HR850

SAP SuccessFactors Compensation Project Team Orientation

COURSE OUTLINE

Course Version: 2505
Course Duration:

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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	*Example text*
Window title	*Example text*

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Course Overview

TARGET AUDIENCE
This course is intended for the following audiences:

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UNIT 1 Introducing the Project Team Orientation (PTO)

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.

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UNIT 2 Introducing SAP SuccessFactors Compensation

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.

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UNIT 3 Exploring 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 Interface

Lesson Objectives

After completing this lesson, you will be able to:

- Describe the Compensation Planning interface.
- Define the various worksheets available within Compensation Planning.

Lesson 4: Reviewing the Decisions Checklist

Lesson Objectives

After completing this lesson, you will be able to:

- Review the decisions to be made before implementation.

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UNIT 4 Executing Compensation Planning

Lesson 1: Explaining the Compensation Planning Structure

Lesson Objectives

After completing this lesson, you will be able to:

- Identify the role of compensation planner.
- Illustrate the different methods for designating the role of compensation planning.

Lesson 2: Explaining the Compensation Planning Components

Lesson Objectives

After completing this lesson, you will be able to:

- Describe employee-specific and plan-specific data.
- Describe Proration and its types.
- Use the different Proration options.
- Calculate salary benchmarks and budgets.
- Describe the guidelines and eligibility used for determining compensation.

Lesson 3: Applying Tips and Best Practices

Lesson Objectives

After completing this lesson, you will be able to:

- Describe the tips and best practices of compensation planning.

Lesson 4: Reviewing the Decisions Checklist

Lesson Objectives

After completing this lesson, you will be able to:

- Review the decisions to be made before implementation.

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UNIT 5 Exploring the Compensation Planning Process

Lesson 1: Explaining the Route Maps Process

Lesson Objectives

After completing this lesson, you will be able to:

- Explain the Route Maps approval process.
- Describe Executive Review.

Lesson 2: Describing Hierarchy-Based Approvals

Lesson Objectives

After completing this lesson, you will be able to:

- Explain the Hierarchy-Based approval process.

Lesson 3: Reviewing the Decisions Checklist

Lesson Objectives

After completing this lesson, you will be able to:

- Review the decisions to be made before implementation.

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UNIT 6 Explaining Reward Statements and Reporting

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 3: Integrating Qualtrics: Employee Experience Management (XM)

Lesson Objectives

After completing this lesson, you will be able to:

- Use the Qualtrics XM surveys to collect feedback.

Lesson 4: Reviewing the Decisions Checklist

Lesson Objectives

After completing this lesson, you will be able to:

- Review the decisions to be made before implementation.

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UNIT 7

Explaining Rewards and Recognition and Total Compensation

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:

- Define Total Compensation.
- Identify the key features of Total Compensation.

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UNIT 8 Planning Next Steps

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.

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