



# SAP ERP Human Capital Management Road Map

May 2019

CUSTOMER

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For all recent and planned innovations, potential data protection and privacy features include simplified deletion of personal data, reporting of personal data to an identified data subject, restricted access to personal data, masking of personal data, read access logging to special categories of personal data, change logging of personal data, and consent management mechanisms.

# About SAP road maps

Companies today are planning their digital journeys – transforming business models, reengineering business processes, and reimagining work.

**SAP road maps** highlight innovations that may help you plan and implement your digital journey. They span products relevant to lines of business in your industry and explain how our innovations may add value to your business.

In our road maps, you can learn about our innovations along three different timelines:

1. **Recent innovations** for our products that have been launched in the past weeks or months and can already be purchased
2. **Planned innovations** for our products that are intended to be launched in the short term or midterm
3. **Product direction**, providing a long-term perspective on high-level development plans for innovations for our solutions – inspired by your requirements

Following the 2025 announcement of the end of mainstream maintenance for some products covered in this road map, SAP is offering **guidance** on **recommended products**, which can be evaluated in the [SAP Transformation Navigator](#).

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## Topic overview

- **Topic description**
- **Key trends and customer needs**
- **Road map overview and major product updates**

## Topic road map

- Recent innovations
- Planned innovations
- Product direction

## Topic Fiori

- “My Timesheet (Fiori 2.0)” and “Approve Timesheet (Fiori 2.0)”
- “Personal Information Apps (Fiori 2.0)”
- “My Career”
- “My Benefits Enrollment” and “My Processes” (Labs Preview)

# SAP ERP Human Capital Management

## The product portfolio

### HR core processes

- Employee master data
- Organizational management
- Payroll
- Time management

### User experience

- Employee self-service (ESS)
- Manager self-service (MSS)
- HR professional

### Mobile strategy

- SAP Fiori apps for employees
- SAP Fiori apps for managers

The image displays three overlapping screenshots of SAP HR software. The top-left screenshot shows the 'Maintain HR Master Data' window for employee Matthew Black (Personnel no. 100226). The top-right screenshot shows the 'Employee Profile: Matthew Black' window, detailing his short profile and organizational assignment. The bottom-right screenshot shows a mobile view of the employee profile for Matthew Black, Senior Payroll Specialist, with tabs for Personal Information, Personal data, Emergency contact, and Bank Details.

**Maintain HR Master Data**

Personnel no. 100226  
Name: Matthew Black, Philadelphia  
Active Salaried staff, Philadelphia  
US:Semi-Monthly - US

**Employee Profile: Matthew Black**

Details: Matthew Black, valid on: 03/07/2016

**Short Profile**

Employee Group: 1 - Active  
Employee Subgro... U4 - Salaried staff  
Personnel Area: 3500 - Philadelphia  
Organizational Unit: 50000610 - Payroll Adminstr

**Organizational Assignment**

Valid From/To: 05/30/2002 - Unlimited  
Personnel Area: Philadelphia  
Pers. subarea: Philadelphia  
Position: Sr. Special  
Organizational Unit: Payroll -US

**Mobile View: People Profile**

Matthew Black Senior Payroll Specialist

Personal Information

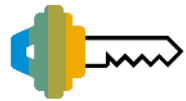
Personal data  
Date of birth: 30.07.1962  
Marital Status: Marrd.

Emergency contact  
Full Name: Black Jerome

Bank Details  
Bank Key: 123456780  
Bank name: PNC  
Bank Account: 12345

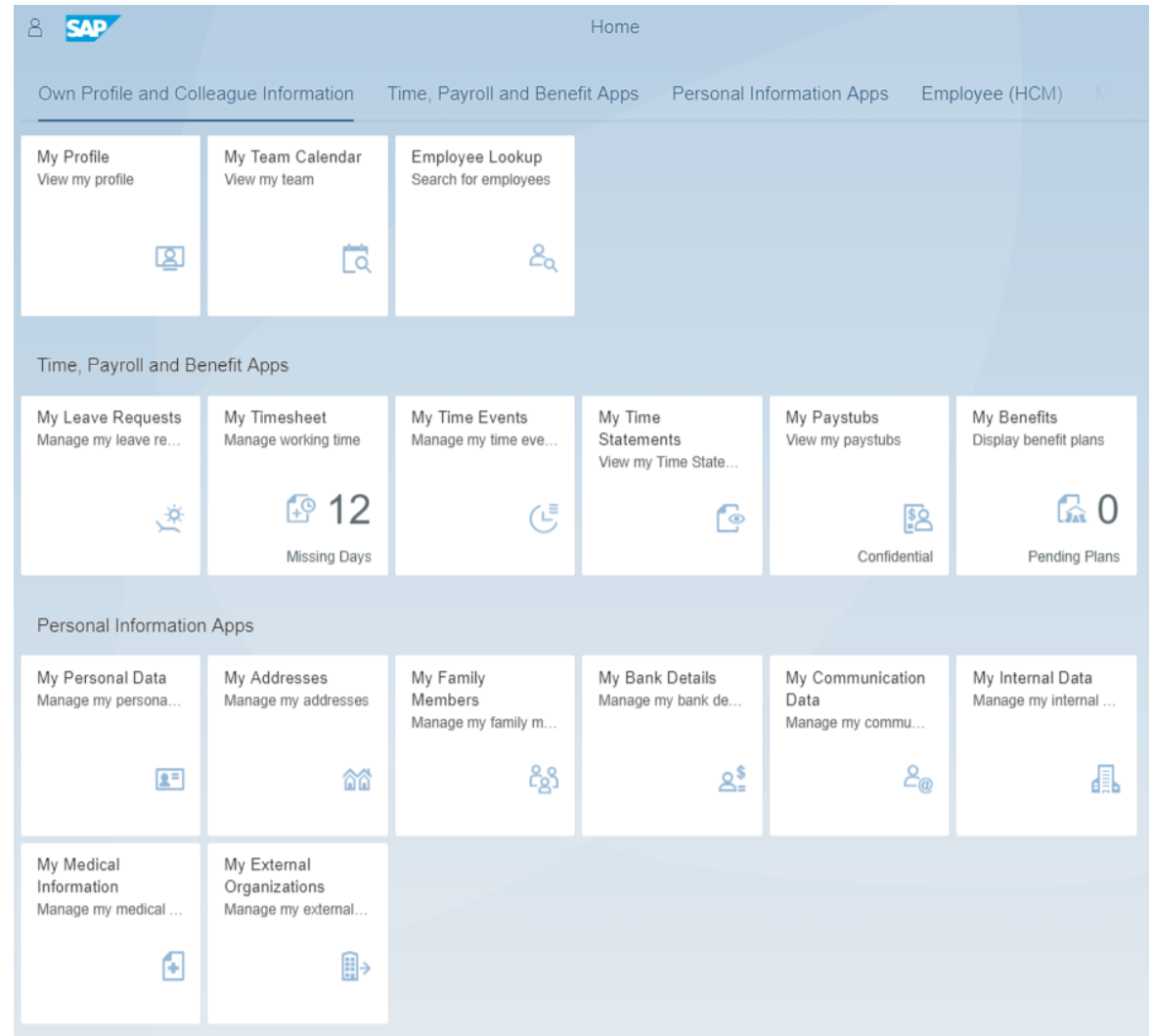
# SAP Fiori apps for SAP ERP Human Capital Management

Product description related to SAP Fiori apps



## Key capabilities

- **Display own Profile and Colleague Information colleagues**
  - My Profile
  - My Team Calendar
  - ...
- **Time, Payroll and Benefit Apps**
  - My Leave Requests
  - My Timesheet
  - ...
- **Personal Information Apps: Edit own master data**
  - My Addresses
  - My Personal Data
  - .....



# SAP ERP Human Capital Management

Direction update of HCM on-premise solution

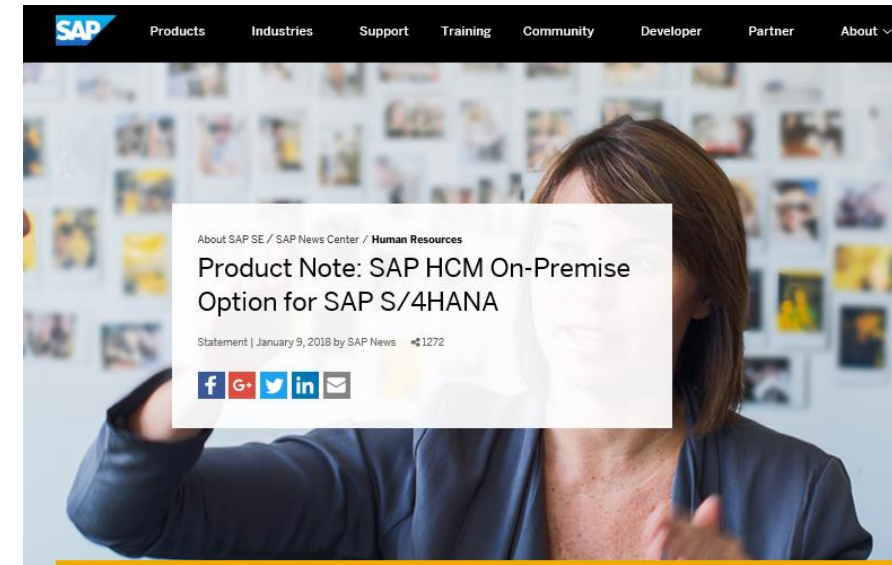
## HCM on-premise solution for SAP S/4HANA

A new on-premise option for customers leveraging SAP ERP HCM

- **Continuity** and investment protection for customers with SAP ERP HCM on premise, with maintenance support planned until 2030
- Solution will run on **SAP HANA database** only
- Solution will be based on SAP ERP HCM with **optimizations and selected new capabilities** to leverage SAP HANA

### See also:

- Press releases:
  - English: <https://wp.me/p6UXKd-AXq>
  - German: <https://wp.me/p1k00L-xX4>



Nearly six years ago, SAP acquired SuccessFactors, providing our customers with the best cloud-based human capital management (HCM) solutions on the market. Since then, the number of customers using SAP SuccessFactors solutions has nearly quadrupled, and we continue to see increasing momentum toward the cloud for HCM globally and across all industries.

Our investment strategy follows this market demand, with the bulk of the planned innovations for our HCM portfolio focused on SAP SuccessFactors solutions.

Related



# Planned Solution Scope SAP HCM for S/4HANA, on-premise

Functional scope comparable with SAP ERP HCM / SAP S/4HANA HCM and **including**:

Added October  
2018

## Personnel Management

- Personnel Management (PA-PA)
- Organization Management (PA-OS, BC-BMT-OM)
- Personnel Development (PA-PD-xx)
- Benefits (PA-BN)
- Compensation (PA-CM)
- Personnel Cost Planning ( PA-CM-CP)
- Company Pension scheme Germany (PA-PF-DE)
- Pension Fund Switzerland (PA-PF-CH)
- MSS / ESS (CA-ESS/MSS)

## Talent Management

- SAP Learning Solution (PE-LSO-xx\*)
- Training & Event Management (PE)

## Payroll

- Payroll (PY-xx)

## Time Management

- Time (PT-xx)
- Shift Planning (PT-SP)
- Time Sheet (CA-TS)

## Public Sector

- Public Sector (PY-DE-PS, PY-DE-PS-VA, xx-xx-PS,...)
- Position Budgeting and Control (PA-PM-PB)
- HR Funds & Position Management (PA-PM)
- Shift Planning for Public Sector (PT-SP-PS)



# Not in Scope of SAP HCM for S/4HANA, on-premise

Functional scope of SAP HCM for S/4HANA **excluding**:

## Personnel Management

- Employee Interaction Center (PA-EIC)
- SAP E-Recruiting (PA-ER)
- Recruitment (PA-RC)
- Pension fund Belgium (PA-PF-BE)
- Pension fund Netherlands (PA-PF-NL)

## Talent Management

- SAP Learning Solution Java components, authoring environment, content player, offline player (restricted usage possible on a different Java server)

## Supported Countries

- Country version Denmark (PY-DK)

## Travel Management

- Travel (FI-TV-xx)

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## Topic Fiori

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# SAP ERP Human Capital Management

## Product road map: Details about recent innovations

### Recent Innovations

#### Payroll International

- Generate more than one month paycheck
- Wage Type Reporter: Enhancement for retro
- Wage Type Reporter: Enhancement for additional fields
- Wage Type Reporter: Reporting for declustered payroll results
- Wage Type Reporter: Enhanced Rate Field functionality

#### Learning Solution

- Usage of participants first name in correspondence.
- Better waitlist handling
- Prebook functionality for curricula

#### Organizational Management

- Restoring of all relations after deletion of an retirement action
- Pay Scale report with additional OM-Information

#### ESS/MSS (WDA)

- Leave Request: Local time zones in approval mails
- Leave Request: Selection of multi-day period through calendar
- Leave Request: Showing current approver
- Team Calendar: Save and load variants

#### Fiori

- My Leave Requests: Show additional absence information
- My Leave Requests: Navigation from calendar to details of existing request
- Personal Information Apps: Country Content
- New App: “My Time Statement (Fiori 2.0)”
- New App: “My Timesheet (Fiori 2.0)”

Further details: <https://sapimprovementfinder.com/> /Product Area: Human Resources

# Payroll: Generate more than one month paycheck

## Improvement Request Description

... I would like to check the possibility of updating transaction PC00\_M99\_CEDT - Transaction PC00\_M99\_CEDT, **so that it reads more than one period**, and it can include in it the Off-cycle option. ...

## Solution:

### Improvement Notes:

2574433 (17 May 2018) and  
644092 (28 May 2018) for CE

### New reports:

RPCEDTX0\_MULTIPLE\_PERIODS and  
RPCEDTX0\_MULTIPLE\_PERIODS\_CE **allowing to run  
payslip report for a date range**

The screenshot shows the SAP dialog box titled "Generate Remuneration Statements for multiple payroll periods". It features a header bar with a green checkmark, an information icon, and a language icon. Below the header are three yellow buttons: "Selections from", "Search helps", and "Sort order". The "Time Prd." section contains three radio buttons: "Today", "Current month", and "Current year". Below these are two more radio buttons: "Up to today" and "From today". The "Other period" radio button is selected. Underneath, there are two input fields for "Time Prd." and "To", with a yellow "Payroll period" button between them. The "Selection" section at the bottom has two rows: "Personnel Number" and "Payroll area", each with an input field and a yellow button with a plus sign.

# Wage Type Reporter: Enhancement for retro

## Improvement Request Description

A new report is required, which extract only employees who have retro amounts with specified wage type in specified payroll run. It includes the following information ...

## Solution:

Improvement Note: 2660487

WTR for Retro

Further selections Search helps Org. structure

Selection

Personnel Number 500901  
 Company Code  
 Personnel area  
 Personnel subarea  
 Employee group  
 Employee subgroup  
 Payroll area

Payroll Period

Regular Payroll Run  
 Payroll Area US  
 Period Selection Other Period  
 3 2013  
 01.02.2013 - 15.02.2013

Off-Cycle Payroll Run  
 Special Run

Period Determination

In-View Payroll Periods  
 For-View Payroll Periods

Further Selections

Wage Type /101 to  
 Archived Payroll Results  
 Display recs with null values

Delivery

Layout Variant

SAP H99CWTR0\_RETRO

WTR for Retro

Pers.No.	Last name	First name	Employee/app.name	ID number	CoCd	Company Name	PA	PA	Subar.	COAr	COAr	EE Name of employee	grp	ES	PY	Pe	Name per. parameter	For-period	Payment date	PYP	CG	WT	Long text	Org. Unit	Org. Unit	New Amount	Orig. Amt	Retro Diff.	Crcy
500901	TEST CLONE	CLONE_FEB, BASE WAG	Base Wage CA Tes	125465488	US01	Country Template US	US01	US01	0001	US01	US01	Active	U4	US	2	Semi-monthly		201301	15.01.2013	10	/101	Total gross	US01	US01	35.000,00	50.000,00	15.000,00-	USD	
500901	TEST CLONE	CLONE_FEB, BASE WAG	Base Wage CA Tes	125465488	US01	Country Template US	US01	US01	0001	US01	US01	Active	U4	US	2	Semi-monthly		201302	31.01.2013	10	/101	Total gross	US01	US01	50.000,00	65.000,00	15.000,00-	USD	

# Wage Type Reporter: Enhancement for additional fields

## Improvement Request Description

“In the wage type reporter you have the possibility to select by some pre-defined fields. If you need more selection criterias from the PA-Infotypes (e.g. Administrator Personal from IT0001 or some fields from IT0007,...) it is not possible at the moment. ...”

## Solution:

Improvement Note: 2660445

Wage Type Reporter

Further selections | Search helps | Org. structure

Selection

Personnel Number 99999901

Company Code

Personnel area

Personnel subarea

Employee group

Employee subgroup

Payroll area

Payroll Period

Regular Payroll Run

Payroll Area

Period Selection

Off-Cycle Payroll Run

Special Run

Comparison Parameter

Abs. Difference No.

Abs. Difference Amnt

Perc. Difference No.

Perc. Difference Amnt

Payroll Interval

Period determination

In-view payroll periods

For-view payroll periods

Other selections

Wage Type

Archived Payroll Results

Display recs with null values

Object selection

Delivery

SAP List Viewer

ALV Grid Control

Microsoft Excel

Object selection dialog

Available objects

- Available objects
- Personnel subarea
- Master controlling area
- Master cost center
- Employee group
- Employee subgroup
- In-period
- Organizational Unit
- Organizational Key
- Personnel area

Objects selected

- Objects selected R..
- Personnel number
- Company code
- Wage Type
- For-period
- Administrator
- Position
- Customer-Specific Status
- Legal Person
- Job
- Employee Time Management Stat.
- Daily Working Hours
- Pay Scale Type

Selection: 12 / 21

## Wage Type Reporter

Pers.No.	Lst/1stNam	ID number	CoCd	Company Name	PY_Payroll area text	Pe_Name	For-period	Payment date	PYP_CG	WT	Wage Type Long Text	LP	Position Short Text of Position	Job key	Job Title	Administrator name	S	T	WS rule	Empl. %	Work hrs	WkDys	WkHrs	Cap.uti./M	Ty.	PSA	PS group	Lv	Number	Amount	Crcy	
99999901	X	AN	An K	432798363	US01	Country Template US US	HR-US	Sem-monthly	2	Sem-monthly	201203	01.02.2012	10	/840	Diff.curr.from aver.month	99999999	Integration: default posi			3	100,00	3,75	5,00	81,25	100,00	01	01	SALES	01	2,50	0,00	USD

# Wage Type Reporter: Reporting for declustered payroll results

## Improvement Request Description

“There should be an option in the report H99CWTR0 Wage Type Reporter to read the data from the declustered payroll result table P2RX\_RT (comparable to the option to read data from archive). ...”

