SAP SuccessFactors Q1 2018 Review

1. Succession & Development
2. Onboarding

1. Succession & Development

By Shane Williams, Consultant, Zalaris UK&I

Back in Q4 2017 we discussed the incoming GDPR features that were being added suite-wide to SuccessFactors and highlighted some of the module specific features that would be implemented. In this first quarter of the year we are now starting to see some of those features being implemented, and these along with increased EC integration and other enhancements make up the bulk of upgrades introduced.

GDPR

There will be a separate blog discussing the full end-to-end picture of GDR, so I will simply highlight the features specific to Succession & Development.

1. Change Logging

Allows reporting on changes to personal data: made on a specific data subject and made by a specific user.
The change log will cover all changes to personal data in the format 'Before Value 'After Value' and will also explain context depending on the functional sub area.
A time range can also be specified to run the report for, but our recommendation is to run this report to check for changes made in the last 3 days to avoid system performance issues.

For Succession Planning, the information logged will include nominations to role/person, legacy position, MDF position and MDF talent pools.

For Development Plan, it includes Goal details, Goal status and Learning Activities
For Career worksheet it includes target roles.

For Mentoring, it includes changes to mentor, mentee, participant matches and mentoring requests.

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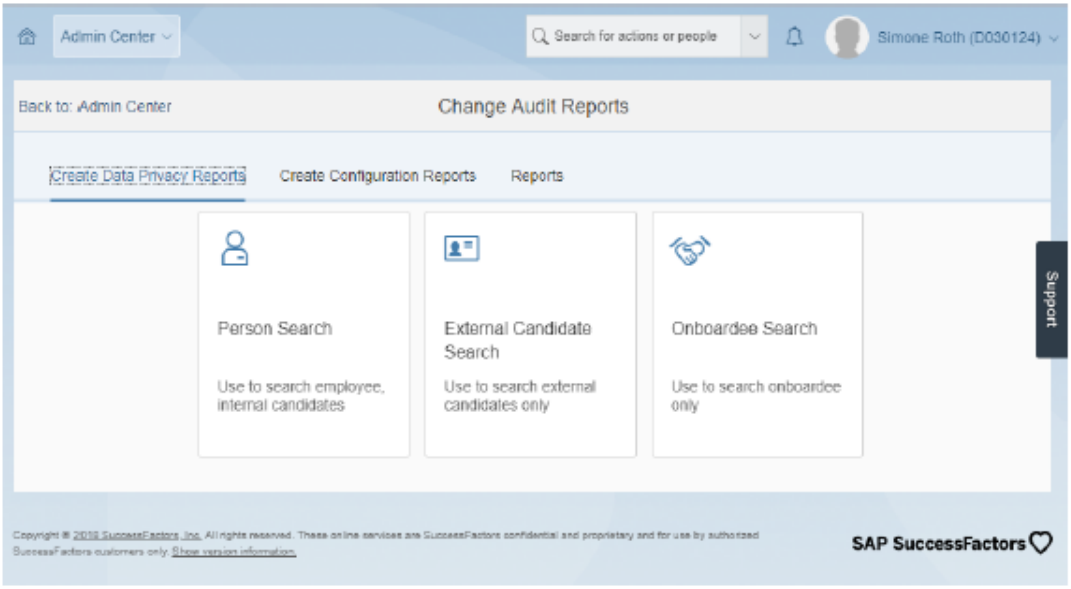
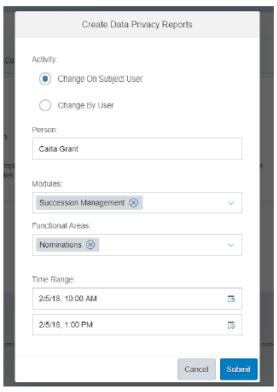
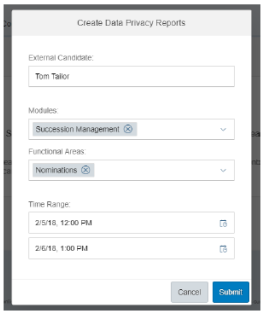




Internal Successors:

Select „Person Search" to track the change logs for internal succession candidates (covering all succession nomination methods and talent pool nominations).



External successors:

You can create the audit change report also for succession nominations for external successors. In this case, you need to create the report for parameter „External Candidate Search"

2. Read access logging/hide sensitive data

For certain fields used in Succession Planning that are stored in Employee profile, they will be pre-classified as Sensitive Personal data and given a special read access log handling status. These include gender, nationality, ethnicity, ssn and veteran status.

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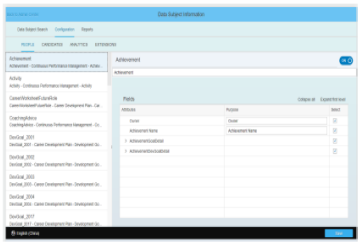
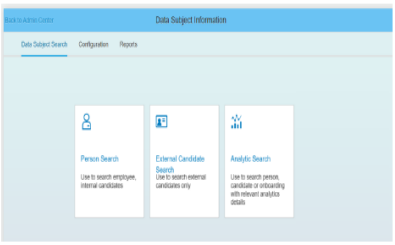
In addition, you will be able to set fields of Background elements as sensitive personal data by way of configuration. All fields marked as sensitive personal data will be automatically hidden in Succession Planning. This will mean these fields will be hidden from all Talent Searches, Succession Org Chart and Matrix Grid reports.

3. Data Subject Information Report

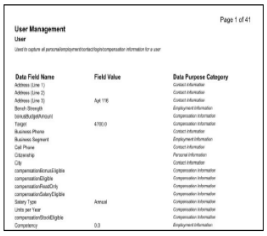
Allowing for a need to report on personal data on a specific data subject, this report will offer configurability on which personal data fields will show up. It will contain all succession and talent pool nominations regardless of status for a user but only for the active nomination method.



1. Configure Fields



2. Search Data Subject



3. Generate Report

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The data subject information report also applies to Career Development Planning, supporting Development Goal data (details, status, learning activity, competency), Career Worksheet (target roles), and Mentoring (participation, match requests, match preferences and mentoring activities).

