

Fiori-Style Updates to SAP SuccessFactors BizX Suite



Michael Almond
Sr Visual UX Designer
SuccessFactors
Oct 1, 2016

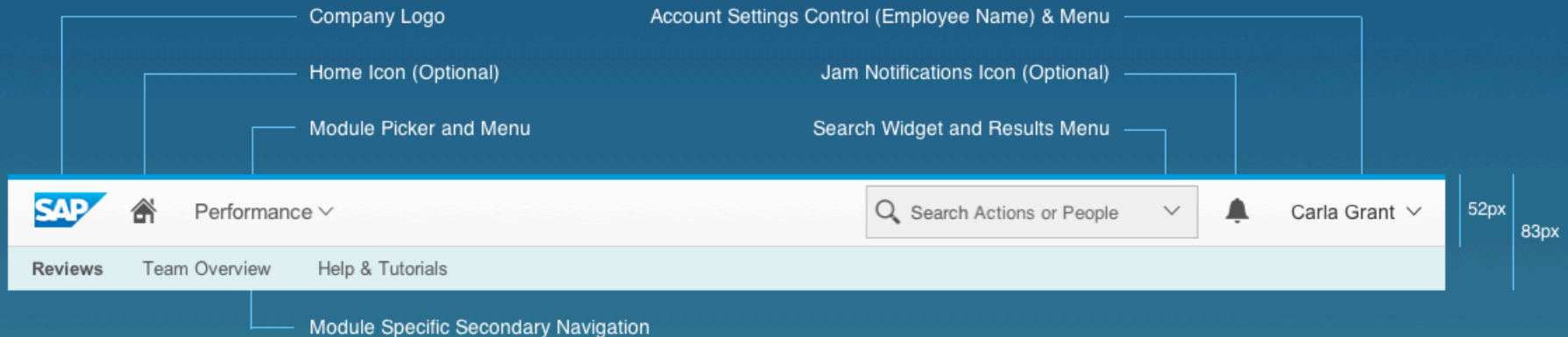
Fiori-Style updates to SuccessFactors: Introduction

Generally applying SAP Fiori Visual and Interactive Design *Treatments* to SuccessFactors global visual framework and existing module pages will reasonably simulate a Fiori application experience without the need to completely implement Fiori/UI5 code from scratch.

- Update legacy style of SuccessFactors common controls so they look like SAP Fiori.
- Update global CSS that controls other parts of the UI, such as layouts, themes, color palettes, and typography to meet SAP Fiori specifications with the minimum effort as possible.

Fiori-Style updates to SuccessFactors: Responsive Global Header

- Redesigned to be Responsive.
- Contents repositioned to fit in shorter height (53px matches the SAP Fiori “Shell Bar”).
- Changed settings in Theming and CSS so that global styles match SAP Fiori visual design guidelines.
- Target area of controls and navigational aids increased in size and standardized.
- Adjusted colors to meet new Accessibility requirements for color contrast.



