



SAP SuccessFactors

Compensation & Variable Pay

2H 2024 Release Briefing

By Vivian Reynecke



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SuccessFactors Experience: Since 2015

Vivian Reynecke has 30+ years of SAP HCM and SuccessFactors experience. She is professionally certified in SuccessFactors Compensation, Variable Pay and Employee Central. She also has an associate certification in Learning Management.

Vivian also has extensive configuration experience with a range of SAP On Premise HR modules.

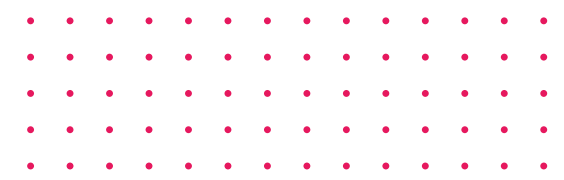


Agenda

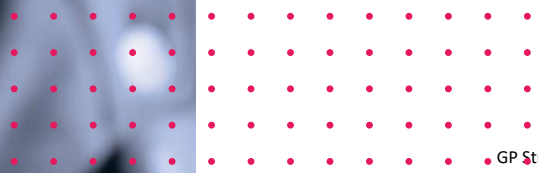
SAP SuccessFactors Compensation & Variable Pay

- Most Important Topics
- Other Release Features
- Deep Dive Topic
- Product Road Map





Most Important Topics



Enhancements to AI-Assisted Writing and Availability in More Areas

Type: Changed

Lifecycle: General Availability

Enablement: Contact Customer Engagement Executive or Account Manager

- AI-assisted writing is available for use in more product areas, and now also includes the Content Translation and Text Analyzer features.
- For purposes of this presentation, we will only focus on what is relevant to Compensation, Variable Pay and Rewards and Recognition.
- We've also added the following new AI-actions:
 - **Translate:** For written text, the user can select this option to choose the target language they'd like it translated to. The following capabilities are supported with this action:
 - Translation from en-US (US English) to all 46 languages supported in SAP SuccessFactors
 - Full translation between the following languages: English (US), German, French, Spanish, Portuguese, Chinese (Simplified) and Japanese

The level of impact is High.

Note: AI-assisted writing is currently only available on the web version of SAP SuccessFactors applications. Mobile support for this feature is not yet available.

Enhancements to AI-Assisted Writing and Availability in More Areas

- **Analyze Text:** With this option, a safety scan is performed on each text box, prompt entry, or Generative AI output in order to detect bias, and remove discriminatory or violent language. Users can choose to accept or reject the suggested text presented for replacement. Text Analyzer scans for the following safety attributes:

Inclusiveness:	Harmful Content:
Age Bias	Insulting and Offensive Language
Cultural Bias	Firearms and Weapons
Gender Bias	Hate Speech
Mental Health Bias	Slang and Overly Informal Language
Racial Bias	Self-Harm
Religious Bias	Sexual Content
Sexual Orientation Bias	Toxic and Exclusionary Speech
Socioeconomic Bias	Violent Speech
Ableist/Physical Ability Bias	War

Enhancements to AI-Assisted Writing and Availability in More Areas

- The table below lists the SAP SuccessFactors product areas within Compensation that support AI-assisted writing as of the 2H 2024 release:

Module	How AI-Assisted Writing Can Help
Rewards and Recognition	<p>Improve the messages from Award Nominator to award recipients and approvers.</p> <p>Improve the descriptions of programs, levels and categories that the Administrator provides.</p>
Compensation Variable Pay	<p>Improve the content of Notes and Force Comments for the Compensation Planner in your Compensation, Variable Pay, and the Total Compensation worksheets and Executive Review.</p> <p>Improve the content of the fields in the column designer for the Administrator when designing Compensation, Variable Pay, and Total Compensation templates.</p>

- With these new enhancements, customers can access content in their native language, reinforce inclusive language, and further enhance the quality of their communication.

Enable the Approver of a Reward and Recognition Award to Change the Award Amount

Type: New

Lifecycle: General Availability

Enablement: Contact Product Support

- When enabled by an administrator for Reward and Recognition, during the workflow approval for an award, an approver can change the amount of the award.
- Organizations want to encourage timely peer-to-peer recognition for outstanding company contributions or participation in special projects. Awards given are subject to budget, eligibility, guidelines, and an approval process. Although guidelines and suggested award amounts can be configured for award programs, the approver can now be provided with an option to edit award amounts before approving awards.
- This enhancement is from a Customer Influence Idea.

The level of impact is High.

Enhancements to AI-Assisted Writing and Availability in More Areas

- This feature was released in 1H 2024. However, we pulled it back due to a known issue.
- In the current version, to enable the feature for your company, contact Product Support.

Edit Transaction Value	Comments
Edit without Route Change	With this selection, the approver can change the amount of the award and approve, which then goes to the next step of the approval route. If there is no next approval step for the workflow, the award is approved.
Edit with Route Change	With this selection, if the approver changes the amount of the award, the approval route is changed. When an approver updates the award amount, the request is reinitiated for approval through all of the workflow approvers, even those who previously approved the request and now must approve the change to the amount. A new Approve Requests item is added to their To-Do area, which an approver can also access from their My Workflow Requests dashboard.

Enable the Approver of a Reward and Recognition Award to Change the Award Amount

- When the approver opens the **Workflow Details** for the award approval request, the approver can choose the **Update** button.
- Choosing that button makes the **Award Amount** field editable and the approver can change that amount and then choose to **Approve**.

Back to: Advanced Todo Page

Workflow Details

Do you approve this request?

Spot Award for Mya Cooper submitted on 04/28/2024
Initiated by Aanya Sing on April 28, 2024
[View Workflow Participants](#)

Mya Cooper
VP Operations
Corporate - US-Philadelphia (1710-2001)
4 Direct Reports

Activity

Initiated by Aanya Sing on April 28, 2024.

Spot Award

Award Amount	2,500
Award Category	Team Player (3603) LS
Award Level	Rock Star (3608) LS
Guideline Amount	2,500
Message to Recipient	You did an amazing job! Thank you!
Approval Status	Processing
Currency	USD
Message to Approvers	
Approved Date	
Spot Award Program	BestRun Rewards (BestRun Rewards) LS
Award Recipient *	Mya Cooper LS
Budget Holder	John Williams LS
Nominator *	Aanya Sing LS
Request Date	04/28/2024 16:19:26 UTC-5:00
Last Modified Date	04/28/2024 16:19:27 UTC-5:00

Comment

Write a comment

[Post](#)

[Approve](#) [Update](#)

Enable the Approver of a Reward and Recognition Award to Change the Award Amount


Confirm Request


Submitting Create Spot Award [redacted] request for Vic Stokes.

[redacted]

▼ Hide Workflow Participants

Approvers

1  **Carla Grant1**
VP, Sales new

2  **Alex Thompson**
Department Presid...

- When **Edit with Route Change** is enabled and an approver changes the award amount, an additional dialog box is shown to allow providing comments about the change. The approver can also expand to see the workflow participants. When the approver chooses **Submit**, the request is returned to all the people in the workflow, even those who had previously approved the award who must now approve the amount changes.
- If **Edit without Route Change** is enabled, this dialog box isn't shown. Without a route change, the approval workflow either goes to the next step approver or is approved when there is no other step in the approval workflow.
- Previously, the Edit Transaction selections were available though not supported by Reward and Recognition for changing award amounts. Now these selections are supported for award approval workflows.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Refresh Employee History by Employee

- You can now import employee user IDs and refresh employee history by bringing data from Employee Central for the employees when doing variable pay planning.
- Go to → **Compensation Home** → **<Template Name>** → **Plan Setup** → **Manage Users** → **Import Employee History from Employee Central**. Enable **Import only changed records** and select **By Employee Name**. Click the **Upload File** button. You see a pop-up window where you can **Download a blank CSV template**. Populate the file with up to a 100 employees. When uploaded, employee history for these user IDs is refreshed. Employee history records modified since the last run of the Employee History refresh job are not eligible for refresh as part of this job since this data will be part of the next regular job run. So, any data of an employee that was missed in the last run can be refreshed using this option.
- The **Import only changed record** is disabled if no employee history has been imported into the system.
 - This enhancement provides you with another option to refresh data for your employees when planning for Variable Pay.

The level of impact is Low.

Refresh Employee History by Employee

- In the current version, you can run partial import for records **By Employee Name** or **By Modified Date**. Also, you can either directly enter employee name in the text field or use the **Upload File** link to upload multiple employee names.

Import Employee History from Employee Central

Use the import process to transfer employee information from Employee Central to this Variable Pay System.

We recommend that you run Employee Central History Process in Full Import Mode if you have changed any Global or Program-Level Eligibility rules. Running the process for changed records only will not update the last successful run for Employee Central History Processor Job.

Please choose appropriate settings for importing employee history records:

- Import only changed records ?
- By Last Run Date
- By Employee Name

Do not Update Completed Forms ?

Run Bonus Calculation & Update Launched Forms ?

Import Employee History from Employee Central

Use the import process to transfer employee information from Employee Central to this Variable Pay System.

We recommend that you run Employee Central History Process in Full Import Mode if you have changed any Global or Program-Level Eligibility rules. Running the process for changed records only will not update the last successful run for Employee Central History Processor Job.

Please choose appropriate settings for importing employee history records:

- Import only changed records ?
- By Last Run Date
- By Employee Name

Import Employees

The Import Employee page enables you to add employees by uploading information in a CSV file. Download a blank CSV template to see how to format the information. Note that character encoding of the file must be Unicode (UTF-8).

