



SAP SuccessFactors

# Time Management

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1H 2025 Release Briefing

By Isabella Vanrell Piccioni





## Isabella Vanrell Piccioni

**Senior SuccessFactors Consultant**  
**SuccessFactors Experience: Since 2019**

Isabella has 5 years of experience in the HCM area as an Implementation Consultant. She holds an associate certification in Employee Central in SAP SuccessFactors.

Isabella has specialized knowledge within Employee Central and Time Off.

# Agenda

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





# Most Important Topics

# New Balance Calculation Setting for Time Account Types

New balance calculation setting for time account types that allows the user to consider future negative bookings (absences and negative manual adjustments) when calculating current time account balances.

Using the Consider bookings after calculation dates setting in the Time Account Type ensures that the balance shown as of today for the time account are consistent with the time type balances. Users will be able to view the complete time account balance as of today's date considering future bookings.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer configured

Before

Balance Overview

Time Type View

Account View

As of Today

Time Account	Accrued	Earned	Taken	Paid Out	Planned	Available Balance
Leave Account for Vacation	0 days	25 days	0 days	0 days	3 days	25 days
Bookable Period: Jan 1, 2025 – Mar 31, 2026						

After

Balance Overview

Time Type View

Account View

As of Today

Time Account	Accrued	Earned	Taken	Paid Out	Planned	Available Balance
Leave Account for Vacation	0 days	25 days	0 days	0 days	3 days	22 days
Bookable Period: Jan 1, 2025 – Mar 31, 2026						

The level of impact is Medium. EP recommends using the new setting to display consistent balances between the time type and time account balances.

# Time Off ESS UI Improvement with Use of Absence Counting Rules

This enhancement to the UI fixes the discrepancy between the requesting quantity and the actual deducted quantity from the employee's time account balance.

For duration-based users, depending on the configuration, the requesting quantity on the UI is not the same as the one deducted. With this new release, an informative message is displayed in the UI that clearly informs the user what they are requesting and how much will be deducted.

## Configuration Requirements

The message is shown if the system is configured as follows:

- The time recording variant for is set to **Duration**.
- The Duration Display According To field set to **Deduction Quantity** in the time type.
- The time type **permits fractions for days and hours**, allowing users to request absences using either a dropdown or an input field.
- The **absence counting method** or **absence counting configuration**, along with the **absence counting rule**, is configure in the time type to modify the deduction quantity.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on

The screenshot shows the 'Request Time Off' form in the ESS UI. The 'Time Type' is set to 'pa\_tt\_fte\_based' and the 'Available Balance' is 122:30 hours. The 'Start Date' and 'End Date' are both set to Mar 20, 2023. The 'Requesting' field shows 12:00, and the 'Returning to Work On' field shows Mar 21, 2023. A red box highlights a message: 'You are requesting 12:00 hours. 7:30 hours will be deducted from your time account balance.' The 'Comment' field is empty. The 'GO' field is set to 'No Selection', the 'jz\_fo' field is set to 'No Selection', and the 'datetime' field is set to 'e.g. Dec 31, 202...'. The 'Attachment' field is empty. The 'Upload' button is visible. The 'Submit' and 'Cancel' buttons are at the bottom right.

The level of impact is Low.





# Other Release Features

# Enhancements to the Latest People Profile in SAP SuccessFactors Mobile

Several enhancements have been made to the latest People Profile in the Mobile app.

The level of impact is Low. The People Profile is being redesigned to provide a simpler navigation for all users.



**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer configured

## Time Sheet Summary

Can view a summary of time sheet data for the current time sheet period.

Prerequisite: Permissions

## Time Account Balances as of Termination Date

If an employee has been terminated, the Employment Details card will show a list of time account balances as of termination date.

Prerequisite: Permissions



# Minor Visual Changes in 1H 2025

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on

External codes of time types and allowance types are no longer shown on the Time Sheet ESS UI

Wed, February 26, 2025  
(Today)

Planned Working Time:  
Non-Working Day

Recorded Working Time:  
0 hr 00 min

Working Times (1)

Standard Break

Time Type: \*

- Standard Break
- Working time
- Overtime
- Training (pre-approval required)

Record

The level of impact is Low.

# Leave of Absence in Mobile Time Off

Employees can now request leave of absence in Mobile Time Off.

Extended absences such as maternity leave, sabbatical leave (etc.) are referred to as Leave of absences. Previously, you couldn't request these absence types through the mobile app.

Cancel

New Request

Send

Absence Type

Leave Of Absence >

Start Date

Mon, May 5, 2025

Expected Return Date

Mon, Aug 4, 2025

Requesting

91 days

Team Absences

>

attachment

+

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on

The level of impact is Low. This feature closes a gap in functionality.

# Enhanced Mobile Time Sheet Summary

Time Sheet Summary in the mobile app now includes the Summary menu, Time Sheet Accounts menu and the Valuation Period Results menu.

