



# 1H 2026 Release Briefing Series

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SAP SuccessFactors



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SAP SuccessFactors

# Employee Central

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1H 2026 Release Briefing





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Solution Architect

SuccessFactors Experience: Since 2016

Anders is a highly experienced SAP consultant and has been working as an SAP SuccessFactors consultant and Solution Architect since joining Effective People.

He is the Head of Solution Architecture and is responsible for the Base Model Approach improving the delivery across the HR Technology space.



# Agenda

- Most Important Topics
- Other Release Features
- Deep Dive Topic
- Product Road Map

# Most Important Topics



# Full Profile Enhancements

The redesigned data viewing experience of Full Profile is now universally available for all customers. New History and Editing UI can be enabled as per the needs.

Full Profile viewing experience is now universally available for all customers, while the Editing and History UI can be enabled by customers. With this release SAP has introduced several changes that eliminate some limitations and improve the Full Profile experience.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Customer Configured

Details impacting Employee Central are covered in the **Deep Dive** section at the end of this presentation.

The screenshot displays the 'People Profile' page for Jan Adam Kowalski. The interface includes a header with the 'effective people' logo and 'My Employee File' dropdown. A search bar is located in the top right corner. The profile card on the left shows a profile picture, name 'Jan Adam Kowalski', and job title 'President BestRun Poland'. Below the profile card are tabs for 'Personal Data', 'Job Data', and 'Compensation'. The 'Personal Data' section is expanded, showing two columns of information: 'Personal Information' and 'Biographical Information'. The 'Personal Information' column lists fields like First Name, Last Name, Middle Name, Salutation, and Global Information. The 'Biographical Information' column lists Person Id, Date Of Birth, and Country Of Birth. Each column has an edit icon and a 'View All' link at the bottom.

Personal Information	Biographical Information
First Name: Jan	Person Id: 60001
Last Name: Kowalski	Date Of Birth: Mar 1, 1955
Middle Name: Adam	Country Of Birth: Poland (POL)
Salutation: Mr. (mr)	
Global Information: Poland (POL)	

The level of impact is High

# Custom Workflow Notifications Enhancements

Support for pending data, and improved mapping capabilities for MDF Objects.

- When creating custom workflow notifications, you can now include tokens to derive both existing and pending value. This allows you to indicate how the data is changing.
- You can also directly map tokens with fields in user-based MDF objects such as Payment Information. This allows building better email notifications linked to a specific process, that include all the needed information.

Type: New

Lifecycle: General Availability

Enablement: Customer Configured

[Back to: Admin Center](#)

## Manage Document Template Mapping

Select Template

Placeholder	Mapping Type	Base Object	Target Field	Rule	Reference
location	Direct	Job Info	Location.Code	No Selection	No Selection
cost_center	Direct	Job Info	Cost Center Account	No Selection	No Selection
new_job_tit...	Reference	Job Info	Job Title	No Selection	Pending Data
existing_job...	Direct	Job Info	Job Title	No Selection	No Selection
approver	Reference	No Selection		No Selection	Current Owner
event_reas...	Reference	No Selection		No Selection	Event Reason
subject_use...	Reference	No Selection		No Selection	Subject User Name

**Template Content \*** Hello [[approver]],  
A request related to [[event\_reason]] is awaiting your approval. The data change concerns [[subject\_user]], based in [[location]], with cost center [[cost\_center]]. Here are the details:  
New job title: [[new\_job\_title]]  
Current Job title: [[existing\_job\_title]]  
Regards,  
HR team



The level of impact is High.

# Auto-Deletion of Future-Dated Records After Termination

Enhancement for Job and Compensation Information

The level of impact is High. Please analyze the use cases in your organization and test carefully.

- You can decide for each Event Reason whether a future-dated records should be deleted or not.
- It is a global setting per Event Reason that eliminates the manual effort on the HR side, and it is automatically available for all event reasons that do not change the employee status (so it cannot be set on Termination or Hire event reasons)

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer Configured

**Event Reason: Change of Employee Class (JOBEMPCL)**  
Effective as of 01/01/1970

Blue indicates that the item changed on this date

Event Reason ID	JOBEMPCL
Event Reason Name	Change of Employee Class
Description	Change of Employee Class
Status	Active
Event	Job Change
Employee Status	No Selection
Follow-Up Activity in Position	No Selection
Payroll Event	
Display in Internal Job History Portlet	No
Delete Future-Dated Records After Terminate Action	No

# Data Retention Management Updates

Possibility to purge specific fields in Personal and Global Information, as well as changes for Work Permit purge.

- Field-level purge lets you remove specific sensitive fields from Personal and Global Information without deleting the entire employee record. This feature helps meet data privacy requirements while preserving essential employee records.
- Purged data is also removed from downstream systems (e.g., Payroll, integrations), and an audit record is created.
- Also, since this release, all work permit data linked to the purged user ID is deleted, along with related attachments and audit logs.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The level of impact is High

Select a purge request type: DRTM Personal Information Fields Purge

Name the purge request: DRTM Personal Information Fields

Define Purge Rule:

Define Subject Criteria:

Select one user

Upload a list of users (by User ID or Assignment ID).

