Q4 2019
SuccessFactors Review

Recruiting

- Anisha Rajput

SAP SuccessFactors have introduced exciting features in this release. These features will add great value to both clients and implementation partners. It brings great joy to highlight some of my personal favourites in this article.

Business Rules on Job Application

The first part of Business Rules were introduced in a previous release, this has been further enhanced for Recruiters with admin permissions. Recruiters are now able to classify Business Rules for fields of an Application template. Each rule on Job Application can be set to either be executed or triggered by an action, when a candidate accepts or declines an online offer letter or by DocuSign. This will simplify the business process and make it more seamless for Recruiters. This can be enabled on the instance level and be linked to a field on an application template.

Enhanced Filter Options

This feature, Enhanced Filter Options *(Figure 1)*, gives a huge benefit for Recruiters to search the best and suitable candidates with many and multiple filter options including custom fields. Users can search by key words for candidates who have applied for a job. To ensure this is set up correctly, all relevant fields must be set up in Candidate Profile Template via Manage Templates tool.

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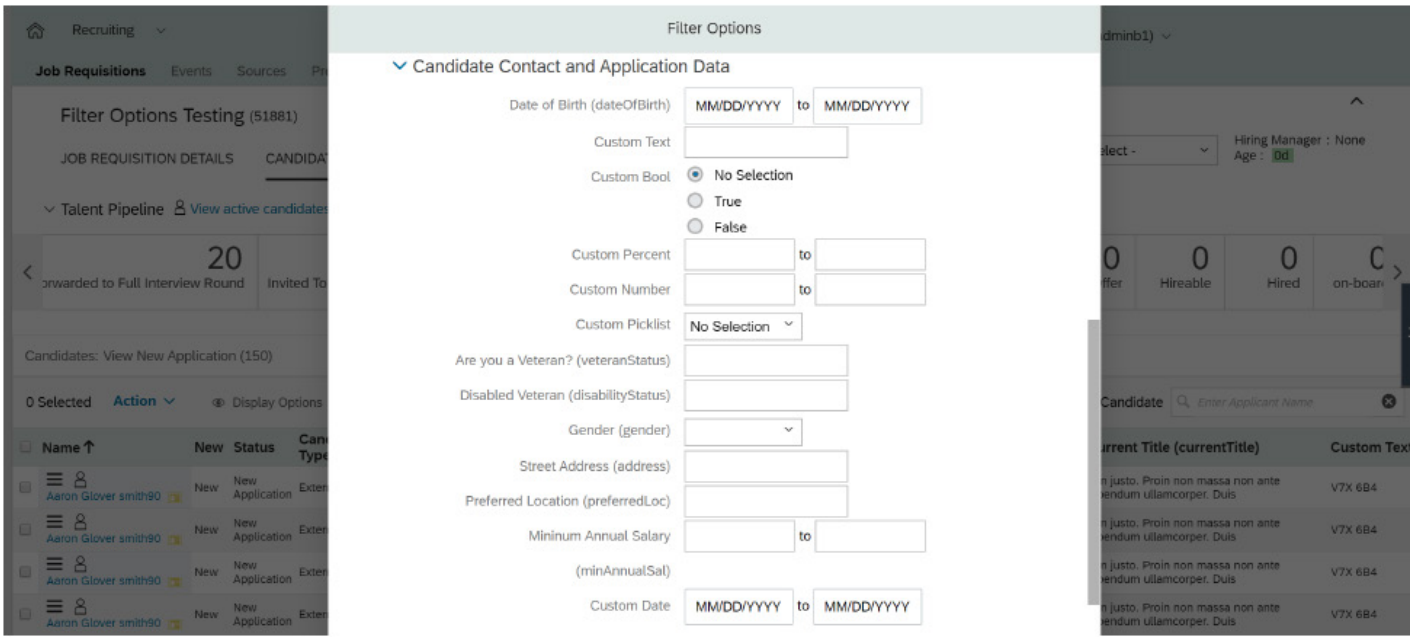
– Value people

