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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.
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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SAP ERP Human Capital Management
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- Payroll
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- Manager self-service (MSS)
- HR professional

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- SAP Fiori apps for employees
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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](https://wp.me/p6UXKd-AXq)
  – German: [https://wp.me/p1k00L-xX4](https://wp.me/p1k00L-xX4)
Planned Solution Scope SAP HCM for S/4HANA, on-premise

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

**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)

*Without JAVA components

Added October 2018
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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## SAP ERP Human Capital Management

### Product road map: Details about recent innovations

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<th>Recent Innovations</th>
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<tr>
<td><strong>Payroll International</strong></td>
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<tr>
<td>- Generate more than one month paycheck</td>
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<tr>
<td>- Wage Type Reporter: Enhancement for retro</td>
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<td>- Wage Type Reporter: Enhancement for additional fields</td>
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<td>- Wage Type Reporter: Reporting for declustered payroll results</td>
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<td>- Wage Type Reporter: Enhanced Rate Field functionality</td>
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<td>- Leave Request: Local time zones in approval mails</td>
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<td>- Leave Request: Selection of multi-day period through calendar</td>
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<td><strong>Learning Solution</strong></td>
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<tr>
<td>- Usage of participants first name in correspondence.</td>
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<td>- Better waitlist handling</td>
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<td>- Prebook functionality for curricula</td>
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<td><strong>Fiori</strong></td>
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<td>- My Leave Requests: Show additional absence information</td>
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<td>- Personal Information Apps: Country Content</td>
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<td><strong>Organizational Management</strong></td>
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<tr>
<td>- Restoring of all relations after deletion of an retirement action</td>
</tr>
<tr>
<td>- Pay Scale report with additional OM-Information</td>
</tr>
</tbody>
</table>

Further details: [https://sapimprovementfinder.com/](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
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
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 criteria 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: 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
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
Learning Solution: Usage of participants first name in correspondence

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.
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: Preebook functionality for curricula

Improvement Request Description

We suggest implementing the preebook 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

BSP Learning Portal: Prebooking curriculum type
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
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
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.
ESS/MSS (WDA) : Leave Request/Selection of multi-day period through calendar

Improvement Request Description

In the WDA (HRESS_A_P TARQ_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
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
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)
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
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
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
## SAP ERP Human Capital Management
Product road map: Details about planned innovations

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<td>▪ Vacancy and Obsolete Pop-Up: Information about multiple positions</td>
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<td><strong>ESS/MSS (WDA) (further topics in CC-Project)</strong></td>
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<td>▪ Team Calendar: Exclusion of specific absences from anonymization</td>
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<td>▪ My Leave Requests: Improved layout of cancelation requests</td>
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<td><strong>Fiori – Enhancements in existing Apps</strong></td>
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<td>▪ My Team Calendar: Creation of views without open search</td>
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<td>▪ My Time Sheet: Additional PPM fields</td>
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<tr>
<td>▪ New App: “App for Processes &amp; Forms”</td>
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<tr>
<td>▪ New App: “My Team” (including on behalf feature)</td>
</tr>
</tbody>
</table>
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?

Time Management

User Interface

BAdIs, Features, Exits, DB relevant changes …

Master Data and OM

Payroll

User Interface
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
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- “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
“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
“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.

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.
“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
“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.
“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

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

View: V_T588MUIFPROPC
"Personal Information Apps (Fiori 2.0): Define active sub-types"
“Personal Information Apps (Fiori 2.0): Allow end user setting of begin/end date
“Personal Information Apps (Fiori 2.0): Fiori-App as “display app”

- **New Entries: Details of Added Entries**
  - Grouping: 01 Germany
  - Infotype: 0105 Communication
  - Subtype: 0030 Private E-Mail Address

- **Specify Use Case**
  - 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

- **Communication Data**
  - Private E-Mail Address: 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
  - United Emirates
  - USA
- Further country content is coming with next SPs

Details in the SP specific documentation

https://help.sap.com/viewer/d59d9f81f4884bf9b115936b92c27202/2.0%202019-04/en-US/90fbca4713064718825fcbd8e5bb70.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.
“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”
“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.
“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.
“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.
“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”
### “My Benefits Enrollment (Fiori 2.0)”

**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.

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)”

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

- **Regular Contribution**
- **Investments**
- **Beneficiaries**

Regular Post-Tax

| Post-Tax Percentage | 0.000 %
|---------------------|--------
| Post-Tax Amount     | 1,000.00 USD