4. Purge Features in Talent

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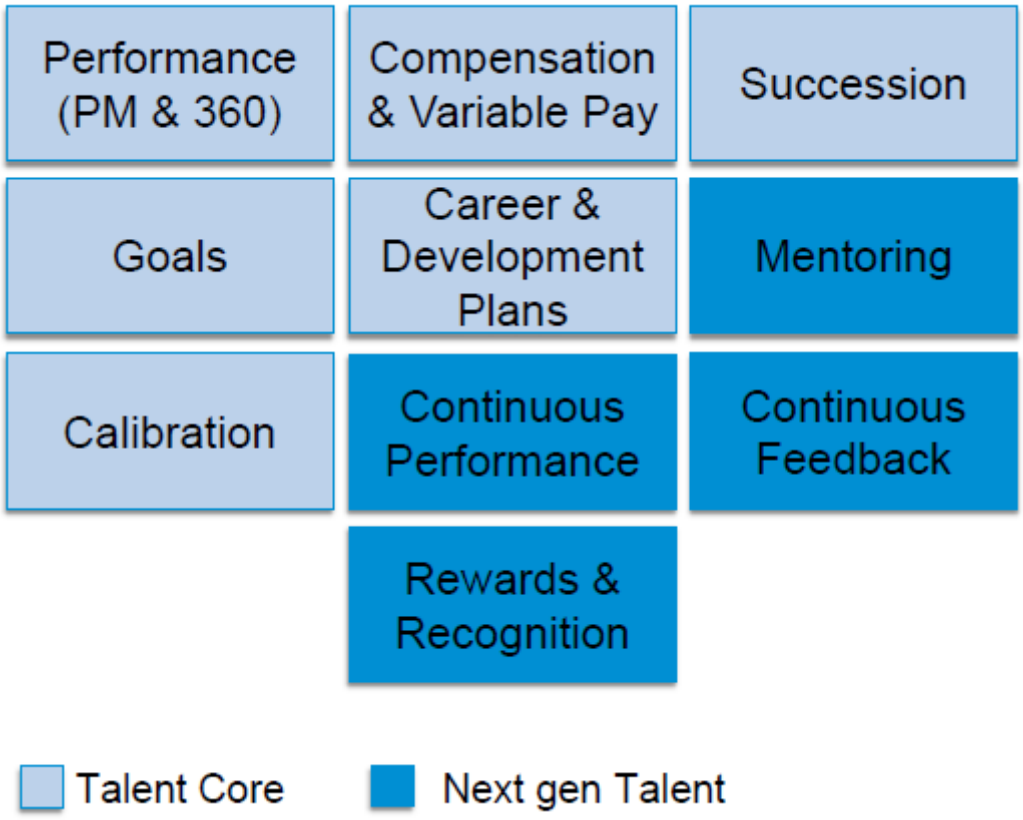
The purge will be based on retention rules and deletes data associated with multiple templates. The purge rules are based on user status, country criteria and retention and follows the 'four eyes' principle for approval workflow (approval must be completed by at least two people).



5. Data Purge – Succession Planning

Supporting the 'right to be forgotten' principle as prescribed within the regulations, this will allow a designated Data Protection Officer to purge personal data associated with a subject user.

DRTM Succession needs to be activated from Upgrade Centre.

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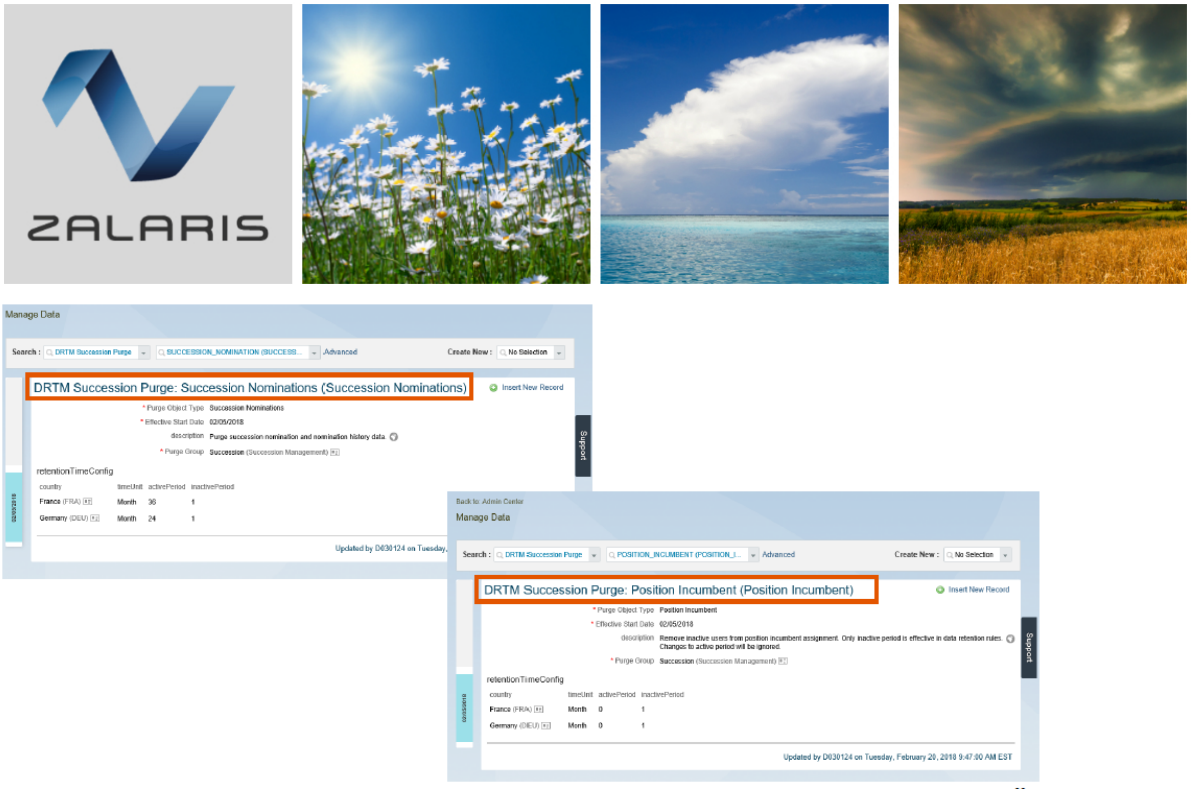
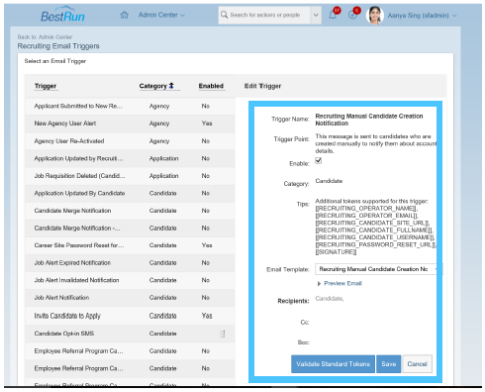


