



SAP SuccessFactors Delta: Platform 2022/H1

Hanau, May 2022



Table of Content

- Automatic Upgrade to the Latest Home Page Experience
- Grouping Custom Cards on the Latest Home Page
- Remind Me Tomorrow Option for To-Do Tasks
- More Quick Actions on the Latest Home Page
- 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
- Half-Size Custom Cards for the Latest Home Page
- Supplemental Tasks on the Latest Home Page
- Increased Maximum Number of Custom Cards on the Latest Home Page
- Custom Cards Based on Start Date on the Latest Home Page
- A Single Profile Photo for an Employee with Multiple Employments

Table of Content

- Customize the Order of Direct Reports in Organization Charts
- Data Privacy Consent Statements for Profile Photos
- Deleting Proxy Assignments for Inactive Users with Proxy Import
- Enhancements to Change Audit and Read Audit
- New Version of Quickcards
- Notification Settings When Changes to Permission Roles Impact Large Groups
- Retention Period in Admin Alert Type Information Popup
- Rule Function to Calculate the Sum of Collection Field Values
- The Latest Role-Based Permissions
- To-Do Categories in MDF Object Definitions No Longer Editable
- Default Theme Updated to SAP Fiori 3
- Dual Calendar Enabled for Arabic and Thai Locales

Table of Content

- Email Event Logs for Failed Integrations in Integration Center
- Enhanced Information on the My Team Card for Managers
- Field Attribute Renamed in Configure Object Definitions
- Language Preference for Multiple Employments
- Minimum Length Requirement for Password Reset Security Questions
- More Useful Approver Information for Stalled Workflows in Admin Alerts
- Option to Hide Job Title in People Search and Organization Charts
- Restrict the Usage of Roles and Groups in Role-Based Permissions
- Rule Function to Generate Unique Identifier
- Rule Function to Get Picklist Value Label
- Show Block Description Below the Block Title



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

The screenshot shows a modern web dashboard with a dark blue background. At the top left is the 'groupelephant.com' logo with a 'Home' dropdown menu. At the top right is a search bar with the text 'Search for actions or pe...' and several notification icons, including a red one with the number '7'. Below the navigation is a large hero image of a mountain lake with the text 'Good evening!'. The main content area is divided into three sections: 'Quick Actions' with 14 colorful buttons for tasks like 'Delegate Workflows', 'Request Time Off', 'Recognize', 'My Profile', 'Org Chart', 'View Team Absences', 'Record Time', 'Admin Alerts', 'Manage Goals', 'My Learning', 'Report Center', 'Opportunity Marketplace', 'Reminders', and 'Favorites'; 'Organizational Updates' with two featured items: 'EPI-USE a member of groupelephant.com' (with an elephant image) and 'Time Off Responsive iFrame' (with a tropical island image).



Grouping Custom Cards on the Latest Home Page



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

Organizational Updates

Latest News



Company Directory
Find colleagues and experts
[View Details](#)



Company Policies
Travel, Leave, Healthcare, and more
[View Details](#)



