Product Information CUSTOMER

SAP SuccessFactors HCM Suite
Document Version: Q1 2017 – January 30

Release Information Summary

Overview of New Features and Enhancements

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Change History

This document is released in iterations and tracked in the change history.

Table 1:

Publication Date	Description
January 11, 2017	Initial release of document. This release includes the summary information of the features.
January 30, 2017	See the full list of changes. Changes January 17 to January 30 [page 4]

Changes January 17 to January 30

Table 2: Changes in Release Summary

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
PAY-1856	Employee Central Payroll	The user interface for the payroll process manager in Payroll Control Center has been enhanced. Some of the main enhancements include the following: The refined Home page of My Processes displays Current Processes, Upcoming Processes, and Completed Processes tab pages. Each tab page displays the overall status of a process instance, including the process name, current step and total number of steps, current status, and due date of the process. The payroll process manager can view categorized messages, program details, and contact information for proc-	Removed				

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
		ess steps. (New) The payroll process manager can view (and only view) the details of alerts that were previously only visible to the payroll admin in the My Alerts application. (New) The payroll process manager can also choose to activate or deactivate a certain team member from the admin group. The deactivated member cannot be assigned alerts for the specified process. (New) The payroll process manager can filter and search for the process and alerts. (New) The payroll process manager can create and view notes for a process. Attachment can be created as a new type of note. (New) The payroll process manager can view more chart					

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
		types (Delta Chart and Harvey Chart) as analytics (KPIs) in monitoring step.					
AYT-12571	Reporting	Previously, Admin had to go to the 'Manage Report Center' page to enable the Report Center and contact customer support to add company to SOLR cluster. The Admin also had to run the 'Sync Report Center Search' job. Now Admin can enable the Report Center from upgrade center as these admin tasks are automated.	Universal	Changed	Reporting	Admin can now enable the Report Center from Upgrade Center. Previously, Admin had to go to 'Manage Report Center' page to enable the Report Center and contact customer support to add company to SOLR cluster. The Admin also had to run the 'Sync Report Center Search' job.	Universal

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
Added	Reporting	You now have a new permission to control access to report sharing with Role-based Permissions Groups and Roles. You can control who can see Groups and Roles when you share a report. You will only be able to share reports with individual users without this permission.	Universal				

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
Added	Development	Before this enhancement, the recommendations for mentors on the mentee sign-up page were updated and reloaded automatically as the mentee completed the form. In order to improve performance and usability, the sign-up form now includes a button to trigger mentor recommendations and the system only runs the matching algorithm once the button is clicked. This enhancement is automatically applied to instances with Mentoring enabled.	Admin Opt-in				

Reference	Old Solution	Old Descrip-tion	Old Configu-ration Type	Change	New Solution	New Descrip-tion	New Configu-ration Type
ECT-20495	Employee Central	Previously, OnInit rules were not trig-gered in work-flow updates or while load-ing an existing saved draft of the new hire. Now, in PP3-enabled sys-tems, OnInit rules not only work in the New Hire wiz-ard, but also for the Save Draft and for the workflow approval of the new hire.	Universal	Changed	Employee Central	Previously, OnInit rules were not trig-gered in work-flow updates or while load-ing an existing saved draft of the new hire. Now, in PP3-enabled sys-tems, OnInit rules not only work in the New Hire wiz-ard, but also for the Save Draft and for the workflow approval of the new hire.	Admin Opt-out

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
ECT-42600	Employee Central	In the new home page, there is a new option for admins and managers to manage workflow requests. You can sort and filter workflow requests, as well as mass approve several requests at once. Note that there are Provisioning prerequisites as well as permission settings to use this feature.	Provisioning Opt-in	Changed	Employee Central	[You will get this feature only if the new Home Page and Intelligent Services are enabled.] In the new home page, there is a new option for admins and managers to manage workflow requests. You can sort and filter workflow requests, as well as mass approve several requests at once. Contact SAP Cloud Support to enable this Feature. Once enabled, the admin can add the permission settings needed to use this feature.	Provisioning Opt-in
ECT-44611	Employee Central	You can now remove the UK flag symbol in the Global Information portlet in Personal Information. This can be done by Profession Services in Provisioning in the Succession Data Model with the new tag HideCountryFlag.	Provisioning Opt-in	Changed	Employee Central	You can now remove the UK flag symbol in the Global Information portlet in Personal Information. Contact SAP Cloud Support to have this feature enabled with the new tag HideCountryFlag in the Succession Data Model.	Provisioning Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
ECT-59716	Employee Central	By using the Employee Data Extraction report you can extract employee data information from the SAP ERP HCM system to transfer the data to Employee Central. The extracted data are then stored in an inventory table. The table will have information of the employees which are successfully extracted and which are not successfully extracted. Now you have an option to re run the replication for only those employees for which the replication status is failed.	Admin Opt-in	Removed			

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
EDU-8867	Employee Profile	You can now display information from LinkedIn directly within the an employee's People Profile. As an administrator, you can add an embedded LinkedIn widget to the People Profile. Users of your system can then view LinkedIn profile data directly within the SuccessFactors application. If the user is logged in to LinkedIn at the time, complete profile information is visible. If the user is not logged in, only a short summary of public information, such as their name and job title, are visible.	Admin Opt-in	Removed			

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
INT-3124	Integration	Employee Central and NGA Payroll Exchange integration has now been enhanced to include additional details for Event Reasons in “Alternate Description” and “Default Position Title”.	Admin Opt-in	Removed			
Added	Learning	You can now include a "From" field per organization for outgoing email messages from SAP SuccessFactors Learning.	Admin Opt-in				
LRN-15615	Learning	The new Learning Accomplishments feature allows users to set learning goals for their topics of interest. This helps the employee with continuous learning by providing clear feedback on the amount and type of trainig completed in a period of time.	Admin Opt-in	Changed	Learning	The new Learning Accomplishments feature allows users to set learning goals for their topics of interest. This helps the employee with continuous learning by providing clear feedback on the amount and type of training completed in a period of time.	Admin Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
LRN-16194	Learning	The SAP SuccessFactors Learning Marketplace is now generally available for all customers. The Learning Marketplace is an extended enterprise solution that helps learning leaders improve customer, community, and partner engagement.	Admin Opt-in	Changed	Learning	The SAP SuccessFactors Learning Marketplace is now generally available for all customers. The Learning Marketplace is an extended enterprise solution that helps learning leaders improve customer, community, and partner engagement. Learning Marketplace requires a license. For more information, please go to: https://www.successfactors.com/en_us/lp/learning-marketplace.html	Admin Opt-in
MOB-10470	Mobile	This feature gives iOS users the ability to record time and submit timesheets on their mobile devices. Note: This version supports positive time recording.	Admin Opt-in	Changed	Mobile	Time Sheet: This feature gives iOS users the ability to record time and submit timesheets on their mobile devices. Note: This version supports positive time recording.	Admin Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
MOB-11062	Mobile	The Recruiting Management Task List (on iOS) now includes position title, requisition ID, interview dates, and the ability to sort and filter functions to help users find their Candidate Assessment Tasks.	Universal	Changed	Mobile	Candidate Assessment: The Recruiting Management Task List (on iOS) now includes position title, requisition ID, interview dates, and the ability to sort and filter functions to help users find their Candidate Assessment Tasks.	Universal
MOB-11063	Mobile	The Recruiting Management Task List (on Android) now includes position title, requisition ID, interview dates, and the ability to sort and filter functions to help users find their Candidate Assessment Tasks.	Universal	Changed	Mobile	Candidate Assessment: The Recruiting Management Task List (on Android) now includes position title, requisition ID, interview dates, and the ability to sort and filter functions to help users find their Candidate Assessment Tasks.	Universal

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
MOB-11064	Mobile	Recruiting Management Candidate Assessment Tasks (on iOS) now include the following additional detail information such as the comment field, requisition ID, interview dates, and a link to the resume.	Universal	Changed	Mobile	Candidate Assessment: Recruiting Management Candidate Assessment Tasks (on iOS) now include the following additional detail information such as the comment field, requisition ID, interview dates, and a link to the resume.	Universal
MOB-11065	Mobile	Recruiting Management Candidate Assessment Tasks (on Android) now include the following additional detail information such as the comment field, requisition ID, interview dates, and a link to the resume.	Universal	Changed	Mobile	Candidate Assessment: Recruiting Management Candidate Assessment Tasks (on Android) now include the following additional detail information such as the comment field, requisition ID, interview dates, and a link to the resume.	Universal

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
MOB-12430	Mobile	iOS users will now have the ability to fill out their own performance forms and those of their team on their mobile devices. This release only supports limited configuration options. Please refer to the documentation before enabling.	Admin Opt-in	Changed	Mobile	Performance Management Review: iOS users will now have the ability to fill out their own performance forms and those of their team on their mobile devices. This release only supports limited configuration options. Please refer to the documentation before enabling.	Admin Opt-in
MOB-12599	Mobile	This feature gives Android users the ability to request time off using their mobile devices.	Admin Opt-in	Changed	Mobile	Time Off: This feature gives Android users the ability to request time off using their mobile devices.	Admin Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
MOB-12827	Mobile	This provisioning switch allows Admins to display a different message when users click the QR code link on the company login screen. The new message displayed is: The SAP SuccessFactors Mobile Application is currently not supported at your company. This is for customers who do not want to show the generic QR code for all employees.	Provisioning Opt-in	Changed	Mobile	QR Code Configuration Option: This provisioning switch allows Admins to display a different message when users click the QR code link on the company login screen. This is for customers who do not want to show the generic QR code for all employees because they are not enabling the Mobile App for their company. The new message displayed is: QR Code activation for the Mobile App is not enabled. Please check with your Administrator to determine if the Mobile App is available within your organization.	Provisioning Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
MOB-12977	Mobile	This feature gives Android power users a list view of the Org Chart which allows them to navigate and access profile information much more directly.	Admin Opt-in	Changed	Mobile	Org Chart List View: This feature gives Android power users a list view of the Org Chart which allows them to navigate and access profile information much more directly.	Admin Opt-in
MOB-13244	Mobile	This feature gives Android users the ability to fill out their own performance forms, and those of their team, on their mobile devices. This release only supports limited configuration options. Please refer to the documentation before enabling.	Admin Opt-in	Changed	Mobile	Performance Management Review: This feature gives Android users the ability to fill out their own performance forms, and those of their team, on their mobile devices. This release only supports limited configuration options. Please refer to the documentation before enabling.	Admin Opt-in
MOB-13656	Mobile	This feature gives iPhone users the ability to search their Learning catalog from their devices.	Admin Opt-in	Changed	Mobile	Mobile Learning Catalog Search: This feature gives iPhone users the ability to search their Learning catalog from their devices.	Admin Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
Added	Mobile	Mobile Learning Validated Preview App: The Validated Learning App is a special version of the SuccessFactors Mobile App with only Learning enabled. It is created for highly regulated industries, such as the pharmaceutical industry, that have special governmental requirements. This App is only released once per year in Q3. This release is the preview release that allows administrators time to prepare for the Q3 release.	Provisioning Opt-in				

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
ONB-12197	Onboarding	Previously, when an existing candidate was hired internally for a new position, all the data keys associated with the new record would be prepopulated with values from the old record by default. Now, admins can choose to not copy data from the old record, to copy data from all the keys of the old record (default behavior), or to copy data only from specific keys of the old record. These options are available in the "Internal Hire" feature in Super Admin.	Changed	Onboarding	Previously, when an existing candidate was hired internally for a new position, all the data keys associated with the new record would be prepopulated with values from the old record by default. Now, admins can choose to not copy data from the old record, to copy data from all the keys of the old record (default behavior), or to copy data only from specific keys of the old record. These options are available in the "Internal Hire" feature in Super Admin.	Universal	

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
ONB-12779	Onboarding	Previously, you could create reports only related to Onboarding. With this release, you can now generate cross-domain reports with data from Onboarding fields bridged with fields specific to Recruiting, Employee Profile, and other Employee-based modules.	Provisioning Opt-in	Changed	Onboarding	Previously, you could create reports only related to Onboarding. With this release, you can now generate cross-domain reports with data from Onboarding fields bridged with fields specific to Recruiting, Employee Profile, and other Employee-based modules.	Universal
ONB-15262	Onboarding	The Federal W4 form has been updated for states allowing new hires to use the federal W4 as their state withholding firm. These states are South Carolina, New Jersey, Minnesota, Rhode Island, Michigan, and Connecticut.	Universal	Removed			

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
Added	Onboarding	The employee's withholding allowance certificate form for the state of California is now compliant with 2017 guidelines. The text on the panel has been updated.	Universal				
Added	Onboarding	The CA WTPA Chinese form has been updated to the latest version and is now compliant with 2017 guidelines.	Universal				
OWFP-723	Workforce Planning	Previously, Admins manually created the plan template (which is an XML template) outside the Headcount Planning system. This made creating a new plan difficult and error prone. Now Headcount Planning Admins have an online editor of the template. This is part of headcount planning admin tool.	Admin Opt-out	Changed	Workforce Planning	Previously, Admins manually created the plan template (which is an XML template) outside the Headcount Planning system. This made creating a new plan difficult and error prone. Now Headcount Planning Admins have an online editor of the template. This is part of Headcount Planning Admin tool.	Admin Opt-out

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
Added	Employee Central Payroll	The user interface for the payroll process manager in Payroll Control Center has been enhanced. Some of the main enhancements include the following: The refined Home page of My Processes displays Current Processes, Upcoming Processes, and Completed Processes tab pages. Each tab page displays the overall status of a process instance, including the process name, current step and total number of steps, current status, and due date of the process. The payroll process manager can view categorized messages, program details, and contact information for process steps. (New) The payroll process manager can view (and	Universal				

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
		only view) the details of alerts that were previously only visible to the payroll admin in the My Alerts application. (New) The payroll process manager can also choose to activate or deactivate a certain team member from the admin group. The deactivated member cannot be assigned alerts for the specified process. (New) The payroll process manager can filter and search for the process and alerts. (New) The payroll process manager can create and view notes for a process. Attachment can be created as a new type of note. (New) The payroll process manager can view more chart types (Delta Chart and Harvey Chart) as analytics (KPIs) in					

Reference	Old Solution	Old Descrip-tion	Old Configu-ration Type	Change	New Solution	New Descrip-tion	New Configu-ration Type
		monitoring step.					

