SAP SuccessFactors

PUBLIC
SAP SuccessFactors Employee Central
Document Version: Q2 2019 – 2019-06-07

Employee Central Release Details

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Content

1 What's New for Employee Central Release Details

We have made the following changes to the SAP SuccessFactors Employee Central Release Details.

List of Changes

Date	Change
April 12, 2019	Initial publication of Q2 2019 *SAP SuccessFactors Employee Central Release Details*.
May 10, 2019	Preview release publication of Q2 2019 *SAP SuccessFactors Employee Central Release Details*
June 7, 2019	Production release publication of Q2 2019 *SAP SuccessFactors Employee Central Release Details*

2 How to Read Release Information

SAP SuccessFactors releases an early, summary of features so that customers can see the list of features and plan their release. Closer to the release date, we publish the details of features. If you read **only** the release summary, you are missing the details of any given release.

We publish the **summary** document **60** days before production release. The goal of the summary document is to push our list of features as soon as it is reliable. Read it to plan for the release in your organization. We understand that a few of the features require more details, but we do not want to hold back the announcement of the majority of features.

We publish the **details** documents **30** days before the production release to coincide with the preview release. With the details, you can more fully understand the features and how to enable them. We group the details to match the release webinars. Each webinar has its own document.

> **Note**
>
> We strongly recommend that you read your module's release details and also the SAP SuccessFactors platform release details.

Related Information

SAP SuccessFactors platform Release Details

3 SAP SuccessFactors Feature Adoption

SAP SuccessFactors begins broadcasting its features for a quarter starting sixty days before the quarterly production release.

Using Roadmaps to Keep Current at a Multi-Quarter Cadence

We recommend that you keep current with upcoming features with product roadmaps. We deliver product roadmap presentations to customers on a quarterly basis. These meetings give you an opportunity to see the features we are thinking about at a macro level.

Using Release Information Summary to Keep Current at a Quarterly Cadence

At sixty days before production, we deliver the Release Information Summary document as a Microsoft Excel file. Each feature or enhancement is described in a sentence or two. You can use the following filters to discover the features that interest you:

- Solution: The solution column describes the part of the application that is affected. For example, Learning, Onboarding, or Employee Central. Filter to the parts of the application that interest you.
- Configuration Type: Configuration type column describes if the feature is optional or universal. You often want to focus on universal features.
- Functional Area: Functional area divides Employee Central into secondary areas of the application.

At sixty days before production, use the Release Information Summary document to evaluate the upcoming features. We recommend that you add columns like the following to the right of the existing columns:

- Interest: Low interest indicates that you might not adopt the feature because it doesn't apply to you. For example, we release some features for specific markets, like government and regulated customers. High interest indicates, for example, that you are already using the feature and that you have been waiting for the enhancement we delivered in this release.
- Risk: Low risk indicates that it is a small change to a feature that you are using in a standard way. High risk indicates that the feature is business-critical, for example, or that you have built something custom on the feature.
- Test Cases: Any tests that you want to run before you adopt the feature. For example, if a feature touches reporting and you have built custom reports, you want to make sure that your custom reports run properly with the new feature.
- Wait: A wait flag indicates that you are interested in the feature, but you want it to become more robust before you implement it.

Using Webinars to Get a Deeper View of Quarterly Features

Quarterly release webinars discuss the quarterly features. You can hear from our product management team speak to the feature benefits. You can use this forum to ask questions that you uncover from your feature discovery and evaluation. We recommend that you use your spreadsheet during the webinar to help guide your questions.

Using Release Information Details for Feature Intake

At the staging release, we deliver the Release Information Details. It contains detailed information, including implementation steps. Use the details to set up the new features in your preview environment and to implement your impact testing. Although we rigorously test our changes, we cannot test them against all customer processes or custom development.

> → Tip
>
> If you have built anything custom, we recommend that you test it every release. Our test coverage cannot include all custom development.

When you are confident about the positive and negative impacts of features, turn them on in your production environment on or after the production release.

Saving the Release Summary for Feature Roll Forward

If you marked as wait (or any features you decided not to implement), we recommend that you roll those features into the next release process. For example, if you are interested in a feature but you decide to wait for it to mature, make sure that you reflect that information in the next release's feature discovery step.

SAP SuccessFactors Preview of Upcoming Releases [page 8]
Use preview documentation, including content that we release before our software, to get ready for the release: to see our direction but not our commitment for a release.

Previous SAP SuccessFactors Release Information Content [page 9]
You can find information about previous SAP SuccessFactors releases on our release information page.

SAP SuccessFactors Configuration Type [page 9]
Configuration type describes whether you must take action to adopt (or not adopt) the feature or whether it is universal, in which case it is simply delivered: you adopt it without taking action.

3.1 SAP SuccessFactors Preview of Upcoming Releases

Use preview documentation, including content that we release before our software, to get ready for the release: to see our direction but not our commitment for a release.

Release information is a part of the overall SAP SuccessFactors release process. We recommend that you check the SAP SuccessFactors Community Empowerment Center for details about onboarding, implementing, launching, and utilizing the software. We also recommend this companion content:

- System and technical prerequisites, which tells you the client requirements for SAP SuccessFactors software.
- The SAP Jam help page contains the product information, including release details for SAP Jam.

Legal Disclaimer for Previews of Upcoming Releases

The information in the preview of an upcoming release is not subject to your license agreement or any other service or subscription agreement with SAP. SAP has no obligation to pursue any course of business outlined in a preview or any related presentation, or to develop or release any functionality mentioned therein. Previews or any related presentation and SAP's strategy and possible future developments, products, platforms, directions, and functionality are all subject to change and may be changed by SAP at any time for any reason without notice. The preview information is not a commitment, promise or legal obligation to deliver any material, code, or functionality. This information is provided without a warranty of any kind, either express or implied, including but not limited to, the implied warranties of merchantability, fitness for a particular purpose, or non-infringement. This information is for informational purposes and may not be incorporated into a contract. SAP assumes no responsibility for errors or omissions in preview sections, except if such damages were caused by SAP´s willful misconduct or gross negligence. All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of their dates, and they should not be relied upon in making purchasing decisions.

Parent topic: SAP SuccessFactors Feature Adoption [page 6]

Related Information

Previous SAP SuccessFactors Release Information Content [page 9]
SAP SuccessFactors Configuration Type [page 9]
SAP Jam Help Page

3.2 Previous SAP SuccessFactors Release Information Content

You can find information about previous SAP SuccessFactors releases on our release information page.

We keep release information for recent SAP SuccessFactors releases. If you have a question about a recent release, please go to https://help.sap.com/viewer/p/SAP_SUCCESSFACTORS_RELEASE_INFORMATION

Parent topic: SAP SuccessFactors Feature Adoption [page 6]

Related Information

SAP SuccessFactors Preview of Upcoming Releases [page 8]
SAP SuccessFactors Configuration Type [page 9]

3.3 SAP SuccessFactors Configuration Type

Configuration type describes whether you must take action to adopt (or not adopt) the feature or whether it is universal, in which case it is simply delivered: you adopt it without taking action.

Universal Features

Universal features are enabled automatically and you cannot disable them. They include aesthetic enhancements, valuable features that have little or no impact on your existing processes, or smaller features that affect only a limited number of user roles or emerging products. These features carry low security risk and do not affect user permissions or change your security settings. In addition to distributing the release summary several weeks in advance of the actual release date, SAP SuccessFactors notifies Support Contact Administrators who submit and manage cases by e-mail about the availability of all release resources.

Optional Features (Opt-in and Opt-out)

Optional features can be enabled when you are ready to take advantage of their functionality. You usually enable them in *Admin Center*, *Upgrade Center*, but in some cases, they might require additional prerequisites, like a license or an agreement. Optional features can be one of the following configuration types:

- **Provisioning** Opt-In or Opt-Out: Contact Customer Success to enable (opt-in) or disable (opt-out) this feature.

- **Admin** Opt-In or Opt-Out – Customer Administrators enable (opt-in) or disable (opt-out) either in *Admin Center* or in a comparable configuration tool of an integrating system. For example, some integrations with SAP ERP require settings in SAP ERP to enable or disable them.

> **i Note**
>
> Please contact Cloud Product Support for **provisioning** opt-in and opt-out only.

Parent topic: SAP SuccessFactors Feature Adoption [page 6]

Related Information

SAP SuccessFactors Preview of Upcoming Releases [page 8]
Previous SAP SuccessFactors Release Information Content [page 9]

4 Employee Central Release Summary

The following table summarizes new features and enhancements to Employee Central.

Understanding Configuration Type and Reference Number

Configuration type is how the feature is enabled. A full description of configuration type is in the SAP SuccessFactors Configuration Type [page 9] section.

A reference number is our internal tracking number for a feature or enhancement. You might recognize the number if you have been speaking to SAP SuccessFactors about an enhancement. For example, if you suggested a feature, you might have received a response that your idea is addressed and that response might have included a tracking number.

Solution Features

Feature Group	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Administration	In Q1 2019, we introduced the No Changes Until This Date field in the Recurring Pay Component portlet. In Q2 2019, this field is also visible on the left side of the History page (change tracker). There are no new permission or configuration settings for this feature. Additional Information for Compensation Information [page 47]	Universal	ECT-112752	Major
Administration	As of Q2 2019, in Employee Central instances, admins can now configure up to 3 fields from Job Information and custom fields to show more information about a persons employment. This fields will be displayed in the quickcard, Employment Switcher and People Profile. Adding Employment Differentiators to Indicate Multiple Employments [page 44]	Admin Opt-in	ECT-112697	Minor

Feature Group	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Administration	Previously there was no transaction that allowed an admin to hire an employee and end his term within one step/transaction. With Q2 2019, the termination date and the termination reason (event reason) can be added in the New Hire Wizard. If activated and configured in the system, only one approval workflow will be triggered. This transaction has a new permission setting. Adding a New Employee with a Fixed Term Contract [page 35]	Universal	ECT-112090	Major
Administration	In previous releases, it was possible to create a succession data model (SDM) for the contingent workers and onboardees. From the Q2 2019 release, you can create them for the employee in Employment Information as well. They are then taken into account for the Profile, Take Action, Workflow, and History.	Admin Opt-in	ECT-110077	Major
Administration	For internal transfers within a company, admins can now receive earlier access to employee data whereas previously they did not have it until the exact day of the transfer. Using permissions and permission groups (using dynamic group filters), you can set the system to show data earlier, for example, 30 days before the transfer. Adding a New Employee with a Fixed Term Contract [page 35]	Admin Opt-in	ECT-109827	Major
API	Previously, the function import object getWorkflowPendingData was available as beta only. Now the beta API would be made available as public. For all the customers currently using beta API, please change the endpoint URL. This API provides access to pending data for workflow requests. To get further information about the API and its limitation, please refer to the help document.	Universal	ECT-110219	Major

Feature Group	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Benefits	New savings plan employer contribution object has been introduced that allows an admin to maintain the employer contribution amount. Admins who configured the employer contribution object prior to the Q2 2018 release will need to set up the new employer contribution object.	Universal	BEN-3636	Major
Benefits	Previously, when an employee enrolls into a benefit, "Enrolled On" and "Enrollment Request Date" fields in the "Benefit Overview" page and the pre-delivered benefit enrollment configuration UI respectively, were used to hold the enrollment date of the benefit. Now, the name of fields "Enrollment Request Date" and "Enrolled On" is changed to "Request Date". These fields will hold the enrollment date or the edit date of the benefit.	Universal	BEN-3531	Major
Benefits	During a work or life event, an admin can configure the system to accept a past or future effective date of a benefit enrollment. For instance, when a new hire enrolls into a benefit a week after the date of joining, the new hire enrollment can be made effective from the date of joining rather than the enrollment date.	Admin Opt-in	BEN-3315	Major
Benefits	An admin can now create different work or life event templates such as child birth, marriage, divorce, dependent separation by creating multiple "Benefit Work/Life Event" for the system event "Others/Manual". These templates determine the system behavior for each benefit that can be changed for each type of life event.	Admin Opt-in	BEN-3263	Major