Wellbeing at work



More HR Services For You



Your new Parental Leave Policy
Learn about the exciting changes



Health and Benefits
News and upcoming enrollment



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

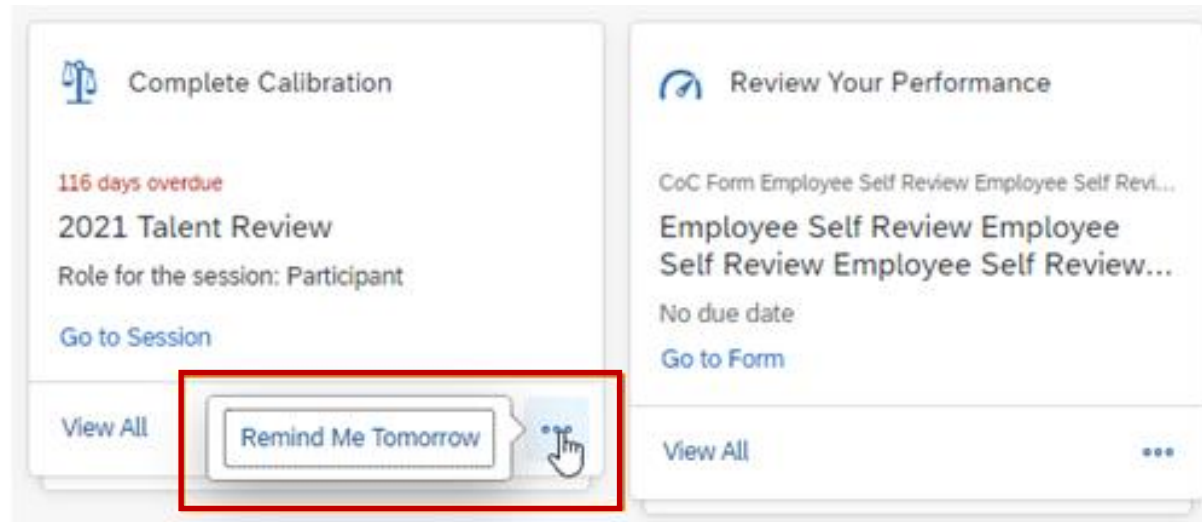


Remind Me Tomorrow Option for To-Do Tasks

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

Quick Actions



View Tile Reports



View Company Documents



Candidate Talent Pools



Mobile Activation

Quick Actions



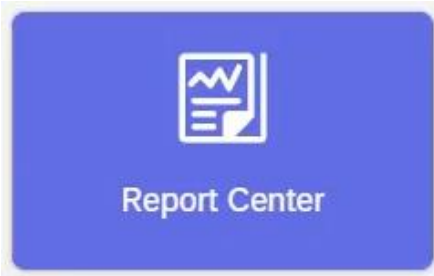
My Learning



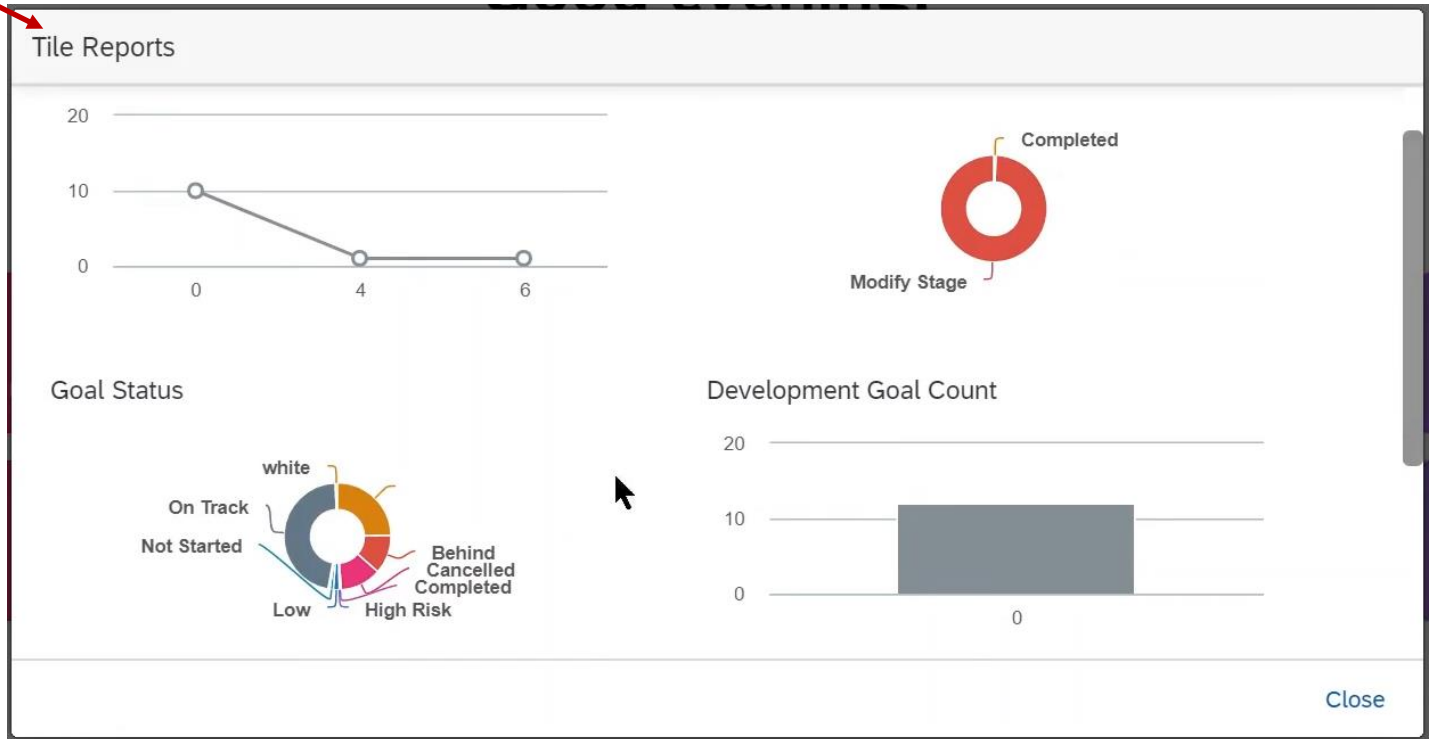
Learning Administration



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

Permission settings

Specify what permissions users in this role should have. ? ★= Access period can be defined at the granting rule level.

[Employee Views](#)

[Manage Document Generation Templates](#)

[Compensation and Variable Pay](#)

[Payroll Permissions](#)

[Payroll Control Center](#)

[Recruiting Permissions](#)

[Reports Permission](#)

[Employee Data](#)

[General User Permission](#)

[SAP System Configuration](#)

Reports Permission †= Target needs to be defined. ?

Select All

- Ad Hoc Report Builder Standard Reports Bin (Employee Central Customers Only) ?
- Report Center ?
- Schedule Reports ?
- Detail Report †
- Insights ? †
- Access Tiles from Home Page ?
- Analytics Tiles and Dashboards ? †
 - All Others
 - Calibration
 - Compensation Form Status
 - Development Goal Count
 - Form Status
 - Goal Status

Done Cancel

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



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

Edit Organizational Updates now

General Card Navigation Assignments

4. Assignments

Target Group:* Dynamic Groups
 ...

Permission Roles or Groups

Folder: +

Active Period: Always
 Date Range
 Based on Start Date

Number of days before start date to show card:
Number of days after start date to hide card:

Save Cancel



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

Edit Organizational Updates now

General Card Navigation Assignments

4. Assignments

Target Group: * Dynamic Groups
 Permission Roles or Groups

Folder: My R

Active Period:

Recruiter

This is a required field. Please enter a value.

Roles

- Recruiter
- Sandbox - Recruiter (DE)
- Sandbox - Recruiter

Groups

- Sandbox Recruiters (DE)
- Sandbox Recruiters
- Recruiting Admin
- All Employees excl Sandbox Recruiters and Onboarders

Save Cancel



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

before

Edit Organizational Updates ?

i - Card — Navigation — Assignments

4. Assignments

Target Group: ...