## Solution:

Improvement Note: 2660477

Pers.No.	Last name	First name	Name of employee or applicant	ID num.	CoCode	Company Name
	ALTERSTEILZEIT	VKA	BLOCK		DE01	Country Template DE
507	KRUMEL	KRIEMEL	Kriemel Krümel		DE01	Country Template DE
4021	TESTUSER	EGON	Egon Testuser		DE01	Country Template DE
4025	AN AG	BEITRAGE	HELGA		DE01	Country Template DE
4026	TESTUSER	EGON	Egon Testuser-Klon-Klon		DE01	Country Template DE
4029	BRUTTO	ÜBERZAHLUNG	HEINZ		DE01	Country Template DE
4032	BEAMTER	KLON	EGON		DE01	Country Template DE
4034	BRUTTO	ÜBERZAHLUNG	VERGLEICHSFA		DE01	Country Template DE
4035	BRUTTO	ÜBERZAHLUNG	TESTFALL MIT		DE01	Country Template DE
4038	TESTFALL	VOLKER			DE01	Country Template DE
4043	ALTERSTEILZEIT	HERMANN			DE01	Country Template DE

### Wage Type Reporter

Further selections
Search helps
Org. structure

**Selection**

Personnel Number		⊞
Company Code	DE01	⊞
Personnel area		⊞
Personnel subarea		⊞
Employee group		⊞
Employee subgroup		⊞
Payroll area		⊞

**Payroll Interval**

Period	01.01.2014	To	31.01.2014
Payroll type		to	

Payroll Period ⊞

**Period determination**

In-view payroll periods  
 For-view payroll periods

**Other selections**

Wage Type	/101	to	
-----------	------	----	--

Archived Payroll Results  
 Display recs with null values  
 Fetch declustered results

Object selection ⊞

**Delivery**

<input type="radio"/> SAP List Viewer	Layout Variant	
<input checked="" type="radio"/> ALV Grid Control	Layout Variant	
<input type="radio"/> Microsoft Excel	Template PC File	

< >
SAP
H99CWTR0

# Wage Type Reporter: Enhance Rate Field functionality

## Improvement Request Description

“The Wage Type Reporter requires an enhancement to allow for greater control as to how the Rate field is displayed on the output. ...”

## Solution:

Improvement Note: 2660399

Wage Type Reporter

CoCd	Company Name	PA	Personnel Area Text	PY_Payrol area text	Pe_Name	For-period	Payment date	WPBP S...	Number	PYP_CG	WT	Wage Type Long Text	Amount	Ccy
US01	Country Template_US01	United States Headquarter	US_HR-US	Semi-mont.	2	Semi-monthly	201203 01.02.2012	01	1,25	10	/840	Diff.curr.from aver.month	0,00	USD
US01	Country Template_US01	United States Headquarter	US_HR-US	Semi-mont.	2	Semi-monthly	201203 01.02.2012	02	1,25	10	/840	Diff.curr.from aver.month	0,00	USD



Wage Type Reporter

Further selections Search helps Org. structure

Selection

Personnel Number 99999901  
 Company Code  
 Personnel area  
 Personnel subarea  
 Employee group  
 Employee subgroup  
 Payrol area

Payrol Period

Payrol  Payrol Comparison

Regular Payrol Run  
 Payrol Area US  
 Period Selection Other Period Other Period  
 3 2012  
 01.02.2012 - 15.02.2012

Off-Cycle Payrol Run  
 Special Run

Comparison Parameter

Abs. Difference No. to  
 Abs. Difference Amnt to  
 Perc. Difference No. to  
 Perc. Difference Amnt to

Payrol Interval

Period determination

In-view payrol periods  
 For-view payrol periods

Other selections

Wage Type /840 to  
 Archived Payrol Results  
 Display recs with null values  
 Show Split  
 Object selection

Delivery

SAP List Viewer  
 ALV Grid Control  
 Microsoft Excel

Layout Variant  
 Layout Variant  
 Template PC File

SAP H99CWTR0



# Learning Solution: Usage of participants first name in correspondance

## Improvement Request Description

“Currently it's not possible with standard configuration to have the participant's first name available in the request-based correspondence (transaction EFRM). ...”

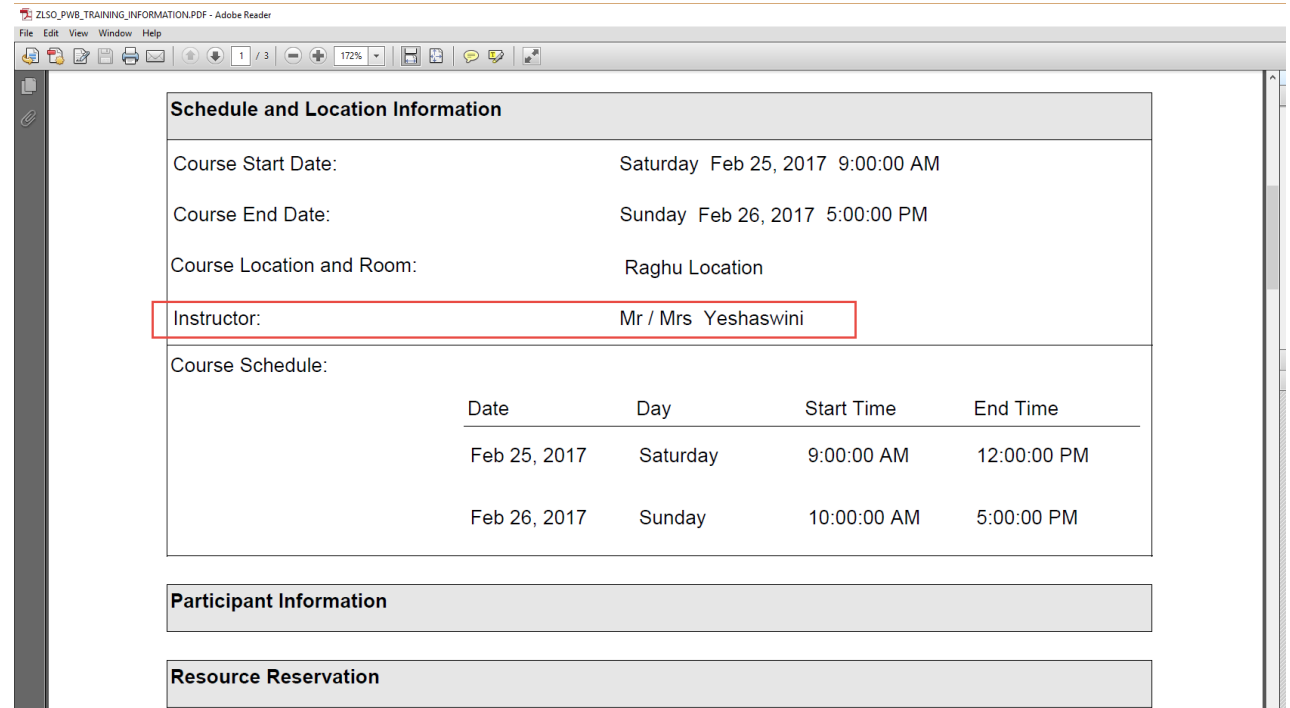
## Solution:

Improvement Note: 2625347

Users can now configure,

- First Name of an employee to be appear in the correspondence e-mails.
- A new form variable, “FINAM” (First Name), is now available to customers for this purpose.

In the PDF example, the employee’s first name Mr/Mrs Yeshaswini only is displayed.



The screenshot shows a PDF document titled 'ZLSO\_PWB\_TRAINING\_INFORMATION.PDF' in Adobe Reader. The document content is organized into sections: 'Schedule and Location Information', 'Participant Information', and 'Resource Reservation'. The 'Schedule and Location Information' section contains the following details:

Course Start Date:	Saturday Feb 25, 2017 9:00:00 AM
Course End Date:	Sunday Feb 26, 2017 5:00:00 PM
Course Location and Room:	Raghu Location
Instructor:	Mr / Mrs Yeshaswini

The 'Course Schedule' section contains a table with the following data:

Date	Day	Start Time	End Time
Feb 25, 2017	Saturday	9:00:00 AM	12:00:00 PM
Feb 26, 2017	Sunday	10:00:00 AM	5:00:00 PM

The 'Participant Information' and 'Resource Reservation' sections are currently empty.

# Learning Solution: Better waitlist handling

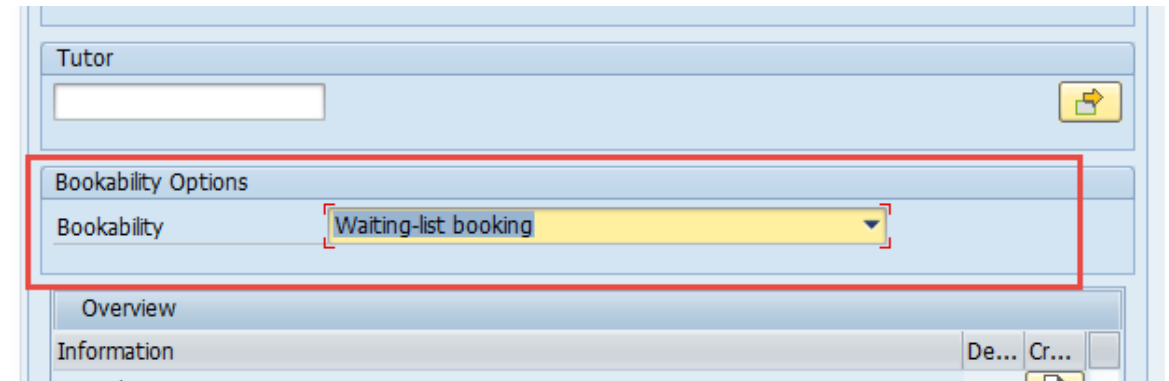
## Improvement Request Description

“1. Enable bookability Option "Only waitlist booking" that can be set on Course type or Course Level. ...

2. Improve firmly booking process so that Training admin can manually finalize the placed participants by individually move up/down Learners between waitlist and placed participation list. ...”

## Solution:

Improvement Notes: 2659801 and 2580082



Course Admins now have an option to enforce waitlist booking under Bookability Options.

# Learning Solution: Prebook functionality for curricula

## Improvement Request Description

We suggest implementing the **prebook** functionality for courses **also for curricula** (In the backend and also in the frontend learning portal).

## Solution:

Improvement Note: 2654629

### Prebooking Curriculum type in backend

Prebook Participation: Data

Curriculum Type: Abap Curriculum type

Period: 25.06.2018 to 31.12.9999

Language: English

Course Location:

Person: 00001002 Silke Hanke ABC

Prebooking Priority:  Normal booking  Essential Booking  Waiting list

Prebook + Note Prebooked Book

Prebook Participation: Data

Curriculum Type: Abap Curriculum type

Period: 25.06.2018 to 31.12.9999

Language: English

Course Location:

Person: 00001002 Silke Hanke ABC

Prebooking Priority:  Normal booking  Essential Booking  Waiting list

Prebook + Note Prebooked Book

### BSP Learning Portal: Prebooking curriculum type

Navigation: Training Home Information

Prebook

Course Catalog > Ashish Course Group > Amar Curriculum

If you can find no suitable course date for the course **Amar Curriculum**, you can prebook yourself for other dates. To do so, select the time period in which you would like to participate in the course. **5** required language and location and confirm by choosing 'Prebook'.

Note:  
Bear in mind that only one prebooking may exist for a given course in any one period. If time periods overlap, existing prebookings will be changed to reflect the new data entered.

Start: 25.06.2018 End: 25.07.2018

Language: English Location: Courses with this delivery method are not location-dependent.

Prebook

Refresh

# Organizational Management: Restoring of all relations after deletion of an retirement action

## Improvement Request Description

In case of a personnel action retirement the system terminates infotypes of a person and the relationships to objects in Organization and staffing. When deleting the personnel action retirement after that the system prolongs again the terminated infotypes. But the system in the standard prolongs **only the relationship to object which is saved in the infotype 0001 (organizational assignment)**.

## Solution:

After deletion of the retirement action all relationships are re-created.

Improvement Note: 2689946

**Display Organizational Assignment (0001)**

Org Structure

Pers. No.	889	Pers.Assgn	
Personnel No	889	Name	
EE group	1 Active	Pers.area	
EE subgroup	OB Civil servant		
Start	05.09.2015	to	31.12.9999

Enterprise structure

CoCode	DE01	Country Template	DE
Pers.area	DE01	Personalbereich	DE01
Cost Ctr			

Personnel structure

EE group	1 Active	Payr.area	D2	HR-D:	
EE subgroup	OB Civil servant	Contract			

Organizational plan

Percentage	100.00
Position	01900101 01-L1-SVP HCM PA01-L1-SVP
Job key	00000000
Org. Unit	01900002 01-Level1 HCM PAOrg. Unit 01-Level1
Org.key	DE01

Administrative

Group	
PersAdm	
Time	
PayrAdm	
Supervis	

Staff Assignments (Structure)

	ID
Bonrat_Org_Structure	O 50021798
Marketing	O 50021799
Marketing Manager	S 50021842
Print	O 50021829
Print Designer 1 (1.1. - HIGH)	S 50021843
Print Designer 2 (1.1. - HIGH)	S 50021844
Print Designer 3 (1.6. - HIGH)	S 50021845
Print Designer 4 (1.6. - HIGH)	S 50021846
Print Designer 5 (1.9. - HIGH)	S 50021847
Print Designer 6 (1.9. - HIGH)	S 50021848
Web	O 50021830
Events	O 50021850

Deletion of the retirement action re-creates all relationships again, not only the relationship from IT0001

# Organizational Management: Pay scale report with additional OM-Information

## Improvement Request Description

We'd like to have the following fields in RPLTRF00 (Time spent in each pay scale area/type/group/level).

- Org.unit (P0001-ORGEH)
- Position (P0001-PLANS)
- Job (P0001-STELL)
- Start dates and Time Spent (Year/Month) for Org.unit, Position, and Job
- Age on the start date of IT0008

## Solution:

Improvement Note: 2634878

**Time spent in each pay scale area/type/group/level**

Further selections Search helps

Key date

Today  
 Other keydate

Key Date

Selection

Personnel Number   
 Employment status  0

Additional data

Pay Scale Area  to   
 Pay scale type  to   
 Pay Scale Group  to   
 Pay scale level  to

Control

Advanced Output

**Time spent in pay scale group/level**

**Key date: 15.04.2019**  
**The report includes 1 Employees**

Pers.No	Age on St...	PSA	Ty.	PS group	Lv	since	Yea...	Mont...	Org. Unit	since	Yea...	Mont...	Position	since	Yea...	Mont...	Job key	since	Yea...	Mont...
000008...	47	25	45	A10 G.D.	1	01.01.2013	06	03	01900002	02.11.2...	04	05	01900101	02.11.2014	04	05	00000000	00	00	00

# ESS/MSS (WDA): Local time zones in approval mails

## Improvement Request Description

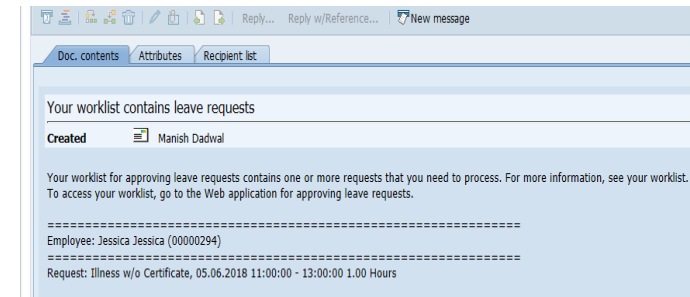
In emails always the local time zone of the requester has to be displayed even if the job sending the emails run centrally in Germany. ...

## Solution:

This functionality is working as per request. System will send mail with local time zone of leave requester instead of local time zone of user who runs the job in background.

The screenshot shows the 'Leave Requests: Send E-Mails' configuration screen. It is divided into several sections for different roles:

- E-Mail Text for Employee:** Includes checkboxes for 'Send E-Mail', 'Send iCalendar', and radio buttons for 'With This Text' (set to 'HR\_TIM\_ARQ\_REQUESTER'), 'With General Notification', 'With All Documents', and 'Separate Mails for Approved and Rejected Requests'.
- E-Mail Text for Initiator:** Includes a checkbox for 'Send E-Mail'.
- E-Mail Text for Approver:** Includes checkboxes for 'Send E-Mail', 'Only for Status 'Sent'', and 'Add Substitute Language', along with radio buttons for 'With This Text' (set to 'HR\_TIM\_ARQ\_APPROVER'), 'With General Notification', 'With All Documents', and 'With Versions of Documents'.
- E-Mail Text for Manager:** Includes a checkbox for 'Send E-Mail'.
- E-Mail Text for HR Administrator:** Includes a checkbox for 'Send E-Mail'.
- Partial-Day Absences:** Includes checkboxes for 'With Times' and 'With Number of Hours'.
- E-Mail Settings:** A section at the bottom for additional email configuration.



The screenshot shows an Outlook appointment window for the subject 'Illness w/o Certificate'. The appointment is scheduled for Tuesday, June 5, 2018, from 11:00 AM to 1:00 PM. The interface includes a ribbon with 'Appointment' selected and various action buttons like 'Save & Delete', 'Forward', and 'Appointment Scheduling Assistant'. The 'Start time' and 'End time' fields are set to 'Tue 6/5/2018' at '11:00 AM' and '1:00 PM' respectively.

