



Q3 2019

SuccessFactors Review

Employee Central – Core HR

- Helen Dunn

SAP SuccessFactors Employee Central (EC) is a little light on minor enhancements this quarter and with no major enhancements seen to Core HR. There are a few interesting updates to reflect on such as login behaviour whilst on Global Assignment and the addition of another Rule scenario for event reason derivation, which both look to improving usability for users and system admins.

Whilst I suspect this small amount of updates to Employee Central Core HR may be in relation to background developments and fixes, it is reassuring to see that Platform and Integration updates are still coming through in Q3. These areas are reflected upon further in articles coming later in this week's series, do keep an eye out!

Global Assignment Logon

At present, when an Employee on a Global Assignment logs into their SuccessFactors instance, the system automatically directs them through their Host-assignment user profile. This is the default system behaviour and in most circumstances is the appropriate profile to access on initial login. However, for some Customers this is not the desired behaviour, particularly for those who may still require Global assignees to take part in processes that sit within the Home-Assignment; be that performance reviews or leave booking to name a few.

SuccessFactors introduce a universal enhancement allowing customers to change the default login behaviour on Global assignment from Host assignment to Home, essentially disabling the standard redirection. Employees retain the ability to switch assignment view as and when needed. This feature is very simply enabled or disabled through Manage data, for those customers utilising Global Assignment and of course for those happy with the standard behaviour, no action is needed following this update.

New Business Rule Scenario

Rule scenarios are a useful feature within SAP SuccessFactors and provide customers predefined scenarios on which to configure business rules throughout the system. This Q3 release introduces an additional Rule scenario supporting Event Reason Derivation.

The “Autonomous Event Reason Derivation” scenario can be utilised to automatically derive an event reason for Job Info and Comp Info entities. As with most Rule scenarios when selected, a restricted list of basic objects, actions and changeable fields is displayed as per the defined scenario and as such, when creating the business rule the potential for errors is reduced.

Company Structure

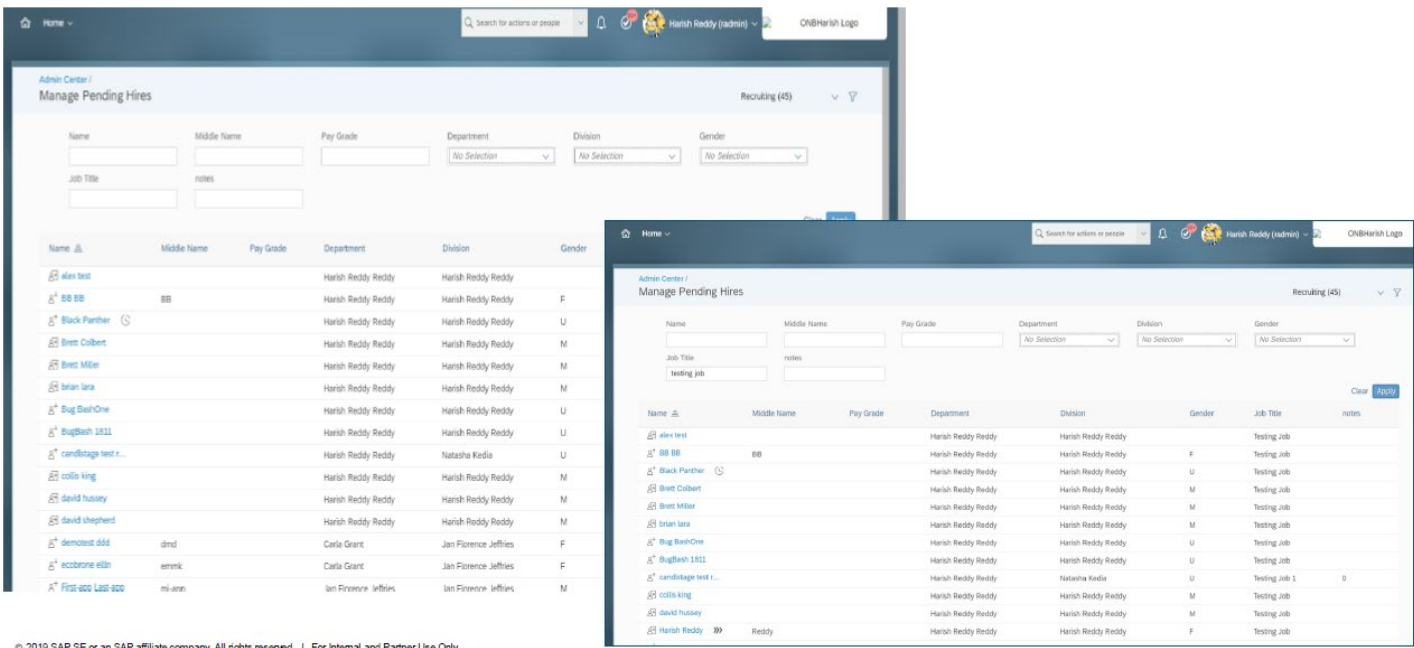
A new message will now be shown if there are more than 1000 child entities to be displayed in the Company Structure Overview. This maximum threshold and warning message will help to reduce performance issues.

EC Internal Hires through Onboarding

There have been a series of notable fixes to manage pending hires across the last few quarters, regarding errors in transferring external hires to EC from Recruiting and again with internal hires passed to EC from Onboarding. Its encouraging to see these minor issues straightened out, and this quarter we see a solution to the error in which an internal hire would fail in EC when transferred from Onboarding without a Pay component passed across. This fix continues to ensure effective user transfer between these two modules and EC.

Enhanced Manage Pending Hire – Suite Integration

Which brings us quite nicely across to the admin Opt-in feature of Enhanced Manage Pending Hires. EC admin users often have the requirement to access the Manage Pending Hire screen, whether to review a new hire



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personal or employment details prior to start date or to action the hire into EC.

The Enhanced Manage Pending Hires screen provides functionality to:

- Filter on search items such as Name, Job title, Department and sort the results
- Identify pending hire records that are within a workflow process or held within the draft folder
- Configure columns to display, column order and name

These features help users accessing Pending Hires with a clear and customisable view of the relevant information when conducting hires and improve efficiency during the process.

SAP Best Practices

The ready-to-run business processes of SAP best practices provide standardised approach to utilise during an implementation project. This content library is consistently updated and the Q3 release brings:

- Sample data available for test purposes, which includes global and additional country specific data which covers the organisation and employees.
- New EC Benefits sample configuration for Japan.
- New Business Practice rules for Maternity and Accrual for India.

Conclusion

As discussed at the beginning of this article Q3 has been light on purely Core HR enhancements for Employee Central, which is to be expected following the larger releases of previous quarters, and a focus on fixes following these. Over the summer months with many customers on their holidays, it can be seen as positive to have a lighter quarterly release, and I hope, like myself you are looking forward to seeing what may be in store for the Q4 2019 release.



How Can We Help?

Zalaris excels in delivering comprehensive HR and payroll services across the UK, Northern Europe, the Baltics and Poland. Our industry leadership position, however, goes beyond the borders and constraints of other providers to enable what matters most to our clients: maximising the value of human capital through excellence in HR processes.

- **Scoping Services** - for if you are thinking of moving to the HCM Cloud but are unsure of where to start.
- **Support Services** - for if you are already using SAP SuccessFactors and want a flexible support partner.
- **Release Management Services** - for if you are struggling to take advantage of the quarterly innovations in SAP SuccessFactors.
- **Business Process Services** - for if you are looking for operational support with your HCM processes.
- **Training Services** - for if you are not getting the most out your SuccessFactors system.

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