



SAP SuccessFactors configuration scan

Tenant: Acme Corp (SAP Demo)mock

Health score: 47/100

Completed: 09/05/2026, 02:27:52

Executive summary

****Executive Summary****

Acme Corp's SAP SuccessFactors system requires immediate attention, with a health score of 47/100 driven by critical security vulnerabilities and operational inefficiencies.

The most urgent concern is a systemic security risk: three administrative roles ("System Administrator," "HR Administrator," and "Integration Admin") grant excessive permissions that could allow users to modify sensitive HR data without proper oversight. This configuration creates significant exposure for unauthorized access to compensation data and other confidential employee information. Additionally, the complete absence of job code descriptions (0% populated across 4 active codes) has disabled SAP's Joule AI capabilities for job posting and career exploration, limiting the platform's strategic HR value.

Operational workflows show concerning delays that impact employee experience and business continuity. The hiring workflow (EM_HIRE) has been pending for 47 days and is assigned to an inactive approver, while the transfer workflow (EM_TRANSFER) has been stalled for 38 days. These delays suggest approval process breakdowns that could affect talent acquisition and internal mobility. With 9 medium-severity findings alongside the 4 critical issues, the system demonstrates patterns of configuration drift that require systematic remediation.

Immediate action should focus on reviewing and restricting administrative role permissions, populating job descriptions to restore AI functionality, and resolving workflow bottlenecks. The concentration of high-severity security findings indicates this audit should trigger a comprehensive access review and governance assessment.

****Disclaimers:****

1. This report reflects tenant configuration as of 2026-05-08. Configuration may have changed subsequently.
2. This audit accessed only system configuration objects. No individual employee records, compensation data, or personal information was accessed or processed.
3. Findings represent automated configuration analysis against industry-practice benchmarks. They are not legal opinions, regulatory compliance certifications, or guarantees of security.
4. Findings should be reviewed by qualified HR platform professionals before remediation. Some configurations may be intentional based on business requirements not visible through configuration analysis alone.
5. Risk thresholds used in this report are industry practitioner conventions. Where no official vendor threshold exists, this report discloses this. SAP SuccessFactors does not publish mandatory numeric thresholds for these metrics.

Findings

1. [HIGH] Admin role "System Administrator" grants sensitive permissions

Role "System Administrator" has administrative or compensation-related permissions that could allow users to modify sensitive HR data without oversight. Impact: Users with this role can make high-impact changes to compensation, payroll, or system configuration.

2. [HIGH] Admin role "HR Administrator" grants sensitive permissions

Role "HR Administrator" has administrative or compensation-related permissions that could allow users to modify sensitive HR data without oversight. Impact: Users with this role can make high-impact changes to compensation, payroll, or system configuration.

3. [HIGH] Admin role "Integration Admin" grants sensitive permissions

Role "Integration Admin" has administrative or compensation-related permissions that could allow users to modify sensitive HR data without oversight. Impact: Users with this role can make high-impact changes to compensation, payroll, or system configuration.

4. [MEDIUM] Workflow "EM_HIRE" pending for 47 days

A EM_HIRE workflow has been pending approval for 47 days without resolution. Impact: New hire onboarding is blocked — the new employee cannot access their HR profile or benefits.

5. [MEDIUM] Workflow "EM_HIRE" assigned to inactive approver

A EM_HIRE workflow is pending approval from a user who is no longer active in SuccessFactors. This workflow cannot be approved without manual intervention. Impact: Workflow is permanently blocked until manually reassigned.

6. [MEDIUM] Workflow "EM_TRANSFER" pending for 38 days

A EM_TRANSFER workflow has been pending approval for 38 days without resolution. Impact: Approval workflow has been pending for 38 days without resolution.

7. [MEDIUM] Workflow "EM_TRANSFER" assigned to inactive approver

A EM_TRANSFER workflow is pending approval from a user who is no longer active in SuccessFactors. This workflow cannot be approved without manual intervention. Impact: Workflow is permanently blocked until manually reassigned.

8. [MEDIUM] Workflow "EM_COMP_CHANGE" pending for 52 days

A EM_COMP_CHANGE workflow has been pending approval for 52 days without resolution. Impact: Approval workflow has been pending for 52 days without resolution.

9. [MEDIUM] Workflow "EM_COMP_CHANGE" assigned to inactive approver

A EM_COMP_CHANGE workflow is pending approval from a user who is no longer active in SuccessFactors. This workflow cannot be approved without manual intervention. Impact: Workflow is permanently blocked until manually reassigned.

10. [MEDIUM] Workflow "EM_TRANSFER" pending for 41 days

A EM_TRANSFER workflow has been pending approval for 41 days without resolution. Impact: Approval workflow has been pending for 41 days without resolution.

11. [MEDIUM] Workflow "EM_TRANSFER" assigned to inactive approver

A EM_TRANSFER workflow is pending approval from a user who is no longer active in SuccessFactors. This workflow cannot be approved without manual intervention. Impact: Workflow is permanently blocked until manually reassigned.

12. [HIGH] Only 0% of job codes have descriptions — Joule AI blocked

-4 active job codes are missing descriptions. SAP Joule Job Posting AI and Career Explorer require populated job descriptions. Impact: Joule AI cannot generate job postings or career recommendations without job descriptions.

13. [MEDIUM] 100% of job codes missing job family

-5 job codes have no job family assigned, limiting Joule's organisational hierarchy features. Impact: Joule workforce planning and org chart features will be inaccurate.

Remediation plan

P1 — Admin role "System Administrator" grants sensitive permissions

- Review the full permission list for role "System Administrator" in SF Admin Center.
- Remove any permissions not required for the role's documented purpose.
- Audit the users assigned to this role.

P1 — Admin role "HR Administrator" grants sensitive permissions

- Review the full permission list for role "HR Administrator" in SF Admin Center.
- Remove any permissions not required for the role's documented purpose.
- Audit the users assigned to this role.

P1 — Admin role "Integration Admin" grants sensitive permissions

- Review the full permission list for role "Integration Admin" in SF Admin Center.
- Remove any permissions not required for the role's documented purpose.
- Audit the users assigned to this role.

P1 — Only 0% of job codes have descriptions — Joule AI blocked

- -4 active job codes are missing descriptions. SAP Joule Job Posting AI and Career Explorer require populated job descriptions.

P2 — Workflow "EM_HIRE" pending for 47 days

- Locate the pending workflow in SAP SuccessFactors Admin Center > Pending Tasks.
- Contact the assigned approver to action or reassign the workflow.
- If the approver is no longer available, manually reassign the workflow.

P2 — Workflow "EM_HIRE" assigned to inactive approver

- Locate the workflow in Admin Center > Pending Tasks.
- Reassign the approval to an active user.

P2 — Workflow "EM_TRANSFER" pending for 38 days

- Locate the pending workflow in SAP SuccessFactors Admin Center > Pending Tasks.
- Contact the assigned approver to action or reassign the workflow.
- If the approver is no longer available, manually reassign the workflow.

P2 — Workflow "EM_TRANSFER" assigned to inactive approver

- Locate the workflow in Admin Center > Pending Tasks.
- Reassign the approval to an active user.

P2 — Workflow "EM_COMP_CHANGE" pending for 52 days

- Locate the pending workflow in SAP SuccessFactors Admin Center > Pending Tasks.
- Contact the assigned approver to action or reassign the workflow.
- If the approver is no longer available, manually reassign the workflow.