



SAP SuccessFactors

# Compensation & Variable Pay

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1H 2025 Release Briefing

By Phil MacGovern





## Phil MacGovern

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SuccessFactors Experience: Since 2010

Phil is the Head of Total Rewards at Effective People. Since 2010, he has led complex reward transformation projects, delivering innovative solutions to complex international reward scenarios and transforming HR reward processes for lasting impact.

Phil holds a professional certification in SAP SuccessFactors Compensation and Variable Pay modules.

# Agenda

Most Important Topics

Other Release Features

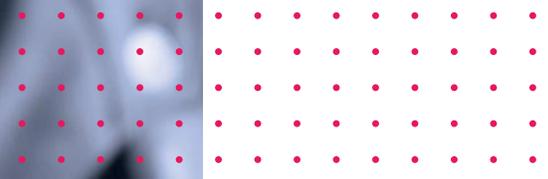
Deep Dive Topic

Product Road Map





# Most Important Topics



# Guideline Columns for Adjustment, Adjustment2, and Promotion

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Configuration

- New additional standard guideline fields for use as columns when designing the Compensation worksheets. The new guideline field IDs are extraGuideline, extra2Guideline, and promoGuideline for use with standard fields extra, extra2, and like respectively.
- When planners see warnings or errors related to guideline rules for the fields extra, extra2, and promo they can refer to the guidelines for these fields and resolve the warnings or errors. The new guideline field behavior is like the other existing guideline fields, for example, those for merit or lumpsum.
- This enhancement is from a Customer Influence Idea.

**Add Standard Columns**

- Adjustment Effective Date
- Adjustment Guideline
- Adjustment2
- Adjustment2 Cash Flow Impact
- Adjustment2 Effective Date
- Adjustment2 Guideline
- Comp Rating
- Current Compa Ratio

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- Promotion Cash Flow Impact
- Promotion Effective Date
- Promotion Guideline
- Prorating
- Rating

The level of impact is Medium.

# Additional Custom Fields for Guideline Criteria

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Configuration

- Two new additional custom fields to use for guidelines when creating guidelines, guideline rules, and guideline modeling for Compensation, Variable Pay, and Total Compensation templates.
- The increase in custom fields for guideline criteria gives you the ability to handle complex requirements using a single template thus easing administration. This enhancement is especially useful when your requirements are for a global implementation.
- This enhancement is from a Customer Influence Idea.

The level of impact is Medium.

# Additional Custom Fields for Guideline Criteria

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Configuration

The 'Add a New Rule' dialog box shows the 'Formula Criteria' section with the following options: Rating (checked), Benchmark (checked), Current Compa-Ratio (selected), Current Position in Range (unselected), Job Level (checked), Current Pay Grade (checked), and Budget Group (checked). Below these are three custom fields: Division, Department, and Location, each with a checkmark and a trash icon. The 'Mode' is set to Amount, and 'Hard Limit' is set to No. 'Prorating' is set to No. 'Force Default On Rating Change' is set to No. 'Force Default On Custom Field Change' is set to No. The dialog has 'Save' and 'Cancel' buttons at the bottom.

How it looked before

The 'Change Rule Settings' dialog box shows the 'Rule Name' as 'Merit Guidelines' and the 'Type' as 'merit'. The 'Formula Criteria' section has been updated: Rating (checked), Benchmark (checked), Current Compa-Ratio (unselected), Current Position in Range (selected), Job Level (unchecked), Current Pay Grade (unchecked), and Budget Group (unchecked). Below these are five custom fields: Legal Entity, Department, Country, Geo Zone, and Job Classification, each with a checkmark and a trash icon. The 'Mode' is now set to Percentage, and 'Hard Limit' is set to No. 'Prorating' is set to No. 'Force Default On Rating Change' is set to No. The dialog has 'Save' and 'Cancel' buttons at the bottom.

How it looks now

The level of impact is Medium.

