



SAP SuccessFactors Compensation & Variable Pay

Presented by
Peter Svenstrup

May 11th, 2023

PETER SVENSTRUP

- Role: Senior SuccessFactors Consultant
- SuccessFactors Experience: Since 1997

Peter Svenstrup has been working as HCM consultant for more than 25 years. Peter has functional experience with defining, configuring and implementing new processes and systems in global organisations.

Peter has extensive knowledge within SuccessFactors Compensation, Variable Pay and SAP HR.



Session agenda

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

Most Important Topics

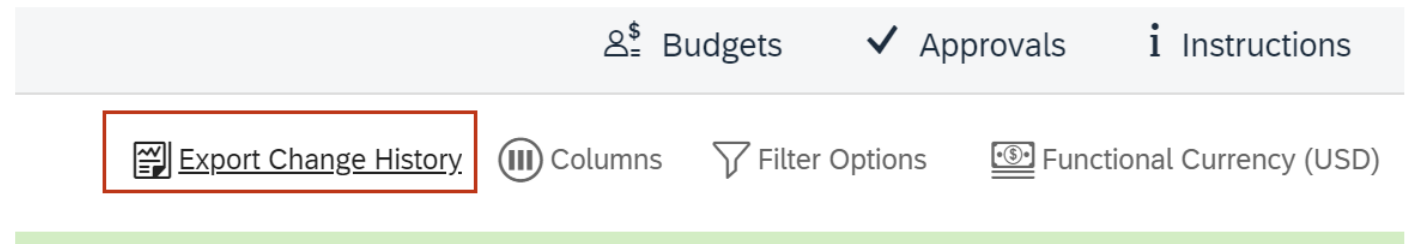
Planner Audit Feature for Compensation Planner

Type: New

Lifecycle: General Availability

Enablement: Customer Configured

- As a compensation planner you now can review field change history on your compensation, variable pay, and total compensation worksheets
- The Planner Audit feature can be enabled for up to 10 fields for a template
- Some standard fields and all custom fields can be selected to be auditable



This image shows details of the downloaded change history file where you can find information about the fields modified, the modifier name, and the time of modification.

WORKSHEET NAME: 2023 Merit Plan Mohan Kumar (mkumar)											
NAME	USERNAME	FIELD	FIELD ID	OLD VALUE	NEW VALUE	CURRENCY CODE	MODIFIED BY	MODIFIED BY (USERNAME)	MODIFIED BY (PROXY USER)	MODIFIED BY (PROXY USERNAME)	MODIFIED ON
Akane Audrey	aakane	Lump Sum	lumpSum	0	200,400.00	CNY	William Muller	wmuller			2023-03-27 04:47:12 UTC
Akane Audrey	aakane	Merit Increase	merit	80,160.00	100,200.00	CNY	William Muller	wmuller			2023-03-27 04:47:12 UTC
Akane Audrey	aakane	Final Annual Salary	finSalary	2,084,160.00	2,104,200.00	CNY	William Muller	wmuller			2023-03-27 04:47:12 UTC
Laurent Moulet	lmoulet	Merit Increase	merit	0	9,880.64	EUR	Mohan Kumar	mkumar	Aanya Singh	sfadmin	2023-03-27 04:43:02 UTC
Laurent Moulet	lmoulet	Final Annual Salary	finSalary	242,016.00	251,696.64	EUR	Mohan Kumar	mkumar	Aanya Singh	sfadmin	2023-03-27 04:43:02 UTC
Michael Pittman	mpittman	Merit Increase	merit	0	8,016.00	USD	Mohan Kumar	mkumar	Aanya Singh	sfadmin	2023-03-27 04:43:02 UTC

The level of impact of this release is Low. Effective People recommends that planners use this information for auditing enquiries

