



2017 SuccessFactors EC Enhancements

Q1 Enhancements 2017

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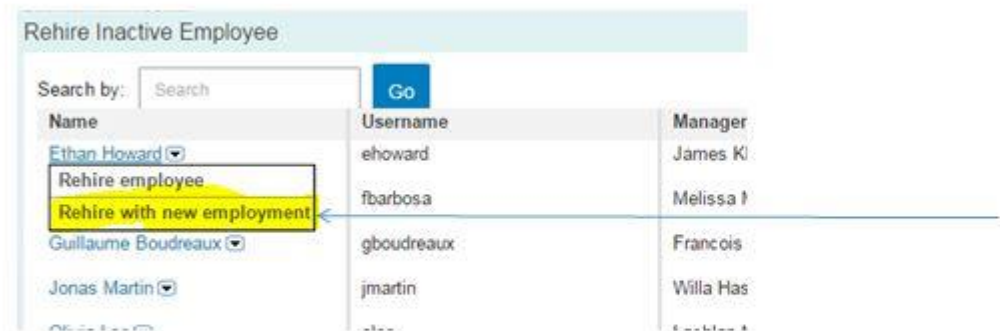
1. Rehire creating a New Employment from 'New Hire' via 'Use this match' (Admin opt-in)

What It Means:

- The re-hire variant which creates a new employment is now also available in 'Match Pop-Up'. It is protected by a separate new RBP.

Prerequisites:

- People Profile 3



The screenshot shows a web interface titled "Rehire Inactive Employee". It features a search bar with a "Go" button. Below the search bar is a table with three columns: "Name", "Username", and "Manager". The table lists several employees, including Ethan Howard, fbarbosa, Guillaume Boudreaux, and Jonas Martin. A dropdown menu is open for "Ethan Howard", showing options: "Rehire employee" and "Rehire with new employment". A yellow box highlights the "Rehire with new employment" option, and an arrow points from this option to the text "New button to Re-hire With New Employment" on the right.

Name	Username	Manager
Ethan Howard	ehoward	James Ki
fbarbosa	fbarbosa	Melissa F
Guillaume Boudreaux	gboudreaux	Francois
Jonas Martin	jmartin	Willa Has

What It Means:

- Now we can set expiry date of a specific work permit by using Rule Function.
- The Rule Function can be used to create validations or admin alerts in case a work permit expires.

Prerequisites:

- Appropriate rule to use function.

3. Complete Attachment enabling for all personal information portlets. (Admin opt-in)

What It Means:

- Now we can enable attachment for all personal information portlets.
- Documents can be attached now to every portlets personal information.
Ex. Biographical Information, Work permit, Address Information, Dependents etc.

Prerequisites:

- Activate in the data model (Business Configuration UI)

4. Trigger onInit rule during an 'update workflow request' for a new hire or saved draft for the new hire. (Universal)

Importance:

- OnInit rules are often used to suppress fields on the UI. This did not work when new hires were picked-up from Save Draft or new hire workflow were updated.

Prerequisites:

- Appropriate onInit business rule

What It Means:

Now Customers able to see their company Structure/s based on MDF objects in a company chart by providing different views.

Prerequisites:

- Enable in Provisioning for testing purpose
- Not allowed to used in any productive or sales Demo Instance due to potential incompatible changes

Note: No fixes in b1702

Org Chart Position Org Chart **Company Structure Overview** Directory Company Barometer Resources Help & Tutorials Ask HR

Company Structure Business View (Business) Search Division Healthcare (HC)

Today 80%

^ Up One Level

Division
HC
Healthcare
Active

149 123

Head of Division
Daniel

Department
CLNC
Clinical
Test

109 68

Head of Department
Anne
Test

Department
CLNC-CR
Community Relations NSI
Community Relations

21 28

Department
Community Relations NSI (CLNC-CR)
as of Today

> Details

> History

∨ People

Nico

Singler, Nicole

∨ Positions

Search

A
Assistant (P067)

E
Expert Developer (PosID_3296)

M
Manager (Manager)

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What It Means:

- Usage of FIORI icons in Position Org Chart and slight change of header section (toolbar)

Importance:

- For UI Consistency reasons

7. Another check in Check Tool (Universal)

What It Means:

- Add another Check in Check Tool of Position Management available in Admin Center
Position2JobInfo Sync

Importance:

- To perform checks regarding the set-up of the position to JobInfo synchronization.