# Template Validation on Import for Rewards Statement Templates

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically On

- A validation of the template code was added when importing your custom templates as an XSL in the statement editor. Also, you can now preview the PDF for rewards statements when you work on the statement templates in the editor.
- When you go to import an XSL file in the statement editor template from the **Add Template > from and Import File > XSL** screen, the template is now validated. You're unable to proceed with the import in case the file isn't a valid XSL template. In the previous version, there was limited validation of the XSL file and a file with errors may be imported.

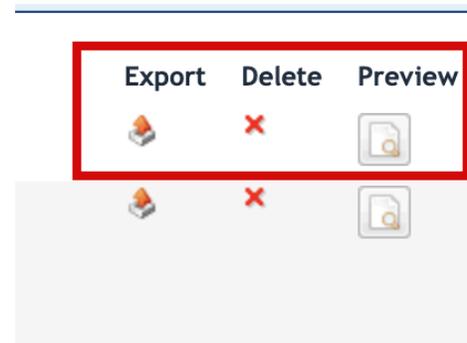
The screenshot shows a web interface for importing a template. The 'Name' field contains 'Personal Compensation Stateme'. The 'Description' field is empty. The 'Template Type' dropdown is set to 'Personal Compensation Stat'. Below these fields is a 'File to import' section. A red-bordered box highlights an error message: '⊗ Your file could not be imported because it is an invalid file. Please verify the content and try again.' Below the error message are two 'Choose File' buttons. The second button is labeled 'Personal co...t template.xml'. At the bottom right of the interface are 'Preview' and 'Import' buttons.

The level of impact is Medium.

# Template Management UI changes

This change brings a new function and a clearer UI for managing Statement Templates.

You can now the statement in both HTML and PDF, while before only HTML was allowed.



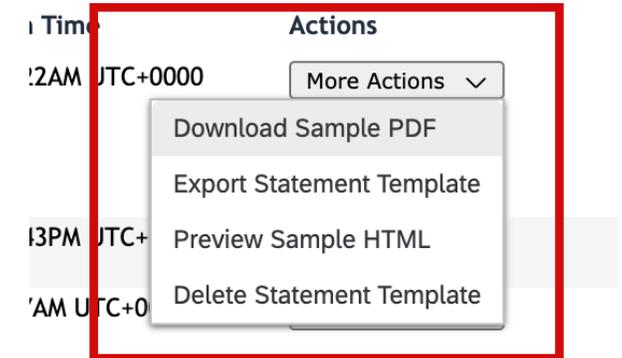
How it looked before

In the previous version, the three options appeared as columns with icons.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer configured



How it looks now

In the new version, errors in Rewards Statements are reduced and provides opportunities to know and correct the statement template before generating rewards statements.

The level of impact is Low.

# Enhancements to Planner Audit Feature

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Configuration

- In the previous version, you could only have up to 10 custom fields available for the audit function and the Planner Audit wasn't available for the “notes” fields
- In new version, improvements have been made to the Planner Audit feature for your compensation, variable pay, or total compensation templates:
  - Up to 25 fields can now be set up to be available for the audit function
  - The salary, bonus, stock, and variable notes fields are supported by planner audit feature for worksheets, executive review as well as export and import of data
- These enhancements make the Planner Audit feature more flexible and useful to your company

## Configuration Requirements:

If Planner Audit is enabled, you set up fields for your compensation template and make them auditable from **Compensation Home > <Template Name> > Plan Setup > Design Worksheet.**

The level of impact is Medium.

# Enhancements to the Latest People Profile in SAP SuccessFactors Mobile

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Configuration

Card	New or Changed Card	Description	Prerequisites
Advances	New	Allows you to view the salary advance-related information, as well as request a new advance through the <b>Manage Advances</b> screen.	You must enable the Advances feature in <b>Employee Central Settings</b> and enable both <b>View</b> and <b>Edit</b> options for <b>Advances Eligibility</b> in <b>Manage Permission Roles &gt; Add Permissions</b> to display the advances details in the card, as well as allow the employee to request new advances from the <b>Manage Advances</b> screen. For more information, see <a href="#">Advances in the Latest People Profile</a> .
Recurring Deductions	New	Allows you to view details for recurring deductions, such as pay component, amount, currency, frequency, and deduction date.	For specific permissions you need to access the card, see <a href="#">Permissions for Deductions</a> .
One-Time Deductions	New	Allows you to view details for a one-time deductions, such as pay component, amount, currency, and deduction date.	For specific permissions you need to access the card, see <a href="#">Permissions for Deductions</a> .
Variable Pay Individual View	New	Provides the links to the employee's individual view in variable pay.	Provide permissions for the individual view as described in <a href="#">Displaying Individual View for Variable Pay</a> .