Select user status and countries/regions  Apply retention policies based on

User Status:  Active

Countries/Regions:

[Add another country/region](#)

Select Fields to Purge:



# Auto-Reassigning Primary Phone and Email Records

A new option that allows automatically changing existing primary records.

- With the new Auto-Reassignment of Primary Phone and Email Records option, the system automatically converts the existing primary record to non-primary when a new one is set
- This enhancement will simplify the updates during Data Migration and integration with Active Directory. It will also work with Business Rules.

Type: New

Lifecycle: General Availability

Enablement: Customer Configured

OFF Enable Employee Seniority Calculation ?

OFF Enable Country/Region-Specific Address Alternative Field Settings (Latest People Profile Only) ?

**ON** Auto-Reassignment of Primary Phone and Email Records ?

Import Employee Data

Select the action you want to perform: \* Import Data

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

Select an entity: \* Email Information

Purge Type:  Full Purge  Incremental Load

Choose File: \* Choose a file for upload...

ep

The level of impact is High. It will be useful during data migration and simplify integration with AD.

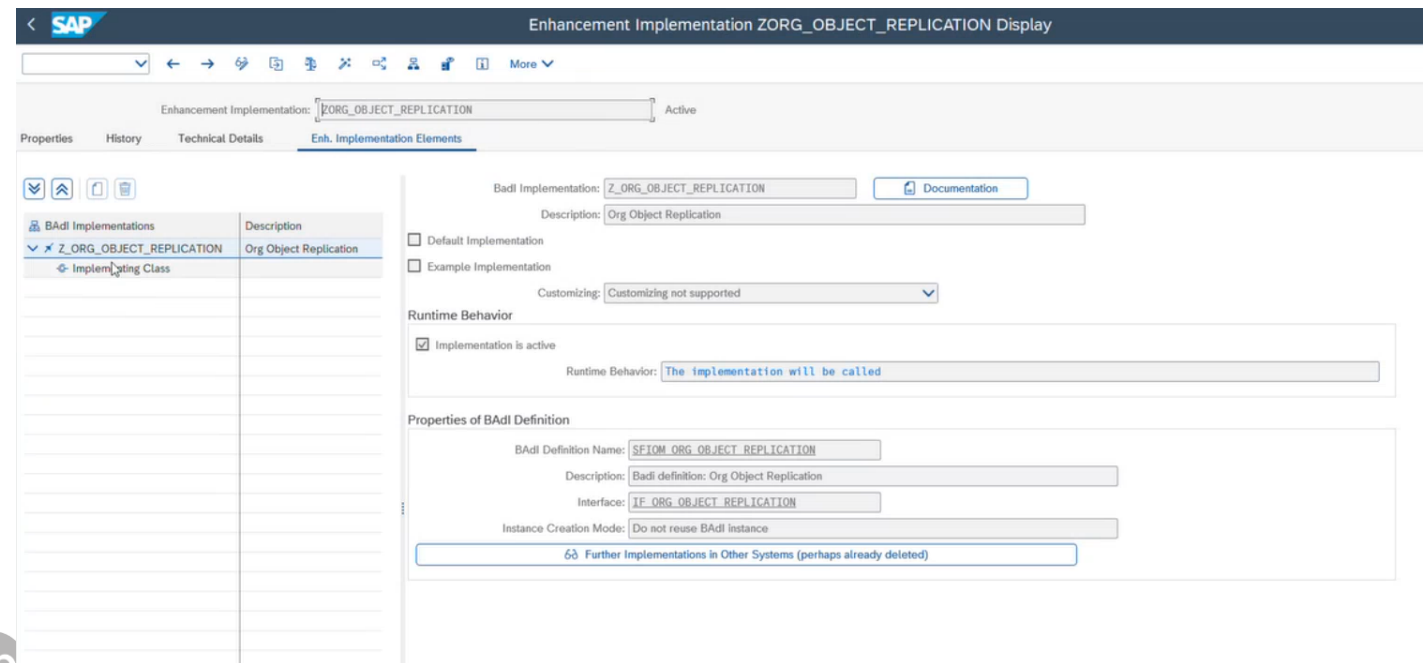
# ERP Integration - BAdI for Organizational Data Replication

- You can now use the SFIOM\_ORG\_OBJECT\_REPLICATION BAdI to modify or add values to infotype fields not covered by standard mapping during organizational data replication.
- The enhancement enables customers to implement custom mappings and logic in the BAdI to enhance the flexibility and extensibility of organizational data replication.

