

Q1 2019

SuccessFactors Review

Platform, Reporting and Analytics

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The Q1 2019 release includes numerous notable updates that will most definitely prove to be beneficial for customers. From report centre being the gateway to the new unified reporting solution providing a single interface for all SuccessFactors reports to the new self-service Instance Refresh tool. Read on to find out how.

Technology

Extension Centre

This release introduces a new default option for creating business rules for MDF objects. Although basic rules can still be created it is recommended that customers use the dedicated rule scenarios that have been defined when creating rules for MDF objects. Based on the purpose of the rule selected, predefined rule parameters will automatically be added to the rule. This is essential as it will avoid creation of rules with incorrect design which in turn leads to unexpected behaviour for rule execution.

Business Rules

Further enhancements have been made to Business Rules Admin User Interface (UI) capabilities introduced last quarter which includes the ability to view the rule assignment information for all scenario-based rules, perform all typical rule related tasks and mass delete rules from the UI directly. This will help to minimise the number of navigation steps for a system administrator and support in seeing a



- Value people

comprehensive view of the current rules.

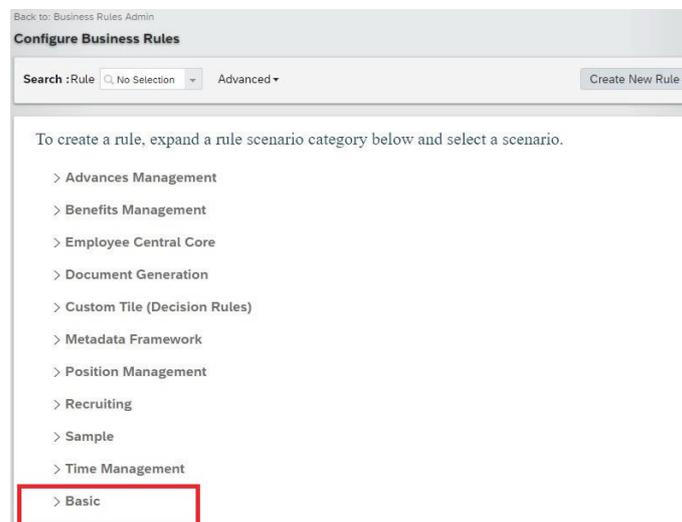
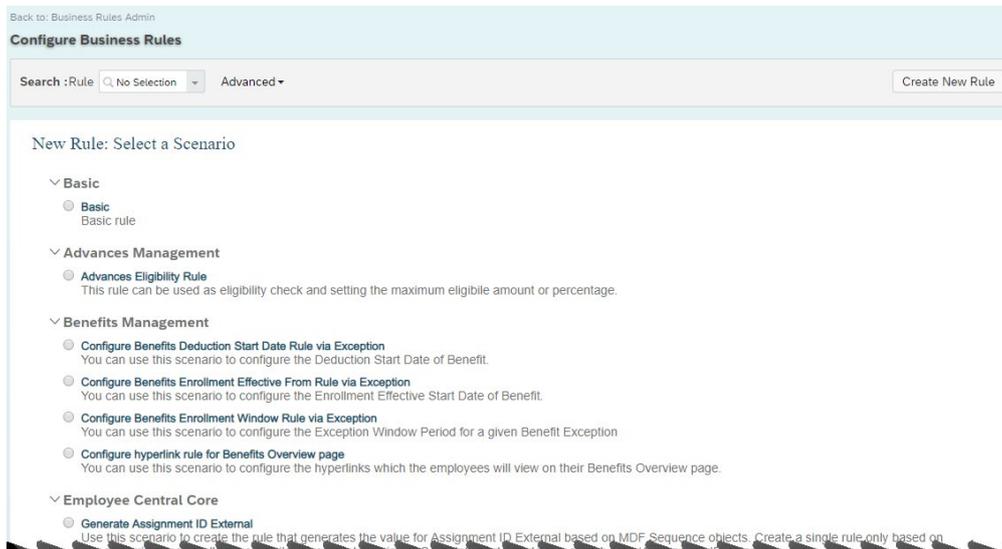
Additionally, it will now be possible to forbid deleting of rules based on assignment information by raising an error message, as and when a user tries to delete a rule which is still assigned in the system. This will support users to better analyse and identify rules which are no longer required.

