SAP SuccessFactors
2022上半年新功能赋能及实践分享

PUBLIC

思爱普 **SAP**

活动日程

- SAP SuccessFactors产品新功能亮点

- 一站式了解新功能的工具

- 产品更新信息平台

- SAP企业级支持价值路线图

- 问答

讲者介绍

Yi Zheng, 郑义

- SAP HXM资深顾问

先后供职于多家咨询公司，拥有多年项目实施及客户支持经验。善于快速识别复杂问题的关键所在并准确把握客户的痛点，同时给出针对性的方案。其精湛的技术水平和良好的沟通能力获得全球客户的一致好评。

Nico Liang, 梁航

- SAP 大中华区客户成功顾问

自加入SAP以来，专注于为国内外多个企业级客户提供解决方案，在助力客户IT运维与紧急情况支持、业务流程优化、智慧企业转型等方面广受好评，深受客户和市场的赞誉与信任。精准定位客户需求，解决客户痛点，致力于助力客户顺利上线成功。
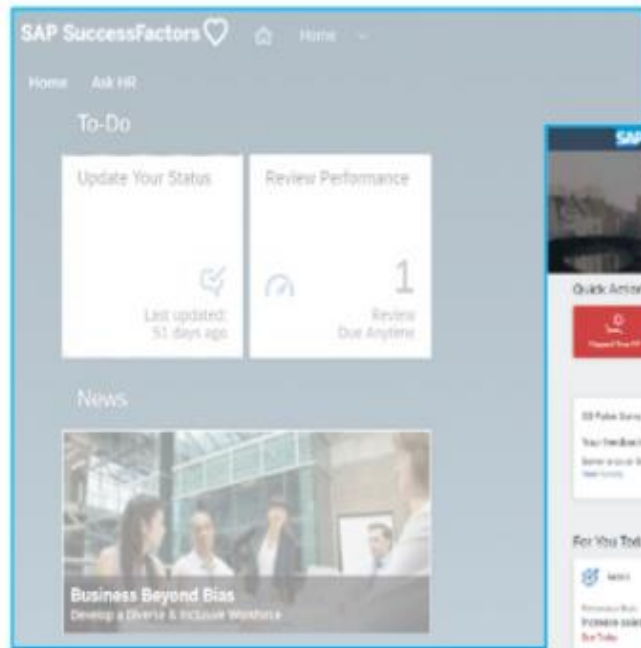
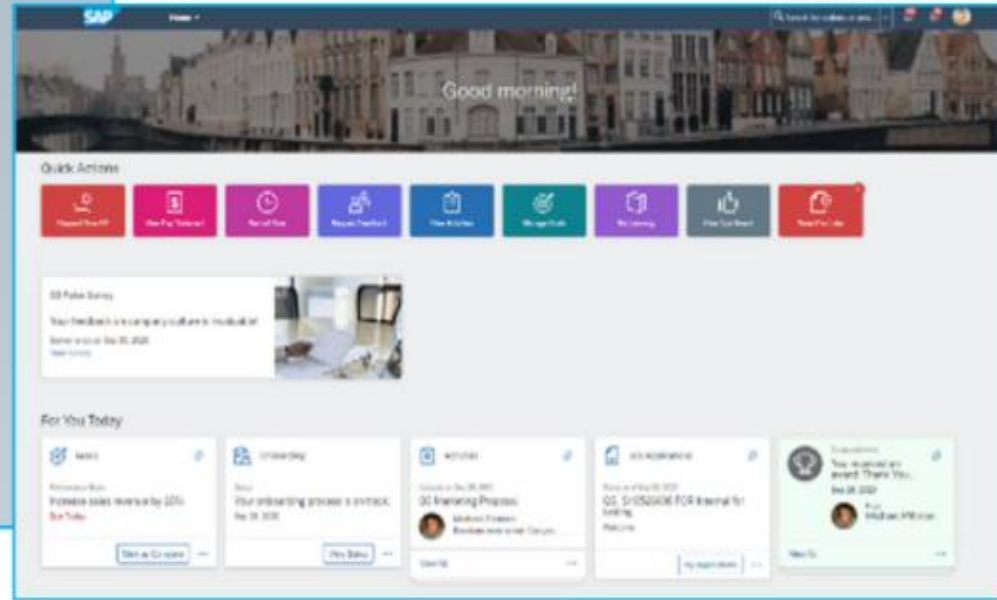# SAP SuccessFactors上半年新功能赋能及实践分享
SAP SuccessFactors产品新功能亮点

郑义, Customer Engagement Support
2022年5月

思爱普 **SAP**

计划迁移到最新主页

Legacy Home Page

Reimagined Home Page

Developed together with our customer design advisor community, this **Reimagined Home Page** experience is built to value each person's individual needs – from efficiency through to development and opportunity. **We recommend you take action to enable the latest home page before the 1H 2022 Universal push in June!**

Visit our [Migration to Reimagined Home Page blog](#) to access resources to help you plan your organization's migration: Office hours, videos, informational webinars, an FAQ and more!

We will be universally applying the Reimagined Home Page to all customer instances (that are not already migrated) as follows:

- Preview: June 3, 2022*

- Production: June 24, 2022*

为最新主页上的客制化内容分配权限

What is it?

You can now specify permission roles or permission groups as the target group for custom content on the latest home page, not just dynamic groups. Custom content is only visible to the permission roles or groups you specify. You can use permission groups or roles to control the visibility of the following types of content:

- Custom cards
- Custom folders
- Custom links available as Favorites
- Supplemental tasks

Configuration Requirements

- The latest home page is enabled.

最新主页上的新快速行动瓷贴

What is it?