Fiori-Style updates: Responsive Global Header – Mobile Browser Widths

Browser Width 550px or less

Height is 52px / 3.375rem

Built with Fiori UI5 Components

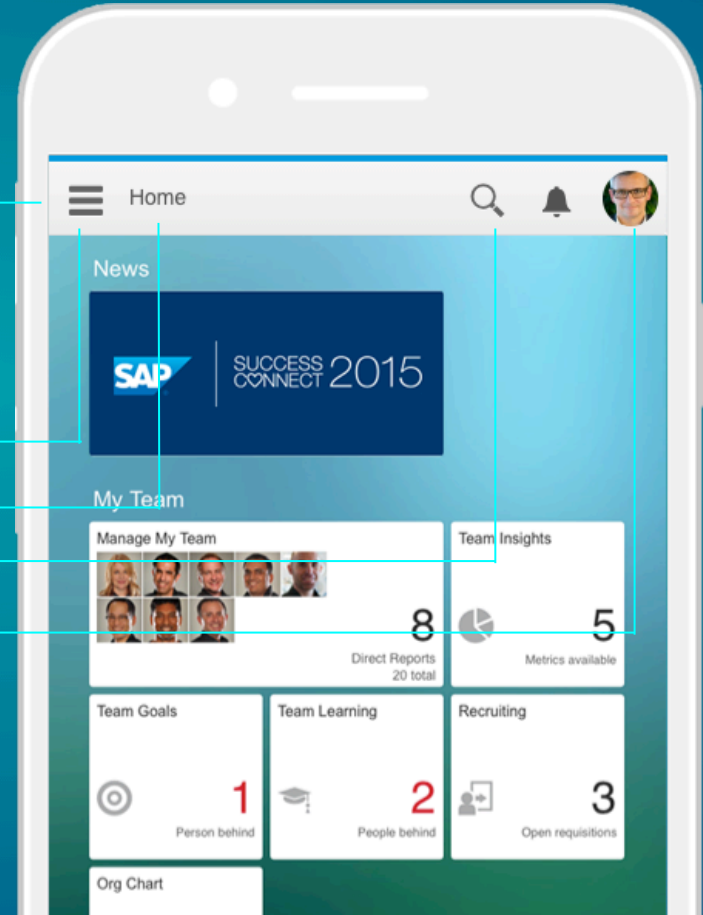
Follows Fiori Visual Design Standards

Module Picker replaced by an Icon Control

Module Name displayed as Static Header

Action People Search launched by an Icon Control

Employee Photo is the Control for the Account Settings Menu



Fiori-Style updates: Account Settings - Mobile Browser Widths

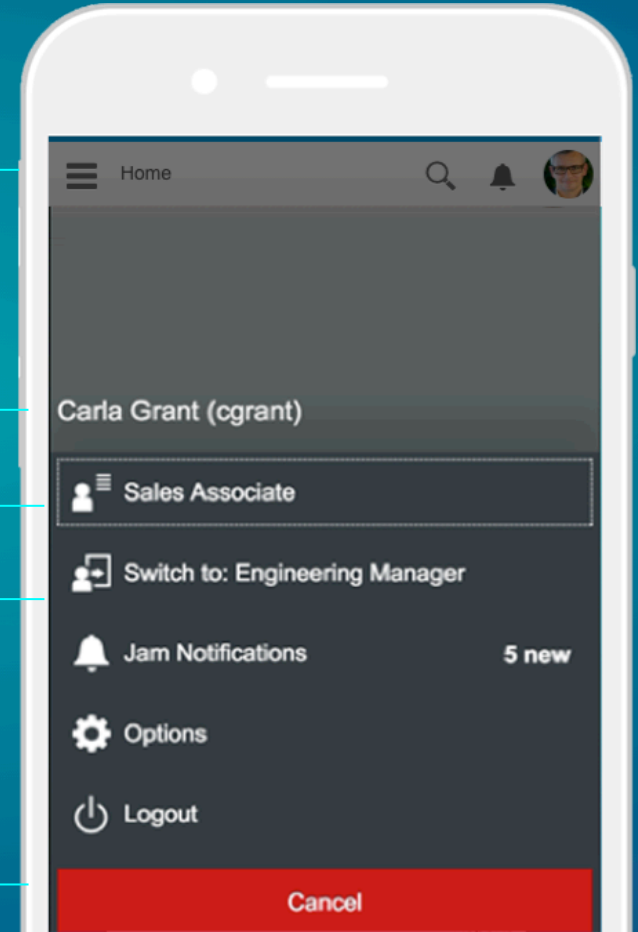
Account Settings menu displays full screen

Employee's Name is displayed at the top of the menu

Icons used in menu follow Fiori UI5 Visual Design Standards

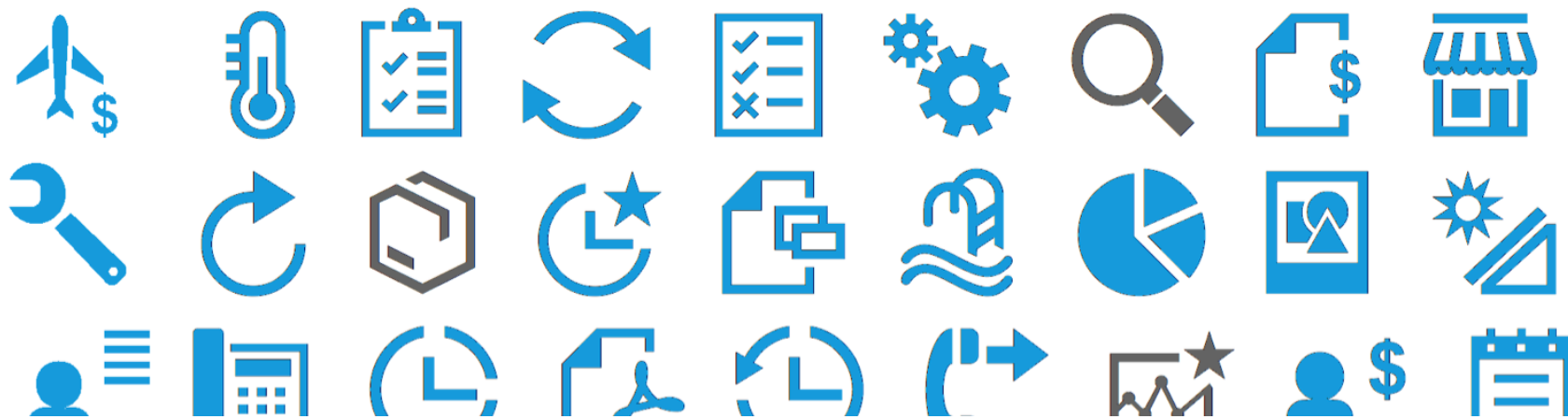
Global Assignment & Proxy info in menu

Cancel Button closes the Account Settings menu



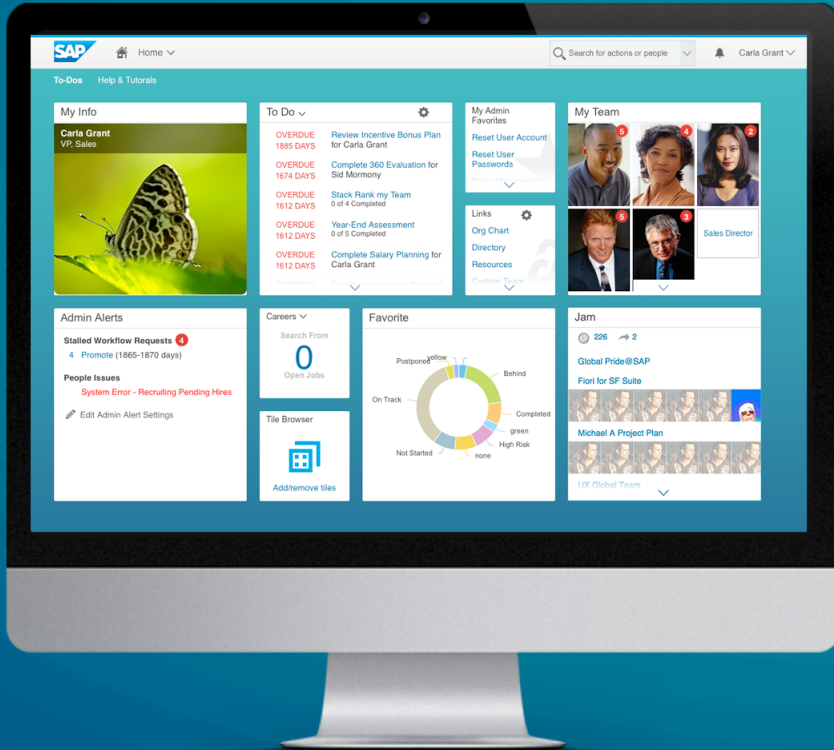
Fiori-Style updates: Icon Fonts

- Replaced image-based global icons with matching glyphs from the SAP Icon font, These included icons in the Global Header, Action-People Search, Page Header Icons, Homepage Tiles, Quick Card, and certain pages owned by UI Commons, such as Theme Manager and Create Theme.
- Created a new Supplemental Icon font for icons with no suitable match.

