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SAP SuccessFactors Q1 2018 Review

Extensions to Employee Central

By James Clough, HCM Solution Architect, Zalaris UK&I

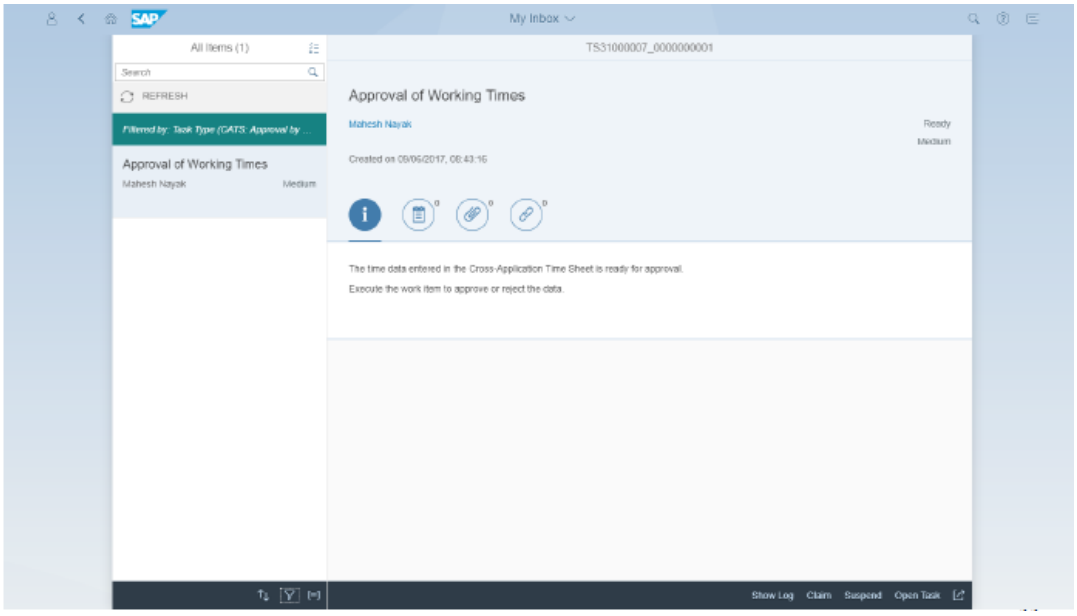
Major enhancements

Inbox based timesheet approvals

A continuation with the new UI embedded into My Inbox. The new features included are:

- Approval of non-project related task types
- Enhanced filtering capabilities
- Ability to determine approver using extensibility (custom BADI approach)
- Forwarding and substitutions of workflow items to another user.

This continues the support of one central place across the system for approvals.



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Employee Profile

Minor enhancements
There are two minor enhancements for the Employee profile this month. Both are user behaviour changes, and concern People Profile accessibility fixes and support the SAP Belize theme for PP3-specific UI5 libraries.

Job Profile Builder

Major Enhancements
Competency framework - Competency Type
A new attribute has been added to the competency content type – competency type. Competency types are customer-defined labels that you can assign to a competency. You can assign zero, one or more competency types to any given competency. Competency types can be used to classify competencies into customer-specific groupings. Some examples of competency types could be 'Functional', 'Industry', Technical' etc.

Contingent Workforce
Release of BCUI configuration for additional CW portlets/fields
A customer community idea, this update allows you to configure fields in additional portlets in the Contingent Worker model of BC UI to use them in the Contingent Worker Wizard and Profile. In addition to portlets emailInfo, personInfo, personalInfo, jobInfo, the following portlets are also now supported: employmentInfo, homeAddress, nationalIdCard, jobRelationsInfo and phoneInfo.
This is important as due to specific business and legal regulations the customers may need to manage additional sets of fields for contingent workers.

