



Employee Central – Core HR

SAP SuccessFactors Employee Central sees quite a few new updates in this bi-annual release. The new updates were detailed and (sometimes even demoed) in their newly introduced (SAP SuccessFactors [What's New Viewer](#)). All pictures from this article are borrowed from these SAP Release Notes.



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Localization

There were many localization updates relevant in this release; if you have business or employees based in one of the below countries, your admin will need to review your configuration and data if you choose to opt in to utilise these new features.

- All (Name Format new Universal configuration options)
- United Kingdom (Contract type IR35)
- Germany (Address Validation, Infotype 0006 field enhancement)
- China (Infotype 0021 fields enabled,

Renaming Hong Kong, Macau and Taiwan as 'Hong Kong, China', 'Macau, China' and 'Taiwan, China'.)

- Bangladesh (National ID)
- Netherlands Antilles (Adding two new regions)
- Indonesia (Job information fields)
- Mozambique (Payment information)
- Singapore (Four new work permits)

Note: that even though the UK government has decided to delay the IR35 implementation for another year due to the COVID-19 pandemic; you should still implement the required configuration changes whenever possible in preparation for next year.

Contingent Workforce

This release has introduced some major updates that affect your contingent workers configuration in your system; empowering you with tools and features to improve performance and help you in your ongoing support. These key updates are summarised below.

Check Tool

To help you be more self-sufficient when implementing your organisation's configuration and ongoing support for your contingent workforce; this universal enhanced check tool will prove invaluable in highlighting configuration issues and providing resolution tips to help you identify and resolve them while saving you time and effort.

SAP Fieldglass Integration

The performance of the web service used in the integration process between SAP Fieldglass and SAP SuccessFactors has been improved in the new 'Connector*n*' version of the web services.

You should use this new universal web services if you are planning to start the SAP Fieldglass integration, or if it is already integrated with your system (if you are able to do so).

Concurrent Employment

You may have already noted that in a previous release version; concurrent employment for contingent workers was an optional upgrade feature. However, in this current version, it is promoted as an important (although still an Admin Opt-in) upgrade highlighting the fact that the concurrent employment feature is a prerequisite for several important contingent workforce management processes (like the Job Information Sync feature in the below section).

Noting that you need to be extra careful when implementing this feature if your system is integrated with S/4HANA as SAP recommends that you do not create overlapping work orders.

Job Information Sync

Synchronizing data from work order to the contingent workers' job information does not have to be a manual task anymore. Your admin can opt-in for this feature to enable you to create a business rule to synchronize the required data in the corresponding job information object. View a demo [here](#).

Workflows

Workflows are a brilliant feature in any system they are a part of; they allow for a controlled process alongside saving time and effort while keeping an auditable record.

If you use workflows in your SAP SuccessFactors Employee Central system, then you will want to benefit from the below features introduced/changed in this release.

Auto Delegation Requests

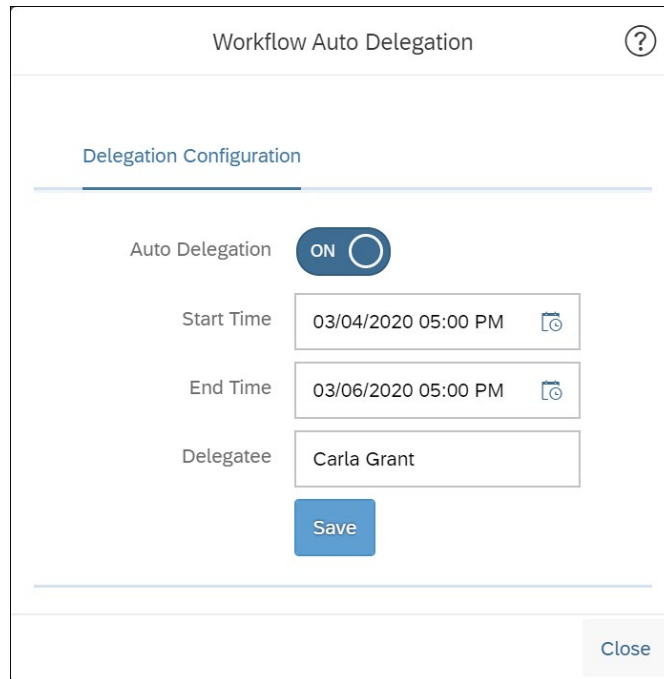
The auto delegation feature has seen two new major improvements in this release:

- You can now specify the start and end times when your requested delegation remains active using this universal feature. View a demo [here](#).
- You can now respond to auto delegation requests on a new tab called "Delegation Requests for Me" if you decide to opt-in for this feature. View a demo [here](#).

