



1H 2026 Release Briefing Series

SAP SuccessFactors



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Human Capital Management

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Integration with Cloud Solutions

SAP[®] Qualified
Partner-Packaged Solution

SmartRecruiters
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SAP SuccessFactors

Platform

1H 2026 Release Briefing





Anders Hummeluhr

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

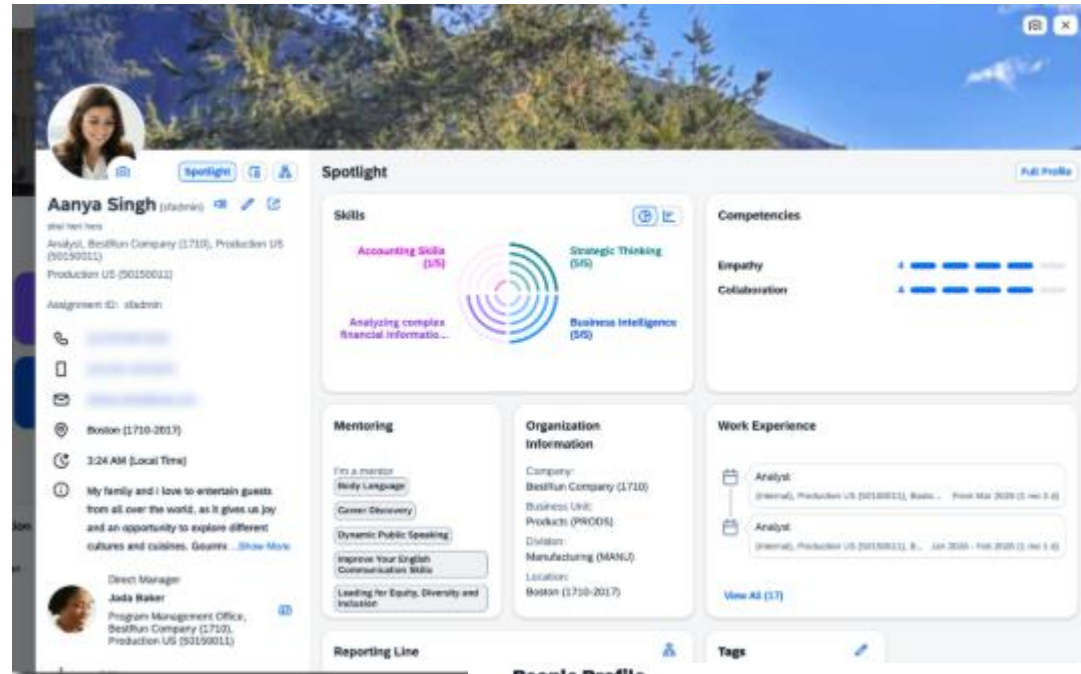
- Most Important Topics
- Other Release Features
- Product Road Map

Most Important Topics



Data Viewing of Full Profile Universally Available

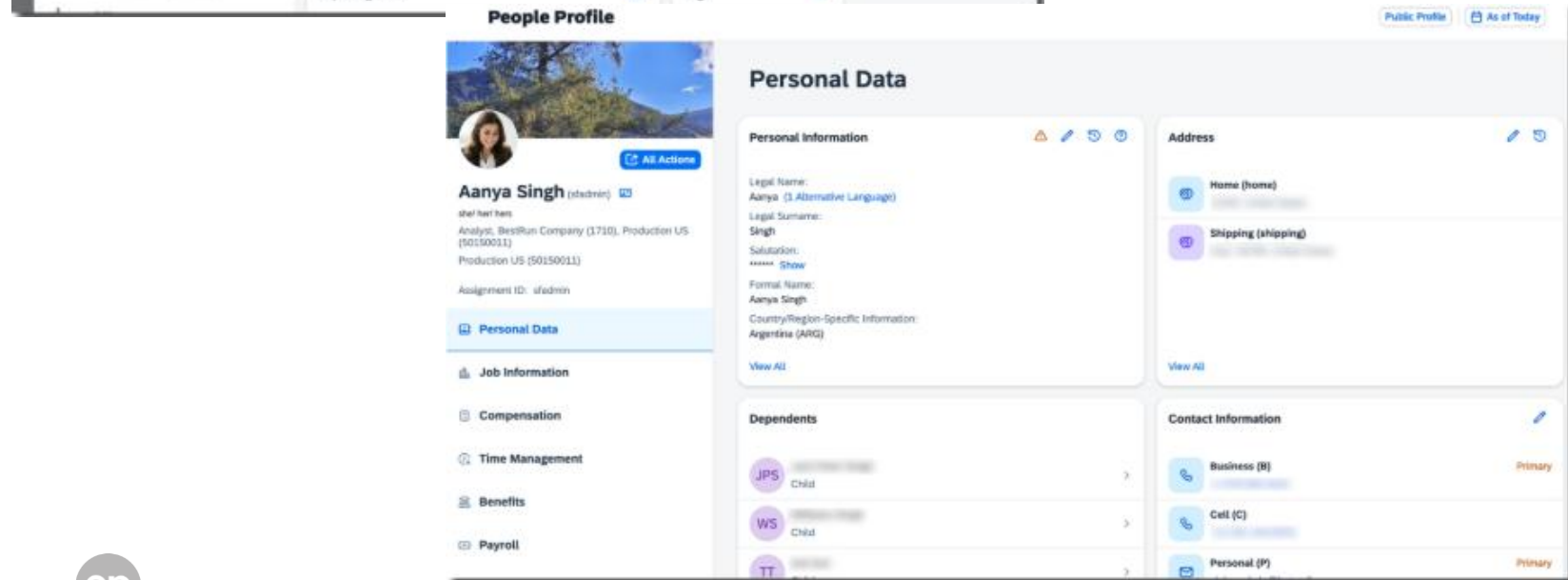
The Full Profile data viewing experience is now available for all customers in both web and mobile applications.



