

SAP SuccessFactors Course Content

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Introduction to SuccessFactors

- Cloud HCM Overview, Architecture, Deployment Strategy
- Modules Overview and Release Cycle
- Instance Landscape, Provisioning, Admin Center

Employee Central (Hands on)

- Foundation Objects: Legal Entity, Business Unit, Division, Department, Location
- Job Classification, Pay Components, Pay Grade, Pay Range
- Position Management, Matrix Relationships
- Employee Data Model, Business Rules
- Workflows, MDF Objects, Role Based Permissions

Employee Central Processes (Hands on)

- Hire, Rehire, Transfer, Promotion, Termination
- Time Off, Absence Management, Accruals and Holidays
- Compensation and Benefits Data, Global Assignments
- Employee Self Service, Manager Self Service

Recruiting Management (Hands on)

- Job Requisitions, Templates, and Approval Workflows
- Candidate Profile, Application Templates, Career Site Builder
- Offer Management, Onboarding Handoff

Onboarding and Offboarding

- Onboarding 2.0 Configuration, Processes, and Tasks
- Document Management, Compliance Forms
- Offboarding Process Setup

Performance and Goals Management

- Form Templates, Rating Scales, Competencies
- Goal Plans, Cascading Goals, 360 Reviews
- Calibration, Continuous Performance Management

Succession and Development

- Talent Pools, Nominations, Succession Org Chart
- Career Development Planning, Mentoring
- Learning Management System (LMS) Overview

Compensation and Variable Pay

- Compensation Plan Templates, Eligibility Rules
- Merit, Bonus, and Stock Planning
- Variable Pay Programs, Total Compensation Statements

Reporting and Analytics

- Report Center, Ad Hoc Reports, Dashboards, Tiles
- Story Reports and People Analytics Overview
- Calculated Columns, Report Scheduling

Integration and Data Management

- Employee Central Payroll Overview, Integration Center
- SAP Cloud Platform Integration for HCM, OData APIs
- Data Import and Export, Employee Central to S/4HANA Integration

Implementation Methodology (Concepts)

- SAP Activate for SuccessFactors, Configuration Workbooks
- Testing, Go-Live, and Support