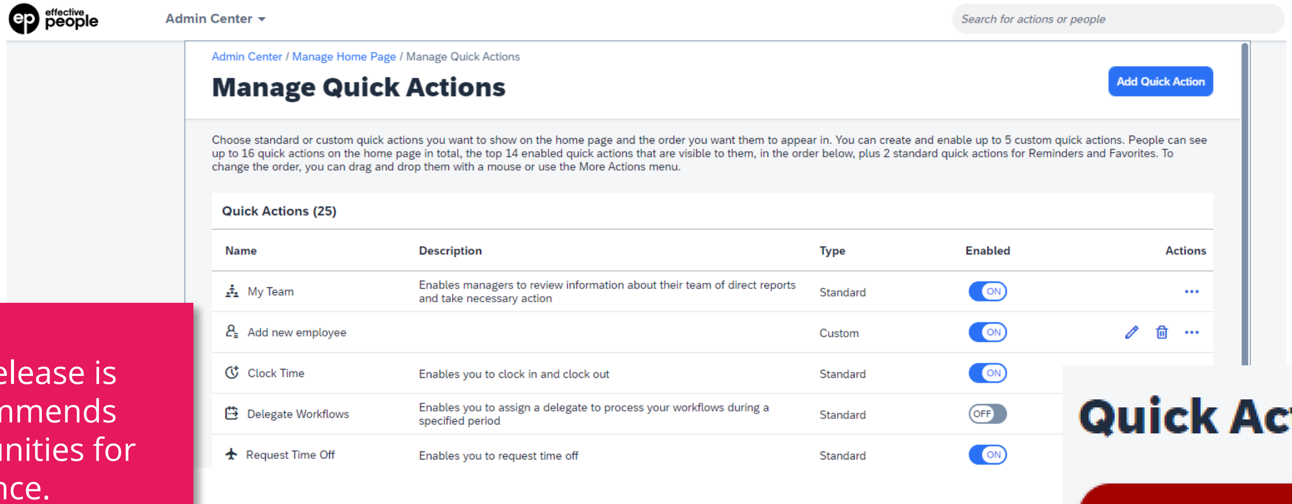
Customizable Quick Actions

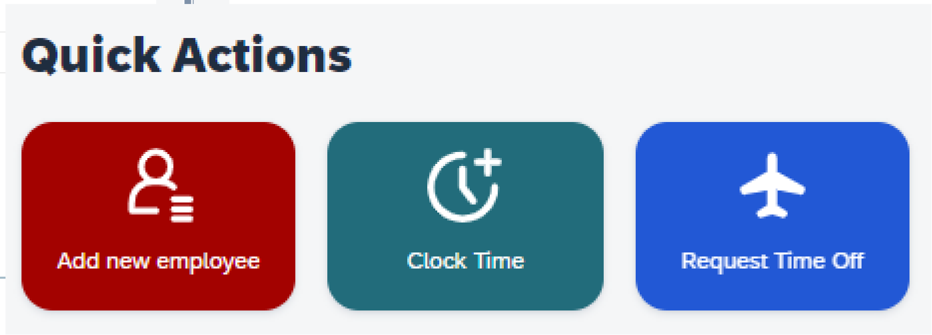
Type: New

Lifecycle: General Availability

Enablement: Customer Configured

- This feature allows for more flexibility for the Home Page. You can now do:
    - Create up to five custom quick actions, with many of the same configuration options as custom cards but with the same design pattern as standard quick actions.
    - Change the order of both standard and custom quick actions (except for Reminders and Favorites, which always appear last).
    - View the list of quick actions on a separate Manage Quick Actions page, instead of a dialog window.





The level of impact of this release is High. Effective People recommends that you review the opportunities for improving the user experience.

Horizon Visual Theme Automatically On by Default (WEF-37812)

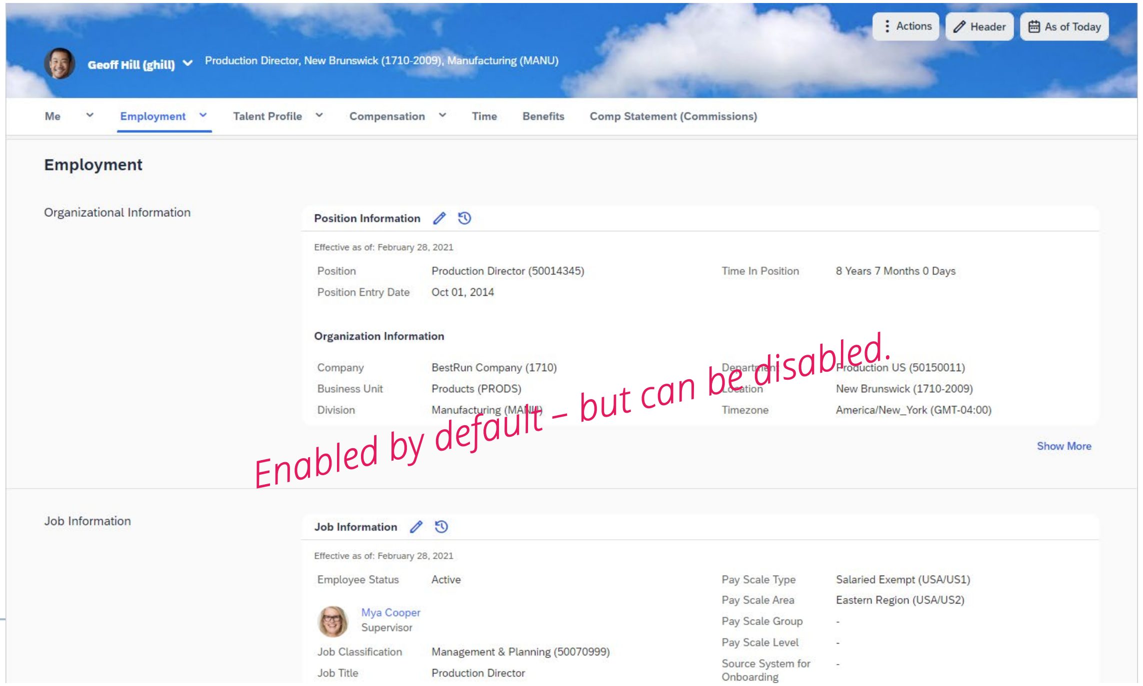
Type: Changed

Lifecycle: General Availability

Enablement: Automatically On

The Horizon visual theme is the latest evolution of the SAP Fiori design system. It was introduced in 2H 2022 and is available now on the most commonly used pages in the HXM Suite. It replaces the legacy SAP Fiori themes Quartz (for Fiori 3) and Belize (for Fiori 2).

- The Horizon visual theme is a purely visual change. There's no impact on functionality or data. On pages that use the Horizon visual theme, you see the following visual changes:
    - Updated visual treatment, such as rounded corners and drop shadows
    - Updated typography, such as font sizes and font weights
    - Updated icon set
    - Updated color palette, with higher contrast
    - Updated spacing, such as margins and padding



The level of impact of this release is Medium. Effective People recommends that you review this and update any guides and training materials this might have been impacted.

Dynamic Teams

Type: New

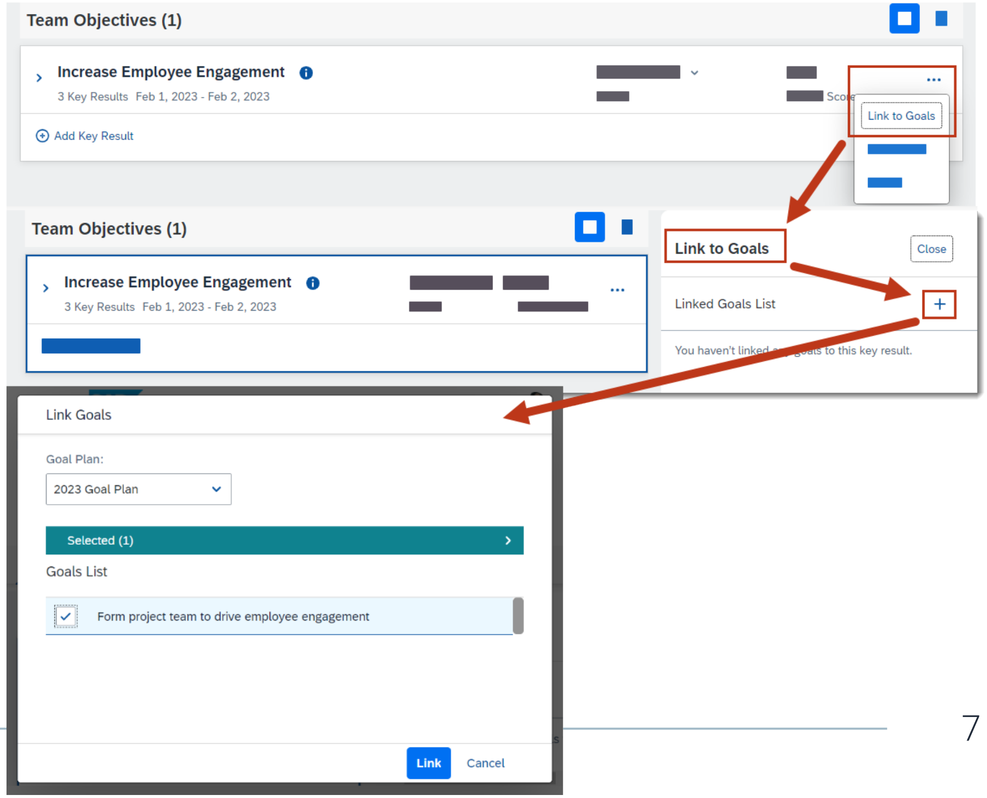
Lifecycle: General Availability

Enablement: Customer Configured

- A dynamic team is formed by people coming together for a specific purpose. It isn't defined by the formal organizational hierarchy and reporting structure.
- Key capabilities of Dynamic Teams include:
  - Objectives and Key Results (OKR): Dynamic Teams Integration with Goal Management
  - Sourcing team members with **Opportunity Marketplace**
- Dynamic Teams Quick Action on the Home Page
- Proxy Rights for Dynamic Teams

The level of impact of this release is low.

The functionality is still in early stages, so wait and see what the next release do provide.



New Release Features

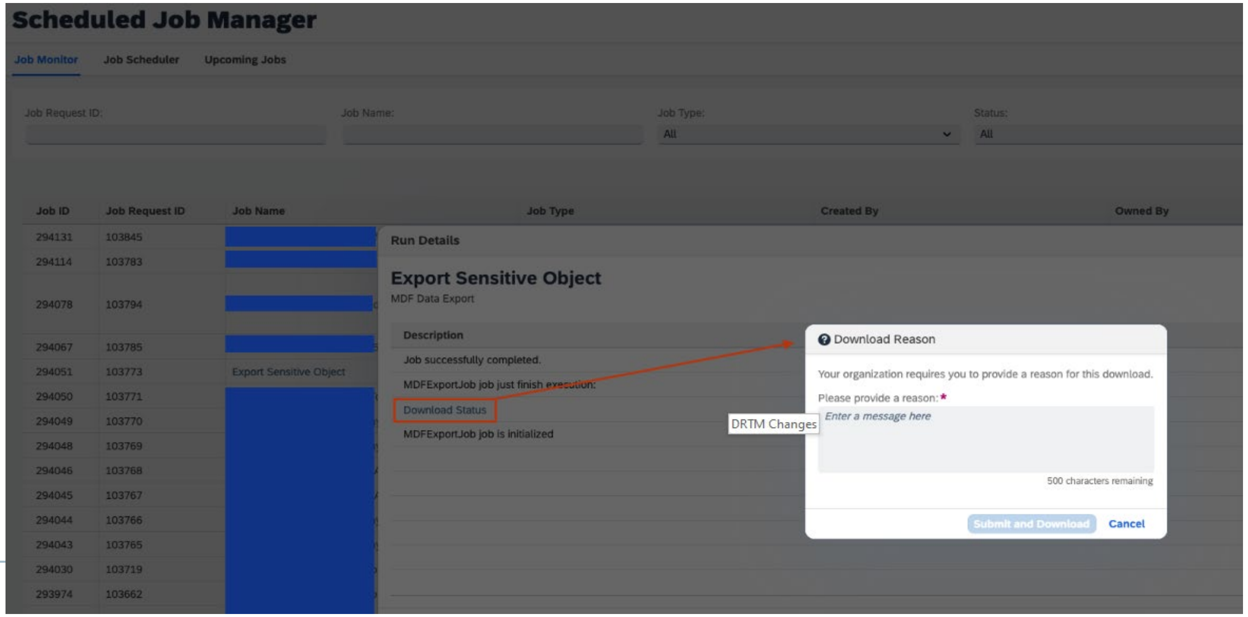
Support Entering Reasons for Downloading Sensitive Personal Data

Type: New

Lifecycle: General Availability

Enablement: Customer Configured

- You can enforce users to enter their reasons when downloading sensitive personal data. Download reasons entered by users are included in read audit reports.
    - When Download Reasons is enabled in "*Manage Audit Configuration*" > "*Read Audit*", users need to enter reasons when they download sensitive personal data in the following scenarios:
        - In Scheduled Job Manager, you download files of MDF Export jobs that contain sensitive personal data.
        - In Integration Center, you use the Download Preview button to download configuration preview.
    - Download reasons entered by users are included in read audit reports.



The level of impact of this release is High. Effective People recommends that this feature is enabled to ensure further enhancements to the data privacy and protection configuration to be complied with local regulations.

Maximum Number of Role Assignments to Bulk Activate or Deactivate (PLU-6773)

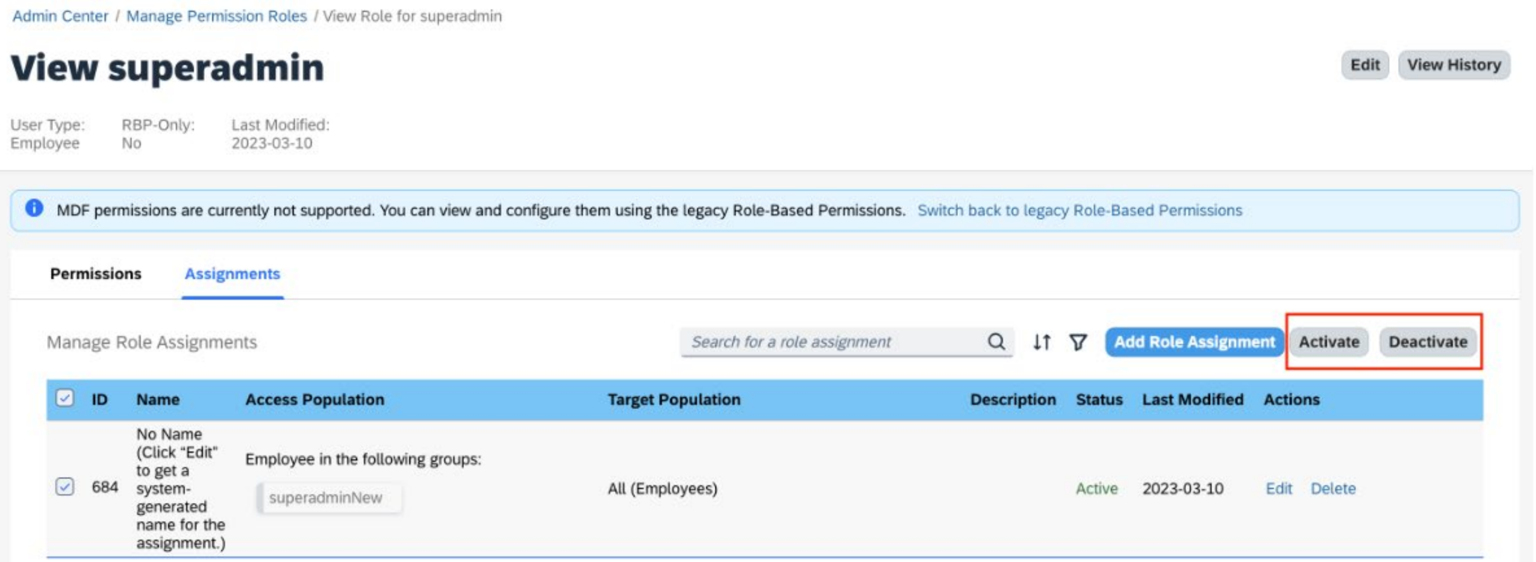
Type: Changed

Lifecycle: General Availability

Enablement: Automatically On

- As a Role-Based Permissions administrator, you can activate and deactivate multiple role assignments on the Assignments tab of a permission role. You can now activate or deactivate up to 30 role assignments at a time. Previously, there was no such restriction.
  - The threshold is set to ensure optimal system performance, especially for systems that have enabled double-confirmation messages for large-size permission role or permission group changes. See details of the "double-confirmation" feature in Related Information.

