



SAP SuccessFactors

# Workforce Analytics & Reporting

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1H 2025 Release Briefing

By André Fonseca





## André Fonseca

### Senior SuccessFactors Consultant 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

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Reporting

Home / Report Center / New Story

FileDataValidation

Query Designer

Foundation Objects

Currency Exch...

Select Column

Effective as of

effectiveEndDate

Exchange Rate

Last Modified By

Source Currency

Target Currency

TYPE

Type of Currency Exchange Rate

Compensation

Currency

Currency Exch...

All primary data (Left Outer Join)

Left Table

Right Table

internalId

=

Source Currency

Query Designer

Effective as of	effectiveEndDate	Exchange Rate	TYPE	Currency (Currency)	Currency Code (Currency)	Currency (Currency)	Currency Code (Currency)
Jan 1, 1900	Dec 31, 9999	1.00	Auto	Afghan Afghani	AFN	Afghan Afghani	AFN
Jan 1, 1900	Dec 31, 9999	1.00	Auto	Albanian Lek	ALL	Albanian Lek	ALL
Jan 1, 1900	Dec 31, 9999	1.00	Auto	Algerian Dinar	DZD	Algerian Dinar	DZD
Jan 1, 1900	Dec 31, 9999	1.00	Auto	Angolan Kwanza	AOA	Angolan Kwanza	AOA
Jan 1, 1900	Dec 31, 9999	1.00	Auto	Argentine Peso	ARS	Argentine Peso	ARS
Jan 1, 1900	Dec 31, 9999	1.00	Auto	Armenian Dram	AMD	Armenian Dram	AMD

The level of impact is High.



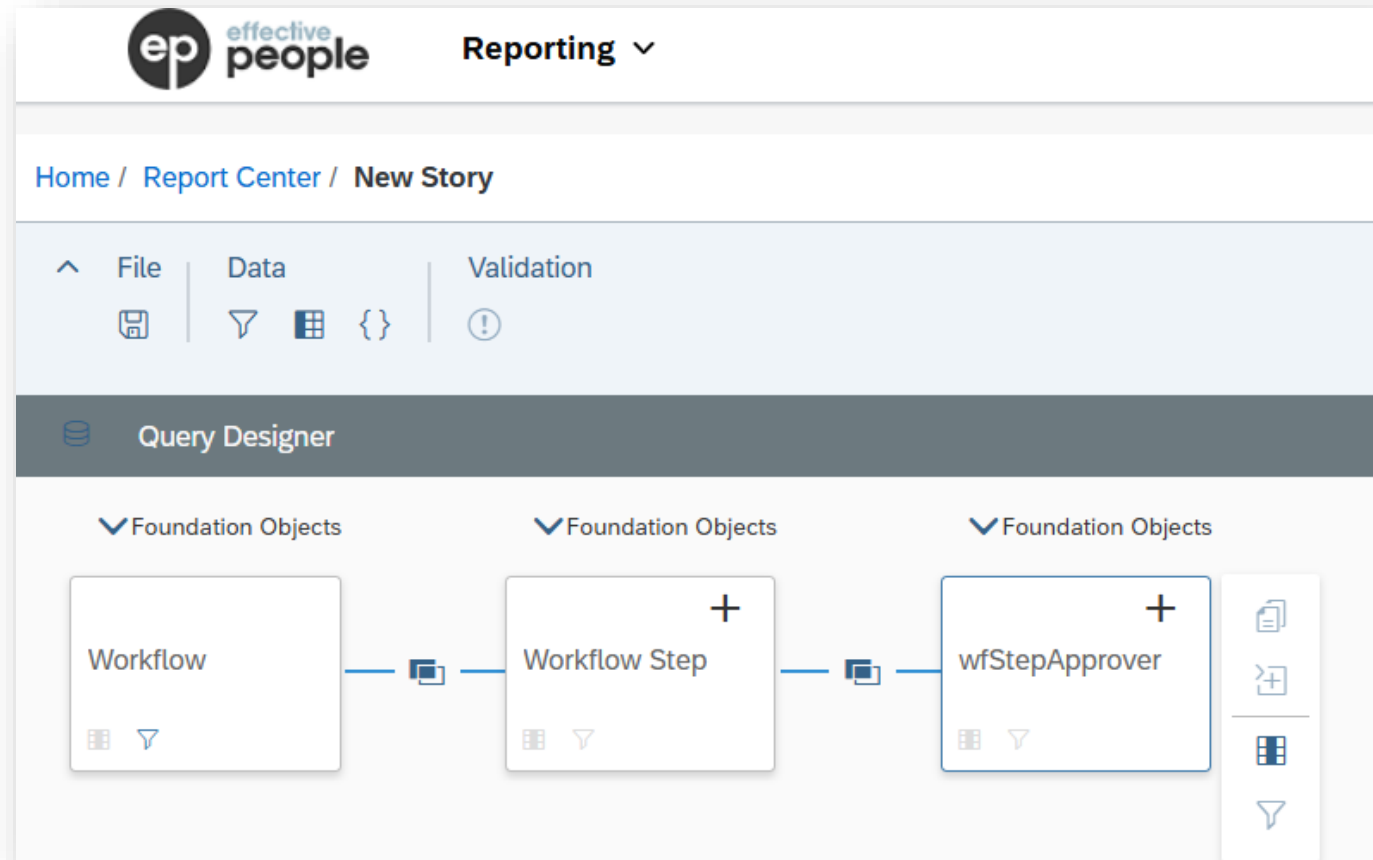
# Workflows now Reportable in Story Reports

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.