Type: New

Lifecycle: General Availability

Enablement: Automatically on



The screenshot shows the SAP Enhancement Implementation ZORG\_OBJECT\_REPLICATION Display. The interface includes a navigation bar with the SAP logo and the title "Enhancement Implementation ZORG\_OBJECT\_REPLICATION Display". Below the navigation bar, there are tabs for "Properties", "History", "Technical Details", and "Enh. Implementation Elements". The "Enh. Implementation Elements" tab is active, showing a table of BAdI Implementations. The table has columns for "BAdI Implementations" and "Description". The first row is expanded, showing "Z\_ORG\_OBJECT\_REPLICATION" with the description "Org Object Replication". To the right of the table, there are several configuration options for the BAdI implementation, including "BadI Implementation: Z\_ORG\_OBJECT\_REPLICATION", "Description: Org Object Replication", "Default Implementation" (unchecked), "Example Implementation" (unchecked), "Customizing: Customizing not supported", "Runtime Behavior" (checked), "Implementation is active" (checked), "Runtime Behavior: The implementation will be called", "Properties of BAdI Definition" (BAdI Definition Name: SFIOM\_ORG\_OBJECT\_REPLICATION, Description: BAdI definition: Org Object Replication, Interface: IF\_ORG\_OBJECT\_REPLICATION, Instance Creation Mode: Do not reuse BAdI instance), and "Further Implementations in Other Systems (perhaps already deleted)".

The level of impact is High.



# ERP Integration – Other Replication Enhancements

Infotype-specific FTSD, partial replication, and country-based filtering enhancement.

Infotype-specific **Full Transmission Start Date**, as well as **partial replication** of employee data from Employee Central with field-level infotype update is now supported for additional ifotypes:

- 0021 (Dependents)
  - 0041 (Date Specifications)
  - 0185 (Personal IDs)
  - 0016 (Contract Elements) – since H2 2025
  - 0001 (Org Assignment) – since H2 2025, only for partial replication
- 
- You can now maintain the **list of countries/regions** in the scope of replication using the view PAOCFEC\_COUNTRY. In such cases, you don't need to maintain mapping between the Personnel Area in the T500P table for countries that are filtered out during replication.
  - You can also download **payload data in CSV format** during test runs of web-service-based organizational data migration that allows you to validate data mappings and configurations in a simple format before data migration, reducing the risk of errors and incorrect data in EC.

Type: New

Lifecycle: General Availability

Enablement: Customer Configured

The level of impact is High.

# Other Release Features



# Country-Region Specific Dependent Configuration

For 1H 2026 the feature can only be enabled if you don't have existing dependent data in your system. The feature cannot be disabled once you enable it.

- You can now collect **different data for various relationship types** (e.g., Child, Spouse) **and by country**.
- In the current release, once you enable this feature, the Dependents section will no longer be available for hire, rehire, global assignment, internal hire, onboarding, or offboarding processes.

Type: New

Lifecycle: General Availability

Enablement: Customer Configured

**Global Information**

China

Country/Region:*	Job Status:	Work in Same Company:
China	Not Selected	Not Selected
Occupation:	Political Status:	
Not Selected	Not Selected	

The level of impact is High. However, in this release, it should be considered by the new EC customers only.

# Country-Specific Settings for Alternative Address Fields

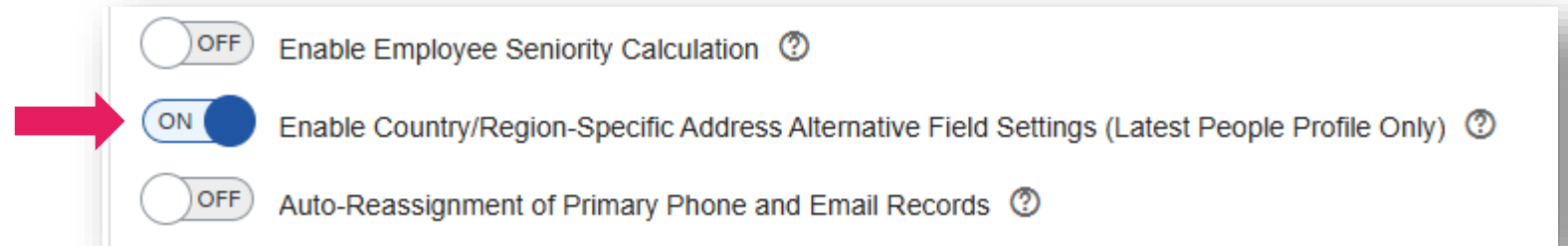
You can now set alternative address fields by country/region, collecting localized address data only where legally required.

- There is a new option available in **Manage Employee Central Settings**. Once enabled, it allows configuring alternative address fields, such as country-alt1 and city-alt2.
- These can be added by country/region and allow address elements to be entered in the employee's native language.

Type: New

Lifecycle: General Availability

Enablement: Customer Configured



## Home

Address Type:

Home (home)

Country:

Poland (POL)

Street:

Piekna 21

House Number:

2

Apartment:

-

Municipality:

-

City:

Warsaw

Postal Code:

31-444

Post:

Warsaw

Region:

Mazowieckie (MZ)

Alternative Language 1

City:

Warszawa

# Contingent Worker Management Enhancements

Termination Date is now at the top of the Add Contingent Worker / Contingent Assignment screen.