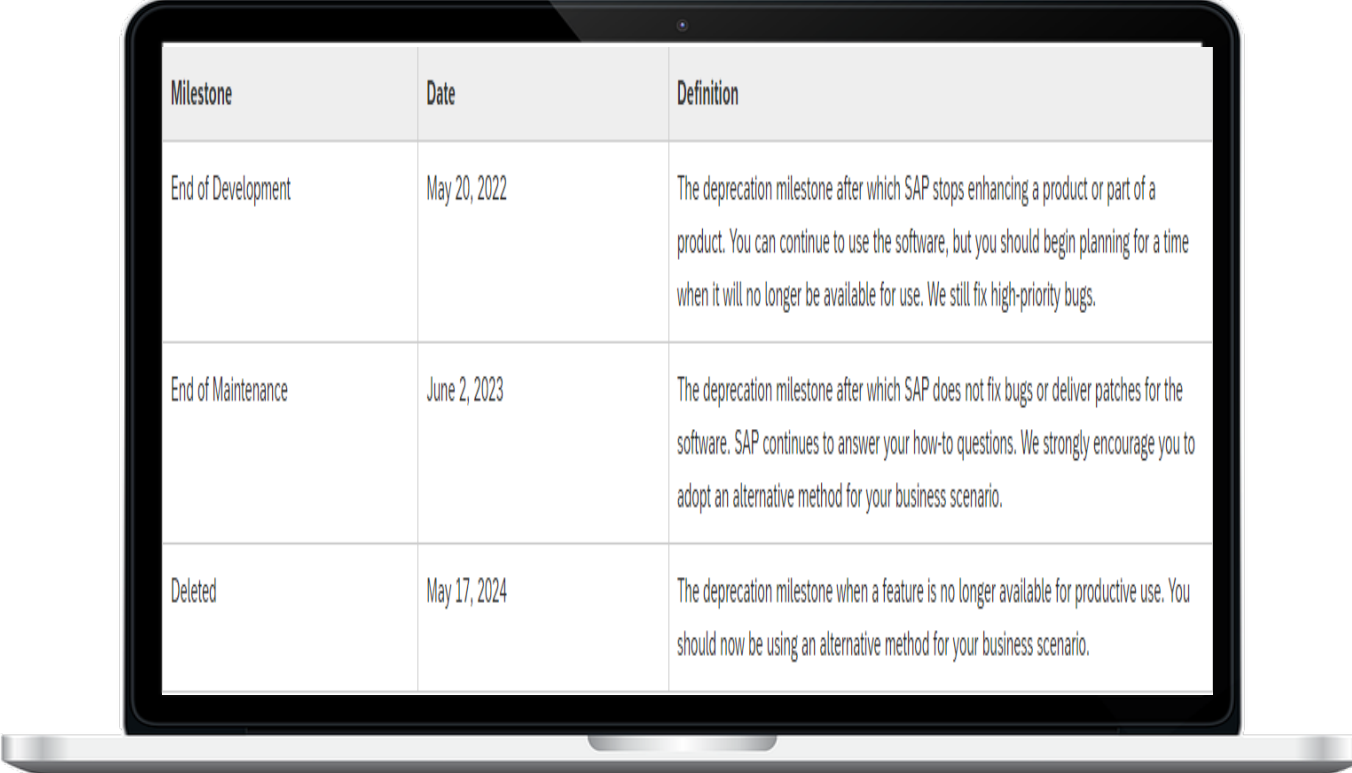
Deprecation of Legacy Executive Review Filters for Compensation

Type: Changed

Lifecycle: Deprecated

Enablement: Automatically on

- The legacy Executive Review Filters will reach End of Development on May 20, 2022, End of Maintenance on June 2, 2023, and is retired on May 17, 2024
- The replacement is the Advanced Executive Review Filters



Milestone	Date	Definition
End of Development	May 20, 2022	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	June 2, 2023	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 17, 2024	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 of this release is Medium. Effective People recommends moving to the Advanced Executive Review filters

Advanced Executive Review Filters Are Now on by Default

Type: Changed

Lifecycle: General Availability

Enablement: Automatically On

- The Advanced Executive Review Filters are now the default option for Executive Review data filtering
- We introduced the Advanced Executive Review Filters in 1H 2021. In 1H 2023, all customers are encouraged to be using the advanced filters based on the deprecation schedule for the legacy filters

☐ Enable Role-Based Permissions for Compensation and Variable Pay Template Access ?

☐ Automatically purge deleted worksheets after (1 - 365) day(s).

☒ Enable advanced executive review filters.

☒ Allow access to the updated user s

☐ View generated statements under

☐ Encrypt lookup table data ?

