

Q3 2019

SuccessFactors Review

EC Suite Integration

- *Stephen Hammond*

The Q3 2019 release brings some useful fixes and enhancements, and some new functionality for users of SAP Commissions. Let's take a closer look at what's included.

Job Profile Builder

Some useful bug fixes in this release - you can now paste text from Word into the Job Profile without issues, and some problems with the handling of descriptions and core competencies in Job Profile have been resolved.

EC APIs, Imports and BCUI

EC OData APIs will now report on deletions more accurately, as part of a Last Modified query. Previously, deleted records would have been ignored in such a query. Meanwhile, the Compound Employee API can now report on multiple changes in a single day to Job or Compensation info, where before only the last record would have been returned. This requires you to use the "segmentsForEnhancedEffectiveEndDateFilter" parameter - check the release notes for more info.

On the subject of EC Imports, there is improved handling of country-specific data. For example, you can now selectively import new Global Info per country without affecting the employee's existing Global Info for other countries. A role-based permission change is required to activate this functionality. Furthermore, there is now a default limit of 30,000 records per import file, requiring files larger than this to be split into multiple files - but if you still want to process large files, there's a provisioning switch to disable this limit.

Note that the provisioning switch *Company System and Logo Settings / Enable Employee Data Import through Centralized Services* is activated by default in Q3 2019 - this means that business rules are enabled during import of Email and Biographical data, and additional checks are performed to remove duplicated data. If you have any issues importing such data, review this setting in provisioning - but note that as of the next Q4 2019 release this will be the standard setting.

In Business Configuration UI, there are improvements to the sync job (to provide better error messages where content is not synced), and a new parameter *Extend By N Days* which allows admins to easily view changes to effective-dated entities before they become active.

Employee Profile

There's not a huge amount of change in the Q3 release in the area of Employee Profile (EP), although the audit report for EP data changes can now be run for multiple employees at a time, not just one. Aside from this, there are some minor bug fixes to remove erroneous error messages in EP, and to make background EP jobs run more smoothly.

EC/ERP Integration and Migration

There is the usual raft of minor enhancements and bug fixes in EC/ERP integration - the following is just a selection. Take a look at the release documentation if you're having a particular issue with your integration:

- Cost centre integration ERP>EC - you no longer need to use a BAdI to correctly format the cost centre ID - the integration report does it for you
- Org object integration EC>ERP - moving the start date of the object forward in EC now correctly integrated to ERP - the time slice running up to the new start date is deleted
- Replication of more than 100 infotype 15 (Additional Pay/Deductions) records for a single employee is now fully supported

S/4 Cloud Integration

Customers who use SAP Commissions for calculating sales commission values, and who also use EC Payroll, will be interested to hear that there is now an end-to-end integration that replicates the commission values across to EC as non-recurring employee pay components

Conclusion

The particular points to note in this release are the enhancements to APIs - worth checking out in detail if you use APIs to retrieve changes to employee data - and the switch to standardised use of Centralized Services for EC Imports - remember the option to disable this will be in place only until Q4 2019. Bear this in mind if you have business rule in place for Email or Biographical data, as your import processes could be affected.



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- **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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