



# Compensation

- Q1 2017 Compensation Enhancements & Features

- Compensation Planning ad hoc reports and dashboards respect user's locale for the locale specific fields "Form Template Name", "Form Title" and "Current Route Map Step Name".

Back to Admin Centre > Manage Dashboards > Manage Standard Dashboards and YouCalc Files > Analytics Tile Builder

## Compensation Rogers Test

General Info | People and Datasets | **Chart Data** | Filters | Date Filters | Drill Down | Preview | Availability

Chart Type

\*Category  
\*Metric  
\*Calculation

**Select Columns**

**All Columns**

- Form**
- User Information
- Manager
- Second Manager
- Compensation Plan and Bonus St
- Compensation Plan Entries
- Compensation Salary Budget Info
- Compensation Entry Eligibility Info
- Compensation Entry GuideLine In

**Columns**

- ☐ Select All
- ☐ Current Route Step ID
- ☐ Current Route Step Name
- ☐ Step type
- ☐ Step Subtype
- ☐ Step Start Date
- ☐ Step Due Date
- ☐ Step Order
- ☒ Current Route Step Name (Locale Specific)

**Selected Columns**

- ☒ Current Route Step Name (Locale Specific)

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version information

## What is it?

- Admins can use the document ID of each compensation worksheet to join with the Form Status subdomain schema to get information about worksheet itself such as current route step, current step owner, and route map..

## Why is it important?

- This enhancement provides additional options for reporting on combined Form Status and Compensation data.



+ Add Domain

🗑 Delete Dataset

💾 Save

⊗ Cancel

➡ Generate

## Relations

Compensation Planning Domain(Compensation Planning)

Form Data :Document ID

Inner Join

Equal to

Form Status Domain(Form Status)

Form Data :Document ID

## What is it?

- PM form Rating Source Document ID is available as a bridge column to join Compensation sub domain schemas with the relevant PM sub domain schemas. Using this join you can pull additional information from the PM and Form Status sub-domain schema and report that along with Comp data. For Example, you could pull data from Completed Comp forms and include new salary, objective, competency and overall ratings from Performance.

## Why is it important?

- Users need additional options for creating reports combining Performance, Form Status and Compensation information

The screenshot displays the Bizx Technologies reporting tool interface. A 'Select Columns' dialog box is open, showing a list of columns under 'All Columns' and a 'Columns' list. The 'Document ID' column is selected. The 'Relations' section shows a join between 'Compensation Planning Domain(Compensation Planning)' and 'Form Status Domain(Form Status)' using an 'Inner Join' on the 'Form Data :Document ID' column.

**Select Columns Dialog:**

- Select Columns from this list. Review your selection in the selected list. Click Ok to finish.**
- All Columns:**
  - Form
  - User Information
  - Manager
  - Second Manager
  - Compensation Plan and Bonus Stoc
  - Compensation Plan Entries
  - Compensation Salary Budget Info
  - Compensation Entry Eligibility Info
  - Compensation Entry Guideline Info
- Columns:**
  - ☐ Select All
  - ☐ Form Template ID
  - ☐ Form Template Name
  - ☐ Form Template Name (Locale Specific)
  - ☐ Form Title
  - ☐ Form Title (Locale Specific)
  - ☒ Document ID
  - ☐ Content ID
  - ☐ Form Status
  - ☐ Form Status Code
- Selected Columns:**
  - Document ID

**Relations Section:**

- Compensation Planning Domain(Compensation Planning)** **Inner Join** **Form Status Domain(Form Status)**
- Form Data :Document ID** **Equal to** **Form Data :Document ID**

- **What is it?**

Target defaults to percent, not amount; Admin may choose a plan template for the rating source; improved UI screen for guideline values Usability.

- **Why is it important?**

UI added to select rating, making it more flexible and intuitive. The model defaults to the current plan template, and the Admin can change the plan template if needed.

Back to Admin Center / Compensation  
Guideline Modeling

< > Model for 2009-combined popup Guideline rule

Details >> Targets

Create New Model

\*Field: merit

\*Name: 2017 Merit Modeling

Description: Enter description ...

Use Rating Source From: 2016 Ventana Comp Plan

If the model includes rating, use this setting to point to a plan template that includes the latest rating information. Rating will be derived from either the Rating Source Admin Tool or the Comp Rating field.



