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Using Talent Intelligence Hub

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1 Talent Intelligence Hub

Talent Intelligence Hub is a centralized framework that connects individual attributes, strengths and styles, and expressive preferences to both people and the experiences throughout SAP SuccessFactors solutions. This framework enables organizations to understand and manage their workforce holistically while supporting excellence and growth aspirations of their people.

Talent Intelligence Hub enables organizations to maintain people attributes that are critical for their success. These attributes are stored and maintained in a centralized library known as the Attributes Library. People in the organization can access these attributes and add them to their unique repository of attributes known as the Growth Portfolio.

Attributes Library

Attributes Library is a repository that allows organizations to define attributes they expect in their people. Organizations can develop talent by enabling people in the organization to access these attributes. The attributes in the library are grouped into individual categories based on the attribute type. For example, all attributes that belong to the category of skills can be grouped under the attribute type **Skill**. You can use the Attributes Library to:

- Create attributes and attribute types.
- Configure proficiency level scale for every attribute type.
- View the proficiency level scale and rating history.
- Enable or disable the Growth Portfolio for people in the organization.

Growth Portfolio

Growth Portfolio is a unique repository where employees can store their role-specific (cascaded based on the employee's role) and person-specific attributes. Attributes in a portfolio can dynamically change based on a person's preference and aspirations. People in the organization can access attributes from the Attributes Library to add the required attributes to their portfolio. The portfolio enables people to continuously shape and refine a digital picture of their whole self and enables them to see who they are today and to decide what they want to be in future.

Growth Portfolio uses artificial intelligence and machine learning algorithms to recommend suitable skills for employees. An employee can use the Growth Portfolio to:

- View skills and competencies in the portfolio.
- Add or reject skills that are recommended by the system.
- Assign a proficiency level for every attribute in the portfolio.
- Mark attributes as passionate. Setting an attribute as passionate indicates that the employee is highly-interested in that attribute.

Growth Portfolio integrates with SAP SuccessFactors Opportunity Marketplace to enable people find relevant opportunities matching their work preferences and work styles.

Related Information

[Migrating from Job Profile Builder to Talent Intelligence Hub \[page 6\]](#)

[Migrating from Job Description Manager to Talent Intelligence Hub \[page 13\]](#)

2 Migrating from Job Profile Builder to Talent Intelligence Hub

You can migrate your competencies from Job Profile Builder to Talent Intelligence Hub.

Prerequisites

- Run the relevant checks using the check tool. For details on the checks that you have to run, refer to the corresponding Job Profile Builder checks mentioned in the SAP note [3319564](#).
- Prior to the migration, ensure that you maintain the data for all libraries, competencies, behaviors, categories, and groups in all locales. Talent Intelligence Hub doesn't support the default locale context.

Context

Current implementations of Talent Intelligence Hub begin with migration of pre-existing data in Job Profile Builder. Use the [Check Tool](#) to validate the data in Job Profile Builder. If you find issues during the Check Tool validation process, make the appropriate updates in Provisioning. The migration process is not backward compatible.

ⓘ Note

- As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, please contact your Product Support.
- Once you've initiated the migration process, we recommend that you don't edit any data in Center of Capabilities. However, if you make any changes in Center of Capabilities, those changes won't be migrated to Talent Intelligence Hub.

Procedure

1. Go to ► [Admin Center](#) ► [Upgrade Center](#) ►.
2. Under the [Recommended Upgrades](#) section, click [Talent Intelligence Hub](#).
3. Choose [Learn More and Upgrade Now](#) next to [Talent Intelligence Hub](#).
4. Choose [Upgrade Now](#).

Note

If you're maintaining competencies data in Center of Capabilities, then the following conditions apply:

- If multiple competencies with the same name exist in Center of Capabilities, then an automatically generated unique ID will be suffixed to the competency name during the migration. For example, if a competency named *Leadership* exists under two or more categories or groups in Center of Capabilities, the competencies will be migrated as *Leadership_<uniqueJPBID>*.
- If competencies are associated with a library, group, or category in Center of Capabilities, such competencies will be converted to tags during the migration.
- If you haven't configured the proficiency level scale prior to the migration, a default five-point proficiency level scale will be created automatically during the migration. After the migration, you won't be able to associate a different proficiency level scale with the *competencies* attribute type because the existing competencies in Center of Capabilities will already be associated with a proficiency level scale. The default five-point proficiency level scale created during the migration will be associated to the *skills* attribute type. But you can associate a different proficiency level scale with the *skills* attribute type using the ► [Manage Talent Intelligence Hub](#) ► [Attribute Types](#) ► page. However, you can't associate a different proficiency level scale for skills, once you add attributes to the *skills* attribute type or enable the Growth Portfolio.

Results

The data is migrated from Job Profile Builder to Talent Intelligence Hub.

Next Steps

Go to ► [Admin Center](#) ► [Check Tool](#) ► and then choose **Job Profile Builder** under the [Migration](#) tab. Check for any issues encountered during the migration.

Note

- After the migration, ensure that you check the status of the Talent Intelligence Hub migration job in [Scheduled Job Manager](#). If there are job failures, re-run the jobs before using Talent Intelligence Hub.
- After a successful migration, if you want to add the attributes from Talent Intelligence Hub using the Attribute Picker, ensure that you have the ► [User permissions](#) ► [Growth Portfolio](#) ► [View Attributes](#) ► permission.

Related Information

[Decision Matrix for Job Profile Builder to Talent Intelligence Hub Migration \[page 8\]](#)

2.1 Decision Matrix for Job Profile Builder to Talent Intelligence Hub Migration

If you're maintaining roles, families, and competencies in Job Profile Builder, plan your upgrade using the information in the table.

Checklist for Job Profile Builder to Talent Intelligence Hub Migration

Current Implementation	What is visible in Upgrade Center?	What happens after the upgrade is triggered?	Restrictions
<p>You have no check tools errors for Job Description Manager and Job Profile Builder.</p> <p>You have successfully migrated from Job Description Manager to Job Profile Builder in Provisioning.</p> <p>You're maintaining families, roles, and competencies in Job Profile Builder.</p>	<p>An option to upgrade to Talent Intelligence Hub</p>	<p>Competencies are migrated to Talent Intelligence Hub.</p> <p>Use the Check Tool to identify and resolve issues that you may encounter during the upgrade.</p>	<p>Skills in Job Profile Builder cannot be migrated to Talent Intelligence Hub.</p>

Note

The migration of skills and skills related-mapping in Job Profile Builder won't be available in this release due to technical issues. We plan to enable the migration path for Job Profile Builder skills data soon and we'll notify when it becomes available.

Note

If the Job Profile Builder migration had previously failed, you will be prompted to complete the migration.

Related Information

[Migrating from Job Profile Builder to Talent Intelligence Hub \[page 6\]](#)

2.2 Checks for Job Profile Builder

Learn about different checks for Job Profile Builder.

Navigate to the [Check Tool](#) in Admin Center, select **Job Profile Builder** as the target application, and then run the checks available for Job Profile Builder.

The following checks are available for Job Profile Builder.

Check Name	Check ID	Check Description	Solution for Fixing Issues
Imported GUIDs are valid	JDMImportedGUIDInvalid	Run this check when you receive errors when trying to save changes in Job Description Manager Objects. The check looks for issues in the GUID of existing competencies, families, and roles. By default, a unique value is generated for every new record. Leave the GUID value blank to prevent issues with GUID sequencing in future.	Use the quick fix to resolve any issues found with the Job Description Manager sequencing.
Families are migrated from Job Description Manager	FamilyMigrationFailuresCheck	This check will identify the families that weren't migrated from Job Description Manager to Job Profile Builder.	Go to Admin Center > Scheduled Job Manager , export the error details for the MigrateToNewJDMJob and then correct the data.
Competencies and behaviors are migrated from Job Description Manager	CompetencyMigrationFailureCheck	This check will identify the competencies that weren't migrated from Job Description Manager to Job Profile Builder.	Go to Admin Center > Scheduled Job Manager , export the error details for the MigrateToNewJDMJob and then correct the data.
Roles are migrated from Job Description Manager	RoleMigrationFailuresCheck	This check will identify the roles that weren't migrated from Job Description Manager to Job Profile Builder.	Go to Admin Center > Scheduled Job Manager , export the error details for the MigrateToNewJDMJob and then correct the data.
Invalid Job Description Manager reference in the mapping entity	InvalidJdmJpbMappingValue	During migration, the data from Job Description Manager is created in Job Profile Builder. A mapping entity is also created. Sometimes, due to technical issues, the Job Description Manager ID in the mapping entity is created incorrectly as -1.	If you encounter issues with this check, ensure that you correct the entity ID.

Check Name	Check ID	Check Description	Solution for Fixing Issues
Duplicate Job Description Manager reference in the mapping entity	DuplicateJDMIdInJdmJpb-Mapping	During migration, competencies from Job Description Manager are created in the Center of Capabilities. You can create two competencies with the same name but under different groups in Center of Capabilities. In such cases, both the competencies point to the same Job Description Manager reference ID. However, they are treated as different records in Job Profile Builder. This creates duplicate records with the same Job Description Manager reference ID.	This issue could occur if you're using different locales in your instance.
Missing Job Description Manager data reference in the mapping entity	JDMIdNotPresentInMapping	During Job Description Manager to Job Profile Builder migration, a mapping entity is created to store the Job Description Manager and Job Profile Builder reference IDs.	

2.3 Checks for Talent Intelligence Hub

Learn about different checks for Talent Intelligence Hub.

Navigate to the [Check Tool](#) in Admin Center, select Talent Intelligence Hub as the target application, and then run the checks.

