

SuccessFactors H1 2026 Release

Presentation – 29/04/2026



Our SuccessFactors Experts



Marcos Andrade

20+ years of working with SAP technology in which the past decade has been dedicated as SuccessFactors Consultant with Experience in Employee Central, Reporting, Compensation and Variable Pay with multiple implementations of SuccessFactors projects.



Kate Rastrick

25+ years of SAP HCM with 10+ SuccessFactors experience. During this time Kate has performed a variety of roles focusing primarily as a solution architect, delivery lead, project manager and operational lead.



Yen Shin Lee (Shirley)

9+ years of SAP Success Factors support experience in Employee Central, Learning Management, Onboarding, Recruitment, Performance & Goal, Compensation and Succession & Career Planning, doing small projects, release review and providing day to day AMS support for Global customers



Release Updates: Universal vs. Opt-in

Two approaches to managing SuccessFactors software updates — one built for convenience; one built for control.

UNIVERSAL UPDATES

Automatic Updates

- Mandatory updates applied to improve user and administration experiences
- Cannot be disabled
- Valuable features with little to no impact to existing processes
- Low security risk, do not affect user permissions or change security settings

OPT IN/OUT UPDATES

Configured Updates - You're in Control

- Optional items, often referred as nice to have changes.
- This can be enabled by the system administrator
- They normally carry pre-requisites such as permission updates.
- Some updates by default are enabled but the administrator has the option to disable (opt-out)
- Some of these updates become automatic/universal in the later releases

 **Major updates are initially introduced as Opt-in, and the timeline is communicated for when they will become universal/mandatory is communicated well in advance.**



Preview Release
APRIL 13

Production Release
MAY 15

[Product Release and Road Map Information | SAP
SuccessFactors | SAP Community](#)



Agenda

- 1 **Employee Central & Platform**
- 2 **Reporting**
- 3 **Time Off, Sheets, Tracking**
- 4 **Compensation Management**

- 5 **Performance Management**
- 6 **Learning Management**
- 7 **Recruiting**
- 8 **Onboarding**





Employee Central & Platform



Summary of changes

Description of change	Universal	Opt In	Opt Out
Full Profile Enhancements - Messages displayed when there's no data	✓		
Enhanced no permission error page for Full Profile	✓		
Sequence Number Display in History Records List	✓		
Empty Sections are hidden	✓		
Navigation from Future Change Alerts to the History UI	✓		
Filter History Record by Custom Date Range	✓		
Enhancements to Payment Information in Full Profile	✓		
Adding Contingent Workers to Future Inactive Positions	✓		



Summary of changes

Description of change	Universal	Opt In	Opt Out
Background Image for the Latest Home Page			✓
Brand Image on the Latest Home Page			✓
View All Cards on the Latest Home Page			✓
Automated Deletion of Future-Dated Job and Compensation Information Records After Employment Termination		✓	



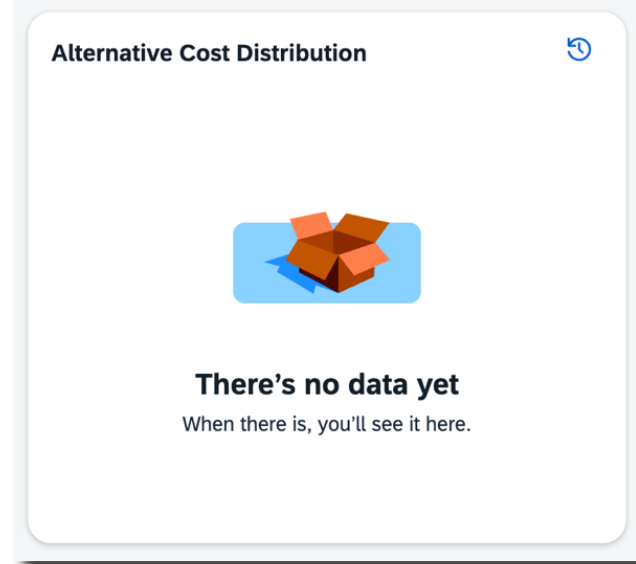
Latest People Profile – What's new?

UNIVERSAL

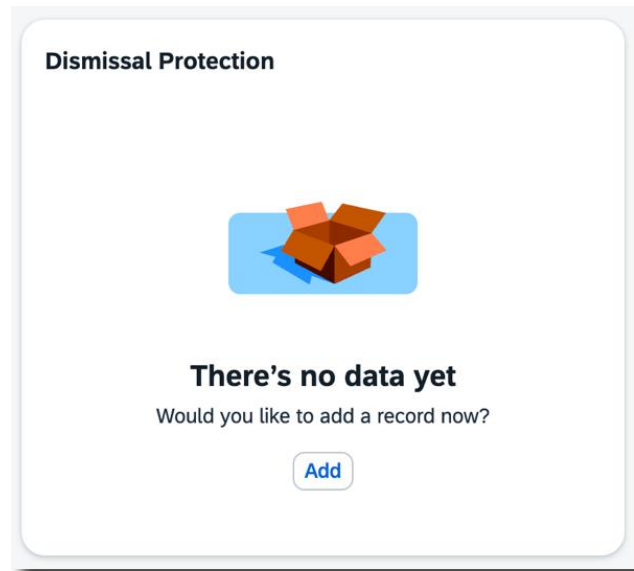
Enhancements to Data Viewing in Full Profile:

Messages displayed when there's no data

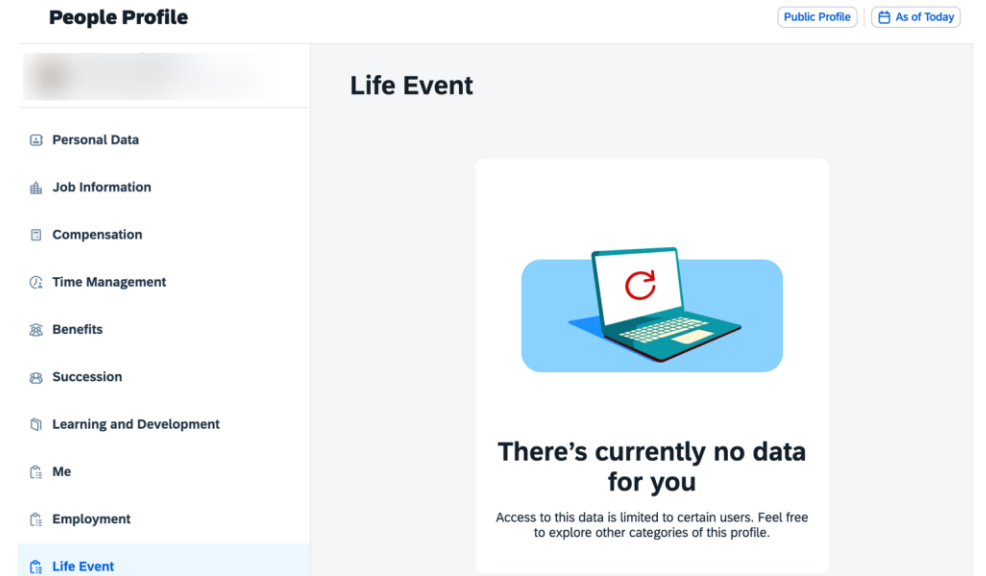
No data is available in a card in your profile, and you do not have permission to add data.



No data is available in a card in your profile, and you have permission to add data.



You don't have permission to view cards in a category of another user's profile, but you have permission to access the category.



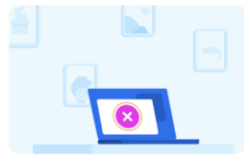
Latest People Profile – What's new?

UNIVERSAL

Enhancements to Data Viewing in Full Profile:

Enhanced no permission error page for Full Profile

Before



Looks like something went wrong

Please try again. If the issue persists, contact your system administrator.
Error Code: 401 Unauthorized Request

Now



You don't have permission to access the profile content

If you think you should have access, contact your system administrator.



Latest People Profile – What's new?

Enhancements to History UI of Full Profile

- Sequence Number Display in History Records List

The screenshot displays a 'History' window for 'Job Information'. At the top, there is a 'Date Range' dropdown menu set to 'All'. Below this is a 'Records' section with a question mark icon, a 'Create' button, and 'Correct' and 'Delete' buttons. The records list contains five entries, each with a date and a description of changes. The first record, dated 'Aug 12, 2025 (2 of 2): Data Change', is highlighted in blue and includes the text 'Notes, PM-Form, Competition Clause' and a 'Current' status. Two orange arrows point to the sequence numbers '(2 of 2)' and '(1 of 2)' in the first two records. The other records are: 'Aug 12, 2025 (1 of 2): Data Change' (Notes, PM-Form), 'Mar 31, 2025: Data Change' (Standard Weekly Hours, FTE, PM-Form), 'Mar 27, 2025 (2 of 2): Data Change' (Standard Weekly Hours, FTE), and 'Mar 27, 2025 (1 of 2): Data Change' (Standard Weekly Hours, FTE, PM-Form).

Date	Description	Sequence	Status
Aug 12, 2025	Data Change Notes, PM-Form, Competition Clause	(2 of 2)	Current
Aug 12, 2025	Data Change Notes, PM-Form	(1 of 2)	
Mar 31, 2025	Data Change Standard Weekly Hours, FTE, PM-Form		
Mar 27, 2025	Data Change Standard Weekly Hours, FTE	(2 of 2)	
Mar 27, 2025	Data Change Standard Weekly Hours, FTE, PM-Form	(1 of 2)	



Latest People Profile – What's new?

Enhancements to History UI of Full Profile

- Empty Sections are hidden

Before

People Profile / Personal Data / Personal Information

Personal Information
Current Record

Close History Show All Fields

Personal Information Global Information Change Details

Global Information

There's nothing to show yet
When there is, you'll see it here.

History
Personal Information

Date Range: All

Records Create Correct Delete

- Jul 3, 2025
First Name, Last Name + 2 more
Current
- Jul 1, 2025
First Name, Last Name + 2 more
- Jun 25, 2025
First Name
- Jul 8, 2024
Middle Name, Preferred Name
- May 28, 2024
Preferred Name
- Mar 17, 2002

Now

People Profile / Personal Data / Personal Information

Personal Information
Current Record

Close History Show All Fields

Effective Date
Jan 6, 2026

Personal Information Change Details

Name Information

Middle Name:
Previously: -

Alternative Language 1
No Changes

Alternative Language 2
No Changes

Additional Information
No Changes

Change Details

History
Personal Information

Date Range: All

Records Create Correct Delete

- Aug 5, 2028
China record created
- Jan 7, 2026
Middle Name
- Jan 6, 2026
Middle Name
Current
- Dec 22, 2025
No Changes
- Dec 12, 2025
China record deleted
- Dec 8, 2025



Latest People Profile – What's new?

Enhancements to History UI of Full Profile

- Navigation from Future Change Alerts to the History UI

People Profile / Personal Data / Personal Information

Personal Information

Edit History ? Help As of Today

Analyst Effective Date Dec 22, 2025 Pending Approvals **3 Workflows** Future Changes **1 Change**

Future Changes

Personal Information Effective as of Aug 5, 2028

Close

Name Information
First Name:
Last Name:

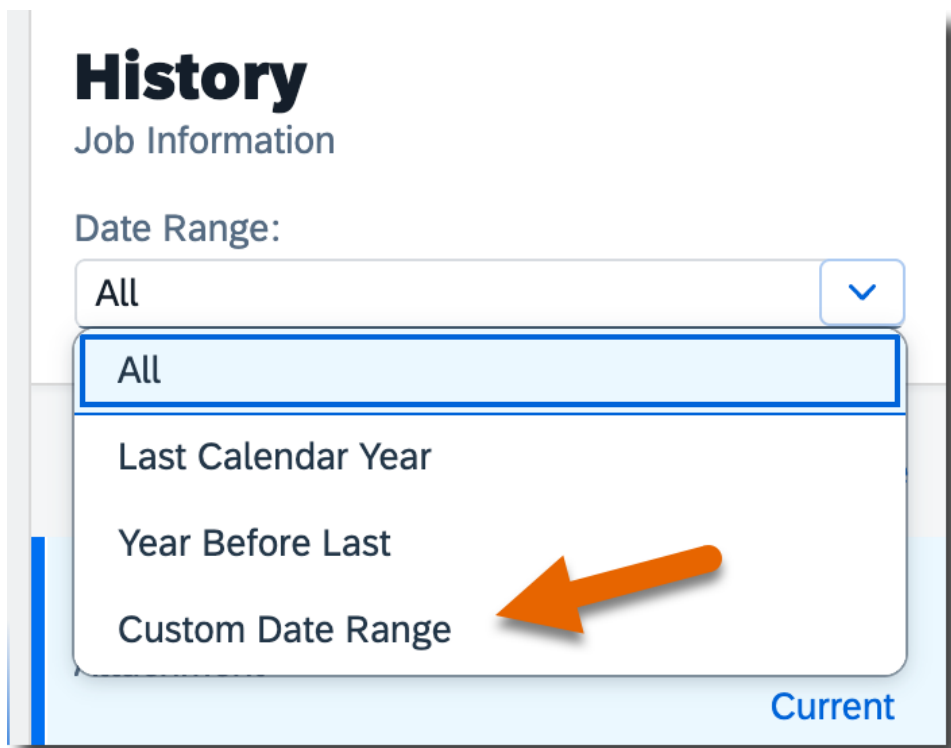
Additional Information
Certificate S
Gender:

Marital Status:
Attachment:

Latest People Profile – What's new?

Enhancements to History UI of Full Profile

- Filter History Record by Custom Date Range



Latest People Profile – What’s new?

Enhancements to Payment Information in Full Profile

Data viewing, History UI, and Editing UI were redesigned for Payment Information in the Latest People Profile.

Data viewing

Payment Information ⚠️ ✎️ ⏪ ⚙️

Main Payment Method

Bank Transfer 8931234

Payroll

Bank Check 1234567

Payroll

Bank Transfer

Main Bonus

Bank Transfer 123456778899

[View All](#)

History UI

People Profile / Personal Data / Payment Information

Payment Information Close History Show All Fields

Current Record

LA Lee123 Anna ⌵

Payment Information Payment Info Test Details | ⌵ Change Details

Details

Main Payment Method Record Edited

Account Number:
8931234
Previously: 893123

No Changes

Payment Information Detail USA

Payroll

History ✕

Payment Information

Time Frame: ⌵

All

Records ⓘ Create Correct Delete

Mar 13, 2026
Details: records modified: 1 Current

Mar 12, 2026
Details: records modified: 1

Mar 10, 2026
Details: records added: 1

Mar 9, 2026
Details: records modified: 1

Give Feedback



Latest People Profile – What's new?


Enhancements to Payment Information in Full Profile

Data viewing, History UI, and Editing UI were redesigned for Payment Information in the Latest People Profile.

Editing UI

[People Profile](#) / [Personal Data](#) / [Payment Information](#)

Payment Information

LA Lee123 Anna 

Effective Date **Payment Information** Payment Info Test **Details** | v

Main Payment Method Delete

Pay Type:	Account Owner:	Routing Number:
<input type="text" value="Main Payment Method (MAIN)"/>	<input type="text" value="Anna Lee"/>	<input type="text" value="123456788"/>
Bank Country/Region:	Account Number:	Currency:
<input type="text" value="United States (USA)"/>	<input type="text" value="8931234"/>	<input type="text" value="Australian Dollar (AUD)"/>
Payment Method: *		
<input type="text" value="Bank Transfer (05)"/>		

Payment Information Detail USA

Account Type:
Checking



Latest People Profile

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Important Dates

Legacy People Profile:

- End of Development: May 17, 2024
- End of Maintenance: May 17, 2026
- Deleted: May 17, 2026 – **Latest People Profile should be configured before the release in Production!**



Adding Contingent Workers to Future Inactive Positions



The **Termination Date field** is now available in the **Identity Information section** for **Contingent workers**. This also defaults the End Date of the Work Order later in the process.


The **Termination Date** is used to validate the **position's active period** during the hiring process.

Previously, the default End Date for validation was 31/12/9999. If a position was inactive before that date the assignment was blocked.

