

iCon
Unternehmensberatung



SAP SuccessFactors Performance & Goals 1H 2020

Hanau, August 2020

Delta Changes 2020/H1

Performance & Goals

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Mobile App Support for Goal Percentage Field Values Above 100%

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Performance & Goals

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Toolbar Available in Full-Screen Mode for Matrix Grid View

iOS and Android Mobile Apps Respect the Disable Deleting Feedback Option

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Goal Alignment Chart

Goals

Admin Opt-In

Goal Alignment Chart

You can now use Goal Alignment Chart as a replacement version of Execution Map.

Goal Alignment Chart provides employees, supervisors, and organizations with a quick, easy way to view goal accountability and track goal progress.

The Execution Map was built in Adobe Flash that is expected to be retired by the end of 2020. Therefore, SAP built Goal Alignment Chart using non-Flash components as a replacement version of Execution Map.

Goal Alignment Chart

now

BestRun

Home Goals

Search for actions or people

Goal Plan Status Report Meeting Agenda **Goal Alignment Chart** Help & Tutorials Ask HR

Administrative Support (50070968)

Status: **Postponed**
Execution Actual: 15.00
Execution Target: 100.00
Probability of Success: Medium
Strategic / Non-Strategic Goal: Non-Strategic

Create a system for communicatin...

Administrative Support (50070968)

Status: Not Started
Execution Actual: 44.00
Execution Target: 100.00
Probability of Success: Medium
Strategic / Non-Strategic Goal: Non-Strategic

< Learning >

Administrative Support (50070968)

Status: **Behind**

80%

Support

Goal Alignment Chart

before



Execution Map



People

▼ My Manager:
[Name] [Avatar]

▼ Me:
[Name] [Avatar]

▼ Other People:

Display Options

Instructions | Go Full Screen



View the state of top goals and how they're connected across the company.



Zoom in and drill down connected goals to see more details.



Open left panel to see more Display Options.



Open right panel to see Goal details and Meeting Agenda.



Click arrow to request status update or add agenda item.



No goals found for the Execution Map.

The current user should have goals in the selected template. Please create the goals and try again.

Support



Mobile App Support for Goal Percentage Field Values Above 100%

Goals

Universal

Mobile App Support for Goal Percentage Field Values Above 100%



The SAP SuccessFactors Mobile app, for iOS and Android, now respects the Goal Plan Template configuration that allows users to enter a value that is above 100%.

This feature creates better alignment across the iOS and Android Mobile apps and the web application.



Too New to Rate is Supported as Last Competency Rating

Performance

Admin Opt-In

Too New to Rate is Supported as Last Competency Rating

If a competency was rated in the last performance review as Too New to Rate or any other label defined in the form template, the rating is not filtered out but used as the last competency rating.

SAP built this enhancement because in addition to regular ratings within a rating scale, customers may use Too New to Rate for competency ratings when they think it's too early to evaluate a competency. Therefore, Too New to Rate given in the last performance review is supposed to appear as the last rating in the current review.

Configuration Requirements

Customers use Job Profile Builder and have selected an option to display last competency ratings from rating sources.

Too New to Rate is Supported as Last Competency Rating

Adapting to Change

Maintains a positive attitude in the face of change; appropriately adjusts behavior and activities to changing conditions

Manager Rating ?

 ☆ ☆ ☆ ☆ ☆ Too New to Rate

Comments by 

Last Rating

Last Rating ?

☆☆☆☆☆ Too New to Rate

Rated On: 02/28/2020

Rating Source: Performance Management Form Review

In the previous version, only regular ratings were supported as the last competency rating.

In the current version, regular ratings as well as the "Too New to Rate" rating are supported as the last competency rating.

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Add and Remove Signers in En Route Folder

Performance

Admin Opt-In

Add and Remove Signers in En Route Folder

When a form is routed to another step, with proper permissions, users can add and remove signers in the copy of the form in the En Route folder.

When users remove the signers who currently have the form in their Inbox, the form is automatically routed to the next step. Meanwhile, the removed signers receive an email notification informing them that no action on the form is required.

SAP built this enhancement so that signers who have been added wrongly can be removed immediately during a performance review. When users want to remove signers and the form is already routed to another step, they don't need to ask administrators to help them remove the signers.

Add and Remove Signers in En Route Folder

The screenshot displays the iCon En Route interface. At the top, it shows 'Back to: En Route' and 'Form for [Employee Name]'. Below this, there are two summary boxes: 'Incomplete Items' with a green checkmark and '0', and 'Out of 1' with a grey hash and '--'. A navigation menu includes 'Route Map', 'Employee Information', 'Review Dates', 'Goals', 'Core Values', 'Role Specific Competencies', 'Strength and Development Comments', 'Summary Section', and 'Signatures'. The 'Route Map' section shows a process flow with four steps: 1. Employee Self Review (active), 2. Manager Review, 3. Employee Signature, and 4. Completed. An 'Actions' menu is open, showing options like 'Info about this form', 'Add to Outlook', 'Remove Signer' (highlighted), 'Add Signer', and 'Delete Form'. A 'Gap Analysis' box shows '0' for both up and down arrows.

Before and After

In the previous version, users could add and remove signers only in their review step.

In the current version, users can add and remove signers in their review step, but also when the form is routed to another step.

Add and Remove Signers in En Route Folder

Performance Review for Vic Stokes

Route Map

1 Self Assessment → 2 Manager Assessment → 3 Rating Discussion → 4 Added Signer → 5 Employee Signature → 6 Completed

Role Specific Competencies (50.0%)

- Communication
- Customer Focus
- Hiring
- Integrity/Ethics
- Job Knowledge
- Listening Skills

In the Beginning there is a step “Added Signer” (for user Brooke Brown). We can add a new Signer.

Add Signer

Search by Filtering

Find: All Employees, All Divisions, All Departments, All Locations, All Groups

Search by Name: Jennifer Lo, Administrative

Buttons: Previous, Search, Select, Confirm, Next, Cancel, Search

Add and Remove Signers in En Route Folder

Performance Review for Vic Stokes

3.0 - Meets Expectations
Overall Score

✓ 0
Incomplete Items

1
Out of 1

Route Map

Route Map

1 Self Assessment

2 Manager Assessment

3 Rating Discussion

4 Added Signer

5 Added Signer

6 Employee Signature

7 Completed

Jennifer Lo (User)

Role Specific Competencies (50.0%)

Competency	Rating by Vic Stokes	Official Rating	Gap
Communication	★★★★☆ Meets Expectations	★★★★☆ Exceeds Expectations Update	-4.0 -3.0 -2.0 -1.0 0 1.0 2.0 3.0 4.0
Customer Focus	★★★★★ Substantially Exceeds Expectations	★★★★☆ Needs Development	-4.0 -3.0 -2.0 -1.0 0 1.0 2.0 3.0 4.0
Hiring	★★★★☆ Needs Development	★★★★★ Substantially Exceeds Expectations	-4.0 -3.0 -2.0 -1.0 0 1.0 2.0 3.0 4.0
Integrity/Ethics	★★★★★ Exceeds Expectations Update	★★★★☆ Meets Expectations	-4.0 -3.0 -2.0 -1.0 0 1.0 2.0 3.0 4.0
Job Knowledge	★★★★☆ Needs Development	★★★★★ Exceeds Expectations Update	-4.0 -3.0 -2.0 -1.0 0 1.0 2.0 3.0 4.0
Listening Skills	★★★★☆ Needs Development	★★★★☆ Meets Expectations	-4.0 -3.0 -2.0 -1.0 0 1.0 2.0 3.0 4.0

Now there is a second “Added Signer” step with the new assigned User Jennifer Lo. The old step still exists.

Add and Remove Signers in En Route Folder

Reviews Team Overview 360 Executive Review Help & Tutorials

Currently with Brooke Brown

Back to En Route

Performance Review for Vic Stokes

Vic Stokes 3.0 - Meets Expectations Overall Score 0 Incomplete Items # 1 Out of 1

Route Map Role Specific Competencies Summary Section

Route Map

Assessment Signature Completed

1 Self Assessment 2 Manager Assessment 3 Rating Discussion 4 Added Signer 5 Added Signer 6 Employee Signature 7 Completed

Role Specific Competencies (50.0%)

Expand All Collapse All	Rating by Vic Stokes	Official Rating	Gap
> Communication	★★★★☆ Meets Expectations	★★★★☆ Exceeds Expectations Update	4.0 3.0 2.0 1.0 0 1.0 2.0 3.0 4.0
> Customer Focus	★★★★★ Substantially Exceeds Expectations	★★★★☆ Exceeds Expectations Update	4.0 3.0 2.0 1.0 0 1.0 2.0 3.0 4.0
> Hiring	★★★★☆ Needs Development	★★★★☆ Exceeds Expectations Update	4.0 3.0 2.0 1.0 0 1.0 2.0 3.0 4.0
> Integrity/Ethics	★★★★☆ Exceeds Expectations Update	★★★★☆ Exceeds Expectations Update	4.0 3.0 2.0 1.0 0 1.0 2.0 3.0 4.0
> Job Knowledge	★★★★☆ Needs Development	★★★★☆ Exceeds Expectations Update	4.0 3.0 2.0 1.0 0 1.0 2.0 3.0 4.0
> Listening Skills	★★★★☆ Needs Development	★★★★☆ Exceeds Expectations Update	4.0 3.0 2.0 1.0 0 1.0 2.0 3.0 4.0

We can remove the old "Added Signer" step.