The following checks are available for Talent Intelligence Hub.

Check Name	Check ID	Check Description
User Profile UUIDs are valid	UserProfileUUIDValidationCheck	The user profile UUIDs must be valid. The UUID must not be a null value.
Use Job Profiles in Requisitions is enabled.	UseJobProfilesInReqCheck	Verifies whether Use Job Profiles in Requisition is enabled in Admin Center > Manage Recruiting Settings
Skills are not mapped to entities in Job Profile Builder	MustNotHaveSkillMappingsWithNullWs-mldCheck	In Job Profile Builder, skills can be mapped to entities such as roles, families, or positions. This check validates whether a mapping exists for skills or not. If the skill is mapped to any entities in Job Profile Builder, the check fails.

Check Name	Check ID	Check Description
Job Profile Builder Enablement Status	JPBNotMigratedMandatoryPreCheck	The migration status of Job Profile Builder is different from the enablement status. Job Profile Builder can be enabled even before the migration to Job Profile Builder succeeds. This check validates the status of the migration and enablement of Job Profile Builder.
SAP SuccessFactors Platform is successfully integrated with SAP SuccessFactors Learning	LMSTenantSealingStatusCheck	This check applies only for instances where SAP SuccessFactors Learning system is enabled. By default, any newly provisioned SAP SuccessFactors Learning tenants will be pre-integrated with an SAP SuccessFactors Platform tenant. However, the integration configurations in the tenant will be read-only.
Missing competencies data in the mapping table	MissingCompetencyJpbldsInMappingEntityCheck	During the Center of Capabilities to Talent Intelligence Hub migration, a mapping entity is created to store the Center of Capabilities and Talent Intelligence Hub reference IDs. Sometimes, due to technical issues, mapping for some of the competency references from Center of Capabilities is not created in the system.
Behavior names must be within the 236 characters limit	BehaviorNameLengthCheck	The behavior names have an upper limit of 236 characters. The behaviors that exceed 236 characters will not be migrated from Center of Capabilities.
Competency names must be within the 236 characters limit	CompetencyNameLengthCheck	The competency names have an upper limit of 236 characters. The competencies that exceed 236 characters will not be migrated from Center of Capabilities.
Migration of competencies in job requisitions from Job Description Manager 1.0 to Job Description Manager 2.0 is complete	MigrateJDM1CompetenciesJobCompletedCheck	Validates if the "Migrate Competencies in Job Requisitions from JDM1.0 to JDM2.0" Job is running.
Missing Job Description Manager data reference in the mapping entity	MissingJdmldsInMappingEntityCheck	During Job Description Manager to Job Profile Builder migration, a mapping entity is created to store the Job Description Manager and Job Profile Builder reference IDs. Sometimes, due to technical issues, mapping for some of the Job Description Manager references is not created in the system.

2.4 Determining the Migration Path on Your Instance

Determine whether your instance is on Job Description Manager or Job Profile Builder.

Procedure

1. Go to ► [Admin Center](#) ► [Scheduled Job Manager](#) ►
2. Select the Job Monitor tab.
3. In the Job Type dropdown, select [JDM Old to New Sync](#).
4. Review the results.
 - If you're on Job Profile Builder and you see a job result in Job Scheduled Manager, then you're on Job Profile Builder. Follow the steps provided in [Migrating from Job Profile Builder to Talent Intelligence Hub \[page 6\]](#).
 - If you're on Job Profile Builder and you don't see a job result in Job Scheduled Manager, then you're on Job Description Manager. If you're on Job Description Manager, you can perform the following steps:
 1. Run the check tool for Job Description Manager and fix issues, if any.
 2. Go to Provisioning and enable Job Profile Builder. the check tool for Job Description Manager and fix issues, if any.
 3. Migrate your data from Job Description Manager to Job Profile Builder.
 4. Run the check tool for Job Profile Builder Manager and fix issues, if any.

3 Migrating from Job Description Manager to Talent Intelligence Hub

You can migrate your competencies from Job Description Manager to Talent Intelligence Hub.

Prerequisites

- If you're migrating directly from Job Description Manager to Talent Intelligence Hub, you don't have to enable Job Profile Builder on your instance. However, if you enable Job Profile Builder after the migration, ensure that you decide the migration path for your instance. For more information, see [Determining the Migration Path on Your Instance \[page 12\]](#).
- Run the relevant checks using the check tool. For details on the checks that you have to run, refer to the corresponding Job Description Manager checks mentioned in the SAP note [3319564](#).
- Prior to the migration, ensure that you maintain the data in all the locales. Talent Intelligence Hub doesn't support the default locale context.

Context

As per the current implementation, the families, roles, and competencies are maintained in Job Description Manager. Prior to the migration, use the [Check Tool](#) to validate the data in Job Description Manager. If you find issues during the Check Tool validation process, make the appropriate updates in Provisioning. After the migration, the data in Job Description Manager becomes read-only and non-editable. The migration process is not backward compatible.

Note

As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, please contact your Product Support.

Procedure

1. Go to ► [Admin Center](#) ► [Upgrade Center](#) ►.
2. Under the [Recommended Upgrades](#) section, click [Talent Intelligence Hub](#).
3. Choose [Learn More and Upgrade Now](#) next to [Talent Intelligence Hub](#).
4. Choose [Upgrade Now](#).

Results

The data is migrated from Job Description Manager to Talent Intelligence Hub.

Note

During the migration, a default five-point proficiency level scale will be created automatically. You can modify the default proficiency level scale after the migration. However, modifying the proficiency level scale is not supported after the Growth Portfolio is enabled.

Next Steps

Go to ► [Admin Center](#) ► [Check Tool](#) ► and then choose **Job Description Manager** under the [Migration](#) tab. Check for any issues encountered during the migration.

Note

- After the migration, ensure that you check the status of the Talent Intelligence Hub migration job in Scheduled Job Manager. If there are job failures, re-run the jobs before using Talent Intelligence Hub.
- After a successful migration, if you want to add the attributes from Talent Intelligence Hub using the Attribute Picker, ensure that you have the ► [User permissions](#) ► [Growth Portfolio](#) ► [View Attributes](#) ► permission.


Related Information

[Decision Matrix for Job Description Manager to Talent Intelligence Hub Migration \[page 17\]](#)

3.1 Checks for Job Description Manager

Learn about different checks for Job Description Manager.

Navigate to the [Check Tool](#) in Admin Center, select **Job Description Manager** as the target application, and then run the checks available for Job Description Manager.

Check Name	Check ID	Check Description	Solution for Fixing Issues
Imported GUIDs Validity	JDMIImportedGUIDInvalid	Run this check when you receive errors when trying to save changes in Job Description Manager Objects. The check looks for issues in the GUID of existing competencies, families, and roles. By default, a unique value is generated for new records. Leave the GUID value blank to prevent issues with GUID sequencing in future.	Use the quick fix to resolve any issues found with the Job Description Manager sequencing. 2993636 
At least one of the languages of the competency is enabled	JDMInactiveLocaleCheck	Ensure that you've configured one active language on the instance where you want to create a competency. If a competency doesn't exist in at least one of the active languages, the migration from Job Description Manager to Job Profile Builder fails.	The language of the competencies listed in the check results need to be enabled for your instance. To resolve any issues found with the check, go to Admin Center > Manage Languages and then enable the competencies in the desired languages.
The en_US locale is enabled before migration of data from Job Description Manager to Job Profile Builder is initiated.	IsenUSLocaleEnabledCheck	Job Profile Builder validates if the en_US locale is enabled. A disabled en_US locale will cause a migration failure.	Enable the en_US locale on the instance.
No two distinct competencies or behaviors have identical GUIDs	JDMDistinctCompetencyOr-BehaviorSameGUID	When you have different competencies or behaviors with identical GUIDs, migration of those competencies or behaviors to Job Profile Builder fails.	Edit the competencies or behaviors so they can have distinct GUIDs.
Competency description in Job Description Manager is valid	JDMInvalidCompetencyDesc-Check	Job Profile Builder supports only a few HTML tags and does not support JavaScript in competency descriptions. Competency descriptions with unsupported HTML or JavaScript, while valid in Job Description Manager, will lead to failures when migrating Job Description Manager data to Job Profile Builder.	Refer to the List of Supported HTML Tags and remove any unsupported tags or JavaScript from your competency descriptions listed in the check results.
No competencies have identical Name, Library, Category, and Locale in Job Description Manager	JDMDuplicateCompetencies	When you have multiple competencies in Job Description Manager with the same name, library, category, and locale, migration of the competency to Job Profile Builder fails.	Remove the duplicate competencies in Job Description Manager before you proceed with the migration.

