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Compensation, Variable Pay and Reward & Recognition

Now that SAP SuccessFactors have switched to a bi-annual cycle for new releases in the SuccessFactors suite some might have expected lots of new functionality also for Compensation, Variable Pay, and Reward & Recognition.

So, some might get a bit disappointed when stating this is not the case for this release, but useful enhancements to existing functionality have been provided though. In the following, the news regarding Compensation has been grouped into enhanced functionality, spot rewards, and retirement of functionality.

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Enhanced functionality

Below are the features which are based on existing functionality but where new and exciting features have been added.

Auto-Completion of Enumerated Fields

It has, for several years, been optional to provide a predefined custom list of selection options, aka a drop-down list. This feature has now been expanded with a case-sensitive search and presentation of relevant options to select from:

ENUM Custom field

None Selected ∨

Nor| ∨

Norway
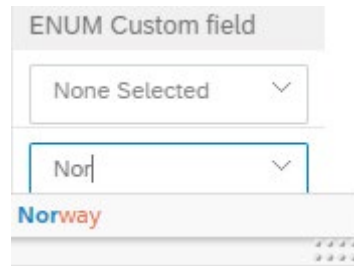
This functionality comes in handy especially for larger drop-down lists, so endless scrolling in the list will be avoided in the future. It is absolutely one of my favourite features included in this release.

Import and Export non-Employee Central Eligibility Rules

Although not many compensation solutions today exist without integration to Employee Central (EC), it is good to see that SuccessFactors continue to development for 'old-school' compensation solutions. Here is an example:

Eligibility

Starting point for eligibility is "No employees are eligible". Define rules to INCLUDE employees.ⓘ

▶ Apply | 🜲 Export | 🜲 Import | ⊕ Add Rule

Perhaps you have built extensive, complex eligibility rules covering several files and advanced logic and would like to reuse these rules in another template (e.g. when preparing for next cycle's template)? Such rules can now be extracted via an export from one template and imported into a destination template.

This feature promises to be a great time-saver going forward.

Expanded Pay Range Matching for Promoted Employees

We have, with some solutions provided to clients, seen that when using promotion with integration to EC, that the pay ranges were related to 'old' job ranges. This relation management has now been improved such that we can add a new 'finalAttribute' field that the system uses when calculating the final pay range. This change could potentially lead to more widespread adoption of this functionality as part of the annual salary review process.

Note that the system exhibits the same behaviour in non-EC templates when using Compensation pay matrix.

Hierarchy and Date Validations for Check Tool

Check Tool was introduced a couple of years ago covering many modules in the SuccessFactors suite, including Compensation. Although the tool had some notable limitations in the beginning, additional checks have been added in subsequent releases. Now the tool provides great assistance for error tracing and validation.

In this release a couple of useful checks have been added:

- The tool can now inspect the Manager ID of each head of hierarchy in the compensation plan. This addition means you must set **Manager ID** to **NO_MANAGER** for each head of the hierarchy with hierarchy types **1** or **3** (= Standard hierarchy and same hierarchy

including also inactive employees). You must leave the **Manager ID** blank for each head of hierarchy with types **2** or **4** (= Compensation planner hierarchy and same hierarchy including also inactive employees).

- Another check that ensures that you have formatted all date fields within User Directory File (UDF) dates correctly (hence non-EC integrated templates only).

- Finally, the template configuration check — **CompCheckTemplateData** — has also been

corrected to allow PM Form IDs with values of 0 (zero) or less than zero.

Publish by User for Variable Pay and Total Compensation Plan Templates

In Compensation, publishing data for specific employees or groups of employees to Employee Central has been an option for some time. This option has now also been made available for Variable Pay and Total Compensation Plan templates.

Expanded Flexibility in Total Compensation Plans

When creating a total compensation plan in previous releases, the system required you to select both a compensation plan template and a variable pay template as a foundation for the new total compensation template. Now, when you create a total compensation

plan, you have the option to create a plan by selecting an existing compensation template without also selecting a variable pay plan template.

This expansion in functionality will hopefully lead customers into using the total template more frequently than they have done to date.

## MDF Objects Available for Compensation, Variable Pay, and Total Compensation Plan Worksheets

When we pull information from EC into a compensation form, we have so far been limited to Employee Central HRIS elements only. Going forward, we can now also use Metadata Framework (MDF) custom objects in your Compensation, Variable Pay, and Total Compensation Plan worksheets. This extension is because the EC Field list now contains both MDF custom objects and Employee Central HRIS elements.

