effective people

SAP SuccessFactors

Workforce Analytics & Reporting

1H 2025 Release Briefing

By André Fonseca

A GPStrategies Company

![effective people logo]

André Fonseca

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SuccessFactors Experience: Since 2019

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

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

Agenda

Most Important Topics

Other Release Features

Deep Dive Topic

Product Road Map

Most Important Topics

Currency Exchange Rate Reportable in Story Reports

Currency Exchange Rate object is now exposed in report stories, allowing currency conversion.

Pre-requisites: currency exchange rate object is configured and maintained; view permission of currency exchange rate foundation object is required

The level of impact is High.

Type: New

Lifecycle: General Availability

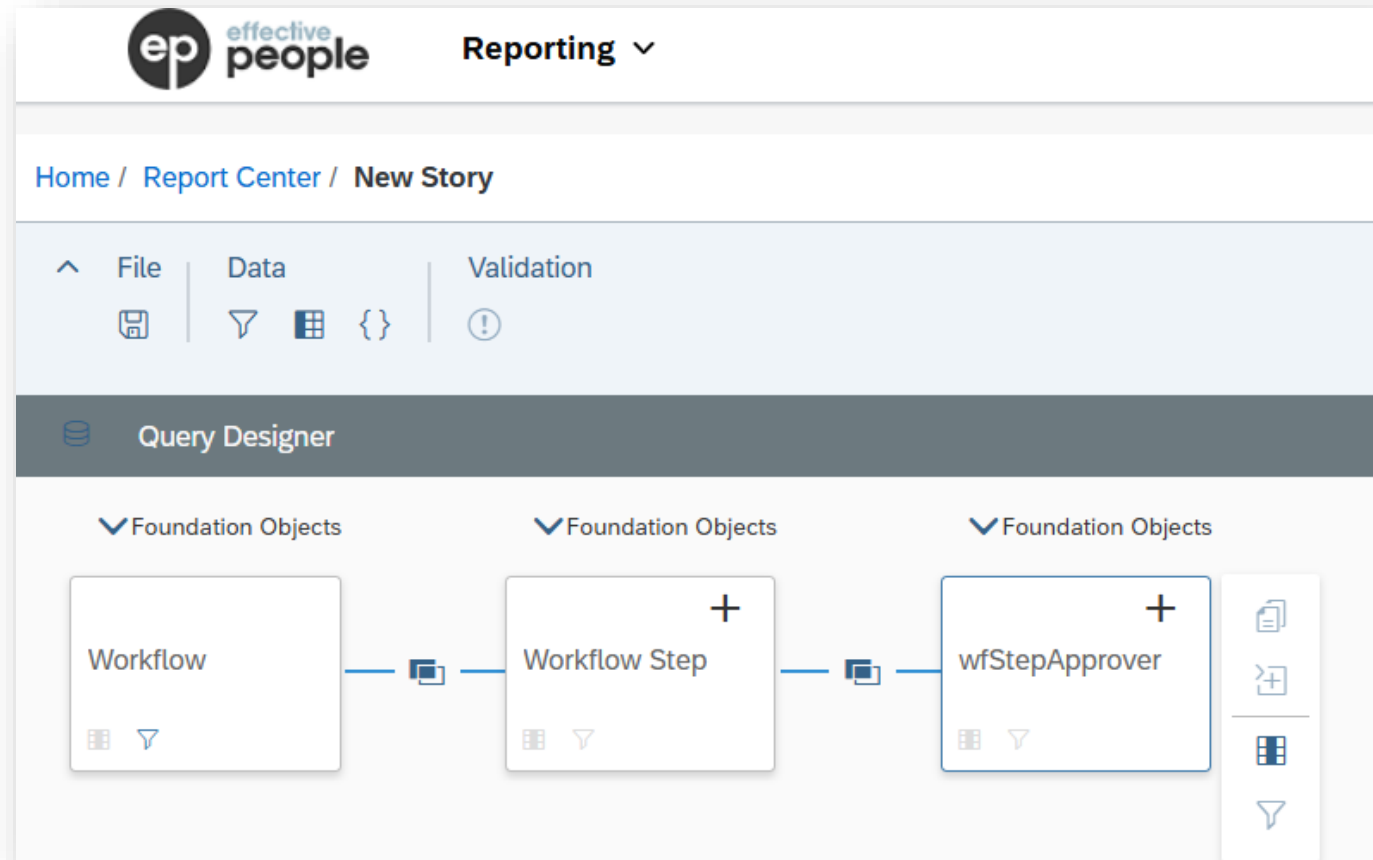**Enablement:** Automatically on

Workflows now Reportable in Story Reports

The Foundation Object schema now includes the Workflow Step and Workflow Step Approver tables for reporting on workflow details. These tables can be accessed through the Workflow table.
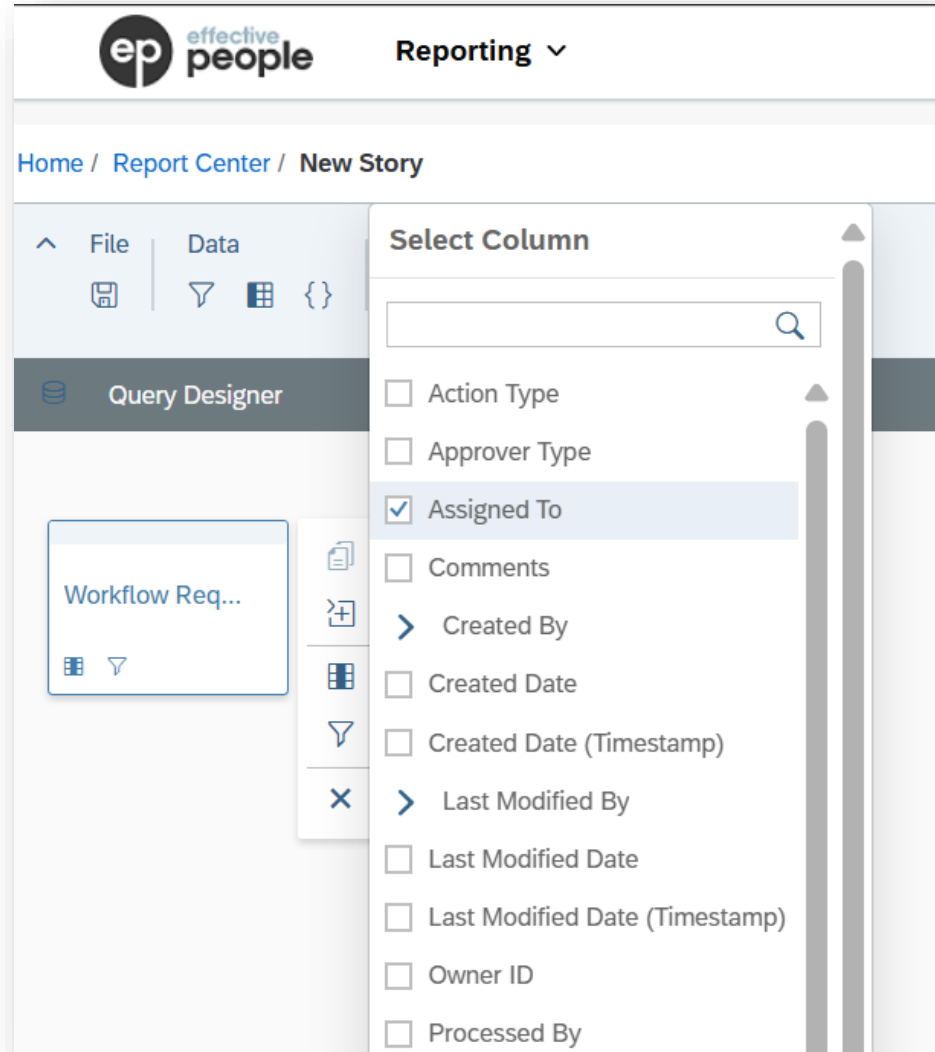
The level of impact is High.

Workflow Approver Assignments in Story Reports

There is a new column in the Workflow Request Step table in Story reports to help you report on the specific approver assigned to a workflow request, even when multiple approvers are involved

The level of impact is High.

Type: New	
Lifecycle: General Availability	
Enablement: Automatically on	

Custom MDF Object Workflows in Story Reports

You can now report on the workflow request details of custom MDF objects in Story reports. This is possible only if you set the pending data field for the specific custom MDF object to "yes" in the Configure Object Definition page

This enhancement allows you to easily track who approved a request and when for already approved entries. For pending requests, you can identify who is responsible for approval, giving you greater visibility and control over your workflow processes.

The level of impact is High.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Access to Performance Management Forms

Configure a new deep link in your Story reports to view the performance management form data (in print preview format).

This feature is useful for efficiently reviewing performance data without navigating away from the report interface

The level of impact is High.