The same data purge has also been introduced for Career Development Planning.

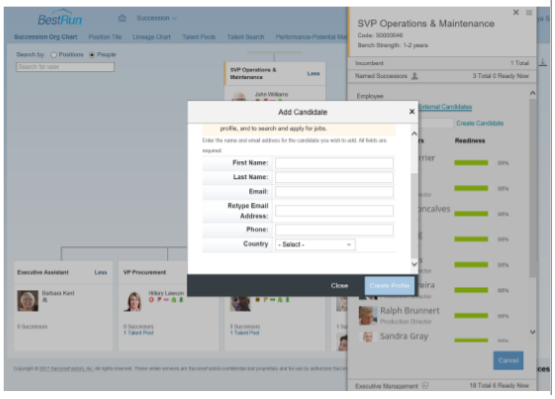
6. Notification email for Statement of Consent

If the email trigger 'Recruiting Manual Candidate Creation Notification' is being used, it will now send emails to External Successors created from within Succession itself. With the upcoming GDPR, more clients will need to ensure that candidates that are manually added to the system accept the Data Privacy and Consent Statement (DPCS), or will be removed again from the system. The above change in behaviour will make sure that candidates added via Succession Management can be notified and act accordingly by logging into the system and verifying (or declining) the DPCS.

Admin Center → Recruiting Email Triggers



Create External Candidate in Succession



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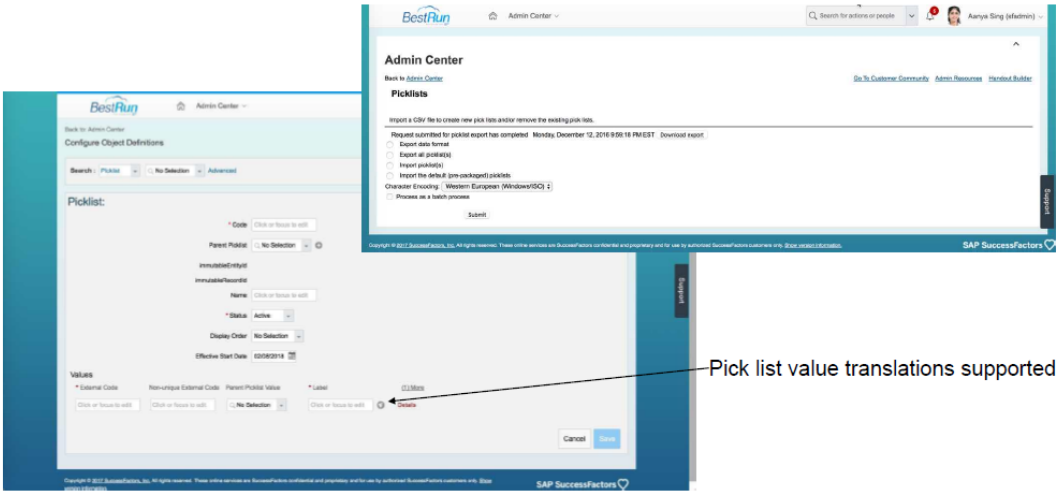
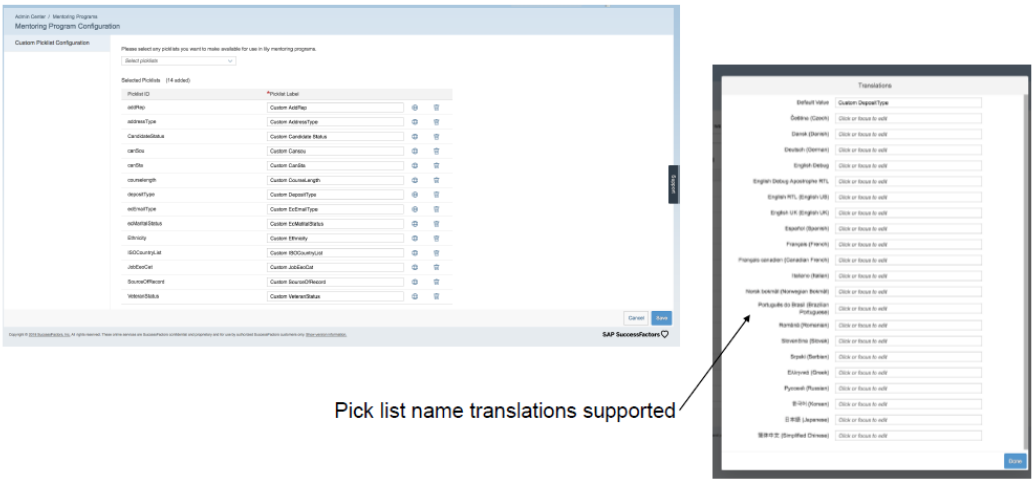
Career Development Planning

Here is the relevant enhancement related to CDP:

Custom Pick Lists for Mentoring - A customer community idea, this allows for custom pick lists to be created for use as matching criteria in mentoring programs. A new configuration page in mentoring allows admins to choose pick lists, and any configured pick list can be used as a matching criterion in the Create New Program wizard.