# Modeling: Rating Enhancements Screenshot

## Guideline Modeling

Model for Merit

2,895,276 USD ▼ 573,021 USD below target  
Target: 3,468,297 USD (5.00%)

Merit by Division [Edit](#)

Electric

Hydroelectric

**Recommendations**

- Increase all guidelines evenly to achieve target ↑ 0.83% (573,021 USD)
- Increase Gas's guidelines to target ↑ 0.54% (2,250 USD)
- Reduce Electric's guidelines to target ↓ 4.83% (150,895 USD)

▼ Guidelines (17): Edit the default value to adjust your overall cost.

	Name	Comp Rating	Division	Cost (USD)	
<input type="checkbox"/>	1 new guideline	>= 2.0 & <= 3.0	ELECTRIC	0	0
<input type="checkbox"/>	2 merit_0_1	>= 0.0 & < 1.0	Gas	0	0
<input type="checkbox"/>	3 merit_2_3	>= 2.0 & < 3.0	Gas	0	0
<input type="checkbox"/>	4 merit_1_2	>= 1.0 & < 2.0	Gas	0	0
<input type="checkbox"/>	5 merit_3	>= 3.0 & < 4.0	Gas	750	1
<input type="checkbox"/>	6 merit_4	>= 4.0 & <= 5.0	Gas	13,607	1

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SAP SuccessFactors

Merit model demo

**Recommendations**

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- Reduce Electric's guidelines to target ↓ 4.83% (150,895 USD)

▼ Guidelines (17): Edit the default value to adjust your overall cost.

	Name	Comp Rating	Division	Min	Low	Default	High	Max	(%)	Cost (USD)	
<input type="checkbox"/>	1 new guideline	>= 2.0 & <= 3.0	ELECTRIC	1.00	1.00	1.00	1.00	1.00		0	0
<input type="checkbox"/>	2 merit_0_1	>= 0.0 & < 1.0	Gas	0.00	0.00	0.00	0.00	0.00		0	0
<input type="checkbox"/>	3 merit_2_3	>= 2.0 & < 3.0	Gas	1.00	2.00	2.00	3.00	4.00		0	0
<input type="checkbox"/>	4 merit_1_2	>= 1.0 & < 2.0	Gas	0.00	0.00	0.00	0.00	2.00		0	0
<input type="checkbox"/>	5 merit_3	>= 3.0 & < 4.0	Gas	1.00	1.00	1.00	13.00	16.00		750	1
<input type="checkbox"/>	6 merit_4	>= 4.0 & <= 5.0	Gas	3.00	3.00	4.00	5.00	8.00		13,607	1

## What is it?

The Quick Card on the Compensation Worksheet now shows details on a user's home and host assignment and concurrent employment information.

## Why is it important?

Managers can find out more information about the home and host assignments of the employee.

The screenshot displays the Bizzx Compensation Worksheet interface. At the top, there are tabs for 'Merit' and 'Summary'. Below these, the 'Active Date' is set to 01/01/2015. A process flow diagram shows two steps: '1 Alternate Route User Step' and '2', with an 'Actions' button below step 1. A summary section indicates 'Total number of employees: 10'. Below this is a table of 'Employee Information' with columns for 'Manager First Name', 'Manager Last Name', and 'Name'. The table lists three entries, all managed by 'Carla Grant', with names 'qwerty1 1', 'qwerty 3', and 'Marcia Barista'. A detailed 'Quick Card' for 'Marcia Barista' (mbarista1) is overlaid on the right. It includes a profile picture, phone number '(1) 650 651 2000', and two assignments: 'TR:22 ★ San Mateo (US\_SFO)' with manager 'Carla Middle Carla Grant' (4 Direct Reports, 13 Team Size), and 'Engineer London (UK\_LON)' with manager 'Maya MIH Hightower' (0 Direct Reports, 0 Team Size). Each assignment has a 'Take Action' link. A 'Units per Year' column on the far right shows values of 1 for each assignment.

Manager First Name	Manager Last Name	Name
Carla	Grant	qwerty1 1
Carla	Grant	qwerty 3
Carla	Grant	Marcia Barista

**Marcia Barista** (mbarista1)

(1) 650 651 2000

TR:22 ★  
San Mateo (US\_SFO)  
Manager: [Carla Middle Carla Grant](#)

4 Direct Reports 13 Team Size [Org Chart](#)

Take Action

Engineer  
London (UK\_LON)  
Manager: [Maya MIH Hightower](#)

0 Direct Reports 0 Team Size [Org Chart](#)

Take Action

Units per Year: 1

- Company Setting added to hide Personal Compensation Statements in PDF format.
- We support PDF version of the Success Store statement template but not all PDF versions of customized statements. PDF versions not rendering well can be hidden.