**Type:** New

**Lifecycle:** General Availability

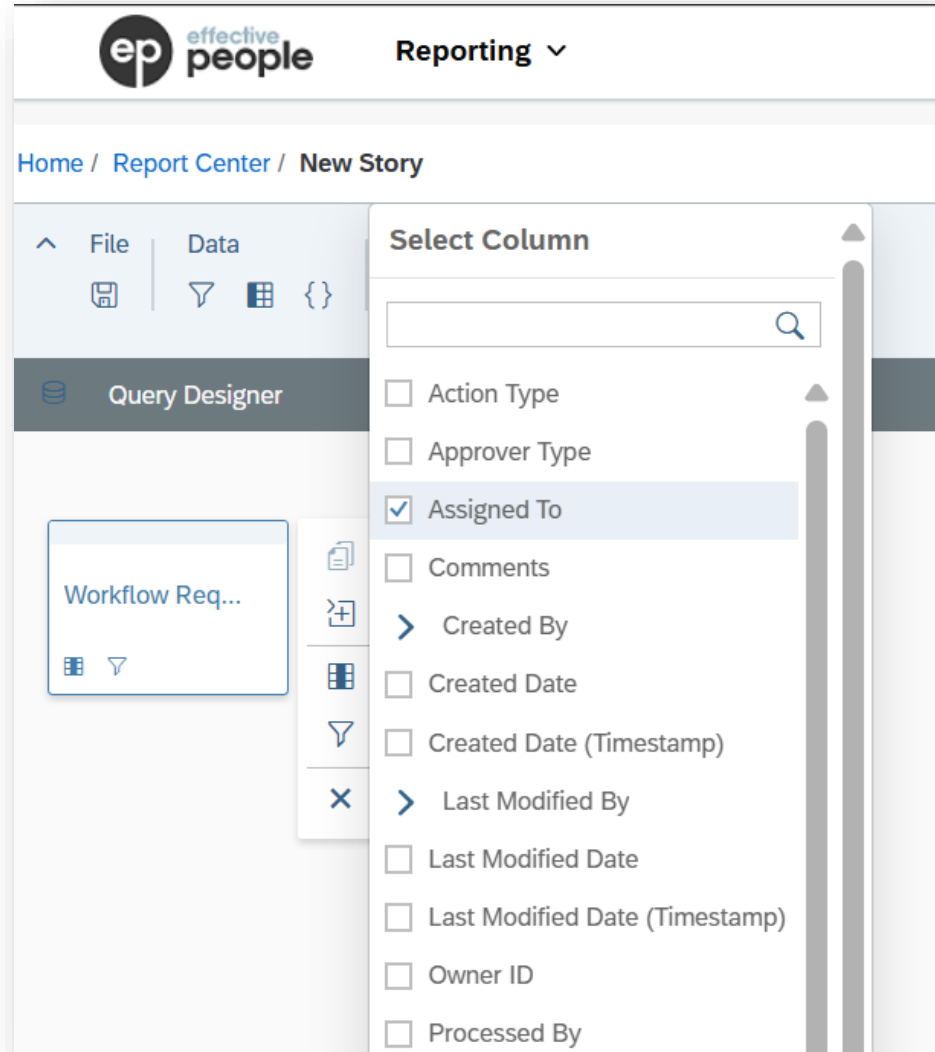
**Enablement:** Automatically on



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



**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on

The level of impact is High.



# 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.

The screenshot shows the 'Configure Object Definition' page for a custom MDF object. At the top, there is a 'Search' section with a dropdown menu set to 'Object Definition' and a text input field containing 'cust\_'. To the right of the search bar is a toggle switch labeled 'Include Inactive Records' which is currently set to 'No'. Below the search bar, the 'Object Definition: cust\_' is displayed. A list of configuration options is shown on the left, and their corresponding values are on the right. The 'Pending Data' option is highlighted with a red rectangle, and its value is 'Yes'. Other options include 'Code', 'Effective Dating', 'API Visibility', 'Status', 'MDF Version History', 'Default Screen', 'Label', 'Description', 'API Sub Version', 'Subject User Field', 'Workflow Routing', 'Todo Category', and 'Object Category'. The values for these options are: 'Basic', 'Editable', 'Active', 'No Selection', 'V1.0', '1502 (1502q)', and 'Yes'.

