SAP SuccessFactors
Delta: Platform 2022/H1

Hanau, May 2022

Table of Content

Table of Content

Table of Content

Automatic Upgrade to the Latest Home Page Experience

General Availability

Universal

Automatic Upgrade to the Latest Home Page Experience

SAP is automatically upgrading all customers to the latest home page experience. SAP upgrade your Preview system first to allow time for final testing. Then SAP upgrade your Production system 3 weeks later. After the upgrade, the legacy home page is no longer available.

NOTE: Effective immediately SAP stopped the upgrade due to increasing data volumes that need some backend improvements in order to ensure optimal customer experience.

It's strongly recommended, that you to adopt the latest home page experience on your own timeline, before the automatic upgrade date. The automatic upgrade includes all necessary steps to enable the latest home page. When SAP upgrade your system, they will:

- Enable the latest home page experience, for both users and for administrators.
- Enable to-do tasks on the home page, for all supported to-do categories.
- Import custom tiles, custom quick links, and supplemental to-do items from the legacy home page.
- Remove the ability to restrict access to the latest home page using role-based permissions.

After the upgrade, the latest home page experience is visible to all users of the system without exception.

Automatic Upgrade to the Latest Home Page Experience

Birthday and Work Anniversary cards on the home page remain optional. SAP don't enable them automatically as part of the upgrade, but you can still enable them in the Upgrade Center, if you want to use them.

This change impacts all customers who don't adopt the latest home page before the automatic upgrade date. If you don't adopt the latest home page before the automatic upgrade date, it's likely to result in a **suboptimal initial experience** for your organization. This means:

- The home page doesn't fully reflect your **theming** and branding.
- The **banner image** is the **default image**, rather than one you've chosen.
- **All** available **quick actions are shown**, even ones you may not want to use.
- The last 16 custom cards imported are shown first, rather than ones you've chosen to prioritize.
- All imported custom cards show a default image, rather than one you've chosen.
- All custom cards are the large size by default.
- **All grouping of custom cards** into sections on the legacy home page **is lost**. All custom cards appear together under the heading Organizational Updates and there's no more role-based permission controlling visibility at the section level. The target group is configured at the card level only.

Automatic Upgrade to the Latest Home Page Experience

New Timeline

SAP will allow all our customers the opportunity to resume upgrade activities in:

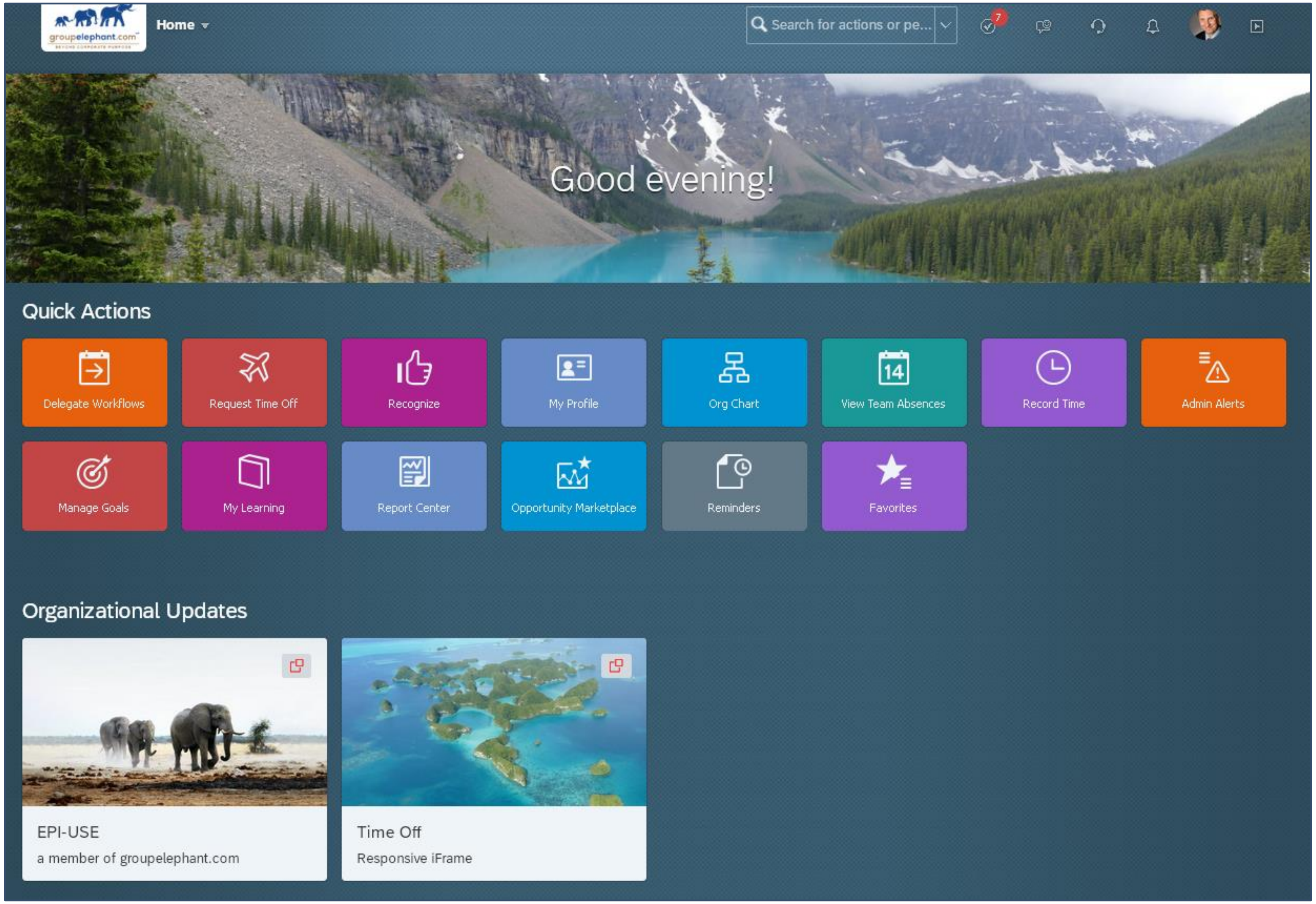
- **June** for **Preview** instances
- **July** for **Production** instances

SAP intend to initiate Universal Upgrade activities for all remaining customers no earlier than:

- **August** for **Preview** instances
- **September** for **Production** instances

Additional detailed plans regarding the schedules for self-migration and the Universal Upgrade will be shared in the coming weeks.

Automatic Upgrade to the Latest Home Page Experience



Grouping Custom Cards on the Latest Home Page

General Availability

Universal

Grouping Custom Cards on the Latest Home Page

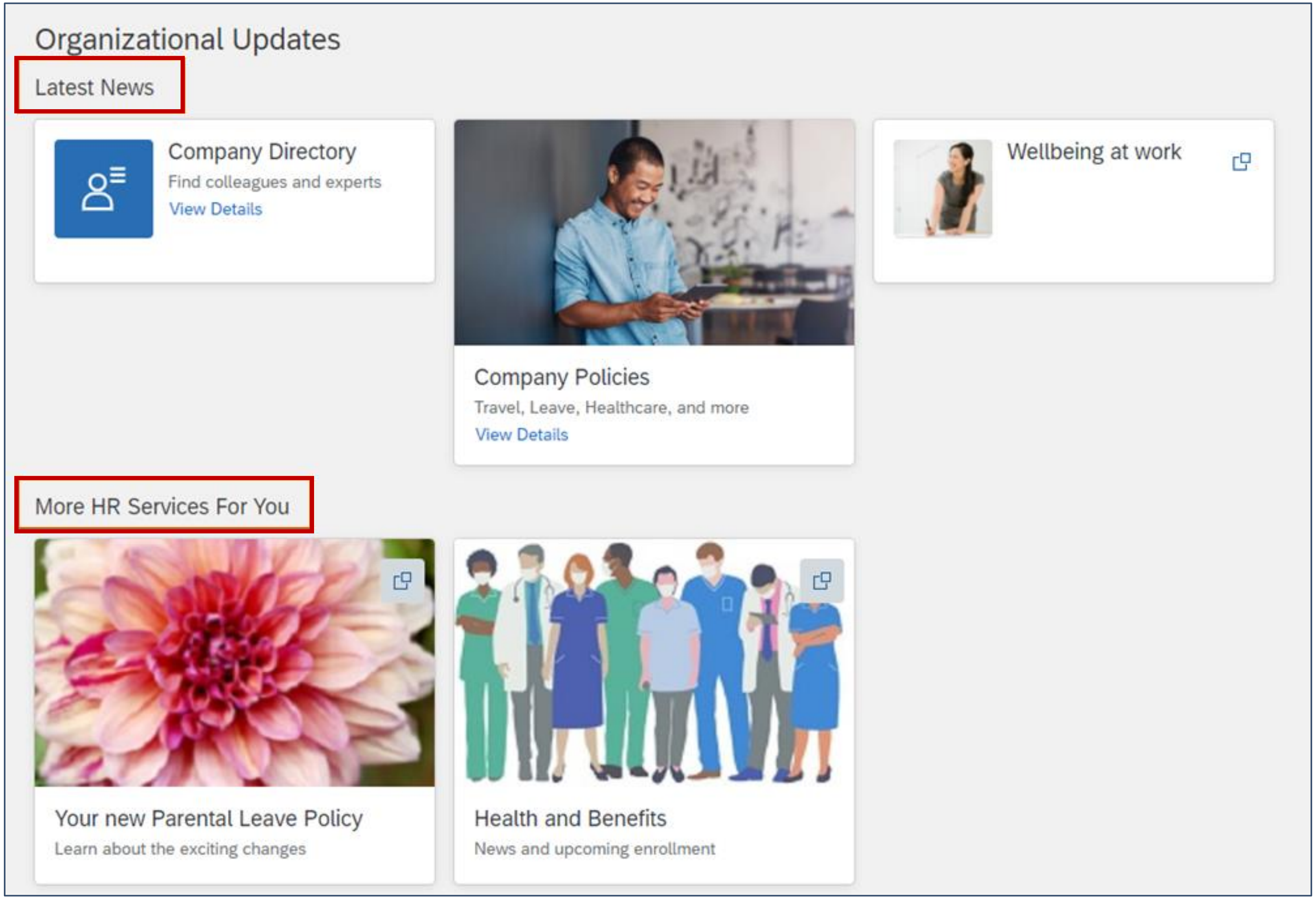
You can now **organize custom cards into groups** on the latest home page, under a visible title, within the Organizational Updates section.

As an administrator, you can:

- **Create "folders"** on the Manage Organizational Updates page.
- **Group custom cards into folders**.
- Configure a title for each folder that's visible on the home page, above the card group, within the Organizational Updates section.
- Change the order of folders to change the order of card groups within the Organizational Updates section.
- **Specify permission** roles or permission groups as the target group for that group of cards.
- Use the View as option to check which cards and folders are visible to different permission roles or groups.
- Expand and collapse folders.

The order you see cards and folders on the Manage Organizational Updates page is the order they appear on the home page.

Grouping Custom Cards on the Latest Home Page



Grouping Custom Cards on the Latest Home Page

Organizational Updates (64)

View as: **Add Folder**

Name	Target Group	Active Period	Enabled	Actions
Latest News	Everyone (All Employees)			
Company Directory	Everyone (All Employees)	Always	Yes	
Company Policies	Everyone (All Employees)	Always	Yes	
Wellbeing at work	Everyone (All Employees)	Always	Yes	
More HR Services For You	Everyone (All Employees)			
Learn about Employee Benefits	ExternalOnboardingUserHomepage	10/14/2021 - 11/07/2021	Yes	
Parental Leave Update	Everyone (All Employees)	Always	Yes	
Health and Benefits	Everyone (All Employees)	Always	Yes	
Untitled Section				

Remind Me Tomorrow Option for To-Do Tasks

General Availability

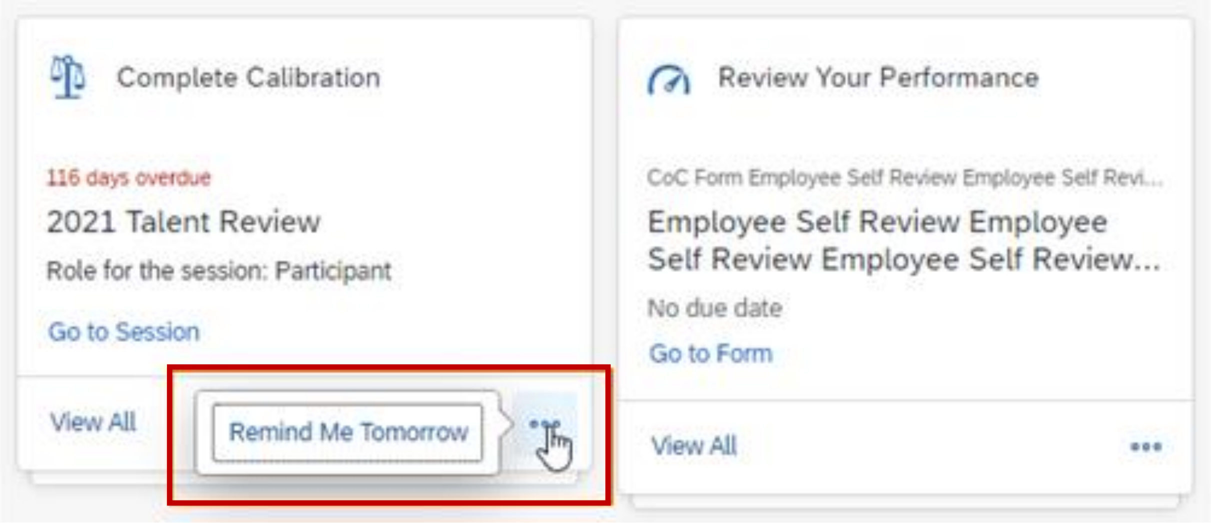
Universal

Remind Me Tomorrow Option for To-Do Tasks

SAP added the **Remind Me Tomorrow** option for to-do tasks on the latest home page.

You can now use the Remind Me Tomorrow option to set aside pending to-do tasks until the next day. The task is moved to the Reminders quick action for 24 hours, so that you can focus on other work. It reappears on your home page the next day.

In the previous version, the Remind Me Tomorrow option was available for other types of cards but not for pending to-do tasks.



More Quick Actions on the Latest Home Page

General Availability

Admin Opt-out

More Quick Actions on the Latest Home Page

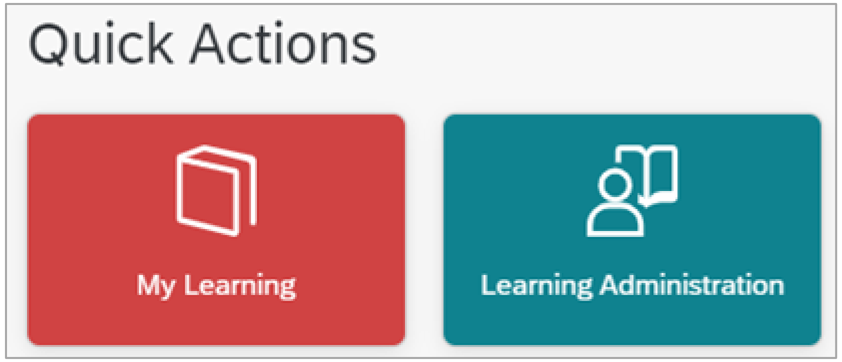
SAP has added more quick actions to the latest home page.

Quick actions are visible based on role-based permission and system configuration. The following quick actions are now available.

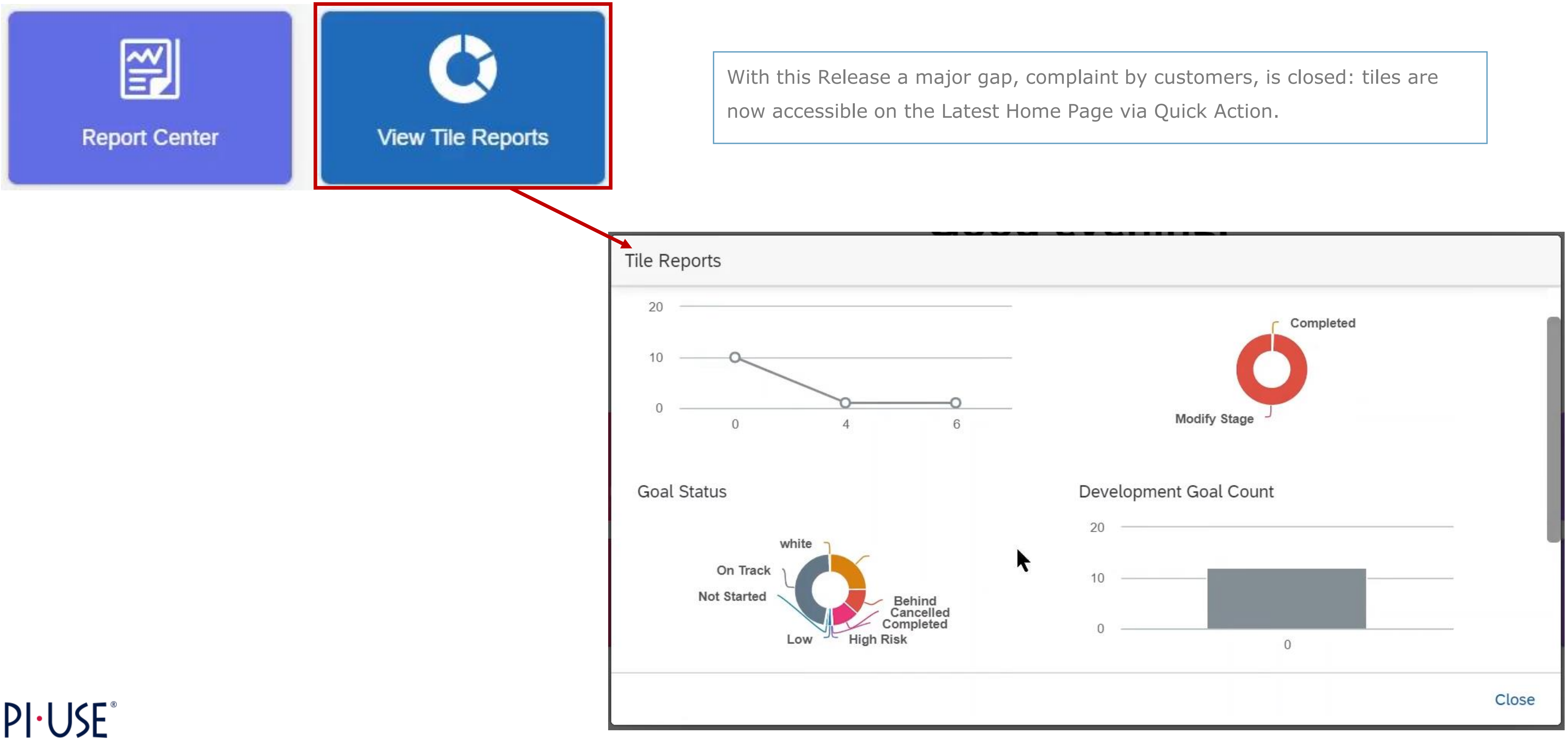
- **Candidate Talent Pools** quick action takes you to the Talent Pools tab of the Candidates page in Recruiting, so you can create and view talent pools.
- **Learning Administration** quick action takes you to the Learning Administration page in Learning.
- **Mobile Activation** quick action takes you to your account settings so you can activate the mobile app on your device.
- **View Company Documents** quick action enables you to browse and view company documents in the Document Management feature.
- **View Tile Reports** quick action enables you to view Tile reports that are available to you in Analytics, based your permission.

Note: Quick actions are shown by default. If you don't want to use them in your system, you can **hide** them at **Manage Home Page → Quick Actions**.

More Quick Actions on the Latest Home Page

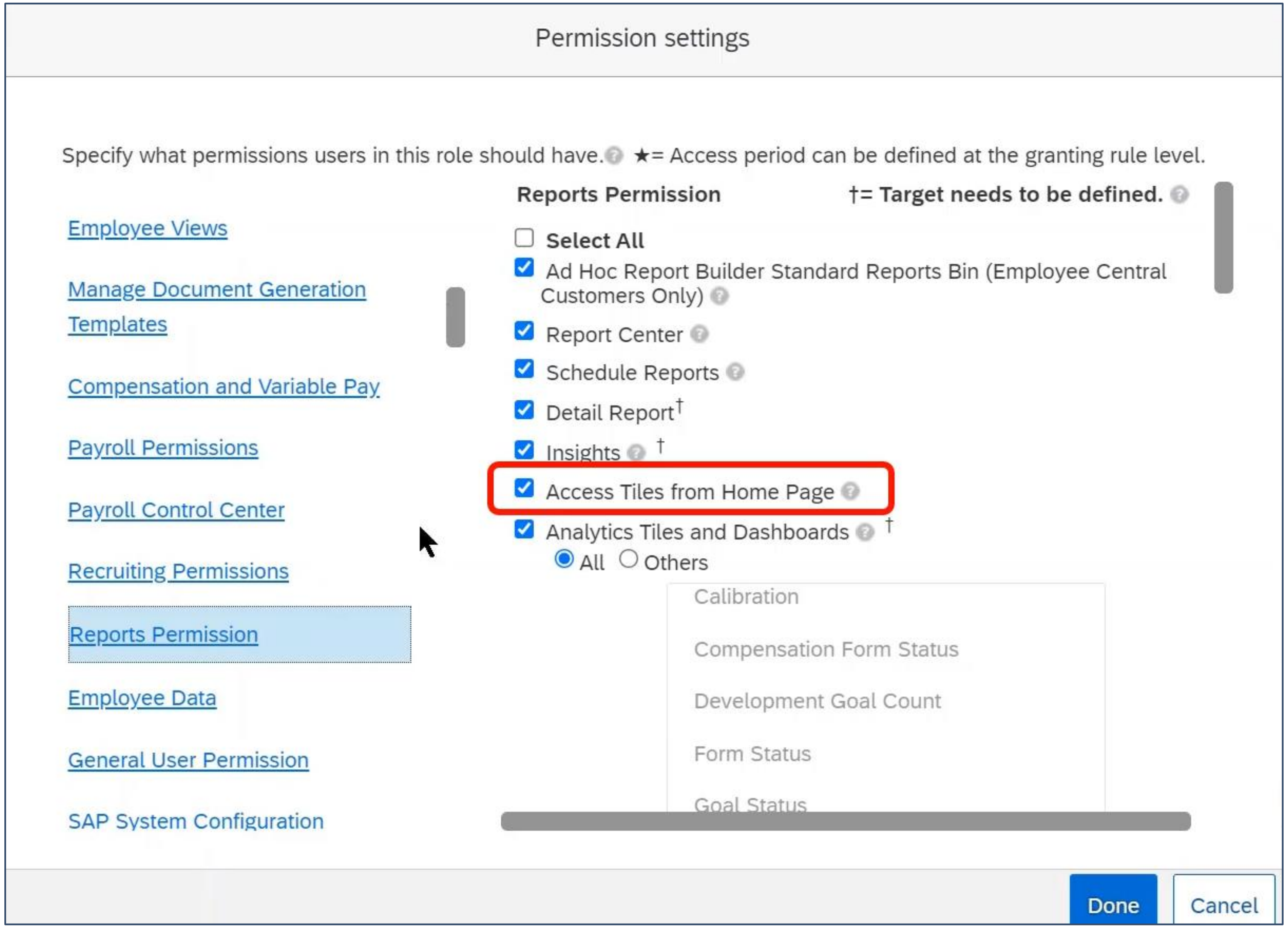


More Quick Actions on the Latest Home Page



With this Release a major gap, complaint by customers, is closed: tiles are now accessible on the Latest Home Page via Quick Action.