Regular Pre-Tax

| Pre-tax Percentage | 0.000 %
|-------------------|--------
| Pre-Tax Amount    | 2,500.00 USD

Investments

<table>
<thead>
<tr>
<th>Investment Type</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>BND</td>
<td>0.00</td>
<td>USD 20 %</td>
</tr>
<tr>
<td>FIX</td>
<td>0.00</td>
<td>USD 50 %</td>
</tr>
<tr>
<td>CBL</td>
<td>0.00</td>
<td>USD 10 %</td>
</tr>
<tr>
<td>GRTH</td>
<td>0.00</td>
<td>USD 20 %</td>
</tr>
</tbody>
</table>

Beneficiaries

Labs Preview
“My Benefits Enrollment (Fiori 2.0)”

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
“My Benefits Enrollment (Fiori 2.0)”

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

<table>
<thead>
<tr>
<th>Benefit Name</th>
<th>Benefit Type</th>
<th>Status</th>
<th>Start Date</th>
<th>Option</th>
<th>Coverage</th>
<th>Pre-Tax Costs</th>
<th>Frequency</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>401K</td>
<td>401k</td>
<td>Enrolled</td>
<td>01.01.2019</td>
<td></td>
<td></td>
<td>2,000.00 USD</td>
<td>Semi-monthly</td>
<td>Opt Out</td>
</tr>
<tr>
<td>Dental</td>
<td>Dental</td>
<td>Funding</td>
<td>01.01.2019</td>
<td>Standard Dental</td>
<td>Emp + Family</td>
<td>$65.00 USD</td>
<td>Semi-monthly</td>
<td></td>
</tr>
<tr>
<td>Dental</td>
<td>Dental</td>
<td>Available</td>
<td>01.01.2019</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Opt In</td>
</tr>
<tr>
<td>Dependent Care Spending Act</td>
<td>Dependent Care</td>
<td>Changing</td>
<td>01.01.2019</td>
<td></td>
<td></td>
<td>$1,200.00 USD</td>
<td>Semi-monthly</td>
<td></td>
</tr>
<tr>
<td>Dependent Life</td>
<td>Dependent Life</td>
<td>Already Enrolled</td>
<td>01.01.2019</td>
<td>Dependent Life</td>
<td>$50K</td>
<td>150,000.00 USD</td>
<td>$0.00 USD</td>
<td>Semi-monthly</td>
</tr>
<tr>
<td>Employee Assistance Program</td>
<td>Emp Assistance</td>
<td>Available</td>
<td>01.01.2019</td>
<td></td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Flex Credit Plan</td>
<td>Flex Credit</td>
<td>Available</td>
<td>01.01.2019</td>
<td></td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Group Term Life</td>
<td>Life Insurance</td>
<td>Available</td>
<td>01.01.2019</td>
<td></td>
<td></td>
<td>$6.00 USD</td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Health Care Spending Account</td>
<td>Health Care</td>
<td>Available</td>
<td>01.01.2019</td>
<td></td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Health Club Membership</td>
<td>Health Club</td>
<td>Available</td>
<td>01.01.2019</td>
<td></td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Medical HMO</td>
<td>Medical</td>
<td>Already Enrolled</td>
<td>01.01.2019</td>
<td></td>
<td>HMO</td>
<td>Employee Only</td>
<td>$78.00 USD</td>
<td>Opt Out</td>
</tr>
<tr>
<td>Optional Life</td>
<td>Optional Life</td>
<td>Available</td>
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<td></td>
<td></td>
<td>$6.00 USD</td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Standard Medical</td>
<td>Medical</td>
<td>Available</td>
<td>01.01.2019</td>
<td></td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Stock Purchase Plan</td>
<td>Stock Options</td>
<td>Already Enrolled</td>
<td>01.01.2019</td>
<td></td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Thrift Plan</td>
<td>Thrift</td>
<td>Available</td>
<td>01.01.2019</td>
<td></td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
</tbody>
</table>
“My Benefits Enrollment (Fiori 2.0)”

Potential Release Q3 2019*

“Opt Out” A confirmation pop-up comes up to ensure that the “Opt Out” was not clicked by accident.
“My Benefits Enrollment (Fiori 2.0)”

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”