**The Summary menu:** shows information about time valuation results of time sheet periods, on-call times, allowances, and absences.

**The Time Sheet Accounts:** shows information about working time accounts and time off in lieu accounts that are set up in the time profile.

**The Valuation Period Results menu:** shows valuation results of flexible periods.

**Type:** Changed

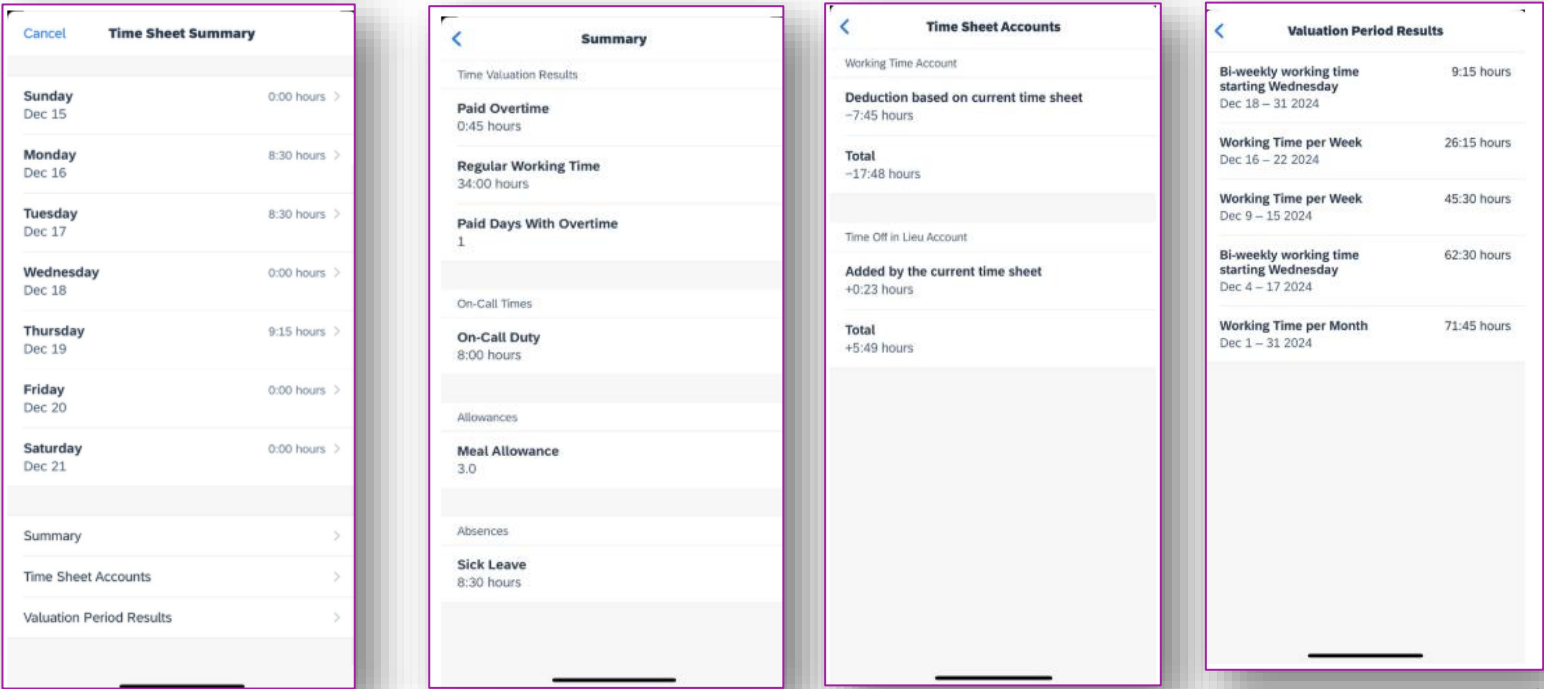
**Lifecycle:** General Availability

**Enablement:** Automatically on

### Configuration Requirements

The **Valuation Period Results** menu is only available for SAP SuccessFactors Time Tracking customers.

The **Summary** and the **Time Sheet Accounts** menu are included in the SAP SuccessFactors Employee Central license.



The level of impact is Low. This feature aligns the mobile app with the web version of Time Sheet.

# View My Calendar in Mobile Time Off and Mobile Time Sheet

Employees can now view their work schedules, holidays and working days in the My Calendar feature in the mobile app.

The level of impact is Low. This feature closes a gap in functionality.