We've added more quick actions to the latest home page. Quick actions are visible based on role-based permission and system configuration. The following quick actions are now available.
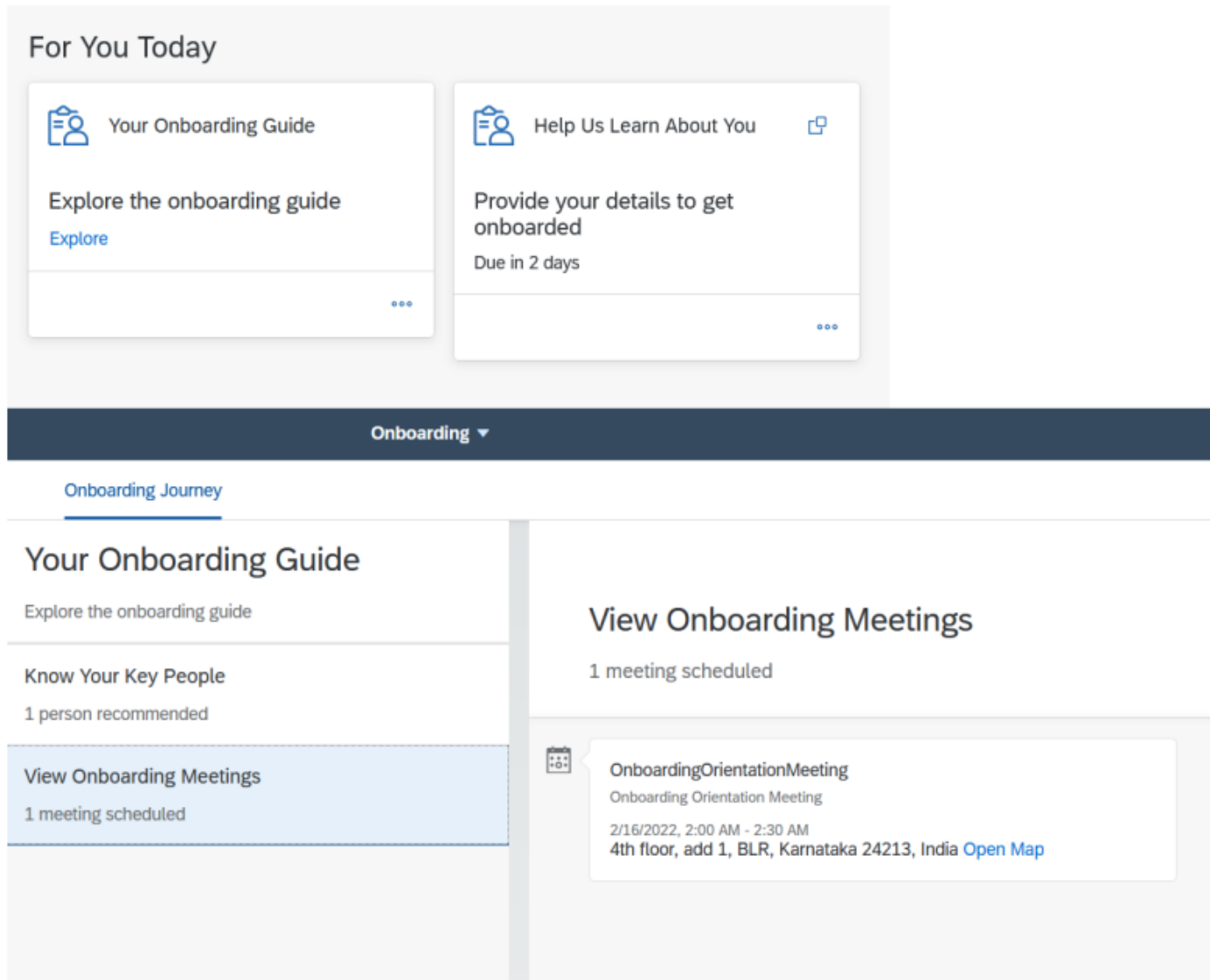
- Candidate Talent Pools
- Learning Administration
- Mobile Activation
- View Company Documents
- View Tile Reports

We added these features to replace similar functionality on the legacy home page.

Configuration Type

- Admin Opt-out
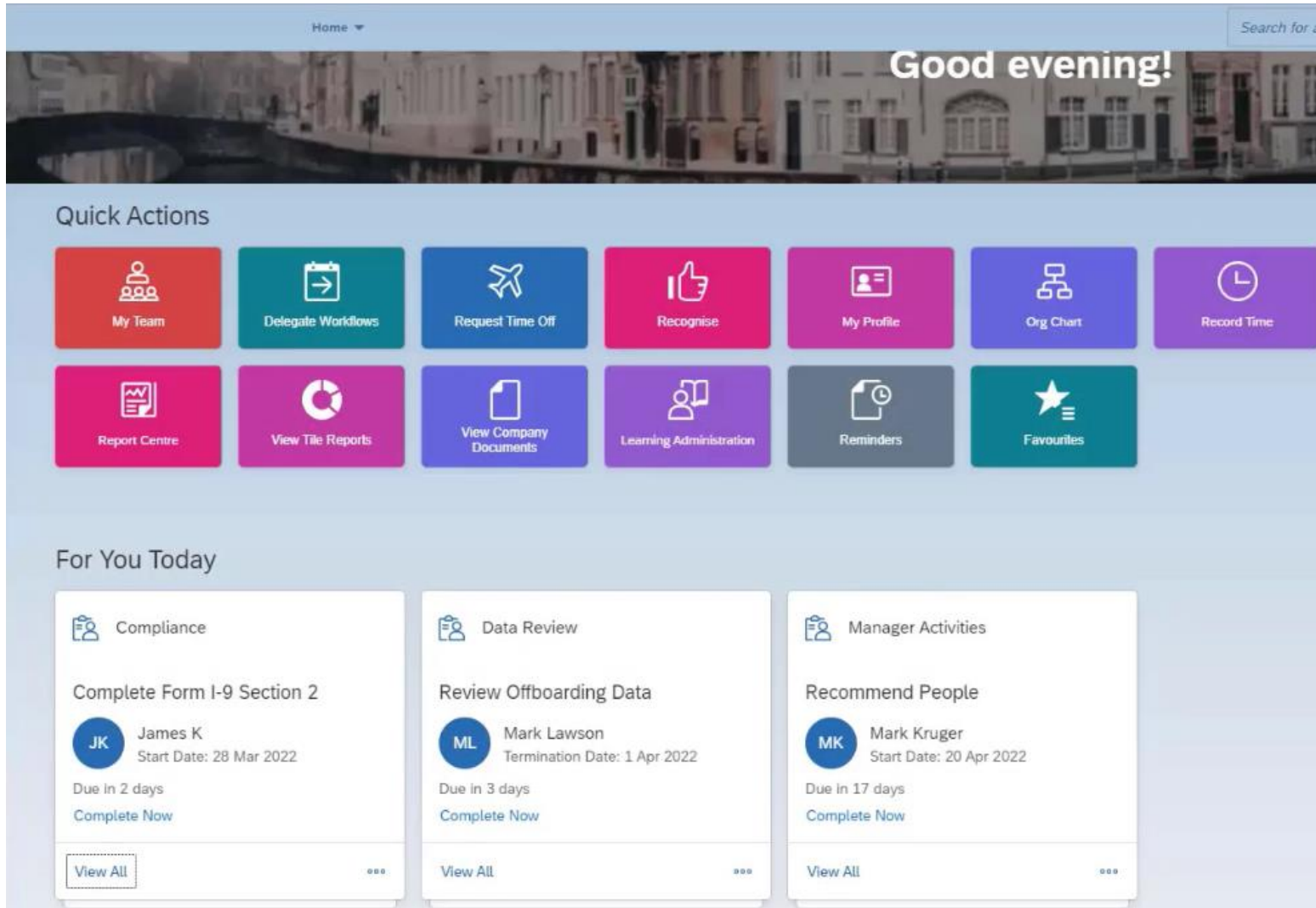- The latest home page is enabled.