Configuration Option	Value
Code *	Basic ?
Effective Dating *	Editable ?
API Visibility	Active ?
Status *	No Selection ?
MDF Version History	V1.0 ?
Default Screen	1502 (1502q) ?
Label	Yes ?
Description	
API Sub Version	
Subject User Field	
Workflow Routing	
Pending Data	Yes ?
Todo Category	
Object Category	

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on

The screenshot shows the 'Generic Object Workflow Request' form. It features a search bar with the text 'cust\_' and a filter icon. Below the search bar is a vertical menu with icons for 'List', 'Add', 'Filter', and 'Close'. To the right of the menu is a box labeled 'Generic Object Workflow Request' with a plus sign icon and a filter icon.



# 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.

The screenshot shows the 'Hyperlink' configuration window. The 'Link To' dropdown is set to 'External URL'. The 'External URL' field contains the text 'mand.com/sf/printPreviewPMForm?fDataId=' followed by a 'Document ID' dropdown menu. This field is highlighted with a red rectangle. Below this is a 'Label' text box. At the bottom, under 'Hyperlink Options', there are two checked checkboxes: 'Open in new window' and 'Escape special characters'.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically On

The screenshot shows a report table titled 'Form2021' with a 'Navigate to External URL' link. The table has columns for 'Document ID', 'Form Template Name', 'Form Title', 'Measures', and 'Count'. The 'Document ID' column is highlighted with a red rectangle. The data rows show '2021 Performance Review' forms.

Document ID	Form Template Name	Form Title	Measures	Count
2821999	2021 Performance Review	2021 Performance Review for		1
2822000	2021 Performance Review	2021 Performance Review for		1
2822257	2021 Performance Review	2021 Performance Review for		1
2822261	2021 Performance Review	2021 Performance Review for		1
2822301	2021 Performance Review	2021 Performance Review for		1

# Reporting on Opportunity Marketplace

Administrators can now monitor activities in Opportunity Marketplace using Stories in People Analytics.

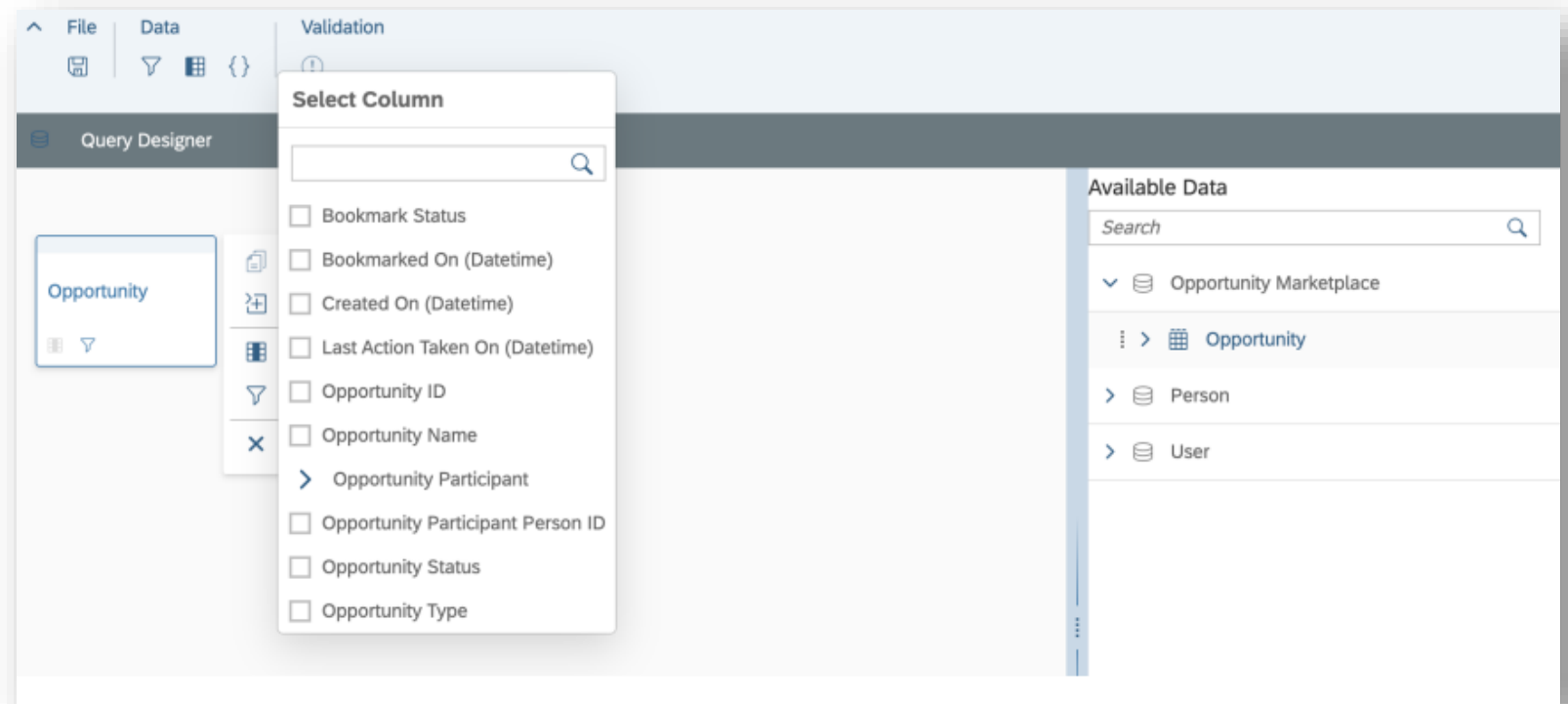
You can visualize the following actions using stories:

- Participants bookmark, participate in, and complete opportunities.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on



The level of impact is High.