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
PAY-2081	Employee Central Payroll	Employers based in the Great Britain (including GB subsidiaries of overseas organizations) must operate Pay As You Earn (PAYE) as part of their payroll. PAYE is the Her Majesty's Revenue & Customs (HMRC) system for collecting income tax and national insurance from employers. Every employer that uses its own payroll software, rather than the HMRC system, must electronically report employees' payments and deductions to HMRC on or before each payday, in real time, for each payroll run. Electronic communication with the government gateway for customers in the Great Britain is now enabled for Employee Central Payroll	Admin Opt-in	Removed			

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
		customers via HANA Cloud Integration (HCI) for the financial year 2017-18.					
PLT-46930	Platform	The Refresh Framework is improved to now use the job system resources in a highly efficient way to handle large quantities of refresh requests for Dynamic Groups and Permission Role Access Users. It will automatically switch on/off based on the workload in production. Please contact Customer Support to enable this feature.	Provisioning Opt-in	Removed			
PLT-51699	Platform	When Global Assignment/ Concurrent Employment (GA/CE) is enabled, Admins creating RBP groups (with “User” selected as a category) will be able to distinguish among the correct GA/CE employment types for the user.	Provisioning Opt-in	Changed	Platform	When Global Assignment/ Concurrent Employment (GA/CE) is enabled, Admins creating RBP groups (with “User” selected as a category) will be able to distinguish among the correct GA/CE employment types for the user.	Provisioning Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
Added	Performance	Previously, the rating scale labels used in Ad Hoc reporting did not support translated values. In the Q1 2017 release, most of the rating scale labels columns have been updated to support displaying of the rating scale label in the logged in user's locale when used in Ad Hoc reports. Note: In Ad Hoc reporting, the rating scale label is referred to as the Rating Description.	Universal				

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
PMU-4171	Performance	By default, the "Ask for Feedback" page allows employees to request feedback from internal employees and external stakeholders. Now, you can choose to gather feedback from internal employees only. In which case, the option for external stakeholders will not be displayed. To hide "Add external Email address" field select the "Admin Center-> Form Template Settings -> Disable the external email adress feedback option.	Admin Opt-in	Changed	Performance	By default, the "Ask for Feedback" page allows employees to request feedback from internal employees and external stakeholders. Now, you can choose to gather feedback from internal employees only. In which case, the option for external stakeholders will not be displayed. To hide "Add external Email address" field select the Admin Center> Form Template Settings > Disable the external email address feedback option.	Admin Opt-in
Added	Recruiting Management	You must now replace all hyphens (-) in all OData API entity names, property names and function import names with underscores (_). Note that renaming OData properties name is a backward incompatible change.					

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
RCM-35166	Recruiting Management	When the Fiori switch is turned on and the Right to Left (RTL) feature is enabled, the "View Requisition Listings" (Main Page), "Edit Requisition", "Applicant List" (Candidate Workbench), and "Application Detail" pages will be available in Hebrew and Arabic. This feature is supported only in the Fiori user interface.	Admin Opt-in	Changed	Recruiting Management	When the Fiori switch is turned on and the Right to Left (RTL) feature is enabled, the "View Requisition Listings" (Main Page), "Edit Requisition", "Applicant List" (Candidate Workbench), and "Applicant Profile" pages will be available in Hebrew and Arabic. This feature is supported only in the Fiori user interface.	Admin Opt-in
RCM-35224	Recruiting Management	You can now query the Applicant Status Audit Trail through OData APIs, if you have enabled the OData API functionality. Note that only READ operations are supported.	Provisioning Opt-in	Changed	Recruiting Management	You can now query the Applicant Status Audit Trail through OData APIs, if you have enabled the OData API functionality. Note that only READ operations are supported.	Universal

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
RCM-35227	Recruiting Management	For Home Page V3, you can see a new tile called Recruiting To-Dos, which displays the ToDos relevant to Job Requisitions and Offer Approvals. The items in the tile will be sorted based on the Due Date. The items that are overdue are shown first followed by the remaining ToDos. There is also a separate tile for Interview Assessments.	Admin Opt-in	Removed			

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
RCM-35231	Recruiting Management	ForHome Page V3, you can see a new tile called Recruiting To-Dos, which displays the ToDos relevant to Job Requisitions and Offer Approvals. The items in the tile will be sorted based on the Due Date. The items that are overdue are shown first followed by the remaining ToDos. There is also a separate tile for Interview Assessments.	Provisioning Opt-in	Changed	Recruiting Management	On the new-home page, you can see a new tile called Recruiting To-Dos, which displays the ToDos relevant to Job Requisitions and Offer Approvals. The items in the tile will be sorted based on the Due Date. The items that are overdue are shown first followed by the remaining ToDos. There is also a separate tile for Interview Assessments.	Provisioning Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
RCM-35699	Recruiting Management	Previously, you had to log a CS ticket to have the re-indexing triggered by SAP Cloud Support. However, you can now trigger the rebuilding of a search index by yourself by using a scheduled job. This will also overcome the limit of being able to index only 10000 candidates in this Search Index tool.	Universal	Changed	Recruiting Management	Previously,you had to log a CS ticket to have the re-indexing triggered by SAP Cloud Support. However, as an implementation partner you can now trigger the rebuilding of a search index by yourself by using a scheduled job. This will also overcome the limit of being able to index only 10000 candidates in this Search Index tool.	Universal
Added	Recruiting Marketing	You can now edit the latitude and longitude (Lat/Long) coordinates for the locations of jobs in the User Interface. You can now see the job locations that have been defined and manually update the Lat/Long coordinates for the locations without having to log an IT ticket to accomplish this task.	Universal				

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
Added	Recruiting Marketing	A candidate can now use a Recruiting Management requisition ID to search for specific jobs in Recruiting Marketing. In other words, a candidate can now use the job requisition ID from Recruiting Management to search for a specific job by typing it into the keyword field in Recruiting Marketing.	Universal				
Added	Recruiting Marketing	You can now see Fiori based styling of the user interface in Marketing Central on the Market Job, Pages, Source Report, and Source Tracker tabs and their pages. These pages are now accessible and support right to left (RTL) display options.	Universal				

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
Added	Recruiting Marketing	When Candidate Account Simplification is enabled, you will no longer see the Reset Password link in the recruiting dashboard as it will not work and has been removed. The Reset Password link in the recruiting dashboard in Recruiting Marketing will no longer work because candidate accounts are managed in Recruiting Management as part of the Candidate Account Simplification workflow.	Universal				
Added	Recruiting Marketing	Part of new Advanced Analytics feature to retrieve Application Status information from RCM via oData . Configuration will be controlled via new configuration tool delivered under a separate story. (PS engagement will be required to make configuration changes.)	Provisioning Opt-in				

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
Added	Recruiting Marketing	This feature requires Candidate Account Simplification and an Recruiting integrated instance. When a candidate is on the Job Alert Creation page, the Frequency, Create, Alert, and Return to Job Alerts widgets and controls will always show. Also, if the candidate does not enter any search terms, then tries to create a job alert, a message displays instructing that they cannot create an empty alert. The search grid also appears empty when a candidate has not performed a keyword search, rather than displaying all jobs on a career site.	Universal				

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
SCM-10011	Succession	The v12 Matrix Grid reports now include a filter for dynamic groups. The filter consists of a single field to look up existing dynamic groups. Users will only see those groups for which they already have permissions. This enhancement does not include the ability to create, edit, or delete dynamic groups from the matrix grid reports directly. This enhancement automatically applies to any instance with the v12 Matrix Grid Reports already enabled.	Provisioning Opt-in	Changed	Succession	The v12 Matrix Grid reports now include a filter for dynamic groups. The filter consists of a single field to look up existing dynamic groups. Users will only see those groups for which they already have permissions. This enhancement does not include the ability to create, edit, or delete dynamic groups from the matrix grid reports directly. This enhancement automatically applies to any instance with the v12 Matrix Grid Reports already enabled.	Admin Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
SCM-9980	Succession	To improve performance, the v12 Matrix Grid Reports now utilize a lazy loading concept for filters. Now, the values in the filter fields are only retrieved by the system once you open the filters or trigger the search rather than immediately upon initial page load. This enhancement automatically applies to any instance with the v12 Matrix Grid Reports already enabled.	Provisioning Opt-in	Changed	Succession	To improve performance, the v12 Matrix Grid Reports now utilize a lazy loading concept for filters. Now, the values in the filter fields are only retrieved by the system once you open the filters or trigger the search rather than immediately upon initial page load. This enhancement automatically applies to any instance with the v12 Matrix Grid Reports already enabled.	Admin Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
SL-1076	Performance	You now have the option of controlling the feature visibility for "Other Topics" and "Coaching" in Continuous Performance Management. Using these features, Employees and Managers can discuss topics other than work and capture mentoring advice. You can control the visibility of "Other Topics" and "Coaching", using the "Admin Center -> Performance Management -> Continuous Performance Management" page.	Universal	Changed	Performance	You now have the option of controlling the feature visibility for "Other Topics" and "Coaching" in Continuous Performance Management. Using these features, Employees and Managers can discuss topics other than work and capture mentoring advice. You can control the visibility of "Other Topics" and "Coaching", using the "Admin Center > Performance Management > Continuous Performance Management" page.	Universal

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
SL-1093	Performance	Previously, when employees received feedback on their achievements, they would know about it only through the "Achievements" tab. Now, you can also send an e-mail notification to the feedback recipient, with the name of the feedback provider and the title of the achievement on which the feedback has been provided. To enable the e-mail notification, go to "Admin Center -> Email Template Notification" and select "Achievement Feedback Response Notification".	Admin Opt-in	Changed	Performance	Previously, when employees received feedback on their achievements, they would know about it only through the "Achievements" tab. Now, you can also send an e-mail notification to the feedback recipient, with the name of the feedback provider. To enable the e-mail notification, go to "Admin Center > Email Template Notification" and select "Achievement Feedback Response Notification".	Admin Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
SL-1094	Performance	A status update in Continuous Performance Management means updating an Activity, Other Topic, or Achievement. Previously, when employees did not update their status regularly in Continuous Performance Management, they would receive reminders only through "To Do" notifications. Now, you can also send an e-mail notification that reminds them to update their status. To enable the e-mail notification, go to "Admin Center -> Email Template Notification" and select "Update Status Reminder Notification".	Admin Opt-in	Changed	Performance	A status update in Continuous Performance Management means updating an Activity, Other Topic, or Achievement. Previously, when employees did not update their status regularly in Continuous Performance Management, they would receive reminders only through "To Do" notifications. Now, you can also send an e-mail notification that reminds them to update their status. To enable the e-mail notification, go to "Admin Center > Email Template Notification" and select "Update Status Reminder Notification".	Admin Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
SL-1095	Performance	Previously, you could choose to remind Managers that did not conduct one-on-one meetings with their direct reports, within the number of days set by you, using the "To Do" notifications. Now, you can also send them an e-mail notification that reminds them to catch up with their direct reports. To enable the notification, go to "Admin Center -> Performance Management -> Continuous Performance Management", select the option to notify managers about overdue one-on-one meetings, and enter the maximum number of days within which the managers must meet their direct reports. Next, to enable the email notification, go to "Admin Cen-	Admin Opt-in	Changed	Performance	Previously, you could choose to remind Managers that did not conduct one-on-one meetings with their direct reports, within the number of days set by you, using the "To Do" notifications. Now, you can also send them an e-mail notification that reminds them to catch up with their direct reports. To enable the notification, go to "Admin Center > Performance Management > Continuous Performance Management", select the option to notify managers about overdue one-on-one meetings, and enter the maximum number of days within which the managers must meet their direct reports. Next, to enable the email notification, go to "Admin Center > Per-	Admin Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
		ter -> Performance Management -> Email Notification Template", and select "Conduct 1:1 Meeting Reminder Notification".				formance Management > Email Notification Template", and select "Conduct 1:1 Meeting Reminder Notification".	

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
SL-1146	Performance	You can now set the maximum number of days within which employees should record an activity. The employees that do not record an activity within the set number of days will receive an e-mail notification that reminds them to surface what they are working on by recording an activity. To enable the notification, go to "Admin Center -> Performance Management -> Continuous Performance Management", select the option to turn on notification for overdue activities, and set the number of days within which a new activity should be added. Next, to enable the e-mail notification, go to "Admin Center -> Performance Management -> Email Noti-	Admin Opt-in	Changed	Performance	You can now set the maximum number of days within which employees should record an activity. The employees that do not record an activity within the set number of days will receive an e-mail notification that reminds them to surface what they are working on by recording an activity. To enable the notification, go to "Admin Center > Performance Management > Continuous Performance Management", select the option to turn on notification for overdue activities, and set the number of days within which a new activity should be added. Next, to enable the e-mail notification, go to "Admin Center > Performance Management > Email Notification Tem-	Admin Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
		fication Template", and select "Activity Reminder Notification".				plate", and select "Activity Reminder Notification".	

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
SL-1218	Performance	You can now set the maximum number of days within which employees should record an achievement. The employees that do not record an achievement within the set number of days will receive an e-mail notification that reminds them to recognize their efforts by capturing achievements. To enable the notification, go to "Admin Center -> Performance Management -> Continuous Performance Management", select the option to turn on notification for overdue achievements, and set the number of days within which a new achievement should be added. Next, to enable the email notification, go to "Admin Center -> Per-	Admin Opt-in	Changed	Performance	You can now set the maximum number of days within which employees should record an achievement. The employees that do not record an achievement within the set number of days will receive an e-mail notification that reminds them to recognize their efforts by capturing achievements. To enable the notification, go to "Admin Center > Performance Management > Continuous Performance Management", select the option to turn on notification for overdue achievements, and set the number of days within which a new achievement should be added. Next, to enable the email notification, go to "Admin Center > Performance	Admin Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
		formance Management -> Email Notification Template", and select "Achievement Reminder Notification".				Management > Email Notification Template", and select "Achievement Reminder Notification".	

