Q4 2019
SuccessFactors Review

**EC Benefits and
Time Management**

- Eliette Marical

This quarter, we see a small amount of enhancements focused in the area of Benefits and Time Management. Time off releases are especially relevant for you if you are using this module in Poland.

EC Benefits

Benefits on Termination

The major enhancement of this release is the possibility to integrate an Intelligent Service (ISE) to delimit Benefits' enrolments for an employee upon termination. This can be based on the date of your choice (on the termination day, end of the month, mid-month or a specific date) and based on different termination reasons. This Admin opt-in feature is beneficial to companies in which benefit handling on termination differs by termination reason. For example, Health Insurance may remain valid beyond a termination date following an Involuntary termination, yet with a Voluntary termination the employee must be "un-enrolled" on their final working day. The ability to automatically delimit enrolment via an ISE better ensures a congruent handling of the process, with the correct flow rule actions on each event reason and also the ability to configure different variations by legal entity.

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– Value people

Enhancements in User experience

In addition to utilising Intelligent Service (ISE) in Benefits, SAP have looked to improve the user experience on the Benefit portlet by introducing the possibility to show or hide the number of days remaining to enrol/claim for a specific benefit program. This helps to tidy the screen view for Users and provide a simply and visually pleasing experience.

Another universal enhancement to improve the look and feel of benefits is a small adjustment made to the Cart Icon within the benefits view to make it more the icon more visible within the screen and therefore easier to select.

Special enhancement for Time Off in Poland

This Q4 release provides a new set of country specific fields to handle sickness in Poland and thus respond to a legal requirement regarding ZLA documents.

It is now also possible for all customers to disable the instant import of EC Time Sheet data, and instead move to a daily import of data.

Conclusion

There has been only a small amount of enhancements seen this quarter within Benefits and Time Management, the most impactful of which is the possibility to trigger an Intelligent Service by employee's termination reason in order to delimit a Benefit program. These small adjustments to streamline Benefit processes and improve user experience are valuable additions made as we round out 2019.

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.