Check Name	Check ID	Check Description	Solution for Fixing Issues
No two families have an identical Name	JDMDuplicateFamilies	When you have two or more families with the same name, migration of the family to Job Profile Builder fails.	Remove the duplicate families in Job Description Manager before you proceed with the migration.
Family Name is blank or null	JDMEmptyFamilies	Migration from Job Description Manager to Job Profile Builder fails if the family name is blank or invalid.	Remove or modify the families that have a blank or invalid name.
Job Codes are active and valid	JDMInvalidJobCode	Migration from Job Description Manager to Job Profile Builder fails if an invalid or inactive job code is found.	Activate or remove the job codes that are inactive, before proceeding with the migration.
Job code to role mapping in Job Description Manager is valid	SameJobCodeWithMultipleRoleValidation	A job code can only map to one role in Job Profile Builder. Multiple roles mapped to a job code, while valid in Job Description Manager, will lead to failures when migrating data from Job Description Manager to Job Profile Builder.	Remove multiple roles that are mapped to a job code. Ensure that only one job code is mapped to a role.
No two roles have an identical name and family ID	JDMDuplicateRoles	When you have identical families and roles, migration of the family to Job Profile Builder fails.	Remove duplicate families and roles before you proceed with the migration. For more information, refer to 0003321703 . 📄
The weight of each behavior mapped to a role should be 100 or less	JDMRoleMappedBehaviorWeightCheck	Job Profile Builder validates the weight of each behavior mapped to a role. Behavior with a weight greater than 100 will cause migration failures.	Correct the behaviors that have a weight greater than 100. For more information, refer to 0003321683 . 📄
Job role mapped to custom field	JDMRolesMappedToCustomField	Mapping a role to a custom field is not supported in Job Profile Builder. Any data with this mapping can't be migrated from Job Description Manager to Job Profile Builder.	Remove mappings created for custom fields. For more information, refer to 0003321736 . 📄
The weights of competencies mapped to a role add up to 100 or less	JDMSumOfRoleMappedCompetencyWeightsCheck	Job Profile Builder checks for the sum of the weights of the competencies mapped to a role. If the total weight of all competencies associated to a role exceeds 100, the migration fails.	Correct the overall competency weights associated to a role so that sum of all weights is less than 100. For more information, refer to 0003321702 . 📄

3.2 Decision Matrix for Job Description Manager to Talent Intelligence Hub Migration

If you're maintaining roles, families, and competencies in Job Description Manager, plan your upgrade using the information in the table.

Checklist for Job Description Manager to Talent Intelligence Hub Migration

Current Implementation	What is visible in Upgrade Center?	What happens after the upgrade is triggered?	Restrictions
You're maintaining roles, families, and competencies in Job Description Manager and you're not using Job Profile Builder.	An option to upgrade to Talent Intelligence Hub	Competencies are migrated to Talent Intelligence Hub. Use the Check Tool to identify and resolve issues that you may encounter during the upgrade.	There are no restrictions.

Related Information

[Migrating from Job Description Manager to Talent Intelligence Hub \[page 13\]](#)

4 Permissions Required for Using Talent Intelligence Hub

You can set up basic role-based permissions to enable Talent Intelligence Hub using the [Manage Permission Roles](#) tool.

The role-based permissions can be provided to a target population. The following table provides the list of role-based permissions

Permissions for Talent Intelligence Hub

Permission Name	Permission Location	Description
View Manage Talent Intelligence Hub Settings	Manage Talent Intelligence Hub Settings	Allows users to view the Talent Intelligence Hub settings
Edit Manage Talent Intelligence Hub Settings	Manage Talent Intelligence Hub Settings	Allows users to edit the Talent Intelligence Hub settings
Enable Growth Portfolio	Manage Talent Intelligence Hub Settings	Allows users to enable the Growth Portfolio.
▶ Attribute > View ▶	Growth Portfolio	Allows users to view the attributes in the Growth Portfolio.
▶ Attribute > Edit ▶	Growth Portfolio	Allows users to edit the attributes in the Attributes Library.
▶ Attribute > Create ▶	Growth Portfolio	Allows users to create the attributes in the Attributes Library.
▶ Attribute Type > View ▶	Growth Portfolio	Allows users to view the attribute type in the Growth Portfolio.
▶ Attribute Type > Edit ▶	Growth Portfolio	Allows users to edit the attribute types in the Attributes Library.
▶ Attribute Type > Create ▶	Growth Portfolio	Allows users to create the attribute types in the Attributes Library.
▶ Growth Portfolio > View ▶	Growth Portfolio	Allows users to view the Growth Portfolio.
▶ Growth Portfolio > Edit ▶	Growth Portfolio	Allows users to edit the proficiency levels for attributes in the Growth Portfolio. This permission also allows users to mark if they are passionate about any attributes in the Growth Portfolio.
▶ Growth Portfolio > Create ▶	Growth Portfolio	Allows users to add new attributes to the Growth Portfolio.
▶ Growth Portfolio > Delete ▶	Growth Portfolio	Allows users to delete attributes from the Growth Portfolio.

Permission Name	Permission Location	Description
▶▶ Growth Portfolio ▶ Edit Proficiency Level ▶	Growth Portfolio	<p>This permission is automatically enabled if you've selected the ▶▶ Growth Portfolio ▶ Edit ▶ permission.</p> <p>Allows users to edit the proficiency level for attributes in the Growth Portfolio.</p>
▶▶ Growth Portfolio ▶ Mark as passionate ▶	Growth Portfolio	<p>This permission is automatically enabled if you've selected the ▶▶ Growth Portfolio ▶ Edit ▶ permission.</p> <p>Allows users to mark attributes they are passionate about.</p>
▶▶ Growth Portfolio ▶ Team View ▶	Growth Portfolio	Allows users to view the portfolio of others.
▶▶ Proficiency Level Scale ▶ View ▶	Growth Portfolio	Allows users to view the proficiency level scale.
▶▶ Proficiency Level Scale ▶ Edit ▶	Growth Portfolio	Allows users to edit the proficiency level scale.
▶▶ Proficiency Level Scale ▶ Create ▶	Growth Portfolio	Allows users to create new proficiency level scales.
▶▶ Tag ▶ View ▶	Growth Portfolio	Allows users to view the tags associated with the attributes.
▶▶ Tag ▶ Edit ▶	Growth Portfolio	Allows users to edit the tags in the Attributes Library.
▶▶ Tag ▶ Create ▶	Growth Portfolio	Allows users to create the tags in the Attributes Library.

Related Information

[List of Role-Based Permissions](#)

5 SAP SuccessFactors Data Center to Sub Processor Data Center Mapping

Learn about how data centers of SAP SuccessFactors are mapped with the Sub Processor data centers.

Use of the AI-Assisted Skills features, including but not limited to Skills Validation, Skills Matching, Skills Standardization and Skills Architecture Creation, may require the transfer of your customer data for processing from the country and region where your SAP SuccessFactors production data center is located, to the country and region where our Sub Processor's production data center is located.

SAP SuccessFactors Data Center	SAP SuccessFactors Data Center Region	SAP SuccessFactors Data Center Country	Sub Processor Data Center Region	Sub Processor Data Center Country
DC22	MENA	United Arab Emirates	EMEA	Netherlands
DC23	MENA	Saudi Arabia	EMEA	Netherlands
DC30	APAC	China	EMEA	Netherlands
DC32	APAC	Saudi Arabia	EMEA	Netherlands
DC33	EMEA	Germany	EMEA	Netherlands
DC34	EMEA	Germany	EMEA	Netherlands
DC40	AMER	United States of America	AMER	United States of America
DC41	AMER	United States of America	AMER	United States of America
DC43	AMER	United States of America	AMER	United States of America
DC47	AMER	Canada	AMER	United States of America
DC49	AMER	Canada	AMER	United States of America
DC50	APAC	Japan	EMEA	Netherlands
DC51	APAC	Japan	EMEA	Netherlands
DC52	APAC	Singapore	EMEA	Netherlands
DC55	EMEA	Germany	EMEA	Netherlands
DC56	EMEA	Netherlands	EMEA	Netherlands

SAP SuccessFactors Data Center	SAP SuccessFactors Data Center Region	SAP SuccessFactors Data Center Country	Sub Processor Data Center Region	Sub Processor Data Center Country
DC57	EMEA	Netherlands	EMEA	Netherlands
DC58	EMEA	Germany	EMEA	Netherlands
DC60	AMER	Canada	AMER	United States of America
DC61	AMER	Canada	AMER	United States of America
DC62	AMER	Brazil	AMER	United States of America
DC66	APAC	Australia	EMEA	Netherlands
DC67	APAC	Australia	EMEA	Netherlands
DC68	AMER	United States of America	AMER	United States of America
DC69	AMER	United States of America	AMER	United States of America
DC70	AMER	United States of America	AMER	United States of America
DC71	AMER	United States of America	AMER	United States of America
DC74	EMEA	Switzerland	EMEA	Netherlands
DC75	EMEA	Switzerland	EMEA	Netherlands
DC80	APAC	India	EMEA	Netherlands
DC81	APAC	India	EMEA	Netherlands

Related Information

[Using the Upgrade Center to Extract Skills \[page 23\]](#)

[Enabling the AI-Assisted Skills Standardization Setting \[page 26\]](#)

[AI-Assisted Skills Matching for Assisted Applicant Screening](#)

[AI-Assisted Skills Validation for Job Requisition](#)

[Recommending Skills Based on Continuous Performance Management Data \[page 55\]](#)

6 Supported Languages for AI-Assisted Skills

Before you start using an AI-assisted skills feature, review the following information about support languages and determine how they impact your system.

SAP SuccessFactors AI-assisted skills features use AI to identify skills in a text source, such as a job profile, job description, or resume. The AI technology we use may not fully support all of the languages that are available in your SAP SuccessFactors system.

The following languages are fully supported. These languages offer a complete translation of all skills, and the synonyms for skills are comprehensive. For example, for a skill named Java, the synonyms can be Java Programming or J2EE.

- Dutch
- English
- French
- German
- Italian
- Spanish (all variants)

The following languages are partially supported. These languages offer translation for all the common skills and the synonyms for skills are less comprehensive.

- Chinese (Simplified)
- Chinese (Traditional)
- Croatian
- Czech
- Danish
- Finnish
- Greek
- Hebrew
- Hungarian
- Japanese
- Norwegian
- Polish
- Portuguese (all variants)
- Romanian
- Russian
- Slovak
- Slovenian
- Swedish
- Turkish

7 Using the Upgrade Center to Extract Skills

Learn about how you can use the Upgrade Center to extract skills from job profiles and job requisitions.

