

# THR87

## SAP SuccessFactors Variable Pay Academy

### COURSE OUTLINE

Course Version: 2511

Course Duration:



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# Typographic Conventions

American English is the standard used in this handbook.

The following typographic conventions are also used.

This information is displayed in the instructor's presentation	
Demonstration	
Procedure	
Warning or Caution	
Hint	
Related or Additional Information	
Facilitated Discussion	
User interface control	<i>Example text</i>
Window title	<i>Example text</i>

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# Course Overview

## **TARGET AUDIENCE**

This course is intended for the following audiences:

- Application Consultant



## Lesson 1: Introducing SAP SuccessFactors Variable Pay

### Lesson Objectives

After completing this lesson, you will be able to:

- Describe the capabilities of SAP SuccessFactors Variable Pay and Compensation.

## Lesson 2: Maintaining bonus plans, business goals functionality and Variable Pay Reports.

### Lesson Objectives

After completing this lesson, you will be able to:

- Maintain bonus plans, business goals functionality and Variable Pay Reports.

## Lesson 3: Explaining Customer Analysis

### Lesson Objectives

After completing this lesson, you will be able to:

- Collect the required information for Variable Pay bonus formulas, reports, and statements.



## Lesson 1: Setting Up a Program

### Lesson Objectives

After completing this lesson, you will be able to:

- Configure the available Variable Pay Features and Settings.

## Lesson 2: Configuring Employee Data

### Lesson Objectives

After completing this lesson, you will be able to:

- Describe the user data file and its relationship to the Variable Pay background element.



## Lesson 1: Explaining Bonus Plans

### Lesson Objectives

After completing this lesson, you will be able to:

- List the Variable Pay data files needed to initiate a bonus calculation.

## Lesson 2: Summarizing Form Setup and Management

### Lesson Objectives

After completing this lesson, you will be able to:

- Set up fields and columns using the Label Names and Visibility editor and Column Designer.

## Lesson 3: Maintaining Worksheets, Forms, Reward and Personal Statements.

### Lesson Objectives

After completing this lesson, you will be able to:

- Maintain rounding format, forms, worksheets, executive review, and statements.



## **Lesson 1: Configuring Advanced Features and Functionalities.**

### **Lesson Objectives**

After completing this lesson, you will be able to:

- Configure advanced features and functionalities.



## **Lesson 1: Integrating SAP SuccessFactors Employee Central and Variable Pay**

### **Lesson Objectives**

After completing this lesson, you will be able to:

- Describe the scope of work involved in integrating Employee Central and Variable Pay.



## Lesson 1: Using the Total Compensation Plan Template

### Lesson Objectives

After completing this lesson, you will be able to:

- Configure the Total Compensation Plan Template and its prerequisites.



## Lesson 1: Locating Relevant Resources and Tools

### Lesson Objectives

After completing this lesson, you will be able to:

- Access available resources and tools to support SAP SuccessFactors solutions.