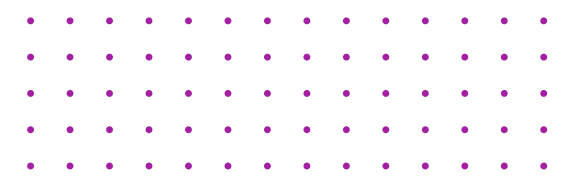
No file chosen

[Download a blank CSV template](#)

Refresh Employee History by Employee

- In the previous version, you only had the option to run partial import on records changed since the last process was run.

The screenshot shows a software interface with a navigation bar at the top containing 'Plan Setup', 'Settings', 'Design Worksheet', 'Manage Plan Details', 'Manage Users', 'Forecast Bonus', 'Calculate Bonus', and 'Reports'. The main content area is titled 'Import Employee History from Employee Central'. Below the title, there is explanatory text: 'The import process makes it easy for you to transfer employee information from Employee Central to Variable Pay Programs. The process captures the employee information from Employee Central to Variable Pay Programs. Please note that it is advisable to run Employee Central History Processor in Full Import Mode if changes have been made to rule definitions or new rules have been added. The last successful run for Employee Central History Processor Job was at: Sun Jan 23 12:36:22 UTC 2022.' Below this text, there are three settings for importing employee history records: 'Import only changed records' (checked), 'Do not Update Completed Forms' (checked), and 'Run Bonus Calculation & Update Launched Forms' (unchecked). A 'Process' button is located at the bottom right of the settings area.



Other Release Features



REST API for Compensation Data Read

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

- You can now use REST APIs to extract data from Compensation and Variable Pay modules.
- The SAP Business Accelerator Hub includes the information that you use for the Compensation REST APIs.
- This API replaces the SFAPI which you can use to read Compensation and Variable Pay data.
- In the previous version, you had to build integration calling SF APIs to extract employee's Compensation and variable pay data.

The level of impact is Low.

Publish to Metadata Framework (MDF) from Compensation Fields of Total Compensation Templates


Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

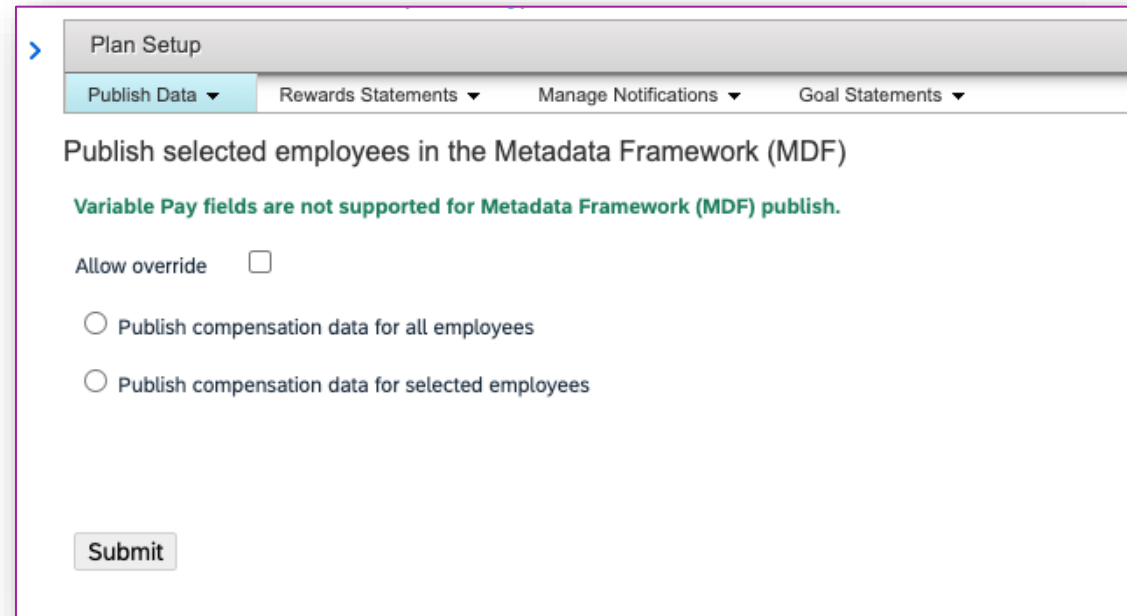
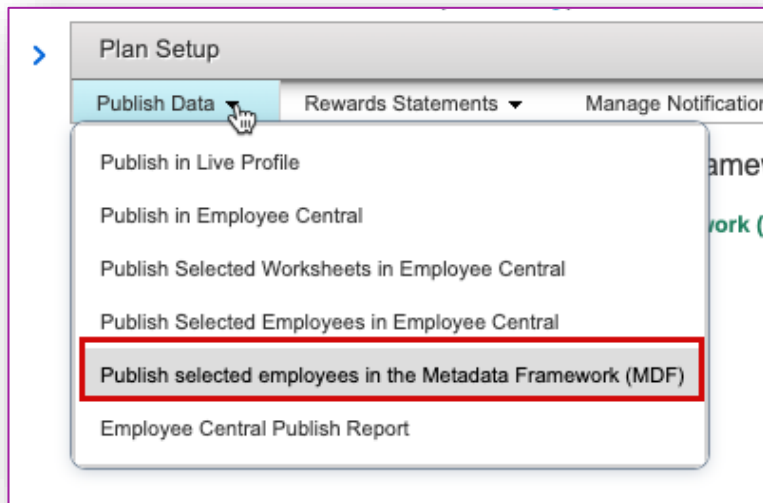
- You can now map and publish compensation field data to Metadata Framework (MDF) objects in your Total Compensation templates.
- Go to → **Admin Center** → **Compensation Home** → **<Total Compensation Template Name>** → **Complete Compensation Cycle**
- Select **Publish selected employees in the Metadata Framework (MDF)** from the **Publish Data** dropdown.
- This enhancement brings parity and consistency to compensation data publish capabilities in Compensation and Total Compensation templates.

The level of impact is High.

 **Restriction:** Only Compensation fields can be published to MDF objects. The Variable Pay fields cannot be published to the MDF objects.

Publish to Metadata Framework (MDF) from Compensation Fields of Total Compensation Templates

- In the current version, you can publish compensation data in Total Compensation templates to the MDF objects. The setting in the screenshot was only available for compensation templates. You can now see the same setting in your Total Compensation templates.



- In the previous version, you could only publish compensation data to MDF in your compensation templates.

License Usage Report for Compensation Module

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- You can now access the License Usage Report from Admin Center to track how many users are using the SAP SuccessFactors Compensation modules that include Compensation, Variable Pay, and Rewards and Recognition.
- To download the report, go to Compensation Home and click on License Usage Report. A CSV file with columns indicating the number of users for each of the Compensation modules is downloaded to your system. If no users or if you don't own a module, the column in the file for that module shows a zero (0).
- Using the report, you can analyze license usage for the modules that you have and ensure that your usage does not exceed the number of licenses you own.

Reporting



Rollup
Summary of compensation planning and budget information.



Aggregate Export
Export all compensation data from a plan.



License Usage Report
Analyze license usage data by user for Compensation, Variable Pay, and Rewards and Recognition.

The level of impact is Medium.

Open Budget or Instructions Panel by Default

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- We've introduced a new **Display Setting** such that you can now configure your Compensation templates to open the Budget or Instructions tab by default on Compensation worksheets and Executive Review.
- Go to:
 - → **Admin Center** → **Compensation Home** → **<Template Name>** → **Plan Setup** → **Display Settings**
 - Select the desired option for Default Panel to Open for Worksheet from the dropdown. Your choices are: None, Budget, and Instructions. None is the default setting if no option is chosen.

Default Panel to Open for Worksheet

Display Format and Color Bar

Benchmark Coloring

Compa-Ratio

Yes

- When the planners open the Compensation worksheets or Executive Review for the first time, they see the selected panel open.
- This change gives you control over what the compensation planners see when they're working with the Compensation worksheets or the Executive Review.

The level of impact is Low.

Enhancement to the Apply Eligibility Rules Job

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- We've enhanced the Apply Eligibility job to optimize the system resources utilized when the job is run.
- This enhancement allows you to opt out of the performance optimization that has been done for the Apply Eligibility job.
- Configuration Requirements: As an administrator, if you must opt out of the feature, the setting for this feature is **→ Actions for all plans → Company Settings → Manage Company Settings → Enable Optimization For Compensation Eligibility Rules**

- Enable Role-Based Permissions for Lookup Tables
- Enable configuration of route step-based Executive Review
- Enable Optimization For Compensation Eligibility Rules**
- Enable Role-Based Permissions for Compensation and Variable Pay Template Access ?

The level of impact is Low.