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
Added	Compensation	Rating Source Document ID is now available as a bridge column to join compensation planning subdomain schema with Performance Management. Also, Form data Document ID of each compensation worksheet is now available as a bridge column to join compensation planning subdomain schema with Form Status, to get information about worksheet such as current route step, current step owner, and route map. Using this join, you can pull additional options for reporting on combined Form Status and Compensation data. Make sure you enable "Create Ad Hoc Report" and "Run Ad Hoc Report" in the Permission settings dialog box,	Universal				

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
		under "User Permissions > Reports Permission".					
Added	Compensation	Document ID is now available as a bridge column to join Compensation Planning subdomain schema with Form Status subdomain schema. Using this join, you can pull additional options for reporting on combined Form Status and Compensation data. Make sure you enable "Create Ad Hoc Report" and "Run Ad Hoc Report" in the Permission settings dialog box, under "User Permissions > Reports Permission".	Universal				

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
Added	Compensation	Rating Source Document ID is available as a bridge column to join Compensation Planning sub domain schema with the Form data Document Id in Performance subdomain schema. Using this join, you can pull additional information from the PM subdomain schema and report along with Compensation information. For example, in the ad hoc report you can include objective rating from the PM form along with the overall performance rating used in the Compensation worksheet. Make sure you enable "Create Ad Hoc Report" and "Run Ad Hoc Report" in the Permission settings, under "User Permissions > Reports Permission".	Universal				

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
Added	Performance	Previously, managing and routing forms individually at an enterprise level required a lot of effort. To simplify this process, in the Q4 2016 release, a CSV upload feature was introduced to allow you to route multiple forms from different templates. Also, while routing you could take the forms a step forward and backward. With the Q1 2017 release, you can now mass move forms to completion from the Route Forms tool.	Universal				

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
Added	Performance	Previously, in Ad Hoc (Ad Hoc 2.0, Dashboards, ORD) the Form Template Name were not translated in Data Sets. In the Q1 2017 release, the form template names used in Data Sets have been updated to support displaying the form template name in the locale of the logged in user.	Universal				

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
Added	Performance	Previously, when you searched for forms based on Form templates, you could select only one form at a time from the search results. A new functionality has now been introduced that enables you to select multiple forms from the search results. You can now select all forms from the current page of the search result, or all the forms across pages in the search result, at once.	Universal				

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
TFT-2247	Performance	Previously, a user search conducted across Launch forms (Performance Management & 360) and Document Transfer forms did not return consistent results, especially when it came to returning employment results that matched the search criteria. The user search for these forms has not only been enhanced for consistency but also has been enhanced to display additional information about user assignments.		Removed			

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
TLS-2320	Admin Tools	In the Instance Synchronization tool, you can now compare picklists between the source and target instances, prior to running a sync. In the comparison dialog, you can compare the existing picklists side-by-side and identify any differences. The comparison dialog includes the following information about picklists: External Code, Labels, Option ID, Parent Option ID.	Universal	Changed	Admin Tools	In the Instance Synchronization tool, you can now compare MDF picklists between the source and target instances, prior to running a sync. In the comparison dialog, you can compare the existing MDF picklists side-by-side and identify any differences. The comparison dialog includes the following information about picklists: External Code, Labels, Option ID, Parent Option ID.	Universal
TLS-3651	Admin Tools	Improved status codes in the Instance Synchronization tools now indicate whether a completed sync job was completed with or without errors. This information is included in both API-based and UI-based syncs.	Universal	Changed	Admin Tools	Improved status codes in the Instance Synchronization tools now indicate whether a completed sync job was completed with or without errors.	Universal

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
VRP-7363	Variable Pay	Previously, Bonus Assignment Statements were not available in People Profile and could be viewed only in v12 and v11 Employee Files. You can now view Bonus Assignment statements in People Profile by configuring "Bonus Assignment Statement" under "Configure People Profile". To enable Bonus Assignment Statements in People Profile, go to "Admin Center -> Manage Permission Roles -> Employee Data -> Bonus Assignment Statement".	Admin Opt-in	Changed	Variable Pay	Previously, Bonus Assignment Statements were not available in People Profile and could be viewed only in v12 and v11 Employee Files. You can now view Bonus Assignment statements in People Profile by configuring "Bonus Assignment Statement" under "Configure People Profile". To enable Bonus Assignment Statements in People Profile, go to "Admin Center > Manage Permission Roles > Employee Data > Bonus Assignment Statement".	Admin Opt-in

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
WFA-12505	Workforce Analytics	In Q1 2017 Release, the SAP BusinessObjects Cloud (BOC) application is releasing a connector to the Workforce Analytics OData API. This connector allows users to import data from Workforce Analytics (WFA) for analysis and inclusion within BOC queries and stories. These stories form the basis of Digital Boardroom presentations, allowing WFA data to appear in these presentations.	Admin Opt-in	Changed	Workforce Analytics	In Q1 2017 Release, the SAP BusinessObjects Cloud (BOC) application is releasing a connector to the Workforce Analytics OData API. This connector allows users to import data from Workforce Analytics (WFA) for analysis and inclusion within BOC queries and stories. These stories form the basis of Digital Boardroom presentations, allowing WFA data to appear in these presentations.	Admin Opt-in
WFA-13190	Workforce Planning	There have been major enhancements to the look and feel of charts in the Strategic Workforce Planning UI. The visual experience has been enhanced using Fiori. Note that the functionality remains the same.	Universal	Changed	Workforce Planning	There have been enhancements to the look and feel of charts in the Strategic Workforce Planning UI. The visual experience has been enhanced using Fiori. Note that the functionality remains the same.	Universal

Reference	Old Solution	Old Description	Old Configuration Type	Change	New Solution	New Description	New Configuration Type
WFA-13271	Reporting	There have been major enhancements to the look and feel of icons in the List Report toolbar to export and navigate the pages in a list report component. The visual experience has been enhanced using Fiori. Note that the functionality remains the same.	Universal	Changed	Reporting	There have been enhancements to the look and feel of icons in the List Report toolbar to export and navigate the pages in a list report component. The visual experience has been enhanced using Fiori. Note that the functionality remains the same.	Universal

1 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 Release Information [page 62]
SAP SuccessFactors customers use release information to find information about new features, see the configuration type of those features, and understand feature impact.

Release Summary and Release Details [page 62]
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.

SAP SuccessFactors Configuration Type [page 63]
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.

1.1 SAP SuccessFactors Release Information

SAP SuccessFactors customers use release information to find information about new features, see the configuration type of those features, and understand feature impact.

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.

> Remember
>
> All product features and delivery dates discussed in release information represent product development expectations only and are **not** a delivery commitment. These features may not be delivered in the indicated time frame or at all. Customers should base their purchasing, administrative, and configuration decisions solely on functionality that is currently available.

Parent topic: SAP SuccessFactors Feature Adoption [page 60]

Related Information

Release Summary and Release Details [page 62]
SAP SuccessFactors Configuration Type [page 63]
SAP Jam Help Page

1.2 Release Summary and Release Details

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.

We publish the summary 60 days before production release and 30 days before the staging 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.

Parent topic: SAP SuccessFactors Feature Adoption [page 60]

Related Information

SAP SuccessFactors Release Information [page 62]
SAP SuccessFactors Configuration Type [page 63]

1.3 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 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.

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

Parent topic: SAP SuccessFactors Feature Adoption [page 60]

Related Information

SAP SuccessFactors Release Information [page 62]

Release Summary and Release Details [page 62]

2 Employee Central Payroll Release Summary

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

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 63] 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.

Table 3: Solution Features

Description		Configuration Type	Reference Number
Employee Central Payroll	It is now possible to replicate multiple one-time payments per day, such as Spot Bonuses, from Employee Central to Employee Central Payroll.	Admin Opt-in	PAY-1063

Description		Configuration Type	Reference Number
Employee Central Payroll	The user interface for the payroll process manager in Payroll Control Center has been enhanced. Some of the main enhancements include the following: The refined Home page of My Processes displays Current Processes, Upcoming Processes, and Completed Processes tab pages. Each tab page displays the overall status of a process instance, including the process name, current step and total number of steps, current status, and due date of the process. The payroll process manager can view categorized messages, program details, and contact information for process steps. (New) The payroll process manager can view (and only view) the details of alerts that were previously only visible to the payroll admin in the My Alerts application. (New) The payroll process manager can also choose to activate or deactivate a certain team member from the admin group. The deactivated member cannot be assigned alerts for the specified process. (New) The payroll process manager can filter and search for the process and alerts. (New) The payroll process manager can create and view notes for a process. Attachment can be created as a new type of note. (New) The		PAY-1854

Description		Configuration Type	Reference Number
	payroll process manager can view more chart types (Delta Chart and Harvey Chart) as analytics (KPIs) in monitoring step.		
Employee Central Payroll	Employee Central Payroll now has a country version for Portugal. It includes the replication of country-specific employee master data from Employee Central to Employee Central Payroll and country-specific mashups for maintaining employee master data in Employee Central. This is only available for Employee Central Payroll with Point-to-Point Replication.	Admin Opt-in	PAY-1907
Employee Central Payroll	Master data replication for Great Britain is enhanced with the replication of relevant Dependents data from Employee Central to infotype 0021 in Employee Central Payroll. This is only available for Employee Central Payroll with Point-to-Point Replication.	Admin Opt-in	PAY-1986
Employee Central Payroll	Master data replication for Great Britain is enhanced with the replication of relevant Contract Elements data from Employee Central to infotype 0016 and respective country-specific infotype view in Employee Central Payroll. This is only available for Employee Central Payroll with Point-to-Point Replication.	Admin Opt-in	PAY-1988

Description		Configuration Type	Reference Number
Employee Central Payroll	Master data replication for Australia, is enhanced with new Dependents field "is-beneficiary". This field is used in the "Employee Termination Process" in case of an employee ´s death. It is replicated from Employee Central to infotype 0021 (subtype AU01) and infotype 0006 (subtype QB) in Employee Central Payroll.	Admin Opt-in	PAY-2002
Employee Central Payroll	It is now possible to set up the replication of Leave Liabilities from Employee Central to Employee Central Payroll. In order to do so, you will have to create an instance of MDF Object DataReplication-Configuration for replication content type: Employee Absence Data and replication scenario: Absences with Time account Snapshot to Infotype 2010. This is only available for Employee Central Payroll with Point-to-Point Replication.	Admin Opt-in	PAY-2024

Description		Configuration Type	Reference Number
Employee Central Payroll	Start report RP_HRSFEC_PAY_CALENDAR_INFO / transaction HRSFEC_PAY_CALENDAR for a (list) of EC Pay Groups. and a year range. The report creates a .csv file from the payperiod information configured for the corresponding payroll areas in ECP. This .csv file can be imported in EC to create instances of the PayrollCalendar MDF object. Usage of incremental mode is recommend to keep already uploaded instances from previous years.	Admin Opt-in	PAY-2026
Employee Central Payroll	Master data replication for South Africa is enhanced with the replication of additional address fields for mailing address handling.	Admin Opt-in	PAY-2029
Employee Central Payroll	Master data replication for addresses for Thailand is enhanced.	Universal	PAY-2030
Employee Central Payroll	Master data replication for name handling of Japan is enhanced with the replication of Official First Name and Official Last Name in English, Kaatakana, and Kanji. This is only available for Employee Central Payroll with Point-to-Point Replication.	Universal	PAY-2031

Description		Configuration Type	Reference Number
Employee Central Payroll	Navigation and display of country-specific mashups is not compliant with UX guidelines of New People Profile. This feature delivers a consistent UI behavior of country-specific mashups, Pay Statements, and other ESS scenarios launched from the Payroll block of New People Profile. This feature is available for Employee Central Payroll with New People Profile switched on.	Universal	PAY-2033
Employee Central Payroll	Master data replication for Poland is enhanced with the replication of relevant Dependents data from Employee Central to infotype 0021 and respective country-specific infotype view in Employee Central Payroll. This is only available for Employee Central Payroll with Point-to-Point Replication.	Admin Opt-in	PAY-2048
Employee Central Payroll	Master data replication for Poland is enhanced with the replication of relevant Contract Elements data from Employee Central to infotype 0016 in Employee Central Payroll. This is only available for Employee Central Payroll with Point-to-Point Replication.	Admin Opt-in	PAY-2049

Description		Configuration Type	Reference Number
Employee Central Payroll	Master data replication for name handling of South Korea is enhanced with the replication of First Name and Last Name in English and Traditional Chinese. This is only available for Employee Central Payroll with Point-to-Point Replication.	Universal	PAY-2078
Employee Central Payroll	Employers based in the Great Britain (including GB subsidiaries of overseas organizations) must operate Pay As You Earn (PAYE) as part of their payroll. PAYE is the Her Majesty's Revenue & Customs (HMRC) system for collecting income tax and national insurance from employers. Every employer that uses its own payroll software, rather than the HMRC system, must electronically report employees' payments and deductions to HMRC on or before each payday, in real time, for each payroll run. Electronic communication with the government gateway for customers in the Great Britain is now enabled for Employee Central Payroll customers via HANA Cloud Integration (HCI) for the financial year 2017-18.	Admin Opt-in	PAY-2080

3 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 63] 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.

Table 4: Solution Features

Functional Area	Description	Configuration Type	Reference Number	Major/Minor Enhancement
APIs	The Compound Employee API log item now includes error codes.	Universal	ECT-33126	Minor
APIs	You can now expose the latest termination date of an Employee. To make the latest termination date available in OData, we've created a new entity PersonEmpTerminationInfo. Besides the latest termination date (latestTerminationDate), this entity also contains the number of active employments (activeEmploymentsCount) and the external ID (personIDExternal). This entity cannot be queried directly but is available from the PerPerson entity with the new navigation personEmpTerminationInfoNav.	Universal	ECT-59474	Major
Benefits	Previously, Administrators cannot configure benefit sections to suit the company's needs. Now, Administrators can configure benefit sections such as move up or down, edit the name, hide or unhide benefit sections.	Admin Opt-in	ECT-58936	Major
Contingent Workforce	When adding a new employee with the Add Contingent Worker wizard, you can now save a draft and then continue the hiring process at a later time.	Universal	ECT-52683	Major

Functional Area	Description	Configuration Type	Reference Number	Major/Minor Enhancement
ERP Integration	Value conversion enables you to format the Employee Central values through a customizing table by maintaining a sequence of supported operations for the EC fields. This value conversion is performed for the EC fields after the value mapping is done for the fields. This value conversion process can be used in both replication and migration scenarios. The conversion supports a set of arithmetic and string operations which can be used in sequence. You can define the sequence at which the different value conversion operation's that needs to be executed. There are two customizing tables available. One table will be a generic value conversion table and the other table is based on the linking field as mapped in the field mapping table. The customizing view can be maintained for each EC field at transformation template group and transformation template level. The operations maintained for this EC field will then be performed on this EC field value and then put into the info type field mapped to it in the primary or secondary mapping.	Admin Opt-in	ECT-59720	Major
ERP Integration	We now provide sample content for the different OM Objects which we are supporting in our integration. When mapping fields for organizational data replication from SAP ERP HCM to Employee Central, you can now select the sample content that suits your project.	Admin Opt-in	ECT-54651	Major
ERP Integration	A transport link has been added to the programs for importing picklists from Employee Central. If you run the picklist import programs in an SAP ERP HCM test system or client, the programs now automatically ask for a transport request, to which the imported picklist report will be assigned. You no longer need to go to a specific Customizing activity to transport the entries.	Admin Opt-in	ECT-59715	Major