最新主页上增强的新员工入职体验

What is it?

New hires can now view onboarding meetings organized by managers or onboarding participants, and orientation meetings initiated by HR admins in the Your Onboarding Guide page on the latest home page. The Help Us Learn About You card disappears from the latest home page when all tasks are completed by new hires.

You can migrate existing data to the latest home page by performing the Onboarding Data on the Latest Home Page upgrade from Upgrade Center.

Configuration Requirements

- The latest home page is enabled.
- Upgrade to Onboarding Data on the Latest Home Page from Upgrade Center.
- New hires have the User ->General User Permission ->Access the Latest Home Page permission.

最新主页上针对经理及员工的入职/离职代办事项

What is it?

In the For You Today section on the latest home page, managers and other participants (e.g. HR) in onboarding or offboarding processes can take actions regarding their to-do tasks. Within that section there are three types of cards: Data Review, Compliance, and Manager Activities. By default, only to-do tasks that are created or modified in the past 90 days are being migrated to the latest home page. Older to-do tasks are accessible in the To-Do List side panel.

Configuration Requirements

- The latest home page is enabled.

最新主页上的预警
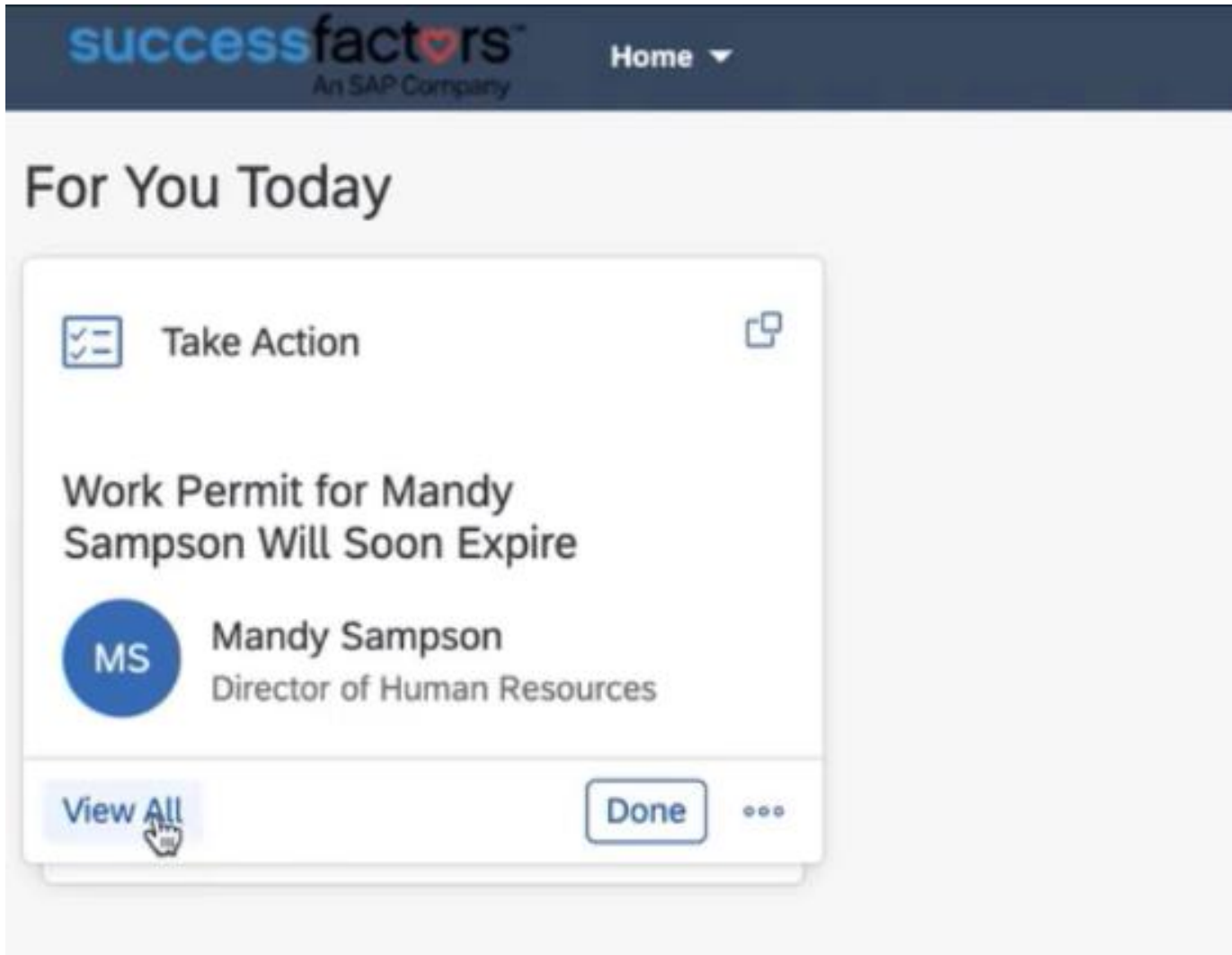
What is it?

- Directly from the latest home page, users can learn about upcoming events generated using EC Alerts.
- Employee Central and MDF alerts appear as glance-friendly cards in the For You Today section. They serve as timely reminders of approaching events, such as expiration of documents or employee data changes. Users can dismiss these cards temporarily by choosing Remind Me Tomorrow or permanently by choosing Done.
- Home page users want their most urgent, pending tasks to appear on the home page. These new cards keep them notified about matters they need to take care of and allow them to plan early.

Configuration Requirements

- The latest home page is enabled.

管理待招聘工具的内招流程触发

What is it?

When processing a pending internal hire, three additional position follow-up processes are now triggered in addition to the hierarchy adaptation.

The position follow-up processes that are now also triggered are:

- Position reclassification (Job2Pos sync)
- Position transfer
- Position matrix to job relationship sync

Configuration Requirements

- Set Position Management Settings to Yes or Never.
- Go to Manage Organization, Pay, and Job Structures. Search for Event Reason you use for internal hires.
- Create rule in Position Management Settings->Synchronization-> Rule for Synchronizing Job Information to Position.