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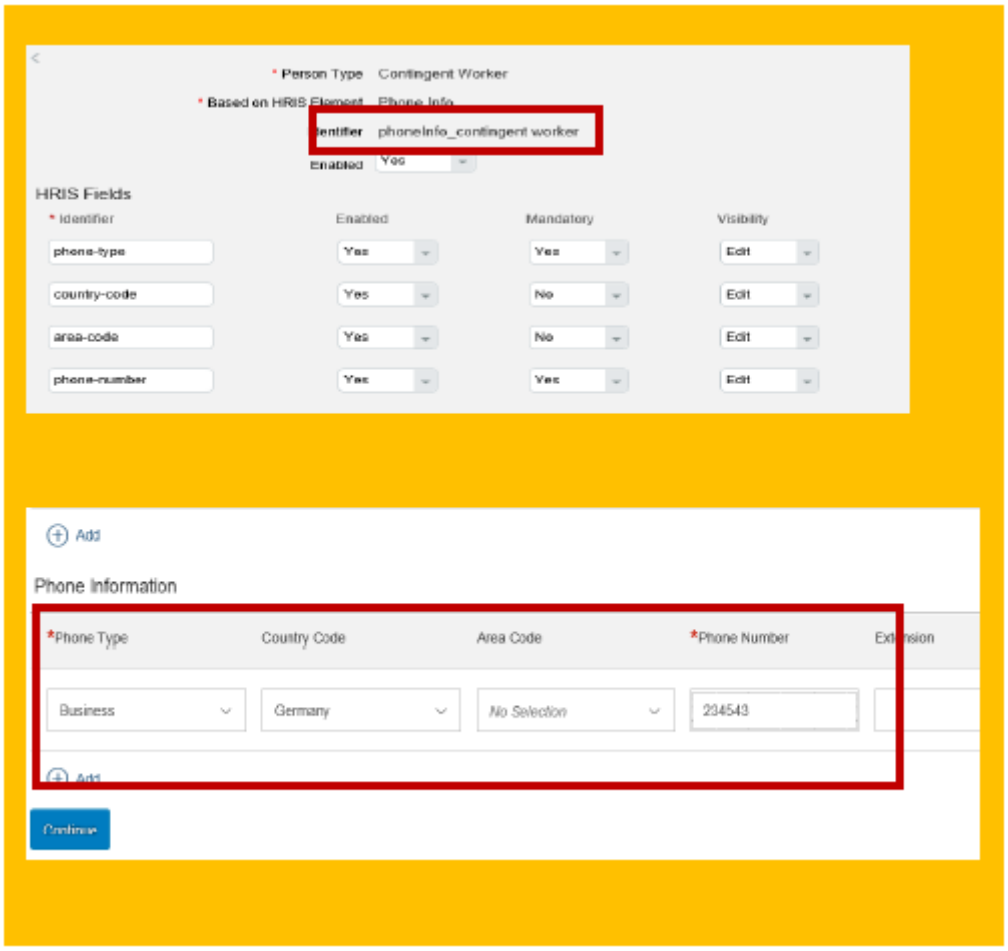

Configure text of label 'Contingent Worker'
You can now change the text of label 'Contingent Worker' to show in the org chart, Search and People Profile. You can translate the text of the label in the configuration.