Type: New
Lifecycle: General Availability
Enablement: Automatically On

Reporting on Opportunity Marketplace

Type: New	
Lifecycle: General Availability	
Enablement: Automatically on	

Administrators can now monitor activities in Opportunity Marketplace using Stories in People Analytics.
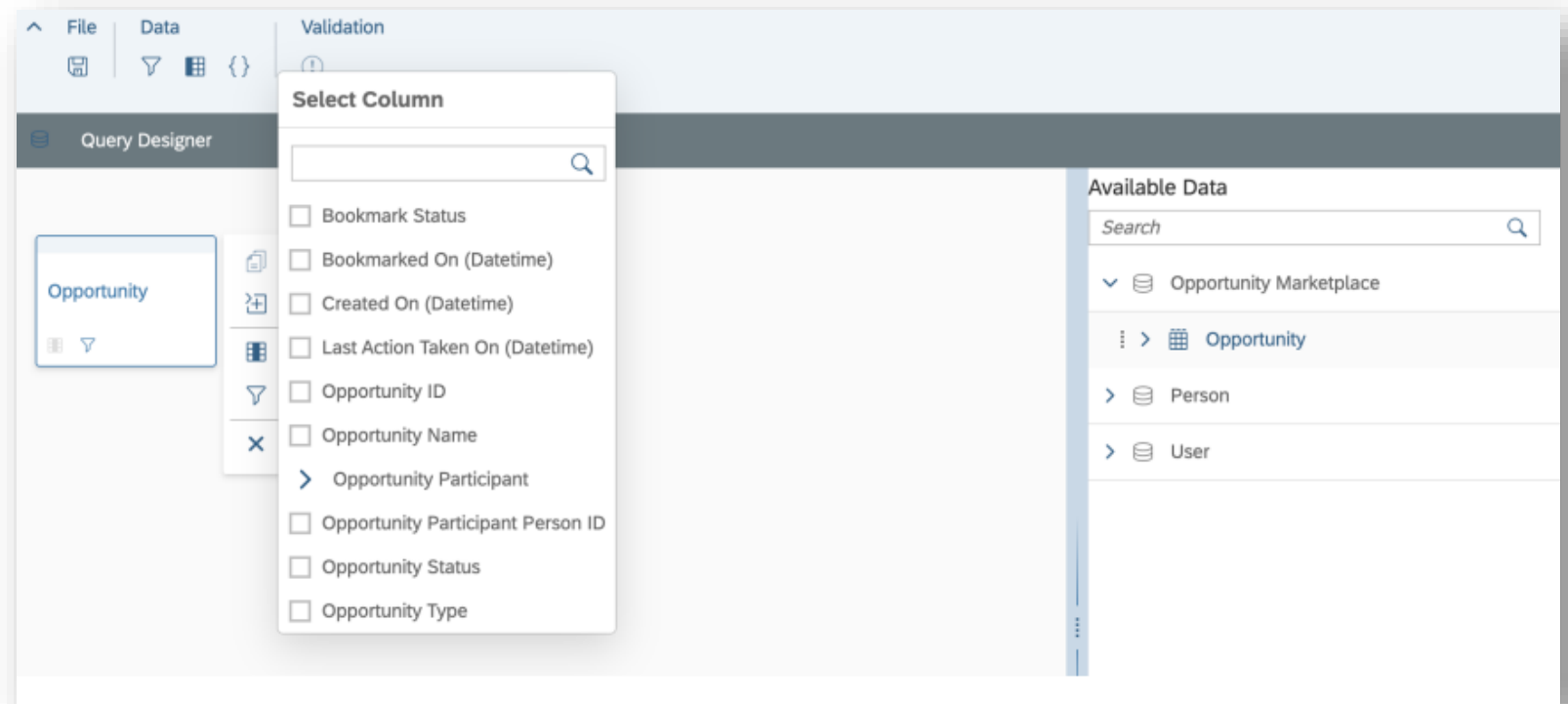
You can visualize the following actions using stories:

- Participants bookmark, participate in, and complete opportunities.

The level of impact is High.