Prerequisites

- You've purchased the AI units. For more information, please contact your Account Executive.
- You've upgraded to Talent Intelligence Hub.
- You've enabled Job Profile Builder.
- You have active job profiles in the system.

Context

Organizations can quickly set up a library of skills in the Attributes Library using the [AI-Assisted Skills Architecture Creation](#) option in Upgrade Center. The following table provides information about how skills are extracted from different modules:

Module Name	Where are skills extracted from?
Job Profile Builder	The long and short descriptions in job profiles. This only applies to job profiles that aren't position-based.
Recruiting	The three most recently approved job requisitions for a job role from the past two years.

Procedure

1. Go to ► [Admin Center](#) ► [Upgrade Center](#) ►.
2. Under the *Recommended Upgrades* section, choose [AI-Assisted Skills Architecture Creation](#).
3. Choose [Learn More and Upgrade Now](#) next to [AI-Assisted Skills Architecture Creation](#).
4. Choose [Upgrade Now](#).

Related Information

[Overview of AI-Assisted Skills Architecture Creation \[page 24\]](#)

[SAP SuccessFactors Data Center to Sub Processor Data Center Mapping \[page 20\]](#)

7.1 Overview of AI-Assisted Skills Architecture Creation

You can extract skills from job profiles in Job Profile Builder and job requisitions in Recruiting and create an AI-based skills library in Talent Intelligence Hub.

The *AI-Assisted Skills Architecture Creation* upgrade option enables you to initiate the skills extraction process. Skills can be extracted from:

- Long and short descriptions of job profiles which are not position-based job profiles.
- Descriptions of the three most recent job requisitions for a job role.

You can monitor the status of the upgrade using the *Skills Extractor* job in *Scheduled Job Manager*. Once the upgrade process is completed, the skills are added to the Attributes Library in Talent Intelligence Hub. The extracted skills are marked as *Inferred* in the Attributes Library database table of Talent Intelligence Hub. Based on your current implementation, the skills are accordingly processed in Talent Intelligence Hub:

When Growth Portfolio is Disabled

If Growth Portfolio wasn't enabled in your instance before the skills extraction process, you can carefully review the following information and make amendments as needed.

- You can review the extracted skills and change the status of specific skills to inactive.
- You can determine whether you want to detach certain skills from specific job roles.

Once you've assessed the skills, you can run the *Update Inferred Skills to Confirmed* job in *Scheduled Job Manager* to update the status of *Inferred* skills to *Confirmed*. Once the status of the skills is moved to *Confirmed*, other SAP SuccessFactors modules can use the attribute picker to consume the skills. You can then enable the Growth Portfolio. The skills will then be automatically displayed on the employee's Growth Portfolio according to the mapping of skills with the job roles.

Note

The extracted skills aren't available for selection using the attribute picker until they're set to *Confirmed*.

When Growth Portfolio is Enabled

If Growth Portfolio was enabled in your instance before the skills extraction process, the upgrade process will automatically synchronize all the extracted skills to the employees' Growth Portfolio. You can then run the *Update Inferred Skills to Confirmed* job in *Scheduled Job Manager* to update the status of *Inferred* skills to *Confirmed*. Once the status of the skills is moved to *Confirmed*, other SAP SuccessFactors modules can use the attribute picker to consume the skills.

Note

The extracted skills aren't available for selection using the attribute picker until they're set to *Confirmed*.

Skills and competencies with the same name can coexist in your environment. For example, if a competency named *Java* was migrated from Center of Capabilities, and a skill named *Java* was also extracted through the AI-assisted skills architecture creation, then a skill and competency with the name *Java* can coexist in your environment.

Related Information

[Using the Upgrade Center to Extract Skills \[page 23\]](#)

8 Enabling the AI-Assisted Skills Standardization Setting

Enable the AI-assisted capabilities of the skills standardization feature to use the standard names for skills.

Prerequisites

- This feature has a restricted availability and is only available to a limited number of early adopters.
- You've purchased the AI units. For more information, please contact your Account Executive.
- You've the ► [Administrator Permissions](#) ► [Manage AI Capabilities](#) ► [AI Services Administration](#) ► permission.
- You've the ► [User Permissions](#) ► [Growth Portfolio](#) ► [Attribute](#) ► [Edit](#) ► permission.

Procedure

1. Go to the [AI Services Administration](#) page in Admin Center.
2. Choose [Assisted Skills Standardization](#).

Next Steps

Run the skills standardization job in Scheduled Job Manager job to generate a file with the proposed names for skills.

Related Information

[Overview of AI-Assisted Skills Standardization \[page 27\]](#)

[SAP SuccessFactors Data Center to Sub Processor Data Center Mapping \[page 20\]](#)

[Supported Languages for AI-Assisted Skills \[page 22\]](#)

8.1 Overview of AI-Assisted Skills Standardization

Use the AI-assisted capabilities to standardize skill names in the Attributes Library. Using industry-standard skill names offers an efficient way to visualize the exact skill names in the Attributes Library and reduces complexity by eliminating similar and duplicate skill names.

Note

This feature has a restricted availability and is only available to a limited number of early adopters.

Two or more similar skills in the Attributes Library can have different names. The AI capabilities of the skills standardization feature ensures that any skill name variations are unified under a standard name. For example, if your Attributes Library includes two skills called as *Java Core* and *J2EE*, the skills standardization feature can propose a standard name, such as *Java Programming Language*, for both the skills. The [TIH Skills Standardization](#) job facilitates the process of generating proposed names for skills. The proposed names are generated for all the skills in your Attributes Library. However, for skills that are already standardized, the proposed skill names will be the same as the current skill names.

The export file contains the following fields:

- Default Locale
- External ID
- Name
- Library ID
- Proposed Name
- Status

You can choose to review the export file and decide the skills that need to be standardized. Once you've completed the review, create a new file and specify the external IDs of only those skills that you want to standardize. You can use Integration Center to import the specified skills to the Attributes Library.

Related Information

[Enabling the AI-Assisted Skills Standardization Setting \[page 26\]](#)

9 Configuring the Proficiency Level Scale

Use the [Proficiency Settings](#) tab to configure the proficiency level scale.

Prerequisites

- Enable the [User Permissions](#) > [Growth Portfolio](#) > [Proficiency Level Scale](#) > [Create](#) role-based permission.
- Plan your settings before you configure the proficiency level scale.
 - Decide whether you want to configure a single proficiency level scale for skills and competencies or you want to configure different proficiency level scales for each of them.
 - Decide whether the lowest level in the proficiency level scale must be a numeric value 0 or 1. For example, if you choose 0 as the lowest level in a five-point proficiency level scale, the proficiency level starts at 0 and ends at 4.
 - Prepare the default names and descriptions for each proficiency level in the proficiency level scale.
 - If necessary, include an additional option for employees to skip rating an attribute if it is too early to evaluate them on the attribute. By default, this option is named as [Too New to Rate](#). However, this name can be customized.

Note

The [Too New to Rate](#) option is not available as a proficiency level on the Growth Portfolio.

- If you need to include the names and descriptions of the proficiency level scales in multiple languages, prepare the translated content in the required languages.

Note

You can't add or edit translations after you finish the setup wizard.

- Decide whether you want the numeric values associated with the proficiency level to be displayed for each attributes in the Growth Portfolio. For example, when this setting is enabled, if you have configured the level 2 of a proficiency level scale as **Intermediate**, then the proficiency level for the attribute will be displayed as **2 - Intermediate** on the Growth Portfolio.
- Once the attribute type is associated with the proficiency level scale, you can't modify the following fields in the proficiency level scale:
 - Number of Levels
 - Include Too New to Rate
 - Lowest Level Value

Procedure

1. Go to ► [Admin Center](#) ► [Manage Talent Intelligence Hub](#) ►.
2. Choose ► [Proficiency Settings](#) ► [Rating Scale](#) ►.
3. Choose [Create](#).
4. Configure the proficiency level scale.

Field	Description
Name	Enter a unique name for the proficiency level scale.
Description	Add a description for the proficiency level scale.
Include Too New to Rate	Choose Yes if you want to include Too New to Rate as an additional option in the set of proficiency levels.
Number of Levels	Enter the number of proficiency levels you want in the proficiency level scale.
Lowest Level Value	Choose either 0 or 1 depending on the value you prefer for the lowest level in the proficiency level scale.
Display Numeric Value with Level	Choose Yes if you prefer to view the corresponding numeric values along with the proficiency level assigned to the attributes, when they are displayed on the Growth Portfolio.
Status	Choose the status for the proficiency level scale.

5. For every level in the proficiency level scale, enter a unique name and description. For example, you can enter **Beginner** as the name for level 1 of the proficiency level scale.
6. Choose [Add](#).

The proficiency level scale is added on the [Proficiency Settings](#) page.

Next Steps

If necessary, edit the **Display Numeric Value with Level** option to decide whether you want the numerical values of the proficiency levels to be displayed for the attributes.

ⓘ Note

You can't delete a proficiency level scale if it's associated with one or more attribute types.

Related Information

[Normalization of Proficiency Levels \[page 30\]](#)

[Creating an Attribute \[page 35\]](#)

[Adding Attributes to the Growth Portfolio \[page 54\]](#)

9.1 Assigning the Rating History Type

Learn about changing rating history types.

Procedure

1. Go to [Admin Center](#) and choose [Company Settings](#) > [Manage Talent Intelligence Hub](#).
2. Choose [Proficiency Settings](#) > [Rating History](#).
3. Select one or more forms for which you want to change the rating history type.
4. Choose [Change Rating History Type](#).