Feature Group	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Benefits	For Health Savings Account (HSA) plan type, a new savings plan employer contribution object has been introduced that allows an admin to maintain the employer contribution amount. The system now calculates the entitlement amount for an employer contribution based on when the employee joins the HSA, and calculates the employee annual contribution maximum based on the overall annual plan limit set by the admin. Employer contribution lump sum and periodic lump sums are supported. Admins who configured the employer contribution object prior to the Q2 2018 release will need to set up the new employer contribution object.	Universal	BEN-3253	Major
Benefits	Re-enrollment of a benefit is now supported. If an employee opts out of a benefit in which they previously had manually enrolled, they can re-enroll into the same benefit as per their eligibility. When the enrollment window is open, they can enroll without an exception. When the enrollment window is closed, admin must create an exception for the employee to re-enroll.	Universal	BEN-3241	Major
Benefits	For Advances reporting, navigation from 'NonRecurringPayment' to 'OneTimeDeduction' has been enabled.	Universal	BEN-3226	Major
Benefits	Open enrolment UI has been enhanced for better user experience. Now, in the Open Enrolment sections, when an employee chooses a benefit, enter the required details, the button to confirm the changes have been renamed to "Add to Cart". When a benefit is added to cart, a toast notification is displayed stating the benefit is successfully added. When an employee navigates to another page, without submitting the cart, a messages is displayed asking if the employee wants to submit the cart.	Universal	BEN-2771	Major

Feature Group	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Data Import and Export	Starting with this release, we now support suppressing identical records only when Admins update the existing Job History and Personal Information entities. This means, if the data in the system and the data you're trying to update are same while importing these templates, the records will not be updated. In earlier releases, the system suppressed the data when Admins inserted a new or updated an existing Job History and Personal Information entities identical to the records that already exist. Note that the behavior for Employment Details and Biographical Information entities remains the same as it was earlier.	Admin Opt-in	ECT-112332	Major
Data Models	'Role Name' is now a mandatory field in Business Configurations UI. An error occurs if the 'Role Name' field is blank.	Universal	ECT-113932	Minor
Data Models	Previously in Business Configuration UI, you could select 'Onboardee' person type in all HRIS elements even though it was not supported. To ease the maintenance, we have now removed 'Onboardee' as a person type from Business Configuration UI as this person type configuration is not supported in the Onboarding application. We have also removed the person type configuration from following HRIS elements in Business Configuration UI: 'Job relationship info', 'Comp Info', 'Pay Component Recurring', and 'Pay Component Nonrecurring'. In addition to this, we have added a switch "Enabled for contingent worker" only for Job relationship information, which when enabled (set to "Yes") shows the Job relationship fields for a contingent worker.	Universal	ECT-112541	Major
Data Models	You can now see only supported person type in the dropdown list when you configure a new person type under HRIS element. Previously, unsupported person types would also appear.	Universal	ECT-109666	Major
Data Protection and Privacy	The addresses of an employee's dependents and emergency contact are now included in the Information Report in accordance to data protection regulations.	Universal	ECT-112494	Minor

Feature Group	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Document Management	We now add and store additional information such as document category and the respective user or person data when uploading attachments for EC HRIS objects (Personal Information, Person Relationships, Person Information, National ID, Home Address, Work Permit, and Job Information). This enhancement enables you to filter by document category within Manage Documents and allows you improve the integration with your document management system. This is a universal feature since we implemented predefined document categories.	Universal	ECT-111029	Major
ERP Integration	We now provide how-to videos on how you can clone a transformation template so that you can reuse or copy the field mapping that you have defined for an infotype and subtype in the Primary mapping view of the VC_ECPAO_MAP view cluster for some or all the subtypes of that particular infotype.	Universal	ECT-112279	Major
ERP Integration	Message logging is now enabled for BAdIs too. By this, you will be able to see the error, warning, and success messages displayed in the SLG1 log from the BAdI. An exporting parameter is added to the BAdI interface by which you can display any messages. By this you can capture the messages from the BAdI implementation.	Admin Opt-in	ECT-111710	Major
ERP Integration	While performing a test run in the web service mode for the employee extraction report, you can now check if the configuration details and mappings are correct. Earlier it was not possible to see the mappings and configurations before running the extraction report.	Admin Opt-in	ECT-111708	Major
ERP Integration	We now support the replication of new home address fields for Russia in Business Integration Builder (BIB) and in older replication method.	Admin Opt-in	ECT-111227	Major

Feature Group	Description	Configuration Type	Reference Number	Major/Minor Enhancement
ERP Integration	If you replicate newly hired employees from Employee Central to the Enterprise Resource Planning (ERP) system using the version of employee master data replication that is based on the Business Integration Builder (BIB), the ERP system now makes sure that a new personnel number is assigned to the replicated employee only when replication was successful. Previously, the personnel number was assigned in the first replication run and then discarded in case the replication wasn't successful. With the next replication run, another new personnel number was used. Now, if replication fails, the same personnel number is being reused in the next replication run. Personnel Number Assigned to Replicated Employee Only When Replication Was Successful [page 29]	Admin Opt-in	ECT-106823	Major
ERP Integration	Custom OM infotypes are now supported in Business Integration Builder-based organizational data replication between Employee Central and the Enterprise Resource Planning (ERP) system as well as in the migration process from ERP to Employee Central. By this enhancement, you will be now able to map custom OM infotypes and the corresponding infotype fields.	Admin Opt-in	ECT-106161	Major

Feature Group	Description	Configuration Type	Reference Number	Major/Minor Enhancement
ERP Integration	To improve the performance and to reduce the load on API servers, we introduced a maximum number of 30 error messages that can be contained in a confirmation message being sent to the Employee Central Data Replication Monitor. If more error messages are contained in a confirmation, the Data Replication Monitor just ignores the messages exceeding the limit without pointing this out by default. Integrations using the Data Replication Monitor can, however, send a separate message to indicate that the limit was exceeded. The user can then go to the replication target system to check all errors there (for example, using the Application Log). Employee Central Payroll sends such a separate message. Number of Error Messages in Confirmation Message for Employee Central Data Replication Monitor Limited to 30 [page 33]	Universal	ECT-105880	Major
ERP Integration	We now support temporary national ID in the national ID portlet for the employees who are hired for USA and Canada. By this when an employee from a foreign country is been hired, you can now maintain a temporary national ID in the national ID portlet. Since for these two nationals maintaining national ID is an obligatory. Hence during the replication of an employee from ERP or SAP SuccessFactors, the temporary national ID can be used.	Admin Opt-in	ECT-104022	Major

Feature Group	Description	Configuration Type	Reference Number	Major/Minor Enhancement
ERP Integration	You can now mass-delete queries with the types "Employee-Specific Query" or "Object-Specific Query" and the statuses "Successful" or "Failed". We provide two new deletion programs in the Enterprise Resource Planning (ERP) system: "Delete Queries from Admin Tables for EE Master Data and Org Assignment" and "Delete Queries from Admin Tables for Organizational Objects". You can schedule them to run regularly in the background, to clean up the query administration tables and minimize the number of records in these tables. Mass Deletion of Employee-Specific and Object-Specific Queries [page 30]	Admin Opt-in	ECT-101067	Major
ERP Integration	We now provide default Employee Central entities for replication of the "Position Matrix Relationship" object to and from Employee Central. Employee Central entities are available for web service-based or CSV file-based migration from as well as web service-based replication to the Enterprise Resource Planning (ERP) system. We also added corresponding field and value mapping entries to the following sample content versions in the ERP system: OM_WS_5 (Organizational Data ERP to EC with Relationships: WS Mode) for data migration to Employee Central. OM_WS_3 (Organizational Data EC to ERP: Position Mgmt Relationships), for data replication from Employee Central. Default Employee Central Entities and Sample Content for Position Matrix Relationship [page 28]	Admin Opt-in	ECT-101061	Major
Localization	As of the Q2 2019 release, work permit information for Switzerland is available.	Admin Opt-in	ECT-115241	Major
Localization	For the Q2 2019 release, there is a new value added to the picklist 'REGION_CHL'.	Admin Opt-in	ECT-114737	Minor

Feature Group	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Localization	For the Q2 2019 release, there is a change to the picklist 'ethnicity_ZAF' and changes to the Currency MDF.	Admin Opt-in	ECT-114149	Minor
Localization	For the Q2 2019 release, there is an enhancement to the Greek postal code format validation.	Universal	ECT-113995	Major
Localization	For the Q2 2019 release, the home address, corporate address, job information and personal document information for Belgium are changed.	Admin Opt-in	ECT-111893	Minor
Localization	For the Q2 2019 release, there are changes to the home address and corporate address information for Bulgaria.	Admin Opt-in	ECT-111891	Minor
Localization	For Q2 2019, there is a new country version for Zimbabwe, including National ID, Personal Document Types, Personal Information, Job Information, Disability Information, Dependents Information, Home Address and Corporate Address.	Admin Opt-in	ECT-110889	Major
Localization	As of the Q2 2019 release, the picklist id for the field "Child's Canton Of Residence", should be corrected from "CHILDSCANTONOFRESIDENCE_CHE" to CANTON_CHE. This correction applies to new customers. Existing customers can continue to use the original picklist.	Admin Opt-in	ECT-110652	Minor
Localization	For the Q2 2019 release, there is a new national ID, 'Foreigner's Identification Number (Cédula de Extranjería)' and new personal documents available for Colombia.	Admin Opt-in	ECT-109437	Major
Localization	As of this release, the name format description in the object Name Format is translatable. The translation of the predelivered values can be downloaded from the SAP Help Portal and imported in your own system.	Admin Opt-in	ECT-103452	Major
Mobile	This Android SAP SuccessFactors Mobile app enhancement enables Time Sheet users to record Allowances. (Allowances are specific types of payments made to employees as compensation for special working conditions.)	Universal	MOB-27476	Minor

Feature Group	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Mobile	This iOS SAP SuccessFactors Mobile app enhancement enables Time Sheet users to record Allowances. (Allowances are specific types of payments made to employees as compensation for special working conditions.)	Universal	MOB-27475	Minor
Mobile	This Android SAP SuccessFactors Mobile app enhancement enables Time Sheet users to record On-Call time types.	Universal	MOB-27422	Minor
Mobile	This iOS SAP SuccessFactors Mobile app enhancement enables Time Sheet users to record On-Call time types.	Universal	MOB-27421	Minor
Mobile	This Android SAP SuccessFactors Mobile app enhancement enables Time Off users to view Declined Time Off requests.	Universal	MOB-27420	Major
Mobile	This iOS SAP SuccessFactors Mobile app enhancement enables Time Off users to view Declined Time Off requests.	Universal	MOB-27419	Major
Mobile	This Android SAP SuccessFactors Mobile app enhancement allows users to create and manage Ask HR tickets.	Admin Opt-in	MOB-27324	Major
Mobile	This iOS SAP SuccessFactors Mobile app enhancement allows users to create and manage Ask HR tickets.	Admin Opt-in	MOB-27315	Major
Mobile	This iOS SAP SuccessFactors Mobile app enhancement enables Time Off users to display Balances as of a specific date.	Universal	MOB-27013	Major
Mobile	This Android SAP SuccessFactors Mobile app enhancement enables support for Half-Day Time Off requests for time profiles that are configured to record in clock time.	Admin Opt-in	MOB-25655	Major
Organization Chart	As of Q2 2019 , users can define sort options per company structure definition depending on visible field of object definition for those entities that are used in the corresponding definition. Fields to be selected for sorting must respect role-based permissions. Once sorting is defined, the chart loads with this sorting. However, it is also possible to delete or change the sorting. The sorting is user-specific.	Universal	ECT-111259	Major