What It Means:

- The workflow details page displays values of transient (calculated) fields

Importance:

- To support transient field in workflow processes e.g. display pay range for approval

9. New option to approve workflow requests on the new homepage (Provisioning Opt-in)

What It Means:

- New option to manage workflow requests from the new homepage including
 - + sorting of workflow requests
 - + filtering out certain workflow requests and
 - + mass- approval to approve several requests at once

Importance:

- It allows managers and HR admins a more efficient way of managing workflows.

Prerequisites:

- Use of the new Homepage

My Workflow Requests (6)

Hide Filter Bar

Event Reason: Request Type: Requested For: Effective Date Range: Initiated By: Initiated Date Range:

Select 6 out of 6 requests

3 requests selected

<input type="checkbox"/>	 Time off Request for Marcus Hoff Director, Sales Philadelphia, PA (US_PHL)	Start Date: 01/12/2017 End Date: 01/12/2017 Time Type: Vacation	Initiated by Marcus Hoff on December 31, 2016
<input type="checkbox"/>	 Time off Request for Marcus Hoff Director, Sales Philadelphia, PA (US_PHL)	Start Date: 03/20/2017 End Date: 03/24/2017 Time Type: Vacation	Initiated by Marcus Hoff on December 31, 2016
<input checked="" type="checkbox"/>	 Time off Request for Marcus Hoff Director, Sales Philadelphia, PA (US_PHL)	Start Date: 01/03/2017 End Date: 01/03/2017 Time Type: Sick Leave	Initiated by Marcus Hoff on December 31, 2016
<input checked="" type="checkbox"/>	 Time off Request for Richard Maxx Director, Sales Dayton (US_DTN)	Start Date: 03/13/2017 End Date: 03/18/2017 Time Type: Vacation	Initiated by Richard Maxx on December 31, 2016
<input checked="" type="checkbox"/>	 Time off Request for Wilma Sown Senior Director, Sales Seattle (US_SEA)	Start Date: 02/20/2017 End Date: 02/28/2017 Time Type: Vacation	Initiated by Wilma Sown on December 31, 2016

Sort by

Effective Date

Initiated Date

Ascending

Descending

What It Means:

- EC alerts are now available on the new home page. If a manager or a HR professional is informed about a HR event via EC alerts, a separate tile called Take Action appears in the To Do section showing the EC alerts.
- Example, we can define that the HR Admin is notified 10 days before an employee's contract ends or remind the manager that an employee returns from paternity leave.

Prerequisites:

- Use of the new homepage

An OMR Company

ToDo

Approve Requests

Take Action

6 Requests All Due Today

3 Alerts 1 Overdue

My Team

Org Chart Compensation Per

Take Action

- Please make your self assessment
Overdue
- Susan Miller is returning from parental leave on 1.1.2017. Please do the needfull
Due in 16 days
- Alert for Jonathan Marr, Data Change
Jonathan Marr, Data Change on Jun 1, 2015
No due date

11. Search Added on Manage workflow Groups



- Now Search option is added on Manage workflow Groups to search easier and find workflow groups.

Admin Center

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

✖
To view all groups, click the remove icon to clear the criteria. The remove icon is ✖

Items per page 10 Page 1 of 1

Group Name	Membership	Last Modified ↓	Actions
Talent Approval	2	2016-09-13	 

What It Mean:

- New country Version El salvador.

