SAP ERP HCM Enterprise Compensation Management
Overview: What’s New In Enterprise Compensation Management

Ramp-Up Knowledge Transfer
SAP enhancement package 5 for SAP ERP 6.0
1. **Overview**

2. **What’s New In Enterprise Compensation Management (SAP enhancement package 5 for SAP ERP 6.0)**
   - Process Types and Process Support
   - Budgeting
   - Compensation Planning
   - Planning Overview
   - Approval Services
   - Power User Mode
   - Compensation Profile
   - Compensation Statements
   - Global Employment
   - Notifications
   - Message Mapper

3. **Wrap-Up**
**SAP ERP HCM**
One integrated platform for the Best People & Talent

**Key Features**
- One integrated, organic platform
- Wide breadth of functionality across the whole HCM spectrum
- Unmatched global capabilities
Tie compensation to performance

Implement innovative reward strategies, such as performance- and competency-based pay, variable pay plans, and long-term incentives reward programs

Analyze and compare compensation packages using internal and external salary data to ensure competitiveness in the marketplace
Enterprise Compensation Management
Available Components

The SAP ERP HCM Enterprise Compensation Management module offers the following main components:

- **Compensation Administration** - Perform compensation reviews including fixed pay, variable pay, and LTIs. Apply eligibility rules and guidelines based on different criteria such as performance ratings. Implement approval cycles if required.

- **Long-Term Incentives** - Administer LTI processes such as granting, vesting, life events, and taxation.

- **Budgeting** - Create and maintain monetary and non-monetary budgets for the compensation planning and LTI granting process.

- **Job Pricing** - Export employee salary data for participation in salary surveys. Import salary survey data and create market composite results. Age and weight market data, compare internal and external pay and adjust company pay structure if required.
1. Overview

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3. Wrap-Up
SAP Enhancement Packages

Preamble
SAP enhancement packages are shipped as a delta shipment to SAP ERP 6.0.

Selective Installation
- Each SAP enhancement package contains new versions of existing software components.
- You only update software components, which are related to the functionality you want to use.
- After installation:
  - No UI or process change until a Business Function is activated.
  - However SAP enhancement packages require defined ERP Support Package Stack.

Selective Activation
- New functionality must be explicitly switched on to become active in the system.
- If activated:
  - Changes are predictable, only well described changes in the activated areas.
  - Testing is simplified with templates, provided for every Business Function.
Enterprise Compensation Management
Quick Overview - SAP enhancement package 5 for SAP ERP 6.0

Enhancements for compensation specialist
- Process Types and Process Support
- Budgeting
- Power User Mode
- Message Mapper

Enhancements for (higher-level) managers
- Compensation Planning
- Planning Overview
- Compensation Profile
- Compensation Statements
- Global Employment
- Notifications
### Benefits

**Increased functionality and ease of use for planning and approving managers during the compensation process. Enhanced data and analytics available to support key decisions and serve as critical reference information throughout the year. Compensation administrators and HR business partners benefit from additional configuration possibilities as well as power user mode, enabling them to better align with internal compensation programs and effectively assist managers during the planning processes.**

### New Features

<table>
<thead>
<tr>
<th>New Features</th>
<th>Description</th>
<th>Target Users for this Business Function</th>
</tr>
</thead>
</table>
| **Compensation Planning and Planning Overview User Interfaces** | - Enhanced WD ABAP user interfaces support the manager with the compensation planning process and higher level managers with the review and approval process.  
- Features include improved budget display, embedded analytics, flexible setup and definition of customer tabs in the planning table, dependent plan support, Microsoft Excel download capability, single employee planning, power user mode, and more. | Compensation Planning and Approving Managers  
Higher-Level Managers  
Compensation Administrators |
| **Compensation Profile**      | - The enhanced compensation profile provides key data and analytics about an employee’s compensation, history, critical organization, and talent data.  
- Managers are able to leverage the profile to gain insight into previous compensation adjustments, organizational movement, and overall trends.  
- There is also the ability to compare multiple short profiles of employees side by side. | Compensation Planning and Approving Managers |
| **Additional Enhancements**    | - Enhancements to the budgeting process support bottom-up (employee level) budgeting.  
- Additional functionality enables ability to maintain and change the budget and address organizational changes (i.e., employee moves) during the planning process.  
- Database enhancements increase performance of the application for end users as well as enhance process support.  
- Global employment support identifies the source of the data for compensation processing (for example, home, or host country). | Compensation Planning and Approving Managers  
Compensation Administrators |
Enterprise Compensation Management
Overview Process Steps