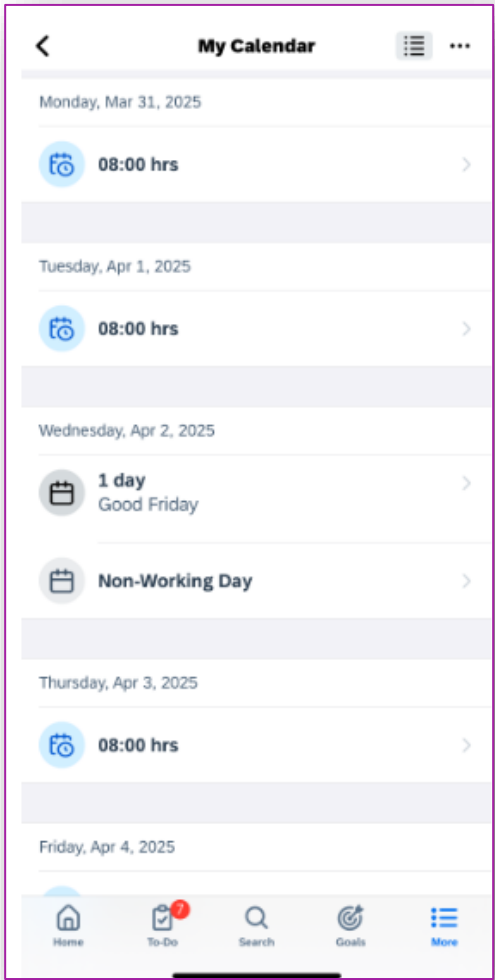
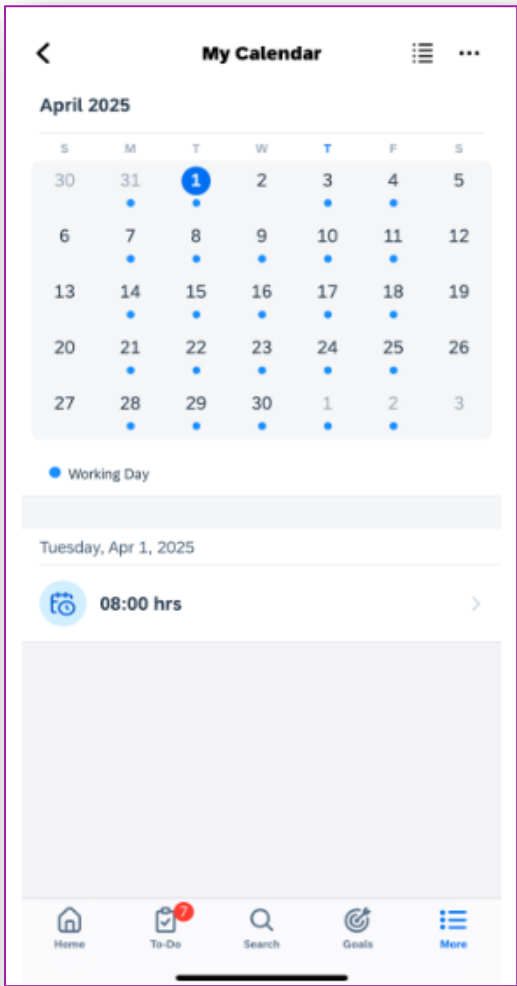


This feature is automatically available for all Mobile Time Off and Time Sheet users for iOS and Android.  
**Role-Based Permission Prerequisites**  
Access My Calendar UI in Self- Service permission.  
View Planned Working Time permission.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on



# Search for Picklist Items in Mobile Time Off

You can now search for picklist items in the Mobile app for Time Off.

The level of impact is Low. This feature will enhance the user experience by simplifying the selection of picklist values.

On the **Create Absence** screen in Mobile Time Off, you might encounter a custom fields that are picklists. These picklists can contain numerous values. Picklist fields will now be searchable on the mobile app, through the new "Search" field, to ease selection.



<b>Type:</b> Changed
<b>Lifecycle:</b> General Availability
<b>Enablement:</b> Automatically on

# Simplified Activation of Mobile Time Management and Pay Summary

Time Off, Time Sheet and Pay summary options have been removed from Enable Mobile Features Modules tab on the Mobile Settings page.

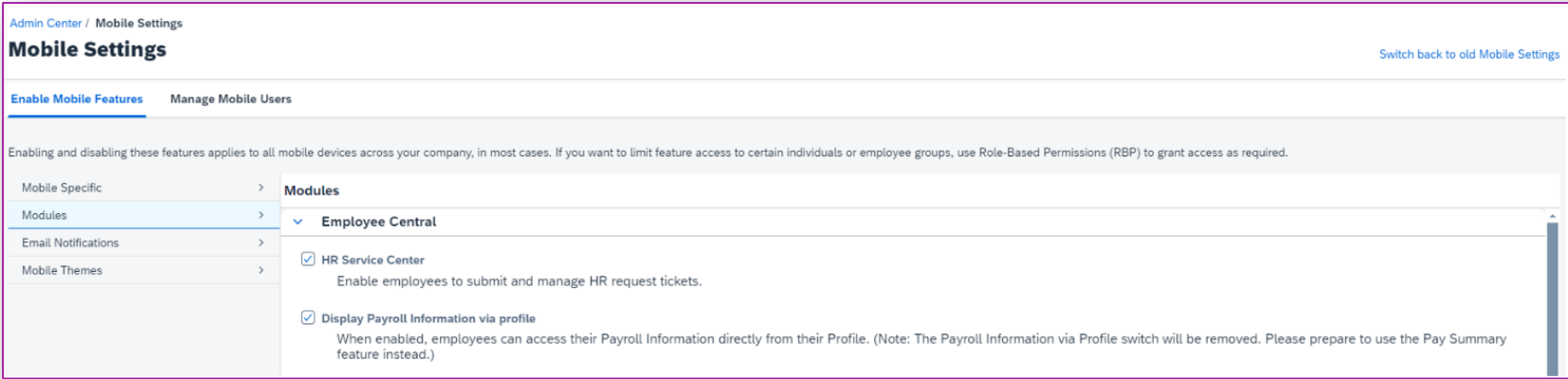
These mobile features are now automatically activated for users with the respective permissions.