Add Contingent Assignment

Identity Information

Start Date *	Company *	EventReason *	Termination Date *
Jan 12, 2026 	No Selection <input type="text"/>	No Selection <input type="text"/>	MMM dd, yyyy 



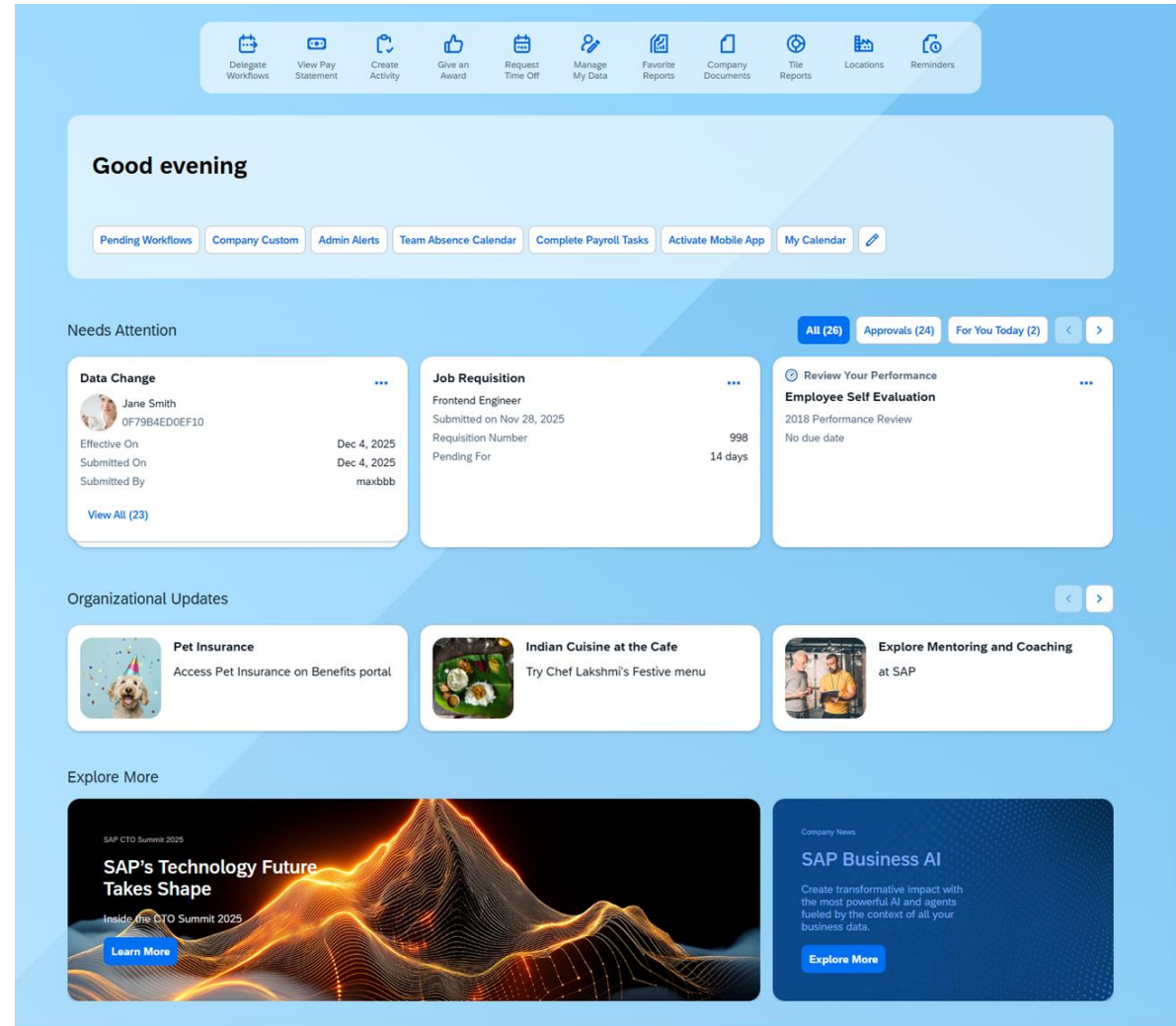


Latest Home Page – What's new?

OPT OUT

Background Image for the Latest Home Page

Example of the latest home page using the default background image, with a diagonal blue gradient.



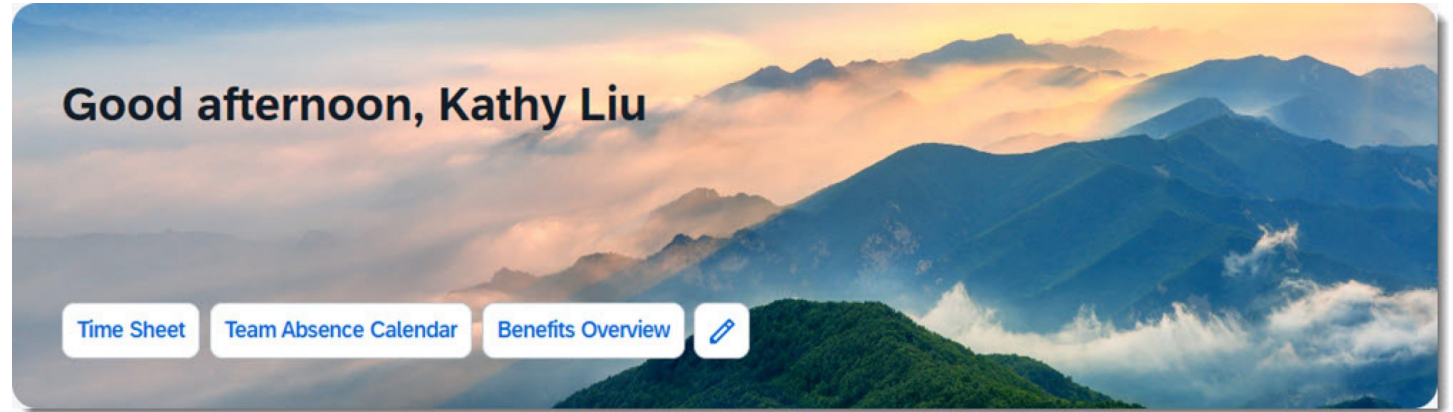
Latest Home Page – What's new?

OPT OUT

Brand Image on the Latest Home Page

You can now display a brand image in the Greeting section at the top of the latest home page.

You can upload up to 10 brand images and assign them to different target groups or make them active during different time periods. You can also provide a different image for use on smaller screens, like mobile devices.




[Admin Center](#) / [Manage Home Page](#) / [Manage Brand Images](#)

Manage Brand Images

You can add up to 10 brand images. Brand images are displayed in the Greeting section of the Home Page.

Brand Images (1)

Create New

Name	Target Group	Active Period	Enabled	Actions
Mountains at Sunset	Everyone (All Employees)	Always	<input checked="" type="checkbox"/>	   



Latest Home Page – What's new?

OPT OUT

View All Cards on the Latest Home Page

New ways to view all your cards on the latest home page, for both Needs Attention and Organizational Updates sections

- Use the **View All** option in the **Needs Attention** section to view all of your cards on a separate page.
- Use the **View More** option in the **Organizational Updates** section to expand the section and show all cards directly on the home page. Then you can use **View Less** to collapse the section back to a single row

Home / Needs Attention

Needs Attention

Category: Approvals Type: Time Sheet Clear

Time Sheet

Time Sheet ...

Anne Hill
Submitted on Jan 1 2020

Period	12/14/2020 - 12/18/2020
Planned / recorded	40:00 / 41:15
External Trainings in this period	0:00
Allowances	1:00:00 AM
On-call	1:00:00 AM
Working time account	5:12:00 AM



Latest Home Page

OPT OUT

Important Dates:

Legacy Home Page Experience:

- End of Development: November 25, 2025
- End of Maintenance: November 13, 2026
- **Deleted: November 13, 2026 – Latest Home Page should be configured by next release!**

1H2026 Release: Latest Home Page will be pushed. You will need to OPT OUT if you don't want to use it yet!



Automated Deletion of Future-Dated Job and Compensation Information Records After Employment Termination

Administrators can enable the system to **automatically remove future-dated records** after an employee's termination.

The system checks **records dated after the employee's termination**.

Any **future-dated Job or Compensation records** beyond that date are **automatically removed**.

Configuration Requirements:

- Manage Organization, Pay and Job Structures > Event Reason > Delete Future-Dated Records After Termination setting: Change it to Yes

Back to: [Admin Center](#)
Manage Organization, Pay and Job Structures

Search: [Advanced](#) Create New:

History

01/01/1970	Take Action
01/01/1900	Event Reason: Record created

Event Reason: Across-The-Board (PAYATB) Insert New Record

Effective as of 01/01/1970

Blue indicates that the item changed on this date

Event Reason ID	PAYATB
Event Reason Name	Across-The-Board
Description	Across-The-Board
Status	Active
Event	Pay Rate Change
Employee Status	No Selection
Follow-Up Activity in Position	No Selection
Payroll Event	
Display in Internal Job History Portlet	No
Delete Future-Dated Records After Terminate Action	No



Latest People Profile – What's new?

Enhancements to History UI of Full Profile

Enhancements to the redesigned History UI for effective-dated entities in Full Profile of the latest People Profile.

The redesigned History UI is available for:

- Compensation Information
- Payment Information
- Alternative Cost Distribution
- Work Order
- Recurring Deductions
- Custom MDF information cards



Auto-Reassigning Primary Phone and Email Records

Automatically change existing primary phone/email records to non-primary when a new primary record is added through:

- Import
- Odata APIs
- Business Rules

Configuration Requirements:

- Admin Center > Manage Employee Central Settings Person > Employment and Worker Type > Auto-Reassignment of Primary Phone and Email Records.



Before

Import Employee Data

Select the action you want to perform: *

❌ Total records:1
Number of failed records:1
Number of records with warnings:0
1 [, Personal, t,] : [Only one email address can be set as primary.]

Select an entity: *

Purge Type: Full Purge Incremental Load

Choose File: *

Import Description:

File Encoding: *

File Locale: * ?

Real-Time Threshold: If the file has records greater than 10 it will be submitted as background job after sanity check. ?

Date Format: ?

Now

Import Employee Data

Select the action you want to perform: *

⚠️ Total records:1
Number of failed records:0
Number of records with warnings:1
1 [, Personal, t,] : [[Warning!], To ensure there is only one primary record, the system has changed the "isPrimary" values of some records to "No"]
The Import was successfully completed.

Select an entity: *

Purge Type: Full Purge Incremental Load

Choose File: *

Import Description:

File Encoding: *

File Locale: * ?

Real-Time Threshold: If the file has records greater than 10 it will be submitted as background job after sanity check. ?

Date Format: ?



Latest Home Page

OPT OUT

Important Dates:

Legacy Home Page Experience:

- End of Development: November 25, 2025
- End of Maintenance: November 13, 2026
- **Deleted: November 13, 2026 – Latest Home Page should be configured by next release!**

1H2026 Release: Latest Home Page will be pushed. You will need to OPT OUT if you don't want to use it yet!



Employee Pay Transparency Information

OPT IN

Two new MDF entities **Work Category Pay Snapshot** and **Employee Pay Snapshot** have been introduced to enable you to store and manage the necessary employee and comparator data required for employee information documents (via Document Generation).

Work Category Pay Snapshot

This Entity stores comparator data needed for pay transparency statements. The entity can be used to capture pay-related information for each legal entity, calendar year, and work category group.

Employee Pay Snapshot

This entity stores individual employee compensation data needed for generating pay transparency information documents. This entity captures the complete earnings for an employee during a specific reporting period, enabling correct pay transparency reporting and supporting pay equity initiatives.



Employee Pay Transparency Information

OPT IN

Search **Include Inactive Records** **Create New**

Work Category Pay Snap... No Selection No No Selection

Work Category Pay Snapshot:

Legal Entity * No Selection +

Calendar Year * Click or focus to edit

Work Category Group with Comparable Roles * Click or focus to edit

Currency * No Selection +

Gross Annual Pay Click or focus to edit

Male Distribution Click or focus to edit

Female Distribution Click or focus to edit

Male Average Pay Click or focus to edit

Female Average Pay Click or focus to edit

Save Cancel



Enhancements to Custom Workflow Notifications

Enhancements include the following:

- **Support for pending Data**

- Select **Pending Data** in the **Reference** dropdown to map a token to a field of the workflow-triggering object and derive the pending value.

- **User-based MDF objects for the Direct mapping type**

- You can now use tokens in your Document Generation templates to derive data from user-based MDF objects available in the Base Object dropdown, such as Employee Time and Payment Information.

- **Data derivation based on workflow-triggering records**

- When using Direct mapping, tokens from the workflow-triggering object are resolved using the record that started the workflow. For reference objects, tokens are resolved using the record that matches the user ID and the current date.



Enhancements to Custom Workflow Notifications

For the Direct and Reference mapping types, both HRIS entities and user-based MDF objects available in the **Base Object** dropdown are now supported.

However, following workflow types are not supported:

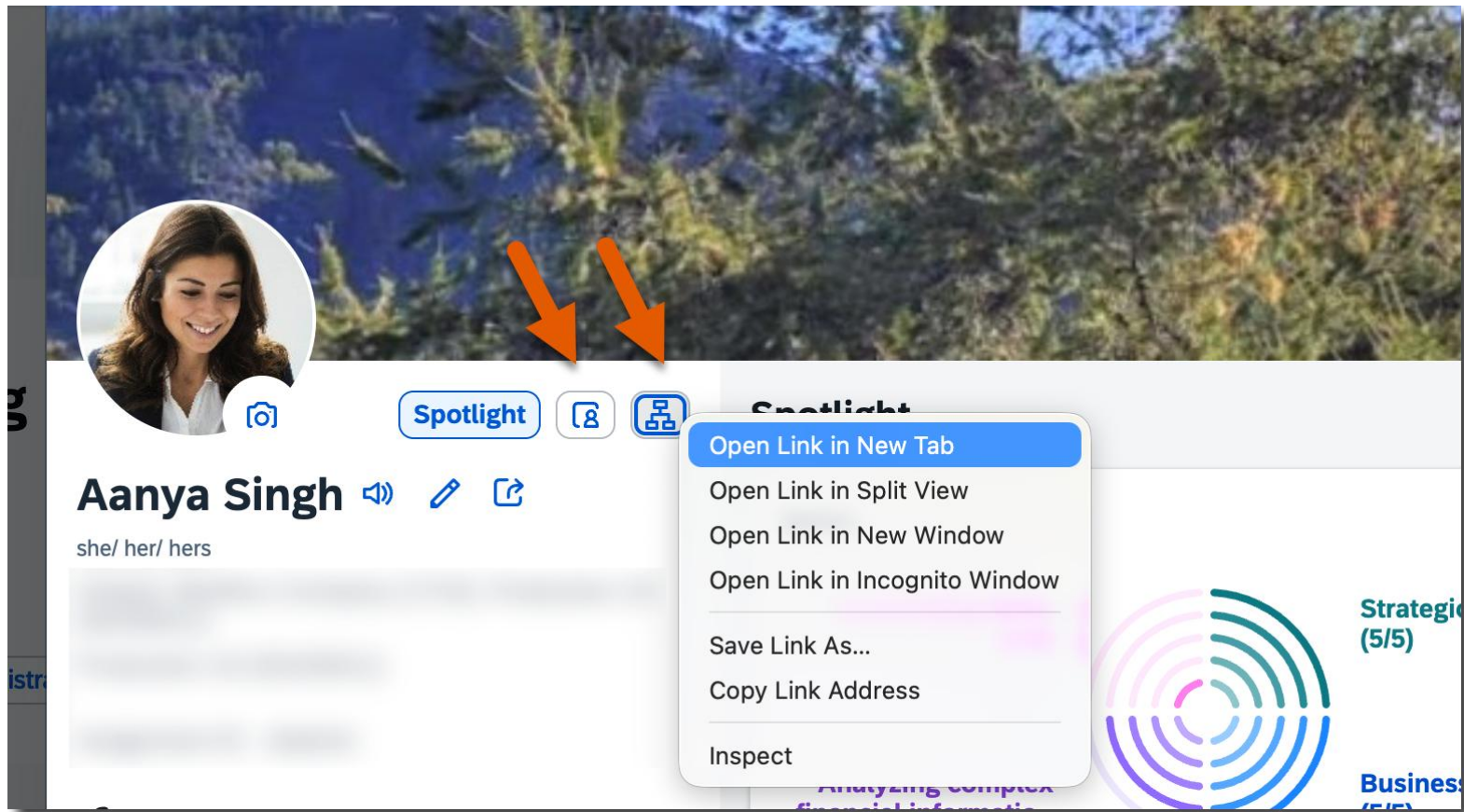
- CC-only workflows (workflows without approvers and contributors)
- Foundation Object (FO) workflows
- Non-user-based MDF workflows
- New hire workflows



Latest People Profile – What's new?