Export Selected Columns in Executive Review and Hierarchy Based Approval (HBA)

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

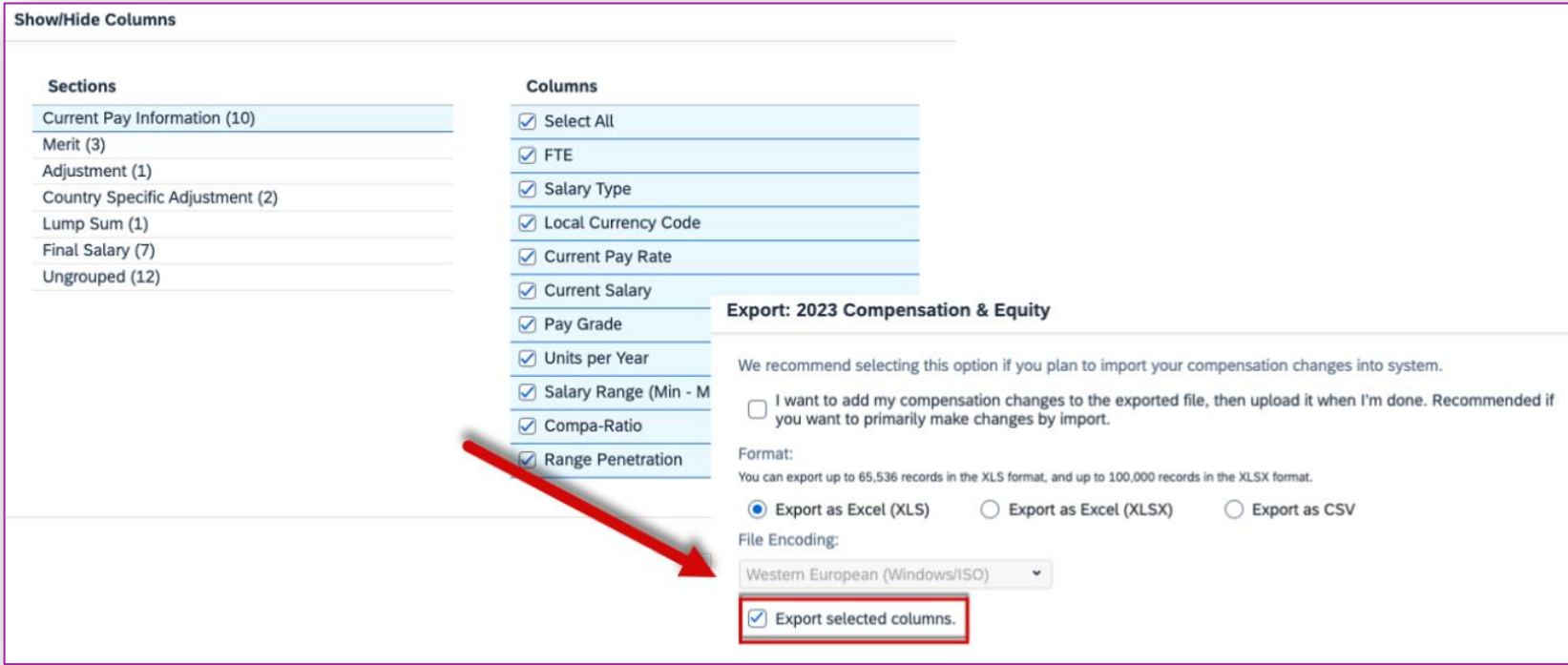
- You can now export data from selected fields when exporting data on the salary tab for Compensation, and Total Compensation templates. You are able to export selected data from Executive Review and for hierarchy-based approvals.
- When in Executive Review or HBA and on the salary tab, select data to view using the **Columns** icon. Select the **Export** option. You now see the **Export selected columns** check box. The exported file now only includes the data that you have selected to view.
- This enhancement allows you to control data exported from the salary tab.

The level of impact is Low.

Note: The **Export selected columns** option is only available on the salary tab in Compensation and Total Compensation templates. All data from every column on the Bonus, Stock, and Variable Pay tabs is exported including the salary tab data.

Export Selected Columns in Executive Review and Hierarchy Based Approval (HBA)

- In the current version, you can select the **Export selected columns** option to export a subset of the data selected from the **Columns** option available on the salary tab.



- In the previous version, all data from the salary tab of a compensation or total compensation template was exported from Executive Review and HBA regardless of the selections for the **Columns**.

Improvement When Displaying Currency

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

- We now have a separation between the currency code and the numbers when displaying money fields in the Compensation module.
- This change is visible when you have setup your template to show currency code for your money fields.
- This enhancement is from a *Customer Influence Idea*
- Configuration Requirements:
 - The change to the prefix for currency fields is made by changing a setting directly in the XML file for the Compensation template. You require access to Provisioning for your company to change an existing template. You could also download an existing template file, make the desired change, and upload the template with a new name.
 - As a customer, you don't have access to Provisioning. To complete tasks in Provisioning, contact your implementation partner or Account Executive. For any non-implementation tasks, contact Product Support.

The level of impact is Low.

Improvement When Displaying Currency

- In the current version, you see a space between the currency code and the money amount.

Current Pay Rate	Current Salary	Pay Grade	Units per Year
USD 2,500.00	USD 60,000.00	GR-12	24
USD 4,534.90	USD 54,418.81	GR-08	12
USD 16.70	USD 34,728.30	H-04	2,080
USD 17.55	USD 36,510.10	H-04	2,080
USD 4,600.00	USD 110,400.00	GR-11	24

- In the previous version, there was no separation between the currency code and the money amount.

Current Pay Rate	Current Salary	Pay Grade
USD2,351.16	USD28,213.95	GR-11
USD1,041.06	USD24,985.50	GR-18
USD736.35	USD17,672.45	GR-18
USD8,046.00	USD96,551.98	GR-07

Enhancements to Latest *My Forms* Page

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

- We introduced the latest ***My Forms*** page in 1H 2024. In 2H 2024, we have further enhanced the page to improve filter and search capabilities as well as the user experience better.
- The latest ***My Forms*** page enhancements are the following:
 - You can now configure filters based on roles using role-based permissions.
 - You only see the templates with existing worksheets in the ***Template*** search drop-down menu in the selected folder.
 - You see the ***My Direct Reports***, ***My Matrix Reports***, and ***My HR Reports*** filter options in ***All or Reports Only*** only when relevant to your role.
 - You can now ***Reset*** your filters.
 - You see the total number of forms.
 - The ***Mass Route Document Forward*** and the ***Mass Route Document Backward*** role-based permissions are respected.

The level of impact is High.

Enhancements to Latest My Forms Page

The screenshot shows the 'Inbox' page with the following elements:

- Filters:** Template: 2023 Comprehensive Comp..., Current Step: All, Planner: Mohan Kumar, Department: All.
- Dropdown Menu:** 'All or Reports Only:' with options: All Planners (selected), All Planners, My HR Reports.
- Buttons:** Go, Reset.
- Table:** A table with columns: Title, Employee, Form End Date, Form Due Date, Last Modified, Sent From, Actions.

Title	Employee	Form End Date	Form Due Date	Last Modified	Sent From	Actions
2023 Compensation Plan Mohan Kumar (mkumar)	Mohan Kumar	08/31/2023	08/31/2023	10/11/2023	Aanya Singh	Info, Print, Refresh

- This enhancement is from a **Customer Community Idea**.

Store Compensation Data in Employee Central

Type: Changed

Lifecycle: General Availability

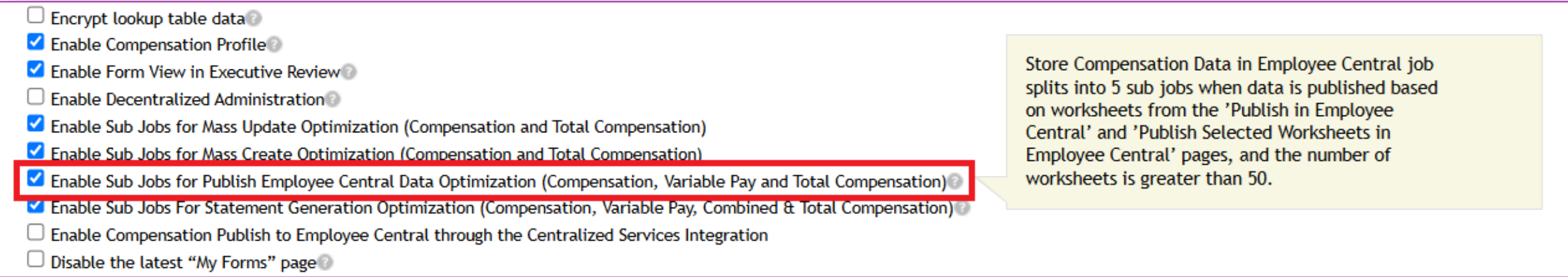
Enablement: Automatically on

- We've improved the **Store Compensation Data in Employee Central** job such that larger jobs are split into five sub jobs. The enhancement was done to optimize the system resources utilized when the job is run.
- The split of the parent job of type **Publish Employee Central Data for Template** happens if the number of worksheets from **Publish in Employee Central** and **Publish Selected Worksheets in Employee Central** pages is greater than 50. You access the Publish pages from → **Compensation Home** → **<Template Name>** → **Complete Compensation Cycle** → **Publish Data**.
- Optimization of the job makes it more efficient and results in improved performance.

The level of impact is Low.

Store Compensation Data in Employee Central

- As an administrator, if you need to opt out of the feature, the setting for this feature is **→ Actions for all plans → Company Settings → Manage Company Settings → Enable Sub Jobs for Publish Employee Central Data Optimization (Compensation, Variable Pay and Total Compensation).**



The screenshot shows a list of settings for Employee Central. The setting 'Enable Sub Jobs for Publish Employee Central Data Optimization (Compensation, Variable Pay and Total Compensation)' is highlighted with a red box. A callout box points to this setting with the following text:

Store Compensation Data in Employee Central job splits into 5 sub jobs when data is published based on worksheets from the 'Publish in Employee Central' and 'Publish Selected Worksheets in Employee Central' pages, and the number of worksheets is greater than 50.