We choose the step that should be removed (by choosing the name of the signer)

Performance Review for Vic Stokes

Vic Stokes 3.0 - Meets Expectations Overall Score 0 Incomplete Items # 1 Out of 1

Route Map Role Specific Competencies Summary Section

Route Map

Assessment Signature Completed

1 Self Assessment 2 Manager Assessment 3 Rating Discussion 4 Added Signer 5 Added Signer 6 Employee Signature 7 Completed

Role Specific Competencies (50.0%)

Expand All Collapse All	Rating by Vic Stokes	Official Rating	Gap
> Communication	★★★★☆ Meets Expectations	★★★★☆ Exceeds Expectations Update	4.0 3.0 2.0 1.0 0 1.0 2.0 3.0 4.0
> Customer Focus	★★★★★ Substantially Exceeds Expectations	★★★★☆ Exceeds Expectations Update	4.0 3.0 2.0 1.0 0 1.0 2.0 3.0 4.0
> Hiring	★★★★☆ Needs Development	★★★★☆ Exceeds Expectations Update	4.0 3.0 2.0 1.0 0 1.0 2.0 3.0 4.0
> Integrity/Ethics	★★★★☆ Exceeds Expectations Update	★★★★☆ Exceeds Expectations Update	4.0 3.0 2.0 1.0 0 1.0 2.0 3.0 4.0
> Job Knowledge	★★★★☆ Needs Development	★★★★☆ Exceeds Expectations Update	4.0 3.0 2.0 1.0 0 1.0 2.0 3.0 4.0
> Listening Skills	★★★★☆ Needs Development	★★★★☆ Exceeds Expectations Update	4.0 3.0 2.0 1.0 0 1.0 2.0 3.0 4.0

Remove Signer

Removing the signer will also remove the corresponding Added Signer step from the Route Map.
Which signer would you like to remove?

Jennifer Lo

Brooke Brown (current signer)

Cancel Remove

Add and Remove Signers in En Route Folder

Back to: En Route

Performance Review for Vic Stokes

3.0 - Meets Expectations
Overall Score

✓ 0
Incomplete Items

1
Out of 1

Route Map Role Specific Competencies Summary Section

Route Map

1 Self Assessment 2 Manager Assessment 3 Rating Discussion 4 Added Signer 5 Employee Signature 6 Completed

Jennifer Lo (User)

Role Specific Competencies (50.0%)

Expand All Collapse All	Rating by Vic Stokes	Official Rating	Gap
> Communication	★★★★☆ Meets Expectations	★★★★☆ Exceeds Expectations Update	-4.0 -3.0 -2.0 -1.0 0 1.0 2.0 3.0 4.0
> Customer Focus	★★★★★ Substantially Exceeds Expectations	★★★☆☆ Needs Development	-4.0 -3.0 -2.0 -1.0 0 1.0 2.0 3.0 4.0
> Hiring	★★★★☆ Needs Development	★★★★★ Substantially Exceeds Expectations	-4.0 -3.0 -2.0 -1.0 0 1.0 2.0 3.0 4.0
> Integrity/Ethics	★★★★☆ Exceeds Expectations Update	★★★★☆ Meets Expectations	-4.0 -3.0 -2.0 -1.0 0 1.0 2.0 3.0 4.0
> Job Knowledge	★★★★☆ Needs Development	★★★★☆ Exceeds Expectations Update	-4.0 -3.0 -2.0 -1.0 0 1.0 2.0 3.0 4.0
> Listening Skills	★★★★☆ Needs Development	★★★★☆ Meets Expectations	-4.0 -3.0 -2.0 -1.0 0 1.0 2.0 3.0 4.0

There is only one "Added Signer" step left (Jennifer Lo). The old one of Brooke Brown is gone.

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Business Rule-Driven Weighted Rating Based on User Roles

Performance

Admin Opt-In

Business Rule-Driven Weighted Rating Based on User Roles

You can now configure business rules to define weights for steps and roles in the route map of a Performance Management form. The overall customized weighted rating is then calculated based on ratings from each role and their weights. The ratings and weights can be recorded and displayed in the Customized Weighted Rating section.

To calculate the overall customized weighted rating, you enable **Enable Customized Rating Calculation** in **Form Template Settings**, and then use two rule scenarios **Trigger Weighted Rating Rule** and **Configure Weight for Steps and Roles** in Performance Management Weighted Rating to configure the rules when you access the **Configure Business Rules** tool. When the Customized Weighted Rating section provides an overall rating at the step after the business rules are triggered, the rating takes priority over the overall ratings in Summary section, Objective Competency Summary section, and Performance Potential Summary section. The rating will be used as the form's final score and shown in Calibration for subsequent calibration processes.

This enhancement provides a more flexible way of calculating overall form ratings in Performance Management.

Business Rule-Driven Weighted Rating Based on User Roles

Customized Weighted Rating

* Overall Form Rating ⓘ

Exceeds Expectations

Calculated Form Rating

4.59

Previous Ratings

Rating	Name	Role	Routing Step	Weight
4.4	Carla Grant	E	E	0.2
4.37	Alexander Thompson	EM	EM	0.4
4.9	Alan Gong	EX	EX	0.4

Before and After

In the previous version, the overall form rating given at the last step was the form's final score and the overall form ratings given at previous steps were disregarded.

In the current version, the overall form rating given at each step is part of the form's final score.

Business Rule-Driven Weighted Rating Based on User Roles

Configuration Step 1: Create a route map (in this demo the steps are called E, EM, EX and EH) – so these values aren't only Role Types but also the names of the steps



Step 2: Create a new section in template

The screenshot shows the 'Admin Center > Manage Templates > CWR Demo - Annual Performance Review' interface. A 'Preview' section on the left lists 'General Settings', 'Edit Fields and Sections', 'Introduction', 'Goal', 'Competency', 'Summary Section', and 'Signature Section'. The 'Add New Section' button is highlighted. A 'Add new section' dialog box is open, displaying a list of section types: 'Select', 'Additional Comments', 'Competency', 'Customized Weighted Rating' (highlighted), 'Mid Year', 'Goal', 'Review Information', 'User Information', 'Performance Potential Summary', 'Objective Competency Summary', and 'Custom'. The background shows a preview of a performance review for 'John Smith' with sections for Introduction, Goal, Competency, Summary, and Signature.

Business Rule-Driven Weighted Rating Based on User Roles

Step 3: Activate “Allow manual rating” and hide the section in the route steps E, EX and EM so they are not shown in the form

Admin Center > Manage Templates > CWR Demo - Annual Performance Review

Save Save As... Cancel

Preview

General Settings

Edit Fields and Sections

Introduction

Goal

Competency

Summary Section

Signature Section

Customized Weighted Rating

Add New Section

The Customized Weighted Rating section is used to calculate a weighted score over the steps in the route map.

Section Type: Customized Weighted Rating

Section Name: Customized Weighted Rating

Add More+

Description:

Paragraphs: 0, Words: 0

Add More+

Hide advanced options...

Allow manual rating

0 Section Permission(s) defined. Click to modify.

0 Field Permission(s) defined. Click to modify.

Admin Center > Manage Templates > CWR Demo - Annual Performance Review

Save Save As... Cancel

Preview

General Settings

Edit Fields and Sections

Introduction

Goal

Competency

Summary Section

Signature Section

Customized Weighted Rating

Add New Section

Changes pending. You must

The Customized Weighted Rating section is used to calculate a weighted score over the steps in the route map.

Section Type: Customized Weighted Rating

Section Name: Customized Weighted Rating

Add More+

Description:

Paragraphs: 0, Words: 0

Add More+

Hide advanced options...

Allow manual rating

0 Section Permission(s) defined. Click to modify.

0 Field Permission(s) defined. Click to modify.

Section Permissions

Type: Hidden

Roles: All Selected Custom

Route Steps: All Selected 3 Route Steps Selected

+ Add Another

Select All

E

EX

EM

TH

EMS

Done Cancel

Business Rule-Driven Weighted Rating Based on User Roles

Step 4: Activate “Enable Customized Rating Calculation” in Form Template Settings

Option 1 - Allow adding/removing signers only during the Modification stage
 Option 2 - Allow adding/removing signers during both the Modification and Signature stages
Warning: Scheduled Form Launches have to be manually adjusted to display the date range changes.