Enhancements to Profile Preview and Spotlight of Latest People Profile

Open Full Profile and Org Chart In New Tab



Latest Home Page – What's new?

OPT OUT

View All Cards on the Latest Home Page

All (6) On Campus (3) **View More**

Organizational Updates **All (6)** On Campus (3) **View Less**

- **Pet Insurance**
Access Pet Insurance on Benefits portal
- **Indian Cuisine at the Cafe**
Try Chef Lakshmi's Festive menu
- **Explore Mentoring and Coaching**
at SAP
- **Sports Tech Panel**
#SFTechWeek
- **Adopt A Kitten**
Get a free kitten from Building 3



Latest Home Page – What's new?

OPT OUT

Background Image for the Latest Home Page

You can now choose to configure a background image for the latest home page, instead of a background color.

Following options are available in **Theme Manager**:

- **Default** - Displays a default background image
- **Solid color** - Defines a background color for the latest home page only.
- **Upload an image** - Defines a background image for the latest home page only.



Latest People Profile – What's new?

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Enhancements to Editing UI of Full Profile

Subheading Names for the Message Popup

Contact Information

Timothy Sykes
Senior Product Designer

Phone Information Email Information

Phone Information

Phone Type: Cell Picklist Field: Not Selected

Is Primary: No

Phone Number:

Previously: 60308800

Messages

- General Messages**
 - You can't continue editing or save your changes because you also have this record open for editing in another browser tab. Close this tab and continue your work in the other tab.
- Phone Information, Cell**
 - This value is required
Phone Number

Close

2



Administrator Pages Revamp for 1H 2026

OPT OUT

The screenshot shows the 'Admin Center' page for 'Company Logo and Name'. It includes a search bar at the top, navigation links, and a 'Give Feedback' button. The main content area is titled 'Company Logo Requirement' and contains a text input field for the logo URL, a 'Set Company Logo URL' button, and a 'Reset' button. Below this is the 'Company System Setting' section with various checkboxes for system integrations and security settings.

The screenshot shows the 'Admin Center' page for 'Password & Login Policy Settings: Applied to All Employees'. It features a search bar, navigation links, and a 'Give Feedback' button. The main content area is titled 'Warnings' and contains several input fields for policy settings: 'Minimum Length' (value: 2), 'Maximum Length' (value: 10), 'Minimum Password Age (in days)' (value: -1), and 'Maximum Password Age (in days)' (value: -1). There are also checkboxes for 'Case Sensitive (recommended)', 'Mixed Case required', 'Alpha characters required', 'Non-alpha characters required', 'Numeric characters required', and 'Special characters required'. A 'Give Feedback' button is located at the bottom right.



New Manage RBP Admin Access Tool

UNIVERSAL

Admin Center

Back to [Admin Center](#) [Go To Customer Community](#) [Admin Resources](#)

Manage RBP Admin and Super Admin Access

Use this page to specify who can manage Role-Based Permission in the system. User with Role-Based Permission Access privileges will be able to manage permission roles and assign users to those roles.

RBP Admin View access is subdivided into View Group and View Role, while RBP Admin Edit access is subdivided into Edit Group and Edit Role.

- If you want to enable RBP Admin View access for a user, grant both View Group and View Role to the user.
- If you want to enable RBP Admin Edit access for a user, grant both Edit Group and Edit Role to the user.

You can also use this page to manage super administrators' accesses in the system.

[RBP Notification Settings](#)

<input type="checkbox"/>	First Name	Last Name	Allow Access to Manage Provisioning Access Page	Allow Access to This Page	Super Admin	View Group	View Role	Edit Group	Edit Role	Notify This User	Username
<input type="checkbox"/>			<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>			<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>			<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>			<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>			<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>			<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>			<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>			<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

[Admin Center](#) / [Manage RBP Admin Access](#)

Manage RBP Admin Access

Use this page to manage Role-Based Permissions administrators and configure their notification settings.

RBP Admin Users (6)		Search	+ Add	Delete	RBP Notification Settings
<input type="checkbox"/>	User Assignment ID	Display Name	Notify This User	Access Granted	Actions
<input type="checkbox"/>			No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>			No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>			No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>			No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>			No	View Group View Role	Edit Delete
<input type="checkbox"/>			No	View Group View Role Edit Group Edit Role	Edit Delete



Latest Home Page – What's new?

OPT OUT

Personal Quick Links on the Latest Home Page

As a home page user, you can now create up to 5 personal quick links to display on your home page.

Configuration Requirements:

Admin Center > Company System and Logo Settings > Enable the latest Home Page experience and Allow users to personalize their home page setting is selected.

Good afternoon, Aanya

Time Sheet

Team Absence Calendar

Benefits Overview

Company Portal



Latest People Profile – What's new?

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Enhancements to People Profile Experience for Custom MDF Objects

Key enhancements:

- New Editing UI and History UI Experience
- Supports MDF configurations that allow multiple records to be created for a single user.
- Improved History UI:

The screenshot displays the 'Expense Report' interface for a user profile. The main view shows the current record with an effective date of Jan 19, 2026, and a total amount of 50,000. It includes sections for 'Travel Expenses' and 'Air Fare Details'. A 'History' panel is open on the right, showing a list of records with dates and descriptions of changes, such as 'Expense End Date, Purpose + 2 more' and 'Travel Expenses: records modified: 5; records have been changed in the second level composite...'. The history panel includes a 'Date Range' dropdown and 'Create', 'Correct', and 'Delete' buttons.



Latest People Profile – What's new?

Enhancements to People Profile Experience for Custom MDF Objects

Can be enabled via “configure latest people profile”

The screenshot displays the 'Configure Latest People Profile' interface. On the left, a sidebar lists various configuration categories under 'Full Profile', with 'AssociationTest' selected. The main area shows two configuration cards for 'AssociationTest'. Each card includes fields for 'Card ID', 'Visibility' (with a checked 'Visible on Full Profile' checkbox), and a highlighted 'Enable' checkbox for the latest UI. The 'Object Type' is set to 'Custom MDF Object'. The first card was last configured on Feb 3, 2026, by adminb1. The second card was last configured on Feb 5, 2026, by adminb1.

Card ID	Visibility	Enable Latest UI	Object Type	Last Configured On	Last Configured By
customCard1770102138413722	<input checked="" type="checkbox"/> Visible on Full Profile	<input checked="" type="checkbox"/> Enable	Custom MDF Object	Feb 3, 2026	adminb1
customCard1770277961288973	<input checked="" type="checkbox"/> Visible on Full Profile	<input checked="" type="checkbox"/> Enable	Custom MDF Object	Feb 5, 2026	adminb1

Administrator Pages Revamp for 1H 2026

OPT OUT

The screenshot shows the 'Company Settings' page in the SAP SuccessFactors Admin Center. The page is divided into three tabs: 'Company Logo and Name', 'Settings', and 'Document Attachments'. The 'Settings' tab is active, displaying a search bar with the word 'display' entered. Below the search bar is a table with columns for 'Description', 'Status', and 'Actions'. The table contains several rows of settings, each with a 'display' button and a status checkbox. A 'Run Job >>' button is located at the bottom right of the table. The page also features a 'Save' button and a 'Cancel' button at the bottom.

The screenshot shows the 'Password & Login Policy Settings: Applied to All Employees' page in the SAP SuccessFactors Admin Center. The page is divided into three tabs: 'Basic Password Settings', 'Password Reset Settings', and 'API Login Exception'. The 'Basic Password Settings' tab is active, displaying various policy settings. The 'Password Length' section has input fields for 'Minimum Length' (2) and 'Maximum Length' (10). The 'Password Age' section has a warning icon and a message: 'Enabling or disabling this feature will force ALL users to change their passwords. Set to -1 to keep passwords from expiring (not recommended)'. It also has input fields for 'Minimum Password Age (in days)' (-1) and 'Maximum Password Age (in days)' (-1). The 'Failed Login Attempts' section has a warning icon and a message: 'Set to 0 will disable this option; The system will lock a user account if successive failed login attempts exceeds what the policy allows, within a 1-minute period.' It has an input field for 'Maximum Successive Failed Login Attempts' (0). The 'Password Content Restrictions' section has a warning icon and a message: 'Password cannot contain any of the following user information:'. It has checkboxes for 'First Name', 'Username', and 'Last Name'. The 'Password Character Requirements' section has checkboxes for 'Mixed Case required', 'Non-alpha characters required', 'Special characters required', 'Alpha characters required', and 'Numeric characters required'. The 'Case Sensitive' section has a warning icon and a message: 'Changing this option will force ALL users to change their passwords.' The 'Password Encryption' section has a warning icon and a message: 'Turning this option OFF from ON will force all users to change their passwords. Turning this option ON will disable the Forgot Your Password feature for password retrieval through...'. The page also features a 'Save' button and a 'Reset' button at the bottom.



Administrator Pages Revamp for 1H 2026

OPT OUT

Applicable for following pages:

- Company System & Logo Settings
- Delete Form Page
- Export Users (Employees)
- Manage Action Search
- Manage Calibration Sessions
- Manage Job Profiles
- Manage Templates
- Manage Workflow Requests
- Password & Login Policy Settings
- Reset User Password

Configuration Requirements:

- The 1H 2026 batch of revamped pages has a **New Admin Experience switch** that allows you to go back to the legacy page. The toggle lasts for six months: until the next major release. In 2H 2026, we'll switch you automatically to the SAP modern design
- If you switch **New Admin Experience** OFF, you can return to the new experience with the back button in your browser or by re-opening the tool.



Default User Preference Settings for Org Chart

OPT IN

Following two new settings in the **Org Chart Configuration** page:

- Set the default reporting relationships to display
- Include contingent workers by default

Previously, you couldn't control the default values for these Org Chart user preferences, and users had to adjust their preferences themselves.

The screenshot shows the SAP SuccessFactors Admin Center interface. The main heading is "Admin Center" and the sub-heading is "Org Chart Configuration". The page is used to configure org chart related settings. There are three tabs: "Company Org Chart", "Succession org chart", and "Position Organization Chart". The "Company Org Chart" tab is selected. The settings include:

- Display Photo
- Hide matrix manager information in Org Chart cards
- Hide Contingent Workers in Org Chart
- Choose the information to display on cards [?](#)
Location
- Specify default display settings for users [?](#)**
 - Set the default reporting relationships to display: Direct Reports Only
 - Include contingent workers by default

Buttons for "Save" and "Cancel" are at the bottom right. A "Give Feedback" button is on the right side.



- - END - -

A man with glasses and a beard is looking at a laptop. The laptop screen displays several bar charts with data points. The background is dark with some blurred lights.

Reporting



Summary of changes

Description of change	Universal	Opt In	Opt Out
Enhanced Report Center Landing Page	✓		
Data Export View Mode for Story Reports	✓		



Enhanced Report Center Landing Page

The updated Report Center landing page delivers a modern look and feel, and a uniform experience across the suite.

Key improvements:

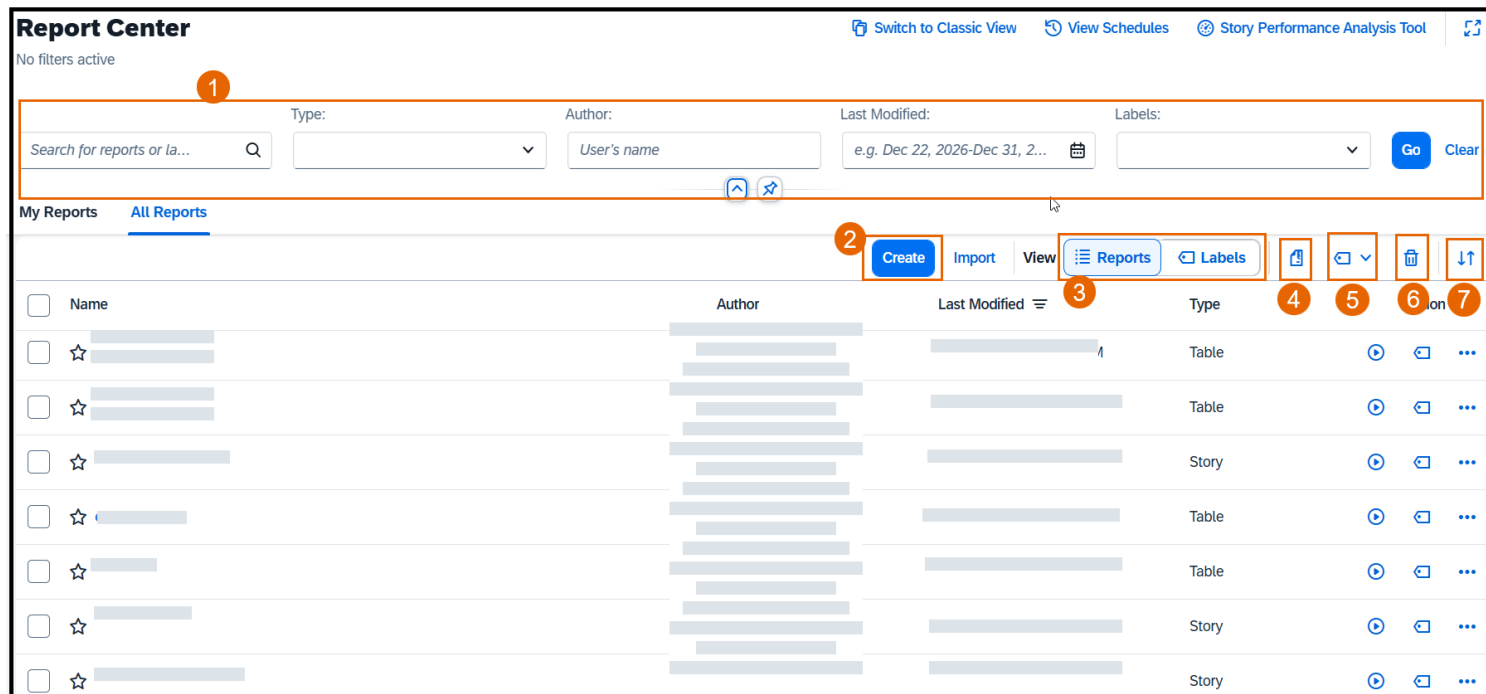
- Consolidated action buttons
- Enhanced filter and search functionality
- Clearer selection indicators

Bulk actions such as delete, export, and label assignment are available for both single and multiple selections.



Enhanced Report Center Landing Page

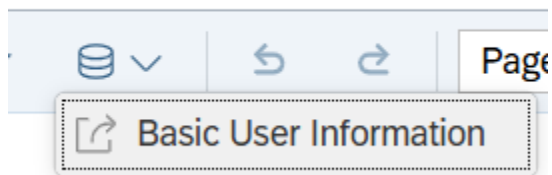
1. New Filter Panel
2. Changed Create button
3. Labels list button without the integrated menu
4. Bulk Export
5. Manage Labels Menu (applies for both single selection and bulk labels)
6. Bulk Delete Option
7. Sorting Option



Data Export in View Mode for Story Reports

Users with view-only access to a story can now export data from Story page directly in view mode.

In Story reports, the view mode toolbar now includes a **View Data Source** menu. This menu lists all data sources used in the Story. You can export each data source separately.



