



# ERP-2713 Report Request (Req 86 & 87) : SRA Nominators & SRA Analysis

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-1234 - Jira project doesn't exist or you don't have permission to view it.
Jira Development (Build) ID	 ERP-2713 - 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 requires a consolidated report to provide **visibility into the SRA (Syensqo Recognition Awards) program**, including spend, nomination patterns, and distribution across businesses and demographics, both globally and per entity.

### Business requirements addressed

- Monitor SRA program usage and spend
- Analyze nomination behavior by nominator
- Assess fairness and equity of recognition award distribution
- Support budget monitoring across GBUs and countries

### Business questions answered

- Which nominators submit the most SRA nominations?
- How are SRAs distributed by entity, country, award level, gender, and talent attributes?
- What is the total and average SRA spend by organizational and demographic dimensions?

- Are there equity issues in how recognition awards are distributed?

## Business value

The report enables Total Rewards and HR leadership to monitor recognition spend, evaluate program effectiveness, and identify potential equity or consistency issues in the distribution of recognition awards.

## Scope

### In Scope

- Number of employees nominated per nominator
- Number of SRAs by entity, country, award level, gender
- Total SRA amount spent by entity, country, award level, gender
- Average and median SRA amount per level, entity, and country
- Yearbased analysis (annual split or adjustable start/end dates)
- Drilldown to individual employee level
- Analysis by talent flags, job, pay grade, SRA justification, requestor, and manager

### Out of Scope

- Inactive employees

## Solution Overview

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

Input from: Guillaume Decarsin, Ruben Beeck

Security: Standard SuccessFactors RoleBased Permissions (RBP) apply. Visibility is restricted based on user role and authorized scope (global vs entity /country).

## Story Page 1 – SRA Nominators & SRA Analysis

### Page Objective

Provide a multidashboard analytical view of **SRA nominations and spend**, enabling yearbyyear analysis, equity checks, and drilldown to employeelevel details.

### Page Filters

Report Field Name	Mandatory / Optional	Prompt Type	Default / Restrictions
Start Date	Optional	Date	Jan 1st (default)
End Date	Optional	Date	Current date
Country	Optional	Multiselect	All
GBU	Optional	Multiselect	All
Legal Entity	Optional	Multiselect	All
Gender	Optional	Multiselect	All
Pay Grade	Optional	Multiselect	All
Performance Rating	Optional	Multiselect	All
Department	Optional	Multiselect	All

### Page Level Input Controls

- Dimension selector allowing users to switch analysis view by:
  - Entity
  - Country
  - Award Level
  - Gender
  - Talent Flags
  - Pay Grade
  - GBU

## Calculations

The report includes the following calculated metrics:

- Total number of employees
- FTE
- Total SRA amount spent
- Average SRA amount per reward
- Total number of rewards
- SRA count
- Median SRA amount (where applicable)

## Layout

- Page filters pinned at the top
- Syensqo logo topleft
- Summary KPIs
- Charts (with dimension input controls)
- Detailed employeelevel table

## Dashboards / Charts

### Summary KPIs (Numerical):

- Total number of employees
- FTE
- Total amount spent
- Average per reward
- Total number of rewards
- SRA count

### Charts:

- SRA count vs selected dimension (Entity / Country / Award Level / Gender / Talent Flag / Pay Grade / GBU) – Bar chart
- Number of rewards vs Average per reward (toggle via input control) – Bar chart
- Total amount spent vs selected dimension – Bar chart

*All charts support interactive filtering and drilldown.*

## Tables / Lists

### Table 1 – EmployeeLevel SRA Details

Field
Employee First and Last Name
Employee User ID
Employee Email Address
Legal Entity
Country
GBU
Division
Job Title
Employment Status (Fulltime / Parttime)
Pay Grade
FTE
SRA
Manager Details
Reward Value
Amount Spent

## Story Filters (Global)

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

## Data Models

Data Model	Description	Jira Development ID
SRA / Rewards Data Model	Recognition awards, nominators, and spend data	ERP2713

## Business Roles

Role
40-Total Rewards Specialist
20-Strategic Business Partner(CS-HR SBP/SBA)
20-Site HR Specialist (CS-HR Site)
40-GBS Compensation Specialist/Comp Admin

## Design Rationale

No existing report in the reporting catalog provides the required multidimensional analysis of SRA nominations and spend. A custom SuccessFactors Story Report is required to support equity analysis, budget monitoring, and detailed drilldown.