Only create for users who don't have an form with an End Date:
between and
 Do not allow admin users to edit the date range in the Launch Form tool.

Hide the Export and Export(Compact) buttons for documents in the Completed Folder.
 Show digital signatures in Document Print Preview.
 Disable Due Date Validation
 Disable users from changing the Start Date
 Disable users from changing the End Date
 Disable users from changing the Due Date
 Enable form routing to previous step
 Enable SMART Goal Wizard (requires SMART Goal Wizard enabled on goal plan)
 Show Manager Rating first for EZ Water mode
 Prevent forms from being created with overlapping date ranges (this applies to all templates with this configuration enabled)
 Enforce permissioning for Detailed Document Search & Archive & Print Reporting.
 Allow exit step comments to be visible to all participants in a Collaborative (C) Step (only applicable for forms that have not progressed beyond the C Step)
 Enable attachments
 Disable Table of Contents

Define the PDF file name format:
 Form Title and Creation ID
 Custom
 Enable Customized Rating Calculation

[View List of Available Variables](#)

Step 5: Create a Business Rule to define the Weights for the Steps and Roles

Admin Center

Back to Business Rules Admin

Configure Business Rules

Search: Rule Advanced

To create a rule, expand a rule scenario category below and select a scenario.

- > Employee Central Core
- > Document Generation
- > Custom Title (Decision Rules)
- > Metadata Framework
- > Performance Management Weighted Rating
 - Trigger Weighted Rating Rule
You can use this scenario to trigger the rule for weighted rating by specifying the template ID and route step name
 - Configure Weight for Steps and Roles**
You can use this scenario to configure the weight for different steps and roles
- > Basic

Configure Weight for Steps and Roles

You can use this scenario to configure the weight for different steps and roles

Rule Name*

Rule ID*

Start Date*

Description

Business Rule-Driven Weighted Rating Based on User Roles

Step 6: Here we define the Form Route Step Name (in this case E, normally it's name something like "Employee's Rating") as well as the Role Type (E for Employee)

Back to: Business Rules Admin
Configure Business Rules

Search : Rule Advanced ▾

CWRDemoRoleBasedWeightRule (CWRDemoRoleBasedWeightRule)

Scenario: Configure Weight for Steps and Roles [Change Scenario](#)

Basic Information [✎](#)

Start Date: 01/01/1900

Description:

Parameters

Name	Object
Context	System Context
Weight Configuration for Steps ...	Weight Configuration for Steps ...

[Collapse All](#) | [Expand All](#)

Variables

If

and

- is equal to E
- is equal to E

Then

is to be equal to 0.2

[Add Else If](#) [Add Else](#)

Updated by Carla Grant on Monday, March 16, 2020 4:09:05 AM CDT

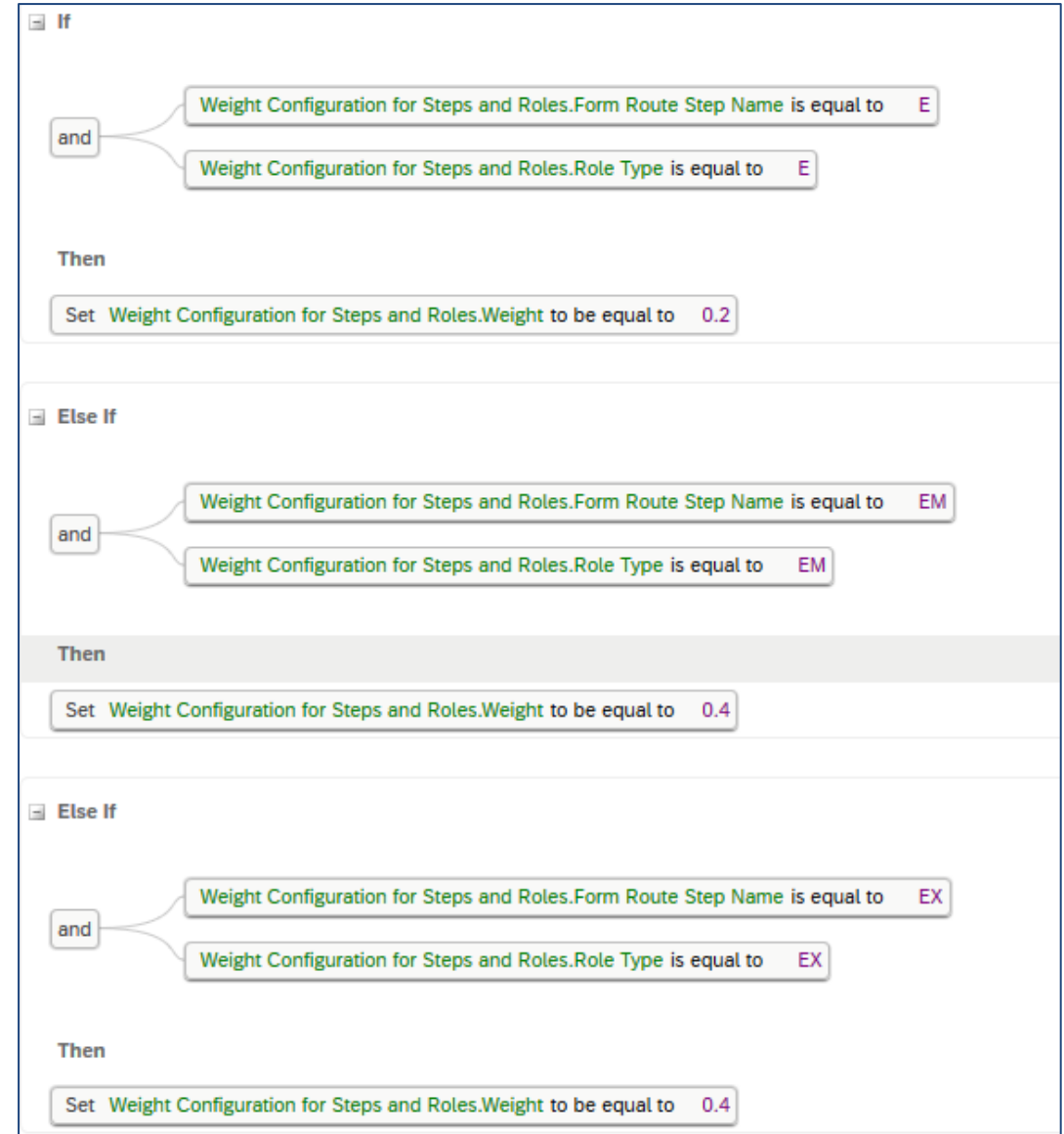
[Cancel](#) [Save](#)

Business Rule-Driven Weighted Rating Based on User Roles

Here we see the whole rule. In the route step “E” for the Role Type of E (Employee) the Weight is 20%.

In the route step “EM” for the Role Type EM (Employee’s Manager) the Weight is 40%.

In the route step “EX” for the Role Type EX (Employee’s Matrix Manager) the Weight is 40% as well.



Business Rule-Driven Weighted Rating Based on User Roles

Step 7: Now we create a Trigger Rule so SuccessFactors understand in which step the calculation shall happen

Back to: Business Rules Admin
Admin Center

Search for actions or people: Carla Grant (cgrant) on behalf of Loma Okamoto (lokamoto)

Configure Business Rules

Search : Rule No Selection Advanced

To create a rule, expand a rule scenario category below and select a scenario

- Employee Central Core
- Document Generation
- Custom Title (Decision Rules)
- Metadata Framework
- Performance Management Weighted Rating
 - Trigger Weighted Rating Rule**
You can use this scenario to trigger the rule for weighted rating by specifying the
 - Configure Weight for Steps and Roles
You can use this scenario to configure the weight for different steps and roles
- Basic

Trigger Weighted Rating Rule
You can use this scenario to trigger the rule for weighted rating by specifying the template ID and route step name

Rule Name* ratingExtTriggerRule

Back to: Business Rules Admin
Create New Rule

Configure Business Rules

Search : Rule No Selection Advanced

ratingExtTriggerRule (ratingExtTriggerRule)

Scenario: Trigger Weighted Rating Change Scenario

Basic Information

Start Date 01/01/1900

Description

Parameters

Name	Object
Context	System Context
Rule Trigger for Weighted Rating	Rule Trigger for Weighted Rating

Collapse All Expand All

Variables

If

and

- Rule Trigger for Weighted Rating :Form Template is equal to Wwise
- CWR Demo - Annual Performance ... is equal to EX

Then

Set Rule Trigger for Weighted Rating :Content Calculation Rule ID to be equal to oRoleBasedWeightRule

Add Else If Add Else

The name of the Template and the step are defined when the before created Weighting Rule shall be triggered.

