



Q3 2019

SuccessFactors Review

Compensation Management & Variable Pay

- *Manikanta Nune*

SAP SuccessFactors Compensation Management and Variable Pay (VarPay) modules received several interesting updates in this quarterly release, with two major enhancements introducing new features to upgrade the customer UI experience.

We see enhancements made to Reward & Recognition (RnR), which will likely be well received by those customers utilising Spot Award programs.

Alongside a brief look at the early adopter access to embedded People Analytics for Compensation, this article also provides information on improvements made to Compensation Templates, Admin functionality within Compensation and the ever-updating Fiori elements, this time looking at column designer.

Reward and Recognition

Previously Reward and Recognitions (RnR) have supported Spot Award programs only based on “Currency”, with the employee receiving a financial award processed through their company payroll. However, the Reward and Recognition market has continued to expand with partners providing gift card and experiences to redeem as part of a reward program.

Since many companies can, and have, adopted Points-based programs and peer-to-peer recognition programs, SuccessFactors look to align to this trend of reward and continue to keep current within the market. In a BETA format, SuccessFactors will introduce functionality supporting these point-based programs via a partner integration with gift card provider [Xoxoday](#). Interested Customers are invited to nominate themselves through the Early adopter scheme in order to test the functionality, sign up available via [this form](#).



- *Value people*

This Reward and Recognition feature will allow both Managers and Peers to initiate and recommend spot awards via the full desktop site and mobile application. With integration to EC and the ability to initiate an award directly from an employee's profile, this feature has the potential to seamlessly sit within the existing Bonus and Reward elements of customer instance.

User Experience Improvements to Reward and Recognition

Alongside the BETA points program feature, there are also a sizeable number of User experience enhancements made to Reward and Recognition. These aim to provide a more employee-centric experience with an improved look and feel to the home page, greater access to previous award details and as such a higher level of engagement with their company reward schemes.

This Homepage redesign includes:

- **Images associated with each program**
Improving the visual appearance of the

homepage and to help employees easily recognize and select a chosen program.

- **My Awards Tile**

Employees can now access their award history, viewing details of their Awards received, Awards sent to others and Awards redeemed.