## Assumptions

- Only **active employees** are included
- SRA data is available for the selected year(s)
- Award levels, talent flags, and demographic attributes are correctly maintained

## Dependencies

- Availability and quality of SRA / Rewards data
- Confirmation of RBP scopes for global vs local users

## Special Requirements

- Mandatory annual split or adjustable date range
- Drilldown from charts to individual employee details
- Ability to analyze each year separately

## Frequency of Analysis / Report Run

Frequency
Monthly
Adhoc / Ondemand

## Testing Considerations / Dependencies

- Validate SRA counts and total spend
- Validate average and median calculations
- Validate yearbyyear separation
- Validate drilldown behavior
- Validate access by role and scope

## Test Conditions and Expected Results

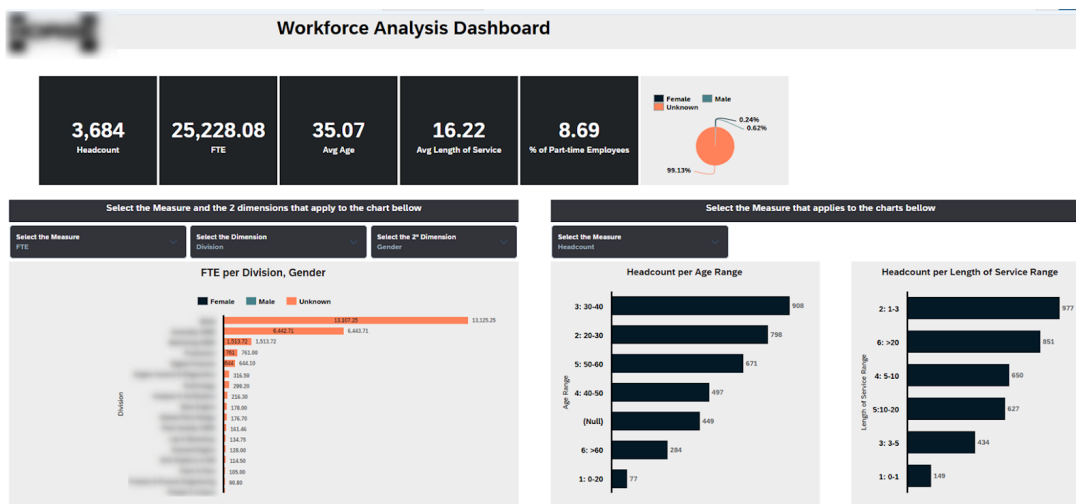
ID	Condition	Expected Result
TC01	Open report without filters	All active SRA data displayed
TC02	Change year/date range	Data updates to selected period
TC03	Filter by GBU or Country	KPIs, charts, and table update correctly
TC04	Drill down from chart	Employeelevel details displayed

## Other Requirements

None identified.

## Screenshots

This is an example of the possible layout and also how dimension inputs could look like (dimension inputs can be added to charts and allows users to select how they want to see the data, i.e., SRA payout vs. GBU or SRA payout vs. country)



The a table at the end of this page where users will be able to drill down to the employee level.

## See also

**File Modified**

No files shared here yet.

## Change log

Version	Published	Changed By	Comment
<b>CURRENT (v. 2)</b>	Apr 07, 2026 11:32	SKIKDAOUI-ext, Myriam	
v. 1	Apr 07, 2026 11:14	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
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Approved	 GARNIER-ext, Marion	State	changed state to <b>Approved</b> at 1:37 pm	v2
Lead Approval	 GARNIER-ext, Marion	State	gave <i>POD Lead Review</i> approval at 1:37 pm	
	 SKIKDAOUI-ext, Myriam	State	assigned approval <i>POD Lead Review</i> to  GARNIER-ext, Marion at 12:41 pm	
<b>Apr 22, 2026</b>				
	 BILLING-ext, Anoop	State	changed expiry date to '29 Apr, 2026 11:57 am' at 11:57 am	
		State	changed state to <b>Lead Approval</b> at 11:57 am	v2
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 <b>Tech Review</b> at 11:57 am	v2