Sometimes customers forget to activate these features in mobile settings, even though they have granted employees permissions. To avoid issues, these settings have been removed to simplify activation of the mobile app.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on



The level of impact is Low.



# Changed Permission Checks for Time Off

The permissions for purchase leave and payout leave in Time Off have been changed. Employees and managers can now use these features with reduced permission.

The level of impact is Medium. EP recommends to go through permission roles of employees and managers who use these functionalities and make sure to remove unnecessary permissions whilst ensuring the roles maintain the required ones.

For purchase leave, the following permissions are no longer necessary:

- **User Permissions > Miscellaneous Permissions > Recurring Deduction**
- **User Permissions > Time Management Object Permissions > Time Account Type**

For payout leave, the following permissions are no longer necessary:

- **User Permissions > Time Management Object Permissions > Time Account > Edit**
- **User Permissions > Time Management Object Permissions > Time Account Detail > View**

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on

## Required End-User Permissions for Purchase Leave

- User Permissions > Time Management User Permissions > Create Purchase Leave in Self-Service
- User Permissions > Time Management Object Permissions > Time Account > View
- User Permissions > Time Management Object Permissions > Time Account Purchase > Edit
- User Permissions > Time Management Object Permissions > Time Account Purchase Profile > View

## Required End-User Permissions for Payout Leave

- User Permissions > Time Management User Permissions > Create Payouts in Self-Service
- User Permissions > Time Management Object Permissions > Time Account Payout > Edit
- User Permissions > Time Management Object Permissions > Time Account > View
- User Permissions > Time Management Object Permissions > Time Account Type > View

# Movement of Permissions from Employee Views Category to Time Management User Permissions Category

Permissions related to ESS for Time off and Time Sheet have been moved from Employee Views category to Time Management User Permission.

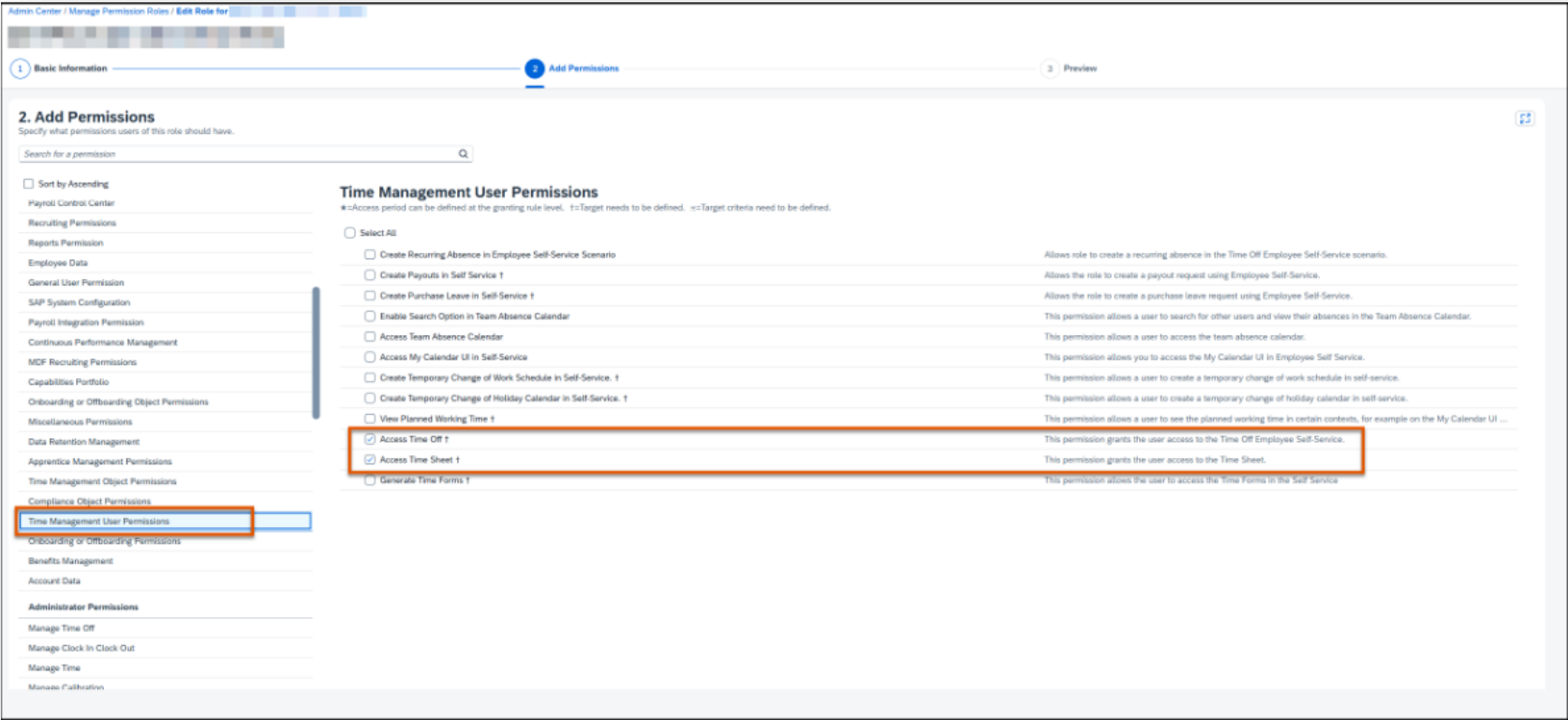
Employee View permissions are used to define which sections are shown on the legacy People Profile. Therefore, these permissions have now been moved to the Time Management User Permission category and listed as **Access Time Off** and **Access Time Sheet**.