Compensation Administrator
- Budget Process & Calculation Definition

Compensation Administrator
- Budget Structure Creation

Compensation Administrator
- Budget Creation, Process Change Support

Planning Manager
- Compensation Planning

Approving Manager
- Compensation Approval

Compensation Administrator
- Activation of Compensation Records

Planning Manager
- Review of Compensation Profile & Statements

New or updated functionality in SAP enhancement package 5 for SAP ERP 6.0
Agenda

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   - Message Mapper

3. Wrap-Up
Customer requirements:

- Availability of different process types for compensation reviews
- Process efficiency
Upon activating the functionality in customizing, the following processes are available:

- Organizational unit-based process:
  - Multilevel approval*
  - One-level approval
  - No approval

- Employee-based process
  - Individual-level approval
  - No approval

Configuration per Compensation Review

*Customizing standard delivery
Available Process Types
Customizing

Change View "Attributes for Planning Process and Planning Overview": D

- Object Selection: 
  - MDS_ECH\_DE\_EE (EE), Business Unit: 
    - SAP\_W\_K\_E\_T, D\_P

- Process Type: Multilevel approval, org. and employee-based process
- Use Full Change: No
- Use Process Preparation: No
- No Process Preparation: No
- Send Notification: No
- Approval Type: No approval
- Approval Type: Employee-based process

- Amounts Spent:
  - Compute and Display Amounts Spent
  - Currency: [ ]

- Planning Overview Configuration:
  - Displaying Organizational Data:
    - Display Hierarchy for Manager
    - Display Organizational Unit

- Functions:
  - Allow Submit Comments
  - Allow Approval Comments
  - Allow Rejection Comments
  - Allow Deep Approval

- Displaying Budgets:
  - Display Available Amounts
  - Display Credit Limit Amounts
  - Display Remaining Amounts

- Planning Detail Access for Higher Managers:
  - Show Planning:
    - Always allowed
  - Edit Planning:
    - Allowed until submitted

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Process Support Report
Report PECM_PROCESS_SUPPORT

Administer Org. Units and Budgets for Comp. Planning Process

Data Selection for Compensation Admin.
- Compensation Review
- Organizational Unit

Function Selection
- Prepare Planning and Budgets
- Update Planning and Budgets
- Recalculate Budgets
  - Function Parameters
    - Update: Reopen Approved OUs

Output
- Create Messages

Update Parameter
- Test Run (No Update)
Organizational Unit-Based Process
Example: MSS Compensation Planning User Interface

Compensation Planning

Select Employees  Plan Compensation Data  Review and Submit

Previous  Next

Compensation Review: 2010 Comp Review
Employee Selection: Employees for Compensation Planning