- **Configuration Requirements:**

- Profile Preview and Spotlight are now available in all systems, no longer controlled by any settings.
- To enable the Full Profile, select the setting **Admin Center > Company System and Logo Settings > Enable Full Profile for the latest People Profile**.
- To hide certain active employments in the employment switcher, deselect the setting **Admin Center > Company System and Logo Settings > Show all active employments (for global assignment and concurrent employment) on quickcard, org chart, and global search results**.

The level of impact is Low.



# Joule use in SuccessFactors Mobile – Rewards & Recognition

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Configuration

With this release, Joule will be able to interact with the Rewards & Recognition Module in SuccessFactors Mobile. The following functions are available:

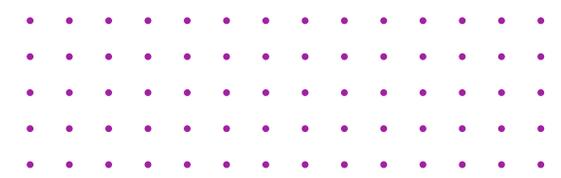
Use Case	Description
Approve Spot Awards	Allows approvers to approve spot awards that are given through a Reward and Recognition program.
Create Spot Awards	Allows users to recognize someone with a spot award.

- **Configuration Requirement:** You've enabled Joule in SAP SuccessFactors Mobile. For details, refer to Knowledge Base article [3583836](#).
- **Role-Based Permission Prerequisites:** Users have the **User Permissions > General User Permission > Access to Joule** permission.

The level of impact is Medium.



# Other Release Features



# Automatic Recall of Compensation Statements Now Configurable

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Configuration

- In the previous version, when you moved worksheets from completed to in progress status, all reward statements associated with the worksheet were recalled
- You can now prevent this automatic recall of the statements when the worksheets are moved back to in progress. The setting works for compensation, variable pay, and total compensation worksheets
- This ability to prevent recall of rewards statements provides you with flexibility when working with reward statements. It supports business scenarios where recall of all statements upon change to compensation worksheets isn't desirable

## Configuration Requirements:

Go to **Compensation Home > Actions for All Plans > Company Settings**. In the **Compensation and Variable Pay** section, note the setting for **Enable recall of statements when completed worksheets are routed back to in progress status**. The setting is checked by default. You can uncheck the check box if you don't want your reward statements to be recalled upon change in status of the worksheets from completed to in progress.

- Disable the latest "My Forms" page
- Use Role-Based Permissions (RBP) to configure filters on the latest "My Forms" page
- Enable Employee Level Target Population for Admin Bulk Print Statement
- Enable recall of statements when completed worksheets are routed back to in-progress status.

How it looks now

The level of impact is Low.

# Deletion of Homepage Cards Upon Recall of Compensation Statements

**Type:** Changed/Bug Fix

**Lifecycle:** General Availability

**Enablement:** Automatically on

- In the previous version, the homepage cards associated with recalled rewards statements weren't deleted
- Homepage Cards are now deleted from view when the **Rewards Statements** associated with the cards were recalled. This deletion of homepage happens if the statements are recalled automatically due to routing of the template or if the rewards statements are recalled manually
- This enhancement is from a Customer Influence Idea.

## Configuration Requirements:

You recall rewards statements by from **Compensation Home** > <Template Name> > **Complete Compensation Cycle** > **Rewards Statements** > **Recall Statements**.

The level of impact is Low.

