



Q3 2019

SuccessFactors Review

Recruiting

- Anisha Rajput

SAP SuccessFactors have introduced few major enhancements in Q3 release. Although, most changes are related to Job Postings, there is a major change regarding how Data Capture Forms are used. This article reviews the key features in this new release.

Data Capture Forms for Existing Candidates

As we know from previous releases, Data Capture Forms were mainly used to capture new candidates' details; by sending an email campaign to existing candidates. Even then this activity would have been marked as a "visit" and the data was not saved. This feature allows for an existing candidate to complete the Data Capture Form via email campaign link and the successful completion of the form is displayed as an "updated". This feature will help Recruiters to identify and distinguish between 'new' and 'existing' candidates. It will also store the details in candidates' profile. If a Recruiter is following a candidate, this will appear on the Activity Feed on the Dashboard.

Note: Assign a code to a data capture form in Career Site Builder to determine which candidates have submitted, visited or updated the specific form type.

RCM Admin Center

Search for people | Carla Grant (lgiant)

Landing Pages | Data Capture Form | Cancel | Save Draft | **Publish**

Search | Status: Published

(en_US) English (United States) / Main Brand / Landing / Data Capture Form

Details | Styles | DPCS | Job Alerts

Data Capture Form: Warm Candidates July 2019

Data Capture Form Code: Engaged Candidates

Data Capture Form Header: Header Text

Data Capture Form Instructions: Instructions Text

Button Text: Submit

Success Message: Thank You. Your information has been submitted.

Completed Message: You have already completed and submitted all requested information.

Existing User Message: Thank you for submitting your information to our company. Your e...

Desktop | Tablet | Mobile

To benefit further from this feature, a Recruiter can customise the message for an existing candidates before sending an email campaign link. The Recruiter can add a Data Capture Form and the code which has been assigned, in the Candidate search page. This will allow Recruiters to select candidates whose details hasn't been saved in their profile and send them a new email campaign link to update the form and their Candidate Profile.

Managing Job Postings from Requisition

This next feature gives the Recruiters an efficient way to post jobs. Recruiters will be able to directly take actions from the Job Requisition page and Recruiters no longer need to click on 'Post and Manage jobs'. The following actions can be taken directly: Repost, Edit job posting, Add a job board and Remove post.

ZSE Job Analyzer Role 2 (2301)

JOB REQUISITION DETAIL | JOB PROFILE | CANDIDATES (0) | **JOB POSTINGS (1)** | CANDIDATE SEARCH | MARKET JOB

Job postings

Posting Type	Posting Status	Posting Start Date	Posting Start Time	Posting End Date	Posting End Time	Last Modified Date	Last Modified By	Action
Internal Posting	Not Posted	MM/DD/YYYY		MM/DD/YYYY		--	--	Post Job
External Posting	Posted	11/27/2018	04:05 AM EST	11/30/2025	05:59 PM EST	11/27/2018	Lorna Okamoto	Remove Post

Note: Postings expire at 11:59 pm at the end of the selected expiration date. Please note, new postings can take several minutes before they are returned in search results on the career sites.

Job Board Posting - Recruiting Posting

Job Board	Status	Clicks	Start Date	End Date	Days Left	Action
Absolventa	Expired	0	07/11/2019	07/11/2019	0	Post Job
APEC	Expired	0	07/11/2019	07/11/2019	0	Post Job
CareerMatrix (Michigan State Focus)	Expired	0	07/11/2019	07/11/2019	0	Post Job
Adzuna	Expired	0	07/11/2019	07/11/2019	0	Post Job
Jobilift.fr	Expired	0	07/11/2019	07/11/2019	0	Post Job
JobBee	Expired	0	07/11/2019	07/11/2019	0	Post Job
Itstf	Processing	0	07/11/2019	08/25/2019	44	Remove Post
Lediv	Processing	0	07/11/2019	08/10/2019	29	Remove Post