Employees

<table>
<thead>
<tr>
<th>Employee</th>
<th>ID</th>
<th>Manager</th>
<th>Organizational Unit</th>
<th>Position</th>
<th>Job</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Sandra Wright</td>
<td>006000103</td>
<td>Mr. Timmy Tabasco</td>
<td>IT Computer Center</td>
<td>Chief-Assistant</td>
<td></td>
</tr>
<tr>
<td>Mr. Matthew Collins</td>
<td>006000104</td>
<td>Mr. Timmy Tabasco</td>
<td>IT Computer Center</td>
<td>Worker</td>
<td></td>
</tr>
<tr>
<td>Mr. Michael Wilson</td>
<td>006000105</td>
<td>Mr. Timmy Tabasco</td>
<td>IT Computer Center</td>
<td>Worker</td>
<td></td>
</tr>
<tr>
<td>Ms. Patricia Williams</td>
<td>006000106</td>
<td>Mr. Timmy Tabasco</td>
<td>IT Computer Center</td>
<td>Worker</td>
<td></td>
</tr>
<tr>
<td>Mr. Robert Davis</td>
<td>006000107</td>
<td>Mr. Timmy Tabasco</td>
<td>IT Computer Center</td>
<td>Worker</td>
<td></td>
</tr>
<tr>
<td>Mrs. Nicole Westenberger</td>
<td>086000133</td>
<td>Mr. Timmy Tabasco</td>
<td>IT Computer Center</td>
<td>Worker</td>
<td></td>
</tr>
</tbody>
</table>

2010 Comp Review is an organizational unit-based process and thus, no single employee select options in table.
Discretionary Review is an employee-based process and thus, single employee can be selected in table and processed in compensation planning.
1. Overview

2. What’s New In Enterprise Compensation Management (SAP enhancement package 5 for SAP ERP 6.0)
   - Process Types and Process Support
   - **Budgeting**
     - Compensation Planning
     - Planning Overview
     - Approval Services
     - Power User Mode
   - Compensation Profile
   - Compensation Statements
   - Global Employment
   - Notifications
   - Message Mapper

3. Wrap-Up
Budgeting

Customer requirements:
- Budget on employee level
  - Display of employee budget in compensation planning
  - Transfer of budget along with employee’s transfer
- Transparency
- Process efficiency
Upon activating the functionality in customizing, the following two approaches to calculate the budgets are available:

- **Bottom-up approach**
  - Budgets are determined and saved at employee level
  - Employee level budget gets added up to obtain the organizational unit budget
  - Calculation methods for employee budget:
    - Import from Personnel Cost Planning
    - Guidelines
    - Customer exit

- **Top-down approach***
  - Budgets are determined at organizational unit level

The user can decide per budget type and budget period which approach to take.

*Customizing standard delivery if no entry is made in Customizing.
Budgeting
Customizing

Enterprise Compensation Management

- Global Settings
- Budgeting
  - Define Reference Currency for Budgeting
  - Define Budget Types
  - Define Budget Periods
  - Set Budget Control Parameters
  - Business Add-In: Initialize Budget Values
  - Specify Attributes for Each Budget Type and Year
  - Define Cost Items for PCP Import for Each Budget Type and Year
  - BAdI: Calculation of Budget Amount for Each Employee

- Compensation Administration
- Long-Term Incentive Plans
- Compensation Statements
- Job Pricing

New functionality in SAP enhancement package 5 for SAP ERP 6.0
Administer Org. Units and Budgets for Comp. Planning Process

Data Selection for Compensation Admin.
- Compensation Review
- Organizational Unit

Function Selection
- Prepare Planning and Budgets
- Update Planning and Budgets
- Recalculate Budgets

Function Parameters
- Update: Reopen Approved OUs

Output
- Create Messages

Update Parameter
- Test Run (No Update)
# Budgeting

Monitor & Maintain Employee Budgets

## Audit Report for Budgets

### Monitoring of Compensation Budgets

- **Budget Type**: Merit increase (ECM)
- **Budget Period**: 01/01/2010 to 12/31/2010
- **Currency**: USD

Change employee budgets by double clicking on the employee.