Importance:

- This is a baseline country version and to maintain country specific employee data (e.g. National ID, Personal Information, home Address and Corporate Address, Personal Document Types, Job Information)

Work Permit Info

Document Type

BLV - Residence ID

- No Selection
- SLV - Residence ID
- SLV - Passport
- SLV - Visa

Document Title

Residence

Document Number

12132143

Expiration Date

Enter Date...

Issue Place

Validated

No

Country

El Salvador

*Country

El Salvador

Care Of

Colony Name

Colonia Universitaria Norte #2

Street Name and Number

Calle Alcaine #29

Postal Code

1120

Locality

Mejicanos

Department

San Salvador

Add Home Address

What It Mean:

- Enhancements for mailing address and postal code validations, available via business rule

Importance:

- South Africa Legal Requirement

14. Input Validations for time sheet – Time Off and Attendance Management (Admin opt-in)

What It Means:

- Raises an error upon time recording in the time sheet. Business Rules can be used to flexibly define error- constellations. Error message text is configurable.

The screenshot displays a 'Time Sheet' interface for the period of January 9-15, 2017. The interface includes a calendar view with days from Monday to Sunday, each with a time slot (e.g., 08:00-17:00). A summary table on the right shows 'Total' hours: Regular Time (40:00), Working Time Difference (-15:00), and Allowances Recorded. Below the calendar, there are sections for 'Allocated Hours' and 'Allowances'. An error dialog box is overlaid on the interface, displaying the message: 'An error occurred. See details below. Details: Allowance recording on an absence day is not allowed.' The dialog box has an 'OK' button at the bottom right.

What It Means:

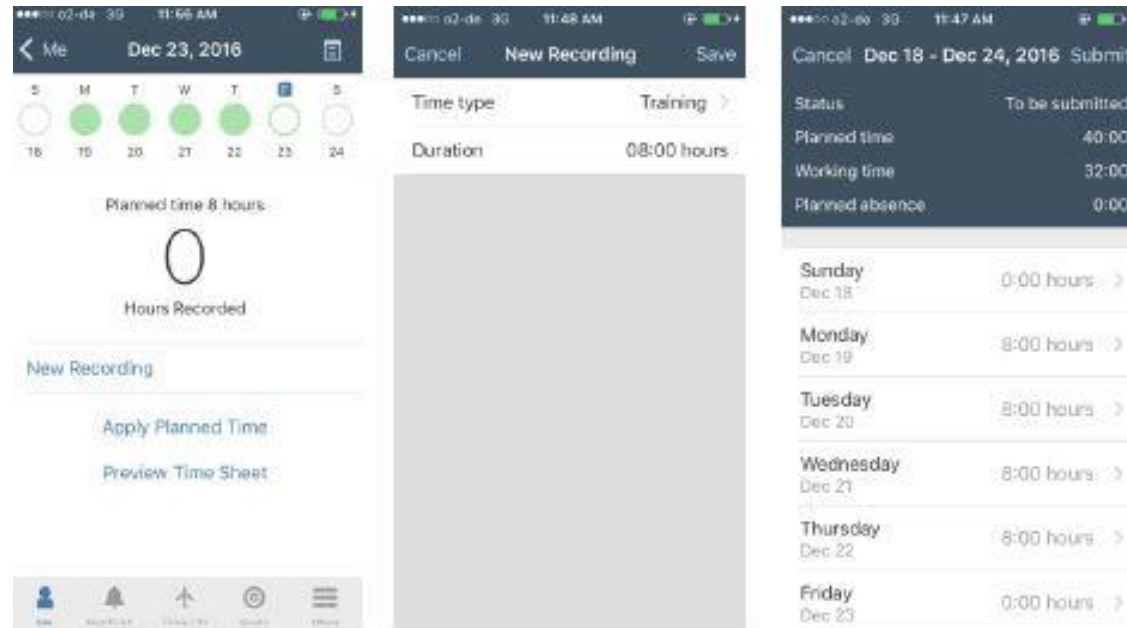
- Allows attendance time recording (Time Sheet) in a mobile iOS device.