Save Confirmation Messages on Budget Assignment Page

The below is a minor update: some customers have requested a visual confirmation that budget assignment information had been saved.

Now you only get feedback if the system did not accept the configuration.
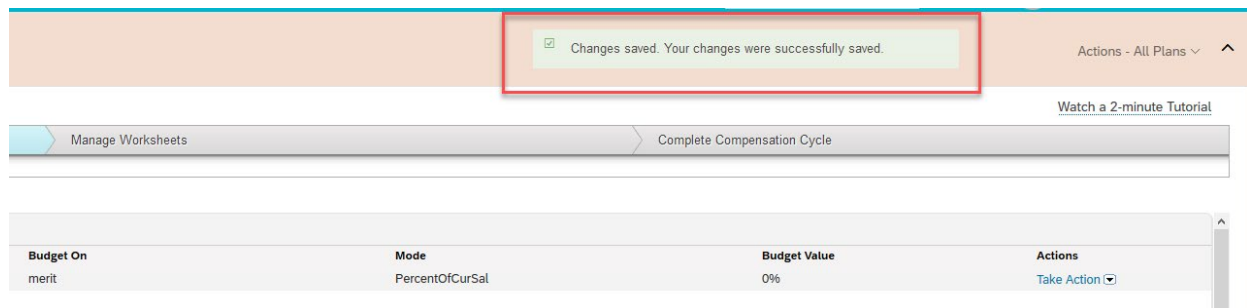
Default Currency in Compensation, Variable Pay, and Total Compensation Plans

You can now set the currency view that the system uses as default when you launch compensation, variable pay and total compensation plans. You can still change the functional currency view as you could before the H1 2020 release. This enhancement seems to be due to customers wanted the ability to set the default currency view to better support their geographies and business needs.

In previous versions, the system set the default currency for all newly launched plans based on baseCurrencyView attribute in the template XML file.
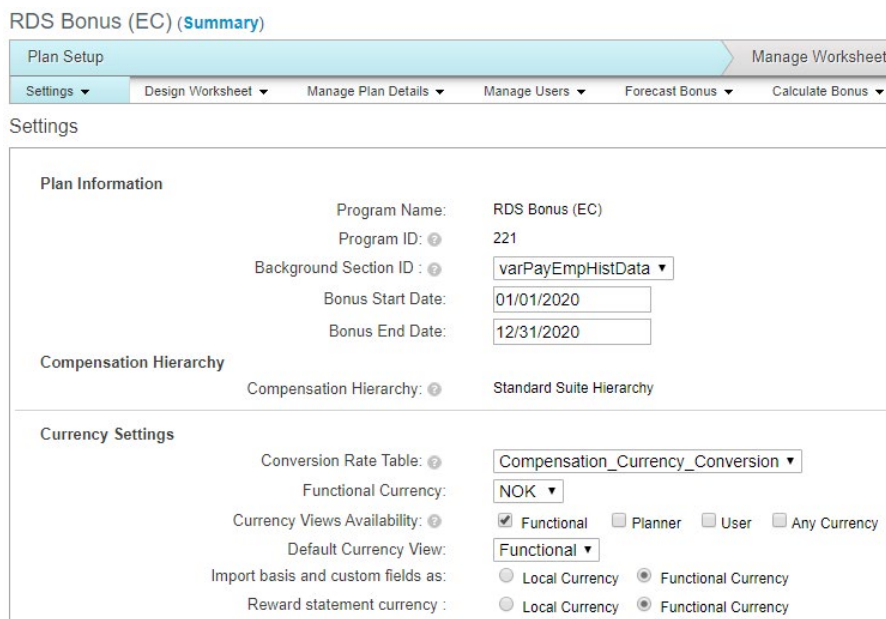
View a List of Employees Excluded from Statement Download

A minor but useful change around the use of log files is that you can now use them to identify employees who are excluded during the bulk download process from Executive Review. These logs files are made available for both compensation and variable pay statements. The log file that is generated records the username and the user ID of all excluded employees. By using these log files, users now have a list of all excluded

employees along with their details.

Enhanced Display Criteria for Bulk Download Icon

Linked to the above, with this feature, you can now view the icon for bulk download, only if you generate a statement for a group of employees from the recently filtered list of Executive Review. The visibility rules for the icon have been revised to increase usability and improve the user experience with the bulk download option.

