



SAP SuccessFactors Q1 2018 Review

Employee Central

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The start of a new year brings with it more Employee Central enhancements, particularly as the GDPR legislation is shortly due to be in place.

Workflow

A key enhancement that customers will undoubtedly benefit from is the improved Alert and Notification capability on all MDF objects – including custom MDF objects. Customers can now both define and determine when to trigger alerts and notifications to specified users (such as Line Managers, or HR Administrators), dependent upon a business process (such as informing the Line Manager x days before a Position is deactivated), in order for them to initiate their required processes. As this can use a bespoke alert for the process, and the workflow can dynamically identify the correct recipient, core HR processes are facilitated and adhered to.

Back to: Admin Center

Configure Business Rules

Search : Rule No Selection Advanced Create New Rule

History

- 01/01/1900 Take Action Rule created

Position (Position)

Insert New Record

Basic Information		Parameters	
Start Date	01/01/1900	Name	Object
Rule Type		Context	System Context
Description		Position	Position

Collapse All | Expand All

If

Position.Company is equal to Ace Australia (ACE_AUS)

Then

Execute Trigger MDF Alert Event()

Workflow Information: Position Changes(POS_CHNG)
Alert Due Date: Date Plus()
Base Date: Position Start Date
Number of Months: 2
Number of Days: 0

Alert Message: Position Alert DE (Position Alert DE)
Generic Object: Position
MDF Alert Type: Alert 1 (Alert1)

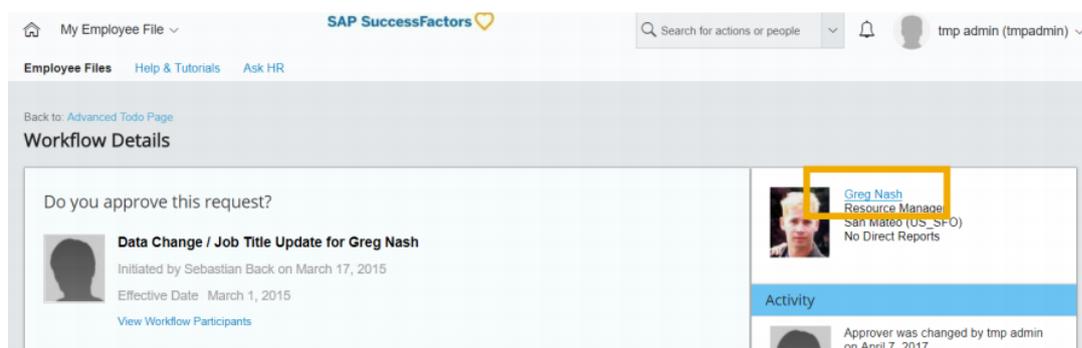
(Optional)

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Additionally, the workflow approval screen has been improved with the option to now directly click on the Employee's profile from the workflow details screen, whereas previously you could only access their Profile by exiting to search.



Position Management and Return to Work Object

The 'Position Management – Migrate Data Model for Right to Return' upgrade available from the Upgrade Centre, if enabled, sees the transformation of the Return to Work object from a Composite to an MDF object. With this, the fields within the MDF Return to Work object link to the Position and Position Management, therefore ensuring a streamlined, more efficient Return to Work business process. Further Position Management developments are then based on this new structure.

Time Off

Time Off sees several minor enhancements for this quarter. Firstly, for customers using breaks in their timesheets, the day configuration no longer has to have the break overlapping within the working time. Whereas previously, a 09:00 – 16:00 day included a break between 12:00 – 12:45, this can now be entered as 09:00-12:00, recording a break for 12:00 – 12:45, then recommencing shift 12:45 – 16:00. Additionally, for those using timesheet entry, a further enhancement includes the option to trigger a workflow based around a balance of a time account reaching a specific value (such as if a Time Off in lieu balance reaches x days at the end of a month and requires approval).

In addition, Employee Central Time Off can now accommodate automatic accrual creation for customers who use a flexible start day for their time accounts. This is a significant improvement for these customers - who previously had to manually run

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the Time Off calendars manually and on a daily basis - as the system can process these time accounts automatically, as part of the daily background job.