The level of impact of this release is Medium. This new restriction will impact more complex Permission setups or larger organizations. It is important that you plan ahead and ensure that large scale changes to your permission role assignments are done properly. This will also be ensured by having a structured naming convention to filter on in the Role assignment section.



Viewed in Latest Role Based Permissions

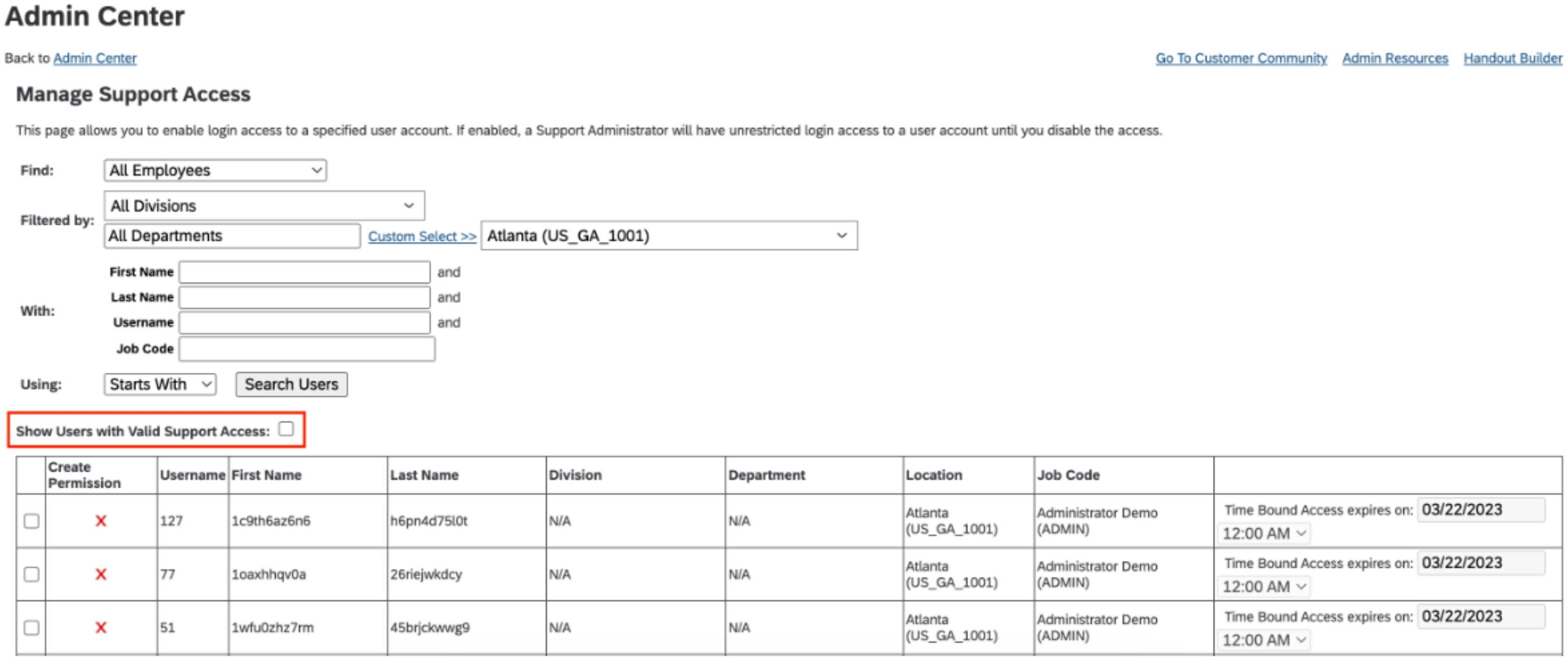
Show Users with Valid Support Access in Manage Support Access (PLA-13904)

Type: Changed

Lifecycle: General Availability

Enablement: Automatically On

- You can grant or remove support access using the Manage Support Access admin tool. Now, a new option, Show Users with Valid Support Access, is added to the page to help you filter user accounts that have support access.
  - You can now quickly filter all user accounts that have support access.


Admin Center

Back to Admin Center

Go To Customer Community Admin Resources Handout Builder

Manage Support Access

This page allows you to enable login access to a specified user account. If enabled, a Support Administrator will have unrestricted login access to a user account until you disable the access.

Find: All Employees

Filtered by: All Divisions

All Departments Custom Select >> Atlanta (US_GA_1001)

With: First Name and / Last Name and / Username and / Job Code

Using: Starts With Search Users

Show Users with Valid Support Access:

	Create Permission	Username	First Name	Last Name	Division	Department	Location	Job Code	
	X	127	1c9th6az6n6	h6pn4d75l0t	N/A	N/A	Atlanta (US_GA_1001)	Administrator Demo (ADMIN)	Time Bound Access expires on: 03/22/2023 12:00 AM
	X	77	1oaxhhqv0a	26riejwkdcy	N/A	N/A	Atlanta (US_GA_1001)	Administrator Demo (ADMIN)	Time Bound Access expires on: 03/22/2023 12:00 AM
	X	51	1wfu0zhz7rm	45brjckwwg9	N/A	N/A	Atlanta (US_GA_1001)	Administrator Demo (ADMIN)	Time Bound Access expires on: 03/22/2023 12:00 AM

The level of impact of this release is Low. Effective People recommends that you review this in your instance to govern who has access to your instances.

Talent Intelligence Hub

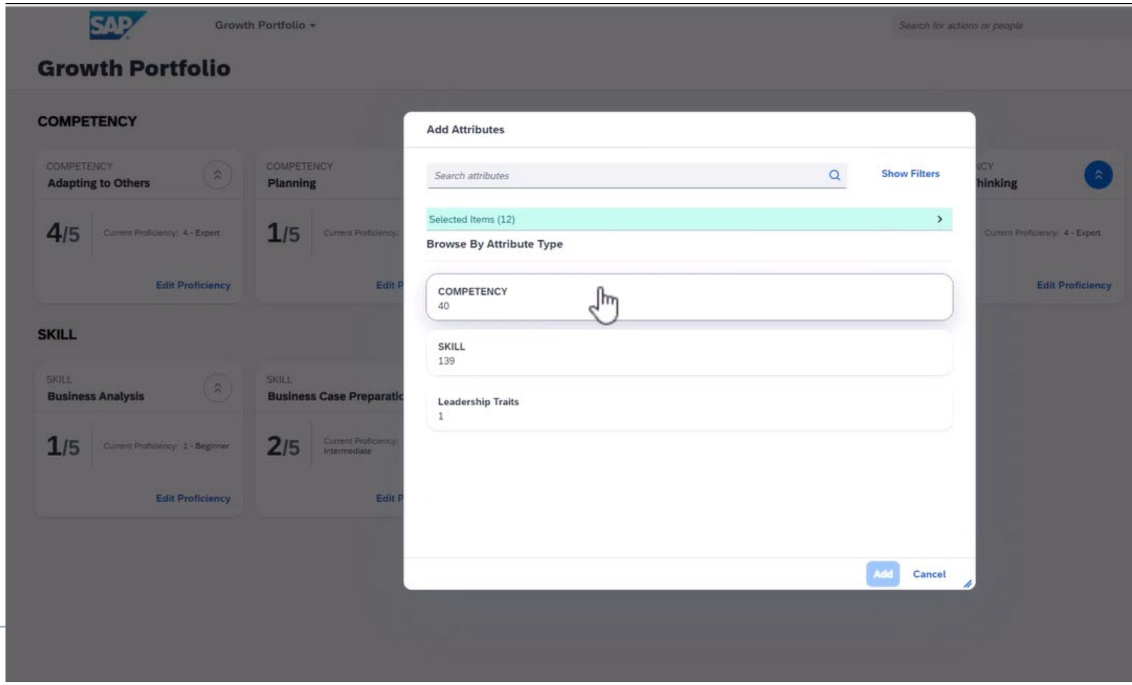
Type: New

Lifecycle: Early Adoption

Enablement: Customer Configured

- The path to Talent Intelligence Hub – decision tree from SAP
  - The Attributes Library is built on a self-adapting data model and works with the Skills Ontology to provide users with consistent and up to date set of skills to use in organization-wide processes and the Growth Portfolio.
  - Capabilities Portfolio becomes the Growth Portfolio.
- Support to View Growth Portfolio of Other Employees
- New Picker to Choose Attributes
- Behaviors and tags in Talent Intelligence Hub

The level of impact of this release is low in the short term, but high in the long term.
The Talent Intelligence Hub is here to stay and a new feature to look out for your Talent solution. It is still in early stages, and we recommend to keep an eye out on this feature.



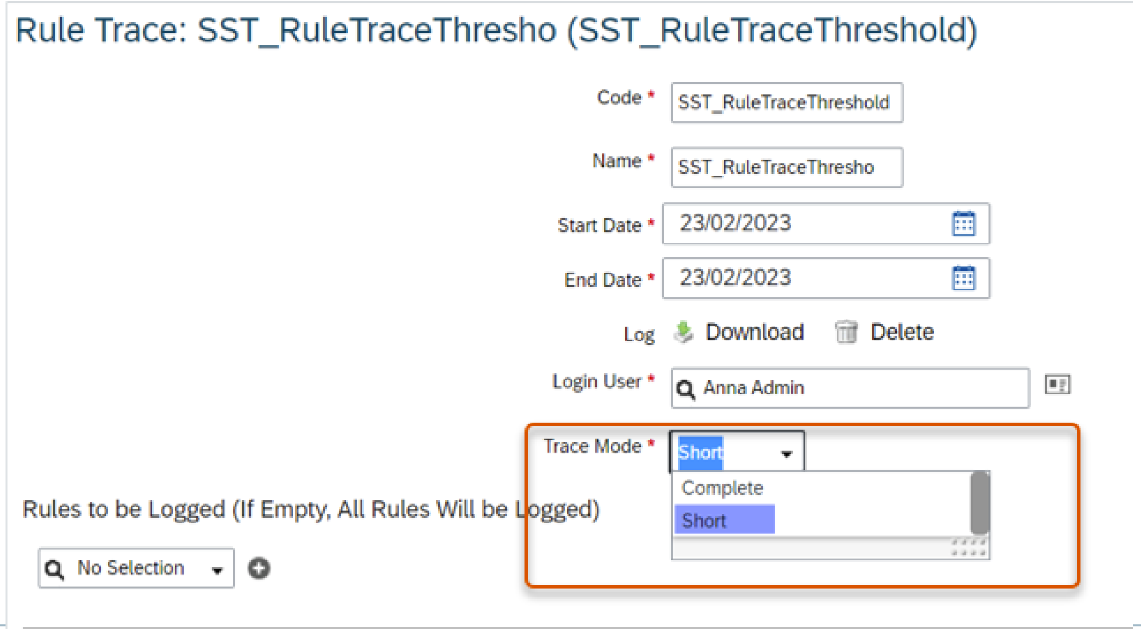
Short Rule Trace (RUL-419)

Type: New

Lifecycle: General Availability

Enablement: Automatically On

- When creating business rule execution logs, you can now create a short rule trace. The short rule trace only shows which rules were executed, which parameters were passed, which actions were executed, the execution time, and the status for each rule execution.
- The log file for a rule trace has a maximum threshold of 1 MB. If the log file exceeds this threshold, entries within the log file are deleted. So, if you're either tracing many or even all rules, or the rules are complex, then you can run into the problem that the log isn't complete. In that case, you even don't see specific rules that were executed.



The level of impact of this release is Low. This new feature allows an easier rule trace to identify and validate what rules are successfully running (and potentially interferring) when doing certain changes. This should provide an easier way of testing and troubleshooting.

Data Retention Management

Type: New

Lifecycle: General Availability

Enablement: Customer Configured

As new features are added to the system then it also requires for increased features in the Data Retention Management tool. As part of the H1 2023 you will find the following changes for Data Retention Management:

- Configurable Retention Time Based on Hire Date for DRTM Master Data Purge (ECT-177395)
- DRTM Purge for Hire Drafts (ECT-156620)
- DRTM Person Information Purge Excludes Future-Dated Rehire Data (ECT-210164)
- Data Retention Time Management (DRTM) for Dynamic Teams (DYT-1083)

The level of impact of this release is Medium. Effective People recommends that you review all the features that are provides for DRTM to ensure you keep your system aligned with local data privacy regulations.

Instance Refresh

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

As part of the previous release a new feature became available (requires to be enabled) where you could control the anonymization of data during Instance Refreshes. As part of this new feature, we are seeing some great enhancements to the tool:

- General Availability of Selective Data Anonymization (TLS-27118)
    - You can now anonymize selected Personally Identifiable Information (PII) and/or sensitive information using Selective Data Anonymization in the MS Excel template that is available in Anonymize Sensitive Information in the Instance Refresh tool.
- Enhanced Field Names in Data Anonymization Template (TLS-27012)
    - The field names in the data anonymization MS Excel template on the Instance Refresh page for Recruiting, Onboarding, and User Management has been enhanced.

The level of impact of this release is Medium. Effective People recommends reviewing the new Instance Refresh Data Anonymization feature as it allows you to control the data anonymization pre-refresh and should reduce the workload post-refresh.