## Actions for all plans

[Watch a 2-min video](#)

Import/Export Data

Manage Statement Templates

Group Assignments

Compensation Profile

Company Settings

## Company Settings

Enabling these features affects all plans within the instance.

### 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 ⓘ



### Compensation

- ☒ Enable Executive Review Edit-in-place ⓘ
- ☒ Enable Compensation Excel Offline Edit ⓘ
- ☐ Disable Launch Worksheet for specific group ⓘ
- ☒ Enable Compensation-EC promotion integration ⓘ

### Variable Pay

- ☒ Include only Completed Variable Pay worksheets ⓘ
- ☐ Enable Executive Review Edit-in-place ⓘ



# Bonus Assignment Letter available from PP3

- Bonus Assignment Letters can be used to communicate the bonus target for the year to employees. These letters can now be published via People Profile.

The screenshot displays the 'Configure People Profile' interface. The main area is divided into sections for configuring the profile. The 'Personal Information' section is expanded, showing 'Personal Info' and 'Personal Statements'. The 'Personal Statements' section is also expanded, showing 'Personal' and 'Bonus Statement'. The 'Bonus Statement' section is expanded, showing 'Bonus' and 'Bonus Assignment Statement'. The 'Bonus Assignment Statement' block is highlighted with a red box. The 'Available Blocks' panel on the right lists various blocks that can be added to the profile, including 'Compensation Statement', 'Bonus Assignment Stat...', 'Skill Profile', 'Personal Combined Sta...', and 'Objective'. The 'Bonus Assignment Stat...' block is also highlighted with a red box. The 'Employment Information' section is expanded, showing 'Employment Details', 'Global Assignment Details', and 'Pension Payout Details'.

Configure People Profile

English SAP SLS

General Settings

Personal Information

Personal Info

Personal Information

Personal Statements

Personal

Personal Combined Statement

Place block here

Bonus Statement

Bonus

Bonus Assignment Statement

Place block here

Add a new section

Available Blocks

Drag and drop blocks to create profile

Search

Compensation Statement

Bonus Assignment Stat...

Skill Profile

Personal Combined Sta...

