

# THR86

## SAP SuccessFactors Compensation Academy

### COURSE OUTLINE

Course Version: 2305

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>

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# Course Overview

## **TARGET AUDIENCE**

This course is intended for the following audiences:

- Application Consultant





## Lesson 1: Getting Started with SAP SuccessFactors Compensation

### Lesson Objectives

After completing this lesson, you will be able to:

- Describe the learning journey for SAP SuccessFactors Compensation

## Lesson 2: Preparing for an Implementation

### Lesson Objectives

After completing this lesson, you will be able to:

- Summarize the functionality of SAP SuccessFactors Compensation
- Locate appropriate resources and reference guides

## Lesson 3: Granting administrator permissions

### Lesson Objectives

After completing this lesson, you will be able to:

- Grant permissions to administrators

## Lesson 4: Linking the DTD to the Compensation XML Plan

### Lesson Objectives

After completing this lesson, you will be able to:

- Validate a Compensation XML plan with the DTD



## Lesson 1: Importing Data into SAP SuccessFactors Compensation

### Lesson Objectives

After completing this lesson, you will be able to:

- Create compensation tables
- Identify grouping functionality



## Lesson 1: Creating a Compensation Plan

### Lesson Objectives

After completing this lesson, you will be able to:

- Develop the components of SAP SuccessFactors Compensation
- Create route maps
- Set a trigger to force planners to add comments to salary and stock sheets
- Configure rules for number formats
- Configure settings to enable flexibility for the display of patterns
- Integrate a Compensation template with SAP SuccessFactors Employee Central
- Create a Compensation plan with a leading practice template

## Lesson 2: Modifying a Compensation Plan

### Lesson Objectives

After completing this lesson, you will be able to:

- Modify a Compensation plan with the Design Worksheet
- Configure a custom formula
- Create a custom validation
- Organize worksheets by grouping columns
- Configure the display of historical information in a worksheet
- Configure field-based permissions to limit field visibility
- Create custom messages that display on the worksheet
- Create standard and custom fields for a Compensation worksheet

## Lesson 3: Using the Salary Sheet

### Lesson Objectives

After completing this lesson, you will be able to:

- Display all visible fields in a salary sheet
- Configure salary rules
- Configure salary and raise proration
- Promote employees by configuring the Job Selector

## **Lesson 4: Using the Stock Sheet**

### **Lesson Objectives**

After completing this lesson, you will be able to:

- Recommend available incentive programs to individual employees

## **Lesson 5: Creating a Worksheet**

### **Lesson Objectives**

After completing this lesson, you will be able to:

- Validate results by running the Check Tool
- Launch a worksheet
- Monitor status of launches
- Update worksheets for employees
- Delete worksheets

## Lesson 1: Developing Budgets for the Compensation Plan

### Lesson Objectives

After completing this lesson, you will be able to:

- Configure a budget
- Configure budget calculations
- Configure budget rules to handle budgets that fall outside preconfigured amounts
- Group information by specified parameters for display purposes only
- Add budget groups

## Lesson 2: Defining Eligibility Rules for the Compensation Plan

### Lesson Objectives

After completing this lesson, you will be able to:

- Configure eligibility rules

## Lesson 3: Defining Guidelines for the Compensation Plan

### Lesson Objectives

After completing this lesson, you will be able to:

- Define guidelines for a Compensation plan
- Add a rating source to a Compensation plan
- Create guidelines for a Compensation plan





## Lesson 1: Publishing Data to SAP SuccessFactors Employee Central

### Lesson Objectives

After completing this lesson, you will be able to:

- Publish data to Employee Central

## Lesson 2: Setting up Employee Central Promotion

### Lesson Objectives

After completing this lesson, you will be able to:

- Set up Employee Central Promotion



## Lesson 1: Generating Reports in SAP SuccessFactors Compensation

### Lesson Objectives

After completing this lesson, you will be able to:

- Run a standard report
- Run a rollup/detail report
- Generate aggregate reports
- Enable YouCalc widgets in Provisioning
- Create an ad-hoc report in Report Center
- Review trends and aggregate budgets of target populations with Executive Review
- Generate the audit tool report

## Lesson 2: Generating Compensation Statements

### Lesson Objectives

After completing this lesson, you will be able to:

- Enable a standard reward statement template
- Create a custom compensation statement template
- Manage reward statements
- Configure statements on People Profile
- Access the compensation profile
- Configure a compensation statement