You can assign one of the following rating history types:

- **Performance:** If the attribute is associated with a Performance form template, the attribute is marked as Unrated.
- **Proficiency:** If the attribute is associated with a Proficiency form template, the proficiency ratings for the attribute are normalized based on the proficiency level scale you configured. The attribute along with its normalized ratings is displayed in the Growth Portfolio.
If an attribute is associated with forms of both Proficiency and Performance template types, the ratings in the Performance form template aren't considered. Instead, the latest assessed ratings from the Proficiency template are normalized and displayed in the Growth Portfolio.
- **None:** If the rating history type is set to None, the proficiency ratings provided in the Performance Management forms are not considered.

Note

It is recommended that you change the rating history type before enabling the Growth Portfolio on your instance. Once the Growth Portfolio is enabled on your instance, changing the rating history type doesn't effect the proficiency ratings for the attributes on the people's Growth Portfolio.

5. Choose [Change](#).

9.2 Normalization of Proficiency Levels

Learn how proficiency levels associated with capabilities in Performance Management are normalized in Talent Intelligence Hub.

After you configure the proficiency level scale in Talent Intelligence Hub, the proficiency levels assigned to different capabilities in Performance Management are normalized to adjust the values measured on different proficiency level scale. The normalization rules depend on the following settings you configure in the proficiency level scale in Talent Intelligence Hub:

- The number of proficiency levels
- The numeric value (0 or 1) you've assigned to the lowest proficiency level

When the Lowest Value in Proficiency Level Scale is 0

In Talent Intelligence Hub, if the lowest proficiency level in the proficiency level scale starts with the value 0, the following normalization formula applies:

$$\frac{[(\text{Proficiency Level for Capability} - \text{Lowest Value in Source Proficiency Level Scale}) / (\text{Highest Value in Source Proficiency Level Scale} - \text{Lowest Value in Source Proficiency Level Scale})] * (\text{Highest Value in Configured Proficiency Level Scale})}{1}$$

Where:

- Proficiency Level for Capability = The proficiency level assigned to an employee's capability using the source proficiency level scale
- Lowest Value in Source Proficiency Level Scale = The lowest value in the source proficiency level scale
- Highest Value in Source Proficiency Level Scale = The highest value in the source proficiency level scale
- Highest Value in Configured Proficiency Level Scale = The highest value in the proficiency level scale you configured in Talent Intelligence Hub

To illustrate the usage of this formula, consider that the source proficiency level scale has five proficiency levels. Assume that you've configured a three-point proficiency level scale in Talent Intelligence Hub. The following table displays the normalized proficiency levels in Talent Intelligence Hub corresponding to each proficiency level in the source proficiency level scale.

Rated Value in 5-Point Proficiency Level Scale	Normalized Value in 3-Point Proficiency Scale (Lowest Value in Proficiency Level Scale: 0)
1	0
2	1
3	1
4	2
5	2

Note

During normalization, numbers with decimal values greater than or equal to 0.5 are rounded up to the next higher whole number. For example, 2.5 is rounded up to 3 and 1.87 is rounded up to 2. Similarly, numbers with decimal values less than 0.5 are rounded down to the previous lower whole number. For example, 1.45 is rounded down to 1 and 2.32 is rounded down to 2.

Lowest Value in Proficiency Level Scale Configured as 1

In Talent Intelligence Hub, if the lowest proficiency level in the proficiency level scale you configured starts with the value 1, the following normalization formula applies:

$$\frac{[(\text{Proficiency Level for Capability} - \text{Lowest Value in Source Proficiency Scale}) / (\text{Highest Value in Source Proficiency Level Scale} - \text{Lowest Value in Source Proficiency Level Scale})] * (\text{Highest Value in Configured Proficiency Level Scale} - 1) + 1}{1}$$

For example, consider a source proficiency level scale that has five proficiency levels. Assume that you've configured a three-point proficiency level scale in Talent Intelligence Hub. The following table displays the normalized proficiency levels in Talent Intelligence Hub corresponding to each proficiency level in the source proficiency level scale.

Rated Value in 5-Point Proficiency Level Scale	Normalized Value in 3-Point Proficiency Level Scale (Lowest Value in the Proficiency Level Scale: 1)
1	1
2	2
3	2
4	3
5	3

10 Creating an Attribute Type

Learn how to create custom attribute types in Talent Intelligence Hub.

Prerequisites

You've the ► [User Permissions](#) ► [Growth Portfolio](#) ► [Attribute Type](#) ► [Create](#) ► role-based permission.

Context

Skills and competencies are predefined attribute types. Administrators can create custom attribute types based on the organization's requirements. If you've enabled Talent Intelligence Hub in your environment, Job Profile Builder reads skills from the Attributes Library. You can't map a custom attribute type to a role in Job Profile Builder.

📘 Note

This is an SAP SuccessFactors Business Beyond Bias feature. Use it to support processes that detect, prevent, or eliminate the influence of bias, helping you achieve your diversity and inclusion goals.

Procedure

1. Go to [Admin Center](#) and choose ► [Company Settings](#) ► [Manage Talent Intelligence Hub](#) ►.
2. Choose [Attribute Types](#).
3. Choose [Create](#).
4. Enter unique singular and plural names for the attribute type.
5. **Optional:** Enter a description for the attribute type.

The maximum number of characters allowed for the description of an attribute type is 4000.

📘 Note

HTML tags are not supported in the descriptions. However, if descriptions have been migrated from Job Description Manager, Job Profile Builder, or Center of Capabilities and includes HTML tags, the tags will be visible in the migrated descriptions. It is recommended that you edit the descriptions and remove the HTML tags.

6. Choose a status for the attribute type.
 - [Active](#) to mark the attribute type as active.

- *Inactive* to mark the attribute type as inactive.
7. Choose *Create*.

Results

The attribute type is created.

Next Steps

If necessary, edit the details of the attribute type or change the status of the attribute type.

11 Creating an Attribute

Learn how to create attributes, such as skills and competencies in Talent Intelligence Hub.

Prerequisites

Enable the ► [User permissions](#) ► [Growth Portfolio](#) ► [Attribute](#) ► [Create](#) ► role-based permission.

Context

While creating an attribute, you can associate tags with an attribute. Tags are keywords that can be used for labeling different attributes. For example, administrators can create a tag called Critical and associate that tag with attributes that are critical for the organization.

Note

This is an SAP SuccessFactors Business Beyond Bias feature. Use it to support processes that detect, prevent, or eliminate the influence of bias, helping you achieve your diversity and inclusion goals.

Procedure

1. Go to ► [Admin Center](#) ► [Manage Talent Intelligence Hub](#) ►.
2. Choose [Attributes](#).
3. Choose [Create](#).
4. Choose the attribute type for the attribute.
5. Enter a unique name for the attribute.
6. **Optional:** Enter a description for the attribute.

The maximum number of characters allowed for the description of an attribute is 4000.

7. Choose a status for the attribute.
 - [Active](#) to mark the attribute as active.
 - [Inactive](#) to mark the attribute as inactive.
8. To assign a tag to an attribute, type one or more characters forming the name of the tag, and choose the appropriate value from the displayed results.
9. Choose [Create](#).

Results

The attribute is created.

Next Steps

If necessary, edit the attribute, edit the description of the proficiency levels for the attribute, or change the status of the attribute.

Note

- While creating or editing attributes, you should maintain the data for those attributes in all locales. Talent Intelligence Hub doesn't support the default locale context.
- When role-based competencies or family-based competencies are updated in Job Profile Builder, the updates will not be published to Talent Intelligence Hub and the changes will not be reflected in the Growth Portfolio.

Related Information

[Creating an Attribute Type \[page 33\]](#)

11.1 Creating a Behavior

Learn how to create behaviors in Talent Intelligence Hub.

Prerequisites

Enable the ► [User permissions](#) ► [Growth Portfolio](#) ► [Attribute](#) ► [Create](#) ► role-based permission.

Context

Note

This is an SAP SuccessFactors Business Beyond Bias feature. Use it to support processes that detect, prevent, or eliminate the influence of bias, helping you achieve your diversity and inclusion goals.

Procedure

1. Go to ► [Admin Center](#) ► [Manage Talent Intelligence Hub](#) ►.
2. Choose [Behaviors](#).
3. Choose [Create](#).
4. Enter a unique name for the behavior.
5. **Optional:** Enter a description for the behavior.

The maximum number of characters allowed for the description of a behavior is 4000.

6. Choose a status for the attribute.
 - [Active](#) to mark the behavior as active.
 - [Inactive](#) to mark the behavior as inactive.
7. Choose [Create](#).

Results

The behavior is created.

Next Steps

If necessary, edit the behavior or change the status of the behavior.

Related Information

[Competencies and Behaviors \[page 37\]](#)

[Creating an Attribute \[page 35\]](#)

11.1.1 Competencies and Behaviors

A competency is an individual's ability to perform a job that includes a set of defined behaviors.

Competencies and behaviors provide structure guidelines that enable identification, evaluation, and development of behaviors for individual employees.

❖ Example

Here are a few examples of competencies:

- Demonstrates self-insight and awareness

- Planning and organizing
- Optimizes group performance given multiple competing demands

📌 Note

Competencies can also have associated Writing Assistant and Coaching Advisor content. You create this content from ► [Admin Center](#) ► [Manage Writing Assistant and Coaching Advisor](#) ►.

You can define a set of behaviors that help to measure a competency. Behaviors help to assess if an individual possesses particular qualities that are required by employers and are used as benchmarks.

