



# 2026 1H Release Briefing

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SAP SuccessFactors



# Experience matters.



Expert



Human Capital Management

**SAP**® Certified  
Integration with Cloud Solutions

**SAP**® Qualified  
Partner-Packaged Solution

**SmartRecruiters**  
An SAP company



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SAP SuccessFactors

# Onboarding

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2026 1H Release briefing

By Harsha Vernekar



## Harsha Vernekar

Senior SuccessFactors Consultant  
SuccessFactors Experience: Since 2013

Harsha holds a professional certification in **Onboarding, Recruiter and Candidate Experience** in SAP SuccessFactors as well as an associate certification in **Employee Central** and **Performance & Goals management**.

Harsha also holds certification in **SmartRecruiters**.

Harsha is the Subject Matter Expert on Onboarding, helping organizations adopt technology.



# Release Features



# Restart e-Signature Step for Document Flows

Enables redoing just the e-Signature step after data changes without restarting onboarding.

## Benefits:

- Avoids full process restart
- Saves time and effort
- Enables quick re-signing with updated data
- Ensures data accuracy

The level of impact is Low

- For each document flow, the Restart button is available in the **View Details** action
- Applies to document flows in:
  - In-progress
  - Completed
  - Skipped / Not applicable
- New Email Template: **(ONB) Onboarding Task Restart Template**
- New RBP: **Restart Onboarding Step for E-Signature**

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The screenshot displays the 'New Hire Details' page with a 'Complete e-Signature' task. A 'Restart' button is highlighted in the task's actions menu. Below, the 'Restart Task' dialog box is shown, featuring a warning message, a list of attached documents (including 'XYZ'), a text area for the restart reason, and 'Confirm' and 'Cancel' buttons.

Home / Onboarding Dashboard / New Hire Details

### New Hire Details

Actions

Name: [REDACTED] Start Date: [REDACTED] Hiring Manager: [REDACTED] Hire Type: [REDACTED] Hire Status: To Be Recruited

Data Collection Form I-9 and E-Verify

#### Complete e-Signature

Due On: [REDACTED]  
Assigned To: [REDACTED]  
Assigned On: [REDACTED]

Restart Cancel

| Tasks                 | Status          | Actions            |
|-----------------------|-----------------|--------------------|
| Review New Hire Data  | Completed       | View Details       |
| Provide Personal Data | Completed       | View Details       |
| Complete e-Signature  | Due: in 4 weeks | Nudge View Details |

Data Collection

| Tasks                 | Status          |
|-----------------------|-----------------|
| Review New Hire Data  | Completed       |
| Complete e-Signature  | Completed       |
| Provide Personal Data | Completed       |
| Complete e-Signature  | Due: in 1 month |

#### Restart Task

Ensure that you are restarting the correct step. This is an irreversible step.

Documents attached:  
XYZ

Reason for restart:  
Write your message here.

Confirm Cancel

ep

Form I-9 and E-Verify

# Enhanced Hiring Status Indicator on Latest People Profile

Context-aware guidance that reduces confusion

## Benefits:

- Distinguish onboarding users from regular employees
- Provides clarity on process status
- Limits premature data updates and prevents data discrepancies before Manage pending hires (MPH)

The level of impact is Low

- The hiring status of new hire is shown on the new hire's profile
- The hiring status indicator is removed once the onboarding process is completed and the new hire is converted to an employee (Job start date).
- During the onboarding process, HR and hiring managers can only view the new hire's profile, and options to edit the data are hidden before Manage Pending Hire (MPH) preventing conflicts and data sync errors.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The screenshot displays the SAP People Profile for Oscar Lang. The profile is titled "Standard" and shows the following details:

- New Hire:** Oscar Lang
- Start Date (From):** Select Date (Mar 20, 2026)
- Start Date (To):** Select Date (Mar 20, 2026)
- Hire Type:** All
- Process Tasks:** All Tasks
- Task Status:** All Statuses

The profile includes a "New Hires (1)" section with a table listing the new hire:

| <input type="checkbox"/> | New Hire   | Hiring Manager | Start D...  | Dat    |
|--------------------------|------------|----------------|-------------|--------|
| <input type="checkbox"/> | Oscar Lang | Marnus Warner  | May 1, 2026 | On Sch |

The profile also shows a "Spotlight" button, a "Direct Manager" Marnus Warner, and a "2:10 AM (Local Time)" timestamp. A red box highlights the "Onboarding New Hire" status indicator.



Before MPH

**Personal Data**

**Personal Information**

First Name: [Redacted]

Personal Information: [Redacted]

[View All](#)

**Personal Contacts**

**Onboarding New Hire** ⓘ The Onboarding New Hire data is view-only until the entire hire process is complete. Once completed, users with the appropriate permissions can edit the data.

