

# HR855

## SAP SuccessFactors Variable Pay Project Team Orientation

### COURSE OUTLINE

Course Version: 2511

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	<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 Variable Pay**

- 3 Lesson: Exploring SAP SuccessFactors HCM Suite
- 3 Lesson: Describing SAP SuccessFactors Variable Pay

**5 Unit 3: Discovering SAP SuccessFactors Variable Pay**

- 5 Lesson: Exploring SAP SuccessFactors Variable Pay
- 5 Lesson: Defining the SAP SuccessFactors Variable Pay Key Terms
- 5 Lesson: Configuring SAP SuccessFactors Variable Pay

**7 Unit 4: Exploring the SAP SuccessFactors Variable Pay Workflow, Structure, and Components**

- 7 Lesson: Exploring the Variable Pay Cycle and Workflow
- 7 Lesson: Explaining the Variable Pay Planning Structure
- 7 Lesson: Explaining the Variable Pay Plan Components

**9 Unit 5: Setting up the SAP SuccessFactors Variable Pay Program**

- 9 Lesson: Explaining the Variable Pay Program Components

**11 Unit 6: Describing Reward Statements, Reports, and Total Compensation**

- 11 Lesson: Explaining Reward Statements
- 11 Lesson: Describing SAP SuccessFactors Variable Pay Reports
- 11 Lesson: Explaining Total Compensation

**13 Unit 7: Planning Next Steps**

- 13 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 Variable Pay

### Lesson Objectives

After completing this lesson, you will be able to:

- List the capabilities of 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 Key Terms

### Lesson Objectives

After completing this lesson, you will be able to:

- Define the key terms of SAP SuccessFactors Variable Pay.

## Lesson 3: Configuring SAP SuccessFactors Variable Pay

### Lesson Objectives

After completing this lesson, you will be able to:

- Name the configuration steps for SAP SuccessFactors Variable Pay.



# 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, forms, and route maps.

## 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:

- Describe the various components of SAP SuccessFactors Variable Pay.



## Lesson 1: Explaining the Variable Pay Program Components

### Lesson Objectives

After completing this lesson, you will be able to:

- Describe the components of a variable pay program.



## Lesson 1: Explaining Reward Statements

### Lesson Objectives

After completing this lesson, you will be able to:

- Generate a 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.

## Lesson 3: Explaining Total Compensation

### Lesson Objectives

After completing this lesson, you will be able to:

- Name the key features and requirements 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.