Feature Group	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Organizational Management	In earlier releases, clicking the Manage link in the Position quickcard navigated users to "Manage Data". If changes were performed there, the incumbent was not synchronized. As of the Q2 2019 release, clicking the Manage link in the Position quickcard navigates users to "Manage Positions" and any changes performed there are synchronized to the incumbent.	None Reported - See description.	ECT-114742	Major
People Profile	As of Q2 2019, you can now configure more customer-specific fields in the data model for Personal Information and Global Information. Custom strings have been extended to 30 and custom date fields extended to 20, along with the alternate fields for those fields. You can make the changes in the Business Configuration UI or in the XML for the data model.	Universal	ECT-109651	Major
Service Center	Employee Central Service Center application is now available on mobile. To configure the same you must follow the implementation steps listed in the Implementing Employee Central Service Center handbook.	Universal	ECT-115481	Major
Service Center	Previously, the ASK HR application supported SAPUI5 version (1.44 or 1.52). Now, you must upgrade your ASK HR application to SAPUI5 version 1.60 for better performance results.	Universal	ECT-114144	Major
Service Center	Previously, on launching the Employee Central Service Center application, you were able to see three tabs (searching for an knowledge base article, creating a new ticket, viewing/modifying an existing ticket). Now, the landing page is modified to accommodate the same in the form of tiles. There is no functional change.	Universal	ECT-114140	Major

Feature Group	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Suite Integration	You can use Enhanced Manage Pending Hires with Employee Central Integration in the Onboarding screen to sort, filter, as well as recognize records that are already in Draft folder and in Workflow approval process. Enhanced Manage Pending Hires comes with configurable columns and configurable columns names. You can enable Enhanced Pending Hires from Manage Employee Central Settings and access Configure Columns for Manage Pending Hires from Admin Center to configure your columns.	Admin Opt-in	ECT-111583	Major
Time and Attendance Management	Previously, you could only change the hire date for an employee if you were using "Time Off for Leave of Absence Only". As of the Q2 2019 release, you'll also be able to change the date if you're using the full Time Off feature, provided you've been assigned the "Hire Date Correction" permission in the Admin Center.	Universal	TIM-6820	Minor
Workflows	When you enable the Prevent Quick Approval of Workflows feature using role-based permissions, the Approve button is hidden from the Approve Requests dialog or from My Workflow Requests page. When enabled, the approver cannot select multiple workflows for approval from that screen. The Approve button appears when approver opens individual workflow request in the Workflow Details screen where they can approve the request. Preventing Quick Approval for Multiple Workflows [page 64]	Admin Opt-in	ECT-102181	Major
Administration	As of the Q2 2019 release, we are providing a periodic job to purge ImportQueueMonitor. This affects the Global Assignment, Position, and Time objects.	None Reported - See description.	ECT-112345	Major

5 SAP SuccessFactors Data Privacy

SAP SuccessFactors delivers data protection and privacy features and enhancements that you can use when you set up data protection and privacy for the suite.

In Q1 2018, SAP SuccessFactors released a large set of data protection and privacy features, and SAP SuccessFactors Employee Central is a part of it. Additional changes were released in Q2 2018 to enhance these features.

6 Global Benefits

Learn about new features and enhancements in the upcoming release.

New Savings Plan Employer Contribution object

New savings plan employer contribution object has been introduced that allows an admin to maintain the employer contribution amount. Admins who configured the employer contribution object prior to the Q2 2018 release needs to set up the new employer contribution object.

UI change on the Benefit Enrollment screen

Previously, when an employee enrolls into a benefit, "Enrolled On" and "Enrollment Request Date" fields in the "Benefit Overview" page and the pre-delivered benefit enrollment configuration UI respectively, were used to hold the enrollment date of the benefit. Now, the name of fields "Enrollment Request Date" and "Enrolled On" is changed to "Request Date". These fields will hold the enrollment date or the edit date of the benefit.

Enrolling an employee from a past date

During a work or life event, an admin can configure the system to accept a past or future effective date of a benefit enrollment. For instance, when a new hire enrolls into a benefit a week after the date of joining, the new hire enrollment can be made effective from the date of joining rather than the enrollment date.

Re-enrolling into an opted out benefit.

Re-enrollment of a benefit is now supported. If an employee opts out of a benefit in which they previously had manually enrolled, they can re-enroll into the same benefit as per their eligibility. When the enrollment window is open, they can enroll without exception. When the enrollment window is closed, admin must create an exception for the employee to re-enroll.

Open Enrollment UI changes

Open enrollment UI has been enhanced for better user experience. Now, in the Open Enrollment sections, when an employee chooses benefit, enter the required details, the button to confirm that the changes have been renamed to "Add to Cart". When a benefit added to cart, a toast notification is displayed stating the benefit is successfully added. When an employee navigates another page, without submitting the cart, a message is displayed asking if the employee wants to submit the cart.

7 Country Specifics

The following country-specific features are now available:

Zimbabwe

There is a full country version for Zimbabwe. Features include National ID, corporate address information, home address information, global information, dependents information and employment information.

https://help.sap.com/viewer/c18eb6c8febd4d7c924db8a257ce940d/LATEST/en-US/c02b37df35164b6cb91f2a98edd0a676.html

Switzerland

There is a change to the picklist ID for the field 'Child's Canton of Residence' in the global information for an employee's dependents.

https://help.sap.com/viewer/c18eb6c8febd4d7c924db8a257ce940d/LATEST/en-US/e8440ae48aeb493da26002e9b2b68a8b.html

Belgium

There is a new field, 'Care Of', available for Home Address.

There are changes to some of the field descriptions for Corporate Address.

There are new fields available for Job Information.

https://help.sap.com/viewer/c18eb6c8febd4d7c924db8a257ce940d/LATEST/en-US/8588708240fe4975a8020c65c5d0c3ec.html

Bulgaria

There is a new picklist added to the 'Region' field under Address Information.

There are new and modified fields under Corporate Information.

https://help.sap.com/viewer/c18eb6c8febd4d7c924db8a257ce940d/LATEST/en-US/814f391083f148a9b5606ffe90cbd6b9.html

Colombia

There is a change to the display format and regular expression for the field 'National ID Foreigner's Identification'

https://help.sap.com/viewer/c18eb6c8febd4d7c924db8a257ce940d/LATEST/en-US/3c51d9d58e3b48b586a5d61a1d110b47.html

Chile

There is a new value, 'Ñuble' added to the picklist 'REGION_CHL'.

Greece

There is an enhancement to the postal code format validation. Only the format NNN NN is now accepted.

https://help.sap.com/viewer/c18eb6c8febd4d7c924db8a257ce940d/LATEST/en-US/ec1ae1efdffb4606981ba8d3afdca0ba.html

South Africa

There is a change to the picklist 'ethnicity_ZAF' and changes to the currency MDF

8 What's New in SAP S/4HANA and SAP ERP Integration

Learn about new features and enhancements in the upcoming release.

8.1 Default Employee Central Entities and Sample Content for Position Matrix Relationship

We now provide default Employee Central entities and sample content for replication of the *Position Matrix Relationship* object to or from Employee Central.

Default Employee Central entities are available for:

- Web service-based or CSV file-based migration from the Enterprise Resource Planning (ERP) system to Employee Central
- Web service-based replication from Employee Central to the ERP system

We also added corresponding field and value mapping entries to the following sample content versions in the ERP system:

- OM_WS_5 (*Organizational Data ERP to EC with Relationships: WS Mode*) for data migration to Employee Central
- OM_WS_3 (*Organizational Data EC to ERP: Position Mgmt Relationships*), for data replication from Employee Central

To use this feature, install support package 26 of the integration add-on for ERP and SuccessFactors Employee Central (PA_SE_IN) in your ERP system.

For more information, see SFSF EC INTEGRATION 1210 in the SAP Software Center. You can access the Software Center from SAP ONE Support Launchpad by choosing *Software Downloads*.

Also see the following integration guides:

- SAP S/4HANA:
  - Replicating Organizational Objects from Employee Central to SAP S/4HANA On Premise
  - Replicating Organizational Data from Employee Central to SAP S/4HANA On Premise
- SAP ERP:
  - Replicating Organizational Objects from Employee Central to SAP ERP HCM
  - Replicating Organizational Data from Employee Central to SAP ERP HCM Using SAP Cloud Platform Integration as the Middleware (For Implementation Started Before Q2 2017)
  - Replicating Organizational Data from Employee Central to SAP ERP HCM Using Dell Boomi AtomSphere as the Middleware (For Implementation Started Before Q2 2017)

Parent topic: What's New in SAP S/4HANA and SAP ERP Integration [page 28]

Related Information

Personnel Number Assigned to Replicated Employee Only When Replication Was Successful [page 29]
Mass Deletion of Employee-Specific and Object-Specific Queries [page 30]
Number of Error Messages in Confirmation Message for Employee Central Data Replication Monitor Limited to 30 [page 33]

8.2 Personnel Number Assigned to Replicated Employee Only When Replication Was Successful

If you replicate newly hired employees from Employee Central to the Enterprise Resource Planning (ERP) system using the version of employee master data replication that is based on the Business Integration Builder (BIB), the ERP system now makes sure that a new personnel number is assigned to the replicated employee only when replication was successful.

Previously, the personnel number was assigned in the first replication run and then discarded in case the replication wasn't successful. With the next replication run, another new personnel number was used. Now, if replication fails, the same personnel number is being reused in the next replication run.

To use this feature, install support package 26 of the integration add-on for ERP and SuccessFactors Employee Central (PA_SE_IN) in your ERP system.

For more information, see SFSF EC INTEGRATION 1210 in the SAP Software Center. You can access the Software Center from SAP ONE Support Launchpad by choosing *Software Downloads*.

See also the following integration guides:

- SAP S/4HANA: Replicating Employee Master Data and Organizational Assignments from Employee Central to SAP S/4HANA On Premise

- SAP ERP: Replicating Employee Master Data and Organizational Assignments from Employee Central to SAP ERP HCM

Parent topic: What's New in SAP S/4HANA and SAP ERP Integration [page 28]

Related Information

Default Employee Central Entities and Sample Content for Position Matrix Relationship [page 28]
Mass Deletion of Employee-Specific and Object-Specific Queries [page 30]
Number of Error Messages in Confirmation Message for Employee Central Data Replication Monitor Limited to 30 [page 33]

8.3 Mass Deletion of Employee-Specific and Object-Specific Queries

You can now mass-delete queries sent by the Enterprise Resource Planning (ERP) system to Employee Central to replicate employee master data, organizational assignments, and organizational objects.

Mass deletion is available for queries with the types *Employee-Specific Query* or *Object-Specific Query* and the statuses *Successful* or *Failed*. We provide two new deletion programs in the Enterprise Resource Planning (ERP) system:

- *Delete Queries from Admin Tables for EE Master Data and Org Assignment* (`ECPAO_DEL_EE_ORG_QRY_ADM`)
- *Delete Queries from Admin Tables for Organizational Objects* (`RH_SFIOM_DEL_QRY_ADM`)

You can schedule them to run regularly in the background, to clean up the query administration tables and minimize the number of records in these tables.

To use these programs, install support package 26 of the integration add-on for ERP and SuccessFactors Employee Central (PA_SE_IN) in your ERP system.

For more information, see SFSF EC INTEGRATION 1210 in the SAP Software Center. You can access the Software Center from SAP ONE Support Launchpad by choosing *Software Downloads*.