<table>
<thead>
<tr>
<th>Budget Unit</th>
<th>Object ID</th>
<th>Total Budget</th>
<th>Total Spent</th>
<th>Total Rest</th>
<th>Distributable...</th>
<th>Spent Budget...</th>
<th>Own Rest</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT Computer Center</td>
<td>500553951</td>
<td>7,800.00</td>
<td>3,600.00</td>
<td>4,200.00</td>
<td>7,800.00</td>
<td>3,600.00</td>
<td>4,200.00</td>
</tr>
<tr>
<td>IT Computer Center</td>
<td>50055579</td>
<td>3,600.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- Ms. Sandra Wright: 00800103, 1,680.00, 2,200.00, 520.00
- Mr. Matthew Collins: 00800104, 1,440.00, 300.00, 1,140.00
- Mr. Michael Wilson: 00800105, 1,080.00, 500.00, 580.00
- Ms. Patricia Williams: 00800106, 1,140.00, 600.00, 540.00
- Mr. Robert Davis: 00800107, 2,160.00, 0.00, 2,160.00

![Change Budget for Employee dialog box](dialog_box.png)  

**Maintain & lock employee budget**

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1. Overview

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3. Wrap-Up
Compensation Planning

Customer requirements:

- More intuitive and enhanced functionality to support managers during compensation planning decisions

- Enhanced layout in Web Dynpro ABAP
- Additional critical compensation data and analytics
Upon activating the functionality in customizing, the following new features are available:

- Improved performance
- Enhanced employee selection
- Display of ineligible employees
- Shortened & removable roadmap
- Improved budget display
- Embedded analytics
- Customer-specific tabs
- Print & Excel download
- Compensation profile
- Single-employee planning
- Messages on employee-level via check column
- Handling of zero records
- Editable customer columns
- Dependent plans
Compensation Planning: Select Employees
Example: MSS Compensation Planning User Interface
### Compensation Planning: 2010 Comp Review

**Planning Status for IT Computer Center:** In Planning

![Progress Bar]

- **Select Employees**
- **Plan Compensation Data**
- **Review and Submit**

**Display Currency:** US Dollar (USD)

![Currency Selection]

#### Fixed Salary Adjustment

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Calculated Base</th>
<th>Salary Increase</th>
<th>Sal. %</th>
<th>New Salary</th>
<th>Bonus</th>
<th>Bon. %</th>
<th>Currency</th>
<th>Stock Grants</th>
<th>Stock Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Sandra Wright</td>
<td>Chief-Assistant</td>
<td>84,000.00</td>
<td>2,200.00</td>
<td>2.62</td>
<td>86,200.00</td>
<td>2,000.00</td>
<td>2.38</td>
<td>USD</td>
<td>140</td>
<td>STOP</td>
</tr>
<tr>
<td>Mr. Matthew Collins</td>
<td>Worker</td>
<td>72,000.00</td>
<td>300.00</td>
<td>0.42</td>
<td>72,300.00</td>
<td>3,000.00</td>
<td>4.17</td>
<td>USD</td>
<td>0</td>
<td>STOP</td>
</tr>
<tr>
<td>Mr. Michael Wilson</td>
<td>Worker</td>
<td>72,000.00</td>
<td>500.00</td>
<td>0.69</td>
<td>72,500.00</td>
<td>4,000.00</td>
<td>5.56</td>
<td>USD</td>
<td>0</td>
<td>STOP</td>
</tr>
<tr>
<td>Ms. Patricia Williams</td>
<td>Worker</td>
<td>72,000.00</td>
<td>600.00</td>
<td>0.83</td>
<td>72,600.00</td>
<td>3,500.00</td>
<td>4.86</td>
<td>USD</td>
<td>0</td>
<td>STOP</td>
</tr>
<tr>
<td>Mr. Robert Davis</td>
<td>Worker</td>
<td>72,000.00</td>
<td>0.00</td>
<td>0.00</td>
<td>72,000.00</td>
<td>4,000.00</td>
<td>5.56</td>
<td>USD</td>
<td>0</td>
<td>STOP</td>
</tr>
<tr>
<td>Mrs Nicole Westenberger</td>
<td>Worker</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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In each chart, values can be directly changed by clicking on an employee's bar, line etc.; values are directly updated in chart and planning table.
Compensation Planning: Single-Employee Planning
Example: MSS Compensation Planning User Interface