- - END - -



Time Management



Summary of changes

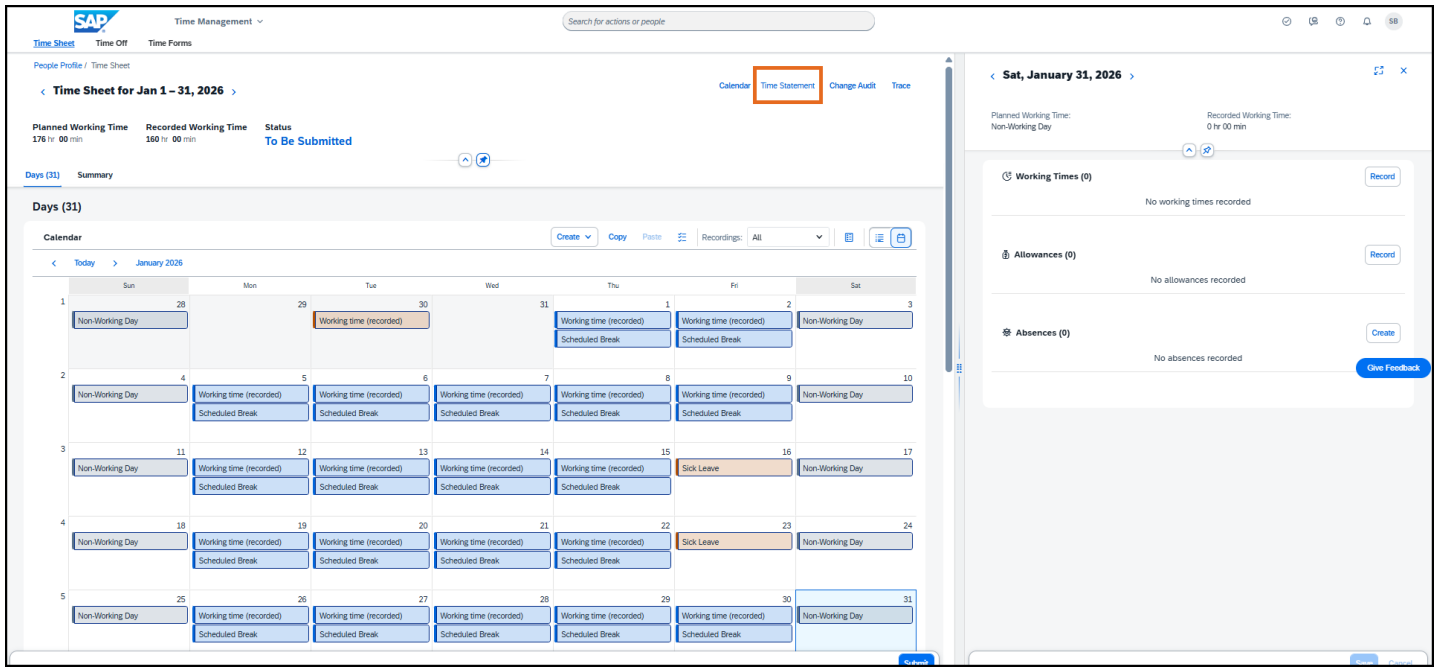
Description of change	Universal	Opt In	Opt Out
Access Time Statement from Time sheet and time sheet approval Centre	✓		
Automated Update of Labels for Temporary Time Information to-do Cards	✓		
Changes to the work schedule finder	✓		
Collision handling for Absences and Attendances	✓		
Handling no-show employees in Time Management	✓		



Access Time Statement from Time Sheet and Time Sheet Approval Center

You can now access the time statement generation page directly from the Time Sheet and Time Sheet Approval Center UI for selected time sheet periods.

Time statement can be generated for all time sheet statuses excluding Cancelled and Inactive. Also, you can generate a time statement directly from the Time Sheet UI or the Time Sheet Approval Center UI for eligible time sheet periods and statuses, and the statement opens for the selected time period.



Access Time Statement from Time Sheet and Time Sheet Approval Center

The time statement button can be selected to open the Generate Time Forms page for the selected time sheet period.

The screenshot displays the 'Time Sheet Approval Center' interface. At the top, there are search filters for Employee, Status, and Time Period. Below this is a table titled 'To Be Reviewed (299)'. The table has columns for Employee, Period, Status, Planned, Recorded, Absences, Difference, Key Facts, Alerts, and Related Approvals. A context menu is open over the table, showing options: 'Approve with Comment', 'Decline', 'Open Time Sheet', 'Generate Time Statement' (highlighted with a red box), 'Give Feedback', 'Open Time Workbench', and 'Open Review Periodic Time Account Updates'. The 'Generate Time Statement' option is the focus of the slide.

Employee	Period	Status	Planned	Recorded	Absences	Difference	Key Facts	Alerts	Related Approvals		
[Employee Icon]	Nov 23, 2025 - Nov 28, 2025	To Be Submitted	40:00 hrs	21:00 hrs		-19:00 hrs			Approve		
BA	Nov 24, 2025 - Nov 30, 2025	To Be Submitted	40:00 hrs	0:00 hrs		-40:00 hrs			Approve		
MD	Nov 24, 2025 - Nov 30, 2025	To Be Submitted	45:00 hrs	0:00 hrs		-45:00 hrs			Approve		
DJ	Nov 24, 2025 - Nov 30, 2025	To Be Submitted	40:00 hrs	0:00 hrs		-40:00 hrs			Approve		
CJ	Nov 24, 2025 - Nov 30, 2025	To Be Submitted	45:00 hrs	0:00 hrs		-45:00 hrs	Overtime 1.5	Container	Missed Punch	Collector	Approve
CR	Nov 24, 2025 - Nov 30, 2025	To Be Submitted	45:00 hrs	0:00 hrs		-45:00 hrs	Test Allowance		-45:00 hrs Working Time Account		Approve
CB	Nov 24, 2025 - Nov 30, 2025	To Be Submitted	40:00 hrs	0:00 hrs		-40:00 hrs	Overtime 1.5	Container	Missed Punch	Collector	Approve
TT	Nov 24, 2025 - Nov 30, 2025	To Be Submitted	40:00 hrs	0:00 hrs		-40:00 hrs					Approve

Access Time Statement from Time Sheet and Time Sheet Approval Center

You can generate a time statement using the options menu.

People Profile / Generate Time Forms

Generate Time Forms

Generate Form

Category: *
Time Statement

Time Period: *
Jan 1, 2026 - Jan 31, 2026

Include non-approved time sheets.
 Include non-approved time sh...

[Preview](#)

Form Preview

This is Blue Test Time Statement Form Template

EEO Overview

Employee Name	Daily Working Hours	
Employee ID	Weekly Working Hours	
Manager Name	Remaining Vacation Days	
Cost Center	Overtime Indicator	
Department	Period	01/01/2026 - 01/31/2026

Day Overview

Date	Shift Classification	Description	Rec Start Time	Rec End Time	Recorded Hours	Absence Hours	Break Hours	Planned Start Time	Planned End Time	Planned Hours	AI
01/01/2026	-	Working time (recorded)	08:00	17:00	09:00	-	-	08:00	17:00	08:00	-
01/01/2026	-	Scheduled Break	-	-	-	-	01:00	-	-	-	-
01/02/2026	-	Working time (recorded)	08:00	17:00	09:00	-	-	08:00	17:00	08:00	-
01/02/2026	-	Scheduled Break	-	-	-	-	01:00	-	-	-	-
01/03/2026	-	Non-Working Day	-	-	-	-	-	-	-	00:00	-
-	-	Weekly Total for 12/28/2025 - 01/03/2026	-	-	18:00	00:00	02:00	-	-	16:00	-
01/04/2026	-	Non-Working Day	-	-	-	-	-	-	-	00:00	-
01/05/2026	-	Working time (recorded)	08:00	17:00	09:00	-	-	08:00	17:00	08:00	-
01/05/2026	-	Scheduled Break	-	-	-	-	01:00	-	-	-	-
01/06/2026	-	Working time (recorded)	08:00	17:00	09:00	-	-	08:00	17:00	08:00	-

[Give Feedback](#)

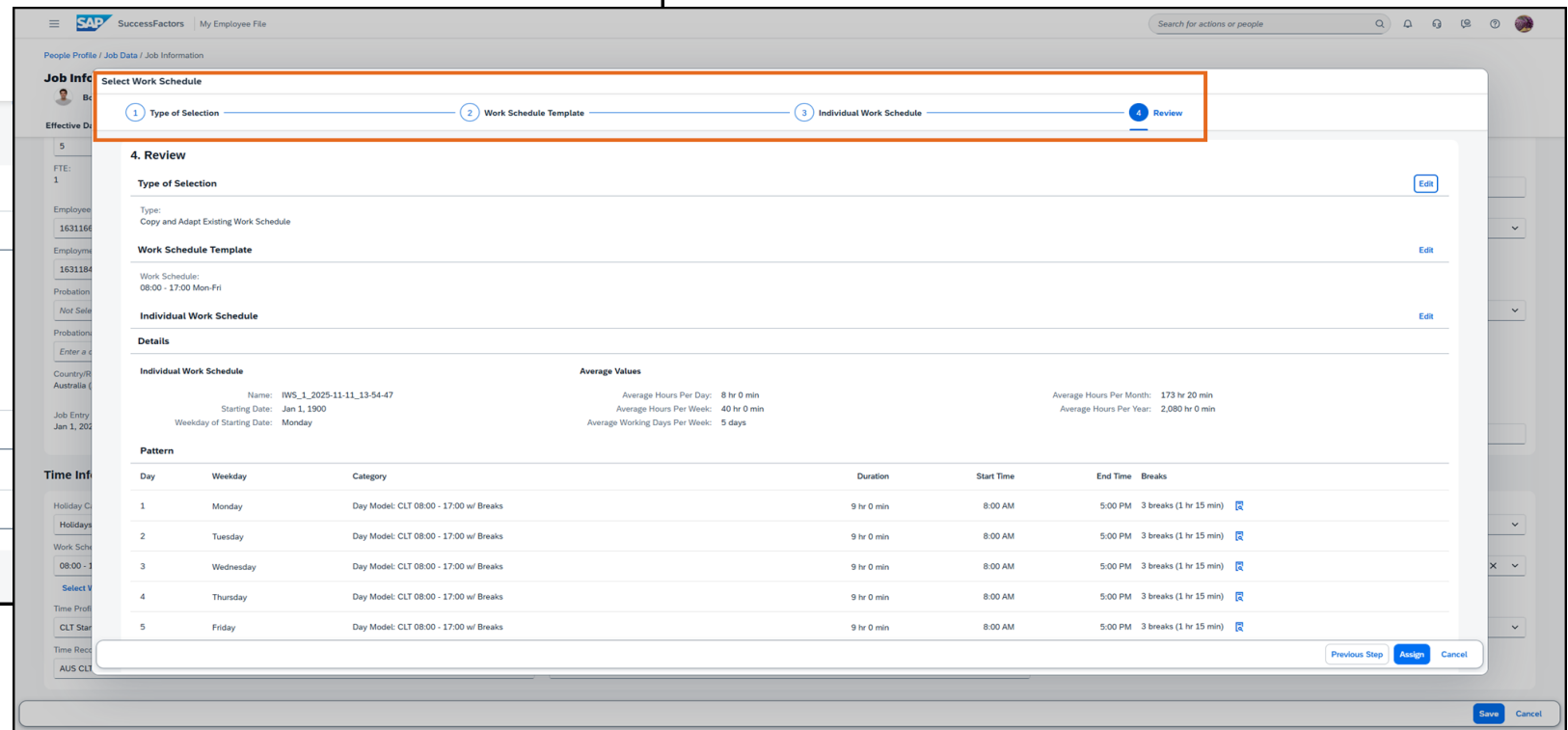
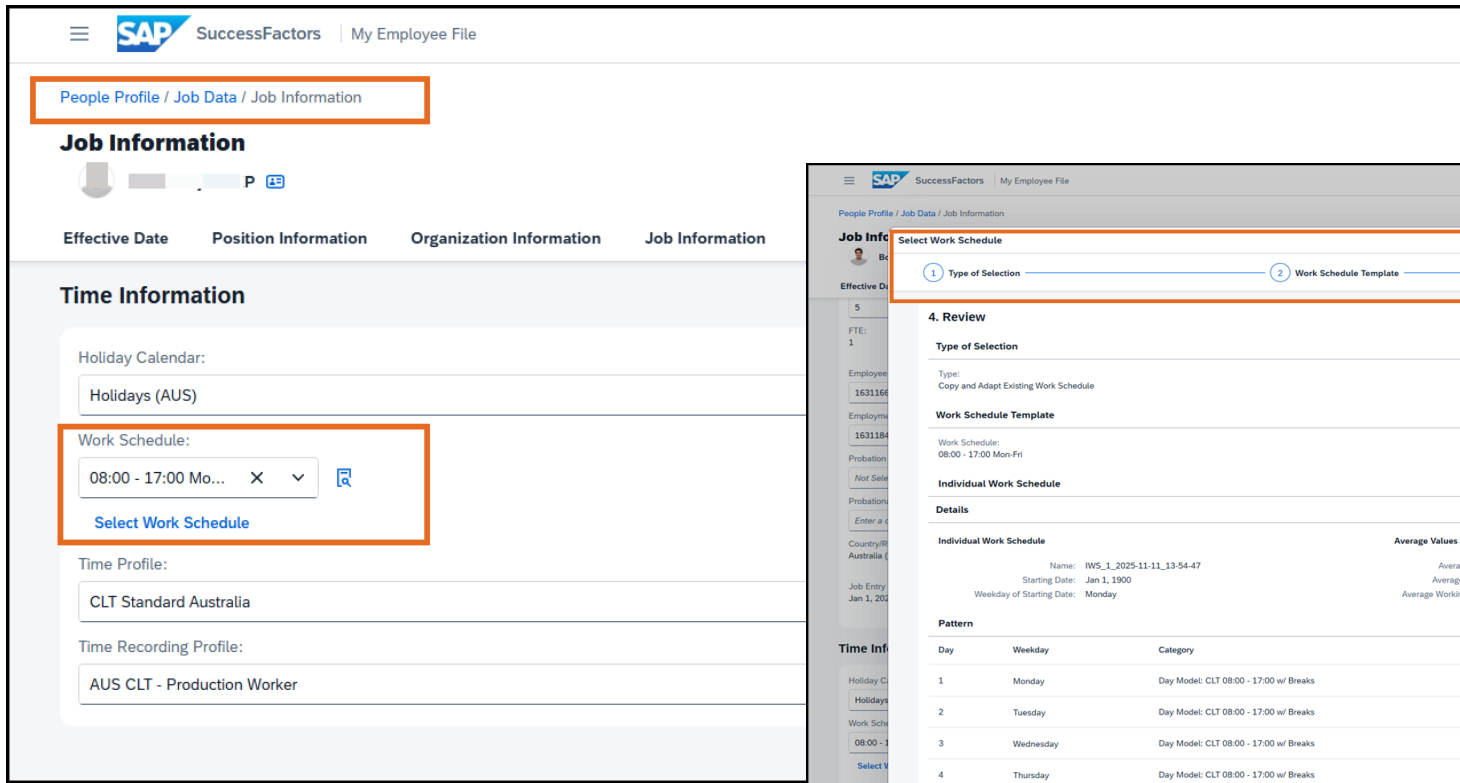
[Send Email](#) [Download as PDF](#) [Close](#)



Changes to the Work Schedule Finder

UNIVERSAL

The Work Schedule Finder now uses a wizard-style process for creation and assignment of a work schedule in the latest People Profile.



Collision Handling for Absences and Attendances

You can now configure how the system manages overlaps between absences and attendances, allowing accurate time tracking even when the records collide.

Attendances with Overlapping Absences: The system supports importing or entering time punches even during absence periods. This enables seamless and automated time sheet management, even when external time data might overlap with existing leave records.

Attendance or On-call Hours Outside Absences hours: With the new collision handling, employees can log work outside the absence hours. For example, on-call duties or overtime hours on days that are otherwise marked as full-day absences. The system intelligently handles the physical times check for full-day absences without blocking the on-calls/overtime recordings.



Handling No-Show Employees in Time Management

When a **No Show** event is reported for a new hire the system now automatically runs the termination end handling process. This process stops the accruals and deletes the time accounts already created. Employees reported as **No Show** are fully excluded from accrual runs and new account creation, which ensures they're never active for Time Off in the system.

Previously, employees marked as No Show were not treated as inactive like terminated employees, causing unintended accruals and time account creation.

The screenshot displays a system interface with two main panels. The left panel, titled 'Change History', contains a table with the following entries:

Change History
Oct 15, 2025 (2 of 2)
No Show Event Reason
Oct 15, 2025 (1 of 2)
New Hire

The right panel, titled 'Job Information:', shows details for an employee effective as of Oct 15, 2025. The 'Employee Status' is 'Reported No Show' (highlighted with an orange box). The 'Event' is 'No Show' and the 'Event Reason' is 'No Show Event Reason (No Show Event Reason)'. The 'Position Information' section shows 'No data'. The 'Organization Information' section shows 'Company', 'Business Unit', 'Division', and 'Department'.