[Personal Data](#)

[Job Data](#)

[Compensation](#)

[Benefits](#)

After converted to employee - No indicator

**People Profile**

**Personal Data**

**Personal Information**

First Name: [Redacted]

Middle Name: [Redacted]

Last Name: [Redacted]

Formal Name: [Redacted]

Personal Information: [Redacted]

[All Actions](#)

[Personal Data](#)

[Job Data](#)

[Compensation](#)

After MPH

**People Profile**

**Personal Data**

**Personal Information** [✎](#) [↺](#)

First Name: [Redacted]

Personal Information: [Redacted]

[View All](#)

**Onboarding New Hire** ⓘ The Onboarding New Hire data is editable since the entire hire process is complete

[Personal Data](#)

[Job Data](#)

[Compensation](#)

[Benefits](#)

**National Id Card** [✎](#)

After Onboarding is cancelled

**People Profile**

**Personal Data**

**Personal Information** [✎](#) [↺](#)

First Name: [Redacted]

Personal Information: [Redacted]

[View All](#)

**Onboarding New Hire - Inactive** ⓘ Onboarding is cancelled, and the user is now inactive.

[Personal Data](#)

[Job Data](#)

[Compensation](#)

[Benefits](#)

**Personal Contacts**



# Growth Portfolio Task for Internal Hires

Task for internal hire to review and update their Growth Portfolio for their upcoming role as part of the onboarding process itself.

## Benefits:

- Faster internal job readiness
- Proactive learning path
- Targeted development plan

The level of impact is Low

- The **View Growth Portfolio** link in the **Review Growth Portfolio** task further navigates the internal hires to the Growth Portfolio page to:
  - View and manage their upcoming roles
  - Assess skills and compare them with new-role expectations
  - Set development goals
  - Explore learning recommendations
- By completing this task early, employees take ownership of the development while the organization benefits from stronger talent readiness and agility.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

**Your Onboarding Checklist**

**Ron A**  
Start Date: May 1, 2026

**Onboarding Data Collection**

- Provide Personal Data  
Complete this task to proceed **Due in 44 days**
- Provide Additional Data  
Complete the previous task to unlock **Locked**
- Complete e-Signature  
Complete the previous task to unlock **Locked**

**Additional Onboarding Tasks**

- Tell Us About Your Health Benefit Needs Please  
Complete this task to proceed **Due in 34 days**
- Review Growth Portfolio**  
Complete this task to proceed **Due in 44 days**

**Explore Onboarding Guide**

- Know Your Key People  
1 person recommended
- View Onboarding Meetings  
1 meeting scheduled

**Review Growth Portfolio** **Due in 44 days**

The Growth Portfolio Activity for internal hires is designed to support employees transitioning into new roles by helping them reflect on their existing competencies and identify development areas required for success in their upcoming position. As internal candidates already possess organizational knowledge and experience, this activity focuses on enabling a smooth role transition by encouraging them to reassess their current skill sets in the context of new responsibilities and expectations. It provides a structured approach for employees to outline role-specific development goals, align with updated business objectives, and prepare for the capabilities needed to perform effectively in their new assignment.

This activity also empowers internal hires to take ownership of their career progression by identifying learning opportunities, mentorship avenues, and capability-building initiatives relevant to their future role. By documenting targeted growth areas and aligning them with organizational priorities, employees can proactively bridge any readiness gaps during the transition period. Additionally, the Growth Portfolio Activity enables managers to gain visibility into the employee's development focus, facilitating more meaningful guidance and support throughout the crossboarding or internal mobility journey. This ensures a more confident transition, accelerates role readiness, and reinforces continuous professional growth within the organization.

[View Growth Portfolio](#)

**Click View Growth Portfolio** to enable the check box and complete this task.

I've reviewed and updated my Growth Portfolio.

