

# HR855

## SAP SuccessFactors Variable Pay 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:





# 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.



### 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 Variable Pay

#### Lesson Objectives

After completing this lesson, you will be able to:

- Describe SAP SuccessFactors Variable Pay.



## Lesson 1: Exploring SAP SuccessFactors Variable Pay

### Lesson Objectives

After completing this lesson, you will be able to:

- Identify the advantages of SAP SuccessFactors Variable Pay.

## Lesson 2: Defining the SAP SuccessFactors Variable Pay Terminology

### Lesson Objectives

After completing this lesson, you will be able to:

- Define the terminologies of SAP SuccessFactors Variable Pay.

## Lesson 3: Configuring the SAP SuccessFactors Variable Pay Setup

### Lesson Objectives

After completing this lesson, you will be able to:

- Explain the SAP SuccessFactors Variable Pay Setup.



## UNIT 4

# Exploring the SAP SuccessFactors Variable Pay Workflow, Structure, and Components

### Lesson 1: Exploring the Variable Pay Cycle and Workflow

#### Lesson Objectives

After completing this lesson, you will be able to:

- Describe the Variable Pay cycle and forms.
- Describe Route maps.
- Identify the role of a Compensation planner.

### Lesson 2: Explaining the Variable Pay Planning Structure

#### Lesson Objectives

After completing this lesson, you will be able to:

- Explain Standard Suite Hierarchy, Rollup Hierarchy, and Compensation Hierarchy.

### Lesson 3: Explaining the Variable Pay Plan Components

#### Lesson Objectives

After completing this lesson, you will be able to:

- Explain the Variable Pay plan structure.
- Define the various Variable Pay data sources.
- Import data Into SAP SuccessFactors Compensation.
- Explain the configuration options.
- Describe the guidelines and eligibility used for Variable Pay.





## UNIT 5

# Setting up the SAP SuccessFactors Variable Pay Program

### Lesson 1: Explaining the Variable Pay Program Components

#### Lesson Objectives

After completing this lesson, you will be able to:

- Explain Employee History Data (EHD) File.
- Define Bonus caps.
- Describe Business goals.
- Explain Assignment-Based rating.
- Configure Field-Based Permissions.
- Apply tips and best practices.

### Lesson 2: Reviewing the Decisions Checklist

#### Lesson Objectives

After completing this lesson, you will be able to:

- Review the decisions to be made before implementation.



## UNIT 6

# Describing Reward Statements, Reports, and Total Compensation

### Lesson 1: Explaining Reward Statements

#### Lesson Objectives

After completing this lesson, you will be able to:

- Explain Personal reward statement.

### Lesson 2: Describing SAP SuccessFactors Variable Pay Reports

#### Lesson Objectives

After completing this lesson, you will be able to:

- Describe the different Variable Pay reports.
- Use Qualtrics XM surveys to collect feedback.

### Lesson 3: Explaining Total Compensation

#### Lesson Objectives

After completing this lesson, you will be able to:

- Describe Total Compensation.
- List the key features of Total Compensation.

### 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.



## 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.