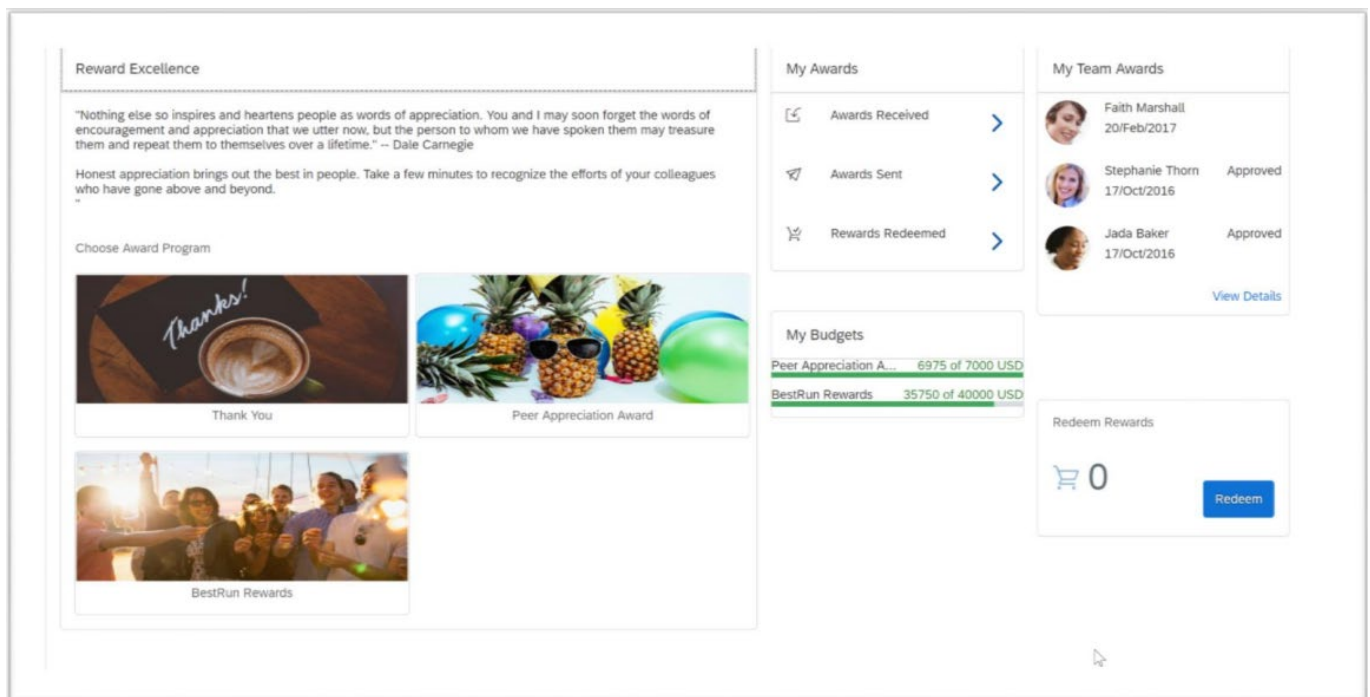
- **My Team Awards**

Allows managers to have a centralized view of their direct reports award history.

- **My Budgets**

Allows for budget holders to view the available award budgets across programs.

Additional to these Homepage enhancements, this quarterly update introduces a redesign to the nomination process when choosing a Spot Award program. With the introduction of a nomination flow employees are guided through the process with Wizard sequence steps and an awareness of which stage in the nomination process they are sat.



Spot Award Reporting and Administration

In keeping with the Ease of Use updates within Reward and Recognition this quarter, not only employees but admins too see a benefit. Two universal updates are applied to Spot Awards.

Firstly, when generating a Spot Award report the system includes “created”, “last modified” and “approved” dates against each award. With the ability to filter award history by relevant dates within the CSV report, administrators are better able to review their report and analyse data effectively.

Further to this, Spot Award Budget entities can no longer be edited via the ‘Manage Data’ page. As budget data is highly critical information, access to amend this detail needs to be restricted and as such the only area in which edits to the Spot Award Budget entities

can now be made is through, the Spot Award Admin page. The permission ‘Manage Spot Awards Program’ determines role access to the Spot Award Admin page, which remains unchanged.

Custom Validation

Previously Custom Validations within a compensation worksheet could be configured via XML only, though it was often difficult to manage hard and soft stops with corresponding comments to the planners. This Q3 release enables administrators to set a custom validation through admin tools from the front end, this enhancement will allow a customer to include validations more specific to their individual needs and in a less complicated manner than through XML configuration.

Employee Information		Adjustment			
↑ Employee		Special Adjustment	Adjustment Reason	Reason Validation	
Katie Gale		€ 1.25 5.00 %	No Adjustment	FALSE	
Marcus F. Hoff		€ 0.00 0.00 %	No Adjustment	TRUE	

Error

! Katie Gale: You have selected that the employee has been given a salary adjustment, but have not chosen an adjustment reason. You must provide justification to submit for approval

OK

Mouse-over warnings can be configured for these custom validations as well as error message on Save Validation. There are several considerations to be made

- Only a maximum of 3 Validations are allowed per template to help reduce the risk of performance issues.
- Once custom validation done should stick with the same, if any change in process need to redesign the fields.

- Violations must be assigned to Custom, Reportable, or Read-only columns.
- All operations and equations supported in column designer can be used in custom validations.
- Supported only for Compensation template.
- Recommendation is to avoid using the custom validation fields as part of crosstab formulas.



