



## Explore the new features of SuccessFactors 1H 2024 and take your human resources strategy to the next level!

With each SuccessFactors release comes new functionality that will enhance your platform. With a total of 351 items tagged in SuccessFactors 1H 2024 Release, and to help our SuccessFactors customers across the globe, we've highlighted our top 9 features, the most prominent improvements, and their impact on our client portfolio.

We hope you find this content useful and wish you success as you navigate all the exciting new features released.

Don't miss out and find out how we can help you achieve success in talent management.

For more information visit [alight.com](https://alight.com)

### Customer Enhancement:

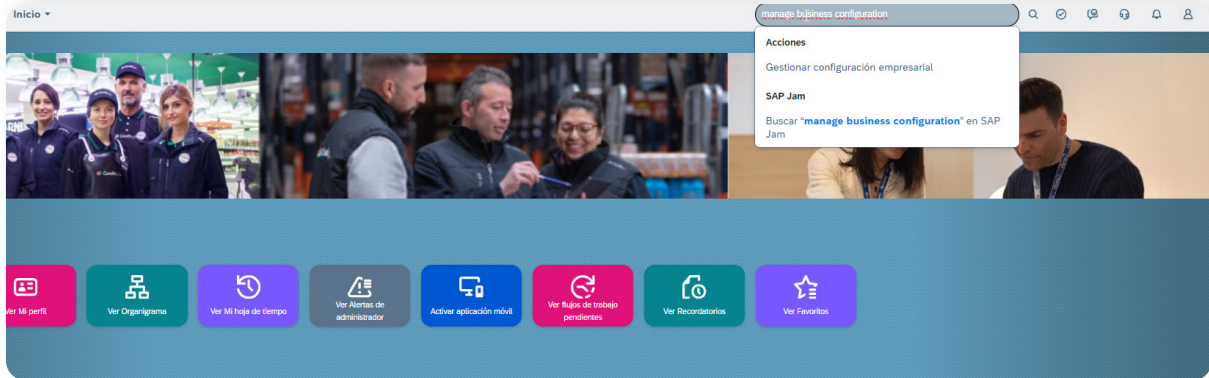
- Search Language Enhancement in Action Search
- People Analytics dates
- Deprecation Single Sign-On Certificate move to IAS
- Latest goal management
- New Experience Org Chart
- New Experience People Profile
- Time Off Enhancements in the New People Profile
- Deprecation of pending requests page in EC
- Redesigned experience of viewing pending workflows requests



## Search Language Enhancement in Action Search

You can now search for actions in the global header or in the Tools section of Admin Center using English search terms, even if you log on SAP SuccessFactors with non-English language.

**Role Permission:** Administrator  
Permissions -> Manage Action Search -> Allow non-English language users to search in English for Action Search (including the Tools section of Admin Center).



## People Analytics

### PEOPLE ANALYTICS

<i>Classic</i>	End Maintenance <b>Nov 2023</b> Deleted <b>Nov 2024</b>
<i>Tiles and Dashboard</i>	End Maintenance <b>Nov 2025</b> Deleted <b>Nov 2025</b>
<i>Canvas and Tables</i>	End Maintenance <b>Postponed</b> Deleted <b>Postponed</b>



## Latest Goal Management

### ACTION REQUIRED

*Customers with Legacy version*

They'll be upgraded to the latest version automatically so the Goal plan will not be editable!

If customer is not ready for the upgrade, they can revert to the legacy version within 30 days after the Production release.



## Deprecation Single Sign-On Certificate move to IAS

### IMPORTANT DATE

Single Sign-On certificate will expire on **June 2, 2025**

### ACTION REQUIRED

We are requesting for all systems to be migrated to SAP Cloud Identity Services-Identity Authentication by this time to avoid any authentication issues when the certificate expires.



## Deprecation of the Pending Requests Page in Employee Central

### IMPORTANT DATES

*Customers with Legacy version*

End Maintenance **May 17, 2024**  
Deleted **November 15, 2024**

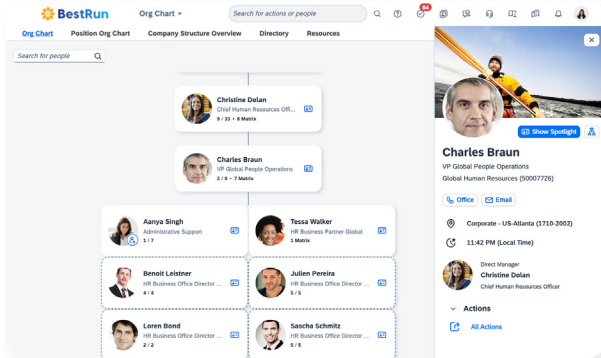
### BEST PRACTICE

Please get familiar and don't use legacy!