Deep Dive Topic

Setting Up Integration Between SAP SuccessFactors and Microsoft 365 (WRK-118)

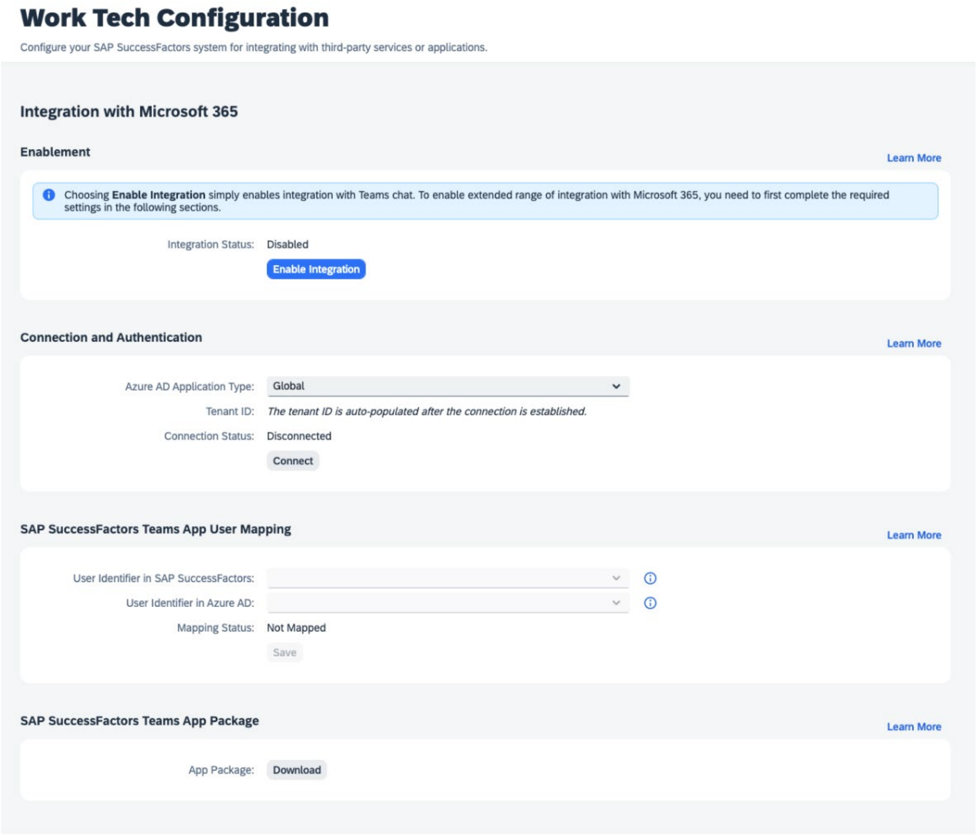
Type: New

Lifecycle: General Availability

Enablement: Customer configured

Over the last year there has been more and more information about the integration between Microsoft 365 and SAP SuccessFactors due to the relationship between Microsoft and SAP. We now see the possibilities of integrating your SuccessFactors instance directly with your Microsoft Teams.

- A configuration page for setting up integration between SAP SuccessFactors and Microsoft 365 is now available in the Admin Center.
- On the Work Tech Configuration page, you can enable integration, set up service connection, grant admin consent, specify user mapping, and download the SAP SuccessFactors for Teams app package.



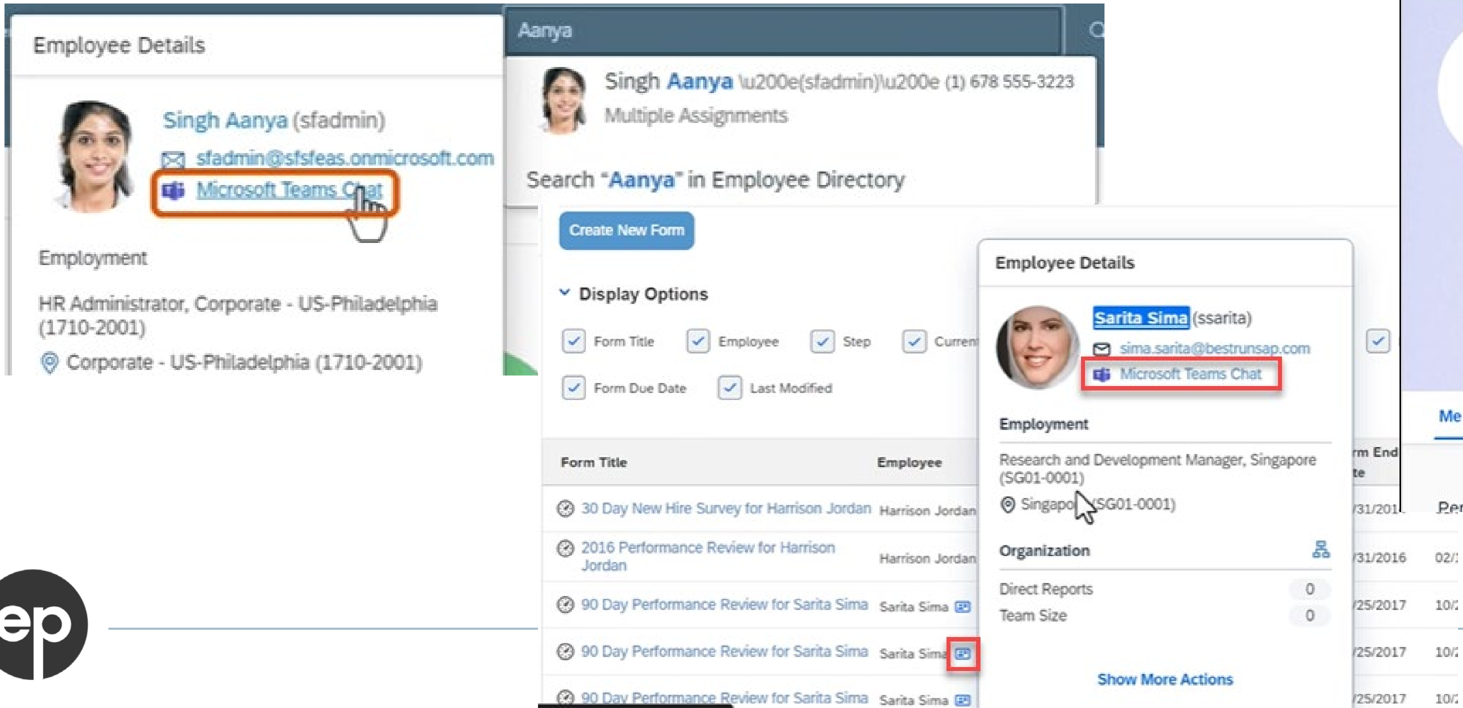
Start Microsoft Teams Chat from Quickcard and People Profile Header (WRK-113)

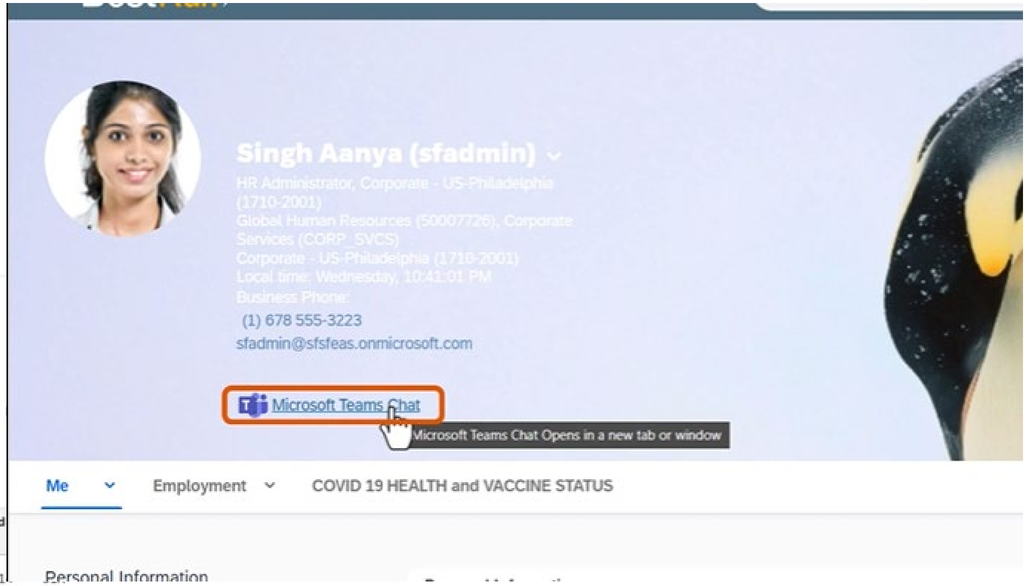
Type: New

Lifecycle: General Availability

Enablement: Customer configured

- With the integration of SAP SuccessFactors and Microsoft 365, users can now start a Microsoft Teams chat from an employee's quickcard or profile header.
- After users choose the chat link, a chat window is opened in their Microsoft Team desktop client for instant conversation. If they don't have a desktop client installed, the chat window is opened in their browser instead.





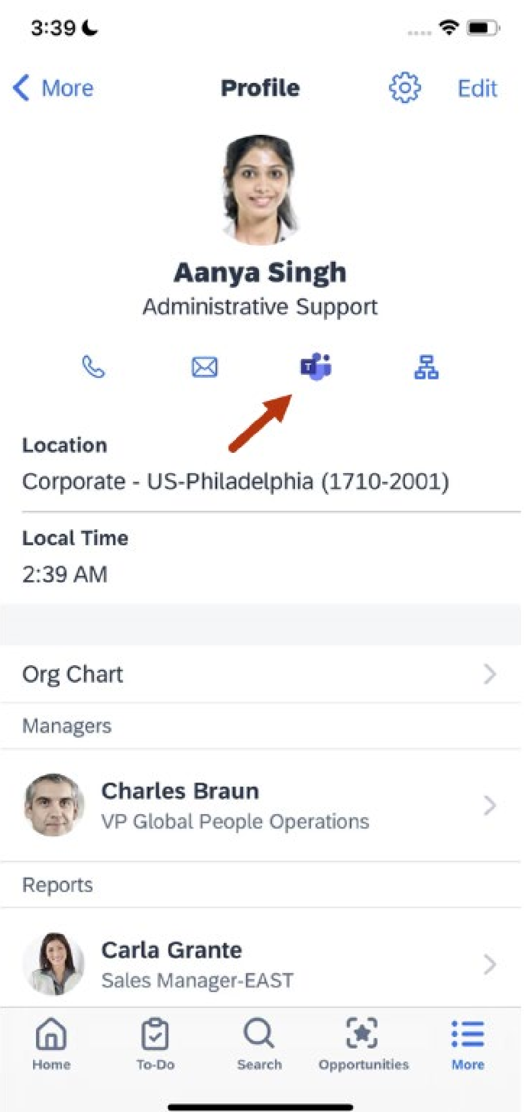
Start Microsoft Teams Chat from People Profile in iOS and Android Mobile Apps (MOB-61428)

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- Users can now start a Microsoft Teams chat directly from the People Profile header in iOS and Android SAP SuccessFactors Mobile apps.
- After users choose the Teams icon in the profile header of an employee, they're directed to a new chat with the employee in the Microsoft Teams app. If users haven't installed Microsoft Teams, they'll be guided to download the app.
- This enhancement allows users to start chats where they are without having to manually switching to Microsoft Teams apps.



Receive Reminders of Learning Assignments in Microsoft Teams (WRK-233)

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- With the integration of SAP SuccessFactors and Microsoft 365, users can now receive reminders of their learning assignment right inside Microsoft Teams.

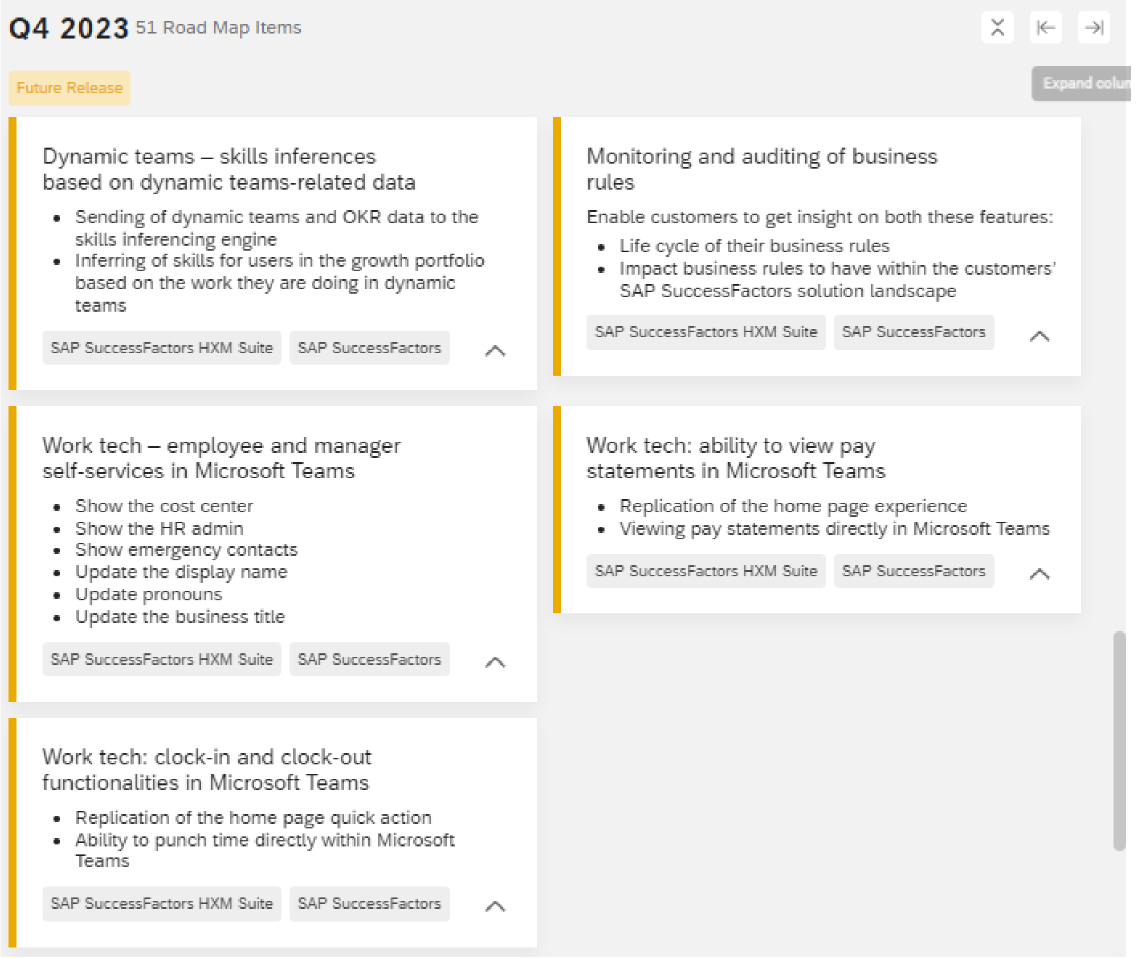
- In Teams, the SAP SuccessFactors app sends adaptive cards to its bot chat on the following occasions:
  - Employees have learning assignments due in the next 30 days.
  - Managers have a learning assignment to approve.

- On the cards, they can view details about the learning assignment or take quick actions of approving or declining.

Roadmap

Product Road Map

- As part of the H2 2023 release the roadmap shows some very nice new features to look out for:
  - Further development between Microsoft Teams and SAP SuccessFactors. Especially exciting to see the clock-in and clock-out functionality feature as well as aligning data across to keep consistency between platforms.
  - Additional developments to the Dynamic Teams to support the more agile and dynamic organizations.