☒ Enable Compensation Profile ?

Milestone	Date	Definition
End of Development	May 20, 2022	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	June 2, 2023	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.
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The level of impact of this release is Medium. Effective People recommends moving to the new advanced filters for enhanced filtering functionality

Advanced Executive Review Filters Are Now on by Default

Type: Changed

Lifecycle: General Availability

Enablement: Automatically On

Role Based Permission access to Advanced Filters:

Permission settings

Specify what permissions users in this role should have. ⓘ ★= Access period can be defined at the granting rule level.

[Payroll Integration Permission](#)

[Continuous Performance Management](#)

[MDF Recruiting Permissions](#)

[Onboarding or Offboarding Object Permissions](#)

[Miscellaneous Permissions](#)

[Data Retention Management](#)

[Time Management Object Permissions](#)

[Compliance Object Permissions](#)

CompFilterDefinition

Visibility: ☒ View

Actions: ☒ Edit ☐ Import/Export

☐ Field Level Overrides

CompFilterDefinition.criteria (CompFilterCriteria)

☒ View ☒ Correct ☒ Create ☒ Adjust Order ☒ Delete ☐ Import/Export

☐ Field Level Overrides

CompFilterPopulation

Visibility: ☒ View

Actions: ☒ Edit ☐ Import/Export

☐ Field Level Overrides

Company Structure Definition

Visibility: ☒ View

Actions: ☒ Edit ☒ Import/Export

Done Cancel

New Release Features

Compensation Plan Template Versions

Type: New

Lifecycle: General Availability

Enablement: Customer Configured

- You can now view the modification history including Modified Date and Modified By for Compensation, Varpay, and Total Compensation templates
- You can also export the XML for the template versions from Admin Center
- The ability to review history of modifications to a template and to download the previous versions makes troubleshooting the compensation plans easier

Admin Center / Compensation
Export Template History

Plans

Search for template name

Select template type

Salary
2023 Merit Planning
1 Worksheet(s)

2023 Merit Planning

Items per page 5

Version	Modified Date	Modified By	Action
V.2	Tue Feb 14 2023 17:07:53 GMT-0800 (Pacific Standard Time)	sfadmin	Download
V.1	Tue Feb 14 2023 17:07:29 GMT-0800 (Pacific Standard Time)	sfadmin	Download

The level of impact of this release is Low. Effective People recommends using this feature to audit changes to the templates

Salary
2023 Merit Planning
1 Worksheet(s)

Salary

Export Template History

Centralized Services Support Publishing Compensation Promotion Data to Employee Central

Type: New

Lifecycle: General Availability

Enablement: Unavailable

- Centralized services now support the publishing of Compensation promotion data to Employee Central as part of the Employee Central – Compensation integration.

The screenshot shows the 'Admin Center / Compensation' interface. At the top, there's a header 'Compensation Plan' with an 'Actions: All Plans' dropdown. Below this is a breadcrumb trail: 'Copy of MC 20XX Incentive Planning (Summary)'. A progress bar indicates three steps: 'Plan Setup' (active), 'Manage Worksheets', and 'Complete Compensation Cycle'. Under 'Plan Setup', there are three tabs: 'Publish Data' (selected), 'Rewards Statements', and 'Goal Statements'. The main content area is titled 'Publish in Employee Central' and contains a section 'Store Varpay Data in Employee Central'. This section has a 'Pay Date' field with a date picker showing 'MM/DD/YYYY' and two buttons: 'Check Forms Status' and 'Submit'.

The level of impact of this release is Low.

Assignment Details in Bonus Payment Detail Report on Executive View

Type: New

Lifecycle: General Availability

Enablement: Automatically On

- The Bonus Payout Detail Report in the Executive Review now contains additional details, including information on recommendations entered at Assignment level.
- The standard fields include:
 - Individual calculated Amount
 - Individual percentage
 - Individual ratings
 - Team calculated Amount
 - Team percentage
- Additionally, there are Assignment-based custom fields. These are all custom fields with the level assignment

The level of impact of this release is Low. Effective People recommends using this to create offline backups or report for bonus payout information

