effective people

# 1H 2026 Release Briefing Series

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# Time Management

1H 2026 Release Briefing

A GPStrategies Company

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Senior SuccessFactors Consultant
SuccessFactors Experience: Since 2021

Highly experienced and professionally certified SAP SuccessFactors Consultant with special expertise in Employee Central and Time Management.

# Agenda

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

# Most Important Topics

# Collision Handling for Absences and Attendances

Admins can configure how the system manages overlaps between absences and attendances, allowing accurate time tracking.

The level of impact is low.

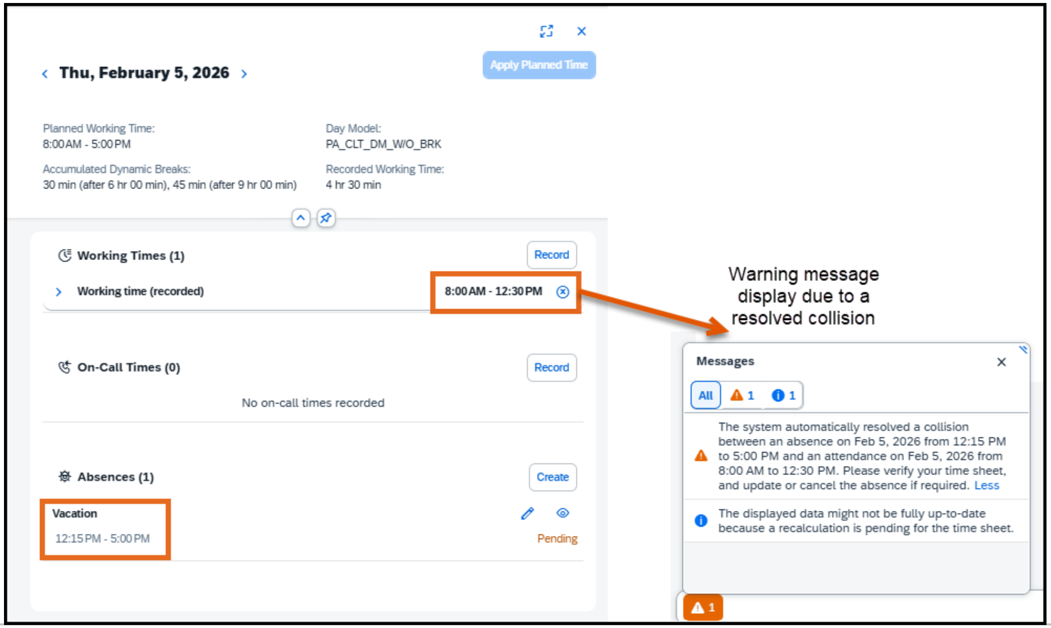
The new Collision Handling between Absences and Attendances feature provides robust and configurable options to resolve such overlaps, ensuring your time tracking records reflect real-world scenarios and policies. With this enhancement, you can now configure how the system behaves when absences and attendances overlap.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer Configured

**Attendances with Overlapping Absences:** Now, the system supports importing or entering time punches even during absence periods.
**Attendance or On-call Hours Outside Absences hours:** With the new collision handling, employees can log work outside the absence hours.



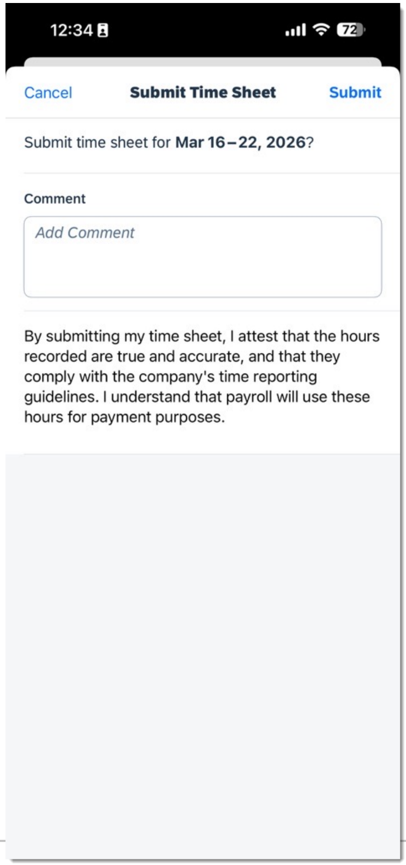
# Attestation Support in Mobile Time Sheet

Employees can now view and confirm attestation agreements in Mobile Time Sheet during time sheet submission, with content based on time recording profiles.

The level of impact is low.

When submitting a time sheet in their mobile app, employees are now shown an attestation agreement that is dynamically determined based on their time recording profile. Customers can configure the attestation text in the Web application to maintain their own required statements. Employees can read the agreement before submitting their time sheet.

The feature ensures that employees provide legally required electronic consent during time sheet submission and helps us achieve feature parity with the Web application.




**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer Configured

# Enhancements to Time Off and Time Sheet Custom Workflow Notifications

This feature allows to set up custom workflow notifications for Time Off, Time Sheet and Single Record Approvals using the Document Generation framework.

The level of impact is low. It allows admins to create custom workflow messages

This framework supports additional tokens, which helps you to provide more contextual and dynamic e-mail notifications for Time Off, Time Sheet and Single Record Approvals using the Document Generation framework.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer Configured

Document Generation Template:

Insert New Record

Template ID * TS_WF_TEMPLATE
Template Name * TS_WF_TEMPLATE
Short Description
Category * Workflow
Country
Language * English US (English US) (en_US)
Calendar * Gregorian
Digital Signature * Not Applicable
Group TS_TIME_WORKFLOW_GROUP (TS_TIME_WORKFLOW_GROUP)
Status * Active
Email Subject workflow notification
Template Content * Dear Manager ,
Your employee
[[Employee]] has submitted the time sheet for period [[start date]]- [[end date]]. Please review and approve
Thanks and Warm Regards,
Time & Attendance Team

Create Template Copy

New Template ID
New Template Name
New Template Language

# Other Release Features

# Deprecation of Accrual Posting Method "Classic"

The Accrual Recalculation Posting Method Classic will reach the End of Development On November 12, 2027 and will reach the End of Maintenance and be Deleted on May 12, 2028.

The level of impact is low.

The reason of this change because No Recalculation Postings has these advantages over the Classic accrual recalculation posting method:

- Less data volume, especially for daily accruals.
- There are no longer any issues if you have duplicate accruals. If you use the No Recalculation Postings method, duplicate accrual postings are cleaned up automatically.
- If the accrual posting method is changed during recalculation, the date change is considered as well. The Classic method only considers quantity changes.

The Accrual Recalculation Posting Method Classic will be removed from the Time Account Type with the 2H 2027 release and all Time Account Types will be migrated to No Recalculation Postings.

**Type:** Changed

**Lifecycle:** Deprecated

**Enablement:** Automatically on

# Enhanced APIs for TimeAccountPayout and TimeAccountSummary

Administrators benefit from simplified and accurate integration of time account and payout data with third-party payroll systems, reducing manual effort and improving data consistency.

The level of impact is low. Simplify the creation of integrations using Integration Center.

The OData V2 APIs for Time Account Payout and Time Account Summary are now available in Integration Center, enabling integration with third-party payroll systems.

The Time Account Payout API allows you to send payout information, such as one-time payments, directly to payroll. Meanwhile, the Time Account Summary API provides up-to-date details on accruals and balances for each time account, making it easy to transfer comprehensive time account data for payroll processing. These APIs are publicly available and can be used to automate and streamline data exchange between SAP SuccessFactors Employee Central Time Off and external payroll systems.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on

# Notification Cards for Absence Changes in Microsoft Teams

Users now receive a notification card in Microsoft Teams when an absence is updated, rejected, or deleted in the SAP SuccessFactors system.

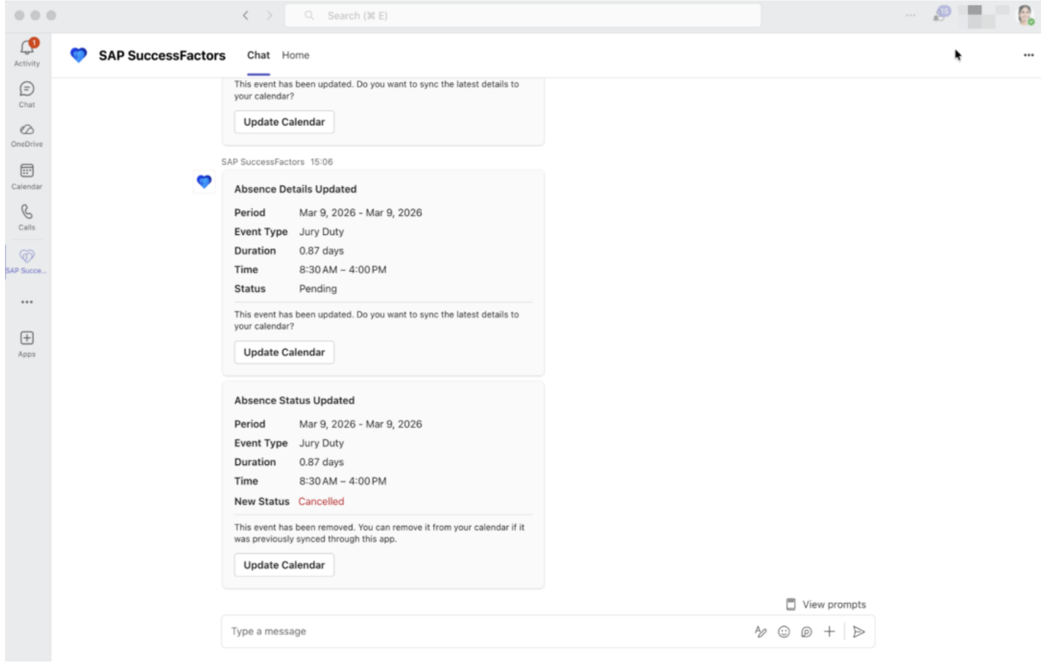
The level of impact is low. This enhancement helps maintain accurate information in Microsoft Teams and Outlook calendars.

The notification card displays key absence details, such as the period, event type, duration, time, and status. They are sent when there are changes to the absences, provided that the corresponding feature switch is enabled in Admin Center.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer configured




- When the Sync Absences to Calendar feature switch is enabled in Admin Center, the card includes an Update Calendar option that allows users to keep their Microsoft Teams and Outlook calendars up to date. This option works only for absences that were previously synced using the Sync Absences to

# New Work Capacity and Incapacity Percentage Fields for Norway

New fields for Norway: Work Capacity Percentage and Work Incapacity Percentage

The level of impact is low.