Type: Changed

Lifecycle: General Availability

Enablement: Automatically on



The level of impact is High

Role-Based Permissions Available for Full Profile Categories

Type: New

Lifecycle: General Availability

Enablement: Customer configured

Administrators can now manage access control for People Profile categories using Role-Based Permissions (RBP).

This replaces the previous use of target role assignments on the latest People Profile admin page.

Admin Center / Configure Latest People Profile / Personal Data

Configure Latest People Profile

Define how employees experience the People Profile. [Learn More](#)

Configurations

- Spotlight
- General Settings
- Full Profile [Add Category](#)
 - Personal Data [Edit](#)
 - Job Information [Edit](#)
 - Compensation [Edit](#)
 - Time Management [Edit](#)
 - Benefits [Edit](#)
 - Payroll [Edit](#)
 - Performance and Goals [Edit](#)
 - Succession [Edit](#)
 - Learning and Development [Edit](#)

Edit Category

Category Name:

Category Access Control:
Card data is controlled by card-level Role-Based Permissions. Choose whether to add a category-level restriction.

Everyone [?](#)

Role-Based Permissions [?](#)

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

This enhancement changes how you control category visibility. It does not change how card or field permissions work.

2. Add Permissions

Specify what permissions users of this role should have.

Sort by Ascending

User Permissions

- Calibration
- Goals
- Performance
- Career Development Planning
- Opportunity Marketplace
- Continuous Performance Mana...
- Talent Search Field
- Succession Planners
- Learning
- Employee Central Effective Dat...

Employee Views
★=Access period can be defined at the granting rule level. †=Target needs to be defined. ‡=Target criteria need to be defined.

View Name	View
People Profile Categories †	<input type="checkbox"/>
Personal Data	<input type="checkbox"/>
Employee View Sections (only for Legacy People Profile) †	<input checked="" type="checkbox"/>
123	<input checked="" type="checkbox"/>
Accident and Illness Report	<input checked="" type="checkbox"/>
Apprentice	<input checked="" type="checkbox"/>
Benefits	<input checked="" type="checkbox"/>
Combined Statement	<input checked="" type="checkbox"/>
Company Property Log	<input checked="" type="checkbox"/>
Disciplinary Log	<input checked="" type="checkbox"/>

The level of impact is High



Managing Data Retention Policies

As an administrator, you can now manage data retention policies in the new admin center tool Manage Data Retention Policies.

The level of impact is Medium

Create Retention Policy

Create a data retention policy for specific locations and user groups, defining when and for how long the data should be retained.

i New policies are automatically assigned the highest priority. You can change this setting later in the policy table.

Target Definition

Target Data: *
Global Information Fields

Target Data Fields: * **i**
[+ Add Fields](#)

Applicable DRTM Purge Types:
DRTM Global Information Fields Purge

Applicable Location/Entity

Country/Region: * All Countries/Regions (Retention Enab...)

User Filter

User Status: * Active

Retention Period Details

Base Date: *
Effective End Date

Period Value: *
Enter an integer from 1 to 999.

Cancel Create

ep effective people Admin Centre Search for actions or people

Admin Centre / Manage Data Retention Policies

Manage Data Retention Policies

Define and manage data retention policies to control how long personal and sensitive information is retained across your organisation. Configure retention policies based on compliance requirements and user status to ensure automated data lifecycle management.

Retention Policies (1) Search [+ Create](#)

Priority	Target Definition		Applicable Location/Entity	User Filter	Retention Period Details			Actions
	Target Data	Target Data Fields	Country/Region	User Status	Base Date	Period Value	Time Unit	
^ v ^^ vv	Personal Information Fields	Nationality, Gender i	Denmark	Active	Effective End Date	5	Years	i ✎ 🗑️

+ Create

ep 9

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Enhancements to People Profile Experience for Custom MDF Objects

Improved the user experience for managing custom MDF objects within the Full Profile of the latest People Profile.

The enhancement provide a more streamlined way to handle record creation, updates, and historical tracking without impacting existing configurations.

The level of impact is Medium

Full overview

Expense Report
Current Record

Effective Date: Jan 19, 2026

Expense End Date: Jun 14, 2025
Previously: May 8, 2024
Purpose: Client Visit
Previously: Corporate Event (de)

Travel Expenses

Travel Expenses 1

Total Amount: \$0.000
Previously: \$0.001

Amount:

Air Fare Details 1

Created On: Jan 19, 2026 3:33PM
Previously: Jan 23, 2026 11:39AM
Last Modified Date: Jan 23, 2026 11:39AM
Previously: Jan 23, 2026 11:39AM

Air Fare Details 2

Departure City: -
Previously: Bangalore
Arrival City: -
Previously: Delhi
Departure Date And Time: -
Conversion Rate: -
Previously: Amount: 12.000
Created By: -
Created On: -
Previously: Jan 23, 2026 11:39AM
Last Modified By: -
Previously: carla grant
Last Modified Date: -

History

Expense Report

Date Range: All

Records

- Jan 19, 2026
Expense End Date, Purpose + 2 more
- Jan 15, 2026
Travel Expenses: records modified: 5; records have been changed in the Expenses: records modified: 2
- Jun 27, 2025
Travel Expenses: records modified: 1; records added: 5; records have been changed in the Expenses: records modified: 2
- Feb 9, 2025
Approving Line Manager, Travel Expenses: records have been changed in the second level composite.
- Oct 15, 2024
No Changes
- Sep 12, 2024
goField
- Aug 30, 2024
Travel Expenses: records modified: 1; records have been changed in the second level composite.
- Aug 21, 2024
Approving Line Manager, Expense File + 2 more
- Jun 20, 2024
Expense Type, Travel Expenses: records modified: 1; records have been changed in the second level composite, Non Travel Expenses: records modified: 2
- May 13, 2024
Expense Start Date, Expense End Date + 3 more