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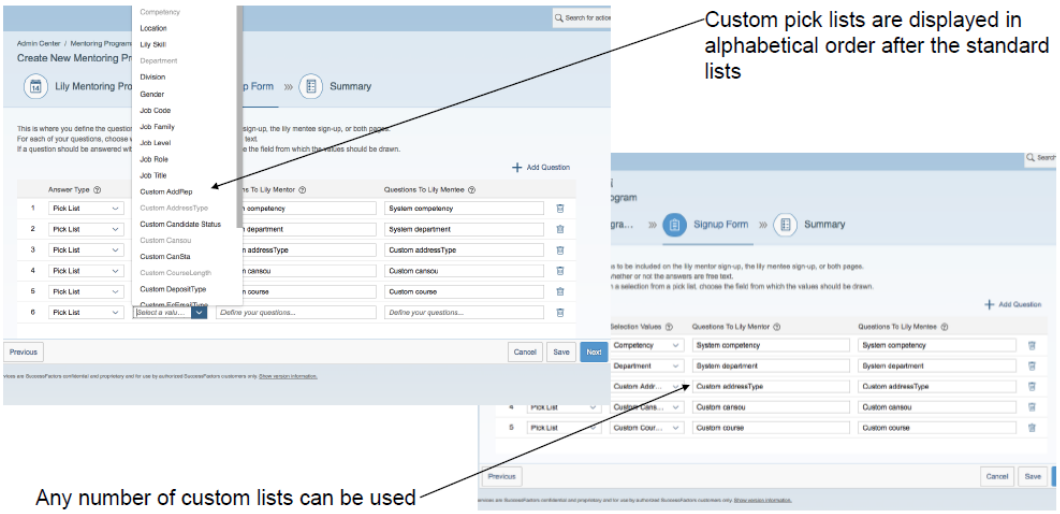
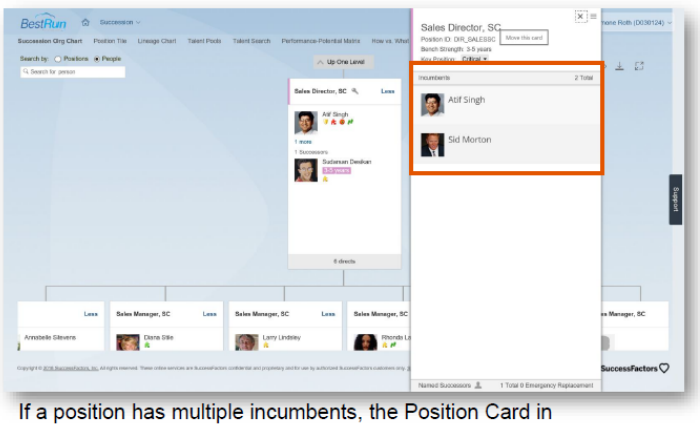


Succession Planning

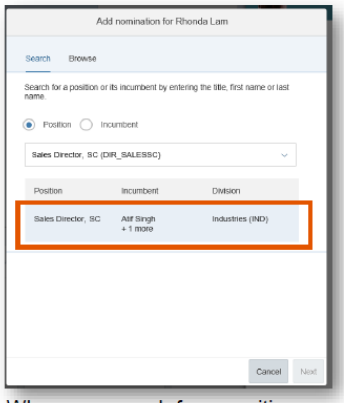
Here are the relevant enhancements relating to Succession Planning:

1. Support of Multiple Incumbents on MDF positions

EC position management offers the handling of mass positions i.e. positions can have more than one incumbent. With this enhancement, all Succession UIs will have this feature as well. If a position has more than one incumbent, it will show in the SuccessionOrgChart and Position Tile View.



If a position has multiple incumbents, the Position Card in screens like Succession OrgChart shows the list of all incumbents.



When you search for a position in nomination dialogs, first incumbent ‚+ x more' is shown.

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2. SuccessionOrgChart enhancements

In legacy position nomination method, you can now add a peer/direct report position and edit a position.

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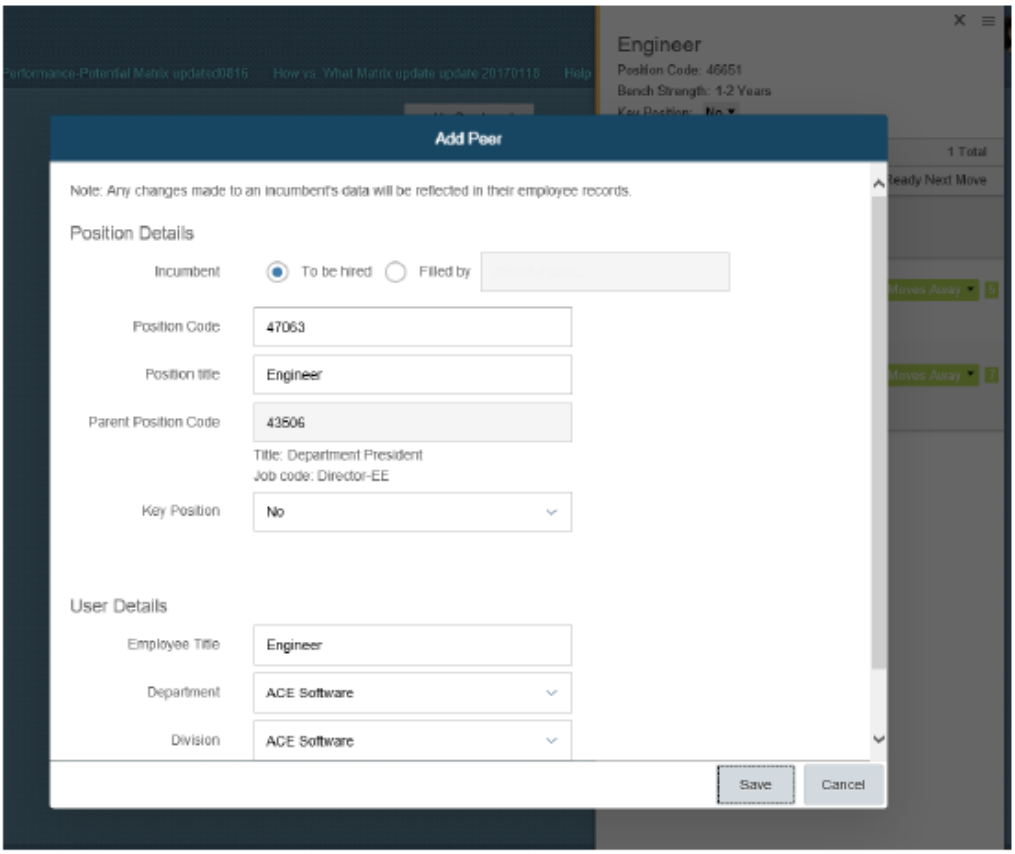

