

## Q4 2018 SuccessFactors Review

### Compensation & Variable Pay

– Sailesh Mistry

After a recent visit to a popular wholesaler, it was quickly evident that we are well and truly on the countdown to Christmas. In fact, there are many festivities across many parts of the world between now and year end so lots of things to look forward to. In the middle of all this falls the Q4 release, which brings us a few early gifts to ever enhance our Compensation journeys.

This release brings us more of those customer driven enhancements to make the overall experience that little bit better, so as always it is hugely important for everyone to take an active role in the customer community. In this release we see further refinements of the Total Compensation approach to iron out some of those misalignments between Compensation and Variable Pay elements. Additionally, some further control for Data Retention and finally the audit capability available for all without the need for a ticket being raised.

### Enhancements

Over the years as the Compensation and Variable Pay functionality has developed it has always been noted that there are subtle differences in the way in which both products behave. With the inception of the Total Compensation plan, which brings them together into a single view, it is great to see SAP addressing some of these differences. One key change in this release is the alignment of the way in which percentage fields can be defined with the addition of field level definitions of percentages. This removes the challenge of trying to work out which fields need to be divided by 100 where others already represent the right value which is in my opinion a great step forward.

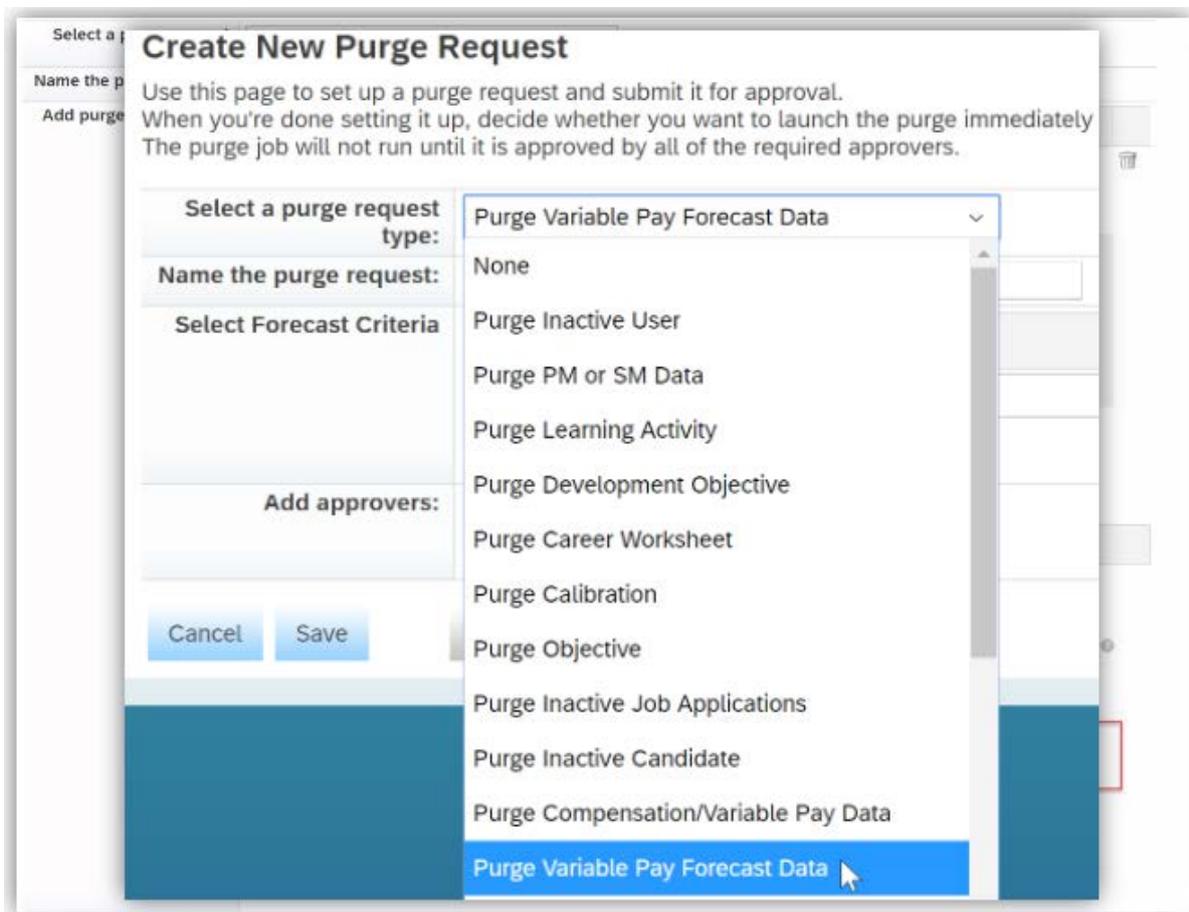
Further enhancements in this release include:

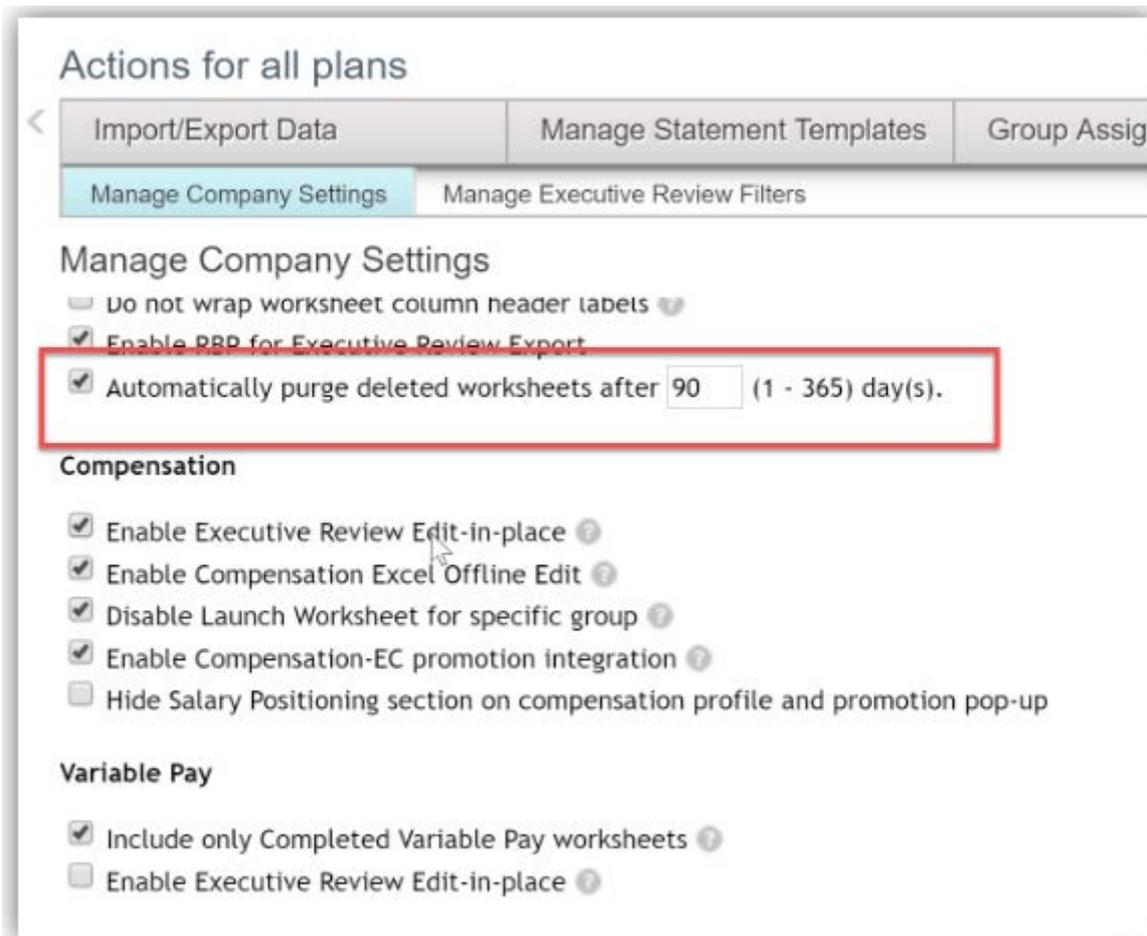
### DRM Purge Enhancements

A further addition to Data Retention functionality includes a new option which allows inactive users to be purged regardless of the worksheet status. Additionally, we can also now remove variable pay forecast data.

### Auto Purge of Deleted Worksheets

A common activity in any Compensation cycle is the deletion and relaunch of forms, particularly when testing and preparing. As we know forms are not fully deleted and can be restored. However, when dealing with high volumes there can be a performance impact with Executive Review, as all forms (deleted or not) sit in the same database table. A new administration option will now allow the retention period of deleted forms to be defined.





## General Audit Feature

This enhancement sees Audit functionality being available to all customers on the legacy audit framework without the need to raise a ticket. This is great to see for something that most consider essential self-service functionality.

## Reload data on mass update

This in my opinion is a fantastic enhancement as it brings in an element of control to the process being managed through the compensation module. It allows a decision to be made on whether data that is shown to planners is frozen (and updated only on demand) or dynamic and refreshed any time a form is open. This is something I know has

caused confusion within some teams, during a planning and review cycle, if they are not clear on “what will be updated and when”.

## Reward and Recognition Enhancements

A couple of usability enhancements for Reward and Recognition offer the ability to refine the Spot Awards report that’s available from within the Administration view and additionally for planners to add a lot more text when giving an award. I look forward to seeing how this product develops further and hope there are more configuration options available to partners and customers in the future.



## Advanced Settings

- Do not override manually updated employees
- Do not trigger EC rules when publishing from Compensation to Employee Central
- Enable forward propagation when publishing from Compensation to Employee Central
- Only reload user data on mass update
- Allow access to Continuous Performance Management Achievement view

The screenshot shows the Reporting section of the system. The top navigation bar includes icons for Settings, Budget, Categories / Levels, Guidelines, Eligibility, and Reporting. Below the navigation bar, there are two sections: "Spot Awards Reports" and "Budget Reports". The "Spot Awards Reports" section is highlighted with a red box and labeled "Before". The "Budget Reports" section is labeled "After".

**Before**

Spot Awards Reports  
Run Report

Budget Reports  
Run Report

**After**

Spot Awards Reports

\*Date From: MMM d, y

\*Date To: MMM d, y

Award Status: All Statuses

Budget Reports

Run Report

Reward and Recognition

Describe award reason

\*Message to recipients

Enter a message to the award recipients for why they are receiving the award (maximum character limit is 255).

Max character limit was 255

Previous Next

Reward and Recognition

Describe award reason

\*Message to recipients

Enter a message to the award recipients for why they are receiving the award (maximum character limit is 4000).

Max character limit is now 4000

Previous Next



## Conclusion

It is good to see SAP developing the Total Compensation approach and refining the options available in respect of Data Retention. In addition to the cosmetic enhancements to further align the platform I very much

look forward to seeing what 2019 brings to Compensation.

I hope this brief review brings some insight into this release and I wish you all a wonderful end to 2018 and the very best for the festive period.



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