Display of...
- current planning
- historical values
# Compensation Planning

## Customizing

## New functionality in SAP enhancement package 5 for SAP ERP 6.0
1. Overview

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3. Wrap-Up
Planning Overview

Customer requirements:

- Intuitive capabilities for higher level manager to identify organizational status and conduct follow up actions

  - Traffic lights enable quick identification of status
Upon activating the functionality in customizing, the following new features are available:

- Traffic Light status icons with mouse over capability
- Employee count column
- Compare functionality
- Plan functionality with direct access to new MSS compensation planning user interface
- Approval/rejection for all process types
### Planning Overview for Mr. Mark Taylor

<table>
<thead>
<tr>
<th>Organizational Unit</th>
<th>Planning Manager</th>
<th>Status</th>
<th>Employees</th>
<th>Bonus (ECM)</th>
<th>Distributed</th>
<th>Remaining</th>
<th>Options Budget (ECM)</th>
<th>Total</th>
<th>Distributed</th>
<th>Remaining</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate Services - (US)</td>
<td><strong>Mr. Mark Taylor</strong></td>
<td>🟢</td>
<td>10</td>
<td>33,480.00</td>
<td>16,500.00</td>
<td>16,900.00</td>
<td>2,000</td>
<td>140</td>
<td>1,860</td>
<td></td>
</tr>
<tr>
<td>- IT Computer Center</td>
<td><strong>Mr. Timmy Tabasco</strong></td>
<td>△</td>
<td>5</td>
<td>15,500.00</td>
<td>16,500.00</td>
<td>900.00</td>
<td>1,000</td>
<td>140</td>
<td>860</td>
<td></td>
</tr>
<tr>
<td>- Internal Services</td>
<td><strong>Mr. John Jones</strong></td>
<td>🟢</td>
<td>2</td>
<td>7,680.00</td>
<td>0.00</td>
<td>7,690.00</td>
<td>400</td>
<td>0</td>
<td>400</td>
<td></td>
</tr>
</tbody>
</table>

- Traffic light status icons with mouse over capability
- Employee count column
Planning Overview: Compare
Example: MSS Planning Overview User Interface
Planning Overview: Plan
Example: MSS Planning Overview User Interface
Agenda

1. Overview

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3. Wrap-Up
Customer requirements:

- Availability of different process types for compensation reviews
  - Different kind of approval processes need to be supported

- Process efficiency
Upon activating the approval functionality, the following approval services are available:

- MSS Compensation Approval
  - This user interface is used for employee-based process only.

- MSS Planning Overview
  - Can be used for approval of both employee-based and organizational unit-based processes.
  - In case Planning Overview user interface is used for employee-based process, then the MSS Compensation Approval user interface is called once the user clicks on the corresponding Approve/Reject button.
  - Please keep in mind that this user interface is not just used for approval processes; it is much more (see RKT material for planning overview).
Approval Services
Compensation Approval: Employee-Based Process

Only one selection option is available (Employees for Approval).

Select employees since this is an employee-based process compensation review.
If there is an employee-based process, then the user can select a row/organizational unit and then click on **Approve/Reject** button. Once this is done, a new window opens (see next slide).
Coming from the Planning Overview, the Compensation Approval service is opened. This is exactly the same Compensation Approval service as it will be shown before (see slide Compensation Approval: Employee-Based Process).
Agenda

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3. Wrap-Up
Power User Mode

Customer requirements:

- HR tool needed to support end-users during compensation planning cycle
  - HR tool shall be similar to end-user tool

  - Time and cost savings
  - Transparency
Power User Mode
Overview

- Upon activating the power user mode functionality (via adding in URL-parameter &poweruser_mode=X), access is available for:
  - MSS Compensation Planning
  - MSS Planning Overview
Manager name can be selected (example: Compensation Planning of Timmy Tabasco can be seen)
Manager name can be selected (example: Planning Overview of Mark Taylor can be seen)
Agenda