At the bottom of the interface, there is an 'Insert New Record' button on the left and 'Edit', 'Delete', and 'Cancel' buttons on the right.



- - END - -

A woman with long dark hair, wearing a white button-down shirt, is sitting at a desk in an office. She is looking down and writing with a pen. To her left is a black coffee cup with a white lid. The background is a bright window with a view of a city skyline. The text "Compensation Management" is overlaid in white on the image.

Compensation Management



Summary of changes

Description of change	Universal	Opt In	Opt Out
Transfer statement from inactive employment	✓		
Form template update in Compensation Home	✓		
Template-level permission control for the RouteForm tool		✓	
Additional Support for custom formula in Bonus Calculation		✓	
Budget Rule validation in Executive Review		✓	
Permission changes for reward statements on latest people profile		✓	
Email notifications for Direct Managers on statement generation		✓	



Transfer Personal Reward Statements for an employee from their inactive to active employment

- Via the "Manage Individual Talent Data Transfer" tool
- The Transfer History can be accessed for an employee to see the past transfers made for the employee

Manage Individual Talent Data Transfer

Use this tool to transfer a person's talent data all at once from their inactive employment to their active employment, and keep track of the transfer history.

Select Person and Employments

Person: *

Source Employment: * ?

Target Employment: * ?

i Before transferring data, ensure you understand the data scope and that the target user and relevant stakeholders have the necessary permissions to access it. [Learn More](#)

Data Transfer Overview

Data Category	Total Number of Records
Performance Management forms	0
360 Reviews forms	0
Continuous Performance channels	0
Continuous feedback	0
Calibration	0
Compensation and Variable Pay Statements	0
Goal Statements	1
Bonus Assignment Statements	0



Form Template Upload Now in Compensation Home

- You can **now** upload form template XML for existing compensation, variable pay, and total compensation templates in the system.
- **Previously** updating a template by uploading XML file was only possible in Provisioning which you as an admin did not have access to.

Salary|Bonus|Stock
2024 Compensation & Equity
1 Worksheet(s)

Update Template

Template successfully saved

Template Name* 2024 Comprehensive Compensation Plan

Choose File 2024 Comprehensive Compensation Plan_v11.xml

Browse

Upload Cancel

Template-Level Permission Control for the Route Form Tool

- You can now control which forms are accessible in the Route Form admin tool by applying the Route Document permission to **specific form templates**.
- This enhancement is **available** in Performance Management, 360 Reviews, and Compensation.
- In the Manage Permission Roles under Administrator Permissions > Manage Documents > **Route Document**, you can now use a setting to specify which form templates this permission applies to.

The screenshot shows a configuration panel for the 'Route Document' permission. It includes a checked checkbox for 'Route Document †', a radio button selection for 'All' (unselected) and '360 Review × Annual Performance Review × 3 more' (selected), and two additional checked checkboxes: 'Route Document: Include Completed Documents (only works when "Route Document" is selected) †' and 'Route Document: Allow Adding of a Step (only works when "Route Document" is selected) †'. A help icon (?) is visible next to the selection dropdown.

Additional Support for Custom Formula in Bonus Calculation

- Enhanced Basis Calculation Equation functionality
- You can now define **conditional rules** directly in the Formula field for Basis Calculation Equation in Variable Pay templates **using** the **If-then conditions** in your formula

BEFORE

Basis Calculation Equation

Configure basis amount as: ?

Formula:

Custom Formula
PLEASE NOTE: You can only use numeric fields (field type = ifld/ffld). The basis field (field type = ffd1) cannot be used to define the formula.

Use a field: annualRate [Annual Rate] Insert

Trigger Basis Calculation

NOW

Basis Calculation Equation

Configure basis amount as: ?

Formula:

Custom Formula

You can use fields of type vfld and numeric fields of type ifld or ffd for custom formulas. You can define IF conditions when setting up custom formulas. We don't support dffd fields. Also, lookup function, basis, recordType, and varPayProgramName can't be used for bonus calculations.

if(country="USA" ((salary*gPct)/100), if(country="FRA", (salary/3), if country="BRA", (salary/1.5), if country="CHN" (salary/2), if country="AUS" (salary/10). (salary/4))))

Use a field: salary [Salary] Insert Trigger Basis Calculation

Budget Rule Validation in Executive Review

OPT IN

- Configured budget rules are **now validated for Executive Reviews**, ensuring that any budget excess triggers a warning or error message upon saving.
- Select the desired template in Compensation Home and go to Plan Setup > Settings > Advanced Settings > Check the **Enable Budget Rule Validation in Executive Review** checkbox

Budgets ×

	Merit+LumpSum	Adjustment	
*Budget Total	\$33,108,561.92	\$6,621,712.47	2.00%
*Budget Spent	\$7,648,042,956.07	\$509.15	0.00%
*Budget To Allocate	-\$7,614,934,394.15	\$6,621,203.32	2.00%

*The budget is based on the 885 users according to the filter options.

Confirm

Allocation total exceeds budget, do you want to save?

OK Cancel



Permission Changes for Reward Statements on Latest People Profile

- In the current version, the visibility of the category Compensation as well as the various Reward Statements related cards is **set to be visible to all by default**. You can edit the **visibility** at the **category level** by going to **Configure Latest People Profile**.
- If you want the cards to be visible to employees, you can control the visibility of the cards for other roles by using Role-based permissions.
- The role-based permission for each statement-related element in User Permission Employee Data **must not** have the **Target population set to all**.



Email Notifications for Direct Managers on Statement Generation

- You can now set up email notifications for managers when Personal Reward statements are generated for their direct reports.

Plan Setup Manage Worksheets

Publish Data ▾ Rewards Statements ▾ **Manage Notifications ▾** Goal Statements ▾

Personal Statement Notifications

If you want to trigger personal statements through email notifications, you must have an email template configured from the "Email Notification Template Settings" page.

Recipient
Manager ▾

Mode
 Email Homepage Card (for Employee Only)

Select By
 Personal Statement Template
 Employee Name
 Usernames

Enter comma-separated list of usernames
 Validate and Add

Send Notification



Minor changes

- Advanced Worksheet Filters Now Enabled by Default
- New Expand/Collapse Icon for Column Grouping



- - END - -

A man wearing glasses and a white t-shirt with dark overalls stands in a golden field of crops. He is holding a tablet and looking at it. In the background, a large metal irrigation system structure is visible against a sunset sky. The sun is low on the horizon, creating a warm, golden glow.

Performance Management



Summary of changes

Description of change	Universal	Opt In	Opt Out
Business Rules	✓		
UI changes	✓		



New Rule Scenario: Launch Form Based on Assessment Outcome

- Here are some examples of applying this rule scenario:
 - If the potential rating is "High", launch a leadership development form.
 - If the overall competency rating is "Below Expectations", launch an individual development plan form.
 - If the overall performance rating is "Below Expectations", launch a performance improvement plan form.

Confirmation

i If you send this form with a potential rating of 'High', a leadership development form will be created for this employee. **x**

You're about to submit this form for completion. A copy of the form will be sent to your Completed folder.

Send Form Forward to Carla Grant

Comment: **i**

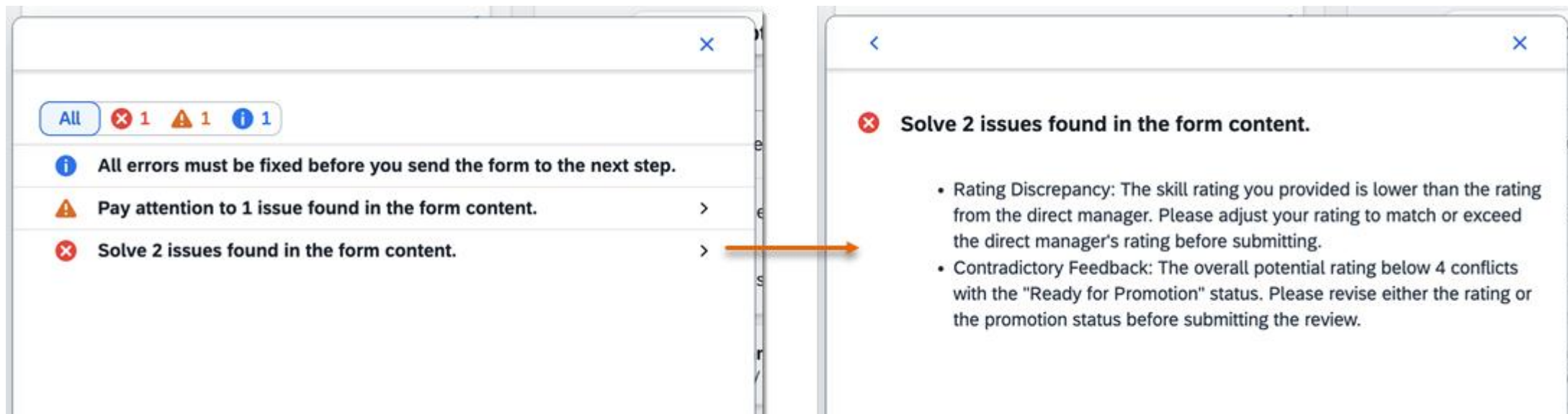
Add a comment

Finalize Form **Send and Open Next Form** **Cancel**



New Rule Scenario: Add Custom Validations to Form Fields

- When the latest experience of Performance Management forms is enabled, you can configure business rules that display warning or error messages on forms when certain fields meet the conditions you defined.
- Example: If the HR manager gives an overall potential rating below 4 while selecting the "Ready for Promotion" checkbox, there will be an error message that highlights this discrepancy, requiring revision before submission.



Business Rule Enhancements on Configuring Dynamic Content for Latest Performance Management Forms

- The **Change Field Visibility, Editability, and Required Status on Forms** rule scenario has been renamed to **Configure Dynamic Form Content**, and incorporated with more functionality, such as setting field values, limiting rating field options, changing section visibility, and using the **Get Count of Ratings** function.



New Admin Tool for Mass Changing Goal Plan States

- A new admin tool, **Mass Change Goal Plan States**, is now available for you to change performance goal plan states for multiple employees at once, without needing to open each employee's goal plan individually.



Navigate to a Specified URL After Exiting a Performance Management Form

- Previously, when users opened a performance form through a deep link and then exited the form, they were always directed to the **Performance My Forms** page in SAP SuccessFactors. Now, users can be directed to a specified URL, such as an external portal where the form is initially accessed.



Minor updates

- Spell check will be deleted
- Option to auto maximize introduction texts in performance forms
- Small redesigns/ improvement experience in forms, continuous performance, ...



- - END - -



Learning Management



Summary of changes

Description of change	Universal	Opt In	Opt Out
Person Centric Experience		✓	
Enhanced Manager Experience		✓	
Manager Observation assignments		✓	
Revised program functionality		✓	
Item Migration enhancement		✓	
Enhanced OCN import flexibilities		✓	
AI empowered skills inference in LMS		✓	
Minor & Major visual changes	✓	✓	



Person Centric Experience

- People with multiple employments get one learner account instead of multiple.
 - Unified view on assignments, approvals and history + team view.
 - Learning user profile is extended with an “employment” tab.
- 1. **User Merge Assistant** identifies duplicate users + bulk merge tool corrects records.
- 2. **Migration Tool Assistant** initiates the instance migration
- 3. **New Person Connector** (<-> SF user connector) ensures mapping between EC & LMS

Disclaimers:

- Requires IAS
- Requires more than one preview environment
- Only available **upon SAP request**: [Managing Multiple Employments in SAP SuccessFactor... - SAP Community](#)
- Migration Guide: <https://d.dam.sap.com/a/YDf37Ld?rc=10&doi=SAP1292205>



Person Centric Experience

OPT IN

Question

What is the process like to migrate my learning application to a person-based application?

Answer

The high-level migration process involves **merging duplicate user records into a single primary user**, completing a set of **prerequisite validation checks**, and configuring the **new Person Connector**.

Depending on the number of users that need to be merged, the migration can take **from a few hours to two days** to complete.

Note that the **SF User Connector** and **system jobs are paused during the migration window** until the migration process finishes.

<https://community.sap.com/t5/human-capital-management-blog-posts-by-sap/managing-multiple-employments-in-sap-successfactors-learning-person-centric/ba-p/14351500>



Enhanced Manager Experience

- Streamlines experience for their team's learning from one place (Team View), including **curriculum status**, plus accessing SF-182 requests (US specific) and reports.
- Managers can **register** team member **directly from the classes** in the catalogue
- **Alternate Manager & HRBP role** are easier accessible & visible

The image displays two screenshots from the SuccessFactors Learning interface. The left screenshot shows a manager's profile for Mhatre Abhishek, with a 'Curriculum Compliance Expired' status. It lists learning categories: Required Learning (20), Important Learning (226), and Invest in Myself (20). Under 'Required Learning', it shows 'Test-Observers-Retraining' (93 days overdue) and 'Public Speaking for Managers' (39 days overdue). A 'Request Observers' button is visible. The right screenshot shows the 'Team View' for a manager, listing team members like Johnson LMS_REST_U09_27_LN (MANAGER_Title, Needs Attention) and Jesi LMS_REST_U09_13_LN (CONSULTANT_Title, Needs Attention). A red box highlights the 'Register' and 'Register Other Members' buttons. A red arrow points from this box to a third screenshot at the bottom, which shows the 'GDPR Training' class details. This class is on Monday 13/04/2026 from 13:30 to 17:30, is free, and has 9 seats available. The 'Register' button is highlighted with a red box, and a red arrow points from it to the 'Register' button in the 'Team View' screenshot.



On-the-job observations for N+1

- Limit list of observers to the Primary Manager of the observe
- Task Settings → “**Observer must be primary manager**” = Yes

Task Checklist Settings

Enable Task Checklist:

Enable Notes Field:

Enable Task Duration:

User Can Request Observation: Yes No

Observers Must Be Authorized Instructors: Yes No

Observer Must Be Primary Manager: Yes No

Threshold: *
0

Completion Status: *
▼

Failure Status: *
▼

Save Cancel

SAP SuccessFactors | Learning

Search for actions or people

My Learning / Competency Demonstration / Request Observers

Request Observers

Only your primary manager can complete this task observation. If you don't see a manager listed here, contact your administrator to have one assigned.

Jane Smith [Request](#)

[Back](#)

Enforce prerequisites & approvals on program items

OPT IN

- **Before:** item prerequisites & approvals are **overwritten** when added to programs
- **Now:** global setting to **enforce approvals or prerequisites.**

The screenshot displays the 'Learning Administration' interface for an 'Onboarding Program' (ID: 0001). The left sidebar shows a navigation menu with 'Programs' highlighted. The main content area is divided into several sections:

- Description:** A text block stating: "We are so excited to have decided to continue your development within our organization overseas. To prepare you for your new leadership role, we have built out a comprehensive plan to help you hit the ground running to achieve maximum success here.."
- Agenda:** A timeline showing three 30-day segments: "Start - Your first 30 days", "Discover - Day 30 - Day 60", and "Collaborate Day 60 - Day 90".
- Assignment:** Shows 0 assignment profiles.
- Publishing:** Shows 1 library and 0 categories.
- Attributes:** Shows "No attributes associated".
- Settings:** A table of configuration options:

Type	Duration-based 90 day(s)
Status	Active
Security Domain	
Assignment Type	Required(REQ)
Completion Status	PROGRAM_COMPLETED(Program completed) - For Credit
Progress Restriction By completion:	Off
User can Rate	No
Certificate Template	Sample Certificate Template - Landscape(Program-landscape-sample)
Source	Internal Training(INT)
Image	
Contact's Email	nadine.martens@delaware.pr o
Grading Options	
- Jam Groups:** Shows "No Jam Groups associated".