More Quick Actions on the Latest Home Page



You can decide who can access the tiles from the Home Page by the new permission “Access Tiles from Home Page”.

Ability to Specify Permission Roles and Groups as the Target Group for Custom Content on the Latest Home Page

General Availability

Admin Opt-in

Ability to Specify Permission Roles and Groups as the Target Group for Custom Content on the Latest Home Page

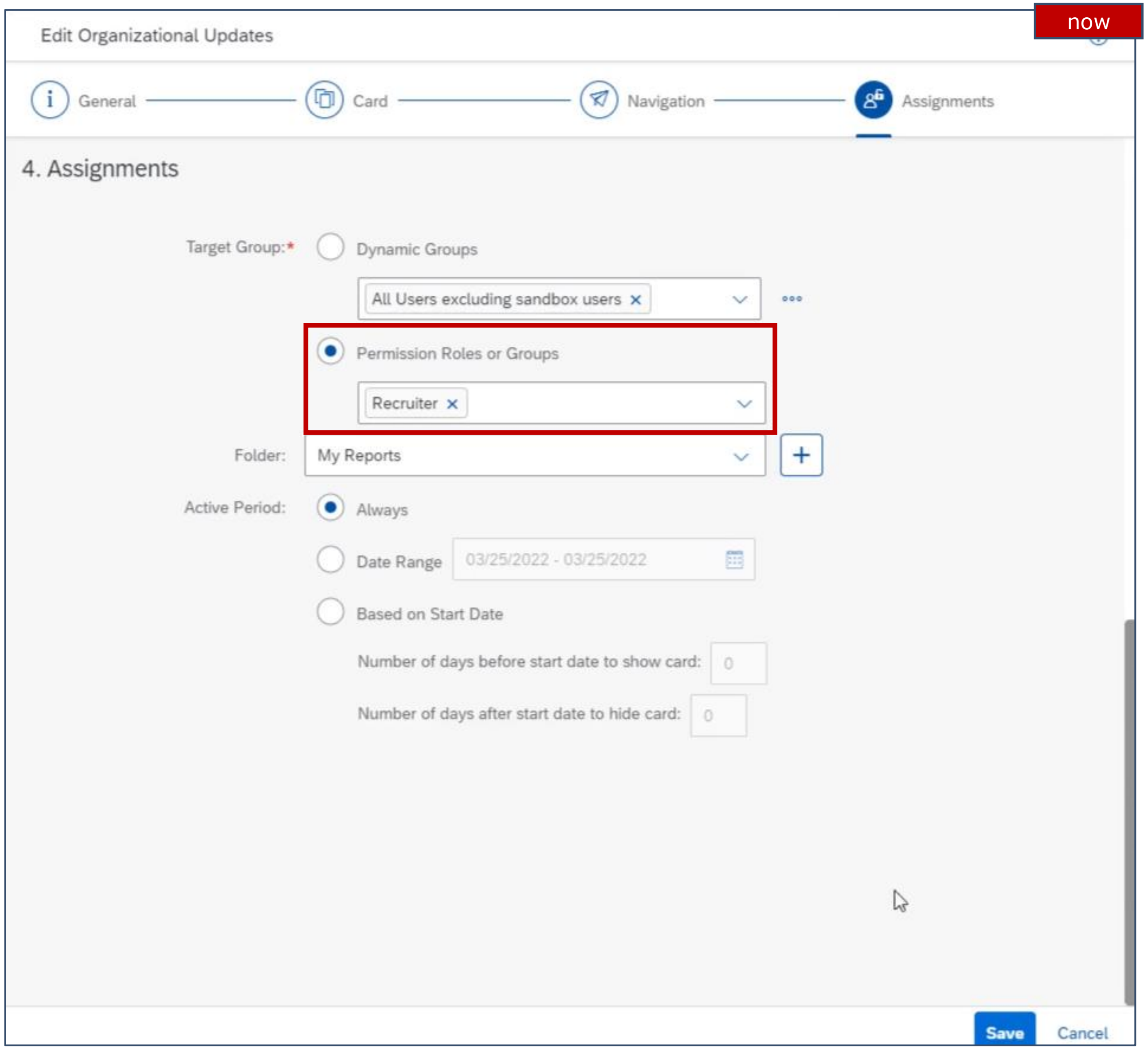
You can now decide if you want to use dynamic groups, permission roles or permission groups to specify for whom custom content on the latest home page is visible.

Before it was only possible to use dynamic groups. Since permissions are already defined in Role-Based Permissions by groups and roles it’s easier, but additionally you can use structural roles like “all managers” to handle the availability of the content.

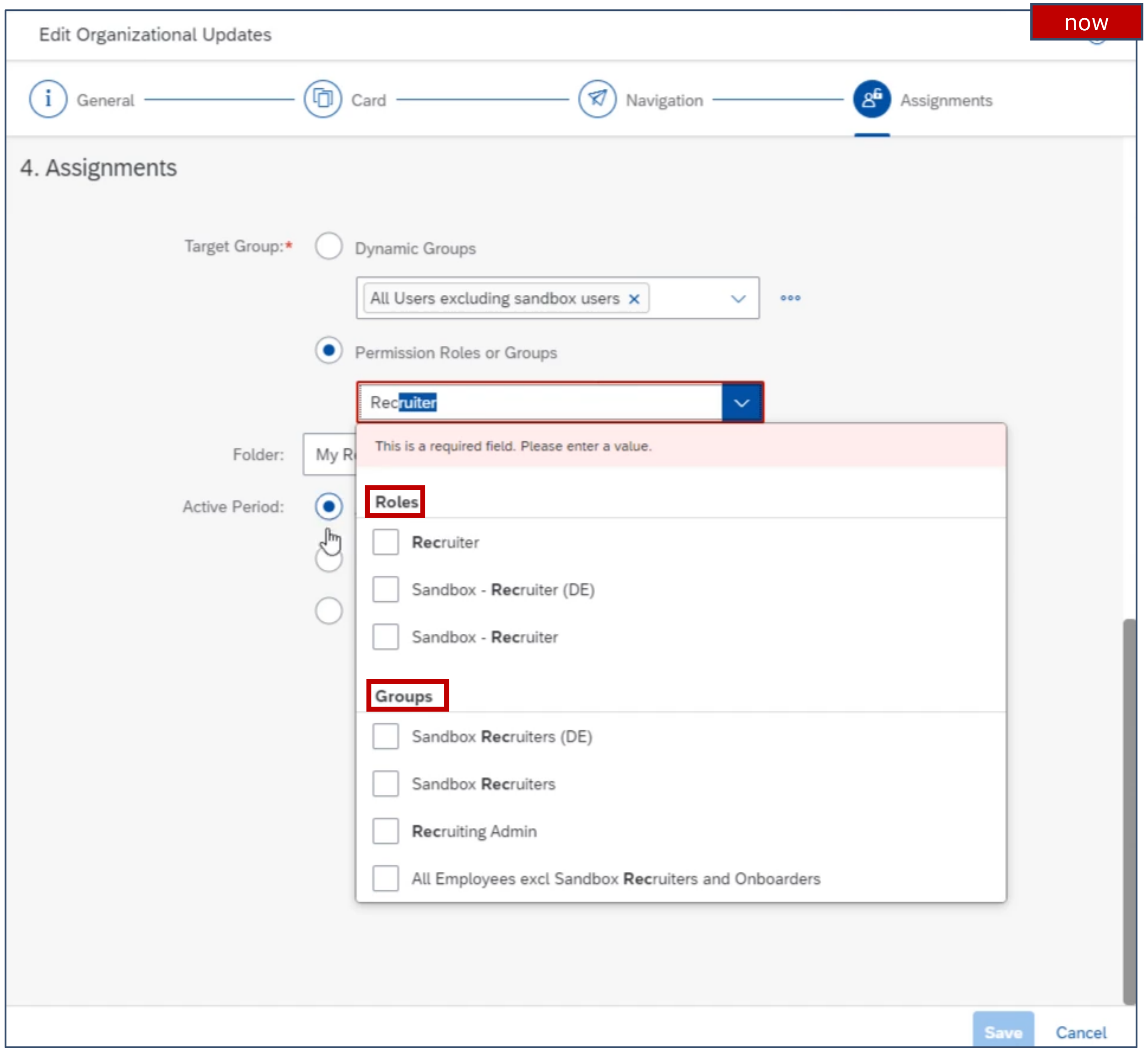
You can use permission groups or roles to control the visibility of the following types of content:

- Custom cards
- Custom folders
- Custom links available as Favorites
- Supplemental tasks

Ability to Specify Permission Roles and Groups as the Target Group for Custom Content on the Latest Home Page

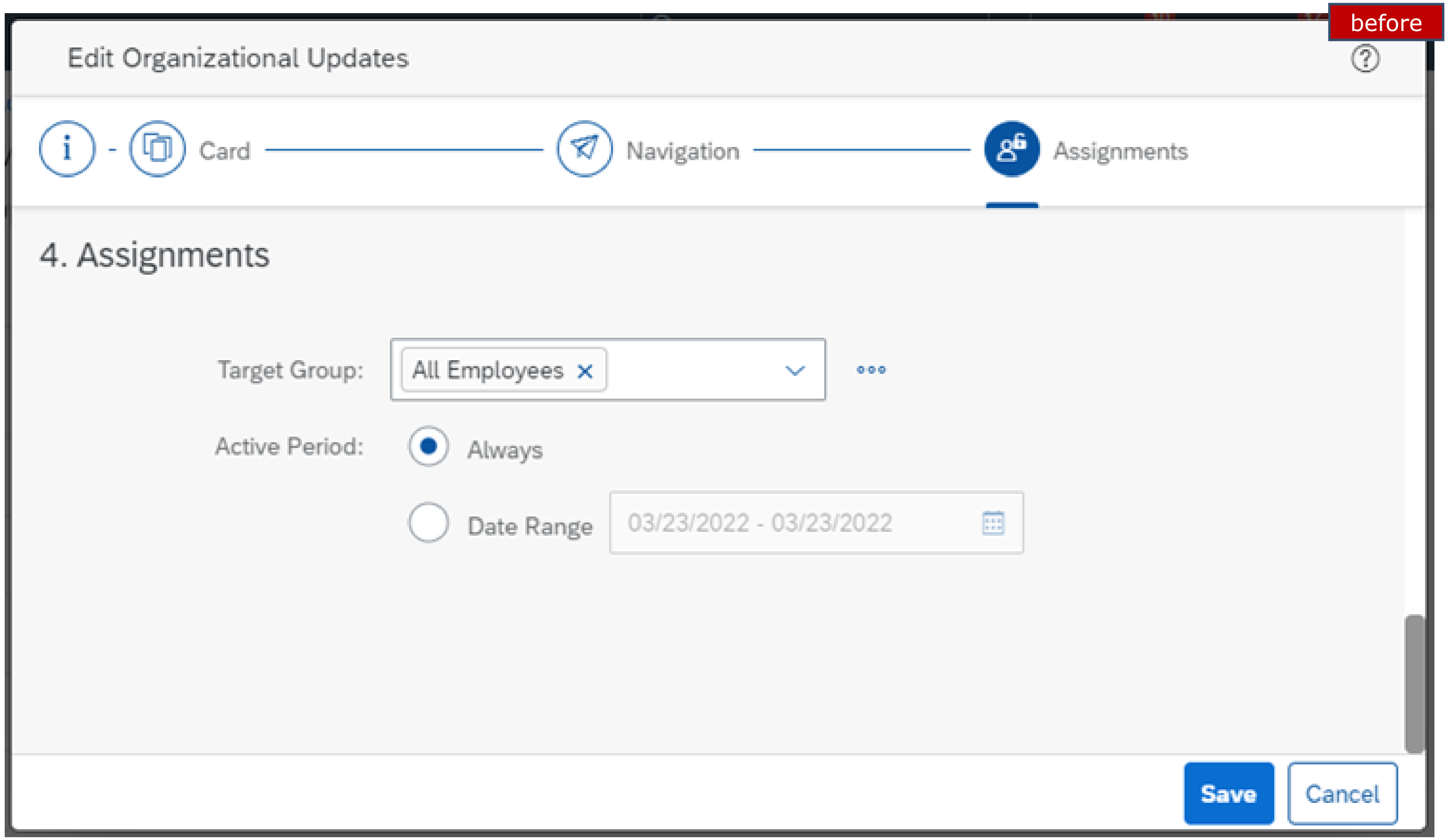


Ability to Specify Permission Roles and Groups as the Target Group for Custom Content on the Latest Home Page



EPI-USE

Ability to Specify Permission Roles and Groups as the Target Group for Custom Content on the Latest Home Page



Ability to Upload Banner Images for the Home Page in Custom Themes for Different Groups

General Availability

Admin Opt-in

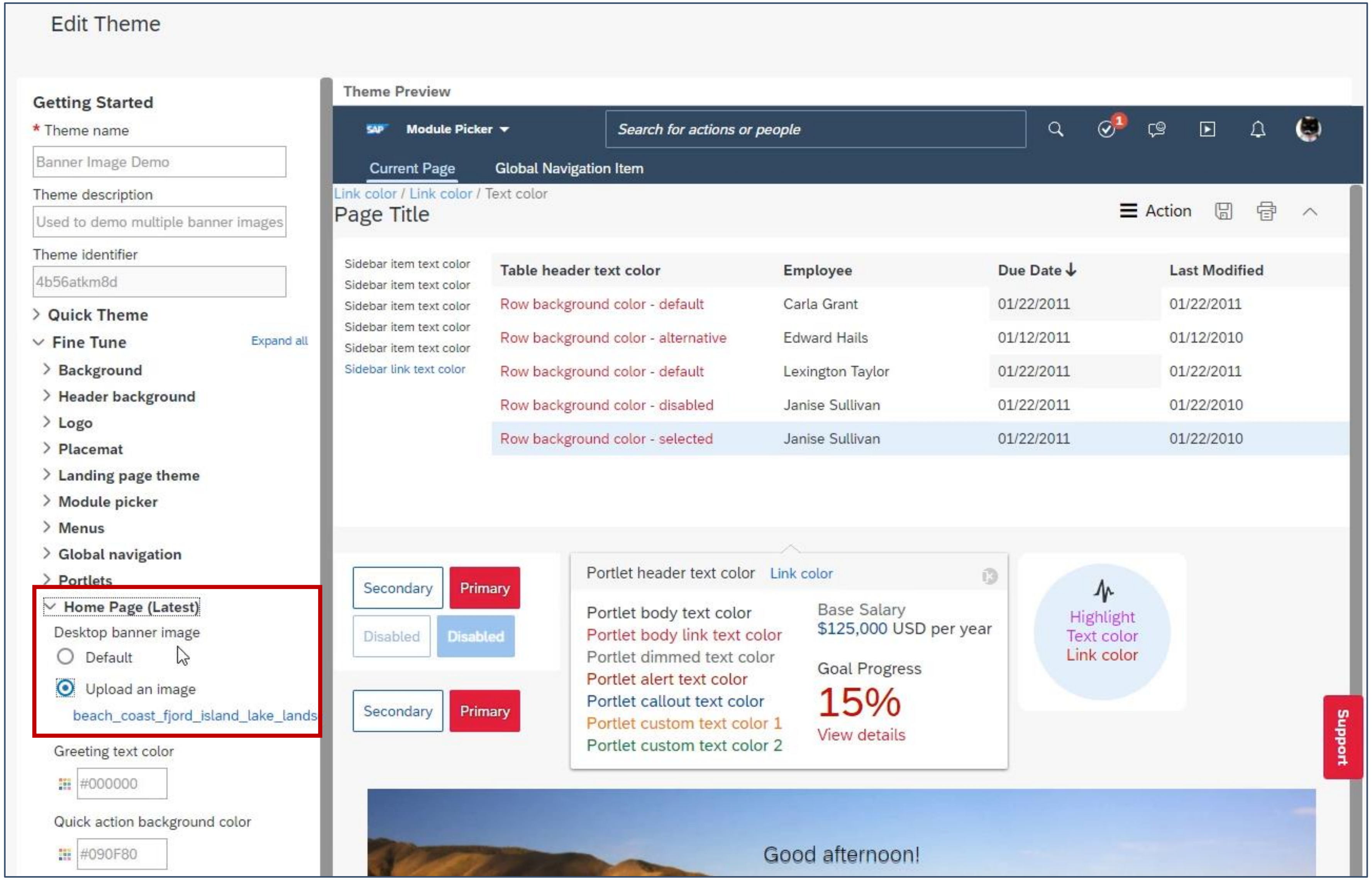
Ability to Upload Banner Images for the Home Page in Custom Themes for Different Groups

You can now upload different banner images on the latest home page for different groups, using Theme Manager. If you maintain different custom themes for different groups, you can provide a different banner image for each group.

SAP added a new theme setting at **Theme Manager → Fine Tune → Home Page (Latest) → Desktop banner image**. If you use the theme setting to upload a banner image, it overrides the banner image configured on the Manage Banner Image page, for people who see that theme (based on their division, department, or location).

In the previous version, the banner image wasn't possible to differentiate by groups.

Ability to Upload Banner Images for the Home Page in Custom Themes for Different Groups



Half-Size Custom Cards for the Latest Home Page

General Availability

Universal

Half-Size Custom Cards for the Latest Home Page

SAP added two types of half-size custom cards, as an alternative to the full-size ones with an uploaded image.

You can now select a **Type** for custom cards. There are three types, one large and two small. Small cards are the same width as full-size cards, but half the height. The half-size card types are:

- **Graphic (Small)** type, which still requires an uploaded image
- **Icon (Small)** type, which displays an icon, selected from our icon library, instead of an uploaded image.

Existing full-size cards have the type **Graphic (Large)**. SAP also added **two** new **theme settings for the Icon (Small)** type:

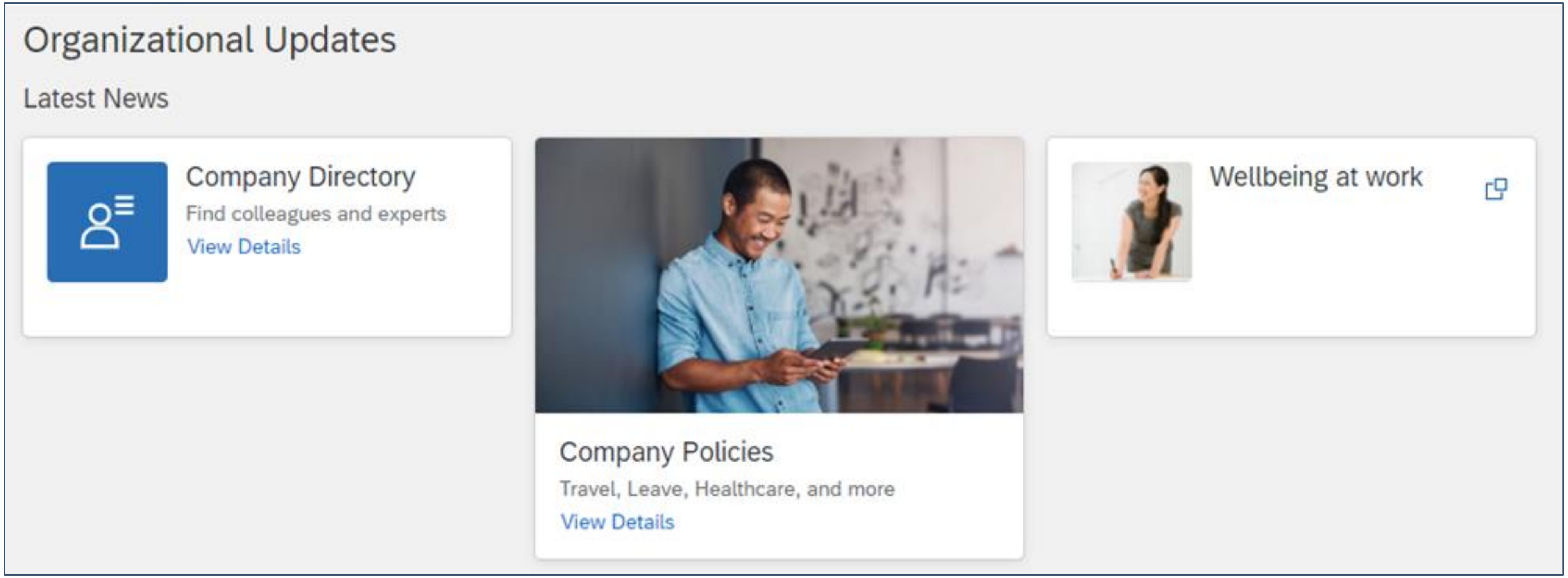
- Custom card icon color
- Custom card icon background color

Half-Size Custom Cards for the Latest Home Page

Role-Based Permission Prerequisites

- To configure custom cards, you have the **Administrator → Manage System Properties → Manage the Latest Home Page** permission.
- You have the Administrator or **User → Manage System Properties → Company System and Logo Settings** permission.