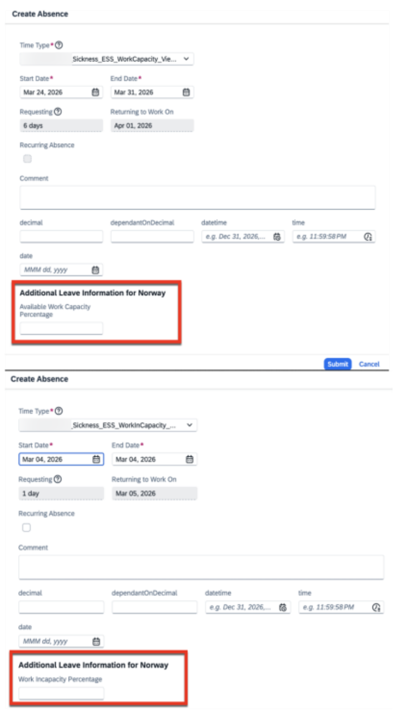
For Norway, two new fields **Work Capacity Percentage** and **Work Incapacity Percentage** are available in Employee Central Time Off for relevant absence types.

The Work Capacity Percentage field is replicated to payroll IT2001 for standard payroll processing. The Work Incapacity Percentage field is offered for customers who import absence data directly from government files, reflecting the data as received. However, only the Work Capacity Percentage is supported in standard payroll replication. These fields are available when creating or editing partial absence records for employees in Norway.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on



# New Work Incapacity Percentage Field for Sweden

New field for Sweden: new Work Incapacity Percentage

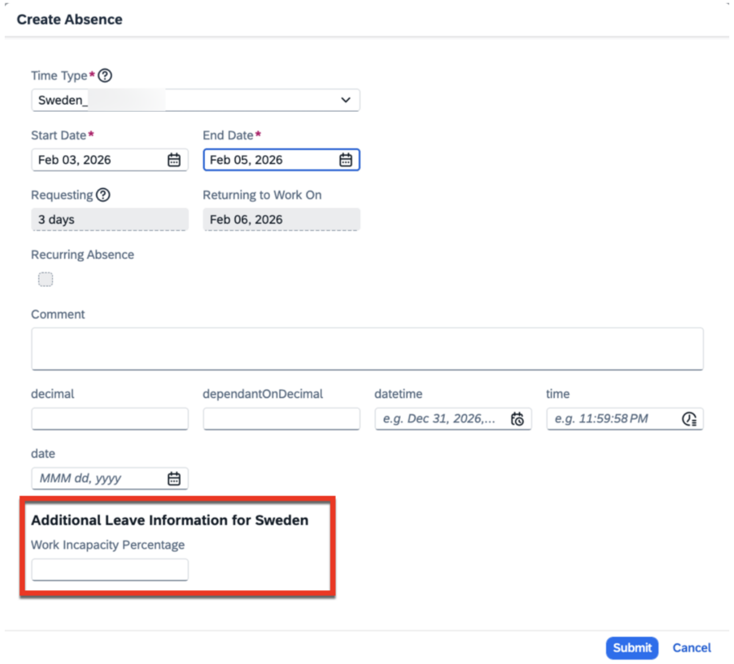
The level of impact is low.

The new field Work Incapacity Percentage is available in Employee Central Time Off for all relevant absence types. You can configure this field based on your business processes. The Work Incapacity Percentage field represents the percentage of time an employee is on leave and is replicated to payroll IT2001 for standard payroll processing. This field is available when creating or editing partial absence records for employees in Sweden.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on



# FMLA: Half-Day Absences Based on Clock Time Now Supported

You can now record half-day absences or any specific time period for clock time-based intermittent absences

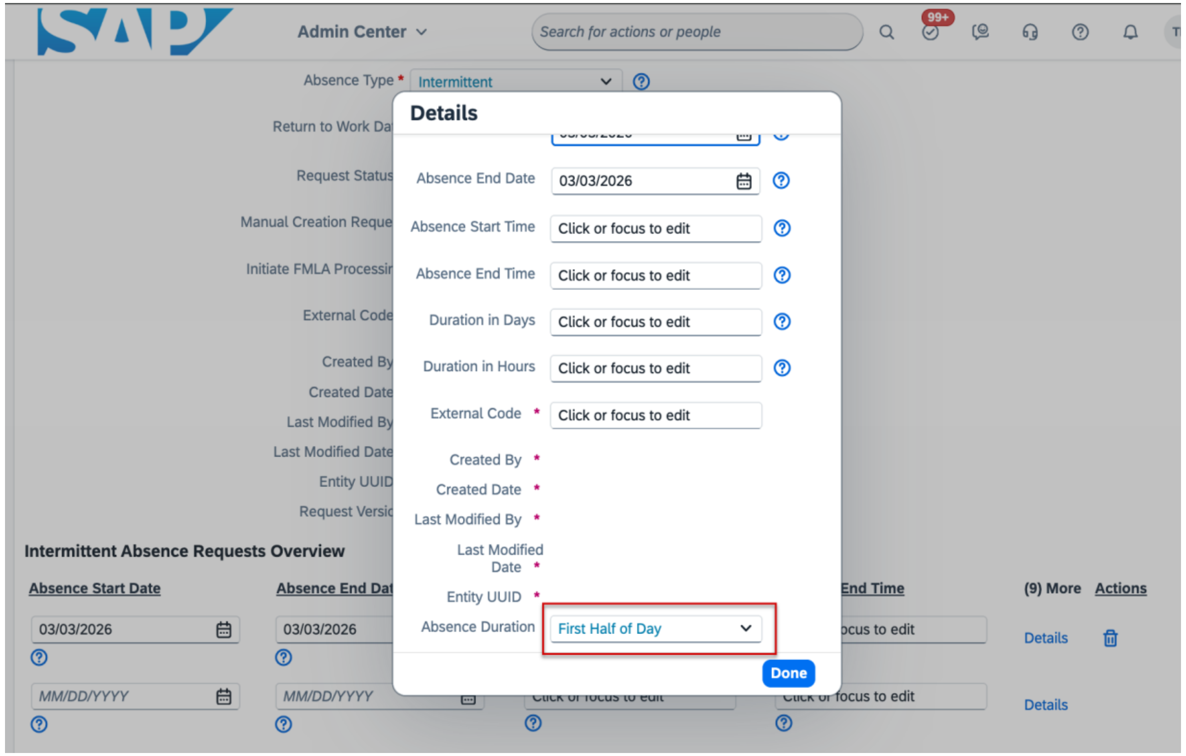
The level of impact is low.

When an FMLA request is received from the provider, the system checks internal configurations to determine which absences to create based on the FMLA reason and the employee. The system then generates the relevant absences automatically, complying with predefined configurations. We now have a dashboard that lists FMLA requests. You can filter by the employee name, request status, and absences processing status. You can also view the request period for FMLA requests. This feature was already released for general availability in the 2H 2025 release and we have now enhanced this feature.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on



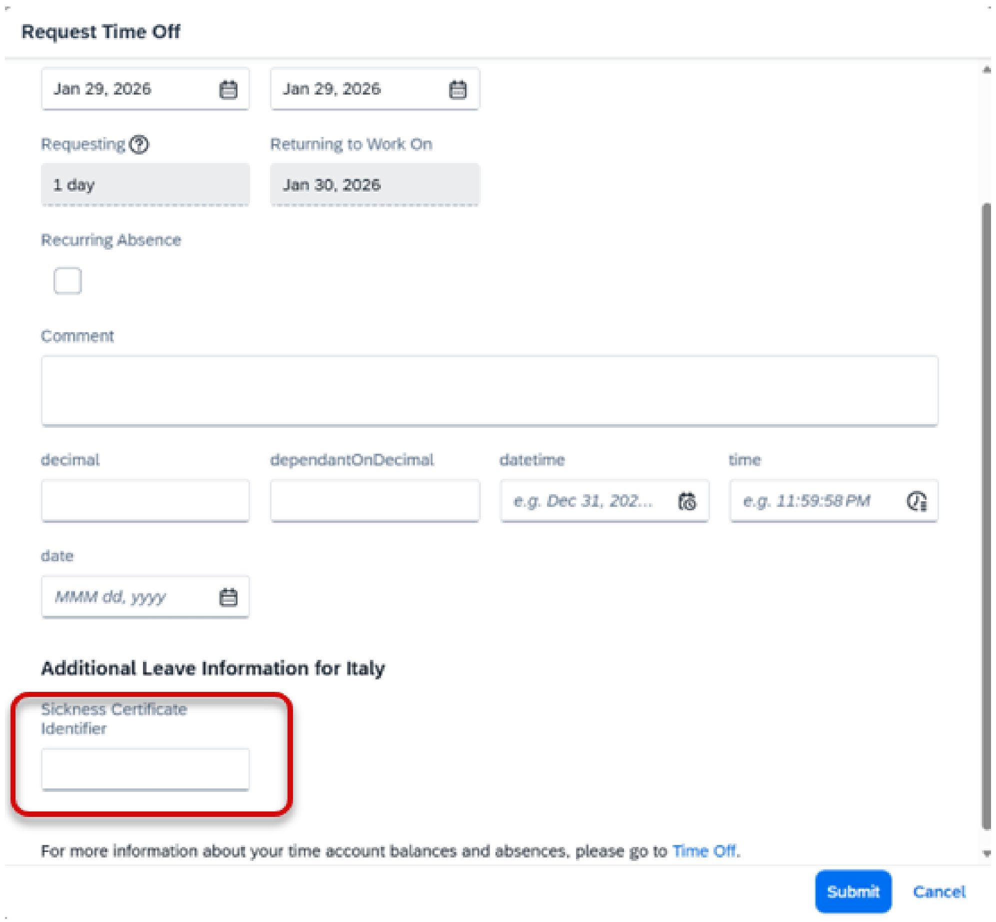
# New Sickness Certificate Identifier Field for Italy

This field was introduced to comply with the legal requirement introduced in Italy to track and validate sickness certificates provided by employees. The sickness certificate identifier can either be recorded by the administrator or by the employee themselves using ESS.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on




Employers can comply with the legal requirement to record the sickness certificate identifier.

The level of impact is low.

# Automated Update of Labels for Temporary Time Information To-Do Cards

When you modify the standard SAP SuccessFactors labels using the Manage Languages feature, the labels are now automatically updated for the Temporary Time Information To-Do cards on the Home Page

The level of impact is low.

Previously, when the labels were changed for Temporary Time Information workflow to-do cards, the labels weren't automatically refreshed.