- Encrypt lookup table data?
- Enable Compensation Profile?
- Enable Form View in Executive Review?
- Enable Decentralized Administration?
- Enable Sub Jobs for Mass Update Optimization (Compensation and Total Compensation)
- Enable Sub Jobs for Mass Create Optimization (Compensation and Total Compensation)
- Enable Sub Jobs for Publish Employee Central Data Optimization (Compensation, Variable Pay and Total Compensation)?
- Enable Sub Jobs For Statement Generation Optimization (Compensation, Variable Pay, Combined & Total Compensation)?
- Enable Compensation Publish to Employee Central through the Centralized Services Integration
- Disable the latest "My Forms" page?

Executive Review Based on Route Map Step

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- We've introduced route map based Executive Review where you can set permissions for data based on permission roles and the route map steps.
- As an administrator you're able to configure permissions for roles to view or edit data in the executive review based on the route map step. In case no permission is set, current behavior for those fields based on the role-based permissions for Executive Review are maintained.
- Once enabled, the system populates the configuration page for Executive Review based on the route map with permission roles and the route steps from the connected route map. To access the configuration page, go to → **Compensation Home** → **<Template Name>** → **Plan Setup** → **Design Worksheet** → **Role-Based Permissions based on Route Steps for Executive Review**. You see a grid with the permission roles in the first column and the route steps in the header row.

The level of impact is High.

Executive Review Based on Route Map Step

Role-Based Permissions based on Route Steps for Executive Review

If you modify the Route Map after configuring "Role-Based Permissions Based on Route Steps for Executive Review", then the configured permissions might not work as expected. For example, if you modify the Route Map Step ID, the configured permissions no longer apply to the existing worksheets for the modified route step.

Manage Role-Based Permissions Edit

Permission Roles	All Route Steps ⓘ	Compensation Planning	Compensation Approval	Calibration	Completed
System Admin	No Selection ▾ Edit Read-Only No Permission	No Permission ▾	Edit ▾	Read-Only ▾	No Selection ▾
MSS		Edit ▾	Edit ▾	Edit ▾	Edit ▾
Apprentice	No Permission ▾	No Permission ▾	No Permission ▾	No Permission ▾	No Permission ▾

Role-Based Permissions based on Route Steps for Executive Review

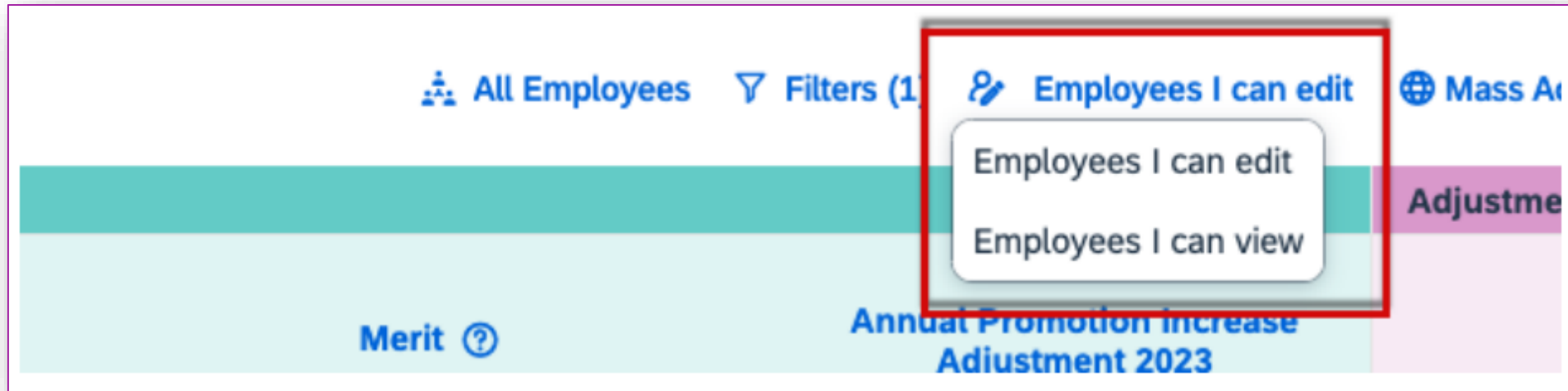
If you modify the Route Map after configuring "Role-Based Permissions Based on Route Steps for Executive Review", then the configured permissions might not work as expected. For example, if you modify the Route Map Step ID, the configured permissions no longer apply to the existing worksheets for the modified route step.

Manage Role-Based Permissions Save Cancel

Permission Roles	All Route Steps ⓘ	Compensation Planning	Compensation Approval	Calibration	Completed
System Admin	No Selection ▾ Edit Read-Only No Permission	No Permission ▾	Edit ▾	Read-Only ▾	No Selection ▾
MSS		Edit ▾	Edit ▾	Edit ▾	Edit ▾
Apprentice	No Permission ▾	No Permission ▾	No Permission ▾	No Permission ▾	No Permission ▾

Executive Review Based on Route Map Step

- In the current version, with the route-map based permissions enabled, the **Employees I can edit** option displays all employees you have permissions to read or edit data for. In the previous version, only editable records were available. **Employees I can view** only displays those you have permission to read data for.



- This enhancement is from a Customer Influence Idea

Localization of Conditions for Fields and Sections in the Statement Editor

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

- You can now set up conditions for fields and text and field sections based on locale when editing a Compensation statement template.
- A new message appears when working with conditions in fields and sections. You can assess the locales impacted by the conditions and act as needed.
 - Conditions set in **Default** locale are propagated to all locales.
 - You can override default conditions and set conditions on fields and text and field sections in other locales, which are then restricted to that locale.

Edit Section

Section Name:

Conditions Select Compound Value **AND**

This Section will be displayed in the statement when the following conditions are met.
Note: Text fields are case sensitive.

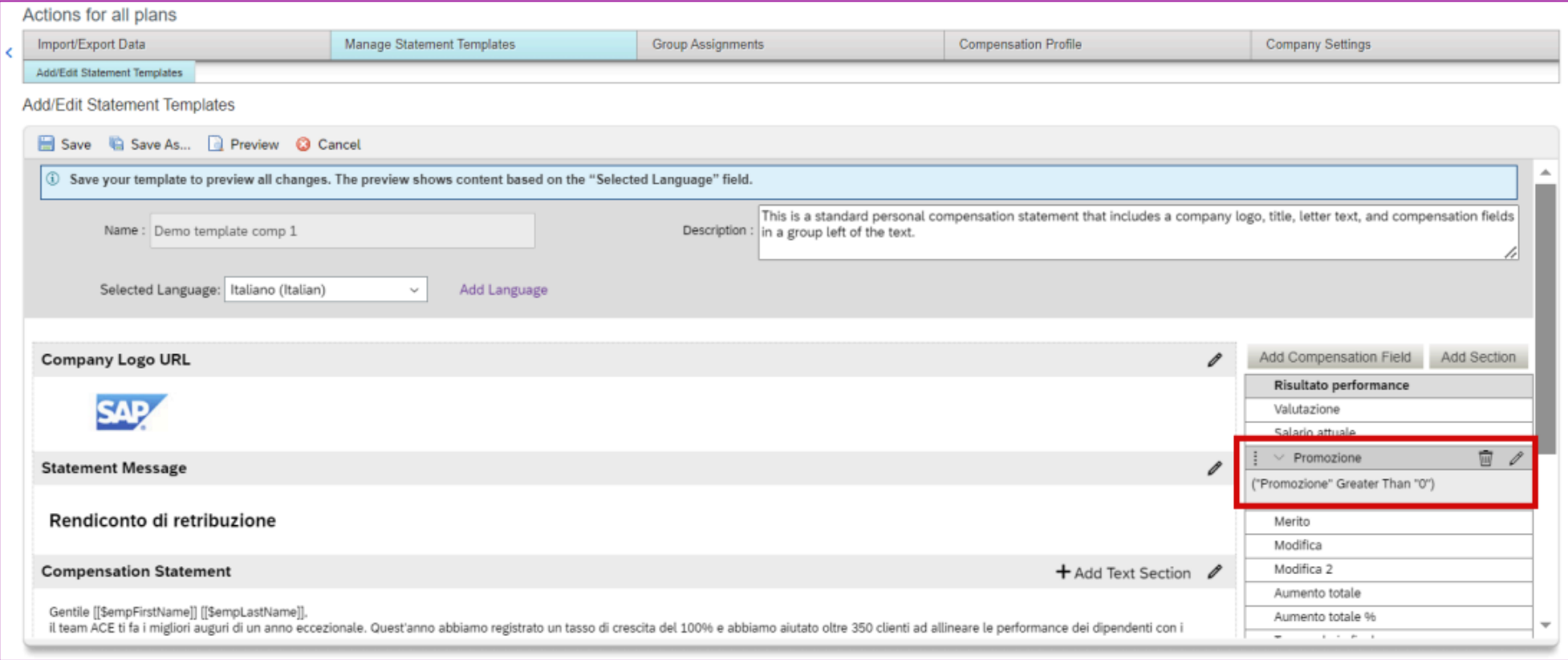
When you set conditions for a field while in the default locale, the conditions apply to the field in all other locales. Fields with existing conditions are updated with newly set conditions. Impacted locales with conditions: English UK (English UK)

1

The level of impact is High.