**Submit** **Close**

# Additional Onboarding Home Page Card

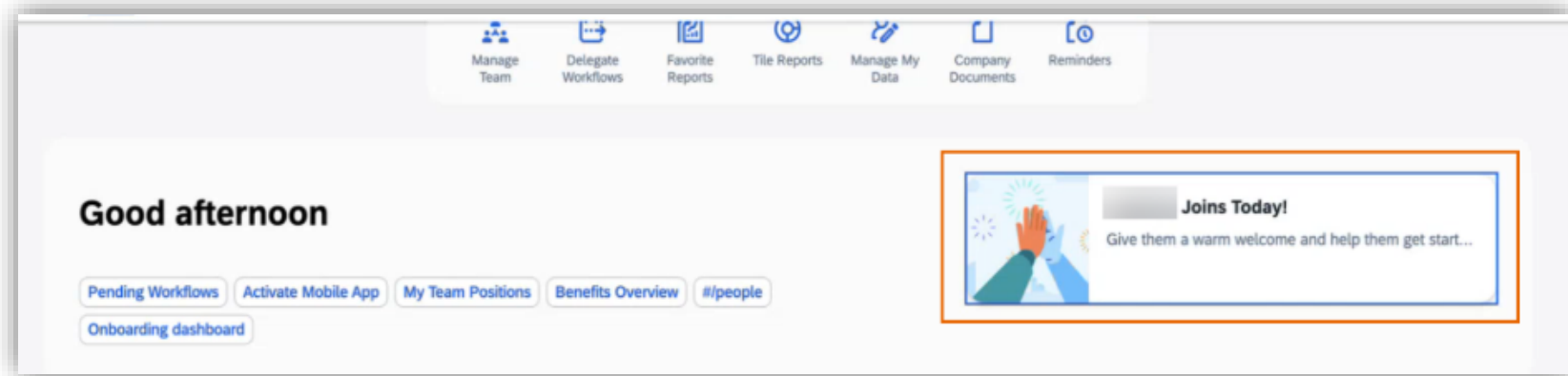
Prompts users to proactively welcome and support new hires during the onboarding journey.

- Users assigned as buddies to a new hire now see a new home page card featured at the top of their latest home page.
- All the cards are available until 30 days after the Start Date and disappear thereafter
- This home page card is available only as part of the latest home page experience.

Type: New

Lifecycle: General Availability

Enablement: Customer configured



## Benefit:

- Encourages buddies to connect with new hires at the right time.
- Helps new hires feel welcomed, supported and settled faster.

The level of impact is Low

# New Task Management Page for Onboarding Tasks

Provides a single, consolidated view of all onboarding tasks and thus offering faster access, filtering options, and better visibility of the tasks

The level of impact is Low

- **Enable Task Management on Onboarding Dashboard** under Admin Center > Onboarding General Settings.
- Can be accessed from **Manage Tasks** button on the Onboarding Dashboard

Type: New

Lifecycle: General Availability

Enablement: Customer configured

The screenshot displays the SAP SuccessFactors Onboarding Task Management interface. At the top, there is a navigation bar with buttons for 'Pending Workflows', 'Activate Mobile App', 'My Team Positions', 'Benefits Overview', and '#/people'. Below this, the 'Onboarding dashboard' is visible, with 'Onboarding Task Management' highlighted. A 'Manage Tasks' button is also present in the top right corner.

The main content area features a 'Standard' filter dropdown and a search bar for 'New Recruit'. Below the search bar, there are several filter options: 'Hire Type' (set to 'All'), 'Process Tasks' (set to 'All Tasks'), 'Task Status' (set to 'All Statuses'), and 'Hiring Manager' (with a search input). There are also date pickers for 'Start Date (From)' and 'Start Date (To)', both set to '19 Apr 2026'. A 'Go' button and 'Adapt Filters' link are located at the bottom right of the filter section.

Below the filters, the interface shows 'New Recruits (30)' and a table with columns for 'New Recruit', 'Hiring Manager', 'Start Date', 'Data Collecti...', 'Compliance ...', and 'New Recruit ...'. A 'Go' button is also present.

The bottom section is titled 'Task Management' and contains a search bar for 'actions or people'. Below the search bar, there are filter options for 'Employee Name' (with a search input), 'Task Status' (set to 'On Track'), 'Task Group' (set to 'All'), and 'Task Type' (set to 'All'). There are also date pickers for 'Due Date (From)' and 'Due Date (To)', both set to 'e.g. 2026-12-31'. A 'Go' button is located at the bottom right of the filter section.

The main content area of the 'Task Management' section is titled 'List of Tasks (482)' and contains a table with the following columns: 'Task Name', 'Task Group', 'Employee Name', 'Task Status', 'Due Date', 'Process Type', and 'Actions'. The table lists three tasks:

| Task Name                   | Task Group            | Employee Name   | Task Status | Due Date   | Process Type | Actions |
|-----------------------------|-----------------------|-----------------|-------------|------------|--------------|---------|
| Assign a Buddy to New Hires | New Hire Activity     | [Employee Name] | On Track    | [Due Date] | Onboarding   | Start   |
| Assign a Buddy to New Hires | New Hire Activity     | [Employee Name] | On Track    | [Due Date] | Onboarding   | Start   |
| Complete Form I-9 Section 2 | Form I-9 and E-Verify | [Employee Name] | On Track    | [Due Date] | Onboarding   | Start   |

# Target Population Enforcement for Rehire Inactive Employee

Onboarding module respects the target population settings defined for the rehire permissions when processing rehire matches, both for old and new employment

The level of impact is High

The system checks the rehire coordinator's target population before allowing them to accept a rehire match, preventing unauthorized access to employee data.

