

WHAT'S NEW

A wrap up by delaware

UPCOMING EVENT: WEBINAR BUSINESS RULES IN RECRUITING MANAGEMENT

Are you already making the most of Business Rules in the Recruiting Management Module? Do you want to reduce manual interventions in SuccessFactors?

Then we got news for you: end of November one of our experts will explain how you can simplify your work and reduce manual work in Recruiting Management by making use of Business Rules.

During this online session you will:

- Understand what Business Rules can be used for
- Receive an overview of the components of a Business Rule
- Get some of our best tips & tricks for setting up Business Rules

Fill in the form to let us know your interest in this session.

SUBMIT »

EMPLOYEE CENTRAL

The new release gives you additional options to save time and work more efficiently. Some changes have been made to make it easier for you to move a pending hire to employee in Employee Central. In the near future automatic address validation will rule out incorrect addresses in your database.

- Manage your pending hires more easily
- Automatic address validation (soon to come)



MANAGE YOUR PENDING HIRES MORE EASILY

To allow recruiters to **speed up the hiring process** and have a **complete view of the pending hires**, the 'Manage Pending Hires' screen has been improved. It is now possible to configure the columns and column names in this screen. As a new functionality you can add filters and perform customized sorting so it is now even more straightforward to manage the process from new recruit to hired employee in Employee Central.

AUTOMATIC ADDRESS VALIDATION

Having a correct address of an employee in your database is crucial. As this information is often shared with legal authorities or used to send your employees official documents, errors in the address need to be avoided at all times.

Soon it will be possible to use **built-in address validation**. Whenever an incorrect address is entered during a New Hire or Address Change, this feature will either suggest a correct address or prompt an error message. This way **incorrect addresses are a thing of the past**.

The check is done via Data Quality Management (DQM), an internal service provider using the SAP Cloud Platform*. The first country for which this will be rolled out is The Netherlands. We'll keep you posted when it will become available to the rest of Europe.

* Extending SAP SuccessFactors on SAP Cloud Platform allows you to broaden the SAP SuccessFactors scope with extension applications running on the platform.



RECRUITING

To further improve the Recruiting module, several modifications have been done in Recruiting Posting. By expanding the range of business rules options you'll be able to reduce manual interventions:

- Job posting to job boards simplified
- Save time by adding business rules to job posting
- Manage applications more efficiently with business rules in job applications

JOB POSTING TO JOB BOARDS SIMPLIFIED

Recruiting Posting allows you to **post job offers directly to one or more job boards** (such as Stepstone and Vacature) and/or school job boards. Before the release, you needed to go to 'Post & Manage Jobs' to be able to manage your job postings on the chosen job boards. With the new release, you are able to directly take action from the job posting page of a requisition.

This way you have a **better view on the job postings per requisition**. You can directly edit a job posting, remove it, repost it or add an additional job board where you want to advertise the job offer.

On the condition that you have the Recruitment Posting Service enabled and you have set up the necessary accounts with the job boards you want to advertise on, you can now perform all these actions from the job posting overview which is included in the requisition.

SAVE TIME BY ADDING BUSINESS RULES TO JOB POSTING

To further automate tasks and save time in the recruitment process, you can indicate if you want a newly added job board to be preselected during the posting process. By **adding rules to requisition fields** you can decide which job boards should be preselected for job posting.

This means that, for example, you can add a rule to post all the managers' job offers to a specific job board and other positions to another job board or channel.

MANAGE APPLICATIONS MORE EFFICIENTLY WITH BUSINESS RULES IN JOB APPLICATIONS

Upon request of many customers, SAP SuccessFactors now offers the possibility to **add business rules to manage a candidate's application**.

This is how it works: based on a candidate's answer during an application, the candidate will automatically receive a specific status in the candidate pipeline. For example, a candidate who is younger than 18 can be ruled out or when non-EU citizens are applying for a job they can be moved to a specific status indicating that some additional information needs to be requested.

Currently it is possible to define onChange and onSave rules. Important note to make is that raising an error message onSave will not stop the application from being saved.

More improvements to business rules are planned in coming releases to provide you with further time-saving automation and less manual interventions.

PERFORMANCE

Upon general customer request, the Performance module has been updated with a new feature to provide employees with reminders before going to the next step.

- Reminder message during performance routing process



REMINDER MESSAGE DURING PERFORMANCE ROUTING PROCESS

Employees whose forms move to a next step during the performance process can now be presented with a **pop-up screen**. Via this screen you can **provide an employee with a specific message** such as a warning that certain information is missing. This feature was highly requested by many SAP SuccessFactors' customers, especially because in a lot of instances there is no turning back to the previous steps in the performance process.

In the already available step confirmation screen it is possible to customize the confirmation text. The main downside of this confirmation text is that it is the same no matter where you are in the process. With the new reminder message an additional pop-up screen can be added right before a user moves to the next step. This new reminder message is specific to the step for which it is defined in the route map of the performance form. It can also be translated at wish in the same way the other texts of the route map can be translated.

This brand new feature will help employees as they move through the performance process and will reduce errors which in the end saves time for HR to follow up or correct afterwards.

Questions or comments?

Feel free to contact us via SuccessFactors@delaware.pro or you can [visit us online](#).