Localization of Conditions for Fields and Sections in the Statement Editor

- In the current version, while you can set conditions in the default locale, which then are propagated to all locales, you're also able to set distinct conditions on fields and sections in desired locales. You can see in the screenshot, the **Promotion** field with localized conditions.



Localization of Conditions for Fields and Sections in the Statement Editor

- In the previous version, when you set conditions on a field or a section in any locale, the conditions were applied to the field or text section in all locales, and you couldn't localize the conditions.

The screenshot displays the 'Add/Edit Statement Templates' interface. At the top, there are navigation tabs: 'Import/Export Data', 'Manage Statement Templates' (active), 'Group Assignments', 'Compensation Profile', and 'Company Settings'. Below these, there are buttons for 'Add/Edit Statement Templates', 'Save', 'Save As...', 'Preview', and 'Cancel'. A message box states: 'Save your template to preview all changes. The preview shows content based on the "Selected Language" field.' Below this, there are input fields for 'Name' (containing 'Simple personal compensation statement 2014') and 'Description'. A 'Selected Language' dropdown is set to 'Italiano (Italian)', with an 'Add Language' button next to it. The main content area is divided into sections: 'Company Logo URL', 'Statement Message', 'Rendiconto di retribuzione', and 'Compensation Statement'. The 'Compensation Statement' section contains a preview of a text block with placeholders like '[[SempFirstName]]' and '[[SempLastName]]'. On the right side, there are buttons for 'Add Compensation Field' and 'Add Section'. A dropdown menu is open, showing a list of conditions. The 'Promozione' condition is highlighted with a red box, and its description '("Promotion" Greater Than "0")' is visible below it. Other conditions in the list include 'Salario attuale', 'Merito', 'Modifica', 'Modifica 2', 'Aumento totale', 'Aumento totale %', and 'Tasso salario finale'.

Milestone Awards Job Now in Scheduled Job Manager

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- You can now configure and run the job to identify eligible users from the **Scheduled Job Manager**. You can also configure the job to identify the eligible users based on a selected date.
- Use the **Job Type Identifies eligible users for milestone awards** to identify eligible users to award on a given date. If the **Date of Eligibility** is blank, the job uses the date of the job run as the **Date of Eligibility**. You can run the job one time or set it to be a recurring job.
- In the previous version, the job to identify and award milestone awards was only configurable from provisioning. Also, you were not able to run the job on a specified date.

Create Job Request
Create a scheduled job request. Required fields are marked with an asterisk (*).

Job Definition

Job Name: * Identify by Date of Eligibility

Job Type: * Identifies eligible users for milestone awards

Job Owner: * Aanya Singh

Job Parameters: Date of Eligibility: 09/02/2024

Job Occurrence

Jobs are scheduled based on server time. Current time: 2024-09-12T18:45:52Z

Occurrence: One-Time Recurring Dependent Of

Start: * MMMM dd, yyyy h:mm

The level of impact is High.

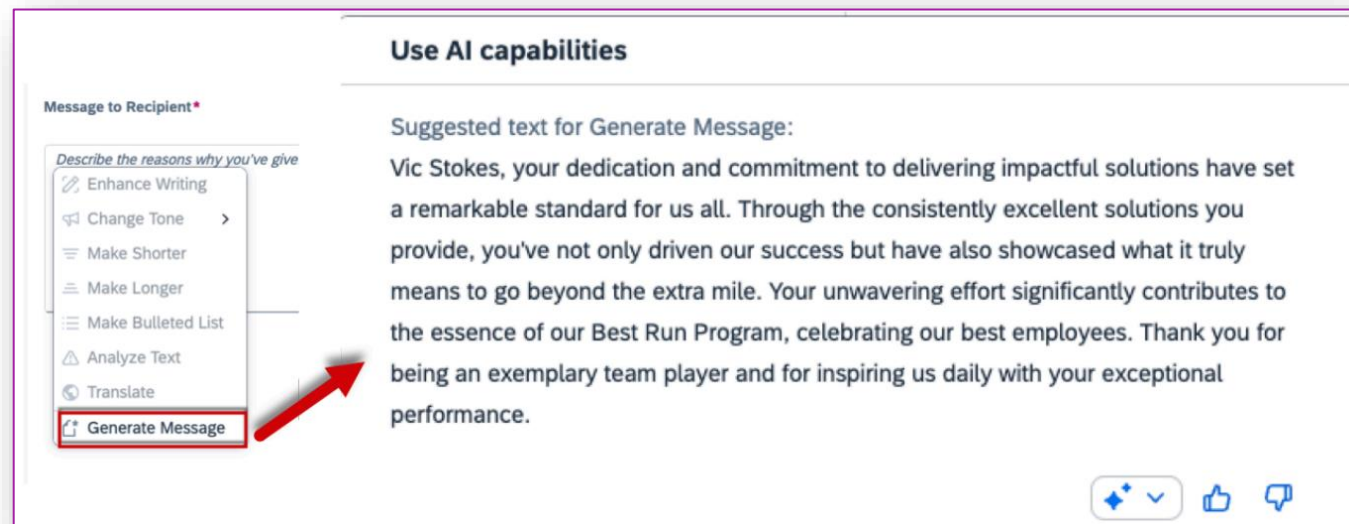
AI-Assisted Writing for Message to Recipient of a Spot Award

Type: New

Lifecycle: General Availability

Enablement: Contact Customer Engagement Executive or Account Manager

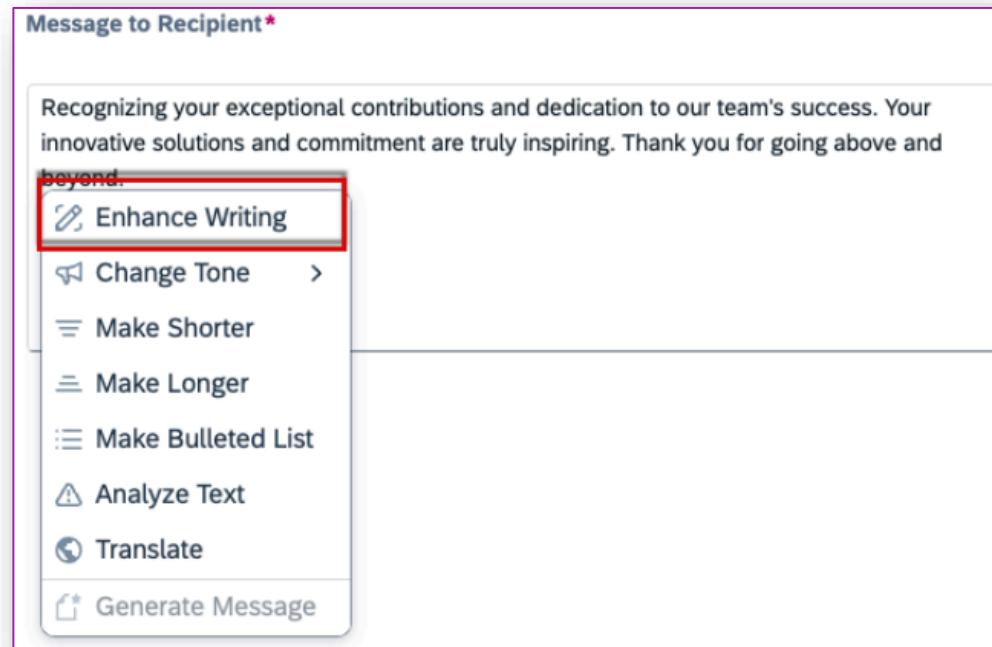
- You can now use AI-assisted writing to generate the message for award recipients. You can also enhance the messages when giving a Spot Award.
- The action item to generate a message from the context menu for the AI tool is now available in the **Message to Recipient** text box when it's blank or no text is selected. The message generated by choosing the **Generate Message** option takes the selections for **Program**, **Company Level**, and **Award Level** and their descriptions into account and provides a context-sensitive personalized message. In the **Generate Message** pop-up window, you can then use the **Enhance Writing** or other available options to further refine the message. This enhanced writing also is in the context of **Program**, **Company Level**, and **Award Level** and their descriptions.



The level of impact is High.

AI-Assisted Writing for Message to Recipient of a Spot Award

- The AI-assisted writing features for reward recipient message make writing a message to the Spot Award recipient easier, faster, and more relevant.