- When adding a contingent worker or a contingent assignment, the new field **Termination Date** is now available at the top of the screen. Previously, it was not available, and the system used the Work Order End Date.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The screenshot shows the 'Add Contingent Worker' form. At the top, there are four input fields: 'Start Date\*' (Apr 13, 2026), 'Company\*' (BestRun (10000)), 'Event Reason\*' (Start CWK (Start CWK)), and 'Termination Date\*' (May 31, 2026). Below these are 'Start Date of Work Order\*' (Apr 13, 2026) and 'End Date of Work Order\*' (Jun 30, 2026). A red box highlights the 'Termination Date\*' field, and a red arrow points from it to a validation error message: 'Work Order End Date should be equal to the Termination Date'.

- Also, there is a new job available in the Scheduled Job Manager - **Reassign Direct Reports of a Terminated Contingent Worker to the Worker's Manager**. It can be scheduled as recurring or ad-hoc when needed. It was previously available in Provisioning only.

The level of impact is Medium. Please review the Contingent Worker processes in your organization.

# Permission Alignment Between Data Model and RBP

It is no longer possible to set View fields as Editable through Role Based Permissions.

- When you set a field in the Employee Central data model (configured in Business Configuration UI) to **View** visibility, the corresponding **edit-related permissions** (Edit, Insert, Correct, Delete) **are inactive** in the role-based permissions (RBP) page.
- It is important to **validate** if you have any scenarios when you elevated the access from View in the Data Model to Edit in the RBP. This access will be gone. You need to configure it in the opposite way – set it as Edit in the SDM, and change to View via RBP or business rules (if RBP is not sufficient)

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

## Edit MC - Talent Administrator

1 Basic Information | 2 Add Permissions | 3 Preview

Sort by Ascending

**User Permissions**

- Employee Central Effective D...
- Employee Views
- Employee Data
- Miscellaneous Permissions

**Administrator Permissions**

- Employee Central Import Entit...

**Employee Central Effective Dated Entities**  
★=Access period can be defined at the granting rule level. †=Target needs to be defined. ✕=Target criteria need to be defined.

Personal Informati...	<input type="checkbox"/> View Current	<input type="checkbox"/> View History	<input type="checkbox"/> Edit/Insert	<input type="checkbox"/> Correct	<input type="checkbox"/> Delete
Personal Informa...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> ★	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Edit Link	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
First Name	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Second Last Name	<input type="checkbox"/>	<input type="checkbox"/>			
Gender	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The level of impact is Medium. Please review the access rights for View-Only fields.

# Employee Pay Transparency Information

Standardized employee information documents with comparator data can now be configured by admins and generated by both employees and admins, supporting compliance with the Employee Pay Transparency Information.


Two new MDF entities – **Work Category Pay Snapshot** and **Employee Pay Snapshot** – are added to act as the central repository for managing pay equity and compensation data. The data stored in these objects can be used to generate pay transparency documents and conduct pay equity analyses.

Type: New

Lifecycle: General Availability

Enablement: Customer Configured

Work Category Pay Snapshot: 953f6374-f237-4f5d-b213-fc89145931e0 (953f6374-f237-4f5d-b213-fc89145931e0)

Legal Entity \* BestRun (10000) 

Calendar Year \* 2,025

Work Category Group with Comparable Roles \* HR

Currency \* EUR (EUR) 

Gross Annual Pay 53,000

Male Distribution 0.5

Female Distribution 0.5

Male Average Pay 53,333

Female Average Pay 52,666

Employee Pay Snapshot: 669071 (669071)

User ID \* Jan Adam Kowalski 

Work Category \* 953f6374-f237-4f5d-b213-fc89145931e0 (953f6374-f237-4f5d-b213-fc89145931e0) 

Annual Base Salary 50,000

Variable Pay

Benefits Payout

Equity Payout

Recognition Payout 1,000

Total Payout 51,000



The level of impact is Medium.

# Legal Gender Configuration for Additional Countries

Local Gender field in Global Information extended to additional countries

The level of impact is Low. Please enable the field and import local picklists if required.

- It is possible to create a new standard local Gender field for all the countries, not only for the chosen ones.
- You can enable additional Gender values for all the countries and download standard local picklists from the [Software Download Center](#).
- It has no impact on the global Gender field where only two possibilities exist – either 2 gender values or 5, depending on the customer's decision. The Local field is added on top of the Global one.