	A	B	G	Q	R	S	T	U	V	W	Z
	Bonus Program Name	UUsername	Bonus Plan Name	Ind Calc Amount	Ind Percent	Ind Rating	Team Calc Amount	Team Percent	Rating	Custom Field	Goal Name
	ABR1	wsown	Associate Plan	8	0.08	4	7	0.07	4	Sample3	EBITDA - Division
	ABR1	wsown	Associate Plan	8	0.08	4	7	0.07	4	Sample3	Store Revenue
	ABR1	rmaxx	Division Management Plan	3385	0.08	3	2963	0.07	3	Sample2	EBITDA
	ABR1	rmaxx	Division Management Plan	3385	0.08	3	2963	0.07	3	Sample2	EBITDA - Division
6	ABR1	rmaxx	Store Management Plan	15	0.08	3	13	0.07	3	Sample1	EBITDA
7	ABR1	rmaxx	Store Management Plan	15	0.08	3	13	0.07	3	Sample1	EBITDA - Division
8	ABR1	rmaxx	Store Management Plan	15	0.08	3	13	0.07	3	Sample1	Store Revenue



Ongoing Improvements to Mass Update Jobs for Compensation

Type: Changed

Lifecycle: General Availability

Enablement: Automatically On

- In 2H 2022, we introduced validations and prevention of mass update job creation concurrently from the User Interface. In the current release, we extend this functionality to the jobs when they're triggered from Provisioning.
- Large jobs for Compensation and Total Compensation templates are now split into smaller sub jobs
 - A parent job is split when greater than 500 worksheets based on the same template are created.
 - The parent job is split into five sub jobs.
 - The job owner receives notifications from the parent and the five sub jobs regarding the status of the jobs.
 - You monitor the status of the parent job and the sub jobs from Scheduled Job Manager.
 - Jobs are also split when a mass update job is for multiple templates.

The level of impact of this release is Low. Effective People recommends using sub jobs for large jobs to improve performance

CompSystemMassUpdate_AdminCompSystemMassUpdate_Fri Mar 24 2023 22:29:02
Update Compensation Forms for Template(System)

Job failed. Please contact Product Support.		
Description	Time	Status
Error occurred. There are existing jobs with ID 286448 already in progress for the following template: 2022 Merit Planning. The system doesn't allow running concurrent jobs because it can result in data loss.	Mar 24, 2023, 2:45:32 PM (-707:00)	Failed
Mail delivery successful.	Mar 24, 2023, 2:45:32 PM (-707:00)	In Progress
Done logging mail to job	Mar 24, 2023, 2:45:32 PM (-707:00)	In Progress
Start logging mail to job	Mar 24, 2023, 2:45:32 PM (-707:00)	In Progress
There are existing jobs with ID 286448 already in progress for the following template: 2022 Merit Planning. The system doesn't allow running concurrent jobs because it can result in data loss.	Mar 24, 2023, 2:45:32 PM (-707:00)	In Progress
Start CompSystemMassUpdateJob.executeJob	Mar 24, 2023, 2:45:31 PM (-707:00)	In Progress
CompSystemMassUpdate job is initialized	Mar 24, 2023, 2:45:31 PM (-707:00)	In Progress
	Mar 24, 2023, 2:45:31 PM	Start