# Other Release Features

# Compensation Structure in Story Reports

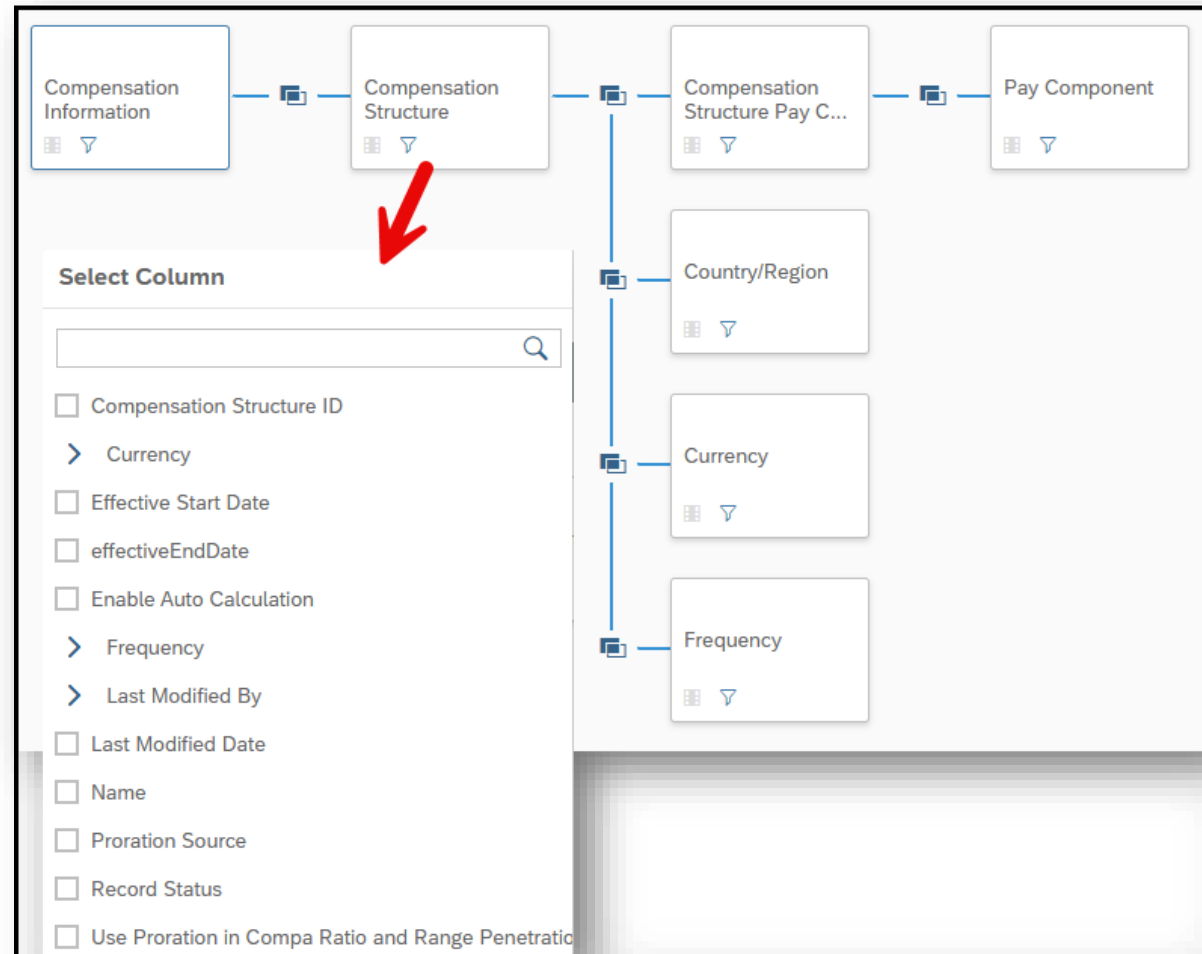
Reporting on compensation structure allows administrators to do consistency checks between pay components assigned to employees and pay components that come through the compensation structure.