Also see the related information and the following integration guides:

- SAP S/4HANA:
    - Replicating Employee Master Data and Organizational Assignments from Employee Central to SAP S/4HANA On Premise
    - Replicating Organizational Objects from Employee Central to SAP S/4HANA On Premise
    - Replicating Organizational Data from Employee Central to SAP S/4HANA On Premise
- SAP ERP:
    - Replicating Employee Master Data and Organizational Assignments from Employee Central to SAP ERP HCM
    - Replicating Organizational Objects from Employee Central to SAP ERP HCM

- Replicating Organizational Data from Employee Central to SAP ERP HCM Using SAP Cloud Platform Integration as the Middleware (For Implementation Started Before Q2 2017)
- Replicating Organizational Data from Employee Central to SAP ERP HCM Using Dell Boomi AtomSphere as the Middleware (For Implementation Started Before Q2 2017)

Parent topic: What's New in SAP S/4HANA and SAP ERP Integration [page 28]

Related Information

Default Employee Central Entities and Sample Content for Position Matrix Relationship [page 28]
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Number of Error Messages in Confirmation Message for Employee Central Data Replication Monitor Limited to 30 [page 33]
Deleting Employee Master Data and Organizational Assignment Queries [page 31]
Deleting Organizational Object Queries [page 32]

8.3.1 Deleting Employee Master Data and Organizational Assignment Queries

Delete queries with the type *Employee-Specific Query* and the statuses *Successful* or *Failed* regularly, to clean up the query administration tables and minimize the number of records in these tables.

Context

Using the *Delete Queries from Admin Tables for EE Master Data and Org Assignment* (`ECPAO_DEL_EE_ORG_QRY_ADM`) program, you can mass-delete queries that were sent by the *Create and Execute Employee Master Data and Org. Assignment Query* (`ECPAO_EE_ORG_REPL_QUERY`) program. The `ECPAO_DEL_EE_ORG_QRY_ADM` program deletes entries from the following tables:

- *Administration of Employee Master Data and Org Assign. Query* (`ECPAO_QRY_ADM`)
- *Selection Parameters for EE Master Data and Org. Ass. Query* (`ECPAO_QRY_ADMDT`)

You cannot delete queries with the types *Last Modified Query* or *Data Replication Monitor Query* or with one of the statuses *Sent* or *In Process* using the `ECPAO_DEL_EE_ORG_QRY_ADM` program. If you need to delete such queries, go to the *Reset Query Administration Table* (`ECPAO_RESET_QRY_ADM`) transaction.

Procedure

1. Schedule the *Delete Queries from Admin Tables for EE Master Data and Org Assignment* (`ECPAO_DEL_EE_ORG_QRY_ADM`) program to be run regularly in the background.

2. On the selection screen of the program, make the following settings:
   - *Transformation Template Group*: To delete queries sent for a specific transformation template group, select the template group. To delete all queries that have the status you select and were sent before the date you specify, leave this field empty.
   - *Query Status*: The default is to delete all queries with the statuses *Successful* and *Failed*. You can also choose to delete either only *Successful* or only *Failed* queries.
   - *Delete Before Date*: Specify a date up to which queries are to be deleted. The default is today's date. The specified date is not included.

     > Example
     >
     > If you enter June 1, entries created on May 31 or earlier are included. Entries created on June 1 are not included.
   - *Test Mode*: Select this checkbox to run the program in a test mode.

Results

If you run it in the test mode, the program displays statistical information and lists the entries to be deleted.

If you deselect the *Test Mode* checkbox, the program displays statistical information and deletes the entries from the tables `ECPAO_QRY_ADM` and `ECPAO_QRY_ADMDT` that suit your selection criteria.

8.3.2 Deleting Organizational Object Queries

Delete queries with the type *Object-Specific Query* and the statuses *Successful* or *Failed* regularly, to clean up the query administration tables and minimize the number of records in these tables.

Context

Using the *Delete Queries from Admin Tables for Organizational Objects* (`RH_SFIOM_DEL_QRY_ADM`) program, you can mass-delete queries that were sent by the *Create and Execute Organizational Object Replication Query* (`RH_SFIOM_ORG_OBJ_REPL_QUERY`) program. The `RH_SFIOM_DEL_QRY_ADM` program deletes entries from the following tables:

- *Administration of Organizational Object Query* (`SFIOM_QRY_ADM`)
- *Selection Parameters for Organizational Object Query* (`SFIOM_QRY_ADMDT`)

You cannot delete queries with the types *Last Modified Query* or with one of the statuses *Sent* or *In Process* using the `RH_SFIOM_DEL_QRY_ADM` program. If you need to delete such queries, go to the *Reset Query Administration Table* (`SFIOM_RESET_QRY_ADM`) transaction.

Procedure

1. Schedule the *Delete Queries from Admin Tables for Organizational Objects* (`RH_SFIOM_DEL_QRY_ADM`) program to be run regularly in the background.
2. On the selection screen of the program, make the following settings:
   - *Transformation Template Group*: To delete queries sent for a specific transformation template group, select the template group. To delete all queries that have the status you select and were sent before the date you specify, leave this field empty.
   - *Query Status*: The default is to delete all queries with the statuses *Successful* and *Failed*. You can also choose to delete either only *Successful* or only *Failed* queries.
   - *Delete Before Date*: Specify a date up to which queries are to be deleted. The default is today's date. The specified date is not included.

     > Example
     >
     > If you enter June 1, entries created on May 31 or earlier are included. Entries created on June 1 are not included.
   - *Test Mode*: Select this checkbox to run the program in a test mode.

Results

If you run it in the test mode, the program displays statistical information and lists the entries to be deleted.

If you deselect the *Test Mode* checkbox, the program displays statistical information and deletes the entries from the tables `SFIOM_QRY_ADM` and `SFIOM_QRY_ADMDT` that suit your selection criteria.

8.4 Number of Error Messages in Confirmation Message for Employee Central Data Replication Monitor Limited to 30

We introduced a maximum number of 30 error messages that can be contained in a confirmation message being sent to the Employee Central Data Replication Monitor.

This is to improve the performance and to reduce the load on API servers. If more error messages are contained in a confirmation, the Data Replication Monitor just ignores the messages exceeding the limit without pointing this out by default.

Integrations using the Data Replication Monitor can, however, send a separate message to indicate that the limit was exceeded. The user can then go to the replication target system to check all errors there (for example, using the Application Log). Employee Central Payroll sends such a separate message.

For more information, see the following guides:

- SAP S/4HANA: Employee Central Data Replication Monitor for SAP S/4HANA On Premise Integration
- SAP ERP: Employee Central Data Replication Monitor for SAP ERP Integration

Parent topic: What's New in SAP S/4HANA and SAP ERP Integration [page 28]

Related Information

Default Employee Central Entities and Sample Content for Position Matrix Relationship [page 28]
Personnel Number Assigned to Replicated Employee Only When Replication Was Successful [page 29]
Mass Deletion of Employee-Specific and Object-Specific Queries [page 30]

9 What's New in HR Administration for Q2 2019

We made the following enhancements to Employee Central HR Administration in Q2 2019.

9.1 Adding a New Employee with a Fixed Term Contract

Create a new employee in Employee Central with a fixed term contract. This means that you can add the termination date and reason during creation. This is helpful when hiring interns, apprentices, and/or seasonal workers.

Prerequisites

Ensure that admins have the permission for *Manage User* > *Add New Employee for Fixed Term*. This grants access to the new transaction as well as any saved drafts. This also means that permissions can be restricted to only this transaction if required.

This feature is only available in instances using People Profile.

Context

Admins can add a new employment and set the termination date in one transaction. If workflows are so configured, this means that only 1 approval workflow is triggered, making the process more efficient. For example, a customer hires a high number of seasonal workers for an already known exit date. Instead of having to select every hire and having to add a subsequent termination, the whole process can now be managed in one single transaction.

> **Note**
>
> If employees are added using imports, then you will still need to two imports, for hiring and for termination.

> **Note**
>
> After termination, the user can be rehired in the system. However, if the user needs to be rehired with another fixed term contract, then they can only be rehired using the *Add New Employee for Fixed Term* transaction. Once the name is entered, the admin can accept the match or choose to rehire with new employment.

The time accounts, for example, vacation allowance, will be set based on the termination date.

Business Rules

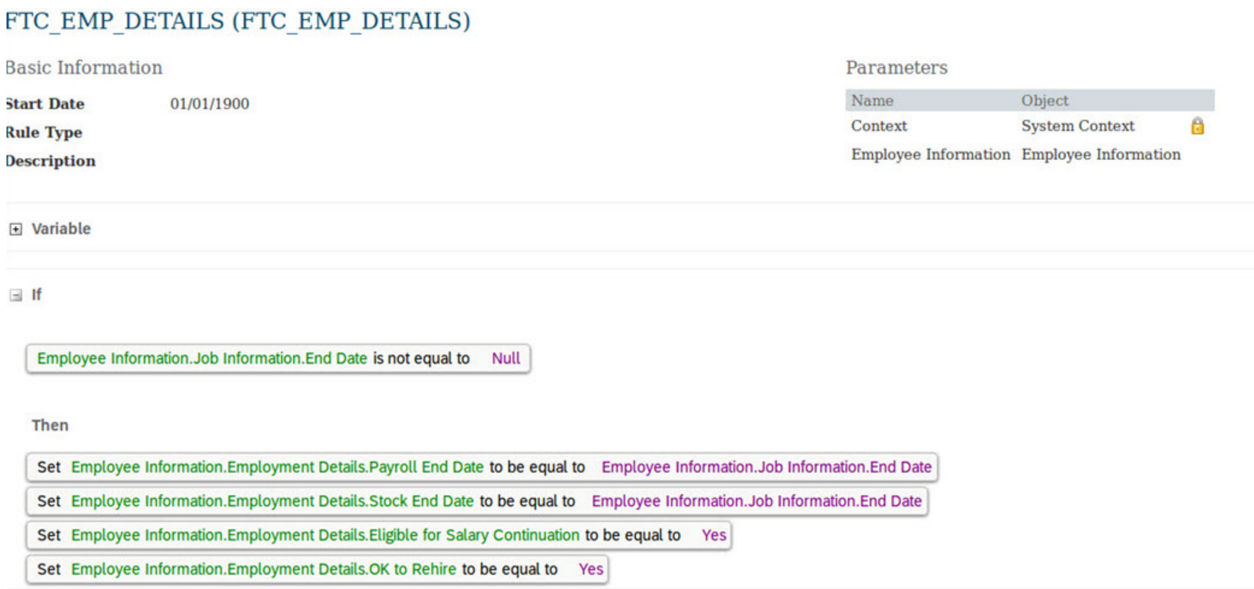
All rules that are expected work for new hires will also work for new hires with fixed term contracts. With fixed term contracts, two records are created for the user in Job Information - for the hire and for the termination.

Rules for Job Information will only be triggered for the first update of the hire record but not for the termination record. This means that onSave rules for termination are not executed in the system.

You can create rules to set the field values/properties specifically for Fixed Term Contracts (as opposed to a regular New Hire). The IF condition can based on the Job Information end date or to base the IF condition on the eventReason. These rules can be onInit, onChange, or onSave rules, but onChange rules can be used only for the fields that are displayed in the UI.

OnChange rules cannot be triggered for the termination date or termination event.

You can create an onSave rule for termination-related fields in Employment Information that are defined with an IF condition to check the Employment Information end date or the Job Information end date. These fields are not displayed in the Fixed Term Contract screen, so using the rule can set the fields using a default to ensure that they are not forgotten. Although it has to be carefully considered whether such defaults make sense at the point in time of the hiring.



Procedure

1. Navigate to the Admin Center.
2. In the *Tools* search, enter *Add New Employee for Fixed Term*.
3. With the hire date, add the termination date and reason. Add all the relevant and required information as explained in Adding a New Employee.
4. You can click *Save Draft* to save your work before you are finished. Once a draft has been saved, you can access it from the *Pending Hires* screen by selecting *Drafts* from the drop-down list. Provided the user has the necessary permissions to see drafts created by other users, then he/ she should be able to pick the person from this list.
5. Once you have completed the file, click *Submit*.