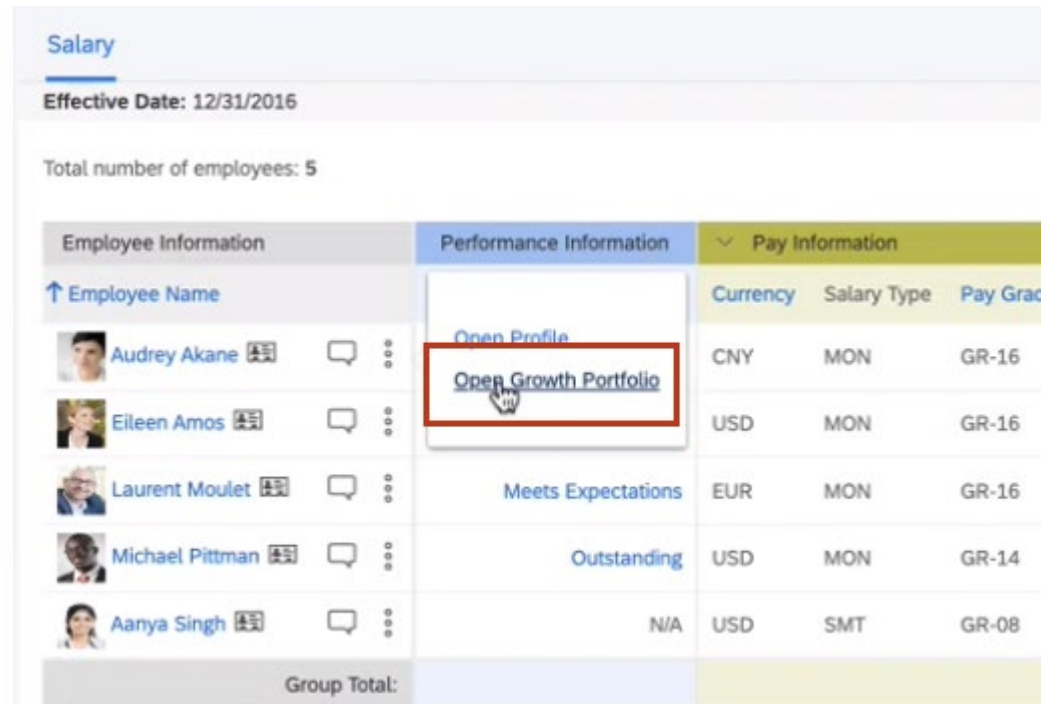
Access Employee's Growth Portfolio from the Compensation Worksheet

Type: New

Lifecycle: Early Adoption

Enablement: Customer Configured











- As a compensation planner, you can now access the employees' Growth Portfolio from the Compensation Worksheet.
- Access to the Growth Portfolio by using a link from the menu next to the employee as seen in the screenshot here:



Salary

Effective Date: 12/31/2016

Total number of employees: 5

Employee Information	Performance Information	Pay Information
Employee Name		Currency Salary Type Pay Grade
 Audrey Akane 	Open Profile Open Growth Portfolio	CNY MON GR-16
 Eileen Amos 		USD MON GR-16
 Laurent Moulet 	Meets Expectations	EUR MON GR-16
 Michael Pittman 	Outstanding	USD MON GR-14
 Aanya Singh 	N/A	USD SMT GR-08
Group Total:		

The level of impact of this release is Low. Effective People recommends using Growth Portfolio to access competency and skills information when making recommendations for employees in compensation

Filter on Route Steps for Compensation Worksheets

Type: New

Lifecycle: General Availability

Enablement: Automatically On

- You now can filter your compensation worksheets for a compensation, variable pay, or total compensation template based on the route step the forms are on
- The new filtering capability allows you to find forms in particular steps and be able to route the worksheets based on the selected criteria

Route Document

Search for Forms | Select Forms | Select An Action | Summary

First, search for the forms.

Search By:

Select Template: [Select...](#)

Select a Group of Forms: [Select...](#)

Select Route Steps: [Select...](#)

[More options...](#)

The level of impact of this release is Low. Effective People recommends using the new filter to identify forms in specific steps that need routing

Route Steps

Page 1 of 1

[Select All](#) [Select None](#)

Please enter your keywords...

Name
<input type="checkbox"/> Compensation Planning for Annual Plan
<input type="checkbox"/> Compensation Approval for Annual Plan
<input type="checkbox"/> Reward Team Review for Annual Plan
<input checked="" type="checkbox"/> Payroll Team Approval for Annual Plan
<input type="checkbox"/> Completed

Selected Items

[Remove All](#)

Name	Delete
Payroll Team Approval for Annual Plan	<input type="button" value="Delete"/>