The level of impact is Medium.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically On



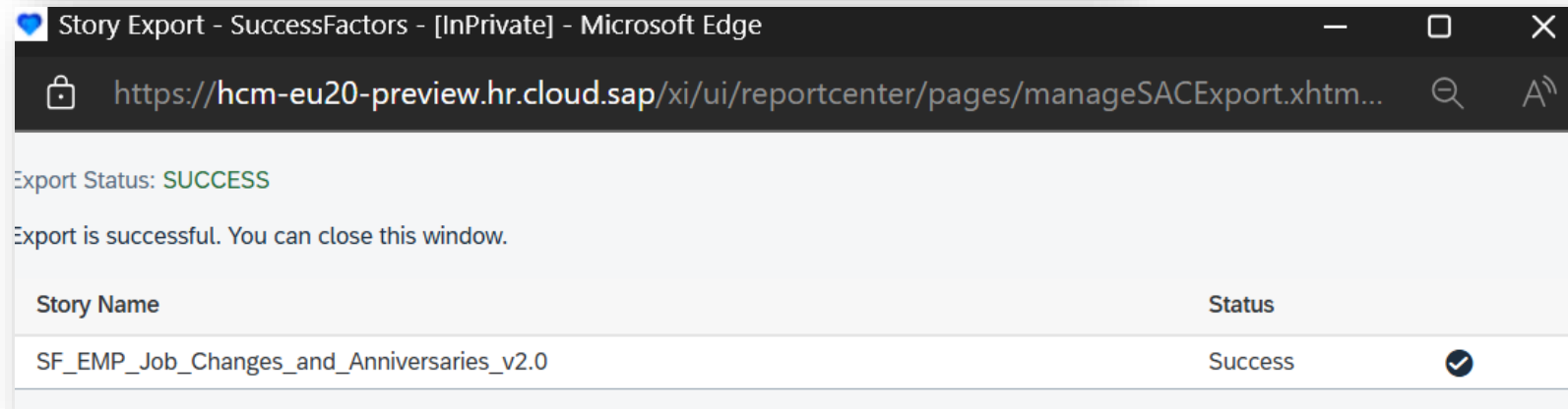
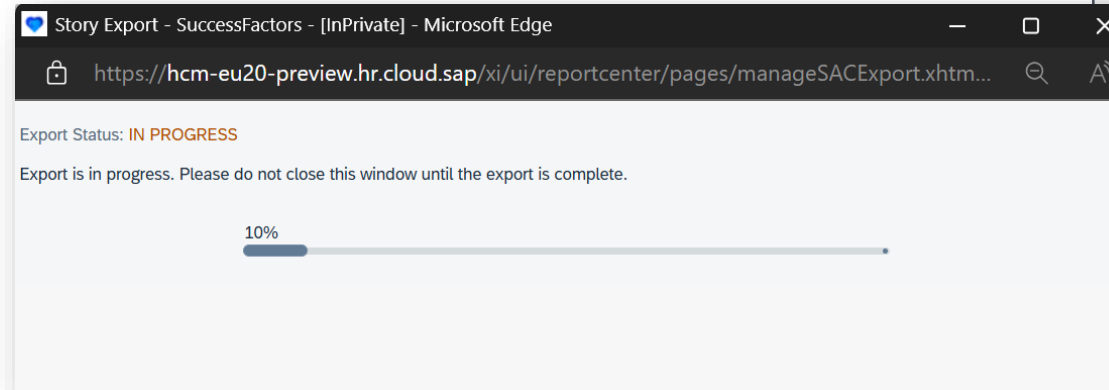
# Import / Export progress bar for report stories

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

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically On



The level of impact is Low.

# Report on Job Requisition Skills

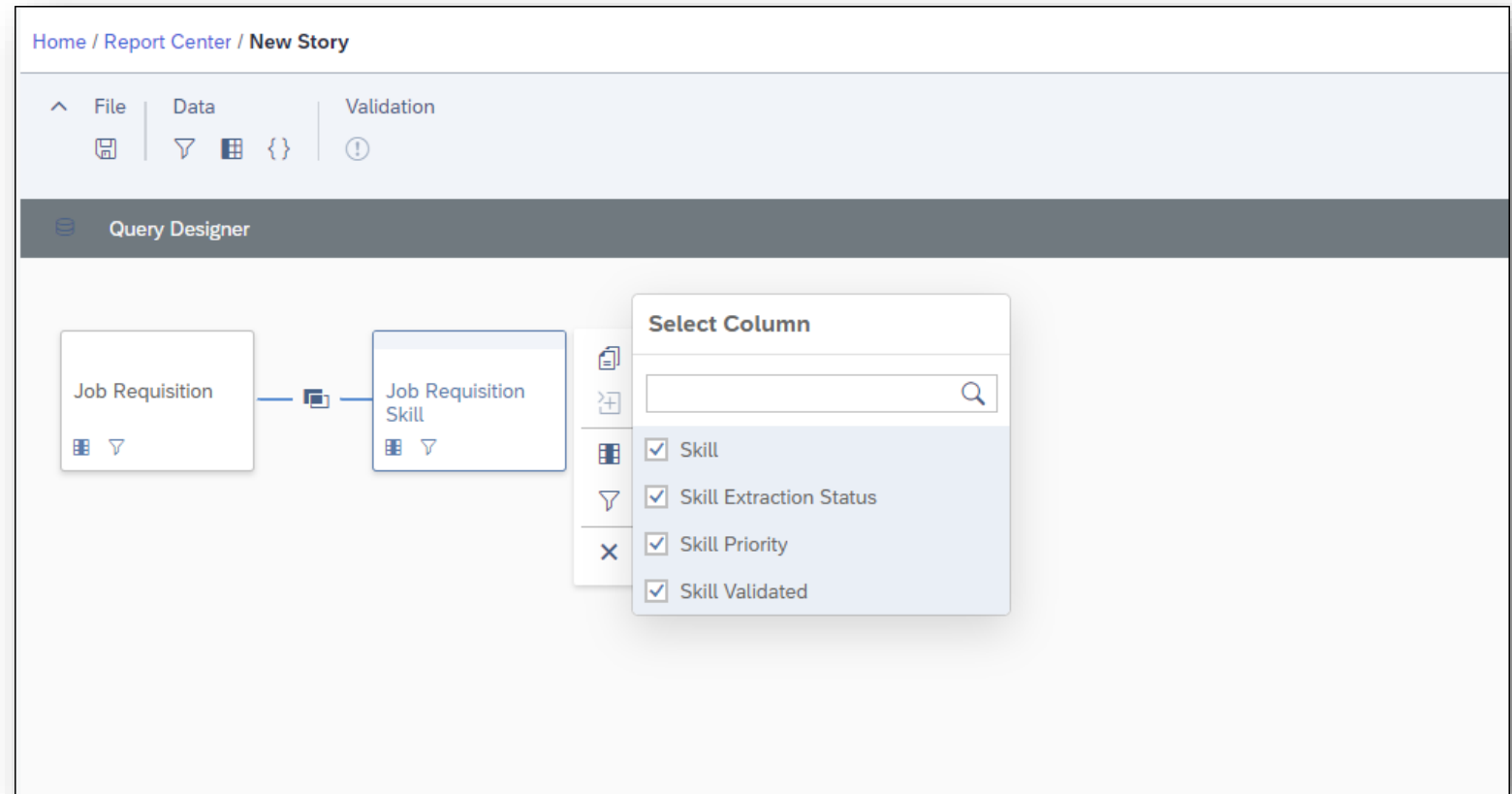
A new object Job Requisition Skill is now available for reporting.