All existing permissions roles will be automatically migrated.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on



The level of impact is Low. This enhancement ensures that the permissions for Time Off Employee Self-Service UI and Time Sheet UI are placed in the relevant permission categories.

# Enhancements to Temporary Holiday Calendar and Temporary Work Schedule Quick Approval Cards

Quick Approval Cards now include details that are specific to temporary time information.

Previously, if temporary time changes were made, the workflow cards were generic and didn't provide detailed information about what required approval. This made it difficult to quickly approve without opening the details of the workflow.

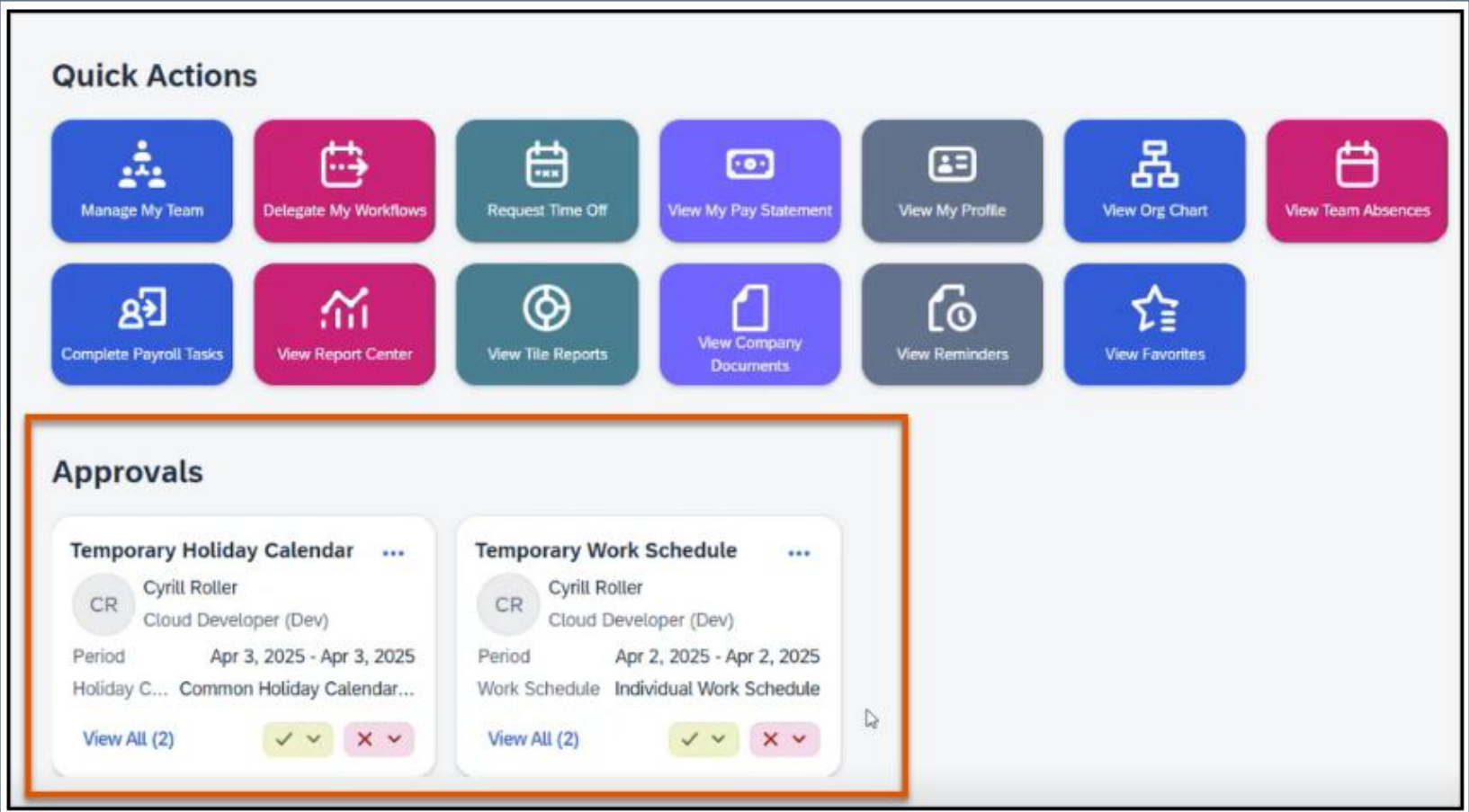
The level of impact is Low.