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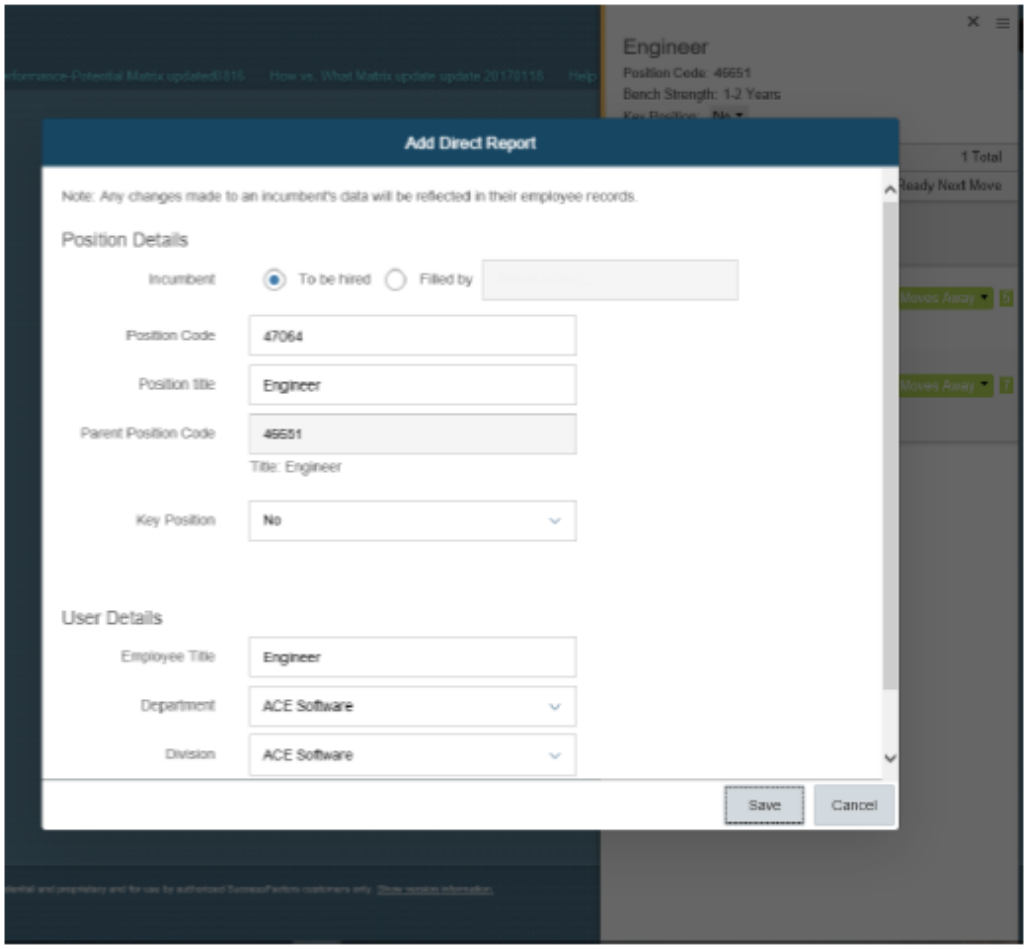

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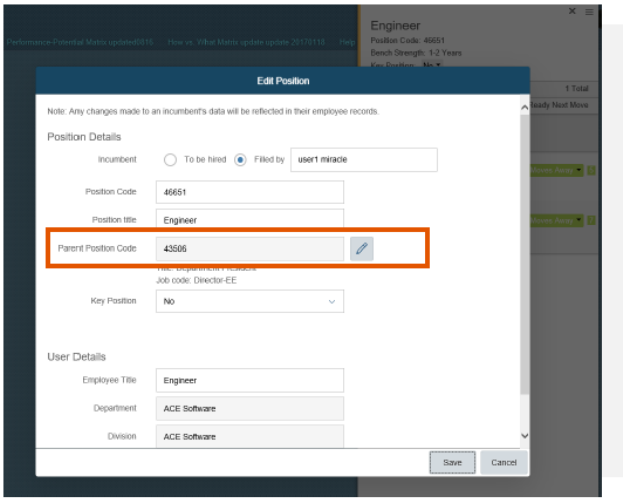
Includes „change parent position“, which allows to change the reporting line.

Feature is safe-guarded by separate *Edit* dialog.



In legacy position and MDF position nomination methods, the key/critical position is now a separate setting on the Position card.