Functional Area	Description	Configuration Type	Reference Number	Major/Minor Enhancement
ERP Integration	By using the Employee Data Extraction report you can extract employee data information from the SAP ERP HCM system to transfer the data to Employee Central. The extracted data are then stored in an inventory table. The table will have information of the employees which are successfully extracted and which are not successfully extracted. Now you have an option to re run the replication for only those employees for which the replication status is failed.	Admin Opt-in	ECT-59716	Major
ERP Integration	You can now replicate the attributes for identical and overlapping sicknesses from Employee Central Time Off to the Enterprise Resource Planning (ERP) system. These attributes show that an employee is sick more than once in a given period and that the sicknesses are to be considered together in continued pay processing for the countries Germany and Spain. Currently these attributes are only available for Germany and Spain and can therefore only be replicated for these two country versions. The ERP system calls these attributes "Indicator for Subsequent Illness" and "Indicator for Repeated Illness" and stores them in the "Absences" (2001) infotype. We enhanced the middleware processes so that they can now transfer this country-specific information. For SAP HANA Cloud Integration, this is provided with the "SuccessFactors Employee Central to ERP Employee Time for Payroll" integration package. For Dell Boomi AtomSphere, use the "Packaged Integration: SuccessFactors Employee Central to ERP Employee Time for Payroll" integration pack.	Admin Opt-in	ECT-59082	Major

Functional Area	Description	Configuration Type	Reference Number	Major/Minor Enhancement
ERP Integration	The selection criteria of the Employee Central Data Replication Monitor now allow for selecting multiple companies at a time. The Data Replication Monitor will then show all employees whose Job Information contains one of the selected companies. We also added a new selection criterion, the Replication Target System. Here you can select a system from all Replication Target System objects that were created in your Employee Central instance (in Admin Center, using the Manage Data tool). The Data Replication Monitor will then show all employees whose data is replicated to the corresponding Replication Target System. And we added a new "Last 15 Minutes" option in the Replication Time selection criteria. This is now the default selection (instead of "All Until Now", which used to be the default selection previously). When "Last 15 Minutes" is selected, the Data Replication Monitor will show all employees with a confirmation time stamp that is within this time frame.	Universal	ECT-61158	Major
ERP Integration	You can use the full transmission start date (FTSD) to reduce the amount of data that is transferred from Employee Central to SAP ERP HCM. Once you set the FTSD, only records that are valid on or after FTSD are extracted from the Employee Central system and inbound processing will not touch any infotype record with validity ending before the FTSD. You can now set the full transmission start date to future. By setting the FSTD to future, you can avoid old employee data being replicated from the Employee Central system to SAP ERP HCM system. This can improve the performance of the replication. If there are any changes to the old record that falls before the full transmission start date, the system will produce an error message.	Universal	ECT-60045	Minor
HR Administration	For HR admins and managers, the Rehire with New Employment hiring process is now available not only in the Rehire Inactive Employee screen, but also in the Match pop-up.	Admin Opt-in	ECT-56783	Major

Functional Area	Description	Configuration Type	Reference Number	Major/Minor Enhancement
HR Administration	This new rule function returns the expiration date for a specific work permit type. This allows HR admins to validate their compliance against the validity of the work permit. For example, you can use the rule function to check whether the extension of a contract fits to the work permit validity or create an alert if the expiration date is less than a certain time period away.	Admin Opt-in	ECT-60334	Major
HR Administration	You can now add attachments to the Personal Information portlet. This can be enabled for employees and dependents.	Admin Opt-in	ECT-61373	Major
HR Administration	This new rule function allows admins to set a hard stop for retroactive payroll calculations. This allows admins to restrict changes to those calculations more easily. This type of function was previously only valid for employment-related portlets, but can now be added to other types of portlets.	Admin Opt-in	ECT-49147	Minor
HR Administration	You can now remove the UK flag symbol in the Global Information portlet in Personal Information. This can be done by Profession Services in Provisioning in the Succession Data Model with the new tag HideCountryFlag.	Provisioning Opt-in	ECT-44611	Major
HR Administration	Previously, OnInit rules were not triggered in workflow updates or while loading an existing saved draft of the new hire. Now, in PP3-enabled systems, OnInit rules not only work in the New Hire wizard, but also for the Save Draft and for the workflow approval of the new hire.	Universal	ECT-20495	Major

Functional Area	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Imports	In addition to the Compensation Information and the Pay Component Recurring templates, you can now trigger onSave rules for HRIS-elements and onChange rules for HRIS-fields when importing Pay Component Non Recurring Info as well. To trigger rules when importing the Pay Component Non Recurring template, the "Enable Business Rules" option must be selected from Admin Center > Manage Permission Roles > Permissions > Administrator Permissions > Employee Central Import Settings. Additionally, the HRIS-element or HRIS-field must have an associated rule defined in the Business Configuration UI.	Admin Opt-in	ECT-60107	Major
Localization	This feature covers the legal requirements in Australia for the Employee Termination Process in case of an employee's death. This field is required for HR admins to identify which of the listed people in the Dependents portlet is selected as the Beneficiary Person since only one of those can selected as the beneficiary. This field must be added to the Country-Specific Succession Data Model in the Global Information - Dependents section (globalInfo - hris element).	Admin Opt-in	ECT-54828	Minor
Localization	An address enhancement is available for South Africa for mailing address via a business rule, which you can download from the Service Market Place. A postal code validation is also implemented.	Admin Opt-in	ECT-60890	Minor
Localization	As of the Q1 2017 release, UK National ID numbers with the prefix KC are accepted during validation.	Admin Opt-in	ECT-60855	Major
Localization	Customers will be informed of changes to the address fields for Thailand via the Upgrade Center.	Admin Opt-in	ECT-59287	Major
Localization	There are changes to the address information for Thailand, including the addition of new fields, changes to certain field labels and a change to the order of the fields.	Admin Opt-in	ECT-59173	Minor

Functional Area	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Localization	A new full country version is available for El Salvador. Features include corporate information, home and corporate address information, national ID information, disability information, dependent's information and job information.	Admin Opt-in	ECT-59175	Major
Localization	As of the Q1 2017 release, the postal code format for Portugal, NNNN-NNN, is available.	Admin Opt-in	ECT-60878	Major
Localization	Previously, during advances workflow, the approver without paycomponent permission is not able to approve advances even if he had grant over the requestor. Now, the approver can approve advances for requestor without paycomponent permission.	Provisioning Opt-in	ECT-58125	Minor
Localization	Previously, it the benefit type pension is enabled, the system does not allow 0 as employee contribution. Now, you can enroll for pension with 0 contribution towards employee contribution or change to 0 contribution if a greater value exist.	Provisioning Opt-in	ECT-59746	Minor
Localization	A new field is available for Poland: Relationship - ZUS ZCNA to specify the relationship of family members as dependents.	Provisioning Opt-in	ECT-61028	Minor
Localization	We added new fields Business First Name and Business Last Name in personal information portlet with alternate language sections.	Provisioning Opt-in	ECT-57777	Major
Localization	We added a new field Tax Number in Global info for dependents for Malaysia which will hold alpha-numeric values.	Provisioning Opt-in	ECT-59026	Major
Localization	As of the Q1 2017 release, the CUIT field for Argentina, which was separated by commas displays the digits without commas for better readability.	Provisioning Opt-in	ECT-61418	Major
Service Center	Employee Central Service Center now has a new UI, which is more responsive and is based on the new Fiori-style. This only impacts the visual experience and there are no changes to the functionality available. You will also see the same theme applicable to BizX.	Provisioning Opt-in	ECT-57237	Major

Functional Area	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Service Center	Previously, employee related documents were available only in your configured third-party Knowledge Base. Now, along with the third-party Knowledge Base, the documents are also now available on SAP JAM Knowledge Base. To achieve this, Employee Central Service Center must be integrated with SAP SuccessFactors JAM. To leverage this integration, contact SAP Cloud Support.	Provisioning Opt-in	ECT-60949	Major
Service Center	In Employee Central Service Center, to get an urgent response, employees can now change the priority of the ticket. In addition, employees can also use filters or view errors, if any, on the Edit page.	Universal	ECT-60943	Major
Service Center	Previously, to get queries resolved in Employee Central Service Center, employees only had an option to create tickets. Now, for urgent queries (for example if a person is sick), employees can also call a Service Agent using hotline numbers or send an email, instead of creating a ticket in Employee Central Service Center.	Universal	ECT-60947	Major
Service Center	You can now integrate any Knowledge Base that follows the open search standards with the new Employee Central Service Center solution. You must have an OpenSearch Knowledge Base provider (for example, SharePoint, MindTouch) before you connect with SAP Cloud Support to trigger this integration.	Universal	ECT-60948	Major
Time and Attendance Management	Previously, for time types in unit Days, the calculation of the 'Requesting' quantity for an absence, which is shown to users in the Time Off screens, could be configured based either on the work schedule or on calendar days. Now, calculation of the 'Requesting' quantity can be based on a third option, called the Deduction Quantity. Setting this option requires that an absence counting method is assigned to the time type as well. The 'Requesting' quantity shown in the Time Off screens then reflects the number of days derived using the absence counting method,	Admin Opt-in	ECT-55291	Minor

Functional Area	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Time and Attendance Management	Previously, the admin workflow configuration for a time type did not support workflows where approvals were required. Only workflows with CC roles were supported. This restriction has now been removed so that any type of approval workflow for absence requests can be triggered by an administrator out of the Manage Time Off (UI v12) or Time Workbench (UI v3) applications respectively.	Admin Opt-in	ECT-49240	Minor
Time and Attendance Management	Previously, account balances were always shown in the balance overview for all time account types. It is now possible to opt to hide certain account balances, such as sick leave, from employees.	Admin Opt-in	ECT-21148	Major
Time and Attendance Management	Previously, postings for time off in lieu (TOiL) were made when the relevant time sheet was submitted. Now it is possible to configure whether postings are done when the time sheet is submitted or only when the time sheet workflow is approved.	Admin Opt-in	ECT-60283	Minor
Time and Attendance Management	Flexible, configurable input checks are now possible in Time Sheet by means of take rules similar to the ones already available in Time Off. They can be used to validate time sheet entries.	Admin Opt-in	ECT-40444	Major
Time and Attendance Management	Absence requests that have been declined by the approver are now included in the list of absence requests shown to employees in their Time Off applications on the web and on mobile devices.	Universal	ECT-58968	Minor
Workflow	In the new home page, there is a new option for admins and managers to manage workflow requests. You can sort and filter workflow requests, as well as mass approve several requests at once. Note that there are Provisioning prerequisites as well as permission settings to use this feature.	Provisioning Opt-in	ECT-42600	Major
Workflow	The To Do Alert messages for admins are now appearing in the new home page (v3). If there is an Employee Central alert, a separate tile appears in the To Do section. No configuration or permissions are needed.	Universal	ECT-52072	Major

4 Learning Release Summary

The following table summarizes new features and enhancements to SAP SuccessFactors Learning.SAP SuccessFactors Learning also produces a list of technical changes and fixed defects in a separate document called SAP SuccessFactors Learning Readme Notes. That document is intended for a more technical audience.

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 63] 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.

Table 5: Solution Features

Description	Configuration Type	Reference Number
Java Runtime Environment (JRE) browser plug-in is no longer required for Offline Player. If you use Offline Player, this means that the required browser configuration is simplified.	Universal	LRN-12160
SuccessFactors Learning Offline Player now works in integrated environments. Previously, Offline Player authenticated directly to SuccessFactors Learning. Users now authenticate to the central SuccessFactors authentication system.	Universal	LRN-12511
Previously, error messages from SAP SuccessFactors Learning APIs were hard-coded in English. They can now be translated into the users' languages.	Universal	LRN-13254
You can now include a "From" field per organization for outgoing email messages from SAP SuccessFactors Learning.	Admin Opt-in	LRN-13797
You can now insert an approval process between users claiming completion for a learning item or external event and that credit going into the users' learning records. By inserting an approval process, you can create oversight on users' claims of completion.	Admin Opt-in	LRN-15009
When we released Catalog 3.0 in Q4 2016, we did not include the calendar view. In this release, we have redesigned the calendar view for Catalog 3.0. Users see a more contemporary design that matches the browse and search views of Catalog 3.0.	Admin Opt-in	LRN-15608

Description	Configuration Type	Reference Number
Administrators can now create direct links to collections. They can go to Admin > Tools > Direct Links, generate a link to a collection, and send the link to users. When users click it, they are taken directly to the collection (as opposed to searching for it). This allows administrators to communicate more effectively about specific collections with users.	Universal	LRN-15609
If you are using a connector to load curricula into the LMS, you can now designate a thumbnail URL for the curriculum. The URL should point to an image that acts as an icon for the curriculum. It helps users identify the curriculum at a glance.	Universal	LRN-15611
The new Learning Accomplishments feature allows users to set learning goals for their topics of interest. This helps the employee with continuous learning by providing clear feedback on the amount and type of training completed in a period of time.	Admin Opt-in	LRN-15615
If Open Content Network (OCN) providers follow the instructions to integrate with SAP SuccessFactors Learning, administrators can add the connection in Learning Administration. This makes it easier for you to sign up new OCN providers. As part of this change, you can add new logos for any new providers that you sign up.	Admin Opt-in	LRN-15616
PUT calls to scheduledoffering-service/v1/EnrollmentStatuses now include cancellation reasons, so you can describe why users' enrollment status changes when you call the API. Cancellation reasons are used in reporting to describe why users cancelled (for example, personal reasons or schedule conflict). We also added ExternalLearningEvents to learningevent-service so that you can call an API to post external learning events to the LMS.	Universal	LRN-15619
We now better support cancellation processes for cancelled segments and Virtual Learning Service (VLS). Users can receive an iCal or meeting request update to remove the scheduled offering. How the cancellation process works depends on your configuration.	Universal	LRN-15646
Customers now have the option to redirect users using native LMS direct links to BizX for authentication.	Admin Opt-in	LRN-15706
We continued to enhance Learning Catalog 3.0. Featured reason is now displayed as part of the catalog design. The Course sessions for external items will be displayed on the card view. The Open Content Network (OCN) logo are resized.	Universal	LRN-15920
In this release, we made progress on the next generation assessment builder. Administrators can preview question variants that that they are building so that they can test their work without leaving their workspace. As part of this work, we made question variants available to assessments.	Universal	LRN-16094

Description	Configuration Type	Reference Number
The SAP SuccessFactors Learning Marketplace is now generally available for all customers. The Learning Marketplace is an extended enterprise solution that helps learning leaders improve customer, community, and partner engagement. Learning Marketplace requires a license. For more information, please go to: https://www.successfactors.com/en_us/lp/learning-marketplace.html	Admin Opt-in	LRN-16194

5 Reporting, Analytics and Planning Release Summary

The following table summarizes new features and enhancements to Reporting, Analytics and Planning.

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 63] 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.