The screenshot shows a 'Leave Overview' dialog box with the following details:

- Type of Leave:** Illness w/o Certificate
- General Data:**
  - Start Date: 05.06.2018
  - End Date: 05.06.2018
  - Begin Time: 11:00
  - End Time: 13:00
  - Absence hours: 1,00
  - Processor: Satish B
  - Last Note:

# ESS/MSS (WDA) : Leave Request/Selection of multi-day period through calendar

## Improvement Request Description

In the WDA (HRESS\_A\_PTARQ\_LEAVREQ\_APPL) is only possible to mark **one day but not more than one.** ...”

## Solution:

In calendar, user can select range of days by pressing SHIFT key while selecting start & end date.

Improvement Note: 2661418

The screenshot displays the SAP ESS/MSS calendar interface. At the top, it shows the current view as 'February 2018'. Below this, three calendar grids are visible for February, March, and April 2018. A red arrow points from the selected date range (February 20-23, 2018) in the calendar to the 'Start Date' field in the 'General Data' section of the 'Leave Details' form. The 'Type of Leave' is set to 'Illness with Certificate'. The 'Start Date' is 20.02.2018 and the 'End Date' is 23.02.2018. The legend below the calendar indicates that blue highlights represent 'Absent' days, yellow highlights represent 'Non-Working Day', and white highlights represent 'Holiday'.

Month	Mo	Tu	We	Th	Fr	Sa	Su
February 2018	29	30	31	1	2	3	4
March 2018	26	27	28	1	2	3	4
April 2018	26	27	28	29	30	31	1

**Leave Details** [Check]

Type of Leave:  Ad

Description: Illness with Certificate

General Data

\* Start Date:  [T]

\* End Date:  [T]

# ESS/MSS (WDA) : Leave Request/Showing current approver

## Improvement Request Description

The Leave Overview application **displays the wrong approver** in the processor column (after a processor change). ...”

## Solution:

Improvement Note: 2660327

Leave Overview

Type of Leave  
Type of Leave: Test LA

General Data  
Status: Approved  
Start Date: 11.06.2018  
End Date: 11.06.2018  
Absence hours: 7,20  
Processor: Joes Jacyna  
[Show Processors \(2\)](#)  
Last Note: 23.06.2018 07:43:35 Dipl.-Ing. Rinnie Rinkins Resubmitted

		<a href="#">Test LA</a>	10.06.2018	00:00:00	10.06.2018	00:00:00		Approved	0,00	
		<a href="#">Test LA</a>	11.06.2018	00:00:00	11.06.2018	00:00:00	Joes Jacyna	Approved	7,20	1 Day



# ESS/MSS (WDA) : Team Calendar/Save and load variants

## Improvement Request Description

“It should be possible to create, save and load Display variants for the Teamcalendar for the selected Employees. Now each time the selection of the employees must be done again. ...”

## Solution:

Improvement Note: 2703549  
(contains also other improvements)

The screenshot displays the SAP Team Calendar interface. At the top, there are controls for 'Display' (set to 'my team'), 'View' (Month), 'Date' (November 2018), and 'Sort by' (Names Ascending). A dropdown menu for 'Variant' shows options: 'Directly Subordinate Employees', 'All Employees', and 'my team'. The calendar grid shows absences for employees: Katrina Kaif, Thalya Khumalo, Madhuri Muthyalu MM, and rinku sharma. A 'Select Team Members (my team)' dialog box is open, showing a table of employees with checkboxes for selection. A 'Search' dialog box is also open, showing search criteria for first name, last name, and organization name.

Name	Team member	Show
hhh hhhh	00000734	<input type="checkbox"/>
Katrina Kaif	00000165	<input checked="" type="checkbox"/>
Thalya Khumalo	00000255	<input checked="" type="checkbox"/>
Li Yuqi	00003664	<input type="checkbox"/>
Madhuri Muthyalu MM	01061933	<input checked="" type="checkbox"/>

# Fiori: My Leave Requests/Show additional absence information

## Improvement Request Description

“Introduce the explanatory text functionality to the FIORI absence request. This functionality is already available in the WDA version of absence request. ...”

## Solution:

Improvement Note: 2636058

The screenshot displays the 'Create Request' app interface. The 'Leave Type Selection' section shows 'Leave Type' set to 'Leave 1/2 Dday' with 15 days available. The description is 'Incase of medical emergency, view the additional payment options of employee'. A yellow arrow points from this description to a modal window titled 'Leave 1/2 Dday' which shows the description: 'View the additional payments of an employee.' The 'General Data' section includes date, start/end times, input hours, and approver information. A 'Show Description' button is visible in the modal window.

# Fiori: My Leave Requests/Navigation from calendar to details of existing request

## Improvement Request Description

“User will select a day on the calendar where there is a leave request and on selection it will navigate to the details of that leave request. User will have edit and withdraw actions to perform in the details page. ...”

## Solution:

Improvement Notes: 2103156, 2482461, 2482453

The screenshot displays the SAP Fiori 'My Leave Requests' interface. At the top, a table lists leave types and their status:

Leave Type	Validity	Available	Planned	Used	Entitlement
Approved attendance	Jan 1, 2018 – Dec 31, 2018	5,000 Hours	0 Hours	0 Hours	5,000 Hours
Approved attendance	Jan 1, 2019 – Dec 31, 2019	5,000 Hours	0 Hours	0 Hours	5,000 Hours
Educational Leave	Jan 1, 2017 – Dec 31, 2018	36 Days	14 Days	0 Days	50 Days
Educational Leave	Jan 1, 2018 – Dec 31, 2019	50 Days	0 Days	0 Days	50 Days
Standard Leave	Jan 1, 2018 – Mar 31, 2019	15 Days	16 Days	0 Days	31 Days

Below the table is the 'Request Overview' section, which includes a 'Calendar' button and a 'Show From' dropdown set to 'Jan 1, 2018'. A search bar prompts the user to 'Select a start and end date to create a new request; click an existing request to display'. The main calendar view shows dates from May to June 2018. A yellow arrow points from the calendar to a detailed view of a 'Leave' request for June 4, 2018. The details view shows the following information:

- Leave** (Jun 4, 2018)
- Absence Days: 1 Day
- Quota Used: 1 Day
- Leave Type: Leave
- Created on: Jun 11, 2018
- Approver: Mr Oskar Payroll
- Status: Sent

Below the details are sections for 'Comment' (with a 'Team' button), a note from 'Mr Dipl.-Ing. Test Fiori Employee 10' (created at 12:05 IST), and a 'Team' section. The 'Team' section includes a search bar and a calendar view for June 2018, showing the leave request for June 4, 6, and 7, 2018, for 'Dipl.-Ing. Test Fiori Fiori Employee'.

# Fiori: Personal Information Apps/Country Content

## Improvement Request Description

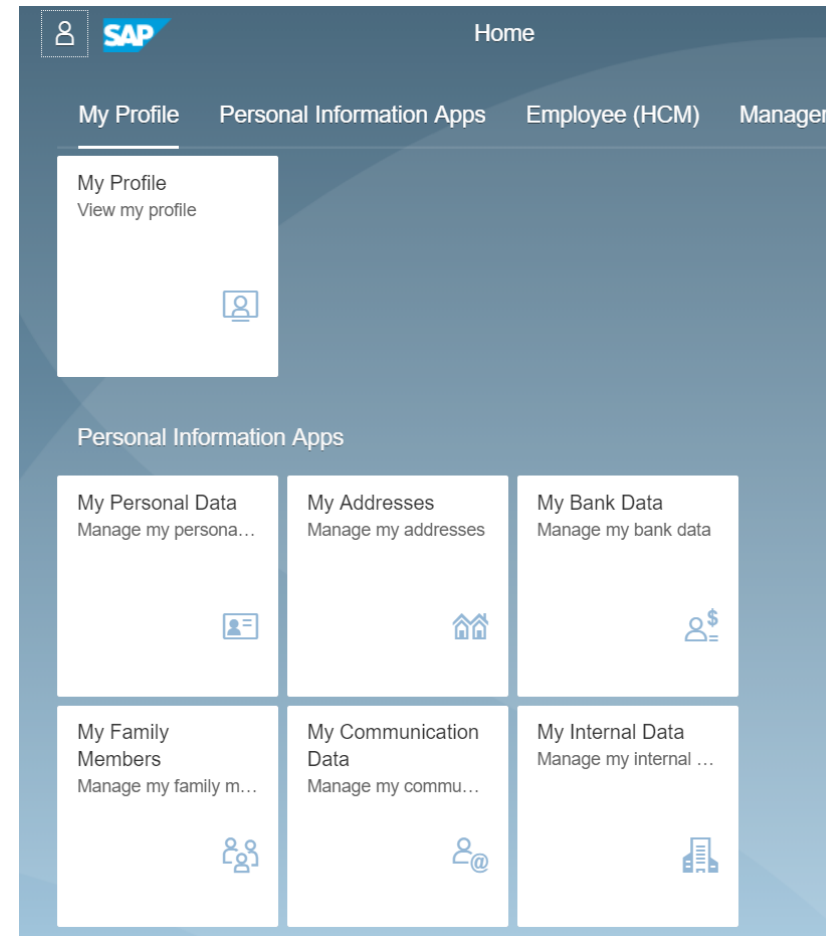
“It would be good, if the people profile in Fiori also allows to update infotypes directly, similar as the Webdynpro ABAP version. ...”

## Solution:

Improvement Note:

- Delivered initially with Fiori-SP in April 2018, since new country content with each (quarterly) SP.
- From 4 to 24 countries!

See more in Fiori Section of the presentation



# Fiori: New App: “My Timesheet (Fiori 2.0)”

## Improvement Request Description

“Our users are finding it difficult to input start time and end time in the Fiori timesheet app. There is no way where user can type the time (using keyboard or numeric pad) and they have to scroll it to select the time. ...”

## Solution:

Improvement Note for request above: 2708293

Completely new version: „My Timesheet (Fiori 2.0)“, see more in Fiori Section of the presentation

The screenshot displays the SAP Fiori 'My Timesheet' application. At the top, the user is identified as Tom Jackson (Developer / 50000803 / 00001000). The interface includes a navigation bar with 'Overview', 'To Do List (13)', 'Assignments', and 'Assignment Groups'. A search bar contains the text 'Create or import assignments so that you can enter records. Click Here'. Below this is a calendar for November-December 2018. The right side of the screen shows a list of time entries with columns for 'Recorded / Target', 'Assignment', 'Entered', 'Mark as Draft', 'Status', 'Start Time', 'End Time', and 'Comments'. A dropdown menu is open over the entry for Monday, November 19, 2018, listing various assignment types such as 'October 2018 (Group)', 'November 2018 (Group)', 'Training', 'Half Day Leave', 'Consulting', 'Customer Visit', and 'Travel'. The bottom right corner features 'Submit' and 'Cancel' buttons.

# SAP ERP Human Capital Management

## Product road map: Details about planned innovations

### Planned Innovations

#### Personal Administration

- Infotype 0008/Basic Pay: Validity for Pay Scales
- Infotype 0034/Corporate Function: Validity for Subtypes
- Infotype 0028/Medical Service: Validity for Subtypes
- Infotype 0041/Date Specifications: Additional repeat fields
- Support for 3<sup>rd</sup> Gender

#### Organizational Management (further topics in CC-Project)

- Vacancy and Obsolete Pop-Up: Information about multiple positions
- Infotype 0001/Organizational Assignment: Additional information about relationship percentage

#### Flash Replacement

#### Time Management (further topics in CC-Project)

- Time Manager's Workplace (PTMW) in view mode
- Infotype 0007/Planned working time: Validation for "Additional time ID"
- Infotype 0050/Time Recording Info: Validity for subsystem groupings

#### ESS/MSS (WDA) (further topics in CC-Project)

- Team Calendar: Exclusion of specific absences from anonymization
- Team Calendar: Public holiday calendar for different countries
- My Leave Requests: Configuration of ICS-Files
- My Leave Requests: Improved layout of cancelation requests

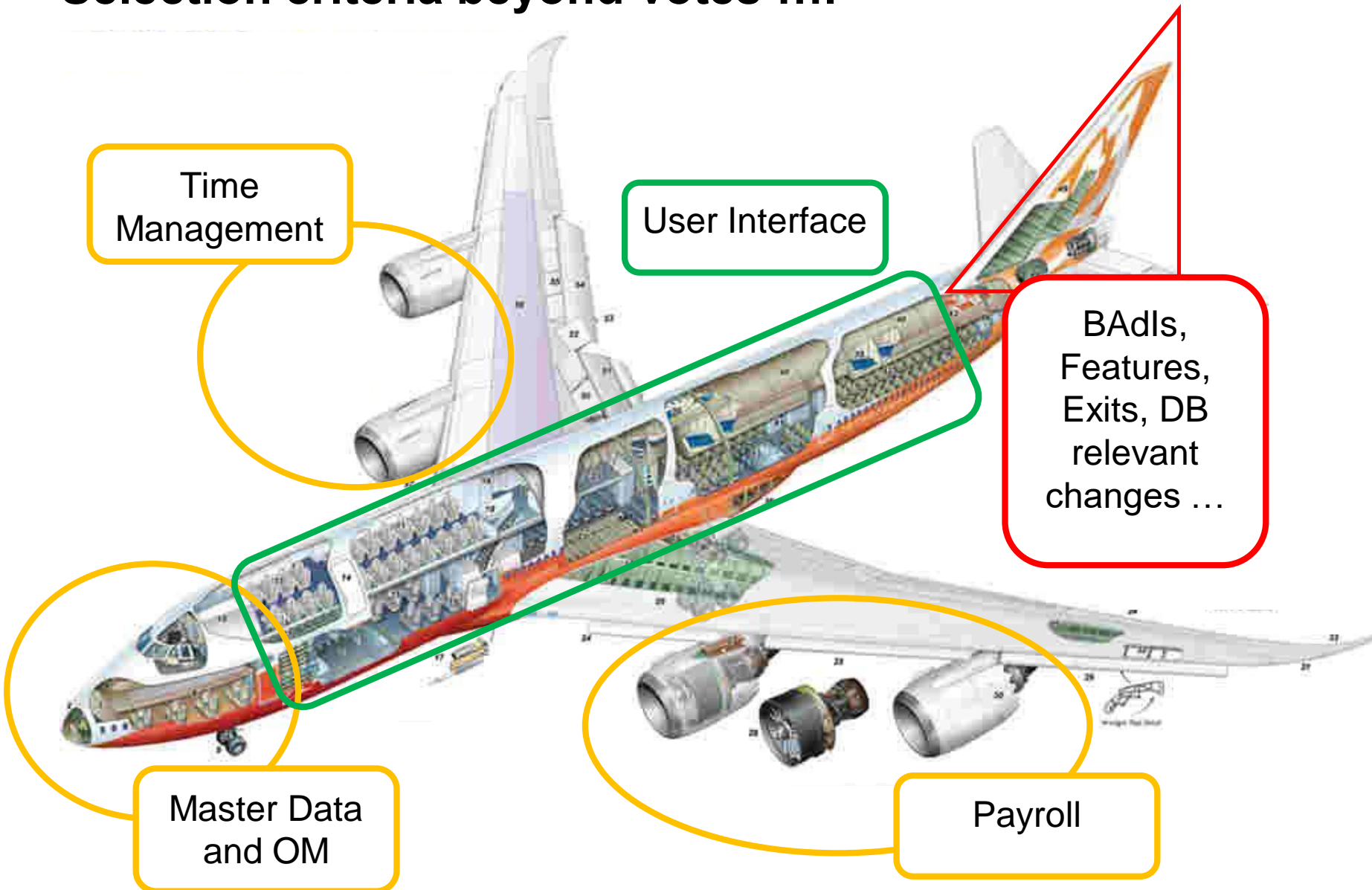
#### Fiori – Enhancements in existing Apps

- Option to hide PERNR and picture in apps
- On behalf feature embedded in apps
- My Team Calendar: Creation of views without open search
- My Time Events: Information about public holidays
- My Time Sheet: Additional PPM fields
- My Time Events: Detail screen for every time stamp
- My Time Events: Time saldo information (from T555I) available in app
- My Time Events: Improved refresh behavior after deletion of entries
- My Time Events: Possibility to disable "Fast Entry"

#### Fiori – New Apps

- New App: "My Careers"
- New App: "Benefits Enrollment"
- New App: "App for Processes & Forms"
- New App: "My Team" (including on behalf feature)

# Selection criteria beyond votes ....



## Selection criteria

- International or country specific request?
- Basic change of architecture?
- Number of dependencies (also for customer and partner developments)?
- Stability or performance risk?
- Frequency of usage/Number of users concerned?