The screenshot shows the 'Manage Data' interface for a configuration named 'MATCHINGUSERCONFIG'. The search filters are set to 'Hire/Rehire Configura...', 'MATCHINGUSERCO...', and 'No'. The configuration details include:

- Code: MATCHINGUSERCONFIG
- Title: Click or focus to edit
- Status: Active
- Enable search for employees using first name and last name: No
- 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: No
- Default Compensation Information during rehire: No
- Event reason for end-dated payments: No Selection
- Rule to generate next employee ID: No Selection
- Forward background elements from the previous (terminated) employment to the next when rehiring (with new employment): No
- Enable target population for rehire on old employment: Yes
- Enable target population for rehire on new employment: Yes

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

## Benefit:

- **Unified permission enforcement** across Employee Central and Onboarding
- **Improved data security** by preventing unauthorized access during rehire matching
- **Consistent experience** for rehire coordinators across old and new employment scenarios
- **Streamlined governance** with centralized, target-population-based control

# Automatic Enablement of Enhanced Offboarding Dashboard

Provides a unified Offboarding Dashboard with advanced search, filters and task management

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- The enhanced dashboard is **enabled by default**.
- Eliminates setup effort with automatic enablement.

The screenshot displays the 'Manage Employees' dashboard. At the top, there are several search and filter fields: 'Name' (with a search icon), 'Offboarding Status' (set to 'Open'), 'Termination Date' (with a date range 'e.g. Dec 24, 2026 - Dec 31, 2026' and a calendar icon), 'Manager' (with a search icon), and 'Task Type' (set to 'All'). Below these are 'Task Status' (set to 'All'), 'Task Ownership' (set to 'All'), and 'Alumni Access' (set to 'All'). A 'Go' button and 'Adapt Filters' link are on the right. The main content area shows 'Employees (2)' with a table:

| Name        | Termination Date | Manager Name      | Data Review   | Offboarding Activities | Alumni Access |
|-------------|------------------|-------------------|---------------|------------------------|---------------|
| Jamie ronan | Aug 04, 2025     | Tara Ramachandran | No Open Tasks | 4 Tasks                | Active        |
| Rai Shalini | Aug 08, 2025     | Jain Pradeep      | No Open Tasks | 6 Tasks                | Active        |

The level of impact is Medium

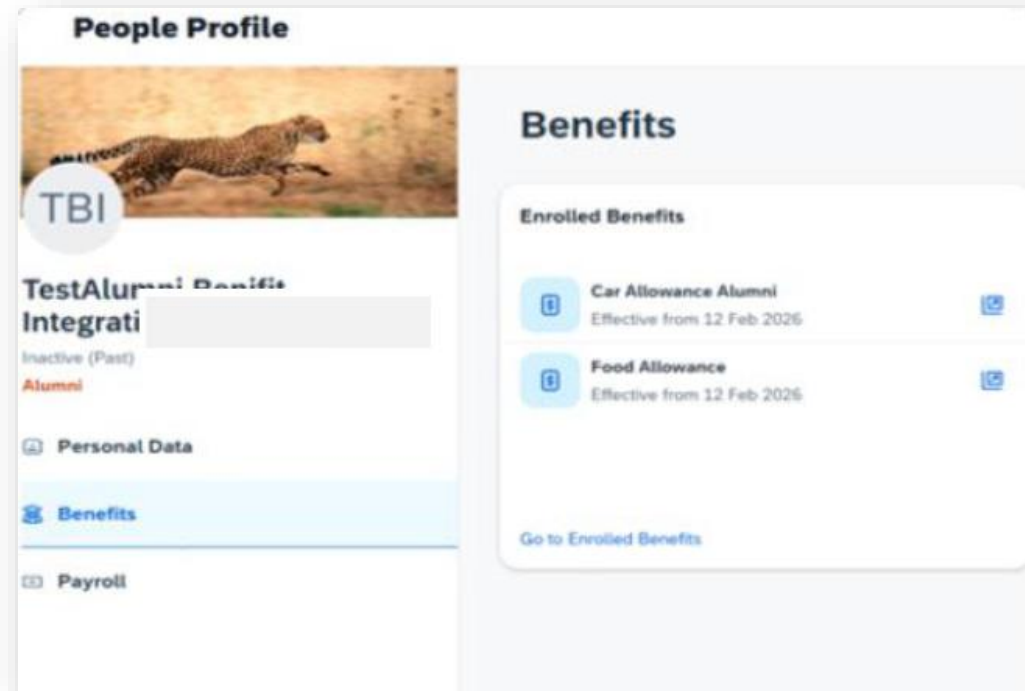
# Benefit Access for Alumni Users

Alumni users can now view their enrolled benefits post-termination.