Half-Size Custom Cards for the Latest Home Page



Half-Size Custom Cards for the Latest Home Page

Organizational Updates (64)

View as: **Add Folder**

Name	Target Group	Active Period	Enabled	Actions
Latest News	Everyone (All Employees)			
Company Directory	Everyone (All Employees)	Always	Yes	
Company Policies	Everyone (All Employees)	Always	Yes	
Wellbeing at work	Everyone (All Employees)	Always	Yes	
More HR Services For You	Everyone (All Employees)			
Learn about Employee Benefits	ExternalOnboardingUserHomepage	10/14/2021 - 11/07/2021	Yes	
Parental Leave Update	Everyone (All Employees)	Always	Yes	
Health and Benefits	Everyone (All Employees)	Always	Yes	
Untitled Section				

Supplemental Tasks on the Latest Home Page

General Availability

Admin Opt-in

Supplemental Tasks on the Latest Home Page

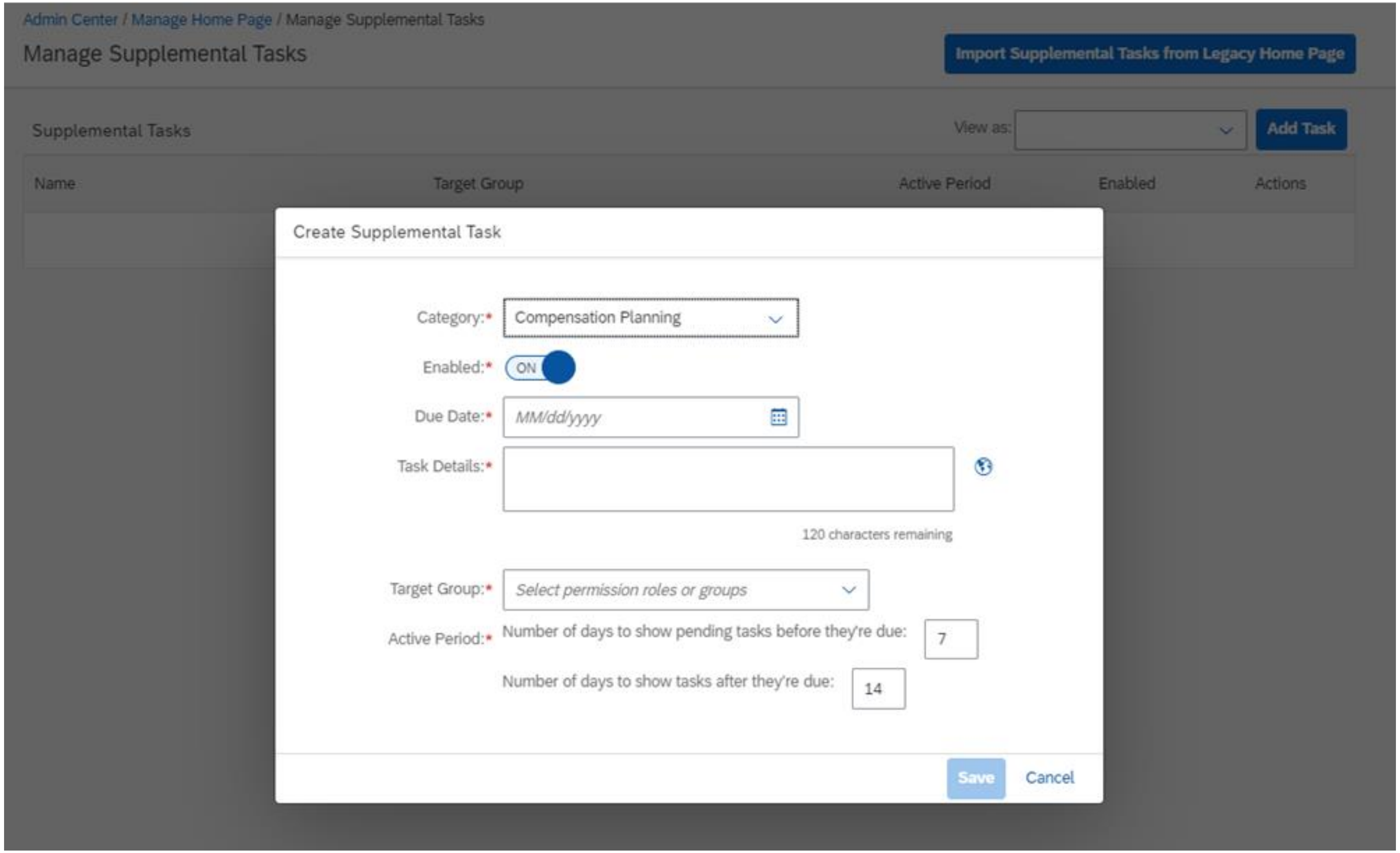
You can now create supplemental tasks for the latest home page. You can also import supplemental tasks you created for the legacy home page.

Supplemental tasks are custom tasks, created by administrators to "supplement" the system-generated tasks in a given business process. Each supplemental task is assigned to a "category" that corresponds with one type of system-generated task. For example, you can create a **supplemental task** in the **Review Your Performance** category, and it **appears in the same "stack"** as system-generated Review Your Performance tasks. If no system-generated tasks are available on the latest home page for a given category, then the supplemental task appears by itself on the home page.

List of supported to-do categories, that can be assigned to a supplemental task

Business Approvals	Compensation Planning	Equipment for New Hire	External Integration with Intelligent Services	Headcount Planning
Job Offer	Job Profile Changes	Job Requisition	Provide Interview Feedback	Review Employee Performance
Review Your Performance	Set Goals	Take Action	Talent Pool Nominee	

Supplemental Tasks on the Latest Home Page



Increased Maximum Number of Custom Cards on the Latest Home Page

General Availability

Admin Opt-in

Increased Maximum Number of Custom Cards on the Latest Home Page

SAP increased the maximum number of custom cards that you can see on your home page, at any given time, from 12 to 16.

You see the **top 16 active custom cards** for which you're **included** in the **target group**, in the order they're configured by administrators.

Custom Cards Based on Start Date on the Latest Home Page

General Availability

Admin Opt-in

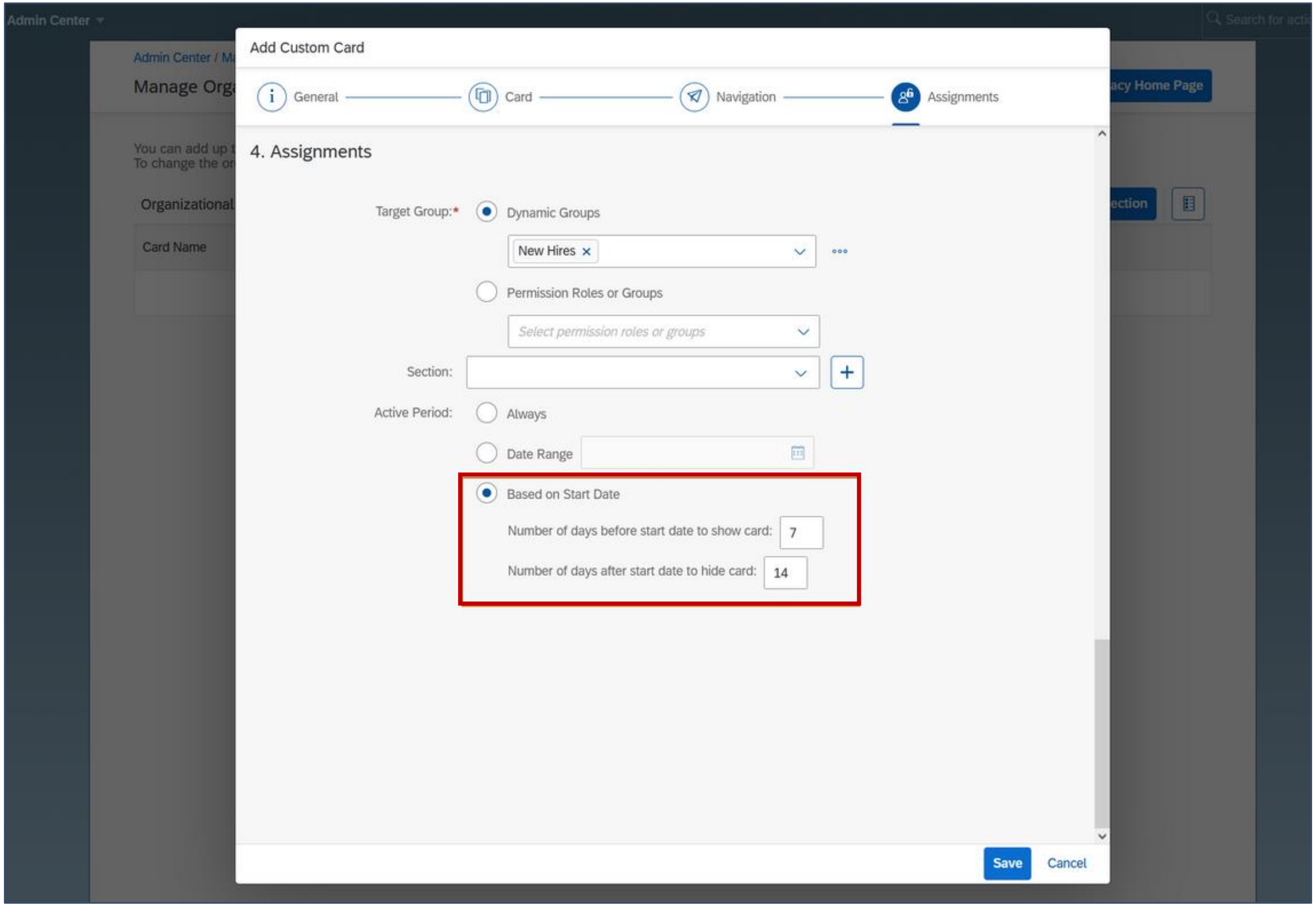
Custom Cards Based on Start Date on the Latest Home Page

You can now show custom cards on the latest home page based on the new hire's start date.

For example, you can create custom cards tailored to new hires in Onboarding or Onboarding 1.0. When configuring a custom card in **Manage Home Page → Organizational Updates**, you can now configure when it appears and when it disappears, based on the new hires' start date.

This updates the new hire experience on the latest home page and improves the efficiency of HR admins.

Custom Cards Based on Start Date on the Latest Home Page



A Single Profile Photo for an Employee with Multiple Employments

General Availability

Universal

A Single Profile Photo for an Employee with Multiple Employments

Previously, you were able to add a different profile photo for each employment of an employee with multiple employments. Now, profile photos are stored based on persons. A single profile photo is shared by all the employments of the employee.

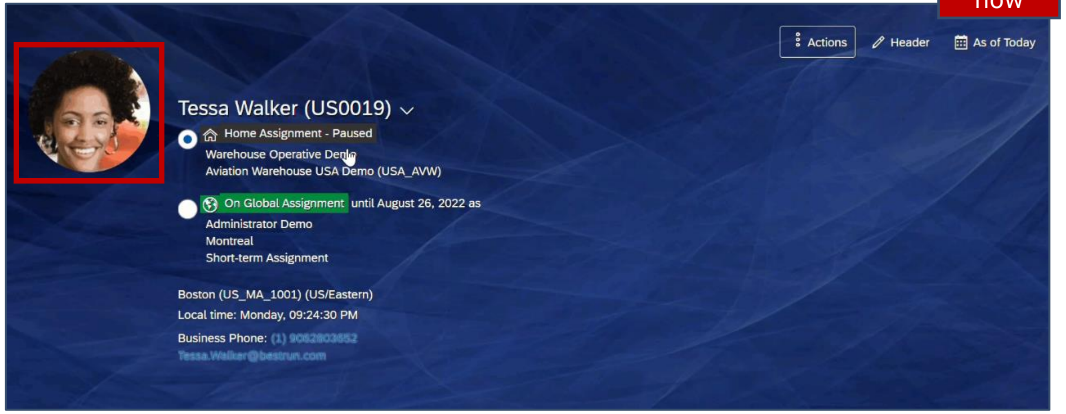
With required permissions, you can still access existing profile photos of an employee with multiple employments. But if you make a change to a profile photo related to any employment of this employee in the following scenarios, the change applies to all the employments:

- Add, change, or delete a profile photo on the People Profile page.
- Import profile photos.
- Use Photo API entity to add, change, or delete profile photos.

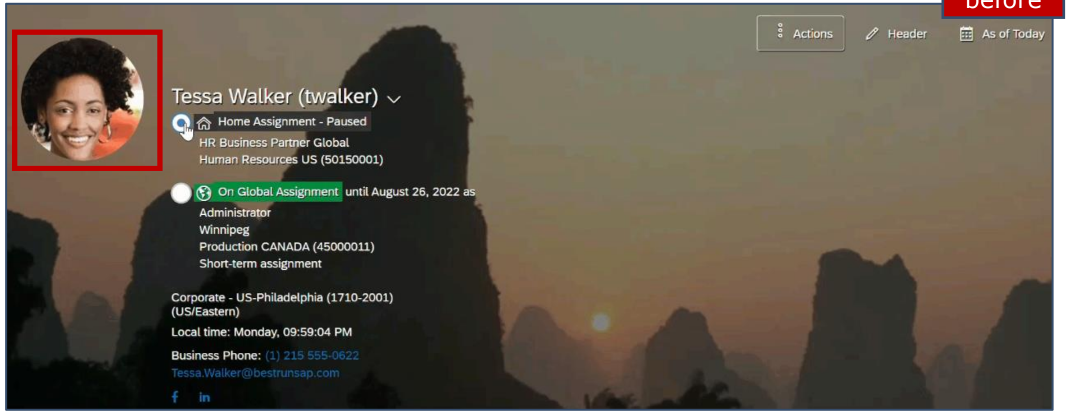
This change helps ensure each employee has a unique profile photo and simplifies photo management for employees with multiple employments.

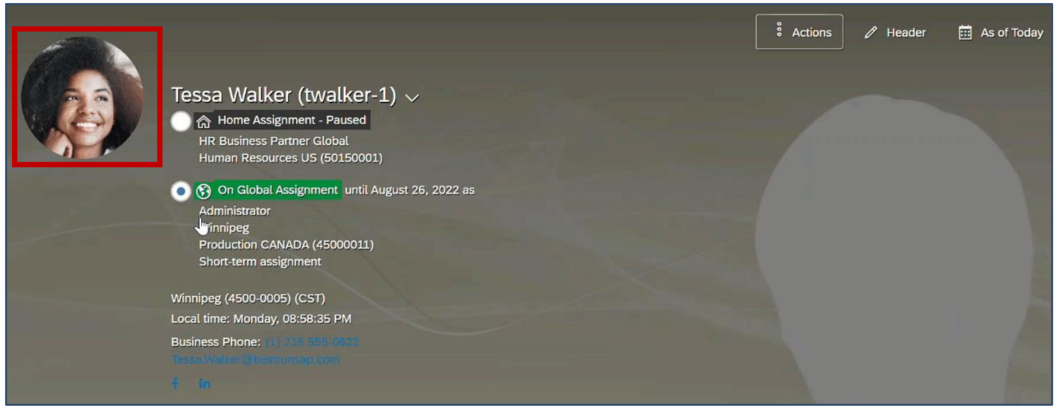
A Single Profile Photo for an Employee with Multiple Employments

now



before





Now all profile photos are aligned. In the previous version you were able to change the profile photo without automatic change of the profile photo of the other assignment. In this case, one person had two different photos.

Customize the Order of Direct Reports in Organization Charts

General Availability

Admin Opt-in

Customize the Order of Direct Reports in Organization Charts

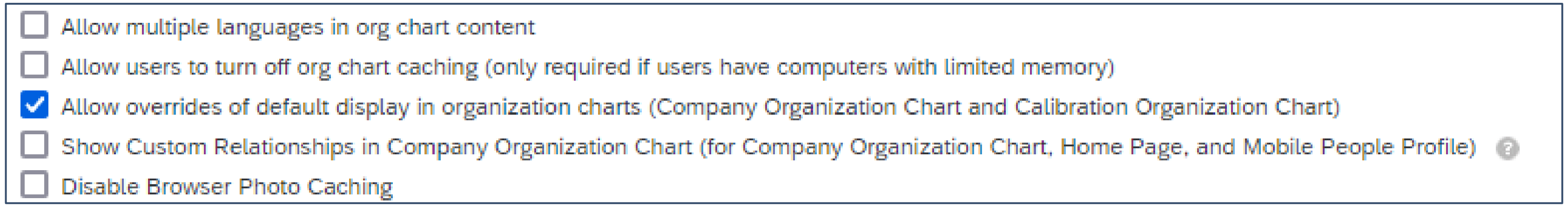
You can now customize the order of direct reports under the same manager in Company Organization Chart and Calibration Organization Chart.

To customize the order of direct reports, you can enable the new option **Allow overrides of default display in organization charts (Company Organization Chart and Calibration Organization Chart)** under Admin Center → Company System and Logo Settings → Company System Settings and create an entry of custom order under the **Org Chart Display Overrides** MDF object in **Manage Data**.

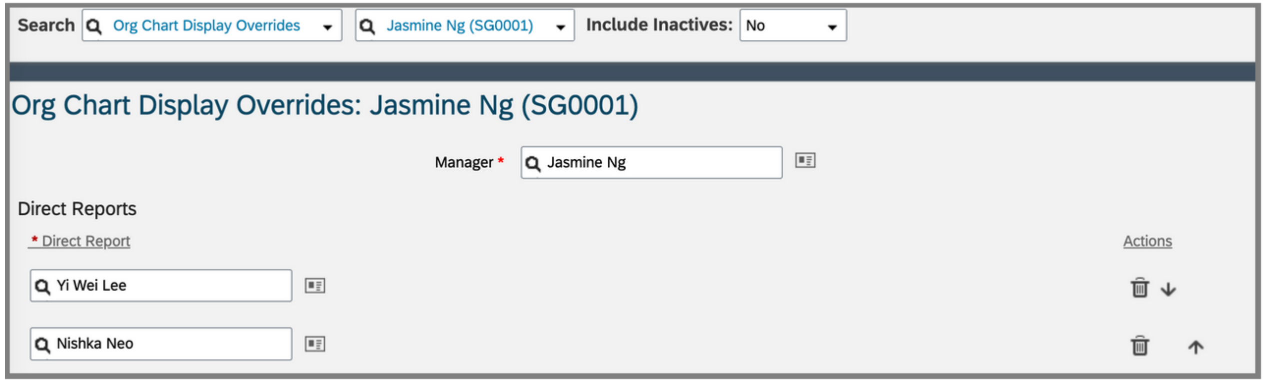
Note: The customized order doesn't appear on mobile organization charts.

Customize the Order of Direct Reports in Organization Charts

Company System and Logo Settings



Manage Data



Customize the Order of Direct Reports in Organization Charts

Now, the order of the employees is adjusted according the configuration of the Org Chart Display Overrides object.

Data Privacy Consent Statements for Profile Photos

General Availability

Admin Opt-in

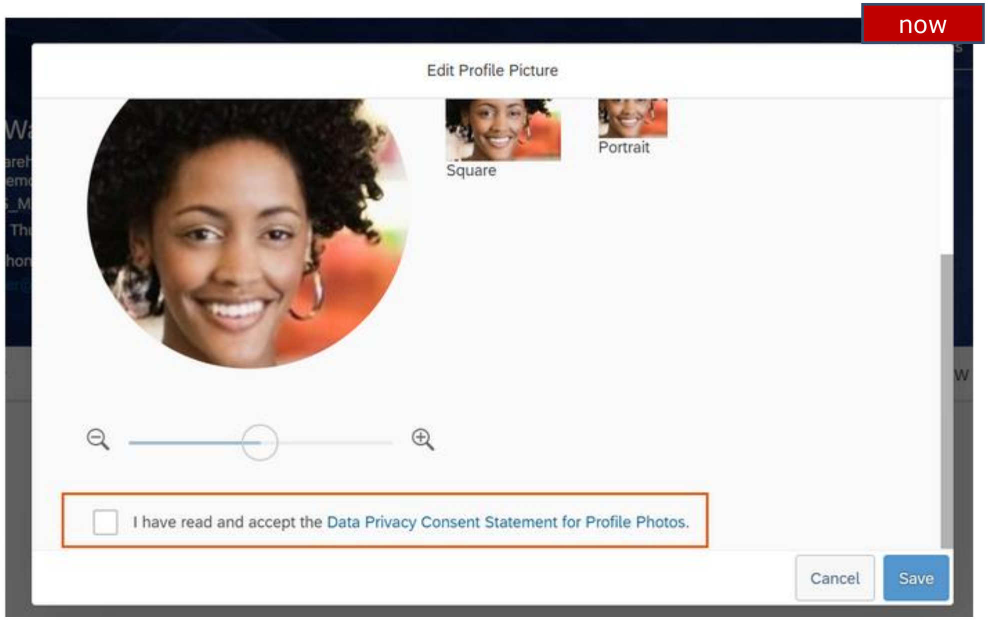
Data Privacy Consent Statements for Profile Photos

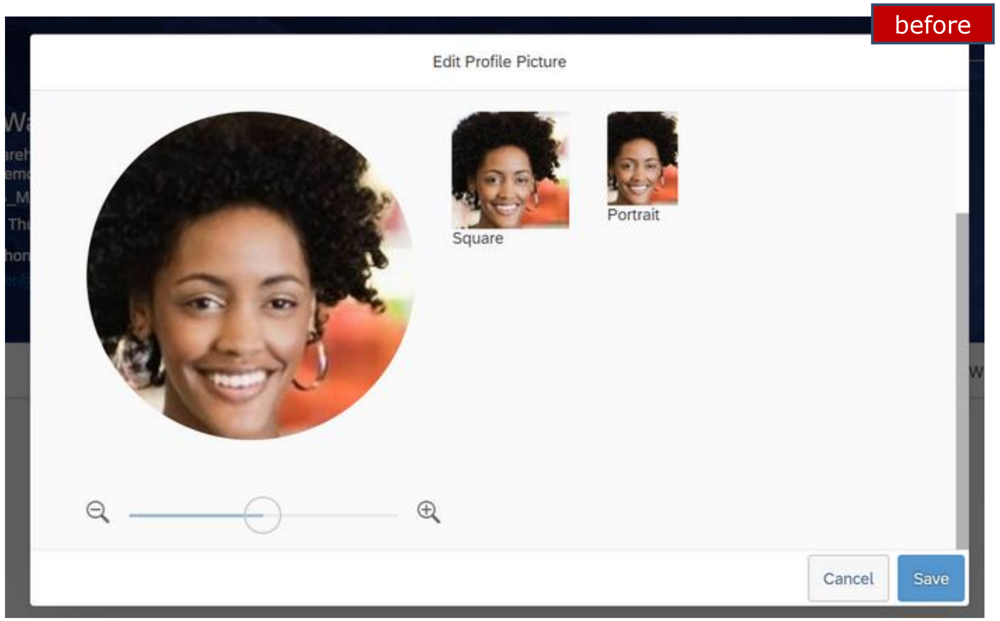
You can now create and configure a data privacy consent statement for profile photos that allows users to decide whether they accept that their profile photos can be used for certain purposes. The Photo API queries also respect users' decision on the statement.