手机端推荐导师及指导计划功能可用
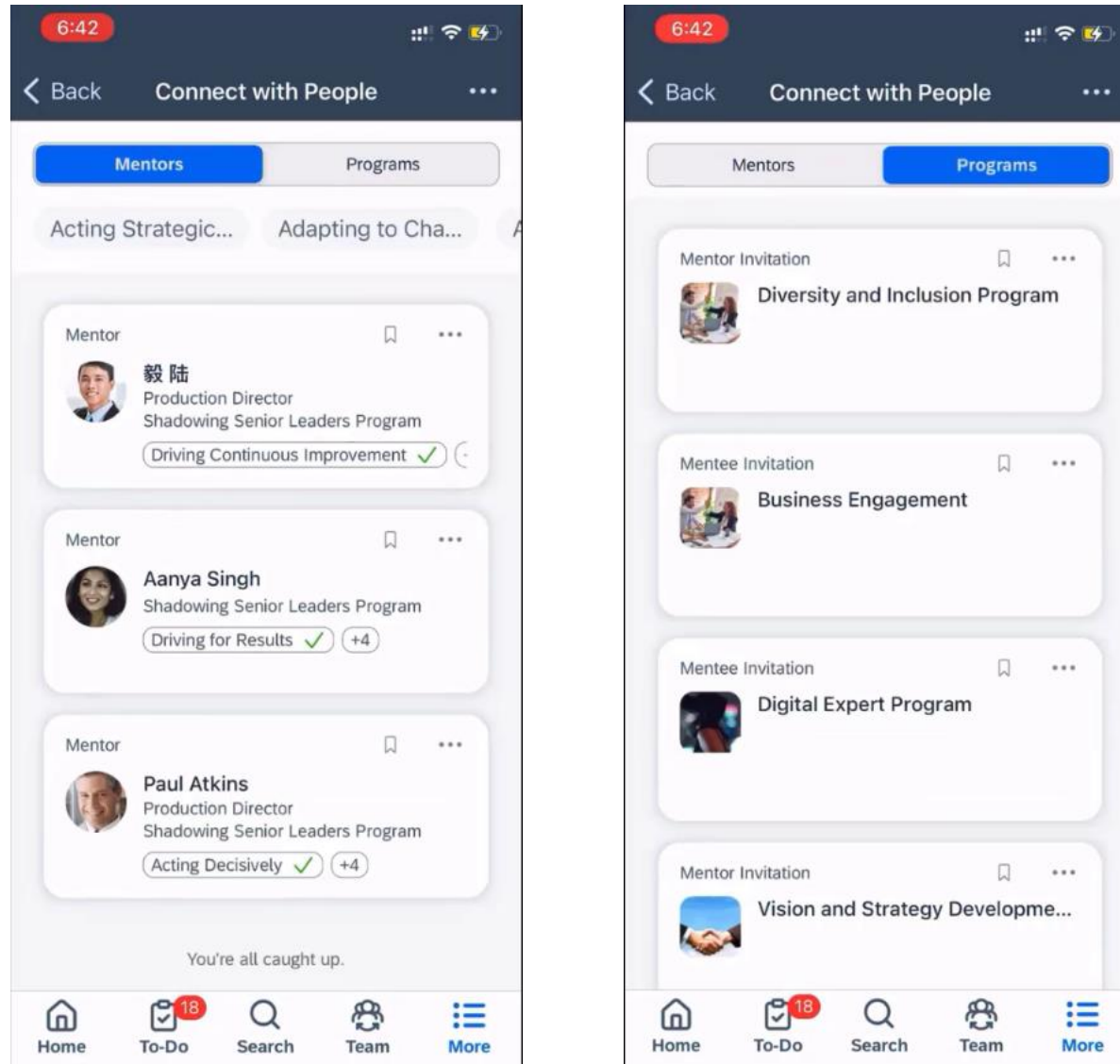
What is it?

In iOS and Android SAP SuccessFactors Mobile apps, employees can now get recommended mentors and mentoring programs in the Connect with People section. When they view all recommendations, on the Mentors tab they see mentors that match their preferences from one or multiple programs that they joined, and on the Programs tab, they see programs that might benefit them in career development.

- Learn more about mentors, including basic information, matched capabilities, and mentoring preferences.
- Contact mentors by phone or email, submit or cancel mentoring requests, and end mentoring.
- Know more about mentoring programs, including program description and participation status.
- Fill out the signup form and join mentoring programs as a mentor or mentee.

Configuration Requirements

- Career Development Planning is enabled in your system.
- You have the Opportunity Marketplace Access permission.

手机端查看职位发布及管理申请人功能可用
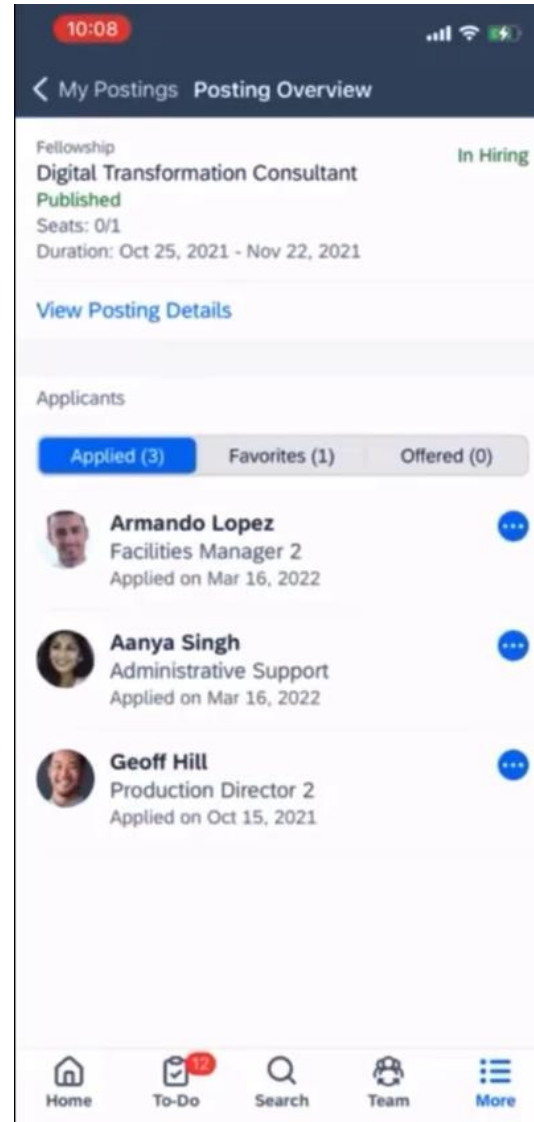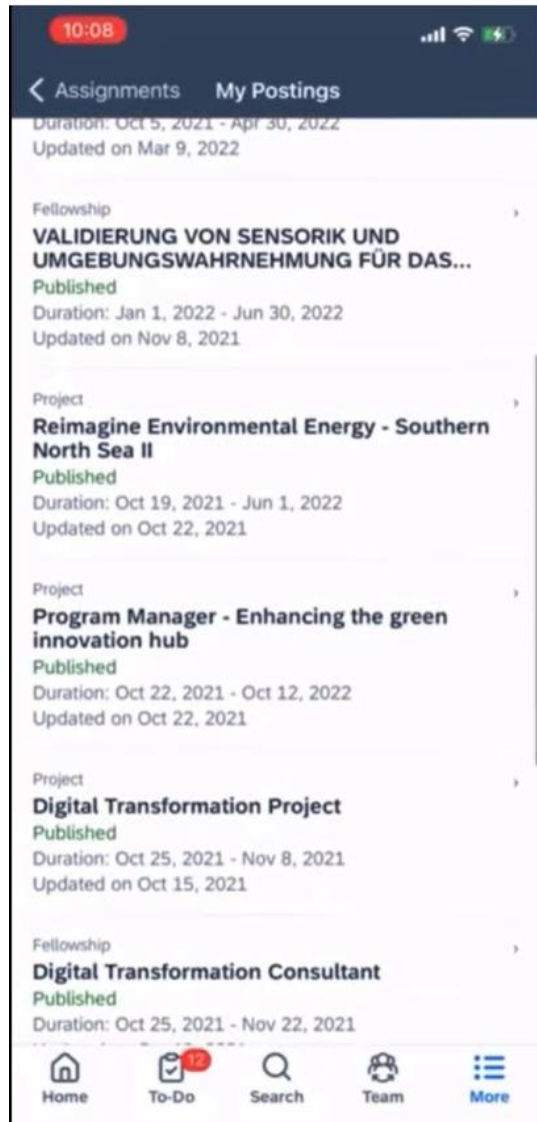
What is it?