## New Experience for Org Chart

The latest Org Chart introduces a fresh design and an enhanced user experience for navigating your organization's structure in web and mobile.



## Key features of the latest Org Chart include:

Key information is clear at a glance, including reporting relationships, job information, number of reports, employment type, out-of-office information, and so on.

Two distinct view modes for users with different needs: a focused mode for casual users looking for quick insights, and a standard mode for regular users who want to explore more details of their organization hierarchy.

Export the org chart to a PDF document or JPEG image for offline view.

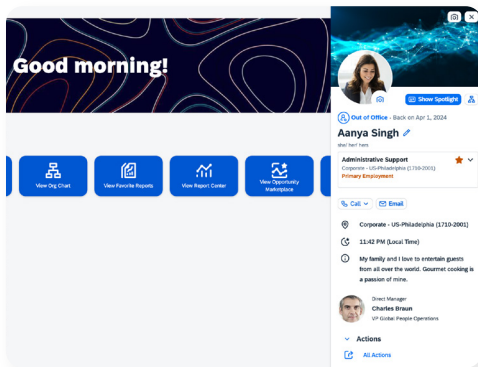


## New Experience for People Profile

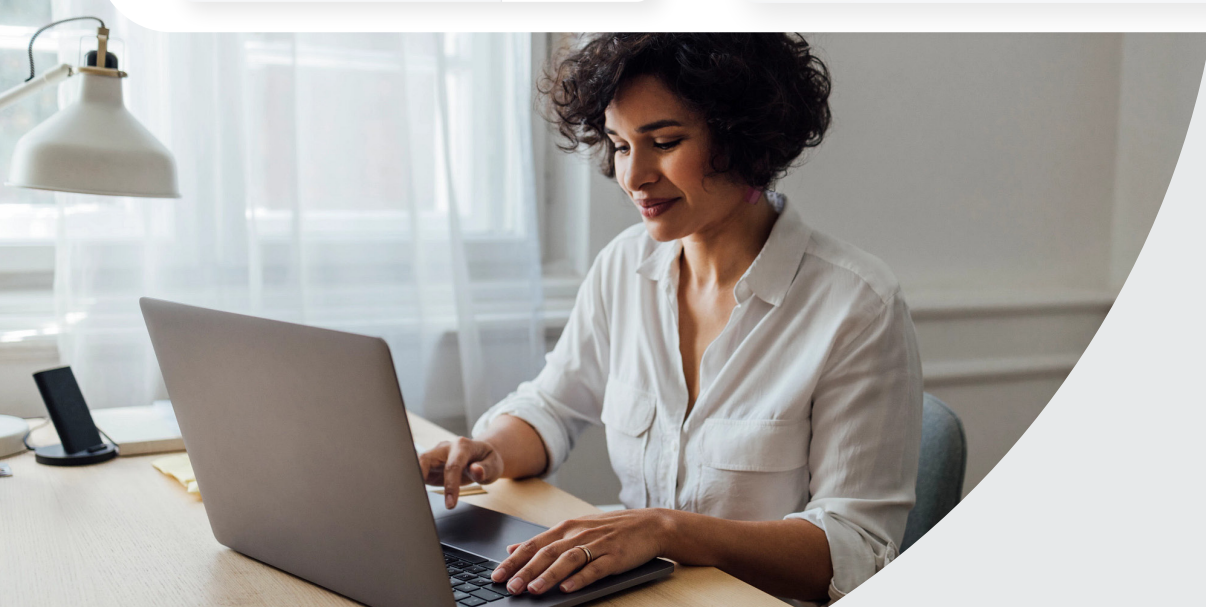
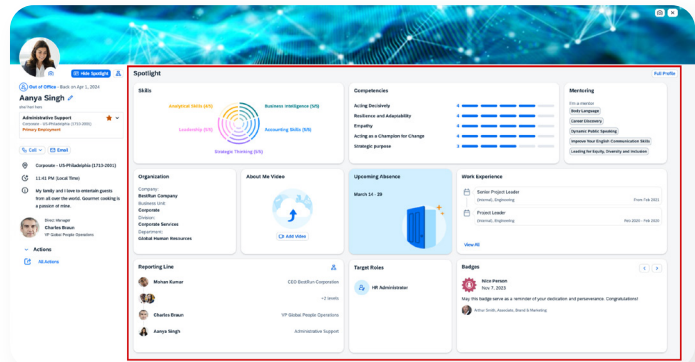
The latest People Profile features a brand-new public view of your profile, consisting of Profile Preview and Spotlight, along with more intuitive user interactions.