SAP SuccessFactors Employee Central

Presented by
Anders Hummeluhr

May 11th, 2023

A GPStrategies Company

Session agenda

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

Most Important Topics

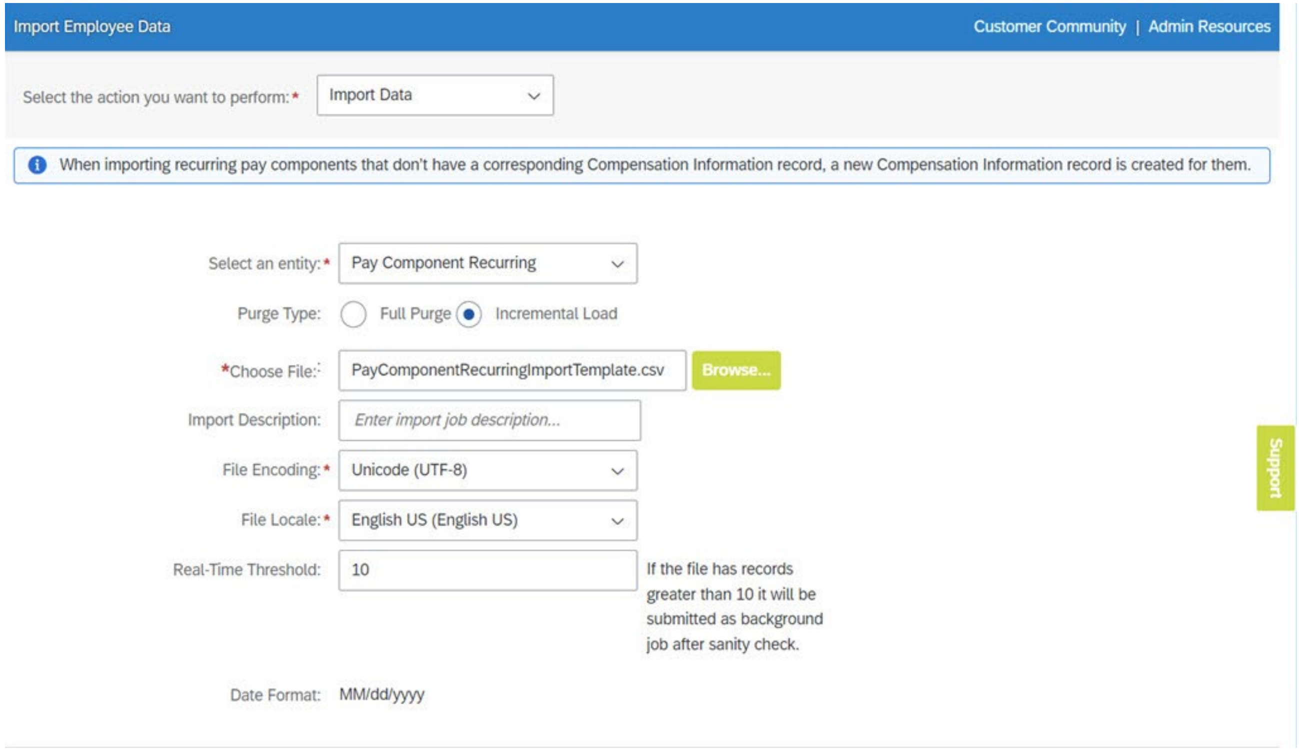
Enhancements to Recurring Pay Component Imports (ECT-190481)

Type: Changed

Lifecycle: General Availability

Enablement: Automatically On

- When you import data for a recurring pay component record that does not have a corresponding Compensation Information record, the system now creates a new Compensation Information to match the recurring pay component record. The system displays a message about this in the Import Employee Data page.



The level of impact of this release is High. We (Effective People) believe this is a great change of behavior to the Import Data that simplifies the requirements to data imports. Previous, requiring 2 imports to import Recurring Pay Components was cumbersome and error prone. This simplification is a great improvement to data management.

Prevent Deletion of Global Information on Editing UI (ECT-207196)

Type: New

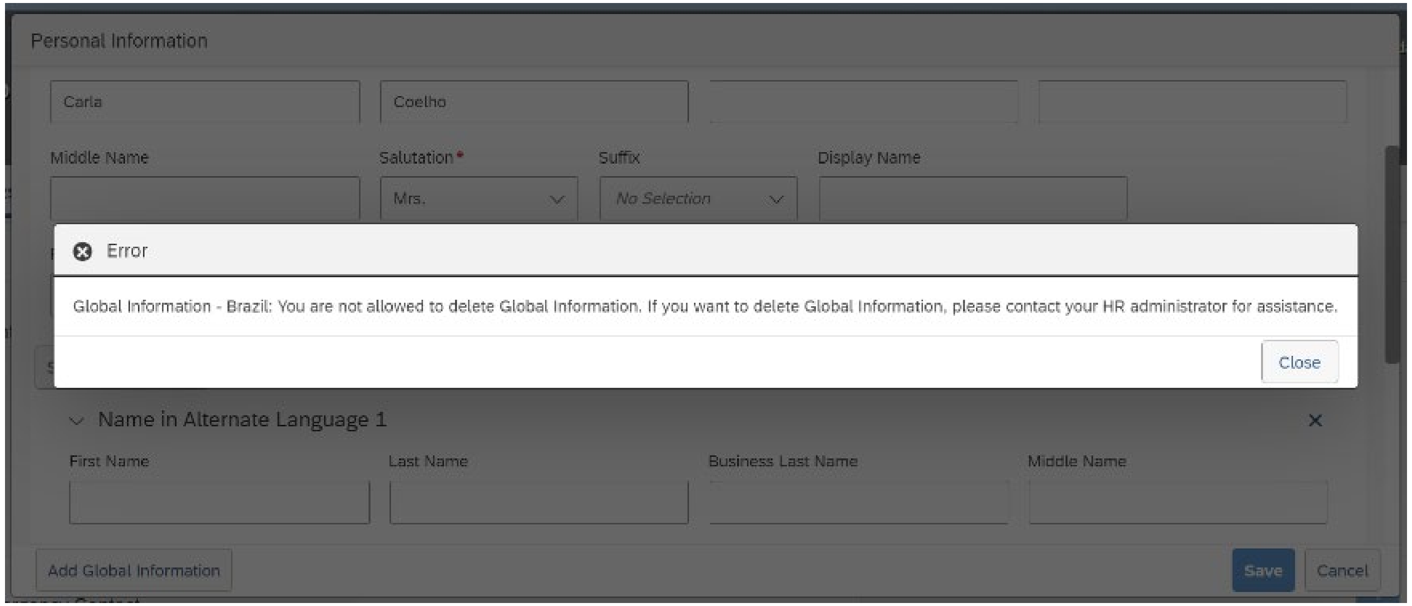
Lifecycle: General Availability

Enablement: Customer Configured

You now have an option to prevent users from deleting Global Information records on the Editing UI of People Profile blocks. Enabling this setting users cannot do the following in the Edit UI:

- Delete a record of Global Information.
- Change the value in the business key field country: this is regarded as deleting the original record.
- Delete a record of Global Information and then add a record for another country or region.

The level of impact of this release is High. Effective People recommends that you enable this feature to ensure the data quality of Global Information especially if you have Employee Self-Service. This will govern that data is not incorrectly changed or removed that could potentially cause Reporting or Downstream system impacts.



Configurable Decimal Places for Pay Component Groups (ECT-196302)

Type: New

Lifecycle: General Availability

Enablement: Customer Configured

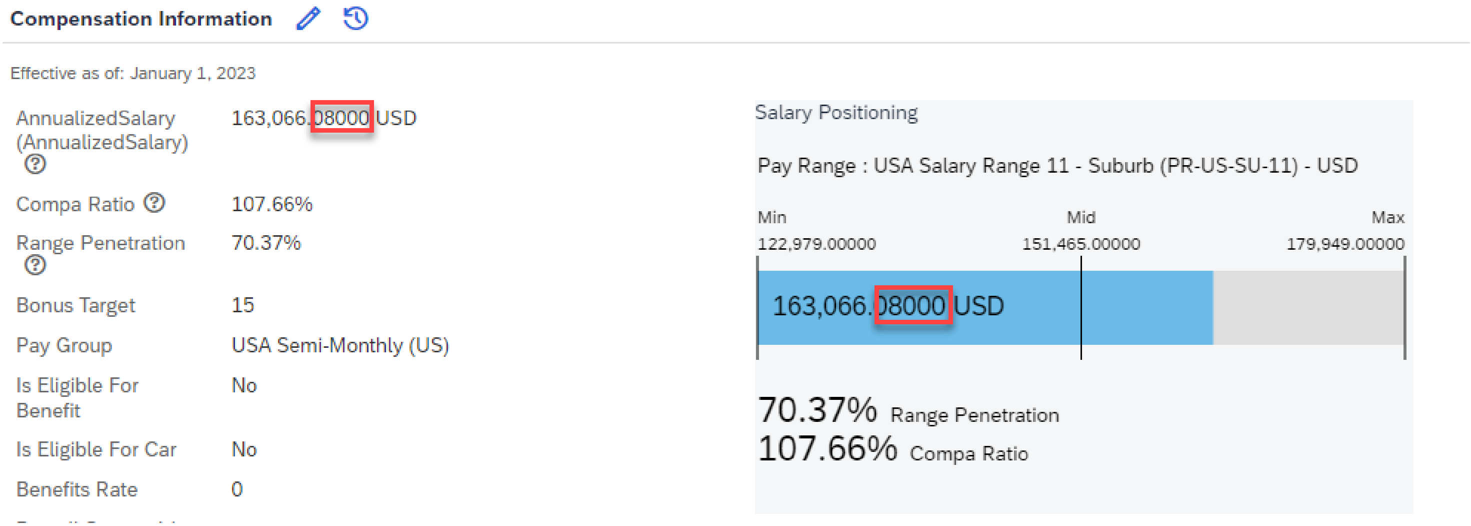
You can now configure the number of decimal places for pay component groups.

- The system default is set to 3 decimal places.
- The dropdown list allows you to choose between 0 and 5 decimal places, which is parallel now to what you can configure for pay components.

Once configured, the decimal places are updated throughout the UI:

  - People Profile
  - Manager Self-Service (MSS)
  - History UI
  - Compa Ratio/Range Penetration
  - Compensation Widgets

The level of impact of this release is Medium. For certain countries that are different requirements of displaying decimals for the annualized salary. Effective People recommends that you review this enhancement against your business requirements for handling different Decimals of salary in your various countries.



When the pay component group is displayed in the UI, the specified number of decimal places is filled up with zeros as required, meaning that 20.00 is displayed instead of 20 if two decimal places are configured. This only applies to the UI and does not apply to the OData API.

New Release Features

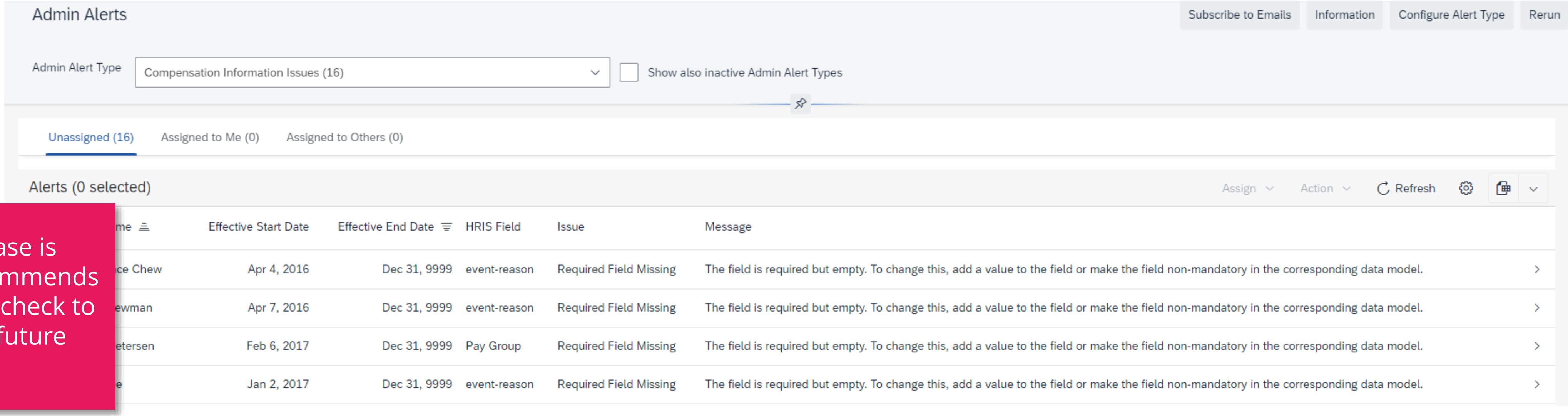
Enhancements to Alerts for HR Data Issues for Employee Central Compensation (ECT-203980)

Type: New

Lifecycle: General Availability

Enablement: Automatically On

- HR Alert for Compensation Information Issues and the Non-Recurring Pay Component Issues Alert to check for potential issues with associations, field criteria, picklist entries, and mandatory field changes
  - Mandatory fields aren't empty
  - Picklist fields must have a valid picklist value (meaning that the system checks that the picklist value is active and/or exists)
  - Cascading picklist fields must have a valid combination of parent and child picklist values
  - Foundation Object/Generic Object fields must have a valid value (meaning that the object is active and/or exists)
  - Associated Foundation Object/Generic Object fields whose values are actually associated



The level of impact of this release is Medium. Effective People recommends that you continuously run this check to ensure data quality and avoid future issues.

*The job frequency for HR Data Issues - Compensation Information Issues and Non-Recurring Pay Component Issues alert types can't be changed. The default is "none", which means that administrators have to actively select **Rerun** to see the latest alerts.*

Hire Templates (ECT-210059 & ECT-202037)

Type: Changed

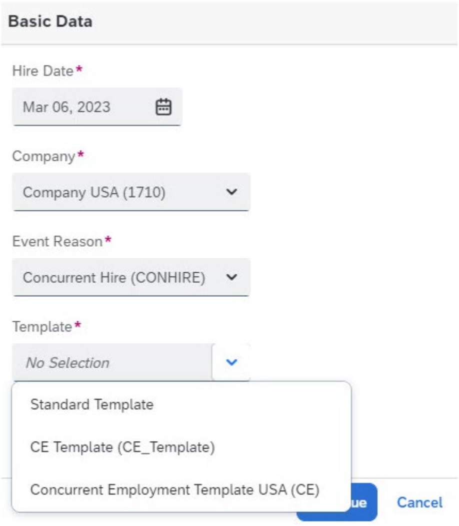
Lifecycle: General Availability

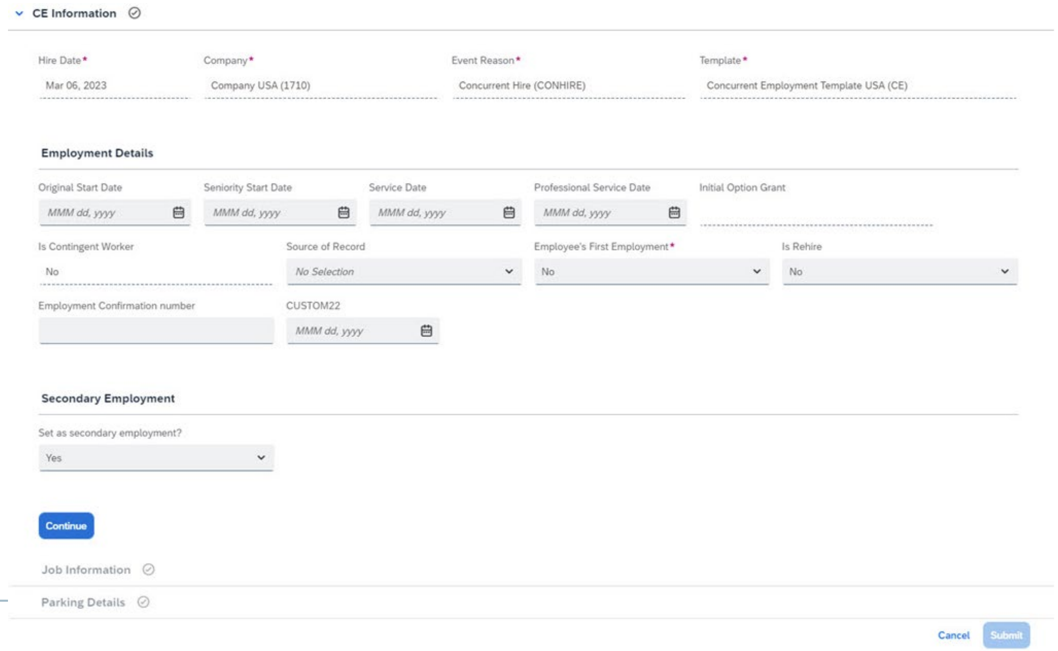
Enablement: Customer Configured

2 new enhancements to use of Hire Templates have been added. One for Contingent Workers and one for Concurrent Employment.