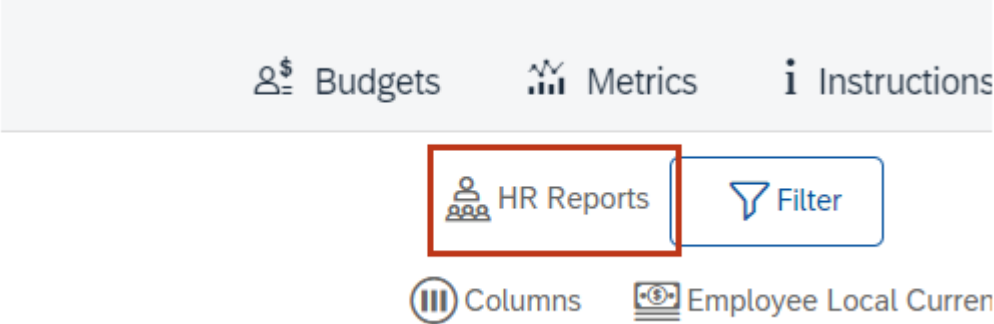
User Search for HR Manager, Matrix Manager, and Custom Manager in Executive Review Population Filter

Type: Changed

Lifecycle: General Availability

Enablement: Automatically On

- You can now filter by specific users when filtering on HR Manager, Matrix Manager, or the Custom Manager in Executive Review



Population

Population

HR Reports

Starting from

Find User: Or Select: Jada Baker

☒ Include Inactive Users

OK Cancel

The level of impact of this release is Low. Effective People recommends using the new filter when running Executive Review to filter by other roles



Concurrency Control for Reward and Recognition Spot Awards Budget

Type: New

Lifecycle: General Availability

Enablement: Automatically On

- When people are nominating or approving a Spot Award at the same time, the system locks the first request to the Spot Award Budget and sends a message to others to try again
- When multiple people attempt to nominate or approve a Spot Award, a lock is engaged preventing simultaneous requests to the same budget

The level of impact of this release is Low.

The screenshot displays the 'Reward and Recognition' interface. At the top, there is a search bar labeled 'Search for actions or people'. Below it, a progress bar shows three steps: '1 Select your award nominee and Spot Award program', '2 Select Award Amount', and '3 Message'. The '3. Message' step is currently active. The main content area is titled '3. Message' and includes a label 'Message to Recipient *' followed by a text input field. A 'Send' button is located at the bottom left of this section. Overlaid on the right side of the interface is a white error dialog box. The dialog features a circular icon with a blue exclamation mark, the text 'Sorry', and the message 'There was a problem with updating the record. Please try again.' An 'OK' button is at the bottom right of the dialog.

Milestone Award Alert for Errors During Job Run

Type: New

Lifecycle: General Availability

Enablement: Automatically On

- An email message is sent to the owner of a Milestone award job run to alert them that errors occurred with award configuration
- The following are the error messages included to indicate the configuration issue in the Milestone award program:
 - Unable to fetch point currency value.
 - Invalid point currency value.
 - Wallet isn't associated to point type.
 - Amounts aren't configured for the country/region.
 - No point type is associated to the Milestone Program.
 - Milestone Award Job failed due to some errors, contact Product Support. (This message sent when the issue can't be resolved by your changes to the Milestone award program configuration.

The level of impact of this release is Low.
This feature gives Milestone Award job owners more information why a milestone award hasn't been awarded



Refund Adjustments from Redemption Partners for Reward and Recognition

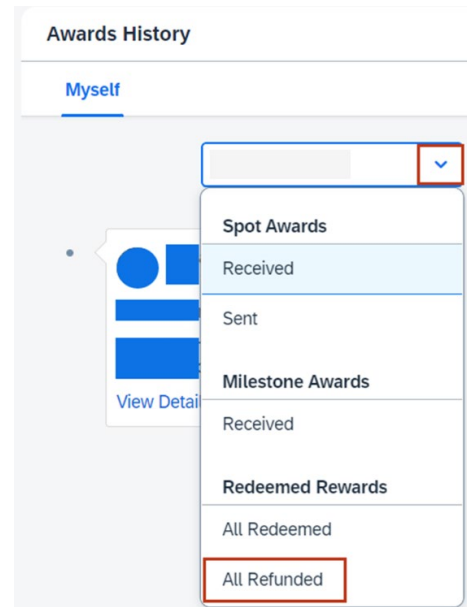
Type: New

Lifecycle: General Availability

Enablement: Customer Configured

- Reward and Recognition can now accommodate refunds from third-party redemption partners in an automated way through a refund API. Employees can view their refund activity in My Awards History
- Third-party redemption partners have situations where they need to provide refunds to awardees
- The refunded currency had to be converted to points and returned to the awardee's wallet