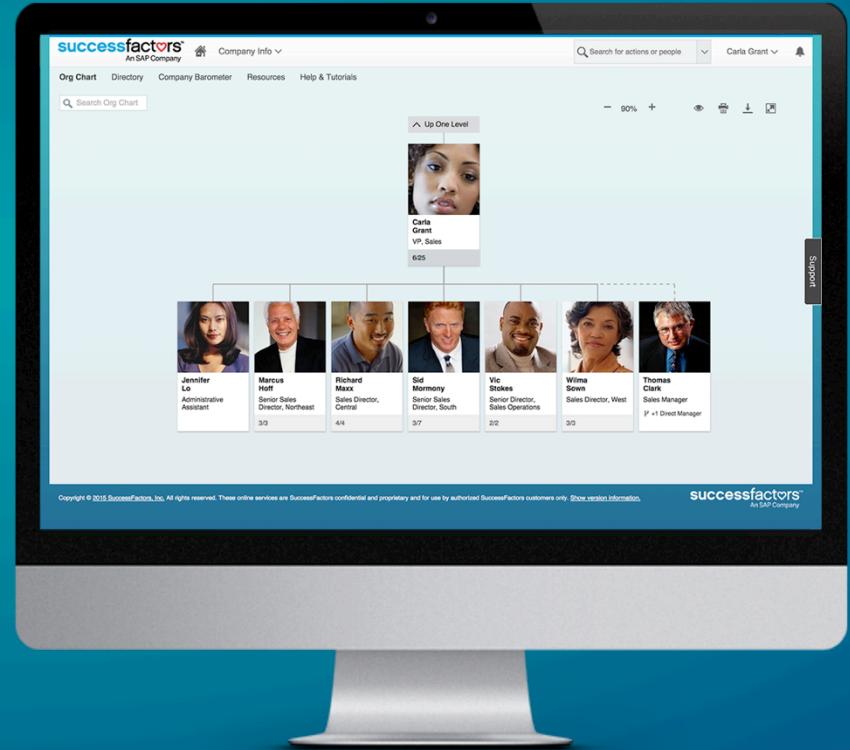


Responsive Global Header – Fiori-Style Blue Crystal Themes

Fiori-Style Landing Page Theme



Fiori-Style Interior Page Theme



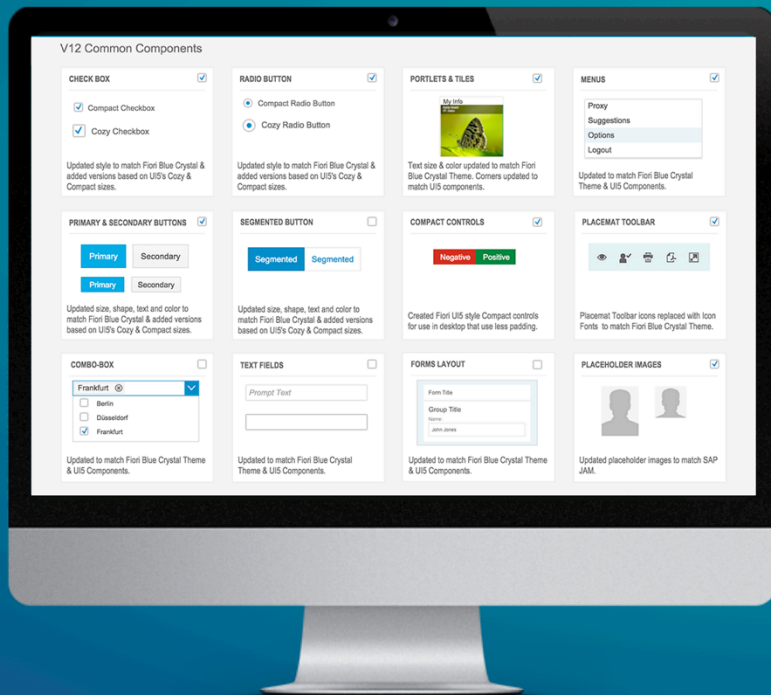
Fiori-Style update: Theming

- Created two new themes that were styled to look like the default Fiori application.
- “Fiori-Style Blue Crystal Interior Pages” is the Default theme for new SuccessFactors customers.
- Added a feature in Theming that allows Admins to assign a second theme to display for Landing pages. This is a similar approach as the SAP Fiori LaunchPad.
- Updated Typography: Trebuchet & Open Sans replaced with Arial/Helvetica. Other typographic rules updated.
- Color palettes updated to match Fiori Theming, including diagrams and charts and other data visualizations.
- Adjusted color contrast to meet new Accessibility requirements.

