

THR87

SAP SuccessFactors Variable Pay Academy

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	<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: Introduction to SAP SuccessFactors Variable Pay

Lesson Objectives

After completing this lesson, you will be able to:

- List the capabilities of SAP SuccessFactors Variable Pay
- Compare the SAP SuccessFactors solutions of Variable Pay and Compensation
- Describe the Variable Pay business process
- Identify the main sections of the SAP SuccessFactors Variable Pay form
- Describe bonus plans and business goals functionality
- Explain how to calculate bonus payouts
- Calculate a bonus payout
- Describe the available variable pay reports

Lesson 2: Customer Analysis

Lesson Objectives

After completing this lesson, you will be able to:

- Describe the important information and program requirements to obtain from the customer
- Explain the Variable Pay bonus calculation formulas
- Identify employee-specific information
- Describe the options available for a customer's Variable Pay reports and statements
- Determine the number of Variable Pay programs and bonus plans for a customer

Lesson 1: Setting Up a Program

Lesson Objectives

After completing this lesson, you will be able to:

- List the available Variable Pay Program settings
- Explain how to set up and configure a new variable pay program
- Summarize how to set the Individual/Team guidelines
- Explain how to set the program budget
- Describe the Copy Program feature
- Describe the Instance Synchronization feature
- Set up and configure a variable pay program

Lesson 2: Configuring Employee Data

Lesson Objectives

After completing this lesson, you will be able to:

- Describe the user data file
- Summarize how to modify and create the Variable Pay background element and add it to the data model
- Describe the relationship of the Variable Pay background element to the employee history data file
- Explain how to configure and import the employee history data file
- Run the Employee History Data validation report
- Import and edit employee history in a variable pay program

Lesson 1: Bonus Plans

Lesson Objectives

After completing this lesson, you will be able to:

- List the Variable Pay data files that are required to build a bonus plan
- Explain how to initiate bonus calculation
- Summarize the steps in building a bonus plan

Lesson 2: Form Setup and Management

Lesson Objectives

After completing this lesson, you will be able to:

- Add fields using the Label Names and Visibility editor
- Add and order columns using Column Designer
- Add custom fields using Column Designer
- Specify and apply rounding format
- Launch, update and delete forms
- Describe Executive Review
- Generate reward statements
- Explain how to generate user personal statements
- Explain how to configure the Variable Pay Individual View on the Employee Profile

Lesson 1: Advanced Topics

Lesson Objectives

After completing this lesson, you will be able to:

- Explain how to configure Assignment Level Custom Fields
- Explain the features of decentralized admin
- Explain how to configure Assignment-Based Ratings
- Explain how to configure gates and accelerators
- Describe the process for configuring Multiple Business Sections on one program
- Explain how to configure flexible payout curves
- Summarize the process for configuring bonus plan eligibility through MDF Rule engine

Lesson 1: Integration of SAP SuccessFactors Employee Central and Variable Pay

Lesson Objectives

After completing this lesson, you will be able to:

- Describe the scope of work involved in integrating Employee Central and Variable Pay
- Define the benefits and impacts of integrating SAP SuccessFactors Employee Central and Variable Pay
- Summarize the process and available options for integrating SAP SuccessFactors Employee Central and Variable Pay
- Integrate an SAP SuccessFactors Variable Pay plan with Employee Central
- Identify VRP-EC Integration Appendix

Lesson 1: Using the Total Compensation Plan Template

Lesson Objectives

After completing this lesson, you will be able to:

- Describe the Total Compensation Plan Template and its prerequisites
- Launch Total Compensation Plan templates
- Describe differences of percent type fields in worksheets
- Set up a Total Plan Compensation template
- Manage the total compensation planning process
- Identify features supported in Total Compensation Plan template
- Create a compensation plan using the Total Compensation template