Table 6: Solution Features

Solution	Description	Configuration Type	Reference Number
Workforce Analytics	In Q1 2017 Release, the SAP BusinessObjects Cloud (BOC) application is releasing a connector to the Workforce Analytics OData API. This connector allows users to import data from Workforce Analytics (WFA) for analysis and inclusion within BOC queries and stories. These stories form the basis of Digital Boardroom presentations, allowing WFA data to appear in these presentations.	Admin Opt-in	WFA-12505
Workforce Analytics	Previously in Investigate, to rearrange metrics or dimensions on the canvas, you had to remove and re-add in the order you wanted them to display. Now you can drag and drop using the vertical grip on the metric or dimension token. Upon hovering, the token shows the vertical grip icon that allows you to rearrange the order of the dimension or metric. Once rearranged, the visualization adjusts accordingly.	Universal	WFA-12119

Solution	Description	Configuration Type	Reference Number
Workforce Analytics	In Investigate, the *Axis Title and Labels* is renamed to *Axis, Titles and Labels*. In addition, four new options are included: Axis Titles (default: OFF), Axis Labels (default: ON), Data Labels (default: OFF), and Axis Always Start at Zero (0) (default: OFF).	Admin Opt-in	WFA-10905
Reporting	There have been enhancements to the look and feel of icons in the List Report toolbar to export and navigate the pages in a list report component. The visual experience has been enhanced using Fiori. Note that the functionality remains the same.	Universal	WFA-13271
Reporting	Report Center users can rename a report in the Report Center. You can rename in your own language, as well as in any other language available. For security purposes, this action is only available to users who own the report.	Universal	AYT-12754
Reporting	You can now delete a report from the Report Center. For security purposes, this action is only available to users who own the report.	Universal	AYT-12753
Reporting	You can now copy a report in the Report Center to easily make duplicates of the report.	Universal	AYT-12752
Reporting	A new screen is introduced to import artifacts into the Report Center. For security purposes, this action is only available to users with permission to create reports. This is useful to move reports between test and production.	Universal	AYT-12750
Reporting	You can now perform an Export action per report in Report Center. This is useful to move reports between test and production.	Universal	AYT-12748
Reporting	Admin can now enable the Report Center from Upgrade Center. Previously, Admin had to go to *Manage Report Center* page to enable the Report Center and contact customer support to add company to SOLR cluster. The Admin also had to run the *Sync Report Center Search* job.	Universal	AYT-12570

Solution	Description	Configuration Type	Reference Number
Reporting	You now have a new permission to control access to report sharing with role-based permissions Groups and Roles. You can control who can see Groups and Roles when you share a report. You will only be able to share reports with individual users without this permission.	Universal	AYT-13907
Workforce Planning	There have been enhancements to the look and feel of charts in the Strategic Workforce Planning UI. The visual experience has been enhanced using Fiori. Note that the functionality remains the same.	Universal	WFA-13190
Workforce Planning	Previously, planners could only clone additions in Headcount Planning. But planners often wanted to plan an addition similar to an existing position. Now planners can also clone the current positions in headcount planning. Cloning a position creates an addition with all the same properties as the position.	Universal	OWFP-847
Workforce Planning	Previously, Admins manually created the plan template (which is an XML template) outside the Headcount Planning system. This made creating a new plan difficult and error prone. Now Headcount Planning Admins have an online editor of the template. This is part of Headcount Planning Admin tool.	Admin Opt-out	OWFP-722

6 Recruiting Release Summary

You can read additional details about the Recruiting solution in this section.

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 63] 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.

Table 7: Product Features

Solution	Description	Configuration Type	Reference Number
Recruiting Management	Previously, you had to log a CS ticket to have the re-indexing triggered by SAP Cloud Support. However, you can now trigger the rebuilding of a search index by yourself by using a scheduled job. This will also overcome the limit of being able to index only 10000 candidates in this Search Index tool.	Universal	RCM-35699
Recruiting Management	The HRNX, LAUNCHPAD, and THOMAS_INTERNATIONAL assessment vendors are now supported in Assessment Integration.	Universal	RCM-35550
Recruiting Management	The "Requisition Opened" e-mail trigger has been added to the e-mail triggers that you can configure at Admin Center -> Recruiting Email Triggers. This e-mail trigger will notify recipients when a Job Requisition has passed all stages of approval and is finally opened, which is the last step in the route map for new requisitions.	Admin Opt-in	RCM-35424
Recruiting Management	You can now save offer letters as drafts. The Offer Letter that you want to send to a candidate can now be saved as a draft and re-edited at a later time. Note that when you restart working on a saved draft, you have the option to either retain the changes made in the last edit, or to reset and see the default text of offer letter template that you selected. The Offer Letter page is available at: Candidate Summary -> Application -> Action -> Offer Letter	Universal	RCM-35341

Solution	Description	Configuration Type	Reference Number
Recruiting Management	For any candidate profile that is marked as a potential duplicate, you can now navigate to the Manage Duplicate Candidates tool directly from the Candidate Profile using the link in the "Alert" message. This link will open the Potential Duplicate Candidates list, where you can choose the next steps to manage the duplicate candidates.	Universal	RCM-35247
Recruiting Management	The Potential Duplicate Candidates List tab in the Manage Duplicate Candidates page will now display a list view of the duplicate candidates, instead of displaying one result per page. You can also customize the number of results that can be displayed on this page.	Universal	RCM-35246
Recruiting Management	For Home Page V3, you can see a new tile called Recruiting ToDos, which displays the ToDos relevant to Job Requisitions and Offer Approvals. The items in the tile will be sorted based on the Due Date. The items that are overdue are shown first followed by the remaining ToDos. There is also a separate tile for Interview Assessments.	Provisioning Opt-in	RCM-35231
Recruiting Management	For Home Page V3, you can see a new tile called Recruiting ToDos, which displays the ToDos relevant to Job Requisitions and Offer Approvals. The items in the tile will be sorted based on the Due Date. The items that are overdue are shown first followed by the remaining ToDos. There is also a separate tile for Interview Assessments.	Admin Opt-in	RCM-35227
Recruiting Management	You can now query the Applicant Status Audit Trail through OData APIs, if you have enabled the OData API functionality. Note that only READ operations are supported.	Provisioning Opt-in	RCM-35224
Recruiting Management	When the Fiori switch is turned on and the Right to Left (RTL) feature is enabled, the "View Requisition Listings" (Main Page), "Edit Requisition", "Applicant List" (Candidate Workbench), and "Application Detail" pages will be available in Hebrew and Arabic. This feature is supported only in the Fiori user interface.	Admin Opt-in	RCM-35166

Solution	Description	Configuration Type	Reference Number
Recruiting Management	In the Candidate Account Simplification workflow, when a referred candidate receives an e-mail to apply for a job, the link in the e-mail will take the candidate directly to the Password page to create a password, instead of requiring the candidate to enter their e-mail and having to manually navigate to the Password page by returning to the e-mail and clicking on the link. Additionally, the footer in the Invite to Apply page will now have a link to the Password page to create a password, instead of the forgot password link.	Universal	RCM-35075
Recruiting Management	You can now filter internal or external candidates based on "Candidate Type" (internal/external) on the Candidate Summary page, using the new "Filter Options" button.	Universal	RCM-35007
Recruiting Management	Candidates (internal or external) can now withdraw a non-disqualified application to a job requisition, even after the job posting end date has passed.	Universal	RCM-35006
Recruiting Management	Additional search criteria has been added on the "Reassign Job Requisitions" page, to make it easier to search for Job Requisitions, which need to reassigned to new users.	Universal	RCM-35005
Recruiting Management	You can now add attachments to the Recruiting Email Templates that are defined in the Manage Recruiting Email Templates page in the Admin Center. These attachments are used in Recruiting e-mail triggers and in ad-hoc communication with candidates.	Universal	RCM-34986
Recruiting Management	An external candidate, a recruiting user, or an agency user who is creating a candidate profile will now have to enter the e-mail address twice on the Candidate Profile page. This new default behavior helps reduce the creation of duplicate candidate profiles due to errors while entering the e-mail address.	Universal	RCM-34984
Recruiting Management	When the Fiori switch is turned on, the Job Requisition, Interview Setup, and My Calendar pages in Interview Scheduling, and the View Open Requisitions and Edit Candidate Interview Assessment pages in Interview Central will reflect Fiori styling of the user interface. The Fiori updates can be enabled using the Fiori User Experience 2016 upgrade in the Upgrade Center.	Admin Opt-in	RCM-34875

Solution	Description	Configuration Type	Reference Number
Recruiting Management	Previously, when an employee (who is an operator on an open job requisition) would return from global assignment, the administrator was required to manually update documents that were assigned to this user. However, when the Employee Central event "End Global Assignment" is triggered for an employee, Recruiting Management will now automatically reassign any open requisitions and corresponding ToDos to either the next-level manager or an assigned user, based on the configured recruiting subscriber settings.	Admin Opt-in	RCM-34819
Recruiting Management	Previously, when an employee (who is an operator on an open job requisition) would go away on global assignment, the administrator was required to manually update documents that were assigned to this user. However, when the Employee Central event "Add Global Assignment" is triggered for an employee, Recruiting Management will now automatically reassign any open requisitions and corresponding ToDos to either the next-level manager or an assigned user, based on the configured recruiting subscriber settings.	Admin Opt-in	RCM-34817
Recruiting Management	Previously, on the Offer Approval Summary page, there was no column named “Job Start Date”, only a column named “Date” was available. However, a column named “Job Start Date” has now been added to the Offer Approval Summary page. This column is sortable and the value of this column will be fetched from the offer approval standard field “job start date”. If the value is not present in the offer approval, then the value is fetched from the start date of the job requisition. If this value cannot be fetched either from the offer approval or the job requisition, then this value will remain blank. In addition, note that the existing “date” column has been renamed to “Last Modified date”.	Universal	RCM-34411
Recruiting Management	The "Job Requisition Created" e-mail trigger has been added to the e-mail triggers that you can configure at Admin Center -> Recruiting Email Triggers. This e-mail trigger will notify recipients when a job requisition has been created in the "pre-approved" status.	Admin Opt-in	RCM-34314

Solution	Description	Configuration Type	Reference Number
Recruiting Management	Previously, when creating a Job Requisition using OData APIs, Recruiting Management ignored the default language of the requisition template when neither a default language was provided, nor the originator's preferred language could be used as default language. This could be managed using "Manage Recruiting Settings" page for which you had to contact SAP Cloud Support. The system then used the default language that was specified in the "Recruiting Languages" page in Admin Center. However, the default language that is specified in the requisition template will now be used first. Only if this information is not provided, Recruiting Management will rely on the default language specified on the "Recruiting Languages" page.	Universal	RCM-34278
Recruiting Management	When a candidate is referred to a Job Requisition, the identity of the referrer will now be displayed on the Candidate Summary page. This helps you to understand who forwarded a candidate to a requisition and will enable you to contact the referrer, if needed.	Universal	RCM-33986
Recruiting Management	You can now trigger the "Invite to Apply" feature using OData APIs. This feature will move the candidates from the Forwarded status to the Invite to Apply status and send an email to the candidates requesting them to apply to a job requisition.	Universal	RCM-33838
Recruiting Management	Previously, the intelligent services event 'Update of Requisition' was triggered only by updates in requisitions in approved status. As of Q1 2017 the existing event will fire also for changes of job requisitions in pre-approved status.	Provisioning Opt-in	RCM-33788
Recruiting Management	Previously, you could select a maximum of 150 candidates in the Candidate Summary Page to work with simultaneously. However, you can now select up to 1000 candidates to work with and apply actions on, in the Candidate Summary page. To use this feature, the "Support the handling of more than 150 candidates in candidate search" switch must be enabled in Provisioning. You can then choose the number of candidates you want to work with by selecting the desired number from the "Items per page" dropdown list on the page. Note that selecting a large number of candidates may slow the performance of Recruiting Management.	Provisioning Opt-in	RCM-32985

Solution	Description	Configuration Type	Reference Number
Recruiting Management	Previously, if a common custom field id was mapped to a different column name in the Candidate Profile template and the Application template, the Configure Reportable Custom Fields page would allow the mapping. However, the page will now display a warning message, indicating that any common custom field between the two templates must be mapped to the same Extended Table Column Name. Note that, although the warning message is displayed, the incorrect mapping of the reportable fields can be saved for correction later. The reportable custom fields are configured in Provisioning > Configure Reportable Custom Fields.	Universal	RCM-32683
Recruiting Management	You can now enable the "Enable Applicant view as a pop-up", "Enable Forward Candidate to Colleague for Internal Employees", "Allow Attach Resume and Cover Letter", and "Hide Jobs Applied Portlet" features in Admin Center as well. Previously, these features could only be enabled in provisioning. To enable these features go to Admin Center -> Manage Recruiting Settings.	Universal	RCM-30800
Recruiting Management	A footer can be configured on the micro site from Manage Recruiting Sites under Admin Center. To configure the footer, go to Admin Center > Manage Recruiting Sites > Manage External Recruiting Sites > Edit Site. Once a footer is configured, it will start appearing on external career site screens.	Admin Opt-in	RCM-5470
Recruiting Marketing	The platform text that is displayed on the "No jobs found" category page has been added to the Translation Editor. You can now customize this message in Career Site Builder.	Provisioning Opt-in	RMK-6374
Recruiting Marketing	Previously, Categories and Rules were created using the Command Center. However, you can now use the Career Site Builder admin tool to create new categories, delete existing categories, create and delete rules for categories, and adjust the positioning of the search results by placing components before or after it. In other words, you can now work with Categories and Rules in the Admin tool, instead of having to work exclusively in Command Center to perform the same actions.	Admin Opt-in	RMK-6355

Solution	Description	Configuration Type	Reference Number
Recruiting Marketing	Career Site Builder now supports a plugin which allows partners to create custom Career Site Builder components on a customer's career site. These customer components can be added to any CSB page, and can be managed globally across the site.	Admin Opt-in	RMK-6354
Recruiting Marketing	Improvements such as Compacting or minifying HTML code, have been made to improve the loading speeds and parse times of Career Site Builder pages.	Universal	RMK-5777
Recruiting Marketing	Improvements such as, compacting or minifying CSS code, have been made to improve the loading speeds and parse times of Career Site Builder pages.	Universal	RMK-5776
Recruiting Marketing	Improvements such as, compacting or minifying JavaScript code, have been made to improve the loading speeds and parse times of Career Site Builder pages.	Provisioning Opt-in	RMK-5775
Recruiting Marketing	Improvements such as page compression have been enabled to improve the loading speeds and parse times of Career Site Builder pages.	Universal	RMK-5774
Recruiting Marketing	Browser caching is being leveraged to improve the loading speeds and parse times of Career Site Builder pages. This is done by setting an expiry date or a maximum age in the HTTP headers as static resources instruct the browser to load previously downloaded resources from local disk rather than over the network.	Universal	RMK-5773
Recruiting Marketing	Improvements such as, the ability to automatically compress images for the web when uploaded, have been made to improve the loading speeds and parse times of Career Site Builder pages.	Provisioning Opt-in	RMK-5772
Recruiting Marketing	Improvements such as, eliminating render-blocking JavaScript and CSS in above-the-fold content, have been made to improve the loading speeds and parse times of Career Site Builder pages.	Provisioning Opt-in	RMK-5771
Recruiting Marketing	The language and country text in the locale dropdown selector has been added to the Translation Editor. You can now customize the verbiage for Language and Country in the Locale selector in Career Site Builder.	Universal	RMK-5768

7 Onboarding Release Summary

The following table lists new features and enhancements to SAP SuccessFactors Onboarding.