🔗 Example

Here are a few examples of behaviors:

- Thoroughly examines work for errors and omissions.
- Ensures that project deliverables and services meet all requirements and expectations.
- Creates channels to receive positive and negative feedback about work quality.

11.2 Using the Picker to Add Attributes from Talent Intelligence Hub

Learn about how to add attributes from Talent Intelligence Hub. Use the picker to add attributes of your choice.

Context

Attributes such as skills, competencies, behaviors, and custom attributes can be configured in Talent Intelligence Hub. The attributes are present in the Attributes Library and can be added to the Growth Portfolio using the picker.

Procedure

1. Go to Growth Portfolio from the Home page.
2. Under the [Skills and Attributes](#) section, choose [Add](#).
3. Search for the attributes of your choice and then choose the attributes from the drop-down list.
4. (Optional) Use the [Tags](#) filter to narrow down on your search results.

📌 Note

If you add multiple tags to the filter, the attributes that contain all the selected tags are displayed in the results.

5. Choose [Add](#).

11.3 Creating a Tag

Tags are keywords that can be used to label different attributes.

Prerequisites

Enable the ► [User permissions](#) ► [Growth Portfolio](#) ► [Tag](#) ► [Create](#) ► role-based permission.

Context

📘 Note

This is an SAP SuccessFactors Business Beyond Bias feature. Use it to support processes that detect, prevent, or eliminate the influence of bias, helping you achieve your diversity and inclusion goals.

Talent Intelligence Hub provides three standard or pre-defined tags, namely, core, critical, and trending.

- Core: Tags that are important and uphold the business value of the organization are labeled as core tags.
- Critical: Tags which are critical to the success of the organization are labeled as critical tags. These tags are associated to attributes that are unique and critical for the organization.
- Trending: Tags which are important and preferred by many people in the organization are labeled as trending tags.

📘 Note

The pre-defined tags cannot be modified.

Procedure

1. Go to [Admin Center](#) and choose ► [Company Settings](#) ► [Manage Talent Intelligence Hub](#) ►.
2. Choose [Tags](#).
3. Choose [Create](#).
4. Enter a unique name for the tag.
5. **Optional:** Enter a description for the tag.

The maximum number of characters allowed for the description of a tag is 4000.

6. Enter a unique value as an identifier for the tag in the *Code* textbox.
7. Choose a status for the attribute.
 - *Active* to mark the tag as active.
 - *Inactive* to mark the tag as inactive.
8. Choose *Create*.

Results

The tag is created.

Next Steps

If necessary, edit the tag or change the status of the tag.

Related Information

[Creating an Attribute \[page 35\]](#)

12 Adding Translations for Entities in Talent Intelligence Hub

In addition to your default language, you can add translations for the names and descriptions of the Talent Intelligence Hub entities, such as attribute types, attributes, behaviors, and tags. For proficiency level scale, in addition to the name and description of the proficiency level scale, you can also add translations for the name and descriptions for each proficiency level defined in the proficiency level scale.

Prerequisites

You've created the required entity for translation.

Procedure

1. Go to [Admin Center](#) and choose [Company Settings](#) > [Manage Talent Intelligence Hub](#).
2. Choose the entity for which you want to add the translated content. For example, to add a translated content for an attribute, choose [Attributes](#).
3. Choose the required attribute, choose [Edit](#), and then choose [Translate](#).
4. In the [Languages](#) section, choose the required language.

Note

Talent Intelligence Hub currently doesn't support translations for [English \(Debug\)](#).

5. Enter the translated content for the name and description.
6. Choose [Save](#).

12.1 Modifying Text for Talent Intelligence Hub

You can overwrite the default text in Talent Intelligence Hub in any of the supported languages using the [Manage Languages](#) tool.

Prerequisites

Enable Language Packs in Provisioning.

ⓘ Note

As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, please contact your Product Support.

Procedure

1. Go to ► [Admin Center](#) ► [Manage Languages](#) ►.
2. Navigate to the locale of your choice [Actions](#) and then choose [Create Custom Translation](#).
3. Specify a name for the custom translation and choose [OK](#).
4. Download the default labels CSV file using the [Action](#) menu.
5. Create a new CSV file for the custom labels.
6. Copy the labels that you want to customize from the downloaded default CSV file into the newly created CSV file.
7. Replace the original text in the newly created file with custom labels.
8. Save and upload the file.

Results

The custom UI labels replace the default UI labels in Talent Intelligence Hub.

Related Information

[Modifying Screen Text with the Manage Languages Tool](#)

13 Growth Portfolio on the Home Page

Learn about how Growth Portfolio can be accessed from the home page.

Prerequisites

- You've the ► [User Permissions](#) ► [Growth Portfolio](#) ► [Growth Portfolio](#) ► [View](#) ► role-based permission.
- You've selected the [View My Growth Portfolio](#) quick action in the ► [Manage Home Page](#) ► [Quick Actions](#) ►.

Procedure

1. Navigate to the home page.
2. From the list of Quick Actions, click [View My Growth Portfolio](#).

The Growth Portfolio page appears.

14 Importing and Exporting of Talent Intelligence Hub Entities

Talent Intelligence Hub leverages Integration Center for importing and exporting entities.

Ensure that you've downloaded the necessary integration definition files from the [SAP SuccessFactors Talent Intelligence Hub Integration Center Packages](#).

14.1 Importing Entities

You can import entities to Talent Intelligence Hub using Integration Center.

Context

Ensure that you've downloaded the necessary .icd files from the [SAP SuccessFactors Talent Intelligence Hub Import Files](#) and [SAP SuccessFactors Growth Portfolio Import Files](#), prior to the import.

Entity	Description	Integration Center Definition (icd) File Name
Attributes	Attributes in Talent Intelligence Hub are characteristics that define the area of interest or growth opportunities. Skills and competencies are the predefined attribute types supported in Talent Intelligence Hub. You can also create custom attribute types and define attributes within the custom attribute types.	<i>Talent Intelligence Hub Attribute Import</i>
Attributetexts	Attributes can be imported or exported in multiple languages.	<i>Talent Intelligence Hub Attribute Text Import</i>
Tags	Attributes in Talent Intelligence Hub are characteristics thatTags are keywords that can be used for labeling different attributes. Organizations can define tags that can be associated to attributes. Core, critical, and trending are the predefined tags in Talent Intelligence Hub.	<i>Talent Intelligence Hub Tag Import</i>

Entity	Description	Integration Center Definition (icd) File Name
Tagtexts	Tags can be imported or exported in different languages.	<i>Talent Intelligence Hub Tag Text Import</i>
Behaviors	Behaviors are a set of characteristics that help to measure an attribute of type <i>competency</i> . Behaviors help to assess if an individual possesses particular qualities that are required by employers and also used as benchmarks.	<i>Talent Intelligence Hub Behavior Import</i>
BehaviorTexts	Behaviors can be imported or exported in different languages.	<i>Talent Intelligence Hub Behavior Text Import</i>
AttributeBehaviorMappings	Attributes of type <i>competency</i> can be associated with behaviors. A behavior can only be associated with one competency.	<i>Talent Intelligence Hub Attribute Behavior Mapping</i>
AttributeTagMappings	Tags can be associated with attributes.	<i>Talent Intelligence Hub Attribute Tag Mapping Import</i>
Attributes Proficiency Level Description	The descriptions of the proficiency level for attributes can be customized and imported to Talent Intelligence Hub.	<i>Talent Intelligence Hub Attribute Proficiency Level Description Import</i>
Growth Portfolio	Growth Portfolio is a unique repository where an employee can store role-specific and person-specific attributes.	<i>Talent Intelligence Hub Growth Portfolio Import</i>

Procedure

1. Go to [Admin Center](#) and choose [Integration Center](#).
2. From the Integration Center Landing Page, select **My Integrations**.
3. From the [Integration Center - My Integrations](#) page, choose [+ Create](#) [Import an Integration Definition](#).
4. Choose **Browse** and upload the required import integration definition file.
5. From the [Options](#) page, enter an integration name.
6. Choose [Next](#).
7. On the [Configure Fields](#) page, review the sample data and choose [Next](#).

Note

You can use the [Field Mapping View](#) to map fields from your integration definition file to your SAP SuccessFactors applications for your inbound integration.

8. On the [Source Settings](#) page, specify the SFTP server details and choose [Next](#).

9. On the [Scheduling](#) page, choose [Next](#).
10. Choose [Run Now](#) to run the inbound integration.

Related Information

[Field Mapping View for Inbound Integrations](#)
[Source Settings For Your Inbound Integration](#)

14.2 Exporting Entities

You can now export Talent Intelligence Hub entities using Integration Center.

Context

Ensure that you've downloaded the necessary .icd files from the [SAP SuccessFactors Talent Intelligence Hub Export Files](#) and [SAP SuccessFactors Growth Portfolio Export Files](#), prior to the export.