Results

Now (or depending on your company's settings, once the workflow is approved), the employee is available in the system with the termination information.

Next Steps

If the user has direct reports as of the termination end date, the user will receive a warning that the direct reports are not transferred automatically. An admin will have to transfer them manually.

Task overview: What's New in HR Administration for Q2 2019 [page 35]

Related Information

[Accessing Future Transfers and Hires [page 38]]
[Enhanced Manage Pending Hires [page 39]]
[Adding Employment Differentiators to Indicate Multiple Employments [page 44]]
[Additional Information for Job Relationships [page 45]]
[Additional Information for Compensation Information [page 47]]
[Customizing the User Interface of the Company Structure Overview [page 49]]

9.2 Accessing Future Transfers and Hires

Access employee data prior to their internal transfer or hire date.

Context

Previously, access to employment data for a future employment was not possible, which caused process delays for all parties involved. The admins or managers of the organization the employee leaves still have access, whereas the new organization didn't.

There is a new parameter for managers and admins with correct permissions to see a pending transfer or hire prior to the transfer date to add employee data and complete the hire process.

This is done by adding criteria to a dynamic group filter to the HRIS element in the data model so that the filter criteria is available in the permission group. For each filter criteria, admins and managers can use the new parameter. Once the permission group is updated with this filter, the admins and managers will be able to see the data. Users with an active employment status are shown in the list, whereas users with inactive employment status are not shown in the list.

For entities with multiple changes each day such as Job Information, Compensation Information, or Pay Component Recurring, only the last record (EFFECTIVE_LATEST_CHANGE = true) is taken into account when the permission group is built.

> **i Note**
>
> When configuring a permission group (PG) using this parameter, the preview will only show the 'active' employees in the permission group. Employees still inactive at the definition point in time will not show up. Nevertheless if they match the criteria, then they will be part of the permissions group and correctly selected during runtime.

For example, for the filter criteria *Department = Finance*, the parameter *extend by 60 days* is added to allow a potential receiving manager with access permissions to employees in the Finance department to access the data 60 days before the transfer date.

This also helps solve some issues for new hires although many fields are synced into the UserSysInfo table on the hire date.

Procedure

1. Create an SAP Cloud Support ticket to update the Succession Data Model (SDM). They should add the new *extend by n days* parameter to the dynamic group filter to the relevant HRIS elements. This can only be done in the XML and not by updating the SDM in the BCUI.

```
    <hris-element-ref refid="compInfo" extend-by-n-days="90">
      <hris-field-ref refid="pay-group"/>
    </hris-element-ref>
  </permission-group-filter>
</dg-filters>
```

2. After the parameter is enabled in the SDM and the HRIS Sync is updated, navigate to the permission group settings in your system.
3. Create a new permission group in the system for admins and managers. For example, you could create a group called *Job Information - Department - Extend by 60 Days*. This means, that when executed, the query would select employees with department of finance from today until 60 days from today.
4. Grant the role to the managers and admins. Select *Only the direct reports in these groups below* and then select the permission group created in the previous step.
5. Save your settings.

Task overview: What's New in HR Administration for Q2 2019 [page 35]

Related Information

Adding a New Employee with a Fixed Term Contract [page 35]
Enhanced Manage Pending Hires [page 39]
Adding Employment Differentiators to Indicate Multiple Employments [page 44]
Additional Information for Job Relationships [page 45]
Additional Information for Compensation Information [page 47]
Customizing the User Interface of the Company Structure Overview [page 49]

9.3 Enhanced Manage Pending Hires

You can use Enhanced Manage Pending Hires with Employee Central Integration in the Onboarding screen to sort, filter, as well as recognize records that are already in Draft folder and in Workflow approval process.

Enhanced Manage Pending Hires comes with configurable columns and configurable columns names. For more information about how to enable Enhanced Manage Pending Hires, see Enabling Enhanced Manage Pending Hires [page 40]

Parent topic: What's New in HR Administration for Q2 2019 [page 35]

Related Information

Adding a New Employee with a Fixed Term Contract [page 35]
Accessing Future Transfers and Hires [page 38]
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Customizing the User Interface of the Company Structure Overview [page 49]

9.3.1 Enabling Enhanced Manage Pending Hires

Experience a redesigned UI along with other productive settings in the *Manage Pending Hires* tool.

Context

The *Manage Pending Hires* tool now has a redesigned UI aimed towards improving the overall user experience and productivity. This setting is not enabled by default and must be manually activated.

> **i Note**
>
> This functionality is currently available only for Onboarding 1.0.

Procedure

1. Go to *Admin Center* > *Manage Employee Central Settings*.
2. Under *Others*, click *Enhanced Manage Pending Hires Feature*.
   The switch is turned on.
3. Click *Save*.

   The *Manage Pending Hires* tool is now upgraded to the enhanced UI.

Next Steps

Based on your requirement, you can create a custom field configuration to display specific Onboarding candidate information.

Features of Enhanced Manage Pending Hires [page 41]
The successor of the Manage Pending Hires tool brings with it a host of new features and enhancements to make the hiring process faster and much more efficient.

[Configuring Columns in Enhanced Manage Pending Hires [page 42]]
Choose the attributes of onboardee data that you want to see on the Enhanced Manage Pending Hires tool by configuring the columns displayed on the landing page.

Related Information

Configuring Columns in Enhanced Manage Pending Hires [page 42]

9.3.1.1 Features of Enhanced Manage Pending Hires

The successor of the Manage Pending Hires tool brings with it a host of new features and enhancements to make the hiring process faster and much more efficient.

The major features of the Enhanced Manage Pending Hires tool are highlighted below:

- Fully compatible with Onboarding 1.0.
- A redesigned UI in accordance with SAP UI5 standards.
- User records are classified in the following groups:
  - *Recruiting*
  - *Onboarding*
  - *Drafts*, dedicated for Recruiting Management and core Employee Central and records.
  - *Drafts (Onboarding)*, dedicated for Onboarding records.
  - *Drafts (Contingent Worker)*
- Configurable column names.
- Sort and filter capabilities to find required data.
- Unique icons to identify whether the user is a New Hire, an Internal Hire or pursuing a Concurrent Employment position. Additional icons to indicate if the a user record is stored in the *Drafts* folder, or is already in process and awaiting workflow approval.
- The legacy *Hire*/*Internal Hire*/*Concurrent Employment* buttons are removed. You can now begin the hiring process by simply clicking on the username.

Parent topic: Enabling Enhanced Manage Pending Hires [page 40]

Related Information

Configuring Columns in Enhanced Manage Pending Hires [page 42]

9.3.1.2 Configuring Columns in Enhanced Manage Pending Hires

Choose the attributes of onboardee data that you want to see on the Enhanced Manage Pending Hires tool by configuring the columns displayed on the landing page.

Prerequisites

The *Enhanced Manage Pending Hires* feature is enabled. For more information about enabling Enhanced Managed Pending Hire feature, refer the **Related Information** section.

The required Onboarding fields are mapped with the Employee Central fields.

> **i Note**
>
> Ensure that the following Onboarding fields are mapped with the corresponding Employee Central fields.

Onboarding Candidate Information (OCI) attribute	Onboarding Field
`fName`	*FirstName*
`lName`	*LastName*
`hireDate`	*WOTCStartDate*
`location`	*DeptCode*
`department`	*LocNumber*
`jobTitle`	*JobCode*
`division`	*LocDistrict*
`workCountry`	*WorkCountry*
`company`	*DivCode*
`managerId`	*HiringManager*
`hrManagerId`	*HRManager*
`payGrade`	*JobPayGrade*

For more information about how to map fields from Onboarding to Employee Central, see the **Related Information** section.

Context

On the landing page of the Enhanced Manage Pending Hires tool, onboardee data is shown in a tabular format. Each column of the table represents a specific attribute of the Onboarding Candidate Info (*OCI*) object. You can use the default column configuration available out-of-the-box or create a custom field configuration as per your requirement.

> **Note**
>
> The column names in the default column configuration provided out-of-the-box can be different than the columns in the legacy Manage Pending Hires tool.

Procedure

1. Go to *Admin Center* > *Configure Columns for the Manage Pending Hires* .
2. Select a value from the dropdown under the *Entities* header.

   On Select, the corresponding dropdown under the *Fields* header is populated with values belonging to the selected entity.

   > **Note**
   >
   > By default, the *Personal Information* entity is shown selected for the first column and is not editable. Also, the corresponding value from dropdown under the *Fields* header should be either *First Name*, *Last Name*, *Middle Name* or *Formal Name*.
3. Select a value from the dropdown under the *Fields* header.

   > **Note**
   >
   > You can create a maximum of 8 Entity-Field combinations, each of which represents a column on the landing page of your *Manage Pending Hires* tool.
   >
   > When you select a value from the dropdown under the *Fields* header, ensure that it is mapped to one of the Onboarding fields as outlined in the **Prerequisites** section.
4. Click *Save*

   The system validates and saves the configuration. Changes will reflect when you revisit the *Manage Pending Hires* tool.

Task overview: Enabling Enhanced Manage Pending Hires [page 40]

Related Information

Features of Enhanced Manage Pending Hires [page 41]
Enabling Enhanced Manage Pending Hires [page 40]

9.4 Adding Employment Differentiators to Indicate Multiple Employments

Configure up to 3 fields from Job Information and custom fields to show more information about a person's employment when displayed in the Quickcard, Employment Switcher, and People Profile.

Context

For people with multiple employments in the company, it is helpful to show the differences in job titles or areas to differentiate the employments from another. Admins can set up the MDF object with the fields required and then configure the People Profile header to ensure that the fields are displayed consistently across the system. For example, you could create an object to display the job title and department for each user. The icons for home and host employment as well as main employment are not affected by the new fields.

All fields in Job Information can be selected for display, including custom fields. However, this does not work with transient fields, deprecated, and ECv1 fields. For a list of Job Information fields, see the Job Information table in the Data Object Tables in Employee Central guide on the SAP Help Portal.

Procedure

1. Navigate to the Admin Center.
2. In the *Tools* search, enter *Manage Data*.
3. Create the *Employment Differentiator* object.

   Ensure that the object is not secured. That means that it can be accessed by the admin user that has permission to *Administrative Permissions* > *Metadata Framework* > *Access to non-secured objects*.

   a. Enter the *External Code* and *External Name*.
   b. For *HRIS Element Reference*, select *Job Information*.
   c. Select the *Employment Differentiator Fields*. Once one is selected, the system will add another search field automatically. A maximum of 3 fields is allowed.
   d. Save your changes.
4. Once the Employment Differentiator object is created, navigate back to the Admin Center.
5. In the *Tools* search, enter *Configure People Profile*.
6. Under *General Settings* > *Choose Employment Differentiators*, select the configuration.

   To keep the default (job title only), select *No Selection*.
7. Save your settings.

Results

Once configured and enabled in your system, the differentiators will be displayed for all users and employments regardless of whether the user has multiple employments or not. If the value used for the differentiator is not available in the current job information record, then the value will not be displayed in the People Profile header.

Next Steps

Update permissions for end users to have the "View Current" permissions to the Job Information fields.

Task overview: What's New in HR Administration for Q2 2019 [page 35]

Related Information

Adding a New Employee with a Fixed Term Contract [page 35]
Accessing Future Transfers and Hires [page 38]
Enhanced Manage Pending Hires [page 39]
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Customizing the User Interface of the Company Structure Overview [page 49]

9.5 Additional Information for Job Relationships

Here is a little more information about some of the features and functions in Employee Central.

General

Job relationships show how a manager relates to the employee. They are either entered into the system during the new hire process or during an import.

Here is the list of possible relationships:

- HR Manager
- Second Manager
- Matrix Manager
- Additional Manager
- Custom Manager

- Delegate 1
  Someone who can act on behalf of the manager against all of his/her direct reports excluding the manager.
- Delegate 2
  Someone who can act on behalf of the manager against all of his/her direct reports excluding the manager.