Fiori-Style update: Legacy Common Controls

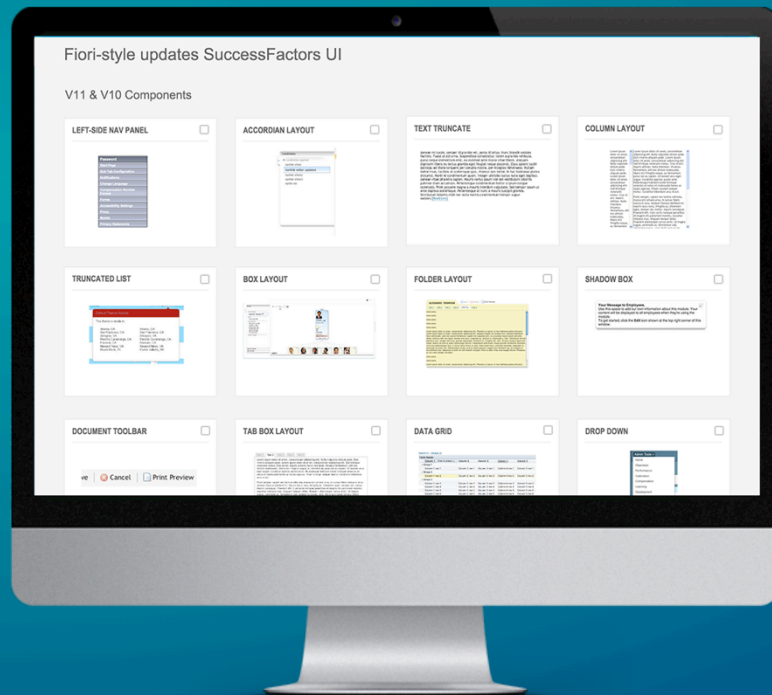
V11 Common Components

28 TOTAL



V11 Common Components

26 TOTAL



Fiori-Style update: Legacy Common Controls

- Updated CSS in legacy common controls to make them look like SAP Fiori.
- Updated in an order of priority based on frequency of use across the suite.
- Continued to create more complex controls in subsequent releases.

Before Fiori-Style updates: Home Page

Home

Search for actions or people

Emily Clark (admin)

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To-Dos

Help & Tutorials

To Do

OVERDUE 944 DAYS

Self Assessment

0 of 2 Completed

OVERDUE 670 DAYS

Employee Assessment for Emily Clark

OVERDUE 305 DAYS

Performance Evaluation

OVERDUE 305 DAYS

Talent Evaluation

Employee Assessment

0 of 3 Completed

Alternate Route User Step

0 of 31 Completed

Set Expectations, Feedback and Review for Emily Clark

Comp Planning for Alexander Thompson

Alternate Route User Step for Manager Requisition - Multi Stage : test

Finish Your Profile

Admin Alerts

Stalled Workflow Requests 15

3 Add Non Recurring Pay Component (249-626 days)

1 Promotion - Pay Change (626 days)

10 Change Generic Object Actions (345-629 days)

1 Vol Terminaton - School (629 days)

People Issues 4

4 Recruiting Pending Hires

HR Data Issues

Links

Org Chart

Employee Files

Edit

Tile Browser

Add/remove tiles

My Info

Emily Clark

System Administrator

Profile 17% complete

Finish Now

My Admin Favorites

Reset User Passwords

Picklists Management

Manage Organization, Pay and Job Structures

Compensation Home

Automatic Manager Transfer

Launch Forms

Form Template Settings

Manage Templates

Manage Permission Roles

Version

ECM1408V1

Jam

Don't Miss Out!

Support

After Fiori-Style updates: Home Page V2

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Home ▾

Search for actions or people ▾

Carla Grant ▾


🔔

To-DosHelp & Tutorials

My Info

Carla Grant

VP, Sales



To Do ▾

OVERDUE 2065 DAYS

Review Incentive Bonus Plan for Carla Grant

OVERDUE 1854 DAYS

Complete 360 Evaluation for Sid Mormony

OVERDUE 1792 DAYS

Stack Rank my Team
0 of 4 Completed

OVERDUE 1792 DAYS

Year-End Assessment
0 of 5 Completed


OVERDUE 1792 DAYS

Complete Salary Planning for Carla Grant


ADDITIONAL

Employees to consider their self


My Team




6




4




4



5



4




4

Jam


@ 226 → 2

Global Pride@SAP

Fiori for SF Suite



Michael A Project Plan



UX Global Team ▾

Admin Alerts

Stalled Workflow Requests 4

4 Promote (2044-2049 days)

Edit Admin Alert Settings

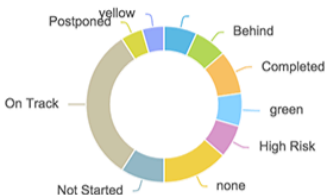
My Admin Favorites

Reset User Account

Reset User Passwords

Down Management

Favorite



Links


Org Chart

Directory

Resources






Custom Team ▾

Tile Browser





Add/remove tiles


After Fiori-Style updates: Home Page V3


SAP SuccessFactors  Home  Search for actions or people  50+  Brenda Davis (bdavis) 


ToDo

Provide Feedback

1
People Overdue


Approve Requests

4
Requests All Due Today


Review Performance

11
People 1 Overdue


Plan Compensation

2
People Due Anytime

Take Courses

2
Courses Due Anytime


News


SuccessConnect 2016
Las Vegas



New User Experience
Reinvented for 2016



Global Readiness
Employee Central World Localizations



My Team


Manage My Team

9
Reports 9 need attention!

Team Summary

6
Metrics Available

Org Chart

9
Direct Reports (21 total)

Succession


Compensation


Reports

2
Favorite

Support

Before Fiori-Style updates: Org Chart

Company Info

Org Chart

Directory

Resources

Help & Tutorials

Search for actions or people

Emily Clark (admin)

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Carla Grant

Up One Level


90%

View

Print

Export

Fullscreen




Carla Grant

VP, Sales

+1 Matrix Manager

3/24



Carla Grant (cgrant)

VP, Sales
San Mateo (US_SFO)