Active Period: Always

Date Range 📅

Save Cancel



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



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

Edit Theme

Getting Started

* Theme name
Banner Image Demo

Theme description
Used to demo multiple banner images

Theme identifier
4b56atkm8d

> Quick Theme

✓ Fine Tune Expand all

- > Background
- > Header background
- > Logo
- > Placemat
- > Landing page theme
- > Module picker
- > Menus
- > Global navigation
- > Portlets
- Home Page (Latest)**
 - Desktop banner image
 - Default
 - Upload an image
beach_coast_fjord_island_lake_lands

Greeting text color
#000000

Quick action background color
#090F80

Theme Preview

SAP Module Picker Search for actions or people

Current Page Global Navigation Item

Link color / Link color / Text color

Page Title Action

Table header text color	Employee	Due Date ↓	Last Modified
Row background color - default	Carla Grant	01/22/2011	01/22/2011
Row background color - alternative	Edward Hails	01/12/2011	01/12/2010
Row background color - default	Lexington Taylor	01/22/2011	01/22/2011
Row background color - disabled	Janise Sullivan	01/22/2011	01/22/2010
Row background color - selected	Janise Sullivan	01/22/2011	01/22/2010

Portlet header text color Link color

Portlet body text color Base Salary \$125,000 USD per year

Portlet dimmed text color Goal Progress

Portlet alert text color 15%

Portlet callout text color View details

Portlet custom text color 1

Portlet custom text color 2

Support

Good afternoon!



Half-Size Custom Cards for the Latest Home Page



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

Organizational Updates

Latest News



Company Directory

Find colleagues and experts

[View Details](#)



Company Policies

Travel, Leave, Healthcare, and more

[View Details](#)



Wellbeing at work





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



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

Admin Center / Manage Home Page / Manage Supplemental Tasks

Manage Supplemental Tasks

Import Supplemental Tasks from Legacy Home Page

Supplemental Tasks View as:

Name	Target Group	Active Period	Enabled	Actions
<div style="border: 1px solid #ccc; padding: 10px; width: fit-content; margin: 0 auto;"><h3>Create Supplemental Task</h3><p>Category: * <input type="text" value="Compensation Planning"/></p><p>Enabled: * <input checked="" type="checkbox"/></p><p>Due Date: * <input type="text" value="MM/dd/yyyy"/></p><p>Task Details: * <input type="text"/> <small>120 characters remaining</small></p><p>Target Group: * <input type="text" value="Select permission roles or groups"/></p><p>Active Period: * Number of days to show pending tasks before they're due: <input type="text" value="7"/> Number of days to show tasks after they're due: <input type="text" value="14"/></p><p style="text-align: right;"><input type="button" value="Save"/> <input type="button" value="Cancel"/></p></div>				



Increased Maximum Number of Custom Cards on the Latest Home Page



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

Admin Center / Manage Organizational Structure

You can add up to 10 cards to a page. To change the order of the cards, click and drag the card.

Organizational Structure

Card Name

Search for activities

Add Custom Card

General | Card | Navigation | **Assignments**

4. Assignments

Target Group:* Dynamic Groups
 Permission Roles or Groups

...

Section: +

Active Period: Always
 Date Range

Based on Start Date

Number of days before start date to show card:

Number of days after start date to hide card:

Save Cancel



A Single Profile Photo for an Employee with Multiple Employments



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

Tessa Walker (US0019) ▾

- Home Assignment - Paused
Warehouse Operative Demo
Aviation Warehouse USA Demo (USA_AWV)
- On Global Assignment until August 26, 2022 as
Administrator Demo
Montreal
Short-term Assignment

Boston (US_MA_1001) (US/Eastern)
Local time: Monday, 09:24:30 PM
Business Phone: (1) 9082903852
Tessa.Walker@bestrun.com

Tessa Walker (US0019) ▾

- Home Assignment - Paused
Warehouse Operative Demo
Aviation Warehouse USA Demo (USA_AWV)
- On Global Assignment until August 26, 2022 as
Administrator Demo
Montreal
Short-term Assignment

Boston (US_MA_1001) (US/Eastern)
Local time: Monday, 09:24:33 PM
Business Phone: (1) 9082903852
Tessa.Walker@bestrun.com

before

Tessa Walker (twalker) ▾

- Home Assignment - Paused
HR Business Partner Global
Human Resources US (50150001)
- On Global Assignment until August 26, 2022 as
Administrator
Winnipeg
Production CANADA (45000011)
Short-term assignment

Corporate - US-Philadelphia (1710-2001) (US/Eastern)
Local time: Monday, 09:59:04 PM
Business Phone: (1) 215 555-0622
Tessa.Walker@bestrunsap.com

Tessa Walker (twalker-1) ▾

- Home Assignment - Paused
HR Business Partner Global
Human Resources US (50150001)
- On Global Assignment until August 26, 2022 as
Administrator
Winnipeg
Production CANADA (45000011)
Short-term assignment

Winnipeg (4500-0005) (CST)
Local time: Monday, 08:58:35 PM
Business Phone: (1) 215 555-0622
Tessa.Walker@bestrunsap.com

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



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

- Allow multiple languages in org chart content
- Allow users to turn off org chart caching (only required if users have computers with limited memory)
- Allow overrides of default display in organization charts (Company Organization Chart and Calibration Organization Chart)
- Show Custom Relationships in Company Organization Chart (for Company Organization Chart, Home Page, and Mobile People Profile) ?
- Disable Browser Photo Caching

Manage Data

Search Include Inactives:

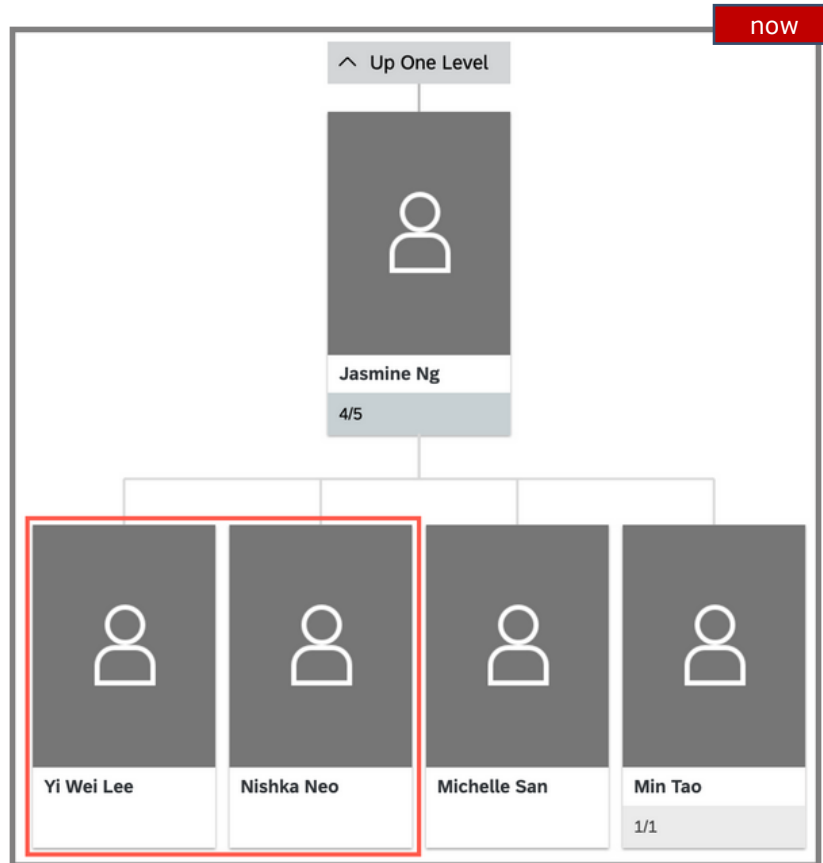
Org Chart Display Overrides: Jasmine Ng (SG0001)

Manager *

Direct Reports	Actions
* Direct Report	
<input type="text" value="Yi Wei Lee"/>	<input type="button" value="🗑️"/> <input type="button" value="↓"/>
<input type="text" value="Nishka Neo"/>	<input type="button" value="🗑️"/> <input type="button" value="↑"/>



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

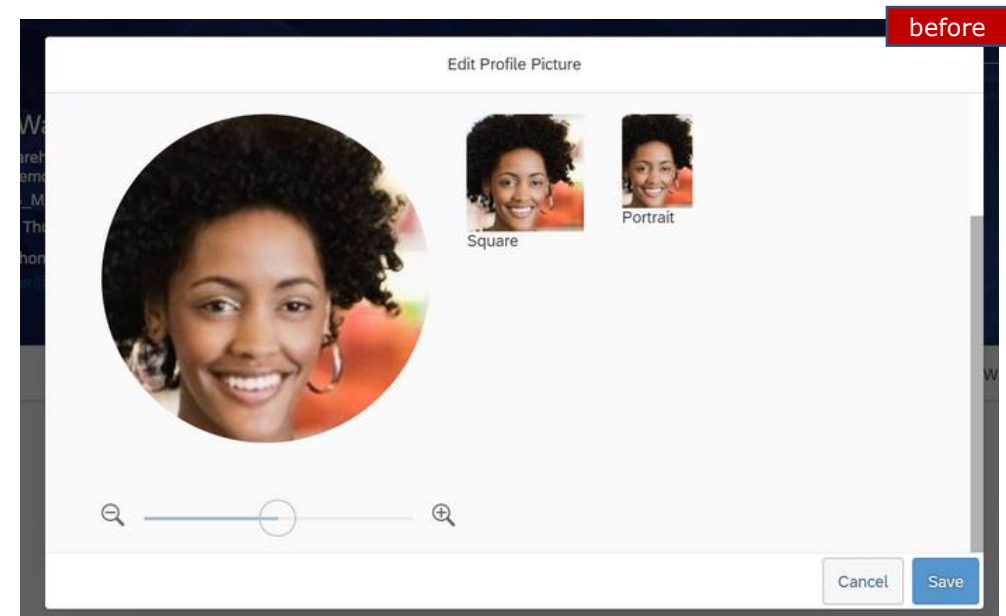
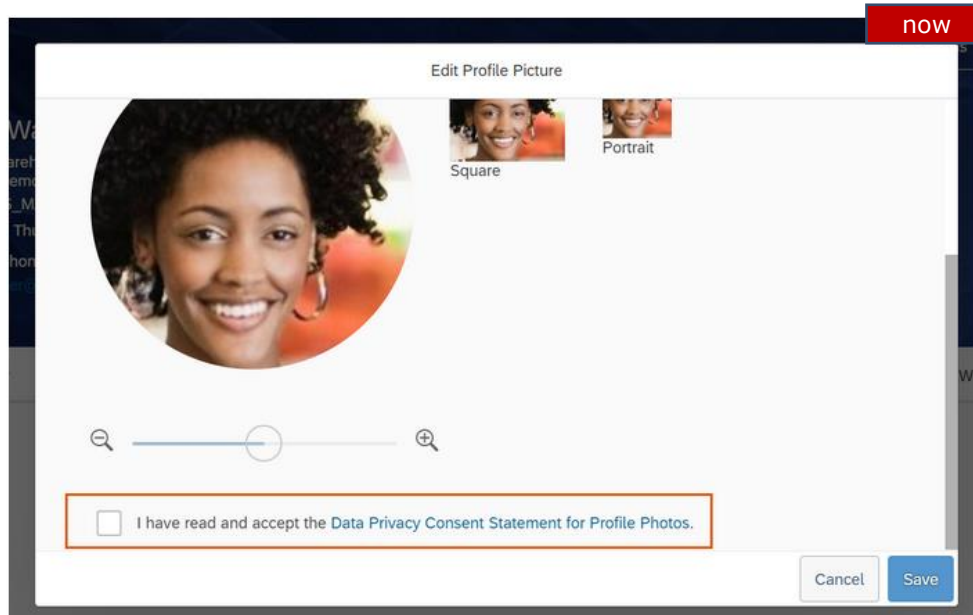
You can now create and configure a data privacy consent statement for profile photos that allows users to decide whether they accept that their profile photos can be used for certain purposes. The Photo API queries also respect users' decision on the statement.