Existing customers can manually add the new job relationship types to their picklist and re-import it to have the new job relationships in the system.

Job relationship entries must be synced between Employee Central and the Employee Profile. For more information, see Picklist Configuration for Employee Status and Job Relationship Type

You can update a job relationship from the employee's profile by going to *Take Action* > *Change Job and Compensation Info*. Then under *Change Job and Compensation Info*, select *Job Relationships*. Select the new relationship and save your changes.

Target Groups for Workers

Fields of the type *Worker* (for example, supervisor in Job Information or HR/matrix manager in Job Relationship, and so on) now respect target groups defined in permissions. This means that, if configured, users can only add managers that are included in the target group defined in the permissions.

To enable this feature, please go to *Admin Center* > *Company System and Logo Settings* and select the feature *Enable target group based filtering for Worker fields. If checked, Worker type fields value dropdown list will based on the target group settings in role based permission. If not checked, all users will be available in the dropdown list*.

Parent topic: What's New in HR Administration for Q2 2019 [page 35]

Related Information

Adding a New Employee with a Fixed Term Contract [page 35]
Accessing Future Transfers and Hires [page 38]
Enhanced Manage Pending Hires [page 39]
Adding Employment Differentiators to Indicate Multiple Employments [page 44]
Additional Information for Compensation Information [page 47]
Customizing the User Interface of the Company Structure Overview [page 49]

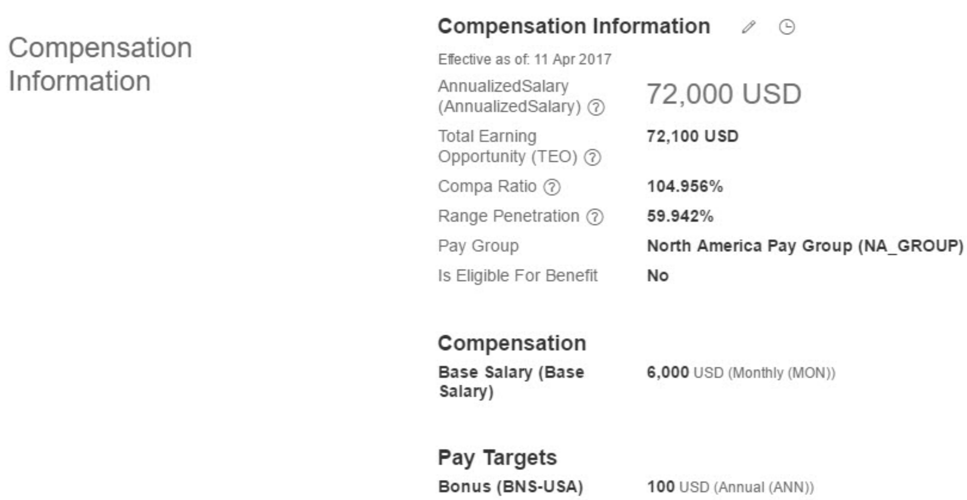
9.6 Additional Information for Compensation Information

Here is a little more information about some of the features and functions in Employee Central portlets.

General

The data shown in the Compensation portlet are aggregated from several objects, such as Pay Group, Pay Range, Pay Component and Pay Component Group.

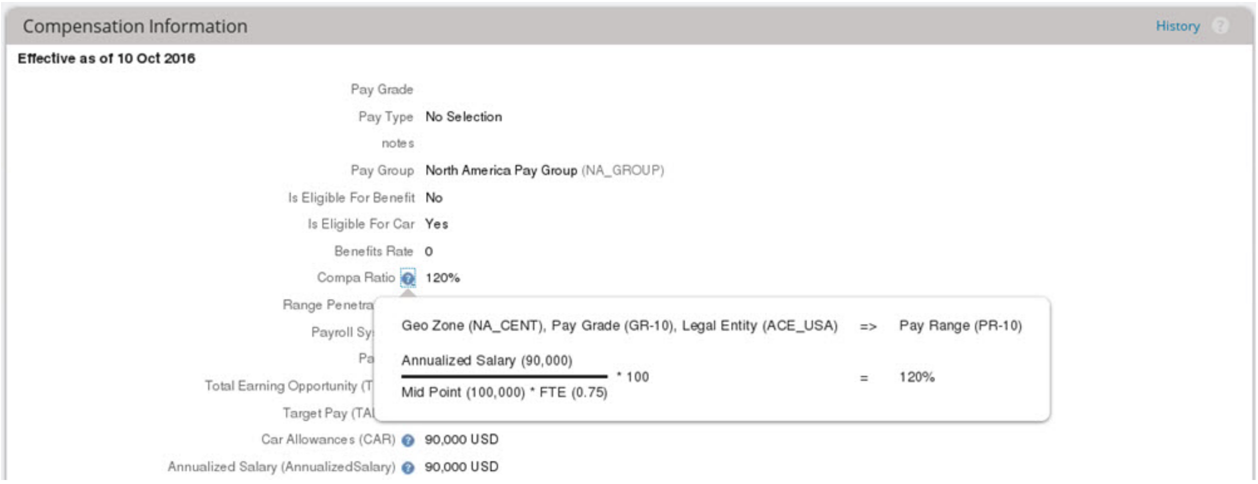
Only Pay Components with the field Recurring that are set to Yes for are available in the portlet, and those with the field Target set to Yes will show in the Pay Targets section of the portlet.



Displaying the Pay Range

In the Compensation Information portlet, you are now able to see an icon for the compa ratio and range penetration fields.

If you click on the icon, a pop-up opens that contains an explanation of how the values are calculated including which pay range is used and why this pay range is selected as well as the calculation of the percentage of both compa ratio and range penetration.



i Note

This is currently only available in the Employment Information page and the Manager Self-Service change compensation information page.

No Changes Until This Date Field

You can add how long a pay component will be valid for, which allows admins to see whether the pay components have an end date.

The system compares a pay component record with all future records for the same pay component. The pay component is valid until there is either a gap in the pay component time slices or ANY field is changed in the pay component data (including customer fields).

Since the `<no-changes-until-date>` is a calculated field, it is not available in reporting.

i Note

If you enable this opt-in feature, it takes longer for the portlets where this field is displayed to load. This is because the valid until this date field is calculated by the system when the portlet is loaded and is not stored on the database.

The *Notes* field is also explicitly excluded from this calculation.

The field is visible in:

- Recurring Pay Component portlet of the employee profile for View and Edit
- History on the View and Edit page of each affected time slice as well as the Change History (in the left overview)

Effective Dating Impact on UI

The Effective Date will determine which Job Information record is selected to derive the pay range.

Consider these steps to validate the derivation:

- Get the Effective Date from the UI
  - People Profile UI: This is the *As Of* field in the People Profile UI
  - History UI: If viewing Comp Information History, this is the *Effective Date* of the record being viewed
    There can be several records, and the one selected for display can be different from the *As Of* date.
    In the Compensation Information History UI, the calculation of Range Penetration and Compa-Ratio is based on the Effective Date of the selected record. In short, if the Compensation Information record is dated 01/01/2018, then it will derive the pay range needed to perform these calculations by the Job Information record that is effective on 01/01/2018 and the matching pay range that is effective on 01/01/2018.
- Get the Job Information record that is effective on that date to determine the values used to then derive the pay range value.
- Search for the pay range.

Parent topic: What's New in HR Administration for Q2 2019 [page 35]

Related Information

Adding a New Employee with a Fixed Term Contract [page 35]
Accessing Future Transfers and Hires [page 38]
Enhanced Manage Pending Hires [page 39]
Adding Employment Differentiators to Indicate Multiple Employments [page 44]
Additional Information for Job Relationships [page 45]
Customizing the User Interface of the Company Structure Overview [page 49]

9.7 Customizing the User Interface of the Company Structure Overview

Configure the appearance of the company structure organization chart to control the amount of information that users see.

Procedure

1. In the Admin Center, go to *Configure Company Structure Overview*.

   You can also just click the wheel icon (*Configure*) directly from a company structure overview.
2. Select the relevant structure from the *Company Structure* dropdown list.
3. To edit the general characteristics of the structure (its code and name, the threshold for compact view, and whether user photos should be displayed) choose *Details*.

4. To edit the information displayed for any individual entity within the structure, click the entity and choose *Edit Layout*.
5. Specify the following information:

Field	Entry
Color	If you want to make the entity stand out more in the org chart, you can assign a unique color to it here.
Hide entity type	If you do not want the entity type to appear in the tiles of your company structure overview, check this box. You have to do this separately for each entity type (Business Unit, Division, and so on).
Show Incumbents	If the entity is Position, you can check this box. The incumbent is then shown in the tile. This option is **not** available for other entity types. Role-based permissions are **not** taken into account here.
Visible Fields	Specify which fields will be displayed for the entity on the org chart. You can also check the I and B boxes to stipulate that the text in the tiles is displayed in italics and/or bold text. You can use the arrows to determine the order in which the fields appear in the tile, or use the trashcan icon to remove fields from the display.
Visible User Fields	Specify which user fields will be displayed for the entity on the org chart.
Count People	If you want to count the number of people assigned to the object, enter the field name of the job information that refers to the corresponding object type. The counts are carried out without role-based permission checks.
Count Positions	If you want to count the number of positions assigned to the object, enter the field name of the position object that refers to the corresponding object type. The counts are carried out without role-based permission checks.
Side Panel Sections	If you want, you can also customize the sequence of the side panel section by entity type (such as a division). You can delete sections of a side panel (note: except the Details) or add a section if required. For example, if you've configured that Count Positions will be used for the Entity type, you can add the corresponding section to the side panel.

6. Choose *Apply* to see a preview of the overview with your changes.
7. To make the changes permanent, choose *Save*.

Task overview: What's New in HR Administration for Q2 2019 [page 35]

Related Information

Adding a New Employee with a Fixed Term Contract [page 35]
Accessing Future Transfers and Hires [page 38]
Enhanced Manage Pending Hires [page 39]
Adding Employment Differentiators to Indicate Multiple Employments [page 44]
Additional Information for Job Relationships [page 45]
Additional Information for Compensation Information [page 47]

10 What's New in Business Configuration UI for Q2 2019

We made the following enhancements to Business Configuration UI in Q2 2019.

10.1 Removal of Unsupported Person Type in Business Configuration UI

For ease of maintenance, you can now see only supported person type in the dropdown list when you configure a new person type under HRIS element.

Prerequisites

Few things to consider while adding Person Types:

1. *Contingent Worker* Person type appears only when *Contingent Worker* is enabled from Provisioning.

   > → Remember
   >
   > As a customer, you do not have access to Provisioning. To complete tasks in Provisioning, contact your Implementation Partner. If you are no longer working with an Implementation Partner, contact SAP Cloud Support.

2. You need to manually delete any existing unsupported person types which are configured in the HRIS elements. To do so, go to *Admin Center* > *Tools Search* > *Manage Data*. To delete any global Person Type in BCUI, search for *Person Element Configuration* and select the required Person Type from the dropdown. To delete any Country-specific Person Type in BCUI, search for *Localized Person Configuration* and select the required Person Type from the dropdown. In *Take Action*, select *Permanenetly Delete Entry*.

Procedure

1. Go to *Admin Center* > *Manage Business Configuration*.
2. Under *Employee Central*, expand any HRIS element which supports person type.

