

HR850

SAP SuccessFactors Compensation Project Team Orientation

COURSE OUTLINE

Course Version: 2511

Course Duration:

SAP Copyrights, Trademarks and Disclaimers

© 2025 SAP SE or an SAP affiliate company. All rights reserved.

No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of SAP SE or an SAP affiliate company.

SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and other countries. Please see <https://www.sap.com/corporate/en/legal/copyright.html> for additional trademark information and notices.

Some software products marketed by SAP SE and its distributors contain proprietary software components of other software vendors.

National product specifications may vary.

These materials may have been machine translated and may contain grammatical errors or inaccuracies.

These materials are provided by SAP SE or an SAP affiliate company for informational purposes only, without representation or warranty of any kind, and SAP SE or its affiliated companies shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP SE or SAP affiliate company products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.

In particular, SAP SE or its affiliated companies have no obligation to pursue any course of business outlined in this document or any related presentation, or to develop or release any functionality mentioned therein. This document, or any related presentation, and SAP SE's or its affiliated companies' strategy and possible future developments, products, and/or platform directions and functionality are all subject to change and may be changed by SAP SE or its affiliated companies at any time for any reason without notice. The information in this document is not a commitment, promise, or legal obligation to deliver any material, code, or functionality. All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of their dates, and they should not be relied upon in making purchasing decisions.

Typographic Conventions

American English is the standard used in this handbook.

The following typographic conventions are also used.

This information is displayed in the instructor's presentation	
Demonstration	
Procedure	
Warning or Caution	
Hint	
Related or Additional Information	
Facilitated Discussion	
User interface control	<i>Example text</i>
Window title	<i>Example text</i>

Contents

vii Course Overview

1 Unit 1: Introducing the Project Team Orientation (PTO)

- 1 Lesson: Describing the PTO
- 1 Lesson: Managing Data Protection and Privacy

3 Unit 2: Introducing SAP SuccessFactors Compensation

- 3 Lesson: Exploring SAP SuccessFactors HCM Suite
- 3 Lesson: Describing SAP SuccessFactors Compensation

5 Unit 3: Exploring SAP SuccessFactors Compensation

- 5 Lesson: Explaining the Compensation Cycle
- 5 Lesson: Explaining Permissions
- 5 Lesson: Navigating the Compensation Planning Worksheet Interface

7 Unit 4: Executing Compensation Planning

- 7 Lesson: Explaining the Compensation Planning Structure
- 7 Lesson: Describing Employee-Specific and Plan-Specific Data
- 7 Lesson: Exploring Proration and the Different Options
- 7 Lesson: Calculating Salary Benchmarks
- 7 Lesson: Exploring Budgets
- 7 Lesson: Describing the Guidelines Used for Determining Compensation
- 8 Lesson: Defining Eligibility

9 Unit 5: Exploring the Compensation Planning Process

- 9 Lesson: Explaining the Route Maps Process
- 9 Lesson: Explaining Executive Review
- 9 Lesson: Describing Hierarchy-Based Approvals

11 Unit 6: Explaining Reward Statements and Reporting

- 11 Lesson: Creating Reward Statements
- 11 Lesson: Generating Compensation Reports

13 Unit 7: Explaining Total Compensation

- 13 Lesson: Managing Rewards and Recognition (Spot Awards)
- 13 Lesson: Explaining Total Compensation

15 Unit 8: Planning Next Steps

- 15 Lesson: Reviewing Next Steps

Course Overview

TARGET AUDIENCE

This course is intended for the following audiences:

Lesson 1: Describing the PTO

Lesson Objectives

After completing this lesson, you will be able to:

- Define the purpose and goals of the PTO.

Lesson 2: Managing Data Protection and Privacy

Lesson Objectives

After completing this lesson, you will be able to:

- Locate Data Protection and Privacy resources.

Lesson 1: Exploring SAP SuccessFactors HCM Suite

Lesson Objectives

After completing this lesson, you will be able to:

- Review the SAP SuccessFactors HCM Suite.

Lesson 2: Describing SAP SuccessFactors Compensation

Lesson Objectives

After completing this lesson, you will be able to:

- Describe SAP SuccessFactors Compensation.

Lesson 1: Explaining the Compensation Cycle

Lesson Objectives

After completing this lesson, you will be able to:

- Explain the concept of compensation cycle.

Lesson 2: Explaining Permissions

Lesson Objectives

After completing this lesson, you will be able to:

- Describe Role-Based Permissions.

Lesson 3: Navigating the Compensation Planning Worksheet Interface

Lesson Objectives

After completing this lesson, you will be able to:

- Describe the Compensation Planning worksheet interface.

Lesson 1: Explaining the Compensation Planning Structure

Lesson Objectives

After completing this lesson, you will be able to:

- Describe the different methods for designating the role of compensation planning.

Lesson 2: Describing Employee-Specific and Plan-Specific Data

Lesson Objectives

After completing this lesson, you will be able to:

- Describe employee-specific and plan-specific data.

Lesson 3: Exploring Proration and the Different Options

Lesson Objectives

After completing this lesson, you will be able to:

- Describe Proration and the different options.

Lesson 4: Calculating Salary Benchmarks

Lesson Objectives

After completing this lesson, you will be able to:

- Explain salary benchmarks.

Lesson 5: Exploring Budgets

Lesson Objectives

After completing this lesson, you will be able to:

- Explain how budgets can be determined.

Lesson 6: Describing the Guidelines Used for Determining Compensation

Lesson Objectives

After completing this lesson, you will be able to:

- Describe the guidelines used for determining compensation.

Lesson 7: Defining Eligibility

Lesson Objectives

After completing this lesson, you will be able to:

- Define eligibility.

Lesson 1: Explaining the Route Maps Process

Lesson Objectives

After completing this lesson, you will be able to:

- Explain the Route Maps process.

Lesson 2: Explaining Executive Review

Lesson Objectives

After completing this lesson, you will be able to:

- Explain Executive Reviews.

Lesson 3: Describing Hierarchy-Based Approvals

Lesson Objectives

After completing this lesson, you will be able to:

- Explain the Hierarchy-Based approval process.

Lesson 1: Creating Reward Statements

Lesson Objectives

After completing this lesson, you will be able to:

- Explain Personal Reward Statement.

Lesson 2: Generating Compensation Reports

Lesson Objectives

After completing this lesson, you will be able to:

- Define the various Compensation reports.

Lesson 1: Managing Rewards and Recognition (Spot Awards)

Lesson Objectives

After completing this lesson, you will be able to:

- Explain Rewards and Recognition and their features.

Lesson 2: Explaining Total Compensation

Lesson Objectives

After completing this lesson, you will be able to:

- Identify the Key Features of Total Compensation.

Lesson 1: Reviewing Next Steps

Lesson Objectives

After completing this lesson, you will be able to:

- Explore the steps to take after working through the PTO.