Entity	Description	Integration Center Definition (icd) File Name
Attributes	Attributes in Talent Intelligence Hub are characteristics that define the area of interest or growth opportunities. Skills and competencies are the predefined attribute types supported in Talent Intelligence Hub. You can also create custom attribute types and define attributes within the custom attribute types.	<i>Talent Intelligence Hub Attribute Export</i>
Attributetexts	Attributes can be imported or exported in multiple languages.	<i>Talent Intelligence Hub Attribute Text Export</i>
Tags	Tags are keywords that can be used for labeling different attributes. Organizations can define tags that can be associated to attributes. Core, critical, and trending are the predefined tags in Talent Intelligence Hub.	<i>Talent Intelligence Hub Tag Export</i>
Tagtexts	Tags can be imported or exported in different languages.	<i>Talent Intelligence Hub Tag Text Export</i>

Entity	Description	Integration Center Definition (icd) File Name
Behaviors	Behaviors are a set of characteristics that help to measure an attribute of type <i>competency</i> . Behaviors help to assess if an individual possesses particular qualities that are required by employers and also used as benchmarks.	<i>Talent Intelligence Hub Behavior Export</i>
BehaviorTexts	Behaviors can be imported or exported in different languages.	<i>Talent Intelligence Hub Behavior Text Export</i>
AttributeBehaviorMappings	Attributes of type <i>competency</i> can be associated with behaviors. A behavior can only be associated with one competency.	<i>Talent Intelligence Hub Attribute Behavior Mapping Export</i>
AttributeTagMappings	Tags can be associated with attributes.	<i>Talent Intelligence Hub Attribute Tag Mapping Export</i>
Growth Portfolio	Growth Portfolio is a unique repository where an employee can store role-specific and person-specific attributes.	<p><i>Talent Intelligence Hub Growth Portfolio Export</i></p> <p>When the <i>Talent Intelligence Hub Growth Portfolio Export.icd</i> file is exported for the first time, the entire Growth Portfolio data is exported. The subsequent export operations will include only the records that were updated since the last export.</p> <div> <p>Note</p> <p>We've rolled out this enhancement in November 2024. Previously, the Growth Portfolio export job exported the entire Growth Portfolio data with every run.</p> </div>

Procedure

1. Go to [Admin Center](#) > [Integration Center](#).
2. From the Integration Center Landing Page, select **My Integrations**.
3. From the [Integration Center - My Integrations](#) page, choose [+ Create](#) > [Import an Integration Definition](#).
4. Choose **Browse** and upload the required export integration definition file.
5. From the [Options](#) page, enter an integration name.
6. Choose [Next](#).
7. On the [Configure Fields](#) page, review the source and destination field details and choose [Next](#).

8. On the [Destination Settings](#) page, specify the SFTP server details and choose [Next](#).
9. On the [Scheduling](#) page, choose [Next](#).
10. Choose [Run Now](#) to run the outbound integration.

Related Information

[Source Settings For Your Inbound Integration](#)

15 Overview of the Redesigned Growth Portfolio

The redesigned Growth Portfolio experience allows users to preview information about their current and target roles and the attributes associated with those roles.

The redesigned Growth Portfolio landing page provides a new and modernized look-and-feel of the Growth Portfolio landing page. It integrates with the latest Career Worksheet and offers the following benefits:

- Allows users to view their current and target job roles, tenure in those roles, readiness for the target roles, skills in which the users' proficiency level exceeds the expectation for the roles, skills that the users' want to develop, and so on.
- Displays a variety of recommendations for open jobs, mentoring programs, and so on. Users can also navigate to the Opportunity Marketplace to explore more career options.

The attribute details page in the Growth Portfolio allows users to perform the following tasks:

- use the [Development Goals](#) section to create new development goals and associate those goals to an attribute.
- use the [Advance My Proficiency](#) section to explore learning suggestions for the skill. The learning suggestions vary based on the current proficiency level for the skill. The learning suggestions for the next higher proficiency level for the skill appear first, followed by the suggestions for the current proficiency level.
- use the [Opportunities to Grow](#) section to explore recommendations for mentoring programs, open jobs, and so on.

Related Information

[Overview of Latest Career Worksheet](#)

15.1 Enabling the Redesigned Growth Portfolio

Learn about how the redesigned Growth Portfolio can be enabled using Upgrade Center.

Prerequisites

- You've upgraded to Talent Intelligence Hub and enabled the Growth Portfolio.
- You've enabled SAP SuccessFactors Opportunity Marketplace.
- You've upgraded to the latest Career worksheet using Upgrade Center.

Context

If you haven't enabled Growth Portfolio or Opportunity Marketplace, the [Latest Career Worksheet](#) option is not available in the Upgrade Center. When the upgrade is done, the Growth Portfolio landing page is replaced with the new version.

Procedure

1. Go to ► [Admin Center](#) ► [Upgrade Center](#) ►.
2. Under [Optional Upgrades](#), find [Latest Career Worksheet](#) and choose [Learn More & Upgrade Now](#).
3. Choose [Upgrade Now](#).

Related Information

[Overview of Latest Career Worksheet](#)

[Overview of the Redesigned Growth Portfolio \[page 49\]](#)

16 Enabling the Growth Portfolio

Enable the Growth Portfolio for all users after the migration to the new framework is successful. This enables users to access and build an individualized portfolio with the required attributes.

Prerequisites

Enable the ► [Administration permissions](#) ► [Manage Talent Intelligence Hub Settings](#) ► [Enable Growth Portfolio](#) ► role-based permission.

Procedure

1. Go to [Admin Center](#) and choose ► [Company Settings](#) ► [Manage Talent Intelligence Hub](#) ►.
2. Choose [Portfolio Settings](#).
3. Choose [Enable](#).

Results

The Growth Portfolio is enabled for all users.

Next Steps

If necessary, disable the Growth Portfolio for all users.

Related Information

[Configuring the Proficiency Level Scale \[page 28\]](#)

[Viewing the Growth Portfolio \[page 52\]](#)

[Adding Attributes to the Growth Portfolio \[page 54\]](#)

16.1 Viewing the Growth Portfolio

Employees can view their own attributes in the Growth Portfolio.

Prerequisites

- Growth Portfolio is enabled.
- Proficiency level scale is configured.
- You've the [User Permissions](#) > [Growth Portfolio](#) > [Growth Portfolio](#) > [View](#) role-based permission.

Context

The Growth Portfolio provides a view of all the attributes assigned to an employee. The employee rates the proficiency level for each attribute in the portfolio.

Note

If you have the necessary permissions, you can also access the Growth Portfolio of other people in your organization.

Procedure

1. Choose Growth Portfolio on the Home page.
2. Choose an attribute to view its details.

The proficiency level and the interest preference for the attribute are displayed.

Next Steps

If required, add skills to your Growth Portfolio.

Related Information

[Adding Attributes to the Growth Portfolio \[page 54\]](#)

16.2 Viewing Attributes of Multiple People

Authorized users can view and edit the attributes in others' Growth Portfolio.

Prerequisites

- Growth Portfolio is enabled.
- You've the ► [User Permissions](#) ► [Growth Portfolio](#) ► [Growth Portfolio](#) ► [Team View](#) ► and ► [User Permissions](#) ► [Growth Portfolio](#) ► [Growth Portfolio](#) ► [View](#) ► role-based permissions.


Procedure

1. Go to [Admin Center](#) and choose ► [Growth Portfolio](#) ►.
2. Choose [Team View](#).
3. On the Team Portfolio page, you can perform the following actions:

Option	Description
Edit	<p>The edit mode is enabled for the Team View.</p> <p>If a person has assigned a proficiency level for an attribute, you see the current proficiency level for the attribute. You can change the proficiency level by clicking the drop-down control next to the proficiency level value for the attribute and then selecting a new value.</p> <p>If a person has added an attribute to the Growth Portfolio, but hasn't assigned a proficiency level for the attribute, you see the proficiency level as <i>Not Rated</i>. You can assign a proficiency level for such attributes.</p> <p>If a person hasn't added an attribute to the Growth Portfolio, you see a + icon against the attribute. To add the attribute to the person's Growth Portfolio, click the + icon and then select a proficiency level for the attribute. The <i>Not Rated</i> proficiency level is not available when you're adding a new attribute to a person's Growth Portfolio.</p>

Note

Any changes you make on the Team View page are automatically saved every few seconds.

Option	Description
Add People	<p>Allows you to add people whose attributes you want to view. By default, the Team View screen shows all the people who report to you. However, the view is limited to 30 people at a time.</p> <p>To remove a person from the grid view, click x next to the person's name.</p>
Role-Based	This setting highlights all the role-based attributes for the selected employees. Role-based attributes are those attributes which are directly mapped to the job roles of employees.
Proficiency Gap	This setting applies only for role-based attributes. This setting highlights the difference between the current proficiency level and the expected proficiency level for an attribute.
	Allows you to open the filters panel and use different filters. You can use the available filters to view and filter the data as per your convenience.
Add	<p>This option is visible only in the edit mode.</p> <p>This option opens the picker that allows you to add new attributes to the Growth Portfolio of people.</p>
Done	<p>This option is visible only if you're in the edit mode.</p> <p>On the Team View page, when you've completed your changes, choosing the Done button updates any unsaved changes from the previous save.</p>

16.3 Adding Attributes to the Growth Portfolio

When employees access their Growth Portfolio, they can view the attributes they've added previously. Employees can add new attributes from the Attributes Library.

Prerequisites

- Growth Portfolio is enabled.
- The  [User Permissions](#)  [Growth Portfolio](#)  [Growth Portfolio](#)  [Edit](#)  permission is enabled.

Procedure

- Go to [Admin Center](#) and choose  [Growth Portfolio](#) .

2. Add the required attributes from the Attributes Library.
 1. Choose [Add](#) from the [Skills and Attributes](#) section or navigate to the required attribute type section and then choose [Add](#).
 2. In the attribute picker, search for the required attributes and add them. You can also use the [Tags](#) filter to refine your search filter.
3. (Optional) Set a proficiency level for the attribute.
4. (Optional) Set the attribute as passionate.
5. Choose [Add to portfolio](#).

Results

The attribute is added to the Growth Portfolio.

Next Steps

If necessary, change the proficiency level of the attribute, or remove the attribute from your Growth Portfolio.