## Benefits:

- Reduce HR administrative burden
- Facilitates smooth transitions

The level of impact is Low



Type: New

Lifecycle: General Availability

Enablement: Automatically on

Retired and terminated employees (alumni) gain access to view their benefits information through the Alumni experience.

This view-only access allows alumni to see what benefits they were enrolled in and access benefit statements.

# Email Notifications for Auto-Completed New Hire Tasks

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

When the related new hire task is auto-completed by the system, it can now trigger email notifications for the task:

- (ONB) New Welcome Message,
- (ONB) Prepare for Onboarder First Day
- (ONB) Recommended Links Updated

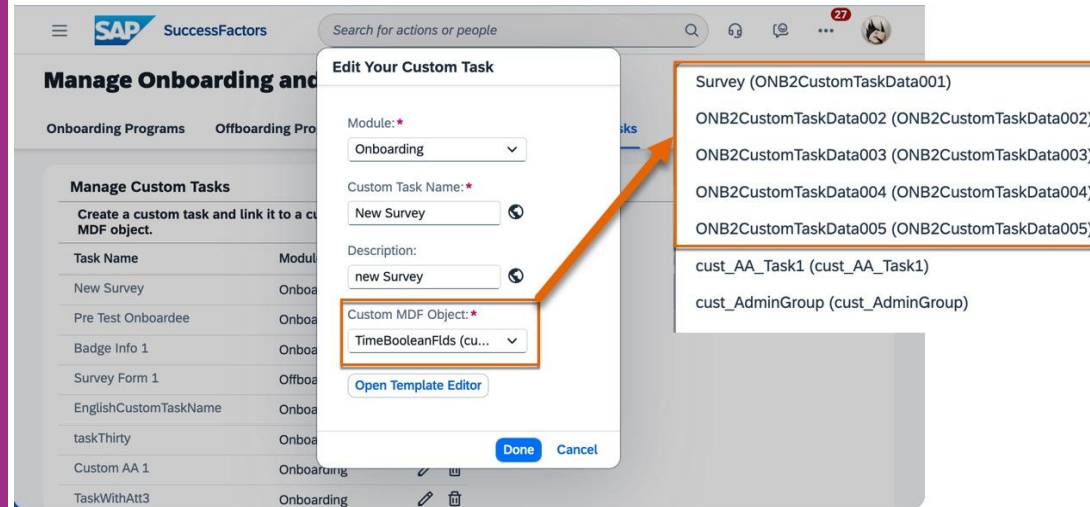
The level of impact is Low



# Pre-Delivered Custom Task Template Objects

Reduces configuration complexity and improve system performance while helping you customize objects as needed.

The level of impact is Medium



Type: New

Lifecycle: General Availability

Enablement: Customer configured

- Previously we had to manually create each MDF object without the benefit of the optimized template objects.
- In addition to using standard MDF objects, you can now use pre-delivered custom task template objects to create onboarding and offboarding custom tasks.
- The template objects offer a curated set of optimized configurations that serve as a starting point for onboarding and offboarding custom task configuration.

Compliance



# Cancel Form I-9 and E-Verify Processes from the New Hire Details page

Permissioned users can now cancel Form I-9 and E-Verify processes using the **Manage Compliance Processes** button on the New Hire Details page

## Benefit:

- **Improved control** over Compliance Process.
- **Cleaner audit trails** by being able to cancel unnecessary or erroneous Form I-9 and E-Verify.
- Captures auditable reason for cancellation.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Home / Onboarding Dashboard / New Hire Details

### New Hire Details

Data Collection **Form I-9 and E-Verify** Compliance Forms New Hire Tasks

#### Form I-9 and E-Verify

Manage Compliance Processes

| Tasks                                    | Status    | Assigned To | Actions      |
|--|-----------|-------------|--------------|
| Complete Form I-9 Section 1              | Completed | -           | View Details |
| Complete e-Signature on Compliance Forms | Completed | -           | View Details |
| Complete Form I-9 Section 2              | -         | -           | -            |
| Complete e-Signature on Form I-9         | -         | -           | -            |
| Correct Form I-9 Data                    | -         | -           | -            |
| Complete Form I-9 Section 3              | -         | -           | -            |

Home / Onboarding Dashboard / New Hire Details / Compliance Processes Details

### Compliance Processes Details

#### Form I-9 and E-Verify

| Process Type | Created      | Status  | Comments | Actions                            |
|--------------|--------------|---------|----------|------------------------------------|
| I-9          | Dec 26, 2023 | Started |          | View Details <b>Cancel Process</b> |

#### Cancel Compliance Process

Are you sure you want to cancel this compliance process? This action cannot be undone. When you cancel this compliance process, all open tasks associated with it will also be cancelled and will no longer appear on the Onboarding Dashboard.