Compensation and Variable Pay

- ☐ Disable locale based number format ⍰
- ☐ Hide user photos on the worksheet and compensation profile
- ☐ Hide Personal Compensation Statements in PDF format
- ☐ Do not display numbers on SuccessStore personal compensation statements in each user's locale ⍰
- ☑ Allow Compensation Administrator to export compensation plan activity audit via UI ⍰
- ☐ Do not wrap worksheet column header labels ⍰
- ☐ Enable RBP for Executive Review Export
- ☑ Automatically purge deleted worksheets after 365 (1 - 365) day(s).
- ☐ Allow access to the updated user search in Executive Review Filter Options ⍰
- ☐ View generated Variable Pay and Combined Statements based on Role-Based Permission ⍰
- ☐ Encrypt lookup table data ⍰
- ☐ Display Bulk Print Statement Icon on Executive Review Page ⍰

In the previous version, the icon was displayed even if the employee was part of the filtered list. For example, if you had filtered 200 employees out of 1000 employees from a target population, and if statements were not generated for those 200 employees, the icon was visible.

Use Bonus Payout Summary Reports Offline

In previous releases, there was not an option to import updated bonus payout summary on Executive Review sheets adjusted offline. This option was only available to compensation forms. With the new release, this has changed so that you can now modify entry-level fields, both standard and custom, in the exported file while you are offline from Executive Review. The modified exported file can then be re-imported to update the fields with new changes. Role-based Permissions (RBP) must be set accordingly to give access to this feature which should be used with utmost caution.

Spot Awards

In this release, there are three minor updates for Spot Awards (aka Reward & Recognition).

Automatic E-Mail Notifications to Award Recipients

This feature is one of my favourites: recognition e-mail notifications are now automatically sent to award recipients when approvers accept their awards. It has been a mystery that it was not possible to notify an employee about this supposed happy event via mail notification. Wording/content of the notification can be modified using the standard tools for this:; the E-mail Notification Templates Settings tool or the Document Generation templates customised for Reward and Recognition.

Delete Awards

Another nice feature: you can now directly in the Spot Awards tool delete awards, irrespective of their status using the award IDs. You can identify the award IDs from spot award reports generated for award programs. Awards that are no longer used can be permanently deleted from the system.

> ℹ When awards are deleted, budget allocated to approved awards will be processed back to the budget holder's account. Please be informed that deleting awards will not revert the amount paid through payroll process or any notifications sent to employees. To avoid data discrepancies, ensure that the deleted awards are also removed from other systems.

Download a blank CSV file

Character encoding : Unicode (UTF-8)

[Browse]

Previously this could only be done with quite advance processes 'behind the scenes' before it was ready for deletion. Note that you cannot delete awards associated with points-based programs.

Support for Spot Awards Redemption Partner Blackhawk Networks

With the H1 2020 release, there is now also support for an additional spot awards redemption partner, Blackhawk Networks. Hopefully, this range of partners will continue to grow steadily and offer customers a range of competitive partner options.

Retirement of Functionality

There are two relatively minor changes to mention here, the makeCustomDataReportable Flag and Retirement of Live Analytics.

makeCustomDataReportable

You can no longer modify the makeCustomDataReportable flag in the Compensation and Variable Pay templates. The system sets makeCustomDataReportable to False for all new templates. Existing forms created from templates using the flag should not be affected by retirement, and there is no impact on Ad-Hoc or Online Report Designer (ORD) reporting.

Retirement of Live Analytics

This feature has been announced in previous releases, and so should not come as a big surprise to anyone. The feature never gained popularity among customers, so it seems to be a logical decision.

Conclusion

Although the updates to the modules provided in this release are not 'game changers' there are still many interesting new features to be explored and utilised in the future. I am looking forward to the opportunities this will create for customers, and to advising current and new Zalaris customers on not only revisions to existing solutions, but also on new developments covering a wide range of business operations within their organisations.

How Can We Help?

Zalaris excels in delivering comprehensive HR and payroll services across the Northern Europe, UK, the Baltics and Poland. Our industry leadership position, however, goes beyond the borders and constraints of other providers to enable what matters most to our clients: maximising the value of human capital through excellence in HR processes.

- **Scoping Services** - for if you are thinking of moving to the HCM Cloud but are unsure of where to start.
- **Support Services** - for if you are already using SAP SuccessFactors and want a flexible support partner.
- **Release Management Services** - for if you are struggling to take advantage of the quarterly innovations in SAP SuccessFactors.
- **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.