The level of impact of this release is Low. This feature gives a better employee experience, eliminates manual work, allows consistency and agreement of data between redemption partners and the Reward and Recognition system



The screenshot shows the 'My Award History' page with the 'Refunded' tab selected. The table below displays the following data:

Vendor	Vendor Transaction ID	Date	Transaction Value
[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]	[Redacted]	[Redacted]	[Redacted]

Recall Reward Statements When Worksheet Reverts

Type: Changed

Lifecycle: General Availability

Enablement: Contact Product Support

- When the worksheet has been reverted from the completed folder, the reward statements are recalled and the employees are unable to access the previous version of the reward statement
- An email is sent to the administrator that the reward statements have been recalled

The level of impact of this release is Low. If forms are sent back to previous steps due to incorrect information in the form, the statement will be recalled.








Minor Visual Changes in 1H 2023

Type: Changed

Lifecycle: General Availability

Enablement: Automatically On

Compensation	Compensation	Text changes	2023-06-02	 <p>In the previous version, you enabled data propagation from Compensation to Employee Central from Compensation Home > <Plan Template Name> > Advanced Settings > Enable forward propagation when publishing from Compensation to Employee Central.</p>	 <p>In the current version, to enable propagation from Compensation to Employee Central, go to Compensation Home > <Plan Template Name> > Advanced Settings > Enable forward propagation of Compensation Information changes when publishing from Compensation to Employee Central. The change to the label was made to clarify that only Compensation Information is controlled by this setting. Job Information is forward propagated to Employee Central as before.</p>
Compensation	Compensation	Text changes	2023-06-02	 <p>Previously, on the Multiple Business Goals > Employee Information view, the percentages of Salary and Business Forecasts are shown as numbers.</p>	 <p>Now, on the Multiple Business Goals > Employee Information view, the percentages of Salary and Business Forecasts are now shown as percentages.</p>
Compensation	Compensation	Interaction pattern	2023-06-02	<p>Previously, on the Admin Center > Plan Setup > Manage Users > Import Employee History from Employee Central, an administrator could select different conditions to run the import. When in Full Import mode with, worksheets previously created for the plan, the import is designed to reset previously entered values.</p>	 <p>Now, on the Admin Center > Plan Setup > Manage Users > Import Employee History from Employee Central view, when an administrator tries to run the import in Full Import mode, a warning message prompts the user to confirm the full import before proceeding.</p>

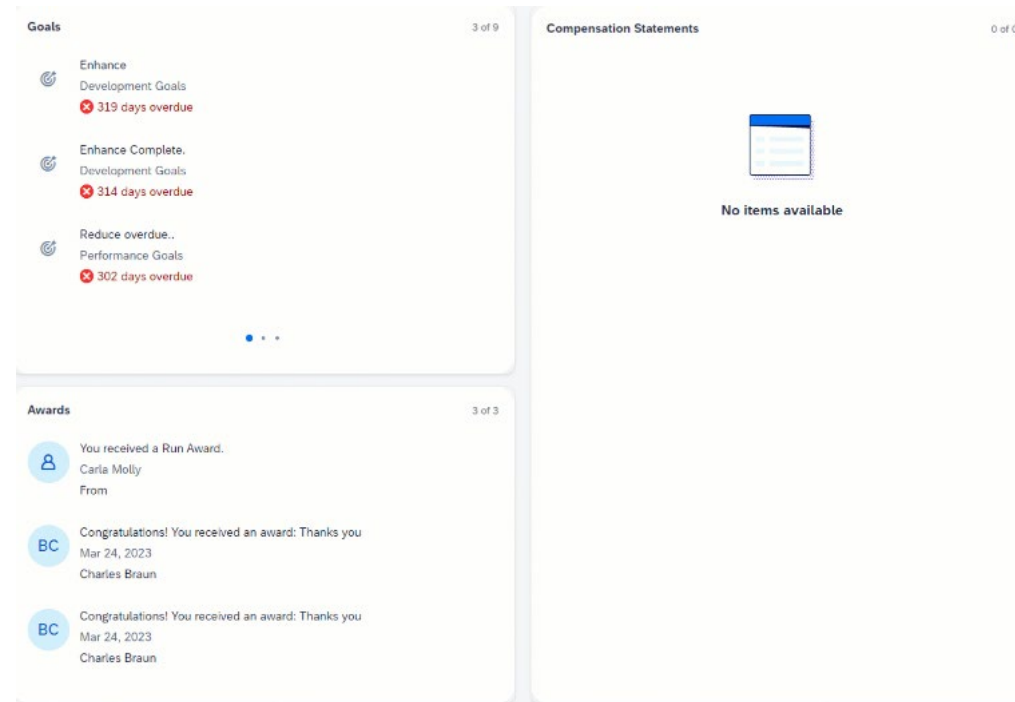
Home Page Cards Now Partly Available in SAP SuccessFactors Work Zone