Based on user feedback, we redesigned the public view of People Profile, empowering employees to build their personal brand and establish connections with ease.

Here's what Profile Preview looks like:



Here's what Spotlight looks like:

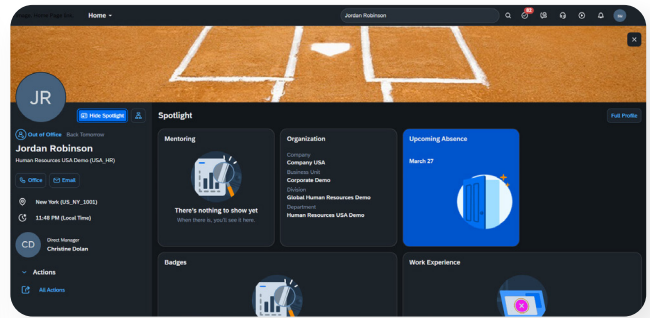
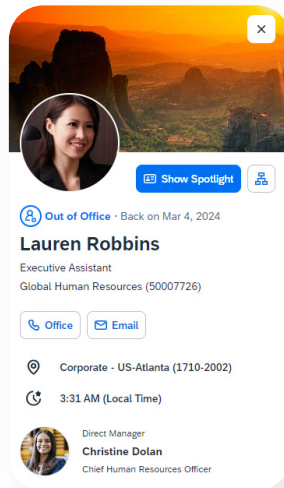






## Time Off Enhancements in the New People Profile

The new Profile Preview and Spotlight include out-of-office information for employees when they're away from work.



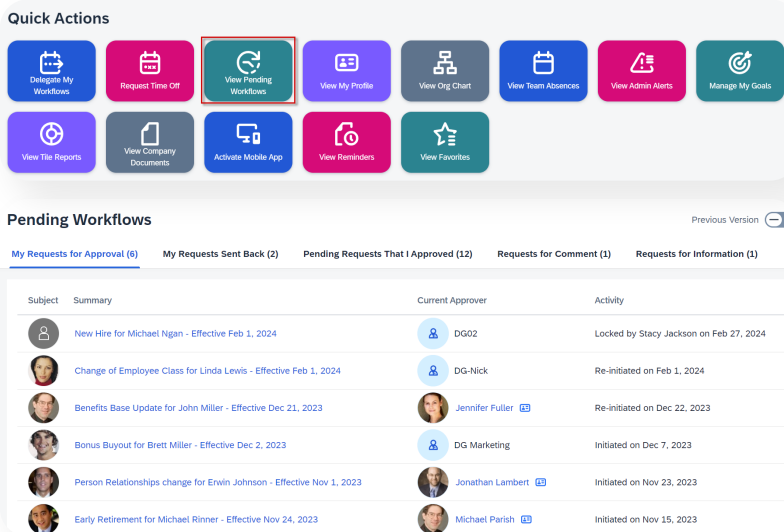
The current version also includes an upcoming absence card with information on when the employee will next be absent from work.



## Redesigned Experience of Viewing Pending Workflow Requests

The new UI no longer lists requests waiting for the current user's approval, as these requests can be found at the home page To-Do Menu Approve Requests My Workflow Requests.

A new quick action on the home page, View Pending Workflows, gives users immediate access to requests that require their attention.



*By default, the home page shows the first 16 enabled quick actions. If you don't see View Pending Workflows, please go to Manage Home Page to enable it and move it up.*

These requests are organized into five categories on the new Pending Workflows page (formerly known as "Pending Requests"):

- My Requests for Approval
- My Requests Sent Back
- Pending Requests That I Approved
- Requests for Comment
- Requests for Information

In addition, the new UI no longer lists requests waiting for the current user's approval, as these requests can be found at the home page To-Do Menu Approve Requests My Workflow Requests.