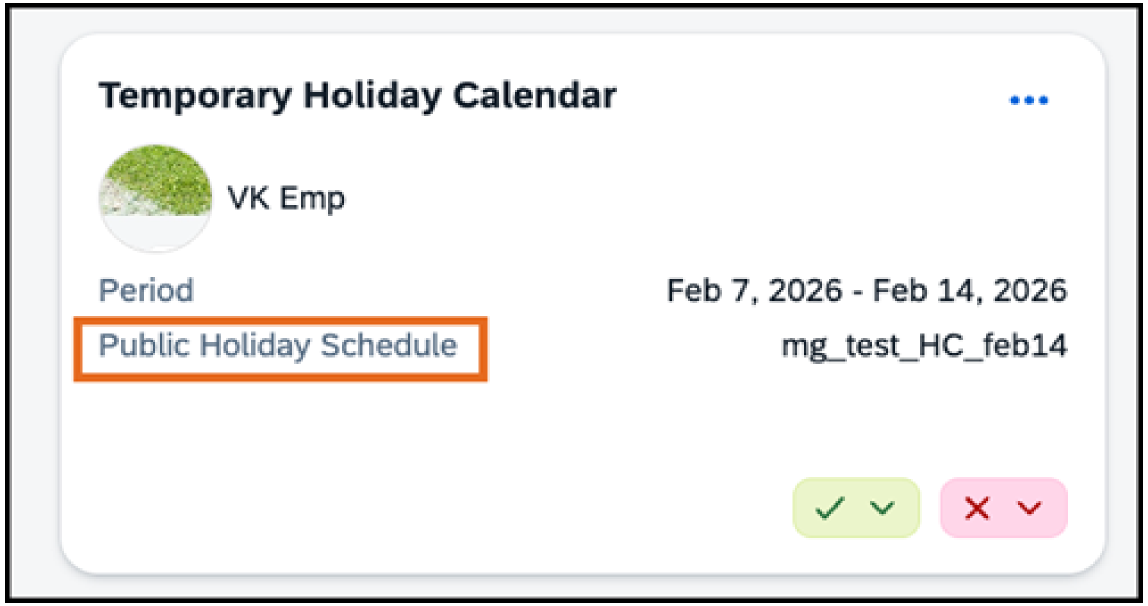
The labels on the Temporary Time Information to-do cards are now automatically updated if you customize the standard SAP SuccessFactors labels. You can create custom translations for existing labels using either of the following ways:

- Using the **Manage Languages feature**, you can upload a CSV file which has the message keys to be translated and the locale information
- You can search for the relevant message key or label from the available list and modify its translation.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on



# Changes to the Work Schedule Finder

Work Schedule Finder is the tool for searching and assigning an appropriate work schedule to an employee. The operations supported are the same as the previous version of the work schedule finder. However, the workflow is changed such that the creation of the work schedule follows a wizard style process.

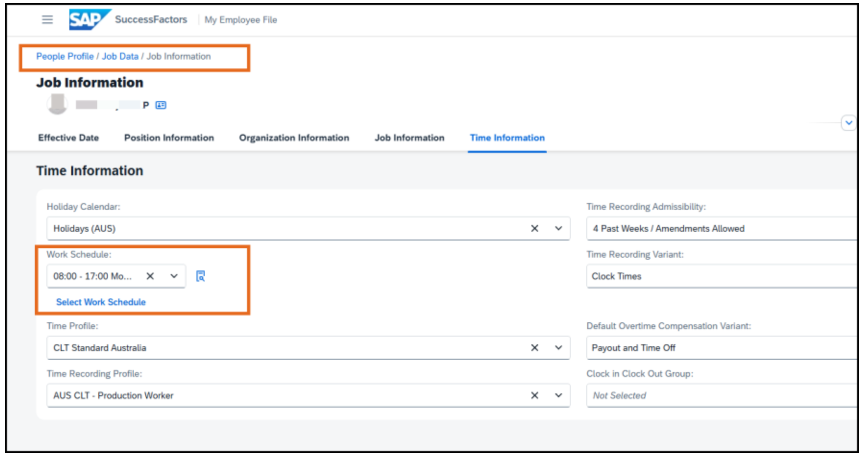
**Type:** Changed

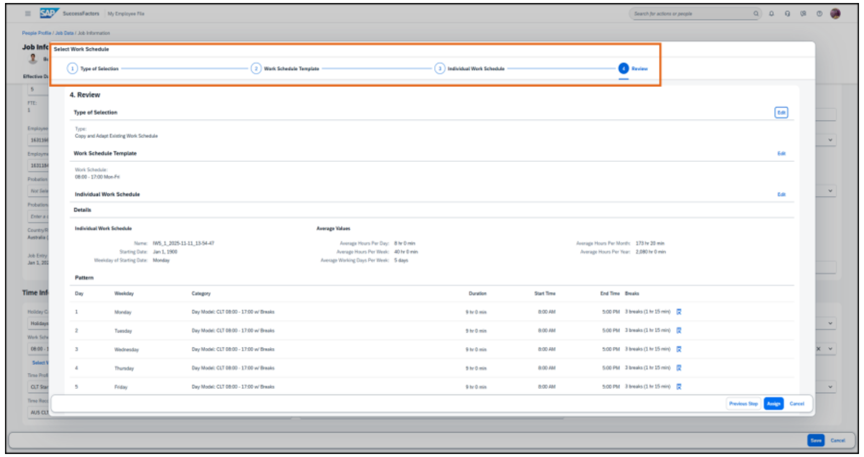
**Lifecycle:** General Availability

**Enablement:** Customer Configured

The Work Schedule Finder now uses a wizard-style process for creation and assignment of a work schedule in the latest People Profile

The level of impact is low.




The change in the workflow is evident when you perform the following actions:

- Search and assign an already existing work schedule.
- Copy an existing work schedule as a template and modify it to the requirements of a specific user.
- Create a new individual work schedule to reflect the unique working time requirement.

# Handling No-Show Employees in Time Management

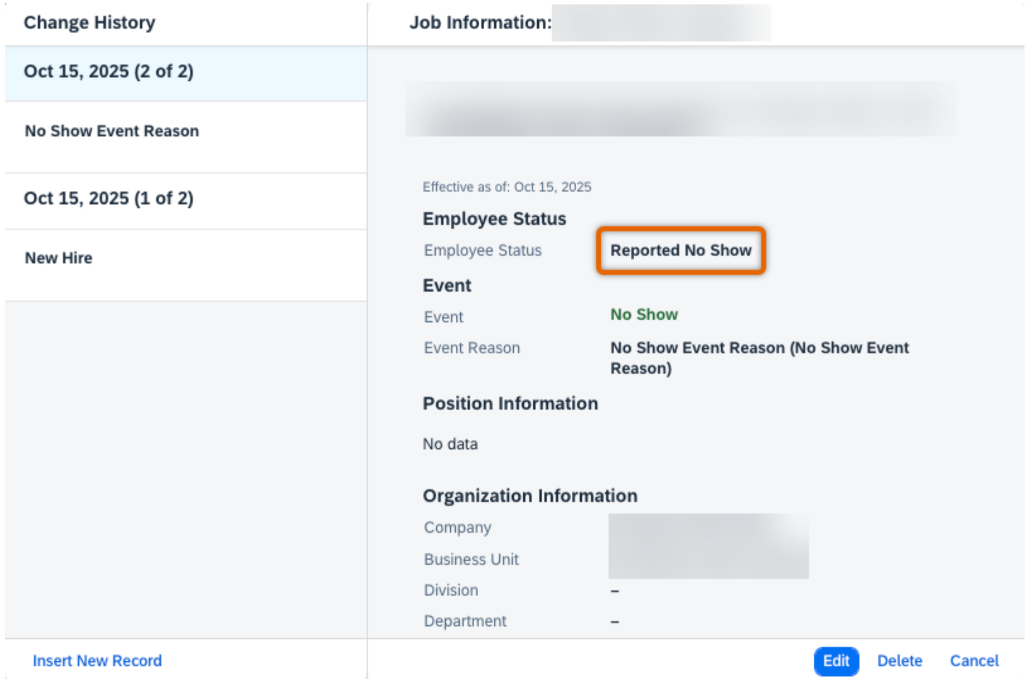
When a new hire is marked as a No Show, the system automatically triggers termination handling: accruals are stopped, existing time accounts are deleted, and the employee is excluded from future accruals and account creation. Any existing time sheets are set to inactive, and no new ones are created.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Customer Configured

Now, employees marked as No Show are treated as inactive in the same way as terminated employees.




The level of impact is low.

# New Parameter for Absence Counting Rules

You can now create absence counting rules that differentiate between holidays that fall on scheduled working days and holidays on non-working days.

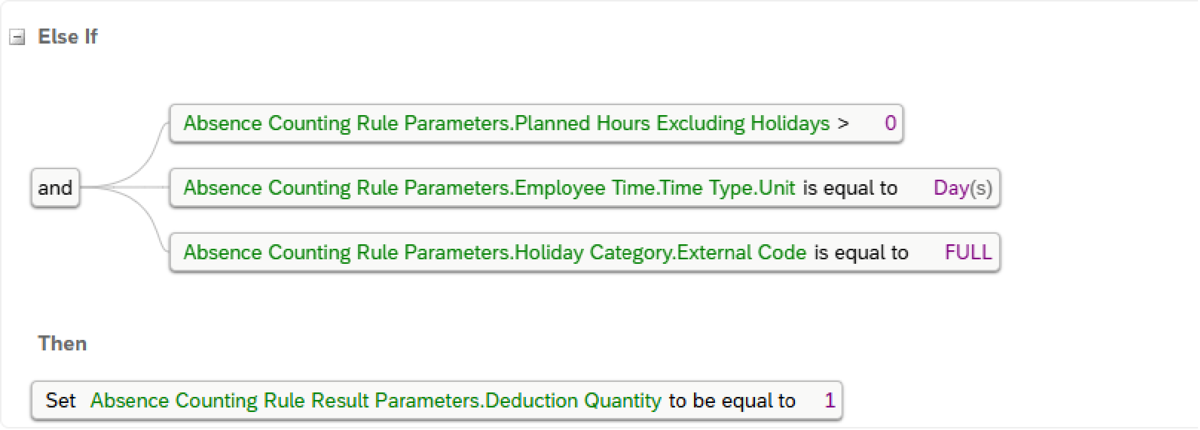
The level of impact is low.