Importance:

- Employee can record his working time anywhere, anytime.

Prerequisites:

- A mobile iOS Device



16. Approval workflow for leave requests initiated via Mange Time off or time administrator workbench (Admin Opt-in)

What It Means:

- Triggers a workflow for leave request when manager or time admin request leave on behalf of employee.



New option to query the initiator of an employee time workflow

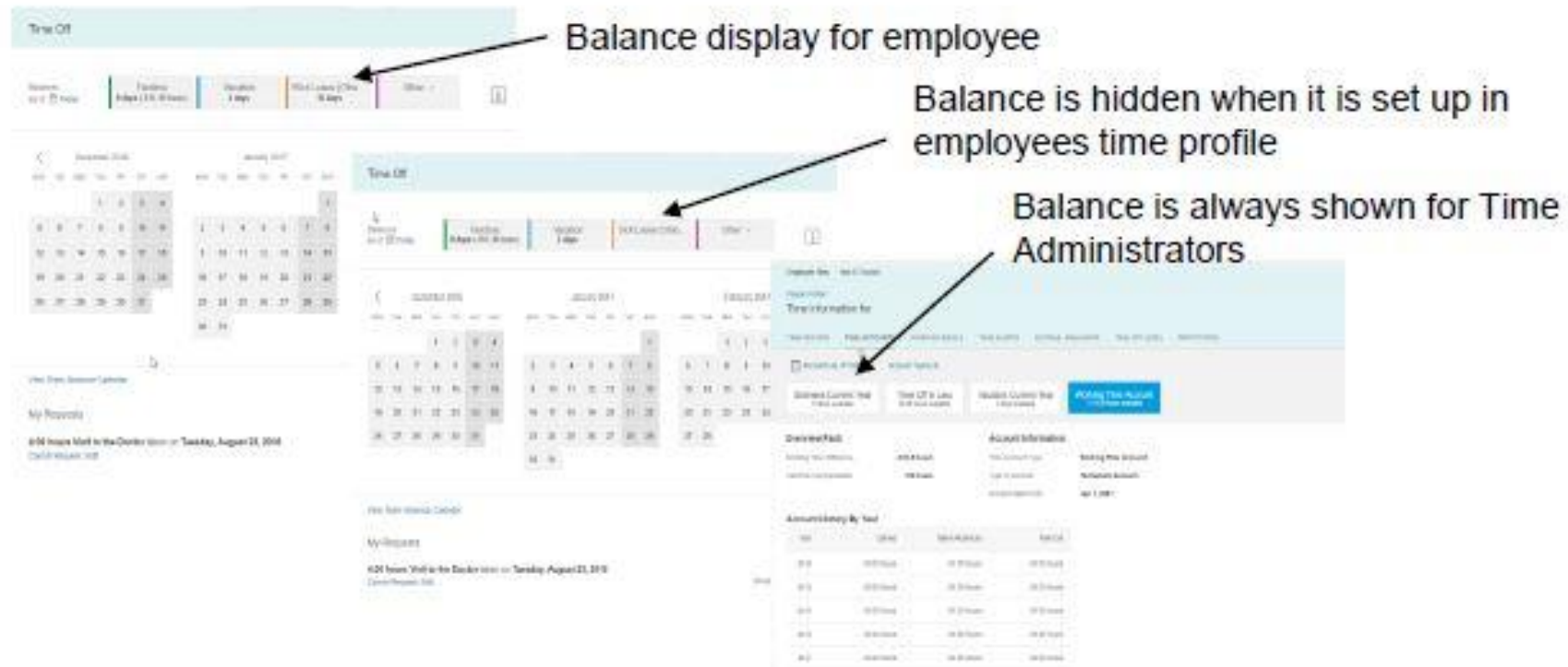


Option to assign a different workflow configuration for workflows initiated by admins

17. Hide Time Account Balance in Employee Leave Request (Admin opt-In)

What It Means:

- Hides the time account balances in employee leave request User interface.