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3. Wrap-Up
**Customer requirements:**

- More intuitive and comprehensive profile to support managers during compensation planning decisions
- Access to profile outside compensation planning cycles

- Enhanced layout in Web Dynpro ABAP
- Additional critical compensation data and analytics
- Year round access to profile
Upon activating the compensation profile functionality in customizing, the profile can be accessed via:

- MSS Compensation Planning
- MSS Compensation Information
Compensation Profile
Example: MSS Compensation Profile User Interface
Compensation Profile
Example: MSS Compensation Planning User Interface
Compensation Profile
Example: MSS Compensation Information User Interface
Compensation Profile

Customizing

Enterprise Compensation Management
- Global Settings
- Budgeting
- Compensation Administration
  - Define Compensation Areas
  - Define Compensation Area Feature
  - Business Add-In: Determine Compensation Area
  - Set Compensation Administration Control Parameters
  - Compensation Plans and Reviews
  - Eligibility
  - Guidelines
  - Plan Attributes
  - Compensation Programs
  - Process Override for Global Employees
  - Settings for User Interface and Process
- Planning Process and Planning Overview
- User Interface for Compensation Planning
  - Employee Compensation Profile
    - Select Data for History in Compensation Planning and Compensation Profile
    - Define Short Profile
      - Create Configuration with Field Groups
      - Add Fields to Field Selection Catalog
      - Create Categories
      - BAcl: Evaluate Fields for Data Retrieval

New functionality in SAP enhancement package 5 for SAP ERP 6.0
1. Overview

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   - **Compensation Statements**
   - Global Employment
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3. Wrap-Up
Customer requirements:

- Additional configuration possibilities for Total Compensation Statement and Compensation Review Statement
- Consolidated access for critical compensation information

- Enhanced configuration possibilities
- Web Dynpro ABAP access to forms and other compensation information
Compensation Statements
Overview

- Upon activating the functionality in customizing, the following new features are available:
  - Possibility to create country-dependent forms (Total Compensation Statement & Compensation Review Statement)
  - Option to decide which subcategory to show to manager and/or employee (Total Compensation Statement)
Compensation Statements
Example: MSS Compensation Information User Interface
Compensation Statements
Example: Total Compensation Statement

Welcome to My Rewards
Total Rewards is the comprehensive package of salary, variable incentives, equity, recognition awards, personal well-being benefits, financial protection programs, capital accumulation opportunities, employee assistance programs, plus opportunities for career development. We are driven to deliver Total Rewards that are competitive to leading companies within our market and where we compete for talent.
With My Rewards, you will be able to assess the entire value of your Total Rewards.
If you have any questions, you are encouraged to contact HRdirect at 888-422-1234.

About You:
Name: Mr. Robert Davis
Employee Number: 00800107
Address: 23rd Street
            New York NY 10003
SSN: 999999999
Hire Date: 01/01/2006
Position: Worker

Dear Mr. Robert Davis,
In the period from 01/01/2010 to 12/31/2010, you received the following compensation components. We would like to thank you for your personal contribution to the success of our company and look forward to an ongoing successful working relationship.

Yours sincerely,
Your HR Department

1. Payment
1.1. Salary
Total amount: 15,026.32 USD

2. Leave Balances

<table>
<thead>
<tr>
<th>Days</th>
<th>Unit</th>
<th>Entitlement</th>
<th>Used</th>
<th>Remaining</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total Compensation in the period from 01/01/2010 to 12/31/2010:
Total Amount received in currency: 15,026.32 USD

In the period from 01/01/2010 to 12/31/2010, you had the option of using our free sports and leisure facilities.
Compensation Statements
Customizing

Enterprise Compensation Management
- Global Settings
- Budgeting
- Compensation Administration
- Long-Term Incentive Plans
- Compensation Statements