Objective

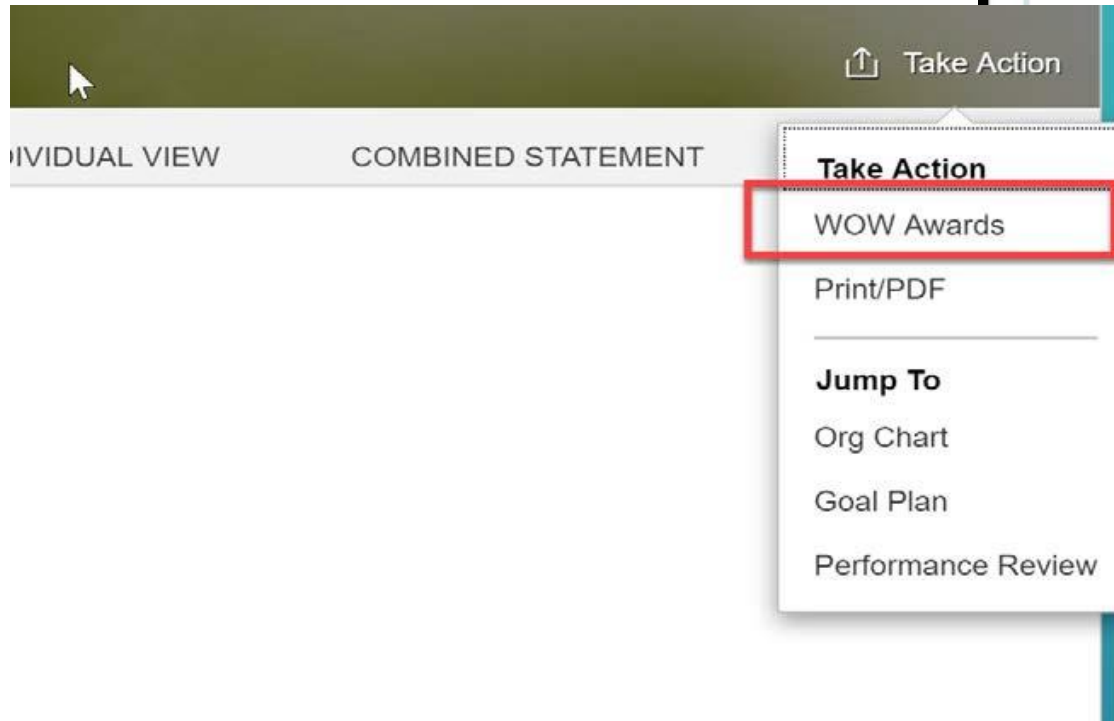
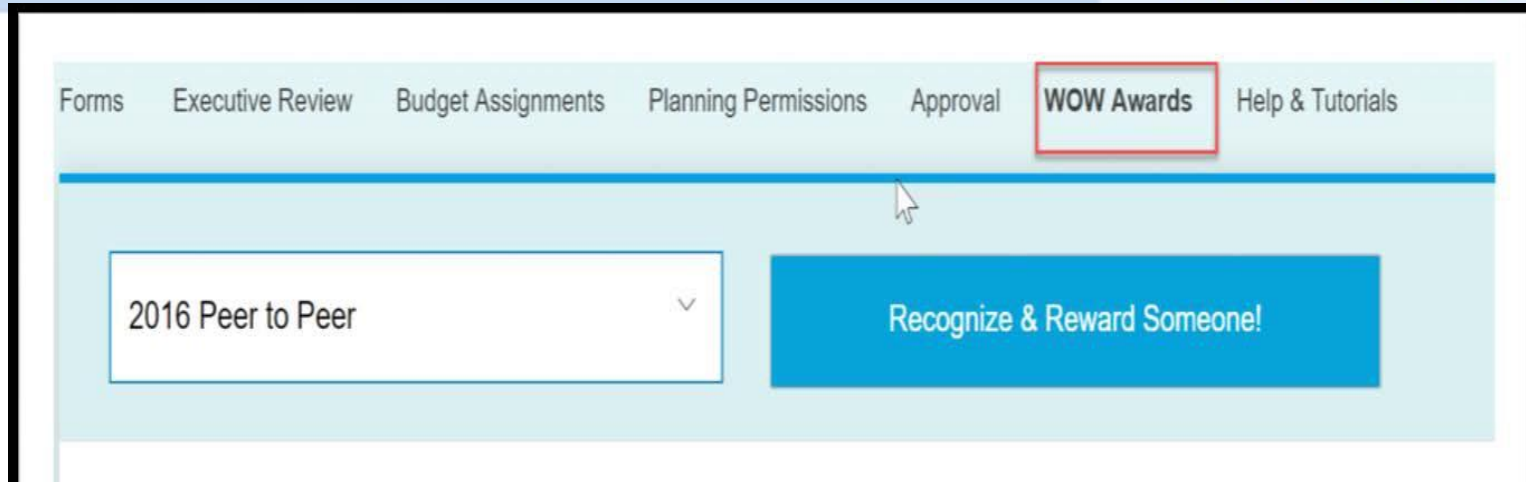
Employment Information