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

Field view

Expense Report

Effective Date: Jan 19, 2026
Pending Approvals: 17 Workflows

Expense Start Date: May 1, 2024
Expense End Date: Jun 14, 2025
Expense Type: Travel

Purpose: Client Visit
Approving Line Manager: Chief Executive Officer ()

Expense File: ExpenseReport.png
goField: data2

Travel Expenses

Travel Expenses 1

externalCode: 940.755
Travel Type: International

travelExpenseType: Other
Description: -

Personal Expense?: Yes
Total Amount: 50,000

Air Fare Details 1

externalCode: -
Amount: 2,000
Arrival City: -
Departure Date And Time: Aug 01, 2024 4:30AM

Created On: Jan 19, 2026 3:33PM
Last Modified By: carla grant
Last Modified Date: Jan 23, 2026 11:39AM

Created By: carla grant
Job Code en_US ()

Meal Expenses 1

externalCode: -
Meal Type(Breakfast,Lunch, Dinner): -
Conversion Rate: -

Expense Report

Expense Start Date: May 1, 2024

Expense End Date: Jun 14, 2025

Expense Type: Travel

Purpose: Client Visit

Approving Line Manager: Chief Executive Officer ()

View All

Summary view



Release Center Adds What's New to Admin Center

The Release Center streamlines your 1H and 2H release management process because its tenant aware, offers collaboration tools, and has built-in leading practice workflows.

The level of impact is Low

The screenshot displays the SAP SuccessFactors Release Center interface. At the top, there are navigation elements including the 'effective people' logo, 'Home' link, and a search bar. Below this, the 'Release Center' header is visible, along with filters for Product, Module, Feature, and Recommendation. A table lists several release items, each with a checkbox, title, description, product, module, feature, recommendation status, and status. A detailed view of a specific release item is shown on the right, including its title, reference number, validity dates, latest revision, assignee, description, and actions like 'Link to Article' and 'View Full Article'. A 'Comments' section at the bottom of the detailed view shows 'No comments yet'.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

Title	Description	Product	Module	Feature	Recommendation	Status	Assignee
Deprecation of "Review Team Calibration Summary" and "Review Team Summary For New Manager" To-Do Tasks	The Review Team Calibration Summary and Review Team Summary For New Manager to-do tasks will reach E... Show More	Performance & Goals Platform	Calibration Presentations + 1 More	To Do List	Critical	New	
Deprecation of "Top Jobs" and "View All Jobs" Links on Career Sites	The Top Jobs and View All Jobs link types will reach End of Maintenance on November 15, 2024 and wil... Show More	Recruiting	Candidate Experience	Career Site Builder Career Sites	Critical	New	
Deprecation of RSS Response for XML Endpoints on Career Sites	The RSS response for XML endpoints on career sites reached End of Development on November 14, 2025 a... Show More	Recruiting	Candidate Experience	Career Sites	Critical	New	
Migration of Interview Scheduling using Microsoft Outlook Integration to Work Tech	We're migrating configurations from Set up Interview Scheduling Outlook Integration page to Work Tec... Show More	Platform Recruiting	Candidate Experience	Interview Scheduling Work Tech (Microsoft Teams Integration)	Critical	New	
Deprecation of Legacy Goal Management	The reac and						
Deprecation of Is Position Below User's Position In Hierarchy (Old Version)	The Hier End						
Permission Changes for Reward Statements on Latest People Profile	The now Prof						



Latest Home Page Is Now Automatically On by Default

We've enabled the latest home page experience automatically in all systems.

The level of impact is High

The screenshot shows the effective people home page. At the top right, three purple callout boxes indicate: **Type: Changed**, **Lifecycle: General Availability**, and **Enablement: Automatically on**. The page header includes the effective people logo, a 'Home' dropdown, and a search bar. A navigation bar contains icons for Delegate Workflows, Request Time Off, Request Feedback, Pay Statement, Give Feedback, Create Activity, Favourite Reports, Company Documents, Manage My Data, Tile Reports, and Reminders. The main content area features a 'Good morning' banner with the effective people logo and a row of quick action buttons: Activate Mobile App, Team Absence Calendar, Complete Payroll Tasks, Admin Alerts, Learning Administration, Candidate Talent Pools, and Benefits Overview. Below this is a 'Needs Attention' section with a 'Job Requisition' card for an Operations Controller (Business) role, submitted on 11 Nov 2025, with a pending duration of 156 days. An 'Organisational Updates' section follows, showing a total of 13 updates and a 'View More' link. The bottom of the page features a navigation bar with tiles for Administration of External Learning, EP Payroll Comparison, EP Fast Hire, and Project Management.

Deprecation of Basic Authentication for APIs

Type: Changed

Lifecycle: Deprecated

Enablement: Automatically on

HTTP Basic Authentication (Basic Auth) is an authentication method used to access APIs in SAP SuccessFactors HCM suite. Compared to other authentication methods, Basic Auth is considered less secure because user ID and password are passed over the network through text. To ensure secure API access, we're deprecating Basic Auth and encourage you to use more secure authentication methods such as OAuth 2.0 and OpenID Connect (OIDC). For more information about these authentication methods, see the Related Information section.

Access to APIs based on HTTP Basic Authentication will reach end of maintenance on June 2, 2023 and will be deleted on November 20, 2026.