In iOS and Android SAP SuccessFactors Mobile apps, assignment owners can now view their in-hiring postings and manage applicants. Assignment owners can view all their postings that are currently in hiring from the Opportunity Marketplace landing screen.

On the Posting Overview screen, the Applicants section shows a list of applicants who already applied for an assignment. Assignment owners can see detailed information and relevant capabilities of an applicant and decide whether they want to mark the applicant as favorites or send an offer right away. After sending an offer, assignment owners can view the offer status in the Offered list. We developed this feature to help assignment owners track postings and manage assignment applicants on mobile devices.

Configuration Requirements

- You have the license for SAP SuccessFactors Opportunity Marketplace

- You have the Opportunity Marketplace Access permission.

访问SuccessFactors学习模块外的内容播放器

What is it?

Administrators can embed the SAP SuccessFactors Learning content player in their own business portals, outside of the Learning application.

We delivered this enhancement because customers wanted the ability to launch the Learning content player within their business portals without having to navigate to the SAP SuccessFactors Learning application.

Configuration Requirements

- You need to set up your business application to allow single sign-on (SSO). Links with additional information about configuring SSO and generating a token are available in the Related Information section.

手机端查看表单成就及反馈
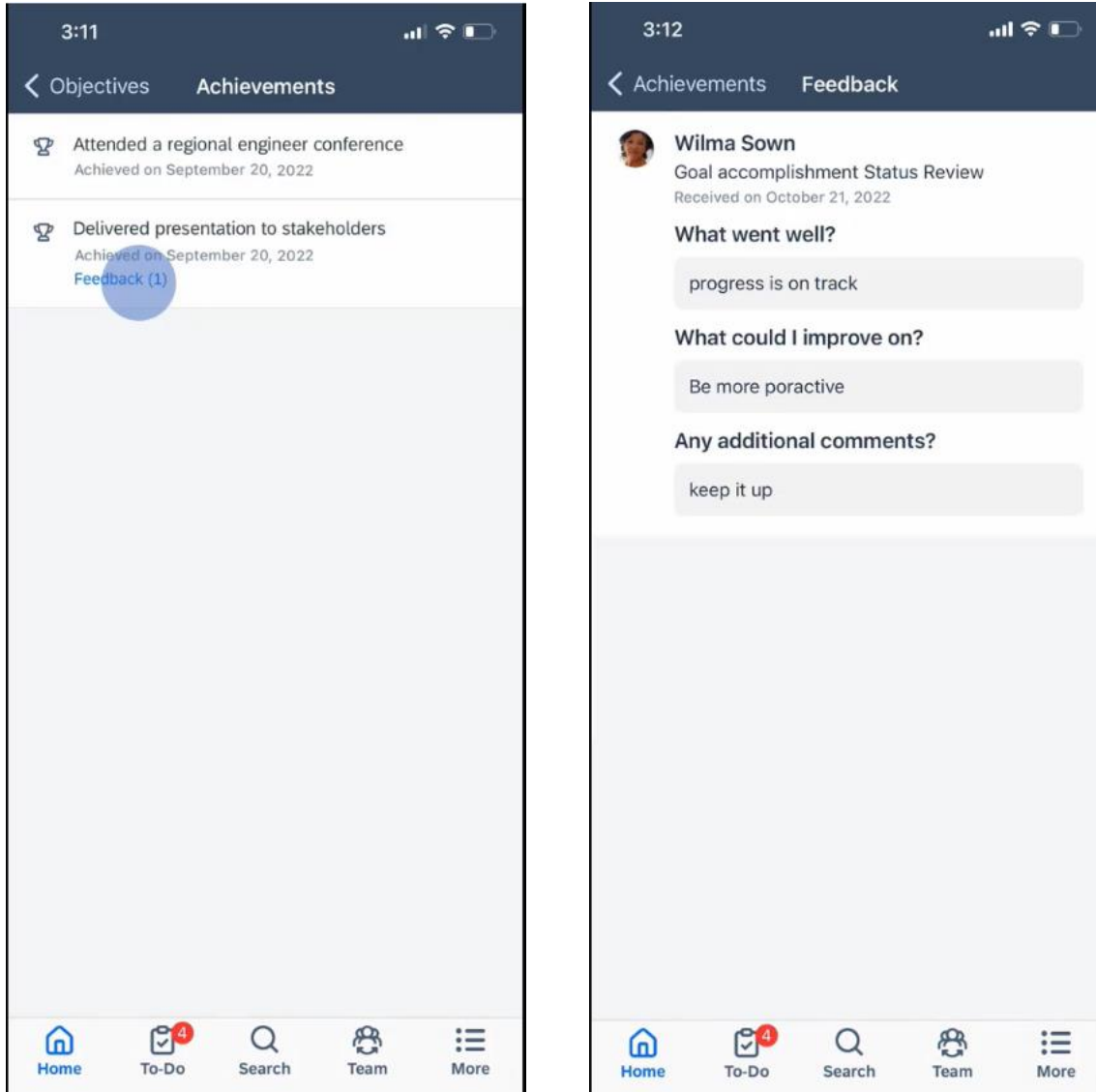
What is it?