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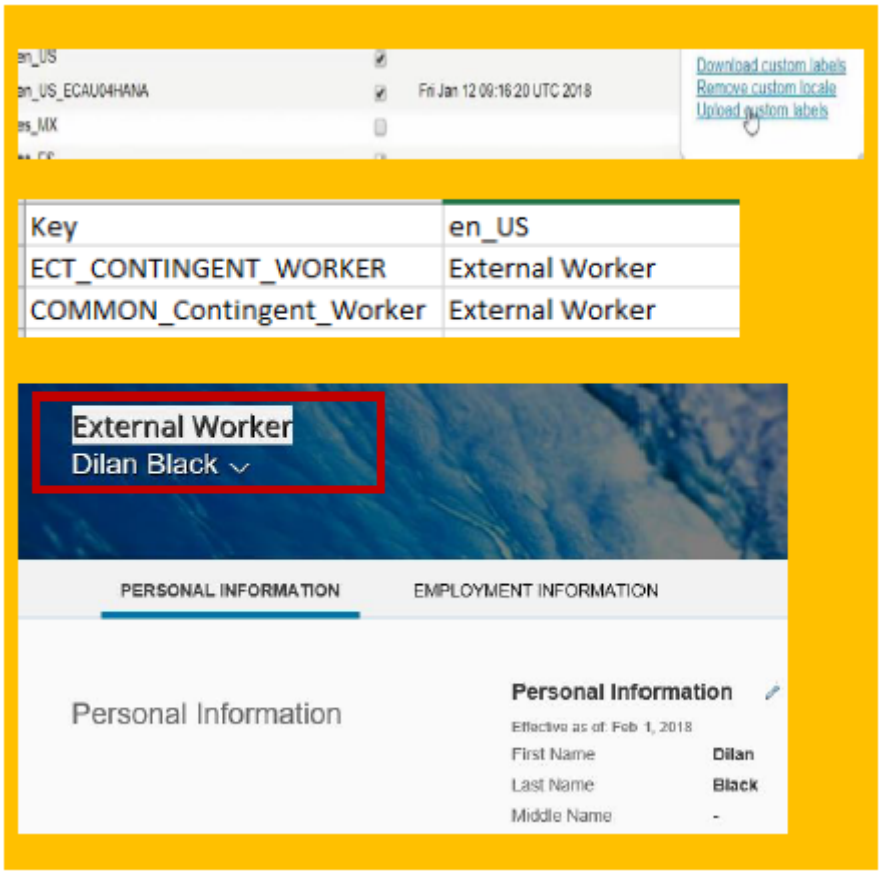

Minor enhancements

Support of Business rules in BC UI configured portlets of Person and Personal Information

You can use business rules for person and personal information portlets, which are configured in the BC UI. As per the default, the business rules are generic. Use the 'If' condition if the Business rules is to be used for a specific employment type e.g. Contingent workers. This is important as you can now change the behaviour of fields in CW Person and Personal Information portlets additionally to portlet JobInfo based on your business requirements.

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Employee Central Service Centre

Minor enhancements

Navigation and Routing: On Applying Filter
Previously on the Tickets Overview page, there was no option to bookmark or save the applied filters based on the Status and Service Category of the ticket. You can now bookmark the applied filter(s). For example while filtering, if you have selected the status of the ticket as 'New' and Service Category as 'Account Support', the filtered results are displayed appropriately. If you want to retain this state to access at a later point in time, then you can bookmark the same.

This was a customer community idea and it will simplify and create a better user experience of creating tickets.

Support external link to ask HR in external cloud systems
You can now access the AskHR page from external systems (such as Fieldglass, Concur, SAP ERP etc.). Another customer community idea.

New languages
The End 2 End for ECSC now supports Greek, Turkish and Czech.

EC APIs, Import and BCUI

Major enhancements

API Security for Business Configuration Manager
Previously only one permission was available for BCUI objects. This enhancement provides 16 permissions for the objects, which allows for detailed granularity. Once all MDF objects have the RBP setting secured in their respective object definition, they will appear in the Permission settings page > Administrator Permissions > Manage Business Configuration. This is important as it prevents unauthorised access to BCUI objects and ensures that different levels of granularity can be provided for different objects.

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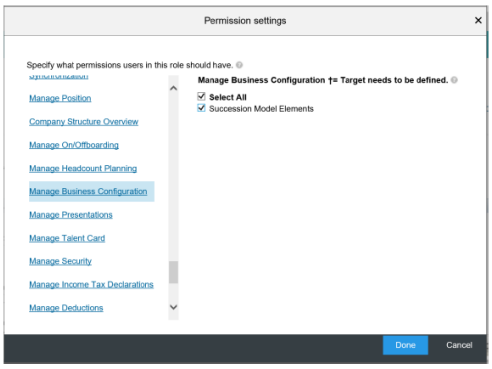
Prior to 1802



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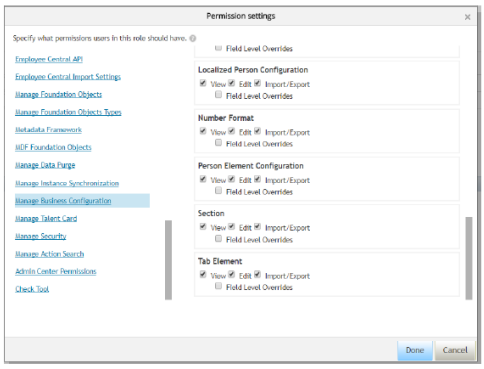