The level of impact is High



REMINDER!

Other Release Features



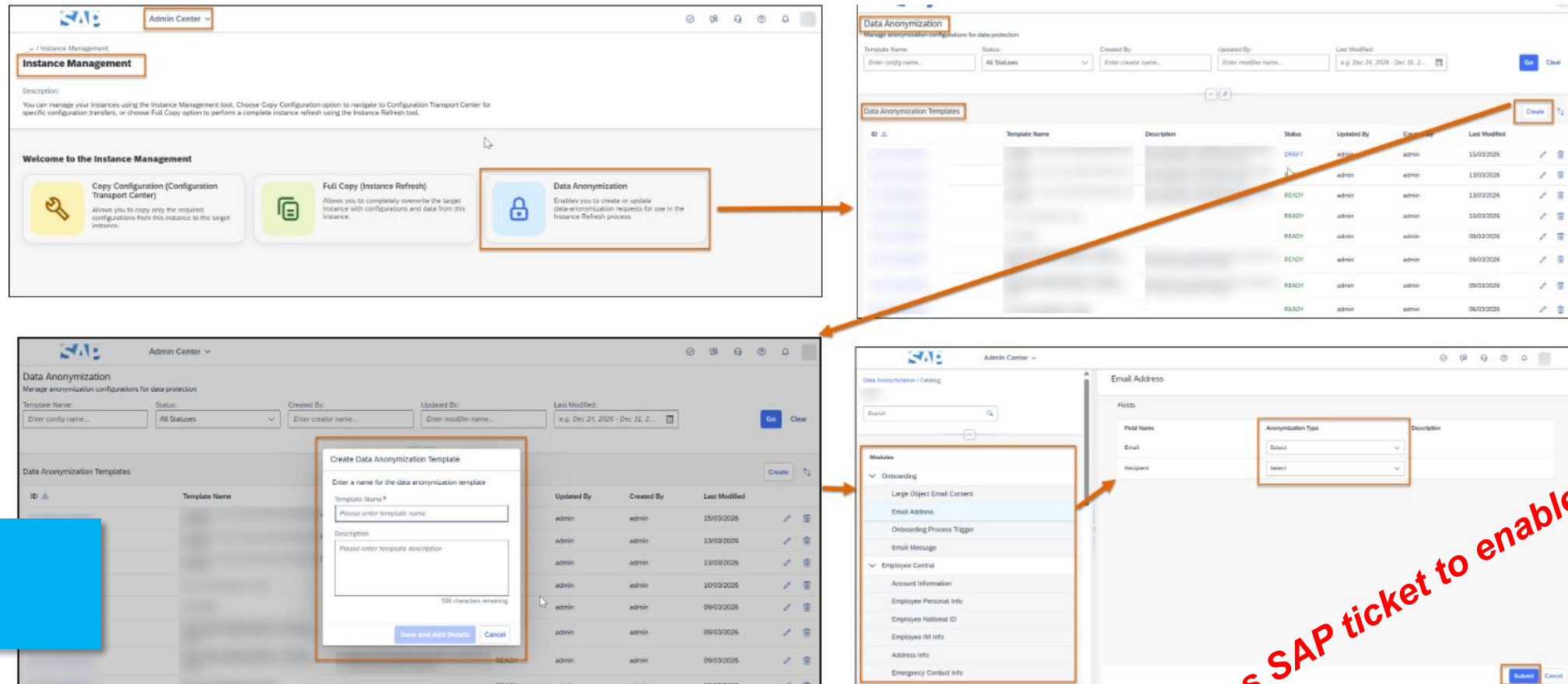
Enhanced Data Anonymization Configuration for Instance Refresh

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

Introduction of a new option in Instance Management page that allows administrators to create and manage data-anonymization templates directly from the Data Anonymization page.



The level of impact is Medium

Requires SAP ticket to enable

Direct Workflow Approval Link in Manage Data Page

Administrators can now access a direct link to the workflow approval page from specific records in Manage Data, streamlining the process of reviewing pending or completed workflows.

The level of impact is Medium

Type: Changed
Lifecycle: General Availability
Enablement: Automatically on

The screenshot shows the 'Manage Data' page in the Admin Centre. The top navigation bar includes 'Admin Centre' and a search bar. Below the navigation, there's a 'Back to: Admin Centre' link and a 'Manage Data' title. The main content area is divided into sections: 'Employee Stocks', 'Stock Options', 'RSUs', and 'Phantom Stocks'. The 'Employee Stocks' section contains a table with columns for 'externalCode', 'Grant Date', 'Number of Stocks Granted', and 'Grant Price'. A 'Take Action' menu is open over the first row, with 'Navigate to Workflow' highlighted. The 'Stock Options' section has a table with columns for 'externalCode', 'Grant Date', 'Quantity', and 'Quantity Available'. The 'RSUs' section has a table with columns for 'externalCode', 'Grant Date', 'Quantity', and 'Quantity Available'. The 'Phantom Stocks' section shows a message: 'No data for Phantom Stocks available or you do not have the necessary permission.' The bottom of the page shows the update date: 'Updated by [redacted] on Friday, 27 September 2024 at 18:17:29 GMT+5:30'.

externalCode	Grant Date	Number of Stocks Granted	Grant Price
[redacted]	01/09/2016	120	23
[redacted]	04/09/2019	56	123

externalCode	Grant Date	Quantity	Quantity Available
[redacted]	01/09/2022	10	10



New Manage Super Admin Access Tool

As an administrator, you can now manage super admins for Learning and Platform from a unified access management page using the new Manage Super Admin Access admin tool.

Previously, you managed super admins in Manage RBP Admin and Super Admin Access.