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

**Type:** New

**Lifecycle:** General Availability

**Enablement:** AI feature



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.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically On

## 2. Add Permissions

Specify what permissions users of this role should have.

Search for a permission



☐ Sort by Ascending

Employee Central Import Settings

Manage Foundation Objects

Manage Foundation Objects Types

Manage Document Generation

Manage Mass Changes

Employee Central API

Manage Income Tax Declarations

Manage Workflows

Manage Hires

Manage Pay Scale

Manage Position

Admin Alerts

Check Tool

### Manage Workflows

★=Access period can be defined at the granting rule level. †=Target needs to be defined

☒ Select All

☒ Allow Auto Delegation

☒ Manage Workflow Requests †

☒ Manage Workflow Groups

☒ Professional Edition Manage Workflow Requests

☒ View Completed Workflows ★

☒ Manage Alerts And Notifications

☒ Manage Workflow Assignments

☒ Prevent Quick Approval of Workflow

☒ Report Workflow Process Details †



## 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

**Type:** Information

**Lifecycle:** General Availability

**Enablement:** Automatically on

## 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

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

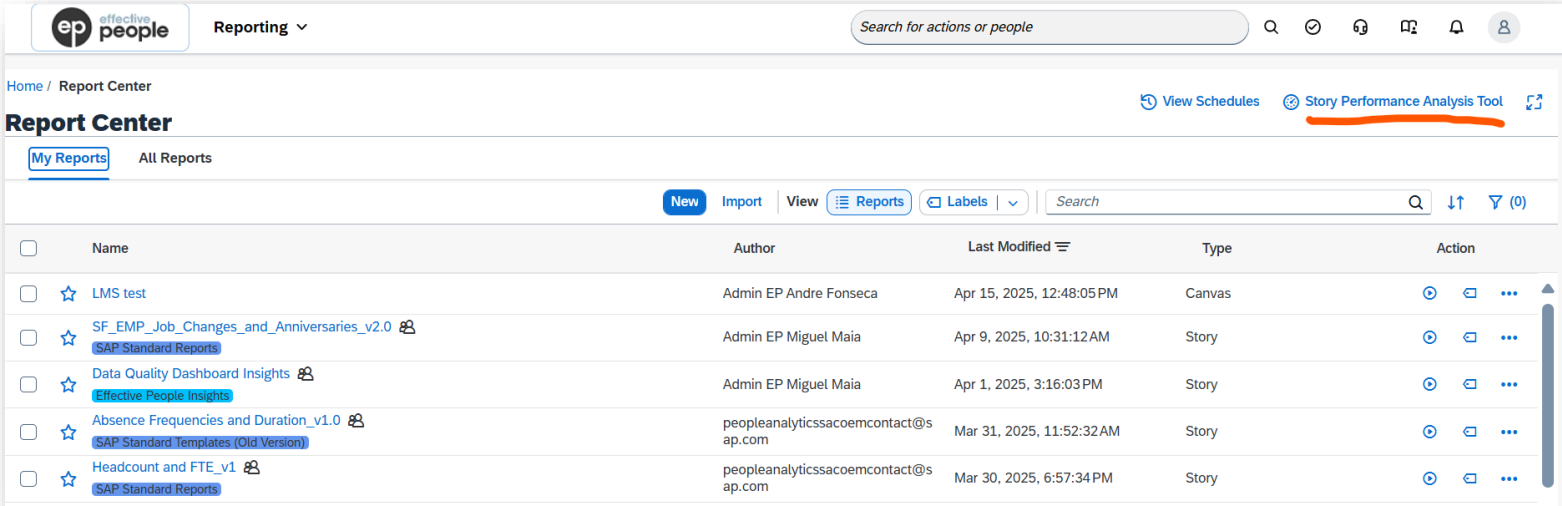
Access to Story Performance Analysis Tool from Report Center

The level of impact is High.