Type: New

Lifecycle: General Availability

Enablement: Customer Configured

- Content package includes nine SAP SuccessFactors Home Page cards to allow administrators or employees to perform certain HR workflows in SAP SuccessFactors Work Zone
- Users can add the following UI integration cards into their workspaces
 - Compensation Statement
 - Spot Award Congratulations
 - Time for a break?
 - Activity
 - Goals
 - Job Application
 - Compliance Forms
 - Help Us to Know You Better
 - Onboarding Guide



The level of impact of this release is Low. Effective People recommend using the new Home Page cards for a better user experience.

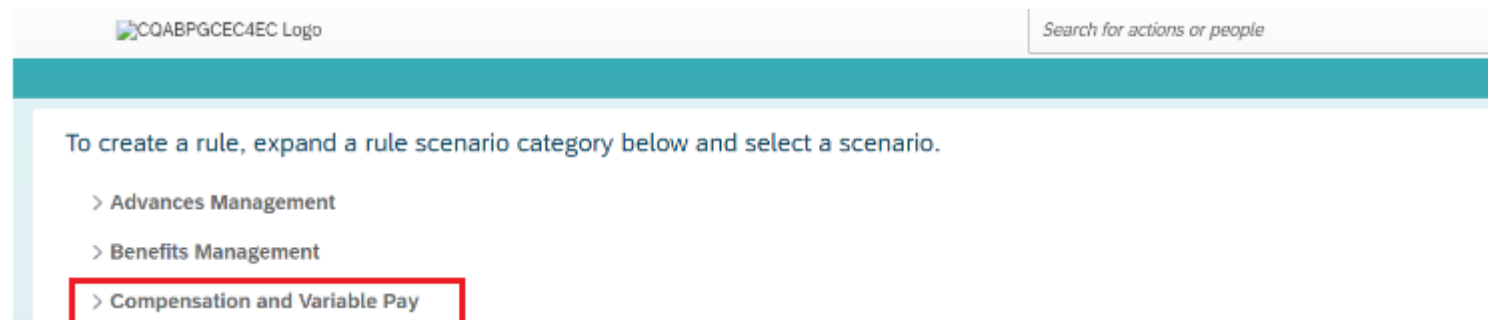
New Application-Specific Rule Scenarios

Type: New

Lifecycle: General Availability

Enablement: Automatically On

- You can now use additional application-specific rule scenarios instead of the Basic rule scenario to create business rules
- Although the **Basic** rule scenario is still available, we recommend that you create rules using the new application-specific rule scenarios



The level of impact of this release is Low. Effective People recommend using the Compensation and Variable Pay specific rule types to prevent misconfiguration.

Centralized Services Support Integrations with Employee Central Compensation

Type: Changed

Lifecycle: General Availability

Enablement: Automatically On

- Centralized services now support existing integrations between Employee Central Compensation and Global Benefits as well as Employee Central Compensation and SAP SuccessFactors Compensation
- Integration with the following processes is supported:
 - Employee Central Global Benefits
 - When a user enrolls into an Allowance benefit, the system creates a compensation entry with the enrolled amount.
 - SAP SuccessFactors Compensation
 - Compensation data is published from SAP SuccessFactors Compensation to Employee Central Compensation.

The level of impact of this release is Low.

Roadmap

Product Road Map

Check out the roadmap for this module here:

<https://roadmaps.sap.com/board?PRODUCT=73555000100800000771&range=2023Q4-2023Q4#Q4%202023>

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