Absence counting rules now include the **Planned Hours Excluding Holidays** parameter. This parameter helps ensure that absences on holidays that are also working days can be counted correctly, while holidays on non-working days are not considered for deduction. Temporary schedule changes are also reflected in the parameter, further improving accuracy.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Customer Configured




Therefore, the absence does not count. The detailed calculation is as follows:

- Monday to Wednesday. Count = 1 day each.
- Thursday: Holiday on a working day. Count = 1 day.
- Friday: Holiday on a non-working day. Count = 0 days.
- Saturday and Sunday: Non-working days. Count = 0 days.

# Processing of Time Account Type Based Accruals on Recorded Time Calendar

Accruals on Recorded Time Calendar now supports time account type-specific calendar creation and processing, enabling parallel runs, improved performance, and clearer processing control.

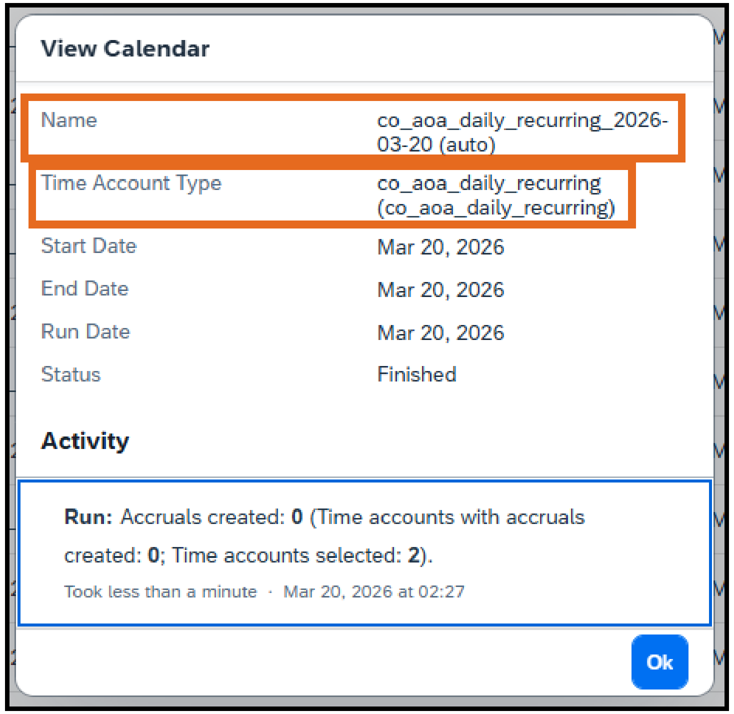
The level of impact is low.

This release introduces a new processing model for Accruals on Recorded Time. Instead of using one global calendar for all time account types, the system now creates a separate calendar for each type, improving performance, parallel processing, and flexibility. These calendars are automatically generated by the daily **TLMTriggerTasksJob** and process only their respective time account type.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on




This enhancement provides:

- Faster processing through parallel execution of Accruals on Recorded Time calendars.
- Better scalability for customers with multiple time account types.
- Improved operational clarity with type-specific calendars.
- More efficient resource management and job scheduling.
- Clean troubleshooting and dependency tracking.

# Enhancements to Proxy Management

Administrator can now ensure that proxy users are subject to the same security checks as direct users across all integration surfaces.

The level of impact is low.

Previously, though a user didn't have the proxy module permission for Employee Central, the user could see the MDF objects by logging as a proxy user who actually has the relevant permissions to view the Time related MDF objects. With this enhancement, for access to any Time related MDF objects, we have ensured that the proxy user has Employee Central access (as proxy module) under **Admin Center  Proxy Management**.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer Configured

# Time Sheet Generate Job Doesn't Run for Employees Whose Hiring isn't Completed

The Time Sheet Generate job will no longer generate time sheets for negative time recording users who's onboarding isn't complete.

The level of impact is low.

When the employee's hiring isn't complete, administrators are unable to access the generated time sheets from **Manage data** to delete them. Administrators then need to use the **Admin Center  Import and Export Data** to delete these time sheets.

This feature was developed based on customer feedback that time sheets are generated for negative time recording employees, who's onboarding isn't completed and deleting these time sheets is cumbersome.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on

# Get Completed Months of Time for Time Types

A new rule function, Get Completed Months of Time for a Time Type, is now available in SAP SuccessFactors Employee Central Time Off.

The level of impact is low.

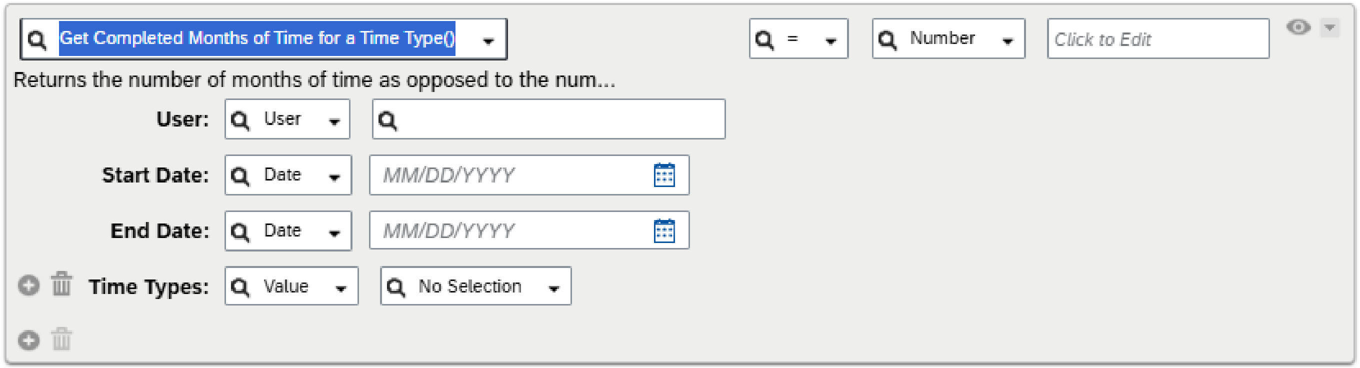
A new rule function, Get Completed Months of Time for a Time Type, is now available in SAP SuccessFactors Employee Central Time Off. This function helps identify the number of full months an employee is continuously absent.

The Get Completed Months of Time for a Time Type function determines the number of full time months an employee is continuously absent for a selected absence time type. It uses flexible time month definitions, such as May 14 to June 13, to automate the reduction or prorating of accruals like vacation entitlements. This function supports compliance with country/region-specific or industry-specific collective labor agreements.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer Configured



# Geofence Enhancements for Manual Time Events on SAP SuccessFactors Mobile Application

Employees can now select and view geofence details based on the configuration

The level of impact is low.

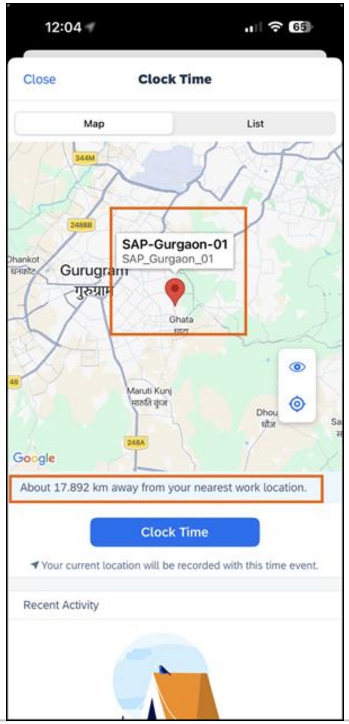
When **Enable Geofence Field** is enabled using **Configure Clock In Clock Out**, employees who are geofence users can see the geofence name and the code on the SAP SuccessFactors Mobile application. The geofence name and code are displayed in the list of geofences along with the distance. Employees have clear visibility of geofence boundaries and details, which assists in creating accurate manual time events.

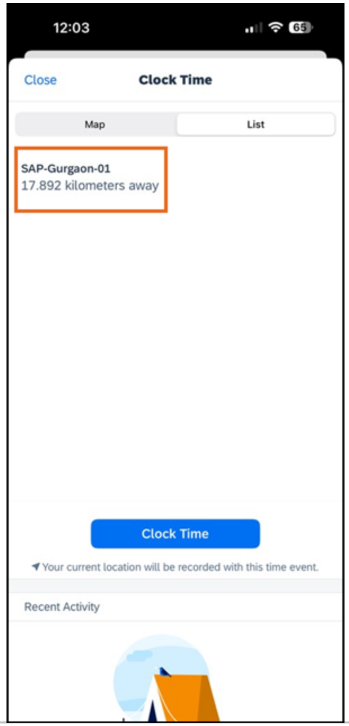
Administrators and employees benefit from improved accuracy and transparency in time event management, making it easier for approvers to verify time events and for employees to select the correct geofence when recording manual time events.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer Configured



# Geofence Enhancements With Reporting Capabilities

Administrators and managers efficiently manage geofence data, generate time event reports with geofence information, and support configuration with larger number of geofences.

The level of impact is low.

It is now possible to:

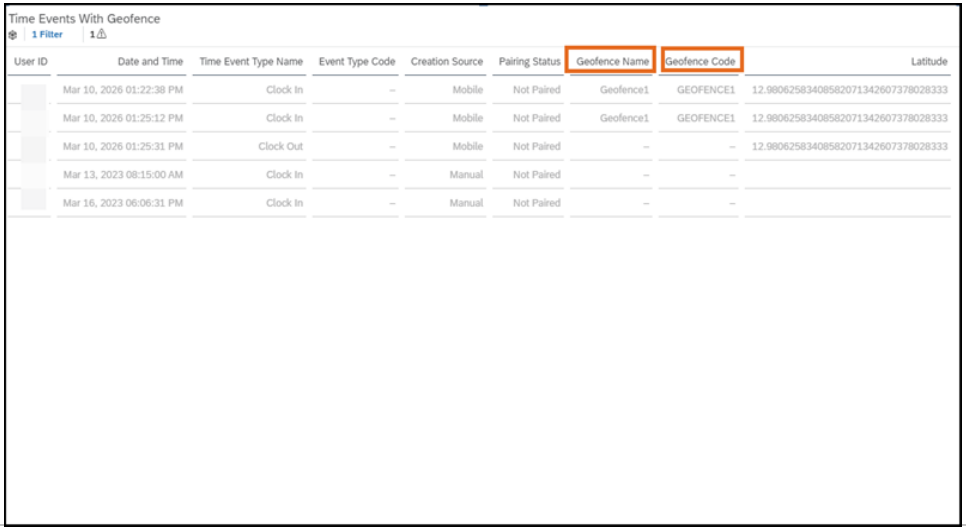
- Generate reports including **geofence data** (also in Clock In/Clock Out)
- Display and select **geofences in manual time entries**, helping approvers validate events
- Support larger scale, with up to **2000 geofences configured**
- Perform **geofence audits** (creation, changes, and deletion)
- View the **geofence code** in the Time Sheet Approval Center

In summary, these updates improve **reporting, control, auditability, and scalability** of geofence usage in the system.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Customer Configured


Time Events With Geofence

1 Filter 1⚠

| User ID | Date and Time | Time Event Type Name | Event Type Code | Creation Source | Pairing Status | Geofence Name | Geofence Code | Latitude |
|---|---|---|---|---|---|---|---|---|
| | Mar 10, 2026 01:22:38 PM | Clock In | – | Mobile | Not Paired | Geofence1 | GEOFENCE1 | 12.98062583408582071342607378028333 |
| | Mar 10, 2026 01:25:12 PM | Clock In | – | Mobile | Not Paired | Geofence1 | GEOFENCE1 | 12.98062583408582071342607378028333 |
| | Mar 10, 2026 01:25:31 PM | Clock Out | – | Mobile | Not Paired | – | – | 12.98062583408582071342607378028333 |
| | Mar 13, 2023 08:15:00 AM | Clock In | – | Manual | Not Paired | – | – | |
| | Mar 16, 2023 06:06:31 PM | Clock In | – | Manual | Not Paired | – | – | |

# Single Request REST API for Clock In Clock Out

The Clock In Clock Out Time Event REST API for Clock In Clock Out now supports improved error handling, and validation

The level of impact is low.