- New Role-Based Permission for Contingent Worker Hire Templates
  - You can now permission Contingent Worker Hire templates separate from other hire templates when assigning role-based permissions.
- Configurable Concurrent Employment
  - You can now flexibly configure the concurrent hiring process to cater to different needs for your workforce in different locations. You can define and assign effective-dated templates to include standard and/or custom MDF blocks that can be added, removed, or re-ordered.

The level of impact of this release is Medium. Effective People recommends that you review the different requirements for hire templates in your organization.





New Job Type for Reassigning Direct Reports of an Inactive Contingent Worker (ECT-173962)

Type: Changed

Lifecycle: General Availability

Enablement: Automatically On

- There is a new job, Reassign Direct Reports of a Terminated Contingent Worker to the Worker's Manager available to set up in Provisioning. This job is used for assigning the direct reports of a terminated contingent worker to the upper manager.
  - Previously it was a part of the BizX Daily Rules Processing Batch job.
- By creating its own job, it provides the following advantages.
  - Configuration options and scheduling are targeted to requirements specific to the management of contingent workforce.
  - Failures are isolated such that failure in one subjob doesn’t impact the other subjobs.
  - When failures occur, this decoupling makes it easier to identify issues, thus helping in faster resolution of issues you encounter

The level of impact of this release is Low. Effective People recommends that you reach out to your partner to review the job details if you require specific time the job should run.

Set National IDs to Optional Using Business Configuration UI (ECT-192882)

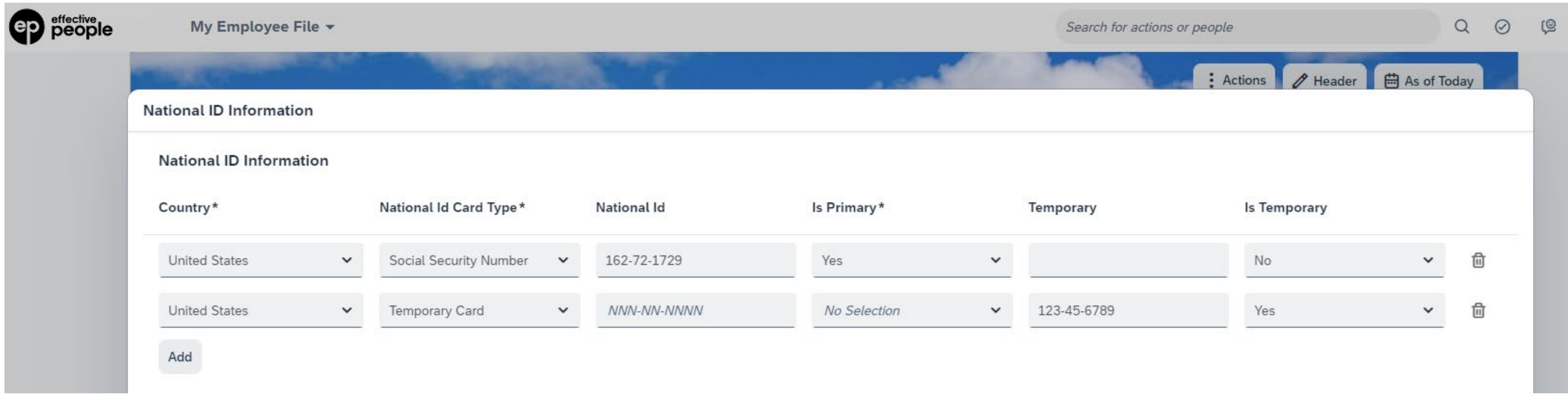
Type: Changed

Lifecycle: General Availability

Enablement: Automatically On

- For some countries you might require to have a Temporary ID for the employees until they receive their official National ID. Previously when enabling the Tempoary ID you still required to provide a National ID. It is now possible to make the National ID optional in your system.
- This makes the solution more flexible however there are still a few considerations:
  - This is a global configuration and will be available in all countries
  - It is not possible to define a format as you have for National ID
  - Permissions to be assigned to whom can view/edit the Temporary ID's.

The level of impact of this release is Medium. Effective People recommends that you review this feature if you are operating in countries where temporary ID cards are required to be tracked however that this needs to be governed properly (Admin task potentially) and training is provided as this will allow for incorrect data input due to less system validations.



Org Chart on People Profile for the Contingent Worker (ECT-215365)

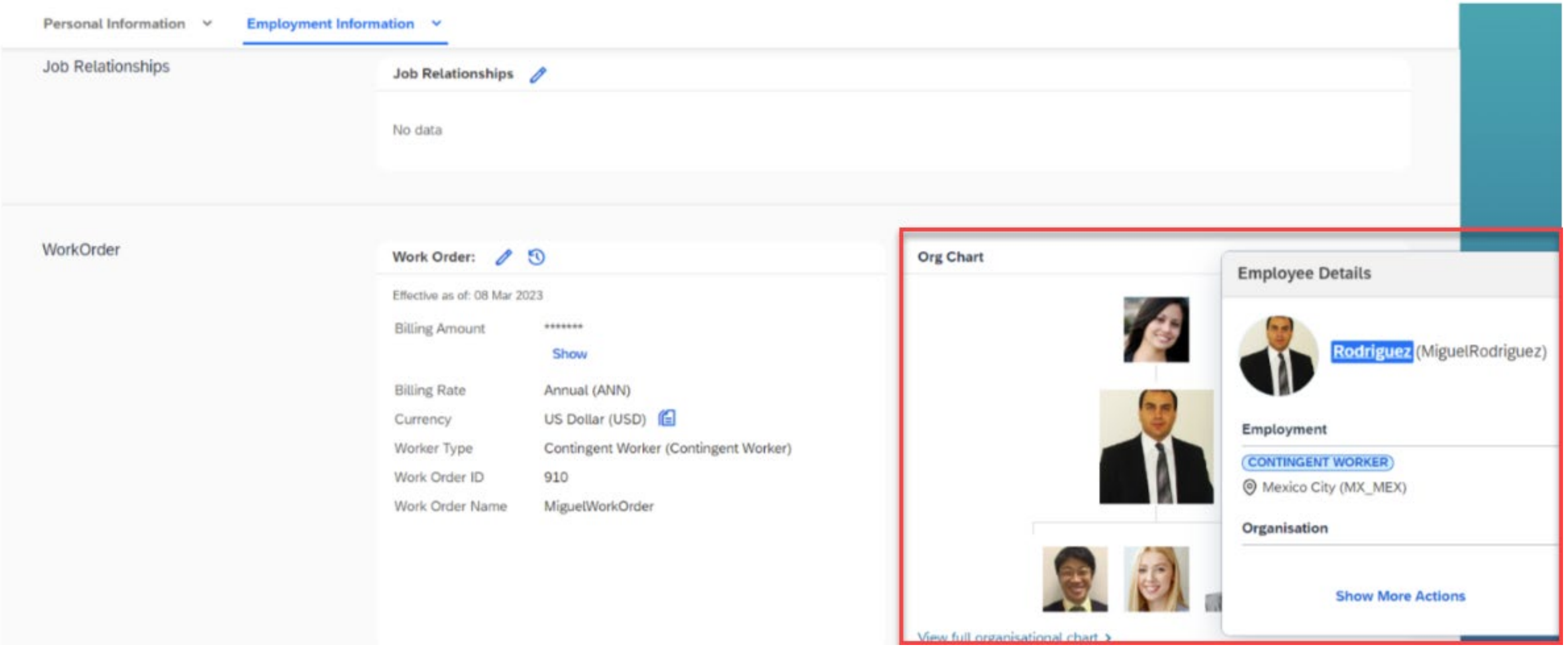
Type:

Lifecycle:

Enablement:

- As a contingent worker, you can now see the Company Org Chart in People Profile if it has been configured.
  - Previously, even if configured to show on the People Profile, a contingent worker was unable to see the Org Chart in the People Profile

The level of impact of this release is Low. This new feature provides more flexibility for the Contingent Workforce Management module and creates consistency between the Worker Types. Removing this restriction is great for continuity.



New Application-Specific Rule Scenarios (ECT-208243)

Type: New

Lifecycle: General Availability

Enablement: Automatically On

You can now use additional application-specific rule scenarios instead of the Basic rule scenario to create business rules.

Although the Basic rule scenario is still available, we recommend that you create rules using the new application-specific rule scenarios. The New Rule Scenarios are as following:

- Define Eligibility Rule for Compensation Planning
- Trigger Notification for Work Order Expiration
  - OBS! If you currently have Intelligent Services and notification alerts for Work Order Expiration you will need to use the Check Tool to correct the rule or re-create the rule as current existing rules do not work!
- Trigger onSave Rules for HRIS Elements

The level of impact of this release is High. Effective People recommends that you review your business rules and identify if you have any Basic Rules that can be moved to a Rule Scenario we recommend that you do so. Additionally we also recommend to review that all your current rules are working as expected.

Any rules with "Model" base objects will still require you to use the "Basic" Rule Scenario

Localizations

Type: Changed

Lifecycle: General Availability

Enablement: Customer Configured

Reference Number	Title
ECT-202395	New Country/Region-Specific Work Permit Type for Thailand
ECT-202047	New Currency for Sierra Leone
ECT-213978	Enhanced Tax-Free Amount Picklist and Field Label for Romania
ECT-209933	Enhanced National ID Format and Validation for Panama
ECT-213992	Enhanced Tax Settlement Picklist for Hungary
ECT-201906	Enhanced National ID Format and Validation for Finland
ECT-201832	Enhanced Work Permit Picklist and Address Information County Picklist for the United Kingdom
ECT-208819	Enhanced Postal Code Format and Validation for Cambodia
ECT-207444	Enhanced Picklists for Congo, Gabon and Picklist Assignment for Switzerland, Qatar
ECT-205925	Enhanced National ID Validation Rule for South Africa
ECT-109461	New Country/Region-Specific Address Information Field for Japan

The level of impact of this release Low. Effective People recommends that you review each of the items and implement them as necessary for your systems.

Centralized Services

The level of impact of this release is Medium. Effective People recommends that you review your processes to see that everything is still behaving as expected.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically On

As seen with the previous releases more features are added to Centralized Services feature.

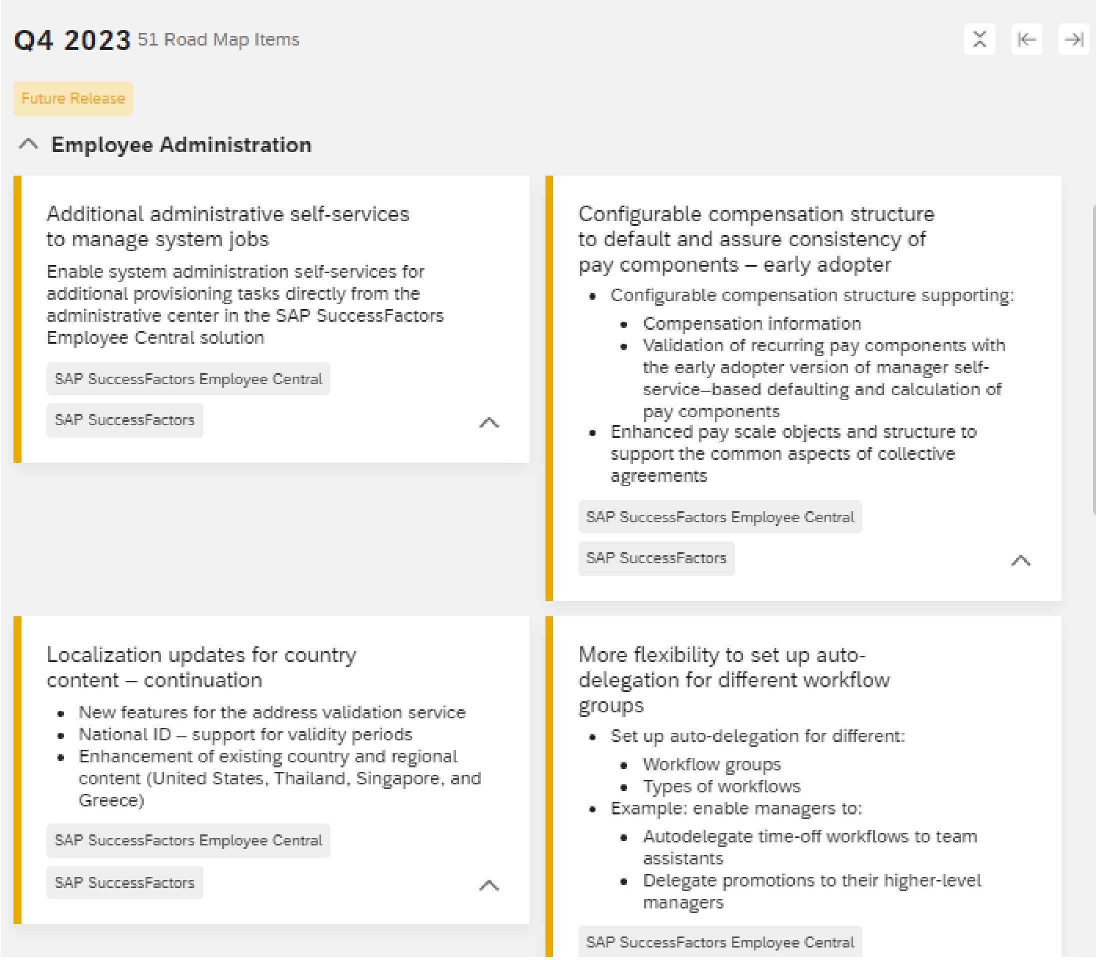
Here are the H1 2023 features added to the Centralized Services:

Reference Number	Title
ECT-194595	Centralized Services Support Integrations with Employee Central Compensation
ECT-206961	Changes to Position Follow-Up Processes on Centralized Services
ECT-206067	Enhanced Country/Region-Specific Support of Address Information in Person Relationship and Emergency Contact Imports on Centralized Services
ECT-194359	Centralized Services Support for Internal Hire in the Manage Pending Hires Tool
ECT-210246	Universal Support for Centralized Services Entities
ECT-194534	Centralized Services Support Manager Self-Service Changes to Compensation Information
ECT-207933	Centralized Services Support Manager Self-Service Changes to Termination Details
ECT-163307	Centralized Services Support Termination Details Imports
ECT-192712	Centralized Services Support Manager Self-Service Changes to Job Information and Job Relationships
ECT-206169	Centralized Services Support Saving Changes on Editing UI for Dependents and Importing Person Relationships
ECT-206157	Centralized Services Support Update of Workflows for Personal Information Entities
ECT-205421	Validation from Centralized Services Universally Available on Work Permit Editing UI
ECT-201722	Enabling Non-String Custom Fields for Address Validation with Centralized Services On
ECT-194645	Centralized Services Support Manager Self-Service Changes for Concurrent Employment

Roadmap

Product Road Map

- As part of the H2 2023 release the roadmap shows some very nice new features to look out for:
  - Configuration Compensation Structure – This feature was meant to be for H1 2023 but was postponed. It is an early adopter feature, but it will be something to keep on radar for administrating Compensation in Employee Central.
  - More flexibility in auto-delegation for Workflows – This features is something that we have seen requested a lot of times when having structures with Team Assistants or Team Leads that are not considered the Manager but handles day to day activities. This is a very exciting topic on the roadmap.