Enable BCUI independent of EC

This enhancement is for customers who don't have EC, but still want to be able to maintain configurations using BCUI. Sample scenarios could be Onboard Simplify without EC and Talent without EC. This enhancement will allow customers to use Manage Business configuration even if they are a non-EC customer. Therefore, the Admin can adjust the Succession Data Model and Country Specific Succession Data Model.

Migrating Import Switches to RBP

Admins can now assign permissions to different user groups at the role level to trigger business rules (onSave and onChange) to forward propagate data through Incremental inserts, and to execute rules and propagations against NO_OVERWRITE from 'Manage Permission Roles' in the Admin Centre. This enhancement provides additional segregation at the user level. It is important to provide granularity for permissions. Previously, these permissions were enabled at the company level on the 'Company System and Logo Settings' page, meaning that all users would have the same permissions.

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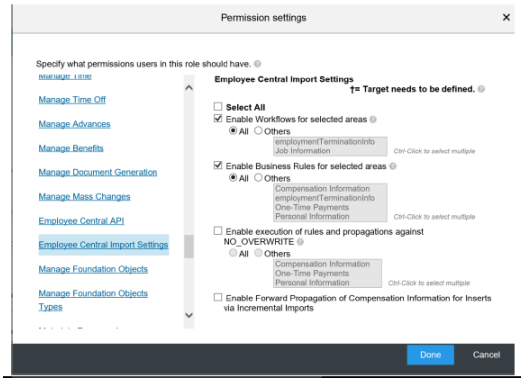
Prior to 1802



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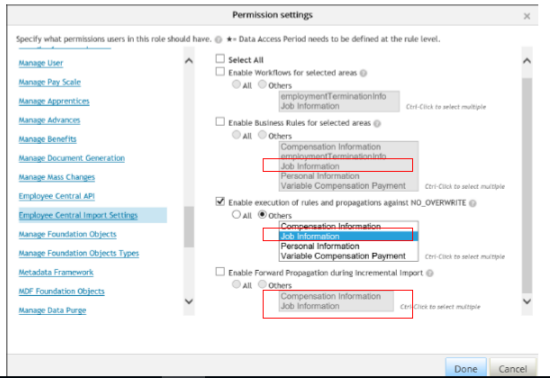

Purge of Monitor Job records
You can now purge older monitor job records based on their age. This ensures adherence to GDPR requirements.

EC/ERP Integration and Migration incl. Data Replication Monitor

Major enhancements
Option to Re-Run Extraction Report for Failure Cases in Org. Migration
You can now re-run the replication for only those objects for which the replication status is failed – saving you time during the extraction process.