Now, when employee requests a temporary work schedule or temporary holiday calendar using ESS, the approver can view the requests on the homepage in the form of a quick approval To-Do card. The card includes information such as employee name, time-period and the type of temporary time information.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on



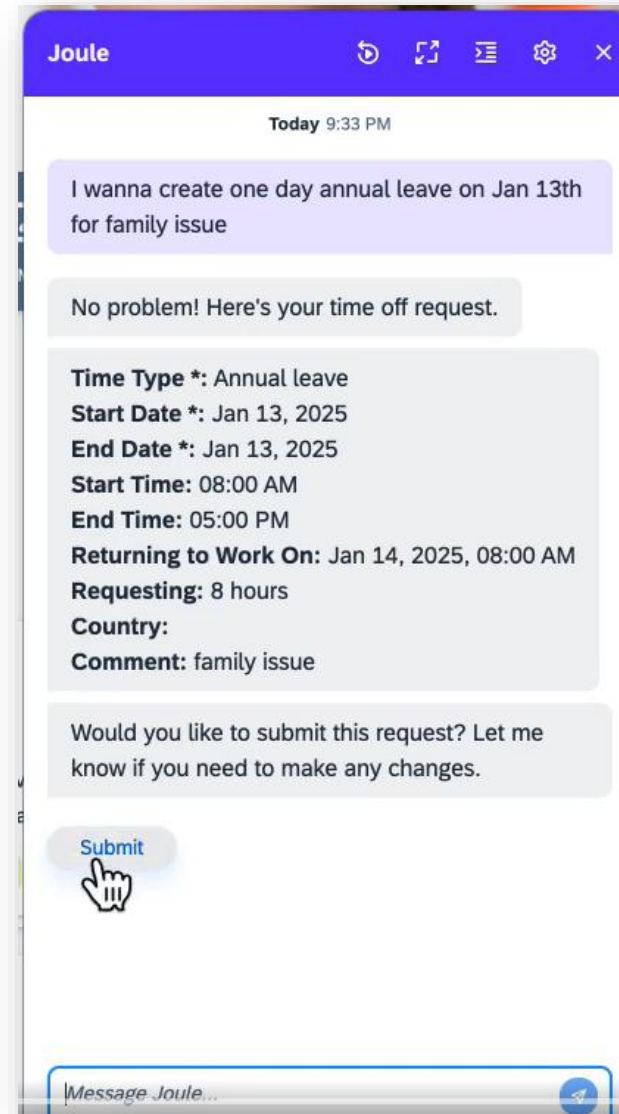
# All Use Cases Upgraded to New Conversational Experience in Joule - January 2025

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Customer configured

Newly supported transactional use case that allows employees to request time off through Joule.



The level of impact is Low.


# Enhancements to Consolidated Time Recording

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer configured

The following features are now supported in Time Management Consolidated Time Recording solution:

- Cross-Midnight attendance recording based on the work schedule configured in SAP SuccessFactors Time Management
  - Generation of Fixed Breaks based on the Work Schedule configured in SAP SuccessFactors Time Management
  - Allowance recording
  - Real-time display of absences
  - Display of work schedule details
- 
- The screenshot displays the 'Time Sheet Of' interface. It includes a progress bar for 'Recorded / Target' and a table with the following data:
- | Recorded / Target | Missing Days | Rejected Items | Alerts  | Eligible Period         |
|-------------------|--------------|----------------|---------|-------------------------|
|                   | 28 Days      | 0 Items        | 0 Items | 09.12.2024 - 09.04.2025 |

**Time Sheet Of**      

Recorded / Target  Missing Days **78 Days** Rejected Items **0 Items** Alerts **0 Items** Editable Period 06.12.2024 - 05.04.2025

[Time Sheet](#) [To Do List \(18\)](#)

◀ 16.03.2025 - 22.03.2025 ▶
40:00 / 56:00
Enter Time Off Alerts (0) [?] [x]