(+1) 404 665-3421


Cgrant@ACECompany.com

Manager: Alexander Thompson

3 Direct Reports

24 Team Size

Take Action

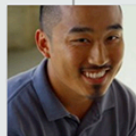


Marcus Hoff

Sales Director, NE

+1 Matrix Manager


9/10



Richard Maxx

Sales Director, NC


4/5



Wilma Sown

Senior Director, Sales

6/6



Thomas Clark

Sales Manager, SC

+1 Direct Manager

Support

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After Fiori-Style updates: Org Chart

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Company Info ▾

Search for actions or people ▾

Carla Grant ▾

🔔

Org Chart

Directory

Company Barometer

Resources


Help & Tutorials

🔍 Search Org Chart


^ Up One Level

— 90% +


👁️ ⓘ ⬇️ 🖨️




Carla Grant
VP, Sales
6/25




Jennifer Lo
Administrative Assistant
3/3




Marcus Hoff
Senior Sales Director, Northeast
4/4




Richard Maxx
Sales Director, Central
3/7




Sid Mormony
Senior Sales Director, South
2/2



Vic Stokes
Senior Director, Sales Operations
3/3



Wilma Sown
Sales Director, West
+1 Direct Manager




Thomas Clark
Sales Manager


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Before Fiori-Style updates: Employee Profile


 My Employee File ▾

Search for actions or people ▾

Emily Clark (admin) ▾ 

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Employee Files [Help & Tutorials](#)



Emily Clark ▾
System Administrator
San Mateo(US_SFO)

Personal Information ▾

As Of: Today ▾

Take Action ▾ 

National ID Information Edit ?

No information entered for "National ID Information" or you do not have the necessary permission. Please click ['Edit'](#) to add information

Home Address Edit ?

Personal Information Edit History ?

Effective as of Jan 1, 1990

▼ Personal Information

First Name	Emily
Last Name	Clark
Middle Name	
Suffix	No Selection
Display Name	
Formal Name	
Title	No Selection
Birth Name	
Initials	
Prefix	
Gender	Male
Marital Status	No Selection
Marital Status Since	
Second Nationality	No Selection
Third Nationality	No Selection
Native Preferred Language	No Selection
Challenge Status	No
Certificate Start Date	

After Fiori-Style updates: Employee Profile

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People Profile ▾

Search for actions or people ▾

Carla Grant ▾



Employee Files


Help & Tutorials





Emily Clark (admin) ▾

System Administrator
Industries (IND), Industries (IND)
San Mateo (US_SFO) (US/Pacific)
Local time: Saturday, 06:37:16 PM
Business Phone: (1) 650 +1 (888) 888-8888
heiko.lenk@sap.com

 Header

 As of Today

 Take Action

Live Profile Information

Personal Information

Job Information

Talent Scorecard

Live Profile Information

Live Profile User Information ✎

Username

admin

Background Information

Work Experience Within Company ✎

Project Specialist

Time Period

From Nov 1, 2012

Department

Diversity & Inclusion

Sr. Specialist

Time Period


Jan 1, 2011 - Oct 31, 2012

Department

The Learning Center

1 more

Organizational Chart



[View full organizational chart >](#)

Support

Before Fiori-Style updates: Performance Reviews

The screenshot displays the SAP SuccessFactors Performance Evaluation interface. At the top, the 'Performance' tab is active, with a search bar and user 'Carla Grant (cgrant)'. The main header shows 'Performance Evaluation for Marcus Hoff'. Below this, a summary card displays: Overall Score 5.0 - Outstanding, Incomplete Items 0, Out of 6 1, Supporting Information 4, and Gap Analysis 2. A profile card for Marcus Hoff (Sales Director, NE, Philadelphia, PA) is shown, including contact details and a manager link to Carla Grant. A 'Take Action' dropdown menu is open, listing options like 'Change Job and Compensation Info', 'Add Global Assignment', 'Manage Recurring Deductions', 'Give a badge', 'Go To', 'Public Profile', 'Employment Information', 'Talent Profile', 'History', 'Variable Pay Individual View', 'Performance Review', 'Development Plan', 'Succession Org Chart', 'Jam', 'Spot Bonus', 'Employment Details', 'Terminate/Retire', 'Add Note', 'Create Talent Card', 'Personal Information', 'Manage Time Off', 'Notes', 'Compensation Statement', 'Scorecard', 'Goal Plan', 'Career Worksheet', 'Proxy Now', and 'Learning'. The main content area shows a process flow: '1:1 Meeting Manager' → 'Signature Manager' → 'Completion'. Below this, there are sections for 'Hide Instruction' and '50% of total score' with a 'Behind' button. The bottom of the screen shows a 'Rating' section with five yellow stars and the text 'Exceeds Expectations'.

Performance

Search for actions or people

Carla Grant (cgrant)

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Reviews Team Overview Help & Tutorials

Performance Evaluation for Marcus Hoff

5.0 - Outstanding
Overall Score

*0
Incomplete Items

#1
Out of 6

4
Supporting Information

2 2
Gap Analysis

Marcus Hoff (mhoff)
Sales Director, NE
Philadelphia, PA (US_PHL)
+1 (653) 343 3490
Mhoff@ACECompany.com
Manager: Carla Grant

9 Direct Reports 10 Team Size Org Chart

Take Action

- Change Job and Compensation Info
- Add Global Assignment
- Manage Recurring Deductions
- Give a badge
- Go To
- Public Profile
- Employment Information
- Talent Profile
- History
- Variable Pay Individual View
- Performance Review
- Development Plan
- Succession Org Chart
- Jam
- Spot Bonus
- Employment Details
- Terminate/Retire
- Add Note
- Create Talent Card
- Personal Information
- Manage Time Off
- Notes
- Compensation Statement
- Scorecard
- Goal Plan
- Career Worksheet
- Proxy Now
- Learning