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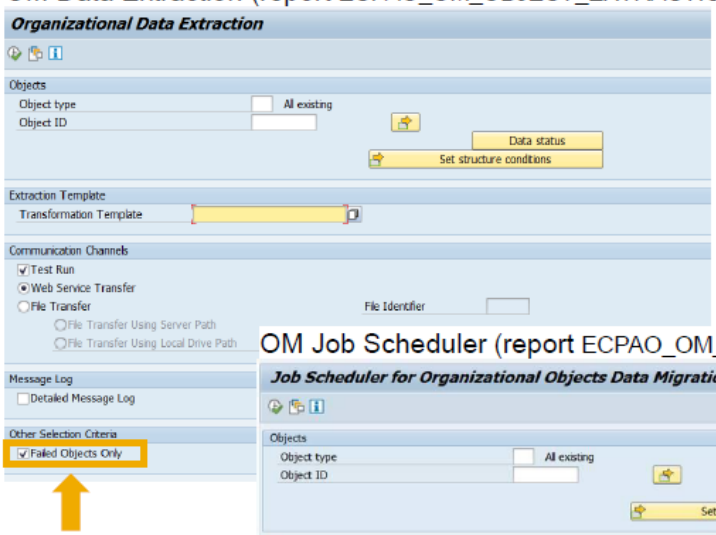
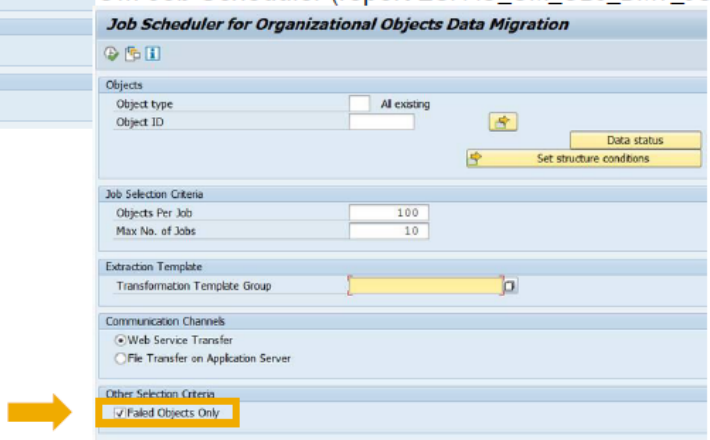
OM Data Extraction (report ECPAO_OM_OBJECT_EXTRACTION)



OM Job Scheduler (report ECPAO_OM_OBJ_DMT_JOB_SCHEDULER)



Keep work Schedule Rules Configuration in Sync with ECI

A new program has been provided in the ERP system to migrate work schedule rules from ERP to EC. This will be useful for employees whose master data is maintained in EC and replicated to the ERP system because it is used for Time Management. For these employees, you can transfer work schedules from ERP to Job Information in Employee Central so that these work schedules can be used when the employee time data is replicated back to ERP.

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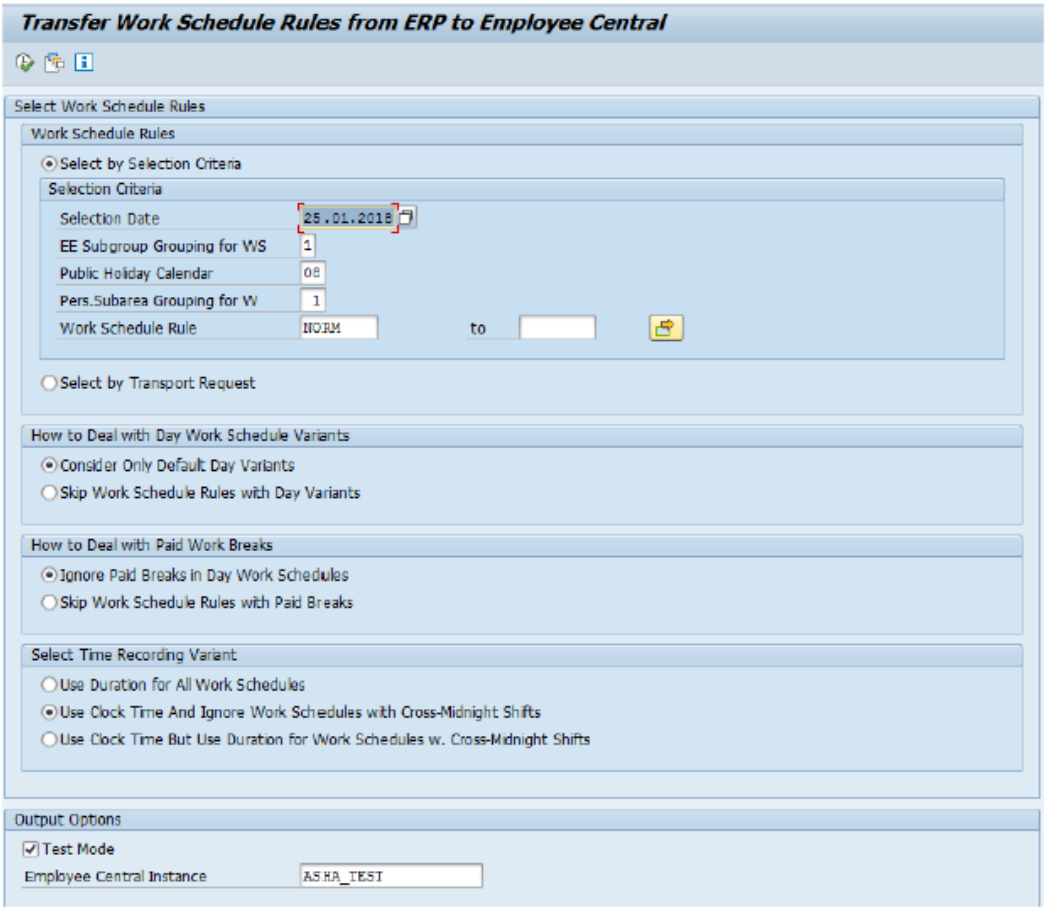
Selection Screen for Transfer Work Schedule report (ECTIM_TRANSFER_WSR_TO_EC)