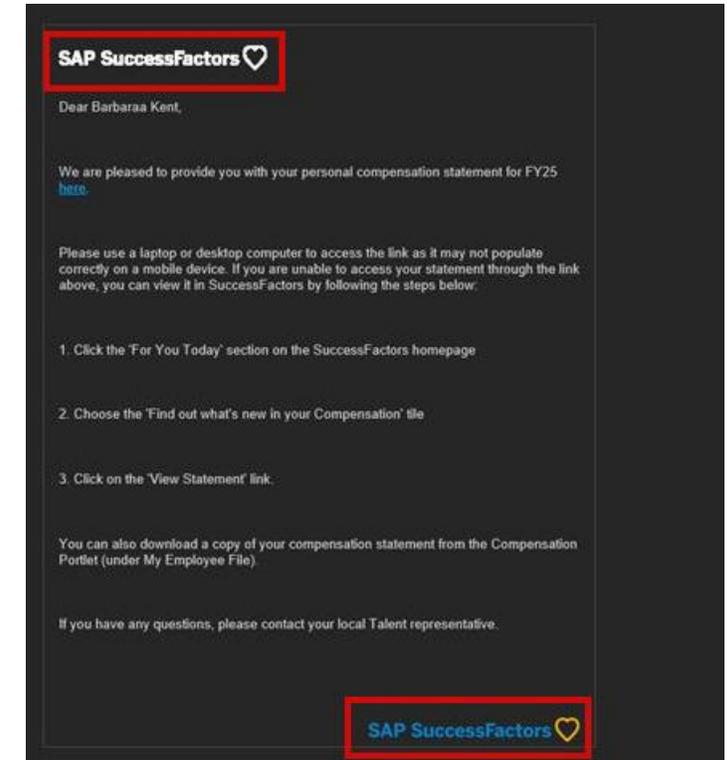
# Enhancements to the Personal Compensation Statement Generation Notification

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Configuration

- You can now configure your **Personal Compensation Statement Generation notification** email template to include HTML. The email also includes a header, a footer, and your company logo. Also, you can create separate email templates based on different compensation plan templates.
- The logo used by the email notification is the one set in the **Company System and Logo Settings** tool.
- This enhancement is from a Customer Influence Idea.



How it looks now

The level of impact is Low.

# Enhancements to the Personal Compensation Statement Generation Notification

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Configuration

Email Subject: Personal Compensation Statement Generation notification [Switch to](#) English US (English US)

Specify Different Template for Each Form  [Update settings](#)

2024PerformanceReview [Switch to](#)

Email Body:  
*You are now viewing the "default"*

Dear [[EMP\_FIRST\_NAME]] [[EMP\_LAST\_NAME]],<br/><br/> Your personal compensation statement for the [[TEMPLATE\_NAME]] process is now available, and can be accessed at [[DOC\_ACCESS\_URL]].<br/><br/> Best regards,<br/> Human Resources

[Save Changes](#)

To work with alert notification off-line:

Set Email Priority  High Priority

Email Subject: Personal Compensation Statement Generation notification [Switch to](#) English US (English US)

Specify Different Template for Each Form  [Update settings](#)

2023 Compensation & Equity [Switch to](#)

Email Body:

Dear [[EMP\_FIRST\_NAME]] [[EMP\_LAST\_NAME]],<br/><br/> Your personal compensation statement for the [[TEMPLATE\_NAME]] process is now available, and can be accessed at [[DOC\_ACCESS\_URL]].<br/><br/> Best regards,<br/> Human Resources

- In the previous version, you were unable to create multiple email templates based on different form templates
- In the new version, when editing the personal compensation statement generation email template, you can base the template on a specific compensation or variable pay plan template

The level of impact is Low.

# Enhancements to Employee Central History Processor Job

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on

- The Employee Central History Processor job now runs as multiple sub jobs if the number of users being processed exceeds 5000. Also, the job is run for the user records as a batch process after a threshold of 500 is reached making the job run in an efficient manner automatically for your instance and job requirements
- The parameters **Variable pay history processor batch process** and **Variable pay history processor sub job number (not more than 5)** are no longer needed and have been removed

## Configuration Requirements:

The Employee Central History Processor is set up to run on a schedule as a job in Provisioning. You can also trigger the job by going to **Compensation Home** > **<Template Name>** > **Plan Setup** > **Manage Users** > **Import Employee History from Employee Central**.