The option to accept or decline the data privacy consent statement is displayed when users edit their profile photos.

SAP bring this enhancement so that each employee can make an informed decision about whether to allow their photos to be used for other purposes.

Data Privacy Consent Statements for Profile Photos





Deleting Proxy Assignments for Inactive Users with Proxy Import

General Availability

Universal

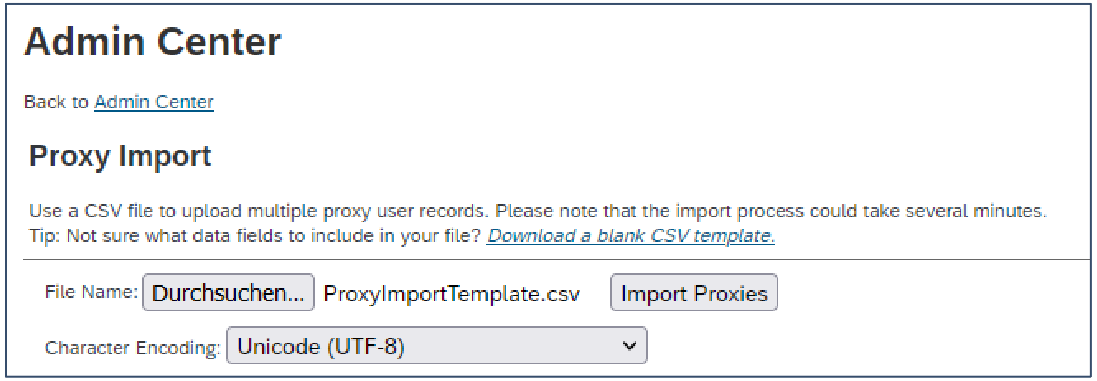
Deleting Proxy Assignments for Inactive Users with Proxy Import

You can now remove proxy assignments for **inactive users** in bulk, using **Proxy Import**.

For each row in the import file that contains an inactive user (either as proxy or as account holder), you can enter **YES** in the **REMOVE ALL column** and the proxy assignment is deleted on import.

Customers asked for this feature so that proxy assignments for inactive users don't have to be removed one at a time on the Proxy Management page.

In the current version, proxy assignments can be successfully deleted with a proxy import file if they include an inactive user. In the previous version inactive users were reported as an error and skipped.



Enhancements to Change Audit and Read Audit

General Availability

Universal

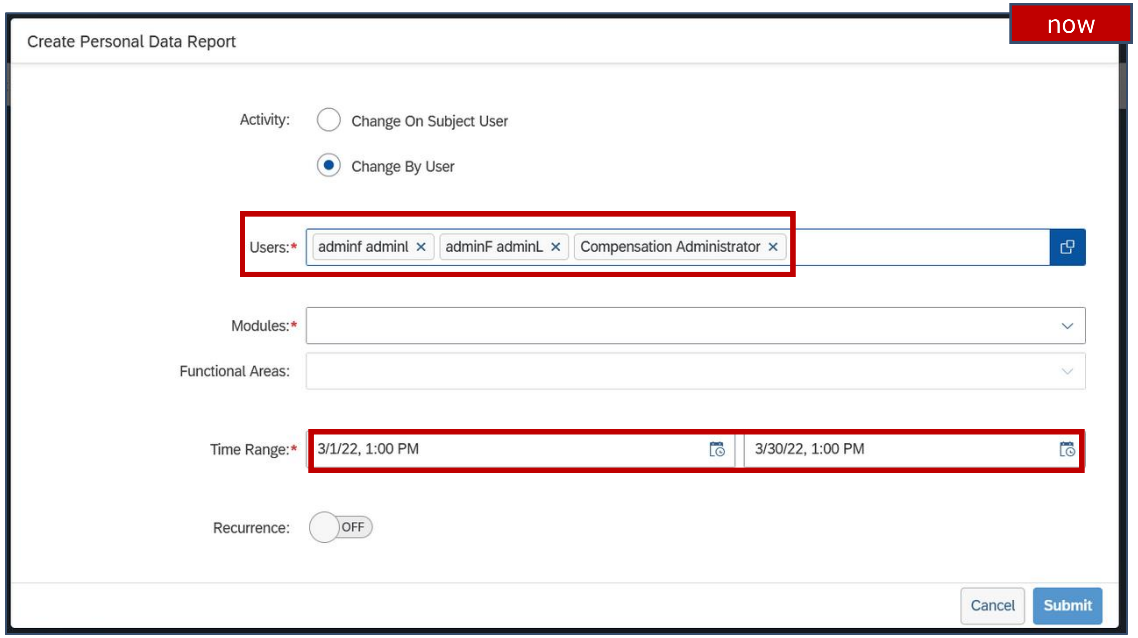
Enhancements to Change Audit and Read Audit

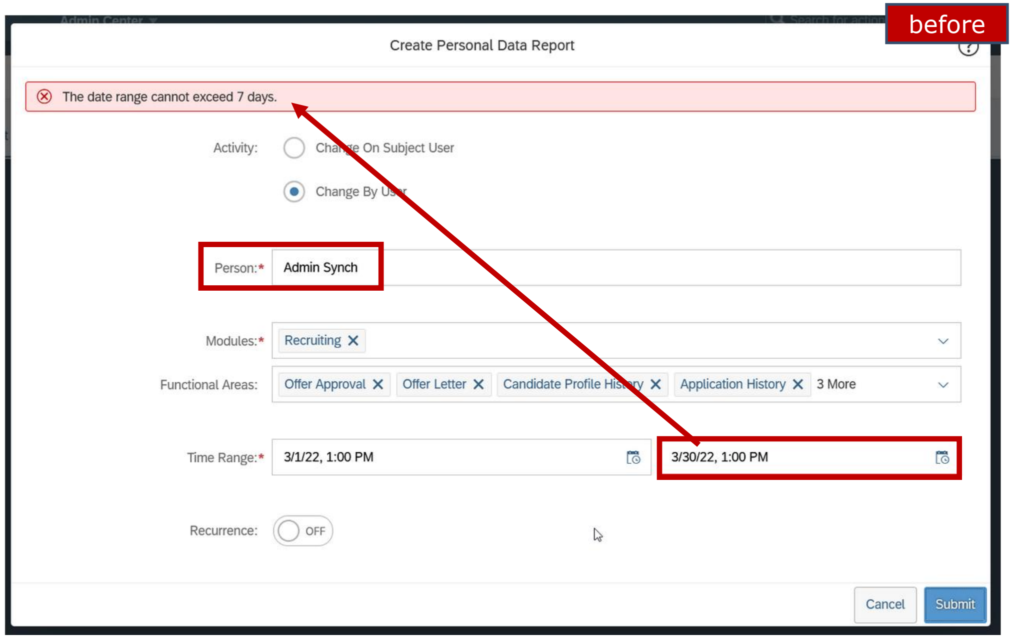
You can now create change audit and read audit reports for **multiple target users** and for a longer date range of **up to 30 days**.

The date range enhancement applies to all change audit and read audit reports. The ability to select multiple target users is only available for read audit and change audit reports of personal data and there's a **limit of 10 users**. The storage limit of change audit reports and read audit reports is extended from 1 GB to 10 GB.

Customers were asking for the ability to include more information in one audit report. This enhancement or new feature is introduced by SAP from a Customer Community Idea.

Enhancements to Change Audit and Read Audit





Now, you can start an Audit report with up to 10 users (before only one) and for a time range of up to 30 days (before only 7 days).

New Version of Quickcards

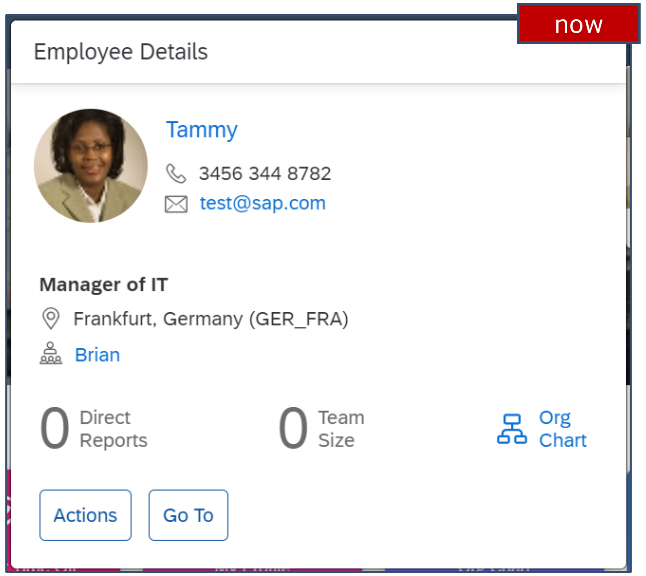
General Availability

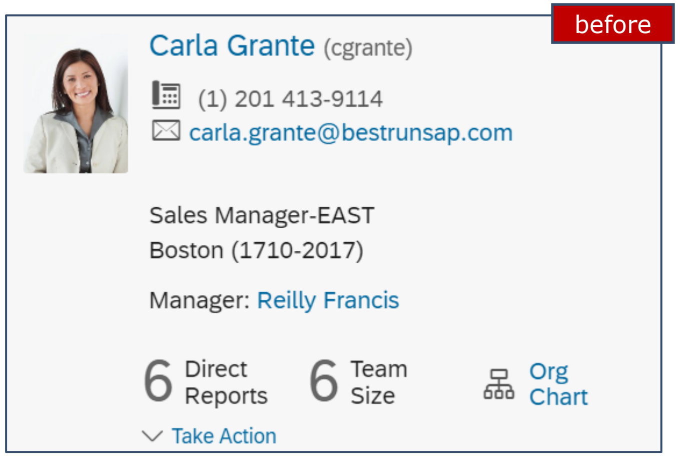
Universal

EPI-USE

New Version of Quickcards

Users can now see a new version of quickcards that are consistent across SAP SuccessFactors modules. SAP built this feature to provide an enhanced and harmonized user experience.





Notification Settings When Changes to Permission Roles Impact Large Groups

General Availability

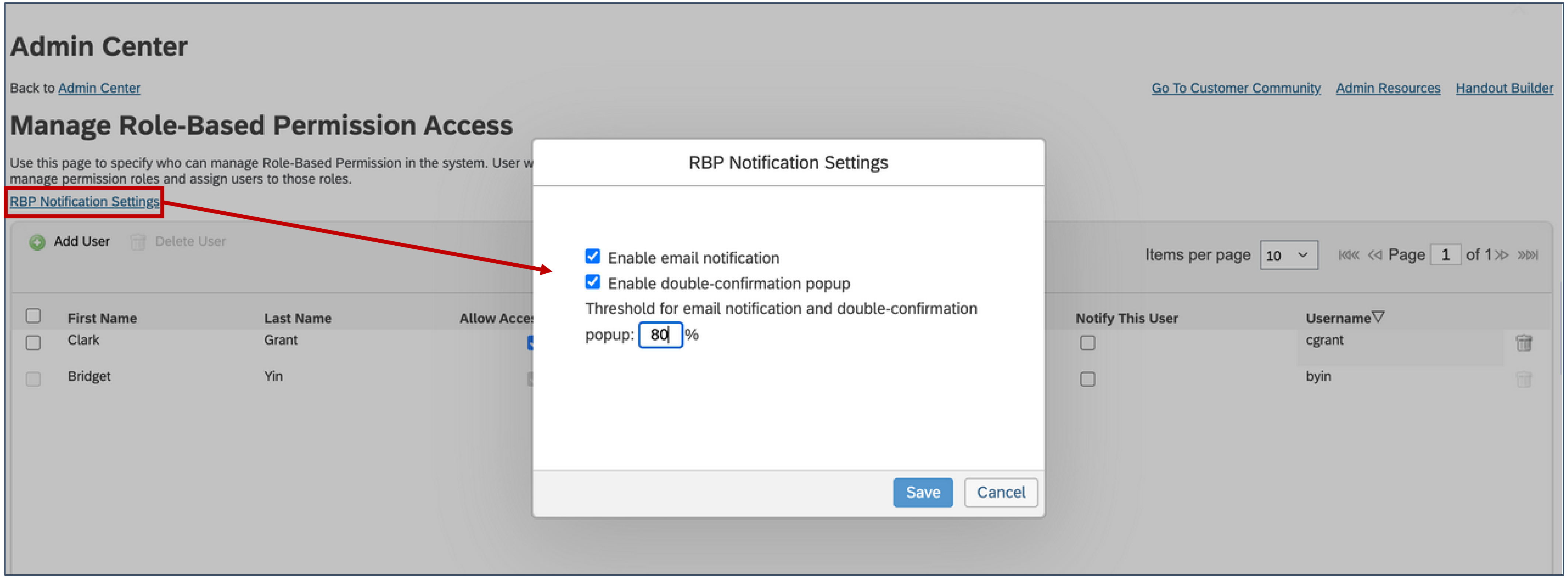
Admin Opt-in

Notification Settings When Changes to Permission Roles Impact Large Groups

For permission role changes that impact a large number of access users, you can now enable double-confirmation popups and e-mail notifications for RBP administrators. You can also set a threshold for triggering these notifications. For example, you can set the threshold to 80%, and notifications will be triggered if 80% or more employees are impacted by a permission role change.

You can customize the notification settings under **Admin Center → Manage Role-Based Permission Access → RBP Notification Settings**. To receive email notifications, RBP administrators must first enable and customize the **Role-Based Permission Notification - Role Change** and the **Role-Based Permission Notification - Notification Settings Change** email templates under **Admin Center → Email Notification Templates Settings**.

Notification Settings When Changes to Permission Roles Impact Large Groups



EPI-USE

Notification Settings When Changes to Permission Roles Impact Large Groups

Role-Based Permission Notification – Role Change

This email is to notify RBP administrators when there's a permission role change.

To Customize Email Template Alerts:

- Pick the locale for the alert
- Modify the **Subject** and **Body** to meet your needs.
- Click "High Priority" for alert if approprite.
- Click save changes.

Set Email Priority ☐ High Priority

Email Subject: SAP SuccessFactors Role-Based Permission Notification – Role | Switch to | English US (English US)

Specify Different Template for Each Form ☐ | Update settings

Switch to

Email Body:

You are now viewing the "default"

User [[USER]] just changed [[ROLE_NAME]] role at [[TIMESTAMP]]. The sizes of users in access and target populations of the role changed to the following:

[[CHANGE_DETAIL]]

Save Changes

To work with alert notification off-line:

- Click the upload template to upload a file into the currently displayed alert notification.
- Make sure to select the appropriate character encoding type.
- Click the download button to access all available alert notification text.

Durchsuchen... Keine Datei ausgewählt. Character Encoding: Western European (Windows/ISO) | Upload Template File

Download

Role-Based Permission Notification – Notification Settings Change

This email is to notify RBP administrators when there's a change to RBP notification settings.

To Customize Email Template Alerts:

- Pick the locale for the alert
- Modify the **Subject** and **Body** to meet your needs.
- Click "High Priority" for alert if approprite.
- Click save changes.

Set Email Priority ☐ High Priority

Email Subject: SAP SuccessFactors Role-Based Permission Notification – Notif | Switch to | English US (English US)

Specify Different Template for Each Form ☐ | Update settings

Switch to

Email Body:

You are now viewing the "default"

User [[USER]] just changed the RBP notification settings at
[[TIMESTAMP]].
[[CHANGE_DETAIL]]

Save Changes

To work with alert notification off-line:

- Click the upload template to upload a file into the currently displayed alert notification.
- Make sure to select the appropriate character encoding type.
- Click the download button to access all available alert notification text.

Durchsuchen... Keine Datei ausgewählt. Character Encoding: Western European (Windows/ISO) | Upload Template File

Download

Retention Period in Admin Alert Type Information Popup

General Availability

Universal

Retention Period in Admin Alert Type Information Popup

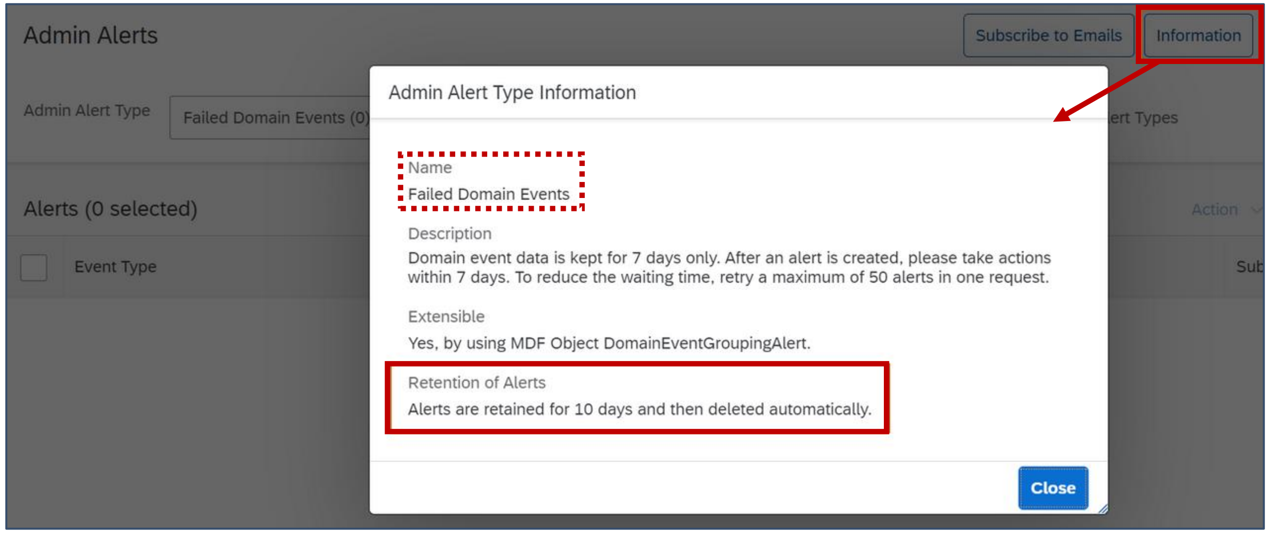
The **Admin Alert Type Information** popup on the **Admin Alerts** page now shows the retention period for alerts of the selected alert type.

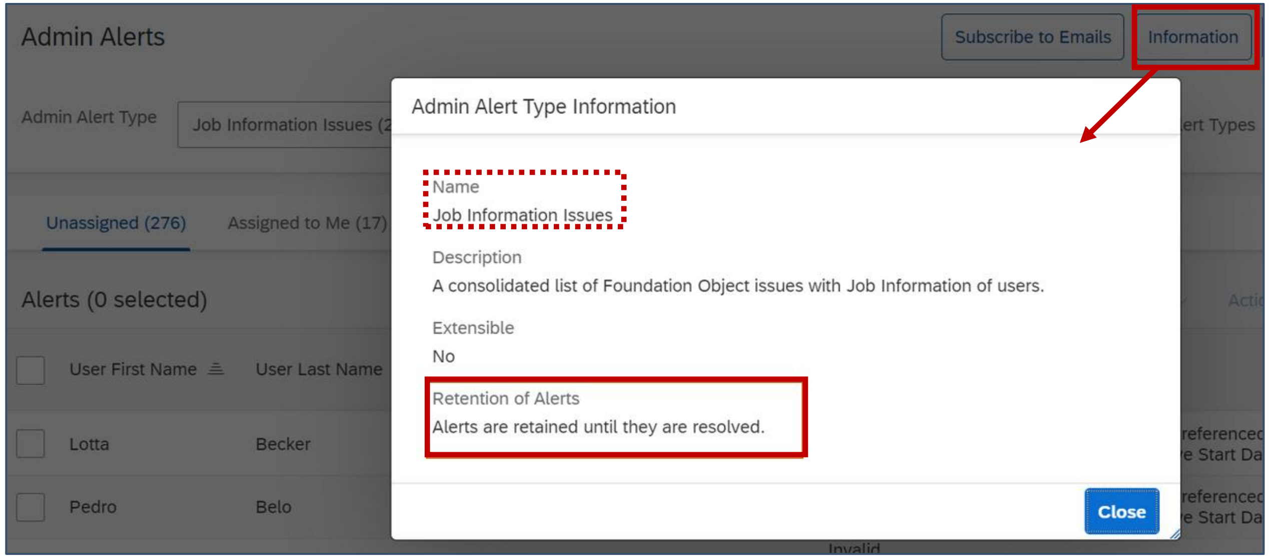
Alerts that are older than the retention period are automatically purged from the system. Currently, only the Domain Event application uses retention periods for alerts of the **Failed Domain Events** alert type. Alerts of alert types that have no retention period defined stay in the alerts list until they're resolved.

SAP want to allow obsolete alerts to be automatically removed from the alerts list.

In the previous version, **no information** about retention periods was **displayed** to users. Alerts of the Failed Domain Events alert type were **deleted** after 10 days. Alerts of other alert types stayed in the alerts list until they were resolved.

Retention Period in Admin Alert Type Information Popup





EPI-USE

Rule Function to Calculate the Sum of Collection Field Values

EPI-USE

General Availability

Universal

Rule Function to Calculate the Sum of Collection Field Values

You can now calculate the sum of a field value from various or all child records using the new rule function Sum of Collection Field Values.

This new feature is from a Customer Community Idea, this improvement has eagerly awaited. Also, from me.