The level of impact is Low

Type: New
Lifecycle: General Availability
Enablement: Automatically on

Admin Centre / Manage Super Admin Access

Manage Super Admin Access

You can manage super admin users and their permissions. Users fall into two categories based on their permission levels: "admin overseers" and "super admins."

To verify if the super admin has successfully synced to Learning and has access to admin functionality, go to [Learning Administration > System Administration > Security > Administrators](#).

Grant Manage Learning Admin access to all existing super admins. Enable

User Assignment ID	Display Name	Admin Type	Access Granted	Actions
<input type="checkbox"/>		Super Admin ⚠	Manage RBP Admin and Super Admin Access User Search Manage Provisioning Access Manage Learning Admin Access	✎ 🗑
<input type="checkbox"/>		Super Admin ⚠	Manage RBP Admin and Super Admin Access User Search Manage Provisioning Access Manage Learning Admin Access	✎ 🗑
<input type="checkbox"/>		Super Admin ⚠	Manage RBP Admin and Super Admin Access User Search Manage Provisioning Access Manage Learning Admin Access	✎ 🗑
<input type="checkbox"/>		Super Admin ⚠	Manage RBP Admin and Super Admin Access User Search Manage Provisioning Access Manage Learning Admin Access	✎
<input type="checkbox"/>		Super Admin ⚠	Manage RBP Admin and Super Admin Access User Search Manage Provisioning Access Manage Learning Admin Access	✎ 🗑

Secondary login sessions now block access to Manage Support Access for support users and implementation partners. As an administrator, you can prevent partners and SAP support from changing support access during secondary login.



Latest Home Page

With the new Home Page a lot of new features and functionalities are being added to the solution.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- **Brand Image on the Latest Home Page**
 - *Allows up to 10 brand images that can be assigned to different target groups*
- **Ability to Hide Featured Cards on the Latest Home Page**
 - *All cards are enabled by default, but you can now control which to hide.*
- **Background Image for the Latest Home Page**
 - *You can now choose to configure a background image for the latest home page, instead of a background color.*
- **Personal Quick Links on the Latest Home Page**
 - *The users can now create up to 5 personal quick links to display on your home page.*
- **Mobile App Promotion Card on the Latest Home Page**
 - *Easier promotion of your Mobile Access if you are currently using it*
- **View All Cards on the Latest Home Page**
 - *New ways have been added for displaying cards with sections of “Needs Attention” and “Organizational Updates”*

Functionalities that have been deprecated from the Home Page is the favorites and survey cards.

Latest home page is automatically on by default now



New Manage RBP Admin Access Tool

The previous Manage RBP Admin and Super Admin Access tool is now divided into two separate tools: Manage Super Admin Access and Manage RBP Admin Access.

The level of impact is Low

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Admin Centre

Search for actions or people

Admin Centre / Manage RBP Admin Access

Manage RBP Admin Access

Use this page to manage Role-Based Permissions administrators and configure their notification settings.

RBP Admin Users (36)

User Assignment ID	Display Name	Notify This User	Access Granted	Actions
<input type="checkbox"/>		No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>		No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>		No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>		No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>		No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>		No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>		No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>		No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>		No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>		No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>		No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>		No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>		No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>		No	View Group View Role Edit Group Edit Role	Edit Delete
<input type="checkbox"/>		No	View Group View Role Edit Group Edit Role	Edit Delete

Use the **Manage RBP Admin Access** tool to:

- Add, update, and remove RBP admins.
- Grant **View Role**, **View Group**, **Edit Role**, **Edit Group**, and **Notify this user of RBP Changes** access to the RBP admins.
- Configure notification settings for RBP admins using the **RBP Notification Settings** capability

Replacement of Provisioning Settings with Admin Center Settings: 2H 2026 Batch

The 2H 2026 batch of provisioning settings will be deleted from provisioning on November 13, 2026. You can find them in the Admin Center starting six months earlier in 1H 2026.

The level of impact is Low

About 87 features are moving from Provisioning to Admin Center. This includes the following areas:

- Background Check
- Cross Talent
- Goal Management
- Manage Calibration
- Manage Employee Central
- Manage Recruiting
- Performance Management
- Platform

Type: Changed

Lifecycle: Deprecated

Enablement: Automatically on

The screenshot shows the SAP Admin Center interface for 'Authorised SP Assertion Consumer Service Settings'. At the top, there is a search bar and navigation icons. Below the header, a warning message states: 'Please note that SHA-1 has reached the end of maintenance as of November 2021, and will be deleted as of November 2024. All existing Assertion Consumer Service (ACS) entries still using SHA-1 must be updated to SHA-256 immediately. To update to SHA-256, please ensure that the downstream application related to the ACS entry will support the SHA-256 certificate. Use the "Download SuccessFactors IdP Metadata with SHA-256 Certificate" link to assess this readiness.' Below the warning is a table with columns: Assertion Consumer Service, Logout URL, Audience URL, SP Mapping Key, Application Name, Prevent Proxy User, Use Email Assertion, SHA-256 Certificate, and Actions. The table lists several applications, including Recruiting Posting, SAP Business Technology Platform, SAP Analytics Cloud, Learning, Jam Collaboration, EC Payroll, Workforce Analytics, and Other Application. A red diagonal watermark 'Platform example' is overlaid on the table.