Calculate Bonus to Not Run Concurrently with Update Variable Pay

Type: Changed

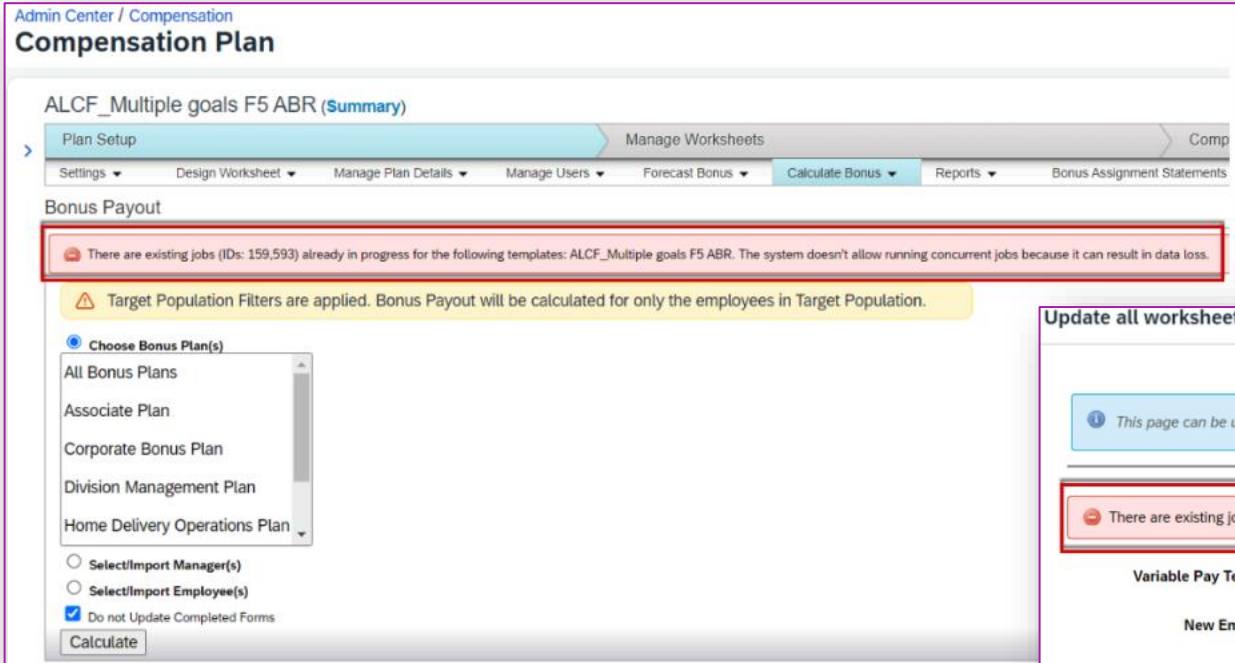
Lifecycle: General Availability

Enablement: Automatically on

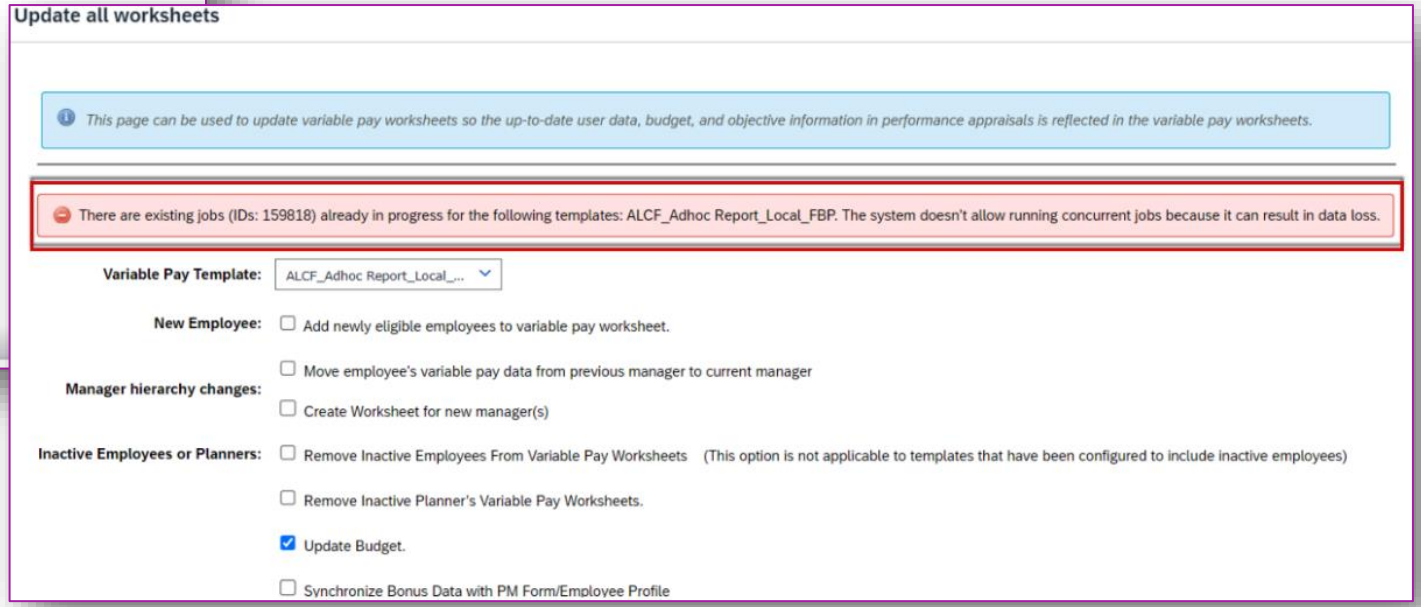
- We now prevent you from running two jobs which are triggered when using the **Update all worksheets** or **Calculate Bonus** at the same time.
- Also, you can't run the **Calculate Bonus** job at the same time as the **Eligibility** job for a template. These jobs update the same data and running them concurrently can result in data inconsistencies and other issues in the system.
- This enhancement prevents an occasional data loss and inconsistencies which were reported when these jobs were kicked off concurrently.

The level of impact is Low.

Calculate Bonus to Not Run Concurrently with Update Variable Pay



- In the current version, if you attempt to update Variable Pay plans when there's a bonus calculation job already in progress, you receive an error and are unable to do so.



- In the previous version, you were able to trigger the two jobs - one for **Bonus Calculation** and the other for **Update all worksheets** - concurrently.



Rename the Label for Instructions from the User Interface for Variable Pay

Type: Changed

Lifecycle: General Availability

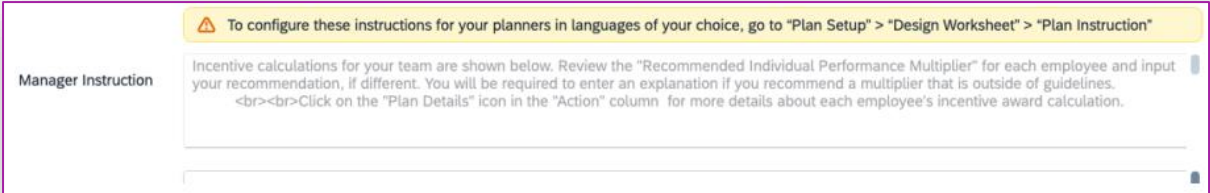
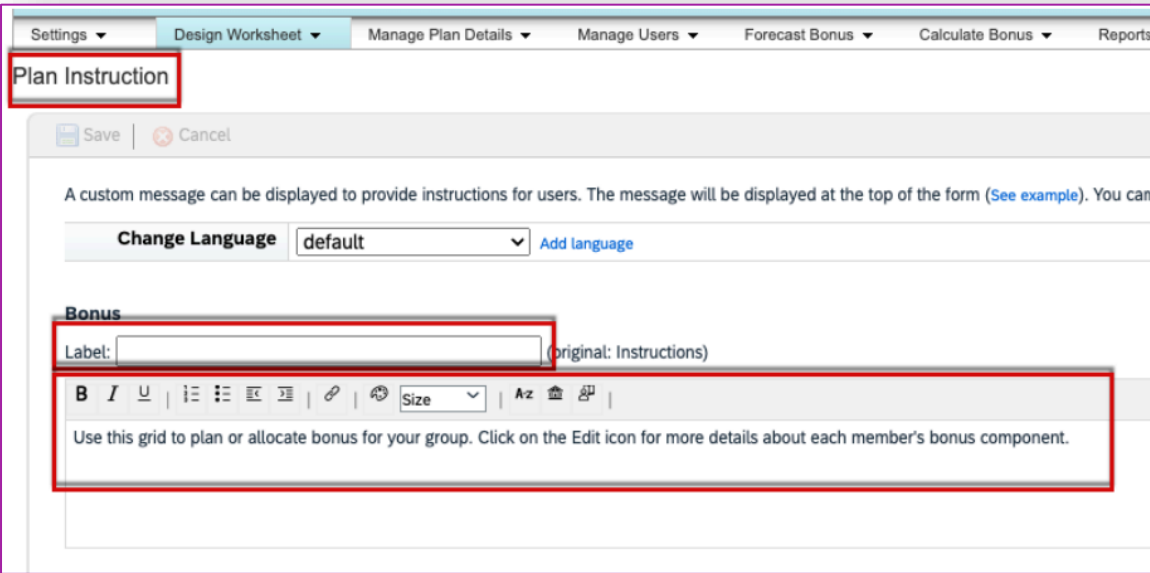
Enablement: Customer configured

- You're now able to customize and localize the label for **Instructions** for Variable Pay plan templates from Admin Center. We have also changed the procedure for adding instructions to Variable Pay templates.
- You include a message to the compensation planners which they access by using the *Instructions* icon on the worksheets.
- This enhancement gives you flexibility in defining the labels for the default **Instructions** label as well as in setting up translations in other languages. This also makes adding instructions consistent with other Compensation templates.

The level of impact is Low.

Rename the Label for Instructions from the User Interface for Variable Pay

- In the current version, you can customize the label for **Instructions** for your Variable Pay templates from **Compensation Home**.



- Previously, you modified the label for **Instructions** in the XML of the template from Provisioning.

Deprecation of Spell Check Feature

Type: Changed

Lifecycle: Deprecated

Enablement: Automatically on

- The Spell Check feature reached End of Maintenance on May 17, 2024, and will be Deleted on May 16, 2025.
- This feature enables you to check spelling in many places where you enter text, including Compensation.
- It also includes the **Manage Company Dictionary** tool in Admin Center, which enables you to maintain a company dictionary that's used by the Spell Check.
- We're deprecating the Spell Check feature, including the **Manage Company Dictionary** tool, because most modern browsers have a built-in spell check function that you can use instead.