1:1 Meeting Manager

Signature Manager

Completion

Hide Instruction


50% of total score


Behind

Rating

Exceeds Expectations

After Fiori-Style updates: Performance Reviews


SAP SuccessFactors  Performance ▾

Search for actions or people ▾ 50+  Brenda Davis (bdavis) ▾

Reviews Team Overview

Back to: Inbox

2015 Performance Review for Marcus Hoff

 **Marcus Hoff**

4.0 - Outstanding
Overall Score

✓ 0
Incomplete Items

2
Out of 8

Actions History Print Copy Save

0 Supporting

▲ 3 ▼ 2
Gap Analysis

Route Map Review Dates Introduction Goals Core Values Role Specific Competencies Development Goals Mid-Year Comments Summary Section

Route Map Hide

Assessment

1 Mid-Year Review 2 End of Year Self Assessment 3 End of Year Manager Assessment 4 HR Review 5 Rating Discussion 6 Emi Ack

Review Dates

Originator: Aanya Sing (sfadmin)
Review Period: 01/01/2015 - 12/31/2015
Due Date: 02/15/2016

Introduction

Welcome to this year's performance appraisal process.

This process is designed to help you and your manager identify your accomplishments and goal achievement during the year. At the end of this process, you and your manager will also have the ability to begin the process of identifying next year's goals and career development opportunities.

If you have any questions or concerns relating to this year's appraisal cycle, you can contact your manager, your divisional HR representative or consult the Human Resources website.

Goals (50.0%)

Support

Before Fiori-Style updates: Options

Home

Search for actions or people

Emily Clark (admin)

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Options

Password

Start Page

Sub Tab Configuration

Security Questions

Notifications

Change Language

Compensation Number Format

Accessibility Settings

Proxy

Groups

Mobile

Password

Current Password:

New Password:

Repeat New Password:

Set Password


- Passwords must be from 2 to 18 characters long.
- Passwords are case sensitive. They are not required to be mixed case.
- Passwords do not have any character-type restrictions.
- Passwords may contain any combination of letters and digits.

Support


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After Fiori-Style updates: Options

 Home ▾

Search for actions or people ▾

Carla Grant (cgrant) ▾ 

Options

Password

Start Page

Notifications

Change Language

Accessibility Settings


Proxy












Groups

Mobile

Privacy Statements

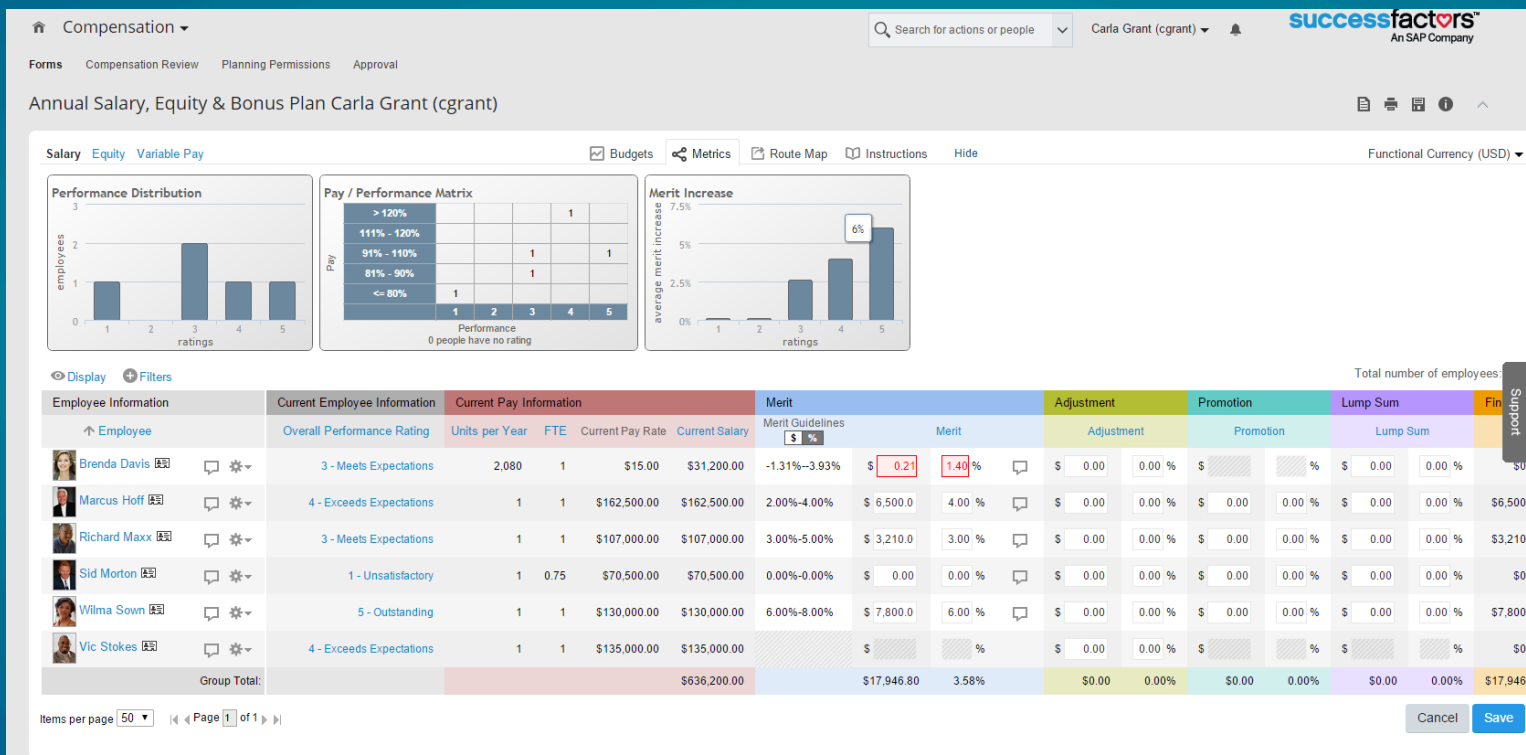
Groups

 Add

Last Name	Show/Hide	Membership	Last Modified	Actions
Alexander Thompsons Team, Matrix Reports	<input checked="" type="checkbox"/>	1	2012-11-12	 
Carla Grant's Matrix Reports and their Direct Reports	<input checked="" type="checkbox"/>	36	2012-11-12	 
North West HR Group	<input checked="" type="checkbox"/>	10	2012-11-12	 
Carla Grant's Matrix Reports	<input checked="" type="checkbox"/>	26 	2012-11-12	 
North West HR Group	<input checked="" type="checkbox"/>	26	2012-11-12	 