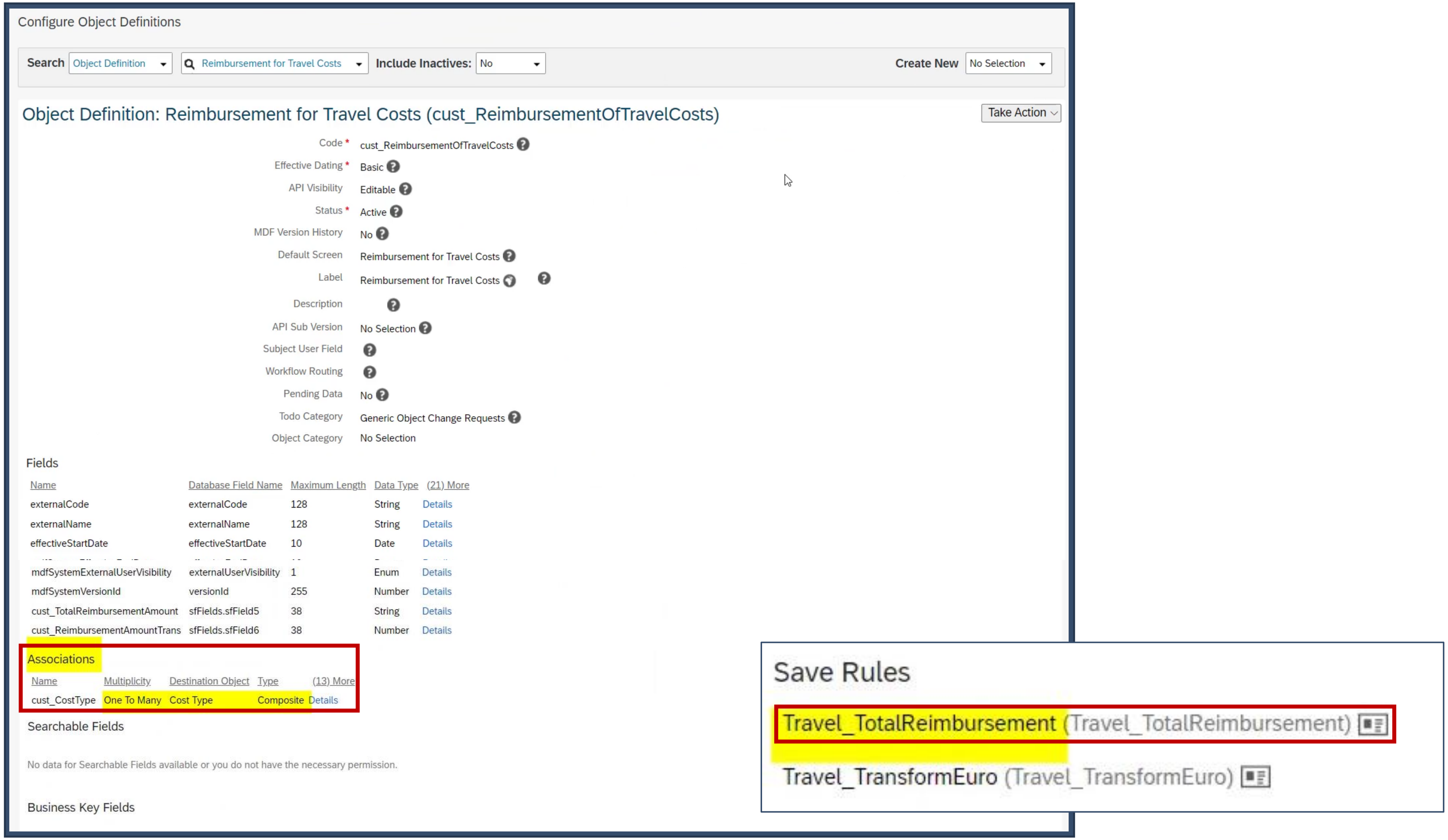
Rule Function to Calculate the Sum of Collection Field Values

Configuration Requirements

The collection that contains the field whose values you want to sum up using the new rule function needs to fulfill the following requirements:

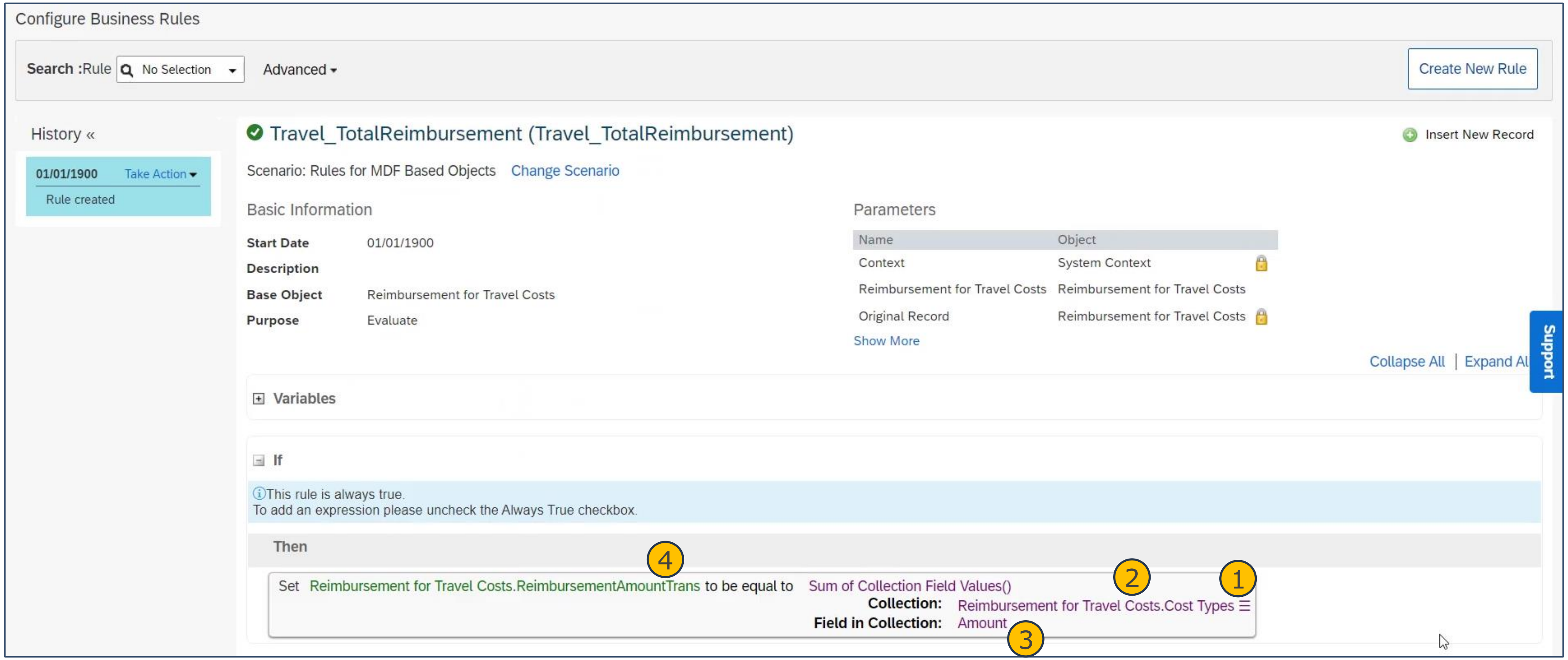
- The collection needs to be a Metadata Framework object.
- The Association to achieve a parent-child connection is a Composite association.
- You can only select first-level collections. If you want to use collections that are below another collection, you need to use variables.

Rule Function to Calculate the Sum of Collection Field Values



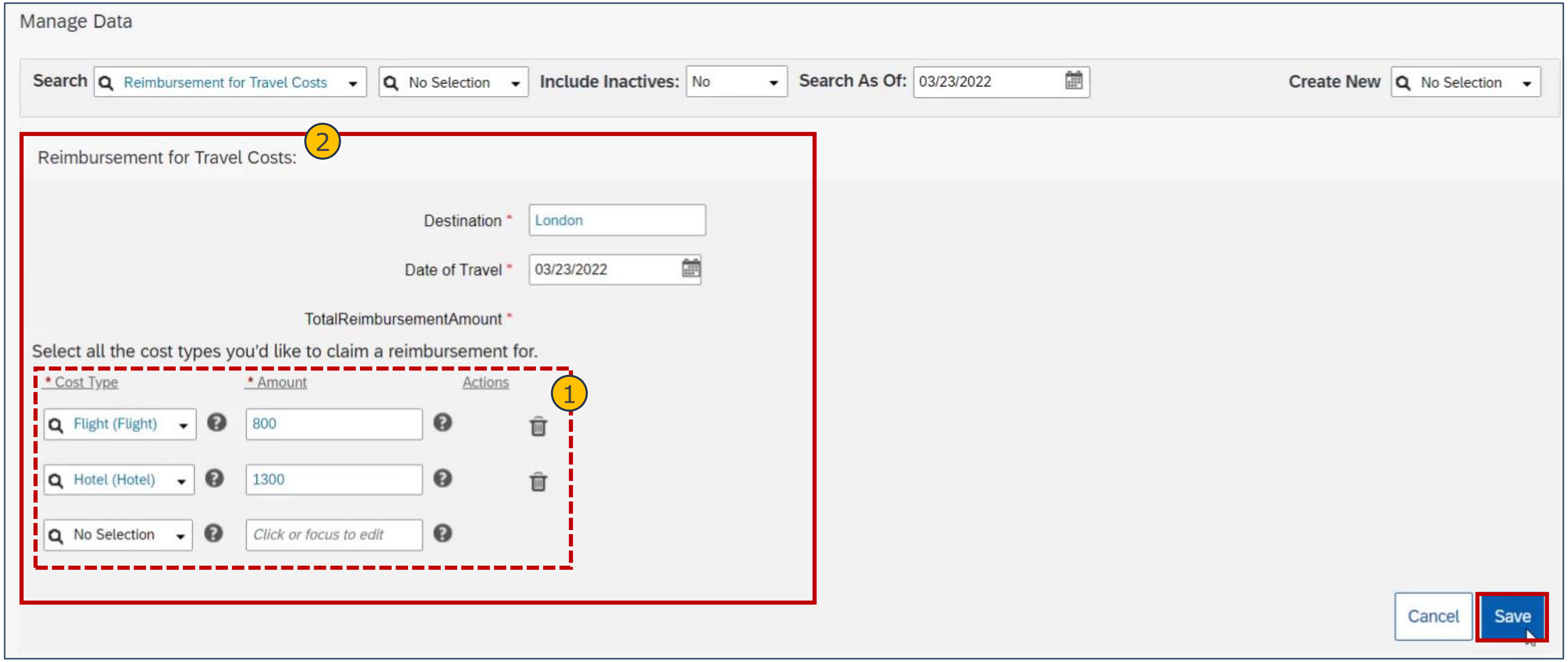
EPI·USE®

Rule Function to Calculate the Sum of Collection Field Values



The **Sum of Collection Field Values ()** function checks the child object “Cost Types” (1) of the parent object “Reimbursement for Travel Costs” (2). On this child object exists a field “Amount” (3). The values of this field are summed up and presented in the “TotalReimbursementAmount” (4) field. *Check also the 2 following slides…*

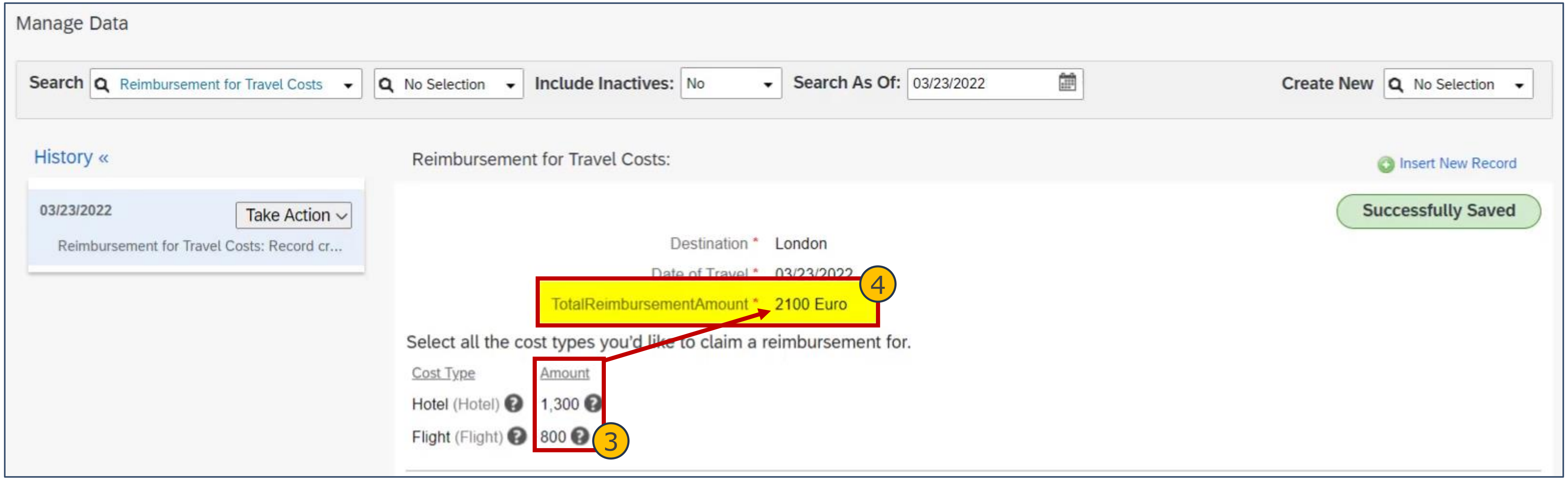
Rule Function to Calculate the Sum of Collection Field Values



(1) Child object “Cost Types”.

(2) Parent object “Reimbursement for Travel Costs”.

Rule Function to Calculate the Sum of Collection Field Values



(3) Field "Amount" on child object "Cost Types".

(4) Field "TotalReimbursementAmount" is filled by the function.

The Latest Role-Based Permissions

General Availability

Universal

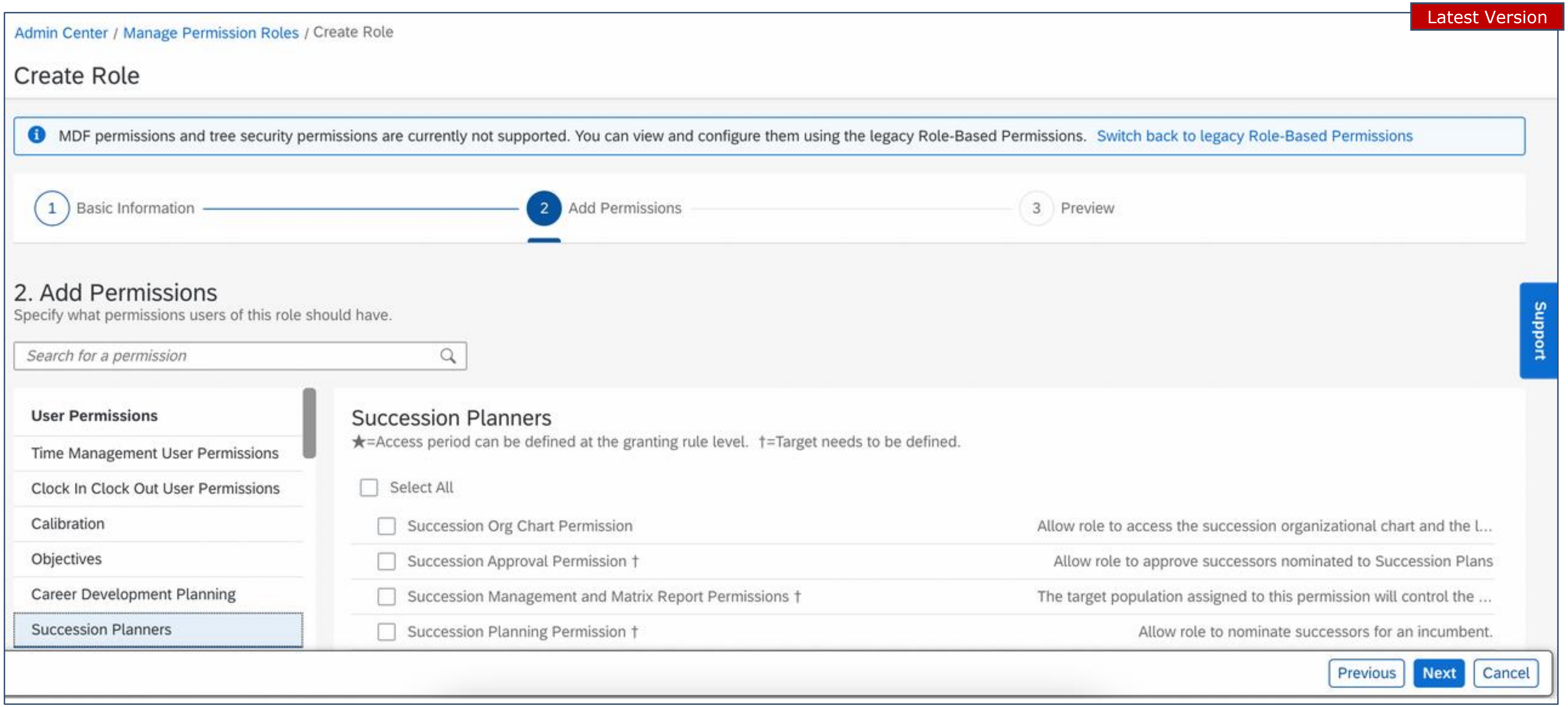
The Latest Role-Based Permissions

As an RBP administrator, you can now use the newest version of the RBP experience, the latest Role-Based Permissions, under **Admin Center → Manage Permission Roles → Switch to the Latest Role-Based Permissions**.

In addition to a new look and feel, the latest version introduces the new concept of a role assignment. Role assignment defines the relationship between the access user and its target population within the role.

We delivered this enhancement to improve the Role-Based Permissions experience.

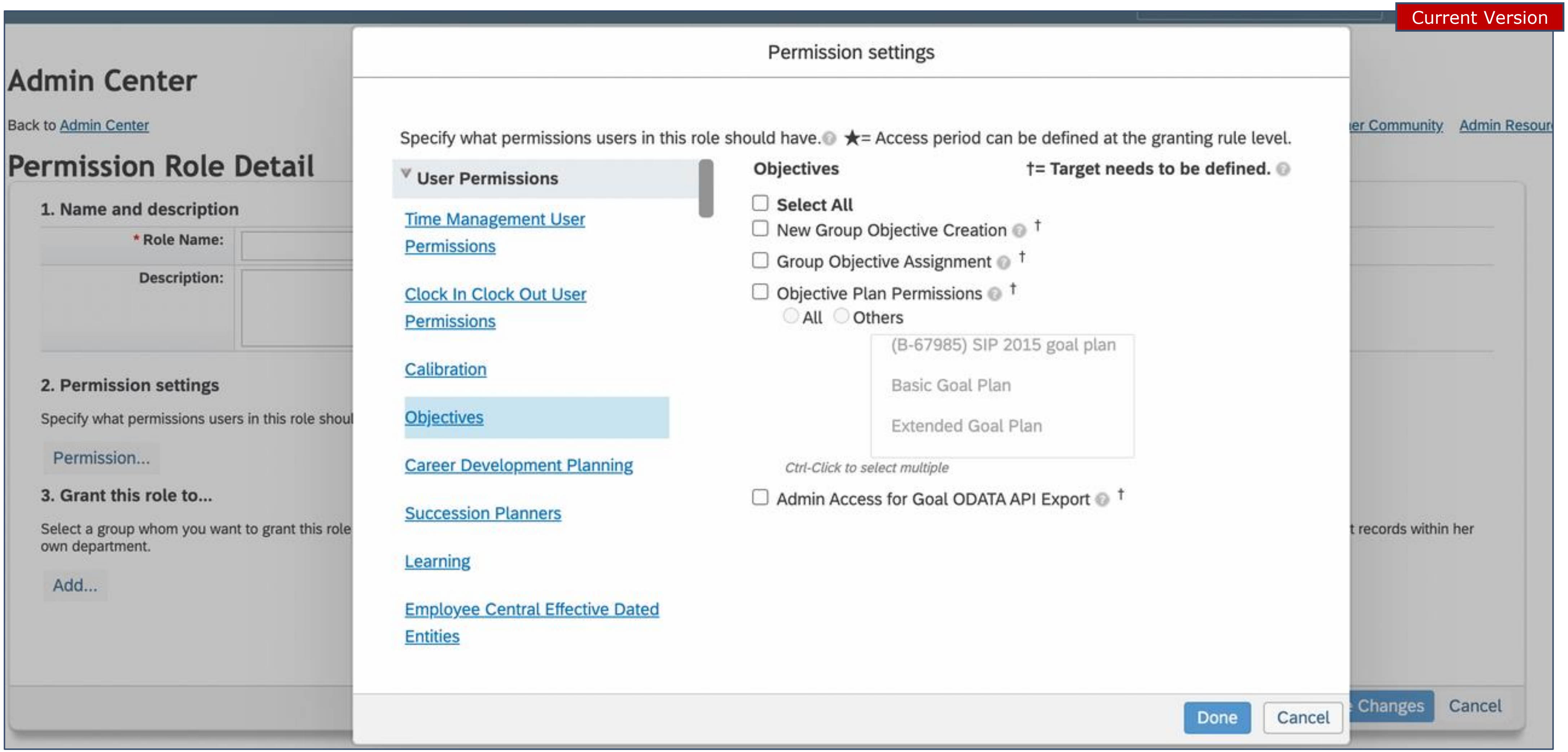
The Latest Role-Based Permissions



EPI-USE

The Latest Role-Based Permissions

Current Version



To-Do Categories in MDF Object Definitions No Longer Editable

General Availability

Universal

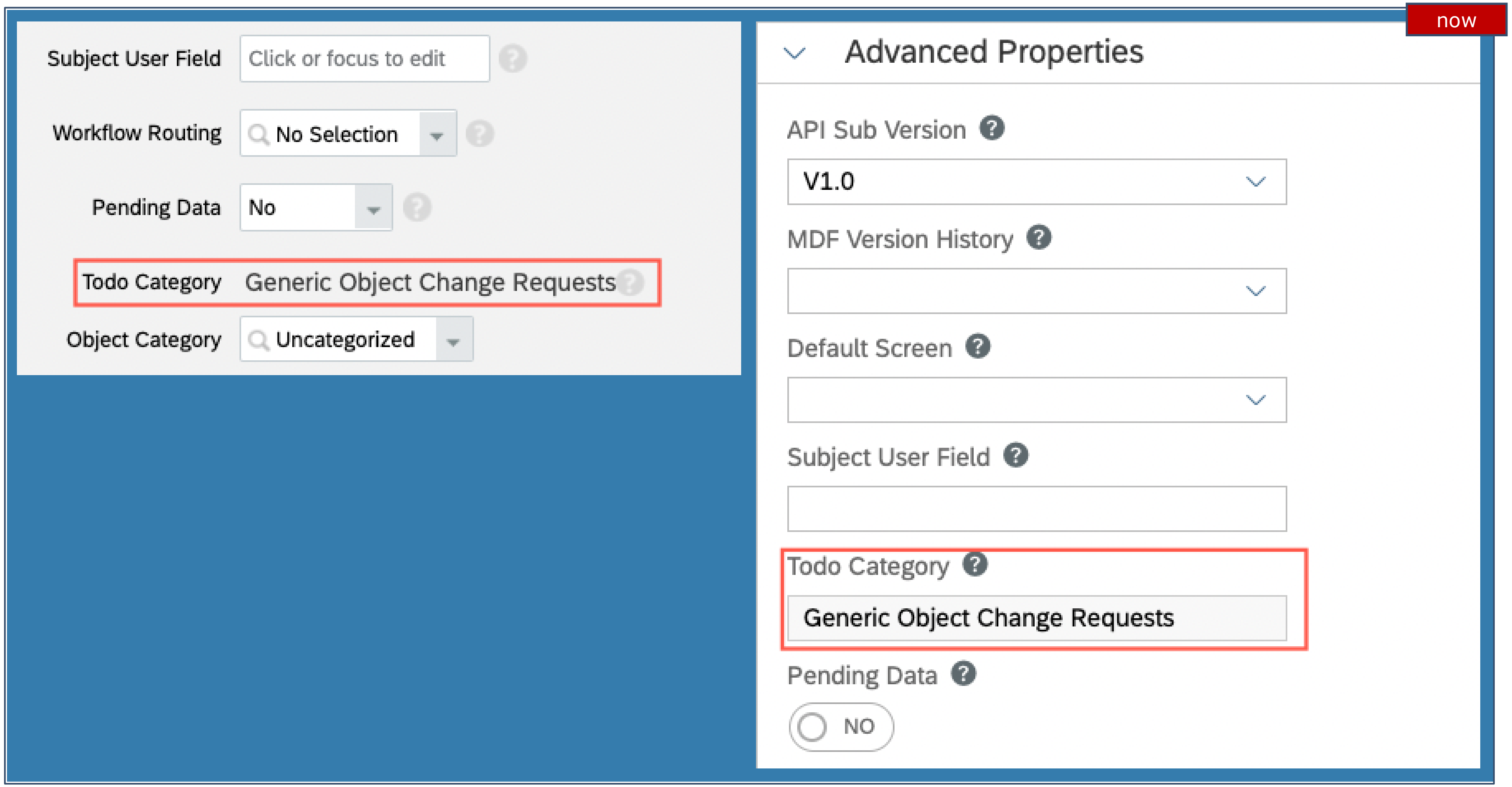
To-Do Categories in MDF Object Definitions No Longer Editable

The **Todo Category** field in MDF object definitions is no longer editable for both predelivered and custom MDF objects.