Milestone	Date	Definition
End of Development	November 17, 2023	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 17, 2024	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 16, 2025	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

The level of impact is N/A.



Bonus Payout Card Available in SAP SuccessFactors Work Zone

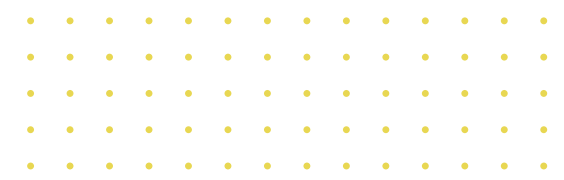
Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

- We introduced a new Home Page card named **Bonus Payout** to SAP SuccessFactors Work Zone.
- As of this release, after administrators activate a new Home Page card titled **Bonus Payout** in **→ Administration Console → UI Integration → Cards**, employees can receive revisions to their bonus plan throughout the compensation cycle in SAP SuccessFactors Work Zone.
- This new card enables employees to stay informed about bonus plan updates in SAP SuccessFactors Work Zone.

The level of impact is Low.



Deep Dive Topic



Enhancements to the Compensation Statement Editor

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- You're now able to export compensation statement templates in XML format besides the already available XSL format. We have also added the ability to import the XML file which is duly validated and which you can then edit in the statement editor.
- This enhancement gives you the ability to migrate your statement templates from one instance to another and continuing to edit the template in the instance you imported the template to. For example, you could test and finalize the template in the test instance and then migrate the template to the production instance and retain the ability to make further edits in the production instance.
- You access the Statement Editor by going to **→ Compensation Home → Action for all plans → Manage Statement Templates**
- When you go to export a template, you now have the option to export in XML or XSL.

Export Statement Template

Select a file type to export. Note that only templates created with XML files are editable in the Statement Editor. You will no longer be able to edit the statement template created after importing an XSL file into the editor.

File Type:

XML

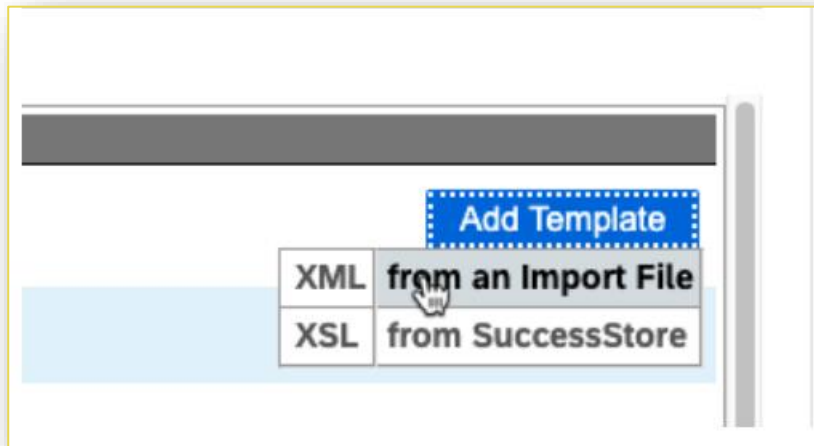
XSL

OK Cancel

The level of impact is High.

Enhancements to the Compensation Statement Editor

- When you create a new statement template using the XML file, the template is treated as a template from **SuccessStore** and you can edit the template in the Statement Editor. When the statement template is created using the XSL file, the template is treated as a custom template, and you can no longer edit it in the Statement Editor.
- The figure here shows the new options to import XML or XSL file to the Statement Editor.



- In the previous version, you could only import an XSL file which then wasn't editable in the Statement Editor.

Enhancements to the Compensation Statement Editor

- Once XML is chosen, you see the screen to **Validate** and **Import** an XML file to the Statement Editor.

Import Statement Template

Name
2024 Comp Statement Spanish

Description
2024 Comp Statement Spanish

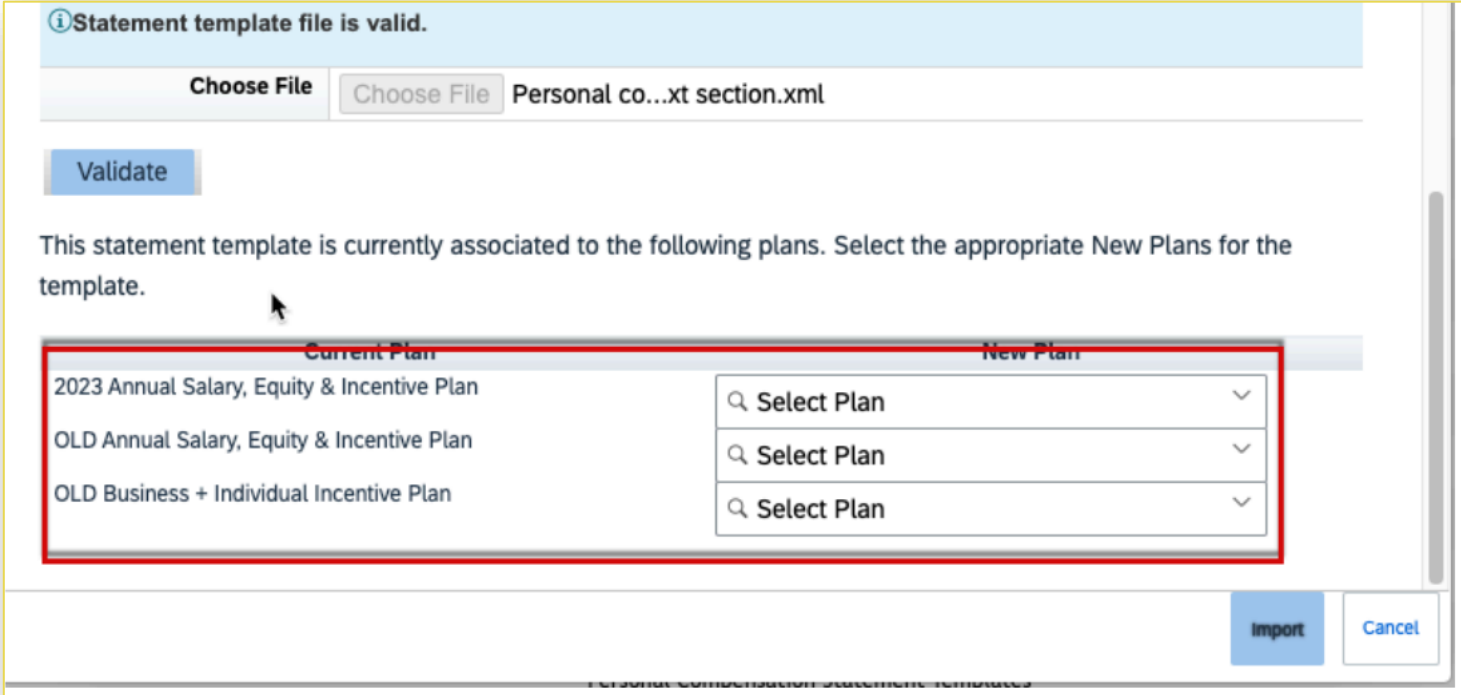
Choose File Choose File 2023 Comp ... Spanish.xml

Validate

Import Cancel

Enhancements to the Compensation Statement Editor

- When importing a combined statement, you also see a section where the Compensation (compensation, variable pay, or total compensation) templates used with the statement template are displayed in a column. The next column has fields where you can choose corresponding plans for the new statement template to be created.