Other Release Features
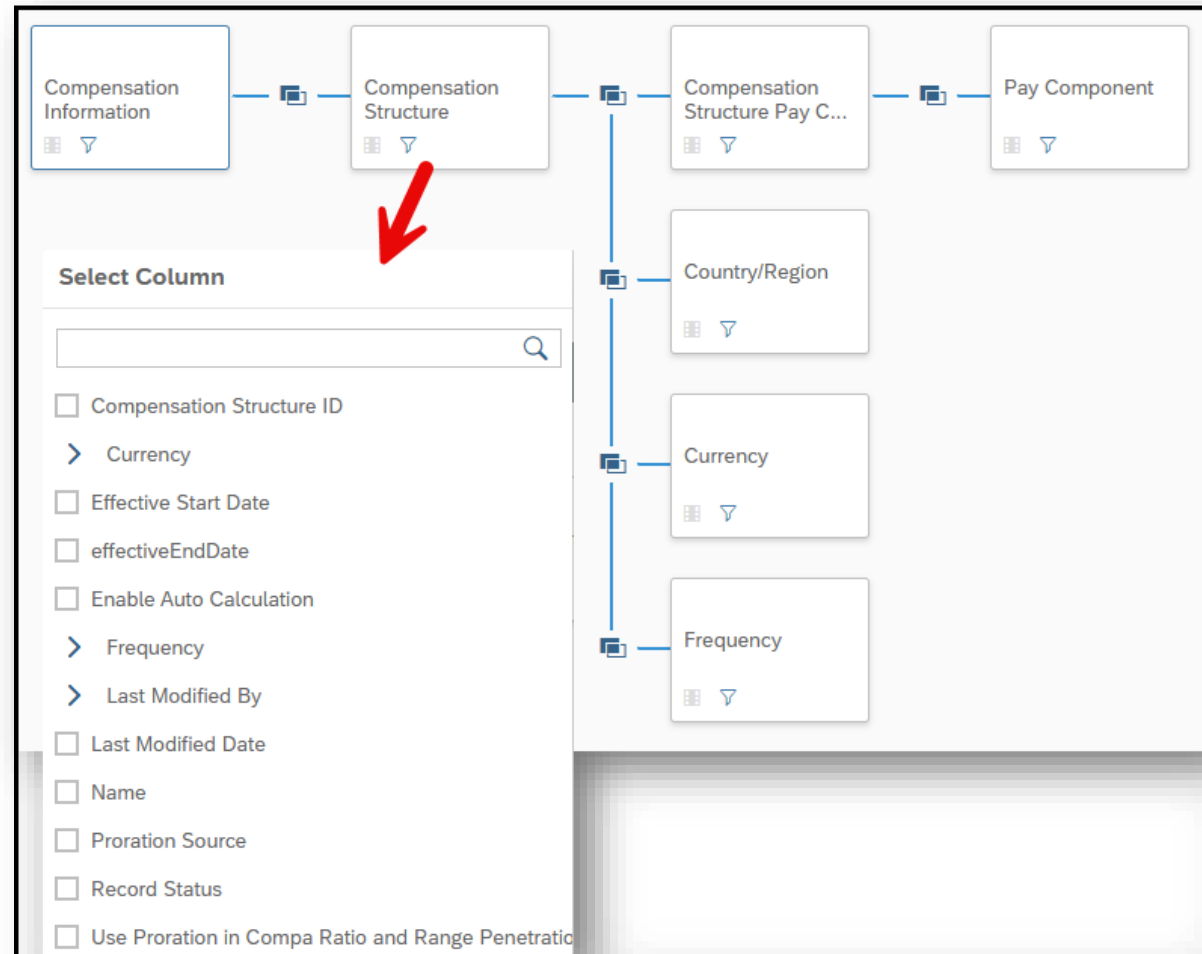
Compensation Structure in Story Reports