Business Rule-Driven Weighted Rating Based on User Roles

The image displays three sequential screenshots of a performance review interface for Carla Grant, illustrating how different user roles contribute to a weighted overall score. Each screenshot shows a 'Route Map' with six steps: 1. E (Employee), 2. EM (Employee Manager), 3. EX (External), 4. EH (Employee's Manager), 5. EMS (Matrix Manager), and 6. Completed. The overall score is calculated based on the ratings from the first five steps.

- Employee Rating:** Overall Score: 4.4, Incomplete Items: 0. Step 1 (E) is active.
- Employee Manager Rating:** Overall Score: 4.37, Incomplete Items: 0, Out of 1. Step 2 (EM) is active.
- Matrix Manager Rating:** Overall Score: 4.9, Incomplete Items: 0, Out of 1. Step 3 (EX) is active.

Employee, Employee's Manager and Matrix Manager rate in their steps the employee – this is the base for the calculation

Business Rule-Driven Weighted Rating Based on User Roles

Weighted calculation: $4.4 * 0.2 + 4.37 * 0.4 + 4.9 * 0.4 = 4.59$

Step 8: The calculated Overall Score is shown in the HR step. HR can leave this or choose a manual Overall Form Rating

Performance

Search for actions or people

Carla Grant (cgrant) on behalf of Lorna Okamoto (lokamoto)

Reviews Team Overview Help & Tutorials

Back to: Inbox

CWR Demo - Annual Performance Review for Carla Grant

Carla Grant **4.59** Overall Score ✓ 0 Incomplete Items # 1 Out of 1

Route Map Introduction Goal Competency Summary Section Signature Section Customized Weighted Rating

Route Map

Assessment Signature Completed

1 E 2 EM 3 EX 4 EH 5 EMS 6 Completed

Introduction

Welcome to this year's performance appraisal process, and career development opportunities. If you have any

Goal (50.0%) edit section weight

Collective

1.1 Monitor and provide regular reporting

Regular reporting

Rating

★★★★★ Substantially Exceeds Expectations

Back to: Inbox

CWR Demo - Annual Performance Review for Carla Grant

Carla Grant 4.59 ✓ 0 # 1

Route Map Introduction Goal Competency **Summary Section** Signature Section Customized Weighted Rating

Section Comments:

Comments by Lorna Okamoto

Signature Section

Use this section to sign the document.

Manager: Alexander Thompson has not signed yet

Customized Weighted Rating

* Overall Form Rating

- Updated
- Unsatisfactory
- Needs Development
- Meets Expectations
- Exceeds Expectations
- Substantially Exceeds Expectations

Name	Role
4.4	Carla Grant E

Ratings from Others

There are no Ratings from Others.

Back to: Inbox

CWR Demo - Annual Performance Review for Carla Grant

Carla Grant **4.0** Overall Score ✓ 0 # 1

Route Map Introduction Goal Competency Summary Section Signature Section Customized Weighted Rating

Section Comments:

Comments by Lorna Okamoto

Signature Section

Use this section to sign the document.

Manager: Alexander Thompson

Customized Weighted Rating

* Overall Form Rating

Exceeds Expectations

After changing the Overall Form Rating in the Overall score pod this manual value appears

A blurred background image of a road stretching into the distance, with a white dashed line down the center. The image is overlaid with a dark teal geometric pattern.

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Qualtrics Feedback from Employees After a Performance Review

Performance

Prov. Opt-In

Qualtrics Feedback from Employees After a Performance Review

You can now integrate Qualtrics into your SAP SuccessFactors system so that employees can provide feedback after they submit a performance review at the end of a performance cycle.

Feedback opportunities are controlled through a new Qualtrics integration page in the SAP SuccessFactors Admin Center, and are associated with performance review-related templates. For this version, feedback opportunities are available only for self-assessment performance reviews.

SAP created the new integration page to simplify the process of creating and managing your feedback opportunities in Performance Management.

Configuration Requirements

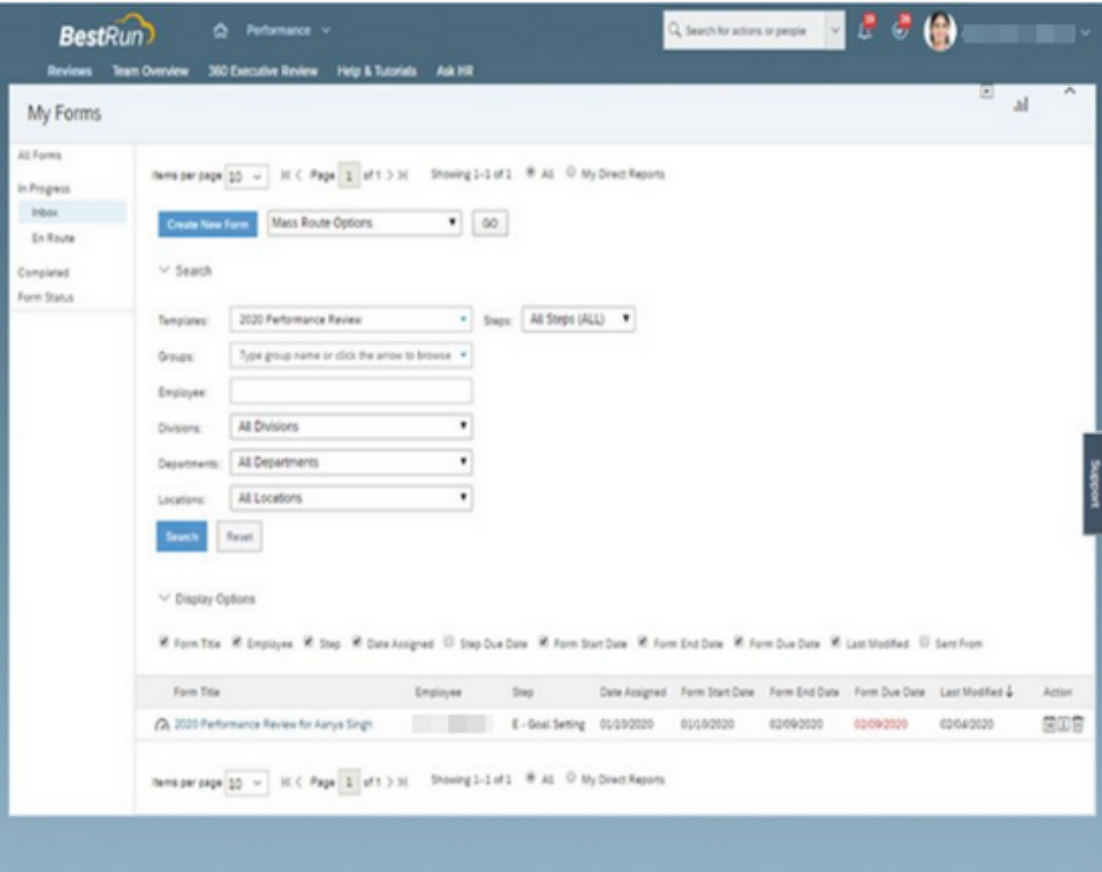
Enabling this feature requires a Qualtrics license and turning on a setting in Provisioning.

You can use your Qualtrics account to create surveys and to view feedback results.

Qualtrics Feedback from Employees After a Performance Review

Edit Integration

Target Page



*Integration Name:
Performance Integration

Product Area:
Talent

Page:
Performance review signatu...

Template:
Annual Review

*Intercept ID:
6sgahgageg-aW

*Intercept URL:
https://mysampleintercept.qualtri...

Delete Archive Update Close

This screenshot shows the Edit Integration dialog for a self-assessment performance review.



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360 Executive Review Page in 360 Reviews - SAP Fiori Version

360 Executive Review Page in 360 Reviews - SAP Fiori Version



You can now use the 360 Executive Review page to monitor form status and access 360 forms in 360 Reviews - SAP Fiori Version.

SAP added this feature to 360 Reviews - SAP Fiori Version in order to achieve feature parity with 360 Reviews v11.

Previously, the configuration type was specified as Provisioning Opt-in. The configuration type changed to Universal.

360 Executive Review Page in 360 Reviews - SAP Fiori Version

The screenshot shows the SAP SuccessFactors interface for the 360 Executive Review page. The top navigation bar includes 'SAP SuccessFactors Performance' and a search bar. Below the navigation, there are filter sections for 'Template Name', 'Form Status', 'Current Step', 'User Name', and 'Division' in the first row, and 'Department', 'Location', 'Due Date', and 'Overdue Forms' in the second row. A 'Go' button is present. Below the filters, there is a 'Summary Info' section with a warning message: 'If you're involved in a form route map, you can only access the form from your inbox instead of this page.' Below this is a table titled 'Forms (2)' with columns for 'Form Title', 'Employee', 'Form Status', 'Current Step', and 'Due Date'.