   Configure New Person Type option appears.
3. Click *Configure New Person Type*.
4. From the Person Type dropdown, we have removed the following unsupported person type:

   Unsupported Person Type removed from HRIS elements

Person Type	Removed from HRIS Elements...
Basic Person	All
Onboardee	All
Student	compInfo, jobInfo, employmentInfo, jobRelationsInfo, payComponentNonRecurring, payComponentRecurring
Candidate	compInfo, jobInfo, employmentInfo, jobRelationsInfo, payComponentNonRecurring, payComponentRecurring
Contingent worker	compInfo, payComponentNonRecurring, payComponentRecurring

Task overview: What's New in Business Configuration UI for Q2 2019 [page 52]

Related Information

Displaying Job relationship fields for a Contingent Worker [page 53]

10.2 Displaying Job relationship fields for a Contingent Worker

Enabled For Contingent Workers field has been added only for *jobRelationsInfo* HRIS element, which when enabled shows the Job relationship fields for a contingent worker.

Prerequisites

Contingent Worker Person type appears only when *Contingent Worker* is enabled from Provisioning.

→ Remember

As a customer, you do not have access to Provisioning. To complete tasks in Provisioning, contact your Implementation Partner. If you are no longer working with an Implementation Partner, contact SAP Cloud Support.

Procedure

1. Go to *Admin Center* > *Manage Business Configuration*.
2. Under *Employee Central*, expand any HRIS element which supports person type.

   Configure New Person Type option appears.
3. Under *jobRelationsInfo* HRIS element, click *Configure New Person Type*.

   jobRelationsInfo page appears.
4. Here, you can see an option *Enabled For Contingent Workers*, which when enabled (set to Yes) shows the Job relationship fields for a contingent worker.

   Note

   You cannot configure new Person Type for the following HRIS elements: *jobRelationsInfo*, *CompInfo*, *payComponentNonRecurring*, and *payComponentRecurring*.
5. Click *Save*, to create a new *jobRelationsInfo* person type.

Task overview: What's New in Business Configuration UI for Q2 2019 [page 52]

Related Information

Removal of Unsupported Person Type in Business Configuration UI [page 52]

11 What's New in Service Center for Q2 2019

We made the following enhancements to Service Center in Q2 2019.

Upgrading ASK HR to SAPUI5 version (1.60) [page 55]
To upgrade your existing SAPUI5 version to 1.60 you must edit the settings in Admin Center.

11.1 Upgrading ASK HR to SAPUI5 version (1.60)

To upgrade your existing SAPUI5 version to 1.60 you must edit the settings in Admin Center.

Context

To get the latest UI changes of the application you must upgrade the version to 1.60. To upgrade the version you must edit the permission settings in Admin Center as mentioned below.

Procedure

1. Go to **Admin Center** and enable the **Custom External Module** option.
2. On the **Custom External Module** page, select the **ASK HR** tile and click **Edit**.
3. On the **ASK HR** page click *Settings button*.
4. To change the SAPUI5 version click **Edit** from the footer of the page.
5. Under **System Settings** click the drop down for SAPUI5 version and select the version you want to upgrade to.
6. Click **Save** to save our changes.
7. After the changes are saved, click *Publish button*.
8. On the Publish dialog, enable the **Clear HTML5 application cache** option and click **Publish** to publish the changes.

Next Steps

Follow the steps to enable the supported theme for the selected SAPUI5 version from Theme Manager.

Task overview: What's New in Service Center for Q2 2019 [page 55]

Related Information

Enabling supported theme for SAPUI5 version from Theme Manager [page 56]

11.1.1 Enabling supported theme for SAPUI5 version from Theme Manager

You must select the appropriate theme from the Theme Manager for the upgraded SAPUI5 version to be processed completely.

Context

There are two themes available in the *Admin Center* > *Theme Manager* corresponding to the SAPUI5 version. The table below shows the theme you must select corresponding to the SAPUI5 version.

Procedure

1. Login to **Admin Center** and choose **Theme Manager**.
2. Select the corresponding theme as per your current SAPUI5 version.

If the SAPUI5 version is ...	Select the theme as ...
1.38	SF Fiori Style Blue Crystal Theme
1.44	SAP Belize (light flavor)
1.52	SAP Belize (light flavor)
1.60	SAP Belize (light flavor)

3. Click **Save** to save your changes.

Next Steps

For the selected theme to reflect you must logout and login back to the system.

12 Configuring ASK HR application on mobile devices

Employees can access the ASK HR application on their mobile device by downloading and installing the SAP SuccessFactors Mobile app from the app store.

The ASK HR application is available for Android and iOS mobile platforms. After the ASK HR application is downloaded on your mobile device, employees can:

- Create tickets
- Check the status or update of an existing query
- Interact with the HR agent
- Contact the HR for any HR related query

This enhances the employee experience by ensuring that employees have easier access to the tickets they create. This also ensures that employees are able to receive the fastest response possible in-line with local HR expertise and processes. Additionally, the application available on mobile makes it simple for your employees to find relevant HR information and allows them to easily contact their HR experts.

12.1 Prerequisites

For a successful working of the ASK HR application on mobile devices there are certain system requirements that must be in place.

The following considerations must be met before you install the ASK HR application on mobile:

1. Ensure that the ASKHR application is enabled on desktop.
2. Ensure that the integration between SuccessFactors and SAP Cloud for Customer is enabled. To do so you must:
    1. Add and maintain multiple REST and SFTP destination settings for an outbound or inbound integration.
    2. Configure OAuth 2.0 with SAML Bearer or OAuth 2.0 with Password and Client Credential as grant types.
    3. Generate and download X509 keys for external OAuth SAML authentication.
    4. Authenticate client using SSH key pairs with an SFTP server when you enable Security Center.

12.2 Generating OAuth X509 Key in SAP SuccessFactors

Prerequisites

You need to have permissions for accessing the *Integration Center* application in the SAP SuccessFactors system.

Context

You have to generate the X.509 certificate in the SAP SuccessFactors system. Later on, you will add this certificate as a trusted identity provider in SAP Cloud Platform.

Procedure

1. Log on to the SAP SuccessFactors system, and go to the *Integration Centre*.
2. In the *Integration Center*, choose the *Security Center* tile and then choose the *OAuth X509 Keys*.
3. Choose *Add* to create a new OAuth X509 key.
4. In the *Configuration Name*, enter **`servicecenter`** for OAuth X509 key.
5. In the *Common Name* field, replace the asterisk (*) with the SAP SuccessFactors company ID.
6. The *Description*, *Issued By*, *Organization*, *Organization Unit*, *Locality*, *State/Province*, and *Country*, *Valid for* fields are optional. You can fill them in as you like, there are no special requirements.
7. Choose *Regenerate and Save*. Choose *OK* when you are asked to confirm this operation.
8. Choose *Download X509 Certificate* and save the certificate on your local file system.

> **Note**
>
> By default, the name of the certificate is *<configuration_name>_certificate.pem*.

Next Steps

- Ensure that the name you specify for the *Configuration Name* field is used later in the *name* fields you configure while
  - Creating SAP Cloud Platform OAuth Client
    and while
  - Creating Trusted Identity Provider in SAP Cloud Platform Cockpit
- Ensure that you use the downloaded certificate details in the *Signing Certificate* field you configure while creating Trusted Identity Provider in SAP Cloud Platform Cockpits.

12.3 Creating SAP Cloud Platform OAuth Client

Context

You have to create an OAuth client in SAP Cloud Platform with ID and secret. Later on, you will add these client ID and secret when creating the outbound OAuth configuration in SAP SuccessFactors system.

Procedure

1. Go to the SAP Cloud Platform cockpit and open the extension subaccount. For more information, see related link.
2. Choose *Security* > *OAuth*. Choose the *Clients* tab.
3. Choose *Register New Client*. The ID is automatically generated.
4. Enter the name of the client as **`servicecenter`**.
5. The *Subscription* field will be auto generated after the configurations are saved n the system.
6. In the *Authorization Grant* field, select *Client Credentials*.
7. In the *Secret* field, define a password of your choice.
8. Choose *Save*.

Next Steps

- Ensure that ID created after registering a new client is used later as the *Client ID* field you configure while creating Outbound OAuth Configuration in SAP SuccessFactors.
- Ensure that password you specify for the *Secret* field is also used later as the client name field you configure while creating Outbound OAuth Configuration in SAP SuccessFactors.

12.4 Creating Trusted Identity Provider in SAP Cloud Platform Cockpit

Prerequisites

You have created an OAuth X509 key and have saved the X509 certificate on your local file system.

Context

Register the certificate you downloaded when generating the OAuth X509 key in the SAP Cloud Platform cockpit.

Procedure

1. Go to SAP Cloud Platform cockpit.
2. Choose *Security* > *Trust* > *Application Identity Provider*.
3. Choose *Add Trusted Identity Provider*.
4. In the *Name* field, enter **`servicecenter`**.
5. In the *Assertion Consumer* field, select **`Application Root (default)`**.
6. In the *Single Sign-on URL* field, type the IDP's endpoint (URL) to which the SP's authentication request will be sent.
7. In the *Single Sign-on Binding* field, select **`HTTP-POST`**.
8. In the *Single Logout URL* field, type the IDP's endpoint (URL) to which the SP's logout request will be sent.

   > i Note
   >
   > If there is no single lout (SLO) end point specified, no request to the IDP SLO point will be sent, and only the local session will be invalidated.

9. In the *Single Logout Binding* field, select **`HTTP-POST`**.
10. In the *Signature Algorithm* field, select **`SHA-1`**.
11. Find the certificate saved on your local file system and open it in a text editor. This is the certificate you downloaded when you created the OAuth X509 key.
12. Copy the certificate content and paste it in the *Sigining Certificate* field.
13. In the *User ID Source* field, select **`subject`**.
14. Select the *Only for IDP-Initiated SSO* option.

   > i Note
   >
   > You don't need to change anything in the rest of the fields.

15. Choose *Save*.

12.5 Creating Outbound OAuth Configuration in SAP SuccessFactors

Prerequisites

- You have an SAP Cloud Platform OAuth client created.
- You have created an OAuth X509 key and have saved the X509 certificate on your local file system.
- You have registered the X509 certificate when creating a trusted identity provider in the SAP Cloud Platform cockpit.

Context

Based on the X509 certificate and OAuth client, you have to create an outbound OAuth configuration in the SAP SuccessFactors system.

Procedure

1. Log on to the SAP SuccessFactors system, and go to the *Integration Center*.
2. In the *Integration Center*, choose the *Security Center* tile and then choose the *Outbound OAuth Configurations*.
3. Choose *Add* to create a new outbound OAuth configuration.
4. The *Configuration Name* field is set to **`ECSCMobileApp`**.
5. The *OAuth Type* field is defaulted to *OAuth 2.0 with SAML Flow*.
6. In the *Client ID* field, paste the value of the *ID* field of the OAuth client that you have in the SAP Cloud Platform cockpit.
7. In the *Client Secret* field, enter the value of the *Secret* field of the OAuth client that you have created previously in the SAP Cloud Platform cockpit.
8. In the *Token URL* field, paste the value of the Token URL from the *Token Endpoint* field in the *SAP Cloud Platform cockpit* > *Security* > *OAuth* > *Branding* > *OAuth URLs*.
9. In the *Token Method* field, select *POST*.
10. In the *Audience* field, paste the local service provider name for your SAP Cloud Platform account from the SAP Cloud Platform cockpit.

> **Note**
>
> Open the SAP Cloud Platform cockpit and go to *Security* > *Trust* > *Local Service Provider* > *Local Provider Name*.

11. In the *Recipient* field, enter the same value as the one in the *Token URL* field.
12. In the *Issuer* field, copy and paste the same value as the *Name* field of the trusted identity provider you created in the SAP Cloud Platform cockpit.
13. In the *X509 Keys*, select the OAuth X509 key you created.
14. Choose *Save*.

12.6 Configuring Destination Settings in Integration Center

Prerequisites

- You have an SAP Cloud Platform OAuth client created.
- You have created an OAuth X509 key and have saved the X509 certificate on your local file system.
- You have registered the X509 certificate when creating a trusted identity provider in the SAP Cloud Platform cockpit.

