SAP SF PMGM Course

Module 1: Introduction to SAP SuccessFactors & PMGM

- Overview of SAP SuccessFactors suite

- Introduction to Performance & Goals (PMGM)

- Role of PMGM in talent management lifecycle

- Navigation in SuccessFactors (Home Page, Modules, Admin tools)

- PMGM integration with other modules (Employee Central, Compensation, Learning, Succession & Development)

Module 2: Goal Management (GM)

- Types of goals: SMART goals, Development goals, Cascading goals

- Goal Plan templates (XML-based configuration vs Admin Center setup)

- Goal libraries & goal categories

- Goal alignment and cascading

- Permissions for goals (RBP – Role-Based Permissions)

  📌 Hands-on: Configure a goal plan template and assign cascading goals

Module 3: Performance Management (PM)

- Performance form components & templates

- Route maps (workflow for performance forms)

- Sections in PM forms: Goals, Competencies, Development Plans, Summary

- Rating scales & calibration

- Performance form launch, routing, and completion process

- Continuous Performance Management (CPM) overview

  📌 Hands-on: Create a performance form template and simulate a full review cycle

Module 4: Configuration Tools & XML Customization

- Introduction to Provisioning (backend access)

- XML configuration of Goal Plans & Performance Forms

- Using Admin Center for form template configuration

- Editing competencies & rating scales in XML

- Best practices for XML vs Admin Center configuration

Module 5: Advanced PMGM Features

- Calibration sessions (normalization of ratings across teams)

- Continuous Performance Management (real-time feedback, coaching)

- 360-Degree Reviews (multi-rater feedback forms)

- Integration with Development Plans & Learning activities

- Linking goals with compensation & bonus payouts

  - 📌 Hands-on: Configure a 360 Review form with competencies and ratings

Module 6: Reporting & Analytics

- Standard reports for PMGM (goal progress, performance ratings)

- Ad Hoc Reports in SuccessFactors

- People Analytics (Stories in SAP SuccessFactors)

- Dashboards for HR and Managers

  - 📌 Hands-on: Build a performance rating distribution report

Module 7: Security & Permissions

- Role-Based Permissions (RBP) for PMGM

- Form permissions vs Goal permissions

- Manager/Employee/Admin roles in PMGM processes

Module 8: Integration & Extensions

- Integration with SAP SuccessFactors Employee Central (EC)

- Integration with Compensation Management (merit, bonus calculations)

- Integration with Succession Planning (talent pools, nominations)

- Extension with SAP BTP for custom workflows

Module 9: PMGM in SAP SuccessFactors Mobile

- Mobile capabilities for PMGM

- Goal updates via mobile

- Performance review on mobile

Module 10: Real-Time Scenarios & Capstone Project

- End-to-End cycle: Goal setting → Performance form → Review → Calibration → Compensation linkage

- Industry-specific configurations (IT, manufacturing, BFSI, healthcare)

- Capstone Project: Configure a complete PMGM solution for a sample organization with 1000 employees