Recorded / Target	Assignment	Recorded	Start Time	End Time	Note	Status
<b>Sunday 16.03.2025</b>						
00:00 / 08:00						
<b>Monday 17.03.2025</b>						
08:00 / 08:00	Person Entry	07:00 (16:01)				Submitted
08:00 / 08:00	Project Magnusen	08:00 (16:01)	22:00	06:00 (+1 Day)		Submitted
08:00 / 08:00	Scheduled Break	08:00 (16:01)	23:45	00:15 (+1 Day)		
08:00 / 08:00	Scheduled Break	08:30 (16:01)	03:00 (+1 Day)	03:30 (+1 Day)		
08:00 / 08:00	Scheduled Break	08:30 (16:01)	03:00 (+1 Day)	03:30 (+1 Day)		
<b>Tuesday 18.03.2025</b>						
08:00 / 08:00	Project Magnusen	08:00 (16:01)	22:00	06:00 (+1 Day)		Submitted
08:00 / 08:00	Scheduled Break	08:30 (16:01)	23:45	00:15 (+1 Day)		
08:00 / 08:00	Scheduled Break	08:30 (16:01)	03:00 (+1 Day)	03:30 (+1 Day)		
08:00 / 08:00	Scheduled Break	08:30 (16:01)	03:00 (+1 Day)	03:30 (+1 Day)		
<b>Wednesday 19.03.2025</b>						
08:00 / 08:00	Project Magnusen	08:00 (16:01)	22:00	06:00 (+1 Day)		Submitted
08:00 / 08:00	Scheduled Break	08:30 (16:01)	23:45	00:15 (+1 Day)		

The level of impact is Low.



# Deep Dive Topic



# New Balance Calculation Setting for Time Account Types

New balance calculation setting for time account types that allows the user to consider future negative bookings (absences and negative manual adjustments) when calculating current time account balances.

Using the Consider bookings after calculation dates setting in the Time Account Type ensures that the balance shown as of today for the time account are consistent with the time type balances. Users will be able to view the complete time account balance as of today's date including future bookings.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer configured

Before

Balance Overview

Time Type View

Account View

As of Today

Time Account	Accrued	Earned	Taken	Paid Out	Planned	Available Balance
Leave Account for Vacation						
Bookable Period: Jan 1, 2025 – Mar 31, 2026	0 days	25 days	0 days	0 days	3 days	25 days

After

Balance Overview

Time Type View

Account View

As of Today

Time Account	Accrued	Earned	Taken	Paid Out	Planned	Available Balance
Leave Account for Vacation						
Bookable Period: Jan 1, 2025 – Mar 31, 2026	0 days	25 days	0 days	0 days	3 days	22 days

The level of impact is Medium. EP recommends using the new setting to display consistent balances between the time type and time account balances.

# New Balance Calculation Setting for Time Account Types

New balance calculation setting for time account types that allows the user to consider future negative bookings (absences and negative manual adjustments) when calculating current time account balances.

The level of impact is Medium. EP recommends using the new setting to display consistent balances between the time type and time account balances.

## Configuration Requirements

Manage Data> Time Account  
Type>Balance Calculation Setting to Consider bookings after calculation date.

**Manage Data**

Search: Time Account Type, Vacation (GLB\_VAC), Include Inactive Records: No, Create New: No Selection

Time Account Type: Vacation (GLB\_VAC) Take Action

External Name \* Vacation ⓘ

Unit Day(s) ⓘ

Account Creation Type \* Recurring ⓘ

Exclude Pending Requests When Calculating Balances \* No ⓘ

Account Valid From [Day] 1 ⓘ

Account Valid From [Month] 1 ⓘ

Account Creation Automation \* No Automation ⓘ

Level Of Accrual Automation \* No Automation ⓘ

Simulate Accruals \* No ⓘ

Accrual Creation Offset [Days] ⓘ

Time From Hire To First Accrual ⓘ

Time Unit From Hire To First Accrual No Selection ⓘ

Hire Rule Test\_Accrual (Test\_Accrual) ⓘ ⓘ

Termination Rule Test\_Accrual (Test\_Accrual) ⓘ ⓘ

Accruals Based On \* Standard ⓘ

Accrual Rule Test\_Accrual (Test\_Accrual) ⓘ ⓘ

Entitlement Method \* Entitled as Accrued ⓘ

Accrual Rule Data Effective Date Accrual Start Date ⓘ

Accrual Recalculation Posting Method \* No Recalculation Postings

**Recalculation Fields**

No data for Recalculation Fields available or you do not have the necessary permission.