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 63] 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.

Table 8: Solution Features

Description	Configuration Type	Reference Number
Previously, when an existing candidate was hired internally for a new position, all the data keys associated with the new record would be pre-populated with values from the old record by default. Now, admins can choose to not copy data from the old record, to copy data from all the keys of the old record (default behavior), or to copy data only from specific keys of the old record. These options are available in the "Internal Hire" feature in Super Admin.		ONB-12197
Previously, onboardees could view the "Meetings" tile on their homepage, only when logged in to Success Factors HCM on the mobile app. Now, onboardees can view the tile when logged in to the application from a desktop. The tile displays all the meetings that the onboardees needs to attend after reporting to work on day one. The tile is available only on the Home Page v3.	Provisioning Opt-in	ONB-12493

Description	Configuration Type	Reference Number
Previously, onboardees could view the "Where to Go" tile on their homepage, only when logged in to Success Factors HCM on the mobile app. Now, onboardees can view the tile when logged in to the application from a desktop. The tile displays the address of the office that the onboardees need to report to. The tile is available only on the Home Page V3.	Provisioning Opt-in	ONB-12494
Previously, the onboardees could view the "Prepare for day One" tile on their homepage only when logged in to Success Factors HCM on the mobile app. Now, the onboardees can view the tile when logged in to the application from a desktop. The tile lists out all the things that the Onboardees need to bring with them when they report to work on day one. The tile is visible only if the Admin has configured the "Onboarding First Day Item List", in "Admin Center", for the location of the Onboardees. The tile is available only on Home Page v3.	Provisioning Opt-in	ONB-12495
Previously, you could create reports only related to Onboarding. With this release, you can now generate cross-domain reports with data from Onboarding fields bridged with fields specific to Recruiting, Employee Profile, and other Employee-based modules.	Provisioning Opt-in	ONB-12779
Previously, the "readytoHire" flag could be set only during the New Employee Step. Now, the the "readyToHire" flag has been made configurable, giving users the flexibility to mark a candidate as a new hire at any step during Onboarding or a custom Onboarding process.	Universal	ONB-13153

Description	Configuration Type	Reference Number
Previously, it was not possible to know who made changes to the "Field Mapping tool for Integration with Employee Central". Now, an audit trail is created, listing the names of the people who made changes to the records in the field mapping tool, along with the date and time. To view the audit trail you must have permissions to work and make changes in the fields of the tool.	Universal	ONB-13221
Previously, the mobile paperwork experience was available only on the iPad. Now, onboardees can complete the paperwork on the iPhone as well. This feature is available only for customers who have "DocuSign Remote Signing" enabled.	Universal	ONB-13431
The Pre-Screening Notice and Certification Request for the Work Opportunity Credit form (8850) has a new version in Onboarding.	Universal	ONB-13817
Previously, only one super annum account per company was allowed when onboarding employees in Australia. Now, admins can provide multiple super annum accounts for a given company. You can also supply conditions for which super annum account is populated on a form.	Universal	ONB-13893
The federal I-9 form is now compliant with 2017 guidelines.	Universal	ONB-14347
The Employee's Withholding Allowance Certificate form (MO W-4) for Missouri is now compliant with 2017 guidelines.	Universal	ONB-14754
The Employee's Withholding Allowance Certificate form (W-4ME) for Maine is now compliant with 2017 guidelines.	Universal	ONB-14797
The Employee's Withholding Allowance Certificate form (RI-W4) for the state of Rhode Island is now compliant with 2017 guidelines. The text on the panel has been updated.	Universal	ONB-14798

Description	Configuration Type	Reference Number
The Employee's Arizona Withholding form (A-4) is now compliant with 2017 guidelines.	Universal	ONB-14799
The Employee’s Withholding Allowance and Status Certificate form (HW-4) for the state of Hawaii is now compliant with 2017 guidelines.	Universal	ONB-14800
The Maryland MW507 form is now compliant with 2017 guidelines.	Universal	ONB-14801
The Employee’s Withholding Allowance Certificate form (IT 2014) for New York is now compliant with 2017 guidelines. Tax values and calculations have been updated.	Universal	ONB-14906
The Certificate of Exemption from Withholding form (IT-2104-E) for New York is now compliant with 2017 guidelines. The text on the panel has been updated.	Universal	ONB-14907
The Newfoundland and Labrador TD1NL Personal Tax Credits Return form (TD1 NL) for Canada is now compliant with 2017 guidelines. The text on the panel has been updated.	Universal	ONB-14908
The Source Deductions Return form (TP-1015.3 in English and French) for Quebec, Canada is now compliant with 2017 guidelines. The text on the panel has been updated.	Universal	ONB-14909
The Minnesota Employee Withholding Allowance/Exemption Certificate (W-4MN) is now compliant with 2017 guidelines.	Universal	ONB-14910
The Personal Tax Credits Return form (TD1 in English and French) for Canada is now compliant with 2017 guidelines. The text on the panel has been updated.	Universal	ONB-14916
The Personal Tax Credits Return form (TD1 BC) for British Columbia, Canada is now compliant with 2017 guidelines. The text on the panel has been updated.	Universal	ONB-14917

Description	Configuration Type	Reference Number
The Personal Tax Credits Return form (TD1 NT) for Northwest Territories, Canada is now compliant with 2017 guidelines. The text on the panel has been updated.	Universal	ONB-14918
The Personal Tax Credits Return form (TD1 ON) for Ontario, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form.	Universal	ONB-14920
The Personal Tax Credits Return form (TD1 NS) for Nova Scotia, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form.	Universal	ONB-14921
The Personal Tax Credits Return form (TD1 AB) for Alberta, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form.	Universal	ONB-14922
The Federal W-4 form is now compliant with 2017 guidelines. The text on the panel has been updated.	Universal	ONB-14961
The Personal Tax Credits Return form (TD1 YT) for Yukon, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form.	Universal	ONB-14962
The Personal Tax Credits Return form (TD1 PE) for Prince Edward Island, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form.	Universal	ONB-15026

Description	Configuration Type	Reference Number
The Personal Tax Credits Return form (TD1 SK) for Saskatchewan, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form.	Universal	ONB-15027
The Personal Tax Credits Return form (TD1 NB) for Manitoba, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form.	Universal	ONB-15053
The Withholding Exemption Certificate form (Form 499 R-4 Spanish, and 499 R-4.1English) for Puerto Rico is now compliant with 2017 guidelines. Text on the panel has been updated.	Universal	ONB-15054
The AR4EC form for the state of Arkansas is now compliant with 2017 guidelines. The dollar values for the different income tax groups have been updated.	Universal	ONB-15068
The Personal Tax Credits Return form (TD1 NB) for New Brunswick, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form.	Universal	ONB-15070
The Employee's Withholding Certificate form (CT-W4) for Connecticut is now compliant with 2017 guidelines. The text on the panel has been updated.	Universal	ONB-15182
The tax tables within Onboarding for Pennsylvania are now compliant with 2017 guidelines.	Universal	ONB-15183
The Employee's Withholding Allowance Certificate form (NC-4) for North Carolina is now compliant with 2017 guidelines. The text on the panel has been updated.	Universal	ONB-15202

Description	Configuration Type	Reference Number
The Federal W4 form has been updated for states allowing new hires to use the federal W4 as their state withholding firm. These states are South Carolina, New Jersey, Minnesota, Rhode Island, Michigan, and Connecticut.	Universal	ONB-15262
The Washington DC D-4 and D-4A forms have been updated to the 2017 version.	Universal	ONB-15308
The Iowa IA W-4 form (English and Spanish) has been updated to the latest version.	Universal	ONB-15353
The "Digitally signed by" statement and signature date in forms are now available for localization based on locale.	Universal	ONB-2091

8 Calibration Release Summary

The following table lists new features and enhancements to Calibration.

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 63] 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.

Table 9: Solution Features

Product	Description	Configuration Type	Reference Number	Major/Minor
Calibration	A Calibration session consists of subjects and participants, who are the direct reports and the reports of the direct reports, respectively, of the Calibration session owner. While creating or editing a Calibration session, subjects and participants are added from the People tab. Previously, to add subjects and participants, you could search for employees using either the available filters, or Org Chart. Now, you can also search employees using Permission Groups. In the People tab, the existing filters are now grouped under the *Search by Filters* option, and the new *Search by Group* option enables you to search for employees using the permission groups defined in your organization.	Universal	CAL-3628	Major
Calibration	The visual experience for the *Executive Review* pages within Calibration has been enhanced to bring the user interface in line with Fiori standards. While this change has no impact on functionality, it will only be available when you enable the Fiori option for Calibration.	Admin Opt-in	CAL-3804	Major

Product	Description	Configuration Type	Reference Number	Major/Minor
Calibration	The visual experience for print preview in Calibration has been enhanced to bring the user interface in line with Fiori standards. The updated UI will be available only if you enable the Fiori option for Calibration.	Admin Opt-in	CAL-3958	Major
Calibration	The following APIs are now available to get details on Calibration Session, its Subjects, and on Calibration Templates: *CalibrationSession*, *CalibrationSessionSubject*, *CalibrationSubjectRank* and *CalibrationTemplate*.	Universal	CAL-3985	Minor
Calibration	As an effort to move business beyond bias, the Calibration sessions view and its List, Bin, and Matrix Grid views can now be configured to exclude the photographs of the subjects being calibrated. Photoless calibration helps in avoiding any unintentional and unconscious bias towards the subjects. Photoless calibration is available only if the Fiori option for Calibration is enabled. To enable photoless calibration, go to *Admin Center* > *Manage Calibration Templates*, and select *Enable Photoless Calibration* under the *Advanced* tab.	Admin Opt-in	STE-573	Major
Calibration	One bias unconsciously and unintentionally prevalent is gender bias. As an effort to move business beyond bias, the decision makers in the calibration process can now have the information on gender ratio of the subjects being calibrated. The overall gender ratio is available on every view of a Calibration session. In addition, the matrix grid view has gender ratio for each cell. You can enable the gender indicators only if the Fiori option for Calibration is enabled. To enable gender indicators, go to *Admin Center* > *Manage Calibration Templates*, and select *Enable Gender Indicators* under the *Advanced* tab.	Admin Opt-in	STE-574	Major

Product	Description	Configuration Type	Reference Number	Major/Minor
Calibration	As an effort to move business beyond bias, inline notes can now be added to each cell of the Matrix view in Calibration. Inline notes help the decision makers in a Calibration session to have the same understanding of each cell, while calibrating the subjects. This helps in avoiding any unintentional bias, due to difference in perception of the cells in Matrix view. You can add inline notes while configuring the Matrix view in a Calibration template, and the notes will appear in the Calibration sessions based on that template. Inline notes is available only if the Fiori option for Calibration is enabled.	Universal	STE-575	Major

9 Compensation Release Summary

The following table summarizes new features and enhancements to SAP SuccessFactors Compensation.

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 63] 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.

Table 10: Solution Features

Project	Component	Description	Configuration Type	Reference Number	Major/Minor
Compensation Management	Modeling	Previously, the ratings in the guideline model were always inherited from the parent Compensation plan template. Now, you can select a rating from any Compensation plan template while creating or editing a model using *Use Rating Source From* dropdown list. When you select a Compensation plan template from *Use Rating Source From* dropdown list, the rating source data is pulled from the Compensation rating field under that template. By default, the rating source data is pulled from the rating source field of the current Compensation plan template. When a model is re-calculated, the rating data is refreshed when *Reload user data* checkbox is selected.	Admin Opt-out	CMP-13237	Minor

Project	Component	Description	Configuration Type	Reference Number	Major/Minor
Compensation Management	Ad hoc Report-ing	Previously, when users changed their locale, many of the fields in the Compensation Planning ad hoc reports were not translated. For ease of use, the ad hoc reports and dashboards will now display localized labels for Form template name, Form title and Current route map step name.	Universal	CMP-13365	Minor
Compensation Management	Personal State-ment	Compensation supports all ver-sions of the SuccessStore state-ment editor in PDF format. How-ever, if you have created a custom statement, which does not render properly in the PDF format, you can disable the PDF option. You can now enable *Hide Personal Compensation Statements in PDF format* to hide the PDF format download link of Compensation Statements, Combined State-ments and Variable Pay State-ments on the worksheet, Em-ployee Profile, and People Profile. By default, *Hide Personal Compensation Statements in PDF format* setting is not selected.	Admin Opt-in	CMP-13150	Minor

Project	Component	Description	Configuration Type	Reference Number	Major/Minor
Suite	Suite Reporting	Rating Source Document ID is available as a bridge column to join Compensation Planning sub domain schema with the Form data Document Id in Performance sub-domain schema. Using this join, you can pull additional information from the PM subdomain schema and report along with Compensation information. For example, in the ad hoc report you can include objective rating from the PM form along with the overall performance rating used in the Compensation worksheet. Make sure you enable *Create Ad Hoc Report* and *Run Ad Hoc Report* in the Permission settings, under *User Permissions* > *Reports Permission*.	Universal	STE-800	Minor
Suite	Suite Reporting	Document ID is now available as a bridge column to join Compensation Planning subdomain schema with Form Status subdomain schema. Using this join, you can pull additional options for reporting on combined Form Status and Compensation data. Make sure you enable *Create Ad Hoc Report* and *Run Ad Hoc Report* in the Permission settings, under *User Permissions* > *Reports Permission*.	Universal	STE-799	Minor

Project	Component	Description	Configuration Type	Reference Number	Major/Minor
Suite	Suite Reporting	Rating Source Document ID is now available as a bridge column to join compensation planning subdomain schema with Performance Management. Also, Form data Document ID of each compensation worksheet is now available as a bridge column to join compensation planning subdomain schema with Form Status, to get information about worksheet such as current route step, current step owner, and route map. Using this join, you can pull additional options for reporting on combined Form Status and Compensation data. Make sure you enable *Create Ad Hoc Report* and *Run Ad Hoc Report* in the Permission settings, under *User Permissions* > *Reports Permission*.	Universal	STE-589	Minor
Variable Pay	Personal Variable Pay Statement, Usability	Previously, Bonus Assignment Statements were not available in People Profile and could be viewed only in v12 and v11 Employee Files. You can now view Bonus Assignment statements in People Profile by configuring *Bonus Assignment Statement* under *Configure People Profile*. To enable Bonus Assignment Statements in People Profile, go to *Admin Center* > *Manage Permission Roles* > *Employee Data* > *Bonus Assignment Statement*.	Admin Opt-in	VRP-7362	Major

10 Performance and Goals Release Summary

The following table lists new features and enhancements to SAP SuccessFactors Performance and Goals.

