



Q3 2019 SuccessFactors Review

EC Payroll, Localisations, Benefits and Time Management

- James Clough

This release now expands to provide 45 Employee Central Payrolls with full integration from Employee Central with associated country localisations. Overall, there are now 98 Employee Central countries with localisation.

EC Payroll

Two more countries have been added to the payrolls available as Employee Central Payrolls (ECP) from 2019 Q3. These are both earlier than previously quoted on the SAP SuccessFactors roadmap; Belgium wasn't planned until Q4 and Indonesia was on the 24-month radar.

Both include fields and mashups for update from within Employee Central (EC) and replication of EC data to the payroll using Point-to-Point (P2P) integration.

Data replication proxies can now be triggered for specific users for Time objects into ECP, this trigger action utilises P2P integration.

EC Localisation

A new country version for North Macedonia provides maintenance of country specific employee data (e.g. National ID, Personal Information, Home and Corporate Addresses, Personal Document Types, Disability Information, Job Information, Payment Information).

Address Validation is a new feature being rolled out initially with the Netherlands. This will provide a significant benefit to companies allowing them to share accurate employee addresses with legal authorities.

- The service is provided by DQM (Data Quality Management) via Integration Centre.
- Address Validation can be triggered in the new Hire process or on an Address change when the “validation required” button is pressed.
- Address Validation as a Service is planned for Russia and Brazil next.

Further Localisation enhancements have been included for:

- Italy, US and UK have picklist updates for Province and State respectively.
- Hong Kong and Luxembourg have National ID changes.
- Slovenia, Indonesia, Thailand and Norway all have enhancements in several areas.

EC Benefits

Enhancement on Eligibility Rule Evaluation – Benefit eligibility rules can now be evaluated based on the effective from date at any time, past, present or future. This is relevant for new hires, marriage, birth of a child and other life events.

Opt out from an auto-enrolled benefit – Employees can now opt out and re-enrol of auto-enrolled benefits. Configuration allows the effective date to be editable or read only so employees can set the date themselves.

The screenshot displays the 'Benefits for Heo Joon-Jae' interface. The 'INSURANCES' tab is selected, showing a list of insurances. The 'OPTOUT_JOBS_INS_SD' insurance is highlighted, showing details: Effective From: Jun 26, 2019, Request Date: Jun 26, 2019, My Contribution: 775.88 USD, Employer Contribution: 517.25 USD, Frequency: Annual, Coverage Name: Amount Type, Provider Name: AVIVA, and Enrolled For: Employee. An 'Opt Out' button is visible. A modal window titled 'Opt-out Confirmation' is shown, asking for the effective date (July 4, 2019) and providing 'Opt Out' and 'Cancel' buttons. Below the modal, the 'Open Enrollments' section shows the 'Benefits' section with 'OPTOUT_JOBS_INS_SD' and '27 Days Remaining'.

Browsing Claims History –


Using ESS (Employee Self Service) users can now view a claims history list in the People Profile which may cover many calendar years.

UX Enhancements (Benefits Overview page) –


The Allowance UI has been enhanced to include 2 extra fields; Effective from and Request date. This gives employees more information where they need it.



Before:

Allowances		
Allowances		
Transport Allowance	1,200.00 USD Monthly	

After:

Allowances		
Allowances		
Transport Allowance		
Effective From	Jul 04, 2019	
Request Date	Jul 04, 2019	
Amount	5,000.00 USD	
Frequency	Monthly	

EC Time Management

Time Off – New Time Off ESS UI

From Q3 2019 the new Fiori UI Time Off is now mandatory. I've mentioned it since the start of the year, so you've probably already actioned but in case you haven't, it's now going to be the default user interface for requesting time off.

I've seen some customer comments about this change having several flaws, such as extra

steps required, hopefully SAP will consider this feedback on future evolutions.

Other Time Enhancements

A new central admin alerts page has been created for Time Administrators to monitor alerts and act against employees in a single list rather than on an individual basis.

Admin Center

Recalculate Time Sheets (7)

Recalculate Accruals (2)

Recalculate Time Sheets (7)

Import Time Sheets (0)

Recalculate Absences (2)

Generate Time Sheets (4)

Error

Error

Error

Error

Error

Target ID

sgrent1

wslingstad

awolter

soundhine

tsaah

Date

May 20, 2018

Oct 1, 2018

Feb 4, 2019

Oct 30, 2017

Feb 26, 2018

Admin Alerts 2.0

See More

Time Management

Recalculate Accruals 2 >

Recalculate Time Sheets 7 >

Recalculate Absences 2 >

Generate Time Sheets 4 >



The display format of time balances have been enhanced to display in a consistent format of hours and minutes (hh:mm) in several places; Time Accounts and Account Pay-outs included.

Conclusion

As mentioned, some of the progress on providing ECP country versions has been quicker than previously defined on the HCM roadmaps. Below I've listed the 45 to date but I expect more to come as the partner ecosystem has developed many more for specific customers.

Americas	Europe		Middle East	APAC
Argentina	Austria	Netherlands	Kuwait	Australia
Brazil	Belgium	Poland	Oman	China
Canada	Czech Republic	Portugal	Qatar	Hong Kong
Chile	Finland	Russia	Saudi Arabia	India
Columbia	France	Spain	United Arab Emirates	Indonesia
Mexico	Germany	Sweden		Japan
United States	Hungary	Switzerland	Africa	Malaysia
Venezuela	Ireland	United Kingdom	Egypt	New Zealand
	Italy		South Africa	Philippines
				Singapore
				South Korea
				Taiwan
				Thailand

Looking forward to Q4 at least the ECP country version for Norway will finally be delivered, it appears to be the last standard country version, comparing historical SAP payroll scope diagrams. If you compare this to Workday, they currently have 4 countries (US, UK, France and

Canada) without needing integration to a 3rd party.

Hopefully the big-ticket items planned for Clock-in/clock-out Time Sheet integration and Night Shift work schedules are also delivered soon; this will make its usability much better.



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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