SAP SuccessFactors Time

Presented by
Merle Schübel

May 11th, 2023

A GPStrategies Company

MERLE SCHÜEBEL

- Role: Senior SuccessFactors Consultant
- SuccessFactors Experience: Since 2012

Merle Schüebel has more than 10 years of experience within the HCM area. She has vast experience in consulting activities in all project phases , from pre-sales workshops to go-live support.

Merle holds a professional certification in Employee Central and Time.

effective people

Session agenda

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

Most Important Topics

Features that became General Available now

Type: New

Lifecycle: General Availability

- Holiday Category in Holiday Calendar
  - There is a new field called Holiday Category in Holiday Calendar as part of the holiday assignments that can be can used to better categorize holidays for time valuation purposes.
  - Holiday Category can be used in Time Valuation to define premium pay for holidays. The visibility of the new field is set to read-only by default for the end users. However it can be changed using Configure Object Definition.
- Effective dated time profile
  - This feature allows users to make effective-dated changes to the Time Profile object, such as adding or removing time types on a certain date, without having to create a new time profile and add an effective-dated entry in the employee's Job Information record.
  - This change removes the need to make an effective-dated change in the Job Information for every user
  - To enable this feature, you have to execute the relevant upgrade center task, called Upgrade Time Profile Object to Effective-Dated

Automated Reallocation of Time Account Balances Based on Employee Time Changes

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- With this enhancement, it is now possible to automatically trigger a recalculation of the time account balances associated with a particular Absence Type, according to the defined posting order.
- For Example: An absence is requested in the month of March and later another absence is requested in the month of February. The entire time account balance was consumed by the absence in March and there is not enough balance left in the oldest time account to deduct absence in February. In a case like this, all absences in the overlapping period are reallocated to the correct time account according to the defined posting order.
- This feature was previously available in Early Adoption, but is now generally available. Once you've activated the feature, be sure to deactivate or remove any workaround you have in place. I

This has a high impact on the self maintenance of the system as now no manual intervention is needed during the period of overlapping Time Accounts.

New Planned Working Time Tab in Time Workbench

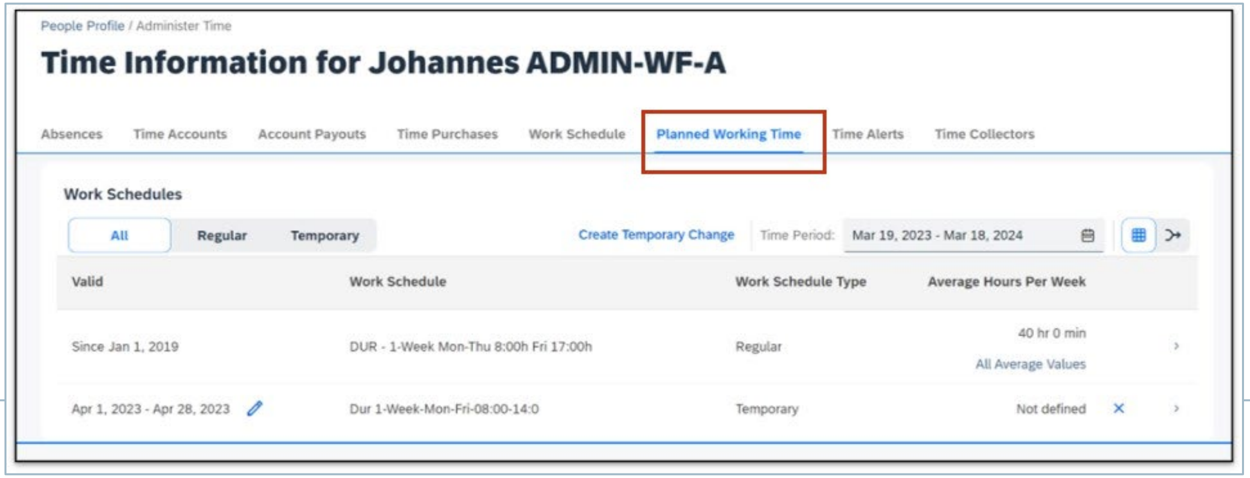
Type: New

Lifecycle: General Availability

Enablement: Automatically on

- The Time Workbench now includes a Planned Working Time tab where you can view a history of which work schedules have been assigned to a given employee over a specified period.
- The new UI is an opt-out function. Its features include:
  - Download to Excel.
  - Combined List View and Overview options.
  - Rolling planned working time (combination of regular and temporary work schedules) for a specified time period. This is extremely useful if you have temporary time imported from a shift planning tool.
  - Ability to create temporary time information.
  - Easy in-line edits for quick changes and a wizard for assigning temporary changes of work schedule.

Very useful to check in case a shift planning tool is integrated or just in case there are discrepancies in booking times.



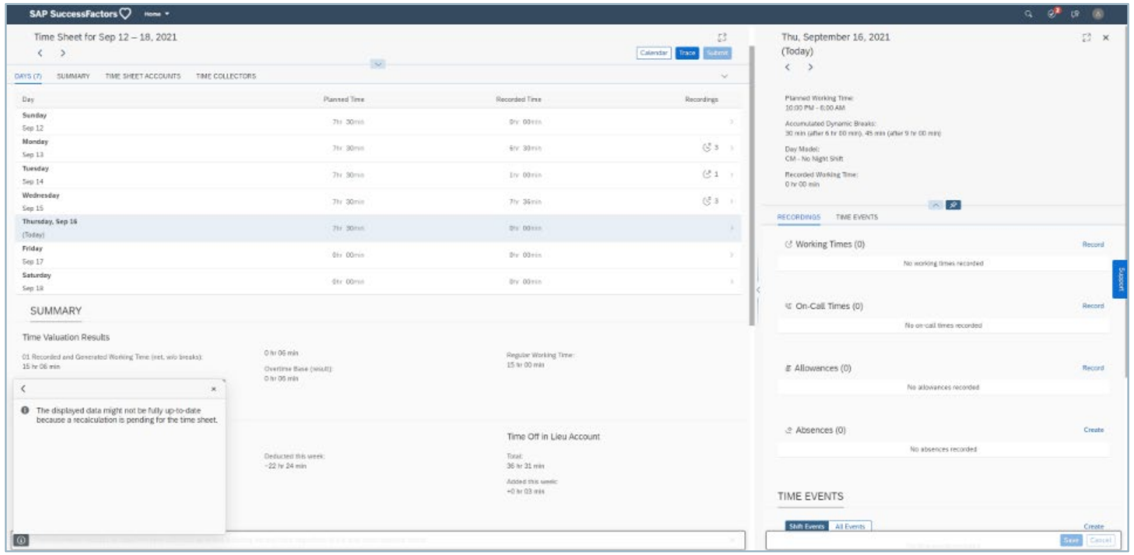
Replacement of the Old Time Sheet UI with the New Time Sheet UI

Type: Changed

Lifecycle: Deprecated

Enablement: Automatically on

- The old Time Sheet UI will reach end of maintenance on December 9, 2022 and will be deleted on June 2, 2023.
- Starting with the 2H 2022 release, the new Time Sheet UI is an admin opt-out option. Therefore, the new UI is automatically used instead of the old one unless you opt out.
- If you have processes that rely on the old Time Sheet UI, update them to work with the new Time Sheet UI.



Please make sure to upgrade to the new UI before the release and to allow enough time for any change management activities necessary.

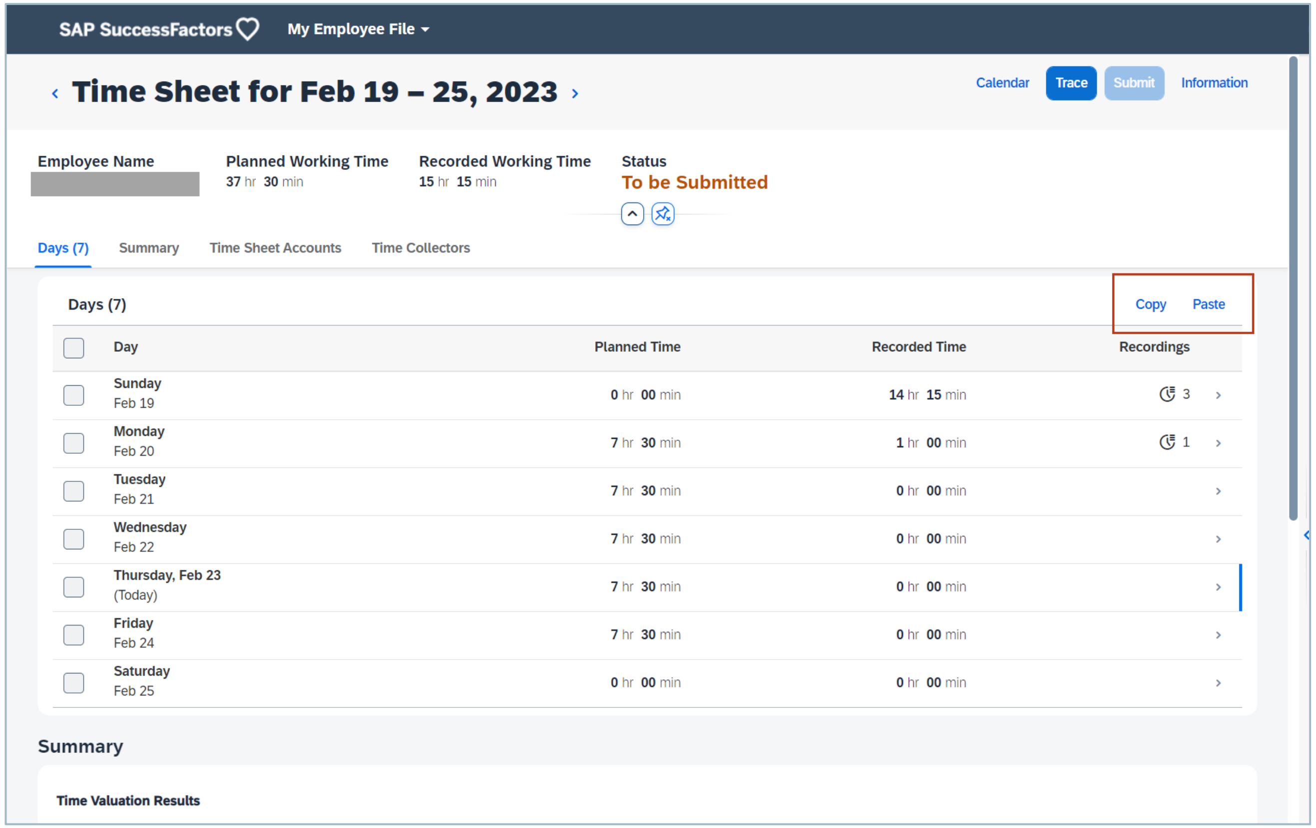
Copy Working Times, On-Call Times, and Allowances in Time Sheet

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- We've added a function you can use to copy working times, breaks, on-call times, and allowances in the time sheet.
- Once configured, the Copy button and the Paste button are visible on the Time Sheet UI and you can copy your recordings from one time sheet to another time sheet.
- To enable the feature for a particular time type, open the time type in the time profile and set the "Is Copyable in Time Sheet UI" field to Yes



A great feature to reduce the time an employee requires to fill in.

Reporting of Time Events for Clock In Clock Out

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- You can now use the Reporting feature to create a report for the time events generated in a Clock In Clock Out system.
- You can view the time event details for the employees who are Clock Time users and who have recorded their time event using a terminal, web, mobile, or manually.
- The date range for generating reports can be daily, weekly, monthly, and so on.
- Administrators and managers can view the reports only of those employees who are assigned to them.
- Additionally, you can also add other tables like User Information, Job Information, and so on when generating reports. This allows you to display the fields relevant to time events like Display Name of employee, Manager of the employee, location of the employee, and so on.

Important enhancement to provide proper reporting capabilities for external time data.

New Release Features

Time Forms Generation

Type: New

Lifecycle: Early Adoption

Enablement: Customer configured

- It is now possible to generate forms using templates based on Time Management data stored in the system.
- You can now use templates to generate a statement to view the leaves availed by an employee, for example, sick leave, maternity leave, and so on.
- An HR Admin can create new templates or edit the existing template and map dynamic content in the template.
- Download forms in PDF and Word format upon employee request.

Form Preview

Absence	Start Date	End Date	Absence Days
ParentalLeave_USA	03/13/2023	03/13/2023	1
ParentalLeave_USA	03/17/2023	03/18/2023	1
ParentalLeave_USA	03/20/2023	03/20/2023	1
ParentalLeave_USA	03/22/2023	03/22/2023	1
ParentalLeave_USA	03/26/2023	03/27/2023	1
ParentalLeave_USA	03/29/2023	03/30/2023	2
ParentalLeave_USA	03/31/2023	03/31/2023	1
ParentalLeave_USA	04/02/2023	04/03/2023	1
ParentalLeave_USA	04/05/2023	04/05/2023	1
ParentalLeave_USA	04/18/2023	04/19/2023	2
ParentalLeave_USA	04/23/2023	04/24/2023	1

Total Days : 13

If you disagree with the dates recorded on your HR record then please contact your HR Business Partner .

Regards,

Talent Team

Click the button to alert the hostname of the current URL.

Try it

This is a nice feature to provide employee's with a simple overview of absences but there are still multiple limitations on what data can be mapped into the template.

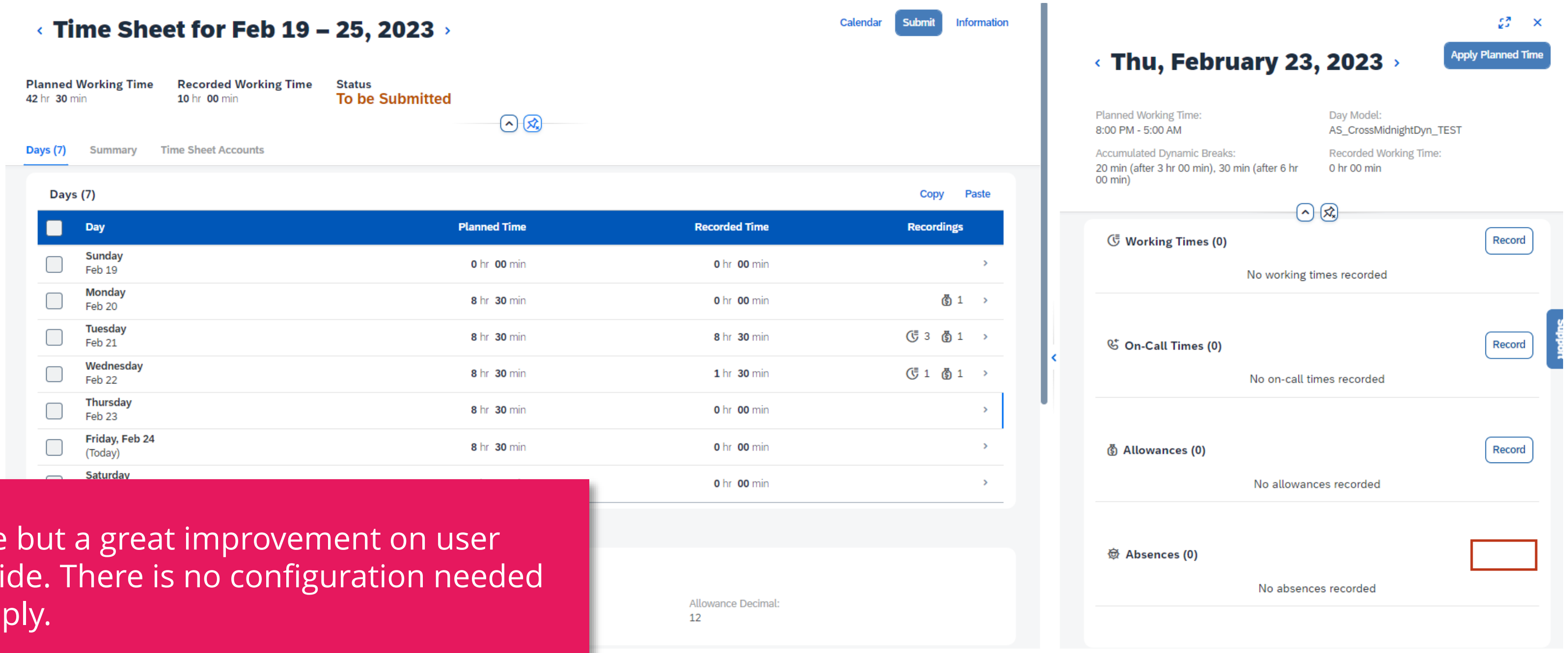
Changes to Permissions for Time Sheet

Type: Change

Lifecycle: General Availability

Enablement: Customer configured

- The Create and Withdraw buttons are no longer shown on the Time Sheet UI for users who don't have edit permissions.
- Previously, an error message was displayed when a user, without the correct edit permissions for the time sheet, tried to add absences or time recordings. The behavior was the same for the Withdraw button.
- New look:



Small change but a great improvement on user experience side. There is no configuration needed for this to apply.

