

SAP SuccessFactors Compensation - Product Sales Guide

Market Demand

Massive disruption is creating a seismic shift in how and where people work – more employees are working remotely from home offices. Additionally, the type and style of work being done is also changing. It's never been more important to stay connected with employees and keep them engaged. SAP SuccessFactors Compensation helps organizations stay connected to their employees and keep them engaged with rewards.

Target Customers

- All industries, verticals, geographies and company sizes
- Upsell to SAP SuccessFactors P&G customers – highlight integration between solutions
- Supports 40+ languages including right-to-left (Hebrew and Arabic) and any currency
- Target titles (VPs, Directors): HR, Talent Management, Total Rewards, Compensation & Benefits, HR Business Partner

Qualifying Questions

- How do you do compensation planning today?
- The needs of your employees are changing rapidly. Are your rewards mechanisms agile in adapting to these changes?
- As your organization shifts to a remote workforce, how are you ensuring alignment between employee tasks and evolving strategic business priorities?
- How do you associate rewards to employee performance?
- Are you differentiating rewards or are you rewarding everyone the same way?
- Do you do compensation differently throughout the organization (across geographies / divisions)?
- What does compensation include (monetary and non-monetary)?

Customer Pain Points – What to Listen for

- **Manual tools** are time consuming, error-prone, insecure
- **Lack of tool integration** creates information silos
- **Lack of alignment** with business strategy
- **Delayed recognition and rewards** hinder employee motivation
- **Employees don't understand** value of their compensation/rewards
- **Inconsistent pay practices** and lack of visibility across the org

Solution Capabilities

- Single global compensation planning solution for base, bonus and long-term incentives (stock, equity, cash)
- Instant insights incl. key compensation metrics and employee data
- Configurable personal compensation statements
- Bonus forecasting, budgeting and accruals
- Reward and recognition (ie. spot awards) on mobile
- Integration with HCM Suite including EC, Payroll and performance management to support end-to-end business processes

Key Differentiators

- **Global planning** - Localized compensation forms in 40+ languages for global compensation planning from a single solution
- **Compensation calibration** - Increased transparency and objectivity in pay decisions with compensation calibration
- **Business alignment** - Patented intelligent modeling tools enable strategic compensation planning and budget optimization by aligning compensation plans with financial and HR objectives.
- **Continuous Rewards and Recognition** – Recognize employee achievements and reinforce behaviors with just-in-time rewards and recognition to improve employee engagement
- **Robust admin tools** - Enable admins to do system configuration and make annual changes without reliance on HRIS or partners

Value to Customer

- Easier, centralized compensation administration for HR
- More secure, role-based and field-based permissions protect data
- Automated, real-time calculations of merit increases and bonuses
- Clear line of site between goal achievement and associated reward
- Immediate recognition of performance keeps employees engaged
- Globally compliant, regionally configurable compensation programs

Proven Results and Proof Points

- Single consolidated view of compensation and bonus (Tryg)
- Accelerated compensation cycle from 2 months to 5 days (Impax)
- Optimized annual compensation process with real-time visibility, less preparation time, and fewer spreadsheets (Impax)
- Easier planning for employees across multiple countries and better budget utilization (Teva)
- Increased accuracy and efficiency of compensation process (Kinross, Pedernales)
- Aligned compensation with business objectives (NEC Tech.)
- [Customer references](#)

Key Contacts and material

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- [Solution Marketing Jam site](#) **Internal only**
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