A default value is set for the **Todo Category** field in each MDF object definition. You can no longer change the value through Configure Object Definitions, Extension Center, Import and Export Data, or APIs. For predelivered objects, the value is set by the product area of that object. For custom objects, the value is **Generic Object Change Requests**. Existing **Todo Category** field values will be overridden.

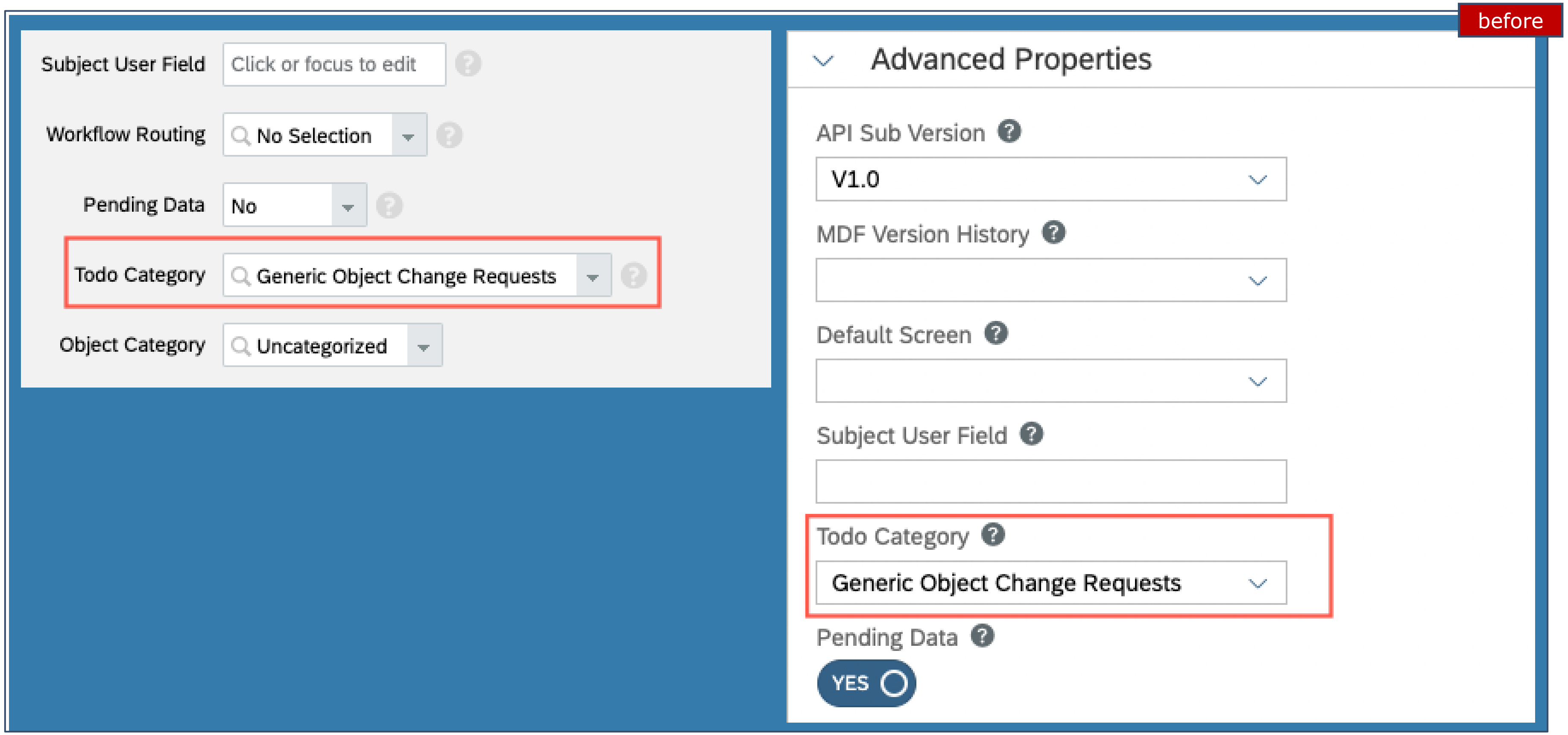
SAP made this enhancement to unify the workflow experience for MDF-based objects.

To-Do Categories in MDF Object Definitions No Longer Editable



The Todo Category is greyed out and can not be adjusted anymore.

To-Do Categories in MDF Object Definitions No Longer Editable



Default Theme Updated to SAP Fiori 3

General Availability

Admin Opt-out

Default Theme Updated to SAP Fiori 3

SAP updated our SAP Fiori theme from SAP Fiori 2 ("Belize") to SAP Fiori 3 ("Quartz Light").

SAP Fiori themes define the default color scheme that's used in the SAP SuccessFactors HXM Suite. The latest SAP Fiori theme adopted by SAP SuccessFactors is applied to UI elements that aren't themed in Theme Manager. We now use the SAP Fiori theme "Quartz Light" as the default color scheme for those UI elements. UI elements that are themed in Theme Manager aren't affected by this change. SAP updated the default theme so that the user experience is consistent with SAP Fiori standards.

Recommendation

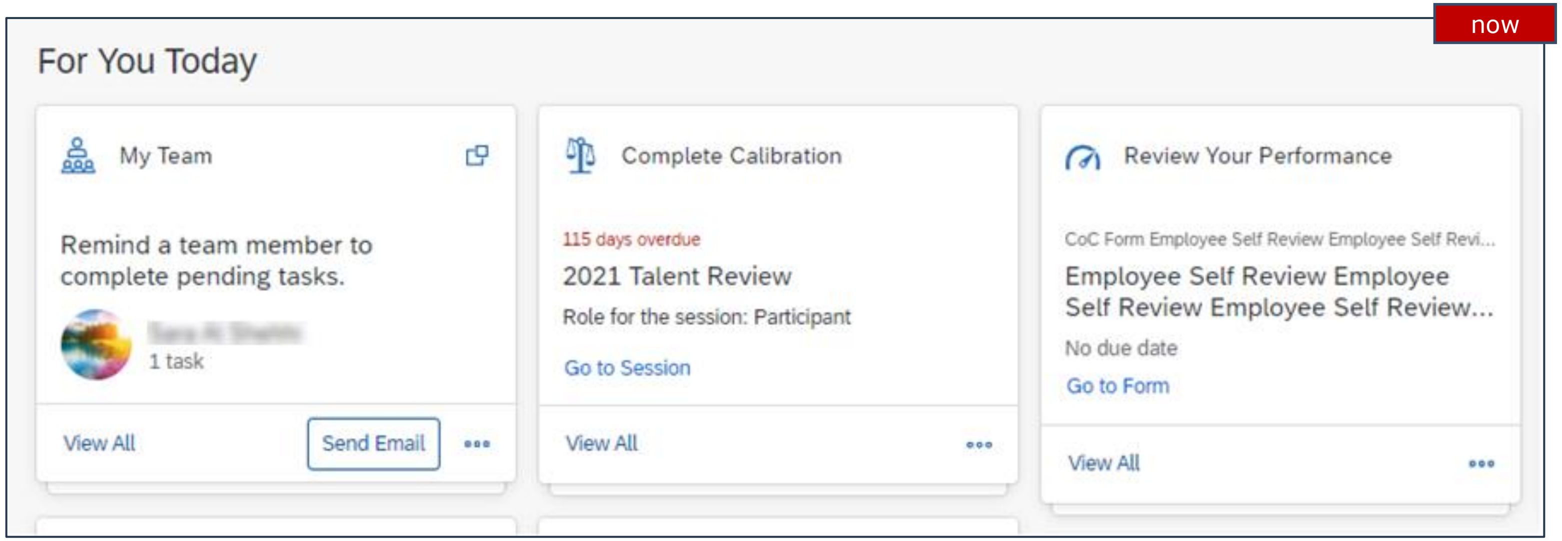
If you use a predefined theme, we recommend using the SAP Fiori 3 theme in Theme Manager. If you use a custom theme, your theme settings take precedence. Colors in the SAP Fiori theme are only used if they aren't defined in Theme Manager.

Note

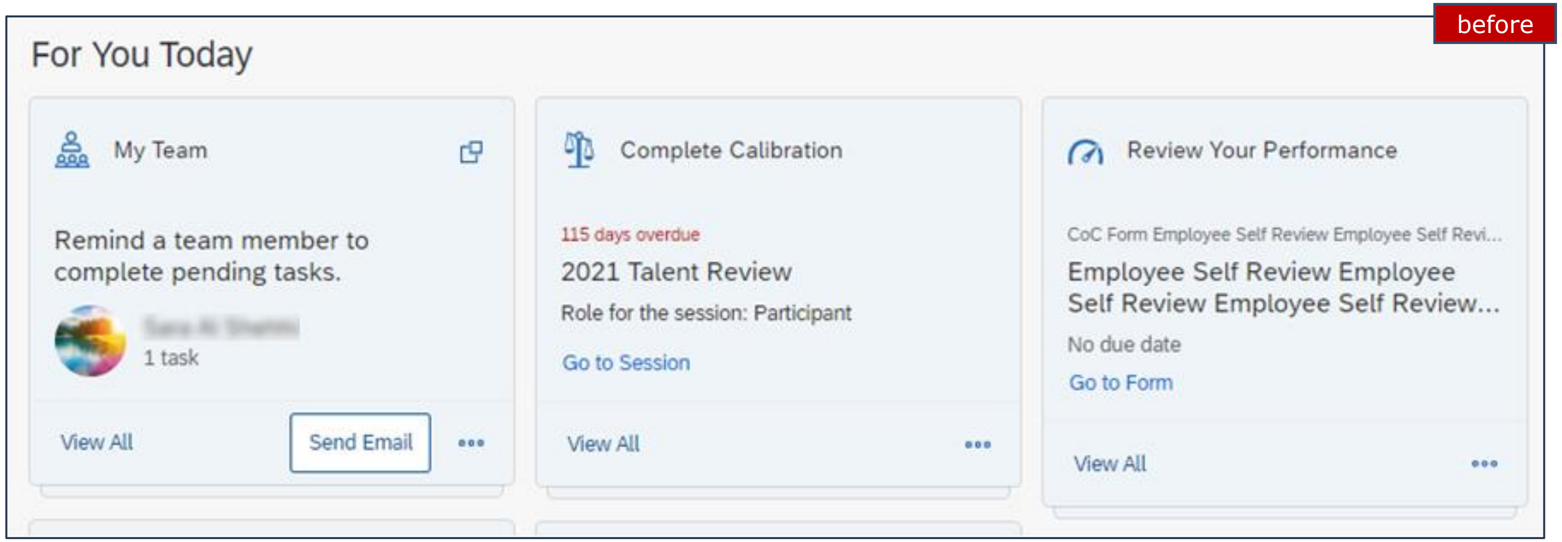
You can opt out of the SAP Fiori 3 theme, by disabling it at Admin Center Company System and Logo Settings Disable SAP Fiori 3 Base Theme. If you do, UI elements that aren't themed in Theme Manager continue to use the older "Belize" color scheme.

Default Theme Updated to SAP Fiori 3

now



before



Dual Calendar Enabled for Arabic and Thai Locales

General Availability

Admin Opt-out

Dual Calendar Enabled for Arabic and Thai Locales

SAP enabled a dual calendar view for people who use either Arabic or Thai. SAP also made the calendar experience more consistent, across many places in the system where you select a date.

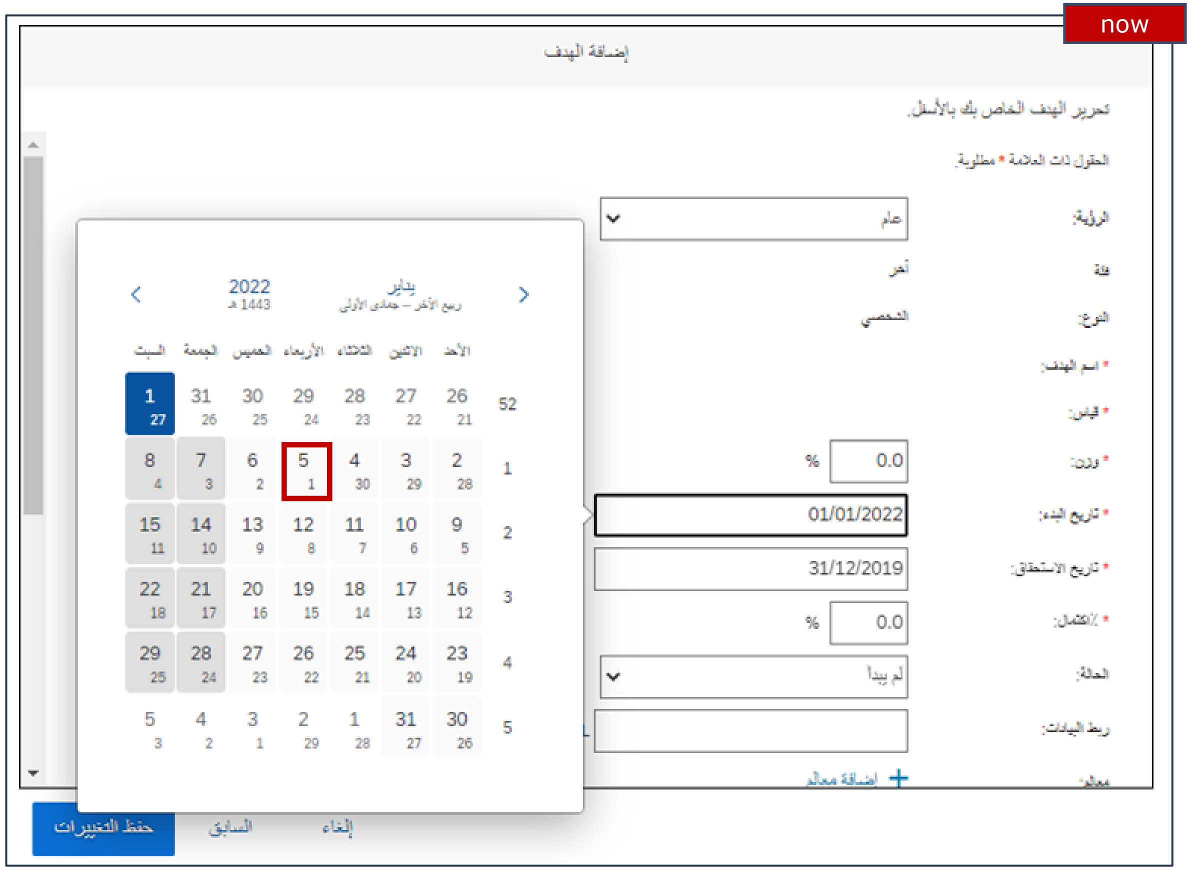
The dual calendar view is enabled by default, in most places where you select a date on a calendar. People who use the **Arabic** language now see both **Hijri calendar dates** and **Gregorian calendar dates**. People who use **Thai** now see both **Buddhist calendar dates** and **Gregorian calendar dates**. You can disable the dual calendar at **Admin Center → Company System and Logo Settings → Enable Dual Calendar**. When disabled, the experience varies in different product areas. Some screens, like Employee Central, show only Hijri or Buddhist calendar dates, while other screens show only Gregorian calendar dates.

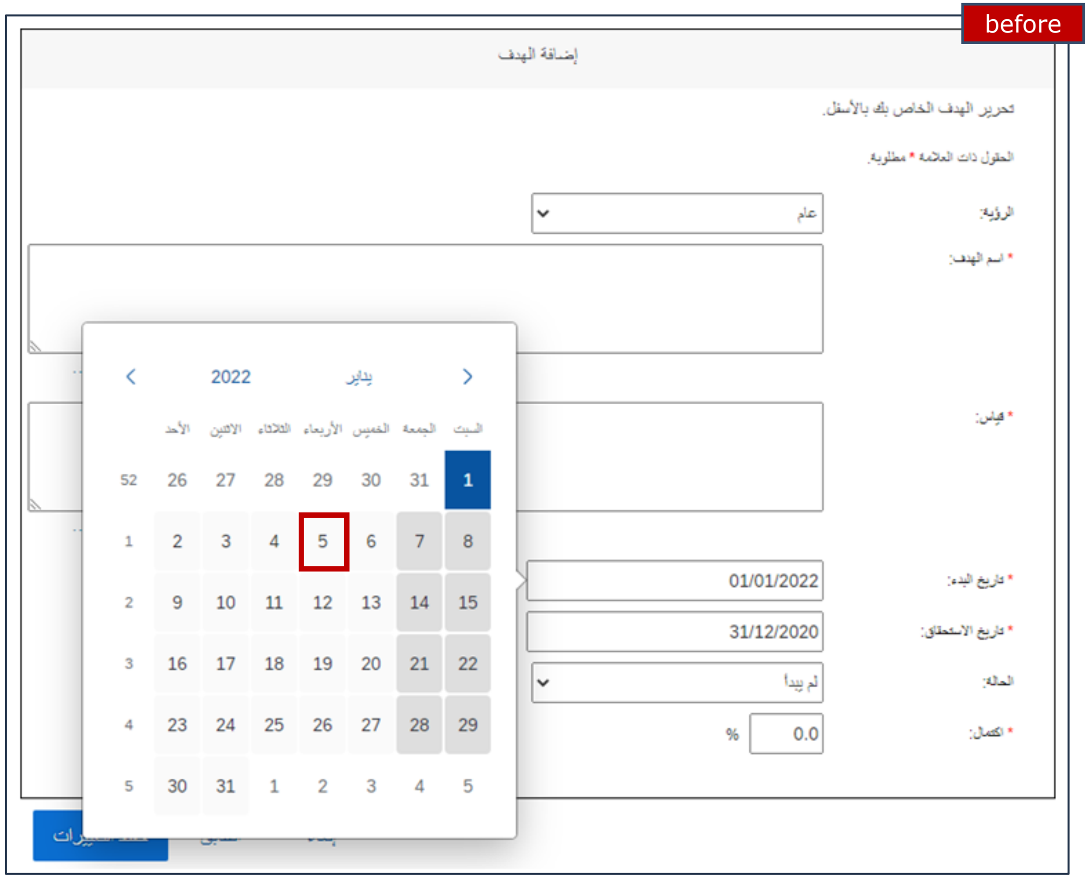
Note:

The dual calendar only changes the experience of **selecting** a date in a date field. There's no change to the way dates are **displayed** after they're selected. Gregorian calendar dates are still displayed in most places.

- The dual calendar isn't available on Time Management screens in this release.
- This change doesn't apply to Learning screens.