Reporting on compensation structure allows administrators to do consistency checks between pay components assigned to employees and pay components that come through the compensation structure.
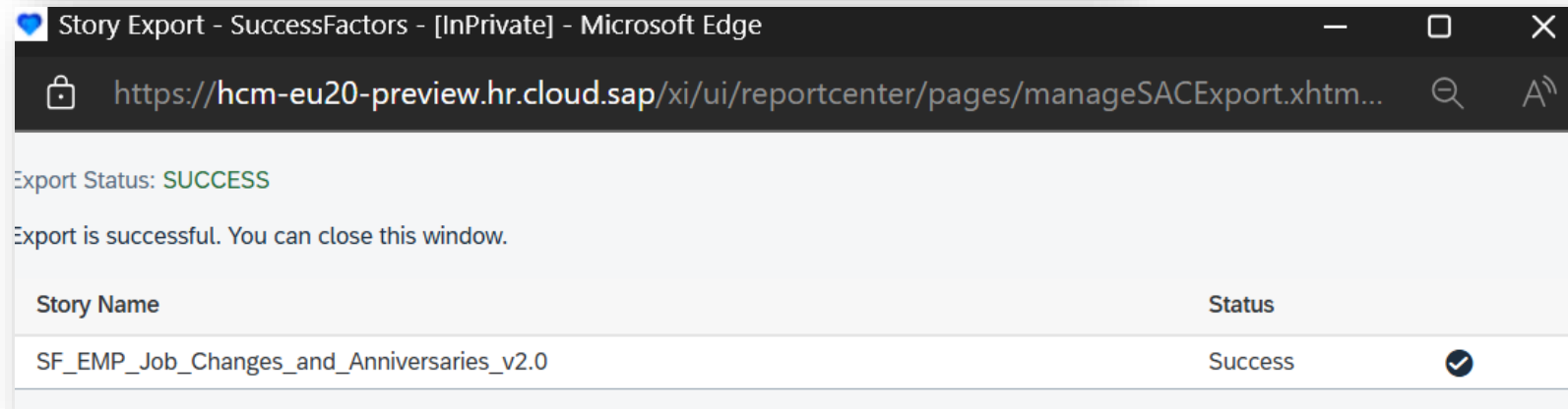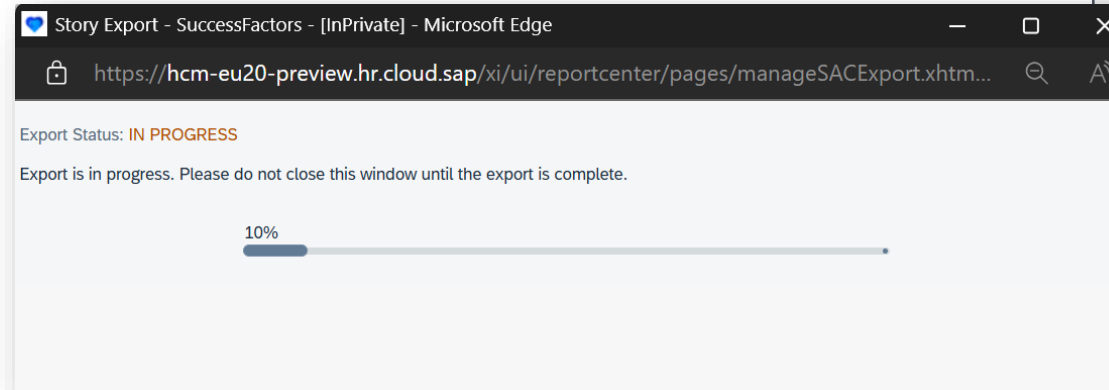
The level of impact is Medium.

Import / Export progress bar for report stories

The import / export screen has a progress bar to show the progress of the process. It also shows the status of the process.

