



ERP-2714 Report Request (Req 83, 84 & 85) : STI /SIP Results and STI /SIP payout 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-1277 - Jira project doesn't exist or you don't have permission to view it.
Jira Development (Build) ID	 ERP-2714 - 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/PMGM

Functional Overview

Why the report is needed

Syensq requires **comprehensive reports and dashboards** to analyze **STI / SIP results and payout data**. The report supports monitoring of budget spent, provides overviews by entity and country, and can also be used for **audit and finance purposes**.

Business requirements addressed

- Consolidated reporting of STI / SIP payouts
- Monitoring of payout versus target
- Analysis of STI / SIP payouts across organizational and demographic dimensions
- Financeoriented reporting on STI / SIP results

Business questions answered

- How much STI / SIP has been paid out by entity, country, and GBU?
- How does payout compare to target by entity, country, and performance rating?
- How are STI / SIP payouts distributed by gender, grade, and performance rating?

- What is the STI / SIP amount per employee?

Business value

The report provides HR, Total Rewards, and Finance with a **single consolidated view** of STI / SIP outcomes, enabling governance, transparency, budget control, and audit readiness.

Scope

In Scope

- STI / SIP payout by **legal entity, country, and GBU**
- **Payout vs target** analysis by entity, country, and performance rating
- STI / SIP payout analysis by **demographic criteria**:
 - Gender
 - Grade
 - Performance rating
- **Total payout split** by gender, grade, and performance rating
- **STI / SIP amount per employee**
- Aggregated and employeelevel views

Out of Scope

- Inactive employees
- NonSTI / SIP compensation components

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.

Story Page 1 – STI Results and STI / SIP Payout Analysis

Page Objective

Provide a **consolidated analytical view** of STI / SIP results and payouts, combining KPIs, charts, and tables to support HR, Total Rewards, and Finance analysis.

Page Filters

Report Field Name	Mandatory / Optional	Prompt Type	Default / Restrictions
Country	Optional	Multiselect	All
GBU	Optional	Multiselect	All
Division	Optional	Multiselect	All
Department	Optional	Multiselect	All
Gender	Optional	Multiselect	All
Performance Rating	Optional	Multiselect	All

Page Level Input Controls

- Dimension input controls on charts allowing users to switch between views (e.g. payout vs country, payout vs GBU).

Calculations

The report includes the following calculated metrics:

- Total STI / SIP payout amount
- STI / SIP payout vs target
- Aggregations by legal entity, country, and GBU
- Breakdown by demographic attributes (gender, grade, performance rating)
- Total number of employees
- FTE

Layout

- Page filters pinned at the top
- Syensqo logo topleft
- Summary KPIs
- Charts
- Summary table

Dashboards / Charts

Summary KPIs (Numerical):

- Total number of employees
- FTE

Charts:

- **STI / SIP payout by different criteria** (legal entity, country, GBU)
 - Bar chart with dimension input control
- **Payout vs target** by entity, country, and performance rating
 - Bar chart (payout and target comparison – final visualization to be validated)
- **STI / SIP payout by demographic criteria** (gender, grade, performance rating)
 - Bar chart with dimension input control

Tables / Lists

Table 1 – STI / SIP Summary Table (Department Level)

Field
Country
GBU
Legal Entity
Gender
Grade
Performance Rating
Talent Pool
Department
STI / SIP Payout
STI / SIP Target

Story Filters (Global)

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

Data Models

Data Model	Description	Jira Development ID
STI / SIP Compensation Data Model	STI / SIP results and payout data from Compensation and PMGM modules	ERP2714

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 meets the combined requirements of STI / SIP payout analysis, demographic breakdown, and financelevel reporting. A **custom SuccessFactors Story Report** is required.

Assumptions

- Only **active employees** are included
- STI / SIP payout and target data is available and complete
- Demographic and performance attributes are consistently maintained

Dependencies

- Availability and quality of Compensation and PMGM data
- Validation of payout vs target visualization feasibility
- Confirmation whether a single report or a separate financespecific report will be required

Special Requirements

- Consolidation of **three reporting requests (Req 83, 84 & 85)** into a single solution
- Support for **audit use cases**
- Ability to analyze payouts across multiple demographic dimensions

Frequency of Analysis / Report Run

Frequency
Annual

Testing Considerations / Dependencies

- Validate STI / SIP payout totals
- Validate payout vs target logic
- Validate demographic breakdowns
- Validate rolebased access
- Validate performance of aggregated vs detailed views

Test Conditions and Expected Results

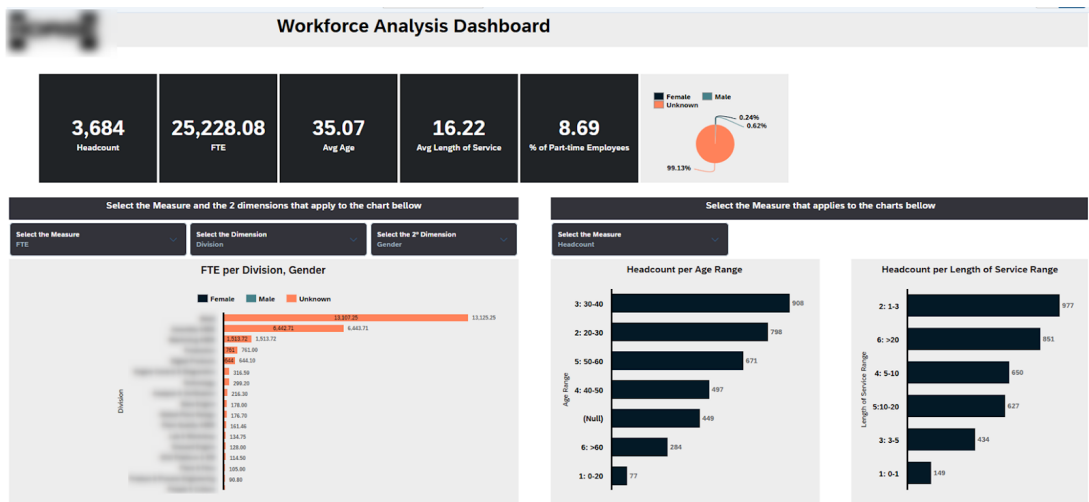
ID	Condition	Expected Result
TC01	Open report without filters	Consolidated STI / SIP results displayed
TC02	Filter by country or GBU	KPIs, charts, and table update correctly
TC03	Review payout vs target	Values displayed consistently
TC04	Review demographic breakdown	Correct split by gender, grade, and rating

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., STI /SIP payout vs. GBU or STI/SIP payout vs. country)



See also

File Modified

No files shared here yet.

Change log

Version	Published	Changed By	Comment
CURRENT (v. 1)	Apr 07, 2026 11:43	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 1:38 pm	v1
Lead Approval	GARNIER-ext, Marion	State	gave <i>POD Lead Review</i> approval at 1:38 pm	
	SKIKDAOUI-ext, Myriam	State	assigned approval <i>POD Lead Review</i> to GARNIER-ext, Marion at 12:42 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	changed expiry date to '27 Apr, 2026 11:57 am' at 11:57 am	
		State	gave <i>Tech Review</i> approval at 11:57 am	
		State	changed state to Tech Review at 11:57 am	v1