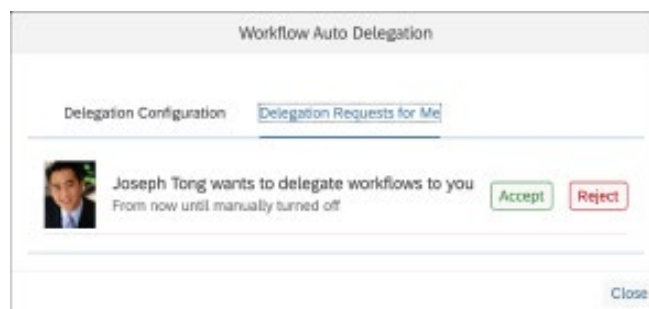
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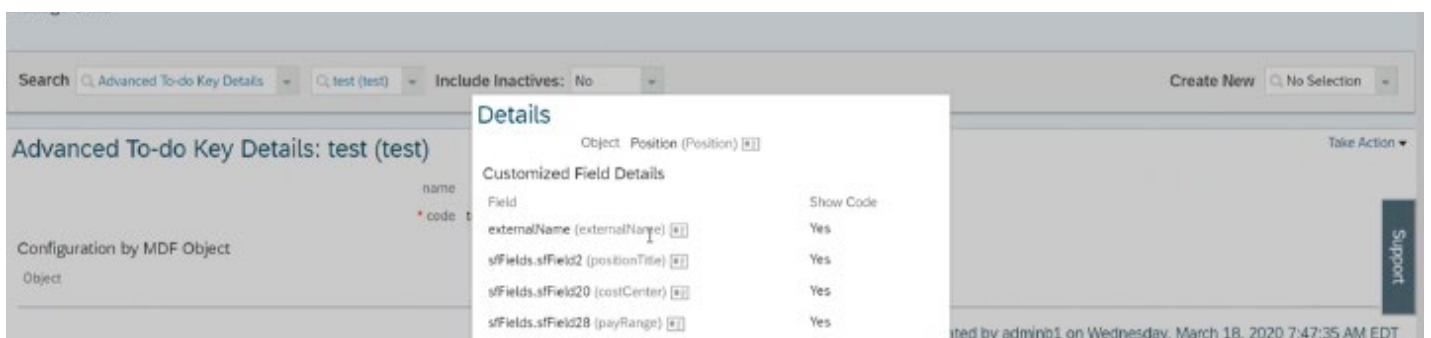
The newly introduced start and end times



The newly introduced “Delegation Requests for Me” tab

My Workflow Requests (Advanced To-do) Position workflows now have been enhanced in this new admin opt-in feature to show key details (summary of critical facts) to help you make quick yet informed decisions.

You can also configure which types of key details are shown for a specific workflow type. View a demo [here](#).



Example customised Key Details



Select	User Photo	Subject	Key Details	Operation	Actions
<input type="checkbox"/>		Change Position	Position Title: test Title: testaaa asdfadst Cost Center: Pay Range:	Initiated by Bodhi O Admin on March 13, 2020 Effective on July 8, 2016 Received on March 13, 2020	Assign To Me Approve
<input type="checkbox"/>		Change Position	Position Title: New Position 08 Position-08 Title: New Demo Position Demo-Position Cost Center: Talent1 (37000) Pay Range: Pay Range 8 (PR-8)	Initiated by Bodhi O Admin on March 13, 2020 Effective on March 13, 2020 Received on March 13, 2020	Assign To Me Approve
<input type="checkbox"/>		Create Position	Position Title: Position 08 Title: Demo Position Cost Center: Talent1 (37000) Pay Range: Pay Range 8 (PR-8)	Initiated by Bodhi O Admin on March 13, 2020 Effective on March 13, 2020 Received on March 13, 2020	Assign To Me Approve

Example Position Workflow with the Key Details Column

Loading More Workflow Requests

This minor universal change is aimed to enhance the user experience when viewing and batch approving workflow requests, by utilising the scroll function to load more (10 requests per scroll) workflow requests instead of using the old Show More button. View a demo [here](#).

enhance options that may be beneficial to your organisation, including the below feature which I would like to highlight.

User Management

The Manage Pending Hires feature has the below two major universal changes.

- It has gone universal, allowing you flexibility in sorting and filtering the data you see. View a demo [here](#).
- You are now able to filter data (excluding the Last Saved By and Last Saved On fields) in columns for all your new hires including those in Draft folders. View a demo [here](#).

Other Changes

In addition to the above features, this bi-annual release has many more changes that affect user experience as well as introduce or

Name	Hire Date	Job Title	Location	Pay Grade	Department	Division
Aryan Bansal			Bangalore (5200-0001)		Operations IN (5000017)	Manufacturing (MANU)
Claudio Limas			Sao Paulo (7000-0001)		Production BR (50160011)	Manufacturing (MANU)
Gregory Owens			San Diego (10000-0003)		Market Research (5000131)	Research & Development (RES-DEV)
Ingrid Schmit			Berlin (1010-0001)		Production DE (50140011)	Manufacturing (MANU)
John Zackery			New York (10000-0002)		Sales (5000139)	Direct Sales (DIR_SALES)
Julia Yatsker			Detroit (1710-2004)		Production US (50160011)	Manufacturing (MANU)
Kathleen Hickori			Dallas (1710-2005)		Organizational and Employee Deve (50007729)	Corporate Services (CORP_SVCS)
Kim Smith			San Francisco (1710-2003)		Production US (50150011)	Manufacturing (MANU)
Linda Pennington			New York (10000-0002)		Maintenance (5000134)	Manufacturing (MANU)
Madisen Franklin			San Francisco (1710-2003)		Production US (50150011)	Manufacturing (MANU)

The Manage Pending Hires feature

Conclusion

SAP SuccessFactors Employee Central first release for 2020 (and first bi-annual release) is packed full of enhancements and features that affect your user experience. The updates save you time and effort and support you in maintaining compliance with relevant government legislation. All of this, while increasing your Employee Central configuration options.

However, if you go through all the H1 2020 release changes and can't help but feel that there could be some important missing updates (for example the various government legislation with regards to the COVID-19

pandemic); you will be happy to learn that some topics (although maybe affecting other SAP SuccessFactors modules more than Employee Central) are planned to be included before the current official production date of June 5th 2020 for this release. You can keep track of this information using the [Announcement of Legal Change](#) in the SAP Support Launchpad.

It does raise questions of the benefit and flexibility of bi-annual versus quarterly release updates that SAP SuccessFactors has introduced. In a time where rapid change and flexibility are a necessity of your everyday life, would we have been better off with a quarterly release schedule?



How Can We Help?

Zalaris excels in delivering comprehensive HR and payroll services across the Northern Europe, UK, 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.