The screenshot displays the 'Time Off' request interface for an employee. It features a top navigation bar with tabs for 'Request', 'My Time Off', 'My Requests', and 'My Profile'. The main content area shows a calendar for the current month and a 'Time Off' request form. Annotations with arrows point to specific elements:

- Balance display for employee:** Points to the 'Time Off' header area.
- Balance is hidden when it is set up in employees time profile:** Points to the 'Time Off' request form area.
- Balance is always shown for Time Administrators:** Points to the 'Time Off' request form area.

The interface also includes a 'My Requests' section with a table of requests and a 'My Profile' section with a table of account balances.

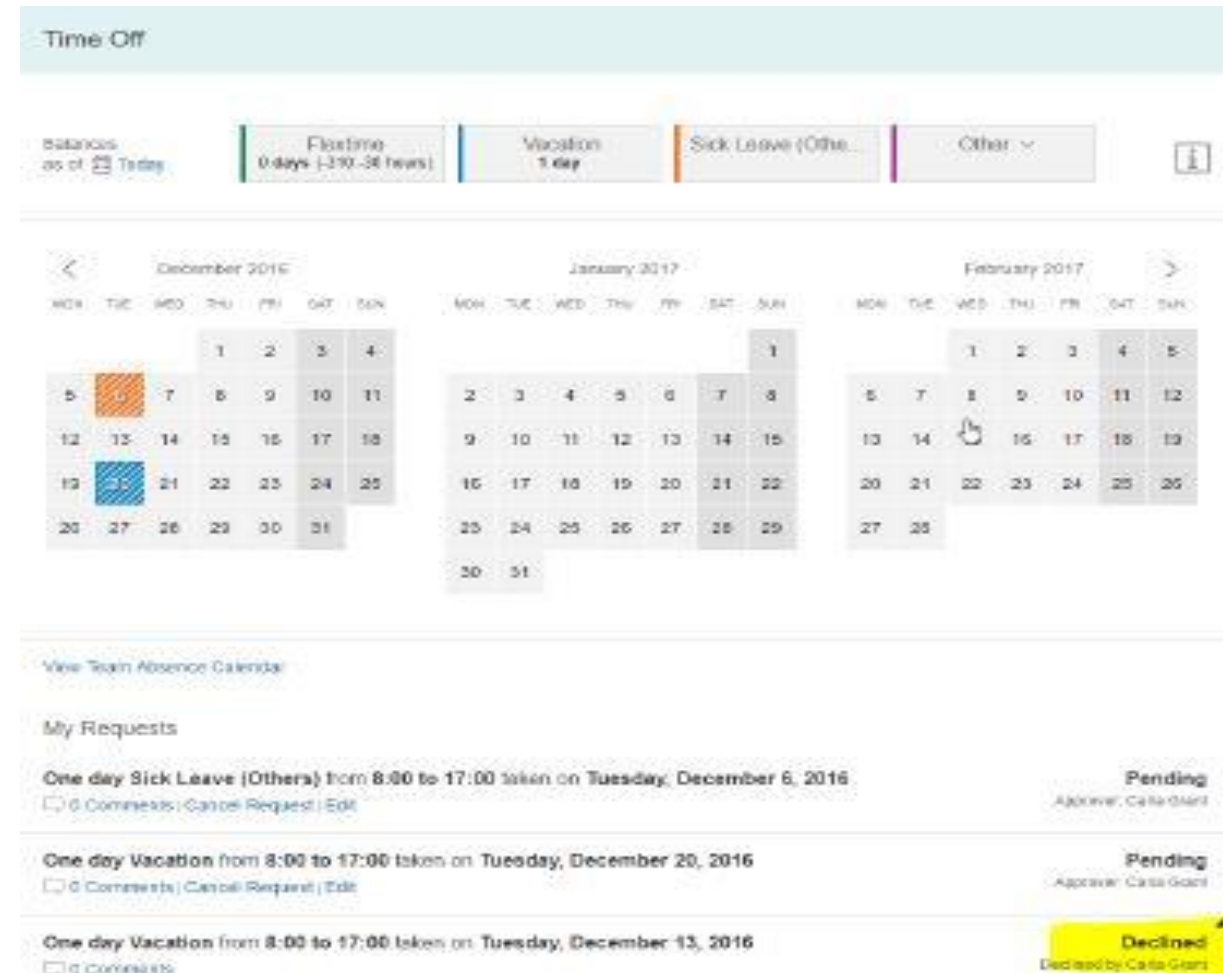
Request ID	Start Date	End Date	Hours	Status
101	2024-08-01	2024-08-05	40	Approved
102	2024-08-06	2024-08-10	40	Pending
103	2024-08-11	2024-08-15	40	Rejected
104	2024-08-16	2024-08-20	40	Approved
105	2024-08-21	2024-08-25	40	Pending