Previously, the REST API was developed to integrate with Clock In Clock Out terminals. The API provided was also able to retrieve the invalid employees, invalid time event types, and duplicate time events with an error code 500. We have now developed a single request API that helps integrate with any external source. This Clock In Clock Out Time Event REST API supports validating invalid employees, invalid time event types, and correct error codes for duplicate time event types.

Invalid employee or time event types are now rejected with clear error messages, if the employee isn't synchronized to the Clock In Clock Out system, or if the time event type isn't assigned or doesn't exist. Now, the REST API endpoint allows you to perform actions using a single authentication with a business user supported by role-based permissions. Using this API you can:

- Create a specific time event for employee tracking purposes.
- Get the details of a time event by providing the time event ID.
- Delete a time event by providing the time event ID.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer Configured

# Replication Activation Switch for Third-Party Payroll

Administrators can now enable replication to third-party payroll systems using a dedicated switch in Admin Center

The level of impact is low.

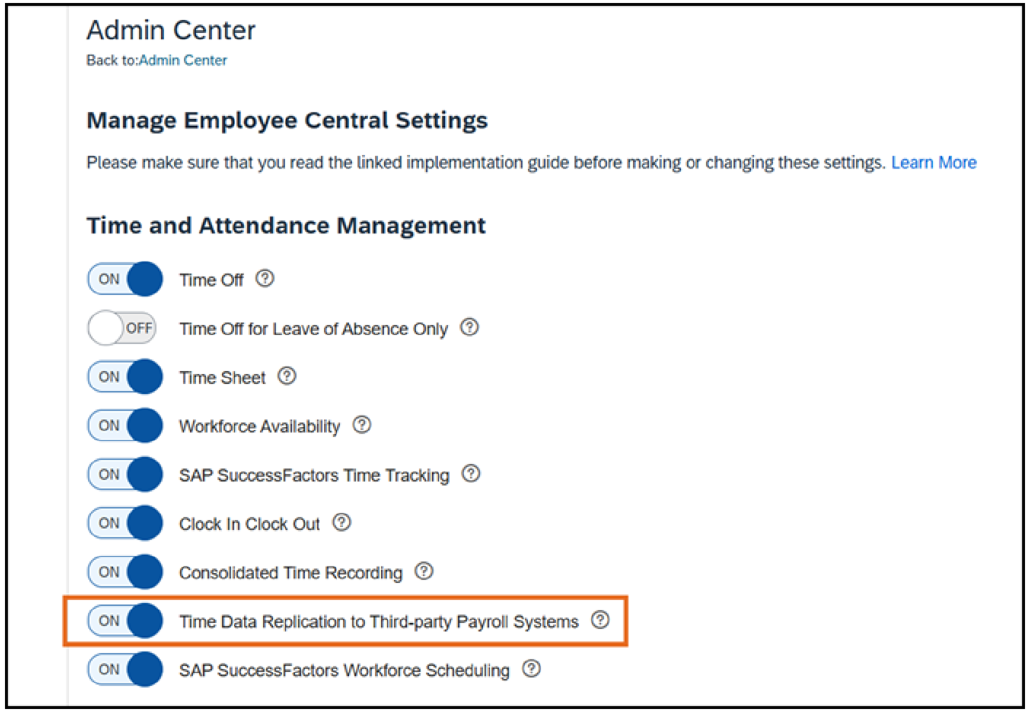
A new switch Time Data Replication to Third-party Payroll Systems is now available in the Manage Employee Central Settings page in Admin Center. This switch can only be enabled if you have an active SAP SuccessFactors Time Tracking subscription. This enhancement supports organizations using a mix of SAP and third-party payroll solutions, making it easier to manage payroll integrations without requiring direct access to Provisioning.

Administrators benefit from simplified enablement and management of third-party payroll replication, addressing common integration challenges for global organizations.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer Configured



# Dynamic Break Generation for Absence Time Types

Administrators  can now configure how partial day absences are treated in dynamic break deduction to prevent double deduction of breaks when an employee has both working time and a partial absence on the same day.

The level of impact is low.

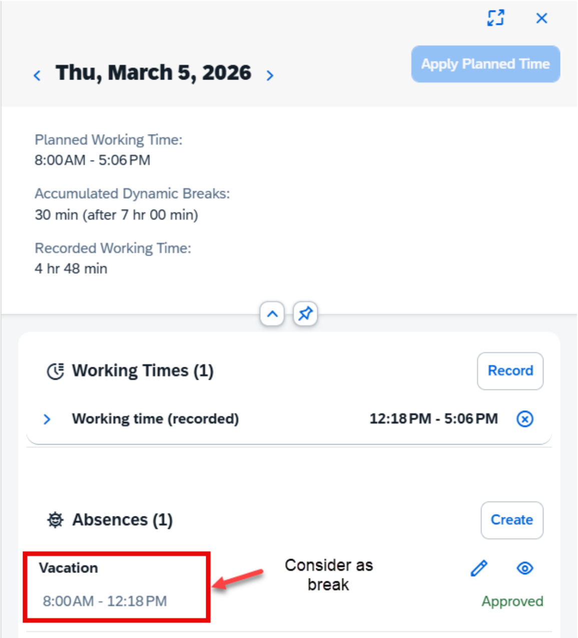
For each absence time type, you can decide whether it should be considered as working time or as a break for automatic (dynamic) break calculation. For example, if an employee has a doctor's appointment in the middle of a workday or takes vacation in the first or second half of the day, you can configure the system to treat these partial absences appropriately. By default, existing configurations and calculations remain unchanged.

This enhancement offers more accurate working time and break calculations for administrators, helping to ensure correct balances and payroll results for employees. Previously, partial absences could result in more break time being deducted than intended, impacting time accounts and payroll.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer Configured



# Real-Time Attendance Replication from SAP S/4HANA to SAP SuccessFactors Time Sheet in Consolidated Time Recording

Ilmproves data consistency and reduced risk of collision scenarios between SAP S/4HANA and SAP SuccessFactors Time Sheet.

The level of impact is high.

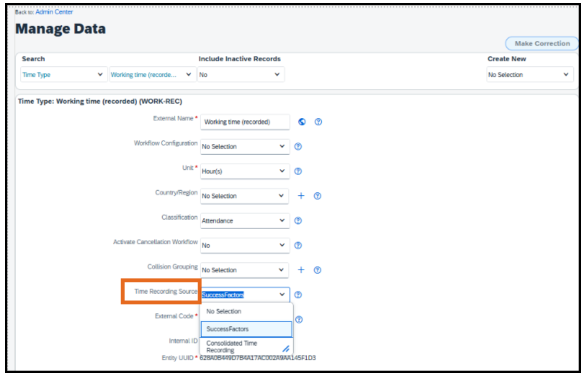
This enhancement enables real-time replication of attendance data from SAP S/4HANA to the External Time Data in SAP SuccessFactors Time Sheet. Previously, only approved attendances were replicated, which could result in data collisions if an absence was created in SAP SuccessFactors Time Off for a period with a pending attendance in SAP S/4HANA. With this update, all attendance records, including those pending approval, are replicated in real time. This helps to prevent overlapping or conflicting entries.

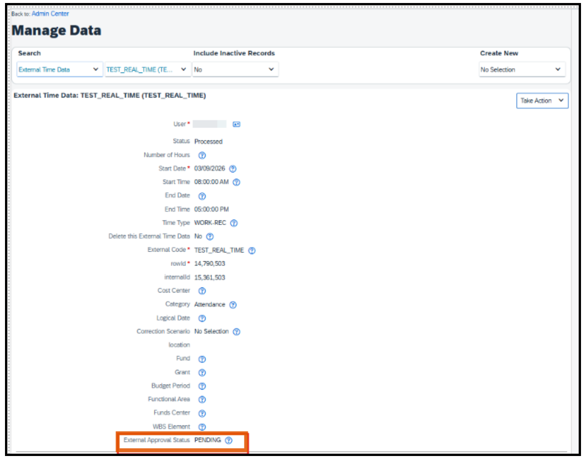
Administrators benefit from improved data consistency and reduced risk of collision scenarios between SAP S/4HANA and SAP SuccessFactors Time Sheet.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer Configured



# Access Time Statement from Time Sheet and Time Sheet Approval Center

Employee, manager, or administrator, can now access the time statement generation page directly from the Time Sheet and Time Sheet Approval Center UI for selected time sheet periods.

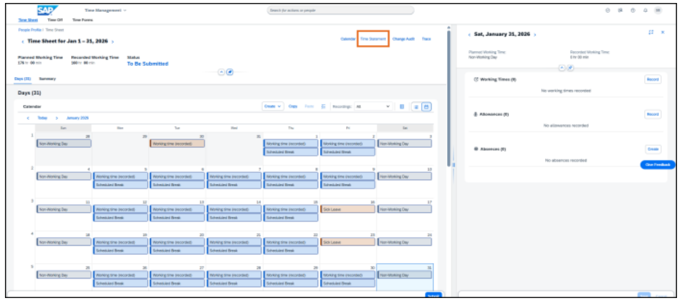
The level of impact is high.

