



ERP-2712 Report Request (Req 82): Report for Merit Calibration (executive summary)

Please see the [SAP Analytics Approach](#) document, section 'Documentation' for more information about the context of this document.

Status	Approved
Functional Specification Owner	BILLING-ext, Anoop
Stakeholders	Guillaume Decarsin, Ruben Beeck
Jira Request ID	 ERP-1231 - Jira project doesn't exist or you don't have permission to view it.
Jira Development (Build) ID	 ERP-2712 - Jira project doesn't exist or you don't have permission to view it.
Lean IX App Link	
Business Process Reference (L4)	11.11.01.02. Create & Distribute Custom Reports

High-Level Specification

Parameter	Value
Application System (Delivery Tool)	SuccessFactors – Story Report Module: Compensation

Functional Overview

Why the report is needed

Syensqo needs an **executive report** to allow senior leadership to **compare key statistics before and after the Merit cycle**, supporting informed decisionmaking on compensation outcomes.

Business requirements addressed

- Compare compensation metrics before vs after the Merit cycle
- Monitor budget allocation and spend
- Analyze merit distribution across multiple dimensions (GBU, country, rating, gender, talent pool)

Business questions answered

- How did budget spend evolve before and after the Merit cycle?
- How did comparatios change as a result of the Merit campaign?
- How is budget distributed by performance rating, talent pool, and gender?
- Are there observable gender parity gaps before and after the campaign?

Business value

The report provides leadership with a consolidated, datadriven view of Merit calibration outcomes, supporting governance, equity analysis, and alignment with payforperformance principles.

Scope

In Scope

- Budget spend by country
- Average comparatio before and after the compensation campaign
- Spend per GBU and country
- Spend with and without lump sum
- Salary distribution per performance rating per region, including category, level, and gender
- For GBUs specifically:
 - % budget spend by rating
 - Budget spend by talent pool (e.g. future leader, emerging leader)
 - Gender parity and gaps by gender
 - Evolution of comparatio within a grade (e.g. S15) before and after the campaign, by gender

Out of Scope

- Compensation cycles outside the current Merit campaign

Solution Overview

Content ownership: [BILLING-ext](#), [Anoop](#)

Input from: Guillaume Decarsin, Ruben Beeck

Security: Standard SuccessFactors RoleBased Permissions (RBP) apply. Access is restricted by global vs entity scope (GBS, Total Rewards, SBP).

Story Page 1 – Merit Calibration (Executive Summary)

Page Objective

Provide an **executivelevel overview** of Merit calibration outcomes, combining KPIs, charts, and detailed tables to compare metrics **before and after** the Merit cycle.

Page Filters

Report Field Name	Mandatory / Optional	Prompt Type	Default / Restrictions
Legal Entity	Optional	Multiselect	All
Business Unit	Optional	Multiselect	All
Country	Optional	Multiselect	All
Manager	Optional	Multiselect	All
Gender	Optional	Multiselect	All
Performance Rating	Optional	Multiselect	All
Talent Pool	Optional	Multiselect	All

Page Level Input Controls

None explicitly specified.

Calculations

The report includes the following calculated metrics:

- Total Budget
- Total Spent
- Total number of employees
- Average comparatio (before and after campaign – subject to data availability)
- Budget spend distribution by various dimensions

Layout

- Page filters pinned at the top
- Syensqo logo topleft
- Summary KPIs
- Charts
- Tables (final layout to be confirmed based on performance constraints)

Dashboards / Charts

Summary KPIs (Numerical):

- Total Budget
- Total Spent
- Total number of employees

Charts:

- Budget Spent by Country – Bar chart
- Average CompaRatio Before vs After Campaign – Numerical indicators
- Spend per GBU / Country – Bar chart
- Spend with vs without Lump Sum – Numerical indicators
- Salary distribution per performance rating per region, including category, level, and gender – Bar chart

GBU specific charts:

- % Budget Spend by Rating – Pie chart
- Budget Spend by Talent Pool – Bar chart
- Gender Parity (gaps per gender) – Bar chart

Tables / Lists

Table 1 – Details per Department

Field
Department
Legal Entity
Country
Budget
Total Spent
Average Base Salary

Table 2 – EmployeeLevel Details

Field
Employee First and Last Name
Employee Email Address
Employee ID
Employee Username
Manager Details
GBU / Legal Entity
Department
Country
Base Salary
CompaRatio
Total Spend

Story Filters (Global)

Report Field Name	Mandatory / Optional	Default
Employee Status	Mandatory	Active employees only

Data Models

Data Model	Description	Jira Development ID
Compensation Merit Data Model	Compensation and Merit campaign data	ERP2712

Business Roles

Role
40-GBS People Services Specialist
40-Total Rewards Specialist
20-Strategic Business Partner(CS-HR SBP/SBA)

Design Rationale

No existing report in the reporting catalog provides a consolidated executive view comparing Merit outcomes before and after the campaign. A custom SuccessFactors Story Report is therefore required.

Assumptions

- Only **active employees** are included
- Merit campaign data is available and complete
- Historical comparatio and salary data availability will be validated during build

Dependencies

- Availability and quality of Compensation module data
- Confirmation of historical data fields (before vs after values)
- Final RBP scope validation

Special Requirements

- Executivelevel readability and performance
- Ability to compare **before vs after** Merit cycle metrics
- Clear visibility on gender parity and equity indicators

Frequency of Analysis / Report Run

Frequency
Annually

Testing Considerations / Dependencies

- Validate budget and spend values
- Validate before vs after comparison logic
- Validate performance rating and talent pool breakdowns
- Validate access by role and scope

Test Conditions and Expected Results

ID	Condition	Expected Result
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TC01	Open report without filters	Executive summary displayed for all active employees
TC02	Filter by country	KPIs, charts, and tables update correctly
TC03	Review before vs after metrics	Comparative values displayed correctly
TC04	Review gender parity	Gaps and distributions displayed correctly

Other Requirements

None identified.

See also

File **Modified**


No files shared here yet.

Change log

Version	Published	Changed By	Comment
CURRENT (v. 1)	Apr 07, 2026 11:02	SKIKDAOUI-ext, Myriam	

Workflow history

This view shows the 5 most recent entries. The complete workflow log is available from the 'Document Activity' menu item.

Apr 23, 2026	Actor	Type	Activity	Version
Approved	 GARNIER-ext, Marion	State	changed state to Approved at 1:36 pm	v1
Lead Approval	 GARNIER-ext, Marion	State	gave <i>POD Lead Review</i> approval at 1:36 pm	
	 SKIKDAOUI-ext, Myriam	State	assigned approval <i>POD Lead Review</i> to  GARNIER-ext, Marion at 12:39 pm	
Apr 22, 2026				
	 BILLING-ext, Anoop	State	changed expiry date to '29 Apr, 2026 11:57 am' at 11:57 am	
		State	changed state to Lead Approval at 11:57 am	v1
Tech Review	 BILLING-ext, Anoop	State	gave <i>Tech Review</i> approval at 11:57 am	
		State	changed expiry date to '27 Apr, 2026 11:57 am' at 11:57 am	
		State	changed state to Tech Review at 11:57 am	v1