Type: Changed

Lifecycle: General Availability

Enablement: Customer Configured

Picklist.Code	Non-unique External Code	Default Value
gender_ARG	ARG-X	Non-Binary
gender_ARG	F	Female
gender_ARG	M	Male
gender_AUS	AUS-X	Indeterminate
gender_AUS	F	Female
gender_AUS	M	Male
gender_AUT	AUT-B	Open
gender_AUT	AUT-C	Inter
gender_AUT	AUT-D	Non-Binary
gender_AUT	AUT-U	Undeclared
gender_AUT	F	Female
gender_AUT	M	Male
gender_BGR	F	Female
gender_BGR	M	Male

# Mass Data Management – Add and Delete Job Relationships

- You can now **Add and Delete Job Relationships** using Mass Data Management tool. Previously you could only Edit them.
- Prerequisite: MassChangesJobConfiguration configured for Job Relationships.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Admin Center / Mass Data Management / **Job Relationship Additional Manager**

Relationship Type: Additional Manager Effective Date: Feb 18, 2026 Job Relationship Assigned: No Assignee: Search for people Business Unit: MC Corporate ... Supervisor: Search for people Cost Center: Mentor: Search for people Is Fulltime Employee: Show / No Show: Adapt Filters (4)

Users (174) 25 selected **Add** Delete Edit Discard Modification

User	Start Date	Relationship Type	Assignee
<input checked="" type="checkbox"/>			
<input checked="" type="checkbox"/>			
<input checked="" type="checkbox"/>			

Admin Center / Mass Data Management / **Job Relationship Additional Manager**

Relationship Type: Additional Manager Effective Date: Feb 18, 2026 Job Relationship Assigned: Yes Assignee: Search for people Business Unit: MC Corporate (... x) Supervisor: Search for people Cost Center: Mentor: Search for people Is Fulltime Employee: Show / No Show: Adapt Filters (4)

Users (3) 3 selected **Delete** Edit Discard Modification

User	Start Date	Relationship Type	Assignee
<input checked="" type="checkbox"/>			
<input checked="" type="checkbox"/>	Feb 16, 2026	Additional Manager	

The level of impact is Medium.

# Support for HRIS Field in Configuration Transport Center

Individual fields can be moved using CTC.

- You can expand an HRIS element in Configuration Transport Center to select fields for transport, with dependency checks, conflict prevention, and detailed import history at the field level.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The screenshot displays the Configuration Transport Center interface. At the top, there are navigation tabs: Configuration Activities, Download Requests, Transport Routes, Transport Requests, and Bundle Management. Below these are two mode buttons: Transport Mode (selected) and Download Mode. The main area contains several input fields: Configuration Area (set to Employee Central), Configuration Type (Enter Config Type), Configuration Name, Last Modified By, and Last Modified. A table of Configuration Groups is shown, with HRIS Elements expanded to include Compensation, Compensation Information (highlighted with a red box), Employment Details, Job Information, and Primary Emergency Contact. A red arrow points from the 'Compensation Information' group to a detailed view on the right. This view, titled 'Compensation Information (21/21)', lists several fields with checkboxes: Configuration Name, Compa Ratio(compa-ratio) (checked and highlighted with a red box), Range Penetration(range-penetration), Sequence Number(seq-number), Is Eligible For Car(is-eligible-for-car), and Benefits Rate(benefits-rate).

The level of impact is Low, but the feature is very useful for Consultants and Admins.

# Planned EC Deprecations – Added in H1 2026

Functionality	End Of Maintenance	Deleted	Impact
RBP Permissions under User Permissions > Employee Views Section	May 15, 2026	May 14, 2027	High. It is important to remember that these permissions do not drive the access in the Latest People Profile as they are related to the legacy version.
Manage Mass Changes	May 15, 2026	May 14, 2027	Medium. Please start using Mass Data Management instead.
Tax Treatment field in the Pay Component Foundation Object	May 15, 2026	Nov 13, 2026	Low. The field is part of legacy code and no longer in use.
Student Person Type	May 15, 2026	Nov 13, 2026	Low. It was introduced to support external user in Learning API, that has been deprecated in 2024.
Manage Workflow Requests with Invalid Approvers	May 15, 2026	Nov 13, 2026	Low. Use latest Admin Alerts tool instead.
Cross-System Workflow for SAP SuccessFactors Solutions	May 15, 2026	Nov 13, 2026	Low. The content package for cross-system workflow will be removed from SAP Business Accelerator Hub and SAP Build Store.

# EC Deprecations Announced in Previous Releases

Functionality	End Of Maintenance	Deleted	Impact
Editing and History UIs of Legacy People Profile	Nov 15, 2027	Nov 15, 2027	High. Please prepare for the transition.
Rehire Inactive Employee	May 16, 2025	May 14, 2027	Medium. Use the Duplicate Check dialog.
Pay Scale picklist fields in Job Information	Nov 17, 2023	Nov 12, 2027	Medium. Please transition to standard Pay Scale objects instead.
Legacy alert transaction Employees Associated With Invalid HR Data	Nov 14, 2025	Nov 13, 2026	Low. Use latest Admin Alerts tool instead.
XML File Based Workflow Triggering (YouCalc Rules)	Nov 15, 2024	Nov 13, 2026	Low. Transition to Business Rules for workflow triggering if not done yet.
Rule function: Is Position Below User's Position In Hierarchy (Old Version)	Nov 15, 2025	May 15, 2026	Low. There is a new version of this rule function – please adjust your business rules.
MDF Objects: One Time Deduction User and One Time Deduction Item	Nov 14, 2025	May 14, 2027	Low. Rarely in use. Please validate in your system.