Form Title	Employee	Form Status	Current Step	Due Date
360 Feedback Review for Carla Grant	Carla Grant	In Progress	Employee Nominates Raters	04/10/2020
360 Feedback Review for Marcus Q. Hoff	Marcus Q. Hoff	Completed		04/10/2020

The 360 Executive Review page can be used to monitor the form status and access 360 forms in 360 Reviews.

This screenshot shows the 'Summary Info' section of the SAP SuccessFactors 360 Executive Review page. It features two donut charts: 'Form Status' and 'Due Date Status'. Both charts show a 50/50 split between two categories. The 'Form Status' chart compares 'In Progress' (blue) and 'Completed' (orange). The 'Due Date Status' chart compares 'Completed' (blue) and 'Upcoming' (orange).

Chart	Category	Percentage
Form Status	In Progress	50.0%
	Completed	50.0%
Due Date Status	Completed	50.0%
	Upcoming	50.0%

360 Executive Review Page in 360 Reviews - SAP Fiori Version

The screenshot shows the SAP SuccessFactors Performance interface for a 360 Executive Review. The top navigation bar includes 'SAP SuccessFactors Performance' and a search field. The main content area is titled '360 Executive Review' and features a profile card for 'Carla Grant' with a '360 Feedback Review for Carla Grant' title. A horizontal route map below the profile card shows four steps: 1. Employee Nominates Raters (active), 2. Manager Approves Raters, 3. Complete 360 Evaluation, and 4. Completed. Below the route map, the 'INTRODUCTION SECTION' contains a thank-you message and a 'More' link. The 'EMPLOYEE INFORMATION' section displays 'Last Name: Grant' and 'First Name: Carla'. At the bottom right, there are 'Cancel' and 'Save and Close' buttons.

SAP SuccessFactors Performance

Search for people

Reviews Team Overview 360 Executive Review Help & Tutorials

360 Executive Review

360 Feedback Review for Carla Grant
Carla Grant

ROUTE MAP INTRODUCTION SECTION EMPLOYEE INFORMATION JOB DESCRIPTION REVIEW INFO RATER LIST (3) OBJECTIVE COMPETENCY SU >

1 Employee Nominates Raters 2 Manager Approves Raters 3 Complete 360 Evaluation 4 Completed

INTRODUCTION SECTION

Thank you for taking the time in providing open and constructive feedback to the individual listed in this document. Please follow the instructions in order to complete the 360 Review correctly. [More](#)

EMPLOYEE INFORMATION

Employee Information

Last Name: Grant First Name: Carla

Cancel Save and Close



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Add External Participants in 360 Reviews - SAP Fiori Version

360

Universal

Add External Participants in 360 Reviews - SAP Fiori Version



You can now add external users to Rater List in 360 Reviews (SAP Fiori Version).

SAP added this feature to 360 Reviews (SAP Fiori Version) in order to achieve feature parity with former 360 Reviews v11.

NOTE: Users who have already enabled this feature in 360 Reviews v11, will get this functionality automatically in 360 Reviews (SAP Fiori Version). Previously it was specified as Provisioning Opt-in. This is changed to Universal.

Add External Participants in 360 Reviews - SAP Fiori Version

360 Feedback Review for Carla Grant

M&P INTRODUCTION SECTION EMPLOYEE INFORMATION JOB DESCRIPTION REVIEW INFO **RATER LIST (2)** OBJECTIVE COMPETENCY SUMMARY

+ Add Participants Show Assignments Delete All

Employee	Email	Division	Department	Location	Manager	Category	Action
Alexander Thompson (athompson)	qaauto13@qa.mail.sfab.ondemand.com	ACE Software	Software	Chicago, IL	Daniel Cortez	Manager	
Carla Grant (cgrant)	jadger@successfactors.com	ACE Software	N/A	N/A	Alexander Thompson	Self	

OBJECTIVE [+ Add Goal](#)

INSTRUCTIONS: Please respond to the following statements as they relate to the person whose name appears on this form. Please select the rating that best describes the individual. Provide as much feedback with examples as possible in the Comments Box.

Financial

Ensure that Services Revenue accounts for at least 50% of all New Business Revenue Nonremovable for Raters

\$80M in Services Revenue 0% of total score **Behind**

Rating (1)

Cancel Save and Close **Send for Manager Approval**

Add External Participants in 360 Reviews - SAP Fiori Version

The screenshot shows the 'Add Participants' dialog box in SAP Fiori. The search field is highlighted with a red box and contains the text 'user'. Below the search field, the option 'Add a new external participant.' is highlighted with a blue box. The dialog box also displays a list of existing users and a 'No participants were selected.' message. The background shows the '360 Feedback' interface with a sidebar containing 'Employee' and 'OBJECTIVE' sections.

You have to type some letters to see the option to “Add a new external participant”. While the functionality is helpful the usability isn’t optimal. This will likely be improved in a later version.

Add External Participants in 360 Reviews - SAP Fiori Version

After typing in the mandatory fields of E-mail address, First Name and Last Name the external user is shown in the list of selected Participants. You have to add a category before you can add the feedback provider to the list..

Add Participants

Find a User
Enter a user's name

Selected Participants

Employee

Category

Action

Add a New External Participant

*E-mail
I

*First Name



*Last Name

Cancel Add

Add Participants

Find a User
Enter a user's name

Selected Participants

Employee	Type	Email	Division	Category	Action
 user demo (extuser1)	External	user@demo.com	N/A	Others	

Department : N/A

Location : N/A

Manager :

Cancel Add to List



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Autosave for Comments in 360 Reviews - SAP Fiori Version

360

Universal

Autosave for Comments in 360 Reviews - SAP Fiori Version

When you're typing in a comment box, all the changes are now automatically saved every five seconds in 360 Reviews (SAP Fiori Version).

The autosave feature in the comment box closes the gap between 360 Reviews forms and Performance Management forms.

Before and After

In the previous version, the system didn't save the comments that you typed in a 360 form automatically. If you wanted to save the comments, you had to stop typing and save them manually.

In the current version, the system saves the comments that you type in a 360 form automatically. Nevertheless you can still save them manually anytime.



External Participants Update Forms in 360 Reviews - SAP Fiori Version

External Participants Update Forms in 360 Reviews - SAP Fiori Version



External participants can now add ratings and comments to a 360 form in 360 Reviews (SAP Fiori Version).

SAP added this feature to 360 Reviews (SAP Fiori Version) in order to achieve feature parity with 360 Reviews v11.

NOTE: Users who have already enabled this feature in 360 Reviews v11 will get the functionality automatically in 360 Reviews (SAP Fiori Version). SAP changed the configuration type from Provisioning Opt-in to Universal.

External Participants Update Forms in 360 Reviews - SAP Fiori Version

External Authorization

An email with a verification code was sent to you. You can request a new code after 1 minute if you didn't get the code.

Please enter the
verification code here:


(case sensitive)

Get a new verification code in 12 seconds.

External Participants get a verification code via email. They can type in this code to add ratings and comments in a 360 Reviews (SAP Fiori Version) form.

External Participants Update Forms in 360 Reviews - SAP Fiori Version

360 Feedback Review for Marcus Q. Hoff

Actions 

INTRODUCTION SECTION EMPLOYEE INFORMATION JOB DESCRIPTION REVIEW INFO REVIEWER INFO OBJECTIVE COMPETENCY CAREER

aaaaaa

EMPLOYEE INFORMATION

Employee Information

Last Name: Hoff	First Name: Marcus
Position Title: Senior Sales Director, Northeast	Department: Sales
Location: Boston, MA	Gender: M

JOB DESCRIPTION

Sales Manager
The Sales Manager is a sales professional with a history of over-performance in quota attainment, winning new business and developing existing accounts.

More

Cancel Save and Close Decline to Participate Submit Finished Form

A blurred background image of a road stretching into the distance, with trees and fields on either side, suggesting motion.