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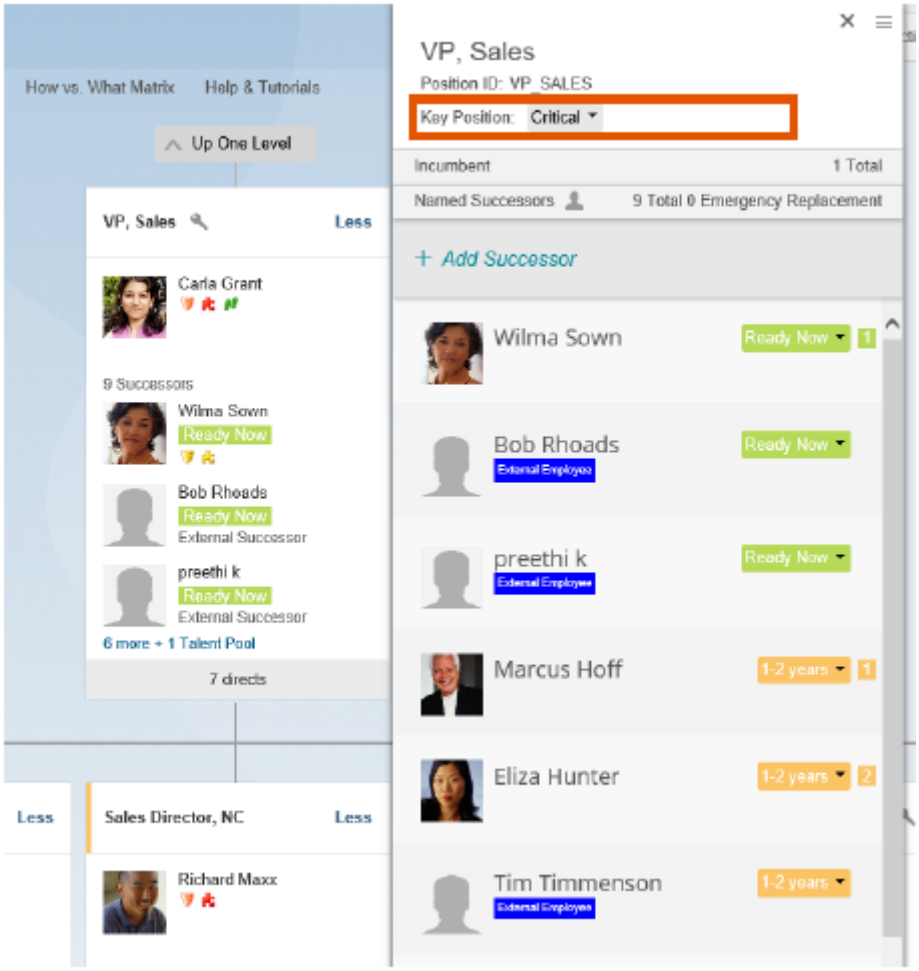

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Not in Scope

Some menu options which you can start from Position Card are run for the incumbent (user). If an EC MDF Position has multiple incumbents, the solution currently starts that process for the first default (first occupied) incumbent. This will apply to:

- Navigate to “Evaluate Form Readiness” form
- Navigate to “Lineage Chart”
- Navigate to “View Role Details”.

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2. Onboarding

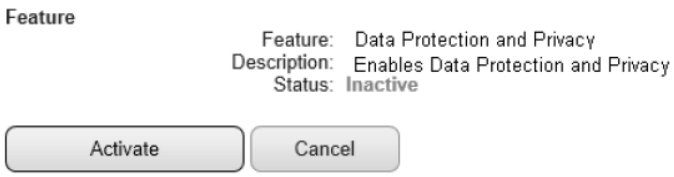
By Shane Williams, Consultant, Zalaris UK&I

Data Protection and Privacy Features

The first new update included in this quarter introduces robust Data Protection and Privacy features to give customers the tools they need to configure and maintain the entire suite in a manner that complies with ever changing regulations throughout the world. This idea came from the customer community and is a 'Business Beyond Bias' item, as it gives customers flexibility to quickly adjust business rules as required by geography ensuring legal compliance and avoiding costly fines.

Onboarding Data Protection and Privacy Feature Activation

Onboarding Data Protection and Privacy Feature Activation



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Onboarding Data Privacy Consent Feature Activation

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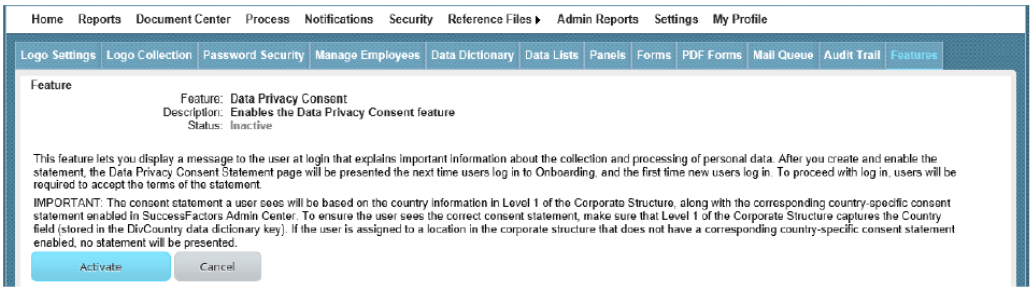