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 63] 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.

Table 11: Solution Features

Product	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Continuous Performance Management	You now have the option of controlling the feature visibility for *Other Topics* and *Coaching* in Continuous Performance Management. Using these features, Employees and Managers can discuss topics other than work and capture mentoring advice. You can control the visibility of *Other Topics* and *Coaching*, using the *Admin Center* > *Performance Management* > *Continuous Performance Management* page.	Universal	SL-1076	Major
Continuous Performance Management	Previously, when employees received feedback on their achievements, they would know about it only through the *Achievements* tab. Now, you can also send an e-mail notification to the feedback recipient, with the name of the feedback provider. To enable the e-mail notification, go to *Admin Center* > *Email Template Notification* and select *Achievement Feedback Response Notification*.	Admin Opt-in	SL-1093	Major

Product	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Continuous Performance Management	A status update in Continuous Performance Management means updating an activity, other topic, or achievement. Previously, when employees did not update their status regularly in Continuous Performance Management, they would receive reminders only through *To Do* notifications. Now, you can also send an e-mail notification that reminds them to update their status. To enable the e-mail notification, go to *Admin Center* > *Performance Management* > *E-mail Notification Templates Settings* and select *Update Status Reminder Notification*.	Admin Opt-in	SL-1094	Major
Continuous Performance Management	Previously, you could choose to remind Managers that did not conduct one-on-one meetings with their direct reports, within the number of days set by you, using the *To Do* notifications. Now, you can also send them an e-mail notification that reminds them to catch up with their direct reports. To enable the notification, go to *Admin Center* > *Performance Management* > *Continuous Performance Management*, select the option to notify managers about overdue one-on-one meetings, and enter the maximum number of days within which the managers must meet their direct reports. Next, to enable the email notification, go to *Admin Center* > *Performance Management* > *E-mail Notification Templates Settings*, and select *Conduct 1:1 Meeting Reminder Notification*.	Admin Opt-in	SL-1095	Major

Product	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Continuous Performance Management	You can now set the maximum number of days within which employees should record an activity. The employees that do not record an activity within the set number of days will receive an e-mail notification that reminds them to surface what they are working on by recording an activity. To enable the notification, go to *Admin Center* > *Performance Management* > *Continuous Performance Management*, select the option to turn on notification for overdue activities, and set the number of days within which a new activity should be added. Next, to enable the e-mail notification, go to *Admin Center* > *Performance Management* > *E-mail Notification Templates Settings*, and select *Activity Reminder Notification*.	Admin Opt-in	SL-1146	Major
Continuous Performance Management	You can now set the maximum number of days within which employees should record an achievement. The employees that do not record an achievement within the set number of days will receive an e-mail notification that reminds them to recognize their efforts by capturing achievements. To enable the notification, go to *Admin Center* > *Performance Management* > *Continuous Performance Management*, select the option to turn on notification for overdue achievements, and set the number of days within which a new achievement should be added. Next, to enable the email notification, go to *Admin Center* > *Performance Management* > *E-mail Notification Templates Settings*, and select *Achievement Reminder Notification*.	Admin Opt-in	SL-1218	Major

Product	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Form Administration	Previously, managing and routing forms individually at an enterprise level required a lot of effort. To simplify this process, in the Q4 2016 release, a CSV upload feature was introduced to allow you to route multiple forms from different templates. Also, while routing you could take the forms a step forward and backward. With the Q1 2017 release, you can now mass move forms to completion from the Route Forms tool.	Universal	TFT-1700	Minor
Form Administration	Previously, in Ad Hoc (Ad Hoc 2.0, Dashboards, ORD) the Form Template Name were not translated in Data Sets. In the Q1 2017 release, the form template names used in Data Sets have been updated to support displaying the form template name in the locale of the logged in user.	Universal	TFT-2155	Major
Form Administration	Previously, when you searched for forms based on Form templates, you could select only one form at a time from the search results. A new functionality has now been introduced that enables you to select multiple forms from the search results. You can now select all forms from the current page of the search result, or all the forms across pages in the search result, at once.	Universal	TFT-2156	Major
Goal Management	The visual experience for print preview in Goal Plan has been enhanced to bring the user interface in line with Fiori standards. This change has no impact on functionality, and is available to all customers. However, the updated UI appears best when the Fiori option is enabled.	Universal	TGM-7698	Major

Product	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Goal Management	The visual experience for the Spell Check dialog box, which you can access while adding or editing a goal, has been enhanced to bring the user interface in line with Fiori standards. This change has no impact on functionality, and is available to all customers. However, the updated UI appears best when the Fiori option is enabled.	Universal	TGM-7699	Major
Goal Management	The visual experience for the Legal Scan dialog box, which you can access while adding or editing a goal, has been enhanced to bring the user interface in line with Fiori standards. This change has no impact on functionality, and is available to all customers. However, the updated UI appears best when the Fiori option is enabled.	Universal	TGM-7700	Major
Goal Management	The visual experience for goal's detail view page, which appears on selecting the *View goal detail* option from the Action menu of a goal, has been enhanced to bring the user interface in line with Fiori standards. This change has no impact on functionality, and is available to all customers. However, the updated UI appears best when the Fiori option is enabled.	Universal	TGM-7701	Major
Goal Management	The visual experience for the Copy Goals dialog box in Goal Plan, which appears when you try to add a new goal using the "Copy From Other Goal Plan" option, has been enhanced to bring the user interface in line with Fiori standards. This change has no impact on functionality, and is available to all customers. However, the updated UI appears best when the Fiori option is enabled.	Universal	TGM-7702	Major

Product	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Goal Management	The visual experience for the Mass Assign dialog box in Goal Plan has been enhanced to bring the user interface in line with Fiori standards. This change has no impact on functionality, and is available to all customers. However, the updated UI appears best when the Fiori option is enabled.	Universal	TGM-7703	Major
Goal Management	The Goal Management OData API, used for updating the Goal and its feedback comments, has been enhanced to improve response time.	Universal	TGM-7704	Major
Performance Management v11	Previously, the collaborative step lockout message in the Performance Management v11 form was unclear. This message now includes information on which user has locked the form, how to properly save and close the form and the time remaining in the lockout state.	Universal	PMT-11438	Minor
Performance Management v12 Acceleration	Previously, the rating scale labels used in Ad Hoc reporting did not support translated values. In the Q1 2017 release, most of the rating scale labels columns have been updated to support displaying of the rating scale label in the logged in user's locale when used in Ad Hoc reports. **Note** In Ad Hoc reporting, the rating scale label is referred to as the "Rating Description".	Universal	PMU-3074	Major
Performance Management v12 Acceleration	Previously, the collaborative step lockout message in the Performance Management v12 Acceleration form was unclear. This message now includes information on which user has locked the form, how to properly save and close the form and the time remaining in the lockout state.	Universal	PMU-3772	Minor

Product	Description	Configuration Type	Reference Number	Major/Minor Enhancement
Performance Management v12 Acceleration	Previously, the Metric Lookup Table, Tasks, Milestones, Company's Targets and Learning Activities information sections were displayed in no specific order under the "Other Details" tab, in the Performance Management v12 Acceleration form. Now, the order in which these sections are configured in the Goal Plan template determine how they are displayed in the "Other Details" tab.	Universal	PMU-3872	Major
Performance Management v12 Acceleration	To improve the user experience when multiple people are using the same form, the collaborative step lockout time has been reduced from 120 minutes to 60 minutes.	Universal	PMU-4121	Minor
Performance Management v12 Acceleration	By default, the "Ask for Feedback" page allows employees to request feedback from internal employees and external stakeholders. Now, you can choose to gather feedback from internal employees only. In which case, the option for external stakeholders will not be displayed. To hide "Add external Email address" field select the Admin Center > Form Template Settings > Disable the external email address feedback option.	Admin Opt-in	PMU-4170	Minor

11 Succession and Development Release Summary

Use this document to learn more about the new and enhanced features for the Succession and Development solutions in this release.

Using the Features Table

When viewing this document in a web browser, you can sort on the column, show or hide columns, or use full-text search to find what you are looking for. For example, if you want to see the Learning features included in this release, type “Learning” in the Solutions column of the table.

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 63] 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.

Table 12: Product Features

Product	Description	Configuration Type	Reference Number	Major/Minor
Succession	The v12 Matrix Grid reports now include a filter for dynamic groups. The filter consists of a single field to look up existing dynamic groups. Users will only see those groups for which they already have permissions. This enhancement does not include the ability to create, edit, or delete dynamic groups from the matrix grid reports directly. This enhancement automatically applies to any instance with the v12 Matrix Grid Reports already enabled.	Admin Opt-in	SCM-10011	Minor

Product	Description	Configuration Type	Reference Number	Major/Minor
Succession	To improve performance, the v12 Matrix Grid Reports now utilize a lazy loading concept for filters. Now, the values in the filter fields are only retrieved by the system once you open the filters or trigger the search rather than immediately upon initial page load. This enhancement automatically applies to any instance with the v12 Matrix Grid Reports already enabled.	Admin Opt-in	SCM-9980	Minor
Succession	For those customers using the MDF position-based nomination method (with or without Employee Central Position Management), the position search in the nomination dialog has been split into two fields: one to search by incumbent name and the other to search by position title. This enhancement applies to all nomination dialogs across Succession. This enhancement provides significant performance improvements for those customers who have a very large number of positions (for example, more than 50,000) and can be enabled via the Nominations settings in the *Admin Center*.	Admin Opt-in	SCM-9933	Minor
Succession	This enhancement for the Succession Org Chart v12 primarily provides richer details for the position node card as part of the efforts to bring it inline with other org charts and the Fiori UI standards. The level of information available for successors now matches the details available for incumbents. Also available are better on-hover explanations for icons, color codes, and abbreviations. This enhancement automatically applies to any instance already running Succession Org Chart v12 and to any that enable it in the future.	Admin Opt-in	SCM-9932	Minor

Product	Description	Configuration Type	Reference Number	Major/Minor
Succession	In Talent Search v2, when you open the quick card that appears next to each employee in the results list, the links within the quick card now open in a new browser tab or window rather than in-place. This enhancement automatically applies to any instance with Talent Search v2 already enabled.	Admin Opt-in	SCM-9854	Minor
Development	The mentee signup form now includes instructions for selecting a mentor and if the program is unsupervised, the *Complete Signup* button is disabled until at least one mentor is selected. This enhancement is automatically applied to instances with Mentoring enabled.	Admin Opt-in	CDP-5383	Major
Development	Mentoring administrators are now presented with a program summary page as the last step in setting up a new program so that they can review the settings they've selected prior to saving and launching the program. This enhancement is automatically applied to instances with Mentoring enabled.	Admin Opt-in	CDP-5328	Major

Product	Description	Configuration Type	Reference Number	Major/Minor
Development	Before this enhancement, the recommendations for mentors on the mentee sign-up page were updated and reloaded automatically as the mentee completed the form. In order to improve performance and usability, the sign-up form now includes a button to trigger mentor recommendations and the system only runs the matching algorithm once the button is clicked. This enhancement is automatically applied to instances with Mentoring enabled.	Admin Opt-in	CDP-5298	Major
Development	This enhancement enables mentoring administrators to select whether or not mentors and mentees can manually close their relationships before the end of the mentoring program. This enhancement is automatically applied to instances with Mentoring enabled.	Admin Opt-in	CDP-5294	Major
Development	Mentoring administrators now have the option of deleting a mentoring program that is still in the draft state. A mentoring program remains in the draft state until the mentoring administrator launches the program. This enhancement is automatically applied to instances with Mentoring enabled.	Admin Opt-in	CDP-5288	Minor

Product	Description	Configuration Type	Reference Number	Major/Minor
Development	Previously, mentoring programs considered assigned target populations for access by administrators and program owners. If the target populations did not include all participants in the program, some participants could be automatically removed from the program. This enhancement addresses that issue by removing the target population from consideration when adding users via Dynamic Groups or when viewing users added by another administrator. Now, all administrators and program owners assigned to a mentoring program can view all employees assigned as mentors or mentees, regardless of whether or not those employees fall within the viewing user's assigned target populations. Target population is still considered when using the user search interface. This enhancement is automatically applied to instances with Mentoring enabled.	Admin Opt-in	CDP-5287	Minor
Development	Each mentee/mentor relationship has an activity plan associated with the mentoring program. If activities have been created, by either the mentee or the mentor, those activities are now sorted by the last edited date rather than by the original date they were created. This enhancement is automatically applied to instances with Mentoring enabled.	Admin Opt-in	CDP-5286	Minor

Product	Description	Configuration Type	Reference Number	Major/Minor
Development	You can now create ad hoc reports for mentoring programs. Reporting is available at the following mentoring program levels: participants, owners, activities, matched participants, mentor requests, mentor and mentee sign-up forms, email templates, and program sign-up templates. Which programs and information are available in the reports is based on user permissions. This enhancement is automatically applied to instances with Mentoring enabled.	Admin Opt-in	CDP-5284	Major
Development	Mentees can close a mentoring relationship before the end of a mentoring program from the their mentee overview page. They can also include a note to the mentor when closing the relationship or reopen the relationship if they close it by mistake. This enhancement enables mentors and mentees to maximize their program experience, particularly for programs that run for an extended period. For example, if a mentoring program runs for a full year but a mentor/mentee pair have finished all their work together in the first 3 months, the mentee can close the relationship manually, making them both available for matching again. Also, mentees who have not yet been matched with mentors can modify their matching preferences and selected mentors. This enhancement is automatically applied to instances with Mentoring enabled.	Admin Opt-in	CDP-5282	Major

Product	Description	Configuration Type	Reference Number	Major/Minor
Development	This enhancement enables mentors to end mentoring relationships and to set their availability for matching. Mentors can close a mentoring relationship before the end of a mentoring program from their mentor overview page. They can also include a note to the mentee when closing the relationship or reopen the relationship if they close it by mistake. This enhancement enables mentors and mentees to maximize their program experience, particularly for programs that run for an extended period. For example, if a mentoring program runs for a full year but a mentor/mentee pair have finished all their work together in the first 3 months, the mentor can close the relationship manually, making them both available for matching again. Mentors and mentoring administrators can also set a mentor to temporarily unavailable for matching without removing that mentor from the program. The mentor's unavailability begins immediately and ends on the date specified as part of the change in status. An unavailable mentor is not displayed in mentor recommendations, mentor search, or supervised mentor matching. This enhancement is automatically applied to instances with Mentoring enabled.	Admin Opt-in	CDP-5281	Major

Product	Description	Configuration Type	Reference Number	Major/Minor
Development	You can now enable Mentoring via the Upgrade Center. Also, mentoring administrators have several new options including ad hoc reports, and allowing mentors and mentees to manually end mentoring relationships. For more information on the specific enhancements, see the other items for Development.	Admin Opt-in	CDP-5191	Major

12 Platform Release Summary

The following table lists new features and enhancements to the SAP SuccessFactors Foundation. Where relevant, you can follow a link in the table to view additional details.