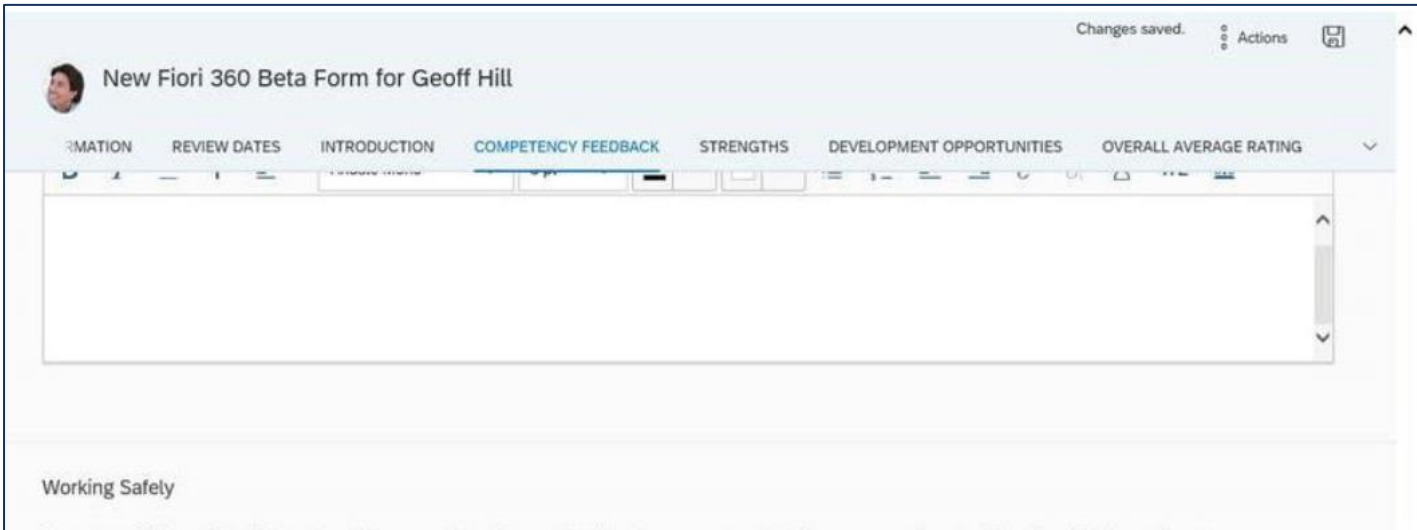
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An illustration of three elephants of varying sizes walking to the right.

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Increased Width of Custom Text Boxes

Increased Width of Custom Text Boxes



Changes saved. Actions

New Fiori 360 Beta Form for Geoff Hill

INFORMATION REVIEW DATES INTRODUCTION **COMPETENCY FEEDBACK** STRENGTHS DEVELOPMENT OPPORTUNITIES OVERALL AVERAGE RATING

Working Safety

Respects and follows safety policies and regulations; scans the environment for things that may pose a safety risk; encourages others to utilize

Rating []

★★★★★ Select one...

Comments

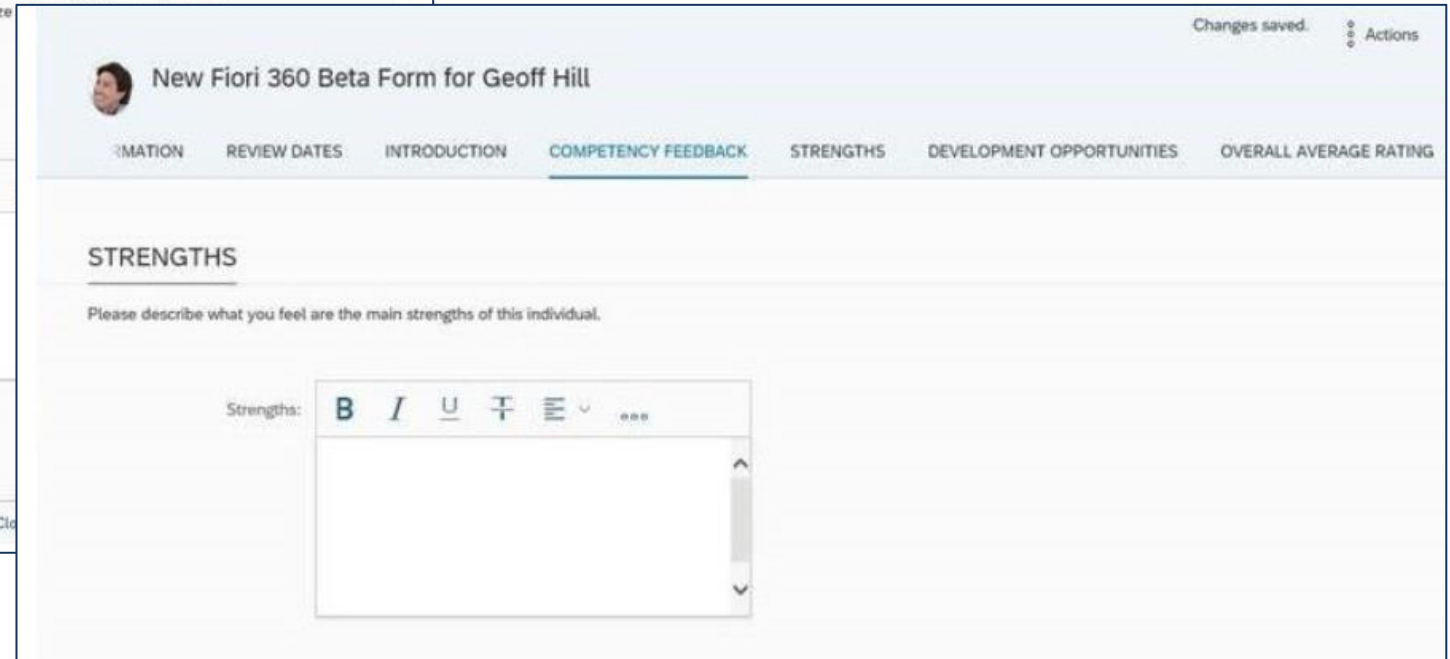
B I U Andale Mono 8 pt

STRENGTHS

Cancel Save and Close

SAP has increased the width of the custom text boxes in 360 forms.

SAP increased the width of the custom text boxes to achieve a better viewing experience for users.



Changes saved. Actions

New Fiori 360 Beta Form for Geoff Hill

INFORMATION REVIEW DATES INTRODUCTION **COMPETENCY FEEDBACK** STRENGTHS DEVELOPMENT OPPORTUNITIES OVERALL AVERAGE RATING

STRENGTHS

Please describe what you feel are the main strengths of this individual.

Strengths: **B I U**

Cancel Save and Close



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New OData API Function Import for 360 Reviews: complete360

360

Universal

New OData API Function Import for 360 Reviews: complete360



You can now use the function import *complete360* to submit a 360 Reviews form in the Evaluation stage.

SAP developed the function import *complete360* to meet a customer's demand for a public API on which they can submit 360 forms.

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Send Copy in 360 Reviews - SAP Fiori Version

360

Universal

Send Copy in 360 Reviews - SAP Fiori Version

The screenshot shows the SAP SuccessFactors 360 Reviews interface. A 'Send a Copy' dialog box is open, allowing users to select recipients for a completed 360 form. The dialog includes a search bar, a list of selected users, and 'Send' and 'Cancel' buttons.

Find a User

Sid Mormony, Senior Sales Director, S ...

Selected Users

<input checked="" type="checkbox"/>	Name	Division	Department	Location
<input checked="" type="checkbox"/>	Jennifer Lo	ACE Software	Sales	San Mateo, CA
<input checked="" type="checkbox"/>	Sid Mormony	ACE Software	Sales	Dallas, TX

Send Cancel

You can now send a copy of a completed 360 form in 360 Reviews (SAP Fiori Version).

SAP added this feature to 360 Reviews (SAP Fiori Version) in order to achieve feature parity with 360 Reviews v11.



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Discussion Topics

CPM

Admin Opt-in

The new Discussion Topics feature in Meeting mode allows users to view, add, edit, and delete short topics. Discussion topics drive 1:1 meetings.

SAP has repurposed Other Topics for the Discussion Topics feature. The system has automatically converted topics previously added to Other Topics to topics in Discussion Topics. Once a user completes a discussion topic, the topic is archived. A user can view archived discussion topics in the Meeting History.


Administrators can configure Discussion Topics within the Admin Center Feature Configuration panel.

SAP built this feature to make it easier for employees and their managers to access records of their discussion topics within the context of their 1:1 meetings or meeting histories.

Discussion Topics

BestRun Continuous Performance Ask HR 17 Aanya Singh (sfadmin)

Details

 **Aanya Singh**


ACTIVITIES ACHIEVEMENTS FEEDBACK

< August 7, 2020 > Capture Meeting


ACTIVITIES + Add Activity

Please review your activities

Conduct Team Meeting to discuss the status Medium

 🚩

Attend Regional Engineering Conference Medium

 🚩

Discussion Topics + Add Topic

Add other topics to discuss during your next 1:1

Enable Continuous Performance Management :-)

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Latest Continuous Performance Management

CPM

Admin Opt-In

Latest Continuous Performance Management

SAP has released a re-designed restricted-availability version of Continuous Performance Management that customers can deploy in either their preview or production environments.