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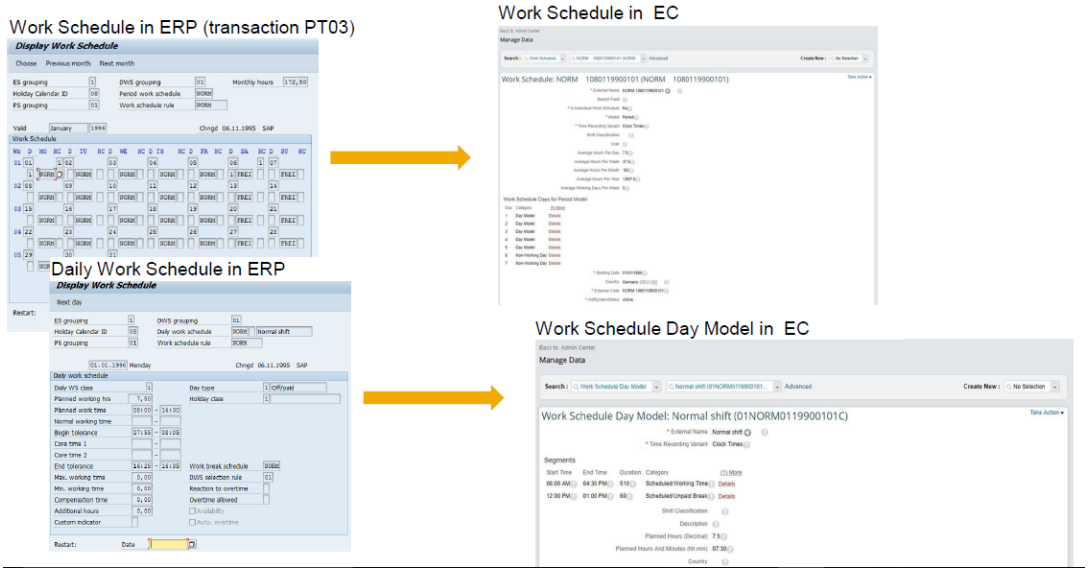

Deletion of records in Data Replication Monitor via Data Retention Management

Purging employee-related data using the Data Replication Monitor (DRM) in SAP SF now also triggers a purge of the corresponding entries in the EC DRM, including associated notifications, confirmations and error messages. The data purge in Data Retention Monitor (DRMr) is triggered if you purge inactive users or if you trigger a master data purge or full data purge in DRMr. If the employee's data is purged completely, the DRMr records related to employee master data, employee organisational assignments or employee time data are purged for the corresponding person ID. If only one of the employee's employments is purged, only the DRMr records related to employee time data are purged for the corresponding person ID. Records related to employee master data or employee organisational assignments are not purged in this case.

This enhancement will ensure that employee data subjected to data protection and privacy regulations is also completely removed and deleted from the DRM.

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Minor enhancements
Minor enhancements in the area of Master Data Integration EC to ERP include things like partial purge of data entities in EC; a new deletion report for inventory tables; enabling country-specific actions for EC data change events; an enhanced BAdI to set the central person objectID and finally, additional action mapping logic for IT0302.

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