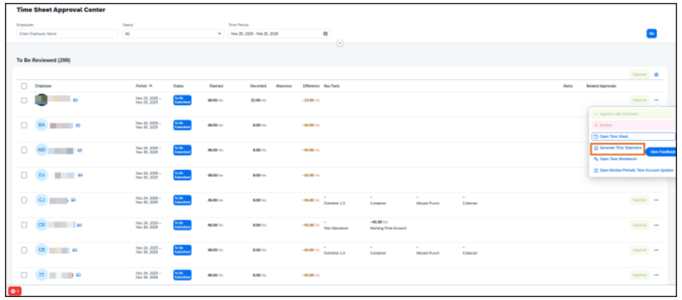
You can generate a time statement by choosing the Time Statement link from the Time Sheet UI or from the Time Sheet Approval Center UI. The time statement opens for the same time period as the selected time sheet in a separate tab. The option to generate a time statement is available for time sheets with the statuses Approved, To Be Approved, To be Submitted, and Declined. When you generate a time statement, you are redirected to the Generate Time Forms page, where the aggregation is based on the selected time sheet period. The Generate Time Forms page is also enhanced with the Include non-approved time sheets option and when selected the time statement is also generated for the non-approved time sheets.

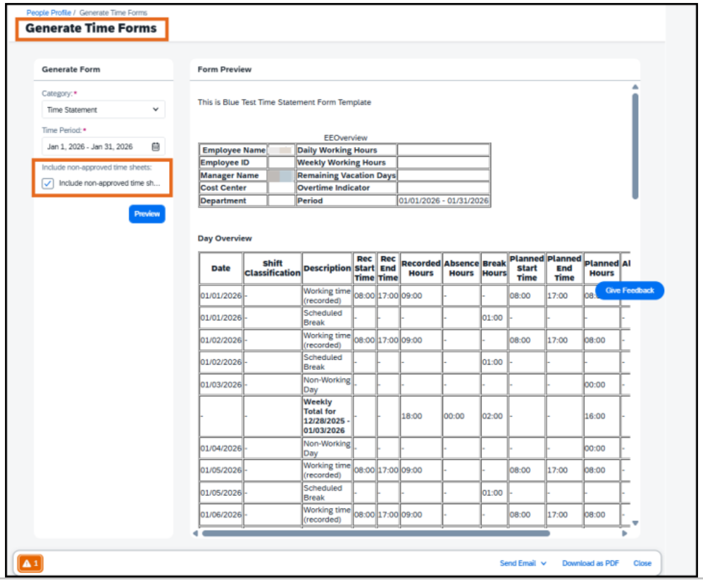
**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer Configured






- The time statement button can be selected to open the Generate
- Time Forms page for the selected time sheet period.
- You can generate a time statement using the options menu.
- The generate time forms page using which you can generate the time statement.

# Attendance Quota

Employees can now use an attendance quota to work additional hours when required with prior approval.

The level of impact is high.

Attendance quotas in Time Management allow employees to request and work under approved conditions such as overtime, work from home, higher duties, or work outside flexible hours.

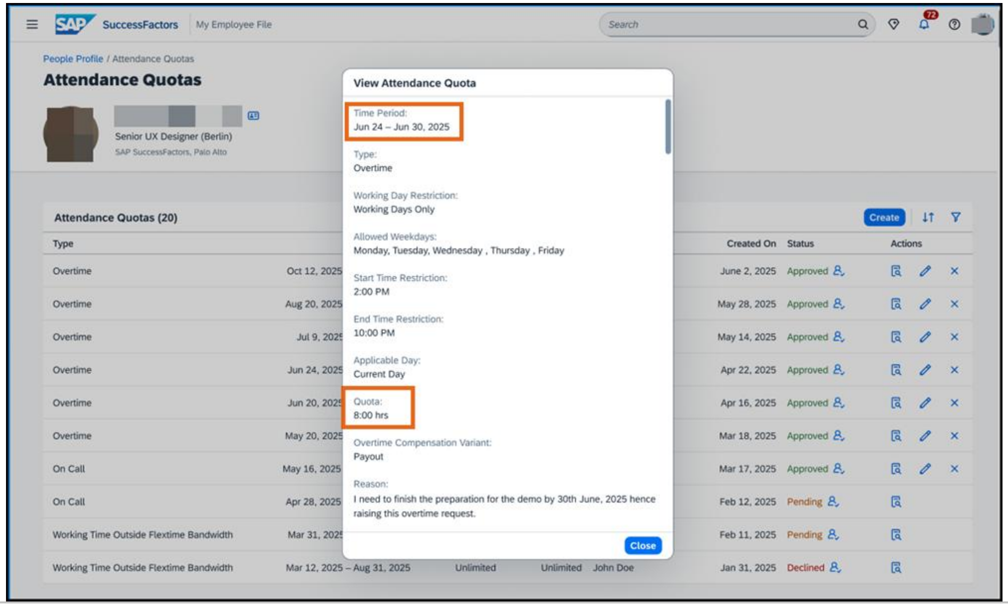
- Quotas can be **created, updated, or deleted**, and require **manager approval**
- Once approved, employees work within the quota period and are **paid based on time recordings**
- Administrators can configure quota behavior for different scenarios:
  - **Overtime**: can include limits
  - **Work from home / higher duties**: no limit required
  - **Outside flex hours**: can include restrictions (time, days, weekdays)

**In summary:** the feature provides **flexible configuration and control** over attendance quotas to support different work scenarios.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer Configured

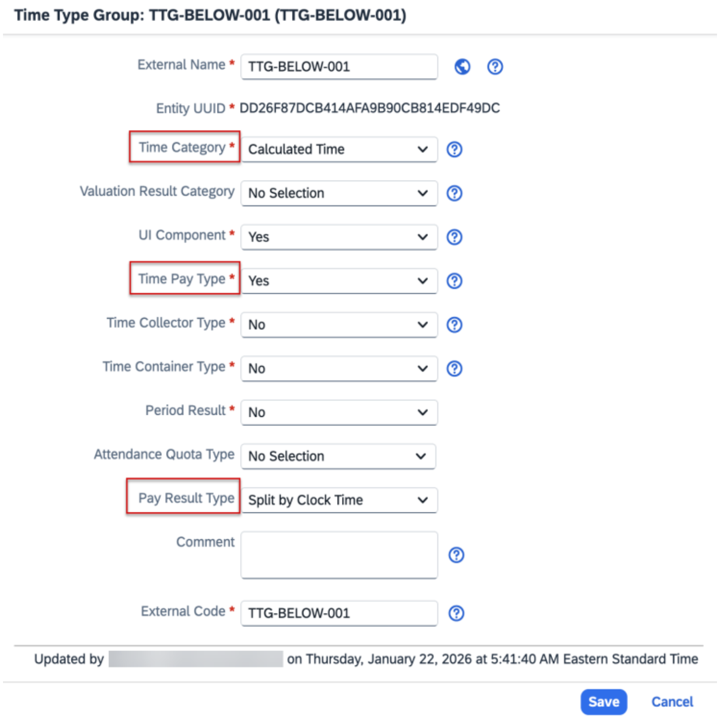


# Inclusion of Start and End Times and Dates in Time Valuation Results

In SAP SuccessFactors Time Tracking, you can now configure time valuation results to include start and end times, and a physical start date and physical end date

The level of impact is high.

This enhancement enables customers using SAP SuccessFactors Time Tracking with rotating shifts, night work, or Sunday and holiday work to create multiple time segments for a single time valuation. This leads to more accurate processing of payroll in line with tax regulations for example, Germany's §3b Einkommensteuergesetz (Income Tax Law). It eliminates the need for complex workarounds that previously required the configuration of time valuations. Previously it was only possible to display a specific number of hours in time valuations.


**Time Type Group: TTG-BELOW-001 (TTG-BELOW-001)**

| | |
|---|---|
| External Name * | TTG-BELOW-001 |
| Entity UUID * | DD26F87DCB414AFA9B90CB814EDF49DC |
| Time Category * | Calculated Time |
| Valuation Result Category | No Selection |
| UI Component * | Yes |
| Time Pay Type * | Yes |
| Time Collector Type * | No |
| Time Container Type * | No |
| Period Result * | No |
| Attendance Quota Type | No Selection |
| Pay Result Type | Split by Clock Time |
| Comment | |
| External Code * | TTG-BELOW-001 |

Updated by on Thursday, January 22, 2026 at 5:41:40 AM Eastern Standard Time

Save Cancel

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on

# Source Behavior Selection for Scheduled Time Categories

Administrator can now configure the source of Scheduled Time categories in Time Type Groups to use either the original planned working time data or actual planned working time data which includes any temporary time information for time valuation purposes

The level of impact is low.

A new **Work Schedule Source** field in Time Type Group configuration (for specific time categories) allows you to define how scheduled working time is determined. Options include **No Selection**, **Original**, and **Original with Holiday Adjustments**, each prioritizing different sources such as temporary time information, job information, or holiday rules.

This enhancement increases flexibility in time valuation and premium calculations, especially during shift changes. It enables scenarios like calculating both planned and actual shift premiums, and supports pay protection by maintaining higher shift premiums even when an employee temporarily changes to a lower-paid shift.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on

# System Behavior When the Time Container Value Changes to Zero

When a time container value changes to zero due to retroactive changes, the system now retains the entire time container record with its value updated to 0

The level of impact is low.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on

In the existing implementation, if a time container value is updated to zero as a result of retroactive changes in time recordings, the system deletes the entire time container record. This differs from the behavior of Time Collectors, where the record remains and the value is updated to zero. This approach was originally chosen to avoid unnecessary data creation in the database. However, this behavior can cause issues for integrations that rely on the presence of a record with a zero value, such as those using the Integration Center for updating Time Accounts. With this enhancement, when a time sheet is updated due to which the time valuation results in a time container's value becoming zero, the associated time container record is retained with a value of 0 instead of deleting the entire time container record.

# Enhancements in Time Statement Generation

Enhancements related to the **Time Statement Generation** feature to improve the usability.

The level of impact is low.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on

- Time Statement Supports Display of Non-approved Data: You can now view unapproved time sheet data in the Time Statement, allowing for better tracking and management of time sheet records.
- **Display of Leave of Absence Details: The new feature displays** Leave of Absence in the Time Statement, offering a comprehensive view of employee time records.
- **Time Sheet Period Aggregation**: You can now configure Time Statements to display Aggregation for Time Sheet Period, such as weekly or monthly.
- **Sorting of Time Records in Time Statement:** The sorting of time recordings within the Time Statement is adjusted to sort entries based on start date and start time. This ensures that time entries are displayed sequentially, enhancing clarity and efficiency in Time Management processes.