In iOS and Android SAP SuccessFactors Mobile apps, performance reviewers can now view achievements and feedback linked to employees' goals on Performance Management forms. If employees have achievements linked to their goals, reviewers can view the Achievements row on the goal item page. When they select the row, they can view achievement details. If employees received feedback about achievements, reviewers can view Feedback under the achievements. When they choose it, they can view feedback details.

Configuration Requirements

- The latest Continuous Performance Management is enabled.

- Users have the View permission for User-> Continuous Performance Management ->Achievement .

360评审中的提醒功能
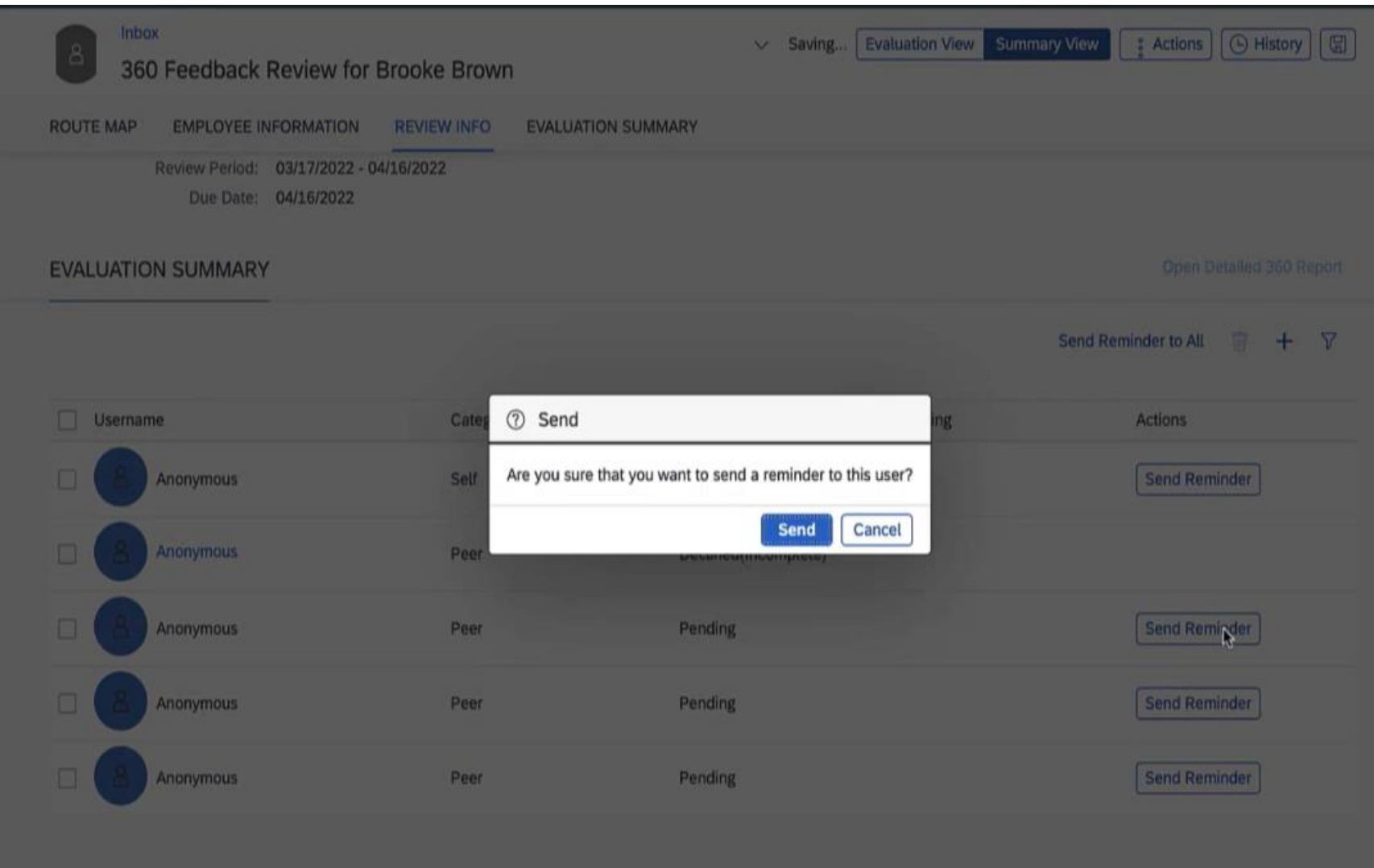
What is it?

Users have new buttons to send reminders to participants on a 360 Reviews form and get a chance to confirm their action. We replaced the previous Send Reminder icons with clearly labeled buttons. By choosing the new Send Reminder or Send Reminder to All button, users can send reminders to a single or multiple participants in the Evaluation Summary section that haven't yet given feedback. They will also receive a confirmation of this action before reminders are sent. The enhancement improves the Send Reminder process by providing a new confirmation step before sending reminders.

管理员奖励表彰视图中创建多种兑换钱包

What is it?

You can now create wallets for awards programs to reward using different point types and how those points are redeemed.

A wallet is used to store the accumulated reward points an employee can earn and redeem for rewards. By creating multiple redemption wallets, different award programs can offer employees rewards with different point types and redemption options.

Configuration Requirements

- You have enabled Reward and Recognition and created award programs.
- You have created redemption options, setting up necessary arrangements and contracts with your redemption vendors.
- Enable Points-Based Programs is selected in Manage Award Program Settings.
- You have created point types.

创建计划工作表列字段帮助文本

What is it?

When designing compensation plan worksheets, an administrator can now enable and add help text, in multiple languages, to column fields. Adding help text to column fields is only supported for Executive Review and worksheets with this release. An administrator enables and adds help text to assist planners:

- Providing understanding of a technical name of a column.
- Providing information about how the column data is calculated.

Configuration Requirements

- The administrator configures the text using Design Worksheet from Plan Setup for an individual compensation plan. The administrator has selected a type of field and the form field to add help. The Enable Help Text checkbox is selected and default and additional language descriptions are added and saved.

批量上传奖励

What is it?