Context

Based on the X509 certificate and OAuth client, you have to create an outbound OAuth configuration in the SAP SuccessFactors system.

Procedure

1. Log on to the SAP SuccessFactors system, and go to the *Integration Center*.
2. In the *Integration Center*, choose the *Security Center* tile and then choose *Destination Settings*.
3. In *ESCSJavaProxy* > *Server Settings* enter the name.

> **Example**
>
> If the URL is *https://abc.ondemand.com/javaproxy* then the URL that you must enter here must be *https://abc.ondemand.com*. You must not mention *javaproxy*.

4. Select *Type* as **REST**.

5. Enter the value for the *Endpoint URL* as the javaproxy URL from SAP Cloud Platform cockpit.
6. Select the *Authentication Type* as `None`.
7. Choose *Save*.

12.7 Enabling ASK HR on the SAP SuccessFactors Mobile App

To enable the ASK HR on mobile devices you must go to Admin Center to enable certain settings.

Context

Before you enable the ASK HR application on mobile ensure that ASK HR on the web is configured and turned on.

Follow the steps below to enable ASK HR application on your mobile device.

Procedure

Go to *Admin Center* > *Mobile Settings* > *Enable Mobile Features* > *Modules* > *Employee Central* and select the *HR Service Centre* option.

Results

You can create and modify Ask HR tickets using the SAP SuccessFactors Mobile app.

13 What's New in Employee Central Workflow for Q2 2019

We made the following enhancements to Employee Central Workflow in Q2 2019.

Approvers can mass approve their workflow requests. However, to make sure that they have reviewed the details of every workflow request before approving them, you can enable the *Prevent Quick Approval for Workflow* permission for the approvers.

13.1 Preventing Quick Approval for Multiple Workflows

Approvers can mass approve their workflow requests. However, to make sure that they have reviewed the details of every workflow request before approving them, you can enable the *Prevent Quick Approval for Workflow* permission for the approvers.

Prerequisites

You have the access to the *Manage Permission Roles* admin tool.

Context

When the approvers have an enabled *Prevent Quick Approval for Workflow* permission, they cannot approve multiple workflow requests in the *Approve Requests* dialog box or on the *My Workflow Requests* page. They must open each workflow request, review the details, and approve it individually.

Procedure

1. Go to *Admin Center* > *Manage Permission Roles* and open the permission setting list for the relevant role.
2. Go to *Administrator Permissions* > *Manage Workflows* and enable *Prevent Quick Approval for Workflow*.
3. Save the updated permission settings.

Results

Employees of this role are now unable to approve multiple workflows at once.

Task overview: What's New in Employee Central Workflow for Q2 2019 [page 64]

14 Employee Central User Assistance Updates

This section tells you about the new and changed assets in user assistance.

New Guides

There are no new guides for this release.

Updated Guides

Updated Guides

Feature Group	Description	More Information
API	OData API reference and development guides	For more information about what has been updated in these guides, see the *What's New in This Guide* section. Find the most current guide versions at http://help.sap.com/hr_api
API	Using the Employee Delta Export Add-In for Microsoft Excel	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/c45fec64c10644d6bf17eb5ea21e63b6
Data Protection and Privacy	Implementing Russian Data Privacy Law All you need to know about implementing Russian Data Privacy Law	Customers can now access the Implementing Russian Data Privacy Law guide. For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at Implementing Russian Data Privacy Law.

Feature Group	Description	More Information
HR Administration	Employee Central Master All you need to know about implementing Employee Central.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
HR Administration	Implementing and Configuring Employee Payments in Employee Central All you need to know about compensation and payments in Employee Central.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
HR Administration	Contingent Workforce Management	For more information about what has been updated in this guide, see the *What's New* section. Find the most current guide version at http://help.sap.com/hr_ec.
HR Administration	Managing Employment in Employee Central	For more information about what has been updated in this guide, see the *What's New* section. Find the most current guide version at http://help.sap.com/hr_ec.
Time and Attendance Management	Implementing Employee Central Payroll Time Sheet All you need to know about implementing the Payroll Time Sheet.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
Time and Attendance Management	Using Employee Central Payroll Time Sheet All you need to know about using the Payroll Time Sheet.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
Time and Attendance Management	Implementing Employee Central Time Off How to set up your system to handle vacation, sick leave, and other absences.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.

Feature Group	Description	More Information
Time and Attendance Management	Recalculation in Employee Central Time Management All you need to know about recalculation in Time Management.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
Country-Specifics	Country-Specific Features in Employee Central Time Off (formally Localization in Employee Central Time Off)	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
Time and Attendance Management	Employee Central Time Management: Rules and Concepts (formerly Employee Central Time Off: Rules and Concepts) The rules you can use in Employee Central Time Management and the concepts governing their use.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
Imports	Employee Central Imports All you need to know about Imports.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
HR Administration	Employee Central Apprentice Management All you need to know about setting up the system for managing your apprentices and their training.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
HR Administration	Employee Central Apprentice Management All you need to know about managing your apprentices and their training.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
HR Administration	Implementing and Configuring Workflows in Employee Central All you need to know about setting up workflows.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.

Feature Group	Description	More Information
Global Benefits	Implementing and Configuring Global Benefits in Employee Central All you need to know about implementing and configuring Global Benefits.	Customer can now access information on implementing Global Benefits. For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
Global Benefits	Using Global Benefits in Employee Central All you need to know about using Global Benefits.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
Rules	Using Business Rules All you need to know about setting up and using business rules.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
Metadata Framework	Implementing the Metadata Framework (MDF) All you need to know to extend your system.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
Service Center	Implementing Employee Central Service Center All you need to know about implementing Employee Central Service Center.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
Service Center	Employee Central Service Center All you need to know about using Employee Central Service Center.	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.

Feature Group	Description	More Information
Integration	Integrating SAP SuccessFactors Employee Central with NGA HR Payroll Exchange (Dell Boomi)	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
Integration	Integrating SAP SuccessFactors Employee Central with NGA HR Payroll Exchange (SAP Cloud Platform Integration)	For more information about what has been updated in this guide, see the *What's New in This Guide* section. Find the most current guide version at http://help.sap.com/hr_ec.
ERP Integration	Migrating Data from SAP S/4HANA On Premise to Employee Central Using Infoporter	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/303cb2b62dd2427fa53f3a3e3ccf5c86
ERP Integration	Migrating Data from SAP ERP HCM to Employee Central Using Infoporter	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/233c80fafd2e4105a926a299068cfe92
ERP Integration	Replicating Employee Master Data and Organizational Assignments from Employee Central to SAP S/4HANA On Premise	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/b22a1d132dfa438698bceadbafd7a57d
ERP Integration	Replicating Employee Master Data and Organizational Assignments from Employee Central to SAP ERP HCM	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/a7f164924edd4dfe817b7bdc2fc4927a
ERP Integration	Replicating Organizational Objects from Employee Central to SAP S/4HANA On Premise	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/975037a4b03f49919fdaf29b3da1c2b7

Feature Group	Description	More Information
ERP Integration	Replicating Organizational Objects from Employee Central to SAP ERP HCM	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/45372a91942140518d37370208c8525d
ERP Integration	Replicating Organizational Data from Employee Central to SAP S/4HANA On Premise	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/80e94fefe0ee4a08884123493f191d64
ERP Integration	Replicating Organizational Data from Employee Central to SAP ERP HCM Using SAP Cloud Platform Integration as the Middleware (For Implementation Started Before Q2 2017)	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/6c2cf4e2233f45ada8ed17b5fe2ce30b
ERP Integration	Replicating Organizational Data from Employee Central to SAP ERP HCM Using Dell Boomi AtomSphere as the Middleware (For Implementation Started Before Q2 2017)	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/ceb2f4afd9a841a89bf62c4a2e934bf7
ERP Integration	Replicating Organizational Assignments and Specific Organizational Objects from Employee Central to SAP ERP HCM ((For Implementation Started Before Q1 2016)	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/df404e6b06d34f81b7ea2c2d06a17cf8
ERP Integration	Replicating Employee Time Data from Employee Central to SAP ERP HCM Using SAP Cloud Platform Integration as the Middleware	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/575b902ecbbc4a9e9f61085a22a6ba02
ERP Integration	Replicating Employee Time Data from Employee Central to SAP ERP HCM Using Dell Boomi AtomSphere as the Middleware	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/546df659463448bcb577237c44756109
ERP Integration	Employee Central Data Replication Monitor for SAP S/4HANA On Premise Integration	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/8e5a26f34ed041a787b78da2a150bc3b

Feature Group	Description	More Information
ERP Integration	Employee Central Data Replication Monitor for SAP ERP Integration	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/53c100d0d63f4abf9f9459da858b06bf
ERP Integration	Integrating SAP ERP HCM with Employee Central Using the Side-by-Side Deployment Option	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/4bdff380f05a499299042f407828d11a
ERP Integration	Replicating Employee Master Data from Employee Central to SAP S/4HANA On Premise	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/f69be9cbab414acdbeb3abdeaa1deed6
ERP Integration	Replicating Employee Master Data from Employee Central to SAP ERP HCM Using SAP Cloud Platform Integration as the Middleware (For Implementation Started Before Q2 2017)	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/f69be9cbab414acdbeb3abdeaa1deed6
ERP Integration	Replicating Employee Master Data from Employee Central to SAP ERP HCM Using Dell Boomi AtomSphere as the Middleware (For Implementation Started Before Q2 2017)	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/9893854eff274a77b29fc02d3b19b116
ERP Integration	Replicating Employee Data from SAP ERP HCM to Employee Central Using SAP Cloud Platform Integration as the Middleware	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/602c38f7400b4d2693602a178c2bf028
ERP Integration	Replicating Employee Data from SAP S/4HANA On Premise to Employee Central	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/8faf5af636ce434f878817490338e760
ERP Integration	Replicating Organizational Data from SAP ERP HCM to Employee Central Using SAP Cloud Platform Integration as the Middleware	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/0b277c56e88543fc9b4b64cdbb785ed1

Feature Group	Description	More Information
ERP Integration	Replicating Organizational Data from SAP S/4HANA on Premise to Employee Central	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/d0370f9906864ffab30e8ee509dcd945
ERP Integration	Replicating Cost Centers from SAP ERP HCM to Employee Central Using SAP Cloud Platform Integration as the Middleware	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/4bbb474f1284476faf550afd7c1250ab
ERP Integration	Replicating Cost Centers from SAP ERP HCM to Employee Central Using Dell Boomi AtomSphere as the Middleware	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/6ac744253afc4a968fdeea5fe44a8b84
ERP Integration	Replicating Cost Centers from SAP S/4HANA On Premise to Employee Central	For more information, see *What's New in This Guide* at https://help.sap.com/viewer/225ab53c0b2c4cb69345d34c2d96a18a
Organizational Management	Employee Central Position Management	For more information about what has been updated in this guide, see the *Document History* section. Find the most current guide version at http://help.sap.com/hr_ec.
Organizational Management	Employee Central Company Structure Overview	For more information about what has been updated in this guide, see the *What's New in the Company Structure Overview* section. Find the most current guide version at http://help.sap.com/hr_ec.
Localization	Employee Central Country Specifics	For more information about what has been updated in this guide, see the *What's New* section. Find the most current guide version at http://help.sap.com/hr_ec

Feature Group	Description	More Information
Localization	Employee Central Document Generation	For more information about what has been updated in this guide, see the *What's New* section. Find the most current guide version at http://help.sap.com/hr_ec
Localization	Implementing and Configuring Payment Information	For more information about what has been updated in this guide, see the *What's New* section. Find the most current guide version at http://help.sap.com/hr_ec

15 Visa and Permits Management

SAP SuccessFactors Visa and Permits Management is a service that allows companies to manage visa- and permit-related affairs for their employees, covering any document that is legally required for an employee to work in an organization.

For information on SAP SuccessFactors Visa and Permits Management, click here.

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