**Variable Pay**  
Variable Pay Executive Review Threshold for Online Export:   
 Enable Assigner Based Functionality.  
 Enable Inline Edit for Executive Review.  
 Allow splitting of Employee History Records by Performance Management Dates for Employee Central Integration.  
Variable pay history processor batch process size:   
**Variable pay history processor sub job number (not more than 5): 1**  
Variable pay calculation batch process size (default batch size is 100):   
Variable pay calculation batch process size for Employee Central records (no more than above size):   
Variable pay bonus calculation sub job number (not more than 5):   
Variable Pay Customer's External Integration URL:   
Users enabled to access the URL (separate multiple usernames by .):

In the previous version, you contacted Technical Support if you needed to change the job parameters which controlled the number of sub jobs and the threshold for the batch process.

The level of impact is Low.

# Publish Compensation Data to Employee Central

**Type:** Changed/Bug Fix

**Lifecycle:** General Availability

**Enablement:** Automatically on

- In the previous version, to publish compensation data to Employee Central, the Non-recurring Pay Component element had to be enabled
- You can now publish compensation data to Employee Central without enabling the *payComponentNonRecurring* HRIS element in your business configuration
- This enhancement is from a Customer Influence Idea

## Configuration Requirements:

You can monitor the publish of compensation data to Employee Central by monitoring the Job Type *Publish EC Data for Template* in the job scheduler.

The level of impact is Low.

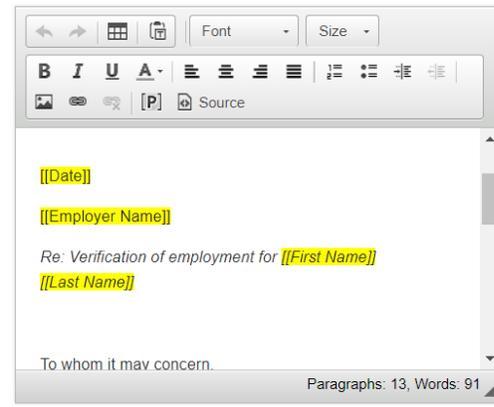
# Updated and Standardized Rich Text Editor

**Type:** Changed

**Lifecycle:** General Availability

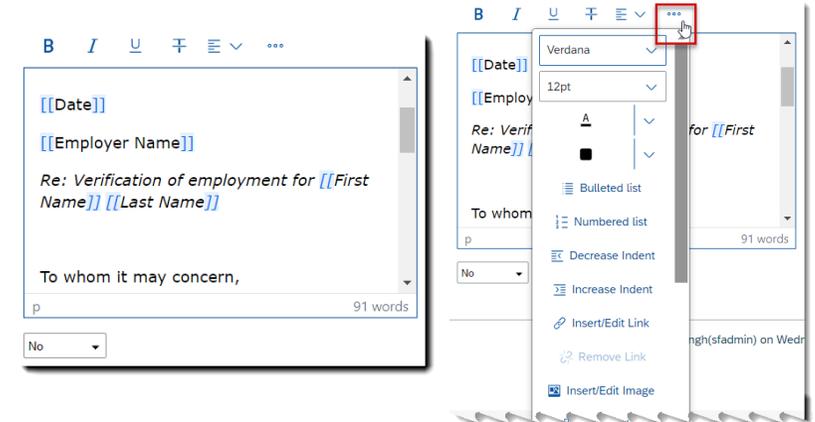
**Enablement:** Automatically on

- The rich text editor experience across the suite has been updated and standardized across the suite
- The rich text editor (RTE) is a common element of the user interface that enables you to enter "rich text" content - content that includes things like formatting, links, images, videos, or source code



How it looked before

In the previous version, the updated pages used an older, third-party rich text editor with several rows of icons in the editor, displaying all of the available actions.



How it looks now

In the new version, the updated pages use a standard SAP rich text editor. There's only one row of icons in the editor. If more actions are available, you can access them with the ... Additional Options menu.

