HR853

SAP SuccessFactors Variable Pay Administration

COURSE OUTLINE

Course Version: 2311
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 Course

Lesson 1: Introducing the Course

Lesson Objectives

After completing this lesson, you will be able to:

- Describe the general information about the course

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UNIT 2 Exploring SAP SuccessFactors Variable Pay

Lesson 1: Describing SAP SuccessFactors Variable Pay

Lesson Objectives

After completing this lesson, you will be able to:

- Describe SAP SuccessFactors Variable Pay
- Identify the data files for Variable Pay Module

Lesson 2: Describing SAP SuccessFactors Variable Pay Permissions

Lesson Objectives

After completing this lesson, you will be able to:

- Define SAP SuccessFactors Variable Pay Permissions
- Administer SAP SuccessFactors Variable Pay Permissions

Lesson 3: Setting Up Pre-Program Tasks

Lesson Objectives

After completing this lesson, you will be able to:

- Describe how the User Data File is used in SAP SuccessFactors Variable Pay
- Describe the Currency conversion
- Manage the Route map

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UNIT 3 Planning Setup and Configuration

Lesson 1: Defining Plan Setup

Lesson Objectives

After completing this lesson, you will be able to:

- Create a new Variable Pay Plan
- Define plan settings
- Define display settings
- Define set bonus calculation settings
- Create guidelines and budgets

Lesson 2: Managing Employee History Data

Lesson Objectives

After completing this lesson, you will be able to:

- Manage Employee History Data File

Lesson 3: Managing Bonus Plan Data

Lesson Objectives

After completing this lesson, you will be able to:

- Define the use Bonus Plan
- Manage Bonus Plan

Lesson 4: Managing Bonus Plan Eligibility Rules

Lesson Objectives

After completing this lesson, you will be able to:

- Manage Eligibility File via import
- Use MDF rules for eligibility

Lesson 5: Managing Business Goals

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Lesson Objectives
After completing this lesson, you will be able to:

- Manage Business Goals File

Lesson 6: Managing Business Goal Weights

Lesson Objectives
After completing this lesson, you will be able to:

- Define the Data Model for the onboarding process
- Create Customer HRIS Elements for Onboarding process
- Create a Country Specific Field to be assigned to a Business Rule
- Configure Business Rule for Country Specific Field

Lesson 7: Calculating Bonus Payout

Lesson Objectives
After completing this lesson, you will be able to:

- Describe the options on Bonus payout

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UNIT 4 Designing the Worksheet and Launching

Lesson 1: Identifying the Elements of a Variable Pay Form

Lesson Objectives

After completing this lesson, you will be able to:

- Define elements of Variable Pay Worksheet

Lesson 2: Describing the Number Format

Lesson Objectives

After completing this lesson, you will be able to:

- Identify the Number Formats in the Variable Pay Form

Lesson 3: Defining Field Labels and Visibility

Lesson Objectives

After completing this lesson, you will be able to:

- Identify Field Labels associated in each section
- Define the visibility options

Lesson 4: Reviewing Elements of Column Designer

Lesson Objectives

After completing this lesson, you will be able to:

- Identify the elements of Column Designer
- Describe the custom field attributes
- Identify the operators and functions for formula
- Describe Assignment level custom fields
- Create custom views and relabel budget rows

Lesson 5: Defining Launch and Update Worksheets

Lesson Objectives

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After completing this lesson, you will be able to:

- Define Launch and Update Worksheets

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UNIT 5 Planning Cycle

Lesson 1: Completing the Planning Cycle

Lesson Objectives

After completing this lesson, you will be able to:

- Identify the final steps in the variable pay cycle

Lesson 2: Generating Variable Pay Reports

Lesson Objectives

After completing this lesson, you will be able to:

- Define multiple validation reports used for Variable Pay

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UNIT 6

Setting Total Compensation Plan

Lesson 1: Setting Total Compensation Plan

Lesson Objectives

After completing this lesson, you will be able to:

- Define the requirements for using Total Compensation
- Create Total Compensation plan
- Create fields to reference bonus payouts in salary tab
- Enable variable pay profile in salary tab
- Describe the number formatting behavior in Total Compensation

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