The new design of Continuous Performance Management includes a new user interface and several new features.

NOTE: Customers can enable the latest Continuous Performance Management in their instance for all users, but not to target populations. When this feature is enabled, any user with Latest Continuous Performance Management enabled sees the new user interface.

Latest Continuous Performance Management

Before enabling this version, SAP encourages administrators to first review the lists of options enabled and options disabled.

When you enable the latest Continuous Performance Management, the following options are enabled:

- Meeting notes (new)
- Discussion topics (new; replaces "other topics")
- Activities view
- Meeting view
- Achievements view, as designed for the latest Continuous Performance Management user interface

SAP created an interesting new design. On the other hand SAP disabled some important functionalities (Feedback, Coaching, Achievements Goal Linking). It is to be expected that SAP will provide these functions in later versions.

NOTE: Customers can enable the latest Continuous Performance Management in their instance for all users, but not to target populations. When this feature is enabled, any user with Latest Continuous Performance Management enabled sees the new user interface.

Latest Continuous Performance Management

BestRun [Home](#) [Continuous Performance](#) ▼

Search for actions or p... 🔔 35 👤 Aanya Singh (sfadmin) on behalf of Mya Cooper (mcooper)

Mya Cooper
VP Operations

Direct Reports

- Russell Goddard**
Quality Assurance Manager
- Gordon Elliston**
Supply Chain Director
- Armando Lopez**
Facilities Manager
- Geoff Hill**
Production Director
- MP** Manager Platform test title
- Debra Petersen**
Research and Development Director



Activities for Geoff Hill


[View by Status](#) [View by Goal](#)

Status	High (1)	Medium (3)	Low (1)	Paused (1)
Complete (0)	Review and Implement new Company Safety policy across... Updated today High	Identify two projects for this year focusing on transforming our... Updated on Jan 9, 2019 Medium	Attend Regional Engineering Conference Updated today Low	
		Review and approve annual Budget Updated on Jan 8, 2019 Medium		
		Work with Legal and Operations Team and create next revision ... Updated on Jan 8, 2019 Medium		


Support


Latest Continuous Performance Management


BestRun [Home](#) Continuous Performance [▼](#)  ³⁵  Aanya Singh (sfadmin) on behalf of Mya Cooper (mcooper) [▼](#)


 Mya Cooper
VP Operations [>](#)


Direct Reports


 Russell Goddard
Quality Assurance Manager [>](#)

 Gordon Elliston
Supply Chain Director [>](#)

 Armando Lopez
Facilities Manager [>](#)

 **Geoff Hill**
Production Director [>](#)

 MP
Manager Platform
test title [>](#)

 Debra Petersen
Research and Development Director [>](#)

Activities for Geoff Hill

[+ Create Activity](#) [Start Meeting](#) [Achievements](#)

View by Status [View by Goal](#)

Activities
Not Linked to Goals (3)

Review and Implement new Company Safety policy across...

Updated today
High

Review and approve annual Budget

Updated on Jan 8, 2019
Medium

Work with Legal and Operations Team and create next revision ...

Updated on Jan 8, 2019
Medium

Goal
Personal Sustainable Goal - Continuing to chang ...(1)

Identify two projects for this year focusing on transforming our...

Updated on Jan 9, 2019
Medium

Goal
Increase profitability in the region and the comp ...(0)

Goal
Reduce Customer Complaints (1)

Attend Regional Engineering Conference

Updated today
Low


Support

Latest Continuous Performance Management

Activities / Meeting

Meeting with Geoff Hill on August 7, 2020

Meeting History ▾



Updates since today's meeting

0 New Activities 0 Achievements 0 Completed Activities

Discussion Topics (1)

Need to discuss about increasing headcount and how to spread them across the locations. ✎ 🗑️

Enter a discussion topic here Add

Activities

View by Status View by Goal + Create Activity

▾ Complete (0)

▾ High (1)

Review and Implement new Company Safety policy across our production sites

High · Updated today

▾ Medium (3)

Identify two projects for this year focusing on transforming our world

Medium · Updated on Jan 9, 2019

Review and approve annual Budget

Meeting Notes

Your notes are visible only to you.

▾ Notes - 08/07/2020 📄

B *I* U \neq \equiv ▾ \dots

Save and Finish Cancel

Latest Continuous Performance Management

Activities / Achievements

Achievements



Achievements
Summary

3

Total
Achievements

1

Current Year

1

Current Month

All Achievements

Test Activity dw

Achieved today



Production output increased by
13% as a result of implementin...

Achieved on Dec 31, 2018



Successfully executed the Safety
policy review conducted by the...

Achieved on Dec 31, 2018



Latest Continuous Performance Management

New Configuration for Latest CPM

Feature Configuration

i Please be advised, once you enable or disable the feature and receive a confirmation that it was successful, the system performs one additional action (metadata refresh) before your selected configuration can be reflected in the solution.

Enable "Discussion Topics" **?**

Enable Meeting Notes **?**

Cancel

Save Configuration

Latest Version of Continuous Performance Management

Enable Latest Continuous Performance Management [Restricted Availability] **?**

Cancel

Save Configuration

Latest Continuous Performance Management

Former CPM Configuration

Feature Configuration

i Please be advised, once you enable or disable the feature and receive a confirmation that it was successful, the system performs one additional action (metadata refresh) before your selected configuration can be reflected in the solution.

- Enable "Discussion Topics" ?
- Enable "Coaching" ?
- Enable Achievement Goal Linking ?
- Enable Achievement Development Goal Linking ?
- Enable Continuous Feedback ?
 - Enable Activity Feedback ?
 - Enable Achievement Feedback ?
 - Disable Deleting Feedback ?

Cancel

Save Configuration

Latest Version of Continuous Performance Management

- Enable Latest Continuous Performance Management [Restricted Availability] ?

Cancel

Save Configuration

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Meeting Notes

CPM

Admin Opt-In

An employee or manager can now create meeting notes that remain attached to the meeting history.

During a 1:1 meeting, an employee or manager typically takes notes during a meeting. A note-taking feature allows the user to conveniently stay in meeting mode and take notes as needed. Meeting notes are private to the individual. Managers can't see the notes of their reports. The meeting notes feature gives users access to a single version of the truth directly, within the system.

With the meeting notes feature, users can do the following:

- Privately document notes directly within the Meeting view, as opposed to using a third-party tool
- View past meeting notes in Meeting History

Additionally, administrators can generate reports for meeting notes data.

SAP built this feature to streamline the note-taking process for 1:1 meetings between employees and their managers.

Meeting Notes



Activities for James Reed / Meeting / Meeting History

Meeting with James Reed on November 20, 2019



Updates Since Last Meeting

0

New Activities

1

Achievements

2

Completed Activities

[Back To Meeting](#)

Discussion Topics (2)

- Need to discuss about increasing sales headcount and how to spread them across the locations.
- Follow up with John Fowler for his continuous support on writing skills
- Need to talk to the reporting team manager Sarah in order for download the materials. It is a long established fact that a reader will be distracted by the readable content of a page when looking at its layout. The point of using it is that it has a more-or-less normal distribution of letters, as opposed to using 'Content here...

Activities for James Reed

Meeting Notes

Your notes are visible only to you.

Notes - 12/06/2019

Lorem ipsum, or lipsum as it is sometimes known, is dummy text used in laying out print, graphic or web designs. The passage is attributed to an unknown typesetter in the 15th century who is thought to have scrambled parts of Cicero's De Finibus Bonorum et Malorum for use in a type specimen book. It usually begins with:

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The Disable Deleting Feedback Option

CPM

Admin Opt-In

The Disable Deleting Feedback Option

Administrators can now prevent users from deleting feedback they've received. In Admin Center, SAP has added a Disable Deleting Feedback check box. Disable Deleting Feedback is unchecked by default. Administrators can check this box to prevent feedback deletion by users.

By default, users can delete feedback once they receive it. You can use this functionality to prevent deleting feedback.

Feature Configuration

i Please be advised, once you enable or disable the feature and receive a confirmation that it was successful, the system performs one additional action (metadata refresh) before your selected configuration can be reflected in the solution.

- Enable "Discussion Topics" [?](#)
- Enable "Coaching" [?](#)
- Enable Achievement Goal Linking [?](#)
- Enable Achievement Development Goal Linking [?](#)
- Enable Continuous Feedback [?](#)
 - Enable Activity Feedback [?](#)
 - Enable Achievement Feedback [?](#)
 - Disable Deleting Feedback [?](#)



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The Updated Achievements View

CPM

Admin Opt-In

The Updated Achievements View

The Achievements view now lets users view all their activities that are tagged as achievements. If you already have multiple achievements linked to a single activity, you can view those achievements through this view.