Onboarding Data Privacy Consent Feature Activation

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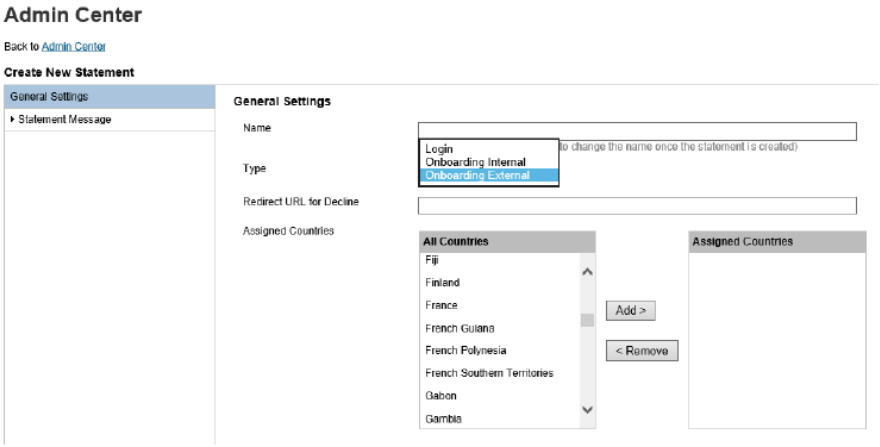
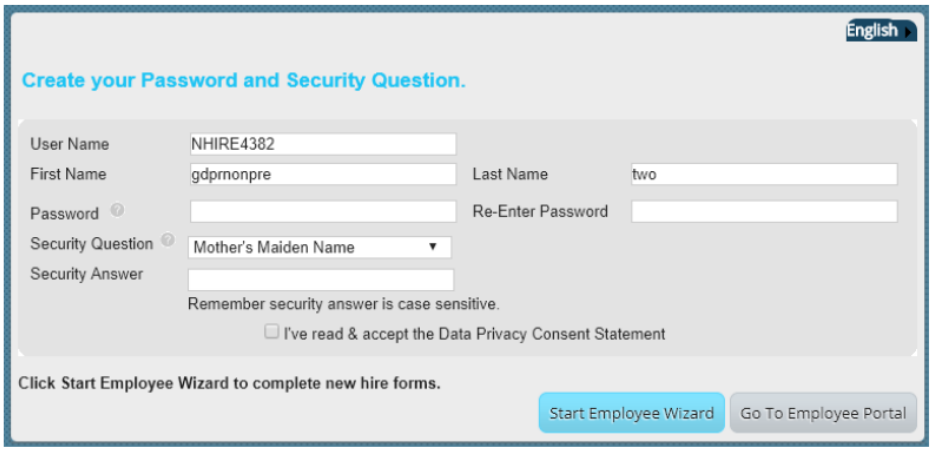
Onboarding Data Privacy Consent Statement Creation



Onboarding Data Privacy Consent – New Hire Experience



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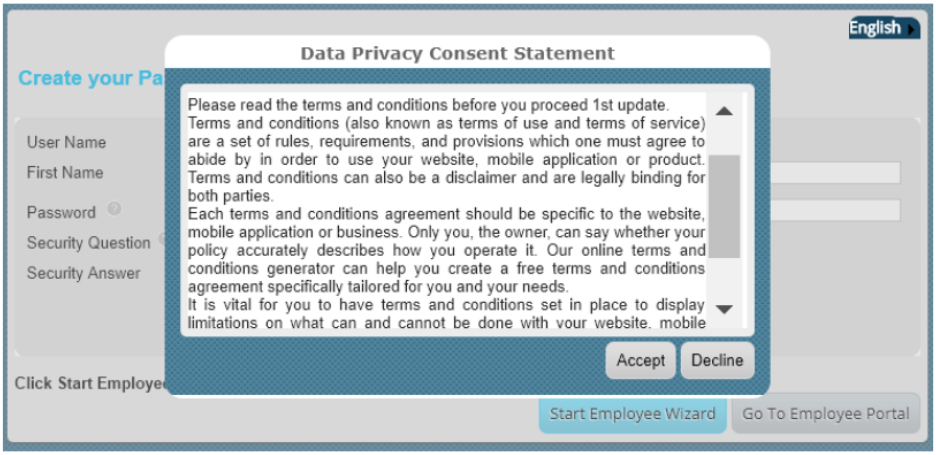
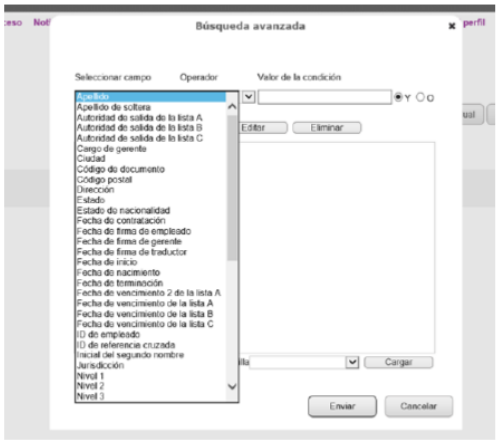
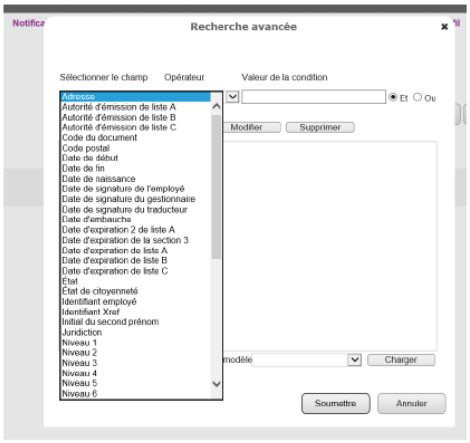
Onboarding Data Privacy Consent – New Hire Experience



Minor enhancements

Firstly, there is a new auto extension process for temporary protected status new hires and employees on their US I-9. Another customer community idea. Secondly, the advance search categories in the document centre are now translatable.





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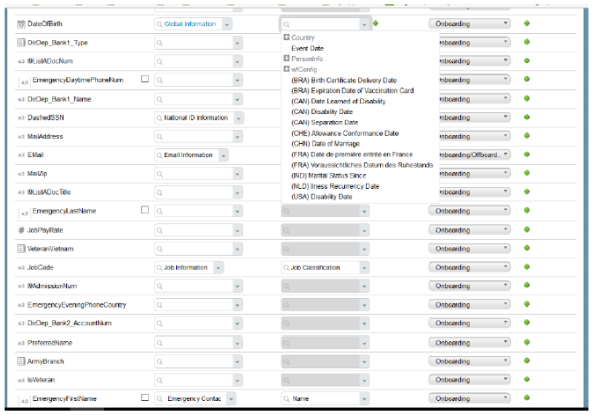
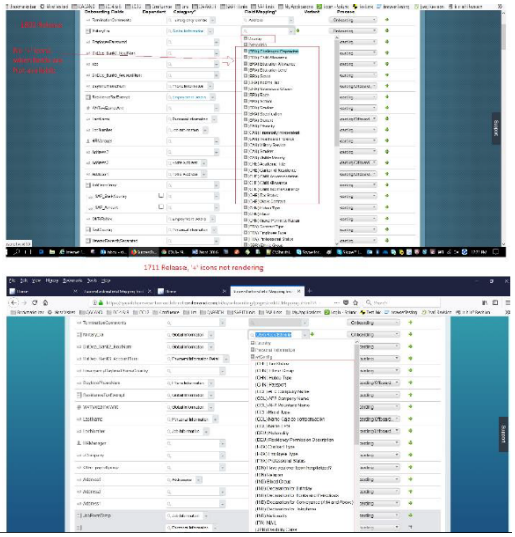
Thirdly, the Onboarding to Employee Central mapping tool has been updated so that unnecessary '+' icons are rendered. This is because you would think that there is additional field options under top-level fields when actually this content does not exist.