Comments:

Confirm Cancel

The level of impact is High



# Initiate the U.S Form I-9 Correction or Reverification Processes from the New Hire Details Page

Permissioned users may now initiate Form I-9 at multiple stages

Benefits:

- Flexibility to reinitiate
- Captures auditable reason for initiation
- Previous Form I-9 actions must be completed, cancelled / closed for this to be used

This enhancement allows users to start the below process

- Correct I-9 Section 1
- Correct I-9 Section 2
- Form I-9 Reverification (Supplement B )

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

The screenshot displays the 'New Hire Details' page with the 'Form I-9 and E-Verify' tab selected. The page shows 'No data' for this section. A modal titled 'Select an I-9 Process to Initiate' is open, listing three options: 'Correct Section 1', 'Correct Section 2', and 'Initiate Reverification'. The 'Correct Section 1' option is selected in the dropdown menu. Below the dropdown is a text area for 'Reason for Initiating I-9 Correction Process'. The modal also includes 'Initiate Selected Process' and 'Cancel' buttons. On the right side of the page, an 'Actions' menu is visible with the 'Initiate I-9 Process' option highlighted in an orange box.



The level of impact is High

# Configurable Trigger for U.S Form I-9 Reverification

Administrators can now **configure the Form I-9 Reverification task trigger timing between 30 and 540 days** before eligibility document expiration.

The level of impact is High

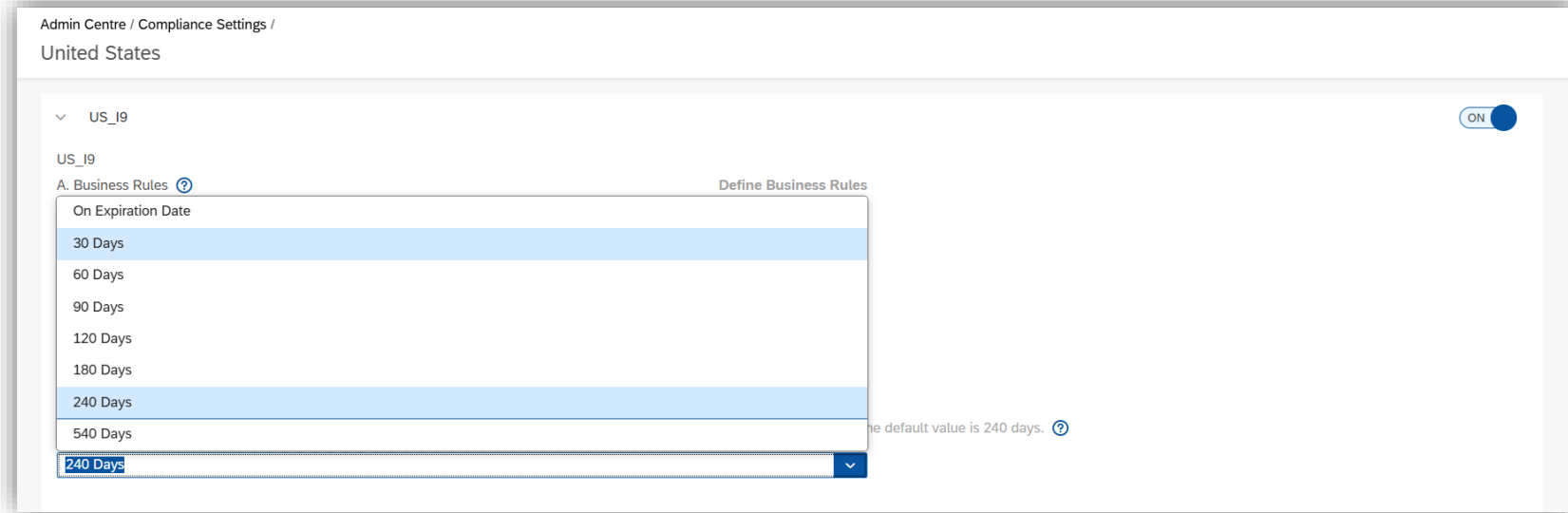
Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

## Benefit:

- Configurable auto-initiation timeframe (default is 240 days)
- Configurable assignment groups for I-9 Reverification task



# Configurable I-9 Document Upload Requirements

Administrators can align document upload requirements with regulatory guidance, preventing unnecessary document retention and supporting employer choice.