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.

Admin Center

[Back to Admin Center](#)

Proxy Import

Use a CSV file to upload multiple proxy user records. Please note that the import process could take several minutes.

Tip: Not sure what data fields to include in your file? [Download a blank CSV template.](#)

File Name: ProxyImportTemplate.csv

Character Encoding:



Enhancements to Change Audit and Read Audit



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

Create Personal Data Report

Activity: Change On Subject User
 Change By User

Users:* adminf adminL x adminF adminL x Compensation Administrator x

Modules:*

Functional Areas:

Time Range:* 3/1/22, 1:00 PM 3/30/22, 1:00 PM

Recurrence: OFF

Cancel Submit

before

Create Personal Data Report

⊗ The date range cannot exceed 7 days.

Activity: Change On Subject User
 Change By User

Person:* Admin Synch

Modules:* Recruiting x

Functional Areas: Offer Approval x Offer Letter x Candidate Profile History x Application History x 3 More

Time Range:* 3/1/22, 1:00 PM 3/30/22, 1:00 PM

Recurrence: OFF

Cancel Submit

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




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.

now

Employee Details




Tammy
3456 344 8782
test@sap.com

Manager of IT
Frankfurt, Germany (GER_FRA)
Brian

0 Direct Reports 0 Team Size Org Chart

Actions Go To

before



Carla Grante (cgrante)
(1) 201 413-9114
carla.grante@bestrunsap.com

Sales Manager-EAST
Boston (1710-2017)
Manager: Reilly Francis

6 Direct Reports 6 Team Size Org Chart

Take Action



Notification Settings When Changes to Permission Roles Impact Large Groups



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

Admin Center

Back to [Admin Center](#)

Manage Role-Based Permission Access

Use this page to specify who can manage Role-Based Permission in the system. User w manage permission roles and assign users to those roles.

[RBP Notification Settings](#)

Add User Delete User

<input type="checkbox"/>	First Name	Last Name	Allow Acce
<input type="checkbox"/>	Clark	Grant	
<input type="checkbox"/>	Bridget	Yin	

RBP Notification Settings

- Enable email notification
- Enable double-confirmation popup

Threshold for email notification and double-confirmation popup: %

Items per page Page of 1

Notify This User	Username
<input type="checkbox"/>	cgrant
<input type="checkbox"/>	byin



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 appropriate.
- Click save changes.

Set Email Priority High Priority

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

Specify Different Template for Each Form

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]]

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.

Keine Datei ausgewählt. Character Encoding: Western European (Windows/ISO)

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 appropriate.
- Click save changes.

Set Email Priority High Priority

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

Specify Different Template for Each Form

Email Body:

You are now viewing the "default"

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

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.

Keine Datei ausgewählt. Character Encoding: Western European (Windows/ISO)



Retention Period in Admin Alert Type Information Popup



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

The screenshot shows the 'Admin Alerts' interface. The 'Admin Alert Type' is 'Failed Domain Events (0)'. An 'Information' button is highlighted with a red box. A popup titled 'Admin Alert Type Information' is open, showing the following details:

- Name:** Failed Domain Events
- Description:** Domain event data is kept for 7 days only. After an alert is created, please take actions within 7 days. To reduce the waiting time, retry a maximum of 50 alerts in one request.
- Extensible:** Yes, by using MDF Object DomainEventGroupingAlert.
- Retention of Alerts:** Alerts are retained for 10 days and then deleted automatically.

A red arrow points from the 'Information' button to the popup. A red dashed box highlights the 'Name' field, and a red solid box highlights the 'Retention of Alerts' section.

The screenshot shows the 'Admin Alerts' interface. The 'Admin Alert Type' is 'Job Information Issues (2)'. An 'Information' button is highlighted with a red box. A popup titled 'Admin Alert Type Information' is open, showing the following details:

- Name:** Job Information Issues
- Description:** A consolidated list of Foundation Object issues with Job Information of users.
- Extensible:** No
- Retention of Alerts:** Alerts are retained until they are resolved.

A red arrow points from the 'Information' button to the popup. A red dashed box highlights the 'Name' field, and a red solid box highlights the 'Retention of Alerts' section.