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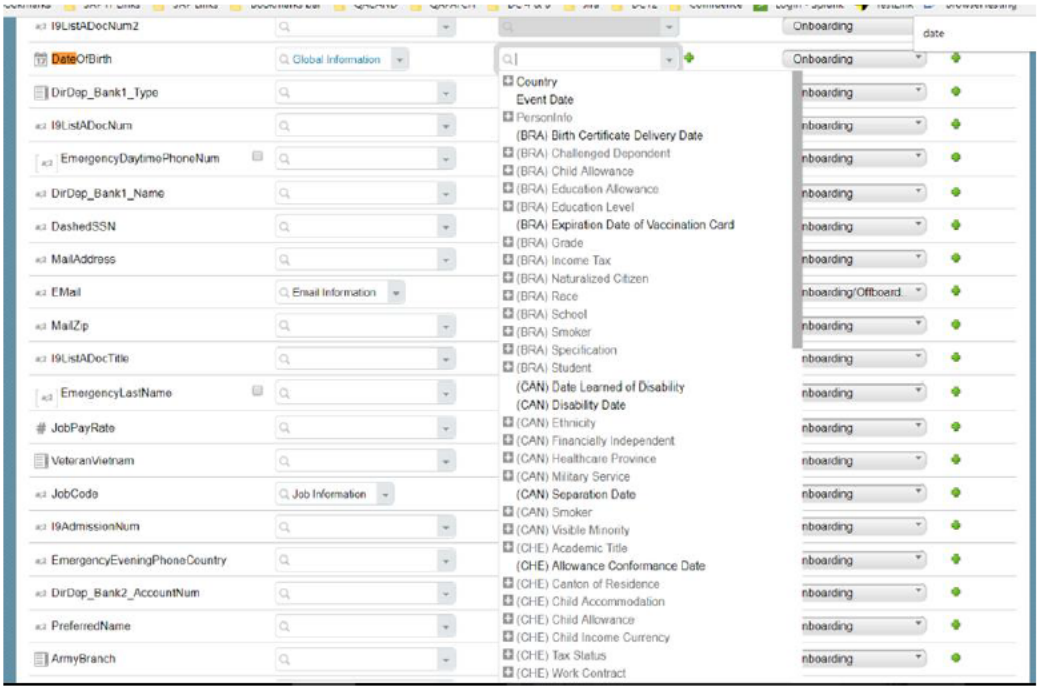

Next, translatable data lists are now configurable, to allow drop down lists in multiple languages to be created. Another customer community idea.

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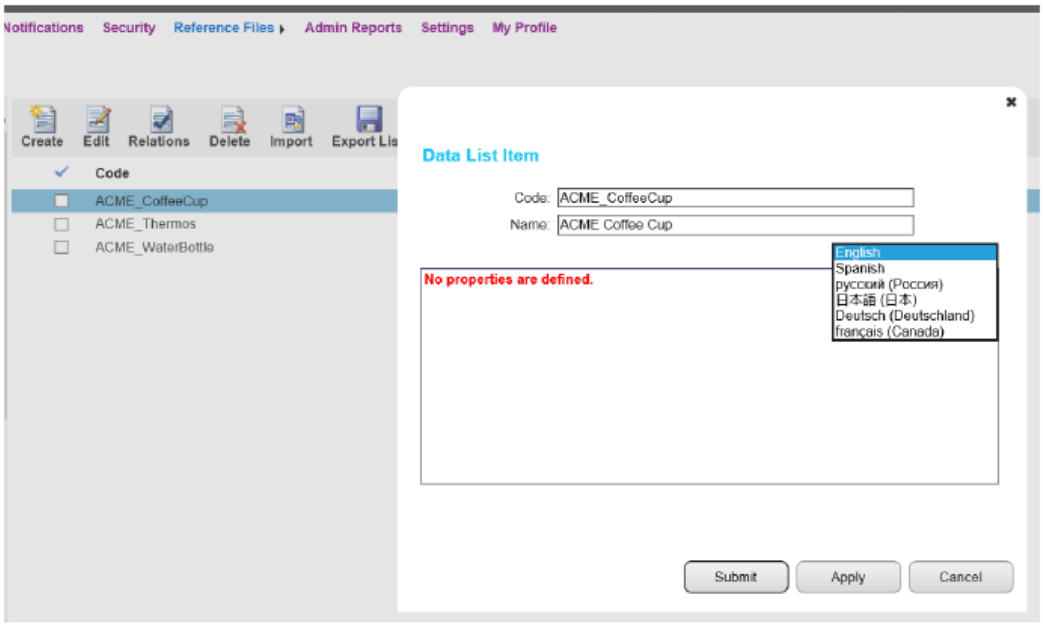

Compliance

A number of updates related to compliance have been made. Here is a brief summary:

- The list of acceptable documents for the I-9 has been updated
- Updated text and questions on the I-9 form
- Year updates in compliance to changes in Canadian law
- Specific state forms updates including year, worksheet and tables.

Fixed issues

And finally, a quick review of the notable fixed issues included in this quarter:

- Text updates on panels – correction of grammar on SSN panel.
- Improved integration between state worksheets and panels – auto population of data from tax worksheets which previously did not work now does.
- Added translations – Spanish translations added for some state tax forms.
- Accessibility updates – including tab order issues, high contract issues and screen reader call out issues.

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