The level of impact is Low.
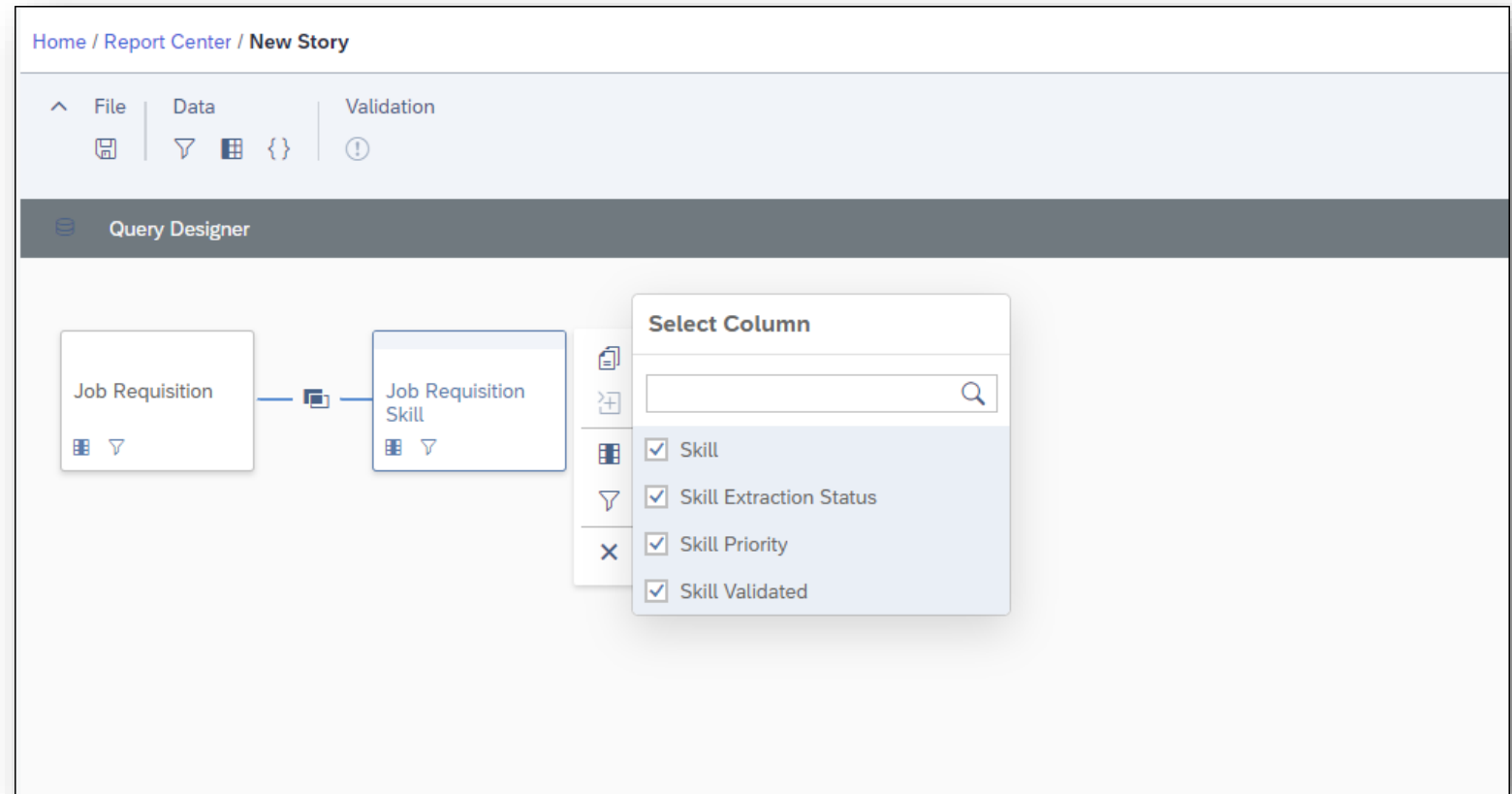
Report on Job Requisition Skills

A new object Job Requisition Skill is now available for reporting.

You can now report on skills, the skill extraction status, and skill validated status. Skill priority display whether the job requisition skills are primary or secondary

The level of impact is Medium.

New permission for Workflow process details.

A new permission in Manage Workflows allows reporting on workflow process request data in Stories. You no longer need "Manage Workflow Requests" permission to view workflow process request data in Story Reports.

No impact on existing reports.

The level of impact is Low.

Deprecation announcements

Tiles & Dashboards

This deprecation announcement has been withdrawn. Earlier it was planned that the Tiles and Dashboard reports will reach End of Development on November 17, 2023 and will be Deleted on November 21, 2025. **However, this plan is now on hold.**

Pixel Perfect Talent Card (PPTC)

This deprecation announcement **has been withdrawn**. It was earlier planned that Pixel Perfect Talent Card (PPTC) will reach End of Maintenance on November 15, 2025 and will be Deleted on November 15, 2025.

Tables & Canvas

No new update on this release. Deprecation plans still on-hold without any timeline defined

The level of impact is Low.

Enhancements from SAC for Story Reports

Preload pages
Page preloading is now supported in both view and embed mode. Preloading will initialize parts of the next and previous page, so switching to these pages will now be faster

Guardrails for Large Sized Story Reports
A size limit of 90 MB is introduced to prevent designers from creating large stories.

New Date/Time functions
ToTime(), ToDate(), ISOWEEK() and WEEK()

And others...

Valid as of 17/05/2025

The level of impact is Low.

Deep Dive Topic

Story Performance Analysis Tool

Type: New	

Lifecycle: General Availability	

Enablement: Automatically on	

This tool lets Story administrators evaluate the efficiency of a Story report. It helps identify areas for improvement and optimize report performance.