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 63] 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.

Table 13: Solution Features

Solution	Description	Configuration Type	Reference Number
Admin Tools	You can now manually re-trigger an external event notification of an Intelligent Services event that did not process successfully. If an external event is delivered to the end points but not processed successfully you can now see a retry button that you can use to re-trigger the event.	Admin Opt-in	API-6350
Admin Tools	You can now view Intelligent Services events in the external event notification audit log which were delivered to the configured end points but not processed successfully. In this case, the record in the audit log will show up as "DELIVERED WITH ERROR".	Admin Opt-in	API-6349
Admin Tools	You can now set up external end points for Intelligent Services with HTTPS URL in the external event notification tool. You can use the new Outbound Trust Manager tool in the Admin Center to bypass the security check for HTTPS end points. If there is an end point with HTTPS URL, you should select "Want to trust all outbound request servers" as "Yes" in the Outbound Trust Manager tool.	Admin Opt-in	API-6348

Solution	Description	Configuration Type	Reference Number
Admin Tools	Instance Sync tools now ensures that role-based permission (RBP) roles and groups are synced after Metadata Framework (MDF) Object Definitions. RBP roles and groups may have a dependency on MDF Object Definitions and, prior to this enhancement, syncing them out of order caused an error.	Admin Opt-in	TLS-4096
Admin Tools	Instance Sync tools can now check feature settings before performing a sync. For example, if your sync job includes a data model that depends on Employee Central, the Instance Sync tool now checks to ensure that Employee Central is enabled in your instance. Before, this sync would fail. Now, instance sync does not permit you to run the sync without the required feature settings.	Admin Opt-in	TLS-3932
Admin Tools	Audit log error messages related to Instance Sync have been improved. Error messages now provide more detail about the actual root cause of the error that occurred.	Provisioning Opt-in	TLS-4357
Admin Tools	The Intelligent Services Center (ISC) provides the ability to configure, customize, and monitor Intelligent Services events. It includes event publisher details, subscriber activities and notifications, external event connector, integration created through Integration Center, and event monitoring. The prerequisite to use ISC is to upgrade to Intelligent Services. This tool can be used by the customers who are upgrading to Intelligent Services after the 1702 release. In the near future, it will be the default tool for Intelligent Services in place of Event Center for all customers.	Provisioning Opt-in	CRF-13766
Admin Tools	You can now refresh data displayed on the Execution Manager event view and process view. This allows you to see newly-added job entries without changing views or refreshing the entire page.	Universal	TLS-2794
Admin Tools	Improved status codes in the Instance Synchronization tools now indicate whether a completed sync job was completed with or without errors.	Universal	TLS-3651
Admin Tools	In the Instance Synchronization tool, you can now compare MDF picklists between the source and target instances, prior to running a sync. In the comparison dialog, you can compare the existing MDF picklists side-by-side and identify any differences. The comparison dialog includes the following information about picklists: External Code, Labels, Option ID, Parent Option ID.	Universal	TLS-2320

Solution	Description	Configuration Type	Reference Number
Admin Tools	To set up a sync of rating scales in the Instance Sync tool, you now select rating scales and override options on a single page, for greater ease-of-use. This enhancement continues our gradual adoption of a new instance sync framework that reduces the number of steps in the Instance Sync wizard and simplifies the overall sync set-up process.	Universal	TLS-4393
API	Cursor-based server side pagination is now available. Using the sequence number or creation date, this cursor-based server side pagination moves the paging window based on the current position of the pagination cursor. This means that consistent paging is achieved; neither transaction limitation nor any dynamic changes such as inserting or deleting records will compromise the accuracy and consistency of the pagination.	Admin Opt-in	API-5732
API	You can now access metrics about your APIs directly in the OData API Dashboard. Available in the Admin Center, the API Center allows you access to API metrics such as average transactions per second, response processing time, or maximum number of processing records to name but a few.	Admin Opt-in	API-4953
API	Your UI component/client application can now access the OData API capabilities before calling the API itself. This is possible because sap.creatable, sap.updatable, sap.upsertable, sap.deletable have been added to EntitySet.	Universal	API-6515
Extensions	You can now enable Extension Center using the Upgrade Center. This eliminates the need to contact SAP Cloud Support.	Admin Opt-in	XAF-4582
Extensions	Previously, in Extension Center, you could not copy an Object or Picklist from one extension to another. You can now clone Objects and Picklists from an existing extension and quickly get started on a new extension.	Universal	XAF-4555

Solution	Description	Configuration Type	Reference Number
Extensions	Previously, for MDF objects, you could enter any number of characters for "External Name", "External Code", "Number" fields, "Decimal" fields and so on, even beyond the value that the application could handle. This is due to the fact that in the "Object Definition" UI, it was possible to add a maximum length which is beyond this value. Although such values were allowed, creating an instance in the “Manage Data” page for such objects used to lead to an error. To avoid this error, validations have been added in the "Object Definition" UI, so that the system will not allow incorrect configuration of fields.	Universal	XAF-11985
Extensions	Previously, for fields in MDF objects of datatype "Time", there was no provision to distinguish between 00:00:00 and 24:00:00 time period. So, 20160211 00:00:00 could be interpreted in two different ways - 2016/02/11 00:00:00 as a start date or 2016/02/10 24:00:00 as an end date. To remove this ambiguity, a new attribute called "End of Period" is now available. Setting this to 'Yes' enables the 24 hour format, allowing you to distinguish between the start date and end date. This is particularly useful for time off and time sheet scenarios.	Universal	XAF-9697
Extensions	Previously, when you tried to delete an MDF Picklist, you would not get a warning indicating that the Picklist was in use. To avoid such issues, checks have been added to display a warning message if a Picklist is in use or is being referred. The message displayed includes information about the object definitions and other Picklists referred. This is also applicable to parent-child Picklists.	Universal	XAF-11495
Extensions	Previously, for fields in MDF objects of datatype "Time", there was no provision to distinguish between 00:00:00 and 24:00:00 time period. So, 20160211 00:00:00 could be interpreted in two different ways - 2016/02/11 00:00:00 as a start date or 2016/02/10 24:00:00 as an end date. To remove this ambiguity, a new attribute called "End of Period" is now available. Setting this to 'Yes' enables the 24 hour format, allowing you to distinguish between the start date and end date. This is particularly useful for time off and time sheet scenarios.	Universal	XAF-3899

Solution	Description	Configuration Type	Reference Number
Extensions	Previously, "RBP Subject User Field" could only refer to a user field within that entity. There was no way to refer to a user field of a referenced GO. Consider an example where GO1.go2 is of type GO2 and needs to reference userField which is a field of go2. This is now a possibility. To do so, you can now specify a value like go2.userField in RBP Subject User Field.	Universal	XAF-11425
Extensions	Previously, the "Workflow Details" page did not display any information for transient fields (dynamic and not stored in the database). As a result, these fields appeared blank and HR Admins had difficulty approving or declining change requests. With this release, the "Workflow Details" page now displays values for transient fields as well when the page is loaded. This is particularly useful for HR Admins as they can see all the data required to approve or decline the change requests.	Universal	XAF-10793
Integration	The Execution Manager's public ODATA API is now available for Fieldglass, IBM Kenexa New-Hire and IBM Kenexa Rehire integrations.	Admin Opt-in	INT-2682
Integration	It is now possible to trigger Integration Center Outbound integrations via Intelligent Services. This feature is available only for Limited GA customers of Intelligent Service Center.	Admin Opt-in	INT-3282
Integration	Previously, the "Recruiting Management and PeopleAnswers/SHL" integration was designed only for the Talent Central platform. Now, you can switch between Talent Central and S2P platforms based on your requirement. You need to provide a valid value for "ExternalParamater", while configuring the HCI process.	Admin Opt-in	INT-3125
Integration	In Integration Center, the Job threshold limit, by default, has been set to 25 jobs per day, which in turn increases the CPU performance. To schedule more than 25 jobs per day, you must contact SAP SuccessFactors Support.	Provisioning Opt-in	INT-3171
Integration	Previously, in Integration Center, you used multiple if/else/then conditions to perform advanced calculations. Now, Integration Center supports Switch Case Control, which means that you can use a single switch to perform advanced calculations.	Universal	INT-2153

Solution	Description	Configuration Type	Reference Number
Integration	Previously, in Integration Center, you could upsert only single entity in File based Inbound integration (in .csv file format only). Now, you can upsert multiple entities (in .csv file format only).	Universal	INT-3029
Integration	In Integration Center, you can now create a new REST Outbound call that returns the end-point response to an ODATA API. You can configure the entity to be updated for the response.	Universal	INT-3143
Integration	In Integration Center, custom logging is now enabled with XM assignments control operations for Advanced Calculations.	Universal	INT-3188
Permission	New OData API function import to provide all the details about user/role/group granting. The new OData API function import takes a list of user IDs as the input parameter and returns an XML-formatted string in the response.	Universal	PLT-43023
Permission	Providing cross-domain ad hoc report capability to get data from both the RBP domain and the EC domain.	Universal	PLT-50369
Platform	When Global Assignment/Concurrent Employment (GA/CE) is enabled, Admins creating RBP groups (with “User” selected as a category) will be able to distinguish among the correct GA/CE employment types for the user.	Provisioning Opt-in	PLT-51699
Platform	The search functionality is now available for the Manage Workflow Groups page to make searching for workflow groups easier for admins. No configuration or permissions are needed.	Universal	PLT-53953
Rules	There is a new rule function available – Create DateTime. With this function, you can create a timestamp containing the date, time, and time zone offset from UTC. You might find this useful in order to, for example, calculate the length of your working day when requesting time off.	Universal	XAF-5469
Rules	After you have created a timestamp using the new Create DateTime function, you can also do the following: - Add or subtract a duration (in seconds) to the timestamp. For example, you can add an hour by entering 3600 seconds; this will give you a new timestamp with the updated time. Likewise, you can subtract an hour by entering -3600 seconds. - Calculate the duration (in seconds) between two timestamps. - See what the timestamp is in your local date and local time.	Universal	XAF-5975

Solution	Description	Configuration Type	Reference Number
Rules	Previously, when you searched for a keyword in the Rule UI, the matching keyword characters were highlighted with a Blue background. To align the style of Rule UI search with the global search, the matching keyword characters are now displayed in Blue font instead of highlighting it with the Blue background.	Universal	XAF-12868

13 Intelligent Services Release Summary

The following table summarizes changes to Intelligent Services events and subscribers in the Q4 2016 release.

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 63] 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.

Table 14: New Features in Intelligent Services

Solution	Description	Configuration Type	Reference Number
Calibration	In the Q2 2016 release, Intelligent Services enabled you to deliver a Calibration Summary on the new Home Page. When you start a new calibration session after Intelligent Services has been enabled and configured, the participants in the session are assigned a to-do on their home page to review the Calibration Summary. They can then review summary information such as the session name, template name, session status, session date, number of subjects, number of participants, and names of facilitators. They can also view information about the performance history and performance distribution of the team. This feature, which was earlier available only on the new Home Page of the web application, will now be available on the iOS and Android mobile applications too.	Universal	TRVW-1146
Calibration	In this release, to improve ease of use of Calibration Summary, its UI for the web application and the mobile applications have been enhanced.	Universal	TRVW-985

Solution	Description	Configuration Type	Reference Number
Performance and Goals	Previously, an Intelligent Services event was published only on creation of an Achievement. In addition, now an Intelligent Services event will also be published on updating or deleting an Achievement.	Admin Opt-in	SL-815
Performance and Goals	Previously, an Intelligent Services event was published only on creation of an Activity. In addition, now an Intelligent Services event will also be published on updating or deleting an Activity.	Admin Opt-in	SL-621
Employee Central Payroll	You can now enable the immediate replication of the job events: hire, rehire, and termination from Employee Central to Employee Central Payroll.	Universal	PAY-1681

14 Mobile Release Summary

The following table lists new features and enhancements to SAP SuccessFactors Mobile.

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 63] 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.

Table 15: Solution Features

Description	Configuration Type	Reference Number
Mobile Learning Validated Preview App: The Validated Learning App is a special version of the SuccessFactors Mobile App with only Learning enabled. It is created for highly regulated industries, such as the pharmaceutical industry, that have special governmental requirements. This App is only released once per year in Q3. This release is the preview release that allows administrators time to prepare for the Q3 release.	Provisioning Opt-in	MOB-14160
Mobile Learning Catalog Search: This feature gives iPhone users the ability to search their Learning catalog from their devices.	Admin Opt-in	MOB-13656
Performance Management Review: This feature gives Android users the ability to fill out their own performance forms, and those of their team, on their mobile devices. This release only supports limited configuration options. Please refer to the documentation before enabling.	Admin Opt-in	MOB-13244
Org Chart List View: This feature gives Android power users a list view of the Org Chart which allows them to navigate and access profile information much more directly.	Admin Opt-in	MOB-12977

Description	Configuration Type	Reference Number
QR Code Configuration Option: This provisioning switch allows Admins to display a different message when users click the QR code link on the company login screen. This is for customers who do not want to show the generic QR code for all employees because they are not enabling the Mobile App for their company. The new message displayed is: QR Code activation for the Mobile App is not enabled. Please check with your Administrator to determine if the Mobile App is available within your organization.	Provisioning Opt-in	MOB-12827
Time Off: This feature gives Android users the ability to request time off using their mobile devices.	Admin Opt-in	MOB-12599
Performance Management Review: iOS users will now have the ability to fill out their own performance forms and those of their team on their mobile devices. This release only supports limited configuration options. Please refer to the documentation before enabling.	Admin Opt-in	MOB-12430
Candidate Assessment: Recruiting Management Candidate Assessment Tasks (on Android) now include the following additional detail information such as the comment field, requisition ID, interview dates, and a link to the resume.	Universal	MOB-11065
Candidate Assessment: Recruiting Management Candidate Assessment Tasks (on iOS) now include the following additional detail information such as the comment field, requisition ID, interview dates, and a link to the resume.	Universal	MOB-11064
Candidate Assessment: The Recruiting Management Task List (on Android) now includes position title, requisition ID, interview dates, and the ability to sort and filter functions to help users find their Candidate Assessment Tasks.	Universal	MOB-11063
Candidate Assessment: The Recruiting Management Task List (on iOS) now includes position title, requisition ID, interview dates, and the ability to sort and filter functions to help users find their Candidate Assessment Tasks.	Universal	MOB-11062
Time Sheet: This feature gives iOS users the ability to record time and submit timesheets on their mobile devices. Note: This version supports positive time recording.	Admin Opt-in	MOB-10470

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