# SAP ERP Human Capital Management

## Product road map: Details about planned innovations

### Product Direction

#### **SAP ERP HCM (cross)**

- Enhancements in specific components through the SAP Customer Connection program

#### **HR renewal**

- Landing pages as SAP Fiori overview page
- Further content as SAP Fiori app

#### **SAP Fiori**

- Further transactional apps
- Analytical apps



# Table of contents

## Topic overview

- Topic description
- Key trends and customer needs
- Road map overview and major product updates

## Topic road map

- Recent innovations
- Planned innovations
- Product direction

## Topic Fiori

- **“My Timesheet (Fiori 2.0)” and “Approve Timesheet (Fiori 2.0)”**
- **“Personal Information Apps (Fiori 2.0)”**
- **“My Career”**
- **“My Benefits Enrollment” and “My Processes” (Labs Preview)**

# “My Timesheet (Fiori 2.0)”: Overview

## Overview

This page is used to allow user to select week and proceed with time entry creation. Concurrent Employment supported

Refer / implement notes **2656478** Assignment Concept

**2755376** Introducing 'Switch Profile' feature

**2789132** Introducing improved value help

**2789132** corrections to value help

Tom Jackson (Developer / 50000803 / 00001000)

Overview To Do List (13) Assignments Assignment Groups

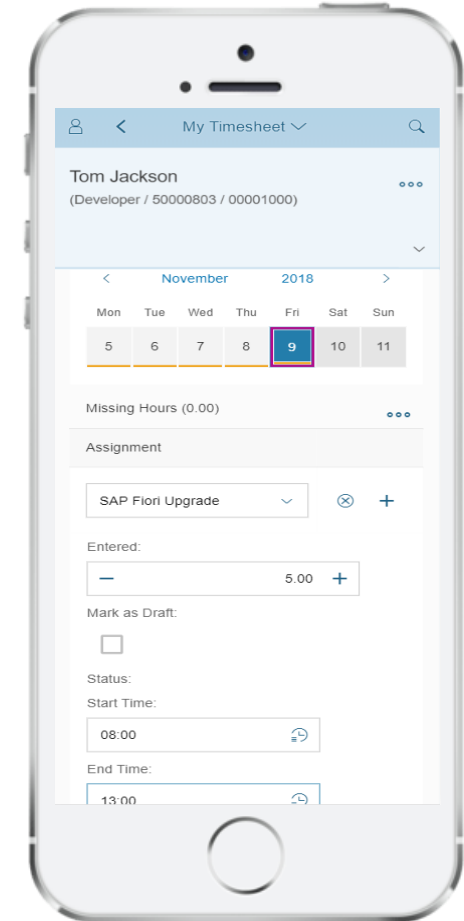
Create or import assignments so that you can enter records. [Click Here](#)

November – December 2018

Mon	Tue	Wed	Thu	Fri	Sat	Sun
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2
26	27	28	29	30	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

Recorded / Target	Assignment	Entered	Mark as Draft	Status	Start Time	End Time	Comments
0.00 / 8.00		0.00	<input type="checkbox"/>		00:00	00:00	
0.00 / 8.00	October 2018 (Group)	0.00	<input type="checkbox"/>		00:00	00:00	
0.00 / 8.00	November 2018 (Group)	0.00	<input type="checkbox"/>		00:00	00:00	
0.00 / 8.00	Training	0.00	<input type="checkbox"/>		00:00	00:00	
0.00 / 8.00	Half Day Leave	0.00	<input type="checkbox"/>		00:00	00:00	
0.00 / 8.00	Consulting	0.00	<input type="checkbox"/>		00:00	00:00	
0.00 / 8.00	Customer Visit	0.00	<input type="checkbox"/>		00:00	00:00	
0.00 / 8.00	Travel	0.00	<input type="checkbox"/>		00:00	00:00	
0.00 / 4.00		0.00	<input type="checkbox"/>		00:00	00:00	
0.00 / 0.00		0.00	<input type="checkbox"/>		00:00	00:00	
0.00 / 0.00		0.00	<input type="checkbox"/>		00:00	00:00	

Submit Cancel



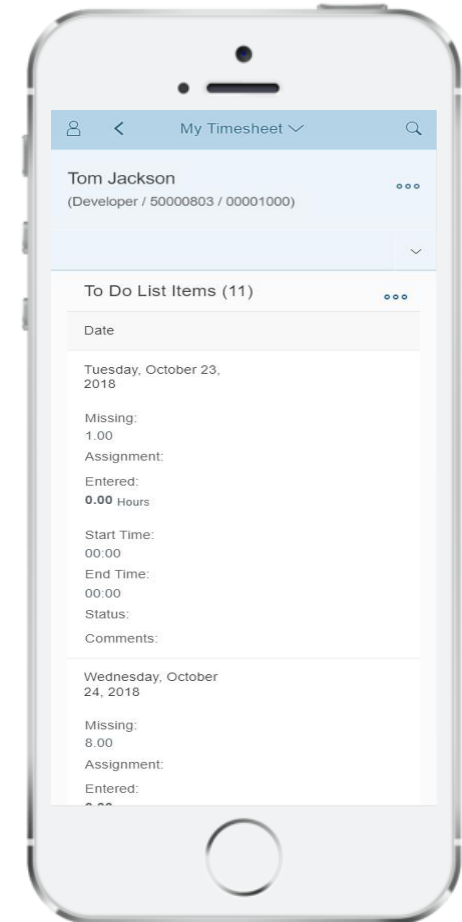
# “My Timesheet (Fiori 2.0)”: To do List

## To do List

This is a new feature that helps the end user to get a focused view on the dates where there are missing or insufficient time entries.

Total rows “To Do” items match the number shown on the Fiori launch pad

Date	Missing	Assignment	Entered	Start Time	End Time	Status	Comments
Tuesday, October 23, 2018	1.00		0.00 Hours	00:00	00:00		
Wednesday, October 24, 2018	8.00		0.00 Hours	00:00	00:00		
Thursday, October 25, 2018	8.00		0.00 Hours	00:00	00:00		
Friday, October 26, 2018	4.00		0.00 Hours	00:00	00:00		
Tuesday, October 30, 2018	7.00		0.00 Hours	00:00	00:00		
Friday, November 2, 2018	4.00		0.00 Hours	00:00	00:00		
Monday, November 5, 2018	8.00		0.00 Hours	00:00	00:00		
Tuesday, November 6, 2018	8.00		0.00 Hours	00:00	00:00		
Wednesday, November 7, 2018	8.00		0.00 Hours	00:00	00:00		
Thursday, November 8, 2018	8.00		0.00 Hours	00:00	00:00		
Friday, November 9, 2018	4.00		0.00 Hours	00:00	00:00		



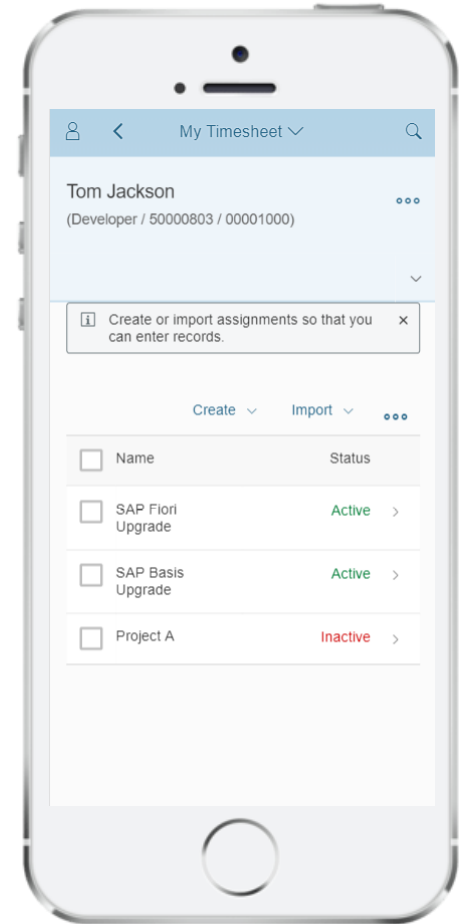
# “My Timesheet (Fiori 2.0)”: Assignments

## Assignments

Assignment is a pre-saved combination of time recording attributes that can be used as a shortcut to record time entries in future

Assignments can be “Imported” from worklist / “Imported” from a list created by the administrator

Name	Att./Absence type	Valid From	Valid To	Status
<input type="checkbox"/> SAP Fiori Upgrade		Monday, January 1, 2018	Monday, December 31, 2018	Active
<input type="checkbox"/> SAP Basis Upgrade		Monday, January 1, 2018	Monday, December 31, 2018	Active
<input type="checkbox"/> Project A	Productive Hours	Monday, January 1, 2018	Monday, December 31, 2018	Inactive



**Work in progress:** a) Administrator report to generate Assignments, Assignment Groups on behalf of employees or groups of employees.  
b) Ability to input complex time entries without predefined Assignments

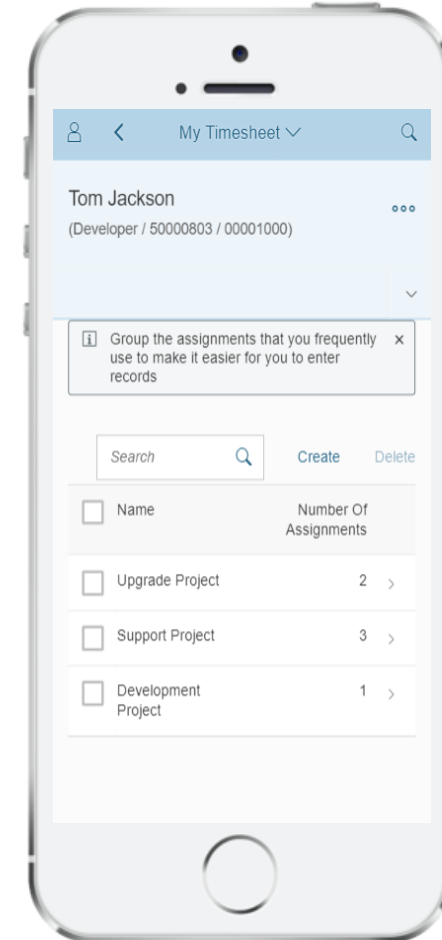
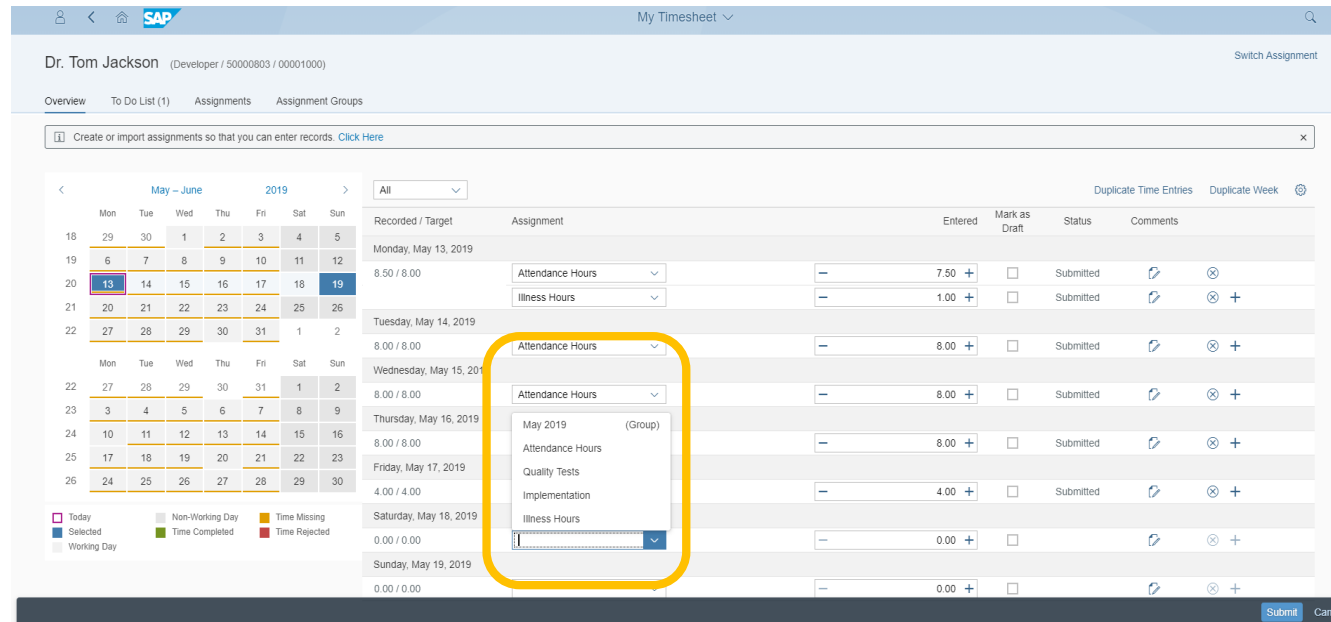
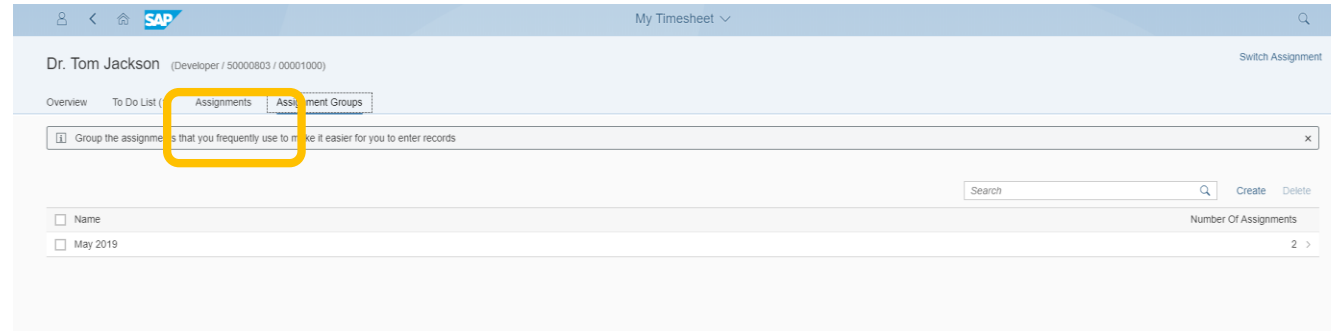
# “My Timesheet (Fiori 2.0)”: Assignment Groups

## Assignment Groups

“Assignment Group” is a pre-saved list of “Assignments” that are commonly used by users.

For example: a user working on 5 projects in say May 2019, is likely to create 5 entries (1 for each project) every day, to avoid this manual task, user (or administrator) can create an Assignment Group with all 5 Assignments.

Assignment Groups are shown on top of the dropdown list of “Assignment” column. In the above example, if the assignment group is selected during data entry, 5 rows would be created corresponding to each of the 5 projects



# “My Timesheet (Fiori 2.0)”: Special feature “Duplicate Time Entries”

## Duplicate Time Entries

This is a quick entry feature that allows end users to “Duplicate” time entries across multiple days.

For example, when there are several entries per day, that are common across multiple days, this feature can be put to good use to save manual entry efforts

The screenshot shows the SAP My Timesheet interface for Tom Jackson (Developer / 50000803 / 00001000). The main view displays a calendar for September and October 2018. A dialog box titled "Duplicate Time Entries" is open, showing a list of time entries to be duplicated. The dialog has a "Duplicate Time Entries" button highlighted in yellow.

Date	Assignment	Entered
<input checked="" type="checkbox"/> Monday, September 10, 2018	WBS - Cost Center Assignment	8.00
<input type="checkbox"/> Tuesday, September 11, 2018	Incident Management - Bonus	6.00
<input type="checkbox"/> Wednesday, September 12, 2018	Administrative	2.00
<input type="checkbox"/> Thursday, September 13, 2018	Production Support - Difficult	4.00
<input type="checkbox"/> Friday, September 14, 2018	Incident Management-Difficult	4.00
<input type="checkbox"/> Saturday, September 15, 2018	Training	8.00
<input type="checkbox"/> Sunday, September 16, 2018	Upgrade	8.00

Selected Dates:

- Monday, September 17, 2018
- Tuesday, September 18, 2018
- Wednesday, September 19, 2018

# “My Timesheet (Fiori 2.0)”: Special feature “Duplicate Week”

## Duplicate Week\*

This is a quick entry feature that allows end users to “Duplicate” the entire week’s time entries across multiple other weeks.

For example when there are several entries per week that are common across multiple weeks, this feature can be put to good use to save manual entry efforts

\*available only in desktop mode

The screenshot shows the SAP My Timesheet interface for Tom Jackson (Developer / 50000803 / 00001000). The main view is a calendar for September-October 2018. A 'Duplicate Week' dialog box is open, showing a table of time entries to be duplicated and a calendar for selecting weeks.

Time Entries to Be Duplicated		
Date	Assignment	Hours
Monday, September 3, 2018	Production Support - Premium	8.00 Hours
Tuesday, September 4, 2018	Incident Management - Bonus	6.00 Hours
	Administrative	2.00 Hours
Wednesday, September 5, 2018	Production Support - Difficult	4.00 Hours
	Incident Management-Difficult	4.00 Hours
Thursday, September 6, 2018	Training	8.00 Hours
Friday, September 7, 2018	Upgrade	4.00 Hours
Saturday, September 8, 2018		0.00 Hours
Sunday, September 9, 2018		0.00 Hours

The dialog also shows a calendar for September 2018 with the week of September 24-30, 2018 selected. The 'Duplicate' button is highlighted in yellow.

# “Approve Timesheet (Fiori 2.0)”

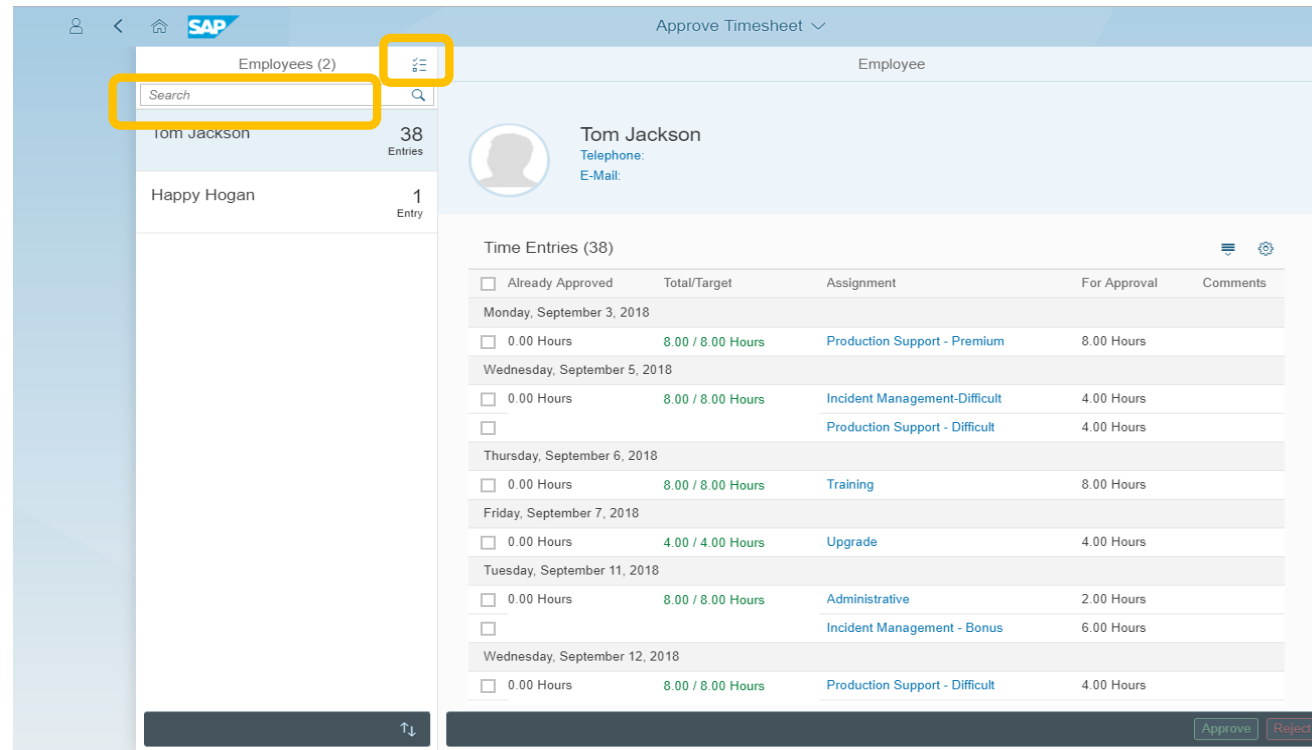
## Overview

Approve Timesheet has been released because My Inbox cannot be used for approvals in all cases.