Deep Dive Topic



# Full Profile Data Viewing - EC

Most Important Changes to the Viewing Experience.

**Termination Details** are now separate from Employment Details:

### Termination Details

Termination Date:  
Jan 9, 2025

Termination Reason:  
Early Retirement (TERERLRT)

OK to Rehire:  
Yes

Payroll End Date:  
Jan 9, 2025

Last Date Worked:  
Jan 9, 2025

[View All](#)

**Compensation Pie Chart can be hidden** – then the top 4 recurring pay componets will be shown:

### Compensation Information

<b>Basic Amount (Basic_Amount)</b> Bi-Monthly (BIM)	1,000 USD	>
<b>Special Allowance (Special_Allowance)</b> Annual (ANN)	12,000 USD	>
<b>Housing Allowance (Housing Allowance)</b> Monthly (MON)	550 USD	>
<b>Merit Based Allowance (Merit Based Allowance)</b> Monthly (MON)	180 USD	>

[View All](#)

### Compensation Information

[Hide](#)

Merit Based Allowance	2,160
Housing Allowance	6,600
Basic Amount	6,000
Special Allowance	12,000

26,760 USD

[View All](#)

# Full Profile Editing and History UI - EC

When new Editing UI is enabled, it is **not possible to configure a custom UI** for these standard objects:

- Alternative Cost Distribution
- Work Order
- Recurring Deductions
- One-Time Deductions

When editing Compensation Information, you cannot modify/ add a pay component in one step – if you want to change a pay component to a different one, you need to delete existing record and add a new one:

The screenshot displays the 'Compensation Information' page for 'Jan Adam Kowalski'. It features a navigation bar with 'Effective Date', 'Compensation', and 'Recurring Payments and Deductions'. A chart shows a value of 0.00000 from Mar 19, 2010. Below the chart is a table with one record:

Compensation	Frequency*	Percentage	Amount
Base Salary Poland (BASE_POL)	Annual (ANN)	-	***** Show

An 'Add' button is visible next to the table. To the right, a detailed view of the 'Base Salary Poland' record is shown, including fields for 'Pay Component', 'Frequency', 'Percentage', 'Amount', 'Currency', and 'End Date'. A 'Delete' button is also present in the top right of this view.

Also, it is now possible to limit the Frequency and Currency as per the default values set in the Compensation Structure.

# New Payment Information UI

Payment Information has been redesigned.

The image displays three overlapping screenshots of the new Payment Information UI. The leftmost screenshot shows a summary card with sections for Main Payment Method, Payroll, and Main Bonus. The middle screenshot shows the 'Payment Information' details form with fields for Pay Type, Bank Country/Region, Account Number, and Payment Method. The rightmost screenshot shows a 'Details' view with a 'Main Payment Method' section and a 'History' sidebar on the right.

New Metadata Rules control the fields visibility & editability:

## Metadata Framework

### Rules for MDF Objects

You can use this scenario to design rules that can be assigned to MDF objects and their fields.

### Rules for Metadata of MDF Objects

You can use this scenario to create metadata rules for MDF objects and their fields, specifically to set the Visibility and Required attributes. Note: These rules are applicable only to the latest UIs, such as the Latest People Profile.



# Product Road Map



# Employee Central – Key Known Road Map Items

Q4 2026 12

[Collapse All](#) 

## FUTURE RELEASE

### Country- and region-specific dependents information (For Existing Customers)

Allow flexible and localized management of dependent information in SAP SuccessFactors Employee Central

Define country- or region-specific dependent types, objects, and data fields to meet local legal requirements

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## FUTURE RELEASE

### Latest people profile: instant full profile details view

Feature to let HR administrators open employee profile details directly, skipping intermediate summary card views and shortening navigation so users can reach the information they need with fewer steps

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## FUTURE RELEASE

### Latest people profile: enablement of address validation and typeahead

Address validation and typeahead are now enabled in the address portlet of the latest people profile, delivering a smooth and intuitive data entry experience for both customers migrating from the legacy profile and new customers starting their implementation journey

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## FUTURE RELEASE

### Stalled workflow agent

Stalled workflow agent, a system-triggered agent, to identify the stalled workflows that need attention as well as proactively get these workflows automatically approved, automatically declined, or forwarded to new approver while the approver is inactive or not valid any more