Employment Details

Global Assignment Details

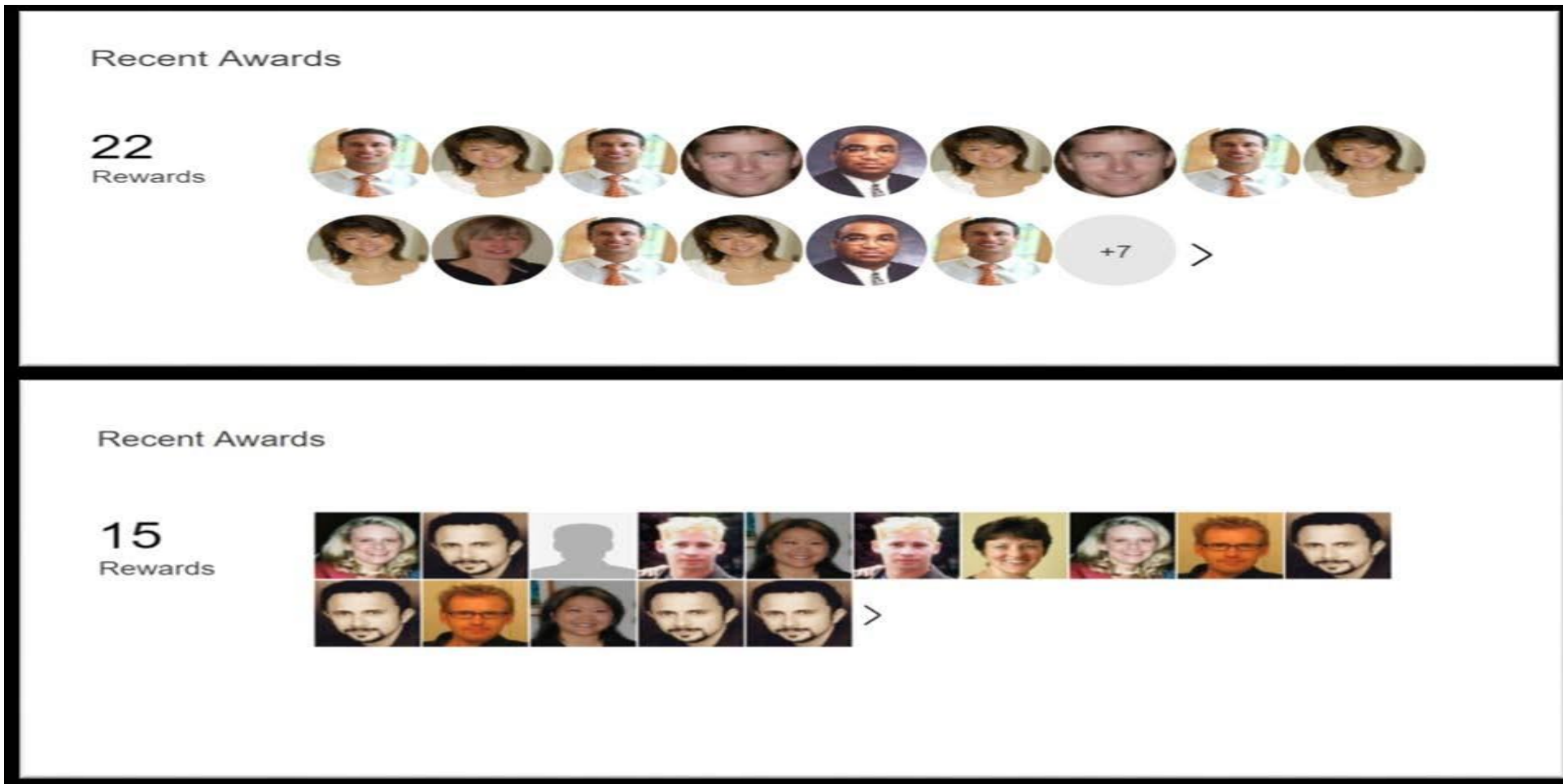
Pension Payout Details

- You can now replace the label for Reward and Recognition in the system with a term that makes sense for your company .



## Fit and Finish for multiple screens

- Round images to square images
- If # of levels is greater than 5, don't use roman numerals
- Tile height for award amount, employee name etc has been reduced



# Before and After –Award Amounts

## Specify the award amount

Specify an amount within the recommended range. Any amount greater than the guideline may require further approvals.

	<b>May Lim</b> Buyer	Custom A... ▾	CNY		<b>Michael Carter</b> Fashion Designer	500 ▾	USD
		1250				250-1500 USD	

## Select the award amount

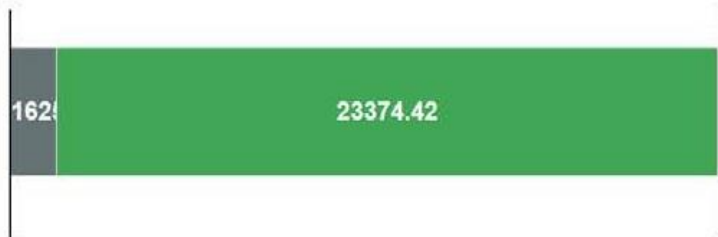
Select an amount within the recommended range. Any amount greater than the guideline may require further approvals.

	<b>Marcus Hoff</b> Sales Director, NE	Custom ▾	2500		<b>Thomas Clark</b> Sales Manager	2500	EUR
		USD					

2016 Peer to Peer

Recognize & Reward Someone!