Finally, the Time management job summary has been integrated into the Execution Manager dashboard, available in the Admin Centre, which is found in the scheduled jobs tab.

Employee Central Localisations

SuccessFactors welcomes the introduction of two new countries to be supported in the Employee Central family, Namibia and Kuwait. Both countries are supported in recording their core (National ID, Personal Information, Payment Information, Address and Job Information) employee data.

National ID Information		Global Information	
Country	National Id Card Type	 Namibia	
Kuwait	Civil ID	Ethnic Group	
Namibia	Identity Number	Veteran	
		Military Service	
		Military Service Start Date	
		Military Service End Date	
		Academic Title	
		Number of Children	
		Date Learned of Disability	

Benefits

Predominately used by our friends in the US, the major enhancement to Benefits for this quarter is that, if access is given, employees can now 'edit' their enrolments via the Exceptions process (for example, in the case of a Dependents addition after the enrolment period has expired).

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Benefit Life Event Configuration:

▼ Step 1: General Information
Example: Event Configuration ID: NEWHIRE_USA and Event Configuration Name : New Hire for USA Employees.

* Effective Start Date * Event Configuration ID * Event Configuration Name
01/01/2017 Dependent Addition Dependent Addition

▼ Step 2: Specify Work/Life Event and Exception Window Rule as applicable for the Legal Entity
Example: Employees can Enroll/Edit enrollments within a 30 days window as per the Work/Life event occurred.
Configure an "Exception Window Rule" which will return 30 days

* Benefit Work/Life Event * Exception Window Rule * Legal Entity
DependentAddition (DependentAd... Benefits_Work/Life_Event_Excep... LG_Name123 (LG_Name123 (ACE_CH...

▼ Step 3: Specify the Benefit Period
Use Ongoing Period when the employee will be eligible for benefits from the current benefit period as of work/life event date.
Use Upcoming Period when the employee will be eligible for benefits as of next benefit period.

* Relevant for Benefit Period
Ongoing Enrollment Period

▼ Step 4: Specify Benefits, Exception For and the Effective from dates for Enrollment and Deductions respectively

* Benefit	* Exception For	* Effective From Rule	Deduction Start Date Rule
Medical Insurance (64263)	Edit Enrollment	Effective_AsofEventDate (Effec...	Deduction_AsoNextPayPeriod (D...
Life Insurance (64435)	Edit Enrollment	Effective_Asof_5Days (Effectiv...	DeductionAsOf_FirstOfCurrentMo...
No Selection	Enrollment	No Selection	No Selection

Payroll

In another introduction to the Employee Central family, Hungary can now run their Payroll using Employee Central payroll, and this is supported by various mashups and field replication from Employee Central. This now makes it 42 countries that Employee Central payroll is supported in, and we look forward to the future arrivals of Belgium, Bulgaria, Croatia, Greece, Indonesia, Kazakhstan, Kuwait, Norway, Romania, Slovakia, Turkey and the Ukraine in future releases.

Configurable per country, this quarter also sees the introduction of a new user interface to customise which Payroll objects and mashups are seen, to support the Payroll administrators.



Employee Central Best Practices

In addition to the existing Best Practices solutions for Employee Central Core, Time Off, Time Sheet, Position Management, Global Assignment, Contingent Workforce, Apprentice, Dependents Management and Concurrent Employment, the 1802 scope sees the introduction of Best Practice for Employee Central Benefits and Company Structure. Additionally, country-specific pre-configuration content will also become available. These are planned to be delivered via Patch, and are aimed to decrease implementation time for customers.

GDPR Readiness

Finally, we cannot ignore the crucial GDPR legislation very soon to take effect. Whilst it remains the customer's responsibility to ensure and enable the necessary functionality to adhere to this legislation, SuccessFactors facilitates this - as discussed in my previous blog – by offering Change and Read Access logging; Data Subject Info, Data Purge and Data Blocking processing; and Consent functionality.