<table>
<thead>
<tr>
<th>Benefit Name</th>
<th>Benefit Type</th>
<th>Status</th>
<th>Start Date</th>
<th>Option</th>
<th>Coverage</th>
<th>Pre-Tax Costs</th>
<th>Frequency</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>401K</td>
<td>401K</td>
<td>Opting In</td>
<td>01.01.2019</td>
<td>Standard</td>
<td></td>
<td>2,500.00 USD</td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Dental</td>
<td>Dental</td>
<td>Pending</td>
<td>01.01.2019</td>
<td>Standard</td>
<td>Emp + Family</td>
<td>65.60 USD</td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Dental</td>
<td>Dental</td>
<td>Available</td>
<td>01.01.2019</td>
<td>Standard</td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Dependent Care Spending Acct</td>
<td>Dependent Care</td>
<td>Opting Out</td>
<td>01.01.2019</td>
<td>Standard</td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Dependent Care</td>
<td>Dependent Care</td>
<td>Available</td>
<td>01.01.2019</td>
<td>HMO</td>
<td>150,000.00 USD</td>
<td>5.00 USD</td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Employee Assistance Program</td>
<td>Emp Assistance</td>
<td>Available</td>
<td>01.01.2019</td>
<td>Standard</td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Flex Credit Plan</td>
<td>Flex Credit</td>
<td>Available</td>
<td>01.01.2019</td>
<td>Standard</td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Group Term Life</td>
<td>Life Insurance</td>
<td>Available</td>
<td>01.01.2019</td>
<td>Standard</td>
<td></td>
<td>0.00 USD</td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Health Care Spending Account</td>
<td>Health Care</td>
<td>Available</td>
<td>01.01.2019</td>
<td>Standard</td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Health Club Membership</td>
<td>Health Club</td>
<td>Available</td>
<td>01.01.2019</td>
<td>Standard</td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Medical HMO</td>
<td>Medical</td>
<td>Already Enrolled</td>
<td>01.01.2019</td>
<td>HMO</td>
<td>Employee Only</td>
<td>75.00 USD</td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Optional Life</td>
<td>Optional Life</td>
<td>Available</td>
<td>01.01.2019</td>
<td>Standard</td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Standard Medical</td>
<td>Medical</td>
<td>Available</td>
<td>01.01.2019</td>
<td>HMO</td>
<td>Employee Only</td>
<td>75.00 USD</td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Stock Purchase Plan</td>
<td>Stock Options</td>
<td>Available</td>
<td>01.01.2019</td>
<td>Standard</td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
<tr>
<td>Thrift Plan</td>
<td>Thrift</td>
<td>Available</td>
<td>01.01.2019</td>
<td>Standard</td>
<td></td>
<td></td>
<td>Semi-monthly</td>
<td>Opt In</td>
</tr>
</tbody>
</table>
“My Benefits Enrollment (Fiori 2.0)”

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
“My Benefits Enrollment (Fiori 2.0)”

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”
“My Processes (Fiori 2.0)”

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

<table>
<thead>
<tr>
<th>Process Name</th>
<th>Affected</th>
<th>Author</th>
<th>Started On</th>
<th>Process Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Birth of a Child</td>
<td>Bruce Wayne</td>
<td>Bruce Wayne</td>
<td>Feb 10, 2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Personal Loan Application</td>
<td>John Dough</td>
<td>Bruce Wayne</td>
<td>Feb 10, 2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Special Payment</td>
<td>Emma Lopez</td>
<td>Bruce Wayne</td>
<td>Feb 10, 2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Termination</td>
<td>James Kent</td>
<td>Emily Johnson</td>
<td>Feb 10, 2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Update Personal Details</td>
<td>John Dough</td>
<td>John Dough</td>
<td>Feb 10, 2018</td>
<td>Draft</td>
</tr>
</tbody>
</table>
“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)”

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.

Labs Preview

![Image of the user interface for 'Birth of a Child' process in Fiori 2.0](Image)

- **Employee Details**
- **Details of Child**
- **Comments**
- **Attachments**
“My Inbox – My Processes”

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
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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- With the new time-slider feature, you can even identify the best point in time to engage in your journey to becoming an intelligent enterprise.
- Discover the tool and your transformation path at [https://support.sap.com/stn](https://support.sap.com/stn).

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SAP ERP–centric product map

Move my landscape
Future product map

Evolve my business
New capabilities

Use a greenfield approach
New digital platform

Future
SAP S/4HANA–centric product map
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SAP SuccessFactors solutions comprise the HR cloud product. Most innovation investments are focused here to rethink and reimagine HCM.

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- SAP SuccessFactors HCM Suite
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