The level of impact is Low.

# AI-Assisted Writing Now Available in More Areas

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Configuration

- AI-assisted writing is available in new areas, making it more accessible to enhance content creation helping to enhance employee experience, optimize productivity, and improve the overall quality of the organization's business communication.
- AI-assisted writing is now available for the following features in Compensation:
  - Plan Instruction for Variable Pay templates.
  - Compensation Statement Editor.

## Configuration Requirements:

- You've purchased the **AI units** license. For more information about AI units license, please contact your Account Executive.
- You've enabled the **AI Services Administration > Assisted Writing** option in **Admin Center**.
- For Translation: You've also enabled the **AI Services Administration > Assisted Writing > Translation** option in Admin Center.

## Role-Based Permission Prerequisites:

- You have the **Administrator > Manage AI Capabilities > AI Services Administration** permission.
- Employees have the **User Permissions > AI Access > Assisted Writing** permission.

The level of impact is Low.

# AI-Assisted Writing Now Available in More Areas

## Screenshots

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer configured

The screenshot displays the SAP Admin Center interface for managing compensation plans. The main window is titled "Plan Instruction" and includes a "Plan Setup" breadcrumb. Below the breadcrumb is a navigation menu with options like "Settings", "Design Worksheet", "Manage Plan Details", "Manage Users", "Forecast Bonus", "Calculate Bonus", "Reports", and "Bonus Assignment Statements". The "Plan Instruction" section has a "Save" button and a "Cancel" button. A text area contains instructions for setting up custom messages. Below this is a "Change Language" dropdown set to "default" and an "Add language" button. A "Bonus" section has a "Label" input field with "(original: Instructions)" as a placeholder. A rich text editor toolbar is visible, showing options for bold, italic, underline, text color, background color, font face (Verdana), and font size (12pt). The editor contains the text "Your remuneration has surpassed that of the previous year." A floating menu titled "Use AI capabilities" is open over the text, showing the "Selected text" and a "Suggested text for Enhance Writing": "Your compensation has exceeded that of the prior year." Below the suggestion is a disclaimer: "Created with AI. Verify results before use." The menu also includes options for "Enhance Writing", "Change Tone", "Make Shorter", "Make Longer", and "Make Bulleted List". At the bottom of the menu are "Apply" and "Discard" buttons. In the background, another window titled "in-depth bonus details" is partially visible, showing a similar menu with options like "Enhance Writing", "Change Tone", "Make Shorter", "Make Longer", and "Make Bulleted List".

The level of impact is Low.

# Exclude Users from DRTM Master Data Purge

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Configuration

- You're now able to exclude users who are planners when they have compensation and variable pay forms when running a **DRTM Master Data Purge**.
- You can access this option from the **Data Retention Management** tool when creating or editing a **DRTM Master Data Purge** request. This setting is checked by default. You can opt out of the option by unchecking the check box for the option.
- This enhancement gives you the option to exclude planners who have a compensation or variable pay form for the **DRTM Master Data Purge** request type like the **Purge Inactive User** request.

The level of impact is Low.

# Exclude Users from DRTM Master Data Purge

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Configuration

Select a purge request type:

Name the purge request:

Define Purge Rule:

Define Subject Criteria:

Select one user

Ignore data retention time configuration for this purge request

Upload a list of inactive users only (by User ID or Assignment ID).

Select countries/regions

Exclude users that meet the following criteria:

User belongs to an incomplete compensation or variable pay form

Add approvers:

How it looked before

In the previous version, the **User belongs to an incomplete compensation or variable pay form** was the only option available for the **DRTM master Data Purge** request for compensation or variable pay forms.

Select a purge request type:

Name the purge request:

Define Purge Rule:

Define Subject Criteria:

Select one user

Ignore data retention time configuration for this purge request

Upload a list of inactive users only (by User ID or Assignment ID).