Item Connector – Duration for Online items

- **Before:** can't give a **duration to online items** when performing item migrations
- **Now:** new column "**ONLINE_CPNT_LEN**" to add duration to online items

The screenshot illustrates the process of downloading a connector template. On the left, a navigation menu shows the path: **System Administration** > **Connectors** > **Download Connector Template**. The main content area is titled "Download Connector Template" and includes a search bar, a "Download Connector Template" button, and a "Select the template below that you would like to download." instruction. The "Action:" section has two radio buttons: "Download Template (all columns)" (selected) and "Download Template (only mapped columns)". The "Connector:" dropdown is set to "Item Connector", "Supported files:" is "item_data", and "File extension:" is "TXT". A "Submit" button is visible.

Below the form, a code editor shows the resulting code snippet, with the new column `ONLINE_CPNT_LEN!##!` highlighted in orange:

```

CPNT_ID|CPNT_TYP_ID|REV_DTE|DMN_ID|NOTACTIVE|CPNT_TITLE|DEL_MTH_ID|SUBJ_AREA_1|SUBJ_AREA_2|SUBJ_AREA_3|CONTACT|
CPNT_DESC|COMMENTS|CPL_STAT_ID|CPNT_LEN|AUTO_FILL_ENRL|ENRL_THRESHOLD_DAYS|SCHEDULE_CAN_OVERRIDE_PRICE|
RTYP_ID|CPNT_SRC_ID|SAFETY_REL|CREATE_DTE|INIT_NUMBER|INIT_PERIOD_TYPE_ID|INIT_BASIS_TYPE_ID|RETRNG_NUMBER|
RETRNG_PERIOD_TYPE_ID|RETRNG_BASIS_TYPE_ID|REV_NUM|REVUSER|APPRVR|APPRVD|APPRVL_DTE|MIN_ENRL|MAX_ENRL|PREP_LEN|
DEFAULT_PUB_PRICE|LES_PLAN|CREDIT_HRS|CPE_HRS|CONTACT_HRS|STUD_MATS|INST_MATS|CPNT_GOALS|TGT_AUDNC|GRADE_OPT|
CHGBK_METHOD|SHOW_IN_CATALOG|COL_NUM1_VAL|COL_NUM2_VAL|COL_NUM3_VAL|COL_NUM4_VAL|COL_NUM5_VAL|
PRICE_CURRENCY_CODE|LEVEL1_SURVEY|LEVEL3_SURVEY|CATALOG_1|CATALOG_2|CATALOG_3|APP_ID|BUILD_USER|BUILD_COMPANY|
BUILD_LOC|BUILD_DATE|DEVELOPER_TOOL|CONTENT_ONLINE|LAUNCH_TYPE|PRIMARY_PARAM|OFFLINE_PRIMARY_PARAM|
SECONDARY_PARAMS|AICC_SUPPORT|ENABLE_CROSSDOMAIN|ITEM_ONLINE|ITEM_ONLINE_ONLY|REVIEWABLE|DAYS_TO_EXPIRATION|
FAIL_STAT_ID|AICC_MAX_NORMAL|MODULE_NAME|MASTERY_SCORE|REMOVE_CPNT_MODULE_FLAG|ESIG_ENABLED|
INCLUDE_IN_GOV_T_REPORTING|TRAINING_TYPE|LGL_ENTITY_2483_ID|ENABLE_RATING|INCLUDE_PREV_REV_RATING|MODULE_TYPE|
CONTENT_WRAPPER_TYPE|EXAM_REVIEW_OPTION|NODE_LEVEL|NODE_NO|OFFLINE_ACCESSIBLE|APP_DMN_ID|APP_DESCRIPTION|
APP_NOTACTIVE|APP_TITLE|AUTO_COMPETENCY|THUMBNAIL_URI|FAILURE_ACTION|REPEAT_COUNT|OFFLINE_FILE_PATH|SELF_ENRL|
ENABLE_ORDER|APPROVAL_REQD|TAP_DEF_ID|SELF_RECORD_LRNGEVT|SUB_RECORD_LRNGEVT|USE_AICC_WRAPPER|HTML_CPNT_DESC|
TRIGGER_CPNT_PASS|TRIGGER_CPNT_FAIL|PARENT_MODULE_NAME|FORCE_ORDER|LOCALE|USER_CAN_WAITLIST|SUPER_ENRL|
WITHDRAW_TAP_DEF_ID|WITHDRAW_APPROVAL_REQD|LAUNCH_IN_A_NEW_BWSR_WINDOW|PRODUCTION_READY|
SCHED_CAN_OVERRIDE_CAN_POLICY|CANCEL_POLICY_ID|SKIP_CONTENT_STRUCTURE_PAGE|NOTIFY_ASSGMENT_WITHOUT_DUEDATE|
USER_CAN_REMOVE_OPT_ASSGMENT|ONLINE_CPNT_LEN!##!
  
```

Open Content Network

OPT IN

- You can add **OCN** items per provider to a **dedicated library** upon import

Learning Administration

Menu Recents

Search

- > Manage Email
- > Security
- Configuration
- Auto generated IDs
- Certificate of Completion Templates
- Content Deployment Locations
- Content Players
- Entity Configuration
- External Learning Request
- Gamification Settings
- Global Application Settings
- Module Tab
- OAuth Token Server
- Search Selectors
- System Configuration
- VLS Configuration
- > Custom Fields

System Configuration

> Edit System Configuration

Configuration Logos

Configuration ID : OPEN CONTENT NETWORK

Description : This configuration contains settings for Open Content Network.

Edit the System Configuration

Configuration:

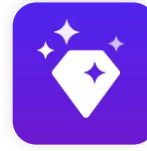
```
#
# Sample Configuration to add a new OCN Course Provider.
#providers[NEWPROVIDERID].enabled=false
#providers[NEWPROVIDERID].name=NEWPROVIDERID
#providers[NEWPROVIDERID].label=label.NewProviderID
#providers[NEWPROVIDERID].baseLaunchUrl=http://sample-Url
#providers[NEWPROVIDERID].pricingModel=
#The configuration is applicable only when the Person Model is enabled. Use the following property at the provider level to define the user ID type each OCN provide
#This configuration doesn't apply if PersonGUID is used for integration or if the Person Model isn't enabled.

#providers[PROVIDERID].userIdType=
#To add OCN items to a specific library during import, include the property at the provider level and specify the library ID where you want the items to be added.
#Removing this property after the import doesn't remove the items that were already added to the library.
#The following property displays an example for Udacity configuration; Adjust the provider's name as required and add it to the provider's section.
# providers[UDACITY].libraryID=LIB123
# providers[PROVIDERID].libraryID=LIBRARY_ID

# Valid pricing models are empty or "SUBSCRIPTION" or "RETAIL"
#
# Udacity Provider
# Please contact teach@udacity.com to sign your organization up for Udacity course access
```

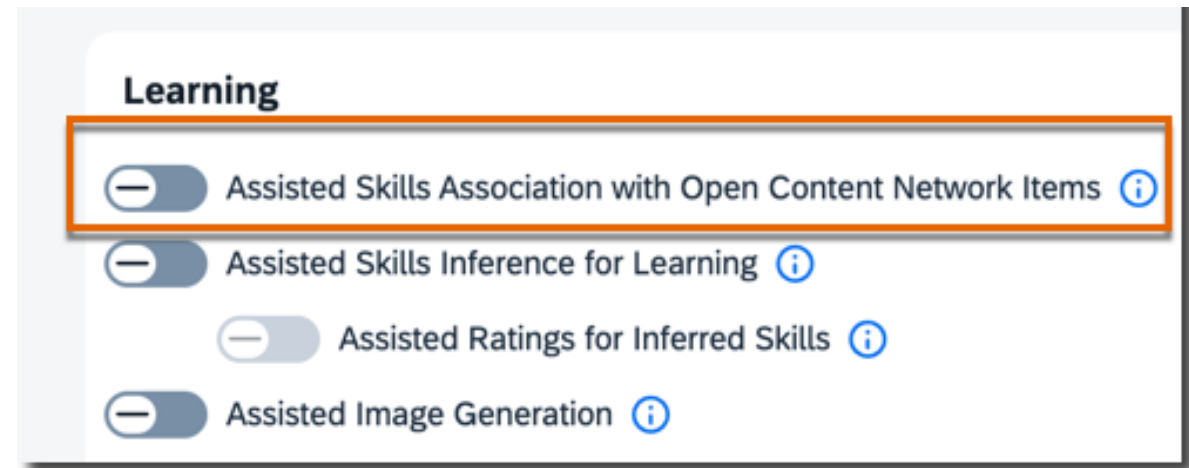


AI Skills Standardization for OCN

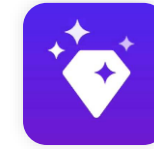


OPT IN

- **Before:** OCN imports skills via API, which are not aligned to internal TIH library
- **Now:** OCN providers send skills → AI aligns them with TIH → skills attached to learning items
 - **Automated OCN import** will publish all delivered OCN courses of a specific provider
 - You can enable “Assisted Skills Association with Open Content Network Items” to also **receive skills from the OCN** when importing the item (via API).
 - Imported skills are **scanned and standardized** to learning catalogue.
 - **Recommended:** run skills standardization job for Talent Intelligence Hub
- **Note:** This is an AI-feature, but doesn't consume AI Units!



AI Skills Inferencing within LMS



OPT IN

- **Before:** auto-add **skills** to items based on description of **items & programs** via import
- **Now:**
 - Skills inference via import is no longer supported!
 - **“Assisted Skills Inference” page** available in learning for initial review
 - Log a “Inference Request” for items & programs **manually**
 - Title & Descriptions are leveraged to perform skills inferences.
 - AI scans attribute library & proposes skills + ratings
 - Accept or decline proposals and manually add additional skills & ratings

Admin Center / AI Services Administration

AI Services Administration

- Assisted Writing
- Translation
- Text Analyzer
- Bulk Translate and Extended AI Locales
- Ask HR Policies

Employee Central

- Assisted Compensation Insights

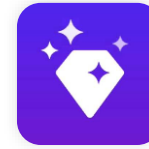
Learning

- Assisted Skills Association with Open Content Network Items
- Assisted Skills Inference for Learning
- Assisted Ratings for Inferred Skills
- Assisted Image Generation

• **Note:** This consumes AI Units



Joule based LMS Q&A – Early Adoption



OPT IN

Early Adoption 1H 2026

Intelligent Q&A (Restricted Availability)

Learning Q&A is an AI-powered experience that delivers precise, contextual answers directly from learning content - courses, videos, and documents.

Get immediate answers across your learning content with multimodal references spanning courses, videos, and more.

Benefits

- **Faster knowledge access:** Employees find answers in seconds without navigating entire courses or documents.
- **Improved learning effectiveness:** Content is easier to understand through contextual explanations, summaries, and clarifications.
- **Higher content utilization:** Organizations get more value from existing learning materials by making them easily searchable and usable.
- **Consistent, trusted answers:** Responses are grounded in approved learning content, ensuring accuracy and compliance.
- **Lower support dependency:** Reduces reliance on instructors, SMEs, and support teams for basic questions.

The screenshot displays the SAP SuccessFactors Learning interface. At the top, there's a navigation bar with the SAP logo, 'SuccessFactors Learning', and a search bar. Below this is a 'Learning' section with a search bar for courses, recommendations, and bookmarks. The main content area features a banner with the text 'Explore, Learn, and Unleash Your Full Potential' and 'Achieve your goals and master new skills. Anytime, anywhere.' Below the banner are sections for 'Required Learning' and 'Important Learning'. The 'Required Learning' section includes cards for 'Quality Assurance and Process Improvement Training', 'Operations Research Techniques', and 'Approaching Stakeholders'. The 'Important Learning' section includes cards for 'Leadership Styles', 'Operations Research Techniques', and 'Product Management Fundamentals'. A 'learning Content Enquiry' chat window is open on the right, showing a message from 'Joule' at 8:00 AM asking for help with error code P0456. The chat window also displays a detailed answer from Joule, including a description of the issue and a 'Go to Course' button.



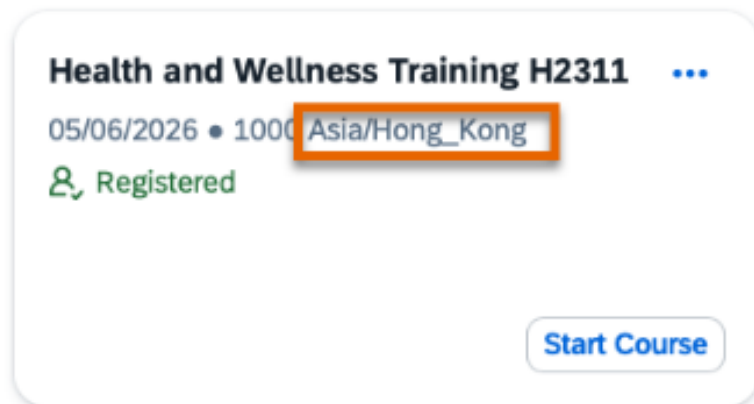
E-signature PIN Learner Self Reset

- **Learners** can trigger a “Forgot PIN” flow from Options & Settings to reset their own e-signature PIN, instead of having to reach out to administrators all the time.
- Triggers **two factors authentication**, so user receives request via PIN.

The screenshot shows a user interface for changing an e-signature PIN. At the top left, there is a '← Back' link. The page title is 'Profile'. A note states: 'Note: PIN cannot be more than 40 characters long.' Below this is the section 'Change Electronic Signature PIN' with three input fields: 'Enter Old PIN:', 'Enter New PIN:', and 'Verify New PIN:'. To the right of these fields are three buttons: 'Apply Changes' (highlighted in blue), 'Reset', and 'Forgot My PIN'. A modal dialog box titled 'Confirm' is overlaid on the page. It contains an information icon (a red circle with a white 'i') and the text: 'You'll receive an email to reset your E-Signature PIN, and you will be logged out. Do you want to continue?'. At the bottom of the dialog are 'OK' and 'Cancel' buttons.

Minor Visual Changes

- **Time zones** displayed on class registrations
 - VLS: displayed in user preferred timezone
 - Offline course: displayed in class scheduled timezone
- **Item ID** is displayed on item activity cards



Minor Visual Changes

- New look & feel for Programs & Curricula

Learning ▾ Search for actions or people

My Classes

Cloud Computing Foundations Program Cloud_Program_1 ★★★★☆ 2 Ratings

27 days

[Enroll](#)
[Assign to Others](#)

Cloud Computing Foundations Program This program introduces the basic concepts, terms, and models of cloud computing. It provides a simple starting point for learners to understand how cloud services work and how they are used in modern workplaces.

* Required for Program Completion

Section 1

27 days

* Introduction to Cloud Concepts
No Description



SuccessFactors Learning Search for actions or people

My Learning / Cloud Computing Foundations Program

Cloud Computing Foundations Program
Cloud_Program_1

★★★★★ 5.00 out of 5 stars

Need Support? support@yourorganization.com
Program Type **Open-ended**
Hour(s) 5.00

[Cover Page](#) [Overview](#) [Activities](#)

This program introduces the basic concepts, terms, and models of cloud computing. It provides a simple st work and how they are used in modern workplaces.



Minor Visual Changes

- New look & feel for Programs & Curricula

OPT IN

Learning ▾

Team My Classes

Cloud Technology Curriculum

Cloud_Curriculum_1

Cloud Technology Curriculum

Completed

Assignments By Suggested Order ▾

1

Cloud Technology Fundamentals

Curriculum Requirement - 6.00 Contact Hours

Next Action - Complete 6.00 hours

PRIORITY N/A

Assigned by Admin

Assign to Others

Choose Courses

SuccessFactors Learning

Search for actions or people

My Learning / Cloud Technology Curriculum

Cloud Technology Curriculum

Cloud_Curriculum_1

Overview Assignments

Description

This curriculum provides a concise introduction to key cloud concepts and tools, giving learners a basic understanding of how cloud technologies are used in modern environments.

Curriculum Information

Priority:

Priority 3



Minor Visual Changes

OPT IN

- New look & feel for Programs & Curricula

Curriculum Status

This page includes a list of curricula that have been assigned to you. Each curriculum title links to the Curriculum Details page which includes a list of the curriculum's items and Action drop-down menus where you can register for or request items. On this page you can also view the sub-curricula associated with each curriculum and access information on items as well.