Account Name	Balance	Account Type
PTO	100.00	PTO
Vacation	20.00	Vacation
Sick Leave	5.00	Sick Leave
PTO	100.00	PTO
Vacation	20.00	Vacation
Sick Leave	5.00	Sick Leave

18. Shown declined absences for employees (Admin opt-in)

What It Means:

- Declined absence requests are shown in the employees absence history.



Time Off

Balances as of Tuesday

- Flextime: 0 days (-150 -36 hours)
- Vacation: 1 day
- Sick Leave (Others): 0 days
- Other: 0 days

Calendar view for December 2016, January 2017, and February 2017. A mouse cursor is hovering over the 13th of December 2016.

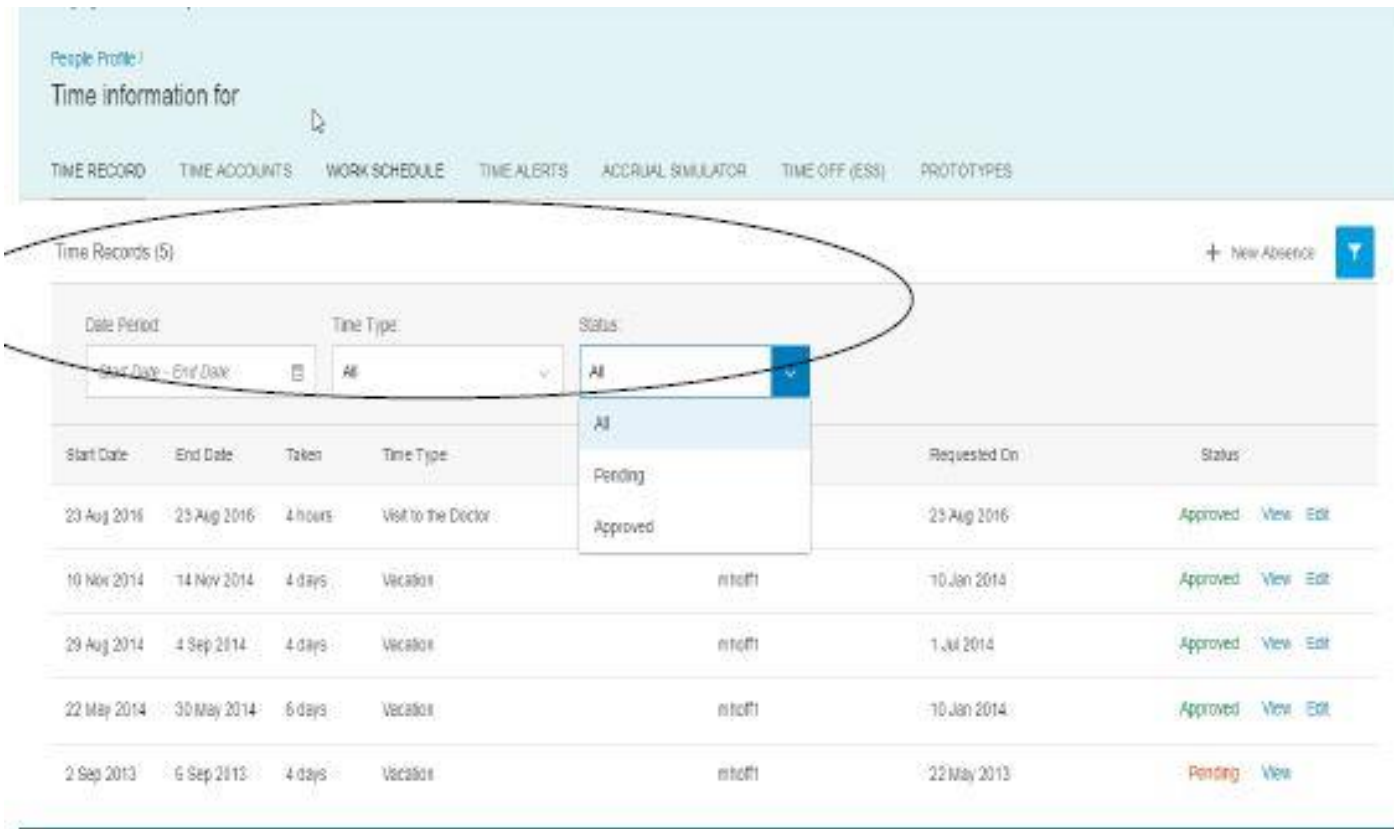
My Requests

Request Description	Status	Approver
One day Sick Leave (Others) from 8:00 to 17:00 taken on Tuesday, December 6, 2016	Pending	Carla Goetz
One day Vacation from 8:00 to 17:00 taken on Tuesday, December 20, 2016	Pending	Carla Goetz
One day Vacation from 8:00 to 17:00 taken on Tuesday, December 13, 2016	Declined	Carla Goetz

19. Additional filter in Time Administration workbench (Admin opt-in)

What It Means:

- Most filters are provided in the Time Admin Workbench list.



People Profile | Time information for

TIME RECORD | TIME ACCOUNTS | WORK SCHEDULE | TIME ALERTS | ACCRUAL SIMULATOR | TIME OFF (ESS) | PROTOTYPES

Time Records (5) + New Absence

Date Period:
 Time Type:
 Status:

Start Date	End Date	Taken	Time Type	Status	Requested On	
23 Aug 2016	23 Aug 2016	4 hours	Visit to the Doctor	Approved	23 Aug 2016	Approved View Edit
10 Nov 2014	14 Nov 2014	4 days	Vacation	Approved	10 Jan 2014	Approved View Edit
29 Aug 2014	4 Sep 2014	4 days	Vacation	Approved	1 Jul 2014	Approved View Edit
22 May 2014	30 May 2014	6 days	Vacation	Approved	10 Jan 2014	Approved View Edit
2 Sep 2013	6 Sep 2013	4 days	Vacation	Pending	22 May 2013	Pending View

What It means:

- Portugal was added to the family of supported countries. With this ECP now supports 41 countries.

Importance:

- Country-specific fields for Portugal get replicated into EC- Payroll.
- UI Mash Ups relevant for payroll processing for Portugal are available on payroll information page.



The screenshot shows a user profile for Marc Miller (94) with a PT Standard Job Classification. The 'PAYROLL INFORMATION' tab is selected, displaying a list of payroll-related fields:

- Payroll Information**
- Earnings and Deductions**
 - Pay Statement
- Others**
 - Reimbursement ADSE
 - Mobility
 - Contract Elements
 - Supplementary IT0016 Information
 - Profile Classification
- Social Insurance**
 - Social Security
- Tax**
 - Tax Portugal
 - Absence Payment Clearing

A 'Show less' link is visible at the bottom right of the list.

Thank You