Select countries/regions

Exclude users that meet the following criteria:

User belongs to an incomplete compensation or variable pay form

User has compensation or variable pay form

Add approvers:

How it looks now

In the current version, when setting up a **DRTM Master Data Purge**, you can use the check box for **User has compensation or variable pay form** as well as the **User belongs to an incomplete compensation or variable pay form** option.

The level of impact is Low.

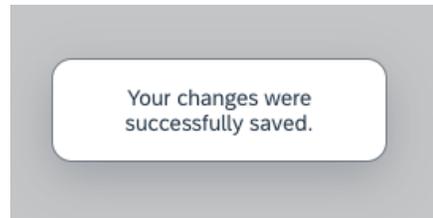
# Minor Visual Changes in 1H 2025

**Type:** Changed

**Lifecycle:** General Availability

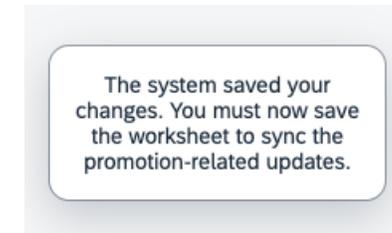
**Enablement:** Automatically on

- SAP SuccessFactors made numerous minor visual enhancements in 1H 2025 such:
  - Text changes (labels, error messages, roll-over text)
  - Iconography (new or changed icons)
  - Interaction pattern (new position of interaction, new order of list, new or changed buttons)
  - Styling (design treatment, changes to themes, adopting an SAP style)
- For purposes of this presentation, we will only focus on what is relevant to Compensation, Variable Pay and Rewards and Recognition.



How it looked before

In the previous version, the message about saving data when triggering promotion from the compensation worksheet was misleading.



How it looks now

In the new version, we have clarified the message after save of promotion data, so that the user also saves the worksheet or the executive review to make sure the promotion data in Employee Central is in sync with the data in Compensation.

The level of impact is Low.



# Deep Dive Topic



# Employee Central Data on Statement Template

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Configuration

- You're now able to display Employee Central data on the compensation statements without needing to include that field on the compensation plan. The enhancement is supported by compensation, variable pay, as well as combined statement templates.

The screenshot displays the 'Add Field' configuration interface. On the left, a list of sections (Section 1, Section 2, Section 3) is shown with 'Add Field' and 'Add Section' buttons. Below this, a 'Plan' dropdown menu is open, showing 'Employee Central' selected. To the right, the 'Add Field' form is visible, with 'Source' set to 'Employee Central' and 'Employee Central Category' set to 'Compensation Information'. The 'Employee Central Field' dropdown menu is open, showing a list of fields including 'ring', 'e', 'ason', 'Defined By Statute', 'For Benefit', 'For Car', 'Compensated Employee', 'p', and 'ystem Id'. The 'wfConfig' button is visible at the bottom left of the form, and 'Add' and 'Cancel' buttons are at the bottom right.

- In the current version, you can choose between **Plan** and **Employee Central** and add relevant fields to the statement template.

The level of impact is High.

# Employee Central Data on Statement Template

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Configuration

- Supported Employee Central Categories:

- Job information
- Compensation Information
- Employment Details

- Supported Data types:

- Date
- Boolean
- String
- Localized
- Translatable
- Legacy Picklists

- Data types Not Supported:

- Number
- Amount
- Percent
- Localized values from MDF Picklists and other data types from **Configure Object Definitions**

- Root Base objects can't be selected. Only the child fields under the object can be added.

The level of impact is High.

# Employee Central Data on Statement Template

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Configured

- In case an Employee Central field with a tree structure is added, only the final node is localized. For example, when adding Division.Label, only Label is localized in the statement editor.
- The values of the Employee Central or MDF fields appear as blanks in the preview of the statement template or the downloaded PDF. Only the labels of these fields are displayed.
- Upon import of an exported template from a source instance to another instance, the path of the field in the statement editor displays the path from the source instance.
- The condition operators on the edit screen are the same as those for string data type for localized & translatable data types.

The level of impact is High.