Access to Story Performance Analysis Tool from Report Center

The level of impact is High.
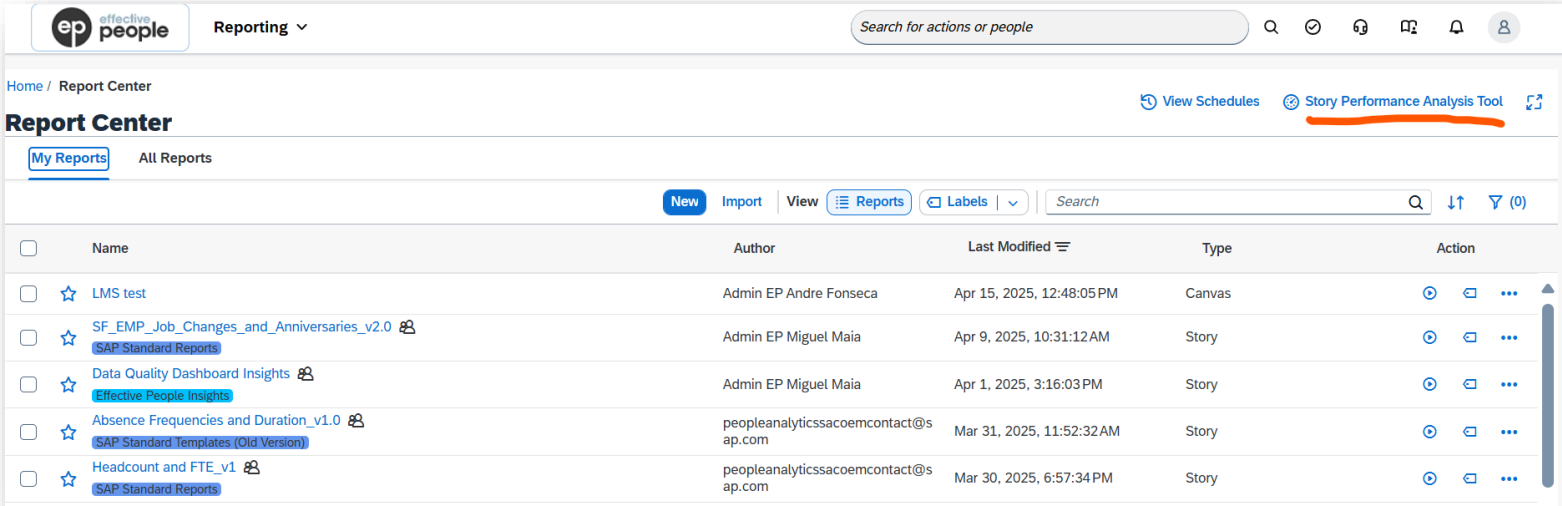
Story Performance Analysis Tool

Perform Analysis per report per session. Possibility to search for date, user and report.
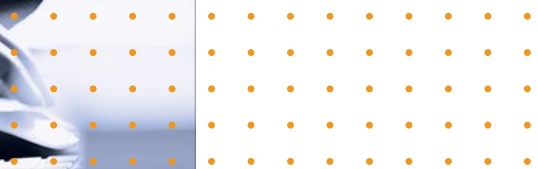
Story Performance Analysis Tool