Support

Before Fiori-Style updates: Compensation



After Fiori-Style updates: Compensation

SAP SuccessFactors

Compensation

Search for actions or people

50+ Brenda Davis (bdavis)

FormsCompensation ReviewBudget AssignmentsPlanning PermissionsReward and Recognition

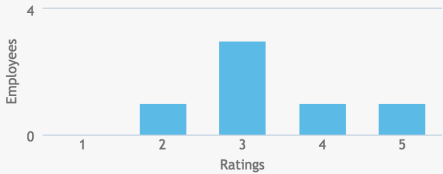
Annual Salary, Equity & Incentive Plan Geoff Hill (ghill)

SalaryEquityVariable PaySummary

BudgetsMetricsApprovalsInstructionsHide

Effective Date: 12/31/2015

Performance Distribution



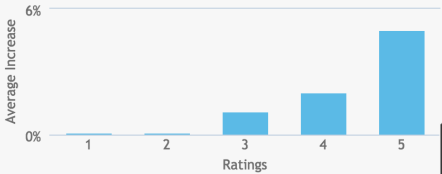
Ratings	Employees
1	0
2	1
3	4
4	1
5	1

Pay / Performance Matrix

Pay	1	2	3	4	5
> 120%			1	1	1
111% - 120%					
91% - 110%		1	2		
81% - 90%					
<= 80%					