# External Time Data Support for Day-Based Recording

You can now use External Time Data to prefill time sheets for employees who record time in days.

The level of impact is low.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Customer Configured

This enhancement removes the previous restriction that prevented importing attendance data by External Time Data for employees who have time profiles where Allow Time Recording in Days is set to Yes. The system supports only the entry of 4 hours or 8 hours (representing a half day and full day respectively) in the Number of Hours field of External Time Data and doesn't support importing days directly from an external system. A time alert is also raised for administrator when you enter any value other than 4 or 8 in the Number of Hours field of an External Time Data. This change enables customers to automate the prefilling of time sheets for Positive Duration employees who record time in days.

The time recording in days feature was initially developed to meet the legal requirements for specific countries/regions, where employees can work a set number of days in a year, necessitating day-based time recording rather than an hour-based time recording.

# Increased Limit for Periodic Time Containers

You can now configure more periodic Time Containers in a Time Recording Profile.

The level of impact is low.

The maximum number of periodic Time Containers allowed in a Time Recording Profile has been increased. By default, you can now configure up to 15 periodic Time Containers.

Administrators at large or multinational organizations benefit from this update by being able to meet advanced time valuation requirements without manual workarounds or system limitations.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on

# Time Valuations Search by Time Records Filter and Attendance Quota Type

You can now search for Time Valuations using Time Records Filter in the **Time Management Configuration Search**.

The level of impact is low.

In Time Management Configuration Search, when you select Time Valuations from the Search Options list, the Search by Configuration Object Type section is displayed. Using the dropdown list, you can select from either Time Type Group, Time Records Filter, or the Attendance Quota Type option. When you choose Time Records Filter, a dropdown list of all available filters opens. After selecting a filter, the system displays all the time valuations that reference the selected time records filter, along with related time recording profiles. If no Time Valuations use the selected filter, the system shows the message “No data found for selection.”

This enhancement helps administrators efficiently perform cleanup and impact analysis by allowing them to identify all Time Valuations linked to a specific Time Records Filter.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on

# Create and Delete Temporary Holiday Calendars in Mobile

As an employee, you can now create and delete temporary holiday calendars directly from the mobile app to align your work schedule with local holidays during temporary assignments or business travel.

The level of impact is low.

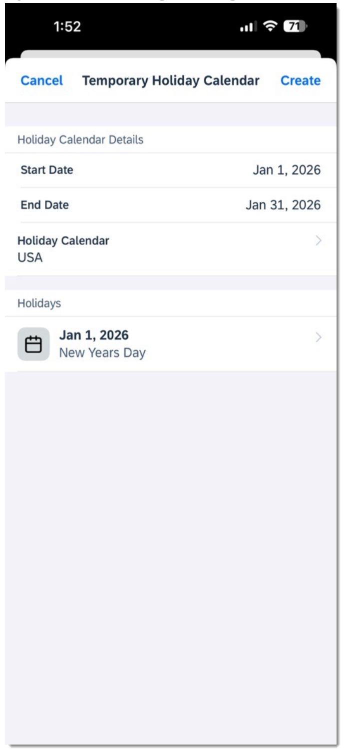
This feature is available in My Calendar. When you need to observe different regional or local public holidays during a temporary assignment, you can create a temporary holiday calendar by specifying the effective period and selecting from the permitted holiday calendars available to you. You can also delete pending or active temporary holiday calendars when they're no longer needed, such as when your temporary assignment ends or your requirements change.

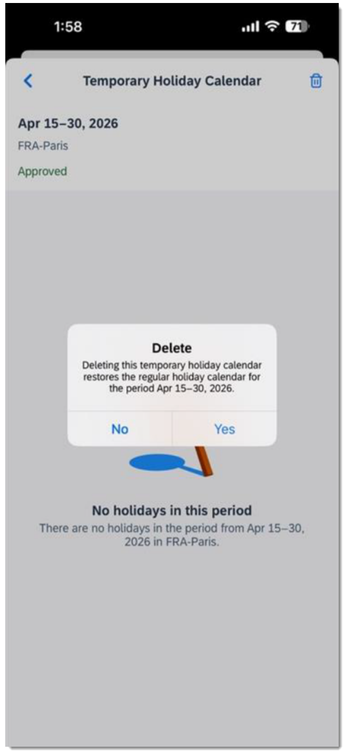
This enhancement lets employees on temporary assignments or business travel reflect local holidays in their plans, improving schedule accuracy and aligning mobile with the web experience.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on



# Create and Delete Temporary Work Schedules in Mobile

As an employee, you can now create and delete temporary work schedules directly from the mobile app to accommodate your flexibility needs.

The level of impact is low.

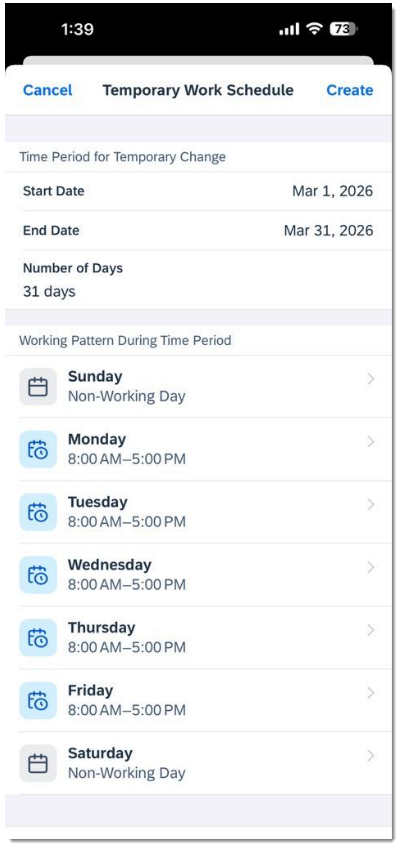
This feature is available in. To create a temporary work schedule, select the start and end dates on the calendar. The system validates whether any temporary work schedules already exist for the selected dates. When workflows are configured, managers can review and approve the temporary work schedules.

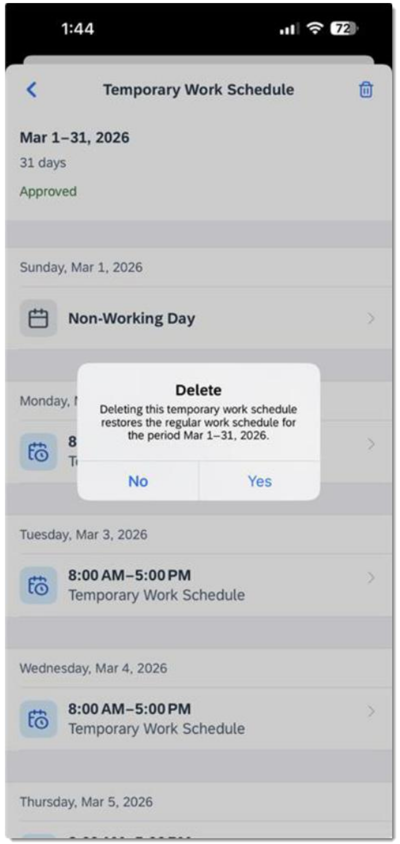
This enhancement gives employees more flexibility to manage schedules on the go and brings mobile in line with the web experience.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on



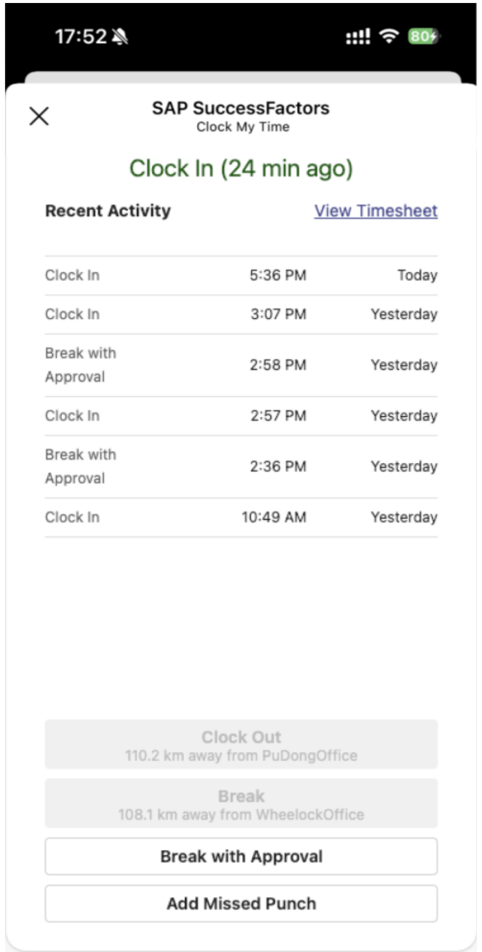



# Geofencing Support for Clock My Time Quick Action in Microsoft Teams

Geofencing is now supported for the Clock My Time quick action in the SAP SuccessFactors app in Microsoft Teams

The level of impact is low.

Geofencing allows you to control where selected time event types can be recorded based on location. It applies to the time event types you configure in Admin Center, extending location-based controls to the **Clock My Time** quick action. When geofencing is enabled, users can record time only when they are within the configured location boundary. To help users understand their location status, the experience indicates whether they're inside a geofenced zone or shows the distance to the nearest allowed boundary.




**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Customer Configured

# Deep Dive Topic

# Enhancements to Time Off and Time Sheet Custom Workflow Notifications

This feature allows to set up customworkflow notifications for Time Off, TimeSheet and Single Record Approvals using theDocument Generation framework.

The level of impact is Low

You can now set up custom workflow notifications for Time Off, Time Sheet and Single Record Approvals using the Document Generation framework. This framework supports additional tokens, which helps you to provide more contextual and dynamic e-mail notifications.