Assertion Consumer Service	Logout URL	Audience URL	SP Mapping Key	Application Name	Prevent Proxy User	Use Email Assertion	SHA-256 Certificate	Actions
				Recruiting Posting	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	edit delete
				SAP Business Technology Platform	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	edit delete
				SAP Analytics Cloud	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	edit delete
				Learning	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	edit delete
				Jam Collaboration	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	edit delete
				EC Payroll	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	edit delete
				Workforce Analytics	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	edit delete
				SAP Business Technology Platform	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	edit delete
				Other Application	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	edit delete

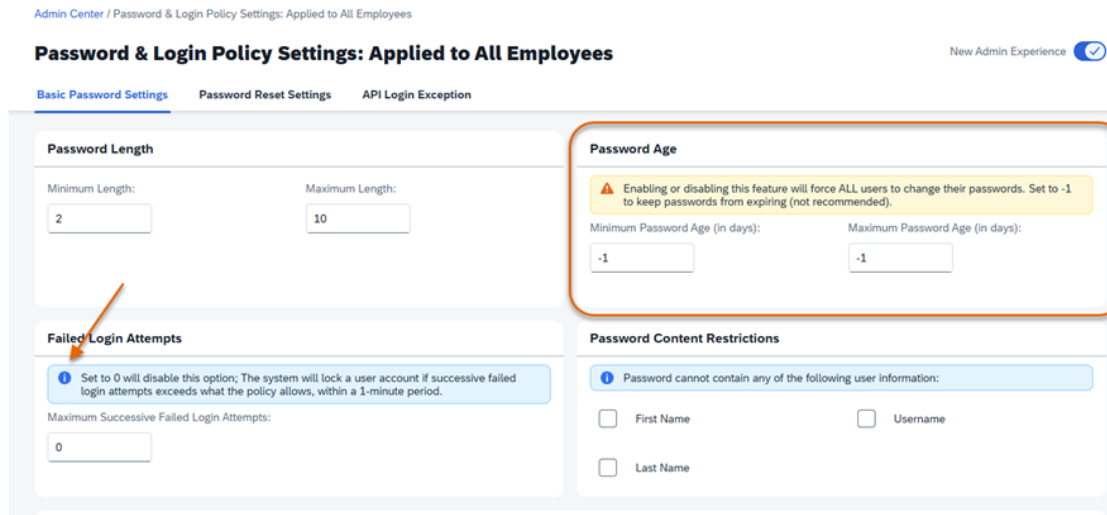


Administrator Pages Revamp for 1H 2026

We revamped pages in Admin Tools to align with current SAP user interface standards. The pages have the same settings and functions.

The new standards are more pleasant to use and introduce new patterns like easily searching for settings within a page.

The level of impact is Low



Admin Center / Password & Login Policy Settings: Applied to All Employees

Basic Password Settings | Password Reset Settings | API Login Exception

Password Length
Minimum Length: 2 | Maximum Length: 10

Failed Login Attempts
Set to 0 will disable this option; The system will lock a user account if successive failed login attempts exceeds what the policy allows, within a 1-minute period.
Maximum Successive Failed Login Attempts: 0

Password Age
Enabling or disabling this feature will force ALL users to change their passwords. Set to -1 to keep passwords from expiring (not recommended).
Minimum Password Age (in days): -1 | Maximum Password Age (in days): -1

Password Content Restrictions
Password cannot contain any of the following user information:
 First Name Username
 Last Name

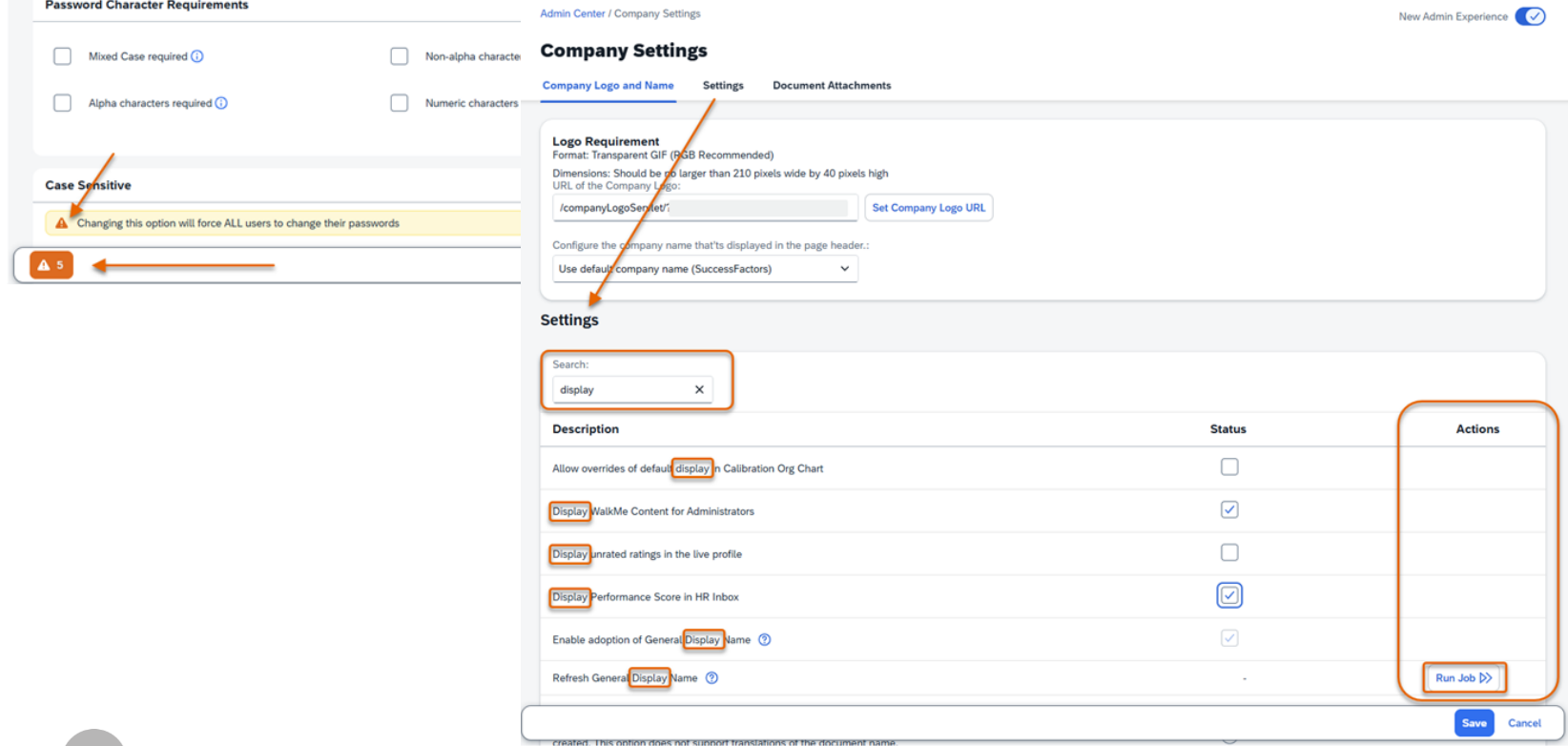
Password Character Requirements
 Mixed Case required Non-alpha character
 Alpha characters required Numeric characters