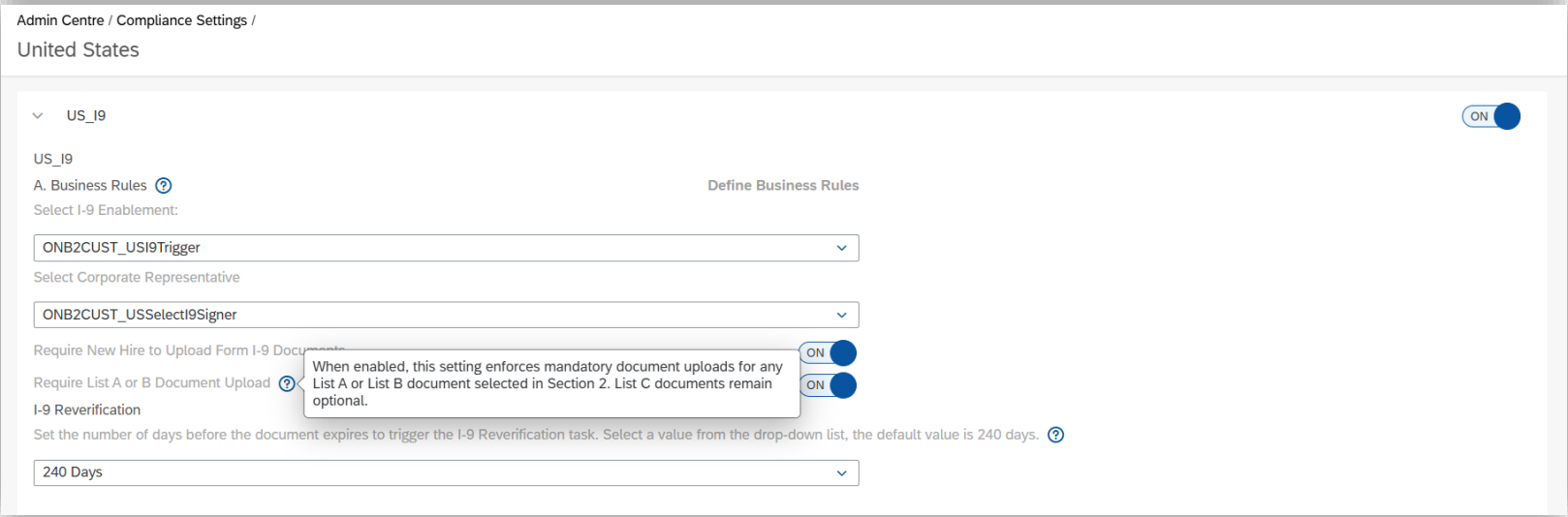
The level of impact is Low

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The Require **List A or B Document Upload** configuration lets administrators decide whether List A or List B documents must be uploaded to **Section 2** as part of the U.S. Form I-9 Compliance process.