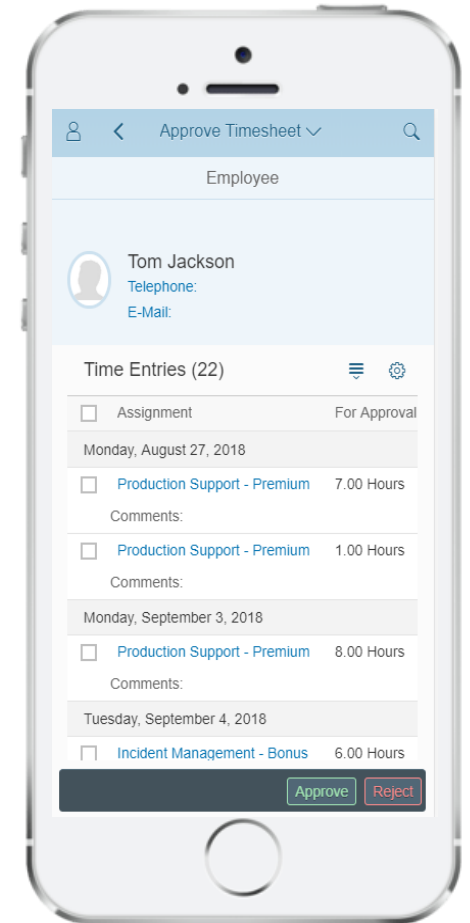
For example – non workflow based approvals

Approver can search for a particular Employee’s record.

Approvers can also select multiple employee records for approval



**Work in progress:** Ability to approve Time related entries via the My Inbox application





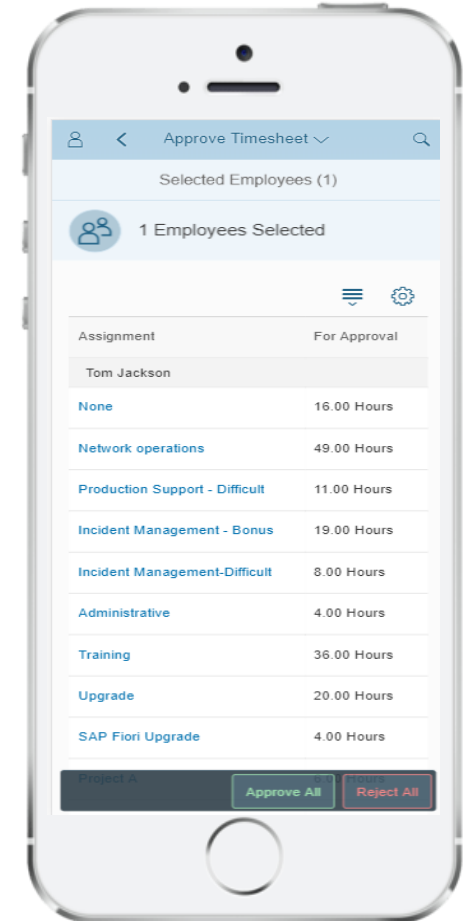
# “Approve Timesheet (Fiori 2.0)”: Mass approval

## Mass Approval

Multiple employees / multiple records possible to select and then “Approve All” or “Reject All” actions can be performed in a single step.

The screenshot shows the SAP Fiori 2.0 'Approve Timesheet' interface. On the left, there is a list of employees with checkboxes for selection. The 'Tom Jackson' entry is selected, and the 'Approve All' and 'Reject All' buttons are visible at the bottom. The right side of the interface shows a table of items for approval, including columns for Role, Entries, Assignment, and For Approval.

Role	Entries	Assignment	For Approval
Tom Jackson			
	4 Entries	None	16.00 Hours
	10 Entries	Network operations	49.00 Hours
	4 Entries	Production Support - Difficult	11.00 Hours
	3 Entries	Incident Management - Bonus	19.00 Hours
	2 Entries	Incident Management-Difficult	8.00 Hours
	3 Entries	Administrative	4.00 Hours
	7 Entries	Training	36.00 Hours
	5 Entries	Upgrade	20.00 Hours
	1 Entry	SAP Fiori Upgrade	4.00 Hours
	5 Entries	Project A	6.00 Hours
	3 Entries	Consulting	5.00 Hours

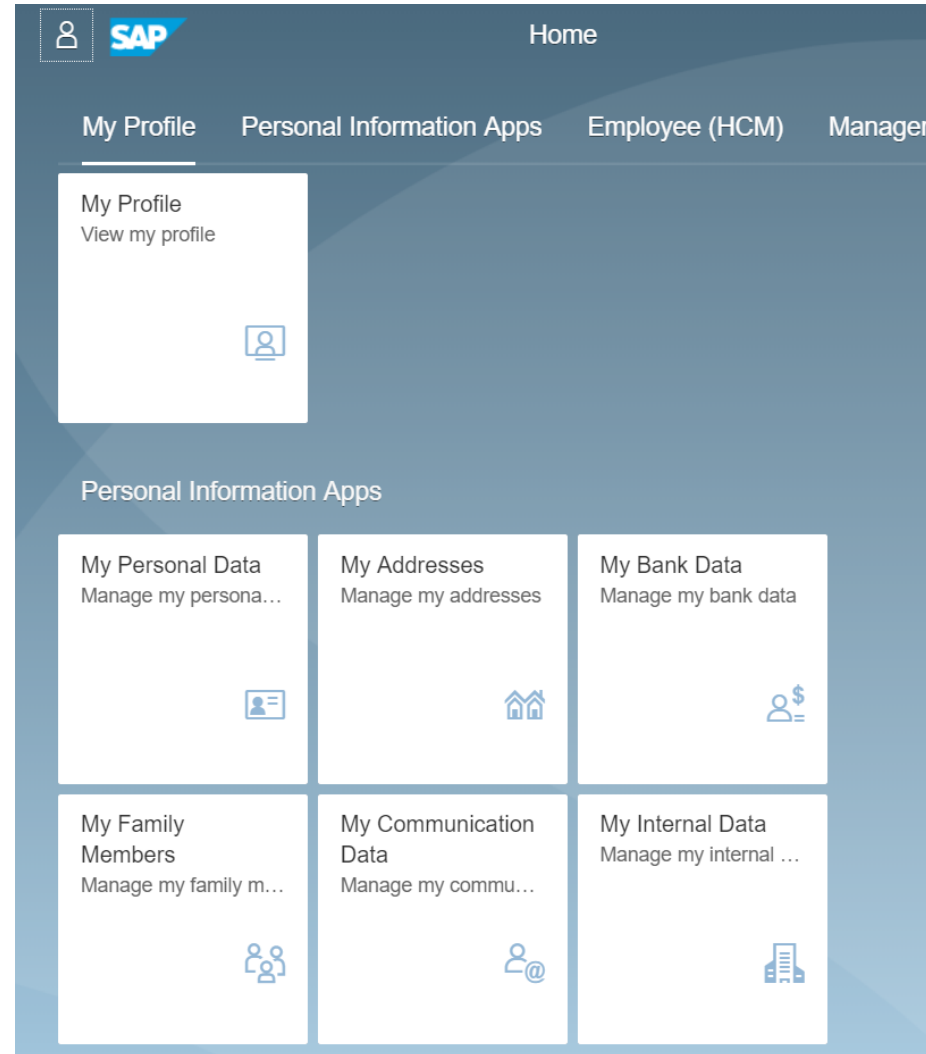


# “Personal Information Apps (Fiori 2.0)”: Starting in Q2/2018

In Q2/2018 we delivered the following “Pers-Info-Apps”:

- My Personal Data
- My Addresses
- My Bank Data
- My Family Members
- My Internal Data
- My Communication Data

Furthermore a **new version of “My Profile”** was delivered. This version contains in the area with employee master data navigations to the above listed apps.



# “Personal Information Apps (Fiori 2.0)”: Functional Overview and Customizing

The screenshot displays the 'My Addresses' app interface. At the top, the SAP logo and 'My Addresses' title are visible. Below this, a header section for 'Michael Persinfode (00065935) Administrator' is highlighted with a yellow box. This header includes a 'Create' button and a 'Change Employee Picture' link. Below the header, a row of tabs is also highlighted with a yellow box, containing 'Permanent residence', 'Temporary residence', 'Home address', and 'Emergency address'. The 'Permanent residence' tab is selected. The main content area shows a card for the address, valid from 1/21/2018 to 1/31/2018, with an 'Edit' link. The address details include: Care Of, Street and Hausenumber: Schützenstr. 98, Postal Code: 75121, City: Karlsruhe, District, Country: Germany, Telephone No., and Distance in km: 0. Below this card, another address card is partially visible, valid from 2/1/2018, with 'Edit' and 'Delete' links.

All 6 Apps have a header with consistent data.

As in the previous versions of ESS different Sub-Types can be maintained.

Through re-use of the ESS-WDA-customizing you inherit your setting you have already done.

# “Personal Information Apps (Fiori 2.0): Deactivate fields and set field attributes

**New Entries: Overview of Added Entries**

Infotype: 0002

Customer: Field Properties of UI Fields

Context	IT Version	Subtype	UI Structure Name	Field Name	Field Property
ESSWDAPERS	01		HCMT_BSP_PA_DE_R0002	GBLND	Required Entry
ESSWDAPERS	01		HCMT_BSP_PA_DE_R0002	VORS2	Invisible

- Field Property
- Required Entry
  - Can Be Edited
  - Invisible
  - Output Only
  - Required Entry

View: V\_T588MUIFPROPC

Personal data

Name

\*Form of Address: Mr

First name: Michael

\*Last name: Persinfode

Name prefix:

Title:

Birth Data

\*Birth date: Jun 25, 1965

Name at Birth: Mueller

Name Prefix for Birth N...:

Country of Birth: Germany

Birthplace: Karlsruhe

Save Cancel

Personal data

Name

\*Form of Address: Mr

First name: Michael

\*Last name: Persinfode

Name prefix:

Title:

Birth Data

\*Birth date: Jun 25, 1965

Name at Birth: Mueller

\*Country of Birth: Germany

Birthplace: Karlsruhe

Save Cancel

# “Personal Information Apps (Fiori 2.0): Define active sub-types

Employee Self-Service (Web Dynpro ABAP)

- General Settings
- Service-Specific Settings
  - Working Time
  - Benefits and Payment
  - Personal Information
    - Personal Profile
      - Determine Active Subtypes and Make Settings

Country Grouping  Germany

Specify Use Case and Active Subtypes			
IType	Infotype Text	STyp	Subtype Text
0105	Communication	0005	Fax
0105	Communication	0010	E-mail
0105	Communication	0020	First telephone number at work

Country Grouping  Germany

Specify Use Case and Active Subtypes			
IType	Infotype Text	STyp	Subtype Text
0105	Communication	0005	Fax
0105	Communication	0010	E-mail
0105	Communication	0020	First telephone number at work
0105	Communication	0030	Private E-Mail Address

My Communication Data

Michael Persinfode (00065935) Administrator

✉ MICHAEL.PERSINFODE@SAP.COM Organisations Unit: IT Payroll 1  
Office Location: R015, O101  
Office Address: SAP-Allee 29, 68789 St. Leon-Rot, Germany  
Manager Name: Anton IT MGR Payroll 01

Fax E-mail First telephone number at work

My Communication Data

Michael Persinfode (00065935) Administrator Create

✉ MICHAEL.PERSINFODE@SAP.COM Organisations Unit: IT Payroll 1  
Office Location: R015, O101  
Office Address: SAP-Allee 29, 68789 St. Leon-Rot  
Manager Name: Anton IT MGR Payroll 01

Fax E-mail First telephone number at work Private E-Mail Address

# “Personal Information Apps (Fiori 2.0): Allow end user setting of begin/end date

**New Entries: Details of Added Entries**

01 Germany  
0105 Communication  
0030 Private E-Mail Address

Specify Usecase

- Validity period for data can be set
- New Button always available on overview screen
- Data must be available at all times

Edit Settings

- Data must be displayed as read-only

Record Type:  
Private E-Mail Address

Private E-Mail Address

Communication Data

\*Private E-Mail Address:

Save Cancel

Record Type:  
Private E-Mail Address

Private E-Mail Address

Communication Data

\*Private E-Mail Address:

Validity Period

Validity:

- From today
- From today
- From date
- From date to date

Save Cancel

# “Personal Information Apps (Fiori 2.0): Fiori-App as “display app”

**New Entries: Details of Added Entries**

63

Ctry Grouping  Germany  
Infotype  Communication  
Subtype  Private E-Mail Address

**Specify Usecase**

Validity period for data can be set  
 New Button always available on overview screen  
 Data must be available at all times

**Edit Settings**

Data must be displayed as read-only

Fax E-mail First telephone number at work Private E-Mail Address

Valid from Nov 26, 2018 Edit Delete

Communication Data

Private E-Mail Addr...: MICHAEL.PERSINFODE@GMX.DE

Fax E-mail First telephone number at work Private E-Mail Address

Valid from Nov 26, 2018

Communication Data

Private E-Mail Addr...: MICHAEL.PERSINFODE@GMX.DE

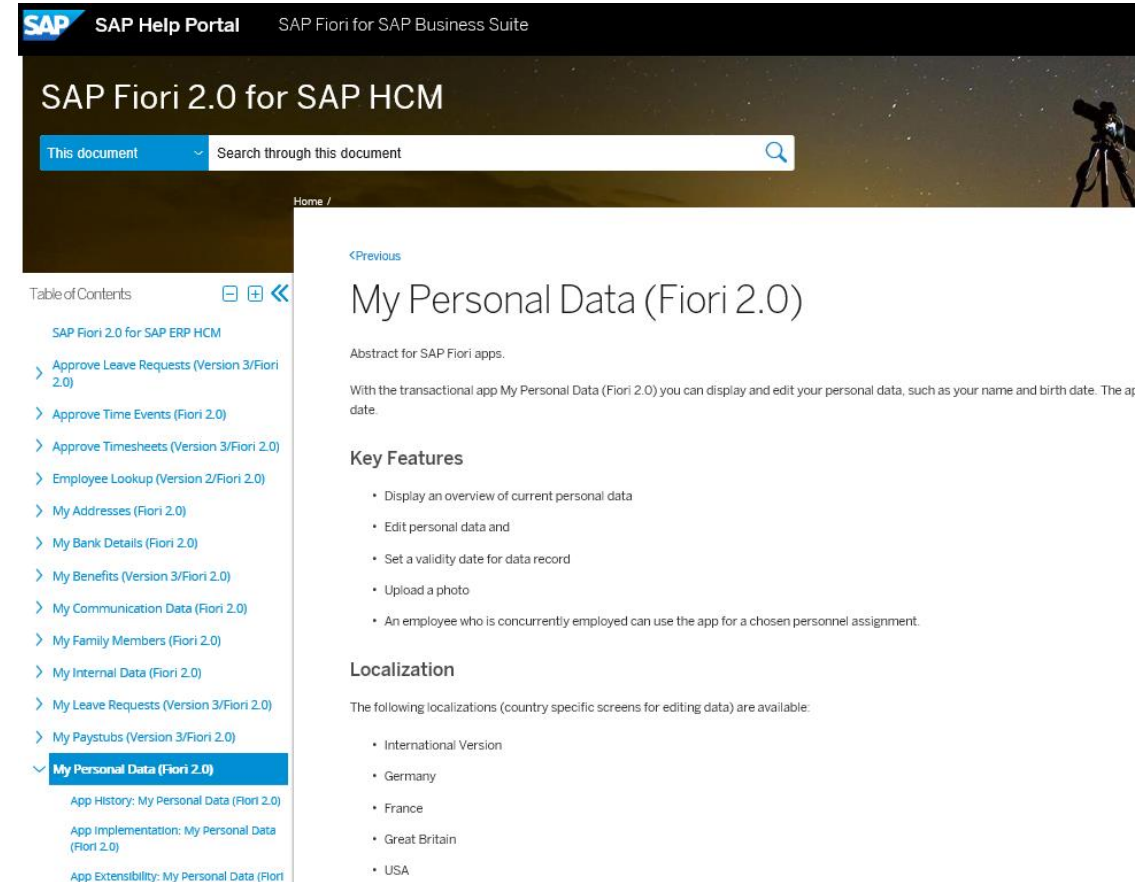
No option for editing/delete

# “Personal Information Apps (Fiori 2.0)”: Wrap-up about country content (From 4 to 24 countries!)

## Country content

- “My Addresses”: Available for all countries with one exception
- Other Pers-Info-Apps:
  - International Version
  - Australia
  - Austria
  - Belgium
  - Brasilia
  - Canada
  - China
  - Czech Republic
  - France
  - Germany
  - India
  - Italy
  - Japan
  - Mexico
  - Netherlands
  - Norway
  - Poland
  - Russia
  - Saudi-Arabia
  - Spain
  - Switzerland
  - UK
  - United Emirates
  - USA

- Further country content is coming with next SPs



The screenshot shows the SAP Help Portal interface for 'SAP Fiori 2.0 for SAP HCM'. The main content area displays the title 'My Personal Data (Fiori 2.0)' and an abstract for the app. Below the abstract, there is a 'Key Features' section with a bulleted list of capabilities, and a 'Localization' section listing available country-specific screens for editing data.

**Key Features**

- Display an overview of current personal data
- Edit personal data and
- Set a validity date for data record
- Upload a photo
- An employee who is concurrently employed can use the app for a chosen personnel assignment.

