


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