Accrual Frequency Period Annually ⓘ

Account Booking Offset [Months] 3 ⓘ

Account Creation Start Date Account Valid From (Day or Month) for Time Account Type ⓘ

Posting Order Oldest First by Validity Period ⓘ

Country/Region ⓘ

Period-End Processing Rule test\_pep (test\_pep) ⓘ ⓘ

Period-End Processing Automation \* No Automation ⓘ

Payout Eligibility Not Eligible ⓘ

Time Account Snapshots Allowed \* Yes ⓘ

Balance Calculation Setting \* Consider bookings until calculation date ⓘ

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer configured

Balance Calculation Setting \* Consider bookings until calculation date ⓘ

Balance Cannot Fall Below

Consider bookings after calculation date

Consider bookings until calculation date

# New Balance Calculation Setting for Time Account Types

New balance calculation setting for time account types that allows the user to consider future negative bookings (absences and negative manual adjustments) when calculating current time account balances.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer configured

## Check Tool

A new **TimeAccountTypeBalanceCalculationSettingConsistentWithTimeType** Check Tool validation has been added to detect inconsistencies between the time type and time account type balance calculation setting.

You can use the "Quick Fix" to resolve any inconsistencies found.

The level of impact is Medium. EP recommends using the new setting to display consistent balances between the time type and time account balances.

The screenshot displays the 'Check Tool' interface within the EP Admin Center. The top navigation bar includes the 'ep people' logo, 'Admin Center', and a search bar. The main content area is titled 'Check Tool' and features tabs for 'System Health', 'Migration', and 'Validation'. Below the tabs, there are filters for 'Result Type' (set to '2 Items'), 'Application' (set to 'Time Off X'), 'Area', and 'Title'. A 'Run 1 Check' button is visible. The 'Checks (2)' section contains a table with the following data:

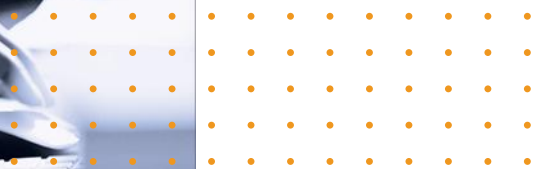
Title	Area	Executed	Result
Periodic time account update profile rules exist and are valid (ValidateRulesOnPeriodicTimeAccountUpdateProfile)	Rules	Apr 14, 2025, 6:16:10 AM by vladim	1 issue found.
Balance calculation settings are consistent between time type and time account type (TimeAccountTypeBalanceCalculationSettingConsistentWithTimeType)	Time Account Type	Apr 14, 2025, 6:16:10 AM by vladim	1 issue found.

The right-hand panel shows the details for the selected check, titled 'Balance calculation settings are consistent between time type and time account type. TimeAccountTypeBalanceCalculationSettingConsistentWithTimeType'. It includes a 'History' section indicating '1 issue found. (-)' and a 'Check Information' section with the following details:

- Result:** 1 issue found.
- Proposed Solution:** There is no result available. Execute the check.
- Executed:** Apr 14, 2025, 6:16:10 AM by vladim
- Check Event:** -



# Product Road Map



# Product Road Map

New work schedule finder

[Link to Roadmap](#)

FUTURE RELEASE

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Planned for Q4 2025

New work schedule finder

Products: SAP SuccessFactors Employee Central SAP SuccessFactors

Focus Topics: User Experience

Overview

Enable managers to find and select the correct work schedule for their employees in the case of new hires or work schedule changes


Benefits

- Improve user experience
- Improve HR regulatory compliance

# Product Road Map

## Attendance time accounts

[Link to Roadmap](#)

 FUTURE RELEASE

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Planned for Q4 2025

### Attendance time accounts

**Products:** SAP SuccessFactors Time Tracking SAP SuccessFactors

#### Overview

- Attendance time accounts that determine how much overtime or work from home is allowed and in which time period
- Visibility of attendance time accounts in employee time sheets

#### Benefits


- Improve cost and budget control for organizations
- Increase self-service options for employees



# Product Road Map

Mobile punch clock location services and geofencing

[Link to Roadmap](#)

 FUTURE RELEASE

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Planned for Q4 2025

## Mobile punch clock location services and geofencing

**Products:** SAP SuccessFactors Time Tracking SAP SuccessFactors

**Focus Topics:** Digital Transformation

### Overview

Provide GPS capturing capabilities to existing mobile clock-in and clock-out scenarios in SAP SuccessFactors solutions to:

- Enable employees to add their location when they clock in or clock out
- Extend new geofencing capabilities to help employees avoid clocking in or out when they are not near their work location

### Benefits

Provide companies with the ability to:

- Control any clock-in or clock-out recordings by employees
- Block these recordings by employees who are not near work facilities to help avoid payroll payments as a result of time recorded not in line with company policies

# Product Road Map

Automated payout at the  
end of a pay period

[Link to Roadmap](#)

FUTURE RELEASE

Add to Collection

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Planned for Q4 2025

## Automated payout at the end of a period

**Products:** SAP SuccessFactors Time Tracking SAP SuccessFactors

**Focus Topics:** User Experience

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### Overview

- New scenario allowing customers to perform automated time account payouts at the end of a period
- Ability to pay out when thresholds are reached (for example, automatically paying overtime if the overtime account reaches 40 overtime hours)

### Benefits

- Improve HR regulatory compliance
- Improve efficiency by automating manual activities



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