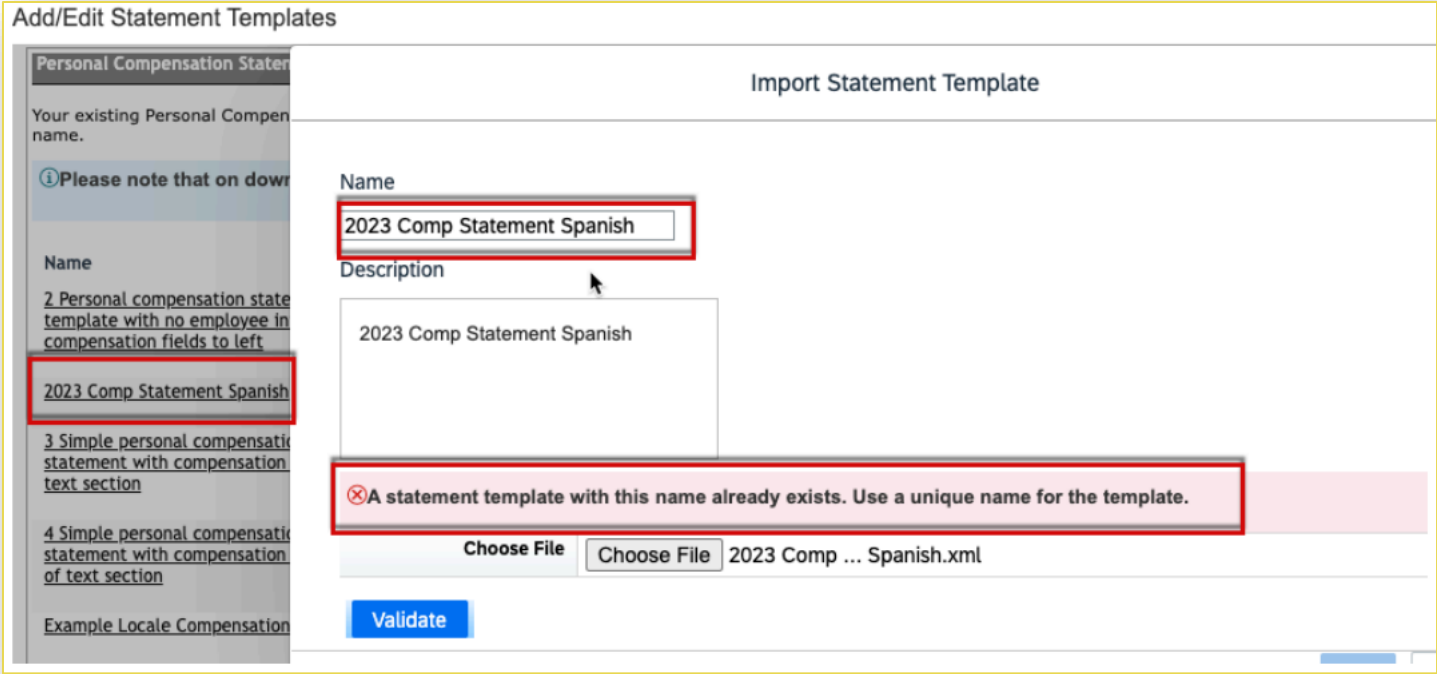


Enhancements to the Compensation Statement Editor

- We've introduced multiple validations when you import the XML file to create a new statement template. Violation of these validations cause errors and you're unable to import the template.
- These validations ensure:
 - You don't have two statement templates with the same name.
 - You have the languages on the template being imported enabled in the instance that you are importing into.
 - You have only the template modified in a Statement Editor being imported in the Statement Editor. No changes can be made to the XML file outside of the Statement Editor

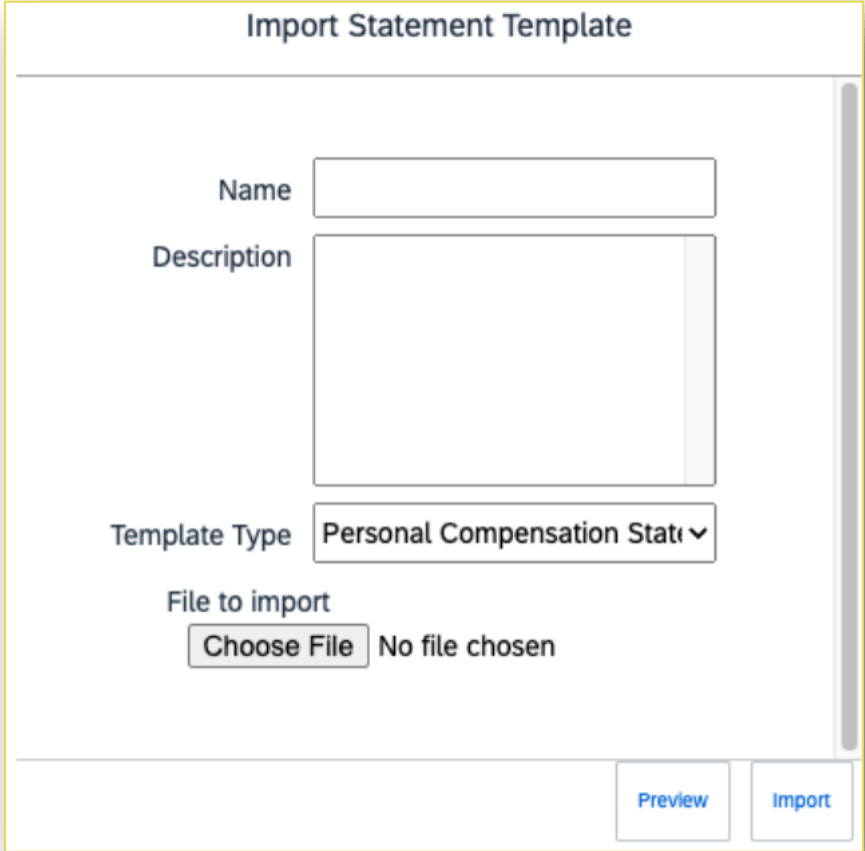
Enhancements to the Compensation Statement Editor

- The following figure shows a template with a certain name in the background. In the foreground, you see an attempt to create another template with the same name. This results in an error.



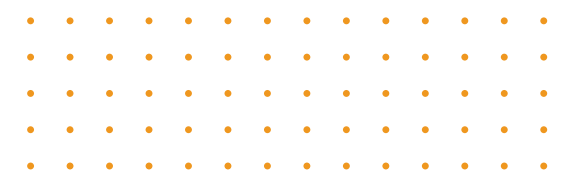
Enhancements to the Compensation Statement Editor

- The screen to → **Add template → from an Import File** using XSL remains the same as the → **Add template → from an Import File** option in the previous version.

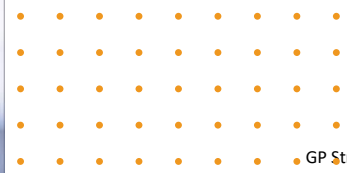


The screenshot shows a web form titled "Import Statement Template". It contains the following fields and controls:

- Name:** A single-line text input field.
- Description:** A multi-line text area.
- Template Type:** A dropdown menu currently showing "Personal Compensation Stat" with a downward arrow.
- File to import:** A section containing a "Choose File" button and the text "No file chosen".
- Bottom right:** Two buttons labeled "Preview" and "Import".

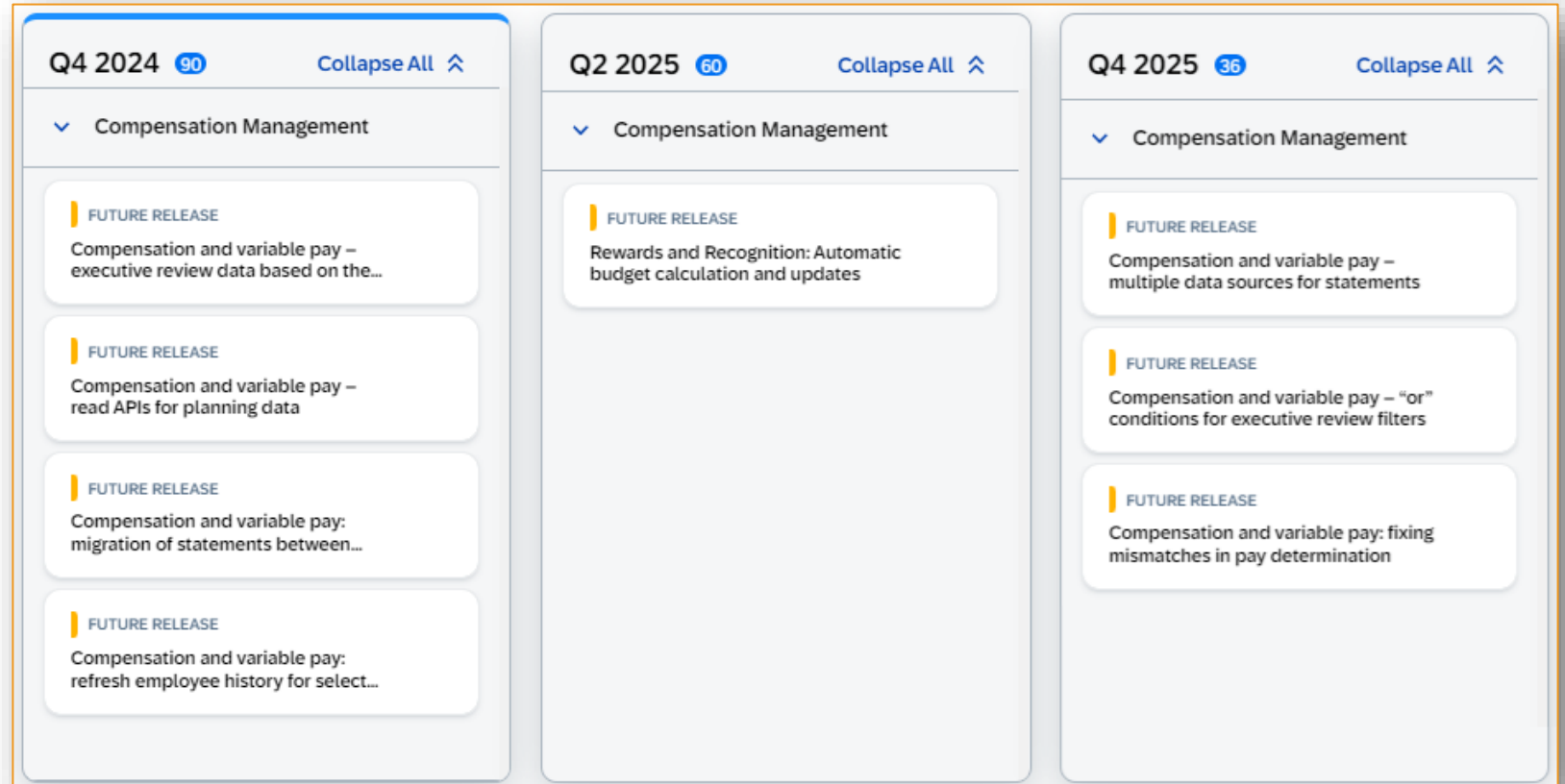


Product Road Map



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





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