With the aim of encouraging customers to use the rule scenarios which are more intuitive and less error prone to define, the “Create New Rule” user interface has been restyled such that scenario-based rules appear at the top of the screen making the Basic rule scenario less prominent, though the functionality as well as

all authorizations to reach this UI remain the same. Customers should refrain from using the basic scenario as a default and should only be used if no application specific rule scenario fits the requirement.

Integration

Integration Center now supports adding multiple SFTP destinations in “Destination Settings” while creating file based outbound integrations, using which customers can send the files to up to 3 SFTP destinations with a single run. This is helpful if the same file needs to be sent to multiple destination folders, saving time and effort in creating separate integrations for each destination.



Previously you could assign only one work order to a contingent worker when using the “SAP Fieldglass with SuccessFactors EC -Contingent Worker” on SAP Cloud Platform integration. With this new enhancement it will now be possible to assign multiple work orders to a contingent worker, with each work order representing a specific employment.

Below are a few minor enhancements made in the Integration area this quarter.

- Integration centre now supports fields having data type as Time which will allow the use of entities like Start Time and End Time in outbound integrations.
- Compound Employee API will no longer be supported in Integration Centre, customers using the API in their integrations should consider replacing it with other ODATA API's.
- When using the SAP SuccessFactors EC with NGA on Dell Boomi integration depending on the requirement customers can now chose to either send Pay Grade information or not with the help of the new FOPayGrade parameter.
- Two new fields Page Size and Timeout have been introduced this release to overcome the performance issues encountered with Workforce on SAP Cloud Platform Integration. The new configurations will also allow seamless processing of records without displaying any Out of Memory errors.

User Management

Check tool capabilities have been enhanced to allow customers to identify and address duplicate user email issues. Further data validations have been added to the data model import process to prevent any issues due to incorrect configuration and improve the overall user experience.

Analytics and Reporting

Report centre interface has been updated to include a “My Reports” tab to simplify navigation and improve focus on those reports important to the consumer. “My Reports” tab will contain all reports the user is an author of or have been shared with them.

Customers can now enable the “Online Report Designer” and “Advanced Reporting” via Upgrade Centre. This will allow administrators to enable both ORD with Live Data and Advanced Reporting with Realms from upgrade centre eliminating the need to raise a support ticket to enable Advanced Reporting.

Reporting check tool capabilities have been enhanced with two new checks to help administrators diagnose issues encountered with report execution. The first check, “Permissions and settings related to workflows have been set up correctly for Analytics”, validates whether the selected user has permissions to view workflows data in a report.

Secondly, “The MDF object used in Reporting respects Role-based Permission”, helps in checking the security of the selected MDF object which helps administrators to identify the root cause of data discrepancies users might encounter in MDF based reports.

Multiple legacy reporting features are scheduled for deprecation this year including BIRT Version 2.6, Report Definition Framework and the Classic Reports.

Instance Management

Instance Sync

Customers can now create the connection between instances before carrying out an instance sync in admin centre, thus eliminating the dependency on cloud support or partners. Ability to create the connections will likely increase the usability of the instance sync tool.



Instance Refresh

This next enhancement which is a beta release introduces a new instance refresh tool which is available to customers on request. Using this tool customers can request, schedule, pair instances and track the progress of a refresh. Additionally, the tool can be used to validate parameters before submitting a refresh request to avoid request failures due to bad or incomplete data.

Conclusion

In addition to the above features Employee Central customers can now purge user data based on the user's legal entity instead of country. Change audit reports user interface has been updated to include a self-service option for generating reports on feature settings changes done either in provisioning or admin centre.

As of Q2 2019 all customers will be automatically migrated to use RBP. If you haven't migrated to the Role Based Permissions framework, please consider reviewing the various resources available to help you with the transition process.



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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