Dual Calendar Enabled for Arabic and Thai Locales





EPI·USE

Email Event Logs for Failed Integrations in Integration Center

General Availability

Universal

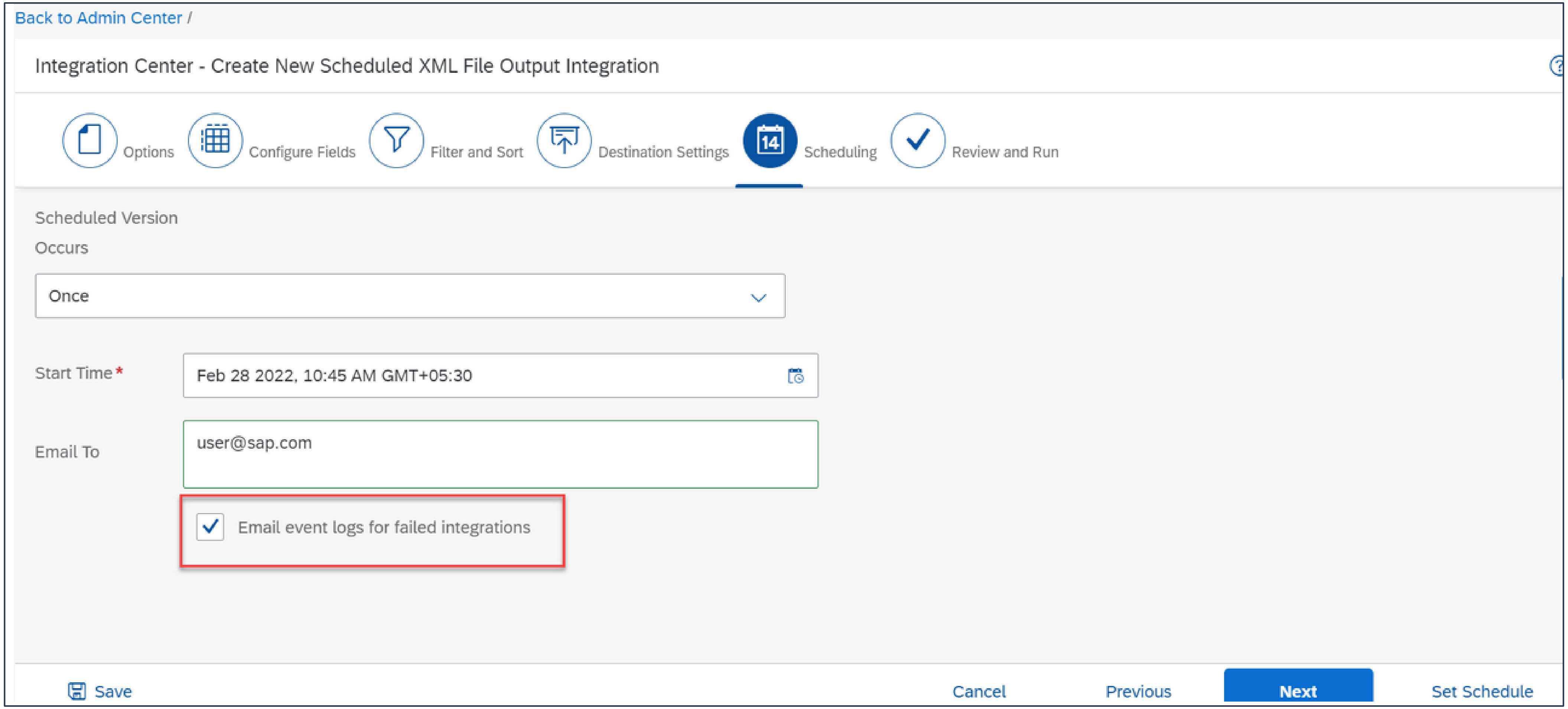
Email Event Logs for Failed Integrations in Integration Center

You can now select the **Email event logs for failed integrations** option in **Integration Center** to receive emails with attachments of event logs for failed integrations. The event logs are attached only if the attachment size doesn't exceed the limit of 1MB.

Depending on the attachment size, you can either choose to view the logs from the attachment or go to **Execution Manager**.

The **Email event logs for failed integrations** option is available only for scheduled integrations.

Email Event Logs for Failed Integrations in Integration Center



Email Event Logs for Failed Integrations in Integration Center

eventLog_24577.csv.zip
934 bytes

From: SAP SFSF Service Mailbox <sfsf_service_mailbox@successfactors.com>
Sent: [redacted]
To: [redacted]
Subject: SuccessFactors system Integration Center [SFTP - CSV - Outbound - Version 5 2/25/22 10:05 AM] status -- FAILED

Company: [redacted]
Export file(s): Sending data to SFTP server:sftp4.successfactors.com failed for perperson.csv
Error - connection is closed by foreign host

For more details go to Execution Manager or refer the attachment.

Please do not reply to this email. To investigate the cause of this failure, please contact SuccessFactors Customer Success. To access the Customer Portal and log a case please login via the Customer Community (http://community.successfactors.com). Please note that only authorized administrators of the SuccessFactors application may log cases with SuccessFactors Customer Success.

Email Event Logs for Failed Integrations in Integration Center

From: SAP SFSF Service Mailbox <sfsf_service_mailbox@successfactors.com>
Sent:
To
Subject: SuccessFactors system Integration Center [SFTP - CSV - Outbound - Version 5 2/25/22 11:32 AM] status -- FAILED

Company:
Export file(s): Sending data to SFTP server:sftp4.successfactors.com failed for perperson.csv
Error - connection is closed by foreign host

The event logs are not attached to the email as the attachment size has exceeded the limit of 1 MB.
For more details go to Execution Manager.

Please do not reply to this email. To investigate the cause of this failure, please contact SuccessFactors Customer Success. To access the Customer Portal and log a case please login via the Customer Community (http://community.successfactors.com). Please note that only authorized administrators of the SuccessFactors application may log cases with SuccessFactors Customer Success.

Enhanced Information on the My Team Card for Managers

General Availability

Universal

Enhanced Information on the My Team Card for Managers

SAP added more meaningful information to the **My Team** reminder card, so that managers can better decide whether to "nudge" their team members about pending to-do tasks.

SAP added more information about each task listed in the **Pending Tasks** dialog, to make them more specific and more understandable. For example, a pending Learning Assignment task now might say **Learning Assignment: Code of Business Conduct 2022**, rather than just **Learning Assignment**. Both the category of the task and information about the task are shown.

Field Attribute Renamed in Configure Object Definitions

General Availability

Universal

Field Attribute Renamed in Configure Object Definitions

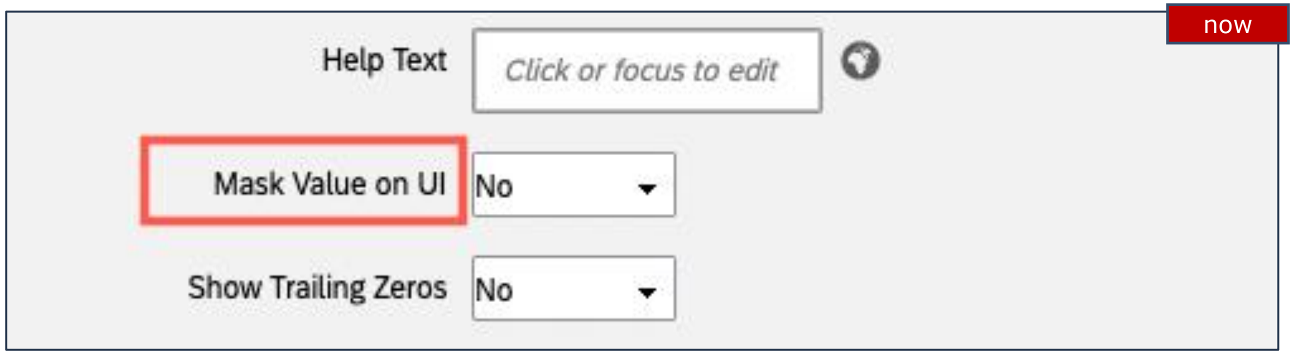
SAP changed the label of the MDF field attribute from **Private or Sensitive Information** to **Mask Value on UI** on the field details screen in Configure Object Definitions.

The **Mask Value on UI** attribute determines whether the value of an MDF field is masked on the UI. If you set the attribute to "Yes", the field value displays as "***" on the UI.

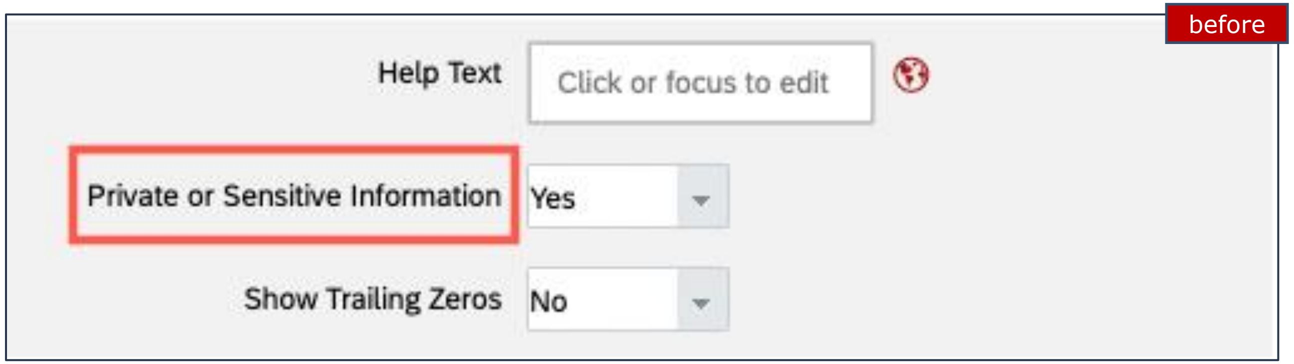
SAP renamed the label to make it more accurate.

Field Attribute Renamed in Configure Object Definitions

now



before



Language Preference for Multiple Employments

General Availability

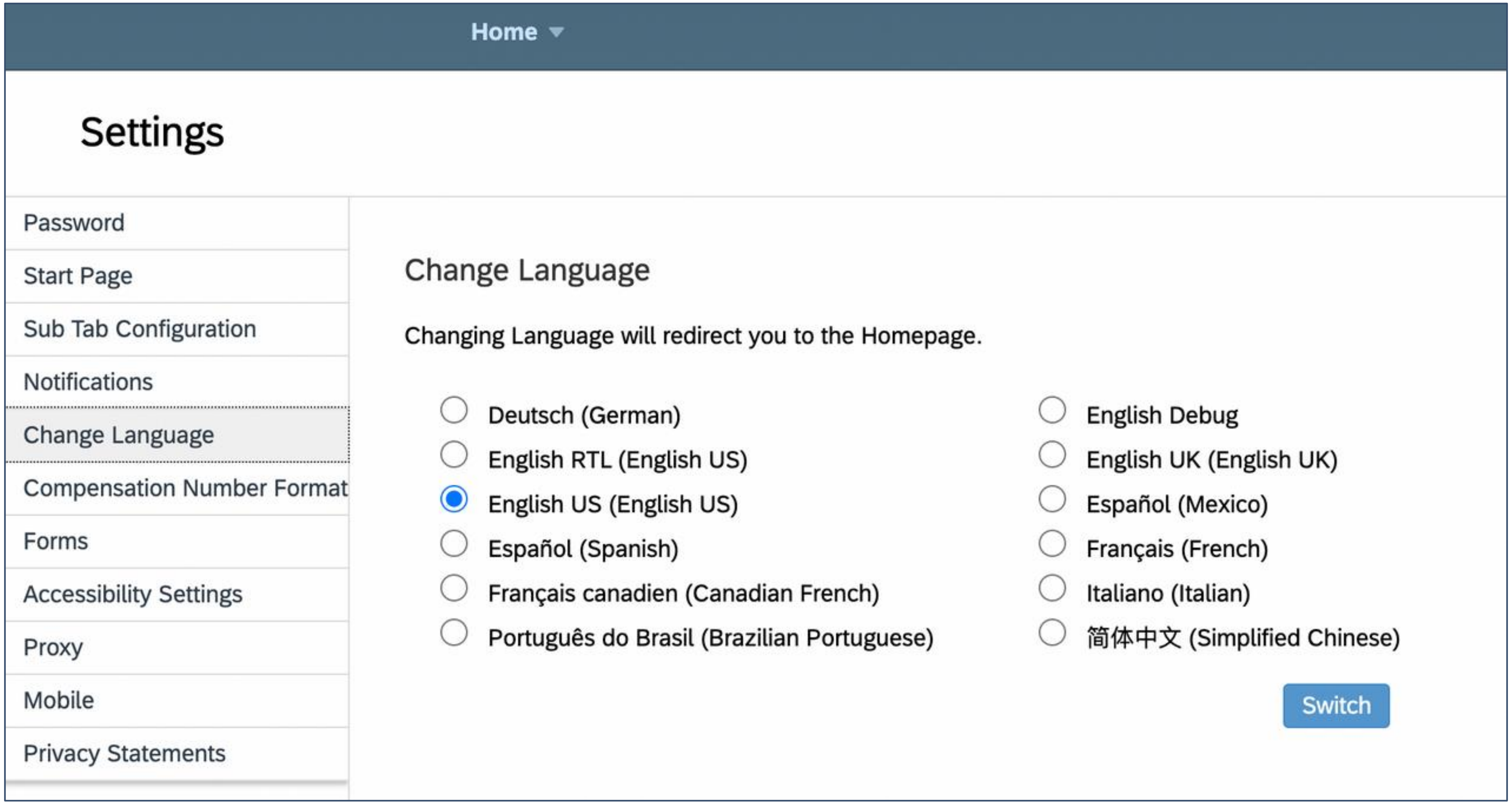
Universal

Language Preference for Multiple Employments

An account can have **multiple employments**. Your **language preference** is now saved as account locale instead of employment locale. After you set your language preference, **all your employments follow it**.

You can update your preferred account locale under **Settings → Change Language**.

Language Preference for Multiple Employments



Minimum Length Requirement for Password Reset Security Questions

General Availability

Universal

Minimum Length Requirement for Password Reset Security Questions

If security questions are required in your instance when you reset passwords, now your answers to the security questions under **Settings → Security Questions** must be at least four characters. Previously, we don't have restrictions on the length of your answers.

You can enable security questions as methods of retrieving passwords in your instance under **Admin Center → Password & Login Policy Settings → Enable Forgot Password feature**. See the screenshot of the **Enable Forgot Password feature** option on the next slide.

Short answers to security questions might lead to data loss. SAP has enhanced the feature to protect your data better.

Minimum Length Requirement for Password Reset Security Questions

- [x] Enable Forget Password feature

Specify the forget password feature you would like to use. You can only select one.

- ( ) Reset Password using a URL accessed through an email link
- ( ) Reset passwords using security questions accessed through email link

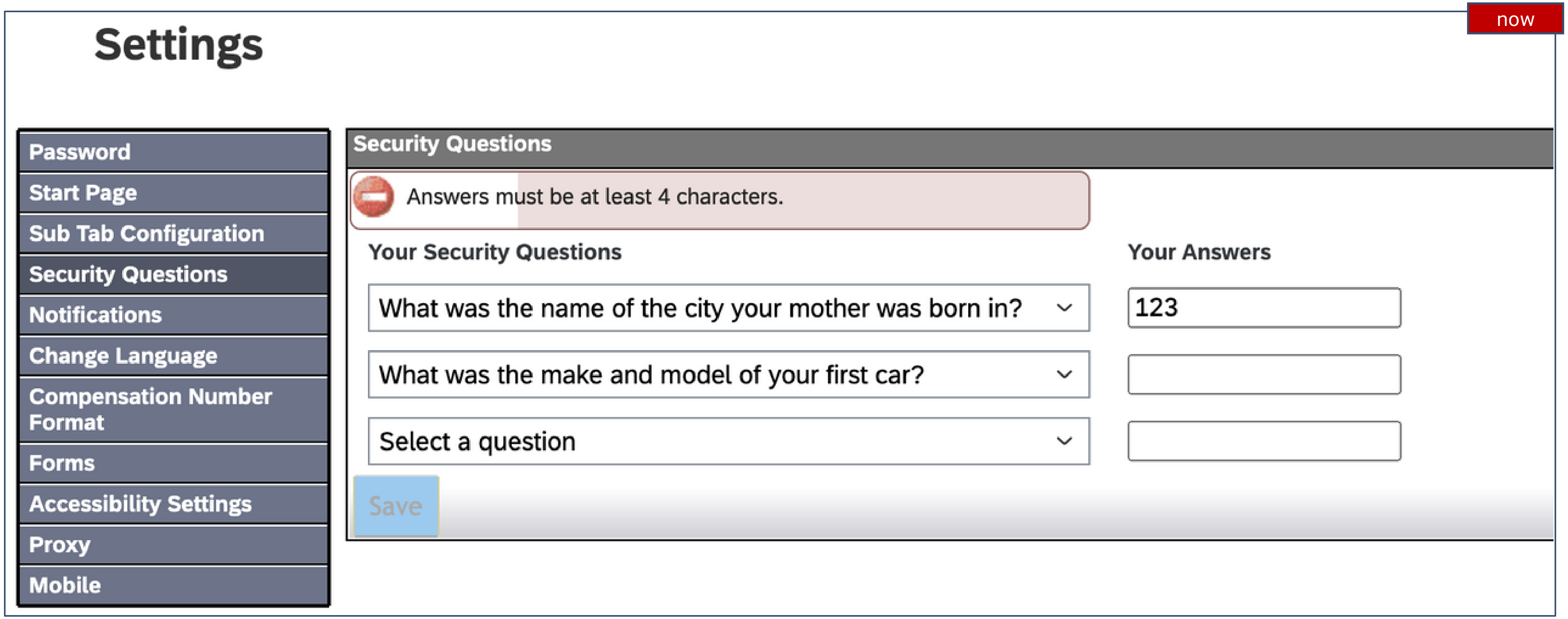
  Provide security question and answer combination that help the system verify user identities.
  This option lets users receive an email with a link to reset their password after answering the security questions correctly.

- (●) Reset passwords using security questions accessed through the system

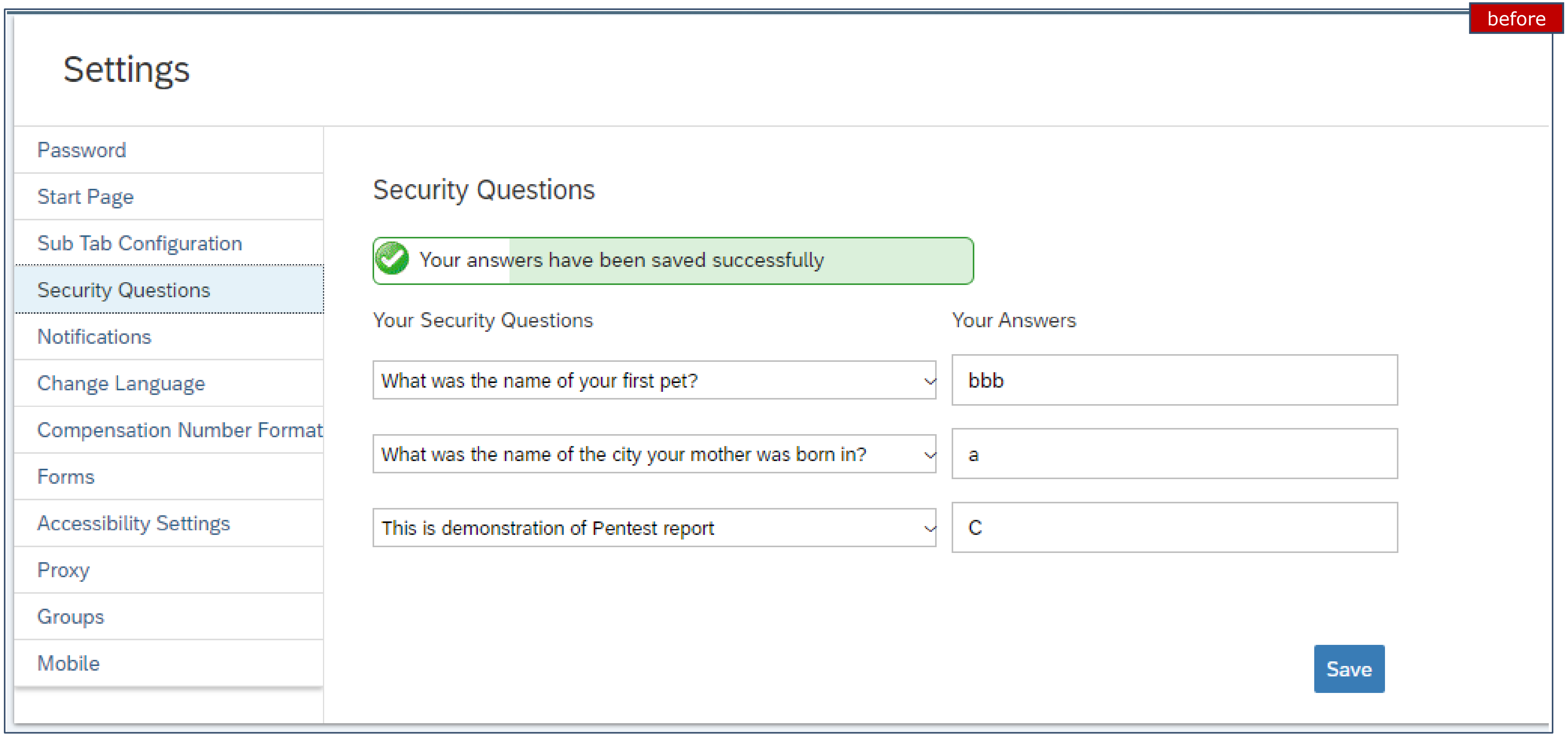
  Provide security question and answer combination that help the system verify user identities.
  This option redirects users to the security question page to reset their password after answering the security questions correctly.

  Manage security questions...

Minimum Length Requirement for Password Reset Security Questions



Minimum Length Requirement for Password Reset Security Questions



More Useful Approver Information for Stalled Workflows in Admin Alerts

General Availability

Universal

More Useful Approver Information for Stalled Workflows in Admin Alerts

You can now see the name of the current approver for stalled workflows on the **Admin Alerts** page.