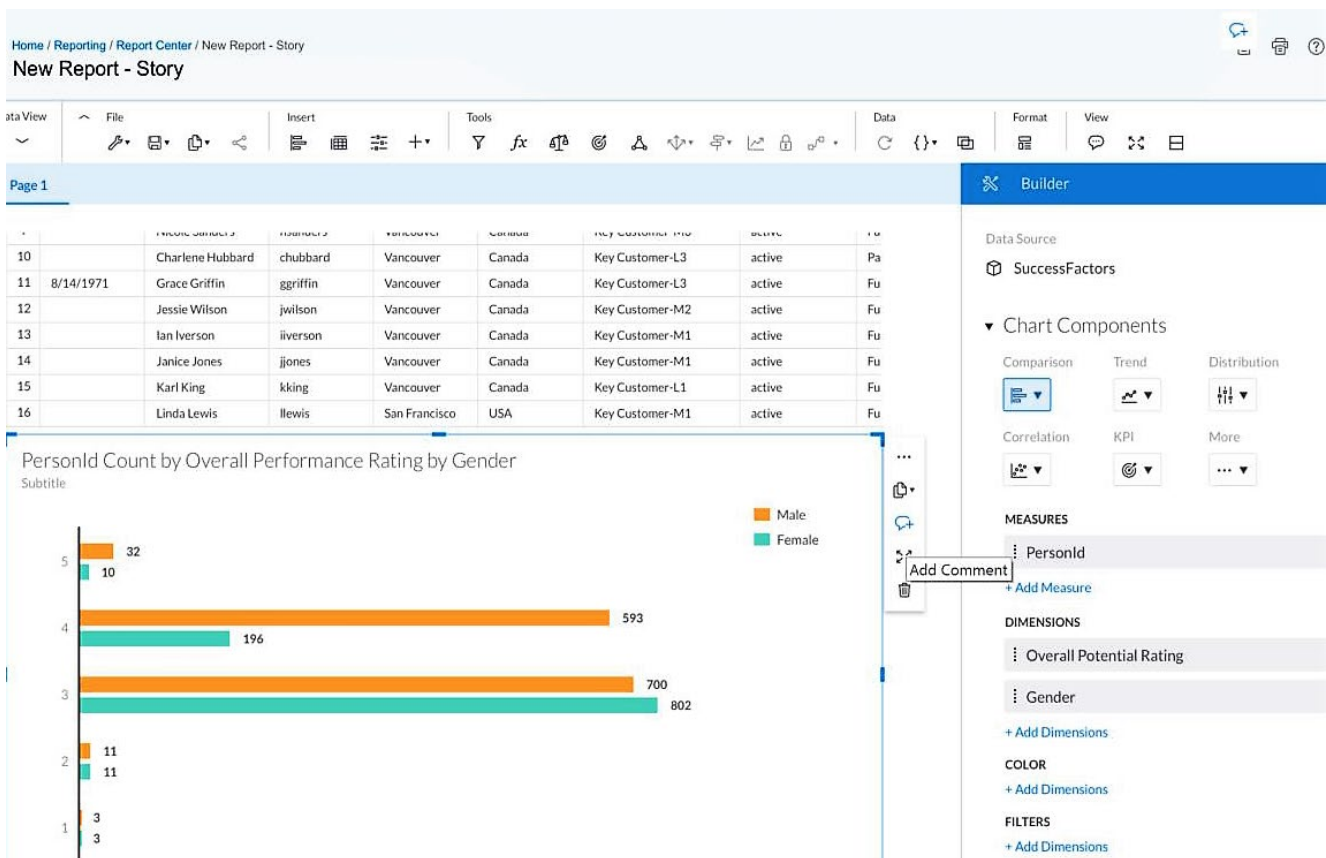
People Analytics Reporting

SAP has worked for over a year on “People Analytics” with the intention to provide greater flexibility to end users on fetching live data in the form of reports. This embedded version of People Analytics is made available to a small selection of customers nominated as an early adopter (data centre dependent). These embedded analytics allows for reports to be generated cross-module for Compensation with Performance, Variable Pay and Total compensation plan, but with lesser options available for multiple-selections on Variable Pay.

As mentioned above this feature is available for early adopters and will provide a wider variety of reporting and cross-modular reporting options than the previous Ad-hoc reporting. Through Ad-Hoc reporting it was not possible to a full set of information regarding Spot Awards, Compensation eligibilities and

field-based permissions etc., the unified Analytics solutions will provide collaboration capabilities for end user and as well consultant on Compensation data, Compensation eligibility, Spot Awards with comments option also available. These reports delivered through embedded Analytics, generated from the system, can be presented in a number of formats; as Table-Based reports, In-query calculated and Visualizations, pivots, aggregations and layout options with privacy and protection options to define.

There will be a few gaps in Analytic reporting such as limited support of localized label names in Compensation Planning schema, plus rating label, route map step name and descriptions of fields cannot be pulled to the reports. Also the “Bonus Plan”/bonus goal payout, performance scales are not available as yet.



Total Compensation Template Validations

This enhancement depends on the Compensation and Variable Pay template Validation, because previously Compensation and variable Pay were via different templates. In the last release they were combined via the Total Compensation Template. Beforehand, no approvals were required on uploading the Total Compensation Plan layouts (XML), but now validations are required when importing a Total Compensation Plan format through the Admin Center.

Conclusion

This Q3 release contained some useful enhancements as ever, Compensation management is leading with a majority of UI updates which are continuing to provide user friendly access features within the module, such as to the planner on budget allocation, road map of RnR and Validations.

We ought to anticipate a greater number of enhancements released in the upcoming quarters, however for now, there are many updates worth reviewing and adopting. As discussed throughout this article, should you be interested in putting your company or customer forward as part of the Early adopter programme, you can sign up through [this link](#).



How Can We Help?

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- **Support Services** - for if you are already using SAP SuccessFactors and want a flexible support partner.
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- **Business Process Services** - for if you are looking for operational support with your HCM processes.
- **Training Services** - for if you are not getting the most out your SuccessFactors system.

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