Type: New

Lifecycle: General Availability

Enablement: Automatically on



# Story Performance Analysis Tool

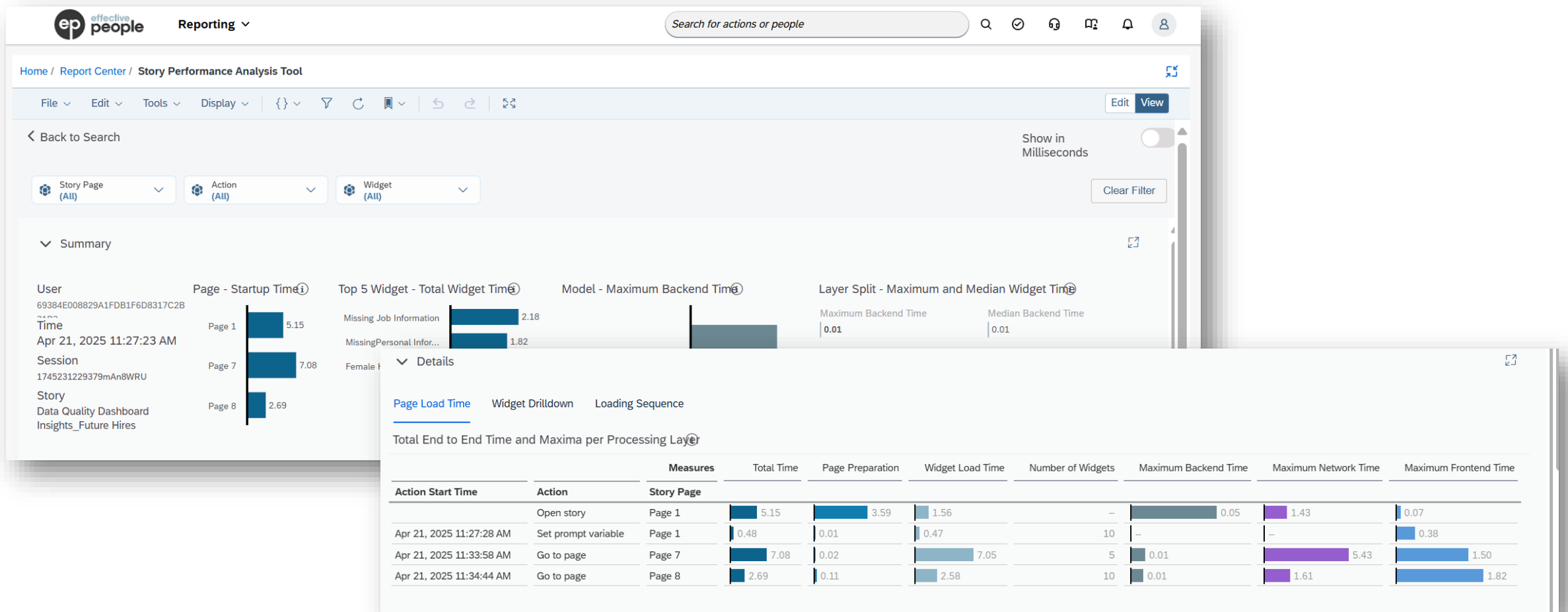
Perform Analysis per report per session. Possibility to search for date, user and report.

The screenshot displays the 'Story Performance Analysis Tool' interface. At the top, there's a header with the 'ep effective people' logo, a 'Reporting' dropdown, and a search bar labeled 'Search for actions or people'. Below the header, a breadcrumb trail shows 'Home / Report Center / Story Performance Analysis Tool'. A toolbar contains various icons for file operations, editing, and display. The main content area has a blue header with the title 'PERFORMANCE ANALYSIS TOOL', 'SAP Analytics Cloud - System Content', and 'UTC (System Time -1h:0min)'. On the left, a 'Filters' sidebar includes dropdowns for 'Session Date' (set to 'Apr, 2025'), 'Session Day' (set to '(All)'), 'User' (set to '(All)'), and 'Resource' (set to '(All)'). The main area features a list of analysis items, each with a timestamp, a long alphanumeric ID, a report name, and an 'Open Story Duration'. A message at the top of the list says 'Select an item in the list to analyse the details'.