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# Remaining Changes



# Enhancements for Multiple Countries/Regions

Country	Description
Argentina	Postal code validation improvements (4 digits NNNN and 8 alphanumeric characters)
Bulgaria	New Job Classification field 'Profession Code' with picklist professionalCode_BGR
Czech Republic	New values for work permit document types
Egypt	Postal code validation improvements to support both 5-digit and 7-digit postal codes
Greece	New National ID Card Type 'Personal Number', Format: XXXXXXXXXXXXX
Japan	New fields for Dependents – 'Specified Family Form' and 'Specified Family Income'. Updated picklist for 'Deduction for Agre Group' field.
Mexico	New Municipality picklist value
Poland	Enhanced Municipality picklist
South Africa	Enhanced National ID Validation for National Identity Number

# Various Enhancements for Employment Processes

- A single person cannot have more than **100 employments** in the system. Previously there was no limit. This applies to all processes that create employments (Add New Employee, Add Contingent Worker, Add Global Assignment, Add Concurrent Employment etc.).
- System stops you from proceeding if there are **overlaps** between an employee's **global assignment** period and any of their **concurrent employments**. Previously it was just a warning.
- A feature - **Target Population for Rehire** - introduced in 2H 2025 is now supported also when Onboarding is enabled. Previously, enabling this feature had no effect for customers using this module. The target population is checked when processing rehires via Duplicate Check.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Hire/Rehire Configuration: MatchingUserConfiguration (MATCHINGUSERCONFIG)

Code *	MATCHINGUSERCONFIG
Title	MatchingUserConfiguration
Status *	Active
Enable search for employees using first name and last name	Yes
Enable search for employees using first name and date of birth	No
Enable search for employees using last name and date of birth	No
Enable search for employees using first name, last name, and date of birth	Yes
Enable search for employees using national ID	Yes
Default Personal Information during rehire	Yes
Default Job Information during rehire	Yes
Default Compensation Information during rehire	No
Event reason for end-dated payments	End of Recurring Payment (End_Recurring_Payment)
Rule to generate next employee ID	
Forward background elements from the previous (terminated) employment to the next when rehiring (with new employment)	Yes
Enable target population for rehire on old employment	No
Enable target population for rehire on new employment	No

The level of impact is Low.



# Global Assignment Updates

Centralized Services for Global Assignment & Dependents Section Visibility.

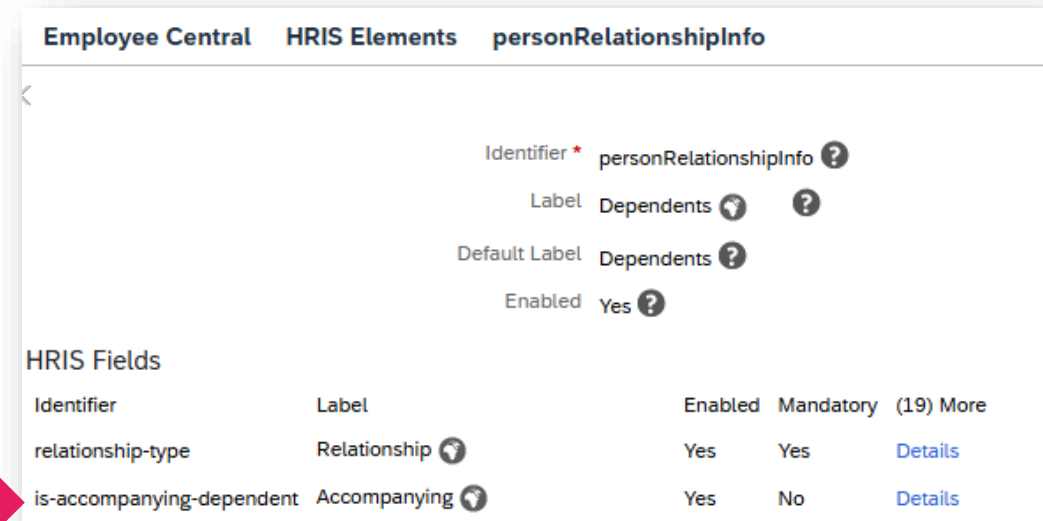
- New **Admin Alert** is added – **Home Assignment Sync** – that helps to resolve any data inconsistencies in Global Assignment records. It is permissioned automatically to admins with ‘Access Admin Alerts’ permission. The alert details are stored in the **Home Assignment Sync Admin Alert** object in Manage Data.
- The **visibility of Dependents section in Add Global Assignment Process** is tied to the configuration of the **is-accompanying-dependent** field configuration. If the field is disabled or set to View, the section is not available in the process.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The level of impact is Low. Please review the configuration of is-accompanying-dependent field.



The screenshot shows the configuration for the 'personRelationshipInfo' HRIS element. It includes fields for Identifier, Label, Default Label, and Enabled. Below this is a table of HRIS Fields with columns for Identifier, Label, Enabled, Mandatory, and a link for more details. A red arrow points to the 'is-accompanying-dependent' field in the table.

Identifier	Label	Enabled	Mandatory	(19) More
relationship-type	Relationship	Yes	Yes	<a href="#">Details</a>
is-accompanying-dependent	Accompanying	Yes	No	<a href="#">Details</a>



# Manage Business Configuration UI Updates

New validations securing error free configuration.