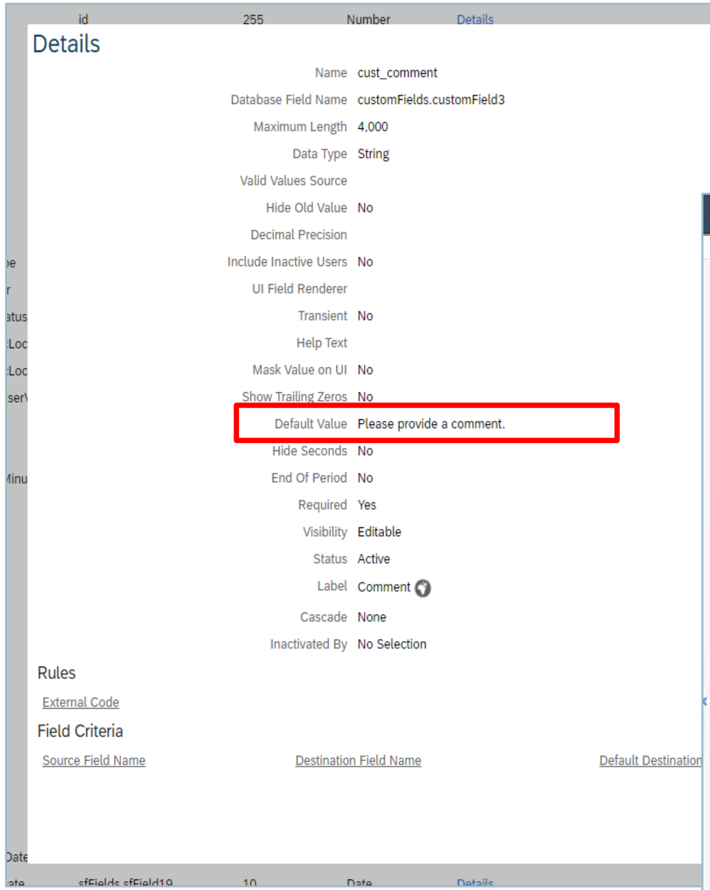
Default Values in Time Sheet

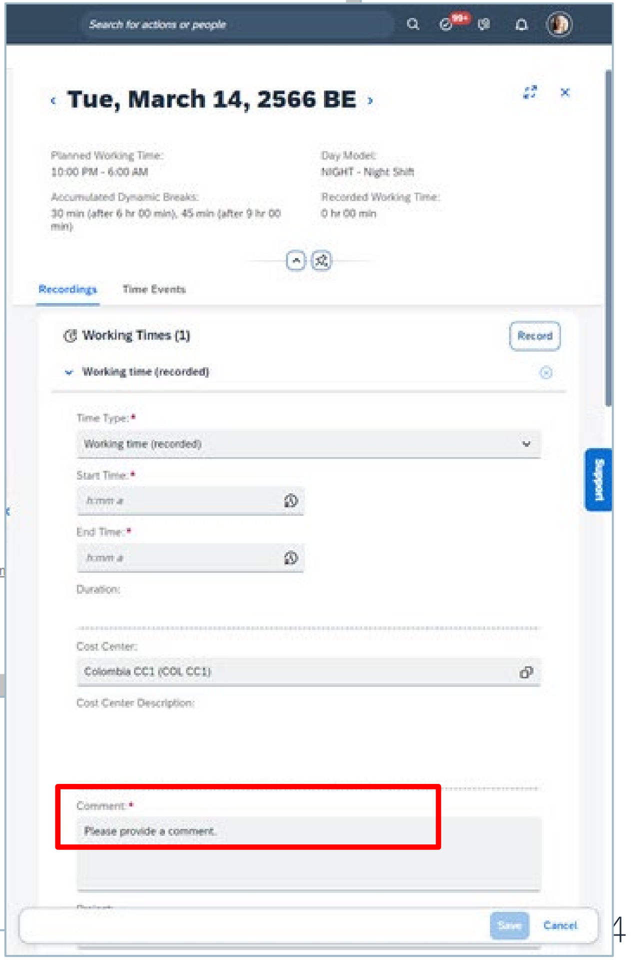
Type: New

Lifecycle: General Availability

Enablement: Customer configured

- You can now define default values for custom fields on the Employee Time Sheet Entry and Allowance objects.
- Once this has been configured in the object definition, the default values are visible on the Time Sheet UI when choosing the Record button in the Working Times, On-Call Times, and Allowances sections.





Small change to speed up Time Sheet completions for the user.

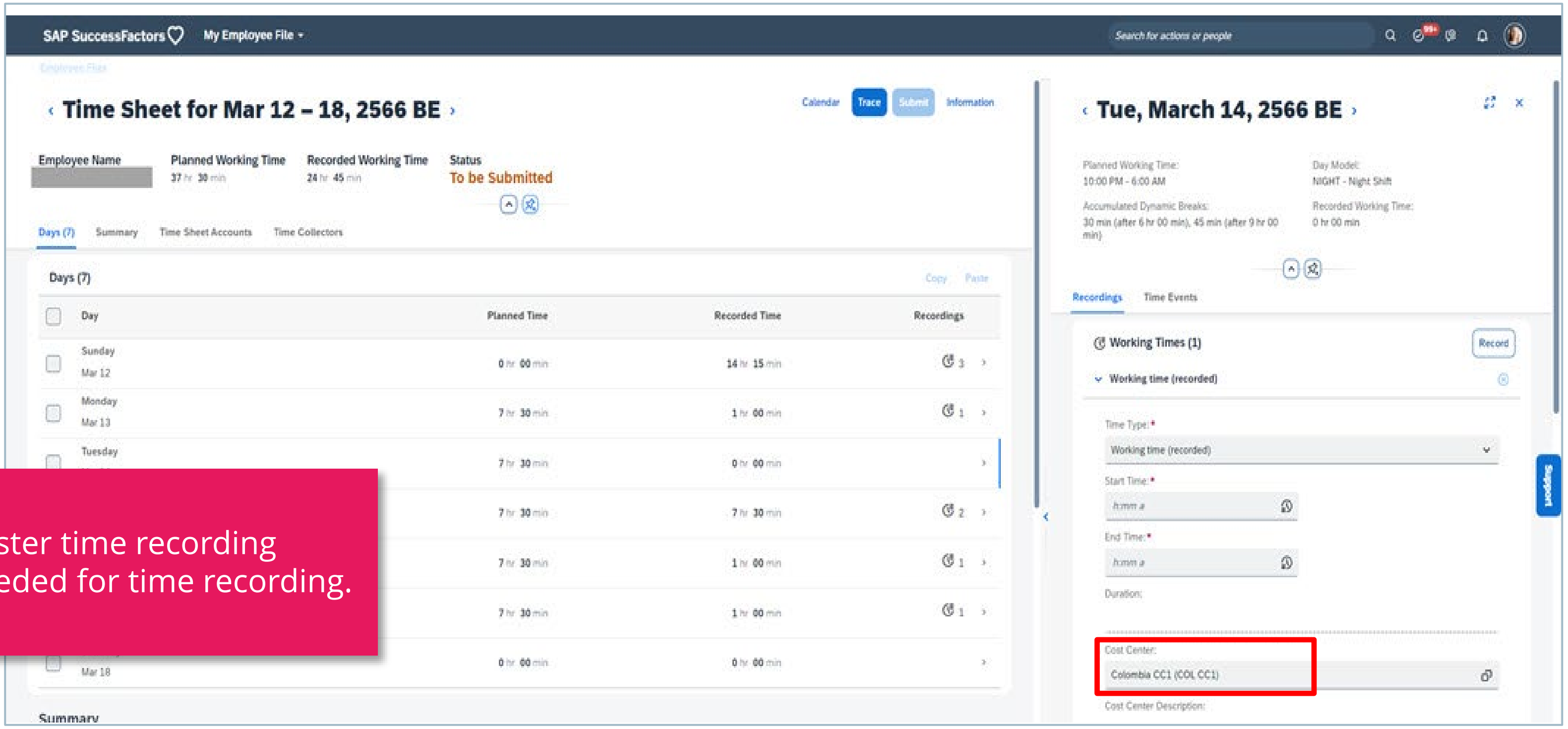
Initialization Rules in Time Sheet

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- You can now define initialization rules for Time Sheet on the Employee Time Sheet Entry and Allowance objects.
- Once configured, the default values are visible on the Time Sheet UI when choosing the Record button in the Working Times, On-Call Times, and Allowances sections.



Default values allow a faster time recording since fewer steps are needed for time recording.

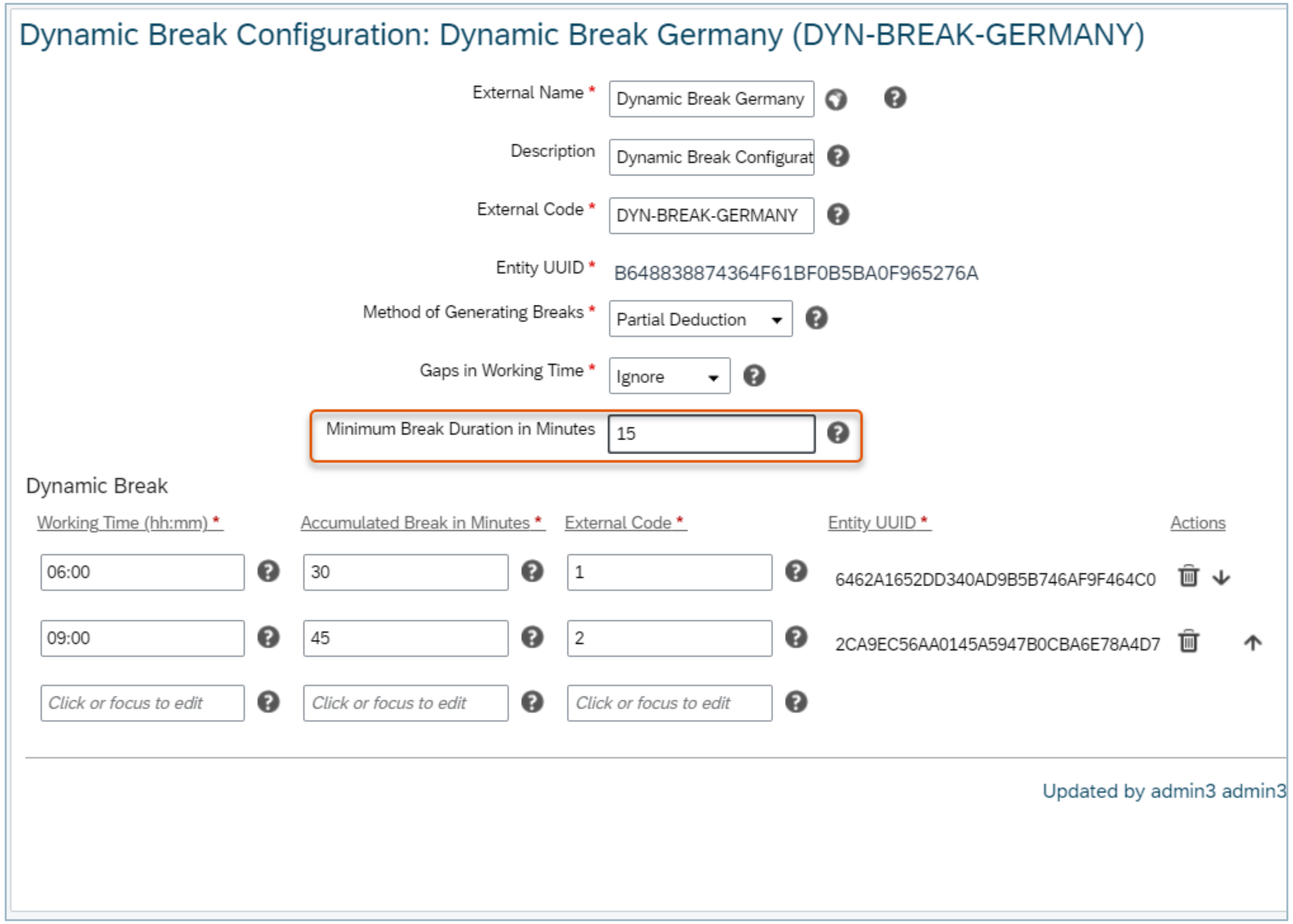
Minimum Break Duration

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- You can now determine how long manually recorded breaks must be to be considered as breaks during dynamic break generation.
- You can set up the system to generate breaks if users don't record breaks. However, if employees record 30 minutes of break time manually, the system doesn't generate a break.
- If you don't set up minimum break duration, employees can avoid dynamic break generation by recording six 5-minute breaks.
- If you have configured dynamic break generation, the Minimum Break Duration in Minutes field is available automatically.



Important feature to be able to comply with legal regulations to ensure breaks are taken as required.

Rest Rules

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- You can now set up rest rules for employees. Rest rules ensure that employees take sufficient rest between shifts.
- Let's say you want to make sure that employees rest at least 11 hours between shifts. Therefore, you set up a rest rule that determines a minimum rest period of 11 hours.
- Now, an employee clocks in at 10 PM the previous day and clocks out 6:04 AM the next day. The employee clocks back in at 2 PM on the same day they clocked out. The result is a rest period of less than 8 hours, that is, a rest period violation. Therefore, the system creates an alert that notifies you of the rest period violation.
- To support this scenario, we've added the new valuation type Create Time Record. Additionally, we've added the option to run the valuation type Deduct Group from Input Groups for an entire multiday period rather than on a daily basis.

Important feature to be able to comply with legal regulations to ensure enough rest between shifts is taken by the employee.