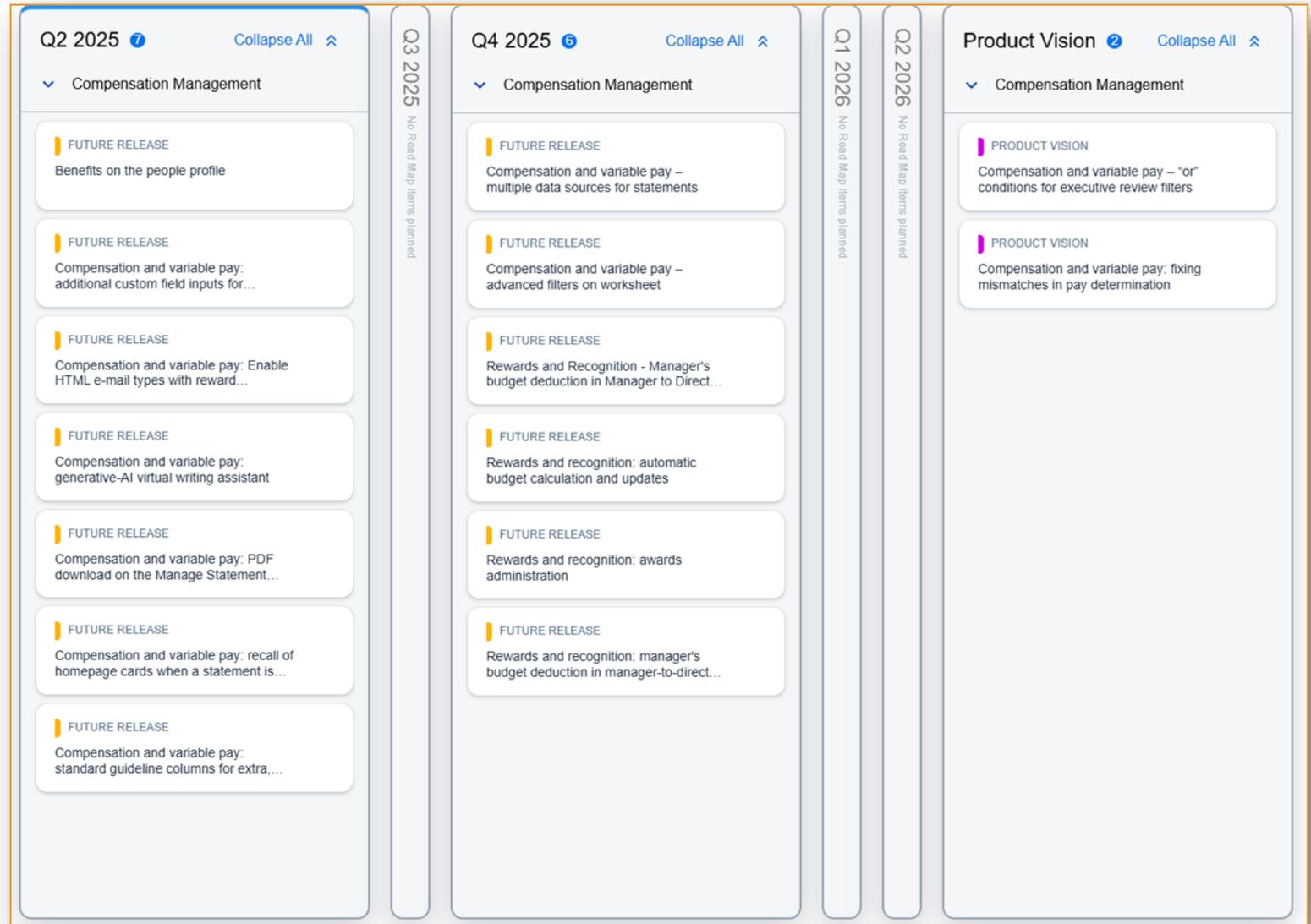


# Product Road Map



# Product Road Map

- Check out the roadmap for this module [here](#).
- SAP maintains product specific road map on SAP.com website – road map explorer
- Requires S-user login credentials, same as for the SuccessFactors Customer Community
- You can create & save your own “product mix” so you get a roadmap tailored to your solution landscape
- Road map is updated on regular basis





# Thank You.

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