**Localization**

The following localizations (country specific screens for editing data) are available:

- International Version
- Germany
- France
- Great Britain
- USA

## Details in the SP specific documentation

<https://help.sap.com/viewer/d59d9f81f4884bf9b115936b92c27202/2.0%202019-04/en-US/90fbca4713064718825cfcdb8e5bb70.html>



# “My Career” : Starting in Q2/2019

## Overview

This is a Fiori application that can be configured by E-Recruiting customers for Candidates job search as and applying for jobs.

It can be used by internal and external candidates (based on configuration).

External candidate scenario takes user through a registration process

Landing page would show the number of “Hot Jobs” configured by the employer

The screenshot displays the SAP Fiori 'My Career' application interface. The top navigation bar includes the SAP logo, a 'Home' dropdown, and search icons. Below this, the breadcrumb path shows 'DLM - Internal SAP Tools' and 'Candidate (E-recruiting)'. A sidebar on the left contains two main sections: 'My Business Role Assignment' with 'DLM Self-Service' and a gear icon, and 'Candidate (E-recruiting)' which is highlighted with a yellow box. This section shows 'My Career' with the subtext 'Search and apply job' and a large '13' indicating the number of 'Hot Jobs'. The main content area is titled 'Hot Jobs' and features a search filter section with fields for Search, Functional Area, Hierarchy Level, Country, Contract Type, Education Level, and Reference Code. Below the filters, a list of 13 'Hot Jobs' is displayed, including roles like Assistant Professor, Program director, VP/Dev director, and Team Lead, each with details on Country, Salary Range, Contract Type, and an 'Apply' button.

Job Title	Country	Salary Range	Contract Type	Expires On
Assistant Professor/ Research Associate (Human Resources / Education and Training)	India	20000.00 - 38000.00 EUR	Master Thesis/Ph. D.	23.02.2020
Program director (Consulting)	ien14	38000.00 - 55000.00 EUR	Permanent	01.12.2019
VP/Dev director (Consulting)	ien15	38000.00 - 55000.00 EUR	Permanent	01.12.2019
Team Lead (FIORI) (Customer Service and Service)	IN_TLFHANA	20000.00 - 50000.00 JPY	Temporary	31.01.2020

# “My Career” : Search

## Search

A job search query can be executed by selecting the desired fields such as Contract type, Functional Area, free text search etc.

On hitting the “Go” button the search results are shown.

Within the resulting jobs, it is possible to toggle between “All Jobs” and “Hot Jobs”

The screenshot displays the SAP Job Search interface. The top navigation bar includes the SAP logo, a 'Job Search' dropdown, and search icons. Below the navigation, there are links for 'Hot Jobs', 'My Applications (21)', 'My Favorites (3)', and 'My Profile'. The search filters section includes a search input field, dropdowns for Functional Area, Hierarchy Level, and Country, and checkboxes for Contract Type (Permanent, Internship, Master Thesis/Ph. D., Temporary). A 'Go' button is visible. The search results section shows a list of jobs with details such as job title, country, salary range, and contract type. A toggle for 'All Jobs' and 'Hot Jobs' is present. The 'Go' button and the 'All Jobs' toggle are highlighted with yellow boxes.

**Assistant Professor/ Research Associate (Human Resources / Education and Training)**  
Country: India  
Reference Code: PROF\_...  
Expires On: 02-23-2020

**Program director (Co...)**  
Country:  
Reference Code: ien14

**VP/Dev director (Co...)**

**Search Results**  
My Applications (21) My Favorites (3) My Profile

Search: [Search] Functional Area: [Dropdown] Hierarchy Level: [Dropdown] Country: [Dropdown] Contract Type: [Permanent] [Dropdown]

Education Level: [Dropdown] Reference Code: [Input] Publication Date: [Dropdown]

Clear Go

Jobs (13)

**All Jobs Hot Jobs**

**AIS HCM Developer (Customer Service and Service)**  
Country: India  
Reference Code: HCM\_REF\_INT1  
Salary Range: 15000.00 - 25000.00 USD  
Contract Type: Permanent  
Expires On: 02-23-2020  
Apply ☆

**Marketing Lead (Marketing)**  
Country: India  
Reference Code: MARKET\_INT\_2  
Salary Range: 25000.00 - 40000.00 USD  
Contract Type: Permanent  
Expires On: 02-23-2020  
Apply ☆

**Presales Senior Specialist - Education Job (Human Resources / Education and Training)**  
Expires On: 02-23-2020

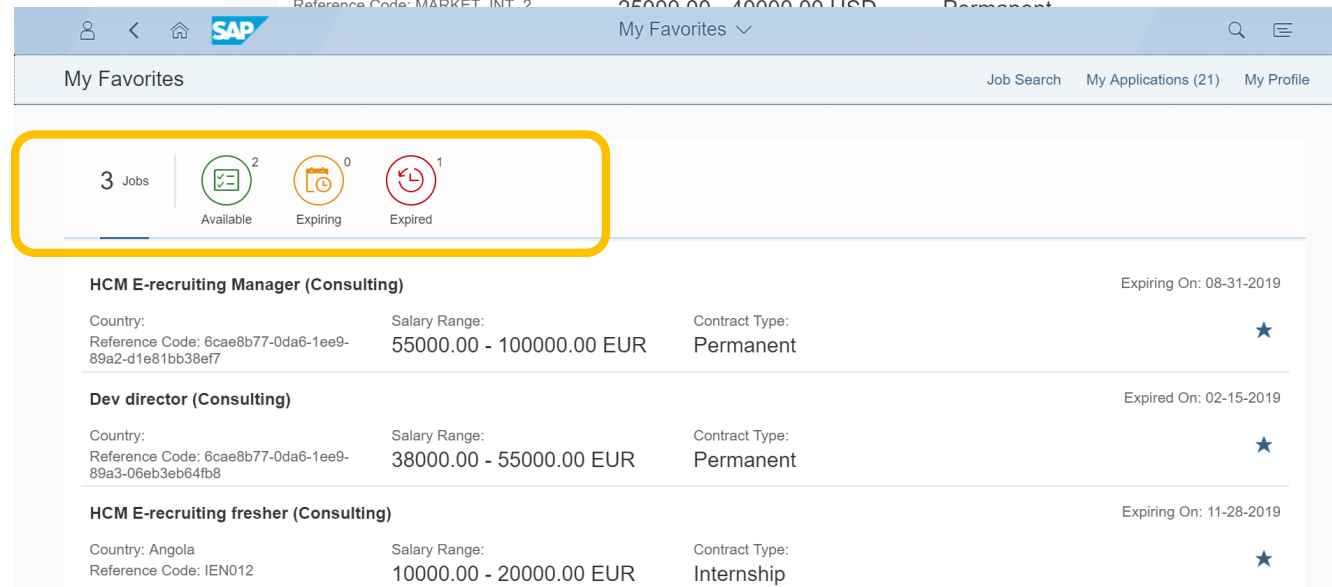
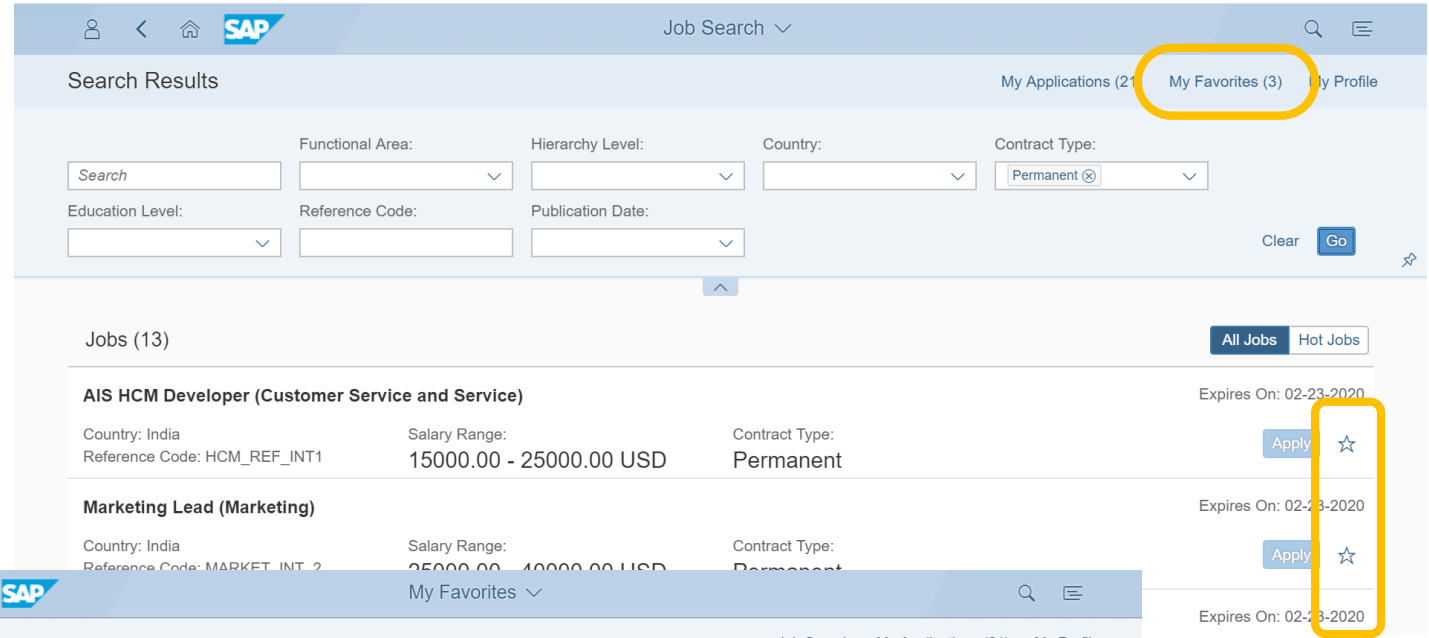
# “My Career” : My Favorites

## My Favorites

While scanning through a job search, those found interesting by the candidate can be marked as Favorites by hitting the “star” icon

User can go to “My Favorites” to apply for the job.

“My Favorites”, has additional filters like “Available”, “Expiring” job postings (as defined in the configuration), and “Expired” job postings



# “My Career” : My Applications

## My Applications

While scanning through a job search query, user can Apply for the desired job by clicking on the “Apply” button

User can go to “My Applications” to see the status of the applications

Additional filters like “In Process”, “Draft”, “Withdrawn” etc. are available for selection

Job Search

Search Results My Applications (21) My Favorites (3) My Profile

Search  Functional Area:  Hierarchy Level:  Country:  Contract Type:  Education Level:  Reference Code:  Publication Date:  Clear

Jobs (13) All Jobs Hot Jobs

**AIS HCM Developer (Customer Service and Service)** Expires On: 02-23-2020  
Country: India Salary Range: 15000.00 - 25000.00 USD Contract Type: Permanent  ☆

**Marketing Lead (Marketing)** Expires On: 02-23-2020  
Country: India Salary Range: 25000.00 - 40000.00 USD Contract Type: Permanent  ☆

**Presales Senior Specialist - Education Job (Human Resources / Education and Training)** Expires On: 02-23-2020

My Applications Job Search My Favorites (3) My Profile

21 Applicati...

**Jr Executive Aviation Engineer** Applied On: 04-16-2019  
Application Source: Status: In Process  
Application Source Type:

**HCM E-recruiting Architect** Applied On: 04-08-2019  
Application Source: Status: In Process  
Application Source Type:

**Marketing Lead** Applied On: 02-26-2019  
Application Source: Status: In Process  
Application Source Type: Employee Referral

# “My Career” : My Profile

## My Profile

Using this section, the candidate can fill details like “Education/Training” Work experience, upload “Attachments” like Resumes / Recommendation Letters etc.

Users can “Make profile visible” for recruiters to be able to see.

Users can also “Hide profile” if they are not interested in job offers any more.

The screenshot shows the SAP My Profile page for Ronakkumar Patel. The profile is currently hidden, as indicated by a red warning message: "Your profile is only visible in the application and not currently visible to recruiters that are searching for candidates. [Make profile visible](#)". The profile details include: Email Address: ronakpatel2454@gmail.com, Date of Birth: 12-02-1991. The Education/Training section is highlighted with a yellow box and contains the following table:

Education Level	Educational Institution	Location	Duration	Grade	
University / College	Nirma	Ahmedabad,India	02-10-2013 - 05-01-2015	80	<a href="#">✎</a> <a href="#">✕</a>
University / College	IIT	Mumbai,India	02-02-2015 - 02-16-2016		<a href="#">✎</a> <a href="#">✕</a>
Doctorate	BITS		02-21-2018 -		<a href="#">✎</a> <a href="#">✕</a>

The screenshot shows the SAP My Profile page for Ronakkumar Patel. The profile is currently hidden, as indicated by a red warning message: "Your profile is only visible in the application and not currently visible to recruiters that are searching for candidates. [Make profile visible](#)". The profile details include: Email Address: ronakpatel2454@gmail.com, Date of Birth: 12-02-1991. The Attachments section is highlighted with a yellow box and contains the following table:

File Name	Language	Attachment Type	
<a href="#">FLP.pdf</a>	English	Resume	<a href="#">✎</a> <a href="#">✕</a>
<a href="#">26246616493_c80b39e957_b.jpg</a>	English	Other	<a href="#">✎</a> <a href="#">✕</a>
<a href="#">NGD connection error.PNG</a>	English	Reference	<a href="#">✎</a> <a href="#">✕</a>

# “My Career” : My Profile – Job Agent

## Job Agent

Using this section, the candidate can decide the kind of job search that he / she would like to configure, the frequency of email intimation with the shortlisted jobs, begin and end date, other search criteria etc.

Ronakkumar Patel

Job Search My Applications (21) My Favorites (3) ...

Education/Training Work Experience Attachments Job Agents

Job Agents

Name	E-mail Frequency	Expiry Date	Status	
Senior Vice President	Weekly	11-09-2019	Active	
Vice President	Monthly	11-09-2019	Active	

Job Agent

Job Agent Details

\*Name: Vice President

E-mail Frequency: Monthly

Expiry Date: 11-04-2019

Status: Active

Search Criteria

Free text:

Save Cancel

# “My Benefits Enrollment (Fiori 2.0)”

Potential Release  
Q3 2019\*

## Overview

This Fiori application is for Benefits enrollment as part of employee self services

It takes users through a 3 step process – namely “Start Enrollment Event”, “Select Benefits”, “Review Selections and Enroll”

On selection of an event, a “Terms and Conditions” screen comes up. Accepting the same and clicking “Next” takes the user to the second step “Select Benefits”

The top screenshot shows the 'My Benefits Enrollment' page for Mr John Wayne. It features a three-step process: 'Select Enrollment Event', 'Select Benefits', and 'Review Selections and Enroll'. The 'Select Enrollment Event' button is highlighted with a yellow box. Below this, there is a table with columns for 'Enrollment Event', 'Enrollment Period', and 'Effective Dates'. The table contains two rows: 'Anytime changes' and 'Open Enrollment'. Below the table, there are links for 'My Profile' and 'My Benefits'.

Enrollment Event	Enrollment Period	Effective Dates
<input type="radio"/> Anytime changes	Jan 1, 1800 – Dec 31, 9999	May 7, 2019 – Dec 31, 9999
<input type="radio"/> Open Enrollment	Jan 1, 2019 – May 31, 2019	Jan 1, 2019 – Dec 31, 9999

The bottom screenshot shows the same page but with a 'Terms and Conditions' dialog box open. The dialog box contains the following text: 'I understand that no benefit elections will be valid or in force if I am not eligible, in accordance with the terms of the group policy as I issued to my employer. I acknowledge and agree that if group participation requirements are not met, this policy will not be implemented and the coverage I have elected will not be in force. I authorize my employer to make the appropriate payroll deductions from my earnings. I have read, understand, and agree to the terms and conditions above.' The 'Accept' button is highlighted with a yellow box.

# “My Benefits Enrollment (Fiori 2.0)”

Labs Preview

Potential Release  
Q3 2019\*

## Select Benefits

The “Opt In” button can be used to select a benefit which was not previously selected.

The “Opt Out” button could be used to leave out a benefit that was either selected / enrolled from the past

Benefit Name	Benefit Type	Status	Start Date	Option	Coverage	Pre-Tax Costs	Frequency	Action
401k	401k	Available	Jan 1, 2019				Semi-monthly	Opt In
Dental	Dental	Pending	Jan 1, 2019	Standard Dental	Emp + Family	55.50 USD	Semi-monthly	Opt In
Dental	Dental	Already Enrolled	Jan 1, 2019	Dental 150 Deductible	Employee Only	40.50 USD	Semi-monthly	Opt Out
Dependent Care Spending Acct	Dependent Care	Already Enrolled	Jan 1, 2019			83.33 USD	Semi-monthly	Opt Out
Dependent Life	Dependent Life	Already Enrolled	Jan 1, 2019	Dependent Life \$50K	150,000.00 USD	5.00 USD	Semi-monthly	Opt Out
Employee Assistance Program	Emp Assistance	Available	Jan 1, 2019				Semi-monthly	Opt In
Flex Credit Plan	Flex Credit	Available	Jan 1, 2019				Semi-monthly	Opt In
Group Term Life	Life Insurance	Available	Jan 1, 2019			0.00 USD	Semi-monthly	Opt In

Selecting a row also allows the user to change the enrollment amounts, percentages, beneficiaries etc. that are specific to the Benefit.



# “My Benefits Enrollment (Fiori 2.0)”

Labs Preview

Potential Release Q3 2019\*

“Opt In”  
For example when “Opt In” button is clicked for the 401k plan...

Then the selections “Regular Contribution” “Investments” “Beneficiaries” can be filled by user

The screenshot shows the SAP Fiori 2.0 interface for "My Benefits Enrollment". The page title is "401k" and it includes details for "401Kafé" with a participation period from 01.01.2019 to 31.12.9999 and a semi-monthly frequency. There are three tabs: "Regular Contribution", "Investments", and "Beneficiaries", with "Regular Contribution" selected and highlighted by a yellow box. The "Regular Pre-Tax" section has a "Pre-tax Percentage" of 0,000 % and a "Pre-Tax Amount" of 2.500,00 USD. The "Regular Post-Tax" section has a "Post-Tax Percentage" of 0,000 % and a "Post-Tax Amount" of 1.000,00 USD. Below these are checkboxes for "Roll Over Pre-Tax to Post-Tax when Pre-Tax Limit Is Reached" and "Post-Tax Contributions Start Immediately". The "Investments" section contains a table with columns for "Investment Type", "Amount", and "Percentage".