This dashboard provides detailed information and a breakdown of these readings. It also identifies processing times for three major areas: **Network, Frontend, and Backend**.
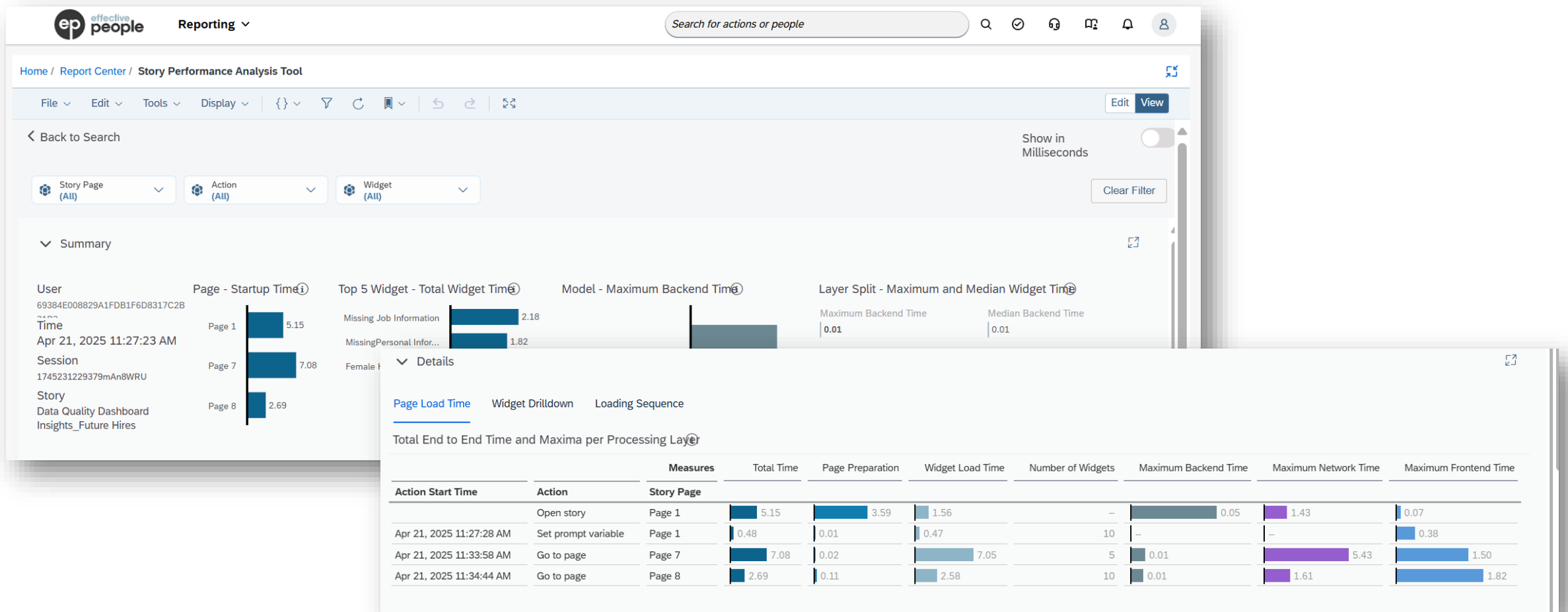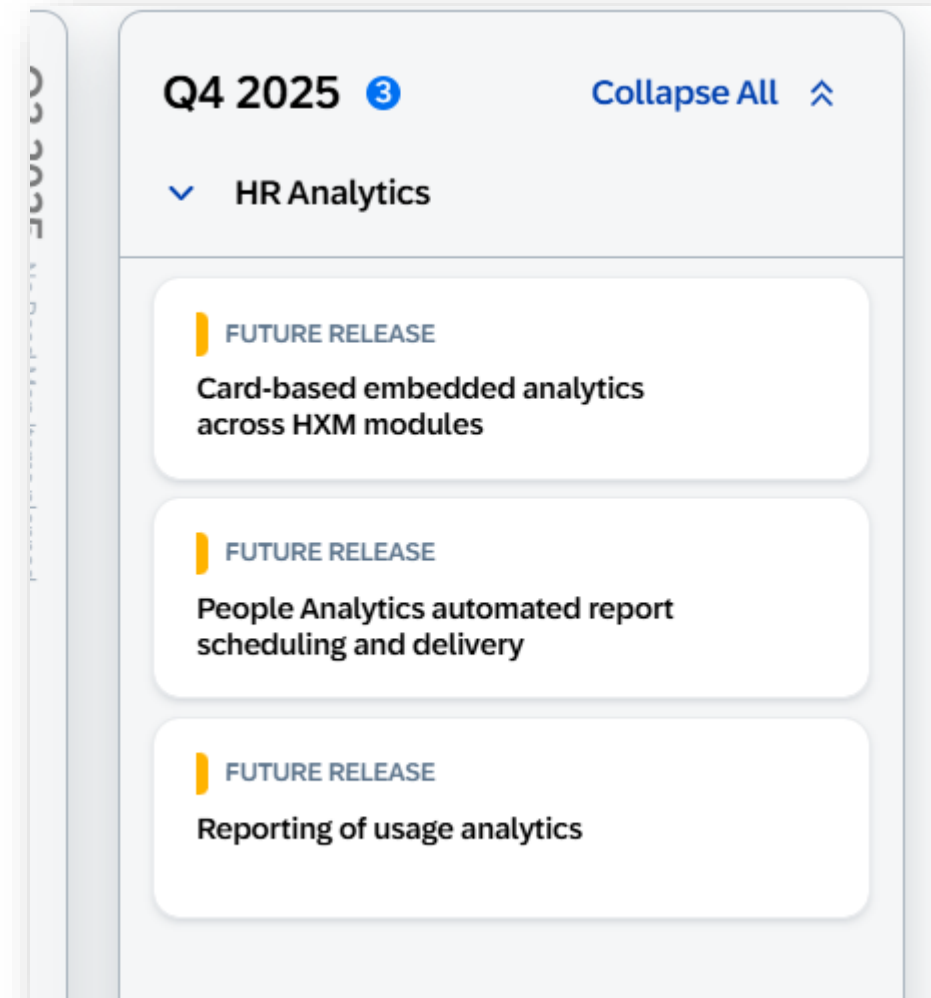
Product Road Map

Product Road Map

Future release items related to report stories, such as enhancements to report scheduling and possibility to view report usage data

SAP Road Map Explorer

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Thank You.

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