



Q2 2019 SuccessFactors Review



Compensation & Variable Pay - *Samanta Vila*

SAP SuccessFactors Compensation Management and Variable Pay (VarPay) introduce some new updates in this quarterly release, most of them were influenced by the Customer Community. There's a new email notification to employees for Compensation Statements, in my experience, it will probably be the most appreciated feature by all customers. We will also briefly look at other improvements that have been done in order to increase performance while searching and refreshing data in Executive Review, and others meant to narrow the gap between some functionalities in VarPay that we've had until now only in Compensation Plans.

Email notification to Employees for Compensation Statements

The most relevant enhancement with direct impact for end users is the new email notification to employees for Compensation Statements.

This functionality has been requested by many customers in the Community to facilitate the communication to their employees when the Compensation Letters are published in the Employee Profile. Luckily SAP has put their effort to make it possible and now an email will be delivered to all employees with a link to their Compensation Statements in their own Profile.

The notification template gives us some tags to be triggered, but the text can be customized as desired.

E-Mail Notification Templates

Use this page to edit notification templates.

Use checkboxes to turn email notifications on/off. Email notifications with a check next to them will be sent to users when the related actions occur.

- [Disabled User Notification](#)
- [Document Creation Notification](#)
- [Document Routing Notification](#)
- [Personal Compensation Statement Generation notification](#)

2012 Compensation & Equity (Summary)

Plan Setup

Publish Data Rewards Statements

Send Email Notification

Enable 'View generated Variable Pay and Combined Statements'

Before clicking on "Send Email Notification" button, please make...

Send email to employees

Select by personal statement template

All

Select by employee name

Select by list of usernames

Send Email Notification

Set Email Priority High Priority

Email Subject: Personal Compensation Statement Generation notification

Specify Different Template for Each Form Update settings

2011 Compensation & Equity Switch to

Email Body:

You are now viewing the "default"

Dear [[EMP_FIRST_NAME]] [[EMP_LAST_NAME]],

Your personal compensation statement for the [[TEMPLATE_NAME]] process is now available, and can be accessed at [[DOC_ACCESS_URL]].

Best regards,
Human Resources

Save Changes

Variable Pay and Combined Statements

These two following enhancements will bring more alignment between VarPay and Combined Statements with the Compensation Statements functionalities in terms of RBP and bulk downloads:

VarPay and Combined Statements enabled with RBP

Prior to this release, only Compensation Statements were controlled by the Role Based Permissions (RBP).

VarPay and Combined Statements used to follow the old legacy approach.

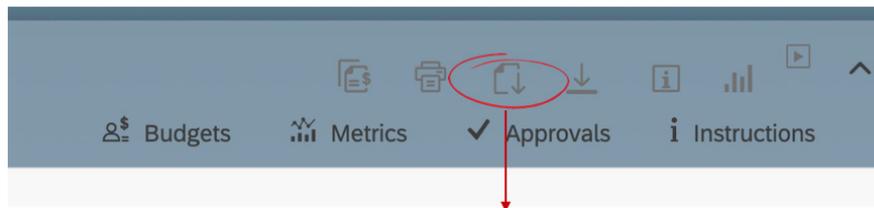
This feature offers much more flexibility for granular roles structures.

Regardless the business needs related to this matter, this option must be enabled as a prerequisite for the Email notification mentioned in the previous topic.

Bulk download

The ability to download the Statements from the worksheet was another functionality only present in Compensation Plans, this release brings this option to VarPay and Total Comp. plans as well. As any other advanced setting of the plan, it must be checked before launching the worksheets, but it might be a useful feature for costumers which allows Managers or Comp Planners to download their report's letters. Only the web-view is in scope and not the PDF document.





RDS Compensation Statement

Dear Vik Stokes,

Zalaris RDS team extends to you best wishes for an exceptional year. This year we've continued our 100% growth rate and partnered with more than 350 customers to help them align employee performance with bottom-line business results. Our unwavering focus on outrageous customer success will continue as we innovate, enhance, and expand our world-class Talent Management application suite with a singular goal of delivering maximum value to our customers.

Your personalized performance rewards statement is one way we are able to recognize your contributions to our company. Talented, high-performing associates will be especially critical in the coming year to realize the accelerated growth opportunities presented by the market. It is important that you understand how you can contribute to this effort. If you have not already done so, please take time to have a candid discussion with your manager regarding your performance and goals.

Thank you for your personal contributions, support and teamwork in 2017. I look forward to an exciting, challenging next year as we work together to build a highly competitive, customer-focused organization.

Jan Coleman
President
Zalaris RDS

Performance Results	
Comp Rating	4.0
Current Salary/Rate	10,000
Promotion	10
Merit	800
Total Raise	810
Total Raise %	8.1%
Final Salary Rate	10,810

Executive Review

Two more major enhancements related to the Executive Review feature:

User Search

An improvement on the Search Engine, up to 4 times faster than before, will make a difference in large organizations, though the look and feel is not aligned yet with the Fiori Style we're used to in the rest of the suite.

Real time RBP

This feature improves the overall page load reaction every time the Executive Review screen is displayed.

Rewards and Recognition

Rewards & Recognition has now an option in the Instance Sync Tool to avoid the manual work for Admins to recreate programs in each instance.

Custom Validation – BETA

This new technical capability might be another great enhancement in the Compensation module but it is still in a Beta phase, which means Customers will need Professional services from certified consultants to implement it in new templates.

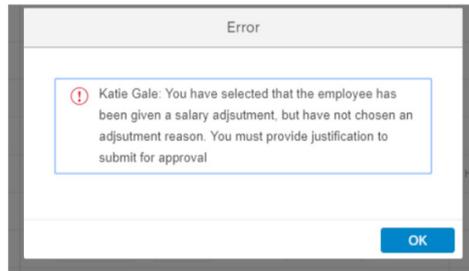
Plans will hold up to 3 formula-driven validations in custom fields to set soft or hard stops and the ability to customized the text in the warning or error message.



if(extra=0,"TRUE",if(customVKey2="No Adjustment" , "FALSE" , "TRUE"))



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



Conclusion

This release contained some useful enhancements, most of them were influenced by the Customer Community. I hope this brief overview gave readers an insight into those.

We should expect a lighter release in the next quarter, but for the time being, we have plenty to get the solution up-to-date.



How Can We Help?

Zalaris excels in delivering comprehensive HR and payroll services across the UK, Northern Europe, 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.

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