Investment Type	Amount	Percentage
BND	0,00 USD	20 %
FIX	0,00 USD	50 %
GBL	0,00 USD	10 %
GRTH	0,00 USD	20 %

At the bottom, the "Beneficiaries" tab is visible, and a yellow box highlights the "Confirm Selection", "Opt Out", and "Cancel" buttons.

# “My Benefits Enrollment (Fiori 2.0)”

Labs Preview

Potential Release  
Q3 2019\*

“Opt In”  
Errors are shown  
depending on the  
business logic  
checks

For example here  
is an  
error message  
shown when pre-  
tax amount is  
lesser than  
expected  
range

The screenshot shows the SAP Fiori 2.0 interface for "My Benefits Enrollment". The main content area is for a 401k plan. It is divided into "Regular Pre-Tax" and "Regular Post-Tax" sections. In the "Regular Pre-Tax" section, the "Pre-tax Percentage" is set to 0,000%. Below it, the "Pre-Tax Amount" is set to 2,000,00 USD. A red error message is displayed below the amount field: "Pre-Tax Amount for plan 401k must lie between 2.500,00 USD and 5.000,00 USD." The "Regular Post-Tax" section shows a "Post-Tax Percentage" of 0,000% and a "Post-Tax Amount" of 1,000,00 USD. Below these sections is the "Investments" table, which lists four investment types: BND, FIX, GBL, and GRTH, each with an amount of 0,00 USD and a percentage of 20%, 50%, 10%, and 20% respectively. At the bottom of the interface, there are three buttons: "Confirm Selection", "Opt Out", and "Cancel". The "Confirm Selection" button is highlighted with a yellow circle. There is also a notification icon in the bottom left corner.

Investment Type	Amount	Percentage
BND	0,00 USD	20 %
FIX	0,00 USD	50 %
GBL	0,00 USD	10 %
GRTH	0,00 USD	20 %

# “My Benefits Enrollment (Fiori 2.0)”

## Labs Preview

Potential Release Q3 2019\*

“**Opt In**”  
After errors are corrected, on click of “Confirm selection” button, the new status is reflected, along with suitable color coding

The screenshot shows the SAP My Benefits Enrollment Fiori 2.0 interface for Mr. John Wayne. The interface includes a navigation bar with the SAP logo and a breadcrumb trail: Select Enrollment Event >> Select Benefits >> Review Selections and Enroll. Below the navigation, there is a search bar and a table of benefit options. The table has columns for Benefit Name, Benefit Type, Status, Start Date, Option, Coverage, Pre-Tax Costs, Frequency, and Action. The '401k' row is highlighted with a yellow border, and its status is 'Opting In'. The 'Dental' row below it has a status of 'Pending' and is highlighted with an orange border. Other rows have statuses like 'Available', 'Already Enrolled', or 'Opt In'. The 'Action' column contains 'Opt Out' or 'Opt In' buttons. At the bottom of the table, there are 'Next' and 'Cancel' buttons.

Benefit Name	Benefit Type	Status	Start Date	Option	Coverage	Pre-Tax Costs	Frequency	Action
401k	401k	Opting In	01.01.2019			2,500,00 USD	Semi-monthly	Opt Out
Dental	Dental	Pending	01.01.2019	Standard Dental	Emp + Family	55,50 USD	Semi-monthly	
Dental	Dental	Available	01.01.2019				Semi-monthly	Opt In
Dependent Care Spending Acct	Dependent Care	Already Enrolled	01.01.2019			83,33 USD	Semi-monthly	Opt Out
Dependent Life	Dependent Life	Already Enrolled	01.01.2019	Dependent Life \$50K	150,000,00 USD	5,00 USD	Semi-monthly	Opt Out
Employee Assistance Program	Emp Assistance	Available	01.01.2019				Semi-monthly	Opt In
Flex Credit Plan	Flex Credit	Available	01.01.2019				Semi-monthly	Opt In
Group Term Life	Life Insurance	Available	01.01.2019		0,00 USD		Semi-monthly	Opt In
Health Care Spending Account	Health Care	Available	01.01.2019				Semi-monthly	Opt In
Health Club Membership	Health Club	Available	01.01.2019				Semi-monthly	Opt In
Medical HMO	Medical	Already Enrolled	01.01.2019	HMO	Employee Only	75,00 USD	Semi-monthly	Opt Out
Optional Life	Optional Life	Available	01.01.2019		0,00 USD		Semi-monthly	Opt In
Standard Medical	Medical	Available	01.01.2019				Semi-monthly	Opt In
Stock Purchase Plan	Stock Options	Already Enrolled	01.01.2019				Semi-monthly	Opt Out
Thrift Plan	Thrift	Available	01.01.2019				Semi-monthly	Opt In
Vacation Buy	Vacation Buy	Already Enrolled	01.01.2019	Vacation Buy			Semi-monthly	Opt Out

# “My Benefits Enrollment (Fiori 2.0)”

## Labs Preview

Potential Release Q3 2019\*

**“Opt Out”**  
For example when “Opt Out” button is clicked for the Dependent Care Spending Act row...

The screenshot shows the SAP My Benefits Enrollment Fiori 2.0 interface for Mr. John Wayne. The navigation bar includes a user profile icon, a home icon, the SAP logo, and the title 'My Benefits Enrollment'. Below the navigation bar, there are three steps: 'Select Enrollment Event', 'Select Benefits', and 'Review Selections and Enroll'. The main content area displays a table of open enrollment benefits. The table has columns for Benefit Name, Benefit Type, Status, Start Date, Option, Coverage, Pre-Tax Costs, Frequency, and Action. The 'Dependent Care Spending Acct' row is highlighted, and its 'Opt Out' button is circled in yellow. Other rows include 401k, Dental, Dependent Life, Employee Assistance Program, Flex Credit Plan, Group Term Life, Health Care Spending Account, Health Club Membership, Medical HMO, Optional Life, Standard Medical, Stock Purchase Plan, and Thrift Plan. At the bottom of the table, there are 'Next' and 'Cancel' buttons.

Benefit Name	Benefit Type	Status	Start Date	Option	Coverage	Pre-Tax Costs	Frequency	Action	
401k	401k	Opting In	01.01.2019			2,500,00 USD	Semi-monthly	Opt Out	
Dental	Dental	Pending	01.01.2019	Standard Dental	Emp + Family	55,50 USD	Semi-monthly		
Dental	Dental	Available	01.01.2019				Semi-monthly	Opt In	
Dependent Care Spending Acct	Dependent Care	Changing	01.01.2019			83,33 USD	Semi-monthly	Opt Out	
Dependent Life	Dependent Life	Already Enrolled	01.01.2019	Dependent Life \$50K		150,000,00 USD	5,00 USD	Semi-monthly	Opt Out
Employee Assistance Program	Emp Assistance	Available	01.01.2019				Semi-monthly	Opt In	
Flex Credit Plan	Flex Credit	Available	01.01.2019				Semi-monthly	Opt In	
Group Term Life	Life Insurance	Available	01.01.2019			0,00 USD	Semi-monthly	Opt In	
Health Care Spending Account	Health Care	Available	01.01.2019				Semi-monthly	Opt In	
Health Club Membership	Health Club	Available	01.01.2019				Semi-monthly	Opt In	
Medical HMO	Medical	Already Enrolled	01.01.2019	HMO	Employee Only	75,00 USD	Semi-monthly	Opt Out	
Optional Life	Optional Life	Available	01.01.2019			0,00 USD	Semi-monthly	Opt In	
Standard Medical	Medical	Available	01.01.2019				Semi-monthly	Opt In	
Stock Purchase Plan	Stock Options	Already Enrolled	01.01.2019				Semi-monthly	Opt Out	
Thrift Plan	Thrift	Available	01.01.2019				Semi-monthly	Opt In	
Vacation Buy	Vacation Buy	Already Enrolled	01.01.2019				Semi-monthly	Opt Out	

# “My Benefits Enrollment (Fiori 2.0)”

Labs Preview

Potential Release  
Q3 2019\*

## “Opt Out”

A confirmation pop-up comes up to ensure that the “Opt Out” was not clicked by accident.

The screenshot shows the SAP Fiori 2.0 'My Benefits Enrollment' interface for Mr. John Wayne. The interface includes a navigation bar with 'Select Enrollment Event', 'Select Benefits', and 'Review Selections and Enroll'. Below this is a table of benefits with columns for Benefit Name, Benefit Type, Status, Start Date, Option, Coverage, Pre-Tax Costs, Frequency, and Action. A confirmation pop-up is displayed over the table, asking 'Are you sure you want to opt-out from Dependent Care Spending Acct?' with 'Confirm' and 'Cancel' buttons.

Benefit Name	Benefit Type	Status	Start Date	Option	Coverage	Pre-Tax Costs	Frequency	Action
401k	401k	Opting In	01.01.2019			2,500,00 USD	Semi-monthly	Opt Out
Dental	Dental	Pending	01.01.2019	Standard Dental	Emp + Family	55,50 USD	Semi-monthly	
Dental	Dental	Available	01.01.2019				Semi-monthly	Opt In
Dependent Care Spending Acct	Dependent Care	Already Enrolled	01.01.2019			83,33 USD	Semi-monthly	Opt Out
Dependent Life	Dependent Life	Already Enrolled	01.01.2019			5,00 USD	Semi-monthly	Opt Out
Employee Assistance Program	Emp Assistance	Available	01.01.2019				Semi-monthly	Opt In
Flex Credit Plan	Flex Credit	Available	01.01.2019				Semi-monthly	Opt In
Group Term Life	Life Insurance	Available	01.01.2019		0,00 USD		Semi-monthly	Opt In
Health Care Spending Account	Health Care	Available	01.01.2019				Semi-monthly	Opt In
Health Club Membership	Health Club	Available	01.01.2019				Semi-monthly	Opt In
Medical HMO	Medical	Already Enrolled	01.01.2019	HMO	Employee Only	75,00 USD	Semi-monthly	Opt Out
Optional Life	Optional Life	Available	01.01.2019		0,00 USD		Semi-monthly	Opt In
Standard Medical	Medical	Available	01.01.2019				Semi-monthly	Opt In
Stock Purchase Plan	Stock Options	Already Enrolled	01.01.2019				Semi-monthly	Opt Out
Thrift Plan	Thrift	Available	01.01.2019				Semi-monthly	Opt In
Vacation Buy	Vacation Buy	Already Enrolled	01.01.2019				Semi-monthly	Opt Out

# “My Benefits Enrollment (Fiori 2.0)”

Labs Preview

Potential Release Q3 2019\*

“Opt Out”  
On confirmation, the new status is reflected along with suitable color coding

Once all modifications are carried out user can click on “Next”

The screenshot shows the SAP Fiori 2.0 'My Benefits Enrollment' interface for Mr. John Wayne. The navigation bar includes 'Select Enrollment Event', 'Select Benefits', and 'Review Selections and Enroll'. The main content area displays a table of open enrollment options with columns for Benefit Name, Benefit Type, Status, Start Date, Option, Coverage, Pre-Tax Costs, Frequency, and Action. The 'Dependent Care Spending Acct' row is highlighted with a yellow box, showing a status of 'Opting Out'. The 'Next' button at the bottom right is also highlighted with a yellow box.

Benefit Name	Benefit Type	Status	Start Date	Option	Coverage	Pre-Tax Costs	Frequency	Action
401k	401k	Opting In	01.01.2019			2,500,00 USD	Semi-monthly	Opt Out >
Dental	Dental	Pending	01.01.2019	Standard Dental	Emp + Family	55,50 USD	Semi-monthly	>
Dental	Dental	Available	01.01.2019				Semi-monthly	Opt In >
Dependent Care Spending Acct	Dependent Care	Opting Out	01.01.2019					Opt In >
Dependent Life	Dependent Life	Already Enrolled	01.01.2019	Dependent Life \$50K	150,000,00 USD	5,00 USD	Semi-monthly	Opt Out >
Employee Assistance Program	Emp Assistance	Available	01.01.2019				Semi-monthly	Opt In >
Flex Credit Plan	Flex Credit	Available	01.01.2019				Semi-monthly	Opt In >
Group Term Life	Life Insurance	Available	01.01.2019		0,00 USD		Semi-monthly	Opt In >
Health Care Spending Account	Health Care	Available	01.01.2019				Semi-monthly	Opt In >
Health Club Membership	Health Club	Available	01.01.2019				Semi-monthly	Opt In >
Medical HMO	Medical	Already Enrolled	01.01.2019	HMO	Employee Only	75,00 USD	Semi-monthly	Opt Out >
Optional Life	Optional Life	Available	01.01.2019		0,00 USD		Semi-monthly	Opt In >
Standard Medical	Medical	Available	01.01.2019				Semi-monthly	Opt In >
Stock Purchase Plan	Stock Options	Already Enrolled	01.01.2019				Semi-monthly	Opt Out >
Thrift Plan	Thrift	Available	01.01.2019				Semi-monthly	Opt In >
Vacation Buy	Vacation Buy	Already Enrolled	01.01.2019	Vacation Buy			Semi-monthly	Opt Out >

# “My Benefits Enrollment (Fiori 2.0)”

Labs Preview

Potential Release  
Q3 2019\*

## “Review Selections and Enroll”

After Opting into and out of and after changing benefits contributions, clicking “Next” takes the user to “Review selections and Enroll” page.

This page shows a concise view of opting out, opting in, changing and existing plans.

After ensuring that all the records are indeed ok, the “Enroll” button can be clicked

Mr John Wayne

Select Enrollment Event >> Select Benefits >> **Review Selections and Enroll**

▼ You are opting out of:

Dental (Opting Out) [Edit Plan](#)

As of: 01.01.2019

▼ You are enrolling for:

401k (Opting In) [Edit Plan](#)

Plan Validity: 01.01.2019 – 31.12.9999  
Frequency: Semi-monthly

Vacation Buy (Opting In) [Edit Plan](#)

Plan Validity: 01.01.2019 – 31.12.9999  
Option text: Vacation Buy  
Post-Tax Costs: 75,00 USD  
Frequency: Semi-monthly

> You are changing:

> Your existing enrollments:

**Enroll** Back

# “My Benefits Enrollment (Fiori 2.0)”

Labs Preview

Potential Release  
Q3 2019\*

## “Review Selections and Enroll”

The user is then provided options to “View Benefits Confirmation Statement”, “Email Confirmation Statement” and “Select Enrollment Event”

The screenshot displays the SAP Fiori 2.0 'My Benefits Enrollment' interface for user Mr. John Wayne. The navigation bar includes the SAP logo and the title 'My Benefits Enrollment'. Below the navigation bar, a breadcrumb trail shows the current step: 'Review Selections and Enroll', with previous steps 'Select Benefits' and 'Select Enrollment Event'. The main content area is divided into three sections: 'You are opting out of:', 'You are changing:', and 'Your existing enrollments:'. The 'You are changing:' section is currently active, showing details for a 'Dependent Care Spending Acct (Changing)'. A modal dialog box is overlaid on the screen, displaying a green checkmark and the text 'Success: Your benefits have been saved successfully. What would you like to do next?'. The dialog offers two options: 'View Benefits Confirmation Statement' and 'Email Confirmation Statement to Me', along with a 'Select Enrollment Event' button. The 'Your existing enrollments:' section shows two active plans: 'Dental (Pending)' and 'Medical HMO (Already Enrolled)'. At the bottom right, there are 'Enroll' and 'Back' buttons.