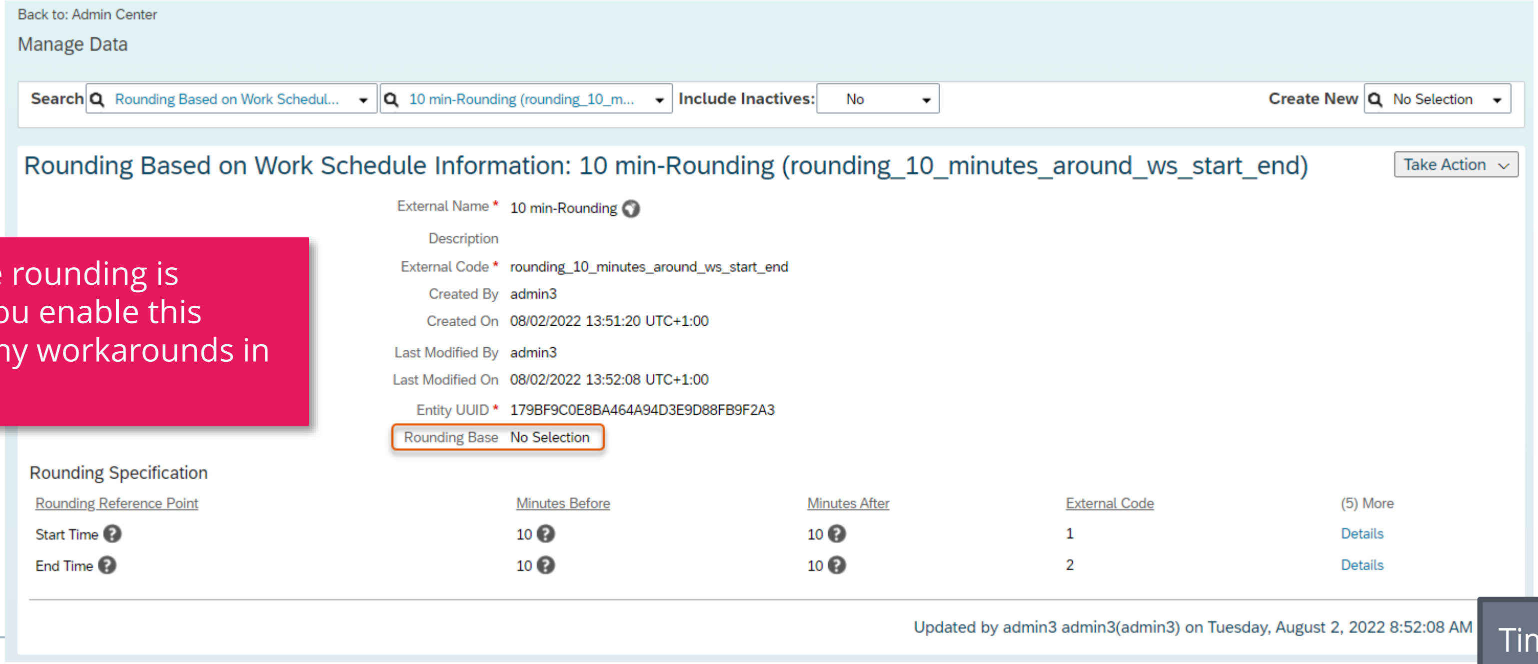
Rounding Base for Grace Period Rounding

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- New configuration option called rounding base to the time rounding object was added.
- The rounding base lets you configure if working times are rounded based on scheduled working time or flextime bandwidth.
- Recorded working times can be rounded to the start and end times of either scheduled working time or flextime bandwidth.



Small improvement to ensure rounding is applied as required. Before you enable this make sure you do not have any workarounds in place.

Time Tracking

Time containers

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- Time containers persist time valuation results that aren't used by payroll.
- Before we introduced time containers, only time valuation results that were used by payroll were persisted. However, there are use cases for persisting time validation results that aren't used by payroll.
- For example, when detecting rest rule violations in a time sheet period, you need to persist start and end times of shifts within that period to calculate the rest times between those shifts. You might also want to persist such start and end times for reporting purposes.
- The Time Container Type field is available automatically in the time type group configuration. However, you need to configure a time valuation that provides input data to the time container.

Great improvement for reporting capapbilities on Time Recording Data.

Deep Dive Topic

Enhancements to Partial Holidays

Type: New

Lifecycle: General Availability

Enablement: Customer configured

Topic Content:

- We now support half-day holidays for clock time and duration-based recorders. Additionally, you can also define the planned working time on a partial holiday in a more flexible way.
- We now support half-day holidays for clock time and duration-based recorders. Additionally, you can also define the planned working time on a partial holiday in a more flexible way.
- If this default behavior doesn't meet your requirements, you can now assign day model variants to define the planned working time on a partial holiday in a more flexible manner. The partial holiday could be half-day or a fraction of the day. The day model variants are available for both Duration and Clock Time recorders.

Small update to improve usability for clock-time users with partial holidays.

Enhancements to Partial Holidays

Example:

- Behavior before: if the scheduled work time is from 8 a.m. to 5 p.m. with a one hour break from 12 p.m. to 1 p.m. (8 hours of work time), then the planned working time on a half-day holiday is from 8 a.m. to 12 p.m. (4 hours of work time without breaks).
- Behavior after: You can define a Variant that where the half day holiday is from 12 p.m. to 16 p.m.

Role-Based Permission Prerequisites

- You have the User Time Management Object Permissions Work Schedule Day Model Variant Identifier permission.
- You have the User Time Management Object Permissions Work Schedule Day Model.Variant Assignments permission.

Enhancements to Partial Holidays

Configuration:

- Day Model Variants are assigned to a Work Schedule Day Model by means of Variant Assignments. You can define a Work Schedule Day Model as a Day Model Variant by setting the value for the Day Model Usage field to Variant for Partial Holiday. You can then define the Day Model Assignments by selecting the values for the Day Model Variant Identifier and the Day Model Variant fields.
- The Day Model Variant Identifier is the link between Holiday Planned Working Time Specification and Day Model Variant.
- If the Holiday Planned Working Time is set to Reduced Planned Working Time, the Holiday Planned Working Time Determination object references the Day Model Variant. For more information, see the Related Information section.

Enhancements to Partial Holidays

Work Schedule Day Model Variant

Work Schedule Day Model: CLT_DayModelVariantDemo (CLT_DayModelVariantDemo)

External Name * CLT_DayModelVariantDemo

Time Recording Variant * Clock Times

Cross Midnight Allowed * No

Non-Working Day No

Segments

Start Time	End Time	Duration	Category	(2) More
09:00 AM	03:00 PM	360	Scheduled Working Time	Details
01:00 PM	02:00 PM	60	Scheduled Unpaid Break	Details

Shift Classification

Entity UUID * CE506B9D9AFB4C859B1B3760F0220D1C

Description

Planned Hours (Decimal) 5

Planned Hours And Minutes (hh:mm) 05:00

Country/Region

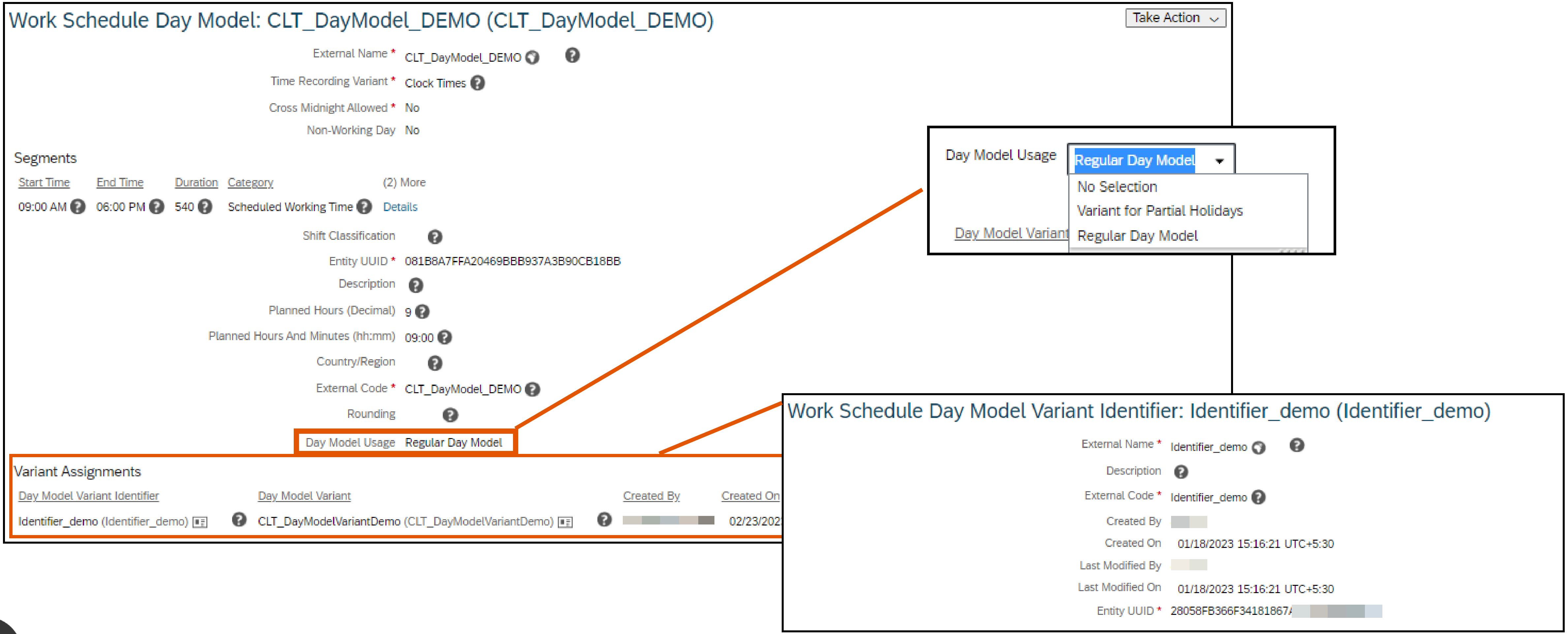
External Code * CLT_DayModelVariantDemo

Rounding

Day Model Usage Variant for Partial Holidays

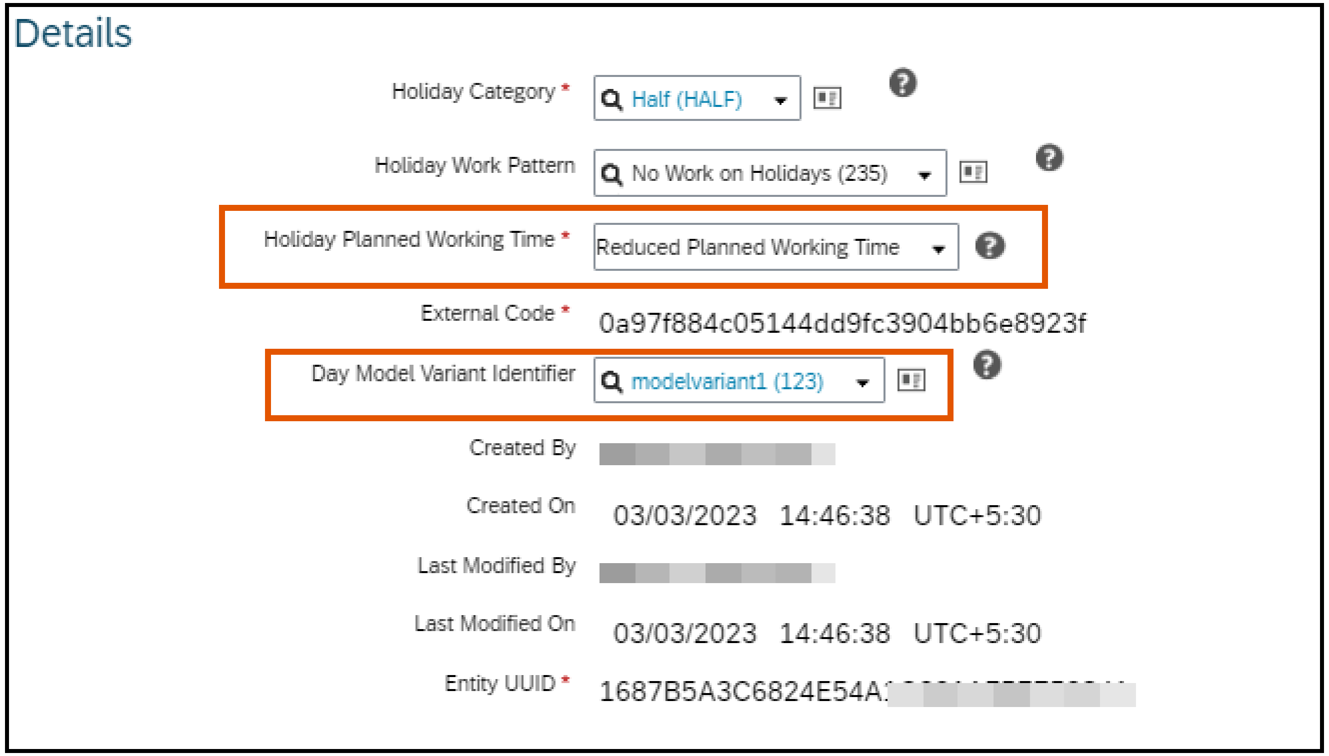
Enhancements to Partial Holidays

Work Schedule Day Model with Variant Assignment



Enhancements to Partial Holidays

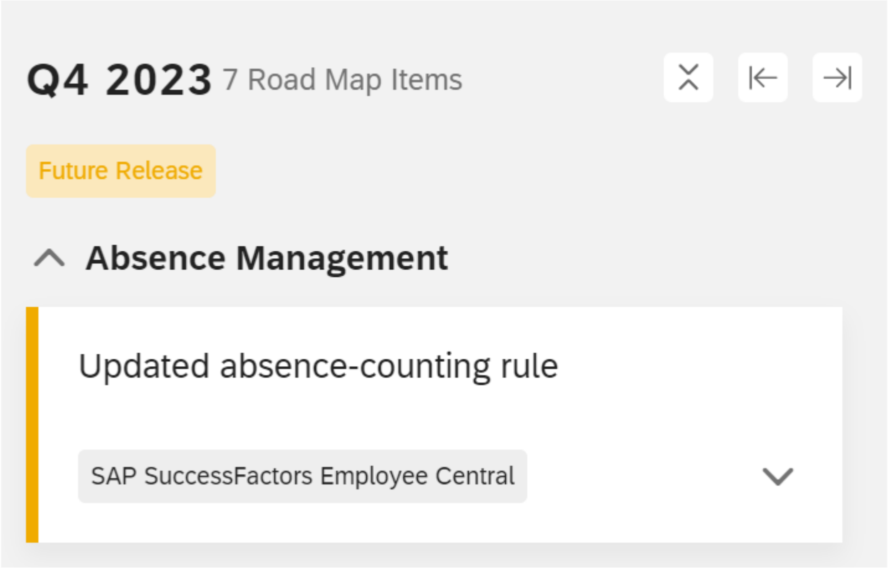
Holiday Planned Working Time Determination with Reduced Planned Working Time



Roadmap

Product Road Map

- As part of the H2 2023 release the roadmap shows some very nice new features to look out for:
- Updated absence-counting rule
    - A key part of time-off capabilities, the ability to do absence counting, helps ensure absence processing according to various country and legal requirements:
      Improve the absence-counting rule is planned to detect if employees are absent on nonworking days to record illness
    - Deduct half a day from the quota when an absence is recorded on a non-working day, such as Saturday



Product Road Map

- As part of the H2 2023 and H2 2024 release the roadmap shows some very nice new features to look out for:
  - Geofencing capabilities to extend digital clock-in and clock-out scenarios to provide GPS capturing capabilities to existing mobile clock-in and clock-out scenarios in SAP SuccessFactors solutions.
  - Role Based time sheet alerts that only go to managers or time administrators and not to employees, in certain situations