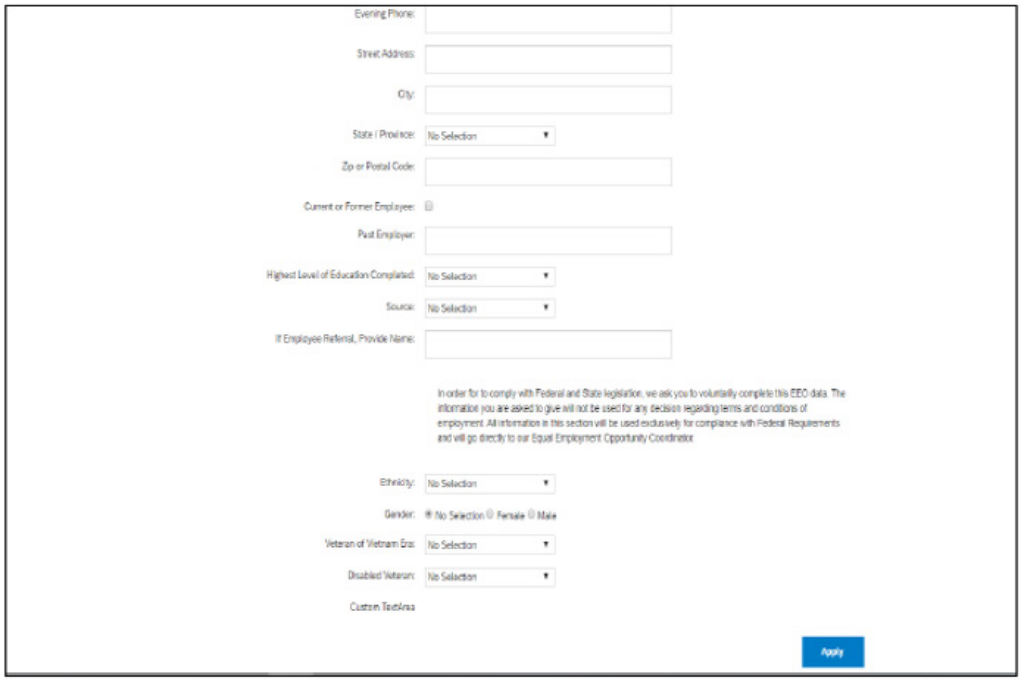


(Figure 1: Filter Options

Quick Apply

This next feature is really exciting as it allows candidates to apply in fewer clicks and allows a candidate to sign-in or create a profile at a later stage. Along with this, Recruiters will be able to create a Quick apply requisition and be able to enable or disable this option at any stage of the process in the Job Requisition.

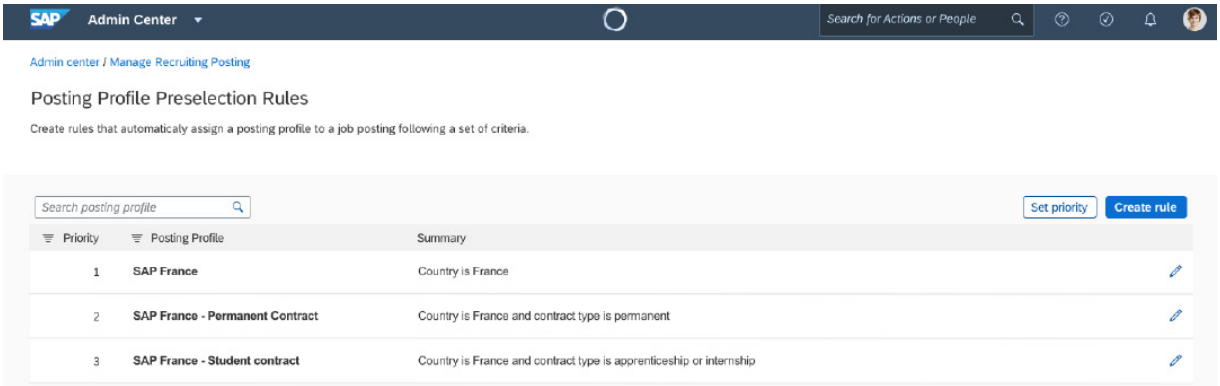
For Candidates, Quick apply will be simplified. Below screenshot *(Figure 2)* displays the Quick apply screen.



(Figure 2: Candidate Quick Apply)

Job Posting Rules

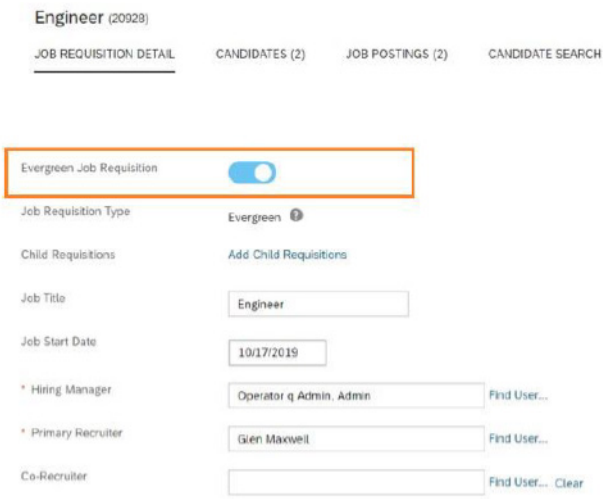
The Posting Rules will accelerate the posting process for Recruiters. Admins will be able to create rules which allows automatic posting based on pre-select Posting Profile *(Figure 3)* taken from the content of the job requisition fields. This feature will be available to all the clients using Recruiting Posting from November 14th, 2019.



(Figure 3: Posting Profile Preselection Rule)

Evergreen Requisitions

An Evergreen Requisition *(Figure 4)* is brought to companies with a high volume of positions or the requisitions which are hard to fill and have a need to be made available for a longer period. Recruiter will be able to create a child requisition which will be linked to Evergreen Requisition. Recruiters can forward a candidate from an Evergreen Requisition to the child requisition. This feature helps Recruiters to analyse the best candidates and be able to report on both levels.



(Figure 4: Evergreen Job Requisition)

Few Minor Enhancements Worth Mentioning

- A candidate will only appear in the search if a candidate has accepted the data privacy consent statement.

- Email Verification has been enabled for Candidate Account Simplification. This feature will prompt a candidate to verify their email address when creating a Candidate Profile.

- A job posting form will be prepopulated with the job requisition content, based on the field completion rule configuration.

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

- Web focus Advanced Analytics UI and Recruiting Dashboard are scheduled for end of 2019.

- Recruiting Dashboard in Recruiting Marketing will be depreciated by end of 2019.

- SAP Media Team will no longer support implementation tasks after Q4 Release.

Conclusion

There are few 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 Q4 release are available on SuccessFactors community, but in the meantime, I hope you have enjoyed reading some of my personal highlights.

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