# “My Processes (Fiori 2.0)”

Labs Preview

Potential Release  
Q3 2019\*

## Overview

Fiori application to initiate  
Processes & Forms

Initial screen would show  
the existing processes  
initiated along with status

PA processes\*  
to be released first,  
followed by  
PD processes\*\* &  
PT processes\*\*

\*\* dates not finalized

Process Name	Affected	Author	Started On	Process Status
Birth of a Child	Bruce Wayne	Bruce Wayne	Feb 10, 2018	Completed
Personal Loan Application	John Dough	Bruce Wayne	Feb 10, 2018	Completed
Special Payment	Emma Lopez	Bruce Wayne	Feb 10, 2018	Completed
Termination	James Kent	Emily Johnson	Feb 10, 2018	Completed
Update Personal Details	John Dough	John Dough	Feb 10, 2018	Draft

# “My Processes (Fiori 2.0)”

Potential Release Q3 2019\*

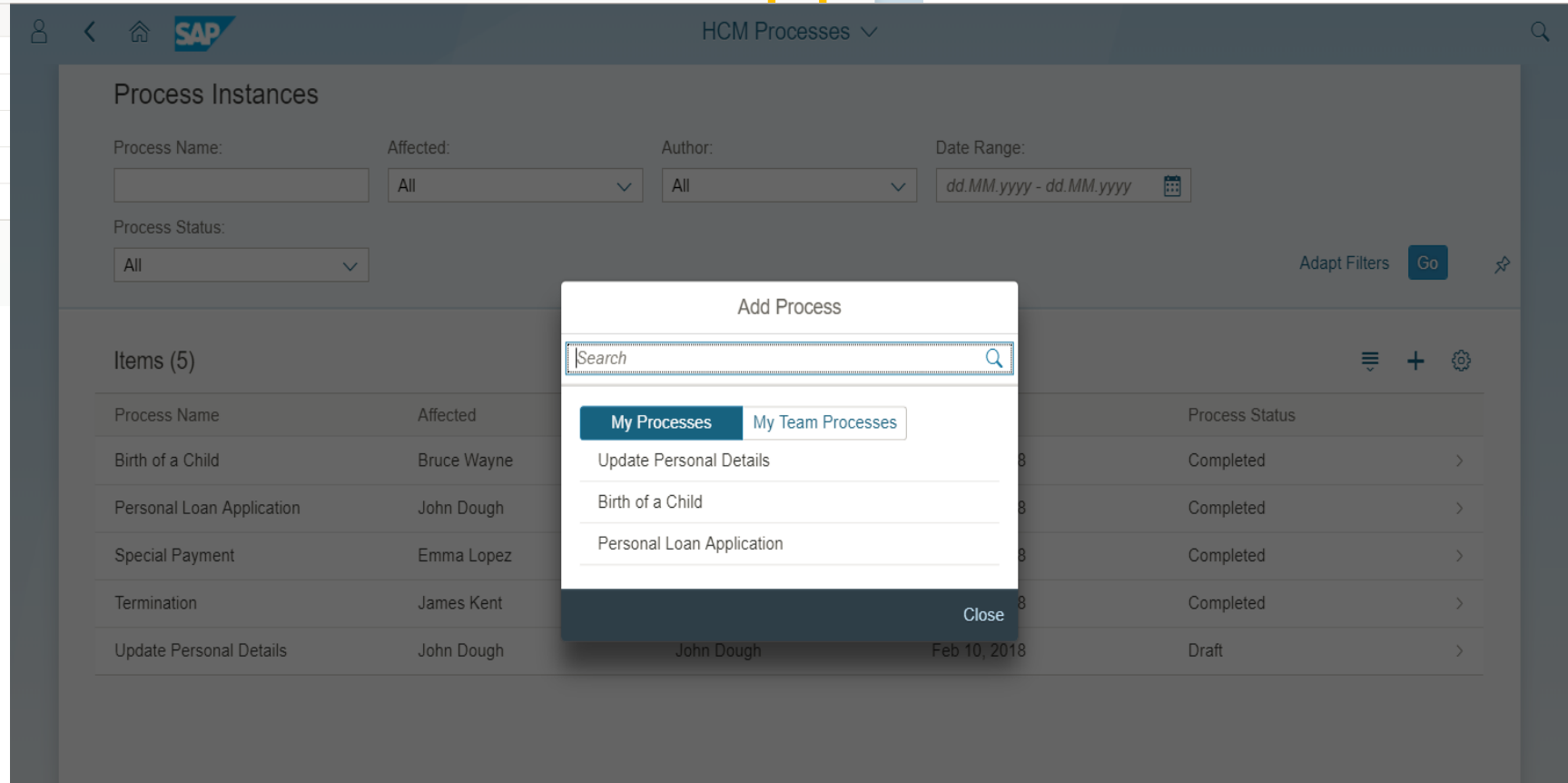
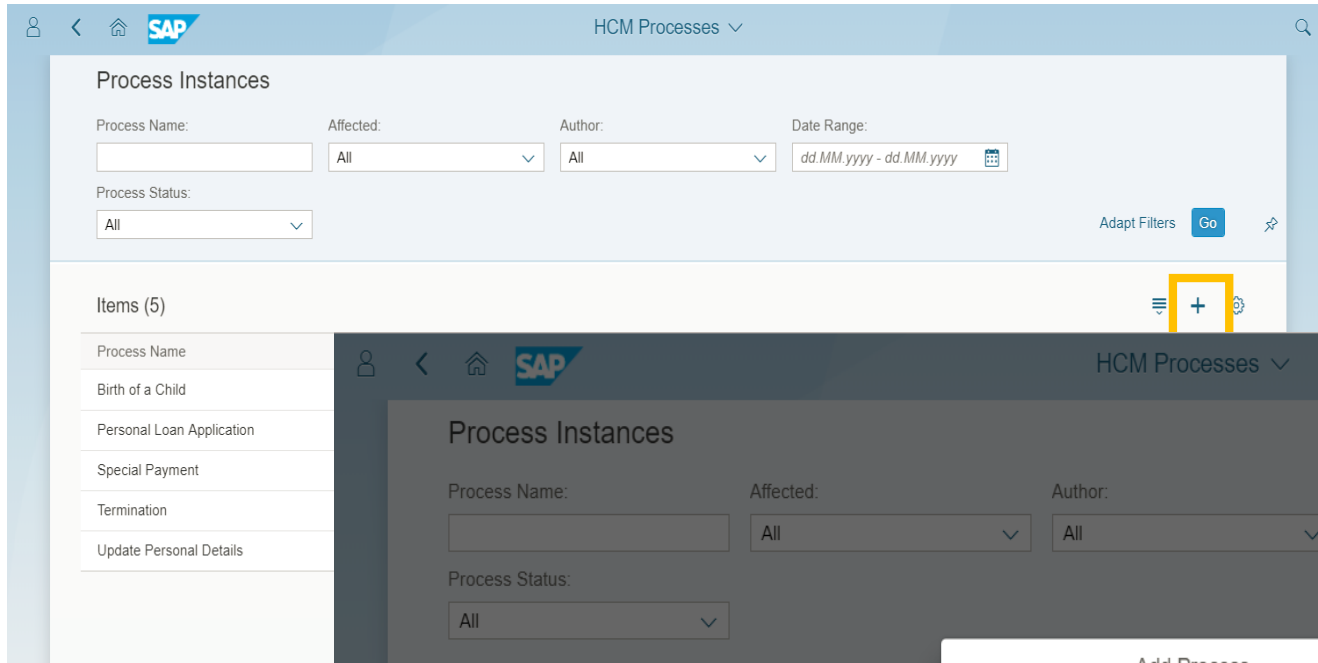
## Add Process

Clicking on “+” Symbol initiates a new process.

An employee gets “My Processes” listed

A manager gets “My Team Processes” in addition to “My Processes”

Processes are shown depending on Role assignment and configuration



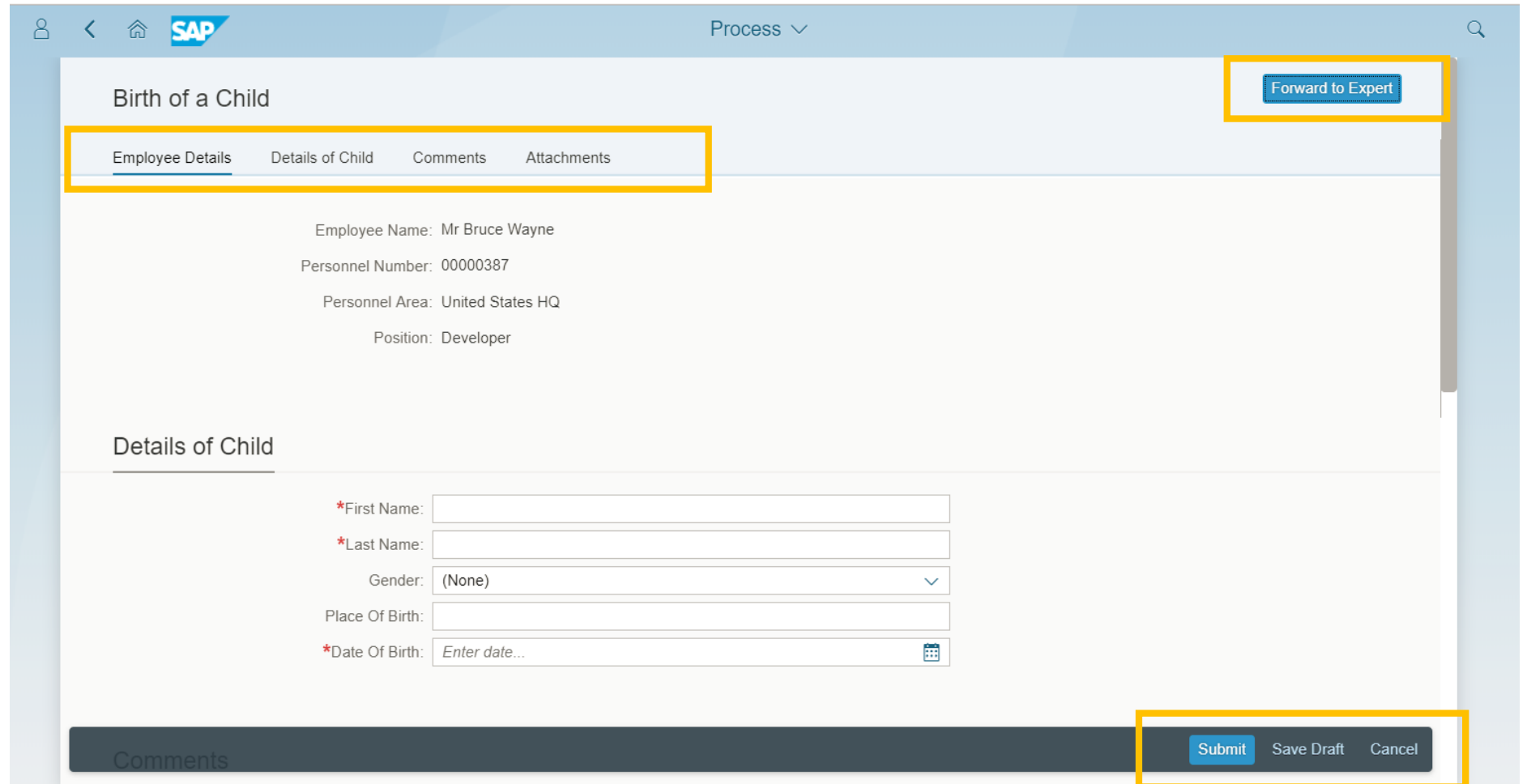
# “My Processes (Fiori 2.0)”

Potential Release  
Q3 2019\*

## Example Employee Process - Birth of a Child

When this process is initiated, all the screens configured forms are shown, to the user, for example: details of child, comments, attachments (where birth certificate etc can be attached)

The configured buttons “Submit”, “Save Draft” etc could be clicked by the user, taking the process to the next user in the workflow.



Additional buttons like “Forward to Expert” are also configurable

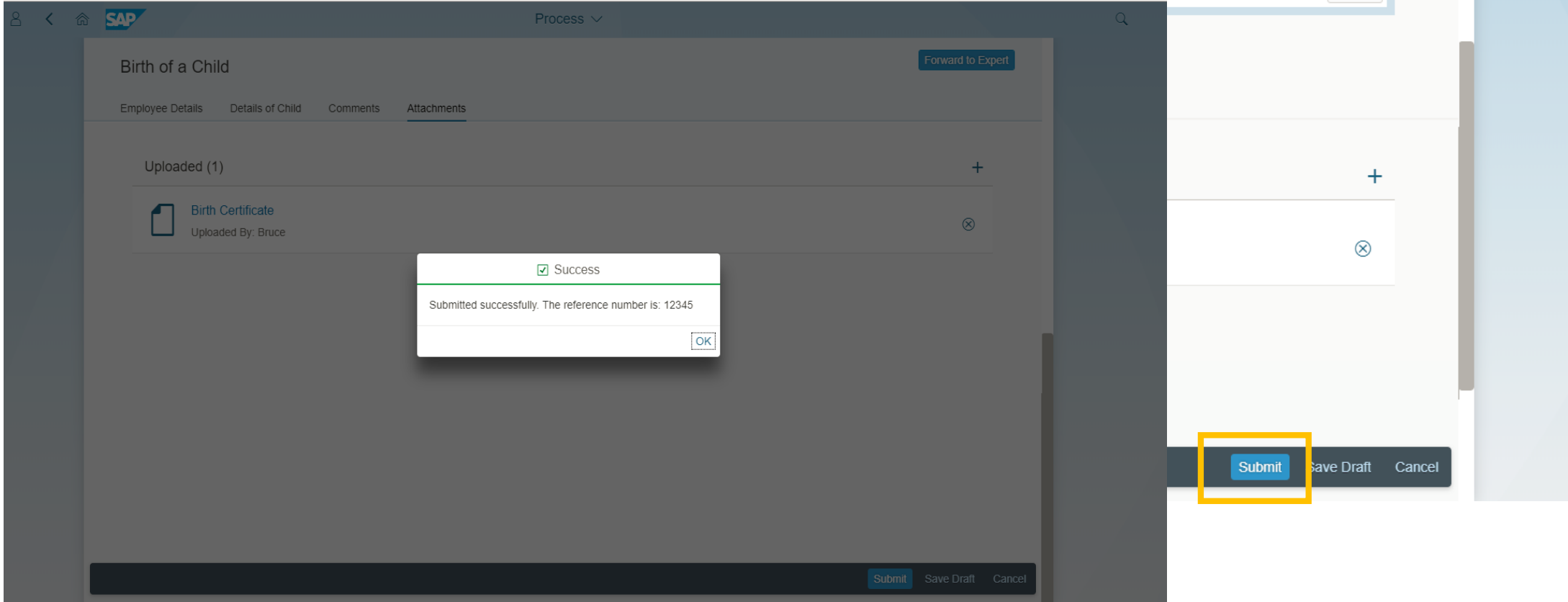
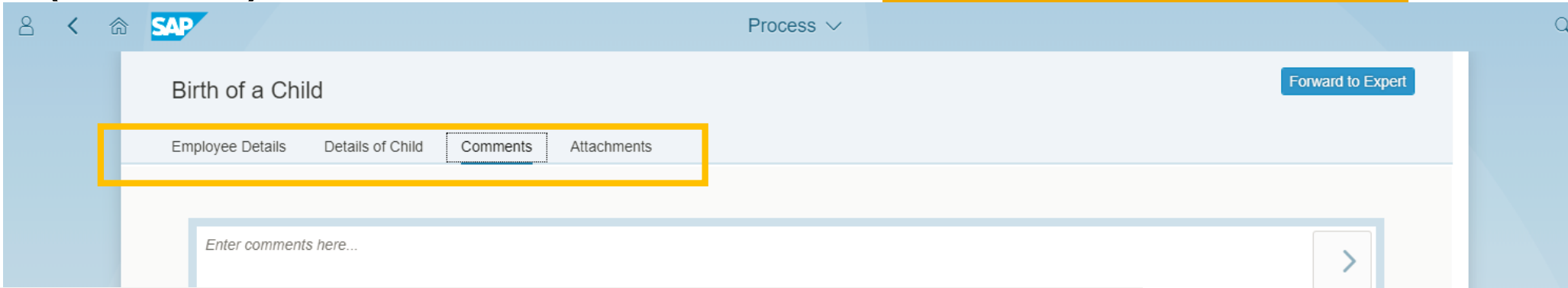
# “My Processes (Fiori 2.0)”

## Labs Preview

Potential Release  
Q3 2019\*

### Example Employee Process –

Birth of a Child  
Once “Submit”  
button is  
clicked the  
process  
number is  
generated and  
displayed to  
the user



# “My Inbox – My Processes”

Labs Preview

Potential Release  
Q3 2019\*

## Overview

This employee initiated processes are visible to the manager / next processor via My Inbox application.

Various processes initiated by employees are shown in the inbox for approval.

Selected process can be “Approved” or “Rejected” for example and receives the appropriate pop-up

The screenshot displays the SAP My Inbox interface. On the left, a sidebar lists five items under 'All Items (5)'. The first item is 'In Process' for 'Process: Hiring' by 'John Smith' with a 'Medium' priority. The main area shows the details for this 'Hiring' process, including tabs for 'Basic Data', 'Personal Data', 'Birth Details', 'Address', 'Enterprise Structure', 'Administrator', and 'Planned Working T'. The 'Basic Data' tab is active, showing fields for 'Effective Date' (20 Jul 2018), '\*Personnel Number' (01234567), 'Position' (00000000), 'Employee Group' (1), 'Employee Subgroup' (DU), and 'Personnel S'. A dark blue pop-up message states 'The Hiring process has been approved'. At the bottom right, there are 'Approve' and 'Reject' buttons, with the 'Approve' button highlighted by a yellow box.

# Summary

## SAP HCM beyond 2025

- Update about included components:  
LSO now included

## ERP HCM Developments

- CC Delivered: <https://sapimprovementfinder.com/>
- CC Planned: <https://influence.sap.com/sap/ino/#campaign/1603>

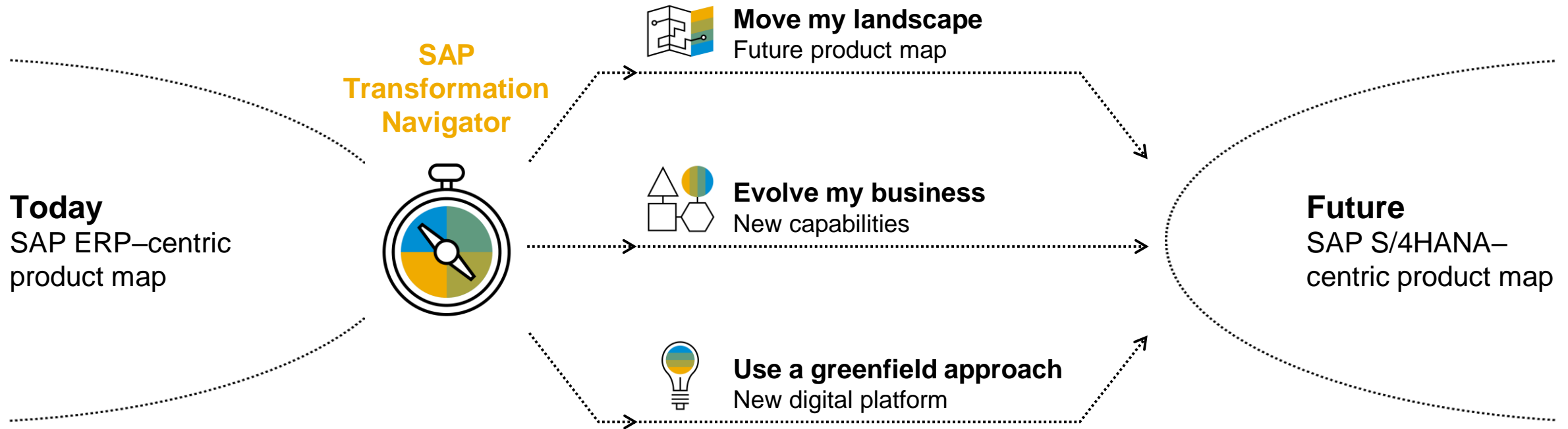
## Fiori Developments for ERP HCM

- Further country content for Pers-Info-Apps
- Content for role Manager
- Planned: <https://influence.sap.com/sap/ino/#campaign/1603>  
(Category “Fiori”)



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# Related road maps

**The SAP ERP HCM road map describes the HR on-premise product.**

**SAP SuccessFactors solutions comprise the HR cloud product. Most innovation investments are focused here to rethink and reimagine HCM.**

Related product road maps available on [sap.com/roadmaps](https://sap.com/roadmaps):

- SAP SuccessFactors HCM Suite





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