

## Q4 2018 SuccessFactors Review

### Employee Central

- *Stephanie Perks*

This quarter sees notable developments for Employee Central in multiple functional areas:

- Core and Payments
- Workflow and Alerts
- Integration
- Position Management and the Company Structure Overview
- Visa and Permit management (new business process)



– Value people

### Core and Payments

Long term users of SuccessFactors will have noticed the gradual evolution from the utilisation of XML files to increased configuration available within the Business Configuration, and this release is no exception. The HRIS Propagation XML has always been the tool used to auto-populate Employment Data fields, based on the rules defined within the XML. This can now be entirely managed within the Business Configuration, and customers with propagation rules that have already been configured in the XML will notice that these automatically convert to 'onChange' business rules; no additional effort is required. The future is within the Business Configuration UI!

Other, more minor, enhancements for Core and Payments within Employee Central include an update to the Hire / Rehire rules, whereby Users are now able to determine rules on the Employee Information object for the Hire or Rehire action. An excellent example of this is the ability to default the National ID country for the new hire / rehire, an enhancement that

several customers have expressed interest in during Employee Central workshops!

Furthermore, SAP have embedded validation for Users who are entering / updating their telephone numbers in the Personal Information block. To minimise the chance of integration errors, the system validates the format of the entry and also ensures that invalid, special characters cannot be entered in the field without an error message being displayed to the User.

## Workflow, Alerts and Notifications

One of the most notable updates to Administrators for Workflow that we see is through the “Assign to Me” feature. This will be well received by customers who have Dynamic Groups and require additional control of workflows – particularly Workflows which require off-system, additional processing. With “Assign to Me”, Administrators who are part of the Dynamic Group – and the granted permission – can intervene to provide further control on workflows. They will have the ability not only to assign a workflow to themselves or a particular member of the Dynamic Group but remove assignment from Group members. An ‘Assigned to Me’ flag will be visible to Dynamic Group members on workflows which have had such intervention; the member can also use the ‘Remove Assignment’ tool to unassign workflows that have been assigned to them.

Additionally, within this release, SuccessFactors Employee Central customers obtain greater control of Alerts and Notifications within their systems, and become less reliant on SAP support. Previously, if any alerts were obsolete and had been unsent from the system, SAP support had to be requested for these to be purged. Q4 2018 brings ‘Manage Alerts and Notifications’, a UI displaying all the pending alerts and notifications due to be sent from the system. Administrators can now filter and manage these directly.

## Employee Central Suite Integration

Across the SuccessFactors Recruitment and Onboarding module integration to Employee Central, we see two notable enhancements to the New Hire process. Firstly, SAP have developed the Concurrent Employment process for Recruitment and Onboarding to Employee Central. Internal employees now have the ability to apply for a Concurrent Employment in Recruiting Management; if successful, the employee Onboards within SuccessFactors, and the Administrator can then process them from the Manage Pending Hires UI.

**Rules For Hire/Rehire**

You can use this scenario to configure rules on the Employee Information object during the Hire/Rehire with new employment process.

Rule Name\*

Rule ID\*

Start Date\*



Secondly, greater data accuracy is delivered due to a change in the default internal hire date within the Manage Pending Hires UI. The internal hire date field will now default to the date driven from the Job start date field from the Recruiting or Onboarding modules, and not the current date. Additionally, greater data accuracy will be achieved as any populated Dependant Global information in the system from the candidate during either the Onboarding or Recruiting Management process will be retained and transferred to Employee Central.

## Visas and Permits

A significant development to this release is the introduction of a new Business Process for Visa and Permit management. Roles 'Visa Admin', 'Agent', 'Employee' and 'Candidate' can all receive permission to access and / or process the Visa and Permit at different stages of the process, including the ability to track the status.

## Position Management and Company Structure Overview

Whilst there are no major updates that we are seeing to either Position Management or the Company Structure Overview for this quarter, that's not to say there have been no developments. Favourites can now be added to the Company Structure Overview to quickly launch root objects for the Company Structure, Entity Type and Object. A maximum of ten Favourites can be added to the Company Structure. Moreover, a small but significant development for Position Management is in the workflow functionality, whereby if a User changes the workflow start date, then the system will now check the Position start date, to ensure that it is valid.

## Conclusion

There are some great developments this quarter, such as the continued move from XML to Business Configuration, the 'Assign to Me' feature in Workflows, and the new Visa and Permit management process to name but a few. With Best Practice business scope now covering nineteen countries, we can only look forward to the Employee Central future!



## How Can We Help?

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- **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.

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