- Determine Structure of Total Compensation Statement
- Select Wage Types for 'Pay' Category

Country Specific Enhancements
- Business Add-In: Authorization Check for Total Compensation Statement
- Create Form for Total Compensation Statement
- Determine Standard Forms for Total Compensation Statement

Different Forms
- Define Different Forms
- Define Feature for Form Grouping

- Define Address Types Feature
- Business Add-In: Get Data for Compensation Review Statement
1. Overview

2. What’s New In Enterprise Compensation Management (SAP enhancement package 5 for SAP ERP 6.0)
   - Process Types and Process Support
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   - Compensation Profile
   - Compensation Statements
   - Global Employment
   - Notifications
   - Message Mapper

3. Wrap-Up
Global Employment

Customer requirements:

- Being able to plan compensation for employees of a company or company group with multiple personnel assignments in different countries
  - Possibility to choose where to plan the employee and based on which criteria (Home or Host)

- Process efficiency
- Transparency
Upon activating the global employment functionality in customizing, the following is possible:

- Customer can decide where employee is planned; either in host by host manager or home by home manager.

- Customer can decide on which data compensation planning is done – i.e. compensation process aspects can be used to overwrite settings (e.g. host manager plans compensation for his/her global employee based on home guidelines).

  - Available compensation process aspects:
    - Eligibility
    - Calculation base
    - Guideline (general)
    - Guideline (dimension)
    - Effective date
    - Activation
In the example Nicole Westenberger is a Global Employee transferred from Germany to US; host manager is responsible for compensation planning. Home manager is not able to see Nicole in compensation planning screen.
If host manager opens the compensation profile of a global employee in his/her team, then the employee’s home manager name is displayed.
## Global Employment

**Customizing**

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**New functionality in SAP enhancement package 5 for SAP ERP 6.0**
Agenda

1. Overview

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3. Wrap-Up
Notifications

Customer requirements:

- Notifications as part of the compensation planning process to support approval/rejection of planned compensation
  - Notifications in SAP Business Workplace or mail inbox
- Process simplification
- Time savings via easier process monitoring
Notifications

Overview

- **Upon activating the functionality in customizing, the following actions will generate notifications:**
  - The report *Notify Managers* has been executed for a specific compensation review (managers are notified to begin the planning process).
  - A manager completes the planning (all employees are submitted and all subordinate planning units are approved). His/her one-level-up manager is notified that the planning is ready for approval.
  - A higher-level manager approves the planning of one of his/her subordinate managers. The subordinate manager is notified.
  - A higher-level manager rejects the planning of one of his/her subordinate managers. The subordinate manager is notified.
Notifications
Technical Details

Available notifications (object type: CL_HRECM00_WORKFLOW_EVENT):

- Organizational unit-based process:
  - Initialize Planning / Notify Managers (event: CREATED, receiver type: WS04000025)
  - Notification for “Submit Planning” (event: SUBMITTED, receiver type: WS04000022)
  - Notification for “Reject Planning” (event: REJECTED, receiver type: WS04000024)
  - Notification for “Approve Planning” (event: APPROVED, receiver type: WS04000023)

- Employee-based process:
  - Initialize Planning / Notify Managers (event: CREATED, receiver type: WS04000025)
  - Notification for "Submit Planning" of a single employee (event: SUBMITTED_SINGLE_EMPLOYEE, receiver type: WS77900114)
  - Notification for "Reject Planning" of a single employee (event: REJECTED_SINGLE_EMPLOYEE, receiver type: WS77900115)
  - Notification for "Approve Planning" of a single employee (event: APPROVED_SINGLE_EMPLOYEE, receiver type: WS77900111)
    - Notification is sent for each employee!

- Notifications can be sent to manager’s ...
  - Business Workplace/UWL
  - Mail inbox (e-mail with generated link to open the application)
Dear Donald King,

Carol Green has submitted review 'Review 10' regarding to organizational unit '50002921' for your approval.