Rule Function to Calculate the Sum of Collection Field Values



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

Configure Object Definitions

Search Object Definition Reimbursement for Travel Costs Include Inactives: No Create New No Selection

Object Definition: Reimbursement for Travel Costs (cust_ReimbursementOfTravelCosts) Take Action

Code * cust_ReimbursementOfTravelCosts ?
Effective Dating * Basic ?
API Visibility Editable ?
Status * Active ?
MDF Version History No ?
Default Screen Reimbursement for Travel Costs ?
Label Reimbursement for Travel Costs ? ?
Description ?
API Sub Version No Selection ?
Subject User Field ?
Workflow Routing ?
Pending Data No ?
Todo Category Generic Object Change Requests ?
Object Category No Selection

Fields

Name	Database Field Name	Maximum Length	Data Type	(21) More
externalCode	externalCode	128	String	Details
externalName	externalName	128	String	Details
effectiveStartDate	effectiveStartDate	10	Date	Details
mdfSystemExternalUserVisibility	externalUserVisibility	1	Enum	Details
mdfSystemVersionId	versionId	255	Number	Details
cust_TotalReimbursementAmount	sfFields.sfField5	38	String	Details
cust_ReimbursementAmountTrans	sfFields.sfField6	38	Number	Details

Associations

Name	Multiplicity	Destination Object	Type	(13) More
cust_CostType	One To Many	Cost Type	Composite	Details

Searchable Fields

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

Business Key Fields

Save Rules

Travel_TotalReimbursement (Travel_TotalReimbursement) ☰

Travel_TransformEuro (Travel_TransformEuro) ☰



Rule Function to Calculate the Sum of Collection Field Values

Configure Business Rules

Search :Rule Advanced ▾ Create New Rule

History «

01/01/1900 Take Action ▾
Rule created

Travel_TotalReimbursement (Travel_TotalReimbursement) Insert New Record

Scenario: Rules for MDF Based Objects [Change Scenario](#)

Basic Information

Start Date 01/01/1900

Description

Base Object Reimbursement for Travel Costs

Purpose Evaluate

Parameters

Name	Object
Context	System Context
Reimbursement for Travel Costs	Reimbursement for Travel Costs
Original Record	Reimbursement for Travel Costs

[Show More](#) Collapse All | Expand All Support

Variables

If

*This rule is always true.
To add an expression please uncheck the Always True checkbox.*

Then

Set **Reimbursement for Travel Costs.ReimbursementAmountTrans** to be equal to **Sum of Collection Field Values()**

Collection: Reimbursement for Travel Costs.Cost Types

Field in Collection: Amount

④ ② ① ③

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

Manage Data

Search Include Inactives: Search As Of: Create New

Reimbursement for Travel Costs: 2

Destination *

Date of Travel *

TotalReimbursementAmount *

Select all the cost types you'd like to claim a reimbursement for.

* Cost Type	* Amount	Actions
<input type="text" value="Flight (Flight)"/>	<input type="text" value="800"/>	<input type="text" value=""/> <input type="text" value=""/>
<input type="text" value="Hotel (Hotel)"/>	<input type="text" value="1300"/>	<input type="text" value=""/> <input type="text" value=""/>
<input type="text" value="No Selection"/>	<input type="text" value="Click or focus to edit"/>	<input type="text" value=""/> <input type="text" value=""/>

1

(1) Child object "Cost Types".

(2) Parent object "Reimbursement for Travel Costs".



Rule Function to Calculate the Sum of Collection Field Values

Manage Data

Search Include Inactives: Search As Of:

History «

03/23/2022

Reimbursement for Travel Costs: Record cr...

Reimbursement for Travel Costs:

Destination * London

Date of Travel * 03/23/2022

TotalReimbursementAmount * 2100 Euro

Select all the cost types you'd like to claim a reimbursement for.

Cost Type	Amount
Hotel (Hotel) ?	1,300 ?
Flight (Flight) ?	800 ?

Successfully Saved

(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

Latest Version

Admin Center / Manage Permission Roles / Create Role

Create Role

i MDF permissions and tree security permissions are currently not supported. You can view and configure them using the legacy Role-Based Permissions. [Switch back to legacy Role-Based Permissions](#)

1 Basic Information — 2 Add Permissions — 3 Preview

2. Add Permissions

Specify what permissions users of this role should have.

Search for a permission

User Permissions

Time Management User Permissions

Clock In Clock Out User Permissions

Calibration

Objectives

Career Development Planning

Succession Planners

Succession Planners

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

Select All

Succession Org Chart Permission

Allow role to access the succession organizational chart and the l...

Succession Approval Permission †

Allow role to approve successors nominated to Succession Plans

Succession Management and Matrix Report Permissions †

The target population assigned to this permission will control the ...

Succession Planning Permission †

Allow role to nominate successors for an incumbent.

Previous Next Cancel

Support



The Latest Role-Based Permissions

Current Version

Admin Center

Back to [Admin Center](#)

Permission Role Detail

- Name and description**

* Role Name:

Description:
- Permission settings**

Specify what permissions users in this role should have.

Permission...
- Grant this role to...**

Select a group whom you want to grant this role own department.

Add...

Permission settings

Specify what permissions users in this role should have. ⓘ ★= Access period can be defined at the granting rule level.

⚡= Target needs to be defined. ⓘ

- User Permissions**
 - [Time Management User Permissions](#)
 - [Clock In Clock Out User Permissions](#)
 - [Calibration](#)
 - Objectives**
 - [Career Development Planning](#)
 - [Succession Planners](#)
 - [Learning](#)
 - [Employee Central Effective Dated Entities](#)
- Objectives**
 - Select All
 - New Group Objective Creation ⓘ †
 - Group Objective Assignment ⓘ †
 - Objective Plan Permissions ⓘ †
 - All Others

(B-67985) SIP 2015 goal plan

Basic Goal Plan

Extended Goal Plan

Ctrl-Click to select multiple

- Admin Access for Goal ODATA API Export ⓘ †

Done Cancel Changes Cancel



To-Do Categories in MDF Object Definitions No Longer Editable



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

Subject User Field ?

Workflow Routing ?