Post and Manage Jobs

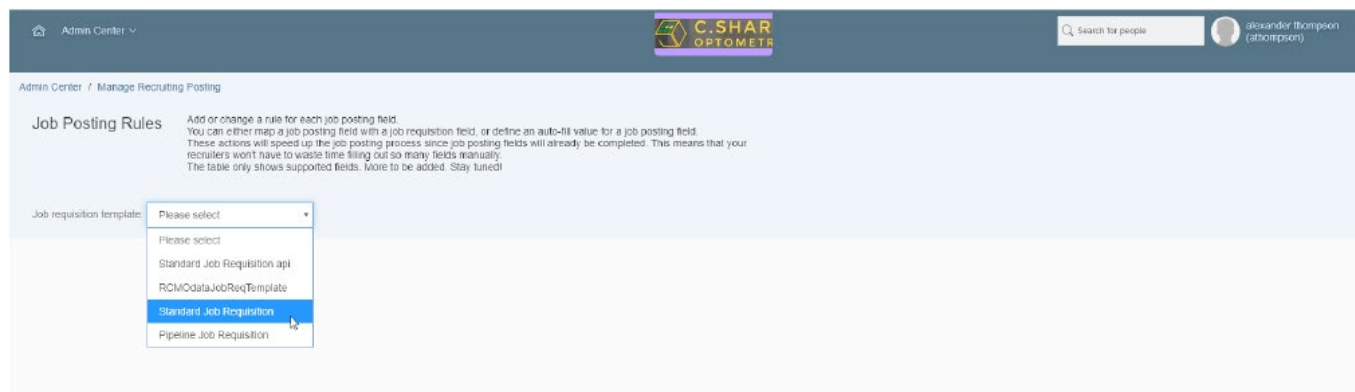
Actions: Edit Post, Add Job Board, Remove All



Field Mapping: Job Requisition Template

This next feature allows Recruiters to copy Job Posting rules from a different Job Requisition template by mapping template-specific fields.

This will reduce time and effort to configure, import and replicate of Job Posting rules for each individual template. This can be done by selecting the Job Requisition template you want to add Job Posting rules to via Admin Centre > Manage Recruiting Posting.

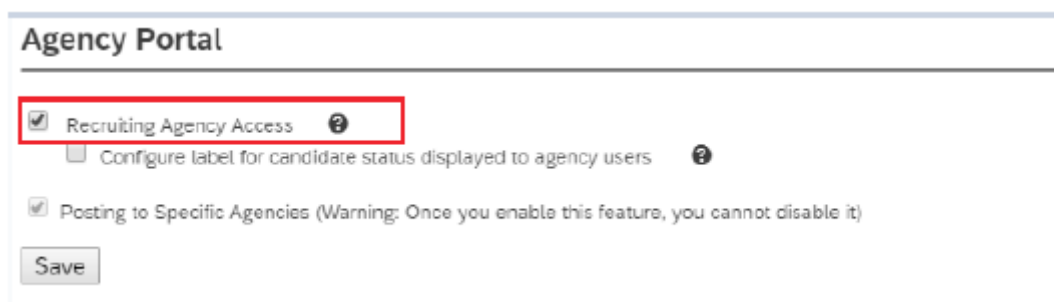


Job Board Preselection Rules

Recruiters have many tasks and to simplify their processes, the next feature is just what we needed. Recruiter Admins can now set the rules for job posting so the job requisitions are automatically posted instead of selecting job boards individually. This can be done for job boards by preselecting each job requisition or creating a specific rule based on job requisition fields. The preselection rule, however, can only be created for job boards with the status of “Feed Activated” for at least one of your posting profiles.

Agency Portal

As mentioned in my previous Q2 Release, this function was only available to Beta customers. Now this feature is being rolled out universally to all customers who have Agency activated via Recruiting. Agency feature can now be also be enabled via Admin Centre as opposed to changing in Provisioning. Customers will be able to use the same credentials to login to the new Agency Portal.



Minor Enhancements Worth Mentioning

- If the customers have Interview Scheduling enabled, location picklist can now be enabled up to three levels. For example, country > state > location for organiser to select easily.
- Users can now choose to archive email correspondence in Message Centre to a specific 'Archive' folder.
- Advance Analytics has a couple of new features, which will allow customers to use the Applicant Conversion report to achieve better insight by the source type. This will help customers invest and focus on the source of converted applicants. The Average Report is another feature which will help customers to report on different dimensions, including the average number of visits per hire, application starts and completion per hire.

Finally, a quick reminder to our readers about the features that will be deprecated (replaced) in 2019:

- Candidate SSO will be deprecated with Q3 2019 release as Candidate Account Simplification (CAS) and Candidate Relationship Management (CRM) is adopted as part of the solution
- Web focus Advanced Analytics UI and Recruiting Dashboard are scheduled for end of 2019
- Recruiting Dashboard in Recruiting Marketing will be deprecated by end of 2019

Conclusion

There are many new major features coming our way and these are certainly something exciting to look forward to. SAP are releasing a lot of positive changes with benefits for users; the full details of Q3 release are available on SuccessFactors community, but in the meantime, I hope you have enjoyed reading some of the highlights.



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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