An administrator creates a CSV file for a mass upload of awards for Reward and Recognition that contains multiple award programs with multiple nominees. An administrator downloads a template of a CSV file. This mass upload file can include different award programs as well as multiple recipients. No approval permission process is provided, the mass upload assumes approval. If a nominee or nominator isn't eligible to give or receive an award, an error message is generated when trying to upload.

Configuration Requirements

- You have the Administrator-> Manage Spot Awards-> Mass Upload of Spot Awards permission.

人生大事的里程碑奖励

What is it?

You can now recognize and award employees on their birth anniversaries using the Life Event-> Birthday feature from Milestone Awards. The Birthday event can be created for different countries/regions or regional subgroups within the organization. It is available to Employee Central customers who use the standard Date of Birth field.

Configuration Requirements

- You have enabled Reward and Recognition.
- You have enabled points-based programs.

里程碑奖励预测报表

What is it?

Milestone awards are generated automatically to reward employees for work anniversaries or other event milestones. Administrators can now create and download a report for a country/region of a milestone award program to review past awards given or predict future awards.

Configuration Requirements

- You have Administrator->Miscellaneous Permissions-> Milestone Program permission. You also have permission to edit/view/import/export the item.

- You have Administrator->Miscellaneous Permissions->Milestone Award permission. You also have permission to edit/view/import/export the item.

时间管理中的并发缺勤管理
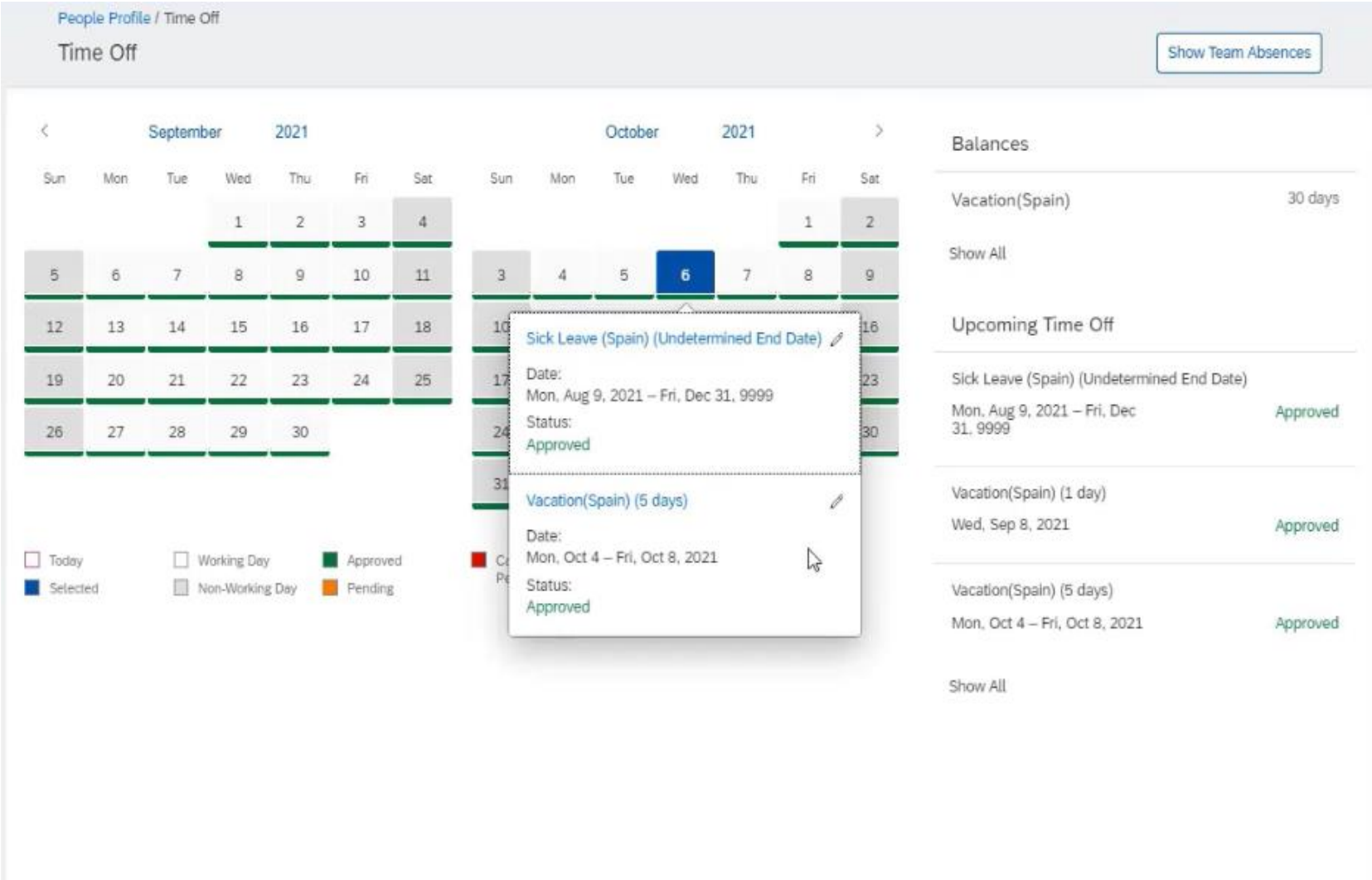
What is it?

You can now record an absence that overlaps, either fully or partially, with another absence.

The feature is generally available for all countries/regions, but is only fully tested for the United Kingdom, the Netherlands, and Spain. Check the end-to-end impact when implementing this feature to cover other use cases.

Configuration Requirements

There's a new field for the Collision Resolution Action with value Allow Concurrent Records, on the Time Management Collision Resolution object. The field is editable by default. You need to configure the time types to allow concurrent absences. Please refer to Time Management Collision Resolution for more information.

临时工的可配置招聘模板

What is it?

You can now make use of configurable hire templates when hiring contingent workers. Previously these templates were only available for hiring internal employees.

A hire template is a collection of steps (pages), where each step is a group of blocks. You can freely add, remove, and rearrange the order of the blocks in order to flexibly configure the hiring process so it better fits the business needs in different countries/regions and/or for a different workforce.

Configuration Requirements

You have the Manage Hires->Manage Hire Configuration Templates permission.