Performance
0 people have no rating

Merit Increase



Ratings	Average Increase
1	0%
2	0%
3	1%
4	2.5%
5	5.5%

Total number of employees: 6

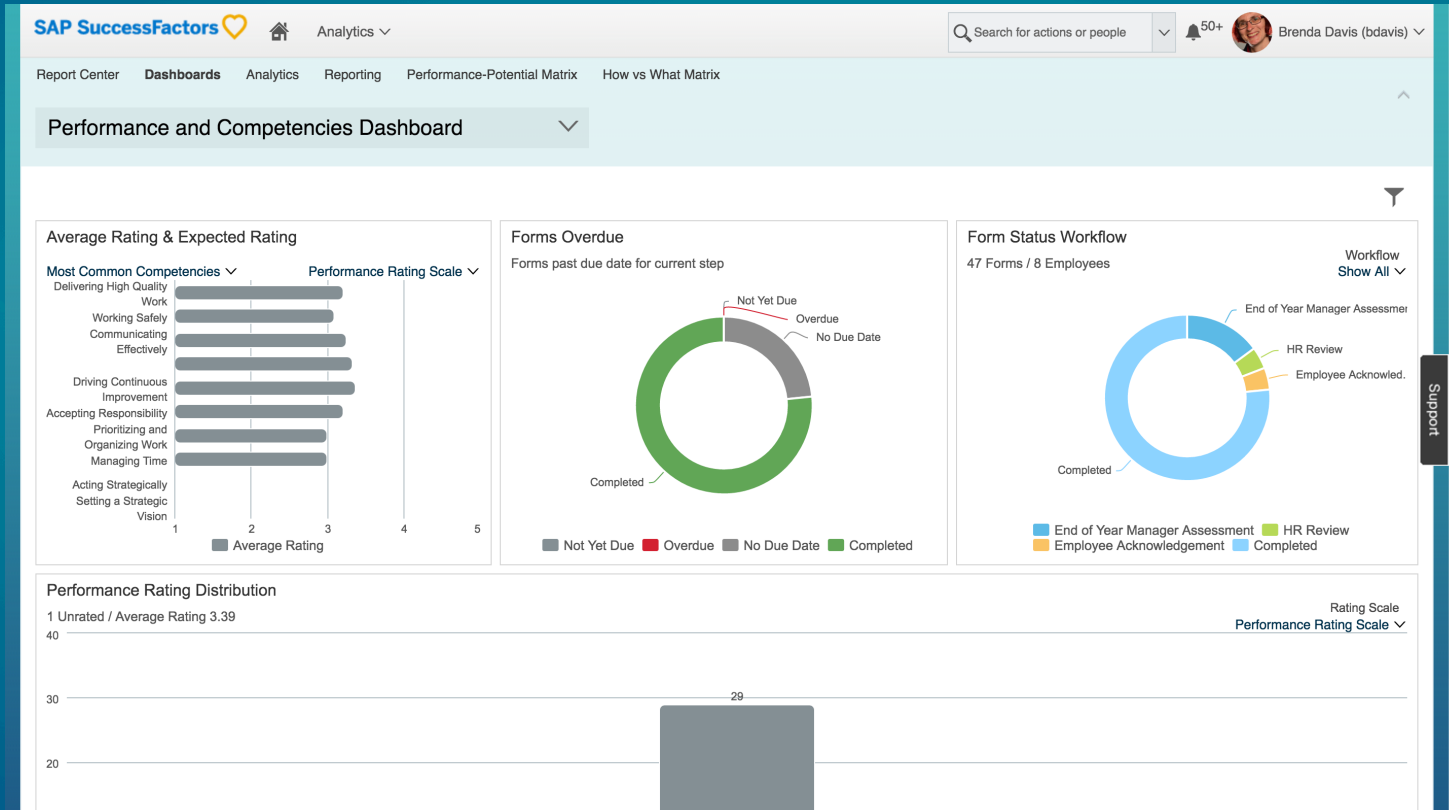
ColumnsFiltersEmployee Local Currency

Employee Information						Current Pay Information							
Employee	Job Title	Job Level	Hire Date	Overall Performance Rating	Prorating	FTE	Salary Type	Local Currency Code	Current Pay Rate	Current Salary	Pay Grade	Units per Year	Salary Range (Min Max)
Marcus Hoff	Engineering Manager	Management & Planning	12/18/2011	4 - Outstanding	100.00%	1	SMT	USD	\$4,617.78	\$110,826.72	GR-10	24	\$3,401.67 - \$4,714.
Ramesh Jain	Program Management Office	Management & Planning	02/05/2010	5 - Extraordinary	100.00%	1	SMT	USD	\$3,906.41	\$93,753.84	GR-09	24	\$3,089.67 - \$4,402.
Samantha Mark	Assembly Manager	Management & Planning	03/26/2010	2 - Needs Development	100.00%	1	BWK	USD	\$3,945.01	\$102,570.26	GR-10	26	\$3,140.00 - \$4,352.
Richard Maxx	Capacity Planning Manager	Management & Planning	05/01/2015	3 - Meets Expectations	67.12%	1	SMT	USD	\$3,400.00	\$81,600.00	GR-08	24	\$2,777.67 - \$4,090.
Group Total:									\$524,231.36				

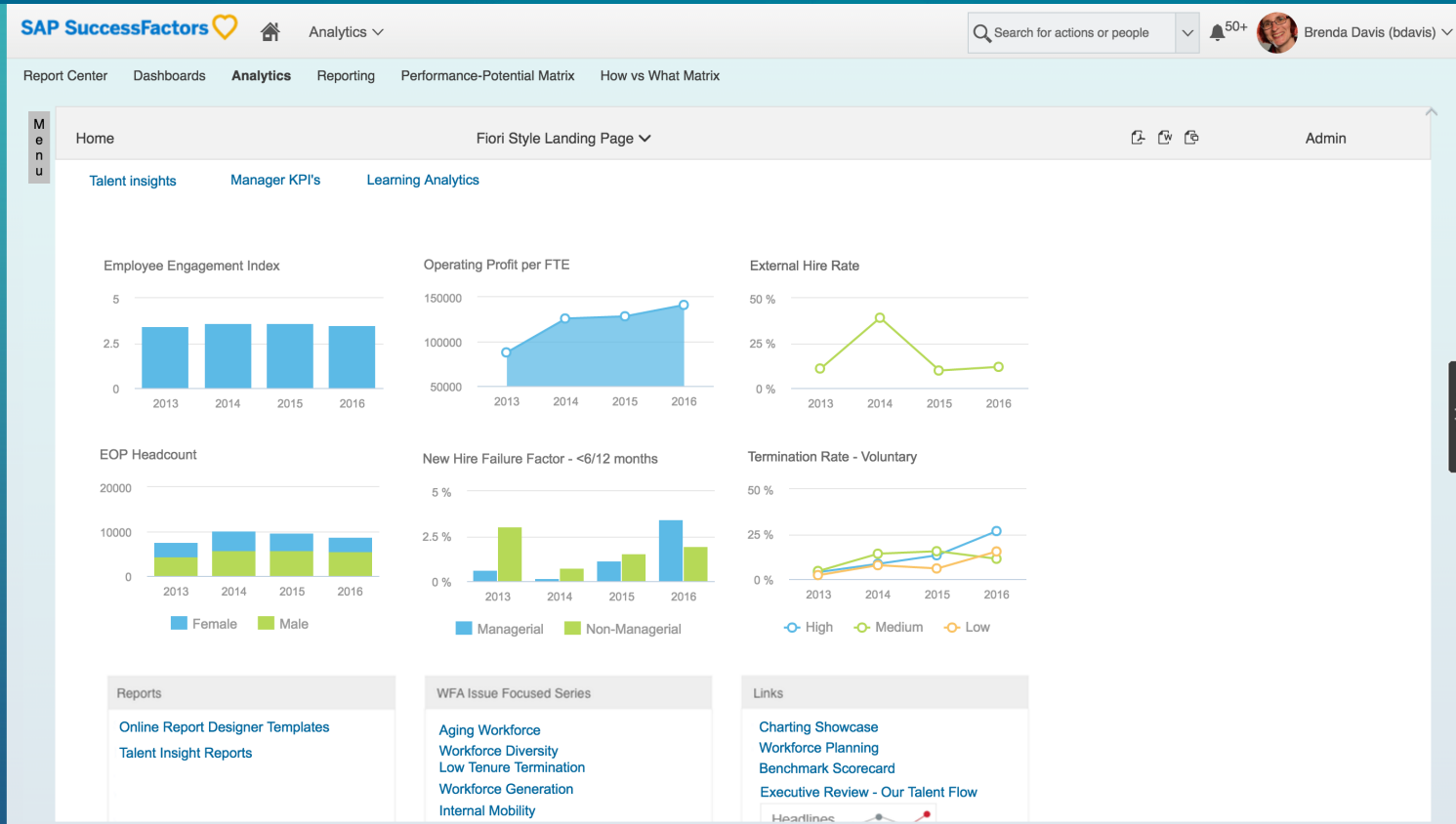
Items per page 50Page 1 of 1

→ Complete Compensation PlanningCancelSave

After Fiori-Style updates: Dashboards



After Fiori-Style updates: Analytics



After Fiori-Style updates: Analytics