Case Sensitive
Changing this option will force ALL users to change their passwords

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on



Admin Center / Company Settings

Company Logo and Name | Settings | Document Attachments

Logo Requirement
Format: Transparent GIF (GIF Recommended)
Dimensions: Should be no larger than 210 pixels wide by 40 pixels high
URL of the Company Logo: /companyLogoServlet/ | Set Company Logo URL

Configure the company name that's displayed in the page header:
Use default company name (SuccessFactors)

Settings

Search: display

Description	Status	Actions
Allow overrides of default display in Calibration Org Chart	<input type="checkbox"/>	
Display WalkMe Content for Administrators	<input checked="" type="checkbox"/>	
Display unrated ratings in the live profile	<input type="checkbox"/>	
Display Performance Score in HR Inbox	<input checked="" type="checkbox"/>	
Enable adoption of General Display Name	<input checked="" type="checkbox"/>	
Refresh General Display Name		

Run Job >>> | Save | Cancel



Updates to the Manage Languages Page

The Manage Languages page has been redesigned to consolidate language-related settings and improve clarity in language management workflows.

The level of impact is Low

The screenshot displays the 'Manage Languages' page in the Admin Centre. The page is titled 'Admin Centre' and includes a search bar for actions or people. The main heading is 'Manage Languages', with a sub-heading explaining that users can manage built-in system languages, download default labels, and use debugging tools. The page is divided into several sections:

- Locale List:** A table listing various locales with their codes and custom translation status. The 'Manage Translations' tab is highlighted.
- Debugging:** A sidebar menu with options like 'Locale', 'English Debug', and 'English Debug Apostro'.
- Configure Latest People Profile:** A section with a search bar and a list of configuration options, including 'Employee Central' and 'Platform Configuration'.
- Table of Categories:** A table listing various categories and their corresponding card titles, with a 'Card Help' column.

Three callout boxes on the right side of the image highlight key changes:

- Type: Changed**
- Lifecycle: General Availability**
- Enablement: Automatically on**

Locale	Locale Code	Custom Translation	Actions
Dansk (Danish)	da_DK	Enabled	Actions >
Deutsch (German)	de_DE		Actions >
English UK (English UK)	en_GB	Enabled	Actions >
English US (English US)	en_US	Enabled	Actions >
Română (Romanian)	ro_RO	Enabled	Actions >

Category Name / Card Title	Card Help
> Personal Data	Personal Data
> Job Data	Job Data
> Compensation	Compensation
> Time Management	Time Management
> Benefits	Benefits
> Payroll	Payroll
> Performance and Goals	Performance and Goals
> Succession	Succession
> Learning and Development	Learning and Development
> Talent Profile	Talent Profile
> Talent Flags	Talent Flags
> Admin	Admin
> Job Profile	Job Profile



SAP User Experience Updates in 1H 2026

We made several enhancements to the SAP user experience updates that are now available in all systems.

geoff

Geoff Hill (ghill)
Production Director

Search "geoff" in Directory Search

Notifications

Congratulations! You have a new direct report: Katrin Bauer with effective date Monday, June 10, 2019. Pleas...

2020-06-23, 05:34 AM [More](#)

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

Miguel Rodriguez
mrodriguez-1
Production Planning Engineer
On Global Assignment

Settings

Proxy

My Proxies My Account Holders

My Proxies (11)

Display Name	Start Date	End Date	Proxy Rights	Actions
[Redacted]	Mar 10, 2026 8:00AM	Mar 24, 2026 8:00AM	Details	Edit Delete
[Redacted]	Mar 20, 2026 2:42AM	Apr 01, 2026 2:42AM	Details	Edit Delete
[Redacted]	Mar 05, 2026 3:41AM	Mar 18, 2026 2:41AM	Details	Edit Delete
[Redacted]	Mar 19, 2026 2:38AM	Mar 21, 2026 2:38AM	Details	Edit Delete
[Redacted]	Mar 19, 2026 2:36AM	Apr 01, 2026 2:36AM	Details	Edit Delete
[Redacted]	Feb 24, 2026 5:09PM	Mar 12, 2026 4:09PM	Details	Edit Delete
[Redacted]	May 03, 2026 12:00PM	May 04, 2026 12:00PM	Details	Edit Delete
[Redacted]	Feb 02, 2026 12:14AM	Feb 02, 2030 12:14AM	Details	Edit Delete
[Redacted]	Feb 11, 2026 5:45PM	Mar 26, 2026 5:45PM	Details	Edit Delete
[Redacted]	Jan 25, 2026 5:14PM	Feb 26, 2026 5:14PM	Details	Edit Delete
[Redacted]	Jan 01, 2026 4:17PM	Jan 01, 2036 4:17PM	Details	Edit Delete