Curriculum Title	Status	Prio...	Next Acti... ⌵	Expiration Date	Assigned By	Remove
> Curriculum for Safety		2	⚠ 10/02/2025	N/A		
> [Redacted]		2	⚠ 10/02/2025	N/A		
[Redacted]		N/A	⚠ 08/12/2025	N/A		
> [Redacted]		N/A	⚠ 17/12/2025	N/A		
> [Redacted]		N/A	⚠ 31/12/2025	N/A		
[Redacted]		1	⚠ 04/01/2026	N/A		

Curricula Status

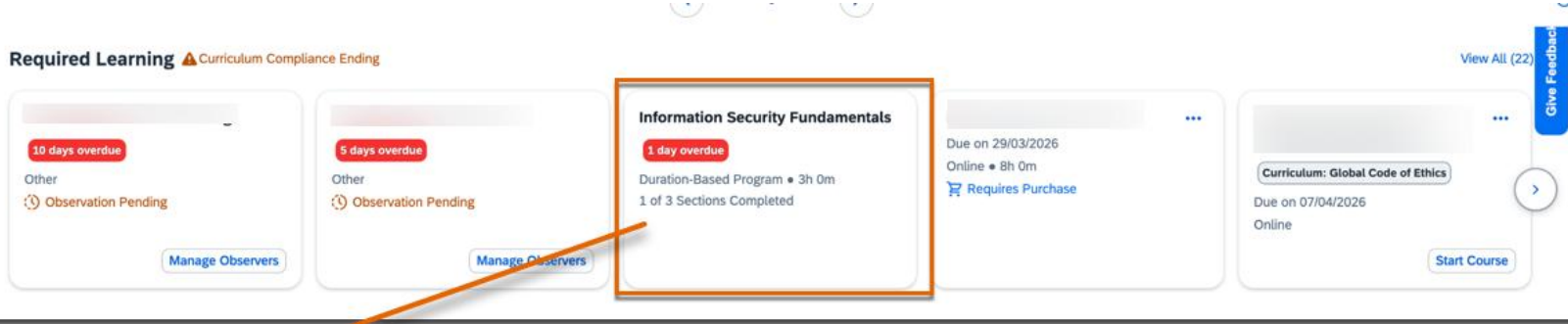
Search: Priority: Next Action Date: Expiration Date: [Reset Filters](#)

Curriculum Title	Status	Priority	Next Action Date	Expiration Date	Assigned By	Remove
Marketing Fundamentals	✔ On Track	HIGH	11/Feb/2027			
Ethics, Diversity, and Safety in the Workplace	⚠ Due Soon	HIGH	12/Mar/2026			
▼ Safety & Compliance Requirements	⚠ Due Soon	HIGH	4/Apr/2026			
Marketing Fundamentals	⚠ Due Soon	HIGH	4/Apr/2026			
> Customer Service in Retail	⚠ Due Soon	MEDIUM	4/Apr/2026			




Minor Visual Changes (“snack view”)

OPT OUT



Details

 **Information Security Fundamentals**
Program ID: information_security_fundament Program Type: Duration-Based Program
★★★★☆ (4 of 5)

Description
This training covers essential information security topics, enabling organizations to promote secure behaviors, reduce risks, and ensure compliance. Employees will learn to adopt safe practices and gain insights into common security threats, their identification, and prevention methods. Employees must be regularly educated on security-related topics such as Phishing, Secure Workplace, Building Security, Secure Travel, Secure Passwords, Social Engineering, Secure Communication and AI Security. This version of the Information Security Fundamentals training includes a chapter-specific pre-assessment, allowing participants to skip content already covered in the previous version.

Percent Complete
33%
Next to Complete
19/03/2026

1 of 3 Sections Completed

Associated Skills

Cybersecurity - Trends & directions Network & Internet security Security patch management
Generic - Application security Cloud Security Frameworks

Assigned By Admin

[View Program](#) [Close](#)

- Additional “**item details pop-up summary**” for items, classes, programs & curricula on the learning home page of users
- **Enabled by default** → Can be disabled via System Configuration > LMS_ADMIN



Minor Visual Changes

- **Enhanced search experience for overpopulated learning plans:**
 - Available for assigned & self-assigned activities, bookmarks & requests

Required Learning [View All \(8\)](#)

- Program Management** 104 days overdue
Instructor-Led or Online Content • 8h 0m
[Selection Needed On Course Details](#)
- Product Knowledge Training** Approval Rejected
[Re-Request Approval](#)
- Sustainability & Recycling Training** [Start Course](#)
- Document Testing** [Continue Course](#)
- PowerBI - instructor led training** Instructor Led • 8h 0m

Learning Home Page / **Required Learning**

Required Learning

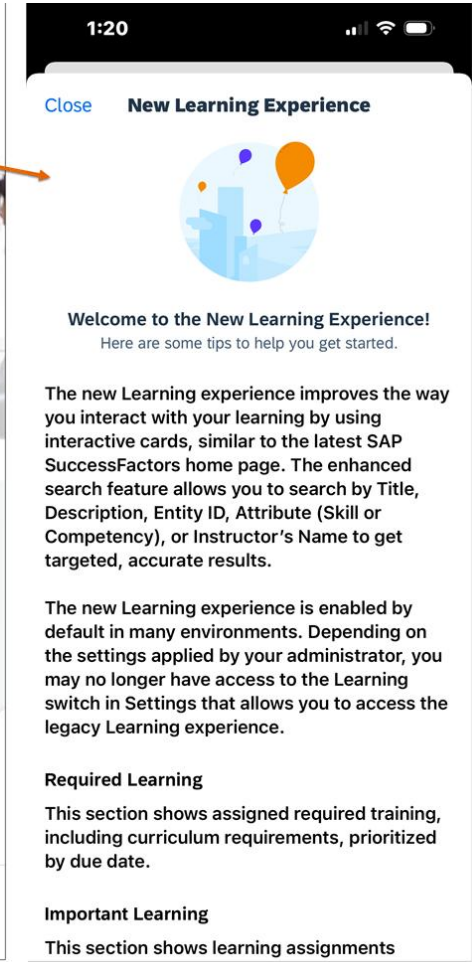
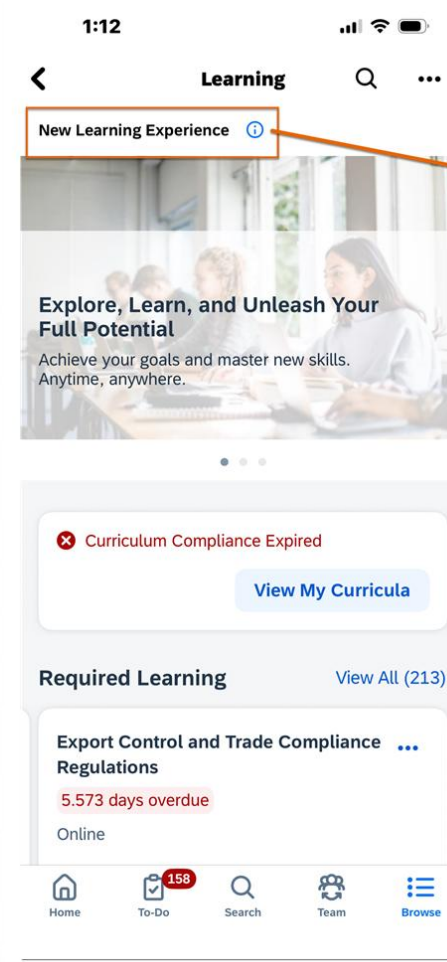
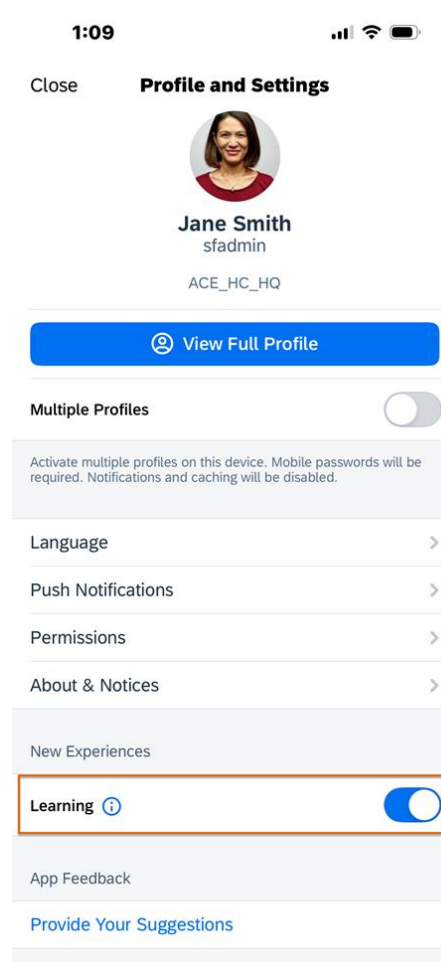
Search Type:

- Program Management** 104 days overdue
Instructor-Led or Online Content • 8h 0m
[Selection Needed On Course Details](#)
- Product Knowledge Training** Approval Rejected
[Re-Request Approval](#)
- Sustainability & Recycling Training** [Start Course](#)
- Document Testing** [Continue Course](#)

Minor Visual Changes

UNIVERSAL

- **New Learning Experience is universally pushed**
 - Legacy search experience is deprecated
 - New learning experience Switch is removed in mobile app




External Learning Requests


- **New fields available when adding external events to learning history**
 - Additional Details, Delivery Method, Category, Source & Source URL
 - Users can upload attachments when using “add to learning history” for external events

Add to Learning History

Select the type of item you would like to add to history:



Item based event
Add to learning history for items entered into the system.



External Event
Add to learning history for items that are not entered into the system.

[Cancel](#)

My Classes

Add to Learning History


Enter Event Details

Required *

External Event


Description*

Additional Details:

Completion Date:(MM/DD/YYYY)* 

Completion Time:(hh:mm AM/PM)*


Time Zone:*

Instructor ID: 

Instructor Name:

Source:

Delivery Method:

Category: 

Source URL:



Total Hours:(1000)

Contact Hours:(1000)

Credit Hours:(1000)

CPE:(1000)

[Assign Defaults](#)

Name	Grade	Comments	File Attachments
admin	<input type="text"/>		File Attachments  File Attachments (0)



- - END - -

A man with a beard, wearing a white long-sleeved shirt and a VR headset, is shown in a virtual environment. He has his hands raised in front of him, as if interacting with something. The background is a blurred, modern interior space with warm lighting.

Recruiting



Summary of changes

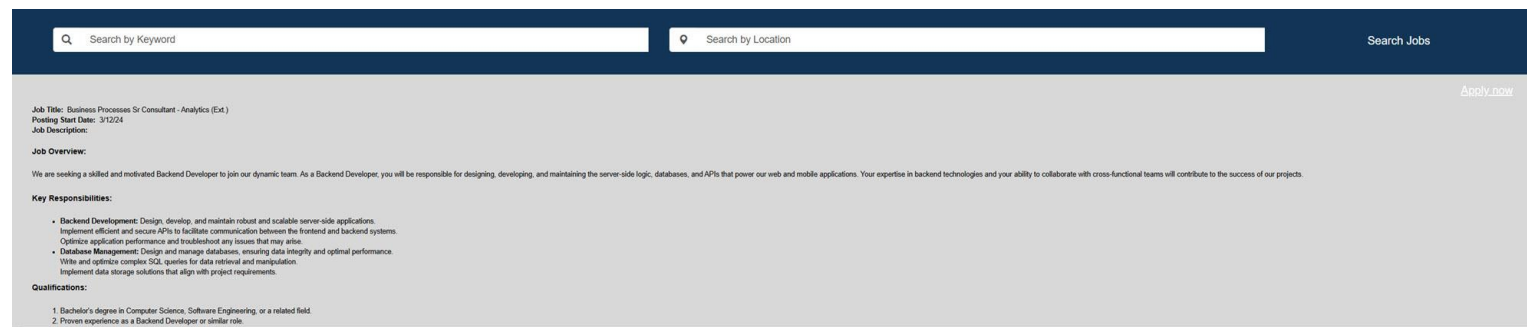
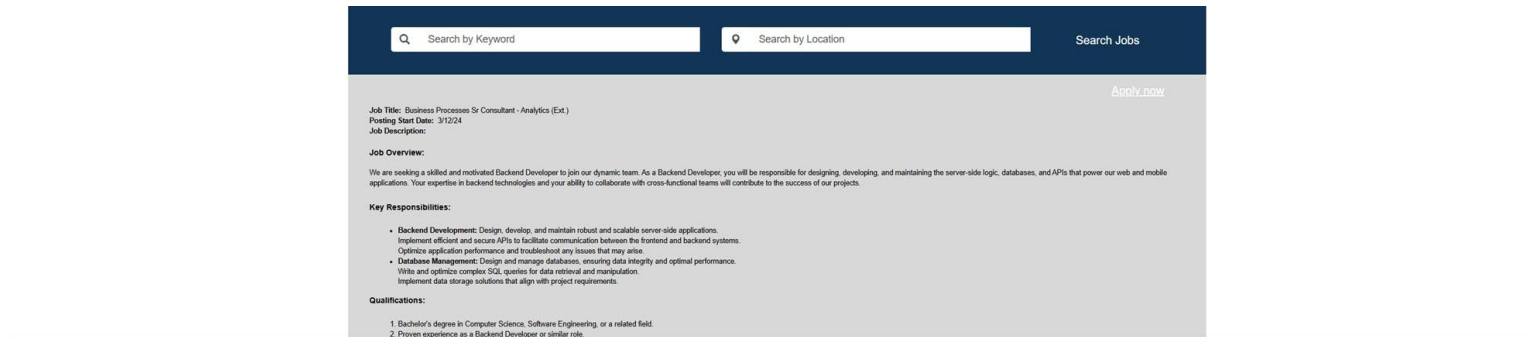
Description of change	Universal	Opt In	Opt Out
Candidate Experience: content style and footer 'full' on site pages		✓	
Recruiter Experience:			
Active applicants filter in applicant workbench	✓		
Interview feedback pending column & reminders	✓		
Candidate purge for in-progress applications of deleted requirements		✓	
Enhanced redesigned applicant workbench		✓	
Help with unresolved tokens in offer letters	✓		
Reportable custom fields for recruiting templates		✓	



Full style for content and footer

Before: even *if* the settings was set to Full, some components were centered on the page with a **fixed width**

Now: If the **Content Style** is set to **Full**, all the content is expanded to fill the full width of the display.



Active applicants filter in applicant workbench

Filter to view only active applicants in the new Applicant Workbench

✓ **'Show active applicants statuses only'** toggle to filter the applicant list

- Toggle is ON: only active candidates visible and States menu shows only statuses mapped to active candidates

The screenshot shows the Applicant Workbench interface. On the left, the 'Status and Filters' sidebar is visible, with the 'Show Active Applicants Statuses Only' toggle highlighted by a red box and turned ON. The main area displays a list of applicants for a requisition. The table below shows the data for the 4 applicants.

Name	Status	State / Province	Forwarded from Requisition	Date Forwarded	Applicant Type	Application Date
[Redacted]	New Application				[Person Icon]	04/16/2019
[Redacted]	Prepare Offer Details				[Redacted]	04/12/2019
[Redacted]	Prepare Offer Details	California			[Redacted]	04/10/2019
[Redacted]	Hired	Alaska			[Redacted]	04/09/2019

Interview Feedback Pending Column & reminders

Identify candidates awaiting interviewer feedback and send reminder to the interviewers

- ✓ **Column Feedback Pending** in Applicant Workbench
- ✓ **Nudge** the interviewer(s) and see the date they were last nudged

Requisitions List / Administrative Support (5486) New Applicant Management Experience

Applicants

Search for name Reset

Applicants (54) Move ... ↑↓ ⚙️

<input type="checkbox"/>	Name	Status	Applicant Type	Skills Compatibility	Applicant Date	Feedback Pending	
<input type="checkbox"/>		Requisition Closed		No data available	07/12/20		...
<input type="checkbox"/>		Requisition Closed		No data available	31/08/20		...
<input type="checkbox"/>		Forwarded		No data available			...
<input type="checkbox"/>		Forwarded		No data available			...
<input type="checkbox"/>		Forwarded		No data available			...
<input type="checkbox"/>		Forwarded		No data available			...
<input type="checkbox"/>		Forwarded		No data available			...
<input type="checkbox"/>		Forwarded		No data available			...