# Country Compliance legal updates

Legal updates for US, Canada and New Zealand regions

- 60+ compliance forms updates with 120+ pdf form update

Type: New

Lifecycle: General Availability

Enablement: Automatically on

| Date of Change | Country/Region | State/Province   | Form ID              | Form Title  | Form Status | Change Description  |                          |   |              |                   |
|----------------|----------------|------------------|----------------------|---|-------------|---|--------------------------|---|--------------|-------------------|
| 2026-03-02     | USA            | Maryland         | MW507                | Employee's Maryland Withholding Exemption Certificate | Updated     | Year change, new version, and updated URL.                                |                          |   |              |                   |
| 2026-02-16     | USA            | Maine            | W-4ME                | Employee's Withholding Allowance Certificate          | Updated     | Year change, new version, updated URL, and updates to instructional text. |                          |   |              |                   |
| 2026-02-16     | USA            | Iowa             | IA W-4               | Employee Withholding Allowance                        | Updated     | Year change, new version,   |                          |   |              |                   |
| 2026-02-02     | USA            | New York         | NY WTPA LS58         | Notice for Prevailing Rate and Other Jobs             | Updated     | New version.  |                          |   |              |                   |
|                |                |                  |                      |   | Updated     | New version.  |                          |   |              |                   |
| 2026-02-02     | USA            | New York         | NY WTPA LS59         | Notice for Exempt Employees                           | Updated     | New version.  |                          |   |              |                   |
|                |                |                  |                      |   | Updated     | New version.  |                          |   |              |                   |
| 2026-02-02     | USA            | Montana          | MW-4                 | Montana E Withholdin Certificate                      | New Zealand | NZ KS2  | KiviSaver Deduction Form | Updated   | New version. |                   |
|                |                |                  |                      |   | USA         | Arkansas  | AR4EC                    | Employee's Withholding Exemption Certificate          | Updated      | New version.      |
| 2026-02-02     | USA            | Hawaii           | HW-6                 | Employee's Employer ( Nonresider Hawaii               | USA         | Arizona   | A-4                      | Employee's Arizona Withholding Election               | Updated      | New version.      |
|                |                |                  |                      |   | USA         | Connecticut   | CT W-4                   | Employee's Withholding Certificate                    | Updated      | New version.      |
| 2026-02-02     | USA            | Mississippi      | MS 09-350-22-8-1-000 | Mississippi Withholdin Certificate                    | USA         | California  | DE 4                     | Employee's Withholding Allowance Certificate          | Updated      | New version.      |
|                |                |                  |                      |   | USA         | Oregon  | OR-W-4                   | Oregon Wi and Exemp                                   | Updated      | New version.      |
| 2026-02-02     | USA            | Rhode Island     | RI W-4               | State of Rh of Taxation Withholdin Certificate        | USA         | Kentucky  | K-4                      | Kentucky's Withholding Certificate                    | Updated      | New version.      |
|                |                |                  |                      |   | USA         | Minnesota   | W-4MN                    | Minnesota Withholding Allowance/Exemption Certificate | Updated      | New version.      |
| 2026-02-02     | USA            | New York         | NY WTPA LS51         | Notice for I Temporary                                | USA         | North Carolina  | NC-4                     | Employee's Withholding Allowance Certificate          | Updated      | New version.      |
| 2026-02-02     | USA            | New York         | NY WTPA LS54         | Notice for I Employees                                | USA         | South Carolina  | SC W-4                   | South Carolina State Withholding Form                 | Updated      | New version.      |
| 2026-02-02     | USA            | New York         | NY WTPA LS55         | Notice for I Employees                                | USA         | New York  | IT-2104                  | Employee's Withholding Allowance Certificate          | Updated      | New version.      |
|                |                |                  |                      |   | USA         | Pennsylvania  | PA_DCED_CLGS_06          | Residency Certification Form                          | Updated      | Tax rate updates. |
| 2025-12-29     | Canada         | Quebec           | TP-1015.3-V          | Quebec Source Deductions Return                       | Updated     | New version and dollar amount updates.                                    |                          |   |              |                   |
| 2025-12-29     | Canada         | -                | TD1                  | Personal Tax Credits Return                           | Updated     | New version and dollar amount updates.                                    |                          |   |              |                   |
| 2025-12-29     | Canada         | Alberta          | TD1AB                | Alberta Personal Tax Credits Return                   | Updated     | New version and dollar amount updates.                                    |                          |   |              |                   |
| 2025-12-29     | Canada         | British Columbia | TD1BC                | British Columbia Personal Tax Credits Return          | Updated     | New version and dollar amount updates.                                    |                          |   |              |                   |
| 2025-12-29     | Canada         | Manitoba         | TD1MB                | Manitoba Personal Tax Credits Return                  | Updated     | New version and dollar amount updates.                                    |                          |   |              |                   |

The level of impact is Low

# Japan Localization – Compliance Expansion

Introduced a new form:  
Declaration Form for Dependent Deductions for Salaried Employees

The level of impact is Low

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Benefits:

- Compliance solution expanded for **Japan** localization
- Supports accurate capture of **dependent related tax information** for payroll compliance

令和8年分 給与所得者の扶養控除等（異動）申告書  
令和8年分 給与所得者の扶養控除等（異動）申告書



# Call for Action

- 1H 2026: Deactivation of Onboarding 1.0
- 2H 2026: New hires (onboardees) can only log in the system through Identity Authentication in SAP Cloud Identity Services.
- 2H 2026: Internal hire process from Recruiting

Admin Center /

## Onboarding General Settings

### Process Settings

This switch allows you to utilize additional functionalities like Workflow, Crossportlet rule, Position to Job info sync, and Position follow up activities for the internal hire onboarding process initiated from Recruiting.

Enable Additional Internal Hire Activities  ON

- The switch **Enable Additional Internal Hire Activities** will be turned ON by default
- If you are using internal hires from RCM and this switch is off, then turn it on and test the process
- Proactively evaluate the impact and take necessary actions



# Thank you

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