Previously, the Direct Mapping type supported only HRIS entities, such as Job Information or Employment Information. You can now use tokens in your Document Generation templates to derive data from user-based MDF objects available in the Base Object dropdown, such as Employee Time Off, Employee Time Sheet, and Time Recording. With this enhancement, you can create custom workflow notifications for Time Off, Time Sheets, and Single Record Approvals which can include:

- Employee name
- Time type recorded by the employee
- Start Time/Start Date and End Time/End Date of the absence or attendance request

**Type: New**

**Lifecycle:** General Availability

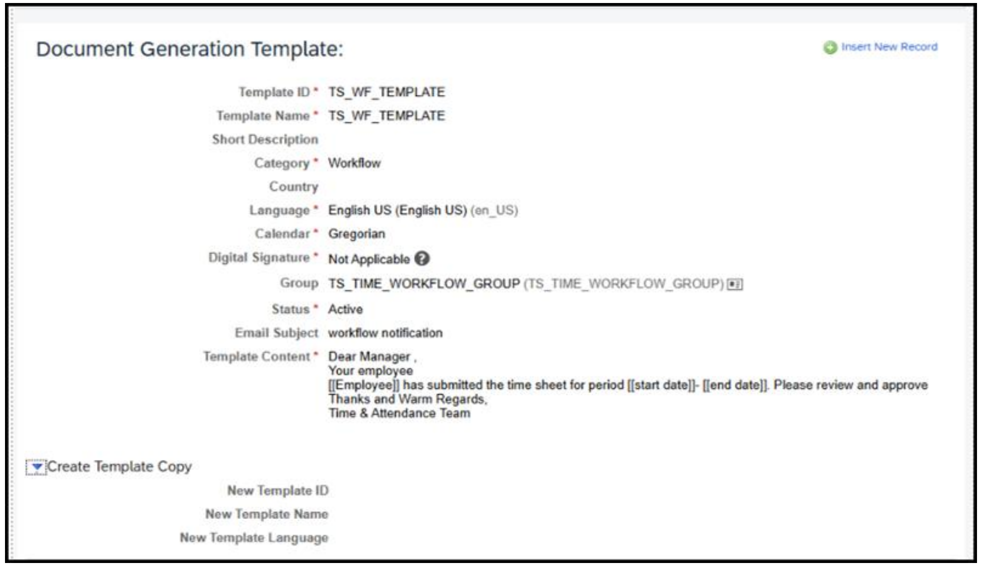
**Enablement:** Customer Configured

# Enhancements to Time Off and Time Sheet Custom Workflow Notifications

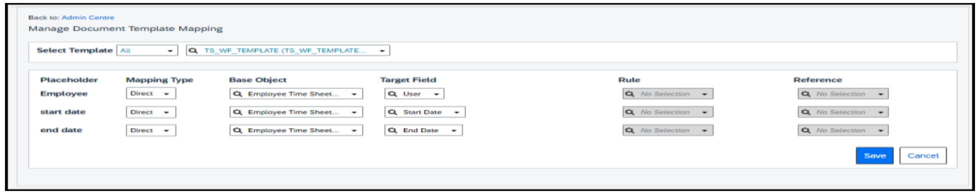
This feature allows to set up customworkflow notifications for Time Off, TimeSheet and Single Record Approvals using theDocument Generation framework.

The level of impact is Low

In the current version, you can set up custom workflow notifications for Time Off, Time Sheet, and Single Record Approvals using the Document Generation framework that supports additional tokens.




Document Generation Template for Time Sheet notification.




**Type: New**

**Lifecycle:** General Availability

**Enablement:** Customer Configured

# Enhancements to Time Off and Time Sheet Custom Workflow Notifications

This feature allows to set up customworkflow notifications for Time Off, TimeSheet and Single Record Approvals using theDocument Generation framework.

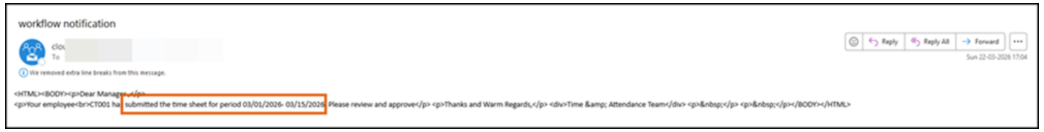
The level of impact is Low

**Type: New**

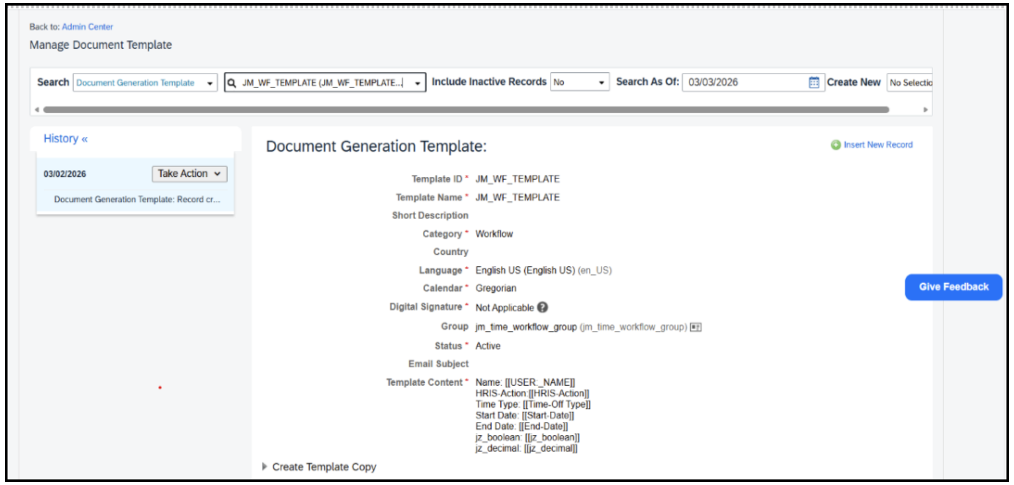
**Lifecycle:** General Availability

**Enablement:** Customer Configured

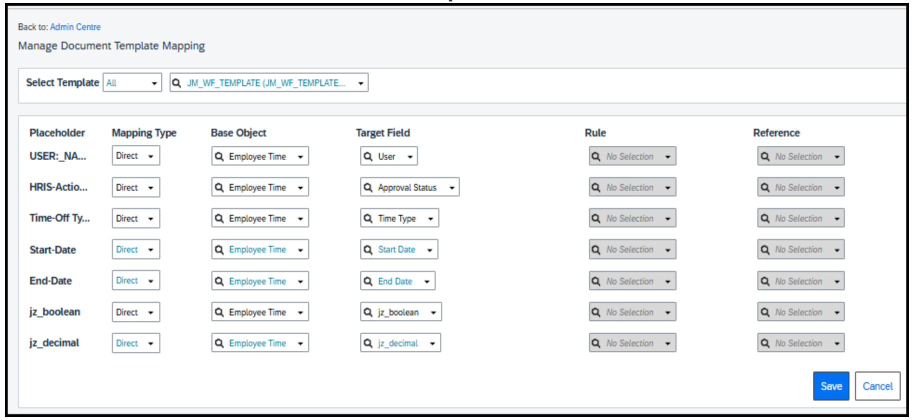
Document Template mapping for Time Sheet.




Custom notification e-mail for Time Sheet.



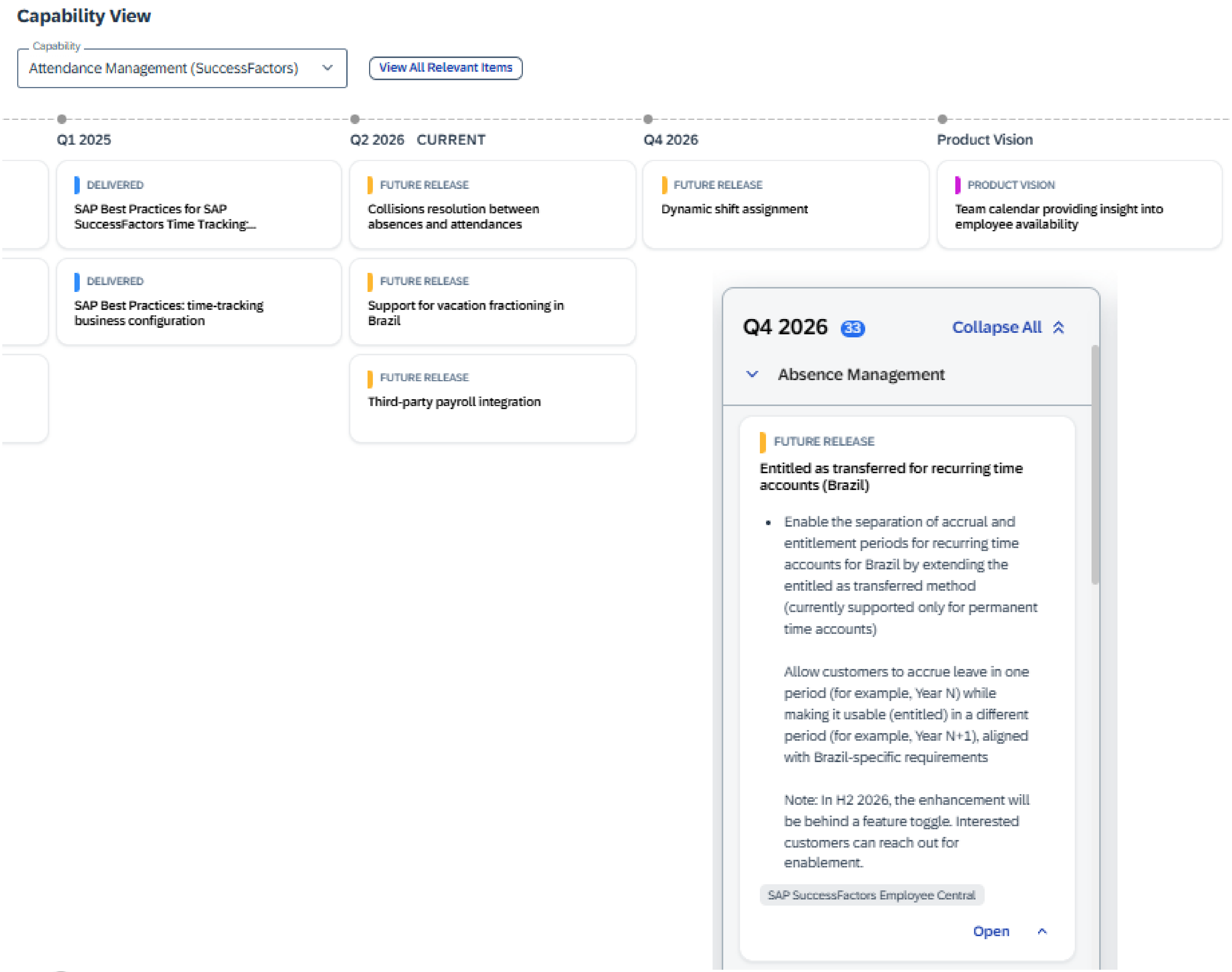

Document Generation Template for Time Off notifications.



# Product Road Map

# Product Road Map

Link to Product Road Map: https://roadmaps.sap.com/board?range=FIRST-LAST&PRODUCT=089E017A62AB1EDA94C15F5EDB3320E1#Q2%202026



# Thank You



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