16.4 Recommending Skills Based on Continuous Performance Management Data

Skills can be recommended to employees based on the employee's interaction in Continuous Performance Management.

Prerequisites

- You've purchased the AI units. For more information, please contact your Account Executive.
- You've upgraded to Talent Intelligence Hub.
- You've enabled the Growth Portfolio.
- You've enabled Continuous Performance Management
- You've the [User](#) > [Miscellaneous Permissions](#) > [MDFEventsConfig](#) > [Edit](#) permission.
- You've the [User](#) > [Miscellaneous Permissions](#) > [MDFPicklistEventsConfig](#) > [Edit](#) permission.
- You've the [User Permissions](#) > [Growth Portfolio](#) > [Edit Portfolio](#) permission.

Note

Ensure that you've enabled the [MDFEventsConfig Edit](#) and [MDFPicklistEventsConfig Edit](#) role-based permissions before enabling the [Assisted Skill Recommendations Using Continuous Performance Management Data](#) setting.

You've enabled the *Assisted Skill Recommendations Using Continuous Performance Management Data* setting in the *AI Services Administration* page.

Context

This feature uses AI-assisted capabilities. Based on the details you enter in the achievements, activities, or feedback section of Continuous Performance Management, skills can be inferred and then recommended on the employee's Growth Portfolio. While entering the details in these sections, it is recommended that you don't submit any sensitive personal data.

Procedure

1. Go to *Admin Center* and choose ► *Growth Portfolio* ►.
2. Navigate to the skills section.
3. Under the *Recommended for You* section, you can perform the following:
 - To add a recommended skill, choose *Add*, and then choose *Add to portfolio*.
 - To reject a recommendation, choose *Skip*.

Next Steps

Update your Growth Portfolio by adding more attributes or editing existing attributes.

Related Information

[Overview of AI-Assisted Skill Recommendations \[page 56\]](#)

[Supported Languages for AI-Assisted Skills \[page 22\]](#)

[SAP SuccessFactors Data Center to Sub Processor Data Center Mapping \[page 20\]](#)

16.4.1 Overview of AI-Assisted Skill Recommendations

Skills can now be recommended on the employee's Growth Portfolio using AI-assisted capabilities.

Recommending relevant skills to the employees enables the employees to build their Growth Portfolio with the skills that are important for them. The AI-assisted capabilities extracts skills based on the details entered by the employee in the achievements, activities, or feedback section of Continuous Performance Management. The extracted skills are inferred as potential skills that the employee might be interested in.

If the inferred skill exists in the Attributes Library of Talent Intelligence Hub, it is displayed as a recommended skill in the employee's Growth Portfolio. Employees can either add the recommended skill to their Growth Portfolio or reject the recommendation.

If the inferred skill doesn't exist in the Attributes Library, the skill will be added to the Attributes Library with an *Inferred* status. Administrators can confirm the skills that are important for organizational use. To confirm the skills, administrators can run the [Update Inferred Skills to Confirmed](#) job.

Related Information

[Recommending Skills Based on Continuous Performance Management Data \[page 55\]](#)

17 Integrating Talent Intelligence Hub with SAP Master Data Integration

Use this section to prepare the data for Talent Intelligence Hub and SAP Master Data Integration.

SAP Master Data Integration enables customers to share consistent master data across multiple applications easily and efficiently. . Talent Intelligence Hub acts as a source system for data such as attributes, attribute types, tags, and proficiency level scales of skills and other attributes. The data from Talent Intelligence Hub is shared with SAP Master Data Integration and can then be consumed by other applications, such as SAP Fieldglass.

Recommended Reading

It's recommended to read through the following product guides.

- [SAP Master Data Integration](#)
- [Business Data Orchestration](#)

17.1 Master Data Replication: Setup Instructions for Talent Intelligence Hub

This section provides detailed instructions for connecting Talent Intelligence Hub and SAP Master Data Integration.

Setup on SAP Business Technology Platform

1. Create a global account and entitlements. For more information, refer to [Technical Prerequisites](#) for SAP Master Data Integration.
2. Create a subaccount in SAP Business Technology Platform. For more information, refer to [Technical Prerequisites](#) and [Entitlements and Quotas](#) for SAP Master Data Integration.
3. Create a service instance and a service key. For more information, refer to [Connecting Applications via Service Instances](#) for SAP Master Data Integration.
4. Configure a business system. For more information, refer to [Configuring businessSystemIds for Client Applications](#) for SAP Master Data Integration.
5. Configure write permissions. Every master data object type needs to be entered as an entity type in the `writePermissions` attribute. For more information, refer to [Configuring writePermissions](#) for SAP Master Data Integration.

Configure Master Data Orchestration

1. Set up the required destination for the connection to SAP Master Data Orchestration. For more information, refer to [Setup of Destinations for Master Data Replication](#).
2. Create the required distribution models in Business Data Orchestration. For more information, refer to [Subscription Process for Business Data Orchestration](#) and [Maintenance of the Distribution Model in Business Data Orchestration](#).

Configuring OAuth for SAP Master Data Integration

Configure the OAuth authentication type for your scenarios to specify a process for resource owners to authorize third-party access to their server resources without sharing their credentials.

Prerequisites

You've created a service key for your SAP Master Data Integration instance in the SAP BTP cockpit. For more information about what service keys are, refer to [Service Keys](#) in the SAP Business Technology Platform documentation. For more information about how to create services keys when connecting a client to a tenant of SAP Master Data Integration service, refer to [Connecting Clients](#) in the SAP Master Data Integration documentation.

1. Sign in to the SAP BTP cockpit and select your subaccount.
2. Locate your instance for SAP Master Data Integration and select the entry shown in the [Credentials](#) column for this instance.
3. Select the entry shown in the [Name](#) column for [Service Keys](#) to show the credentials.
4. Choose [Forms](#) and copy the values from the following fields:
 - [clientid](#)
 - [clientsecret](#)
 - [url](#)
5. Sign in to your Talent Intelligence Hub instance.
6. Go to ► [Admin Center](#) ► [Tools](#) ► and then select [Integration Service Registration Center](#).
7. Select [SAP Master Data Integration](#) in the [Integration Service](#) drop down and select [Client Credentials](#) in the Authentication Type. Fill in all the input configuration information and click [Register](#).

17.2 Enabling Talent Intelligence Hub Integration with SAP Master Data Integration

Once the configurations are complete, ensure that you enable Talent Intelligence Hub integration to synchronize the Talent Intelligence Hub data with SAP Master Data Integration.

Procedure

1. Log on to the Talent Intelligence Hub instance.
2. Go to ► [Admin Center](#) ► [Company System and Logo Settings](#) ►.
3. Select the [Enable Master Data Integration with Talent Intelligence Hub](#) check box and then choose the [Save Company System Setting](#) button.

Next Steps

Once the integration between Talent Intelligence Hub and SAP Master Data Integration is enabled, go to ► [Admin Center](#) ► [Scheduled Job Manager](#) ► and run the [WSM Entity Domain Events Initial Load Job](#) job to send the Talent Intelligence Hub data to SAP Master Data Integration.

18 Data Protection and Privacy

Learn how you can keep the personal data of your employees secure and private with SAP SuccessFactors.

18.1 Centralized Data Protection and Privacy

Data protection and privacy features work best when implemented suite-wide, and not product-by-product. For this reason, they're documented centrally.

The *Implementing and Managing Data Protection and Privacy* guide provides instructions for setting up and using data protection and privacy features throughout the SAP SuccessFactors HCM suite. Please refer to the central guide for details.

📘 Note

SAP SuccessFactors values data protection as essential and is fully committed to help customers complying with applicable regulations – including the requirements imposed by the General Data Protection Regulation (GDPR).

By delivering features and functionalities that are designed to strengthen data protection and security, customers get valuable support in their compliance efforts. However, it remains each customer's responsibility to evaluate legal requirements and implement, configure, and use the features provided by SAP SuccessFactors in compliance with all applicable regulations.

Related Information

[Implementing and Managing Data Protection and Privacy](#)

18.2 Data Retention Management

Identify which data purge function in the [Data Retention Management](#) tool meets your data protection and privacy requirements.

The [Data Retention Management](#) tool supports two different data purge functions: the newer data retention time management (DRTM) function and legacy non-DRTM function.

→ Remember

We encourage all customers to stop using the legacy purge function and start using data retention time management (DRTM) instead. To get started using this and other data protection and privacy features, refer to the [Data Protection and Privacy](#) guide.

If you already use the legacy data purge function as part of your current business process and you are sure that it meets your company's data protection and privacy requirements, you can continue to use it, as long as you are aware of the differences between the two.

📌 Note

If you are using the legacy data purge function, you can only purge a calibration session when there is at least one facilitator assigned to the session.

⚠️ Restriction

Be aware that the legacy data purge function may not meet your data protection and privacy requirements. It doesn't cover the entire HCM suite and it doesn't permit you to configure retention times for different countries or legal entities.

In the longer term, we recommend that you also consider adopting the newer solution. In the meantime, to use legacy data purge, please refer to the guide [here](#).

For information related to DRTM master data purge, see the **Related Information** section.

Related Information

[DRTM Master Data Purge](#)

[3052056 - How to delete or permanent purge an inactive onboarding user](#) 📄

19 Change History

Learn about changes to the documentation for Talent Intelligence Hub in recent releases.

2H 2024



Type of Change	Description	More Info
New	We added a new section for AI-assisted skill recommendations.	Recommending Skills Based on Continuous Performance Management Data [page 55]
New	We added a new section for AI-assisted skills standardization.	Enabling the AI-Assisted Skills Standardization Setting [page 26]

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