Budget - 25000 USD



**23374.42**  
USD Remaining

Recent Awards

15  
Rewards



Awards in Process



**Wilma Sown**  
2500 INR | Submitted 15/Sep/16

**Pending Approval**



**Mandy Sampson**  
100 USD | Submitted 15/Sep/16

**Pending Approval**



**Marcus Hoff**  
100 USD | Submitted 15/Sep/16

**Pending Approval**



**Marcus Hoff**  
250 USD | Submitted 22/Aug/16

**Pending Approval**



**Jennifer Lo**  
5000 INR | Submitted 22/Aug/16

**Pending Approval**





## Nominate Someone

Budget Remaining: **23374.42** USD

Search for someone to nominate

*Search*

### My Team (8)



Jennifer Lo  
Administrative Assistant

1 received  
Total 2500 INR



Lorna Okamoto  
Recruiter, Software

1 received  
Total 100 USD



Marcus Hoff  
Sales Director, NE

0 received



Marcusa Hoffa  
Sales Director, NE

0 received



Mandy Sampson  
Director, Sales

1 received  
Total 250 USD



Thomas Clark  
Sales Manager

2 received  
Total 200 EUR



Thomas Clarka  
Sales Manager

0 received



Vik Stokes  
Sales Director, SW

1 received  
Total 1000 CNY

### 3 Selected



Jennifer Lo  
Administrative Assistant



Marcus Hoff  
Sales Director, NE



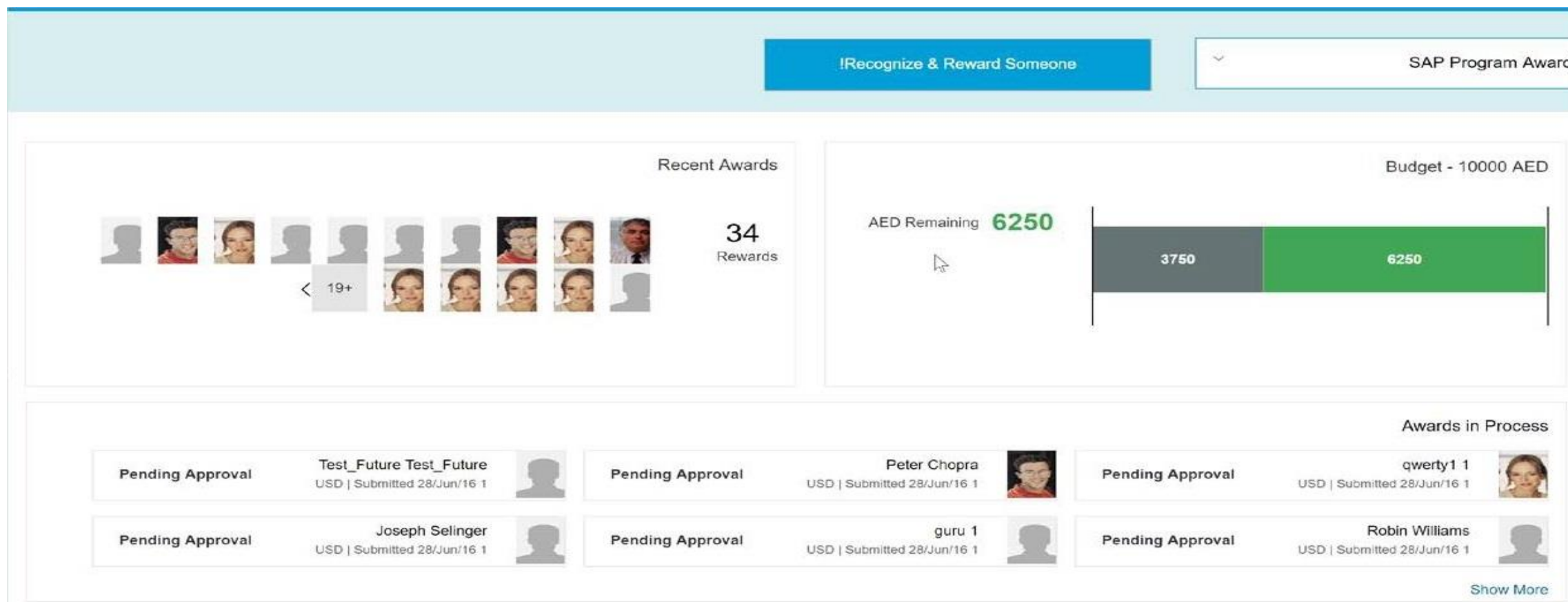
Mandy Sampson  
Director, Sales



Cancel

Next

- Support for languages that read from Right to Left. This currently covers some initial bug fixing, more work is needed in this area.



*thank you..*