The Achievements view is for all current achievements and all achievements archived to the meeting history. The Achievements view displays achievements in reverse chronological order, with the most recent achievement at the top.

With the Achievements view users can do the following:

- View all achievements chronologically
- View activity details when clicking on an achievement
- Filter achievements by date range

SAP built this feature to let users view all their activities that are tagged as achievements.

The Updated Achievements View

Continuous Performance Ask HR

Aanya Singh

ACTIVITIES ACHIEVEMENTS

By Time By Goal

May 2020

Activity 1

April 2017

Presentation was received well

Edit Achievement

*Achievement Name
Presentation was received well in the conference and raised awareness in the team

*Achievement Date
April 4, 2017

Link to Activity
Attend Regional Engineering Conference

Goals

Performance Goal

Development Goal

Save Cancel

+ Add Achievement



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Customized Weighted Rating Now Used in Calibration

Calibration

Universal

Customized Weighted Rating Now Used in Calibration

The overall customized weighted rating from Performance Management is now used in Calibration for subsequent calibration processes. Either the manual rating or the calculated rating is available to use in Calibration.

Calibration respects the priority of overall form ratings applied to Performance Management.

The overall customized weighted rating in the Performance Management form is taken as the form's final score, which is shown in Calibration.

Before and After

In the previous version, Overall Performance, Overall Potential, Overall Objective, and Overall Competency were used in Performance Management for Calibration.

In the current version, Overall Customized Weighted Rating is also used in Performance Management for Calibration.



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Enhancements to the Subjects List Page

Calibration

Universal

Enhancements to the Subjects List Page

On the Subjects List page, you can now print out the list of subjects and retain any adjustments made to the page display after refreshing the page.

To customize the page display, you can reorder the columns, adjust column width, set the sort mode for a column, and add or remove display options. All these adjustments are saved, and remain effective after you refresh the Subjects List page.

SAP built the enhancements to save users the trouble of having to customize the page display again every time they refresh the Subjects List page. Additionally, the print function meets their basic demand for printing a page.

Before and After

In the previous version, the Subjects List page didn't support the print function and didn't save the adjustments that you made to the page display.

In the current version, the Subjects List page supports the print function and saves the adjustments that you made to the page display automatically.

Enhancements to the Subjects List Page

SAP SuccessFactors Calibration

Search for actions or people Daniel Cortez (QIMMKF)

Executive Review

CALTemplateWithEP / OverPerf (Performance **Manager view only: SOLID)

Subjects List (11)

Subject	First Name	Last Name	Performance **Manager view only	Session Name	Discussed?
Dora Zamora	Dora	Zamora	SOLID	Calibration B2005	
Jane Dekker	Jane	Dekker	SOLID	Calibration B2005	Yes
Nicole Sanders	Nicole	Sanders	SOLID	Calibration B2005	
Vicky4 JI	Vicky4	Jl	SOLID	Calibration B2005	
phase6 migrate6	phase6	migrate6	SOLID	Calibration B2005	
vickytest16 Middle Name vickytest16	vickytest16	vickytest16	SOLID	Calibration B2005	
vickytest17 Middle Name vickytest17	vickytest17	vickytest17	SOLID	Calibration B2005	
vickytest18 Middle Name vickytest18	vickytest18	vicky	SOLID	Calibration B2005	
vickytest20 Middle Name vickytest20	vickytest20	vicky	SOLID	Calibration B2005	
vickytest21 Middle Name vickytest21	vickytest21	vicky	SOLID	Calibration B2005	
vickytest22 Middle Name vickytest22	vickytest22	vicky	SOLID	Calibration B2005	

All these adjustments are saved, and remain effective after you refresh the Subjects List page.

SAP SuccessFactors Calibration

Search for actions or people Daniel Cortez (QIMMKF)

Executive Review

CALTemplateWithEP / OverPerf (Performance **Manager view only: SOLID)

Subjects List (11)

Subject	First Name	Last Name	Performance **Manager view only	Session Name	Discussed?
Dora Zamora	Dora	Zamora	SOLID	Calibration B2005	
Jane Dekker	Jane	Dekker	SOLID	Calibration B2005	Yes
Nicole Sanders	Nicole	Sanders	SOLID	Calibration B2005	
Vicky4 JI	Vicky4	Jl	SOLID	Calibration B2005	
phase6 migrate6	phase6	migrate6	SOLID	Calibration B2005	
vickytest16 Middle Name vickytest16	vickytest16	vickytest16	SOLID	Calibration B2005	
vickytest17 Middle Name vickytest17	vickytest17	vickytest17	SOLID	Calibration B2005	
vickytest18 Middle Name vickytest18	vickytest18	vickytest18	SOLID	Calibration B2005	
vickytest20 Middle Name vickytest20	vickytest20	vickytest20	SOLID	Calibration B2005	
vickytest21 Middle Name vickytest21	vickytest21	vickytest21	SOLID	Calibration B2005	
vickytest22 Middle Name vickytest22	vickytest22	vickytest22	SOLID	Calibration B2005	



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More Comment Details in Calibration Session

Calibration

Universal

More Comment Details in Calibration Session

When you open the comment of a subject in Calibration session, you can now see the commenters' names, the comment dates, and the authorizers' names.

The commenters' names and comment dates are displayed by default. The authorizers' names can be displayed after your administrator turns on the field for your Calibration template.

SAP included such information in the comment box to achieve better traceability.

Comment for Armando Lopez ?



First Name: Armando
Last Name: Lopez
Manager: Mya Cooper
Department: Facilities Maintenance US (50150012)

[Add Comment](#)

My comment 2 (dw) 🗑️ ✎️
Created By Aanya Singh 7.8.2020, 23:39:01

My comment 1 (dw) 🗑️ ✎️
Created By Aanya Singh 7.8.2020, 23:38:39



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New Columns in Ad Hoc and SAC Reports

Calibration

Universal

New Columns in Ad Hoc and SAC Reports

When you generate an Ad Hoc or an SAP Analytics Cloud report for a finalized session, you can now see the approval date and the last modified user, who is also regarded as the approver.

You can see that the last modified user's name displays, either in the Last Modified By User Name column, or in the Last Modified By First Name and the Last Modified By Last Name columns. The approval date displays in the Session Approved Date column.

SAP included last modified user's name and approval date in the reports to meet customers' demands for displaying such information so as to achieve better traceability.

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**Toolbar Available
in Full-Screen Mode for Matrix Grid View**

Calibration

Universal

Toolbar Available in Full-Screen Mode for Matrix Grid View

When you enter full-screen mode in the Matrix Grid view, you can now find the toolbar available in the upper right of the page.

SAP built the enhancement for better usability of the Matrix Grid view. The toolbar enables users to take the same actions in the full-screen mode as they do in the normal mode.

Toolbar Available in Full-Screen Mode for Matrix Grid View

Overall Objective vs Competency Ratings

Full-screen mode

Actions
Filter (5)
Eye
Refresh (0)
Print
Email
Download
More

Overall Objective Rating

	Does Not Meet 0 (0%) ⓘ	Meets Expectations 0 (0%) ⓘ	Exceeds Expectations 1 (20%) ⓘ
Exceeds Expectati...			<div style="display: flex; align-items: center; gap: 5px;"> <div> <p>Geoff Hill ⚠️</p> <p>Mya Cooper</p> </div> </div>
Meets Expectations	0 (0%) ⓘ	2 (40%) ⓘ	1 (20%) ⓘ
		<div style="display: flex; align-items: center; gap: 5px;"> <div> <p>Armando Lo... ⚠️</p> <p>Mya Cooper</p> </div> </div> <div style="display: flex; align-items: center; gap: 5px;"> <div> <p>Debra Peters... ⚠️</p> <p>Mya Cooper</p> </div> </div>	<div style="display: flex; align-items: center; gap: 5px;"> <div> <p>Russell God... ⚠️</p> <p>Mya Cooper</p> </div> </div>
Does Not Meet	1 (20%) ⓘ	0 (0%) ⓘ	0 (0%) ⓘ
	<div> <p>Gordon Ellist...</p> <p>Mya Cooper</p> </div>		
	1 (100%)	1 (50%)	1 (100%)

Finalize
Revert
Save



iOS and Android Mobile Apps Respect the Disable Deleting Feedback Option

iOS and Android Mobile Apps

Respect the Disable Deleting Feedback Option



The iOS and Android SAP SuccessFactors Mobile apps respect the new Admin Center setting for Continuous Performance Management (CPM) Feedback that allows administrators to control whether or not users can delete feedback they have received. This setting is switched off by default.

This feature creates better alignment between the iOS and Android Mobile apps and the web application.

i/Con
Unternehmensberatung



Thank you

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