

## What's new in the SuccessFactors Q3 2017 release? A wrap-up by delaware

Discover the highlights in Employee Central, Performance, Recruiting and Talent Learning!



**On September 11th** next, the third release of **SAP SuccessFactors will go live in production**. So time for a new update on the enhancements that are coming our way!

As you know, each release contains both major and minor enhancements. Although the minor ones have a limited impact on the application or architecture itself, they often make our lives as SuccessFactors users a whole lot easier. Furthermore, enhancements are either optional – up to you to decide whether you take advantage of them or not – or universal. In the latter case, the enhancements are automatically pushed by SAP and can't be switched off. The optional improvements can be activated in the admin center but, of course, we are happy to assist you with that!

**On September 6th**, Johan De Laet and Juan Staes presented at **SAP's Digital Shift event** the top 10 cool things they did with SuccessFactors at customers. Did you miss it? No worries! Visit our website or get in touch with them and they will be happy to drop by and tell you all about it!

Happy reading!

Kind regards,  
The delaware SuccessFactors team

### WHAT'S NEW: EMPLOYEE CENTRAL

#### Company Structure Overview (major – admin/opt-in)

We already announced the company structure overview in our previous newsletter. This new feature enables users to see both the relationships of all MDF object types (e.g. legal entities, business units, ...) and how many employees are related to each organizational structure, with a drill down to more details. In the Q3 release, new enhancements have been added, thus enabling an even better overview and improving customization options. As of now, it is also possible to navigate from the company structure to the position organization chart, for example to easily find employees and immediately know their position within the org chart. Definitely a plus for headcount exercises!

#### Changing people profiles via Take Action (major - Universal)

Previously, when changing job information & compensation info via 'Take Action', it wasn't possible to indicate exactly to which of them you wanted to apply changes. Now you can, avoiding that for example payroll offices receive a change notification when only job information was changed. This new enhancement eliminates confusing notifications and allows users to indicate whether they wish to apply changes to one or both parts.

#### Document generation (major – admin/opt-in)

In this Q3 release, templates of documents can be easily copied in order to translate the document into other languages. Before, a separate template needed to be built per language. Also new is the ability to group certain templates, such as employment contracts, to facilitate the search of a specific document. As of Q4, this functionality will probably be available for all employees. For now, it is reserved to HR roles. And last but not least, SAP improved the email functionality, allowing users to change the email subject and to add placeholders and names.

#### Introducing Time Collectors (major – admin/opt-in)

For customers who use timesheets, the 'time collectors' will prove to be a neat improvement for time evaluation, since they allow real-time monitoring of the working hours logged by employees. There are daily, weekly and monthly collectors. An example of a daily collector could be to trigger an error notification when employees log more than 10 hours a day. A weekly collector could filter out if employees have worked more than 10 hours overtime, and a monthly collector could help to reward employees who have worked more than 5 late shifts. Besides these real-time notifications, the time collectors also help you reward employees and drive compliance based on collective labour agreements and local law.

#### Employee Central Upgrade Center

New best practices were added in order to set up a position organigram and time-off management via Upgrade Center.

### WHAT'S NEW: PERFORMANCE, GOALS & CONTINUOUS PERFORMANCE MANAGEMENT

#### Improved flexibility (major – admin/opt-in)

One of the main enhancements in Continuous Performance Management is the fact that users can now link an achievement directly to a performance or development goal. Before, you needed to first create an activity linked to a goal and then convert it to an achievement. Furthermore, SuccessFactors has added sorting capabilities increasing the efficiency and flexibility within this module even more.

Other examples of the increased flexibility are the possibility to sync only one overall goal to your Performance Form instead of an entire Performance or Development plan. Also important to know is that the official end of life for Goal Management (GM) v11 has been moved forward and is now planned for the Q1 2018 release cycle. Note that an upgrade to GM v12 is a user interface upgrade and does not require any configuration assessment. We advise to plan your upgrade by the end of 2017, since SAP will automatically upgrade all remaining GM v11 customers with the Q1 2018.

### WHAT'S NEW: LEARNING

#### Assessment tool for integrated quizzes & exams (major – admin/opt-in)

The new Assessment Tool in the Learning module of SuccessFactors is a unified tool to create and manage quizzes and exams. As you know, quizzes are quick knowledge checks while exams are the more formal assessments, can be linked to objectives and offer more extensive functionalities. Up until Q2 2017, Quiz Builder was a separate tool. As of Q3 2017, quizzes and exams will both be available in the new unified Assessments tool.

Looking forward to 2018, SAP will extend the Assessment Tool with timed exams, proctoring and printed exams in subsequent releases, probably as of Q3 2018.

#### Notification enhancements (minor – admin/opt-in)

Within the Q3 release it is possible to turn off informational ICS attachments when Calendar Invites are enabled. Up until now, managers could receive ICS attachments when one of their employees enrolled for a course. These calendar attachments, often in addition to an email confirmation, were creating confusion or could even block the calendar of managers.

#### Peer recommendations (minor – admin/opt-in)

Peer Recommendations will be removed from the recommendation tile after peer recommendations have been viewed by the user or if the recommended course was already part of the user's learning plan or learning history. Another small enhancement that improves the user-friendliness of the tool.

### WHAT'S NEW: ANALYTICS & REPORTING

#### Report Center (major – opt-in)

SuccessFactors' Report Center is now out of beta and is generally available for all customers. This means that Report Center is now the place to go to for your day-to-day reporting needs. Report Center centralize all reports: ad-hoc reports, Dashboards and ORD. With the simplified navigation, it is easy to build any type of report. It simplifies creation, management, and execution of reports and guarantees an engaging and simple experience.

Also new is that as of the Q3 release, pre-delivered analytics are embedded within Customer Central, selected from SAP Best-practices. Day one of an EC go-live, customers get immediate insights into their workforce using best-practice analytics out of the box. Definitely something to look forward to.

### Any questions or comments?

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