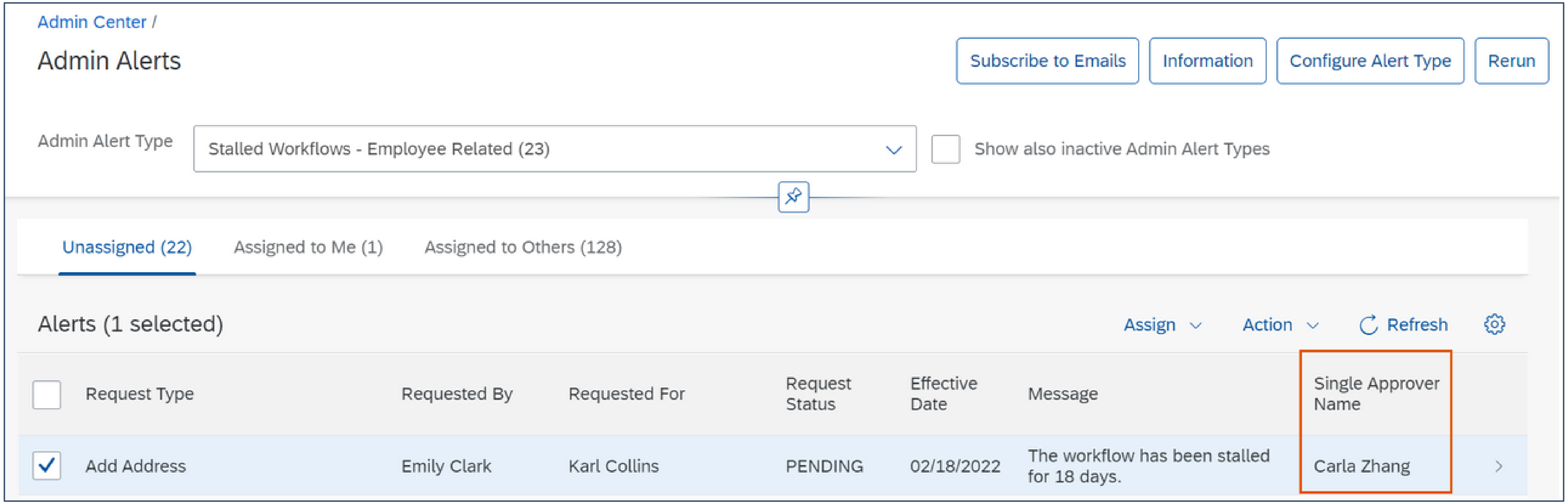
If the resolved step approver is a single approver, you can use a new column, **Single Approver Name**, to see the current approver's name and the existing **Single Approver** column to see this approver's ID. This is particularly useful when workflows have been delegated or escalated:

- If a workflow has been delegated and now awaits response from the delegatee, the new column shows the delegatee's name.
- If a workflow has been escalated and now awaits response from the escalatee, the new column shows the escalatee's name.
- If a workflow has first been delegated and then escalated and it now awaits response from the escalatee, the new column shows the escalatee's name.

If the resolved step approver is a dynamic group or position, you can view its name in either of the two new columns, **Dynamic Group Name** and **Position Name**. The dynamic group's or position's ID is shown by the existing **Dynamic Group** or **Position column**.

SAP built this new feature to provide more meaningful approver information that can facilitate processing of stalled workflows.

More Useful Approver Information for Stalled Workflows in Admin Alerts



Option to Hide Job Title in People Search and Organization Charts

General Availability

Universal

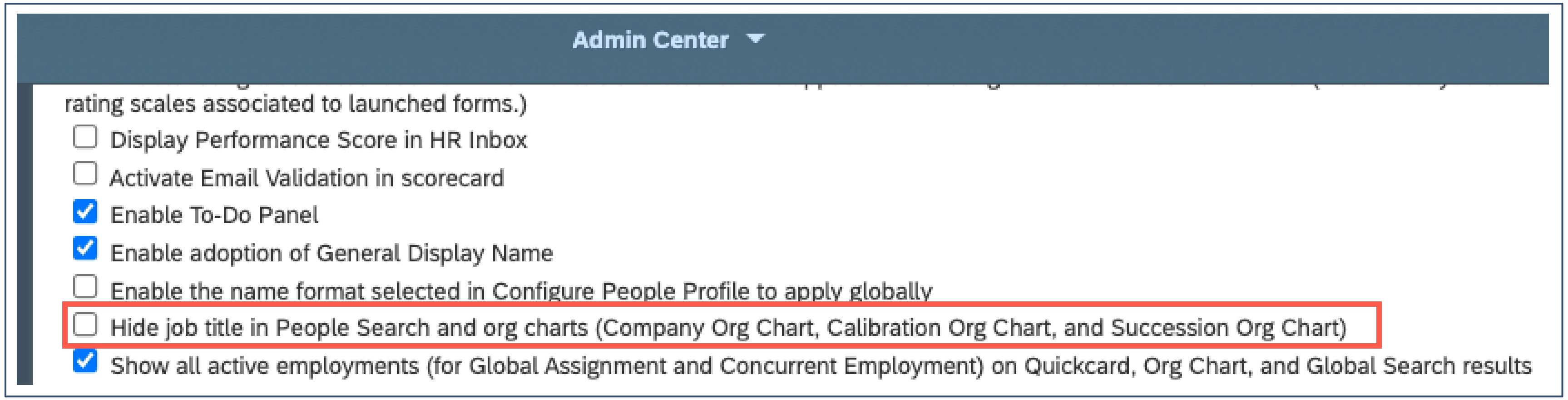
Option to Hide Job Title in People Search and Organization Charts

As an administrator, you now have the option to hide job title information in People Search results and organization charts, including Company Organization Chart, Succession Organization Chart, and Calibration Organization Chart.

You can find the new option **Hide job title in People Search and org charts (Company Org Chart, Calibration Org Chart, and Succession Org Chart)** in **Admin Center → Company System and Logo Settings**. Previously, the option was known as **Hide Title Field In Org Chart** and was only available in Provisioning. Note that this option doesn't affect the Position Organization Chart.

SAP made this enhancement so that administrators can hide job title information without having to contact implementation partners or Account Executives.

Option to Hide Job Title in People Search and Organization Charts



Restrict the Usage of Roles and Groups in Role-Based Permissions

General Availability

Universal

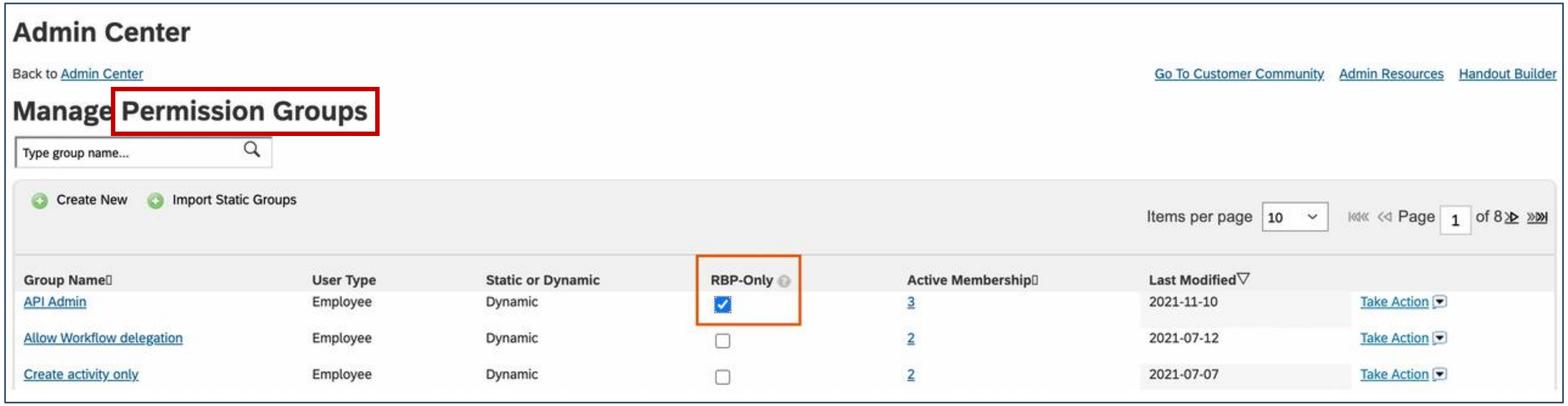
Restrict the Usage of Roles and Groups in Role-Based Permissions

As an RBP administrator, you can now mark sensitive permission groups and permission roles as RBP-only to prevent them from being reused outside of Role-Based Permissions.

If the permission roles or permission groups are not set to be RBP-only, they can be used in the configuration of other SAP SuccessFactors modules. In the first half of 2022, the permission roles and permission groups can be used in the configuration of the latest home page. This enhancement is available in both the legacy Role-Based Permissions and the latest Role-Based Permissions.

- To mark permission groups or roles as RBP-only using the latest Role-Based Permissions, go to the editing page of the permission groups or roles.
- To mark permission groups or roles as RBP-only using the legacy Role-Based Permissions, go to the editing page of the permission groups or roles. You can also edit the **RBP-Only** column on the **Manage Permission Groups** page or the **Permission Role List** page.

Restrict the Usage of Roles and Groups in Role-Based Permissions



Rule Function to Generate Unique Identifier

General Availability

Universal

Rule Function to Generate Unique Identifier

You can create unique identifiers (IDs) or external codes with the new rule function **Generate Unique Identifier**.

The identifier created with this function is a 32-character long combination of numbers and letters.

In the current version, you can use the rule function **Generate Unique Identifier** to **create generic IDs** for **<u>any kind of objects</u>**.

In the previous version, you could use the rule function **Generate External Code for Time Off** to create generic IDs for **Time objects**.

Rule Function to Generate Unique Identifier

Basic Information

Start Date 01/01/1900

Rule Type

Description

Parameters

Name	Object
Context	System Context
Personal Information	Personal Information

Variables

If

Personal Information.SST_PersUID is equal to Null

Then

Set Personal Information.SST_PersUID to be equal to Generate Unique Identifier()

Rule Function to Get Picklist Value Label

General Availability

Universal

Rule Function to Get Picklist Value Label

You can now get the label of a picklist value in the logged-on user's locale using the new rule function Get Picklist Value Label.

Using the label instead of the external code can help you increase readability for the end user. Currently, you can use this function only for migrated legacy picklists.

In the current release, you can use the new rule function to get the **label of the picklist value in the logged on user's locale**.

In the previous release, you could only get the **external code** of the picklist value.

Rule Function to Get Picklist Value Label

Basic Information

Start Date 01/01/1900

Rule Type

Description

Parameters

Name	Object
Context	System Context
Job Information	Job Information

Variables

If

and

- Job Information.Employee Class is equal to Employee (5743)
- Job Information.Pay Grade.Pay Grade Level > 17

Then

Raise Message " SST_PicklistValueLabel " with Warning severity

Sorry, you can't assign pay grade "{PayGrade}" to employee class "{EmployeeClass}". Please choose another pay grade.

EmployeeClass: Get Picklist Value Label()

Picklist Value Field: Job Information.Employee Class

PayGrade: Job Information.Pay Grade.Name

Show Block Description Below the Block Title

General Availability

Admin Opt-in

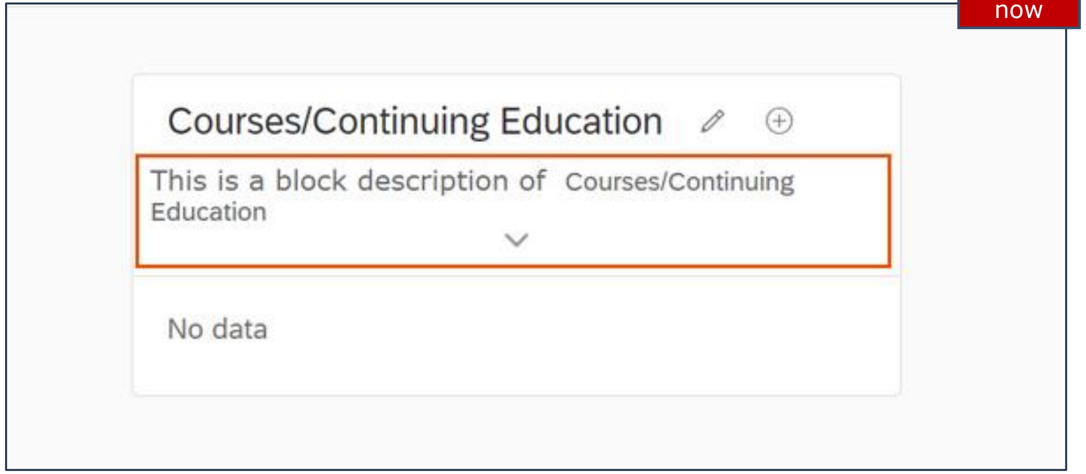
Show Block Description Below the Block Title

Previously, a block description was only shown when employees chose the icon ⓘ (Help) in the corresponding block. You now have the option to show the description below the block title for a certain block.

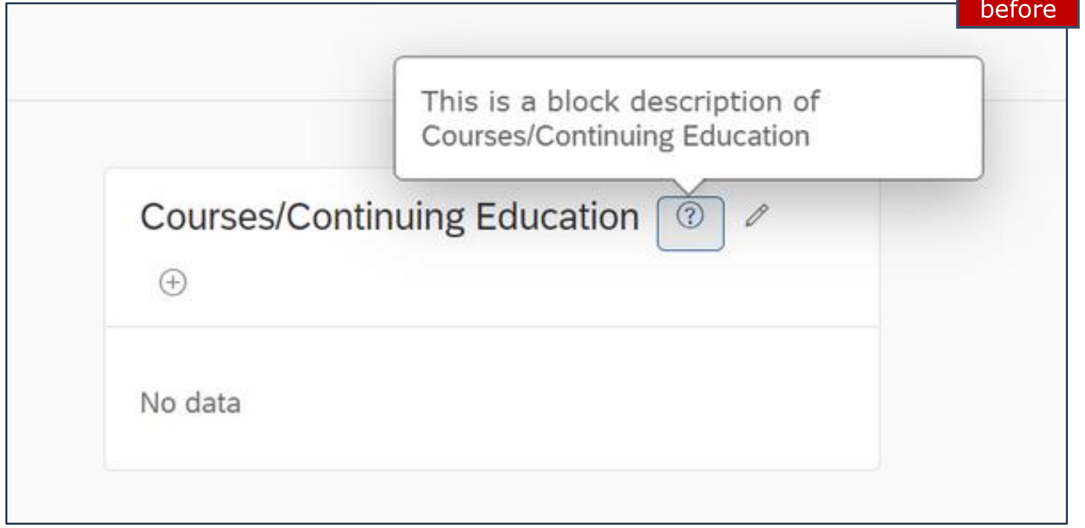
This enhancement offers administrators more flexibility on how a block description is shown to employees.

Show Block Description Below the Block Title

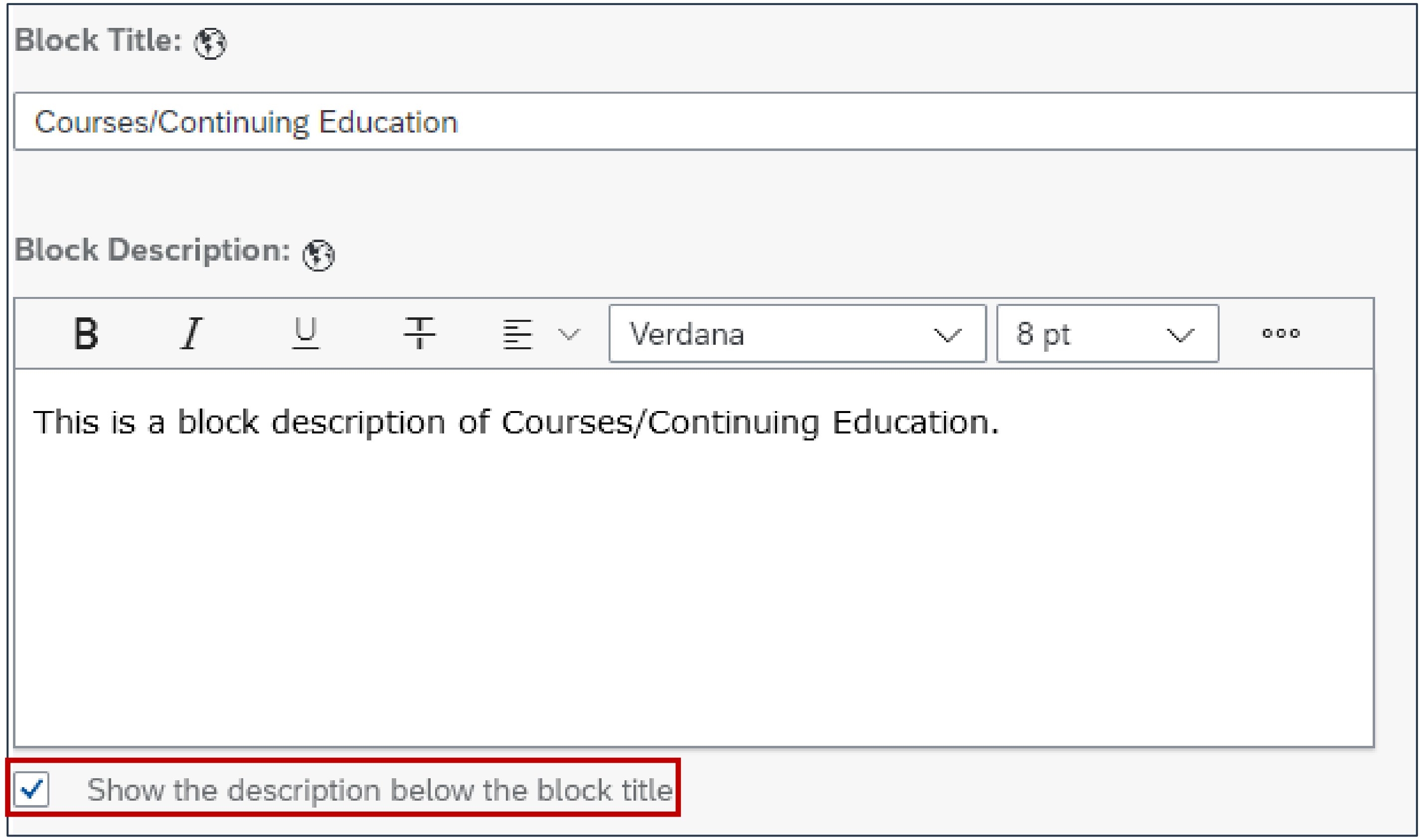
now



before



Show Block Description Below the Block Title



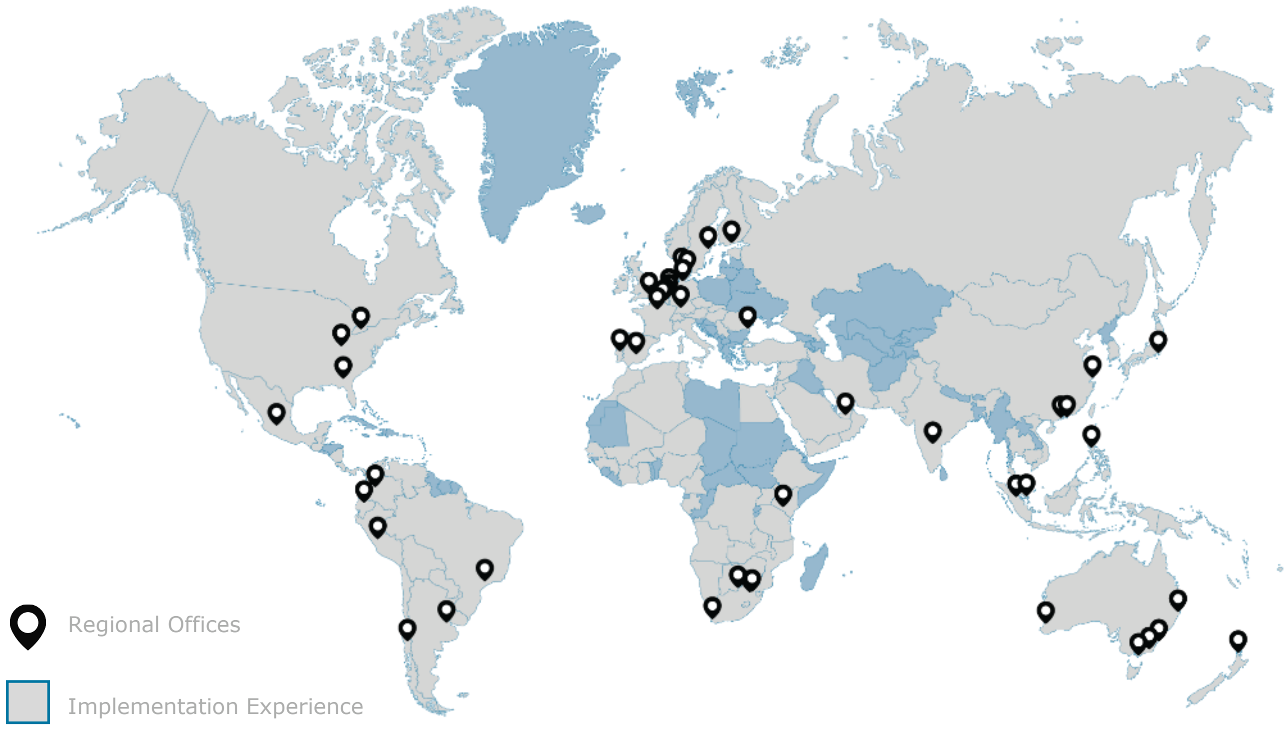
EPI-USE Overview

EPI-USE America, Inc. ('EPI-USE') is a wholly-owned subsidiary of EPI-USE Systems Limited, which has a 35-plus year track record and has traded under the brand 'groupelephant.com' ('Group') since 2015. The Group operates under a hybrid business model, employs 3,000 people in 34 countries, and is a largely employee-owned conglomerate of boutique services firms and software companies, non-profits and impact investment organizations (see Beyond Corporate Purpose: Elephants, Rhinos & People).

EPI-USE is the largest of the Group's circa 25 trading brands, all of which are focused on the provision of business critical, non-core software and services to large corporations and public sector agencies around the world. The world's leading and most experienced independent SAP HR/Payroll specialist service provider, EPI-USE has emerged as a leader in designing, building and deploying Cloud-based systems and services. EPI-USE is also a leader in S/4HANA, with more than 36 S/4HANA implementations globally. We recently received an SAP Innovation Award for our S/4HANA implementation at Purdue University.

EPI-USE

We employ more than 3,000 people in 34 countries



Europe

Belgium	– Antwerp
Denmark	– Copenhagen, Aarhus, Fredericia
Finland	– Helsinki
France	Lille, Paris
Germany	– Berlin, Hanau, Walldorf
Netherlands	– Maarsbergen
Portugal	– Porto
Romania	– Bucharest
Spain	– Madrid
Sweden	– Stockholm
United Kingdom	– London

Americas

Argentina	– Buenos Aires
Brazil	– São Paulo
Canada	– Toronto
Chile	– Santiago
Colombia	– Bogotá
Ecuador	– Quito
Mexico	– Mexico City
Peru	– Lima
United States	– Atlanta, Indianapolis

Asia Pacific

Australia	– Brisbane, Canberra, Melbourne, Perth, Sydney
China	– Shanghai
Hong Kong	
India	– Hyderabad
Japan	– Tokyo
Macau	
Malaysia	– Kuala Lumpur
New Zealand	– Auckland
Philippines	– Manila
Singapore	

Middle East & Africa

Kenya	– Nairobi
Botswana	
South Africa	– Cape Town, Pretoria, Johannesburg
The UAE	– Dubai

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