2022年SAP SuccessFactors产品发布日程

* Release deployments begin late Friday night and continue into early Saturday morning as per each Data Center's contractual maintenance window.*

Release	Preview	Production
First Half 2022	April 15, 2022	May 20, 2022
Second Half 2022	October 14, 2022	November 18, 2022
First Half 2023		

SAP SuccessFactors上半年新功能赋能及实践分享
工具在手 更新无忧

梁航, Customer Engagement Support
2022年5月

思爱普 SAP

内容提要

- 一站式了解新功能的工具
- 产品更新信息平台
- SAP企业级支持价值路线图
- 问答

一站式了解新功能的工具

What's new Viewer

- What's new viewer 可以让您一站式访问新功能，查看演示视频以及相关的配置建议。
- 点击此处访问

产品更新信息平台

SAP SuccessFactors 社区

在SAP SuccessFactors 社区中，您可以访问资源与更新页面，您可以在这里了解所有和产品更新有关的内容。

- 产品更新问答在线系列会议（分模块）
- 产品更新问答论坛（在线提问&专家解答）
- 产品更新视频讲解（分模块，每个约2min）
- 产品更新文档（精简版）
- 产品更新检查清单（面向系统管理员）
- 订阅更新邮件（重要的更新资源提醒）

企业级支持价值路线图

SAP价值导航图全新主页带来全新用户体验

- SuccessFactors 价值导航图基于 SAP Learning Hub（Enterprise Support 版）提供。

- 如果你想成为 SuccessFactors Value 的一员，你需要先注册 SAP Learning Hub, edition for SAP Enterprise Support

- 注册 SAP Learning Hub 后，你将能够在新的学习平台中访问 所有的价值路线图话题

SuccessFactors价值导航图-概览
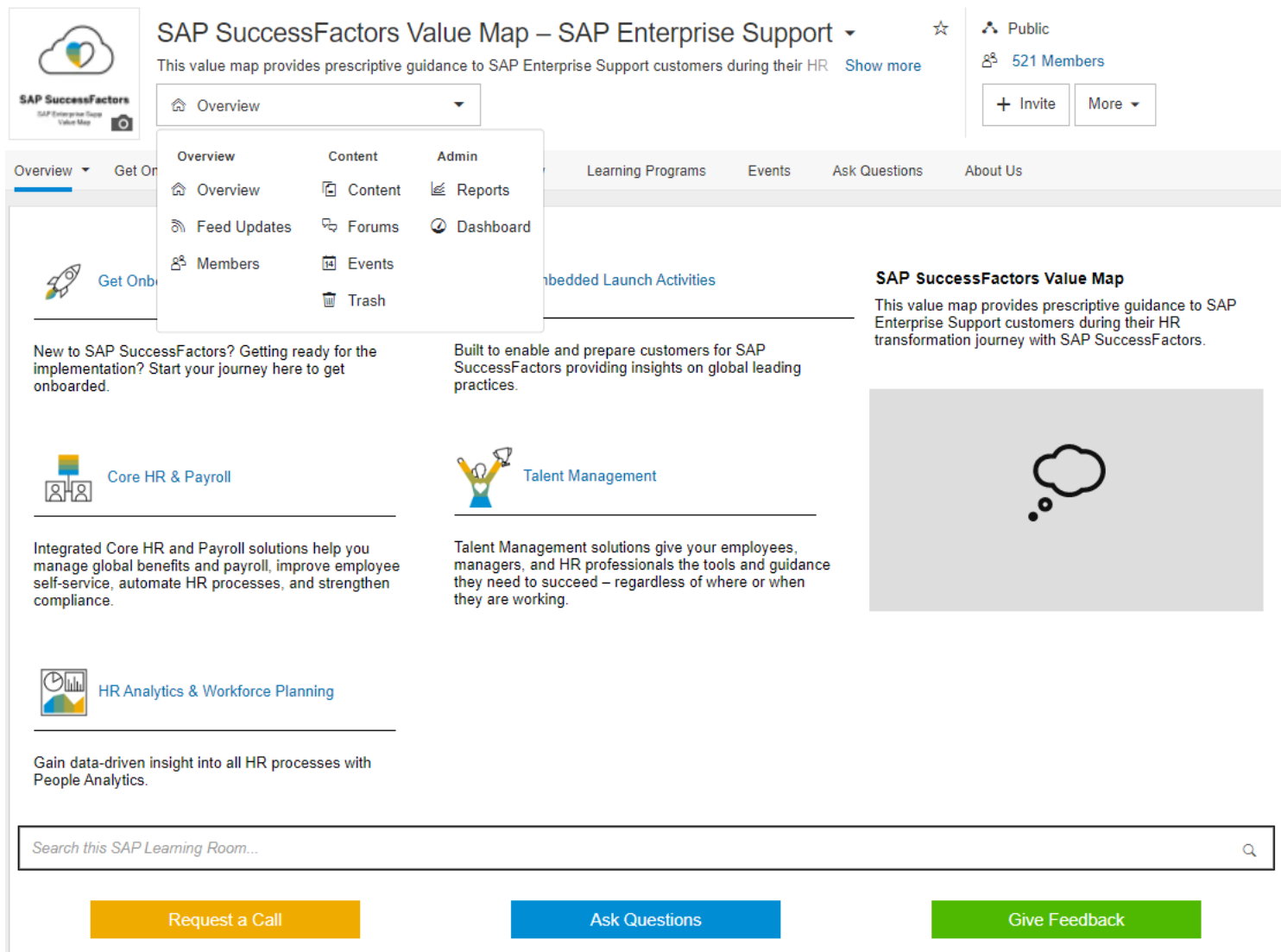
- [加入我们]，您可以从我们更加良好的用户体验、简化的导航和新的学习形式中受益。

- **Request a Call:** 与专家进行电话会议

- **Ask Questions:** 在论坛提交您的问题

- **Give Feedback：** 提交您的使用反馈，帮助我们更好的为您服务

基于LH3.0的SAP SuccessFactors价值导航图全新学习路径

Demo

SAP SuccessFactors Value Map – SAP Enterprise Support

This value map provides prescriptive guidance to SAP Enterprise Support customers during their HR   Show more

Public
521 Members

⌂ Overview

+ Invite   More

Overview ▾ | Get Onboarded | Embedded Launch Activities | What's New | Learning Programs | Events | Ask Questions | About Us

Get Onboarded

New to SAP SuccessFactors? Getting ready for the implementation? Start your journey here to get onboarded.

Embedded Launch Activities

Built to enable and prepare customers for SAP SuccessFactors providing insights on global leading practices.

SAP SuccessFactors Value Map

This value map provides prescriptive guidance to SAP Enterprise Support customers during their HR transformation journey with SAP SuccessFactors.

Core HR & Payroll

Integrated Core HR and Payroll solutions help you manage global benefits and payroll, improve employee self-service, automate HR processes, and strengthen compliance.

Talent Management

Talent Management solutions give your employees, managers, and HR professionals the tools and guidance they need to succeed – regardless of where or when they are working.

问答

谢谢

梁航

E-mail: nico.liang@sap.com

郑义

E-mail: yi.zheng01@sap.com

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