Best regards.

Compensation Team.

If you have problems logging on to the system, contact your system administrator.

Donald King receives an e-mail notification in his mail inbox that the compensation planning for Carol Green has been submitted for approval.

Via click on Execute Work Item, the MSS Compensation Planning screen (roadmap step 2) gets displayed.
Notifications
Customizing

Enterprise Compensation Management

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    - Guidelines
    - Plan Attributes
    - Compensation Programs
    - Process Override for Global Employees
    - Settings for User Interface and Process
  - Workflow Settings
    - Perform Automatic Workflow Customizing
    - Review Event Type Linkage
    - Review Workflows for Compensation Planning Cycle
    - Extended Notifications for Workflow

Configure Planning Process and Planning Overview

- User Interface for Compensation Planning
  - Employee Compensation Profile
    - Select Data for History in the Employee Compensation Profile
    - Message Mapper für kundenspezifische Nachrichten verwenden
- Workflow Settings
- Other Settings

New or updated functionality in SAP enhancement package 5 for SAP ERP 6.0
Agenda

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3. Wrap-Up
Message Mapper

Customer requirements:

- Intuitive display of messages for end-users
- Process simplification
Upon activating the functionality in customizing, the following new features are available:

- Possibility to assign the system message that the system is currently showing the user to other messages.
- You can use alternative customer-oriented message for all message classes and the messages they contain for the user interfaces in the Web Dynpro application for:
  - Compensation Planning
  - Employee Compensation Profile
  - Compensation Information
Message Mapper
Customizing

Enterprise Compensation Management

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    - Settings for User Interface and Process
  - Planning Process and Planning Overview
  - User Interface for Compensation Planning
  - Employee Compensation Profile
    - Use Message Mapper for Customer-Specific Messages
  - Workflow Settings
  - Other Settings

New functionality in SAP enhancement package 5 for SAP ERP 6.0
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3. Wrap-Up
Summary
7 Key Points to Take Away

- Customers can choose between **five different process types**
- Support of bottom-up (employee level) budgeting enables budget transfer along with employee transfer
- **Enhanced WD ABAP user interfaces** support the manager with the compensation planning process and higher level managers with the review and approval process
- **Enhanced data and analytics** available to support key decisions and serve as critical reference information throughout the year
- The enhanced **compensation profile** provides key data and analytics about an employee’s compensation, history, critical organization, and talent data.
- Compensation administrators and HR business partners benefit from **additional configuration possibilities** as well as **power user access**
- **Global employment** support identifies the source of the data for compensation processing (for example, home, or host country)
Technical Prerequisites
SAP enhancement package 5 for SAP ERP 6.0

- SAP ECC 6.0
- SAP enhancement package 5 for SAP ERP 6.0
- Activation of business functions:
  - HCM_ECM_CI_1 (new with Enhancement Package 4, prerequisite for HCM_ECM_CI_2)
  - HCM_ECM_CI_2 (new with Enhancement Package 5)
- Related switches:
  - HRECM_SFWS_UI_ENH_01 (for HCM_ECM_CI_1)
  - HRECM_SFWS_UI_ENH_02 (for HCM_ECM_CI_2)
- SAP NetWeaver 7.02 SP01
- SAP NetWeaver 04s Portal 7.0
- Business Package for Manager Self-Service 1.51
Further Information

- Resources on Enterprise Compensation Management:

- Information regarding SAP Enhancement Packages:
  - [http://service.sap.com/erp-ehp](http://service.sap.com/erp-ehp)

- Ramp Up Knowledge Transfer Information:
  - [http://service.sap.com/rkt](http://service.sap.com/rkt)

  - Documentation → SAP ERP → SAP ERP Enhancement Packages → ERP Central Component Enhancement Package 5
    - Open document in your language
    - Choose SAP ERP Central Component → Human Resources → Talent Management → Enterprise Compensation Management