The level of impact is Low

Give Feedback



View Owner Information Columns in Manage Documents

Administrators can now view document owner details and description information directly in the document list on the Manage Documents page, making it easier to identify documents and review additional information.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The screenshot shows the 'Manage Documents' interface in the Admin Center. A 'View Settings' dialog box is open, allowing administrators to configure which columns are visible in the document list. The dialog has a 'Reset' button and a list of settings:

- Uploaded By
- Owned by User ID
- Owned by User Name
- Owned By
- Module
- Uploaded On
- Description

The 'Owned by User ID', 'Owned by User Name', and 'Owned By' options are highlighted with orange boxes. The 'Description' option is also highlighted with an orange box. The background shows a document list table with the following columns: 'Document Name (Uploaded)', 'Owned by User ID', 'Owned by User Name', 'Owned By', and 'Document Entity'. The 'Owned by User ID', 'Owned by User Name', and 'Owned By' columns are highlighted with orange boxes in the table header.

Document Name (Uploaded)	Owned by User ID	Owned by User Name	Owned By	Document Entity
8	4	U [redacted]	Jon [redacted]	User
5	4	U [redacted]	Jon [redacted]	User
7	4	U [redacted]	Jon [redacted]	User
0	4	U [redacted]	Jon [redacted]	User

The level of impact is Low

Translation Hints for Predefined Category Names in People Profile Admin Tool

When you edit names for predefined categories in the Configure Latest People Profile tool, the translations popup now shows SAP-delivered localized titles as read-only hints for each language available in your system.

The level of impact is Low

Configure Translations

Language	Localized Title
English UK (English UK):	Personal Data
English US (English US):	Personal Data
Español (Mexico):	Datos personales
Español (Spanish):	Datos personales
Français (French):	Données personnelles
Français canadien (Canadian French):	Données personnelles
Hrvatski (Croatian):	Osobni podaci
Italiano (Italian):	Dati personali
Latviešu (Latvian):	Personas dati

Buttons: Save, Cancel

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Latest People Profile

With the universal upgrade of the Latest People Profile, H1 2026 has provided a list of new features to improve the People Profile Functionality.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- Enhancements to Profile Preview and Spotlight of Latest People Profile
 - Allows for better visibility and indicators in Preview & Spotlight. A great change are the new functionalities for better navigation with the Action Buttons and allow opening the Full Profile as well as Org Chart in a new tab.
- Enhancements to Editing UI of Full Profile
 - Simple changes that does provide some quality-of-life changes for Boolean fields, alert messages and more. Makes editing more guided.
- Enhancements to Data Viewing in Full Profile
 - Improved messaging and overview when viewing the data in the Full Profile. Better alert messages and pending approval texts should make the experience better.
- Support for UI Integration Cards in Spotlight View on the Latest People Profile
 - You can now create custom UI Integration cards for the Spotlight view on the latest People Profile.
 - *This does require Business Application Studio, BTP and IAS.*

The level of impact is Low.



Deprecation or Deletion

Features and Functionalities

Description	Timing
Replacement of User Role Search with RBP Troubleshooting	The User Role Search admin tool is Deleted as of May 15, 2026.
Deprecation of Manage Asserting Parties Page	The Manage Asserting Parties page in SAP SuccessFactors will reach end of maintenance on May 14, 2026 and be deleted on November 20, 2026.
Deprecation of Help and Tutorials, Handout Builder, and Admin Resources	Three related, legacy features– Help and Tutorials, Handout Builder, and Admin Resources– all reach End of Maintenance on May 20, 2022 and will be deleted on November 14, 2026.
Legacy Org Chart Removed from Mobile Settings	The legacy Org Chart settings from Mobile Settings has been removed Enable Mobile Features as part of the universal rollout of the latest Org Chart experience in 1H 2025.
Spell Check Feature Is Deleted	The Spell Check feature is Deleted on May 15, 2026.
Data Viewing in Legacy People Profile Is Deleted	The feature of viewing data in the legacy People Profile is Deleted as of May 15, 2026.
Deprecation of To-Do Panel	The To-Do Panel will reach End of Development on May 16, 2025 and will be Deleted on May 14, 2027.
Deprecation of User Login using Employment Username	We're deprecating basic authentication user login using SuccessFactors employment username and password by May 15, 2026
Deprecation of Editing UI of Legacy People Profile	The feature of editing data in the legacy People Profile will reach End of Maintenance on November 15, 2027 and be deleted on November 15, 2027.
Deprecation of History UI of Legacy People Profile	The feature of viewing and editing history records of effective-dated entities in the legacy People Profile will reach End of Maintenance on November 15, 2027 and be deleted on November 15, 2027.
Deprecation of Legacy Home Page Experience	The legacy home page experience (introduced in 2H 2020) will reach End of Development on November 25, 2025 and will be Deleted on November 13, 2026.

Product Road Map



Roadmap

Platform

FUTURE RELEASE

Work tech: marking of goals as complete in Microsoft Teams

- Ability to receive overdue goal reminders instantly in the form of notification cards
- Allow employees to mark goals as complete in Microsoft Teams

SAP SuccessFactors HCM Suite

Open



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

SAP SuccessFactors Employee Central

Open



FUTURE RELEASE

Mobile performance management reimagine

Reimagine the mobile performance management experience to close major gaps and address main customer pain points

SAP SuccessFactors HCM Suite

Open



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

SAP SuccessFactors Employee Central

Open





Thank you

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