Pending Data ?

Todo Category ?

Object Category ?

Advanced Properties now

API Sub Version ?

MDF Version History ?

Default Screen ?

Subject User Field ?

Todo Category ?

Pending Data ?
 NO

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



To-Do Categories in MDF Object Definitions No Longer Editable

before

Subject User Field ?

Workflow Routing ?

Pending Data ?

Todo Category ?

Object Category

Advanced Properties

API Sub Version ?

MDF Version History ?

Default Screen ?

Subject User Field ?

Todo Category ?

Pending Data ?
 YES



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

For You Today

My Team

Remind a team member to complete pending tasks.

Task All Tasks
1 task

[View All](#) [Send Email](#)

Complete Calibration

115 days overdue

2021 Talent Review

Role for the session: Participant

[Go to Session](#)

[View All](#)

Review Your Performance

CoC Form Employee Self Review Employee Self Revi...

Employee Self Review Employee Self Review Employee Self Review...

No due date

[Go to Form](#)

[View All](#)

before

For You Today

My Team

Remind a team member to complete pending tasks.

Task All Tasks
1 task

[View All](#) [Send Email](#)

Complete Calibration

115 days overdue

2021 Talent Review

Role for the session: Participant

[Go to Session](#)

[View All](#)

Review Your Performance

CoC Form Employee Self Review Employee Self Revi...

Employee Self Review Employee Self Review Employee Self Review...

No due date

[Go to Form](#)

[View All](#)



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

now

إضافة الهدف

تحرير الهدف الخاص بك بالأسفل.

الحقول ذات العلامة * مطلوبة.

الرؤية: عام
قناة: آخر
النوع: الشخصي

اسم الهدف: *
قياس: *
وحدات: *
تاريخ البدء: *
تاريخ الانتهاء: *
الحالة: لم يبدأ
ربط البيانات: *
معدل: % 0.0

2022 يناير ربيع الآخر - جمادى الأولى 1443

الأحد	الاثنين	الثلاثاء	الأربعاء	الخميس	الجمعة	السبت
26	27	28	29	30	31	1
21	22	23	24	25	26	27
1	2	3	4	5	6	7
28	29	30	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

01/01/2022

31/12/2019

0.0

لم يبدأ

ربط البيانات: *

معدل: % 0.0

حفظ التغييرات إلغاء السابق

before

إضافة الهدف

تحرير الهدف الخاص بك بالأسفل.

الحقول ذات العلامة * مطلوبة.

الرؤية: عام
اسم الهدف: *
قياس: *
تاريخ البدء: *
تاريخ الانتهاء: *
الحالة: لم يبدأ
معدل: % 0.0

2022 يناير

السبت	الجمعة	الخميس	الأربعاء	الثلاثاء	الاثنين	الأحد
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

01/01/2022

31/12/2020

0.0

لم يبدأ

معدل: % 0.0

حفظ التغييرات



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

[Back to Admin Center /](#)

Integration Center - Create New Scheduled XML File Output Integration

Options | Configure Fields | Filter and Sort | Destination Settings | **Scheduling** | Review and Run

Scheduled Version

Occurs

Once

Start Time * Feb 28 2022, 10:45 AM GMT+05:30

Email To user@sap.com

Email event logs for failed integrations

Save Cancel Previous **Next** Set Schedule



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:

To:

Subject: SuccessFactors system Integration Center [SFTP - CSV - Outbound - Version 5 2/25/22 10:05 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

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. Copyright © 2022 SuccessFactors, Inc. All rights reserved. These online services are SuccessFactors confidential and proprietary and for use by authorized SuccessFactors customers only.



Email Event Logs for Failed Integrations in Integration Center

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 11:32 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

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.

Copyright © 2022 SuccessFactors, Inc. All rights reserved. These online services are SuccessFactors confidential and proprietary and for use by authorized SuccessFactors customers only.



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



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

Help Text

Mask Value on UI ▼

Show Trailing Zeros ▼

before

Help Text

Private or Sensitive Information ▼

Show Trailing Zeros ▼



Language Preference for Multiple Employments



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

Home ▾

Settings

- Password
- Start Page
- Sub Tab Configuration
- Notifications
- Change Language**
- Compensation Number Format
- Forms
- Accessibility Settings
- Proxy
- Mobile
- Privacy Statements

Change Language

Changing Language will redirect you to the Homepage.

- Deutsch (German)
- English RTL (English US)
- English US (English US)
- Español (Spanish)
- Français canadien (Canadian French)
- Português do Brasil (Brazilian Portuguese)
- English Debug
- English UK (English UK)
- Español (Mexico)
- Français (French)
- Italiano (Italian)
- 简体中文 (Simplified Chinese)

[Switch](#)



Minimum Length Requirement for Password Reset Security Questions



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

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

now

Settings

Password	Security Questions	
Start Page	<div style="border: 1px solid #ccc; background-color: #f8d7da; padding: 5px; display: flex; align-items: center;">- Answers must be at least 4 characters.</div>	
Sub Tab Configuration	Your Security Questions	Your Answers
Security Questions	<input type="text" value="What was the name of the city your mother was born in?"/>	<input type="text" value="123"/>
Notifications	<input type="text" value="What was the make and model of your first car?"/>	<input type="text"/>
Change Language	<input type="text" value="Select a question"/>	<input type="text"/>
Compensation Number Format	<input type="button" value="Save"/>	
Forms		
Accessibility Settings		
Proxy		
Mobile		



Minimum Length Requirement for Password Reset Security Questions

before

Settings

- Password
- Start Page
- Sub Tab Configuration
- Security Questions**
- Notifications
- Change Language
- Compensation Number Format
- Forms
- Accessibility Settings
- Proxy
- Groups
- Mobile