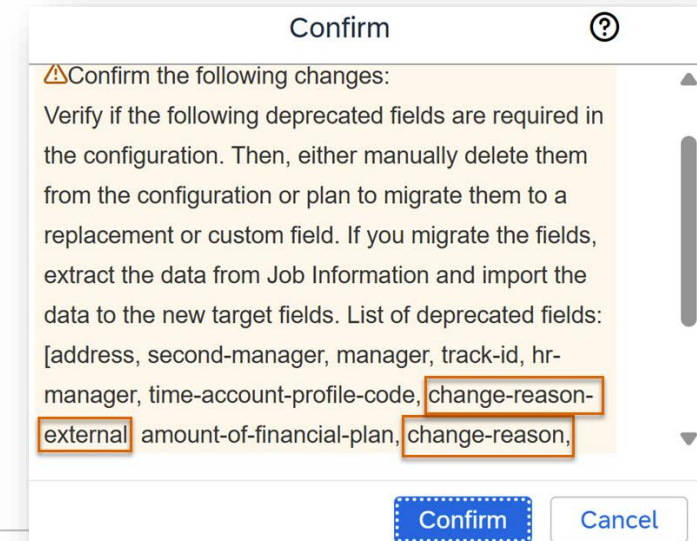
- You cannot **remove National ID Card Type** from MBCUI or **disable globalInfo** element if there is any existing data
- **Masking country** field in the homeAddress and globalInfo is not possible
- Fields in **jobInfo** are now in alphabetical order, with custom fields listed at the end, and two fields being removed from the list: last-modified-source and wfConfig
- System now validates the **maximum length** for many fields
- The **warning about deprecated fields** now contains the list of the fields that are still in the customer's data model. Two new fields – change-reason and change-reason-external – have been added to the list

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The level of impact is Low.



# Employee Central Quick Actions Updates

Few enhancements to improve the functionality.

- Field Limit for **Transfer** Use Case is increased to 10
- Up to 15 active templates can be configured for **Transfer**, **Promotion** and **Demotion** actions to support more complex and country-specific scenarios
- An **onView** rule that evaluates Event Reason can be now configured. The event reason value is taken from the Quick Actions template if configured there, otherwise it will evaluate as blank.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The level of impact is Low.



# Restrict Period-Based Access Settings Moved

Functionality introduced in 2H 2025 can be now enabled in Manage Employee Central Settings.

- The settings to enable period-based restricted access are now available on the Manage Employee Central Settings. The settings continue to control period-restricted access for different user groups and permission configurations within Employee Central.
- They were previously available in Company System and Logo Settings.

Type: Changed

Lifecycle: General Availability

Enablement: Customer Configured

## Access Settings

- OFF Period-Restricted Access for Managers ?
- OFF Period-Restricted Access for Job Relationships ?
- OFF Period-Restricted Access for Permission Groups ?

Use this feature to restrict employee data access to managers based on their responsibility period.

The level of impact is Low.

# Document Generation Supports .docx Format

- Document Generation now supports the .docx file format, in addition to .pdf and .doc formats.

Type: New

Lifecycle: General Availability

Enablement: Automatically On

[Back to: Admin Center](#)

## Generate Document

Country/Region

Language

Calendar

Template \*

Allow Digital Signature \*

Include Inactive Users

User \*

As of Date

Document Type \*   
PDF  
Word Document (.doc)  
Word Document (.docx)

The level of impact is Low.

# Reporting Improvements

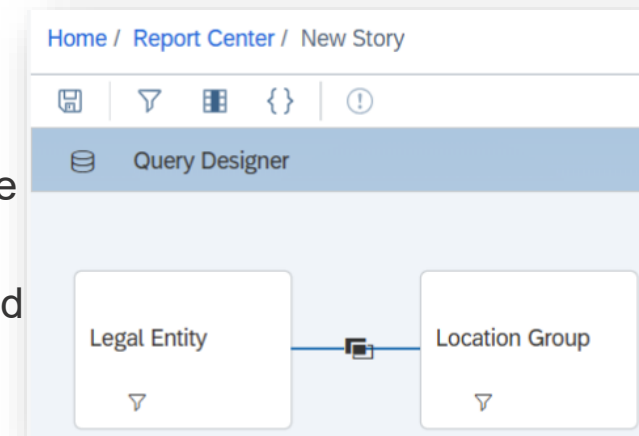
Improved Data Joins, reporting on Last Modified Source and Sequence Number.

- The **Last Modified Source** column is now available for reporting across all HRIS elements which helps to **track the origin** for all elements in Employment, Compensation and Person schema
- The join between the **Job Information** and **Employee Payroll Run Results** tables now correctly links user IDs (previously created Story reports between these entities should be reviewed)
- You can now create **direct joins from Legal Entity to Location Group** (previously you had to go through Location object)
- The **Sequence Number** column is added to the Compensation Recurring Table under the Compensation schema, improving reporting and user interface clarity.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on



The level of impact is Medium.



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