Timestamp	ID	Report Name	Open Story Duration
Apr 22, 2025 5:56:31 PM	89304E00882DAF683DD7EA8E829C93DB	Performance Analysis Tool	10.06s
Apr 21, 2025 3:13:46 PM	69384E008829A1FDB1F6D8317C2B31B3	Data Quality Dashboard Insights_Future Hires	6.76s
Apr 21, 2025 1:59:33 PM	69384E008829A1FDB1F6D8317C2B31B3	Talent Card - Person	23.97s
Apr 21, 2025 12:07:34 PM	69384E008829A1FDB1F6D8317C2B31B3	Data Quality Dashboard Insights_Future Hires	10.43s
Apr 21, 2025 11:27:23 AM	69384E008829A1FDB1F6D8317C2B31B3	Data Quality Dashboard Insights_Future Hires	5.15s
Apr 21, 2025 11:21:40 AM	69384E008829A1FDB1F6D8317C2B31B3	Data Quality Dashboard Insights_Future Hires	7.60s
Apr 21, 2025 11:19:27 AM	69384E008829A1FDB1F6D8317C2B31B3	Data Quality Dashboard Insights_Future Hires	13.22s
Apr 17, 2025 11:31:23 AM	F9284E00882FD834A3510CC6A6865165	Pay Transparency Report	16.45s
Apr 11, 2025 2:51:55 PM	F9284E00882FD834A3510CC6A6865165	Data Quality Dashboard Insights	2.65s
Apr 11, 2025 2:31:51 PM	F9284E00882FD834A3510CC6A6865165	Pay Transparency Report	36.61s
Apr 10, 2025 11:18:20 AM	F9284E00882FD834A3510CC6A6865165	Pay Transparency Report	15.84s

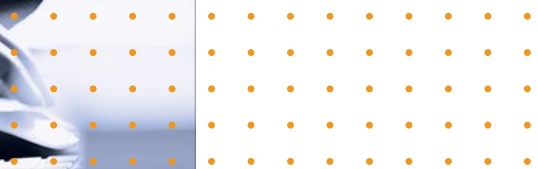
# Story Performance Analysis Tool

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

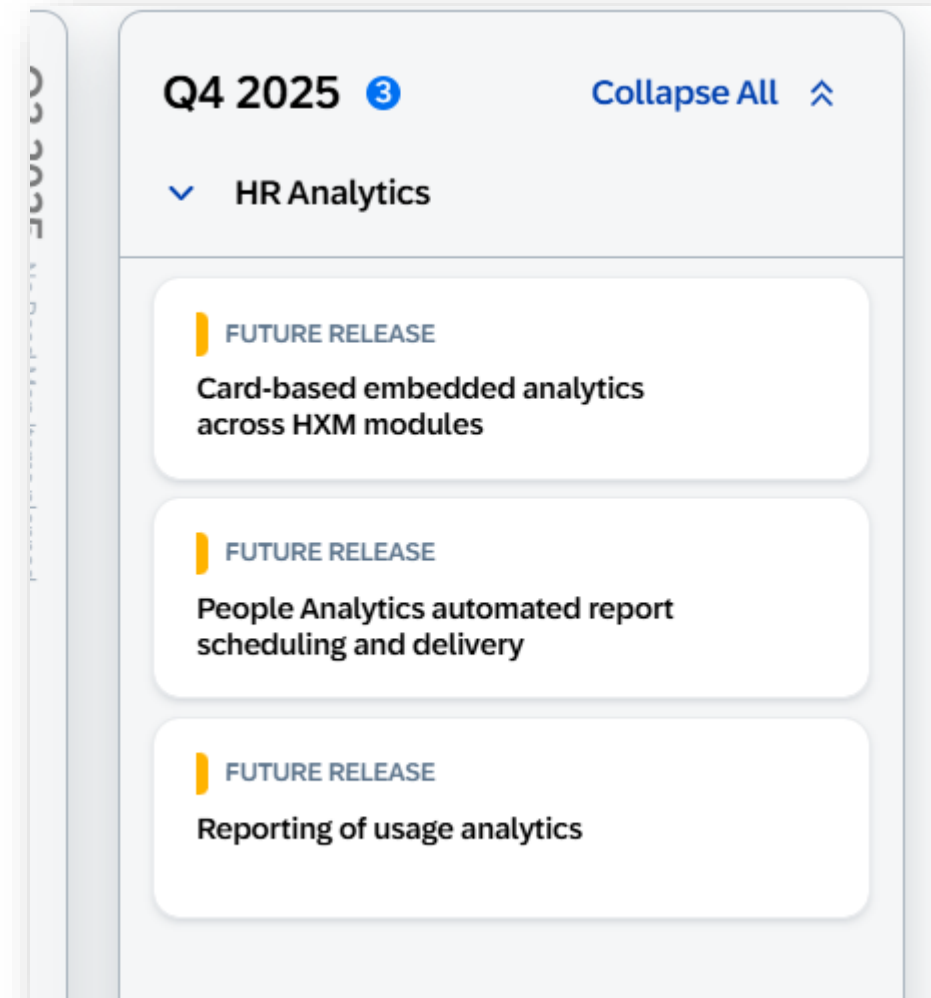




# Product Road Map

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

[SAP Road Map Explorer](#)





# Thank You.

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