<input checked="" type="checkbox"/>	Interviewer	Last Nudge
<input checked="" type="checkbox"/>		-
<input checked="" type="checkbox"/>		-

Nudge Cancel

Candidate purge for in-progress applications of deleted req's

OPT IN

Before:

- ❖ In-progress applications blocked the candidate purge (even if the req was deleted)

Now:

- ✓ Purge candidates who meet retention criteria **even if they have in-progress applications for deleted requisitions.**

Configuration Requirements:

Admin Center: Recruiting Settings > DRM and DRTM Purge Settings

- *Do not purge candidate profiles that have in-progress applications*
- *Include in-progress applications from deleted requisitions as Inactive*



Enhanced redesigned applicant workbench

OPT IN

- ✓ Use business rules to **trigger alerts and messages** when recruiters change candidate's status
 - ❖ New status drop-down is added to Application Information portlet
 - ❖ Triggers when status is updated
- ✓ Job requisitions are **automatically closed** when application is moved to 'Hired' status
 - ❖ Updates number of openings to zero and moves all in-progress applications to Req Closed status

Configuration Requirements for automatic Job Req Closure:

Admin Center: Recruiting Settings

- *Automatically Disposition non-selected in-progress applicants on closed requisitions to status 'Requisition Closed'*




Help with unresolved tokens in offer letters

Warning message when **unresolved tokens** are used

- ✓ Detection unresolved tokens and highlighting
- ✓ Warning message in dialog window, with list of fields that are missing data

Warning message is visible once you choose **Next** or **Preview**

Tokens with No Data

 This template contains tokens that refer to fields without any data. As a result, these fields appear blank in the final document. To ensure that the necessary data is shown, ensure that you only use tokens for valid fields and remind people to provide the required information.

Job Requisition fields

1. Relocation Pack - JOB_REQUISITION_CUSTOM9

Other Fields

1. City - USER_CITY

As long as there are unresolved tokens, a message strip persists at the top of the page.



Reportable custom fields for recruiting templates

OPT IN

Before: via provisioning

Now:

- ✓ Admin Center: **Manage Reportable Custom Fields**
- ✓ **Map** and **configure** custom fields
- ✓ Displays custom fields as picklist selections

The screenshot displays the Admin Center interface for managing reportable custom fields. The left sidebar shows a list of recruiting custom fields: Job Requisition (Not Synced), Candidate Profile (Not Synced), and Job Application (Not Synced). The main content area is titled 'Job Requisition' and includes a 'Text Fields' tab. It shows a 'Total Field Limit' of 100 and 'Fields Mapped' of 3. Below this is a 'Field Mapping' table with the following data:

Field Name	Field ID
Text 2	customCity
Text 3	customState
Text 4	customCountry

Configuration Requirements:

Admin Center: Manage permission roles

➤ *Manage Recruiting > Manage Reportable Custom Fields*

-- END --



Onboarding



Summary of changes

Description of change	Universal	Opt In	Opt Out
Automatic enablement of enhanced Offboarding Dashboard		✓	
Enhanced hiring status indicator on latest people profile	✓		
New task management page for onboarding tasks		✓	
Pre-delivered custom task template objects		✓	
Restart e-signature step for document flows		✓	
Review growth portfolio for internal hires		✓	
Updated e-signature page for HR & Manager	✓		



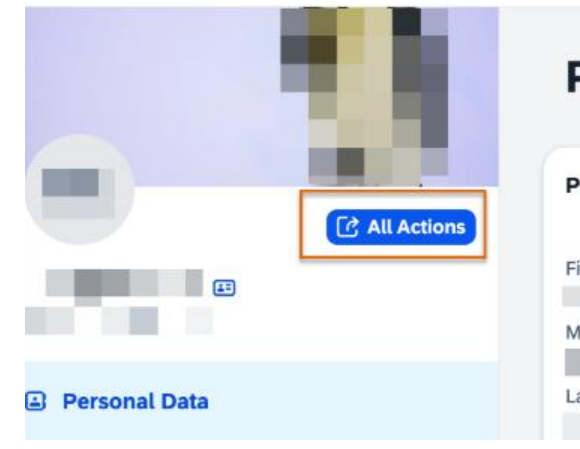
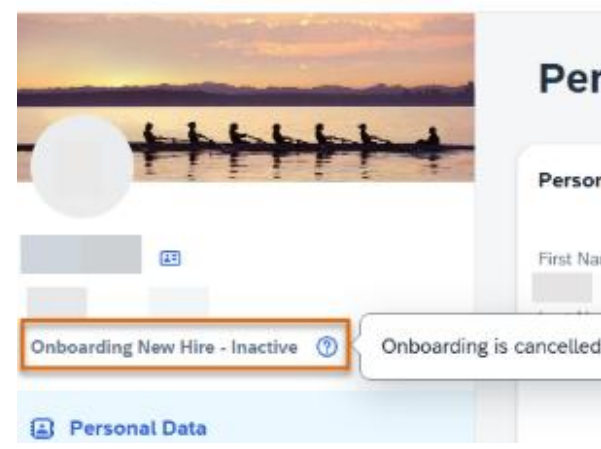
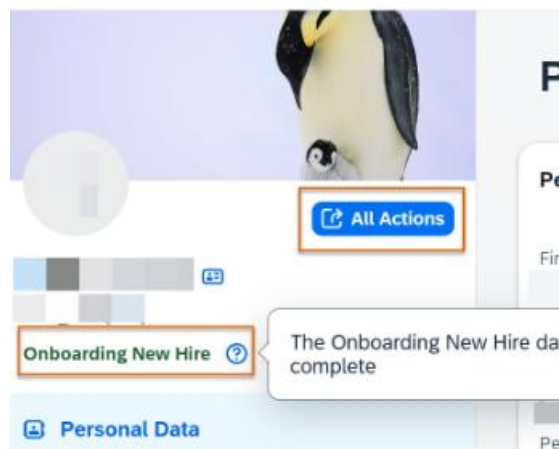
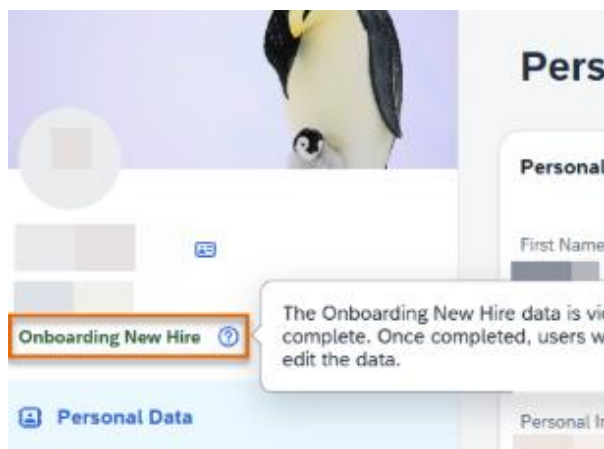
Automatic enablement of Enhanced Offboarding Dashboard

- ✓ Advanced search, filtering, task management, unified view, ...
- ✓ Users having access to the legacy **Offboarding Dashboard** can automatically use the enhanced **Offboarding Dashboard (SF will assign the necessary permissions)**
- ❖ Necessary permissions for new users:
 - ✓ Onboarding or Offboarding permission:
 - ✓ Show data review status on Offboarding dashboard
 - ✓ Show offboarding activity status on offboarding dashboard
 - ✓ Process responsible: view and edit
 - ✓ Onboarding and Offboarding object permission: aggregated details: view and edit



Enhanced hiring status indicator

- ✓ The profile page of new hires now clearly shows their current onboarding stage with supporting information text
 - ❖ Before Manage Pending Hire: profile is view-only, no edit options available
 - ❖ After MPH: full edit access restored
 - ❖ Onboarding cancelled: new hire is marked as inactive
 - ❖ After conversion to employee: indicator disappears, profile fully editable



New task management page for onboarding tasks

- ✓ Task Management page is **accessible directly from the Onboarding Dashboard**.
- ✓ **Filter** tasks
- ✓ Task **status** options: Overdue, Nearing Deadline (< 7 days), and On Track
- ✓ Task **groups**: New Hire Activity, Compliance Forms, Data Review, ...
- ✓ Add a quick link on the home page for even faster access

The screenshot displays the SAP SuccessFactors Task Management interface. At the top, there is a search bar and navigation icons. The main section is titled 'Task Management' and contains several filter fields: 'Employee Name' (with a search icon), 'Task Status' (a dropdown menu), 'Task Group' (a dropdown menu set to 'All'), and 'Task Type' (a dropdown menu set to 'All'). Below these are 'Due Date (From)' and 'Due Date (To)' fields, each with a calendar icon and a 'Go' button. The main content area is a table titled 'List of Tasks (482)' with the following data:

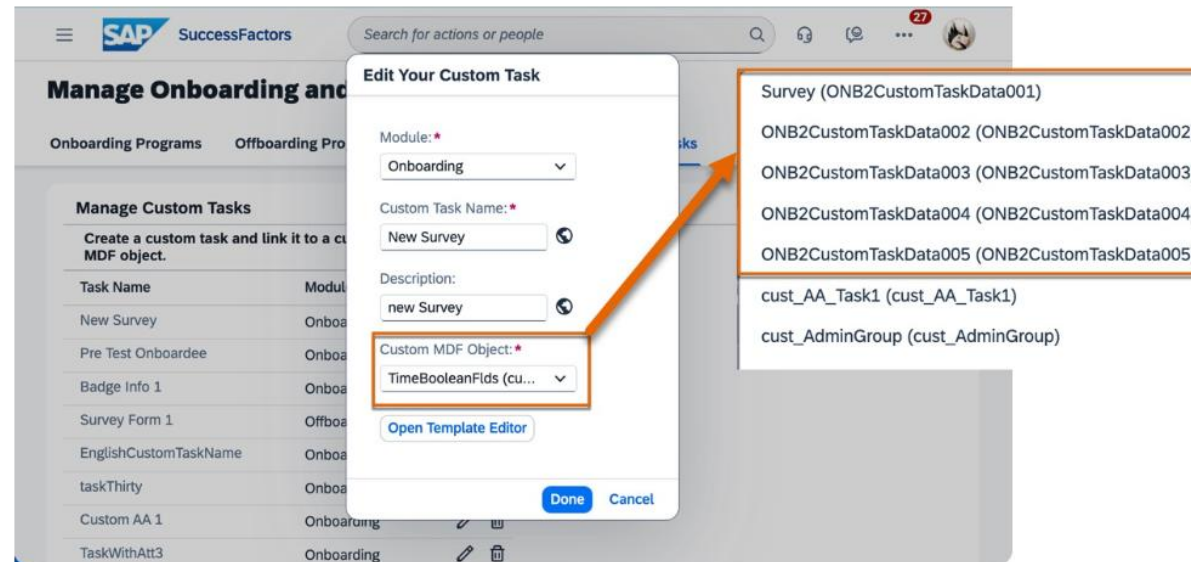
Task Name	Task Group	Employee Name	Task Status	Due Date	Process Type	Actions
Assign a Buddy to New Hires	New Hire Activity	[Employee Name]	On Track	[Due Date]	Onboarding	Start
Assign a Buddy to New Hires	New Hire Activity	[Employee Name]	On Track	[Due Date]	Onboarding	Start
Complete Form I-9 Section 2	Form I-9 and E-Verify	[Employee Name]	On Track	[Due Date]	Onboarding	Start

Admin Center
 > Onboarding General Settings
 > Enable Task Management on Onboarding Dashboard

Pre-delivered custom task template objects

OPT IN

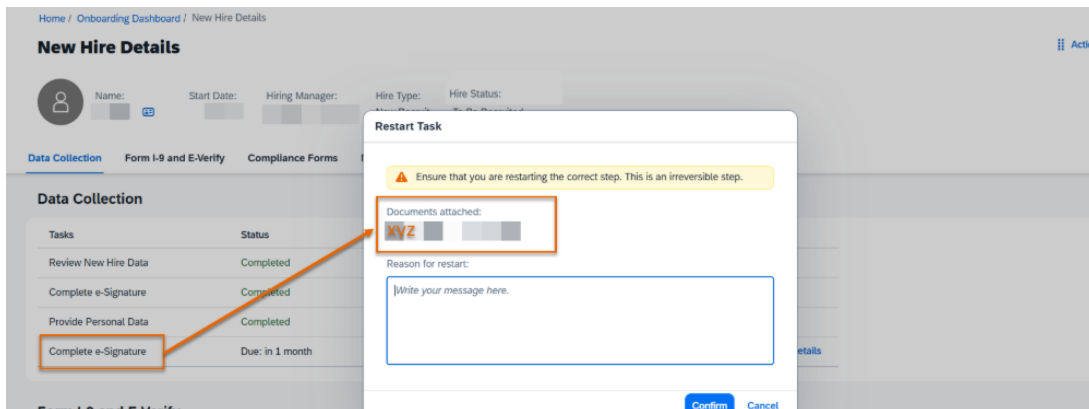
- ✓ Use pre-delivered template objects to **create custom onboarding and offboarding tasks**
 - ✗ No more building MDF objects from scratch
 - ✓ Custom MDF object dropdown templates to activate
 - ✓ Template appears in **Manage Custom Tasks**
 - ✓ Fully **customizable**



Restart e-Signature Step for Document Flows

Restart the Complete e-Signature step when new hire data changes

- ❖ View Details of the e-Signature task, for in-progress, completed, and skipped document flows
- ❖ Per **individual document flow**
- ❖ Documents are **regenerated** with updated data, checklist is updated
- ❖ Participant **notified by email**
- ❖ Restart **logged** and **previous document** versions are saved
- ! Restart is irreversible, select the correct document flow before confirming



Admin Center

- > Manage Permission Roles
- > Onboarding or Offboarding Permissions
- > Restart Onboarding Step for E-Signature

Review growth portfolio for internal hires

OPT IN

Use the Review Growth Portfolio task to prompt internal hires to assess & update their growth portfolio

- ❖ Task visible on **home page** for internal hires - for HR: part of New Hire Tasks
- ❖ Forwards you to the Growth Portfolio page to review skills, set development goals, ...
- ❖ Proactively **bridge readiness gaps during transition**

Admin Center
> Manage Permission Roles
> Onboarding or Offboarding Admin
Object Permissions
> **ONB2grwothPortfolioActivity**

The screenshot displays the user interface for the 'Review Growth Portfolio' task. On the left, a sidebar lists various onboarding tasks under 'Onboarding Data Collection' and 'Additional Onboarding Tasks'. The 'Review Growth Portfolio' task is highlighted at the bottom of the sidebar. The main content area shows the 'Review Growth Portfolio' page, which includes a header, a description of the activity, a 'View Growth Portfolio' button, and a checkbox for 'I've reviewed and updated my Growth Portfolio.' The page also features a 'Submit' and 'Close' button at the bottom right.



Updated e-signature page for HR and manager

UNIVERSAL

E-signature task page for HR and managers looks now the same as Onboarding Checklist

- ❖ More accessible for HR
- ❖ Renamed to 'Complete your E-Signature'
- ❖ Option to download (individually or collectively)

Complete Your E-Signature

Welcome to E-Signature. Carefully read the terms of the agreement and select the checkbox to submit your agreement. By selecting the box, you're agreeing to use the electronic signature technology to sign your paper work.

Agreement to use SuccessFactors eSignature to Sign Documents

I, _____, agree to sign these electronic PDF documents using "SuccessFactors eSignature". I understand that a record of each document and my signature on it will be stored in electronic code. I accept that both the signatures, the one that I inscribe with "SuccessFactors eSignature" and the electronic record of it, can be considered as legal signature for the document. I confirm that the document is "written" and is an accurate record of the original document.

Accept the terms and conditions, then click "Submit". A list of documents that you need to sign is displayed. On reviewing each form, choose the "Click to Sign" button to place your electronic signature on the document. A check mark then appears, confirming that the form is signed.

I accept the Terms and Conditions

Give Feedback

Submit Close

Complete Your E-Signature

Your e-signature is important to us. Carefully review and e-sign each form. Once you've signed all the forms, select Submit to proceed to the next task.

You've signed the consent form on 5 Mar 2026. Learn more about the terms and conditions here.

Form Name

Signed >

Success

Thank you! You've e-signed all the forms.

OK

Give Feedback

Submit Decline Close



- - END - -

- Thank you for your
time!