Security Questions

Your answers have been saved successfully

Your Security Questions	Your Answers
What was the name of your first pet?	bbb
What was the name of the city your mother was born in?	a
This is demonstration of Pentest report	C



More Useful Approver Information for Stalled Workflows in Admin Alerts



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

Admin Center / Admin Alerts

Subscribe to Emails Information Configure Alert Type Rerun

Admin Alert Type: Stalled Workflows - Employee Related (23) Show also inactive Admin Alert Types

Unassigned (22) Assigned to Me (1) Assigned to Others (128)

Alerts (1 selected) Assign Action Refresh

<input type="checkbox"/>	Request Type	Requested By	Requested For	Request Status	Effective Date	Message	Single Approver Name
<input checked="" type="checkbox"/>	Add Address	Emily Clark	Karl Collins	PENDING	02/18/2022	The workflow has been stalled for 18 days.	Carla Zhang



Option to Hide Job Title in People Search and Organization Charts



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

^ Up One Level

Sara Al Shehhi
HR Manager

Participant
Take Action

5/5

Admin Center

rating scales associated to launched forms.)

- Display Performance Score in HR Inbox
- Activate Email Validation in scorecard
- Enable To-Do Panel
- Enable adoption of General Display Name
- Enable the name format selected in Configure People Profile to apply globally
- Hide job title in People Search and org charts (Company Org Chart, Calibration Org Chart, and Succession Org Chart)
- Show all active employments (for Global Assignment and Concurrent Employment) on Quickcard, Org Chart, and Global Search results



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



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

Admin Center

Back to [Admin Center](#) [Go To Customer Community](#) [Admin Resources](#) [Handout Builder](#)

Manage **Permission Groups**

Type group name...

[Create New](#) [Import Static Groups](#) Items per page Page of 8

Group Name	User Type	Static or Dynamic	RBP-Only	Active Membership	Last Modified	Action
API Admin	Employee	Dynamic	<input checked="" type="checkbox"/>	3	2021-11-10	Take Action
Allow Workflow delegation	Employee	Dynamic	<input type="checkbox"/>	2	2021-07-12	Take Action
Create activity only	Employee	Dynamic	<input type="checkbox"/>	2	2021-07-07	Take Action

Admin Center

Back to [Admin Center](#) [Go To Customer Community](#) [Admin Resources](#) [Handout Builder](#)

Permission **Role List**

Different users should have different access to the information in the application. A *role* controls the access rights a user (or a group) has to the application or employee data. Each role has its own set of access permissions that you define. You can also limit exactly what a group can access.

Type role name... [Switch to the Latest Role-Based Permissions](#)

[Create New](#) [Create New Role for External User](#) Items per page Page of 13

Permission Role	User Type	Description	Status	RBP-Only	Created From	Last Modified	Action
Necromancer		A necromancer sees everything, knows everything, and can do anything.	ACTIVE	<input checked="" type="checkbox"/>		2022-02-11	Take action
SFCC Super Admin (EC)		SFCC Super Admin (EC)	ACTIVE	<input type="checkbox"/>		2022-01-18	Take action



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 **any kind of objects**.

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

Courses/Continuing Education  



This is a block description of Courses/Continuing Education


▼

No data

before

This is a block description of Courses/Continuing Education


Courses/Continuing Education  




No data








Show Block Description Below the Block Title

Block Title: 

Courses/Continuing Education

Block Description: 

B *I* U ~~ABC~~   Verdana  8 pt  

This is a block description of Courses/Continuing Education.

Show the 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.

The infographic is a grid of 20 boxes, each containing a different statistic or logo. The top row features the EPI-USE logo and the SAP Gold Partner Services and Development Partner logo. The second row describes software and services for large enterprises and software utilities for SAP modules. The third row shows 1,500+ SAP implementations and 40+ payroll country versions. The fourth row highlights 6,200+ proprietary software licenses sold and a 97% license renewal rate. The fifth row mentions a multi-lingual global support team and a client central collaborative community. The sixth row includes the Groupelephant.com logo and presence in 34 countries. The seventh row notes 35+ years of experience and over 3,000 employees. The final row shows 20+ trading brands and the Beyond Corporate Purpose program, which channels 1% of revenue to the Elephants, Rhinos & People program.

SOFTWARE AND SERVICES FOR BUSINESS-CRITICAL, NON-CORE PROCESSES, FOR LARGE ENTERPRISES	SOFTWARE UTILITIES TO COVER ALL SAP MODULES
1,500+ SAP IMPLEMENTATIONS	40+ PAYROLL COUNTRY VERSIONS
6,200+ PROPRIETARY SOFTWARE LICENSES SOLD	97% LICENSE RENEWAL RATE
MULTI-LINGUAL GLOBAL SUPPORT TEAM	CLIENT CENTRAL OUR COLLABORATIVE COMMUNITY
	PRESENCE IN COUNTRIES 34
35+ YEARS OF EXPERIENCE	>3,000 EMPLOYEES
20+ TRADING BRANDS	BEYOND CORPORATE PURPOSE 1% of revenue channelled in to the (ELEPHANTS, RHINOS & PEOPLE) PROGRAM

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



Contact

Stefan Janke

Vertriebsleiter

+49 (0)6181 189010

stefan.janke@epiuse.com

EPI-USE GmbH
Sophie-Scholl-Platz 8
63452 Hanau
Sitz der Gesellschaft: Hanau, Deutschland
Geschäftsführer: Andreas Niebling, Franz Seel, Christoph Werner
Amtsgericht Hanau HRB98509